The Chronicle Great Colleges to Work For 2017

ModernThink

2017 Campus Climate Survey
Metropolitan State University of Denver
College/School/Department Spreadsheet - Full Data Set
Excluding Pre-loaded Student Employees

#	Item	Overall: Positive Response	Overall: Negative Response	Benchmarks: 2017 Honor Roll > 10,000	Benchmarks: 2017 Carnegie Bac	Peer Benchmark: Positive Response	Peer Benchmark: Negative Response	College/School: School of Education	College/School: College of Business	College/School: College of Letters, Arts and Sciences	College/School: College of Professional Studies
	Total number of survey respondents (1000)							37	49	307	155
	Job Satisfaction/Support										
1	My job makes good use of my skills and abilities.	73	8	85	81	77	7	83	83	72	81
2	I am given the responsibility and freedom to do my job.	79	6	86	83	80	5	94	89	76	87
4	I am provided the resources I need to be effective in my job.	54	15	74	56	58	16	75	65	46	60
	Job Satisfaction/Support - Average	68	9	81	73	71	9	84	79	64	76
	Teaching Environment										
33	There is a good balance of teaching, service and research at this institution.	50	23	81	61	62	17	69	48	39	51
40	Teaching is appropriately recognized in the evaluation and promotion process.	55	18	81	77	67	13	76	66	46	63
51	There is appropriate recognition of innovative and high quality teaching.	49	20	81	63	66	13	66	60	39	50
	Teaching Environment - Average	51	20	81	67	65	14	70	58	41	54
	Professional Development										
6	I am given the opportunity to develop my skills at this institution.	61	14	83	70	69	12	78	75	52	64
10	I understand the necessary requirements to advance my career.	56	20	76	68	68	15	83	70	58	64
	Professional Development - Average	58	17	79	69	68	13	80	72	55	64
	Compensation, Benefits & Work/Life Balance										
11	I am paid fairly for my work.	35	39	58	42	41	37	41	51	25	40
34	This institution's benefits meet my needs.	55	17	85	69	70	10	70	69	45	57
47	My supervisor/department chair supports my efforts to balance my work and personal life.	79	9	87	82	80	7	91	89	73	86
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	67	12	84	72	73	8	88	87	56	79
	Compensation, Benefits & Work/Life Balance - Average	59	19	78	66	66	15	72	74	49	65
	Facilities										
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	74	8	92	81	79	6	85	87	69	76
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	24	73	59	56	18	66	53	31	39
	Facilities - Average	60	16	82	70	67	12	75	70	50	57
	Policies, Resources & Efficiency										
17	Our review process accurately measures my job performance.	43	25	69	55	56	20	60	56	42	53
28	My department has adequate faculty/staff to achieve our goals.	38	35	56	36	38	38	58	57	39	35
30	Our orientation program prepares new faculty, administration and staff to be effective.	44	22	72	51	56	17	73	57	35	45
49	This institution actively contributes to the community.	81	2	92	83	84	4	81	76	77	89
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	76	9	81	68	74	9	75	79	67	82
57	This institution is well run.	53	14	79	58	54	20	67	65	41	66
	Policies, Resources & Efficiency - Average	55	17	74	58	60	18	69	65	50	61
	Shared Governance										
38	The role of faculty in shared governance is clearly stated and publicized.	49	24	76	62	55	21	69	65	36	48
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	57	16	81	73	64	14	76	73	43	70
42	Faculty, administration and staff are meaningfully involved in institutional planning.	41	21	69	54	47	24	58	58	25	50
	Shared Governance - Average	49	20	75	63	55	19	67	65	34	56
	Pride										
5	I understand how my job contributes to this institution's mission.	85	3	93	89	86	4	94	87	81	86
25	Overall, my department is a good place to work.	74	8	87	82	77	7	75	89	71	79
36	I am proud to be part of this institution.	78	4	88	78	76	6	89	79	73	81
59	This institution's culture is special - something you don't find just anywhere.	61	15	80	69	58	19	75	63	52	70
60	All things considered, this is a great place to work.	70	9	86	72	69	11	89	75	60	78
	Pride - Average	73	7	86	78	73	9	84	78	67	78
	Supervisors/Department Chairs										
3	My supervisor/department chair makes his/her expectations clear.	69	11	80	73	72	10	78	71	72	77
7	I receive feedback from my supervisor/department chair that helps me.	61	16	77	67	65	15	67	65	60	67
12	I believe what I am told by my supervisor/department chair.	73	10	81	75	70	11	86	75	72	78
15	My supervisor/department chair regularly models this institution's values.	74	9	84	78	73	10	81	79	72	79
19	My supervisor/department chair is consistent and fair.	70	13	79	75	69	13	78	76	70	76
20	My supervisor/department chair actively solicits my suggestions and ideas.	65	15	78	75	69	14	72	74	63	73
24	I have a good relationship with my supervisor/department chair.	80	6	88	84	81	6	94	87	78	83
	Supervisors/Department Chairs - Average	70	11	81	75	71	11	79	75	69	76
	Senior Leadership										
27	Senior leadership provides a clear direction for this institution's future.	50	20	73	55	51	24	59	70	36	60
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	61	13	82	65	62	17	72	81	52	66
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	49	22	76	59	53	24	71	70	38	53
41	Senior leadership communicates openly about important matters.	48	19	73	54	49	23	64	69	35	56
48	Senior leadership regularly models this institution's values.	63	13	83	68	62	16	80	77	51	67
56	I believe what I am told by senior leadership.	59	16	77	61	54	20	72	77	49	69
	Senior Leadership - Average	55	17	77	60	55	20	69	74	43	61
	Faculty, Administration & Staff Relations										
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	58	12	83	66	61	13	70	72	53	70
55	There is regular and open communication among faculty, administration and staff.	42	22	72	52	48	23	55	68	36	55
	Faculty, Administration & Staff Relations - Average	50	17	77	59	54	18	62	70	44	62
	Communication										
8	When I offer a new idea, I believe it will be fully considered.	59	16	74	64	62	16	67	65	54	69
21	In my department, we communicate openly about issues that impact each other's work.	55	20	72	69	62	16	62	65	49	60
22	Changes that affect me are discussed prior to being implemented.	42	28	63	50	47	23	54	57	37	52
43	At this institution, we discuss and debate issues respectfully to get better results.	45	18	75	56	50	22	64	56	38	53
	Communication - Average	50	20	71	59	55	19	61	60	44	58
	Collaboration										
13	We have opportunities to contribute to important decisions in my department.	59	17	75	73	65	14	63	66	57	68
23	People in my department work well together.	58	14	79	74	66	11	67	64	56	62
26	I can count on people to cooperate across departments.	49	16	71	56	54	14	67	63	44	50
58	There's a sense that we're all on the same team at this institution.	48	23	74	54	47	27	70	64	42	54
	Collaboration - Average	53	17	74	64	58	16	66	64	49	58
	Fairness										
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	58	21	74	65	62	18	72	74	53	65
16	Promotions in my department are based on a person's ability.	44	28	67	58	54	24	46	65	41	52
18	Issues of low performance are addressed in my department.	37	29	59	48	46	27	32	64	37	41
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	52	18	80	60	57	19	71	64	43	62
54	This institution has clear and effective procedures for dealing with discrimination.	71	10	85	75	75	10	81	76	64	78
	Fairness - Average	52	21	73	61	58	19	60	68	47	59
	Respect & Appreciation										
9	I am regularly recognized for my contributions.	48	25	67	54	52	22	67	53	45	56
35	Our recognition and awards programs are meaningful to me.	29	36	61	42	46	27	53	46	26	28
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	76	8	88	82	79	7	86	70	69	84
52	We celebrate significant milestones and important accomplishments at this institution.	61	11	85	68	68	9	78	76	51	59

#	Item	SoE: Elementary	SoE: Culturally and Linguistically Diverse Education	SoE: Secondary/K-12 Education	SoE: Special Education	SoE: Early Childhood	SoE: Literacy	SoE: Education Technology	SoE: Office of the Dean Staff	CoB: Accounting	CoB: Computer Information Systems	CoB: Economics	CoB: Finance	CoB: Management	CoB: Marketing	CoB: International Business Programs	CoB: Office of the Dean Staff
	Total number of survey respondents (1000)	6	1	10	7	3	2	0	5	8	6	5	5	6	11	0	5
	Job Satisfaction/Support																
1	My job makes good use of my skills and abilities.	83	*	80	100	*	*	*	100	87	66	80	100	100	81	*	80
2	I am given the responsibility and freedom to do my job.	83	*	100	100	*	*	*	100	87	66	100	100	100	90	*	80
4	I am provided the resources I need to be effective in my job.	66	*	80	85	*	*	*	60	62	50	60	80	100	63	*	60
	Job Satisfaction/Support - Average	77	*	86	95	*	*	*	86	78	60	80	93	100	78	*	73
	Teaching Environment																
33	There is a good balance of teaching, service and research at this institution.	50	*	88	71	*	*	*	50	42	25	20	60	83	50	*	60
40	Teaching is appropriately recognized in the evaluation and promotion process.	100	*	77	85	*	*	*	75	66	60	60	80	83	75	*	40
51	There is appropriate recognition of innovative and high quality teaching.	40	*	80	85	*	*	*	50	71	33	80	80	100	54	*	20
	Teaching Environment - Average	63	*	81	80	*	*	*	58	59	39	53	73	88	59	*	40
	Professional Development																
6	I am given the opportunity to develop my skills at this institution.	83	*	90	85	*	*	*	60	87	33	60	100	83	81	*	80
10	I understand the necessary requirements to advance my career.	83	*	88	100	*	*	*	60	85	33	75	40	100	72	*	60
	Professional Development - Average	83	*	89	92	*	*	*	60	86	33	67	70	91	76	*	70
	Compensation, Benefits & Work/Life Balance																
11	I am paid fairly for my work.	50	*	33	57	*	*	*	60	62	16	20	80	50	63	*	40
34	This institution's benefits meet my needs.	83	*	77	66	*	*	*	50	83	40	80	100	83	72	*	20
47	My supervisor/department chair supports my efforts to balance my work and personal life.	100	*	100	85	*	*	*	80	100	83	80	100	100	100	*	60
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	83	*	100	85	*	*	*	75	100	83	100	80	100	100	*	40
	Compensation, Benefits & Work/Life Balance - Average	79	*	77	73	*	*	*	66	86	55	70	90	83	83	*	40
	Facilities																
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	83	*	90	100	*	*	*	80	87	83	100	100	100	81	*	80
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	83	*	88	83	*	*	*	40	37	66	60	80	50	60	*	25
	Facilities - Average	83	*	89	91	*	*	*	60	62	74	80	90	75	70	*	52
	Policies, Resources & Efficiency																
17	Our review process accurately measures my job performance.	40	*	77	66	*	*	*	40	83	20	80	50	66	70	*	20
28	My department has adequate faculty/staff to achieve our goals.	100	*	80	57	*	*	*	60	42	50	20	80	100	70	*	20
30	Our orientation program prepares new faculty, administration and staff to be effective.	66	*	100	75	*	*	*	100	42	80	100	50	66	55	*	40
49	This institution actively contributes to the community.	83	*	80	100	*	*	*	60	75	60	80	100	100	70	*	60
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	66	*	77	71	*	*	*	80	75	83	75	100	83	81	*	60
57	This institution is well run.	66	*	90	85	*	*	*	0	62	50	60	80	83	81	*	20
	Policies, Resources & Efficiency - Average	70	*	84	75	*	*	*	56	63	57	69	76	83	71	*	36
	Shared Governance																
38	The role of faculty in shared governance is clearly stated and publicized.	83	*	77	57	*	*	*	75	85	66	25	60	83	70	*	40
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	80	*	77	80	*	*	*	50	71	60	60	100	83	70	*	60
42	Faculty, administration and staff are meaningfully involved in institutional planning.	66	*	66	83	*	*	*	40	57	60	50	80	66	54	*	60
	Shared Governance - Average	76	*	73	73	*	*	*	55	71	62	45	80	77	64	*	53
	Pride																
5	I understand how my job contributes to this institution's mission.	83	*	100	100	*	*	*	100	75	66	100	100	100	90	*	80
25	Overall, my department is a good place to work.	66	*	100	85	*	*	*	60	85	83	100	100	100	81	*	100
36	I am proud to be part of this institution.	83	*	100	85	*	*	*	80	71	83	80	60	100	81	*	60
59	This institution's culture is special - something you don't find just anywhere.	50	*	90	100	*	*	*	60	42	33	25	60	100	81	*	60
60	All things considered, this is a great place to work.	83	*	100	100	*	*	*	100	71	66	60	80	100	81	*	40
	Pride - Average	73	*	98	94	*	*	*	80	68	66	73	80	100	82	*	68
	Supervisors/Department Chairs																
3	My supervisor/department chair makes his/her expectations clear.	83	*	90	71	*	*	*	60	37	66	80	100	100	72	*	60
7	I receive feedback from my supervisor/department chair that helps me.	66	*	90	85	*	*	*	40	62	50	60	100	100	63	*	40
12	I believe what I am told by my supervisor/department chair.	100	*	100	85	*	*	*	60	62	66	60	100	100	81	*	60
15	My supervisor/department chair regularly models this institution's values.	66	*	100	85	*	*	*	40	75	66	80	100	100	81	*	60
19	My supervisor/department chair is consistent and fair.	83	*	100	85	*	*	*	40	71	66	60	100	100	90	*	40
20	My supervisor/department chair actively solicits my suggestions and ideas.	66	*	90	85	*	*	*	60	71	83	50	80	100	72	*	40
24	I have a good relationship with my supervisor/department chair.	83	*	100	100	*	*	*	100	75	83	80	100	100	100	*	60
	Supervisors/Department Chairs - Average	78	*	95	85	*	*	*	57	64	68	67	97	100	79	*	51
	Senior Leadership																
27	Senior leadership provides a clear direction for this institution's future.	50	*	90	71	*	*	*	0	71	83	40	60	100	72	*	60
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	50	*	90	100	*	*	*	20	87	66	100	80	100	80	*	60
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	83	*	66	100	*	*	*	60	71	66	60	80	83	72	*	60
41	Senior leadership communicates openly about important matters.	83	*	80	71	*	*	*	20	87	66	80	80	83	54	*	40
48	Senior leadership regularly models this institution's values.	83	*	90	100	*	*	*	60	87	66	80	80	83	81	*	60
56	I believe what I am told by senior leadership.	100	*	66	85	*	*	*	40	75	66	100	80	83	81	*	60
	Senior Leadership - Average	74	*	80	87	*	*	*	33	79	68	76	76	88	73	*	56
	Faculty, Administration & Staff Relations																
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	66	*	90	71	*	*	*	40	71	66	60	100	83	72	*	80
55	There is regular and open communication among faculty, administration and staff.	60	*	66	42	*	*	*	50	85	33	60	100	66	70	*	60
	Faculty, Administration & Staff Relations - Average	63	*	78	56	*	*	*	45	78	49	60	100	74	71	*	70
	Communication																
8	When I offer a new idea, I believe it will be fully considered.	66	*	80	85	*	*	*	60	71	66	40	100	83	50	*	60
21	In my department, we communicate openly about issues that impact each other's work.	66	*	80	57	*	*	*	40	66	33	40	100	100	60	*	60
22	Changes that affect me are discussed prior to being implemented.	50	*	80	42	*	*	*	20	83	16	40	75	100	50	*	40
43	At this institution, we discuss and debate issues respectfully to get better results.	66	*	66	66	*	*	*	40	71	25	20	60	83	55	*	60
	Communication - Average	62	*	76	62	*	*	*	40	72	35	35	83	91	53	*	55
	Collaboration																
13	We have opportunities to contribute to important decisions in my department.	66	*	66	71	*	*	*	40	71	16	60	100	100	63	*	60
23	People in my department work well together.	66	*	80	57	*	*	*	60	71	50	25	80	100	44	*	60
26	I can count on people to cooperate across departments.	83	*	66	66	*	*	*	60	66	50	60	40	100	70	*	40
58	There's a sense that we're all on the same team at this institution.	50	*	90	85	*	*	*	60	57	33	40	60	83	81	*	60
	Collaboration - Average	66	*	75	69	*	*	*	55	66	37	46	70	95	64	*	55
	Fairness																
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	66	*	88	57	*	*	*	80	85	33	50	100	100	72	*	60
16	Promotions in my department are based on a person's ability.	60	*	57	50	*	*	*	25	71	33	80	100	100	50	*	40
18	Issues of low performance are addressed in my department.	20	*	50	40	*	*	*	0	71	66	60	75	100	55	*	40
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	100	*	66	85	*	*	*	80	57	33	80	60	66	81	*	60
54	This institution has clear and effective procedures for dealing with discrimination.	100	*	88	100	*	*	*	80	100	60	100	80	83	72	*	60
	Fairness - Average	69	*	69	66	*	*	*	53	76	45	74	83	89	66	*	52
	Respect & Appreciation																
9	I am regularly recognized for my contributions.	66	*	80	57	*	*	*	60	71	16	40	100	83	40	*	40
35	Our recognition and awards programs are meaningful to me.	50	*	71	80	*	*	*	25	66	20	40	60	83	37	*	20
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	83	*	90	85	*	*	*	80	57	66	80	80	83	63	*	60
52	We celebrate significant milestones and important accomplishments at this institution.	83	*	80	85	*	*	*	80	85	50	80	100	100	70	*	60

#	Item	CLAS: Art	CLAS: English/Writing Center	CLAS: Communication Arts & Sciences	CLAS: Modern Languages	CLAS: Music	CLAS: Philosophy	CLAS: Theatre	CLAS: Biology	CLAS: Chemistry	CLAS: Math & Computer Science	CLAS: Earth & Atmospheric Sciences	CLAS: Physics	CLAS: African & African American Studies	CLAS: Chicana/o Studies	CLAS: History	CLAS: Political Science	CLAS: Psychology	CLAS: Sociology & Anthropology	CLAS: Women's Studies	CLAS: Office of the Dean Staff
	Total number of survey respondents (1000)	19	30	20	13	15	11	8	24	11	28	14	8	1	6	12	6	21	9	2	2
	Job Satisfaction/Support																				
1	My job makes good use of my skills and abilities.	68	73	50	92	100	63	87	75	72	78	64	62	*	50	83	50	90	55	*	*
2	I am given the responsibility and freedom to do my job.	84	63	80	84	93	72	87	70	72	89	64	87	*	66	83	100	71	77	*	*
4	I am provided the resources I need to be effective in my job.	36	46	45	61	60	36	62	33	54	57	50	37	*	50	50	66	38	55	*	*
	Job Satisfaction/Support - Average	62	60	58	79	84	57	78	59	66	74	59	62	*	55	72	72	66	62	*	*
	Teaching Environment																				
33	There is a good balance of teaching, service and research at this institution.	17	32	43	63	71	20	37	30	45	37	23	14	*	50	41	66	50	57	*	*
40	Teaching is appropriately recognized in the evaluation and promotion process.	50	33	41	63	91	50	71	36	45	54	9	37	*	50	83	50	52	66	*	*
51	There is appropriate recognition of innovative and high quality teaching.	29	36	26	69	57	18	62	25	27	53	16	28	*	50	58	50	47	44	*	*
	Teaching Environment - Average	32	33	36	65	73	29	56	30	39	48	16	26	*	50	60	55	49	55	*	*
	Professional Development																				
6	I am given the opportunity to develop my skills at this institution.	47	40	35	76	66	27	75	41	54	60	46	37	*	66	66	66	70	66	*	*
10	I understand the necessary requirements to advance my career.	42	60	52	81	66	50	75	62	60	68	30	62	*	50	90	66	65	33	*	*
	Professional Development - Average	44	50	43	78	66	38	75	51	57	64	38	49	*	58	78	66	67	49	*	*
	Compensation, Benefits & Work/Life Balance																				
11	I am paid fairly for my work.	15	20	25	61	20	27	37	33	18	25	21	25	*	33	16	16	28	11	*	*
34	This institution's benefits meet my needs.	27	48	45	75	53	10	50	38	45	48	38	50	*	60	58	60	44	62	*	*
47	My supervisor/department chair supports my efforts to balance my work and personal life.	77	53	61	100	92	54	75	70	90	72	46	87	*	50	91	100	90	77	*	*
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	57	53	63	72	71	27	25	54	54	78	35	62	*	50	58	83	52	66	*	*
	Compensation, Benefits & Work/Life Balance - Average	44	43	48	77	59	29	46	48	51	55	35	56	*	48	55	64	53	54	*	*
	Facilities																				
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	57	66	85	84	93	63	37	54	40	82	57	75	*	50	83	83	65	88	*	*
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	21	26	50	30	33	36	12	34	45	42	14	12	*	40	50	16	33	44	*	*
	Facilities - Average	39	46	67	57	63	49	24	44	42	62	35	43	*	45	66	49	49	66	*	*
	Policies, Resources & Efficiency																				
17	Our review process accurately measures my job performance.	52	41	33	50	57	45	62	40	54	38	23	14	*	33	54	66	52	50	*	*
28	My department has adequate faculty/staff to achieve our goals.	26	24	44	58	26	66	12	21	36	32	14	25	*	66	83	83	60	44	*	*
30	Our orientation program prepares new faculty, administration and staff to be effective.	18	34	40	61	50	0	50	15	20	38	9	50	*	50	50	25	37	57	*	*
49	This institution actively contributes to the community.	83	72	84	100	78	90	75	73	45	85	71	85	*	50	75	100	84	77	*	*
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	77	53	61	84	78	54	75	81	63	78	57	83	*	33	66	83	77	77	*	*
57	This institution is well run.	38	30	52	53	73	36	37	25	36	50	28	37	*	50	50	100	42	55	*	*
	Policies, Resources & Efficiency - Average	49	42	52	67	60	48	51	42	42	53	33	49	*	47	63	76	58	60	*	*
	Shared Governance																				
38	The role of faculty in shared governance is clearly stated and publicized.	25	32	33	61	46	27	50	30	27	43	23	14	*	50	50	50	35	57	*	*
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	46	32	52	69	61	40	37	25	45	52	30	62	*	50	50	50	41	37	*	*
42	Faculty, administration and staff are meaningfully involved in institutional planning.	18	20	35	45	38	10	25	13	27	37	21	0	*	16	50	50	42	33	*	*
	Shared Governance - Average	29	28	40	58	48	25	37	22	33	44	24	25	*	38	50	50	39	42	*	*
	Pride																				
5	I understand how my job contributes to this institution's mission.	73	90	80	84	73	72	75	79	63	96	78	75	*	66	100	100	80	77	*	*
25	Overall, my department is a good place to work.	84	40	65	84	100	54	87	75	81	78	28	87	*	66	100	83	90	66	*	*
36	I am proud to be part of this institution.	83	63	70	76	93	54	87	79	54	71	57	62	*	66	91	100	75	77	*	*
59	This institution's culture is special - something you don't find just anywhere.	55	40	55	75	71	36	87	50	54	60	21	42	*	60	58	66	55	55	*	*
60	All things considered, this is a great place to work.	52	50	65	76	86	45	87	58	63	71	42	50	*	50	66	100	60	66	*	*
	Pride - Average	69	56	67	79	84	52	84	68	63	75	45	63	*	61	83	89	72	68	*	*
	Supervisors/Department Chairs																				
3	My supervisor/department chair makes his/her expectations clear.	84	63	60	84	80	54	100	75	81	75	50	87	*	66	91	83	71	66	*	*
7	I receive feedback from my supervisor/department chair that helps me.	47	56	57	75	71	54	100	66	81	44	30	50	*	50	90	66	80	55	*	*
12	I believe what I am told by my supervisor/department chair.	78	60	70	84	93	60	100	79	72	78	53	75	*	20	91	100	71	75	*	*
15	My supervisor/department chair regularly models this institution's values.	78	65	63	84	86	55	100	73	72	70	46	100	*	50	90	100	75	55	*	*
19	My supervisor/department chair is consistent and fair.	63	60	55	84	80	50	100	70	63	71	64	87	*	40	91	100	76	75	*	*
20	My supervisor/department chair actively solicits my suggestions and ideas.	63	51	36	92	66	50	87	62	90	64	38	62	*	40	90	83	75	77	*	*
24	I have a good relationship with my supervisor/department chair.	78	70	60	92	100	50	100	87	81	82	53	87	*	40	91	100	90	77	*	*
	Supervisors/Department Chairs - Average	70	60	57	85	82	53	98	73	77	69	47	78	*	43	90	90	76	68	*	*
	Senior Leadership																				
27	Senior leadership provides a clear direction for this institution's future.	33	26	36	41	46	18	37	28	54	25	21	42	*	50	75	83	31	37	*	*
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	58	48	72	58	53	55	71	36	45	50	28	57	*	66	63	100	50	55	*	*
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	27	27	42	50	57	27	62	25	45	39	15	25	*	50	66	83	45	55	*	*
41	Senior leadership communicates openly about important matters.	33	30	42	54	50	27	62	36	27	40	28	12	*	33	33	66	36	44	*	*
48	Senior leadership regularly models this institution's values.	62	37	64	66	61	33	75	40	54	46	35	71	*	50	50	83	61	66	*	*
56	I believe what I am told by senior leadership.	38	36	57	58	71	63	75	52	45	53	35	50	*	50	75	66	38	55	*	*
	Senior Leadership - Average	41	34	52	54	56	37	63	36	45	42	27	42	*	49	60	80	43	52	*	*
	Faculty, Administration & Staff Relations																				
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	58	30	55	84	69	45	75	52	45	74	28	50	*	50	41	83	57	44	*	*
55	There is regular and open communication among faculty, administration and staff.	27	26	27	58	57	27	37	21	54	55	28	25	*	33	25	50	52	44	*	*
	Faculty, Administration & Staff Relations - Average	42	28	41	71	63	36	56	36	49	64	28	37	*	41	33	66	54	44	*	*
	Communication																				
8	When I offer a new idea, I believe it will be fully considered.	68	50	44	92	80	11	75	50	45	59	30	62	*	50	72	83	65	12	*	*
21	In my department, we communicate openly about issues that impact each other's work.	52	27	31	66	64	18	87	45	63	60	21	85	*	50	90	50	75	44	*	*
22	Changes that affect me are discussed prior to being implemented.	26	24	27	50	42	27	87	20	45	44	14	62	*	33	72	50	50	37	*	*
43	At this institution, we discuss and debate issues respectfully to get better results.	35	23	38	66	71	30	75	14	27	45	21	25	*	50	50	83	38	44	*	*
	Communication - Average	45	31	35	68	64	21	81	32	45	52	21	58	*	45	71	66	57	34	*	*
	Collaboration																				
13	We have opportunities to contribute to important decisions in my department.	68	48	33	83	66	30	87	50	81	76	15	62	*	40	72	66	60	62	*	*
23	People in my department work well together.	73	20	40	75	86	77	75	54	27	59	21	87	*	50	100	50	85	55	*	*
26	I can count on people to cooperate across departments.	46	32	37	70	53	22	85	26	60	42	33	25	*	60	63	66	35	28	*	*
58	There's a sense that we're all on the same team at this institution.	44	30	47	53	53	45	62	41	45	60	28	37	*	50	50	66	36	37	*	*
	Collaboration - Average	57	32	39	70	64	43	77	42	53	59	24	52	*	50	71	62	54	45	*	*
	Fairness																				
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	68	40	55	69	60	18	87	66	54	60	21	62	*	33	63	83	57	44	*	*
16	Promotions in my department are based on a person's ability.	50	17	31	54	45	22	87	38	33	48	8	50	*	33	72	50	61	57	*	*
18	Issues of low performance are addressed in my department.	47	20	44	45	38	50	75	50	36	20	0	42	*	40	45	33	47	28	*	*
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	38	30	57	61	57	27	50	37	36	57	28	37	*	50	58	66	42	55	*	*
54	This institution has clear and effective procedures for dealing with discrimination.	70	43	77	84	91	45	100	52	54	78	53	62	*	50	60	83	65	88	*	*
	Fairness - Average	54	30	52	62	58	32	79	48	42	52	22	50	*	41	59	63	54	54	*	*
	Respect & Appreciation																				
9	I am regularly recognized for my contributions.	50	34	38	76	46	10	62	45	45	39	25	42	*	33	81	83	55	33	*	*
35	Our recognition and awards programs are meaningful to me.	27	25	50	60	23	10	37	10	27	28	9	28	*	50	36	33	31	25	*	*
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	83	46	84	92	86	36	75	73	63	89	35	87	*	50	58	83	84	77	*	*
52	We celebrate significant milestones and important accomplishments at this institution.	50	46	58	80	64	44	62	45	18	50	23	57	*	50	75	66	52	55	*	*

#	Item	CPS: Criminal Justice & Criminology	CPS: Health Professions	CPS: Hospitality, Tourism & Events	CPS: Human Performance & Sports	CPS: Human Services	CPS: Nursing	CPS: Engineering Technology	CPS: Aviation & Aerospace Science	CPS: Industrial Design	CPS: Journalism and Technical Communications	CPS: Nutrition	CPS: Department of Social Work	CPS: Advanced Manufacturing Sciences Institute	CPS: Reserve Officers' Training Core (ROTC)	CPS: One World One Water (OWOW)	CPS: Center for Effective Interventions (CEI)	CPS: Teaching with Primary Sources (TPS)	CPS: College of Professional Studies Advisors (CPS)	CPS: Office of the Dean Staff
	Total number of survey respondents (1000)	7	11	16	13	15	7	14	5	7	9	10	14	0	0	2	0	1	6	4
	Job Satisfaction/Support																			
1	My job makes good use of my skills and abilities.	85	100	81	100	93	85	78	100	85	55	90	85	*	*	*	*	*	100	*
2	I am given the responsibility and freedom to do my job.	100	90	81	84	100	85	78	100	85	88	100	85	*	*	*	*	*	100	*
4	I am provided the resources I need to be effective in my job.	71	45	56	53	80	71	50	60	71	33	100	64	*	*	*	*	*	83	*
	Job Satisfaction/Support - Average	85	78	72	79	91	80	68	86	80	58	96	78	*	*	*	*	*	94	*
	Teaching Environment																			
33	There is a good balance of teaching, service and research at this institution.	50	55	60	66	61	66	33	50	57	22	70	50	*	*	*	*	*	60	*
40	Teaching is appropriately recognized in the evaluation and promotion process.	60	37	64	45	75	100	60	50	66	44	87	83	*	*	*	*	*	100	*
51	There is appropriate recognition of innovative and high quality teaching.	16	54	60	46	41	100	30	60	57	55	70	75	*	*	*	*	*	100	*
	Teaching Environment - Average	42	48	61	52	59	88	41	53	60	40	75	69	*	*	*	*	*	86	*
	Professional Development																			
6	I am given the opportunity to develop my skills at this institution.	57	80	68	61	92	57	38	100	57	55	90	78	*	*	*	*	*	66	*
10	I understand the necessary requirements to advance my career.	80	60	75	58	78	57	23	60	83	66	100	78	*	*	*	*	*	66	*
	Professional Development - Average	68	70	71	59	85	57	30	80	70	60	95	78	*	*	*	*	*	66	*
	Compensation, Benefits & Work/Life Balance																			
11	I am paid fairly for my work.	28	36	50	30	66	42	14	20	42	44	50	28	*	*	*	*	*	50	*
34	This institution's benefits meet my needs.	50	70	50	63	66	50	53	25	50	33	66	84	*	*	*	*	*	100	*
47	My supervisor/department chair supports my efforts to balance my work and personal life.	100	70	75	83	100	57	92	100	85	77	100	100	*	*	*	*	*	83	*
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	100	100	75	75	100	85	69	80	83	77	100	61	*	*	*	*	*	66	*
	Compensation, Benefits & Work/Life Balance - Average	69	69	62	62	83	58	57	56	65	57	79	68	*	*	*	*	*	74	*
	Facilities																			
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	57	90	75	61	93	85	85	60	71	77	90	85	*	*	*	*	*	66	*
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	42	20	68	15	42	14	35	60	28	33	60	35	*	*	*	*	*	50	*
	Facilities - Average	49	55	71	38	67	49	60	60	49	55	75	60	*	*	*	*	*	58	*
	Policies, Resources & Efficiency																			
17	Our review process accurately measures my job performance.	80	33	50	54	58	66	25	60	60	44	88	61	*	*	*	*	*	83	*
28	My department has adequate faculty/staff to achieve our goals.	16	27	37	30	64	14	14	60	71	22	70	28	*	*	*	*	*	33	*
30	Our orientation program prepares new faculty, administration and staff to be effective.	33	44	31	40	63	71	42	66	42	33	83	42	*	*	*	*	*	50	*
49	This institution actively contributes to the community.	85	100	93	84	100	85	92	100	66	88	100	100	*	*	*	*	*	100	*
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	71	90	81	84	86	100	100	80	85	66	80	85	*	*	*	*	*	100	*
57	This institution is well run.	28	45	68	69	86	71	64	60	85	66	100	78	*	*	*	*	*	50	*
	Policies, Resources & Efficiency - Average	52	56	60	60	76	67	56	71	68	53	86	65	*	*	*	*	*	69	*
	Shared Governance																			
38	The role of faculty in shared governance is clearly stated and publicized.	16	45	60	45	46	100	54	50	50	33	66	61	*	*	*	*	*	60	*
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	60	63	73	69	76	100	75	50	66	77	80	66	*	*	*	*	*	100	*
42	Faculty, administration and staff are meaningfully involved in institutional planning.	20	54	56	25	78	57	35	60	66	33	90	57	*	*	*	*	*	66	*
	Shared Governance - Average	32	54	63	46	66	85	54	53	60	47	78	61	*	*	*	*	*	75	*
	Pride																			
5	I understand how my job contributes to this institution's mission.	85	90	87	100	100	71	100	80	71	77	100	85	*	*	*	*	*	100	*
25	Overall, my department is a good place to work.	42	90	62	76	93	57	78	100	85	100	100	71	*	*	*	*	*	100	*
36	I am proud to be part of this institution.	71	81	68	92	93	85	71	60	85	77	100	92	*	*	*	*	*	100	*
59	This institution's culture is special - something you don't find just anywhere.	16	63	66	75	78	57	71	80	71	66	100	78	*	*	*	*	*	100	*
60	All things considered, this is a great place to work.	42	90	68	76	93	85	85	40	85	77	100	71	*	*	*	*	*	100	*
	Pride - Average	51	82	70	83	91	71	81	72	79	79	100	79	*	*	*	*	*	100	*
	Supervisors/Department Chairs																			
3	My supervisor/department chair makes his/her expectations clear.	57	81	75	69	80	57	71	100	85	77	100	92	*	*	*	*	*	100	*
7	I receive feedback from my supervisor/department chair that helps me.	57	81	75	53	80	57	42	80	57	44	100	85	*	*	*	*	*	100	*
12	I believe what I am told by my supervisor/department chair.	71	90	62	84	86	57	71	80	85	100	100	85	*	*	*	*	*	100	*
15	My supervisor/department chair regularly models this institution's values.	57	90	62	61	92	57	84	100	71	100	100	92	*	*	*	*	*	100	*
19	My supervisor/department chair is consistent and fair.	42	90	68	75	80	57	78	80	85	88	100	85	*	*	*	*	*	100	*
20	My supervisor/department chair actively solicits my suggestions and ideas.	71	81	60	75	80	71	50	100	85	77	100	85	*	*	*	*	*	100	*
24	I have a good relationship with my supervisor/department chair.	100	90	75	66	86	71	85	100	71	100	100	85	*	*	*	*	*	100	*
	Supervisors/Department Chairs - Average	65	86	68	69	83	61	68	91	77	83	100	87	*	*	*	*	*	100	*
	Senior Leadership																			
27	Senior leadership provides a clear direction for this institution's future.	28	63	75	58	85	85	35	60	66	55	88	64	*	*	*	*	*	66	*
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	16	63	75	53	92	85	53	60	50	77	80	78	*	*	*	*	*	83	*
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	14	81	62	46	57	57	50	40	66	44	88	50	*	*	*	*	*	83	*
41	Senior leadership communicates openly about important matters.	33	54	62	33	61	71	57	60	83	33	88	76	*	*	*	*	*	83	*
48	Senior leadership regularly models this institution's values.	33	81	66	58	84	85	66	60	85	77	88	57	*	*	*	*	*	66	*
56	I believe what I am told by senior leadership.	42	81	62	66	100	85	75	60	85	66	90	71	*	*	*	*	*	66	*
	Senior Leadership - Average	27	70	67	52	79	78	56	56	72	58	87	66	*	*	*	*	*	74	*
	Faculty, Administration & Staff Relations																			
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	33	90	68	61	92	71	53	60	85	66	100	85	*	*	*	*	*	83	*
55	There is regular and open communication among faculty, administration and staff.	33	63	56	30	57	57	57	60	71	55	90	76	*	*	*	*	*	50	*
	Faculty, Administration & Staff Relations - Average	33	76	62	45	74	64	55	60	78	60	95	80	*	*	*	*	*	66	*
	Communication																			
8	When I offer a new idea, I believe it will be fully considered.	83	54	75	83	85	57	75	80	57	88	90	71	*	*	*	*	*	83	*
21	In my department, we communicate openly about issues that impact each other's work.	33	63	56	50	57	42	50	80	57	44	100	69	*	*	*	*	*	100	*
22	Changes that affect me are discussed prior to being implemented.	14	54	56	54	57	57	35	40	85	55	90	50	*	*	*	*	*	66	*
43	At this institution, we discuss and debate issues respectfully to get better results.	25	63	56	25	57	66	64	33	71	66	80	60	*	*	*	*	*	50	*
	Communication - Average	38	58	60	53	64	55	56	58	67	63	90	62	*	*	*	*	*	74	*
	Collaboration																			
13	We have opportunities to contribute to important decisions in my department.	33	72	56	66	78	57	53	100	71	77	80	85	*	*	*	*	*	100	*
23	People in my department work well together.	20	90	18	69	28	71	57	100	71	88	100	71	*	*	*	*	*	83	*
26	I can count on people to cooperate across departments.	75	40	56	38	53	85	50	60	20	44	75	61	*	*	*	*	*	33	*
58	There's a sense that we're all on the same team at this institution.	16	54	56	41	78	57	57	40	85	33	90	71	*	*	*	*	*	33	*
	Collaboration - Average	36	64	46	53	59	67	54	75	61	60	86	72	*	*	*	*	*	62	*
	Fairness																			
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	28	63	56	50	85	57	76	60	71	55	100	71	*	*	*	*	*	100	*
16	Promotions in my department are based on a person's ability.	60	50	62	60	46	50	10	33	40	62	88	66	*	*	*	*	*	66	*
18	Issues of low performance are addressed in my department.	40	40	40	50	38	42	18	75	66	22	42	36	*	*	*	*	*	100	*
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	33	54	68	46	71	57	71	40	85	77	90	71	*	*	*	*	*	66	*
54	This institution has clear and effective procedures for dealing with discrimination.	50	81	81	83	80	83	92	80	85	88	90	71	*	*	*	*	*	83	*
	Fairness - Average	42	57	61	57	64	57	53	57	69	60	82	63	*	*	*	*	*	83	*
	Respect & Appreciation																			
9	I am regularly recognized for my contributions.	57	36	62	53	92	57	35	40	50	44	90	57	*	*	*	*	*	66	*
35	Our recognition and awards programs are meaningful to me.	0	22	31	36	35	33	27	0	66	22	22	20	*	*	*	*	*	33	*
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	33	100	68	92	93	85	92	80	85	100	100	92	*	*	*	*	*	100	*
52	We celebrate significant milestones and important accomplishments at this institution.	33	63	56	38	64	57	61	40	66	55	88	84	*	*	*	*	*	83	*

The Chronicle Great Colleges to Work For 2017

ModernThink

2017 Campus Climate Survey
Metropolitan State University of Denver
College/School/Department Spreadsheet - Full Data Set
Excluding Pre-loaded Student Employees

#	Statement	Overall: Positive Response	Overall: Negative Response	Benchmarks: 2017 Honor Roll > 10,000	Benchmarks: 2017 Carnegie Bac	Peer Benchmark: Positive Response	Peer Benchmark: Negative Response	College/School: School of Education	College/School: College of Business	College/School: College of Letters, Arts and Sciences	College/School: College of Professional Studies
	Total number of survey respondents (1000)							37	49	307	155
	Respect & Appreciation - Average	53	20	75	61	61	16	71	61	47	56
	Metropolitan State University of Denver Custom Statements										
61	In my department, we address conflicts effectively when they arise.	50	23	-	-	-	-	47	65	51	62
62	In recent years MSU Denver has undergone many changes, some include building new facilities, hiring new faculty and staff, moving to university status, etc. Recent University changes have improved my work environment.	54	19	-	-	-	-	73	60	45	61
63	Our evaluation processes are user-friendly and efficient.	40	28	-	-	-	-	63	50	37	46
64	I can make an official complaint without fear of retaliation.	47	27	-	-	-	-	56	51	45	58
65	Our institution's values guide decision-making throughout MSU Denver not just in theory but also in our day-to-day actions.	55	14	-	-	-	-	69	65	46	65
66	I have sufficient technology and resources to do my job.	57	20	-	-	-	-	86	59	48	56
67	The role of staff in shared governance is clearly stated and publicized.	45	24	-	-	-	-	60	57	33	51
68	At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.	77	7	-	-	-	-	89	75	72	83
69	I have not experienced discrimination and/or bias because of my identity.	76	14	-	-	-	-	86	83	73	83
70	I am not aware of colleagues who have experienced discrimination or bias because of their identity.	66	24	-	-	-	-	78	67	62	68
71	I am aware of the process for filing a discrimination complaint.	82	9	-	-	-	-	83	85	79	86
72	I am aware of the process for filing a sexual harassment complaint.	84	8	-	-	-	-	86	91	81	87
73	The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.	69	10	-	-	-	-	86	75	64	74
74	MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	73	8	-	-	-	-	85	80	68	77
75	Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.	73	9	-	-	-	-	78	72	67	80
76	I understand the purpose of diversity and inclusion at MSU Denver.	92	2	-	-	-	-	100	85	93	94
77	I feel that MSU Denver provides faculty, staff and administrators with the necessary resources to ensure accessible and inclusive learning/work environments for students and staff regardless of their ability status.	73	9	-	-	-	-	91	77	67	75
78	The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capactiy.	71	10	-	-	-	-	91	82	65	73
79	Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.	82	5	-	-	-	-	94	72	77	89
80	I believe that MSU Denver's policies and practices are effective at preventing bullying.	56	17	-	-	-	-	69	63	49	66
81	I have experienced workplace bullying (i.e., the persistent use of aggressive, overbearing, or unreasonable behaviors) directed toward me by a member of the MSU Denver community.	66	23	-	-	-	-	80	75	63	76
82	I am aware of other employees at MSU Denver who have experienced workplace bullying.	50	39	-	-	-	-	70	58	44	62
83	Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.	75	8	-	-	-	-	83	85	73	84
84	Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.	74	13	-	-	-	-	81	84	71	80
85	MSU Denver has clear and effective procedures for dealing with workplace bullying.	67	14	-	-	-	-	83	81	59	78
	Metropolitan State University of Denver Custom Statements - Average	66	15	*	*	*	*	78	71	61	72
	Overall Survey Average 1 - 85	60	16	*	*	*	*	73	70	54	66
	Overall Survey Average 1 - 60	58	16	77	65	62	15	71	69	51	64

# / Row	School of Education: Elementary	Culturally and Linguistically Diverse Education	Secondary/K-12 Education	Special Education	Early Childhood	Literacy	Education Technology	Office of the Dean Staff	College of Business: Accounting	Computer Information Systems	Economics	Finance	Management	Marketing	International Business Programs	Office of the Dean Staff
Total number of survey respondents (1000)	6	1	10	7	3	2	0	5	8	6	5	5	6	11	0	5
Respect & Appreciation - Average	70	*	80	76	*	*	*	61	69	38	60	85	87	52	*	45
Metropolitan State University of Denver Custom Statements																
61	33	*	80	42	*	*	*	20	57	66	60	100	100	44	*	60
62	75	*	100	66	*	*	*	75	83	40	40	50	66	77	*	40
63	40	*	90	50	*	*	*	50	42	40	60	80	66	50	*	40
64	40	*	75	60	*	*	*	40	66	33	25	80	80	44	*	40
65	80	*	90	71	*	*	*	20	71	50	0	80	83	72	*	60
66	100	*	90	85	*	*	*	80	50	50	40	60	83	72	*	60
67	80	*	70	57	*	*	*	50	85	50	75	50	66	40	*	40
68	100	*	90	85	*	*	*	80	71	50	80	80	83	81	*	60
69	83	*	100	85	*	*	*	100	100	50	80	80	100	81	*	80
70	66	*	80	85	*	*	*	100	83	66	40	80	80	63	*	60
71	100	*	90	83	*	*	*	80	87	83	80	100	100	90	*	60
72	100	*	90	100	*	*	*	80	100	100	80	100	100	90	*	80
73	100	*	90	85	*	*	*	80	71	50	80	80	83	90	*	60
74	83	*	88	100	*	*	*	50	85	83	80	100	83	80	*	60
75	83	*	80	85	*	*	*	60	71	50	80	80	83	81	*	40
76	100	*	100	100	*	*	*	100	100	66	60	100	100	90	*	60
77	100	*	88	71	*	*	*	100	87	66	80	100	83	81	*	40
78	83	*	100	85	*	*	*	100	100	80	80	80	83	90	*	60
79	100	*	100	100	*	*	*	80	100	66	20	80	100	80	*	60
80	100	*	77	42	*	*	*	60	87	66	50	80	66	50	*	60
81	100	*	90	66	*	*	*	80	83	33	80	80	100	90	*	50
82	100	*	80	40	*	*	*	60	57	16	80	80	66	70	*	40
83	100	*	90	71	*	*	*	80	87	83	80	100	100	90	*	60
84	100	*	100	85	*	*	*	60	71	100	80	100	100	100	*	60
85	100	*	90	85	*	*	*	80	75	100	80	100	100	90	*	40
Metropolitan State University of Denver Custom Statements - Average	85	*	88	75	*	*	*	70	78	61	63	84	86	75	*	54
Overall Survey Average 1 - 85	76	*	84	77	*	*	*	61	73	56	64	83	88	71	*	53
Overall Survey Average 1 - 60	72	*	82	78	*	*	*	57	71	54	64	83	89	70	*	53

# / Row	College of Letters, Arts and Sciences: Art	English/Writing Center	Communication Arts & Sciences	Modern Languages	Music	Philosophy	Theatre	Biology	Chemistry	Math & Computer Science	Earth & Atmospheric Sciences	Physics	African & African American Studies	Chicana/o Studies	History	Political Science	Psychology	Sociology & Anthropology	Women's Studies	Office of the Dean Staff
Total number of survey respondents (1000)	19	30	20	13	15	11	8	24	11	28	14	8	1	6	12	6	21	9	2	2
Respect & Appreciation - Average	52	37	57	77	54	25	59	43	38	51	23	53	*	45	62	66	55	47	*	*
Metropolitan State University of Denver Custom Statements																				
61	55	30	33	81	30	44	87	60	45	71	7	75	*	50	83	50	75	66	*	*
62	35	40	41	41	61	33	62	42	66	44	20	14	*	33	66	100	61	55	*	*
63	33	30	38	53	46	45	50	19	27	40	23	25	*	16	41	83	50	44	*	*
64	50	37	42	61	53	44	87	47	22	65	7	33	*	33	63	83	53	55	*	*
65	58	37	42	53	76	54	75	47	45	44	14	33	*	33	50	66	57	44	*	*
66	38	50	45	61	66	36	25	54	54	67	35	37	*	66	50	33	47	55	*	*
67	22	22	50	81	36	22	50	23	20	37	21	28	*	33	25	83	23	50	*	*
68	83	44	73	92	93	45	87	91	63	92	42	87	*	50	58	83	80	88	*	*
69	77	62	80	92	100	45	87	69	63	89	50	87	*	50	83	100	73	77	*	*
70	61	48	75	76	85	45	87	62	45	84	35	87	*	16	58	83	73	77	*	*
71	83	83	90	92	71	72	87	70	81	81	64	85	*	100	91	100	80	77	*	*
72	78	83	85	92	86	81	87	70	81	81	64	85	*	100	91	100	80	88	*	*
73	73	50	55	92	73	54	75	60	54	78	50	75	*	50	75	83	70	88	*	*
74	52	51	62	90	100	72	75	61	54	84	57	75	*	50	66	100	84	62	*	*
75	72	46	78	92	93	54	75	69	45	75	50	62	*	50	75	83	75	77	*	*
76	94	90	95	100	86	90	87	91	100	96	85	87	*	100	100	100	95	88	*	*
77	70	56	75	84	80	60	75	58	54	78	64	62	*	66	66	83	73	88	*	*
78	44	66	85	76	78	63	87	50	45	64	50	50	*	66	66	66	61	100	*	*
79	94	86	89	100	73	90	87	75	45	62	71	66	*	50	58	100	75	100	*	*
80	68	24	61	76	84	54	75	39	27	60	42	80	*	33	63	66	47	44	*	*
81	76	40	68	90	83	63	71	66	45	76	27	85	*	80	72	83	76	33	*	*
82	52	23	57	70	64	54	85	58	9	72	25	57	*	20	27	50	61	11	*	*
83	78	48	84	92	86	90	100	79	54	77	57	85	*	66	75	66	80	77	*	*
84	93	56	70	100	100	50	100	66	50	73	53	83	*	83	100	83	81	50	*	*
85	63	36	78	92	76	45	100	52	27	66	50	85	*	50	58	50	68	55	*	*
Metropolitan State University of Denver Custom Statements - Average	64	49	66	81	75	56	78	59	48	70	42	65	*	53	66	79	67	65	*	*
Overall Survey Average 1 - 85	55	44	55	73	68	44	71	50	50	61	35	56	*	49	66	73	60	58	*	*
Overall Survey Average 1 - 60	51	41	50	70	66	39	68	47	50	57	32	52	*	48	67	71	57	54	*	*

# / Row	College of Professional Studies: Criminal Justice & Criminology	Health Professions	Hospitality, Tourism & Events	Human Performance & Sports	Human Services	Nursing	Engineering Technology	Aviation & Aerospace Science	Industrial Design	Journalism and Technical Communications	Nutrition	Department of Social Work	Advanced Manufacturing Sciences Institute	Reserve Officers' Training Core (ROTC)	One World One Water (OWOW)	Center for Effective Interventions (CEI)	Teaching with Primary Sources (TPS)	College of Professional Studies Advisors (CPS)	Office of the Dean Staff
Total number of survey respondents (1000)	7	11	16	13	15	7	14	5	7	9	10	14	0	0	2	0	1	6	4
Respect & Appreciation - Average	30	55	54	54	71	58	53	40	66	55	75	63	*	*	*	*	*	70	*
Metropolitan State University of Denver Custom Statements																			
61	25	81	43	46	42	57	84	100	50	66	100	46	*	*	*	*	*	100	*
62	50	63	81	50	69	20	92	0	71	62	88	66	*	*	*	*	*	83	*
63	20	55	56	75	35	42	60	40	50	33	100	53	*	*	*	*	*	33	*
64	20	54	66	36	84	71	61	50	71	75	85	57	*	*	*	*	*	50	*
65	33	72	73	61	84	85	66	40	57	55	80	75	*	*	*	*	*	100	*
66	42	45	68	46	53	57	50	80	28	33	70	92	*	*	*	*	*	100	*
67	33	45	60	33	42	85	61	25	60	33	75	69	*	*	*	*	*	83	*
68	66	100	81	76	93	85	92	80	85	88	100	85	*	*	*	*	*	100	*
69	71	90	81	76	73	100	100	80	85	88	100	85	*	*	*	*	*	100	*
70	42	72	68	61	46	85	100	80	85	55	100	57	*	*	*	*	*	83	*
71	100	81	87	84	86	85	92	100	85	100	90	78	*	*	*	*	*	83	*
72	100	81	93	84	93	85	92	100	85	100	90	78	*	*	*	*	*	83	*
73	42	72	75	53	80	85	92	80	85	77	100	85	*	*	*	*	*	100	*
74	50	72	80	83	80	71	91	80	85	66	100	84	*	*	*	*	*	100	*
75	57	81	80	84	93	85	92	60	85	88	100	78	*	*	*	*	*	100	*
76	85	100	93	84	93	85	92	100	85	100	100	100	*	*	*	*	*	100	*
77	71	63	75	83	73	85	78	100	85	77	70	85	*	*	*	*	*	100	*
78	57	72	87	84	86	71	78	80	83	77	80	71	*	*	*	*	*	66	*
79	100	90	100	92	100	85	69	25	85	88	100	100	*	*	*	*	*	100	*
80	42	72	68	69	53	71	92	33	85	88	66	64	*	*	*	*	*	83	*
81	71	81	68	75	93	71	90	66	83	87	100	50	*	*	*	*	*	40	*
82	42	63	50	58	73	57	81	75	83	87	90	35	*	*	*	*	*	20	*
83	42	90	87	69	93	85	92	80	85	100	100	71	*	*	*	*	*	100	*
84	60	90	81	70	100	50	100	80	85	66	100	83	*	*	*	*	*	100	*
85	57	81	87	69	86	85	92	80	85	77	100	71	*	*	*	*	*	100	*
Metropolitan State University of Denver Custom Statements - Average	55	74	75	68	76	73	83	68	76	74	91	72	*	*	*	*	*	84	*
Overall Survey Average 1 - 85	50	69	66	62	75	68	65	66	71	65	88	71	*	*	*	*	*	80	*
Overall Survey Average 1 - 60	48	66	63	59	75	66	58	65	69	61	87	70	*	*	*	*	*	79	*

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Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.