

## University of Colorado Staff Council (USCS) Working Climate Survey Findings

In the fall 2016 UCSC invited 9,008 university employees to fill out a survey that asked about selected aspects of employees' work environment: benefits, professional development, and policies. Response rate: 31% or 2,824 employees. The results were broken out by employee type; classified (CS) versus university staff (US).

### Benefits

- General:
  - When asked if they “understand the benefits available to me as a CU employee,” 79% of US and 72% of CS respondents agreed that they do.
- Paid Parental Leave
  - More than half (57%) of US respondents indicated that the University having a paid Parental Leave benefit was important to them, as did nearly half (48% of CS).
  - 45% of US respondents and 40% of CS said that they would be likely to use a parental leave benefit if one were offered to them.
- Dependent Tuition Benefit
  - Approximately 66% of respondents have used the benefit, 36% of US and 30% of CS reported that they plan to use the benefit for a dependent in the future.
- Employee Tuition Benefit
  - 64% of US and 60% of CS reported that they plan to use the benefit in the future.

### Professional Development

- Usage/Reasons for Using
  - Most survey respondents reported that they had pursued professional development opportunities as a CU employee—84% of US and 80% of CS.
    - The highest percentages of reported using Skillssoft (70% US vs 58% CS)
    - Employee services workshops (53% US vs 45% CS)
    - About three in ten of each group reported using Lynda.com (average 30%)
    - When asked why they had not pursued such opportunities, the most common reason (46% US and 37% CS) was due to being able to take time during work schedules.
- Support
  - Over 70% of respondents feel supported by their supervisors to pursue professional development opportunities. However lower percentages (47-55%) agreed with the statement that they “feel satisfied with the career advancement opportunities available to them as CU employees”.

### Policies

- Awareness and Sources
  - About half of respondents agreed that they “know where to find current policies related to my campus” (52% of US, 50% of CS). However, 13% from both US and CS respondents states that they have never received notification of policy changes.
  - 42% of all US and CS employees get their information from CU Connections



- Importance
  - 85-86% of respondents indicated that communication about and transparency of policy changes are extremely/very important to them.

### Comments

4,664 comments were received across all topics. Some comments were redundant with answers already given within other questions. Important findings include:

#### Benefits

- Paid Parental Leave
  - Additional desired benefits: 16% Leave for when child is sick, when the parent has to attend mandatory school events or when they are asked to volunteer within the school
- Additional desired benefits not related to Paid Parental Leave
  - 12%: Paid time off
  - Transportation (18%) –e.g. bus passes, light rail, etc.
  - 11%: Increased personal wellness offerings
  - 10%: Alternate work schedules

#### Professional Development:

- 27% of respondents said that they tend to utilize the resources that are available to them at the University when they know that they are offered.
- 43% of respondents hear about professional development opportunities through professional newsletters, associations and organizations
  - 21% get this info from the University systems and processes
- 26% of the comments indicated they did feel as though there were a lack of opportunities available to them
  - 17% they could not afford to participate in the professional development
  - 17% said their department did not have the funds to pay
- 35% of comment respondents cite “lack of informational resources” as the cause for why they have not pursued PD opportunities.

#### Policies

- 39% of comment respondents said they get policy change info by way of email.
- In citing what is most important to them when it comes to CU policies and Regent Laws, comment respondents citing the following
  - Improving/streamlining timely communication of policy changes (13.6%)
  - Stakeholders/Staff having input/voice into policies and policy changes before they happen (12.1%)

General Comments about the survey itself and feedback to staff council were received (373 comments). UCSC will use this information moving forward.