Campus and Workplace Culture Survey: Graduate Student Report University of Colorado Colorado Springs

Institutional Research

March 2022

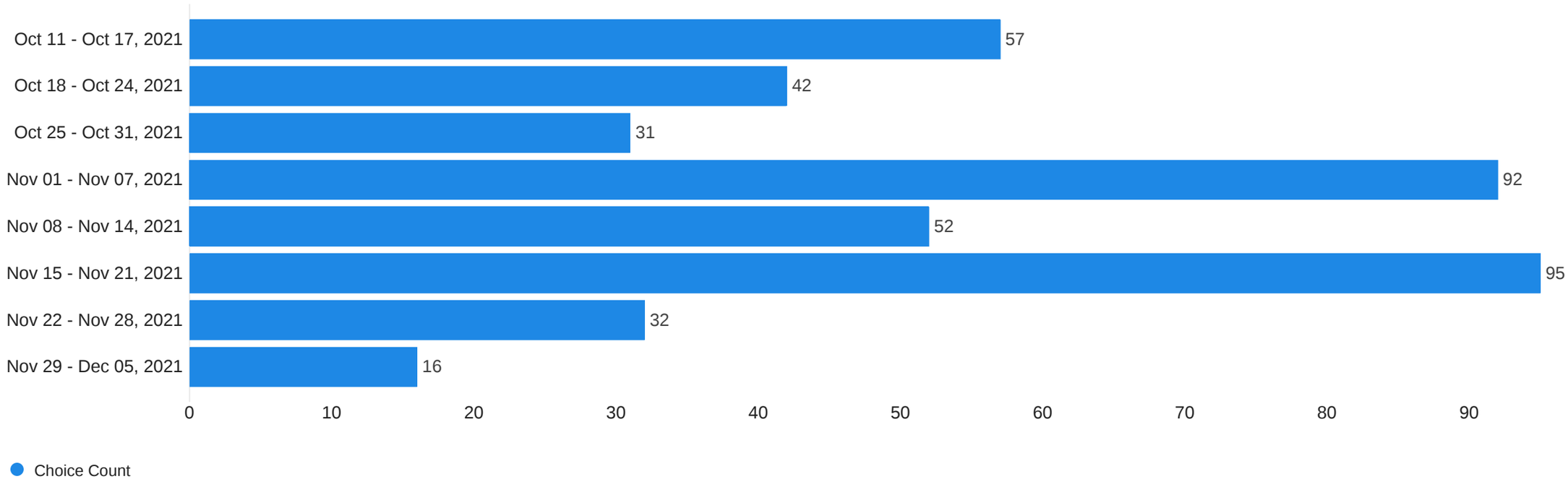
https://ir.uccs.edu/campus-workplace-climate-survey

Themes:

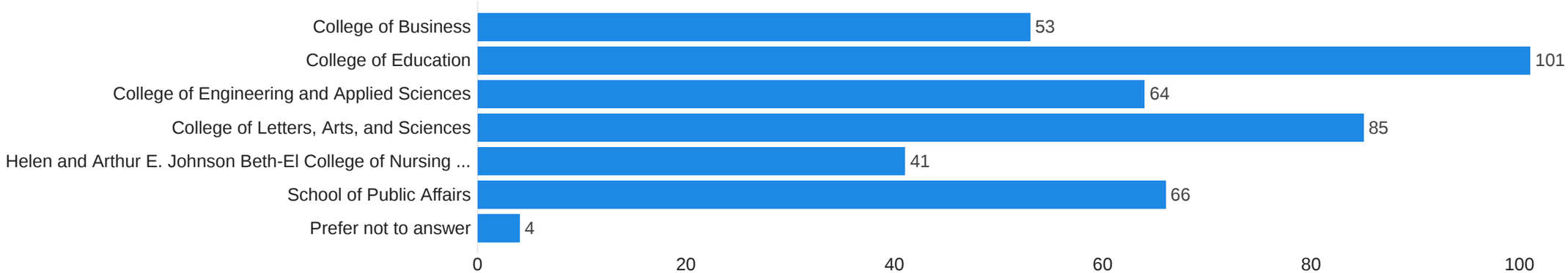
Respondents...p3
Belonging...p5
Department Culture...p7
Norms...p12
Experiences Based on Identity...p13
Mentoring...p15
Incivility...p17
Sexual Harassment and Misconduct...p35
Discrimination...p48
Outcomes and Trust...p56
Demographics...p58

Respondents

The Campus Workplace and Culture Survey was administered in the Fall 2021 semester. Of the 1950 graduate students enrolled at the time, 417 completed the survey for an overall response rate of 21%



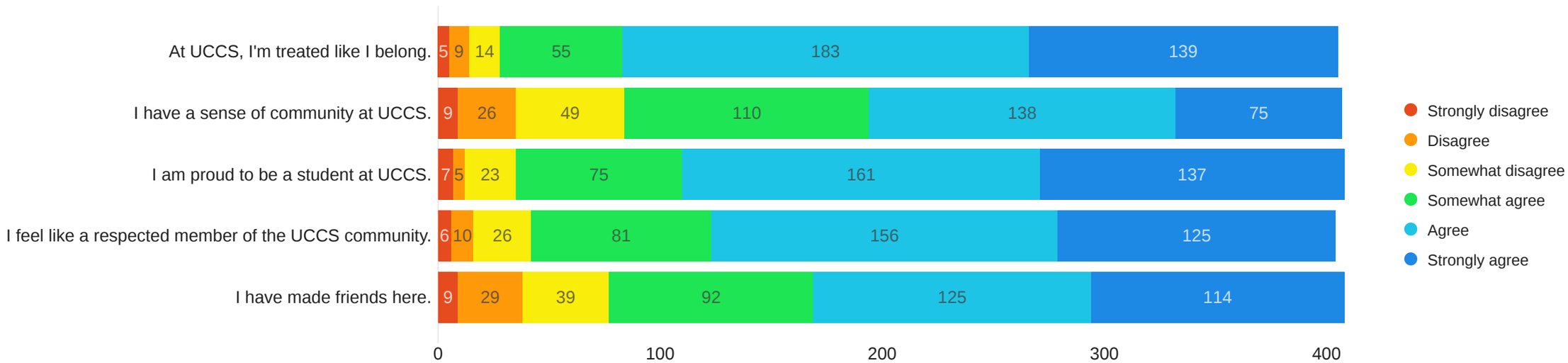
Please indicate your primary college at UCCS.



Field	Percentage
College of Business	12.80%
College of Education	24.40%
College of Engineering and Applied Sciences	15.46%
College of Letters, Arts, and Sciences	20.53%
Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences	9.90%
School of Public Affairs	15.94%
Prefer not to answer	0.97%
Total	

Belonging

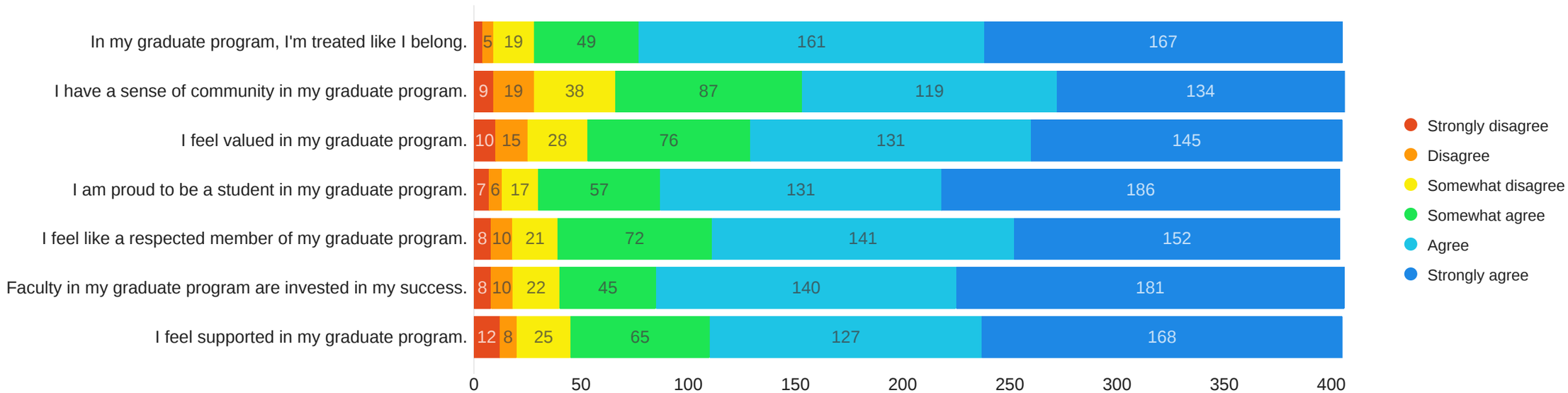
This set of questions addresses your experiences with UCCS overall. Indicate how strongly you disagree or agree with each of the following statements:



Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Total
At UCCS, I'm treated like I belong.	1.23%	2.22%	3.46%	13.58%	45.19%	34.32%	
I have a sense of community at UCCS.	2.21%	6.39%	12.04%	27.03%	33.91%	18.43%	
I am proud to be a student at UCCS.	1.72%	1.23%	5.64%	18.38%	39.46%	33.58%	
I feel like a respected member of the UCCS community.	1.49%	2.48%	6.44%	20.05%	38.61%	30.94%	
I have made friends here.	2.21%	7.11%	9.56%	22.55%	30.64%	27.94%	

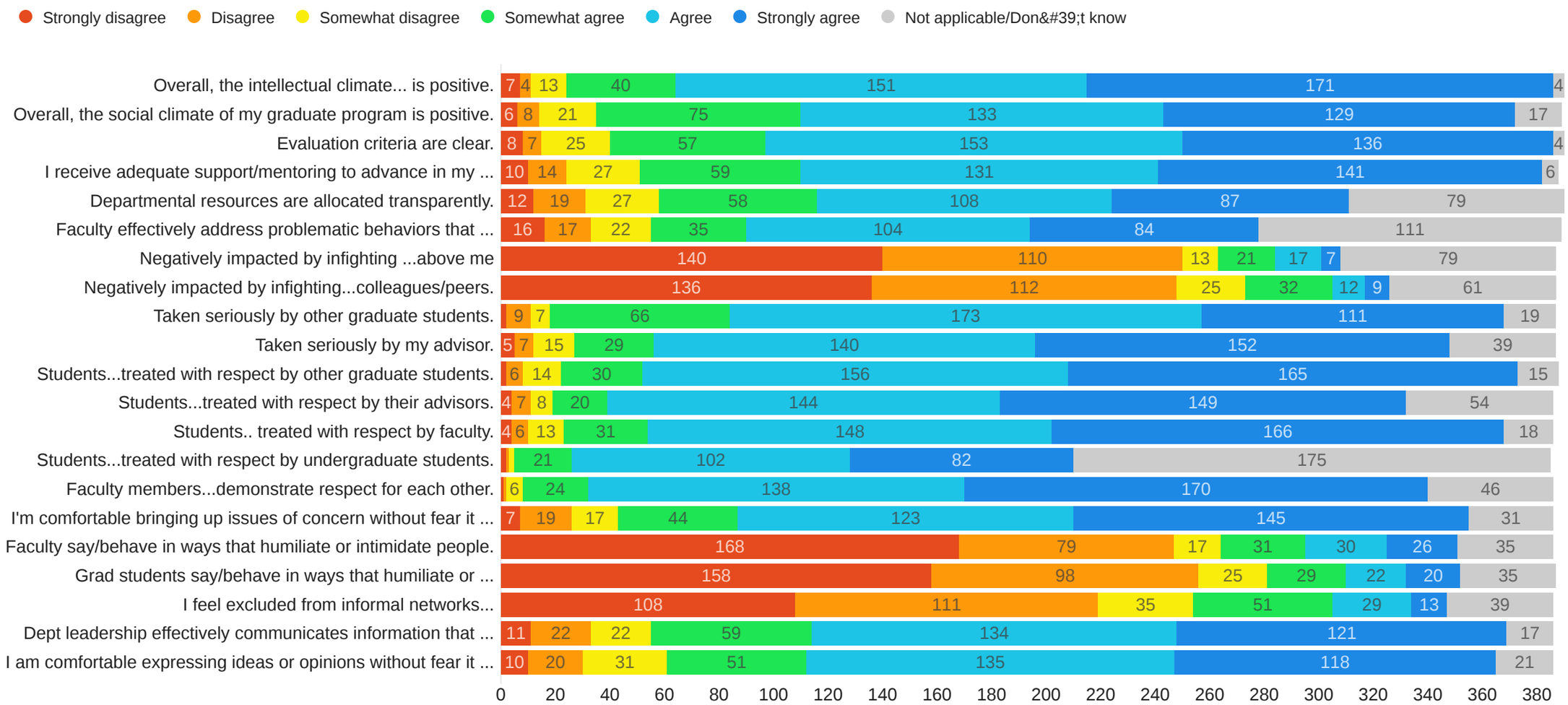
Department Culture

This set of questions addresses your experiences in your graduate program at UCCS. Indicate how strongly you disagree or agree with each of the following statements:



Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Total
In my graduate program, I'm treated like I belong.	0.99%	1.23%	4.69%	12.10%	39.75%	41.23%	
I have a sense of community in my graduate program.	2.22%	4.68%	9.36%	21.43%	29.31%	33.00%	
I feel valued in my graduate program.	2.47%	3.70%	6.91%	18.77%	32.35%	35.80%	
I am proud to be a student in my graduate program.	1.73%	1.49%	4.21%	14.11%	32.43%	46.04%	
I feel like a respected member of my graduate program.	1.98%	2.48%	5.20%	17.82%	34.90%	37.62%	
Faculty in my graduate program are invested in my success.	1.97%	2.46%	5.42%	11.08%	34.48%	44.58%	
I feel supported in my graduate program.	2.96%	1.98%	6.17%	16.05%	31.36%	41.48%	

The following questions address the overall academic/workplace culture in your graduate program. Indicate how strongly you disagree or agree with each of the following statements:

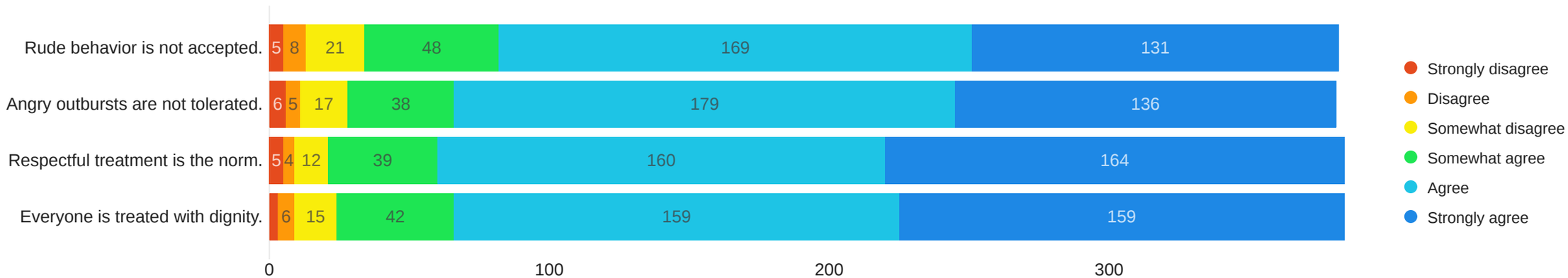


Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Not applicable/Don't know	Total
Overall, the intellectual climate of my graduate program is positive.	1.79%	1.03%	3.33%	10.26%	38.72%	43.85%	1.03%	
Overall, the social climate of my graduate program is positive.	1.54%	2.06%	5.40%	19.28%	34.19%	33.16%	4.37%	
Evaluation criteria are clear.	2.05%	1.79%	6.41%	14.62%	39.23%	34.87%	1.03%	
I receive adequate support/mentoring to advance in my professional development.	2.58%	3.61%	6.96%	15.21%	33.76%	36.34%	1.55%	
Departmental resources are allocated transparently.	3.08%	4.87%	6.92%	14.87%	27.69%	22.31%	20.26%	
Faculty effectively address problematic behaviors that undermine the academic/work environment.	4.11%	4.37%	5.66%	9.00%	26.74%	21.59%	28.53%	
My work is negatively impacted by infighting between people who are above me in the academic hierarchy.	36.18%	28.42%	3.36%	5.43%	4.39%	1.81%	20.41%	
My work is negatively impacted by infighting between people with whom I work closely as colleagues/peers.	35.14%	28.94%	6.46%	8.27%	3.10%	2.33%	15.76%	
My comments/ideas are taken seriously by other graduate students.	0.52%	2.33%	1.81%	17.05%	44.70%	28.68%	4.91%	
My comments/ideas are taken seriously by my advisor.	1.29%	1.81%	3.88%	7.49%	36.18%	39.28%	10.08%	
Students in my graduate program are treated with respect by other graduate students.	0.52%	1.55%	3.61%	7.73%	40.21%	42.53%	3.87%	
Students in my graduate program are treated with respect by their advisors.	1.04%	1.81%	2.07%	5.18%	37.31%	38.60%	13.99%	
Students in my graduate program are treated with respect by faculty.	1.04%	1.55%	3.37%	8.03%	38.34%	43.01%	4.66%	
Students in my graduate program are treated with respect by undergraduate students.	0.52%	0.26%	0.52%	5.45%	26.49%	21.30%	45.45%	
Faculty members in my program demonstrate respect for each other.	0.26%	0.26%	1.55%	6.22%	35.75%	44.04%	11.92%	

I'm comfortable bringing up issues of concern without fear it will affect how I'm treated by my advisor.	1.81%	4.92%	4.40%	11.40%	31.87%	37.56%	8.03%
One or more faculty say things or behave in ways that humiliate or intimidate people.	43.52%	20.47%	4.40%	8.03%	7.77%	6.74%	9.07%
One or more graduate students say things or behave in ways that humiliate or intimidate people.	40.83%	25.32%	6.46%	7.49%	5.68%	5.17%	9.04%
I feel excluded from informal networks within my graduate program.	27.98%	28.76%	9.07%	13.21%	7.51%	3.37%	10.10%
Department leadership effectively communicates information that affects me and my work/academics.	2.85%	5.70%	5.70%	15.28%	34.72%	31.35%	4.40%
I am comfortable expressing ideas or opinions without fear it will affect how individuals in my department treat me.	2.59%	5.18%	8.03%	13.21%	34.97%	30.57%	5.44%

Norms

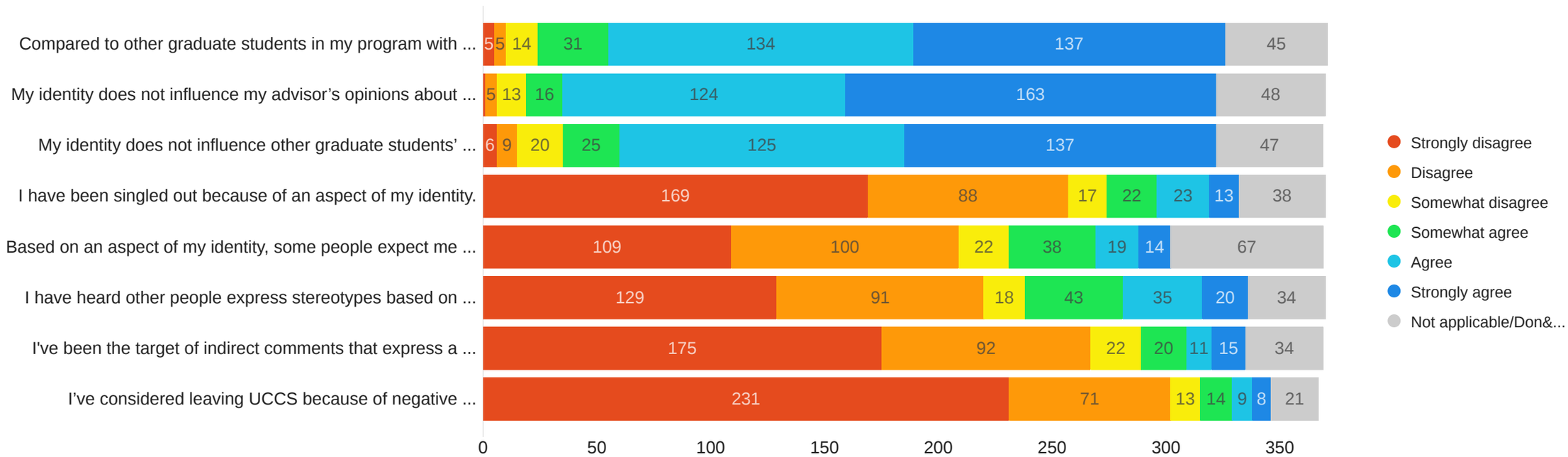
Additionally, in my graduate program...



Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Total
Rude behavior is not accepted.	1.31%	2.09%	5.50%	12.57%	44.24%	34.29%	
Angry outbursts are not tolerated.	1.57%	1.31%	4.46%	9.97%	46.98%	35.70%	
Respectful treatment is the norm.	1.30%	1.04%	3.13%	10.16%	41.67%	42.71%	
Everyone is treated with dignity.	0.78%	1.56%	3.91%	10.94%	41.41%	41.41%	

Experiences Based on Identity

The following questions address your experiences in your graduate program related to your social identity. Please indicate how strongly you disagree or agree with each of the following statements: Within my graduate program...



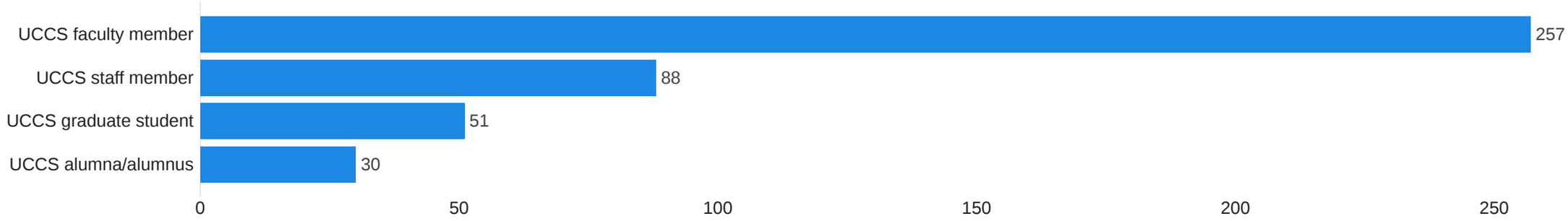
Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Not applicable/Don't know	Total
Compared to other graduate students in my program with different identities, I receive equal recognition for the same level of effort.	1.35%	1.35%	3.77%	8.36%	36.12%	36.93%	12.13%	
My identity does not influence my advisor’s opinions about my abilities.	0.27%	1.35%	3.51%	4.32%	33.51%	44.05%	12.97%	
My identity does not influence other graduate students’ opinions about my abilities.	1.63%	2.44%	5.42%	6.78%	33.88%	37.13%	12.74%	
I have been singled out because of an aspect of my identity.	45.68%	23.78%	4.59%	5.95%	6.22%	3.51%	10.27%	
Based on an aspect of my identity, some people expect me to be a spokesperson for my group.	29.54%	27.10%	5.96%	10.30%	5.15%	3.79%	18.16%	
I have heard other people express stereotypes based on identity.	34.86%	24.59%	4.86%	11.62%	9.46%	5.41%	9.19%	
I've been the target of indirect comments that express a negative attitude toward my identity.	47.43%	24.93%	5.96%	5.42%	2.98%	4.07%	9.21%	
I’ve considered leaving UCCS because of negative experiences related to my identity.	62.94%	19.35%	3.54%	3.81%	2.45%	2.18%	5.72%	

Mentoring

Is there someone at UCCS who you think of as a mentor?

Field	Percentage
No	27.61%
Yes, one person	30.03%
Yes, more than one person	42.36%
Total	

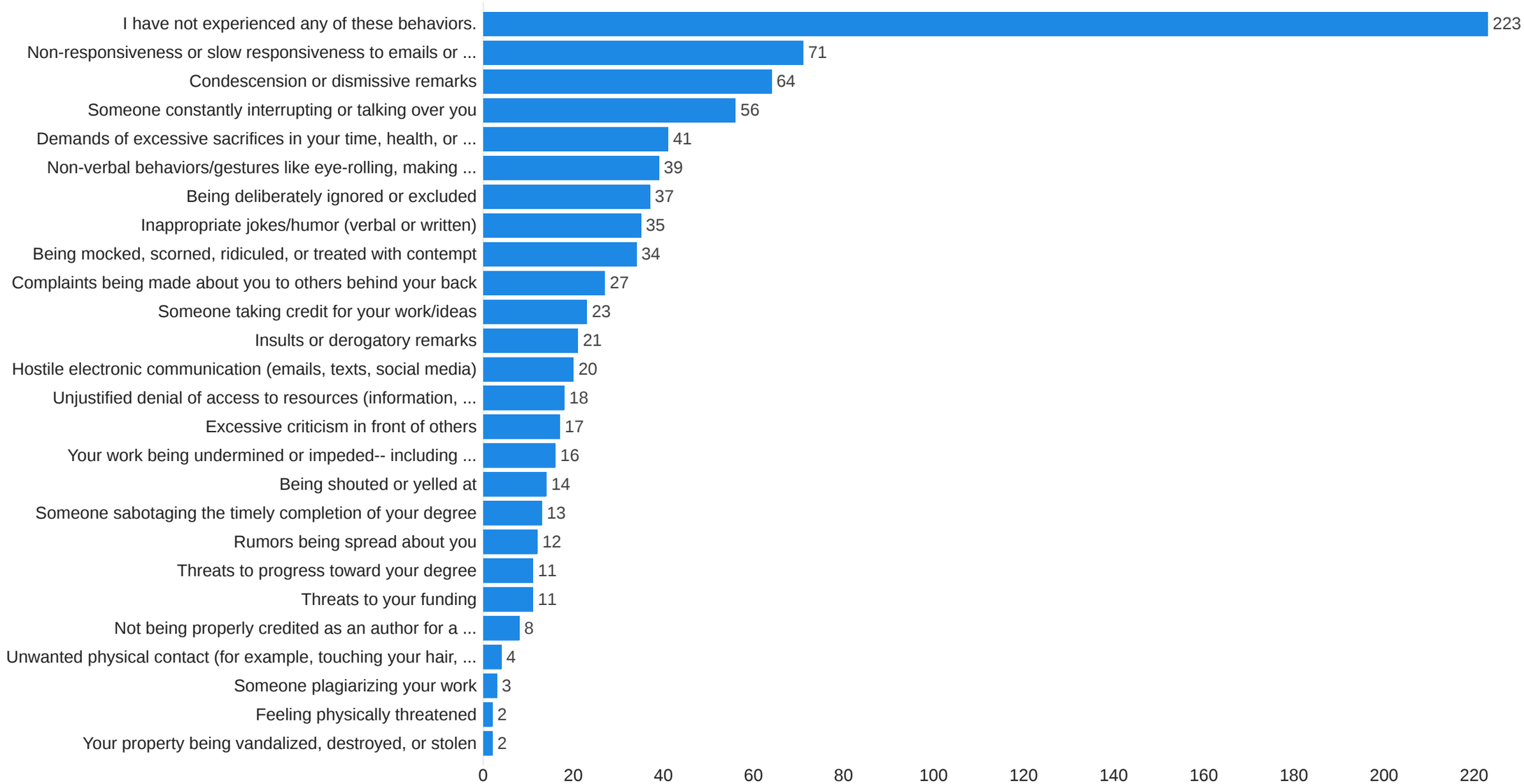
What is your mentor's/mentors' role at UCCS? (Check all that apply)



Field	Percentage of Choices
UCCS faculty member	60.33%
UCCS staff member	20.66%
UCCS graduate student	11.97%
UCCS alumna/alumnus	7.04%
Total	

Incivility

The list below contains examples of incivil behaviors that sometimes occur in the academic environment/campus workplace. As a graduate student at UCCS, have you experienced any of these behaviors in the context of your UCCS-related activities? (Please select all that apply.)


I have not experienced any of these behaviors. 223
Non-responsiveness or slow responsiveness to emails or ... 71
Condescension or dismissive remarks 64
Someone constantly interrupting or talking over you 56
Demands of excessive sacrifices in your time, health, or ... 41
Non-verbal behaviors/gestures like eye-rolling, making ... 39
Being deliberately ignored or excluded 37
Inappropriate jokes/humor (verbal or written) 35
Being mocked, scorned, ridiculed, or treated with contempt 34
Complaints being made about you to others behind your back 27
Someone taking credit for your work/ideas 23
Insults or derogatory remarks 21
Hostile electronic communication (emails, texts, social media) 20
Unjustified denial of access to resources (information, ... 18
Excessive criticism in front of others 17
Your work being undermined or impeded-- including ... 16
Being shouted or yelled at 14
Someone sabotaging the timely completion of your degree 13
Rumors being spread about you 12
Threats to progress toward your degree 11
Threats to your funding 11
Not being properly credited as an author for a ... 8
Unwanted physical contact (for example, touching your hair, ... 4
Someone plagiarizing your work 3
Feeling physically threatened 2
Your property being vandalized, destroyed, or stolen 2
0 20 40 60 80 100 120 140 160 180 200 220

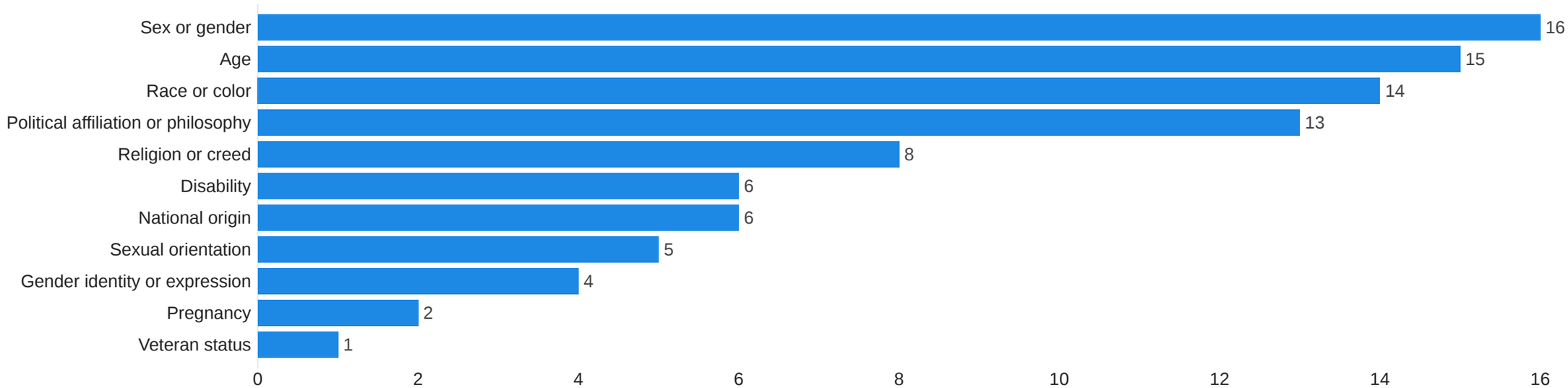
Field	Percentage of Choices
I have not experienced any of these behaviors.	27.13%
Being shouted or yelled at	1.70%
Non-verbal behaviors/gestures like eye-rolling, making faces in response to you	4.74%
Excessive criticism in front of others	2.07%
Someone constantly interrupting or talking over you	6.81%
Being mocked, scorned, ridiculed, or treated with contempt	4.14%
Condescension or dismissive remarks	7.79%
Being deliberately ignored or excluded	4.50%
Hostile electronic communication (emails, texts, social media)	2.43%
Inappropriate jokes/humor (verbal or written)	4.26%
Insults or derogatory remarks	2.55%
Someone plagiarizing your work	0.36%
Someone taking credit for your work/ideas	2.80%
Complaints being made about you to others behind your back	3.28%
Non-responsiveness or slow responsiveness to emails or requests	8.64%
Your property being vandalized, destroyed, or stolen	0.24%
Your work being undermined or impeded-- including research, if applicable	1.95%

Rumors being spread about you	1.46%
Feeling physically threatened	0.24%
Unwanted physical contact (for example, touching your hair, rubbing your back, etc.)	0.49%
Unjustified denial of access to resources (information, grants, travel, professional development opportunities)	2.19%
Threats to your funding	1.34%
Threats to progress toward your degree	1.34%
Someone sabotaging the timely completion of your degree	1.58%
Demands of excessive sacrifices in your time, health, or social life	4.99%
Not being properly credited as an author for a research/academic publication (either by omission or author order)	0.97%
Total	

CU policy prohibits hostile treatment that is due to a person's protected-class identity. From your perspective, were any of these incivil behavior(s) related to one or more aspects of your identity that are covered by CU policy?

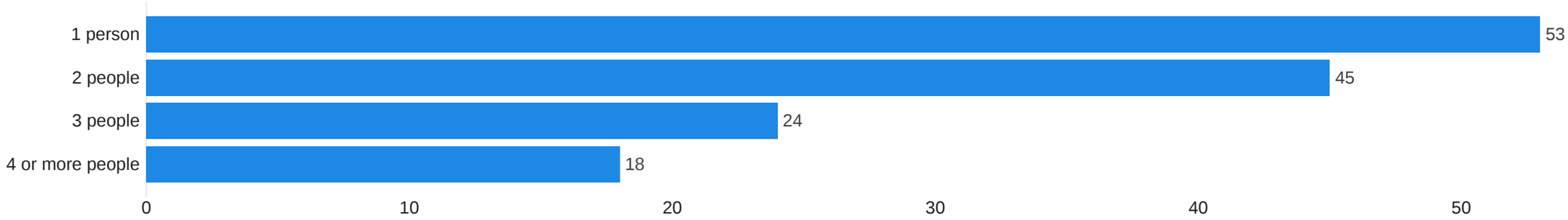
Field	Percentage
NO	48.61%
YES	22.92%
NOT SURE	28.47%
Total	

To which of the following protected-class identities would you attribute the invibil behavior(s) that you experienced? (if applicable, choose all that apply)



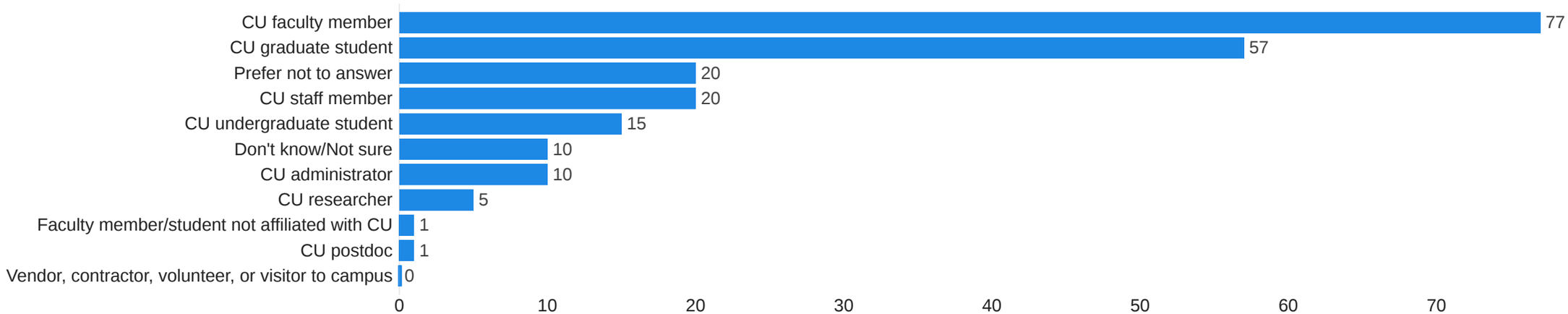
Field	Percentage of Choices
Sex or gender	17.78%
Age	16.67%
Race or color	15.56%
Political affiliation or philosophy	14.44%
Religion or creed	8.89%
Disability	6.67%
National origin	6.67%
Sexual orientation	5.56%
Gender identity or expression	4.44%
Pregnancy	2.22%
Veteran status	1.11%

About how many people, in total, engaged in the incivil behavior(s) that you experienced?



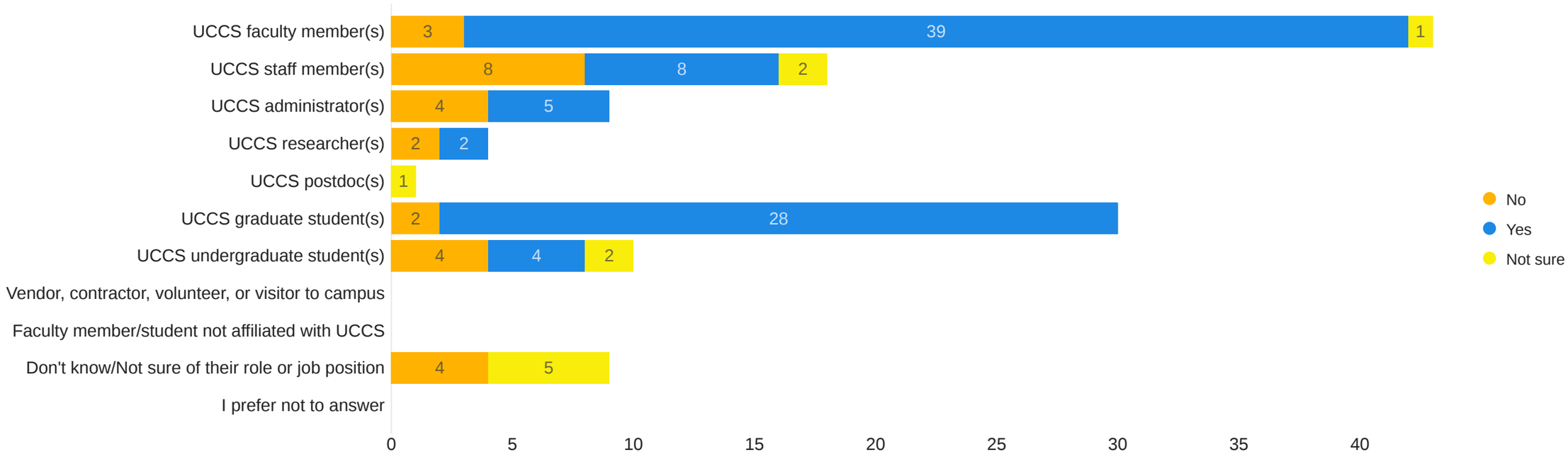
Field	Percentage
1 person	37.86%
2 people	32.14%
3 people	17.14%
4 or more people	12.86%
Total	

In the context of your UCCS-related activities, who engaged in the incivil behavior(s) that you experienced? (Please check all that apply)



Field	Percentage of Choices
CU faculty member	35.65%
CU graduate student	26.39%
Prefer not to answer	9.26%
CU staff member	9.26%
CU undergraduate student	6.94%
Don't know/Not sure	4.63%
CU administrator	4.63%
CU researcher	2.31%
Faculty member/student not affiliated with CU	0.46%
CU postdoc	0.46%
Vendor, contractor, volunteer, or visitor to campus	0.00%

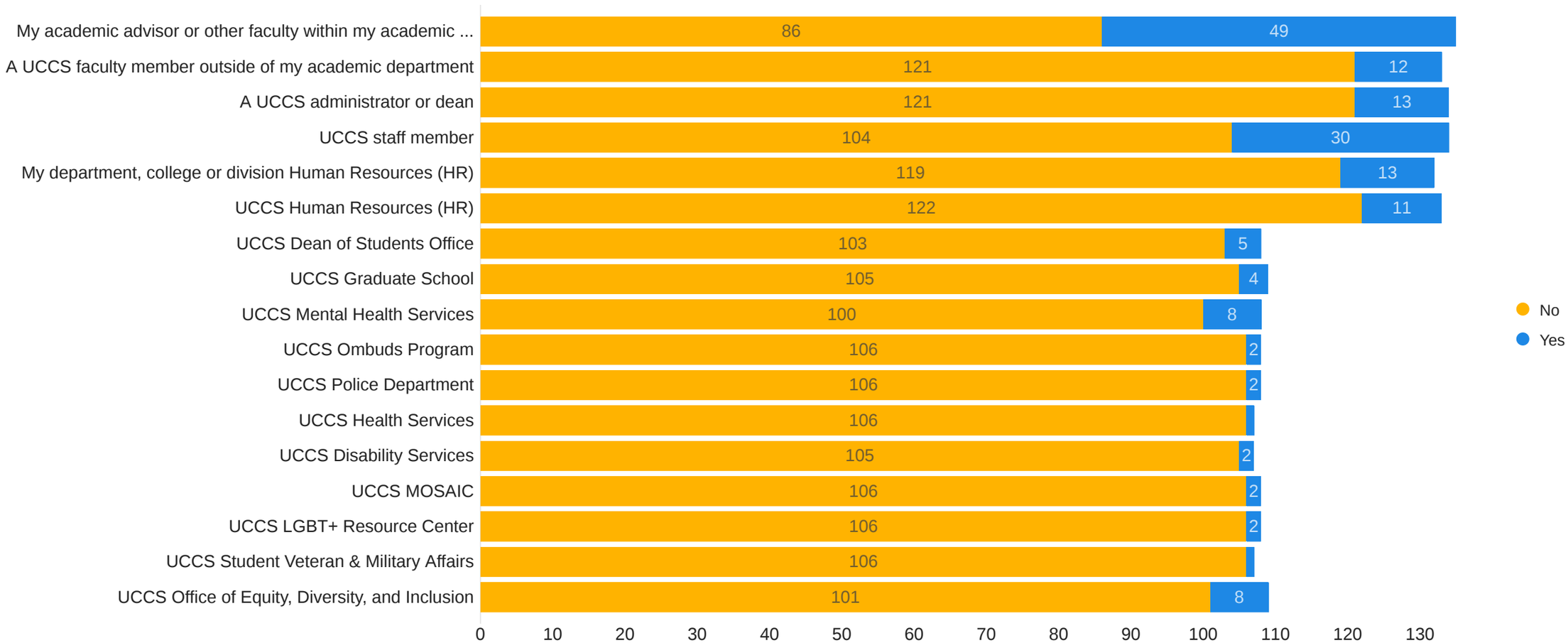
You indicated the person/people who engaged in the incivil behavior(s) that you experienced. Were any of these people affiliated with your department?



Field	No	Yes	Not sure	Total
UCCS faculty member(s)	6.98%	90.70%	2.33%	
UCCS staff member(s)	44.44%	44.44%	11.11%	
UCCS administrator(s)	44.44%	55.56%	0.00%	

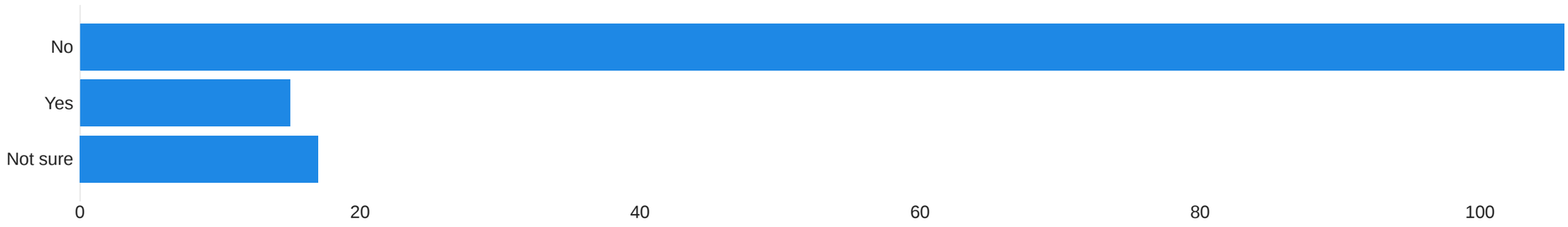
UCCS researcher(s)	50.00%	50.00%	0.00%
UCCS postdoc(s)	0.00%	0.00%	100.00%
UCCS graduate student(s)	6.67%	93.33%	0.00%
UCCS undergraduate student(s)	40.00%	40.00%	20.00%
Vendor, contractor, volunteer, or visitor to campus	0.00%	0.00%	0.00%
Faculty member/student not affiliated with UCCS	0.00%	0.00%	0.00%
Don't know/Not sure of their role or job position	44.44%	0.00%	55.56%
I prefer not to answer	0.00%	0.00%	0.00%

To the best of your knowledge, were any of the following people or offices at UCCS made aware of the incivil behavior(s) you experienced? This could have been done directly by you or by someone else on your behalf. (Please check Yes or No for each item)



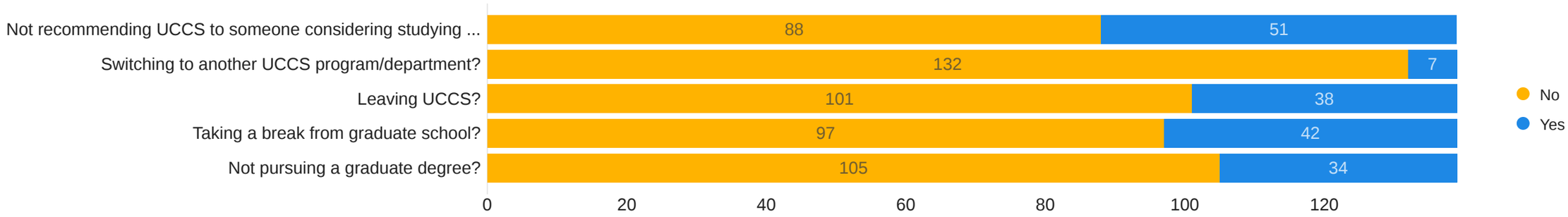
Field	No	Yes	Total
My academic advisor or other faculty within my academic department	63.70%	36.30%	
A UCCS faculty member outside of my academic department	90.98%	9.02%	
A UCCS administrator or dean	90.30%	9.70%	
UCCS staff member	77.61%	22.39%	
My department, college or division Human Resources (HR)	90.15%	9.85%	
UCCS Human Resources (HR)	91.73%	8.27%	
UCCS Dean of Students Office	95.37%	4.63%	
UCCS Graduate School	96.33%	3.67%	
UCCS Mental Health Services	92.59%	7.41%	
UCCS Ombuds Program	98.15%	1.85%	
UCCS Police Department	98.15%	1.85%	
UCCS Health Services	99.07%	0.93%	
UCCS Disability Services	98.13%	1.87%	
UCCS MOSAIC	98.15%	1.85%	
UCCS LGBT+ Resource Center	98.15%	1.85%	
UCCS Student Veteran & Military Affairs	99.07%	0.93%	
UCCS Office of Equity, Diversity, and Inclusion	92.66%	7.34%	

OIE is the UCCS office that addresses complaints related to the Discrimination and Harassment Policy, and complaints of sexual misconduct under the Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (Title IX). Was the incivil behavior shared with the UCCS Office of Institutional Equity, either by you or someone else?



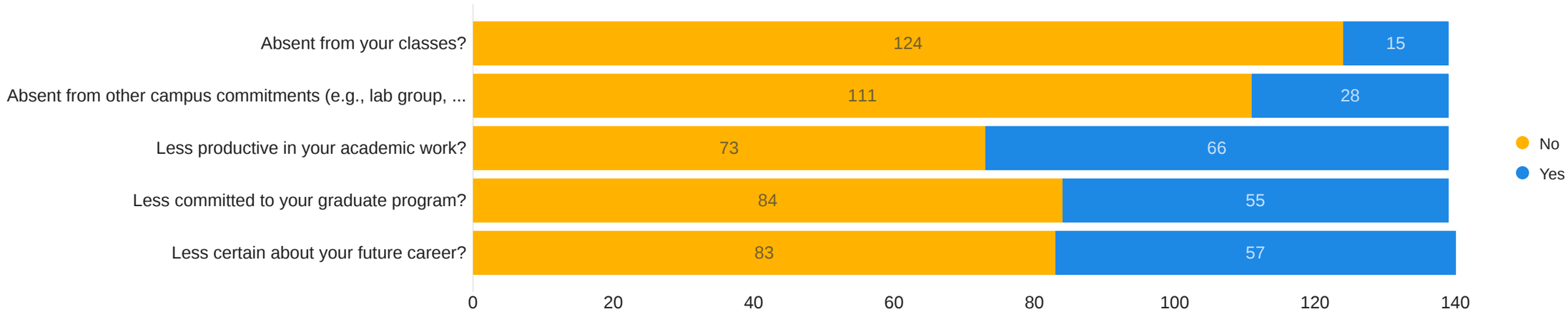
Field	Percentage
No	76.81%
Yes	10.87%
Not sure	12.32%
Total	

You indicated that you have experienced incivil behavior(s) in the context of your UCCS-related activities. Have the behavior(s) you experienced caused you to consider:



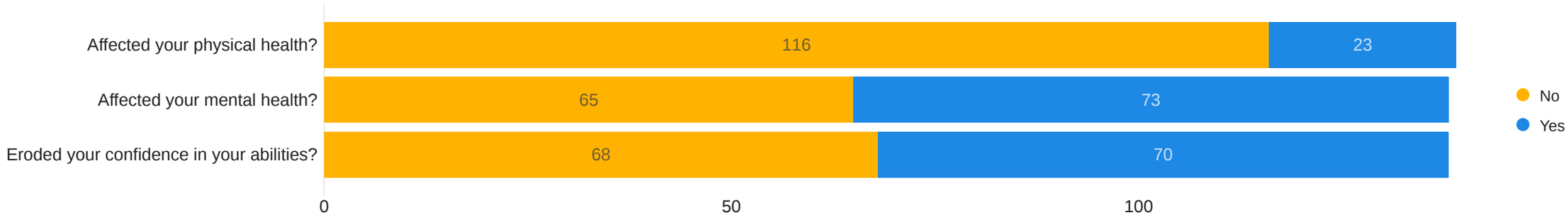
Field	No	Yes	Total
Not recommending UCCS to someone considering studying here?	63.31%	36.69%	
Switching to another UCCS program/department?	94.96%	5.04%	
Leaving UCCS?	72.66%	27.34%	
Taking a break from graduate school?	69.78%	30.22%	
Not pursuing a graduate degree?	75.54%	24.46%	

Have the incivil behavior(s) you experienced caused you to be:



Field	No	Yes	Total
Absent from your classes?	89.21%	10.79%	
Absent from other campus commitments (e.g., lab group, work, meetings)?	79.86%	20.14%	
Less productive in your academic work?	52.52%	47.48%	
Less committed to your graduate program?	60.43%	39.57%	
Less certain about your future career?	59.29%	40.71%	

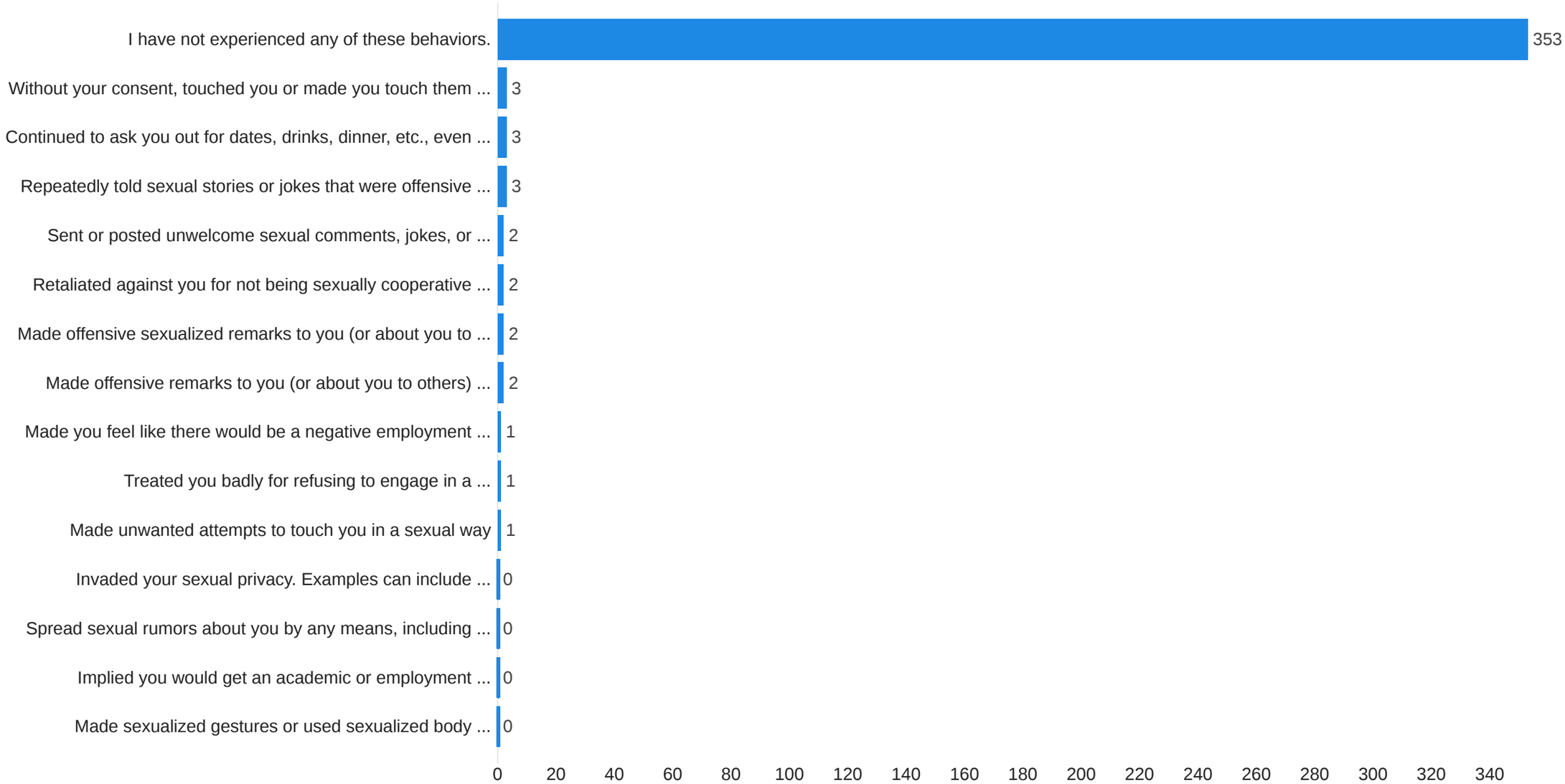
Have the incivil behavior(s) you experienced:



Field	No	Yes	Total
Affected your physical health?	83.45%	16.55%	
Affected your mental health?	47.10%	52.90%	
Eroded your confidence in your abilities?	49.28%	50.72%	

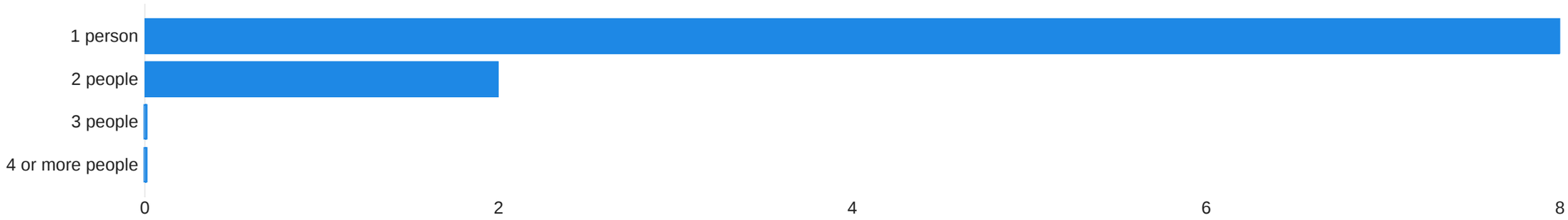
Harassment and Sexual Misconduct

Below is a list of behaviors associated with sexual harassment and/or misconduct that can occur in the academic environment/campus workplace. Such behaviors may occur, for instance, during class (as a student or instructor), lab, office hours, group work, meetings, conferences, presentations, at a UCCS job, online, over email, or in an off-campus setting having to do with UCCS-related activities. As a graduate student at UCCS, has someone done any of the following to you in the context of your UCCS-related activities? Please select all that apply.


I have not experienced any of these behaviors.
353
Without your consent, touched you or made you touch them ...
3
Continued to ask you out for dates, drinks, dinner, etc., even ...
3
Repeatedly told sexual stories or jokes that were offensive ...
3
Sent or posted unwelcome sexual comments, jokes, or ...
2
Retaliated against you for not being sexually cooperative ...
2
Made offensive sexualized remarks to you (or about you to ...
2
Made offensive remarks to you (or about you to others) ...
2
Made you feel like there would be a negative employment ...
1
Treated you badly for refusing to engage in a ...
1
Made unwanted attempts to touch you in a sexual way
1
Invaded your sexual privacy. Examples can include ...
0
Spread sexual rumors about you by any means, including ...
0
Implied you would get an academic or employment ...
0
Made sexualized gestures or used sexualized body ...
0
0 20 40 60 80 100 120 140 160 180 200 220 240 260 280 300 320 340

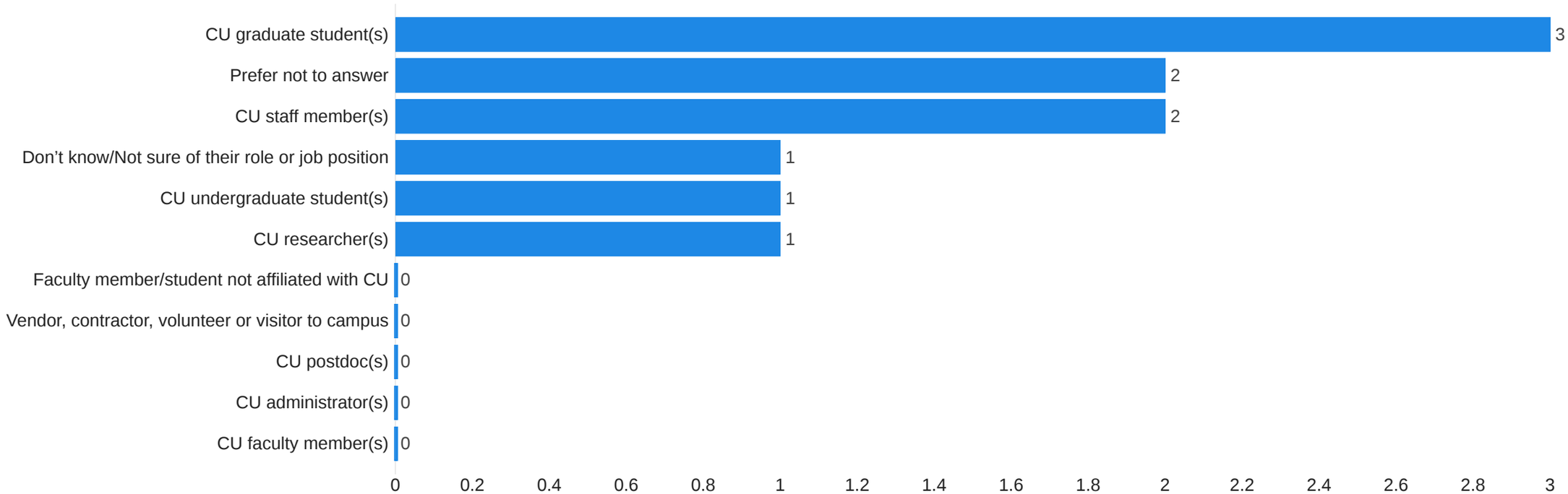
Field	Percentage of Choices
I have not experienced any of these behaviors.	94.64%
Made offensive remarks to you (or about you to others) regarding your appearance, body, or sexual activities	0.54%
Repeatedly told sexual stories or jokes that were offensive to you	0.80%
Continued to ask you out for dates, drinks, dinner, etc., even though you said, "No"	0.80%
Made unwanted attempts to touch you in a sexual way	0.27%
Without your consent, touched you or made you touch them in a sexual way, did something sexual to you, or made you do something sexual to them	0.80%
Made sexualized gestures or used sexualized body language that embarrassed or offended you	0.00%
Treated you badly for refusing to engage in a romantic/dating relationship or in sexual activity	0.27%
Made offensive sexualized remarks to you (or about you to others) by text, email, or social media	0.54%
Implied you would get an academic or employment advantage if you were to agree to a romantic relationship or sexual activity	0.00%
Spread sexual rumors about you by any means, including text, email, or social media	0.00%
Retaliated against you for not being sexually cooperative (denying you authorship, giving you a poor grade in class, etc.)	0.54%
Sent or posted unwelcome sexual comments, jokes, or pictures to you by any means, including text, email, or social media	0.54%
Made you feel like there would be a negative employment consequence if you refused to engage in a romantic relationship or sexual activity	0.27%
Invaded your sexual privacy. Examples can include non-consensual photographing, videoing, or distributing recordings of your intimate body parts or sexual activity, OR someone exposing their genitals to you without your consent.	0.00%
Total	

About how many people, in total, have engaged in the sexual harassment/misconduct behavior(s) that you experienced?



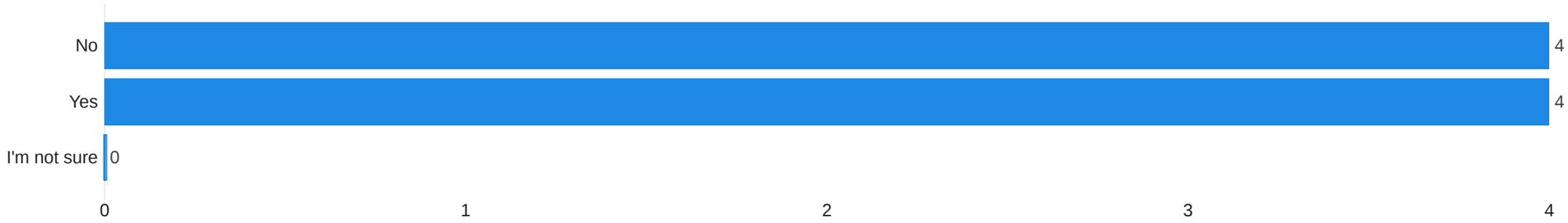
Field	Percentage
1 person	80.00%
2 people	20.00%
3 people	0.00%
4 or more people	0.00%
Total	

Who engaged in the sexual harassment/misconduct behavior(s) that you experienced? (Please select all that apply)



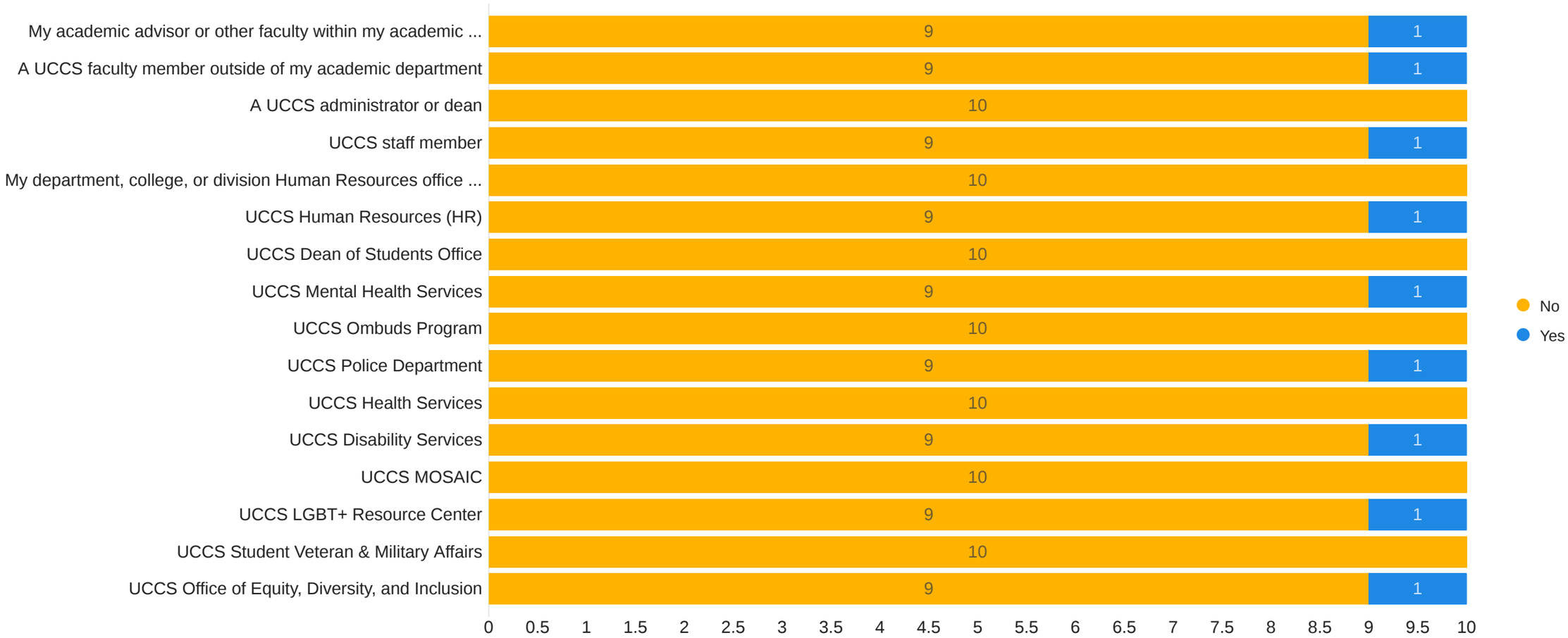
Field	Percentage of Choices
CU graduate student(s)	30.00%
Prefer not to answer	20.00%
CU staff member(s)	20.00%
Don’t know/Not sure of their role or job position	10.00%
CU undergraduate student(s)	10.00%
CU researcher(s)	10.00%
Faculty member/student not affiliated with CU	0.00%
Vendor, contractor, volunteer or visitor to campus	0.00%
CU postdoc(s)	0.00%
CU administrator(s)	0.00%
CU faculty member(s)	0.00%

Was any person who engaged in the sexual harassment/misconduct behavior(s) that you experienced affiliated with your academic department?



Field	Percentage
No	50.00%
Yes	50.00%
I'm not sure	0.00%
Total	

To the best of your knowledge, was the sexual harassment/misconduct behavior(s) that you experienced reported by you, or by someone else on your behalf, to any of the following people or offices at UCCS? (Please check Yes or No for each item)

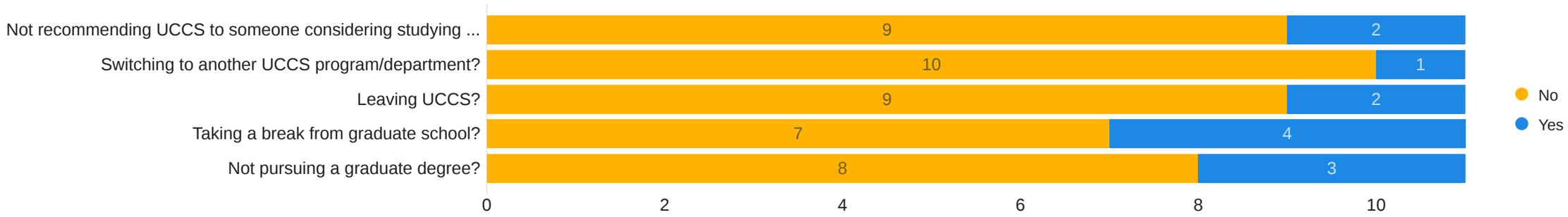


Field	No	Yes	Total
My academic advisor or other faculty within my academic department	90.00%	10.00%	
A UCCS faculty member outside of my academic department	90.00%	10.00%	
A UCCS administrator or dean	100.00%	0.00%	
UCCS staff member	90.00%	10.00%	
My department, college, or division Human Resources office (HR)	100.00%	0.00%	
UCCS Human Resources (HR)	90.00%	10.00%	
UCCS Dean of Students Office	100.00%	0.00%	
UCCS Mental Health Services	90.00%	10.00%	
UCCS Ombuds Program	100.00%	0.00%	
UCCS Police Department	90.00%	10.00%	
UCCS Health Services	100.00%	0.00%	
UCCS Disability Services	90.00%	10.00%	
UCCS MOSAIC	100.00%	0.00%	
UCCS LGBT+ Resource Center	90.00%	10.00%	
UCCS Student Veteran & Military Affairs	100.00%	0.00%	
UCCS Office of Equity, Diversity, and Inclusion	90.00%	10.00%	

OIE is the UCCS office that addresses complaints related to the Discrimination and Harassment Policy, and complaints of sexual misconduct under the Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (Title IX). Was the sexual harassment/misconduct behavior reported to the UCCS Office of Institutional Equity, either by you or someone else?

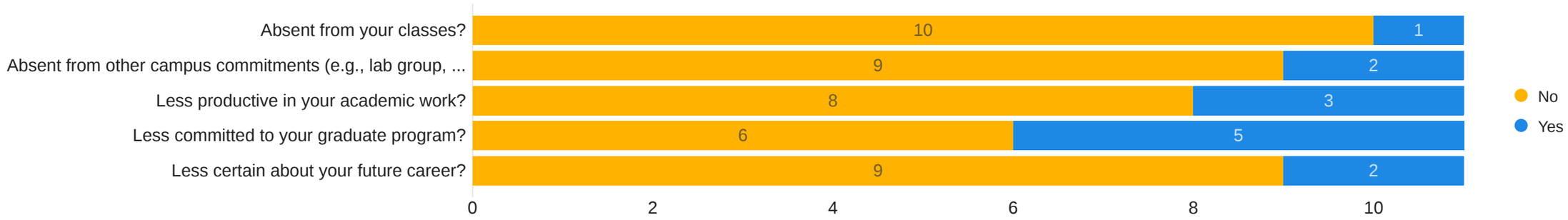
Field	Percentage
No	81.82%
Yes	9.09%
Not sure	9.09%
Total	

Have the sexual harassment/misconduct behavior(s) you experienced caused you to consider:



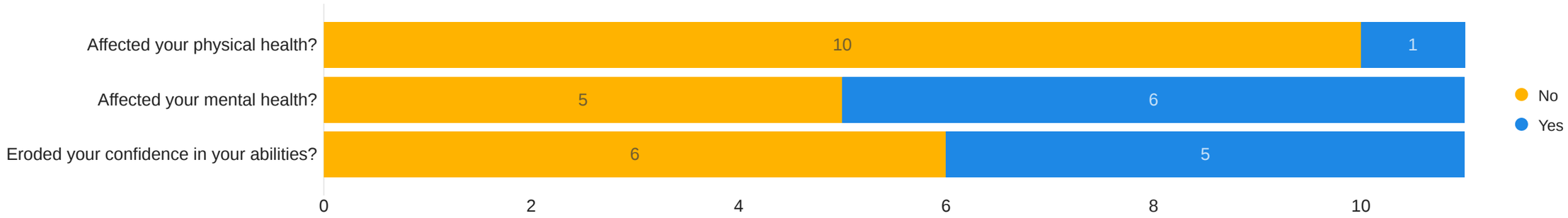
Field	No	Yes
Taking a break from graduate school?	63.64%	36.36%
Not pursuing a graduate degree?	72.73%	27.27%
Leaving UCCS?	81.82%	18.18%
Not recommending UCCS to someone considering studying here?	81.82%	18.18%
Switching to another UCCS program/department?	90.91%	9.09%

Have the sexual harassment/misconduct behavior(s) you experienced caused you to be:



Field	No	Yes
Less committed to your graduate program?	54.55%	45.45%
Less productive in your academic work?	72.73%	27.27%
Less certain about your future career?	81.82%	18.18%
Absent from other campus commitments (e.g., lab group, work, meetings)?	81.82%	18.18%
Absent from your classes?	90.91%	9.09%

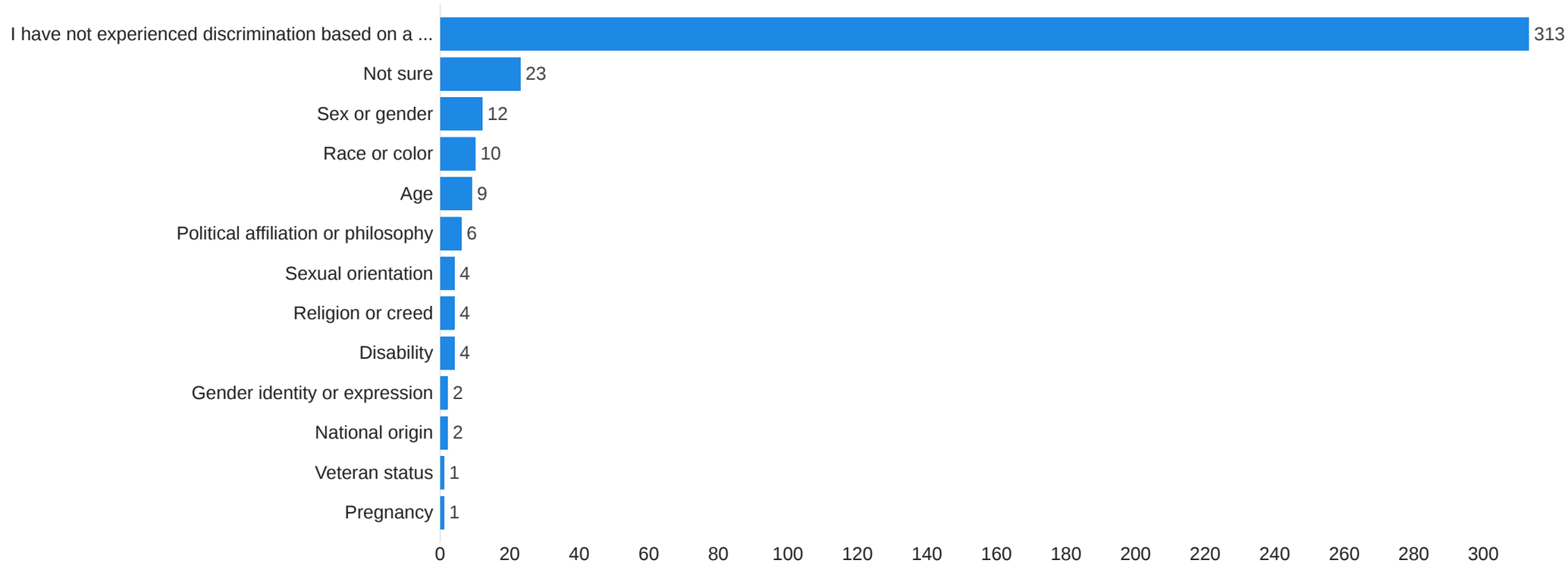
Have the sexual harassment/misconduct behavior(s) you experienced:



Field	No	Yes
Affected your mental health?	45.45%	54.55%
Eroded your confidence in your abilities?	54.55%	45.45%
Affected your physical health?	90.91%	9.09%

Discrimination

As a UCCS graduate student, have you experienced discrimination as a result of an aspect of your protected-class identity or identities? If so, please select the protected-class identity or identities that apply.

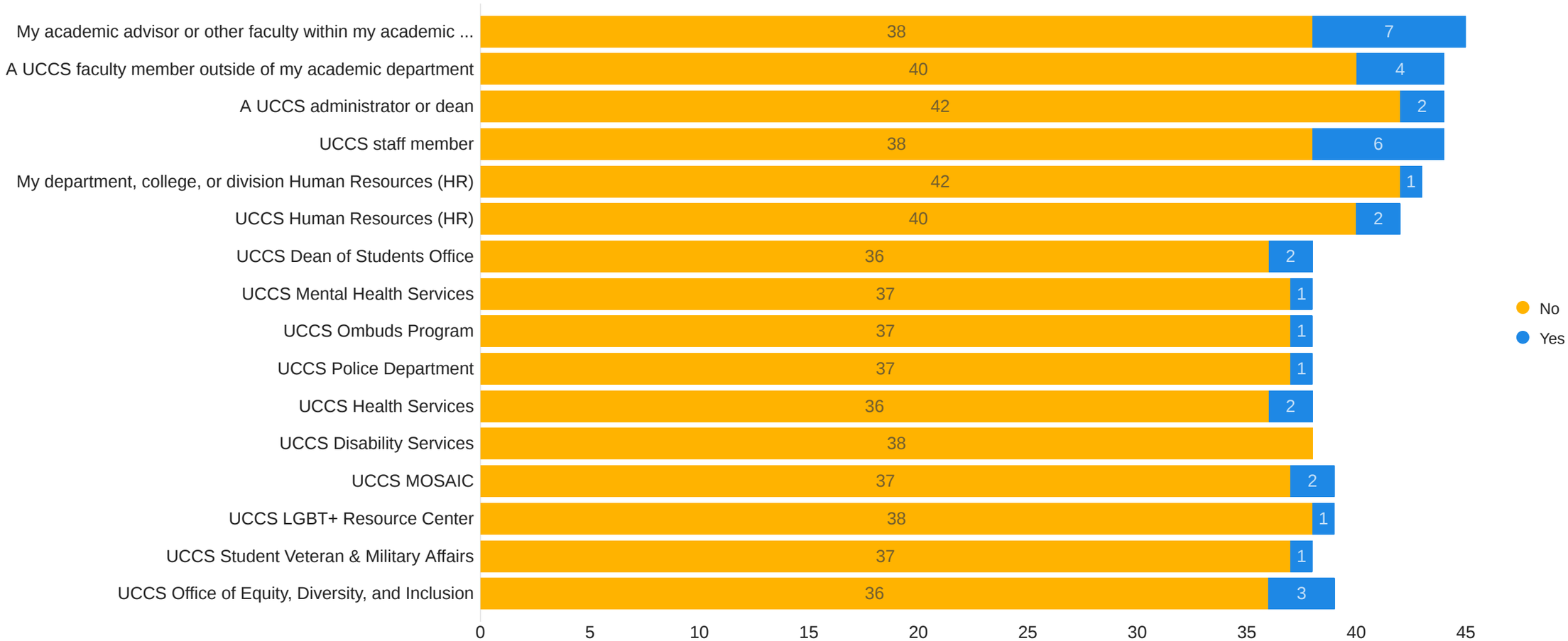


Field

Percentage of Choices

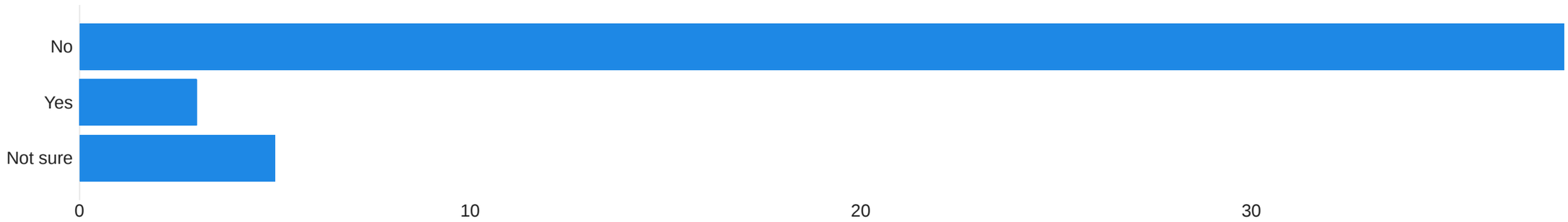
I have not experienced discrimination based on a protected-class identity.	80.05%
Not sure	5.88%
Sex or gender	3.07%
Race or color	2.56%
Age	2.30%
Political affiliation or philosophy	1.53%
Sexual orientation	1.02%
Religion or creed	1.02%
Disability	1.02%
Gender identity or expression	0.51%
National origin	0.51%
Veteran status	0.26%
Pregnancy	0.26%

To the best of your knowledge, was the discrimination reported by you, or someone else on your behalf, to any of the following people or offices at UCCS? (Please check Yes or No for each item)



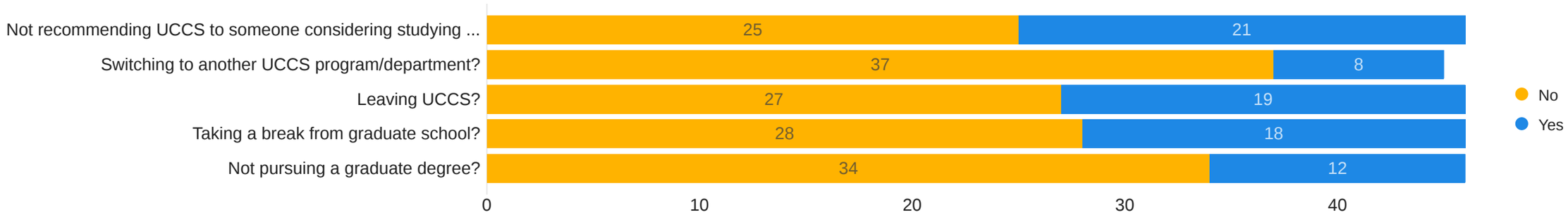
Field	No	Yes
My academic advisor or other faculty within my academic department	84.44%	15.56%
UCCS staff member	86.36%	13.64%
A UCCS faculty member outside of my academic department	90.91%	9.09%
UCCS Office of Equity, Diversity, and Inclusion	92.31%	7.69%
UCCS Health Services	94.74%	5.26%
UCCS Dean of Students Office	94.74%	5.26%
UCCS MOSAIC	94.87%	5.13%
UCCS Human Resources (HR)	95.24%	4.76%
A UCCS administrator or dean	95.45%	4.55%
UCCS Student Veteran & Military Affairs	97.37%	2.63%
UCCS Police Department	97.37%	2.63%
UCCS Ombuds Program	97.37%	2.63%
UCCS Mental Health Services	97.37%	2.63%
UCCS LGBT+ Resource Center	97.44%	2.56%
My department, college, or division Human Resources (HR)	97.67%	2.33%
UCCS Disability Services	100.00%	0.00%

OIE is the UCCS office that addresses complaints related to the Discrimination and Harassment Policy, and complaints of sexual misconduct under the Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (Title IX). Were your concerns about discrimination reported to the UCCS Office of Institutional Equity, either by you or someone else?



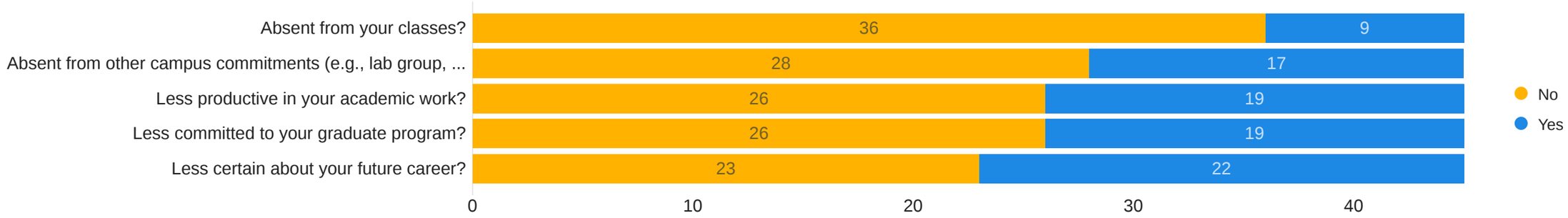
Field	Percentage
No	82.61%
Yes	6.52%
Not sure	10.87%
Total	

Has the discrimination you experienced caused you to consider:



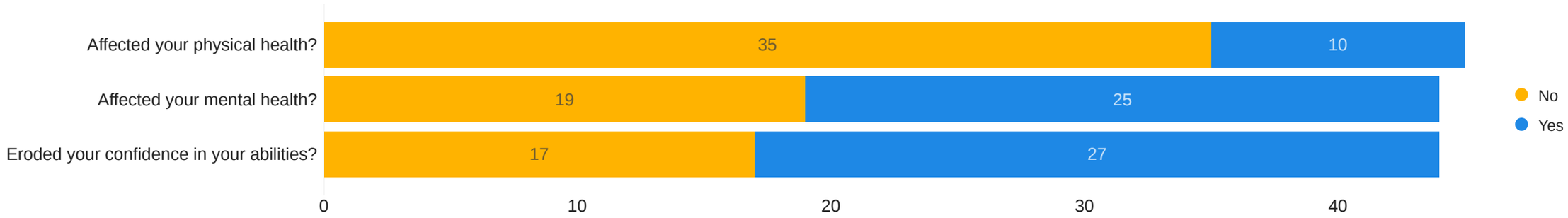
Field	No	Yes
Not recommending UCCS to someone considering studying here?	54.35%	45.65%
Leaving UCCS?	58.70%	41.30%
Taking a break from graduate school?	60.87%	39.13%
Not pursuing a graduate degree?	73.91%	26.09%
Switching to another UCCS program/department?	82.22%	17.78%

Has the discrimination you experienced caused you to be:



Field	No	Yes
Less certain about your future career?	51.11%	48.89%
Less committed to your graduate program?	57.78%	42.22%
Less productive in your academic work?	57.78%	42.22%
Absent from other campus commitments (e.g., lab group, work, meetings)?	62.22%	37.78%
Absent from your classes?	80.00%	20.00%

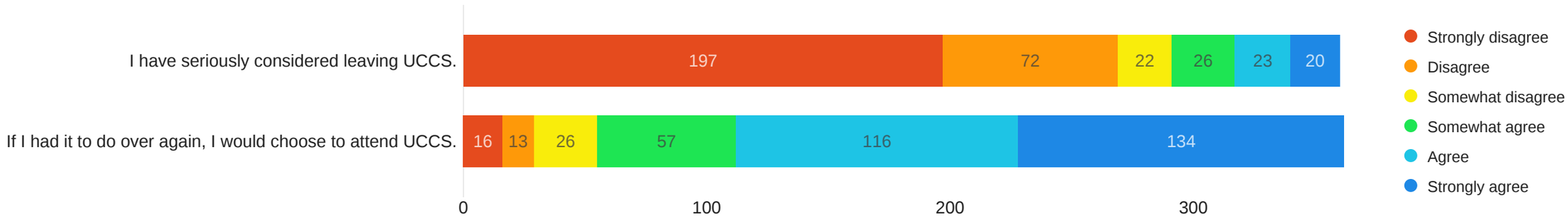
Has your experience of discrimination:



Field	No	Yes
Eroded your confidence in your abilities?	38.64%	61.36%
Affected your mental health?	43.18%	56.82%
Affected your physical health?	77.78%	22.22%

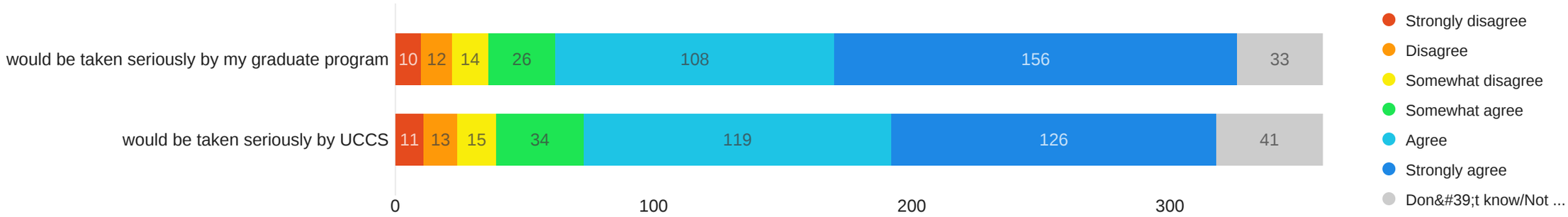
Outcomes and Trust

Thinking about your graduate career at UCCS:



Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Total
I have seriously considered leaving UCCS.	54.72%	20.00%	6.11%	7.22%	6.39%	5.56%	
If I had it to do over again, I would choose to attend UCCS.	4.42%	3.59%	7.18%	15.75%	32.04%	37.02%	

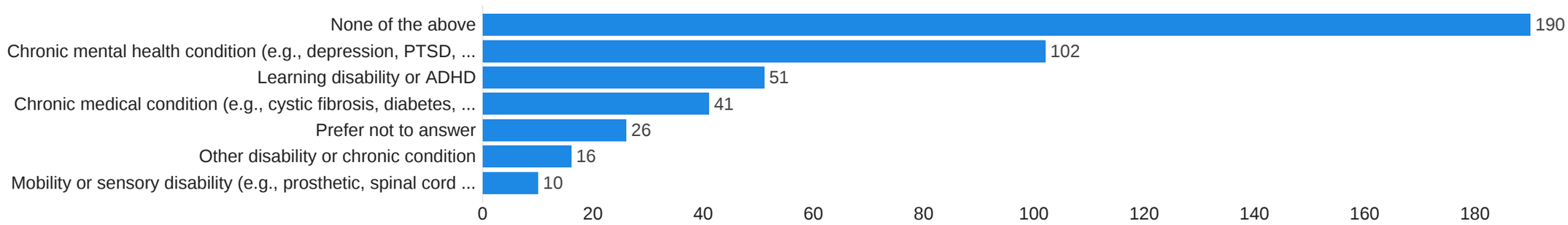
If I reported a problem related to identity-based discrimination or harassment (attributed to protected classes such as race, sexual orientation, gender, disability, etc.), or sexual misconduct, intimate partner abuse (including domestic/dating violence), or stalking, I feel like my concerns ...



Field	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Don't know/Not sure	Total
would be taken seriously by my graduate program	2.79%	3.34%	3.90%	7.24%	30.08%	43.45%	9.19%	
would be taken seriously by UCCS	3.06%	3.62%	4.18%	9.47%	33.15%	35.10%	11.42%	

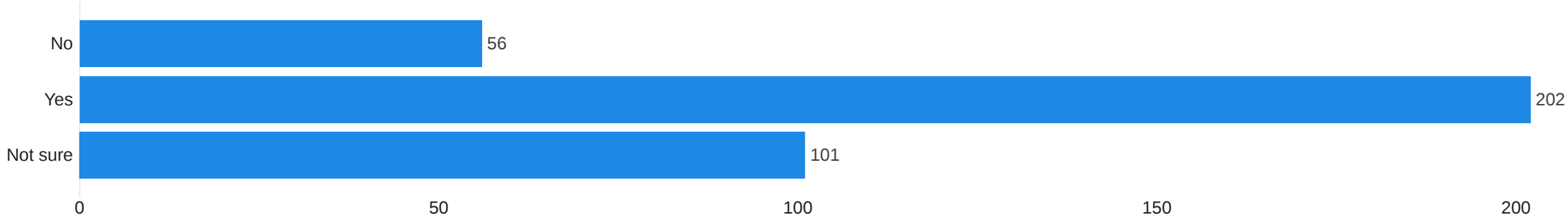
Demographics

Do you have any of the following disabilities or conditions? Select all that apply.



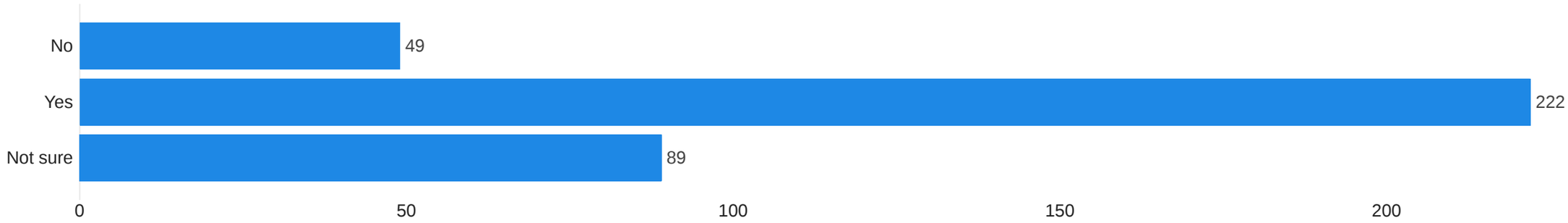
Field	Percentage of Choices
None of the above	43.58%
Chronic mental health condition (e.g., depression, PTSD, anxiety, etc.)	23.39%
Learning disability or ADHD	11.70%
Chronic medical condition (e.g., cystic fibrosis, diabetes, chronic pain, etc.)	9.40%
Prefer not to answer	5.96%
Other disability or chronic condition	3.67%
Mobility or sensory disability (e.g., prosthetic, spinal cord injury, hard of hearing, low vision, etc.)	2.29%

I know how to find information on requesting a reasonable workplace accommodation at UCCS for a disability.



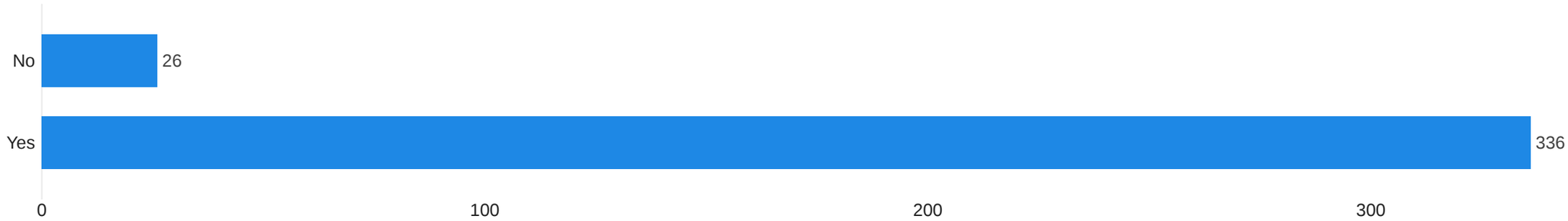
Field	Percentage
No	15.60%
Yes	56.27%
Not sure	28.13%
Total	

I know how to find information on requesting a reasonable classroom accommodation at UCCS for a disability.



Field	Percentage
No	13.61%
Yes	61.67%
Not sure	24.72%
Total	

Do you consider the U.S. to be your home country?

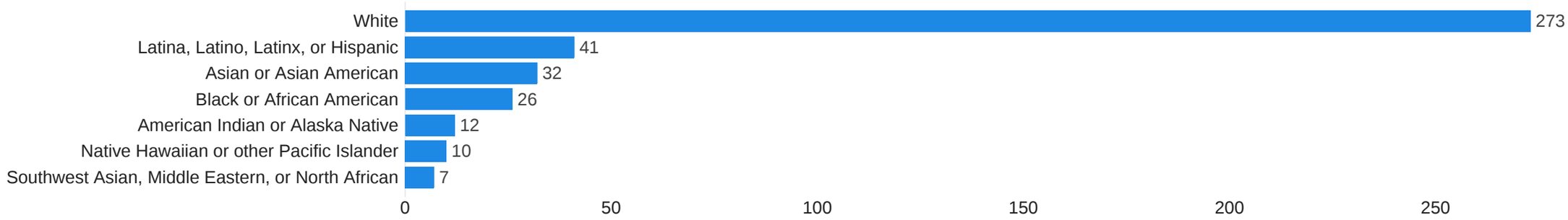


Field	Percentage
No	7.18%
Yes	92.82%
Total	

Is English a/the primary language you grew up speaking at home?

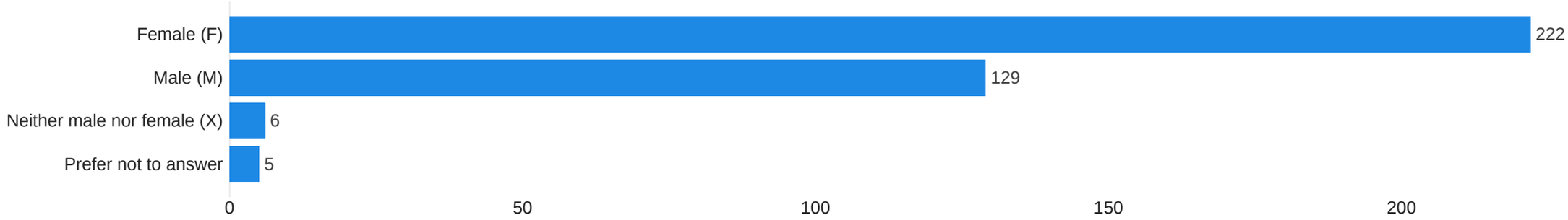
Field	Percentage
No	11.60%
Yes	88.40%
Total	

How do you identify in terms of your race/ethnicity? Some groups overlap; please check all that apply to you.



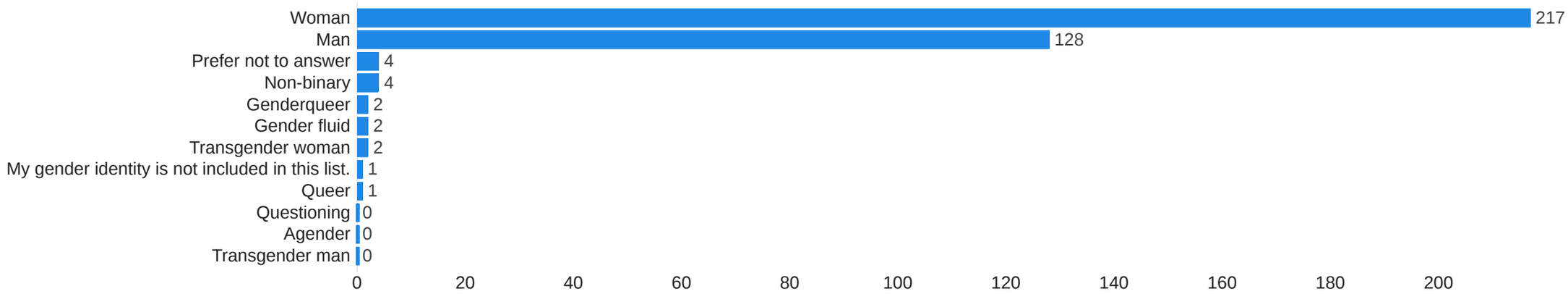
Field	Percentage of Choices
White	68.08%
Latina, Latino, Latinx, or Hispanic	10.22%
Asian or Asian American	7.98%
Black or African American	6.48%
American Indian or Alaska Native	2.99%
Native Hawaiian or other Pacific Islander	2.49%
Southwest Asian, Middle Eastern, or North African	1.75%

Which of the following best describes your gender? (For more information, see Colorado House Bill 19-1039 Jude's Law.)



Field	Percentage
Female (F)	61.33%
Male (M)	35.64%
Neither male nor female (X)	1.66%
Prefer not to answer	1.38%

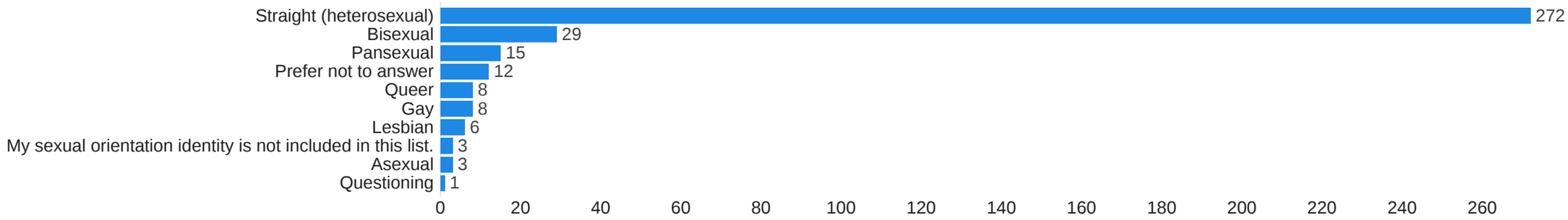
What is your gender identity?



Field	Percentage
Woman	60.11%
Man	35.46%
Prefer not to answer	1.11%
Non-binary	1.11%
Genderqueer	0.55%
Gender fluid	0.55%
Transgender woman	0.55%

My gender identity is not included in this list.	0.28%
Queer	0.28%
Questioning	0.00%
Agender	0.00%
Transgender man	0.00%

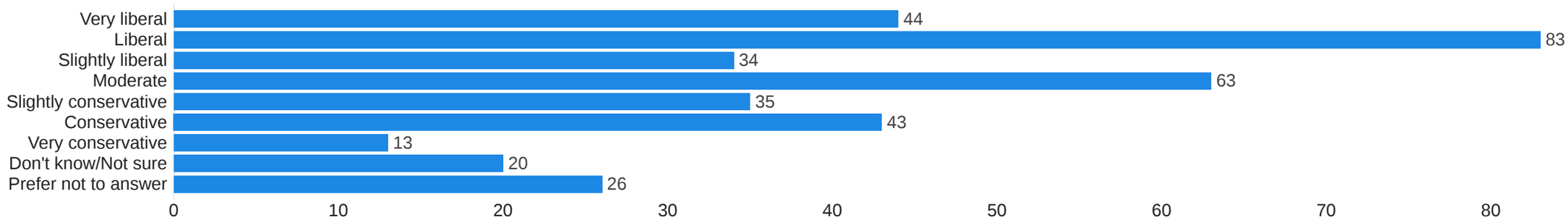
What is your sexual orientation identity?



Field	Percentage
Gay	2.24%
Lesbian	1.68%
Straight (heterosexual)	76.19%
Pansexual	4.20%
Bisexual	8.12%
Asexual	0.84%
Queer	2.24%
Questioning	0.28%
My sexual orientation identity is not included in this list.	0.84%

Prefer not to answer	3.36%
Total	

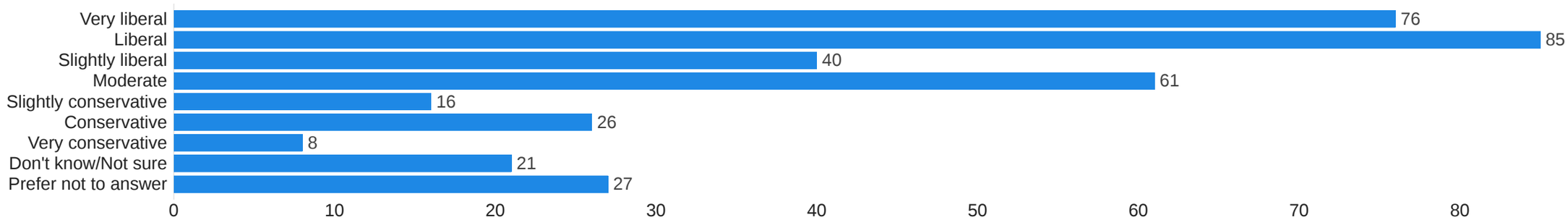
As per University of Colorado Regent Law, political affiliation and political philosophy are included among the protected-class categories. Where would you place yourself on this scale in terms of economic issues?



Field	Percentage
Very liberal	12.19%
Liberal	22.99%
Slightly liberal	9.42%
Moderate	17.45%
Slightly conservative	9.70%
Conservative	11.91%
Very conservative	3.60%
Don't know/Not sure	5.54%

Prefer not to answer	7.20%

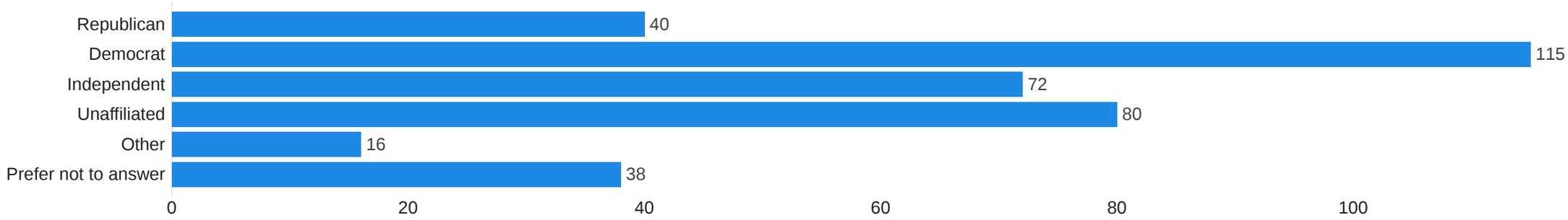
As per University of Colorado Regent Law, political affiliation and political philosophy are included among the protected-class categories. Where would you place yourself on this scale in terms of social issues?



Field	Percentage
Very liberal	21.11%
Liberal	23.61%
Slightly liberal	11.11%
Moderate	16.94%
Slightly conservative	4.44%
Conservative	7.22%
Very conservative	2.22%
Don't know/Not sure	5.83%

Prefer not to answer	7.50%
Total	

What is your political party affiliation?

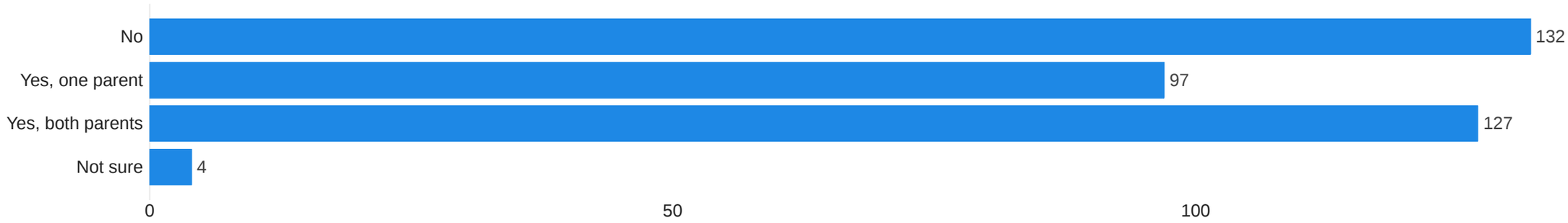


Field	Percentage
Republican	11.08%
Democrat	31.86%
Independent	19.94%
Unaffiliated	22.16%
Other	4.43%
Prefer not to answer	10.53%
Total	

Do you ever have difficulty paying for basic necessities?

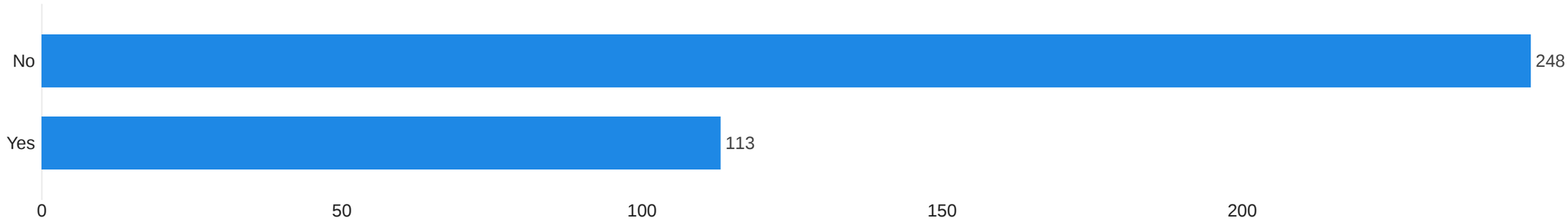
Field	Percentage
Never	41.23%
Rarely	23.40%
Sometimes	24.79%
Often	7.80%
Always	2.79%
Total	

Did either of your parents complete a bachelor's degree?



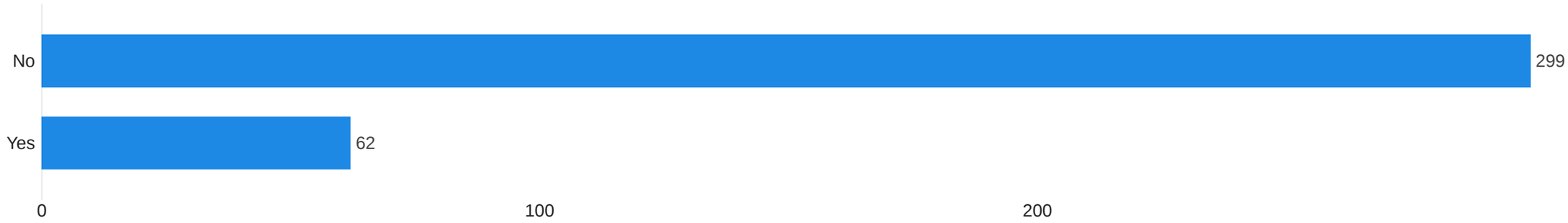
Field	Percentage
No	36.67%
Yes, one parent	26.94%
Yes, both parents	35.28%
Not sure	1.11%
Total	

Are you responsible for caring for children (ages 0-17)?



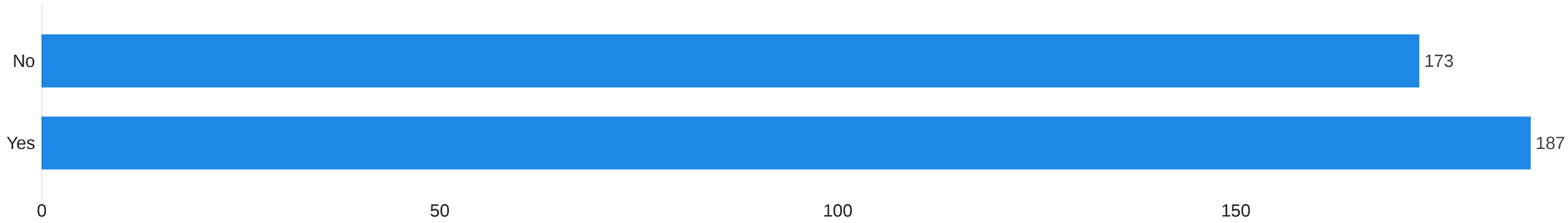
Field	Percentage
No	68.70%
Yes	31.30%
Total	

Are you responsible for caring for other adults (ages 18+)?



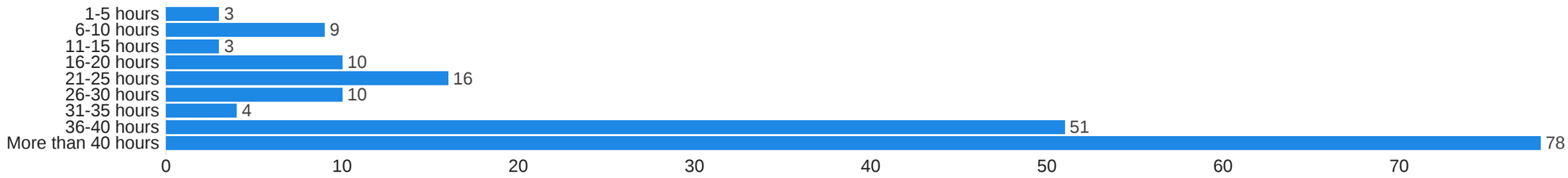
Field	Percentage
No	82.83%
Yes	17.17%
Total	

Do you currently have paid employment off campus (not at UCCS)?



Field	Percentage
No	48.06%
Yes	51.94%
Total	

How many hours per week does this typically involve?



Field	Percentage
1-5 hours	1.63%
6-10 hours	4.89%
11-15 hours	1.63%
16-20 hours	5.43%
21-25 hours	8.70%
26-30 hours	5.43%
31-35 hours	2.17%
36-40 hours	27.72%
More than 40 hours	42.39%
Total	

This is the end of the report. For additional context about the Campus and Workplace Culture Surveys, please see our landing at https://ir.uccs.edu/campus-workplace-climate-survey