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 (8%)
- Somewhat disagree: 31 (13%)
- Somewhat agree: 51 (13%)
- Agree: 135 (35%)
- Strongly agree: 118 (31%) 21 (5%)

**UG**
- Strongly disagree: 53 (3%)
- Disagree: 77 (9%)
- Somewhat disagree: 156 (18%)
- Somewhat agree: 327 (18%)
- Agree: 678 (38%)
- Strongly agree: 412 (23%) 67 (4%)

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

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

2021 CWC Survey will provide a baseline for future survey administrations.
### 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></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat disagree</th>
<th>Agree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td></td>
<td>132</td>
<td>138</td>
<td>203</td>
<td>401</td>
<td>675</td>
<td>378</td>
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<td></td>
<td>6%</td>
<td>6%</td>
<td>9%</td>
<td>18%</td>
<td>31%</td>
<td>17%</td>
<td>11%</td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
<td>87</td>
<td>98</td>
<td>151</td>
<td>197</td>
<td>336</td>
<td>269</td>
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<td>8%</td>
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<td>16%</td>
<td>27%</td>
<td>22%</td>
<td>8%</td>
</tr>
<tr>
<td>GR</td>
<td></td>
<td>78</td>
<td>74</td>
<td>96</td>
<td>156</td>
<td>341</td>
<td>183</td>
</tr>
<tr>
<td></td>
<td>7%</td>
<td>7%</td>
<td>9%</td>
<td>14%</td>
<td>32%</td>
<td>17%</td>
<td>14%</td>
</tr>
<tr>
<td>UG</td>
<td></td>
<td>3</td>
<td>7</td>
<td>19</td>
<td>18</td>
<td>33</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>7%</td>
<td>18%</td>
<td>17%</td>
<td>31%</td>
<td>8%</td>
<td>17%</td>
</tr>
</tbody>
</table>

Legend: Strongly disagree, Disagree, Somewhat disagree, Agree, Somewhat agree, Strongly agree, No Response

---

**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 cuanschutz.edu

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

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**Source:** CU System & Campus Offices of Institutional Research
PILLAR 3: Diversity, Inclusion, Equity & Access

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.

Staff

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>182</td>
<td>216</td>
<td>311</td>
<td>525</td>
<td>1177</td>
<td>804</td>
</tr>
<tr>
<td>6%</td>
<td>7%</td>
<td>10%</td>
<td>16%</td>
<td>36%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Faculty

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>174</td>
<td>200</td>
<td>259</td>
<td>341</td>
<td>614</td>
<td>421</td>
</tr>
<tr>
<td>8%</td>
<td>10%</td>
<td>13%</td>
<td>17%</td>
<td>30%</td>
<td>3%</td>
</tr>
</tbody>
</table>

GR

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>143</td>
<td>195</td>
<td>300</td>
<td>580</td>
<td>1205</td>
<td>710</td>
</tr>
<tr>
<td>4%</td>
<td>6%</td>
<td>9%</td>
<td>18%</td>
<td>37%</td>
<td>2%</td>
</tr>
</tbody>
</table>

UG

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Somewhat agree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>380</td>
<td>475</td>
<td>911</td>
<td>1810</td>
<td>3331</td>
<td>1523</td>
</tr>
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<td>5%</td>
<td>10%</td>
<td>21%</td>
<td>38%</td>
<td>18%</td>
</tr>
</tbody>
</table>

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 colorado.edu https://www.colorado.edu/del
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.

<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>4%</td>
<td>4%</td>
<td>7%</td>
<td>13%</td>
<td>36%</td>
<td>35%</td>
<td>2%</td>
<td>496</td>
</tr>
</tbody>
</table>

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

4% 4% 7% 13% 36% 35% 2%

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

Source: CU System & Campus Offices of Institutional Research
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>
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

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>Faculty</th>
<th>GR</th>
<th>UG</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
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<tr>
<td>Strongly disagree</td>
<td>21</td>
<td>28</td>
<td>282</td>
<td>66</td>
</tr>
<tr>
<td>Disagree</td>
<td>26</td>
<td>40</td>
<td>33</td>
<td>42</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>32</td>
<td>33</td>
<td>97</td>
<td>164</td>
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<tr>
<td>Agree</td>
<td>76</td>
<td>65</td>
<td>250</td>
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<tr>
<td>Strongly agree</td>
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<td>131</td>
<td>271</td>
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<td></td>
<td>161</td>
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<td></td>
<td>107</td>
<td>96</td>
<td>361</td>
<td>556</td>
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<table>
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<th>20%</th>
<th>30%</th>
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<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Disagree</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td></td>
<td></td>
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<tr>
<td>Agree</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Strongly agree</td>
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<td></td>
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<td></td>
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</tr>
</tbody>
</table>

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

**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.
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**

### Staff
- Strongly disagree: 65, 3%
- Disagree: 74, 4%
- Somewhat disagree: 90, 10%
- Somewhat agree: 631, 29%
- Agree: 631, 27%
- Strongly agree: 497, 23%

### Faculty
- Strongly disagree: 37, 3%
- Disagree: 45, 4%
- Somewhat disagree: 56, 5%
- Somewhat agree: 392, 32%
- Agree: 392, 27%
- Strongly agree: 228, 18%

### GR
- Strongly disagree: 37, 3%
- Disagree: 36, 4%
- Somewhat disagree: 41, 12%
- Somewhat agree: 300, 28%
- Agree: 300, 22%
- Strongly agree: 293, 27%

### UG
- Strongly disagree: 6, 4%
- Disagree: 1, 1%
- Somewhat disagree: 5, 6%
- Somewhat agree: 22, 21%
- Agree: 20, 19%
- Strongly agree: 41, 38%

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
Campus and Workplace Culture (CWC) Survey – CU Boulder

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.

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 colorado.edu

https://www.colorado.edu/delit

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 colorado.edu

https://www.colorado.edu/delit

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

PILLAR 3: Diversity, Inclusion, Equity & Access

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>Staff</th>
<th>55%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>43%</td>
</tr>
<tr>
<td>GR</td>
<td>35%</td>
</tr>
<tr>
<td>UG</td>
<td>30%</td>
</tr>
</tbody>
</table>

#1 Behavior Reported

- UG: Interrupting (11%)
- GR: Non-responsiveness (17%)
- Faculty: Condescension (22%)
- Staff: Non-responsiveness (30%)

#2 Behavior Reported

- UG: Condescension (10%)
- GR: Condescension (15%)
- Faculty: Non-responsiveness (21%)
- Staff: Condescension (22%)

#3 Behavior Reported

- UG: Non-verbal gestures (9%)
- GR: Interrupting (13%)
- Faculty: Interrupting (15%)
- Staff: Complaints behind back (17%)

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

Fall 2021
Survey administered between Oct-Nov 2021
2021 CWC Survey will provide a baseline for future survey administrations

2022.06 Source: CU System & Campus Offices of Institutional Research
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>#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 (16%)</td>
<td>Your work being undermined or impeded (11%)</td>
</tr>
<tr>
<td>GR</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (21%)</td>
<td>Condescension or dismissive remarks (15%)</td>
</tr>
<tr>
<td>Faculty</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (26%)</td>
<td>Condescension or dismissive remarks (22%)</td>
</tr>
<tr>
<td>Staff</td>
<td>Non-responsiveness or slow responsiveness to emails or requests (41%)</td>
<td>Condescension or dismissive remarks (28%)</td>
</tr>
</tbody>
</table>

*This prompt was only asked of graduate students*
Campus and Workplace Culture (CWC) Survey – CU Anschutz

**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>#1 Behavior Reported</th>
<th>#2 Behavior Reported</th>
<th>#3 Behavior Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UG</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<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><strong>GR</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<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><strong>Faculty</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<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><strong>Staff</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<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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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](https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey)

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Source: CU System & Campus Offices of Institutional Research

2022.06
## 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.

<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><strong>UG</strong></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><strong>GR</strong></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><strong>Faculty</strong></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><strong>Staff</strong></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>

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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 colorado.edu

[https://www.colorado.edu/del](https://www.colorado.edu/del)

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Source: CU System & Campus Offices of Institutional Research

2022.06
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.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>39%</td>
<td>Civility</td>
</tr>
</tbody>
</table>

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