



Feb. 1, 2024  
Draft for discussion purposes

# **CAMPUS AND WORKPLACE CULTURE SURVEY**

## **HIGHLIGHTS FROM FALL 2023 PULSE SURVEY – FACULTY**

### **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 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 in mid-October of 2023, and the participation rate was 26% (307 responses).

### **KEY FINDINGS – FACULTY**

#### **Overall Strengths**

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

- 67% of respondents agreed or strongly agreed that their work is respected by the people they work with.
- 63% of respondents agreed or strongly agreed their department values the balance between their job and life outside the work setting.

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

- Evaluation criteria for performance and promotion are clear: **+10%**, 58%
- Department resources are allocated transparently: **+7%**, 53%

- My department values the balance between my job and life outside the work setting: **+7%**, 63%
- I'm treated like I belong: **+5%**, 55%

### Overall Areas for Growth

Items to which less than 50% of respondents agreed or strongly agreed have been identified as areas for growth here.

- 39% of respondents agreed or strongly agreed that supervisors/department leaders/senior faculty address problematic behaviors that undermine the work environment. **+0.3%**
- 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).
- 44% of respondents agreed or strongly agreed that they have a sense of community. **+6%**

Some items saw considerable decrease in positive response between 2021 and 2023.

- More faculty members agreed or strongly agreed to the item "In the past 12 months, I have seriously considered leaving CU" compared to 2021: **+10%** (negatively worded item), 40%
- Faculty members were less likely to agree/strongly agree to the following items, compared to 2021:
  - I am proud to work at CU: **-9%**, 59%
  - I have been offered opportunities to learn and grow: **-5%**, 50%

## SUB-POPULATION DIFFERENCES

### Differences Based on Race/Ethnicity

- White faculty were more likely to agree/strongly agree to the following items than People of Color:
  - If I had to do it over again, I would choose to work at CU (W:63%, PoC: 54%)
  - At CU, faculty and staff can succeed to their full potential, no matter how they identify; new item in 2023 (W: 47%, PoC: 34%)
  - I am proud to work at CU (W: 62%, PoC: 55%)
  - I have been offered opportunities to learn and grow (W: 54%, PoC: 39%)
  - I'm treated like I belong (W: 58%, PoC: 49%)
- People of Color were more likely to agree/strongly agree to the following item than white respondents:
  - Supervisors/department leaders/senior faculty effectively address problematic behaviors that undermine the work environment (PoC: 44%, W: 38%)
- Asian/Asian American faculty members responded least positively to the item: "At CU, faculty and staff can succeed to their full potential, no matter how they identify," with only 28% agreeing or strongly agreeing.
- Latinx/Hispanic faculty members responded least positively to the item "I have a sense of community," with only 35% 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: 50%, W: 39%)
  - Department resources are allocated transparently (M:56%, W: 50%)
  - I am comfortable expressing ideas or opinions without fear that it will affect how individuals in my department treat me (M: 56%, W: 49%)
  - Supervisors/department leaders/senior faculty effectively address problematic behaviors that undermine the work environment (M: 42%, W: 36%)

### **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](mailto:Laura.Perrigo@ucdenver.edu).

