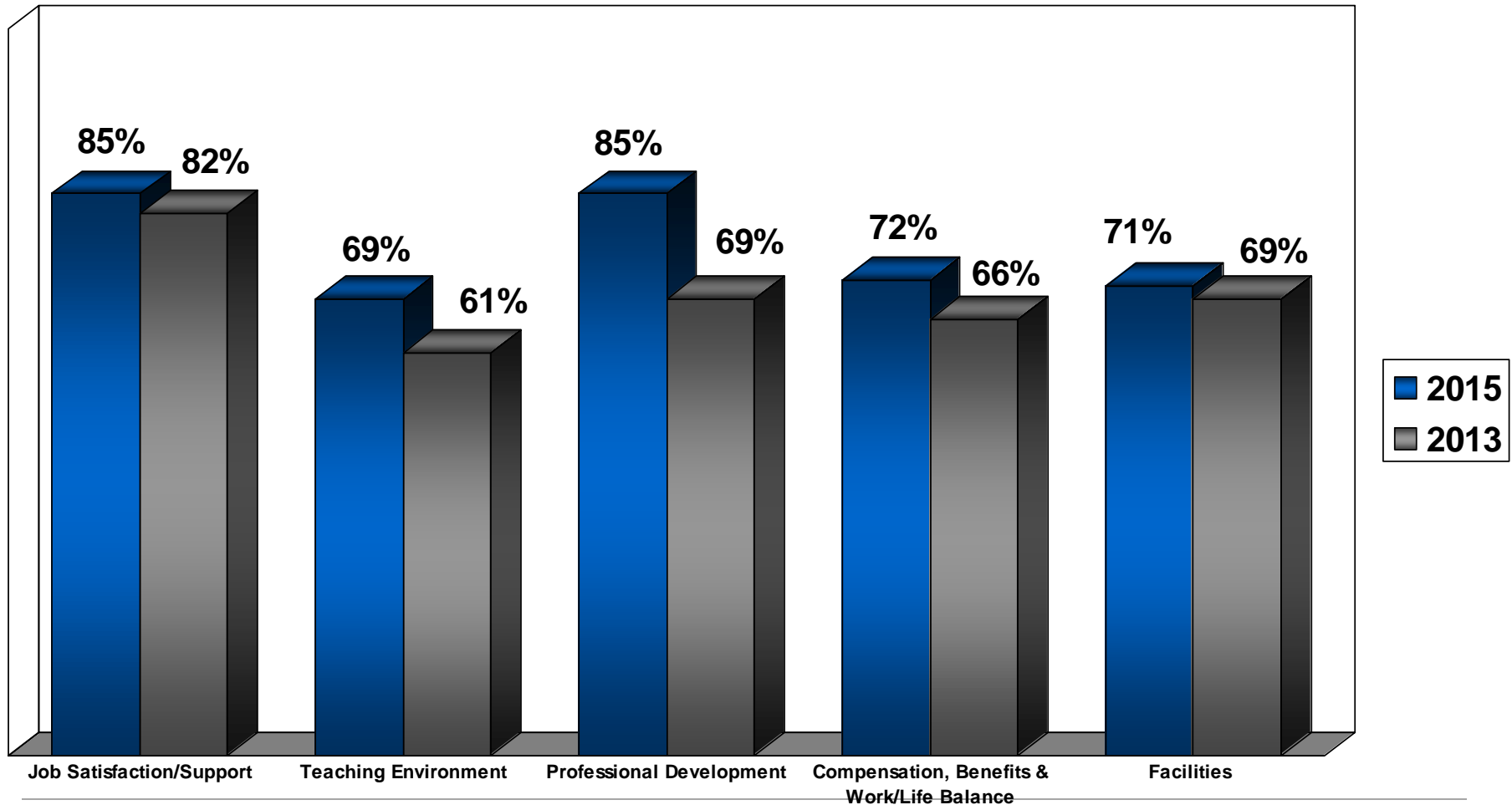


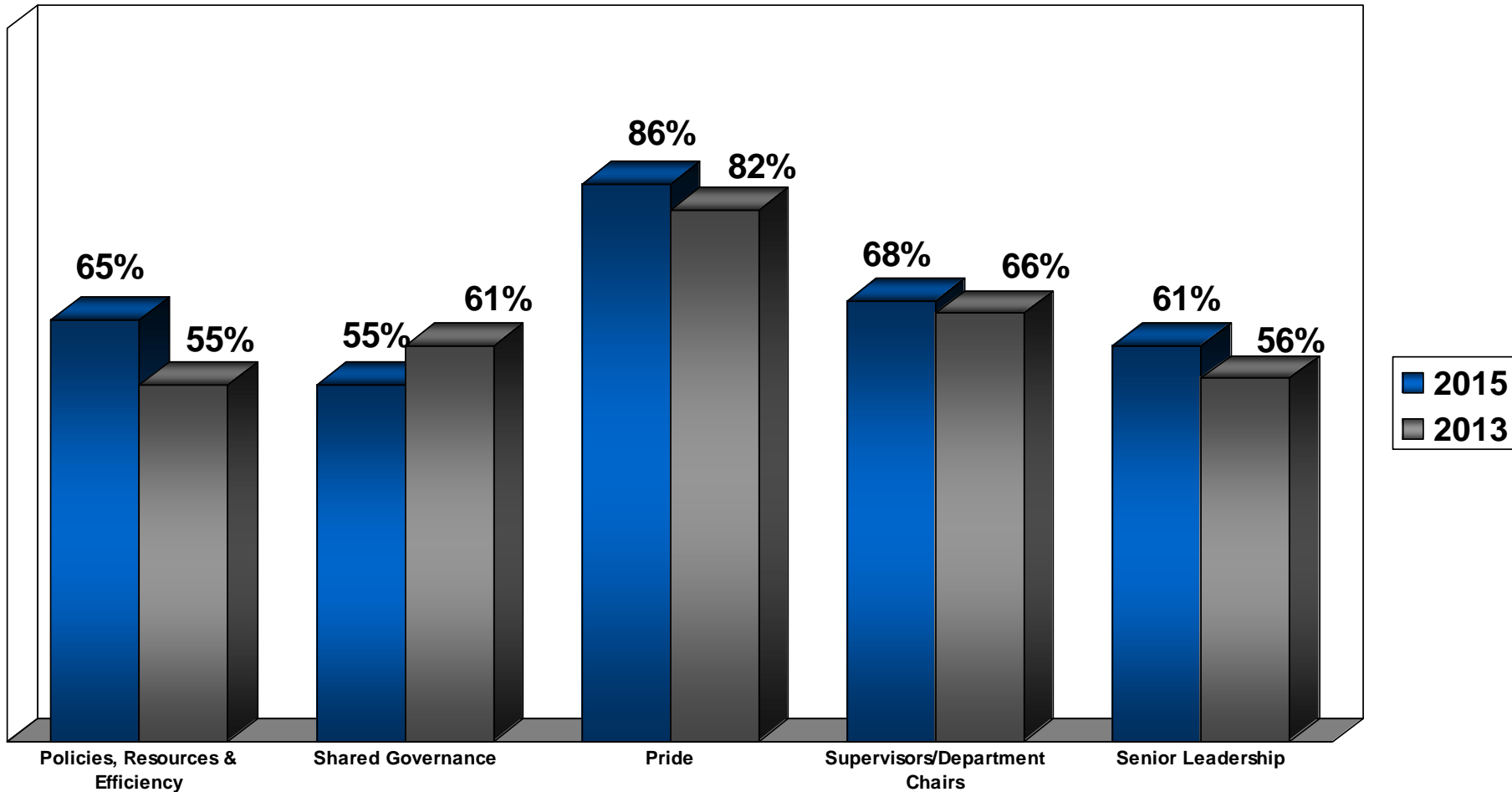
Overarching Themes - Humanities

- Results of the Humanities division show significant improvement from the 2013 survey. In 2015 there were 45 statements that showed improvement of 5 percentage points or more (combined increase in positive response and decrease in negative response). There were 38 statements that showed improvement of 10 percentage points or more.
- In 2015 there were 6 statements that regressed 5 percentage points or more (combined decrease in positive response and increase in negative response).
- Those in Humanities appreciate the focus on Diversity; the opportunities through Excell@CC; and the commitment from those in Administration to enhance communication and collaboration efforts. Some report seeing improved morale among Staff and better engagement with Staff Council.
- Faculty and Staff in Humanities express a continued need to focus on:
 - Training/support for Department Chairs
 - Continued efforts to strengthen a culture of Diversity
 - Enhancements to buildings and classrooms
 - Dialog, partnership and respect across Faculty, Administration and Staff

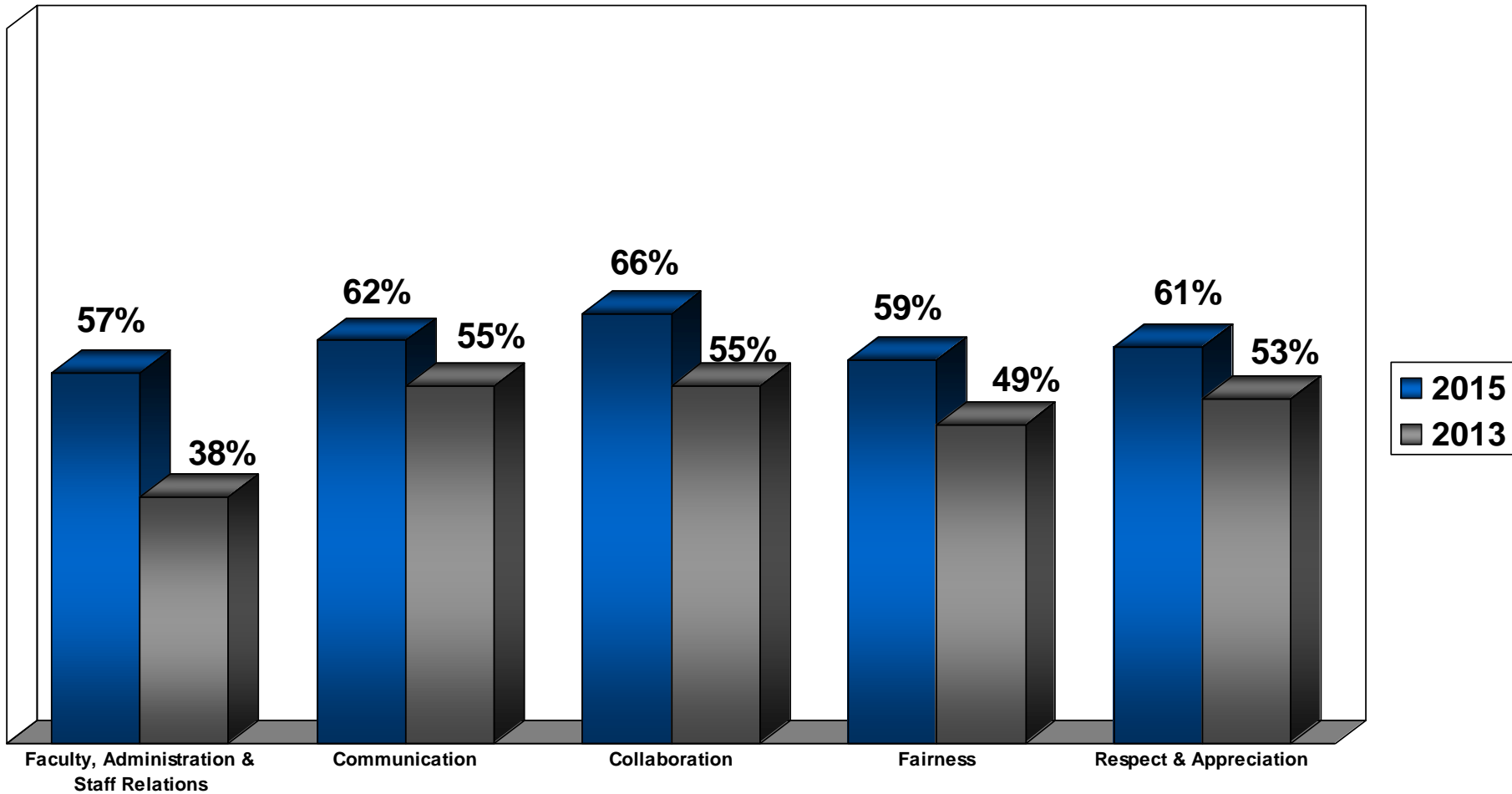
Dimensions – Humanities (Overall % Positive)



Dimensions – Humanities (Overall % Positive)



Dimensions – Humanities (Overall % Positive)



Most Improved – Humanities

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
26	I can count on people to cooperate across departments.	66	1	47	13	57	6
30	Our orientation program prepares new faculty, administration and staff to be effective.	65	7	50	18	61	9
6	I am given the opportunity to develop my skills at this institution.	89	0	71	6	80	4
10	I understand the necessary requirements to advance my career.	85	1	68	8	61	12
17	Our review process accurately measures my job performance.	68	16	47	19	47	24

Most Improved – Humanities

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	64	7	48	15	52	15
16 Promotions in my department are based on a person's ability.	81	8	57	7	57	15
68 Overall, my workload is reasonable.	58	22	41	28	52	20
58 There's a sense that we're all on the same team at this institution.	58	17	40	21	49	16
9 I am regularly recognized for my contributions.	66	8	50	13	57	12
40 Teaching is appropriately recognized in the evaluation and promotion process.	81	6	67	13	70	8

Top Ten Statements – Humanities

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
36	I am proud to be part of this institution.	94	0	86	3	87	1
72	I find personal meaning and fulfillment in my work.	94	0	86	5	83	5
1	My job makes good use of my skills and abilities.	91	1	91	0	81	1
5	I understand how my job contributes to this institution's mission.	91	0	91	3	92	1
2	I am given the responsibility and freedom to do my job.	89	0	90	3	84	3

Top Ten Statements – Humanities

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
6	I am given the opportunity to develop my skills at this institution.	89	0	71	6	80	4
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	89	5	85	1	84	4
60	All things considered, this is a great place to work.	86	0	81	5	81	3
10	I understand the necessary requirements to advance my career.	85	1	68	8	61	12
59	This institution's culture is special - something you don't find just anywhere.	82	0	81	8	75	6

Strengths

- Job Satisfaction & Connection to Mission
- Compensation & Benefits
- Work/Life Balance
- Teaching Environment
- Supervisors

Job Satisfaction & Connection to Mission

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
1	My job makes good use of my skills and abilities.	91	0	91	0	81	1
69	My actual responsibilities accurately reflect my job description.	71	8	59	10	63	15
2	I am given the responsibility and freedom to do my job.	89	0	90	3	84	3
72	I find personal meaning and fulfillment in my work.	94	0	86	5	83	5
5	I understand how my job contributes to this institution's mission.	91	0	91	3	92	1

Compensation & Benefits

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63 I understand how the compensation system works.	60	21	52	23	60	14
67 My salary range/band is appropriate for my job.	74	13	66	16	51	26
11 I am paid fairly for my work.	72	8	70	16	55	21
34 This institution's benefits meet my needs.	75	5	72	6	80	3

Work Life Balance

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
47 My supervisor/department chair supports my efforts to balance my work and personal life.	75	5	68	8	78	6
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	66	14	56	23	66	10
68 Overall, my workload is reasonable.	58	22	41	28	52	20
73 I am able to maintain a healthy balance between my personal life and professional life.	57	24	48	26	58	14

Teaching Environment

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
33 There is a good balance of teaching, service and research at this institution.	60	20	50	24	71	7
40 Teaching is appropriately recognized in the evaluation and promotion process.	81	6	67	13	70	8
51 There is appropriate recognition of innovative and high quality teaching.	67	5	66	19	72	6
6 I am given the opportunity to develop my skills at this institution.	89	0	71	6	80	4
10 I understand the necessary requirements to advance my career.	85	1	68	8	61	12

Supervisors

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
24	I have a good relationship with my supervisor/department chair.	80	7	79	5	83	4
12	I believe what I am told by my supervisor/department chair.	70	8	71	8	74	5
15	My supervisor/department chair regularly models this institution's values.	68	12	74	10	73	6
19	My supervisor/department chair is consistent and fair.	67	10	69	8	70	10
3	My supervisor/department chair makes his/her expectations clear.	64	8	64	10	68	8

Bottom Ten Statements – Humanities

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
18	Issues of low performance are addressed in my department.	42	16	40	24	49	17
71	Our system for addressing feedback and complaints is effective.	43	21	37	20	46	18
55	There is regular and open communication among faculty, administration and staff.	43	20	28	15	42	17
74	Since the 2013 climate survey, the workplace climate has improved.	43	17	-	-	47	18
35	Our recognition and awards programs are meaningful to me.	44	19	42	28	46	22

Bottom Ten Statements – Humanities

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
28	My department has adequate faculty/staff to achieve our goals.	48	25	42	30	40	31
41	Senior leadership communicates openly about important matters.	48	20	50	8	57	11
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	48	17	42	10	55	12
70	Decisions based on the institution's policies and processes are applied with appropriate transparency.	49	14	44	12	55	13
42	Faculty, administration and staff are meaningfully involved in institutional planning.	51	17	60	5	58	9

Opportunities

- Resources & Support
 - Work Group Communication
 - Collaboration & Shared Governance
 - Senior Leadership
 - Diversity & Inclusion
 - Performance Management
 - Respect & Appreciation
-

Resources & Support

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4 I am provided the resources I need to be effective in my job.	75	6	65	6	66	9
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	54	14	54	15	64	13
28 My department has adequate faculty/staff to achieve our goals.	48	25	42	30	40	31

Work Group Communication

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8	When I offer a new idea, I believe it will be fully considered.	67	13	56	11	63	10
21	In my department, we communicate openly about issues that impact each other's work.	65	15	62	11	63	12
13	We have opportunities to contribute to important decisions in my department.	77	3	71	11	69	7
23	People in my department work well together.	65	12	65	15	72	4

Collaboration

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	64	7	48	15	52	15
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	49	14	44	12	55	13
43 At this institution, we discuss and debate issues respectfully to get better results.	52	12	56	8	53	8
26 I can count on people to cooperate across departments.	66	1	47	13	57	6
58 There's a sense that we're all on the same team at this institution.	58	17	40	21	49	16

Shared Governance

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
38 The role of faculty in shared governance is clearly stated and publicized.	57	20	49	20	57	17
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	58	16	76	3	72	5
42 Faculty, administration and staff are meaningfully involved in institutional planning.	51	17	60	5	58	9
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	71	8	48	5	65	5
55 There is regular and open communication among faculty, administration and staff.	43	20	28	15	42	17

Senior Leadership

Survey Statement	2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	64	5	60	3	72	4
27 Senior leadership provides a clear direction for this institution's future.	65	6	55	10	62	10
41 Senior leadership communicates openly about important matters.	48	20	50	8	57	11
56 I believe what I am told by senior leadership.	53	12	55	11	61	11

Diversity & Inclusion

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	72	10	62	18	76	5
64	People at this institution understand and value the benefits of a diverse workforce.	63	6	63	13	71	5
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	62	12	61	10	74	6
54	This institution has clear and effective procedures for dealing with discrimination.	53	16	55	11	65	11
65	Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.	64	7	63	15	70	9

Performance Management

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
7	I receive feedback from my supervisor/department chair that helps me.	57	15	44	22	61	12
71	Our system for addressing feedback and complaints is effective.	43	21	37	20	46	18
18	Issues of low performance are addressed in my department.	42	16	40	24	49	17
61	In my department, we address conflicts effectively when they arise.	51	16	44	20	56	14

Respect & Appreciation

Survey Statement		2015 Humanities (Positive %)	2015 Humanities (Negative %)	2013 Humanities (Positive %)	2013 Humanities (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	66	8	50	13	57	12
35	Our recognition and awards programs are meaningful to me.	44	19	42	28	46	22
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	67	6	55	8	61	9
52	We celebrate significant milestones and important accomplishments at this institution.	73	5	61	11	72	4
66	The faculty value the contributions of staff.	64	3	63	5	44	14

66. The faculty value the contributions of staff. (CC Overall)

