2023 CWC SURVEY DEMOGRAPHICS

System Administration
November 2023
About the 2023 Campus & Workplace Culture Survey

- Campus and Workplace Culture (CWC) Survey was administered in October and November 2023.
- System Administration Only.
- All employees in their positions as of September 1, 2023 received an invitation.
- 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.
- 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.
Campus & Workplace Culture Survey (Fall 2023)

**Background**
- CU System Office Administration Only
- In the field between Oct 23 and Nov 10
- **GOAL = 75% response rate**

**Final Results (as of 11/10/23)**
- **586** System Office employees
- **514** total responses
- **87.7% response rate**
Population by Department Groups

Department Notes

**Budget & Finance includes** Budget & Finance, Treasurer

**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

*Data based on employee HCM records. “HCM” (Human Capital Management) refers CU’s HR system*

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Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research
Population by Hired Date Range

Employee hired date range is calculated as of 9/1/2023. 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 Hired Date Range

**Hired Date Range**

Employee hired date range is calculated as of 9/1/2023. 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

Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research
Population by Age Range

Employee age is calculated as of 10/1/2021

Data based on employee HCM records. “HCM” (Human Capital Management) refers CU’s HR system

Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research

- 50-59: 21% (121)
- 40-49: 26% (155)
- 30-39: 32% (189)
- 20-29: 8% (47)
- 60+: 13% (74)
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.

Note: Population based on 586 system employees as of 9/1/23. The 2023 CWC Survey demographic percentages based on 514 completed surveys. Source: CU System Office of Institutional Research
Campus & Workplace Culture Survey (Fall 2023)

Participation Rate

- **99.2% participation rate** (510 of 514) completed responses selected “I Agree to Participate”
Data Appendix:

Demographic Results from the 2023 CWC Survey Administration (System Administration Only)
Job Category

Based on HCM: Staff, Supervisor, or Officer as of 9/1/2023.

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting "Agree to Participate". Source: CU System Office of Institutional Research
Hired Date Range

Based on HCM: Employee hired date range is calculated as of 9/1/2023. Based on Original Hire Date, breaks in service may not be reflected in the calculation.

<table>
<thead>
<tr>
<th>Year</th>
<th>2021</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>% Share</td>
</tr>
<tr>
<td>0-5 years</td>
<td>196</td>
<td>39.8%</td>
</tr>
<tr>
<td>05-10 years</td>
<td>129</td>
<td>26.2%</td>
</tr>
<tr>
<td>10-15 years</td>
<td>76</td>
<td>15.4%</td>
</tr>
<tr>
<td>15-20 years</td>
<td>40</td>
<td>8.1%</td>
</tr>
<tr>
<td>20+ years</td>
<td>52</td>
<td>10.5%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>493</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research
Age Range
Based on HCM: Employee age is calculated as of 10/1/2021

<table>
<thead>
<tr>
<th>Age Range</th>
<th>2021 N</th>
<th>2021 % Share</th>
<th>2023 N</th>
<th>2023 % Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-29</td>
<td>43</td>
<td>8.7%</td>
<td>41</td>
<td>8.0%</td>
</tr>
<tr>
<td>30-39</td>
<td>168</td>
<td>34.1%</td>
<td>165</td>
<td>32.4%</td>
</tr>
<tr>
<td>40-49</td>
<td>121</td>
<td>24.5%</td>
<td>136</td>
<td>26.7%</td>
</tr>
<tr>
<td>50-59</td>
<td>102</td>
<td>20.7%</td>
<td>110</td>
<td>21.6%</td>
</tr>
<tr>
<td>60+</td>
<td>59</td>
<td>12.0%</td>
<td>58</td>
<td>11.4%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>493</td>
<td><strong>100.0%</strong></td>
<td>510</td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research
Race/Ethnicity (Aggregated)

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)

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research.
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<table>
<thead>
<tr>
<th>Year</th>
<th>2021 N</th>
<th>2021 % Share</th>
<th>2023 N</th>
<th>2023 % Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNSPECIFIED</td>
<td>18</td>
<td>3.7%</td>
<td>13</td>
<td>2.5%</td>
</tr>
<tr>
<td>TWOPLUS</td>
<td>26</td>
<td>5.3%</td>
<td>35</td>
<td>6.9%</td>
</tr>
<tr>
<td>WHITE</td>
<td>360</td>
<td>73.0%</td>
<td>362</td>
<td>71.0%</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>30</td>
<td>6.1%</td>
<td>38</td>
<td>7.5%</td>
</tr>
<tr>
<td>ASIAN, PACIFIC ISL</td>
<td>46</td>
<td>9.3%</td>
<td>50</td>
<td>9.8%</td>
</tr>
<tr>
<td>AMIND, BLACK</td>
<td>13</td>
<td>2.6%</td>
<td>12</td>
<td>2.4%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>493</td>
<td>100.0%</td>
<td>510</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research.
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)

<table>
<thead>
<tr>
<th>Year</th>
<th>2021</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>% Share</td>
</tr>
<tr>
<td>Y</td>
<td>115</td>
<td>23.3%</td>
</tr>
<tr>
<td>N</td>
<td>329</td>
<td>66.7%</td>
</tr>
<tr>
<td>No Response</td>
<td>49</td>
<td>9.9%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>493</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Note: 2023 CWC Survey demographic percentages based on 510 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: 2023 CWC Survey demographic percentages based on 510 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: 2023 CWC Survey demographic percentages based on 510 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?

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research

<table>
<thead>
<tr>
<th></th>
<th>2021 N</th>
<th>2021 % Share</th>
<th>2023 N</th>
<th>2023 % Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prefer not to answer</td>
<td>80</td>
<td>16.2%</td>
<td>76</td>
<td>14.9%</td>
</tr>
<tr>
<td>Don’t know/Not sure</td>
<td>20</td>
<td>4.1%</td>
<td>28</td>
<td>5.5%</td>
</tr>
<tr>
<td>Conservative</td>
<td>97</td>
<td>19.7%</td>
<td>94</td>
<td>18.4%</td>
</tr>
<tr>
<td>Moderate</td>
<td>97</td>
<td>19.7%</td>
<td>98</td>
<td>19.2%</td>
</tr>
<tr>
<td>Liberal</td>
<td>199</td>
<td>40.4%</td>
<td>214</td>
<td>42.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>493</td>
<td>100.0%</td>
<td>510</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Political Economics View – Individual Responses

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

Note: 2023 CWC Survey demographic percentages based on 510 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?

<table>
<thead>
<tr>
<th>Preference</th>
<th>2021 N</th>
<th>2021 % Share</th>
<th>2023 N</th>
<th>2023 % Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prefer not to answer</td>
<td>76</td>
<td>15.4%</td>
<td>77</td>
<td>15.1%</td>
</tr>
<tr>
<td>Don't know/Not sure</td>
<td>15</td>
<td>3.0%</td>
<td>21</td>
<td>4.1%</td>
</tr>
<tr>
<td>Conservative</td>
<td>46</td>
<td>9.3%</td>
<td>48</td>
<td>9.4%</td>
</tr>
<tr>
<td>Moderate</td>
<td>53</td>
<td>10.8%</td>
<td>52</td>
<td>10.2%</td>
</tr>
<tr>
<td>Liberal</td>
<td>303</td>
<td>61.5%</td>
<td>312</td>
<td>61.2%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>493</td>
<td>100.0%</td>
<td>510</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research

Read more about survey demographics at [https://www.cu.edu/cwc-glossary](https://www.cu.edu/cwc-glossary)
Political Social View – Individual Responses

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

Note: 2023 CWC Survey demographic percentages based on 510 completed surveys selecting “Agree to Participate”. Source: CU System Office of Institutional Research
Political Party Affiliation

Survey Question: What is your political party affiliation?

<table>
<thead>
<tr>
<th>Party Affiliation</th>
<th>2021 N</th>
<th>2021 % Share</th>
<th>2023 N</th>
<th>2023 % Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prefer not to answer</td>
<td>106</td>
<td>21.5%</td>
<td>107</td>
<td>21.0%</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>1.0%</td>
<td>7</td>
<td>1.4%</td>
</tr>
<tr>
<td>Independent</td>
<td>78</td>
<td>15.8%</td>
<td>73</td>
<td>14.3%</td>
</tr>
<tr>
<td>Unaffiliated</td>
<td>97</td>
<td>19.7%</td>
<td>112</td>
<td>22.0%</td>
</tr>
<tr>
<td>Republican</td>
<td>22</td>
<td>4.5%</td>
<td>25</td>
<td>4.9%</td>
</tr>
<tr>
<td>Democrat</td>
<td>185</td>
<td>37.5%</td>
<td>186</td>
<td>36.5%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>493</td>
<td>100.0%</td>
<td>510</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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Disability (Y/N) (HCM Data Issues)

Survey Population
% Disability (HCM)

Survey Results
% Disability (HCM)

Survey Results
% Disability (CWC)

Notes
Disability Status is self-reported in the HCM employee portal (my.cu.edu) and asked separately in the CWC Survey. Disability Status includes physical and mental health status.

For full definitions of what is listed in the employee portal and in the survey, visit the glossary posted on our website.

Visit the CWC Survey Glossary at https://www.cu.edu/cwc-glossary

Data Discrepancy
Survey results reveal a reporting discrepancy between HCM (Employee Records) and CWC results (Survey Response).

(For Left) HCM reports 8.9% of employees with disabilities
(Right) CWC reports 23.25% of employees with disabilities

Read more about survey demographics at https://www.cu.edu/cwc-glossary
Veteran Status (HCM Data Issues)

Survey Population

% Veteran (HCM)

Year

65%

35%

2023

Survey Results

% Veteran (HCM)

Year

65%

35%

2023

Survey Results

% Veteran (CWC)

Year

98%

Notes

CU is a Government contractor subject to the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans, (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans.

Those classifications are defined as follows:

- “Disabled veteran”
- “Recently separated veteran”
- “Active duty wartime or campaign badge veteran”
- “Armed Forces service medal veteran”

Visit the CWC Survey Glossary at https://www.cu.edu/cwc-glossary

Data Discrepancy

Survey results reveal a reporting discrepancy between HCM (Employee Records) and CWC results (Survey Responses).

(Far Left) HCM reports 28.35% of employees are Veterans

(Right) CWC reports only 2.3% of employees are Veterans