ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

Alignment

Score: 4.26
max: 6.00

National Percentile Rank
27th
max: 100

Compared to last survey: -0.11
Compared to national norm: -0.13
Compared to facility average: 0.00
Compared to system average: -0.14

% of Responses

FAVORABLE
21.5 29.4 24.2 9.9 8.8 6.1
UNFAVORABLE

Statement: I love the Boulder region.

Score: 5.18
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: -0.04
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: 0.00

% of Responses

FAVORABLE
50.5 30.4 11.7 3.6 1.9 1.9
UNFAVORABLE

Statement: Faculty members’ actions support CU Boulder’s vision and strategic imperatives.

Score: 4.25
max: 6.00

National Percentile Rank
79th
max: 100

Compared to last survey: -0.07
Compared to national norm: +0.29
Compared to facility average: 0.00
Compared to system average: -0.10

% of Responses

FAVORABLE
12.1 37.9 28.7 10.6 5.4 4.7
UNFAVORABLE
**Alignment**

Statement:  **I understand CU Boulder’s vision and strategic imperatives.**

<table>
<thead>
<tr>
<th>National Percentile Rank</th>
<th>Compared to last survey</th>
<th>Compared to national norm</th>
<th>Compared to facility average</th>
<th>Compared to system average</th>
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</thead>
<tbody>
<tr>
<td>1st</td>
<td>-0.14</td>
<td>-1.01</td>
<td>0.00</td>
<td>-0.24</td>
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</table>

Score: **3.45**  
max: 6.00

% of Responses:

FAVORABLE: 16.9, 11.7, 7.4, 6.2
UNFAVORABLE: 16.9, 11.7, 7.4, 6.2

---

Statement:  **I love working for CU Boulder.**

<table>
<thead>
<tr>
<th>National Percentile Rank</th>
<th>Compared to last survey</th>
<th>Compared to national norm</th>
<th>Compared to facility average</th>
<th>Compared to system average</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>-0.19</td>
<td>-0.59</td>
<td>0.00</td>
<td>-0.22</td>
</tr>
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</table>

Score: **4.16**  
max: 6.00

% of Responses:

FAVORABLE: 16.0, 27.9, 36, 11.7, 7.4, 6.2
UNFAVORABLE: 16.0, 27.9, 36, 11.7, 7.4, 6.2
ITEMS IN DEPTH
Responses to Item Statements

College Dean

Score: 3.87
max: 6.00

Compared to last survey: +0.10
Compared to national norm: -0.42
Compared to facility average: 0.00
Compared to system average: -0.24

Statement: The ldrsp. displayed by my Dean/Institute Director enhances UCB’s competitiveness.
Respondents: 443

Score: 4.00
max: 6.00

Compared to last survey: +0.15
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.21

Statement: My Dean/Institute Director is accessible to the faculty.
Respondents: 435

Score: 4.10
max: 6.00

Compared to last survey: +0.10
Compared to national norm: -0.62
Compared to facility average: 0.00
Compared to system average: -0.23

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH
Responses to Item Statements

College Dean

Statement: My Dean/Institute Director is responsive to feedback from the faculty. Respondents: 420

Score: 3.97
max: 6.00

Compared to last survey: +0.12
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.21

% of Responses

FAVORABLE
UNFAVORABLE

13.3 26.7 27.1 10 10.7 6.2

Statement: The Dean/Institute Director shares key reasons why decisions are made to faculty. Respondents: 443

Score: 3.53
max: 6.00

Compared to last survey: +0.01
Compared to national norm: -0.03
Compared to facility average: 0.00
Compared to system average: -0.31

% of Responses

FAVORABLE
UNFAVORABLE

6.8 22.6 28 14.7 15.0 12.4

Statement: My Dean/Institute Director has a good understanding of the key issues in my unit. Respondents: 438

Score: 3.84
max: 6.00

Compared to last survey: +0.11
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.23

% of Responses

FAVORABLE
UNFAVORABLE

10 31.3 22.8 13 14.2 8.7

Strength
Needs Attention
Key Driver
**College Dean**

Statement: *My Dean/Institute Director communicates effectively with the faculty.*

Score: **3.80**

National Percentile Rank: 1st

% of Responses:
- Favorable: 12.1%
- Unfavorable: 9.8%

Compared to last survey: **+0.13**
Compared to national norm: **-0.80**
Compared to facility average: **0.00**
Compared to system average: **-0.25**
**Compensation and Rewards**

Score: **3.52**  
max: 6.00

**National Percentile Rank**  
1st  
max: 100

Compared to last survey: **-0.11**  
Compared to national norm: **-1.11**  
Compared to facility average: **0.00**  
Compared to system average: **-0.33**

**% of Responses**

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>36%</td>
<td>64%</td>
</tr>
</tbody>
</table>

**Statement:** Considering higher education settings, I feel my pay is competitive.  
Respondents: 466

Score: **2.88**  
max: 6.00

**National Percentile Rank**  
N/A  
max: 100

Compared to last survey: **-0.15**  
Compared to national norm: **N/A**  
Compared to facility average: **0.00**  
Compared to system average: **-0.43**

**% of Responses**

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>53%</td>
<td>47%</td>
</tr>
</tbody>
</table>

**Statement:** Considering higher education settings, I feel my benefits are competitive.  
Respondents: 460

Score: **4.15**  
max: 6.00

**National Percentile Rank**  
1st  
max: 100

Compared to last survey: **-0.08**  
Compared to national norm: **-0.48**  
Compared to facility average: **0.00**  
Compared to system average: **-0.24**

**% of Responses**

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
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</thead>
<tbody>
<tr>
<td>70%</td>
<td>30%</td>
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</table>
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

Department Collaboration

Score: 4.49
max: 6.00

% of Responses

FAVORABLE: 24.4, 34.2, 22.5, 7.6, 6, 4.8
UNFAVORABLE: 13.6, 8.1, 9.6, 8.8

National Percentile Rank 81st
max: 100

Compared to last survey: -0.05
Compared to national norm: +0.18
Compared to facility average: 0.00
Compared to system average: -0.05

Statement: Faculty in my academic unit treat each other with respect.
Respondents: 472

Score: 4.57
max: 6.00

% of Responses

FAVORABLE: 30.1, 32.6, 18.2, 8.5, 4.9, 5.7
UNFAVORABLE: 19.9, 6.5, 9.8, 8.5

National Percentile Rank 84th
max: 100

Compared to last survey: -0.10
Compared to national norm: +0.15
Compared to facility average: 0.00
Compared to system average: -0.06

Statement: I trust other faculty members in my academic unit.
Respondents: 465

Score: 4.50
max: 6.00

% of Responses

FAVORABLE: 29.5, 29.2, 21.3, 6.7, 8.4, 4.9
UNFAVORABLE: 70.5, 70.8, 78.7, 93.3

National Percentile Rank 85th
max: 100

Compared to last survey: -0.10
Compared to national norm: +0.23
Compared to facility average: 0.00
Compared to system average: -0.08

Strength Needs Attention Key Driver
### Department Collaboration

**Statement:** Faculty and staff have a mutual respect for one another and work well together.

- **Score:** 4.59
- **National Percentile Rank:** 98th
- **Compared to last survey:** 0.00
- **Compared to national norm:** +0.32
- **Compared to facility average:** 0.00
- **Compared to system average:** +0.01

**% of Responses**

<table>
<thead>
<tr>
<th>% of Responses</th>
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<th>UNFAVORABLE</th>
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<td>40</td>
<td>42.9</td>
<td>7.5</td>
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<td>30</td>
<td>3.8</td>
<td>7.5</td>
</tr>
<tr>
<td>20</td>
<td>3.2</td>
<td>7.5</td>
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</tbody>
</table>

**Statement:** Faculty members in my academic unit communicate well with one another.

- **Score:** 4.31
- **National Percentile Rank:** 57th
- **Compared to last survey:** 0.00
- **Compared to national norm:** +0.03
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.04

**% of Responses**

<table>
<thead>
<tr>
<th>% of Responses</th>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
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<tr>
<td>20</td>
<td>7</td>
<td>5.2</td>
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</tbody>
</table>
ITEMS IN DEPTH
Responses to Item Statements

Department Leadership

Score: 4.60
max: 6.00

National Percentile Rank

Compared to last survey: 0.00
Compared to national norm: +0.62
Compared to facility average: 0.00
Compared to system average: -0.01

100%
50%
% of Responses

FAVORABLE
UNFAVORABLE

33.9 30.2 16.9 6.3 6.4 6.4

Statement: My academic unit chair/director involves me in decisions that affect my work.
Respondents: 457

Score: 4.48
max: 6.00

National Percentile Rank

Compared to last survey: +0.02
Compared to national norm: +0.50
Compared to facility average: 0.00
Compared to system average: +0.03

100%
50%
% of Responses

FAVORABLE
UNFAVORABLE

32.2 29.1 14 7.7 7.4 7.7

Statement: My academic unit chair/director is responsive when I raise an issue.
Respondents: 440

Score: 4.73
max: 6.00

National Percentile Rank

Compared to last survey: +0.04
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.02

100%
50%
% of Responses

FAVORABLE
UNFAVORABLE

38 29.1 16.8 5.9 4.5 5.7
Department Leadership

Statement: My academic unit chair/director supports me in achieving my academic goals.

Respondents: 447

Score: 4.59
max: 6.00

Compared to last survey: -0.05
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.04

% of Responses

FAVORABLE

100%

31.5 32.4 17.9 5.1 7.2 5.8

UNFAVORABLE

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Engagement

Score: **4.21**
max: 6.00

Compared to last survey: **-0.15**
Compared to national norm: **-0.34**
Compared to facility average: **0.00**
Compared to system average: **-0.18**

National Percentile Rank
8th
max: 100

% of Responses
FAVORABLE
UNFAVORABLE

Statement: Overall, I have been satisfied with my experiences at CU Boulder.
Respondents: 473

Score: **4.05**
max: 6.00

Compared to last survey: **-0.24**
Compared to national norm: **-0.46**
Compared to facility average: **0.00**
Compared to system average: **-0.32**

National Percentile Rank
1st
max: 100

% of Responses
FAVORABLE
UNFAVORABLE

Statement: I am proud to be associated with CU Boulder.
Respondents: 470

Score: **4.63**
max: 6.00

Compared to last survey: **-0.18**
Compared to national norm: **-0.24**
Compared to facility average: **0.00**
Compared to system average: **-0.20**

National Percentile Rank
1st
max: 100

% of Responses
FAVORABLE
UNFAVORABLE
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

Engagement

Statement: I feel a strong sense of belonging to CU Boulder.
Respondents: 471

Score: 3.87
max: 6.00

% of Responses

National Percentile Rank
1st
max: 100

Compared to last survey: -0.14
Compared to national norm: -0.33
Compared to facility average: 0.00
Compared to system average: -0.16

Statement: I am willing to put in effort, beyond what is expected, to help CU Boulder be successful.
Respondents: 465

Score: 4.98
max: 6.00

% of Responses

National Percentile Rank
1st
max: 100

Compared to last survey: -0.01
Compared to national norm: -0.32
Compared to facility average: 0.00
Compared to system average: +0.04

Statement: I would recommend CU Boulder as a good place to work.
Respondents: 471

Score: 4.26
max: 6.00

% of Responses

National Percentile Rank
45th
max: 100

Compared to last survey: -0.22
Compared to national norm: -0.02
Compared to facility average: 0.00
Compared to system average: -0.24

Strength
Needs Attention
Key Driver
**ITEMS IN DEPTH**

**Responses to Item Statements**

**Report Title:** A&S 2020 Faculty Detailed Report  
**Date of Survey:** March, 2020

**Engagement**

**Statement:** I have not seriously considered leaving CU Boulder for another position.  
**Respondents:** 460

<table>
<thead>
<tr>
<th>Score</th>
<th>National Percentile Rank</th>
<th>Compared to last survey</th>
<th>Compared to national norm</th>
<th>Compared to facility average</th>
<th>Compared to system average</th>
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<td>3.70 max: 6.00</td>
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<td>-0.07</td>
<td>-0.46</td>
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<td>-0.13</td>
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</table>

**% of Responses**

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
</tr>
</thead>
<tbody>
<tr>
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<td>24.8</td>
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<td>8.5</td>
</tr>
<tr>
<td>16.1</td>
<td>20</td>
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</table>

**Statement:** CU Boulder helps keep me passionate about my career in higher education.  
**Respondents:** 463

<table>
<thead>
<tr>
<th>Score</th>
<th>National Percentile Rank</th>
<th>Compared to last survey</th>
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**% of Responses**

<table>
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<td>17.3</td>
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<tr>
<td>14.5</td>
<td>10.3</td>
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</table>

**Statement:** My association with CU Boulder has enriched my career.  
**Respondents:** 470

<table>
<thead>
<tr>
<th>Score</th>
<th>National Percentile Rank</th>
<th>Compared to last survey</th>
<th>Compared to national norm</th>
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**% of Responses**

<table>
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<th>UNFAVORABLE</th>
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<tr>
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<tr>
<td>3</td>
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</table>
**Executive Leadership**

**Statement:** The exec. leadership at CU Boulder does a good job of prioritizing initiatives.

*Score:* 3.02

*National Percentile Rank:* 1st

*Compared to last survey:* -0.55
*Compared to national norm:* -0.98
*Compared to facility average:* 0.00
*Compared to system average:* -0.51

**Statement:** The executive leadership is responsive to feedback from the faculty.

*Score:* 2.74

*National Percentile Rank:* 1st

*Compared to last survey:* -0.55
*Compared to national norm:* -0.73
*Compared to facility average:* 0.00
*Compared to system average:* -0.48

**ITEMS IN DEPTH**

Responses to Item Statements
EXECUTIVE LEADERSHIP

Statement: The leadership by the executive leadership enhances CU Boulder’s competitiveness.

Score: 2.87
max: 6.00

National Percentile Rank
1st
max: 100

Compared to last survey: -0.61
Compared to national norm: -0.74
Compared to facility average: 0.00
Compared to system average: -0.44

% of Responses

FAVORABLE
UNFAVORABLE

Statement: The executive leadership at CU Boulder is accessible to faculty members.

Score: 2.42
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: -0.60
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.42

% of Responses

FAVORABLE
UNFAVORABLE

Statement: The executive leadership shares the reasons why key decisions are made with faculty.

Score: 2.43
max: 6.00

National Percentile Rank
1st
max: 100

Compared to last survey: -0.58
Compared to national norm: -0.95
Compared to facility average: 0.00
Compared to system average: -0.51

% of Responses

FAVORABLE
UNFAVORABLE

Strength
Needs Attention
Key Driver
## Executive Leadership

**Statement:** The executive leadership at CU Boulder communicates effectively with faculty members.  

<table>
<thead>
<tr>
<th>National Percentile Rank</th>
<th>Score</th>
<th>Compared to last survey</th>
<th>Compared to national norm</th>
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<td>-0.61</td>
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<td>-0.54</td>
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**% of Responses**

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<th>14.9</th>
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<tr>
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</table>

**Key Driver:** Needs Attention
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

Growth

**Score:** 3.88  
**max:** 6.00

National Percentile Rank
8th
max: 100

Compared to last survey: -0.15
Compared to national norm: -0.34
Compared to facility average: 0.00
Compared to system average: -0.10

100%
% of Responses

FAVORABLE
UNFAVORABLE

12.4 29.1 23.8 12.4 12 10.3

Statement: *I feel I can accomplish my career objectives at CU Boulder.*
Respondents: 470

**Score:** 4.07  
**max:** 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: -0.15
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.17

100%
% of Responses

FAVORABLE
UNFAVORABLE

14.7 31.1 25.1 11.9 9.8 7.4

Statement: *I understand the tenure process at CU Boulder.*
Respondents: 405

**Score:** 4.71  
**max:** 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: +0.05
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: +0.11

100%
% of Responses

FAVORABLE
UNFAVORABLE

28.6 37 21 5.4 3.2 3.7
ITEMS IN DEPTH
Responses to Item Statements

Growth

Statement: The tenure process is consistently applied at CU Boulder.

Score: 3.86
max: 6.00

Compared to last survey: -0.14
Compared to national norm: -0.36
Compared to facility average: 0.00
Compared to system average: -0.03

% of Responses

FAVORABLE UNFAVORABLE

5.2 31.1 24.2 16.4 10.6 8.6

National Percentile Rank 8th

max: 100

Statement: Work demands at CU Boulder enable me to balance my personal and work life issues.

Score: 3.50
max: 6.00

Compared to last survey: -0.34
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.17

% of Responses

FAVORABLE UNFAVORABLE

6.2 27.1 21 14.1 15.0 14.7

National Percentile Rank N/A

max: 100

Statement: CU Boulder considers the preferences of faculty when det. Teach/Research/Service mix.

Score: 3.24
max: 6.00

Compared to last survey: -0.20
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.26

% of Responses

FAVORABLE UNFAVORABLE

3.8 19.7 25.9 14.3 26 16.4

National Percentile Rank N/A

max: 100

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Quality/Innovation

Score: 3.42
max: 6.00

National Percentile Rank
1st
max: 100

Compared to last survey: -0.21
Compared to national norm: -0.60
Compared to facility average: 0.00
Compared to system average: -0.23

% of Responses
FAVORABLE
UNFAVORABLE

Statement: At UC Boulder, failures are seen as opportunities for learning and growth.
Respondents: 405

Score: 3.03
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: -0.40
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.33

% of Responses
FAVORABLE
UNFAVORABLE

Statement: CU Boulder does a good job of retaining its most talented faculty members.
Respondents: 458

Score: 3.35
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: -0.14
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.20

% of Responses
FAVORABLE
UNFAVORABLE

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

Quality/Innovation

Statement: CU Boulder is focused on creating a work environment for faculty to ensure innovation.
Respondents: 440

Score: 3.59
max: 6.00

Compared to last survey: -0.26
Compared to national norm: -0.43
Compared to facility average: 0.00
Compared to system average: -0.27

100
50
% of Responses
FAVORABLE UNFAVORABLE
5.5 22.7 29.3 18.6 12.2 8.6

Statement: Faculty members are encouraged to take risks in their research and/or teaching.
Respondents: 452

Score: 3.72
max: 6.00

Compared to last survey: -0.04
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.13

100
50
% of Responses
FAVORABLE UNFAVORABLE
5.8 25 33.4 14.2 14.4 7.2

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH

Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report  
Date of Survey: March, 2020

Recognition

Score: **3.65**  
max: 6.00

National Percentile Rank: 45th  
max: 100

Compared to last survey: **-0.17**  
Compared to national norm: **-0.28**  
Compared to facility average: **0.00**  
Compared to system average: **-0.22**

100% of Responses

Statement: I feel as though my contributions are valued by my school/college/institute.  
Respondents: 469

Score: **3.86**  
max: 6.00

National Percentile Rank: 45th  
max: 100

Compared to last survey: **-0.15**  
Compared to national norm: **-0.07**  
Compared to facility average: **0.00**  
Compared to system average: **-0.27**

100% of Responses

Statement: I feel as though my contributions are valued by my academic unit.  
Respondents: 469

Score: **4.39**  
max: 6.00

National Percentile Rank: N/A  
max: 100

Compared to last survey: **-0.07**  
Compared to national norm: **N/A**  
Compared to facility average: **0.00**  
Compared to system average: **-0.10**

100% of Responses
Recognition

Statement: CU Boulder rewards its faculty members for excellence in research.

Respondents: 410

Score: 4.03

Compared to last survey: -0.10
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.19

% of Responses

FAVORABLE: 34.1, 22.4, 11.2, 10.5, 8.5
UNFAVORABLE: 13.2

Statement: CU Boulder rewards its faculty members for excellence in service.

Respondents: 440

Score: 2.84

Compared to last survey: -0.32
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.31

% of Responses

FAVORABLE: 23.4, 19.3, 20.5, 25.9
UNFAVORABLE: 3.6, 11.1

Statement: CU Boulder rewards its faculty members for excellence in teaching.

Respondents: 447

Score: 3.13

Compared to last survey: -0.19
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.25

% of Responses

FAVORABLE: 26.6, 17.0, 16.6, 19.7
UNFAVORABLE: 4, 13.2

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

Resources

Score: 3.79
max: 6.00

National Percentile Rank
54th
max: 100

% of Responses

FAVORABLE

UNFAVORABLE

Score: 3.62
max: 6.00

National Percentile Rank
92nd
max: 100

% of Responses

FAVORABLE

UNFAVORABLE

Score: 3.69
max: 6.00

National Percentile Rank
N/A
max: 100

% of Responses

FAVORABLE

UNFAVORABLE

Statement: My department has an appropriate level of clerical/administrative support.
Respondents: 468

Score: 3.62
max: 6.00

National Percentile Rank
92nd
max: 100

% of Responses

FAVORABLE

UNFAVORABLE

Score: 3.69
max: 6.00

National Percentile Rank
N/A
max: 100

% of Responses

FAVORABLE

UNFAVORABLE

Statement: CU Boulder's process for procuring tools and resources allow me to work efficiently.
Respondents: 426

Score: 3.69
max: 6.00

National Percentile Rank
N/A
max: 100

% of Responses

FAVORABLE

UNFAVORABLE

Respondents: 468

Compared to last survey:
-0.07
Compared to national norm:
+0.05
Compared to facility average:
0.00
Compared to system average:
-0.10

Respondents: 426

Compared to last survey:
-0.17
Compared to national norm:
+0.80
Compared to facility average:
0.00
Compared to system average:
-0.15

Respondents: 468

Compared to last survey:
-0.07
Compared to national norm:
+0.05
Compared to facility average:
0.00
Compared to system average:
-0.10
ITEMS IN DEPTH
Responses to Item Statements

**Resources**

**Statement:** *CU Boulder has policies for protecting against/eliminating discrimination and harassment.*

- **Score:** 4.07
- **National Percentile Rank:** 49th
- **Compared to last survey:** -0.13
- **Compared to national norm:** -0.01
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.12

**Statement:** *I have the resources and tools I need to do my job well.*

- **Score:** 3.89
- **National Percentile Rank:** 73rd
- **Compared to last survey:** -0.13
- **Compared to national norm:** +0.17
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.16

**Statement:** *The orientation process for new faculty is effective in preparing them to be successful.*

- **Score:** 3.66
- **National Percentile Rank:** 1st
- **Compared to last survey:** -0.09
- **Compared to national norm:** -0.70
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.05
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Faculty Detailed Report
Date of Survey: March, 2020

University Collaboration

Score: 4.28
max: 6.00

Compared to last survey: 0.00
Compared to national norm: -0.17
Compared to facility average: 0.00
Compared to system average: -0.10

National Percentile Rank
91st
max: 100

% of Responses

FAVORABLE
UNFAVORABLE

Statement: I am encouraged to collaborate with faculty from other disciplines at CU Boulder.
Respondents: 456

Score: 3.93
max: 6.00

Compared to last survey: -0.03
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.15

National Percentile Rank
N/A
max: 100

% of Responses

FAVORABLE
UNFAVORABLE

Statement: CU Boulder faculty are open to sharing innovative ideas with one another.
Respondents: 452

Score: 4.62
max: 6.00

Compared to last survey: +0.01
Compared to national norm: +0.17
Compared to facility average: 0.00
Compared to system average: -0.05

National Percentile Rank
91st
max: 100

% of Responses

FAVORABLE
UNFAVORABLE

Strength
Needs Attention
Key Driver