



Overall Survey Score

(average of all items in the survey)

4.45

(maximum is 6.00)

80%

(favorable response)

Interest in Leaving Score

(considered leaving in past 6 months)

3.62

(maximum is 6.00)

45%

(interest in leaving)

Engagement Drivers Score

(items that most influence engagement)

3.99

(maximum is 6.00)

70%

(favorable response)

Action Index Score

(items that most predict action planning success)

4.42

(maximum is 6.00)

78%

(favorable response)

Strengths

★ Key Drivers

- 1

Compensation is an important form of recognition for me.
- 2

I am aware of CU Boulder wellness resources (i.e. Faculty and Staff Counseling Services, Wellness Events, Recreation Center).
- 3

I regularly contribute positively to creating a work environment where everyone matters.
- 4

I feel a sense of belonging to my unit.
- 5

I understand the vision, strategic imperatives, and priorities of my unit.

Opportunities

- 1

CU Boulder does a good job of retaining its most talented faculty and staff.
- 2

Faculty and staff at CU Boulder treat each other with respect.
- 3

I understand how decisions about pay are made.
- 4

CU Boulder provides a work environment where I can grow and develop.
- 5

I feel I can achieve my career goals at CU Boulder.

Categories

		Historical Benchmark	Internal Benchmark	External Benchmark
Engagement	4.52	+0.02	-0.22	-0.21
Career Growth	4.29	-0.19	-0.31	-0.41
Faculty Environment		-	-	-
Key Communications	4.48	+0.35	-0.14	-0.33
Pay & Benefits	4.53	-0.02	-0.14	-1.08
Supervisor/Chair	4.47	+0.10	-0.22	-0.31
Teamwork	4.42	-0.01	-0.36	-0.48
Wellness/Burnout	4.38	-0.14	-0.19	-0.27
Work Environment	4.42	+0.38	-0.23	-0.25

Category Summary

Faculty Environment

Category Score



Favorable



Benchmarks



Percentile Rank



Max: 6.00

★ Key Drivers

- Strengths

● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response	Count
1	1
2	1
3	1
4	1
5	1
6	1
7	1
8	1
9	1
10	1
11	1
12	1
13	1
14	1
15	1
16	1
17	1
18	1
19	1
20	1
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86	1
87	1
88	1
89	1
90	1
91	1
92	1
93	1
94	1
95	1
96	1
97	1
98	1
99	1
100	1

Item	Score
1. The first step in the process of developing a new product is to identify a market need.	1
2. The second step in the process of developing a new product is to develop a business plan.	1
3. The third step in the process of developing a new product is to secure financing.	1
4. The fourth step in the process of developing a new product is to develop a prototype.	1
5. The fifth step in the process of developing a new product is to conduct market research.	1
6. The sixth step in the process of developing a new product is to develop a marketing plan.	1
7. The seventh step in the process of developing a new product is to launch the product.	1
8. The eighth step in the process of developing a new product is to monitor sales and customer feedback.	1
9. The ninth step in the process of developing a new product is to make necessary adjustments.	1
10. The tenth step in the process of developing a new product is to evaluate the overall success of the product.	1

Historical
Benchmark

Internal Benchmark

External Benchmark

%
Favorable

Percentile
Rank

I understand how academic freedom applies to my teaching and research.

Faculty in my primary academic unit are collegial

The Office of Faculty Affairs provides mentoring and development opportunities for faculty.

Reappointment, tenure and promotion processes are clear

My Dean/Institute Director communicates effectively with faculty

Category Summary

Key Communications

Category Score

4.48

Max: 6.00

Favorable

83%

Benchmarks

Historical Benchmark

+0.35

Internal Benchmark

-0.14

External Benchmark

-0.33

Percentile Rank

18

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		Strongly Agree Strongly Disagree					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I understand the vision, strategic imperatives, and priorities of CU Boulder.	★	14%	45%	27%	7%		288	4.52	+0.34	-0.03	-0.59	87%	8
I am given reasons for major changes that occur in my unit/department/division/college/school/institute.		10%	33%	27%	11%	8%	284	3.96	-0.12	-0.31	-0.23	71%	15
I understand the vision, strategic imperatives, and priorities of my unit.	●	40%	35%	15%			288	4.95	-	-0.07	-0.16	90%	32

Category Summary

Pay & Benefits

Category Score

4.53

Max: 6.00

Favorable

81%

Benchmarks

Historical Benchmark

-0.02

Internal Benchmark

-0.14

External Benchmark

-1.08

Percentile Rank

0

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		Strongly Agree			Strongly Disagree			Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
The benefits (i.e. medical, dental, vision, retirement plan, etc.) offered by the CU System meet my needs at this stage of my life.		31%			44%			285	4.90	+0.35	0.00	-	92%	-
I understand how decisions about pay are made.		6%	22%	25%	15%	13%	20%	289	3.32	-	-0.45	-1.08	52%	0
Compensation is an important form of recognition for me.		75%			19%			289	5.67	-	+0.13	-	99%	-
Non-monetary forms of recognition are important to me.		11%	37%	32%	10%	6%		288	4.24	-	-0.23	-	80%	-

Category Summary

Teamwork

Category Score

4.42

Max: 6.00

Favorable

81%

Benchmarks

Historical Benchmark

-0.01

Internal Benchmark

-0.36

External Benchmark

-0.48

Percentile Rank

7

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		Strongly Agree					Strongly Disagree					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
Faculty and staff at CU Boulder treat each other with respect.		9%	37%		28%		10%	7%	9%	289	4.06	-0.02	-0.56	-0.66	74%	0		
Respectful treatment is the norm at CU Boulder.		13%	38%		30%		8%	6%	6%	287	4.27	-0.03	-0.40	-0.55	80%	7		
I trust the people with whom I work.		29%	32%		22%		7%		5%	289	4.62	-0.30	-0.18	-0.30	84%	11		
Respectful treatment is the norm in my unit.		35%	33%		16%		6%		6%	289	4.72	-	-0.29	-0.40	84%	11		

Category Summary

Work Environment

Category Score

4.42

Max: 6.00

Favorable

80%

Benchmarks

Historical Benchmark

+0.38

Internal Benchmark

-0.23

External Benchmark

-0.25

Percentile Rank

28

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan			Strongly Agree Strongly Disagree					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank	
I feel positive about the future of CU Boulder.	★		9%	33%	29%	17%	6%	6%	286	4.03	+0.11	-0.33	+0.24	71%	82
CU Boulder does a good job of retaining its most talented faculty and staff.	●★		14%	25%	20%	16%	22%		285	2.97	+0.03	-0.72	-0.69	41%	18
I have the tools I need to be successful at my job.			14%	42%	27%	8%			289	4.38	-0.06	-0.27	-0.25	83%	15
I have opportunities to develop friendships at work.			17%	44%	25%	7%			286	4.57	-0.29	-0.21	-0.42	87%	2
Accessibility (digital and physical) is a unit priority.			15%	42%	25%	9%	6%		277	4.42	-	-0.23	-	82%	-
Hiring managers in my unit invest in recruiting talent from a range of communities.			21%	40%	20%	8%	6%	5%	263	4.49	-	-0.09	-0.44	81%	12
I feel a sense of belonging to my unit.	●		35%	33%	16%	8%			287	4.76	-	-0.18	+0.10	85%	57
I regularly contribute positively to creating a work environment where everyone matters.	●		57%	34%	7%				286	5.44	-	+0.04	-	98%	-
I can be myself at work.			25%	44%	20%		5%		288	4.71	-	-0.08	-0.29	89%	13

Category Summary

Key Driver Index

Category Score

3.99

Max: 6.00

Favorable

70%

Benchmarks

Historical Benchmark

+0.09

Internal Benchmark

-0.35

External Benchmark

-0.41

Percentile Rank

26

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		Strongly Agree Strongly Disagree 					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I understand the vision, strategic imperatives, and priorities of CU Boulder.	★	14%	45%	27%	7%		288	4.52	+0.34	-0.03	-0.59	87%	8
I feel positive about the future of CU Boulder.	★	9%	33%	29%	17%	6% 6%	286	4.03	+0.11	-0.33	+0.24	71%	82
My contributions are valued.	★	18%	40%	23%	8%	7%	290	4.41	+0.05	-0.25	-0.39	82%	24
CU Boulder does a good job of retaining its most talented faculty and staff.	● ★	14%	25%	20%	16%	22%	285	2.97	+0.03	-0.72	-0.69	41%	18
I feel I can achieve my career goals at CU Boulder.	● ★	10%	36%	25%	13%	7% 9%	282	4.03	-0.08	-0.40	-0.62	71%	0

(All Reports) Daryl Maeda

Internal Benchmark: Overall Organization Total

External Benchmark: Overall

Filters: [Q136:L]: [Q136:O], Faculty or Staff: Staff

