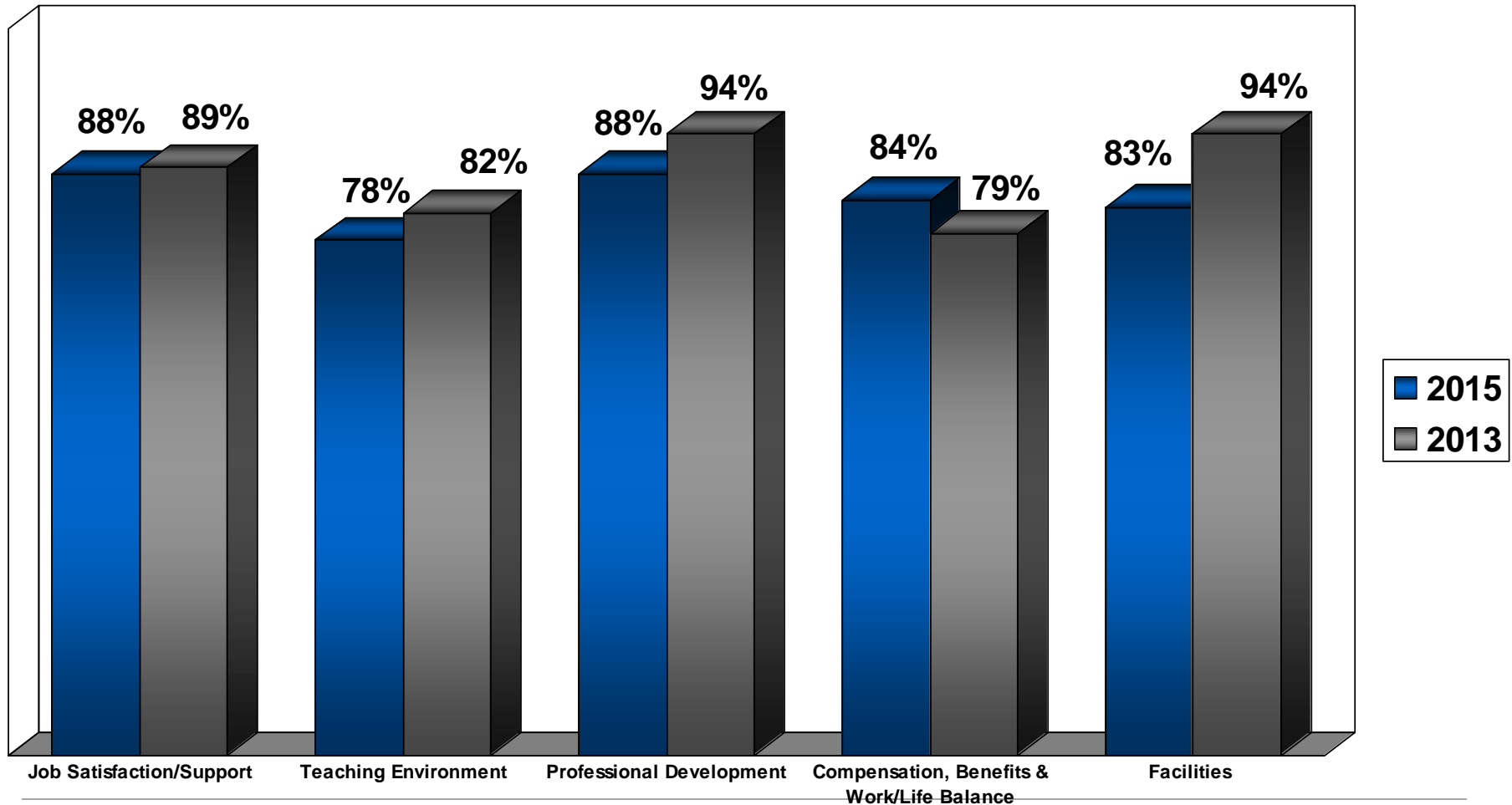


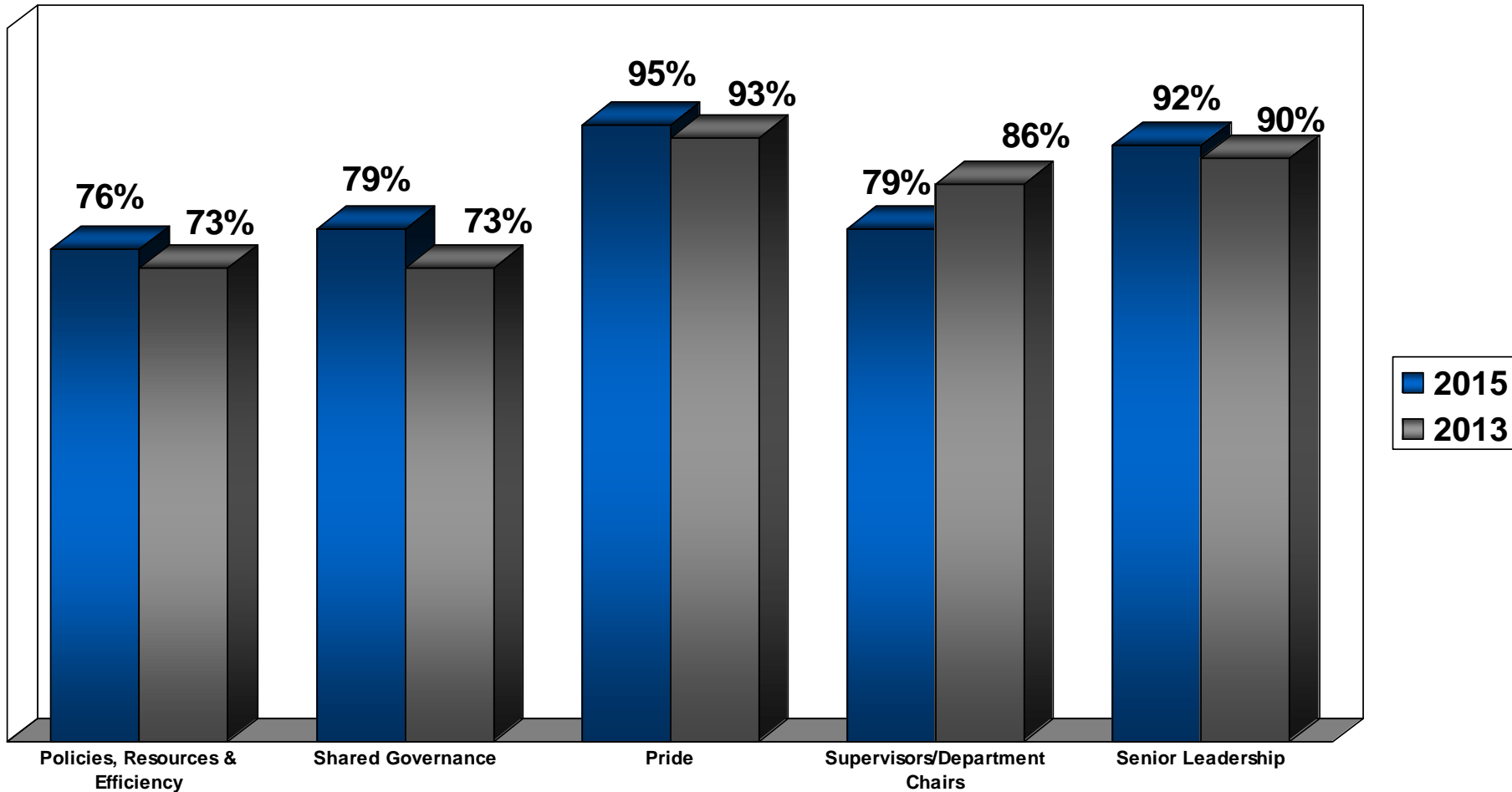
Overarching Themes - Athletics

- Results of the Athletics division are largely similar to the 2013 results. In fact, the overall average across all 75 statements is identical (positive and negative) to the 2013 results, 81% positive, 3 % negative.
- At that level, Athletics can indeed be characterized as a “great place to work.”
- In 2015 there were 21 statements that showed improvement of 5 percentage points or more (combined increase in positive response and decrease in negative response). There were 15 statements that showed improvement of 10 percentage points or more.
- In 2015 there were 19 statements that regressed 5 percentage points or more (combined decrease in positive response and increase in negative response).
- While the results are still strong in the Supervisor, Professional Development, Facilities and Communication dimensions, there were statements with notable decline in these areas.
- Athletics staff appreciate the focus on Excell@CC and Diversity training and at the same time express a need for continued improvements related to the consistency of the performance management process, the quality of communication as well as greater opportunities to connect with their colleagues across Colorado College, particularly those with whom they don't regularly interact (e.g., faculty).

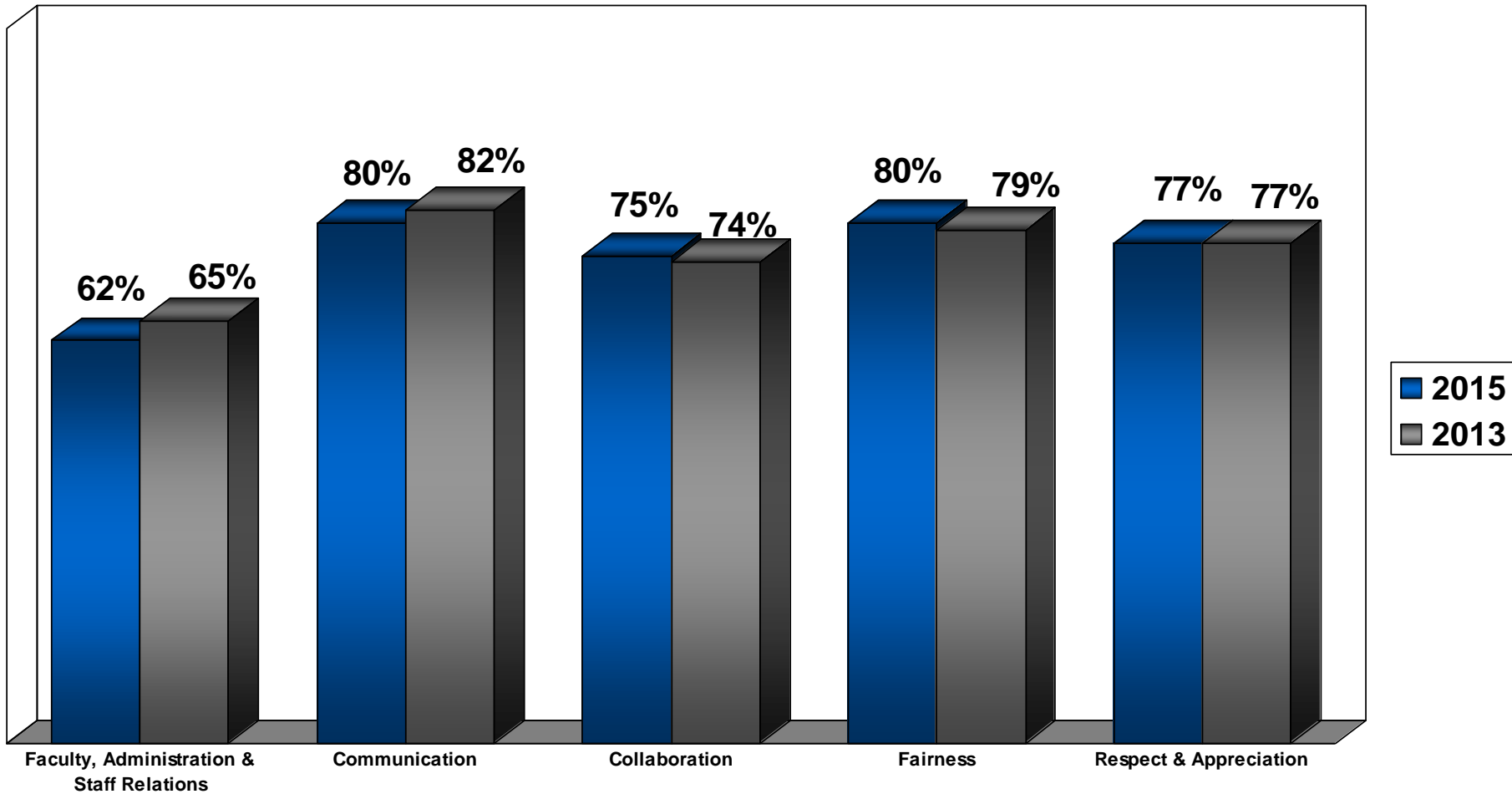
Dimensions – Athletics (Overall % Positive)



Dimensions – Athletics (Overall % Positive)



Dimensions – Athletics (Overall % Positive)



Most Improved – Athletics

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	90	0	59	3	76	5
63 I understand how the compensation system works.	77	6	59	21	60	14
11 I am paid fairly for my work.	70	3	53	9	55	21
58 There's a sense that we're all on the same team at this institution.	67	6	50	12	49	16
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	85	0	68	5	72	5

Most Improved – Athletics

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	90	0	77	3	55	13
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	90	3	84	12	55	12
64 People at this institution understand and value the benefits of a diverse workforce.	93	0	78	0	71	5
43 At this institution, we discuss and debate issues respectfully to get better results.	90	3	76	3	53	8
67 My salary range/band is appropriate for my job.	61	12	50	15	51	26

Top Ten Statements – Athletics

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
36	I am proud to be part of this institution.	100	0	93	0	87	1
60	All things considered, this is a great place to work.	100	0	96	0	81	3
1	My job makes good use of my skills and abilities.	96	0	93	0	81	1
6	I am given the opportunity to develop my skills at this institution.	96	0	96	0	80	4
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	96	0	96	0	84	4

Top Ten Statements – Athletics

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
25	Overall, my department is a good place to work.	96	0	100	0	83	3
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	96	0	93	0	61	9
62	I trust senior leadership enough to follow them, even when I disagree with their decisions.	96	0	90	0	67	8
65	Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.	96	0	87	3	70	9
72	I find personal meaning and fulfillment in my work.	96	0	100	0	83	5

Strengths

- Job Satisfaction & Connection to Mission
 - Compensation
 - Resources, Support & Workload
 - Supervisors
 - Senior Leadership
 - Communication & Collaboration
 - Diversity & Inclusion
-

Job Satisfaction & Connection to Mission

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
1	My job makes good use of my skills and abilities.	96	0	93	0	81	1
2	I am given the responsibility and freedom to do my job.	93	0	93	0	84	3
72	I find personal meaning and fulfillment in my work.	96	0	100	0	83	5
5	I understand how my job contributes to this institution's mission.	93	0	93	3	92	1
36	I am proud to be part of this institution.	100	0	93	0	87	1

Compensation

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63	I understand how the compensation system works.	77	6	59	21	60	14
67	My salary range/band is appropriate for my job.	61	12	50	15	51	26
11	I am paid fairly for my work.	70	3	53	9	55	21
34	This institution's benefits meet my needs.	86	0	93	3	80	3

Resources, Support & Workload

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4	I am provided the resources I need to be effective in my job.	77	0	81	3	66	9
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	70	6	93	0	64	13
28	My department has adequate faculty/staff to achieve our goals.	77	6	75	0	40	31
69	My actual responsibilities accurately reflect my job description.	80	6	84	6	63	15
68	Overall, my workload is reasonable.	77	6	81	6	52	20

Supervisors

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
24	I have a good relationship with my supervisor/department chair.	87	0	90	0	83	4
12	I believe what I am told by my supervisor/department chair.	87	0	90	3	74	5
15	My supervisor/department chair regularly models this institution's values.	83	9	90	6	73	6
19	My supervisor/department chair is consistent and fair.	83	3	90	0	70	10
3	My supervisor/department chair makes his/her expectations clear.	70	3	87	3	68	8

Senior Leadership

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
27 Senior leadership provides a clear direction for this institution's future.	93	0	84	0	62	10
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	96	0	93	0	61	9
41 Senior leadership communicates openly about important matters.	87	0	84	0	57	11
56 I believe what I am told by senior leadership.	90	0	87	0	61	11

Communication

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8 When I offer a new idea, I believe it will be fully considered.	70	9	90	0	63	10
21 In my department, we communicate openly about issues that impact each other's work.	83	6	90	0	63	12
22 Changes that affect me are discussed prior to being implemented.	77	3	75	0	52	15
43 At this institution, we discuss and debate issues respectfully to get better results.	90	3	76	3	53	8

Difficult Conversations

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	80	6	90	3	62	13
61 In my department, we address conflicts effectively when they arise.	83	3	87	0	56	14
71 Our system for addressing feedback and complaints is effective.	85	3	81	3	46	18

Collaboration

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
13 We have opportunities to contribute to important decisions in my department.	77	3	87	0	69	7
23 People in my department work well together.	87	3	90	0	72	4
26 I can count on people to cooperate across departments.	70	0	71	12	57	6
58 There's a sense that we're all on the same team at this institution.	67	6	50	12	49	16

Diversity & Inclusion

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
64 People at this institution understand and value the benefits of a diverse workforce.	93	0	78	0	71	5
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	93	3	90	0	74	6
54 This institution has clear and effective procedures for dealing with discrimination.	86	0	85	3	65	11
65 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.	96	0	87	3	70	9

Bottom Ten Statements- Athletics

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
66	The faculty value the contributions of staff.	25	18	43	21	44	14
17	Our review process accurately measures my job performance.	38	32	62	6	47	24
55	There is regular and open communication among faculty, administration and staff.	54	6	62	9	42	17
74	Since the 2013 climate survey, the workplace climate has improved.	57	7	-	-	47	18
67	My salary range/band is appropriate for my job.	61	12	50	15	51	26

Bottom Ten Statements- Athletics

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
35 Our recognition and awards programs are meaningful to me.	65	13	56	8	46	22
58 There's a sense that we're all on the same team at this institution.	67	6	50	12	49	16
8 When I offer a new idea, I believe it will be fully considered.	70	9	90	0	63	10
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	70	6	93	0	64	13
7 I receive feedback from my supervisor/department chair that helps me.	70	6	75	9	61	12
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	70	6	68	9	65	5

Opportunities

- Performance Management
- Respect & Appreciation

Performance Management

Survey Statement	2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
17 Our review process accurately measures my job performance.	38	32	62	6	47	24
18 Issues of low performance are addressed in my department.	70	0	62	3	49	17

Respect & Appreciation

Survey Statement		2015 Athletics (Positive %)	2015 Athletics (Negative %)	2013 Athletics (Positive %)	2013 Athletics (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	70	3	84	0	57	12
35	Our recognition and awards programs are meaningful to me.	65	13	56	8	46	22
66	The faculty value the contributions of staff.	25	18	43	21	44	14

66. The faculty value the contributions of staff.

