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 3
(3 Questions)

- Dept Culture (1 Question)
- Incivility (1 Question)
- Outcomes/Policy (1 Question)

~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.
Acceptance/Culture

- The following question was asked on the 2021 Campus & Workplace Culture Survey:

  - **Undergraduate Students**: In most of my courses...
    - *I am comfortable expressing ideas or opinions in class without fear it will affect how people in the classroom treat me*

  - **Graduate Students, Faculty, and Staff**: Indicate how strongly you disagree or agree with each of the following statements:
    - *I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me*
I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

**Staff**
- Strongly disagree: 33 (6%)
- Disagree: 36 (6%)
- Somewhat disagree: 58 (10%)
- Somewhat agree: 90 (16%)
- Agree: 185 (33%)
- Strongly agree: 156 (28%)

**Faculty**
- Strongly disagree: 25 (7%)
- Disagree: 25 (7%)
- Somewhat disagree: 47 (12%)
- Somewhat agree: 56 (15%)
- Agree: 127 (33%)
- Strongly agree: 102 (27%)

**GR**
- Strongly disagree: 10 (3%)
- Disagree: 20 (5%)
- Somewhat disagree: 31 (8%)
- Somewhat agree: 51 (13%)
- Agree: 135 (35%)
- Strongly agree: 118 (31%)

**UG**
- Strongly disagree: 53 (3%)
- Disagree: 77 (9%)
- Somewhat disagree: 156 (18%)
- Somewhat agree: 327 (18%)
- Agree: 678 (38%)
- Strongly agree: 412 (23%)

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
Campus and Workplace Culture (CWC) Survey – CU Denver

Acceptance/Culture

I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

### Staff
- Strongly disagree: 24 (4%)
- Disagree: 32 (6%)
- Somewhat disagree: 53 (9%)
- Somewhat agree: 88 (16%)
- Agree: 176 (31%)
- Strongly agree: 143 (25%)
- No Response: 51 (9%)

### Faculty
- Strongly disagree: 35 (7%)
- Disagree: 34 (7%)
- Somewhat disagree: 48 (10%)
- Somewhat agree: 87 (18%)
- Agree: 143 (29%)
- Strongly agree: 94 (19%)
- No Response: 49 (10%)

### GR
- Strongly disagree: 52 (5%)
- Disagree: 40 (4%)
- Somewhat disagree: 67 (6%)
- Somewhat agree: 128 (12%)
- Agree: 331 (31%)
- Strongly agree: 254 (24%)
- No Response: 195 (18%)

### UG
- Strongly disagree: 84 (5%)
- Disagree: 68 (4%)
- Somewhat disagree: 120 (7%)
- Somewhat agree: 242 (14%)
- Agree: 552 (32%)
- Strongly agree: 375 (22%)
- No Response: 275 (16%)

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**Fall 2021**

Survey 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 ucdenver.edu https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

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**Source:** CU System & Campus Offices of Institutional Research
## Campus and Workplace Culture (CWC) Survey – CU Anschutz

### Acceptance/Culture

I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

<table>
<thead>
<tr>
<th>Group</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>132 (6%)</td>
<td>138 (6%)</td>
<td>203 (9%)</td>
<td>401 (18%)</td>
<td>675 (31%)</td>
<td>378 (17%)</td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>87 (7%)</td>
<td>98 (8%)</td>
<td>151 (12%)</td>
<td>197 (16%)</td>
<td>336 (27%)</td>
<td>269 (22%)</td>
</tr>
<tr>
<td>GR</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78 (7%)</td>
<td>74 (7%)</td>
<td>96 (9%)</td>
<td>156 (14%)</td>
<td>341 (32%)</td>
<td>183 (17%)</td>
</tr>
<tr>
<td>UG</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3 (3%)</td>
<td>7 (7%)</td>
<td>19 (18%)</td>
<td>18 (17%)</td>
<td>33 (31%)</td>
<td>9 (8%)</td>
</tr>
</tbody>
</table>

- **No Response**

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

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

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**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

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Source: CU System & Campus Offices of Institutional Research
I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

### Staff
- Strongly disagree: 182 (6%)
- Disagree: 216 (7%)
- Somewhat disagree: 311 (10%)
- Somewhat agree: 525 (16%)
- Agree: 1177 (36%)
- Strongly agree: 804 (25%)
- No Response: 36 (1%)

### Faculty
- Strongly disagree: 174 (8%)
- Disagree: 200 (10%)
- Somewhat disagree: 259 (13%)
- Somewhat agree: 341 (17%)
- Agree: 614 (30%)
- Strongly agree: 421 (20%)
- No Response: 57 (3%)

### GR
- Strongly disagree: 143 (4%)
- Disagree: 195 (6%)
- Somewhat disagree: 300 (9%)
- Somewhat agree: 580 (18%)
- Agree: 1205 (37%)
- Strongly agree: 710 (22%)
- No Response: 83 (3%)

### UG
- Strongly disagree: 380 (4%)
- Disagree: 475 (5%)
- Somewhat disagree: 911 (10%)
- Somewhat agree: 1810 (21%)
- Agree: 3331 (38%)
- Strongly agree: 1523 (18%)
- No Response: 267 (3%)

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Source: CU System & Campus Offices of Institutional Research

**Fall 2021**
Campus & Workplace Culture Survey, branded as “Campus 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 colorado.edu [https://www.colorado.edu/](https://www.colorado.edu/)
CWC Survey – CU System Administration

Acceptance/Culture

I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.

Strongly disagree: 4%
Disagree: 4%
Somewhat disagree: 7%
Agree: 13%
Somewhat agree: 36%
Strongly agree: 35%
No Response: 2%

Survey 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 cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Source: CU System & Campus Offices of Institutional Research

2022.06
Reporting Harassment & Discrimination

- The following question was asked on the 2021 Campus & Workplace Culture Survey:

- **Students, Faculty, and Staff** - If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, *I feel like my concerns would be taken seriously by my campus.*

<table>
<thead>
<tr>
<th>Strongly Disagree (Scale=1)</th>
<th>Disagree (2)</th>
<th>Somewhat Disagree (3)</th>
<th>Somewhat Agree (4)</th>
<th>Agree (5)</th>
<th>Strongly Agree (6)</th>
</tr>
</thead>
</table>
### Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>23 (5%)</td>
<td>28 (6%)</td>
<td>28 (6%)</td>
<td>65 (13%)</td>
<td>162 (33%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>17 (5%)</td>
<td>14 (4%)</td>
<td>16 (5%)</td>
<td>50 (15%)</td>
<td>112 (34%)</td>
</tr>
<tr>
<td>GR</td>
<td>11 (3%)</td>
<td>13 (4%)</td>
<td>15 (4%)</td>
<td>34 (9%)</td>
<td>119 (33%)</td>
</tr>
<tr>
<td>UG</td>
<td>77 (6%)</td>
<td>56 (4%)</td>
<td>62 (5%)</td>
<td>204 (16%)</td>
<td>514 (40%)</td>
</tr>
</tbody>
</table>

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)
Campus and Workplace Culture (CWC) Survey – CU Denver

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

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Fall 2021

Survey 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 ucdenver.edu

https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey
If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.
### Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

<table>
<thead>
<tr>
<th></th>
<th>Staff</th>
<th></th>
<th>Faculty</th>
<th></th>
<th>GR</th>
<th></th>
<th>UG</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>86102</td>
<td>3%</td>
<td>33027</td>
<td>4%</td>
<td>110</td>
<td>4%</td>
<td>606</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>168</td>
<td>5%</td>
<td>15164</td>
<td>7%</td>
<td>164</td>
<td>5%</td>
<td>686</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>440</td>
<td>14%</td>
<td>344</td>
<td>17%</td>
<td>229</td>
<td>7%</td>
<td>695</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>992</td>
<td>31%</td>
<td>582</td>
<td>29%</td>
<td>484</td>
<td>16%</td>
<td>1427</td>
<td>18%</td>
</tr>
<tr>
<td></td>
<td>1151</td>
<td>36%</td>
<td>529</td>
<td>26%</td>
<td>926</td>
<td>30%</td>
<td>2230</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>269</td>
<td>8%</td>
<td>220</td>
<td>11%</td>
<td>778</td>
<td>25%</td>
<td>1309</td>
<td>17%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>382</td>
<td>12%</td>
<td>781</td>
<td>10%</td>
</tr>
</tbody>
</table>

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

Additional resources are available on colorado.edu [https://www.colorado.edu/del](https://www.colorado.edu/del)
If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns would be taken seriously by my campus.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>12</td>
<td>11</td>
<td>31</td>
<td>103</td>
<td>308</td>
<td>20</td>
<td>491</td>
</tr>
<tr>
<td>1%</td>
<td>2%</td>
<td>2%</td>
<td>6%</td>
<td>21%</td>
<td>63%</td>
<td>4%</td>
<td></td>
</tr>
</tbody>
</table>

Source: CU System & Campus Offices of Institutional Research
Civility

- The following question was asked on the 2021 Campus & Workplace Culture Survey:

  - **Students**: Since you have been a student at CU, ...
  - **Faculty & Staff**: 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.*

  - Being shouted or yelled at
  - Non-verbal behaviors/gestures
  - Excessive criticism in front of others
  - Someone constantly interrupting or talking over you
  - Being mocked, scorned, ridiculed
  - Condescension or dismissive remarks
  - Being deliberately ignored or excluded
  - Hostile electronic communication
  - Inappropriate jokes/humor (verbal or written)
  - Insults or derogatory remarks
  - Someone plagiarizing your work
  - Someone taking credit for your work/ideas
  - Complaints being made about you behind your back
  - Your property being vandalized, destroyed, or stolen
  - Non-responsiveness or slow responsiveness to emails
  - Your work being undermined or impeded
  - Rumors being spread about you
  - Feeling physically threatened
  - Unwanted physical contact
  - Unjustified denial of access to resources
  - Threats to your employment status (fac/staff) / funding (grad) / financial support (ugrd)
  - Threats to your professional status (fac/staff) / progress toward your degree (grad)
  - Someone sabotaging the timely completion of your degree (grad/ugrd)
  - Demands of excessive sacrifices on your time, health, or social life (grad)
Faculty & Staff: Within the last 12 months, ... 
Students: Since you have been a student at CU, ... 
have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

<table>
<thead>
<tr>
<th></th>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>Interrupting (11%)</td>
<td>Condescension (10%)</td>
<td>Non-verbal gestures (9%)</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness (17%)</td>
<td>Condescension (15%)</td>
<td>Interrupting (13%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>Condescension (22%)</td>
<td>Non-responsiveness (21%)</td>
<td>Interrupting (15%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness (30%)</td>
<td>Condescension (22%)</td>
<td>Complaints behind back (17%)</td>
</tr>
</tbody>
</table>
### Civility

Faculty & Staff: 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.

<table>
<thead>
<tr>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG Condescension or dismissive remarks (16%)</td>
<td>Someone constantly interrupting or talking over you (12%)</td>
<td>Your work being undermined or impeded (11%)</td>
</tr>
<tr>
<td>GR Non-responsiveness or slow responsiveness to emails or requests (21%)</td>
<td>Condescension or dismissive remarks (15%)</td>
<td>*Demands of excessive sacrifices in your time, health, or social life (12%)</td>
</tr>
<tr>
<td>Faculty Non-responsiveness or slow responsiveness to emails or requests (26%)</td>
<td>Condescension or dismissive remarks (22%)</td>
<td>Someone constantly interrupting or talking over you (14%)</td>
</tr>
<tr>
<td>Staff Non-responsiveness or slow responsiveness to emails or requests (41%)</td>
<td>Condescension or dismissive remarks (28%)</td>
<td>Someone constantly interrupting or talking over you (26%)</td>
</tr>
</tbody>
</table>

*This prompt was only asked of graduate students

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**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on ucdenver.edu

https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

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**Source:** CU System & Campus Offices of Institutional Research
### Civility

Faculty & Staff: 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.

<table>
<thead>
<tr>
<th></th>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>Condescension or dismissive remarks (40%)</td>
<td>Someone constantly interrupting or talking over you (27%)</td>
<td>*Non-verbal behaviors/gestures like eye-rolling, making faces in response to you</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (29%)</td>
<td>Condescension or dismissive remarks (20%)</td>
<td><strong>Demands of excessive sacrifices in your time, health, or social life (17%)</strong></td>
</tr>
<tr>
<td>Faculty</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (32%)</td>
<td>Condescension or dismissive remarks (23%)</td>
<td>Someone constantly interrupting or talking over you (15%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (33%)</td>
<td>Condescension or dismissive remarks (23%)</td>
<td>*Being deliberately ignored or excluded</td>
</tr>
</tbody>
</table>

* Both prompts had the exact same selection rate
** This prompt was only provided to graduate students

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**Fall 2021**

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on cuanschutz.edu

https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

---

Source: CU System & Campus Offices of Institutional Research
## Civility

Faculty & Staff: Within the last 12 months, ...
Students: Since you have been a student at CU, ...

have you experienced any of these behaviors in the context of your CU-related activities (in-person or remote)? Please select all that apply.

<table>
<thead>
<tr>
<th></th>
<th>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>Someone constantly interrupting or talking over you (17%)</td>
<td>Condescension or dismissive remarks (16%)</td>
<td>Inappropriate jokes/humor (verbal or written) (15%)</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (24%)</td>
<td>Condescension or dismissive remarks (21%)</td>
<td>Demands of excessive sacrifices in your time, health, or social life (18%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (26%)</td>
<td>Condescension or dismissive remarks (20%)</td>
<td>Complaints being made about you to others behind your back (14%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (31%)</td>
<td>Condescension or dismissive remarks (21%)</td>
<td>Complaints being made about you to others behind your back (15%)</td>
</tr>
</tbody>
</table>

---

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

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

Additional resources are available on colorado.edu.

[https://www.colorado.edu/deli](https://www.colorado.edu/deli)
CWC Survey – CU System Administration

Civility

Staff: 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.

Top 3 Behaviors Reported

(1) Non-responsiveness or slow responsiveness to emails or requests (23%, 111)

(2) Condescension or dismissive remarks (16%, 81)

(3) Someone constantly interrupting or talking over you (12%, 60)

Fall 2021
Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on cu.edu – https://www.cu.edu/campus-and-workplace-culture-survey

Source: CU System & Campus Offices of Institutional Research
Campus and Workplace Culture (CWC) Survey– UCCS

Response Rates

<table>
<thead>
<tr>
<th></th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>854</td>
<td>414</td>
<td>48%</td>
</tr>
<tr>
<td>Staff</td>
<td>799</td>
<td>582</td>
<td>73%</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>9,595</td>
<td>1,928</td>
<td>20%</td>
</tr>
<tr>
<td>Students</td>
<td>1,950</td>
<td>417</td>
<td>21%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>13,198</td>
<td>3,341</td>
<td>25%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>44%</td>
<td>69%</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>Men</td>
<td>35%</td>
<td>52%</td>
<td>12%</td>
<td>17%</td>
</tr>
<tr>
<td>People of Color (BIPOC)**</td>
<td>41%</td>
<td>66%</td>
<td>19%</td>
<td>24%</td>
</tr>
<tr>
<td>White</td>
<td>53%</td>
<td>75%</td>
<td>21%</td>
<td>21%</td>
</tr>
</tbody>
</table>

**People of Color (BIPOC) includes:
• American Indian or Alaskan Native
• Asian American
• Black or African American
• Hispanic or Latino
• Native Hawaiian or Other Pacific Islander
• More than one race

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on uccs.edu – https://ir.uccs.edu/campus-workplace-climate-survey

Source: CU System & Campus Offices of Institutional Research
Campus and Workplace Culture (CWC) Survey – CU Denver

**Response Rates**

<table>
<thead>
<tr>
<th></th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>1,113</td>
<td>481</td>
<td>43%</td>
</tr>
<tr>
<td>Staff</td>
<td>818</td>
<td>553</td>
<td>68%</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>9,926</td>
<td>1,684</td>
<td>17%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>4,934</td>
<td>1,017</td>
<td>21%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>16,791</td>
<td>3,735</td>
<td>22%</td>
</tr>
</tbody>
</table>

**Response Rates by Gender**

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Grad Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>43%</td>
<td>68%</td>
<td>17%</td>
<td>21%</td>
</tr>
<tr>
<td>Men</td>
<td>40%</td>
<td>71%</td>
<td>20%</td>
<td>22%</td>
</tr>
</tbody>
</table>

**Response Rates by People of Color (BIPOC)**

<table>
<thead>
<tr>
<th>People of Color (BIPOC)**</th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Grad Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>66%</td>
<td>16%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>47%</td>
<td>69%</td>
<td>19%</td>
<td>20%</td>
<td></td>
</tr>
</tbody>
</table>

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

**Fall 2021**

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**People of Color (BIPOC) includes:**
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- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- More than one race

Source: CU System & Campus Offices of Institutional Research
Campus and Workplace Culture (CWC) Survey – CU Anschutz

Response Rates

<table>
<thead>
<tr>
<th></th>
<th>Emails Delivered</th>
<th>Survey Responses</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>4,839</td>
<td>1,168</td>
<td>24%</td>
</tr>
<tr>
<td>Staff</td>
<td>4,374</td>
<td>2,138</td>
<td>49%</td>
</tr>
<tr>
<td>UG Students</td>
<td>413</td>
<td>107</td>
<td>26%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>3,810</td>
<td>1,044</td>
<td>27%</td>
</tr>
<tr>
<td>Trainees</td>
<td>1,525</td>
<td>125</td>
<td>8%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>14,961</td>
<td>4,582</td>
<td>31%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>26%</td>
<td>53%</td>
<td>25%</td>
<td>28%</td>
</tr>
<tr>
<td>Men</td>
<td>21%</td>
<td>39%</td>
<td>25%</td>
<td>26%</td>
</tr>
<tr>
<td>People of Color (BIPOC)**</td>
<td>25%</td>
<td>42%</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td>White</td>
<td>27%</td>
<td>53%</td>
<td>28%</td>
<td>29%</td>
</tr>
</tbody>
</table>

**People of Color (BIPOC)** includes:
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- Asian American
- Black or African American
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- More than one race

Fall 2021
Survey administered between Oct-Nov 2021
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Additional resources are available on cuanschutz.edu
https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

Source: CU System & Campus Offices of Institutional Research
CWC Survey Response Rates – CU Boulder

Response Rates

**People of Color (BIPOC) includes:**
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- Asian American
- Black or African American
- Hispanic or Latino
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- More than one race

Fall 2021

Campus & Workplace Culture Survey, branded as “Campus Culture Survey,” was administered between Oct-Nov 2021.

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on colorado.edu https://www.colorado.edu/delai

<table>
<thead>
<tr>
<th>Type</th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>3,586</td>
<td>2,132</td>
<td>60%</td>
</tr>
<tr>
<td>Staff</td>
<td>4,510</td>
<td>3,289</td>
<td>73%</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>30,272</td>
<td>9,200</td>
<td>30%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>7,016</td>
<td>3,358</td>
<td>48%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>45,384</td>
<td>17,979</td>
<td>40%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Faculty</th>
<th>Staff</th>
<th>UG Students</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>65%</td>
<td>79%</td>
<td>37%</td>
<td>54%</td>
</tr>
<tr>
<td>Men</td>
<td>56%</td>
<td>65%</td>
<td>25%</td>
<td>43%</td>
</tr>
<tr>
<td>People of Color (BIPOC)**</td>
<td>58%</td>
<td>61%</td>
<td>33%</td>
<td>44%</td>
</tr>
<tr>
<td>White</td>
<td>62%</td>
<td>78%</td>
<td>30%</td>
<td>46%</td>
</tr>
</tbody>
</table>

2022.06 Source: CU System & Campus Offices of Institutional Research
CWC Survey Response Rates – CU System Administration

Response Rates

<table>
<thead>
<tr>
<th>System Office</th>
<th>Emails Delivered #</th>
<th>Survey Responses #</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>566</td>
<td>502</td>
<td>89%</td>
</tr>
</tbody>
</table>

Fall 2021
Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

Additional resources are available on cu.edu – [https://www.cu.edu/campus-and-workplace-culture-survey](https://www.cu.edu/campus-and-workplace-culture-survey)

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Source: CU System & Campus Offices of Institutional Research

2022.06