2021 Campus & Workplace Culture Survey – CU System

• Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff
• Each CU Campus administered their survey independently and owns their campus data security and storage
• Respondents received 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
2021 Campus & Workplace Culture Survey – System Office

CU System Office Survey Administration

- Survey launched October 15 and closed November 15, 2021
- Results summarize system office employees active as of October 1 who completed the survey
- Survey planning team included:
  - Diversity, Equity, Inclusion (DEI)
  - Institutional Research (IR)
  - Employee Services (ES)
- Planning team met with every department between September and October 2021, providing updates on the survey timeline, data security, and planned post-survey activities
- Department competition designed to promote participation across all departments
  - Overall, System Office met the 75% goal and earned a food-based treat, scheduled after return to office
  - Department incentives included tickets to Meow Wolf Denver and virtual team activities
Response Rates
Percentage of Survey Population Submitting a Response
2021 Campus & Workplace Culture Survey

Final Results
- 566 System Office employees
- 512 total responses (10 incomplete)
- 502 completed responses
- 88.7% response rate

Participation Rate
- 493 (of 502) completed responses selected “I Agree to Participate”
- 98.2% participation rate
### Response Rates by Department

#### Department Notes:

**Budget & Finance** consists of Budget & Finance, Risk Management, State & Federal Relations, Treasurer, University Controller

**Employee Services** includes CU Health Plan Administration

**Office of the President** consists of Chief of Staff, Diversity Equity & Inclusion (DEI), Regent Operations, University Relations, Academic Affairs

**PSC** = Procurement Service Center

**UIS** = University Information Services

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**Note:** Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research
Response Rates by Hired Date Range

By Hire Date Range (HCM)

<table>
<thead>
<tr>
<th>Hire Date Range</th>
<th>Population (N)</th>
<th>Responses (%)</th>
<th>Responses (N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5 years</td>
<td>231</td>
<td>87%</td>
<td>200</td>
</tr>
<tr>
<td>05-10 years</td>
<td>143</td>
<td>90%</td>
<td>129</td>
</tr>
<tr>
<td>10-15 years</td>
<td>83</td>
<td>95%</td>
<td>79</td>
</tr>
<tr>
<td>15-20 years</td>
<td>45</td>
<td>89%</td>
<td>40</td>
</tr>
<tr>
<td>20+ years</td>
<td>64</td>
<td>84%</td>
<td>54</td>
</tr>
</tbody>
</table>

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research

Based on Original Hire Date, breaks in service may not be reflected in the calculation.

“HCM” (Human Capital Management) refers to CU’s HR system.
Response Rates by Age Range

Employee age is calculated as of 10/1/2021

“HCM” (Human Capital Management) refers to CU’s HR system

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research
Response Rates by Generation

Employee age is calculated as of 10/1/2021

“HCM” (Human Capital Management) refers to CU’s HR system

“Generation Z” is combined with “Millennials” due to small population size.

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research
Response Rates by Sex

Demography reflects self-reported identification from HCM, updated by employee in employee portal (my.cu.edu).

“HCM” (Human Capital Management) refers to CU’s HR system.

**Binary Options**
- Reported as either female or male, with no selection reported as unspecified.

**Non-binary**
- At present, employee data systems are limited to binary options (female or male) and leaving the selection blank (reported as unspecified).
Response Rates by Race/Ethnicity Groups

Demography reflects self-reported identification from HCM, updated by employee in employee portal (my.cu.edu). “HCM” (Human Capital Management) refers CU’s HR system.

PEOPLE OF COLOR INCLUDES:
- American Indian or Alaska Native
- Asian or Asian American
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Two or More Races
- Unspecified (NSPEC)

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research
Demography reflects self-reported identification from HCM, updated by employee in employee portal (my.cu.edu). “HCM” (Human Capital Management) refers CU’s HR system.

**INDIVIDUAL SELECTIONS:**
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- Two or More Races
- White
- Unspecified (NSPEC)

Display Note: Some individual selections are combined in the chart due to small population size.

Survey Representativeness
Demographic Share of Population Compared to Share of Survey Results
### Population vs Results (by Department)

<table>
<thead>
<tr>
<th>Department</th>
<th>% Share (Survey Population)</th>
<th>% Share (CWC Results)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advancement</td>
<td>12.2%</td>
<td>12.4%</td>
</tr>
<tr>
<td>Budget &amp; Finance</td>
<td>12.0%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Employee Services</td>
<td>15.4%</td>
<td>15.5%</td>
</tr>
<tr>
<td>Office of Digital Education</td>
<td>8.5%</td>
<td>8.0%</td>
</tr>
<tr>
<td>Office of the President</td>
<td>6.7%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Procurement Service Center (PSC)</td>
<td>8.7%</td>
<td>9.4%</td>
</tr>
<tr>
<td>University Information Services (UIS)</td>
<td>9.5%</td>
<td>9.4%</td>
</tr>
<tr>
<td>University Counsel &amp; Internal Audit</td>
<td>27.0%</td>
<td>25.7%</td>
</tr>
</tbody>
</table>


#### Department Notes
- **Budget & Finance** includes Budget & Finance, Risk Management, State & Federal Relations, Treasurer, University Controller
- **Employee Services** includes CU Health Plan Administration
- **Office of the President** includes Chief of Staff, Diversity Equity & Inclusion (DEI), Regent Operations, University Relations, Academic Affairs

To evaluate representativeness: compare the gray bar (% share in population) to the blue bar (% share in results).
Population vs Results (by Hired Date Range)

Hired Date Range
Employee hired date range is calculated as of 10/1/2021. Breaks in service are not reflected in the calculation.

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research
Population vs Results (by Age Range)

<table>
<thead>
<tr>
<th>Age</th>
<th>% Share (Survey Population)</th>
<th>% Share (CWC Results)</th>
</tr>
</thead>
<tbody>
<tr>
<td>60+</td>
<td>12.0%</td>
<td>12.0%</td>
</tr>
<tr>
<td>50-59</td>
<td>20.1%</td>
<td>20.7%</td>
</tr>
<tr>
<td>40-49</td>
<td>24.7%</td>
<td>24.7%</td>
</tr>
<tr>
<td>30-39</td>
<td>33.6%</td>
<td>33.9%</td>
</tr>
<tr>
<td>20-29</td>
<td>9.5%</td>
<td>8.8%</td>
</tr>
</tbody>
</table>

**Age**
Employee age is calculated as of 10/1/2021

Population vs Results (by Sex)

- **Male**
  - % Share (Survey Population): 37.6%
  - % Share (CWC Results): 36.9%

- **Female**
  - % Share (Survey Population): 62.2%
  - % Share (CWC Results): 62.9%

*Display Note: Unspecified category is not shown due to small cohort size*

Note: Population based on 566 system employees as of 10/1/21. The 2021 CWC Survey demographic percentages based on 502 completed surveys. Source: CU System Office of Institutional Research
Population vs Results (by Race/Ethnicity)

<table>
<thead>
<tr>
<th>Category</th>
<th>% Share (Survey Population)</th>
<th>% Share (CWC Results)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td></td>
<td>73.6%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>10.3%</td>
<td>10.1%</td>
</tr>
<tr>
<td>Asian or Asian American</td>
<td>10.5%</td>
<td>9.3%</td>
</tr>
<tr>
<td>American Indian + Black + Two or More Races</td>
<td>5.6%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>6.0%</td>
<td>5.7%</td>
</tr>
</tbody>
</table>

Display Note: Some individual selections are combined in the chart due to small population size.