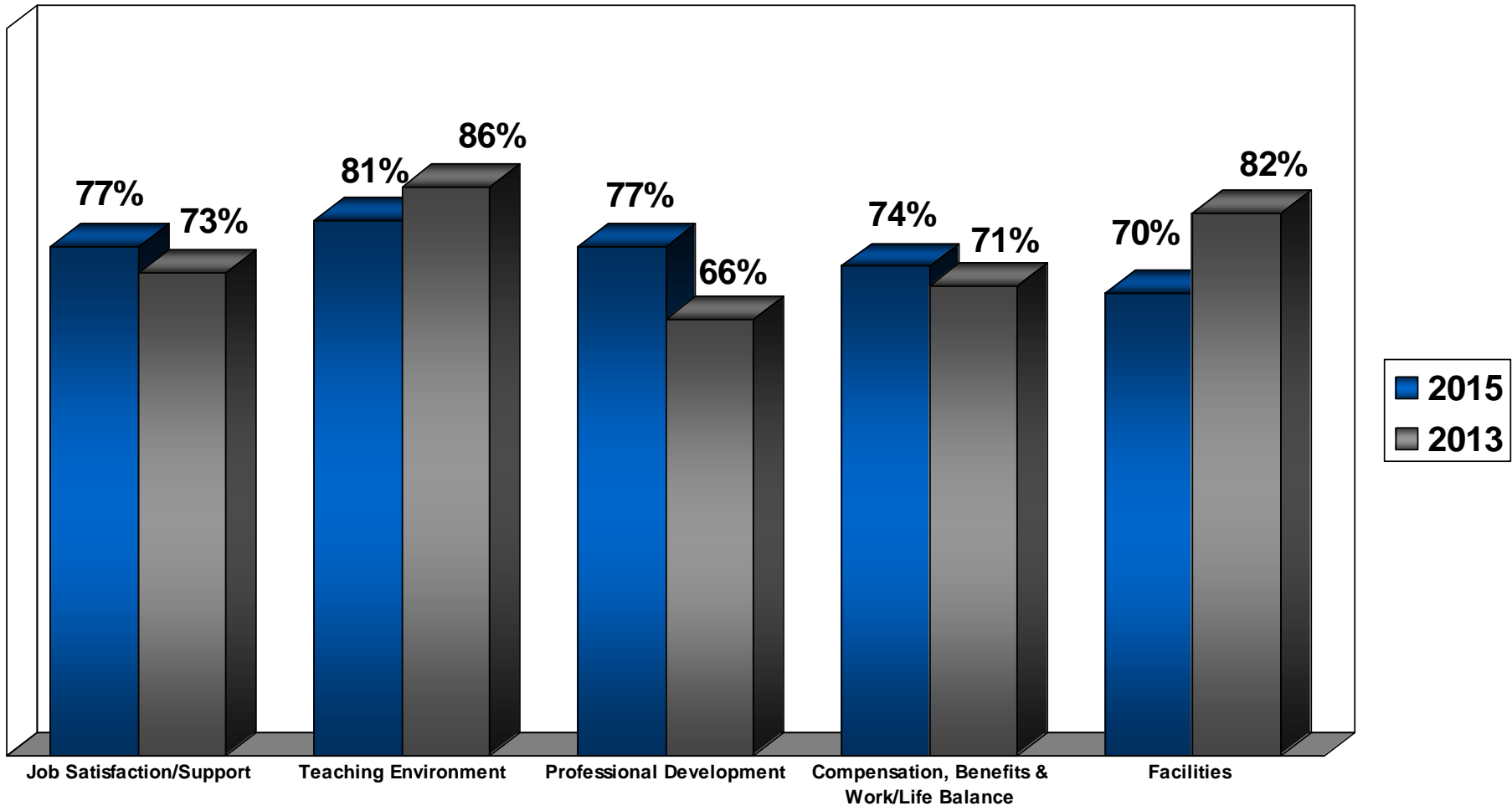
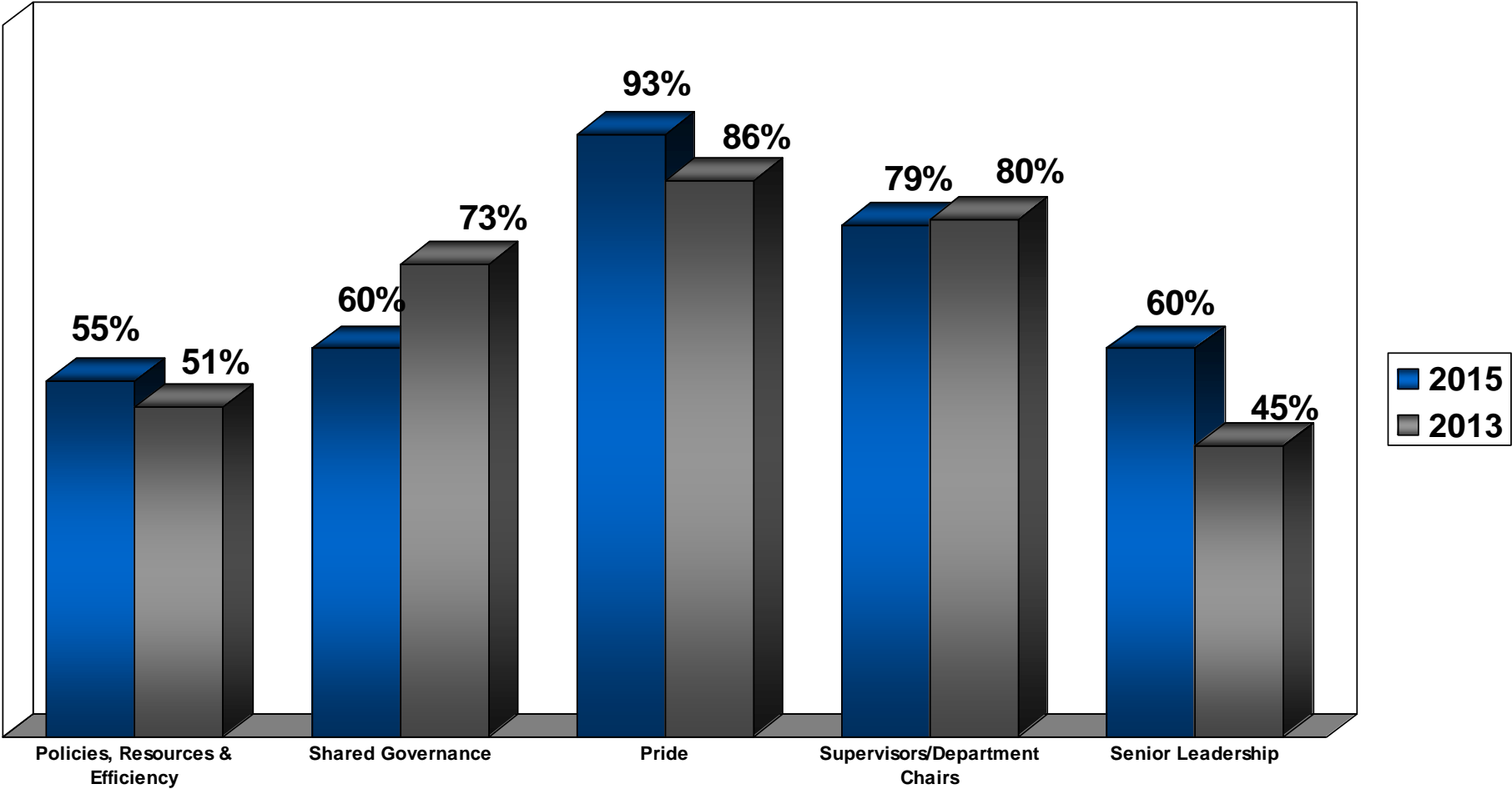


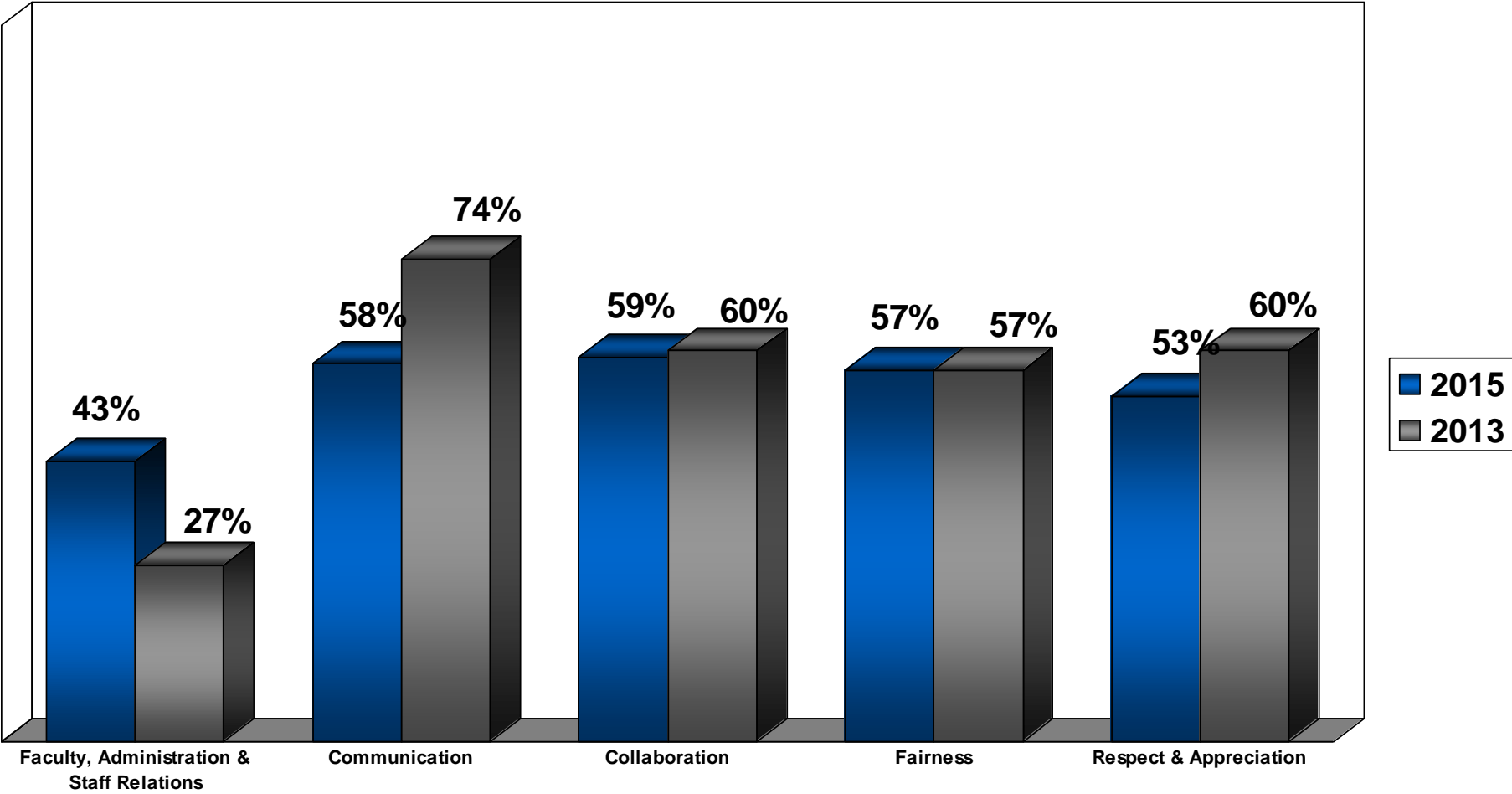
Dimensions – Dean's Office (Overall % Positive)



Dimensions – Dean’s Office (Overall % Positive)



Dimensions – Dean’s Office (Overall % Positive)



Most Improved – Dean’s Office

Survey Statement	2015 Dean’s Office (Positive %)	2015 Dean’s Office (Negative %)	2013 Dean’s Office (Positive %)	2013 Dean’s Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
57 This institution is well run.	66	0	33	22	66	5
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	46	20	11	33	55	13
27 Senior leadership provides a clear direction for this institution's future.	73	6	44	22	62	10
63 I understand how the compensation system works.	53	20	33	44	60	14

Most Improved – Dean’s Office

Survey Statement	2015 Dean’s Office (Positive %)	2015 Dean’s Office (Negative %)	2013 Dean’s Office (Positive %)	2013 Dean’s Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	66	0	44	22	72	4
13 We have opportunities to contribute to important decisions in my department.	86	0	66	22	69	7
1 My job makes good use of my skills and abilities.	93	0	66	11	81	1
35 Our recognition and awards programs are meaningful to me.	46	20	33	44	46	22

Most Improved – Dean’s Office

Survey Statement	2015 Dean’s Office (Positive %)	2015 Dean’s Office (Negative %)	2013 Dean’s Office (Positive %)	2013 Dean’s Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	50	0	44	22	52	15
47 My supervisor/department chair supports my efforts to balance my work and personal life.	93	0	66	0	78	6
38 The role of faculty in shared governance is clearly stated and publicized.	55	11	50	33	57	17
6 I am given the opportunity to develop my skills at this institution.	93	0	77	11	80	4

Top 10 Statements – Dean’s Office

Survey Statement		2015 Dean’s Office (Positive %)	2015 Dean’s Office (Negative %)	2013 Dean’s Office (Positive %)	2013 Dean’s Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
12	I believe what I am told by my supervisor/department chair.	100	0	88	0	74	5
25	Overall, my department is a good place to work.	100	0	100	0	83	3
36	I am proud to be part of this institution.	100	0	88	0	87	1
72	I find personal meaning and fulfillment in my work.	100	0	88	11	83	5
1	My job makes good use of my skills and abilities.	93	0	66	11	81	1

Top 10 Statements – Dean’s Office

Survey Statement		2015 Dean’s Office (Positive %)	2015 Dean’s Office (Negative %)	2013 Dean’s Office (Positive %)	2013 Dean’s Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
5	I understand how my job contributes to this institution's mission.	93	0	88	11	92	1
6	I am given the opportunity to develop my skills at this institution.	93	0	77	11	80	4
24	I have a good relationship with my supervisor/department chair.	93	0	77	0	83	4
47	My supervisor/department chair supports my efforts to balance my work and personal life.	93	0	66	0	78	6
60	All things considered, this is a great place to work.	93	0	88	0	81	3

Bottom 10 Statements – Dean's Office

Survey Statement	2015 Dean's Office (Positive %)	2015 Dean's Office (Negative %)	2013 Dean's Office (Positive %)	2013 Dean's Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
30 Our orientation program prepares new faculty, administration and staff to be effective.	21	14	25	37	61	9
28 My department has adequate faculty/staff to achieve our goals.	26	33	44	44	40	31
58 There's a sense that we're all on the same team at this institution.	26	6	44	11	49	16
71 Our system for addressing feedback and complaints is effective.	28	21	33	22	46	18
55 There is regular and open communication among faculty, administration and staff.	33	6	22	11	42	17

Bottom 10 Statements – Dean’s Office

Survey Statement	2015 Dean’s Office (Positive %)	2015 Dean’s Office (Negative %)	2013 Dean’s Office (Positive %)	2013 Dean’s Office (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
66 The faculty value the contributions of staff.	35	21	66	0	44	14
67 My salary range/band is appropriate for my job.	40	33	77	11	51	26
42 Faculty, administration and staff are meaningfully involved in institutional planning.	40	6	88	0	58	9
26 I can count on people to cooperate across departments.	40	6	44	11	57	6
68 Overall, my workload is reasonable.	46	26	33	33	52	20