

## **Student Life Division – Climate Survey Report**

### Survey Results Summary

The division gathered in March of 2016 to go over the data. Results of our division's responses recognized improvements in communication, professional development opportunities, on-boarding for new staff, and the increased focus on diversity, equity and inclusion. The division's strengths include job satisfaction and connection to the mission of the college, resources and support, and diversity and inclusion.

Members of the Student Life Division expressed a need for additional focus on work/life balance, additional opportunities to connect with their colleagues across the college, and improved communications between supervisors and those they supervise.

### Action Plan

Opportunities for the division were identified and four summer work groups were formed in May with participants from across the division.

-Performance Management/Supervision: Don Bricker, chair

-Respect and Appreciation: Heather Horton, chair

-Work-Life Balance: Stacey Stevens, chair

-Collaboration/Communication/Difficult Conversations: Pearl Leonard-Rock, chair

Each chair submitted a report that was reviewed by the division's leadership team and these summary reports are available for anyone in the division to review. Contact John Lauer, [john.lauer@coloradocollege.edu](mailto:john.lauer@coloradocollege.edu) if you are interested.

Multiple "quick fix" recommendations from the work groups have either been completed or are in process this fall:

- 1) Revise the Dean's Rep process
- 2) Make sets of the "Candor Questions" available to supervisors
- 3) Revive the divisional small group get to know you lunches once per block
- 4) Encourage all supervisors in the division to have 1 on 1 meetings with direct reports

During Block 3, the four chairs will be convening to go over the other recommendations and prioritize them from their collective perspectives and they will advance no more than five to the leadership team for consideration for future implementation.