

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.

Campus and Workplace Culture (CWC) Survey

Acceptance/Culture

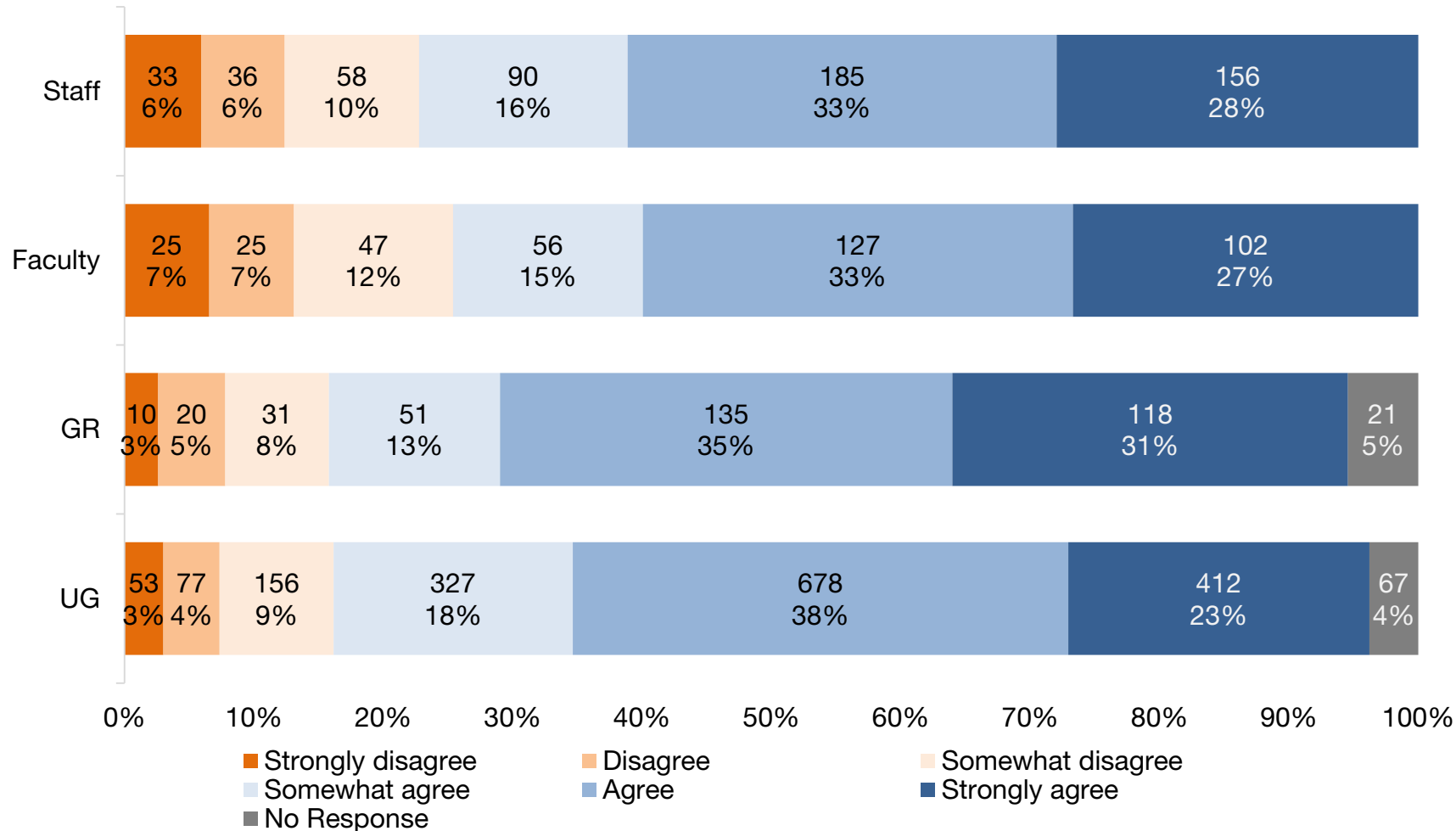
- The following question was asked on the 2021 Campus & Workplace Culture Survey:
- **Undergraduate Students:** In most of my courses...
 - *I am comfortable expressing ideas or opinions in class without fear it will affect how people in the classroom treat me*
- **Graduate Students, Faculty, and Staff:** 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*

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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Campus and Workplace Culture (CWC) Survey – UCCS

Acceptance/Culture

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



★ STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

Survey administered between Oct-Nov 2021

2021 CWC Survey will provide a baseline for future survey administrations

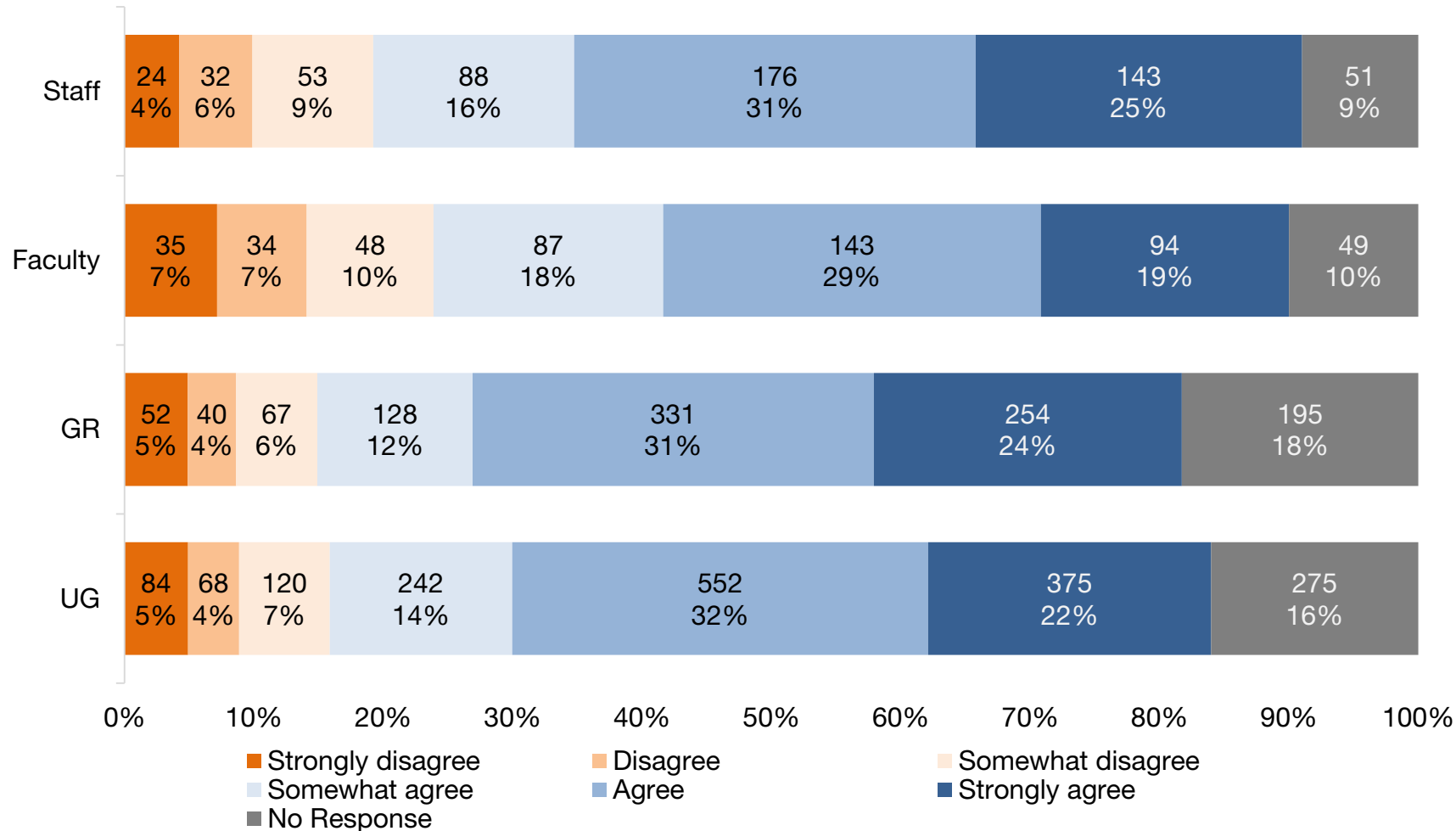
The sum of the percentages for all responses may not equal 100% due to rounding.

Additional resources are available on [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

Acceptance/Culture

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



★ STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

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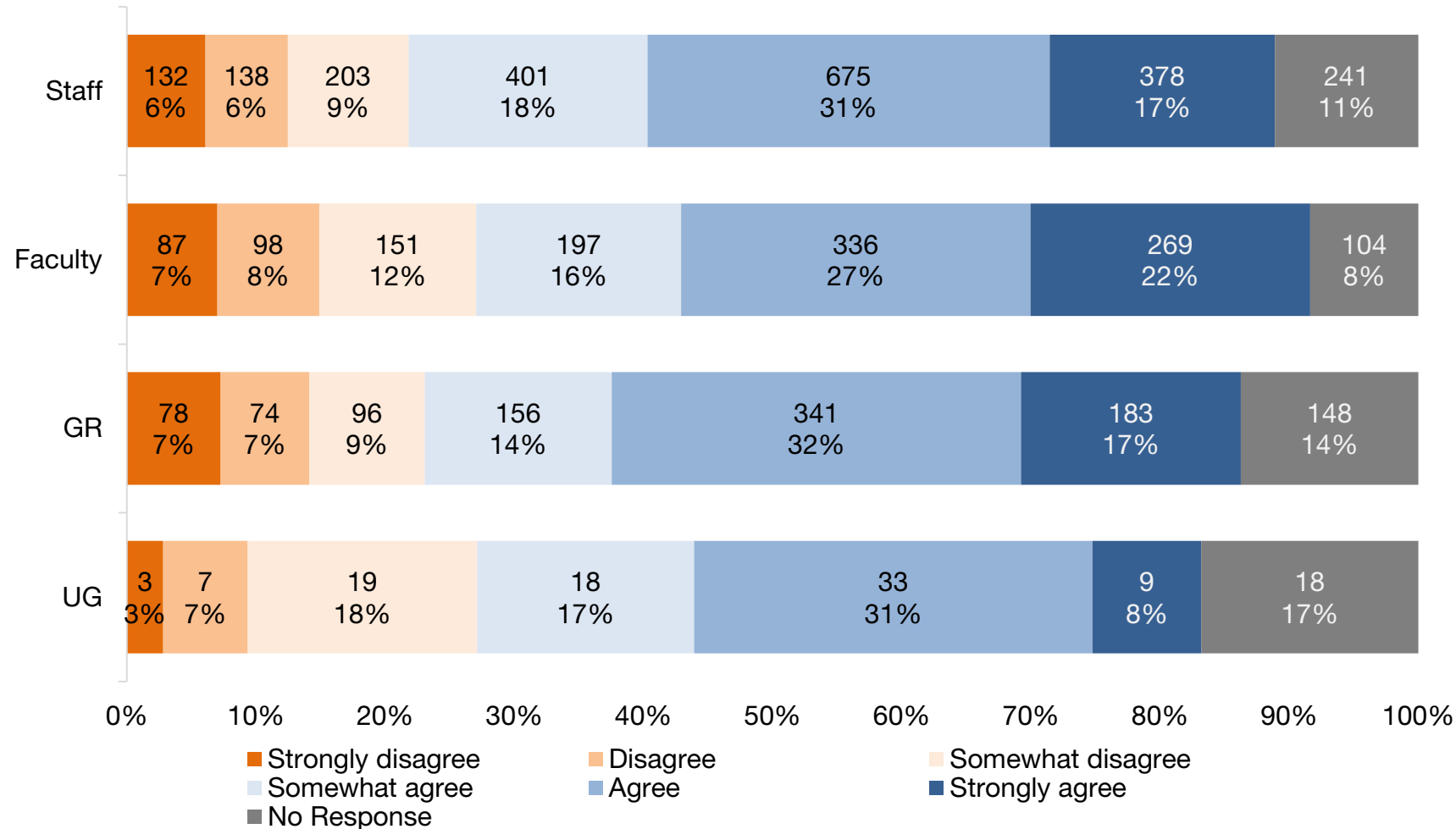
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Additional resources are available on [ucdenver.edu](https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey)

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.



Fall 2021

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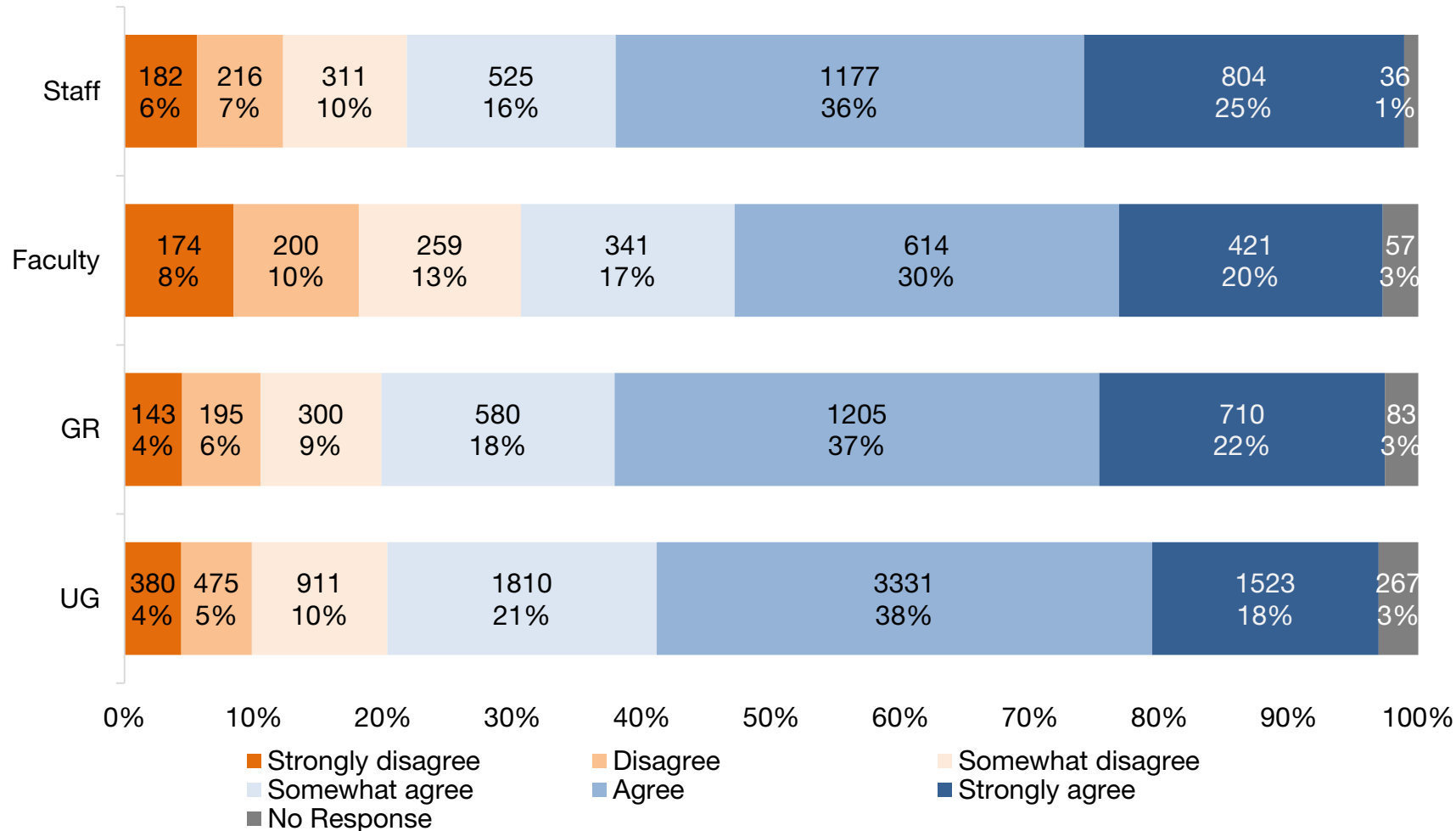
The sum of the percentages for all responses may not equal 100% due to rounding.

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

Campus and Workplace Culture (CWC) Survey – CU Boulder

Acceptance/Culture

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



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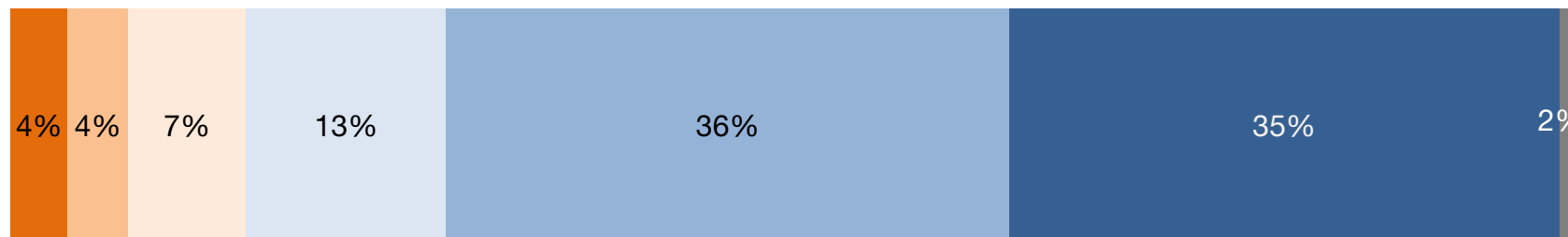
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Additional resources are available on [colorado.edu](https://www.colorado.edu/di)

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
- Disagree
- Somewhat disagree
- Somewhat agree
- Agree
- Strongly agree
- No Response

Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
18	19	37	63	177	173	9	496
4%	4%	7%	13%	36%	35%	2%	

Fall 2021

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

Campus and Workplace Culture (CWC) Survey

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.*

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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Campus and Workplace Culture (CWC) Survey – UCCS

Reporting Harassment & Discrimination

Fall 2021

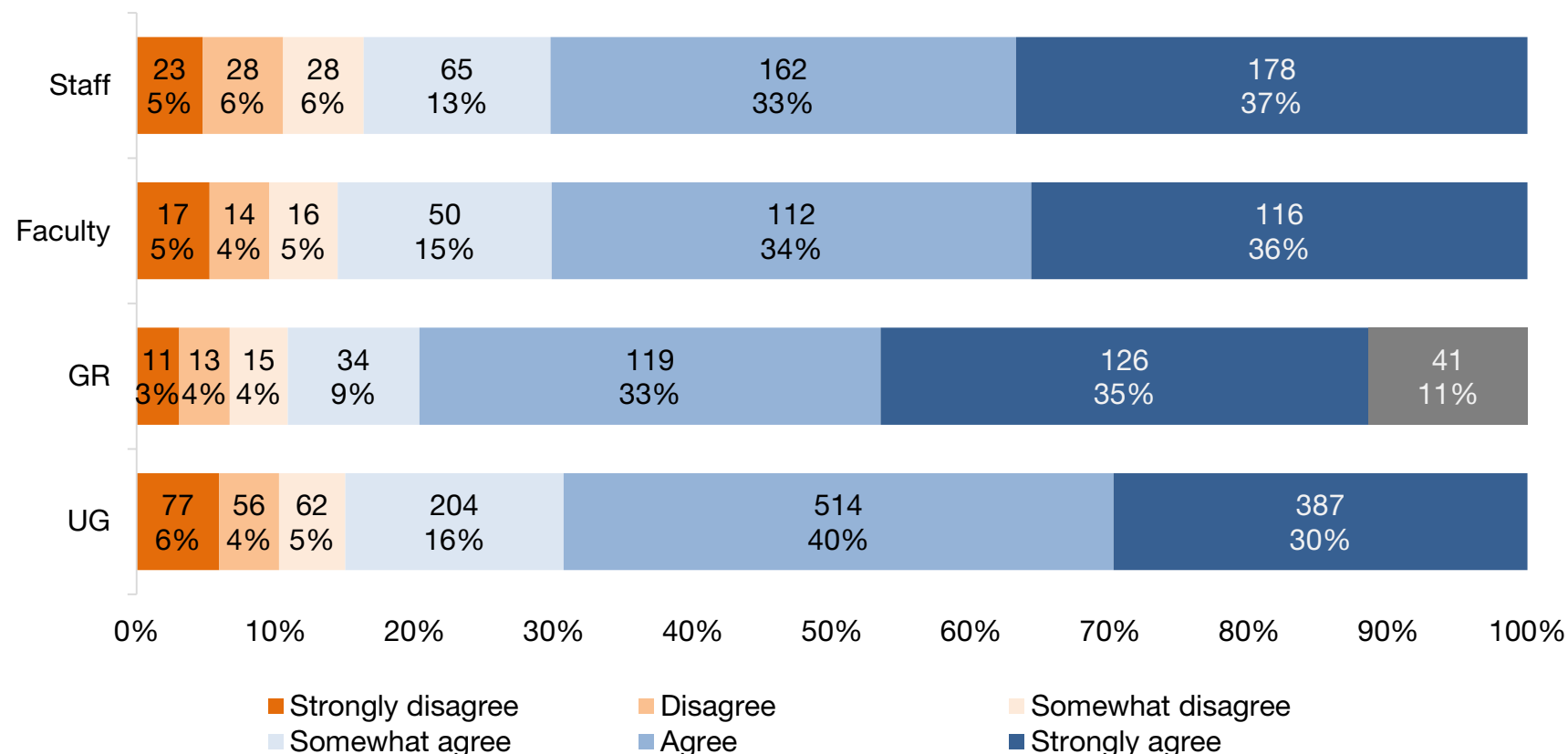
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If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence),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



Campus and Workplace Culture (CWC) Survey – CU Denver

Reporting Harassment & Discrimination

Fall 2021

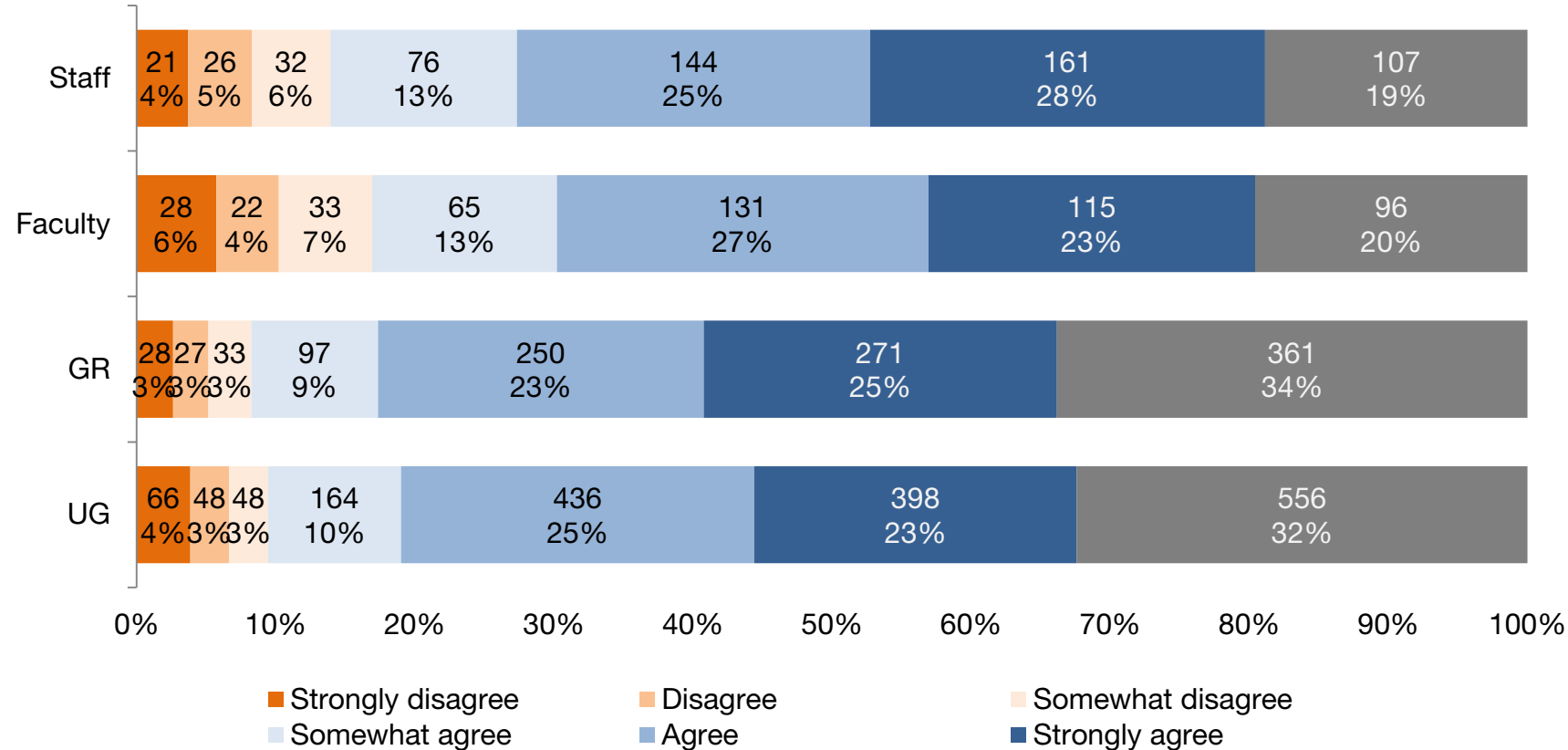
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If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence),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



Campus and Workplace Culture (CWC) Survey – CU Anschutz

Reporting Harassment & Discrimination

★ STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

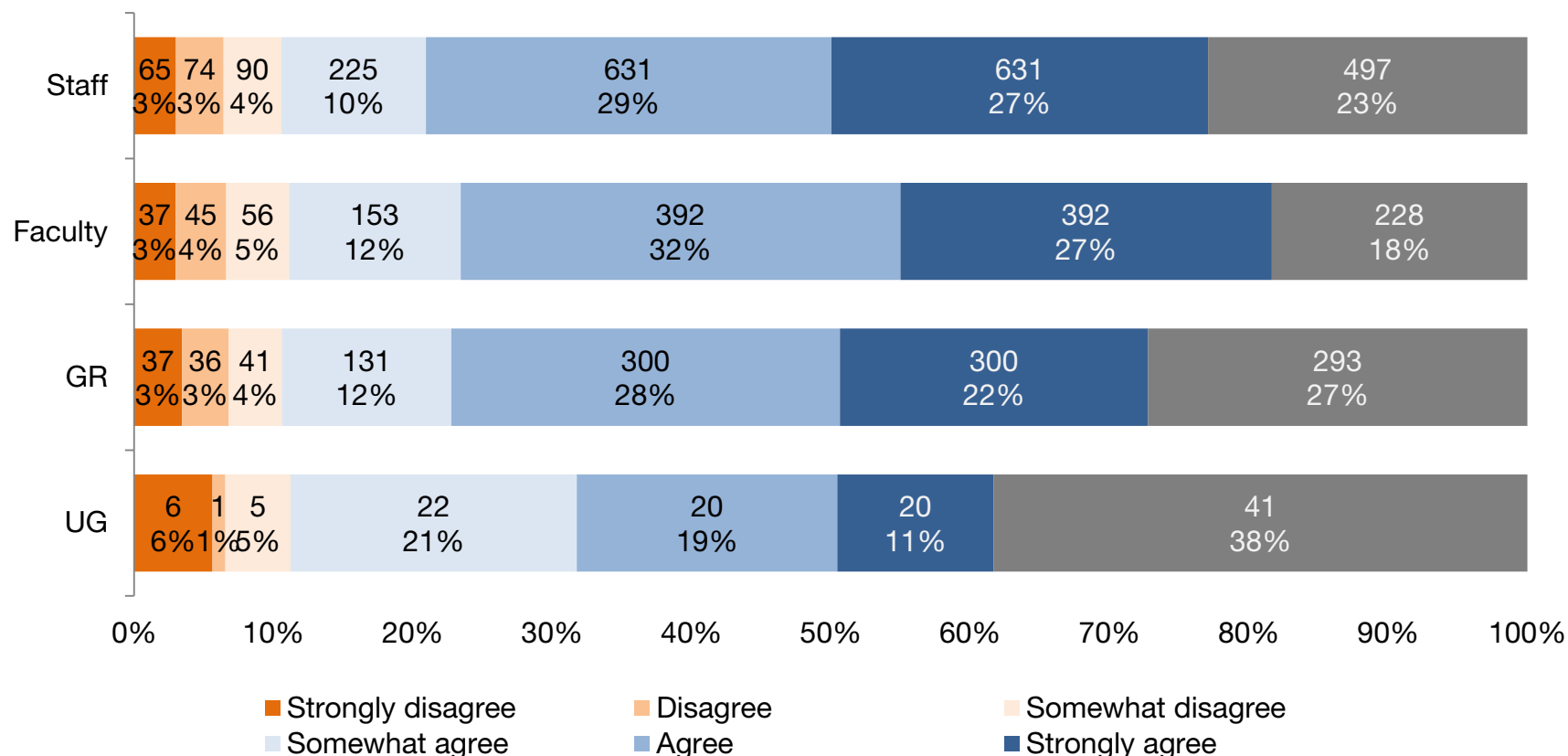
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If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence),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



Campus and Workplace Culture (CWC) Survey – CU Boulder

Reporting Harassment & Discrimination

★ STRATEGIC METRIC WITH 2026 GOAL

Fall 2021

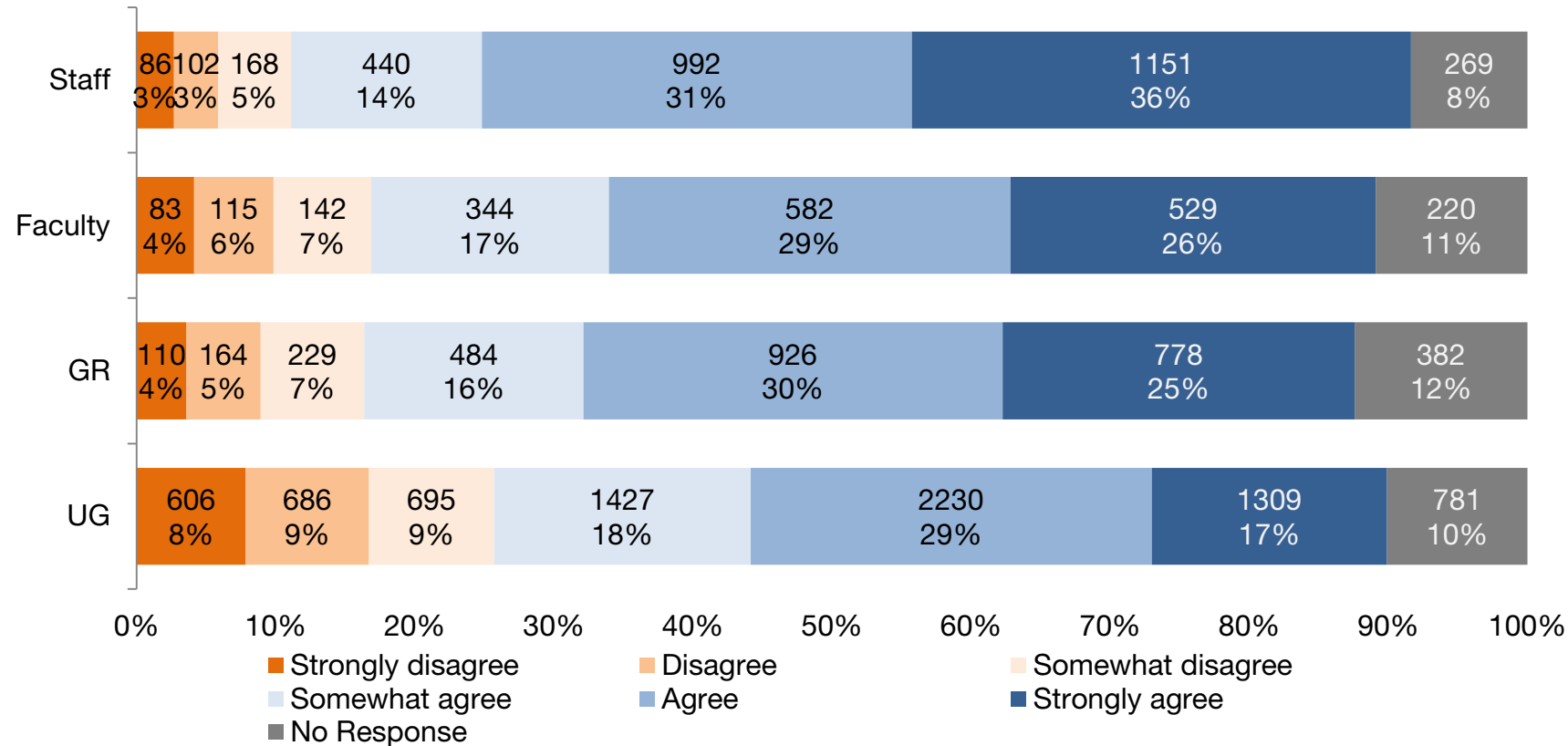
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Additional resources are available on [colorado.edu](https://www.colorado.edu/d/ei)

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.*



CWC Survey – CU System Administration

Reporting Harassment & Discrimination

Fall 2021

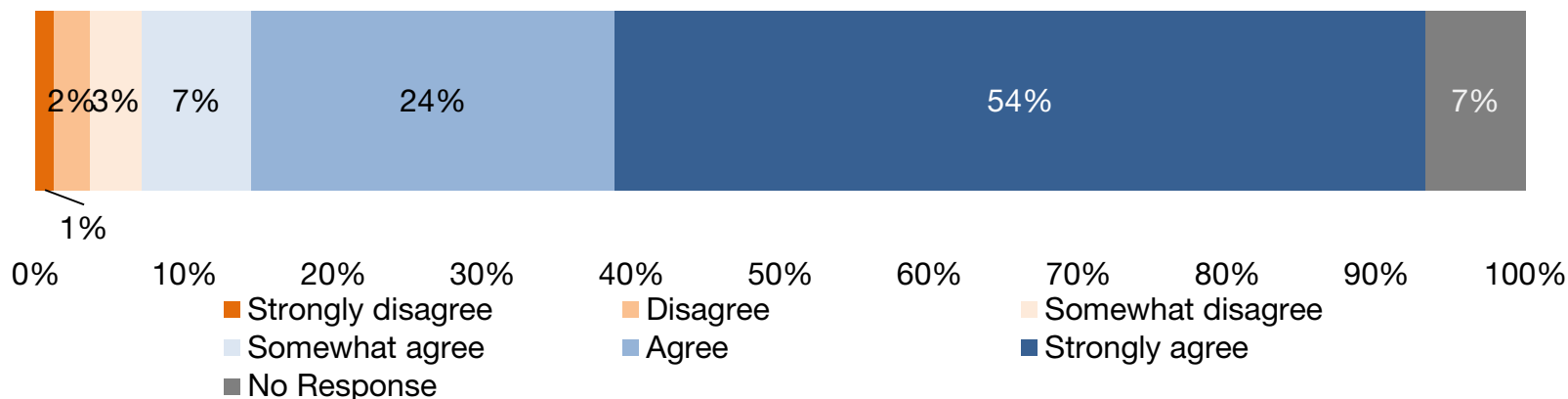
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If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability), or sexual misconduct, intimate partner abuse (including domestic/dating violence),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



Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	No Response	Total
6	12	11	31	103	308	20	491
1%	2%	2%	6%	21%	63%	4%	

Campus and Workplace Culture (CWC) Survey

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.

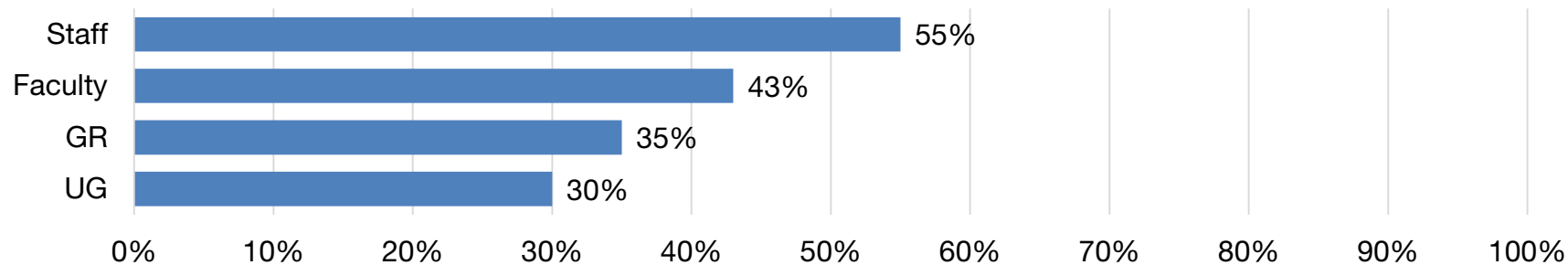
- Being shouted or yelled at
- Non-verbal behaviors/gestures
- Excessive criticism in front of others
- Someone constantly interrupting or talking over you
- Being mocked, scorned, ridiculed
- Contdescension or dismissive remarks
- Being deliberately ignored or excluded
- Hostile electronic communication
- 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)



Campus and Workplace Culture (CWC) Survey – UCCS

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.



	#1 Behavior Reported	#2 Behavior Reported	#3 Behavior Reported
UG	Interrupting (11%)	Condescension (10%)	Non-verbal gestures (9%)
GR	Non-responsiveness (17%)	Condescension (15%)	Interrupting (13%)
Faculty	Condescension (22%)	Non-responsiveness (21%)	Interrupting (15%)
Staff	Non-responsiveness (30%)	Condescension (22%)	Complaints behind back (17%)

Fall 2021

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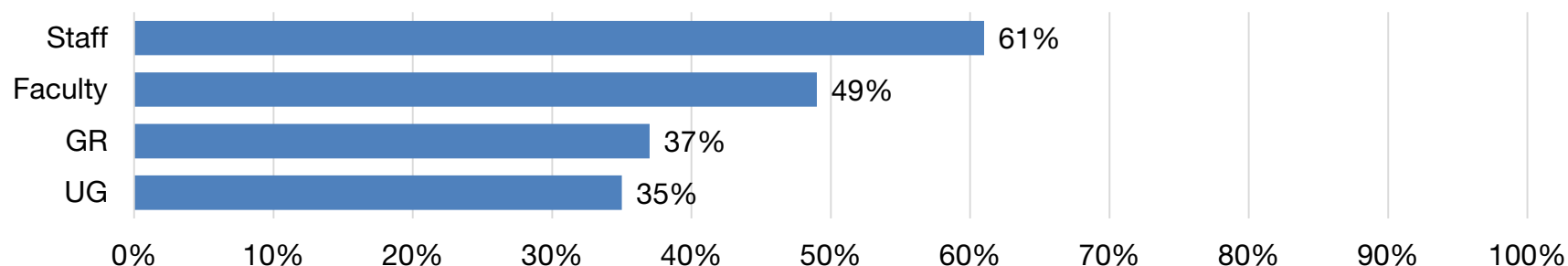
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Campus and Workplace Culture (CWC) Survey – CU Denver

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.



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

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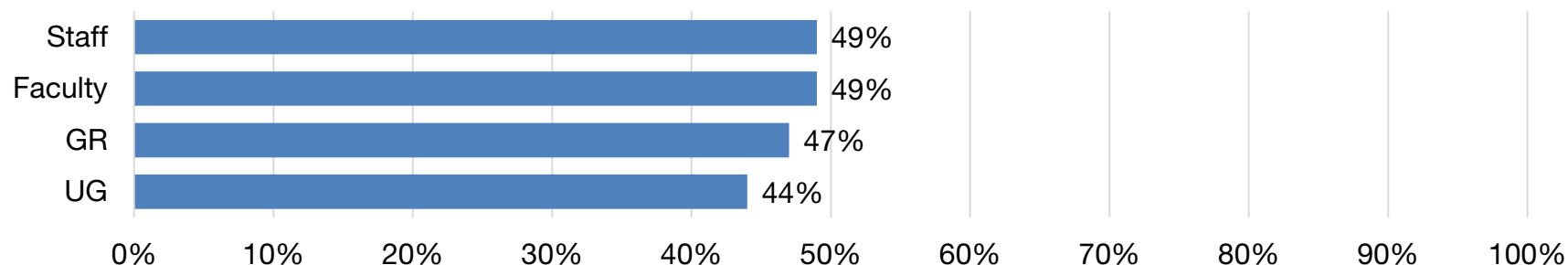
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*This prompt was only asked of graduate students

Campus and Workplace Culture (CWC) Survey – CU Boulder

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.



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

Fall 2021

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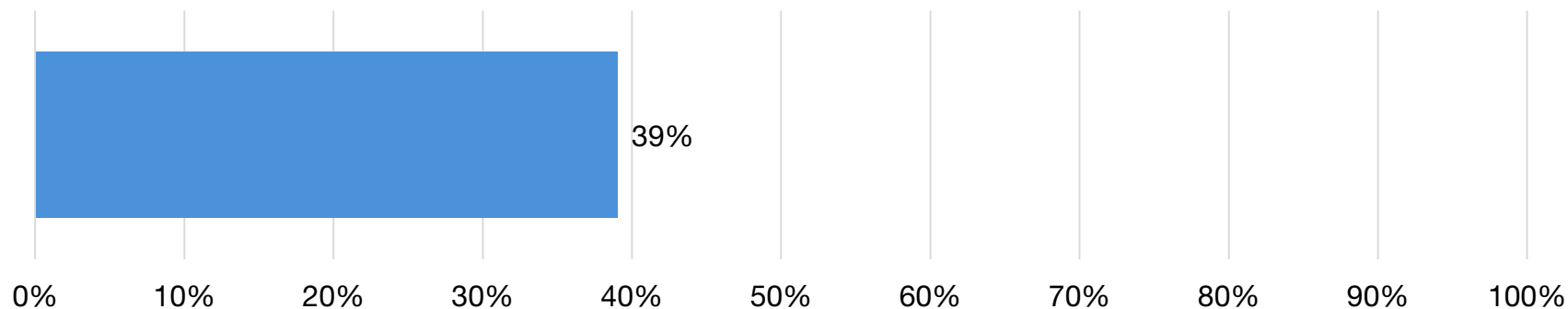
Additional resources are available on colorado.edu
<https://www.colorado.edu/d/ei>

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)

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