

Overarching Themes – Finance & Administration

- Results of the Finance & Administration division show even greater improvement than the Colorado College data set as a whole. Whereas the Colorado College as a whole shows a combined improvement of 9 points overall across all 75 statements (combined increase in positive response and decrease in negative response), Finance and Administration reflects a 13 point improvement.
- Similarly, 9 of the 15 surveys dimension averages reflect double digit improvement.
- In 2015 there were 10 statements that regressed 5 percentage points or more.
- More so than many of their colleagues in other divisions, staff within Finance & Administration 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.
- Conversely, as in 2013, within Finance & Administration concerns regarding staffing levels, cross-functional collaboration and appreciation/respect from faculty are more acute.

Top 10 Statements – Finance & Administration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	97	0	96	0	84	4
36 I am proud to be part of this institution.	97	0	89	0	87	1
59 This institution's culture is special - something you don't find just anywhere.	93	0	75	10	75	6
5 I understand how my job contributes to this institution's mission.	91	0	89	0	92	1
60 All things considered, this is a great place to work.	91	0	71	0	81	3

Top 10 Statements – Finance & Administration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	91	2	85	7	76	5
25 Overall, my department is a good place to work.	91	2	85	3	83	3
34 This institution's benefits meet my needs.	90	2	78	7	80	3
2 I am given the responsibility and freedom to do my job.	86	6	85	7	84	3
64 People at this institution understand and value the benefits of a diverse workforce.	84	0	75	3	71	5

Most Improved – Finance & Administration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
38 The role of faculty in shared governance is clearly stated and publicized.	51	17	16	44	57	17
63 I understand how the compensation system works.	80	8	39	21	60	14
18 Issues of low performance are addressed in my department.	60	6	36	28	49	17
30 Our orientation program prepares new faculty, administration and staff to be effective.	59	4	41	29	61	9
35 Our recognition and awards programs are meaningful to me.	54	11	32	32	46	22

Most Improved – Finance & Administration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	54	6	33	25	55	13
40 Teaching is appropriately recognized in the evaluation and promotion process.	50	5	37	25	70	8
16 Promotions in my department are based on a person's ability.	65	11	37	16	57	15
61 In my department, we address conflicts effectively when they arise.	63	8	37	14	56	14
59 This institution's culture is special - something you don't find just anywhere.	93	0	75	10	75	6
58 There's a sense that we're all on the same team at this institution.	50	8	39	25	49	16

Bottom 10 Statements – Finance & Administration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
66 The faculty value the contributions of staff.	23	23	33	18	44	14
28 My department has adequate faculty/staff to achieve our goals.	30	41	17	42	40	31
55 There is regular and open communication among faculty, administration and staff.	35	22	26	26	42	17
17 Our review process accurately measures my job performance.	45	29	32	40	47	24
68 Overall, my workload is reasonable.	45	21	46	21	52	20

Bottom 10 Statements – Finance & Administration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	45	13	53	7	52	15
26 I can count on people to cooperate across departments.	47	4	32	7	57	6
71 Our system for addressing feedback and complaints is effective.	48	13	33	25	46	18
41 Senior leadership communicates openly about important matters.	50	15	42	14	57	11
58 There's a sense that we're all on the same team at this institution.	50	8	39	25	49	16

Resources, Support & Workload

Survey Statement		2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4	I am provided the resources I need to be effective in my job.	71	6	64	10	66	9
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	83	6	62	12	64	13
28	My department has adequate faculty/staff to achieve our goals.	30	41	17	42	40	31
69	My actual responsibilities accurately reflect my job description.	65	15	46	21	63	15
68	Overall, my workload is reasonable.	45	21	46	21	52	20

Senior Leadership

Survey Statement		2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
27	Senior leadership provides a clear direction for this institution's future.	53	6	46	10	62	10
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	54	10	46	10	61	9
41	Senior leadership communicates openly about important matters.	50	15	42	14	57	11
56	I believe what I am told by senior leadership.	58	10	53	3	61	11

Collaboration

Survey Statement	2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
13 We have opportunities to contribute to important decisions in my department.	69	8	60	3	69	7
23 People in my department work well together.	76	2	60	7	72	4
26 I can count on people to cooperate across departments.	47	4	32	7	57	6
58 There's a sense that we're all on the same team at this institution.	50	8	39	25	49	16

Respect & Appreciation

Survey Statement		2015 Finance & Admin. (Positive %)	2015 Finance & Admin. (Negative %)	2013 Finance & Admin. (Positive %)	2013 Finance & Admin. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	58	4	53	10	57	12
35	Our recognition and awards programs are meaningful to me.	54	11	32	32	46	22
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	54	10	46	10	61	9
51	There is appropriate recognition of innovative and high quality teaching.	77	0	71	0	72	6
40	Teaching is appropriately recognized in the evaluation and promotion process.	50	5	37	25	70	8