

# 2021 CAMPUS & WORKPLACE CULTURE SURVEY

## CU System Office Survey Response Rates

March 2022

FOUR CAMPUSES UNITED  
ALL FOUR: **ONE**



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# 2021 Campus & Workplace Culture Survey – CU System

- 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



# Response Rates

Percentage of Survey Population Submitting a Response

# 2021 Campus & Workplace Culture Survey

## Final Results

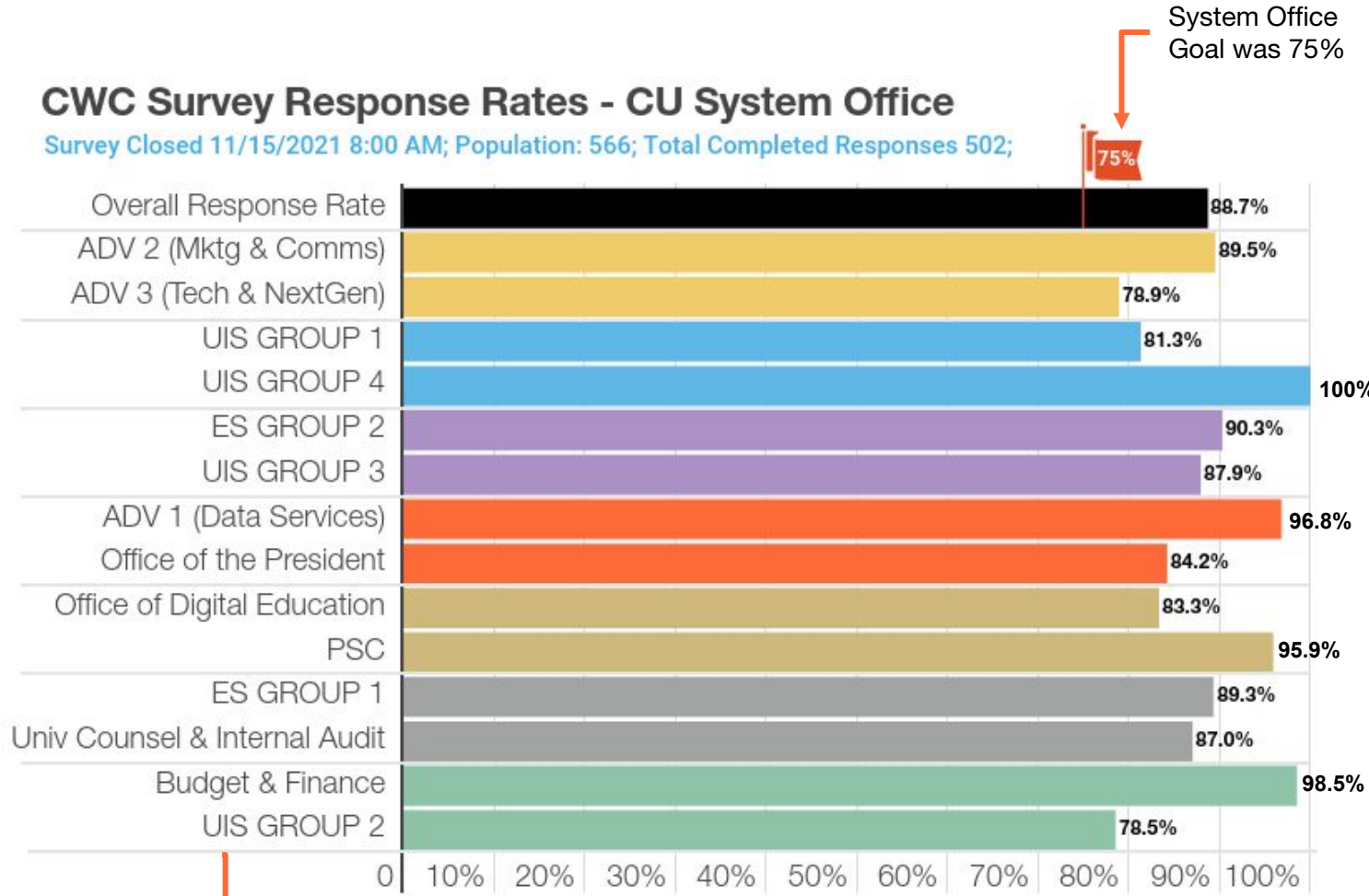
- 566 System Office employees
- 512 total responses (10 incomplete)
- 502 completed responses
- **88.7% response rate**

## Participation Rate

- 493 (of 502) completed responses selected “I Agree to Participate”
- **98.2% participation rate**

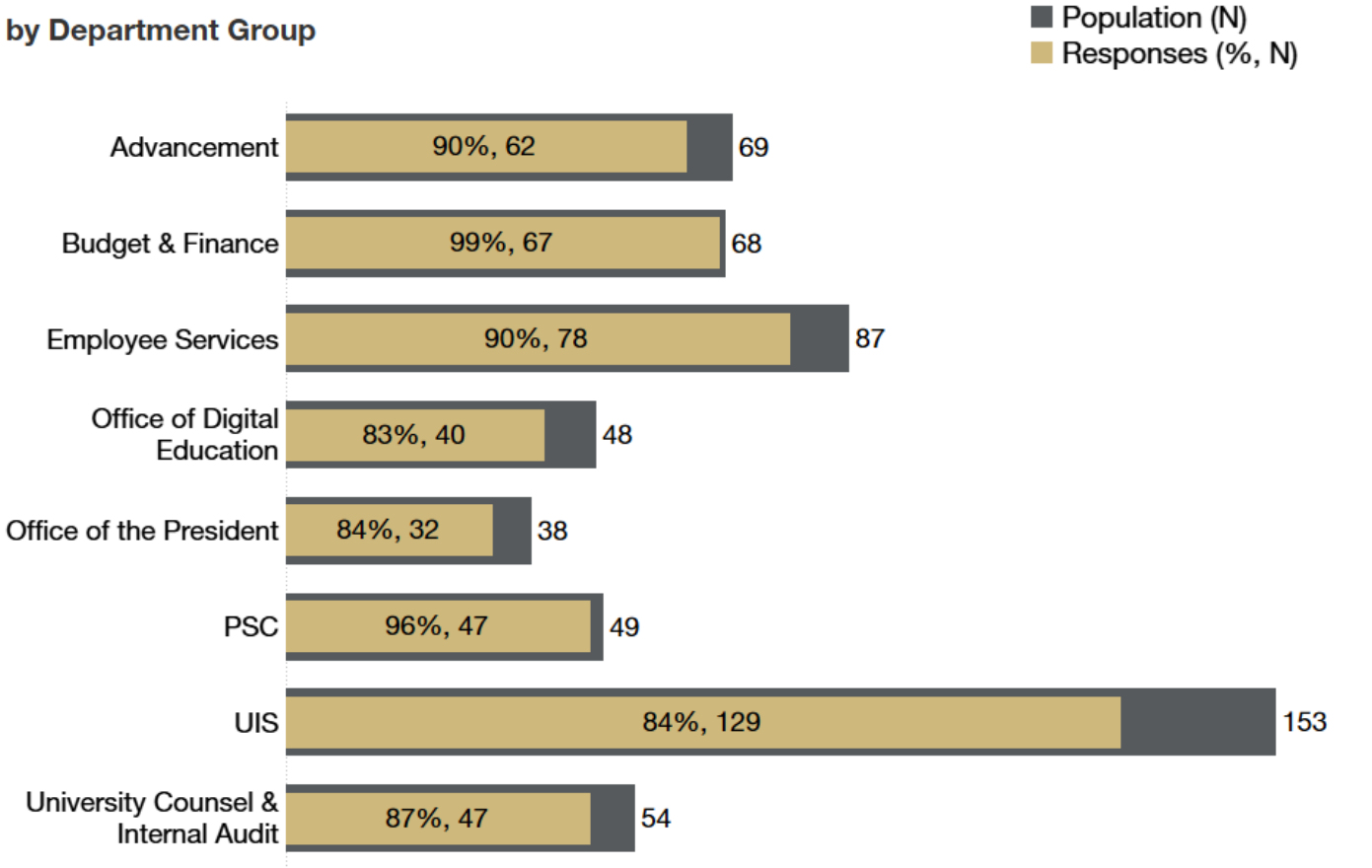
### CWC Survey Response Rates - CU System Office

Survey Closed 11/15/2021 8:00 AM; Population: 566; Total Completed Responses 502;



Departments shown here were used for the System Office competition

# Response Rates by Department



**Department Notes:**

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

**Employee Services** includes CU Health Plan Administration

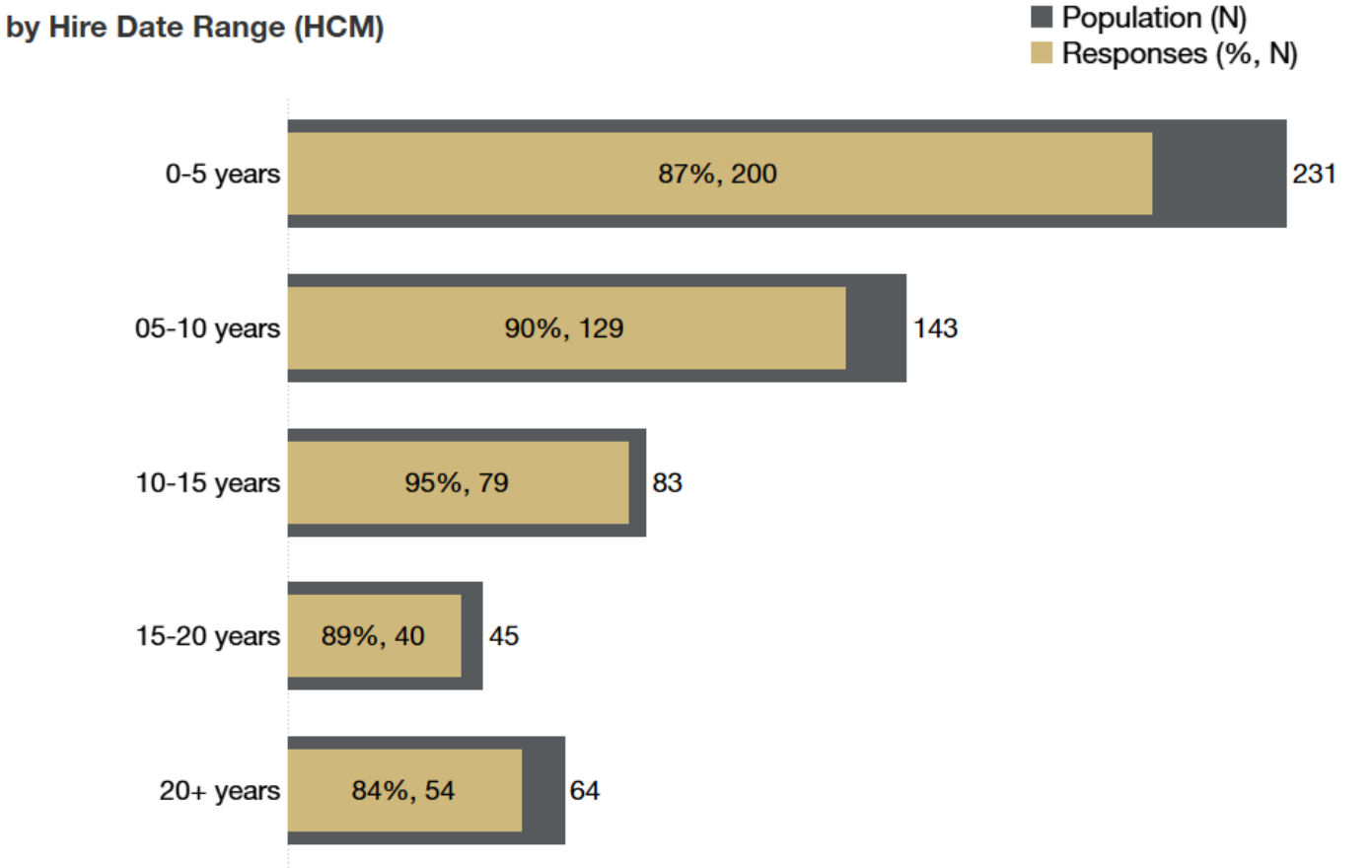
**Office of the President** consists of Chief of Staff, Diversity Equity & Inclusion (DEI), Regent Operations, University Relations, Academic Affairs

**PSC** = Procurement Service Center

**UIS** = University Information Services

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research

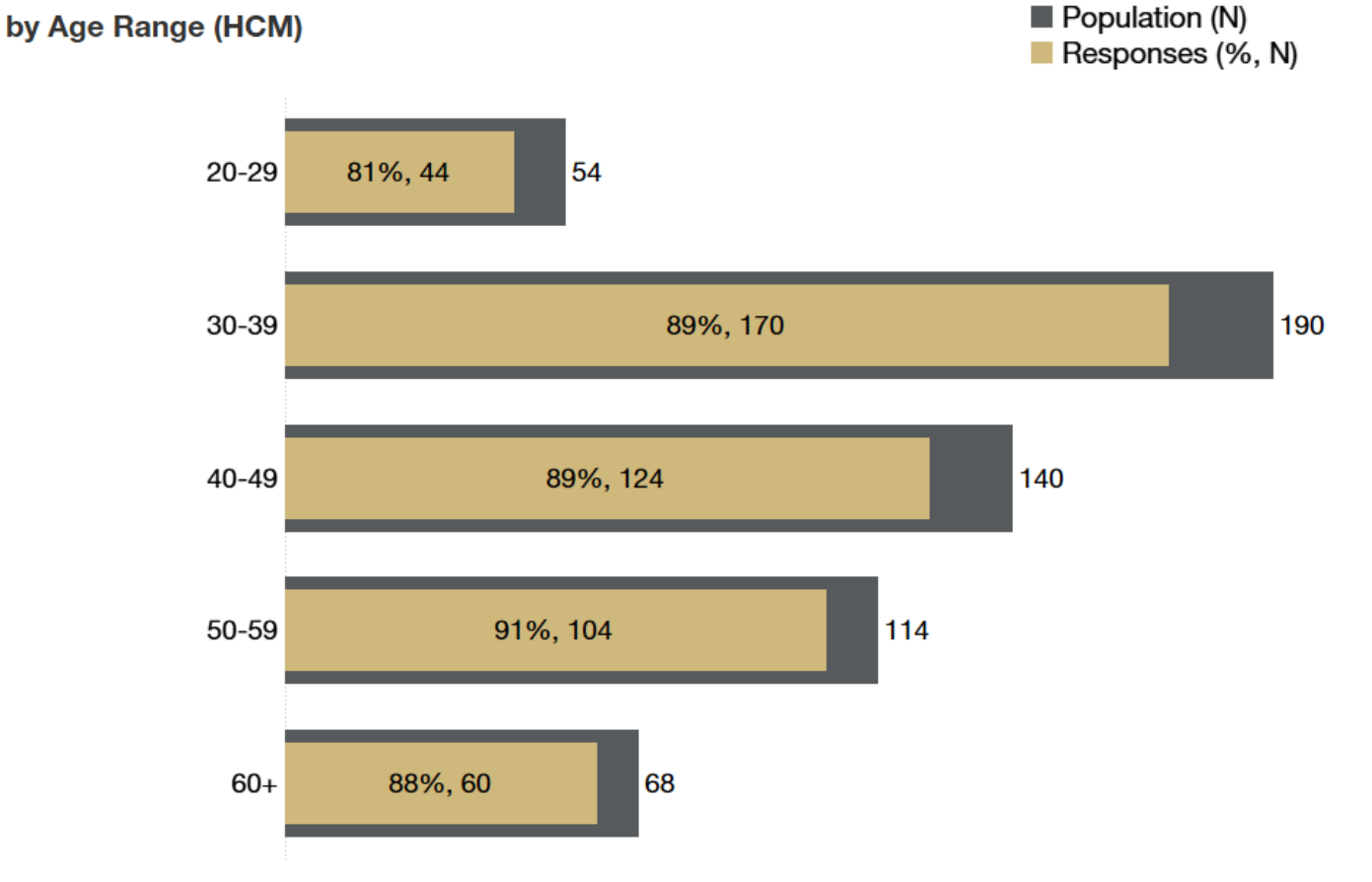
# Response Rates by Hired Date Range



Based on Original Hire Date, breaks in service may not be reflected in the calculation.

“HCM” (Human Capital Management) refers CU’s HR system

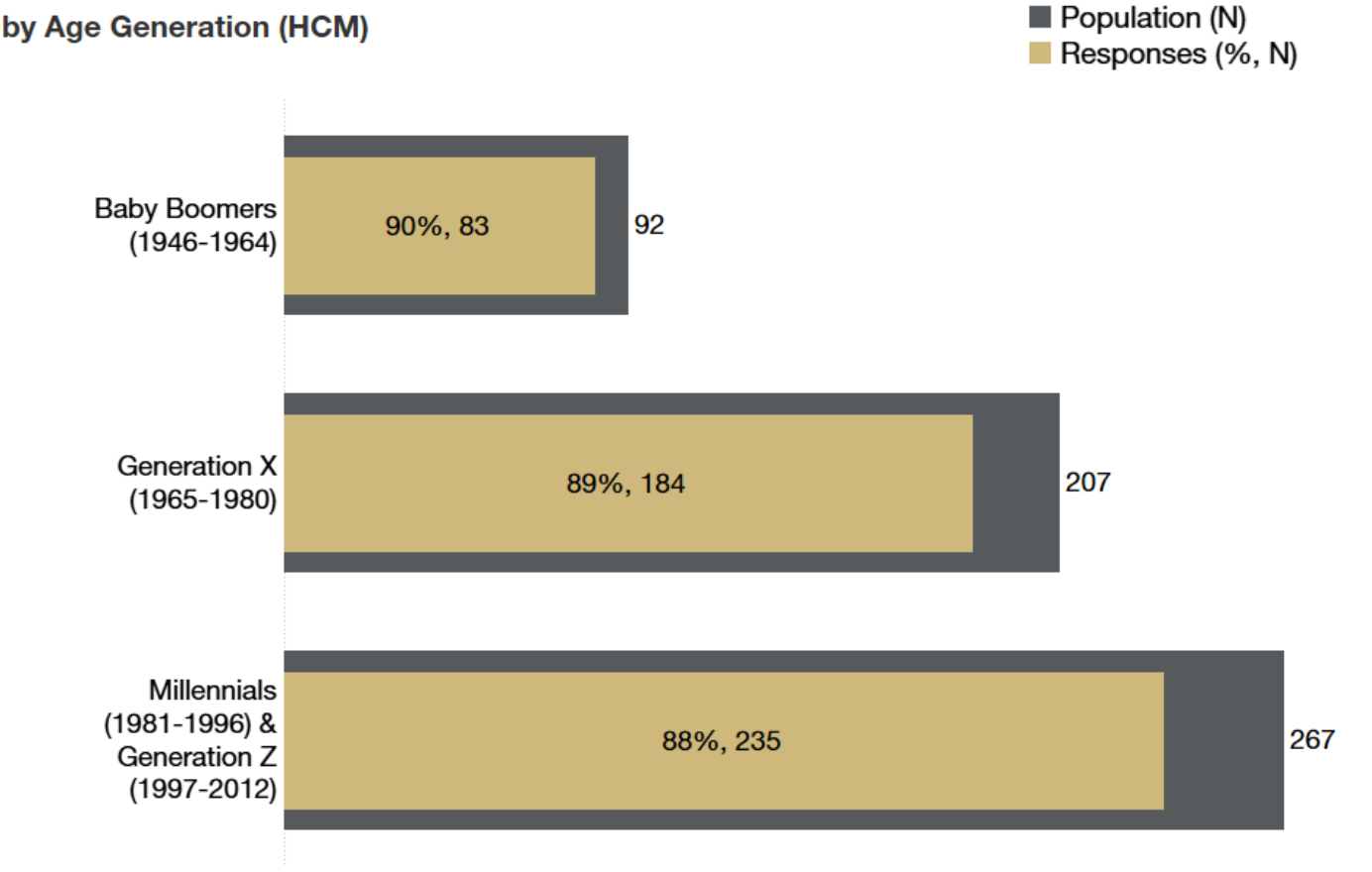
# Response Rates by Age Range



Employee age is calculated as of 10/1/2021  
“HCM” (Human Capital Management) refers  
CU’s HR system



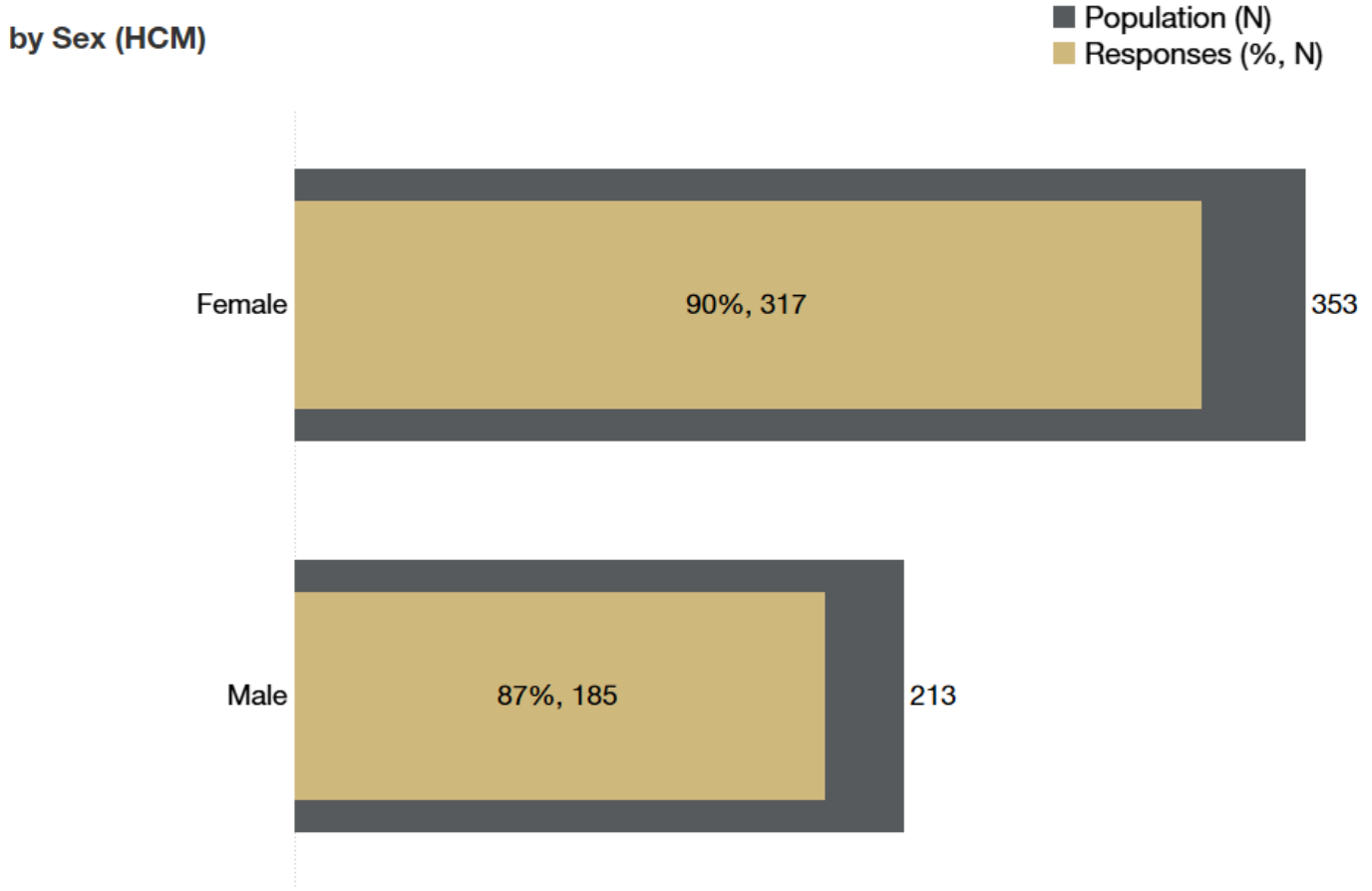
# Response Rates by Generation



Employee age is calculated as of 10/1/2021  
“HCM” (Human Capital Management) refers to CU’s HR system  
“Generation Z” is combined with “Millennials” due to small population size.

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research

# Response Rates by Sex



Demography reflects self-reported identification from HCM, updated by employee in employee portal (my.cu.edu).

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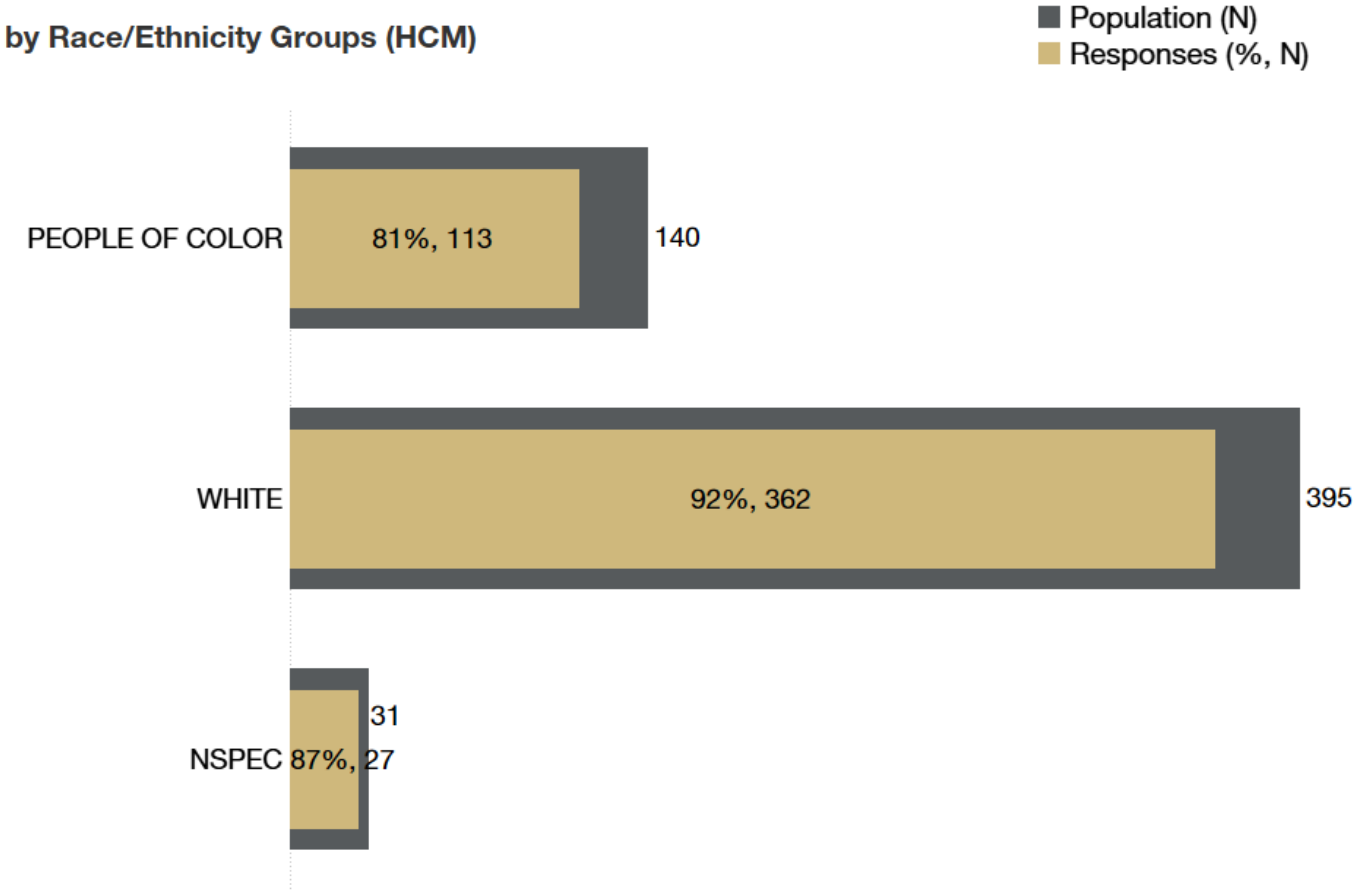
### Binary Options

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

### Non-binary

- At present, employee data systems are limited to binary options (female or male) and leaving the selection blank (reported as unspecified).

# Response Rates by Race/Ethnicity Groups



Demography reflects self-reported identification from HCM, updated by employee in employee portal (my.cu.edu). “HCM” (Human Capital Management) refers CU’s HR system.

**PEOPLE OF COLOR INCLUDES:**

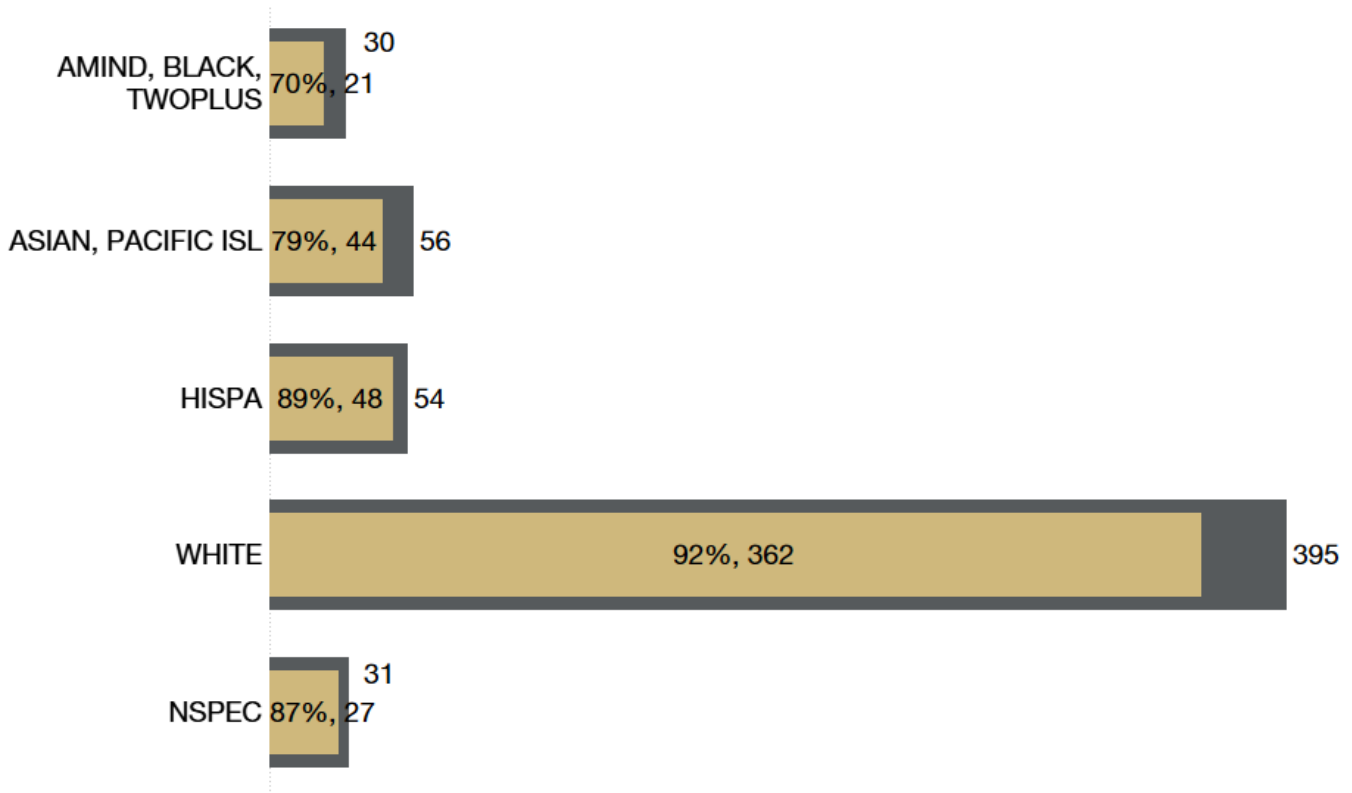
- American Indian or Alaska Native
- Asian or Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Two or More Races
- Unspecified (NSPEC)

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research

# Response Rates by Race/Ethnicity Groups- Detail

by Race/Ethnicity Reporting (HCM)

- Population (N)
- Responses (% , N)



Demography reflects self-reported identification from HCM, updated by employee in employee portal (my.cu.edu). “HCM” (Human Capital Management) refers CU’s HR system

**INDIVIDUAL SELECTIONS:**

- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Two or More Races
- White
- Unspecified (NSPEC)

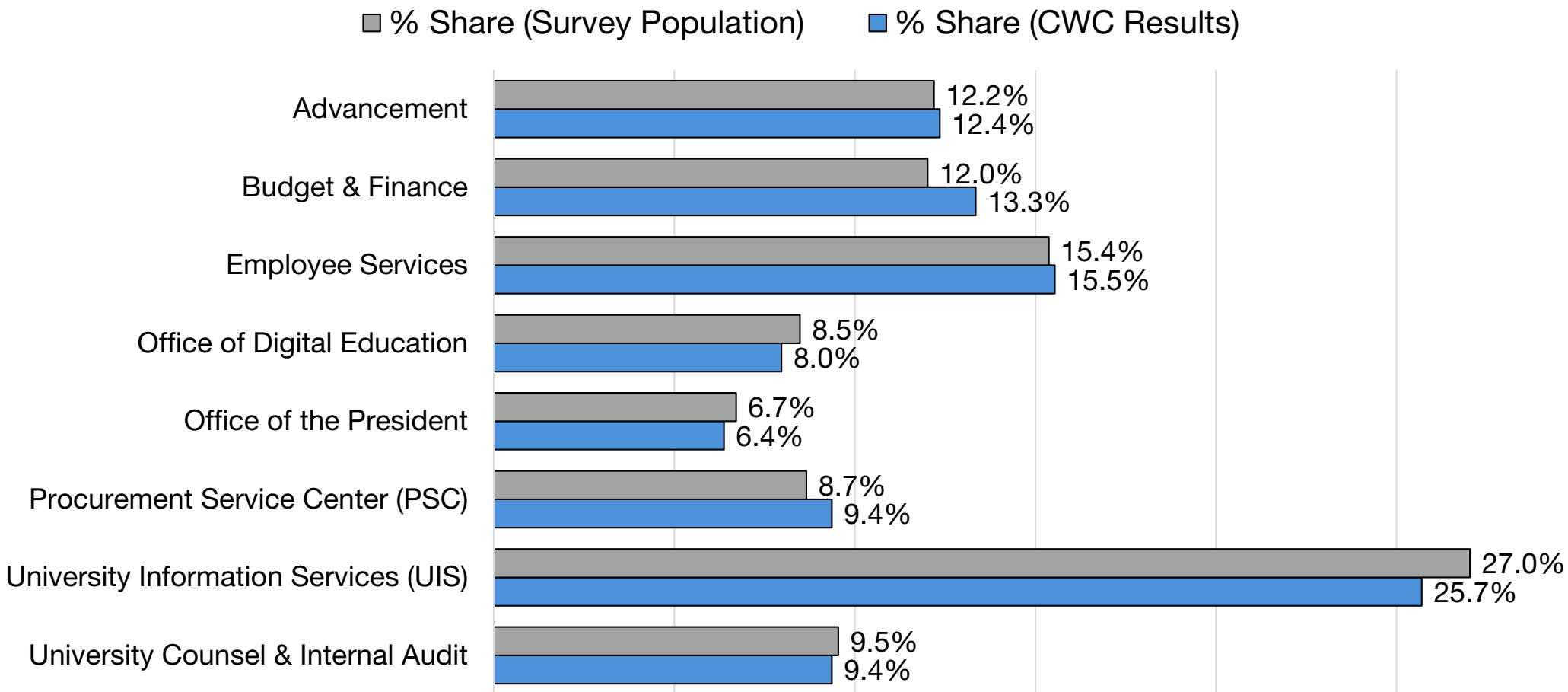
*Display Note: Some individual selections are combined in the chart due to small population size.*

# Survey Representativeness

Demographic Share of Population Compared to Share of Survey Results

# Population vs Results (by Department)

To evaluate representativeness: compare the gray bar (% share in population) to the blue bar (% share in results)



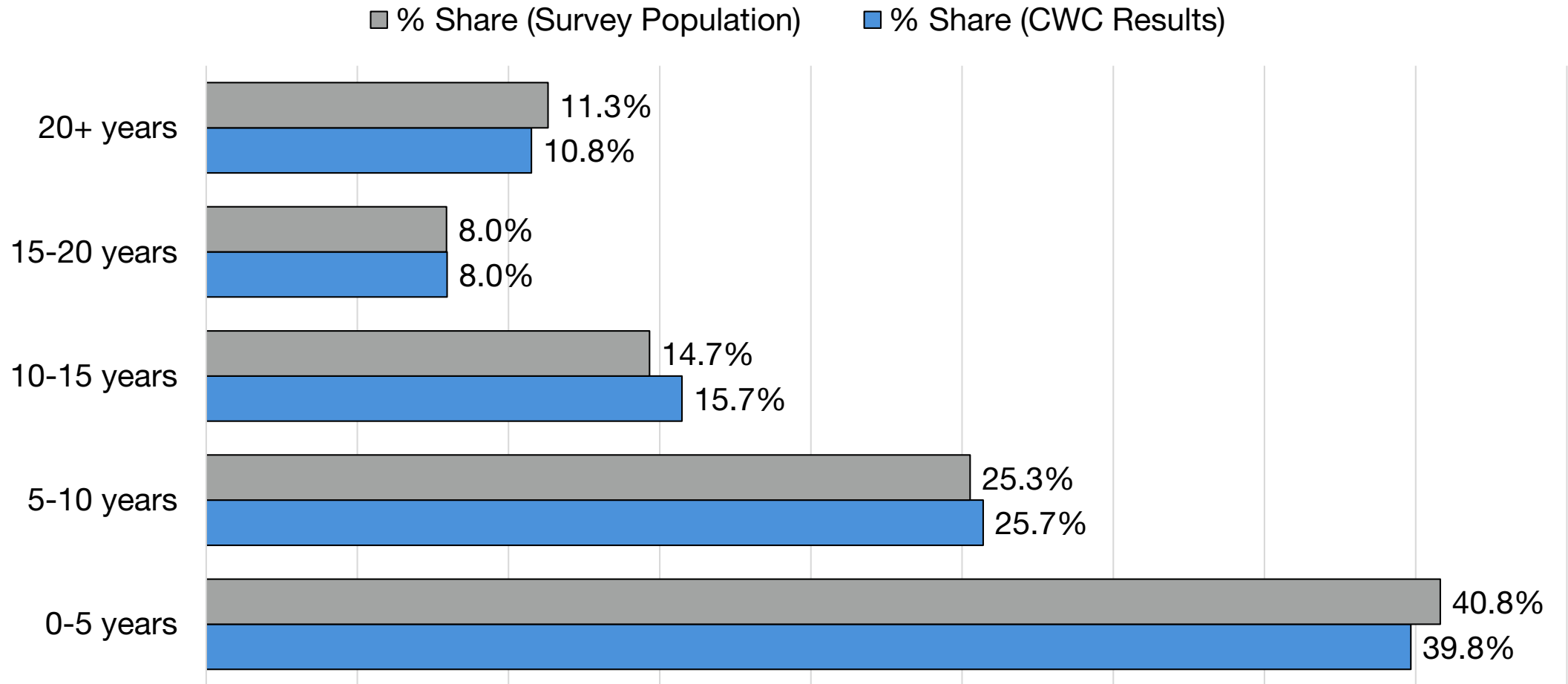
**Department Notes**

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**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

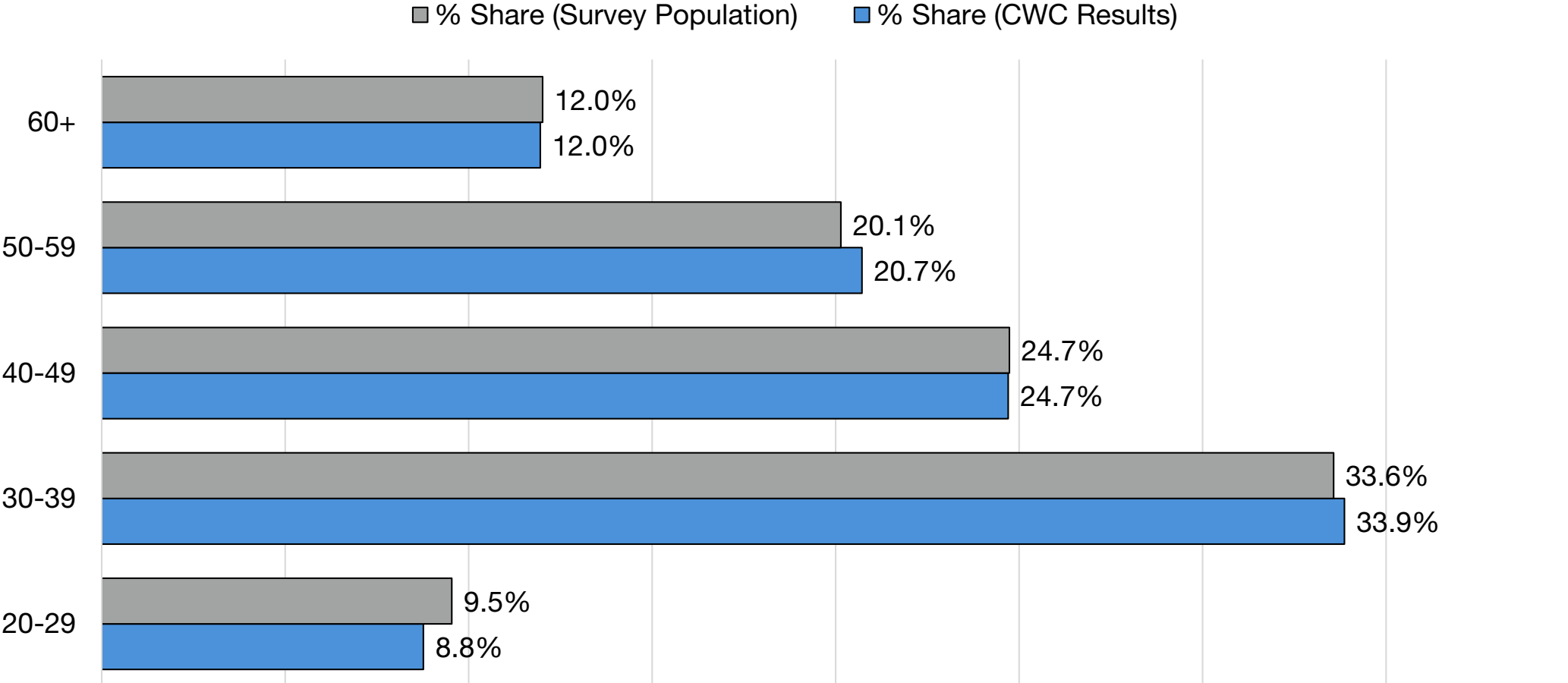
# Population vs Results (by Hired Date Range)



**Hired Date Range**

Employee hired date range is calculated as of 10/1/2021. Breaks in service are not reflected in the calculation.

# Population vs Results (by Age Range)

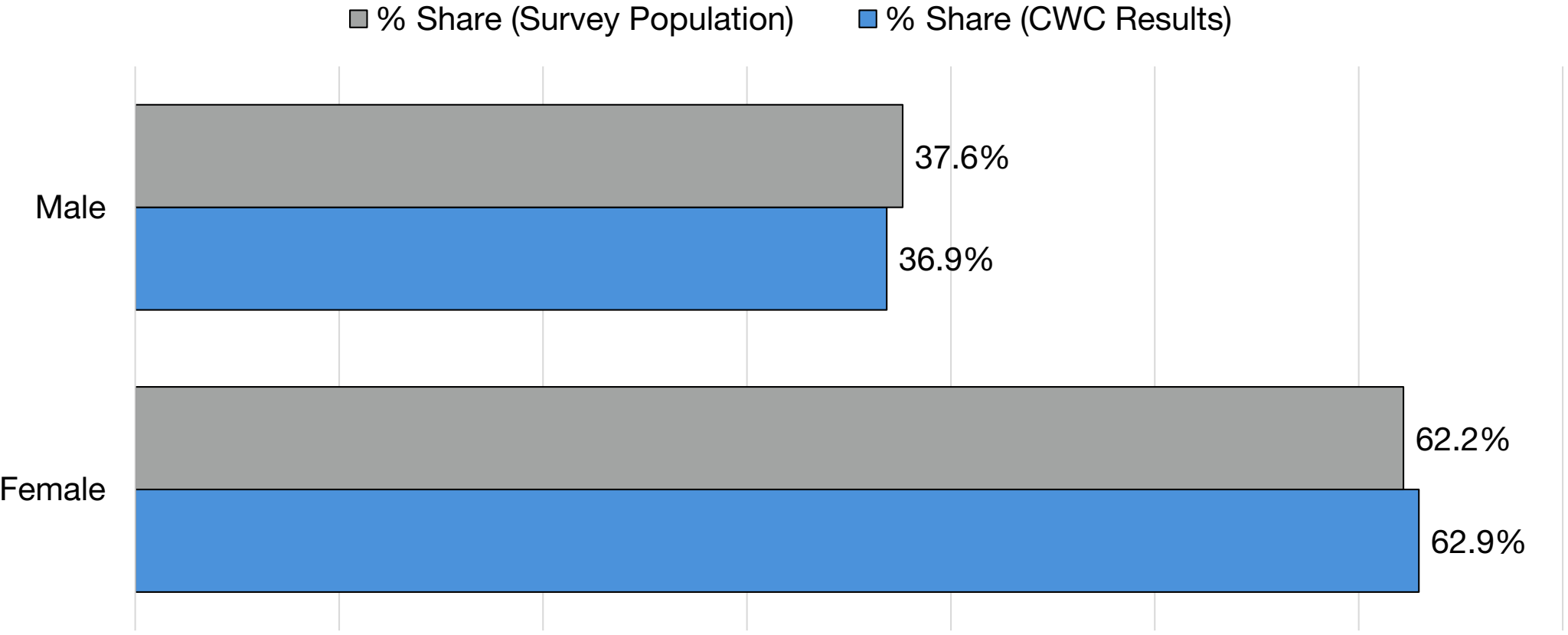


**Age**

Employee age is calculated as of 10/1/2021



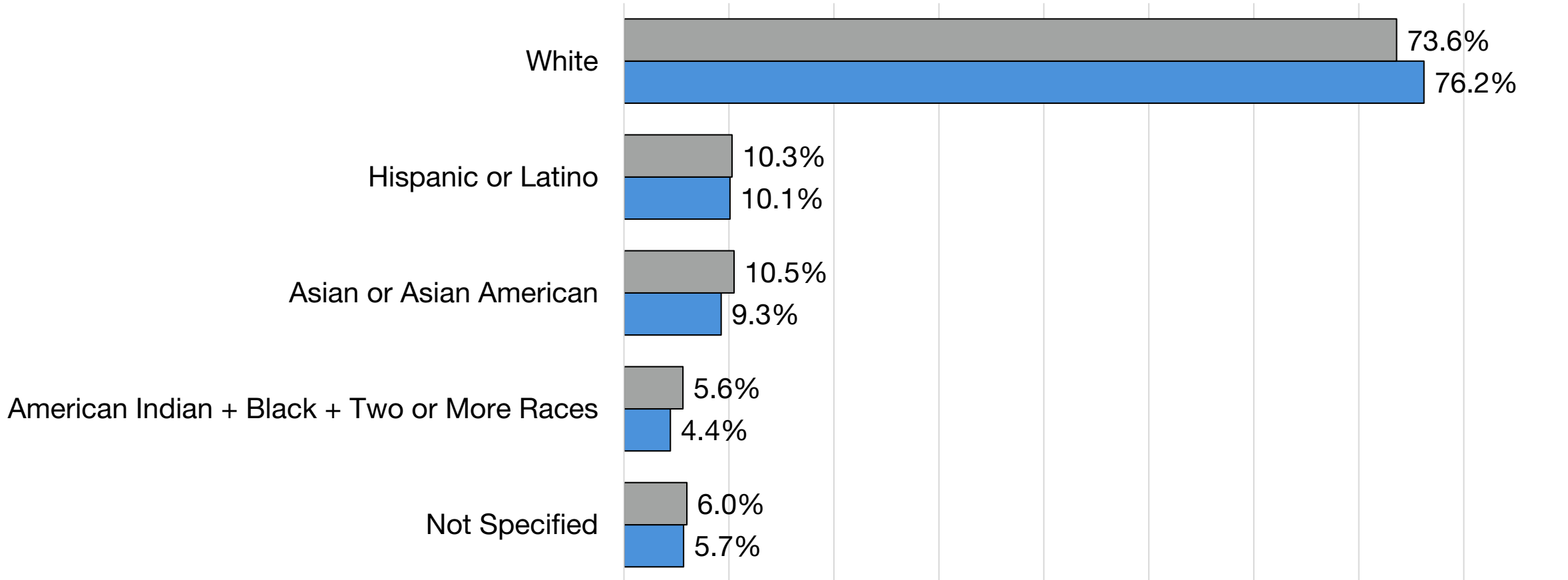
# Population vs Results (by Sex)



*Display Note: Unspecified category is not shown due to small cohort size*

# Population vs Results (by Race/Ethnicity)

■ % Share (Survey Population)    ■ % Share (CWC Results)



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