

The Chronicle Great Colleges to Work For 2013

ModernThink
 2013 Campus Climate Survey
 Metropolitan State University of Denver
 Employment Demographics - Full Data Set

	2013 Overall		2010 Overall		Benchmarks		Job Category					Employment Status			Employment Category						Years at Institution						Supervisory Status		Number Supervised						Expect to Stay at Metro										
	Positive Response	Negative Response	Positive Response	Negative Response	2013 Honor Roll > 10,000	2013 Carnegie Masters	Administration	Affiliate Faculty	Category II Faculty (e.g. Visiting, Instructor)	Classified Staff	Faculty	Full-time	Part-time	Decline to answer	Regular	Temporary	Interim	Visiting	Grant	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	Yes	No	1-3	4-6	7-10	11-20	21-30	More than 30	Decline to answer	Less than 1 year	1-2 years	3-5 years	6-9 years	10-15 years	Indefinitely
Total number of survey respondents (868)																																													
Job Satisfaction/Support																																													
1 My job makes good use of my skills and abilities.	74	8	73	7	86	80	70	82	88	63	77	74	81	80	74	79	*	90	*	65	73	77	69	75	74	80	77	78	79	73	80	73	82	79	69	100	60	85	*	47	50	77	82	78	82
2 I am given the responsibility and freedom to do my job.	79	7	75	9	87	82	77	83	88	70	80	78	84	76	79	80	*	100	*	70	75	83	78	83	71	82	75	75	76	80	78	80	80	82	69	85	60	85	*	44	74	80	86	84	82
4 I am provided the resources I need to be effective in my job.	47	19	40	23	76	58	48	52	69	53	37	45	52	56	46	43	*	72	*	50	51	53	47	42	40	47	45	51	61	43	51	46	53	44	53	57	60	57	*	38	38	45	50	57	48
Job Satisfaction/Support - Average																																													
66	11	62	13	83	73	65	72	81	62	64	65	72	70	66	67	*	87	*	61	66	71	64	66	61	69	65	68	72	65	69	66	71	68	63	80	60	75	*	43	54	67	72	73	70	
Teaching Environment																																													
33 There is a good balance of teaching, service and research at this institution.	47	25	42	31	81	64	64	50	52	53	27	45	55	47	47	48	*	63	*	41	40	56	48	43	39	40	52	43	54	50	51	46	50	51	60	57	60	60	*	51	46	45	45	54	48
46 Teaching is appropriately recognized in the evaluation and promotion process.	55	17	53	19	77	75	74	36	63	44	55	59	45	25	61	41	*	70	*	15	29	72	55	54	50	50	61	46	69	26	72	52	67	78	87	85	50	100	*	11	47	60	53	63	61
89 There is appropriate recognition of innovative and high quality teaching.	51	19	47	18	80	69	66	41	52	46	48	54	46	30	54	37	*	54	*	35	38	64	51	49	47	39	57	47	68	36	63	49	61	76	75	42	50	80	*	28	38	50	50	57	57
Teaching Environment - Average																																													
51	20	47	22	79	69	68	42	55	47	43	52	48	34	54	42	*	62	*	30	35	64	51	48	45	43	56	45	63	37	62	49	59	68	74	61	53	80	*	30	43	51	49	58	55	
Professional Development																																													
6 I am given the opportunity to develop my skills at this institution.	61	15	56	15	82	72	64	55	63	49	66	63	55	60	64	46	*	81	*	35	53	71	55	59	52	61	67	58	69	63	72	58	74	65	76	85	80	85	*	30	37	64	66	64	71
10 I understand the necessary requirements to advance my career.	56	20	59	16	76	71	50	55	57	41	70	57	54	62	57	52	*	50	*	52	50	56	54	60	42	58	60	64	78	51	59	56	54	65	53	85	60	71	*	31	38	59	59	64	62
Professional Development - Average																																													
58	17	57	15	79	71	57	55	60	45	68	60	54	61	60	49	*	65	*	43	51	63	54	59	47	59	63	61	73	57	65	57	64	65	64	85	70	78	*	30	37	61	62	64	66	
Compensation, Benefits & Work/Life Balance																																													
11 I am paid fairly for my work.	29	48	30	50	62	49	45	26	41	24	15	29	27	24	30	23	*	36	*	20	14	39	26	25	17	21	28	29	50	30	44	25	37	58	46	57	40	57	*	13	20	35	31	35	26
34 This institution's benefits meet my needs.	52	23	48	26	85	74	68	26	65	38	52	56	30	40	56	27	*	81	*	20	30	69	48	47	40	51	48	48	61	46	56	51	55	57	53	66	80	57	*	42	42	53	53	58	55
47 My supervisor/department chair supports my efforts to balance my work and personal life.	75	11	76	8	84	82	79	72	83	74	73	76	73	70	77	68	*	72	*	75	66	79	72	74	68	81	80	70	83	79	82	73	80	79	92	83	100	100	*	51	66	74	78	83	80
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	59	14	55	17	81	74	65	67	72	57	51	58	68	52	60	62	*	81	*	41	48	65	62	59	47	57	63	63	69	50	62	59	70	55	53	66	20	71	*	41	54	60	66	66	61
Compensation, Benefits & Work/Life Balance - Average																																													
53	24	52	25	78	69	64	47	65	48	47	54	49	46	55	45	*	67	*	39	39	63	52	51	43	52	54	52	65	51	61	52	60	62	61	68	60	71	*	36	45	55	57	60	55	
Facilities																																													
2 The institution takes reasonable steps to provide a safe and secure environment for the campus.	69	11	75	7	91	83	75	73	73	63	62	68	76	58	68	76	*	80	*	65	57	77	71	66	65	63	67	70	76	56	69	68	75	58	61	71	60	100	*	55	61	69	70	78	72
3 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	44	27	35	34	76	61	56	48	27	47	31	43	49	37	44	42	*	36	*	52	45	51	45	41	34	38	54	47	50	42	50	43	45	62	72	28	20	57	*	45	43	50	45	51	39
Facilities - Average																																													
56	19	55	20	83	72	65	60	50	55	46	55	62	47	56	59	*	58	*	58	51	64	58	53	49	50	60	58	63	49	59	55	60	60	66	49	40	78	*	50	52	59	57	64	55	
Policies, Resources & Efficiency																																													
17 Our review process accurately measures my job performance.	40	26	36	32	67	58	41	44	51	27	41	40	44	40	40	43	*	27	*	27	40	50	37	40	32	28	48	37	52	43	40	40	42	53	15	42	40	28	*	20	25	42	46	38	45
28 My department has adequate faculty/staff to achieve our goals.	31	43	26	51	96	40	29	44	41	28	25	28	43	37	29	40	*	54	*	33	31	32	36	28	23	20	30	29	44	36	23	32	24	24	23	28	0	14	*	25	23	35	34	31	32
33 Our orientation program prepares new faculty, administration and staff to be effective.	43	21	37	29	72	56	54	40	38	34	40	44	40	42	44	41	*	33	*	31	34	52	51	38	35	37	46	35	41	26	44	43	46	33	50	50	0	66	*	33	36	48	54	41	42
46 This institution actively contributes to the community.	79	4	77	3	91	86	84	78	77	71	79	80	83	69	81	78	*	90	*	70	68	87	82	82	79	76	75	74	84	64	82	79	79	85	83	85	100	100	*	69	70	79	81	85	84
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	78	6	79	6	82	75	86	74	77	76	73	79	78	76	79	78	*	81	*	66	80	87	82	78	79	81	67	70	75	71	81	78	76	89	84	85	100	85	*	68	80	80	77	79	81
59 This institution is well run.	48	17	43	18	80	61	49	59	50	39	46	46	62	22	49	54	*	63	*	35	24	57	53	45	40	42	44	51	64	28	50	48	49	51	53	71	60	42	*	19	41	55	47	56	52
Policies, Resources & Efficiency - Average																																													
53	19	49	23	74	62	57	56	55	45	50	52	58	47	53	55	*	58	*	43	46	60	56	51	48	47	51	49	60	44	53	53	52	55	51	60	50	55	*	39	45	56	56	55	56	
Shared Governance																																													
38 The role of faculty in shared governance is clearly stated and publicized.	45	23	40	26	74	64	59	43	38	37	40	44	49	41	46	41	*	54	*	38	35	59	42	42	41	45	40	39	55	35	54	44	60	59	44	42	50	66	*	26	35	47	39	42	52
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	56	17	55	16	80	72	71	47	63	60	51	59	52	43	61	47	*	63	*	40	44	75	58	50	48	45	62	64	72	44	71	55	69	72	62	57	100	100	*	31	56	62	50	60	60
42 Faculty, administration and staff are meaningfully involved in institutional planning.	40	21	40	24	70	57	45	43	42	29	38	40	45	29	41	43	*	54	*	26	26	51	42	35	34	34	37	48	46	33	44	39	42	41	53	71	40	57	*	29	25	46	38	39	45
Shared Governance - Average																																													
47	20	45	22	74	64	58	44	47	42	43	47	48	37	49	43	*	57	*	34	35	61	47	42	41	41	46	50	57	37	56	46	57	57	53	56	63	74	*	28	38	51	42	47	52	
Pride																																													
5 I understand how my job contributes to this institution's mission.	85	3	84	3	92	89	88	85	86	82	83	87	81	80	87	81	*	90	*	65	80	89	89	83	81	87	84	82	93	73	88	85	87	86	84	100	100	100	*	75	79	85	85	91	89
25 Overall, my department is a good place to work.	73	7	76	7	85	81	69	79	77	68	75	72	82	68	73	80	*	63	*	75	73	75	72	76	63	75	82	70	79	63	78	72	84	89	61	71	80	71	*	50	58	68	84	76	80
36 I am proud to be part of this institution.	74	6	73	5	87	78	80	75	75	67	69	74	76	56	75	75	*	90	*	68	48	81	73	70	68	80	73	78	79	56	80	73	82	89	69	71	80	100	*	41	61	71	83	80	81
58 This institution's culture is special - something you don't find just anywhere.	58	17	55	18	82	69	66	59	58	53	52	59	58	47	59	57	*	70	*	52	37	64	56	56	56	57	61	58	70	39	71	56	72	75	53	57	80	10							

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Total number of survey respondents (858)																																										793	793			237	135	36	132	262	605	122	25	619	72	3	11	3	20	41	133	147	148	74	100	57	41	34	30	147	610	78	29	13	7	5	7	3	36	77	156	87	92	278				
Supervisors/Department Chairs																																																																																								
3 My supervisor/department chair makes his/her expectations clear.	68	13	68	13	78	74	61	75	86	62	68	66	78	64	66	75	*	81	*	55	63	72	64	67	63	69	77	53	73	63	67	67	64	79	58	83	100	71	*	33	53	67	75	74	72																																											
7 I receive feedback from my supervisor/department chair that helps me.	61	16	61	15	73	67	61	58	72	56	62	61	60	60	63	58	*	63	*	47	56	69	55	59	55	59	77	58	73	56	69	60	69	79	66	83	100	57	*	30	40	57	68	69	69																																											
12 I believe what I am told by my supervisor/department chair.	69	11	70	11	79	74	66	81	86	58	65	66	81	76	66	78	*	81	*	75	73	77	71	65	67	64	73	63	67	60	70	68	71	68	76	66	80	85	*	36	62	66	81	70	74																																											
19 My supervisor/department chair regularly models this institution's values.	71	11	68	11	81	75	71	75	86	59	71	70	77	73	71	75	*	81	*	75	70	78	72	71	63	72	74	60	69	68	75	70	74	82	66	100	100	85	*	42	65	63	83	68	78																																											
19 My supervisor/department chair is consistent and fair.	67	13	68	13	77	72	61	80	83	60	65	65	83	68	66	80	*	72	*	73	68	78	70	63	55	65	76	60	66	63	63	68	61	62	69	66	80	71	*	30	57	65	75	69	74																																											
24 My supervisor/department chair actively solicits my suggestions and ideas.	60	16	60	14	76	72	61	51	75	52	65	62	53	60	62	52	*	63	*	40	58	64	58	58	52	60	76	60	61	56	65	59	67	72	53	66	80	71	*	30	48	59	73	65	64																																											
24 I have a good relationship with my supervisor/department chair.	79	6	80	7	87	83	77	87	91	74	78	78	87	84	78	84	*	81	*	85	82	82	81	78	78	82	87	65	76	70	84	78	82	86	92	83	80	100	*	47	79	72	89	85	84																																											
Supervisors/Department Chairs - Average																																										67	12	67	12	78	73	65	72	82	60	66	74	69	67	71	*	74	*	64	62	74	67	65	61	67	77	59	69	62	70	67	69	75	68	78	88	77	*	35	57	64	77	71	73			
Senior Leadership																																																																																								
27 Senior leadership provides a clear direction for this institution's future.	49	20	46	24	75	57	54	56	47	38	43	46	59	31	47	52	*	72	*	50	37	60	53	41	50	37	47	43	52	37	47	48	50	41	46	57	60	42	*	33	40	55	54	47	48																																											
33 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	61	13	55	14	84	67	65	72	54	55	56	59	74	58	61	70	*	63	*	61	51	72	65	56	65	56	80	51	71	46	61	62	58	62	61	85	60	71	*	41	53	66	63	73	64																																											
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	44	23	46	23	76	61	50	45	54	32	43	44	50	36	46	45	*	63	*	35	23	63	45	42	36	35	42	43	47	36	49	44	51	48	53	57	40	57	*	25	28	49	53	54	47																																											
41 Senior leadership communicates openly about important matters.	45	21	48	20	73	57	46	58	48	36	41	43	62	36	45	53	*	54	*	44	35	56	46	46	45	37	42	39	51	33	43	46	41	48	53	42	20	57	*	31	34	50	53	44	49																																											
48 Senior leadership regularly models this institution's values.	57	14	55	17	83	69	62	63	54	45	56	56	66	39	59	59	*	70	*	56	30	68	66	51	54	51	50	53	68	42	59	58	64	51	69	71	40	42	*	35	42	66	58	62	62																																											
61 I believe what I am told by senior leadership.	51	20	50	18	76	61	58	64	60	36	45	50	67	19	52	60	*	80	*	42	36	65	59	46	47	56	43	44	25	55	52	57	62	53	50	60	42	*	25	42	57	54	53	56																																												
Senior Leadership - Average																																										51	18	50	19	77	62	55	59	52	40	47	49	63	32	51	56	*	67	*	48	35	64	55	47	49	43	49	45	55	36	52	52	53	52	55	60	46	51	*	31	39	57	55	55	54		
Faculty, Administration & Staff Relations																																																																																								
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	51	14	50	13	81	67	50	63	61	44	50	50	67	41	51	61	*	72	*	62	42	63	55	46	53	51	42	50	60	33	47	54	52	48	30	28	20	57	*	24	43	56	52	55	58																																											
59 There is regular and open communication among faculty, administration and staff.	39	25	37	22	70	56	39	50	45	26	41	38	53	32	40	43	*	63	*	36	34	58	40	34	41	35	34	36	47	20	40	41	50	24	46	14	40	42	*	22	26	42	48	46	44																																											
Faculty, Administration & Staff Relations - Average																																										45	19	43	17	75	61	44	56	53	35	45	44	60	36	45	52	*	67	*	49	38	60	47	40	47	43	38	43	53	26	43	47	51	36	38	21	30	49	*	23	34	49	50	50	51		
Communication																																																																																								
8 When I offer a new idea, I believe it will be fully considered.	58	16	51	16	72	64	62	58	75	53	54	59	60	45	60	55	*	72	*	55	55	69	60	58	58	52	56	53	60	50	64	58	70	62	61	71	40	71	*	27	50	58	72	68	63																																											
22 In my department, we communicate openly about issues that impact each other's work.	53	18	57	18	72	68	56	45	58	45	57	55	47	40	54	49	*	63	*	44	48	58	49	54	40	49	67	58	55	46	63	50	65	62	76	85	60	57	*	25	41	51	57	61	58																																											
22 Changes that affect me are discussed prior to being implemented.	41	25	42	25	60	52	40	34	61	35	46	42	36	40	42	29	*	63	*	26	43	53	42	39	35	30	41	43	47	36	44	40	48	34	53	57	20	57	*	22	25	41	42	47	48																																											
43 At this institution, we discuss and debate issues respectfully to get better results.	36	22	37	20	72	56	35	50	45	29	33	33	54	29	34	53	*	54	*	26	27	54	41	32	29	29	30	41	30	16	32	38	32	41	23	14	20	28	*	23	33	37	39	41	39																																											
Communication - Average																																										47	20	46	19	69	60	48	46	59	40	47	47	49	38	47	46	*	63	*	37	43	58	48	45	40	48	48	48	37	50	46	53	49	53	54	56	35	53	*	24	37	46	52	54	52		
Collaboration																																																																																								
13 We have opportunities to contribute to important decisions in my department.	57	20	56	17	75	71	57	40	75	42	67	60	42	45	59	40	*	72	*	26	52	59	50	56	50	59	68	53	64	60	65	54	65	75	61	66	40	71	*	22	45	52	67	71	60																																											
23 People in my department work well together.	61	12	62	10	75	72	63	65	66	50	61	61	67	50	61	61	*	72	*	57	58	67	59	63	54	60	69	48	64	53	63	61	70	62	38	57	60	57	*	33	58	56	68	64	67																																											
26 I can count on people to cooperate across departments.	46	16	43	17	70	58	48	53	42	38	45	45	53	45	45	47	*	72	*	42	42	50	49	41	47	42	45	47	44	41	47	45	48	48	38	42	40	57	*	35	39	50	53	53	44																																											
58 There's a sense that we're all on the same team at this institution.	38	28	37	28	71	54	39	47	51	22	39	37	52	13	39	44	*	70																																																																						