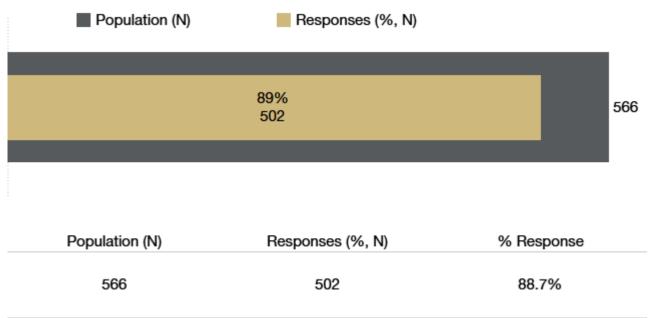
2021 CAMPUS & WORKPLACE CULTURE SURVEY

CU System Administration
Topline Results
4/7/2022



About the CWC Survey

- Campus and Workplace Culture (CWC) Survey was administered to all System Administration staff in Fall 2021
- 88.7% Response Rate: From October 15 through November 15, 2021, 566 system employees received a personalized survey invitation and 502 employees submitted a response.



Interpreting Survey Results

- Survey participants' privacy is of utmost importance to us, and strict internal safeguards are in place to ensure that privacy
- Results are anonymous: no names, no email addresses, no employee
 IDs are contained in the analysis dataset.
- Survey responses will be aggregated for statistical analysis and reporting
- Responses will be aggregated to groups of 10 or more responses in order to maintain the anonymity of survey participants
- Until approved for release by executive leadership, all reporting is for internal CU System Administration review, not for public consumption

Interpreting Survey Results

Likert Scale Responses

- Average Response is calculated using the following scale:
- For statements to which there is expected disagreement, scale is reversed

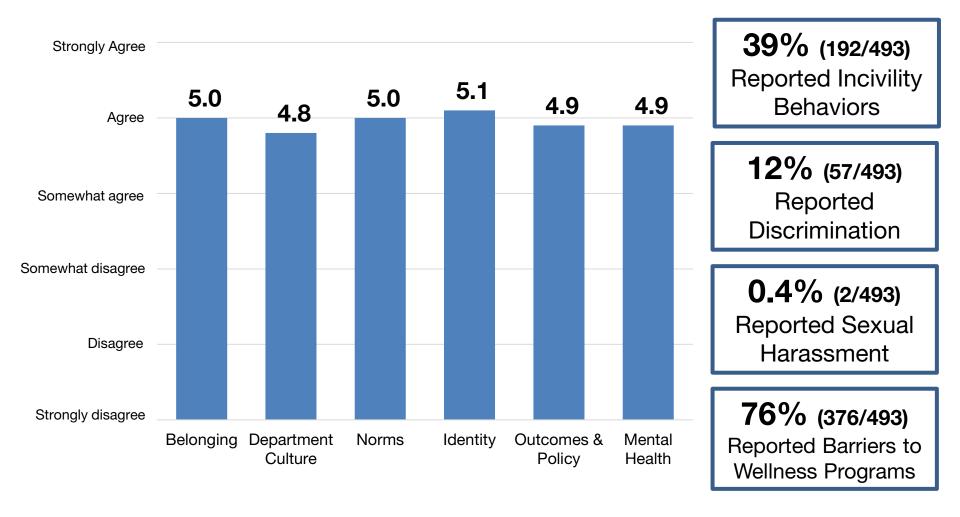
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
(Scale=1)	(2)	(3)	(4)	(5)	(6)

Checkbox Responses

- This collection method allows respondents to select all that apply.
- This is used within Incivility, Discrimination, Sexual Harassment, and Mental Health



System Administration CWC Survey – Summary





Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

Survey Highlights

- **Belonging:** strong overall sense of belonging and community and that their work is valued (5.0).
- **Identity:** highest average score (5.1) with approximately 10 percent of respondents indicating concerns around negative opinions, stereotypes, and behaviors around protected class identities.
- **Department Culture:** average score (4.8) indicating strong levels of respect, with concerns around transparent allocation of resources, career advancement opportunities and lack of mentoring.
- Outcomes: 41% of staff considered leaving CU in the past 12 months.
- **Incivility:** 39% of staff reporting at least one negative behavior including non-responsiveness to email (23%), condescension or dismissive remarks (16%), and constant interruption (12%)
- Discrimination (12%) and Sexual Harassment (0.4%) reflect limited overall reported behaviors.
- Additional demographic and department analysis to be completed.



System Admin CWC Survey – Belonging

S

Strongly Agree, Agree, Somewhat Agree



Strongly Disagree, Disagree, Somewhat Disagree

<u>Indicate how strongly you disagree or agree with each of the following statements:</u>

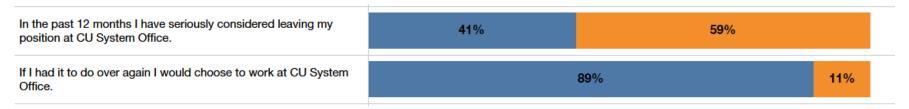
Average (Belonging Section)	90%	10%
At CU I'm treated like I belong.	89%	11%
I have a sense of community at CU.	89%	11%
My work is valued by CU.	88%	12%
I am proud to work at CU.	97%	<mark>3%</mark>
In my department I'm treated like I belong.	89%	11%
I have a sense of community in my department.	86%	14%
My work is valued by my department.	88%	12%
1	92%	8%
I am proud to work in my department.	32 / 0	070



System Admin CWC Survey – Outcomes/Policy



Thinking about your employment career at CU:



Indicate how strongly you disagree or agree with each of the following statements:

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

would be taken seriously by my department	90%	69	<mark>% 4</mark> %
would be taken seriously by CU System Office	86%	7%	7%



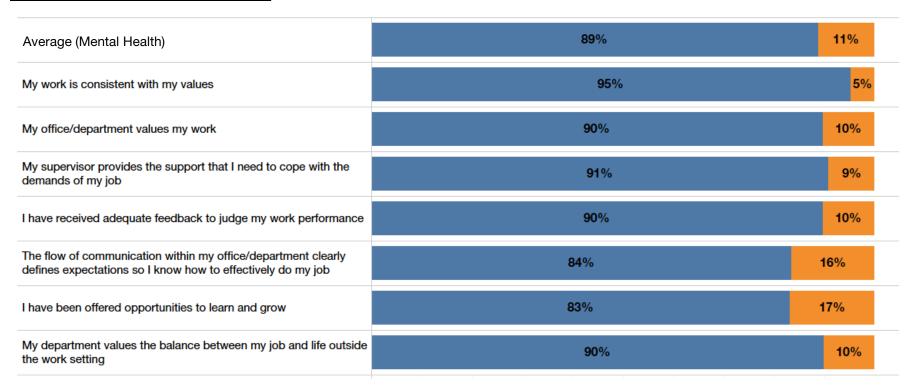
Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

System Admin CWC Survey – Mental Health

Agree, Strongly Agree, Somewhat Agree

Disagree, Strongly Disagree, Somewhat Disagree

Within the last 12 months I have felt...

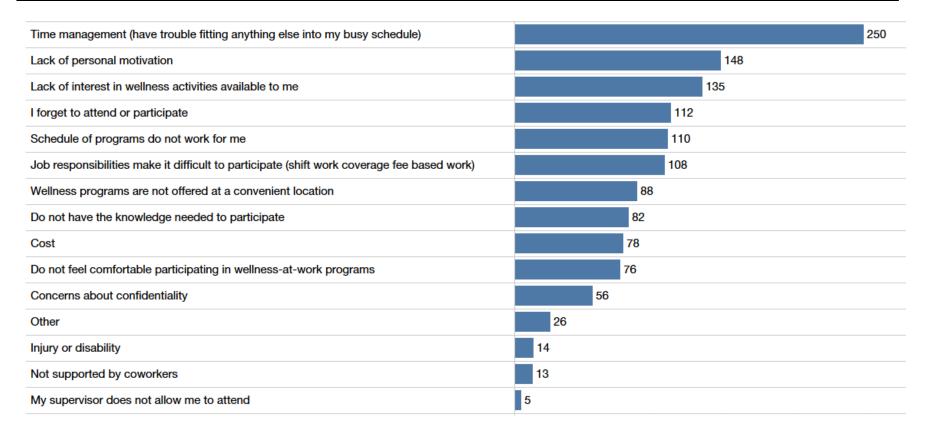




System Admin CWC Survey – Mental Health

77% of respondents indicated barriers to participating in wellness-at-work programs

Please indicate whether each of the following are a barrier that prevents you from participating in wellness-at-work programs:





System Admin CWC Survey – Norms

Agree, Strongly Agree, Somewhat Agree

Disagree, Strongly Disagree, Somewhat Disagree

Indicate how strongly you disagree or agree with each of the following statements:

Average (Norms)	91%	9%
Rude behavior is not accepted.	88%	12%
Angry outbursts are not tolerated.	92%	8%
Respectful treatment is the norm.	93%	7%
Everyone is treated with dignity.	91%	9%



The list below contains examples of problematic behaviors that sometimes occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during daily work, one-to-ones, meetings, presentations, online, over email, or in an off-campus setting having to do with CU-related activities.

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.

If you have not experienced any of these behaviors, please select the last box: "I have not experienced any of these behaviors in the past 12 months."

No Incivility Reported 61% 301 Incivility Reported 39% 192

(Reporting at least one incivility)



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.

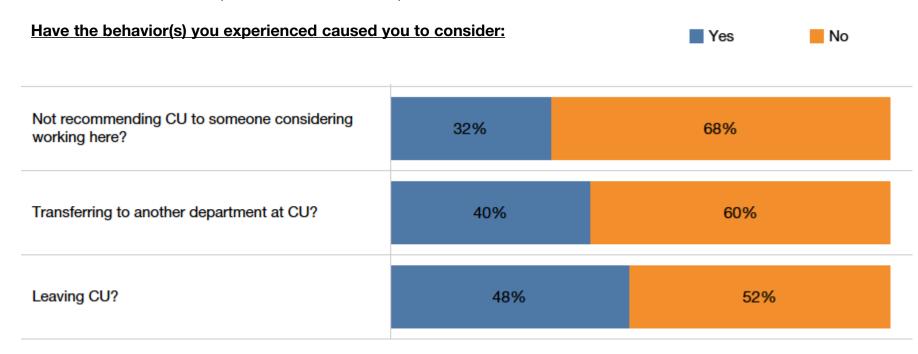
I have not experienced any of these behaviors in the past 12 months.		32%, 301
Non-responsiveness or slow responsiveness to emails or requests	12%, 1	11
Condescension or dismissive remarks	9%, 81	
Someone constantly interrupting or talking over you	6%, 60	
Someone taking credit for your work/ideas	6%, 55	
Complaints being made about you to others behind your back	6%, 52	
Being deliberately ignored or excluded	5%, 46	
Your work being undermined or impededincluding research if applicable	4%, 39	
Unjustified denial of access to resources (information colleagues career opportunities)	3%, 31	
Non-verbal behaviors/gestures like eye-rolling making faces in response to you	3%, 26	
Hostile electronic communication (emails texts social media)	2%, 17	
Inappropriate jokes/humor (verbal or written)	2%, 16	000/
Excessive criticism in front of others	2%, 15	39%
Being mocked scorned ridiculed or treated with contempt	2%, 15	
Threats to your professional status	1%, 13	of respondents
Insults or derogatory remarks	1%, 12	reported experiencing
Threats to your employment status	1%, 12	at least one incivility
Being shouted or yelled at	1%, 11	
Rumors being spread about you	1%, 11	
Someone plagiarizing your work	1%, <10	
Feeling physically threatened	0%, <10	



Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

39% of respondents (192) reported experiencing at least one incivility

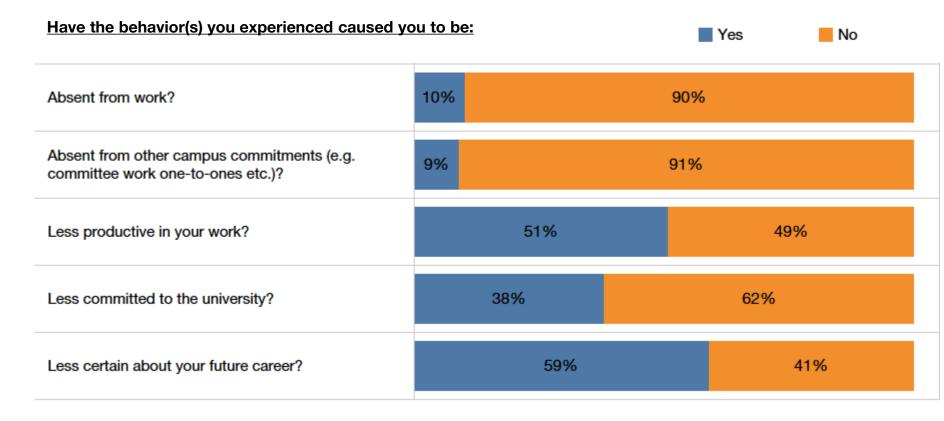
You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: (selected list of behaviors)





39% of respondents (192) reported experiencing at least one incivility

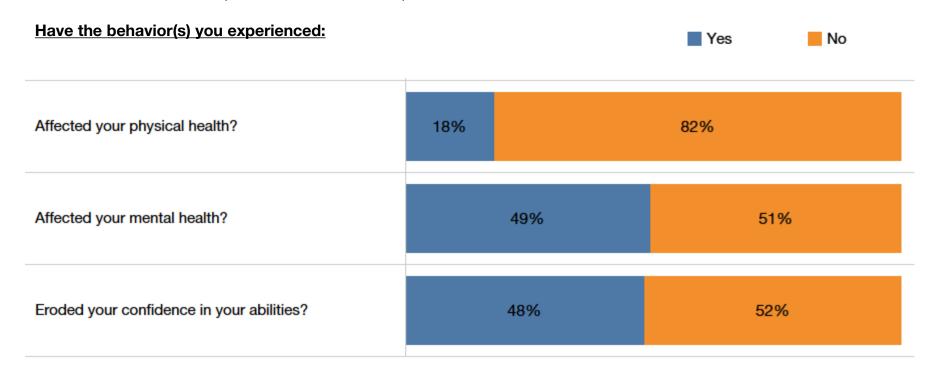
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39% of respondents (192) reported experiencing at least one incivility

You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: (selected list of behaviors)





You indicated that you had experienced the behavior(s) listed below in the context of your CU-related activities within the last 12 months: (selected list of behaviors)

CU policy prohibits hostile treatment that is due to a person's protected-class identity (e.g., gender, race, veteran status, etc.).

From your perspective, were any of these behavior(s) related to one or more aspects of your identity that are covered by CU policy?



Which protected class?

Of those indicating that behaviors were related to one or more aspects of their identity, responses are summarized here (respondents selected all that applied):

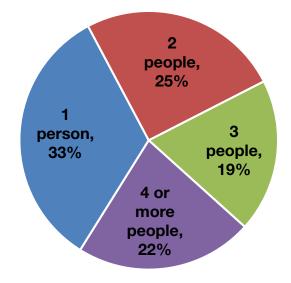
Response	N	% of Total
Age	6	21%
Political affiliation or philosophy	6	21%
Sex or gender	6	21%
Gender identity or expression	3	11%
Disability	2	7%
Sexual Orientation	2	7%
National Origin	1	4%
Race or color	1	4%
Veteran status	1	4%



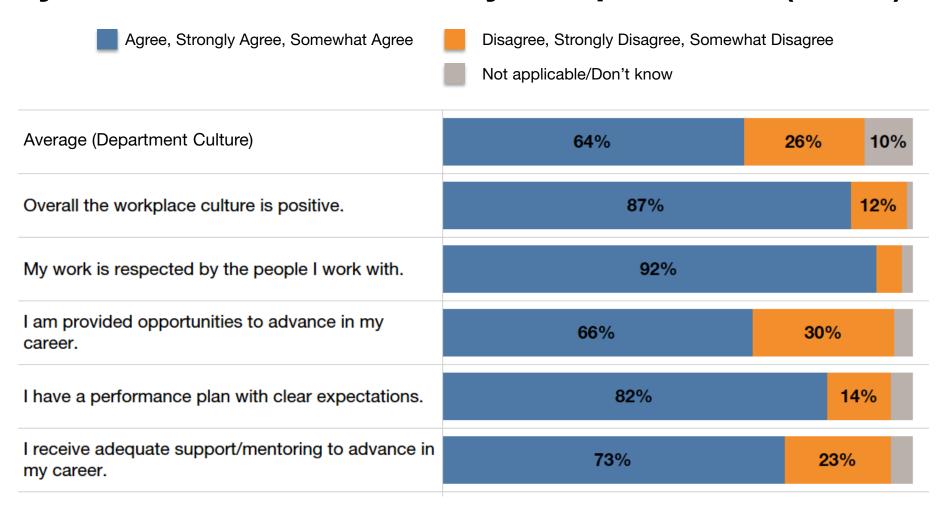
39% of respondents (192) reported experiencing at least one incivility

About how many people, in total, engaged in the behavior(s) that you experienced?

Response	N	% of Total
1 person	63	33%
2 people	48	25%
3 people	37	19%
4 or more people	42	22%



System Admin CWC Survey – Dept Culture (1 of 5)

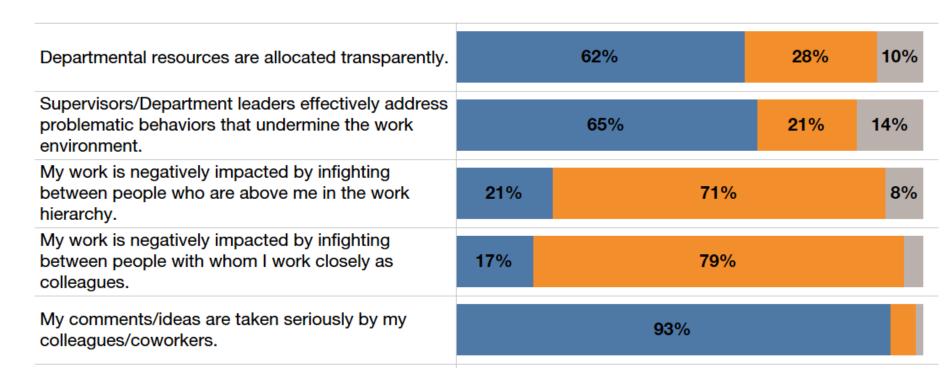




Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

System Admin CWC Survey – Dept Culture (2 of 5)

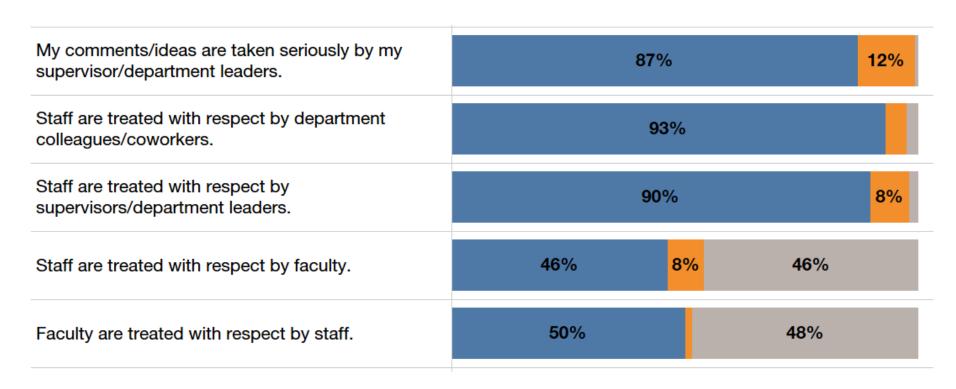






System Admin CWC Survey – Dept Culture (3 of 5)

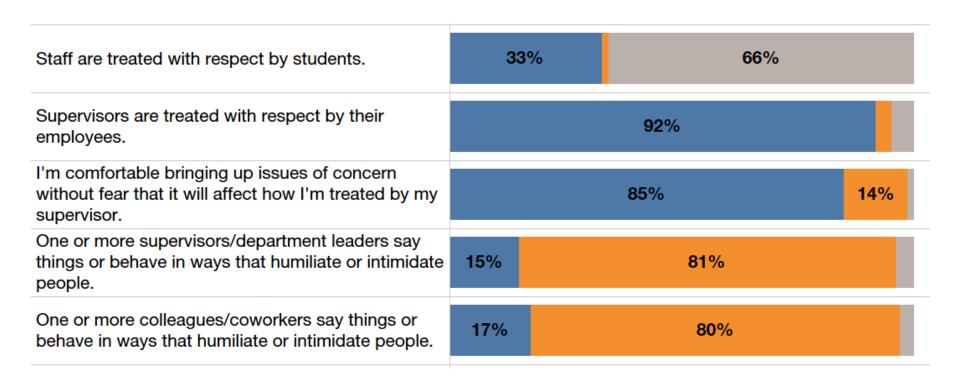






System Admin CWC Survey – Dept Culture (4 of 5)

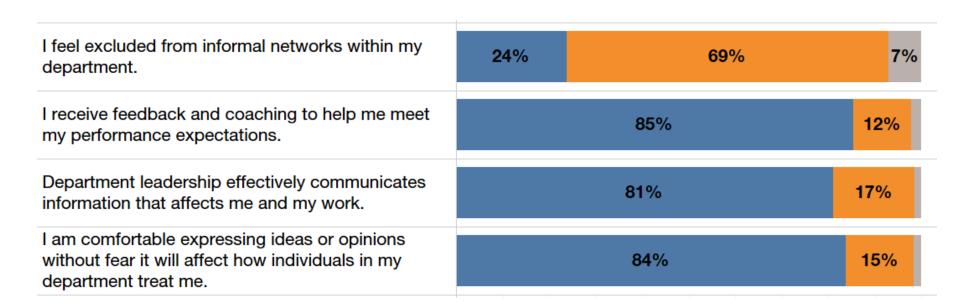






System Admin CWC Survey – Dept Culture (5 of 5)

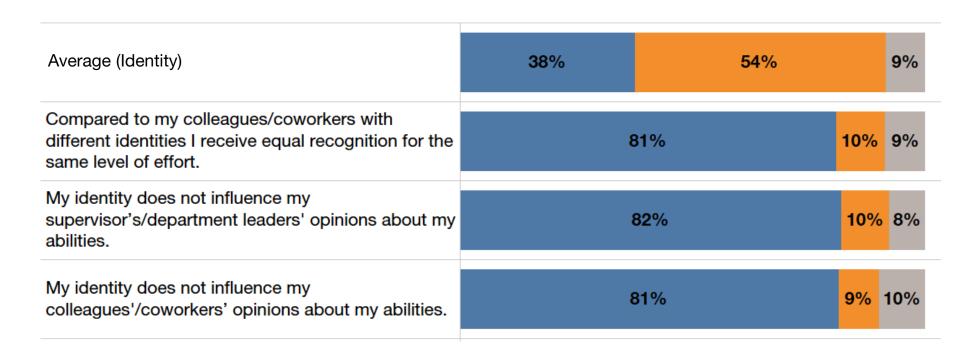






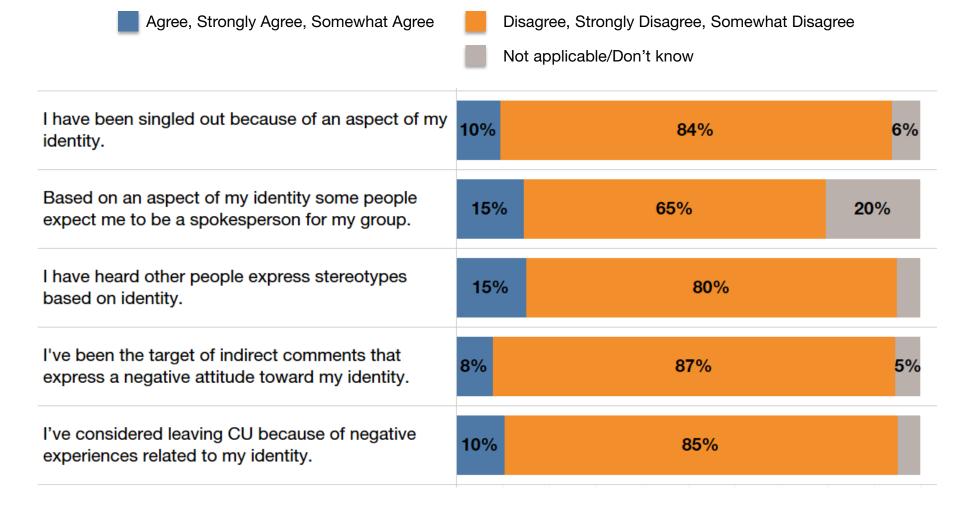
System Admin CWC Survey – Identity (1 of 2)







System Admin CWC Survey – Identity (2 of 2)





Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

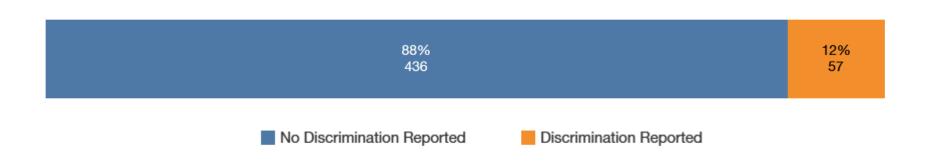
Protected-Class Discrimination

Protected-class discrimination occurs when a person suffers an adverse material consequence as a result of an aspect of their protected-class identity or identities.

An adverse material consequence may include:

- Not being funded for a project
- Not being promoted or hired
- Not receiving a salary increase
- Being paid at a lower rate than someone doing similar work at CU

As a CU employee, have you experienced discrimination as a result of an aspect of your protected-class identity or identities within the last 12 months? If so, please select the protected-class identity or identities that apply.





Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate. Version Note - prior version reported 14% discrimination, which is the percentage of total behaviors reported, not the percentage of staff FOUR CAMPUSES UNITED

Protected-Class Discrimination

Protected-class discrimination occurs when a person suffers an adverse material consequence *as a result of* an aspect of their <u>protected-class identity or identities</u>.

An adverse material consequence may include:

- Not being funded for a project
- Not being promoted or hired
- Not receiving a salary increase
- Being paid at a lower rate than someone doing similar work at CU

As a CU employee, have you experienced discrimination *as a result of* an aspect of your **protected-class identity** or identities within the last 12 months? If so, please select the protected-class identity or identities that apply.

I have not experienced discrimination based on a protected class identity.			436
Not sure	36		
Age	9		
Sex or gender	8	From the 57 respondents indicating	
Political affiliation or philosophy	8	experiencing discrimination as a result of	
Religion or creed	2		
Sexual orientation	2	an aspect of a protected-class identity or	
Veteran status	2	identities within the last 12 months, these	
Race or color	1	protected classes were selected.	
National origin	1	(Respondents could select all that apply)	
Pregnancy	1	(nespondents could select all that apply)	
Disability	1		
Gender identity or expression	1		



The following question was asked to only the 57 respondents indicating experiencing discrimination.

To the best of your knowledge, was the discrimination reported by you, or someone else on your behalf, to any of the following people or offices at CU Boulder? (Please check Yes or No for each item)



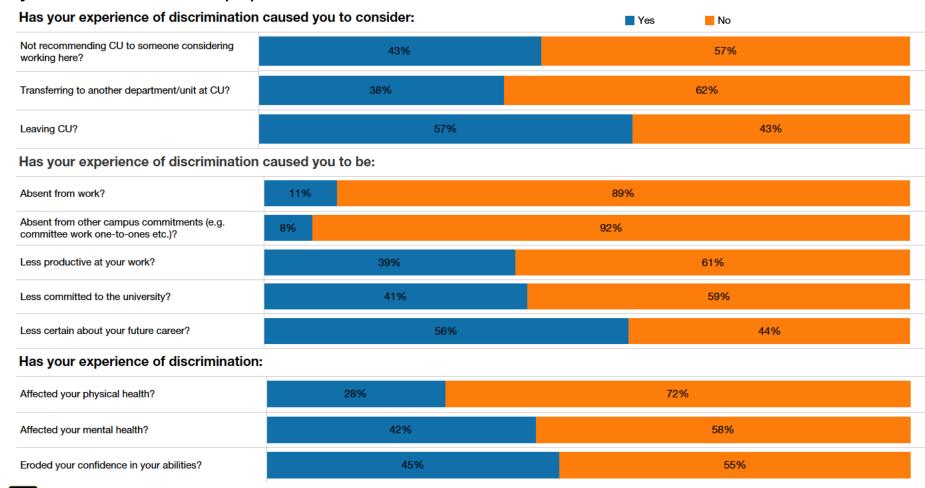
My supervisor or other leader within my department/unit	71%	29%
A CU administrator or other campus leader	95%	5%
CU Human Resources (HR)	95%	5%
My department college or division Human Resources (HR)	95%	5%
A supervisor outside of my department/unit	95%	5%
Faculty and Staff Assistance Program (FSAP)		100%
Ombuds Office		100%
Office of Victim Assistance (OVA)	96%	49
and Harassment Policy and complaints of sexual misconduct under the Sexual Misconduct Intimate Partner Abuse and Stalking Policy (Title IX).	93%	5%



Source: System Office CWC Survey administration of staff between Oct 15 and Nov 15, 2021; Results limited to completed surveys agreeing to participate.

The following question was asked to only the 57 respondents indicating experiencing discrimination.

You indicated that you have experienced the following behavior(s) within the last 12 months in the context of your CU-related activities: (list)



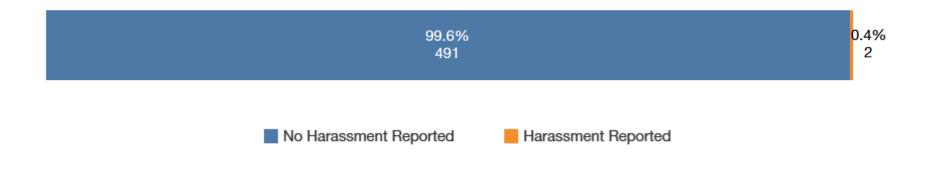


System Admin CWC Survey – Sexual Harassment

Below is another list of negative behaviors that can occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during daily work, one-to-ones, meetings, presentations, online, over email, or in an off-campus setting having to do with CU-related activities.

Within the last 12 months, has someone done any of the following to you in the context of your CU-related activities (in person or remote)? Please select all that apply.

If you have not experienced any of these behaviors, please select the last box: "I have not experienced any of these behaviors in the past 12 months."





System Admin CWC Survey – Sexual Harassment

Below is another list of negative behaviors that can occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during daily work, one-to-ones, meetings, presentations, online, over email, or in an off-campus setting having to do with CU-related activities.

Within the last 12 months, has someone done any of the following to you in the context of your CU-related activities (in person or remote)? Please select all that apply.

If you have not experienced any of these behaviors, please select the last box: "I have not experienced any of these behaviors in the past 12 months."

I have not experienced any of these behaviors in the past 12 months.		491
Made offensive remarks to you (or about you to others) regarding your appearance body or sexual activities	1	
Repeatedly told sexual stories or jokes that were offensive to you	1	

