CCSU Campus Climate Survey
Staff
Spring 2020
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.
  - Other, 5.3%
  - Senior Administrator, 3.8%
  - Mid-level Administrator/Manager, 32.7%
  - Staff, 58.2%
Staff Campus Climate Survey, Spring 2020
Demographics

- **White**: 68%
- **Hispanic/Latino**: 11%
- **Black/Af. American**: 8%
- **Asian/Pacific Islander**: 7%
- **Two or More**: 3%
- **Other**: 3%
- **Non-Resident Alien**: 0%
- **Native American/Alaska Native**: 0%

86% Respondents Full-time

- **Woman/Trans-Woman**: 66%
- **Man/Trans-Man**: 34%
Staff Employed at Institution - 11 or More Years in Current Position

<table>
<thead>
<tr>
<th></th>
<th>Staff (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCSU</td>
<td>37%</td>
</tr>
<tr>
<td>Public 4-Year</td>
<td>26%</td>
</tr>
</tbody>
</table>
Diversity
Staff Satisfaction with Racial/Ethnic Diversity of Faculty, Staff & Students
(Very Satisfied/Satisfied)

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>Student Body</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCSU</td>
<td>57%</td>
<td>53%</td>
<td>63%</td>
</tr>
<tr>
<td>Public 4-Year</td>
<td>*</td>
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</tbody>
</table>

* (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)

<table>
<thead>
<tr>
<th>Gender diversity of staff</th>
<th>Commitment to hiring women</th>
<th>Commitment to hiring underrepresented racial/ethnic minorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCSU</td>
<td>Public 4-year</td>
<td></td>
</tr>
<tr>
<td>55%</td>
<td>63%</td>
<td>54%</td>
</tr>
<tr>
<td>Male</td>
<td>Female</td>
<td></td>
</tr>
</tbody>
</table>

Q14d,e,f
Administrative Response to Campus Emergencies:
(Very Satisfied/Satisfied)

Level of Satisfaction

Timeliness

Outcomes

<table>
<thead>
<tr>
<th></th>
<th>CCSU</th>
<th>Public 4-year</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Timeliness</strong></td>
<td>74%</td>
<td>*</td>
</tr>
<tr>
<td></td>
<td>69%</td>
<td>*</td>
</tr>
</tbody>
</table>

Satisfied (%)

<table>
<thead>
<tr>
<th></th>
<th>Black</th>
<th>Latina/o/x</th>
<th>Multiracial</th>
<th>Asian &amp; Other</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Timeliness</strong></td>
<td>65%</td>
<td>65%</td>
<td>80%</td>
<td>79%</td>
<td>70%</td>
</tr>
<tr>
<td><strong>Outcomes</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

* (P < 0.05)
Administrative Response to Incidents of Sexual Assault: (Very Satisfied/Satisfied)

**Timeliness Outcomes**

- **Administrative Response to Incidents of Sexual Assault:**
  - **(Very Satisfied/Satisfied)**
  - **CCSU Public 4-year**

**Level of Satisfaction**

- **Timeliness:** 49%
- **Outcomes:** 46%

**Race/Sex**

- **Black:** 50%
- **Latina/o/x:** 47%
- **Multiracial:** 69%
- **Asian & Other:** 54%
- **White:** 44%

* (P < 0.05)
Administrative Response to Incidents Involving Discrimination/Bias:
(Very Satisfied/Satisfied)

**Timeliness**
- **CCSU**: 41%
- **Public 4-year**: 47%

**Outcomes**
- **CCSU**: 38%
- **Public 4-year**: 44%

For administrative response to incidents involving discrimination/bias, the following percentages are reported:

- **Black**: Timeliness 27%, Outcomes 40%
- **Latina/o/x**: Timeliness 40%, Outcomes 31%
- **Multiracial**: Timeliness 31%, Outcomes 39%
- **Asian & Other**: Timeliness 39%, Outcomes 39%
- **White**: Timeliness 41%, Outcomes 41%
Agreement to which Staff Feel Respected by:
(Strongly Agree/Agree)

\[\text{Agreement (\%)}\]

- Faculty: 74%
- Other Staff: 86% *
- Senior Administrators: 66%

\[\text{CCSU} \quad \text{Public 4-year}\]

- Black
- Latina/o/x
- Multiracial
- Asian & Other
- White

\[\text{Q15b,c,d}\]
Staff Concerns - This Institution:
(Agree/Strongly Agree)

- Provides opportunities to share feelings about issues of concern: 79%
- Encourages staff to share their ideas openly: 62%
- Considers staff concerns when making policy: 53%

CCSU  Public 4-year
Level of Agreement that Campus Administrators who:
(Strongly Agree/Agree)

- Regularly speak about the value of diversity: 81%
- Promote appreciation of cultural differences: 85%

Agreement (%)

Regularly speak about the value of diversity
Promote appreciation of cultural differences

CCSU  Public 4-year

Agreement (%)

Regularly speak about the value of diversity
Promote the appreciation of cultural differences

Black  Latina/o/x  Multiracial  Asian & Other  White
Level of Agreement regarding Racial Tension & Safety:
(Strongly Agree/Agree)

Has a lot of racial tension
- CCSU: 22%
- Public 4-year: 26%

I feel unsafe on this campus
- CCSU & Public 4-year: 9%

Q16h,17a

Has a lot of racial tension
- Black: 66.7%
- Latina/o/x: 22%
- Multiracial: 9%
- Asian & Other: 9%
- White: 0%

I feel unsafe on this campus
- Black: 22%
- Latina/o/x: 22%
- Multiracial: 22%
- Asian & Other: 22%
- White: 22%
CCSU Staff Feel Their Contributions are Valued by:
(Strongly Agree/Agree)

- **Their Department:** 80%
- **Their Direct Supervisor:** 83%
- **Senior Administrators:** 66%

**Q17b, c, d**

- **Black**
- **Latina/o/x**
- **Multiracial**
- **Asian & Other**
- **White**
My professional skills are effectively put to use

My role is important to the success of my department

I have to work harder to be perceived as a competent administrator/staff member

CCSU Staff - How Strongly do you Agree:

(Strongly Agree/Agree)

Agreement (%)

0% 20% 40% 60% 80% 100%

CCSU

Public 4-year

My professional skills are effectively put to use

My role is important to the overall success of my department

I have to work harder to be perceived as a competent administrator/staff member

Agreement (%)

0% 20% 40% 60% 80% 100%

Black

Latina/o/x

Multiracial

Asian & Other

White

Q17f, g, R3
How Often have Staff:
(Very often/Often)

Felt my ideas were dismissed by my colleagues
- CCSU: 17%
- Public 4-Year: 21%

Felt I did not receive due credit for my ideas or work
- CCSU: 21%
- Public 4-Year: 19%

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

- My job duties are clearly defined: 68%
- My workload is manageable given the hours I'm scheduled to work: 68%

Agreement (%)

- CCSU
- Public 4-year

My job duties are clearly defined
My workload is manageable given the hours I'm scheduled to work

Agreement (%)

- Black
- Latina/o/x
- Multiracial
- Asian & Other
- White

Q17h, i

(p < 0.05)
Staff Satisfaction with Work
(Very Satisfied/Satisfied)

Collegiality among staff
Competence of coworkers
Departmental support for work-life balance
Autonomy and independence

Satisfied (%)

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<thead>
<tr>
<th></th>
<th>CCSU</th>
<th>Public 4-year</th>
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<tbody>
<tr>
<td>Collegiality among staff</td>
<td>80%</td>
<td>71%</td>
</tr>
<tr>
<td>Competence of coworkers</td>
<td>68%</td>
<td>68%</td>
</tr>
<tr>
<td>Departmental support for work-life balance</td>
<td>85%</td>
<td>71%</td>
</tr>
<tr>
<td>Autonomy and independence</td>
<td>85%</td>
<td>71%</td>
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Satisfied (%)

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<tr>
<td>Collegiality among staff</td>
<td>60%</td>
<td>60%</td>
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<td>60%</td>
</tr>
<tr>
<td>Competence of coworkers</td>
<td>60%</td>
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<td>60%</td>
<td>60%</td>
<td>60%</td>
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<td>60%</td>
</tr>
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</table>
Level of Agreement that My Supervisor:
(Scale: Agree/Strongly Agree)

- Cares about my well-being: 89%
- Supports my professional development: 84%
- Sets unrealistic expectations for my job: 19%
- Provides feedback that assists me in performing my job: 79%

CCSU Public 4-year
In the Past Year, have you Participated in Professional Development Opportunities?

- Diversity-related trainings or workshops: 81% (CCSU) 64% (Public 4-year)
- Optional technical skill development: 34% (CCSU) 41% (Public 4-year)
- Leadership development: 20% (CCSU) 33% (Public 4-year)
CCSU Staff Job Satisfaction:
(Very Satisfied/Satisfied)

- Relationship with my supervisor: 78%
- Prospects for career advancement: 34%
- Overall job satisfaction: 72%
- Job security: 76%

CCSU vs. Public 4-year
Staff Satisfaction with Salary & Benefits
(Very Satisfied/ Satisfied)

<table>
<thead>
<tr>
<th>Aspect</th>
<th>CCSU</th>
<th>Public 4-year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of health benefits</td>
<td>92%</td>
<td>84%</td>
</tr>
<tr>
<td>Cost of health benefits</td>
<td>78%</td>
<td>55%</td>
</tr>
<tr>
<td>Retirement benefits</td>
<td>72%</td>
<td>*</td>
</tr>
<tr>
<td>Salary</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>Vacation time</td>
<td>84%</td>
<td></td>
</tr>
<tr>
<td>Relative equity of salary and job benefits</td>
<td>55%</td>
<td></td>
</tr>
</tbody>
</table>

* Indicates significant difference (P < 0.05)
Source of Stress for Staff in Past Year
(Extensive/Somewhat)

- **Discrimination**: 19% (CCSU), 19% (Public 4-year)
- **Meetings**: 37% (CCSU) with a * indicates a statistically significant difference.
- **Increasing work responsibilities**: 58% (CCSU)

* (P < 0.05)
Source of Stress for Staff in Past Year
(Extensive/Somewhat)

Self-imposed high expectations: 62% (CCSU) vs. 33% (Public 4-year)
Relationship with co-workers: 33%
Relationship with supervisor: 32%

* (P < 0.05)
How Often Have You Heard Insensitive Racial Remarks From
(Very Often/Often)

<table>
<thead>
<tr>
<th></th>
<th>Frequency (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>7.5%</td>
</tr>
<tr>
<td>Staff</td>
<td>8.1%</td>
</tr>
<tr>
<td>Senior Administrators</td>
<td>6.5%</td>
</tr>
</tbody>
</table>

CCSU  | Public 4-Year

Very Often/Often
How Often have Staff:
(Very Often/Often)

- Witnessed discrimination: 11%
- Reported an incident of discrimination to a campus authority: 5%
- Been sexually harassed: 2%
- Reported an incident of sexual harassment to a campus authority: 5%

CCSU Public 4-Year

* (P < 0.05)
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?

**Classification of Employee**
(of those who reported “Yes”)

- Management/Confidential: 8%
- AAUP Faculty: 20%
- SUOAF: 20%
- Protective Services: 8%
- Other Employee: 3%

Reported “Yes”

Yes (%)

- Total: 10%
- 0% 5% 10% 15% 20% 25%
CCSU Staff - Of those who responded "Yes", when was the most recent occurrence of sexual misconduct?

- Less than 1 year ago: 7%
- 1 year ago: 0%
- 2 to 3 years ago: 20%
- 4 or more years ago: 40%
- Unsure: 33%
CCSU Staff - Comfort with informing Administration* about sexual misconduct

Of those who responded "Yes, they had experienced misconduct" did they inform Administration?

- 36%

Agree/Strongly Agree that they are comfortable informing Administration

- 64%

* 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?

![Bar chart showing classification of employees who reported experiencing bullying.]

- **Other Employee:** 13%
- **Protective Services:** 3%
- **SUOAF:** 36%
- **AAUP Faculty:** 13%
- **Management/Confidential:** 37%

34% responded “Yes”.
CCSU Staff - Of those who responded "Yes", when was the most recent occurrence of bullying?

- Less than 1 year ago: 37%
- 1 year ago: 7%
- 2 to 3 years ago: 19%
- 4 or more years ago: 16%
- Unsure: 22%
CCSU Staff - Comfort with Informing Administration about Bullying

Of those who responded "Yes," did they inform Administration?

8%

Agree/Strongly Agree that they are comfortable informing Administration

53%

* 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
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???