

# 2021 CAMPUS & WORKPLACE CULTURE SURVEY

CU System Administration

Topline Results

4/7/2022

FOUR CAMPUSES UNITED  
ALL FOUR: **ONE**

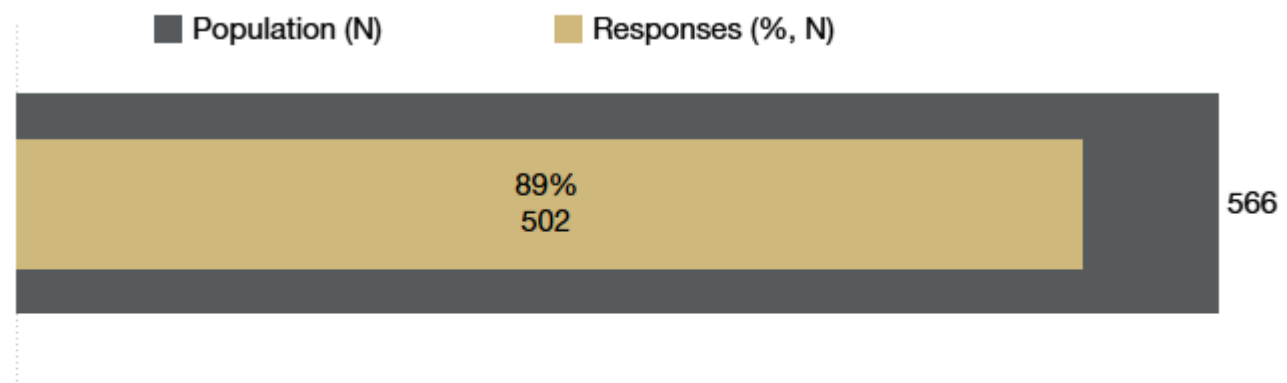


University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# About the CWC Survey

- Campus and Workplace Culture (CWC) Survey was administered to all System Administration staff in Fall 2021
- **88.7% Response Rate:** From October 15 through November 15, 2021, 566 system employees received a personalized survey invitation and 502 employees submitted a response.



Population (N)	Responses (% , N)	% Response
566	502	88.7%



# Interpreting Survey Results

- Survey participants' privacy is of utmost importance to us, and strict internal safeguards are in place to ensure that privacy
- Results are **anonymous**: no names, no email addresses, no employee IDs are contained in the analysis dataset.
- Survey responses will be aggregated for statistical analysis and reporting
- Responses will be aggregated to **groups of 10 or more** responses in order to maintain the anonymity of survey participants
- Until approved for release by executive leadership, **all reporting is for internal CU System Administration review**, not for public consumption



# Interpreting Survey Results

## Likert Scale Responses

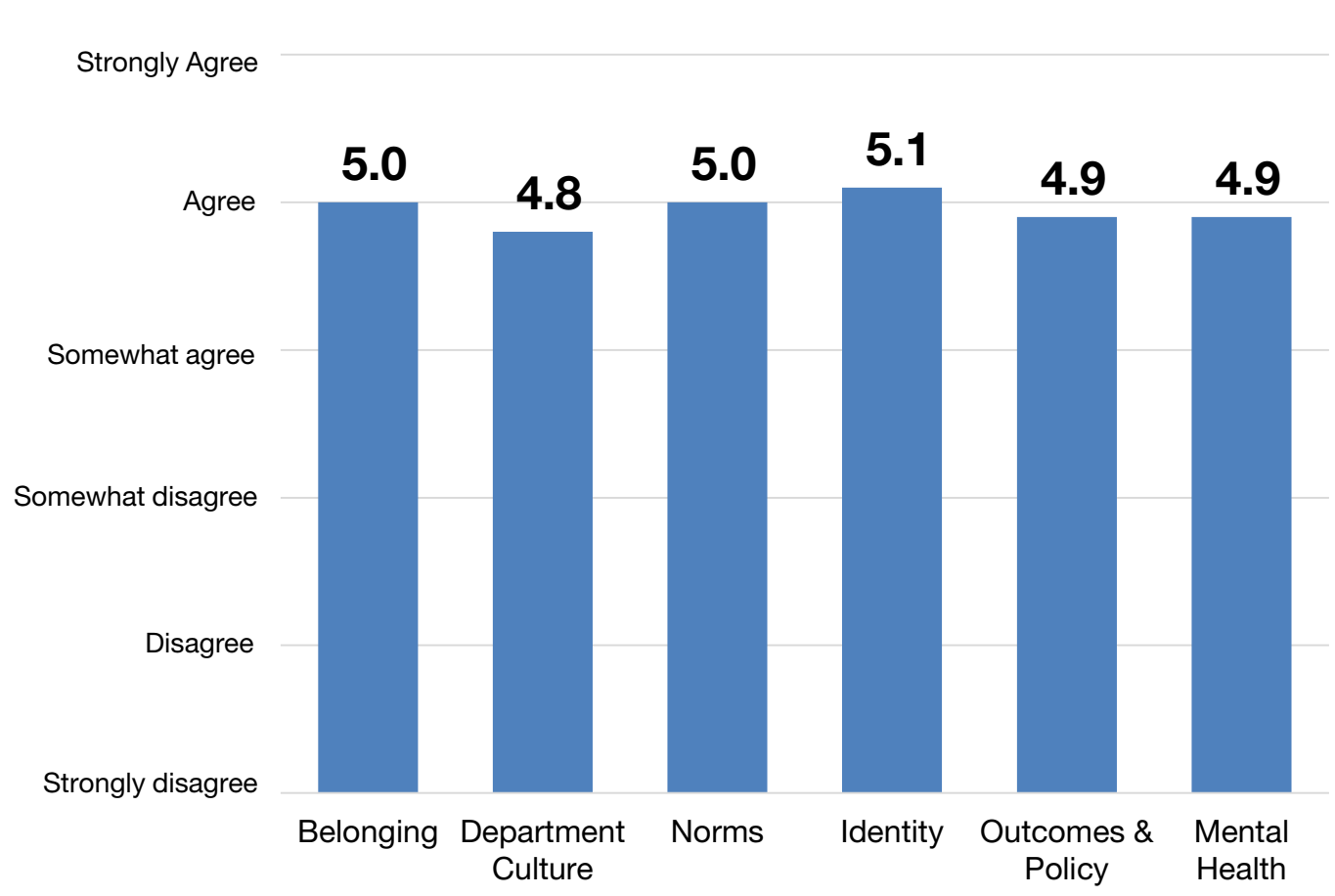
- *Average Response* is calculated using the following scale:
- *For statements to which there is expected **disagreement**, scale is reversed*

<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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## Checkbox Responses

- This collection method allows respondents to select all that apply.
- This is used within Incivility, Discrimination, Sexual Harassment, and Mental Health

# System Administration CWC Survey – Summary



**39%** (192/493)  
Reported Incivility Behaviors

**12%** (57/493)  
Reported Discrimination

**0.4%** (2/493)  
Reported Sexual Harassment

**76%** (376/493)  
Reported Barriers to Wellness Programs

# Survey Highlights

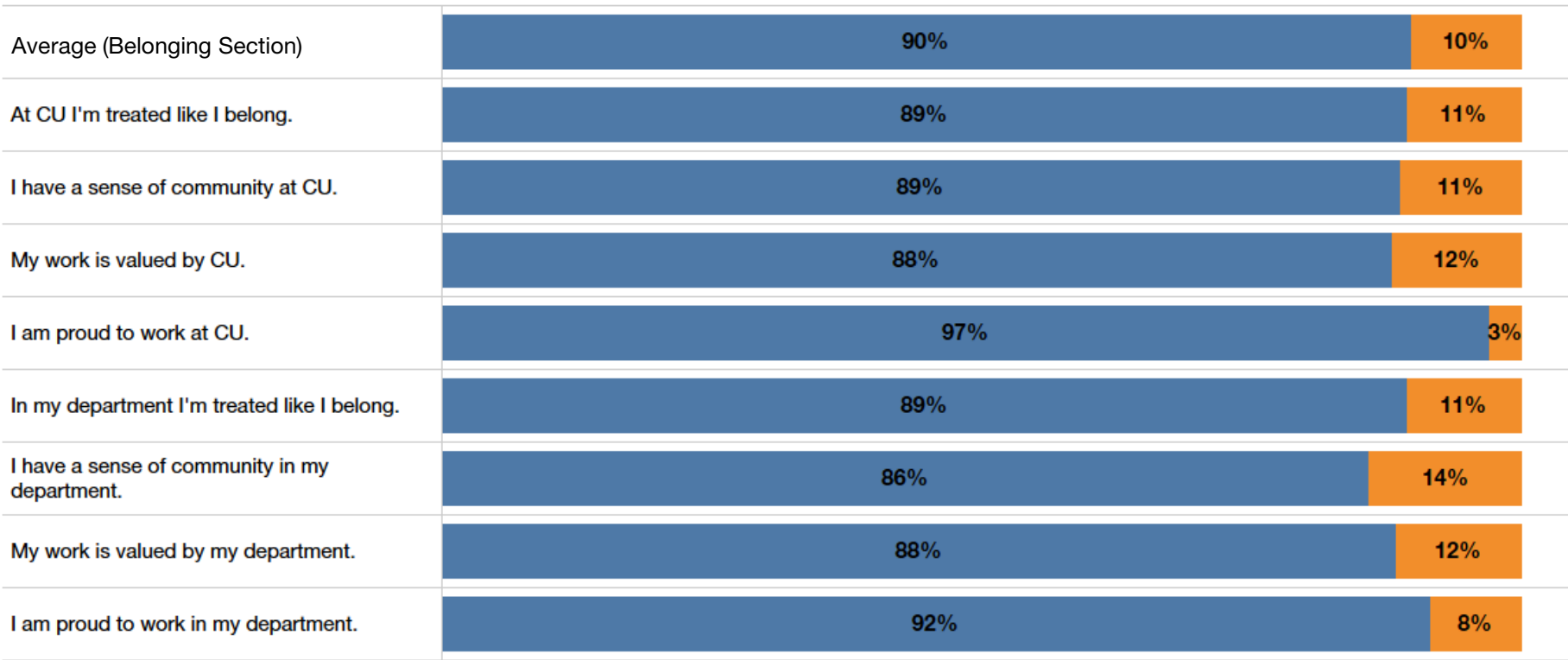
- **Belonging:** strong overall sense of belonging and community and that their work is valued (5.0).
- **Identity:** highest average score (5.1) with approximately 10 percent of respondents indicating concerns around negative opinions, stereotypes, and behaviors around protected class identities.
- **Department Culture:** average score (4.8) indicating strong levels of respect, with concerns around transparent allocation of resources, career advancement opportunities and lack of mentoring.
- **Outcomes:** 41% of staff considered leaving CU in the past 12 months.
- **Incivility:** 39% of staff reporting at least one negative behavior including non-responsiveness to email (23%), condescension or dismissive remarks (16%), and constant interruption (12%)
- **Discrimination** (12%) and **Sexual Harassment** (0.4%) reflect limited overall reported behaviors.
- Additional demographic and department analysis to be completed.



# System Admin CWC Survey – Belonging

■ Strongly Agree, Agree, Somewhat Agree
 ■ Strongly Disagree, Disagree, Somewhat Disagree

**Indicate how strongly you disagree or agree with each of the following statements:**

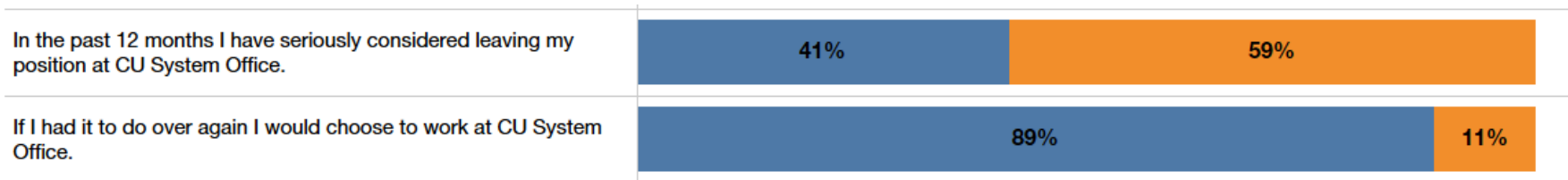




# System Admin CWC Survey – Outcomes/Policy



## Thinking about your employment career at CU:



## Indicate how strongly you disagree or agree with each of the following statements:

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



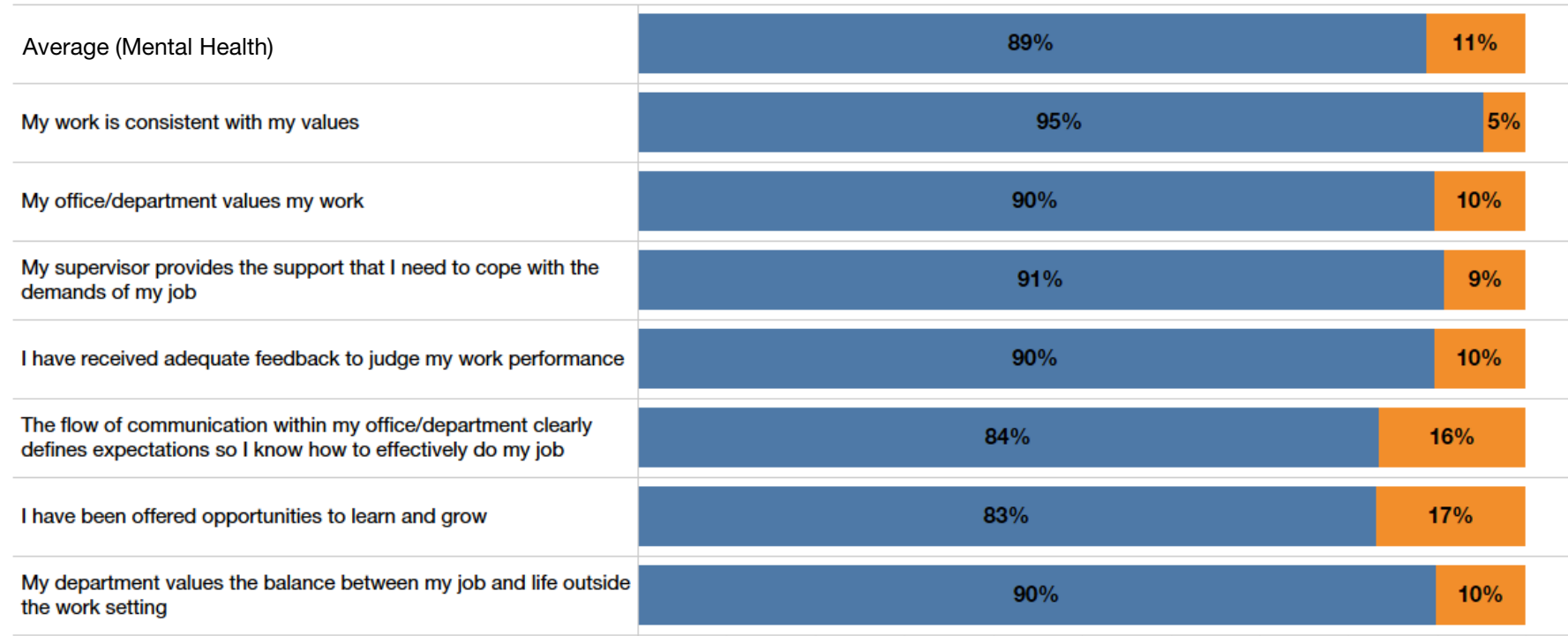


# System Admin CWC Survey – Mental Health

 Agree, Strongly Agree, Somewhat Agree

 Disagree, Strongly Disagree, Somewhat Disagree

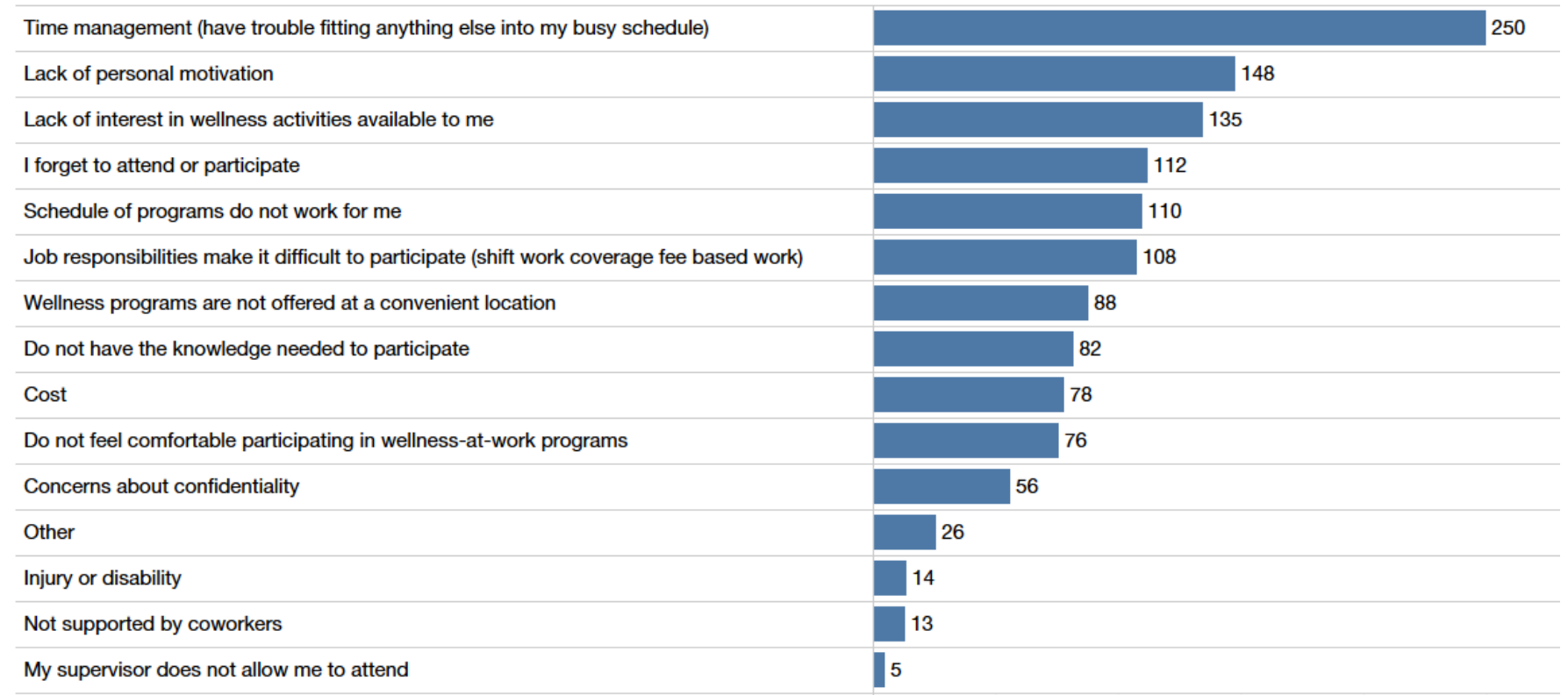
**Within the last 12 months I have felt...**



# System Admin CWC Survey – Mental Health


**77%** of respondents indicated barriers to participating in wellness-at-work programs

**Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs:**

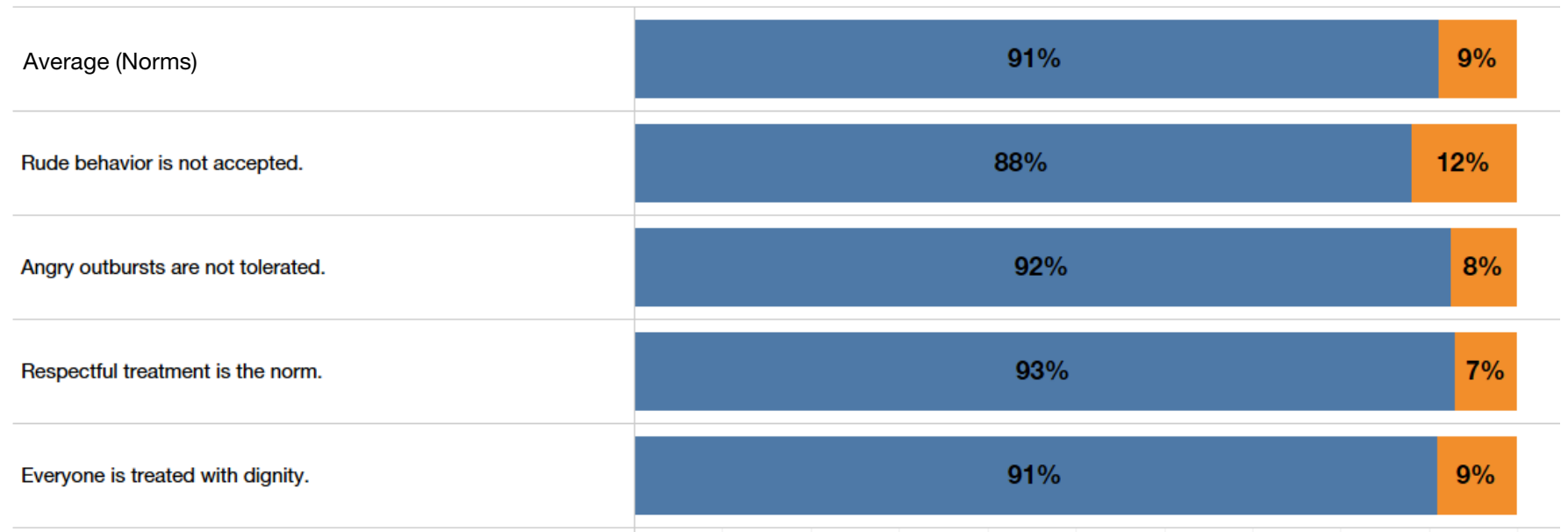


# System Admin CWC Survey – Norms

 Agree, Strongly Agree, Somewhat Agree

 Disagree, Strongly Disagree, Somewhat Disagree

**Indicate how strongly you disagree or agree with each of the following statements:**



# System Admin CWC Survey – Incivility

The list below contains examples of problematic behaviors that sometimes occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during daily work, one-to-ones, meetings, presentations, online, over email, or in an off-campus setting having to do with CU-related activities.

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.

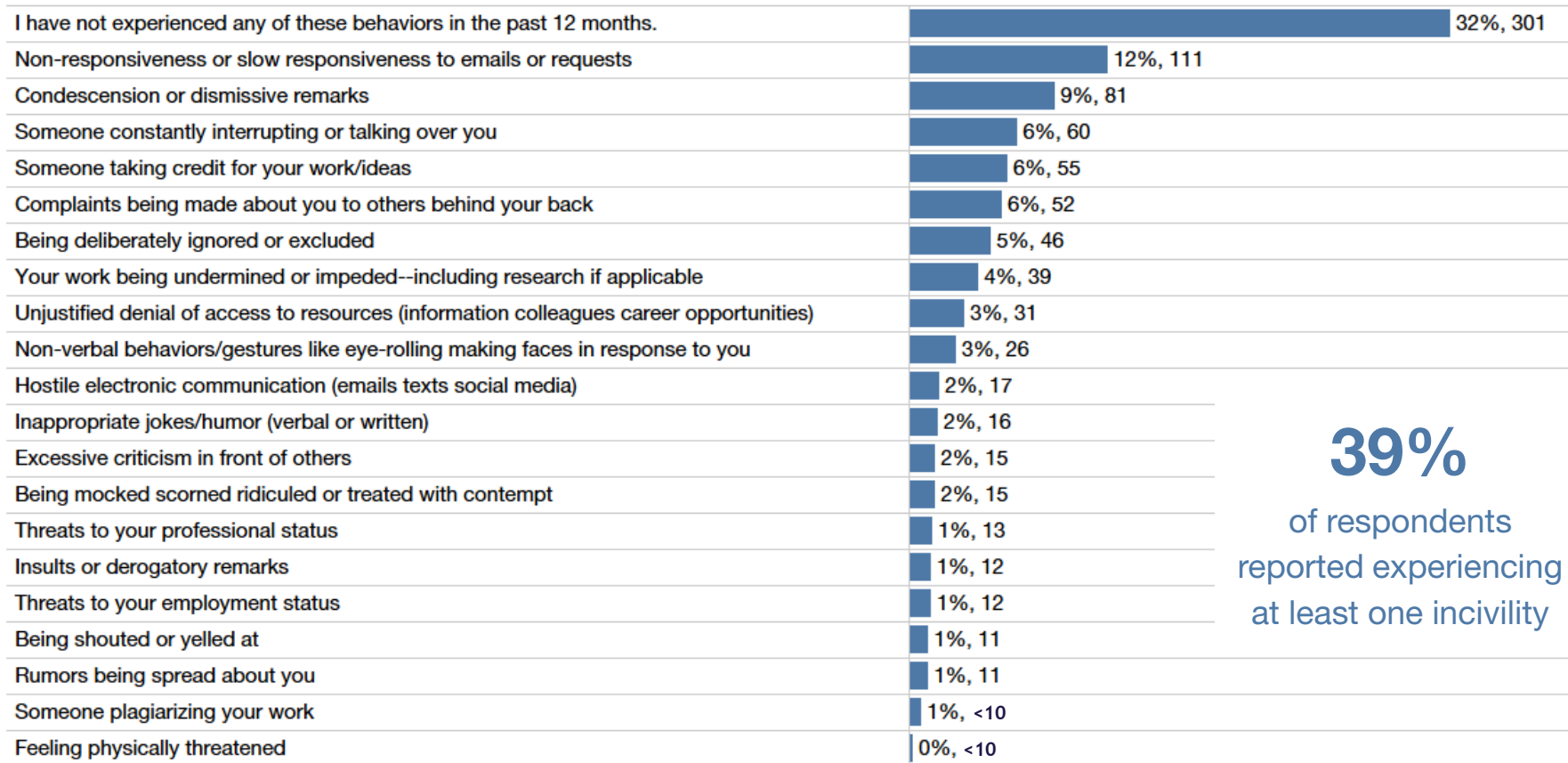
If you have not experienced any of these behaviors, please select the last box: "I have not experienced any of these behaviors in the past 12 months."



(Reporting at least one incivility)

# System Admin CWC Survey – Incivility

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.



**39%**  
of respondents  
reported experiencing  
at least one incivility

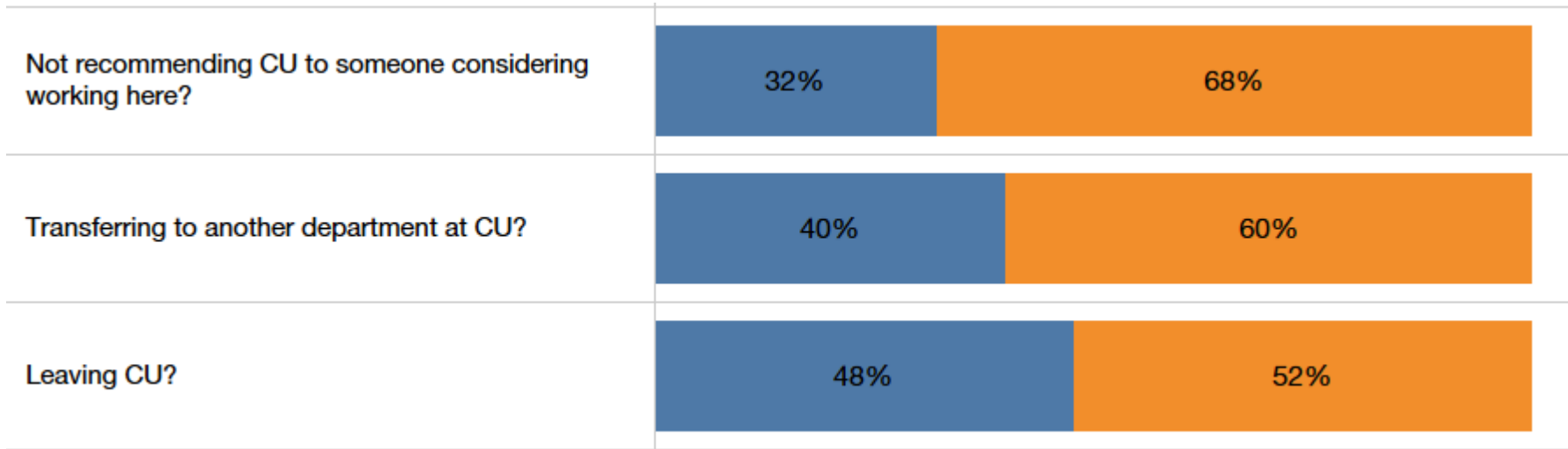
# System Admin CWC Survey – Incivility

**39%** of respondents (192) reported experiencing at least one incivility

You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: *(selected list of behaviors)*

**Have the behavior(s) you experienced caused you to consider:**

■ Yes      ■ No



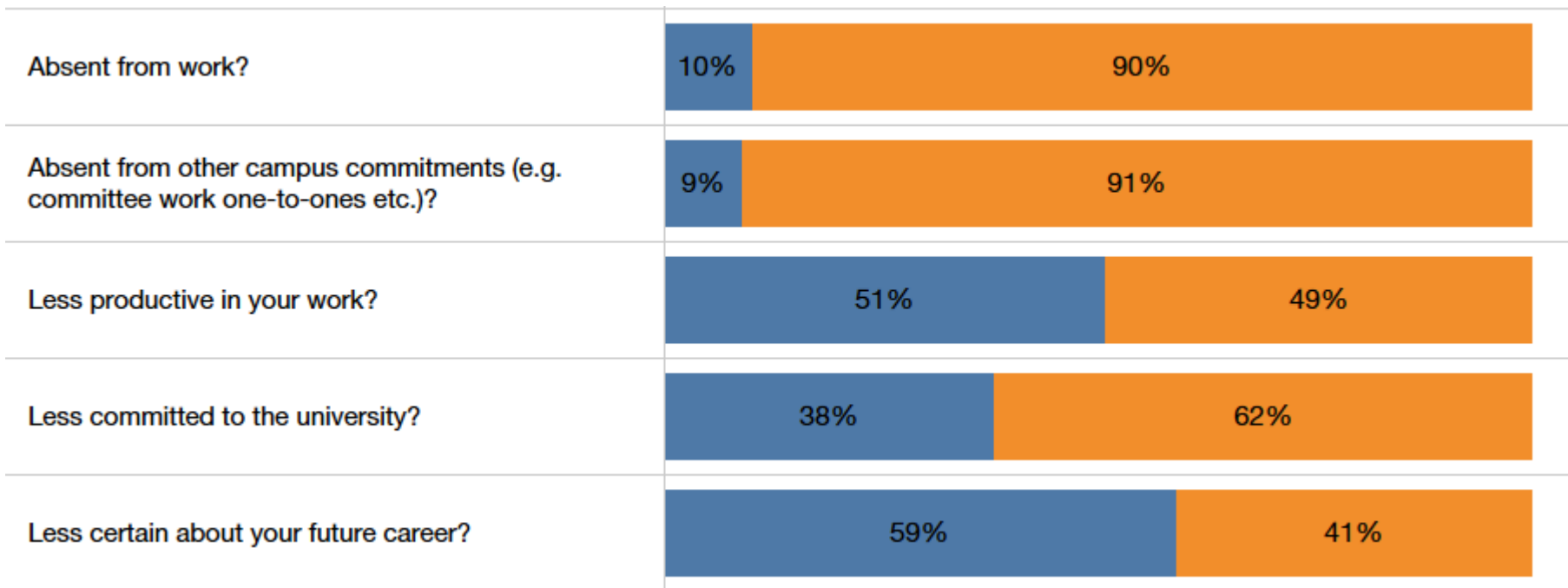
# System Admin CWC Survey – Incivility

**39%** of respondents (192) reported experiencing at least one incivility

You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: *(selected list of behaviors)*

**Have the behavior(s) you experienced caused you to be:**

■ Yes      ■ No





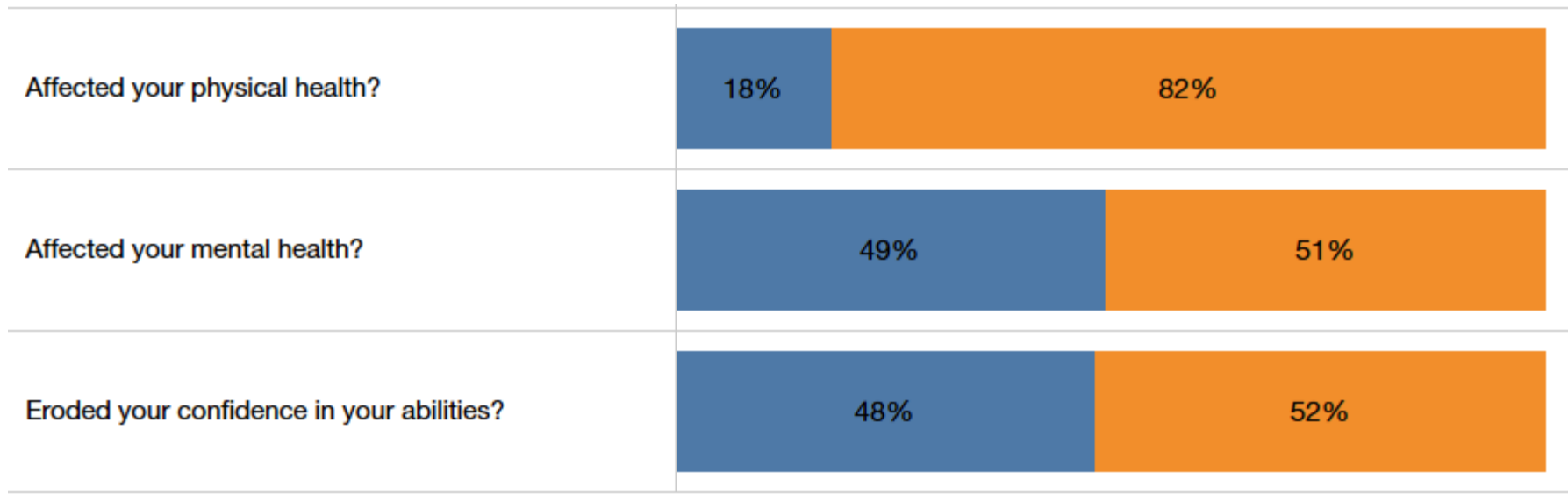
# System Admin CWC Survey – Incivility

**39%** of respondents (192) reported experiencing at least one incivility

You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: *(selected list of behaviors)*

**Have the behavior(s) you experienced:**

■ Yes      ■ No



# System Admin CWC Survey – Incivility

You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: *(selected list of behaviors)*

**CU policy prohibits hostile treatment that is due to a person's protected-class identity (e.g., gender, race, veteran status, etc.).**

**From your perspective, were any of these behavior(s) related to one or more aspects of your identity that are covered by CU policy?**



**Which protected class?**

Of those indicating that behaviors were related to one or more aspects of their identity, responses are summarized here (respondents selected all that applied):

Response	N	% of Total
Age	6	21%
Political affiliation or philosophy	6	21%
Sex or gender	6	21%
Gender identity or expression	3	11%
Disability	2	7%
Sexual Orientation	2	7%
National Origin	1	4%
Race or color	1	4%
Veteran status	1	4%

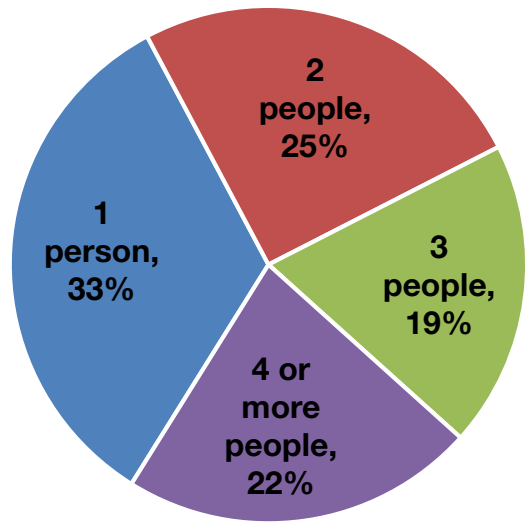


# System Admin CWC Survey – Incivility

**39%** of respondents (192) reported experiencing at least one incivility

About how many people, in total, engaged in the behavior(s) that you experienced?

Response	N	% of Total
1 person	63	33%
2 people	48	25%
3 people	37	19%
4 or more people	42	22%

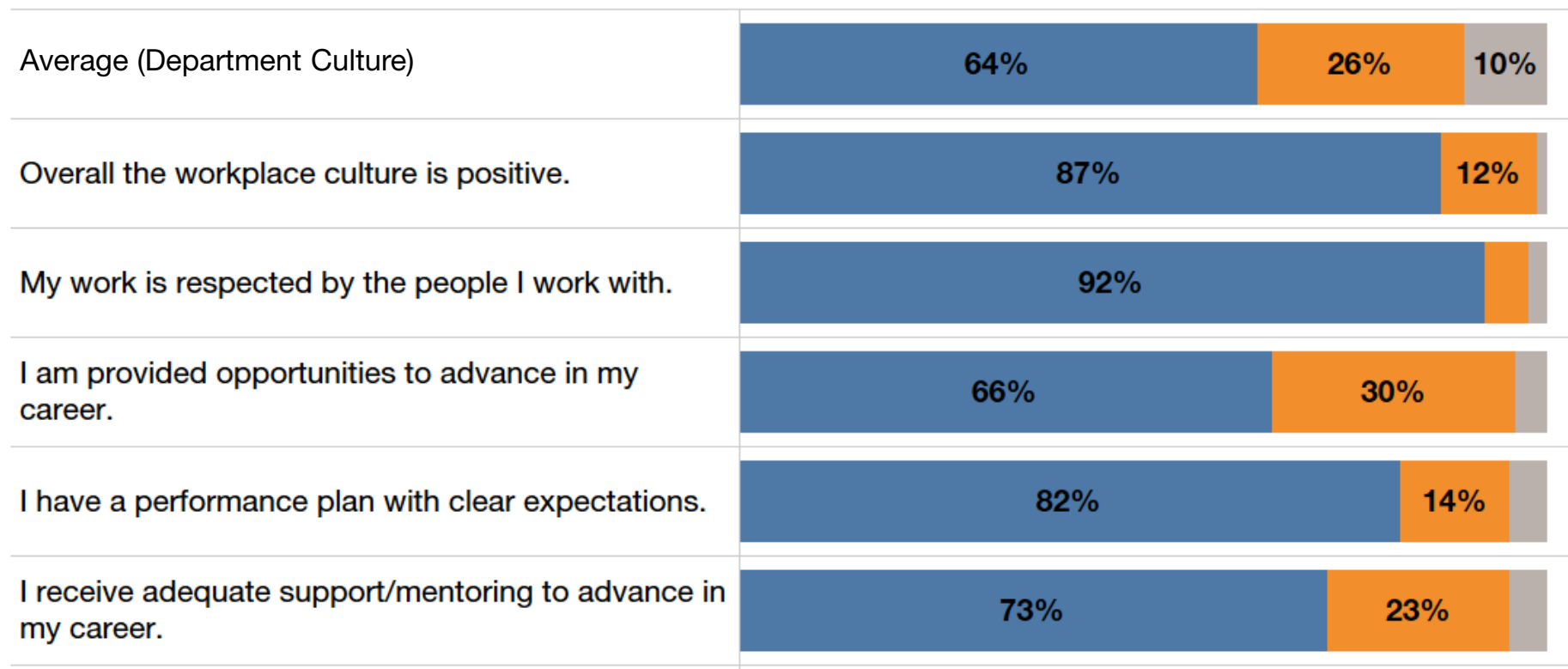


# System Admin CWC Survey – Dept Culture (1 of 5)

■ Agree, Strongly Agree, Somewhat Agree

■ Disagree, Strongly Disagree, Somewhat Disagree

■ Not applicable/Don't know

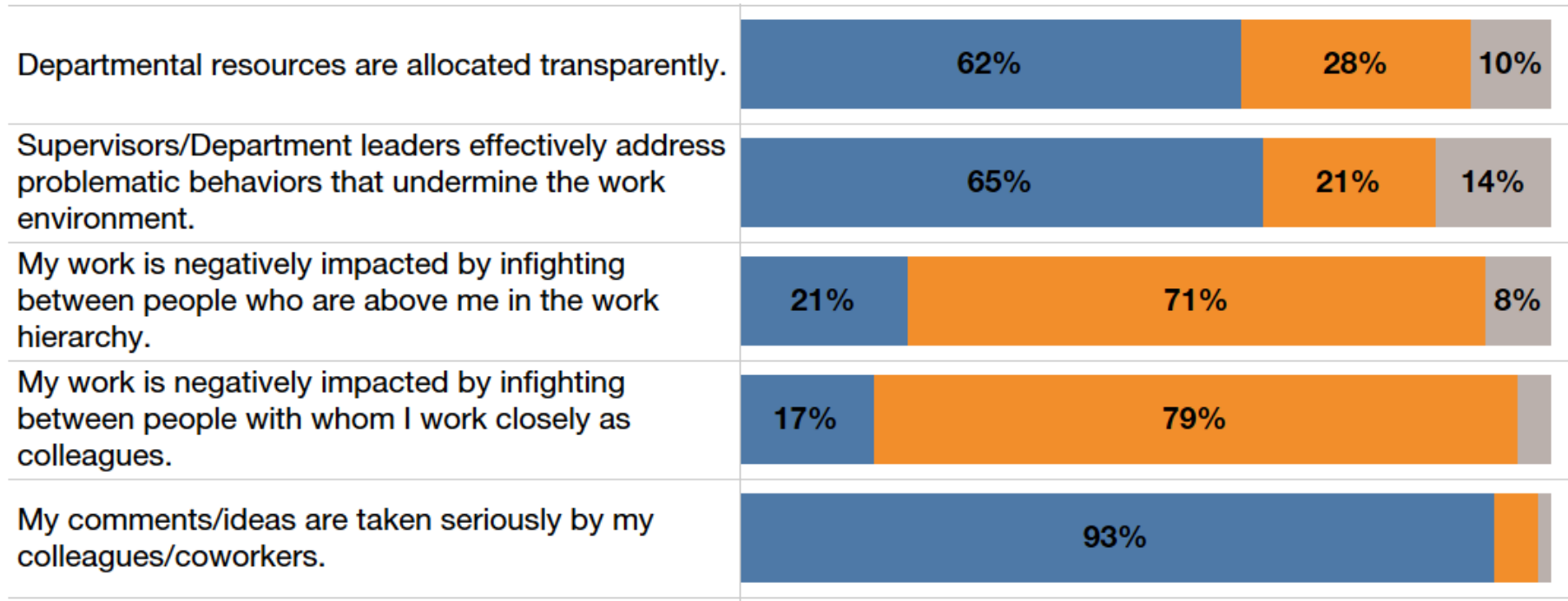


# System Admin CWC Survey – Dept Culture (2 of 5)

 Agree, Strongly Agree, Somewhat Agree

 Disagree, Strongly Disagree, Somewhat Disagree

 Not applicable/Don't know

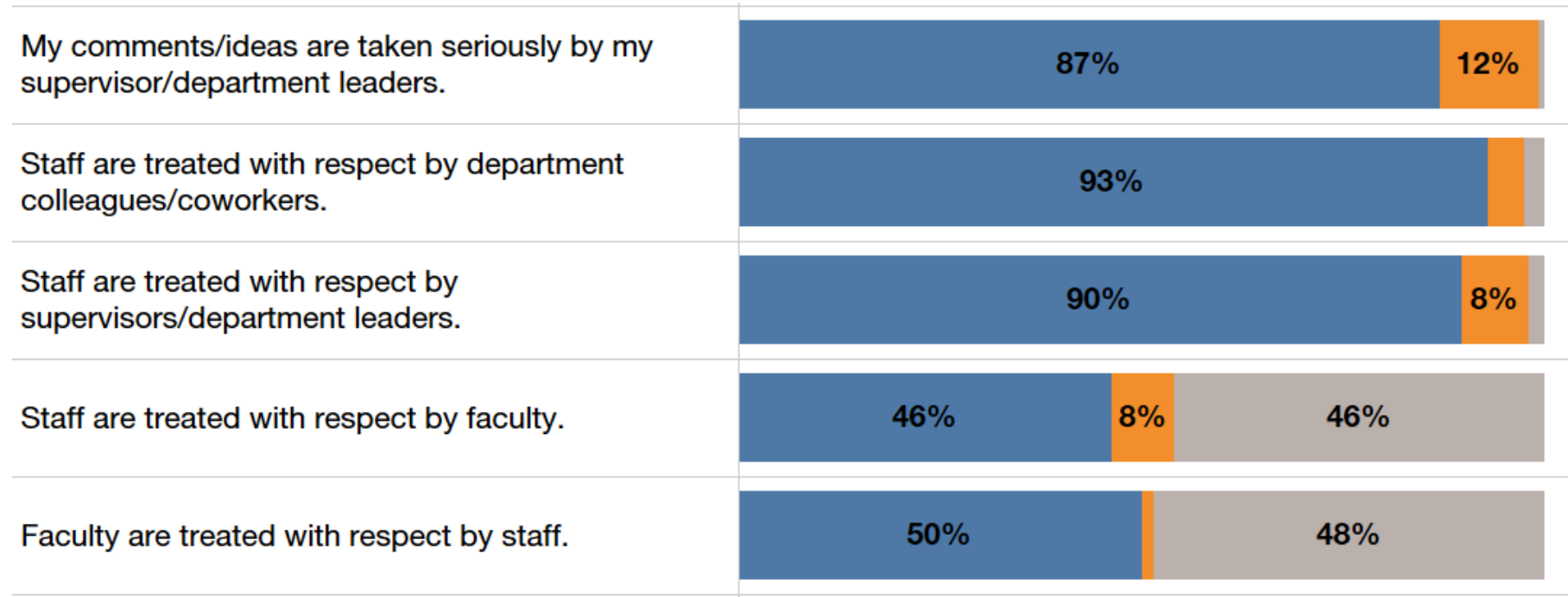


# System Admin CWC Survey – Dept Culture (3 of 5)

■ Agree, Strongly Agree, Somewhat Agree


■ Disagree, Strongly Disagree, Somewhat Disagree

■ Not applicable/Don't know

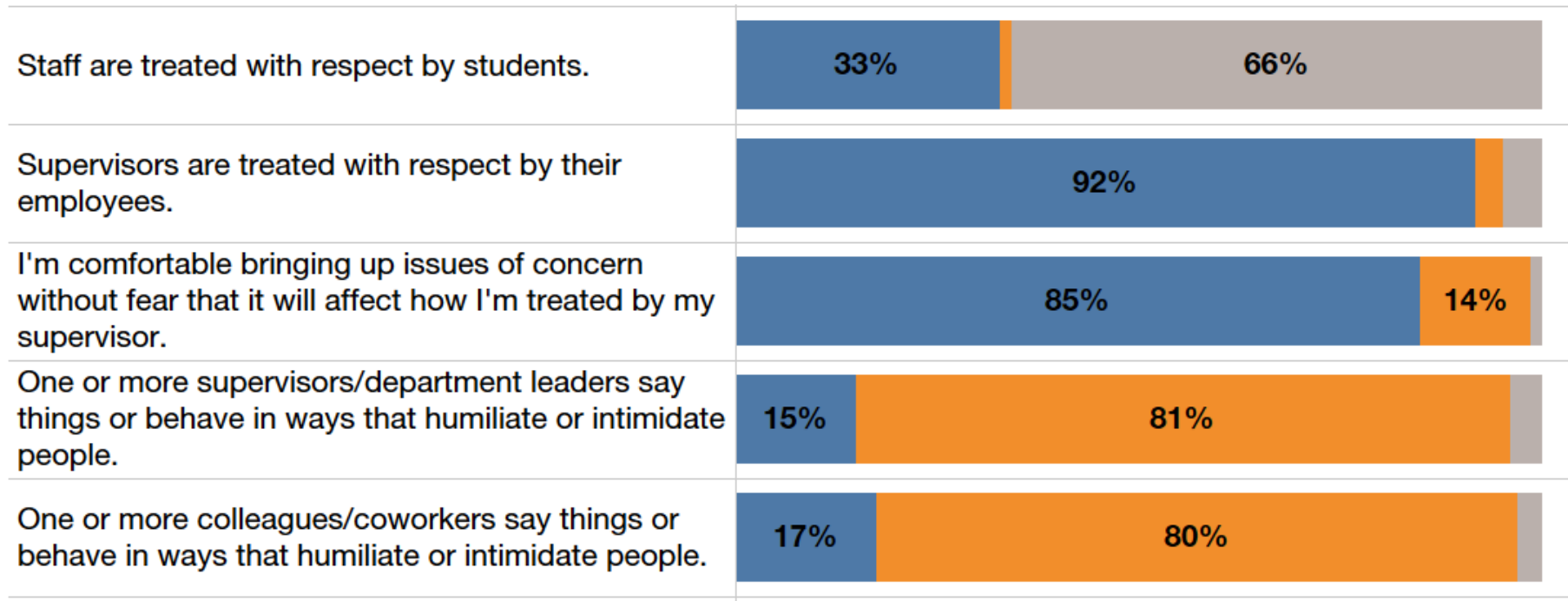


# System Admin CWC Survey – Dept Culture (4 of 5)

 Agree, Strongly Agree, Somewhat Agree

 Disagree, Strongly Disagree, Somewhat Disagree

 Not applicable/Don't know



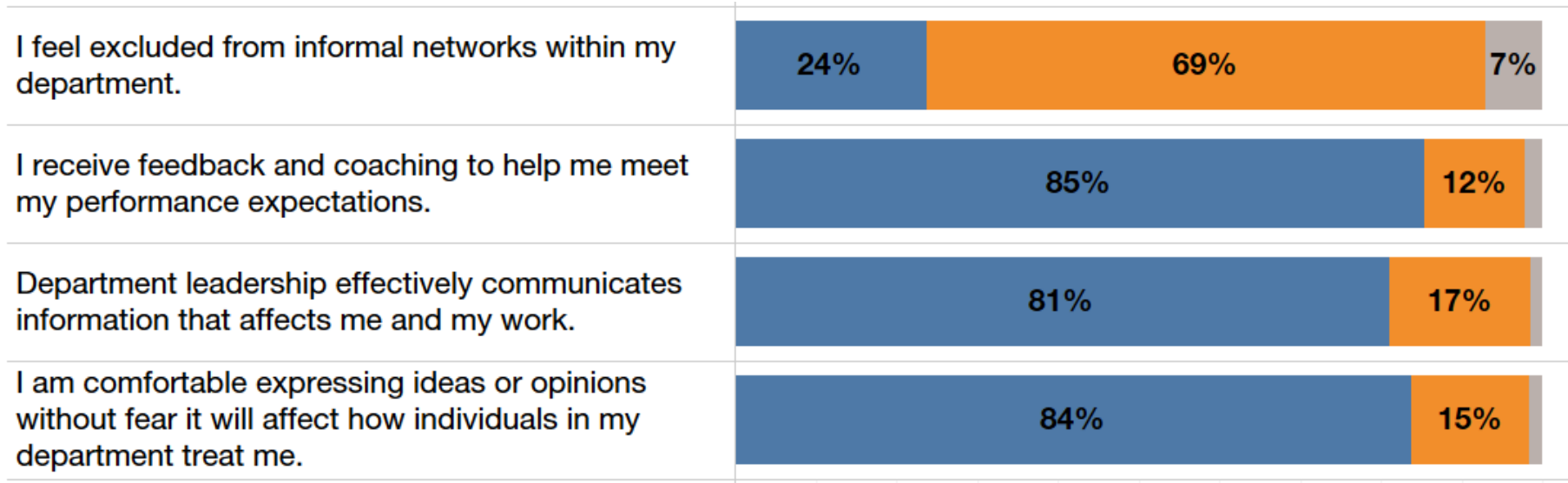


# System Admin CWC Survey – Dept Culture (5 of 5)

 Agree, Strongly Agree, Somewhat Agree

 Disagree, Strongly Disagree, Somewhat Disagree

 Not applicable/Don't know

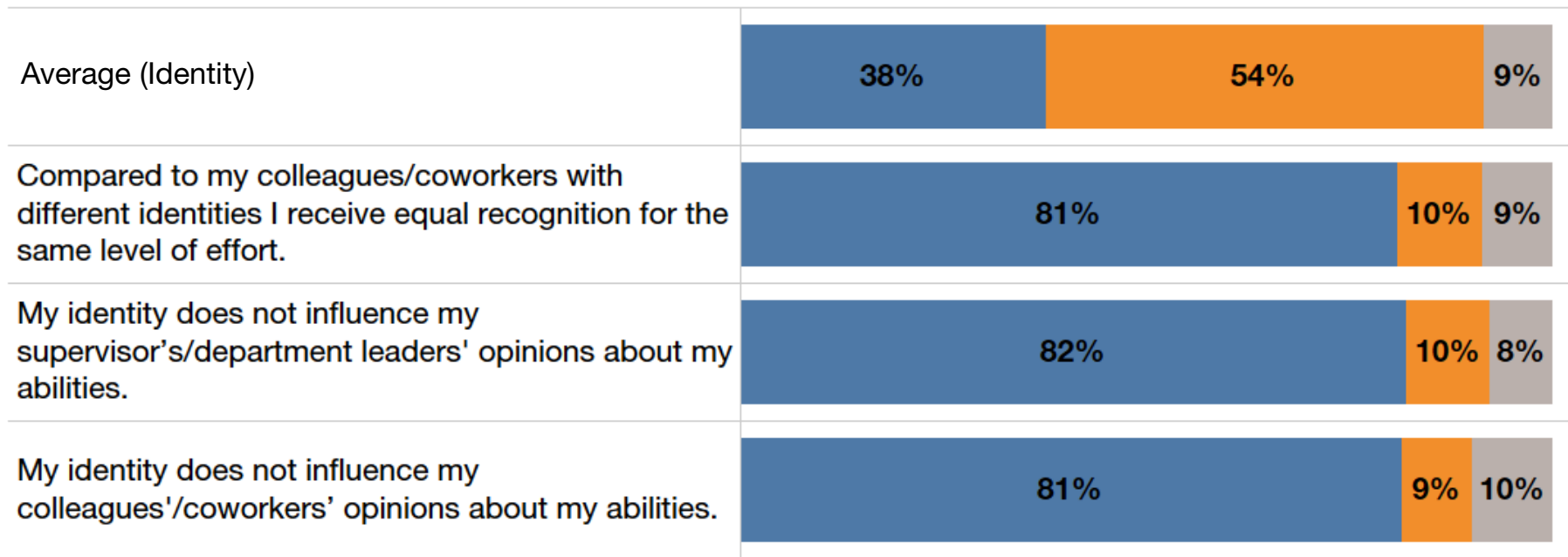


# System Admin CWC Survey – Identity (1 of 2)

■ Agree, Strongly Agree, Somewhat Agree

■ Disagree, Strongly Disagree, Somewhat Disagree

■ Not applicable/Don't know

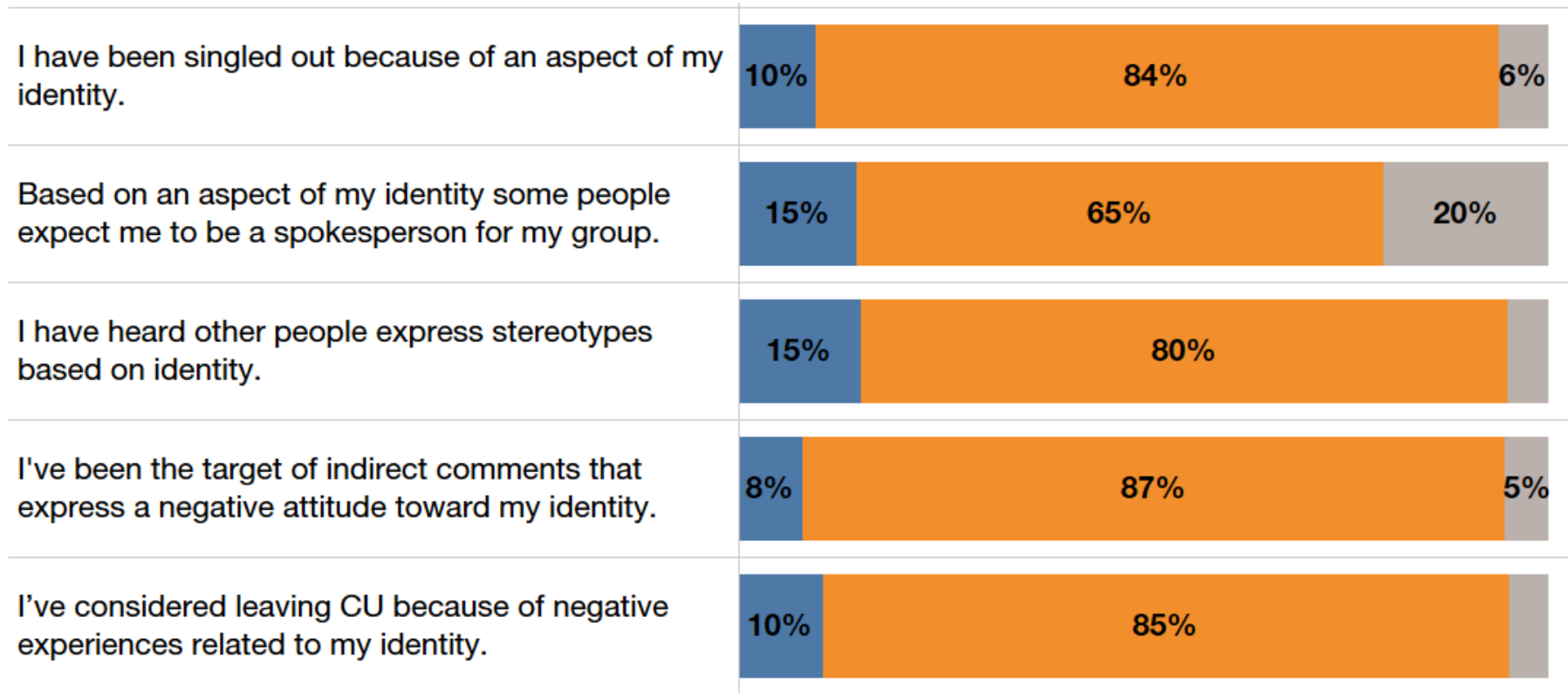


# System Admin CWC Survey – Identity (2 of 2)

■ Agree, Strongly Agree, Somewhat Agree

■ Disagree, Strongly Disagree, Somewhat Disagree

■ Not applicable/Don't know



# System Admin CWC Survey – Discrimination

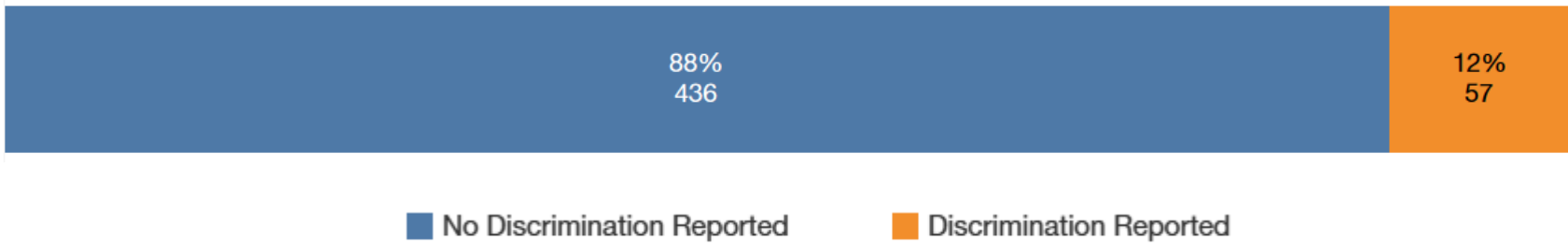
## Protected-Class Discrimination

Protected-class discrimination occurs when a person suffers an adverse material consequence **as a result of** an aspect of their protected-class identity or identities.

An *adverse material consequence* may include:

- Not being funded for a project
- Not being promoted or hired
- Not receiving a salary increase
- Being paid at a lower rate than someone doing similar work at CU

As a CU employee, have you experienced discrimination **as a result of** an aspect of your **protected-class identity or identities within the last 12 months**? If so, please select the protected-class identity or identities that apply.



# System Admin CWC Survey – Discrimination

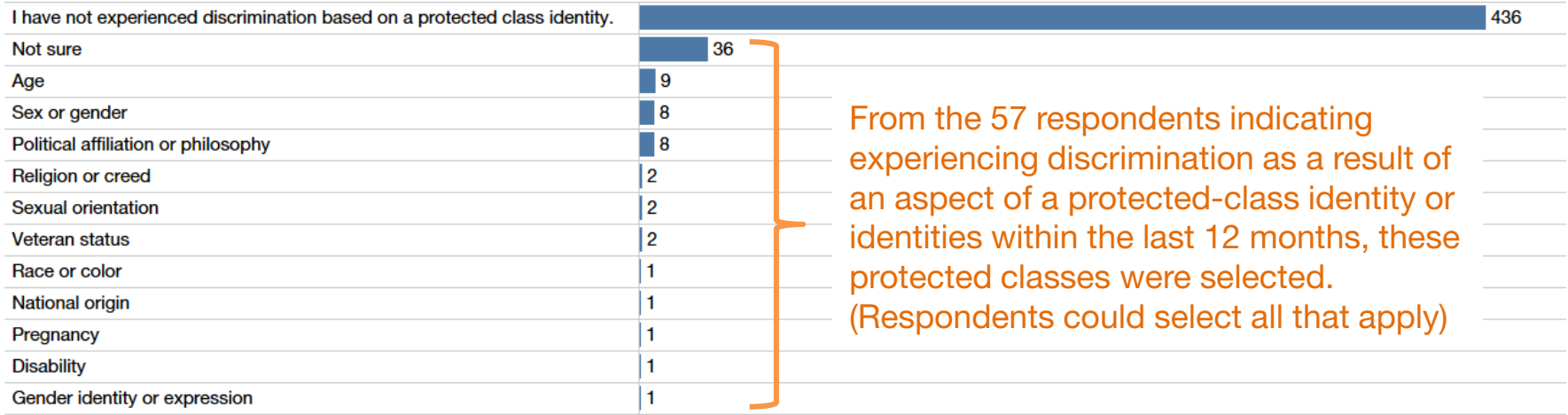
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- Not receiving a salary increase
- Being paid at a lower rate than someone doing similar work at CU

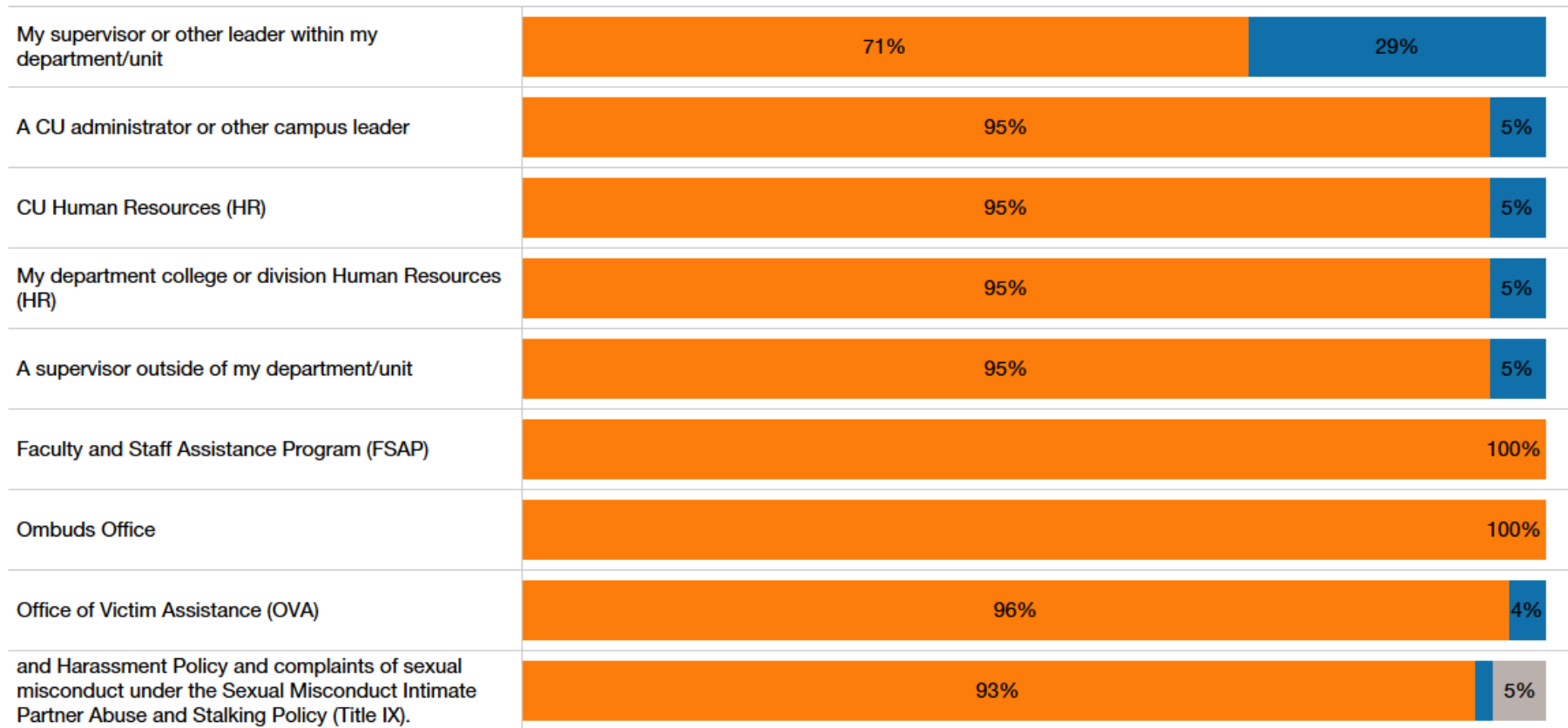
As a CU employee, have you experienced discrimination **as a result of** an aspect of your **protected-class identity or identities within the last 12 months**? If so, please select the protected-class identity or identities that apply.



# System Admin CWC Survey – Discrimination

The following question was asked to only the 57 respondents indicating experiencing discrimination.

To the best of your knowledge, was the discrimination reported by you, or someone else on your behalf, to any of the following people or offices at CU Boulder? (Please check Yes or No for each item)



Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

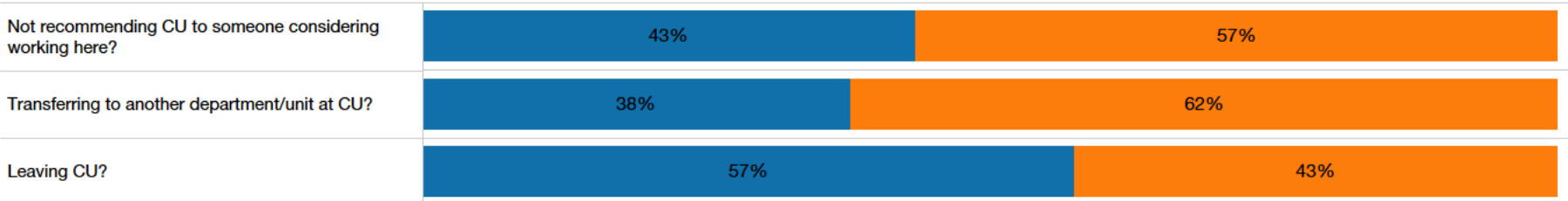
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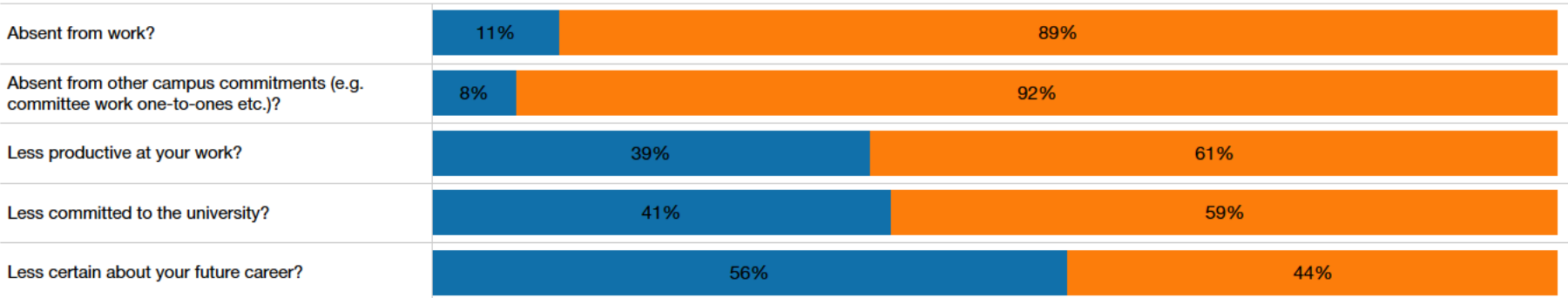
**You indicated that you have experienced the following behavior(s) within the last 12 months in the context of your CU-related activities: (list)**

**Has your experience of discrimination caused you to consider:**

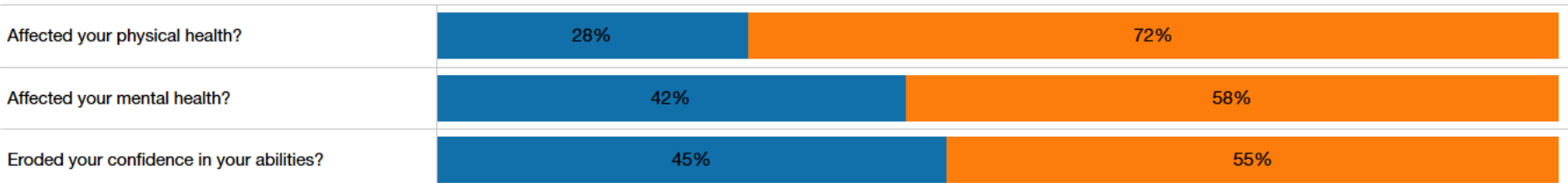
■ Yes ■ No



**Has your experience of discrimination caused you to be:**



**Has your experience of discrimination:**



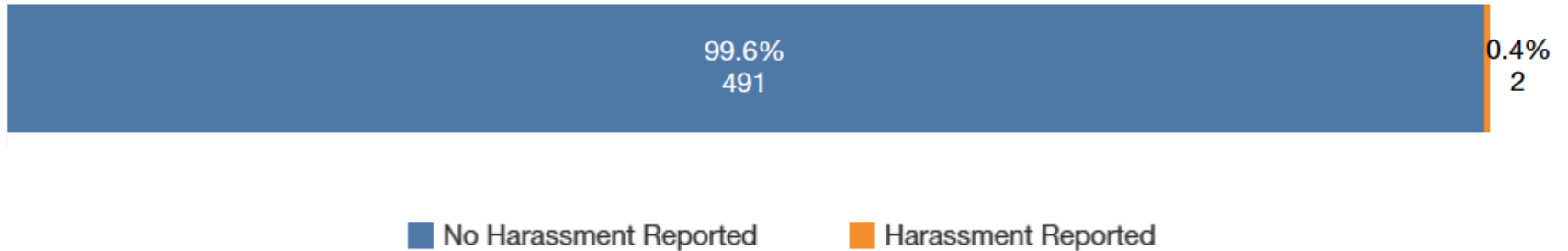


# System Admin CWC Survey – Sexual Harassment

Below is another list of negative behaviors that can occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during daily work, one-to-ones, meetings, presentations, online, over email, or in an off-campus setting having to do with CU-related activities.

**Within the last 12 months, has someone done any of the following to you in the context of your CU-related activities (in person or remote)? Please select all that apply.**

If you have not experienced any of these behaviors, please select the last box: "I have not experienced any of these behaviors in the past 12 months."




# System Admin CWC Survey – Sexual Harassment

Below is another list of negative behaviors that can occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during daily work, one-to-ones, meetings, presentations, online, over email, or in an off-campus setting having to do with CU-related activities.

**Within the last 12 months, has someone done any of the following to you in the context of your CU-related activities (in person or remote)? Please select all that apply.**

If you have not experienced any of these behaviors, please select the last box: "I have not experienced any of these behaviors in the past 12 months."

I have not experienced any of these behaviors in the past 12 months.	
Made offensive remarks to you (or about you to others) regarding your appearance body or sexual activities	1
Repeatedly told sexual stories or jokes that were offensive to you	1