

The Chronicle Great Colleges to Work For 2017

ModernThink
 2017 Campus Climate Survey
 Metropolitan State University of Denver
 General Demographics Spreadsheet - Full Data Set
 Excluding Pre-loaded Student Employees

	Overall		Benchmarks		Peer Benchmark		Gender Identity					Age										Ethnicity					Race					Relationship Status					Disability		Sexual Orientation										Religious Affiliation					Annual Salary																				
	Positive Response	Negative Response	2017 Honor Roll >10,000	2017 Carnegie Min.	Positive Response	Negative Response	Min	Woman	Transgender/Man	Transgender/Woman	Decline to answer	Other	<23	23-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Decline to answer	No. not of Hispanic/Latino origin	Yes, Mexican, Mexican American, Chicano	Yes, Puerto Rican	Yes, Cuban	Yes, Hispanic, Latino or Spanish origin	Not listed	Decline to answer	Indigenous/American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or more races	Decline to answer	Married	Partnered	Single	Divorced/Widowed	If none of the above applies, please specify	Decline to answer	Yes, I have a disability (or previously had a disability)	No, I don't have a disability	Decline to answer	Asexual	Bisexual	Fluid/Pansual	Gay	Heterosexual/Straight	Lesbian	Queer	Questioning	Decline to answer	Other	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
Total number of survey respondents (1000)																																																																										
Job Satisfaction/Support																																																																										
1 My job makes good use of my skills and abilities.	73	8	86	81	77	7	77	77	*	60	77	71	73	74	78	76	78	80	80	88	68	63	78	82	80	*	64	60	62	64	76	72	*	79	64	66	80	69	78	82	*	62	66	78	68	84	69	75	86	79	81	88	*	64	58	75	79	82	81	83	80	88	54	66	70	74	67	78	86	83	100	*	100	70
2 I am given the responsibility and freedom to do my job.	75	6	86	83	80	5	82	82	*	66	77	71	80	86	81	80	83	87	82	85	74	72	64	76	80	*	74	80	57	75	76	83	*	86	68	57	85	75	83	82	*	67	69	85	68	84	78	83	79	85	90	77	*	69	75	82	89	70	83	83	80	83	85	76	87	78	82	80	83	100	*	89	73	
3 I am provided the resources I need to be effective in my job.	54	15	74	56	58	16	58	55	*	37	22	57	82	49	56	57	57	47	70	65	39	58	52	80	*	58	50	37	57	61	72	*	59	50	39	58	49	63	68	*	35	46	59	38	63	36	33	48	61	45	22	*	42	41	47	65	52	62	66	40	61	27	52	48	64	54	53	57	63	100	*	40	45	
Job Satisfaction/Support - Average																																																																										
68 9 81 73 71 9 72 71 * 54 58 68 71 68 71 71 72 74 69 81 69 58 73 70 80 * 65 63 55 66 71 75 * 74 80 57 74 64 74 77 * 54 60 74 57 77 62 63 71 75 72 62 * 68 58 68 77 68 75 77 66 77 48 67 64 75 66 71 74 76 100 * 73 63																																																																										
Teaching Environment																																																																										
35 There is a good balance of teaching, service and research at this institution.	50	23	81	61	62	17	51	56	*	34	37	71	69	57	46	46	52	55	44	66	50	39	55	60	75	*	50	37	35	16	52	62	*	55	61	39	55	52	60	47	*	39	41	56	37	37	47	25	48	58	70	44	*	35	42	46	55	57	52	50	33	35	27	51	43	57	57	47	45	51	100	*	100	45
46 Teaching is appropriately recognized in the evaluation and promotion process.	55	18	81	77	67	13	61	61	*	25	0	66	55	65	66	53	62	54	58	69	62	33	62	61	0	*	63	50	33	36	64	72	*	63	59	36	63	62	62	47	*	38	46	63	38	54	58	30	66	65	66	66	*	33	71	55	72	63	62	80	50	50	44	52	47	51	52	59	57	66	100	*	100	50
51 There is appropriate recognition of innovative and high quality teaching.	49	20	81	63	66	13	49	55	*	29	14	66	71	50	48	49	50	49	51	58	50	35	53	64	0	*	57	57	28	33	55	84	*	52	53	37	54	50	53	50	*	36	41	53	39	56	47	50	55	54	57	62	*	36	25	37	60	58	80	75	50	33	43	40	58	48	52	53	100	*	75	43		
Teaching Environment - Average																																																																										
51 20 81 67 65 14 53 57 * 29 17 67 65 57 53 49 54 52 51 64 54 35 56 61 25 * 56 48 32 28 57 72 * 56 57 37 57 54 58 48 * 36 42 57 38 49 49 50 55 59 64 57 * 34 46 46 62 69 80 70 52 45 30 38 47 44 49 55 51 51 56 100 * 91 46																																																																										
Professional Development																																																																										
6 I am given the opportunity to develop my skills at this institution.	61	14	83	70	69	12	61	64	*	45	55	57	65	56	55	64	68	65	61	72	62	51	64	64	60	*	58	40	47	64	57	66	*	66	49	47	65	47	71	63	*	49	50	65	51	42	65	33	58	67	81	55	*	48	50	52	68	64	88	83	40	77	54	60	54	56	52	66	74	58	100	*	100	57
16 I understand the necessary requirements to advance my career.	56	20	76	68	68	15	59	59	*	40	55	57	50	49	58	60	64	62	56	76	70	41	60	57	80	*	60	55	42	50	50	58	*	63	50	44	62	50	65	55	*	42	51	59	46	72	47	33	62	61	54	77	*	44	66	56	61	70	63	66	20	58	54	60	52	51	43	66	69	69	88	*	80	51
Professional Development - Average																																																																										
58 17 79 69 68 13 60 61 * 42 55 57 57 52 56 62 66 63 58 74 66 46 62 60 70 * 59 47 44 57 53 62 * 64 49 45 63 48 68 59 * 45 50 62 48 57 56 33 60 64 67 66 * 46 58 54 64 67 65 74 30 67 54 60 53 53 47 66 71 63 94 * 90 54																																																																										
Compensation, Benefits & Work/Life Balance																																																																										
11 I am paid fairly for my work.	35	39	58	42	41	37	39	36	*	28	22	42	40	39	23	23	33	45	38	53	50	35	38	35	20	*	41	30	34	28	20	58	*	39	37	31	37	35	38	46	*	30	32	39	24	42	21	25	44	40	36	22	*	29	27	22	42	23	46	16	20	33	18	40	31	33	30	31	47	63	66	*	40	41
13 This institution's benefits meet my needs.	55	17	85	69	70	10	58	58	*	39	25	60	66	51	51	55	62	56	57	66	58	45	59	63	60	*	54	22	40	16	48	72	*	61	42	42	60	49	62	57	*	43	53	60	41	35	65	33	62	61	54	82	*	40	33	48	60	56	62	66	40	40	72	60	49	28	53	62	65	68	98	*	75	51
14 My supervisor/department chair supports my efforts to balance my work and personal life.	79	9	87	82	80	7	82	82	*	65	66	100	85	81	82	79	85	81	88	80	83	65	83	76	80	*	76	70	57	69	84	83	*	85	66	67	86	82	61	77	*	67	74	83	66	100	69	75	75	85	90	77	*	66	81	83	89	70	86	83	100	81	81	78	72	83	79	80	80	84	100	*	100	72
15 This institution's policies and practices give me the flexibility to manage my work and personal life.	67	12	84	72	73	8	71	67	*	52	44	57	80	71	59	62	63	75	66	79	76	58	70	70	80	*	69	55	57	61	76	66	*	72	57	55	72	66	71	65	*	55	52	72	53	83	52	66	62	73	72	33	*	54	72	60	70	64	75	83	100	84	54	66	59	75	66	62	74	75	100	*	80	64
Compensation, Benefits & Work/Life Balance - Average																																																																										
59 19 78 66 66 15 62 60 * 46 39 64 67 60 53 54 60 64 62 69 66 50 62 61 60 * 60 44 49 43 57 69 * 64 50 48 63 56 63 61 * 48 52 63 48 65 51 49 60 64 63 48 * 47 53 53 67 53 67 62 65 54 56 60 52 54 57 58 66 75 88 * 73 57																																																																										
Facilities																																																																										
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	74	8	92	81	79	6	79	76	*	62	44	85	77	77	76	70	80	73	78	85	80	66	79	66	60	*	76	70	63	50	88	88	*	80	64	66	79	75	75	80	*	63	61	80	64	84	82	33	71	81	90	33	*	61	75	70	78	82	80	100	80	61	63	73	71	74	71	75	81	80	88	*	100	74
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	24	73	58	56	18	52	46	*	32	37	50	57	49	40	31	48	44	46	63	58	39	47	51	25	*	43	77	37	25	52	81	*	48	34	41	47	38	52	62	*	37	36	50	37	44	31	33	46	50	63	66	*	36	45	32	47	50	55	83	40	45	43	40	49	51	38	48	61	88	*	100	43	
Facilities - Average																																																																										
60 16 82 70 67 12 65 61 * 47 40 67 67 63 58 50 64 58 62 74 69 52 63 58 42 * 59 73 50 37 70 84 * 64 49 53 63 56 63 71 * 50 48 65 50 64 56 33 58 65 76 49 * 48 80 51 62 66 67 91 60 58 54 58 55 61 61 56 64 70 88 * 100 58																																																																										
Policies, Resources & Efficiency																																																																										
17 Our review process accurately measures my job performance.	43	25	69	55	56	20	45	46	*	23	42	75	51	46	44	41	46	52	35	59	50	25	47	45	0	*	50	22	29	46	52	56	*	48	35	27	48	44	53	42	*	26	36	47	28	43	47	36	50	49	36	25	*	25	41	51	50	35	47	66	60	50	30	47	35	49	42	45	50	48	77	*	0	30
20 My department has adequate faculty/staff to achieve our goals.	38	35	56	36	38	38	39	40	*	29	25	14	46	39	35	31	45	32	46	50	50	29	39	43	0	*	53	30	29	28	38	56	*	40	45	31	41	28	47	41	*	30	22	44	24	72	30	41	41	41	50	0	*	29	45	28	37	29	44	50	60	52	45	43	35	56	38	32	41	34	55	*	40	30
30 Our orientation program prepares new faculty, administration and staff to be effective.	44	22	72	51	56	17	47	46	*	27	37	50	55	42	39	48	43	40	44	56	54	34																																																				

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	Positive Response	Negative Response	2017 Honor Roll >10.000	2017 Caverage	Positive Response	Negative Response	Men	Women	Transgender Man	Transgender Woman	Decline to answer	Other	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Decline to answer	No, not of Hispanic/Latino origin	Yes, Mexican, Mexican American, Chicano	Yes, Puerto Rican	Yes, Cuban	Yes, Hispanic, Latino or Spanish origin	Not listed	Decline to answer	Indigenous/American Indian or Alaska Natives	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or more races	Decline to answer	Married	Partnered	Single	Divorced/Widowed	If none of the above applies, please specify	Decline to answer	Yes, I have a disability (or previously had a disability)	No, I don't have a disability	Decline to answer	Asexual	Bisexual	Fluid/Pansexual	Gay	Heterosexual/Straight	Lesbian	Queer	Questioning	Decline to answer	Other	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
Total number of survey respondents (1000)																																																																											
Supervisors/Department Chairs																																																																											
1	69	11	80	73	72	10	74	72	*	52	44	57	72	76	65	76	79	74	73	76	72	58	74	68	80	*	73	40	57	78	69	77	*	75	57	61	75	64	75	73	*	59	63	74	55	78	78	68	75	74	81	33	*	61	50	75	78	58	72	68	60	61	63	61	61	60	62	65	58	66	100	*	40	58	
2	61	16	77	67	65	15	63	64	*	47	44	71	70	68	62	72	64	59	61	61	66	49	65	62	40	*	66	50	52	78	61	72	*	69	49	49	65	58	67	63	*	54	59	64	56	75	86	67	54	44	*	60	66	75	86	58	78	83	80	77	81	76	68	83	72	78	74	77	100	*	100	63			
3	73	10	81	75	70	11	78	76	*	52	55	85	80	81	72	78	80	81	71	81	80	53	79	74	100	*	71	70	55	71	89	83	*	80	58	60	79	75	78	75	*	58	72	78	57	84	60	83	75	80	100	44	*	60	66	75	86	58	78	83	80	77	81	76	68	83	72	78	74	77	100	*	100	63	
4	74	9	84	78	73	10	75	79	*	54	75	71	85	81	75	76	84	76	71	78	83	55	80	70	80	*	69	66	56	78	65	94	*	81	58	61	78	75	80	85	*	59	70	78	61	89	65	75	80	81	62	*	60	83	80	87	62	77	83	60	82	81	85	67	80	76	76	71	82	100	*	100	63		
5	70	13	79	75	69	13	76	79	*	52	55	85	73	74	71	79	76	73	73	77	73	51	75	68	80	*	76	50	54	57	65	83	*	76	62	56	74	73	75	80	77	*	56	60	75	58	69	60	68	65	76	72	44	*	60	75	68	72	70	82	88	*	100	63											
6	65	15	78	75	69	14	68	69	*	47	55	71	72	66	69	75	75	65	70	70	64	51	71	72	20	*	64	50	50	61	61	77	*	73	54	49	72	54	73	67	*	55	59	70	55	84	56	66	72	73	54	77	*	48	50	63	78	62	71	66	80	66	63	70	61	58	63	75	67	74	100	*	100	78	
Supervisors/Department Chairs - Average																																																																											
7	60	13	82	65	62	17	65	67	*	34	62	57	70	71	61	65	67	75	56	65	67	59	54	54	40	*	59	55	29	57	44	83	*	55	50	34	56	43	54	62	*	34	45	55	33	68	47	41	48	57	81	33	*	32	41	36	54	41	63	66	40	47	18	56	42	54	51	43	60	50	60	100	*	100	43
8	49	22	76	69	53	24	53	54	*	24	22	42	58	55	53	44	57	55	51	62	56	29	54	48	20	*	52	55	31	28	44	72	*	57	44	33	56	46	54	51	*	34	35	58	34	52	43	50	58	68	70	33	*	27	45	39	60	35	61	68	40	66	38	59	39	51	48	50	57	56	100	*	100	40	
9	45	19	73	54	49	23	53	51	*	27	12	42	55	43	52	46	52	48	67	57	32	62	50	40	*	47	66	32	28	56	61	*	54	48	32	53	46	52	63	*	37	53	55	32	50	39	25	59	51	81	25	*	31	50	36	54	23	58	100	40	50	38	61	41	57	50	43	58	51	100	*	100	40		
10	63	13	83	68	62	16	66	69	*	31	37	57	77	75	66	60	68	69	70	72	65	36	69	66	20	*	68	80	37	50	65	83	*	72	84	40	72	64	68	66	*	40	52	70	43	78	56	38	58	73	90	37	*	39	63	56	73	53	40	57	45	65	52	68	65	64	67	65	100	*	100	51			
11	59	16	77	61	54	20	66	64	*	25	44	59	68	65	66	63	60	69	62	74	65	31	67	54	30	*	60	60	35	35	70	77	*	69	54	37	69	54	66	55	*	40	45	67	37	63	52	58	65	70	81	33	*	36	54	62	72	52	71	83	40	64	36	71	48	67	60	67	66	100	*	100	44		
Senior Leadership																																																																											
12	55	17	77	60	55	20	59	60	*	28	33	49	64	59	57	54	59	62	56	67	61	33	60	56	50	*	58	61	33	40	57	74	*	62	52	37	62	51	60	59	*	38	44	61	36	62	50	43	67	81	35	*	34	54	46	64	44	66	83	40	47	37	63	45	61	56	54	61	67	59	100	*	100	45	
13	61	13	82	65	62	17	65	67	*	34	62	57	70	71	61	65	67	75	56	65	67	59	54	54	40	*	59	55	29	57	44	83	*	55	50	34	56	43	54	62	*	34	45	55	33	68	47	41	48	57	81	33	*	32	41	36	54	41	63	66	40	47	18	56	42	54	51	43	60	50	60	100	*	100	43
14	49	22	76	69	53	24	53	54	*	24	22	42	58	55	53	44	57	55	51	62	56	29	54	48	20	*	52	55	31	28	44	72	*	57	44	33	56	46	54	51	*	34	35	58	34	52	43	50	58	68	70	33	*	27	45	39	60	35	61	68	40	66	38	59	39	51	48	50	57	56	100	*	100	40	
15	45	19	73	54	49	23	53	51	*	27	12	42	55	43	52	46	52	48	67	57	32	62	50	40	*	47	66	32	28	56	61	*	54	48	32	53	46	52	63	*	37	53	55	32	50	39	25	59	51	81	25	*	31	50	36	54	23	58	100	40	50	38	61	41	57	50	43	58	51	100	*	100	40		
16	63	13	83	68	62	16	66	69	*	31	37	57	77	75	66	60	68	69	70	72	65	36	69	66	20	*	68	80	37	50	65	83	*	72	84	40	72	64	68	66	*	40	52	70	43	78	56	38	58	73	90	37	*	39	63	56	73	53	40	57	45	65	52	68	65	64	67	65	100	*	100	51			
17	59	16	77	61	54	20	66	64	*	25	44	59	68	65	66	63	60	69	62	74	65	31	67	54	30	*	60	60	35	35	70	77	*	69	54	37	69	54	66	55	*	40	45	67	37	63	52	58	65	70	81	33	*	36	54	62	72	52	71	83	40	64	36	71	48	67	60	67	66	100	*	100	44		
Senior Leadership - Average																																																																											
18	55	17	77	60	55	20	59	60	*	28	33	49	64	59	57	54	59	62	56	67	61	33	60	56	50	*	58	61	33	40	57	74	*	62	52	37	62	51	60	59	*	38	44	61	36	62	50	43	67	81	35	*	34	54	46	64	44	66	83	40	47	37	63	45	61	56	54	61	67	59	100	*	100	45	
Faculty, Administration & Staff Relations																																																																											
19	58	12	83	66	61	13	63	61	*	42	33	71	63	62	62	59	54	64	63	71	65	44	63	66	60	*	56	80	43	42	73	72	*	64	45	45	65	51	64	60	*	45	48	64	43	63	52	41	65	64	72	66	*	47	41	59	65	52	65	100	60	62	27	60	52	69	58	61							