Engagement Survey Data Faculty

SURVEY RESULTS AT A GLANCE





Report Title: Summary Date of Survey: November, 2017

OVERVIEW Respondents: 681

Overall Score: **3.98**

max: 6.00

National Percentile Rank

N/A

max: 100

Strengths



These areas are your biggest strengths

I love the Boulder region.

I understand the tenure process at CU Boulder.

My academic unit chair/director is responsive when I raise an issue.

My academic unit chair/director involves me in decisions that affect my work.

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

Needs Attention



These areas need improvement the most

The ldrsp. displayed by my Dean/Institute Director enhances UCB's competitiveness.

The Dean/Institute Director shares key reasons why decisions are made to faculty.

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

My Dean/Institute Director communicates effectively with the faculty.

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

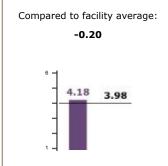
COMPARISONS IN OVERALL SCORE

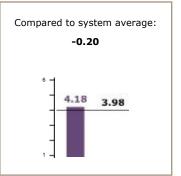
Compared to last survey:

N/A

N/A

6 |

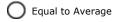




COMPARISONS IN ENGAGEMENT AREAS In relation to other Averages

	National Average	Facility Average	System Average	Previous Survey
Quality/Innovation		-0.22	-0.22	
Recognition		-0.22	-0.22	
Resources		-0.11	-0.11	
University Collaboration		-0.08	-0.08	
Alignment		-0.17	-0.17	
College Dean		-0.46	-0.46	
Compensation and Rewards		-0.31	-0.31	
Department Collaboration		-0.06	-0.06	
Department Leadership		+0.04	+0.04	
Engagement		-0.18	-0.18	
Executive Leadership		-0.41	-0.41	
Growth		-0.10	-0.10	





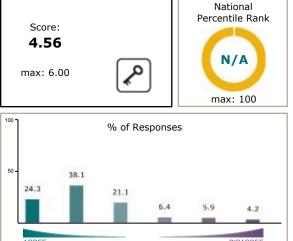
Responses to Item Statements

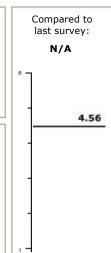


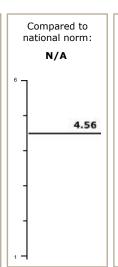
Report Title: **Key Driver** Date of Survey: November, 2017

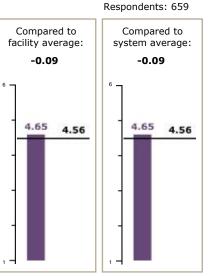
Department Collaboration

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















Responses to Item Statements



Report Title: Key Driver Date of Survey: November, 2017

Growth

12.1

AGREE

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

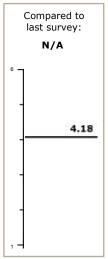
National Percentile Rank Score: 4.18 max: 6.00 max: 100 % of Responses

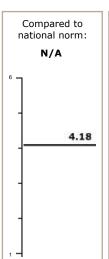
10.7

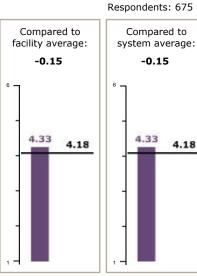
5.2

DISAGREE

28













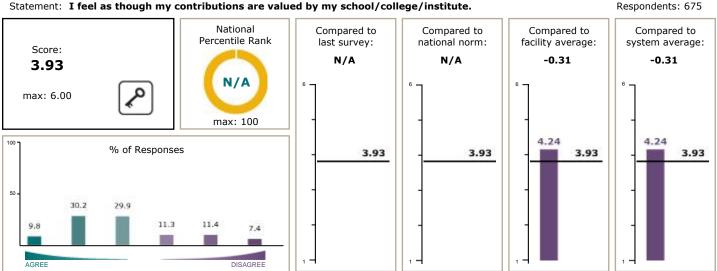
Responses to Item Statements



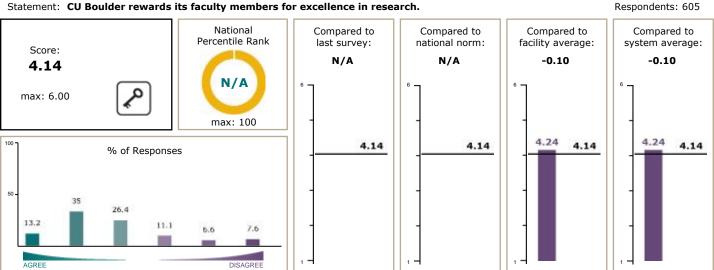
Report Title: Key Driver Date of Survey: November, 2017

Recognition

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



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







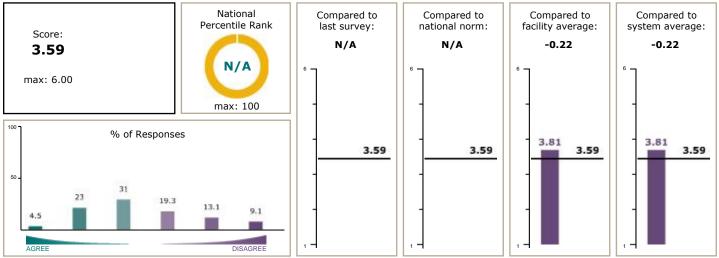


Responses to Item Statements

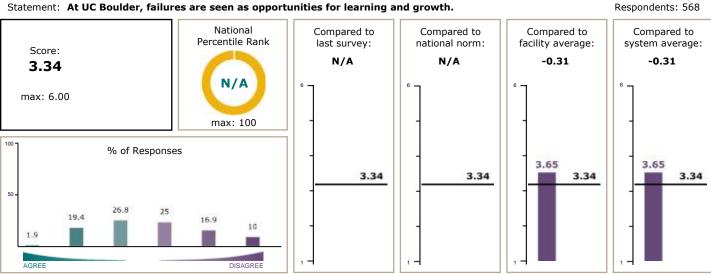


Report Title: Detail Date of Survey: November, 2017

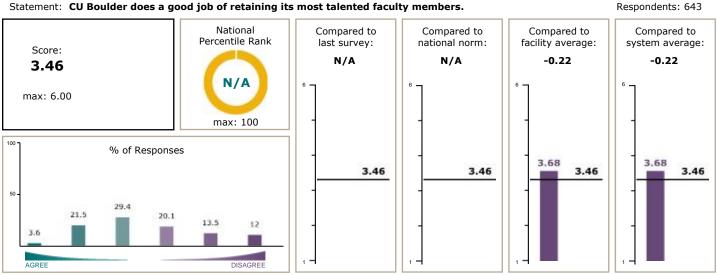
Quality/Innovation



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



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







Responses to Item Statements



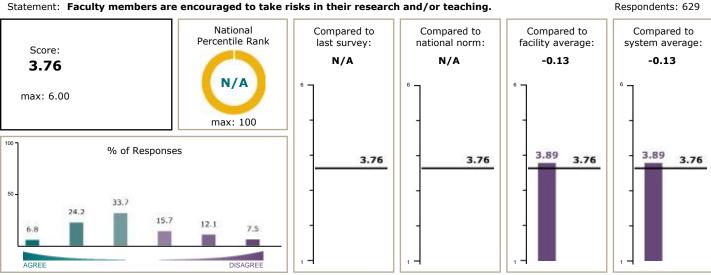
Report Title: Detail Date of Survey: November, 2017

Quality/Innovation

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

Respondents: 624 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.23 -0.23 3.79 max: 6.00 max: 100 % of Responses 4.02 4.02 3.79 3.79 3.79 3.79 33.8 26.6 17 AGREE DISAGREE

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







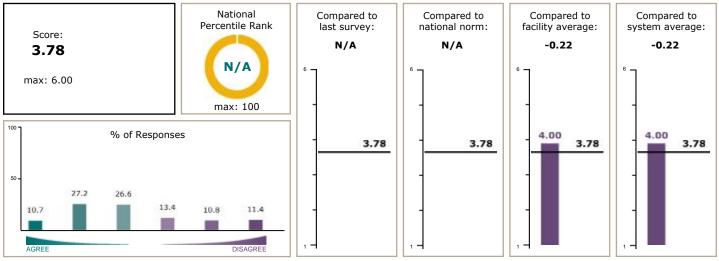


Responses to Item Statements

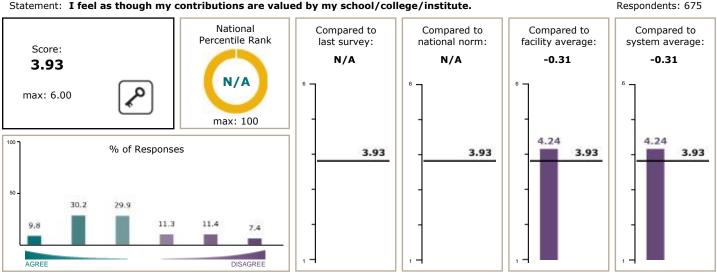


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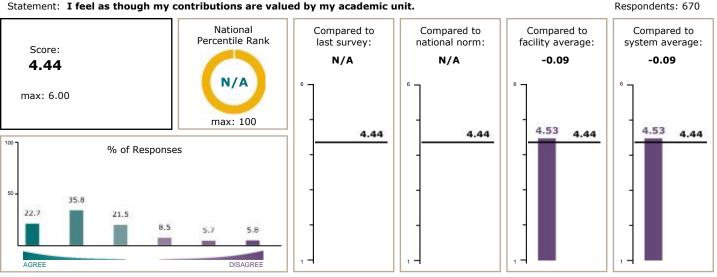
Recognition



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



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







Responses to Item Statements



Respondents: 605

Report Title: Detail Date of Survey: November, 2017

Recognition

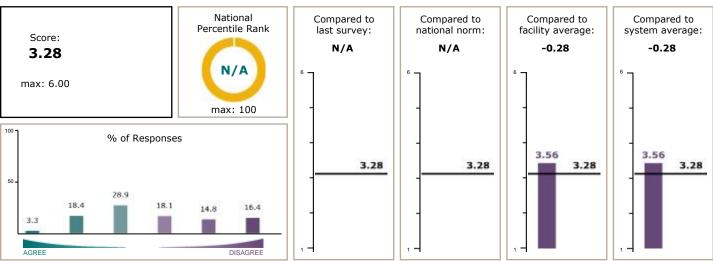
Statement: CU Boulder rewards its faculty members for excellence in research.

National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.10 -0.10 4.14 max: 6.00 max: 100 4.24 4.24 4.14 4.14 4.14 4.14 % of Responses 26.4 13.2 11.1 7.6 AGREE DISAGREE

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

Respondents: 616 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.31 -0.31 3.11 N/A max: 6.00 max: 100 % of Responses 3.42 3.42 3.11 3.11 3.11 3.11 26.5 18.5 15.4

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











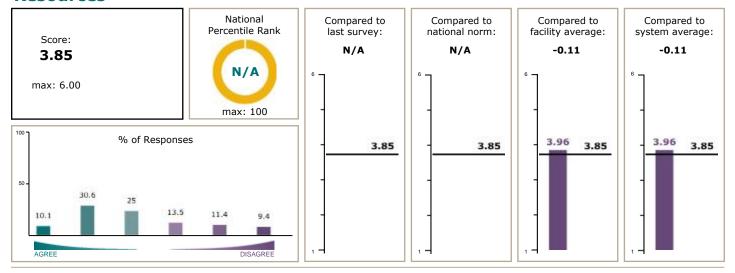
Respondents: 602

Responses to Item Statements

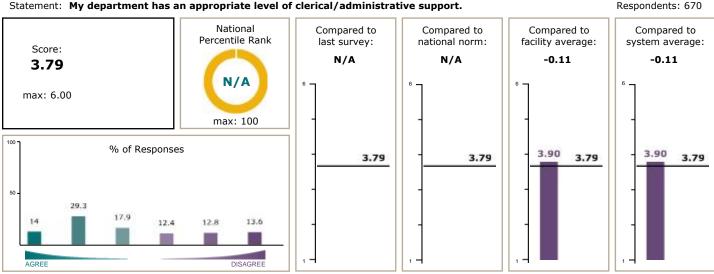


Date of Survey: November, 2017 Report Title: Detail

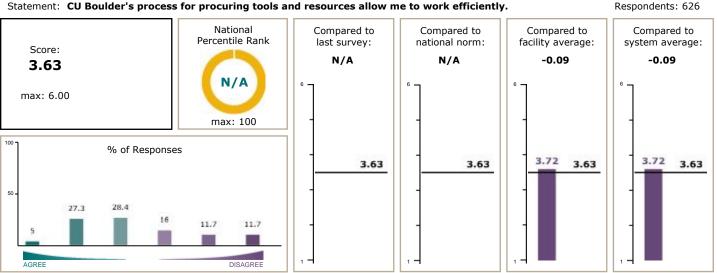
Resources



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



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







Responses to Item Statements



Date of Survey: November, 2017 Report Title: Detail

Resources

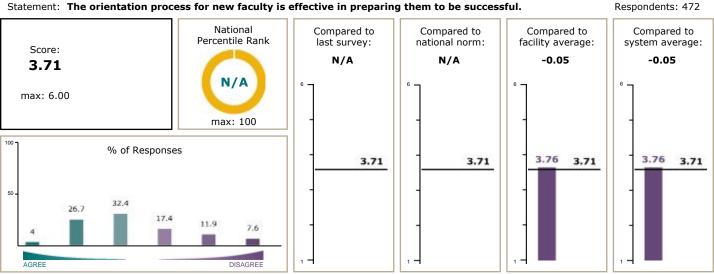
Statement: CU Boulder has policies for protecting against/eliminating discrimination and harassment.

Respondents: 652 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.19 -0.19 4.12 max: 6.00 max: 100 4.31 4.31 4.12 4.12 4.12 4.12 % of Responses 24.8 12.7 11.5 8.1 AGREE DISAGREE

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

Respondents: 666 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.12 -0.12 4.01 N/A max: 6.00 max: 100 4.13 4.13 % of Responses 4.01 4.01 4.01 4.01 32.4 23.9 12.6 11.6

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





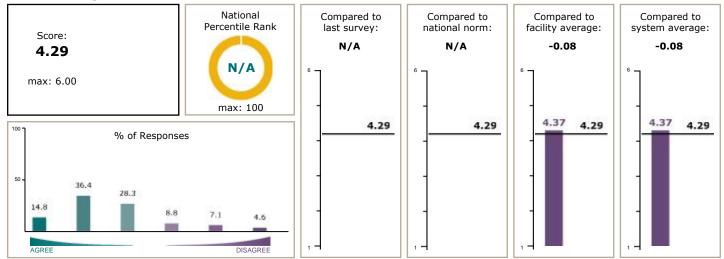


Responses to Item Statements

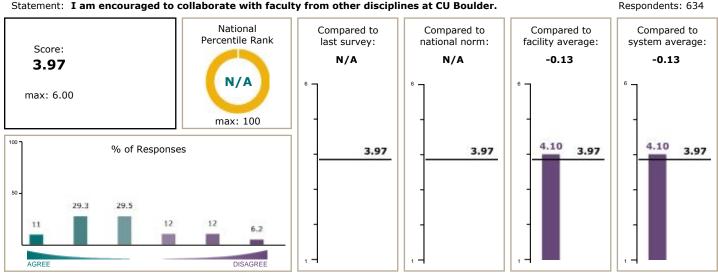


Report Title: Detail Date of Survey: November, 2017

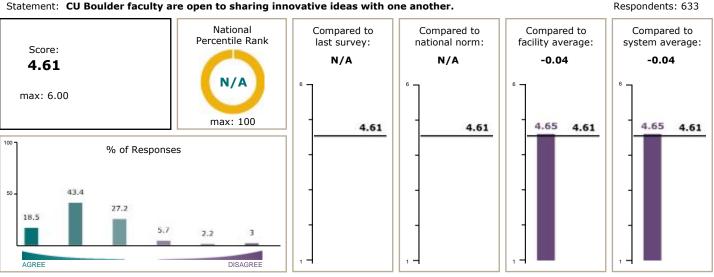
University Collaboration



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



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









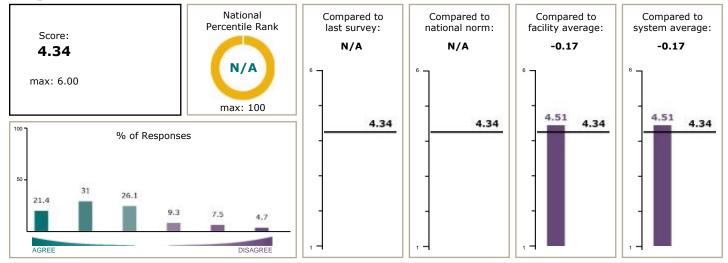
Responses to Item Statements



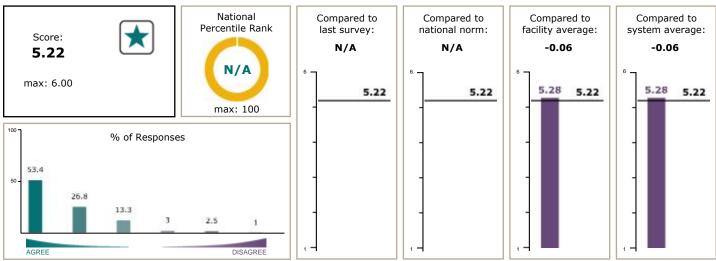
Respondents: 676

Report Title: Detail Date of Survey: November, 2017

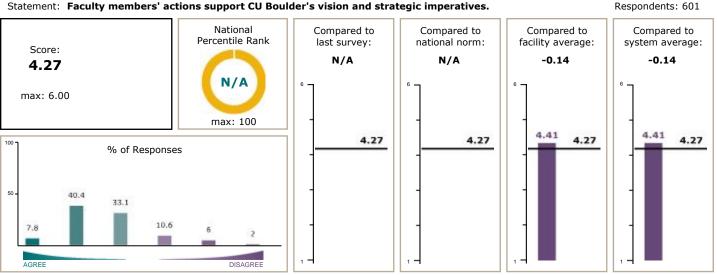
Alignment



Statement: I love the Boulder region.



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









Responses to Item Statements



Report Title: Detail Date of Survey: November, 2017

Alignment

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

Score:
3.56
max: 6.00

National Percentile Rank

N/A

max: 100

% of Responses

100

25.6
26.2
17.7
14.2
11.2

DISAGREE

Compared to last survey:
N/A

6

3.56

Compared to national norm:

N/A

3.56

Compared to facility average:
-0.23
6-3.79
3.79
3.56

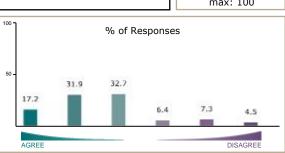
Compared to system average:
-0.23

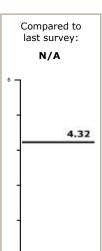
Statement: I love working for CU Boulder.

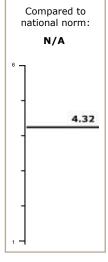
Score: **4.32**max: 6.00

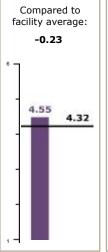
% of Respons

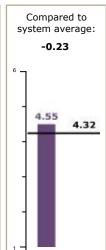












Respondents: 673





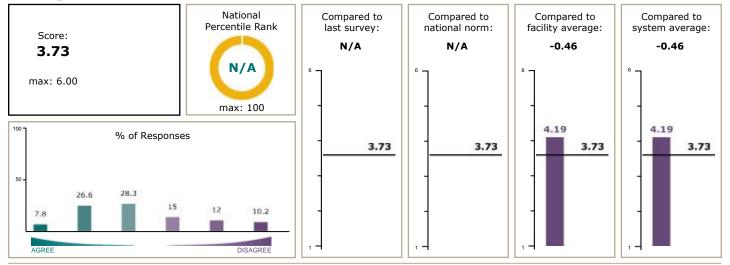


Responses to Item Statements

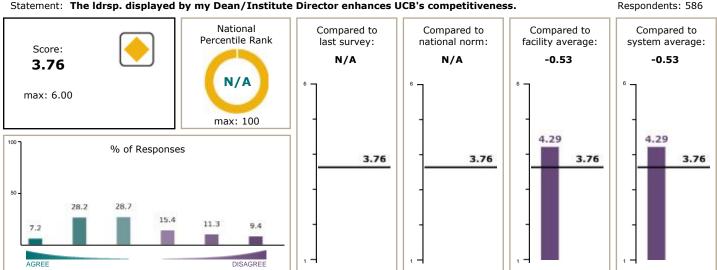


Report Title: Detail Date of Survey: November, 2017

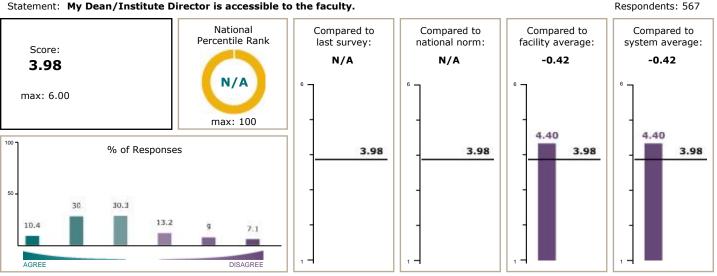
College Dean



Statement: The Idrsp. displayed by my Dean/Institute Director enhances UCB's competitiveness.



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







Responses to Item Statements



Respondents: 537

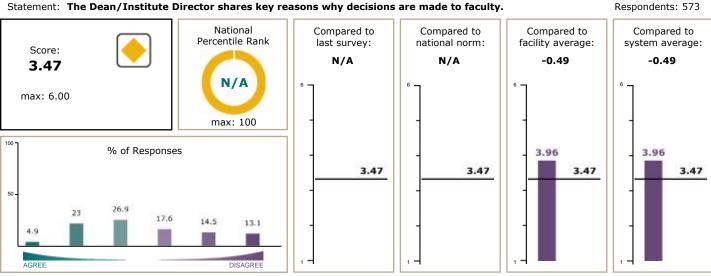
Report Title: Detail Date of Survey: November, 2017

College Dean

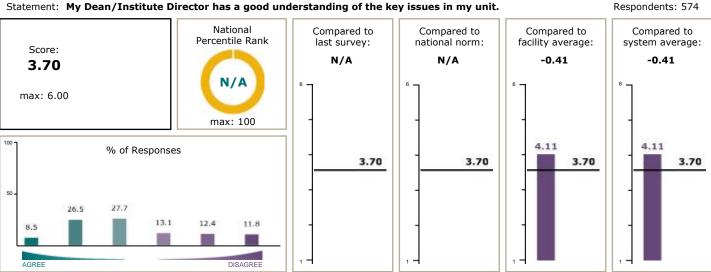
Statement: My Dean/Institute Director is responsive to feedback from the faculty.

National Compared to Compared to Compared to Compared to system average: Percentile Rank last survey: national norm: facility average: Score: N/A N/A -0.45 -0.45 3.80 max: 6.00 max: 100 4.25 4.25 % of Responses 3.80 3.80 3.80 3.80 29.2 26.8 15.5 8.9 AGREE DISAGREE

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



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











Responses to Item Statements



Report Title: Detail Date of Survey: November, 2017

College Dean

Score:

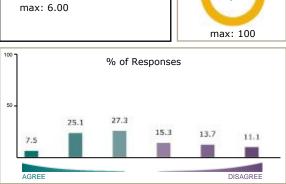
3.64

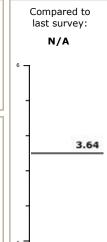
Statement: My Dean/Institute Director communicates effectively with the faculty.

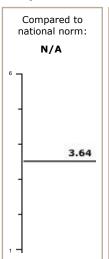
National Percentile Rank

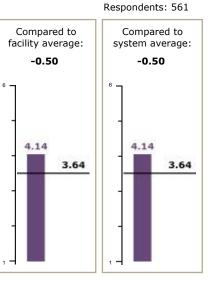
N/A

max: 100













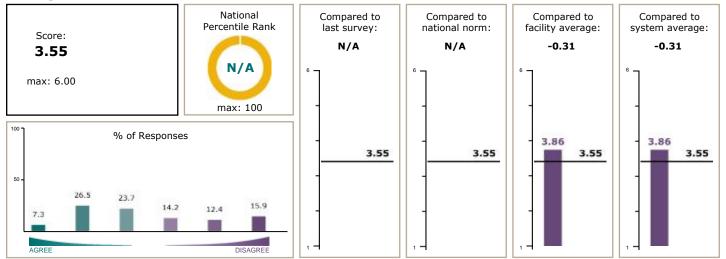


Responses to Item Statements

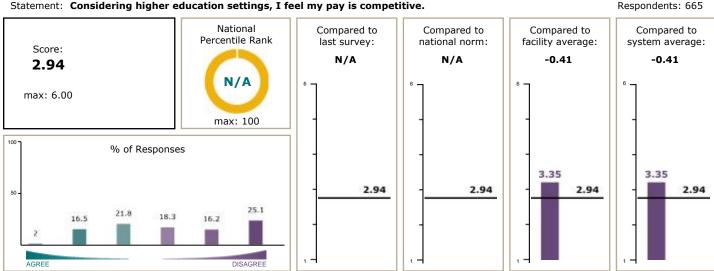


Report Title: Detail Date of Survey: November, 2017

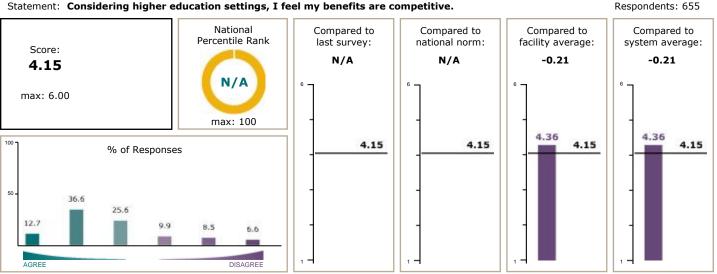
Compensation and Rewards



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



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







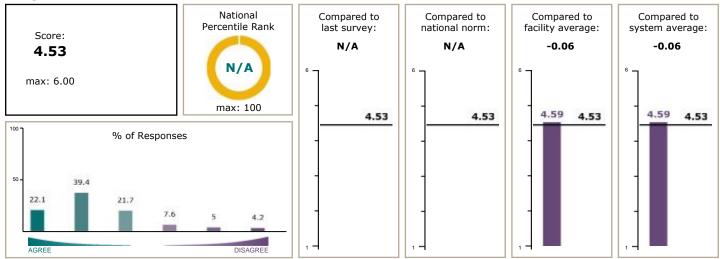


Responses to Item Statements

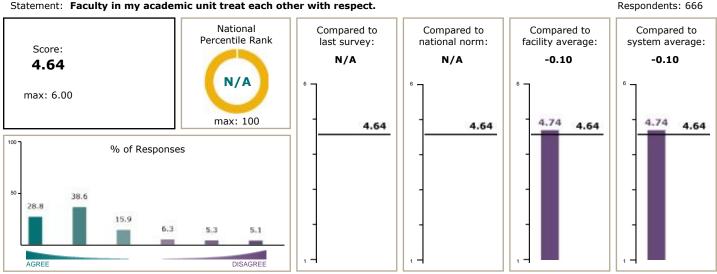


Report Title: Detail Date of Survey: November, 2017

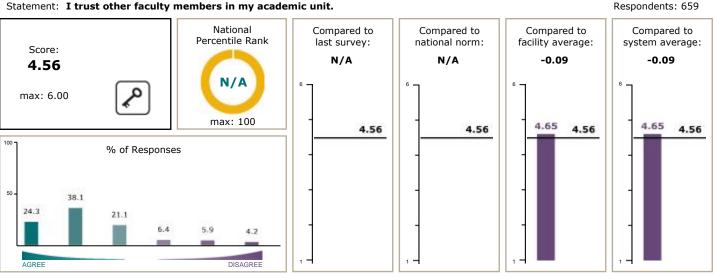
Department Collaboration



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



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







Responses to Item Statements



Date of Survey: November, 2017 Report Title: Detail

Department Collaboration

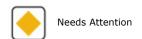
Statement: Faculty and staff have a mutual respect for one another and work well together.

Respondents: 667 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.02 -0.02 4.59 max: 6.00 max: 100 4.59 4.59 4.61 4.61 4.59 4.59 % of Responses 43.6 22.6 19.3 7.8 2.5 AGREE DISAGREE

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

Respondents: 650 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A +0.01 +0.01 4.35 N/A max: 6.00 max: 100 4.35 4.35 4.34 4.35 4.34 4.35 % of Responses 37.2 27.2 4.6 5.1





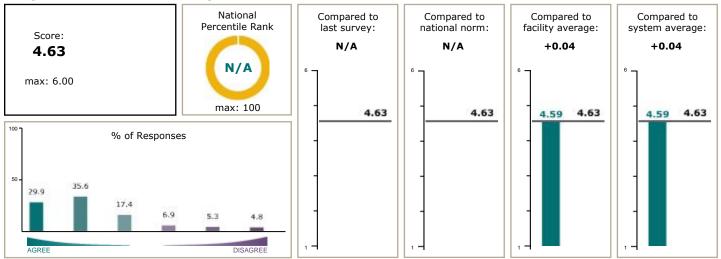


Responses to Item Statements

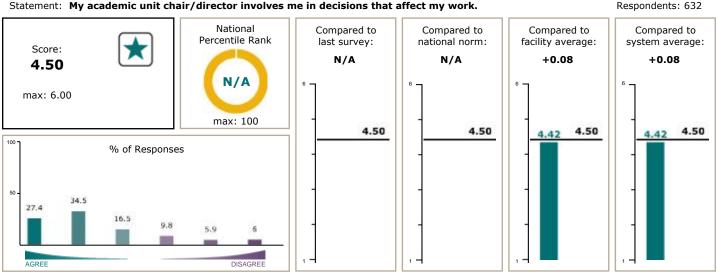


Report Title: Detail Date of Survey: November, 2017

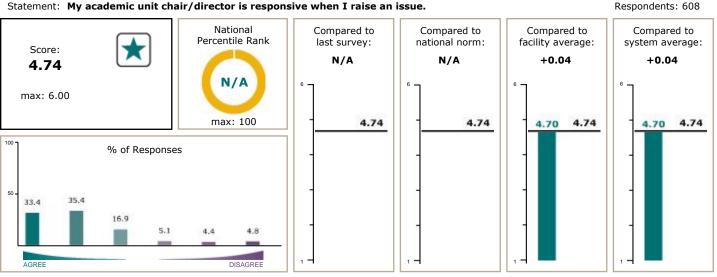
Department Leadership



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



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







Responses to Item Statements



Report Title: Detail Date of Survey: November, 2017

Department Leadership

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

Respondents: 617 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A +0.02 +0.02 4.67 max: 6.00 max: 100 4.67 4.67 4.65 4.67 4.65 4.67 % of Responses 37 19 5.7 5.7 3.7 AGREE DISAGREE





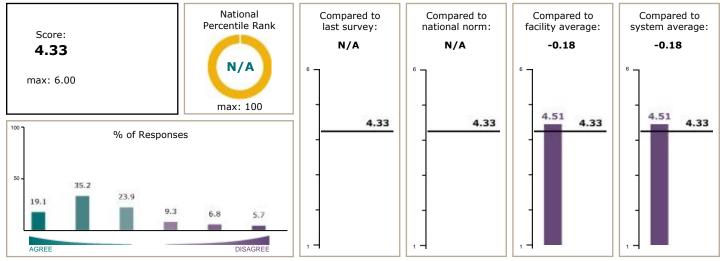


Responses to Item Statements

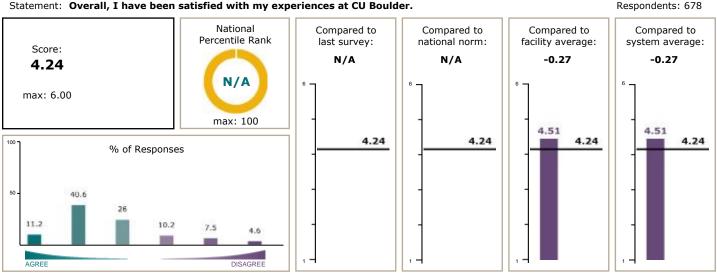


Report Title: Detail Date of Survey: November, 2017

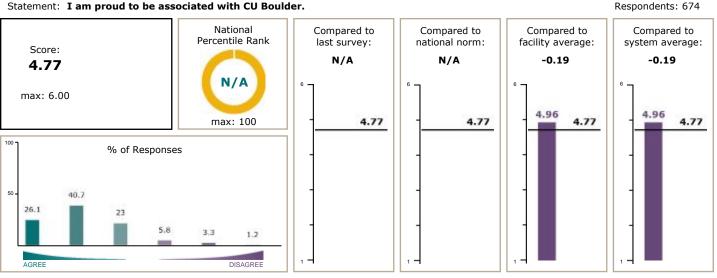
Engagement



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



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









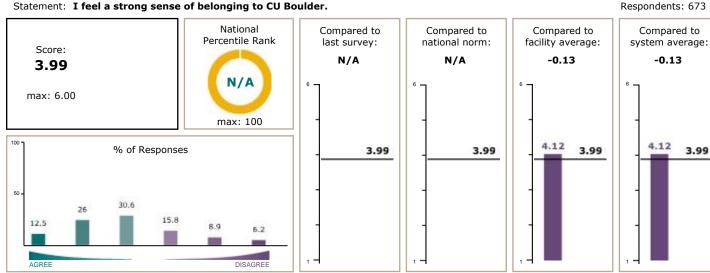
Responses to Item Statements



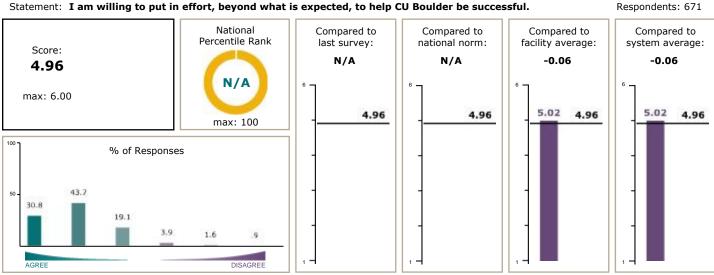
Report Title: Detail Date of Survey: November, 2017

Engagement

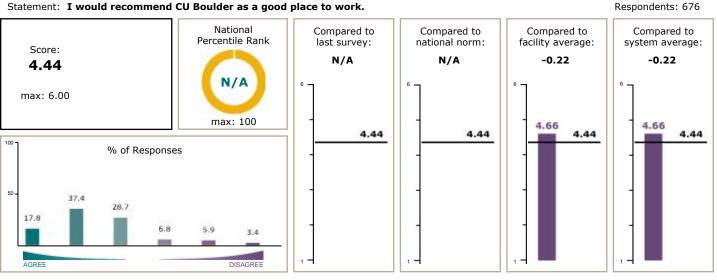
Statement: I feel a strong sense of belonging to CU Boulder.



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



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









Responses to Item Statements



Respondents: 660

Report Title: Detail Date of Survey: November, 2017

Engagement

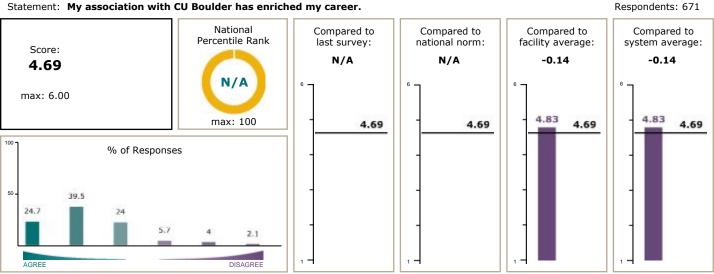
Statement: I have not seriously considered leaving CU Boulder for another position.

National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.16 -0.16 3.72 max: 6.00 max: 100 % of Responses 3.88 3.88 3.72 3.72 3.72 3.72 26.1 20.9 19.7 13.8 10.2 9.4 AGREE DISAGREE

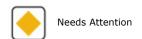
Statement: CU Boulder helps keep me passionate about my career in higher education.

Respondents: 651 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.23 -0.23 3.83 N/A max: 6.00 max: 100 4.06 4.06 % of Responses 3.83 3.83 3.83 3.83 29.6 27.3

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





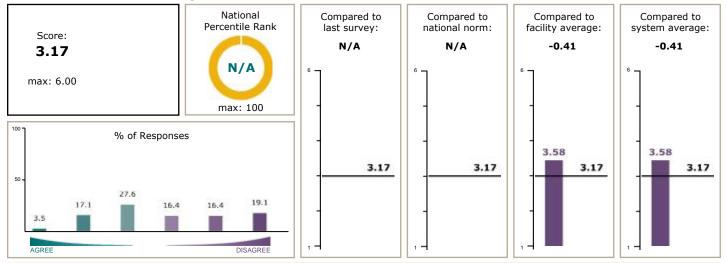


Responses to Item Statements

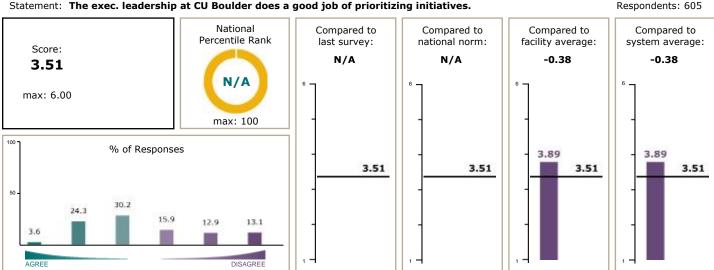


Report Title: Detail Date of Survey: November, 2017

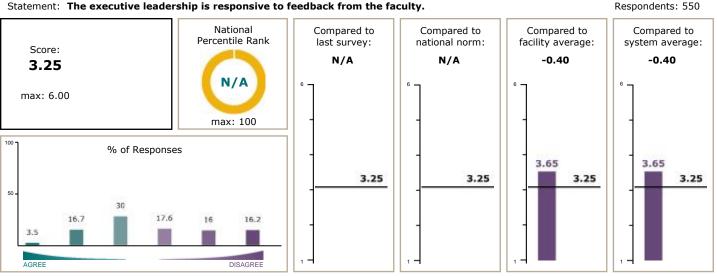
Executive Leadership



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



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







Responses to Item Statements



Respondents: 600

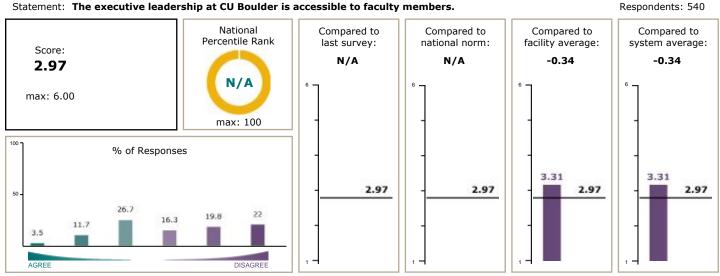
Report Title: Detail Date of Survey: November, 2017

Executive Leadership

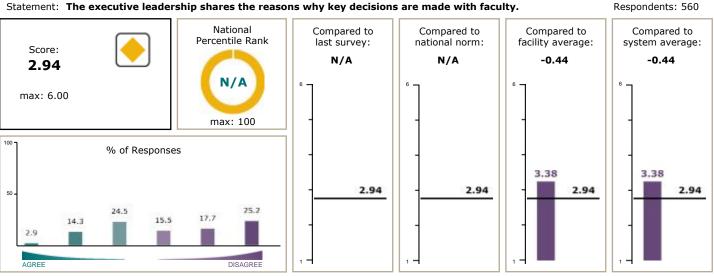
Statement: The leadership by the executive leadership enhances CU Boulder's competitiveness.

National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.41 -0.41 3.40 max: 6.00 max: 100 % of Responses 3.81 3.81 3.40 3.40 3.40 3.40 30.5 19.8 16.7 14.2 14.5 AGREE DISAGREE

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



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











Responses to Item Statements



Report Title: Detail Date of Survey: November, 2017

Executive Leadership

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

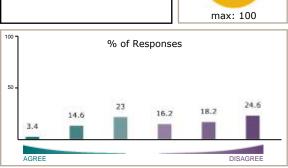
Score:
2.95

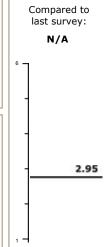
max: 6.00

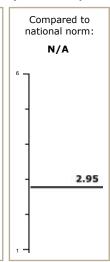
National Percentile Rank

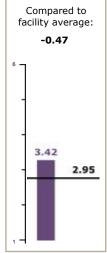
N/A

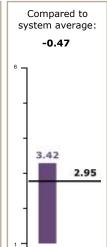
max: 100











Respondents: 556





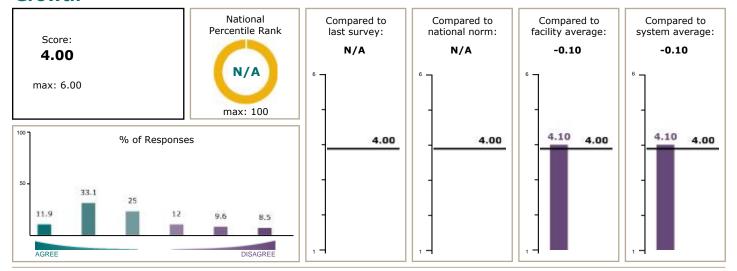


Responses to Item Statements

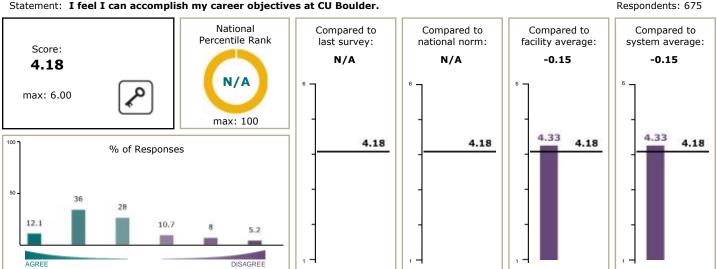


Report Title: Detail Date of Survey: November, 2017

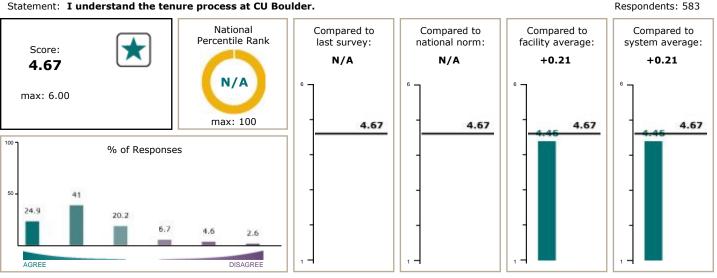
Growth



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



Statement: I understand the tenure process at CU Boulder.









Responses to Item Statements



Report Title: Detail Date of Survey: November, 2017

Growth

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

National Percentile Rank Score: 3.94 max: 6.00 max: 100 % of Responses 37.5 23.4 14.3 8.3 AGREE DISAGREE

Compared to last survey: N/A 3.94

Compared to national norm: N/A 3.94

Respondents: 483 Compared to facility average: -0.07 4.01 3.94

Compared to system average: -0.07 4.01 3.94

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

National Percentile Rank Score: 3.80 N/A max: 6.00 max: 100 % of Responses 29.6 24.1 12.6 10.2 10.2

Compared to last survey: N/A 3.80

Compared to national norm: N/A 3.80

Compared to facility average: -0.20 4.00 3.80

Respondents: 668 Compared to system average: -0.20 4.00 3.80

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

Score: 3.40 max: 6.00 % of Responses

28.6

16.3

max: 100

National

Percentile Rank

Compared to last survey: N/A 3.40

Compared to national norm: N/A 3.40

Compared to facility average: -0.30 3.70 3.40 Respondents: 560 Compared to system average: -0.30 3.70 3.40



AGREE

22







DISAGREE