Campus & Workplace Culture Survey

What is the CWC Survey?
The University of Colorado system office launched the Campus and Workplace Culture (CWC) Survey fall of 2021 and a pulse survey in fall 2023. The University of Colorado is committed to creating an inclusive environment where all members of our community feel respected, supported, and valued. The purpose of the Campus and Workplace Culture Survey is to gather information from CU students, staff, and faculty about their academic, workplace, and residential environments.

Diversity, equity, and inclusion are integral parts of the CU strategic plan and specific metrics will result from the initial survey and action plans developed post-survey. Progress will be monitored through metrics, action plans and future survey administration. We will use the results from this survey to better understand our existing culture and to identify both strengths and areas of concern in order to make recommendations for creating and sustaining a just, equitable, and inclusive culture at CU.

Resources
About the CWC Survey: https://www.cu.edu/campus-and-workplace-culture-survey
CWC Survey Glossary: https://www.cu.edu/cwc-glossary

Project Contacts
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Demographics

What data is included?
Employee demography data are used to compare the survey population with the survey results. These data represent both employee record data (department, hire date, age, employee type, officer status) and self-reported identification (sex, race/ethnicity, veteran status, disability status, gender expression/identity, and political views).

Where do the data come from?
All demography data are self-reported by employees. Demographic data shown within this visualization derive from two sources: HCM and the CWC survey.

HCM is the data system storing employee attributes used by Employee Services. Employees can update their data using the employee portal (my.cu.edu). Employees may review and update their race/ethnicity, veteran status, disability status, and education level. Several other attributes are derived from employee data such as hire date range, age range, and officer status.

CWC Survey requests demography across several areas, including race/ethnicity, gender expression/identity, primary language used in the home, home country, veteran status, disability status, political view, and political party affiliation.

Additional Questions?
Send us an email at **systemdei@cu.edu**
Send us your data questions at **ir@cu.edu**
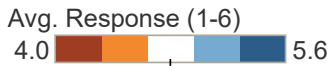
Compare Campus & Workplace Culture Survey

Comparing survey responses across demographic categories provide insight to the varied experiences of employees. Review the table below noting differences between the Avg. Response (1-6) reported by different demographic groups.

<< Low Score   High Score >>
4.2 — 5.7

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2
Avg. Sex: Female	5.0	5.2	4.8	5.0	4.7	5.0	4.6	4.8	5.0	5.3
Avg. Sex: Male	5.1	5.2	4.7	4.9	4.6	4.9	4.5	4.7	5.0	5.2
Avg. GendID/SexOrient: Yes	4.9	4.9	4.5	4.6	4.5	4.7	4.3	4.5	5.0	5.0
Avg. GendID/SexOrient: No	5.1	5.2	4.8	5.0	4.7	5.0	4.6	4.8	5.1	5.3
Avg. RaceEth: People of Color	5.1	5.3	4.8	5.0	4.8	5.0	4.6	4.8	5.1	5.3
Avg. RaceEth: White	5.1	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.1	5.2
Avg. RaceEth: Amer Ind, Black	5.2	5.6	4.8	5.0	4.7	5.2	4.6	5.1	5.0	5.5
Avg. RaceEth: Asian	5.2	5.4	5.0	5.0	5.0	5.2	4.8	5.0	5.2	5.4
Avg. RaceEth: Hispanic	4.9	5.0	4.6	5.0	4.6	4.8	4.2	4.6	4.9	5.0
Avg. RaceEth: Two+ Races	5.2	5.3	4.7	5.0	4.7	5.0	4.9	4.7	5.0	5.4
Avg. Disability: Yes	4.7	5.2	4.6	5.0	4.5	4.9	4.3	4.8	4.9	5.2
Avg. Disability: No	5.2	5.3	4.9	5.0	4.8	5.0	4.7	4.8	5.1	5.2
Avg. Veteran: Yes	4.8	5.3	4.4	4.9	4.5	4.7	4.5	4.4	4.7	5.1
Avg. Veteran: No	5.1	5.2	4.8	5.0	4.7	5.0	4.6	4.8	5.1	5.2
Avg. Age: 20-29	5.4	5.4	5.1	5.1	5.0	5.1	5.0	4.9	5.4	5.3
Avg. Age: 30-39	5.1	5.2	4.7	4.9	4.6	4.8	4.5	4.7	5.0	5.1
Avg. Age: 40-49	5.0	5.2	4.8	5.0	4.7	5.0	4.5	4.9	5.1	5.3
Avg. Age: 50-59	4.8	5.1	4.6	5.0	4.5	4.9	4.4	4.8	4.8	5.2
Avg. Age: 60+	5.2	5.2	4.9	5.1	4.8	5.0	4.6	4.9	5.1	5.3
Avg. Political Party: Democrat	5.1	5.2	4.8	5.0	4.7	5.0	4.5	4.8	5.0	5.2
Avg. Political Party: Republican	5.3	5.4	5.0	5.1	4.9	5.2	4.6	5.1	5.4	5.4
Avg. Political Party: Unaffiliated	5.1	5.3	4.8	5.0	4.8	5.0	4.7	4.7	5.1	5.2
Avg. Political Econ View: Conservative	5.1	5.2	4.8	5.1	4.8	5.1	4.7	5.0	5.1	5.3
Avg. Political Econ View: Moderate	5.1	5.1	4.8	5.0	4.7	4.9	4.6	4.7	5.1	5.2
Avg. Political Econ View: Liberal	5.0	5.2	4.8	4.9	4.6	4.9	4.4	4.7	5.0	5.2
Avg. Political Social View: Conservative	4.8	5.1	4.6	5.1	4.7	5.0	4.5	4.9	5.1	5.3
Avg. Political Social View: Moderate	5.1	5.2	4.7	4.9	4.7	4.9	4.5	4.7	5.1	5.1
Avg. Political Social View: Liberal	5.1	5.2	4.8	5.0	4.7	5.0	4.5	4.8	5.0	5.2
Avg. Supervisor: No	5.0	5.2	4.8	4.9	4.6	4.9	4.5	4.7	5.0	5.2
Avg. Supervisor: Yes	5.1	5.2	4.8	5.1	4.8	5.1	4.7	5.0	5.1	5.4
Avg. Officer: No	5.0	5.2	4.8	5.0	4.6	4.9	4.5	4.7	5.0	5.2
Avg. Officer: Yes	5.4	5.5	5.2	5.4	5.3	5.4	5.2	5.5	5.5	5.7

Compare Campus & Workplace Culture Survey - Avg. Response (1-6) by Theme & Question

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Avg. Response (1-6)
4.0 � change 5.6

Compare

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

Theme	Question	2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	5.3	5.4
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	5.4	5.5
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	4.3	4.6
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	4.8	5.2
	*I have been singled out because of an aspect of my identity.	5.2	5.4
	*I've considered leaving CU because of negative experiences related to my identity.	5.2	5.6
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	4.0	4.2
	At CU I'm treated like I belong.	4.9	5.0
	I have a sense of community at CU.	4.7	4.8
	I have a sense of community in my department.	4.8	5.1
	In my department I'm treated like I belong.	5.0	5.2
	*I feel excluded from informal networks within my department.	4.4	4.5
	I WANT to be included in informal networks within my department.		4.8
	I WANT to be included in informal networks within System Administration.		4.5
	I DO NOT WANT to be part of informal networks.		4.7
Environment	Department leadership effectively communicates information that affects me and my work.	4.6	4.9
	Departmental resources are allocated transparently.	4.1	4.4
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	4.8	5.0
	My department values the balance between my job and life outside the work setting	5.1	5.3
Growth & Development	I am provided opportunities to advance in my career.	4.1	4.5
	I have a performance plan with clear expectations.	4.7	4.9
	I have been offered opportunities to learn and grow	4.6	4.9
	I receive adequate support/mentoring to advance in my career.	4.4	4.7
	I receive feedback and coaching to help me meet my performance expectations.	4.8	4.9
Value & Respect	My work is valued by CU.	4.8	4.9
	My work is valued by my department.	5.0	5.1
	Staff are treated with respect by supervisors/department leaders.	5.1	5.3
	Supervisors are treated with respect by their employees.	5.3	5.5

Compare Campus & Workplace Culture Survey - Agree/Disagree by Theme & Question (100% Scale)

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Avg. Response (1-6)

4.5 ◼◼◼ 5.2

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

■ Agree   ■ Disagree   ▧ All Other

		2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	86%	90%
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	90%	93%
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	65% / 21%	72%
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	65% / 20%	75%
	*I have been singled out because of an aspect of my identity.	84%	84%
	*I've considered leaving CU because of negative experiences related to my identity.	85%	88%
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	59% / 41%	65% / 35%
	At CU I'm treated like I belong.	89%	95%
	I have a sense of community at CU.	89%	92%
	I have a sense of community in my department.	86%	92%
	In my department I'm treated like I belong.	89%	95%
	*I feel excluded from informal networks within my department.	69% / 24%	72%
	I WANT to be included in informal networks within my department.		80%
	I WANT to be included in informal networks within System Administration.		80%
	I DO NOT WANT to be part of informal networks.		81%
Environment	Department leadership effectively communicates information that affects me and my work.	81%	86%
	Departmental resources are allocated transparently.	62% / 28%	70%
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	84%	88%
	My department values the balance between my job and life outside the work setting	90%	94%
Growth & Development	I am provided opportunities to advance in my career.	66% / 30%	76%
	I have a performance plan with clear expectations.	82%	86%
	I have been offered opportunities to learn and grow	83%	89%
	I receive adequate support/mentoring to advance in my career.	73%	79%
	I receive feedback and coaching to help me meet my performance expectations.	85%	86%
Value & Respect	My work is valued by CU.	88%	94%
	My work is valued by my department.	88%	93%
	Staff are treated with respect by supervisors/department leaders.	90%	93%
	Supervisors are treated with respect by their employees.	92%	94%

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

Compare Campus & Workplace Culture Survey - 3-point Agree/Disagree by Theme & Question (100% Scale)

System Administration Overall Results

Compare

Avg. Response (1-6)

4.5 ▮▮▮▮▮ 5.2

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

■ Agree ■ Disagree
■ Somewhat agree ■ All Other

Theme	Question	2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	79%	83%
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	84%	88%
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	47%	59%
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	60%	72%
	*I have been singled out because of an aspect of my identity.	80%	81%
	*I've considered leaving CU because of negative experiences related to my identity.	81%	86%
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	52% / 41%	56% / 35%
	At CU I'm treated like I belong.	72%	78%
	I have a sense of community at CU.	61% / 29%	65% / 26%
	I have a sense of community in my department.	70%	78%
	In my department I'm treated like I belong.	77%	84%
	*I feel excluded from informal networks within my department.	56% / 24%	59%
	I WANT to be included in informal networks within my department.		80%
	I WANT to be included in informal networks within System Administration.		80%
	I DO NOT WANT to be part of informal networks.		81%
Environment	Department leadership effectively communicates information that affects me and my work.	65%	74%
	Departmental resources are allocated transparently.	44% / 28%	47% / 23%
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	71%	77%
	My department values the balance between my job and life outside the work setting	80%	85%
Growth & Development	I am provided opportunities to advance in my career.	48% / 30%	56%
	I have a performance plan with clear expectations.	65%	72%
	I have been offered opportunities to learn and grow	65%	73%
	I receive adequate support/mentoring to advance in my career.	54%	61%
	I receive feedback and coaching to help me meet my performance expectations.	69%	73%
Value & Respect	My work is valued by CU.	67%	75%
	My work is valued by my department.	75%	82%
	Staff are treated with respect by supervisors/department leaders.	80%	85%
	Supervisors are treated with respect by their employees.	84%	89%

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Avg. Response (1-6)

4.5 ▮▮▮▮ 5.2

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

Legend:
- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- All Other

Theme	Question	2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	54% 24%	56% 27%
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	63%	66%
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	28%	24% 35%
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	32% 27%	48% 24%
	*I have been singled out because of an aspect of my identity.	51% 29%	58% 23%
	*I've considered leaving CU because of negative experiences related to my identity.	56% 25%	65%
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	29%	33% 24%
	At CU I'm treated like I belong.	31% 41%	35% 43%
	I have a sense of community at CU.	27% 34% 29%	27% 39% 26%
	I have a sense of community in my department.	39% 30%	42% 35%
	In my department I'm treated like I belong.	45% 32%	48% 36%
	*I feel excluded from informal networks within my department.	35%	37%
	I WANT to be included in informal networks within my department.		80%
	I WANT to be included in informal networks within System Administration.		80%
	I DO NOT WANT to be part of informal networks.		81%
Environment	Department leadership effectively communicates information that affects me and my work.	31% 34%	39% 35%
	Departmental resources are allocated transparently.	25%	22% 25% 23%
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	35% 36%	43% 34%
	My department values the balance between my job and life outside the work setting	43% 37%	56% 29%
Growth & Development	I am provided opportunities to advance in my career.	27%	25% 30%
	I have a performance plan with clear expectations.	27% 38%	35% 37%
	I have been offered opportunities to learn and grow	26% 39%	37% 36%
	I receive adequate support/mentoring to advance in my career.	24% 30%	31% 30%
	I receive feedback and coaching to help me meet my performance expectations.	32% 37%	37% 35%
Value & Respect	My work is valued by CU.	30% 37%	29% 46%
	My work is valued by my department.	44% 31%	45% 37%
	Staff are treated with respect by supervisors/department leaders.	44% 36%	53% 32%
	Supervisors are treated with respect by their employees.	43% 41%	53% 36%

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

Compare Campus & Workplace Culture Survey - Agree/Disagree by Theme & Question (Divergent Scale)

Avg. Response (1-6)

4.5 ◼◼◼◻◼◼ 5.2

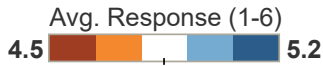|	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

🟧 Disagree
🟦 Agree

		2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	7% 86%	5% 90%
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	6% 90%	4% 93%
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	21% 65%	16% 72%
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	15% 65%	10% 75%
	*I have been singled out because of an aspect of my identity.	10% 84%	6% 84%
	*I've considered leaving CU because of negative experiences related to my identity.	10% 85%	4% 88%
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	41% 59%	35% 65%
	At CU I'm treated like I belong.	11% 89%	5% 95%
	I have a sense of community at CU.	11% 89%	8% 92%
	I have a sense of community in my department.	14% 86%	8% 92%
	In my department I'm treated like I belong.	11% 89%	5% 95%
	*I feel excluded from informal networks within my department.	24% 69%	20% 72%
	I WANT to be included in informal networks within my department.		11% 89%
	I WANT to be included in informal networks within System Administration.		4% 77%
	I DO NOT WANT to be part of informal networks.		27% 1%
Environment	Department leadership effectively communicates information that affects me and my work.	17% 81%	12% 86%
	Departmental resources are allocated transparently.	28% 62%	18% 70%
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	15% 84%	10% 88%
	My department values the balance between my job and life outside the work setting.	10% 90%	5% 94%
Growth & Development	I am provided opportunities to advance in my career.	30% 66%	19% 76%
	I have a performance plan with clear expectations.	14% 82%	10% 86%
	I have been offered opportunities to learn and grow	17% 83%	11% 89%
	I receive adequate support/mentoring to advance in my career.	23% 73%	17% 79%
	I receive feedback and coaching to help me meet my performance expectations.	12% 85%	12% 86%
Value & Respect	My work is valued by CU.	12% 88%	6% 94%
	My work is valued by my department.	12% 88%	7% 93%
	Staff are treated with respect by supervisors/department leaders.	8% 90%	5% 93%
	Supervisors are treated with respect by their employees.	3% 92%	2% 94%

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

System Administration Overall Results

Compare

Avg. Response (1-6)

4.5 ▬▬▬ 5.2

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

Legend: ▨ Somewhat agree ▨ Disagree ▨ Agree
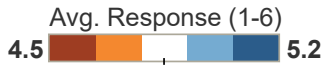
Theme	Question	2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	79%	83%
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	84%	88%
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	47%	59%
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	60%	72%
	*I have been singled out because of an aspect of my identity.	80%	81%
	*I've considered leaving CU because of negative experiences related to my identity.	81%	86%
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	52%	56%
	At CU I'm treated like I belong.	72%	78%
	I have a sense of community at CU.	61%	65%
	I have a sense of community in my department.	70%	78%
	In my department I'm treated like I belong.	77%	84%
	*I feel excluded from informal networks within my department.	56%	59%
	I WANT to be included in informal networks within my department.		
	I WANT to be included in informal networks within System Administration.		
	I DO NOT WANT to be part of informal networks.		
Environment	Department leadership effectively communicates information that affects me and my work.	65%	74%
	Departmental resources are allocated transparently.	44%	47%
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	71%	77%
	My department values the balance between my job and life outside the work setting	80%	85%
Growth & Development	I am provided opportunities to advance in my career.	48%	56%
	I have a performance plan with clear expectations.	65%	72%
	I have been offered opportunities to learn and grow	65%	73%
	I receive adequate support/mentoring to advance in my career.	54%	61%
	I receive feedback and coaching to help me meet my performance expectations.	69%	73%
Value & Respect	My work is valued by CU.	67%	75%
	My work is valued by my department.	75%	82%
	Staff are treated with respect by supervisors/department leaders.	80%	85%
	Supervisors are treated with respect by their employees.	84%	89%

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

Compare Campus & Workplace Culture Survey - 6-point Agree/Disagree by Theme & Question (Divergent Scale)

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

System Administration Overall Results

Compare

Avg. Response (1-6)

4.5 ▬ 5.2

	Addressing Misconduct		Belonging		Environment		Growth & Development		Value & Respect	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
System Admin	5.0	5.2	4.8	5.0	4.7	4.9	4.5	4.8	5.0	5.2

Legend:
- Somewhat agree
- Agree
- Strongly agree
- Somewhat disagree
- Disagree
- Strongly disagree

Theme	Question	2021	2023
Addressing Misconduct	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	54%	56%
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	63%	66%
	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.		
Belonging	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	32%	48%
	*I have been singled out because of an aspect of my identity.	51%	58%
	*I've considered leaving CU because of negative experiences related to my identity.	56%	65%
	*In the past 12 months I have seriously considered leaving my position at CU System Office.	29%	33%
	At CU I'm treated like I belong.	31%	35%
	I have a sense of community at CU.		27%
	I have a sense of community in my department.	39%	42%
	In my department I'm treated like I belong.	45%	48%
	*I feel excluded from informal networks within my department.		
	I WANT to be included in informal networks within my department.		
	I WANT to be included in informal networks within System Administration.		
	I DO NOT WANT to be part of informal networks.		
Environment	Department leadership effectively communicates information that affects me and my work.	31%	39%
	Departmental resources are allocated transparently.		
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	35%	43%
	My department values the balance between my job and life outside the work setting	43%	56%
Growth & Development	I am provided opportunities to advance in my career.		
	I have a performance plan with clear expectations.	27%	35%
	I have been offered opportunities to learn and grow		37%
	I receive adequate support/mentoring to advance in my career.		31%
	I receive feedback and coaching to help me meet my performance expectations.	32%	37%
Value & Respect	My work is valued by CU.	30%	46% 29%
	My work is valued by my department.	44%	45%
	Staff are treated with respect by supervisors/department leaders.	44%	53%
	Supervisors are treated with respect by their employees.	43%	53%

* We have adjusted the scale so that negatively worded questions (where a positive response would be a lower number) have been reversed, so that positive experiences are always associated with higher numbers.

Compare Campus & Workplace Culture Survey - Perceptions of Reported Behaviors (Incivility Section)

	2021		2023	
System Admin	No Incivility Reported 61%, 301	Incivility Reported 39%, 192	No Incivility Reported 67%, 342	Incivility Reported 33%, 168

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."

	2021	2023
Non-responsiveness or slow responsiveness to emails or requests	111 23%	92 18%
Condescension or dismissive remarks	81 16%	58 11%
Someone constantly interrupting or talking over you	60 12%	43 8%
Someone taking credit for your work/ideas	55 11%	44 9%
Complaints being made about you to others behind your back	52 11%	41 8%
Your work being undermined or impeded--including research if applicable	39 8%	45 9%
Being deliberately ignored or excluded	46 9%	34 7%
Non-verbal behaviors/gestures like eye-rolling making faces in response to you	26 5%	25 5%
Unjustified denial of access to resources (information colleagues career opportunities)	31 6%	13 3%
Hostile electronic communication (emails texts social media)	17 3%	21 4%
Excessive criticism in front of others	15 3%	19 4%
Being mocked scorned ridiculed or treated with contempt	15 3%	13 3%
Insults or derogatory remarks	12 2%	14 3%
Inappropriate jokes/humor (verbal or written)	16 3%	8 2%
Rumors being spread about you	11 2%	13 3%
Being shouted or yelled at	11 2%	12 2%
Threats to your professional status	13 3%	9 2%
Threats to your employment status	12 2%	4 1%
Someone plagiarizing your work	7 1%	6 1%
Feeling physically threatened	2 0%	3 1%
Your property being vandalized, destroyed, or stolen		2 0%
Unwanted physical contact (for example, touching your hair, rubbing your back, etc.)		1 0%

Compare Campus & Workplace Culture Survey - Perceptions of Reported Behaviors (Incivility Section)

	2021	2023
System Admin	No Incivility Reported 61%, 301 / Incivility Reported 39%, 192	No Incivility Reported 67%, 342 / Incivility Reported 33%, 168

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

Have the behavior(s) you experienced caused you to consider: ■ Yes ■ No

	2021 Yes	2021 No	2023 Yes	2023 No
Not recommending CU to someone considering working here?	32% 61	68% 128	20% 33	80% 134
Transferring to another department at CU?	40% 76	60% 114	37% 61	63% 106
Leaving CU?	48% 91	52% 99	47% 79	53% 88

Have the behavior(s) you experienced caused you to be: ■ Yes ■ No

	2021 Yes	2021 No	2023 Yes	2023 No
Absent from work?		90% 169		91% 151
Absent from other campus commitments (e.g. committee work one-to-ones etc.)?		91% 171		93% 154
Less productive in your work?	51% 96	49% 93	50% 83	50% 83
Less committed to the university?	38% 72	62% 117	40% 66	60% 99
Less certain about your future career?	59% 112	41% 78	52% 87	48% 79

Have the behavior(s) you experienced: ■ Yes ■ No

	2021 Yes	2021 No	2023 Yes	2023 No
Affected your physical health?	18% 34	82% 155		87% 145
Affected your mental health?	49% 94	51% 96	45% 74	55% 92
Eroded your confidence in your abilities?	48% 91	52% 98	43% 72	57% 94

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Respondents were asked to rank (scale 1-5) reasons for agreeing with the following statement:
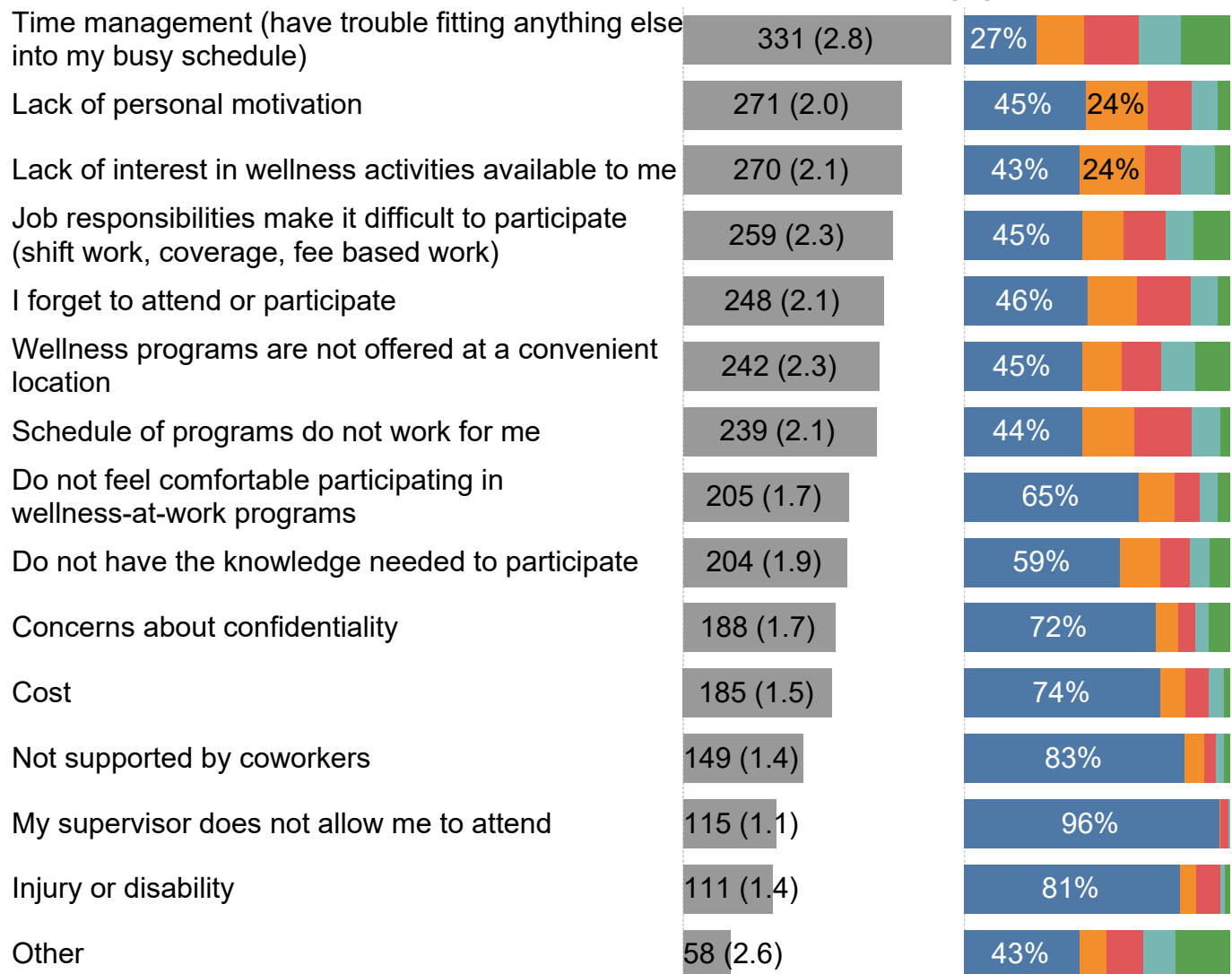
Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Select all that apply)

"Wellness-at-work programs" are defined as CU provided services intended to served mental, physical, and social benefits. These services may include: staff council sponsored events, lunch and learns, concerts/speakers, nutrition/fitness programs (Move Program, flu shots, blood drives), Virtual or In-Person health training, Skillsoft, LinkedIn Learning, Discounts on fitness/health (24 Fitness, CorePower Yoga, etc).

Follow up questions (Ranking on 1-5 scale)

Legend: ■ 1 ■ 2 ■ 3 ■ 4 ■ 5

2023

Barrier	Count (Mean)	1
Time management (have trouble fitting anything else into my busy schedule)	331 (2.8)	27%
Lack of personal motivation	271 (2.0)	45% / 24%
Lack of interest in wellness activities available to me	270 (2.1)	43% / 24%
Job responsibilities make it difficult to participate (shift work, coverage, fee based work)	259 (2.3)	45%
I forget to attend or participate	248 (2.1)	46%
Wellness programs are not offered at a convenient location	242 (2.3)	45%
Schedule of programs do not work for me	239 (2.1)	44%
Do not feel comfortable participating in wellness-at-work programs	205 (1.7)	65%
Do not have the knowledge needed to participate	204 (1.9)	59%
Concerns about confidentiality	188 (1.7)	72%
Cost	185 (1.5)	74%
Not supported by coworkers	149 (1.4)	83%
My supervisor does not allow me to attend	115 (1.1)	96%
Injury or disability	111 (1.4)	81%
Other	58 (2.6)	43%

Compare Campus & Workplace Culture Survey - Ranked Reasons Why Considered Leaving CU

Question: (choose_leaveCUR) **Thinking about your employment career at CU: -**
Response: *In the past 12 months I have seriously considered leaving my position at CU System Office.**
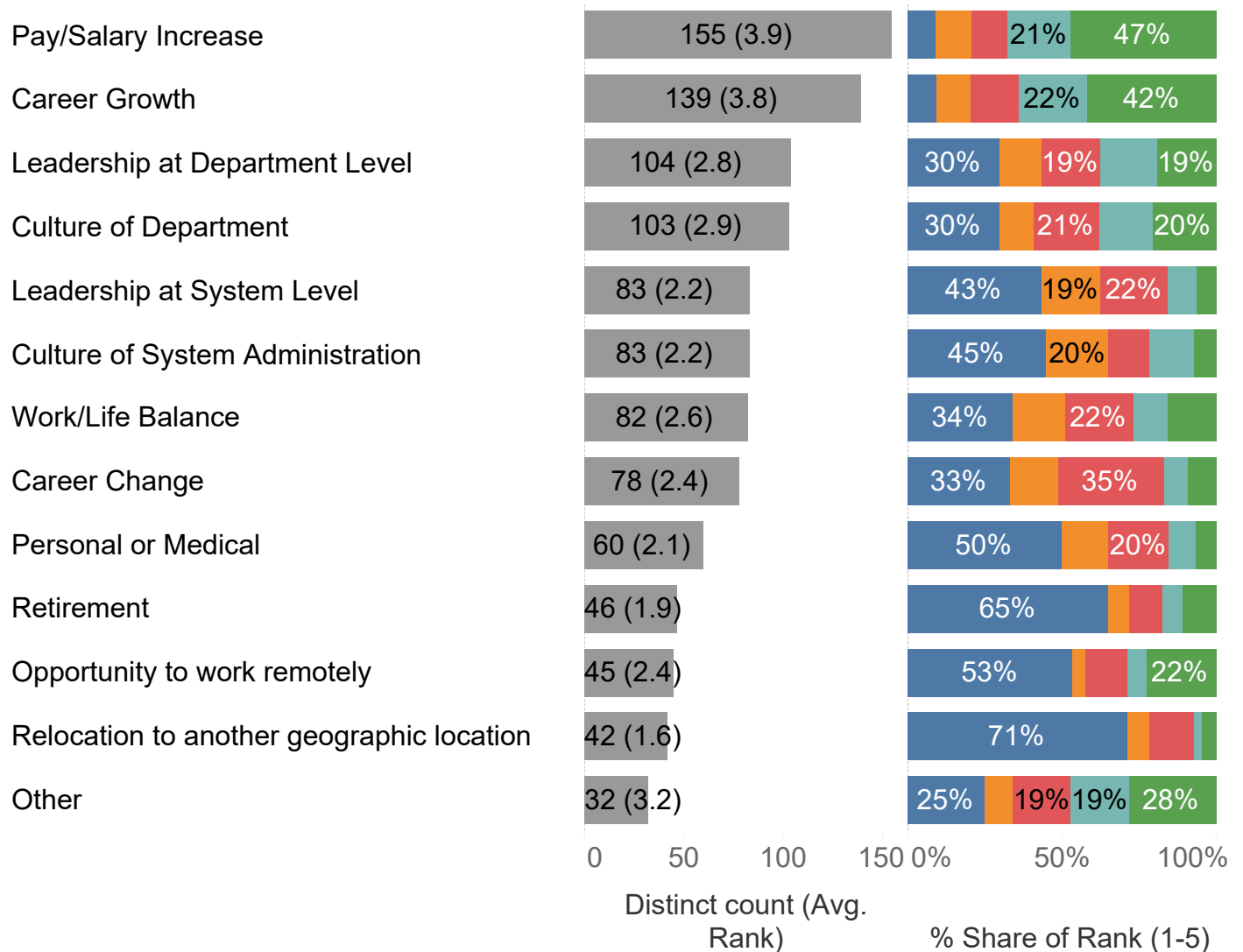
(Original responses are shown)   ■ Disagree   ■ Agree

2021	2023
59% 287 / 41% 203	65% 331 / 35% 178

For those responding with agreement (35% in 2023), respondents were asked to rank reasons on a scale 1-5. (Responses are sorted by frequency)

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

Reason	Distinct count (Avg. Rank)	% Share of Rank (1-5)
Pay/Salary Increase	155 (3.9)	21% 47%
Career Growth	139 (3.8)	22% 42%
Leadership at Department Level	104 (2.8)	30% 19% 19%
Culture of Department	103 (2.9)	30% 21% 20%
Leadership at System Level	83 (2.2)	43% 19% 22%
Culture of System Administration	83 (2.2)	45% 20%
Work/Life Balance	82 (2.6)	34% 22%
Career Change	78 (2.4)	33% 35%
Personal or Medical	60 (2.1)	50% 20%
Retirement	46 (1.9)	65%
Opportunity to work remotely	45 (2.4)	53% 22%
Relocation to another geographic location	42 (1.6)	71%
Other	32 (3.2)	25% 19% 19% 28%

Distinct count (Avg. Rank)   % Share of Rank (1-5)

**Compare Campus & Workplace Culture Survey - Follow Up Questions for Informal Networks**

Question: (clim_exclude_networkR) **The following questions address the overall workplace culture in your department. Indicate how strongly you disagree or agree with each of the following statements: -**
Response: *I feel excluded from informal networks within my department.*
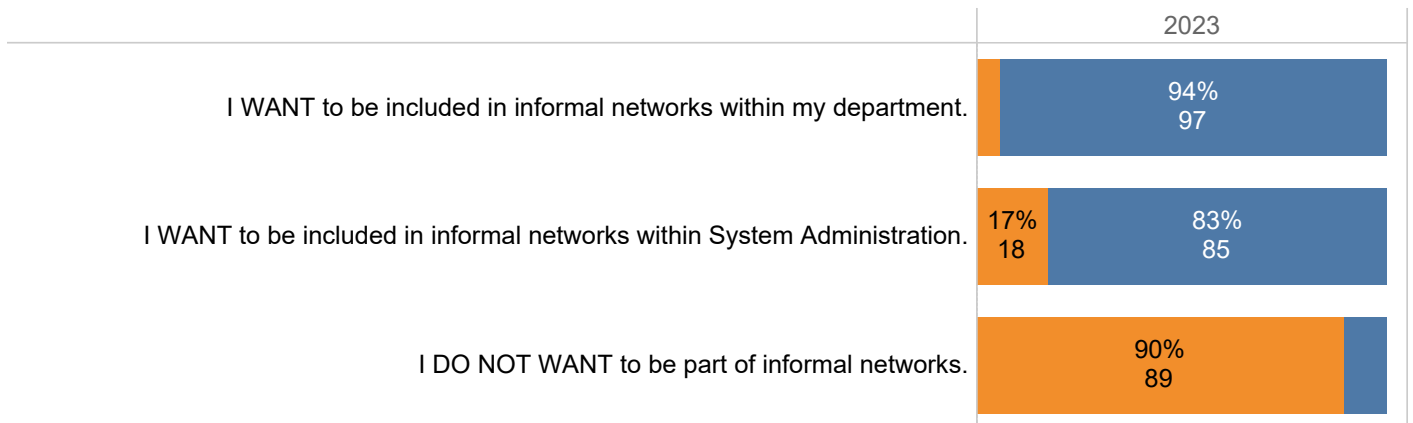
■ Disagree ■ Agree

(Original responses are shown)

2021	2023
69% 341 · 7% 37 · 24% 118	72% 365 · 8% 41 · 20% 104
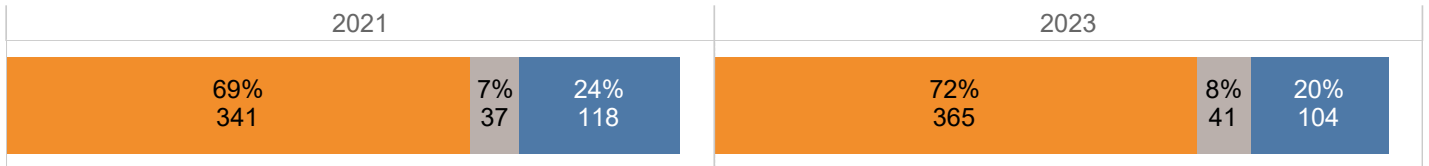
Follow up questions
For individuals indicating that they feel excluded from informal networks, they received three (3) follow up questions about their desire to be included in informal networks.

(Original responses are shown)

	2023
I WANT to be included in informal networks within my department.	94% 97
I WANT to be included in informal networks within System Administration.	17% 18 · 83% 85
I DO NOT WANT to be part of informal networks.	90% 89

Themes & Questions in 2023 CWC Survey for System Administration

Question (Theme)	Question Short Text	2021	2023
Belonging	*In the past 12 months I have seriously considered leaving my position at CU System Office.	490	510
	*I feel excluded from informal networks within my department.	493	510
	I WANT to be included in informal networks within my department.		510
	I WANT to be included in informal networks within System Administration.		510
	I DO NOT WANT to be part of informal networks.		510
	I have a sense of community at CU.	493	510
	At CU I'm treated like I belong.	493	510
	I have a sense of community in my department.	493	510
	In my department I'm treated like I belong.	493	510
	*I've considered leaving CU because of negative experiences related to my identity.	491	510
	*I have been singled out because of an aspect of my identity.	491	510
	*Based on an aspect of my identity some people expect me to be a spokesperson for my group.	491	510
Growth & Development	I am provided opportunities to advance in my career.	493	510
	I receive feedback and coaching to help me meet my performance expectations.	491	510
	I receive adequate support/mentoring to advance in my career.	492	510
	I have a performance plan with clear expectations.	493	510
	I have been offered opportunities to learn and grow	486	510
Addressing Misconduct	Supervisors/Department leaders effectively address problematic behaviors that undermine the work environment.	493	510
	It would be taken seriously by my department - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	491	510
	It would be taken seriously by CU System Office - If I reported a problem related to discrimination or harassment or sexual misconduct or stalking	491	510
Environment	Department leadership effectively communicates information that affects me and my work.	493	510
	I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	493	510
	Departmental resources are allocated transparently.	492	510
	My department values the balance between my job and life outside the work setting	486	510
Value & Respect	Supervisors are treated with respect by their employees.	493	510
	Staff are treated with respect by supervisors/department leaders.	493	510
	My work is valued by CU.	493	510
	My work is valued by my department.	493	510