

Overall Score

4.13

% Favorable Score

74%

Percentile Rank

21

Comparison to Overall Score



Strengths and Opportunities

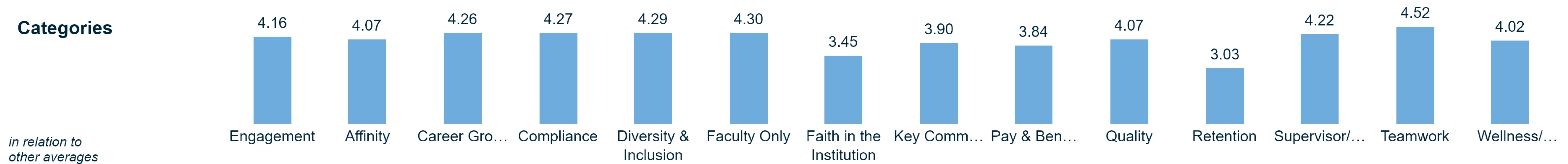
Strengths

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

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	-0.06	-0.07	+0.42	+0.21	-	-0.30	-	+0.98	-	+0.28	-0.29	-0.20	-0.05	+0.58
Internal Benchmark	-0.39	-0.52	-0.20	-0.29	-0.24	-0.11	-0.63	-0.35	-0.47	-0.34	-0.36	-0.27	-0.11	-0.46
External Benchmark	-0.56	-0.73	-0.28	-0.35	-0.64	-0.11	-	-0.13	-	-0.42	-	-0.51	0.00	-0.08

Category Summary: Engagement

Category Score

4.16

Max: 6.00

% Favorable

73%

Historical Benchmark -0.06

Internal Benchmark -0.39

External Benchmark -0.56

Percentile Rank

0

● Strengths ● Opportunities

Click on an item to create an action plan



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

Overall, I have been satisfied with my experiences at CU Boulder.	12% 38% 22% 10% 10% 7%	713	4.10	+0.05	-0.47	-0.35	72%	0
During the past six months, I have not seriously considered leaving CU Boulder for another job.	23% 21% 11% 8% 16% 20%	698	3.68	+0.01	-0.26	-0.45	56%	0
I would recommend employment at CU Boulder as a good place to work.	14% 37% 25% 10% 8% 7%	709	4.19	-0.01	-0.45	-0.44	76%	0
I feel a strong sense of belonging to CU Boulder.	10% 24% 30% 12% 12% 12%	706	3.73	-0.12	-0.51	-0.59	64%	0
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	31% 39% 16% 6% 5%	701	4.74	-0.19	-0.23	-0.54	85%	0
I am proud to work for CU Boulder.	16% 35% 27% 10% 7% 5%	705	4.28	-0.32	-0.53	-0.78	78%	0
I feel I am a part of CU Boulder's mission.	9% 31% 31% 13% 9% 6%	695	3.99	-	-0.48	-0.89	71%	0
My effort directly affects the success of CU Boulder.	20% 39% 26% 8%	704	4.56	-	-0.19	-0.43	86%	0

Category Summary: Affinity

Category Score

4.07

Max: 6.00

% Favorable

73%

Historical Benchmark

-0.07

Internal Benchmark

-0.52

External Benchmark

-0.73

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

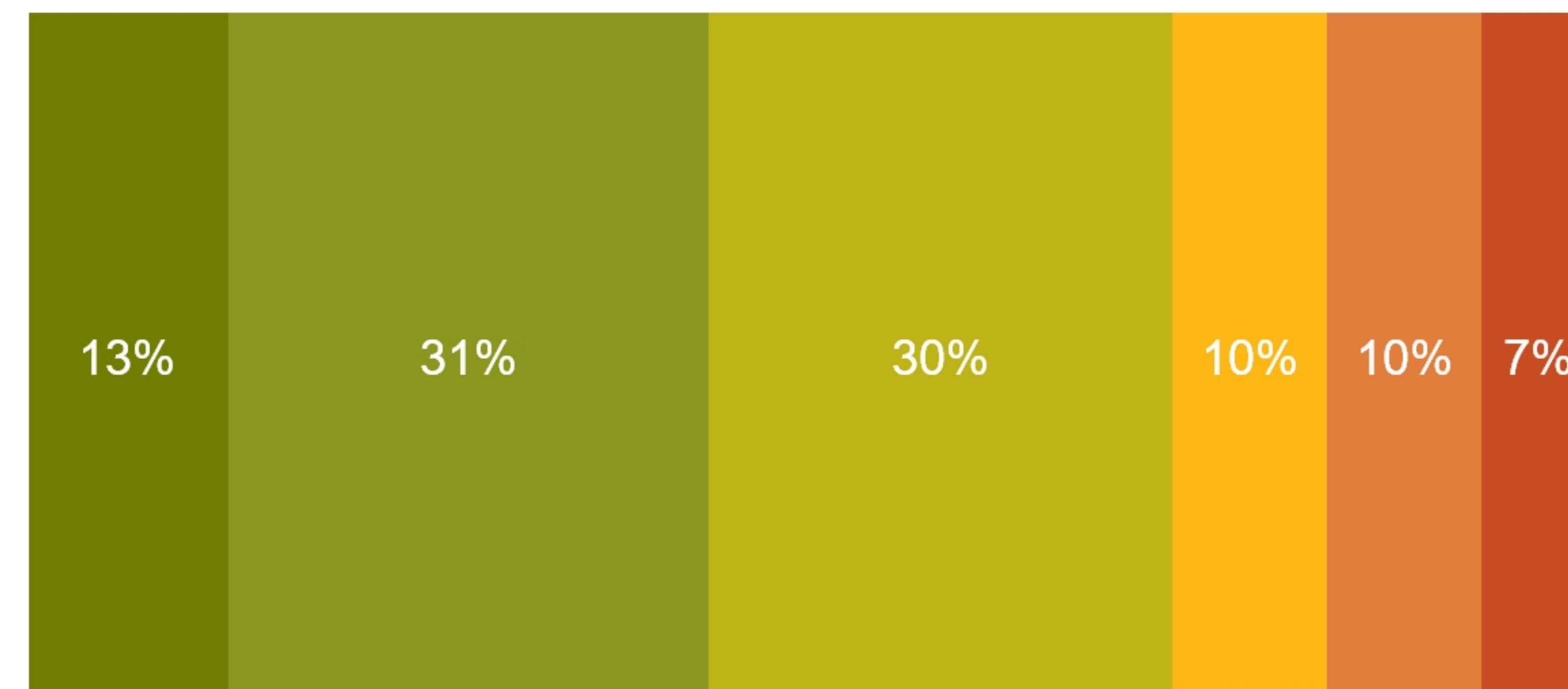
External Benchmark

% Favorable

Percentile Rank

I love working for the University of Colorado Boulder.

●



706

4.07

-0.07

-0.52

-0.73

73%

0

Category Summary: Career Growth

Category Score

4.26

Max: 6.00

% Favorable

78%

Historical Benchmark +0.42

Internal Benchmark -0.20

External Benchmark -0.28

Percentile Rank

17

● 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	
The orientation process used by my work unit prepares new employees to be successful.	11%	26%	31%	13%	11%	8%	590	3.91	+0.27	-0.25	-0.45	69%	6
I feel I can accomplish my career objectives at CU Boulder.	13%	36%	26%	10%	9%	6%	708	4.16	+0.12	-0.19	-	75%	-
I understand what I need to do be successful in my job. ●	26%	52%	17%				711	4.94	-	-0.02	-0.02	94%	41
CU Boulder has a work environment that allows me to grow and develop.	11%	34%	28%	12%	9%	7%	706	4.05	-	-0.35	-0.37	72%	5

Category Summary: Compliance

Category Score

4.27

Max: 6.00

% Favorable

78%

Historical Benchmark

+0.21

Internal Benchmark

-0.29

External Benchmark

-0.35

Percentile Rank

39

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

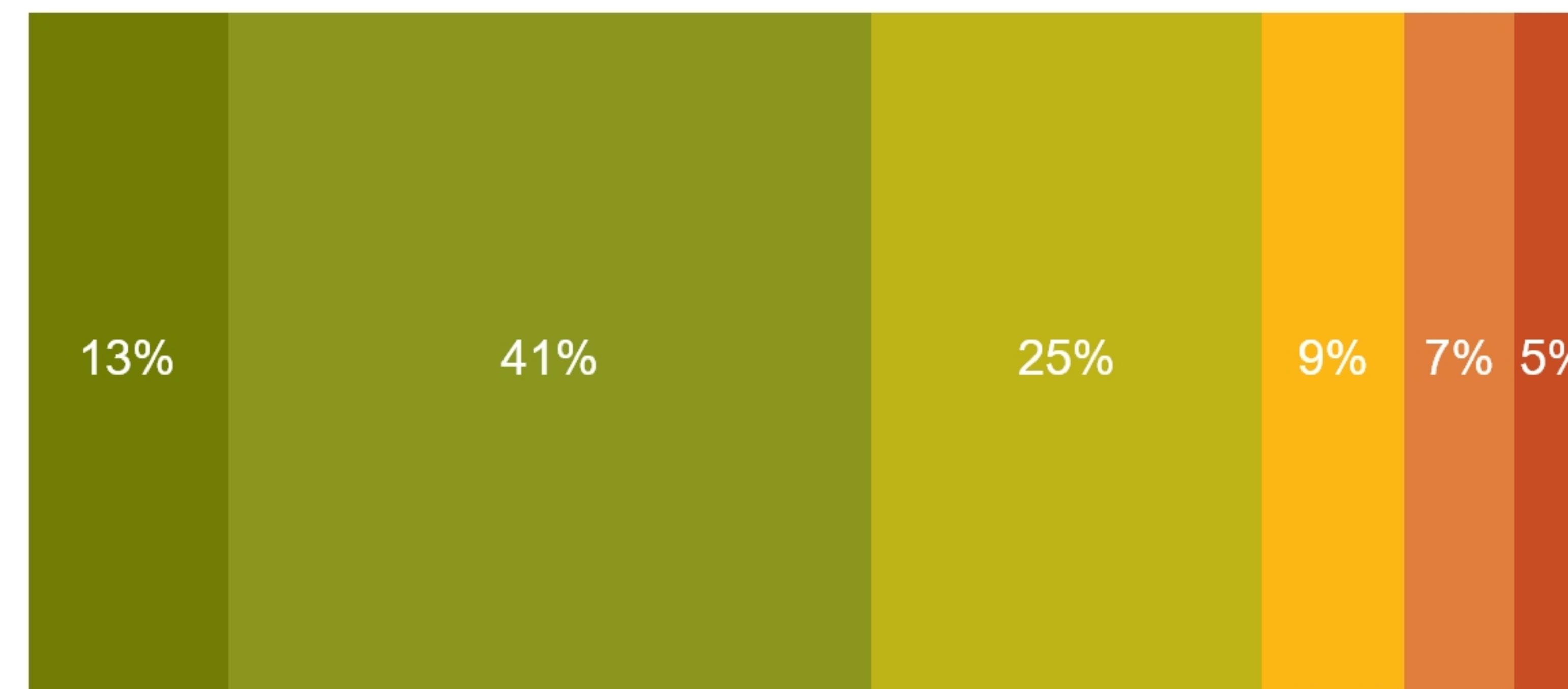
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

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



697

4.27

+0.21

-0.29

-0.35

78%

39

Category Summary: Diversity & Inclusion

Category Score

4.29

Max: 6.00

% Favorable

80%

Historical Benchmark

-

Internal Benchmark

-0.24

External Benchmark

-0.64

Percentile Rank

0

Strengths

Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

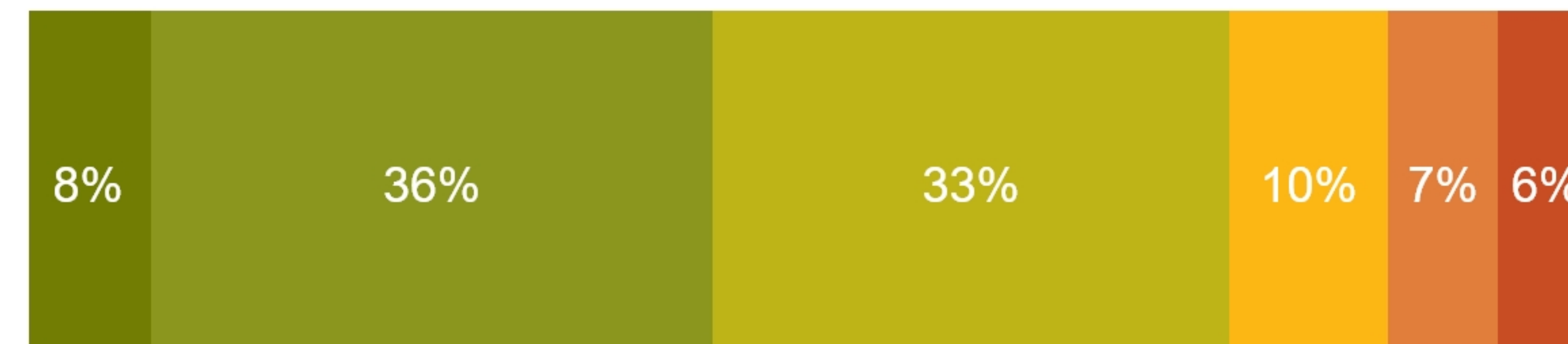
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

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



685

4.10

-

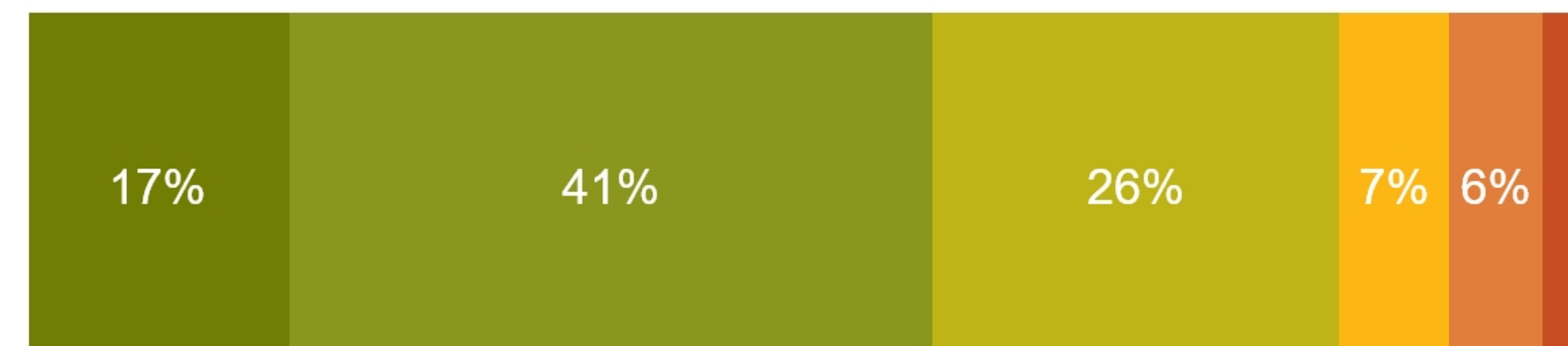
-0.30

-0.64

77%

0

I have opportunities to develop friendships at work.



703

4.48

-

-0.18

-

84%

-

Category Summary:

Faculty Only

Category Score

4.30

Max: 6.00

% Favorable

78%

Historical Benchmark -0.30

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%	-
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%	-
My Dean/Institute Director communicates effectively with faculty.	9%	29%	27%	16%	11%	638	3.86	-	-0.29	-0.26	66%	19
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

3.45

Max: 6.00

% Favorable

54%

Historical Benchmark

-

Internal Benchmark

-0.63

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>24% 35% 17% 13% 7%</p>	684	3.67	-	-0.48	-	63%	-				
Compared to 2019 (before the Pandemic), CU Boulder has changed for the better. ●	<p>13% 30% 25% 17% 12%</p>	547	3.23	-	-0.79	-	46%	-				

Category Summary: Key Communications

Category Score

3.90

Max: 6.00

% Favorable

68%

Historical Benchmark +0.98

Internal Benchmark -0.35

External Benchmark -0.13

Percentile Rank

42

● Strengths ● Opportunities

Click on an item to create an action plan



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

		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. ●		670	4.08	+1.64	-0.16	+0.52	73%	72
I understand the vision, strategic imperatives, and priorities of CU Boulder. ●		691	3.72	+0.31	-0.54	-0.77	63%	11

Category Summary: Pay & Benefits

Category Score

3.84

Max: 6.00

% Favorable

67%

Historical Benchmark

-

Internal Benchmark

-0.47

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>12% 41% 26% 9% 8%</p>	703	4.27	-	-0.40	-	79%	-				
CU Boulder is actively working to increase transparency and fairness on pay.	<p>20% 31% 16% 15% 14%</p>	679	3.40	-	-0.54	-	56%	-				

Category Summary: Quality

Category Score

4.07

Max: 6.00

% Favorable

72%

Historical Benchmark

+0.28

Internal Benchmark

-0.34

External Benchmark

-0.42

Percentile Rank

22

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

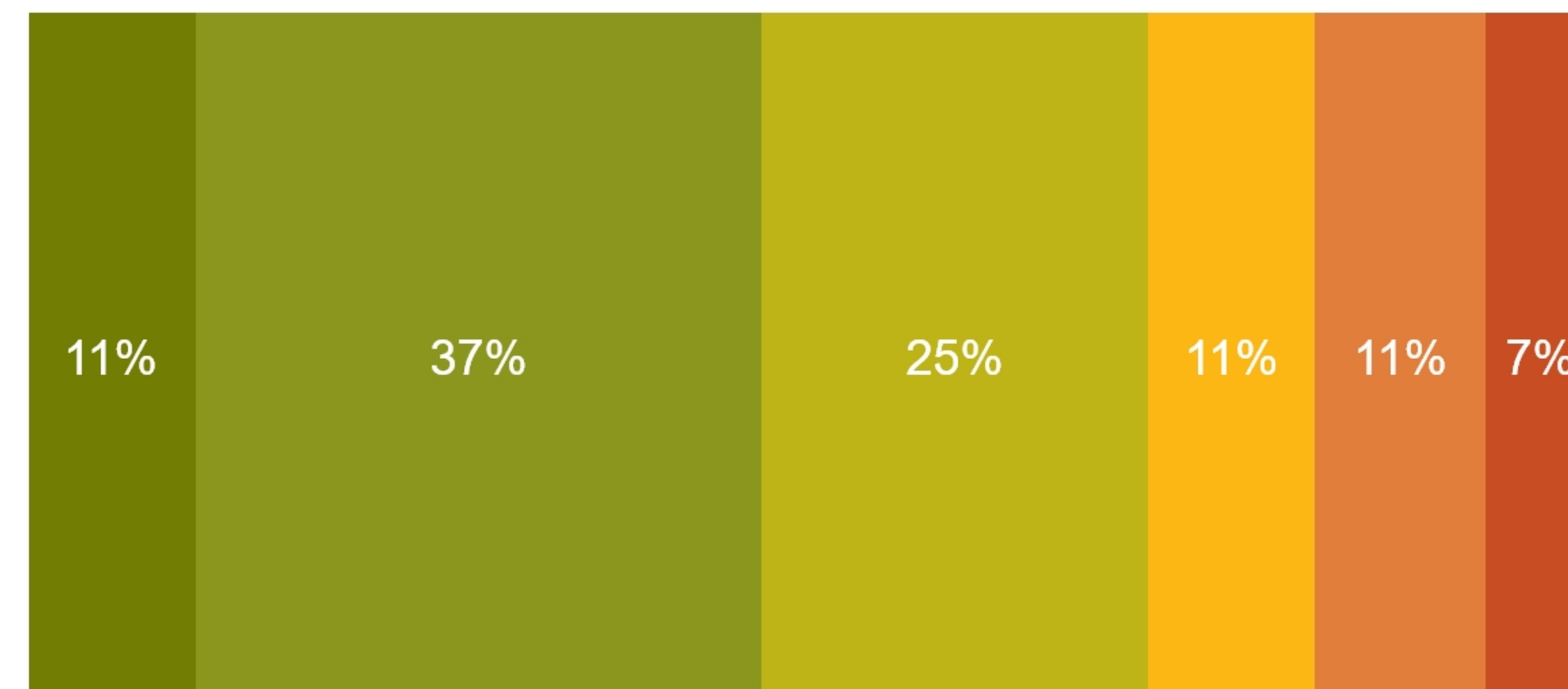
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I have the tools I need to be successful.



707

4.07

+0.28

-0.34

-0.42

72%

22

Category Summary: Retention

Category Score

3.03

Max: 6.00

% Favorable

42%

Historical Benchmark

-0.29

Internal Benchmark

-0.36

External Benchmark

-

Percentile Rank

-

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

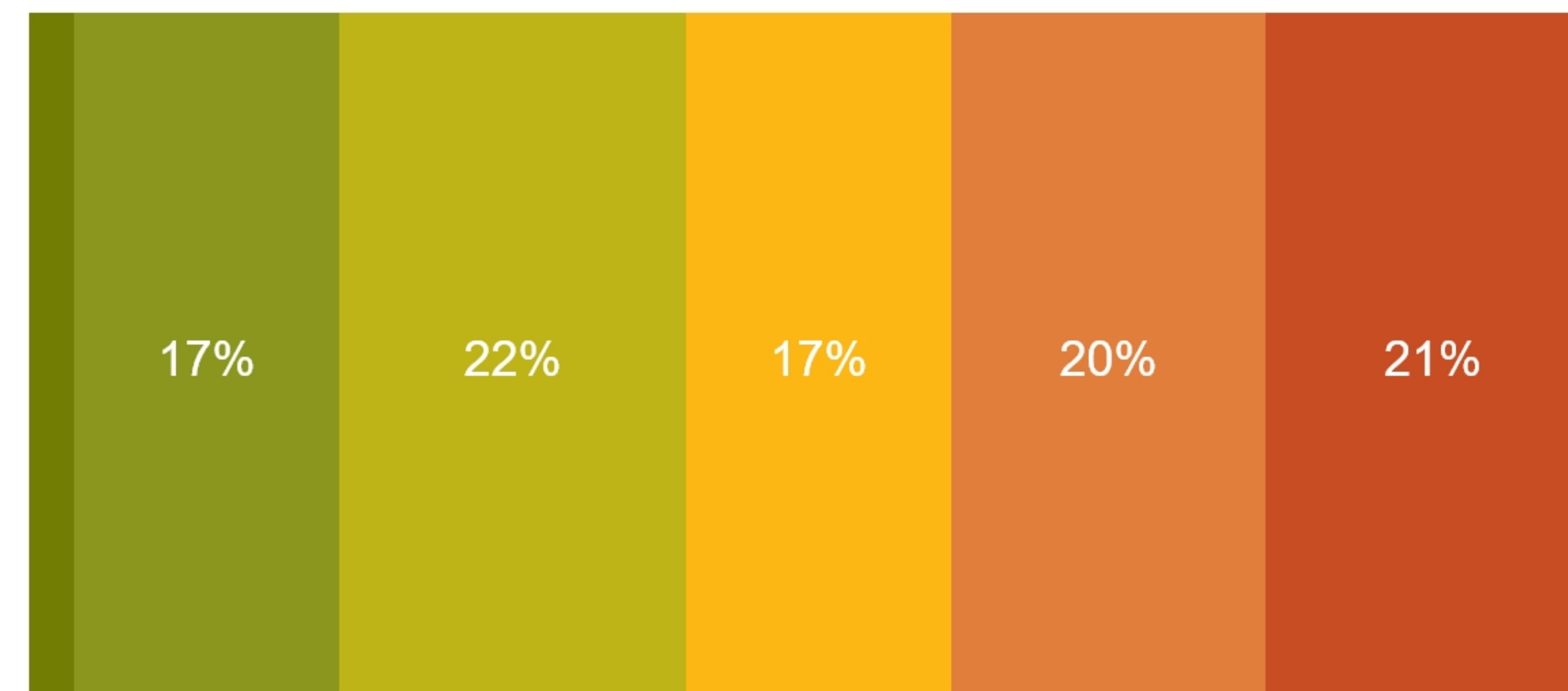
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

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



683

3.03

-0.29

-0.36

-

42%

-

Category Summary: Supervisor/Chair

Category Score

4.22

Max: 6.00

% Favorable

76%

Historical Benchmark -0.20

Internal Benchmark -0.27

External Benchmark -0.51

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

My contributions are valued.	13%	31%	28%	8%	11%	9%	712	4.01	-0.35	-0.43	-	72%	-
I have opportunities to participate in decisions that affect my work.	11%	35%	31%	10%	8%	6%	700	4.11	-0.37	-0.23	-0.32	76%	17
I value the relationship I have with my supervisor/department or division chair. ●	42%	32%	15%				710	4.97	-	-0.13	0.00	90%	100
My accomplishments are recognized. ●	10%	29%	32%	10%	10%	9%	713	3.91	-	-0.40	-0.96	71%	0
My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.	14%	33%	25%	11%	9%	8%	679	4.07	-	-0.19	-0.75	72%	23

Category Summary: Teamwork

Category Score

4.52

Max: 6.00

% Favorable

86%

Historical Benchmark -0.05

Internal Benchmark -0.11

External Benchmark 0.00

Percentile Rank

39

● 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.	●		713	4.84	+0.34	-0.06	+0.17	90%	58			
Faculty and staff at CU Boulder treat each other with respect.			706	4.50	-0.13	+0.01	-0.16	87%	20			
Respectful treatment is the norm at CU Boulder.			704	4.23	-	-0.28	-	80%	-			

Category Summary: Wellness/Burnout

Category Score

4.02

Max: 6.00

% Favorable

71%

Historical Benchmark

+0.58

Internal Benchmark

-0.46

External Benchmark

-0.08

Percentile Rank

40

● 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	
I am able to manage my personal and work life, including time to support my wellness.	12%	32%	24%	12%	12%	8%	712	3.95	+0.51	-0.47	-0.15	68%	30
I have access to wellness resources that provide the support I need.	11%	35%	31%	10%	9%		664	4.17	-	-0.52	-	77%	-
My workload allows me to meet the expectations of my role.	10%	36%	21%	12%	11%	10%	712	3.94	-	-0.38	-0.01	67%	49

(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