

This presentation was shared with the CU Board of Regents on February 10, 2022 (all campuses presented but only the Denver Campus data are included here). Along with this presentation, the following message was sent by Chancellor Michelle Marks and Vice Chancellor Antonio Farias.

Dear students, faculty, and staff,

We want to thank Campus & Workplace Culture Survey for your participation, openness, and honesty in your responses. At today's Board of Regents meeting, we shared key preliminary findings to five questions in the survey—which was administered to all CU campuses last October—covering campus interactions and employee wellness. The Board of Regents requested data for these questions specifically, and our [Climate and Workplace Culture Steering Committee](#) is working diligently to develop tools that will both guide individuals through the entirety of our survey findings and allow individuals the freedom to explore areas they find particularly compelling. We expect to share all survey data with our campus community in early April.

Preliminary Results Show Areas of Strength and Areas that Need Improvement

As we shared with the Board of Regents, at a high level, survey results show that respondents across our campus generally feel they can express themselves freely, and that they will be supported by the university in situations of reported discrimination and harassment. However, survey findings reveal that respondents from all campus populations, though particularly faculty and staff, reported some rude and harmful experiences within the workplace in the past year, with the most frequent being instances of non-responsiveness and condescension. As we move forward, we will examine which subgroups within our campus disproportionately experience discomfort and negative outcomes on campus, so that we can prioritize strategies to better support these populations. As a reminder, survey responses are anonymized. No personalized data will ever be shared with any CU office or employee.

Regarding employee wellness, findings reveal that many employees have experienced barriers to accessing workplace wellness programs, with the most frequent related to a lack of available time and scheduling conflicts. Generally, employees reported their departments largely respect the need for work/life balance, though almost a quarter of respondents disagreed in some capacity. Again, we will further analyze the populations reporting negative experiences in wellness and work/life balance as we develop a greater understanding of our campus needs.

Next Steps: Comprehensive Data Report Shared in April, Action Plans to Follow

This preliminary data reaffirms our need and commitment to invest in our most important asset: our people. These questions and their associated results are just the tip of the iceberg. We will examine every piece of data to gain insight on where we are succeeding as a university and areas that need attention and priority. Survey findings will help guide our university's comprehensive efforts as elaborated in our [2030 Strategic Plan](#)—in particular, Goal 1: **Become the nation's first equity-serving institution**, and Goal 5: **Be known as a people-centered best place to work**—and how we will pursue change in key areas for the future.

We'd like to thank the [CU Denver Climate and Workplace Culture Steering Committee](#) for its diligence in carefully analyzing the survey's preliminary results and beginning to work with school/college/unit teams to develop meaningful action plans, which will be shared with the campus community by the start of Fall 2022. A comprehensive report and tools for easy navigation of the Fall 2021 Campus & Workplace Culture Survey data will be published online following the April 7 Board of Regents meeting, when we will present a more comprehensive report of our data and action plans to the Regents.

Thank you for helping us identify the areas on our campus that are working, and those that need improvement. Together, we strive to create a campus environment where every Lynx feels seen, heard, included, and supported.

Michelle Marks
Chancellor

Antonio Farias
Vice Chancellor for Diversity, Equity, and Inclusion



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FOUR CAMPUSES UNITED
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CWC SURVEY RESULTS

STRATEGIC PLAN QUESTIONS

FEB 10, 2022 REGENT MEETING

FOUR CAMPUSES UNITED
ALL FOUR:**ONE**



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Culture Survey

Goal:

- To create and maintain an inclusive environment where everyone feels respected, supported, and valued.
- Launched survey wanting to listen to and understand people's experience of their CU community.

Action Planning:

- Campuses will bring together individuals from across their campus to plan for the response to the survey and develop action steps.
- Survey results will provide a baseline. Progress on action will be evaluated through strategic metrics and assessment.



CWC Survey Results – Survey Administration

- 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
- Across the CU System, more than 30,000 surveys were completed by employees and students (33% response rate)
 - ~13,000 Undergraduate (26% response rate)
 - ~6,000 Graduate (33% response rate)
 - ~4,100 Faculty (40% response rate)
 - ~7,000 Staff (64% response rate)



CWC Survey Result – Reporting Timeline

February 2022

April 2022

July 2022

*2/10-11: BOR presentation
on Strategic Plan Aligned
Questions*

*4/7: BOR update on campus
level results (highlights, key
demographics, and action
planning progress)*

*TBD: BOR update on
campus level action
planning*

Campus data processing, analysis,
and beginning internal sharing of
results when available

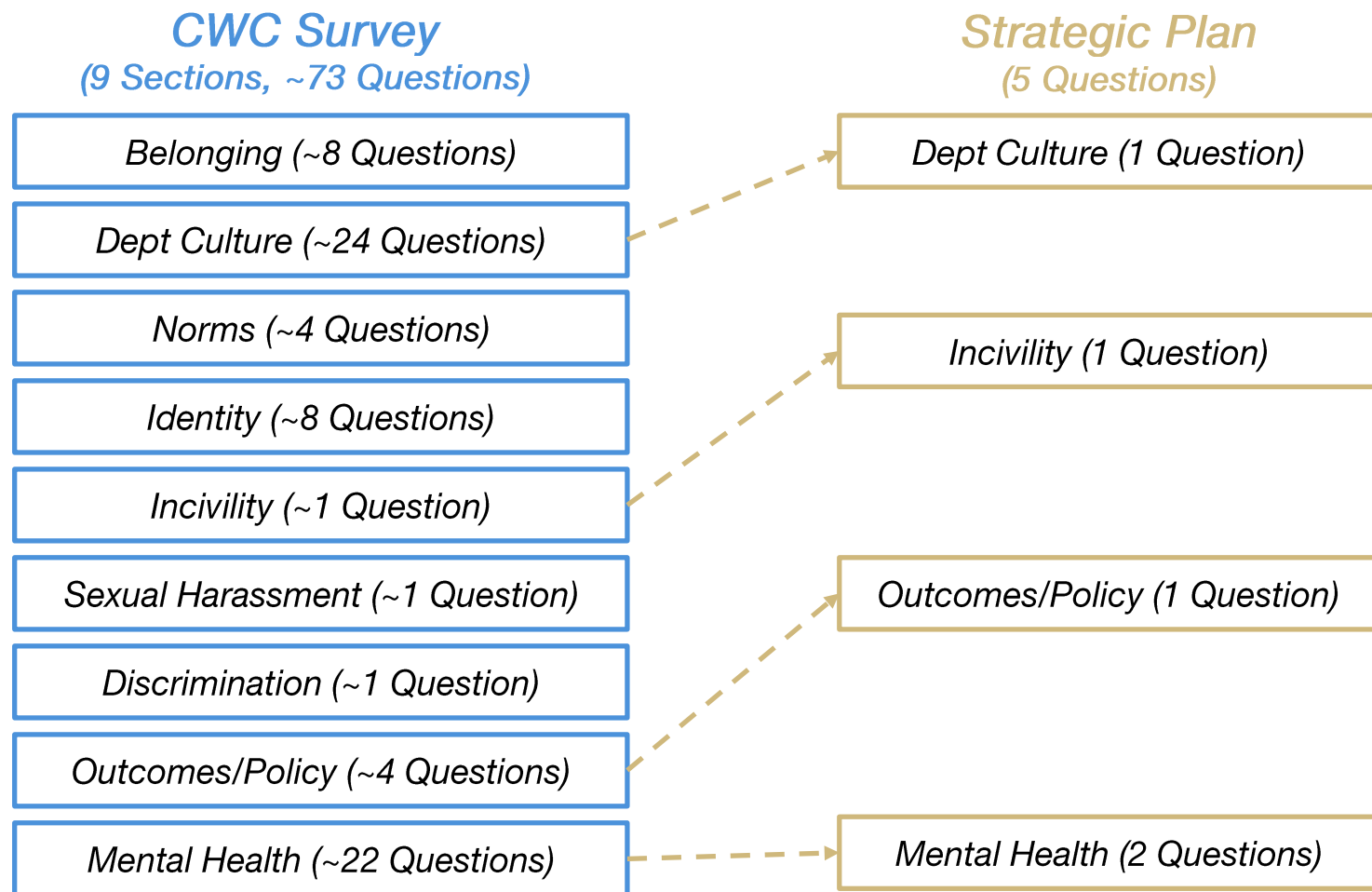
April: Release of survey
results to campus



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CWC Survey & Strategic Plan Alignment



~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.



CWC Survey Results – Dept Culture Question

Acceptance/Culture

- **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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CWC Survey Results – Outcomes/Policy Question

Reporting Harassment & Discrimination

- **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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CWC Survey Results – Incivility Question

Civility

- **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)



Mental Health and Wellness Perceptions

Wellness Programs

- **Faculty & Staff:** Please indicate whether each of the following are a *barrier that prevents you from participating in wellness-at-work programs*. (Yes/No)
 - Job responsibilities make it difficult to participate (shift work, coverage, fee based work)
 - I forget to attend or participate
 - Concerns about confidentiality
 - Lack of personal motivation
 - Time management (have trouble fitting anything else into my busy schedule)
 - Schedule of programs do not work for me
 - Wellness programs are not offered at a convenient location
 - My supervisor does not allow me to attend
 - Lack of interest in wellness activities available to me
 - Injury or disability
 - Cost
 - Not supported by coworkers
 - Do not feel comfortable participating in wellness-at-work programs
 - Do not have the knowledge needed to participate
 - Other



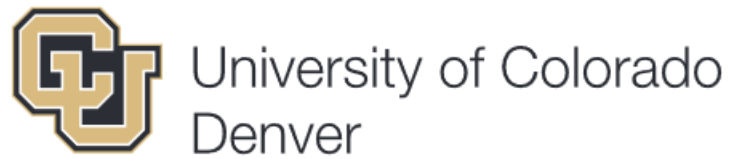
Mental Health and Wellness Perceptions

Work Life Balance

- **Faculty, and Staff:** Within the last 12 months I have felt...
 - *My department values the balance between my job and life outside the work setting*

Strongly Disagree (Scale=1)	Disagree (2)	Somewhat Disagree (3)	Somewhat Agree (4)	Agree (5)	Strongly Agree (6)
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CWC Survey Response Rates – CU Denver

	# Emails Delivered	# Survey Responses	% Response
Undergraduate Students	9,926	1,684	17%
Graduate Students	4,934	1,017	21%
Faculty	1,113	481	43%
Staff	818	553	68%
TOTAL	16,791	3,735	22%

Number of Survey Responses includes those who submitted a survey response, even if the response was partially complete or they selected “I decline to participate,” but excludes those who opened the survey and then took no further actions.

Immediately after the survey collection was completed, **engagement** rates for the survey were published in a communique from Chancellor Marks and Vice Chancellor Farias. Those rates reflect the percent of respondents who opened their surveys, even if they took no further action. As such, those rates were slightly higher than the rates shown here, with an overall engagement rate of 25%



CWC Survey Results – CU Denver

Acceptance/Culture

... I am comfortable expressing ideas or opinions in [my department/class] without fear it will affect how people treat me

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Undergrad Students	18%	16%	63%	1,477	4.6
Graduate Students	17%	14%	64%	919	4.6
Faculty	26%	19%	52%	454	4.3
Staff	21%	17%	62%	518	4.5



CWC Survey Results – CU Denver

Reporting Harassment & Discrimination

If I reported a problem related to identity-based discrimination or harassment... I feel like my concerns would be taken seriously by my campus

	Distribution Summary				Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	*Don't Know/Not Sure	#	Avg (1 – 6)
Undergrad Students	12%	12%	61%	15%	1,357	4.8
Graduate Students	10%	11%	60%	18%	863	4.9
Faculty	19%	15%	56%	11%	442	4.5
Staff	16%	15%	60%	9%	508	4.7

*This category was included due to comparably much higher figures being observed, relative to the other agreement questions



CWC Survey Results – CU Denver

Civility

...have you experienced any of these behaviors in the context of your CU-related activities

	% Reporting Incivility Behaviors	Top Three Incivilities Reported (%)
Undergrad Students	35%	1) Condescension or dismissive remarks (16%) 2) Someone constantly interrupting or talking over you (12%) 3) Your work being undermined or impeded (11%)
Graduate Students	37%	1) Non-responsiveness or slow responsiveness to emails or requests (21%) 2) Condescension or dismissive remarks (15%) 3) *Demands of excessive sacrifices in your time, health, or social life (12%)
Faculty	49%	1) Non-responsiveness or slow responsiveness to emails or requests (26%) 2) Condescension or dismissive remarks (22%) 3) Someone constantly interrupting or talking over you (14%)
Staff	61%	1) Non-responsiveness or slow responsiveness to emails or requests (41%) 2) Condescension or dismissive remarks (28%) 3) Someone constantly interrupting or talking over you (26%)

*This prompt was only asked of graduate students



CWC Survey Results – CU Denver

Wellness Programs

...barriers preventing wellness-at-work program participation

	% Reporting Participation Barriers	Top Three Barriers Reported (%)
Faculty	92%	<ol style="list-style-type: none">1) Time management (have trouble fitting anything else into my busy schedule) (70%)2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (35%)3) Schedule of programs does not work for me Lack of interest in wellness activities available to me (*32%)
Staff	90%	<ol style="list-style-type: none">1) Time management (have trouble fitting anything else into my busy schedule) (67%)2) Job responsibilities make it difficult to participate (shift work, coverage, fee-based work) (43%)3) Schedule of programs does not work for me Cost (*39%)

*Both items were selected at exact same rate



CWC Survey Results – CU Denver

Work Life Balance

My department values the balance between my job and life outside the work setting.

	Distribution Summary			Summary Statistics	
	Strongly Disagree /Disagree /Somewhat Disagree (1,2,3)	Somewhat Agree (4)	Strongly Agree /Agree (5,6)	#	Avg (1 – 6)
Faculty	25%	20%	55%	394	4.3
Staff	23%	19%	58%	503	4.4

