

Employee Voice Survey 2017

Presented by: APC, CPC and Faculty Council

April 25, 2018



Colorado State University

Presenters:

- Shannon Wagner, APC Chair 2017-19
- Toni-Lee Viney, APC Chair 2014-17
- Stacey Baumgarn, CPC Chair 2015-18
- Kristin Stephens, CPC Vice Chair 2015-17
- Tim Gallagher, Faculty Council Chair 2017-19
- Mary Stromberger, Faculty Council Chair 2014-17

Today's Discussion:

- Purpose
- Process
- Survey design
- Findings, key themes & recommendations
- Existing resources & initiatives
- Next steps

PURPOSE

Toni-Lee Viney



Colorado State University

Purpose:

- Ensure employees' voices are heard
- Capture and share increasing concerns related to salary trends amid rapidly rising living costs
- Provide CSU leadership with a better understanding of issues employees face & impacts of economic hardships

PROCESS

Kristin Stephens



Colorado State University

Process:

- Survey was a collaborative effort among APC, CPC and Faculty Council
- Leadership teams created a survey tool
- Survey sent to employees Feb. 2, open for six weeks
- CSU Department of Statistics provided guidance in processing data
 - Special thanks to: Drs. Julia Sharp and Jean Opsomer

SURVEY DESIGN

Shannon Wagner



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Survey Design:

- Eleven questions, two were open-ended

Q1: Do any of the expenses below pose a financial hardship or insecurity/vulnerability for you/your family? (List was provided.)

Q2: How do these financial hardships or insecurities/vulnerabilities impact quality of life for you/your family? Tell us your story.

Survey Design:

Q3: Please select your top four choices of the following employee benefits/compensation type according to what you value the most. (List was provided.)

Q4: What other type(s) of benefits/compensation would you value that are not currently offered at the University?

Survey Design:

Q5: In the past year, have you used any of the following CSU Commitment to Campus (C2C) benefits? (List was provided.)

Q6: If you have not used any Commitment to Campus (C2C) benefits, which of the following best states the reason why? (List was provided.)

Remaining Qs: Gender, Race and/or Ethnicity, Appointment Status, Years at CSU, Contact Information (if willing to share)

FINDINGS

Mary Stromberger

Respondent Demographics:

Table 1. Response rate summary, by employee category.

Employee Category	# of Respondents	# of CSU Employees	Response Rate
All Employees	2,010	7,224	27.8%
Administrative Professionals	1,094	3,696	29.6%
Classified Personnel	504	1,682	30.0%
Faculty	412	1,846	22.3%

Findings – Key Themes:

- Overall themes of special concern include:
 - Salary / Cost of living
 - Housing
 - Medical health care
 - Credit card / Student loan debt
 - Child care / Elder care
 - Parking

Key Themes from Faculty:

- Credit card and/or student loan debt
- Health care
- Parking
- Childcare and/or elderly care
- Affordable / attainable housing – new faculty
- College tuition for dependents

Key Themes from APs:

- Credit card and/or student loan debt
- Affordable/attainable housing
- Parking
- Health care
- Childcare and/or eldercare

Key Themes from State Classified:

- Parking
- Health care
- Affordable/attainable housing
- Credit card and/or student loan debt
- Vehicle purchasing and maintenance costs

Qualitative Comments:

- Salaries not compensating for high cost of living
- Many employees are living paycheck-to-paycheck
- High level of stress due to financial insecurity
- Food insecurities, postponement of routine health care
- Negative impacts on employee retention

RECOMMENDATIONS

Stacey Baumgarn



Colorado State University

Recommendations from Survey Respondents:

- Salary raises
- Cheaper parking
- Greater access to affordable childcare; elderly care
- Enhanced health care benefits (mental health)
- Debt consolidation and student loan assistance programs

Recommendations from Survey Respondents:

- Emergency loans
- A guaranteed retirement plan (pension or social security) for faculty and APs
- 100% tuition benefit for employee dependents
- University funds for professional development

Recommendations to CSU Leadership:

The Councils made the following recommendations to CSU leadership, as a result of the survey findings:

1. Create a strategic, long-term plan regarding compensation that strives to keep pace with increases to area cost of living expenses, in addition to peer institution comparisons.
2. Continue to work toward providing a Living Wage to all full-time CSU employees.

Recommendations to CSU

Leadership:

3. Create opportunities for employees to strengthen their financial literacy skills and gain assistance to a range of knowledge inclusive of basic budgeting to home buying and financial planning processes.
4. Work to provide information to employees about resources that already exist on campus that may meet various expressed needs.
5. Continue looking at healthcare options including the creation of additional support resources for care givers.

EXISTING RESOURCES & INITIATIVES

Stacey Baumgarn and Shannon Wagner

What's Happening Now:

- Employee Study Privilege
- Flexible work schedules (in some departments)
- CARE Program & N2N partnership
- Living wage initiative
- Housing Task Force
- C2C ... and more

NEXT STEPS for the COUNCILS

Stacey Baumgarn, Shannon Wagner, and Tim Gallagher



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Next Steps for the Councils and Campus:

- Work to advance recommendations
 - How would you prioritize them?
- Continue dialog with constituents
- Seek data and learning from existing resources
- Share your ideas / comments with us now

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Questions?

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