



Employee Quality of Work Life Summary Report
Division of Student Affairs | Spring 2021



Colorado State University

The 2021 Quality of Work Life Survey was administered to all staff members in the Division of Student Affairs at Colorado State University in February-May 2021. The survey was administered online and as hard-copy (in English and Spanish) to those who requested it.

A total of 436 staff members responded to the survey by the deadline. The Division of Student Affairs has conducted the Quality of Work Life Survey six times in the past 13 years – 2008, 2010, 2013, 2015, 2018, and 2021.

The survey consists of approximately 100 short-answer questions about each staff member's work experience in their department regarding:

- Communication
- Collaboration
- Change Involvement
- Feedback Process
- Rewards/Recognition
- Quality of Work and Productivity
- Safety/Health and Work Environment
- Work and Family Balance
- Respect and Fairness
- Customer/Student Relations

At the end of each section there was an opportunity to make comments, and there was one open-ended question at the end of the survey regarding ideas about staff training topics. In the 2021 iteration, staff were asked five additional questions specifically related to COVID-19:

- My supervisor offers flexibility with how I manage my work tasks to account for increased home/children/family/caretaker responsibilities.
- My team is processing through how our work will look different in the future.
- I have access to wifi and a computer (if needed for my particular job) to complete work-related tasks.
- My team is understanding and supportive if I experience technological obstacles.
- Depending on the university's decision for continued remote work post-pandemic and how your position responsibilities are performed, would you opt in for remote or a hybrid in-person/remote work post pandemic?

Staff member responses are completely confidential. All of the results appear as group averages using the following as a guide:

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

For more information about the Quality of Work Life Survey please contact Dave McKelfresh at dave.mckelfresh@colostate.edu.