

ModernThink
2010 Campus Climate Survey
Metropolitan State College of Denver
School-Department-Discipline/Program

	Overall		2009 CGC Benchmarks		School					Department					Discipline/Program (Humanities)					Department					Discipline/Program (Science & Math)					Department					Discipline/Program (Social-Behavioral Sciences)					School					Department					Discipline/Program (Teacher Ed.)			Discipline/Program (Public Service Professions)					Department					Discipline/Program (Technology Professions)																																		
	Positive Response	Negative Response	Best in Size - > 10,000	Carnegie Baccalaureate	School of Business	Accounting	Computer Information Systems	Economics	Finance	Management	Marketing	School of Letters, Arts and Sciences	Humanities	Art	English/Writing Center	Communication Arts & Sciences	Modern Languages	Music	Philosophy	Theatre	Science and Mathematics	Biology	Chemistry	Math & Computer Science	Earth & Atmospheric Sciences	Physics	Social / Behavioral Sciences	African & African American Studies	Chicana/o Studies	History	Political Science	Psychology	Social Work	Sociology, Anthropology & Behavioral Sciences	Women's Studies	School of Professional Studies	Teacher Education	TEDA (Elementary, Bilingual, Secondary Ed)	TEDB (Special Ed, Early Childhood, Reading, Ed Tech)	Public Service Professions	Criminal Justice & Criminology	Health Professions	Hospitality, Tourism & Events	Human Performance & Sports	Human Services	Nursing	Technology Professions	Engineering Technology	Aviation & Aerospace Science	Industrial Design	Technical Communications & Media Production																																														
Total number of survey respondents (793)																																														58	7	9	7	4	11	10	262	103	15	28	20	8	13	7	6	68	9	11	25	15	6	67	2	4	11	4	11	11	15	3	122	32	15	12	50	6	19	5	7	7	4	27	11	5	5	5					
Job Satisfaction/Support																																																																																																	
1 My job makes good use of my skills and abilities.																																														73	7	87	84	67	57	66	71	*	81	60	77	77	80	85	85	75	92	42	50	79	88	63	84	73	100	73	*	*	81	*	72	63	73	*	78	84	86	91	72	83	63	80	100	71	*	81	63	100	100	80	
2 I am given the responsibility and freedom to do my job.																																														75	9	88	84	84	71	77	85	*	81	100	77	77	80	75	90	62	84	57	66	83	88	72	84	86	83	76	*	*	81	*	81	72	73	*	84	90	80	100	82	66	78	80	100	100	*	77	72	100	80	60	
3 I am provided the resources I need to be effective in my job.																																														40	23	72	60	51	42	44	28	*	72	80	35	40	33	53	35	50	53	0	33	23	11	27	32	20	16	40	*	*	54	*	54	45	46	*	39	34	20	25	44	66	42	40	57	42	*	33	9	40	80	20	
Job Satisfaction/Support - Average																																														62	13	82	76	67	56	62	61	*	78	80	63	65	65	70	62	76	33	49	61	62	54	66	69	66	63	62	*	72	*	69	60	64	*	67	69	66	71	61	66	85	71	*	63	48	80	86	53				
Teaching Environment																																																																																																	
33 There is a good balance of teaching, service and research at this institution.																																														42	31	81	65	33	33	33	14	*	30	55	34	38	21	39	50	50	58	0	50	30	12	9	50	26	40	35	*	*	45	*	50	40	14	*	39	46	64	30	40	33	42	60	57	28	*	30	20	60	40	20	
34 Teaching is appropriately recognized in the evaluation and promotion process.																																														53	19	71	80	55	57	37	57	*	60	66	49	47	30	57	38	66	50	50	33	50	33	45	69	53	0	51	*	*	44	*	77	55	46	*	56	65	80	45	60	50	68	60	85	33	*	44	40	40	80	20	
35 There is appropriate recognition of innovative and high quality teaching.																																														47	18	76	70	48	28	55	57	*	60	40	41	37	33	29	31	66	53	33	50	42	22	54	54	16	48	48	*	*	54	*	36	44	57	*	49	48	53	54	60	33	72	60	85	50	*	28	33	40	0		
Teaching Environment - Average																																														47	22	76	71	45	39	41	42	*	50	53	41	40	28	41	39	60	53	27	44	40	22	36	57	36	18	44	*	*	47	*	54	46	39	*	48	53	65	43	53	38	60	60	75	37	*	34	31	46	53	13	
Professional Development																																																																																																	
6 I am given the opportunity to develop my skills at this institution.																																														56	15	82	74	62	71	77	42	*	72	70	54	62	53	64	65	62	92	28	83	42	33	45	48	40	33	58	*	*	36	*	63	63	64	*	58	71	73	75	54	50	68	40	57	57	*	48	54	60	40	40	
10 I understand the necessary requirements to advance my career.																																														59	16	74	75	68	42	77	100	*	81	60	60	59	40	73	60	75	53	57	50	57	37	54	72	66	20	65	*	*	50	*	70	63	64	*	66	76	64	90	63	40	68	80	71	57	*	60	66	60	40	60	
Professional Development - Average																																														57	15	78	74	65	56	77	71	*	76	65	57	60	46	68	62	68	72	42	66	49	35	49	60	53	26	61	*	*	43	*	66	63	64	*	62	73	68	82	58	45	68	60	64	57	*	54	60	60	40	50	
Compensation, Benefits & Work/Life Balance																																																																																																	
11 I am paid fairly for my work.																																														30	50	61	51	31	14	77	14	*	27	30	21	19	6	10	45	37	23	0	16	27	33	18	48	13	0	19	*	*	9	*	27	27	20	*	28	37	40	25	24	66	10	20	42	28	*	25	18	20	40	20	
34 This institution's benefits meet my needs.																																														48	26	84	72	41	28	55	42	*	50	44	36	32	30	33	30	37	50	16	33	41	25	30	60	42	16	39	*	*	30	*	20	50	38	*	59	65	73	50	65	66	64	40	100	71	*	30	25	20	60	25	
4 My supervisor/department chair supports my efforts to balance my work and personal life.																																														76	8	*	*	82	66	77	85	*	90	80	80	82	80	92	65	85	84	66	83	77	87	72	75	86	60	83	77	*	*	90	*	100	80	66	*	74	86	92	80	57	66	47	80	85	33	*	92	88	100	80	100
35 This institution's policies and practices give me the flexibility to manage my work and personal life.																																														55	17	84	77	68	57	77	85	*	72	70	47	45	33	53	45	42	76	33	33	51	50	72	54	40	50	52	*	*	54	*	36	70	42	*	65	76	71	72	66	83	73	40	71	71	*	44	44	40	60	20	
Compensation, Benefits & Work/Life Balance - Average																																														52	25	76	66	55	41	71	56	*	59	56	46	24	37	47	46	50	58	28	41	49	48	48	59	45	31	48	*	*	45	*	45	56	41	*	56	66	69	56	53	70	48	45	74	50	*	47	43	45	60	41	
Facilities																																																																																																	
26 The institution takes reasonable steps to provide a safe and secure environment for the campus.																																														75	7	91	87	74	42	88	85	*	90	100	72	71	33	67	90	85	100	57	50	70	50	63	80	73	66	74	*	*	63	*	100	70	60	*	82	84	80	83	85	100	73	100	83	100	*	73	81	60	60	100	
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.																																														35	34	71	64	44	28	44	42	*	63	40	25	17	6	17	40	37	0	14	0	25	22	45	36	6	0	39	*	*	18	*	72	20	46	*	30	37	46	16	26	50	27	20	28	28	*	23	18	40	40	0	
Facilities - Average																																														55	20	81	75	59	35	66	63	*	76	70	48	44	19	42	65	61	50	35	25	47	36	54	58	33	33	56	*	*	40	*	86	45	53	*	56	60	63	49	55	75	50	60	55	64	*	48	49	50	50	50	
Policies, Resources & Efficiency																																																																																																	
17 Our review process accurately measures my job performance.																																														36	32	66	59	36	28	22	57	*	70	44	38	38	33	35	33	42	66	16	66	23	37	20	21	28	16	55	*	*	50	*	72	50	53	*	35	40	40	33	34	33	47	40	33	28	*	22	12	0	40	20	
26 My department has adequate faculty/staff to achieve our goals.																																														26	51	*	*	36	0	22	14	*	60	55	22	22	6	21	25	50	38	14	0	17	0	45	20	6	16	27	*	*	45	*	44	30	15	*	29	30	40	20	28	66	21	0	28	28	*	33	18	20	80	40	
30 Our orientation program prepares new faculty, administration and staff to be effective.																																														37	29	62	56	33	0	50	42	*	44	50	34	37	23	46	42	50	46	14	33	33	22	20	50	25	20	36	*	*	50	*	25	25	46	*	40	50	60	60	40	66	33	25	33	57	*	30	27	40	40	0	
48 This institution actively contributes to the community.																																														77	3	89	85	77	57	77	71	*	90	90	85	85	80	82	85	83	92	66	100	69	55	63	87	53	60	73	*	*	72	*	70	70	66	*	89	93	90	90	100	94	100	85	85	*	84	80	80	80	100		
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.																																														79	6	83	69	82	85	77	100	*	72	90	77	81	81	86	85	85	92	66	100	80	77	81	78	86	80	74	*	*	81	*	80	72	66	*	85	86	80	100	84	66	94	80	100	57	*	88	80	100	100		
53 This institution is well run.																																														43	18	74	66	41	28	22	57	*	63	60	38	42	16	35	50	57	76	20	66	28	22	27	37	33	0	40	*	*	18	*	54	63	35	*	55	56	66	40	64	66	52	80	85	71	*	34	50	40	20	0	
Policies, Resources & Efficiency - Average																																														49	23	74	67	50	33	45	56	*	66	64	47	50	40	48	53	61	68	32	60	41	35	42	48	38	32	50	*	*	52	*	57	51	46	*	55	60	63	57	56	66	56	54	60	54	*	48	44	46	60	43	
Shared Governance																																																																																																	
38 The role of faculty in shared governance is clearly stated and publicized.																																														40	26	67	66	42	71	11	66	*	63</																																										

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Metropolitan State College of Denver
School-Department-Discipline/Program

	Overall		2009 CGC Benchmarks		School	Department					School	Department	Discipline/Program (Humanities)						Department	Discipline/Program (Science & Math)						Department	Discipline/Program (Social-Behavioral Sciences)						School	Department	Discipline/Program (Teacher Ed.)		Department	Discipline/Program (Public Service Professions)					Department	Discipline/Program (Technology Professions)							
	Positive Response	Negative Response	Best in Size: > 10,000	Carnegie: Baccalaureate		School of Business	Accounting	Computer Information Systems	Economics	Finance			Management	Marketing	School of Letters, Arts and Sciences	Humanities	Art	English/Writing Center		Communication Arts & Sciences	Modern Languages	Music	Philosophy	Theatre	Science and Mathematics		Biology	Chemistry	Math & Computer Science	Earth & Atmospheric Sciences	Physics	Social / Behavioral Sciences			African & African American Studies	Chicano Studies		History	Political Science	Psychology	Social Work	Sociology, Anthropology & Behavioral Sciences		Women's Studies	School of Professional Studies	Teacher Education	TEDA (Elementary, Bilingual, Secondary Ed)	TEDE (Special Ed, Early Childhood, Reading, Ed Tech)	Public Service Professions	Criminal Justice & Criminology	Health Professions
Total number of survey respondents (793)					58	7	9	7	4	11	10	262	103	15	28	20	8	13	7	6	68	9	11	25	15	6	67	2	4	11	4	11	11	15	3	122	32	15	12	50	6	19	5	7	7	4	27	11	5	5	5
66 People of different sexual orientations are treated equally at this institution.	73	6	*	*	73	71	50	85	*	72	88	72	76	80	78	73	66	92	20	100	70	71	40	72	92	50	69	*	*	63	*	90	80	58	*	81	86	73	100	80	66	89	80	85	57	*	85	71	100	100	75
66 People of different abilities are treated equally at this institution.	66	9	*	*	61	85	37	66	*	54	88	64	68	66	62	70	80	92	0	83	53	50	40	40	96	100	65	*	*	72	*	81	63	54	*	76	76	66	90	61	66	94	60	85	57	*	65	50	80	80	75
74 People of different religious beliefs are treated equally at this institution.	75	5	*	*	78	85	50	85	*	80	88	76	79	80	74	73	100	92	40	100	77	71	60	82	96	100	70	*	*	63	*	81	63	69	*	78	85	80	87	77	50	89	80	83	57	*	65	66	75	60	75
71 The environment at this institution is supportive of the expression of different opinions, styles and perceptions.	58	13	*	*	56	71	33	57	*	72	88	59	57	60	46	70	42	69	50	63	56	37	60	70	53	33	62	*	*	63	*	72	72	53	*	68	63	60	60	72	33	94	100	85	57	*	62	45	80	80	60
73 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	68	8	*	*	67	71	66	57	*	72	66	64	64	80	51	73	57	76	20	100	69	75	80	69	66	50	62	*	*	54	*	66	60	53	*	79	87	78	91	77	66	73	80	100	71	*	76	54	100	80	100
74 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.	67	9	*	*	65	71	50	57	*	72	77	63	66	80	50	75	57	92	40	83	58	37	54	66	66	40	63	*	*	60	*	72	72	66	*	75	80	80	81	72	50	84	80	100	57	*	73	54	75	80	100
78 This institution commits appropriate resources to having sufficient technology.	37	35	*	*	38	28	33	28	*	60	50	31	33	20	32	45	50	30	42	16	27	33	27	30	26	16	41	*	*	45	*	63	40	35	*	40	56	80	41	40	50	47	40	0	57	*	25	18	40	40	20
63 In my department, we make good use of our resources, time and budget.	67	13	*	*	76	66	66	100	*	81	90	71	77	80	78	55	100	92	71	83	65	37	45	83	60	83	69	*	*	81	*	55	81	38	*	71	65	64	70	67	66	78	60	83	28	*	88	70	100	100	100
72 The overall appearance of the campus is pleasing.	66	11	*	*	66	57	66	50	*	90	50	60	59	40	60	65	75	61	42	83	64	66	81	70	40	66	61	*	*	54	*	63	54	66	*	68	75	86	66	70	83	68	80	57	85	*	51	54	60	20	60
77 My workload is reasonable.	40	31	*	*	39	28	55	28	*	27	60	35	34	20	28	40	42	76	28	0	35	33	45	45	26	16	43	*	*	45	*	70	45	60	*	42	53	60	58	44	66	42	0	71	42	*	37	36	60	20	20
63 Our evaluation process is user-friendly and efficient.	30	42	*	*	18	0	22	14	*	30	33	31	35	33	21	42	71	46	0	66	18	12	30	26	6	16	44	*	*	45	*	54	60	42	*	27	38	53	36	24	16	31	20	42	0	*	23	30	0	20	40
65 Individual performance is adequately factored into merit increases.	23	50	*	*	18	0	28	16	*	50	14	20	22	15	9	15	27	20	11	0	0	0	22	25	25	0	32	*	*	28	*	22	44	33	*	24	43	40	40	18	0	20	40	16	14	*	23	25	0	60	0
64 I can make an official complaint without having to worry about losing my job or harming my career.	41	31	*	*	46	42	50	50	*	50	62	39	38	21	41	35	50	58	0	50	42	0	50	50	61	20	44	*	*	36	*	25	63	41	*	47	40	42	50	51	66	61	75	40	28	*	41	37	20	80	40
61 In my department, we address conflicts effectively when they arise.	52	19	*	*	52	57	22	85	*	60	60	57	65	60	64	36	75	100	66	83	46	25	30	72	57	0	56	*	*	80	*	50	63	33	*	51	46	33	70	38	50	47	40	42	0	*	83	62	100	100	80
76 I trust senior leadership enough to follow them, even when I disagree with their decisions.	48	20	*	*	38	42	11	28	*	63	77	43	51	60	40	52	40	69	16	83	38	12	36	45	40	50	40	*	*	36	*	50	54	28	*	53	45	46	45	62	83	52	80	71	57	*	48	55	40	80	20
83 The role of staff in shared governance is clearly stated and publicized.	34	33	*	*	42	60	22	66	*	44	50	28	33	61	24	22	33	54	0	66	24	12	11	35	28	20	26	*	*	40	*	10	40	25	*	41	46	46	45	37	40	36	20	80	50	*	45	37	33	60	60
75 Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.	46	16	*	*	51	42	12	50	*	72	88	47	48	53	29	68	33	84	25	50	44	42	45	52	40	40	50	*	*	50	*	60	60	42	*	70	66	50	55	60	50	61	60	66	42	*	42	40	40	80	20
76 I feel a strong sense of loyalty to this institution.	63	13	*	*	59	57	77	42	*	72	70	56	63	60	57	70	57	84	16	100	50	44	63	54	40	50	58	*	*	63	*	63	72	53	*	75	75	86	66	76	100	73	80	85	71	*	66	54	80	60	80
Various Themes (Custom Metro) - Average	54	19	*	*	54	53	41	56	*	62	68	52	55	56	49	56	59	72	26	71	49	37	46	57	51	45	53	*	*	54	*	60	60	47	*	59	63	63	66	59	55	64	61	66	46	*	57	50	61	68	57
Overall Survey Average 1 - 80	54	18	*	*	55	48	47	58	*	67	68	52	54	52	52	54	56	73	30	68	48	40	43	56	52	38	54	*	*	56	*	59	60	47	*	58	60	61	61	58	59	60	60	68	48	*	56	53	56	72	49
Overall Survey Average 1 - 60	53	18	74	69	56	46	48	59	*	69	68	52	54	50	53	53	54	73	31	67	48	40	42	56	52	36	54	*	*	57	*	58	60	47	*	58	59	60	59	57	60	59	60	69	49	*	56	55	54	73	46

The Chronicle Great Colleges to Work For 2010

ModernThink
2010 Campus Climate Survey
Metropolitan State College of Denver
Division-Area

	Overall		2009 CGC Benchmarks		Division	Area (Administration and Finance)						Division	Area (Information Technology)						Division	Area (Institutional Advancement)				Division	Area (Provost/Acad. Affairs)			Division	Area (Student Services)			Division	Division											
	Positive Response	Negative Response	Best in Size: > 10,000	Carnegie: Baccalaureate		Administration and Finance	Accounting Services (AP, AR, Payroll, Business Services)	Budget	Facilities	Human Resources	Office of Institutional Research		Student Accounts	Vice President Office (including retirement)	Information Technology	Academic Computing	Application Services	Budget and Planning		Desktop Computing	Infrastructure Services	IT Security	User Services		Vice President Office (IT)	Windows/Server Administration	Institutional Advancement		Alumni Relations	Communications	Development			Foundation	Sponsored Research and Programs	Vice President Office Institutional Advancement	Provost/Academic Affairs	Academic Advising	Centers and Programs (Individual Learning Centers, Leadership Center, First Year Services, Intern. Studies, Center for Innovation, Ctr. for Faculty Development)	Education Technology Center	Vice President Office	Student Services	Enrollment Services	Senior Staff
Total number of survey respondents (793)					28	10	1	2	5	2	2	4	30	0	8	1	5	6	1	4	2	2	28	1	8	9	1	3	2	37	4	20	8	3	98	38	8	40	6	14				
Job Satisfaction/Support																																												
1	My job makes good use of my skills and abilities.	73	7	87	84	67	70	*	*	60	*	*	*	*	*	*	*	*	*	*	*	*	75	*	87	66	*	*	*	75	*	80	62	*	67	63	75	79	83	92				
2	I am given the responsibility and freedom to do my job.	75	9	88	84	78	80	*	*	80	*	*	*	*	*	*	*	*	*	*	*	*	57	*	62	55	*	*	*	72	*	65	75	*	68	71	75	74	100	78				
4	I am provided the resources I need to be effective in my job.	40	23	72	60	50	70	*	*	20	*	*	*	*	*	*	*	*	*	*	*	*	46	*	75	33	*	*	*	56	*	45	50	*	31	23	50	41	100	42				
Job Satisfaction/Support - Average		62	13	82	76	65	73	*	*	53	*	*	*	*	*	*	*	*	*	*	*	59	*	74	51	*	*	*	67	*	63	62	*	55	52	66	64	94	70					
Teaching Environment																																												
33	There is a good balance of teaching, service and research at this institution.	42	31	81	65	70	87	*	*	100	*	*	*	*	*	*	*	*	*	*	*	43	*	57	16	*	*	*	62	*	55	71	*	46	40	20	61	80	91					
43	Teaching is appropriately recognized in the evaluation and promotion process.	53	19	71	80	69	100	*	*	66	*	*	*	*	*	*	*	*	*	*	*	33	*	33	0	*	*	*	54	*	46	25	*	51	60	33	56	75	66					
51	There is appropriate recognition of innovative and high quality teaching.	47	18	76	70	76	100	*	*	100	*	*	*	*	*	*	*	*	*	*	*	64	*	83	0	*	*	*	60	*	50	50	*	45	43	20	50	75	60					
Teaching Environment - Average		47	22	76	71	71	95	*	*	88	*	*	*	*	*	*	*	*	*	*	*	46	*	57	5	*	*	*	58	*	50	48	*	47	47	24	55	76	72					
Professional Development																																												
6	I am given the opportunity to develop my skills at this institution.	56	15	82	74	64	60	*	*	60	*	*	*	*	*	*	*	*	*	*	*	63	*	62	55	*	*	*	52	*	47	50	*	54	50	87	58	83	64					
10	I understand the necessary requirements to advance my career.	59	16	74	75	62	80	*	*	50	*	*	*	*	*	*	*	*	*	*	*	50	*	66	33	*	*	*	57	*	52	71	*	55	47	75	61	83	78					
Professional Development - Average		57	15	78	74	63	70	*	*	55	*	*	*	*	*	*	*	*	*	*	*	56	*	64	44	*	*	*	54	*	49	60	*	54	48	81	59	83	71					
Compensation, Benefits & Work/Life Balance																																												
11	I am paid fairly for my work.	30	50	61	51	50	40	*	*	60	*	*	*	*	*	*	*	*	*	*	*	46	*	25	*	80	66	*	*	*	50	*	62	44	*	25	26	37	28	83	35			
34	This institution's benefits meet my needs.	48	26	84	72	60	50	*	*	80	*	*	*	*	*	*	*	*	*	*	*	63	*	50	*	60	66	*	*	*	62	*	60	75	*	44	42	50	55	100	92			
47	My supervisor/department chair supports my efforts to balance my work and personal life.	76	8	*	*	75	70	*	*	100	*	*	*	*	*	*	*	*	*	*	*	80	*	75	*	80	83	*	*	*	71	*	75	55	*	80	78	87	62	100	78			
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	55	17	84	77	64	80	*	*	80	*	*	*	*	*	*	*	*	*	*	*	68	*	62	*	40	60	*	*	57	*	37	77	*	62	60	62	47	60	37	37	66	71	
Compensation, Benefits & Work/Life Balance - Average		52	25	76	66	62	60	*	*	80	*	*	*	*	*	*	*	*	*	*	*	64	*	59	56	*	*	*	63	*	58	68	*	46	51	52	45	87	69					
Facilities																																												
25	The institution takes reasonable steps to provide a safe and secure environment for the campus.	75	7	91	87	92	100	*	*	80	*	*	*	*	*	*	*	*	*	*	*	76	*	87	*	80	66	*	*	*	85	*	85	77	*	75	78	75	66	100	92			
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	35	34	71	64	64	80	*	*	60	*	*	*	*	*	*	*	*	*	*	*	65	*	87	*	60	66	*	*	*	40	*	62	33	*	63	37	50	37	300	28			
Facilities - Average		55	20	81	75	78	90	*	*	70	*	*	*	*	*	*	*	*	*	*	*	70	*	87	*	70	66	*	*	*	62	*	73	55	*	69	57	62	51	66	60			
Policies, Resources & Efficiency																																												
17	Our review process accurately measures my job performance.	36	32	66	59	36	44	*	*	0	*	*	*	*	*	*	*	*	*	*	*	34	*	25	*	0	16	*	*	*	29	*	37	33	*	51	30	12	38	50	53			
28	My department has adequate faculty/staff to achieve our goals.	26	51	*	*	40	44	*	*	20	*	*	*	*	*	*	*	*	*	*	*	16	*	0	*	20	0	*	*	*	17	*	12	22	*	35	18	12	10	66	64			
30	Our orientation program prepares new faculty, administration and staff to be effective.	37	29	62	56	62	66	*	*	25	*	*	*	*	*	*	*	*	*	*	*	40	*	50	*	25	33	*	*	*	40	*	42	62	*	32	36	0	33	24	42	38	50	38
48	This institution actively contributes to the community.	77	3	89	85	92	90	*	*	100	*	*	*	*	*	*	*	*	*	*	*	65	*	80	*	50	83	*	*	*	78	*	75	77	*	72	75	50	67	71	71	66	100	85
52	This institution places sufficient emphasis on having diverse faculty, administration and staff.	79	6	83	69	82	90	*	*	80	*	*	*	*	*	*	*	*	*	*	*	73	*	75	*	40	83	*	*	*	85	*	75	88	*	81	78	50	84	83	78			
57	This institution is well run.	43	18	74	66	60	70	*	*	60	*	*	*	*	*	*	*	*	*	*	*	35	*	37	*	20	16	*	*	*	35	*	25	33	*	56	31	50	37	66	78			
Policies, Resources & Efficiency - Average		49	23	74	67	62	67	*	*	47	*	*	*	*	*	*	*	*	*	*	*	44	*	44	*	25	38	*	*	*	47	*	44	52	*	54	42	42	39	45	69	66		
Shared Governance																																												
38	The role of faculty in shared governance is clearly stated and publicized.	40	26	67	66	46	75	*	*	50	*	*	*	*	*	*	*	*	*	*	*	47	*	50	*	0	40	*	*	*	62	*	71	0	*	50	47	37	37	26	50	50	80	54
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	55	16	76	78	75	75	*	*	100	*	*	*	*	*	*	*	*	*	*	*	60	*	66	*	25	75	*	*	*	60	*	71	0	*	68	57	75	62	73	33	69	100	60
42	Faculty, administration and staff are meaningfully involved in institutional planning.	40	24	63	62	56	57	*	*	80	*	*	*	*	*	*	*	*	*	*	*	50	*	50	*	40	40	*	*	*	46	*	62	22	*	42	42	33	27	42	32	83	53	
Shared Governance - Average		45	22	68	68	59	69	*	*	76	*	*	*	*	*	*	*	*	*	*	*	52	*	55	*	21	51	*	*	*	56	*	68	7	*	53	47	49	44	42	41	50	87	55
Pride																																												
5	I understand how my job contributes to this institution's mission.	84	3	91	91	89	100	*	*	80	*	*	*	*	*	*	*	*	*	*	*	86	*	87	*	60	83	*	*	*	78	*	87	66	*	83	80	87	83	84	87	87	83	100
25	Overall, my department is a good place to work.	76	7	85	84	75	80	*	*	80	*	*	*	*	*	*	*	*	*	*	*	70	*	75	*	40	83	*	*	*	57	*	87	33	*	83	75	87	71	73	87	74	83	92
36	I am proud to be part of this institution.	73	5	87	82	75	70	*	*	80	*	*	*	*	*	*	*	*	*	*	*	66	*	75	*	40	66	*	*	*	78	*	87	66	*	86	85	87	70	81	62	70	83	92
59	This institution's culture is special - something you don't find just anywhere.	55	18	75	76	70	55	*	*	80	*	*	*	*	*	*	*	*	*	*	*	36	*	37	*	20	66	*	*	*	50	*	62	33	*	64	70	37	58	60	62	58	50	71
63	All things considered, this is a great place to work.	60	10	84	79	67	70	*	*	80	*	*	*	*	*	*	*	*	*	*	*	56	*	62	*	40	66	*	*	*	60	*	75	44	*	78	80	75	59	57	62	65	66	85
Pride - Average		69	8	84	82	75	75	*	*	80	*	*	*	*	*	*	*	*	*	*	*	62	*	67	*	40	72	*	*	*	64	*	79	48	*	78	78	74	68	71	72	70	73	88
Supervisors/Department Chairs																																												
3	My supervisor/department chair makes his/her expectations clear.	68	13	76	73	78	90	*	*	80	*	*	*	*	*	*	*	*	*	*	*	62	*	71	*	40	50	*	*	*	39	*	25	55	*	64	55	87	61	60	75	66	83	64
7	I receive feedback from my supervisor/department chair that helps me.	61	15	70	66	70	80	*	*	75	*	*	*	*	*	*	*	*	*	*	*	63	*	50	*	60	66																	

ModernThink
2010 Campus Climate Survey
Metropolitan State College of Denver
Division-Area

The Chronicle Great Colleges to Work For 2010

	Overall		2009 CGC Benchmarks		Division	Area (Administration and Finance)										Division	Area (Information Technology)										Division	Area (Institutional Advancement)					Division	Area (Provost/Acad. Affairs)			Division	Area (Student Services)			Division	Division
	Positive Response	Negative Response	Best in Size: > 10,000	Carnegie: Baccalaureate		Administration and Finance	Accounting Services (AP, AR, Payroll, Business Services)	Budget	Facilities	Human Resources	Office of Institutional Research	Student Accounts	Vice President Office (including retirement)	Information Technology	Academic Computing		Application Services	Budget and Planning	Desktop Computing	Infrastructure Services	IT Security	User Services	Vice President Office (IT)	Windows/Server Administration	Institutional Advancement	Alumni Relations		Communications	Development	Foundation	Sponsored Research and Programs	Vice President Office Institutional Advancement		Provost/Academic Affairs	Academic Advising	Centers and Programs (Individual Learning Process, Internship Center, First Year Services, Intern. Studies, Center for Innovation, Ctr. for Faculty Development)		Education Technology Center	Vice President Office	Student Services		
Total number of survey respondents (793)					28	10	1	2	5	2	2	4	30	0	8	1	5	6	1	4	2	2	28	1	8	9	1	3	2	37	4	20	8	3	98	38	8	40	6	14		
16 Promotions in my department are based on a person's ability.	42	27	64	61	48	33	*	*	33	*	*	*	10	*	25	*	0	0	*	*	*	*	40	*	62	33	*	*	*	41	*	41	37	*	39	36	85	38	83	45		
16 Issues of low performance are addressed in my department.	41	27	53	52	46	62	*	*	40	*	*	*	23	*	50	*	20	0	*	*	*	*	33	*	37	22	*	*	*	51	*	46	85	*	36	32	57	40	66	69		
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	39	25	74	67	50	40	*	*	60	*	*	*	26	*	25	*	40	0	*	*	*	*	50	*	62	33	*	*	*	51	*	55	25	*	35	36	37	35	66	64		
54 This institution has clear and effective procedures for dealing with discrimination.	68	10	*	*	71	90	*	*	60	*	*	*	64	*	75	*	50	50	*	*	*	*	69	*	71	66	*	*	*	71	*	72	75	*	67	61	62	80	83	91		
Fairness - Average	47	22	65	62	57	59	*	*	54	*	*	*	33	*	42	*	26	16	*	*	*	*	46	*	56	39	*	*	*	55	*	55	56	*	43	40	60	46	72	68		
Respect & Appreciation																																										
91 I am regularly recognized for my contributions.	48	21	66	58	50	50	*	*	20	*	*	*	36	*	25	*	0	50	*	*	*	*	46	*	50	44	*	*	*	59	*	50	75	*	40	44	62	35	83	57		
35 Our recognition and awards programs are meaningful to me.	26	44	58	50	48	66	*	*	25	*	*	*	25	*	12	*	0	0	*	*	*	*	28	*	57	11	*	*	*	23	*	22	12	*	30	30	37	30	20	63		
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	71	9	85	85	78	80	*	*	60	*	*	*	63	*	62	*	60	66	*	*	*	*	78	*	87	77	*	*	*	75	*	70	75	*	67	65	62	76	83	85		
53 We celebrate significant milestones and important accomplishments at this institution.	52	13	82	76	52	66	*	*	75	*	*	*	48	*	57	*	25	40	*	*	*	*	50	*	62	33	*	*	*	61	*	57	50	*	52	51	62	46	83	85		
Respect & Appreciation - Average	49	21	72	67	57	65	*	*	45	*	*	*	43	*	39	*	21	39	*	*	*	*	50	*	64	41	*	*	*	54	*	49	53	*	47	47	55	46	67	72		
Various Themes (Custom Metro)																																										
66 People of different genders are treated equally at this institution.	70	11	*	*	89	90	*	*	80	*	*	*	76	*	87	*	40	83	*	*	*	*	67	*	62	66	*	*	*	86	*	90	87	*	60	63	50	62	83	85		
67 People of different races/ethnicities are treated equally at this institution.	71	11	*	*	78	70	*	*	80	*	*	*	73	*	75	*	40	83	*	*	*	*	71	*	87	66	*	*	*	78	*	80	87	*	68	71	50	74	66	92		
68 People of different sexual orientations are treated equally at this institution.	73	6	*	*	85	90	*	*	80	*	*	*	63	*	75	*	40	66	*	*	*	*	71	*	75	66	*	*	*	85	*	84	100	*	66	73	50	65	66	92		
69 People of different abilities are treated equally at this institution.	66	9	*	*	71	70	*	*	60	*	*	*	63	*	87	*	40	50	*	*	*	*	66	*	62	62	*	*	*	75	*	84	50	*	62	67	37	63	50	78		
70 People of different religious beliefs are treated equally at this institution.	75	5	*	*	88	90	*	*	100	*	*	*	73	*	87	*	40	83	*	*	*	*	80	*	85	75	*	*	*	80	*	84	75	*	65	67	37	75	83	92		
71 The environment at this institution is supportive of the expression of different opinions, styles and perceptions.	58	13	*	*	71	90	*	*	60	*	*	*	43	*	50	*	0	33	*	*	*	*	53	*	62	55	*	*	*	62	*	65	62	*	53	52	50	58	83	78		
73 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	68	8	*	*	82	90	*	*	80	*	*	*	68	*	71	*	40	100	*	*	*	*	75	*	62	77	*	*	*	62	*	52	62	*	61	73	37	57	83	78		
74 Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.	67	9	*	*	78	90	*	*	80	*	*	*	58	*	50	*	40	66	*	*	*	*	67	*	62	66	*	*	*	67	*	70	50	*	67	76	50	66	66	92		
78 This institution commits appropriate resources to having sufficient technology.	37	35	*	*	53	70	*	*	33	*	*	*	30	*	37	*	20	0	*	*	*	*	39	*	37	22	*	*	*	41	*	42	25	*	40	34	62	46	80	64		
62 In my department, we make good use of our resources, time and budget.	67	13	*	*	75	90	*	*	40	*	*	*	46	*	50	*	40	33	*	*	*	*	57	*	50	44	*	*	*	69	*	63	87	*	62	65	75	57	83	64		
72 The overall appearance of the campus is pleasing.	66	11	*	*	85	100	*	*	100	*	*	*	76	*	87	*	60	83	*	*	*	*	82	*	75	77	*	*	*	62	*	60	75	*	66	71	62	65	100	92		
77 My workload is reasonable.	40	31	*	*	60	60	*	*	60	*	*	*	46	*	25	*	60	50	*	*	*	*	35	*	12	55	*	*	*	54	*	55	37	*	38	39	37	38	66	42		
63 Our evaluation process is user-friendly and efficient.	30	42	*	*	50	50	*	*	50	*	*	*	41	*	37	*	25	33	*	*	*	*	25	*	25	33	*	*	*	40	*	35	37	*	28	22	25	32	33	58		
65 Individual performance is adequately factored into merit increases.	23	50	*	*	48	44	*	*	75	*	*	*	17	*	14	*	0	16	*	*	*	*	17	*	33	0	*	*	*	35	*	36	37	*	18	20	66	13	100	53		
64 I can make an official complaint without having to worry about losing my job or harming my career.	41	31	*	*	58	55	*	*	75	*	*	*	38	*	57	*	0	33	*	*	*	*	30	*	42	12	*	*	*	44	*	50	28	*	35	35	40	40	66	58		
61 In my department, we address conflicts effectively when they arise.	52	19	*	*	57	77	*	*	20	*	*	*	36	*	50	*	20	33	*	*	*	*	44	*	62	12	*	*	*	61	*	52	87	*	46	47	75	50	50	50		
76 I trust senior leadership enough to follow them, even when I disagree with their decisions.	48	20	*	*	67	70	*	*	80	*	*	*	48	*	50	*	40	66	*	*	*	*	46	*	50	44	*	*	*	67	*	70	50	*	43	44	28	51	83	92		
83 The role of staff in shared governance is clearly stated and publicized.	34	33	*	*	46	66	*	*	75	*	*	*	26	*	12	*	20	16	*	*	*	*	44	*	50	25	*	*	*	20	*	22	12	*	34	28	71	27	66	78		
75 Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.	46	16	*	*	59	66	*	*	60	*	*	*	44	*	50	*	20	50	*	*	*	*	32	*	25	33	*	*	*	58	*	55	57	*	38	33	50	42	83	76		
76 I feel a strong sense of loyalty to this institution.	63	13	*	*	71	80	*	*	80	*	*	*	60	*	75	*	40	83	*	*	*	*	53	*	50	55	*	*	*	86	*	80	100	*	60	65	50	66	83	78		
Various Themes (Custom Metro) - Average	54	19	*	*	68	75	*	*	68	*	*	*	51	*	56	*	31	53	*	*	*	*	52	*	53	47	*	*	*	61	*	61	60	*	50	52	50	52	73	73		
Overall Survey Average 1 - 80	54	18	*	*	64	72	*	*	63	*	*	*	51	*	54	*	34	47	*	*	*	*	51	*	57	41	*	*	*	59	*	57	57	*	49	49	55	51	73	71		
Overall Survey Average 1 - 60	53	18	74	69	63	70	*	*	62	*	*	*	51	*	54	*	35	45	*	*	*	*	50	*	58	39	*	*	*	59	*	55	56	*	48	49	56	50	73	70		

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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.