



Overall Survey Score

(average of all items in the survey)

4.5081%

(maximum is 6.00)(favorable response)

Interest in Leaving Score

(considered leaving in past 6 months)

3.8540%

(maximum is 6.00)(interest in leaving)

Engagement Drivers Score

(items that most influence engagement)

3.9768%

(maximum is 6.00)(favorable response)

Action Index Score

(items that most predict action planning success)

4.5882%

(maximum is 6.00)(favorable response)

Strengths

★ Key Drivers

- 1

Faculty in my primary academic unit are collegial.
- 2

My supervisor/chair/director values individual differences.
- 3

I feel a sense of belonging to my unit.
- 4

Compensation is an important form of recognition for me.
- 5

My supervisor/chair/director prioritizes creating a work environment where everyone matters.

Opportunities

- 1

I understand the vision, strategic imperatives, and priorities of CU Boulder.
- 2

My workload is reasonable.
- 3

I am able to manage my personal and work life, including time to support my wellness.
- 4

My Dean/Institute Director communicates effectively with faculty.
- 5

CU Boulder wellness resources provide the support I need.

Categories

			Historical Benchmark	Internal Benchmark	External Benchmark
Engagement	4.43		-0.02	-0.31	-0.30
Career Growth	4.45		0.00	-0.15	-0.26
Faculty Environment	4.48		+0.08	-0.03	-0.39
Key Communications	4.36		+0.57	-0.26	-0.45
Pay & Benefits	4.65		-0.35	-0.02	-0.58
Supervisor/Chair	4.61		+0.18	-0.08	-0.20
Teamwork	4.75		+0.46	-0.03	-0.14
Wellness/Burnout	4.20		-0.42	-0.37	-0.48
Work Environment	4.47		+0.58	-0.18	-0.18

Category Summary Engagement

Category Score

4.43

Max: 6.00

Favorable

80%

Benchmarks

Historical Benchmark

-0.02

Internal Benchmark

-0.31

External Benchmark

-0.30

Percentile Rank

14

★ 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
During the past six months, I have not seriously considered leaving CU Boulder for another job.	24%	24%	11%	10%	14%	17%							578	3.85	+0.42	-0.24	-0.12	60%	36
I feel a sense of belonging to CU Boulder.	15%	32%	27%	12%	9%	5%							582	4.18	+0.32	-0.41	-0.48	74%	9
I am proud to work for CU Boulder.	24%	41%	21%	6%	6%								583	4.64	+0.07	-0.37	-0.38	86%	4
I would recommend employment at CU Boulder as a good place to work.	21%	35%	28%	7%	6%								585	4.49	+0.06	-0.41	-0.08	84%	17
My effort directly affects the success of CU Boulder.	27%	36%	23%	6%									585	4.66	-0.05	-0.19	-0.31	86%	0
I have been satisfied with my experiences at CU Boulder.	19%	41%	24%	8%									587	4.47	-0.10	-0.33	-0.05	84%	41
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	36%	36%	16%										583	4.90	-0.24	-0.12	-0.41	89%	0
I feel I am a part of CU Boulder's mission.	17%	34%	27%	11%	6%	5%							582	4.29	-0.57	-0.35	-0.59	78%	4

Category Summary

Faculty Environment

Category Score

4.48

Max: 6.00

Favorable

81%

Benchmarks

Historical Benchmark

+0.08

Internal Benchmark

-0.03

External Benchmark

-0.39

Percentile Rank

36

★ 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
My Dean/Institute Director communicates effectively with faculty.		13%	32%	23%	13%	11%	8%	555	4.01	+1.15	-0.33	-0.59	69%	8
The Office of Faculty Affairs provides mentoring and development opportunities for faculty.		13%	41%	27%	10%	7%		491	4.35	+0.02	-0.02	-	81%	-
I understand how academic freedom applies to my teaching and research.		23%	42%	22%	8%			563	4.70	-0.30	+0.07	-	87%	-
Faculty in my primary academic unit are collegial.		37%	39%	16%				579	4.99	-0.44	0.00	+0.27	92%	100
Reappointment, tenure and promotion processes are clear.		17%	39%	21%	13%	7%		553	4.33	-	+0.11	-0.85	76%	0

Category Summary

Key Communications

Category Score

4.36

Max: 6.00

Favorable

77%

Benchmarks

Historical Benchmark

+0.57

Internal Benchmark

-0.26

External Benchmark

-0.45

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 am given reasons for major changes that occur in my unit/department/division/college/school/institute.		12%	34%	25%	15%	8% 6%	577	4.10	+0.81	-0.17	-0.09	72%	22
I understand the vision, strategic imperatives, and priorities of CU Boulder.		11%	28%	32%	16%	8% 5%	584	4.01	-0.28	-0.54	-1.10	70%	0
I understand the vision, strategic imperatives, and priorities of my unit.		39%	36%	15%			587	4.96	-	-0.06	-0.15	90%	33

Category Summary

Pay & Benefits

Category Score

4.65

Max: 6.00

Favorable

85%

Benchmarks

Historical Benchmark

-0.35

Internal Benchmark

-0.02

External Benchmark

-0.58

Percentile Rank

3

★ 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.	21%		45%		21%	7%					573	4.63	-0.37	-0.27	-	86%	-
I understand how decisions about pay are made.	11%		27%		26%	15%	10%	11%			585	3.82	-	+0.05	-0.58	64%	3
Compensation is an important form of recognition for me. ●			63%		27%	8%					585	5.50	-	-0.04	-	98%	-
Non-monetary forms of recognition are important to me.	20%		40%		30%						585	4.64	-	+0.17	-	90%	-

Category Summary Supervisor/Chair

Category Score

4.61

Max: 6.00

Favorable

83%

Benchmarks

Historical Benchmark

+0.18

Internal Benchmark

-0.08

External Benchmark

-0.20

Percentile Rank

32

★ 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 value the relationship I have with my supervisor/chair/director.		45% 35% 11%					585	5.06	+0.20	-0.08	-0.13	91%	27
My supervisor/chair/director understands what keeps me excited about being a part of my unit.		21% 34% 22% 9% 8% 5%					574	4.35	+0.06	-0.12	-0.02	78%	45
I have opportunities to participate in decisions that affect my work.		13% 34% 29% 11% 8% 5%					583	4.18	+0.04	-0.12	-0.16	76%	19
My accomplishments are recognized.		15% 37% 25% 9% 7% 7%					588	4.25	-0.04	-0.24	-0.63	78%	20
My contributions are valued.	★	17% 39% 25% 7% 7%					588	4.38	-0.19	-0.28	-0.42	81%	15
My supervisor/chair/director provides space to learn about a range of cultures.		35% 36% 16% 6%					511	4.86	-	+0.03	-	88%	-
My supervisor/chair/director values individual differences.	●	51% 30% 11%					580	5.16	-	+0.05	+0.05	92%	56
My supervisor/chair/director prioritizes creating a work environment where everyone matters.	●	38% 37% 13%					583	4.92	-	0.00	-0.08	89%	39
In my unit, supervisors/leaders effectively address problematic behaviors that undermine the work environment.		19% 39% 18% 11% 7% 6%					561	4.34	-	+0.10	-	76%	-

Category Summary

Teamwork

Category Score

4.75

Max: 6.00

Favorable

89%

Benchmarks

Historical Benchmark

+0.46

Internal Benchmark

-0.03

External Benchmark

-0.14

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
Respectful treatment is the norm at CU Boulder.	15%		48%		25%	6%					582	4.59	+0.59	-0.08	-0.23	88%	28
Faculty and staff at CU Boulder treat each other with respect.	20%		44%		25%						587	4.66	+0.37	+0.04	-0.06	89%	24
I trust the people with whom I work.	30%		39%		18%						585	4.76	+0.19	-0.04	-0.16	88%	27
Respectful treatment is the norm in my unit.	39%		38%		14%						583	4.99	-	-0.02	-0.13	91%	34

Category Summary

Wellness/Burnout

Category Score

4.20

Max: 6.00

Favorable

75%

Benchmarks

Historical Benchmark

-0.42

Internal Benchmark

-0.37

External Benchmark

-0.48

Percentile Rank

5

★ 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 am able to manage my personal and work life, including time to support my wellness.	●	18%	32%	25%	10%	7%7%	585	4.21	-0.36	-0.43	-0.56	75%	8
CU Boulder wellness resources provide the support I need.	●	11%	33%	28%	12%	9%6%	478	4.06	-0.37	-0.41	-	72%	-
My workload is reasonable.	●	9%	34%	23%	13%	10%10%	586	3.89	-0.97	-0.38	-0.56	67%	1
I am aware of CU Boulder wellness resources (i.e. Faculty and Staff Counseling Services, Wellness Events, Recreation Center).		21%	43%	23%	7%		574	4.63	-	-0.26	-0.33	87%	6

Category Summary

Work Environment

Category Score

4.47

Max: 6.00

Favorable

80%

Benchmarks

Historical Benchmark

+0.58

Internal Benchmark

-0.18

External Benchmark

-0.18

Percentile Rank

30

★ 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	
CU Boulder does a good job of retaining its most talented faculty and staff.	★	6%	18%	25%	19%	17%	14%	569	3.34	+0.63	-0.35	-0.32	49%	30
I have opportunities to develop friendships at work.		22%	42%	23%	7%			580	4.65	+0.36	-0.13	-0.34	87%	3
I have the tools I need to be successful at my job.		16%	42%	23%	8%	7%		583	4.42	-0.15	-0.23	-0.21	82%	20
I feel positive about the future of CU Boulder.	★	9%	26%	28%	17%	12%	8%	583	3.78	-0.22	-0.58	-0.01	63%	47
Accessibility (digital and physical) is a unit priority.		15%	39%	31%	9%			549	4.47	-	-0.18	-	85%	-
Hiring managers in my unit invest in recruiting talent from a range of communities.		20%	43%	22%	8%			490	4.58	-	0.00	-0.35	85%	16
I feel a sense of belonging to my unit.	●	37%	34%	17%				586	4.83	-	-0.11	+0.17	88%	72
I regularly contribute positively to creating a work environment where everyone matters.		52%	37%	8%				583	5.35	-	-0.05	-	97%	-
I can be myself at work.		27%	44%	18%				588	4.77	-	-0.02	-0.23	89%	23

Category Summary

Key Driver Index

Category Score

3.97

Max: 6.00

Favorable

68%

Benchmarks

Historical Benchmark

-0.12

Internal Benchmark

-0.37

External Benchmark

-0.43

Percentile Rank

22

★ 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
CU Boulder does a good job of retaining its most talented faculty and staff.	★	6%	18%	25%	19%	17%	14%	569	3.34	+0.63	-0.35	-0.32	49%	30
My contributions are valued.	★	17%	39%	25%	7%	7%		588	4.38	-0.19	-0.28	-0.42	81%	15
I feel positive about the future of CU Boulder.	★	9%	26%	28%	17%	12%	8%	583	3.78	-0.22	-0.58	-0.01	63%	47
I understand the vision, strategic imperatives, and priorities of CU Boulder.	● ★	11%	28%	32%	16%	8%	5%	584	4.01	-0.28	-0.54	-1.10	70%	0
I feel I can achieve my career goals at CU Boulder.	★	18%	38%	21%	9%	8%	5%	585	4.35	-0.51	-0.08	-0.30	77%	18

Category Summary

Action Index

Category Score

4.58

Max: 6.00

Favorable

82%

Benchmarks

Historical Benchmark

+0.48

Internal Benchmark

-0.10

External Benchmark

-0.13

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 am given reasons for major changes that occur in my unit/department/division/college/school/institute.	12%	34%	25%	15%	8%	6%							577	4.10	+0.81	-0.17	-0.09	72%	22
I value the relationship I have with my supervisor/chair/director.		45%	35%	11%									585	5.06	+0.20	-0.08	-0.13	91%	27
I have opportunities to participate in decisions that affect my work.	13%	34%	29%	11%	8%	5%							583	4.18	+0.04	-0.12	-0.16	76%	19
Respectful treatment is the norm in my unit.		39%	38%	14%									583	4.99	-	-0.02	-0.13	91%	34

(All Reports) Daryl Maeda

Internal Benchmark: Overall Organization Total

External Benchmark: Overall

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

