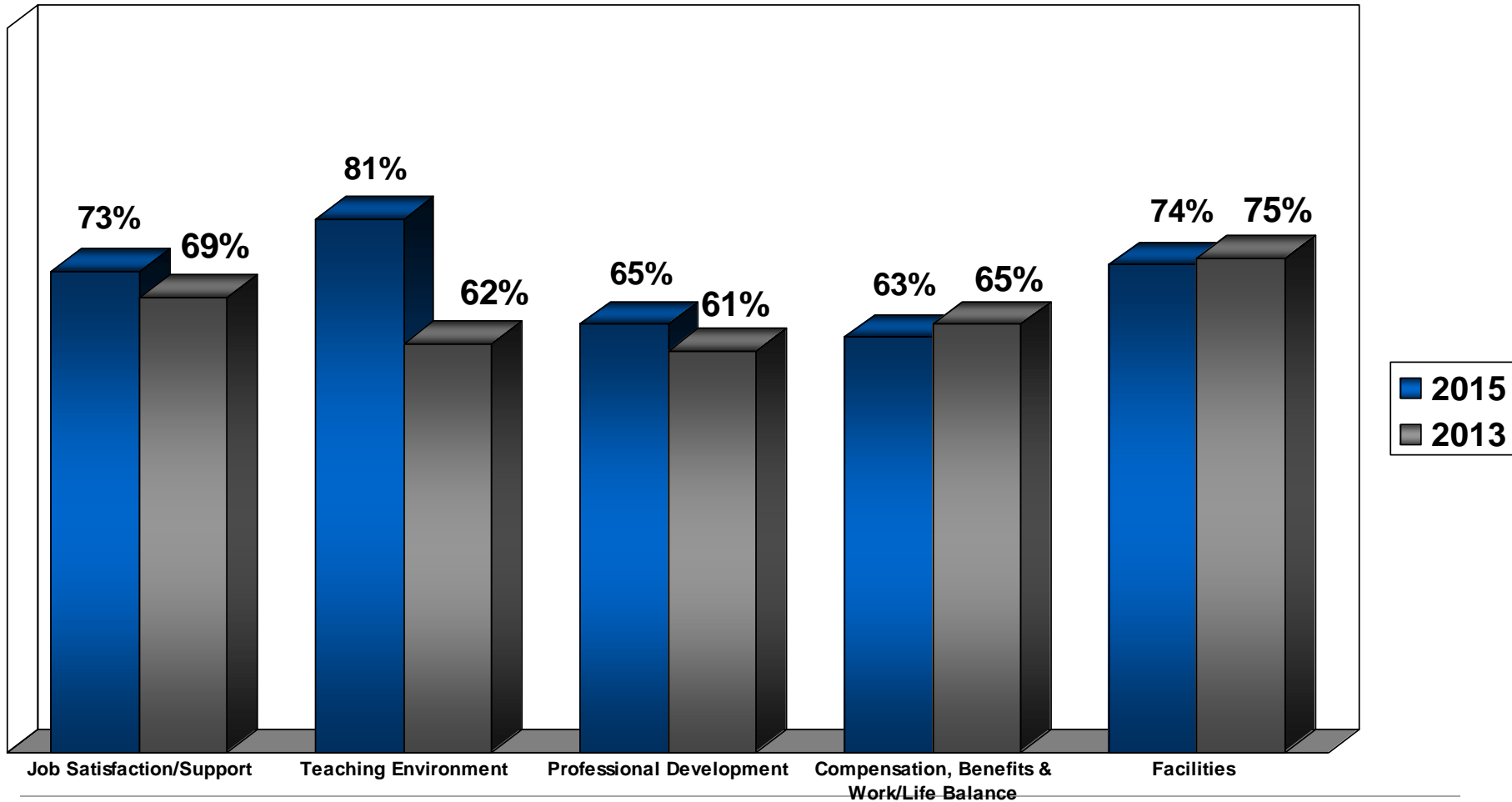


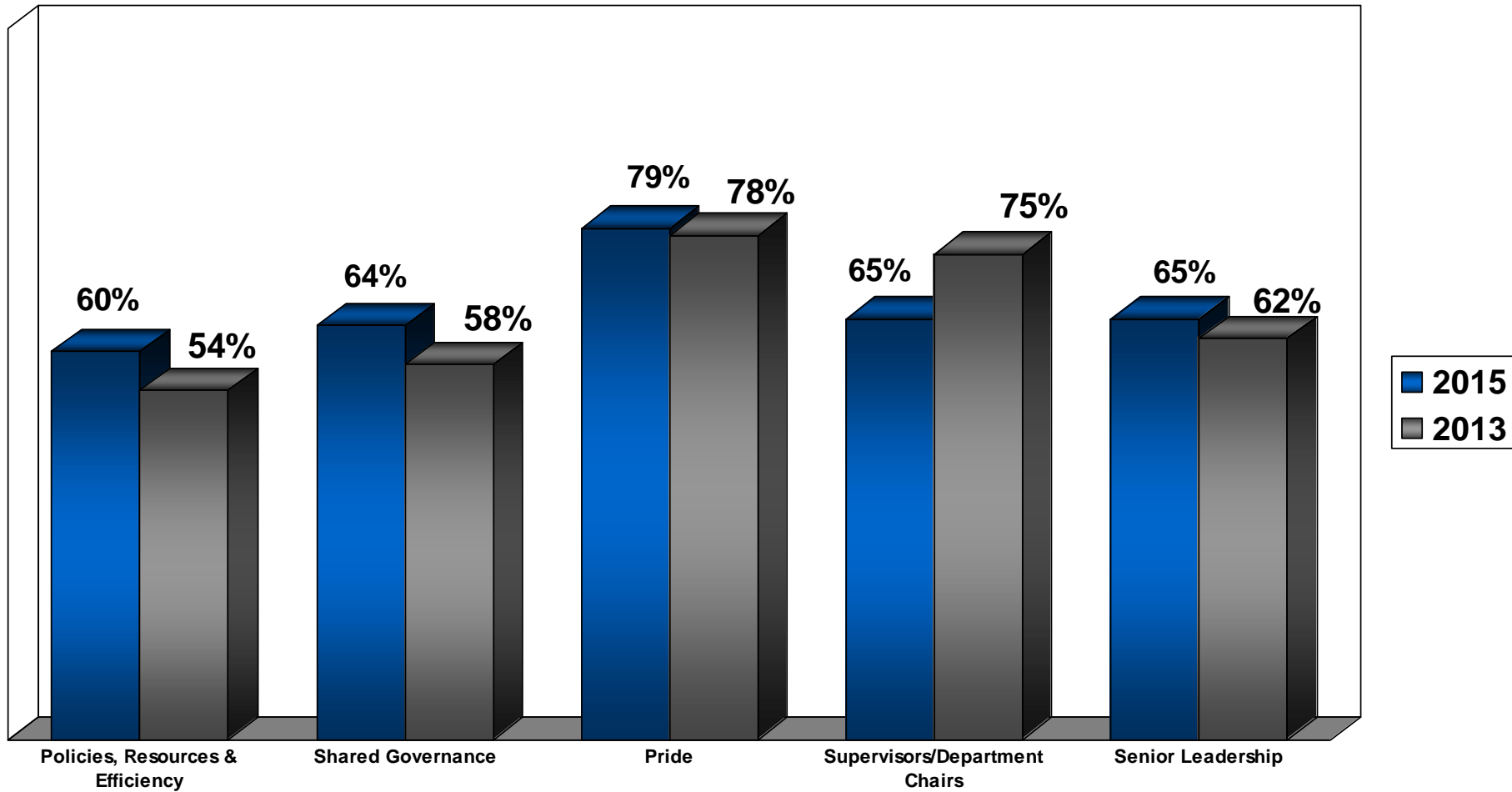
Overarching Themes – Student Life

- Results of the Student Life division show notable improvement from the 2013 survey. In 2015 there were 36 statements that showed improvement of 5 percentage points or more (combined increase in positive response and decrease in negative response) and 28 statements that showed improvement of 10 percentage points or more.
- In 2015 there were 22 statements that regressed 5 percentage points or more (combined decrease in positive response and increase in negative response).
- More so than in many other divisions, those in Student Life recognize the efforts to improve workplace climate since the 2013 survey. While there remains work to be done, staff note the efforts to improve communication and professional development opportunities (e.g., Excel@CC) and the increased focus on diversity, equity and inclusion.
- While the results of the statements within the supervisor dimensions are down, the experience of senior leadership is improved.
- Those in Student Life express a need for additional focus on work/life balance 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).

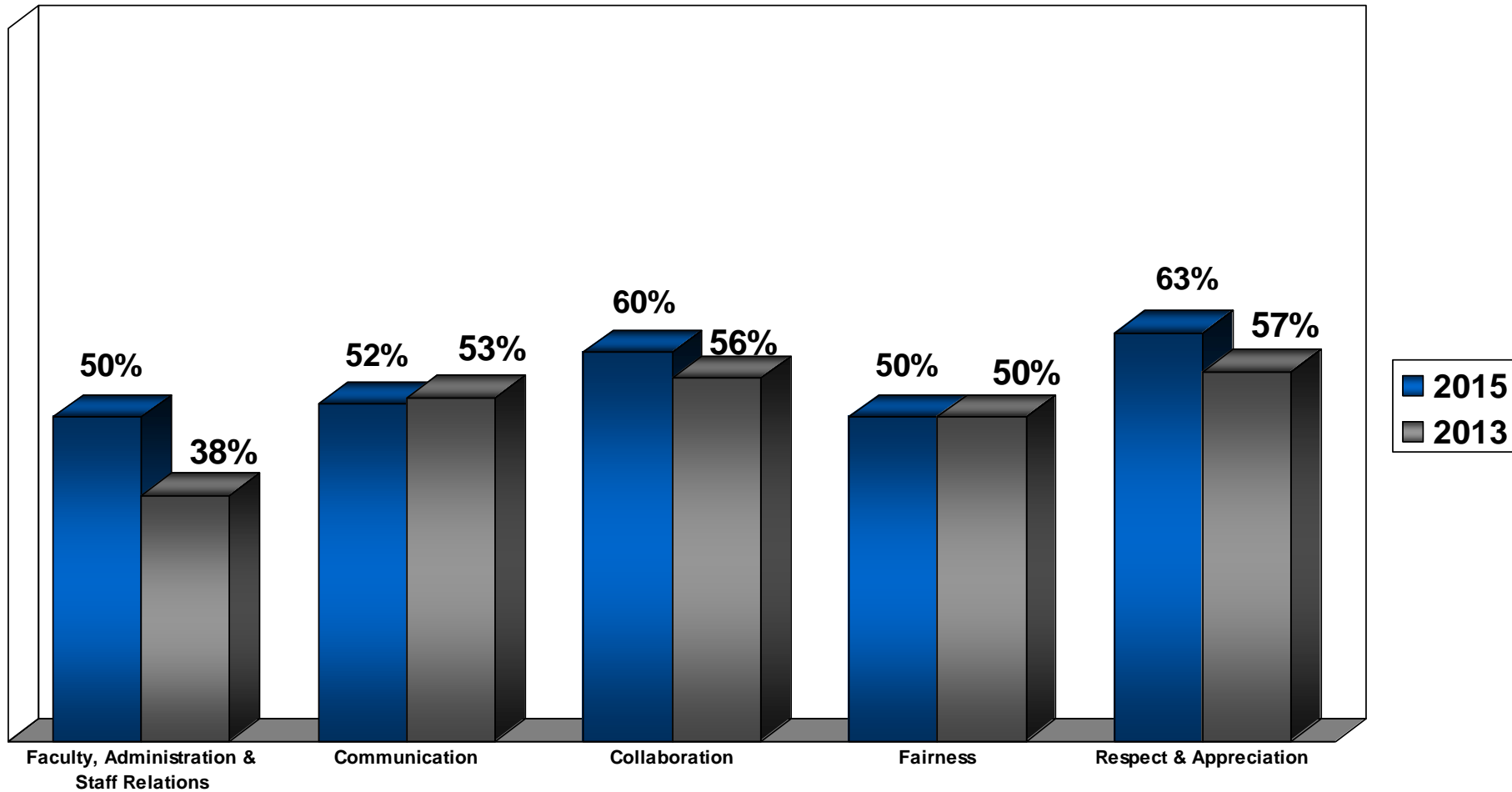
Dimensions – Student Life (Overall % Positive)



Dimensions – Student Life (Overall % Positive)



Dimensions – Student Life (Overall % Positive)



Most Improved – Student Life

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
30 Our orientation program prepares new faculty, administration and staff to be effective.	51	7	34	34	61	9
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	64	4	43	20	65	5
35 Our recognition and awards programs are meaningful to me.	55	12	38	26	46	22
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	72	12	45	14	55	13
51 There is appropriate recognition of innovative and high quality teaching.	93	0	68	3	72	6

Most Improved – Student Life

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
41 Senior leadership communicates openly about important matters.	59	4	51	18	57	11
67 My salary range/band is appropriate for my job.	44	36	31	45	51	26
71 Our system for addressing feedback and complaints is effective.	50	8	39	19	46	18
58 There's a sense that we're all on the same team at this institution.	46	14	38	27	49	16
6 I am given the opportunity to develop my skills at this institution.	83	6	68	11	80	4

Most Improved – Student Life

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	69	2	64	17	64	13
28 My department has adequate faculty/staff to achieve our goals.	55	12	50	27	40	31
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	59	12	47	20	55	12

Top 10 Statements – Student Life

Survey Statement		2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
51	There is appropriate recognition of innovative and high quality teaching.	93	0	68	3	72	6
5	I understand how my job contributes to this institution's mission.	87	2	86	0	92	1
72	I find personal meaning and fulfillment in my work.	85	4	79	4	83	5
6	I am given the opportunity to develop my skills at this institution.	83	6	68	11	80	4
36	I am proud to be part of this institution.	83	6	77	0	87	1

Top 10 Statements – Student Life

Survey Statement		2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
34	This institution's benefits meet my needs.	81	2	76	7	80	3
60	All things considered, this is a great place to work.	81	6	75	2	81	3
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	79	2	81	4	72	4
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	79	4	86	2	84	4
75	The strategic plan provides a clear road map for this college's future.	78	0	-	-	68	7

Strengths

- Job Satisfaction & Connection to Mission
- Resources & Support
- Supervisors
- Diversity & Inclusion

Job Satisfaction & Connection to Mission

Survey Statement		2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
2	I am given the responsibility and freedom to do my job.	75	6	79	6	84	3
72	I find personal meaning and fulfillment in my work.	85	4	79	4	83	5
5	I understand how my job contributes to this institution's mission.	87	2	86	0	92	1
36	I am proud to be part of this institution.	83	6	77	0	87	1
1	My job makes good use of my skills and abilities.	75	2	65	9	81	1

Resources & Support

Survey Statement		2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4	I am provided the resources I need to be effective in my job.	71	14	63	6	66	9
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	69	2	64	17	64	13
28	My department has adequate faculty/staff to achieve our goals.	55	12	50	27	40	31

Supervisors

Survey Statement		2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
24	I have a good relationship with my supervisor/department chair.	73	6	93	2	83	4
12	I believe what I am told by my supervisor/department chair.	61	8	72	4	74	5
15	My supervisor/department chair regularly models this institution's values.	63	6	81	4	73	6
19	My supervisor/department chair is consistent and fair.	67	12	76	6	70	10
3	My supervisor/department chair makes his/her expectations clear.	68	10	72	9	68	8

Diversity & Inclusion

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
64 People at this institution understand and value the benefits of a diverse workforce.	63	2	65	9	71	5
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	68	2	81	0	74	6
54 This institution has clear and effective procedures for dealing with discrimination.	65	10	63	17	65	11
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	73	0	65	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.	62	12	63	13	70	9

Bottom 10 Statements – Student Life

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
66 The faculty value the contributions of staff.	25	30	26	28	44	14
55 There is regular and open communication among faculty, administration and staff.	37	18	34	27	42	17
17 Our review process accurately measures my job performance.	39	25	41	16	47	24
22 Changes that affect me are discussed prior to being implemented.	42	30	47	27	52	15
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	42	24	54	25	62	13

Bottom 10 Statements – Student Life

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
16 Promotions in my department are based on a person's ability.	42	22	45	27	57	15
67 My salary range/band is appropriate for my job.	44	36	31	45	51	26
18 Issues of low performance are addressed in my department.	44	17	41	27	49	17
11 I am paid fairly for my work.	46	26	47	38	55	21
58 There's a sense that we're all on the same team at this institution.	46	14	38	27	49	16

Opportunities

- Compensation
- Work/Life Balance
- Senior Leadership
- Communication
- Collaboration
- Performance Management
- Respect & Appreciation

Compensation

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63 I understand how the compensation system works.	53	10	53	9	60	14
67 My salary range/band is appropriate for my job.	44	36	31	45	51	26
11 I am paid fairly for my work.	46	26	47	38	55	21
34 This institution's benefits meet my needs.	81	2	76	7	80	3

Work/Life Balance

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
47 My supervisor/department chair supports my efforts to balance my work and personal life.	67	8	79	2	78	6
73 I am able to maintain a healthy balance between my personal life and professional life.	61	12	70	9	58	14
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	59	8	58	6	66	10
68 Overall, my workload is reasonable.	48	16	54	13	52	20

Senior Leadership

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
27 Senior leadership provides a clear direction for this institution's future.	69	16	54	13	62	10
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	61	10	60	9	61	9
41 Senior leadership communicates openly about important matters.	59	4	51	18	57	11
56 I believe what I am told by senior leadership.	59	10	61	11	61	11

Communication

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8 When I offer a new idea, I believe it will be fully considered.	55	19	56	9	63	10
21 In my department, we communicate openly about issues that impact each other's work.	61	16	65	4	63	12
22 Changes that affect me are discussed prior to being implemented.	42	30	47	27	52	15
43 At this institution, we discuss and debate issues respectfully to get better results.	50	8	44	16	53	8

Difficult Conversations

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	42	24	54	25	62	13
61 In my department, we address conflicts effectively when they arise.	54	10	63	13	56	14
71 Our system for addressing feedback and complaints is effective.	50	8	39	19	46	18

Collaboration

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
13 We have opportunities to contribute to important decisions in my department.	63	14	63	15	69	7
23 People in my department work well together.	69	8	70	2	72	4
26 I can count on people to cooperate across departments.	65	4	54	11	57	6
58 There's a sense that we're all on the same team at this institution.	46	14	38	27	49	16

Performance Management

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
17 Our review process accurately measures my job performance.	39	25	41	16	47	24
7 I receive feedback from my supervisor/department chair that helps me.	60	14	65	11	61	12
16 Promotions in my department are based on a person's ability.	42	22	45	27	57	15
18 Issues of low performance are addressed in my department.	44	17	41	27	49	17

Respect & Appreciation

Survey Statement	2015 Student Life (Positive %)	2015 Student Life (Negative %)	2013 Student Life (Positive %)	2013 Student Life (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9 I am regularly recognized for my contributions.	58	20	50	20	57	12
35 Our recognition and awards programs are meaningful to me.	55	12	38	26	46	22
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	61	10	60	9	61	9
66 The faculty value the contributions of staff.	25	30	26	28	44	14