



Feb. 6, 2024
Draft for discussion purposes

CAMPUS AND WORKPLACE CULTURE SURVEY

HIGHLIGHTS FROM FALL 2023 PULSE SURVEY – STAFF

SURVEY CONTEXT

The Campus and Workplace Culture (CWC) survey was initially administered in Fall 2021 across all CU campuses and will be administered in full every four years. Each campus has been tasked with administering at least one “pulse” or check-in survey between full administrations. The goal of the pulse surveys is to check progress on key areas while using an abbreviated survey instrument that is less time consuming for respondents. Most items on the 2023 Pulse survey were identical to items on the 2021 full survey, providing comparative, longitudinal data.

The Denver campus CWC Pulse survey was administered in Fall 2023. Staff, faculty, undergraduate students, and graduate students received similar surveys, with slight adjustments to ensure prompts were appropriate for the population. The Pulse survey covered areas including sense of belonging, campus culture, success and satisfaction, and demographic questions.

Participation Rates

The pulse survey was administered to faculty and staff in mid-October of 2023. The participation rate for staff was 49%, or 413 responses.

KEY FINDINGS – STAFF

Overall Strengths

Items to which greater than 65% of staff respondents agreed or strongly agreed have been identified as strengths here.

- 73% of respondents agreed or strongly agreed their department values the balance between their job and life outside the work setting.
- 72% of respondents agreed or strongly agreed that their work is respected by the people they work with.

Additionally, items with 5% or more improvement in response from 2021 to 2023 have been identified as strong areas of improvement.

- My department values the balance between my job and life outside the work setting: **+15%**, 73%
- I have a performance plan with clear expectations: **+9%**, 63%
- I'm treated like I belong: **+7%**, 62%
- I have been offered opportunities to learn and grow: **+7%**, 53%

Overall Areas for Growth

Items to which less than 50% of respondents agreed or strongly agreed have been identified as areas for growth here. Notably, each of these items did see an increase in positive response from 2021.

- 44% of respondents agreed or strongly agreed that at CU, faculty and staff can succeed to their full potential, no matter how they identify (new item in Fall 2023).
- 46% of respondents agreed or strongly agreed that department resources are allocated transparently. **+4%**
- 48% of respondents agreed or strongly agreed that supervisors/department leaders/senior faculty address problematic behaviors that undermine the work environment. **+6%**
- 49% of respondents agreed or strongly agreed that they have a sense of community. **+3%**

One item saw considerable decrease in positive response between 2021 and 2023.

- Staff members were less likely to agree/strongly agree that they are proud to work at CU, compared to 2021: **-7%**, 63%

SUB-POPULATION DIFFERENCES

Differences based on Race/Ethnicity

- White staff were more likely to agree/strongly agree to the following item than People of Color:
 - At CU, faculty and staff can succeed to their full potential, no matter how they identify; new item in 2023 (W: 45%; PoC: 39%)
- People of Color were more likely to agree/strongly agree to the following item than white respondents:
 - Department resources are allocated transparently (PoC: 54%, W: 44%)
 - I have a performance plan with clear expectations (PoC: 68%, W: 63%)
- Latinx/Hispanic staff members responded least positively to the item "I have a sense of community," with only 41% agreeing or strongly agreeing.

Differences based on Gender Identity

New in 2023, the faculty and staff surveys included a gender identity item, which was previously included only for students. To protect respondent anonymity and due to small group sizes, responses from individuals who selected gender fluid, genderqueer, non-binary, or queer are only being reported in places where faculty and staff data are combined.

- Men were more likely to agree/strongly agree to the following items than women:
 - At CU, faculty and staff can succeed to their full potential, no matter how they identify; new item in 2023 (M: 53%; W: 40%)

- Department resources are allocated transparently (M:54%, W: 45%)
- I am comfortable expressing ideas or opinions without fear that it will affect how individuals in my department treat me (M: 66%; W: 57%)
- I am proud to work at CU (M: 69%, W: 63%)
- I have a performance plan with clear expectations (M: 75%, W: 61%)
- My department values the balance between my job and life outside the work setting (M: 79%, W: 71%)
- Supervisors/department leaders/senior faculty effectively address problematic behaviors that undermine the work environment (M: 55%, W: 48%)
- Women were more likely to agree/strongly agree to the following items than men:
 - If I had to do it over again, I would choose to work at CU (W: 64%, M: 57%)
 - I have a sense of community (W: 52%, M: 46%)
 - In the past 12 months, I have seriously considered leaving CU (W: 45%, M: 33%)
 - This item is negatively worded. More agreement is less positive.

NEXT STEPS

- Faculty/Staff highlights will be shared with Deans and Shared Governance groups over the next week.
- The [Tableau dashboard](#) will be made public and shared with the campus community this spring.
- Student responses will be added to the dashboard and analyzed for highlights this spring.

For questions about the survey analysis, contact OIRE's Laura.Perrigo@ucdenver.edu.