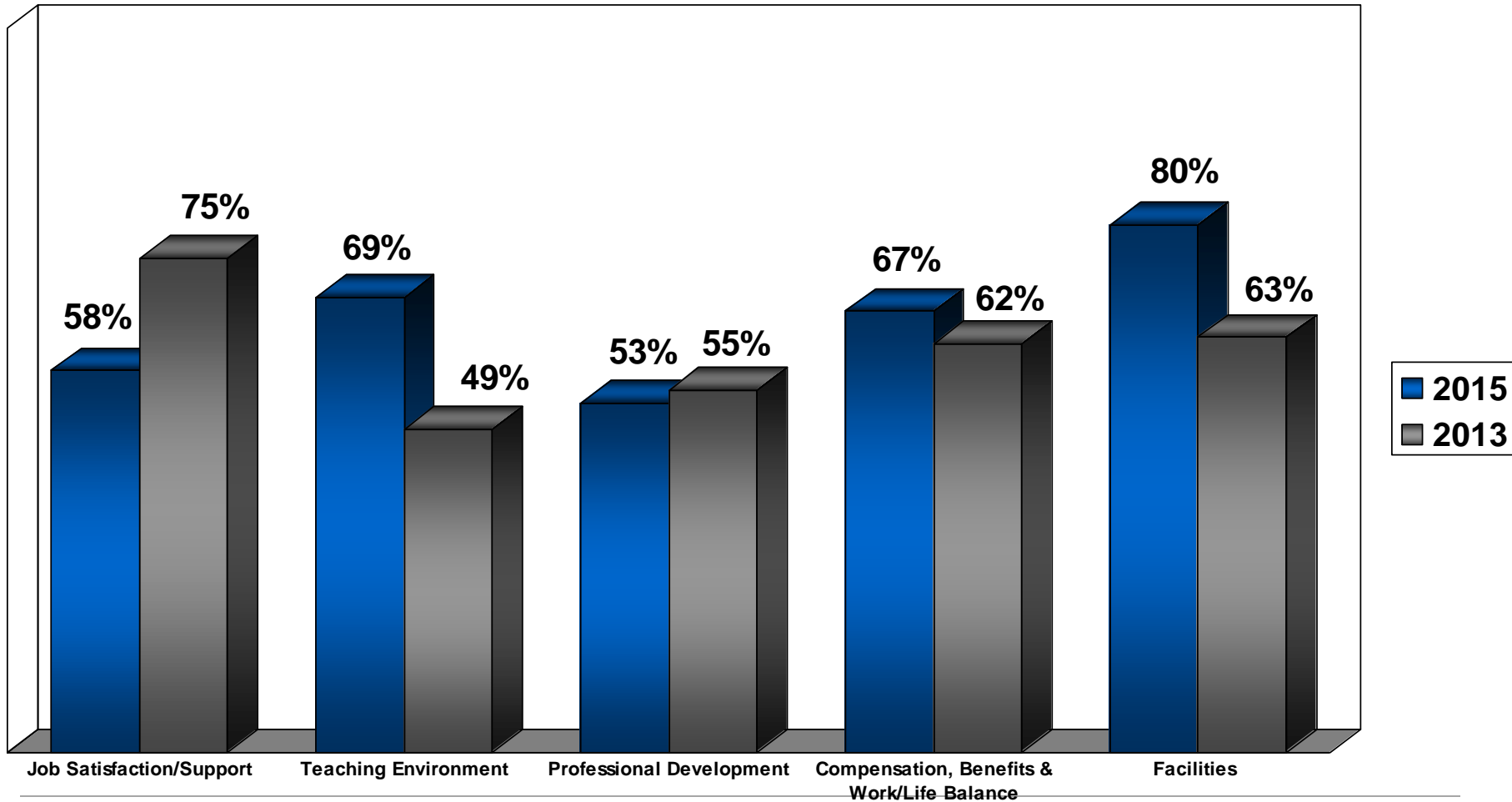


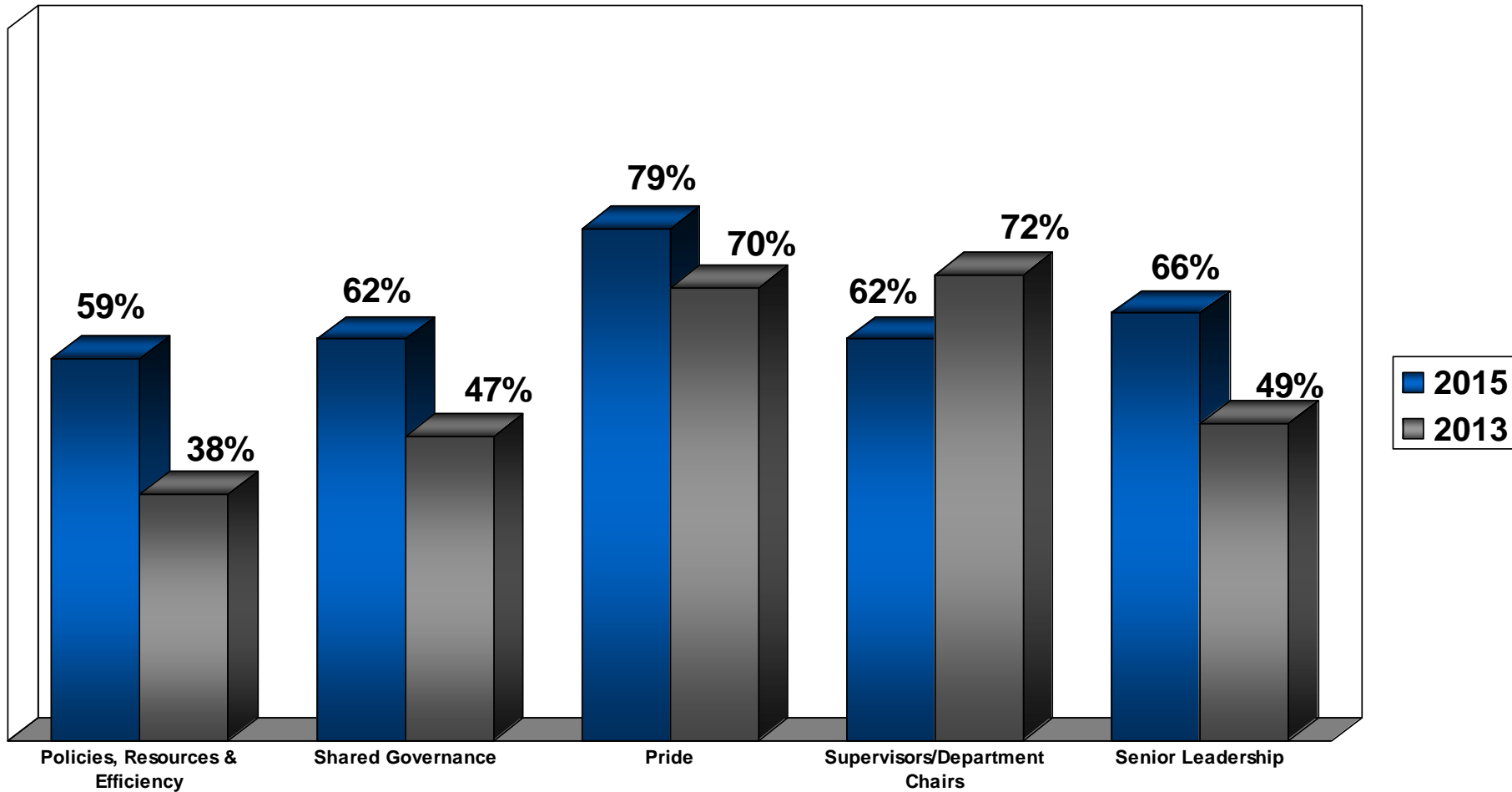
Overarching Themes – ITS

- Results of the ITS division show substantive improvement from the 2013 survey. In 2015 there were 46 statements that showed improvement of 10 percentage points or more (combined increase in positive response and decrease in negative response).
- The overall averages across all 75 statements improved from 51% positive and 16% negative to 61% positive and 13% negative, reflecting a 13 point improvement.
- In 2015 there were 20 statements that regressed 5 percentage points or more (combined decrease in positive response and increase in negative response).
- While the results of the job satisfaction/support and supervisor dimensions are down, the experience of senior leadership is markedly improved.
- Those within Information Technology continue to express interest in additional professional development/career advancement opportunities and flexible work arrangements.
- Those within ITS also express a need for a continued focus on 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).

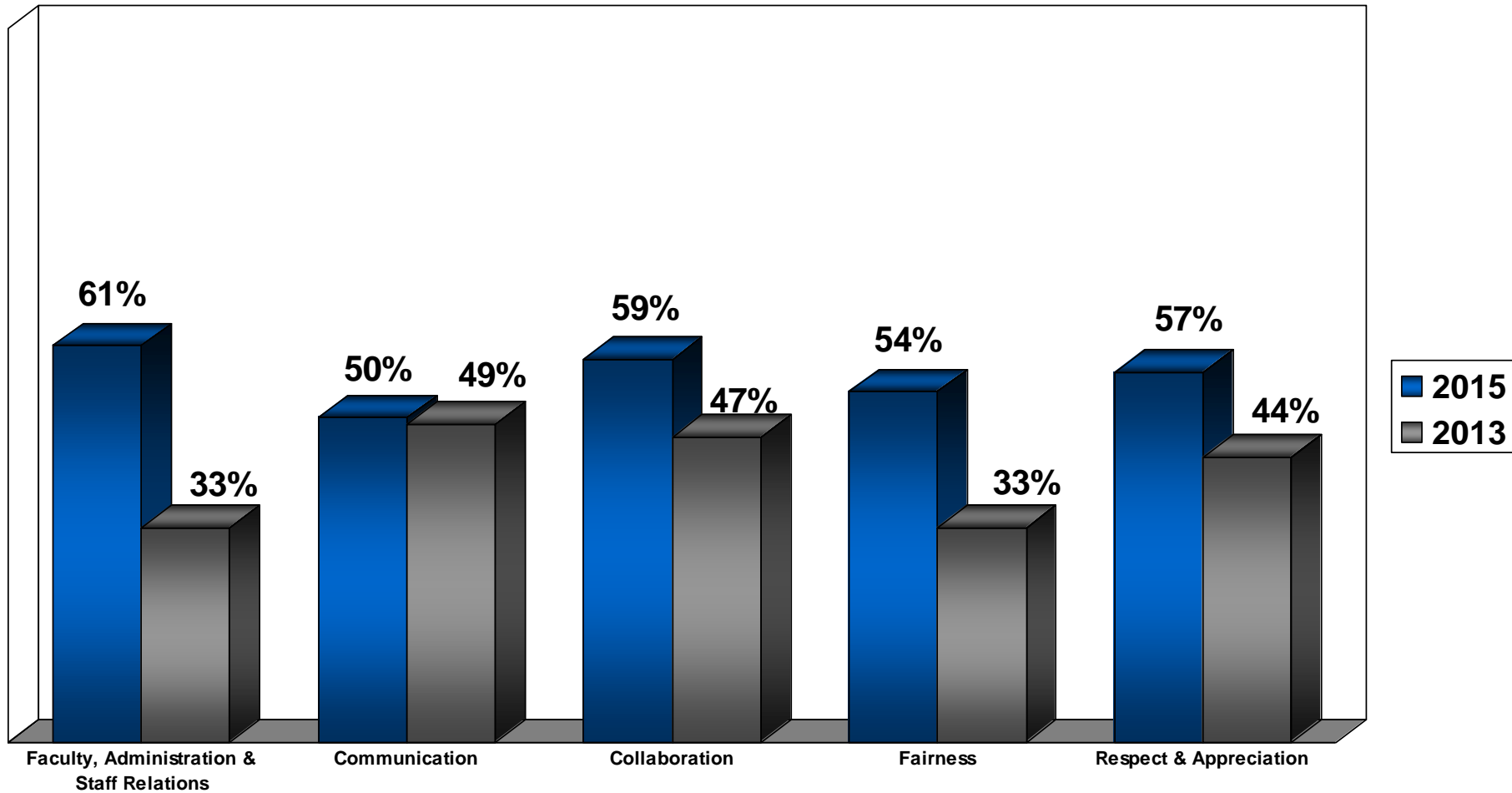
Dimensions – ITS (Overall % Positive)



Dimensions - ITS (Overall % Positive)



Dimensions – ITS (Overall % Positive)



Most Improved Statements – ITS

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
30 Our orientation program prepares new faculty, administration and staff to be effective.	61	3	11	52	61	9
18 Issues of low performance are addressed in my department.	55	17	25	65	49	17
71 Our system for addressing feedback and complaints is effective.	57	14	10	31	46	18
54 This institution has clear and effective procedures for dealing with discrimination.	79	3	47	26	65	11
59 This institution's culture is special - something you don't find just anywhere.	82	6	57	28	75	6

Most Improved Statements – ITS

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
52 We celebrate significant milestones and important accomplishments at this institution.	75	3	31	5	72	4
35 Our recognition and awards programs are meaningful to me.	34	24	20	55	46	22
55 There is regular and open communication among faculty, administration and staff.	48	3	19	19	42	17
61 In my department, we address conflicts effectively when they arise.	55	20	28	38	56	14
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	75	0	47	14	65	5

Top Ten Statements – ITS

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (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.	96	3	66	4	84	4
49 This institution actively contributes to the community.	93	3	66	4	76	4
36 I am proud to be part of this institution.	89	3	71	4	87	1
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	86	3	71	4	74	6
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	82	3	66	9	76	5

Top Ten Statements – ITS

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
34 This institution's benefits meet my needs.	82	6	61	9	80	3
59 This institution's culture is special - something you don't find just anywhere.	82	6	57	28	75	6
54 This institution has clear and effective procedures for dealing with discrimination.	79	3	47	26	65	11
33 There is a good balance of teaching, service and research at this institution.	79	4	61	5	71	7
47 My supervisor/department chair supports my efforts to balance my work and personal life.	79	6	80	0	78	6

Strengths

- Job Satisfaction & Work/Life Balance
- Connection to Mission
- Senior Leadership
- Diversity & Inclusion

Job Satisfaction & Work/Life Balance

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
1 My job makes good use of my skills and abilities.	65	10	80	0	81	1
2 I am given the responsibility and freedom to do my job.	65	6	80	9	84	3
72 I find personal meaning and fulfillment in my work.	65	13	85	0	83	5
47 My supervisor/department chair supports my efforts to balance my work and personal life.	79	6	80	0	78	6
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	68	10	76	4	66	10

Connection to Mission

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
5 I understand how my job contributes to this institution's mission.	79	10	100	0	92	1
36 I am proud to be part of this institution.	89	3	71	4	87	1
49 This institution actively contributes to the community.	93	3	66	4	76	4

Senior Leadership

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
2 Senior leadership provides a clear 7 direction for this institution's future.	65	17	42	14	62	10
3 Our senior leadership has the 2 knowledge, skills and experience 2 necessary for institutional success.	72	10	38	9	72	4
4 Senior leadership communicates 1 openly about important matters.	58	20	47	9	57	11
4 Senior leadership regularly models 8 this institution's values.	72	10	52	15	70	5
5 I believe what I am told by senior 6 leadership.	65	17	47	9	61	11

Diversity & Inclusion

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
64 People at this institution understand and value the benefits of a diverse workforce.	75	6	57	9	71	5
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	86	3	71	4	74	6
54 This institution has clear and effective procedures for dealing with discrimination.	79	3	47	26	65	11
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	82	3	66	9	76	5
65 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.	72	13	33	4	70	9

Bottom 10 Statements – Information Technology

Survey Statement		2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
28	My department has adequate faculty/staff to achieve our goals.	17	41	9	61	40	31
66	The faculty value the contributions of staff.	25	17	23	28	44	14
67	My salary range/band is appropriate for my job.	34	41	23	57	51	26
35	Our recognition and awards programs are meaningful to me.	34	24	20	55	46	22
17	Our review process accurately measures my job performance.	34	17	35	10	47	24

Bottom 10 Statements – Information Technology

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9 I am regularly recognized for my contributions.	34	13	57	23	57	12
11 I am paid fairly for my work.	41	34	33	52	55	21
38 The role of faculty in shared governance is clearly stated and publicized.	41	33	22	33	57	17
10 I understand the necessary requirements to advance my career.	41	31	30	50	61	12
68 Overall, my workload is reasonable.	41	27	33	38	52	20

Opportunities

- Compensation
- Resources, Support & Workload
- Supervisory Competencies
- Communication
- Collaboration
- Performance Management
- Respect & Appreciation

Compensation

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63 I understand how the compensation system works.	58	20	42	28	60	14
67 My salary range/band is appropriate for my job.	34	41	23	57	51	26
11 I am paid fairly for my work.	41	34	33	52	55	21
34 This institution's benefits meet my needs.	82	6	61	9	80	3

Resources, Support & Workload

Survey Statement		2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4	I am provided the resources I need to be effective in my job.	44	27	66	4	66	9
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	65	10	61	9	64	13
28	My department has adequate faculty/staff to achieve our goals.	17	41	9	61	40	31
30	Our orientation program prepares new faculty, administration and staff to be effective.	61	3	11	52	61	9
68	Overall, my workload is reasonable.	41	27	33	38	52	20

Supervisory Competencies

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
3 My supervisor/department chair makes his/her expectations clear.	55	27	57	19	68	8
12 I believe what I am told by my supervisor/department chair.	65	13	85	0	74	5
19 My supervisor/department chair is consistent and fair.	65	17	80	9	70	10
20 My supervisor/department chair actively solicits my suggestions and ideas.	68	13	76	14	70	9
24 I have a good relationship with my supervisor/department chair.	75	6	85	9	83	4

Communication

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8 When I offer a new idea, I believe it will be fully considered.	44	24	66	14	63	10
13 We have opportunities to contribute to important decisions in my department.	68	10	85	4	69	7
21 In my department, we communicate openly about issues that impact each other's work.	62	17	38	19	63	12
61 In my department, we address conflicts effectively when they arise.	55	20	28	38	56	14
71 Our system for addressing feedback and complaints is effective.	57	14	10	31	46	18

Collaboration

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	44	17	52	23	52	15
23 People in my department work well together.	75	3	42	4	72	4
26 I can count on people to cooperate across departments.	55	3	33	14	57	6
43 At this institution, we discuss and debate issues respectfully to get better results.	51	6	42	19	53	8
58 There's a sense that we're all on the same team at this institution.	41	13	28	28	49	16

Performance Management

Survey Statement	2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
17 Our review process accurately measures my job performance.	34	17	35	10	47	24
7 I receive feedback from my supervisor/department chair that helps me.	48	20	61	14	61	12
16 Promotions in my department are based on a person's ability.	42	32	10	21	57	15
18 Issues of low performance are addressed in my department.	55	17	25	65	49	17

Respect & Appreciation

Survey Statement		2015 ITS (Positive %)	2015 ITS (Negative %)	2013 ITS (Positive %)	2013 ITS (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	34	13	57	23	57	12
35	Our recognition and awards programs are meaningful to me.	34	24	20	55	46	22
51	There is appropriate recognition of innovative and high quality teaching.	68	10	54	27	72	6
66	The faculty value the contributions of staff.	25	17	23	28	44	14

66. The faculty value the contributions of staff.

