

ModernThink **Overview of Reports** **Survey Results**

Metropolitan State University of Denver
2017 Campus Climate Survey
Spring 2017

Prepared by:

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Metropolitan State University of Denver Survey Reports

Your Survey Findings Reports include the following:

- 1) Five Survey Data Spreadsheets
 - General Demographics
 - Employment Demographics
 - Job Role
 - College/School/Department
 - Division/Area
- 2) Profile of Survey Respondents
- 3) Response Distribution Report by Job Category
- 4) Benefit Satisfaction Report by Job Category
- 5) Employee Comments Reported by Job Category
- 6) Reasons for Leaving Report
- 7) Open Response Report from Demographics
- 8) Year-to-Year ScoreCards
 - Overall for 2010, 2013, 2015, 2017
 - Division
 - Job Category
 - College/School

Survey Response Rates

The enclosed reports were generated from the data collected from all faculty and staff at MSU Denver during the Campus Climate Survey conducted February 27 – March 20, 2017. The response rate was as follows:

Surveys distributed at your institution:	3166
Surveys Responses:	1130
Response Rate:	36%

**MSU Denver's response rate in 2015 pulse survey was 20% (725/142)*

**MSU Denver's response rate in 2013 was 43% (1983/858/)*

**MSU Denver's response rate in 2010 was 41% (1924/793).*

Response rates were also generated by Job Category. Job Category designations were supplied by Metropolitan State University of Denver with the email addresses of survey participants. The response rates listed below are based on those designations. The voluntary, self-selected demographics are used in the survey reports.

Pre-Loaded Job Category	Total	Responded	% Responded
All Employees	3166	1130	36%
Administration	666	403	61%
Faculty	588	316	54%
Adjunct Faculty	749	179	24%
Exempt Professional Staff	51	34	67%
Non-exempt Staff	116	68	59%
Other (Student Employees)	996	130	13%

Survey Definitions

Throughout the survey, several different terms are consistently referenced. Below are the definitions that appeared on each page of MSU Denver Campus Climate Survey:

Definitions:

Institution refers to the entire University or College.

Department refers to your most immediate workgroup or team.

Senior Leadership refers to the senior members of the institution (i.e. President, Vice Presidents, Deputy Provost, Associate Vice Presidents, Deans and those that report directly to the President).

Supervisor/Department Chair refers to the individual to whom you most directly report.

Survey Data Spreadsheets

The ModernThink Higher Education Insight Survey[®] is comprised of 60 statements designed to assess key dynamics and relationships that are influencing your institution's culture and performance. In the survey, Staff/Faculty are asked to respond to each statement using a five-point rating scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree*). Additionally, there is a Not Applicable response option.

The customized MSU Denver Campus Climate Survey used the ModernThink Higher Education Insight Survey[®] 60 statements as its base and also included the following 25 custom statements:

61. In my department, we address conflicts effectively when they arise.
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.
63. Our evaluation processes are user-friendly and efficient.
64. I can make an official complaint without fear of retaliation.
65. Our institution's values guide decision-making throughout MSU Denver not just in theory but also in our day-to-day actions.
66. I have sufficient technology and resources to do my job.
67. The role of staff in shared governance is clearly stated and publicized.
68. At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.
69. I have **not** experienced discrimination and/or bias because of my identity.
70. I am **not** aware of colleagues who have experienced discrimination or bias because of their identity.
71. I am aware of the process for filing a discrimination complaint.
72. I am aware of the process for filing a sexual harassment complaint.
73. The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.
74. MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.
75. Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.
76. I understand the purpose of diversity and inclusion at MSU Denver.
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. The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capacity.
79. Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.
80. I believe that MSU Denver's policies and practices are effective at preventing bullying.
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. I am aware of other employees at MSU Denver who have experienced workplace bullying.
83. Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.

- 84. Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.
- 85. MSU Denver has clear and effective procedures for dealing with workplace bullying.

In addition, survey takers were asked to respond to 23 voluntary demographic questions. Your five 2-page spreadsheets are based on those 23 demographics as follows:

- General Demographics (Gender Identity, Age, Ethnicity, Race, Relationship Status, Disability, Sexual Orientation, Religious Affiliation, Annual Salary)
- Employment Demographics (Employment Status, Employment Category, Years at University, Supervisory Status, Number Supervised, Expect to Stay at Metro)
- College/School/Department
- Division / Area
- Job Role (Job Category, Job Position, Faculty Tenure Status, Years in Job Position)

Results in the first column reflect your institution’s average percent positive for each survey statement, that is, the percentage of your employees who responded with “*Strongly Agree*” or “*Agree*.” The second column of data on the spreadsheet reflects the percentage of negative responses, that is, the percentage of your faculty/staff who responded with “*Disagree*” or “*Strongly Disagree*.”

In addition to your institution’s data, we’ve also provided you with comparative benchmark data based on the Honor Roll (third column) and all applicants in your Carnegie Classification (fourth column). The Honor Roll benchmark is comprised of the average percent positive of those institutions recognized on the Honor Roll in your enrollment size classification. The Carnegie benchmark reflects the average percent positive of all institutions in your Carnegie Classification.

We also created a custom Peer Benchmark from a list of institutions provided by MSU, Denver. This custom benchmark is comprised of the average scores of MSU’s Peer Institutions that have surveyed with ModernThink.

While the “Overall” section of your spreadsheet reflects the data for the institution as a whole, the subsequent columns reflect the positive data (i.e., percentage of faculty/staff who responded with a “*Strongly Agree*” or “*Agree*”). To protect the anonymity of your faculty/staff, we do not report data for demographic categories with fewer than five respondents. If fewer than five responded, you will see asterisks in that column. The dimension average is the average positive response across all the statements in that particular dimension. All statements are weighted equally.

ModernThink 2017 Campus Climate Survey Metropolitan State University of Denver General Demographics Spreadsheet - Full Data Set Excluding Student Employees	Overall		Benchmarks		Peer Benchmark		Gender Identity					
	Positive Response	Negative Response	2017 Honor Roll > 10,000	2017 Carnegie Bnc	Positive Response	Negative Response	Man	Woman	Transgender Man	Transgender Woman	Decline to answer	Other
Total number of survey respondents (1000)							303	472	2	1	106	9
Job Satisfaction/Support												
1 My job makes good use of my skills and abilities.	73	8	95	81	77	7	77	77	*	*	60	77
2 I am given the responsibility and freedom to do my job.	79	6	96	83	80	5	82	82	*	*	66	77
4 I am provided the resources I need to be effective in my job.	54	15	74	56	58	16	58	55	*	*	37	22
Job Satisfaction/Support - Average	68	9	81	73	71	9	72	71	*	*	54	58
Teaching Environment												
33 There is a good balance of teaching, service and research at this institution.	50	23	81	61	62	17	51	56	*	*	34	37
40 Teaching is appropriately recognized in the evaluation and promotion process.	55	18	81	77	67	13	61	61	*	*	25	0
51 There is appropriate recognition of innovative and high-quality teaching.	49	20	81	63	66	13	49	55	*	*	29	14
Teaching Environment - Average	51	20	81	67	65	14	53	57	*	*	29	17

There is some variation by theme/dimension in what makes a “good” score. For example, most schools tend to score lower on Compensation, Benefits & Work/Life Balance as well as Fairness. Even with those differences, the following guidelines should help you interpret your scores.

Percent Positive

SCORE	INTERPRETATION
75% <	Exceptional
65% - 74%	Good – Very Good
55% - 64%	Fair - Good
45% - 54%	Yellow Flag
< 45%	Red Flag

Percent Negative

SCORE	INTERPRETATION
< 10%	Excellent – Very Good
10% - 14%	Fair – Good
15% - 19%	Yellow Flag
20% - 29%	Red Flag
> 30%	Acute

Profile of Survey Respondents

This report shows your overall response rate and the profile of the respondents across the 23 demographic categories. You can use this report as a quick reference guide to see the percentage of respondents in College/School/Division as well as tenure status and yeas in job position. The number of respondents is also included in the spreadsheets.

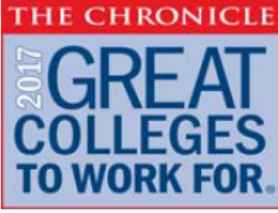
2017 Campus Climate Survey
Metropolitan State University of Denver
Excluding Student Employees

Profile of Survey Respondents
Full Data Set

Number of surveys sent to your organization: **2170**

Number of respondents: **1000**

Survey response rate: **46%**



Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Tenure Status n=292	Tenured	161	55%
	Tenure Track	63	21%
	Non Tenured Position	51	17%
	Not Applicable	11	3%
	Decline to answer	6	2%
Years in Job Position n=906	Less than 2 years	250	27%
	2-4 years	203	22%
	5-7 years	143	15%
	8-10 years	105	11%
	11-15 years	83	9%
	16-20 years	49	5%
	21-25 years	21	2%
	More than 25 years	26	2%
	Decline to answer	26	2%
College/School/Division n=878	College/School	572	65%
	Division	306	34%

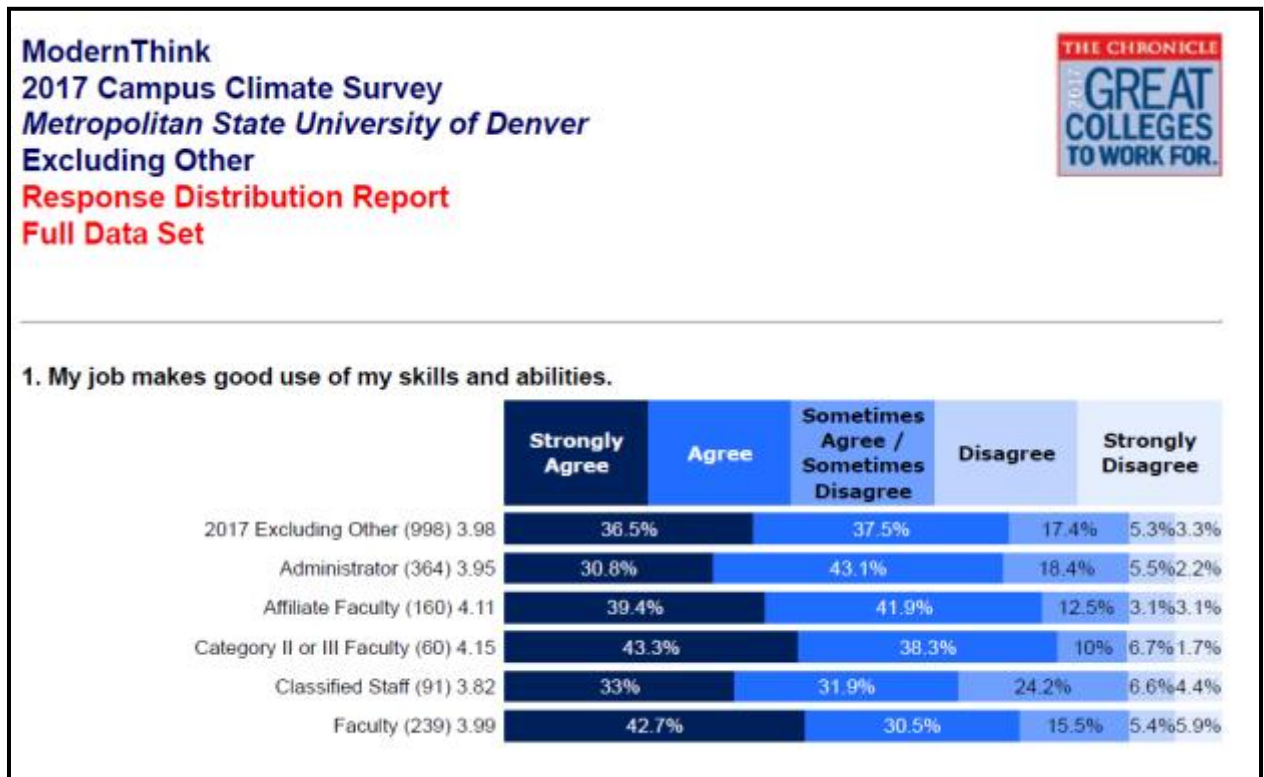
Response Distribution Reports

As previously noted, your faculty and staff responded to each statement in the survey using a five-point agreement scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, and Not applicable*). In the Response Distribution Reports, you will find the percentages of all possible response options for each survey statement, with the exception of *Not applicable*. You can compare your Overall results to those within each of your Job Categories. Below is an example of your Job Category Response Distribution Report.

Please note, the number ranging between 1 and 5 provided next to the number of respondents for each demographic subset represents the average with each response on the Likert Scale assigned a numerical weight:

Likert Scale Response	Numerical Weight
Strongly Agree	5
Agree	4
Sometimes Agree/Sometimes Disagree	3
Disagree	2
Strongly Disagree	1

Thus the 3.95 provided in the example below would represent an average response of partway between *Agree* (4) and *Sometimes Agree/Sometimes Disagree* (3) for those that selected Administrator.



Benefits Satisfaction Report

In addition to the survey statements, employees were asked to rate their satisfaction with a selection of benefits using a Satisfaction Scale (*Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable*). Instructions on the survey asked employees to select *Not Applicable* if a particular benefit was not offered. Like the Response Distribution Report, you can compare your overall results to those within each of your Job Categories.

BENEFITS (Health Care Benefits)

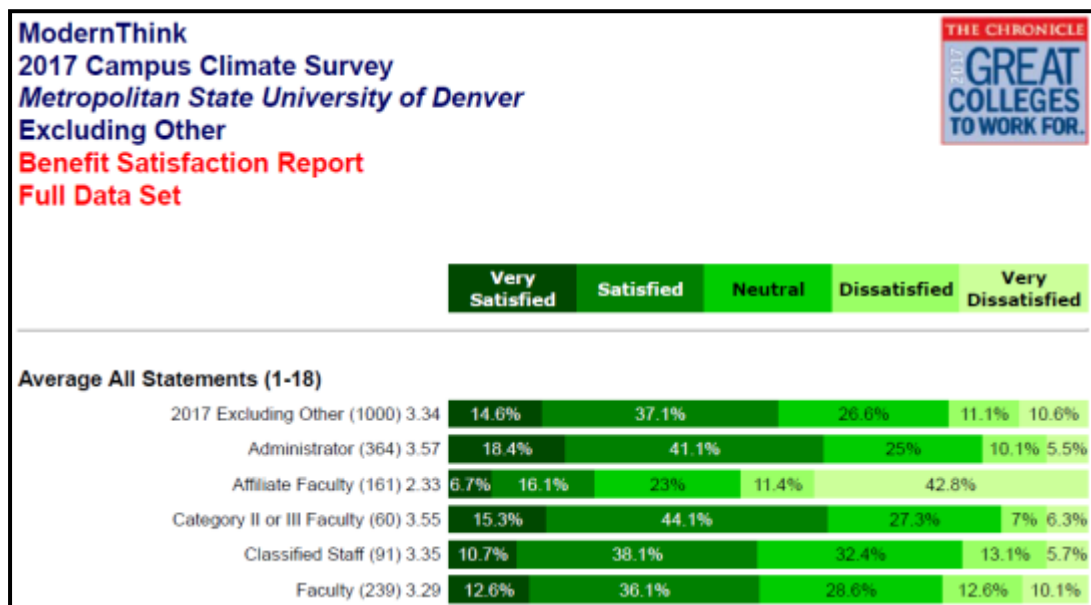
- 1 Medical Insurance
- 2 Dental Insurance
- 3 Vision Insurance
- 4 Short-term Disability Benefits
- 5 Long-term Disability Benefits
- 6 Life Insurance
- 7 Post Retirement Medical Benefits

BENEFITS (Other)

- 8 Vacation/PTO
- 9 403b/401k
- 10 Tuition Reimbursement for Employees
- 11 Tuition Reimbursement for Family Members
- 12 Wellness Benefits (Healthy moves, counseling services, Annual Health fair, etc.)
- 13 Overall Satisfaction with Benefits

GENERAL SATISFACTION

- 14 Professional/Career Development Programs
- 15 Tenure Clarity and Process
- 16 Physical Work Space Conditions
- 17 Flexible Work Arrangements (e.g. telecommuting, compressed work weeks)
- 18 Work/Life Balance Programs



Employee Comments Report

Faculty and Staff at MSU Denver were asked five open-ended questions on the 2017 Campus Climate Survey:

1. What do you appreciate most about working at this University?
2. What would make this University a better place to work?
3. What suggestions do you have that might improve communication throughout the University?
4. What suggestions do you have to improve the practice of shared governance at MSU Denver?
5. If there is anything you would like to add regarding culture, workplace quality, employee appreciation, etc. please do so here.

Scorecards

The ScoreCard shows the current positive and negative survey results side-by-side with your prior year's results. This color-coded report enables you to readily identify the areas where you are moving in the right direction, as well those areas where there is still room for improvement. We have provided the year – to-year scorecard, job category scorecard, division scorecard and college/school scorecard.

Further Assistance and Next Steps

Please contact Liz Flood with any comments or questions or if we can be of any further assistance. Liz can be reached at 888.684.4658 or via email at lflood@modernthink.com.