

CWC SURVEY CAMPUS LEVEL RESULTS

April 7, 2022 Regent Meeting

FOUR CAMPUSES UNITED
ALL FOUR: **ONE**



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Campus and Workplace Culture Survey

Goal:

- To create and maintain an inclusive environment where everyone feels respected, supported, and valued.
- Launched survey wanting to listen to and understand people’s experiences of their CU community.

Action Planning:

- Campuses will bring together individuals from across their campus to plan for the response to the survey and develop action steps.
- Survey results will provide a baseline for each campus. Progress will be evaluated through metrics and assessment.

Survey Administration and Protected Classes

- Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff at the request of the Board of Regents
- Each CU campus administered their survey independently and owns their campus data security and storage, analysis, and action planning
- Protected Classes: As outlined in Article 8, Part A: Nondiscrimination of Regent Laws, CU recognizes the following protected class groups:
 - Race
 - Color
 - National origin
 - Sex
 - Age
 - Disability
 - Creed
 - Religion
 - Sexual orientation
 - Gender identity
 - Gender expression
 - Veteran status
 - Political affiliation
 - Political philosophy

CWC Regent Reporting Timeline

- **Fall 2021:** Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff
- **February 2022:** Presentation to BOR on five (5) strategic plan aligned questions (Acceptance/culture, harassment, discrimination, incivilities, and wellness)
- **April 2022:** Update on campus level results
- **July 2022:** Update on campus action planning activities

Today's Presentation

Highlights

- Campus level initial findings from ongoing survey analyses for each of the four populations:
 - Faculty
 - Staff
 - Undergraduate Students
 - Graduate Students

Action Planning

- Update on action planning and next steps

CWC Survey Sections

(~73 Questions)

- Belonging (~8 Questions)
- Dept Culture (~24 Questions)
- Norms (~4 Questions)
- Identity (~8 Questions)
- Incivility (~1 Question)
- Sexual Harassment (~1 Question)
- Discrimination (~1 Question)
- Outcomes/Policy (~4 Questions)
- Mental Health (~22 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.

Interpreting Survey Results

Likert Scale Responses

- *Average Response* is calculated using the following 1-6 scale:

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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SYSTEM ADMINISTRATION

Survey Highlights – System Administration

- **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% 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.

Note: Average score based on a 1-6 scale whereas
1=Strong Disagreement and 6=Strong Agreement

Action Planning Update & Next Steps – System Administration

- Survey Response Team recommends two System Administration areas of focus
 - Focus areas inform the development of action steps to be taken at the System Administration-level as well as individual department specific action plans
 - System Administration average scores will provide a benchmark for individual departments
- Expected Timeline:
 - April: Presentation of System Administration-level results
 - May & June: Presentation to departments with department specific results
 - Summer 2022: Development of action plans
 - Fall 2022: Begin to implement action steps



University of Colorado
Denver

Survey Highlights – CU Denver Faculty

Belonging

High points	Growth Opportunities
5.1 and 5.0 respectively: “Faculty are treated with respect by staff and grad students”	3.8: “Senior faculty effectively address problematic behaviors that undermine the work environment”
4.9: “I am proud to work in my department”	3.8: “I receive adequate support/mentoring to advance my career/professional development”

Sexual Harassment

1.6% (7/448) indicated being sexually harassed in the past year
4 reported offensive remarks being made about their appearance, body, or sexual activities
2 reported offensive sexualized remarks about themselves/others via text, email, or social media
2 reported sexual rumors being spread via text, email, or social media

Discrimination

20.3% (91/448) indicated experiencing discrimination in the past year. Of those...
56% were unsure how or if related to identity (51/91)
25% discrimination based on reported sex/gender expression (23/91)
12% discrimination based on reported race/ethnicity (11/91)
9% discrimination based on reported age (8/91)

Population R/E-based discrimination: BIPOC: 8% (7/90); white: 0.6% (2/332)
 Population gender-based discrimination: Women: 8% (19/238); Men: 2% (4/208)

Survey Highlights – CU Denver Staff

Belonging

High points	Growth Opportunities
5.2: “Faculty are treated with respect by staff”	3.6: “I am provided opportunities to advance in my career”
4.9: “Supervisors are treated with respect by their employees”	3.8: “I receive adequate support/mentoring to advance my career/professional development”

Sexual Harassment

0.8% (4/508) indicated being sexually harassed in the past year
2 reported offensive remarks being made about their appearance, body, or sexual activities
1 reported offensive sexualized remarks about themselves/others via text, email, or social media
1 reported being repeatedly told sexual stories or jokes that were offensive to them

Discrimination

20.4% (105/509) indicated experiencing discrimination in the past year. Of those...
51% were unsure how or if related to identity (54/105)
25% discrimination based on reported sex/gender expression (26/105)
19% discrimination based on reported age (20/105)
14% discrimination based on reported race/ethnicity (15/105)

Population R/E-based discrimination: BIPOC: 7% (12/169); white: 0.9% (3/326)
 Population gender-based discrimination: Women: 6% (21/355); Men: 3% (5/154)

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category

Survey Highlights – CU Denver Undergraduate Students

Belonging

High points	Growth Opportunities
5.2: *Faculty don't act as if they think I don't belong at CU due to my identity	3.8: "I have a sense of community"
5.2: "In most of my courses, course instructors do not tolerate the use of stereotypes, prejudicial comments, or ethnic, racial, or sexual slurs or jokes"	4.0: "I have made friends here"

*rephrasing of negatively worded question

Sexual Harassment

- 4.0%** (55/1,381) indicated being sexually harassed in the past year
- 25** reported offensive remarks being made about their appearance, body, or sexual activities
- 20** reported that others continued to ask them out for dates, drinks, dinner, etc., even though they said "No"
- 16** reported that others made offensive sexualized remarks to them (or about themselves to others) by text, email, or social media

Discrimination

- 16.1%** (221/1,371) indicated experiencing discrimination in the past year. Of those...
- 39%** were unsure how or if related to identity (86/221)
- 28%** discrimination based on reported sex/gender expression (61/221)
- 24%** discrimination based on reported race/ethnicity (52/221)
- 15%** discrimination based on reported disability (34/221)

Population R/E-based discrimination: BIPOC: 4% (31/695); white: 3% (17/663)
 Population gender-based discrimination: Women: 4% (30/820); Men: 3% (13/433)
 Non-Binary: 14% (10/72)

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category

Survey Highlights – CU Denver Graduate Students

Belonging

High points	Growth Opportunities
5.2: *I have not considered leaving CU due to negative experiences tied to my identity	3.9: “I have a sense of community”
5.2: “Others in similar roles to myself are treated with respect by department colleagues”	4.0: “Department resources are allocated transparently”

*rephrasing of negatively worded question

Sexual Harassment

2.0% (18/880) indicated being sexually harassed in the past year
8 reported offensive remarks being made about their appearance, body, or sexual activities
4 reported being repeatedly told sexual stories or jokes that were offensive to them
3 reported that others continued to ask them out for dates, drinks, dinner, etc., even though they said “No”

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category

Discrimination

13.0% (114/878) indicated experiencing discrimination in the past year. Of those...
34% were unsure how or if related to identity (39/114)
26% reported discrimination based on sex/gender expression (30/114)
25% reported discrimination based on race/ethnicity (28/114)
22% reported discrimination based on political affiliation or philosophy (25/114)

Population R/E-based discrimination: BIPOC: 6% (17/301); white: 1% (7/551)
 Population gender-based discrimination: Women: 3% (14/522); Men: 3% (10/302);
 Non-Binary: 16% (5/32)

Action Planning Update & Next Steps – CU Denver

- **Strategy:** The CWC process fits into broader strategic work being developed for our Equity-Serving Institution and Best Place to Work Strategic Plan goals. This is an opportunity to build on the work being done in these areas.
- **Accountability:** Created an accountability structure that includes cabinet leaders and shared governance groups to measure and track progress in key areas of focus tied to driving positive climate and culture.
- **Timeline:**
 - April 2022: Release of data dashboards to campus community.
 - Summer 2022: Create unit/school/college plans.
 - September 2022: Share plans with campus community.



University of Colorado
Anschutz Medical Campus

Survey Highlights – CU Anschutz Faculty

Belonging

High points	Growth Opportunities
5.4: “The work that I do is important”	3.7: “Department resources are allocated transparently”
5.3: *Others in my department do not treat me poorly due to my identity	4.1: “The flow of communication within my department clearly defines expectations so I know how to effectively do my job”

*rephrasing of negatively worded question

Sexual Harassment

1.1% (12/1,128) indicated being sexually harassed in the past year
8 reported offensive remarks being made about their appearance, body, or sexual activities
3 reported repeatedly being told sexual stories or jokes that were offensive to them
2 reported being retaliated against for not being sexually cooperative (such as a poor performance review, work reassignment, spreading rumors at work, etc.)

Discrimination

16.9% (190/1,125) indicated experiencing discrimination in the past year. Of those...
53% were unsure how or if related to identity (101/190)
30% reported discrimination based on sex/gender expression (57/190)
13% reported discrimination based on race/ethnicity (25/190)
7% reported discrimination based on age (14/190)

Population gender-based discrimination: Women: 6% (49/756); Men: 2% (8/368)
 Population R/E-based discrimination: BIPOC: 5% (10/204); white: 0.5% (4/873)

Survey Highlights – CU Anschutz Staff

Belonging

High points

5.2: “The work that I do is important”

5.2: *Others in my department do **not** treat me poorly due to my identity

*rephrasing of negatively worded question

Growth Opportunities

3.9: “Department resources are allocated transparently”

4.1: “I am provided opportunities to advance in my career”

Sexual Harassment

1.6% (30/1,907) indicated being sexually harassed in the past year

13 reported offensive remarks being made about their appearance, body, or sexual activities

12 reported being repeatedly told sexual stories or jokes that were offensive to them

5 reported being retaliated against for not being sexually cooperative (such as a poor performance review, work reassignment, spreading rumors at work, etc.)

Discrimination

16.0% (304/1,902) indicated experiencing discrimination in the past year. Of those...

53% were unsure how or if related to identity (160/304)

22% reported discrimination based on sex/gender expression (67/304)

15% reported discrimination based on age (47/304)

13% reported discrimination based on race/ethnicity (38/304)

Population gender-based discrimination: Women: 4% (57/1,445); Men: 2% (10/456)

Population R/E-based discrimination: BIPOC: 6% (29/470); white: 0.6% (8/1,352)

Survey Highlights – CU Anschutz Undergraduate Students

Belonging

High points	Growth Opportunities
5.2: *Others in my department do not treat me poorly due to my identity (5.2)	3.8: “I have a sense of community”
5.0: “In most of my courses, course instructors do not tolerate the use of stereotypes, prejudicial comments, or ethnic, racial, or sexual slurs or jokes.”	4.0: “In most of my courses, offensive comment have been challenged by course instructors in class discussions”

*rephrasing of negatively worded question

Sexual Harassment

0% (0/84) indicated being sexually harassed in the past year
-
-
-

Discrimination

16.7% (14/84) indicated experiencing discrimination in the past year. Of those...
64% were unsure how or if related to identity (9/14)
14% reported discrimination based on sex/gender expression (2/14)
14% reported discrimination based on race/ethnicity (2/14)
14% reported discrimination based on disability (2/14)

Population gender-based discrimination: Women: 3% (2/69); Men: 0% (0/12)

Population R/E-based discrimination: BIPOC: 7% (2/28); white: 0% (0/56)

Survey Highlights – CU Anschutz Graduate Students

Belonging

High points	Growth Opportunities
5.3: *I have not considered leaving CU because of negative experiences related to my identity	3.9: “Departmental resources are allocated transparently”
5.1: “Faculty and staff in my department are treated respectfully”	3.9: “In most of my courses, offensive comments have been challenged by course instructors in class discussions”

*rephrasing of negatively worded question

Sexual Harassment

2.6% (24/908) indicated being sexually harassed in the past year
12 reported offensive remarks being made about their appearance, body, or sexual activities
8 reported being repeatedly told sexual stories or jokes that were offensive to them
7 reported that others made sexualized gestures or used sexualized body language that embarrassed or offended them

Discrimination

11.9% (108/907) indicated experiencing discrimination in the past year. Of those...
49% were unsure how or if related to identity (53/108)
19% reported discrimination based on race/ethnicity (21/108)
16% reported discrimination based on sex/gender expression (17/108)
15% reported discrimination based on political affiliation or philosophy (15/108)

Population gender-based discrimination: Women: 2% (11/617); Men: 2% (4/253); Non-Binary: 7% (1/14)

Population R/E-based discrimination BIPOC: 5% (15/307); white: 0.5% (3/576)

Action Planning Update & Next Steps – CU Anschutz

We are currently mapping the CWC Survey Results to the campus-wide strategic initiatives that align with the CU Anschutz Office of Diversity Equity Inclusion and Community Engagement

- **(BELONGING) Investing in our People – Staff Initiative**
 - Enhance support for continuous professional development of schools/college staff, identifying and providing avenues for career advancement.
 - Working with Central HR to create and communicate clearer trajectories for career mobility within staff positions
- **(BELONGING) Investing in our People – Faculty Initiative**
 - Evaluate campus promotion and tenure processes to identify opportunities to reward achievements in areas such as DEI, innovation, collaboration, and service.
- **(BELONGING) – Enhancing the Student Experience**
 - Increase student support systems
 - Expand Pipeline Programs
- **(DISCRIMINATION AND SEXUAL HARASSMENT) – Continue with data analysis disaggregated by schools/colleges in this area, disseminate reports to deans and work collaboratively on solutions and systems of accountability to reduce incidences reported across populations (i.e. students, staff, faculty, trainees)**

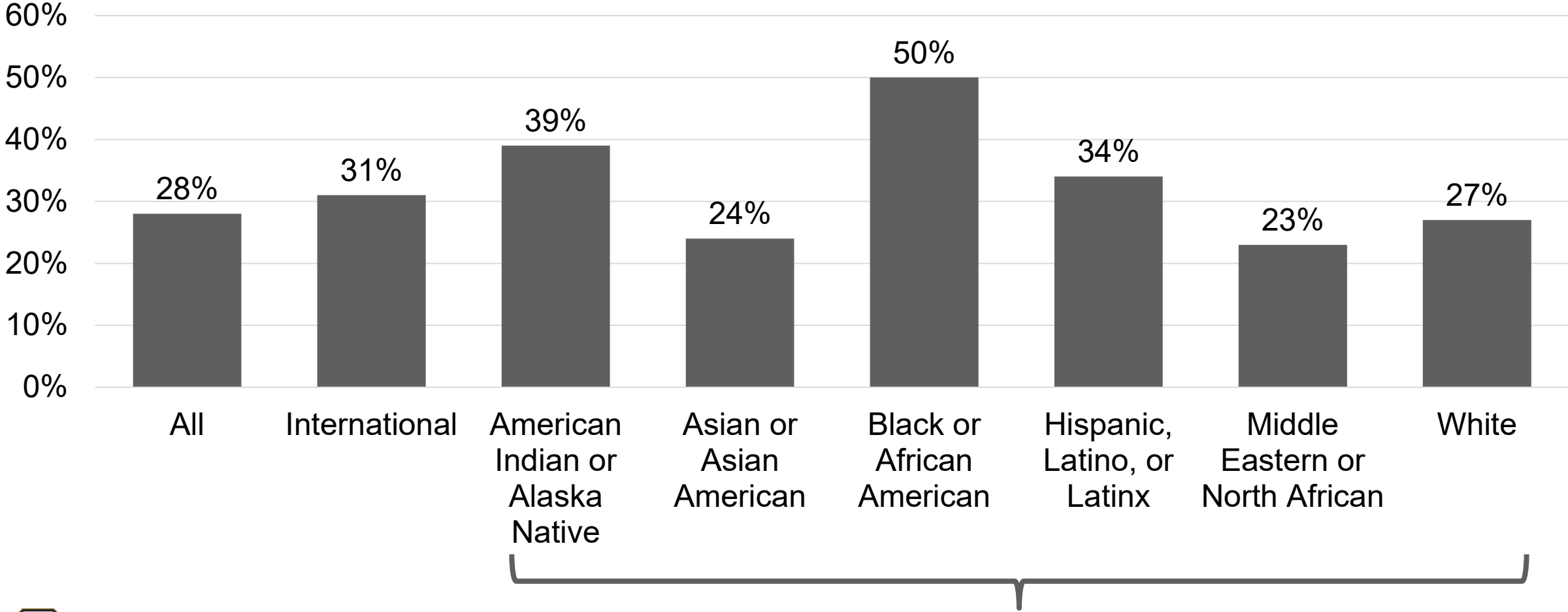




University of Colorado
Boulder

GOAL: Community Building – CU Boulder Faculty

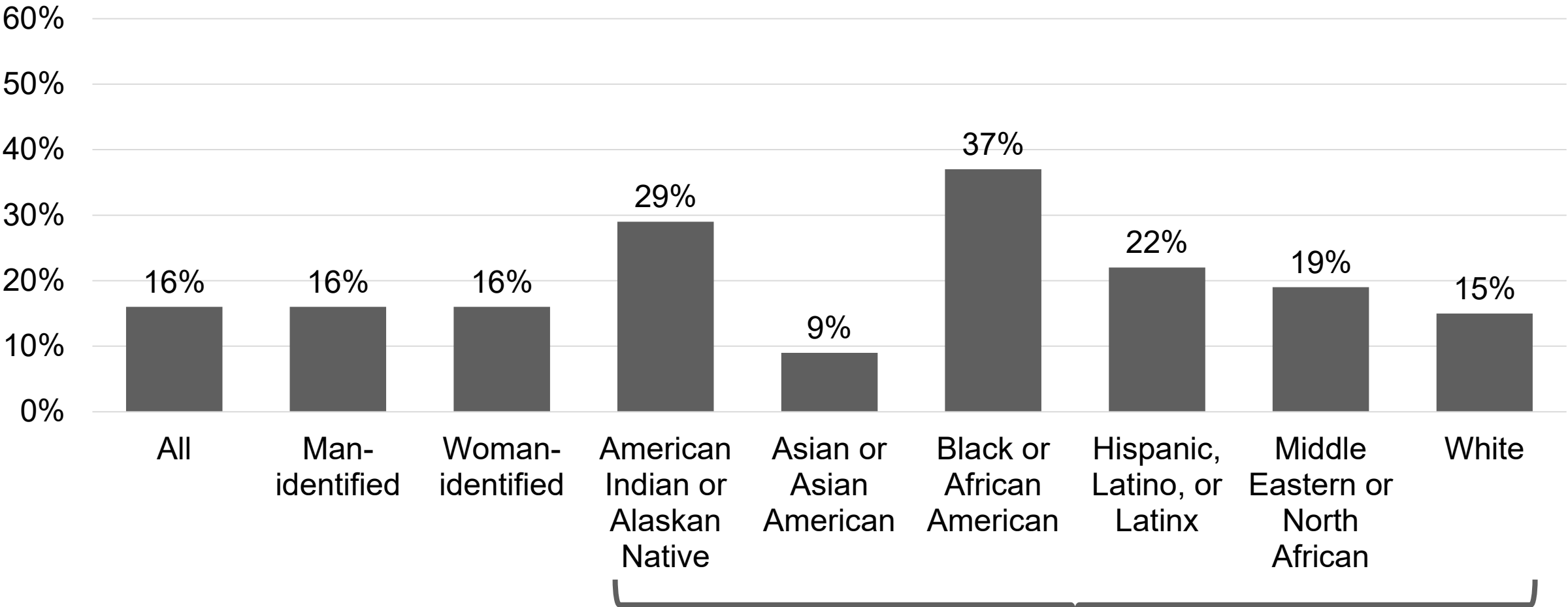
I have a sense of community at CU (faculty, proportion disagree)



US Citizen or Permanent Resident Faculty

GOAL: Community Building – CU Boulder Staff

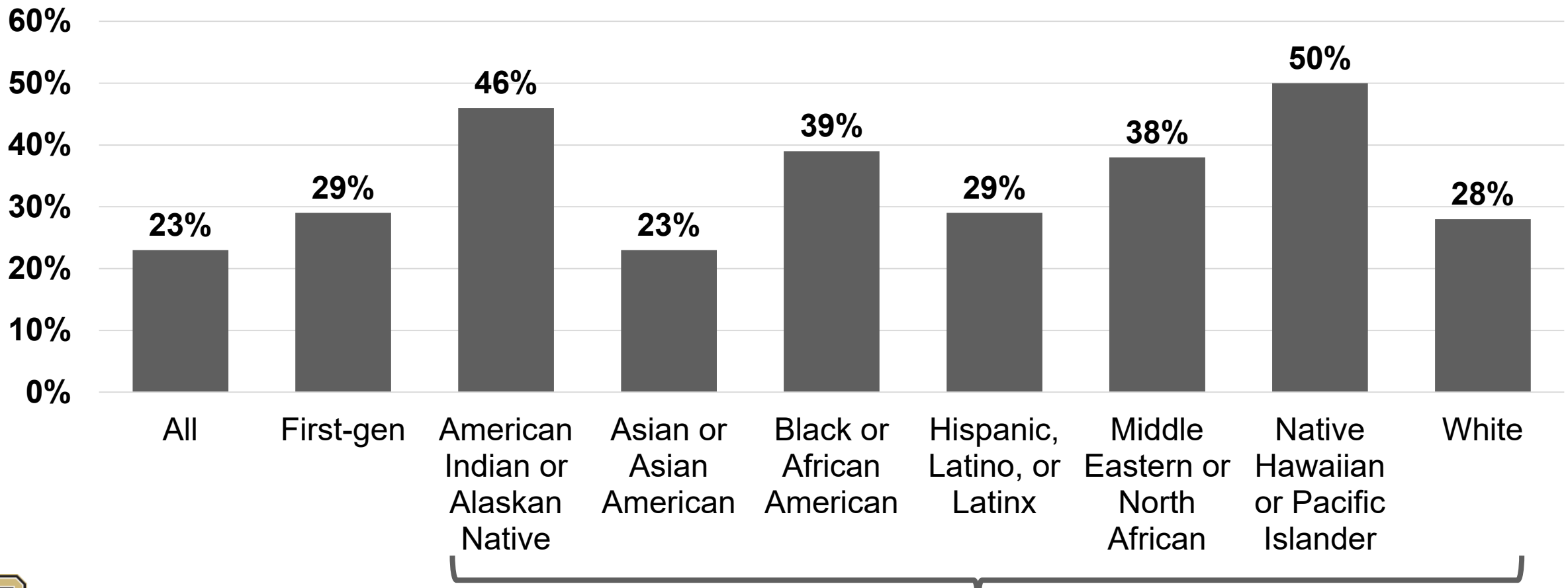
My work is valued by my department (staff, proportion disagree)



Woman-Identified Staff

GOAL: Community Building – CU Boulder Undergraduate Students

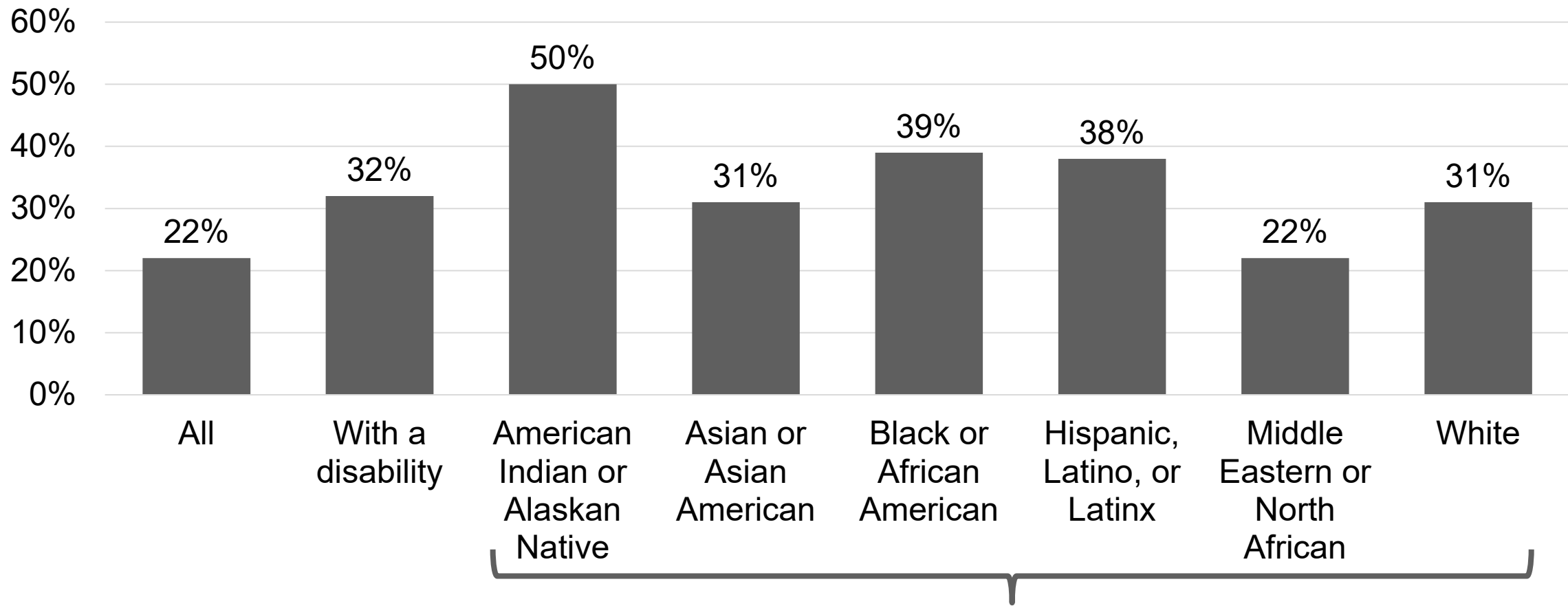
I have a sense of community at CU
(undergraduate students, proportion disagree)



Undergraduate Students who are First-Generation College Students

GOAL: Community Building – CU Boulder Graduate Students

I have a sense of community at CU
(graduate students, proportion disagree)



Graduate Students with a Disability

2021 Culture Survey Results and Action Planning

Demographics

- Summary of population demographics from the survey not available in employee and student records appear in appendices.

Reviewing and using survey results

- Campus DEI-focused goals (inspired by the IDEA Plan) will help to prioritize and organize our efforts.
- Survey results will be used to inform the creation of outcomes.

Action planning

- After establishing goals with outcomes, action planning will identify activities and expectations for unit(s).
- Assessment plans will evaluate progress and impact.

By role, we will provide a walkthrough here to give insight into how units will use survey results.

Action Planning Update and Next Steps – CU Boulder

- Campus data released early April
- Unit level: DEI experts working with campus units to
 - Prioritize, choose, and develop goal(s)
 - Review evidence (e.g., unit data, survey results, research)
 - Identify desired outcomes
 - Create action plans and design assessment plans
- Campus level:
 - Align efforts with IDEA Plan recommendations, Buff Undergraduate Success initiatives
 - Synthesize units' efforts and connect similar ideas
 - Use assessment plans to craft and communicate campus narrative and evaluate efforts





Survey Highlights – UCCS Faculty

- **Belonging:**
 - 67% agree/strongly agree that they are proud to work at UCCS
 - 62% agree/strongly agree that they are treated like they belong at UCCS
 - 46% agree/strongly agree that they have a sense of community at UCCS (growth area)

- **Department Culture:**
 - 66% agree/strongly agree that their work is respected by the people they work with
 - 60% agree/strongly agree that the workplace culture is positive
 - 37% agree/strongly agree that they received adequate mentoring (growth area)

Survey Highlights – UCCS Staff

- **Belonging:**

- 68% agree/strongly agree that they are proud to work at UCCS
- 65% agree/strongly agree that they are treated like they belong
- 48% agree/strongly agree that their work is valued (growth area)

- **Department Culture:**

- 70% agree/strongly agree that work is respected by colleagues
- 69% agree/strongly agree that staff are treated with respect by supervisors and coworkers
- 39% agree/strongly agree that they are provided with opportunities to advance (growth area)



Survey Highlights – UCCS Undergraduate Students

- **Belonging:**
 - 71% agree/strongly agree that they are treated like they belong at UCCS
 - 65% agree/strongly agree that they are proud to be a student at UCCS
 - 47% agree/strongly agree that they have a sense of community at UCCS (growth area)
- **Department (Courses) Culture:**
 - 80% agree/strongly agree that respectful treatment is the norm in most courses
 - 73% agree/strongly agree that they are treated with respect by instructors and other students
 - 56% agree/strongly agree that they are comfortable expressing ideas or opinions in class without fear it will affect how people in class treat them (growth area)



Survey Highlights – UCCS Graduate Students

- **Belonging:**

- 77% agree/strongly agree that they are treated like they belong at UCCS
- 76% agree/strongly agree that faculty are invested in their success
- 51% agree/strongly agree that they have a sense of community at UCCS (growth area)

- **Department Culture:**

- 77% agree/strongly agree that overall the intellectual climate of their graduate program is positive
- 70% agree/strongly agree that they are treated with respect by advisors, instructors and other students
- 66% agree/strongly agree that they receive adequate support and mentoring (growth area)



Action Planning Update & Next Steps – UCCS

- **Phase 1: Mission and Values**
 - CU System Strategic Plan 2026 / UCCS Strategic Plan 2030
 - Establish Office of the Vice Chancellor for Diversity, Equity and Inclusion (VCDEI)
- **Phase 2: Data and Assessment**
 - CWC survey, community dialogues, and listening sessions
- **Phase 3: DEI Strategic Framework**
 - Council on Inclusive Belonging (CIB)
 - Division/School Inclusion partners and representatives
- **Phase 4: Inclusive Excellence and Belonging (IEB) Action Plan**
 - Development of division/school implementation plans (evidence-based strategies)

Additional Resources

Survey Background: <https://www.cu.edu/campus-and-workplace-culture-survey>

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

CU Boulder: www.colorado.edu/dei (will go live after April 7)

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

UCCS: <https://ir.uccs.edu/campus-workplace-climate-survey>

System Administration: <https://www.cu.edu/cwc-system>