

**CCSU Campus Climate Survey
Staff
Spring 2020**

Staff Campus Climate Survey, Spring 2020 Overview

➤ Higher Education Research Institute, UCLA

➤ ~ 230 Questions

➤ Comparison Groups:

- Public 4-year Institutions (N=4)

➤ Graphs that follow:

- CCSU  vs Public 4-year Institutions 
- CCSU: Male  vs Female 

Staff Campus Climate Survey, Spring 2020

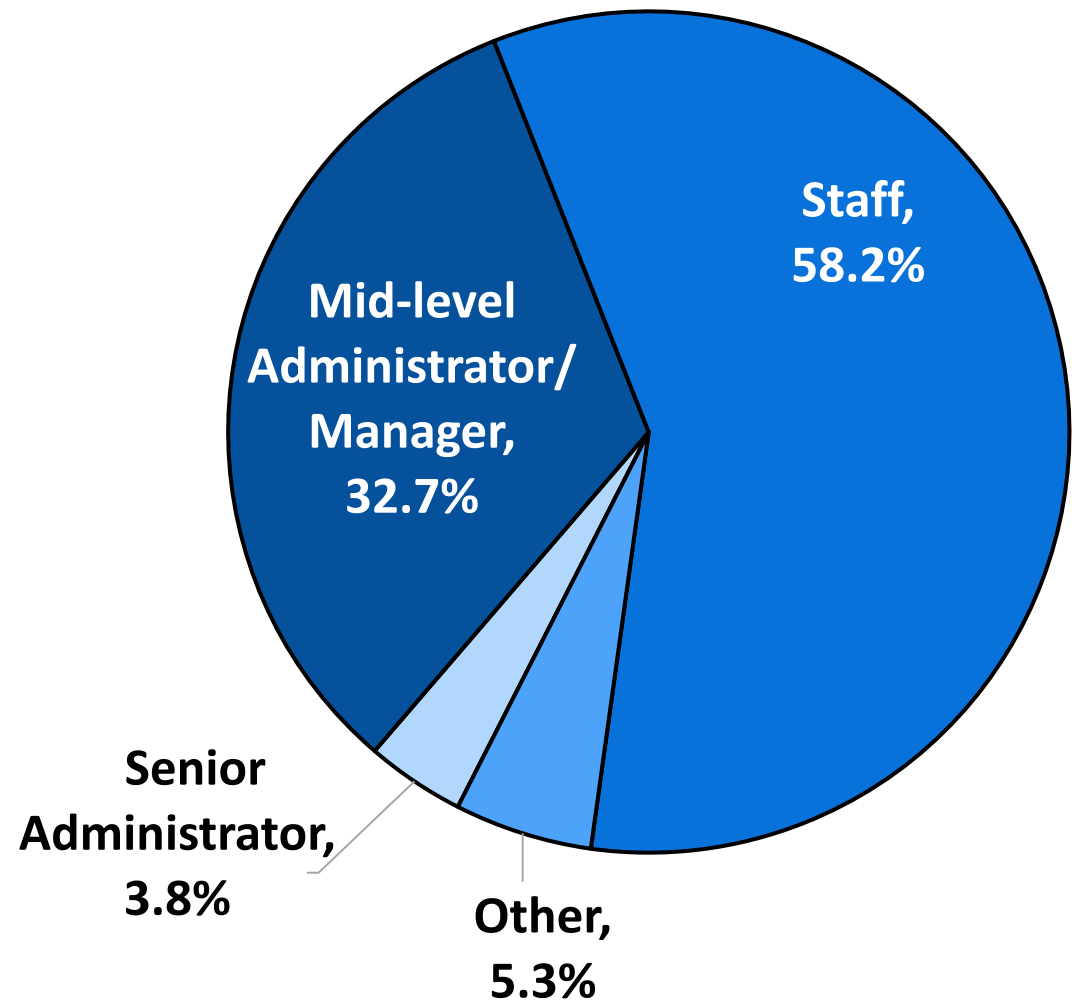
Response Rate

➤ Response rate: 49%

- All non-AAUP employees

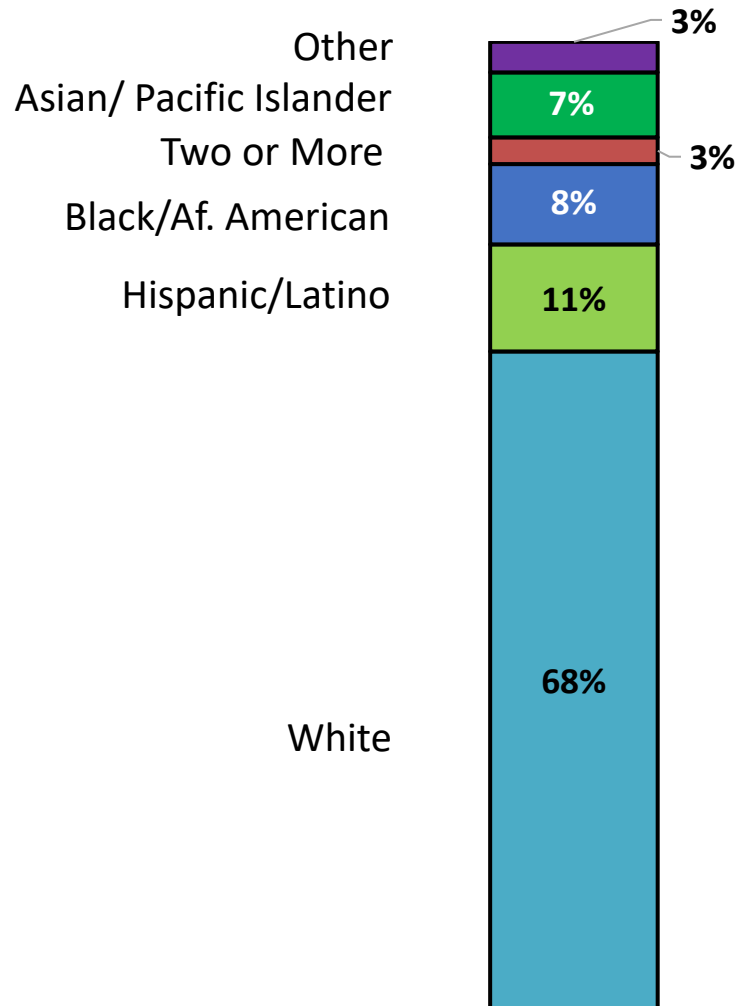
➤ Classification

- Sr. Administrator
 - ExComm
 - Deans
- Mid-Level Administrator
 - Assoc/Asst Dean
 - Director
- Staff
 - Analyst
 - Skilled Craft
 - Admn. Asst.

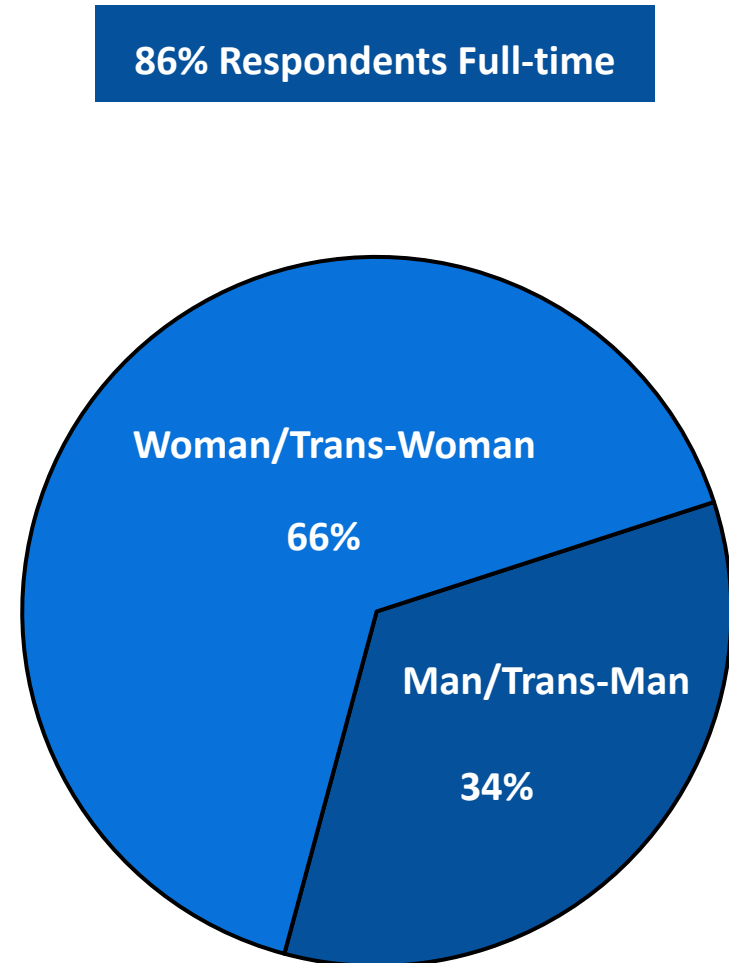


Staff Campus Climate Survey, Spring 2020

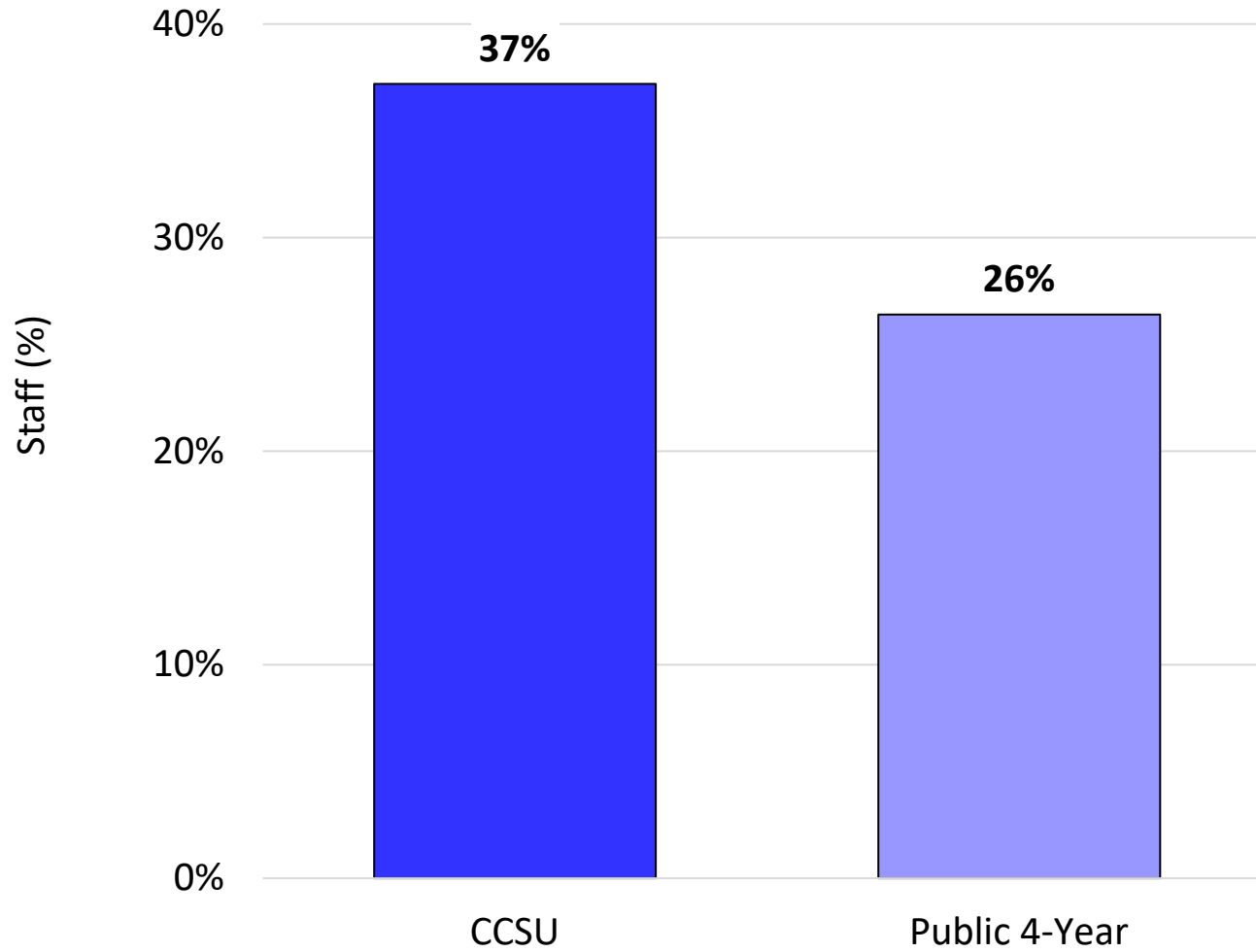
Demographics



Non-Resident Alien 0%
Native American/Alaska Native 0%

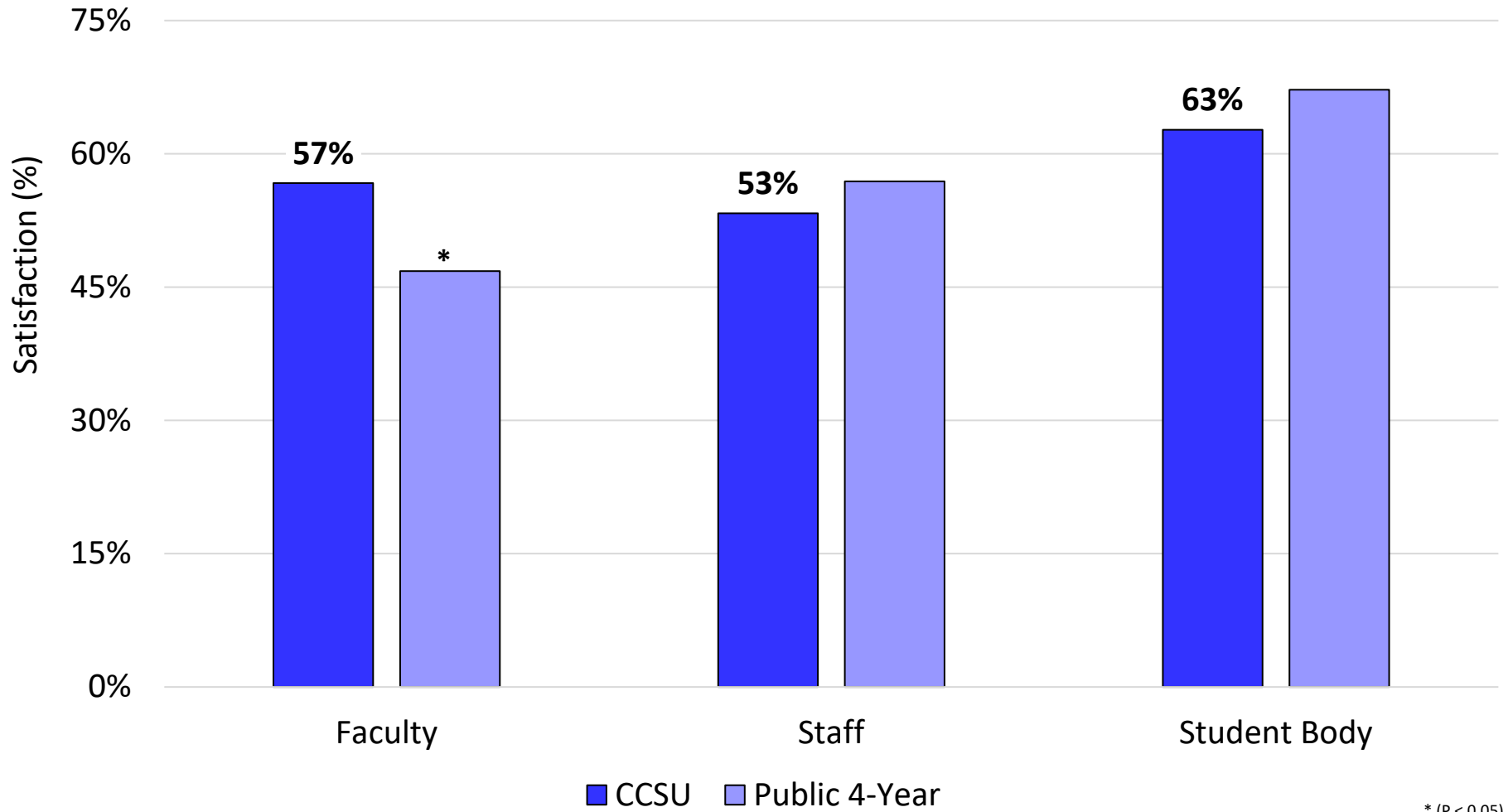


Staff Employed at Institution - 11 or More Years in Current Position



Diversity

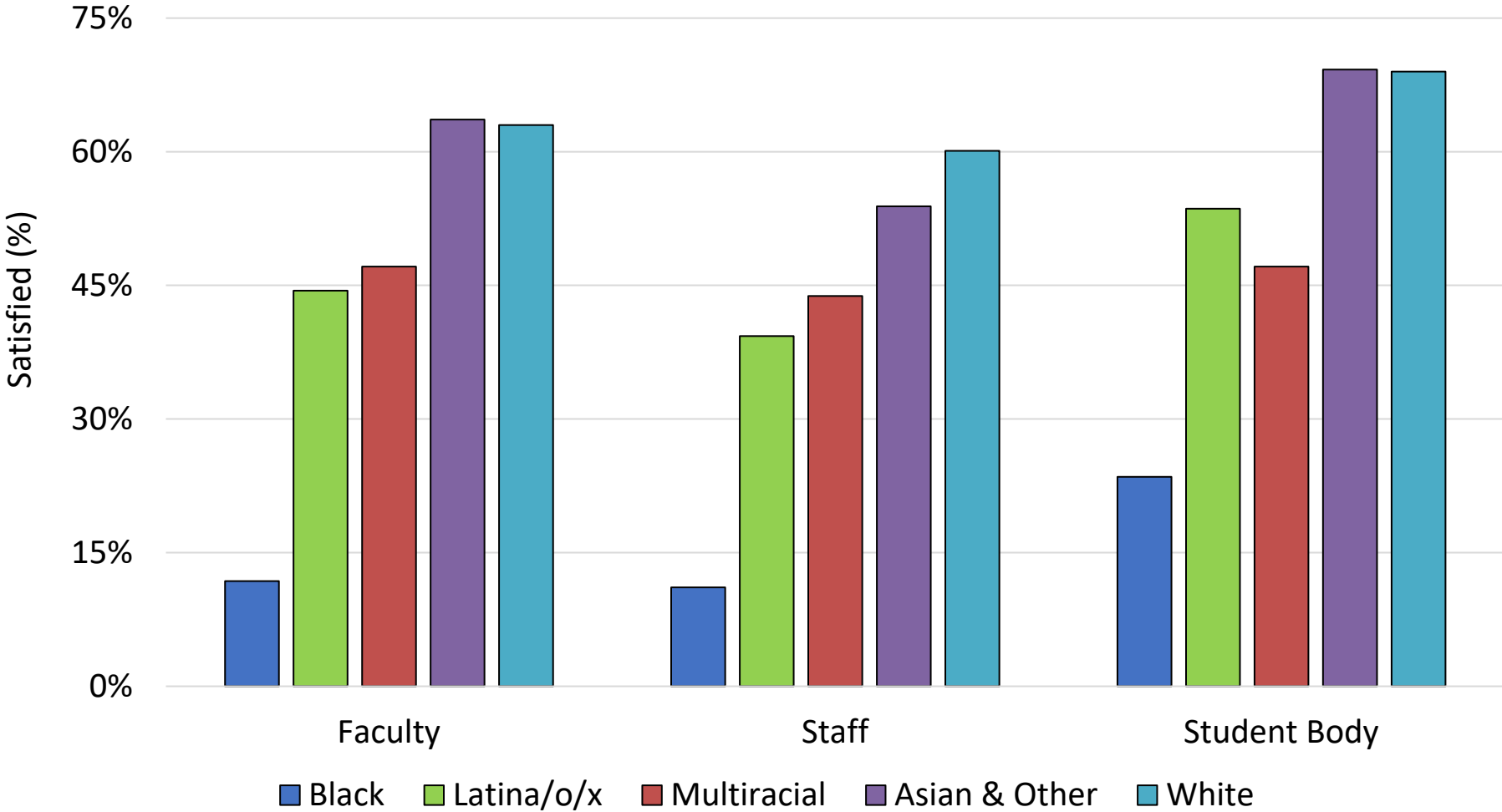
Staff Satisfaction with Racial/Ethnic Diversity of Faculty, Staff & Students (Very Satisfied/Satisfied)



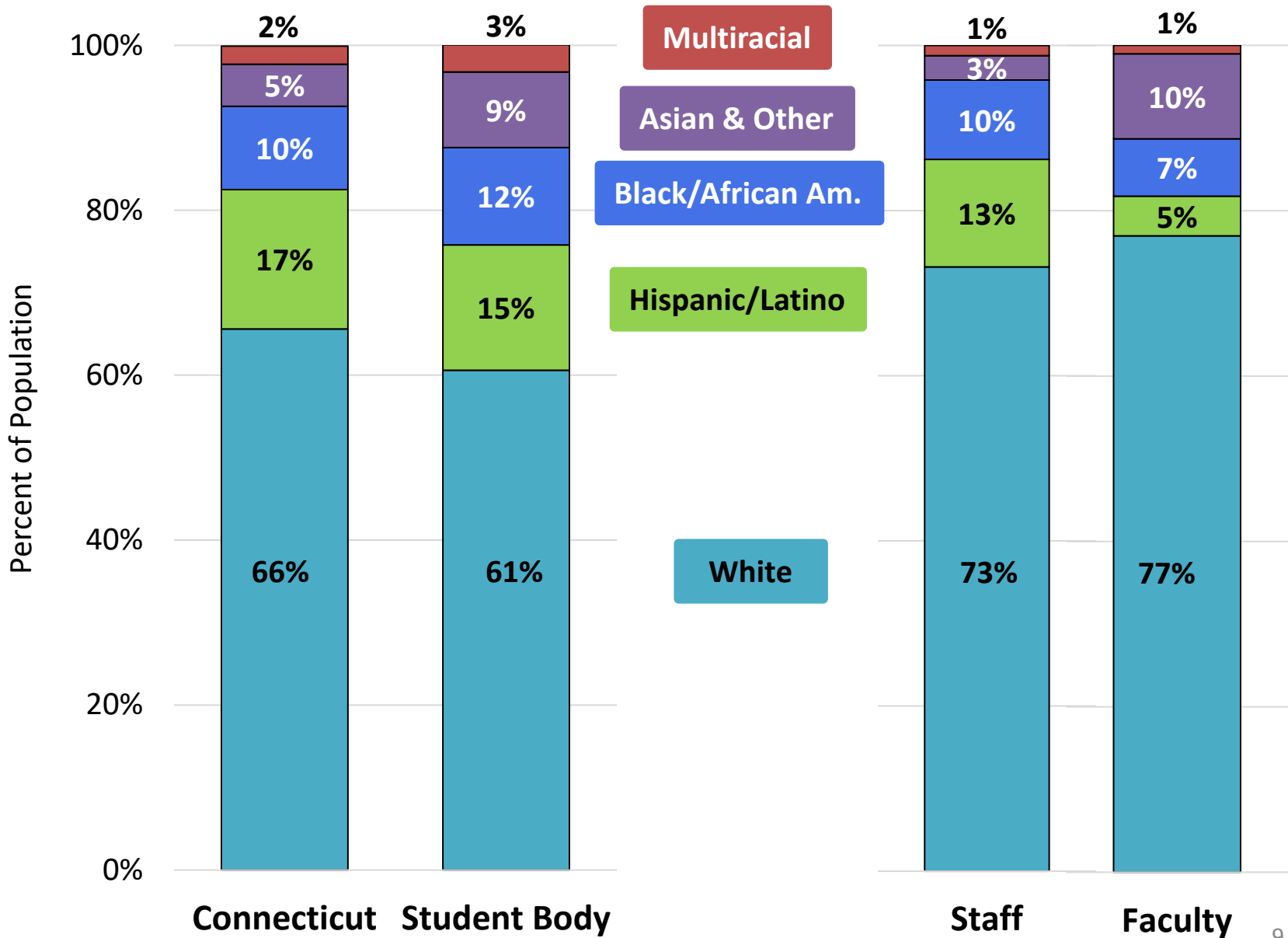
* (P < 0.05)

Staff Satisfaction with Racial/Ethnic Diversity of Faculty, Staff & Students

(Very Satisfied/Satisfied)

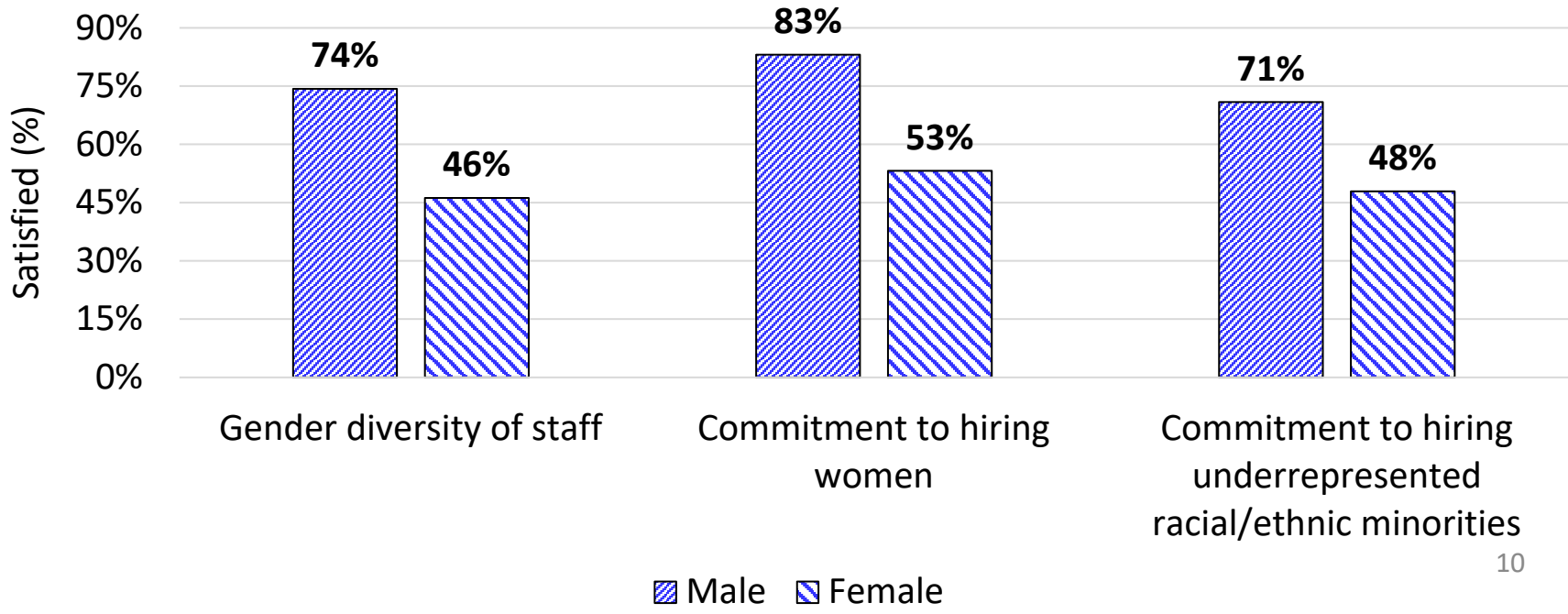
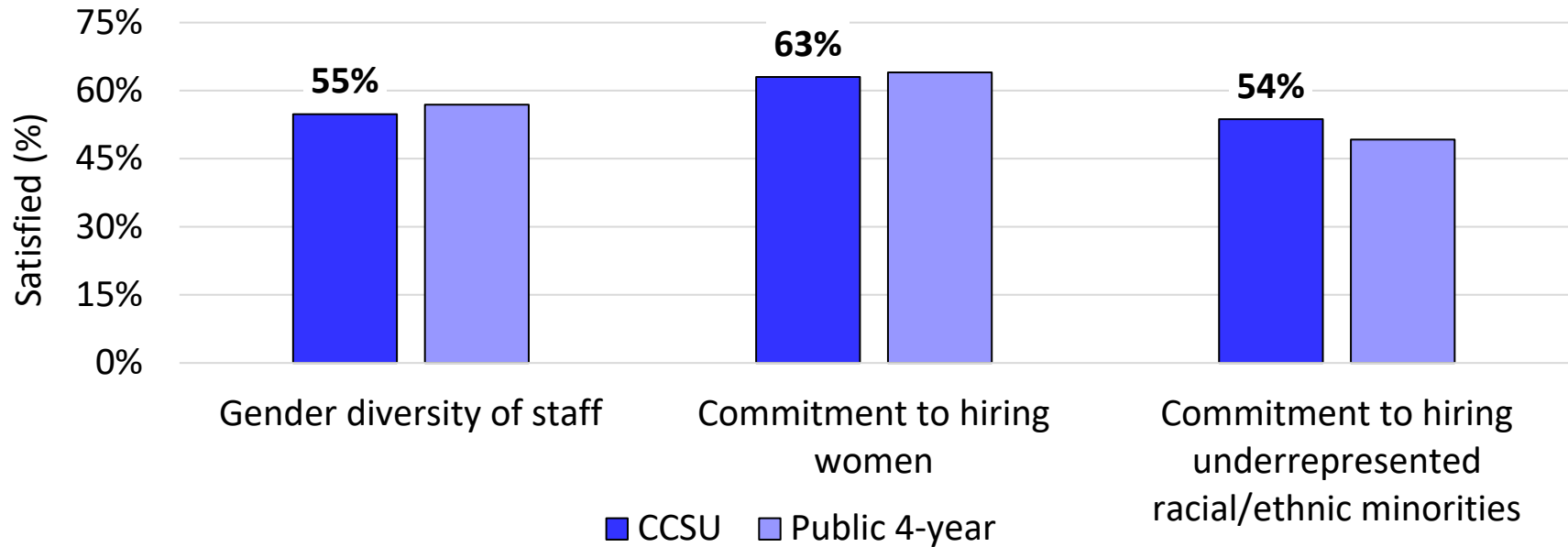


Demographics of Connecticut and CCSU

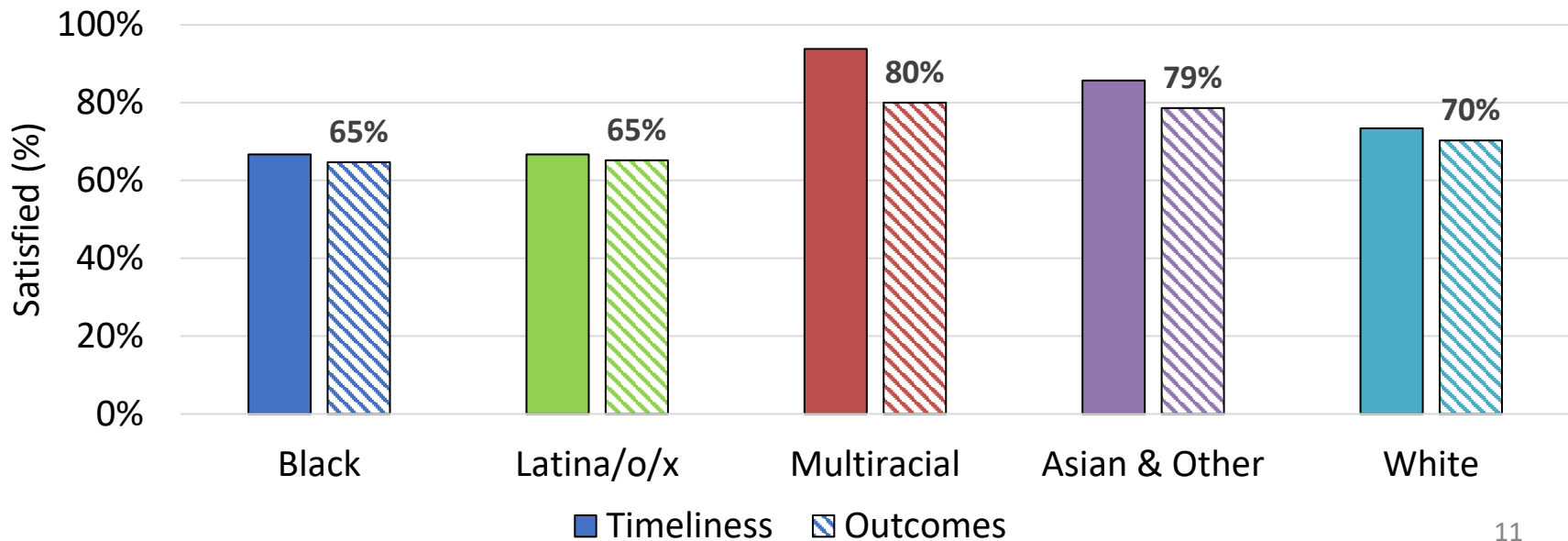
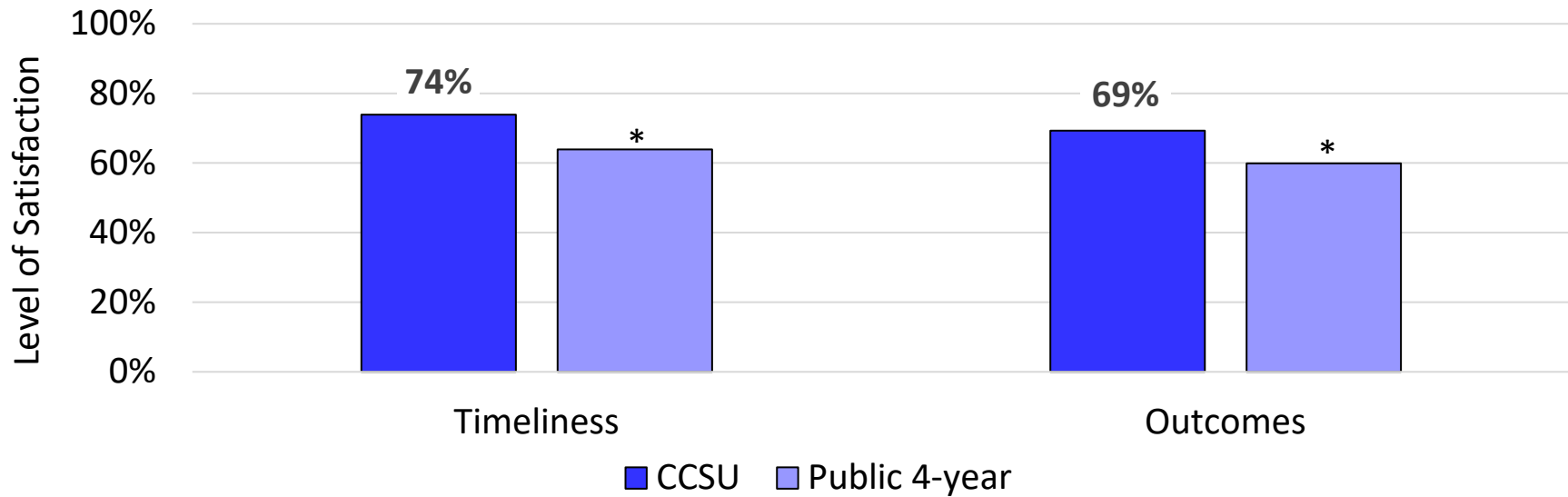


*For CCSU, Other includes Two or More, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, Non-Resident Alien, and Unknown

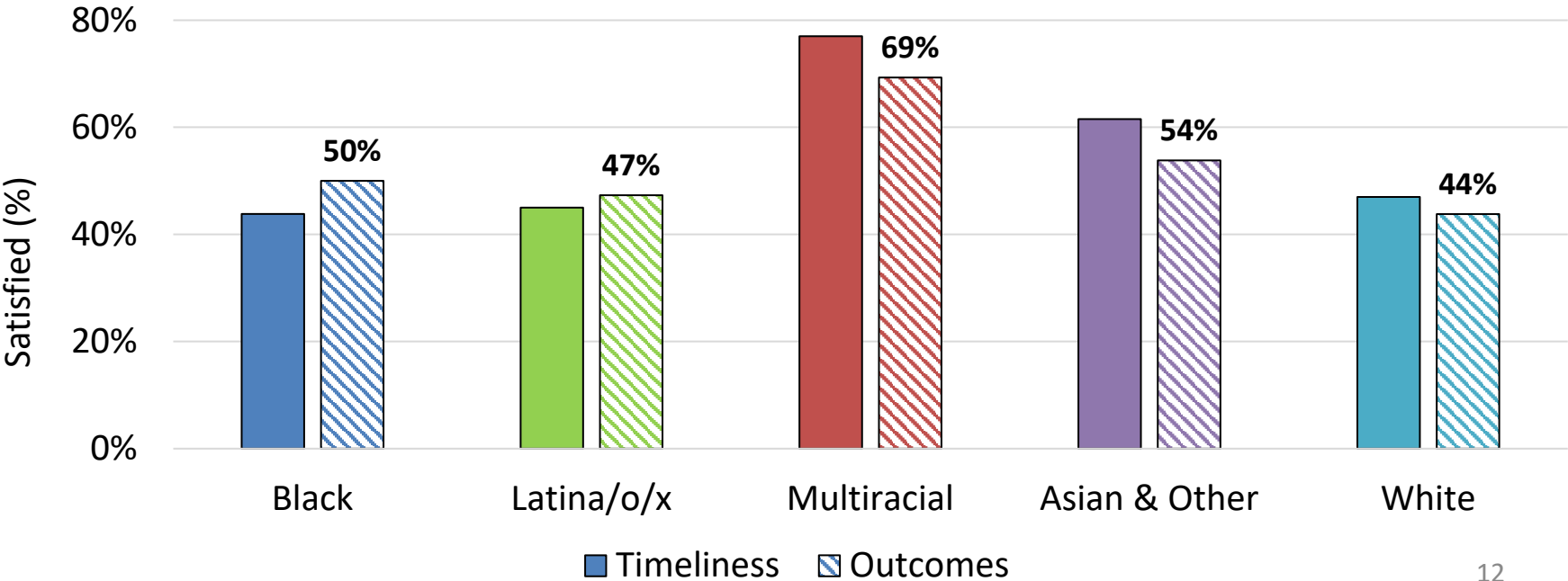
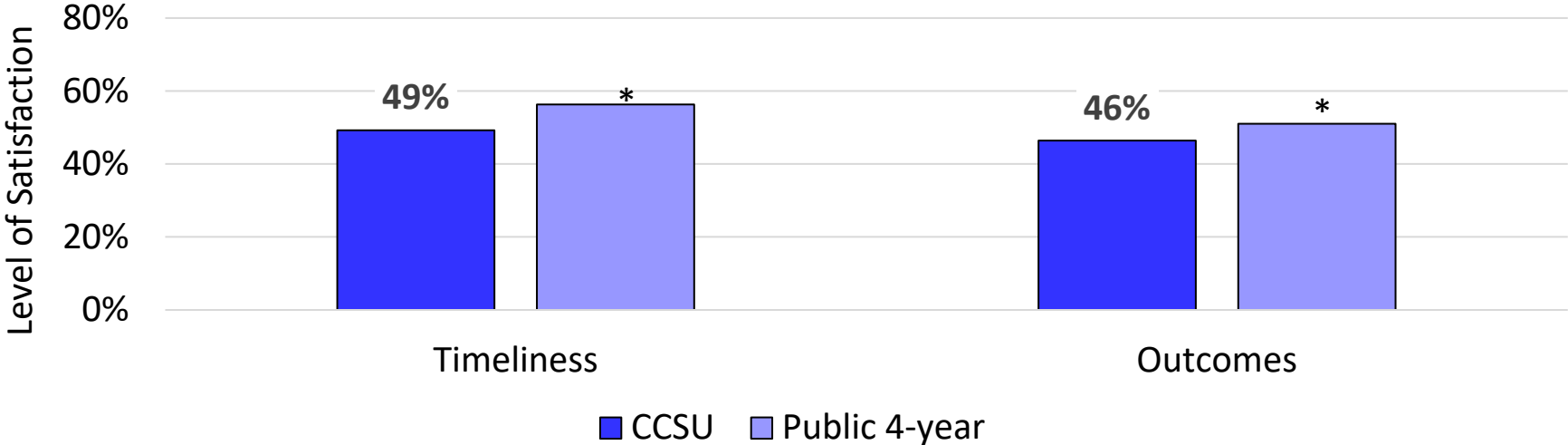
Satisfaction with commitment to diversity (Very Satisfied/Satisfied)



Administrative Response to Campus Emergencies: (Very Satisfied/Satisfied)

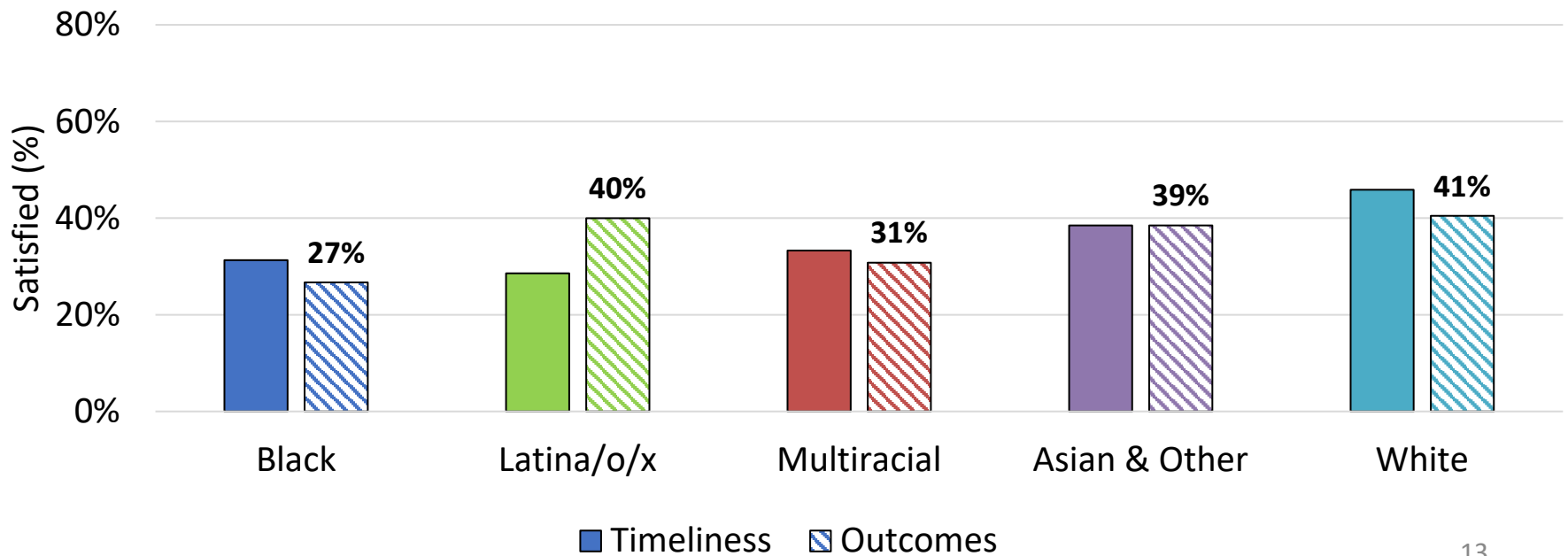
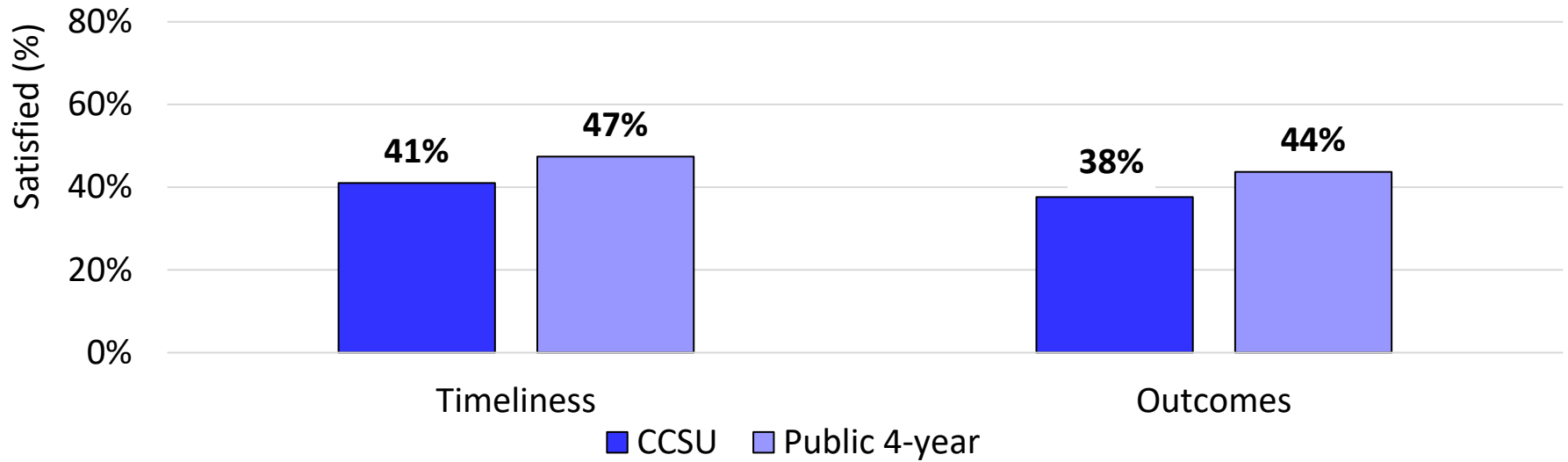


Administrative Response to Incidents of Sexual Assault: (Very Satisfied/Satisfied)

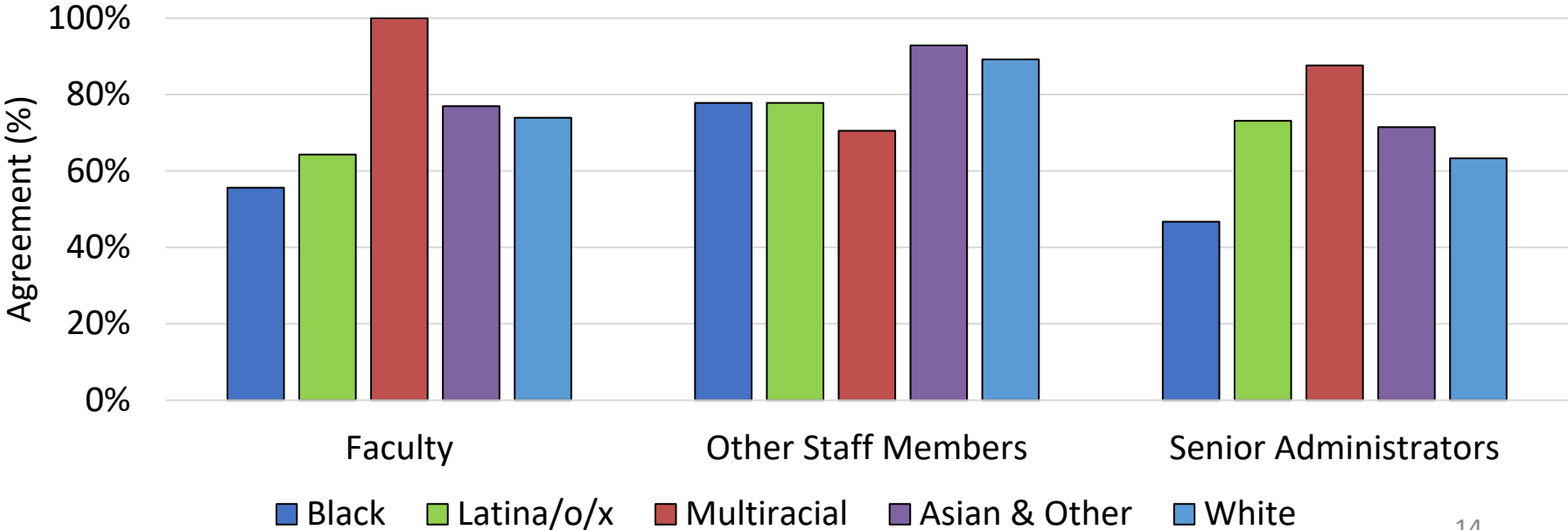
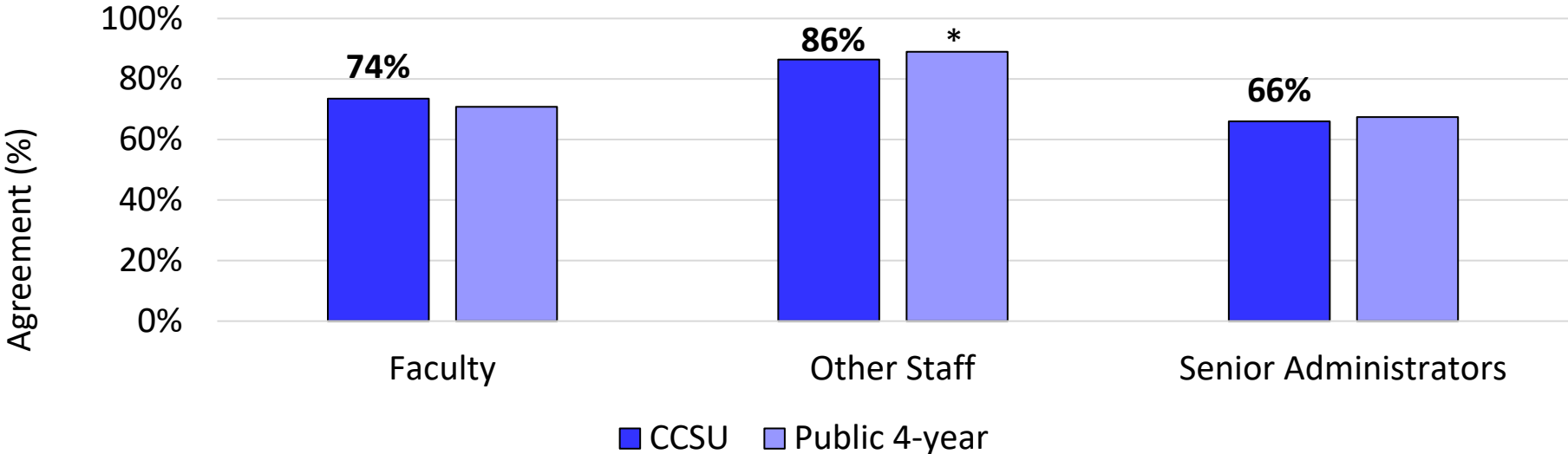


* (P < 0.05)

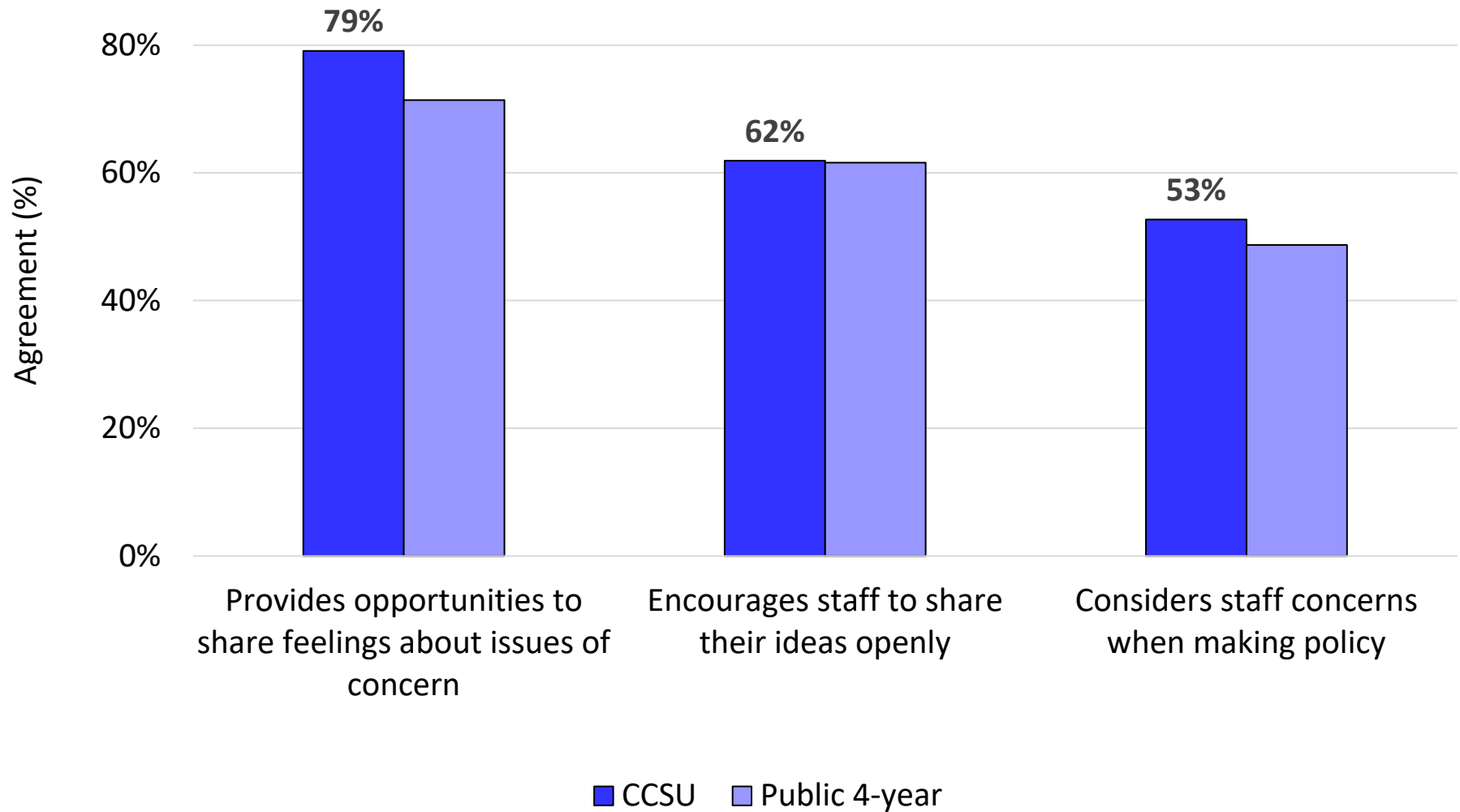
Administrative Response to Incidents Involving Discrimination/Bias: (Very Satisfied/Satisfied)



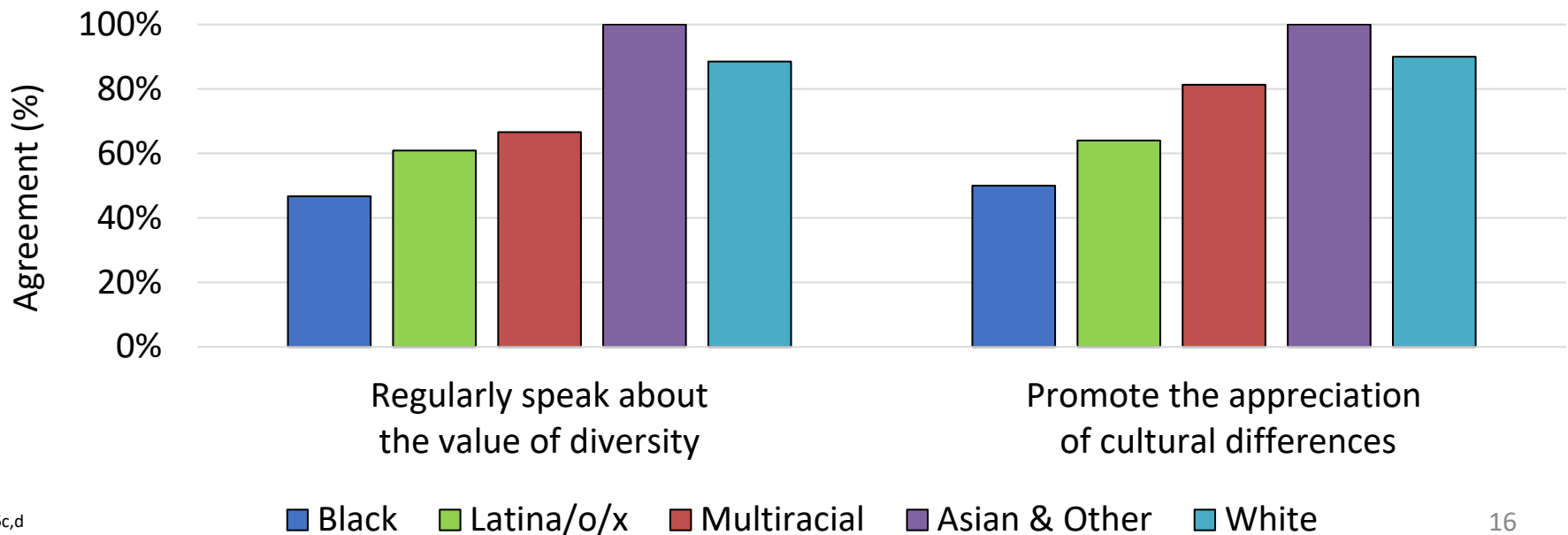
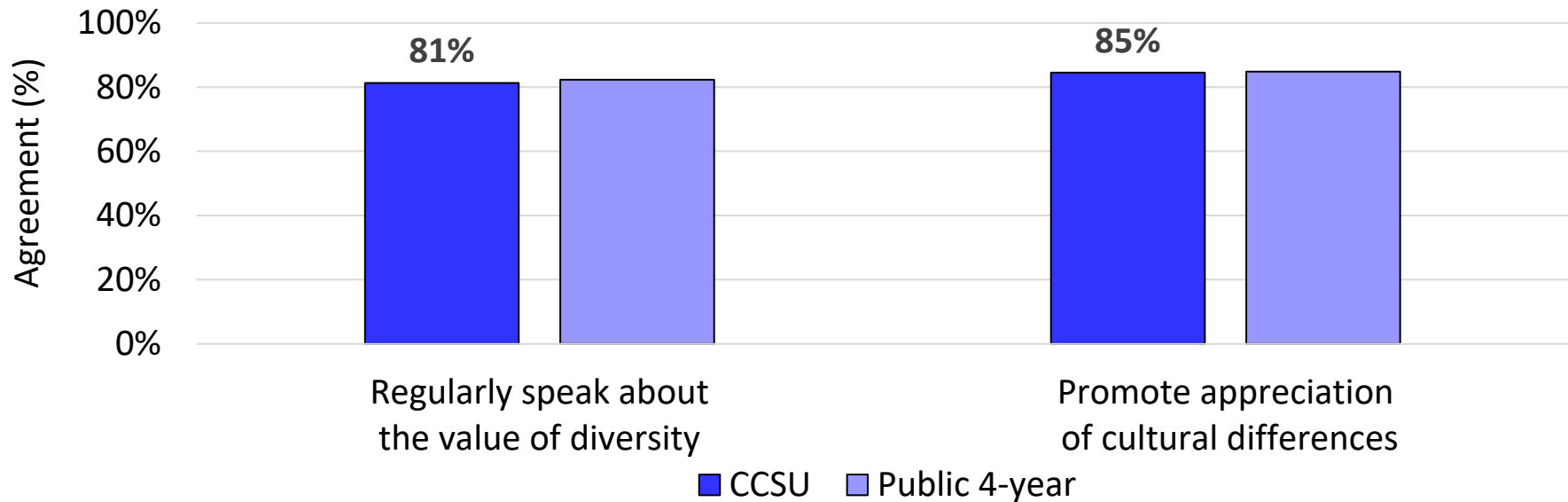
Agreement to which Staff Feel Respected by: (Strongly Agree/Agree)



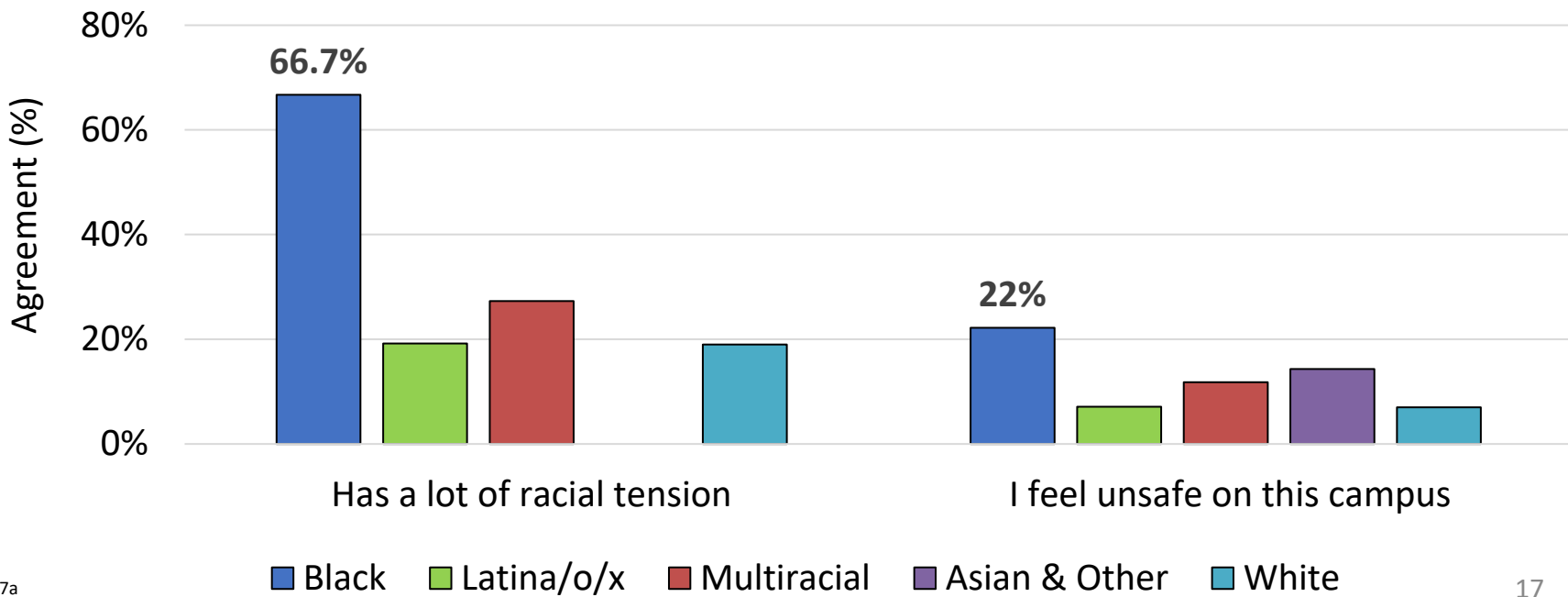
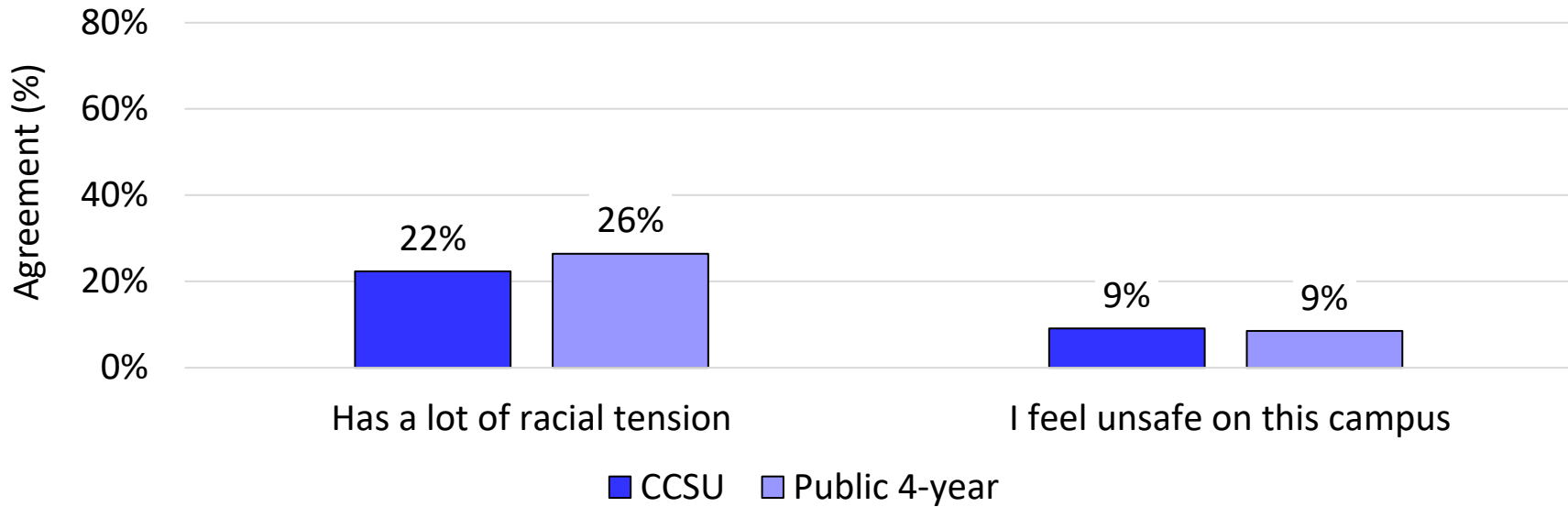
Staff Concerns - This Institution: (Agree/Strongly Agree)



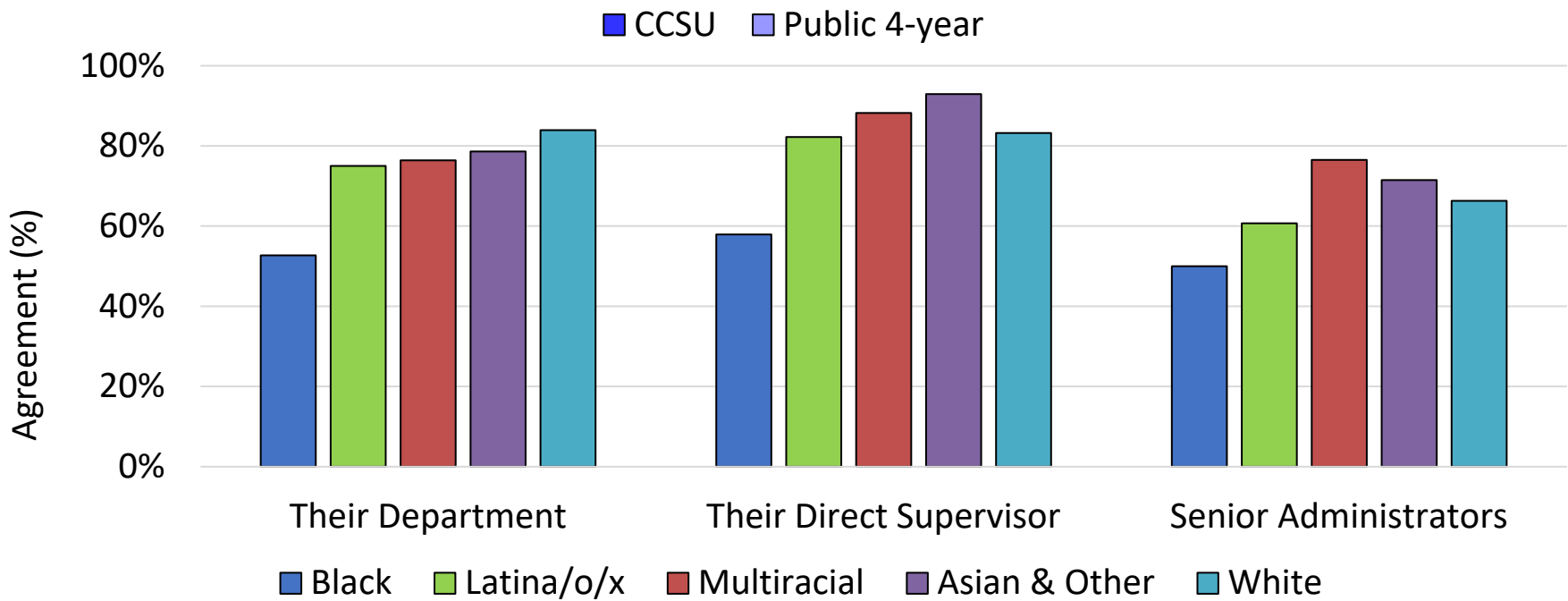
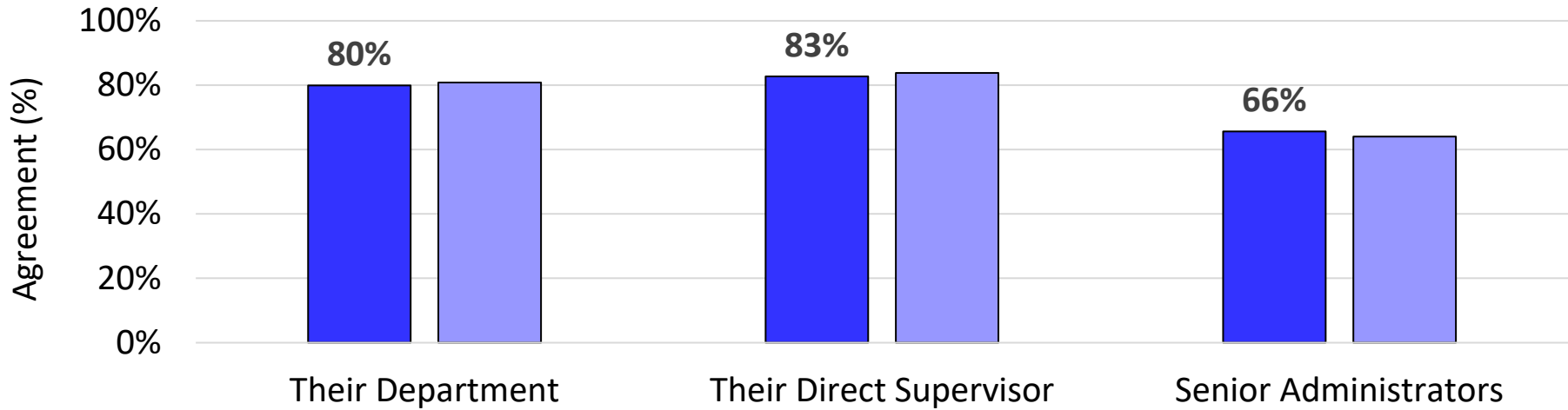
Level of Agreement that Campus Administrators who: (Strongly Agree/Agree)



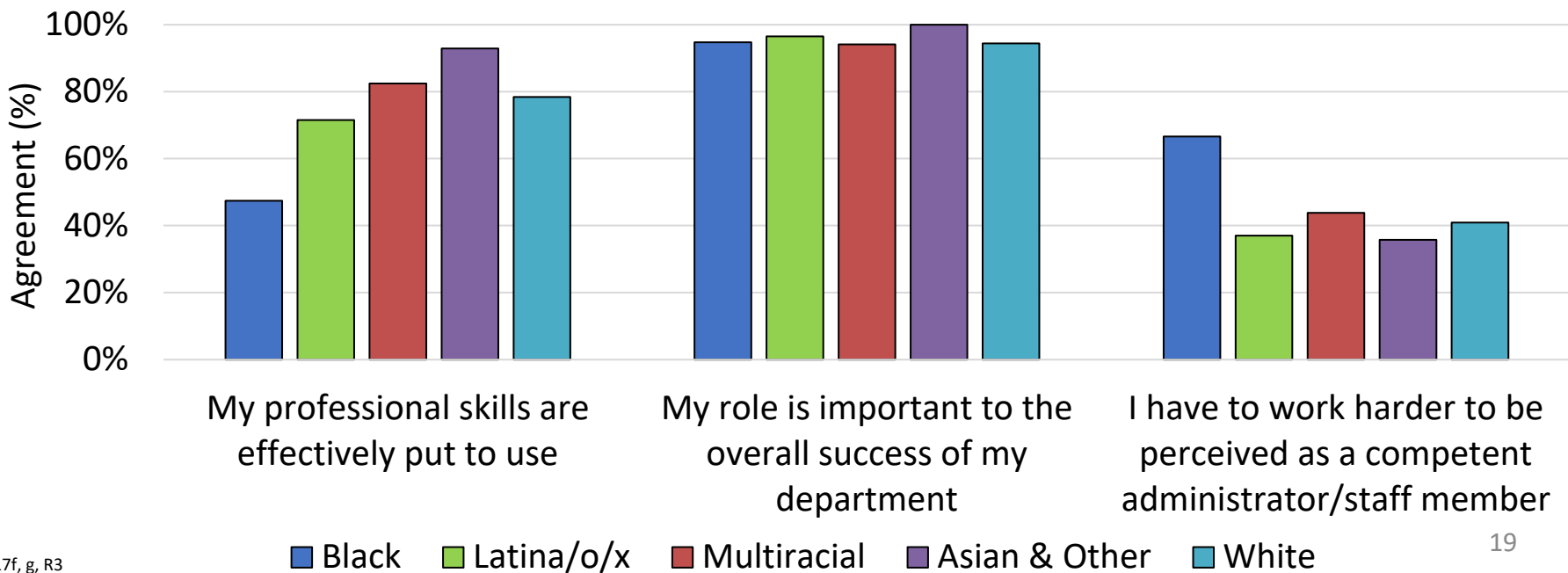
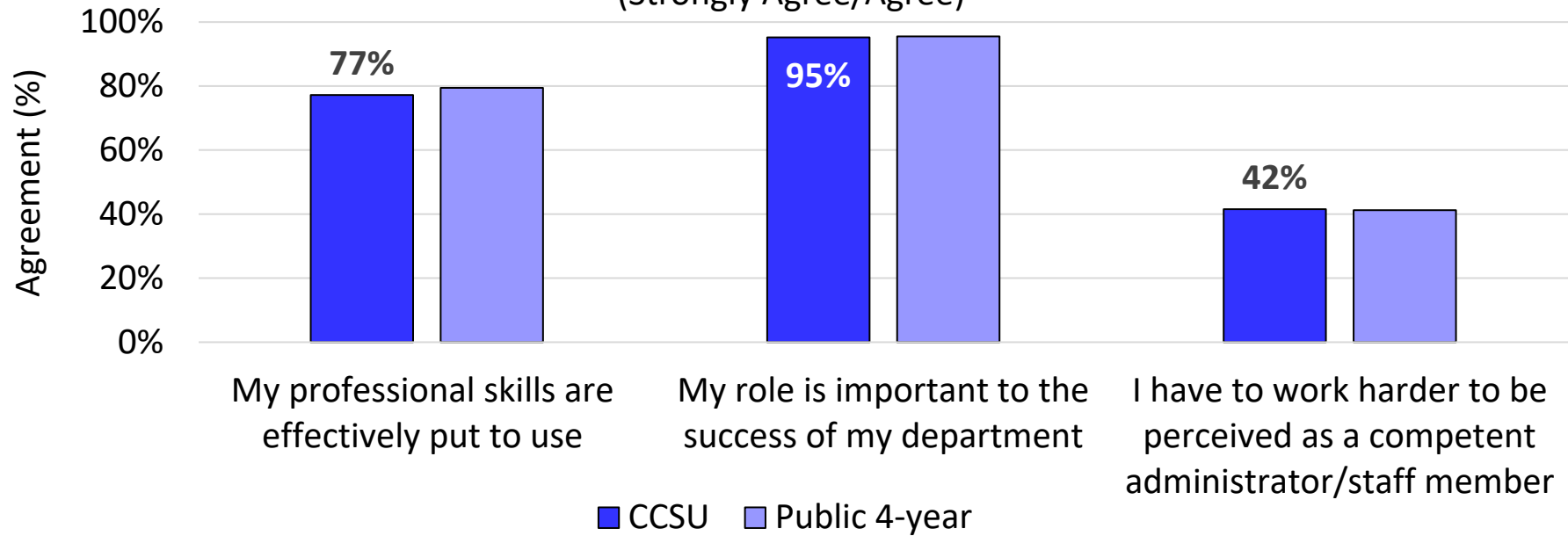
Level of Agreement regarding Racial Tension & Safety: (Strongly Agree/Agree)



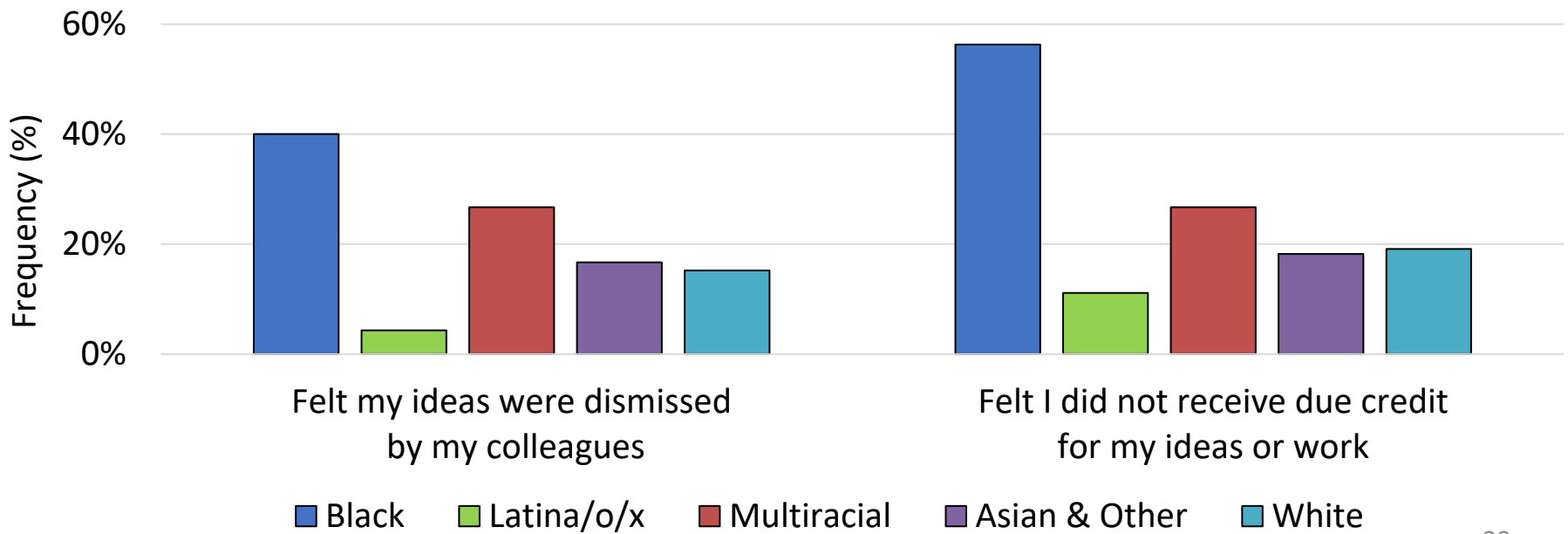
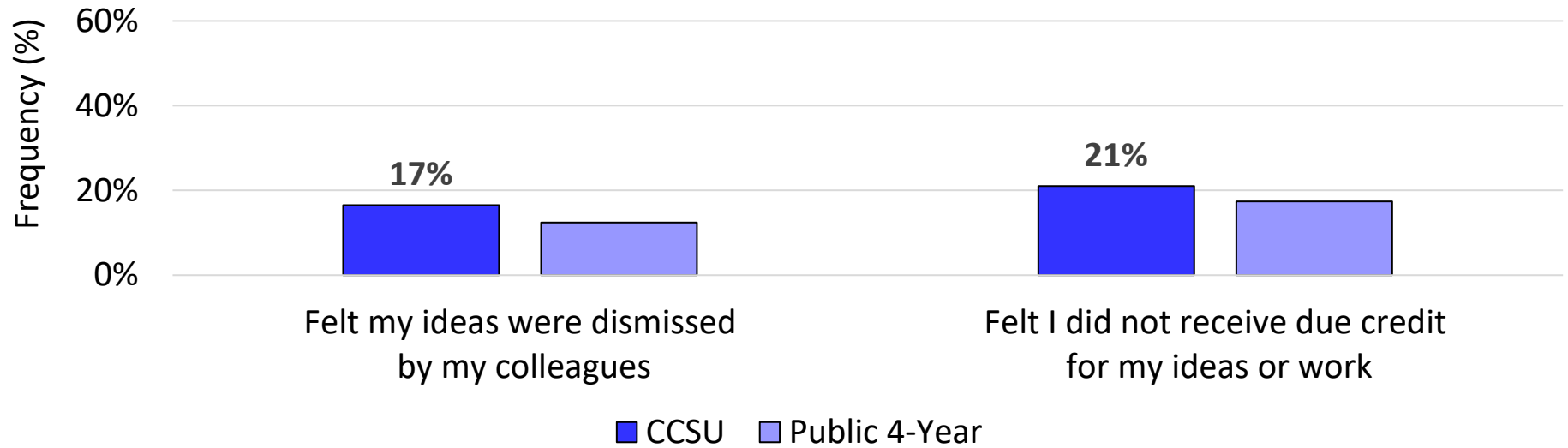
CCSU Staff Feel Their Contributions are Valued by: (Strongly Agree/Agree)



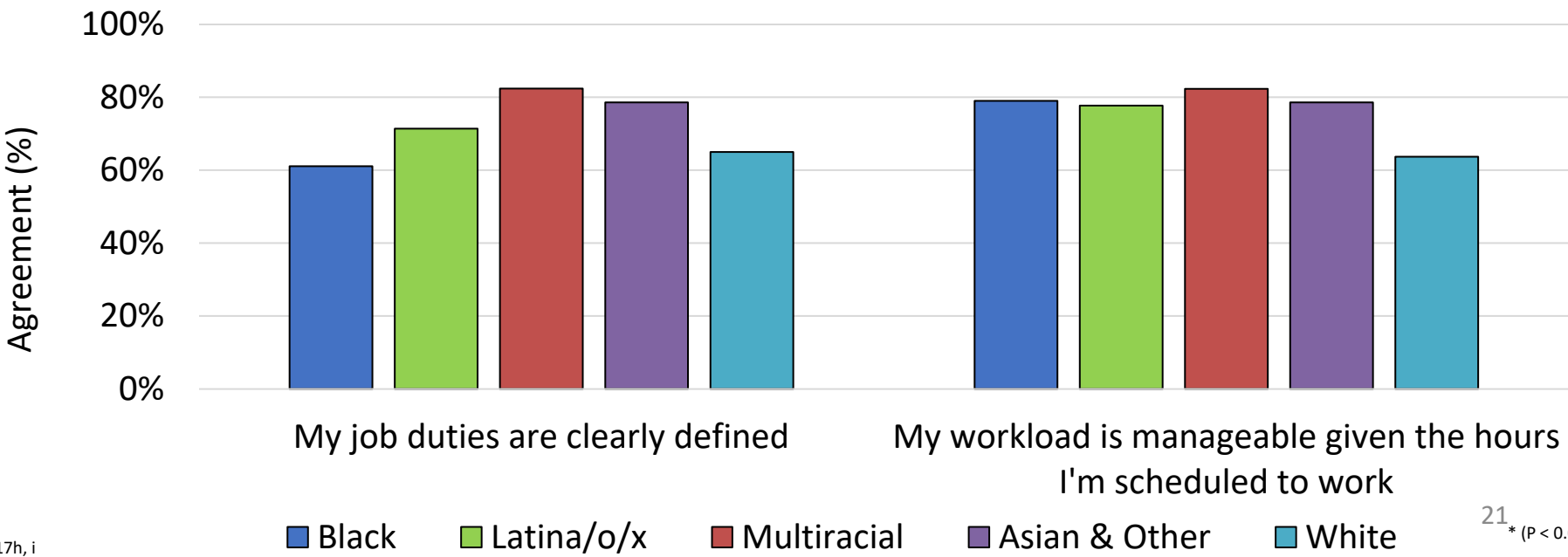
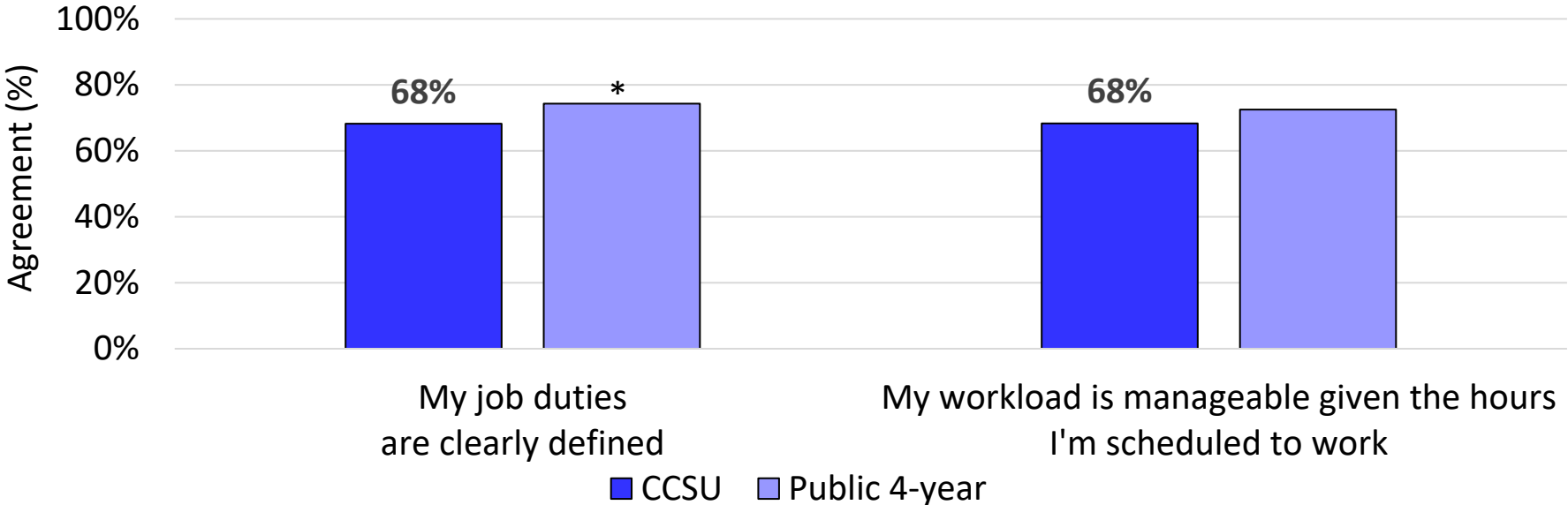
CCSU Staff - How Strongly do you Agree: (Strongly Agree/Agree)



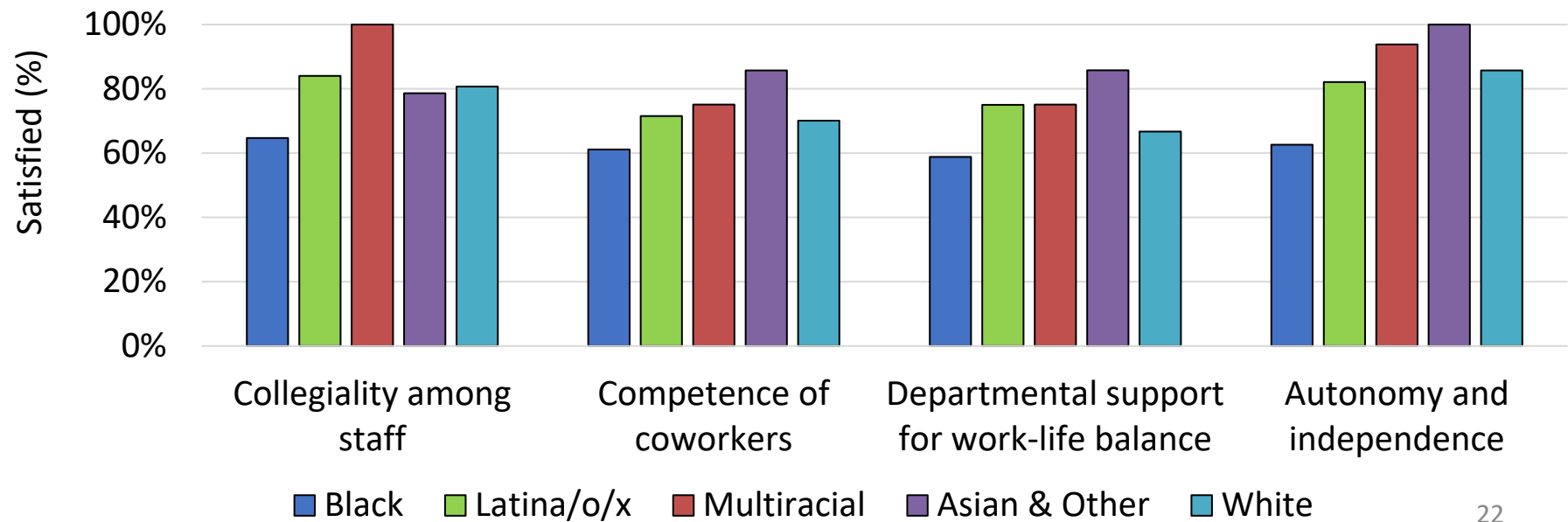
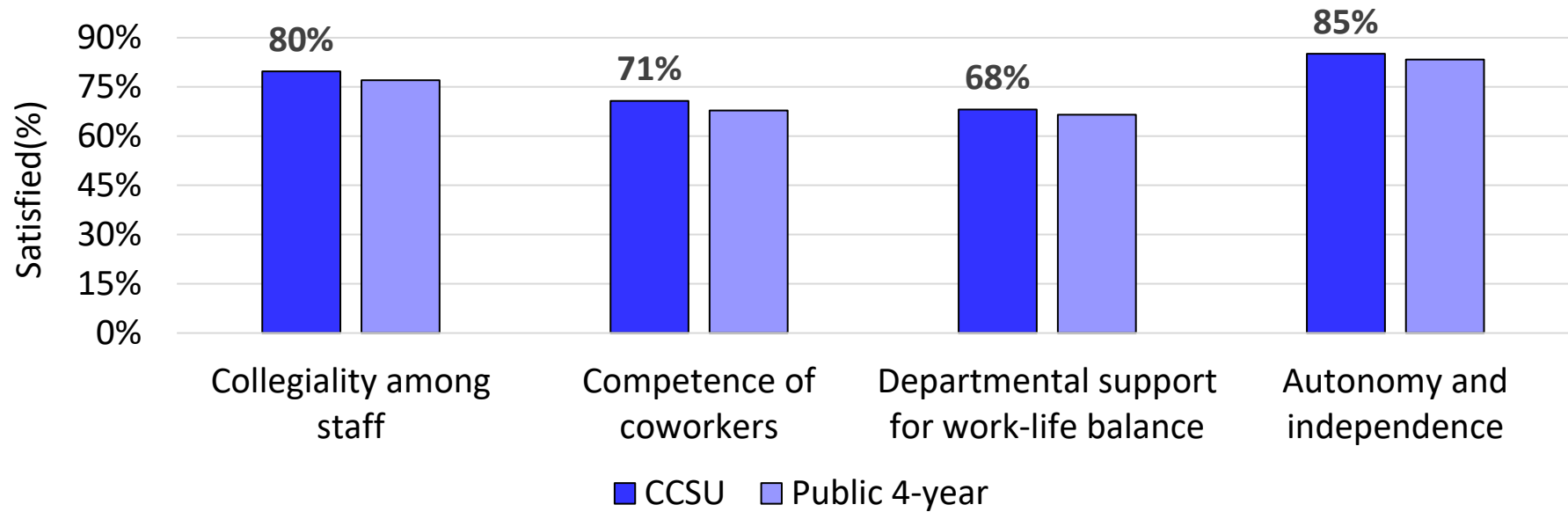
How Often have Staff: (Very often/Often)



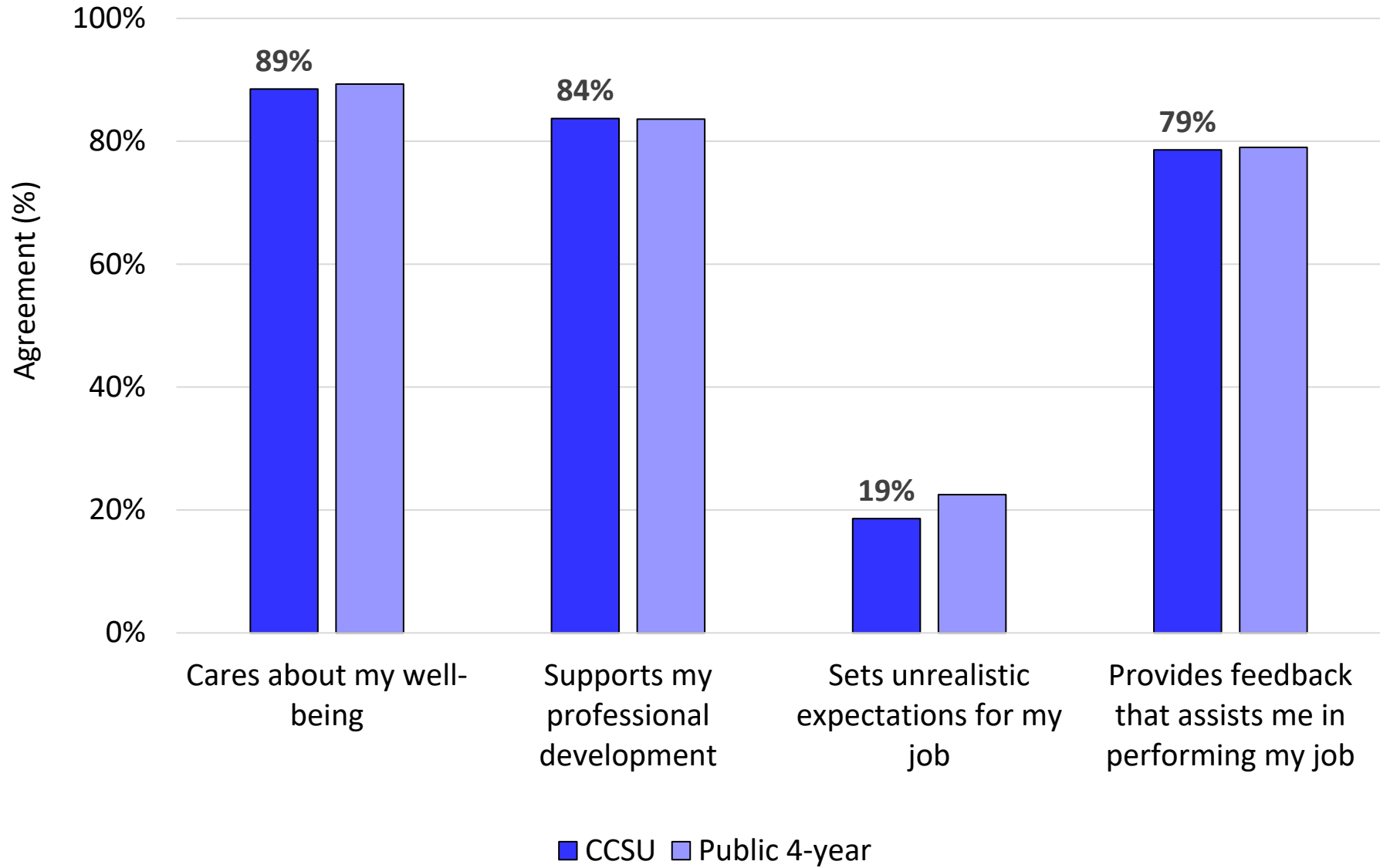
CCSU Staff - How Strongly do you Agree: (Strongly Agree/Agree)



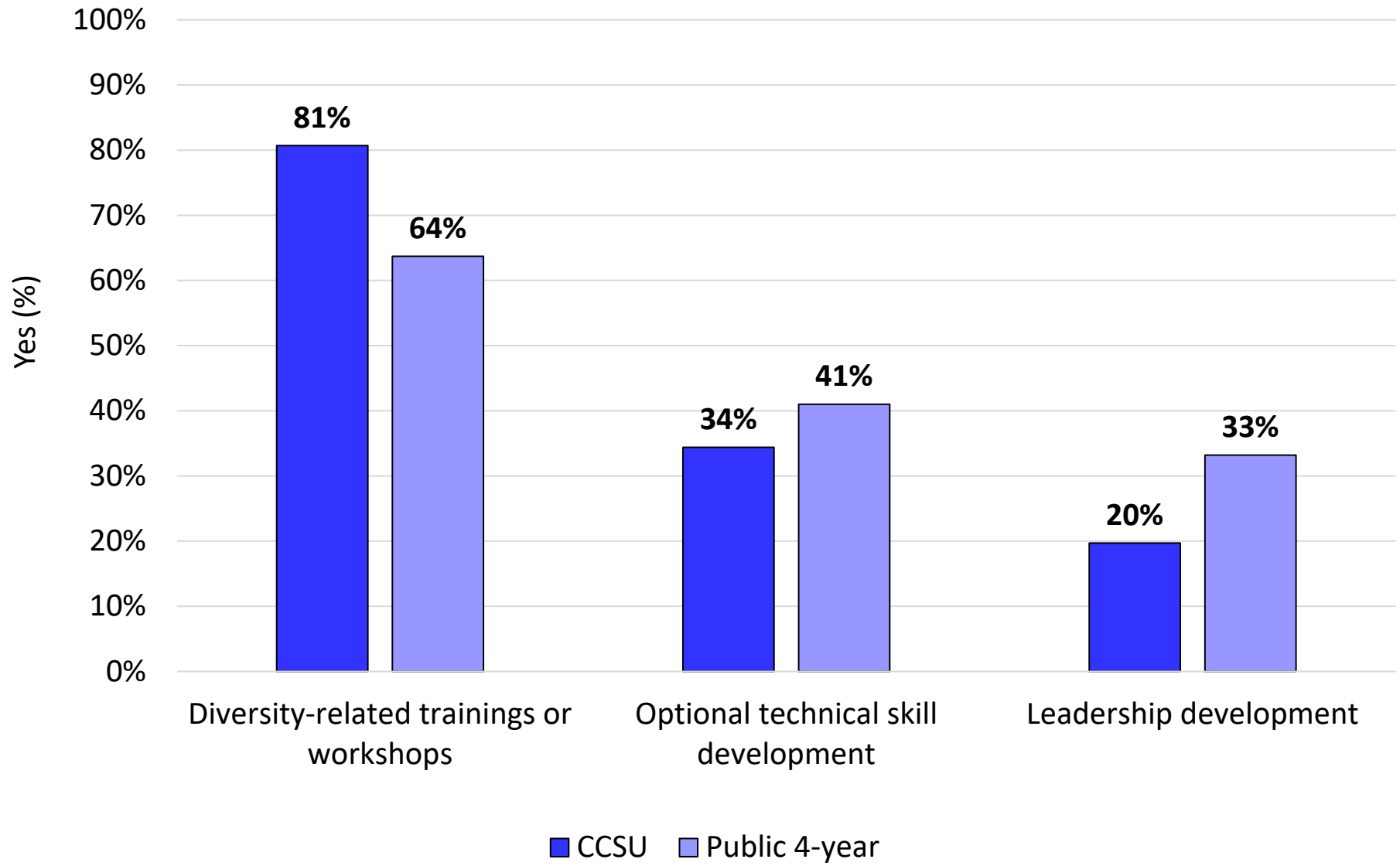
Staff Satisfaction with Work (Very Satisfied/Satisfied)



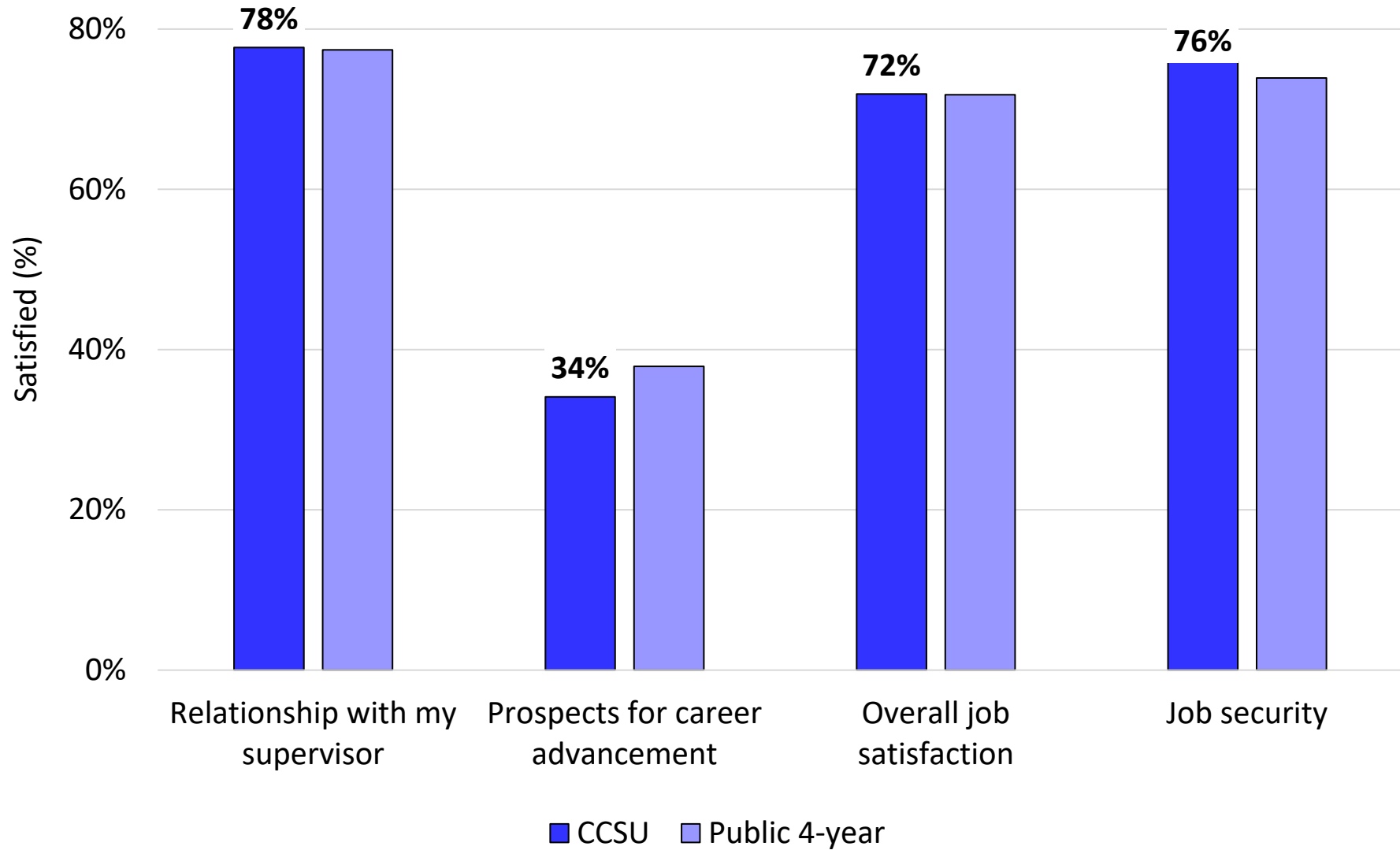
Level of Agreement that My Supervisor: (Scale: Agree/Strongly Agree)



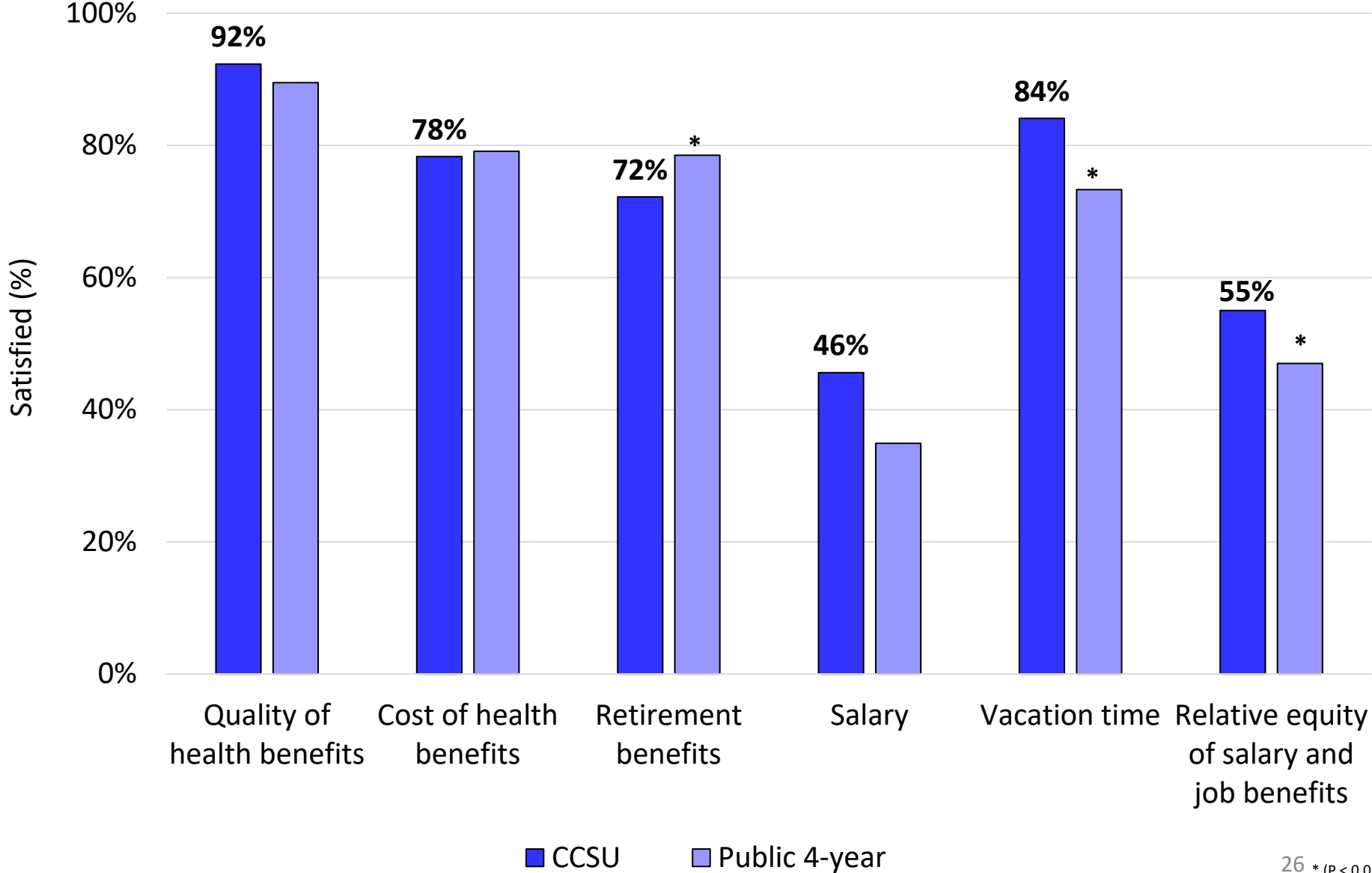
In the Past Year, have you Participated in Professional Development Opportunities?



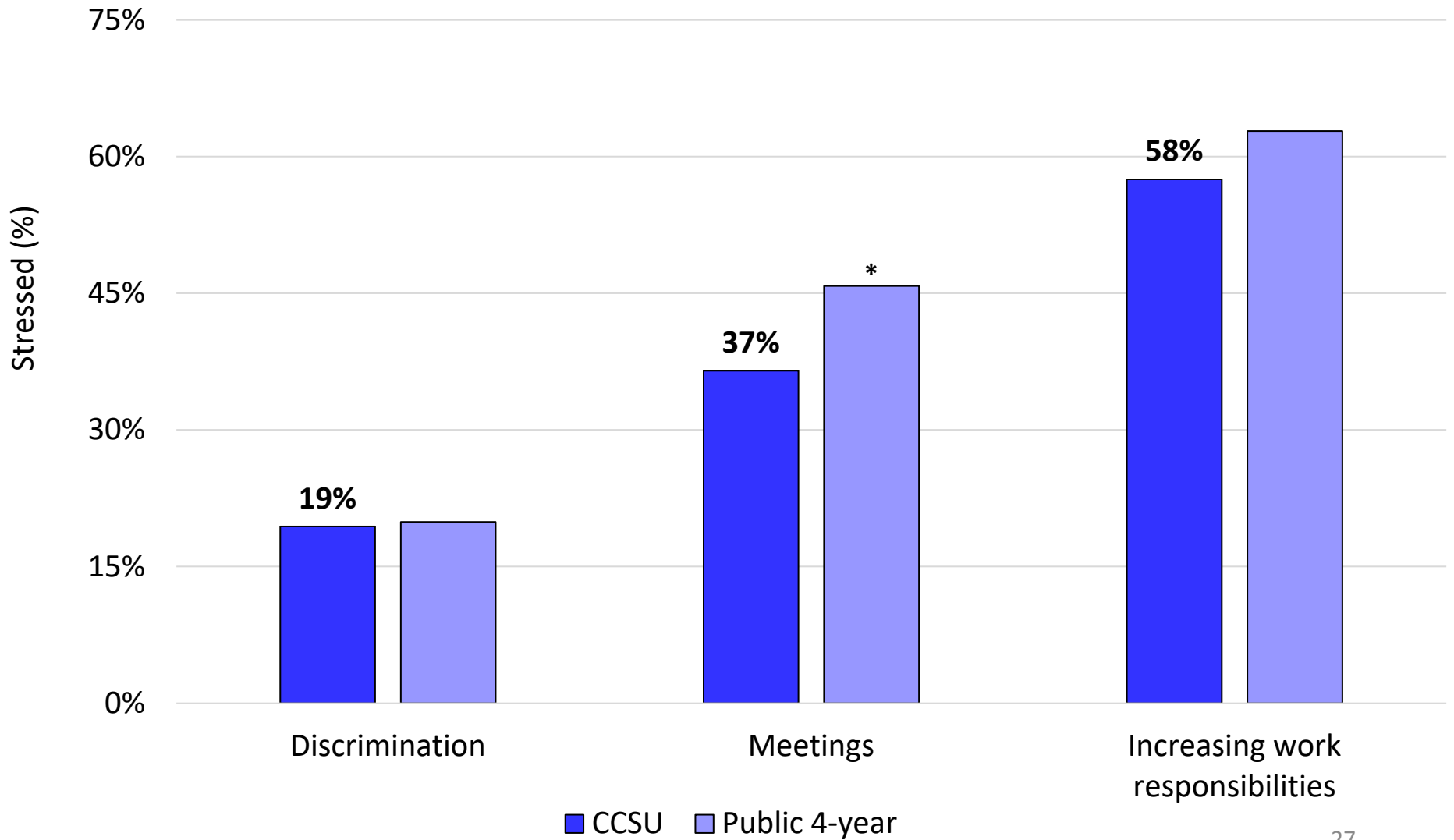
CCSU Staff Job Satisfaction: (Very Satisfied/Satisfied)



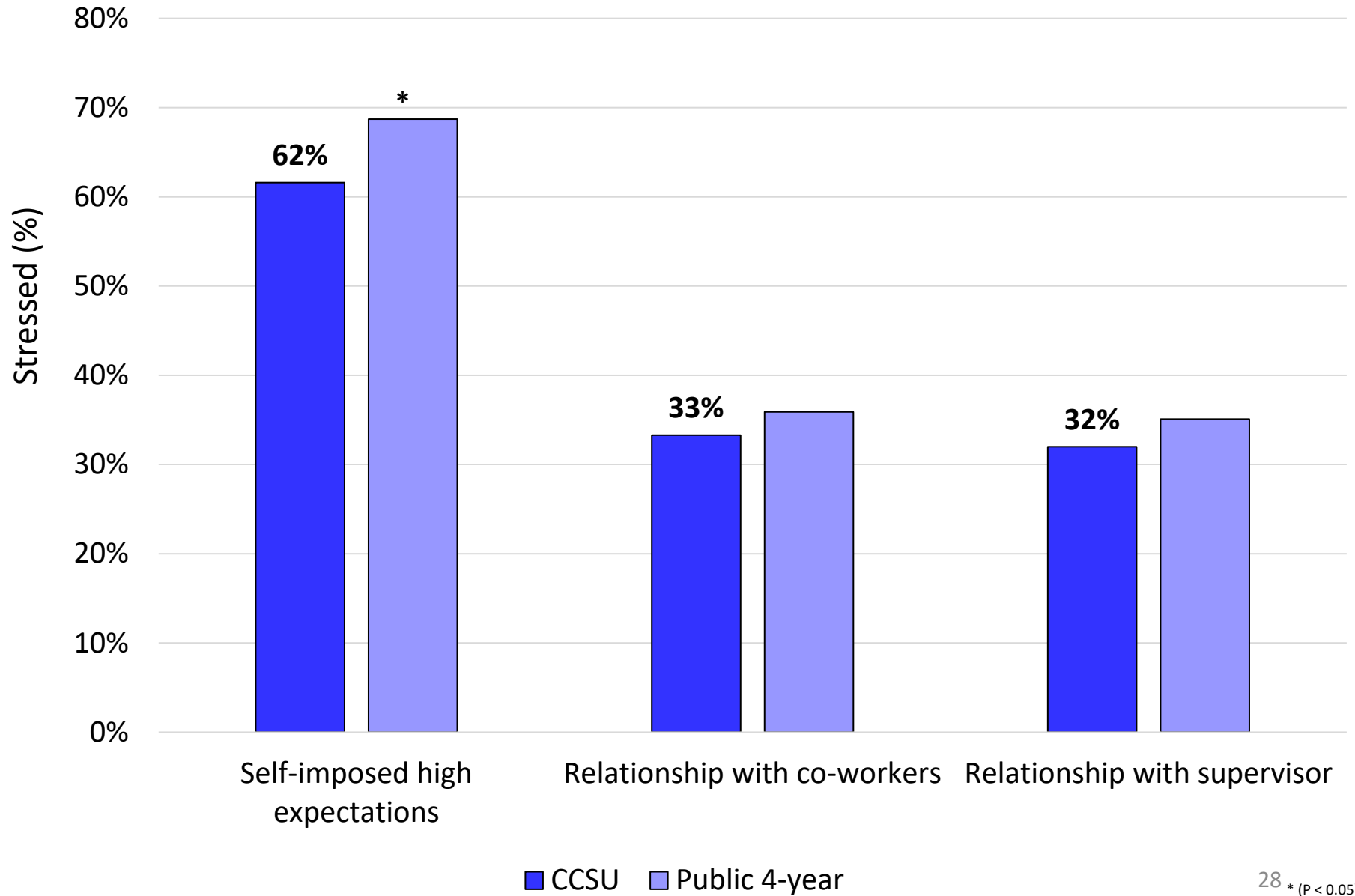
Staff Satisfaction with Salary & Benefits (Very Satisfied/ Satisfied)



Source of Stress for Staff in Past Year (Extensive/Somewhat)

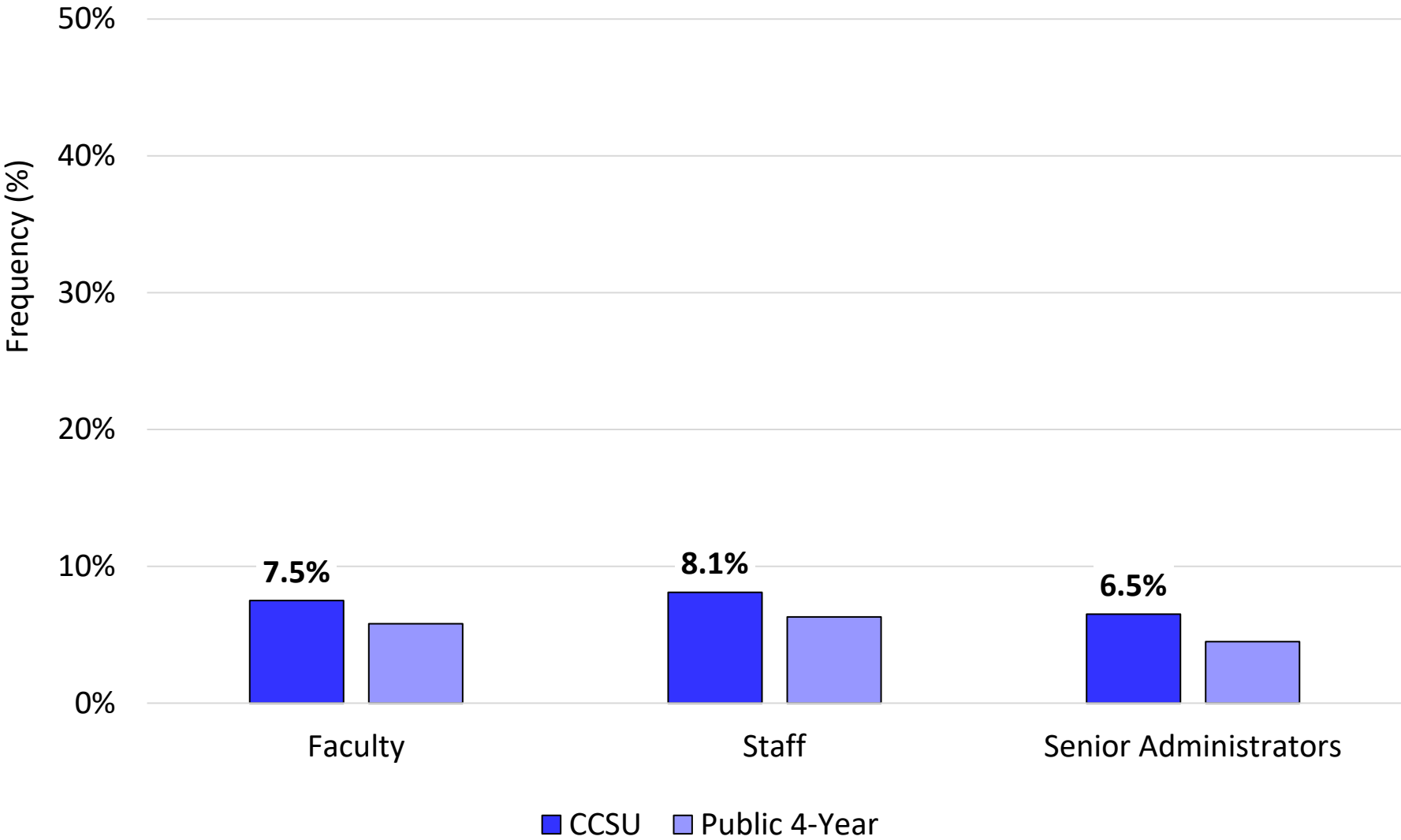


Source of Stress for Staff in Past Year (Extensive/Somewhat)

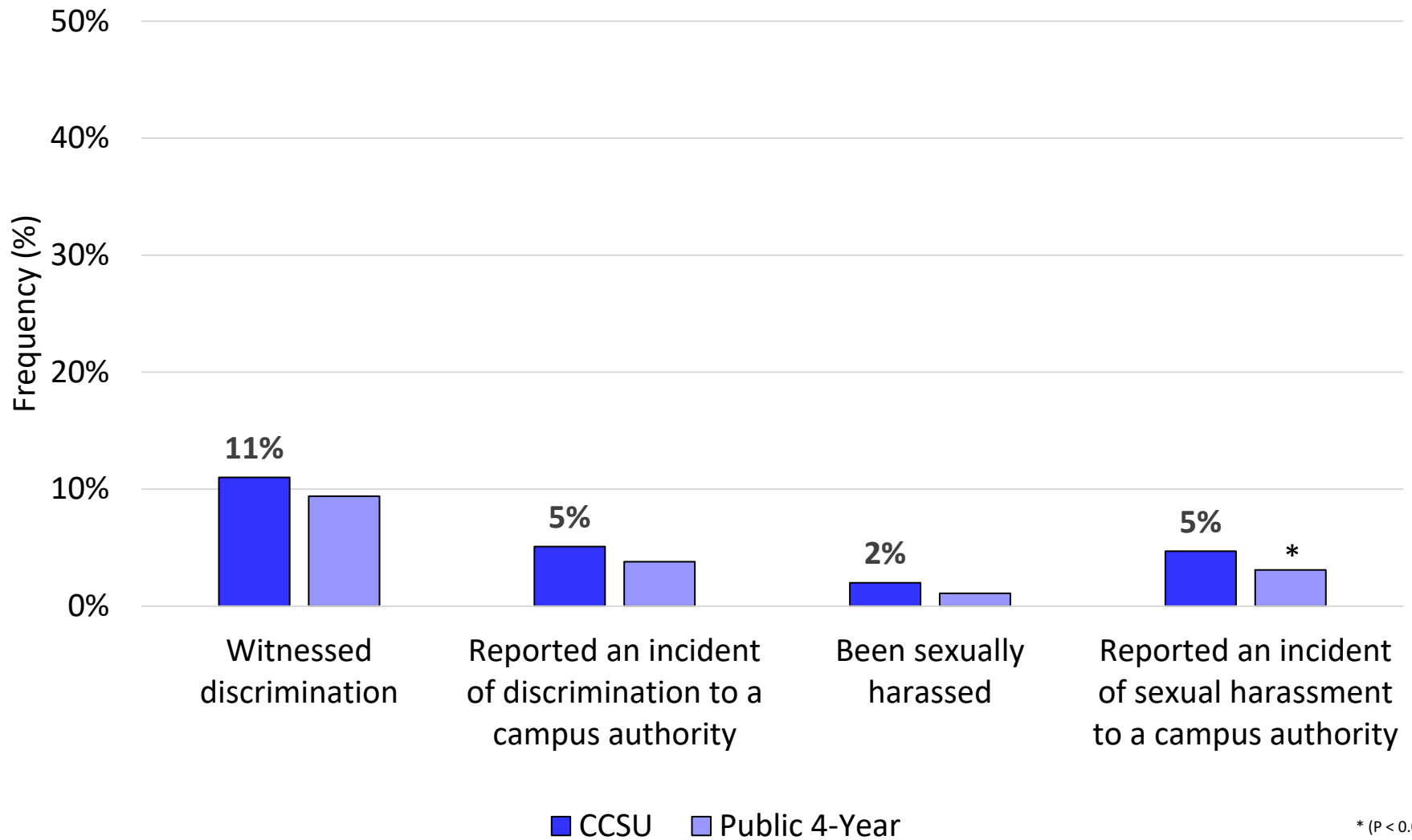


28 * (P < 0.05)

How Often Have You Heard Insensitive Racial Remarks From (Very Often/Often)



How Often have Staff: (Very Often/Often)

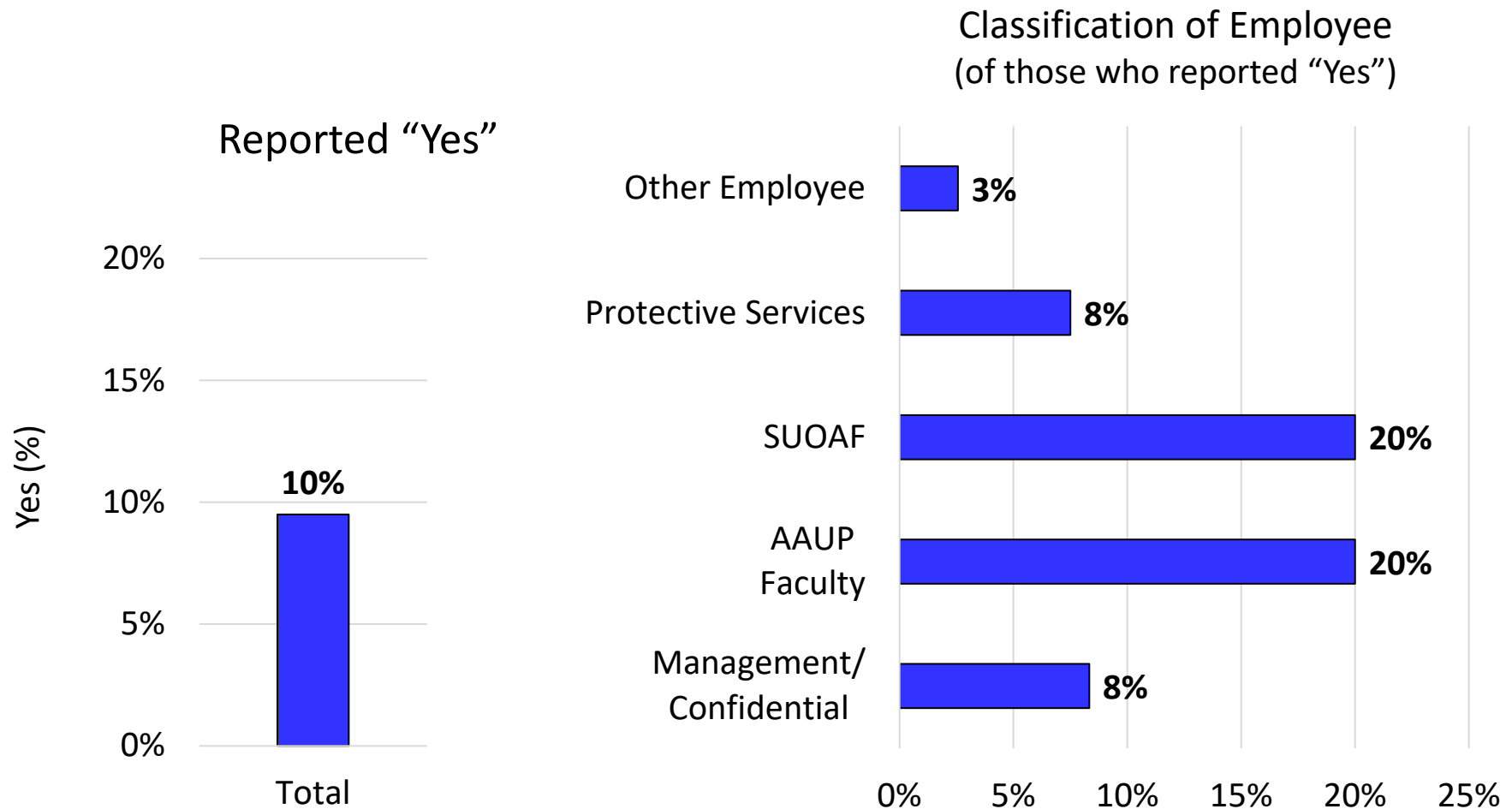


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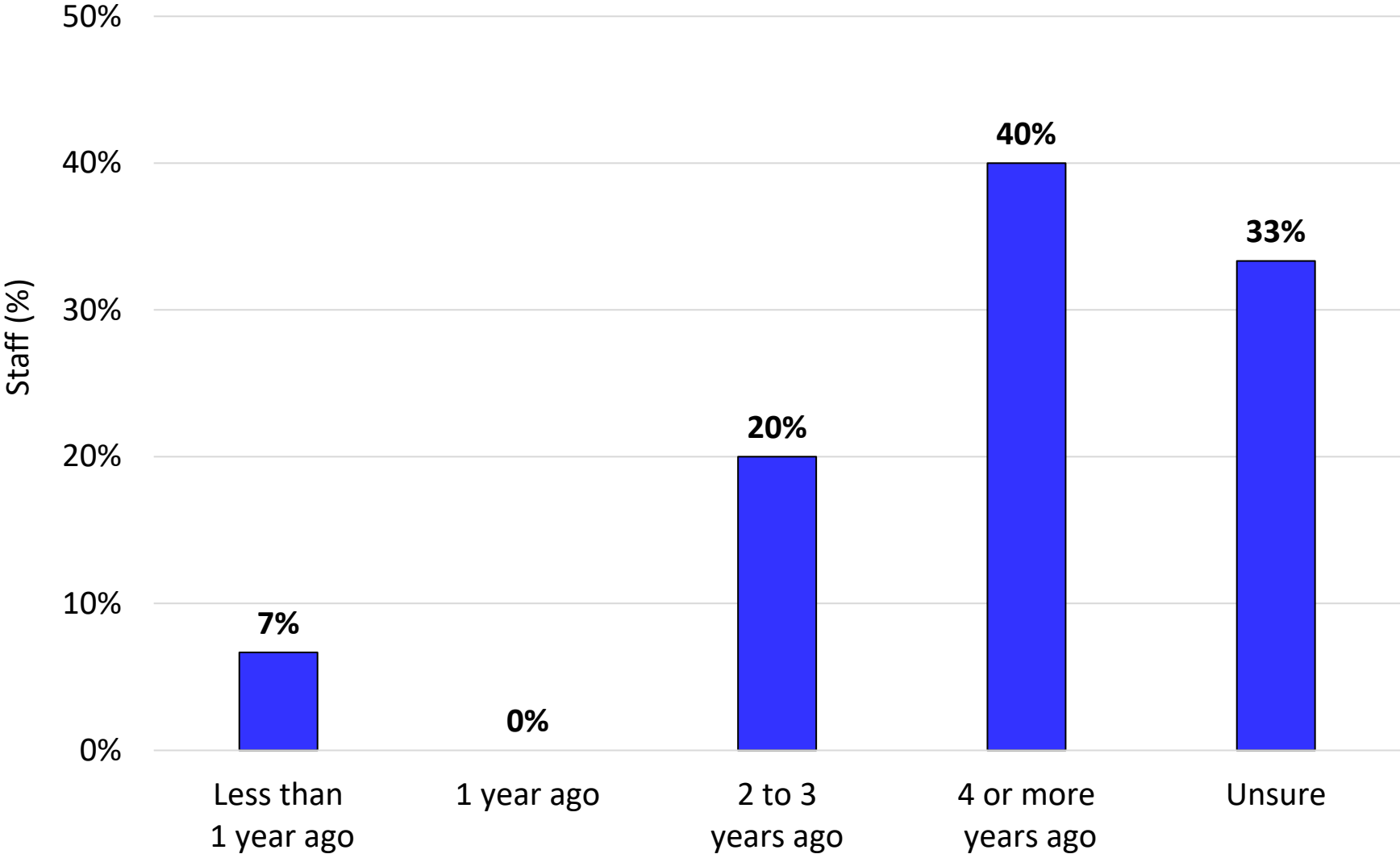
Sexual Misconduct:

- Sexual Misconduct includes sexual harassment, sexual assault, sexual exploitation, intimate partner, domestic and/or dating violence, and stalking.
- This includes but is not limited to any unwanted sexual flirtation, touching, advances, or propositions; verbal abuse or degrading words of a sexual nature; a photos or videos; any physical or sexual harm against an individual by a current or former spouse of, or person in a dating or cohabitating relationship.

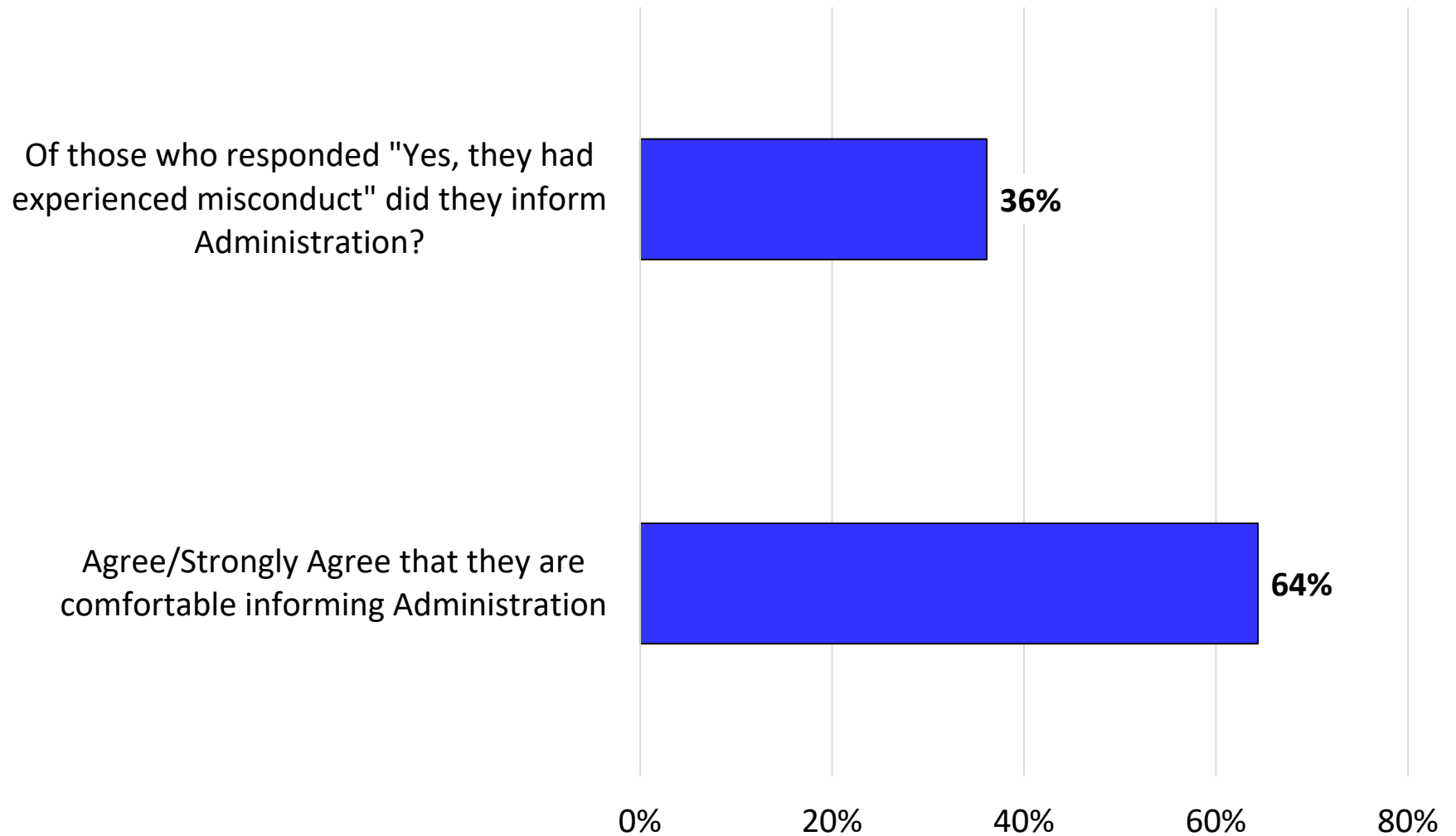
CCSU Staff: Have you ever experienced sexual misconduct by another CCSU employee, if so, what was the offender's employment classification?



CCSU Staff - Of those who responded "Yes", when was the most recent occurrence of sexual misconduct?



CCSU Staff - Comfort with informing Administration* about sexual misconduct

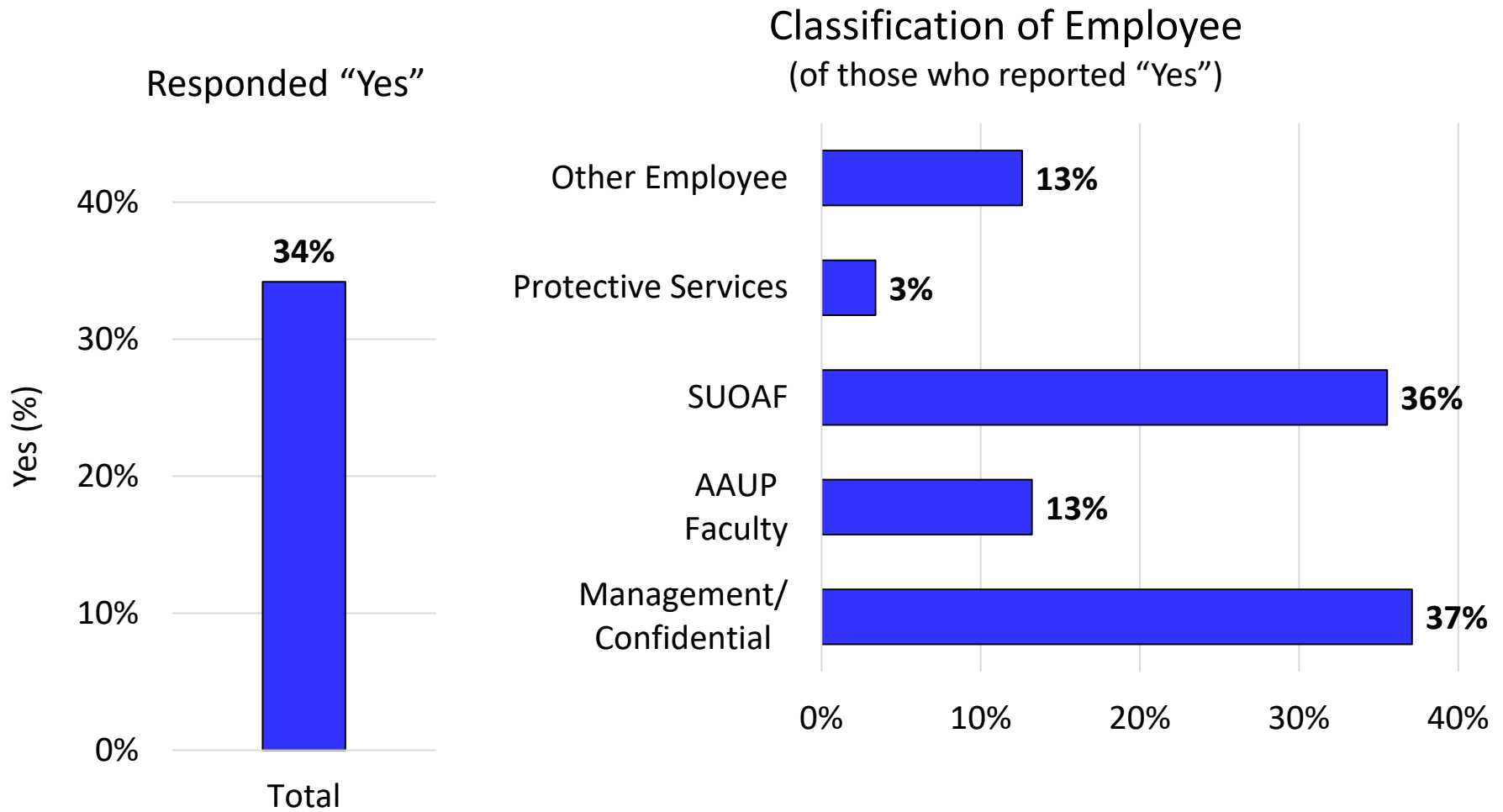


* Department chair, supervisor, director, dean, etc.

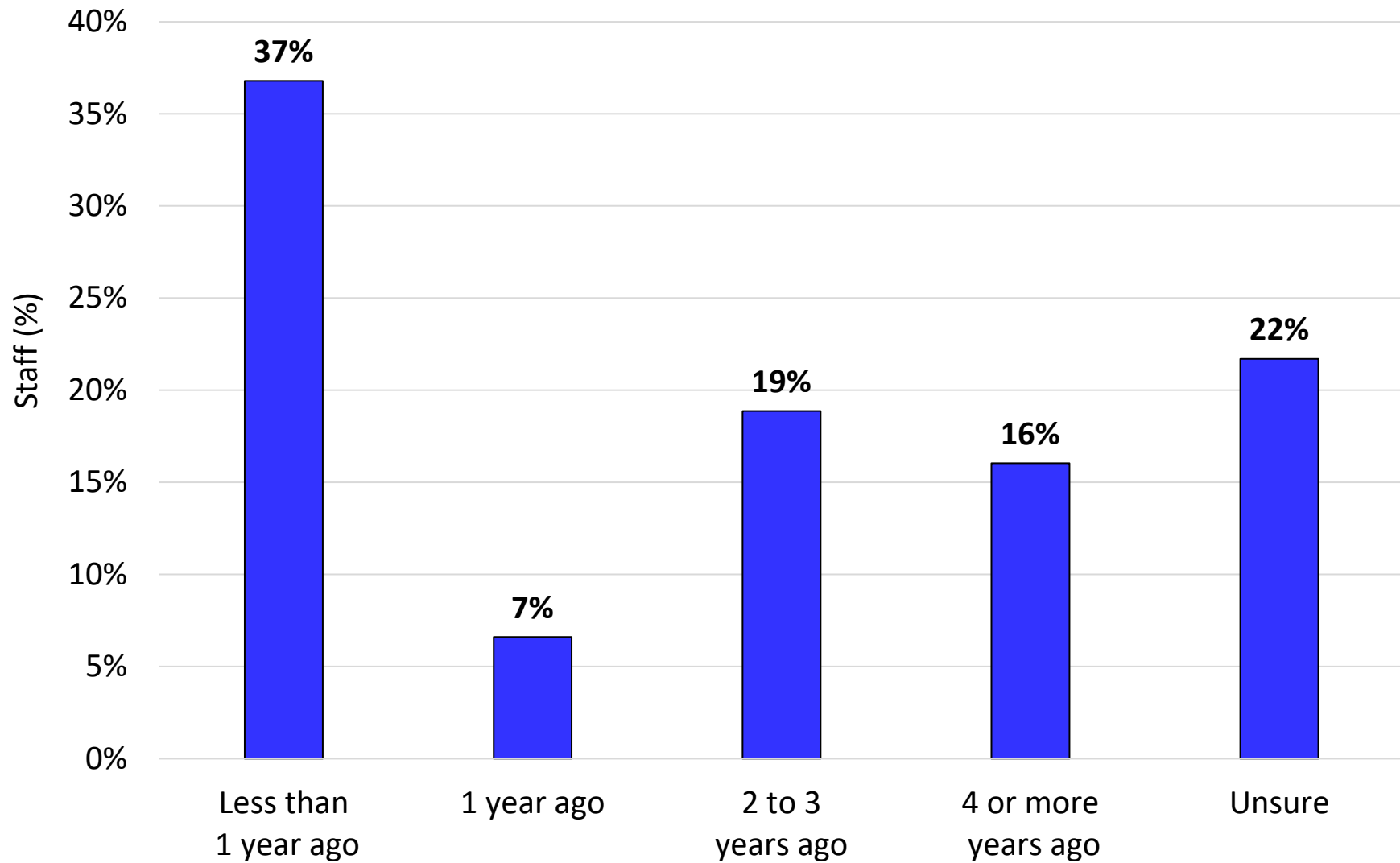
Bullying:

- Workplace bullying often involves an abuse or misuse of power.
- Bullying includes behavior that intimidates, degrades, offends, or humiliates a worker, often in front of others.
- Bullying behavior creates feelings of defenselessness in the target and undermines an individual's right to dignity at work.
- Bullying is not the same as harassment.
- Harassment is a type of illegal discrimination, and is defined as offensive and unwelcome conduct, which occurs because of a person's protected class, such as race, age, disability, gender identity, sexual orientation, religion, or economic status.

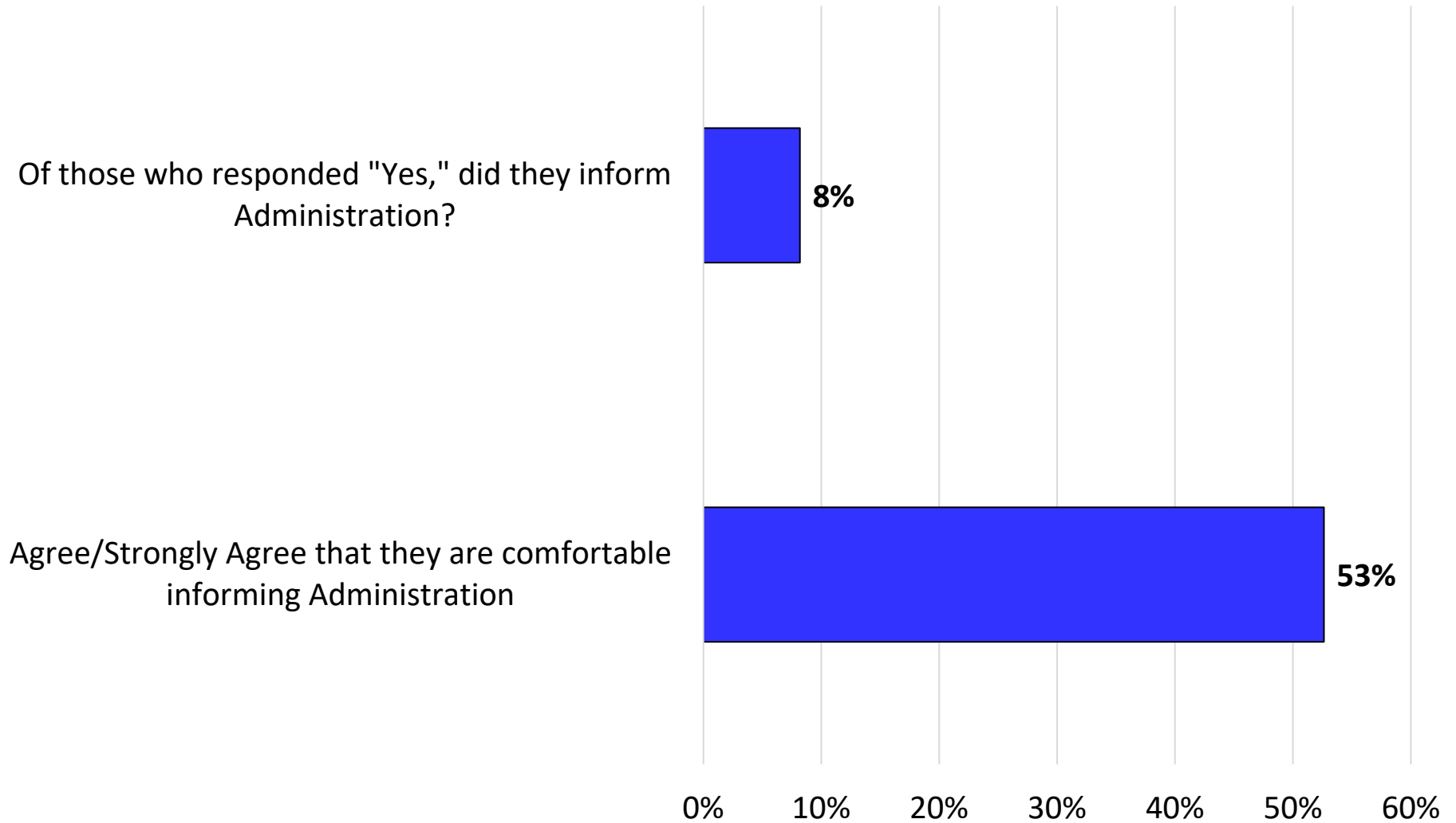
CCSU Staff: Have you ever experienced bullying by another CCSU employee, if so, what was the offender's employment classification?



CCSU Staff - Of those who responded "Yes", when was the most recent occurrence of bullying?



CCSU Staff - Comfort with Informing Administration about Bullying



* Department chair, supervisor, director, dean, etc.

Key Takeaways

Highlights:

- ✓ Overall, very similar to other institutions
 - CCSU Staff responses very similar to colleagues at other institutions
 - Male/Female responses very similar
 - Staff feel respected by Faculty & Administrators
 - Staff feel their contributions are valued by their department/direct supervisor
- ✓ CCSU Students & staff more diverse than most realize
- ✓ CCSU response to campus emergencies
- ✓ CCSU Staff report slightly lower racial tension
- ✓ Incidence of sexual misconduct lower than 4+ years ago

Key Takeaways

Areas for Improvement

- ✓ Differences in perception
 - Discontent from Black or African American staff
 - Racial tension
 - Safety
 - Being perceived as competent
 - Professional skills effectively used
 - While we've had more diversity training than other institutions, more is needed
- ✓ Sexual misconduct & Bullying -
 - Need to feel “comfortable” when reporting misconduct or bullying
 - Need to address bullying/incivility in the workplace
- ✓ Job duties – defined more clearly & professional development

Questions???