

		Overall		2009 CGC Benchmarks		Gender				Age						Ethnicity				Race				Relationship Status				Sexual Orientation				Religious Affiliation				Annual Salary						Disability																															
		Positive Response	Negative Response	Best in Size: > 10,000	Carnegie: Baccalaureate	Male	Female	Trans-gender	Decline to answer	< 25	25-29	30-34	35-39	40-44	45-49	50-54 Years	55-59	60-64	65+	Decline to answer	No. of Hispanic/Latino origin	Yes, Mexican American, Chicano	Yes, Puerto Rican	Yes, Cuban	Yes, another Hispanic, Latino or Spanish origin	Decline to answer	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Other	Decline to answer	Married	Partnered	Single	Divorced/Widowed	If none of the above applies, please specify	Decline to answer	Heterosexual	Gay/Lesbian	Bisexual	If none of the above applies, please specify	Decline to answer	Atheism	Agnosticism	Buddhism	Christianity	Hinduism	Islam	Judaism	Paganism	If none of the above applies, please specify	Decline to answer	\$25,000 or less	\$25,001 to \$50,000	\$50,001 to \$75,000	\$75,001 to \$100,000	\$100,001 to \$125,000	\$125,001 to \$150,000	\$150,001 to \$175,000	\$175,001 or more	Decline to answer	Yes	No								
Total number of survey respondents (793)						271	371	2	64	5	33	63	78	81	89	92	90	57	35	69	494	30	4	1	36	78	20	30	27	4	476	46	110	390	60	100	45	5	90	508	31	12	3	125	33	52	15	271	3	9	19	12	40	216	90	244	177	73	16	2	2	3	77	32	658								
Job Satisfaction/Support																																																																									
1 My job makes good use of my skills and abilities.		73	7	87	84	76	74	*	68	60	60	63	83	79	78	73	74	82	88	68	76	70	*	*	80	73	65	90	74	*	75	78	68	78	63	74	80	100	65	76	70	58	*	68	57	76	86	80	*	88	63	58	77	70	81	69	73	83	87	*	*	*	75	65	75								
2 I am given the responsibility and freedom to do my job.		75	9	88	84	78	78	*	53	80	81	76	84	71	82	78	73	84	88	55	80	66	*	*	80	62	55	86	66	*	81	60	60	80	73	77	75	80	61	78	74	83	*	71	75	78	80	81	*	44	63	83	80	70	86	72	76	79	93	*	*	*	71	62	77								
3 I am provided the resources I need to be effective in my job.		40	23	72	60	43	39	*	26	40	42	38	34	38	44	40	43	47	51	28	41	30	*	*	41	33	33	65	68	*	41	34	28	42	33	40	51	20	31	41	32	33	*	32	21	50	53	48	*	77	42	8	42	28	48	35	36	45	62	*	*	*	37	21	40								
Job Satisfaction/Support - Average		62	13	82	76	65	63	*	49	60	61	59	67	62	68	63	63	71	75	50	65	55	*	*	67	56	51	79	62	*	65	57	52	66	56	63	68	66	52	65	58	58	*	57	51	68	73	69	*	69	56	49	66	56	71	58	61	69	80	*	*	*	61	49	64								
Teaching Environment																																																																									
33 There is a good balance of teaching, service and research at this institution.		42	31	81	65	46	42	*	24	80	50	55	45	36	40	41	47	47	43	16	45	40	*	*	36	20	23	50	40	*	47	31	22	45	28	51	48	40	23	46	41	22	*	23	31	47	46	50	*	50	50	33	45	30	50	46	38	38	53	*	*	*	28	29	42								
34 Teaching is appropriately recognized in the evaluation and promotion process.		53	19	71	80	58	51	*	40	66	61	65	51	42	53	58	56	58	58	38	57	52	*	*	37	35	21	64	31	*	58	51	35	57	48	53	55	66	32	55	66	55	*	41	51	51	54	63	*	62	61	33	58	38	46	57	51	56	64	*	*	*	45	40	49								
35 There is appropriate recognition of innovative and high quality teaching.		47	18	76	70	50	47	*	32	66	50	53	43	44	45	56	53	46	50	30	48	50	*	*	57	30	23	63	38	*	50	47	32	51	44	48	38	25	40	49	50	55	*	39	35	57	50	53	*	75	43	33	45	39	42	48	44	55	73	*	*	*	41	51	46								
Teaching Environment - Average		47	22	76	71	51	46	*	32	70	53	57	46	40	46	51	52	50	50	28	50	47	*	*	43	28	22	59	36	*	51	43	29	51	40	50	47	43	31	50	52	44	*	34	39	51	50	56	*	62	51	33	49	35	46	50	44	49	63	*	*	*	37	39	47								
Professional Development																																																																									
36 I am given the opportunity to develop my skills at this institution.		56	15	82	74	58	59	*	34	80	54	61	57	51	50	59	66	73	64	38	59	50	*	*	61	43	55	66	66	*	60	54	40	61	56	65	53	60	33	60	54	75	*	43	45	69	66	65	*	77	61	50	67	42	64	54	55	67	93	*	*	*	46	48	58								
37 I understand the necessary requirements to advance my career.		59	16	84	75	65	59	*	44	60	63	69	55	55	56	58	68	70	81	43	62	57	*	*	54	49	52	72	48	*	62	53	45	62	50	71	72	40	44	61	64	75	*	52	40	64	53	67	*	77	52	41	61	52	57	57	62	69	80	*	*	*	53	64	60								
Professional Development - Average		57	15	78	74	61	59	*	39	70	58	65	56	53	53	58	67	71	72	40	60	53	*	*	57	46	53	69	57	*	61	53	42	61	53	68	62	50	38	60	59	75	*	47	52	66	59	66	*	77	56	45	64	47	60	55	58	68	86	*	*	*	49	56	59								
Compensation, Benefits & Work/Life Balance																																																																									
38 I am paid fairly for my work.		30	50	61	51	32	29	*	20	20	36	31	25	24	27	33	31	35	45	22	31	26	*	*	25	22	40	30	33	*	32	32	19	33	26	28	33	0	19	32	25	16	*	20	21	28	40	36	*	44	26	8	25	23	30	25	27	39	68	*	*	*	26	21	30								
39 This institution's benefits meet my needs.		48	26	84	72	50	50	*	44	40	58	66	40	48	44	49	47	52	60	40	52	46	*	*	45	32	45	59	62	*	52	46	31	52	47	50	47	40	39	52	53	45	*	38	39	53	71	53	*	66	31	33	55	43	28	51	49	65	87	*	*	*	45	40	49								
40 My supervisor/department chair supports my efforts to balance my work and personal life.		76	8	*	*	81	76	*	64	100	84	76	80	78	79	75	74	81	90	64	78	68	*	*	80	65	55	88	84	*	80	64	66	80	72	76	85	60	39	71	78	77	75	*	71	70	78	80	81	*	77	83	75	71	73	81	75	76	80	93	*	*	*	69	75	77							
41 This institution's policies and practices give me the flexibility to manage my work and personal life.		55	17	84	77	60	54	*	45	60	69	60	55	53	52	52	51	61	73	43	55	60	*	*	57	47	45	68	65	*	56	48	47	58	50	59	65	20	39	57	54	50	*	52	59	54	53	60	*	77	63	16	53	49	67	50	53	67	81	*	*	*	48	53	55								
Compensation, Benefits & Work/Life Balance - Average		52	25	76	66	55	52	*	43	55	61	58	50	50	50	52	50	58	67	42	54	50	*	*	51	41	46	61	61	*	55	47	40	55	49	53	57	30	39	54	52	46	*	45	47	53	61	57	*	66	50	33	51	47	51	50	51	62	82	*	*	*	47	47	52								
Facilities																																																																									
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.		75	7	91	87	81	75	*	51	40	90	82	72	75	74	74	79	87	94	54	78	83	*	*	62	61	70	83	74	*	80	73	57	78	72	78	77	60	62	78	80	72	*	64	75	84	85	82	*	77	72	75	69	65	75	75	79	80	87	*	*	*	63	65	76								
30 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.		35	34	71	64	38	34	*	28	60	37	39	28	33	40	37	29	37	62	23	36	44	*	*	35	31	60	53	59	*	35	38	25	37	28	39	40	20	25	36	26	18	*	30	27	39	28	38	*	62	36	25	45	29	41	30	35	47	80	*	*	*	31	31	35								
Facilities - Average		55	20	81	75	59	54	*	39	50	63	60	50	54	57	55	54	62	78	38	57	63	*	*	48	46	65	68	66	*	57	55	41	57	50	58	58	40	43	57	53	45	*	47	51	61	56	60	*	69	54	50	57	47	58	52	57	63	68	*	*	*	47	48	55								
Policies, Resources & Efficiency																																																																									
17 Our review process accurately measures my job performance.		36	32	66	59	40	38	*	17	20	46	38	30	35	36	37	40	48	50	25	38	50	*	*	33	23	20	48	30	*	39	37	24	40	35	41	39	25	19	39	33	36	*	28	40	45	42	42	*	62	37	33	40	28	48	39	28	36	56	*	*	*	38	25	38								
18 My department has adequate faculty/staff to achieve our goals.		2																																																																							

ModernThink
2010 Campus Climate Survey
Metropolitan State College of Denver
Employment Demographics

The Chronicle Great Colleges to Work For 2010

	Overall		2009 CGC Benchmarks		Job Category				Years at Institution								Employment Status			Employment Category								Supervisory Status		Number Supervised						Expect to Stay at Metro					Reasons for Leaving														
	Positive Response	Negative Response	Best in Size: > 10,000	Carnegie: Baccalaureate	Administration	Faculty	Affiliate Faculty	Classified Staff	Less than 2 years	2-4 years	5-7 years	8-10 years	11-15 years	16-20 years	21-25 years	More than 25 years	Decline to answer	Full Time	Part Time	Decline to answer	Regular	Temporary	Interim	Visiting	Grant	Stimulus Funded	Not Applicable	Decline to answer	Yes	No	1-3	4 - 6	7 - 10	11 - 20	21 - 30	More than 30	Decline to answer	Less than 1 year	1 - 2 years	3 - 5 years	6 - 9 years	10 - 15 years	Indefinitely	Benefits	Career advancement	Colleagues/Co-workers	My Supervisor/Department Chair	Pay	Personal reasons	Retirement	Support for professional development	Workload	I would not consider leaving this institution	Other	
Total number of survey respondents (793)					190	297	105	142	137	169	92	76	66	47	33	37	34	553	107	31	521	65	8	23	11	7	18	43	153	536	78	27	12	12	2	4	9	29	84	118	76	79	278	129	295	46	79	396	142	172	77	146	49	47	
Fairness - Average		47	22	65	62	53	46	48	40	60	44	49	48	41	43	46	52	30	47	52	37	47	49	79	52	40	72	63	33	52	47	56	54	48	38	*	*	34	26	40	51	47	49	53	38	47	28	22	44	51	53	40	45	67	38
Respect & Appreciation		48	21	66	58	53	49	38	46	60	50	45	48	46	43	40	45	27	52	40	30	51	43	62	59	54	71	44	26	52	48	60	51	41	41	*	*	33	20	44	51	38	60	55	39	49	28	17	45	56	51	44	44	75	44
Respect & Appreciation - Average		49	21	72	67	54	46	50	48	61	49	49	49	43	41	44	48	33	50	50	35	49	49	67	56	56	67	54	38	50	50	56	50	41	41	*	*	27	34	41	52	49	54	53	42	49	31	30	46	53	52	40	44	72	44
Various Themes (Custom Metro)		70	11	*	*	73	63	86	69	83	72	73	77	61	50	62	58	52	69	83	62	70	76	100	68	63	71	82	60	73	70	76	62	91	72	*	*	55	42	66	77	74	76	71	68	68	60	54	68	74	68	61	67	85	66
Overall Survey Average 1 - 80		54	18	*	*	58	51	60	50	65	52	53	55	47	53	51	53	36	54	60	38	54	56	73	60	52	75	64	40	57	54	60	59	55	48	*	*	34	35	45	56	58	56	58	47	53	40	33	50	57	58	44	48	76	44
Overall Survey Average 1 - 60		53	18	74	69	58	51	58	49	65	52	53	55	47	53	51	53	36	54	58	38	53	54	73	60	51	75	63	39	56	54	59	61	54	49	*	*	33	34	44	56	57	56	58	46	53	39	31	50	57	59	45	48	76	44

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To protect the anonymity of your employees we do not report data back for categories with fewer than 5 respondents. Numbers shown represent the percentage of respondents that answered "Strongly Agree" or "Agree" except in the case of the Negative Column(s) which is the percentage of "Disagree" and "Strongly Disagree" response options.