2013 Campus Climate Survey

Going for Great!

We Heard You

We Reacted to You

and

We want to Hear from You Again
Campus Climate

The events, messages, symbols, core beliefs, feelings, and much more, which makes “our community” a welcoming, or not so welcoming environment

(Virginia Tech, 2012)
Purpose

Survey Faculty, Staff and Students to understand the general work environment and climate at MSU Denver.

The 2010 confidential on-line survey was an opportunity for Faculty, Staff and Students to share their opinions to influence change at MSU Denver.
2010 Climate Survey Overview

Survey Instrument
- 60 Core Belief Statements
- 20 Additional Statements
- 18 Item Benefit Satisfaction component
- 26 Demographic Questions
- 4 Open-ended Questions

Methodology
- Online survey administered February 1 – 17, 2010
  - Response Rate (All Faculty & Staff): 41%...793/1924
  - Response Rate (Full-time Staff & Faculty): 63%...651/1041
  - Response Rate (Qualitative Data): 300 plus pages
- Audit of institution policies, benefits, practices and demographics

Benchmarks
- 2009 & 2010 Great Colleges
  - Best in Category Benchmark - Enrollment: >10,000 (Large-size Category)
  - Carnegie Classification: Bac/A&S

* 95% confidence level
2010 Survey Findings

Strengths
- Job Satisfaction
- Supervisor Relationship
- Pride
- Diversity and Community

Opportunities
- Resources
- Compensation, Benefits and Recognition
- Fairness
- Shared Governance
- Communication and Collaboration
- Senior Leadership
MSU Denver took action as a result of the 2010 Climate Survey
Quick Action

• Charged the Presidents Cabinet to come up with three ideas to improve communication

• Charged the 15 leadership areas to convene their constituents to further communicate the survey results and use the data as a resource to improve their areas

• Charged the Vice Presidents to review the complete survey results to identify opportunities for improvement and use this information as a resource as they develop their strategic plans

• Charged the institutions newly launched Strategic Planning committee to use this information as a “key” data point to inform their thinking when developing MSU Denver’s Strategic Plan
More Actions

- Provided an overview of climate issues at MSU Denver
- The development and implementation of the supervisor training program (approx. 350 supervisors completed training)
- The inclusion of Cultural Competence training for supervisors
- The hiring of the Ombuds Officer (starting date March 1st)
- Provided information for the discussions on faculty and staff raises
- Informed the decision to revise the employee evaluation system to now include a 360 evaluation element
More Actions

✓ Provided information for the Presidents evaluation
✓ Provided formal and reliable data to benchmark MSU Denver’s results with national like institutions
✓ Created baseline data for a systemic approach to monitor MSU Denver’s climate in the future (every three years)
✓ Letters Arts and Sciences reinstated their “Fall Convocation” to increase communication and recognize faculty and staff award recipients
✓ Advancement and External Relations instituted an internal newsletter to improve communication
More Actions.............

✓ The electronic circulation of news in higher education, “News Clips”, to the MSU Denver community

✓ Launched “Lunches with the Provost” to listen and provide information to the MSU Denver faculty

✓ Launched “Coffee with the President” to listen to and provide information to the MSU Denver faculty, staff, and community

✓ Administration and Finance reinstated campus information sessions to communicate information related to Human Resources and Finance
More Actions

- Completed the conversion of all positions to the electronic system (PeopleAdmin) to streamline and simplify the hiring process
- CUPA Comparator Project: goal to make strides to address the concerns raised around pay
- Developed own fiscal rules and procedures, taking into account the challenges identified by the campus community
- Implemented a monthly New Employee Orientation event, moving from an as needed schedule
More Actions................

✓ Implemented self-service ACH (direct deposit) processes for employees and students. This improved efficiency and provided convenience to the employees.

✓ Implemented the cashiering “store-front” which allows departments to create a page to be used to manage conference fees, events, etc.

✓ The Office of Institutional Research (OIR) made concerted efforts to become more transparent in the collection and dissemination of data/information. One example of a project in which they changed their methodology was the faculty evaluation by students.
The Goal

• It is important that we continue to work together to share our opinions and thoughts regarding our campus climate.

• As demonstrated by the actions presented, your voice was heard in 2010 and we want to hear from you again in 2013.
Next Steps

The 2013 Campus Climate Survey takes place from **March 11 – 17th**. You will receive an e-mail from ModernThink with a password to access the survey.

The results of this **confidential** survey will be used to continuously improve our climate and move us closer to **preeminence**.

For more information about the 2013 Campus Climate Survey please visit the website at:

[www.msudenver.edu/climatesurvey](http://www.msudenver.edu/climatesurvey)