

## **Finance & Administration Division – Climate Survey Report**

### Comparisons

Results of our division's responses show even greater improvement than the Colorado College data set as a whole. Participation in 2015 as compared to the 2013 survey increased by 19% in overall response rate and we experienced a 9% increase in overall positive responses.

As a division that provides direct service to the entire campus community and is connected to all its members, we rated our departments to be a great place to work and the work we do in the exceptional rating category which exceeded the college's overall results in these areas.

More so than many of our colleagues in other divisions, our staff report good support for their ability to manage and maintain work life balance, their appreciation of facilities, the commitment to fair treatment and a heightened appreciation for diversity efforts.

As in 2013, our division continues to have concerns about staffing levels, cross-functional collaboration and appreciation/respect from faculty.

### Action Plan

The division staff met in March 2016 to review the division's survey results which generated great feedback on topics of importance for further attention and affirming what is going well within the division. The key topics receiving most of the feedback were on adequate staffing, reasonable workloads, and being informed of changes prior to their implementation.

Department heads were tasked with discussing these key topics within their departments and generating recommendations and actions to address them. We are pleased with the actions that have been taken and will continue to evaluate the effectiveness of our work.

### Outcomes:

- Include updates on key college/division activities and decisions in all department staff meetings.
- Foster a work environment for all staff to ask questions about key projects and be able to get involved in campus activities through committee participation and/or attending events.
- Promote regular staff recognition opportunities at the department level, whether for tiger service awards, special accomplishments, certifications and personal celebrations. Allot time in the division wide gatherings to recognize staff accomplishments.
- Conduct a detailed assessment of department workloads and job expectations to determine where additional resources are needed. This activity was done and new positions have been added in Facilities Services and Human Resources.
- Departments are to continually align work priorities to that of the college's strategic plan and college-wide projects in order to assist staff in managing workloads.