



CWC Pulse Survey Executive Summary 2024

Survey Context

The Campus and Workplace Culture (CWC) Survey was initially administered in Fall 2021 across all CU campuses as mandated by the CU Board of Regents 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 selected for inclusion in the 2024 Pulse Survey were identical to items on the 2021 full survey, providing comparative, longitudinal data.

The University of Colorado Anschutz Medical Campus CWC Pulse survey was administered in Spring 2024 to obtain a sense of the campus culture and belonging since the 2021 survey. Staff, faculty, undergraduate and graduate/professional students received similar surveys, with slight adjustments to ensure prompts were appropriate for the population. The CU School of Medicine administered a thematically similar survey to their faculty and residents in Fall 2023. To avoid over-surveying these populations, School of Medicine faculty and residents were excluded from the CWC Pulse Survey. In this document, any comparisons to the 2021 CWC Survey also exclude SOM faculty and residents to ensure accurate comparisons.

The CWC Pulse Survey covered areas including sense of belonging, campus culture, success and satisfaction, and demographic questions.

Participation Rates

The CWC Pulse Survey was administered in Spring 2024.

- Faculty: 22%, 235 responses (This survey did not include CU SOM faculty as they launched their own survey (need date). The CU Anschutz CWC Pulse Survey team has been in consultation with CU School of Medicine Chief Wellness Officer, Dr. Lotte Dyrbye, to obtain results from that survey and look for thematic connections in the areas of sense of belonging). A few highlights of those results are included in this summary.
- Staff: 40%, 2363 responses
- Undergraduate Students: 10%, 49 responses
- Graduate/Professional Students: 12%, 463 responses

Participation Highlights

Select data highlights are included below. For additional data, please view the CWC Pulse Survey dashboard. Percentages shown are the percentages of respondents agreeing or strongly agreeing with the item.

Students

Overall, there was improvement in student responses to nearly every item on the survey since the 2021 CWC administration. Notably, students agree that faculty and instructors are invested in their success (79%, +8% since 2021 grad; 81%, +31% undergrad). Students also agree that they are evaluated fairly (75%, +3% grad; 83%, +24% undergrad) and that the social climate of their program is positive (77%, +7%, grad only). There was a 14% increase in positive response since 2021 to the item “I have a sense of community;” however, the overall positive response to this item was 55%, which is the lowest of all student survey items. Responses varied among populations at the university. A sample of these differences based on race/ethnicity and gender are highlighted below.

Race/Ethnicity:

- Middle Eastern/North African students responded less positively to the following items, compared to the overall student population:
 - I am comfortable expressing ideas without fear that it will affect how individuals in my class treat me. (ME:50%, +2%; O:62%, +6%)
 - I am treated poorly by others due to my identity. (ME:10%, -6%; O:4%, -0%; negatively worded)
 - I feel valued in my program. (ME:50%, -10%; O:66%, +8%)
- Black/African American students responded less positively than the overall student population to the following items:
 - I feel like a respected member of the CU community. (B:50%, -18%; O:68%, +11%)
 - I’m treated like I belong. (B:62%, -3%; O:68%, +9%)
 - In the last 12 months, I have seriously considered leaving CU. (B:15%, -1%; O:8%, +2%; negatively worded)
- Middle Eastern/North African, Black/African American, and Asian/Asian American students were less likely to agree with the following items compared to the overall student population:
 - I feel that I am evaluated fairly. (ME:60%, -3%; B:67%, -2%; A:68%, -1%; O:75%, +2%)
 - If I had to do it over again, I would choose to attend CU. (ME:50%, +2%; A:55%, -5%; B:58%, +2%; O:67%, +6%).
Of note, Latinx/Hispanic students had the greatest positive response to this item at 87%, +25%.
- Latinx/Hispanic students saw a large increase in positive responses since 2021 to several items:
 - I feel like a respected member of the CU community. (L:90%, +32%; O:55%, +14%)
 - I’m treated like I belong. (L:84%, +31%; O:68%, +9%)

Gender[1]:

- Female students responded less positively than male students to the following items:
 - I am comfortable expressing ideas or opinions without fear that it will affect how individuals in my class treat me. (F:60%, +2%; M:68%, +15%)
 - I feel like a respected member of the CU community. (F:67%, +7%; M:76%, +17%)
 - I feel supported in my program. (F:70%, +3%; M:80%, +9%; grad students only)
 - I have a sense of community. (F:55%, +12%; M:61%, +17%)
 - I’m treated like I belong. (F:66%, +4%; M:78%, +16%)
- Male students responded less positively than female students to the following item:
 - In most of my courses, instructors are invested in my success. (M:75%, +50%; F:82%, +26%, undergrads only)

[1] STUDENTS WERE ASKED AN INCLUSIVE GENDER IDENTITY ITEM ON THEIR SURVEYS. HOWEVER, WE DID NOT HAVE MORE THAN 10 RESPONSES FROM ANY GENDER IDENTITY OTHER THAN MALE/FEMALE. TO PROTECT RESPONDENT ANONYMITY, WE ARE NOT REPORTING ON GROUPS WITH FEWER THAN 10 RESPONSES.

Employees

The overall employee population saw an increase in positive response to every item on the survey, compared to the 2021 CWC administration. Notably, 75% of employees feel that they are evaluated fairly (+6% since 2021) and that their department values their work (+8%). Additionally, 72% of employees agree that if they had to do it over again, they would choose to work at CU (+4%), that their department values the balance between their job and life outside the work setting (+11%), and that the workplace culture is positive (+4%). While there was a 10% increase in positive response since 2021 to the item “I have a sense of community,” only 52% of employees agreed with this statement, the least agreement of all employee survey items. Key differences in response based on race/ethnicity and gender are highlighted below.

Race/Ethnicity:

- Middle Eastern/North African employees were more likely to agree that they are treated poorly by others in their department due to their identity. (ME:8%, +3%; O:3%, +1%; negatively worded item)
- Black/African American employees responded less positively than the overall employee population to the items:
 - I feel that I am evaluated fairly. (B:59%, -5%; O:76%, +6%)
 - My department values the balance between my job and life outside the work setting. (B:65%, +8%; O:72%, +11%)
- Middle Eastern/North African and Latinx/Hispanic employees were less likely than the overall employee population to agree that they have been offered opportunities to learn and grow. (ME:54%, -13%; L:59%, +4%; O:65%, +12%)
- Asian/Asian American and Black/African American employees were less likely to agree that if they had to do it over again, they would choose to work at CU compared to the overall population (A:64%, -2%; B:65%, +2%; O:72%, +4%)
- Black/African American employees had a large increase in positive response to several items:
 - I have a sense of community. (B:55%, +23%; O: 52%, +10%)
 - I’m treated like I belong. (B:60%, +15%; O: 63%, +8%)
- Middle Eastern/North African employees also saw a large increase in positive response:
 - I’m treated like I belong. (ME: 77%, +55%; O: 63%, +8%)
 - If I had to do it over again, I would choose to work at CU. (ME: 92%, +48%; O: 72%, +4%)

Gender[2]

- Male employees were more likely to agree/strongly agree that they are treated like they belong than female employees (M:68%, +9%; F:62%, +7%)

[2] FACULTY/STAFF WERE NOT ASKED A GENDER IDENTITY ITEM ON THEIR SURVEYS. OUR HR DATABASE ALLOWS FOR INDIVIDUALS TO SELECT “OTHER GENDER,” BUT WE DID NOT RECEIVE ANY RESPONSES FROM THIS POPULATION

CU School of Medicine Faculty/Resident Survey Highlights

This executive summary outlines key findings from the Faculty/Resident Survey conducted by the CU School of Medicine (SOM), highlighting aspects of belonging that relate to the CWC Pulse Survey. It is important to note that CU SOM faculty and residents were excluded from the CWC Pulse Survey, due to the simultaneous launch of their own survey. The results reveal significant insights into the experiences of residents and fellows, particularly concerning their sense of belonging and peer support, which are critical for fostering an inclusive environment. These findings underscore the ongoing opportunities for improvement within the CU SOM community.

Residents/fellows:

- Asian residents/fellows reported a lower sense of belonging and peer support and higher intent to leave prior to completing their training than URiM (Black, African American, African, Afro-Caribbean, American Indian Alaska Native, Native Hawaiian or other Pacific Islander, Hispanic) or White residents/fellows
- URiM residents/fellows reported less often that they had been well mentored and that there were good systems in place to ensure they were treated with respect and dignity than non-URiM residents/fellows

Scientist Faculty:

- URiM scientist faculty reported a lower sense of belonging and higher intent to leave their job within the next two years than Asian or White scientist faculty
- URiM scientist faculty reported less often that they were satisfied with their opportunity for career advancement, that there were good systems in place to ensure they were treated with respect and dignity, and that bystanders speak up or intervene if someone is mistreated than non-URiM scientist faculty

Clinical Faculty:

- Asian faculty reported lower intent to leave their job within the next two years than URiM or White faculty

Additional Information

URiM - Underrepresented in Medicine

Summary

The CWC Pulse Survey results show respondents across all roles (students and employees) report positive ranges in most areas associated with social and academic belonging. However, we can see that there are changes when you look closely at specific demographic groups within the CU Anschutz Medical Campus communities. Specifically, those groups who identified as historically underrepresented and disadvantaged groups reported fewer positive experiences and higher levels of disagreement with specific survey questions. This is concerning and an area in which to focus some immediate action next steps with an understanding that next steps will be multi-dimensional and occur iteratively.

With full support of CU Anschutz Chancellor Don Elliman and Executive Vice Chancellor Terri Carrothers, the Office of Diversity, Equity, Inclusion, and Community Engagement has already begun working with the Chancellor's ODEICE Leadership DEI Liaisons from the CU Anschutz schools and college to formulate detailed action plans in response to these survey results. In addition, we are in partnership with CU School of Medicine Chief Wellness Officer, Dr. Lotte Dyrbye, and CU Anschutz Chief Human Resources Officer, Adrienne Howarth-Moore, to design multi-pronged approaches to solutions. We understand that solutions will be complex and interdependent. We believe this CWC Pulse Survey data report serves as a call to action for our campus community. We all have a responsibility in this work as we work to be a more inclusive campus community where all feel they belong.

We are committed to full transparency and on-going communications of the concrete steps and actions and key performance measures to move the lower sense of belonging up to the level of the majority. These actions will be ongoing as we continue to take a deeper dive into the response to better understand this survey data, and prepare for the next full iteration of the CWC Survey to be administered in October 2025 as mandated by the CU Board of Regents.

Additional Information

- View the CWC Pulse Survey Dashboard at <https://viz.cu.edu/#/site/University/views/CWCPulseDashboard-AMC-Draft/Overview?:iid=1>
- Learn more about the CWC Pulse Survey at cuanschutz.edu/cwcsurvey

PLEASE CONTACT CWCsurvey@CUANSCHUTZ.EDU WITH ANY QUESTIONS.