2023 CWC SURVEY RESPONSE RATES

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.

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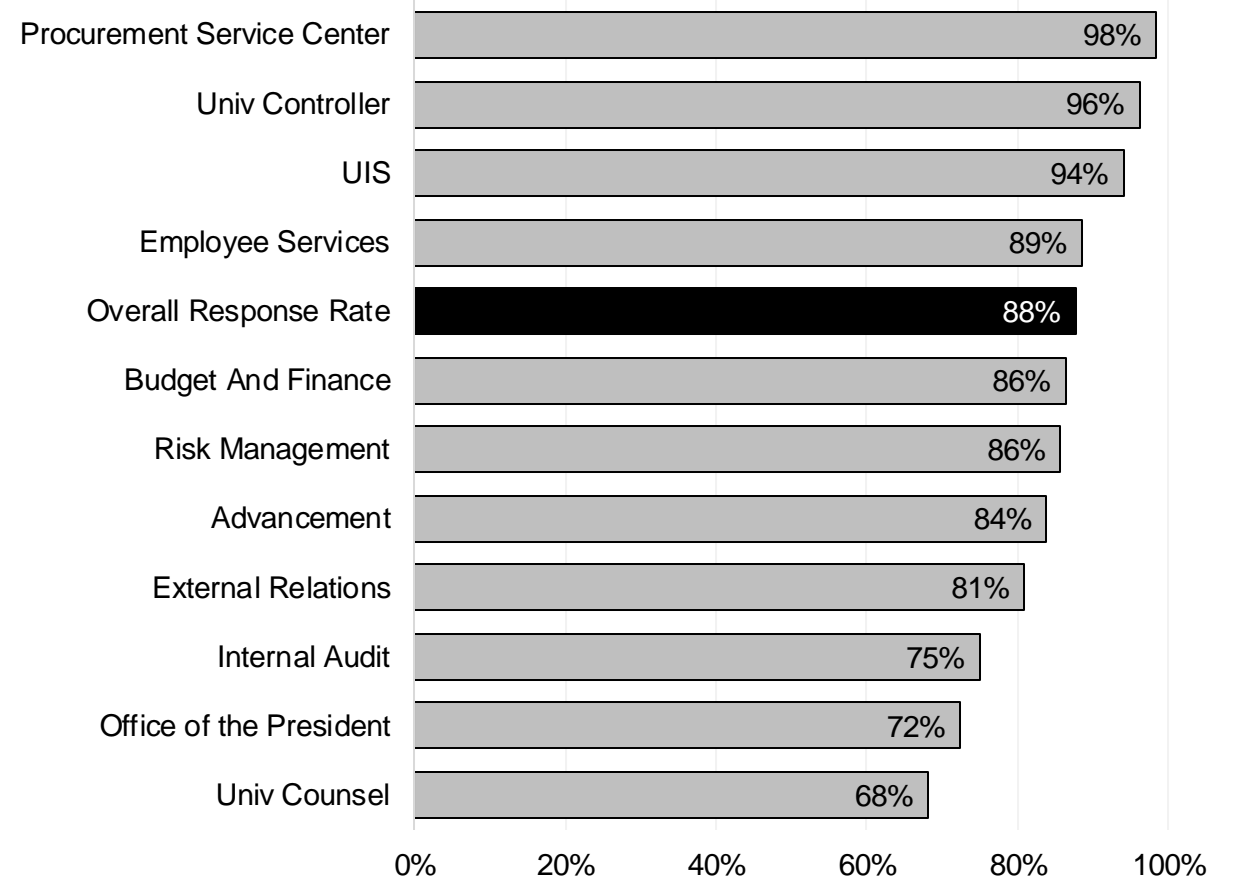# Campus & Workplace Culture Survey (Fall 2023)

Background

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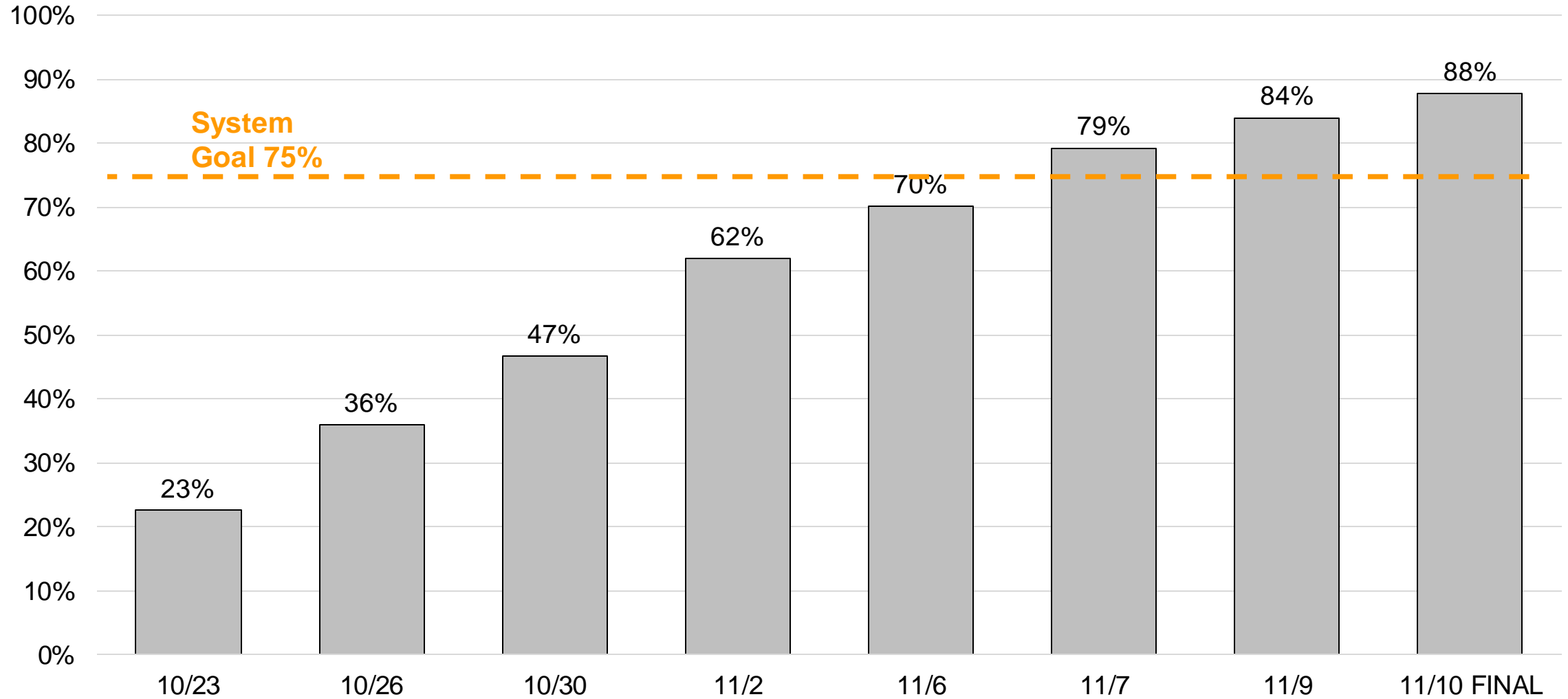- **GOAL = 75% response rate**

Final Results (as of 11/10/23)

- **586** System Office employees
- **514** total responses
- **87.7% response rate**

88% Overall Response Rate (514/586)
Final Response Rates (as of 11/10 5PM)

Department	Response Rate
Procurement Service Center	98%
Univ Controller	96%
UIS	94%
Employee Services	89%
Overall Response Rate	88%
Budget And Finance	86%
Risk Management	86%
Advancement	84%
External Relations	81%
Internal Audit	75%
Office of the President	72%
Univ Counsel	68%

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Participation Rate

- **99.2% participation rate** (510 of 514) completed responses selected "I Agree to Participate"

99.2%, I agree to
participate., 510

0.8%, I decline to
participate., 4

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Data Appendix – Response Rates

Response Rates by Department Groups

Department	Response Rate	Count
ADVANCEMENT	84%	87
BUDGET AND FINANCE	86%	22
EMPLOYEE SERVICES	89%	96
EXTERNAL RELATIONS	81%	21
INTERNAL AUDIT	75%	16
OFFICE OF THE PRESIDENT	72%	29
PROCUREMENT SERVICE CENTER	98%	63
RISK MANAGEMENT	86%	14
UIS	94%	168
UNIV CONTROLLER	96%	26
UNIV COUNSEL	68%	44
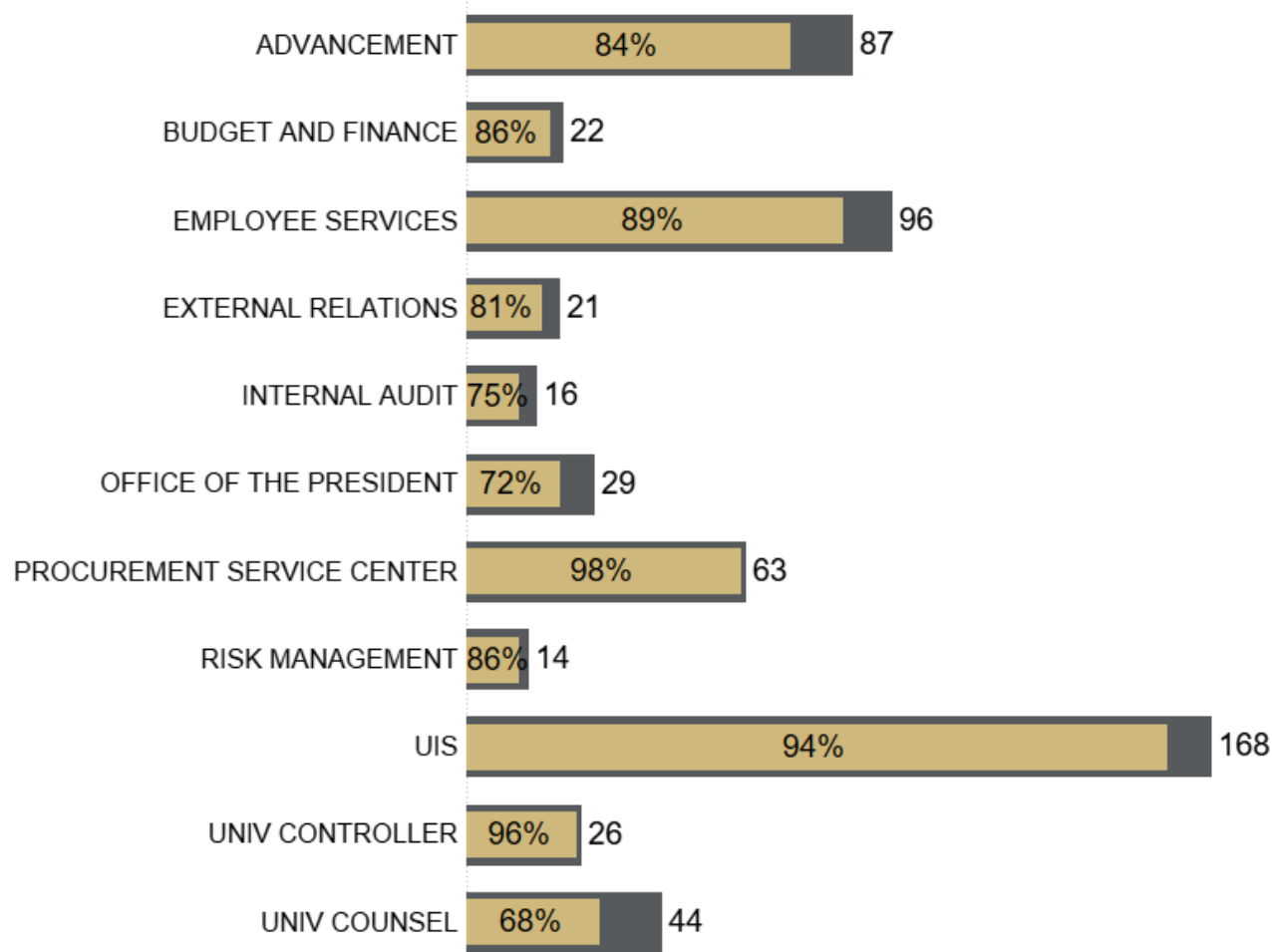
Department Notes:

Budget & Finance consists of Budget & Finance, & Treasurer's Office

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

UIS = University Information Services

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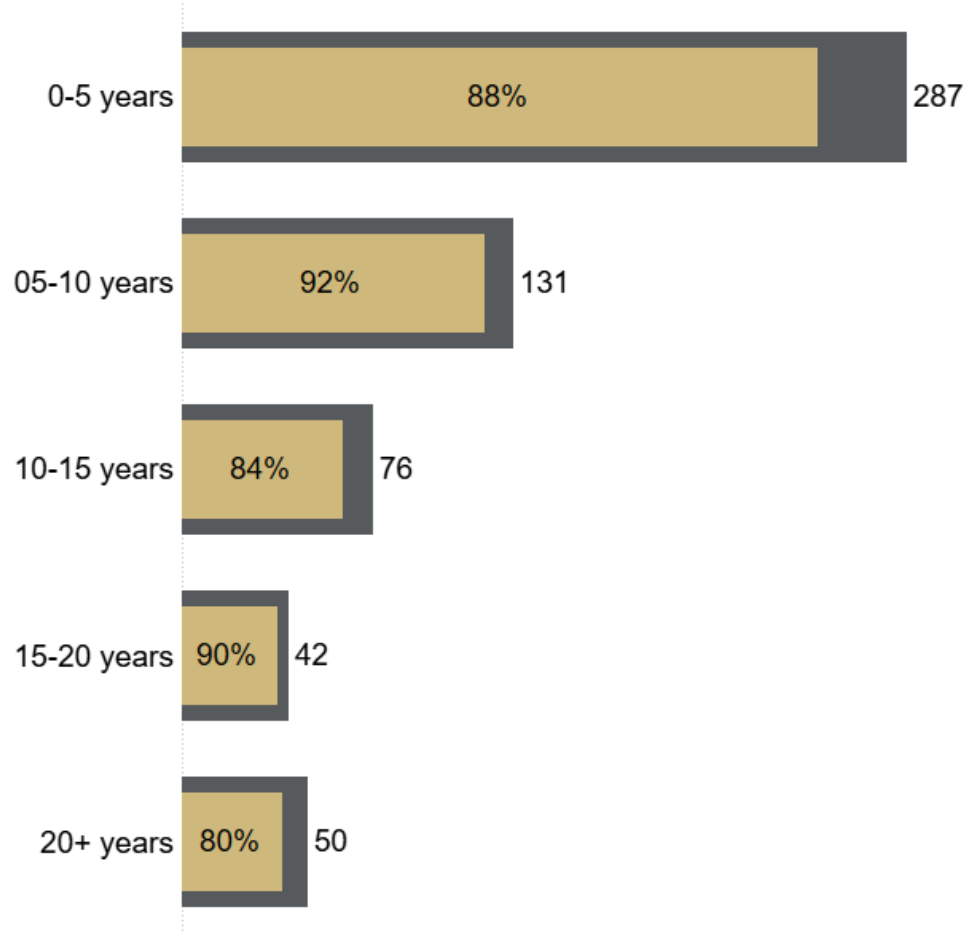Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Response Rates by Job Category

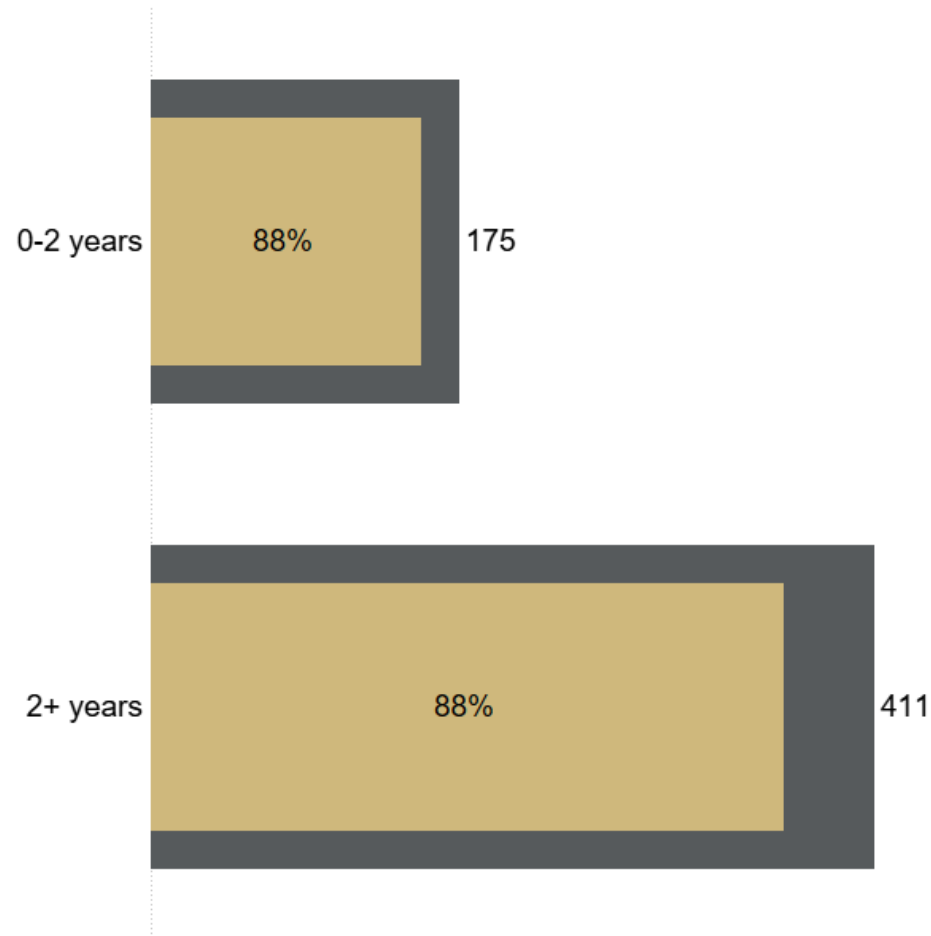Based on employment status as of 9/1/2023
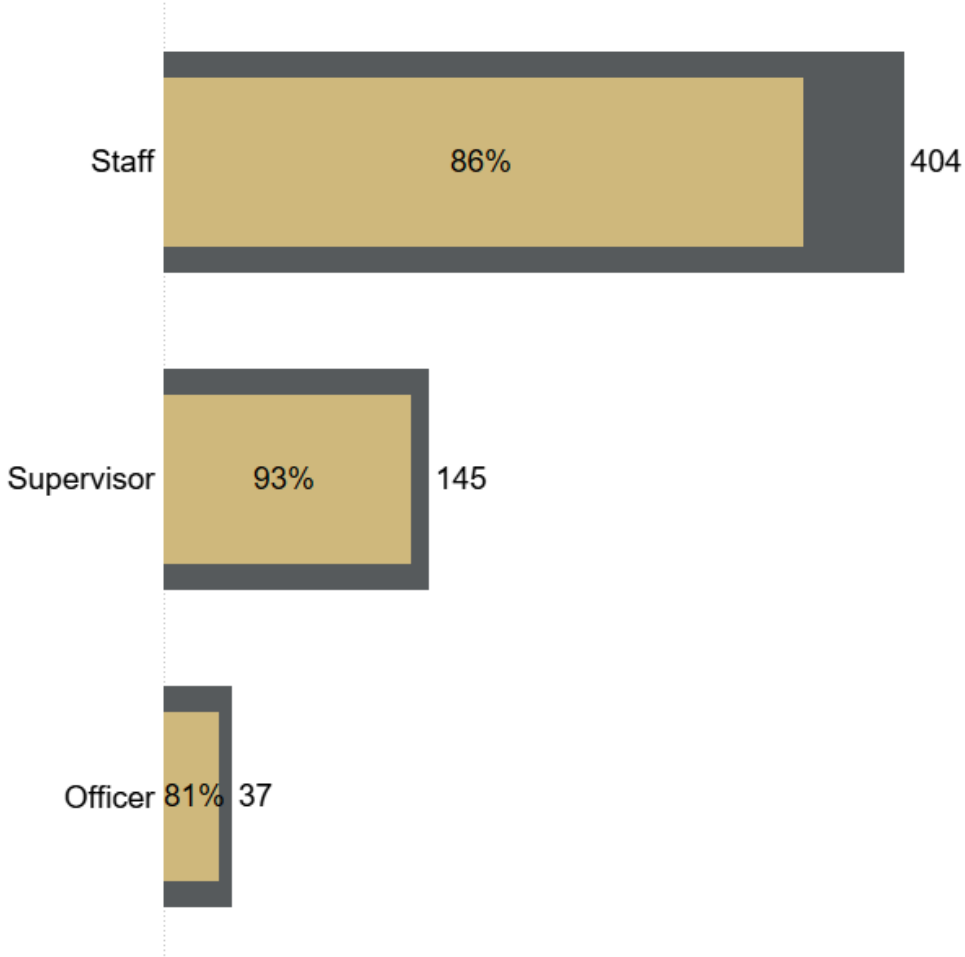
Response Rates by Hired Date Range

Based on Original Hire Date as of 9/1/2023, breaks in service may not be reflected in the calculation.
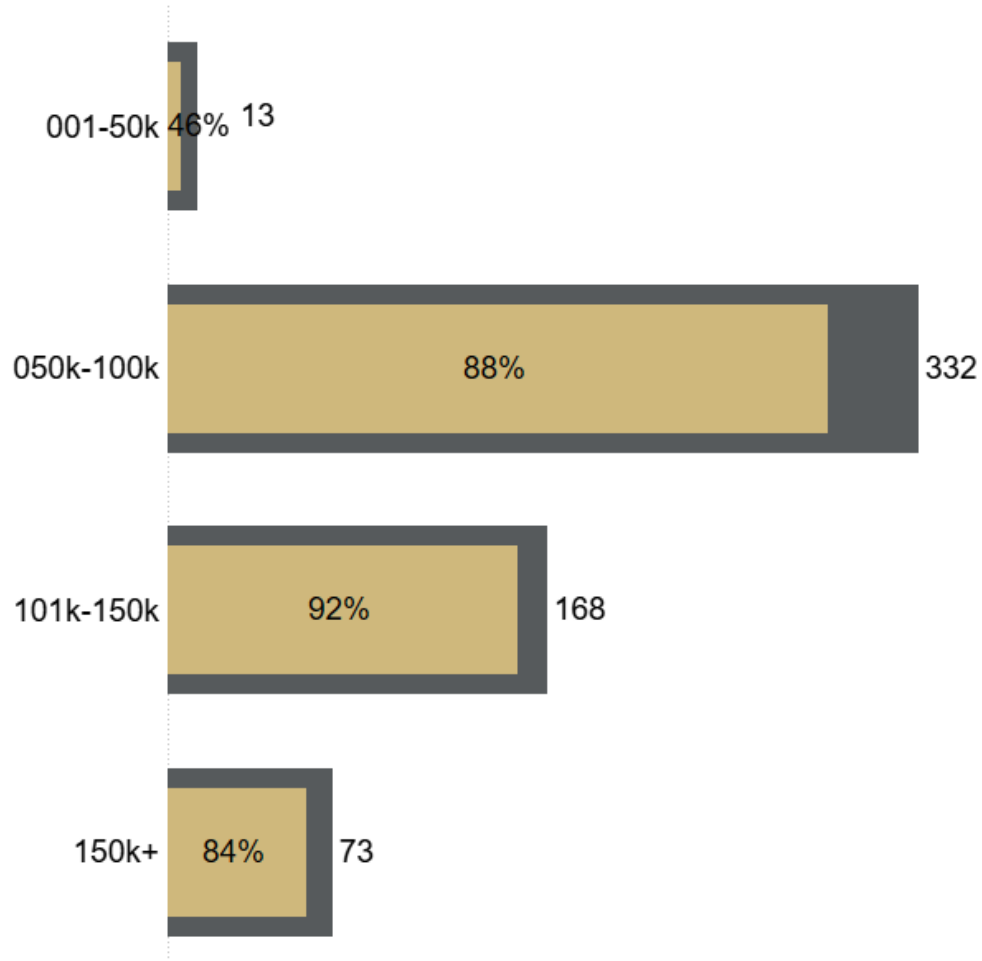
"HCM" (Human Capital Management) refers CU's HR system

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Response Rates by Hired Date Range (New Since 2021)

Based on Original Hire Date as of 9/1/2023, breaks in service may not be reflected in the calculation.

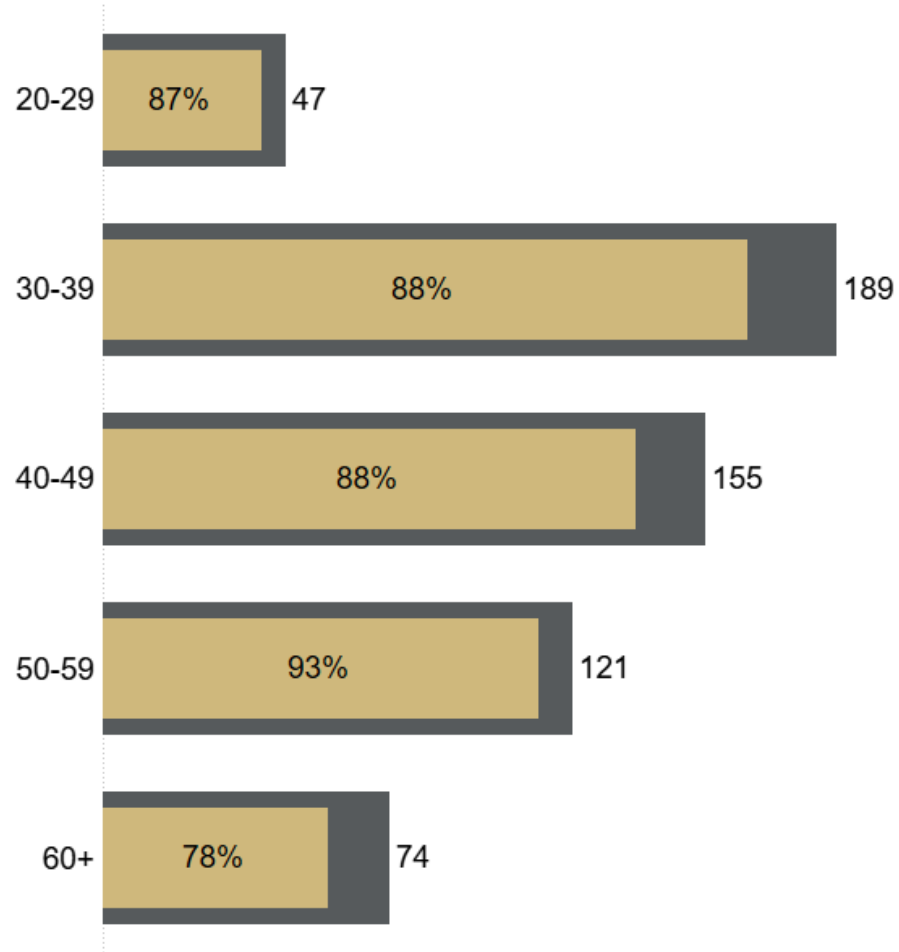"HCM" (Human Capital Management) refers CU's HR system

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Response Rates by Salary Range

Based on HCM Annual Rate as of 9/1/2023

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001-50k 46% 13

050k-100k 88% 332

101k-150k 92% 168

150k+ 84% 73

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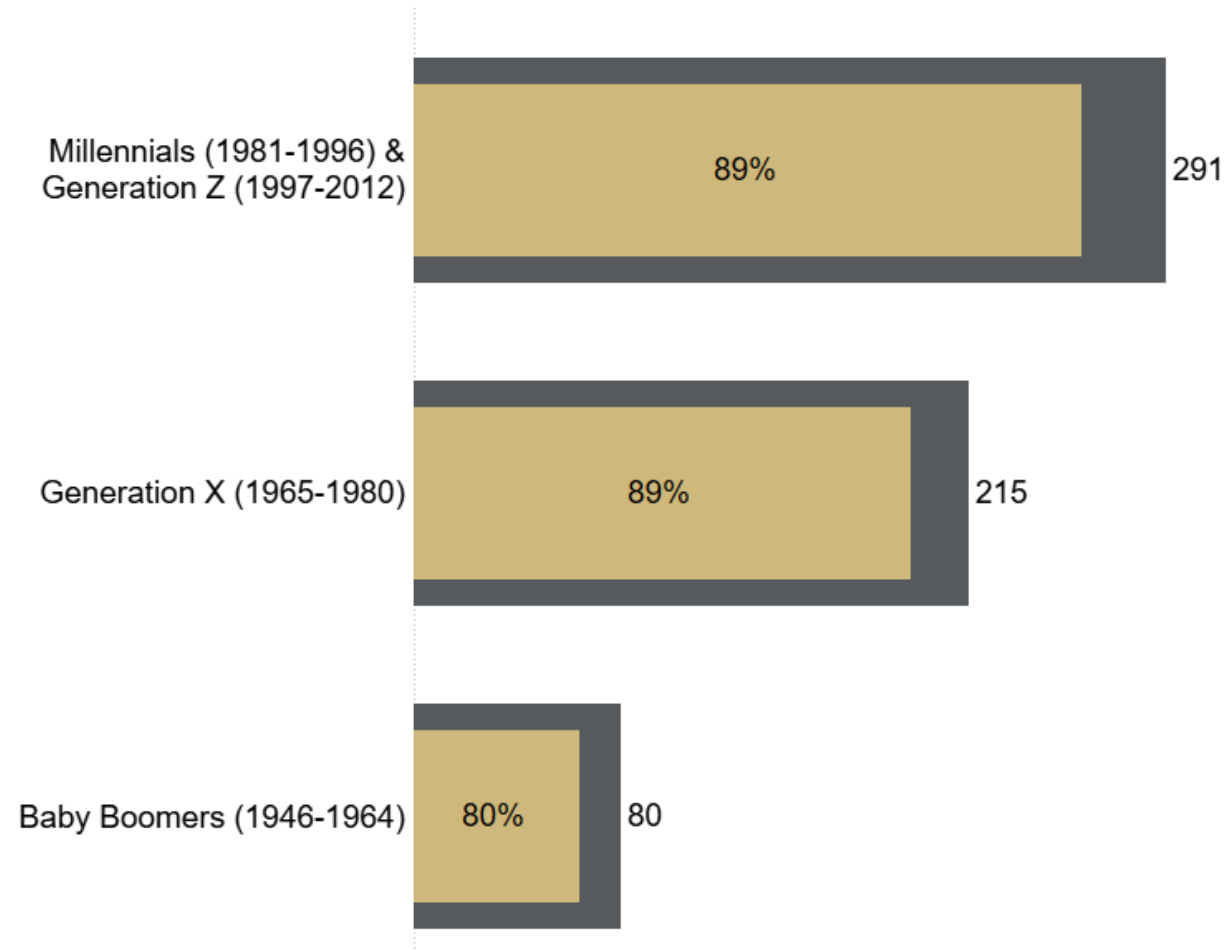Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Response Rates by Age Range

Employee age is calculated as of 9/1/2023

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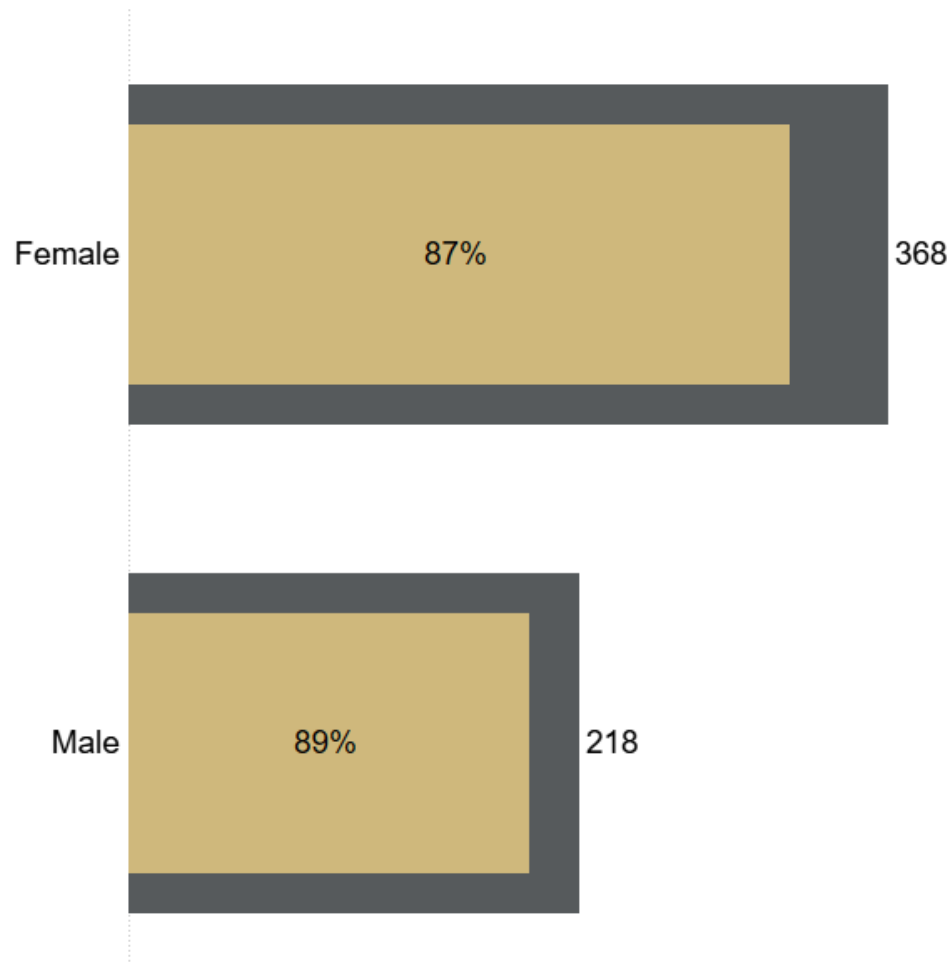
Response Rates by Age Generation

Employee age is calculated as of 9/1/2023

"HCM" (Human Capital Management) refers CU's HR system

"Generation Z" is combined with "Millennials" due to small population size.

Response Rates by Sex

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

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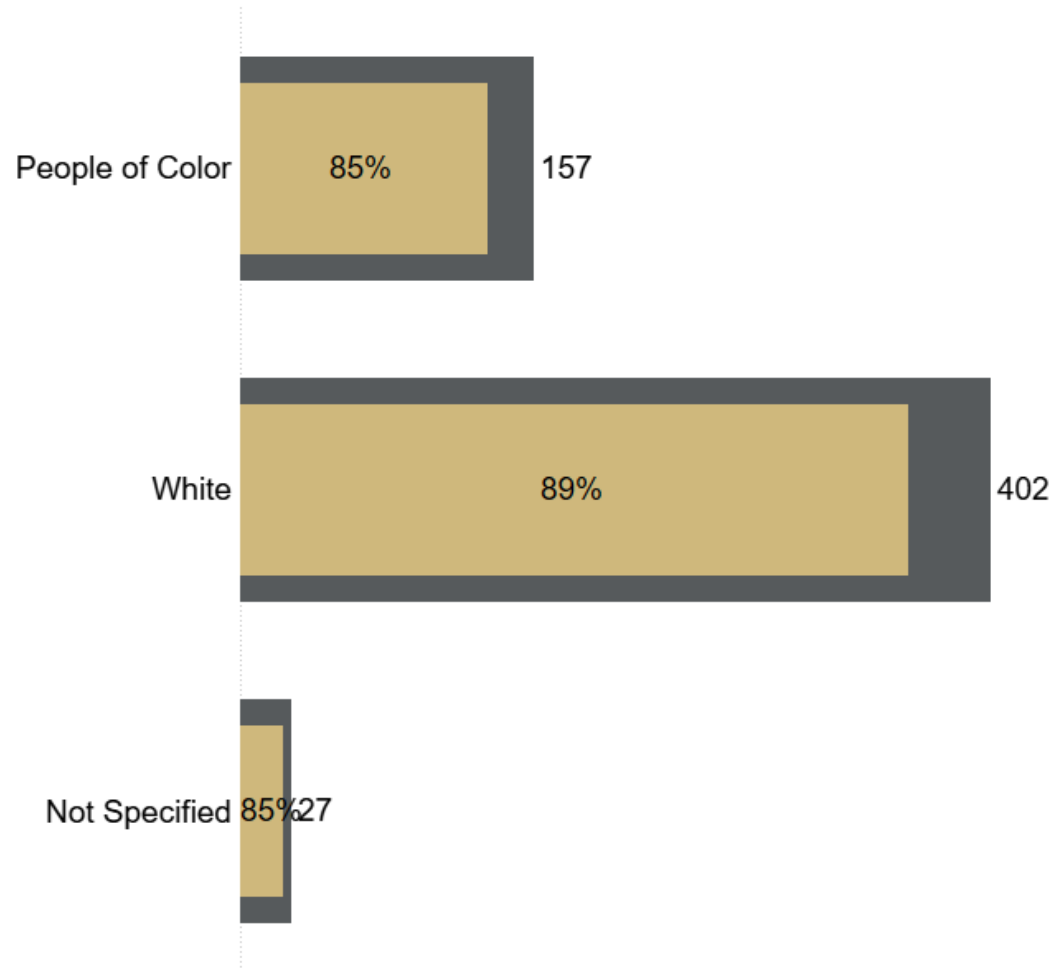
Binary Options

- 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 Reporting

People of Color — 85% — 157

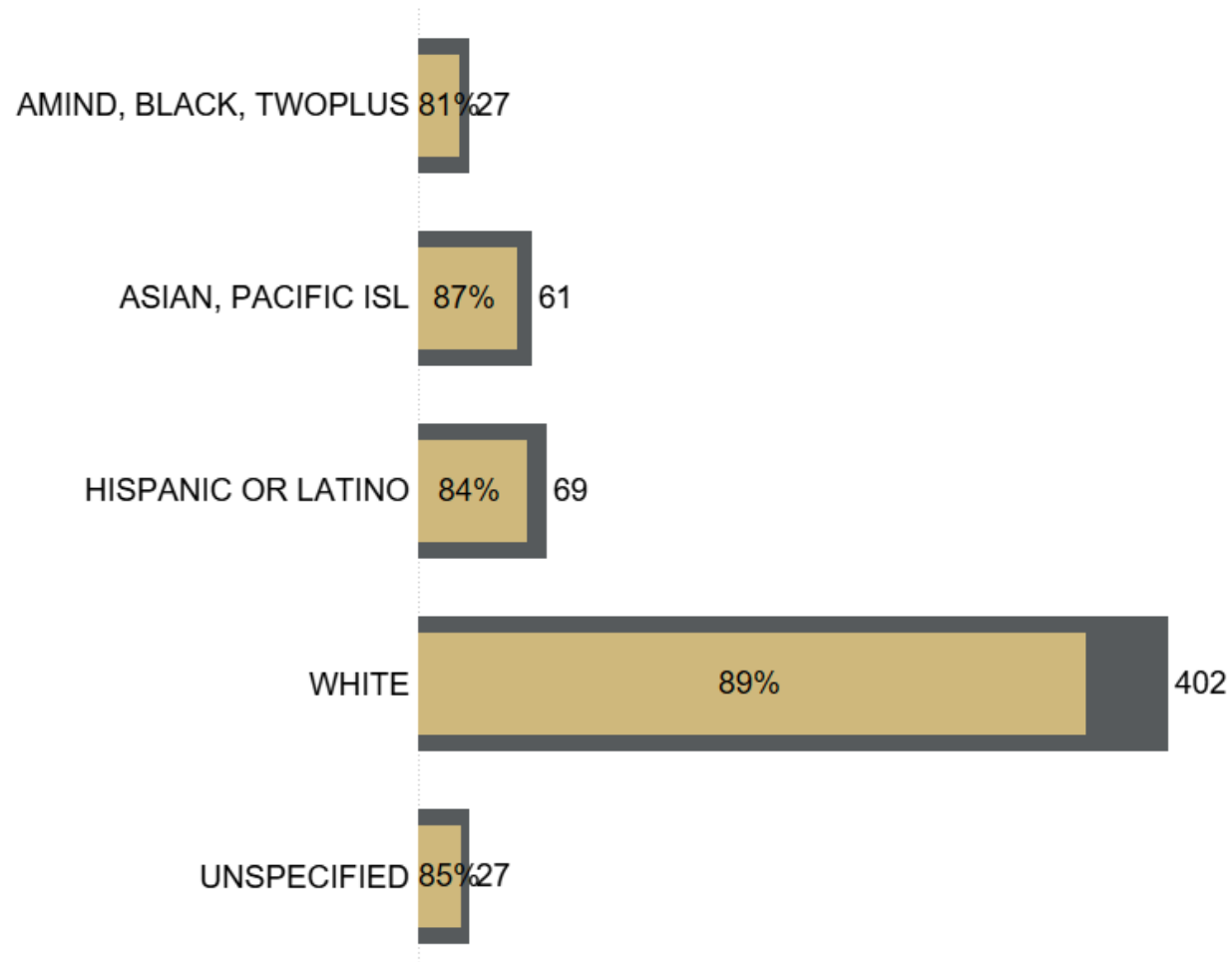White — 89% — 402

Not Specified — 85% — 27

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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)

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Response Rates by Race/Ethnicity Detail

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.

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