

Overall Score

4.29

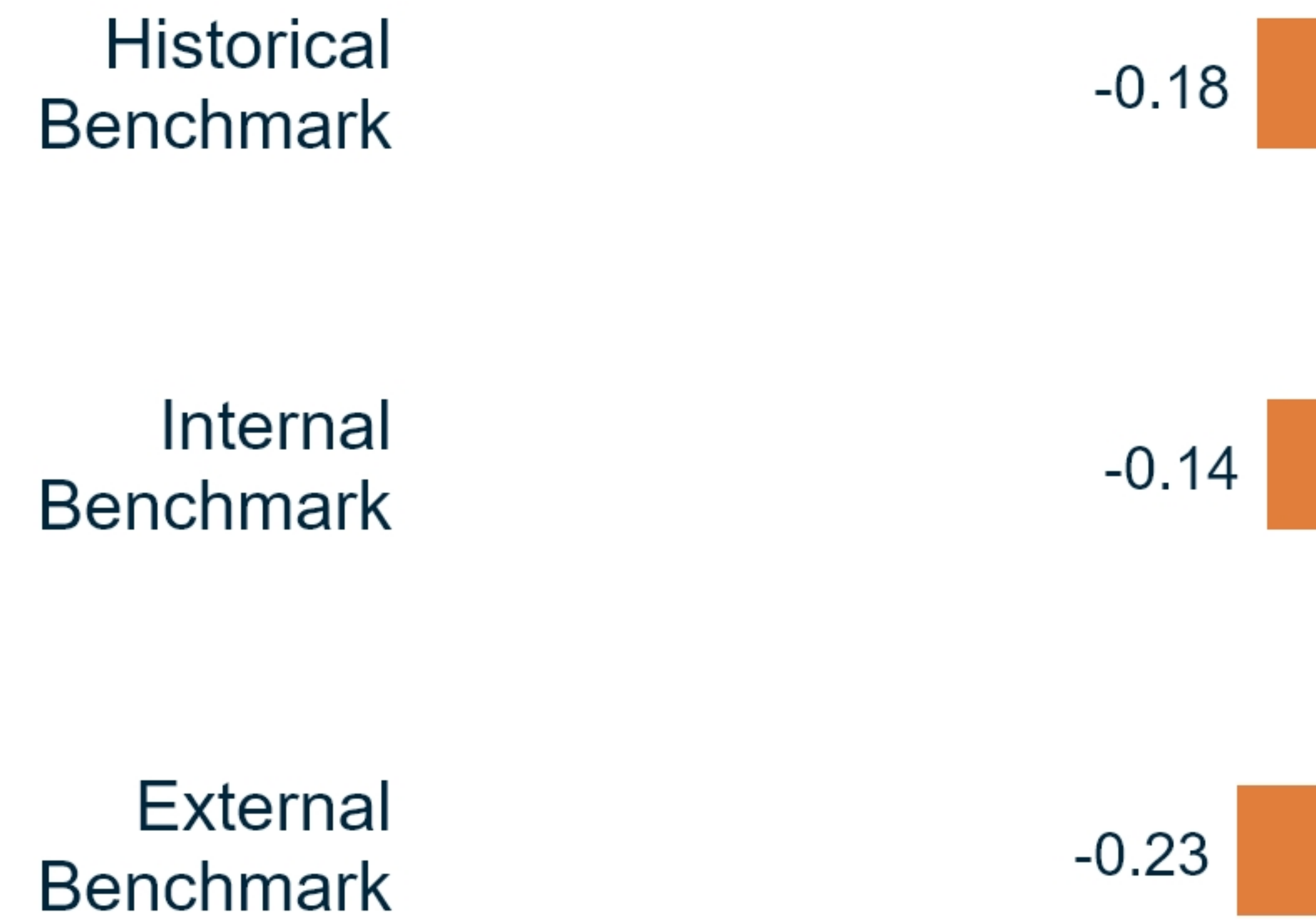
% Favorable Score

78%

Percentile Rank

25

Comparison to Overall Score



Strengths and Opportunities

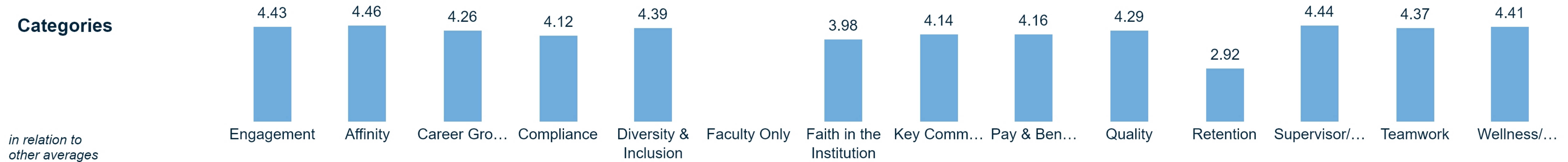
Strengths

- 1 I value the relationship I have with my supervisor/department or division chair.
- 2 I trust the people with whom I work.
- 3 I am given reasons for major changes that occur in my department/division/college/school/institute
- 4 I am able to manage my personal and work life, including time to support my wellness.
- 5 My workload allows me to meet the expectations of my role.

Opportunities

- 1 Faculty and staff at CU Boulder treat each other with respect.
- 2 CU Boulder has policies and practices to protect against and eliminate discrimination and harassment.
- 3 CU Boulder is making progress in diversity, equity, and inclusion work.
- 4 CU Boulder does a good job of retaining its most talented faculty and staff.
- 5 The orientation process used by my work unit prepares new employees to be successful.

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	-0.16	-0.18	0.00	-0.16	-0.35	-	-	+0.01	-	-0.09	-	-0.26	-0.14	+0.17
Internal Benchmark	-0.12	-0.13	-0.20	-0.44	-0.14	-	-0.10	-0.11	-0.15	-0.12	-0.47	-0.05	-0.26	-0.07
External Benchmark	-0.29	-0.34	-0.27	-0.50	-0.58	-	-	+0.11	-	-0.20	-	-0.32	-0.19	+0.25

Category Summary: Engagement

Category Score

4.43

Max: 6.00

% Favorable

81%

Historical Benchmark

-0.16

Internal Benchmark

-0.12

External Benchmark

-0.29

Percentile Rank

10

● 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.	16%	40%	24%	10%	6%	295	4.39	+0.17	-0.18	-0.06	80%	30	
My effort directly affects the success of CU Boulder.	22%	47%	21%	5%		293	4.71	+0.09	-0.04	-0.28	89%	0	
I would recommend employment at CU Boulder as a good place to work.	16%	38%	34%	6%		292	4.49	-0.15	-0.15	-0.14	88%	27	
I feel I am a part of CU Boulder's mission.	13%	42%	28%	7%	5%	293	4.38	-0.15	-0.09	-0.50	83%	0	
During the past six months, I have not seriously considered leaving CU Boulder for another job.	24%	25%	8%	12%	14%	18%	292	3.79	-0.21	-0.15	-0.34	57%	10
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	34%	35%	20%	6%		291	4.85	-0.27	-0.12	-0.43	89%	0	
I am proud to work for CU Boulder.	21%	44%	26%	6%		289	4.73	-0.28	-0.08	-0.33	91%	0	
I feel a strong sense of belonging to CU Boulder.	15%	29%	28%	15%	7%	6%	294	4.12	-	-0.12	-0.20	72%	14

Category Summary: Affinity

Category Score

4.46

Max: 6.00

% Favorable

83%

Historical Benchmark -0.18

Internal Benchmark -0.13

External Benchmark -0.34

Percentile Rank

11

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

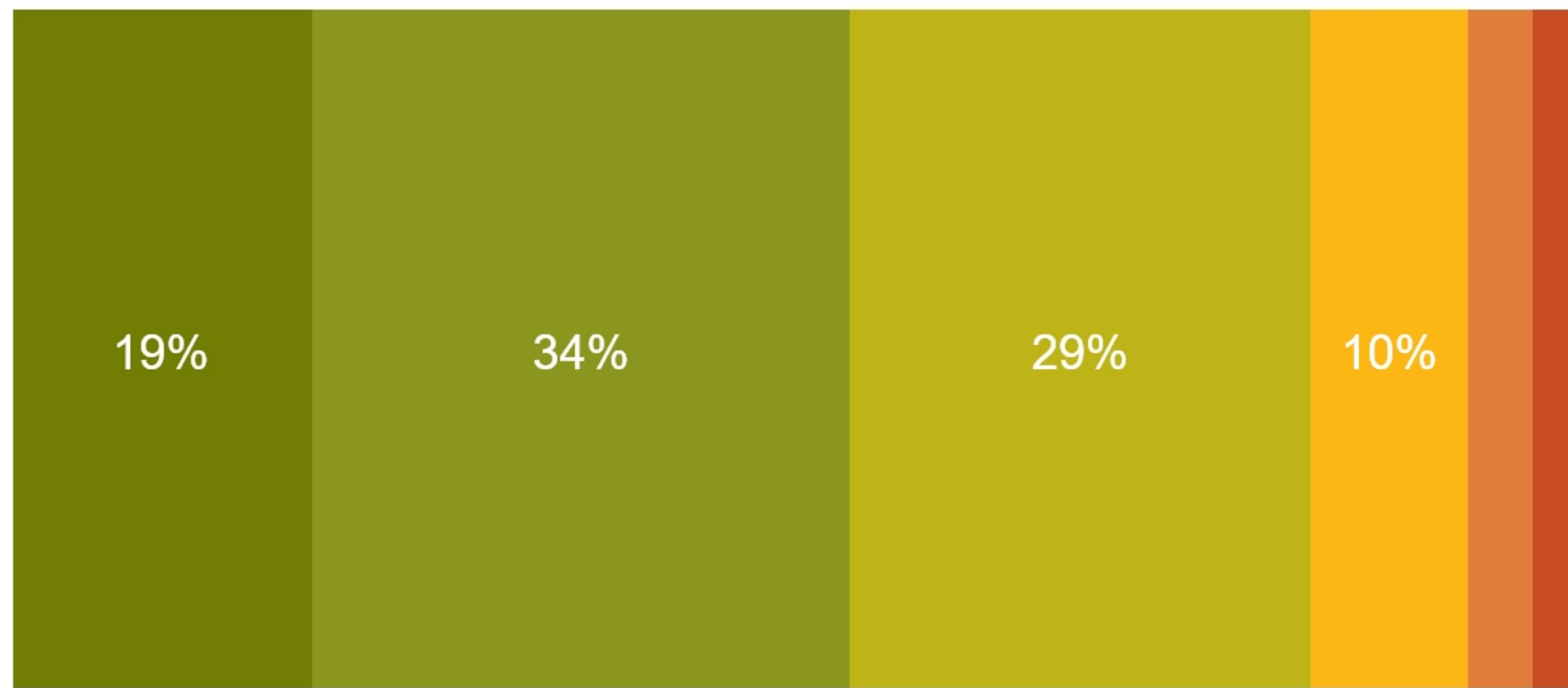
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I love working for the University of Colorado Boulder.



292

4.46

-0.18

-0.13

-0.34

83%

11

Category Summary: Career Growth

Category Score

4.26

Max: 6.00

% Favorable

78%

Historical Benchmark 0.00

Internal Benchmark -0.20

External Benchmark -0.27

Percentile Rank

15

● 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%	30%	26%	12%	12%	10%	286	3.88	+0.10	-0.28	-0.48	67%	5
I understand what I need to do be successful in my job.	24%	53%	17%				295	4.91	+0.05	-0.05	-0.05	94%	34
CU Boulder has a work environment that allows me to grow and develop.	10%	32%	36%	11%	7%		294	4.14	+0.01	-0.26	-0.28	78%	7
I feel I can accomplish my career objectives at CU Boulder.	8%	39%	28%	12%	9%		292	4.11	-	-0.24	-	74%	-

Category Summary: Compliance

Category Score

4.12

Max: 6.00

% Favorable

76%

Historical Benchmark

-0.16

Internal Benchmark

-0.44

External Benchmark

-0.50

Percentile Rank

18

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

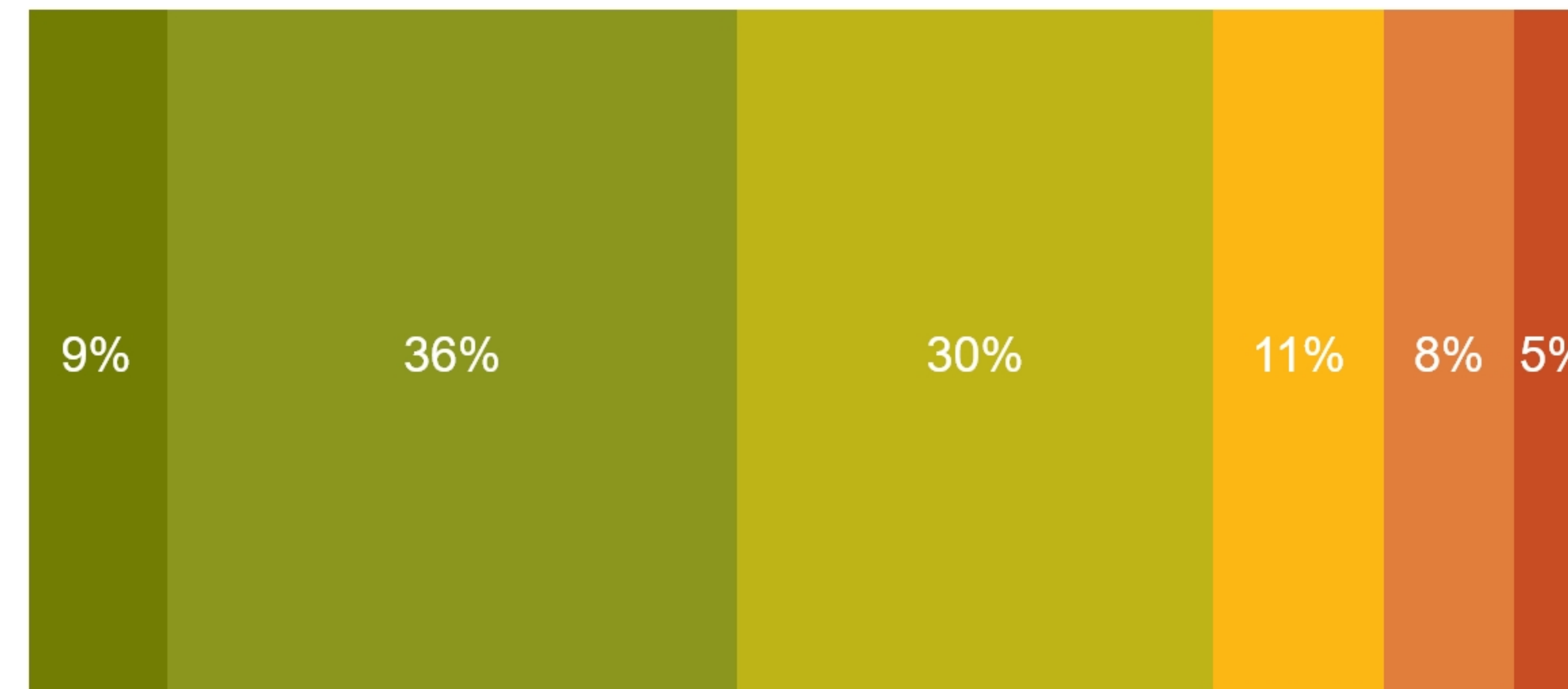
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

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



292

4.12

-0.16

-0.44

-0.50

76%

18

Category Summary: Diversity & Inclusion

Category Score

4.39

Max: 6.00

% Favorable

83%

Historical Benchmark

-0.35

Internal Benchmark

-0.14

External Benchmark

-0.58

Percentile Rank

0

Strengths

Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

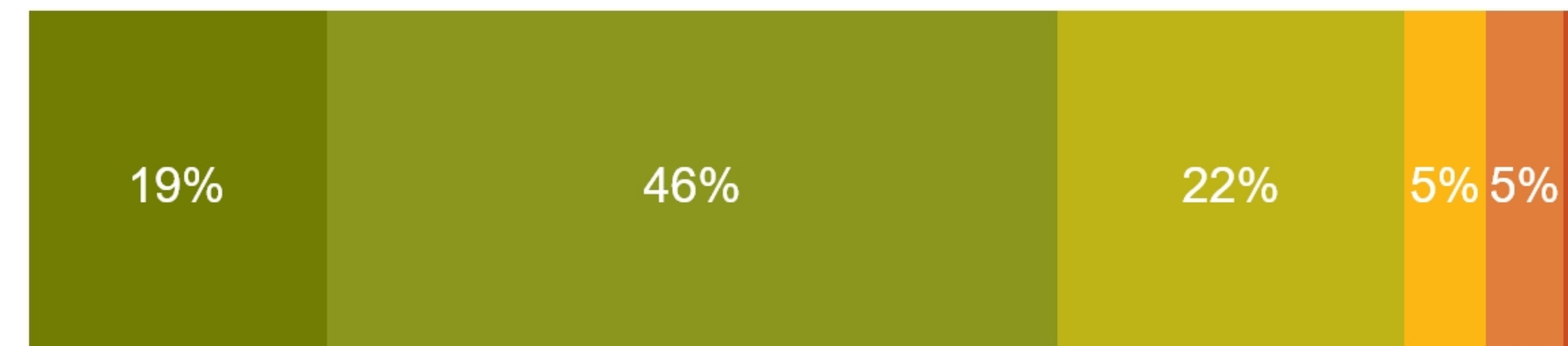
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I have opportunities to develop friendships at work.



291

4.61

-0.13

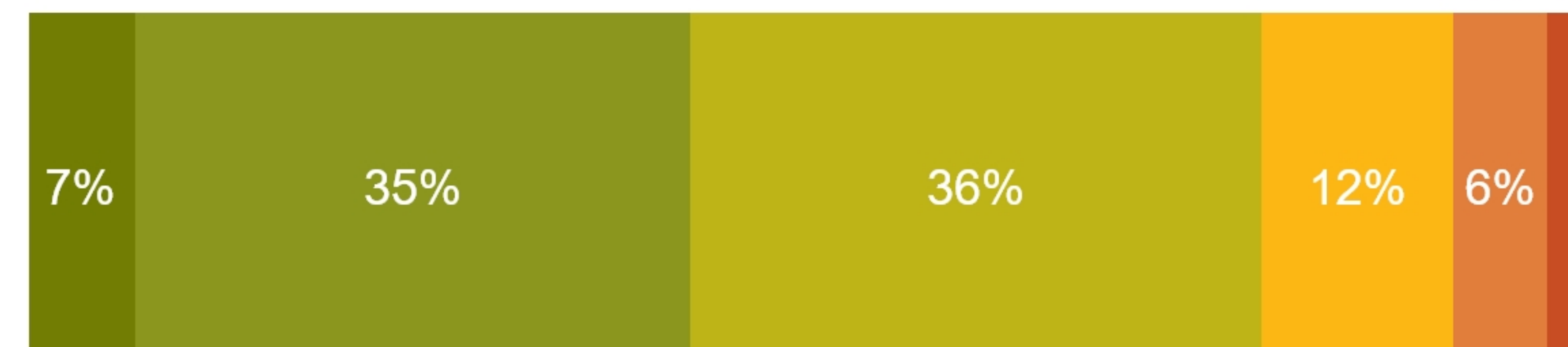
-0.05

-

87%

-

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



289

4.16

-

-0.24

-0.58

79%

0

Category Summary:

Faith in the Institution

Category Score

3.98

Max: 6.00

% Favorable

74%

Historical Benchmark

-

Internal Benchmark

-0.10

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.		291	3.89	-	-0.26	-	72%	-				
Compared to 2019 (before the Pandemic), CU Boulder has changed for the better.		224	4.07	-	+0.05	-	75%	-				

Category Summary: Key Communications

Category Score

4.14

Max: 6.00

% Favorable

77%

Historical Benchmark +0.01

Internal Benchmark -0.11

External Benchmark +0.11

Percentile Rank

45

● 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 understand the vision, strategic imperatives, and priorities of CU Boulder.	<p>6% 37% 37% 11% 6%</p>	289	4.18	+0.05	-0.08	-0.31	80%	18					
I am given reasons for major changes that occur in my department/division/college/school/institute.	<p>12% 34% 28% 10% 10% 6%</p>	291	4.10	-	-0.14	+0.54	74%	72					

Category Summary: Pay & Benefits

Category Score

4.16

Max: 6.00

% Favorable

77%

Historical Benchmark

-

Internal Benchmark

-0.15

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>16% 50% 23% 6%</p>	295	4.65	-	-0.02	-	89%	-				
CU Boulder is actively working to increase transparency and fairness on pay.	<p>7% 26% 32% 10% 14% 12%</p>	295	3.66	-	-0.28	-	64%	-				

Category Summary: Quality

Category Score

4.29

Max: 6.00

% Favorable

82%

Historical Benchmark

-0.09

Internal Benchmark

-0.12

External Benchmark

-0.20

Percentile Rank

31

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

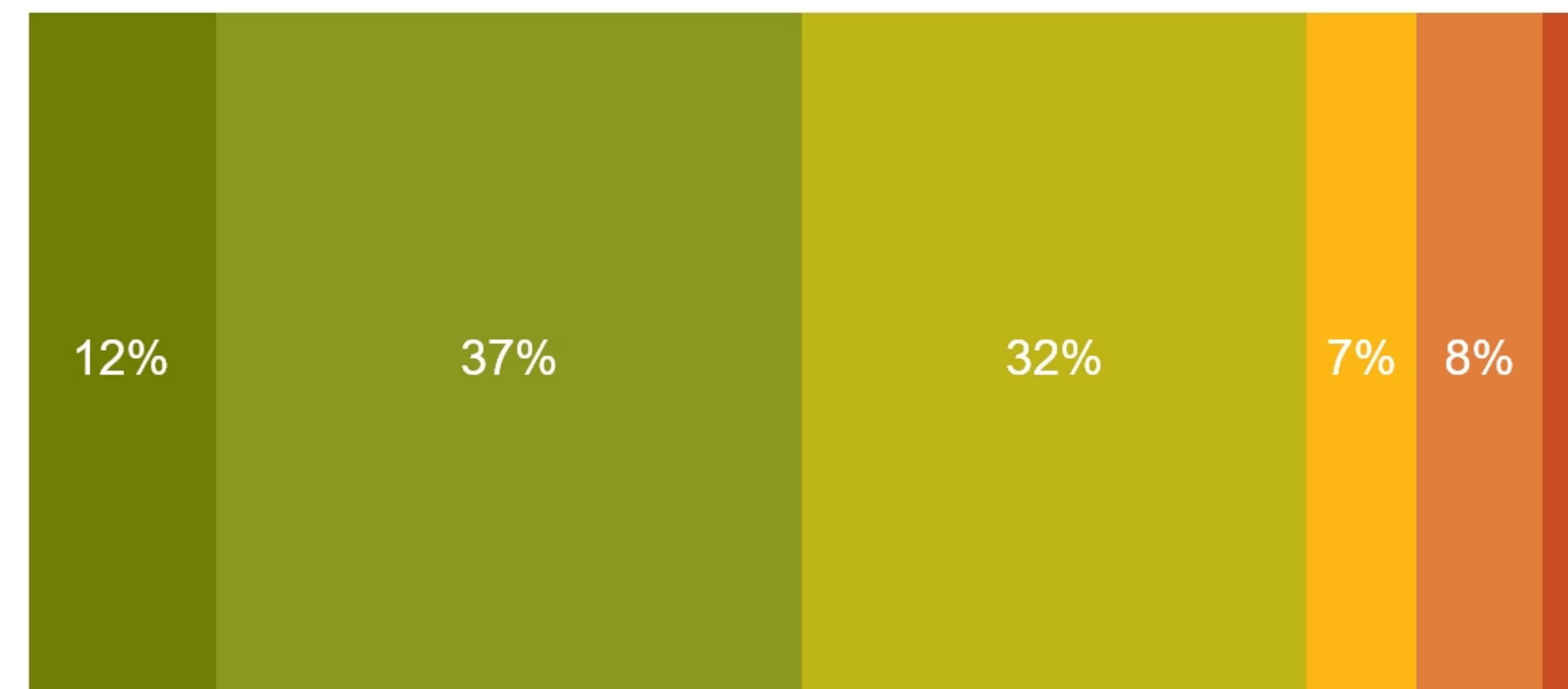
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I have the tools I need to be successful.



295

4.29

-0.09

-0.12

-0.20

82%

31

Category Summary: Retention

Category Score

2.92

Max: 6.00

% Favorable

37%

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

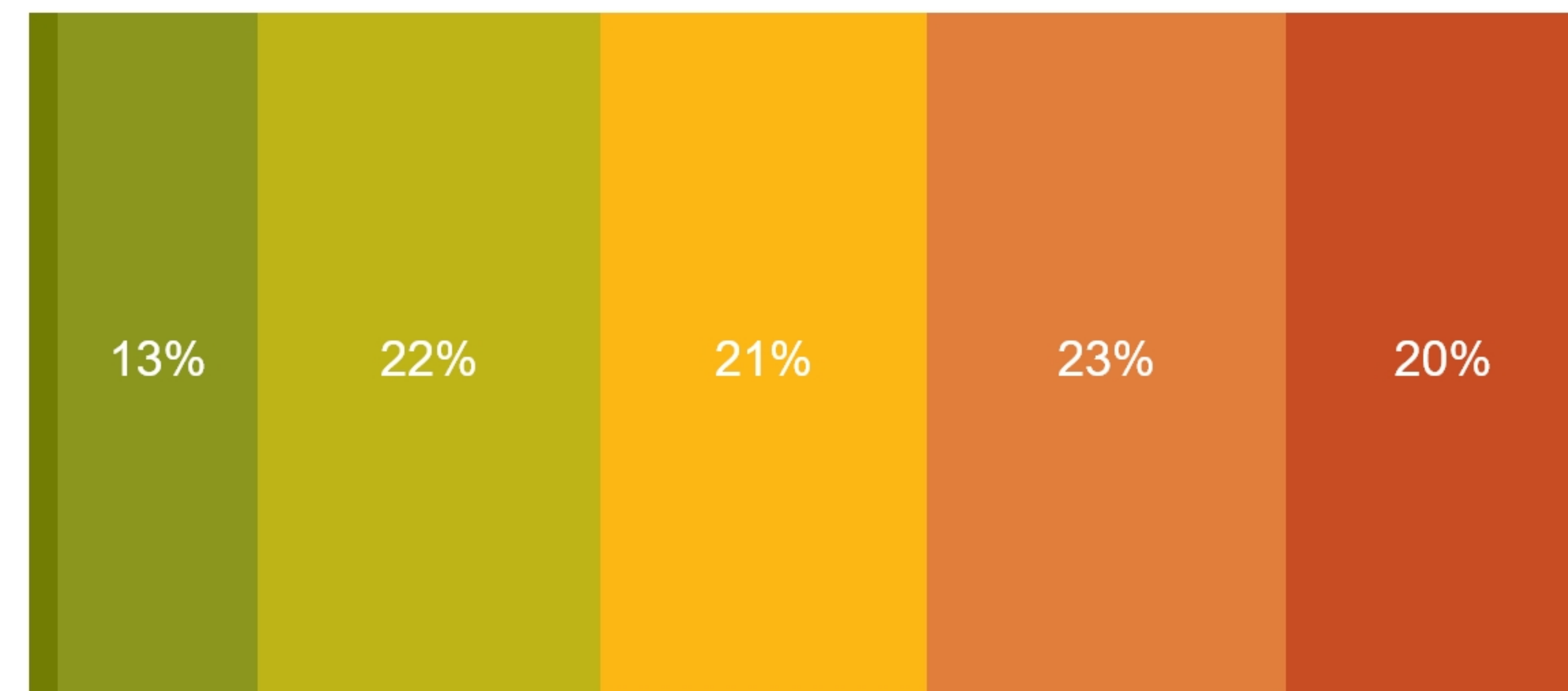
Internal
Benchmark

External
Benchmark

%
Favorable

Percentile
Rank

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



287

2.92

-

-0.47

-

37%

-

Category Summary: Supervisor/Chair

Category Score

4.44

Max: 6.00

% Favorable

80%

Historical Benchmark

-0.26

Internal Benchmark

-0.05

External Benchmark

-0.32

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

I value the relationship I have with my supervisor/department or division chair.	●	52%	28%	11%			295	5.14	+0.31	+0.04	+0.17	91%	100	
I have opportunities to participate in decisions that affect my work.		15%	33%	24%	12%	11%	5%	295	4.17	-0.30	-0.17	-0.26	73%	18
My accomplishments are recognized.		12%	39%	27%	12%	6%	5%	295	4.24	-0.57	-0.07	-0.63	78%	0
My contributions are valued.		17%	37%	27%	7%	5%	5%	295	4.38	-	-0.06	-	82%	-
My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.		21%	33%	20%	11%	6%	9%	294	4.27	-	+0.01	-0.55	74%	33

Category Summary: Teamwork

Category Score

4.37

Max: 6.00

% Favorable

82%

Historical Benchmark

-0.14

Internal Benchmark

-0.26

External Benchmark

-0.19

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 trust the people with whom I work.	●		295	4.90	+0.31	0.00	+0.23	92%	70			
Faculty and staff at CU Boulder treat each other with respect.	●		295	4.05	-0.39	-0.44	-0.61	75%	1			
Respectful treatment is the norm at CU Boulder.			293	4.15	-	-0.36	-	79%	-			

Category Summary: Wellness/Burnout

Category Score

4.41

Max: 6.00

% Favorable

81%

Historical Benchmark +0.17

Internal Benchmark -0.07

External Benchmark +0.25

Percentile Rank

60

● 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 able to manage my personal and work life, including time to support my wellness.	●		295	4.35	+0.11	-0.07	+0.25	78%	57			
I have access to wellness resources that provide the support I need.			292	4.69	-	0.00	-	89%	-			
My workload allows me to meet the expectations of my role.	●		295	4.20	-	-0.12	+0.25	75%	62			

(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