

Engagement Survey Data

Faculty



SURVEY RESULTS AT A GLANCE



Survey Results Summary

Report Title: **Summary**

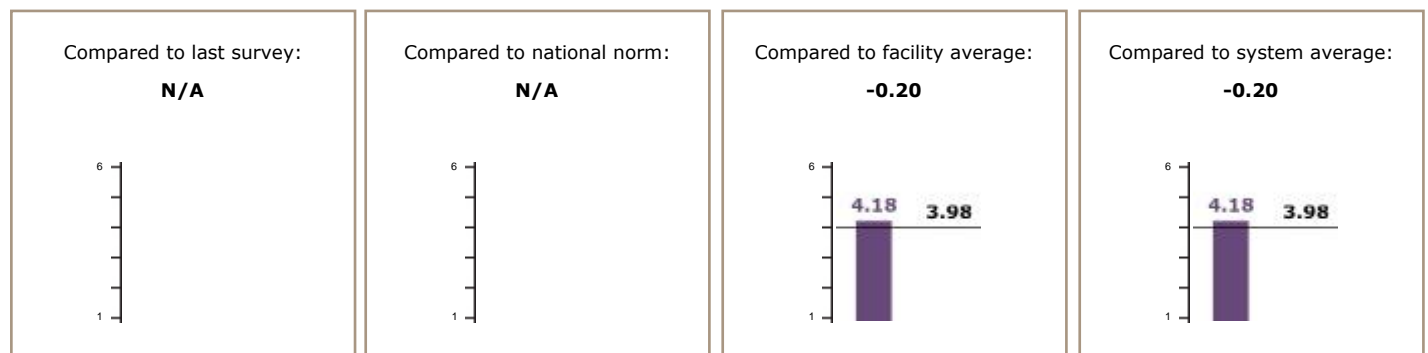
Date of Survey: November, 2017

OVERVIEW

























Respondents: 681

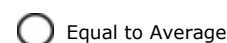
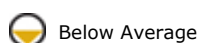
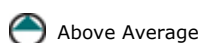
<p>Overall Score: 3.98</p> <p>max: 6.00</p>	<p>Strengths  These areas are your biggest strengths</p> <p>I love the Boulder region.</p> <p>I understand the tenure process at CU Boulder.</p> <p>My academic unit chair/director is responsive when I raise an issue.</p> <p>My academic unit chair/director involves me in decisions that affect my work.</p> <p>My academic unit chair/director supports me in achieving my academic goals.</p>	<p>Needs Attention  These areas need improvement the most</p> <p>The Idrsp. displayed by my Dean/Institute Director enhances UCB's competitiveness.</p> <p>The Dean/Institute Director shares key reasons why decisions are made to faculty.</p> <p>The executive leadership at CU Boulder communicates effectively with faculty members.</p> <p>My Dean/Institute Director communicates effectively with the faculty.</p> <p>The executive leadership shares the reasons why key decisions are made with faculty.</p>
<p>National Percentile Rank</p> <p>N/A</p> <p>max: 100</p>		

COMPARISONS IN OVERALL SCORE



COMPARISONS IN ENGAGEMENT AREAS In relation to other Averages

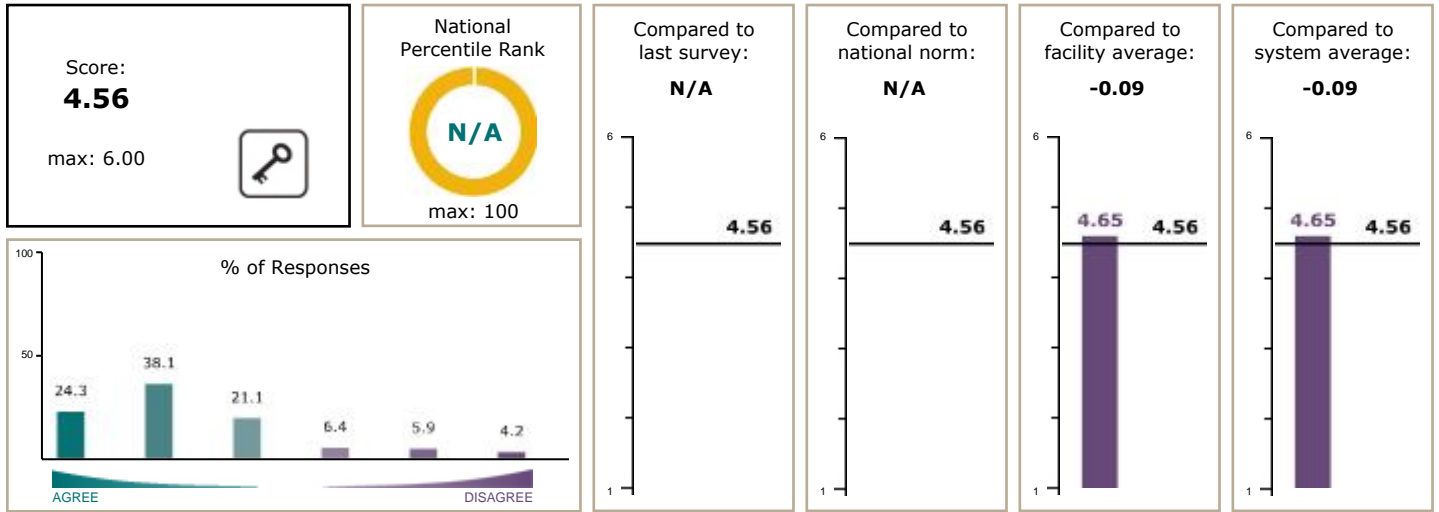
	National Average	Facility Average	System Average	Previous Survey
Quality/Innovation		 -0.22	 -0.22	
Recognition		 -0.22	 -0.22	
Resources		 -0.11	 -0.11	
University Collaboration		 -0.08	 -0.08	
Alignment		 -0.17	 -0.17	
College Dean		 -0.46	 -0.46	
Compensation and Rewards		 -0.31	 -0.31	
Department 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	



Department Collaboration

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

Respondents: 659



ITEMS IN DEPTH

Responses to Item Statements

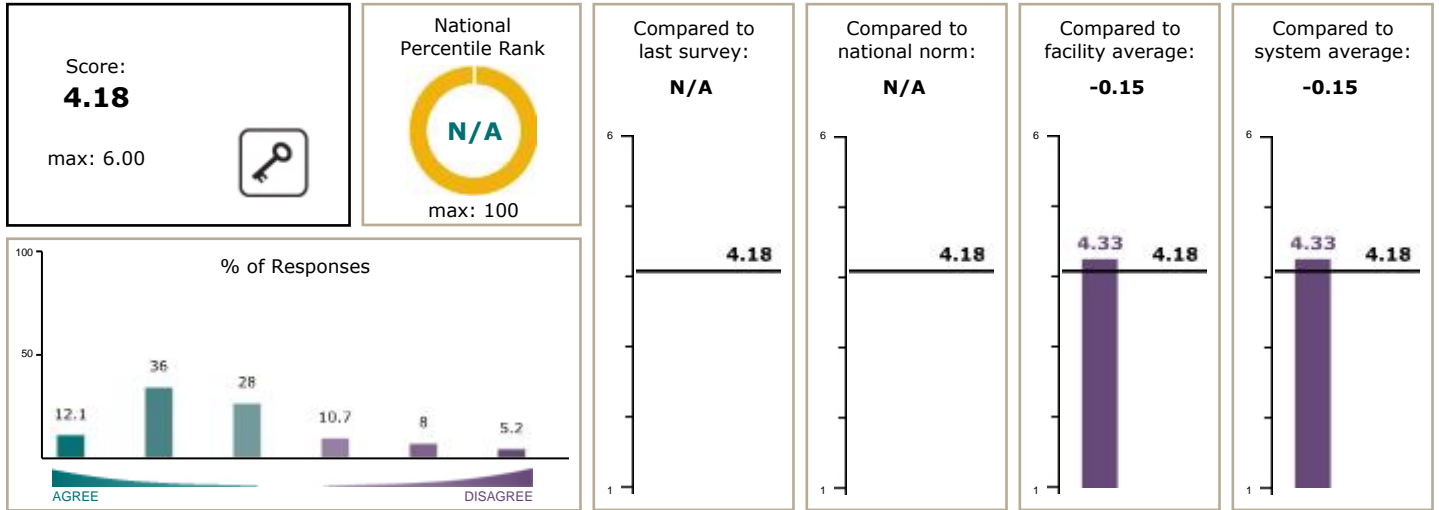
Report Title: **Key Driver**

Date of Survey: November, 2017

Growth

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

Respondents: 675



Previous Survey

Strength

Needs Attention

Key Driver

ITEMS IN DEPTH

Responses to Item Statements

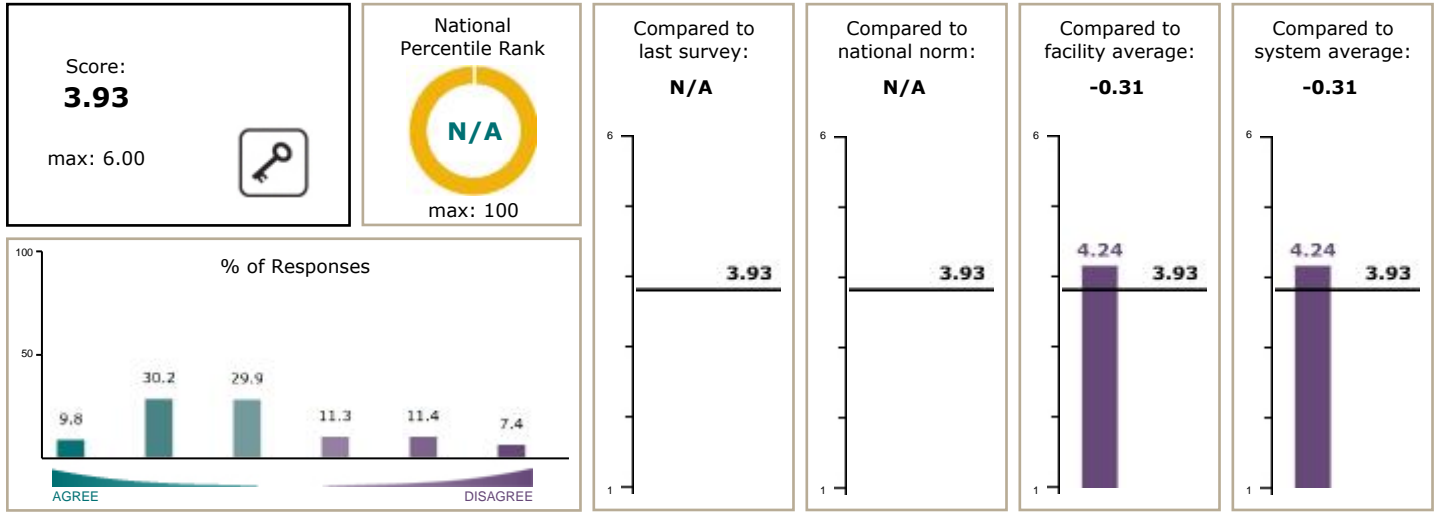
Report Title: **Key Driver**

Date of Survey: November, 2017

Recognition

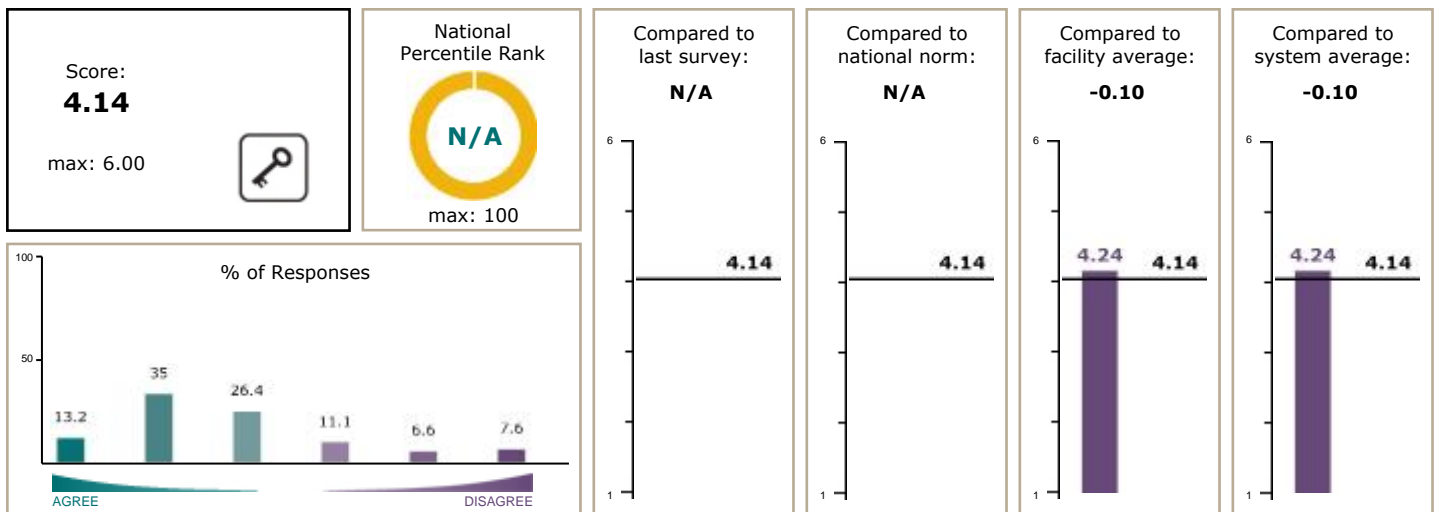
Statement: **I feel as though my contributions are valued by my school/college/institute.**

Respondents: 675

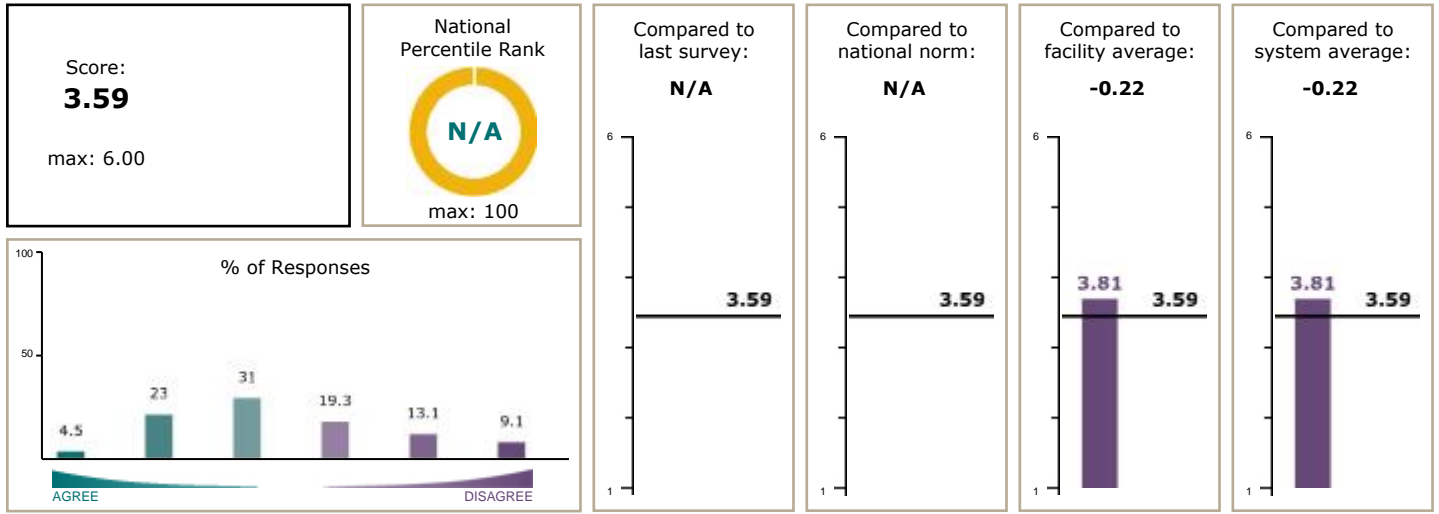


Statement: **CU Boulder rewards its faculty members for excellence in research.**

Respondents: 605

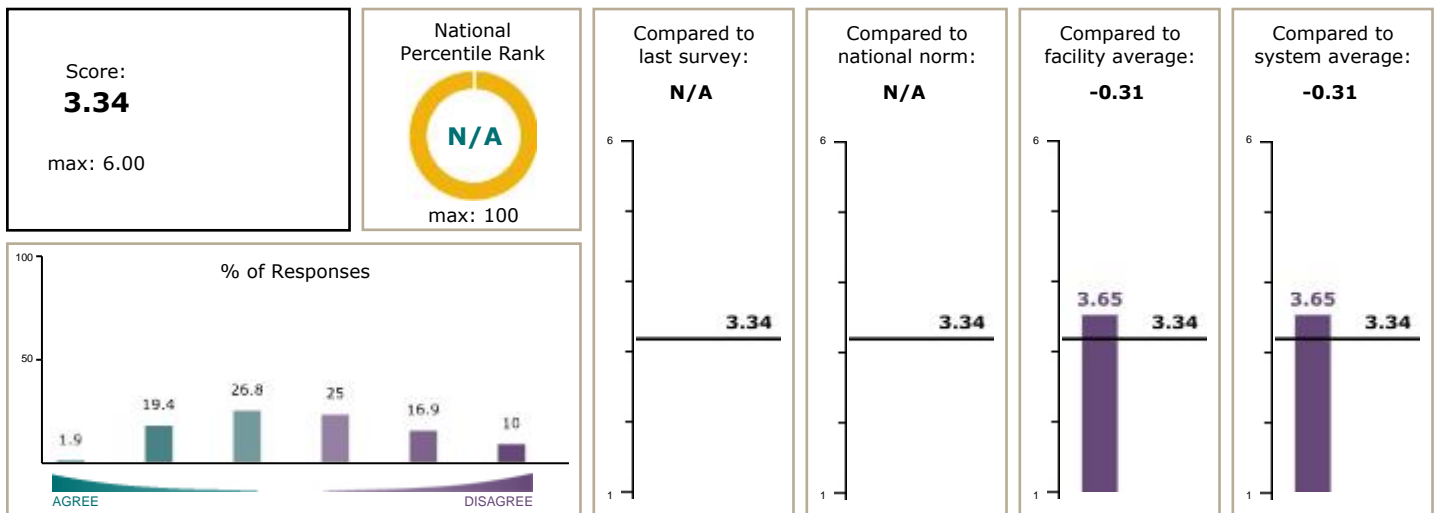


Quality/Innovation



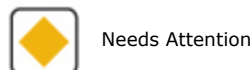
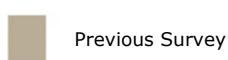
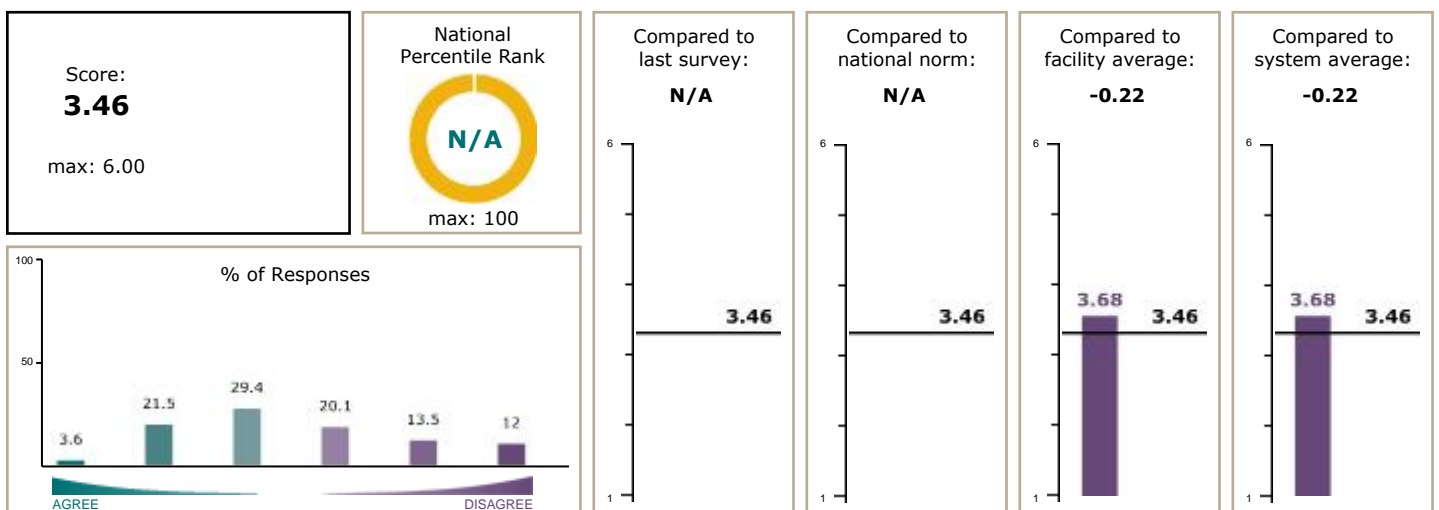
Statement: **At UC Boulder, failures are seen as opportunities for learning and growth.**

Respondents: 568



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

Respondents: 643



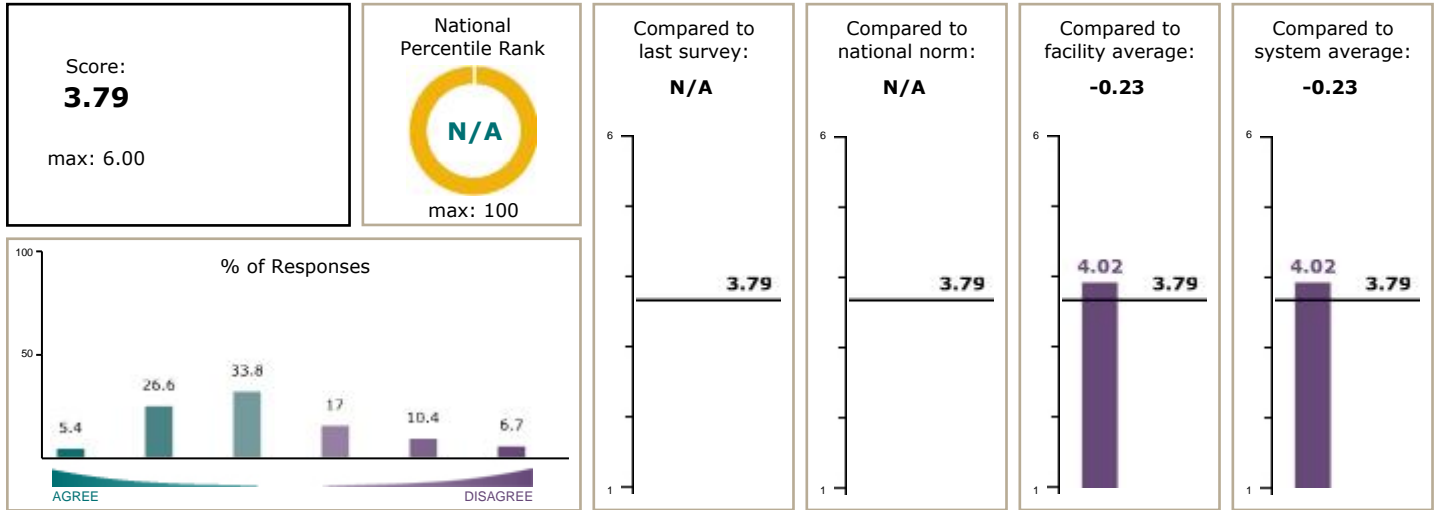
Report Title: **Detail**

Date of Survey: November, 2017

Quality/Innovation

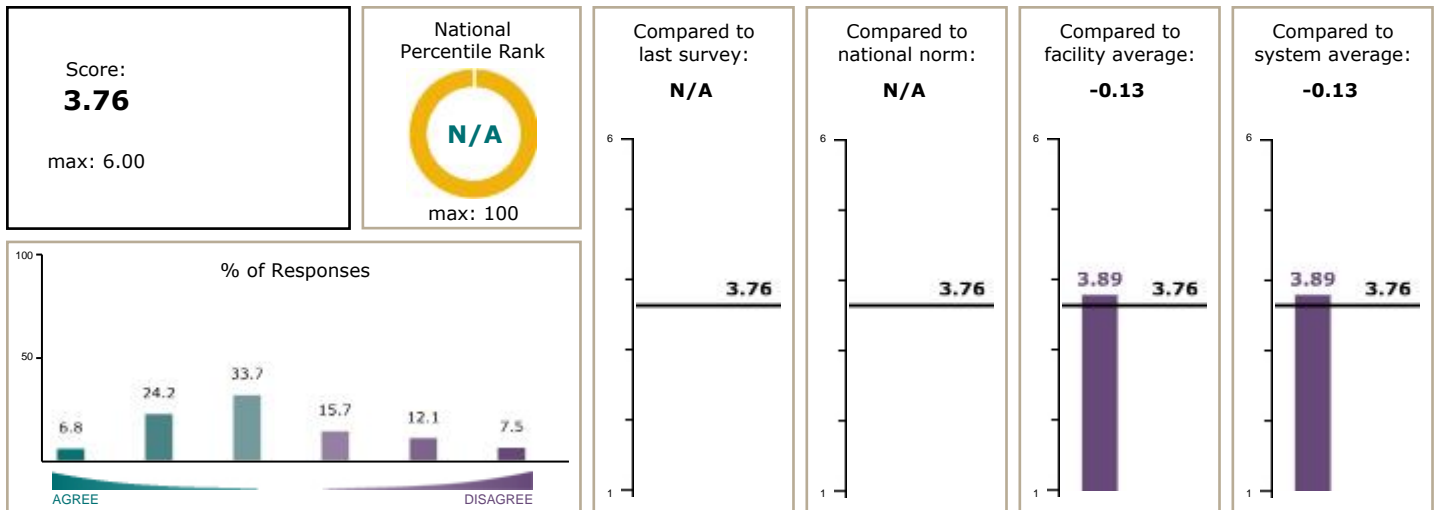
Statement: **CU Boulder is focused on creating a work environment for faculty to ensure innovation.**

Respondents: 624



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

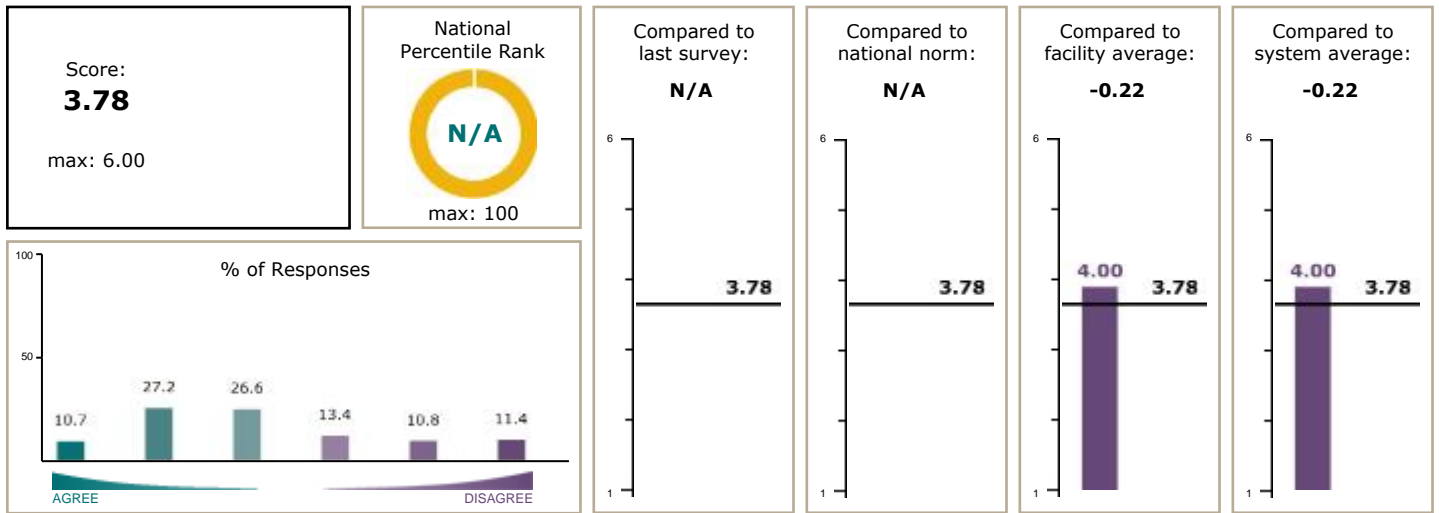
Respondents: 629



Report Title: **Detail**

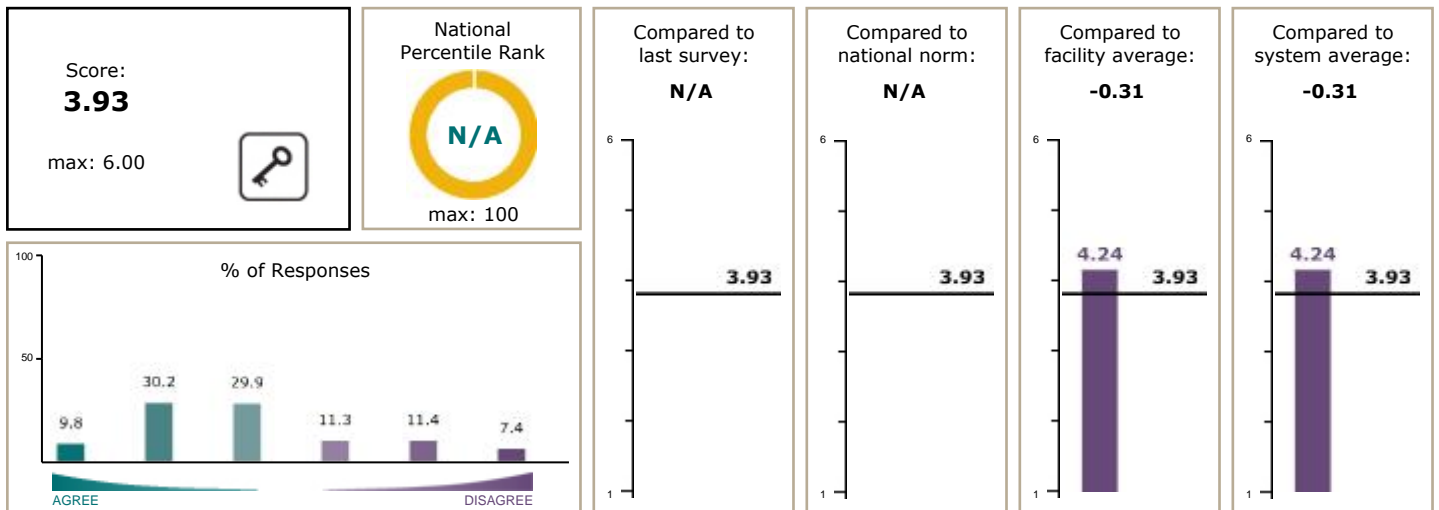
Date of Survey: November, 2017

Recognition



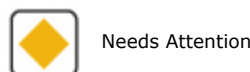
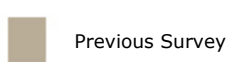
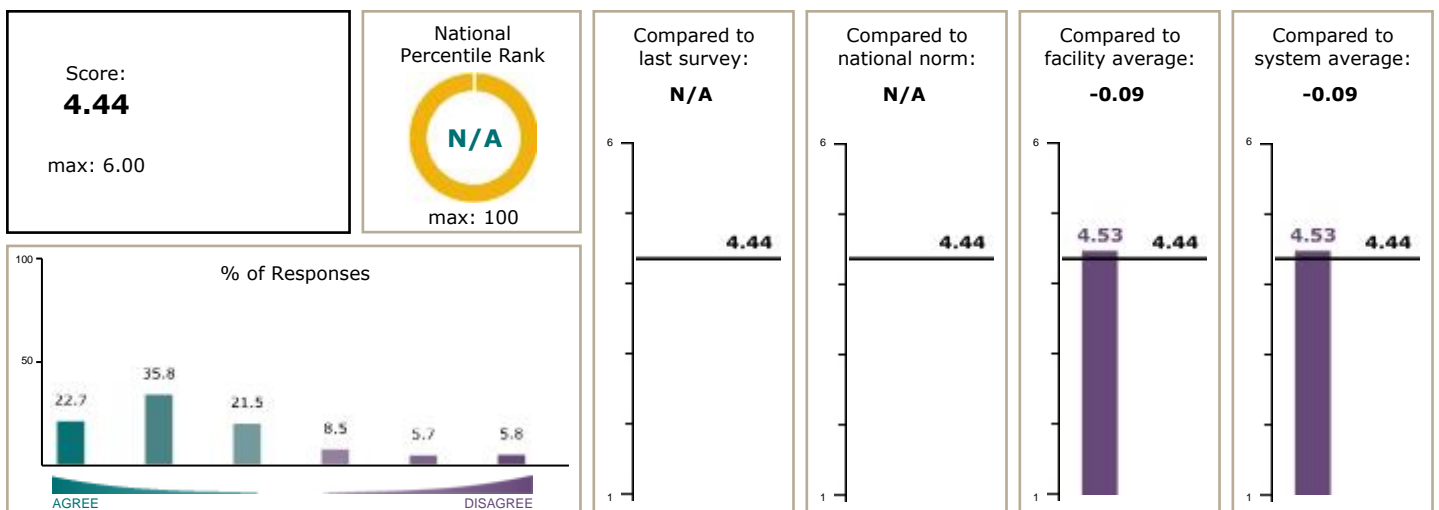
Statement: **I feel as though my contributions are valued by my school/college/institute.**

Respondents: 675



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

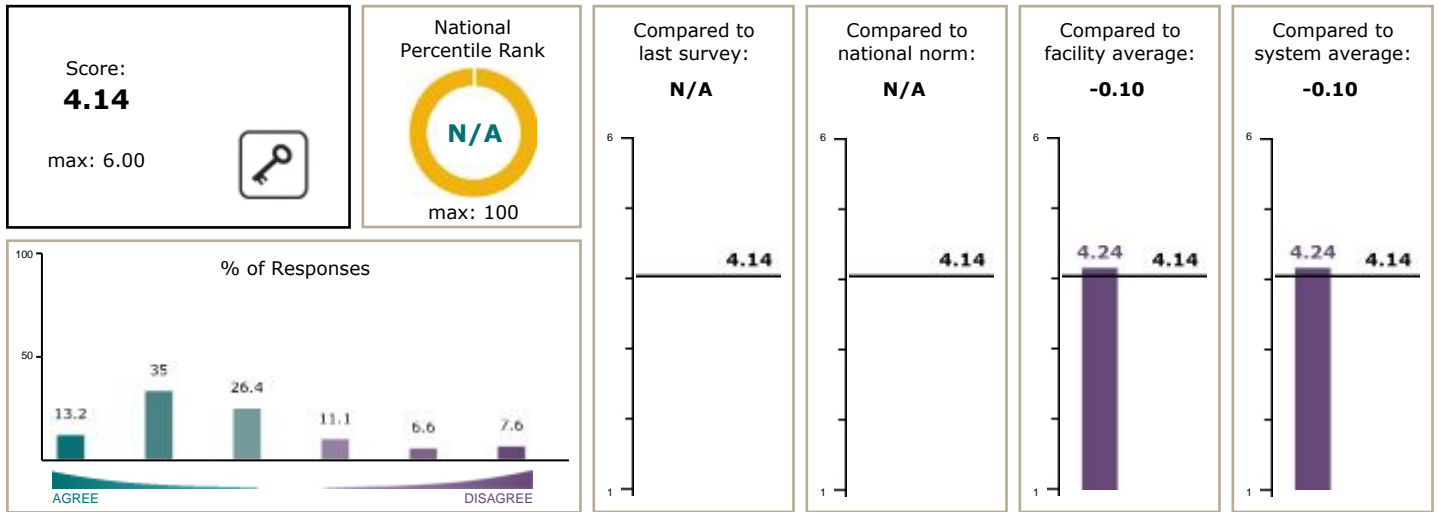
Respondents: 670



Recognition

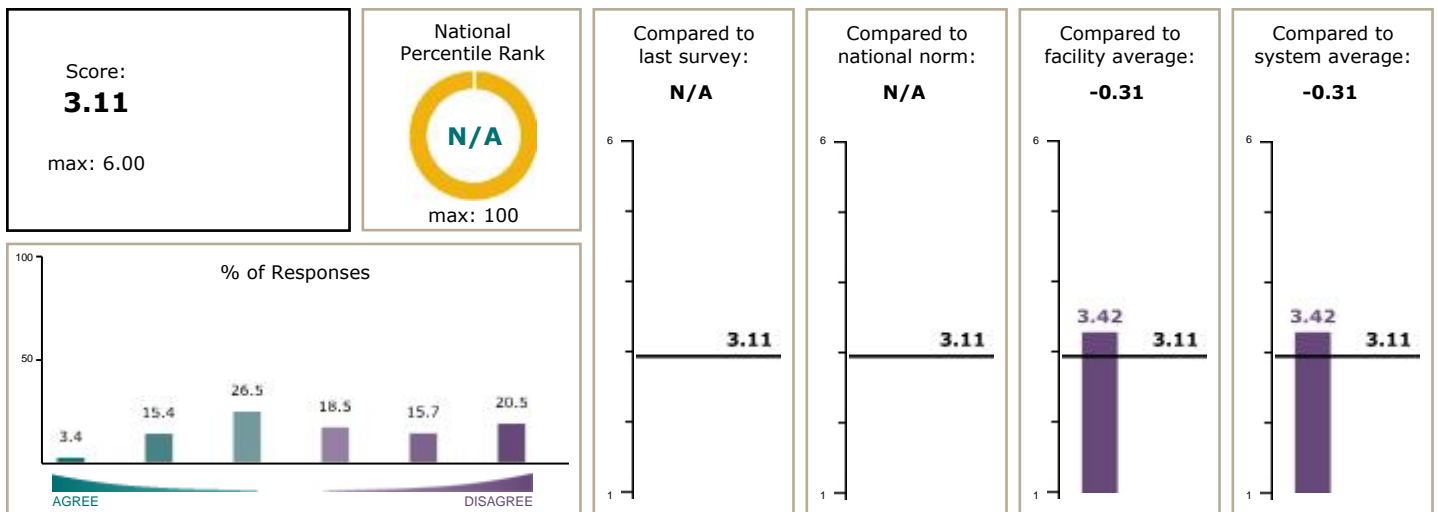
Statement: **CU Boulder rewards its faculty members for excellence in research.**

Respondents: 605



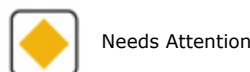
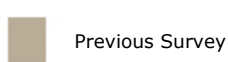
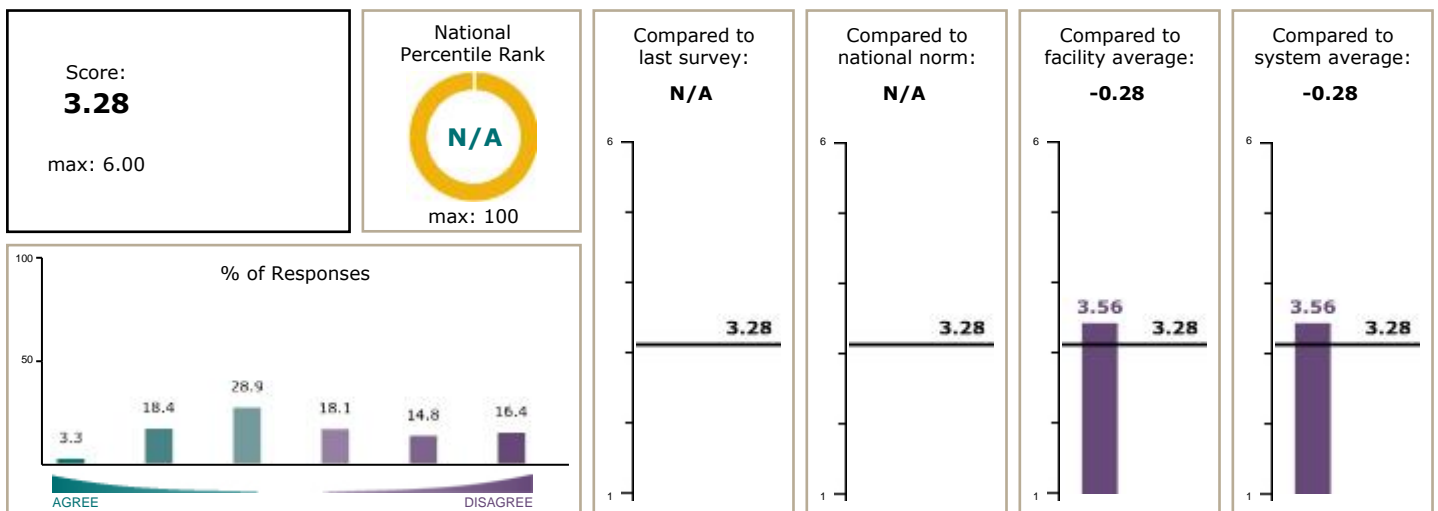
Statement: **CU Boulder rewards its faculty members for excellence in service.**

Respondents: 616



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

Respondents: 602



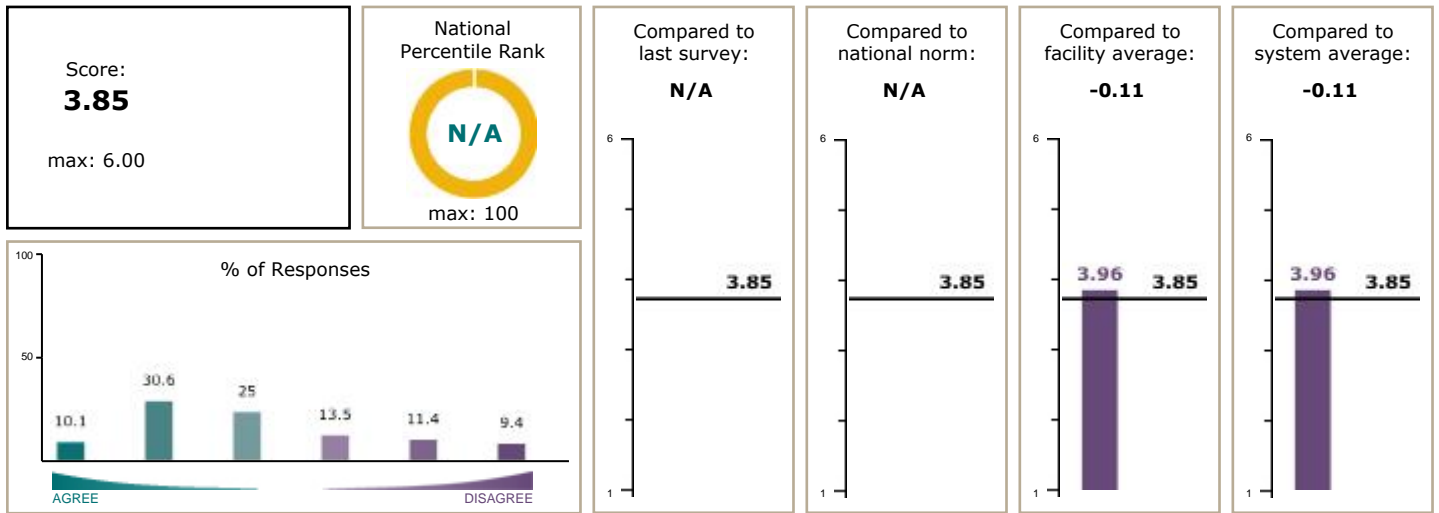
ITEMS IN DEPTH

Responses to Item Statements

Report Title: **Detail**

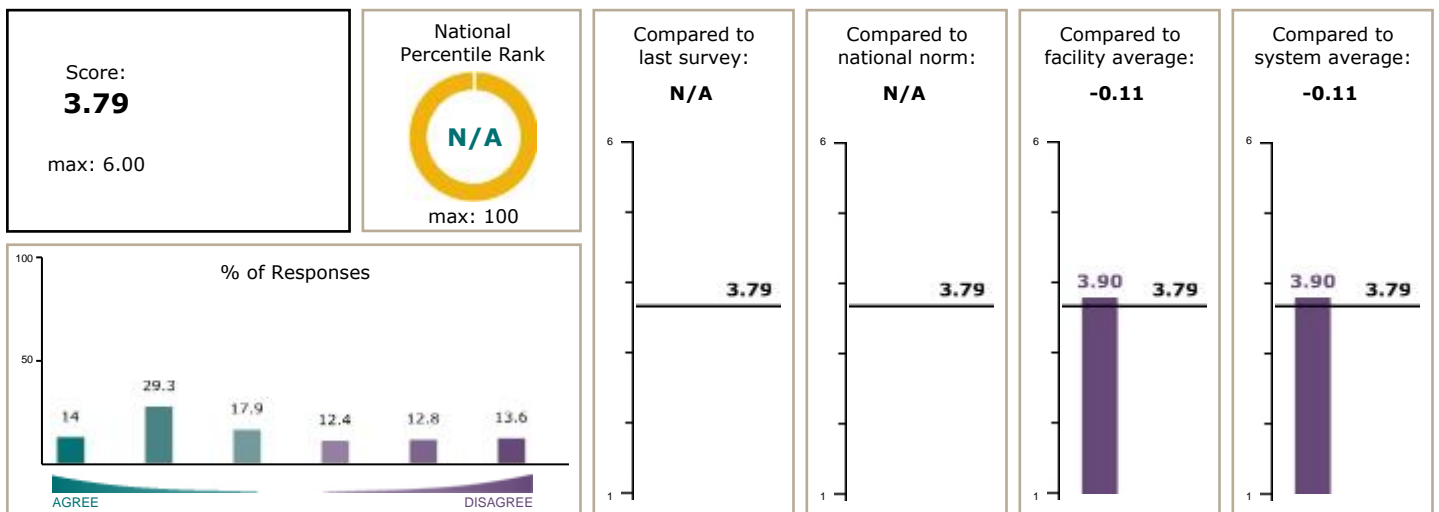
Date of Survey: November, 2017

Resources



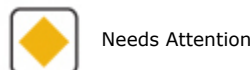
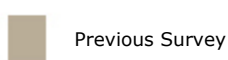
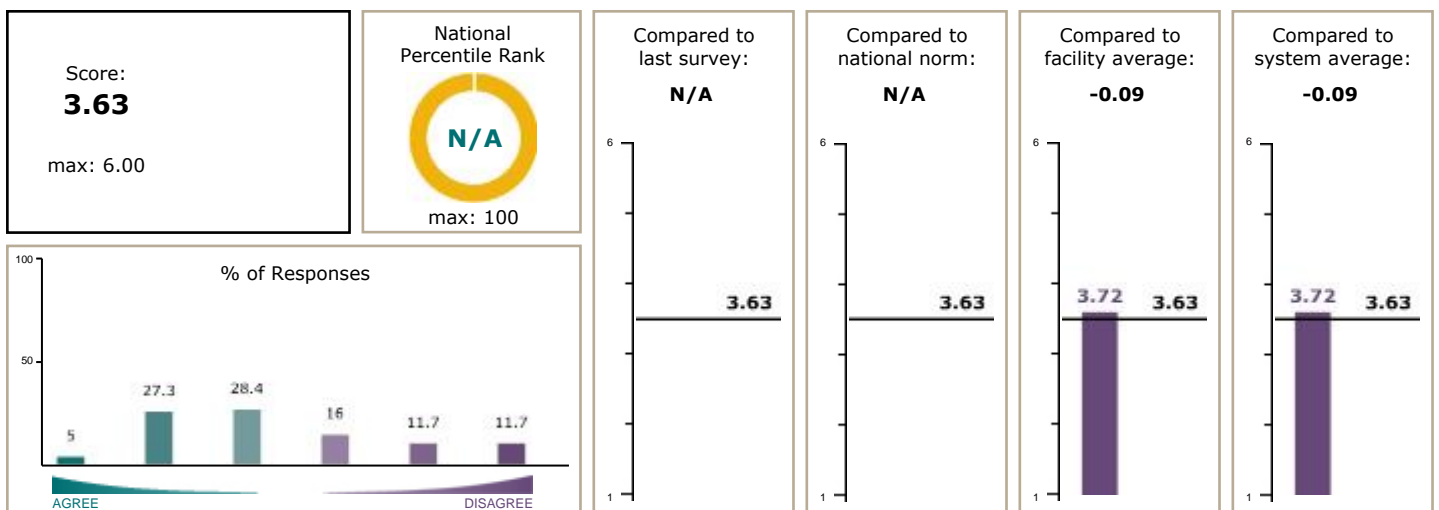
Statement: **My department has an appropriate level of clerical/administrative support.**

Respondents: 670



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

Respondents: 626



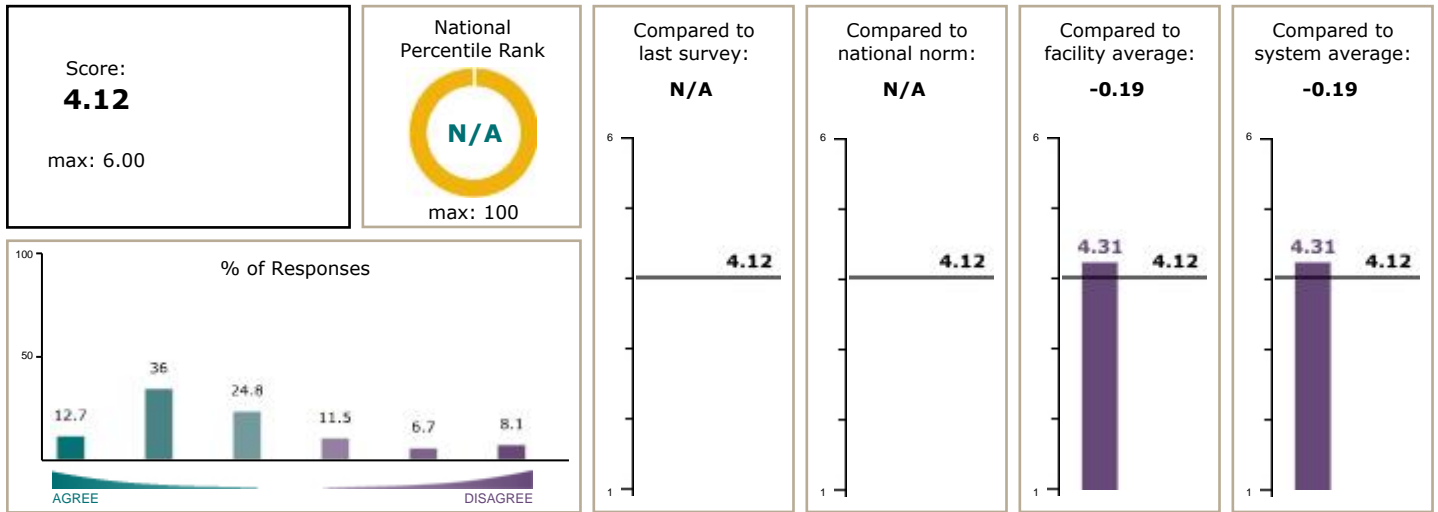
Report Title: **Detail**

Date of Survey: November, 2017

Resources

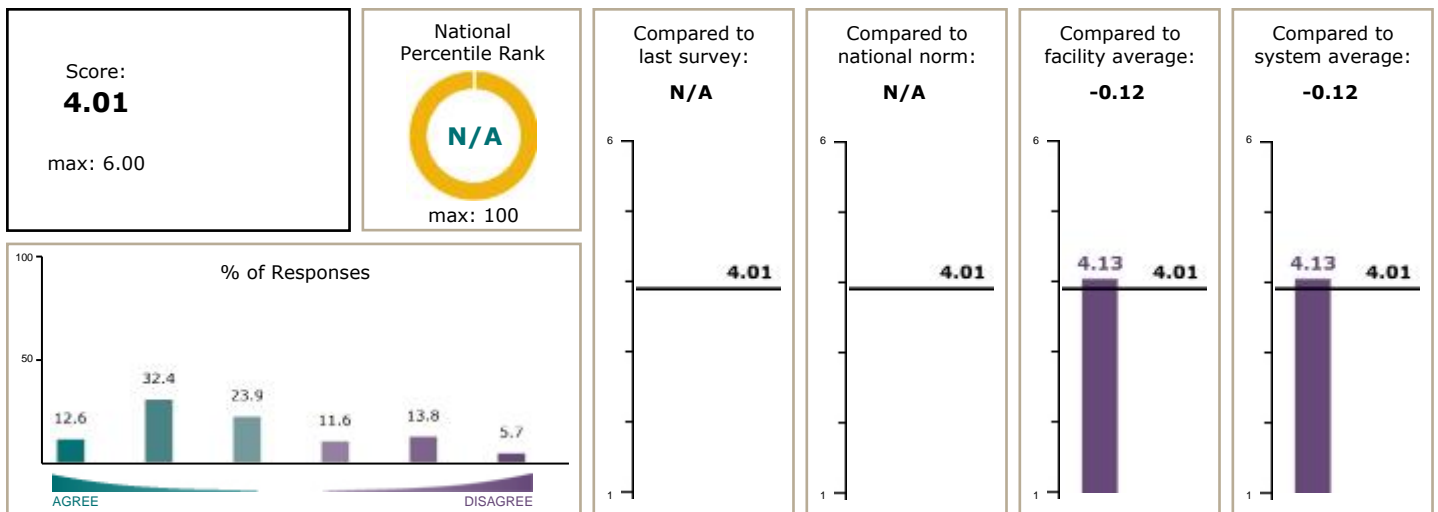
Statement: **CU Boulder has policies for protecting against/eliminating discrimination and harassment.**

Respondents: 652



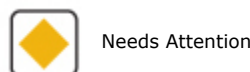
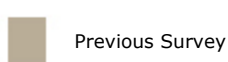
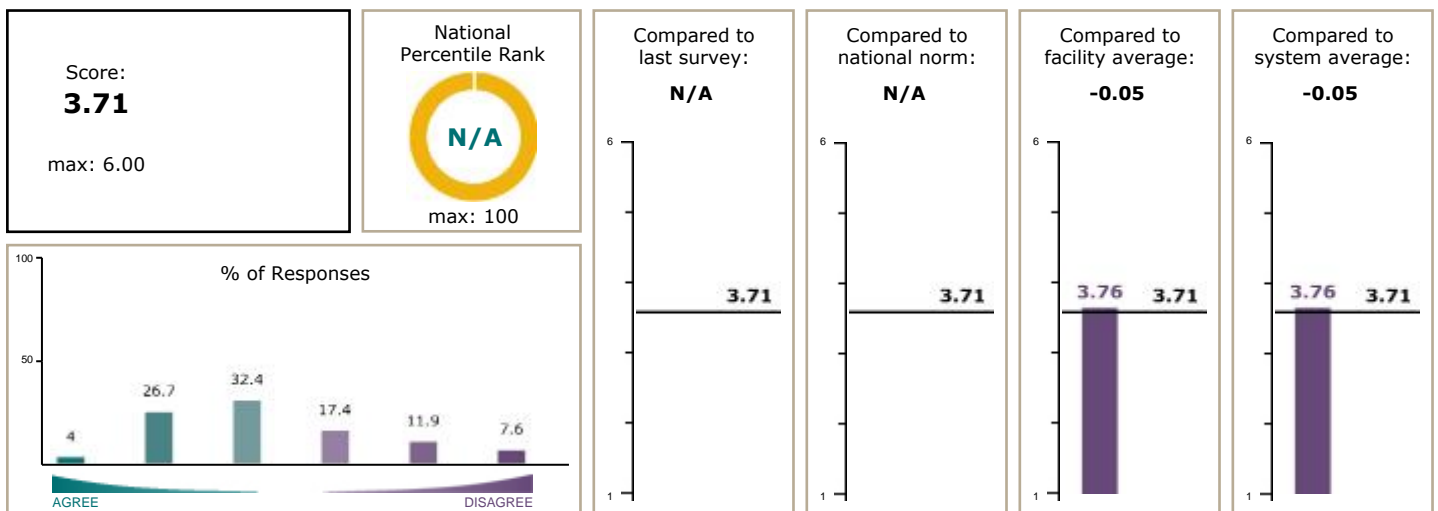
Statement: **I have the resources and tools I need to do my job well.**

Respondents: 666



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

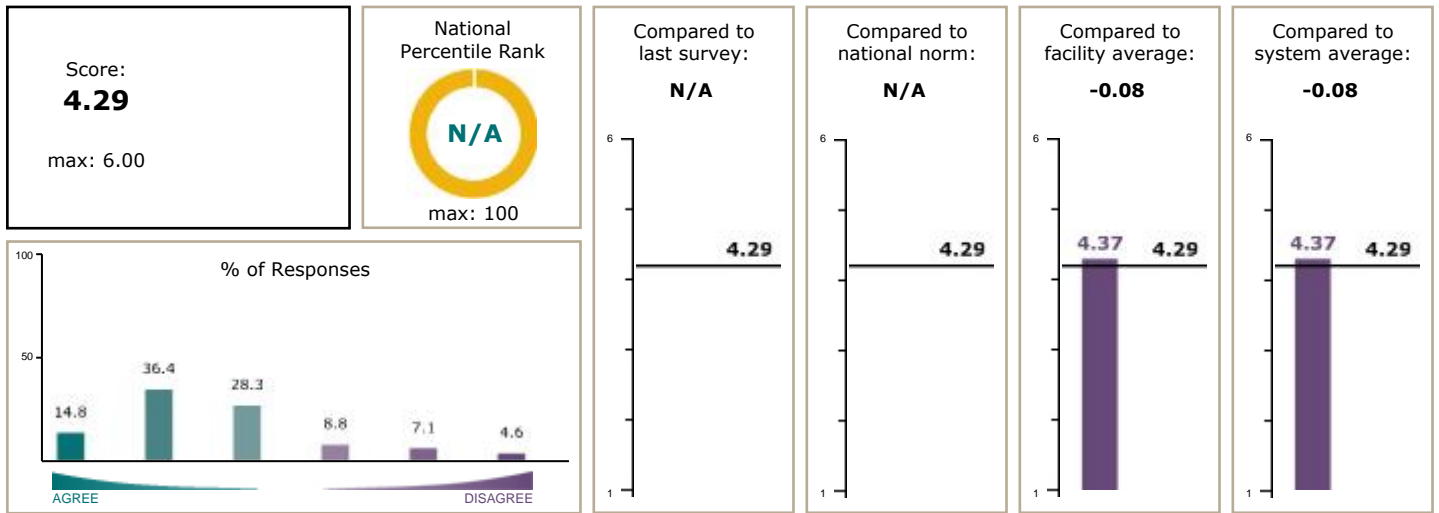
Respondents: 472



Report Title: **Detail**

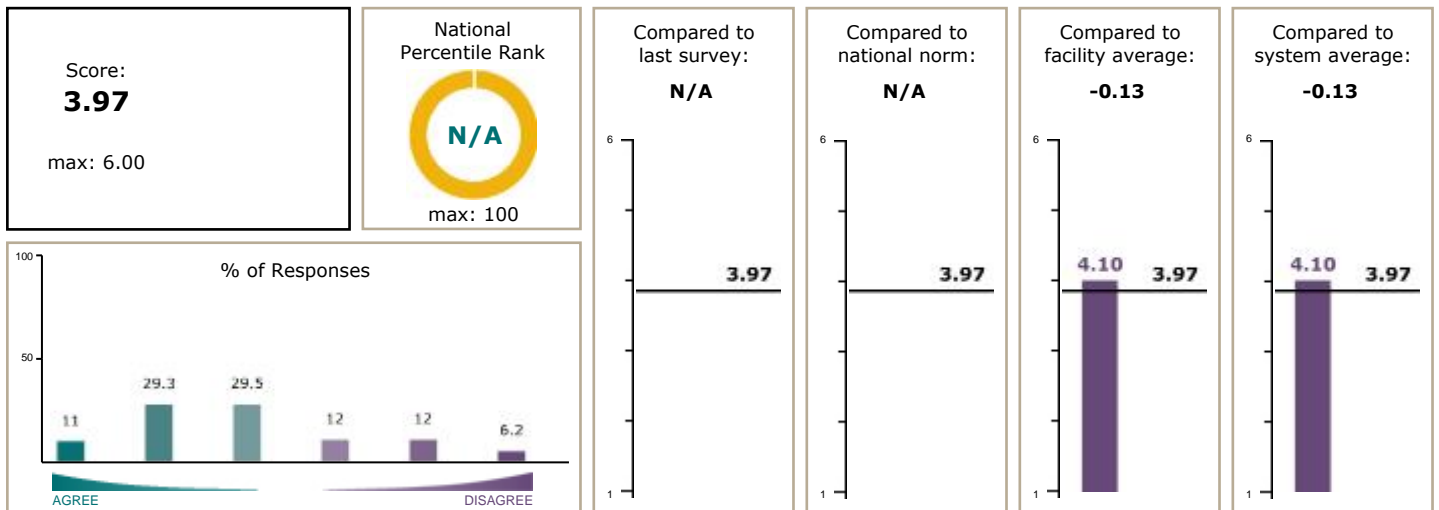
Date of Survey: November, 2017

University Collaboration



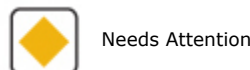
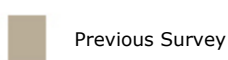
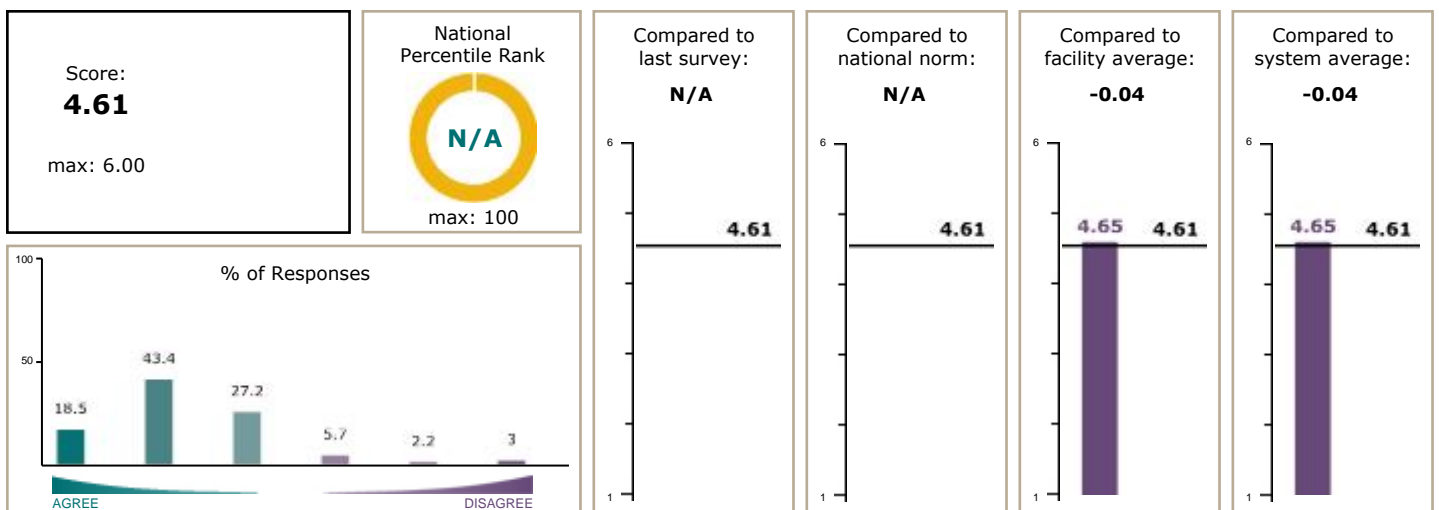
Statement: **I am encouraged to collaborate with faculty from other disciplines at CU Boulder.**

Respondents: 634



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

Respondents: 633



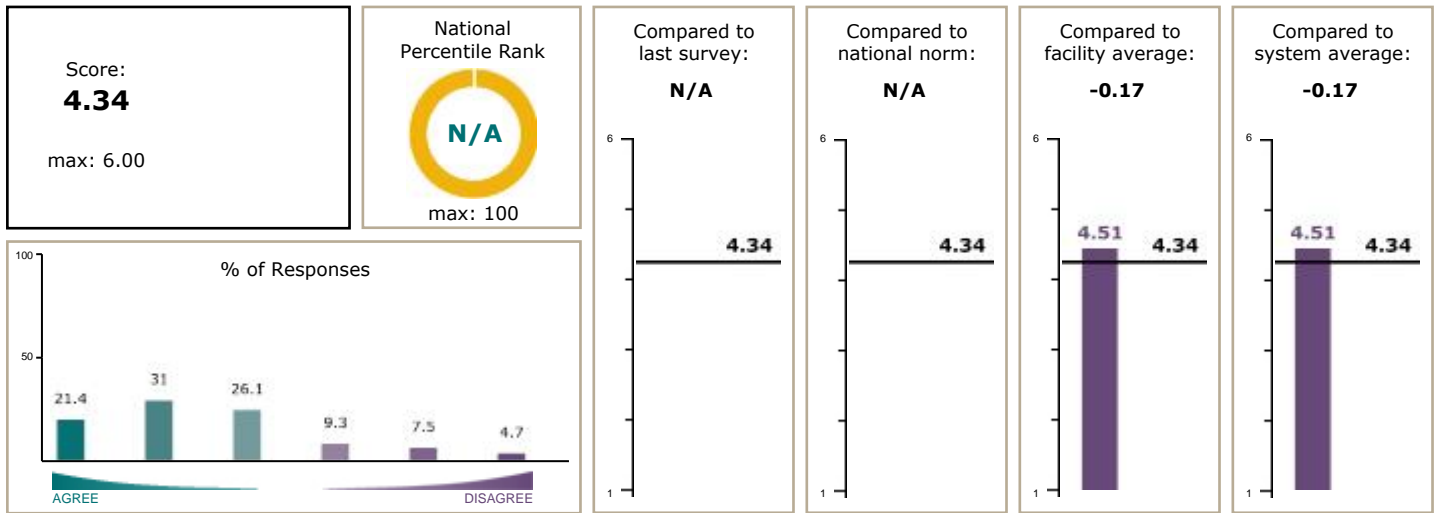
ITEMS IN DEPTH

Responses to Item Statements

Report Title: **Detail**

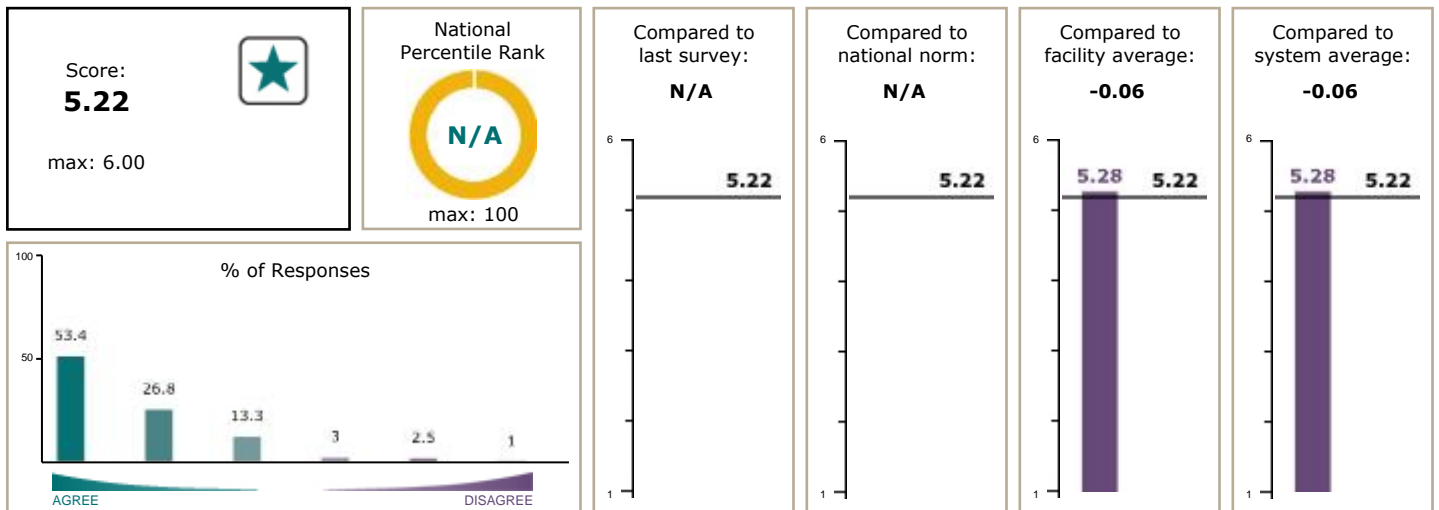
Date of Survey: November, 2017

Alignment



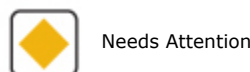
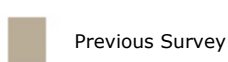
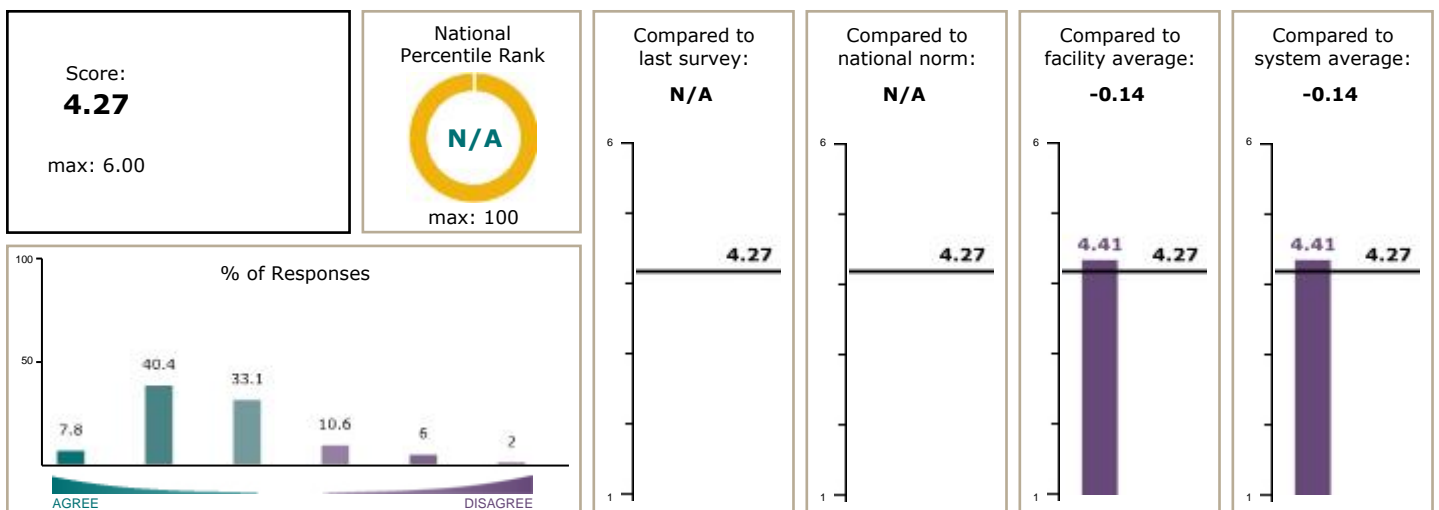
Statement: **I love the Boulder region.**

Respondents: 676



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

Respondents: 601



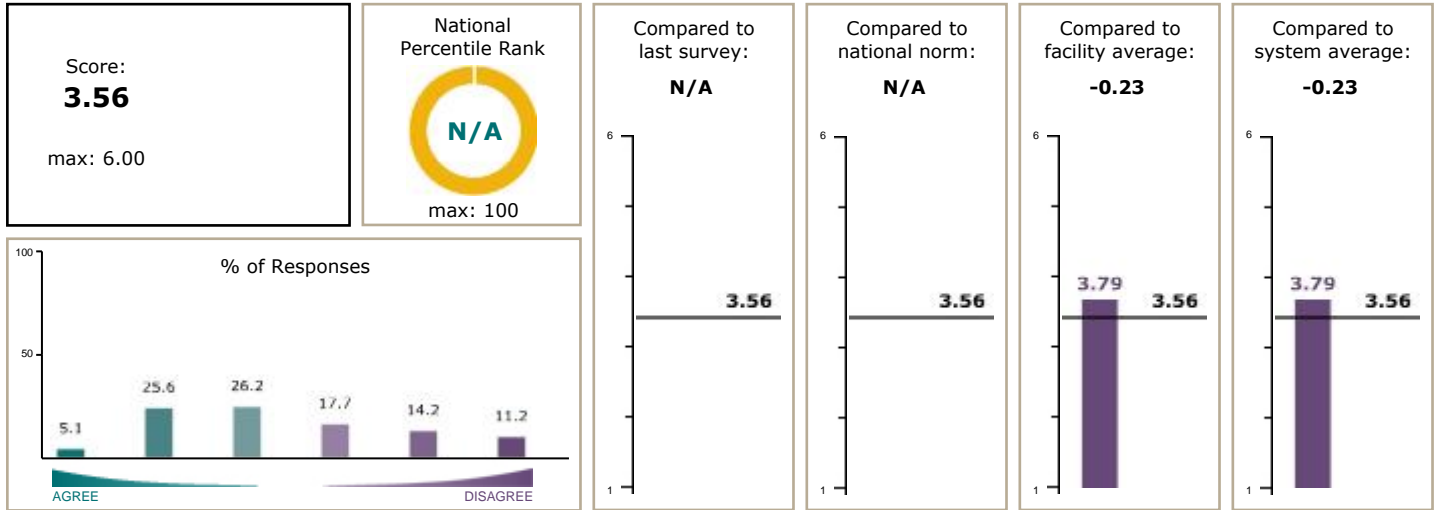
Report Title: **Detail**

Date of Survey: November, 2017

Alignment

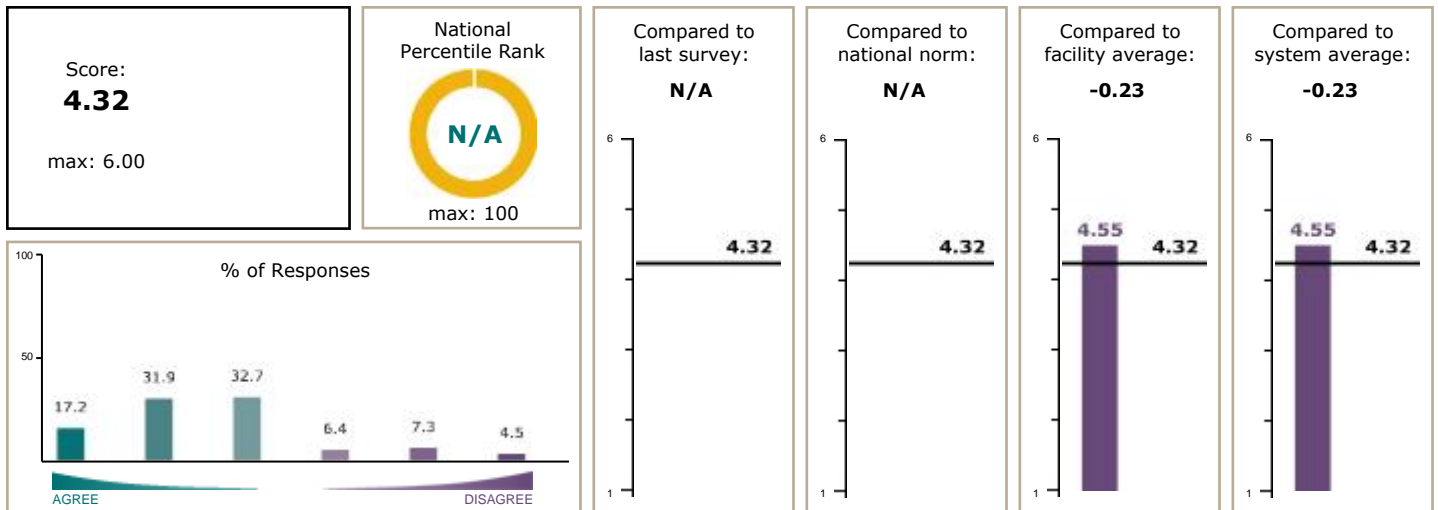
Statement: **I understand CU Boulder's vision and strategic imperatives.**

Respondents: 649



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

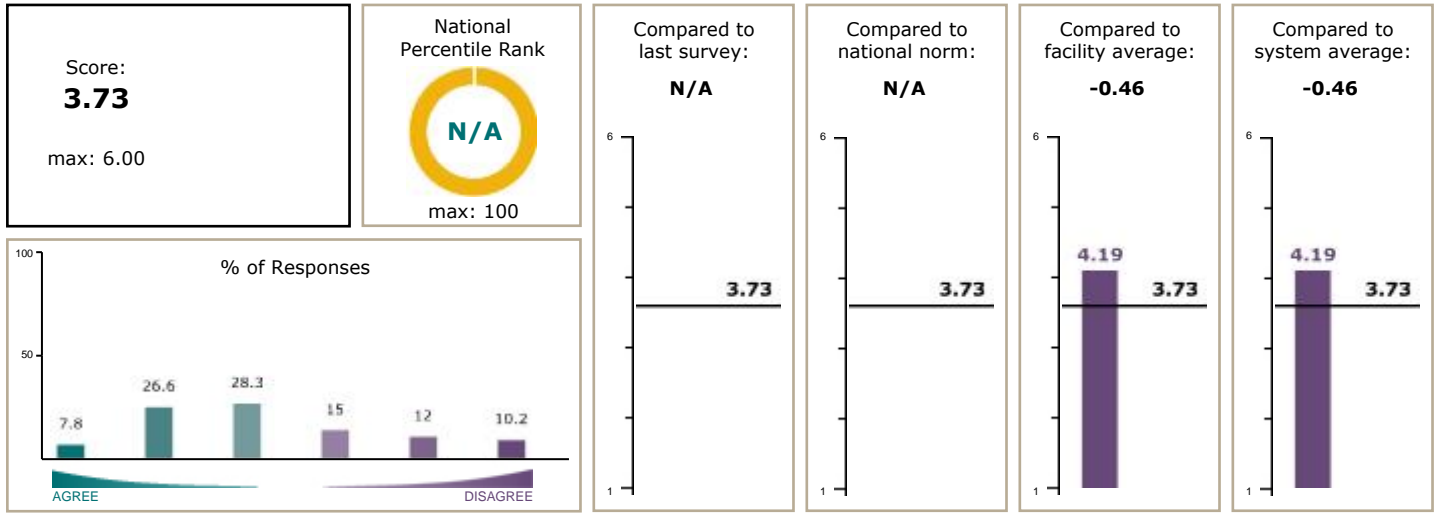
Respondents: 673



Report Title: **Detail**

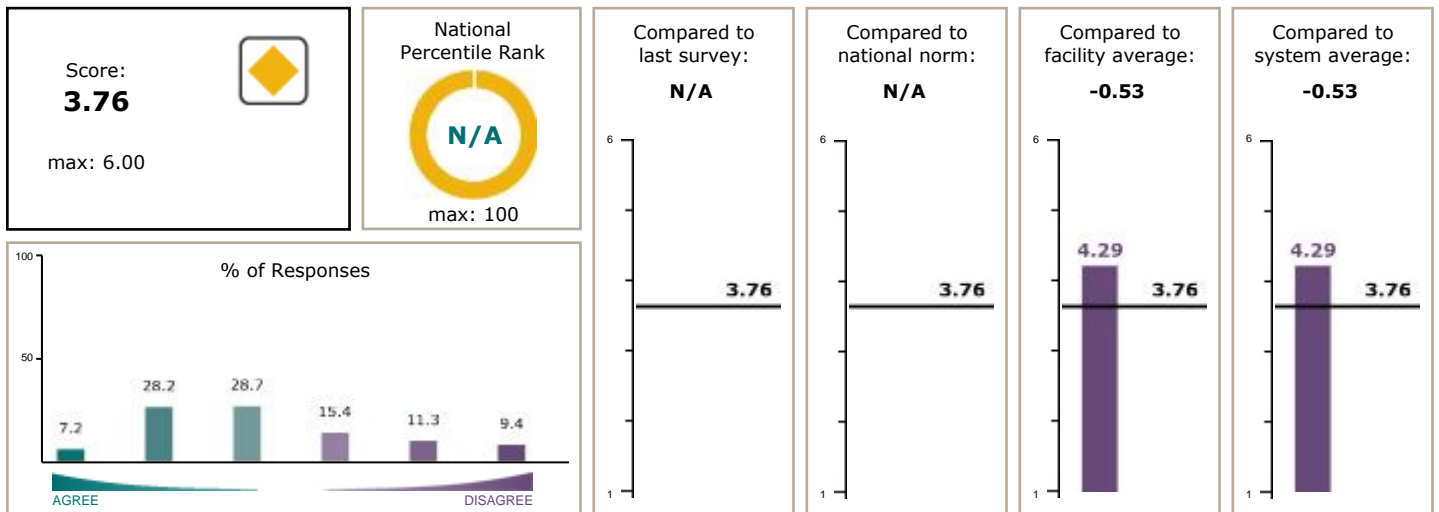
Date of Survey: November, 2017

College Dean



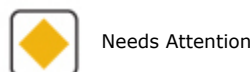
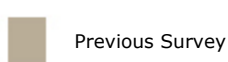
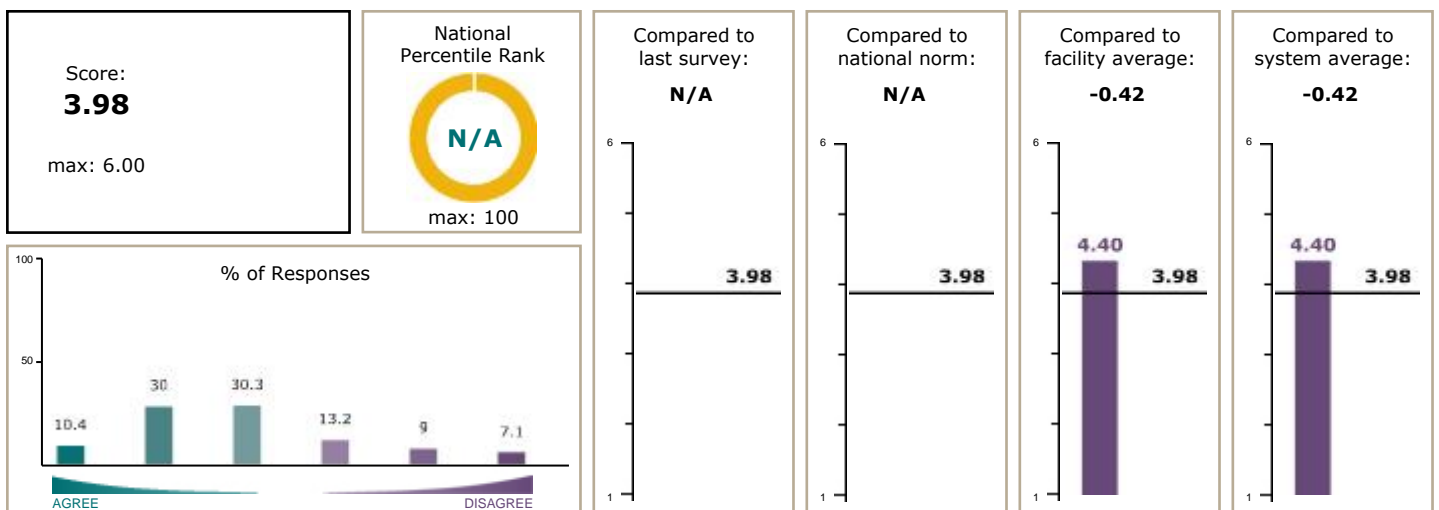
Statement: **The Idrsp. displayed by my Dean/Institute Director enhances UCB's competitiveness.**

Respondents: 586



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

Respondents: 567



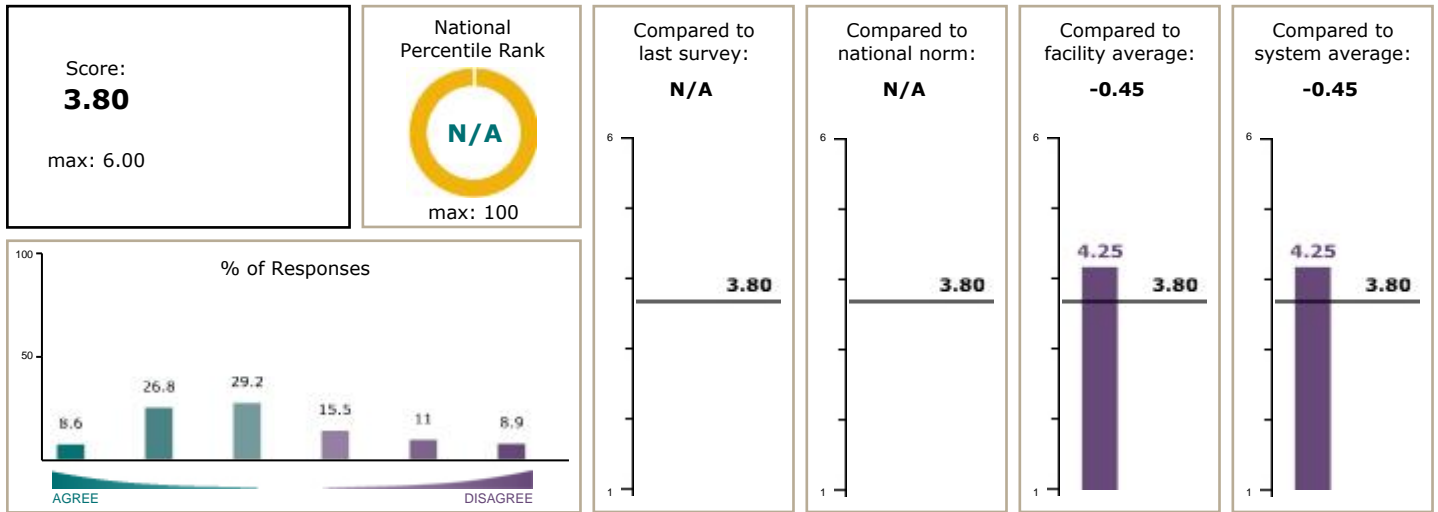
Report Title: **Detail**

Date of Survey: November, 2017

College Dean

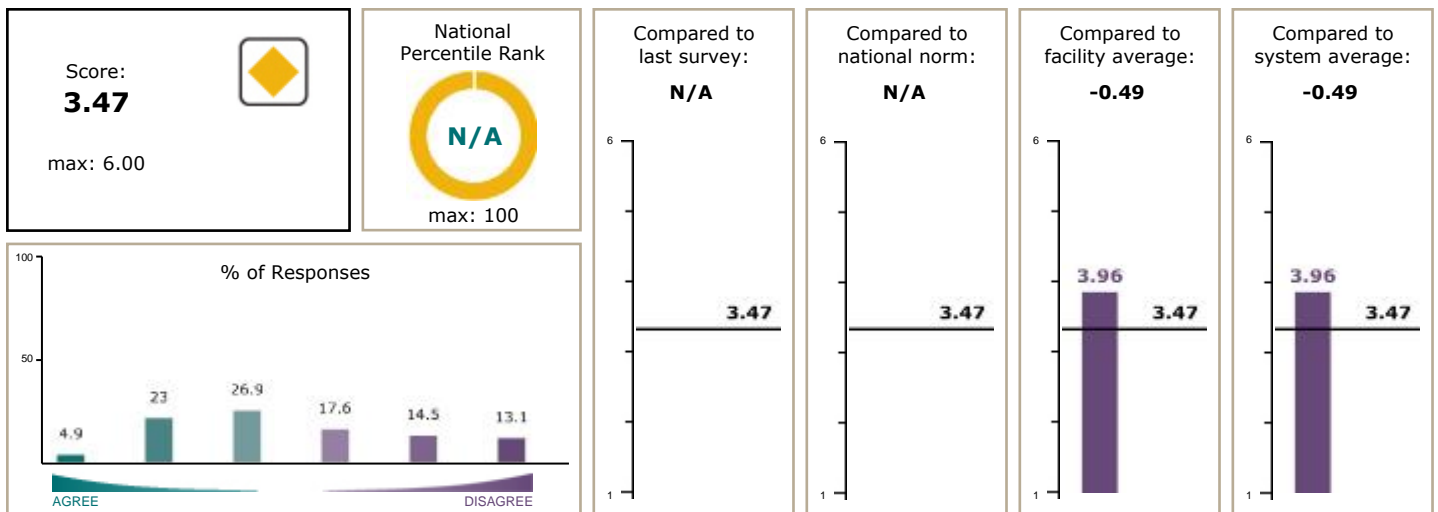
Statement: **My Dean/Institute Director is responsive to feedback from the faculty.**

Respondents: 537



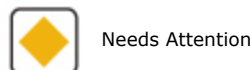
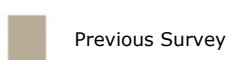
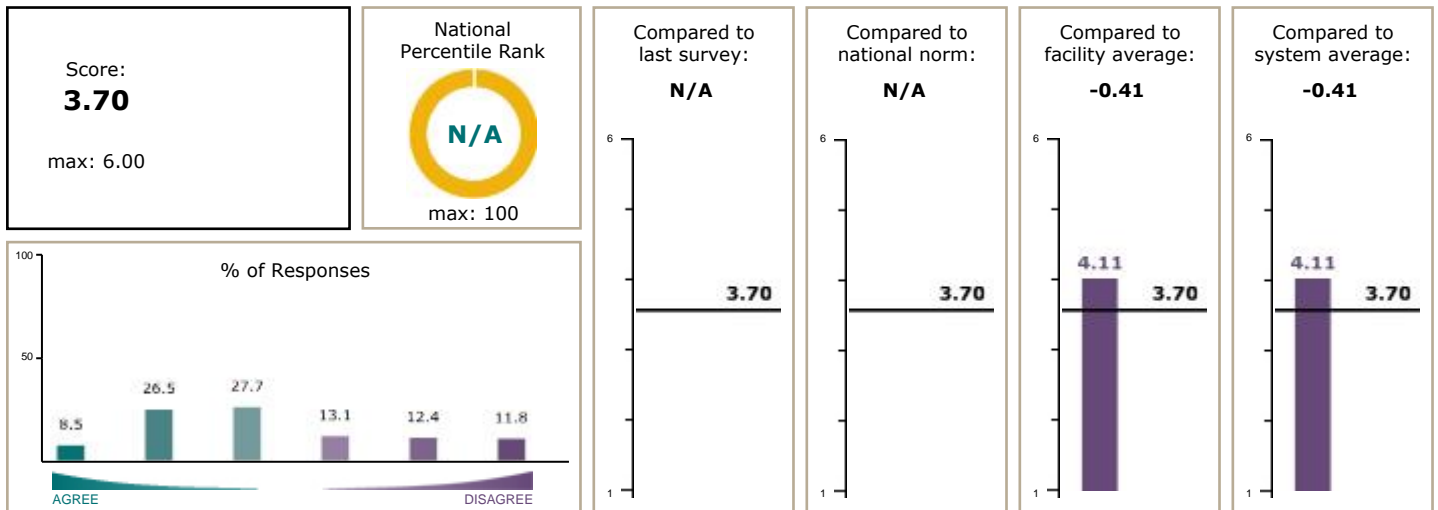
Statement: **The Dean/Institute Director shares key reasons why decisions are made to faculty.**

Respondents: 573



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

Respondents: 574



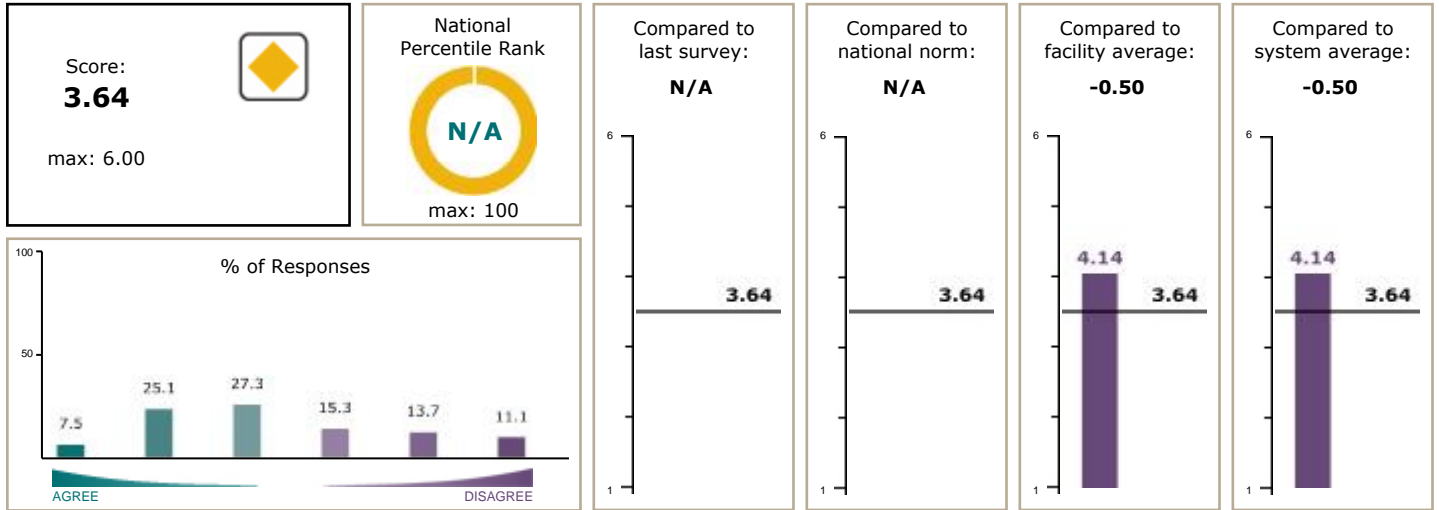
Report Title: **Detail**

Date of Survey: November, 2017

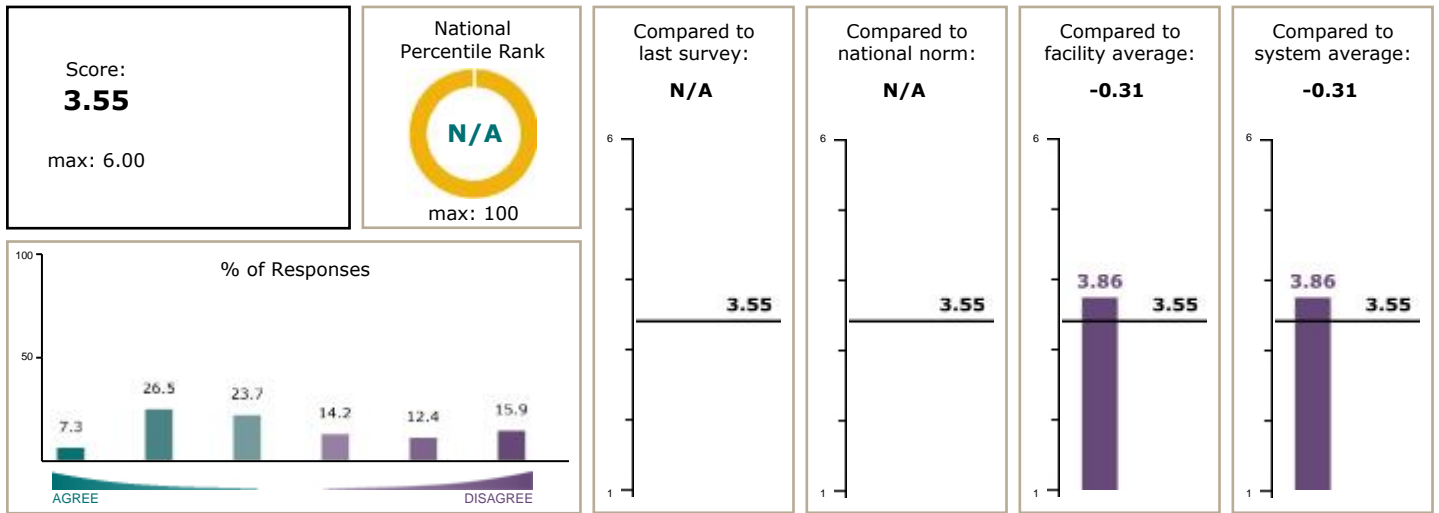
College Dean

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

Respondents: 561

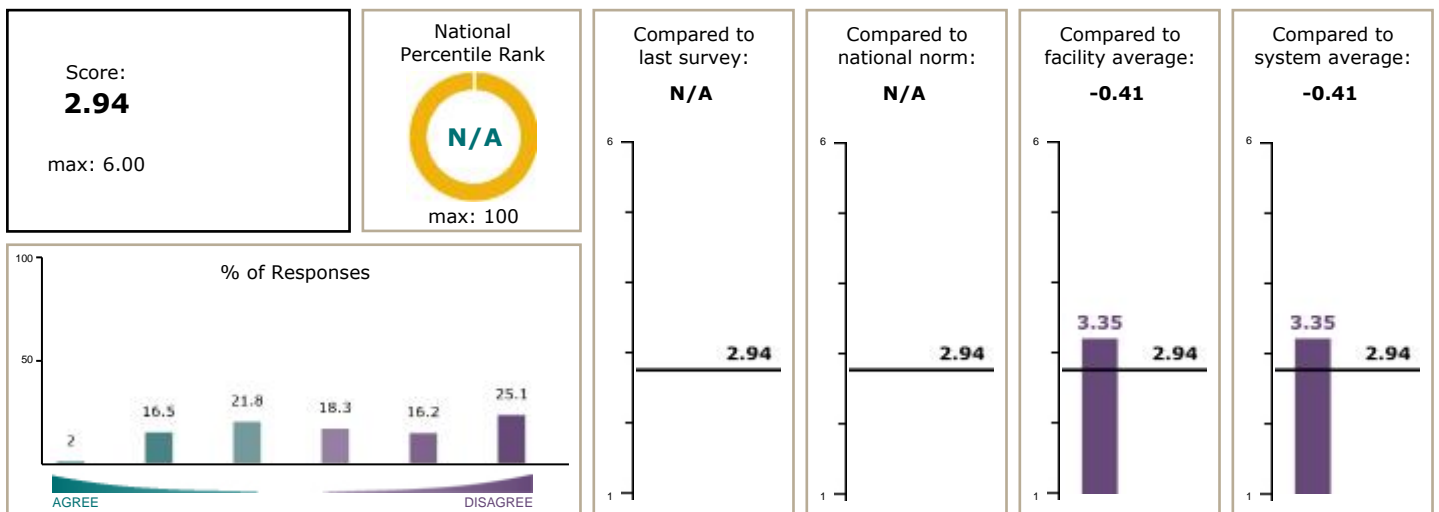


Compensation and Rewards



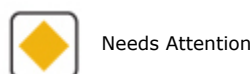
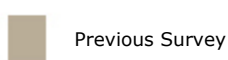
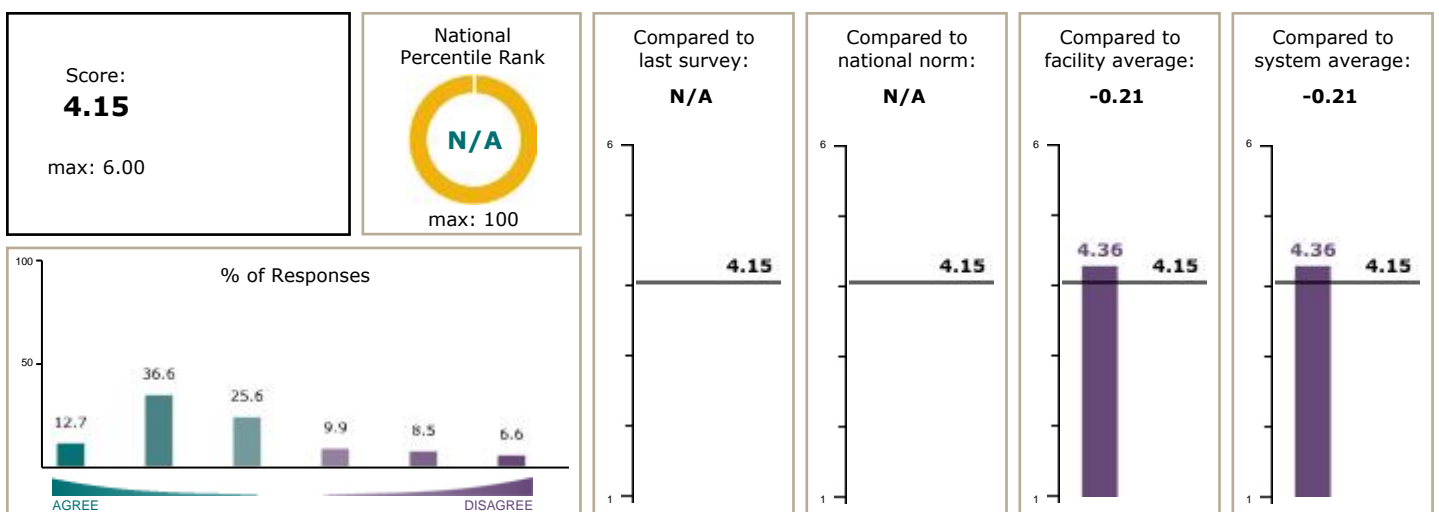
Statement: **Considering higher education settings, I feel my pay is competitive.**

Respondents: 665



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

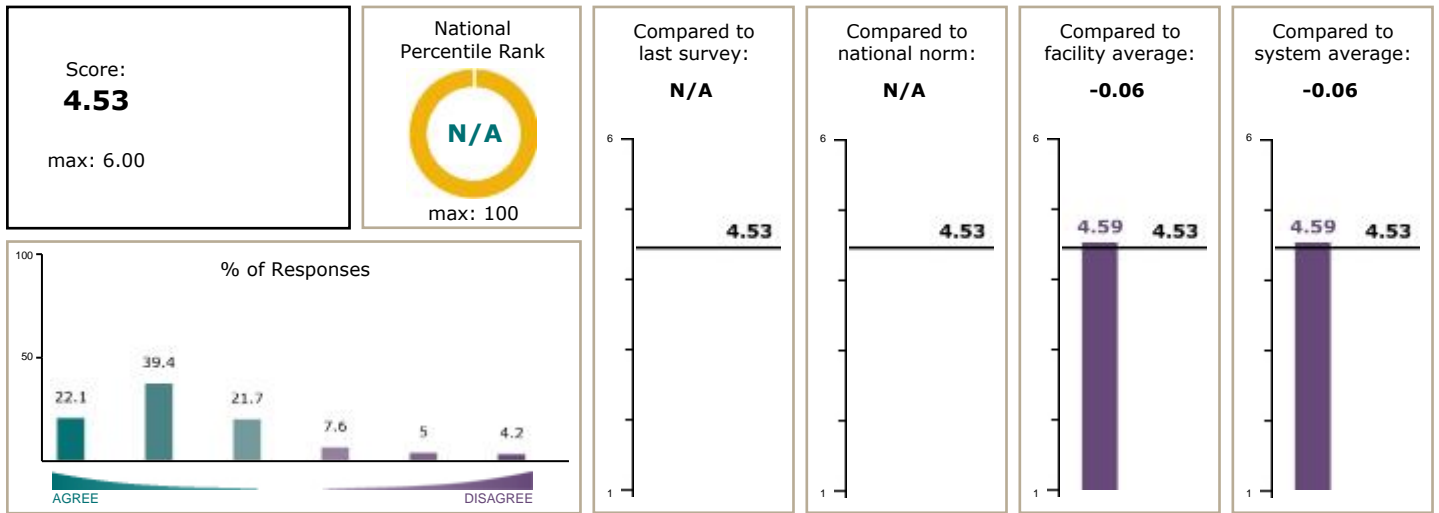
Respondents: 655



Report Title: **Detail**

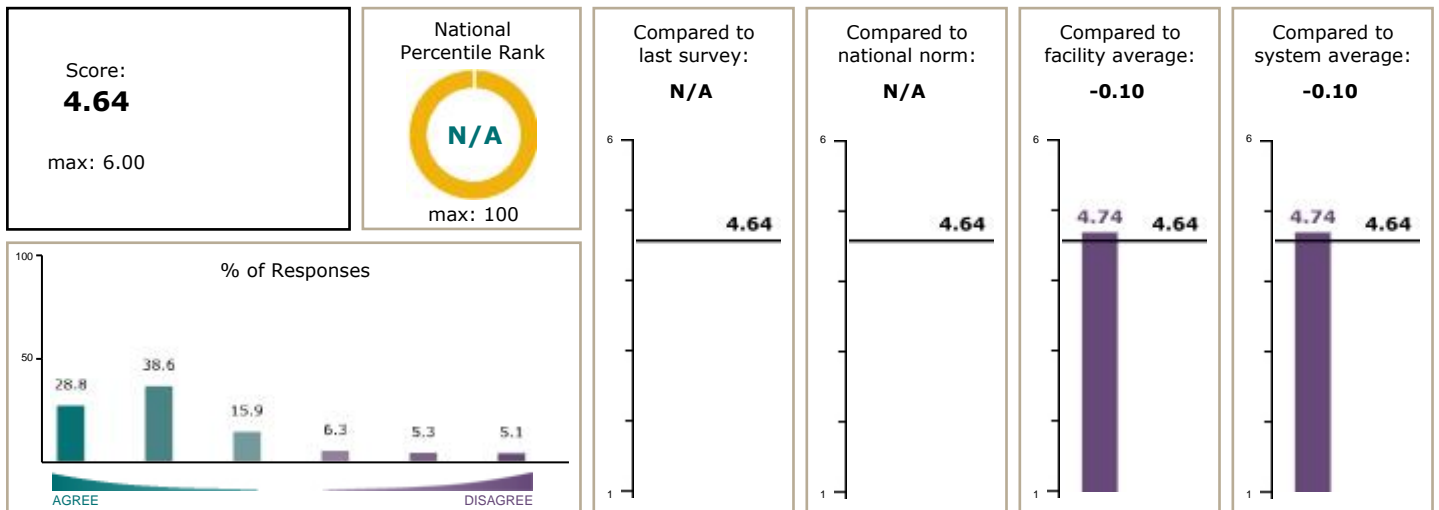
Date of Survey: November, 2017

Department Collaboration



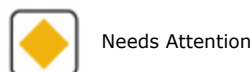
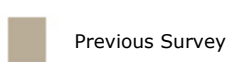
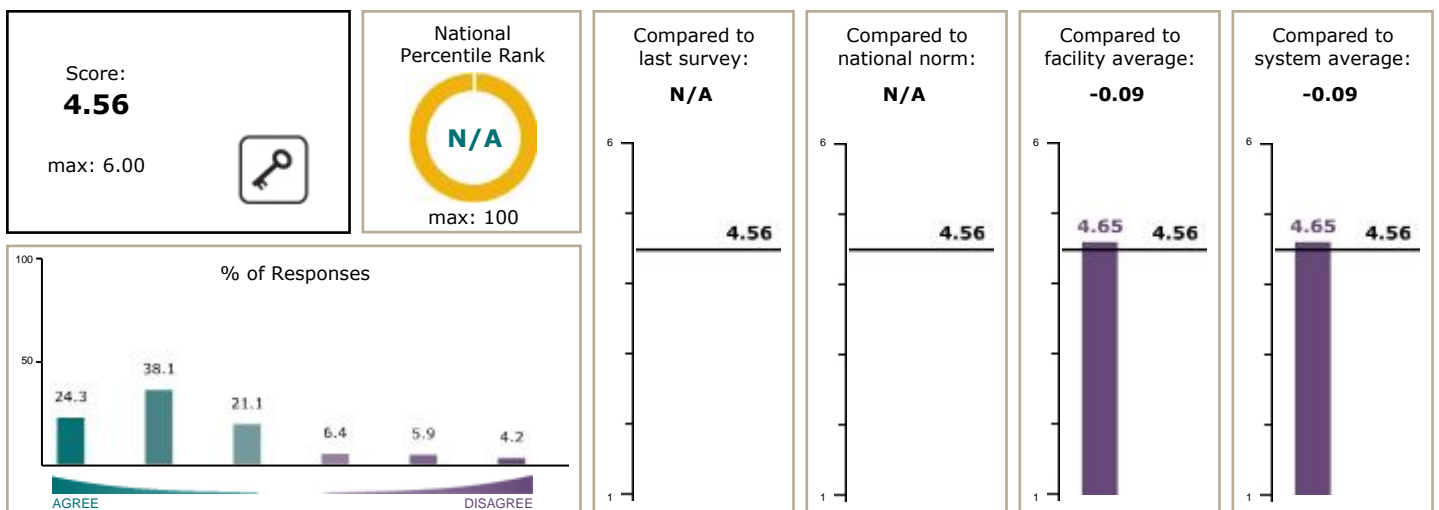
Statement: **Faculty in my academic unit treat each other with respect.**

Respondents: 666



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

Respondents: 659



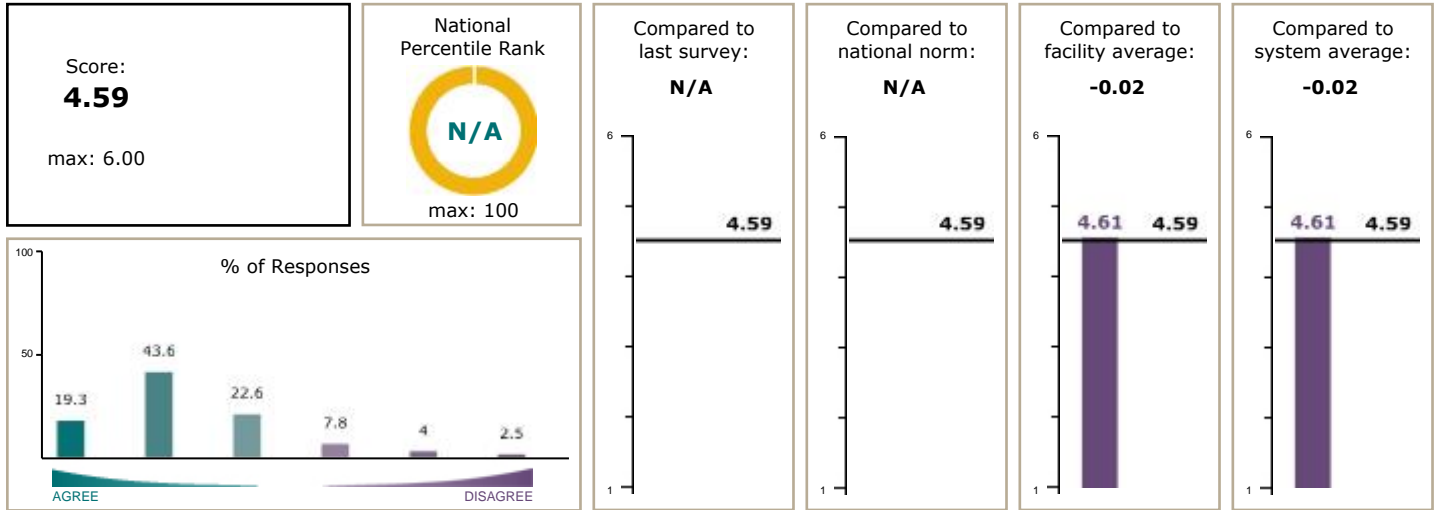
Report Title: **Detail**

Date of Survey: November, 2017

Department Collaboration

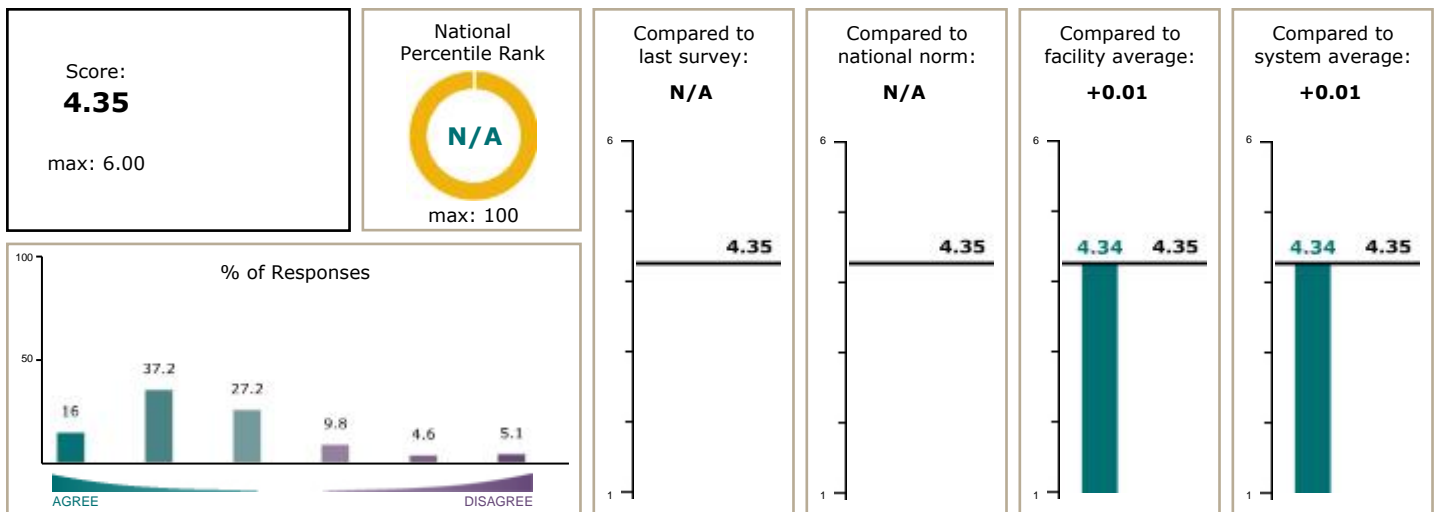
Statement: **Faculty and staff have a mutual respect for one another and work well together.**

Respondents: 667



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

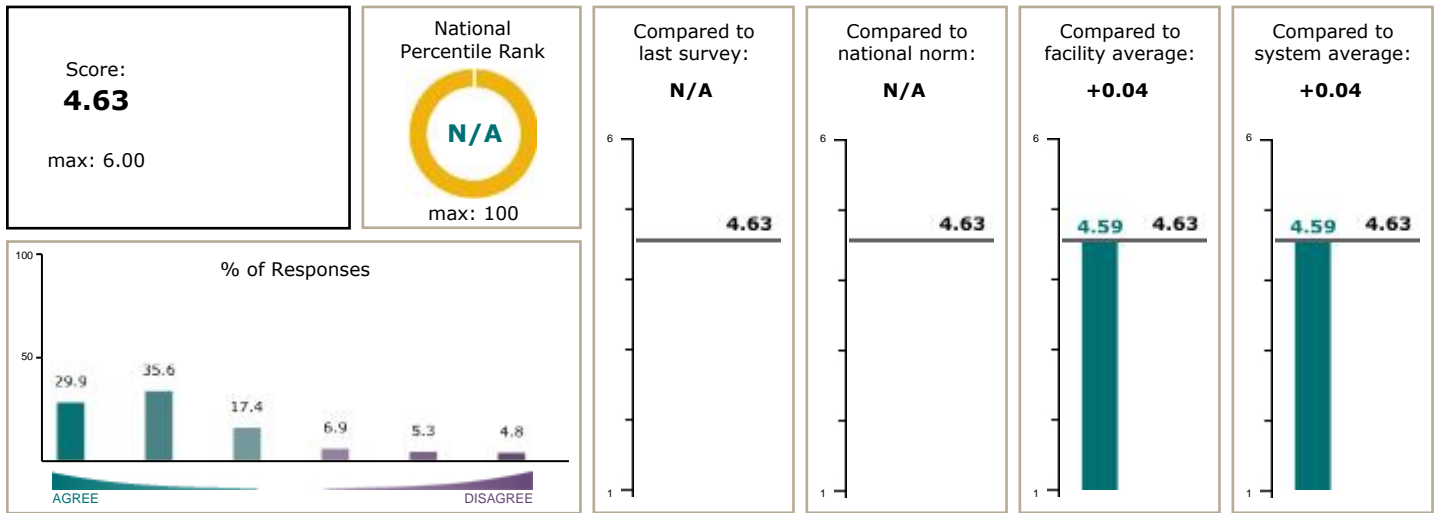
Respondents: 650



Report Title: **Detail**

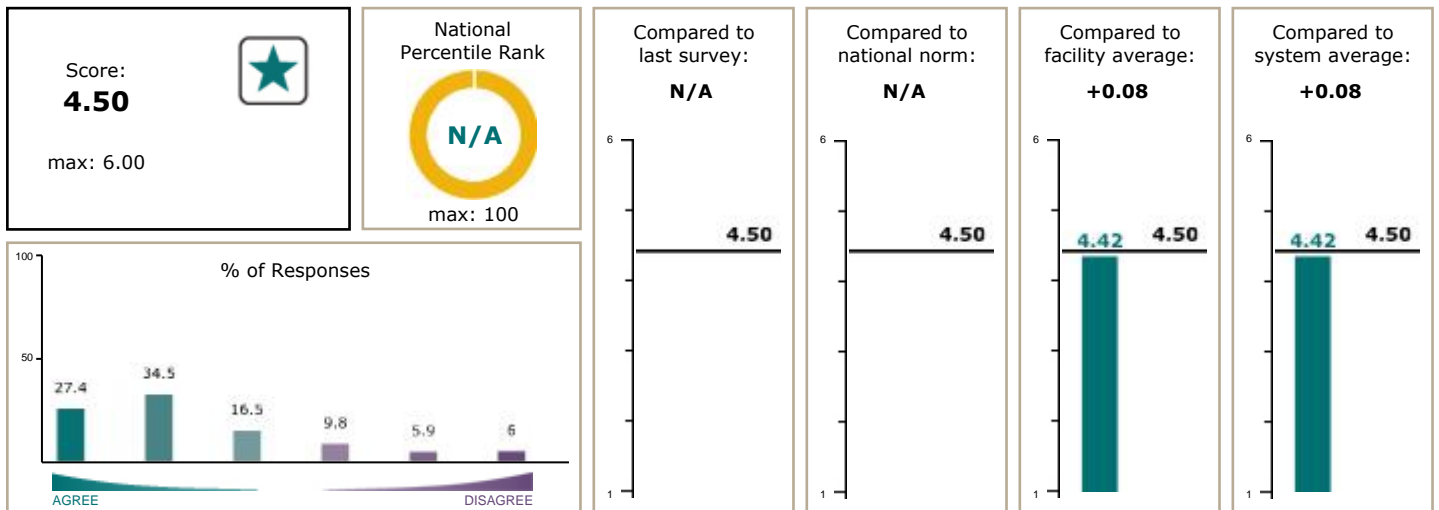
Date of Survey: November, 2017

Department Leadership



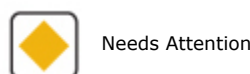
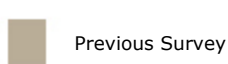
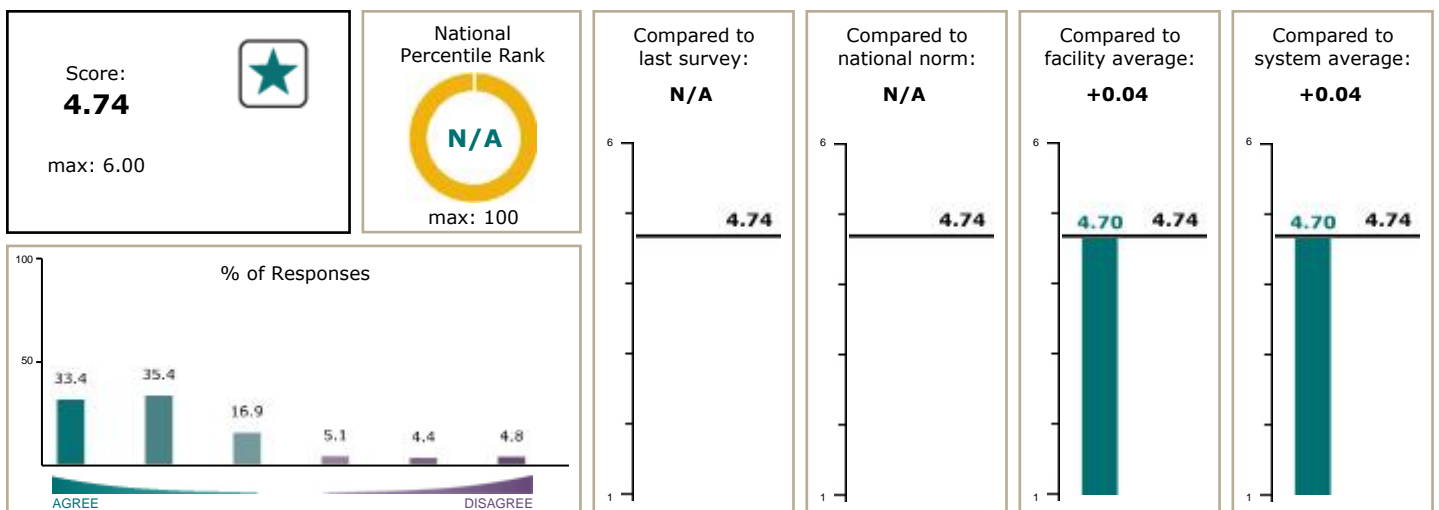
Statement: **My academic unit chair/director involves me in decisions that affect my work.**

Respondents: 632



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

Respondents: 608



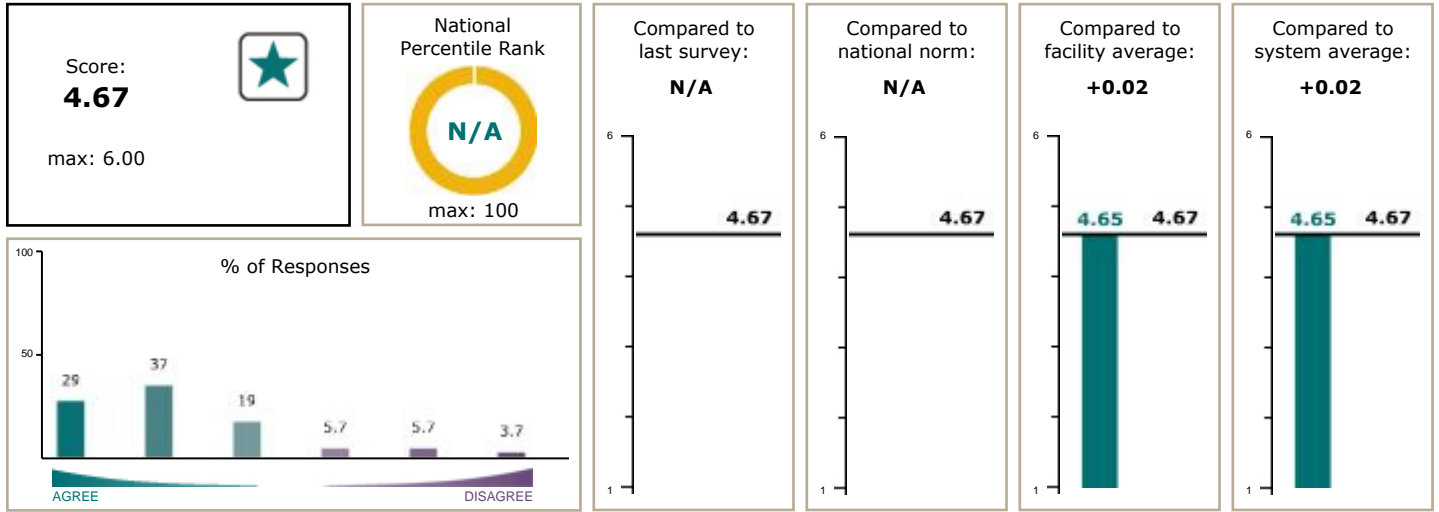
Report Title: **Detail**

Date of Survey: November, 2017

Department Leadership

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

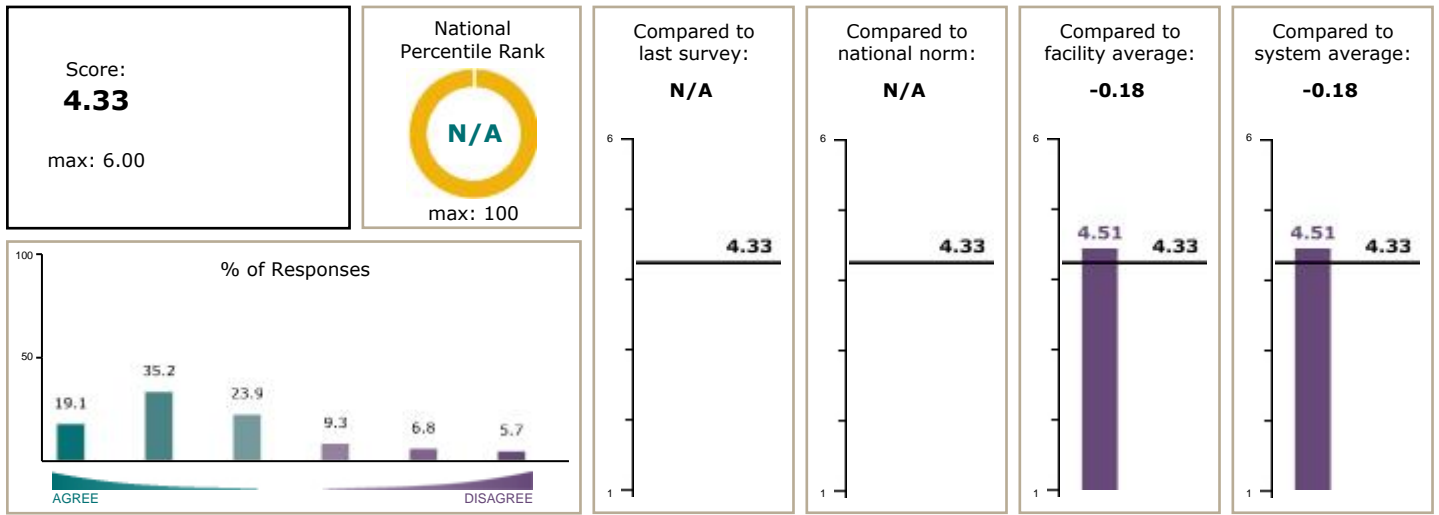
Respondents: 617



Report Title: **Detail**

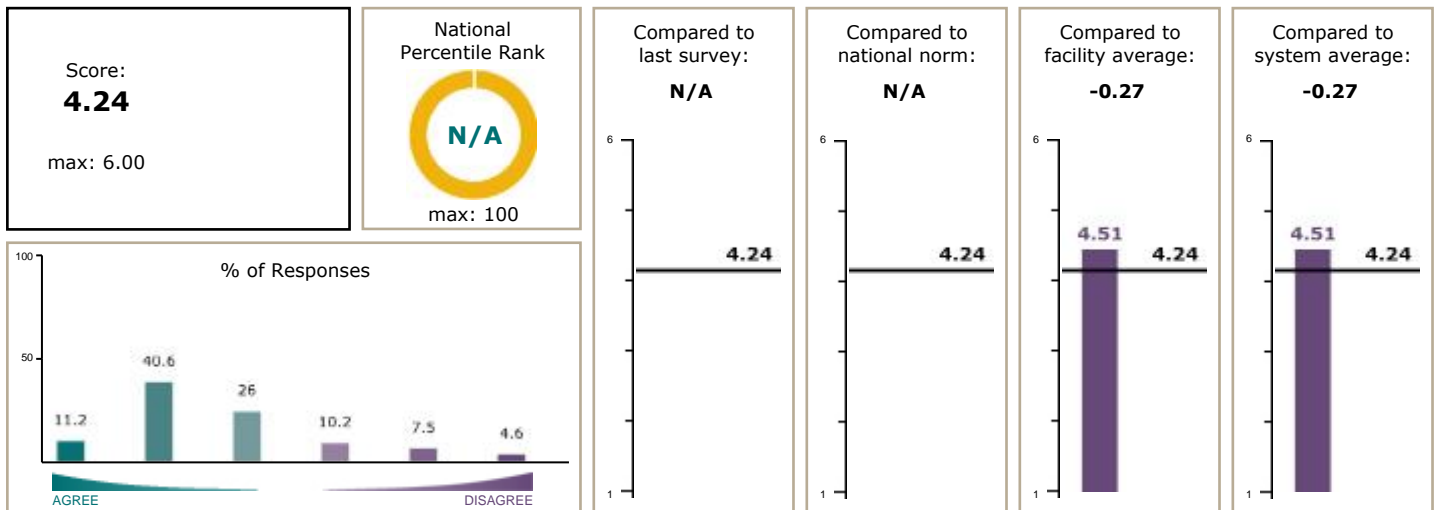
Date of Survey: November, 2017

Engagement



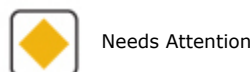
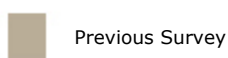
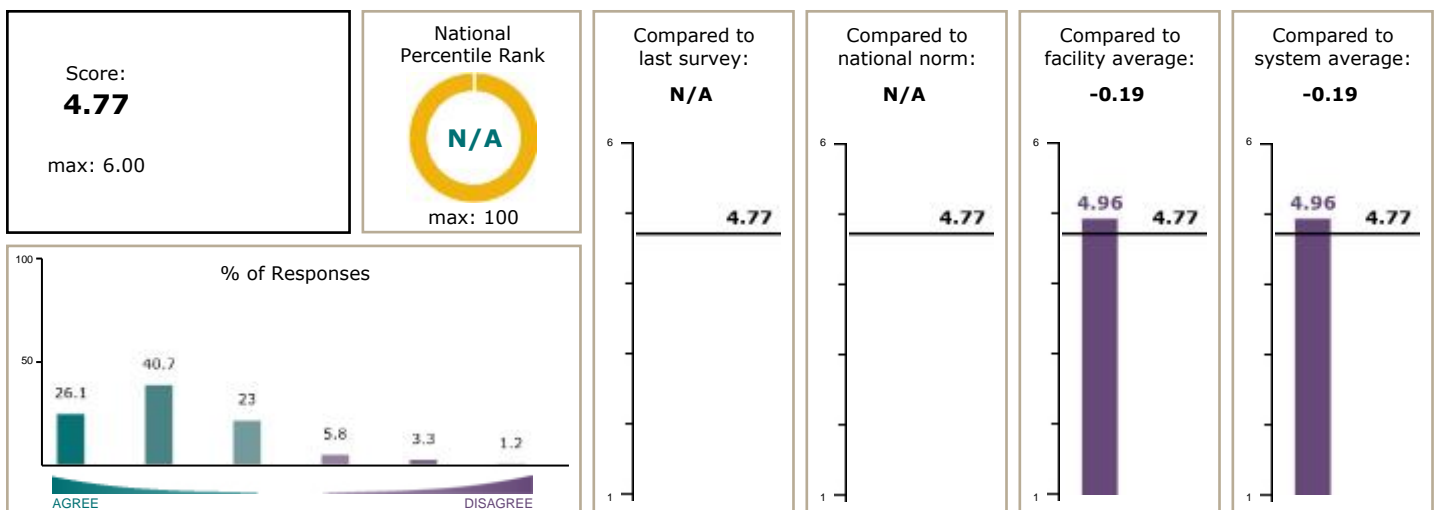
Statement: **Overall, I have been satisfied with my experiences at CU Boulder.**

Respondents: 678



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

Respondents: 674



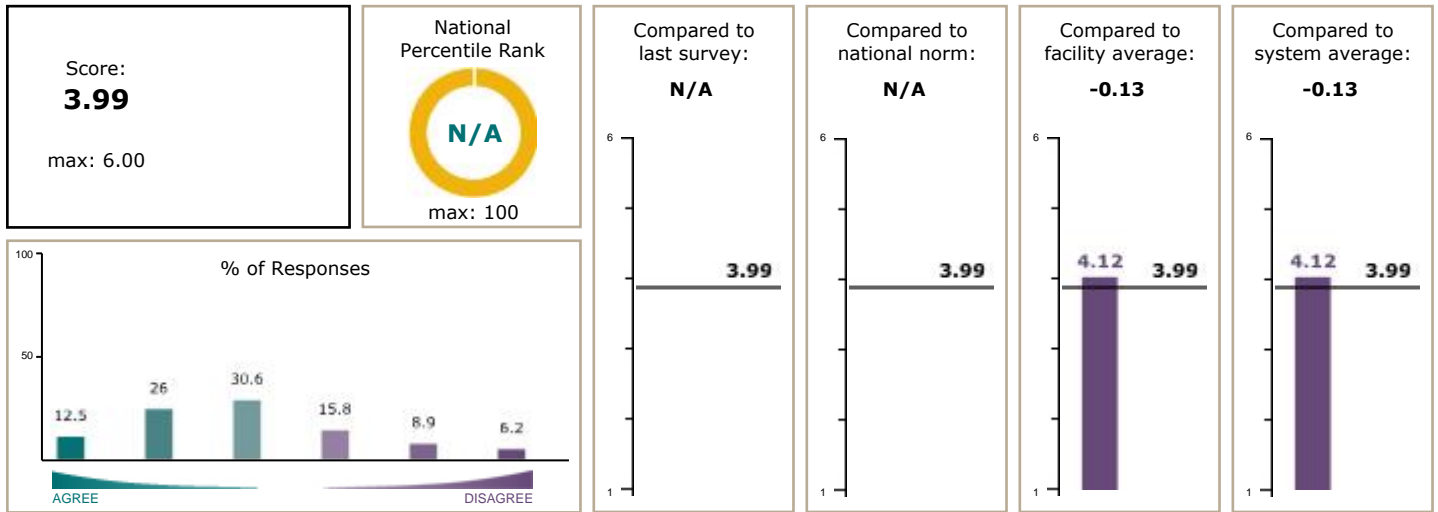
Report Title: **Detail**

Date of Survey: November, 2017

Engagement

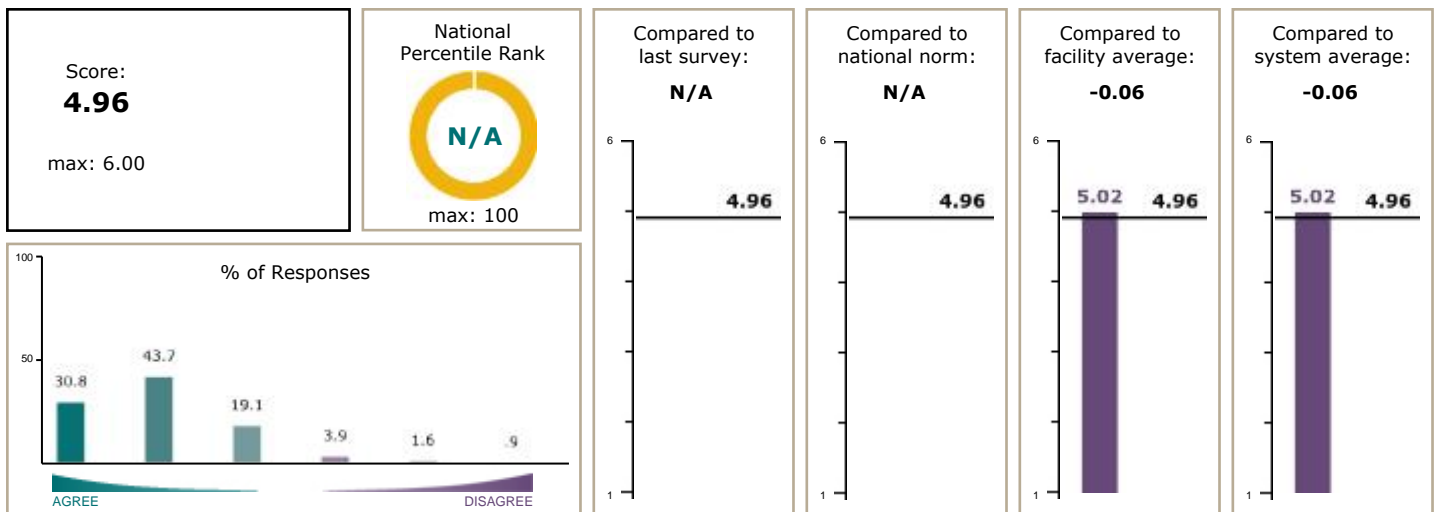
Statement: **I feel a strong sense of belonging to CU Boulder.**

Respondents: 673



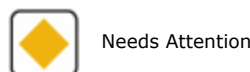
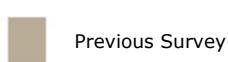
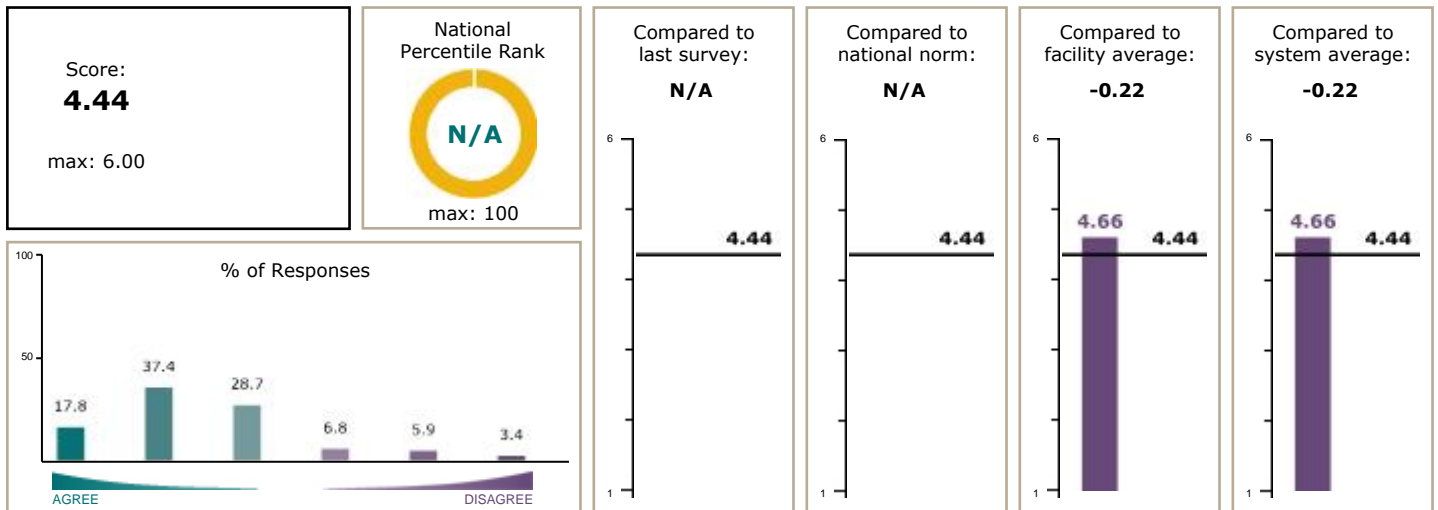
Statement: **I am willing to put in effort, beyond what is expected, to help CU Boulder be successful.**

Respondents: 671



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

Respondents: 676



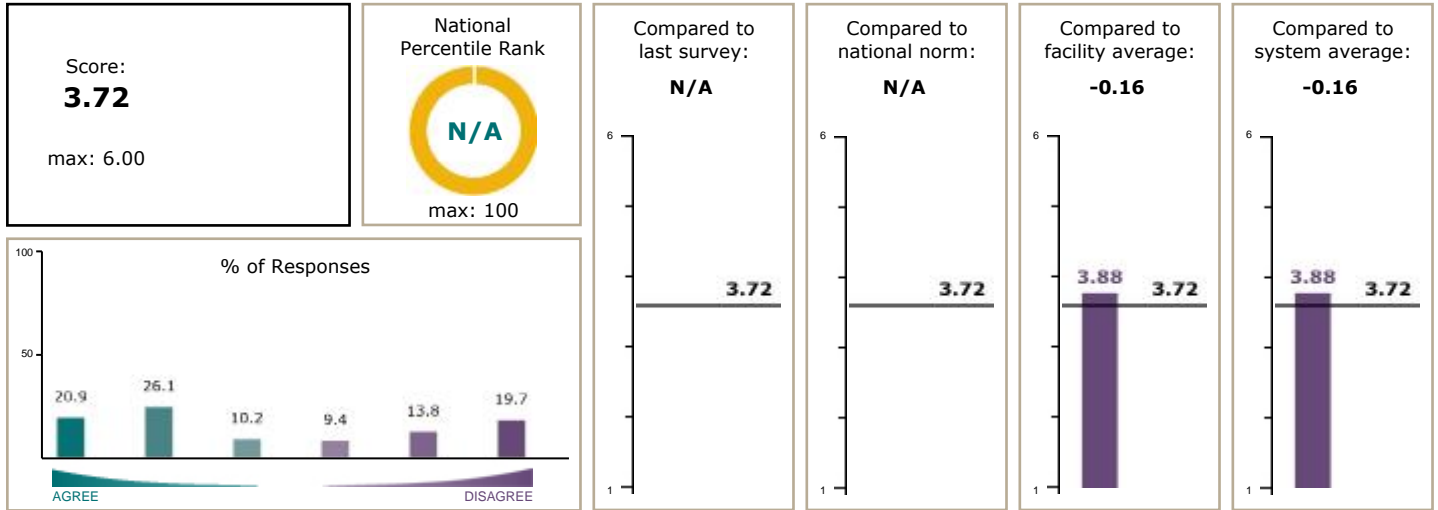
Report Title: **Detail**

Date of Survey: November, 2017

Engagement

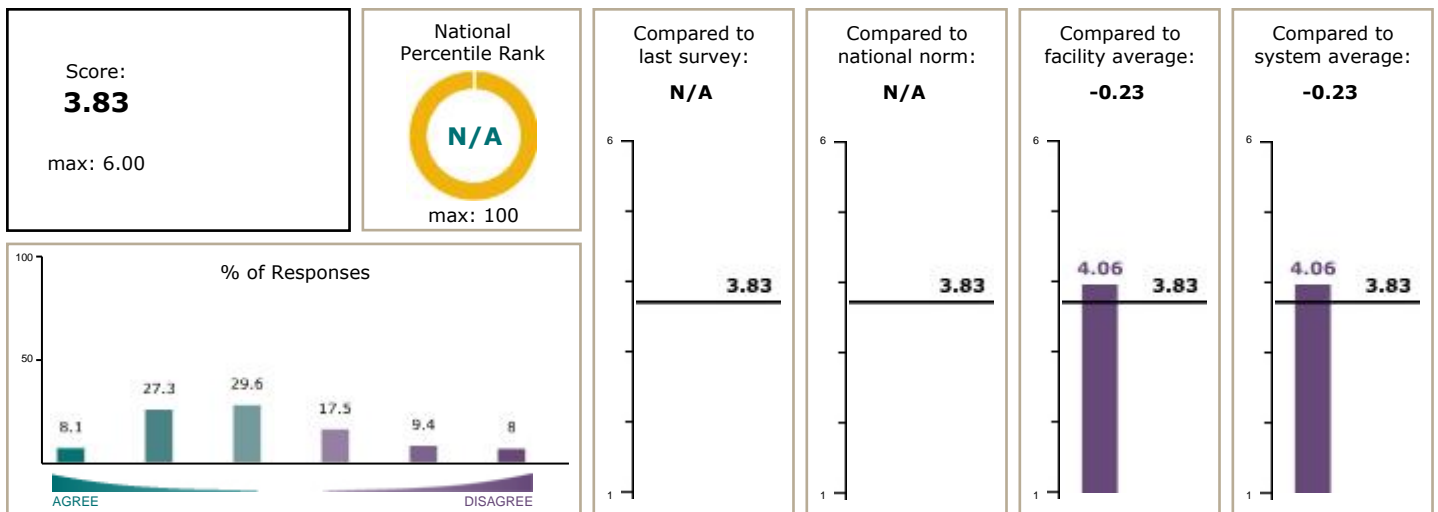
Statement: **I have not seriously considered leaving CU Boulder for another position.**

Respondents: 660



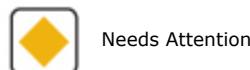
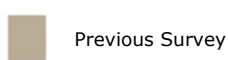
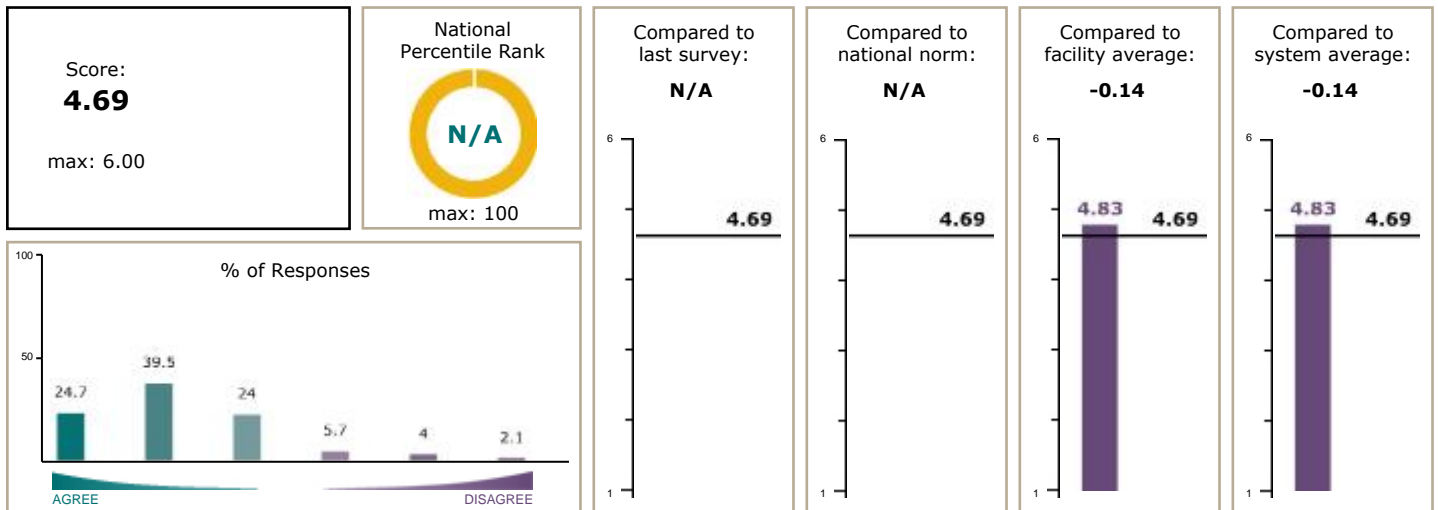
Statement: **CU Boulder helps keep me passionate about my career in higher education.**

Respondents: 651



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

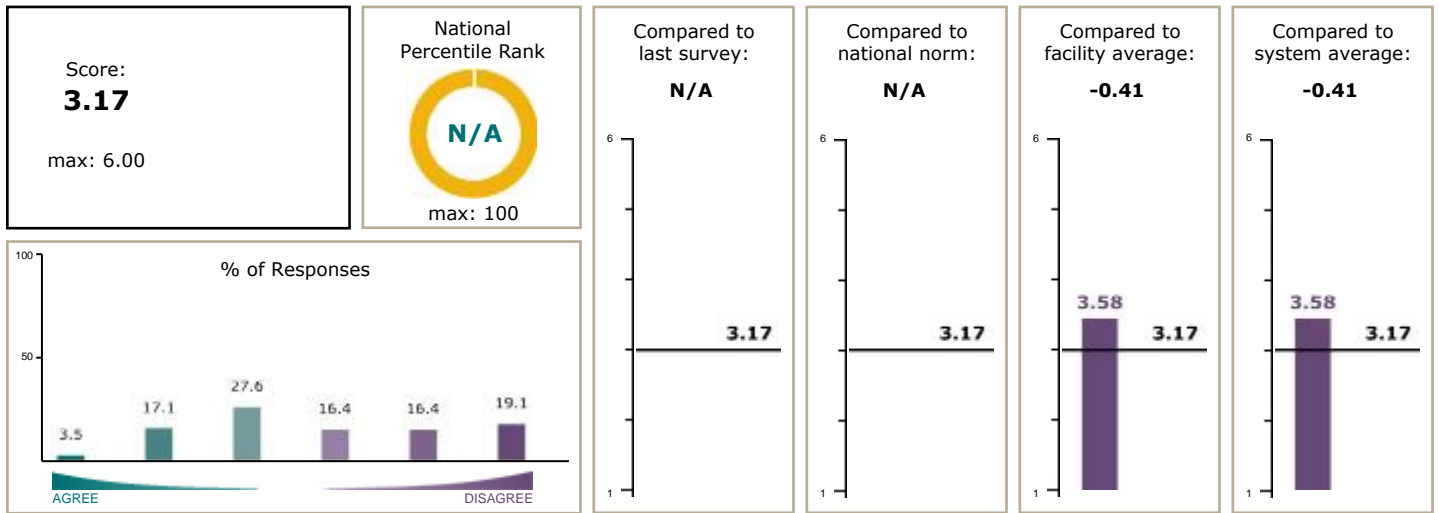
Respondents: 671



Report Title: **Detail**

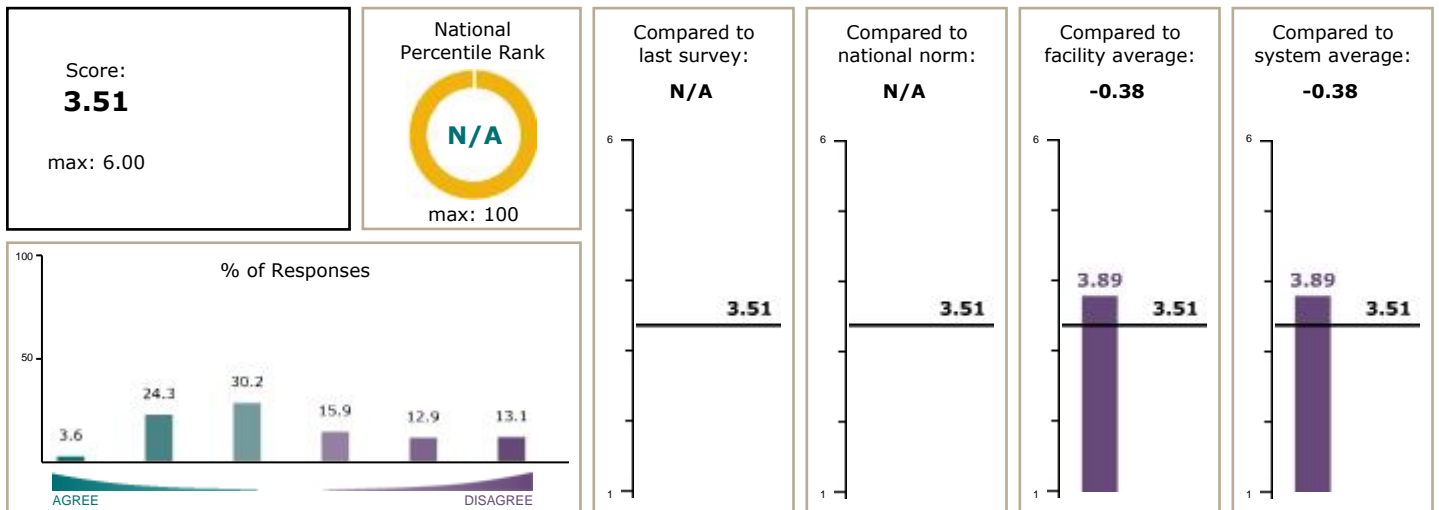
Date of Survey: November, 2017

Executive Leadership



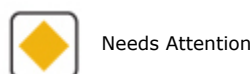
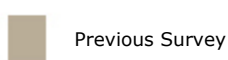
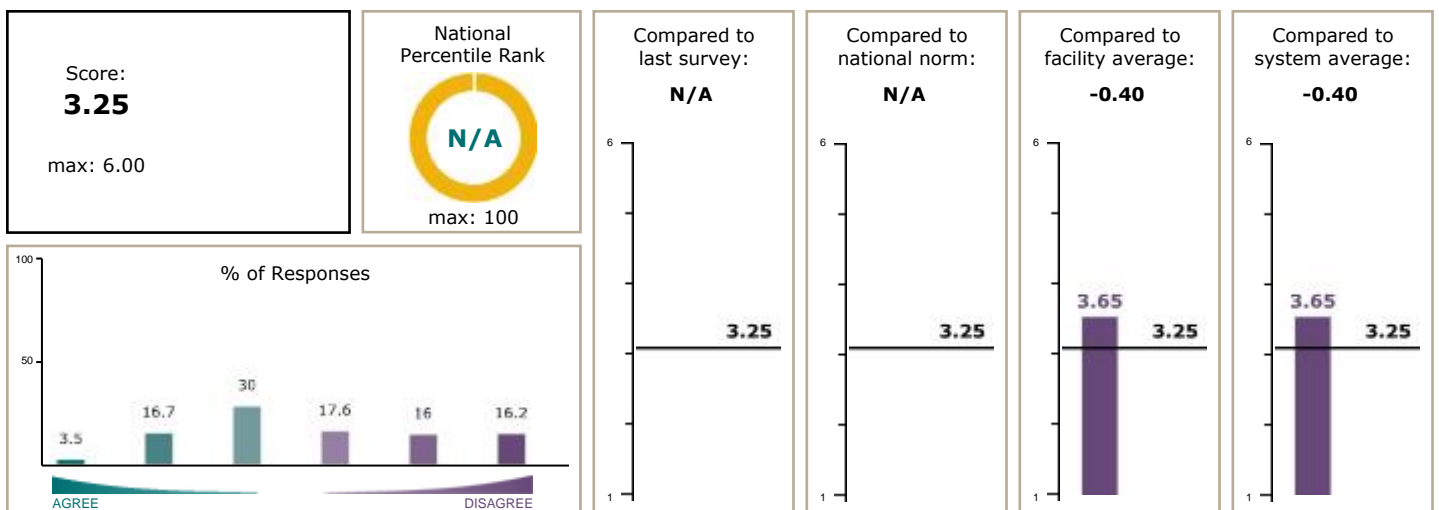
Statement: **The exec. leadership at CU Boulder does a good job of prioritizing initiatives.**

Respondents: 605



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

Respondents: 550



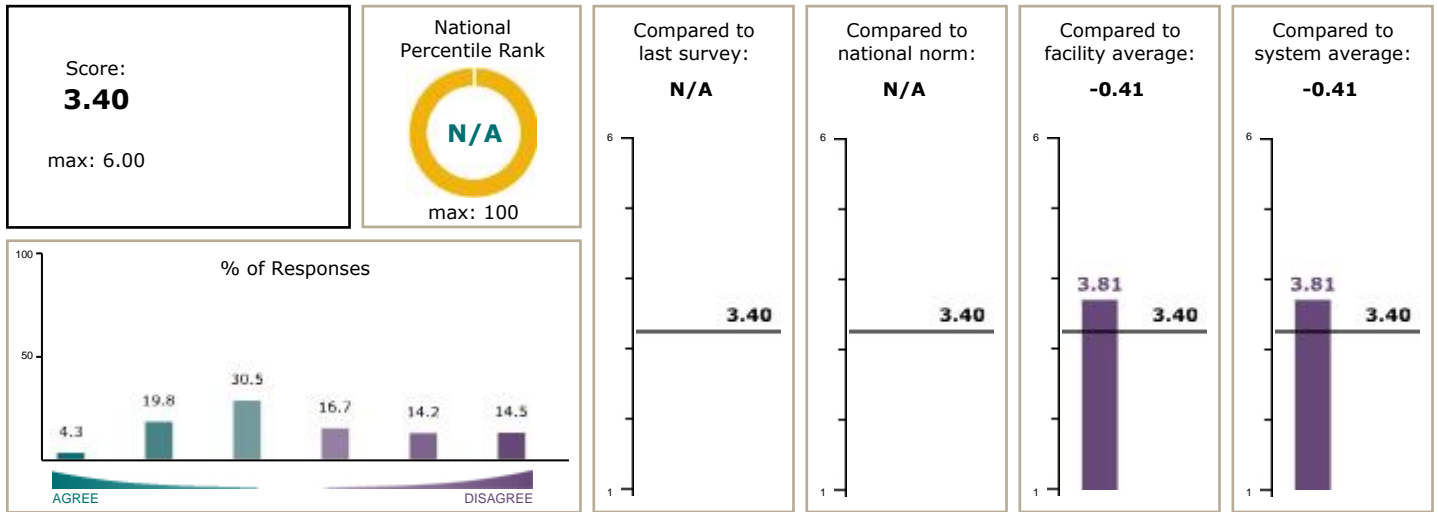
Report Title: **Detail**

Date of Survey: November, 2017

Executive Leadership

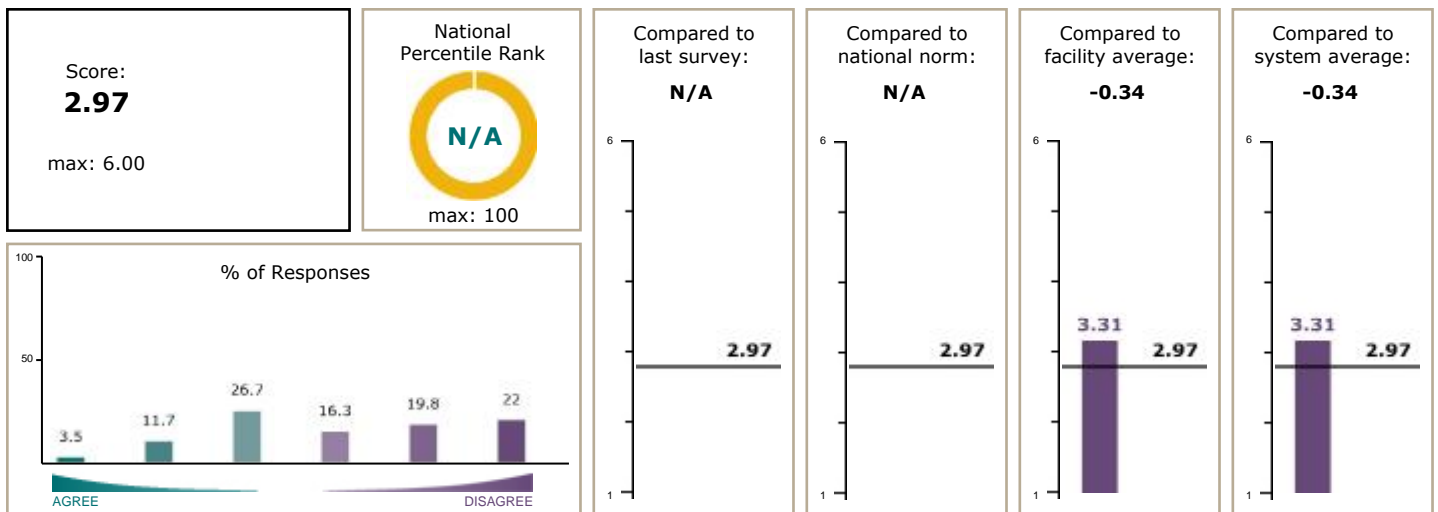
Statement: **The leadership by the executive leadership enhances CU Boulder's competitiveness.**

Respondents: 600



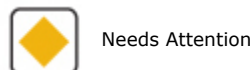
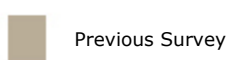
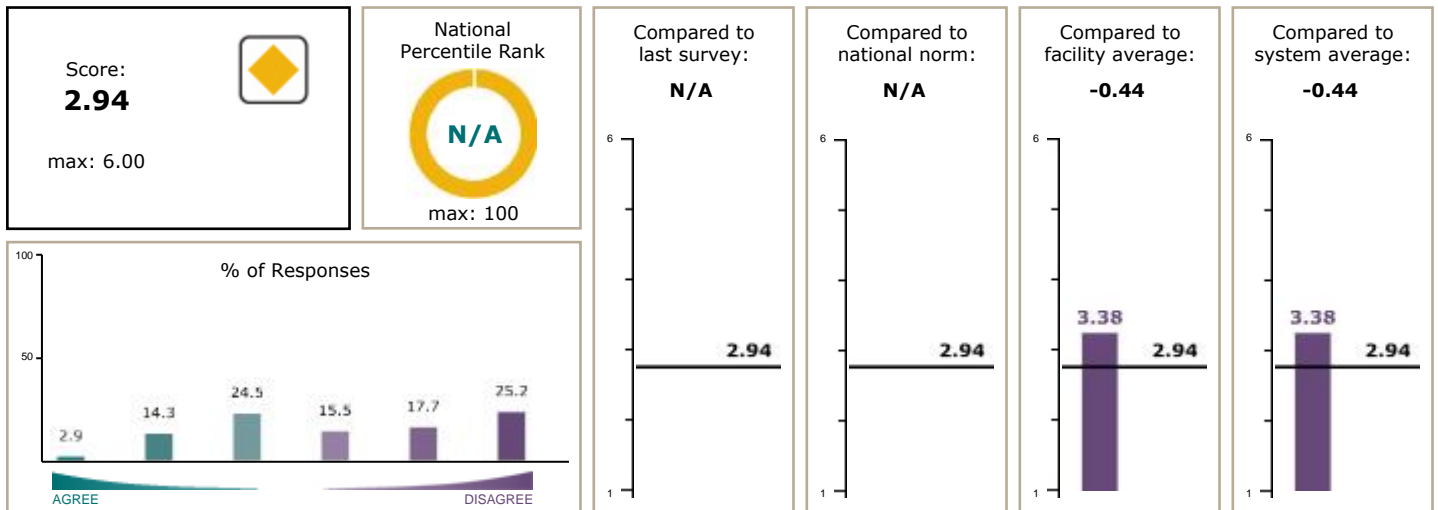
Statement: **The executive leadership at CU Boulder is accessible to faculty members.**

Respondents: 540



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

Respondents: 560



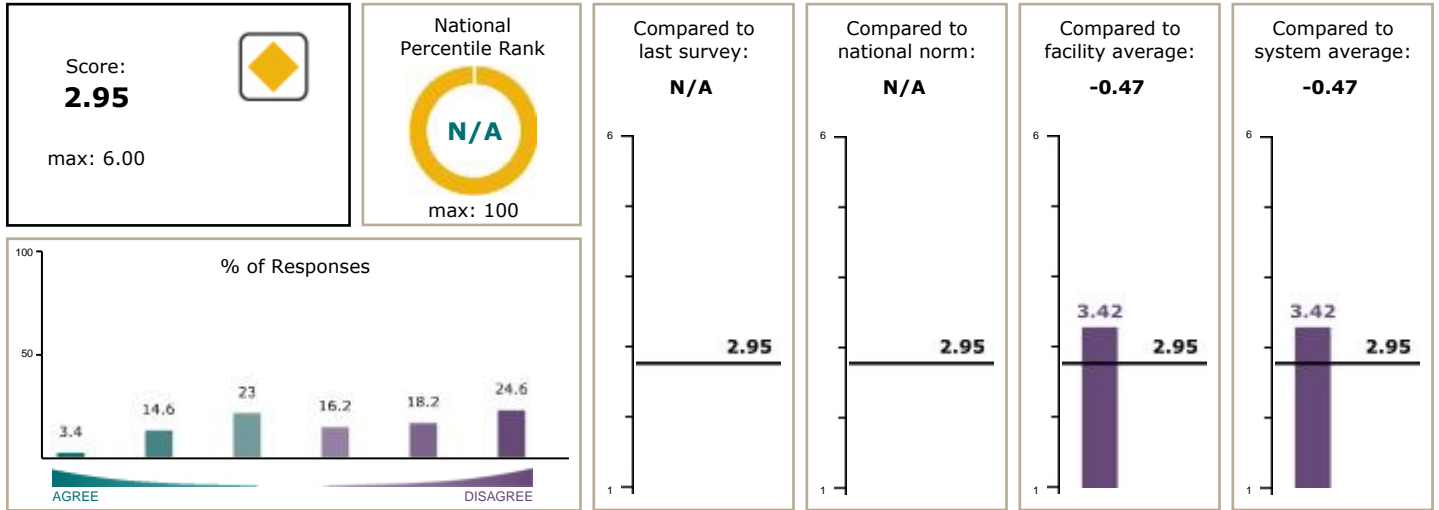
Report Title: **Detail**

Date of Survey: November, 2017

Executive Leadership

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

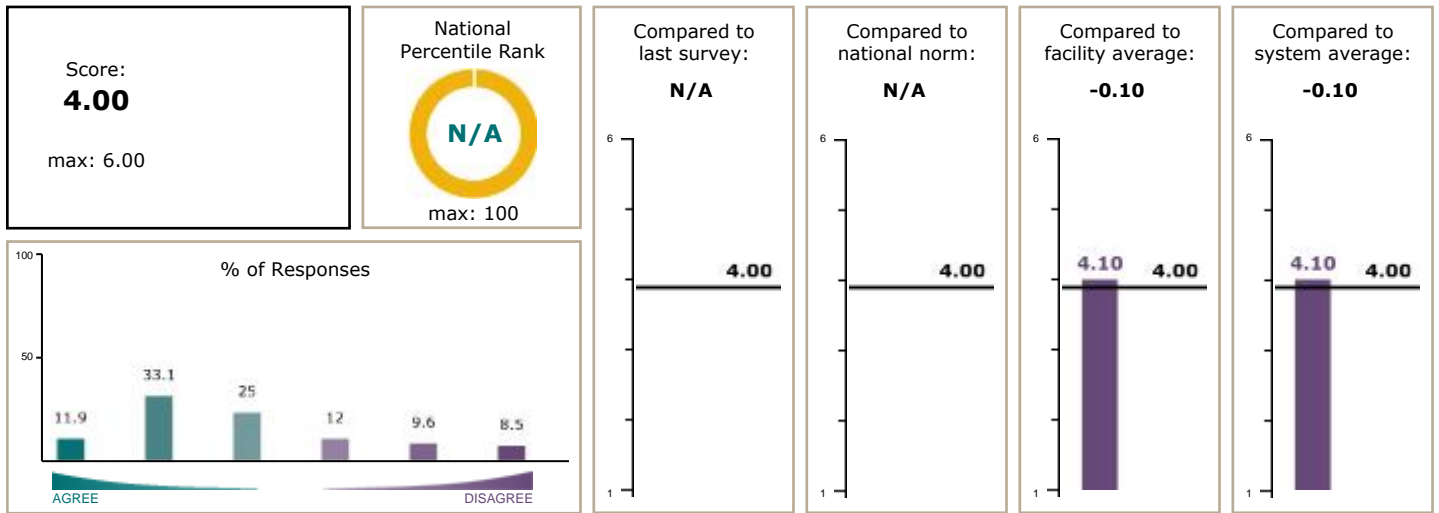
Respondents: 556



Report Title: **Detail**

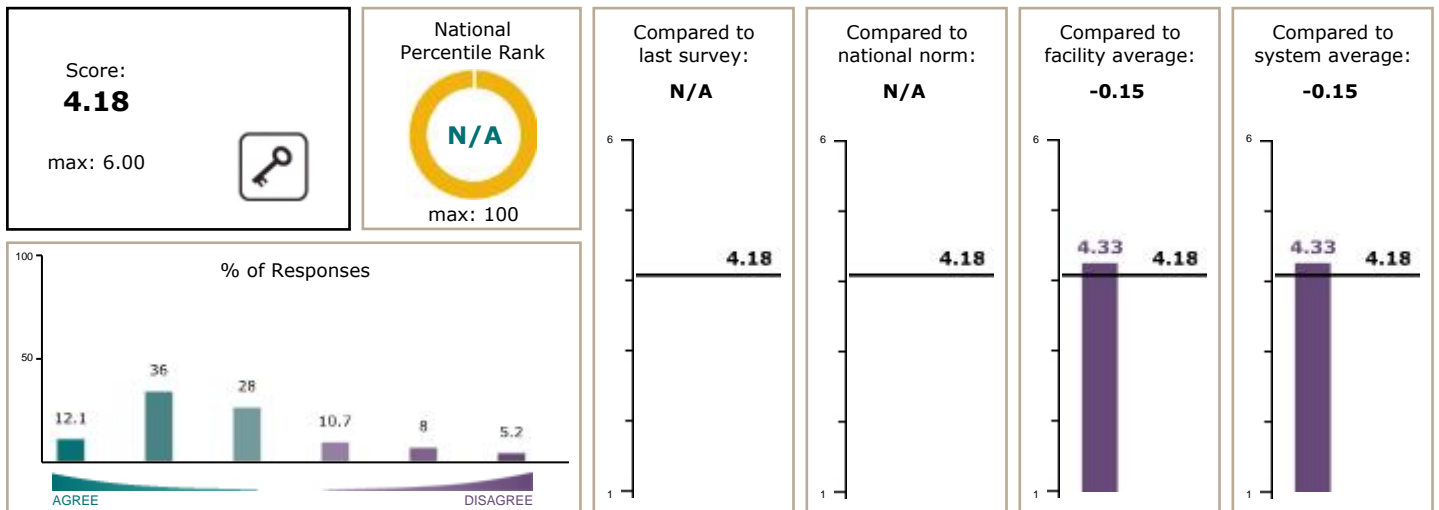
Date of Survey: November, 2017

Growth



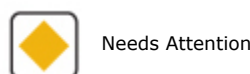
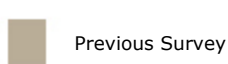
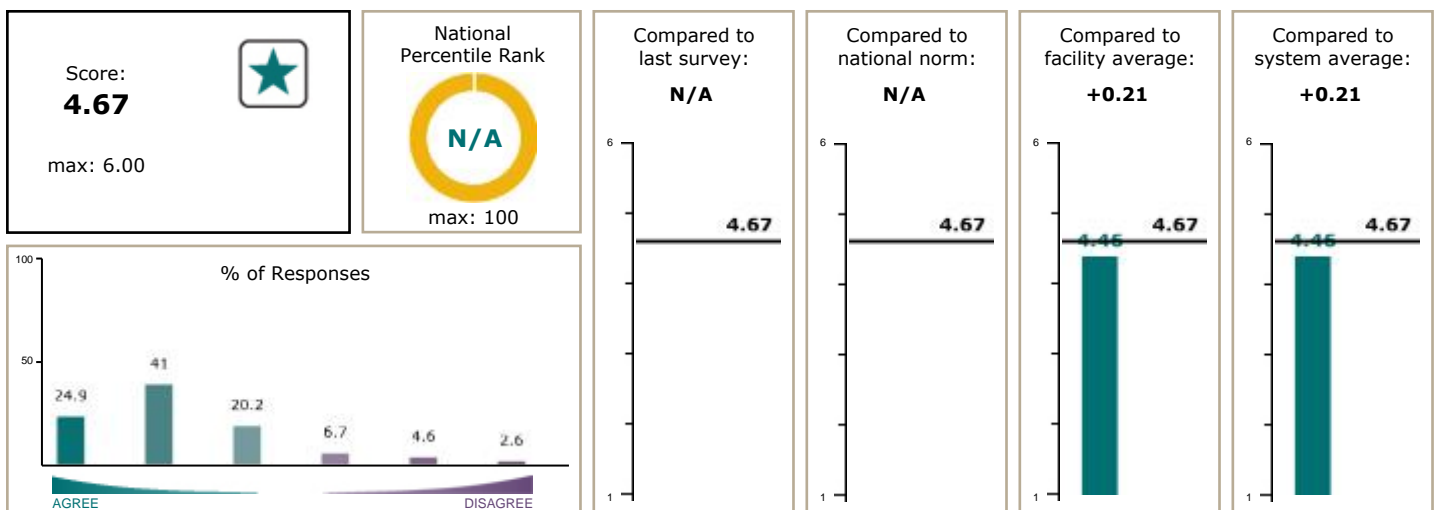
Statement: **I feel I can accomplish my career objectives at CU Boulder.**

Respondents: 675



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

Respondents: 583



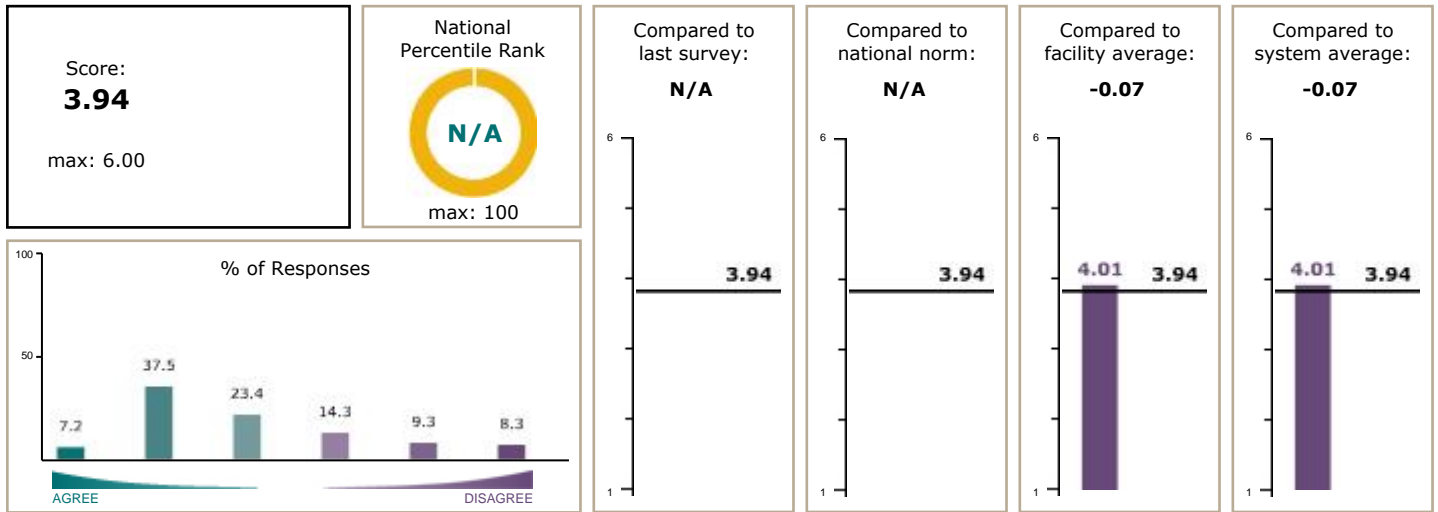
Report Title: **Detail**

Date of Survey: November, 2017

Growth

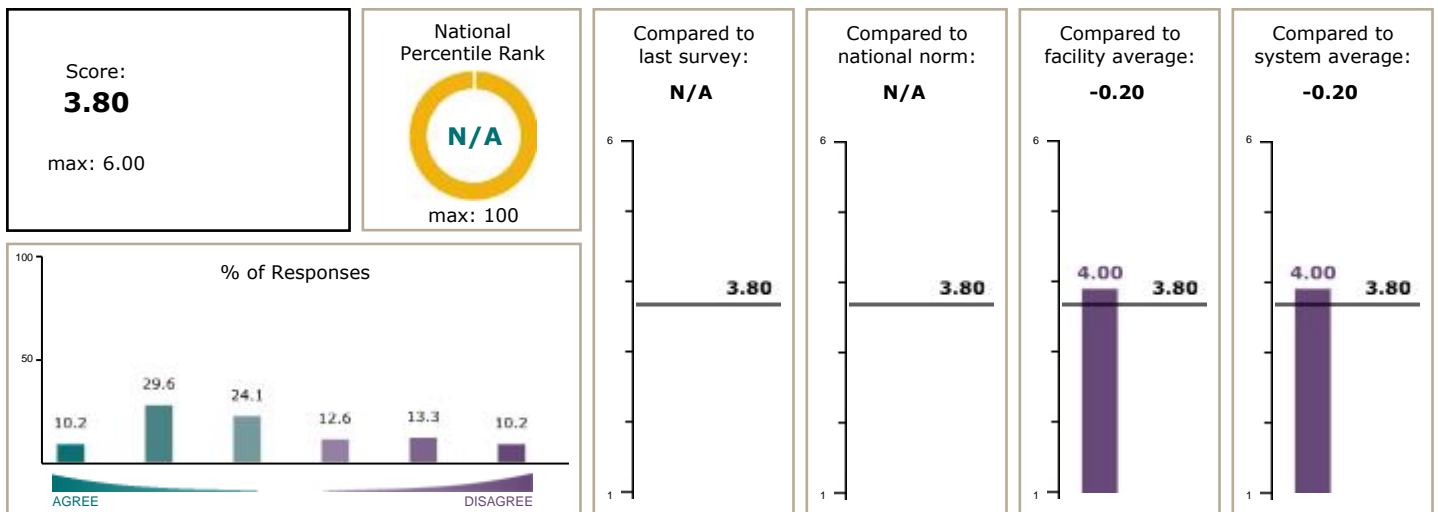
Statement: **The tenure process is consistently applied at CU Boulder.**

Respondents: 483



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

Respondents: 668



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

Respondents: 560

