

COLORADO COLLEGE

Your Voice, Your CC: The Colorado College
Employee Climate/Engagement Survey

**General Information
2015**

ModernThink

Survey Overview

Survey Instrument

- 75 core belief statements
- 15 CC additional statements
- 23 item benefits satisfaction component
- 19 demographic questions
- 2 open ended questions

Methodology

- Online survey administered October 8 – October 28, 2015

Preloaded Response Rates

- Overall response rate: 76% (546/719)
- 2015 Athletics response rate: 90% (35/39)
- 2013 Athletics response rate: 64% (41/64)

Benchmarks

- 2015 Colorado College College-wide Survey Results
- 2013 Athletics Results

Guidelines for Positive Responses

Guideline Score	Description
75%+	Exceptional
65% - 74%	Good – Very Good
55% - 64%	Fair
45% - 54%	Yellow Flag
< 45%	Red Flag

Response Scale:

Strongly Agree; Agree; Sometimes Agree/Sometimes Disagree; Disagree; Strongly Disagree; Not Applicable

Positive Response - Strongly Agree & Agree

Guidelines for Negative Responses

Guideline Score	Description
< 10%	Excellent – Very Good
10% - 14%	Fair - Good
15% - 19%	Yellow Flag
20% - 29%	Red Flag
30%+	Acute

Response Scale:

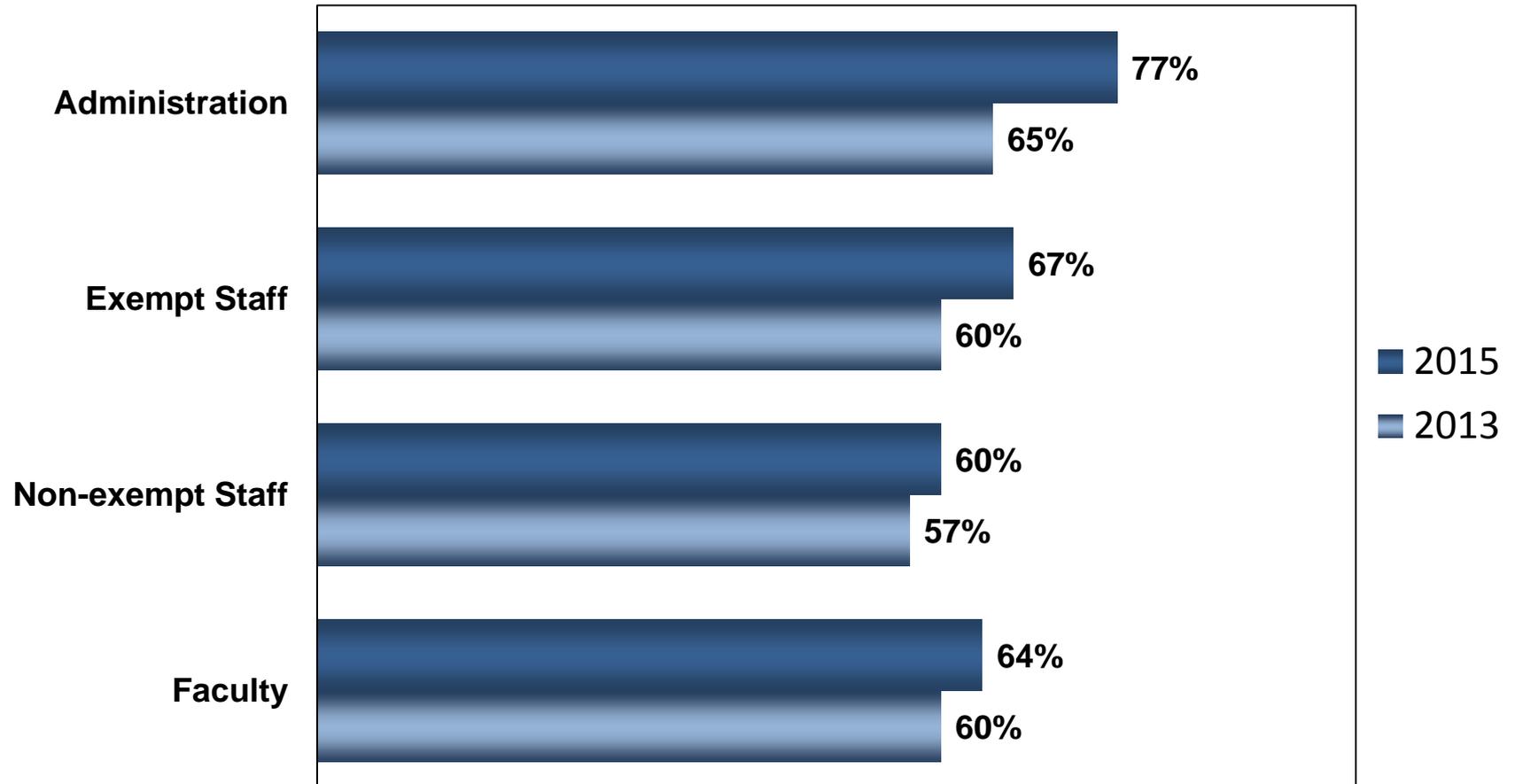
Strongly Agree; Agree; Sometimes Agree/Sometimes Disagree; Disagree; Strongly Disagree; Not Applicable

Negative Response - Strongly Disagree & Disagree

At a glance...Colorado College

- Overall average across 60 core statements:
 - 2015 – 66% Positive, 9% Negative
 - 2013 – 61% Positive, 12% Negative
- In 2015 there were **48** statements that showed improvement of **5** percentage points or more (combined increase in positive response and decrease in negative response).
- In 2015 there were **29** statements that showed improvement of **10** percentage points or more (combined increase in positive response and decrease in negative response)
- In 2015 there were **0** statements that regressed **5** percentage points or more (combined decrease in positive response and increase in negative response).

Job Category (Overall % Positive for Statements 1-75)



Barometer Statements by Job Category

Survey Statement		Athletics Results (positive %)	Colorado College Overall results (positive %)	Admin.	Exempt Staff	Non exempt staff (hourly)	Faculty
25	Overall, my department is a good place to work.	96	83	90	84	85	82
60	All things considered, this is a great place to work.	100	81	92	84	83	78
59	This institution's culture is special - something you don't find just anywhere.	87	75	90	74	76	76
74	Since the 2013 climate survey, the workplace climate has improved.	55	47	78	56	35	42
75	The strategic plan provides a clear road map for this college' s future.	80	68	82	78	65	56

Accomplishments

- Strategic Plan
- Diversity Focus
- EXCEL@CC
- Policy & Compliance website
- Director, Internal Communications
- Division & Cabinet work
- Thriving @ CC / Onboarding

2015 Overarching Themes

- Faculty and staff continue to report strong connections to the mission of Colorado College as well as pride in being part of the Colorado College community.
- There remains a strong sense of community within many departments, and increasingly a greater sense of collaboration and alignment across the College.
- Faculty and staff appreciate the efforts to strengthen the supervisory/managerial training and report the need for continued efforts to ensure greater consistency and enhanced managerial/leadership skills.
- Similarly, faculty and staff acknowledge the focus on Diversity and cite evidence of progress but also believe there remains important work to be done.
- Faculty and staff also appreciate the efforts to address concerns regarding compensation and the additional professional development opportunities.
- Faculty and staff acknowledge progress and express a need for continued efforts to improve communications. There is a desire for continued transparency regarding the rationale with which decisions are made and an interest in greater participation in those decisions which directly impact their work.

2015 ModernThink Recommendations

- Build on existing efforts to improve the quality of communication at Colorado College with a focus on efforts to enhance cross-functional communication and appropriate transparency, as well as ensure key stakeholder involvement in decision-making processes.
- Address concerns regarding the effectiveness and consistency of performance management processes and merit pay.
- Continue to develop managerial/leadership capabilities across the College to ensure consistency and leadership excellence across academic and administrative divisions.
- Build on existing Workplace Excellence efforts to further strengthen “an inclusive campus culture that truly values different backgrounds, experiences, ideas and opinions.”
- Capitalize on the strong sense of camaraderie and community to foster a greater sense alignment across different levels of leadership and Colorado College as a whole.

The Value of Relationships

“The world is becoming more technologically complex, interdependent, and culturally diverse, which makes the building of relationships more and more necessary to get things accomplished, and at the same time, more difficult. Relationships are the key to good communication; good communication is the key to successful task accomplishment...”

Edgar Schein
Humble Inquiry

Next Steps

- **January/February** – Initial Summary Findings Presentations
- **March/April** – Delivery of specific division results for Academic and Administrative Divisions
- **Summer** – Focus on Findings at the Academic & Administrative Division level
- **Fall** – Action Planning in Response to Findings