

ModernThink
Your Voice, Your CC:
The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-75)

Statement	Average Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (546)	3.77	25.1%	40.6%	24%	7.2%	3.2%
Administration (53)	4.06	34%	43.7%	17.8%	3%	1.5%
Exempt Staff (163)	3.81	25.2%	42.8%	22.4%	6.9%	2.8%
Non-exempt Staff (137)	3.68	20.1%	41.3%	28%	7.7%	2.9%
Faculty (131)	3.79	28.1%	37.5%	23.4%	7.3%	3.7%
Decline to answer (38)	3.54	18.7%	38.1%	27.4%	9.9%	5.9%

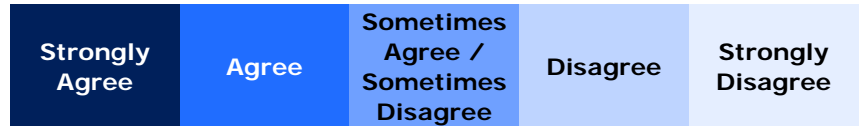
1. My job makes good use of my skills and abilities.

Statement	Average Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (545)	4.23	44%	37.2%	16.9%	0.9%	0.9%
Administration (53)	4.34	47.2%	39.6%	13.2%	0%	0%
Exempt Staff (163)	4.25	46.6%	33.7%	17.8%	1.2%	0.6%
Non-exempt Staff (137)	4.04	31.4%	44.5%	21.9%	0.7%	1.5%
Faculty (130)	4.46	58.5%	30%	10.8%	0.8%	0%
Decline to answer (38)	3.95	31.6%	44.7%	15.8%	2.6%	5.3%

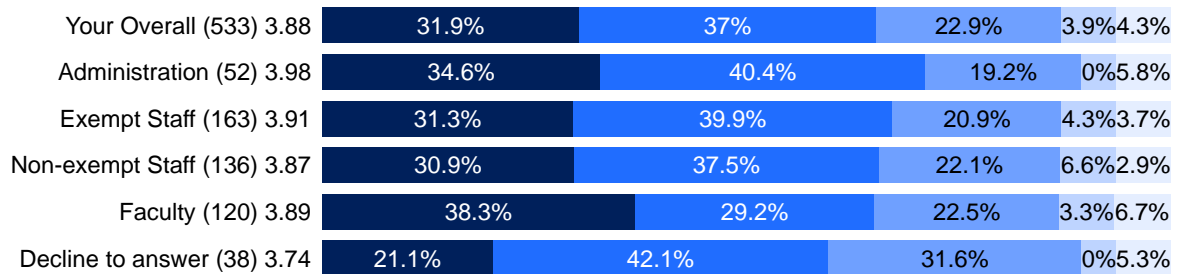
2. I am given the responsibility and freedom to do my job.

Statement	Average Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (546)	4.32	51.1%	33.7%	11.7%	2.6%	0.9%
Administration (53)	4.34	54.7%	32.1%	7.5%	3.8%	1.9%
Exempt Staff (163)	4.26	48.5%	35%	12.3%	3.1%	1.2%
Non-exempt Staff (137)	4.24	42.3%	42.3%	12.4%	2.9%	0%
Faculty (131)	4.55	65.6%	25.2%	8.4%	0%	0.8%
Decline to answer (38)	4	36.8%	34.2%	21.1%	7.9%	0%

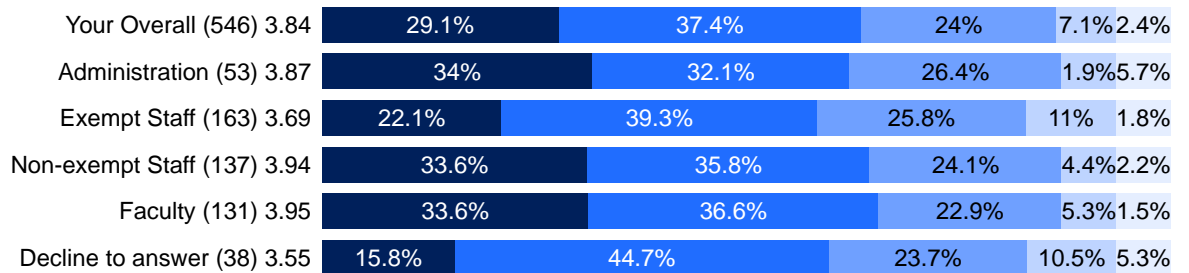
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Survey
Colorado College
Response Distribution Report



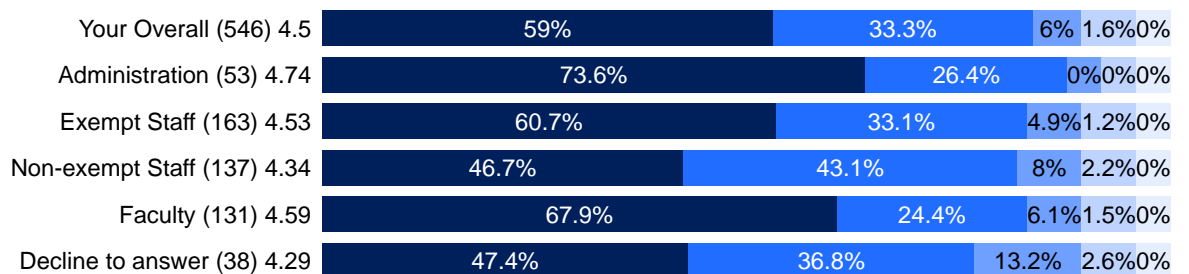
3. My supervisor/department chair makes his/her expectations clear.



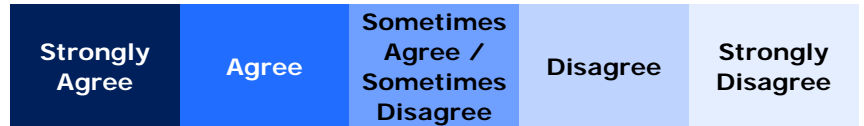
4. I am provided the resources I need to be effective in my job.



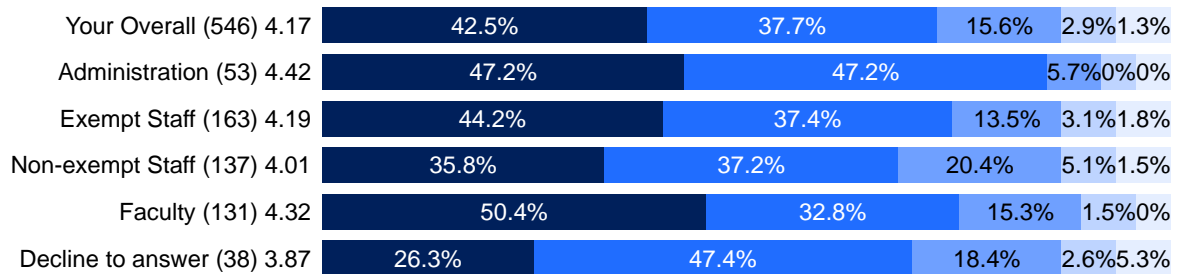
5. I understand how my job contributes to this institution's mission.



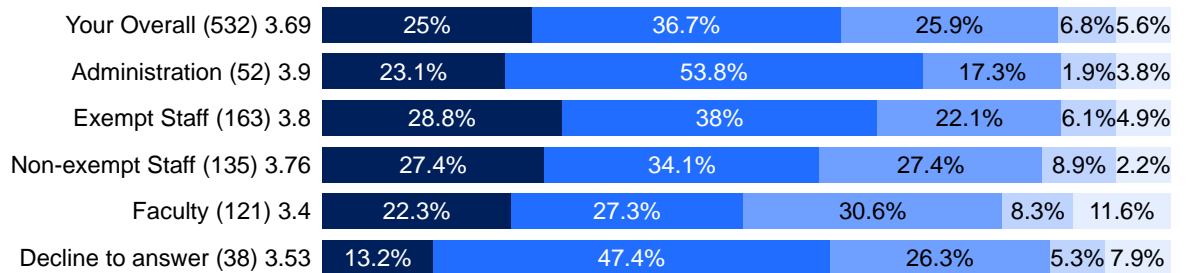
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Survey
Colorado College
Response Distribution Report



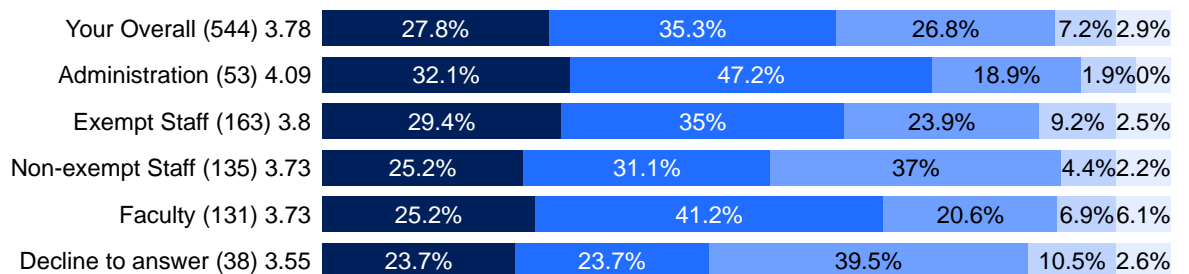
6. I am given the opportunity to develop my skills at this institution.



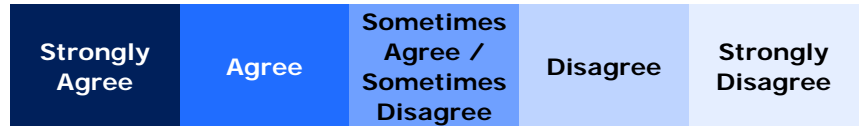
7. I receive feedback from my supervisor/department chair that helps me.



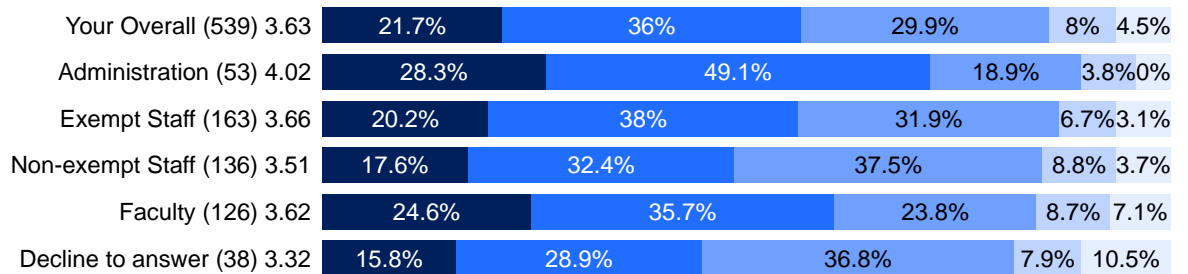
8. When I offer a new idea, I believe it will be fully considered.



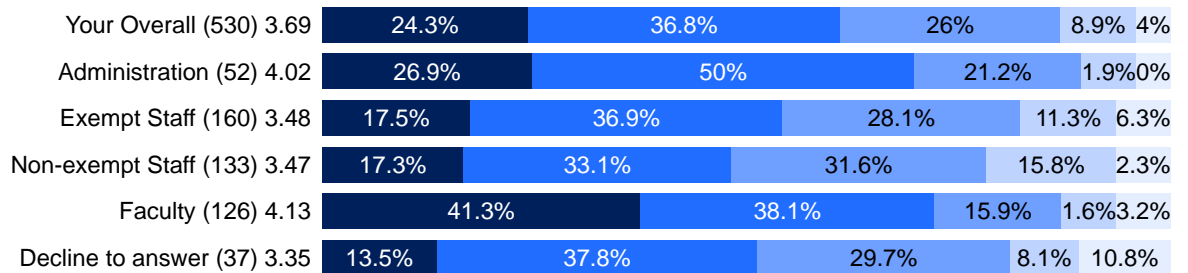
ModernThink
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



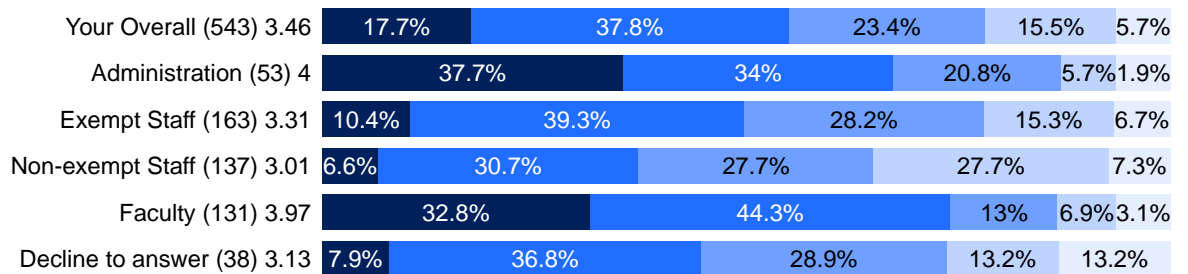
9. I am regularly recognized for my contributions.



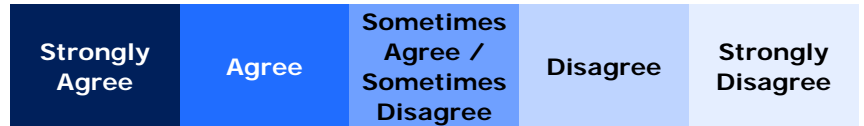
10. I understand the necessary requirements to advance my career.



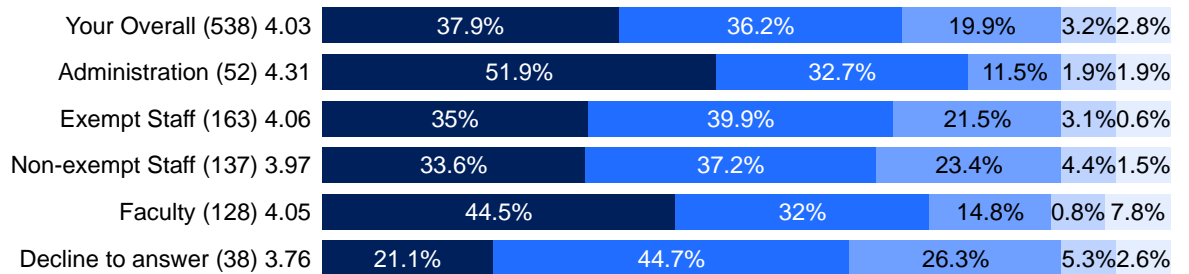
11. I am paid fairly for my work.



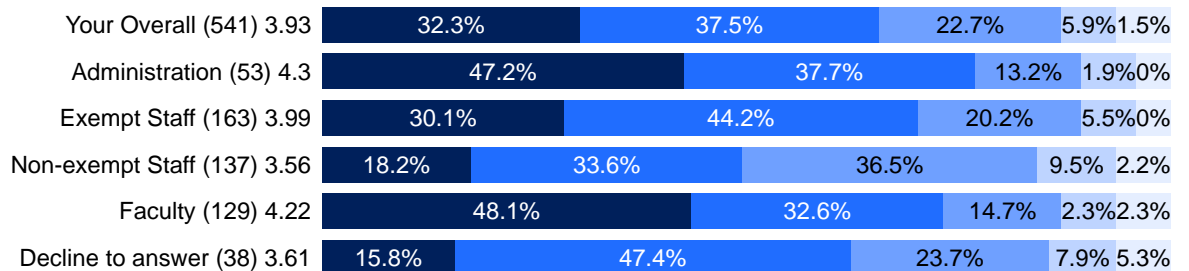
ModernThink
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



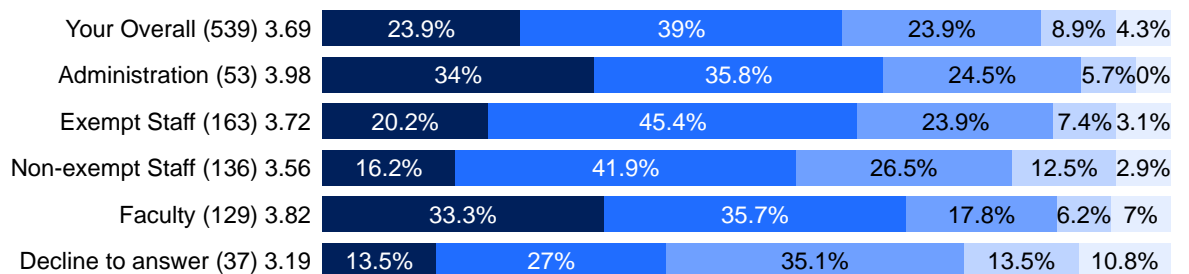
12. I believe what I am told by my supervisor/department chair.



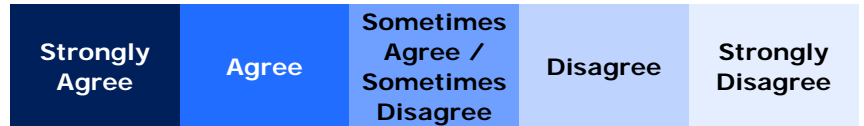
13. We have opportunities to contribute to important decisions in my department.



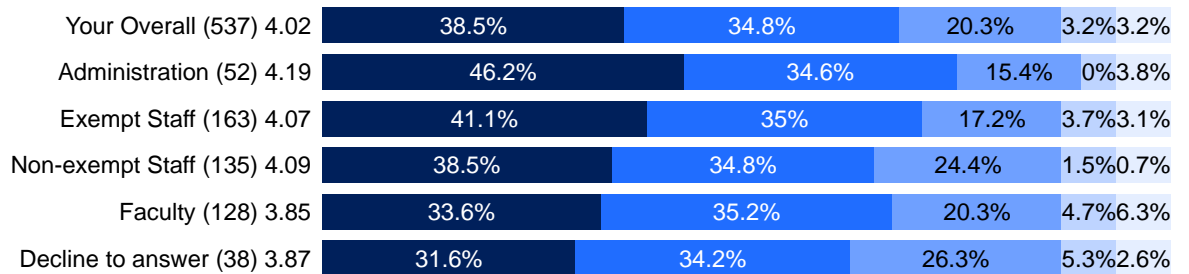
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.



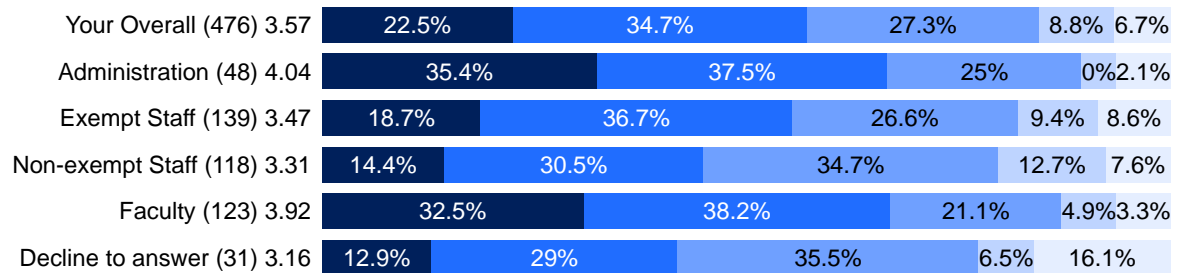
ModernThink
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 The Colorado College Employee Climate/Engagement
 Survey
 Colorado College
 Response Distribution Report



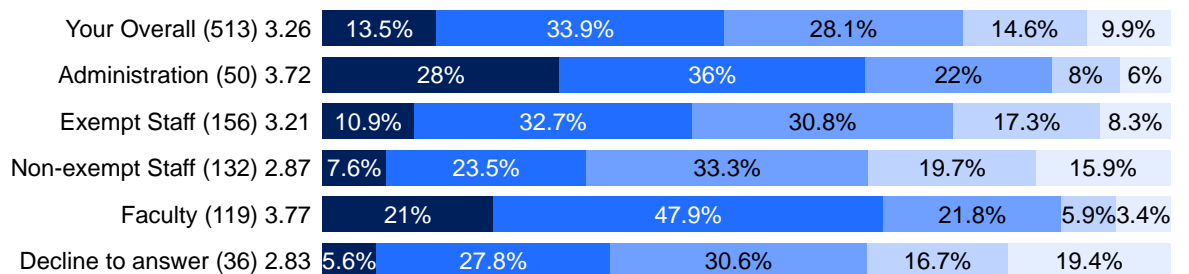
15. My supervisor/department chair regularly models this institution's values.



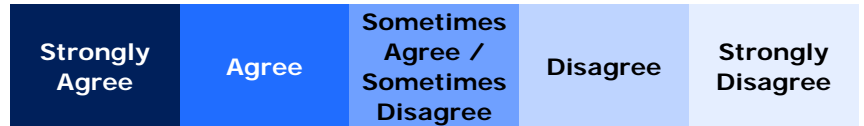
16. Promotions in my department are based on a person's ability.



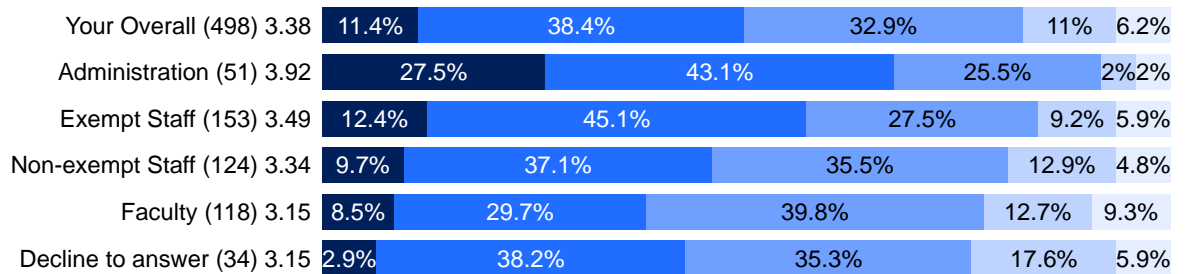
17. Our review process accurately measures my job performance.



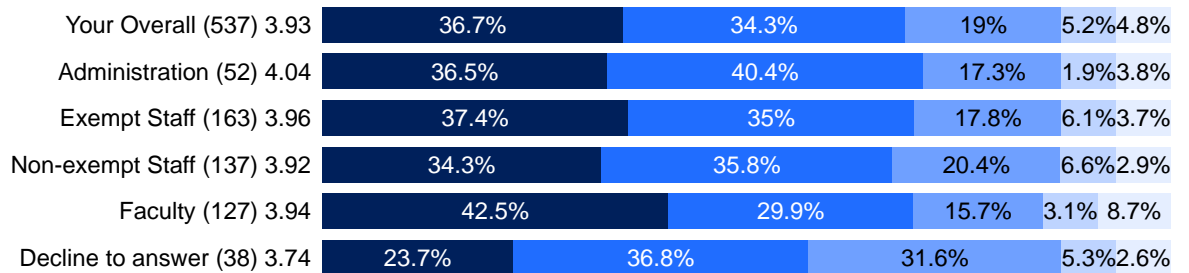
ModernThink
Your Voice, Your CC:
The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



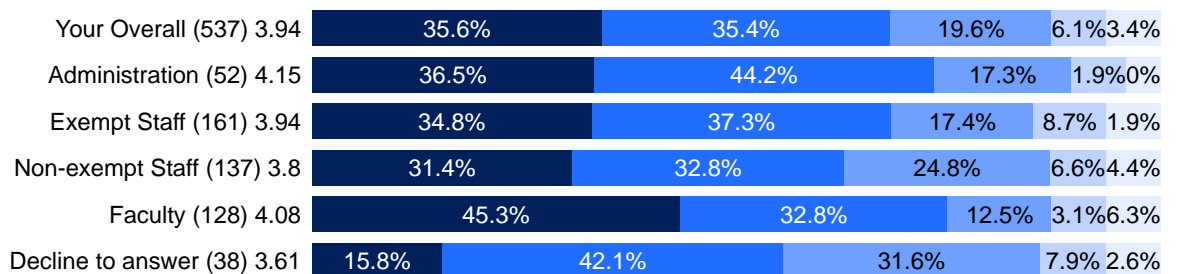
18. Issues of low performance are addressed in my department.



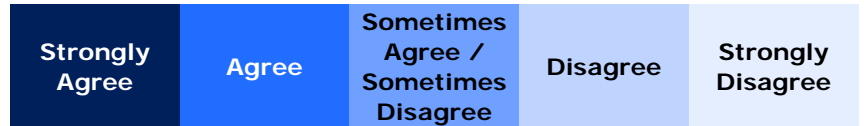
19. My supervisor/department chair is consistent and fair.



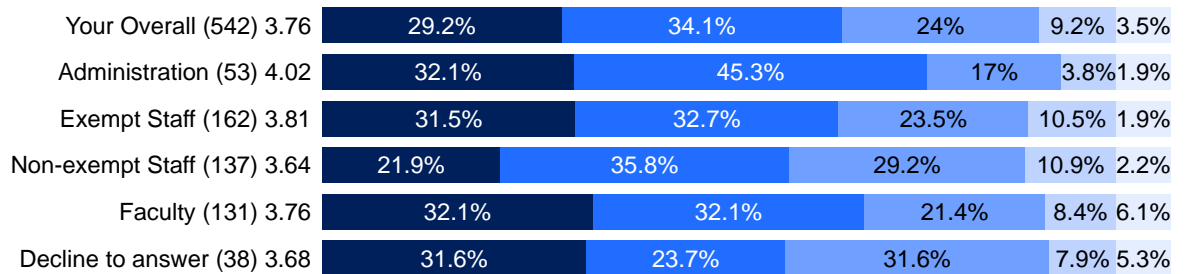
20. My supervisor/department chair actively solicits my suggestions and ideas.



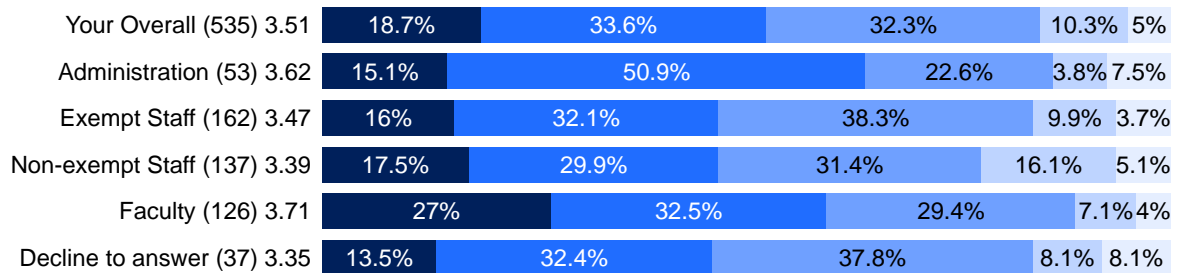
ModernThink
Your Voice, Your CC:
The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



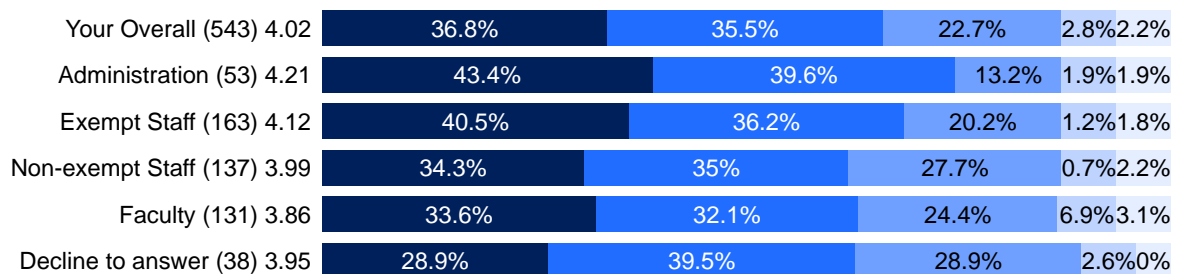
21. In my department, we communicate openly about issues that impact each other's work.



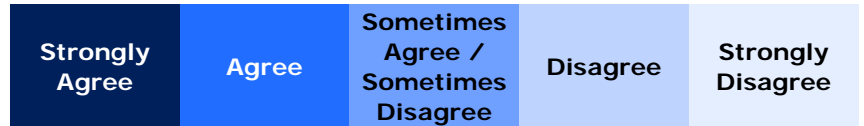
22. Changes that affect me are discussed prior to being implemented.



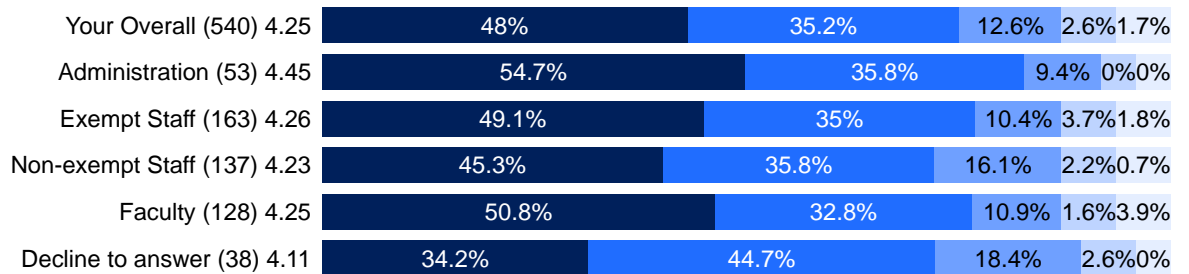
23. People in my department work well together.



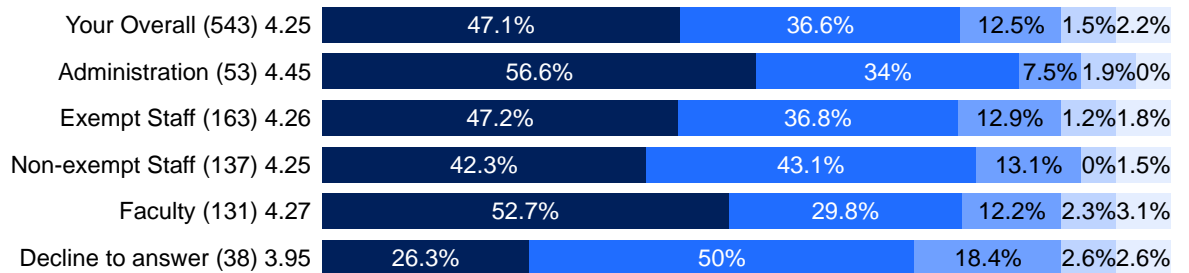
ModernThink
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



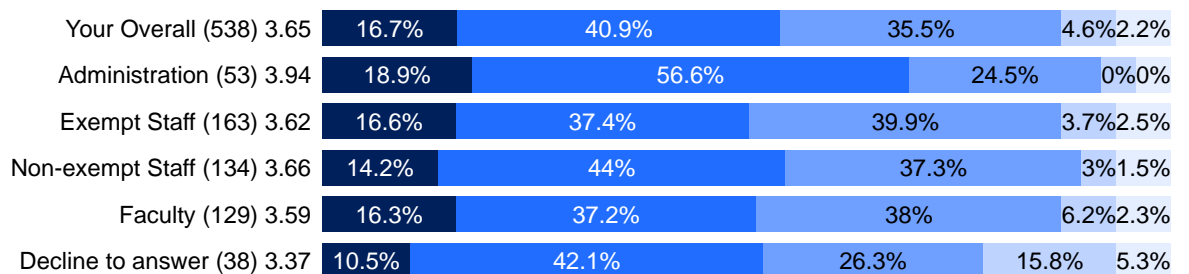
24. I have a good relationship with my supervisor/department chair.



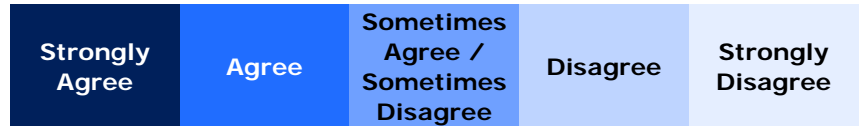
25. Overall, my department is a good place to work.



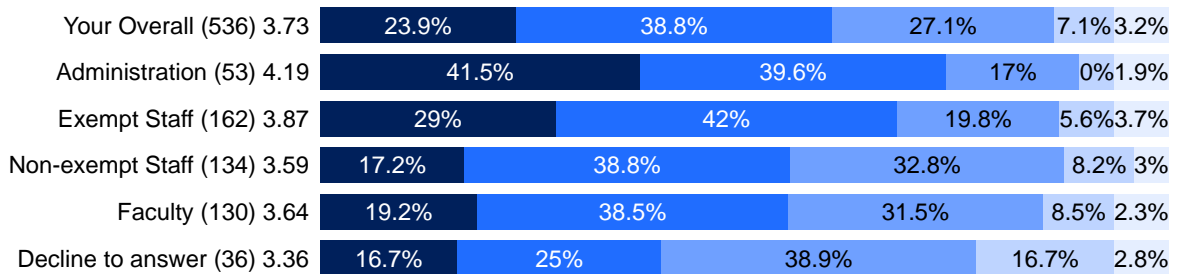
26. I can count on people to cooperate across departments.



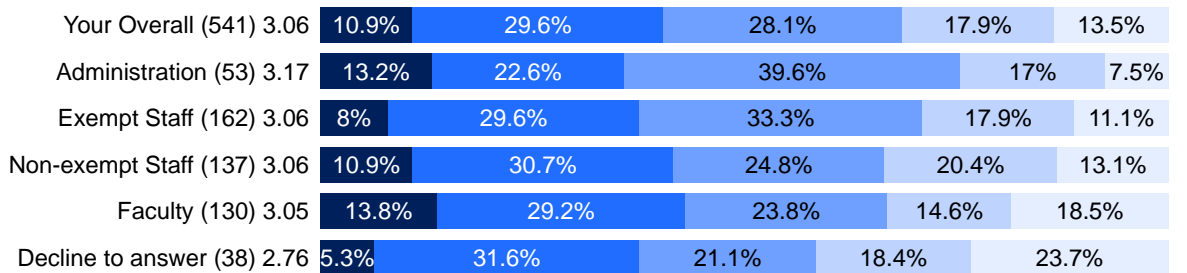
ModernThink
Your Voice, Your CC:
The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



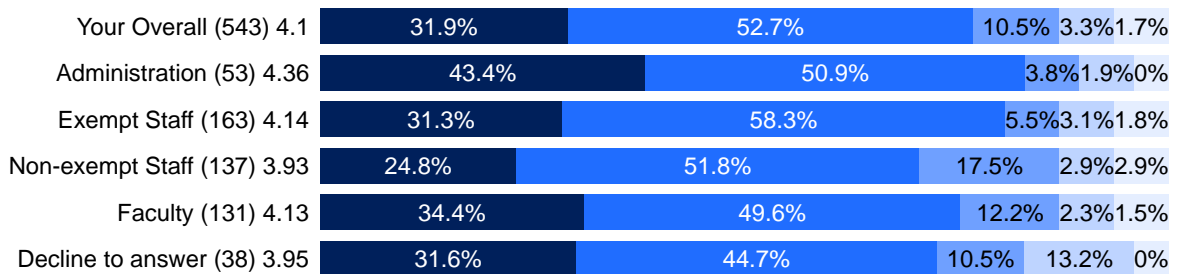
27. Senior leadership provides a clear direction for this institution's future.



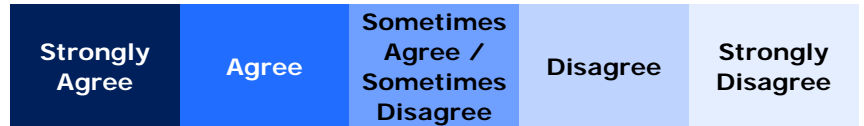
28. My department has adequate faculty/staff to achieve our goals.



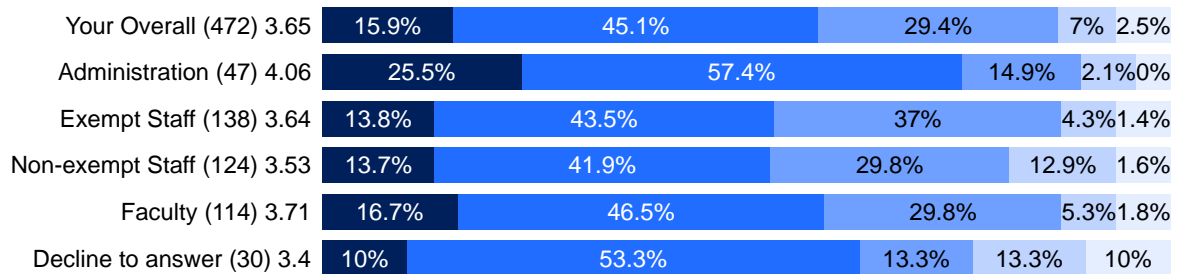
29. The institution takes reasonable steps to provide a safe and secure environment for the campus.



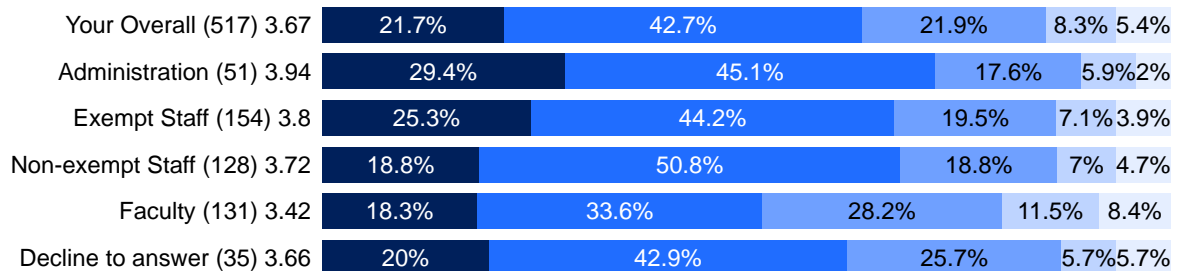
ModernThink
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



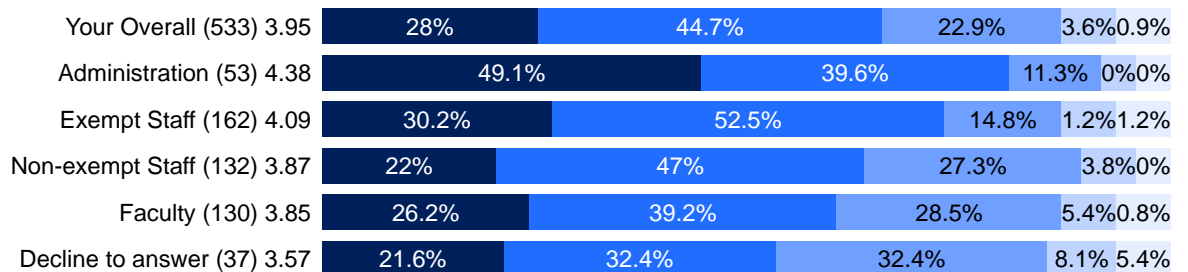
30. Our orientation program prepares new faculty, administration and staff to be effective.



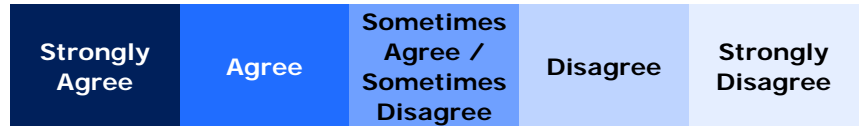
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.



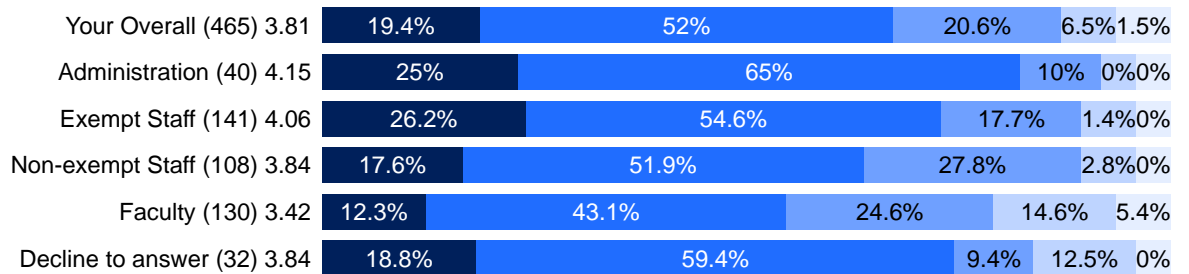
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.



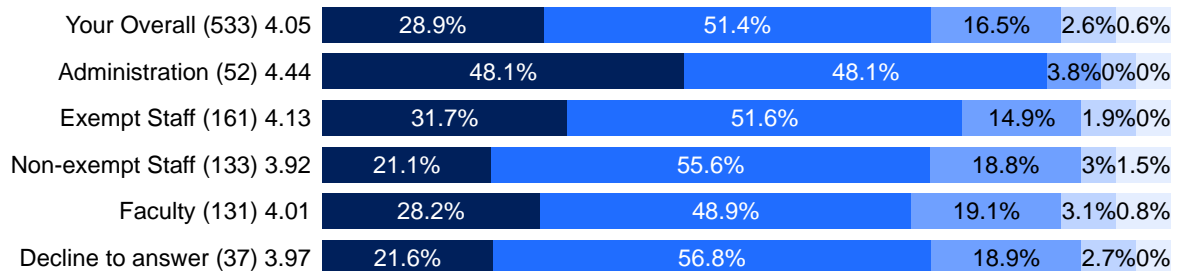
ModernThink
 Your Voice, Your CC:
 The Colorado College Employee Climate/Engagement
 Survey
 Colorado College
 Response Distribution Report



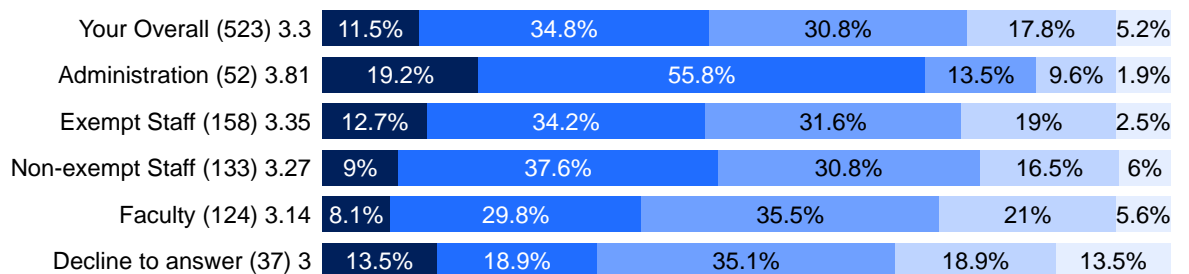
33. There is a good balance of teaching, service and research at this institution.



34. This institution's benefits meet my needs.



35. Our recognition and awards programs are meaningful to me.



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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



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36. I am proud to be part of this institution.

Your Overall (541) 4.38	52.9%	34.4%	10.9%	1.7%	0.2%
Administration (53) 4.81	81.1%	18.9%	0%	0%	0%
Exempt Staff (163) 4.42	52.8%	37.4%	8.6%	1.2%	0%
Non-exempt Staff (137) 4.32	45.3%	43.1%	10.2%	1.5%	0%
Faculty (131) 4.35	52.7%	32.1%	13%	2.3%	0%
Decline to answer (38) 4.11	44.7%	26.3%	26.3%	0%	2.6%

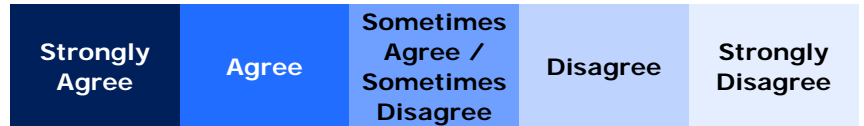
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

Your Overall (537) 3.77	27.6%	34.3%	28.3%	7.4%	2.4%
Administration (53) 4.26	50.9%	28.3%	18.9%	0%	1.9%
Exempt Staff (162) 3.87	28.4%	41.4%	21.6%	6.2%	2.5%
Non-exempt Staff (136) 3.51	16.2%	32.4%	40.4%	8.8%	2.2%
Faculty (130) 3.88	31.5%	33.1%	27.7%	7.7%	0%
Decline to answer (37) 3.3	21.6%	21.6%	29.7%	18.9%	8.1%

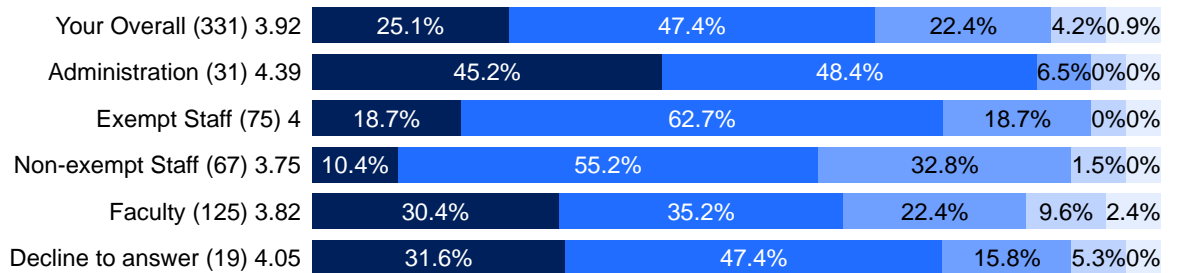
38. The role of faculty in shared governance is clearly stated and publicized.

Your Overall (407) 3.52	15.7%	41.3%	25.6%	14%	3.4%
Administration (39) 3.69	23.1%	38.5%	23.1%	15.4%	0%
Exempt Staff (107) 3.38	10.3%	42.1%	27.1%	16.8%	3.7%
Non-exempt Staff (91) 3.38	9.9%	39.6%	34.1%	12.1%	4.4%
Faculty (129) 3.68	21.7%	43.4%	19.4%	12.4%	3.1%
Decline to answer (26) 3.42	15.4%	38.5%	26.9%	11.5%	7.7%

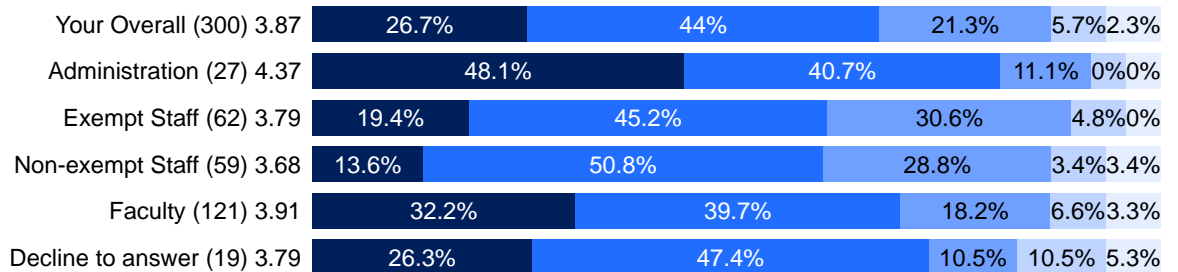
ModernThink
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



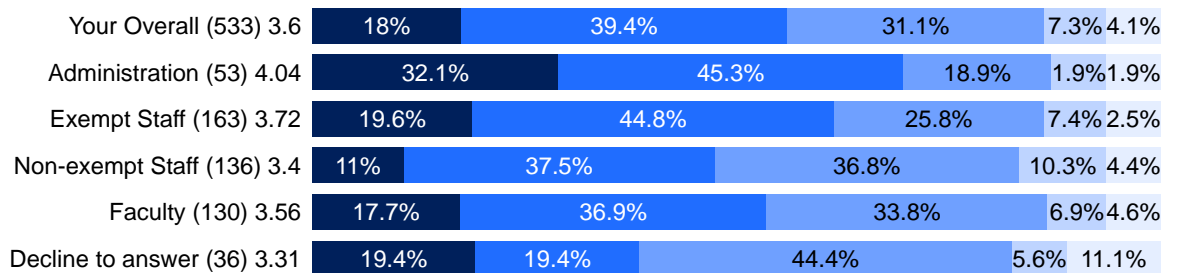
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).



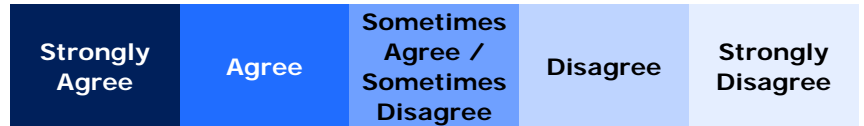
40. Teaching is appropriately recognized in the evaluation and promotion process.



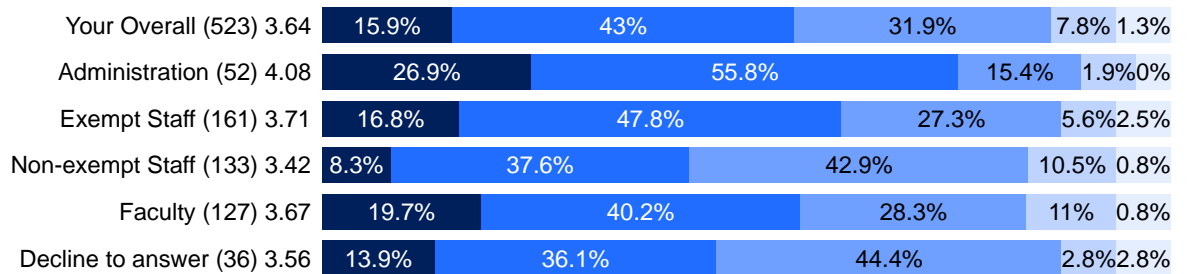
41. Senior leadership communicates openly about important matters.



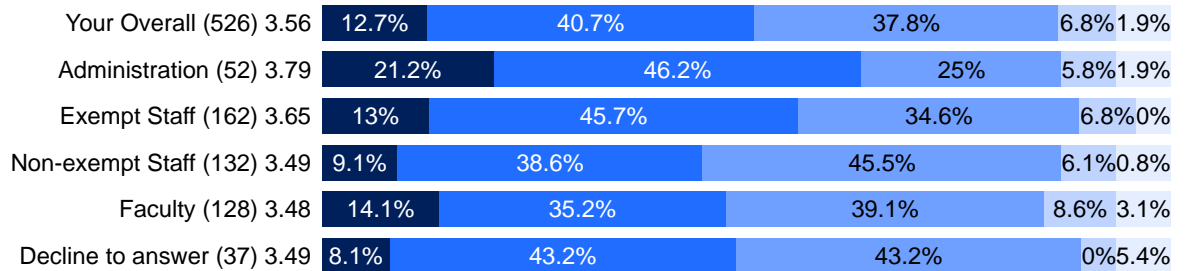
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 The Colorado College Employee Climate/Engagement
 Survey
 Colorado College
 Response Distribution Report



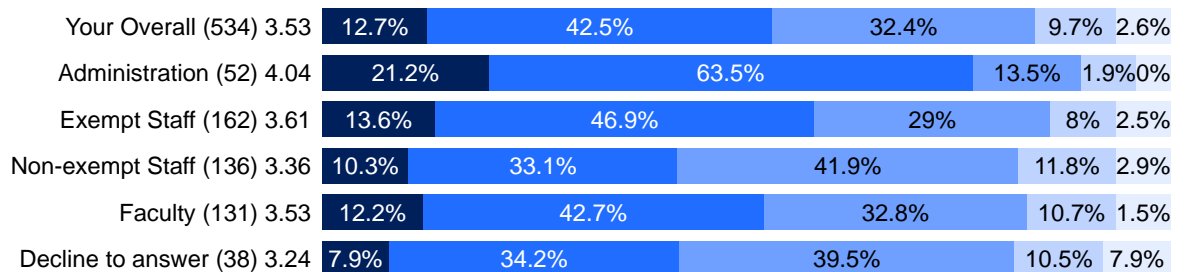
42. Faculty, administration and staff are meaningfully involved in institutional planning.



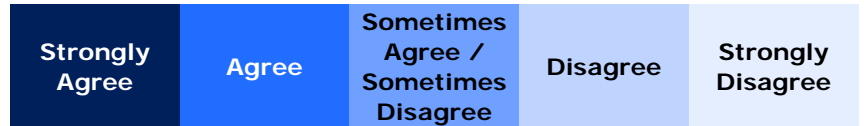
43. At this institution, we discuss and debate issues respectfully to get better results.



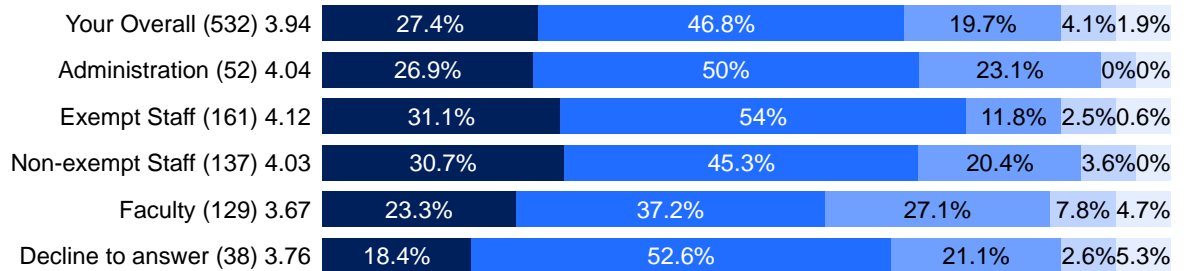
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.



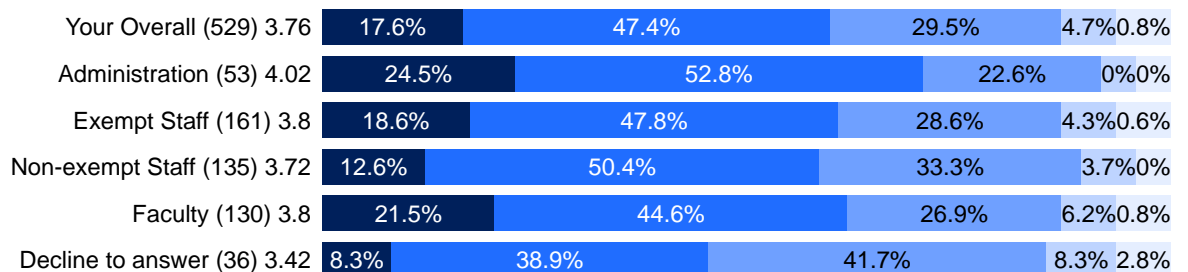
ModernThink
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



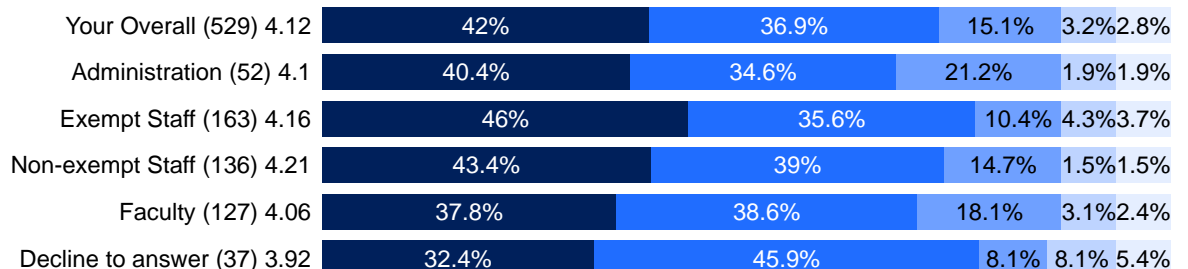
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.



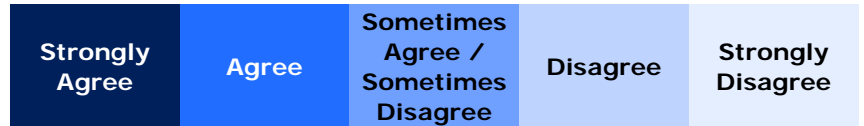
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



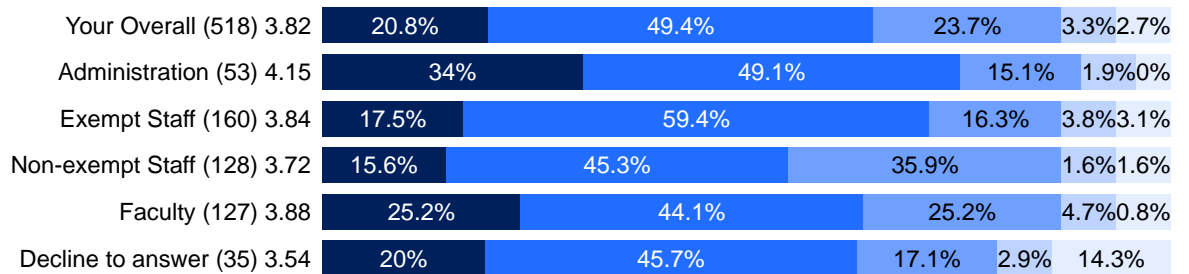
47. My supervisor/department chair supports my efforts to balance my work and personal life.



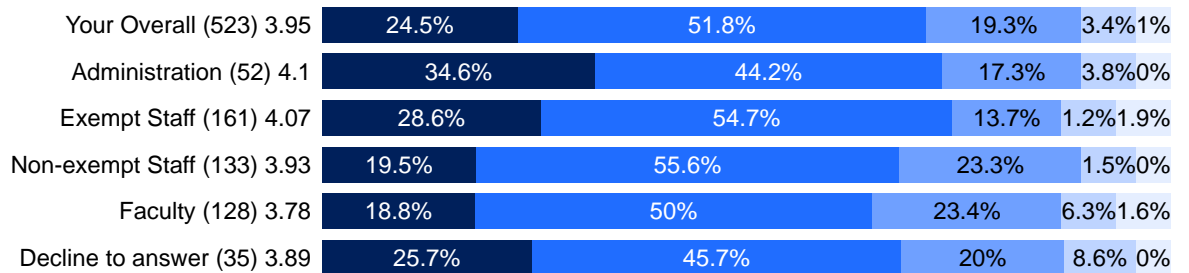
ModernThink
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 The Colorado College Employee Climate/Engagement
 Survey
 Colorado College
 Response Distribution Report



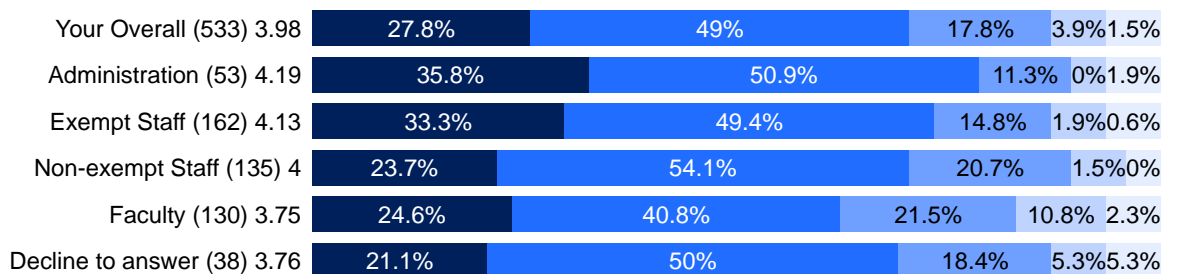
48. Senior leadership regularly models this institution's values.



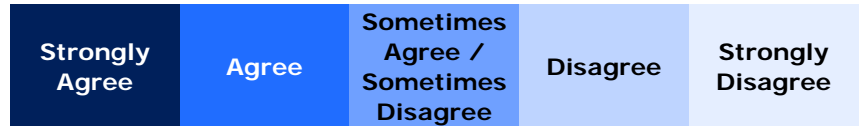
49. This institution actively contributes to the community.



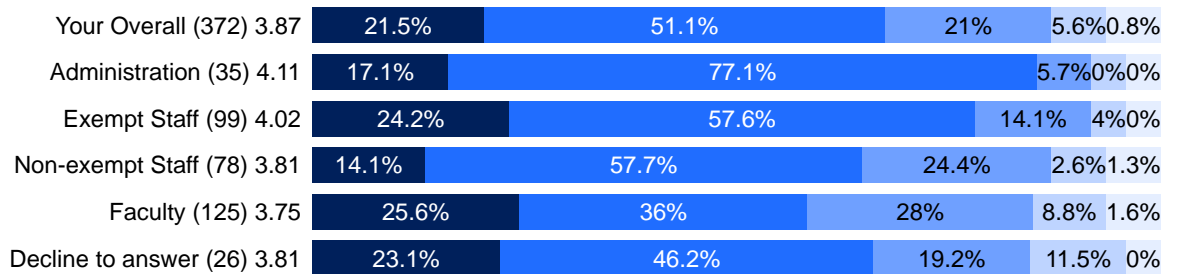
50. This institution places sufficient emphasis on having diverse faculty, administration and staff.



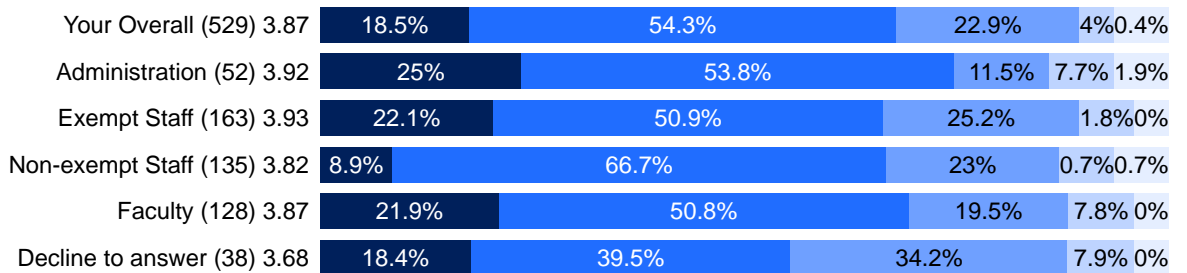
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



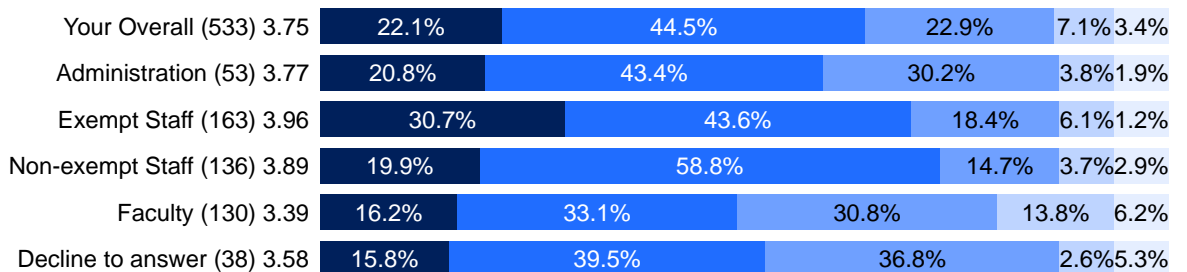
51. There is appropriate recognition of innovative and high quality teaching.



52. We celebrate significant milestones and important accomplishments at this institution.



53. This institution's policies and practices give me the flexibility to manage my work and personal life.

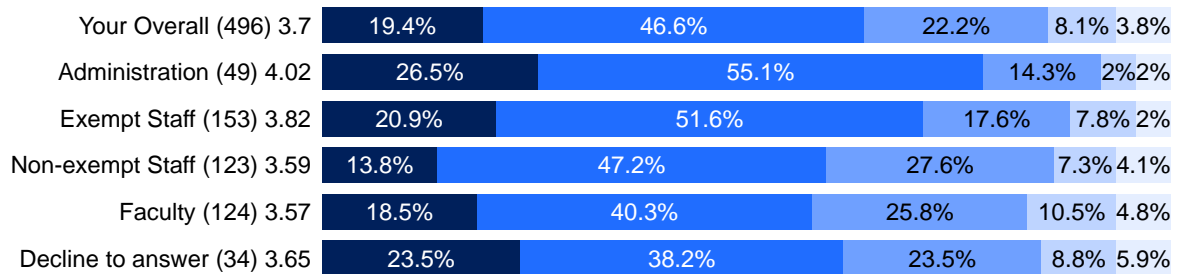


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 The Colorado College Employee Climate/Engagement
 Survey
 Colorado College
 Response Distribution Report

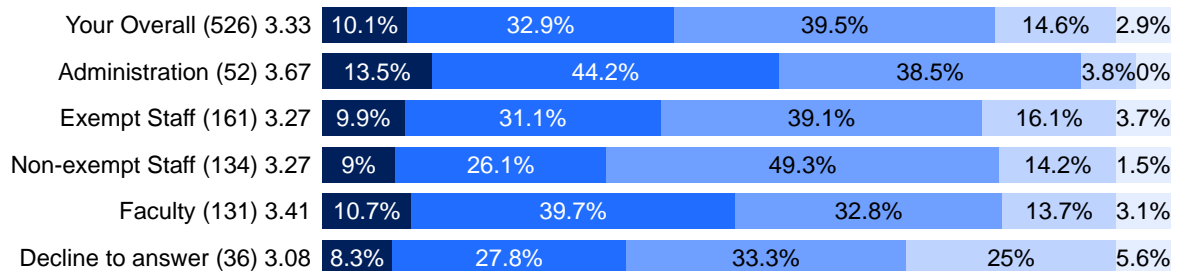


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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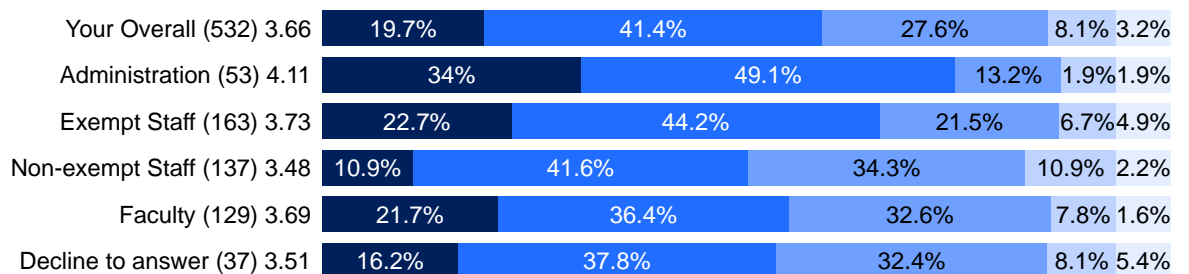
54. This institution has clear and effective procedures for dealing with discrimination.



55. There is regular and open communication among faculty, administration and staff.



56. I believe what I am told by senior leadership.

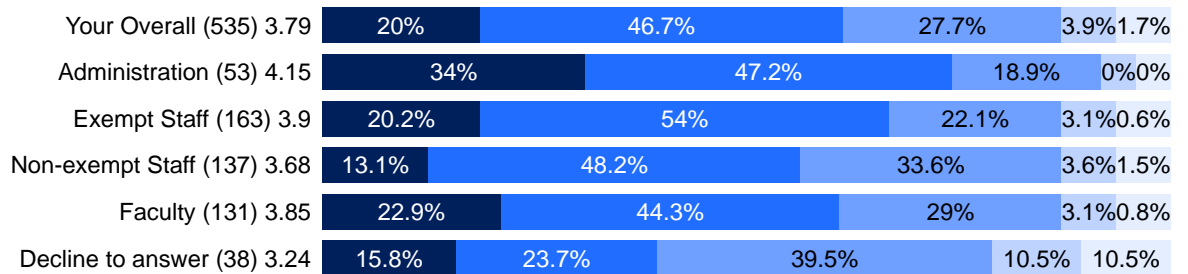


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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report

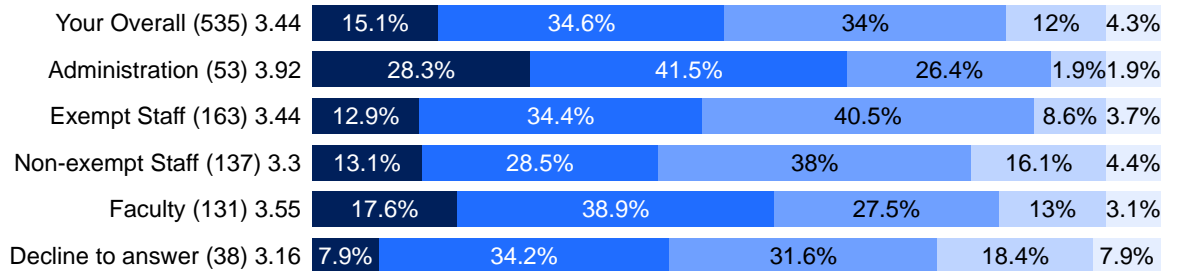


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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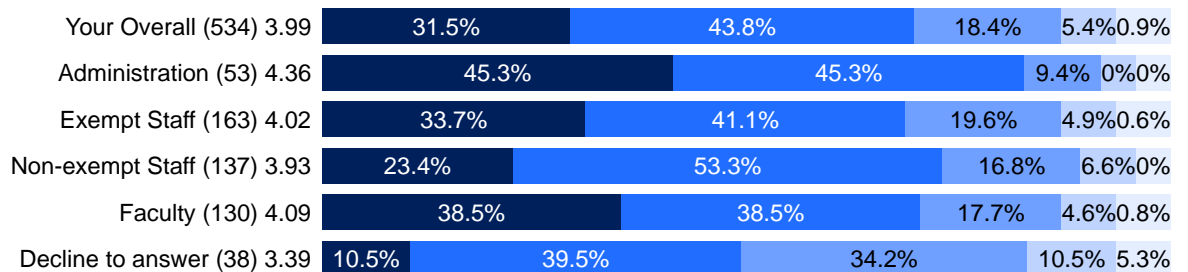
57. This institution is well run.



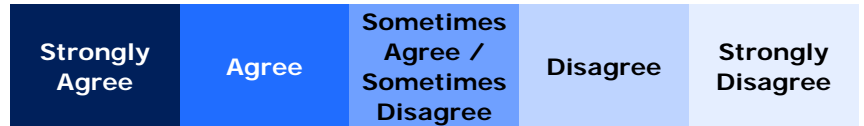
58. There's a sense that we're all on the same team at this institution.



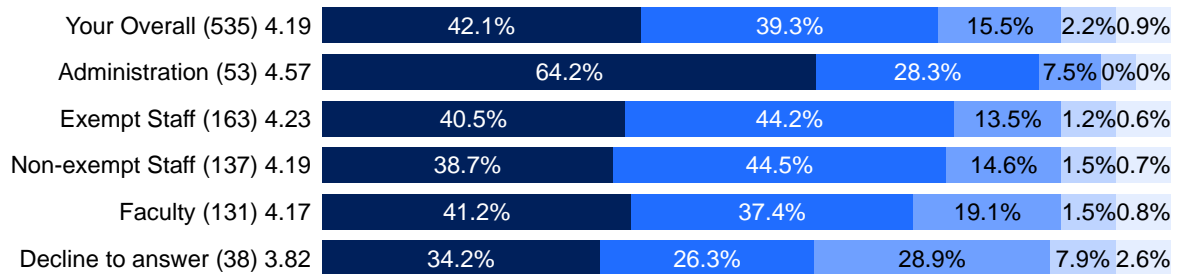
59. This institution's culture is special - something you don't find just anywhere.



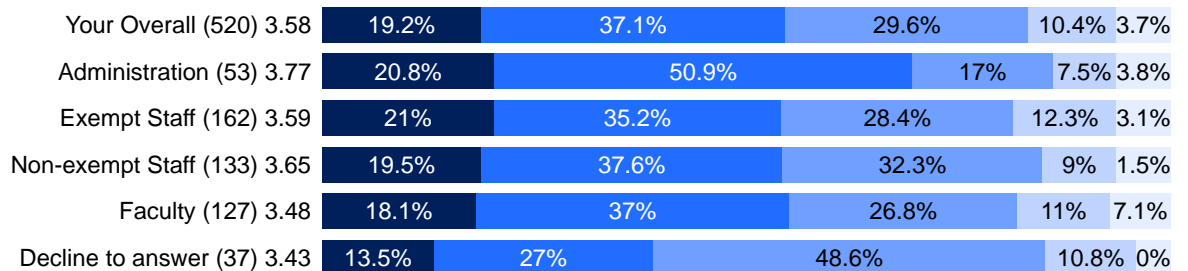
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



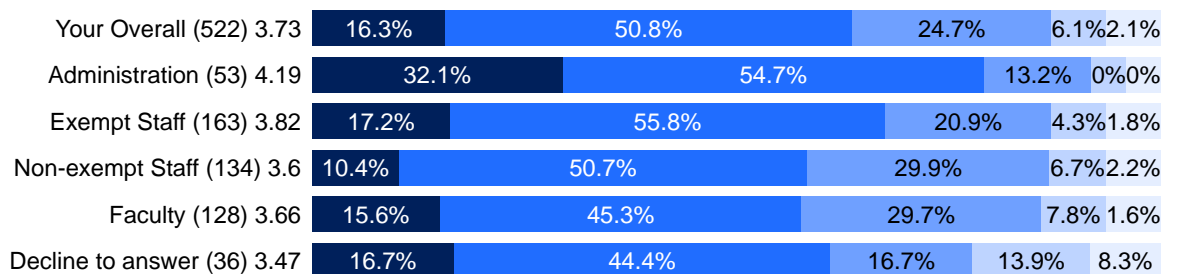
60. All things considered, this is a great place to work.



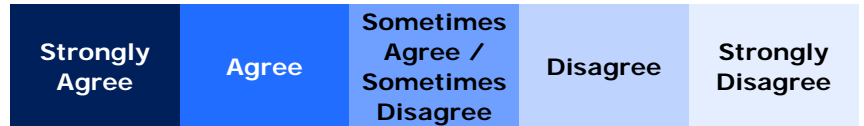
61. In my department, we address conflicts effectively when they arise.



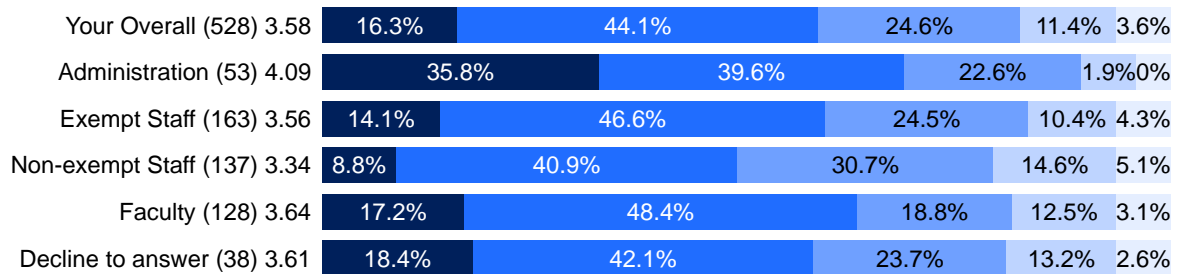
62. I trust senior leadership enough to follow them, even when I disagree with their decisions.



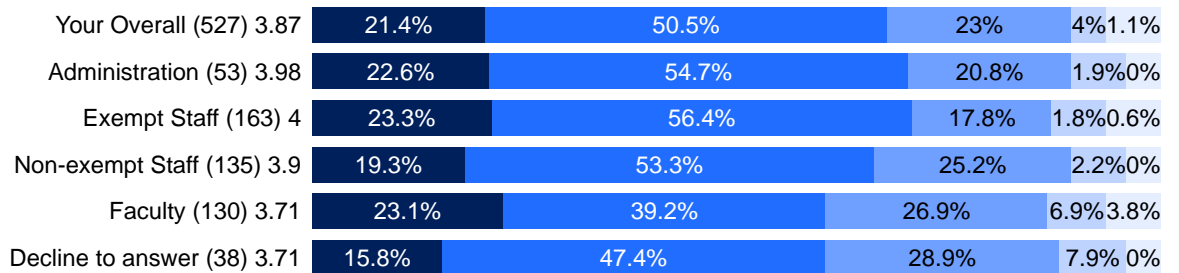
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



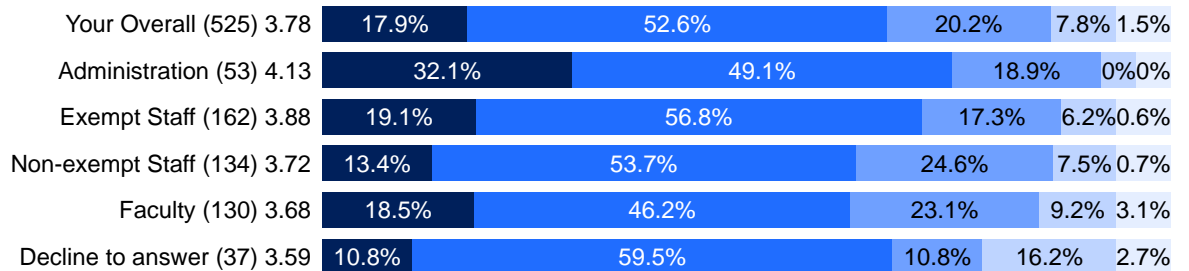
63. I understand how the compensation system works.



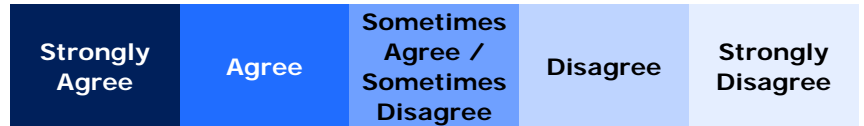
64. People at this institution understand and value the benefits of a diverse workforce.



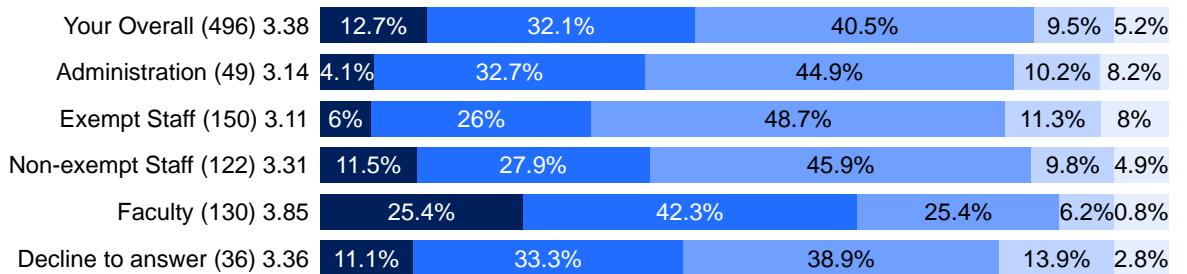
65. Overall, I am satisfied with the institution's efforts to support and encourage the valuing of different opinions, styles, and perceptions.



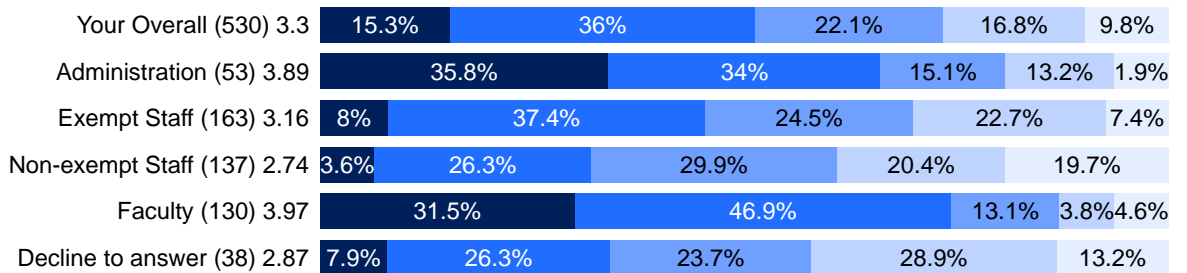
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



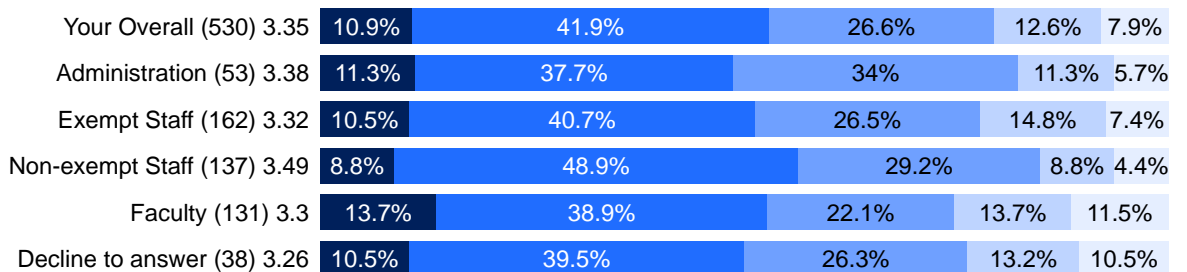
66. The faculty value the contributions of staff.



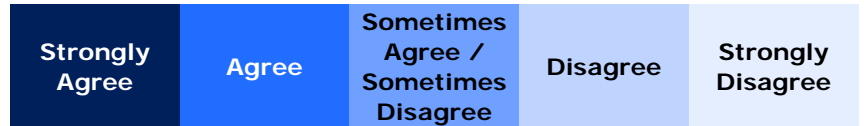
67. My salary range/band is appropriate for my job.



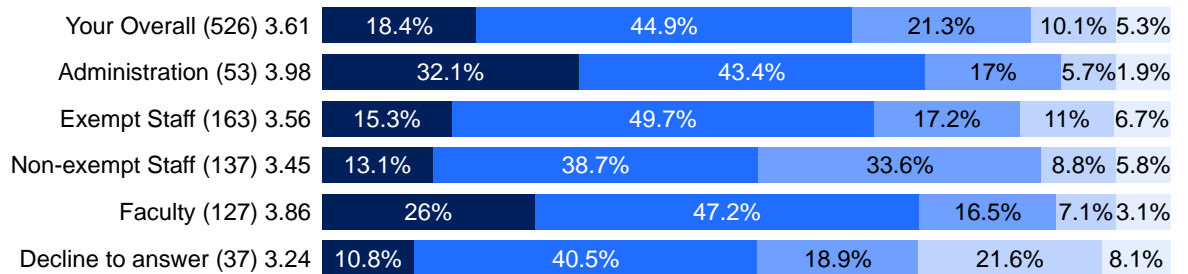
68. Overall, my workload is reasonable.



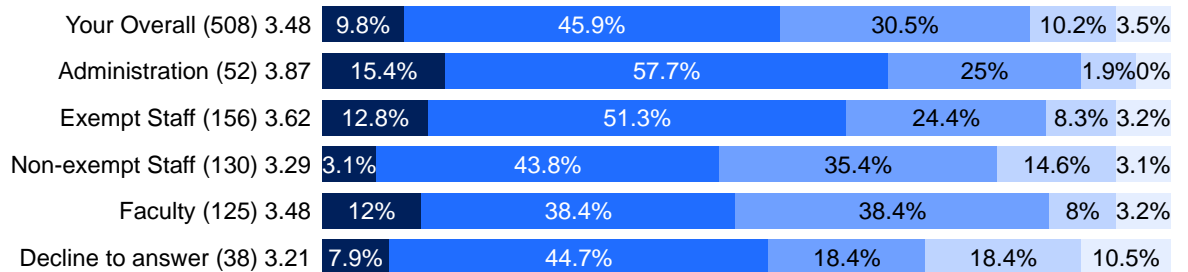
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



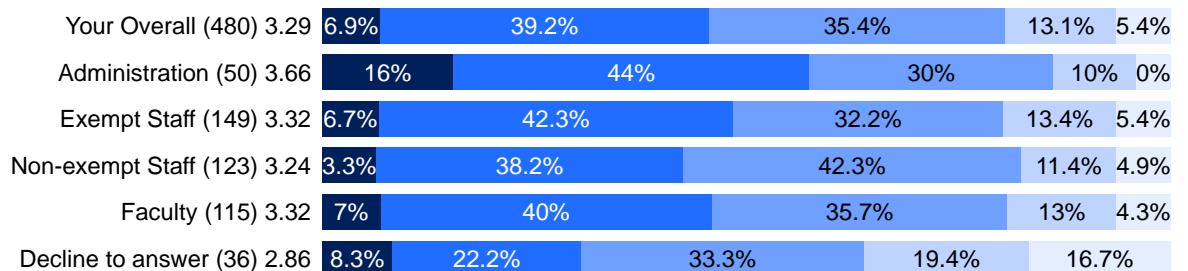
69. My actual responsibilities accurately reflect my job description.



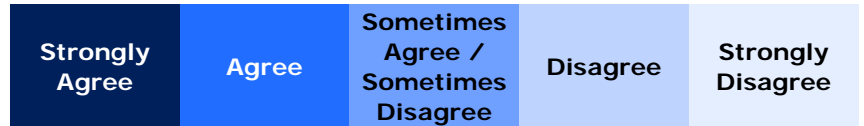
70. Decisions based on the institution's policies and processes are applied with appropriate transparency.



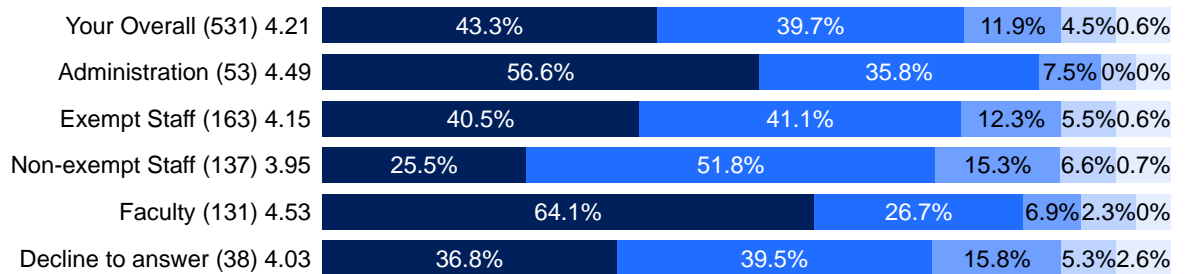
71. Our system for addressing feedback and complaints is effective.



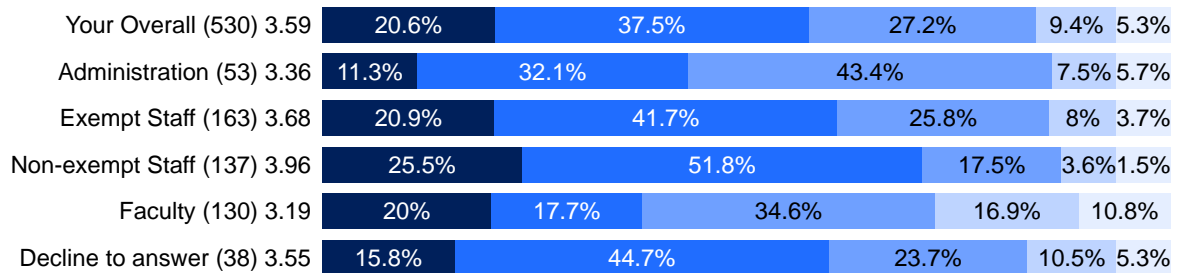
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The Colorado College Employee Climate/Engagement
Survey
Colorado College
Response Distribution Report



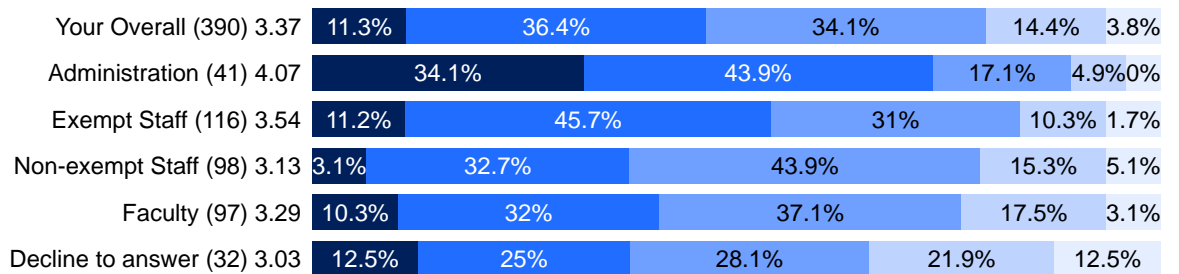
72. I find personal meaning and fulfillment in my work.



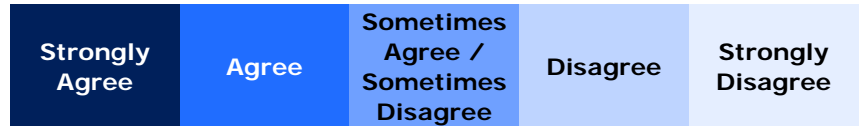
73. I am able to maintain a healthy balance between my personal life and professional life.



74. Since the 2013 climate survey, the workplace climate has improved.



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 Survey
 Colorado College
 Response Distribution Report



75. The strategic plan provides a clear road map for this college's future.

