ITEMS IN DEPTH
Responses to Item Statements

Affinity

Score: 4.31
max: 6.00

National Percentile Rank
15th
max: 100

Compared to last survey: +0.09
Compared to national norm: -0.77
Compared to facility average: 0.00
Compared to system average: -0.08

100%
50%
% of Responses
FAVORABLE
UNFAVORABLE

Statement: I love working for the University of Colorado Boulder.
Respondents: 266

Score: 4.69
max: 6.00

National Percentile Rank
15th
max: 100

Compared to last survey: +0.18
Compared to national norm: -0.39
Compared to facility average: 0.00
Compared to system average: -0.17

100%
50%
% of Responses
FAVORABLE
UNFAVORABLE

Statement: I could not imagine working for another organization.
Respondents: 265

Score: 3.20
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: +0.10
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.16

100%
50%
% of Responses
FAVORABLE
UNFAVORABLE
**Affinity**

Statement: *I love the Boulder region.*

Score: **5.05**  
max: 6.00

National Percentile Rank:  
N/A  
max: 100

Compared to last survey: **+0.01**
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: **+0.09**

% of Responses:

- Favorable: 41.5%
- Neutral: 33.2%
- Unfavorable: 18.5%
- Strongly Unfavorable: 4%

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

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Career Growth

Score: **4.39**
max: 6.00

National Percentile Rank
34th
max: 100

Compared to last survey: **+0.25**
Compared to national norm: **-0.11**
Compared to facility average: **0.00**
Compared to system average: **-0.15**

Statement: *I understand what I need to do to be successful in my job.*

Score: **4.95**
max: 6.00

National Percentile Rank
24th
max: 100

Compared to last survey: **+0.04**
Compared to national norm: **-0.33**
Compared to facility average: **0.00**
Compared to system average: **0.00**

Statement: *CU Boulder has a work environment that allows me to grow and develop.*

Score: **4.23**
max: 6.00

National Percentile Rank
55th
max: 100

Compared to last survey: **+0.47**
Compared to national norm: **+0.10**
Compared to facility average: **0.00**
Compared to system average: **-0.15**

% of Responses

FAVORABLE
UNFAVORABLE

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

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Career Growth

Statement: I feel my job is secure at CU Boulder.
Respondents: 267

Score: 4.48
max: 6.00

National Percentile Rank
55th
max: 100

Compared to last survey: +0.21
Compared to national norm: +0.12
Compared to facility average: 0.00
Compared to system average: -0.15

% of Responses
FAVORABLE 42.7 19.1 4.5 7.5 5.6
UNFAVORABLE

Statement: I feel challenged to do my best at CU Boulder.
Respondents: 265

Score: 4.55
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: +0.18
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.08

% of Responses
FAVORABLE 38.5 23.4 7.2 7.2 1.9
UNFAVORABLE

Statement: CU Boulder provides enough training for me to do my job well.
Respondents: 266

Score: 4.28
max: 6.00

National Percentile Rank
32nd
max: 100

Compared to last survey: +0.12
Compared to national norm: -0.08
Compared to facility average: 0.00
Compared to system average: -0.25

% of Responses
FAVORABLE 36.1 23.3 10.2 8.6 4.9
UNFAVORABLE
Career Growth

Statement: The orientation process used by my work area prepares new staff to be successful.

Respondents: 230

Score: 3.83

Compared to last survey: +0.46
Compared to national norm: -0.53
Compared to facility average: 0.00
Compared to system average: -0.28

% of Responses

Favorable: 30.4%
Unfavorable: 7.6%

National Percentile Rank: 4th

Compared to last survey: 3.37
Compared to national norm: 4.36
Compared to facility average: 3.83
Compared to system average: 4.11
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Compliance

Score: 4.44
max: 6.00

Compared to last survey: +0.07
Compared to national norm: -0.04
Compared to facility average: 0.00
Compared to system average: -0.24

Statement: Staff members have a good understanding of behaviors that are not acceptable.
Respondents: 264

Score: 4.65
max: 6.00

Compared to last survey: +0.07
Compared to national norm: +0.16
Compared to facility average: 0.00
Compared to system average: -0.08

Statement: CU Boulder’s policies protects against and eliminates discrimination and harassment.
Respondents: 267

Score: 4.24
max: 6.00

Compared to last survey: +0.07
Compared to national norm: -0.23
Compared to facility average: 0.00
Compared to system average: -0.38

100% of Responses

FAVORABLE
UNFAVORABLE

Strength
Needs Attention
Key Driver
RESPONSES TO ITEM STATEMENTS

DEPARTMENT HEAD

Score: 3.99
max: 6.00

National Percentile Rank
25th
max: 100

Compared to last survey: +0.44
Compared to national norm: -0.35
Compared to facility average: 0.00
Compared to system average: -0.23

Statement: The leader of my work area sets clear goals for the organization.
Respondents: 264

Score: 4.46
max: 6.00

National Percentile Rank
45th
max: 100

Compared to last survey: +0.47
Compared to national norm: -0.04
Compared to facility average: 0.00
Compared to system average: -0.10

Statement: I understand how the success of my work area is measured.
Respondents: 267

Score: 3.74
max: 6.00

National Percentile Rank
6th
max: 100

Compared to last survey: +0.47
Compared to national norm: -0.68
Compared to facility average: 0.00
Compared to system average: -0.36

Strength

Needs Attention

Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Department Head

Statement: I am given reasons for major changes that occur in my work area.

Score: 3.77  
max: 6.00

National Percentile Rank
23rd
max: 100

Compared to last survey: +0.39
Compared to national norm: -0.35
Compared to facility average: 0.00
Compared to system average: -0.25

% of Responses

FAVORABLE

UNFAVORABLE

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

**Engagement**

| Score: 4.58 | max: 6.00 | Compared to last survey: +0.16 | Compared to national norm: -0.18 | Compared to facility average: 0.00 | Compared to system average: -0.09 |
| National Percentile Rank | 33rd | max: 100 |
| % of Responses | 26.7 | 35 | 22.2 | 7 | 4.3 | 4.8 |

Statement: I am proud to work for CU Boulder.

| Score: 5.00 | max: 6.00 | Compared to last survey: +0.18 | Compared to national norm: -0.14 | Compared to facility average: 0.00 | Compared to system average: -0.16 |
| National Percentile Rank | 33rd | max: 100 |
| % of Responses | 36.8 | 38.7 | 18.4 | 1.5 | 2.6 | 1.9 |

Statement: My effort directly affects the success of CU Boulder.

| Score: 4.84 | 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: -0.03 |
| National Percentile Rank | N/A | max: 100 |
| % of Responses | 32.1 | 33.6 | 25.3 | 6 | 1.5 | 1.5 |

**Strength**

**Needs Attention**

**Key Driver**
**Engagement**

Statement: *I have not seriously considered leaving CU Boulder for another job.*

Respondents: 266

Score: 3.95  
\(\text{max: 6.00}\)

National Percentile Rank: 41st

Compared to last survey: +0.27  
Compared to national norm: -0.12  
Compared to facility average: 0.00  
Compared to system average: -0.11

100% of Responses

FAVORABLE: 27.8%  
UNFAVORABLE: 72.2%

Statement: *I would recommend employment at CU Boulder to my friends.*

Respondents: 266

Score: 4.65  
\(\text{max: 6.00}\)

National Percentile Rank: 52nd

Compared to last survey: +0.25  
Compared to national norm: +0.02  
Compared to facility average: 0.00  
Compared to system average: -0.13

100% of Responses

FAVORABLE: 38.3%  
UNFAVORABLE: 61.7%

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

Respondents: 265

Score: 4.22  
\(\text{max: 6.00}\)

National Percentile Rank: N/A

Compared to last survey: +0.18  
Compared to national norm: N/A  
Compared to facility average: 0.00  
Compared to system average: -0.15

100% of Responses

FAVORABLE: 30.2%  
UNFAVORABLE: 69.8%
ITEMS IN DEPTH
Responses to Item Statements

Engagement

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

Respondents: 267

Score: 5.07

max: 6.00

National Percentile Rank

13th

max: 100

Compared to last survey: +0.03

Compared to national norm: -0.32

Compared to facility average: 0.00

Compared to system average: -0.02

% of Responses

FAVORABLE

UNFAVORABLE

100%

50%

0%

37.8

42.3

13.5

3.4

1.5

1.5

100%

50%

0%

39.4

37.2

25.9

10.9

4.9

5.6

100%

50%

0%

22.3

38.6

26.1

8

1.5

3.4

Statement: *I often leave work with a feeling of satisfaction about my job.*

Respondents: 266

Score: 4.30

max: 6.00

National Percentile Rank

28th

max: 100

Compared to last survey: +0.13

Compared to national norm: -0.26

Compared to facility average: 0.00

Compared to system average: -0.07

% of Responses

FAVORABLE

UNFAVORABLE

Statement: *I feel I am a part of CU Boulder’s mission.*

Respondents: 264

Score: 4.62

max: 6.00

National Percentile Rank

N/A

max: 100

Compared to last survey: +0.23

Compared to national norm: N/A

Compared to facility average: 0.00

Compared to system average: -0.06

% of Responses

FAVORABLE

UNFAVORABLE

Strength

Needs Attention

Key Driver
Executive Leadership

Score: **3.56**
max: 6.00

National Percentile Rank:
8th
max: 100

Compared to last survey: **+0.15**
Compared to national norm: **-0.54**
Compared to facility average: **0.00**
Compared to system average: **-0.49**

% of Responses:

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.8</td>
<td>22.2</td>
</tr>
<tr>
<td>32.4</td>
<td>14.3</td>
</tr>
<tr>
<td>13.2</td>
<td>13.2</td>
</tr>
</tbody>
</table>

Statement: The executive leadership does a good job comm. info about the university’s objectives.

Score: **3.63**
max: 6.00

National Percentile Rank:
15th
max: 100

Compared to last survey: **+0.12**
Compared to national norm: **-0.58**
Compared to facility average: **0.00**
Compared to system average: **-0.47**

% of Responses:

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.5</td>
<td>25.2</td>
</tr>
<tr>
<td>30.2</td>
<td>12.6</td>
</tr>
<tr>
<td>13.7</td>
<td>11.8</td>
</tr>
</tbody>
</table>

Statement: The actions of the exec. leadership give CU Boulder a comp. edge in higher educ.

Score: **3.58**
max: 6.00

National Percentile Rank:
N/A
max: 100

Compared to last survey: **+0.21**
Compared to national norm: N/A
Compared to facility average: **0.00**
Compared to system average: **-0.49**

% of Responses:

<table>
<thead>
<tr>
<th>FAVORABLE</th>
<th>UNFAVORABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.4</td>
<td>22.4</td>
</tr>
<tr>
<td>34</td>
<td>13.7</td>
</tr>
<tr>
<td>12</td>
<td>12.4</td>
</tr>
</tbody>
</table>
Executive Leadership

Statement: The executive leadership does a good job prioritizing initiatives across the university.

Score: 3.46
max: 6.00

National Percentile Rank
1st
max: 100

Compared to last survey: +0.10
Compared to national norm: -0.54
Compared to facility average: 0.00
Compared to system average: -0.53

% of Responses

FAVORABLE
5.3 18.0 33.2 16.0 11.1 14.3

UNFAVORABLE

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

Report Title: A&S 2020 Staff Detail Report

Date of Survey: March, 2020

Innovation

Score: 3.84
max: 6.00

National Percentile Rank
14th
max: 100

Compared to last survey: +0.29
Compared to national norm: -0.52
Compared to facility average: 0.00
Compared to system average: -0.23

Statement: Employees at CU Boulder are encouraged to take risks and try new approaches.

Respondents: 263

Score: 3.67
max: 6.00

National Percentile Rank
5th
max: 100

Compared to last survey: +0.26
Compared to national norm: -0.94
Compared to facility average: 0.00
Compared to system average: -0.31

Statement: Employees are encouraged to network across departments to problem solve.

Respondents: 265

Score: 4.08
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: +0.21
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.13

Strength
Needs Attention
Key Driver
**Innovation**

**Statement:** I am given reasons for major changes that occur in my work area.

<table>
<thead>
<tr>
<th>Score:</th>
<th>3.77</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAVORABLE:</td>
<td>9.6, 26.5, 36, 11.2, 10.4, 12.1</td>
</tr>
<tr>
<td>UNFAVORABLE:</td>
<td></td>
</tr>
<tr>
<td>National Percentile Rank: 23rd</td>
<td></td>
</tr>
<tr>
<td>Compared to last survey: +0.39</td>
<td></td>
</tr>
<tr>
<td>Compared to national norm: -0.35</td>
<td></td>
</tr>
<tr>
<td>Compared to facility average: 0.00</td>
<td></td>
</tr>
<tr>
<td>Compared to system average: -0.25</td>
<td></td>
</tr>
</tbody>
</table>
ITEMS IN DEPTH
Responses to Item Statements

Pay & Benefits

Score: 4.06
max: 6.00

Comparison to last survey: +0.02
Comparison to national norm: -0.73
Comparison to facility average: 0.00
Comparison to system average: -0.27

Statement: Compared with similar jobs in my field, I feel my benefits are competitive.
Respondents: 263

Score: 4.52
max: 6.00

Comparison to last survey: +0.10
Comparison to national norm: -0.11
Comparison to facility average: 0.00
Comparison to system average: -0.21

Statement: I understand the benefits offered to me by CU Boulder.
Respondents: 268

Score: 5.00
max: 6.00

Comparison to last survey: +0.03
Comparison to national norm: +0.04
Comparison to facility average: 0.00
Comparison to system average: -0.04

100% of Responses
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Pay & Benefits

Statement: Compared with similar jobs in my field, I feel I am paid fairly.
Respondents: 264

Score: 3.25
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: -0.40

% of Responses

FAVORABLE

60%

3.4
22.7
23.1
16.7
14.8
19.3

UNFAVORABLE

Statement: Compared with similar jobs on campus, I feel I am paid fairly.
Respondents: 262

Score: 3.47
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey: -0.02
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.44

% of Responses

FAVORABLE

6.5
29.4
19.8
13.4
11.1
19.8

UNFAVORABLE

Strength

Needs Attention

Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Quality

Score: 4.25
max: 6.00

National Percentile Rank
41st
max: 100

Compared to last survey:
+0.23
Compared to national norm:
-0.09
Compared to facility average:
0.00
Compared to system average:
-0.18

% of Responses

FAVORABLE
UNFAVORABLE

Statement: Employees at CU Boulder collaborate well together to provide high quality work.
Respondents: 266

Score: 4.64
max: 6.00

National Percentile Rank
N/A
max: 100

Compared to last survey:
+0.42
Compared to national norm:
N/A
Compared to facility average:
0.00
Compared to system average:
-0.02

% of Responses

FAVORABLE
UNFAVORABLE

Statement: My daily work is aligned with the mission of CU Boulder.
Respondents: 263

Score: 4.97
max: 6.00

National Percentile Rank
76th
max: 100

Compared to last survey:
+0.12
Compared to national norm:
+0.35
Compared to facility average:
0.00
Compared to system average:
+0.02

% of Responses

FAVORABLE
UNFAVORABLE

Strength
Needs Attention
Key Driver
ITEMS IN DEPTH

Responses to Item Statements

Report Title: A&S 2020 Staff Detail Report  
Date of Survey: March, 2020

Quality

Statement: **My workload is reasonable.**

| Score: **4.13** | National Percentile Rank: 44th |
| max: 6.00 | Compared to last survey: **+0.22** |
| % of Responses |

| 13.1 | 44.8 | 13.8 | 10.1 | 7.1 | 11.2 |

| FAVORABLE | UNFAVORABLE |

| Respondents: 268 |

Statement: **We have enough employees in my work area to do our jobs well.**

| Score: **3.31** | National Percentile Rank: 41st |
| max: 6.00 | Compared to last survey: **+0.17** |
| % of Responses |

| 7.1 | 25.9 | 17.3 | 13.2 | 13.5 | 22.3 |

| FAVORABLE | UNFAVORABLE |

| Respondents: 266 |

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

| Score: **4.51** | National Percentile Rank: 61st |
| max: 6.00 | Compared to last survey: **+0.29** |
| % of Responses |

| 14 | 47.2 | 24.2 | 7.9 | 4.5 | 2.3 |

| FAVORABLE | UNFAVORABLE |

| Respondents: 265 |
ITEMS IN DEPTH
Responses to Item Statements

Quality

Statement: CU Boulder is committed to providing excellent service in every department.

| Score: 3.94 | max: 6.00 |
| National Percentile Rank: 17th | max: 100 |

Respondents: 258

Compared to last survey: +0.30
Compared to national norm: -0.42
Compared to facility average: 0.00
Compared to system average: -0.31

% of Responses

FAVORABLE

UNFAVORABLE

National Percentile Rank: 6th
max: 100

Compared to last survey: +0.17
Compared to national norm: -0.65
Compared to facility average: 0.00
Compared to system average: -0.32

% of Responses

FAVORABLE

UNFAVORABLE

National Percentile Rank: N/A
max: 100

Compared to last survey: +0.18
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.17

% of Responses

FAVORABLE

UNFAVORABLE

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

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Supervisor/Chair

Score: 4.62
max: 6.00

National Percentile Rank
57th
max: 100

Compared to last survey: +0.14
Compared to national norm: +0.15
Compared to facility average: 0.00
Compared to system average: -0.04

% of Responses

Statement: My supervisor recognizes my accomplishments.
Respondents: 267

Score: 4.90
max: 6.00

National Percentile Rank
60th
max: 100

Compared to last survey: +0.16
Compared to national norm: +0.15
Compared to facility average: 0.00
Compared to system average: -0.01

% of Responses

Statement: My ideas and suggestions are seriously considered.
Respondents: 266

Score: 4.48
max: 6.00

National Percentile Rank
79th
max: 100

Compared to last survey: +0.25
Compared to national norm: +0.53
Compared to facility average: 0.00
Compared to system average: -0.05

% of Responses
### Supervisor/Chair

#### Statement: My last performance review was helpful.

- **Score:** 4.22  
  - **max:** 6.00
- **National Percentile Rank:** N/A  
  - **max:** 100
- **Compared to last survey:** +0.17
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.12

#### Statement: I have opportunities to participate in decisions that affect my work.

- **Score:** 4.47  
  - **max:** 6.00
- **National Percentile Rank:** 72nd  
  - **max:** 100
- **Compared to last survey:** +0.26
- **Compared to national norm:** +0.23
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.01

#### Statement: My supervisor communicates well.

- **Score:** 4.60  
  - **max:** 6.00
- **National Percentile Rank:** 52nd  
  - **max:** 100
- **Compared to last survey:** +0.05
- **Compared to national norm:** +0.04
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.06

---

**ITEMS IN DEPTH**

**Responses to Item Statements**

**Report Title:** A&S 2020 Staff Detail Report

**Date of Survey:** March, 2020

**Supervisor/Chair**

**Statement: My last performance review was helpful.**

- Respondents: 251

**Score:** 4.22  
  - **max:** 6.00

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

**Compared to last survey:** +0.17

**Compared to national norm:** N/A

**Compared to facility average:** 0.00

**Compared to system average:** -0.12

**% of Responses**

- **FAVORABLE:** 17.5%
- **UNFAVORABLE:** 8.0%

**Strength**

**Needs Attention**

**Key Driver**
Responses to Item Statements

Supervisor/Chair

Statement: I can tell my supervisor what I think.

Score: 4.73
max: 6.00

National Percentile Rank
24th
max: 100

Compared to last survey: +0.05
Compared to national norm: -0.11
Compared to facility average: 0.00
Compared to system average: -0.06

% of Responses
FAVORABLE
UNFAVORABLE

Statement: I value the relationship I have with my supervisor.

Score: 4.93
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
UNFAVORABLE
**ITEMS IN DEPTH**

**Responses to Item Statements**

<table>
<thead>
<tr>
<th>Report Title:</th>
<th>A&amp;S 2020 Staff Detail Report</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of Survey:</td>
<td>March, 2020</td>
</tr>
</tbody>
</table>

## Teamwork

**Score:** 4.43  
**max:** 6.00

**National Percentile Rank:** 49th  
**max:** 100

**Compared to last survey:** +0.25  
**Compared to national norm:** -0.14  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.05

### Statement: Employees at CU Boulder treat each other with respect.

**Score:** 4.57  
**max:** 6.00

**National Percentile Rank:** 71st  
**max:** 100

**Compared to last survey:** +0.24  
**Compared to national norm:** +0.28  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.08

### Statement: I trust the people with whom I work.

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

**National Percentile Rank:** 62nd  
**max:** 100

**Compared to last survey:** +0.23  
**Compared to national norm:** +0.16  
**Compared to facility average:** 0.00  
**Compared to system average:** +0.04

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**Strength**  
**Needs Attention**  
**Key Driver**
**Teamwork**

**Statement:** People on my team communicate well with each other.

Score: **4.79**

- National Percentile Rank: 70th (max: 100)
- Compared to last survey: +0.28
- Compared to national norm: +0.22
- Compared to facility average: 0.00
- Compared to system average: +0.11

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

Score: **3.94**

- National Percentile Rank: 15th (max: 100)
- Compared to last survey: +0.19
- Compared to national norm: -0.41
- Compared to facility average: 0.00
- Compared to system average: -0.17

**Statement:** CU Boulder eliminates challenges/barriers so we can complete our work efficiently.

Score: **3.39**

- National Percentile Rank: N/A (max: 100)
- Compared to last survey: +0.45
- Compared to national norm: N/A
- Compared to facility average: 0.00
- Compared to system average: -0.32
ITEMS IN DEPTH
Responses to Item Statements

Report Title: A&S 2020 Staff Detail Report
Date of Survey: March, 2020

Teamwork

Statement: **My team works well with other departments at this university.**

<table>
<thead>
<tr>
<th>Score: <strong>4.79</strong></th>
<th>Max: 6.00</th>
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<tbody>
<tr>
<td>% of Responses</td>
<td>27.2 % FAVORABLE, 41.6 % UNFAVORABLE</td>
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Compared to last survey: **+0.19**
Compared to national norm: **-0.31**
Compared to facility average: **0.00**
Compared to system average: **+0.06**

Statement: **I have opportunities to develop friendships at work.**

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<td>37.2 % FAVORABLE, 43 % UNFAVORABLE</td>
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</table>

Compared to last survey: **+0.16**
Compared to national norm: **N/A**
Compared to facility average: **0.00**
Compared to system average: **-0.01**