# Engagement Survey Data Staff

# **SURVEY RESULTS AT A GLANCE**





Report Title: Summary Date of Survey: November, 2017

OVERVIEW Respondents: 246

Overall Score: **4.13** 

max: 6.00

National Percentile Rank

N/A

max: 100

Strengths



These areas are your biggest strengths

I love the Boulder region.

I value the relationship I have with my supervisor.

My supervisor recognizes my accomplishments.

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

I understand the benefits offered to me by CU Boulder.

Needs Attention



These areas need improvement the most

I understand how the success of my work area is  $\label{eq:measured} \text{measured}.$ 

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

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

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

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

#### COMPARISONS IN OVERALL SCORE

Compared to last survey: N/A

6 -

Compared to national norm:

N/A

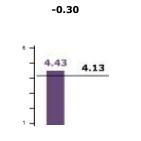


Compared to facility average:

-0.30



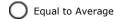
Compared to system average:



# COMPARISONS IN ENGAGEMENT AREAS In relation to other Averages

	National Average	Facility Average	System Average	<b>Previous Survey</b>
Affinity		-0.24	-0.24	
Career Growth		-0.35	-0.35	
Compliance		-0.28	-0.28	
Department Head		-0.59	-0.59	
Engagement		-0.26	-0.26	
Executive Leadership		-0.62	-0.62	
Innovation		-0.37	-0.37	
Pay & Benefits		-0.23	-0.23	
Quality		-0.33	-0.33	
Supervisor/Chair		-0.13	-0.13	
Teamwork		-0.22	-0.22	





#### **Responses to Item Statements**



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

# **Executive Leadership**

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

Respondents: 217 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.71 -0.71 3.41 N/A max: 6.00 max: 100 4.12 4.12 % of Responses 3.41 3.41 3.41 3.41 30.9 21.2 18 14.7 12 AGREE







#### **Responses to Item Statements**



Respondents: 243

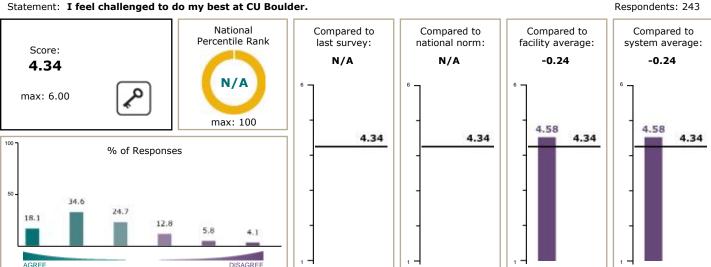
Date of Survey: November, 2017 Report Title: Key Driver

## **Career Growth**

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

National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.51 -0.51 3.77 max: 6.00 max: 100 4.28 4.28 % of Responses 3.77 3.77 3.77 3.77 25.9 25.5 16.5 9.9 B.2 AGREE DISAGREE

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









#### **Responses to Item Statements**



Respondents: 242

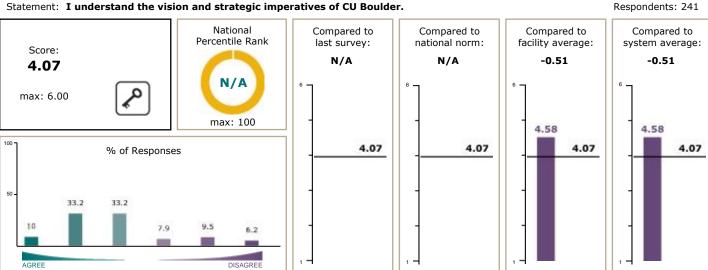
Report Title: Key Driver Date of Survey: November, 2017

## Quality

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

National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.08 -0.08 4.86 max: 6.00 4.94 4.94 4.86 4.86 4.86 4.86 max: 100 % of Responses 44.2 28.1 19 1.2 AGREE DISAGREE

Statement: I understand the vision and strategic imperatives of CU Boulder.







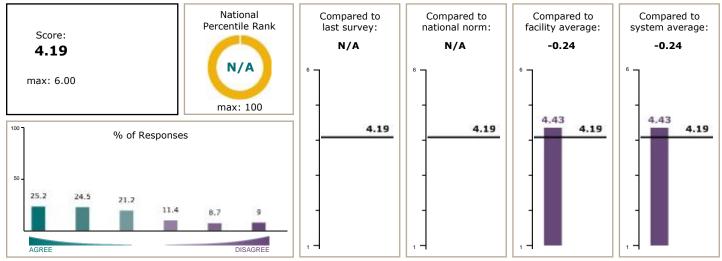


#### **Responses to Item Statements**

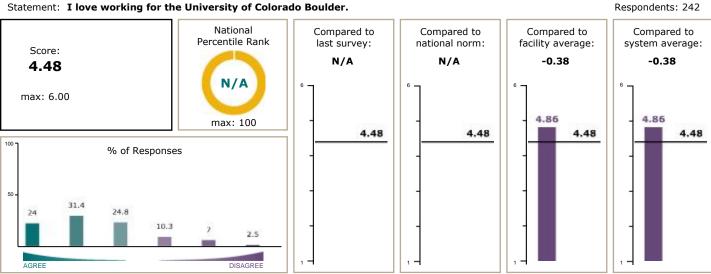


Report Title: Detail Date of Survey: November, 2017

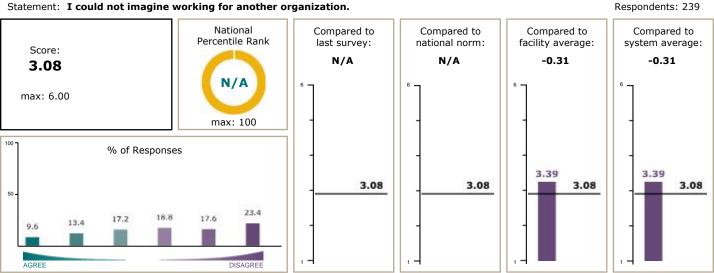
## **Affinity**



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



Statement: I could not imagine working for another organization.







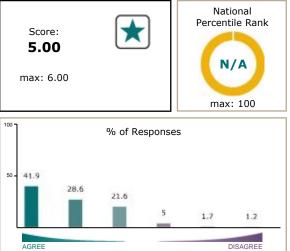
## **Responses to Item Statements**

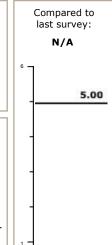


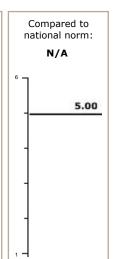
Report Title: Detail Date of Survey: November, 2017

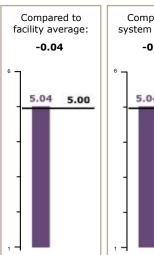
# **Affinity**

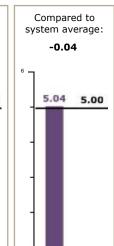
Statement: I love the Boulder region.











Respondents: 241







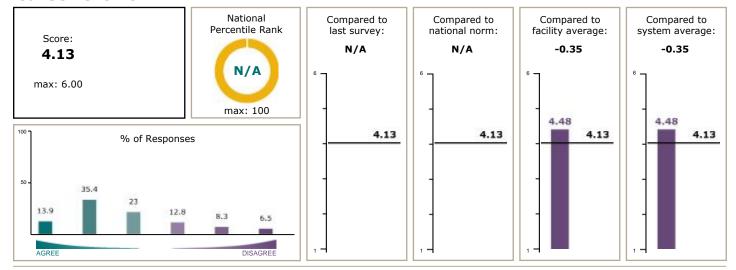
#### **Responses to Item Statements**



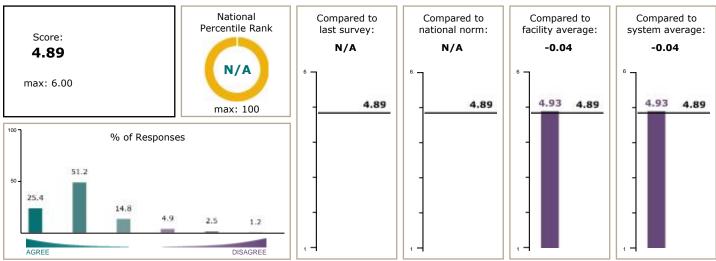
Respondents: 244

Report Title: Detail Date of Survey: November, 2017

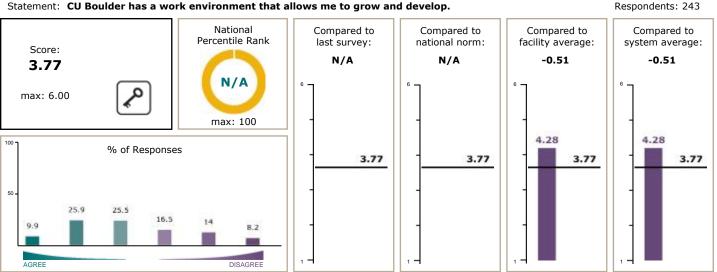
#### **Career Growth**



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



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









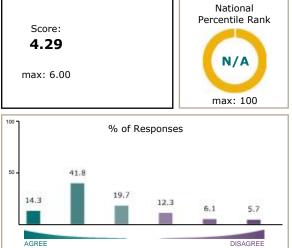
#### **Responses to Item Statements**

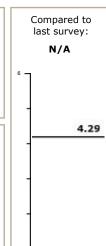


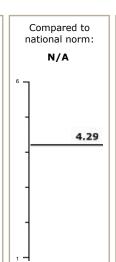
Report Title: Detail Date of Survey: November, 2017

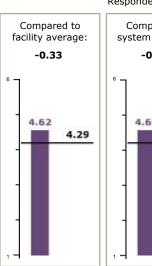
## **Career Growth**

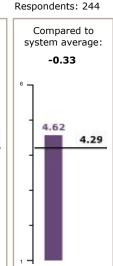
Statement: I feel my job is secure at CU Boulder.



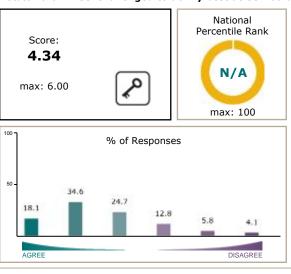


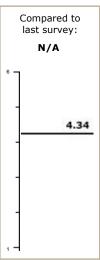


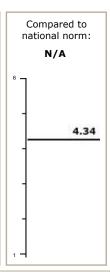


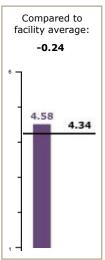


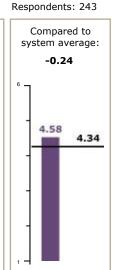
Statement: I feel challenged to do my best at CU Boulder.



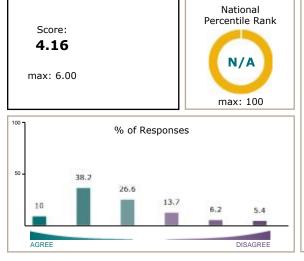


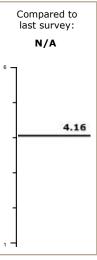


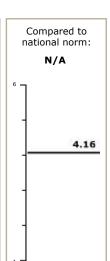


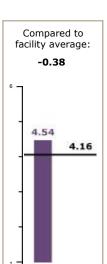


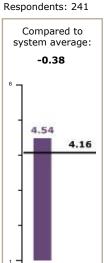
Statement: CU Boulder provides enough training for me to do my job well.

















#### **Responses to Item Statements**

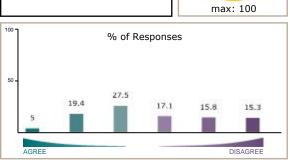


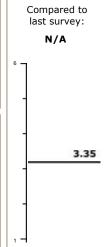
Report Title: Detail Date of Survey: November, 2017

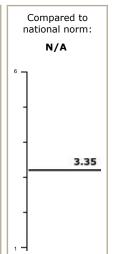
## **Career Growth**

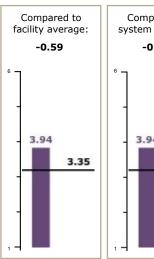
Statement: The orientation process used by my work area prepares new staff to be successful.

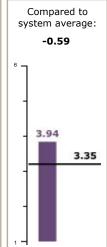












Respondents: 222





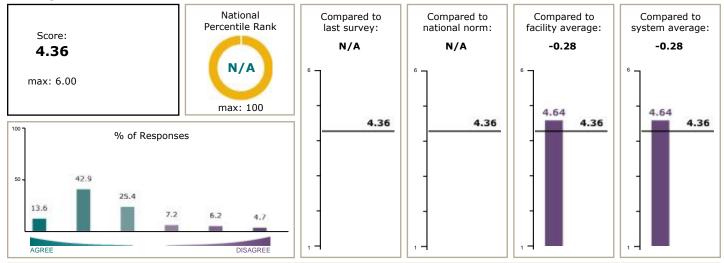


## **Responses to Item Statements**

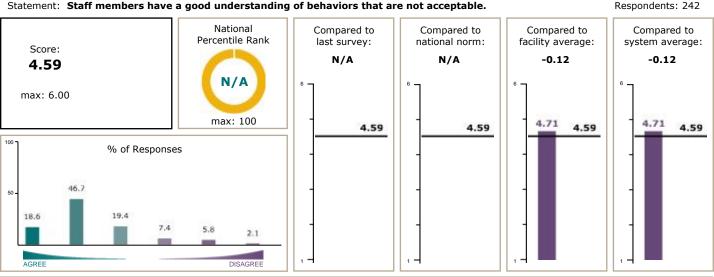


Report Title: Detail Date of Survey: November, 2017

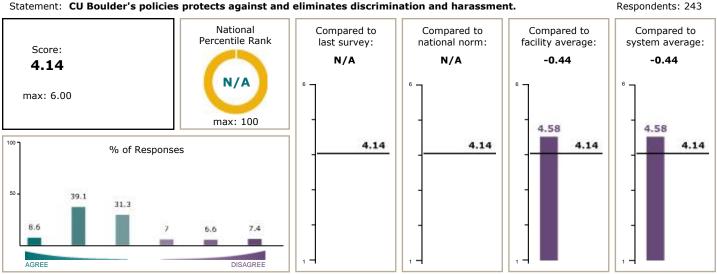
## **Compliance**



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



Statement: CU Boulder's policies protects against and eliminates discrimination and harassment.





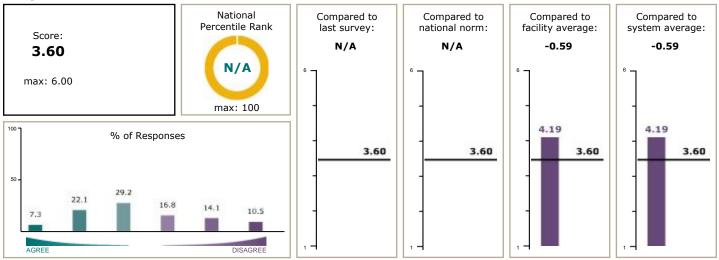


#### **Responses to Item Statements**

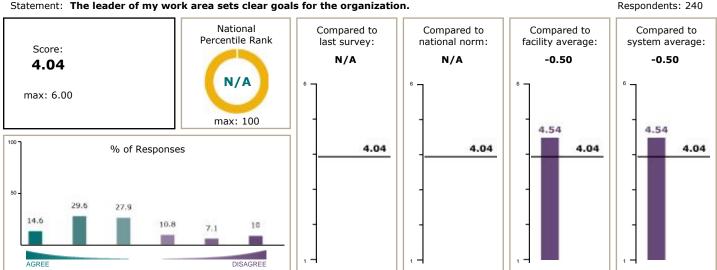


Report Title: Detail Date of Survey: November, 2017

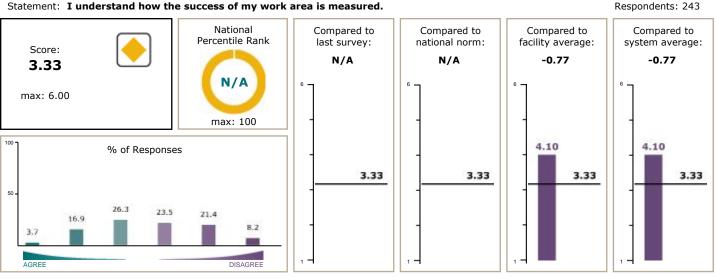
## **Department Head**



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



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







#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

# **Department Head**

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

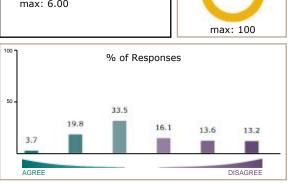
Score:
3.44

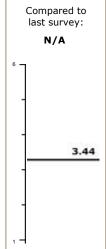
max: 6.00

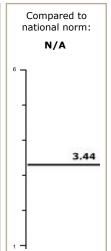
National Percentile Rank

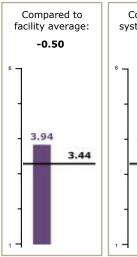
N/A

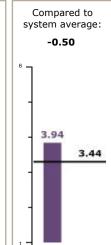
max: 100











Respondents: 242





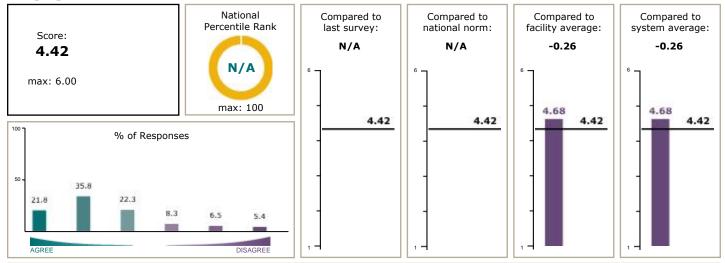


#### **Responses to Item Statements**

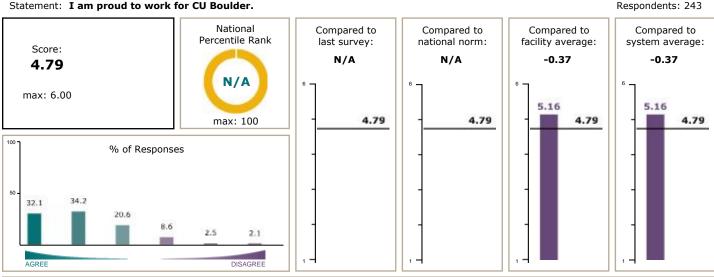


Report Title: Detail Date of Survey: November, 2017

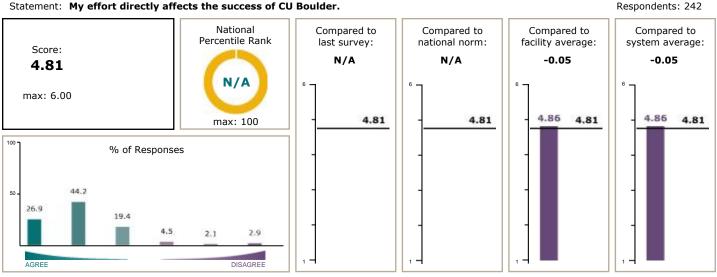
# **Engagement**



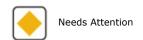
Statement: I am proud to work for CU Boulder.



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







#### **Responses to Item Statements**



Respondents: 239

Report Title: Detail Date of Survey: November, 2017

## Engagement

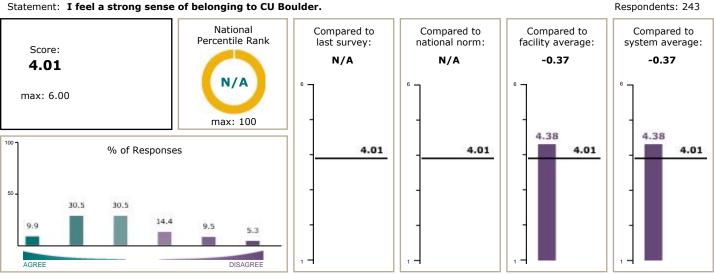
Statement: I have not seriously considered leaving CU Boulder for another job.

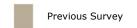
National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.31 -0.31 3.72 max: 6.00 max: 100 % of Responses 4.03 4.03 3.72 3.72 3.72 3.72 25.5 23.8 20.5 15.5 8.4 6.3 DISAGREE AGREE

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

Respondents: 241 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.36 -0.36 4.41 N/A max: 6.00 max: 100 4.77 4.77 4.41 4.41 4.41 4.41 % of Responses 33.6 24.5 21.2 9.5 7.9 3.3

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











#### **Responses to Item Statements**

% of Responses

3.3

16.5



Report Title: Detail Date of Survey: November, 2017

## Engagement

Score:

5.05

max: 6.00

36.6

AGREE

41.2

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

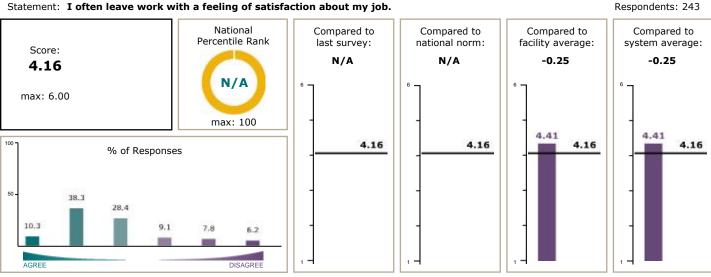
National

max: 100

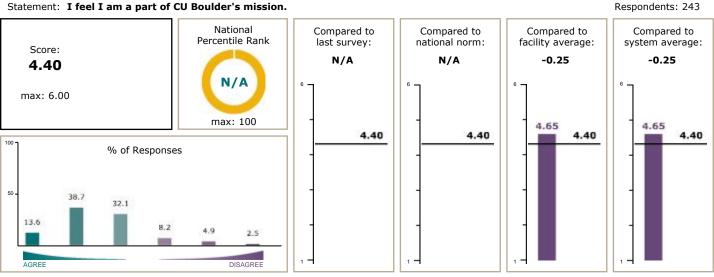
Respondents: 243 Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: N/A N/A -0.13 -0.13 5.18 5.18 5.05 5.05 5.05 5.05 DISAGREE

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

1.6



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





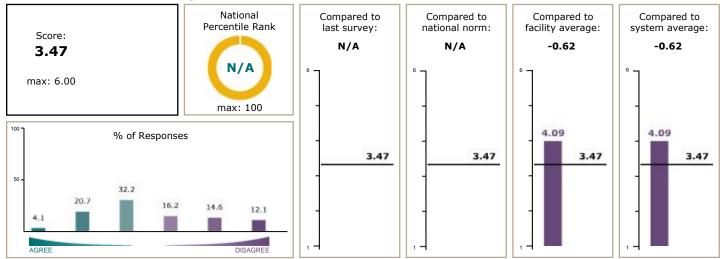


#### **Responses to Item Statements**

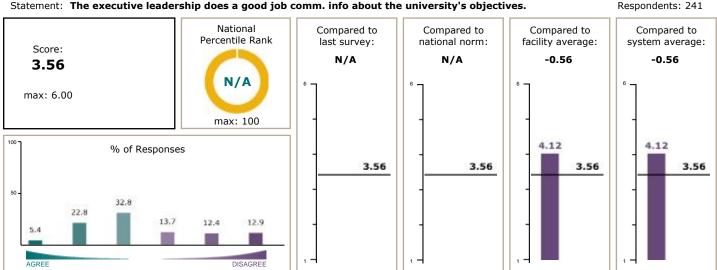


Report Title: Detail Date of Survey: November, 2017

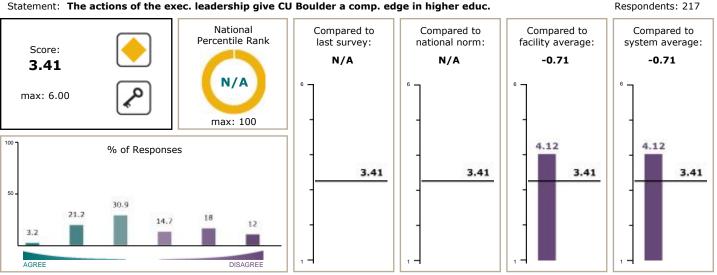
## **Executive Leadership**



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



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









#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

# **Executive Leadership**

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

Respondents: 219 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.59 -0.59 3.43 max: 6.00 max: 100 4.02 % of Responses 4.02 3.43 3.43 3.43 3.43 32.9 20.5 17.8 13.7 11.4 3.7 DISAGREE AGREE





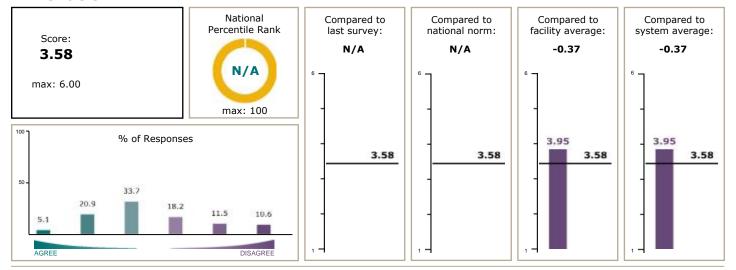


## **Responses to Item Statements**

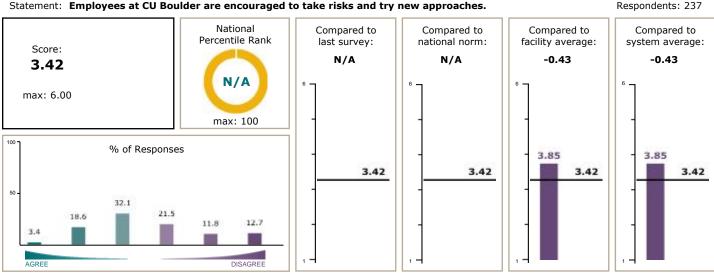


Report Title: Detail Date of Survey: November, 2017

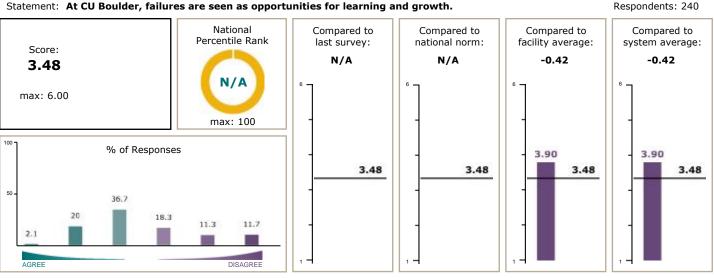
#### **Innovation**



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



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







#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

## **Innovation**

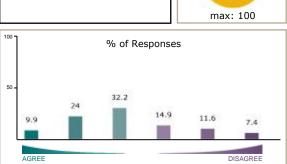
Statement: Employees are encouraged to network across departments to problem solve.

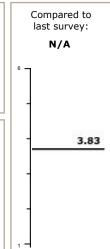
Score:
3.83
max: 6.00

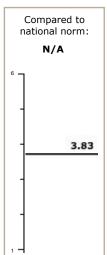
National Percentile Rank

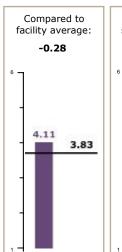
N/A

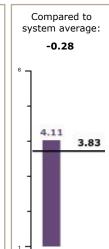
max: 100











Respondents: 242





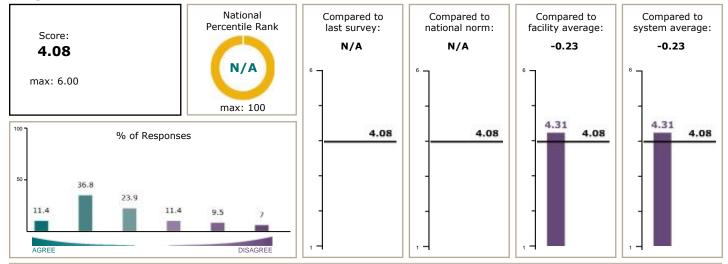


#### **Responses to Item Statements**

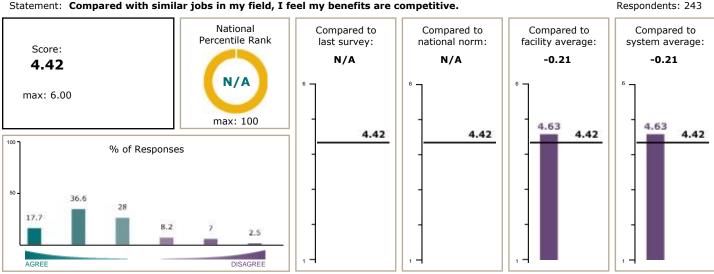


Report Title: Detail Date of Survey: November, 2017

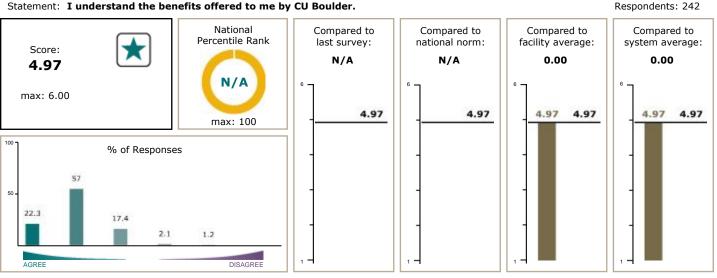
## Pay & Benefits



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



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







#### **Responses to Item Statements**



Respondents: 242

3.37

Report Title: Detail Date of Survey: November, 2017

# Pay & Benefits

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

National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.32 -0.32 3.37 max: 6.00 max: 100 % of Responses 3.69 3.69 3.37 3.37 3.37 27.7 18.2 16.1 12.4 1.2 AGREE DISAGREE

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

Respondents: 240 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.40 -0.40 3.55 N/A max: 6.00 max: 100 % of Responses 3.95 3.95 3.55 3.55 3.55 3.55 29.2 22.5 19.2 13.3 11.7





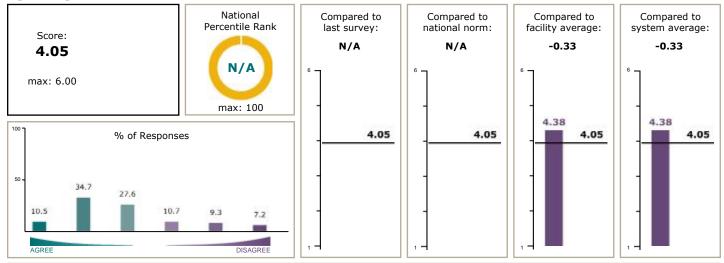


#### **Responses to Item Statements**

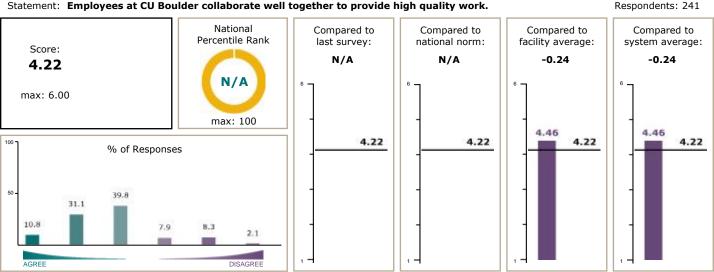


Report Title: Detail Date of Survey: November, 2017

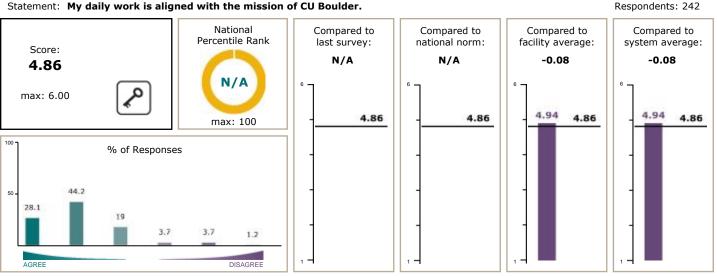
## Quality



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



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







#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

## Quality

Statement: My workload is reasonable.

Score:
3.98

max: 6.00

N/A

N/A

max: 100

% of Responses

100

41.8

22.5

10.2

9.4

9.4

DISAGREE

DISAGREE

Compared to last survey:
N/A

6 3.98

Compared to facility average:
-0.29

Compared to system average:
-0.29

4.27
3.98

Respondents: 244

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

Score:
3.26
max: 6.00

National Percentile Rank

N/A

max: 100

% of Responses

23 20.6 17.3 12.3 21.8

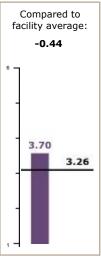
Compared to last survey:
N/A

3.26

Compared to national norm:

N/A

3.26



Compared to system average:
-0.44

3.70
3.26

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

Score:
4.24

max: 6.00

% of Responses

100

100

43

29.8

11.6

6.6

2.5

AGREE

DISAGREE

Compared to last survey:

N/A

4.24

Compared to national norm:

N/A

4.24

Compared to facility average:
-0.28

Compared to system average:
-0.28









#### **Responses to Item Statements**



Respondents: 234

Report Title: Detail Date of Survey: November, 2017

## Quality

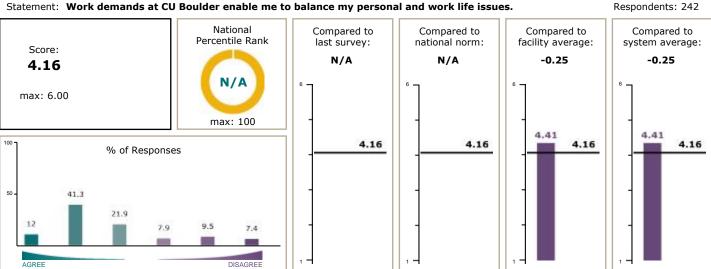
Statement: CU Boulder is committed to providing excellent service in every department.

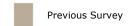
National Compared to Compared to Compared to Compared to Percentile Rank system average: last survey: national norm: facility average: Score: N/A N/A -0.58 -0.58 3.62 max: 6.00 max: 100 4.20 4.20 % of Responses 3.62 3.62 3.62 3.62 34.6 19.7 19.2 15 AGREE DISAGREE

Statement: I understand the vision and strategic imperatives of CU Boulder.

Respondents: 241 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.51 -0.51 4.07 N/A max: 6.00 max: 100 4.58 4.58 4.07 4.07 4.07 4.07 % of Responses 33.2 33.2 9.5 7.9

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









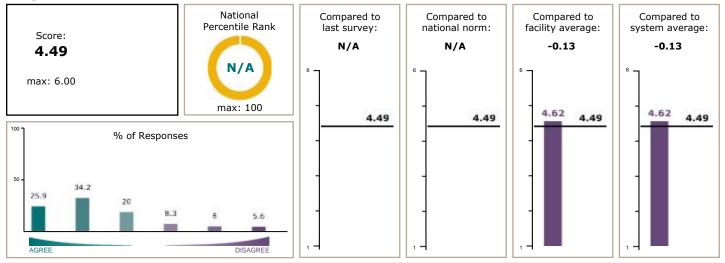


#### **Responses to Item Statements**

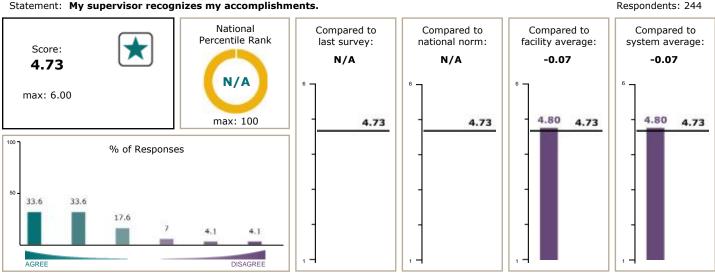


Report Title: Detail Date of Survey: November, 2017

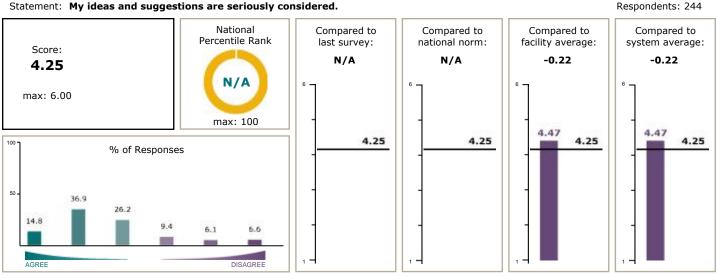
# Supervisor/Chair



Statement: My supervisor recognizes my accomplishments.



Statement: My ideas and suggestions are seriously considered.







#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

# Supervisor/Chair

Statement: My last performance review was helpful.

Score:
4.06

max: 6.00

% of Responses

100

100

100

31.2

24.2

11.3

10

8.2

DISAGREE

DISAGREE

orul.

Compared to last survey:
N/A
4.06

Compared to national norm:

N/A

4.06

Compared to facility average:
-0.15

Respondents: 231

Compared to system average:
-0.15

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

Score:
4.23

max: 6.00

% of Responses

100

100

34.8

11.1

6.6

7

DISAGREE

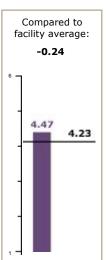
Compared to last survey:
N/A

4.23

Compared to national norm:

N/A

4.23



Respondents: 244

Compared to system average:
-0.24

-0.24

-0.24

Statement: My supervisor communicates well.

Score:
4.55
max: 6.00

National Percentile Rank

N/A

max: 100

% of Responses

100

100

100

100

100

100

AGREE

DISAGREE

Compared to last survey:
N/A
4.55

Compared to national norm:

N/A

6

4.55

Compared to facility average:
-0.07

Compared to system average:
-0.07







#### **Responses to Item Statements**



Compared to

-0.12

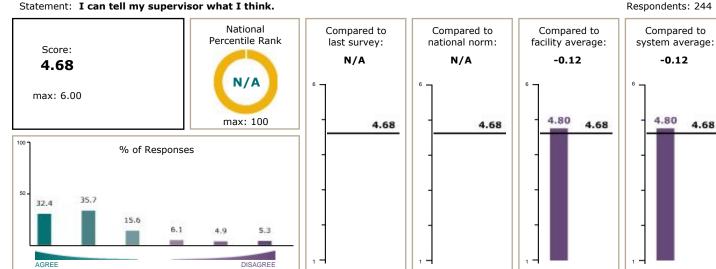
4.80

4.68

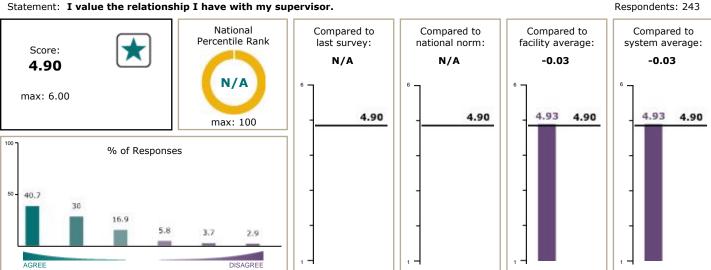
Report Title: Detail Date of Survey: November, 2017

# Supervisor/Chair

Statement: I can tell my supervisor what I think.



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







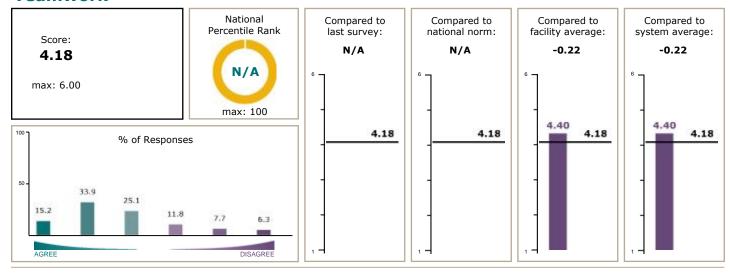


## **Responses to Item Statements**

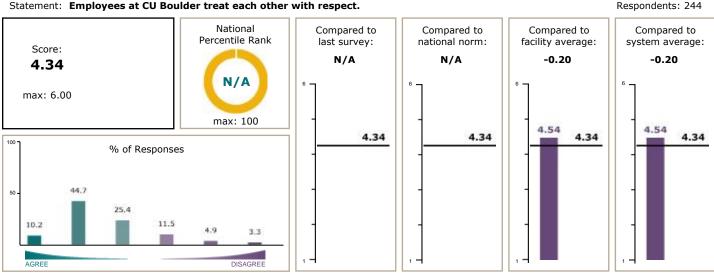


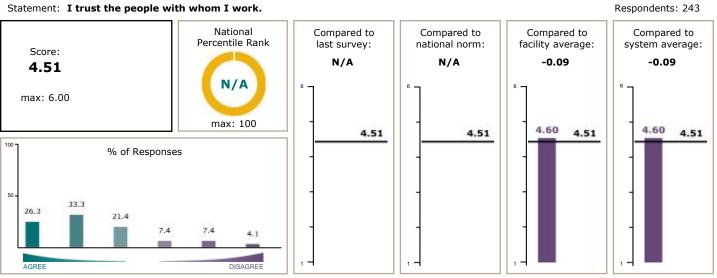
Report Title: Detail Date of Survey: November, 2017

#### **Teamwork**



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









#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

#### **Teamwork**

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

National Percentile Rank Score: 4.48 max: 6.00 max: 100 % of Responses 23.5 8.6 AGREE DISAGREE

Compared to last survey: N/A 4.48

Compared to national norm: N/A 4.48

Respondents: 243 Compared to facility average: -0.07 4.55 4.48

Compared to system average: -0.07 4.55 4.48

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

National Percentile Rank Score: 3.75 N/A max: 6.00 max: 100 % of Responses 30.8 25 15.4 12.5 8.3

Compared to last survey: N/A 3.75

Compared to national norm: N/A 3.75

Compared to facility average: -0.23 3.98 3.75

Respondents: 240 Compared to system average: -0.23 3.98 3.75

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

National Percentile Rank Score: 2.94 max: 6.00 max: 100 % of Responses 26.7 20.8 18.3 1.7 AGREE DISAGREE

Compared to last survey: N/A 2.94

Compared to national norm: N/A 2.94

Compared to facility average: -0.68 3.62 2.94 Respondents: 240 Compared to system average: -0.68 3.62 2.94









#### **Responses to Item Statements**



Report Title: Detail Date of Survey: November, 2017

#### **Teamwork**

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

Respondents: 239 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 4.60 max: 6.00 max: 100 4.70 4.70 4.60 4.60 4.60 4.60 % of Responses 39.7 26.8 20.5 8.4 2.9 1.7 AGREE DISAGREE

Statement: I have opportunities to develop friendships at work.

Respondents: 243 National Compared to Compared to Compared to Compared to Percentile Rank last survey: national norm: facility average: system average: Score: N/A N/A -0.18 -0.18 4.64 N/A max: 6.00 max: 100 4.82 4.82 4.64 4.64 4.64 4.64 % of Responses 44.4 27.2 18.5 4.9 2.5 2.5





