

Overall Score

4.18

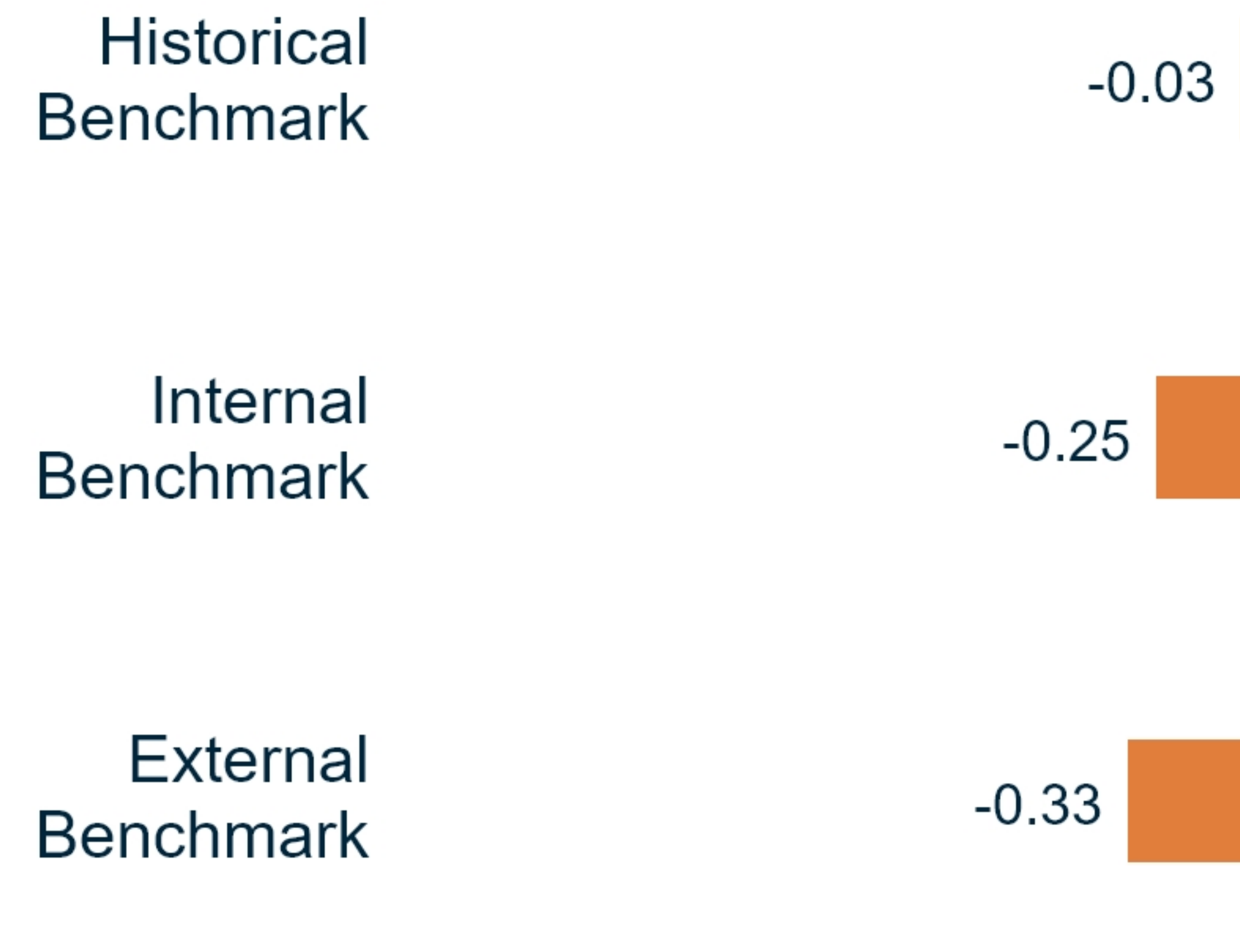
% Favorable Score

75%

Percentile Rank

21

Comparison to Overall Score



Strengths and Opportunities

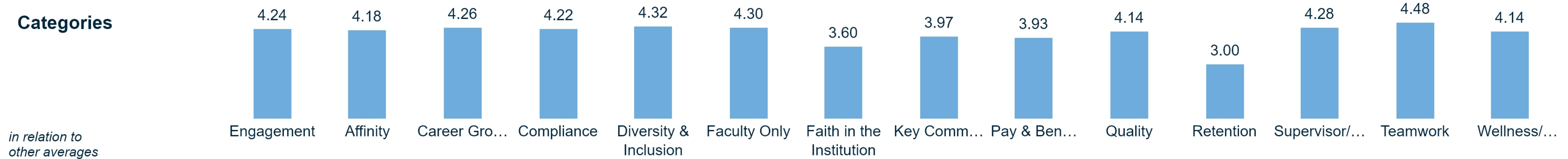
Strengths

- 1 I value the relationship I have with my supervisor/department or division chair.
- 2 I trust the people with whom I work.
- 3 Faculty in my academic unit are collegial and treat each other with respect.
- 4 I am given reasons for major changes that occur in my department/division/college/school/institute
- 5 I understand what I need to do be successful in my job.

Opportunities

- 1 I love working for the University of Colorado Boulder.
- 2 I understand the vision, strategic imperatives, and priorities of CU Boulder.
- 3 CU Boulder is making progress in diversity, equity, and inclusion work.
- 4 My accomplishments are recognized.
- 5 Compared to 2019 (before the Pandemic), CU Boulder has changed for the better.

Categories



in relation to other averages

| | Engagement | Affinity | Career Gro... | Compliance | Diversity & Inclusion | Faculty Only | Faith in the Institution | Key Comm... | Pay & Ben... | Quality | Retention | Supervisor/... | Teamwork | Wellness/... |
|-----------------------------|------------|----------|---------------|------------|-----------------------|--------------|--------------------------|-------------|--------------|---------|-----------|----------------|----------|--------------|
| Historical Benchmark | -0.12 | -0.10 | +0.08 | +0.10 | -0.42 | +0.06 | - | +0.94 | - | +0.18 | -0.32 | -0.34 | -0.07 | +0.47 |
| Internal Benchmark | -0.31 | -0.41 | -0.20 | -0.34 | -0.21 | -0.11 | -0.48 | -0.28 | -0.38 | -0.27 | -0.39 | -0.21 | -0.15 | -0.34 |
| External Benchmark | -0.48 | -0.62 | -0.28 | -0.40 | -0.62 | -0.11 | - | -0.06 | - | -0.35 | - | -0.45 | -0.05 | +0.02 |

Category Summary: Engagement

Category Score

4.24

Max: 6.00

% Favorable

76%

Historical Benchmark

-0.12

Internal Benchmark

-0.31

External Benchmark

-0.48

Percentile Rank

0

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Response Count | Score | Historical Benchmark | Internal Benchmark | External Benchmark | % Favorable | Percentile Rank | |
|---|----------------|-------|---------|----------|-------------------|----------------|-------|----------------------|--------------------|--------------------|-------------|-----------------|---|
| Overall, I have been satisfied with my experiences at CU Boulder. | 13% | 38% | 23% | 10% | 9% | 6% | 1,008 | 4.18 | +0.08 | -0.39 | -0.27 | 75% | 0 |
| I feel a strong sense of belonging to CU Boulder. | 12% | 25% | 29% | 13% | 11% | 10% | 1,000 | 3.84 | -0.01 | -0.40 | -0.48 | 66% | 0 |
| My effort directly affects the success of CU Boulder. | 21% | 41% | 25% | 7% | | | 997 | 4.60 | -0.02 | -0.15 | -0.39 | 87% | 0 |
| I would recommend employment at CU Boulder as a good place to work. | 14% | 37% | 28% | 9% | 6% | 5% | 1,001 | 4.28 | -0.04 | -0.36 | -0.35 | 79% | 0 |
| During the past six months, I have not seriously considered leaving CU Boulder for another job. | 24% | 22% | 10% | 9% | 16% | 19% | 990 | 3.71 | -0.05 | -0.23 | -0.42 | 56% | 0 |
| I am willing to put in effort beyond what is expected to help CU Boulder be successful. | 32% | 37% | 17% | 6% | 5% | | 992 | 4.77 | -0.21 | -0.20 | -0.51 | 86% | 0 |
| I am proud to work for CU Boulder. | 17% | 38% | 27% | 9% | 5% | | 994 | 4.41 | -0.31 | -0.40 | -0.65 | 82% | 0 |
| I feel I am a part of CU Boulder's mission. | 10% | 34% | 30% | 11% | 8% | 6% | 988 | 4.11 | -0.42 | -0.36 | -0.77 | 75% | 0 |

Category Summary: Affinity

Category Score

4.18

Max: 6.00

% Favorable

76%

Historical Benchmark

-0.10

Internal Benchmark

-0.41

External Benchmark

-0.62

Percentile Rank

0

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

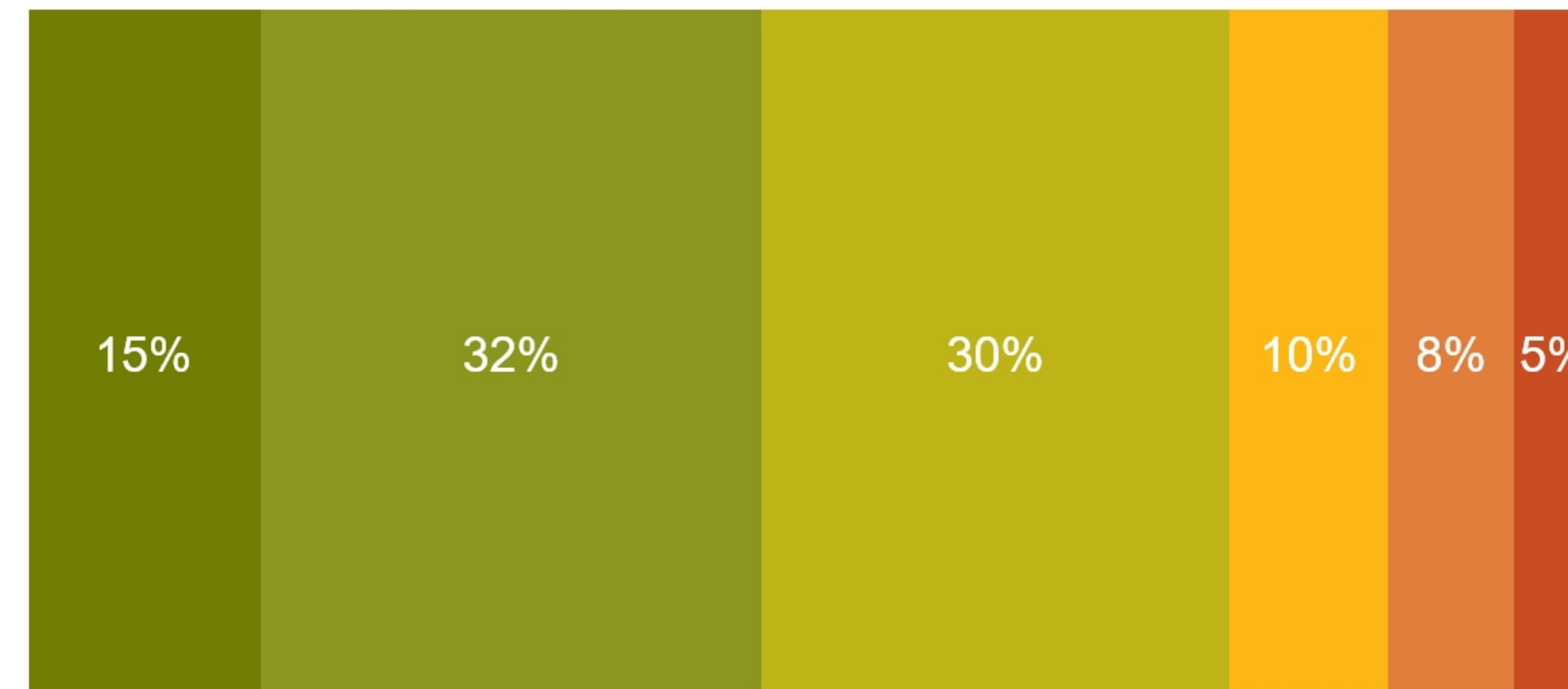
External Benchmark

% Favorable

Percentile Rank

I love working for the University of Colorado Boulder.

●



998

4.18

-0.10

-0.41

-0.62

76%

0

Category Summary: Career Growth

Category Score

4.26

Max: 6.00

% Favorable

78%

Historical Benchmark +0.08

Internal Benchmark -0.20

External Benchmark -0.28

Percentile Rank

16

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| The orientation process used by my work unit prepares new employees to be successful. | 11% | 28% | 29% | 12% | 11% | 8% | 876 | 3.90 | +0.22 | -0.26 | -0.46 | 68% | 6 |
|---|-----|-----|-----|-----|-----|----|-------|------|-------|-------|-------|-----|----|
| I feel I can accomplish my career objectives at CU Boulder. | 12% | 37% | 27% | 11% | 9% | 5% | 1,000 | 4.15 | +0.11 | -0.20 | - | 75% | - |
| I understand what I need to do be successful in my job. ● | 25% | 52% | 17% | | | | 1,006 | 4.93 | +0.07 | -0.03 | -0.03 | 94% | 37 |
| CU Boulder has a work environment that allows me to grow and develop. | 11% | 33% | 30% | 12% | 9% | 6% | 1,000 | 4.07 | -0.06 | -0.33 | -0.35 | 74% | 5 |

Category Summary: Compliance

Category Score

4.22

Max: 6.00

% Favorable

78%

Historical Benchmark +0.10

Internal Benchmark -0.34

External Benchmark -0.40

Percentile Rank

38

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

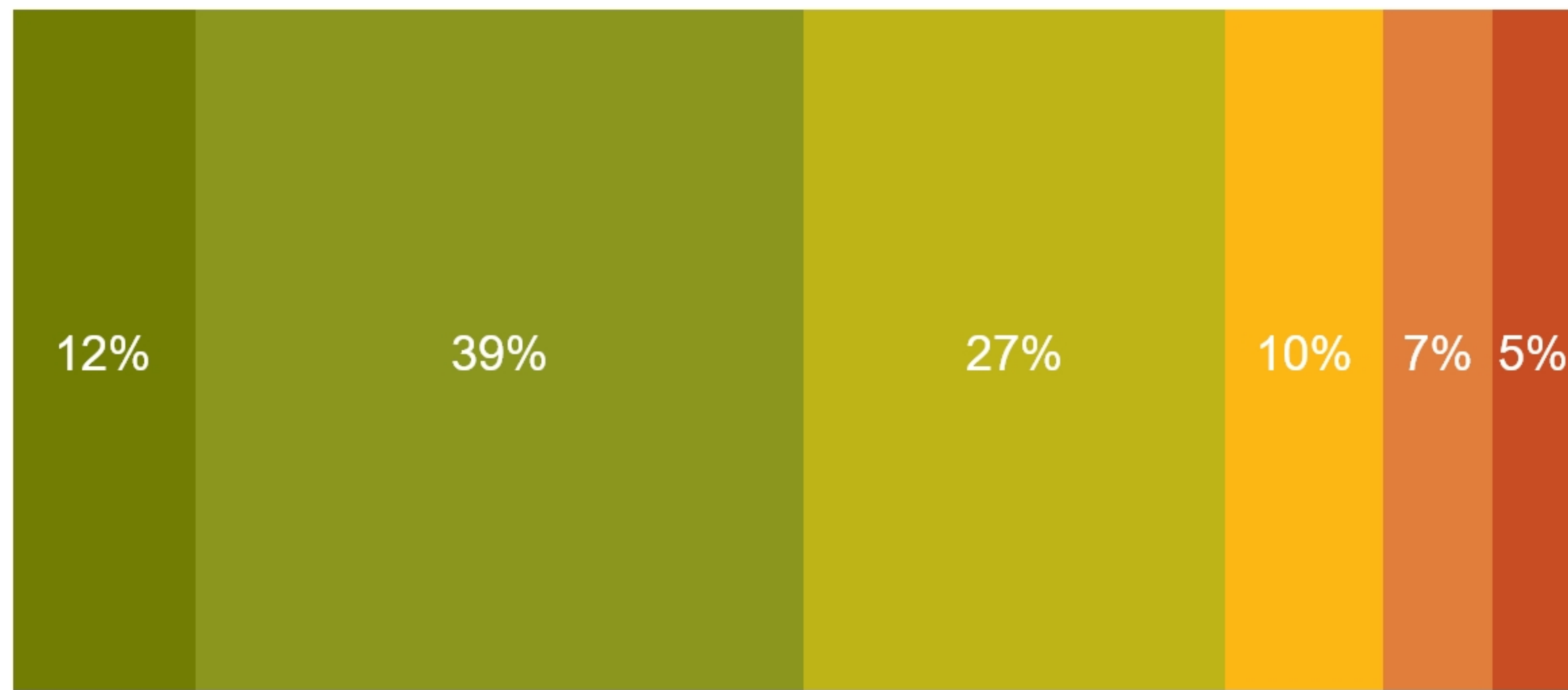
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

CU Boulder has policies and practices to protect against and eliminate discrimination and harassment.



989

4.22

+0.10

-0.34

-0.40

78%

38

Category Summary: Diversity & Inclusion

Category Score

4.32

Max: 6.00

% Favorable

81%

Historical Benchmark -0.42

Internal Benchmark -0.21

External Benchmark -0.62

Percentile Rank

0

Strengths Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

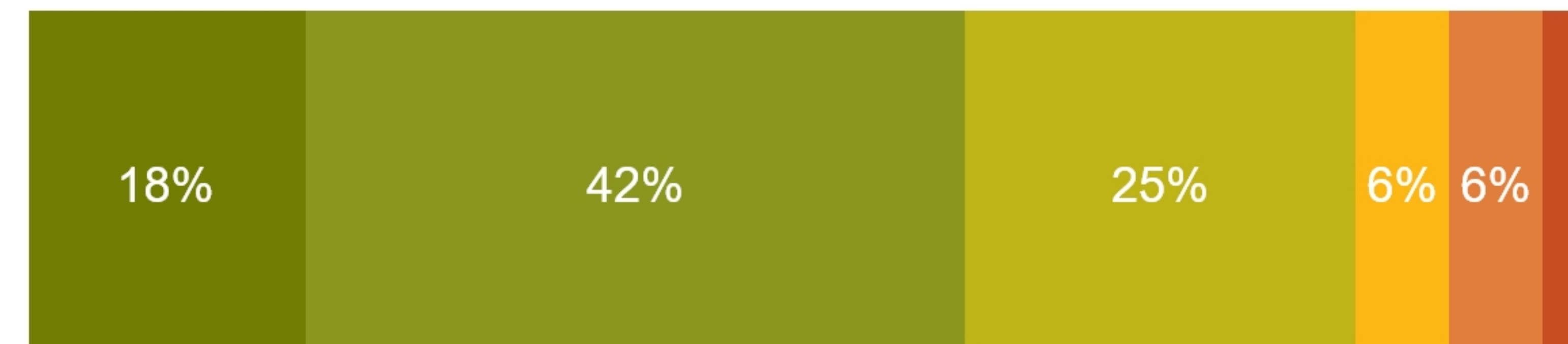
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I have opportunities to develop friendships at work.



994

4.52

-0.22

-0.14

-

85%

-

CU Boulder is making progress in diversity, equity, and inclusion work. ●



974

4.12

-

-0.28

-0.62

77%

0

Category Summary: Faculty Only

Category Score

4.30

Max: 6.00

% Favorable

78%

Historical Benchmark

+0.06

Internal Benchmark

-0.11

External Benchmark

-0.11

Percentile Rank

35

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Response Count | Score | Historical Benchmark | Internal Benchmark | External Benchmark | % Favorable | Percentile Rank |
|--|----------------|-------|---------|----------|-------------------|----------------|-------|----------------------|--------------------|--------------------|-------------|-----------------|
| My association with CU Boulder has enriched my career. | 22% | 43% | 21% | 6% | 5% | 708 | 4.63 | +0.03 | -0.21 | - | 87% | - |
| My Dean/Institute Director communicates effectively with faculty. | 9% | 29% | 27% | 16% | 11% | 638 | 3.86 | -0.03 | -0.29 | -0.26 | 66% | 19 |
| The orientation process for new faculty is effective in preparing them to be successful. | 9% | 24% | 34% | 13% | 13% | 516 | 3.82 | - | -0.06 | - | 67% | - |
| I understand academic freedom and how it applies to my teaching and research. | 25% | 50% | 17% | | | 672 | 4.88 | - | +0.03 | - | 92% | - |
| Faculty are provided with the mentoring and support needed for tenure and promotion. | 9% | 29% | 30% | 14% | 12% | 535 | 3.91 | - | -0.09 | - | 68% | - |
| Faculty in my academic unit are collegial and treat each other with respect. ● | 26% | 42% | 19% | 7% | | 684 | 4.71 | - | -0.06 | +0.05 | 87% | 51 |

Category Summary: Faith in the Institution

Category Score

3.60

Max: 6.00

% Favorable

60%

Historical Benchmark

-

Internal Benchmark

-0.48

External Benchmark

-

Percentile Rank

-

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| CU Boulder has done a good job of adapting to a changing environment. | <p>25% 37% 16% 12% 6%</p> | 975 | 3.73 | - | -0.42 | - | 65% | - | | | | |
|--|-------------------------------|-----|------|---|-------|---|-----|---|--|--|--|--|
| Compared to 2019 (before the Pandemic), CU Boulder has changed for the better. ● | <p>5% 18% 31% 21% 15% 10%</p> | 771 | 3.47 | - | -0.55 | - | 54% | - | | | | |

Category Summary: Key Communications

Category Score

3.97

Max: 6.00

% Favorable

70%

Historical Benchmark +0.94

Internal Benchmark -0.28

External Benchmark -0.06

Percentile Rank

43

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| I am given reasons for major changes that occur in my department/division/college/school/institute. | ● | 13% | 32% | 29% | 11% | 10% | 6% | 961 | 4.09 | +1.65 | -0.15 | +0.53 | 73% | 72 |
|---|---|-----|-----|-----|-----|-----|----|-----|------|-------|-------|-------|-----|----|
| I understand the vision, strategic imperatives, and priorities of CU Boulder. | ● | 5% | 28% | 34% | 16% | 10% | 5% | 980 | 3.85 | +0.24 | -0.41 | -0.64 | 68% | 13 |

Category Summary: Pay & Benefits

Category Score

3.93

Max: 6.00

% Favorable

70%

Historical Benchmark

-

Internal Benchmark

-0.38

External Benchmark

-

Percentile Rank

-

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| The benefits offered by CU meet my current needs. | <p>13% 44% 25% 8% 7%</p> | 998 | 4.39 | - | -0.28 | - | 82% | - | | | | |
|--|-------------------------------|-----|------|---|-------|---|-----|---|--|--|--|--|
| CU Boulder is actively working to increase transparency and fairness on pay. | <p>5% 22% 32% 14% 14% 13%</p> | 974 | 3.48 | - | -0.46 | - | 58% | - | | | | |

Category Summary: Quality

Category Score

4.14

Max: 6.00

% Favorable

75%

Historical Benchmark +0.18

Internal Benchmark -0.27

External Benchmark -0.35

Percentile Rank

25

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

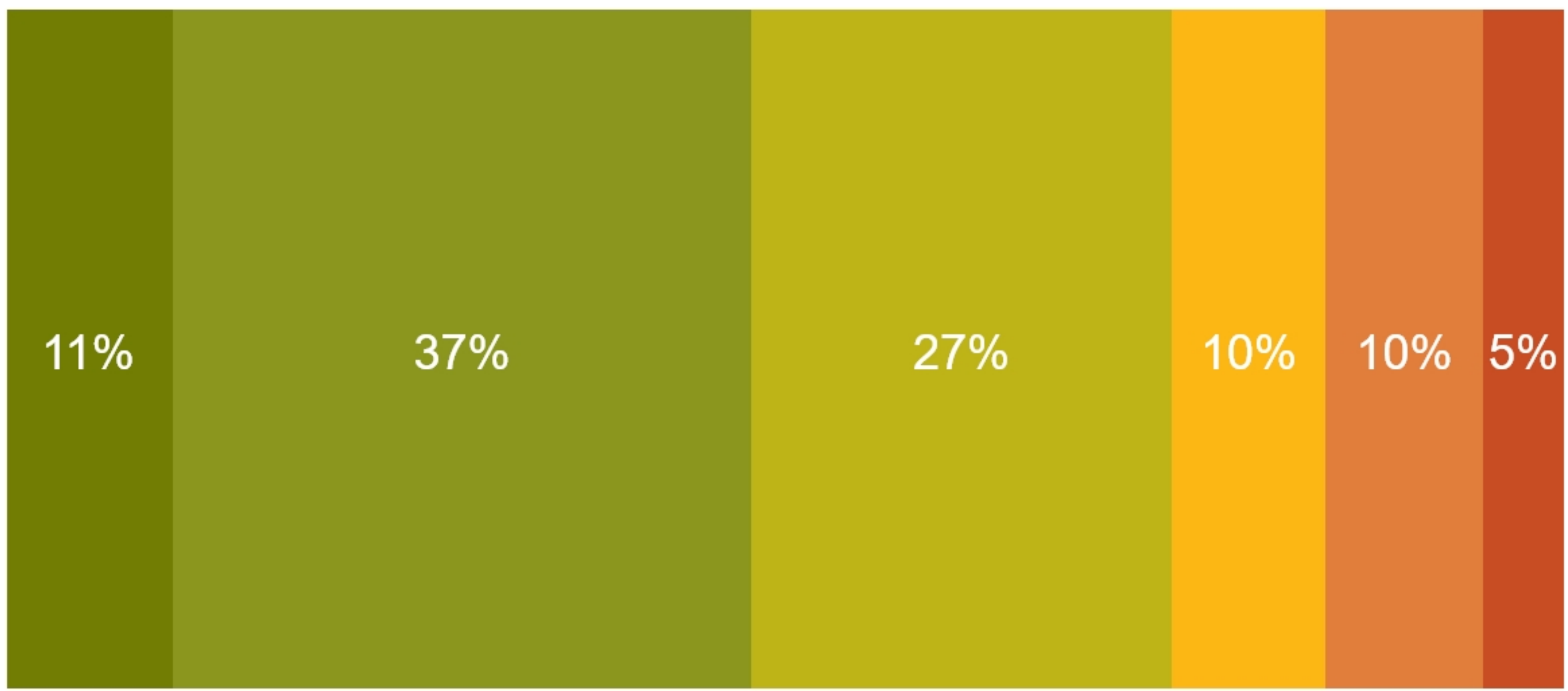
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I have the tools I need to be successful.



1,002

4.14

+0.18

-0.27

-0.35

75%

25

Category Summary: Retention

Category Score

3.00

Max: 6.00

% Favorable

40%

Historical Benchmark

-0.32

Internal Benchmark

-0.39

External Benchmark

-

Percentile Rank

-

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

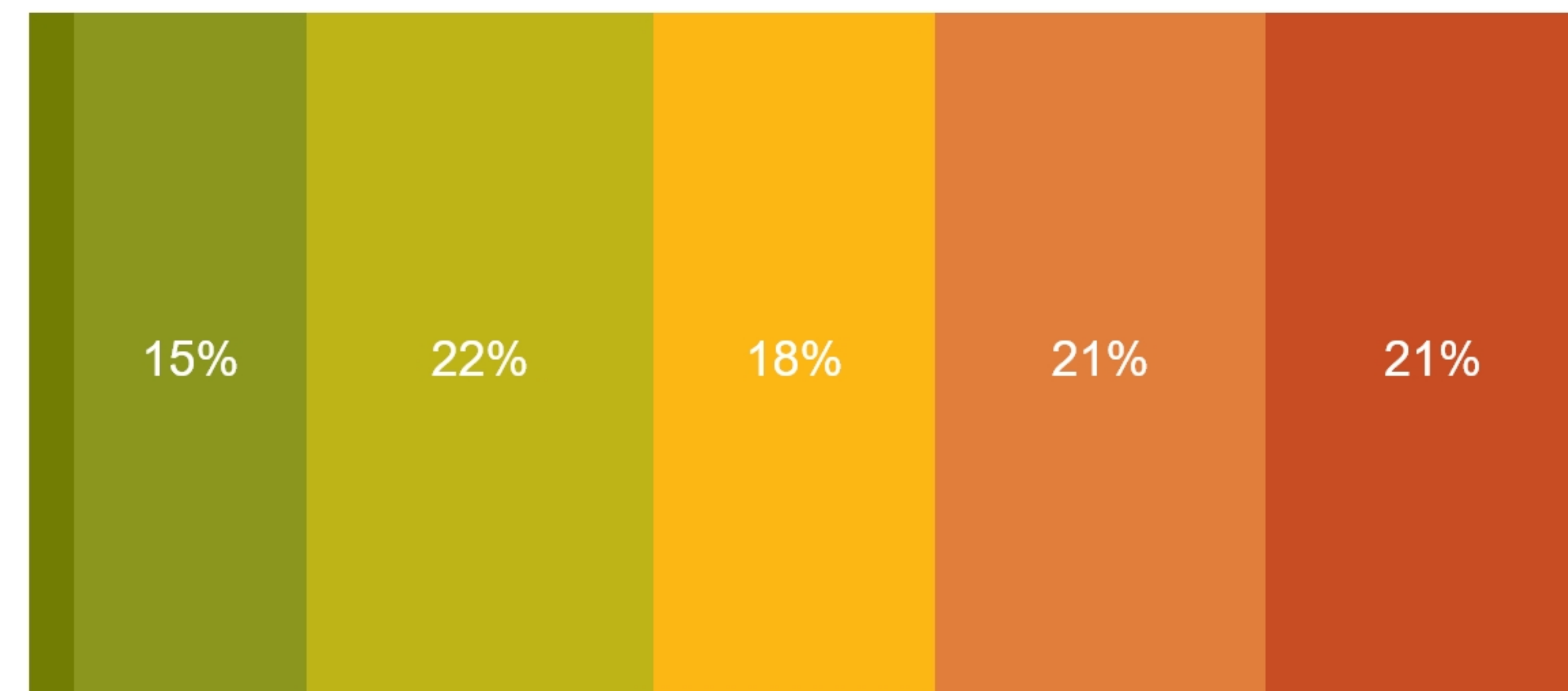
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

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



970

3.00

-0.32

-0.39

-

40%

-

Category Summary: Supervisor/Chair

Category Score

4.28

Max: 6.00

% Favorable

77%

Historical Benchmark -0.34

Internal Benchmark -0.21

External Benchmark -0.45

Percentile Rank

36

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| I value the relationship I have with my supervisor/department or division chair. | ● | 45% | 31% | 14% | | 1,005 | 5.02 | +0.19 | -0.08 | +0.05 | 90% | 100 | | |
|--|---|-----|-----|-----|-----|-------|------|-------|-------|-------|-------|-------|-----|----|
| My contributions are valued. | | 14% | 33% | 28% | 7% | 9% | 8% | 1,007 | 4.12 | -0.24 | -0.32 | - | 75% | - |
| I have opportunities to participate in decisions that affect my work. | | 12% | 34% | 29% | 11% | 9% | 6% | 995 | 4.13 | -0.35 | -0.21 | -0.30 | 75% | 18 |
| My accomplishments are recognized. | ● | 11% | 32% | 30% | 10% | 9% | 8% | 1,008 | 4.01 | -0.80 | -0.30 | -0.86 | 73% | 0 |
| My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder. | | 16% | 33% | 24% | 11% | 8% | 8% | 973 | 4.13 | - | -0.13 | -0.69 | 72% | 26 |

Category Summary: Teamwork

Category Score

4.48

Max: 6.00

% Favorable

85%

Historical Benchmark

-0.07

Internal Benchmark

-0.15

External Benchmark

-0.05

Percentile Rank

37

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

| I trust the people with whom I work. | ● | 31% | 41% | 18% | 5% | 1,008 | 4.86 | +0.33 | -0.04 | +0.19 | 90% | 60 |
|--|---|-----|-----|-----|-----|-------|------|-------|-------|-------|-----|----|
| Faculty and staff at CU Boulder treat each other with respect. | | 10% | 43% | 30% | 8% | 1,001 | 4.36 | -0.22 | -0.13 | -0.30 | 84% | 14 |
| Respectful treatment is the norm at CU Boulder. | | 9% | 40% | 31% | 10% | 997 | 4.21 | - | -0.30 | - | 79% | - |

Category Summary: Wellness/Burnout

Category Score

4.14

Max: 6.00

% Favorable

74%

Historical Benchmark +0.47

Internal Benchmark -0.34

External Benchmark +0.02

Percentile Rank

45

● Strengths ● Opportunities

Click on an item to create an action plan



Response Count Score Historical Benchmark Internal Benchmark External Benchmark % Favorable Percentile Rank

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Response Count | 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. | 14% | 34% | 24% | 12% | 9% 8% | 1,007 | 4.07 | +0.40 | -0.35 | -0.03 | 71% | 36 |
| I have access to wellness resources that provide the support I need. | 14% | 38% | 29% | 9% 7% | | 956 | 4.33 | - | -0.36 | - | 81% | - |
| My workload allows me to meet the expectations of my role. | 11% | 38% | 21% | 12% 9% 9% | | 1,007 | 4.01 | - | -0.31 | +0.06 | 70% | 53 |

(All Reports) Glen Krutz

Internal Benchmark: Overall Organization Total

External Benchmark: Overall

Filters: [Q17:L]: [Q17:O], [Q16:L]: [Q16:O]



Gallagher

Insurance | Risk Management | Consulting