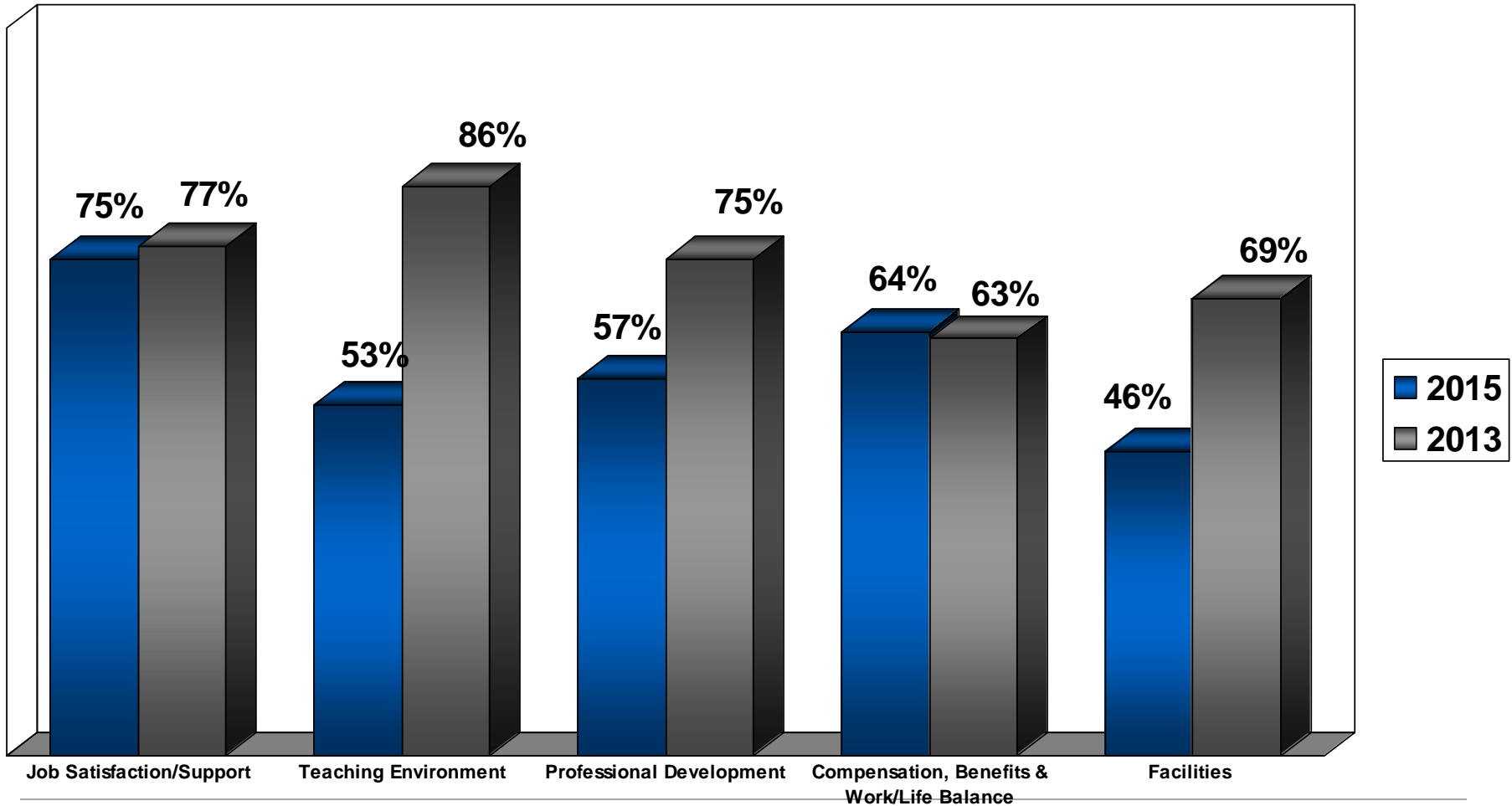


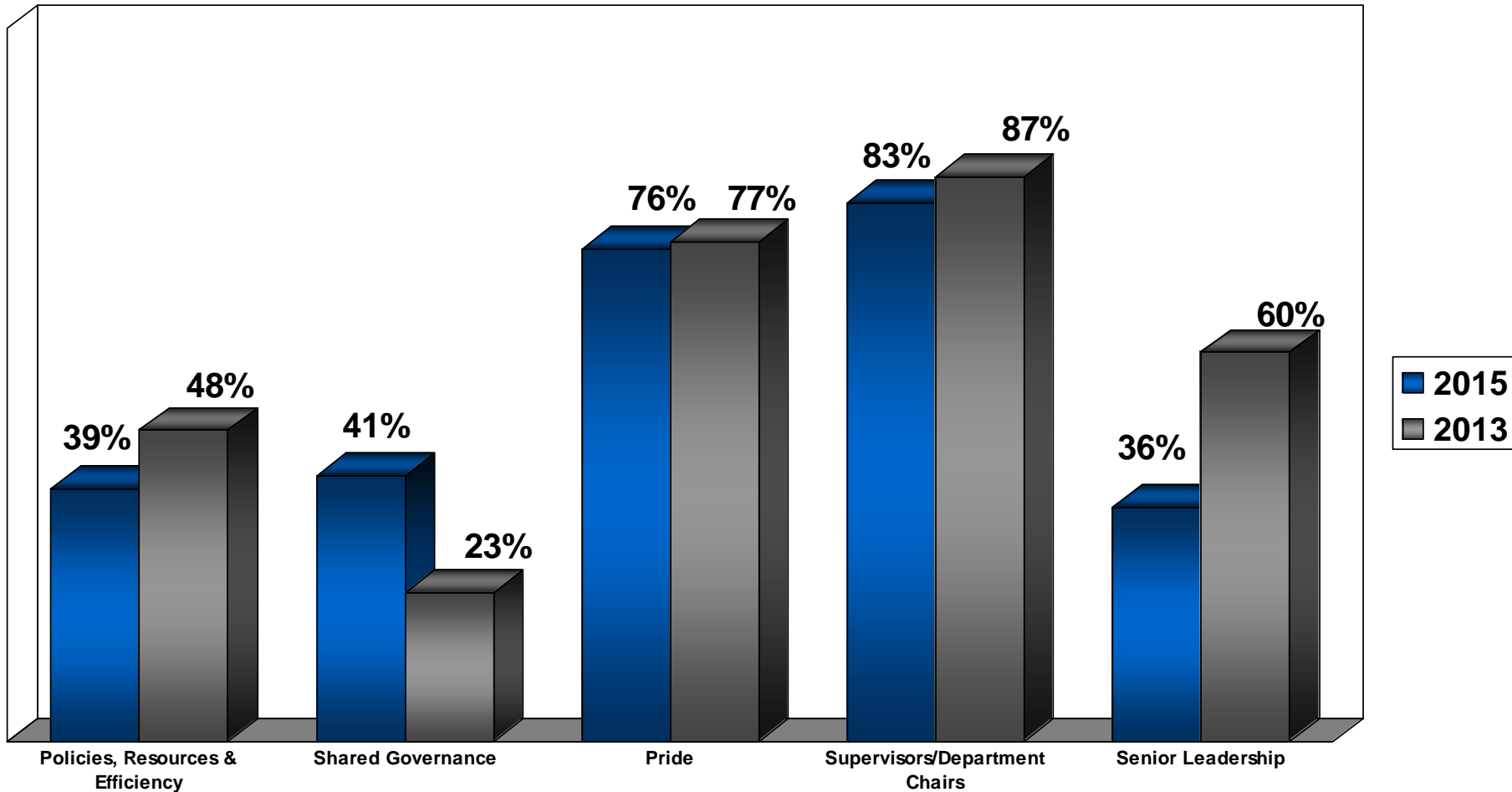
Overarching Themes - Interdisciplinary

- The Interdisciplinary division was one of the few divisions in which the 2015 survey results were consistently less positive than in 2013. In 2015 there were 52 statements that regressed 5 percentage points or more (combined decrease in positive response and increase in negative response).
- In 2015 there were 13 statements that showed improvement of 5 percentage points or more (combined increase in positive response and decrease in negative response). There were 9 statements that showed improvement of 10 percentage points or more.
- While the results are still strong in the Supervisor and Pride dimensions, the results in the Senior Leadership, Shared Governance and Communication dimensions showed notable decline.
- Those in Interdisciplinary acknowledge the work on compensation and professional development (e.g., Excell@CC) but report a continued need to focus on:
 - Training/support for Department Chairs
 - Clarity and consistency in evaluation processes
 - Continued efforts to strengthen a culture of Diversity
 - Enhancements to buildings and classrooms
 - Dialog, partnership and respect across Faculty, Administration and Staff

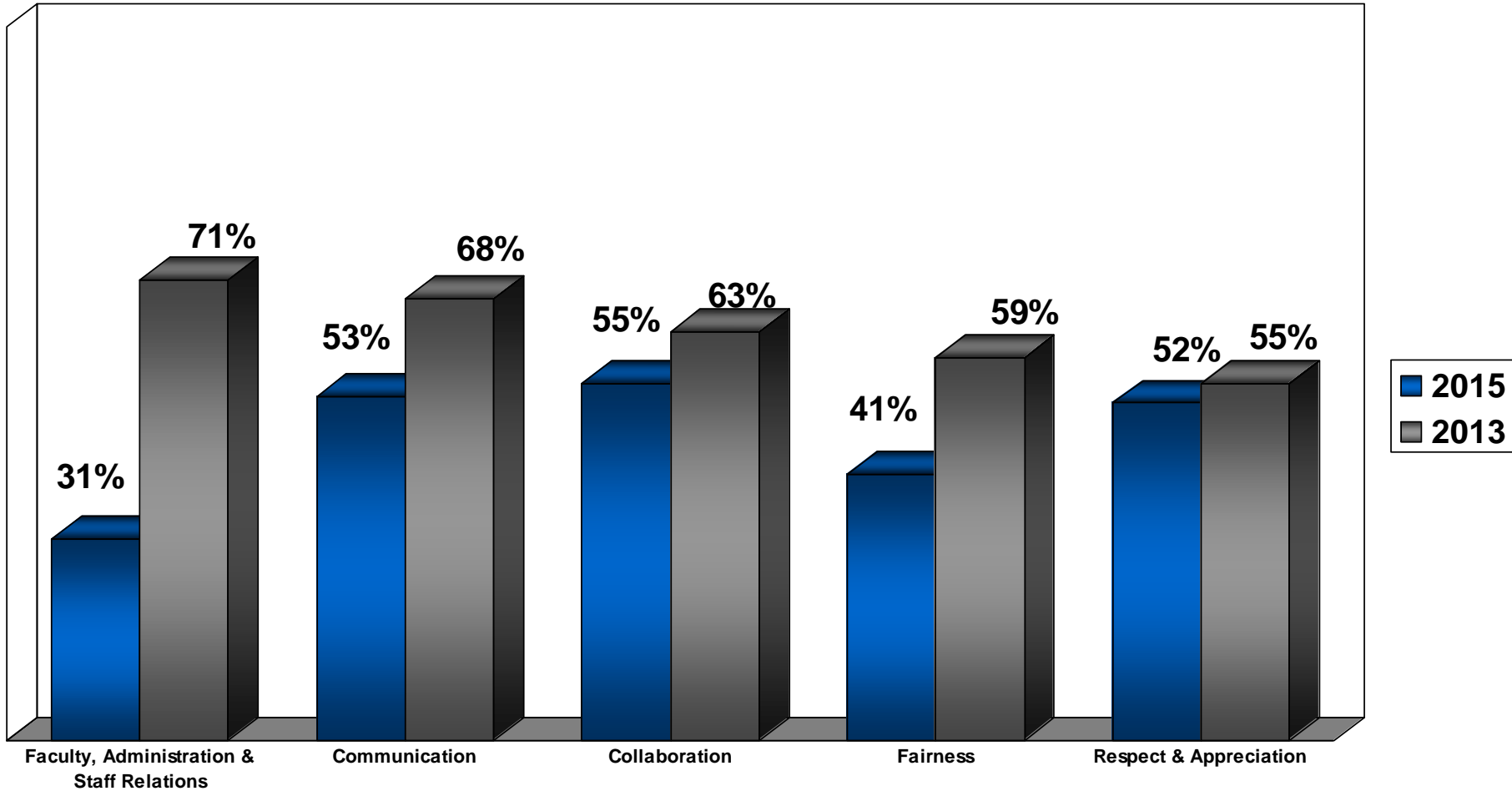
Dimensions – Interdisciplinary (Overall % Positive)



Dimensions – Interdisciplinary (Overall % Positive)



Dimensions – Interdisciplinary (Overall % Positive)



Most Improved – Interdisciplinary

Survey Statement	2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
11 I am paid fairly for my work.	50	28	22	55	55	21
28 My department has adequate faculty/staff to achieve our goals.	14	42	0	77	40	31
35 Our recognition and awards programs are meaningful to me.	30	38	0	37	46	22
36 I am proud to be part of this institution.	85	7	55	0	87	1
67 My salary range/band is appropriate for my job.	42	28	44	44	51	26

Most Improved – Interdisciplinary

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
10	I understand the necessary requirements to advance my career.	57	21	62	37	61	12
30	Our orientation program prepares new faculty, administration and staff to be effective.	38	15	37	25	61	9
9	I am regularly recognized for my contributions.	57	14	55	22	57	12
26	I can count on people to cooperate across departments.	50	7	44	11	57	6
7	I receive feedback from my supervisor/department chair that helps me.	71	7	55	0	61	12

Top Ten Statements – Interdisciplinary

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
2	I am given the responsibility and freedom to do my job.	92	0	100	0	84	3
20	My supervisor/department chair actively solicits my suggestions and ideas.	92	0	100	0	70	9
15	My supervisor/department chair regularly models this institution's values.	92	7	100	0	73	6
5	I understand how my job contributes to this institution's mission.	85	0	100	0	92	1
24	I have a good relationship with my supervisor/department chair.	85	0	100	0	83	4

Top Ten Statements – Interdisciplinary

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
12	I believe what I am told by my supervisor/department chair.	85	7	88	0	74	5
25	Overall, my department is a good place to work.	85	7	100	0	83	3
36	I am proud to be part of this institution.	85	7	55	0	87	1
47	My supervisor/department chair supports my efforts to balance my work and personal life.	85	7	87	0	78	6
21	In my department, we communicate openly about issues that impact each other's work.	85	14	88	0	63	12

Strengths

- Connection to Mission & Pride
- Supervisors
- Work/Life Balance
- Work Group Communication

Connection to Mission & Pride

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
5	I understand how my job contributes to this institution's mission.	85	0	100	0	92	1
72	I find personal meaning and fulfillment in my work.	78	14	88	0	83	5
2	I am given the responsibility and freedom to do my job.	92	0	100	0	84	3
36	I am proud to be part of this institution.	85	7	55	0	87	1

Supervisors

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
24	I have a good relationship with my supervisor/department chair.	85	0	100	0	83	4
12	I believe what I am told by my supervisor/department chair.	85	7	88	0	74	5
7	I receive feedback from my supervisor/department chair that helps me.	71	7	55	0	61	12
19	My supervisor/department chair is consistent and fair.	78	14	100	0	70	10
3	My supervisor/department chair makes his/her expectations clear.	78	7	66	0	68	8

Work/Life Balance

Survey Statement	2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
47 My supervisor/department chair supports my efforts to balance my work and personal life.	85	7	87	0	78	6
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	64	21	77	0	66	10
68 Overall, my workload is reasonable.	64	14	66	11	52	20
73 I am able to maintain a healthy balance between my personal life and professional life.	71	14	66	11	58	14

Work Group Communication

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8	When I offer a new idea, I believe it will be fully considered.	64	0	77	11	63	10
21	In my department, we communicate openly about issues that impact each other's work.	85	14	88	0	63	12
13	We have opportunities to contribute to important decisions in my department.	71	0	77	0	69	7
23	People in my department work well together.	71	14	88	0	72	4

Bottom Ten Statements – Interdisciplinary

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
74	Since the 2013 climate survey, the workplace climate has improved.	10	60	-	-	47	18
28	My department has adequate faculty/staff to achieve our goals.	14	42	0	77	40	31
71	Our system for addressing feedback and complaints is effective.	14	42	37	25	46	18
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	14	21	33	22	55	12
43	At this institution, we discuss and debate issues respectfully to get better results.	14	21	44	11	53	8

Bottom Ten Statements – Interdisciplinary

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
42	Faculty, administration and staff are meaningfully involved in institutional planning.	21	35	55	0	58	9
66	The faculty value the contributions of staff.	21	28	22	11	44	14
41	Senior leadership communicates openly about important matters.	21	28	44	11	57	11
54	This institution has clear and effective procedures for dealing with discrimination.	28	50	77	11	65	11
58	There's a sense that we're all on the same team at this institution.	28	35	44	11	49	16

Opportunities

- Resources & Support
- Compensation & Benefits
- Teaching Environment
- Collaboration & Shared Governance
- Senior Leadership
- Diversity & Inclusion
- Performance Management
- Respect & Appreciation

Resources & Support

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4	I am provided the resources I need to be effective in my job.	78	7	66	0	66	9
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	42	21	62	12	64	13
28	My department has adequate faculty/staff to achieve our goals.	14	42	0	77	40	31

Compensation & Benefits

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63	I understand how the compensation system works.	57	28	44	11	60	14
67	My salary range/band is appropriate for my job.	42	28	44	44	51	26
11	I am paid fairly for my work.	50	28	22	55	55	21
34	This institution's benefits meet my needs.	57	7	66	22	80	3

Teaching Environment

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
33	There is a good balance of teaching, service and research at this institution.	53	0	87	12	71	7
40	Teaching is appropriately recognized in the evaluation and promotion process.	62	0	100	0	70	8
51	There is appropriate recognition of innovative and high quality teaching.	45	9	71	14	72	6
6	I am given the opportunity to develop my skills at this institution.	57	0	88	0	80	4
10	I understand the necessary requirements to advance my career.	57	21	62	37	61	12

Collaboration

Survey Statement	2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	50	7	66	0	52	15
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	38	38	44	33	55	13
43 At this institution, we discuss and debate issues respectfully to get better results.	14	21	44	11	53	8
26 I can count on people to cooperate across departments.	50	7	44	11	57	6
58 There's a sense that we're all on the same team at this institution.	28	35	44	11	49	16

Shared Governance

Survey Statement	2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
38 The role of faculty in shared governance is clearly stated and publicized.	50	25	50	25	57	17
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	54	9	66	0	72	5
42 Faculty, administration and staff are meaningfully involved in institutional planning.	21	35	55	0	58	9
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	35	28	77	0	65	5
55 There is regular and open communication among faculty, administration and staff.	28	21	66	22	42	17

Senior Leadership

Survey Statement	2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	50	14	77	0	72	4
27 Senior leadership provides a clear direction for this institution's future.	35	21	77	11	62	10
41 Senior leadership communicates openly about important matters.	21	28	44	11	57	11
56 I believe what I am told by senior leadership.	35	42	44	11	61	11

Diversity & Inclusion

Survey Statement	2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	50	28	66	22	76	5
64 People at this institution understand and value the benefits of a diverse workforce.	57	28	66	11	71	5
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	57	21	88	0	74	6
54 This institution has clear and effective procedures for dealing with discrimination.	28	50	77	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.	35	28	66	22	70	9

Performance Management

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
17	Our review process accurately measures my job performance.	30	38	44	22	47	24
71	Our system for addressing feedback and complaints is effective.	14	42	37	25	46	18
18	Issues of low performance are addressed in my department.	61	15	71	14	49	17
61	In my department, we address conflicts effectively when they arise.	64	14	88	0	56	14
16	Promotions in my department are based on a person's ability.	61	15	50	0	57	15

Respect & Appreciation

Survey Statement		2015 Interdiscip. (Positive %)	2015 Interdiscip. (Negative %)	2013 Interdiscip. (Positive %)	2013 Interdiscip. (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	57	14	55	22	57	12
35	Our recognition and awards programs are meaningful to me.	30	38	0	37	46	22
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	42	21	55	11	61	9
52	We celebrate significant milestones and important accomplishments at this institution.	64	0	77	11	72	4
66	The faculty value the contributions of staff.	21	28	22	11	44	14

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

