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.
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
Campus & Workplace Culture Survey (Fall 2023)

Goal: 75%

- 10/23: 23%
- 10/26: 36%
- 10/30: 47%
- 11/2: 62%
- 11/6: 70%
- 11/7: 79%
- 11/9: 84%
- 11/10: 88%

System Goal: 75%
Campus & Workplace Culture Survey (Fall 2023)

Participation Rate

- **99.2% participation rate** (510 of 514) completed responses selected “I Agree to Participate”
Data Appendix – Response Rates
Response Rates by Department Groups

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

- **ADVANCEMENT**: 84% (87 responses)
- **BUDGET AND FINANCE**: 86% (22 responses)
- **EMPLOYEE SERVICES**: 89% (96 responses)
- **EXTERNAL RELATIONS**: 81% (21 responses)
- **INTERNAL AUDIT**: 75% (16 responses)
- **OFFICE OF THE PRESIDENT**: 72% (29 responses)
- **PROCUREMENT SERVICE CENTER**: 98% (63 responses)
- **RISK MANAGEMENT**: 86% (14 responses)
- **UIS**: 94% (168 responses)
- **UNIV CONTROLLER**: 96% (26 responses)
- **UNIV COUNSEL**: 68% (44 responses)
Response Rates by Job Category

Based on employment status as of 9/1/2023

- Staff: 86% (404 responses)
- Supervisor: 93% (145 responses)
- Officer: 81% (37 responses)
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 to CU’s HR system.
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 to CU’s HR system.
Response Rates by Salary Range

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

“HCM” (Human Capital Management) refers to CU’s HR system
Response Rates by Age Range

Employee age is calculated as of 9/1/2023

“HCM” (Human Capital Management) refers to CU’s HR system
Response Rates by Age Generation

Employee age is calculated as of 9/1/2023

“HCM” (Human Capital Management) refers to 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).

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

**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).
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)
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.