



April 29, 2024  
Draft for discussion purposes

# CAMPUS AND WORKPLACE CULTURE SURVEY

## HIGHLIGHTS FROM FALL 2023 PULSE SURVEY – STUDENTS

### SURVEY CONTEXT

The Campus and Workplace Culture (CWC) survey was initially administered in fall 2021 across all CU campuses 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 on the 2023 pulse survey were identical to items on the 2021 full survey, providing comparative, longitudinal data.

The Denver campus CWC Pulse Survey was administered in fall 2023. Staff, faculty, undergraduate and graduate students received similar surveys, with slight adjustments to ensure prompts were appropriate for the population. The pulse survey covered areas including sense of belonging, campus culture, success and satisfaction, and demographic questions.

#### Participation Rates

The pulse survey was administered to students in October-November 2023. Participation rates were as follows:

- Undergraduates: 11%, 1183 responses
- Graduate Students: 12%, 647 responses

### KEY FINDINGS – STUDENTS

#### Overall Strengths

As the student response to the CWC pulse survey was generally positive, the top three items to which the greatest percent of respondents agreed or strongly agreed have been identified as strengths here.

- 88% of respondents agreed or strongly agreed that students in my graduate program are treated with respect by faculty. (*graduate students only*) **+9%**
- 85% of respondents agreed or strongly agreed that in most of my courses, students are treated with respect by instructors (*undergraduates only*). **+5%**
- 76% of respondents agreed or strongly agreed that at CU, students can succeed to their full potential, no matter how they identify.

Additionally, all but 1 survey items saw increases in positive response between 2021 and 2023. The three items with the greatest increase in positive response were:

- I receive adequate support/mentoring to advance my career/professional development (*graduate students only*). 72%, **+15%**
- Faculty [in my program] are invested in my success. 72%, **+10%**
- I have a sense of community. 45%, **+9%**

### Overall Areas for Growth

The three items with the lowest percent of respondents agreeing or strongly agreeing have been identified as areas for growth here.

- I have a sense of community. 45%, **+9%**
- I have made friends here. 54%, **+8%**
- If I had to do it over again, I would choose to attend CU. 59%, **-1%**
  - This is the only survey item that had a decrease in positive response between 2021 and 2023 for the overall student population.

## SUB-POPULATION DIFFERENCES

### Differences Based on Race/Ethnicity

- White students were more likely to agree/strongly agree to the following statements than People of Color:
  - Faculty [in my program] are invested in my success. (W: 75%, PoC: 70%)
  - If I had to do it over again, I would choose to attend CU. (W: 62%, PoC: 57%)
- People of Color were more likely to agree/strongly agree to the following statement than white students:
  - I have a sense of community. (PoC: 48%, W: 41%)
- Students who identify as American Indian/Alaska Native (N=11) or Middle Eastern/North African (N=43) had notably less positive response to nearly all items.

### Differences Based on Gender Identity

Students were asked their gender identity from a list of 10 options. We are unable to report on response differences for all gender identities due to low sample sizes (N<10) and our commitment to protecting anonymity.

- Women were more likely than men to agree/strongly agree to the following statements:
  - I am proud to learn at CU. (W: 75%, M: 69%)
  - If I had to do it over again, I would choose to attend CU. (W: 61%, M: 56%)
- Students who identified as gender fluid (N=14) had the least agreement/strong agreement to most items. The following items had particularly low positive response from gender fluid students:
  - I have a sense of community. 21%
  - If I had to do it over again, I would choose to attend CU. 36%
  - I have made friends here. 36%

### **Differences Between Undergraduate and Graduate Students**

- Graduate students were more likely to agree/strongly agree to most items, compared to undergraduate students. The items with the biggest differences were:
  - If I had to do it over again, I would choose to attend CU. (G: 70%, U: 53%)
  - Faculty [in my program] are invested in my success. (G: 81%, U: 68%)
    - Note: the item on the graduate student survey included “in my program;” the item on the undergraduate survey did not.
  - I have made friends here. (G: 59%, U: 51%)

**Comparisons based on additional demographics are available upon request. Examples of demographic breakdowns available include disability status, first-generation, class level, and online status. We are also able to look at demographic differences within a sub-population (e.g. undergraduate or graduate students).**

### **NEXT STEPS**

- Student highlights will be shared with SESS and Student Government leaders.
- The [Tableau dashboard](#) will be made public and shared with the campus community.

For questions about the survey analysis, contact OIRE’s [Laura.Perrigo@ucdenver.edu](mailto:Laura.Perrigo@ucdenver.edu).

