

The Chronicle Great Colleges to Work For 2017

ModernThink
2017 Campus Climate Survey
Metropolitan State University of Denver
Job Category ScoreCard - Full Data Set
Excluding Pre-loaded Student Employees

	Job Category																																					
	+ 2017 Administrator	- 2017 Administrator	+ 2017 Administration	- 2017 Administration	+ 2013 Administration	- 2013 Administration	2010 Administration	2010 Administration	+ 2017 Affiliate Faculty	- 2017 Affiliate Faculty	+ 2015 Affiliate Faculty	- 2015 Affiliate Faculty	2013 Affiliate Faculty	2013 Affiliate Faculty	2010 Affiliate Faculty	2010 Affiliate Faculty	+ 2017 Category II or III Faculty	- 2017 Category II or III Faculty	2015 Category II Faculty (e.g. Visiting, Instructor)	2015 Category II Faculty (e.g. Visiting, Instructor)	2013 Category II Faculty (e.g. Visiting, Instructor)	2013 Category II Faculty (e.g. Visiting, Instructor)	+ 2017 Classified Staff	- 2017 Classified Staff	+ 2015 Classified Staff	- 2015 Classified Staff	2013 Classified Staff	2013 Classified Staff	2010 Classified Staff	2010 Classified Staff	+ 2017 Faculty	- 2017 Faculty	+ 2015 Faculty	- 2015 Faculty	2013 Faculty	2013 Faculty	2010 Faculty	2010 Faculty
Total number of survey respondents	364	364	56	56	237	237	190	190	161	161	4	4	135	135	105	105	60	60	9	9	36	36	91	91	9	9	132	132	142	142	239	239	50	50	262	262	297	297
Job Satisfaction/Support																																						
1 My job makes good use of my skills and abilities.	73	7	62	16	70	6	74	6	81	6	*	*	82	5	84	3	81	8	77	11	88	11	64	10	66	0	63	14	63	10	73	11	80	4	77	7	74	7
2 I am given the responsibility and freedom to do my job.	79	4	71	5	77	6	75	11	87	3	*	*	83	4	90	2	90	6	66	11	88	2	83	6	44	11	70	11	69	9	72	10	72	10	80	10	74	8
4 I am provided the resources I need to be effective in my job.	59	11	50	25	48	21	42	23	63	13	*	*	52	10	49	14	43	13	55	22	69	11	50	9	44	44	53	15	45	16	43	26	46	26	37	27	32	30
Job Satisfaction/Support - Average	70	7	61	15	65	11	63	13	77	7	*	*	72	6	74	6	71	9	66	14	81	8	65	8	51	18	62	13	59	11	62	15	66	13	64	14	60	15
Teaching Environment																																						
33 There is a good balance of teaching, service and research at this institution.	65	11	64	15	64	10	54	16	57	18	*	*	50	18	53	22	47	28	37	50	52	25	50	8	37	25	53	16	47	24	30	46	38	44	27	46	28	46
40 Teaching is appropriately recognized in the evaluation and promotion process.	70	4	62	20	74	5	60	14	45	19	*	*	36	20	49	20	53	23	50	25	63	18	48	7	50	0	44	18	51	12	54	26	62	18	55	22	51	24
51 There is appropriate recognition of innovative and high quality teaching.	64	8	54	16	66	8	52	9	38	28	*	*	41	23	41	21	46	20	37	37	52	25	48	11	80	20	46	13	59	12	43	30	55	22	48	24	42	24
Teaching Environment - Average	66	7	60	17	68	7	55	13	46	21	*	*	42	20	47	21	48	23	41	37	55	22	48	8	55	15	47	15	52	16	42	34	51	28	43	30	40	31
Professional Development																																						
6 I am given the opportunity to develop my skills at this institution.	62	12	60	16	64	12	67	11	57	21	*	*	55	17	64	12	65	11	44	22	63	19	55	15	44	11	49	18	44	20	60	16	72	12	66	15	53	16
10 I understand the necessary requirements to advance my career.	47	26	50	32	50	23	59	19	48	24	*	*	55	18	58	20	65	17	66	22	57	20	48	25	44	33	41	31	52	18	75	9	82	8	70	13	63	13
Professional Development - Average	54	19	55	24	57	17	63	15	52	22	*	*	55	17	61	16	65	14	55	22	60	19	51	20	44	22	45	24	48	19	67	12	77	10	68	14	58	14
Compensation, Benefits & Work/Life Balance																																						
11 I am paid fairly for my work.	43	30	46	33	45	31	39	38	31	47	*	*	26	51	33	49	38	33	22	55	41	33	41	32	33	55	24	54	34	38	24	53	14	66	15	64	19	64
34 This institution's benefits meet my needs.	65	10	64	14	68	9	66	12	28	50	*	*	26	58	23	60	72	8	66	11	65	20	48	13	44	0	38	21	41	26	53	18	59	10	52	24	47	24
47 My supervisor/department chair supports my efforts to balance my work and personal life.	81	6	78	7	79	7	79	6	81	11	*	*	72	13	86	6	84	8	77	22	83	8	81	5	66	11	74	10	72	9	74	13	65	20	73	15	74	10
58 This institution's policies and practices give me the flexibility to manage my work and personal life.	68	8	71	14	65	11	60	15	72	15	*	*	67	12	68	7	75	8	66	22	72	16	68	7	66	33	57	11	53	17	58	19	55	20	51	22	49	21
Compensation, Benefits & Work/Life Balance - Average	64	13	64	17	64	14	61	17	53	30	*	*	47	33	52	30	67	14	57	27	65	19	59	14	52	24	48	24	50	22	52	25	48	29	47	31	47	29
Facilities																																						
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	79	5	80	12	75	8	80	5	78	7	*	*	73	7	79	10	75	10	66	0	73	11	72	7	77	11	63	12	68	7	66	13	78	6	62	14	74	8
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	58	15	55	17	56	21	45	28	47	20	*	*	48	25	39	31	25	37	33	44	27	30	53	15	62	0	47	19	44	18	30	41	38	32	31	37	23	47
Facilities - Average	68	10	67	14	65	14	62	16	62	13	*	*	60	16	59	20	50	23	49	22	50	20	62	11	69	5	55	15	56	12	48	27	58	19	46	25	48	27
Policies, Resources & Efficiency																																						
17 Our review process accurately measures my job performance.	39	26	37	33	41	23	41	30	42	22	*	*	44	23	46	17	60	22	50	12	51	6	35	28	33	44	27	41	34	36	46	26	69	8	41	24	30	38
28 My department has adequate faculty/staff to achieve our goals.	37	33	41	33	29	46	27	44	55	18	*	*	44	28	38	35	31	50	33	55	41	27	35	28	11	55	28	48	24	48	31	51	30	44	25	49	20	64
30 Our orientation program prepares new faculty, administration and staff to be effective.	48	19	41	31	54	18	38	23	41	26	*	*	40	23	44	30	37	27	33	33	38	26	44	17	33	22	34	26	33	26	38	27	34	29	40	22	33	34
49 This institution actively contributes to the community.	86	0	80	0	84	1	78	3	80	4	*	*	78	7	86	2	85	1	77	11	77	2	71	2	77	0	71	7	71	6	79	6	85	2	79	4	77	3
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	83	6	85	5	86	3	78	6	77	8	*	*	74	5	87	3	76	11	75	12	77	8	72	7	66	11	76	7	77	7	65	17	77	6	73	9	77	7
57 This institution is well run.	56	8	41	14	49	14	47	12	63	6	*	*	59	12	53	10	56	18	50	50	50	19	41	17	44	33	39	17	38	21	43	26	44	28	46	24	38	25
Policies, Resources & Efficiency - Average	58	15	54	19	57	17	51	19	59	14	*	*	56	16	59	16	57	21	53	28	55	14	49	16	44	27	45	24	46	24	50	25	56	19	50	22	45	28
Shared Governance																																						
38 The role of faculty in shared governance is clearly stated and publicized.	65	14	51	27	59	14	56	15	48	26	*	*	43	17	37	25	50	21	37	37	38	17	49	10	57	14	37	25	38	23	34	37	38	36	40	32	34	33
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	72	4	68	3	71	6	70	6	45	28	*	*	47	19	52	20	70	14	50	37	63	25	50	14	80	0	60	12	56	6	48	22	57	18	51	23	50	22
42 Faculty, administration and staff are meaningfully involved in institutional planning.	48	12	42	21	45	15	50	20	42	23	*	*	43	14	48	15	43	19	37	50	42	21	35	24	44	33	29	33	29	28	30	34	34	20	38	25	37	27
Shared Governance - Average	61	10	53	17	58	11	58	13	45	25	*	*	44	16	45	20	54	18	41	41	47	21	44	16	60	15	42	23	41	19	37	31	43	24	43	26	40	27
Pride																																						
8 I understand how my job contributes to this institution's mission.	89	1	87	3	88	1	87	4	87	4	*	*	85	2	88	3	91	1	55	22	86	8	86	1	77	11	82	3	83	3	78	6	96	2	83	6	82	3
26 Overall, my department is a good place to work.	74	8	67	7	69	6	75	6	78	5	*	*	79	2	81	3	73	11	66	11	77	2	75	5	44	11	68	14	71	9	71	12	74	12	75	7	78	6
36 I am proud to be part of this institution.	83	2	71	3	80	2	78	3	80	2	*	*	75	4	81	1	78	3	66	22	75	2	73	3	66	0	67	7	70	6	71	11	66	8	69	10	69	7
59 This institution's culture is special - something you don't find just anywhere.	66	13	62	21	66	12	67	13	58	11	*	*	59	18	58	15	61	15	62	12	58	20	65	12	55	11	53	17	47	16	55	24	55	18	52	20	50	23
60 All things considered, this is a great place to work.	74	7	53	10	65	8	68	7	71	8	*	*	64	8	68	4	68	11	66	11	72	11	69	5	55	11	59	17	57	11	61	16	60	18	59	15	53	13
Pride - Average	77	6	68	8	73	5	75	6	74	6	*	*	72	6	75	5	74	8	63	15	73	8	73	5	59	8	65	11	65	9	67	13	70	12	67	11	66	10
Supervisors/Department Chairs																																						
8 My supervisor/department chair makes his/her expectations clear.	67	10	55	23	61	15	61	14	75	11	*	*	75	7	71	14	75	8	66	11	86	2	64	12	44	33	62	16	63	12	71	12	62	14	68	15	73	12
7 I receive feedback from my supervisor/department chair that helps me.	61	14	46	25	61	17	60	16	57	18	*	*	58	20	59	18	74	15	66	11	72	5	63	8	44	33	56	17	60	15	59	20	60	22	62	17	65	14
12 I believe what I am told by my supervisor/department chair.	75	7	67	12	66	9	70	11	82	6	*	*	81	5	85	5	76	8	88	11	86	2	71	7	66	22	58	16	66	11	65	20	62	18	65	14	68	12
15 My supervisor/department chair regularly models this institution's values.	77	8	67	16	71	14	70	12	78	6																												

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Total number of survey respondents	364	364	56	56	237	237	190	190	161	161	4	4	135	135	105	105	60	60	9	9	36	36	91	91	9	9	132	132	142	142	239	239	50	50	262	262	297	297	
26 I can count on people to cooperate across departments.	51	12	52	10	48	16	52	15	51	19	*	*	53	12	53	10	55	21	25	25	42	20	48	18	22	22	38	20	36	20	42	20	54	14	45	16	39	20	
58 There's a sense that we're all on the same team at this institution.	51	19	44	21	39	27	41	23	58	24	*	*	47	22	46	21	58	23	37	50	51	25	34	21	33	33	22	35	30	32	39	29	40	24	39	28	34	30	
Collaboration - Average	56	13	55	16	51	17	55	14	51	22	*	*	51	18	47	18	62	17	43	35	58	17	46	15	35	30	38	24	41	23	50	23	55	15	53	18	51	17	
Fairness																																							
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	64	16	56	25	53	25	58	23	54	22	*	*	53	23	43	22	58	23	22	33	58	19	61	16	44	33	44	27	42	27	51	30	50	30	48	27	45	25	
16 Promotions in my department are based on a person's ability.	46	28	34	40	45	27	45	27	33	26	*	*	41	28	34	32	41	26	37	25	53	25	35	39	11	55	25	50	29	37	49	28	60	20	50	22	51	19	
19 Issues of low performance are addressed in my department.	36	31	45	35	42	31	42	26	40	24	*	*	33	24	37	24	44	25	57	14	58	14	44	25	22	33	43	37	38	32	33	32	44	29	39	32	41	28	
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	57	14	42	30	52	18	48	21	53	20	*	*	44	23	48	16	54	20	50	37	48	20	50	20	55	33	34	31	29	26	43	24	40	22	38	26	35	29	
54 This institution has clear and effective procedures for dealing with discrimination.	75	7	76	13	76	9	72	10	85	2	*	*	80	4	82	2	76	10	50	50	73	20	70	13	66	0	62	18	65	10	56	20	59	17	61	19	62	12	
Fairness - Average	55	19	50	28	53	22	53	21	53	18	*	*	50	20	48	19	54	20	43	31	58	19	52	22	39	30	41	32	40	26	46	26	50	23	47	25	46	22	
Respect & Appreciation																																							
9 I am regularly recognized for my contributions.	49	22	46	28	45	26	53	16	36	28	*	*	38	33	38	28	61	16	44	22	66	22	54	24	22	44	37	31	46	24	50	29	48	26	47	24	49	20	
39 Our recognition and awards programs are meaningful to me.	29	34	23	47	32	37	34	39	32	45	*	*	22	54	21	53	31	27	37	37	19	35	26	35	33	44	26	45	26	50	26	40	32	43	29	40	23	45	
46 At this institution, people are supportive of their colleagues regardless of their heritage or background.	81	6	75	7	80	5	71	8	83	5	*	*	79	6	82	6	73	15	66	22	77	8	72	6	66	11	64	11	70	7	64	14	72	4	65	11	68	12	
52 We celebrate significant milestones and important accomplishments at this institution.	69	6	67	15	65	6	58	9	51	12	*	*	56	14	60	7	67	12	50	50	48	17	67	6	66	11	54	15	50	10	49	19	58	10	55	17	45	19	
Respect & Appreciation - Average	57	17	52	24	55	18	54	18	50	22	*	*	48	26	50	23	58	17	49	32	52	20	54	17	46	27	45	25	48	22	47	25	52	20	49	23	46	24	
Metropolitan State University of Denver Custom Statements																																							
61 In my department, we address conflicts effectively when they arise.	47	22	58	19	52	22	51	19	61	17	*	*	60	12	63	13	57	25	44	33	60	18	52	17	33	22	43	27	44	21	47	31	46	26	54	23	52	19	
65 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.	60	14	-	-	-	-	-	-	52	23	-	-	-	-	-	-	48	26	-	-	-	-	44	20	-	-	-	-	-	-	50	25	-	-	-	-	-	-	
66 Our evaluation processes are user-friendly and efficient.	40	27	38	34	43	22	35	33	45	25	*	*	48	22	53	12	47	22	42	42	57	24	31	27	44	22	26	36	35	33	39	33	54	28	39	28	17	60	
68 I can make an official complaint without fear of retaliation.	50	25	52	29	48	28	46	29	57	19	*	*	53	30	50	24	54	25	50	37	50	23	43	23	44	44	34	36	37	33	37	37	45	28	43	35	36	31	
69 Our institution's values guide decision-making throughout MSU Denver not just in theory but also in our day-to-day actions.	62	8	49	18	54	11	49	10	62	10	*	*	52	10	61	6	61	14	37	25	57	27	50	11	44	22	42	12	44	12	43	25	54	20	43	24	42	24	
68 I have sufficient technology and resources to do my job.	68	9	58	19	53	22	38	33	62	21	*	*	54	21	51	20	48	25	44	22	41	19	58	19	33	11	53	19	42	30	41	34	60	22	32	37	29	43	
67 The role of staff in shared governance is clearly stated and publicized.	53	19	35	33	48	21	42	26	51	21	*	*	49	15	39	18	40	20	37	50	40	21	47	17	33	33	30	33	30	37	29	40	31	27	32	33	30	40	
68 At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.	83	4	-	-	-	-	-	-	84	5	-	-	-	-	-	-	80	10	-	-	-	-	78	5	-	-	-	-	-	-	64	13	-	-	-	-	-	-	
69 I have not experienced discrimination and/or bias because of my identity.	78	11	-	-	-	-	-	-	87	6	-	-	-	-	-	-	77	15	-	-	-	-	78	13	-	-	-	-	-	-	65	23	-	-	-	-	-	-	
70 I am not aware of colleagues who have experienced discrimination or bias because of their identity.	68	20	-	-	-	-	-	-	84	10	-	-	-	-	-	-	62	25	-	-	-	-	67	21	-	-	-	-	-	-	51	38	-	-	-	-	-	-	
71 I am aware of the process for filing a discrimination complaint.	84	9	-	-	-	-	-	-	83	6	-	-	-	-	-	-	80	15	-	-	-	-	85	4	-	-	-	-	-	-	78	10	-	-	-	-	-	-	
72 I am aware of the process for filing a sexual harassment complaint.	86	7	-	-	-	-	-	-	86	4	-	-	-	-	-	-	81	15	-	-	-	-	88	6	-	-	-	-	-	-	80	9	-	-	-	-	-	-	
73 The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.	76	6	54	25	59	10	62	10	77	8	*	*	70	10	72	5	73	11	44	22	58	13	57	8	77	22	50	17	54	14	58	19	54	16	57	20	53	16	
74 MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	77	5	61	11	73	7	70	8	76	7	*	*	63	12	74	2	75	8	62	25	67	11	57	8	55	11	53	13	65	7	67	14	63	8	57	14	65	11	
75 Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.	79	6	70	3	75	5	73	9	79	7	*	*	67	9	81	3	76	10	62	25	77	14	70	3	77	22	55	9	64	5	61	18	64	14	60	18	60	14	
76 I understand the purpose of diversity and inclusion at MSU Denver.	93	1	-	-	-	-	-	-	92	1	-	-	-	-	-	-	100	0	-	-	-	-	89	0	-	-	-	-	-	-	90	5	-	-	-	-	-	-	
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.	78	5	-	-	-	-	-	-	78	6	-	-	-	-	-	-	81	10	-	-	-	-	72	6	-	-	-	-	-	-	60	17	-	-	-	-	-	-	
78 The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capacity.	74	8	-	-	-	-	-	-	77	7	-	-	-	-	-	-	75	10	-	-	-	-	74	10	-	-	-	-	-	-	60	16	-	-	-	-	-	-	
79 Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.	86	3	-	-	-	-	-	-	81	7	-	-	-	-	-	-	91	3	-	-	-	-	76	10	-	-	-	-	-	-	77	8	-	-	-	-	-	-	
80 I believe that MSU Denver's policies and practices are effective at preventing bullying.	57	15	39	30	39	26	-	-	72	4	*	*	57	13	-	-	63	21	62	25	57	21	49	17	44	44	41	24	-	-	42	28	37	37	30	34	-	-	
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	64	25	58	31	-	-	82	12	*	*	80	13	-	-	66	19	55	33	73	17	62	23	33	55	56	35	-	-	59	33	56	39	60	32	-	-	
82 I am aware of other employees at MSU Denver who have experienced workplace bullying.	46	42	46	44	38	48	-	-	75	20	*	*	79	18	-	-	55	35	37	62	58	32	44	37	33	44	46	43	-	-	40	48	40	55	37	50	-	-	
83 Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.	74	5	56	16	57	19	-	-	87	1	*	*	80	9	-	-	83	11	62	25	67	17	77	7	55	33	53	18	-	-	67	17	55	24	52	24	-	-	
84 Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.	76	11	-	-	-	-	-	-	86	8	-	-	-	-	-	-	76	9	-	-	-	-	74	10	-	-	-	-	-	-	65	22	-	-	-	-	-	-	
85 MSU Denver has clear and effective procedures for dealing with workplace bullying.	68	11	-	-	-	-	-	-	83	5	-	-	-	-	-	-	67	20	-	-	-	-	69	7	-	-	-	-	-	-	53	25	-	-	-	-	-	-	
Metropolitan State University of Denver Custom Statements - Average	69	12	*	*	*	*	*	*	74	10	*	*	*	*	*	*	68	16	*	*	*	*	63	13	*	*	*	*	*	*	56	23	*	*	*	*	*	*	
Overall Survey Average 1 - 85	64																																						