



Faculty Assembly February 8, 2019

Presented by:
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University of Colorado
Colorado Springs



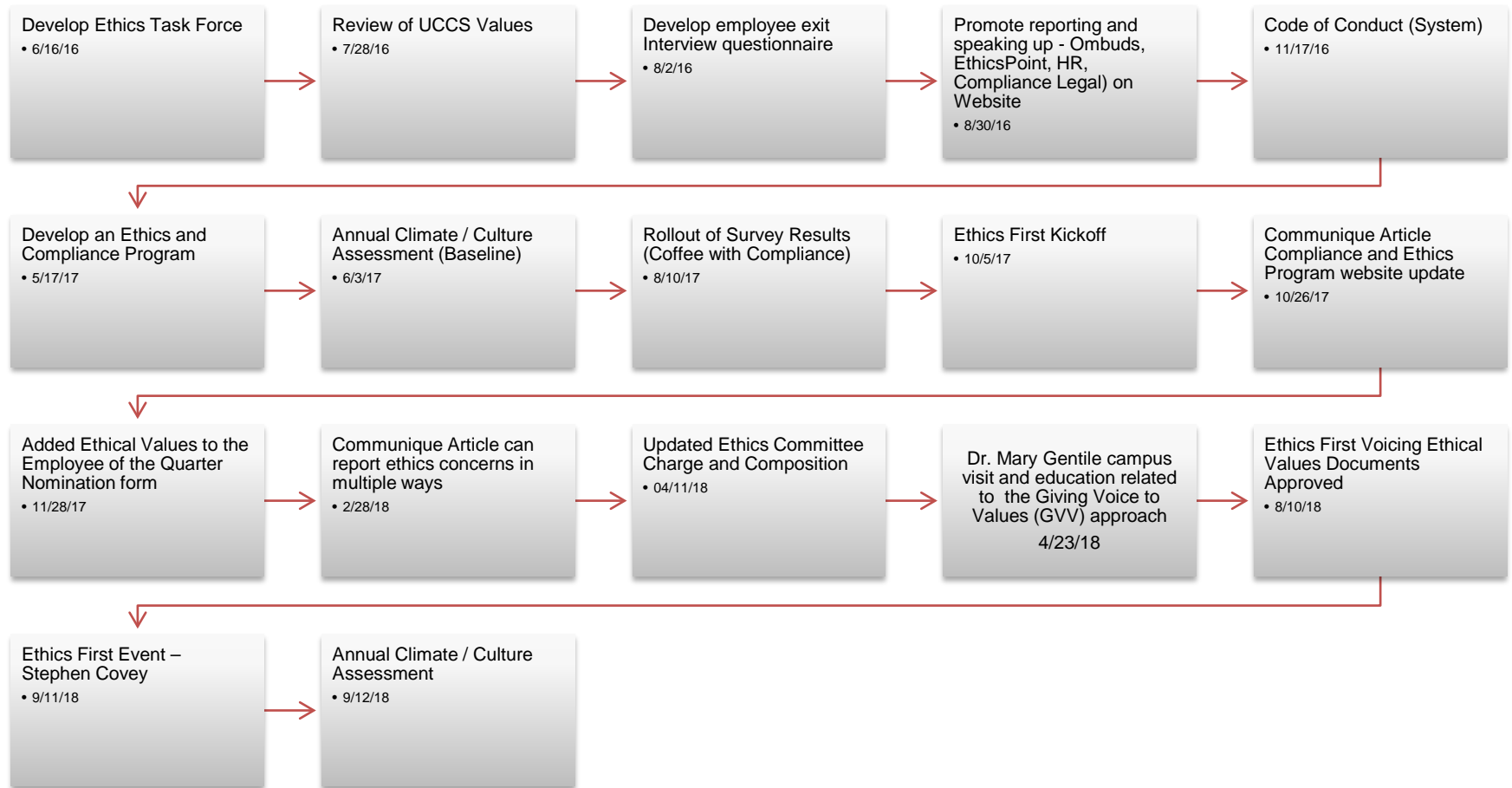
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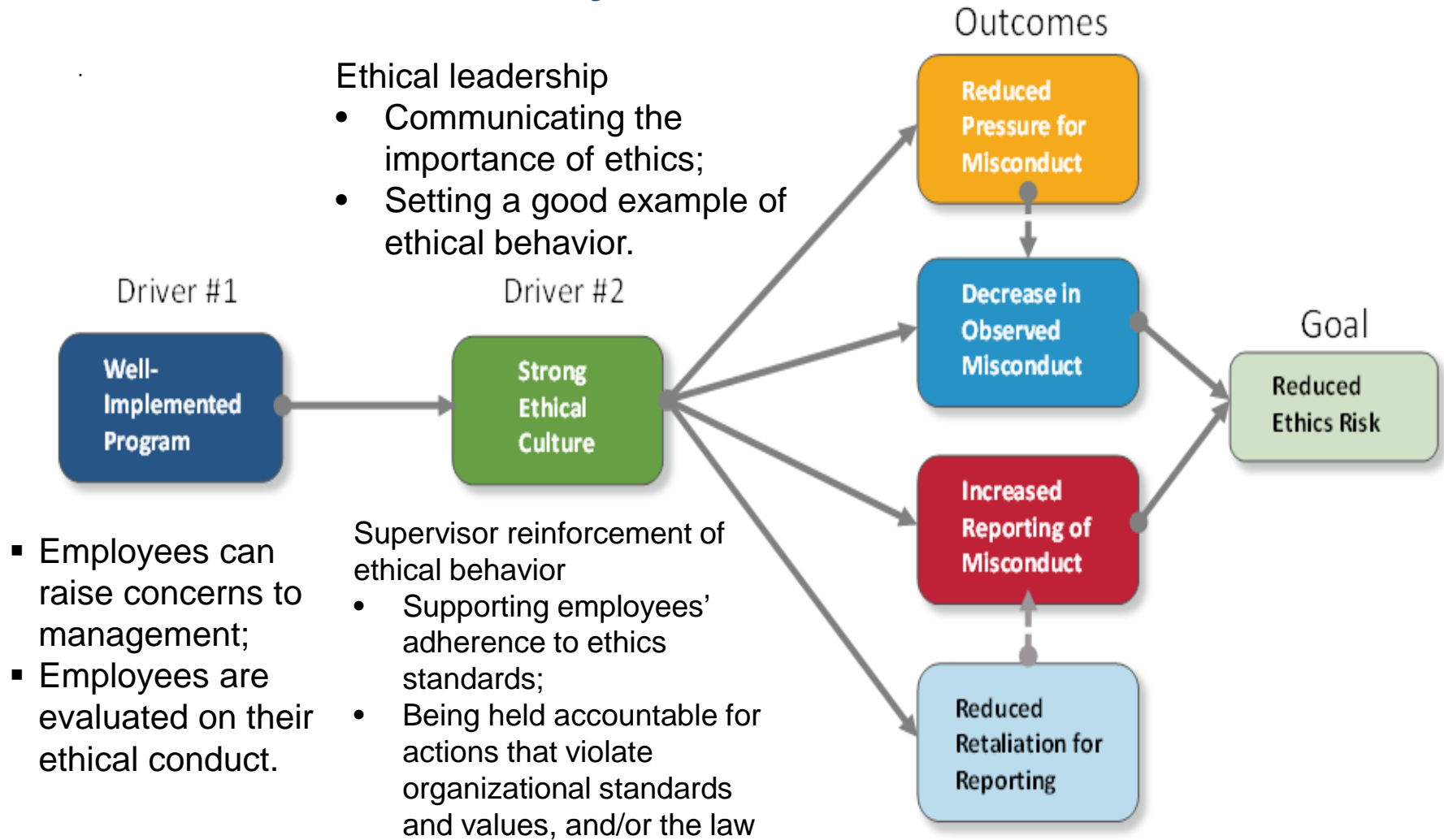
Charge Highlights

- The purpose of the UCCS Ethics Committee is to promote and support an organizational culture that reflects the University's commitment to maintaining the highest level of integrity and ethical standards in the conduct of its operations. In order to accomplish this purpose, the Committee will focus on three areas:
 - coordinating education and training with partners such as the Daniels Fund Ethics Initiative at UCCS, the Department of Human Resources, and the Student Government Association;
 - promoting awareness of resources related to supporting ethical conduct; and
 - assessing the ethical culture and climate of the University.

Timeline



The ECI Analysis Framework



³ United States Sentencing Commission Guidelines Manual, USSG §8B2.1(a)(2) (2014)

Introduction

2018 Employee ECI Ethics Survey: University of Colorado, Colorado Springs

This report summarizes the responses of University of Colorado, Colorado Springs (UCCS) employees in a September 2018 ethics survey conducted by the Ethics & Compliance Initiative (ECI). The purpose of the survey was to:

- Implement a concise assessment of ethics and compliance in the organization,
- Compare employee perceptions about ethics at UCCS in 2018 to 2017,
- Provide key comparisons with U.S. benchmarks using data from ECI's 2017 National Business Ethics Survey® (NBES), and
- Identify strengths, opportunities and potential vulnerabilities based on UCCS employee perspectives.

Methodology

The survey was a census survey of all 3,673 UCCS employees (faculty, staff and employed students only). Employees were invited to take the survey online.

Data collection dates: The survey launched September 12, 2018 and closed September 28, 2018.

Response Rates

Overall: There were 691 useable responses, yielding a response rate of 18.8%. Therefore, the UCCS data have a confidence interval (margin of error) of +/- 3.4 percent at the 95% confidence level.¹ For example, if 50% answered Yes to a particular question, we are 95% confident that the actual value is no higher than 53.4% or lower than 46.6%.

¹ The confidence interval has been generated using Custom Insight's survey calculator: <http://www.custominsight.com/articles/random-sample-calculator.asp>

Response Rates

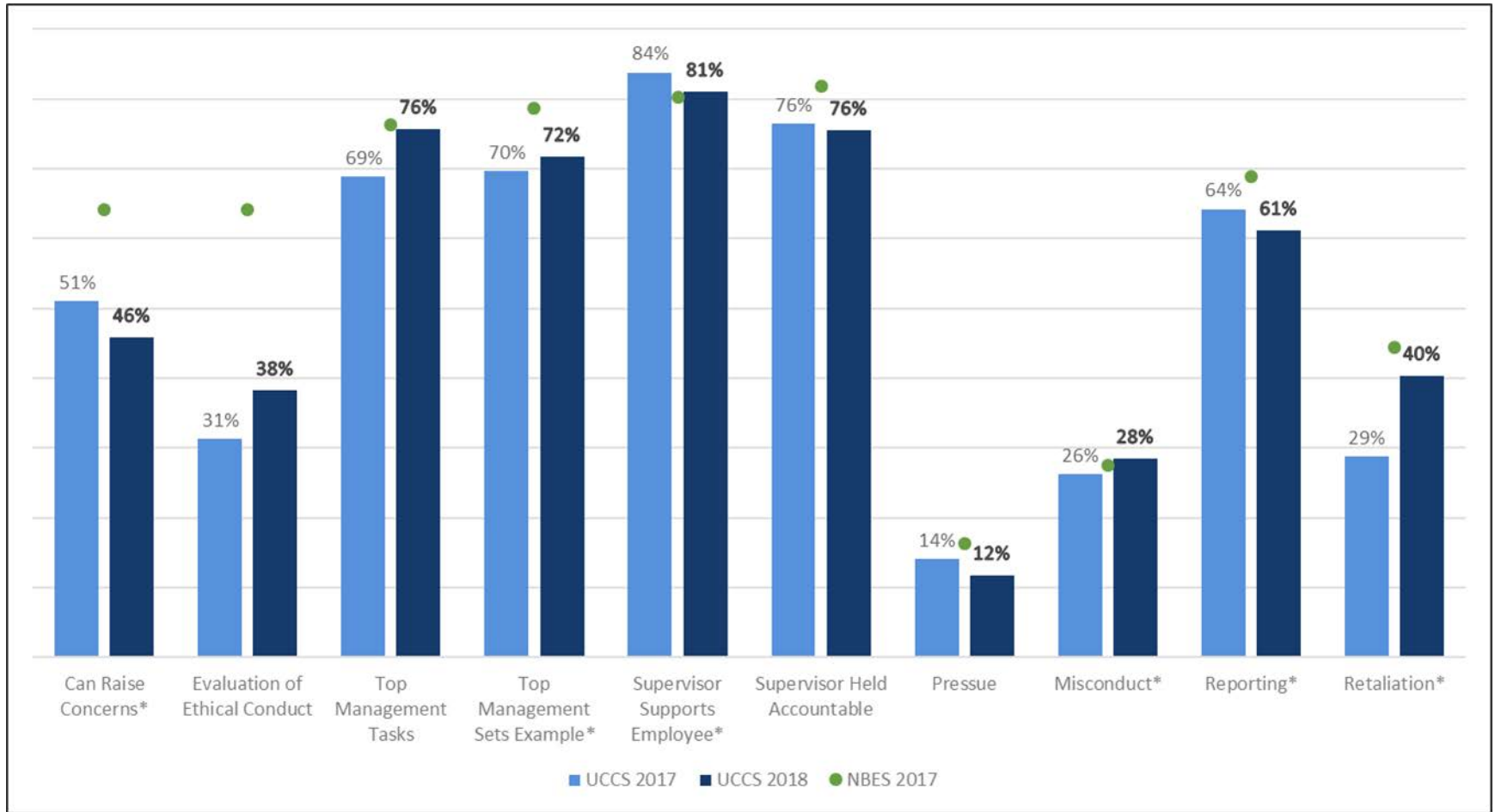
Response Rates by Employee Groups

| UCCS 2018 Response Rates by Employee Status | | | | |
|---|------------------|------------------|--------------|------------------------------|
| Employee Status | Total Population | Completed Survey | | Margin of Error at 95% Level |
| Staff | 929 | 365 | 39.3% | 4.0% |
| Faculty | 1,066 | 114 | 10.7% | 8.7% |
| Student | 1,678 | 212 | 12.6% | 6.3% |
| UCCS OVERALL | | | | |
| | 3,673 | 691 | 18.8% | 3.4% |

Note: The margin of error (confidence interval) has been generated using Custom Insight's survey calculator: <http://www.custominsight.com/articles/random-sample-calculator.asp>

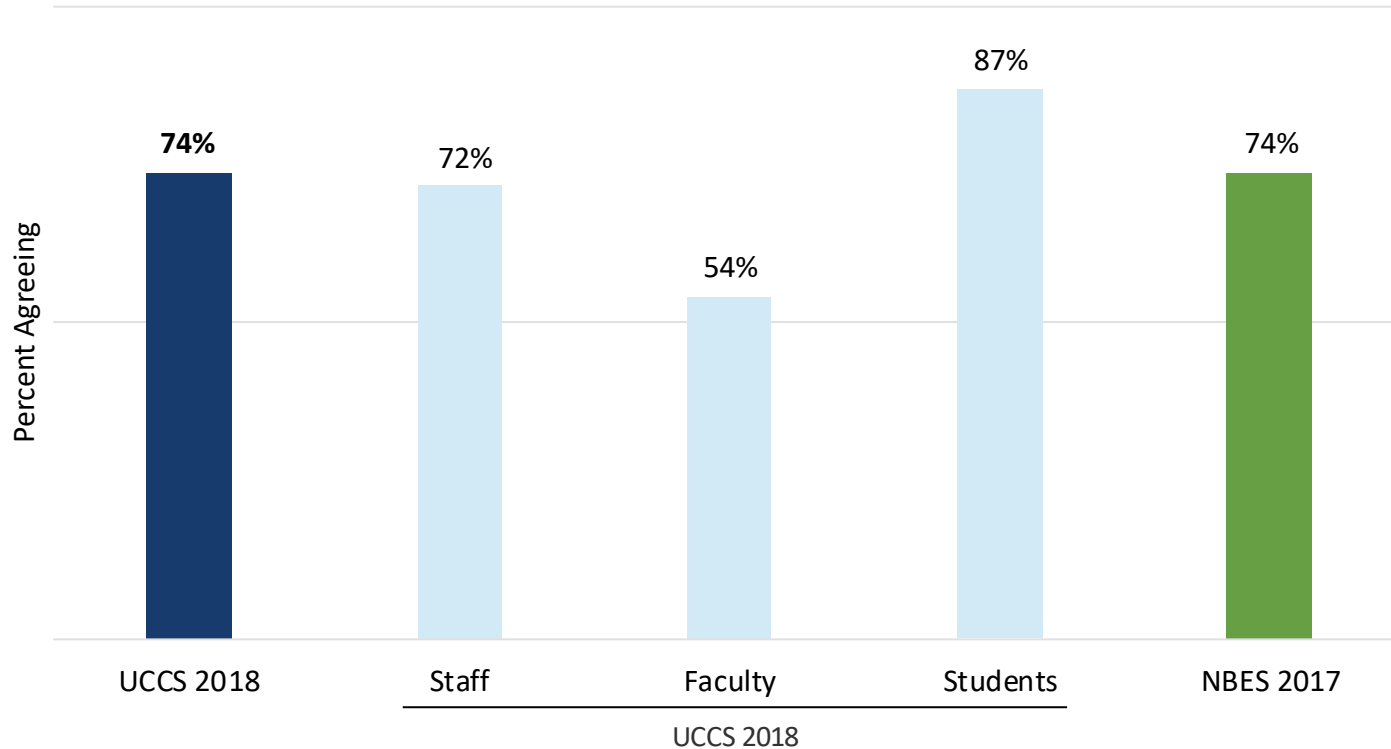
Summary of Results – UCCS Overall

In 2018, Most Areas Are, or Trend, More Favorable Compared with 2017



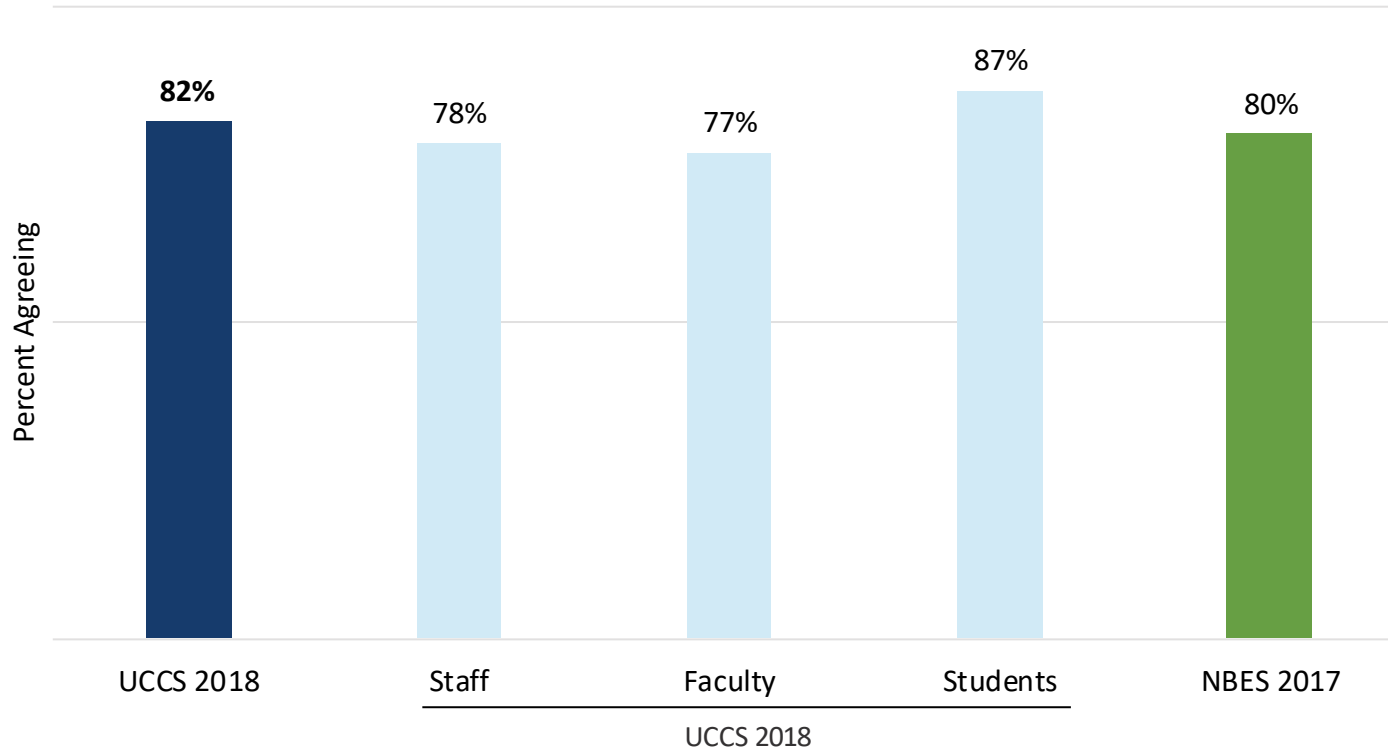
* The asterisk indicates a trend difference between UCCS 2018 and 2017 results (Faculty and Staff only). When the term “trend” is used it indicates differences that are not different by a statistically significant margin. Otherwise, differences are statistically different.

Direct Supervisor: Talks about the Importance of Workplace Ethics



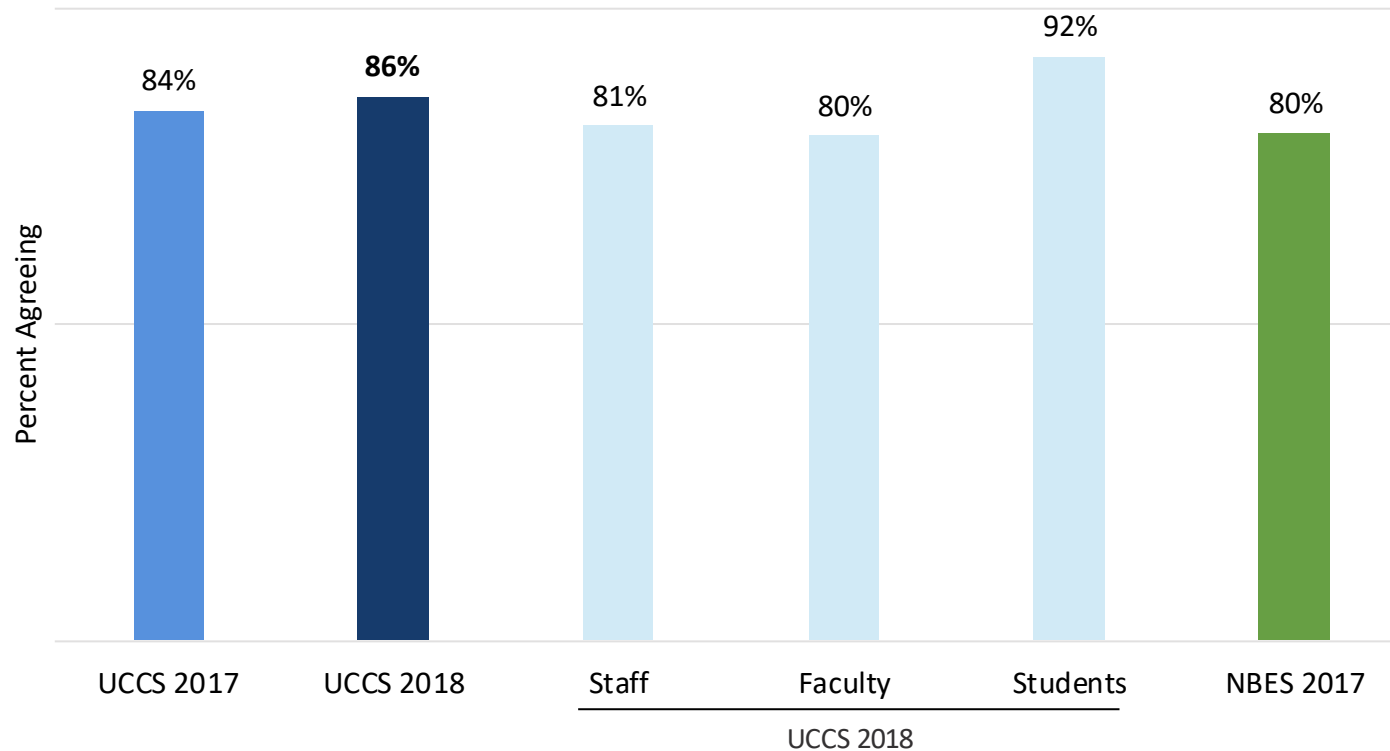
Note: In 2017, a question about supervisors talking about the importance of ethics was not asked.

Direct Supervisor: Sets a Good Example of Ethical Workplace Conduct

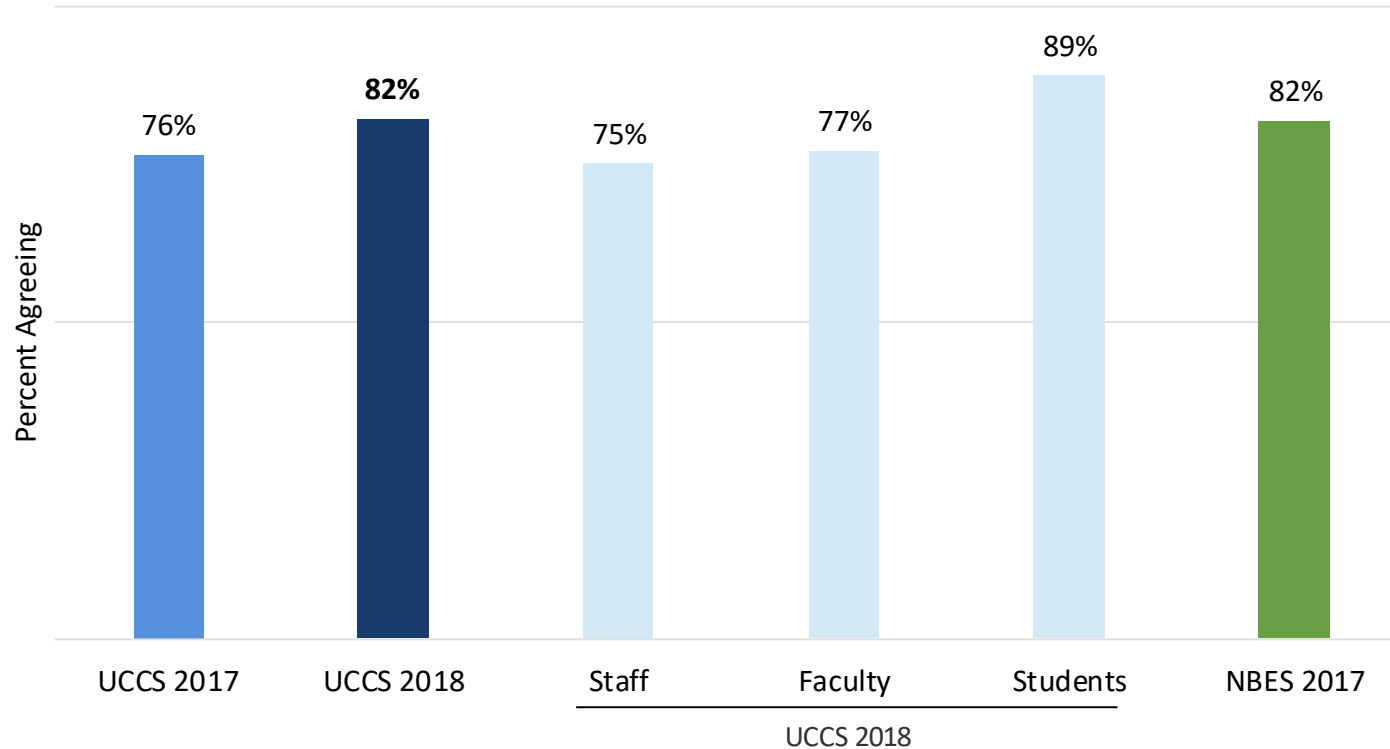


Note: In 2017, UCCS did not ask a question about supervisors setting a good example of ethical workplace conduct.

Direct Supervisor: Supports Employees in Following the Code of Conduct



Direct Supervisor: Would Be Held Accountable for Potential Misconduct



ETHICS
FIRST

Faculty Support



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ETHICS FIRST



COOKIES WITH COMPLIANCE EVENT

Enjoy cookies and milk and learn about Conflict of Interest and the results of our Ethics Cultural Survey.

Wednesday, February 20th, 2019

1:00-2:30pm

UC 302 Theater



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Ethics First Event
September 11th, 2019

DANIELS FUND
ETHICS INITIATIVE



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Questions





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