The Chronicle Great Colleges to Work For 2013

ModernThink
2013 Campus Climate Survey
Metropolitan State University of Denver
Job Position - Full Data Set

Item	2013 Overall		2010 Overall		Benchmarks		Job Category	Administration																		
	Positive Response	Negative Response	Positive Response	Negative Response	2013 Honor Roll > 10,000	2013 Carnegie Master's	Administration	Administrator	Assistant Dean	Assistant Director	Assistant Vice President	Associate Dean	Associate Director	Associate Vice President	Coordinator	Counselor/Advisor	Dean	Director	Executive Director	Executive/Administrative Assistant	Manager	President	Specialist	Technical Services	Vice President (e.g. Provost, Deputy Provost, & Assoc. / Asst. to President)	Other
Total number of survey respondents (858)			793	793			237	43	1	11	1	5	11	5	24	18	3	41	1	19	9	1	9	2	4	19
Job Satisfaction/Support																										
1 My job makes good use of my skills and abilities.	74	8	73	7	86	80	70	72	*	72	*	80	36	80	58	61	*	80	*	78	55	*	88	*	*	63
2 I am given the responsibility and freedom to do my job.	79	7	75	9	87	82	77	72	*	81	*	100	90	60	70	77	*	85	*	89	55	*	66	*	*	78
4 I am provided the resources I need to be effective in my job.	47	19	40	23	76	58	48	39	*	36	*	100	9	40	41	55	*	53	*	63	33	*	55	*	*	47
Job Satisfaction/Support - Average	66	11	62	13	83	73	65	61	*	63	*	93	45	60	56	64	*	72	*	76	47	*	69	*	*	62
Teaching Environment																										
33 There is a good balance of teaching, service and research at this institution.	47	25	42	31	81	64	64	54	*	80	*	80	22	0	55	73	*	64	*	81	50	*	77	*	*	64
40 Teaching is appropriately recognized in the evaluation and promotion process.	55	17	53	19	77	75	74	72	*	75	*	100	50	66	60	83	*	82	*	100	20	*	100	*	*	62
51 There is appropriate recognition of innovative and high quality teaching.	51	19	47	18	80	69	66	64	*	83	*	100	33	0	50	75	*	66	*	86	42	*	100	*	*	53
Teaching Environment - Average	51	20	47	22	79	69	68	63	*	79	*	93	35	22	55	77	*	70	*	89	37	*	92	*	*	59
Professional Development																										
6 I am given the opportunity to develop my skills at this institution.	61	15	56	15	82	72	64	65	*	45	*	100	45	100	58	61	*	78	*	63	55	*	77	*	*	57
10 I understand the necessary requirements to advance my career.	56	20	59	16	76	71	50	47	*	80	*	100	18	60	26	41	*	57	*	36	22	*	77	*	*	61
Professional Development - Average	58	17	57	15	79	71	57	56	*	62	*	100	31	80	42	51	*	67	*	49	38	*	77	*	*	59
Compensation, Benefits & Work/Life Balance																										
11 I am paid fairly for my work.	29	48	30	50	62	49	45	44	*	45	*	40	27	60	41	27	*	58	*	47	11	*	66	*	*	36
34 This institution's benefits meet my needs.	52	23	48	26	85	74	68	76	*	70	*	100	27	40	73	44	*	73	*	77	62	*	77	*	*	55
47 My supervisor/department chair supports my efforts to balance my work and personal life.	75	11	76	8	84	82	79	72	*	81	*	100	72	100	70	72	*	79	*	89	66	*	77	*	*	100
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	51	*	63	*	100	63	60	75	55	*	75	*	84	33	*	66	*	*	66
Compensation, Benefits & Work/Life Balance - Average	53	24	52	25	78	69	64	60	*	64	*	85	47	65	64	49	*	71	*	74	43	*	71	*	*	64
Facilities																										
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	69	11	75	7	91	83	75	76	*	90	*	100	54	100	75	66	*	62	*	78	66	*	77	*	*	78
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	44	27	35	34	76	61	56	51	*	36	*	100	36	60	56	68	*	53	*	62	55	*	77	*	*	55
Facilities - Average	56	19	55	20	83	72	65	63	*	63	*	100	45	80	65	67	*	57	*	70	60	*	77	*	*	66
Policies, Resources & Efficiency																										
17 Our review process accurately measures my job performance.	40	26	36	32	67	58	41	41	*	27	*	100	27	20	21	31	*	41	*	63	42	*	77	*	*	40
28 My department has adequate faculty/staff to achieve our goals.	31	43	26	51	56	40	29	27	*	63	*	20	0	0	26	27	*	32	*	36	22	*	44	*	*	21
30 Our orientation program prepares new faculty, administration and staff to be effective.	43	21	37	29	72	56	54	64	*	44	*	75	0	33	50	46	*	48	*	68	44	*	75	*	*	56
49 This institution actively contributes to the community.	79	4	77	3	91	86	84	80	*	90	*	100	90	80	90	83	*	80	*	77	88	*	77	*	*	83
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	78	6	79	6	82	75	86	73	*	81	*	100	100	80	91	88	*	87	*	84	88	*	66	*	*	94
57 This institution is well run.	48	17	43	18	80	61	49	40	*	45	*	60	27	40	54	55	*	63	*	47	33	*	66	*	*	33
Policies, Resources & Efficiency - Average	53	19	49	23	74	62	57	54	*	58	*	75	40	42	55	55	*	58	*	62	52	*	67	*	*	54
Shared Governance																										
38 The role of faculty in shared governance is clearly stated and publicized.	45	23	40	26	74	64	59	51	*	77	*	80	40	25	64	36	*	61	*	57	37	*	60	*	*	75
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	56	17	55	16	80	72	71	60	*	75	*	80	20	100	66	37	*	78	*	91	50	*	100	*	*	88
42 Faculty, administration and staff are meaningfully involved in institutional planning.	40	21	40	24	70	57	45	34	*	60	*	60	9	60	36	29	*	65	*	47	33	*	50	*	*	44
Shared Governance - Average	47	20	45	22	74	64	58	48	*	70	*	73	23	61	55	34	*	68	*	65	40	*	70	*	*	69
Pride																										
5 I understand how my job contributes to this institution's mission.	85	3	84	3	92	89	88	88	*	90	*	100	54	100	95	88	*	92	*	73	55	*	88	*	*	94
25 Overall, my department is a good place to work.	73	7	76	7	85	81	69	67	*	81	*	100	54	80	54	66	*	78	*	68	44	*	77	*	*	84
36 I am proud to be part of this institution.	74	6	73	5	87	78	80	67	*	90	*	100	63	100	87	77	*	90	*	78	44	*	88	*	*	84
59 This institution's culture is special - something you don't find just anywhere.	58	17	55	18	82	69	66	61	*	81	*	100	63	60	69	66	*	68	*	73	44	*	77	*	*	50
60 All things considered, this is a great place to work.	62	12	60	10	86	74	65	53	*	81	*	100	36	100	75	66	*	75	*	73	22	*	77	*	*	47
Pride - Average	70	9	69	8	86	78	73	67	*	84	*	100	54	88	76	72	*	80	*	73	41	*	81	*	*	71

Item	Job Category	Job Category	Category II Faculty						Job Category	Classified Staff							
	Affiliate Faculty	Category II Faculty (e.g. Visiting, Instructor)	Clinical Faculty	Lecturer	Professional in residence, Executive in residence, 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 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 Prossional, Technician and Arts Services)
Total number of survey respondents (858)	135	36	0	28	0	0	4	3	132	34	18	7	3	26	4	5	28
Job Satisfaction/Support																	
1 My job makes good use of my skills and abilities.	82	88	*	89	*	*	*	*	63	50	72	85	*	69	*	40	71
2 I am given the responsibility and freedom to do my job.	83	88	*	85	*	*	*	*	70	58	77	85	*	69	*	60	82
4 I am provided the resources I need to be effective in my job.	52	69	*	67	*	*	*	*	53	58	66	71	*	61	*	20	46
Job Satisfaction/Support - Average	72	81	*	80	*	*	*	*	62	55	71	80	*	66	*	40	66
Teaching Environment																	
33 There is a good balance of teaching, service and research at this institution.	50	52	*	53	*	*	*	*	53	51	62	100	*	50	*	0	56
40 Teaching is appropriately recognized in the evaluation and promotion process.	36	63	*	61	*	*	*	*	44	55	50	66	*	30	*	0	58
51 There is appropriate recognition of innovative and high quality teaching.	41	52	*	53	*	*	*	*	46	53	44	33	*	52	*	33	43
Teaching Environment - Average	42	55	*	55	*	*	*	*	47	53	52	66	*	44	*	11	52
Professional Development																	
6 I am given the opportunity to develop my skills at this institution.	55	63	*	67	*	*	*	*	49	47	50	71	*	50	*	0	57
10 I understand the necessary requirements to advance my career.	55	57	*	55	*	*	*	*	41	47	44	85	*	34	*	20	37
Professional Development - Average	55	60	*	61	*	*	*	*	45	47	47	78	*	42	*	10	47
Compensation, Benefits & Work/Life Balance																	
11 I am paid fairly for my work.	26	41	*	42	*	*	*	*	24	20	33	42	*	30	*	0	21
34 This institution's benefits meet my needs.	26	65	*	70	*	*	*	*	38	44	38	85	*	32	*	0	35
47 My supervisor/department chair supports my efforts to balance my work and personal life.	72	83	*	85	*	*	*	*	74	67	83	100	*	73	*	40	85
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	67	72	*	75	*	*	*	*	57	70	61	85	*	38	*	20	64
Compensation, Benefits & Work/Life Balance - Average	47	65	*	68	*	*	*	*	48	50	53	78	*	43	*	15	51
Facilities																	
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	73	73	*	75	*	*	*	*	63	58	77	71	*	60	*	20	71
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	48	27	*	21	*	*	*	*	47	59	64	0	*	66	*	0	42
Facilities - Average	60	50	*	48	*	*	*	*	55	58	70	35	*	63	*	10	56
Policies, Resources & Efficiency																	
17 Our review process accurately measures my job performance.	44	51	*	56	*	*	*	*	27	30	35	50	*	11	*	0	35
28 My department has adequate faculty/staff to achieve our goals.	44	41	*	42	*	*	*	*	28	41	58	28	*	7	*	20	25
30 Our orientation program prepares new faculty, administration and staff to be effective.	40	38	*	35	*	*	*	*	34	38	42	28	*	26	*	25	29
49 This institution actively contributes to the community.	78	77	*	82	*	*	*	*	71	77	88	83	*	54	*	25	80
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	74	77	*	82	*	*	*	*	76	74	94	85	*	72	*	50	85
57 This institution is well run.	59	50	*	50	*	*	*	*	39	57	44	57	*	23	*	0	32
Policies, Resources & Efficiency - Average	56	55	*	57	*	*	*	*	45	52	60	55	*	32	*	20	47
Shared Governance																	
38 The role of faculty in shared governance is clearly stated and publicized.	43	38	*	44	*	*	*	*	37	50	28	33	*	30	*	0	57
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	47	63	*	67	*	*	*	*	60	81	75	100	*	35	*	0	71
42 Faculty, administration and staff are meaningfully involved in institutional planning.	43	42	*	50	*	*	*	*	29	38	35	42	*	19	*	0	37
Shared Governance - Average	44	47	*	53	*	*	*	*	42	56	46	58	*	28	*	0	55
Pride																	
5 I understand how my job contributes to this institution's mission.	85	86	*	89	*	*	*	*	82	76	94	85	*	84	*	80	85
25 Overall, my department is a good place to work.	79	77	*	82	*	*	*	*	68	67	83	85	*	57	*	20	75
36 I am proud to be part of this institution.	75	75	*	71	*	*	*	*	67	67	77	71	*	57	*	60	75
59 This institution's culture is special - something you don't find just anywhere.	59	58	*	60	*	*	*	*	53	53	61	57	*	36	*	40	67
60 All things considered, this is a great place to work.	64	72	*	71	*	*	*	*	59	66	72	85	*	46	*	20	57
Pride - Average	72	73	*	74	*	*	*	*	65	65	77	76	*	56	*	44	71

Item	Job Category	Faculty				Years in Job Position								Tenure Status				
	Faculty	Assistant Professor	Associate Professor	Department Chair	Full Professor	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	Tenured	Tenure Track	Non Tenured Position	Not Applicable	Decline to answer
Total number of survey respondents (858)	262	116	68	12	60	186	194	160	58	82	48	31	22	138	105	139	300	49
Job Satisfaction/Support																		
1 My job makes good use of my skills and abilities.	77	83	70	83	75	77	71	81	70	75	64	74	72	73	86	77	70	71
2 I am given the responsibility and freedom to do my job.	80	86	75	83	76	83	79	82	70	79	64	67	81	77	88	85	77	63
4 I am provided the resources I need to be effective in my job.	37	35	44	50	31	52	45	43	48	50	35	51	59	40	36	56	48	46
Job Satisfaction/Support - Average	64	68	63	72	60	70	65	68	62	68	54	64	70	63	70	72	65	60
Teaching Environment																		
33 There is a good balance of teaching, service and research at this institution.	27	24	36	33	25	56	45	41	40	42	46	41	70	35	25	52	59	43
40 Teaching is appropriately recognized in the evaluation and promotion process.	55	56	58	83	46	68	57	53	40	49	45	36	64	57	60	52	57	34
51 There is appropriate recognition of innovative and high quality teaching.	48	50	51	50	40	65	50	50	48	33	39	38	72	50	54	52	50	38
Teaching Environment - Average	43	43	48	55	37	63	50	48	42	41	43	38	68	47	46	52	55	38
Professional Development																		
6 I am given the opportunity to develop my skills at this institution.	66	68	61	91	60	69	58	63	51	54	51	67	71	66	70	61	58	53
10 I understand the necessary requirements to advance my career.	70	73	68	83	61	58	54	60	49	55	51	58	71	68	69	53	48	59
Professional Development - Average	68	70	64	87	60	63	56	61	50	54	51	62	71	67	69	57	53	56
Compensation, Benefits & Work/Life Balance																		
11 I am paid fairly for my work.	15	9	16	33	23	40	24	25	24	24	29	32	31	22	7	33	35	28
34 This institution's benefits meet my needs.	52	61	47	72	41	64	54	45	37	50	40	45	54	47	64	45	54	41
47 My supervisor/department chair supports my efforts to balance my work and personal life.	73	74	71	91	72	78	76	76	68	78	71	64	90	73	76	78	76	70
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	51	51	55	75	43	63	60	61	46	53	56	61	77	52	53	72	61	55
Compensation, Benefits & Work/Life Balance - Average	47	48	47	67	44	61	53	51	43	51	49	50	63	48	50	57	56	48
Facilities																		
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	62	66	66	58	53	77	69	70	55	60	59	67	77	64	67	73	69	61
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	31	28	32	41	35	48	41	41	22	50	58	48	50	34	30	44	52	43
Facilities - Average	46	47	49	49	44	62	55	55	38	55	58	57	63	49	48	58	60	52
Policies, Resources & Efficiency																		
17 Our review process accurately measures my job performance.	41	44	35	41	40	45	39	44	27	32	35	35	50	42	47	40	36	43
28 My department has adequate faculty/staff to achieve our goals.	25	25	29	25	21	29	35	28	25	29	30	32	40	24	27	38	29	36
30 Our orientation program prepares new faculty, administration and staff to be effective.	40	41	42	20	37	51	46	40	33	37	36	25	43	41	43	41	44	45
49 This institution actively contributes to the community.	79	84	80	100	65	87	81	83	67	70	67	68	76	78	85	84	79	62
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	73	78	78	75	61	88	80	80	70	74	53	67	70	76	79	82	80	71
57 This institution is well run.	46	49	50	66	36	58	49	46	37	40	39	41	63	47	53	52	46	31
Policies, Resources & Efficiency - Average	50	53	52	54	43	59	55	53	43	47	43	44	57	51	55	56	52	48
Shared Governance																		
38 The role of faculty in shared governance is clearly stated and publicized.	40	44	41	50	30	55	42	44	37	45	31	28	64	42	47	43	50	32
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	51	51	55	66	46	66	59	53	36	60	45	50	76	57	52	56	64	40
42 Faculty, administration and staff are meaningfully involved in institutional planning.	38	42	39	41	30	47	41	38	27	37	22	45	52	42	45	42	41	31
Shared Governance - Average	43	45	45	52	35	56	47	45	33	47	32	41	64	47	48	47	51	34
Pride																		
5 I understand how my job contributes to this institution's mission.	83	87	83	83	76	88	89	84	79	82	75	77	85	84	87	87	85	81
25 Overall, my department is a good place to work.	75	75	75	91	73	74	73	75	68	74	72	61	81	75	77	74	72	63
36 I am proud to be part of this institution.	69	76	69	83	58	81	74	75	62	74	64	70	72	71	79	76	75	55
59 This institution's culture is special - something you don't find just anywhere.	52	59	51	75	42	63	57	62	50	53	54	54	65	54	59	59	62	48
60 All things considered, this is a great place to work.	59	62	61	83	51	68	60	65	55	62	60	61	63	63	65	66	64	42
Pride - Average	67	71	67	83	60	74	70	72	62	69	65	64	73	69	73	72	71	57

The Chronicle Great Colleges to Work For 2013

ModernThink

2013 Campus Climate Survey
Metropolitan State University of Denver
Job Position - Full Data Set

Statement	2013 Overall: Positive Response	2013 Overall: Negative Response	2010 Overall: Positive Response	2010 Overall: Negative Response	Benchmarks: 2013 Honor Roll > 10,000	Benchmarks: 2013 Carnegie Master's	Job Category: Administration	Administrator	Assistant Dean	Assistant Director	Assistant Vice President	Associate Dean	Associate Director	Associate Vice President	Coordinator	Counselor/Advisor	Dean	Director	Executive Director	Executive/Administrative Assistant	Manager	President	Specialist	Technical Services	Vice President (e.g. Provost, Deputy Provost, & Assoc. / Asst. to President)	Other
Total number of survey respondents (858)			793	793			237	43	1	11	1	5	11	5	24	18	3	41	1	19	9	1	9	2	4	19
Supervisors/Department Chairs																										
3 My supervisor/department chair makes his/her expectations clear.	68	13	68	13	78	74	61	67	*	45	*	80	36	60	50	61	*	65	*	63	44	*	66	*	*	73
7 I receive feedback from my supervisor/department chair that helps me.	61	16	61	15	73	67	61	65	*	45	*	100	45	40	41	72	*	65	*	68	55	*	66	*	*	73
12 I believe what I am told by my supervisor/department chair.	69	11	70	11	79	74	66	60	*	81	*	100	45	80	45	61	*	82	*	63	44	*	66	*	*	78
15 My supervisor/department chair regularly models this institution's values.	71	11	68	11	81	75	71	69	*	81	*	100	45	80	50	66	*	77	*	73	44	*	77	*	*	94
19 My supervisor/department chair is consistent and fair.	67	13	68	13	77	72	61	62	*	54	*	80	36	20	41	66	*	65	*	78	33	*	77	*	*	78
20 My supervisor/department chair actively solicits my suggestions and ideas.	60	16	60	14	76	72	61	58	*	63	*	80	45	80	45	50	*	70	*	68	55	*	66	*	*	89
24 I have a good relationship with my supervisor/department chair.	79	6	80	7	87	83	77	79	*	72	*	100	63	100	70	77	*	73	*	84	66	*	77	*	*	89
Supervisors/Department Chairs - Average	67	12	67	12	78	73	65	65	*	63	*	91	45	65	48	64	*	71	*	71	48	*	70	*	*	82
Senior Leadership																										
27 Senior leadership provides a clear direction for this institution's future.	49	20	46	24	75	57	54	55	*	36	*	60	18	20	45	61	*	60	*	63	44	*	66	*	*	44
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	61	13	55	14	84	67	65	53	*	63	*	60	18	80	75	58	*	75	*	73	55	*	77	*	*	61
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	44	23	46	23	76	61	50	41	*	27	*	80	27	60	45	55	*	63	*	57	11	*	66	*	*	44
41 Senior leadership communicates openly about important matters.	45	21	48	20	73	57	46	48	*	36	*	20	18	60	52	44	*	46	*	57	33	*	50	*	*	36
48 Senior leadership regularly models this institution's values.	57	14	55	17	83	69	62	58	*	72	*	80	27	40	63	64	*	75	*	57	33	*	88	*	*	55
56 I believe what I am told by senior leadership.	51	20	50	18	76	61	58	47	*	45	*	80	18	40	65	66	*	68	*	57	44	*	77	*	*	66
Senior Leadership - Average	51	18	50	19	77	62	55	50	*	46	*	63	21	50	57	58	*	64	*	60	36	*	70	*	*	51
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	47	*	45	*	60	0	40	34	50	*	56	*	68	37	*	88	*	*	50
55 There is regular and open communication among faculty, administration and staff.	39	25	37	22	70	56	39	40	*	45	*	60	18	20	29	27	*	45	*	42	22	*	33	*	*	61
Faculty, Administration & Staff Relations - Average	45	19	43	17	75	61	44	43	*	45	*	60	9	30	31	38	*	50	*	55	29	*	60	*	*	55
Communication																										
8 When I offer a new idea, I believe it will be fully considered.	58	16	51	16	72	64	62	55	*	63	*	80	27	60	41	72	*	72	*	68	66	*	77	*	*	73
21 In my department, we communicate openly about issues that impact each other's work.	53	18	57	18	72	68	56	62	*	54	*	100	36	40	37	50	*	58	*	52	44	*	66	*	*	63
22 Changes that affect me are discussed prior to being implemented.	41	25	42	25	60	52	40	37	*	36	*	75	18	40	39	27	*	39	*	47	37	*	44	*	*	47
43 At this institution, we discuss and debate issues respectfully to get better results.	36	22	37	20	72	56	35	29	*	36	*	0	0	20	35	52	*	42	*	36	22	*	55	*	*	37
Communication - Average	47	20	46	19	69	60	48	45	*	47	*	63	20	40	38	50	*	52	*	50	42	*	60	*	*	55
Collaboration																										
13 We have opportunities to contribute to important decisions in my department.	57	20	56	17	75	71	57	53	*	72	*	80	36	60	52	55	*	73	*	57	22	*	55	*	*	63
23 People in my department work well together.	61	12	62	10	75	72	63	69	*	63	*	100	36	0	45	66	*	73	*	63	33	*	100	*	*	63
26 I can count on people to cooperate across departments.	46	16	43	17	70	58	48	53	*	45	*	60	18	0	37	33	*	56	*	63	33	*	77	*	*	52
58 There's a sense that we're all on the same team at this institution.	38	28	37	28	71	54	39	35	*	9	*	60	18	20	37	55	*	36	*	31	33	*	66	*	*	50
Collaboration - Average	50	19	49	18	72	63	51	52	*	47	*	75	27	20	42	52	*	59	*	53	30	*	74	*	*	57
Fairness																										
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	51	24	48	25	71	65	53	34	*	54	*	80	45	60	50	55	*	56	*	73	44	*	55	*	*	57
16 Promotions in my department are based on a person's ability.	43	29	42	27	67	58	45	48	*	60	*	75	27	25	25	33	*	63	*	40	0	*	50	*	*	57
18 Issues of low performance are addressed in my department.	41	30	41	27	60	50	42	42	*	45	*	40	20	20	33	25	*	52	*	52	33	*	44	*	*	35
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	43	23	39	25	77	63	52	46	*	27	*	80	18	60	66	64	*	60	*	55	22	*	50	*	*	52
54 This institution has clear and effective procedures for dealing with discrimination.	69	13	68	10	86	78	76	75	*	90	*	80	54	80	81	87	*	69	*	84	44	*	77	*	*	70
Fairness - Average	49	23	47	22	72	62	53	49	*	55	*	71	32	49	51	52	*	60	*	60	28	*	55	*	*	54
Respect & Appreciation																										
9 I am regularly recognized for my contributions.	45	27	48	21	66	57	45	46	*	18	*	100	18	60	34	27	*	55	*	52	22	*	50	*	*	63
35 Our recognition and awards programs are meaningful to me.	28	42	26	44	60	49	32	25	*	20	*	100	18	0	42	25	*	28	*	42	11	*	66	*	*	33
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	72	8	71	9	87	83	80	72	*	90	*	80	54	100	83	66	*	85	*	84	77	*	77	*	*	77
52 We celebrate significant milestones and important accomplishments at this institution.	57	13	52	13	85	75	65	63	*	80	*	100	45	60	71	56	*	56	*	68	55	*	62	*	*	66
Respect & Appreciation - Average	50	22	49	21	74	66	55	51	*	52	*	95	33	55	57	43	*	56	*	61	41	*	63	*	*	59
Custom Metro Statements																										
61 In my department, we address conflicts effectively when they arise.	53	21	52	19	-	-	52	55	*	63	*	80	27	40	43	38	*	52	*	52	33	*	66	*	*	68
62 In my department, we make good use of our resources, time and budget.	66	14	67	13	-	-	64	60	*	63	*	100	45	80	41	61	*	70	*	78	33	*	77	*	*	83
63 Our evaluation processes are user-friendly and efficient.	40	26	30	42	-	-	43	43	*	45	*	100	27	40	37	46	*	26	*	68	42	*	66	*	*	22
64 I can make an official complaint without having to worry about losing my job or harming my career.	44	32	41	31	-	-	48	37	*	33	*	80	30	40	47	50	*	51	*	73	22	*	77	*	*	37
65 Recent changes to the organizational structure of the university improve our ability to execute the institution's mission.	39	22	†	†	-	-	45	37	*	45	*	40	18	60	45	60	*	37	*	57	16	*	77	*	*	35
66 People of different genders are treated equally at this institution.	71	12	70	11	-	-	80	76	*	72	*	80	60	80	87	81	*	82	*	84	33	*	88	*	*	88
67 People of different races/ethnicities are treated equally at this institution.	73	9	71	11	-	-	78	71	*	81	*	60	72	80	87	81	*	78	*	78	77	*	88	*	*	82
68 People of different sexual orientations are treated equally at this institution.	79	5	73	6	-	-	86	82	*	100	*	80	81	100	83	92	*	87	*	78	88	*	88	*	*	88
69 People of different abilities are treated equally at this institution.	70	9	66	9	-	-	76	80	*	81	*	80	70	100	66	86	*	80	*	78	55	*	66	*	*	70
70 People of different religious beliefs are treated equally at this institution.	78	7	75	5	-	-	84	75	*	90	*	75	80	100	87	85	*	84	*	83	66	*	77	*	*	93
71 The environment at this institution is supportive of the expression of different opinions, styles and perceptions.	58	15	58	13	-	-	59	38	*	54	*	80	36	20	60	72	*	60	*	63	55	*	88	*	*	70
72 Recent changes to the organizational structure of the university help my area be more effective.	33	28	†	†	-	-	35	26	*	27	*	33	18	50	21	35	*	38	*	47	28	*	55	*	*	38
73 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	62	12	68	8	-	-	73	48	*	90	*	100	54	60	75	76	*	78	*	89	75	*	55	*	*	77
74 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.	65	11	67	9	-	-	75	59	*	90	*	100	27	80	86	82	*	80	*	84	33	*	66	*	*	76
75 Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.	48	16	46	16	-	-	54	44	*	72	*	80	27	40	56	43	*	57	*	57	33	*	66	*	*	64
76 I feel a strong sense of loyalty to this institution.	65	14	63	13	-	-	70	54	*	81	*	100	36	100	70	66	*	82	*	78	55	*	88	*	*	63
77 My workload is reasonable.	45	29	40	31	-	-	51	38	*	54	*	60	36	60	66	55	*	43	*	73	44	*	66	*	*	42
78 I have sufficient technology and resources to do my job.	45	26	†	†	-	-	53	44	*	27	*	80	36	60	54	44	*	56	*	78	44	*	77	*	*	57
79 I trust senior leadership enough to follow them, even when I disagree with their decisions.	50	18	48	20	-	-	55	40	*	54	*	40	27	60	62	47	*	68	*	72	22	*	88	*	*	55
80 The role of staff in shared governance is clearly stated and encouraged.	39	26	34	33	-	-	48	45	*	54	*	80	27	0	43	42	*	51	*	66	22	*	55	*	*	55
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.	28	63	†	†	-	-	31	45	*	40	*	50	45	40	34	29	*	15	*	18	50	*	0	*	*	22
82 I am aware of other employees at MSU Denver who have experienced bullying at work.	42	47	†	†	-	-	48	50	*	60	*	50	90	100	40	47	*	30	*	40	66	*	33	*	*	41
83 I believe that MSU Denver's policies and practices are effective at preventing bullying.	40	26	†	†	-	-	39	36	*	40	*	40	27	0	47	37	*	36	*	29	22	*	66	*	*	52
84 Faculty, administration and staff understand that bullying is not tolerated in this institution.	59	19	†	†	-	-	57	48	*	50	*	60	27	20	60	56	*	71	*	83	44	*	77	*	*	55
85 Instances of alleged bullying are taken seriously by leadership.	50	22	†	†	-	-	48	44	*	37	*	60	20	20	38	50	*	57	*	64	37	*	71	*	*	33
Custom Metro Statements - Average	53	21	†	†	-	-	58	51	*	60	*	71	41	57	57	58	*	58	*	66	43	*	68	*	*	58
Overall Survey Average 1 - 85	54	19	54	18	-	-	58	54	*	59	*	78	37	54	55	56	*	62	*	65	42	*	69	*	*	60
Overall Survey Average 1 - 60	55	18	53	18	77	67	59	55	*	59	*	81	35	53	54	56	*	64	*	65	41	*	70	*	*	61

Statement	Job Category: Affiliate Faculty	Job Category: Category II Faculty (e.g. Visiting, Instructor)	Category II Faculty: Clinical Faculty	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 Prossional, Technician and Arts Services)
Total number of survey respondents (858)	135	36	0	28	0	0	4	3	132	34	18	7	3	26	4	5	28
Supervisors/Department Chairs																	
3 My supervisor/department chair makes his/her expectations clear.	75	86	*	89	*	*	*	*	62	64	72	85	*	61	*	20	67
7 I receive feedback from my supervisor/department chair that helps me.	58	72	*	78	*	*	*	*	56	61	66	100	*	57	*	20	53
12 I believe what I am told by my supervisor/department chair.	81	86	*	89	*	*	*	*	58	61	61	71	*	53	*	20	71
15 My supervisor/department chair regularly models this institution's values.	75	86	*	89	*	*	*	*	59	55	88	42	*	50	*	20	71
19 My supervisor/department chair is consistent and fair.	80	83	*	89	*	*	*	*	60	55	72	57	*	61	*	40	67
20 My supervisor/department chair actively solicits my suggestions and ideas.	51	75	*	75	*	*	*	*	52	50	50	71	*	53	*	20	64
24 I have a good relationship with my supervisor/department chair.	87	91	*	96	*	*	*	*	74	67	83	85	*	76	*	40	82
Supervisors/Department Chairs - Average	72	82	*	86	*	*	*	*	60	59	70	73	*	58	*	25	67
Senior Leadership																	
27 Senior leadership provides a clear direction for this institution's future.	56	47	*	50	*	*	*	*	38	38	55	71	*	26	*	25	39
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	72	54	*	55	*	*	*	*	55	61	77	85	*	61	*	0	50
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	45	54	*	59	*	*	*	*	32	36	44	85	*	19	*	0	32
41 Senior leadership communicates openly about important matters.	58	48	*	51	*	*	*	*	36	45	38	66	*	24	*	0	39
48 Senior leadership regularly models this institution's values.	63	54	*	57	*	*	*	*	45	43	66	83	*	36	*	25	39
56 I believe what I am told by senior leadership.	64	60	*	67	*	*	*	*	36	36	52	42	*	38	*	0	35
Senior Leadership - Average	59	52	*	56	*	*	*	*	40	43	55	72	*	34	*	8	39
Faculty, Administration & Staff Relations																	
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	63	61	*	60	*	*	*	*	44	46	44	57	*	44	*	20	46
55 There is regular and open communication among faculty, administration and staff.	50	45	*	50	*	*	*	*	26	33	23	57	*	26	*	0	25
Faculty, Administration & Staff Relations - Average	56	53	*	55	*	*	*	*	35	39	33	57	*	35	*	10	35
Communication																	
8 When I offer a new idea, I believe it will be fully considered.	58	75	*	78	*	*	*	*	53	52	61	57	*	46	*	20	75
21 In my department, we communicate openly about issues that impact each other's work.	45	58	*	64	*	*	*	*	45	41	55	42	*	53	*	20	46
22 Changes that affect me are discussed prior to being implemented.	34	61	*	67	*	*	*	*	35	35	38	33	*	34	*	20	39
43 At this institution, we discuss and debate issues respectfully to get better results.	50	45	*	48	*	*	*	*	29	33	28	42	*	26	*	0	28
Communication - Average	46	59	*	64	*	*	*	*	40	40	45	43	*	39	*	15	47
Collaboration																	
13 We have opportunities to contribute to important decisions in my department.	40	75	*	82	*	*	*	*	42	42	44	57	*	42	*	20	50
23 People in my department work well together.	65	66	*	75	*	*	*	*	50	44	55	57	*	38	*	60	75
26 I can count on people to cooperate across departments.	53	42	*	44	*	*	*	*	38	52	38	28	*	38	*	0	42
58 There's a sense that we're all on the same team at this institution.	47	51	*	53	*	*	*	*	22	21	27	28	*	19	*	0	25
Collaboration - Average	51	58	*	63	*	*	*	*	38	39	41	42	*	34	*	20	48
Fairness																	
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	53	58	*	67	*	*	*	*	44	47	55	42	*	46	*	20	50
16 Promotions in my department are based on a person's ability.	41	53	*	54	*	*	*	*	25	25	43	33	*	28	*	0	20
18 Issues of low performance are addressed in my department.	33	58	*	65	*	*	*	*	43	46	53	50	*	28	*	20	51
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	44	48	*	51	*	*	*	*	34	32	44	71	*	30	*	0	35
54 This institution has clear and effective procedures for dealing with discrimination.	80	73	*	78	*	*	*	*	62	60	75	85	*	58	*	33	66
Fairness - Average	50	58	*	63	*	*	*	*	41	42	54	56	*	38	*	14	44
Respect & Appreciation																	
9 I am regularly recognized for my contributions.	38	66	*	71	*	*	*	*	37	38	33	57	*	30	*	20	50
35 Our recognition and awards programs are meaningful to me.	22	19	*	8	*	*	*	*	26	40	23	33	*	21	*	0	19
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	79	77	*	82	*	*	*	*	64	57	77	100	*	73	*	80	60
52 We celebrate significant milestones and important accomplishments at this institution.	56	48	*	44	*	*	*	*	54	61	66	66	*	52	*	40	46
Respect & Appreciation - Average	48	52	*	51	*	*	*	*	45	49	49	64	*	44	*	35	43
Custom Metro Statements																	
61 In my department, we address conflicts effectively when they arise.	60	60	*	61	*	*	*	*	43	41	64	42	*	38	*	20	50
62 In my department, we make good use of our resources, time and budget.	66	77	*	78	*	*	*	*	58	67	72	57	*	46	*	20	64
63 Our evaluation processes are user-friendly and efficient.	48	57	*	57	*	*	*	*	26	42	35	16	*	8	*	20	28
64 I can make an official complaint without having to worry about losing my job or harming my career.	53	50	*	52	*	*	*	*	34	32	41	40	*	30	*	0	50
65 Recent changes to the organizational structure of the university improve our ability to execute the institution's mission.	40	46	*	48	*	*	*	*	32	39	61	33	*	16	*	0	30
66 People of different genders are treated equally at this institution.	79	73	*	75	*	*	*	*	66	62	77	57	*	76	*	50	60
67 People of different races/ethnicities are treated equally at this institution.	84	74	*	78	*	*	*	*	67	67	77	57	*	80	*	50	53
68 People of different sexual orientations are treated equally at this institution.	86	82	*	85	*	*	*	*	70	65	75	71	*	82	*	50	59
69 People of different abilities are treated equally at this institution.	75	67	*	74	*	*	*	*	62	61	72	71	*	60	*	40	64
70 People of different religious beliefs are treated equally at this institution.	84	82	*	88	*	*	*	*	74	77	77	57	*	87	*	50	62
71 The environment at this institution is supportive of the expression of different opinions, styles and perceptions.	70	58	*	60	*	*	*	*	50	46	61	66	*	60	*	0	46
72 Recent changes to the organizational structure of the university help my area be more effective.	32	41	*	45	*	*	*	*	26	31	53	28	*	11	*	0	31
73 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	63	67	*	76	*	*	*	*	53	59	61	85	*	52	*	0	50
74 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.	67	77	*	78	*	*	*	*	55	54	77	85	*	56	*	0	46
75 Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.	52	57	*	62	*	*	*	*	42	48	58	57	*	38	*	0	35
76 I feel a strong sense of loyalty to this institution.	61	72	*	71	*	*	*	*	61	61	61	42	*	56	*	60	75
77 My workload is reasonable.	67	55	*	50	*	*	*	*	47	52	66	57	*	38	*	20	53
78 I have sufficient technology and resources to do my job.	54	41	*	32	*	*	*	*	53	64	61	57	*	50	*	20	50
79 I trust senior leadership enough to follow them, even when I disagree with their decisions.	59	60	*	55	*	*	*	*	48	52	55	57	*	38	*	0	60
80 The role of staff in shared governance is clearly stated and encouraged.	49	40	*	40	*	*	*	*	30	37	33	71	*	19	*	0	25
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.	13	17	*	11	*	*	*	*	35	37	13	16	*	41	*	50	32
82 I am aware of other employees at MSU Denver who have experienced bullying at work.	18	32	*	30	*	*	*	*	43	34	35	16	*	56	*	50	37
83 I believe that MSU Denver's policies and practices are effective at preventing bullying.	57	57	*	56	*	*	*	*	41	45	60	50	*	29	*	25	45
84 Faculty, administration and staff understand that bullying is not tolerated in this institution.	80	67	*	74	*	*	*	*	53	63	77	50	*	40	*	25	55
85 Instances of alleged bullying are taken seriously by leadership.	72	65	*	65	*	*	*	*	45	44	61	66	*	34	*	25	54
Custom Metro Statements - Average	59	58	*	60	*	*	*	*	48	51	59	52	*	45	*	23	48
Overall Survey Average 1 - 85	57	61	*	63	*	*	*	*	48	50	57	60	*	44	*	20	51
Overall Survey Average 1 - 60	56	61	*	64	*	*	*	*	48	50	56	63	*	43	*	19	52

Statement	Job Category: Faculty	Faculty: Assistant Professor	Associate Professor	Department Chair	Full Professor	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	Tenure Status: Tenured	Tenure Track	Non Tenured Position	Not Applicable	Decline to answer
Total number of survey respondents (858)	262	116	68	12	60	186	194	160	58	82	48	31	22	138	105	139	300	49
Supervisors/Department Chairs																		
3 My supervisor/department chair makes his/her expectations clear.	68	71	61	83	68	72	66	66	70	64	62	54	86	68	74	75	61	61
7 I receive feedback from my supervisor/department chair that helps me.	62	67	55	75	58	68	58	62	56	56	62	54	68	61	68	65	57	55
12 I believe what I am told by my supervisor/department chair.	65	73	61	75	56	73	72	67	67	63	61	61	63	62	74	82	64	61
15 My supervisor/department chair regularly models this institution's values.	71	76	65	91	67	78	73	70	66	68	59	54	76	70	79	74	68	66
19 My supervisor/department chair is consistent and fair.	65	71	61	75	61	75	67	66	56	60	65	54	76	63	73	80	63	57
20 My supervisor/department chair actively solicits my suggestions and ideas.	65	68	63	75	61	64	62	58	51	57	65	51	59	64	71	59	56	51
24 I have a good relationship with my supervisor/department chair.	78	80	75	91	76	81	82	79	79	76	83	58	72	76	82	86	77	79
Supervisors/Department Chairs - Average	67	72	63	80	63	73	68	66	63	63	65	55	71	66	74	74	63	61
Senior Leadership																		
27 Senior leadership provides a clear direction for this institution's future.	43	43	48	58	33	57	49	44	50	37	35	38	50	45	43	47	51	46
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	56	60	58	58	47	71	63	61	52	54	51	41	70	58	60	63	64	54
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	43	46	42	50	38	59	43	45	29	35	28	35	50	47	47	47	44	32
41 Senior leadership communicates openly about important matters.	41	44	44	33	35	56	41	44	42	40	36	41	54	43	45	46	47	42
48 Senior leadership regularly models this institution's values.	56	61	60	66	42	67	62	53	49	48	38	48	75	56	65	61	57	40
56 I believe what I am told by senior leadership.	45	49	50	66	30	65	58	47	41	43	40	32	40	47	52	58	53	36
Senior Leadership - Average	47	50	50	55	37	62	52	49	43	42	38	39	56	49	52	53	52	41
Faculty, Administration & Staff Relations																		
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	50	56	50	41	45	62	52	49	50	49	31	45	66	50	57	61	50	38
55 There is regular and open communication among faculty, administration and staff.	41	42	43	33	40	51	38	38	42	32	28	29	50	44	44	42	39	32
Faculty, Administration & Staff Relations - Average	45	49	46	37	42	56	45	43	46	40	29	37	58	47	50	51	44	35
Communication																		
8 When I offer a new idea, I believe it will be fully considered.	54	60	52	83	43	68	62	58	60	47	41	41	57	53	65	62	61	42
21 In my department, we communicate openly about issues that impact each other's work.	57	55	54	75	61	57	49	55	46	51	57	54	54	60	59	49	50	48
22 Changes that affect me are discussed prior to being implemented.	46	44	47	58	46	52	42	38	34	34	29	41	45	49	46	40	37	40
43 At this institution, we discuss and debate issues respectfully to get better results.	33	38	32	16	28	50	35	32	24	36	20	32	36	29	40	42	38	28
Communication - Average	47	49	46	58	44	56	47	45	41	42	36	42	48	47	52	48	46	39
Collaboration																		
13 We have opportunities to contribute to important decisions in my department.	67	71	67	83	58	61	56	57	48	58	51	51	54	64	75	53	51	44
23 People in my department work well together.	61	67	48	75	61	66	63	60	58	55	58	41	68	55	70	65	60	48
26 I can count on people to cooperate across departments.	45	48	40	41	48	53	44	45	44	38	43	41	47	43	49	49	43	46
58 There's a sense that we're all on the same team at this institution.	39	44	36	33	35	52	40	37	31	28	26	22	31	39	47	45	36	20
Collaboration - Average	53	57	47	58	50	58	50	49	45	44	44	38	50	50	60	53	47	39
Fairness																		
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	48	47	48	66	51	62	48	44	44	46	52	48	59	53	49	56	51	36
16 Promotions in my department are based on a person's ability.	50	54	41	58	53	55	42	41	33	32	44	41	61	52	56	48	35	35
18 Issues of low performance are addressed in my department.	39	35	43	54	40	42	36	42	41	40	36	45	65	43	36	45	37	44
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	38	40	38	58	33	63	42	42	31	28	26	35	36	43	41	46	48	25
54 This institution has clear and effective procedures for dealing with discrimination.	61	75	53	66	50	80	75	71	60	61	47	48	68	56	75	74	73	63
Fairness - Average	47	50	44	60	45	60	48	48	41	41	41	43	57	49	51	53	48	40
Respect & Appreciation																		
9 I am regularly recognized for my contributions.	47	48	47	58	43	55	45	45	35	32	41	32	45	50	52	46	43	32
35 Our recognition and awards programs are meaningful to me.	29	29	30	16	30	37	25	30	23	23	19	25	28	31	32	26	25	33
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	65	70	61	66	62	79	76	73	72	68	54	54	68	68	71	76	78	62
52 We celebrate significant milestones and important accomplishments at this institution.	55	62	50	75	42	66	61	60	51	43	46	43	59	53	63	53	62	52
Respect & Appreciation - Average	49	52	47	53	44	59	51	52	45	41	40	38	50	50	54	50	52	44
Custom Metro Statements																		
61 In my department, we address conflicts effectively when they arise.	54	53	48	66	60	59	50	51	50	51	58	38	63	55	55	58	50	48
62 In my department, we make good use of our resources, time and budget.	70	70	69	83	66	70	63	68	61	67	69	54	63	69	72	74	59	57
63 Our evaluation processes are user-friendly and efficient.	39	42	37	33	37	50	39	36	40	35	40	36	40	39	43	46	36	41
64 I can make an official complaint without having to worry about losing my job or harming my career.	43	42	46	36	47	60	43	39	38	45	34	35	57	48	42	54	44	32
65 Recent changes to the organizational structure of the university improve our ability to execute the institution's mission.	37	43	37	27	29	54	37	40	27	32	36	41	40	37	46	39	42	39
66 People of different genders are treated equally at this institution.	62	71	59	83	47	84	75	73	60	61	51	51	68	60	72	81	75	67
67 People of different races/ethnicities are treated equally at this institution.	65	71	66	75	52	85	76	72	63	63	55	64	72	64	72	81	77	67
68 People of different sexual orientations are treated equally at this institution.	71	76	71	75	61	90	78	80	68	71	66	61	90	69	77	87	82	71
69 People of different abilities are treated equally at this institution.	64	70	60	83	54	84	69	71	60	64	56	58	57	64	72	75	72	52
70 People of different religious beliefs are treated equally at this institution.	69	75	68	83	58	87	81	79	58	75	61	65	80	68	76	85	82	72
71 The environment at this institution is supportive of the expression of different opinions, styles and perceptions.	57	63	57	75	46	69	61	59	54	53	43	38	45	57	66	65	60	36
72 Recent changes to the organizational structure of the university help my area be more effective.	35	40	28	55	31	45	33	34	26	23	22	28	38	35	43	33	32	31
73 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	57	58	57	66	54	74	64	63	51	52	54	50	66	60	63	71	66	45
74 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.	60	64	60	75	51	77	65	68	56	59	48	51	76	61	67	72	68	48
75 Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.	43	46	45	50	35	61	51	47	38	43	30	45	52	47	51	52	52	37
76 I feel a strong sense of loyalty to this institution.	63	66	62	91	58	67	65	66	56	65	64	64	81	67	68	67	66	53
77 My workload is reasonable.	27	24	29	41	33	54	43	38	36	45	45	58	50	34	24	59	52	38
78 I have sufficient technology and resources to do my job.	32	30	32	33	35	50	45	39	39	56	43	51	54	33	29	51	54	51
79 I trust senior leadership enough to follow them, even when I disagree with their decisions.	42	43	43	50	36	59	53	50	41	43	41	48	50	46	47	61	54	33
80 The role of staff in shared governance is clearly stated and encouraged.	32	33	30	45	32	53	40	31	30	34	31	38	57	38	36	44	44	32
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.	32	25	30	45	43	19	24	30	33	28	45	50	16	36	23	19	28	36
82 I am aware of other employees at MSU Denver who have experienced bullying at work.	50	40	54	90	54	31	42	44	42	45	60	60	29	56	37	30	40	48
83 I believe that MSU Denver's policies and practices are effective at preventing bullying.	30	39	31	0	22	53	43	38	32	31	25	22	61	27	39	52	42	39
84 Faculty, administration and staff understand that bullying is not tolerated in this institution.	52	59	53	41	44	68	60	56	57	54	52	37	76	50	59	71	59	59
85 Instances of alleged bullying are taken seriously by leadership.	44	55	43	40	25	56	58	50	48	45	22	40	58	38	57	65	49	44
Custom Metro Statements - Average	49	51	48	57	44	62	54	52	46	49	46	47	57	50	53	59	55	47
Overall Survey Average 1 - 85	52	54	51	61	47	62	55	54	47	50	46	47	60	53	56	58	55	47
Overall Survey Average 1 - 60	53	56	52	62	48	63	55	54	47	50	47	47	61	54	58	58	55	47

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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.