

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-85)

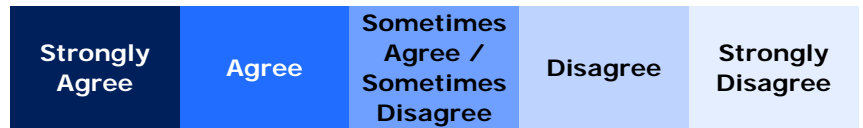
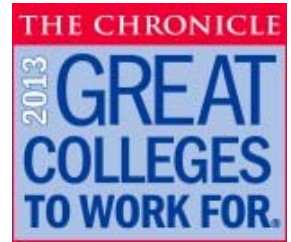
Category	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (858)	3.46	18.3%	37.4%	24.9%	10.8%	8.5%
Administration (237)	3.56	18.6%	40.9%	24.5%	10.5%	5.5%
Affiliate Faculty (135)	3.53	19.1%	39.8%	23.9%	9.8%	7.4%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.58	21.9%	40%	20.5%	10.1%	7.6%
Classified Staff (132)	3.3	12.7%	36.2%	29.1%	12.1%	9.9%
Faculty (262)	3.37	19%	33.7%	24.4%	11.3%	11.6%

1. My job makes good use of my skills and abilities.

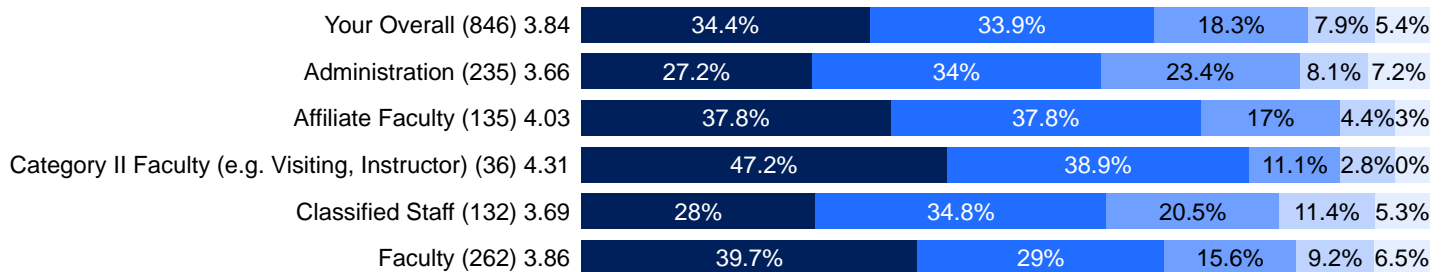
Category	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (848)	4.03	39.9%	34.8%	17.1%	4.6%	3.7%
Administration (237)	3.95	33.8%	36.7%	23.2%	3%	3.4%
Affiliate Faculty (135)	4.19	45.2%	37%	11.9%	3%	3%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.28	50%	38.9%	0%	11.1%	0%
Classified Staff (132)	3.7	27.3%	36.4%	22%	7.6%	6.8%
Faculty (262)	4.13	46.2%	31.3%	14.9%	4.2%	3.4%

2. I am given the responsibility and freedom to do my job.

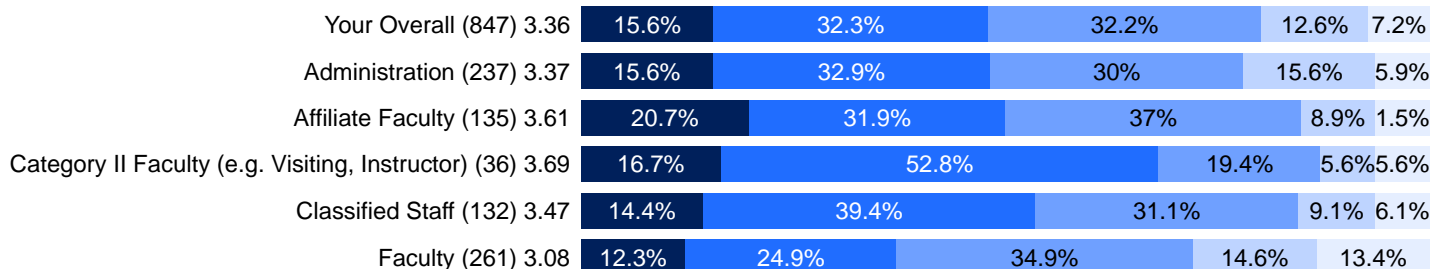
Category	Average	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (848)	4.1	41.7%	37.5%	12.9%	4.7%	3.2%
Administration (237)	4.1	42.2%	35.4%	15.6%	3.8%	3%
Affiliate Faculty (135)	4.29	49.6%	34.1%	11.9%	4.4%	0%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.42	55.6%	33.3%	8.3%	2.8%	0%
Classified Staff (132)	3.83	29.5%	40.9%	18.2%	6.1%	5.3%
Faculty (262)	4.04	39.3%	40.8%	9.5%	5.3%	5%



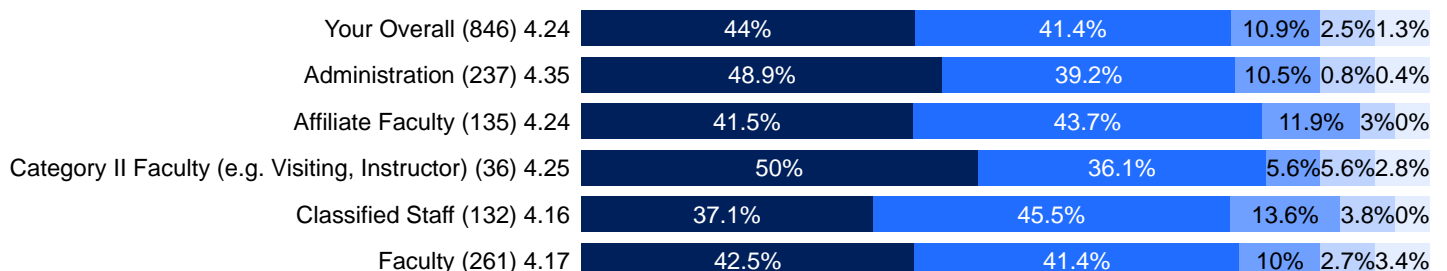
3. My supervisor/department chair makes his/her expectations clear.

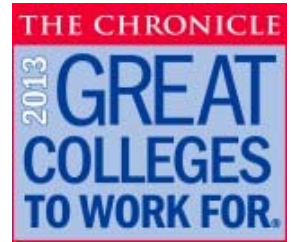


4. I am provided the resources I need to be effective in my job.



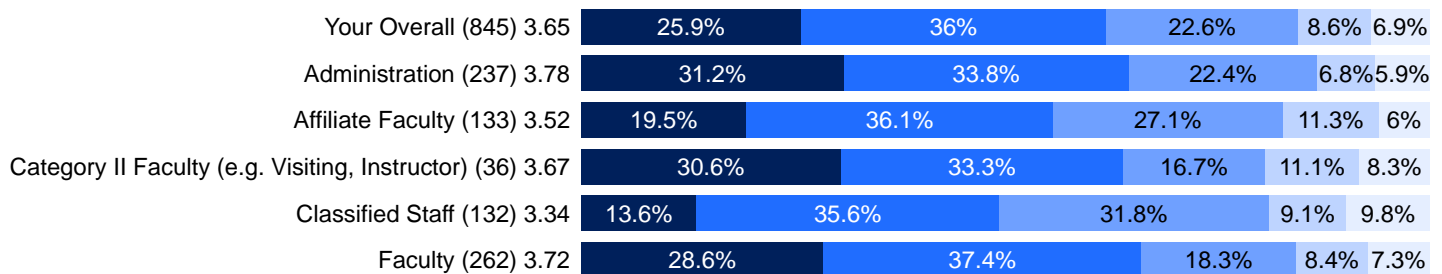
5. I understand how my job contributes to this institution's mission.



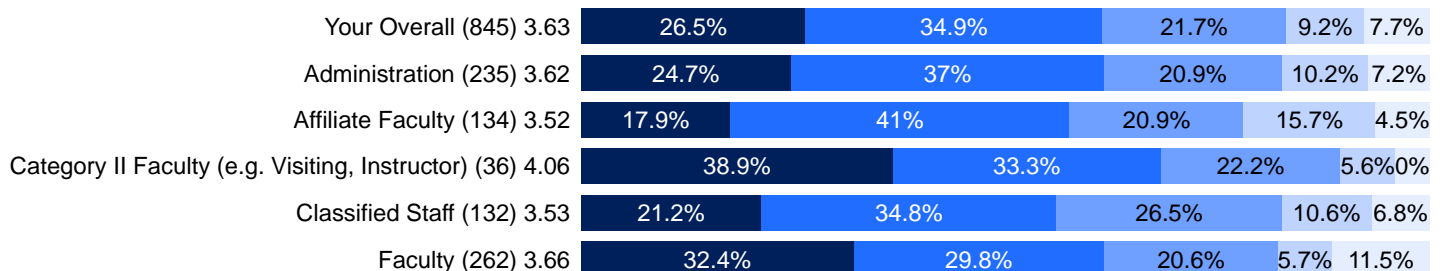


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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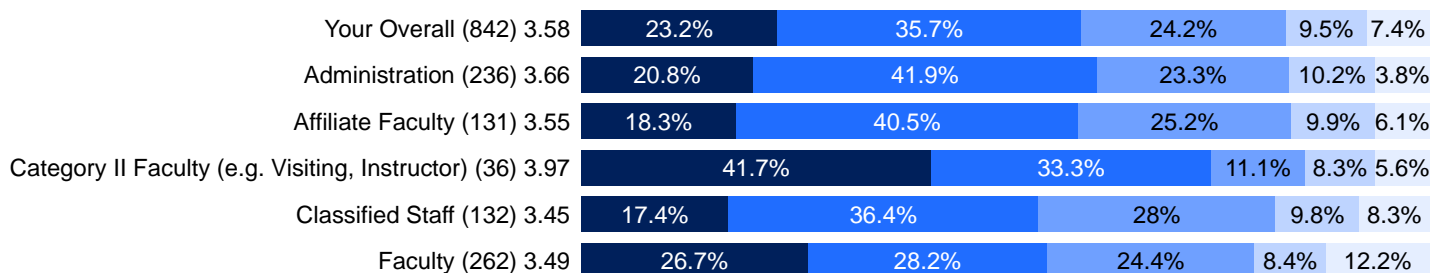
6. I am given the opportunity to develop my skills at this institution.



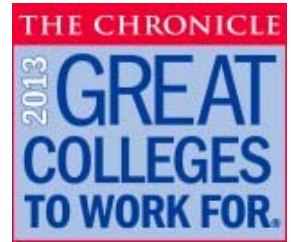
7. I receive feedback from my supervisor/department chair that helps me.



8. When I offer a new idea, I believe it will be fully considered.



ModernThink
2013 Campus Climate Survey
Metropolitan State University of Denver
Response Distribution Report
Full Data Set



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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9. I am regularly recognized for my contributions.

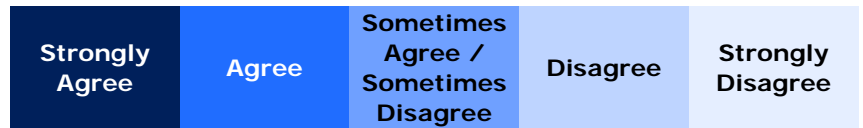
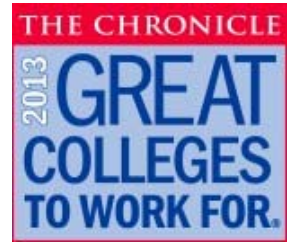
Your Overall (840) 3.24	17.1%	28.1%	27.4%	16.8%	10.6%
Administration (234) 3.25	15.4%	29.9%	27.8%	17.9%	9%
Affiliate Faculty (130) 3.09	13.8%	24.6%	28.5%	23.1%	10%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.72	36.1%	30.6%	11.1%	13.9%	8.3%
Classified Staff (132) 3.05	13.6%	23.5%	31.1%	18.2%	13.6%
Faculty (262) 3.3	18.3%	29%	28.6%	12.2%	11.8%

10. I understand the necessary requirements to advance my career.

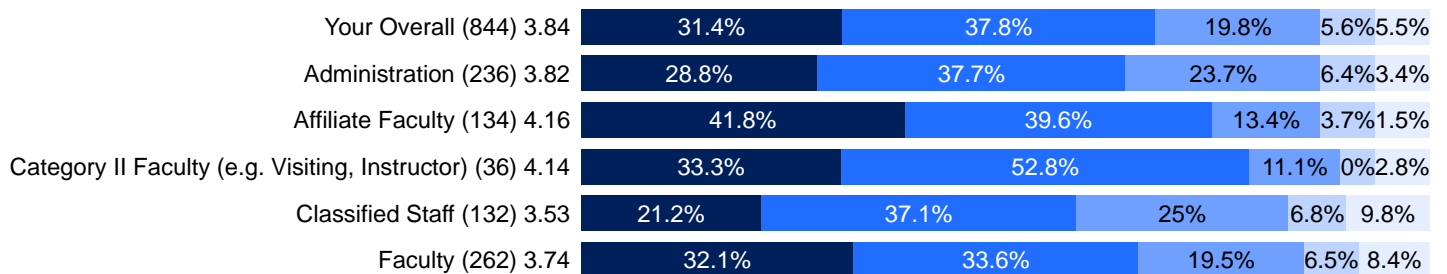
Your Overall (822) 3.5	21.4%	35.4%	22.6%	13%	7.5%
Administration (230) 3.34	14.3%	35.7%	27%	16.1%	7%
Affiliate Faculty (124) 3.52	20.2%	35.5%	25.8%	12.9%	5.6%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.49	14.3%	42.9%	22.9%	17.1%	2.9%
Classified Staff (130) 3.07	10.8%	30.8%	26.9%	17.7%	13.8%
Faculty (260) 3.82	31.9%	38.1%	16.2%	7.7%	6.2%

11. I am paid fairly for my work.

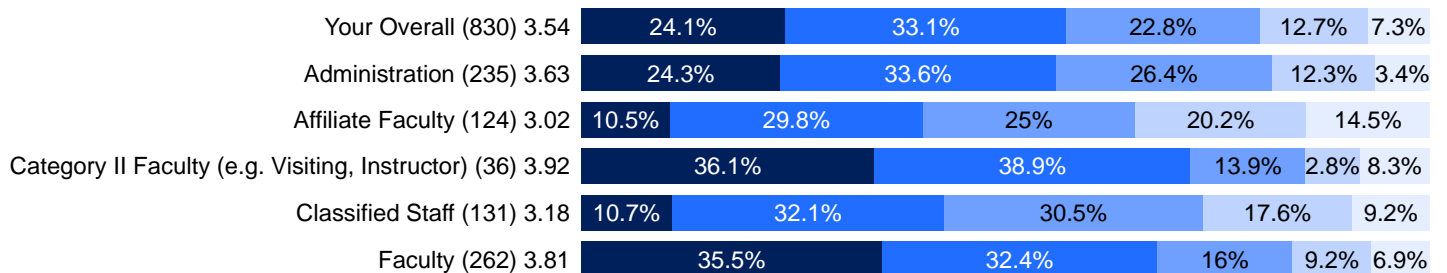
Your Overall (845) 2.63	5.7%	23.7%	21.8%	25.3%	23.6%
Administration (237) 3.11	8%	37.1%	23.2%	20.7%	11%
Affiliate Faculty (135) 2.52	5.2%	21.5%	21.5%	23.7%	28.1%
Category II Faculty (e.g. Visiting, Instructor) (36) 3	5.6%	36.1%	25%	19.4%	13.9%
Classified Staff (132) 2.49	5.3%	18.9%	21.2%	28.8%	25.8%
Faculty (262) 2.18	2.3%	13.4%	19.5%	30.2%	34.7%



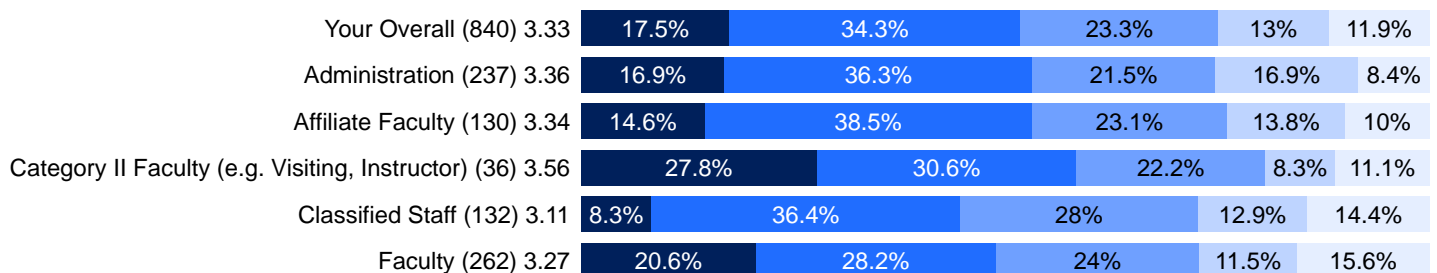
12. I believe what I am told by my supervisor/department chair.

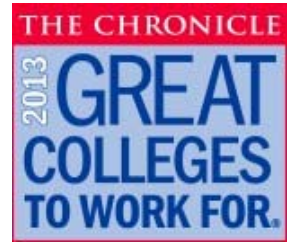


13. We have opportunities to contribute to important decisions in my department.



14. I can speak up or challenge a traditional way of doing something without fear of harming my career.





Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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15. My supervisor/department chair regularly models this institution's values.

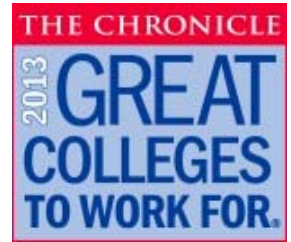
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (831)	3.87	32.5%	39.4%	16.5%	6.5%	5.2%
Administration (235)	3.83	31.1%	40.4%	14.5%	8.1%	6%
Affiliate Faculty (129)	4.02	33.3%	41.9%	20.2%	2.3%	2.3%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.28	47.2%	38.9%	11.1%	0%	2.8%
Classified Staff (131)	3.6	20.6%	38.9%	26.7%	7.6%	6.1%
Faculty (256)	3.86	35.5%	36.3%	13.3%	8.2%	6.6%

16. Promotions in my department are based on a person's ability.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (736)	3.16	16%	27.6%	26.9%	15.1%	14.4%
Administration (197)	3.2	15.2%	29.9%	26.9%	15.2%	12.7%
Affiliate Faculty (102)	3.1	10.8%	30.4%	30.4%	14.7%	13.7%
Category II Faculty (e.g. Visiting, Instructor) (32)	3.38	21.9%	31.3%	21.9%	12.5%	12.5%
Classified Staff (116)	2.6	9.5%	16.4%	24.1%	25%	25%
Faculty (254)	3.37	21.3%	29.5%	26.4%	11%	11.8%

17. Our review process accurately measures my job performance.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (797)	3.12	9.7%	30.6%	33.5%	14.4%	11.8%
Administration (223)	3.19	8.1%	33.6%	35%	15.7%	7.6%
Affiliate Faculty (112)	3.26	10.7%	33.9%	32.1%	17%	6.3%
Category II Faculty (e.g. Visiting, Instructor) (31)	3.48	9.7%	41.9%	41.9%	0%	6.5%
Classified Staff (129)	2.72	6.2%	21.7%	31%	20.2%	20.9%
Faculty (262)	3.16	12.6%	29%	33.6%	11.8%	13%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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18. Issues of low performance are addressed in my department.

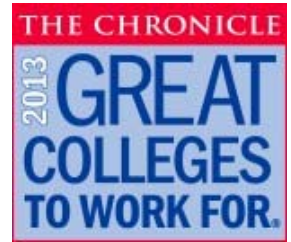
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (760)	3.06	8.9%	32.6%	27.6%	17.4%	13.4%
Administration (222)	3.05	9%	33.3%	25.7%	18%	14%
Affiliate Faculty (95)	3.12	6.3%	27.4%	42.1%	20%	4.2%
Category II Faculty (e.g. Visiting, Instructor) (34)	3.47	8.8%	50%	26.5%	8.8%	5.9%
Classified Staff (123)	2.92	5.7%	37.4%	19.5%	17.9%	19.5%
Faculty (245)	3.03	10.6%	29%	27.8%	18%	14.7%

19. My supervisor/department chair is consistent and fair.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (836)	3.77	29.4%	38.2%	19%	6.6%	6.8%
Administration (235)	3.65	24.7%	37%	22.6%	10.2%	5.5%
Affiliate Faculty (129)	4.08	33.3%	47.3%	14.7%	3.1%	1.6%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.22	44.4%	38.9%	13.9%	0%	2.8%
Classified Staff (132)	3.47	17.4%	43.2%	19.7%	8.3%	11.4%
Faculty (260)	3.75	34.2%	31.5%	18.8%	5.4%	10%

20. My supervisor/department chair actively solicits my suggestions and ideas.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (838)	3.68	30%	31%	22.4%	9.8%	6.8%
Administration (236)	3.75	28%	33.9%	26.3%	8.5%	3.4%
Affiliate Faculty (129)	3.34	20.2%	31%	23.3%	14%	11.6%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.97	36.1%	38.9%	13.9%	8.3%	2.8%
Classified Staff (132)	3.47	23.5%	28.8%	28%	10.6%	9.1%
Faculty (262)	3.81	38.9%	26.3%	18.3%	9.5%	6.9%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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21. In my department, we communicate openly about issues that impact each other's work.

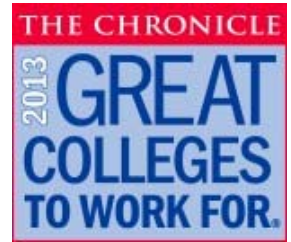
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (831)	3.47	19.4%	34.5%	27.6%	11%	7.6%
Administration (237)	3.56	21.5%	34.6%	26.6%	13.1%	4.2%
Affiliate Faculty (125)	3.28	12%	33.6%	31.2%	16.8%	6.4%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.58	25%	33.3%	22.2%	13.9%	5.6%
Classified Staff (132)	3.24	10.6%	34.8%	33.3%	10.6%	10.6%
Faculty (262)	3.54	23.7%	34%	25.2%	7.3%	9.9%

22. Changes that affect me are discussed prior to being implemented.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (828)	3.17	11.7%	30.1%	32.5%	15.1%	10.6%
Administration (234)	3.25	11.1%	29.1%	38.9%	15.4%	5.6%
Affiliate Faculty (126)	2.83	7.1%	27%	25.4%	22.2%	18.3%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.42	13.9%	47.2%	16.7%	11.1%	11.1%
Classified Staff (131)	2.98	6.9%	28.2%	34.4%	17.6%	13%
Faculty (262)	3.29	15.6%	30.9%	30.9%	12.2%	10.3%

23. People in my department work well together.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (829)	3.66	23.9%	37.5%	25.7%	6.6%	6.3%
Administration (237)	3.68	23.2%	40.1%	23.6%	7.6%	5.5%
Affiliate Faculty (123)	3.75	18.7%	46.3%	28.5%	4.1%	2.4%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.89	38.9%	27.8%	19.4%	11.1%	2.8%
Classified Staff (132)	3.45	18.9%	31.8%	33.3%	6.8%	9.1%
Faculty (262)	3.65	26%	35.1%	24.4%	6.5%	8%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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24. I have a good relationship with my supervisor/department chair.

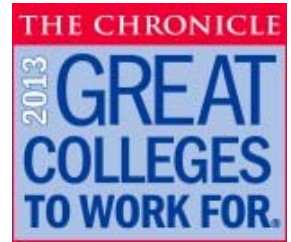
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (840)	4.11	41.8%	38.1%	13.2%	3.3%	3.6%
Administration (236)	4.1	39.8%	37.7%	17.4%	3%	2.1%
Affiliate Faculty (135)	4.21	38.5%	48.9%	8.1%	3.7%	0.7%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.5	61.1%	30.6%	5.6%	2.8%	0%
Classified Staff (132)	3.88	32.6%	41.7%	13.6%	5.3%	6.8%
Faculty (262)	4.1	45.8%	32.4%	13.4%	2.7%	5.7%

25. Overall, my department is a good place to work.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (841)	4	37.6%	36.3%	18.9%	3.4%	3.8%
Administration (237)	3.92	32.9%	36.7%	23.6%	3%	3.8%
Affiliate Faculty (134)	4.17	41%	38.8%	17.2%	2.2%	0.7%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.22	50%	27.8%	19.4%	0%	2.8%
Classified Staff (132)	3.83	34.1%	34.1%	17.4%	9.8%	4.5%
Faculty (262)	4	38.2%	37%	17.2%	2.3%	5.3%

26. I can count on people to cooperate across departments.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (793)	3.35	9.6%	36.7%	37.3%	11.7%	4.7%
Administration (237)	3.41	11.8%	36.7%	35.4%	13.1%	3%
Affiliate Faculty (100)	3.45	10%	43%	35%	6%	6%
Category II Faculty (e.g. Visiting, Instructor) (35)	3.23	2.9%	40%	37.1%	17.1%	2.9%
Classified Staff (132)	3.19	6.1%	32.6%	40.9%	15.2%	5.3%
Faculty (253)	3.32	9.1%	36.8%	37.5%	10.7%	5.9%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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27. Senior leadership provides a clear direction for this institution's future.

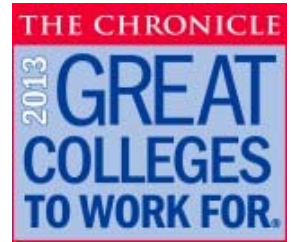
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (823) 3.32	14.1%	35%	30%	10.9%	10%
Administration (236) 3.5	18.6%	36%	29.2%	8.9%	7.2%
Affiliate Faculty (122) 3.51	16.4%	40.2%	27%	10.7%	5.7%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.25	11.1%	36.1%	27.8%	16.7%	8.3%
Classified Staff (131) 3.09	6.9%	32.1%	35.9%	13.7%	11.5%
Faculty (259) 3.15	10.8%	32.4%	32%	10.4%	14.3%

28. My department has adequate faculty/staff to achieve our goals.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (827) 2.76	7.9%	23.5%	24.9%	24.8%	19%
Administration (235) 2.71	6.8%	23%	23.4%	27.7%	19.1%
Affiliate Faculty (125) 3.22	14.4%	30.4%	26.4%	20%	8.8%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.22	16.7%	25%	30.6%	19.4%	8.3%
Classified Staff (131) 2.66	5.3%	22.9%	23.7%	29%	19.1%
Faculty (262) 2.55	4.2%	21%	25.6%	23.7%	25.6%

29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (833) 3.71	16.8%	52.5%	19.6%	7%	4.2%
Administration (235) 3.84	17%	58.7%	16.2%	7.2%	0.9%
Affiliate Faculty (133) 3.83	22.6%	51.1%	18.8%	2.3%	5.3%
Category II Faculty (e.g. Visiting, Instructor) (34) 3.76	17.6%	55.9%	14.7%	8.8%	2.9%
Classified Staff (131) 3.55	11.5%	51.9%	23.7%	6.1%	6.9%
Faculty (261) 3.59	16.1%	46.4%	23%	9.2%	5.4%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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30. Our orientation program prepares new faculty, administration and staff to be effective.

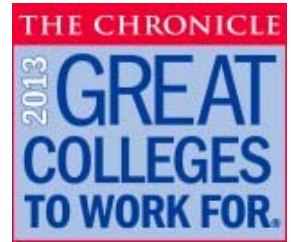
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (715) 3.22	7.7%	36.2%	34.3%	13.8%	8%
Administration (197) 3.39	7.6%	47.2%	26.9%	13.2%	5.1%
Affiliate Faculty (112) 3.2	12.5%	27.7%	36.6%	13.4%	9.8%
Category II Faculty (e.g. Visiting, Instructor) (26) 3.08	3.8%	34.6%	34.6%	19.2%	7.7%
Classified Staff (117) 3.02	4.3%	29.9%	39.3%	16.2%	10.3%
Faculty (228) 3.14	6.1%	34.6%	36.4%	13.2%	9.6%

31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (807) 3.15	9.3%	34.9%	28.5%	16.5%	10.8%
Administration (223) 3.39	10.3%	45.7%	22.4%	16.1%	5.4%
Affiliate Faculty (132) 3.32	15.2%	33.3%	26.5%	18.2%	6.8%
Category II Faculty (e.g. Visiting, Instructor) (36) 2.92	11.1%	16.7%	41.7%	13.9%	16.7%
Classified Staff (121) 3.28	6.6%	41.3%	33.1%	11.6%	7.4%
Faculty (262) 2.8	4.6%	27.1%	30.5%	19.5%	18.3%

32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (811) 3.59	16.5%	45.1%	24.9%	7.3%	6.2%
Administration (235) 3.7	17.4%	48.5%	23.4%	7.7%	3%
Affiliate Faculty (120) 3.83	20.8%	51.7%	20.8%	2.5%	4.2%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.6	22.9%	31.4%	34.3%	5.7%	5.7%
Classified Staff (132) 3.43	9.8%	45.5%	29.5%	8.3%	6.8%
Faculty (257) 3.42	14.4%	42%	24.5%	8.9%	10.1%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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33. There is a good balance of teaching, service and research at this institution.

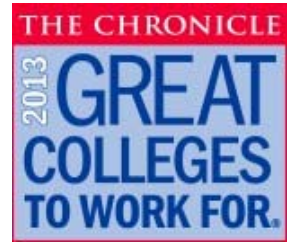
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (748) 3.21	9%	38.1%	27.3%	15.9%	9.8%
Administration (200) 3.65	12%	52.5%	25.5%	8%	2%
Affiliate Faculty (109) 3.42	13.8%	36.7%	31.2%	14.7%	3.7%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.22	5.6%	47.2%	22.2%	13.9%	11.1%
Classified Staff (113) 3.4	6.2%	47.8%	29.2%	13.3%	3.5%
Faculty (261) 2.65	5.4%	22.2%	26.1%	24.5%	21.8%

34. This institution's benefits meet my needs.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (794) 3.29	10.8%	41.3%	24.2%	13%	10.7%
Administration (231) 3.73	15.6%	52.8%	22.1%	8.2%	1.3%
Affiliate Faculty (106) 2.36	9.4%	17%	15.1%	17%	41.5%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.49	11.4%	54.3%	14.3%	11.4%	8.6%
Classified Staff (131) 3.18	6.1%	32.1%	40.5%	16.8%	4.6%
Faculty (258) 3.27	8.9%	43.4%	23.6%	14%	10.1%

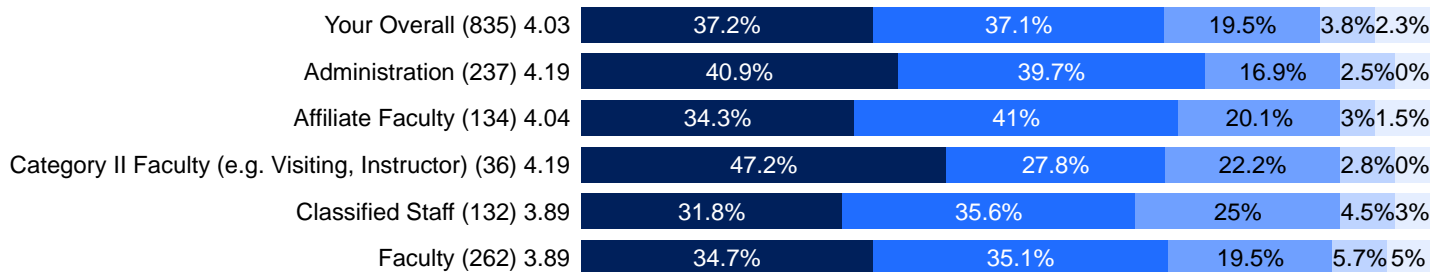
35. Our recognition and awards programs are meaningful to me.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (751) 2.79	7.1%	21.6%	29.3%	27.8%	14.2%
Administration (216) 2.95	8.3%	24.1%	30.1%	29.6%	7.9%
Affiliate Faculty (97) 2.45	3.1%	19.6%	22.7%	28.9%	25.8%
Category II Faculty (e.g. Visiting, Instructor) (31) 2.77	3.2%	16.1%	45.2%	25.8%	9.7%
Classified Staff (122) 2.71	7.4%	18.9%	28.7%	27.9%	17.2%
Faculty (254) 2.81	7.5%	21.7%	30.3%	26%	14.6%

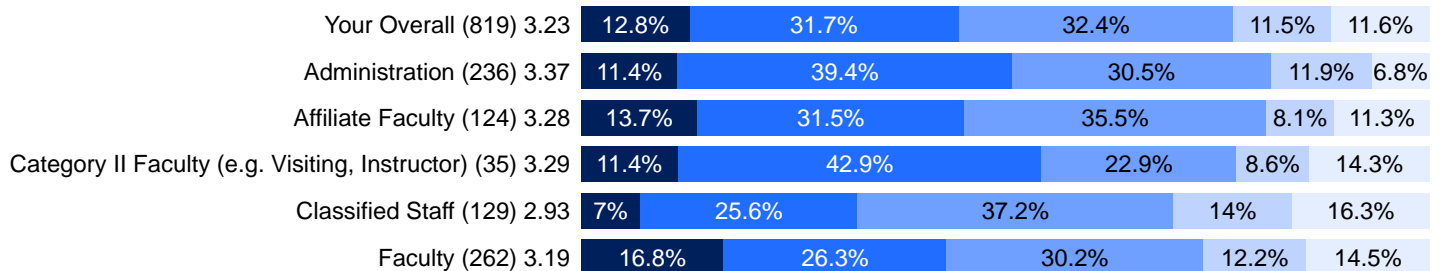


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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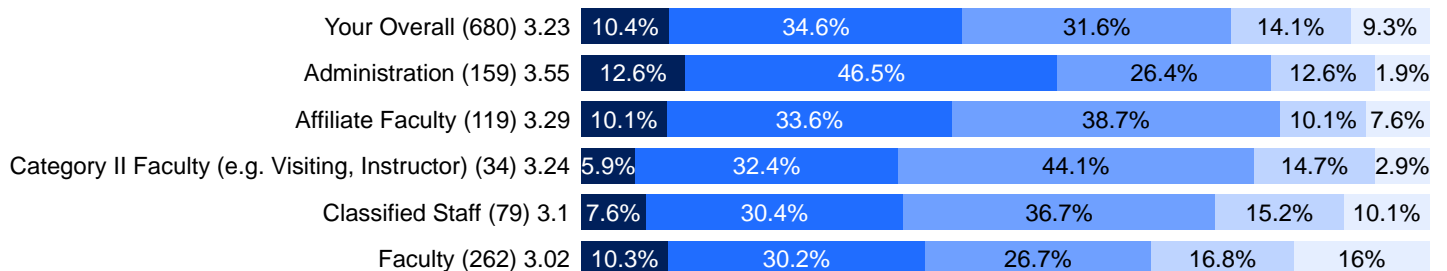
36. I am proud to be part of this institution.

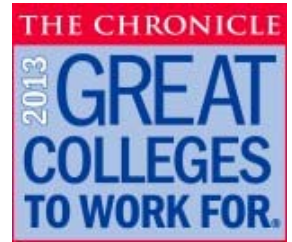


37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.



38. The role of faculty in shared governance is clearly stated and publicized.





Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).

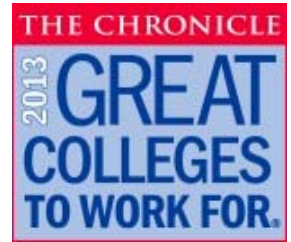
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (642) 3.44	14.3%	42.4%	25.9%	8.3%	9.2%
Administration (135) 3.82	19.3%	52.6%	21.5%	4.4%	2.2%
Affiliate Faculty (117) 3.26	10.3%	36.8%	33.3%	8.5%	11.1%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.44	13.9%	50%	11.1%	16.7%	8.3%
Classified Staff (66) 3.55	12.1%	48.5%	27.3%	6.1%	6.1%
Faculty (261) 3.28	13.8%	37.9%	24.5%	10.3%	13.4%

40. Teaching is appropriately recognized in the evaluation and promotion process.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (606) 3.44	13.7%	41.6%	27.1%	10.1%	7.6%
Administration (114) 3.91	21.9%	52.6%	20.2%	5.3%	0%
Affiliate Faculty (106) 3.14	6.6%	30.2%	42.5%	12.3%	8.5%
Category II Faculty (e.g. Visiting, Instructor) (33) 3.52	18.2%	45.5%	18.2%	6.1%	12.1%
Classified Staff (65) 3.23	6.2%	38.5%	36.9%	9.2%	9.2%
Faculty (262) 3.38	13.7%	42%	22.1%	12.6%	9.5%

41. Senior leadership communicates openly about important matters.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (813) 3.24	11.2%	33.8%	33.7%	10.3%	10.9%
Administration (235) 3.34	12.3%	34%	36.2%	10.2%	7.2%
Affiliate Faculty (125) 3.55	15.2%	43.2%	29.6%	5.6%	6.4%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.23	14.3%	34.3%	25.7%	11.4%	14.3%
Classified Staff (129) 3.06	5.4%	31%	39.5%	12.4%	11.6%
Faculty (261) 3.08	10%	31.4%	31%	12.3%	15.3%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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42. Faculty, administration and staff are meaningfully involved in institutional planning.

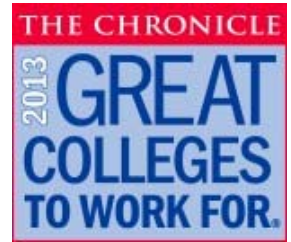
Your Overall (791) 3.18	7.8%	32.2%	38.1%	13.5%	8.3%
Administration (230) 3.34	8.7%	36.5%	39.6%	10.9%	4.3%
Affiliate Faculty (116) 3.32	8.6%	34.5%	42.2%	9.5%	5.2%
Category II Faculty (e.g. Visiting, Instructor) (33) 3.18	6.1%	36.4%	36.4%	12.1%	9.1%
Classified Staff (127) 2.89	2.4%	27.6%	37%	22.8%	10.2%
Faculty (260) 3.1	9.2%	29.6%	35.8%	12.7%	12.7%

43. At this institution, we discuss and debate issues respectfully to get better results.

Your Overall (784) 3.11	5.5%	30.9%	41.1%	14.8%	7.8%
Administration (226) 3.15	4%	31.9%	43.8%	15.5%	4.9%
Affiliate Faculty (114) 3.4	7.9%	42.1%	36%	10.5%	3.5%
Category II Faculty (e.g. Visiting, Instructor) (33) 3.24	9.1%	36.4%	33.3%	12.1%	9.1%
Classified Staff (127) 2.92	3.1%	26%	41.7%	18.1%	11%
Faculty (260) 3.02	5.8%	27.7%	40%	15.8%	10.8%

44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.

Your Overall (816) 3.17	8%	35.7%	32.5%	13.5%	10.4%
Administration (232) 3.37	9.5%	43.1%	28.9%	12.1%	6.5%
Affiliate Faculty (129) 3.2	7.8%	36.4%	32.6%	14.7%	8.5%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.29	8.6%	40%	31.4%	11.4%	8.6%
Classified Staff (132) 2.92	3%	31.1%	34.1%	18.2%	13.6%
Faculty (261) 3.07	8.8%	29.5%	35.2%	12.3%	14.2%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

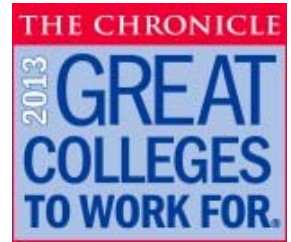
Your Overall (821) 3.86	26.8%	45.4%	19%	4.6%	4.1%
Administration (236) 4.03	29.7%	50.4%	14.4%	3.8%	1.7%
Affiliate Faculty (131) 3.97	26.7%	52.7%	13.7%	4.6%	2.3%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.86	25%	52.8%	13.9%	0%	8.3%
Classified Staff (131) 3.65	15.3%	49.6%	23.7%	7.6%	3.8%
Faculty (259) 3.76	30.1%	35.1%	22.8%	4.6%	7.3%

46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

Your Overall (802) 3.42	11.8%	39.9%	33.4%	8.5%	6.4%
Administration (233) 3.42	9.9%	40.3%	36.9%	8.2%	4.7%
Affiliate Faculty (118) 3.69	18.6%	44.9%	26.3%	6.8%	3.4%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.56	19.4%	41.7%	22.2%	8.3%	8.3%
Classified Staff (129) 3.3	7%	37.2%	41.1%	8.5%	6.2%
Faculty (259) 3.34	11.6%	39%	30.5%	10%	8.9%

47. My supervisor/department chair supports my efforts to balance my work and personal life.

Your Overall (799) 3.97	38%	37.5%	13%	6.6%	4.8%
Administration (234) 4.1	38.9%	41%	12.8%	5.6%	1.7%
Affiliate Faculty (118) 3.87	32.2%	39.8%	14.4%	10.2%	3.4%
Category II Faculty (e.g. Visiting, Instructor) (36) 4.19	50%	33.3%	8.3%	2.8%	5.6%
Classified Staff (131) 3.95	37.4%	36.6%	15.3%	4.6%	6.1%
Faculty (255) 3.9	38.8%	34.9%	11%	7.8%	7.5%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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48. Senior leadership regularly models this institution's values.

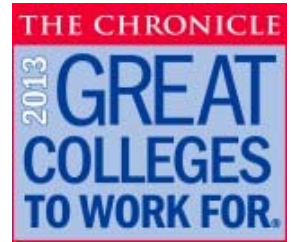
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (786)	3.51	14.5%	43%	28.2%	7.4%	6.9%
Administration (233)	3.65	16.7%	45.9%	26.6%	7.3%	3.4%
Affiliate Faculty (117)	3.66	16.2%	47%	28.2%	3.4%	5.1%
Category II Faculty (e.g. Visiting, Instructor) (33)	3.42	15.2%	39.4%	27.3%	9.1%	9.1%
Classified Staff (126)	3.25	5.6%	39.7%	38.9%	6.3%	9.5%
Faculty (252)	3.44	15.9%	40.9%	24.2%	9.5%	9.5%

49. This institution actively contributes to the community.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (796)	4.02	29%	50.8%	15.8%	2.3%	2.1%
Administration (230)	4.12	29.6%	54.8%	13.9%	1.3%	0.4%
Affiliate Faculty (127)	3.99	30.7%	48%	14.2%	3.9%	3.1%
Category II Faculty (e.g. Visiting, Instructor) (36)	4.06	30.6%	47.2%	19.4%	2.8%	0%
Classified Staff (121)	3.79	16.5%	55.4%	20.7%	5.8%	1.7%
Faculty (256)	4.04	32.4%	46.9%	16.4%	0.8%	3.5%

50. This institution places sufficient emphasis on having diverse faculty, administration and staff.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (805)	3.97	28.1%	50.6%	14.7%	3.6%	3.1%
Administration (234)	4.14	32.1%	54.3%	10.3%	2.6%	0.9%
Affiliate Faculty (126)	3.9	23%	51.6%	19.8%	3.2%	2.4%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.86	16.7%	61.1%	13.9%	8.3%	0%
Classified Staff (125)	3.88	21.6%	55.2%	16%	4%	3.2%
Faculty (256)	3.89	30.9%	43%	16.4%	3.9%	5.9%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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51. There is appropriate recognition of innovative and high quality teaching.

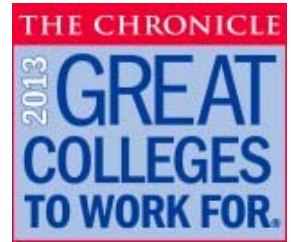
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (683)	3.35	9.5%	41.9%	29.3%	12.9%	6.4%
Administration (160)	3.61	7.5%	58.8%	25%	5%	3.8%
Affiliate Faculty (124)	3.18	7.3%	34.7%	34.7%	15.3%	8.1%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.28	2.8%	50%	22.2%	22.2%	2.8%
Classified Staff (83)	3.39	9.6%	37.3%	39.8%	8.4%	4.8%
Faculty (261)	3.27	12.3%	36%	26.8%	16.1%	8.8%

52. We celebrate significant milestones and important accomplishments at this institution.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (782)	3.51	11.1%	46.8%	28.4%	9.3%	4.3%
Administration (224)	3.7	12.9%	52.2%	28.1%	4.9%	1.8%
Affiliate Faculty (122)	3.52	11.5%	45.1%	28.7%	13.1%	1.6%
Category II Faculty (e.g. Visiting, Instructor) (35)	3.37	8.6%	40%	34.3%	14.3%	2.9%
Classified Staff (126)	3.4	9.5%	45.2%	29.4%	7.9%	7.9%
Faculty (254)	3.41	9.8%	45.7%	26.8%	11%	6.7%

53. This institution's policies and practices give me the flexibility to manage my work and personal life.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (809)	3.54	15.1%	44.9%	25.1%	8.5%	6.4%
Administration (235)	3.68	17%	48.1%	23.8%	7.7%	3.4%
Affiliate Faculty (125)	3.7	18.4%	48.8%	20.8%	8.8%	3.2%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.75	25%	47.2%	11.1%	11.1%	5.6%
Classified Staff (131)	3.5	9.9%	47.3%	31.3%	6.1%	5.3%
Faculty (260)	3.3	12.7%	38.8%	26.2%	10.8%	11.5%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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54. This institution has clear and effective procedures for dealing with discrimination.

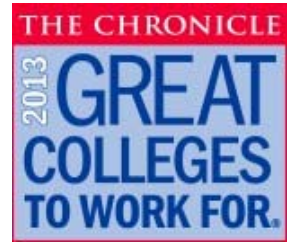
Your Overall (744) 3.69	18.8%	50.9%	16.4%	8.5%	5.4%
Administration (224) 3.88	22.8%	54%	13.8%	6.7%	2.7%
Affiliate Faculty (116) 3.95	20.7%	59.5%	15.5%	2.6%	1.7%
Category II Faculty (e.g. Visiting, Instructor) (30) 3.6	10%	63.3%	6.7%	16.7%	3.3%
Classified Staff (120) 3.52	12.5%	50%	19.2%	13.3%	5%
Faculty (233) 3.48	17.2%	44.2%	18.9%	9%	10.7%

55. There is regular and open communication among faculty, administration and staff.

Your Overall (808) 3.13	8.7%	31.3%	34.4%	16.1%	9.5%
Administration (234) 3.21	8.5%	31.2%	37.2%	18.4%	4.7%
Affiliate Faculty (127) 3.39	15.7%	34.6%	29.9%	12.6%	7.1%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.26	17.1%	28.6%	31.4%	8.6%	14.3%
Classified Staff (130) 2.89	3.8%	23.1%	42.3%	20%	10.8%
Faculty (260) 3.05	6.5%	35.4%	29.2%	14.2%	14.6%

56. I believe what I am told by senior leadership.

Your Overall (811) 3.33	11%	40.6%	28.1%	10.7%	9.6%
Administration (233) 3.5	12%	46.4%	25.8%	11.2%	4.7%
Affiliate Faculty (130) 3.64	16.9%	47.7%	23.8%	5.4%	6.2%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.43	14.3%	45.7%	20%	8.6%	11.4%
Classified Staff (130) 3.05	5.4%	31.5%	36.2%	16.2%	10.8%
Faculty (261) 3.12	9.6%	35.6%	28%	11.1%	15.7%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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57. This institution is well run.

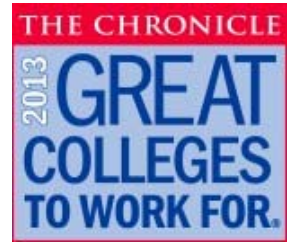
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (818) 3.33	10.6%	37.5%	33.9%	10%	7.9%
Administration (235) 3.42	11.1%	38.3%	36.2%	10.6%	3.8%
Affiliate Faculty (132) 3.55	15.2%	43.9%	28%	6.8%	6.1%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.33	13.9%	36.1%	30.6%	8.3%	11.1%
Classified Staff (131) 3.18	6.1%	33.6%	42.7%	7.6%	9.9%
Faculty (262) 3.21	9.9%	37%	29%	12.2%	11.8%

58. There's a sense that we're all on the same team at this institution.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (815) 3.07	9%	29.3%	33.6%	15.7%	12.4%
Administration (235) 3.12	8.1%	31.5%	32.8%	19.6%	8.1%
Affiliate Faculty (130) 3.28	13.8%	33.8%	30%	10.8%	11.5%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.29	14.3%	37.1%	22.9%	14.3%	11.4%
Classified Staff (131) 2.76	6.1%	16%	42.7%	18.3%	16.8%
Faculty (262) 3.04	8%	31.3%	32.4%	13%	15.3%

59. This institution's culture is special - something you don't find just anywhere.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (801) 3.55	20.6%	37.7%	24.3%	10.5%	6.9%
Administration (234) 3.76	26.5%	40.2%	20.5%	8.5%	4.3%
Affiliate Faculty (127) 3.55	18.9%	40.2%	22.8%	13.4%	4.7%
Category II Faculty (e.g. Visiting, Instructor) (34) 3.47	20.6%	38.2%	20.6%	8.8%	11.8%
Classified Staff (129) 3.44	13.2%	40.3%	29.5%	11.6%	5.4%
Faculty (255) 3.42	20.4%	32.5%	26.3%	9.8%	11%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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60. All things considered, this is a great place to work.

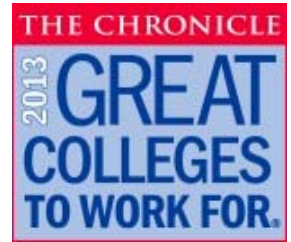
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (823)	3.7	24.8%	38%	25%	6.7%	5.5%
Administration (237)	3.81	25.7%	39.7%	25.7%	7.6%	1.3%
Affiliate Faculty (135)	3.79	25.9%	38.5%	27.4%	5.2%	3%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.97	38.9%	33.3%	16.7%	8.3%	2.8%
Classified Staff (131)	3.56	22.1%	37.4%	22.9%	9.9%	7.6%
Faculty (261)	3.57	22.6%	37.2%	24.9%	5.4%	10%

61. In my department, we address conflicts effectively when they arise.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (791)	3.37	15%	38.3%	24.7%	12.9%	9.1%
Administration (234)	3.36	14.1%	38.5%	24.8%	14.5%	8.1%
Affiliate Faculty (112)	3.63	17.9%	42.9%	26.8%	8.9%	3.6%
Category II Faculty (e.g. Visiting, Instructor) (33)	3.67	27.3%	33.3%	21.2%	15.2%	3%
Classified Staff (131)	3.14	9.2%	34.4%	29%	16%	11.5%
Faculty (262)	3.34	15.6%	38.5%	22.1%	11.8%	11.8%

62. In my department, we make good use of our resources, time and budget.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (799)	3.69	23.4%	43.1%	19.4%	7.6%	6.5%
Administration (236)	3.65	21.6%	42.8%	21.2%	8.1%	6.4%
Affiliate Faculty (116)	3.77	19.8%	46.6%	26.7%	4.3%	2.6%
Category II Faculty (e.g. Visiting, Instructor) (35)	4.06	42.9%	34.3%	11.4%	8.6%	2.9%
Classified Staff (132)	3.36	13.6%	44.7%	18.2%	10.6%	12.9%
Faculty (262)	3.8	28.2%	42%	17.2%	6.9%	5.7%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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63. Our evaluation processes are user-friendly and efficient.

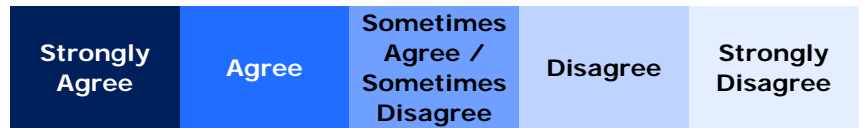
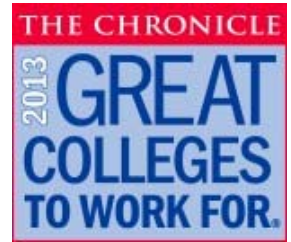
Your Overall (780) 3.13	9.1%	31.4%	32.6%	17.2%	9.7%
Administration (225) 3.22	7.1%	36.4%	33.8%	16.9%	5.8%
Affiliate Faculty (117) 3.32	12.8%	35.9%	29.1%	15.4%	6.8%
Category II Faculty (e.g. Visiting, Instructor) (33) 3.36	12.1%	45.5%	18.2%	15.2%	9.1%
Classified Staff (128) 2.77	3.9%	22.7%	36.7%	20.3%	16.4%
Faculty (260) 3.11	11.2%	28.1%	32.3%	17.3%	11.2%

64. I can make an official complaint without having to worry about losing my job or harming my career.

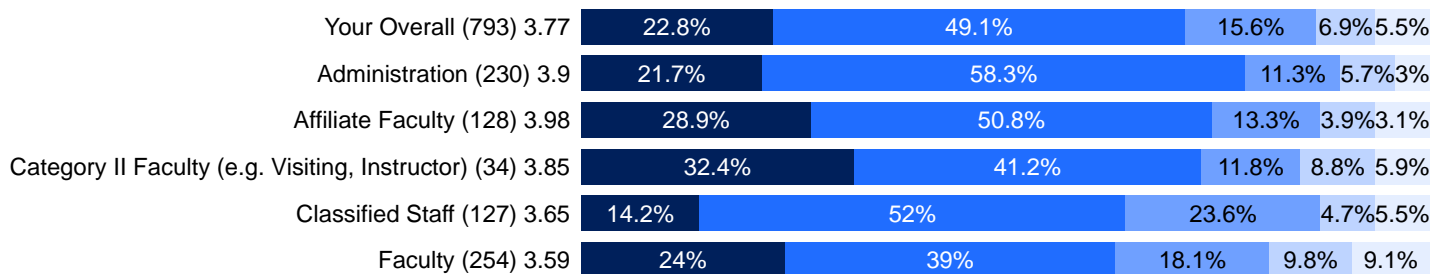
Your Overall (741) 3.08	11.1%	33.7%	23.1%	16.1%	16.1%
Administration (211) 3.19	9.5%	38.9%	23.2%	18.5%	10%
Affiliate Faculty (113) 3.23	14.2%	38.9%	16.8%	15.9%	14.2%
Category II Faculty (e.g. Visiting, Instructor) (30) 3.17	6.7%	43.3%	26.7%	6.7%	16.7%
Classified Staff (123) 2.82	4.9%	29.3%	29.3%	16.3%	20.3%
Faculty (245) 3.02	14.7%	28.6%	21.2%	15.1%	20.4%

65. Recent changes to the organizational structure of the university improve our ability to execute the institution's mission.

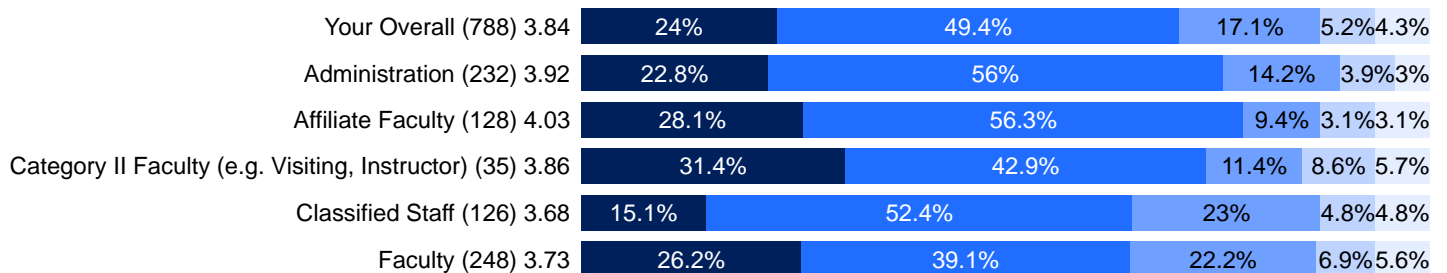
Your Overall (692) 3.14	7.7%	32.1%	37.3%	12.7%	10.3%
Administration (212) 3.26	7.1%	38.2%	36.3%	10.8%	7.5%
Affiliate Faculty (92) 3.22	7.6%	32.6%	42.4%	8.7%	8.7%
Category II Faculty (e.g. Visiting, Instructor) (32) 3.22	9.4%	37.5%	28.1%	15.6%	9.4%
Classified Staff (114) 3.04	6.1%	26.3%	41.2%	17.5%	8.8%
Faculty (227) 3.04	7.9%	30%	34.4%	13.2%	14.5%



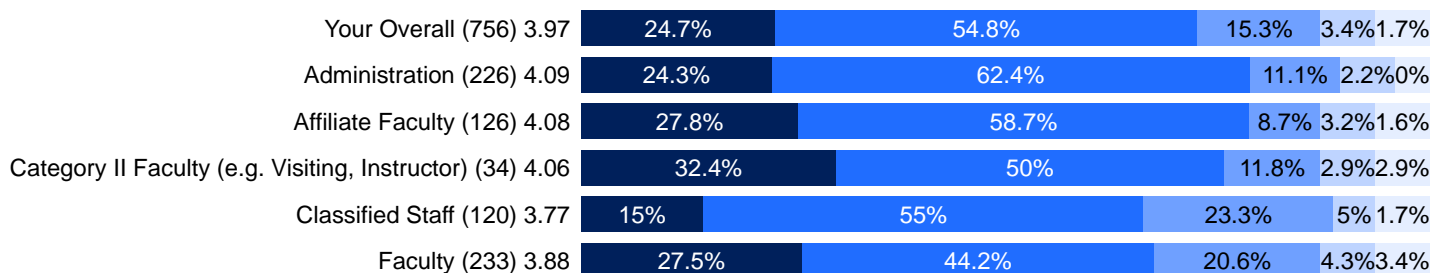
66. People of different genders are treated equally at this institution.

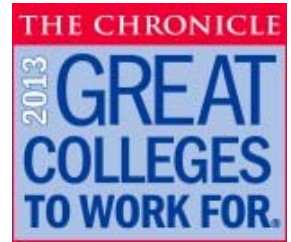


67. People of different races/ethnicities are treated equally at this institution.



68. People of different sexual orientations are treated equally at this institution.





Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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69. People of different abilities are treated equally at this institution.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (774)	3.77	20%	50.1%	20.2%	6.3%	3.4%
Administration (226)	3.92	21.7%	54.9%	17.7%	5.3%	0.4%
Affiliate Faculty (127)	3.84	22.8%	52.8%	14.2%	6.3%	3.9%
Category II Faculty (e.g. Visiting, Instructor) (34)	3.76	20.6%	47.1%	23.5%	5.9%	2.9%
Classified Staff (126)	3.66	12.7%	50%	29.4%	6.3%	1.6%
Faculty (241)	3.64	20.7%	44%	21.2%	7.1%	7.1%

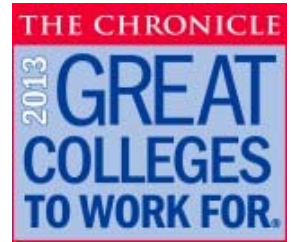
70. People of different religious beliefs are treated equally at this institution.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (754)	3.92	23.7%	54.4%	14.6%	4.5%	2.8%
Administration (220)	4	23.2%	60.9%	10.5%	4.1%	1.4%
Affiliate Faculty (124)	4.04	26.6%	58.1%	10.5%	2.4%	2.4%
Category II Faculty (e.g. Visiting, Instructor) (34)	4.03	29.4%	52.9%	11.8%	2.9%	2.9%
Classified Staff (124)	3.79	16.9%	57.3%	17.7%	4%	4%
Faculty (233)	3.81	25.8%	44.2%	19.3%	6.9%	3.9%

71. The environment at this institution is supportive of the expression of different opinions, styles and perceptions.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (799)	3.5	13.5%	45.2%	26%	8.3%	7%
Administration (232)	3.58	12.1%	47%	30.2%	8.2%	2.6%
Affiliate Faculty (129)	3.73	18.6%	51.9%	18.6%	5.4%	5.4%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.56	13.9%	44.4%	27.8%	11.1%	2.8%
Classified Staff (128)	3.29	7%	43%	32%	7.8%	10.2%
Faculty (260)	3.42	15.4%	41.9%	22.3%	9.6%	10.8%

ModernThink
2013 Campus Climate Survey
Metropolitan State University of Denver
Response Distribution Report
Full Data Set



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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72. Recent changes to the organizational structure of the university help my area be more effective.

Your Overall (678) 3.01	7.8%	25.8%	38.1%	16.4%	11.9%
Administration (206) 3.16	10.2%	25.7%	40.8%	16.5%	6.8%
Affiliate Faculty (84) 3.14	9.5%	22.6%	48.8%	10.7%	8.3%
Category II Faculty (e.g. Visiting, Instructor) (31) 3.06	6.5%	35.5%	25.8%	22.6%	9.7%
Classified Staff (118) 2.8	5.1%	21.2%	38.1%	19.5%	16.1%
Faculty (226) 2.94	6.2%	29.2%	33.2%	15%	16.4%

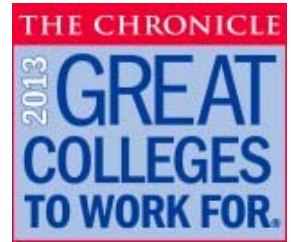
73. This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.

Your Overall (769) 3.61	16%	46.8%	25%	6.8%	5.5%
Administration (228) 3.8	17.1%	56.1%	18.9%	5.3%	2.6%
Affiliate Faculty (112) 3.62	16.1%	47.3%	24.1%	7.1%	5.4%
Category II Faculty (e.g. Visiting, Instructor) (34) 3.62	8.8%	58.8%	20.6%	8.8%	2.9%
Classified Staff (126) 3.41	10.3%	42.9%	33.3%	4.8%	8.7%
Faculty (255) 3.54	18.4%	38.8%	27.8%	7.8%	7.1%

74. Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.

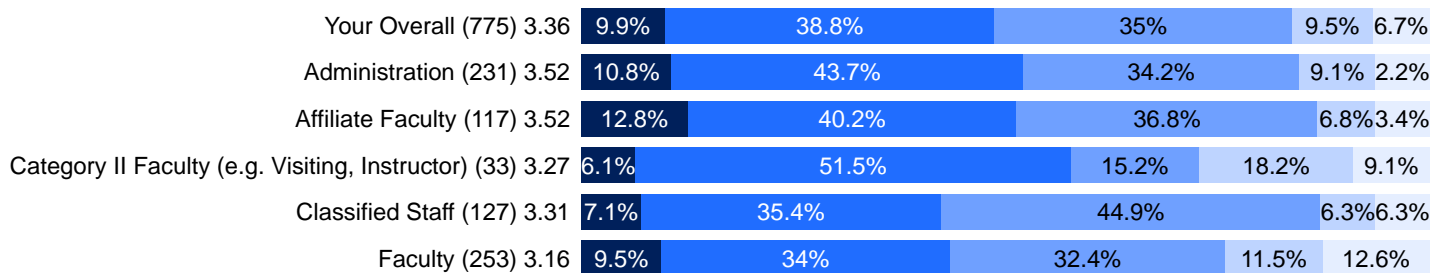
Your Overall (795) 3.67	17.4%	48.3%	23%	6.8%	4.5%
Administration (232) 3.85	16.8%	58.2%	19.8%	3.9%	1.3%
Affiliate Faculty (128) 3.73	18%	49.2%	23.4%	6.3%	3.1%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.77	20%	57.1%	8.6%	8.6%	5.7%
Classified Staff (129) 3.49	8.5%	46.5%	35.7%	3.9%	5.4%
Faculty (258) 3.55	20.9%	39.1%	21.3%	10.9%	7.8%

ModernThink
2013 Campus Climate Survey
Metropolitan State University of Denver
Response Distribution Report
Full Data Set

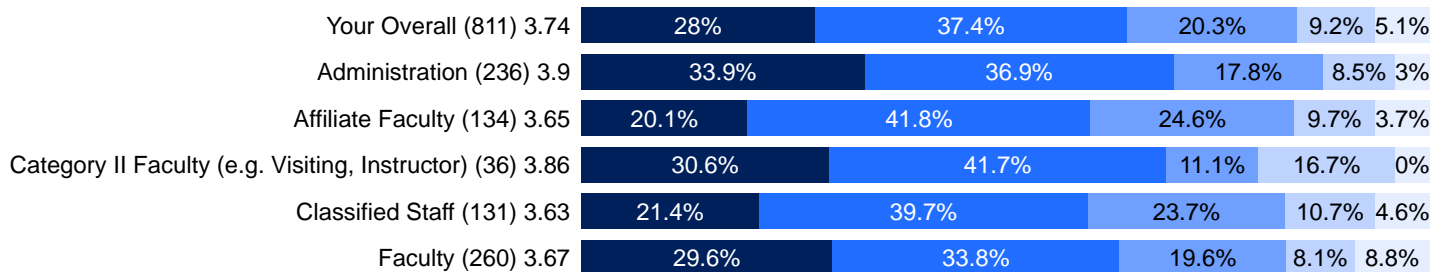


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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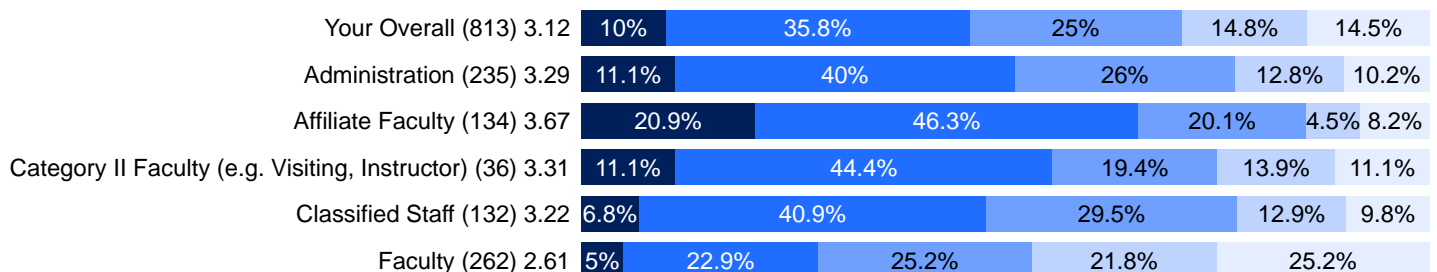
75. Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.

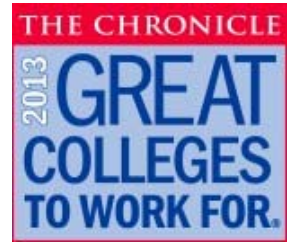


76. I feel a strong sense of loyalty to this institution.



77. My workload is reasonable.





Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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78. I have sufficient technology and resources to do my job.

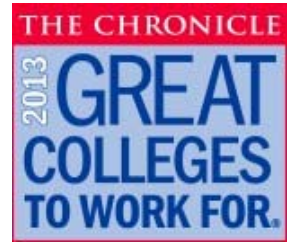
Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (816)	3.19	11.2%	34.8%	27.5%	14.7%	11.9%
Administration (237)	3.33	13.5%	40.1%	24.1%	11%	11.4%
Affiliate Faculty (135)	3.4	14.1%	40.7%	23.7%	14.1%	7.4%
Category II Faculty (e.g. Visiting, Instructor) (36)	3.28	16.7%	25%	38.9%	8.3%	11.1%
Classified Staff (132)	3.39	12.1%	40.9%	27.3%	12.9%	6.8%
Faculty (262)	2.82	6.1%	26%	30.2%	19.8%	17.9%

79. I trust senior leadership enough to follow them, even when I disagree with their decisions.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (793)	3.33	10%	40.7%	30.5%	9.7%	9.1%
Administration (232)	3.49	12.5%	43.1%	29.3%	10.8%	4.3%
Affiliate Faculty (123)	3.53	13.8%	45.5%	26.8%	7.3%	6.5%
Category II Faculty (e.g. Visiting, Instructor) (35)	3.37	8.6%	51.4%	22.9%	2.9%	14.3%
Classified Staff (132)	3.27	4.5%	43.9%	34.8%	6.8%	9.8%
Faculty (258)	3.1	8.5%	33.7%	31.4%	12.4%	14%

80. The role of staff in shared governance is clearly stated and encouraged.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (736)	3.12	7.5%	32.5%	33.8%	16.6%	9.6%
Administration (227)	3.29	8.8%	39.6%	30%	15%	6.6%
Affiliate Faculty (105)	3.42	11.4%	38.1%	35.2%	11.4%	3.8%
Category II Faculty (e.g. Visiting, Instructor) (32)	3.19	6.3%	34.4%	37.5%	15.6%	6.3%
Classified Staff (125)	2.88	3.2%	27.2%	36%	21.6%	12%
Faculty (233)	2.91	6.4%	26.2%	34.3%	18%	15%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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81. I have experienced bullying (i.e., the persistent use of aggressive, overbearing, or unreasonable behaviors) directed toward me by a member of the MSU Denver community.

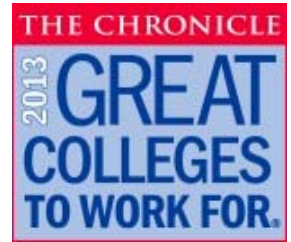
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (745) 2.39	13.8%	14.5%	8.5%	23.1%	40.1%
Administration (221) 2.55	16.3%	14.9%	10%	25.3%	33.5%
Affiliate Faculty (122) 1.78	4.9%	9%	5.7%	19.7%	60.7%
Category II Faculty (e.g. Visiting, Instructor) (34) 1.94	2.9%	14.7%	8.8%	20.6%	52.9%
Classified Staff (116) 2.61	15.5%	19.8%	8.6%	22.4%	33.6%
Faculty (240) 2.52	17.1%	15%	7.9%	22.5%	37.5%

82. I am aware of other employees at MSU Denver who have experienced bullying at work.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (730) 2.83	17.3%	25.1%	10.5%	18.1%	29%
Administration (216) 3.11	20.8%	27.8%	13%	18.5%	19.9%
Affiliate Faculty (120) 1.9	5%	13.3%	2.5%	25%	54.2%
Category II Faculty (e.g. Visiting, Instructor) (34) 2.35	5.9%	26.5%	8.8%	14.7%	44.1%
Classified Staff (114) 2.94	21.1%	22.8%	9.6%	21.9%	24.6%
Faculty (234) 3.08	20.1%	29.9%	12.8%	12.4%	24.8%

83. I believe that MSU Denver's policies and practices are effective at preventing bullying.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (696) 3.1	7.6%	33.2%	32.9%	13.8%	12.5%
Administration (210) 3.08	5.2%	33.8%	34.3%	16.7%	10%
Affiliate Faculty (107) 3.53	12.1%	45.8%	29%	9.3%	3.7%
Category II Faculty (e.g. Visiting, Instructor) (28) 3.25	0%	57.1%	21.4%	10.7%	10.7%
Classified Staff (117) 3.09	9.4%	32.5%	33.3%	6.8%	17.9%
Faculty (223) 2.87	6.7%	24.2%	35%	17.5%	16.6%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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84. Faculty, administration and staff understand that bullying is not tolerated in this institution.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (758)	3.48	16.1%	43.5%	21.1%	11.2%	8%
Administration (225)	3.43	13.3%	44.4%	22.7%	11.1%	8.4%
Affiliate Faculty (122)	3.9	22.1%	58.2%	9.8%	7.4%	2.5%
Category II Faculty (e.g. Visiting, Instructor) (34)	3.68	23.5%	44.1%	14.7%	11.8%	5.9%
Classified Staff (127)	3.39	13.4%	40.2%	27.6%	10.2%	8.7%
Faculty (237)	3.33	15.6%	37.1%	22.8%	13.5%	11%

85. Instances of alleged bullying are taken seriously by leadership.

Category	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (642)	3.29	12.5%	38.5%	26.5%	11.1%	11.5%
Administration (191)	3.27	12%	36.1%	28.8%	13.1%	9.9%
Affiliate Faculty (96)	3.81	18.8%	54.2%	18.8%	6.3%	2.1%
Category II Faculty (e.g. Visiting, Instructor) (26)	3.5	11.5%	53.8%	15.4%	11.5%	7.7%
Classified Staff (111)	3.16	10.8%	34.2%	29.7%	10.8%	14.4%
Faculty (209)	3.1	10.5%	33.5%	27.8%	11.5%	16.7%