

The Chronicle Great Colleges to Work For 2017

ModernThink
2017 Campus Climate Survey
Metropolitan State University of Denver
Year - to - Year ScoreCard
Excluding Pre-loaded Student Employees

		Overall								
		+ 2017 Overall	- 2017 Overall	+ 2015 Overall	- 2015 Overall	+ 2013 Overall	- 2013 Overall	+ 2010 Overall	- 2010 Overall	
Total number of survey respondents		1000	1000	142	142	858	858	793	793	
Job Satisfaction/Support										
1	My job makes good use of my skills and abilities.	73	8	71	9	74	8	73	7	
2	I am given the responsibility and freedom to do my job.	79	6	69	8	79	7	75	9	
4	I am provided the resources I need to be effective in my job.	54	15	51	24	47	19	40	23	
Job Satisfaction/Support - Average		68	9	63	13	66	11	62	13	
Teaching Environment										
33	There is a good balance of teaching, service and research at this institution.	50	23	47	30	47	25	42	31	
40	Teaching is appropriately recognized in the evaluation and promotion process.	55	18	60	20	55	17	53	19	
51	There is appropriate recognition of innovative and high quality teaching.	49	20	55	21	51	19	47	18	
Teaching Environment - Average		51	20	54	23	51	20	47	22	
Professional Development										
6	I am given the opportunity to develop my skills at this institution.	61	14	60	15	61	15	56	15	
10	I understand the necessary requirements to advance my career.	56	20	62	22	56	20	59	16	
Professional Development - Average		58	17	61	18	58	17	57	15	
Compensation, Benefits & Work/Life Balance										
11	I am paid fairly for my work.	35	39	30	50	29	48	30	50	
24	This institution's benefits meet my needs.	55	17	58	12	52	23	48	26	
47	My supervisor/department chair supports my efforts to balance my work and personal life.	79	9	74	12	75	11	76	8	
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	67	12	64	18	59	14	55	17	
Compensation, Benefits & Work/Life Balance - Average		59	19	56	23	53	24	52	25	
Facilities										
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	74	8	78	8	69	11	75	7	
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	24	47	23	44	27	35	34	
Facilities - Average		60	16	62	15	56	19	55	20	
Policies, Resources & Efficiency										
17	Our review process accurately measures my job performance.	43	25	50	23	40	26	36	32	
28	My department has adequate faculty/staff to achieve our goals.	38	35	33	41	31	43	26	51	
30	Our orientation program prepares new faculty, administration and staff to be effective.	44	22	37	30	43	21	37	29	
49	This institution actively contributes to the community.	81	2	78	3	79	4	77	3	
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	76	9	78	6	78	6	79	6	
57	This institution is well run.	53	14	42	21	48	17	43	18	
Policies, Resources & Efficiency - Average		55	17	53	20	53	19	49	23	
Shared Governance										
38	The role of faculty in shared governance is clearly stated and publicized.	49	24	43	31	45	23	40	26	
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	57	16	61	13	56	17	55	16	
42	Faculty, administration and staff are meaningfully involved in institutional planning.	41	21	38	23	40	21	40	24	
Shared Governance - Average		49	20	47	22	47	20	45	22	
Pride										
5	I understand how my job contributes to this institution's mission.	85	3	87	4	85	3	84	3	
25	Overall, my department is a good place to work.	74	8	69	11	73	7	76	7	
36	I am proud to be part of this institution.	78	4	68	6	74	6	73	5	
59	This institution's culture is special - something you don't find just anywhere.	61	15	57	19	58	17	55	18	
60	All things considered, this is a great place to work.	70	9	57	13	62	12	60	10	
Pride - Average		73	7	67	10	70	9	69	8	
Supervisors/Department Chairs										
3	My supervisor/department chair makes his/her expectations clear.	69	11	59	19	68	13	68	13	
7	I receive feedback from my supervisor/department chair that helps me.	61	16	52	22	61	16	61	15	
12	I believe what I am told by my supervisor/department chair.	73	10	66	14	69	11	70	11	
15	My supervisor/department chair regularly models this institution's values.	74	9	67	17	71	11	68	11	
19	My supervisor/department chair is consistent and fair.	70	13	65	20	67	13	68	13	
20	My supervisor/department chair actively solicits my suggestions and ideas.	65	15	59	15	60	16	60	14	
24	I have a good relationship with my supervisor/department chair.	80	6	74	8	79	6	80	7	
Supervisors/Department Chairs - Average		70	11	63	16	67	12	67	12	
Senior Leadership										
27	Senior leadership provides a clear direction for this institution's future.	50	20	54	23	49	20	46	24	
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	61	13	59	15	61	13	55	14	
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	49	22	47	25	44	23	46	23	
41	Senior leadership communicates openly about important matters.	48	19	48	22	45	21	48	20	
48	Senior leadership regularly models this institution's values.	63	13	58	20	57	14	55	17	
56	I believe what I am told by senior leadership.	59	16	50	19	51	20	50	18	
Senior Leadership - Average		55	17	52	20	51	18	50	19	
Faculty, Administration & Staff Relations										
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	58	12	50	12	51	14	50	13	
55	There is regular and open communication among faculty, administration and staff.	42	22	43	25	39	25	37	22	
Faculty, Administration & Staff Relations - Average		50	17	46	18	45	19	43	17	
Communication										
8	When I offer a new idea, I believe it will be fully considered.	59	16	56	21	58	16	51	16	
21	In my department, we communicate openly about issues that impact each other's work.	55	20	57	22	53	18	57	18	
22	Changes that affect me are discussed prior to being implemented.	42	28	43	30	41	25	42	25	
43	At this institution, we discuss and debate issues respectfully to get better results.	45	18	36	25	36	22	37	20	
Communication - Average		50	20	48	24	47	20	46	19	
Collaboration										
13	We have opportunities to contribute to important decisions in my department.	59	17	60	17	57	20	56	17	
23	People in my department work well together.	58	14	64	17	61	12	62	10	

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Total number of survey respondents		1000	1000	142	142	858	858	793	793
26	I can count on people to cooperate across departments.	49	16	50	15	46	16	43	17
58	There's a sense that we're all on the same team at this institution.	48	23	40	27	38	28	37	28
Collaboration - Average		53	17	53	19	50	19	49	18
Fairness									
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	58	21	51	28	51	24	48	25
16	Promotions in my department are based on a person's ability.	44	28	43	31	43	29	42	27
18	Issues of low performance are addressed in my department.	37	29	42	32	41	30	41	27
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	52	18	42	28	43	23	39	25
54	This institution has clear and effective procedures for dealing with discrimination.	71	10	68	15	69	13	68	10
Fairness - Average		52	21	49	26	49	23	47	22
Respect & Appreciation									
9	I am regularly recognized for my contributions.	48	25	46	28	45	27	48	21
35	Our recognition and awards programs are meaningful to me.	29	36	28	43	28	42	26	44
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	76	8	74	6	72	8	71	9
52	We celebrate significant milestones and important accomplishments at this institution.	61	11	60	16	57	13	52	13
Respect & Appreciation - Average		53	20	52	23	50	22	49	21
Metropolitan State University of Denver Custom Statements									
61	In my department, we address conflicts effectively when they arise.	50	23	51	22	53	21	52	19
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	-	-	-	-	-	-
63	Our evaluation processes are user-friendly and efficient.	40	28	44	31	40	26	30	42
64	I can make an official complaint without fear of retaliation.	47	27	50	30	44	32	41	31
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	48	19	48	16	46	16
66	I have sufficient technology and resources to do my job.	57	20	56	19	45	26	37	35
67	The role of staff in shared governance is clearly stated and publicized.	45	24	34	33	39	26	34	33
68	At MSU Denver, people are supportive of their colleagues regardless of their heritage, background, race, ethnicity and sexual orientation.	77	7	-	-	-	-	-	-
69	I have not experienced discrimination and/or bias because of my identity.	76	14	-	-	-	-	-	-
70	I am not aware of colleagues who have experienced discrimination or bias because of their identity.	66	24	-	-	-	-	-	-
71	I am aware of the process for filing a discrimination complaint.	82	9	-	-	-	-	-	-
72	I am aware of the process for filing a sexual harassment complaint.	84	8	-	-	-	-	-	-
73	The environment at MSU Denver is supportive of the expression of different opinions, styles and perceptions.	69	10	55	19	58	15	58	13
74	MSU Denver makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.	73	8	62	11	62	12	68	8
75	Overall, I am satisfied with MSU Denver's efforts to support and encourage the valuing of differences.	73	9	68	10	65	11	67	9
76	I understand the purpose of diversity and inclusion at MSU Denver.	92	2	-	-	-	-	-	-
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	The online Disability Awareness Training provided beneficial information to improve my ability to assist students with disabilities in my particular work capacity.	71	10	-	-	-	-	-	-
79	Achieving federal designation as a Hispanic-Serving Institution (HSI) fulfills an important element of MSU Denver's mission.	82	5	-	-	-	-	-	-
80	I believe that MSU Denver's policies and practices are effective at preventing bullying.	56	17	40	32	40	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.	66	23	57	34	63	28	-	-
82	I am aware of other employees at MSU Denver who have experienced workplace bullying.	50	39	43	48	47	42	-	-
83	Faculty, administration and staff understand that workplace bullying is not tolerated in MSU Denver.	75	8	56	20	59	19	-	-
84	Instances of alleged workplace bullying are taken seriously by my supervisor/department chair.	74	13	-	-	-	-	-	-
85	MSU Denver has clear and effective procedures for dealing with workplace bullying.	67	14	-	-	-	-	-	-
Metropolitan State University of Denver Custom Statements - Average		66	15	*	*	*	*	*	*
Overall Survey Average 1 - 85		60	16	*	*	*	*	*	*
Overall Survey Average 1 - 60		58	16	55	19	55	18	53	18

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(-) Statement was not included in survey for that year