

ModernThink
Your Voice, Your CC: The Colorado College Employee
Climate/Engagement Survey
Colorado College
Response Distribution Report



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-73)

Your Overall (525) 3.63	20.4%	40%	26.5%	8.4%	4.8%
Administration (43) 3.81	29.7%	36.9%	22.8%	5.8%	4.8%
Exempt Staff (131) 3.63	18.2%	42.9%	26.4%	8.9%	3.7%
Non-exempt Staff (139) 3.58	17.1%	41.3%	28.5%	8.7%	4.4%
Faculty (126) 3.67	24.2%	36.7%	26.3%	7.7%	5.1%
Decline to answer (56) 3.36	13.7%	38.2%	27.5%	12.1%	8.5%

1. My job makes good use of my skills and abilities.

Your Overall (520) 4.17	42.3%	39.2%	14.2%	1.9%	2.3%
Administration (43) 4.23	46.5%	39.5%	9.3%	0%	4.7%
Exempt Staff (131) 4.15	42.7%	35.1%	17.6%	3.8%	0.8%
Non-exempt Staff (139) 3.96	30.2%	45.3%	18.7%	2.2%	3.6%
Faculty (125) 4.5	58.4%	35.2%	5.6%	0%	0.8%
Decline to answer (55) 3.93	27.3%	49.1%	16.4%	3.6%	3.6%

2. I am given the responsibility and freedom to do my job.

Your Overall (520) 4.27	48.1%	36.2%	12.1%	1.9%	1.7%
Administration (43) 4.4	58.1%	25.6%	14%	2.3%	0%
Exempt Staff (131) 4.21	46.6%	33.6%	16%	1.5%	2.3%
Non-exempt Staff (139) 4.19	42.4%	41%	12.2%	2.2%	2.2%
Faculty (125) 4.48	60%	32%	5.6%	0.8%	1.6%
Decline to answer (55) 3.93	29.1%	43.6%	20%	5.5%	1.8%

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3. My supervisor/department chair makes his/her expectations clear.

Your Overall (509) 3.82	30.3%	35.8%	23.6%	6.5%	3.9%
Administration (43) 4.12	41.9%	34.9%	18.6%	2.3%	2.3%
Exempt Staff (131) 3.79	26.7%	37.4%	26%	7.6%	2.3%
Non-exempt Staff (139) 3.78	25.9%	41%	22.3%	6.5%	4.3%
Faculty (116) 3.85	37.9%	26.7%	23.3%	6.9%	5.2%
Decline to answer (54) 3.56	22.2%	35.2%	25.9%	9.3%	7.4%

4. I am provided the resources I need to be effective in my job.

Your Overall (521) 3.81	26.3%	38.6%	27.3%	5.8%	2.1%
Administration (43) 3.95	25.6%	48.8%	20.9%	4.7%	0%
Exempt Staff (131) 3.85	25.2%	41.2%	26.7%	6.9%	0%
Non-exempt Staff (139) 3.84	26.6%	38.1%	30.2%	2.9%	2.2%
Faculty (126) 3.82	30.2%	31.7%	30.2%	5.6%	2.4%
Decline to answer (55) 3.38	18.2%	34.5%	23.6%	14.5%	9.1%

5. I understand how my job contributes to this institution's mission.

Your Overall (520) 4.46	55.4%	37.1%	6%	1.2%	0.4%
Administration (43) 4.67	72.1%	23.3%	4.7%	0%	0%
Exempt Staff (131) 4.42	51.9%	39.7%	6.9%	1.5%	0%
Non-exempt Staff (139) 4.39	47.5%	45.3%	6.5%	0%	0.7%
Faculty (125) 4.56	66.4%	27.2%	3.2%	2.4%	0.8%
Decline to answer (55) 4.35	45.5%	45.5%	7.3%	1.8%	0%

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6. I am given the opportunity to develop my skills at this institution.

Your Overall (520) 3.87	29.4%	41.9%	18.5%	6.7%	3.5%
Administration (43) 4.19	46.5%	34.9%	11.6%	4.7%	2.3%
Exempt Staff (131) 3.87	26.7%	46.6%	16%	8.4%	2.3%
Non-exempt Staff (139) 3.69	20.9%	44.6%	22.3%	7.2%	5%
Faculty (125) 4.06	40.8%	36%	15.2%	4%	4%
Decline to answer (55) 3.64	18.2%	41.8%	27.3%	10.9%	1.8%

7. I receive feedback from my supervisor/department chair that helps me.

Your Overall (514) 3.52	21.2%	34.2%	27.2%	10.3%	7%
Administration (43) 3.91	39.5%	30.2%	18.6%	4.7%	7%
Exempt Staff (131) 3.6	19.8%	38.9%	26.7%	10.7%	3.8%
Non-exempt Staff (139) 3.6	22.3%	36%	27.3%	7.9%	6.5%
Faculty (121) 3.21	16.5%	24.8%	33.1%	14.9%	10.7%
Decline to answer (54) 3.41	16.7%	37%	25.9%	11.1%	9.3%

8. When I offer a new idea, I believe it will be fully considered.

Your Overall (517) 3.67	25%	32.5%	31.3%	7.2%	4.1%
Administration (43) 4.09	39.5%	37.2%	18.6%	2.3%	2.3%
Exempt Staff (131) 3.73	25.2%	34.4%	29.8%	9.2%	1.5%
Non-exempt Staff (138) 3.59	23.9%	30.4%	32.6%	7.2%	5.8%
Faculty (125) 3.6	23.2%	29.6%	35.2%	8%	4%
Decline to answer (54) 3.46	18.5%	29.6%	38.9%	5.6%	7.4%

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9. I am regularly recognized for my contributions.

Your Overall (517) 3.4	18.2%	31.3%	31.5%	10.4%	8.5%
Administration (42) 3.69	33.3%	21.4%	35.7%	0%	9.5%
Exempt Staff (131) 3.51	13.7%	42%	31.3%	7.6%	5.3%
Non-exempt Staff (138) 3.38	20.3%	28.3%	29%	14.5%	8%
Faculty (125) 3.27	17.6%	24%	36%	12.8%	9.6%
Decline to answer (55) 3.09	12.7%	29.1%	29.1%	12.7%	16.4%

10. I understand the necessary requirements to advance my career.

Your Overall (499) 3.51	19.8%	37.3%	23.2%	13.6%	6%
Administration (41) 3.8	31.7%	31.7%	26.8%	4.9%	4.9%
Exempt Staff (124) 3.4	16.1%	37.1%	24.2%	16.1%	6.5%
Non-exempt Staff (135) 3.27	11.9%	37%	24.4%	19.3%	7.4%
Faculty (122) 3.84	31.1%	37.7%	19.7%	7.4%	4.1%
Decline to answer (54) 3.19	9.3%	37%	25.9%	18.5%	9.3%

11. I am paid fairly for my work.

Your Overall (520) 3.22	13.5%	33.3%	25.8%	16.3%	11.2%
Administration (43) 3.74	34.9%	25.6%	25.6%	7%	7%
Exempt Staff (131) 3.15	5.3%	41.2%	26.7%	16%	10.7%
Non-exempt Staff (139) 2.79	6.5%	25.2%	25.9%	25.9%	16.5%
Faculty (126) 3.67	24.6%	42.9%	15.9%	8.7%	7.9%
Decline to answer (55) 2.84	5.5%	21.8%	36.4%	23.6%	12.7%

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12. I believe what I am told by my supervisor/department chair.

Your Overall (514) 3.93	32.7%	38.7%	20.8%	4.7%	3.1%
Administration (43) 4.28	53.5%	30.2%	9.3%	4.7%	2.3%
Exempt Staff (131) 4	33.6%	40.5%	19.8%	4.6%	1.5%
Non-exempt Staff (139) 3.84	28.1%	42.4%	20.1%	4.3%	5%
Faculty (122) 3.93	32.8%	36.9%	23.8%	4.1%	2.5%
Decline to answer (54) 3.59	20.4%	33.3%	35.2%	7.4%	3.7%

13. We have opportunities to contribute to important decisions in my department.

Your Overall (514) 3.75	26.1%	38.7%	23.5%	7%	4.7%
Administration (42) 4.14	45.2%	35.7%	11.9%	2.4%	4.8%
Exempt Staff (130) 3.77	25.4%	40.8%	23.1%	6.9%	3.8%
Non-exempt Staff (139) 3.51	14.4%	41%	31.7%	7.2%	5.8%
Faculty (124) 4.08	41.1%	34.7%	17.7%	4%	2.4%
Decline to answer (53) 3.17	5.7%	41.5%	26.4%	17%	9.4%

14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

Your Overall (516) 3.63	23.4%	38.4%	22.5%	9.3%	6.4%
Administration (43) 3.88	34.9%	39.5%	11.6%	7%	7%
Exempt Staff (130) 3.65	23.1%	38.5%	26.2%	4.6%	7.7%
Non-exempt Staff (139) 3.57	15.1%	47.5%	22.3%	9.4%	5.8%
Faculty (124) 3.66	29.8%	29%	24.2%	11.3%	5.6%
Decline to answer (55) 3.24	14.5%	32.7%	23.6%	20%	9.1%

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15. My supervisor/department chair regularly models this institution's values.

Your Overall (512) 3.9	31.4%	40.8%	18.8%	4.3%	4.7%
Administration (43) 4.26	53.5%	27.9%	14%	0%	4.7%
Exempt Staff (131) 3.98	30.5%	45.8%	16%	6.1%	1.5%
Non-exempt Staff (139) 3.83	28.1%	41.7%	21.6%	2.2%	6.5%
Faculty (120) 3.85	30.8%	36.7%	23.3%	5%	4.2%
Decline to answer (54) 3.59	18.5%	46.3%	18.5%	9.3%	7.4%

16. Promotions in my department are based on a person's ability.

Your Overall (447) 3.3	15.2%	30.9%	31.8%	13.2%	8.9%
Administration (38) 3.71	39.5%	23.7%	18.4%	5.3%	13.2%
Exempt Staff (105) 3.3	12.4%	32.4%	33.3%	16.2%	5.7%
Non-exempt Staff (117) 3.01	8.5%	21.4%	42.7%	17.1%	10.3%
Faculty (117) 3.54	20.5%	36.8%	25.6%	10.3%	6.8%
Decline to answer (48) 2.85	4.2%	27.1%	35.4%	16.7%	16.7%

17. Our review process accurately measures my job performance.

Your Overall (489) 3.11	8.8%	31.3%	32.9%	16.4%	10.6%
Administration (40) 3.33	17.5%	32.5%	27.5%	10%	12.5%
Exempt Staff (124) 3.11	5.6%	31.5%	40.3%	13.7%	8.9%
Non-exempt Staff (138) 2.83	4.3%	23.9%	34.8%	23.9%	13%
Faculty (116) 3.37	13.8%	35.3%	31.9%	12.1%	6.9%
Decline to answer (51) 2.8	3.9%	31.4%	23.5%	23.5%	17.6%

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18. Issues of low performance are addressed in my department.

Your Overall (465) 3.1	9%	31.2%	32%	16.3%	11.4%
Administration (40) 3.48	25%	27.5%	22.5%	20%	5%
Exempt Staff (118) 3.04	6.8%	33.9%	28.8%	17.8%	12.7%
Non-exempt Staff (122) 3.2	8.2%	35.2%	33.6%	13.9%	9%
Faculty (113) 2.92	7.1%	24.8%	35.4%	18.6%	14.2%
Decline to answer (49) 3	6.1%	32.7%	30.6%	16.3%	14.3%

19. My supervisor/department chair is consistent and fair.

Your Overall (510) 3.83	31%	37.6%	19.6%	6.9%	4.9%
Administration (43) 4.05	44.2%	30.2%	16.3%	4.7%	4.7%
Exempt Staff (130) 3.92	29.2%	42.3%	22.3%	3.8%	2.3%
Non-exempt Staff (139) 3.81	29.5%	38.8%	18.7%	8.6%	4.3%
Faculty (120) 3.76	32.5%	30.8%	23.3%	6.7%	6.7%
Decline to answer (54) 3.52	22.2%	38.9%	16.7%	13%	9.3%

20. My supervisor/department chair actively solicits my suggestions and ideas.

Your Overall (513) 3.82	30%	36.3%	23.4%	6.6%	3.7%
Administration (43) 4	41.9%	32.6%	14%	7%	4.7%
Exempt Staff (131) 3.86	26.7%	40.5%	26.7%	4.6%	1.5%
Non-exempt Staff (138) 3.67	25.4%	36.2%	22.5%	11.6%	4.3%
Faculty (122) 3.97	36.9%	36.9%	17.2%	4.1%	4.9%
Decline to answer (54) 3.56	22.2%	25.9%	40.7%	7.4%	3.7%

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21. In my department, we communicate openly about issues that impact each other's work.

Your Overall (513) 3.61	21.4%	36.1%	29.4%	8%	5.1%
Administration (43) 3.72	16.3%	53.5%	20.9%	4.7%	4.7%
Exempt Staff (129) 3.68	20.9%	38.8%	30.2%	7.8%	2.3%
Non-exempt Staff (138) 3.62	24.6%	33.3%	27.5%	8.7%	5.8%
Faculty (124) 3.55	24.2%	28.2%	33.9%	5.6%	8.1%
Decline to answer (55) 3.36	14.5%	32.7%	30.9%	18.2%	3.6%

22. Changes that affect me are discussed prior to being implemented.

Your Overall (512) 3.35	13.9%	35.4%	30.7%	12.3%	7.8%
Administration (43) 3.37	18.6%	30.2%	34.9%	2.3%	14%
Exempt Staff (129) 3.41	12.4%	41.9%	27.1%	11.6%	7%
Non-exempt Staff (138) 3.24	10.1%	35.5%	30.4%	15.9%	8%
Faculty (124) 3.56	21%	33.1%	32.3%	8.9%	4.8%
Decline to answer (54) 2.85	5.6%	24.1%	33.3%	24.1%	13%

23. People in my department work well together.

Your Overall (517) 3.73	25%	36.2%	28.4%	8.1%	2.3%
Administration (43) 3.7	25.6%	34.9%	25.6%	11.6%	2.3%
Exempt Staff (131) 3.89	24.4%	43.5%	28.2%	3.8%	0%
Non-exempt Staff (139) 3.78	25.9%	35.3%	30.2%	7.9%	0.7%
Faculty (125) 3.53	24.8%	29.6%	26.4%	12%	7.2%
Decline to answer (55) 3.65	18.2%	40%	30.9%	10.9%	0%

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24. I have a good relationship with my supervisor/department chair.

Your Overall (513) 4.17	44.2%	36.8%	13.5%	2.3%	3.1%
Administration (43) 4.33	60.5%	20.9%	14%	0%	4.7%
Exempt Staff (131) 4.22	40.5%	42.7%	15.3%	1.5%	0%
Non-exempt Staff (139) 4.2	46%	38.1%	9.4%	2.9%	3.6%
Faculty (123) 4.1	45.5%	30.9%	16.3%	2.4%	4.9%
Decline to answer (54) 3.93	29.6%	44.4%	18.5%	3.7%	3.7%

25. Overall, my department is a good place to work.

Your Overall (517) 4.07	40.2%	36%	17.4%	3.7%	2.7%
Administration (43) 4.19	44.2%	34.9%	18.6%	0%	2.3%
Exempt Staff (131) 4.21	42.7%	38.9%	14.5%	3.8%	0%
Non-exempt Staff (139) 4.16	38.8%	43.9%	13.7%	1.4%	2.2%
Faculty (125) 3.95	41.6%	26.4%	23.2%	3.2%	5.6%
Decline to answer (55) 3.65	25.5%	34.5%	23.6%	12.7%	3.6%

26. I can count on people to cooperate across departments.

Your Overall (506) 3.5	13.2%	38.9%	36.2%	7.9%	3.8%
Administration (42) 3.6	11.9%	52.4%	21.4%	11.9%	2.4%
Exempt Staff (130) 3.45	13.8%	36.9%	36.2%	6.9%	6.2%
Non-exempt Staff (137) 3.63	14.6%	40.9%	38%	5.8%	0.7%
Faculty (121) 3.31	10.7%	30.6%	42.1%	11.6%	5%
Decline to answer (54) 3.44	9.3%	44.4%	33.3%	7.4%	5.6%

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27. Senior leadership provides a clear direction for this institution's future.

Your Overall (511) 3.51	14.3%	39.1%	33.5%	9.2%	3.9%
Administration (43) 3.84	23.3%	48.8%	18.6%	7%	2.3%
Exempt Staff (131) 3.51	16%	38.2%	32.8%	6.9%	6.1%
Non-exempt Staff (136) 3.51	11.8%	40.4%	36.8%	8.8%	2.2%
Faculty (123) 3.5	12.2%	40.7%	35%	9.8%	2.4%
Decline to answer (55) 3	7.3%	23.6%	40%	20%	9.1%

28. My department has adequate faculty/staff to achieve our goals.

Your Overall (515) 2.93	9.1%	28%	25%	22.1%	15.7%
Administration (43) 3	7%	27.9%	34.9%	18.6%	11.6%
Exempt Staff (130) 2.86	8.5%	24.6%	27.7%	23.1%	16.2%
Non-exempt Staff (139) 2.94	8.6%	28.1%	23.7%	28.1%	11.5%
Faculty (124) 2.9	8.9%	31.5%	21%	17.7%	21%
Decline to answer (55) 2.8	9.1%	29.1%	16.4%	23.6%	21.8%

29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

Your Overall (516) 4.07	28.7%	55%	12.8%	1.4%	2.1%
Administration (43) 4.23	37.2%	58.1%	0%	0%	4.7%
Exempt Staff (130) 4.04	27.7%	55.4%	12.3%	2.3%	2.3%
Non-exempt Staff (139) 4.01	23%	58.3%	16.5%	1.4%	0.7%
Faculty (126) 4.1	30.2%	52.4%	15.9%	0%	1.6%
Decline to answer (54) 3.91	27.8%	50%	13%	3.7%	5.6%

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30. Our orientation program prepares new faculty, administration and staff to be effective.

Your Overall (448) 3.15	8.5%	31.5%	35.3%	15.8%	8.9%
Administration (39) 2.95	2.6%	25.6%	48.7%	10.3%	12.8%
Exempt Staff (116) 2.97	5.2%	31%	30.2%	23.3%	10.3%
Non-exempt Staff (119) 3.08	5.9%	31.9%	34.5%	19.3%	8.4%
Faculty (109) 3.42	14.7%	34.9%	34.9%	9.2%	6.4%
Decline to answer (44) 3	4.5%	31.8%	36.4%	13.6%	13.6%

31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

Your Overall (495) 3.63	19%	43.6%	22.8%	10.5%	4%
Administration (43) 3.72	27.9%	37.2%	20.9%	7%	7%
Exempt Staff (123) 3.7	19.5%	47.2%	22%	6.5%	4.9%
Non-exempt Staff (127) 3.54	15%	44.1%	23.6%	15%	2.4%
Faculty (126) 3.56	17.5%	40.5%	27.8%	9.5%	4.8%
Decline to answer (53) 3.53	17%	43.4%	18.9%	17%	3.8%

32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.

Your Overall (511) 3.86	23.3%	47.4%	23.9%	2.7%	2.7%
Administration (43) 4.28	48.8%	34.9%	14%	0%	2.3%
Exempt Staff (129) 3.81	20.2%	50.4%	20.9%	7%	1.6%
Non-exempt Staff (137) 3.83	16.8%	54%	26.3%	1.5%	1.5%
Faculty (124) 3.85	24.2%	43.5%	28.2%	0.8%	3.2%
Decline to answer (55) 3.47	12.7%	43.6%	30.9%	3.6%	9.1%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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33. There is a good balance of teaching, service and research at this institution.

Your Overall (447) 3.63	13.9%	50.8%	23.9%	6.9%	4.5%
Administration (40) 3.9	17.5%	55%	27.5%	0%	0%
Exempt Staff (107) 3.77	11.2%	61.7%	19.6%	7.5%	0%
Non-exempt Staff (111) 3.81	12.6%	59.5%	24.3%	3.6%	0%
Faculty (122) 3.19	15.6%	27.9%	29.5%	13.9%	13.1%
Decline to answer (45) 3.62	8.9%	64.4%	15.6%	2.2%	8.9%

34. This institution's benefits meet my needs.

Your Overall (507) 3.86	20.1%	55%	18.3%	3.7%	2.8%
Administration (43) 4.02	34.9%	48.8%	7%	2.3%	7%
Exempt Staff (128) 3.96	18.8%	64.8%	11.7%	3.1%	1.6%
Non-exempt Staff (137) 3.77	14.6%	54%	27%	2.2%	2.2%
Faculty (124) 3.86	26.6%	45.2%	20.2%	4%	4%
Decline to answer (54) 3.67	7.4%	64.8%	16.7%	9.3%	1.9%

35. Our recognition and awards programs are meaningful to me.

Your Overall (478) 3.03	10%	25.5%	32.2%	21.8%	10.5%
Administration (38) 2.95	5.3%	28.9%	34.2%	18.4%	13.2%
Exempt Staff (115) 2.87	6.1%	22.6%	35.7%	23.5%	12.2%
Non-exempt Staff (139) 3.11	10.8%	25.9%	33.8%	22.3%	7.2%
Faculty (115) 3.13	12.2%	27.8%	32.2%	16.5%	11.3%
Decline to answer (53) 2.87	7.5%	28.3%	20.8%	30.2%	13.2%

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36. I am proud to be part of this institution.

Your Overall (517) 4.27	47.6%	35%	15.3%	1.4%	0.8%
Administration (43) 4.47	62.8%	25.6%	9.3%	0%	2.3%
Exempt Staff (131) 4.26	44.3%	38.2%	16.8%	0.8%	0%
Non-exempt Staff (138) 4.28	45.7%	37.7%	15.9%	0.7%	0%
Faculty (126) 4.31	52.4%	30.2%	15.1%	0.8%	1.6%
Decline to answer (55) 4.04	36.4%	38.2%	20%	3.6%	1.8%

37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

Your Overall (513) 3.61	20.7%	36.5%	30.8%	7.2%	4.9%
Administration (43) 3.74	37.2%	27.9%	16.3%	9.3%	9.3%
Exempt Staff (131) 3.6	16.8%	42%	30.5%	6.1%	4.6%
Non-exempt Staff (139) 3.45	12.2%	36.7%	39.6%	7.2%	4.3%
Faculty (124) 3.9	30.6%	34.7%	29%	4.8%	0.8%
Decline to answer (54) 3.06	13%	24.1%	33.3%	14.8%	14.8%

38. The role of faculty in shared governance is clearly stated and publicized.

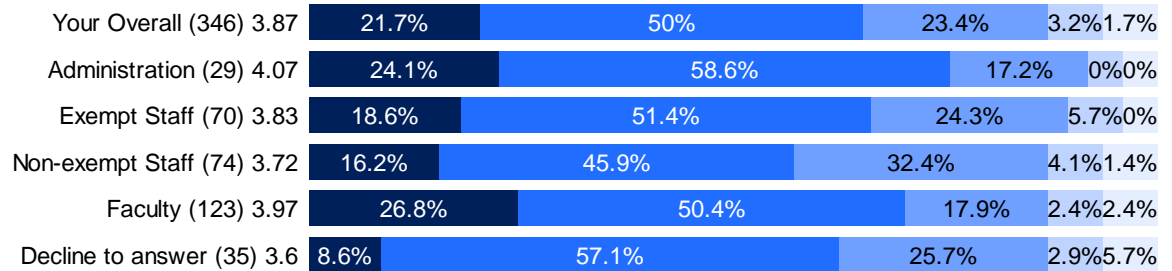
Your Overall (395) 3.38	11.4%	38.7%	30.6%	15.2%	4.1%
Administration (31) 3.23	6.5%	29%	48.4%	12.9%	3.2%
Exempt Staff (97) 3.2	7.2%	34%	32%	24.7%	2.1%
Non-exempt Staff (87) 3.29	4.6%	42.5%	33.3%	16.1%	3.4%
Faculty (123) 3.6	18.7%	42.3%	23.6%	11.4%	4.1%
Decline to answer (40) 3.25	7.5%	42.5%	30%	7.5%	12.5%

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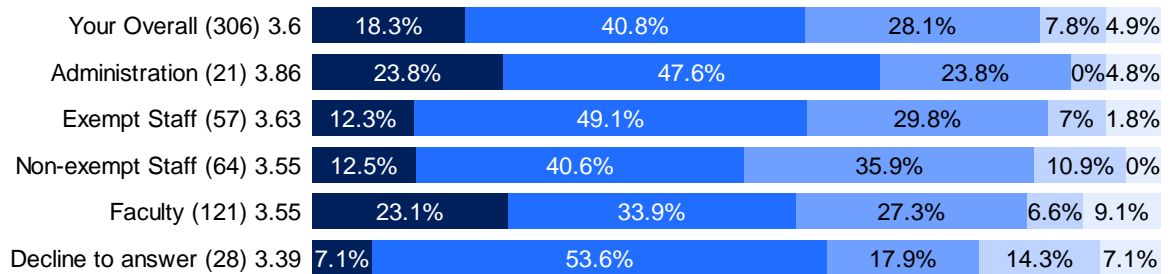


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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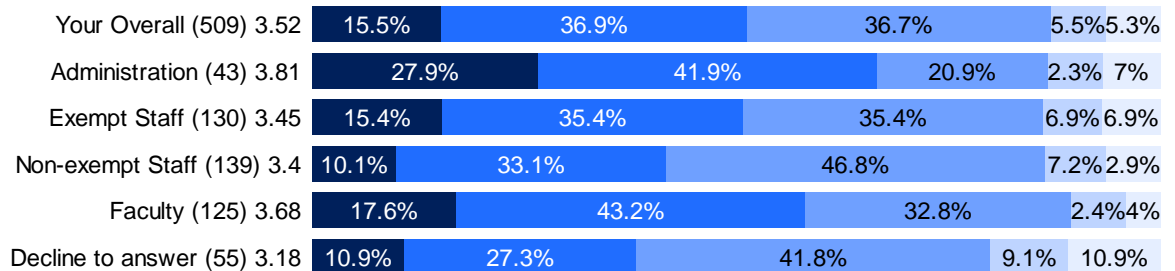
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).



40. Teaching is appropriately recognized in the evaluation and promotion process.



41. Senior leadership communicates openly about important matters.



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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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42. Faculty, administration and staff are meaningfully involved in institutional planning.

Your Overall (501) 3.66	16.2%	43.1%	33.3%	5.4%	2%
Administration (42) 3.93	31%	40.5%	21.4%	4.8%	2.4%
Exempt Staff (130) 3.69	16.2%	47.7%	26.9%	7.7%	1.5%
Non-exempt Staff (134) 3.45	8.2%	38.1%	46.3%	5.2%	2.2%
Faculty (123) 3.81	20.3%	44.7%	31.7%	2.4%	0.8%
Decline to answer (55) 3.35	7.3%	40%	38.2%	9.1%	5.5%

43. At this institution, we discuss and debate issues respectfully to get better results.

Your Overall (493) 3.45	8.5%	41.4%	39.4%	8.3%	2.4%
Administration (42) 3.36	9.5%	35.7%	40.5%	9.5%	4.8%
Exempt Staff (123) 3.37	4.1%	43.1%	40.7%	10.6%	1.6%
Non-exempt Staff (132) 3.48	6.8%	43.9%	40.9%	6.8%	1.5%
Faculty (124) 3.54	12.1%	42.7%	34.7%	8.1%	2.4%
Decline to answer (55) 3.24	7.3%	29.1%	49.1%	9.1%	5.5%

44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.

Your Overall (511) 3.26	7.2%	37.8%	35.6%	12.3%	7%
Administration (43) 3.37	14%	30.2%	39.5%	11.6%	4.7%
Exempt Staff (131) 3.36	4.6%	48.1%	30.5%	12.2%	4.6%
Non-exempt Staff (138) 3.1	2.2%	37%	39.9%	10.9%	10.1%
Faculty (124) 3.32	10.5%	33.1%	39.5%	12.1%	4.8%
Decline to answer (55) 2.91	7.3%	25.5%	32.7%	20%	14.5%

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45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

Your Overall (512) 3.93	25%	50.6%	19.3%	2.3%	2.7%
Administration (43) 4.14	30.2%	58.1%	9.3%	0%	2.3%
Exempt Staff (131) 4.03	25.2%	56.5%	15.3%	2.3%	0.8%
Non-exempt Staff (139) 3.99	25.2%	53.2%	18%	2.2%	1.4%
Faculty (124) 3.76	22.6%	42.7%	26.6%	4%	4%
Decline to answer (55) 3.69	23.6%	41.8%	23.6%	1.8%	9.1%

46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

Your Overall (508) 3.55	12%	43.1%	35.6%	6.1%	3.1%
Administration (43) 3.47	7%	48.8%	32.6%	7%	4.7%
Exempt Staff (129) 3.53	13.2%	42.6%	31.8%	9.3%	3.1%
Non-exempt Staff (138) 3.53	8.7%	44.2%	39.9%	5.8%	1.4%
Faculty (125) 3.63	15.2%	40.8%	39.2%	1.6%	3.2%
Decline to answer (53) 3.4	11.3%	39.6%	32.1%	11.3%	5.7%

47. My supervisor/department chair supports my efforts to balance my work and personal life.

Your Overall (503) 4.06	38%	40%	15.3%	3.4%	3.4%
Administration (43) 4.12	44.2%	32.6%	16.3%	4.7%	2.3%
Exempt Staff (131) 4.12	35.9%	45%	15.3%	3.1%	0.8%
Non-exempt Staff (138) 4.18	42%	39.1%	15.2%	2.2%	1.4%
Faculty (117) 3.99	35.9%	37.6%	20.5%	1.7%	4.3%
Decline to answer (55) 3.6	27.3%	41.8%	9.1%	7.3%	14.5%

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48. Senior leadership regularly models this institution's values.

Your Overall (499) 3.71	15.8%	49.7%	27.3%	4%	3.2%
Administration (43) 4.02	30.2%	46.5%	18.6%	4.7%	0%
Exempt Staff (128) 3.68	14.1%	53.1%	22.7%	7%	3.1%
Non-exempt Staff (134) 3.65	11.9%	49.3%	33.6%	2.2%	3%
Faculty (121) 3.85	19%	53.7%	23.1%	1.7%	2.5%
Decline to answer (54) 3.24	9.3%	31.5%	42.6%	7.4%	9.3%

49. This institution actively contributes to the community.

Your Overall (508) 3.99	23.8%	55.7%	16.7%	2.8%	1%
Administration (42) 4.12	31%	54.8%	11.9%	0%	2.4%
Exempt Staff (130) 3.93	20%	56.9%	20%	2.3%	0.8%
Non-exempt Staff (137) 4.01	23.4%	58.4%	14.6%	2.9%	0.7%
Faculty (125) 4.02	28%	51.2%	16%	4%	0.8%
Decline to answer (55) 3.93	20%	60%	14.5%	3.6%	1.8%

50. This institution places sufficient emphasis on having diverse faculty, administration and staff.

Your Overall (507) 3.75	18.5%	51.1%	20.3%	7.3%	2.8%
Administration (43) 3.88	23.3%	55.8%	9.3%	9.3%	2.3%
Exempt Staff (130) 3.75	18.5%	51.5%	21.5%	3.8%	4.6%
Non-exempt Staff (136) 3.85	16.9%	56.6%	21.3%	4.4%	0.7%
Faculty (124) 3.65	20.2%	44.4%	18.5%	14.5%	2.4%
Decline to answer (54) 3.61	16.7%	46.3%	24.1%	7.4%	5.6%

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51. There is appropriate recognition of innovative and high quality teaching.

Your Overall (358) 3.61	14.2%	50%	22.6%	9.2%	3.9%
Administration (27) 3.81	14.8%	55.6%	25.9%	3.7%	0%
Exempt Staff (81) 3.72	12.3%	60.5%	16%	8.6%	2.5%
Non-exempt Staff (78) 3.81	11.5%	64.1%	17.9%	6.4%	0%
Faculty (122) 3.4	17.2%	32%	30.3%	14.8%	5.7%
Decline to answer (37) 3.51	8.1%	62.2%	13.5%	5.4%	10.8%

52. We celebrate significant milestones and important accomplishments at this institution.

Your Overall (497) 3.57	9.9%	49.3%	31%	8%	1.8%
Administration (42) 3.64	9.5%	52.4%	31%	7.1%	0%
Exempt Staff (128) 3.51	6.3%	48.4%	35.9%	8.6%	0.8%
Non-exempt Staff (135) 3.67	8.1%	57.8%	28.1%	5.2%	0.7%
Faculty (122) 3.55	13.9%	41.8%	32%	9.8%	2.5%
Decline to answer (55) 3.38	9.1%	45.5%	27.3%	10.9%	7.3%

53. This institution's policies and practices give me the flexibility to manage my work and personal life.

Your Overall (507) 3.63	19.1%	42.8%	24.9%	7.9%	5.3%
Administration (43) 3.72	23.3%	37.2%	32.6%	2.3%	4.7%
Exempt Staff (128) 3.78	18.8%	48.4%	25.8%	6.3%	0.8%
Non-exempt Staff (139) 3.81	20.1%	48.9%	25.2%	3.6%	2.2%
Faculty (125) 3.32	18.4%	32%	23.2%	16%	10.4%
Decline to answer (54) 3.3	14.8%	38.9%	22.2%	9.3%	14.8%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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54. This institution has clear and effective procedures for dealing with discrimination.

Your Overall (449) 3.63	13.4%	50.8%	25.2%	7.3%	3.3%
Administration (36) 3.78	13.9%	55.6%	27.8%	0%	2.8%
Exempt Staff (117) 3.68	12%	55.6%	22.2%	8.5%	1.7%
Non-exempt Staff (123) 3.66	11.4%	56.1%	23.6%	4.9%	4.1%
Faculty (114) 3.57	14%	44.7%	28.9%	8.8%	3.5%
Decline to answer (46) 3.39	15.2%	37%	26.1%	15.2%	6.5%

55. There is regular and open communication among faculty, administration and staff.

Your Overall (502) 3.17	7.6%	27.1%	45.2%	14.5%	5.6%
Administration (43) 3.12	11.6%	16.3%	53.5%	9.3%	9.3%
Exempt Staff (128) 3.09	3.9%	25%	50.8%	16.4%	3.9%
Non-exempt Staff (136) 3.17	8.1%	27.2%	43.4%	16.2%	5.1%
Faculty (124) 3.31	8.1%	32.3%	46%	9.7%	4%
Decline to answer (55) 2.89	3.6%	29.1%	30.9%	25.5%	10.9%

56. I believe what I am told by senior leadership.

Your Overall (508) 3.56	14.2%	42.1%	33.3%	6.1%	4.3%
Administration (43) 4	34.9%	39.5%	18.6%	4.7%	2.3%
Exempt Staff (129) 3.57	15.5%	41.1%	32.6%	6.2%	4.7%
Non-exempt Staff (139) 3.5	9.4%	39.6%	43.9%	5.8%	1.4%
Faculty (124) 3.64	12.9%	48.4%	31.5%	4%	3.2%
Decline to answer (55) 3	7.3%	32.7%	29.1%	14.5%	16.4%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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57. This institution is well run.

Your Overall (512) 3.59	11.3%	46.9%	34.2%	5.1%	2.5%
Administration (43) 3.72	18.6%	41.9%	34.9%	2.3%	2.3%
Exempt Staff (131) 3.58	11.5%	45.8%	33.6%	7.6%	1.5%
Non-exempt Staff (139) 3.57	7.2%	48.9%	38.8%	3.6%	1.4%
Faculty (126) 3.74	15.9%	50.8%	27.8%	2.4%	3.2%
Decline to answer (55) 3.22	3.6%	40%	38.2%	10.9%	7.3%

58. There's a sense that we're all on the same team at this institution.

Your Overall (511) 3.18	8.4%	29.4%	40.3%	15.7%	6.3%
Administration (43) 3.19	4.7%	34.9%	41.9%	11.6%	7%
Exempt Staff (131) 3.18	7.6%	28.2%	42.7%	16.8%	4.6%
Non-exempt Staff (139) 3.13	7.2%	27.3%	42.4%	17.3%	5.8%
Faculty (125) 3.37	12.8%	33.6%	36%	12.8%	4.8%
Decline to answer (55) 2.76	1.8%	23.6%	40%	18.2%	16.4%

59. This institution's culture is special - something you don't find just anywhere.

Your Overall (509) 3.88	28.7%	42.6%	19.3%	7.3%	2.2%
Administration (43) 4.07	44.2%	32.6%	14%	4.7%	4.7%
Exempt Staff (131) 3.82	24.4%	44.3%	20.6%	9.9%	0.8%
Non-exempt Staff (137) 3.85	21.9%	50.4%	19%	8%	0.7%
Faculty (125) 3.98	36%	37.6%	18.4%	4%	4%
Decline to answer (55) 3.76	23.6%	41.8%	25.5%	5.5%	3.6%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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60. All things considered, this is a great place to work.

Your Overall (512) 4.01	33.8%	40.4%	20.7%	3.1%	2%
Administration (43) 4.3	55.8%	25.6%	14%	2.3%	2.3%
Exempt Staff (131) 4.02	29.8%	44.3%	24.4%	1.5%	0%
Non-exempt Staff (139) 4.02	30.9%	44.6%	21.6%	1.4%	1.4%
Faculty (126) 4	35.7%	38.9%	17.5%	5.6%	2.4%
Decline to answer (55) 3.69	25.5%	36.4%	25.5%	7.3%	5.5%

61. In my department, we address conflicts effectively when they arise.

Your Overall (501) 3.34	12.2%	36.9%	30.7%	12.8%	7.4%
Administration (42) 3.62	19%	42.9%	26.2%	4.8%	7.1%
Exempt Staff (129) 3.43	8.5%	45.7%	28.7%	14%	3.1%
Non-exempt Staff (138) 3.3	10.1%	37.7%	29.7%	16.7%	5.8%
Faculty (123) 3.23	17.9%	23.6%	35%	10.6%	13%
Decline to answer (54) 3.19	5.6%	37%	35.2%	14.8%	7.4%

62. I trust senior leadership enough to follow them, even when I disagree with their decisions.

Your Overall (503) 3.63	12.9%	48.5%	29.4%	6.8%	2.4%
Administration (43) 4.07	39.5%	32.6%	23.3%	4.7%	0%
Exempt Staff (128) 3.65	10.9%	55.5%	24.2%	6.3%	3.1%
Non-exempt Staff (137) 3.58	7.3%	52.6%	33.6%	4.4%	2.2%
Faculty (124) 3.63	12.9%	46%	33.9%	5.6%	1.6%
Decline to answer (55) 3.29	9.1%	40%	27.3%	18.2%	5.5%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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63. I understand how the compensation system works.

Your Overall (505) 3.29	8.1%	40.6%	29.1%	16.4%	5.7%
Administration (41) 3.66	22%	41.5%	19.5%	14.6%	2.4%
Exempt Staff (130) 3.28	3.8%	46.2%	27.7%	18.5%	3.8%
Non-exempt Staff (138) 3.09	4.3%	34.1%	38.4%	12.3%	10.9%
Faculty (125) 3.46	14.4%	41.6%	24%	16%	4%
Decline to answer (54) 3.06	1.9%	38.9%	27.8%	25.9%	5.6%

64. People at this institution understand and value the benefits of a diverse workforce.

Your Overall (506) 3.75	15.6%	54%	22.3%	6.1%	2%
Administration (42) 3.83	23.8%	45.2%	21.4%	9.5%	0%
Exempt Staff (131) 3.75	9.9%	63.4%	21.4%	2.3%	3.1%
Non-exempt Staff (138) 3.8	15.9%	55.8%	21%	6.5%	0.7%
Faculty (124) 3.7	20.2%	43.5%	25%	8.9%	2.4%
Decline to answer (54) 3.59	9.3%	55.6%	24.1%	7.4%	3.7%

65. Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.

Your Overall (510) 3.65	13.5%	50%	26.7%	7.1%	2.7%
Administration (43) 3.7	25.6%	37.2%	23.3%	9.3%	4.7%
Exempt Staff (131) 3.69	9.2%	58%	27.5%	3.8%	1.5%
Non-exempt Staff (139) 3.65	10.8%	55.4%	24.5%	6.5%	2.9%
Faculty (125) 3.62	16.8%	43.2%	28%	9.6%	2.4%
Decline to answer (55) 3.42	10.9%	41.8%	30.9%	10.9%	5.5%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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66. The faculty value the contributions of staff.

Your Overall (490) 3.29	8.6%	33.7%	42.4%	9%	6.3%
Administration (43) 3.05	4.7%	23.3%	55.8%	4.7%	11.6%
Exempt Staff (126) 2.98	0.8%	31%	43.7%	15.1%	9.5%
Non-exempt Staff (131) 3.22	7.6%	26%	53.4%	6.9%	6.1%
Faculty (125) 3.76	18.4%	47.2%	28%	4.8%	1.6%
Decline to answer (50) 3.22	4%	40%	36%	14%	6%

67. My salary range/band is appropriate for my job.

Your Overall (510) 3.05	8.8%	34.1%	23.3%	21%	12.7%
Administration (42) 3.62	28.6%	35.7%	14.3%	11.9%	9.5%
Exempt Staff (131) 3.04	2.3%	41.2%	22.9%	25.2%	8.4%
Non-exempt Staff (139) 2.54	1.4%	23%	25.2%	28.8%	21.6%
Faculty (126) 3.52	19.8%	41.3%	19%	11.1%	8.7%
Decline to answer (55) 2.84	1.8%	30.9%	30.9%	21.8%	14.5%

68. Overall, my workload is reasonable.

Your Overall (510) 3.27	6.7%	41.8%	31%	12.7%	7.8%
Administration (43) 3.35	16.3%	30.2%	30.2%	18.6%	4.7%
Exempt Staff (131) 3.24	3.1%	45.8%	30.5%	13.7%	6.9%
Non-exempt Staff (139) 3.48	5.8%	50.4%	34.5%	5%	4.3%
Faculty (125) 3.05	9.6%	28.8%	30.4%	19.2%	12%
Decline to answer (55) 3.09	3.6%	43.6%	25.5%	12.7%	14.5%

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Response Distribution Report



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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69. My actual responsibilities accurately reflect my job description.

Your Overall (502) 3.43	13.3%	40.8%	28.3%	11%	6.6%
Administration (43) 3.58	25.6%	34.9%	20.9%	9.3%	9.3%
Exempt Staff (131) 3.34	10.7%	38.2%	31.3%	14.5%	5.3%
Non-exempt Staff (139) 3.29	7.2%	43.2%	29.5%	12.2%	7.9%
Faculty (118) 3.68	21.2%	40.7%	28%	5.1%	5.1%
Decline to answer (55) 3.33	9.1%	45.5%	23.6%	12.7%	9.1%

70. Decisions based on the institution's policies and processes are applied with appropriate transparency.

Your Overall (496) 3.29	5.2%	39.3%	39.7%	11.1%	4.6%
Administration (43) 3.51	11.6%	39.5%	39.5%	7%	2.3%
Exempt Staff (126) 3.33	4%	45.2%	34.9%	11.9%	4%
Non-exempt Staff (135) 3.2	2.2%	35.6%	44.4%	15.6%	2.2%
Faculty (124) 3.31	6.5%	37.9%	42.7%	6.5%	6.5%
Decline to answer (54) 3.06	5.6%	29.6%	40.7%	13%	11.1%

71. Our system for addressing feedback and complaints is effective.

Your Overall (468) 3.11	3.8%	33.1%	40.4%	15.6%	7.1%
Administration (40) 3.13	7.5%	32.5%	35%	15%	10%
Exempt Staff (119) 3.14	2.5%	34.5%	42%	16.8%	4.2%
Non-exempt Staff (131) 3.07	0.8%	34.4%	41.2%	18.3%	5.3%
Faculty (113) 3.19	7.1%	30.1%	44.2%	11.5%	7.1%
Decline to answer (52) 2.79	1.9%	28.8%	32.7%	19.2%	17.3%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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72. I find personal meaning and fulfillment in my work.

Your Overall (511) 4.12	38.4%	41.1%	16.2%	2.7%	1.6%
Administration (43) 4.3	51.2%	32.6%	14%	0%	2.3%
Exempt Staff (131) 4.03	31.3%	45.8%	19.1%	2.3%	1.5%
Non-exempt Staff (139) 3.97	29.5%	44.6%	20.9%	3.6%	1.4%
Faculty (126) 4.44	57.1%	33.3%	7.1%	1.6%	0.8%
Decline to answer (55) 3.84	27.3%	41.8%	21.8%	5.5%	3.6%

73. I am able to maintain a healthy balance between my personal life and professional life.

Your Overall (509) 3.6	20.2%	40.5%	25%	7.9%	6.5%
Administration (43) 3.51	20.9%	32.6%	32.6%	4.7%	9.3%
Exempt Staff (131) 3.68	18.3%	44.3%	27.5%	6.9%	3.1%
Non-exempt Staff (139) 3.86	23%	48.9%	21.6%	4.3%	2.2%
Faculty (125) 3.24	18.4%	28%	25.6%	15.2%	12.8%
Decline to answer (55) 3.55	20%	41.8%	21.8%	5.5%	10.9%