



## The Chronicle Great Colleges to Work For 2013

**ModernThink**  
 2013 Campus Climate Survey  
 Metropolitan State University of Denver  
 School/Department - Full Data Set

	2013 Overall		2010 Overall		Benchmarks	School	Department: School of Business								Department: School of Letters, Arts and Sciences																Department: School of Professional Studies																							
	Positive Response	Negative Response	Positive Response	Negative Response			School of Business	School of Letters, Arts and Science	School of Professional Studies	Accounting	Computer Information Systems	Economics	Finance	Management	Marketing	Art	English/Writing Center	Communication Arts & Sciences	Modern Languages	Music	Philosophy	Theatre	Biology	Chemistry	Math & Computer Science	Earth & Atmospheric Sciences	Physics	African & African American Studies	Chicano Studies	History	Political Science	Psychology	Social Work	Sociology, Anthropology & Behavioral Science	Women's Studies	TEBA (Elementary, Bilingual, Secondary Ed)	TEBP ( Special Ed, Early Childhood, Reading, Ed Tech)	Criminal Justice & Criminology	Health Professions	Hospitality, Tourism & Events	Human Performance & Sports	Human Services	Nursing	Engineering Technology	Aviation & Aerospace Science	Industrial Design	Journalism and Technical Communications	Dean's Office Staff	ROTC	OWOW	CEI	TFS	SPS Advisors	Student Teaching
Total number of survey respondents (658)			793	793		50	293	145	8	8	4	4	9	8	23	25	14	9	27	9	10	15	6	20	17	6	3	8	11	9	16	9	11	0	17	10	6	22	11	11	6	7	10	7	4	10	0	1	0	0	0	0	0	
64 I can make an official complaint without having to worry about losing my job or harming my career.	44	32	†	†	-	54	42	56	42	0	*	*	66	71	38	47	46	57	59	42	70	53	0	60	31	80	*	12	50	44	50	50	30	*	73	70	0	85	50	33	66	28	33	66	*	50	*	*	*	*	*	*	*	
65 Recent changes to the organizational structure of the university improve our ability to execute the institution's mission.	39	22	†	†	-	36	38	46	33	0	*	*	42	42	64	26	36	66	63	16	44	30	40	53	28	20	*	14	11	44	53	42	11	*	76	75	60	38	33	50	65	50	20	25	*	22	*	*	*	*	*	*	*	
66 People of different genders are treated equally at this institution.	71	12	70	11	-	71	67	75	75	50	*	*	77	62	77	58	69	100	81	62	66	84	50	64	70	60	*	50	70	55	81	66	72	*	76	80	66	61	90	60	50	65	66	65	*	80	*	*	*	*	*	*	*	
67 People of different races/ethnicities are treated equally at this institution.	73	9	71	11	-	73	71	76	75	50	*	*	77	75	77	65	61	100	92	75	77	100	50	88	82	40	*	50	70	55	86	66	72	*	75	90	83	81	90	80	50	71	66	71	*	80	*	*	*	*	*	*	*	
68 People of different sexual orientations are treated equally at this institution.	79	5	73	6	-	77	73	85	85	57	*	*	77	71	80	65	61	100	92	75	75	100	50	87	81	80	*	57	70	66	87	66	81	*	87	90	100	81	81	88	100	85	75	85	*	90	*	*	*	*	*	*	*	
69 People of different abilities are treated equally at this institution.	70	9	66	9	-	72	64	77	62	50	*	*	77	71	80	66	23	87	77	25	88	92	50	82	76	25	*	42	60	66	80	66	63	*	76	80	60	86	81	77	66	85	50	85	*	80	*	*	*	*	*	*	*	
70 People of different religious beliefs are treated equally at this institution.	78	7	75	5	-	82	73	79	85	62	*	*	77	85	80	58	84	100	86	62	77	91	33	88	75	40	*	57	77	66	91	75	100	*	81	80	100	90	90	87	83	85	37	71	*	80	*	*	*	*	*	*	*	
71 The environment at this institution is supportive of the expression of different opinions, styles and perceptions.	58	15	58	13	-	59	59	69	71	37	*	*	66	62	61	52	69	87	88	55	80	78	50	88	47	33	*	37	54	44	68	44	63	*	64	90	50	77	90	81	50	71	40	71	*	80	*	*	*	*	*	*	*	
72 Recent changes to the organizational structure of the university help my area be more effective.	33	28	†	†	-	26	33	45	20	28	*	*	33	28	57	16	36	57	63	0	37	28	40	35	26	0	*	14	0	55	50	37	12	*	92	88	40	37	28	33	50	42	10	40	*	44	*	*	*	*	*	*	*	
73 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	62	12	68	8	-	66	56	69	83	28	*	*	75	62	55	34	75	87	80	55	60	45	66	82	47	60	*	37	45	55	53	66	63	*	76	100	75	77	70	80	33	85	22	83	*	66	*	*	*	*	*	*	*	
74 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.	65	11	67	9	-	60	62	73	57	14	*	*	66	75	57	62	84	87	81	37	80	73	50	88	41	40	*	50	45	77	62	66	72	*	82	90	66	86	72	72	83	57	20	83	*	70	*	*	*	*	*	*	*	
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	-	61	45	57	50	42	*	*	55	85	55	43	69	75	76	33	50	41	50	47	35	33	*	37	27	44	46	33	45	*	76	80	60	72	60	54	16	71	30	71	*	22	*	*	*	*	*	*	*	
76 I feel a strong sense of loyalty to this institution.	65	14	63	13	-	72	63	73	85	75	*	*	77	85	77	64	71	77	77	33	80	73	50	70	47	50	*	50	27	66	75	55	54	*	88	100	50	63	81	63	100	57	60	85	*	70	*	*	*	*	*	*	*	
77 My workload is reasonable.	45	29	40	31	-	60	39	47	87	25	*	*	66	75	27	44	64	55	59	11	40	46	16	60	23	33	*	37	27	44	31	11	54	*	64	40	33	40	45	45	50	28	40	85	*	50	*	*	*	*	*	*	*	
78 I have sufficient technology and resources to do my job.	45	26	†	†	-	48	40	44	37	62	*	*	44	62	30	32	42	44	62	33	20	26	83	55	17	50	*	50	45	66	31	55	36	*	70	90	33	36	54	18	50	28	20	57	*	30	*	*	*	*	*	*	*	
79 I trust senior leadership enough to follow them, even when I disagree with their decisions.	50	18	†	†	-	44	45	61	57	0	*	*	55	62	50	45	61	77	74	33	70	53	16	44	23	33	*	50	9	66	46	44	18	*	76	90	0	68	72	63	83	42	40	57	*	40	*	*	*	*	*	*	*	
80 The role of staff in shared governance is clearly stated and encouraged.	39	26	†	†	-	40	32	51	40	25	*	*	44	25	33	22	41	62	52	0	57	37	33	58	15	16	*	25	27	44	42	22	10	*	73	80	25	52	50	44	33	71	20	60	*	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.	28	63	†	†	-	27	30	15	14	50	*	*	12	12	25	38	15	11	24	11	12	23	68	0	26	40	*	62	9	66	18	25	22	*	0	30	50	14	0	9	0	50	0	0	*	22	*	*	*	*	*	*	*	
82 I am aware of other employees at MSU Denver who have experienced bullying at work.	42	47	†	†	-	37	44	25	28	62	*	*	42	12	23	55	41	22	32	33	11	30	83	18	53	60	*	75	30	66	25	62	37	*	12	40	50	30	0	30	25	83	14	0	*	25	*	*	*	*	*	*	*	
83 I believe that MSU Denver's policies and practices are effective at preventing bullying.	40	26	†	†	-	40	39	47	50	0	*	*	25	42	43	25	50	75	65	42	55	90	16	66	26	0	*	0	50	25	46	33	60	*	62	50	16	52	50	55	25	28	66	50	*	37	*	*	*	*	*	*	*	
84 Faculty, administration and staff understand that bullying is not tolerated in this institution.	59	19	†	†	-	65	59	71	63	28	*	*	66	71	68	54	76	75	80	55	77	71	33	93	50	60	*	12	72	55	64	33	63	*	75	60	16	71	77	80	66	42	85	85	*	87	*	*	*	*	*	*	*	
85 Instances of alleged bullying are taken seriously by leadership.	50	22	†	†	-	48	51	65	75	14	*	*	50	50	53	35	72	60	85	42	77	62	16	75	40	50	*	25	50	44	66	55	60	*	78	66	20	70	75	55	83	42	83	80	*	71	*	*	*	*	*	*	*	
<b>Custom Metro Statements - Average</b>	53	21	†	†	-	56	51	59	61	32	*	*	59	57	54	45	56	69	70	42	61	59	39	64	43	42	*	36	42	55	59	47	49	*	68	73	46	65	61	56	55	57	39	66	*	58	*	*	*	*	*	*	*	
<b>Overall Survey Average 1 - 85</b>	54	19	55	17	-	59	52	62	64	41	*	*	65	60	53	49	58	68	71	37	64	58	38	66	40	38	*	35	44	54	60	50	49	*	72	79	47	69	66	56	66	59	36	63	*	52	*	*	*	*	*	*	*	
<b>Overall Survey Average 1 - 60</b>	55	18	53	18	77	67	60	52	63	66	44	*	*	68	62	53	51	59	68	71	34	65	57	38	66	39	36	*	35	44	54	60	51	49	*	74	82	47	71	68	57	70	60	34	62	*	49	*	*	*	*	*	*	*

© 2013 ModernThink LLC. All rights reserved. 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.

# The Chronicle Great Colleges to Work For 2013

**ModernThink**  
**2013 Campus Climate Survey**  
**Metropolitan State University of Denver**  
**Division/Area - Full Data Set**

	2013 Overall		2010 Overall		Benchmarks		Division						Area: Administration, Finance and Facilities						Area: Advancement and External Relations						Area: Provost/Academic and Student Affairs								
	Positive Response	Negative Response	Positive Response	Negative Response	2013 Honor Roll > 10,000	2013 Carnegie Master's	Provost/Academic and Student Affairs	Administration, Finance & Facilities	Advancement and External Relations	Intercollegiate Athletics	Marketing and Communications	President's Office	Accounting Services (AP, AR, Payroll, Business Services)	Administrative Computing	Budget	Facilities	Human Resources	Office of Institutional Research	Student Accounts	Vice President Office (including retirement)	Alumni Relations	Communications	Development	Foundation	Sponsored Research and Programs	Vice President Office Institutional Advancement	Academic & Civic Collaboration	Academic Computing	Curriculum & Academic Effectiveness	Engagement & Wellness	Enrollment Services	Student Success	Vice President Office
Total number of survey respondents (858)																																	
<b>Job Satisfaction/Support</b>																																	
1 My job makes good use of my skills and abilities.	74	8	73	7	86	80	69	62	42	85	*	71	75	61	*	*	66	60	71	*	*	*	33	60	*	*	66	66	*	62	64	76	77
2 I am given the responsibility and freedom to do my job.	79	7	75	9	87	82	72	69	76	78	*	85	87	66	*	*	33	100	85	*	*	*	66	100	*	*	55	44	*	79	73	78	66
4 I am provided the resources I need to be effective in my job.	47	19	40	23	76	58	46	42	42	57	*	85	50	33	*	*	33	60	57	*	*	*	16	60	*	*	55	66	*	45	35	47	66
<b>Job Satisfaction/Support - Average</b>																																	
	66	11	62	13	83	73	62	57	53	73	*	80	70	53	*	*	44	73	71	*	*	*	38	73	*	*	58	58	*	62	57	67	69
<b>Teaching Environment</b>																																	
33 There is a good balance of teaching, service and research at this institution.	47	25	42	31	81	64	59	55	56	84	*	81	57	38	*	*	83	50	60	*	*	*	33	50	*	*	71	62	*	45	56	66	66
40 Teaching is appropriately recognized in the evaluation and promotion process.	55	17	53	19	77	75	62	48	66	87	*	75	0	30	*	*	66	100	50	*	*	*	0	100	*	*	83	0	*	55	72	50	100
51 There is appropriate recognition of innovative and high quality teaching.	51	19	47	18	80	69	61	53	63	77	*	62	33	20	*	*	100	66	80	*	*	*	100	50	*	*	57	42	*	57	64	58	100
<b>Teaching Environment - Average</b>																																	
	51	20	47	22	79	69	60	52	61	82	*	69	30	29	*	*	83	72	63	*	*	*	44	66	*	*	70	34	*	52	64	58	88
<b>Professional Development</b>																																	
6 I am given the opportunity to develop my skills at this institution.	61	15	56	15	82	72	59	42	47	92	*	85	75	27	*	*	33	80	28	*	*	*	16	80	*	*	66	66	*	45	58	58	66
10 I understand the necessary requirements to advance my career.	56	20	59	16	76	71	43	42	33	92	*	53	37	38	*	*	50	40	42	*	*	*	0	40	*	*	55	11	*	50	43	45	25
<b>Professional Development - Average</b>																																	
	58	17	57	15	79	71	51	42	40	92	*	69	56	32	*	*	41	60	35	*	*	*	8	60	*	*	60	38	*	47	50	51	45
<b>Compensation, Benefits &amp; Work/Life Balance</b>																																	
11 I am paid fairly for my work.	29	48	30	50	62	49	39	44	40	42	*	50	37	33	*	*	66	80	57	*	*	*	16	25	*	*	66	33	*	33	38	34	66
34 This institution's benefits meet my needs.	52	23	48	26	85	74	54	51	60	92	*	78	37	35	*	*	83	100	42	*	*	*	33	80	*	*	77	33	*	50	36	65	57
47 My supervisor/department chair supports my efforts to balance my work and personal life.	75	11	76	8	84	82	77	69	80	100	*	84	100	61	*	*	50	100	42	*	*	*	66	100	*	*	77	77	*	66	81	73	88
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	59	14	55	17	81	74	61	50	76	85	*	78	50	55	*	*	33	75	42	*	*	*	66	100	*	*	77	33	*	45	61	71	66
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>																																	
	53	24	52	25	78	69	57	53	64	79	*	72	56	46	*	*	58	88	45	*	*	*	45	76	*	*	74	44	*	48	54	60	69
<b>Facilities</b>																																	
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	69	11	75	7	91	83	71	78	66	85	*	78	87	66	*	*	66	100	100	*	*	*	66	80	*	*	88	75	*	58	70	76	88
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	44	27	35	34	76	61	52	72	52	21	*	76	62	62	*	*	66	100	83	*	*	*	33	80	*	*	87	55	*	56	39	51	66
<b>Facilities - Average</b>																																	
	56	19	55	20	83	72	61	75	59	53	*	77	74	64	*	*	66	100	91	*	*	*	49	80	*	*	87	65	*	57	54	63	77
<b>Policies, Resources &amp; Efficiency</b>																																	
17 Our review process accurately measures my job performance.	40	26	36	32	67	58	34	24	20	64	*	50	14	5	*	*	50	25	28	*	*	*	16	20	*	*	33	22	*	21	30	38	62
28 My department has adequate faculty/staff to achieve our goals.	31	43	26	51	56	40	28	30	14	50	*	23	62	0	*	*	16	80	57	*	*	*	0	40	*	*	55	0	*	25	29	30	44
30 Our orientation program prepares new faculty, administration and staff to be effective.	43	21	37	29	72	56	39	64	47	66	*	80	71	41	*	*	100	60	100	*	*	*	25	50	*	*	28	28	*	40	25	38	85
49 This institution actively contributes to the community.	79	4	77	3	91	86	73	80	85	92	*	85	100	58	*	*	83	100	100	*	*	*	66	100	*	*	77	55	*	70	75	73	100
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	78	6	79	6	82	75	79	84	85	92	*	78	75	76	*	*	83	100	83	*	*	*	83	100	*	*	87	88	*	66	75	76	100
57 This institution is well run.	48	17	43	18	80	61	43	43	42	78	*	57	75	22	*	*	16	75	71	*	*	*	16	40	*	*	55	33	*	50	38	43	55
<b>Policies, Resources &amp; Efficiency - Average</b>																																	
	53	19	49	23	74	62	49	54	48	73	*	62	66	33	*	*	58	73	73	*	*	*	34	58	*	*	55	37	*	45	45	49	74
<b>Shared Governance</b>																																	
38 The role of faculty in shared governance is clearly stated and publicized.	45	23	40	26	74	64	47	40	75	77	*	70	25	33	*	*	50	33	50	*	*	*	0	100	*	*	57	12	*	35	52	39	85
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	56	17	55	16	80	72	61	54	80	83	*	77	33	37	*	*	66	100	50	*	*	*	-	100	*	*	100	25	*	40	68	50	80
42 Faculty, administration and staff are meaningfully involved in institutional planning.	40	21	40	24	70	57	35	35	38	78	*	76	50	17	*	*	33	50	33	*	*	*	16	40	*	*	66	11	*	29	32	34	75
<b>Shared Governance - Average</b>																																	
	47	20	45	22	74	64	47	43	64	79	*	74	36	29	*	*	49	61	44	*	*	*	8	80	*	*	74	16	*	34	50	41	80
<b>Pride</b>																																	
5 I understand how my job contributes to this institution's mission.	85	3	84	3	92	89	87	83	71	100	*	78	75	88	*	*	83	100	71	*	*	*	50	100	*	*	77	88	*	70	88	95	100
25 Overall, my department is a good place to work.	73	7	76	7	85	81	68	67	28	100	*	71	100	50	*	*	50	100	85	*	*	*	0	60	*	*	77	66	*	58	70	69	77
36 I am proud to be part of this institution.	74	6	73	5	87	78	75	76	61	100	*	85	100	61	*	*	66	80	100	*	*	*	66	60	*	*	100	66	*	70	73	80	55
59 This institution's culture is special - something you don't find just anywhere.	58	17	55	18	82	69	65	52	52	78	*	78	50	33	*	*	50	100	71	*	*	*	50	60	*	*	44	37	*	62	61	80	55
60 All things considered, this is a great place to work.	62	12	60	10	86	74	64	60	42	92	*	71	75	55	*	*	33	80	71	*	*	*	16	60	*	*	77	44	*	50	58	80	55
<b>Pride - Average</b>																																	
	70	9	69	8	86	78	71	67	50	94	*	76	80	57	*	*	56	92	79	*	*	*	36	68	*	*	75	60	*	62	70	80	68
<b>Supervisors/Department Chairs</b>																																	
3 My supervisor/department chair makes his/her expectations clear.	68	13	68	13	78	74	60	58	28	85	*	57	87	55	*	*	33	80	57	*	*	*	16	40	*	*	55	44	*	37	58	67	77
7 I receive feedback from my supervisor/department chair that helps me.	61	16	61	15	73	67	56	58	38	85	*	57	87	55	*	*	33	60	57	*	*	*	16	60	*	*	55	55	*	37	55	65	66
12 I believe what I am told by my supervisor/department chair.	69	11	70	11	79	74	60	57	47	100	*	71	87	38	*	*	16	100	71	*	*	*	33	80	*	*	77	55	*	50	64	54	77
15 My supervisor/department chair regularly models this institution's values.	71	11	68	11	81	75	63	63	38	92	*	71	87	58	*	*	50	100	42	*	*	*	33	60	*	*	66	66	*	58	61	65	66
19 My supervisor/department chair is consistent and fair.	67	13	68	13	77	72	56	60	47	92	*	61	87	55	*	*	50	80	57	*	*	*	33	80	*	*	33	55	*	58	52	56	77
20 My supervisor/department chair actively solicits my suggestions and ideas.	60	16	60	14	76	72	54	58	38	92	*	71	87	44	*	*	33	80	57	*	*	*	16	60	*	*	55	55	*	41	52	58	66
24 I have a good relationship with my supervisor/department chair.	79	6	80	7	87	83	73	76	57	100	*	71	100	66	*	*	50	100	71	*	*	*	50	100	*	*	66	77	*	62	67		

# The Chronicle Great Colleges to Work For 2013

**ModernThink**  
**2013 Campus Climate Survey**  
**Metropolitan State University of Denver**  
**Division/Area - Full Data Set**

	2013 Overall		2010 Overall		Benchmarks		Division						Area: Administration, Finance and Facilities						Area: Advancement and External Relations						Area: Provost/Academic and Student Affairs																																									
	Positive Response	Negative Response	Positive Response	Negative Response	2013 Honor Roll > 10,000	2013 Carnegie Master's	Provost/ Academic and Student Affairs	Administration, Finance & Facilities	Advancement and External Relations	Intercollegiate Athletics	Marketing and Communications	President's Office	Accounting Services (AP, AR, Payroll, Business Services)	Administrative Computing	Budget	Facilities	Human Resources	Office of Institutional Research	Student Accounts	Vice President Office (including retirement)	Alumni Relations	Communications	Development	Foundation	Sponsored Research and Programs	Vice President Office Institutional Advancement	Academic & Civic Collaboration	Academic Computing	Curriculum & Academic Effectiveness	Engagement & Wellness	Enrollment Services	Student Success	Vice President Office																																	
Total number of survey respondents (858)																																			793	793			145	56	21	14	1	14	8	18	2	3	6	5	7	2	2	0	6	5	3	2	9	9	1	24	34	46	9	
<b>Communication</b>																																																																		
8	When I offer a new idea, I believe it will be fully considered.																																58	16	51	16	72	64	54	58	47	71	*	71	87	55	*	*	50	80	42	*	*	*	16	60	*	*	44	33	*	45	51	58	77	
21	In my department, we communicate openly about issues that impact each other's work.																																53	18	57	18	72	68	48	57	23	85	*	57	100	50	*	*	16	80	57	*	*	*	0	60	*	*	55	66	*	33	50	45	55	
22	Changes that affect me are discussed prior to being implemented.																																41	25	42	25	60	52	34	33	30	64	*	53	75	22	*	*	16	40	57	*	*	*	16	60	*	*	44	44	*	29	29	34	62	
43	At this institution, we discuss and debate issues respectfully to get better results.																																36	22	37	20	72	56	32	41	23	61	*	30	66	37	*	*	16	25	57	*	*	*	0	40	*	*	55	0	*	39	21	31	55	
	<b>Communication - Average</b>																																47	20	46	19	69	60	42	47	30	70	*	52	82	41	*	*	24	56	53	*	*	*	8	55	*	*	49	35	*	36	37	42	62	
<b>Collaboration</b>																																																																		
13	We have opportunities to contribute to important decisions in my department.																																57	20	56	17	75	71	51	44	47	78	*	76	75	33	*	*	50	40	42	*	*	*	16	80	*	*	88	44	*	45	44	54	55	
23	People in my department work well together.																																61	12	62	10	75	72	61	55	19	100	*	64	75	33	*	*	50	100	71	*	*	*	0	20	*	*	55	55	*	62	67	58	44	
26	I can count on people to cooperate across departments.																																46	16	43	17	70	58	42	46	23	71	*	71	62	33	*	*	33	40	57	*	*	*	16	40	*	*	44	33	*	50	35	43	66	
58	There's a sense that we're all on the same team at this institution.																																38	28	37	28	71	54	29	36	28	64	*	50	62	22	*	*	16	75	57	*	*	*	33	20	*	*	44	0	*	33	17	32	55	
	<b>Collaboration - Average</b>																																50	19	49	18	72	63	45	45	29	78	*	65	68	30	*	*	37	63	56	*	*	*	16	40	*	*	57	33	*	47	40	46	55	
<b>Fairness</b>																																																																		
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	44	42	52	64	*	92	75	38	*	*	16	60	57	*	*	*	50	80	*	*	55	44	*	37	38	45	66	
16	Promotions in my department are based on a person's ability.																																43	29	42	27	67	58	34	41	25	66	*	45	42	23	*	*	33	100	42	*	*	*	16	40	*	*	33	14	*	35	33	31	50	
18	Issues of low performance are addressed in my department.																																41	30	41	27	60	50	36	39	14	78	*	50	50	25	*	*	16	75	42	*	*	*	0	20	*	*	28	25	*	43	30	42	42	
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.																																43	23	39	25	77	63	39	43	42	92	*	61	75	22	*	*	16	75	57	*	*	*	33	40	*	*	75	0	*	41	29	40	55	
54	This institution has clear and effective procedures for dealing with discrimination.																																69	13	68	10	86	78	68	72	66	92	*	84	87	66	*	*	33	75	100	*	*	*	66	80	*	*	71	50	*	60	64	76	87	
	<b>Fairness - Average</b>																																49	23	47	22	72	62	44	47	39	78	*	66	65	34	*	*	22	77	59	*	*	*	33	52	*	*	52	26	*	43	38	46	60	
<b>Respect &amp; Appreciation</b>																																																																		
9	I am regularly recognized for my contributions.																																45	27	48	21	66	57	36	41	38	71	*	53	50	33	*	*	16	80	57	*	*	*	16	40	*	*	44	33	*	30	23	43	44	
35	Our recognition and awards programs are meaningful to me.																																28	42	26	44	60	49	25	30	14	69	*	33	25	25	*	*	16	66	50	*	*	*	0	40	*	*	25	0	*	28	18	34	28	
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.																																72	8	71	9	87	83	73	74	76	100	*	85	87	72	*	*	66	50	71	*	*	*	83	80	*	*	66	66	*	70	67	78	88	
52	We celebrate significant milestones and important accomplishments at this institution.																																57	13	52	13	85	75	61	60	47	85	*	69	62	40	*	*	50	100	66	*	*	*	16	100	*	*	100	44	*	54	58	59	87	
	<b>Respect &amp; Appreciation - Average</b>																																50	22	49	21	74	66	48	51	43	81	*	60	56	42	*	*	37	74	61	*	*	*	28	65	*	*	58	35	*	45	41	53	61	
<b>Custom Metro Statements</b>																																																																		
61	In my department, we address conflicts effectively when they arise.																																53	21	52	19	-	-	44	53	23	92	*	46	85	23	*	*	33	80	42	*	*	*	0	60	*	*	55	55	*	45	41	44	44	
62	In my department, we make good use of our resources, time and budget.																																66	14	67	13	-	-	64	50	28	92	*	71	87	27	*	*	33	75	57	*	*	*	0	40	*	*	77	66	*	58	52	69	66	
63	Our evaluation processes are user-friendly and efficient.																																40	26	30	42	-	-	39	25	25	42	*	61	0	11	*	*	33	50	42	*	*	*	0	40	*	*	22	22	*	25	33	47	62	
64	I can make an official complaint without having to worry about losing my job or harming my career.																																44	32	41	31	-	-	40	40	42	66	*	75	42	37	*	*	16	50	57	*	*	*	50	40	*	*	28	33	*	40	31	50	57	
65	Recent changes to the organizational structure of the university improve our ability to execute the institution's mission.																																39	22	†	†	-	-	39	36	38	64	*	66	60	12	*	*	16	66	66	*	*	*	20	50	*	*	50	12	*	23	30	47	62	
66	People of different genders are treated equally at this institution.																																71	12	70	11	-	-	73	79	66	92	*	92	87	82	*	*	66	25	83	*	*	*	66	60	*	*	100	77	*	70	65	73	77	
67	People of different races/ethnicities are treated equally at this institution.																																73	9	71	11	-	-	72	78	66	85	*	92	87	81	*	*	66	25	83	*	*	*	66	60	*	*	75	88	*	66	60	76	88	
68	People of different sexual orientations are treated equally at this institution.																																79	5	73	6	-	-	81	79	80	92	*	100	85	78	*	*	66	25	100	*	*	*	66	75	*	*	100	100	*	78	76	76	100	
69	People of different abilities are treated equally at this institution.																																70	9	66	9	-	-	68	74	76	92	*	84	75	58	*	*	50	75	100	*	*	*	83	80	*	*	87	66	*	65	70	60	66	
70	People of different religious beliefs are treated equally at this institution.																																78	7	75	5	-	-	79	82	80	100	*	92	87	81	*	*	66	75	83	*	*	*	83	80	*	*	87	88	*	78	71	79	88	
71	The environment at this institution is supportive of the expression of different opinions, styles and perceptions.																																58	15	58	13	-	-	50	53	52	92	*	53	75	47	*	*	50	50	57	*	*	*	66	40	*	*	33	44	*	58	35	60	50	
72	Recent changes to the organizational structure of the university help my area be more effective.																																33	28	†	†	-	-	29	27	22	57	*	50	33	12	*	*	0	100	42	*	*	*	0	50	*	*	42	0	*	21	15	39	44	
73	This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.																																62	12	68	8	-	-	60	58	70	92	*	78	62	56	*	*	40	75	50	*	*	*	66	60	*	*	75	55	*	60	52	54	100	
74	Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.																																65	11	67	9	-	-	64	67	61	92	*	85	75	58	*	*	50	75	83	*	*	*	66	40	*	*	87	55	*	62	58	67	44	
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	-	-	46	39	47	85	*	76	42	27	*	*	16	50	66	*	*	*	50	20	*	*	75	22	*	37	36	47	88	
76	I feel a strong sense of loyalty to this institution.																																65	14	63	13	-	-	65	62	47	92	*	71	62	55	*	*	66	60	85	*	*	*	33	60	*	*	77	27	*	54	73	69	55	
77	My workload is reasonable.																																45	29	40	31	-	-	48	48	52	64	*	57	37	44	*	*	50	80	71	*	*	*	33	80	*	*	44	33	*	54	47	47	44	
78	I have sufficient technology and resources to do my job.																																45	26	†	†	-	-	49	50	66	64	*	85	50	38	*	*	50	80	57	*	*	*	66	80	*	*	55	66	*	54	35	58	55	
79	I trust senior leadership enough to follow them, even when I disagree with their decisions.																																50	18	48	20	-	-	52	49	30	92	*	71	75	38	*	*	50	50	57	*	*	*	16	50	*	*	66	55	*	50	39	50	77	
80	The role of staff in shared governance is clearly stated and encouraged.																																39	26	34	33	-	-	36	34	45	92	*	69	42	11	*	*	33	50	66	*	*	*	40	60	*	*	42	11	*	39	27	34	87	
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	†	†	-	-	38	18	31	0	*	23	0	31	*	*	20	0	0	*	*	*	40	0	*	*	12	62	*	25	43	34	87	
82	I am aware of other employees at MSU Denver who have experienced bullying at work.																																42	47	†	†	-	-	56	32	42	10	*	38	0	40	*	*	66	20	20	*	*	*	60	40	*	*	62	88	*	29	59	59	75	
83	I believe that MSU Denver's policies and practices are effective at preventing bullying.																																40	26	†	†	-	-	33	43	63	76	*	50	57	40	*	*	16	25	60	*	*	*	60	75	*	*	12	12	*	40	30	38	33	
84	Faculty, administration and staff understand that bullying is not tolerated in this institution.																																59	19	†	†	-	-	45	61	65	85	*	71	75	58	*	*	50	50	66	*	*	*	60	80	*	*	37	25						