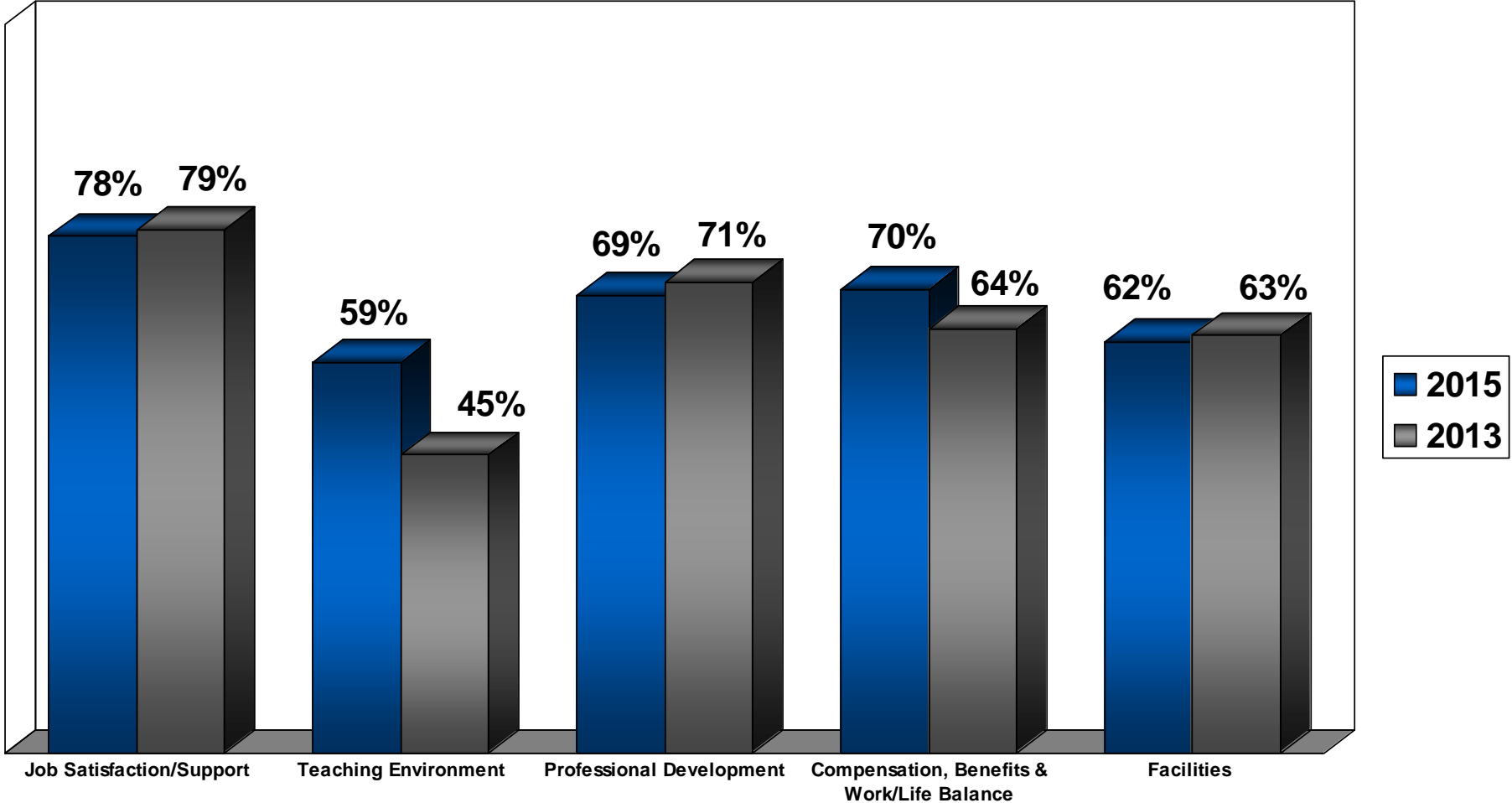


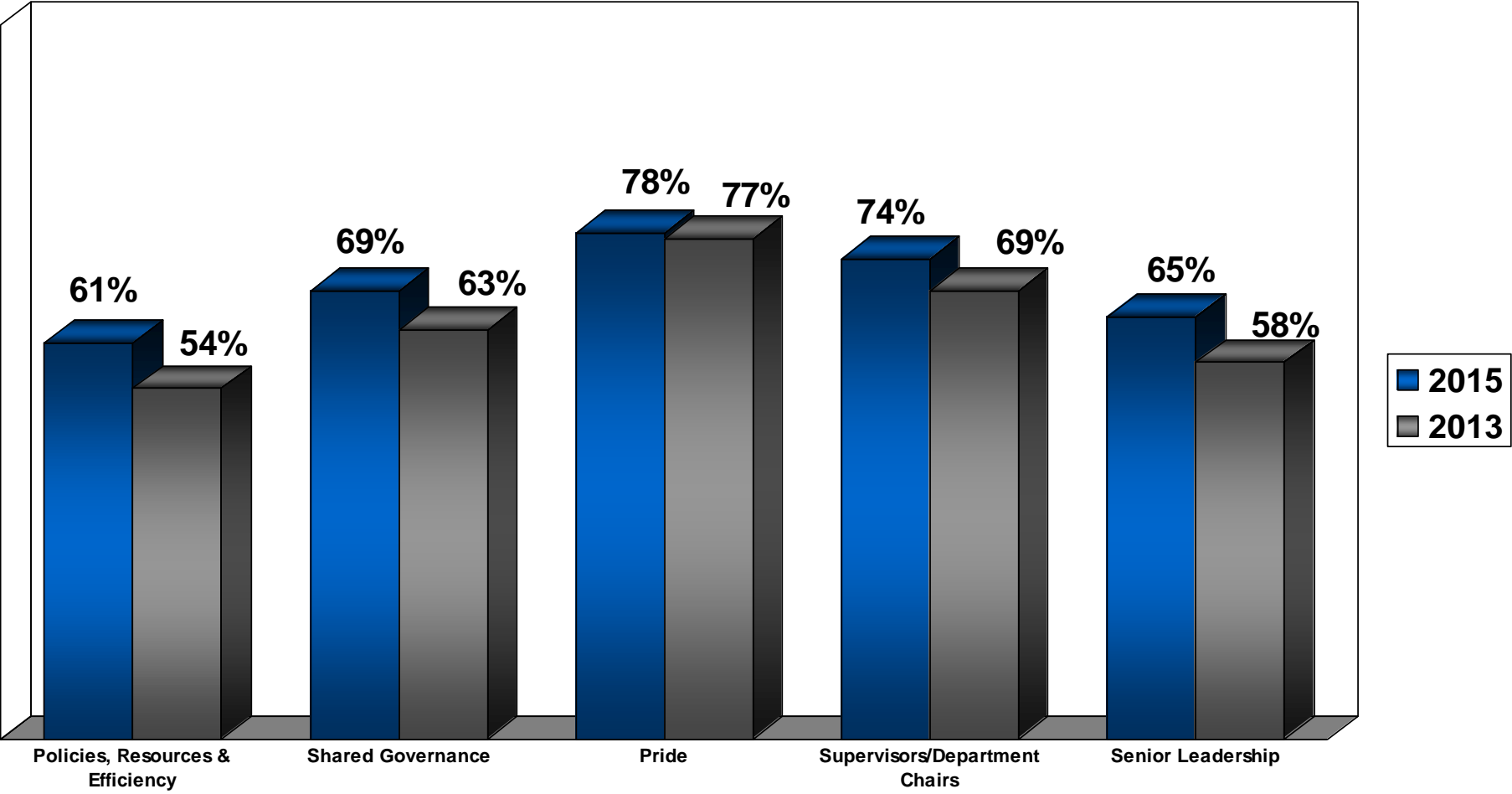
Overarching Themes – Natural Sciences

- Results of the Natural Sciences division show significant improvement from the 2013 survey. In 2015 there were 51 statements that showed improvement of 5 percentage points or more (combined increase in positive response and decrease in negative response). There were 39 statements that showed improvement of 10 percentage points or more.
- In 2015 there were 9 statements that regressed 5 percentage points or more (combined decrease in positive response and increase in negative response).
- While the results are still strong in the Job Satisfaction, Supervisor and Pride dimensions, the results in the Faculty, Administration & Staff Relations; Communication; and Collaboration dimensions showed notable improvement.
- Those in Natural Sciences appreciate the focus on Diversity; the efforts to improve campus-wide communication and the improvements to buildings and grounds.
- Faculty and Staff in Natural Sciences express 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

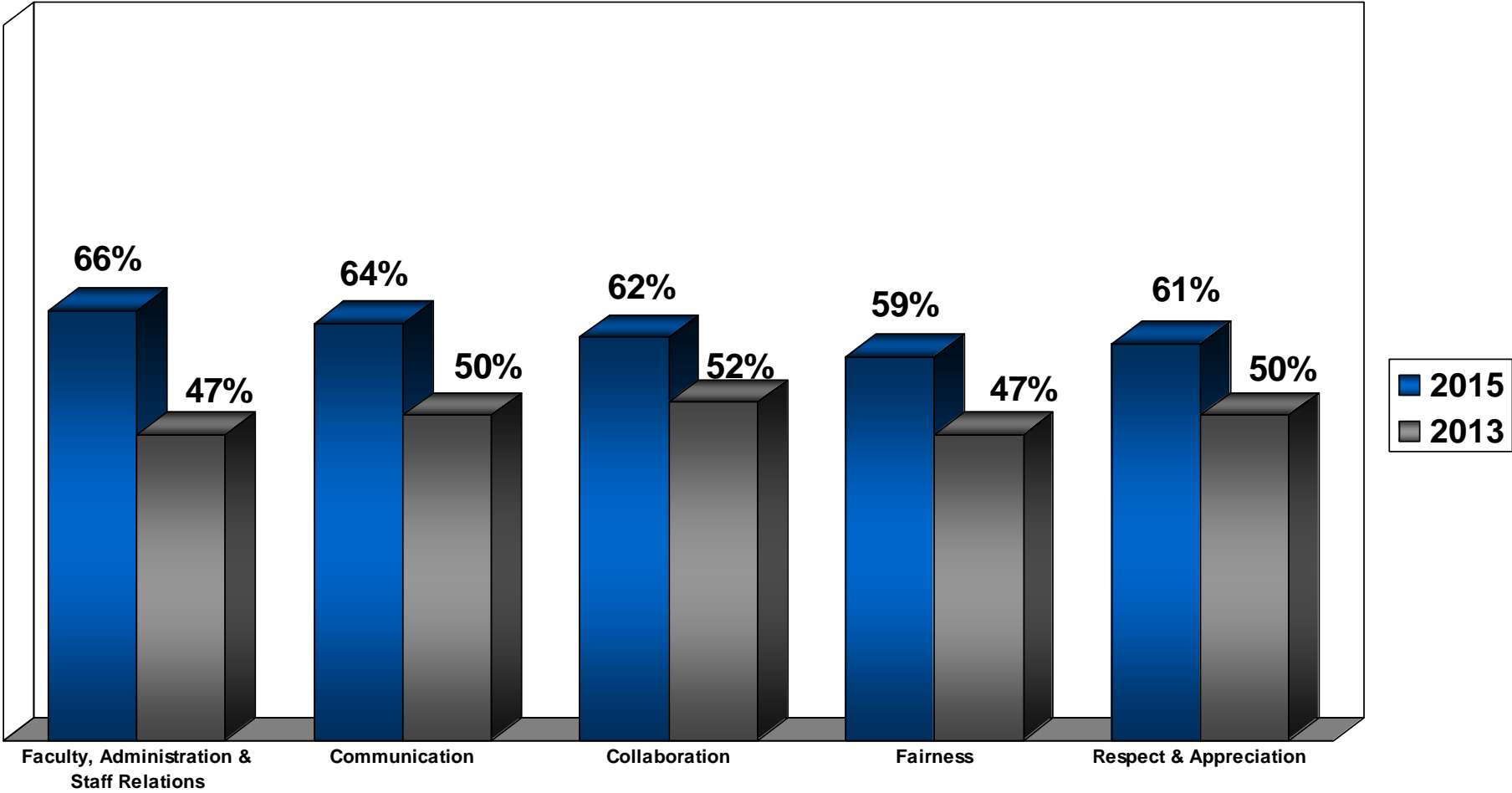
Dimensions – Natural Sciences (Overall % Positive)



Dimensions – Natural Sciences (Overall % Positive)



Dimensions – Natural Sciences (Overall % Positive)



Most Improved – Natural Sciences

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
68 Overall, my workload is reasonable.	48	24	31	43	52	20
17 Our review process accurately measures my job performance.	60	17	41	30	47	24
8 When I offer a new idea, I believe it will be fully considered.	70	8	43	12	63	10
23 People in my department work well together.	74	6	56	19	72	4
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	58	8	39	19	55	12

Most Improved – Natural Sciences

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
30 Our orientation program prepares new faculty, administration and staff to be effective.	68	14	40	13	61	9
7 I receive feedback from my supervisor/department chair that helps me.	50	10	43	30	61	12
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	76	2	56	9	65	5
61 In my department, we address conflicts effectively when they arise.	63	16	47	27	56	14
71 Our system for addressing feedback and complaints is effective.	55	15	31	17	46	18

Top Ten Statements – Natural Sciences

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
2	I am given the responsibility and freedom to do my job.	90	2	95	2	84	3
5	I understand how my job contributes to this institution's mission.	90	4	95	4	92	1
13	We have opportunities to contribute to important decisions in my department.	89	2	72	10	69	7
24	I have a good relationship with my supervisor/department chair.	87	4	76	7	83	4
25	Overall, my department is a good place to work.	86	2	75	12	83	3

Top Ten Statements – Natural Sciences

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
12	I believe what I am told by my supervisor/department chair.	85	0	82	7	74	5
1	My job makes good use of my skills and abilities.	80	2	92	2	81	1
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	80	2	78	2	84	4
6	I am given the opportunity to develop my skills at this institution.	80	4	85	2	80	4
72	I find personal meaning and fulfillment in my work.	80	4	90	0	83	5

Strengths

- Job Satisfaction & Connection to Mission
 - Compensation
 - Supervisors
 - Senior Leadership
 - Work Group Communication
 - Shared Governance
 - Diversity & Inclusion
-

Job Satisfaction & Connection to Mission

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
1	My job makes good use of my skills and abilities.	80	2	92	2	81	1
69	My actual responsibilities accurately reflect my job description.	61	17	58	20	63	15
2	I am given the responsibility and freedom to do my job.	90	2	95	2	84	3
72	I find personal meaning and fulfillment in my work.	80	4	90	0	83	5
5	I understand how my job contributes to this institution's mission.	90	4	95	4	92	1

Compensation

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63	I understand how the compensation system works.	52	16	51	21	60	14
67	My salary range/band is appropriate for my job.	60	18	53	26	51	26
11	I am paid fairly for my work.	66	14	60	17	55	21
34	This institution's benefits meet my needs.	80	6	75	7	80	3

Supervisors

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
24	I have a good relationship with my supervisor/department chair.	87	4	76	7	83	4
12	I believe what I am told by my supervisor/department chair.	85	0	82	7	74	5
15	My supervisor/department chair regularly models this institution's values.	75	4	68	7	73	6
20	My supervisor/department chair actively solicits my suggestions and ideas.	77	10	79	7	70	9
3	My supervisor/department chair makes his/her expectations clear.	78	6	66	11	68	8

Senior Leadership

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	74	4	65	2	72	4
48 Senior leadership regularly models this institution's values.	76	0	67	7	70	5
57 This institution is well run.	72	2	60	9	66	5

Senior Leadership

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
27	Senior leadership provides a clear direction for this institution's future.	56	12	52	10	62	10
75	The strategic plan provides a clear road map for this colleges future.	54	14	-	-	68	7
41	Senior leadership communicates openly about important matters.	62	4	53	7	57	11
56	I believe what I am told by senior leadership.	63	4	63	9	61	11

Work Group Communication

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8 When I offer a new idea, I believe it will be fully considered.	70	8	43	12	63	10
21 In my department, we communicate openly about issues that impact each other's work.	70	14	48	17	63	12
13 We have opportunities to contribute to important decisions in my department.	89	2	72	10	69	7
23 People in my department work well together.	74	6	56	19	72	4

Shared Governance

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
38	The role of faculty in shared governance is clearly stated and publicized.	66	8	57	13	57	17
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	73	0	71	0	72	5
42	Faculty, administration and staff are meaningfully involved in institutional planning.	70	8	61	2	58	9
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	76	2	56	9	65	5
55	There is regular and open communication among faculty, administration and staff.	57	20	39	17	42	17

Diversity & Inclusion

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	73	10	75	12	76	5
64	People at this institution understand and value the benefits of a diverse workforce.	75	10	68	4	71	5
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	72	6	68	9	74	6
54	This institution has clear and effective procedures for dealing with discrimination.	72	6	60	8	65	11
65	Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.	73	10	60	9	70	9

Bottom Ten Statements- Natural Sciences

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
28	My department has adequate faculty/staff to achieve our goals.	34	40	36	53	40	31
26	I can count on people to cooperate across departments.	35	18	39	17	57	6
73	I am able to maintain a healthy balance between my personal life and professional life.	38	26	39	31	58	14
74	Since the 2013 climate survey, the workplace climate has improved.	40	22	-	-	47	18
35	Our recognition and awards programs are meaningful to me.	41	23	33	30	46	22

Bottom Ten Statements- Natural Sciences

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
70	Decisions based on the institution's policies and processes are applied with appropriate transparency.	43	13	35	15	55	13
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	44	30	48	21	64	13
18	Issues of low performance are addressed in my department.	48	25	30	27	49	17
68	Overall, my workload is reasonable.	48	24	31	43	52	20
7	I receive feedback from my supervisor/department chair that helps me.	50	10	43	30	61	12

Difficult Conversations

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (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.	61	12	60	14	62	13
61 In my department, we address conflicts effectively when they arise.	63	16	47	27	56	14
71 Our system for addressing feedback and complaints is effective.	55	15	31	17	46	18

Opportunities

- Resources & Support
- Work/Life Balance
- Collaboration
- Teaching Environment
- Performance Management
- Respect & Appreciation

Resources & Support

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4	I am provided the resources I need to be effective in my job.	66	4	51	12	66	9
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	44	30	48	21	64	13
28	My department has adequate faculty/staff to achieve our goals.	34	40	36	53	40	31
68	Overall, my workload is reasonable.	48	24	31	43	52	20

Work/Life Balance

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
47 My supervisor/department chair supports my efforts to balance my work and personal life.	79	6	75	8	78	6
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	56	20	48	34	66	10
68 Overall, my workload is reasonable.	48	24	31	43	52	20
73 I am able to maintain a healthy balance between my personal life and professional life.	38	26	39	31	58	14

Collaboration

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	64	10	62	17	52	15
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	43	13	35	15	55	13
43 At this institution, we discuss and debate issues respectfully to get better results.	54	6	47	15	53	8
26 I can count on people to cooperate across departments.	35	18	39	17	57	6
58 There's a sense that we're all on the same team at this institution.	52	20	43	19	49	16

Teaching Environment

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
33 There is a good balance of teaching, service and research at this institution.	61	16	43	21	71	7
40 Teaching is appropriately recognized in the evaluation and promotion process.	63	12	45	13	70	8
51 There is appropriate recognition of innovative and high quality teaching.	53	12	47	15	72	6
9 I am regularly recognized for my contributions.	55	19	41	29	57	12
10 I understand the necessary requirements to advance my career.	59	14	57	13	61	12

Performance Management

Survey Statement	2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
17 Our review process accurately measures my job performance.	60	17	41	30	47	24
7 I receive feedback from my supervisor/department chair that helps me.	50	10	43	30	61	12
16 Promotions in my department are based on a person's ability.	60	11	50	18	57	15
18 Issues of low performance are addressed in my department.	48	25	30	27	49	17

Respect & Appreciation

Survey Statement		2015 Natural Sciences (Positive %)	2015 Natural Sciences (Negative %)	2013 Natural Sciences (Positive %)	2013 Natural Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	55	19	41	29	57	12
35	Our recognition and awards programs are meaningful to me.	41	23	33	30	46	22
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	63	8	51	7	61	9
66	The faculty value the contributions of staff.	68	6	65	7	44	14

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

