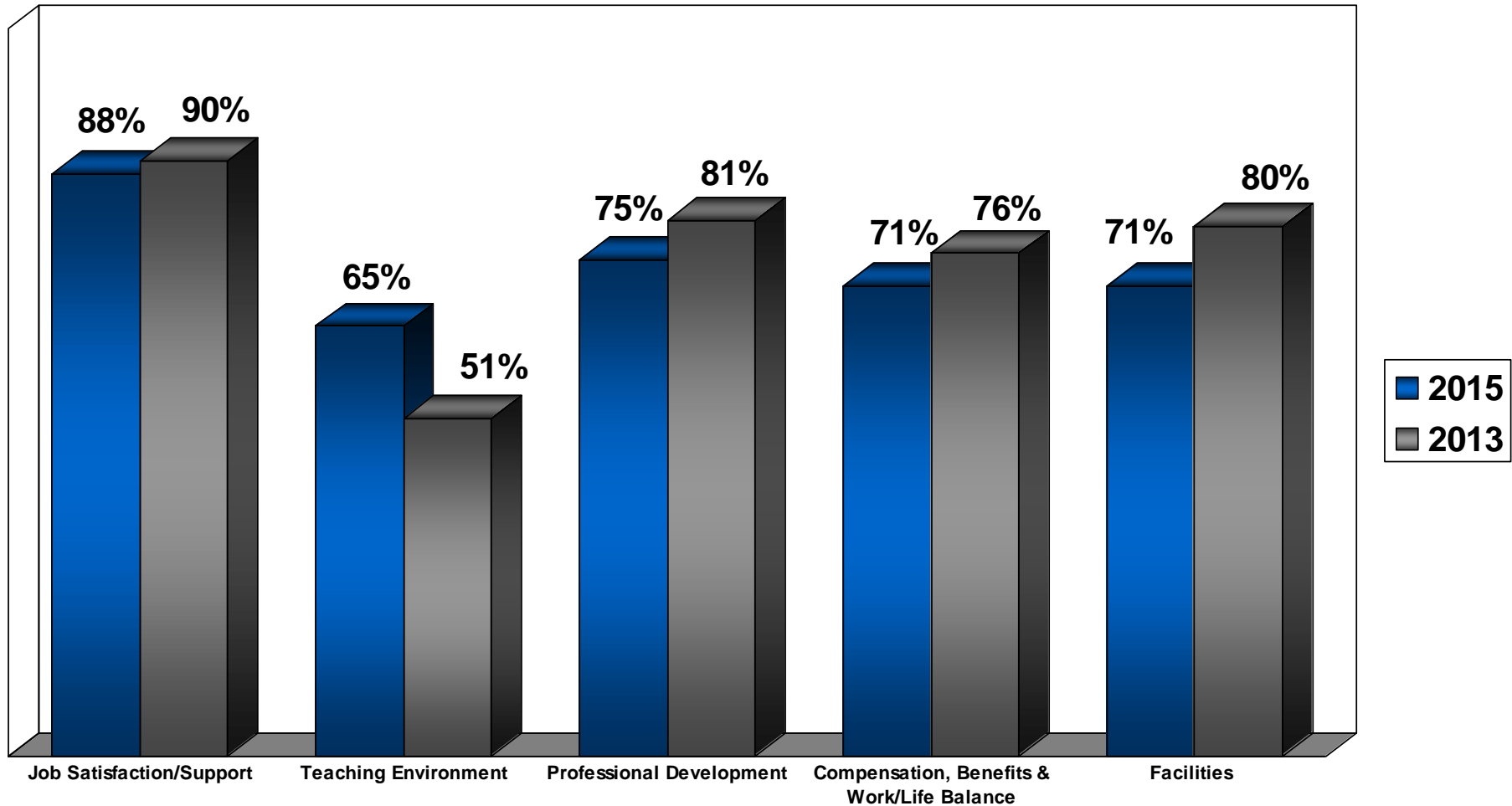


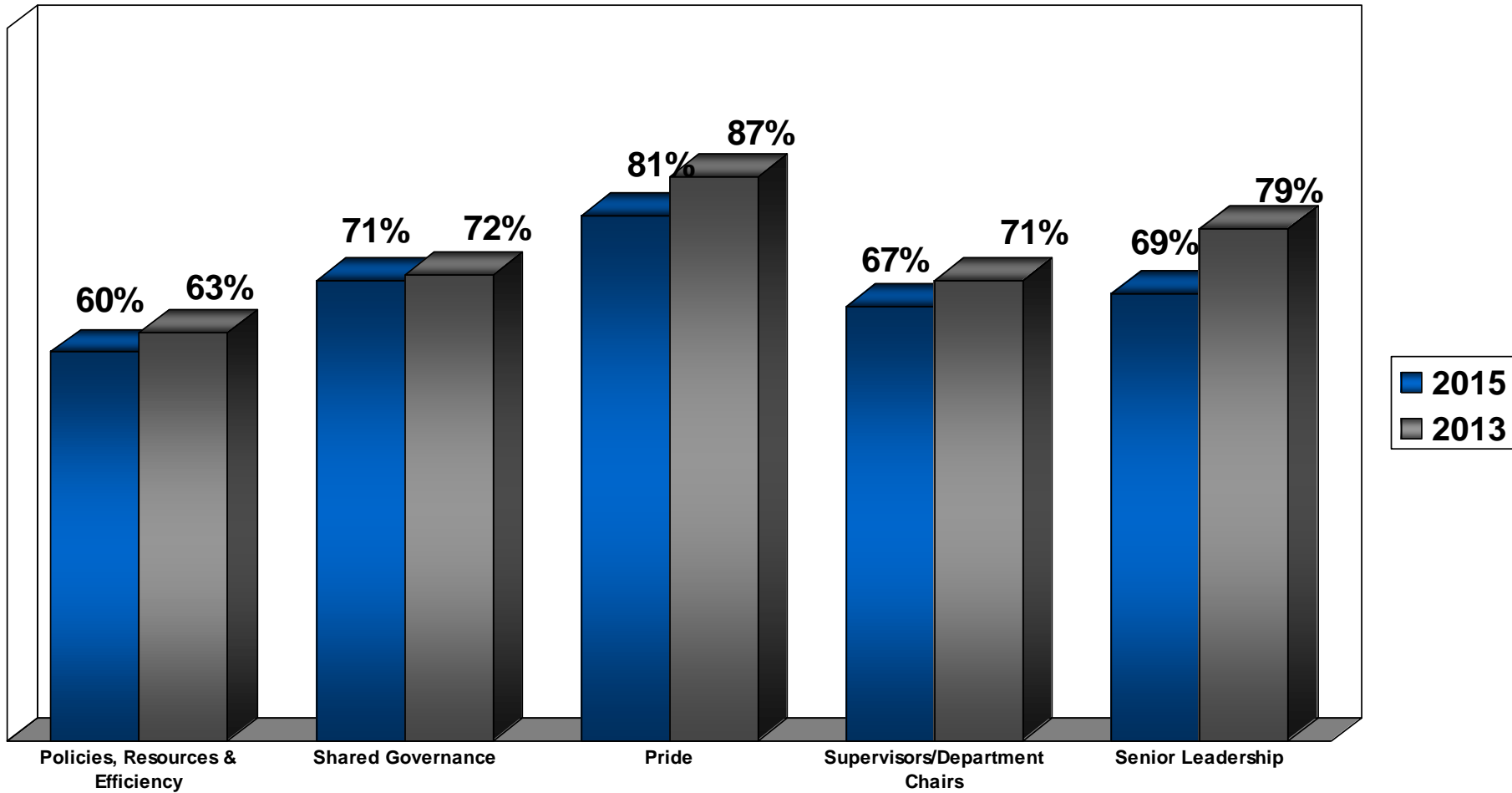
Overarching Themes – Social Sciences

- Results of the Social Sciences division are largely similar to the 2013 results. The overall averages across all 75 statements were 67% positive and 8% negative. The equivalent 2013 results were 69% positive, 9 % negative.
- In 2015 there were 20 statements that showed improvement of 5 percentage points or more (combined increase in positive response and decrease in negative response). There were 17 statements that showed improvement of 10 percentage points or more.
- In 2015 there were 37 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 and Pride dimensions, the results in the Senior Leadership and Faculty, Administration and Staff Relations dimensions showed notable decline.
- Those in Social Sciences appreciate the focus on Diversity; the efforts to improve campus-wide communication and the Excell@CC offerings.
- Faculty and Staff in Social Sciences express a continued need to focus on:
 - Clarity and consistency in evaluation processes
 - Continued efforts to strengthen a culture of Diversity
 - Dialog, partnership and respect across Faculty, Administration and Staff

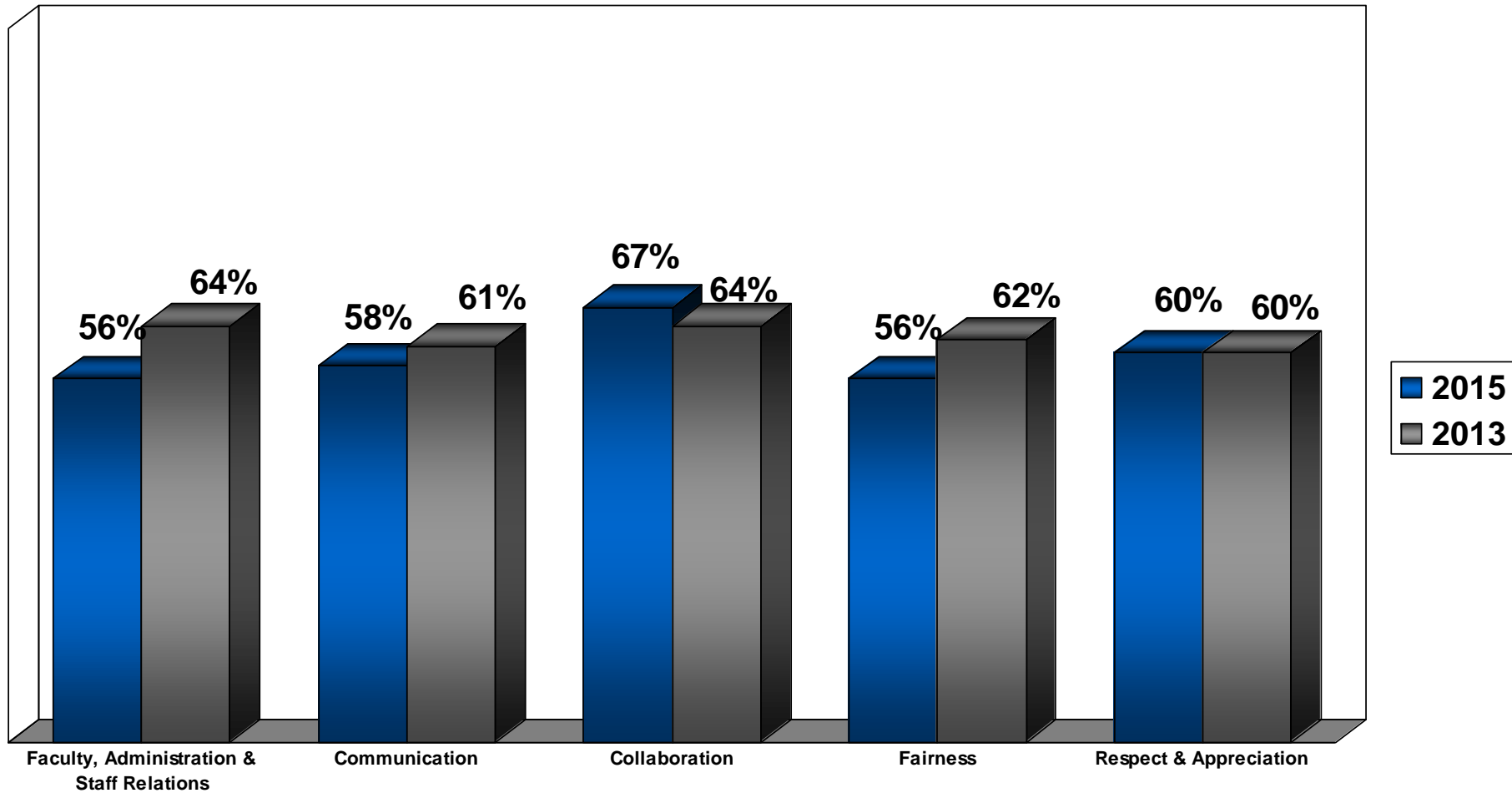
Dimensions – Social Sciences (Overall % Positive)



Dimensions – Social Sciences (Overall % Positive)



Dimensions – Social Sciences (Overall % Positive)



Most Improved – Social Sciences

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
51	There is appropriate recognition of innovative and high quality teaching.	62	13	42	24	72	6
23	People in my department work well together.	73	6	54	18	72	4
67	My salary range/band is appropriate for my job.	75	13	58	26	51	26
61	In my department, we address conflicts effectively when they arise.	48	13	42	36	56	14
16	Promotions in my department are based on a person's ability.	75	3	68	24	57	15

Most Improved – Social Sciences

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
52 We celebrate significant milestones and important accomplishments at this institution.	72	6	51	9	72	4
17 Our review process accurately measures my job performance.	60	7	50	20	47	24
25 Overall, my department is a good place to work.	90	6	69	6	83	3
26 I can count on people to cooperate across departments.	72	3	62	12	57	6
70 Decisions based on the institution's policies and processes are applied with appropriate transparency.	70	3	60	12	55	13

Top Ten Statements – Social Sciences

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
2	I am given the responsibility and freedom to do my job.	100	0	93	0	84	3
5	I understand how my job contributes to this institution's mission.	100	0	100	0	92	1
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	90	3	88	0	84	4
25	Overall, my department is a good place to work.	90	6	69	6	83	3
1	My job makes good use of my skills and abilities.	89	0	96	0	81	1

Top Ten Statements – Social Sciences

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
6	I am given the opportunity to develop my skills at this institution.	86	0	85	2	80	4
36	I am proud to be part of this institution.	86	3	94	2	87	1
60	All things considered, this is a great place to work.	86	3	91	2	81	3
72	I find personal meaning and fulfillment in my work.	86	3	85	2	83	5
24	I have a good relationship with my supervisor/department chair.	82	3	78	9	83	4

Strengths

- Job Satisfaction & Connection to Mission
- Compensation & Benefits
- Supervisors
- Workgroup Communication
- Senior Leadership

Job Satisfaction & Connection to Mission

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
1	My job makes good use of my skills and abilities.	89	0	96	0	81	1
69	My actual responsibilities accurately reflect my job description.	75	6	72	3	63	15
2	I am given the responsibility and freedom to do my job.	100	0	93	0	84	3
72	I find personal meaning and fulfillment in my work.	86	3	85	2	83	5
5	I understand how my job contributes to this institution's mission.	100	0	100	0	92	1

Compensation & Benefits

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
63	I understand how the compensation system works.	66	6	67	8	60	14
67	My salary range/band is appropriate for my job.	75	13	58	26	51	26
11	I am paid fairly for my work.	73	16	67	20	55	21
34	This institution's benefits meet my needs.	76	3	91	0	80	3

Supervisors

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
24	I have a good relationship with my supervisor/department chair.	82	3	78	9	83	4
12	I believe what I am told by my supervisor/department chair.	68	6	71	3	74	5
15	My supervisor/department chair regularly models this institution's values.	70	10	75	12	73	6
19	My supervisor/department chair is consistent and fair.	73	16	62	15	70	10
20	My supervisor/department chair actively solicits my suggestions and ideas.	76	6	78	12	70	9

Work Group Communication

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
8 When I offer a new idea, I believe it will be fully considered.	73	6	69	9	63	10
21 In my department, we communicate openly about issues that impact each other's work.	63	10	57	15	63	12
13 We have opportunities to contribute to important decisions in my department.	73	3	81	0	69	7
23 People in my department work well together.	73	6	54	18	72	4

Senior Leadership

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
27 Senior leadership provides a clear direction for this institution's future.	63	10	75	6	62	10
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	76	3	90	0	72	4
48 Senior leadership regularly models this institution's values.	70	3	87	0	70	5
41 Senior leadership communicates openly about important matters.	70	6	72	3	57	11
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	72	3	84	3	61	9

Bottom Ten Statements – Social Sciences

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
35	Our recognition and awards programs are meaningful to me.	35	35	54	25	46	22
18	Issues of low performance are addressed in my department.	35	35	46	34	49	17
30	Our orientation program prepares new faculty, administration and staff to be effective.	40	14	51	14	61	9
71	Our system for addressing feedback and complaints is effective.	41	13	43	6	46	18
22	Changes that affect me are discussed prior to being implemented.	43	13	53	9	52	15

Bottom Ten Statements – Social Sciences

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
28	My department has adequate faculty/staff to achieve our goals.	48	27	39	33	40	31
7	I receive feedback from my supervisor/department chair that helps me.	48	22	56	18	61	12
61	In my department, we address conflicts effectively when they arise.	48	13	42	36	56	14
73	I am able to maintain a healthy balance between my personal life and professional life.	50	13	69	9	58	14
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	50	10	51	18	55	12

Opportunities

- Resources & Support
- Work/Life Balance
- Teaching Environment
- Collaboration
- Diversity & Inclusion
- Performance Management
- Shared Governance
- Respect & Appreciation

Resources & Support

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
4 I am provided the resources I need to be effective in my job.	76	13	82	0	66	9
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	53	20	73	11	64	13
28 My department has adequate faculty/staff to achieve our goals.	48	27	39	33	40	31

Work/Life Balance

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social 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.	75	3	80	6	78	6
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	60	13	66	12	66	10
68 Overall, my workload is reasonable.	53	16	45	9	52	20
73 I am able to maintain a healthy balance between my personal life and professional life.	50	13	69	9	58	14

Teaching Environment

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
33 There is a good balance of teaching, service and research at this institution.	62	17	48	6	71	7
40 Teaching is appropriately recognized in the evaluation and promotion process.	71	10	64	19	70	8
51 There is appropriate recognition of innovative and high quality teaching.	62	13	42	24	72	6
6 I am given the opportunity to develop my skills at this institution.	86	0	85	2	80	4
10 I understand the necessary requirements to advance my career.	65	3	78	3	61	12

Collaboration

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
22 Changes that affect me are discussed prior to being implemented.	43	13	53	9	52	15
43 At this institution, we discuss and debate issues respectfully to get better results.	53	6	66	0	53	8
26 I can count on people to cooperate across departments.	72	3	62	12	57	6
58 There's a sense that we're all on the same team at this institution.	53	10	60	12	49	16

Diversity & Inclusion

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	63	6	69	9	76	5
64	People at this institution understand and value the benefits of a diverse workforce.	72	3	81	9	71	5
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	68	6	75	3	74	6
54	This institution has clear and effective procedures for dealing with discrimination.	55	14	73	10	65	11
65	Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.	66	10	63	9	70	9

Performance Management

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
17	Our review process accurately measures my job performance.	60	7	50	20	47	24
71	Our system for addressing feedback and complaints is effective.	41	13	43	6	46	18
7	I receive feedback from my supervisor/department chair that helps me.	48	22	56	18	61	12
18	Issues of low performance are addressed in my department.	35	35	46	34	49	17
61	In my department, we address conflicts effectively when they arise.	48	13	42	36	56	14

Shared Governance

Survey Statement	2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
38 The role of faculty in shared governance is clearly stated and publicized.	62	17	64	12	57	17
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	72	10	75	3	72	5
42 Faculty, administration and staff are meaningfully involved in institutional planning.	79	10	78	0	58	9
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	63	3	72	0	65	5
55 There is regular and open communication among faculty, administration and staff.	50	10	57	0	42	17

Respect & Appreciation

Survey Statement		2015 Social Sciences (Positive %)	2015 Social Sciences (Negative %)	2013 Social Sciences (Positive %)	2013 Social Sciences (Negative %)	2015 Colorado College (Positive %)	2015 Colorado College (Negative %)
9	I am regularly recognized for my contributions.	66	6	60	12	57	12
35	Our recognition and awards programs are meaningful to me.	35	35	54	25	46	22
66	The faculty value the contributions of staff.	70	10	63	6	44	14

66. The faculty value the contributions of staff.

