The Chronicle Great Colleges to Work For 2017

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

		Overall		Benchmarks		Peer Benchmark		Job Category	Administrator														Job Category	Job Category	Category II or III Faculty							Job Category	Classified Staff							Job Category	Faculty				Tenure Status				Years in Job Position							
		Positive Response	Negative Response	2017 Honor Roll > 10,000	2017 Carnegie Bac	Positive Response	Negative Response	Administrator	Administrator	Administrative/Office Support	Assistant/Associate Dean	Assistant/Associate Director	Assistant/Associate Vice President	Coach/Athletic Trainer	Coordinator	Counselor/Advisor	Dean	Director/Executive Director	President	Specialist (e.g. Accountants, Cashiers, etc.)	Information Technology Services and related (includes Data Entry, Director of Technology and Information Technology)	Vice President (e.g. Provost, Dean, Provost & Assoc. / Asst. to President)	Other	Affiliate Faculty	Category II or III Faculty	Clinical Faculty	Instructor	Lecturer	Professional in residence, Extension Instructor, or Artist in residence	Research Faculty	Visiting Faculty	Other	Classified Staff	Administrative Assistant	Financial Services (includes Accountant, Accounting Technician, Budget/Policy Analyst and Statistical Analyst)	General Professional	Health Care Professionals (includes Medical Technician, Medical Records Technician, Nursing Profession/Health Provider)	Information Technology Services and related (includes Data Entry, Director of Technology and Information Technology)	Laboratory Coordinator	Technician	Professional Services (includes Program Assistant, General Prossional, Technician and Arts Services)	Faculty	Assistant Professor	Associate Professor	Department Chair	Full Professor	Tenured	Tenure Track	Non Tenured Position	Not Applicable	Decline to answer	Less than 2 years	2-4 years	5-7 years	8-10 years	11-15 years	16-20 years	21-25 years	More than 25 years	Decline to answer
	Total number of survey respondents (1000)							364	104	41	4	24	3	11	43	24	2	32	0	12	20	6	26	161	60	1	11	41	2	0	2	2	91	25	11	10	5	15	5	3	14	239	63	82	21	65	161	63	51	11	6	250	203	143	105	83	49	21	26	26
	Job Satisfaction/Support																																																						
1	My job makes good use of my skills and abilities.	73	8	85	81	77	7	73	72	63	*	70	*	100	76	62	*	93	*	75	70	100	76	81	81	*	72	82	*	*	*	*	64	68	54	80	40	80	100	*	50	73	74	68	80	75	71	76	82	81	83	80	72	72	72	69	73	76	88	69
2	I am given the responsibility and freedom to do my job.	79	6	86	83	80	5	79	77	87	*	79	*	100	90	58	*	87	*	75	70	83	76	87	90	*	72	92	*	*	*	*	83	80	72	90	60	100	100	*	78	72	79	71	76	67	70	80	88	90	50	88	78	79	77	74	79	71	92	61
4	I am provided the resources I need to be effective in my job.	54	15	74	56	58	16	59	57	80	*	45	*	45	62	66	*	53	*	75	55	50	53	63	43	*	9	46	*	*	*	*	50	52	63	70	0	60	80	*	42	43	49	35	42	44	40	47	41	54	50	64	52	48	40	54	51	47	65	50
	Job Satisfaction/Support - Average	68	9	81	73	71	9	70	68	76	*	64	*	81	76	62	*	77	*	75	65	77	68	77	71	*	51	73	*	*	*	*	65	66	63	80	33	80	93	*	56	62	67	58	66	62	60	67	70	75	61	77	67	66	63	65	67	64	81	60
	Teaching Environment																																																					
39	There is a good balance of teaching, service and research at this institution.	50	23	81	61	62	17	65	56	71	*	73	*	75	59	63	*	76	*	71	58	100	57	57	47	*	22	52	*	*	*	*	50	40	57	85	0	58	40	*	40	30	31	26	47	32	31	31	43	63	16	67	44	49	50	38	46	42	41	47
46	Teaching is appropriately recognized in the evaluation and promotion process.	55	18	81	77	67	13	70	58	78	*	75	*	66	66	71	*	91	*	0	33	100	100	45	53	*	50	53	*	*	*	*	48	41	100	100	0	33	50	*	75	54	71	46	66	46	50	66	52	70	66	66	52	55	53	46	61	64	57	41
51	There is appropriate recognition of innovative and high quality teaching.	49	20	81	63	66	13	64	62	71	*	50	*	80	66	63	*	72	*	100	50	100	50	38	46	*	40	45	*	*	*	*	48	52	66	50	33	33	60	*	33	43	46	42	68	40	44	47	44	54	16	63	49	45	45	36	46	47	61	33
	Teaching Environment - Average	51	20	81	67	65	14	66	58	73	*	66	*	73	63	65	*	79	*	57	47	100	69	46	48	*	37	50	*	*	*	*	48	44	74	78	11	41	50	*	49	42	49	38	60	39	41	48	46	62	32	65	48	49	49	40	51	51	53	40
	Professional Development																																																					
6	I am given the opportunity to develop my skills at this institution.	61	14	83	70	69	12	62	62	58	*	58	*	90	58	62	*	80	*	50	63	83	50	57	65	*	36	70	*	*	*	*	55	58	54	80	20	60	40	*	57	60	69	57	66	55	57	69	64	72	50	69	61	56	53	51	69	42	76	50
10	I understand the necessary requirements to advance my career.	56	20	76	68	68	15	47	38	47	*	62	*	54	46	45	*	68	*	50	42	66	36	48	65	*	50	65	*	*	*	*	48	33	54	70	0	66	60	*	50	75	80	70	76	76	72	80	68	70	100	60	50	52	55	56	65	71	70	64
	Professional Development - Average	58	17	79	69	68	13	54	50	52	*	60	*	72	52	53	*	74	*	50	52	74	43	52	65	*	43	67	*	*	*	*	51	45	54	75	10	63	50	*	53	67	74	63	71	65	64	74	66	71	75	64	55	54	54	53	67	56	73	57
	Compensation, Benefits & Work/Life Balance																																																					
11	I am paid fairly for my work.	35	39	58	42	41	37	43	43	58	*	50	*	45	34	20	*	59	*	50	40	66	28	31	38	*	45	31	*	*	*	*	41	33	54	70	20	6	40	*	64	24	9	23	47	33	31	11	39	36	0	46	27	27	35	36	35	42	53	26
34	This institution's benefits meet my needs.	55	17	85	69	70	10	65	62	75	*	62	*	72	58	50	*	75	*	58	82	100	57	28	72	*	63	70	*	*	*	*	48	41	54	70	20	46	40	*	57	53	53	50	61	54	54	50	74	60	60	62	57	55	50	45	44	57	57	50
47	My supervisor/department chair supports my efforts to balance my work and personal life.	79	9	87	82	80	7	81	74	92	*	75	*	72	90	75	*	93	*	91	75	100	84	81	84	*	72	85	*	*	*	*	81	79	81	90	20	100	60	*	85	74	82	71	90	68	73	80	81	90	50	87	81	80	76	72	80	61	80	53
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	67	12	84	72	73	8	68	60	80	*	70	*	45	69	79	*	71	*	83	80	83	61	72	75	*	81	68	*	*	*	*	68	56	70	90	0	86	80	*	78	58	61	51	66	64	57	60	70	90	50	76	65	63	59	67	66	61	69	42
	Compensation, Benefits & Work/Life Balance - Average	59	19	78	66	66	15	64	59	76	*	64	*	58	62	56	*	74	*	70	69	87	57	53	67	*	65	63	*	*	*	*	59	52	64	80	15	59	55	*	71	52	51	48	66	54	53	50	66	69	40	67	57	56	55	55	56	55	64	42
	Facilities																																																					
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	74	8	92	81	79	6	79	74	87	*	79	*	81	92	62	*	78	*	83	90	100	76	78	75	*	60	75	*	*	*	*	72	76	81	90	40	73	40	*	71	66	71	65	66	64	63	69	74	88	100	83	76	72	68	67	67	80	73	65
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	24	73	59	56	18	58	60	62	*	60	*	45	60	45	*	53	*	60	72	100	50	47	25	*	27	25	*	*	*	*	53	36	77	77	0	73	40	*	46	30	30	25	42	33	31	28	23	44	33	54	45	42	40	48	41	45	53	25
	Facilities - Average	60	16	82	70	67	12	68	67	74	*	69	*	63	76	53	*	65	*	71	81	100	63	62	50	*	43	50	*	*	*	*	62	56	79	83	20	73	40	*	58	48	50	45	54	48	47	48	48	66	66	68	60	57	54	57	54	62	63	45
	Policies, Resources & Efficiency																																																					
17	Our review process accurately measures my job performance.	43	25	69	55	56	20	39	38	60	*	45	*	36	45	31	*	41	*	37	31	16	21	42	60	*	50	59	*	*	*	*	35	37	45	66	0	33	80	*	15	46	55	37	50	53	44	52	57	75	50	52	37	41	39	37	52	52	60	23
26	My department has adequate faculty/staff to achieve our goals.	38	35	56	36	38	38	37	36	56	*	33	*	27	54	45	*	28	*	50	21	66	12	55	31	*	30	25	*	*	*	*	44	36	80	0	20	0	*	35	31	33	26	33	35	31	30	28	54	16	47	34	33	36	35	47	38	38	16
35	Our orientation program prepares new faculty, administration and staff to be effective.	44	22	72	51	56	17	48	48	57	*	45	*	63	51	47	*	46	*	50	61	33	31	41	37	*	22	38	*	*	*	*	44	40	33	60	20	60	40	*	40	38	41	32	33	42	36	42	33	62	40	55	38	40	26	48	42	50	55	40
49	This institution actively contributes to the community.	81	2	92	83	84	4	86	83	85	*	83	*	90	90	79	*	93	*	80	89	100	88	80	85	*	81	82	*	*	*	*	71	75	80	70	20	71	80	*	69	79	85	75	85	76	77	85	82	100	83	88	81	83	73	73	82	85	80	76
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	76	9	81	68	74	9	83	81	97	*	79	*	100	80	75	*	75	*	91	84	100	75	77	76	*	72	78	*	*	*	*	72	64	72	80	40	86	100	*	64	65	69	59	78	66	65	67	72	72	83	85	77	74	68	70	64	66	69	66
57	This institution is well run.	53	14	79	58	54	20	56	52	60	*	58	*	45	76	37	*	59	*	54	55	100	50	63	56	*	36	58	*	*	*	*	41	28	54	60	0	60	40	*	35	43	53	37	50	43	41	53	50	81	33	63	54	50	46	43	44	52	61	38
	Policies, Resources & Efficiency - Average	55	17	74	58	60	18	58	56	69	*	57	*	60	66	52	*	57	*	60	56	69	46	59	57	*	48	56	*	*	*	*	49	48	53	69	13	55	56	*	43	50	56	44	54	52	49	54	53	74	50	65	53	53	48	51	55	57	60	43
	Shared Governance																																																					
38	The role of faculty in shared governance is clearly stated and publicized.	49	24	76	62	55	21	65	66	74	*	63	*	57	66	58	*	76	*	50	72	83	41	48	50	*	63	43	*	*	*	*	49	47	25	80	33	60	50	*	44	34	40	32	23	34	32	38	52	54	16	62	50	47	40	42	54	33	42	31
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	57	16	81	73	64	14	72	64	87	*	75	*	66	77	77	*	84	*	33	55	100	61	45	70	*	50	77	*	*	*	*	50	50	100	100	0	42	40	*	40	48	58	40	57	50	45	58	71	80	33	71	57	57	52	44	47	52	57	36
42	Faculty, administration and staff are meaningfully involved in institutional planning.	41	21	69	54	47	24	48	46	58	*	37	*	81	53	34	*	53	*	40	55	83	29	42	43	*	30	45	*	*	*	*	35	33	40	60	0	40	50	*	23	30	45	23	23	29	26	41	42	60	16	52	42	39	32	29	36	33	52	25
	Shared Governance - Average	49	20	75	63	55	19	61	58	73	*	58	*	68	65	56	*	71	*	41	60	88	43	45	54	*	47	55	*	*	*	*	44	43	55	80	11	47	46	*	35	37	47	31	34	37	34	45	55	64	21	61	49	47	41	38	45	39	50	30
	Pride																																																					
9	I understand how my job contributes to this institution's mission.	85	3	93	89	86	4	89	84	92	*	91	*	100	93	100	*	93	*	83	90	100	76	87	91	*	81	92	*	*	*	*	86	80	81	80	80	93	100	*	92	78	80	78	80	76	78	80	90	100	66	89	85	86	82	83	91	80	80	84
25	Overall, my department is a good place to work.	74	8	87	82	77	7	74	63	80	*	66	*	90	83	66	*	87	*	75	90	83	80	78	73	*	63	70	*	*	*	*	75	68	81	90	60	73	80	*	78	71	77	62	95	69	68	79	68	90	66	81	72	73	67	68	73	80	88	50
36	I am proud to be part of this institution.	78	4	88	78	76	6	83	77	90	*	83	*	90	88	79	*	81	*	83	95	100	92	80	78	*	63	80	*	*	*	*	73	62	90	100	40	73	80	*	71	71	77	69	80	63	67	79	76	90	83	87	79	74	73	72	70	80	76	76
58	This institution's culture is special - something you don't find just anywhere.	61	15	80	69	58	19	66	70	70	*	41	*	63	71	54	*	90	*	50	50	83	57	58	61	*	36	65	*	*	*	*	60	60	80	60	66	80	*	71	55	62	56	60	52	54	61	54	90	50	67	61	60	63	54	55	61	73	57
60	All things considered, this is a great place to work.	70	9	86	72	69	11	74	71	73	*	70	*	72	83	75	*	81	*	75	85	100	73	71	68	*	54	68	*	*	*	*	69	64	81	90	20	73	80	*	64	61	68	58	75	56	60	66	64	90	50	81	72	62	67	57	63	71	76	46
	Pride - Average	73	7	86	78	73	9	77	73	81	*	70	*	83	83	74	*	86	*	73	82	93	75	74	74	*	59	75	*	*	*	*	73	66	78	88	52	75	84	*	75	67	72	64	78	63	65	73	70	92	63	81	73	71	70	66	70	74	78	62

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#	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	Job Category: Administrator	Administrator: Administrator	Administrative/Office Support	Assistant/Associate Dean	Assistant/Associate Director	Assistant/Associate Vice President	Coach/Athletic Trainer	Coordinator	Counselor/Advisor	Dean	Director/Executive Director	President	Specialist (e.g. Accountants, Cashiers, etc.)	Information Technology Services and related (includes Data Entry, Diagnostic Procedures Technology and Information Technology)	Vice President (e.g. Provost, Deputy Provost, & Assoc. / Asst. to President)	Other
	Total number of survey respondents (1000)							364	104	41	4	24	3	11	43	24	2	32	0	12	20	6	26
	Supervisors/Department Chairs																						
3	My supervisor/department chair makes his/her expectations clear.	69	11	80	73	72	10	67	53	82	*	66	*	90	69	56	*	81	*	75	65	66	76
7	I receive feedback from my supervisor/department chair that helps me.	61	16	77	67	65	15	61	48	75	*	62	*	72	65	62	*	84	*	58	50	50	73
12	I believe what I am told by my supervisor/department chair.	73	10	81	75	70	11	75	65	90	*	75	*	81	79	66	*	90	*	75	65	100	80
15	My supervisor/department chair regularly models this institution's values.	74	9	84	78	73	10	77	65	92	*	70	*	81	88	66	*	87	*	83	70	100	80
19	My supervisor/department chair is consistent and fair.	70	13	79	75	69	13	68	55	87	*	58	*	90	79	58	*	87	*	58	65	83	76
20	My supervisor/department chair actively solicits my suggestions and ideas.	65	15	78	75	69	14	69	63	85	*	66	*	45	67	58	*	84	*	83	65	100	76
24	I have a good relationship with my supervisor/department chair.	80	6	88	84	81	6	82	76	90	*	75	*	100	90	75	*	96	*	75	80	100	84
	Supervisors/Department Chairs - Average	70	11	81	75	71	11	71	60	85	*	67	*	79	76	63	*	87	*	72	65	85	77
	Senior Leadership																						
27	Senior leadership provides a clear direction for this institution's future.	50	20	73	55	51	24	56	58	68	*	54	*	81	60	37	*	53	*	50	50	100	42
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	61	13	82	65	62	17	68	58	82	*	62	*	90	77	41	*	75	*	66	83	83	65
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	49	22	76	59	53	24	55	48	68	*	41	*	90	51	37	*	71	*	54	70	100	42
41	Senior leadership communicates openly about important matters.	48	19	73	54	49	23	55	53	65	*	54	*	72	54	33	*	59	*	63	60	100	38
48	Senior leadership regularly models this institution's values.	63	13	83	68	62	16	72	65	82	*	56	*	90	85	54	*	81	*	81	80	100	68
56	I believe what I am told by senior leadership.	59	16	77	61	54	20	65	57	75	*	62	*	90	76	45	*	68	*	63	78	100	57
	Senior Leadership - Average	55	17	77	60	55	20	61	56	73	*	54	*	85	67	41	*	67	*	62	70	97	52
	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	61	59	70	*	45	*	63	76	45	*	56	*	63	80	83	48
55	There is regular and open communication among faculty, administration and staff.	42	22	72	52	48	23	44	41	50	*	39	*	45	58	20	*	37	*	45	55	100	34
	Faculty, Administration & Staff Relations - Average	50	17	77	59	54	18	52	50	60	*	42	*	54	67	32	*	46	*	54	67	91	41
	Communication																						
8	When I offer a new idea, I believe it will be fully considered.	59	16	74	64	62	16	62	55	72	*	62	*	63	69	54	*	78	*	66	60	100	57
21	In my department, we communicate openly about issues that impact each other's work.	55	20	72	69	62	16	59	50	75	*	50	*	81	60	54	*	75	*	66	65	50	53
22	Changes that affect me are discussed prior to being implemented.	42	28	63	50	47	23	42	41	56	*	29	*	45	34	30	*	43	*	58	40	66	34
43	At this institution, we discuss and debate issues respectfully to get better results.	45	18	75	56	50	22	51	45	70	*	39	*	63	62	26	*	50	*	72	60	83	36
	Communication - Average	50	20	71	59	55	19	53	47	68	*	45	*	63	56	41	*	61	*	65	56	74	45
	Collaboration																						
13	We have opportunities to contribute to important decisions in my department.	59	17	75	73	65	14	62	61	68	*	66	*	54	67	47	*	81	*	50	35	100	64
23	People in my department work well together.	58	14	79	74	66	11	60	55	73	*	45	*	81	69	54	*	68	*	41	60	83	61
26	I can count on people to cooperate across departments.	49	16	71	56	54	14	51	51	53	*	37	*	54	62	41	*	56	*	36	63	83	33
58	There's a sense that we're all on the same team at this institution.	48	23	74	54	47	27	51	46	58	*	45	*	81	67	33	*	50	*	66	45	100	38
	Collaboration - Average	53	17	74	64	58	16	56	53	63	*	48	*	67	66	43	*	63	*	48	50	91	49
	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	64	55	75	*	66	*	45	74	54	*	75	*	66	60	100	68
16	Promotions in my department are based on a person's ability.	44	28	67	58	54	24	46	43	47	*	54	*	50	37	28	*	65	*	36	33	83	52
18	Issues of low performance are addressed in my department.	37	29	59	48	46	27	36	33	45	*	16	*	45	43	36	*	56	*	36	10	50	29
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	52	18	80	60	57	19	57	52	75	*	58	*	45	64	45	*	62	*	45	73	100	40
54	This institution has clear and effective procedures for dealing with discrimination.	71	10	85	75	75	10	75	77	72	*	63	*	72	84	63	*	73	*	90	90	83	73
	Fairness - Average	52	21	73	61	58	19	55	52	62	*	51	*	51	60	45	*	66	*	54	53	83	52
	Respect & Appreciation																						
9	I am regularly recognized for my contributions.	48	25	67	54	52	22	49	43	63	*	54	*	54	48	37	*	71	*	50	45	33	46
35	Our recognition and awards programs are meaningful to me.	29	36	61	42	46	27	29	28	31	*	22	*	33	25	40	*	38	*	33	25	66	13
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	76	8	88	82	79	7	81	78	87	*	70	*	90	95	62	*	81	*	75	94	100	76
52	We celebrate significant milestones and important accomplishments at this institution.	61	11	85	68	68	9	69	71	80	*	60	*	90	72	68	*	61	*	88	35	100	64
	Respect & Appreciation - Average	53	20	75	61	61	16	57	55	65	*	51	*	66	60	51	*	62	*	61	49	74	49
	Metropolitan State University of Denver Custom Statements																						
61	In my department, we address conflicts effectively when they arise.	50	23	-	-	-	-	47	39	60	*	33	*	63	53	43	*	56	*	41	50	33	52
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	-	-	-	-	60	55	69	*	45	*	100	54	47	*	78	*	33	76	100	55
63	Our evaluation processes are user-friendly and efficient.	40	28	-	-	-	-	40	34	50	*	37	*	54	59	42	*	35	*	45	50	50	20
64	I can make an official complaint without fear of retaliation.	47	27	-	-	-	-	50	42	66	*	40	*	36	63	39	*	64	*	50	52	100	43
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	-	-	-	-	62	59	70	*	50	*	72	65	41	*	70	*	75	55	100	60
66	I have sufficient technology and resources to do my job.	57	20	-	-	-	-	68	66	82	*	66	*	63	76	66	*	59	*	58	70	100	61
67	The role of staff in shared governance is clearly stated and publicized.	45	24	-	-	-	-	53	55	63	*	39	*	70	55	50	*	37	*	66	55	83	40
68	At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.	77	7	-	-	-	-	83	80	90	*	79	*	90	95	66	*	87	*	75	95	100	80
69	I have not experienced discrimination and/or bias because of my identity.	76	14	-	-	-	-	78	81	82	*	65	*	90	83	79	*	78	*	83	70	100	76
70	I am not aware of colleagues who have experienced discrimination or bias because of their identity.	66	24	-	-	-	-	68	70	80	*	54	*	81	62	54	*	65	*	83	85	100	68
71	I am aware of the process for filing a discrimination complaint.	82	9	-	-	-	-	84	81	85	*	79	*	81	81	82	*	93	*	50	85	100	100
72	I am aware of the process for filing a sexual harassment complaint.	84	8	-	-	-	-	86	83	87	*	83	*	81	83	86	*	96	*	70	90	100	100
73	The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.	69	10	-	-	-	-	76	71	87	*	66	*	90	86	70	*	78	*	75	90	83	65
74	MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	73	8	-	-	-	-	77	73	87	*	79	*	90	75	75	*	81	*	90	90	100	64
75	Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.	73	9	-	-	-	-	79	72	87	*	70	*	100	85	75	*	78	*	83	90	100	84
76	I understand the purpose of diversity and inclusion at MSU Denver.	92	2	-	-	-	-	93	90	100	*	95	*	90	97	83	*	100	*	91	95	83	100
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	-	-	-	-	78	75	95	*	79	*	100	76	78	*	75	*	81	85	66	60
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	-	-	-	-	74	73	90	*	62	*	90	77	70	*	70	*	90	77	80	60
79	Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.	82	5	-	-	-	-	86	79	92	*	91	*	90	88	87	*	90	*	81	78	100	84
80	I believe that MSU Denver's policies and practices are effective at preventing bullying.	56	17	-	-	-	-	57	57	60	*	58	*	63	60	47	*	63	*	72	73	60	46
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	-	-	-	-	66	63	60	*	70	*	81	74	56	*	81	*	63	55	66	66
82	I am aware of other employees at MSU Denver who have experienced workplace bullying.	50	39	-	-	-	-	46	45	52	*	50	*	81	47	21	*	53	*	54	64	33	39
83	Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.	75	8	-	-	-	-	74	69	75	*	75	*	100	90	66	*	78	*	90	80	83	65
84	Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.	74	13	-	-	-	-	76	70	83	*	76	*	81	83	55	*	100	*	70	77	100	75
85	MSU Denver has clear and effective procedures for dealing with workplace bullying.	67	14	-	-	-	-	68	71	68	*	75	*	81	69	54	*	66	*	72	85	83	50
	Metropolitan State University of Denver Custom Statements - Average	66	15	*	*	*	*	69	66	76	*	64	*	80	73	61	*	73	*	69	74	84	64
	Overall Survey Average 1 - 85	60	16	*	*	*	*	64	60	73	*	60	*	72	69	55	*	71	*	64	65	85	59
	Overall Survey Average 1 - 60	58	16	77	65	62	15	62	58	71	*	58	*	69	67	53	*	70	*	62	62	85	56

#	Statement	Job Category: Affiliate Faculty	Job Category: Category II or III Faculty	Category II or III Faculty: Clinical Faculty	Instructor	Lecturer	Professional in residence, Executive in residence, or Artist in residence	Research Faculty	Visiting Faculty	Other	Job Category: Classified Staff	Classified Staff: Administrative Assistant	Financial Services (includes Accountant, Accounting Technician, Budget/Policy Analyst and Statistical Analyst)	General Professional	Health Care Professionals (includes Health Care Technician, Medical Records Technician, Nursing Professional/Health Provider)	Information Technology Services and related (includes Data Entry, Diagnostic Procedures Technology and Information Technology)	Laboratory Coordinator	Technician	Professional Services (includes Program Assistant, General Proessional, Technician and Arts Services)
	Total number of survey respondents (1000)	161	60	1	11	41	2	0	2	2	91	25	11	10	5	15	5	3	14
	Supervisors/Department Chairs																		
3	My supervisor/department chair makes his/her expectations clear.	75	75	*	54	80	*	*	*	*	64	52	63	80	20	73	80	*	78
7	I receive feedback from my supervisor/department chair that helps me.	57	74	*	54	75	*	*	*	*	63	66	63	70	20	60	80	*	71
12	I believe what I am told by my supervisor/department chair.	82	76	*	72	73	*	*	*	*	71	60	63	80	20	80	100	*	92
15	My supervisor/department chair regularly models this institution's values.	78	80	*	72	80	*	*	*	*	71	68	72	80	40	73	80	*	85
19	My supervisor/department chair is consistent and fair.	76	76	*	54	78	*	*	*	*	72	76	63	90	20	80	60	*	85
20	My supervisor/department chair actively solicits my suggestions and ideas.	52	80	*	54	85	*	*	*	*	60	64	36	80	20	60	80	*	78
24	I have a good relationship with my supervisor/department chair.	83	88	*	72	90	*	*	*	*	80	76	63	90	60	86	100	*	85
	Supervisors/Department Chairs - Average	71	78	*	61	80	*	*	*	*	68	66	60	81	28	73	82	*	82
	Senior Leadership																		
27	Senior leadership provides a clear direction for this institution's future.	56	53	*	27	56	*	*	*	*	47	32	54	80	40	33	50	*	64
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	67	65	*	54	63	*	*	*	*	60	48	60	90	0	80	75	*	61
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	51	50	*	45	46	*	*	*	*	43	40	54	70	40	46	40	*	23
41	Senior leadership communicates openly about important matters.	55	59	*	36	57	*	*	*	*	41	32	50	70	40	46	50	*	21
48	Senior leadership regularly models this institution's values.	66	62	*	50	60	*	*	*	*	62	58	54	80	40	93	50	*	50
56	I believe what I am told by senior leadership.	66	66	*	54	65	*	*	*	*	49	44	36	60	40	73	60	*	35
	Senior Leadership - Average	60	59	*	44	57	*	*	*	*	50	42	51	75	33	61	54	*	42
	Faculty, Administration & Staff Relations																		
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	67	73	*	81	68	*	*	*	*	52	41	72	70	20	60	100	*	30
55	There is regular and open communication among faculty, administration and staff.	50	56	*	40	57	*	*	*	*	36	28	40	77	20	46	40	*	23
	Faculty, Administration & Staff Relations - Average	58	64	*	60	62	*	*	*	*	44	34	56	73	20	53	70	*	26
	Communication																		
8	When I offer a new idea, I believe it will be fully considered.	58	67	*	60	63	*	*	*	*	53	48	54	80	20	53	80	*	57
21	In my department, we communicate openly about issues that impact each other's work.	47	68	*	54	68	*	*	*	*	52	56	27	90	20	40	80	*	57
22	Changes that affect me are discussed prior to being implemented.	39	55	*	27	57	*	*	*	*	32	44	27	80	0	20	20	*	28
43	At this institution, we discuss and debate issues respectfully to get better results.	53	49	*	33	47	*	*	*	*	37	45	60	70	0	26	50	*	8
	Communication - Average	49	59	*	43	58	*	*	*	*	43	48	42	80	10	34	57	*	37
	Collaboration																		
13	We have opportunities to contribute to important decisions in my department.	37	71	*	72	65	*	*	*	*	60	56	36	80	20	73	100	*	71
23	People in my department work well together.	58	65	*	45	65	*	*	*	*	43	40	54	70	20	46	20	*	50
26	I can count on people to cooperate across departments.	51	55	*	25	60	*	*	*	*	48	48	63	70	40	46	60	*	28
58	There's a sense that we're all on the same team at this institution.	58	58	*	27	63	*	*	*	*	34	32	50	60	0	26	80	*	21
	Collaboration - Average	51	62	*	42	63	*	*	*	*	46	44	50	70	20	47	65	*	42
	Fairness																		
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	54	58	*	54	56	*	*	*	*	61	68	36	80	20	66	100	*	64
16	Promotions in my department are based on a person's ability.	33	41	*	44	36	*	*	*	*	35	40	27	75	0	25	60	*	41
18	Issues of low performance are addressed in my department.	40	44	*	33	36	*	*	*	*	44	52	45	70	20	26	60	*	42
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	53	54	*	54	50	*	*	*	*	50	44	63	70	0	73	40	*	30
54	This institution has clear and effective procedures for dealing with discrimination.	85	76	*	63	75	*	*	*	*	70	56	80	100	60	73	80	*	69
	Fairness - Average	53	54	*	49	50	*	*	*	*	52	52	50	79	20	52	68	*	49
	Respect & Appreciation																		
9	I am regularly recognized for my contributions.	36	61	*	60	53	*	*	*	*	54	58	54	60	20	53	60	*	64
35	Our recognition and awards programs are meaningful to me.	32	31	*	10	34	*	*	*	*	26	27	18	55	25	15	20	*	21
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	83	73	*	81	70	*	*	*	*	72	54	72	80	60	86	100	*	76
52	We celebrate significant milestones and important accomplishments at this institution.	51	67	*	55	68	*	*	*	*	67	73	50	70	60	64	75	*	71
	Respect & Appreciation - Average	50	58	*	51	56	*	*	*	*	54	53	48	66	41	54	63	*	58
	Metropolitan State University of Denver Custom Statements																		
61	In my department, we address conflicts effectively when they arise.	61	57	*	50	58	*	*	*	*	52	52	63	90	20	40	60	*	57
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.	52	48	*	25	54	*	*	*	*	44	44	50	66	0	60	80	*	21
63	Our evaluation processes are user-friendly and efficient.	45	47	*	36	55	*	*	*	*	31	30	36	44	40	33	40	*	21
64	I can make an official complaint without fear of retaliation.	57	54	*	40	54	*	*	*	*	43	39	45	55	0	46	80	*	42
65	Our institution's values guide decision-making throughout MSU Denver not just in theory but also in our day-to-day actions.	62	61	*	40	61	*	*	*	*	50	48	45	90	20	53	50	*	46
66	I have sufficient technology and resources to do my job.	62	48	*	18	53	*	*	*	*	58	56	72	80	40	66	60	*	50
67	The role of staff in shared governance is clearly stated and publicized.	51	40	*	20	40	*	*	*	*	47	41	50	80	20	64	75	*	30
68	At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.	84	80	*	90	73	*	*	*	*	78	79	72	80	40	86	100	*	78
69	I have not experienced discrimination and/or bias because of my identity.	87	77	*	72	77	*	*	*	*	78	75	81	80	20	86	100	*	76
70	I am not aware of colleagues who have experienced discrimination or bias because of their identity.	84	62	*	72	57	*	*	*	*	67	65	81	80	20	80	100	*	38
71	I am aware of the process for filing a discrimination complaint.	83	80	*	63	82	*	*	*	*	85	91	81	90	80	85	100	*	78
72	I am aware of the process for filing a sexual harassment complaint.	86	81	*	72	82	*	*	*	*	88	95	81	100	80	92	100	*	78
73	The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.	77	73	*	72	70	*	*	*	*	57	52	72	70	40	66	75	*	57
74	MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	76	75	*	80	72	*	*	*	*	57	52	70	80	40	69	75	*	35
75	Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.	79	76	*	72	75	*	*	*	*	70	52	80	90	40	80	100	*	71
76	I understand the purpose of diversity and inclusion at MSU Denver.	92	100	*	100	100	*	*	*	*	89	87	90	100	60	93	100	*	92
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	81	*	72	80	*	*	*	*	72	70	90	80	60	73	40	*	76
78	The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capactiy.	77	75	*	72	75	*	*	*	*	74	79	88	90	60	61	80	*	61
79	Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.	81	91	*	90	92	*	*	*	*	76	76	80	100	40	69	60	*	78
80	I believe that MSU Denver's policies and practices are effective at preventing bullying.	72	63	*	45	63	*	*	*	*	49	37	60	80	40	66	60	*	21
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.	82	66	*	54	64	*	*	*	*	62	54	63	71	60	53	100	*	58
82	I am aware of other employees at MSU Denver who have experienced workplace bullying.	75	55	*	36	56	*	*	*	*	44	40	60	71	20	42	60	*	16
83	Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.	87	83	*	63	85	*	*	*	*	77	75	81	90	60	80	100	*	71
84	Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.	86	76	*	70	74	*	*	*	*	74	73	63	90	25	73	100	*	83
85	MSU Denver has clear and effective procedures for dealing with workplace bullying.	83	67	*	45	70	*	*	*	*	69	60	81	90	60	66	80	*	57
	Metropolitan State University of Denver Custom Statements - Average	74	68	*	58	68	*	*	*	*	63	60	69	81	39	67	79	*	55
	Overall Survey Average 1 - 85	63	64	*	53	64	*	*	*	*	57	54	61	78	28	61	68	*	54
	Overall Survey Average 1 - 60	58	62	*	50	62	*	*	*	*	55	52	57	77	24	58	64	*	54

#	Statement	Job Category: Faculty	Faculty: Assistant Professor	Associate Professor	Department Chair	Full Professor	Tenure Status: Tenured	Tenure Track	Non Tenured Position	Not Applicable	Decline to answer	Years in Job Position: Less than 2 years	2-4 years	5-7 years	8-10 years	11-15 years	16-20 years	21-25 years	More than 25 years	Decline to answer
	Total number of survey respondents (1000)	239	63	82	21	65	161	63	51	11	6	250	203	143	105	83	49	21	26	26
	Supervisors/Department Chairs																			
3	My supervisor/department chair makes his/her expectations clear.	71	74	67	95	69	70	76	76	63	66	75	67	69	68	70	71	71	73	46
7	I receive feedback from my supervisor/department chair that helps me.	59	65	57	75	51	57	65	74	72	50	72	59	55	57	56	63	61	68	42
12	I believe what I am told by my supervisor/department chair.	65	73	65	65	58	62	73	76	81	50	85	71	74	68	69	71	65	65	34
15	My supervisor/department chair regularly models this institution's values.	68	79	64	89	57	64	80	80	81	50	84	75	70	68	68	70	76	76	52
19	My supervisor/department chair is consistent and fair.	67	76	60	80	64	65	77	74	81	50	79	66	71	67	61	66	71	76	53
20	My supervisor/department chair actively solicits my suggestions and ideas.	67	75	64	70	65	66	75	78	81	50	75	66	63	60	58	57	71	76	50
24	I have a good relationship with my supervisor/department chair.	75	79	70	90	73	72	80	86	90	66	87	81	82	76	71	81	76	88	57
	Supervisors/Department Chairs - Average	67	74	63	80	62	65	75	77	78	54	79	69	69	66	64	68	70	74	47
	Senior Leadership																			
27	Senior leadership provides a clear direction for this institution's future.	36	40	34	40	35	35	40	50	72	33	62	51	41	40	44	50	57	42	40
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	47	55	44	52	41	44	56	60	81	40	72	63	55	54	53	62	66	61	34
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	41	51	31	61	36	37	50	50	60	33	63	50	43	47	37	43	42	50	19
41	Senior leadership communicates openly about important matters.	34	41	26	33	40	33	37	56	72	33	61	50	41	42	39	47	42	50	30
48	Senior leadership regularly models this institution's values.	47	64	40	61	38	42	61	60	90	33	78	66	60	55	46	61	57	60	23
56	I believe what I am told by senior leadership.	47	62	40	47	44	42	61	66	81	33	75	63	53	50	51	53	47	42	23
	Senior Leadership - Average	42	52	35	49	39	38	50	57	76	34	68	57	48	48	45	52	51	50	28
	Faculty, Administration & Staff Relations																			
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	47	65	42	42	41	41	66	68	100	16	70	59	56	54	49	52	47	69	36
55	There is regular and open communication among faculty, administration and staff.	33	41	25	40	36	32	39	53	72	16	52	41	39	38	37	39	38	53	23
	Faculty, Administration & Staff Relations - Average	40	53	33	41	38	36	52	60	86	16	61	50	47	46	43	45	42	61	29
	Communication																			
8	When I offer a new idea, I believe it will be fully considered.	53	61	46	71	50	52	60	68	63	50	71	60	53	51	51	56	42	64	42
21	In my department, we communicate openly about issues that impact each other's work.	50	55	43	70	49	50	53	64	72	50	64	54	54	49	48	58	45	65	30
22	Changes that affect me are discussed prior to being implemented.	42	54	35	55	41	39	52	56	54	33	48	40	42	33	38	37	47	53	26
43	At this institution, we discuss and debate issues respectfully to get better results.	35	51	28	38	30	29	48	50	55	50	58	50	40	39	34	34	38	50	24
	Communication - Average	45	55	38	58	42	42	53	59	61	45	60	51	47	43	42	46	43	58	30
	Collaboration																			
13	We have opportunities to contribute to important decisions in my department.	66	69	65	85	61	66	71	70	72	50	67	61	56	57	49	62	52	72	48
23	People in my department work well together.	56	69	48	71	50	51	67	62	72	50	66	55	64	51	45	53	47	76	38
26	I can count on people to cooperate across departments.	42	45	45	47	36	43	40	58	50	66	58	45	48	44	41	47	47	65	40
58	There's a sense that we're all on the same team at this institution.	39	50	34	42	38	36	50	52	90	16	60	49	44	43	37	39	52	57	11
	Collaboration - Average	50	58	48	61	46	49	57	60	71	45	62	52	53	48	43	50	49	67	34
	Fairness																			
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	51	46	50	76	53	54	45	58	63	33	70	57	53	56	48	60	57	68	30
16	Promotions in my department are based on a person's ability.	49	57	37	78	49	46	57	43	42	40	56	41	36	43	36	46	36	56	25
18	Issues of low performance are addressed in my department.	33	39	24	40	40	33	41	36	60	16	40	31	39	39	34	50	30	58	19
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	43	58	36	52	36	39	57	50	81	33	69	55	42	47	34	50	38	57	23
54	This institution has clear and effective procedures for dealing with discrimination.	56	64	51	65	53	54	63	70	100	25	79	73	74	67	65	63	65	76	41
	Fairness - Average	46	52	39	62	46	45	52	51	69	29	62	51	48	50	43	53	45	63	27
	Respect & Appreciation																			
9	I am regularly recognized for my contributions.	50	63	45	57	43	47	60	57	72	50	62	47	40	43	41	48	42	61	30
35	Our recognition and awards programs are meaningful to me.	26	36	19	28	28	24	36	31	22	16	38	28	21	30	21	19	25	56	12
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	64	74	62	90	55	63	73	68	100	50	88	76	75	77	60	66	61	73	50
52	We celebrate significant milestones and important accomplishments at this institution.	49	53	51	63	43	49	52	65	81	33	76	62	58	52	47	48	52	65	38
	Respect & Appreciation - Average	47	56	44	59	42	45	55	55	68	37	66	53	48	50	42	45	45	63	32
	Metropolitan State University of Denver Custom Statements																			
61	In my department, we address conflicts effectively when they arise.	47	52	37	80	46	46	52	56	63	50	59	46	52	50	42	57	33	58	30
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.	50	57	48	57	47	50	57	51	44	33	69	52	49	53	46	42	52	65	38
63	Our evaluation processes are user-friendly and efficient.	39	56	32	38	35	34	54	48	55	33	55	40	35	34	30	44	28	42	23
64	I can make an official complaint without fear of retaliation.	37	36	38	42	37	39	35	48	90	16	61	43	45	44	42	52	42	50	23
65	Our institution's values guide decision-making throughout MSU Denver not just in theory but also in our day-to-day actions.	43	57	35	60	37	38	52	62	72	50	70	56	52	48	43	53	52	52	34
66	I have sufficient technology and resources to do my job.	41	39	34	33	50	41	39	47	63	50	62	63	54	44	56	53	71	61	57
67	The role of staff in shared governance is clearly stated and publicized.	29	35	25	21	34	28	32	41	50	16	58	42	40	37	45	44	47	40	30
68	At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.	64	73	59	90	56	62	69	76	100	50	88	78	79	76	69	72	52	73	50
69	I have not experienced discrimination and/or bias because of my identity.	65	69	62	80	61	62	71	74	100	40	84	75	78	76	67	72	57	84	60
70	I am not aware of colleagues who have experienced discrimination or bias because of their identity.	51	60	48	57	47	48	58	57	81	50	75	65	67	64	53	68	61	50	52
71	I am aware of the process for filing a discrimination complaint.	78	71	79	90	82	82	73	78	81	83	81	79	84	88	82	83	80	95	76
72	I am aware of the process for filing a sexual harassment complaint.	80	76	80	90	80	81	76	80	81	100	84	83	85	88	86	83	80	95	76
73	The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.	58	69	56	61	52	56	66	68	100	50	82	68	66	61	60	67	66	76	53
74	MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	67	72	63	61	70	65	72	73	90	50	82	71	71	71	69	61	57	80	57
75	Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.	61	69	57	70	60	60	66	72	100	50	83	72	73	75	66	70	71	69	50
76	I understand the purpose of diversity and inclusion at MSU Denver.	90	96	87	95	84	87	96	100	100	100	96	93	92	89	90	95	90	84	76
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.	60	73	52	75	54	57	69	78	90	66	82	75	68	64	68	82	66	69	53
78	The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capactiy.	60	68	55	61	56	56	66	70	100	100	80	75	63	68	64	63	71	69	76
79	Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.	77	87	78	75	69	73	88	92	100	66	90	84	84	79	75	70	71	61	65
80	I believe that MSU Denver's policies and practices are effective at preventing bullying.	42	58	30	47	43	37	57	60	90	40	67	54	57	52	50	50	38	56	26
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.	59	66	50	68	58	55	66	63	90	40	77	63	68	65	61	55	33	66	48
82	I am aware of other employees at MSU Denver who have experienced workplace bullying.	40	48	35	29	45	37	48	50	90	16	60	48	48	42	46	54	25	57	36
83	Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.	67	77	64	75	58	63	79	80	100	50	83	78	72	75	66	75	61	75	50
84	Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.	65	74	57	77	65	62	74	73	88	66	86	74	73	71	69	68	65	78	45
85	MSU Denver has clear and effective procedures for dealing with workplace bullying.	53	63	50	52	49	50	65	66	90	33	75	68	66	65	60	66	57	70	36
	Metropolitan State University of Denver Custom Statements - Average	56	64	52	63	55	54	63	66	84	51	75	65	64	63	60	63	57	67	48
	Overall Survey Average 1 - 85	53	60	48	61	51	51	59	62	76	46	70	60	58	56	53	58	55	65	42
	Overall Survey Average 1 - 60	51	58	47	61	49	50	58	60	73	44	68	57	55	53	50	56	55	64	40

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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.