



Campus and Workplace Culture (CWC) Survey

- Campus and Workplace Culture (CWC) Survey was distributed in October and November 2021. All students, faculty, and staff were invited to participate.
 - 2021 CWC Survey will provide a baseline for future survey administrations
- Each CU Campus administered their survey independently and owns their campus data security and storage
- Respondents received a personalized survey invitation delivered to their CU email address
- Survey was communicated heavily to campuses in advance
- Survey reminders were sent throughout administration period
- Some campuses offered incentives to students and staff
- 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



CWC Survey & Strategic Plan Alignment

CWC Survey (9 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)

Strategic Plan Pillar 1 (2 Questions)

- Mental Health (2 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.

Mental Health and Wellness Perceptions

Work Life Balance

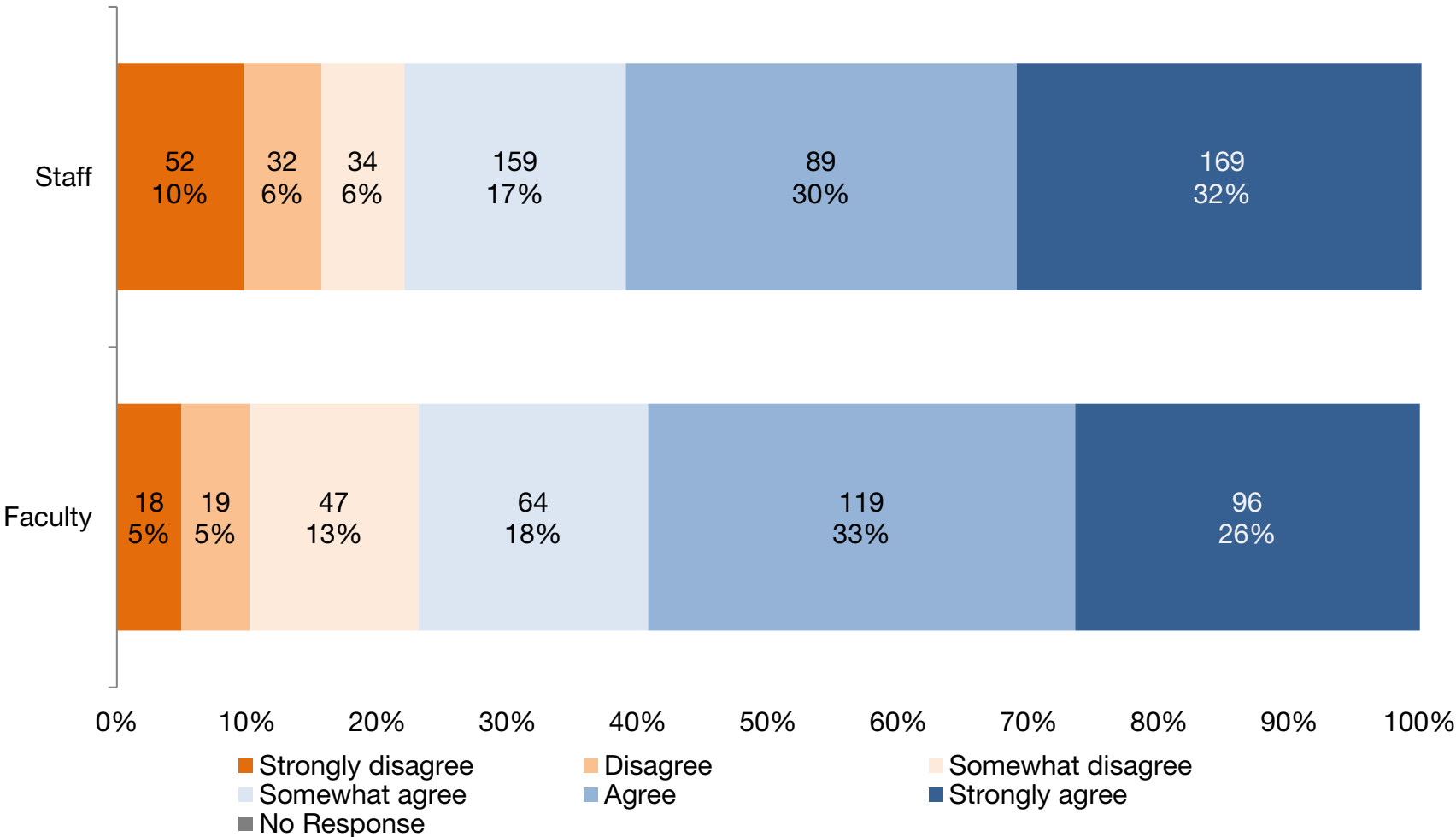
- The following question was asked on the 2021 Campus & Workplace Culture Survey:
- **Faculty, and Staff:** Within the last 12 months I have felt...
 - *My department values the balance between my job and life outside the work setting*
- Survey Options:

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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Mental Health and Wellness Perceptions – UCCS

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting



Fall 2021

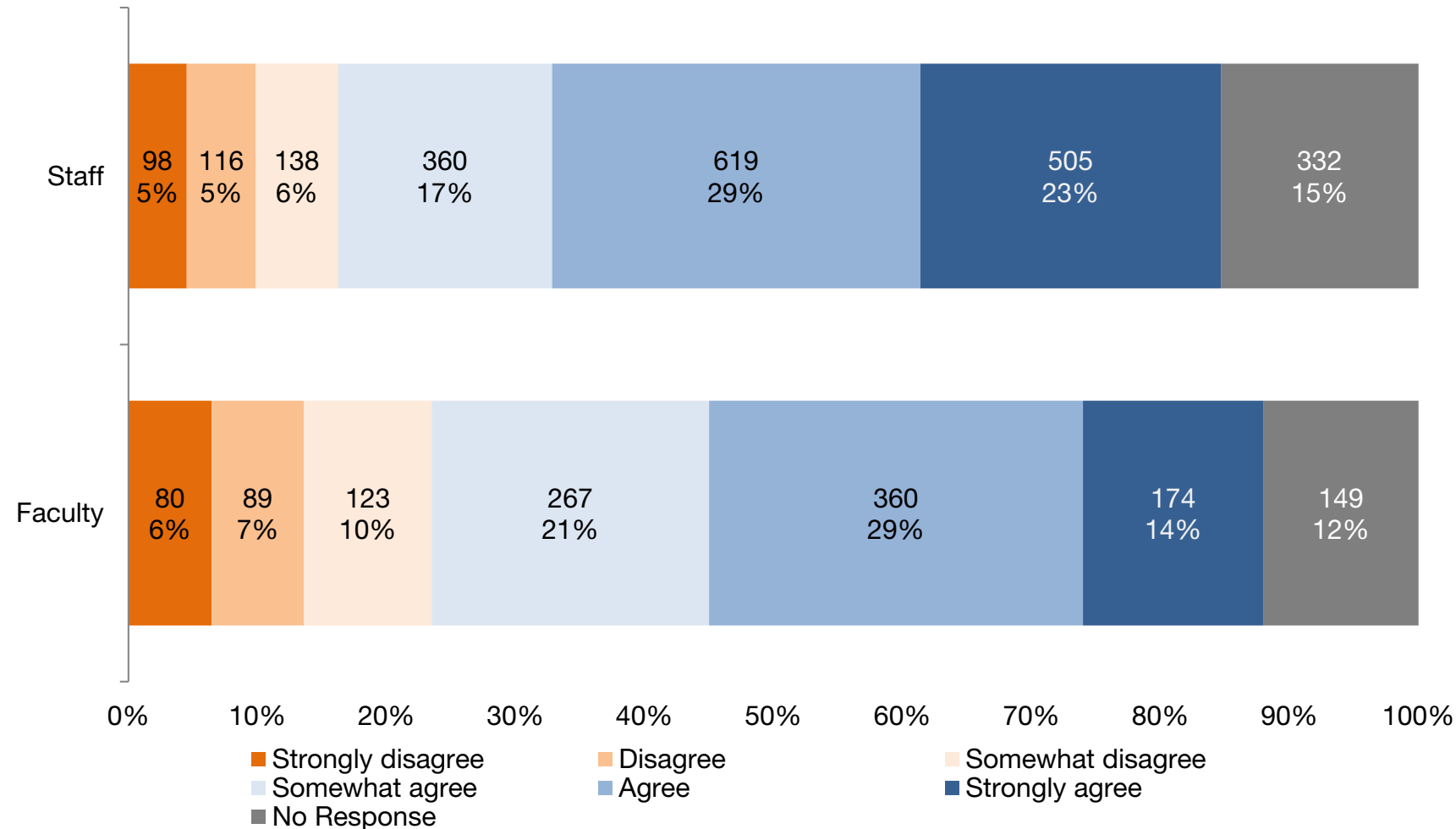
Campus & Workplace Culture Survey was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations.

The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [uccs.edu](https://ir.uccs.edu/campus-workplace-climate-survey) – <https://ir.uccs.edu/campus-workplace-climate-survey>

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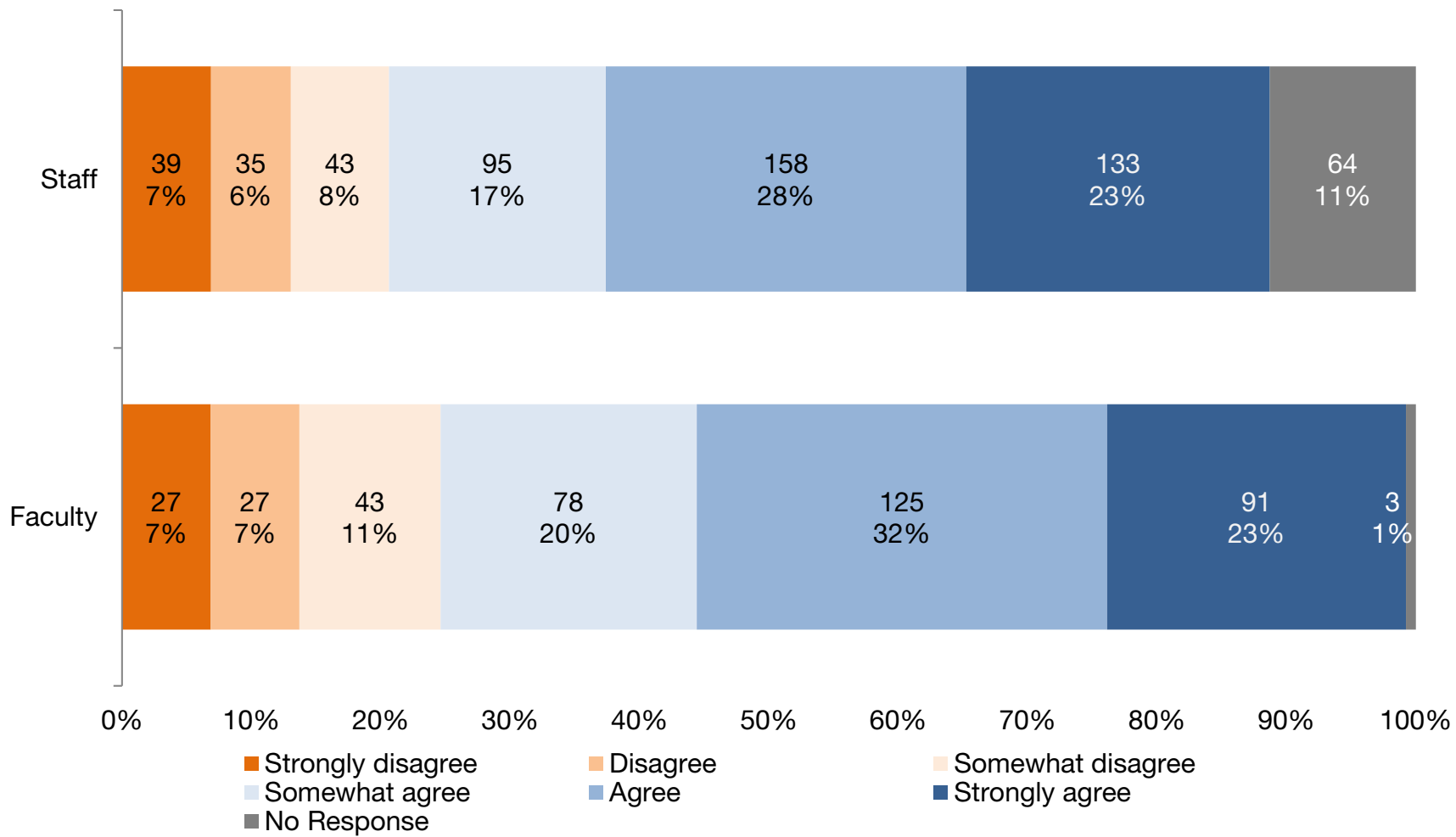
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Additional resources are available on [cuanschutz.edu](https://www.cuanschutz.edu/)
<https://www.cuanschutz.edu/>
[offices/diversity-equity-inclusion-
community/cwcsurvey](https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey)

Mental Health and Wellness Perceptions – CU Denver

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting



★ STRATEGIC METRIC
WITH 2026 GOAL

Fall 2021

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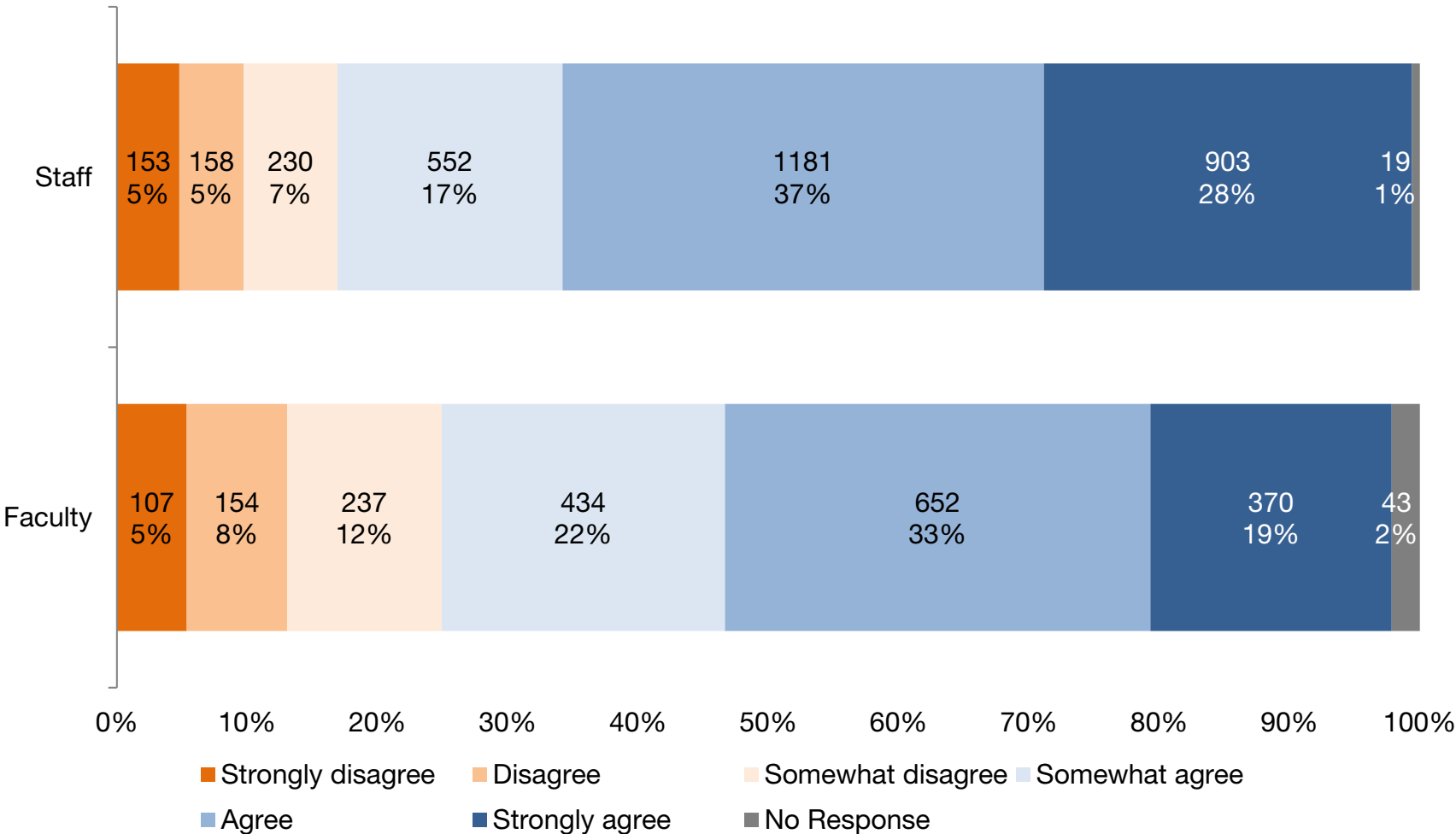
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Additional resources are available on [ucdenver.edu](https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey)

Mental Health and Wellness Perceptions – CU Boulder

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting





STRATEGIC METRIC
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Fall 2021

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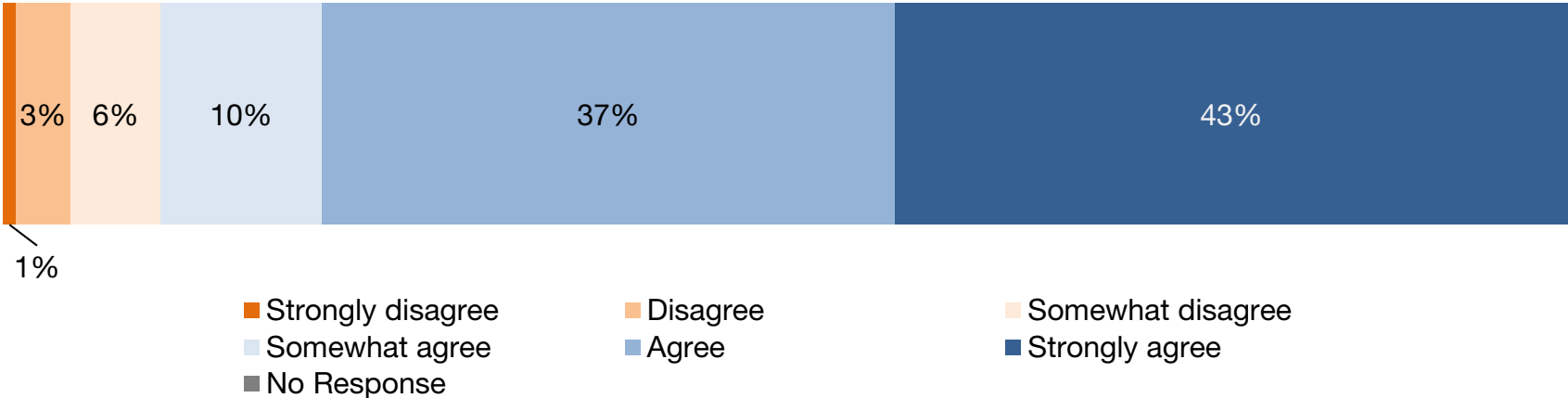
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Additional resources are available on [colorado.edu/dei](https://www.colorado.edu/dei)

Mental Health and Wellness Perceptions – CU System

Work/Life Balance

(Faculty and Staff Only) Within the last 12 months I have felt...My department values the balance between my job and life outside the work setting



Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
4	17	28	50	178	209	0	486
1%	3%	6%	10%	37%	43%	0%	

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Mental Health and Wellness Perceptions

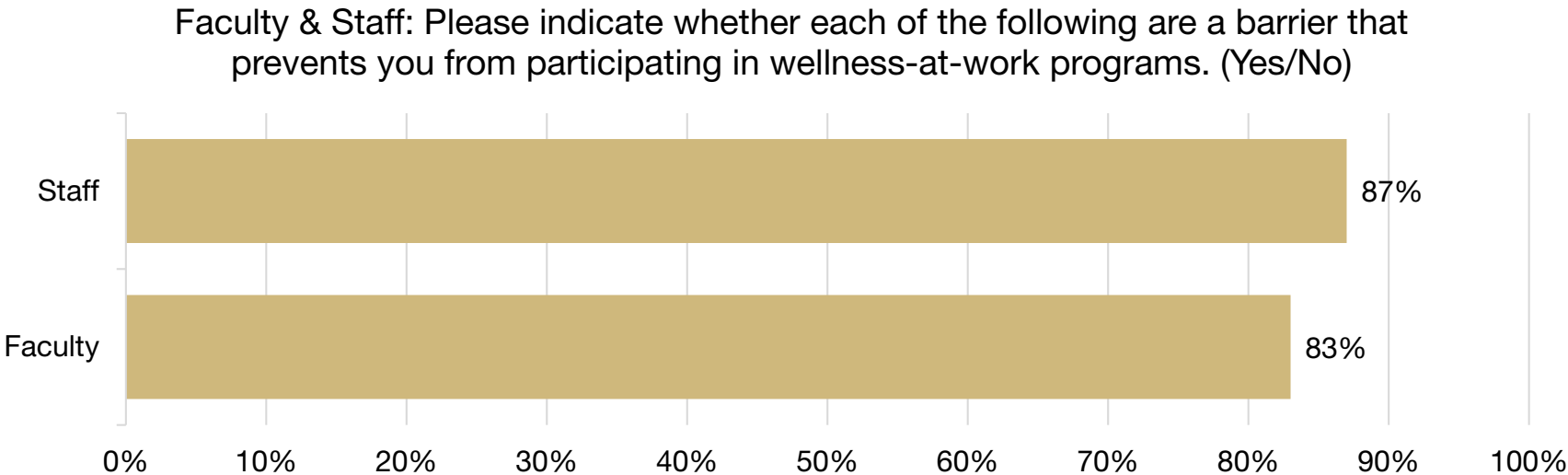
Wellness Programs

- The following question was asked on the 2021 Campus & Workplace Culture Survey:
- **Faculty & Staff:** Please indicate whether each of the following are a *barrier that prevents you from participating in wellness-at-work programs*. (Yes/No)
- Survey Options:
 - Job responsibilities make it difficult to participate (shift work, coverage, fee-based work)
 - I forget to attend or participate
 - Concerns about confidentiality
 - Lack of personal motivation
 - Time management (have trouble fitting anything else into my busy schedule)
 - Schedule of programs do not work for me
 - Wellness programs are not offered at a convenient location
 - My supervisor does not allow me to attend
 - Lack of interest in wellness activities available to me
 - Injury or disability
 - Cost
 - Not supported by coworkers
 - Do not feel comfortable participating in wellness-at-work programs
 - Do not have the knowledge needed to participate
 - Other



Mental Health and Wellness Perceptions – UCCS

Barriers to Wellness-at-Work Programs



Faculty (Top 3 Responses)
(1) Busy schedule (64%)
(2) Job responsibilities (52%)
(3) Program schedule (42%)

Staff (Top 3 Responses)
(1) Busy schedule (66%)
(2) Job responsibilities (59%)
(3) Program schedule (45%)

Fall 2021

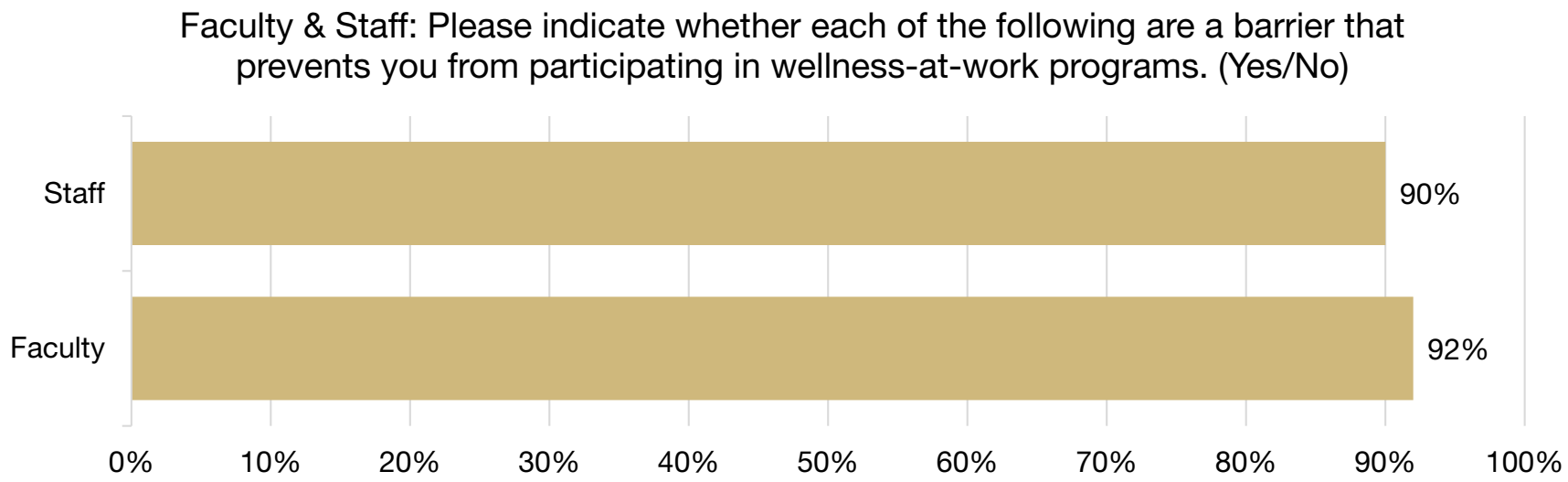
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Mental Health and Wellness Perceptions – CU Denver

Reported Barriers to Wellness-at-Work Programs



Faculty (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (70%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (35%)
(3) Schedule of programs does not work for me Lack of interest in wellness activities available to me (*32%)

Staff (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (67%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (43%)
(3) Schedule of programs does not work for me Cost (*39%)

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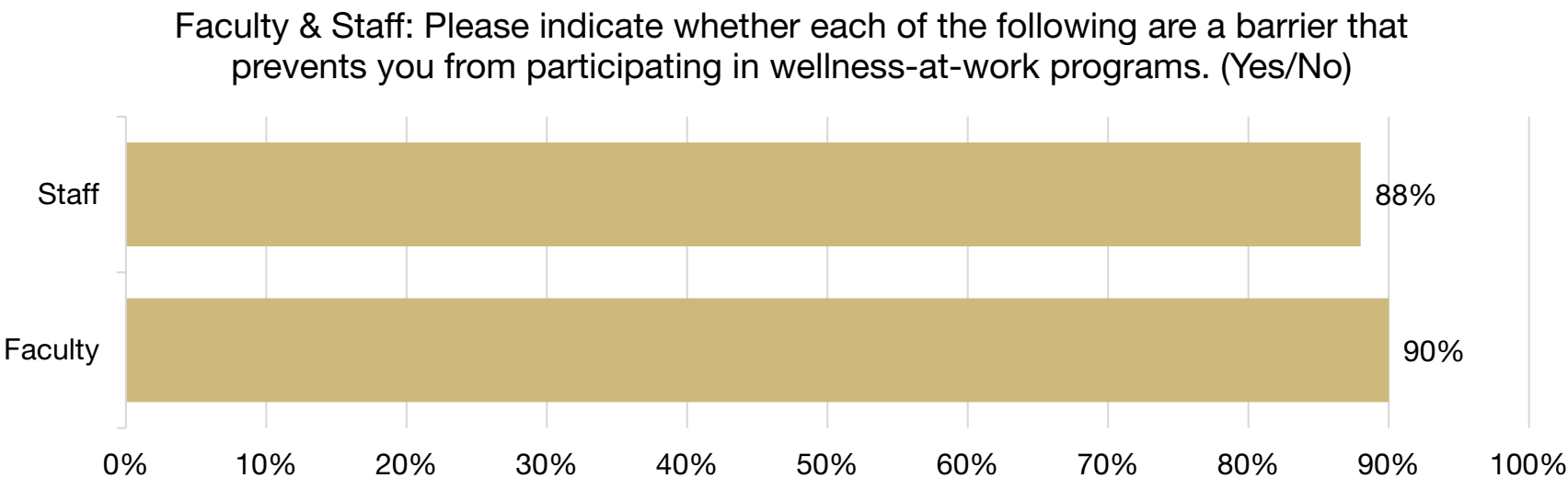
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Mental Health and Wellness Perceptions – CU Anschutz

Reported Barriers to Wellness-at-Work Programs



Faculty (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (68%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (46%)
(3) Schedule of programs does not work for me (36%)

Staff (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (58%)
(2) Cost (41%)
(3) Lack of personal motivation (36%)

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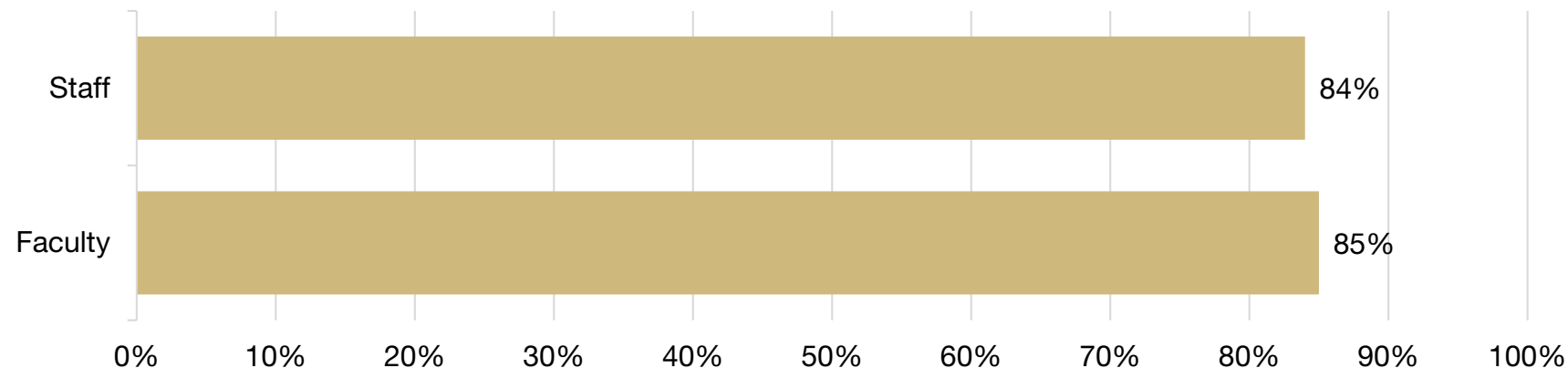
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Mental Health and Wellness Perceptions – CU Boulder

Reported Barriers to Wellness-at-Work Programs

Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)



Faculty (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (63%)
(2) Lack of interest in wellness activities available to me (36%)
(3) Lack of personal motivation (30%)

Staff (Top 3 Responses)
(1) Time management (have trouble fitting anything else into my busy schedule) (57%)
(2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (36%)
(3) Schedule of programs does not work for me (32%)

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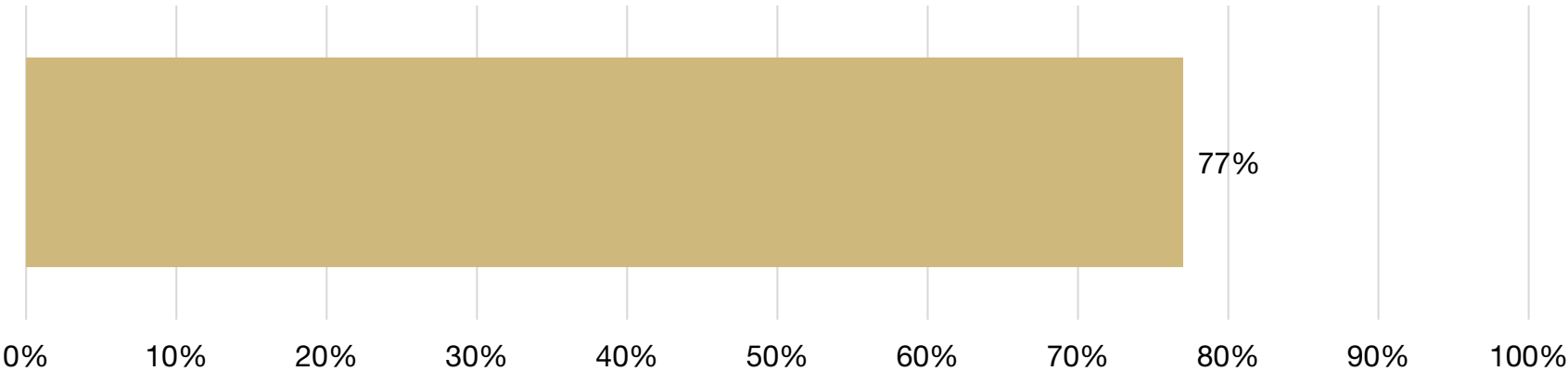
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Mental Health and Wellness Perceptions – CU System

Reported Barriers to Wellness-at-Work Programs

Faculty & Staff: Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs. (Yes/No)



Top 3 Behaviors Reported
(1) Time management (having trouble fitting anything else into my busy schedule) (51%, 250)
(2) Lack of personal motivation (30%, 148)
(3) Lack of interest in wellness activities available to me (27%, 135)

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