The University of Colorado is committed to creating an inclusive environment where all members of our community feel respected, supported, and valued. The purpose of the Campus and Workplace Culture Survey is to gather information from CU students, staff, and faculty about their academic, workplace, and residential environments. At the system administration, the survey was administered collaboratively by the Offices of DEI and IR in coordination with Employee Services. The survey launched on October 15th and closed on November 12th. We had a strong response rate for the system administration, with 88.7% of employees participating in the survey (502 individuals). Further, every department grouping surpassed a 75% response rate, which is critical to ensure the survey findings are representative of the system office.

For more information on the Campus and Workplace Culture Survey, visit https://www.cu.edu/campus-and-workplace-culture-survey

System Administration Survey Response Team (SRT)

The System Administration Survey Response Team (SRT) plays a critical role in supporting the overall survey effort and ensuring successful follow-up and follow-through. The goal is for the group to proactively plan for the release of the survey findings by finding supporting resources and the
development and implementation of department action plans.

The SRT meets weekly to:

- Review data, discuss results and provide feedback about format for sharing results?
- Identify and discuss potential resources and tools to address topics covered in the survey?
- Develop recommendations for 2-3 focus areas for the system administration, which will help inform a system administration level action plan and department level action planning
- Assist with developing a system administration level action plan.

Meet the SRT Team

The SRT has representation from each department grouping and System Staff Council. Members are:

- **Adam Alberti-Powell**, Operations Supervisor, PSC
- **Joshua Brumley**, Program Director for Organizational Development, Advancement
- **Jennifer D’Angelo**, Employee Performance and Development Specialist, ODE
- **Emily Davies**, Senior Writer / Content Editor, Office of the President
- **Stacy Gomez**, Secretary, System Staff Council
- **Rachel Kammen**, Interim Executive Assistant to Chief Compliance Officer and System Title IX Coordinator, Office of the President
- **Brett Kellum**, Senior Audit Manager, Internal Audit
- **Kevin McCarty**, Service Management Engineer, UIS
- **Kristina Mendez**, Learning Design Manager, Controller’s Office
- **Emily Parker**, Senior Budget, Planning, and Policy Analyst, Budget and Finance
- **Carolyn Proctor**, Assistant VP, Employee Services
- **Angela Rennick**, Assistant Director of State Relations, Government Relations
- **Emily Ruther**, Contract Services Manager, PSC
- **Julie Steeler**, Senior Assistant University Counsel, University Counsel

Facilitators are:

- **Felicity O'Herron**, Chief Human Resources Officer and Associate Vice President of Employee Services
- **Emily Osan**, DEI Specialist
- **Ryan Allred**, Director, Institutional Research and Data Analysis
- **Ashley Eschler**, Program Director of Training and Organizational Development
- **Tracy Hooker**, Assistant Vice President of Human Resources
- **Stephanie Sheldon**, Enterprise BI Analyst

Survey Results

System Administration Results

- **Response Rates** [3]
- **Survey Demographics** [4]
Board of Regents Presentations

- February 2022 Board of Regents Presentation
- April 2022 Board of Regents Presentation

Employee Presentations

- May 2022 Town Hall (Survey Results)
- September 2022 Town Hall (Action Plan)

System Administration Action Plan

- September 2022 System Administration Action Plan
- September 2022 Action Plan Town Hall

System Administration Timeline

- August – October 2021: Department presentations about the survey
- October 15 – November 12: Survey administration window
- November 16: Communication to System Administration employees sharing survey response rate of 88.7% for system employees and department competition winners.
- November 2021 – January 2022: Data processing, and planning for SRT
- February 7: System SRT kick-off of weekly meetings
- February 10: Presentation on five (5) strategic plan aligned questions at Board of Regents (BOR) meeting
- April??7-8: Presentation to Board of Regents on?campus and system administration-level results?
- Mid-April: System Administration recommendations for areas of focus?
- Late-April: Town hall with system employees on System Administration-level results?
- May 11: Employee Town Hall (Survey Results)
- Summer 2022:
  - Meetings with department leaders
  - Meetings with department staff to share department-specific results?
- September: Debrief meetings with department leaders to share feedback
- September 29: Employee Town Hall (Action Plan)
- October- November: Department action planning
- 2023 Quarterly Check-Ins: February, May, August
- Fall 2023: Pulse surveying for System employees

Additional Resources

- About the CWC Survey: https://www.cu.edu/campus-and-workplace-culture-survey
- Survey FAQs: https://www.cu.edu/cwc-survey-faqs
- CWC Survey Glossary: https://www.cu.edu/cwc-glossary
- System Department Competition Response Rates: https://www.cu.edu/cwc-response