

Engagement Survey Data

Staff



SURVEY RESULTS AT A GLANCE



Survey Results Summary

Report Title: **Summary**

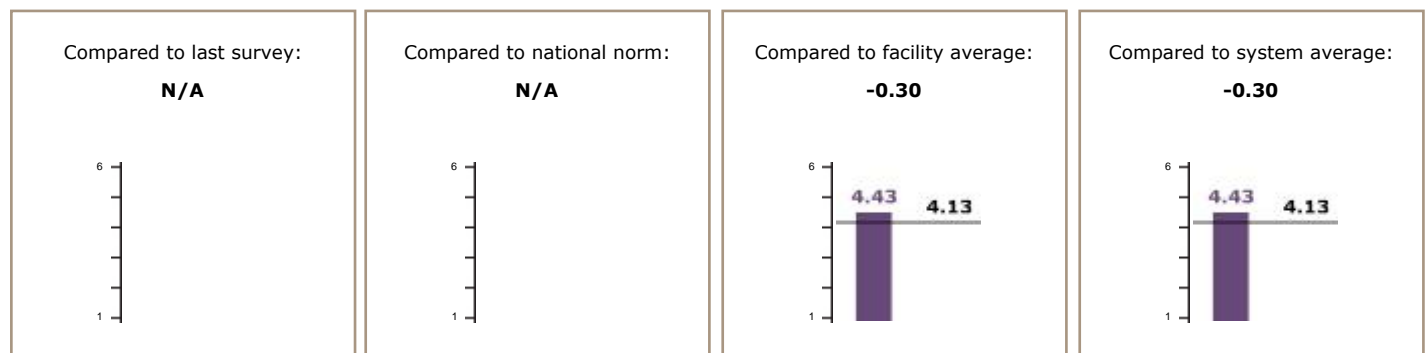
Date of Survey: November, 2017

OVERVIEW























Respondents: 246

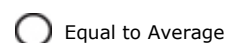
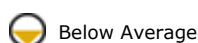
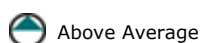
<p>Overall Score: 4.13</p> <p>max: 6.00</p>	<p>Strengths  These areas are your biggest strengths</p> <p>I love the Boulder region.</p> <p>I value the relationship I have with my supervisor.</p> <p>My supervisor recognizes my accomplishments.</p> <p>I am willing to put in effort beyond what is expected to help CU Boulder be successful.</p> <p>I understand the benefits offered to me by CU Boulder.</p>	<p>Needs Attention  These areas need improvement the most</p> <p>I understand how the success of my work area is measured.</p> <p>The actions of the exec. leadership give CU Boulder a comp. edge in higher educ.</p> <p>CU Boulder eliminates challenges/barriers so we can complete our work efficiently.</p> <p>The executive leadership does a good job prioritizing initiatives across the university.</p> <p>The orientation process used by my work area prepares new staff to be successful.</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

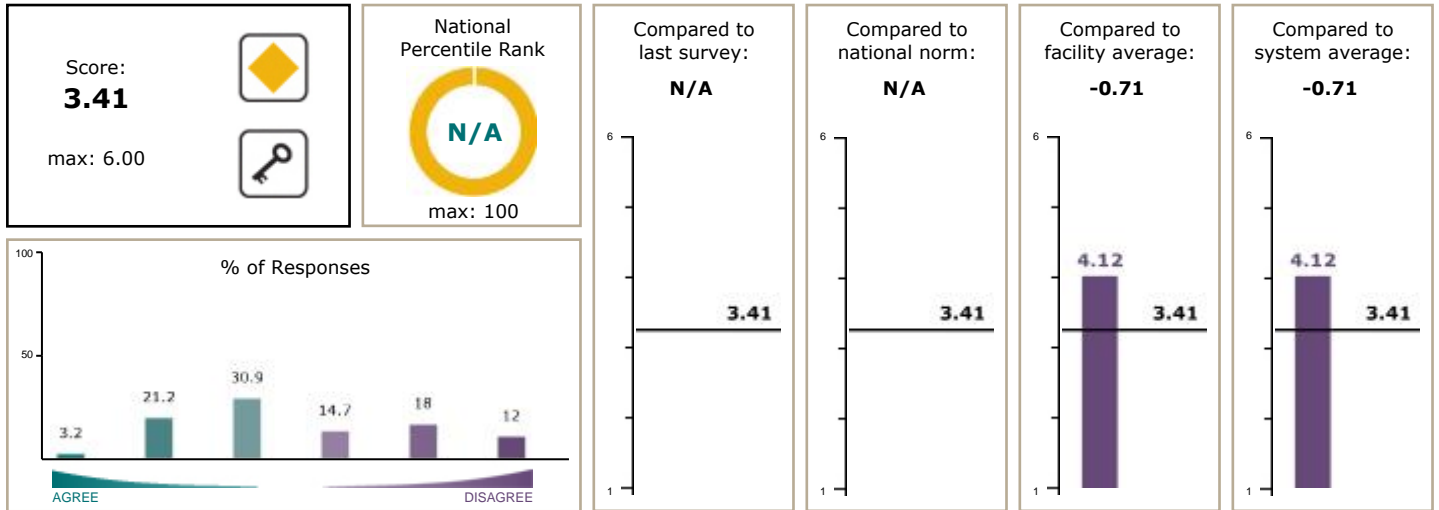
	National Average	Facility Average	System Average	Previous Survey
Affinity	 -0.24	 -0.24		
Career Growth	 -0.35	 -0.35		
Compliance	 -0.28	 -0.28		
Department Head	 -0.59	 -0.59		
Engagement	 -0.26	 -0.26		
Executive Leadership	 -0.62	 -0.62		
Innovation	 -0.37	 -0.37		
Pay & Benefits	 -0.23	 -0.23		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



Executive Leadership

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

Respondents: 217



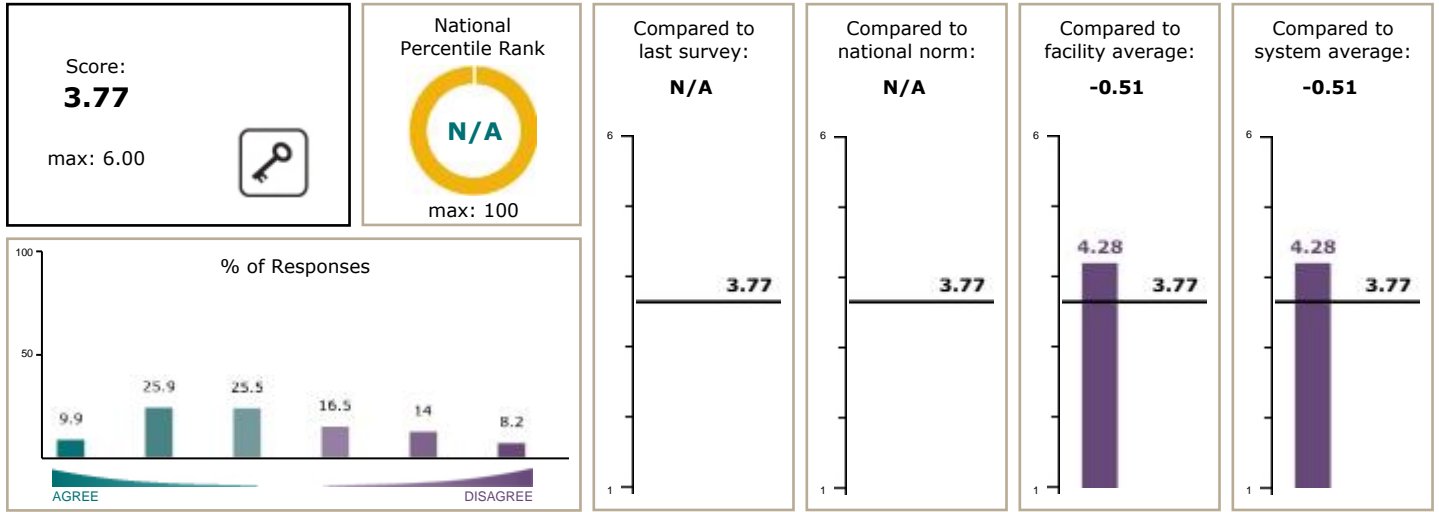
Report Title: **Key Driver**

Date of Survey: November, 2017

Career Growth

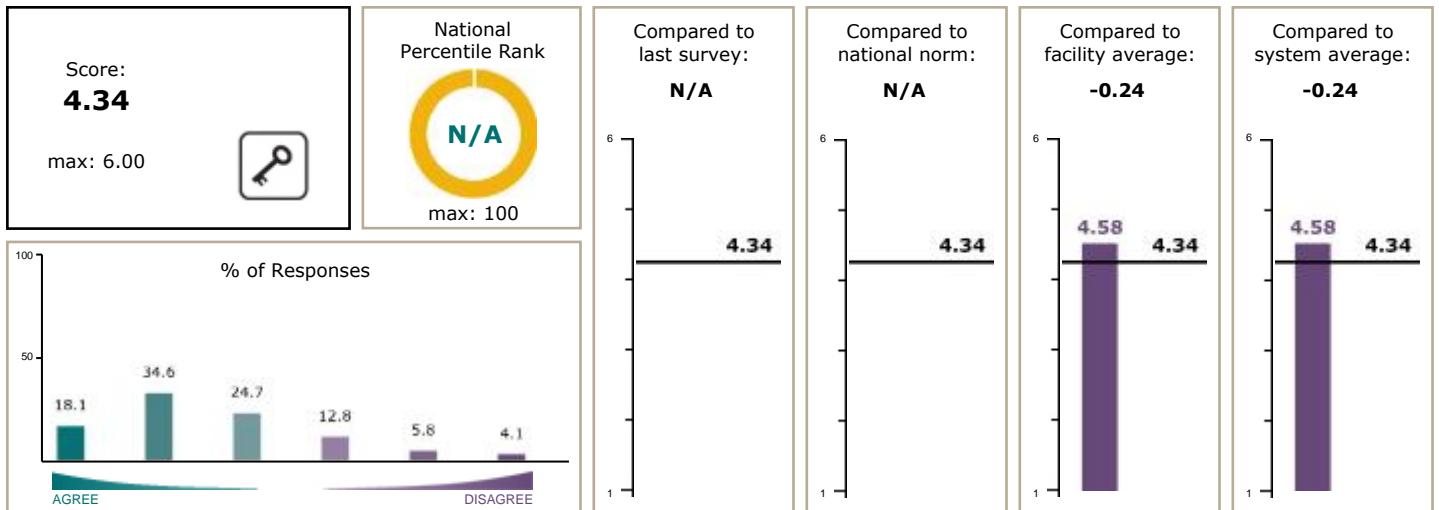
Statement: **CU Boulder has a work environment that allows me to grow and develop.**

Respondents: 243



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

Respondents: 243



ITEMS IN DEPTH

Responses to Item Statements

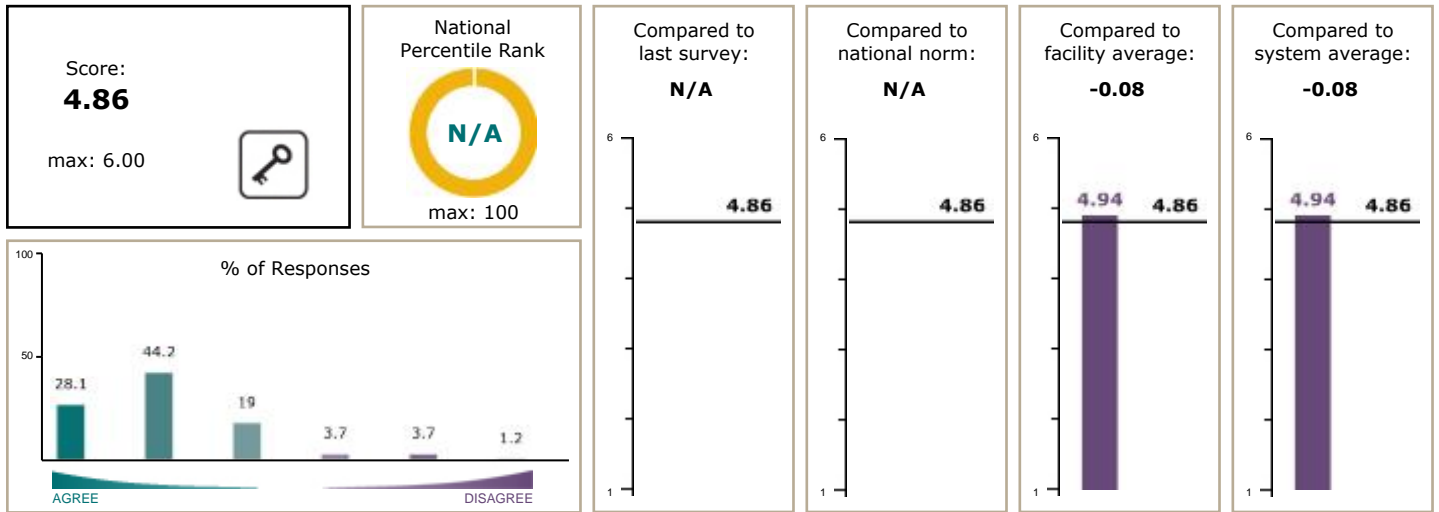
Report Title: **Key Driver**

Date of Survey: November, 2017

Quality

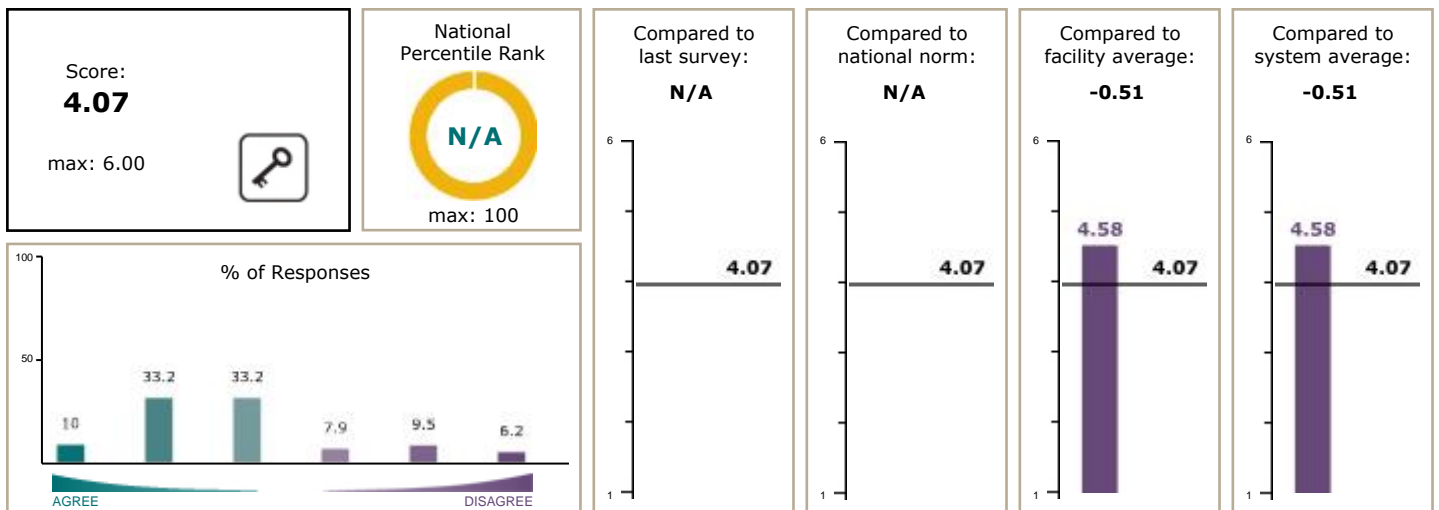
Statement: **My daily work is aligned with the mission of CU Boulder.**

Respondents: 242



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

Respondents: 241



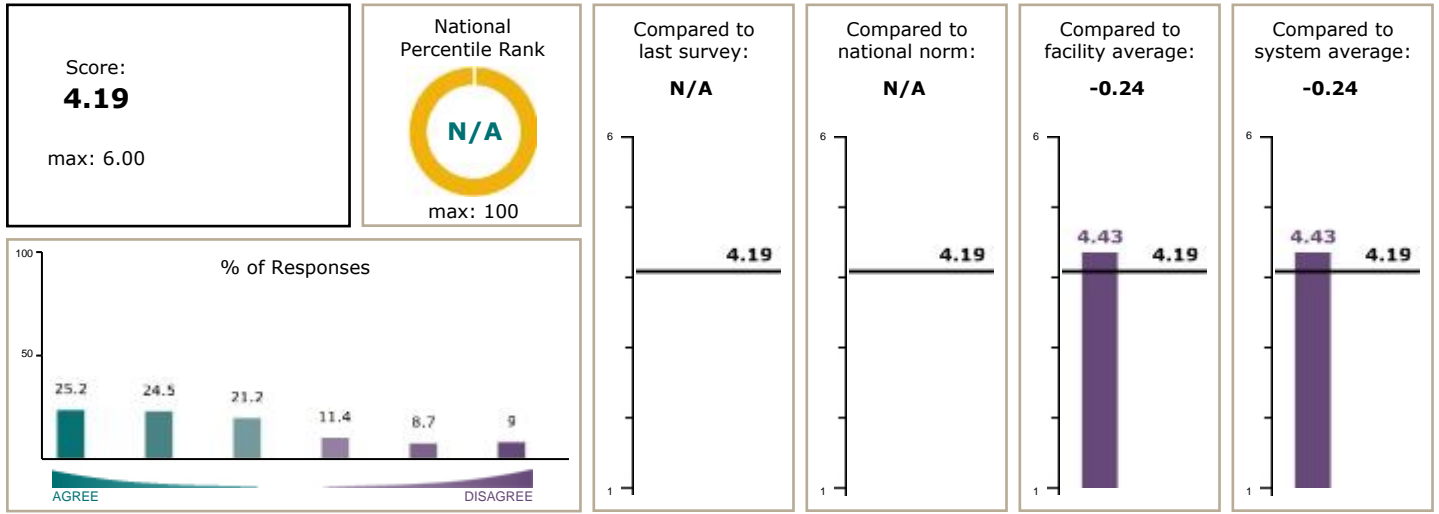
ITEMS IN DEPTH

Responses to Item Statements

Report Title: **Detail**

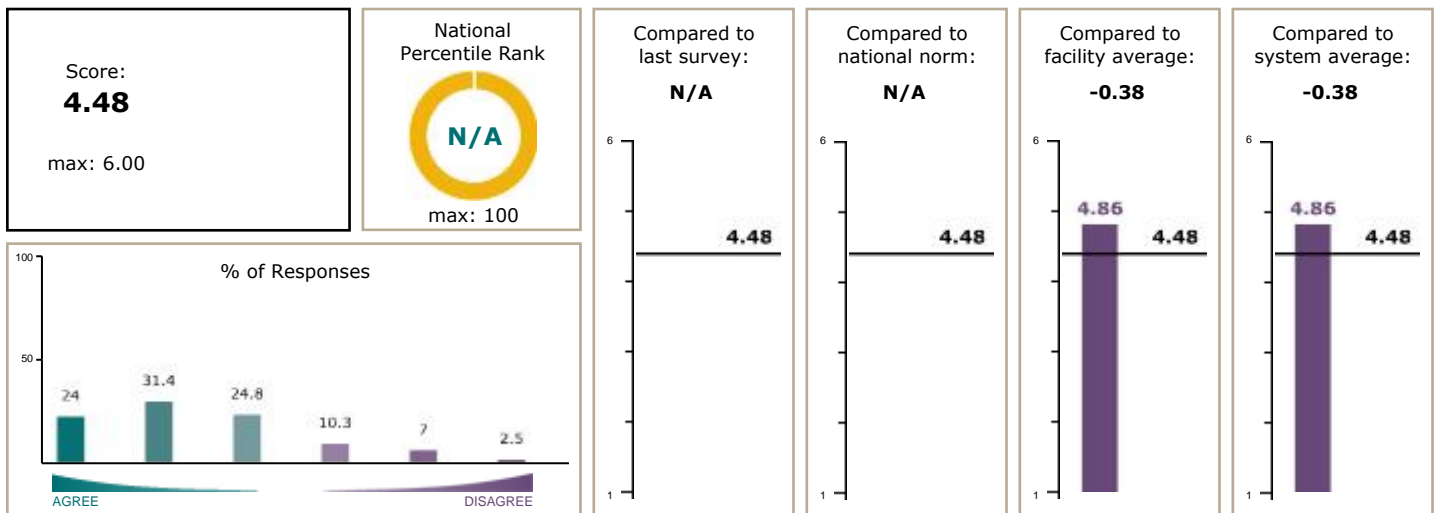
Date of Survey: November, 2017

Affinity



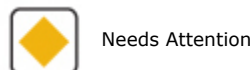
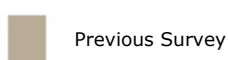
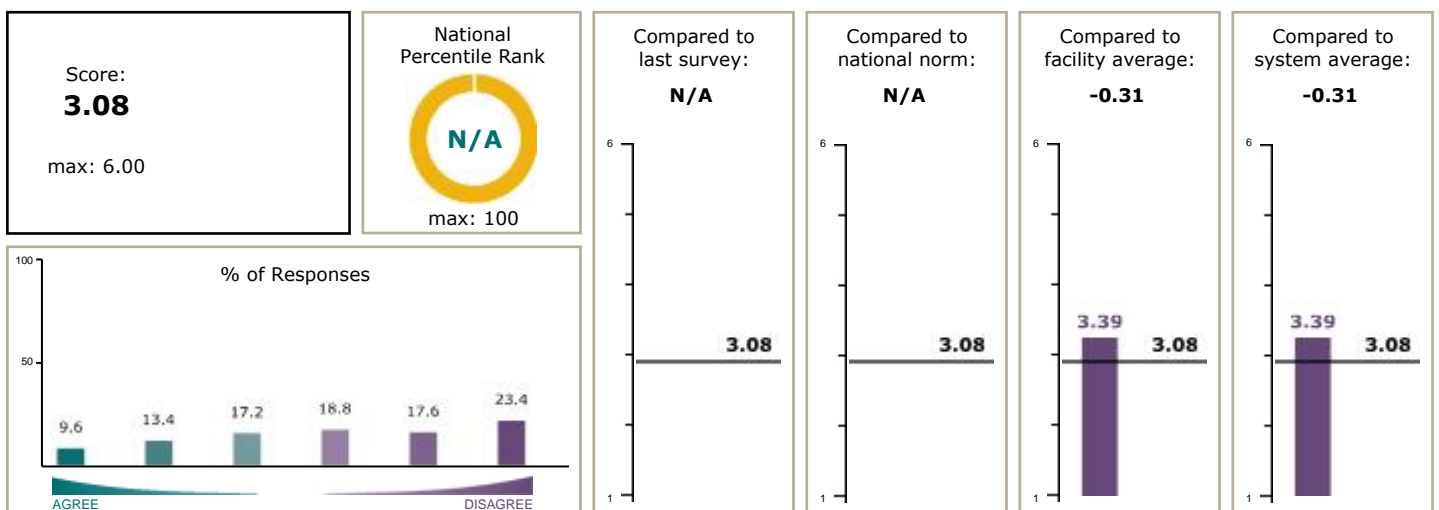
Statement: **I love working for the University of Colorado Boulder.**

Respondents: 242



Statement: **I could not imagine working for another organization.**

Respondents: 239



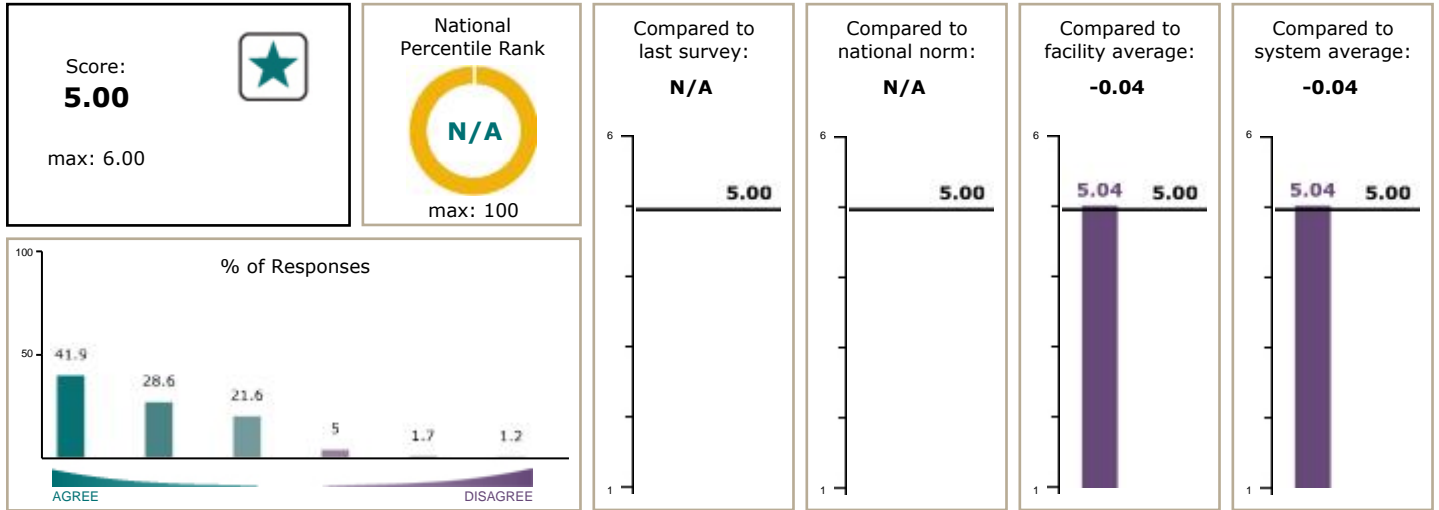
Report Title: **Detail**

Date of Survey: November, 2017

Affinity

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

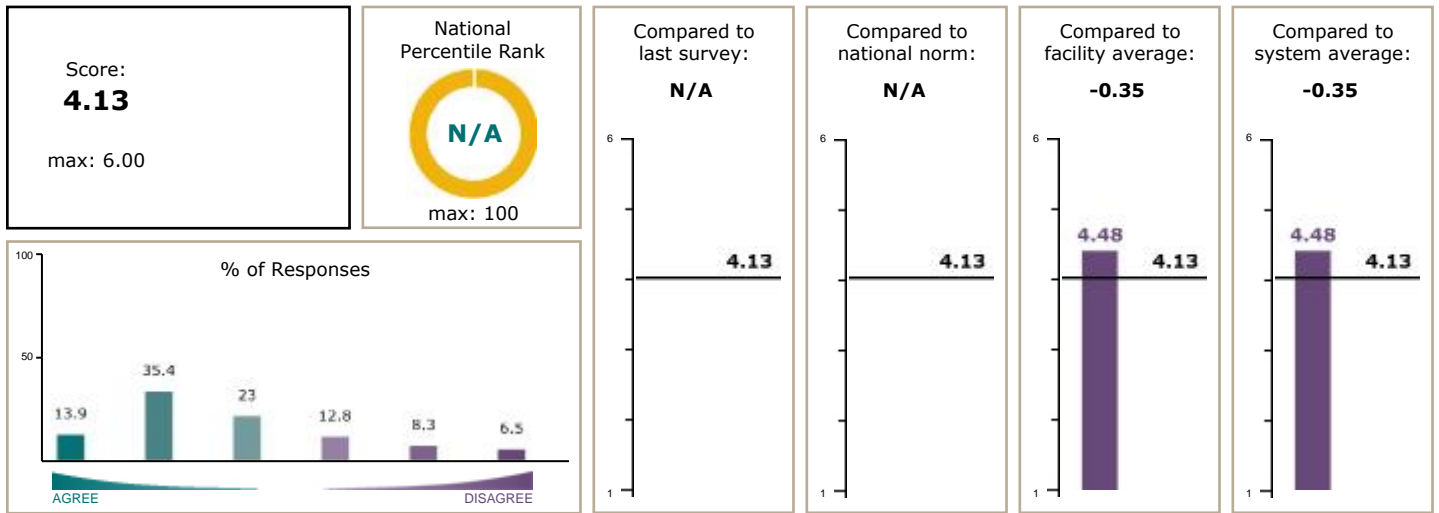
Respondents: 241



Report Title: **Detail**

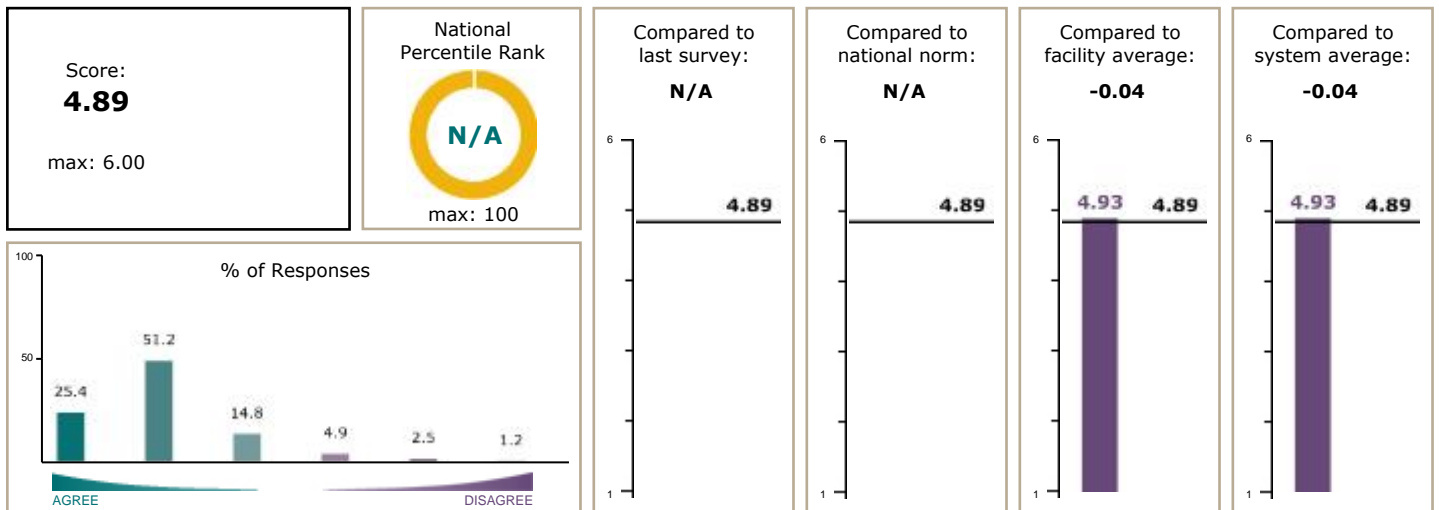
Date of Survey: November, 2017

Career Growth



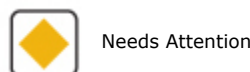
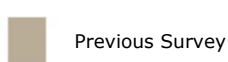
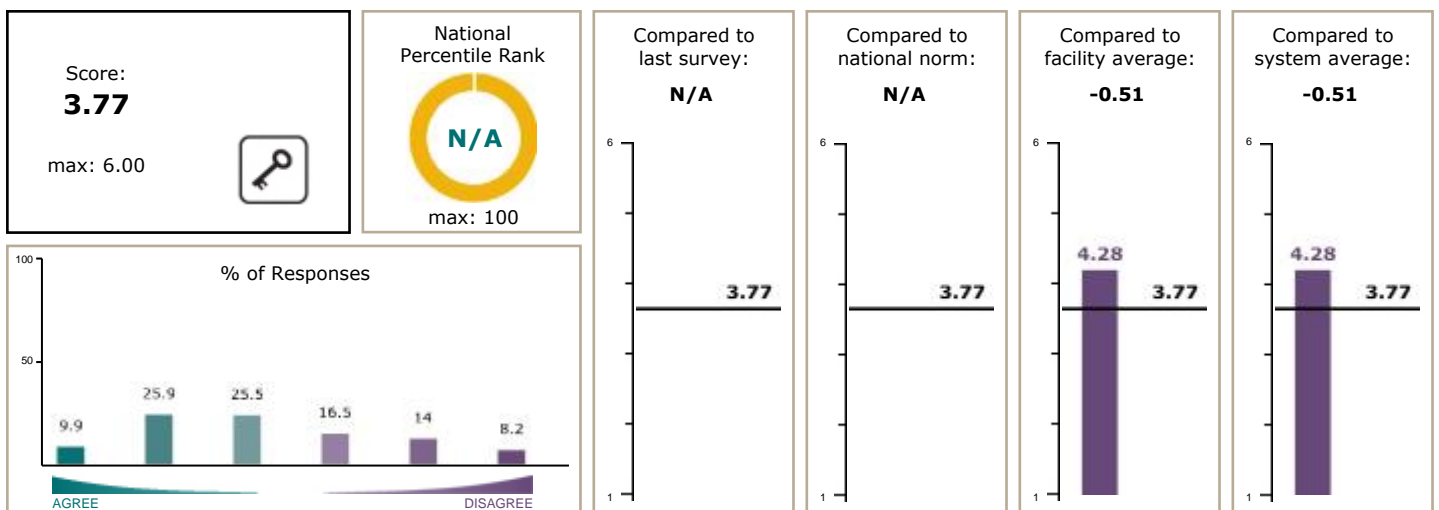
Statement: **I understand what I need to do to be successful in my job.**

Respondents: 244



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

Respondents: 243



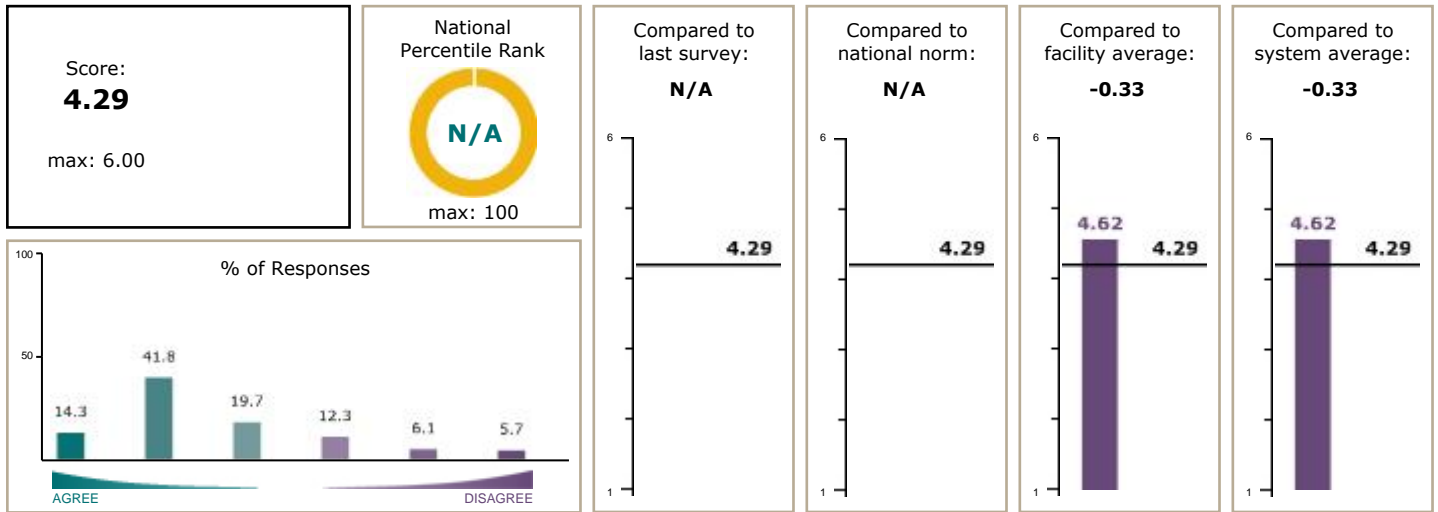
Report Title: **Detail**

Date of Survey: November, 2017

Career Growth

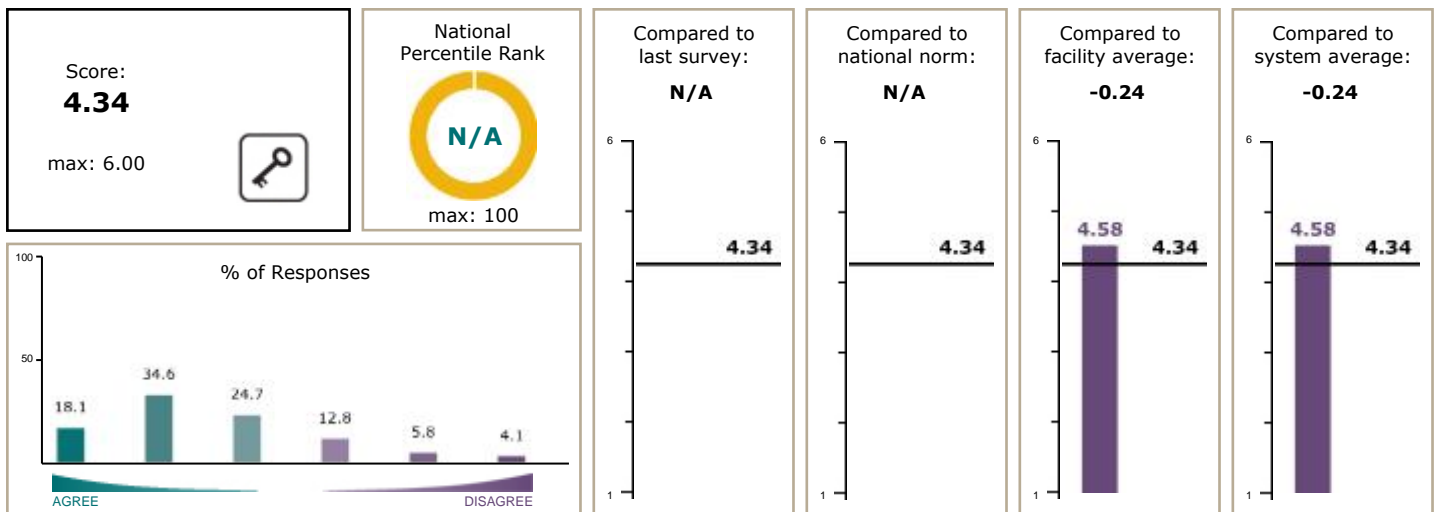
Statement: **I feel my job is secure at CU Boulder.**

Respondents: 244



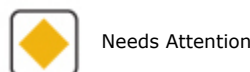
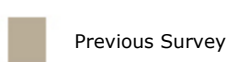
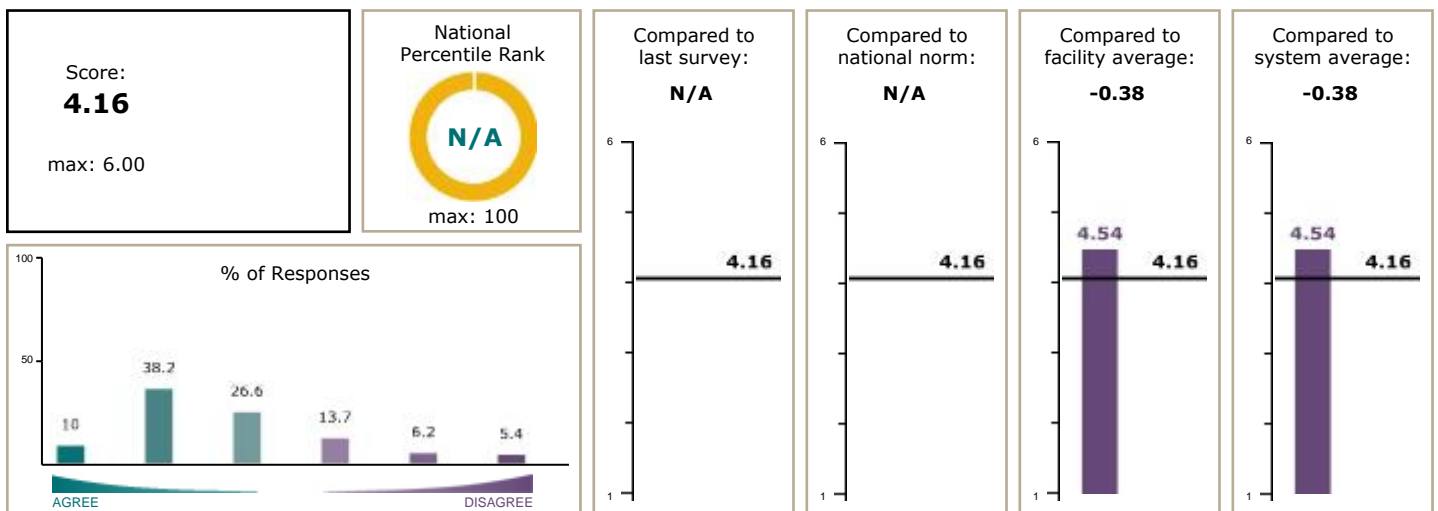
Statement: **I feel challenged to do my best at CU Boulder.**

Respondents: 243



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

Respondents: 241



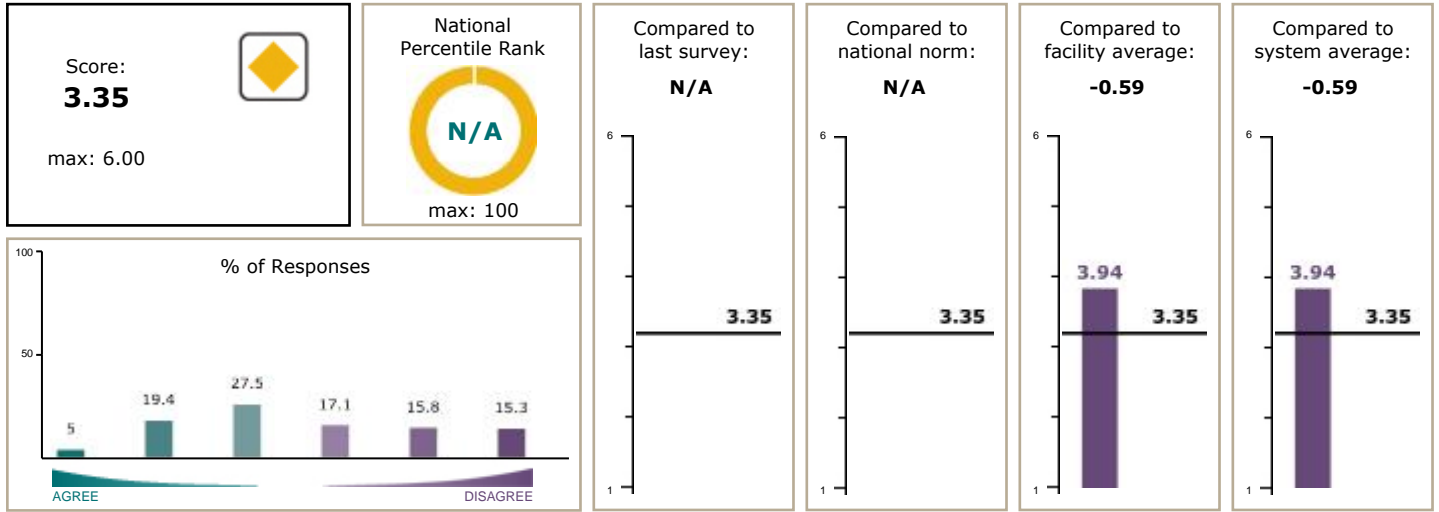
Report Title: **Detail**

Date of Survey: November, 2017

Career Growth

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

Respondents: 222



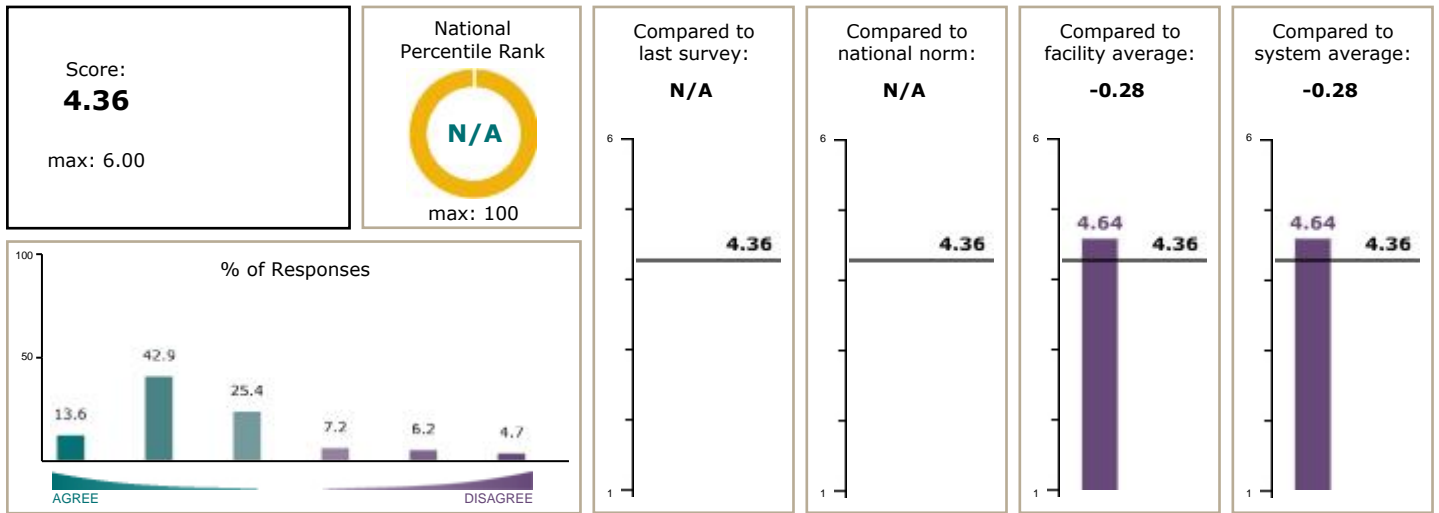
ITEMS IN DEPTH

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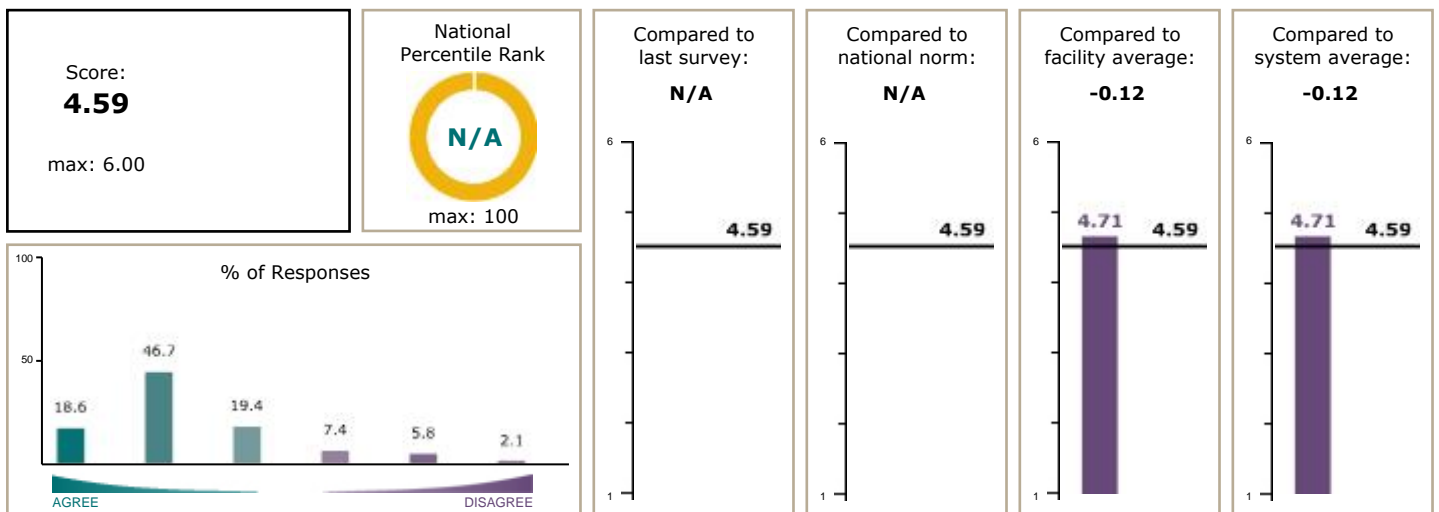
Date of Survey: November, 2017

Compliance



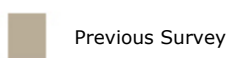
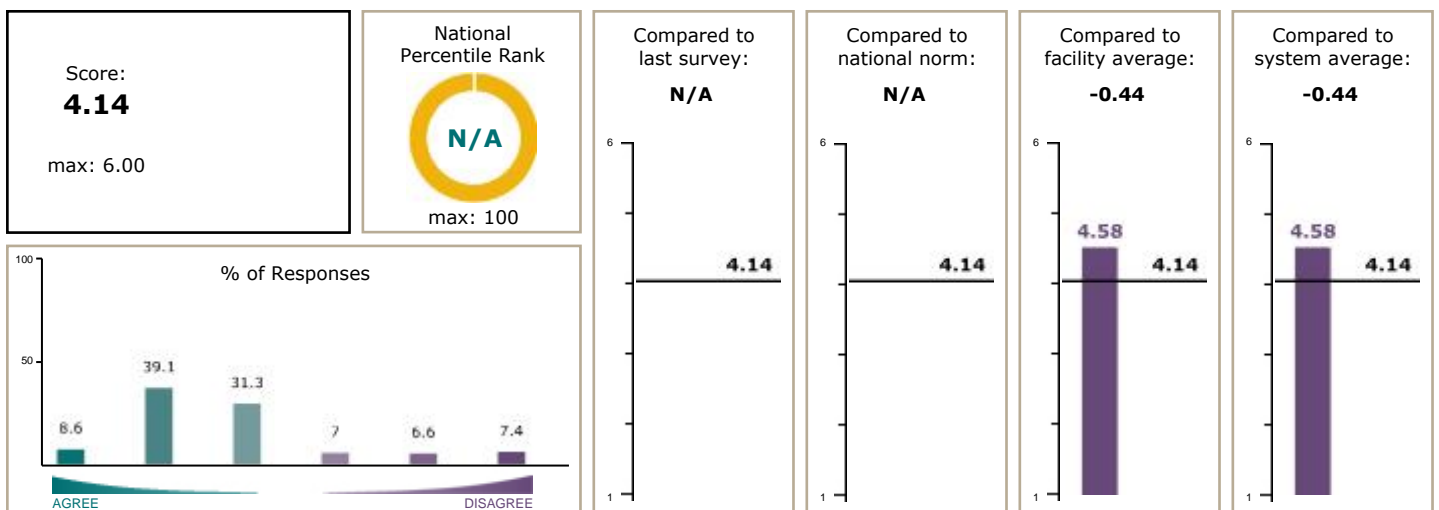
Statement: **Staff members have a good understanding of behaviors that are not acceptable.**

Respondents: 242



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

Respondents: 243



Previous Survey



Strength



Needs Attention

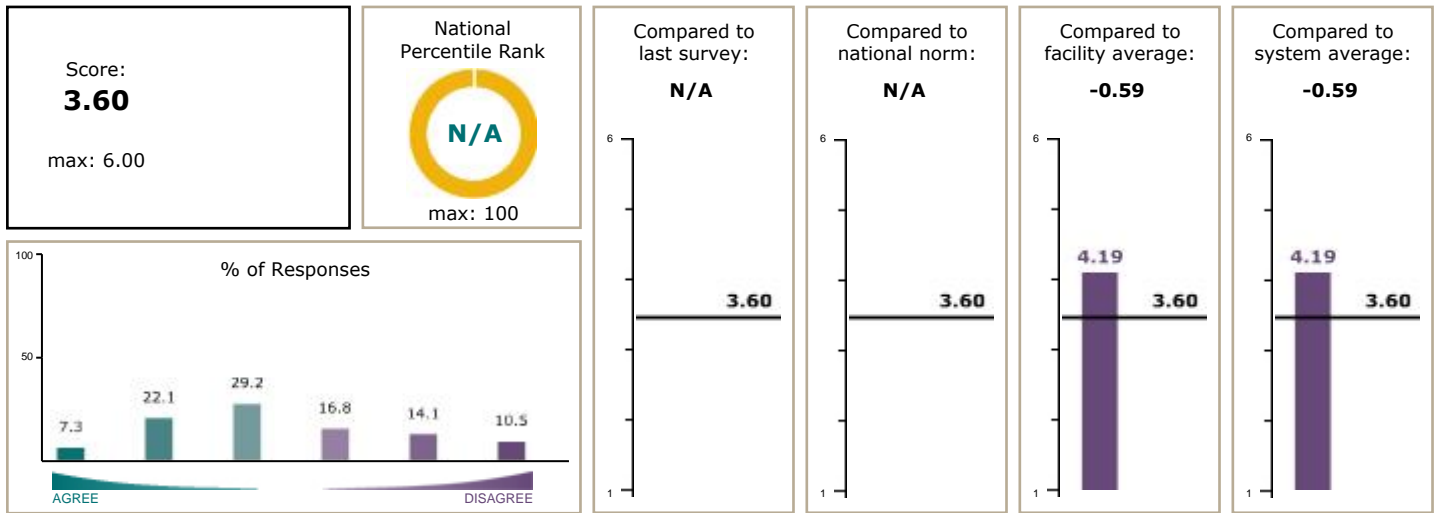


Key Driver

Report Title: **Detail**

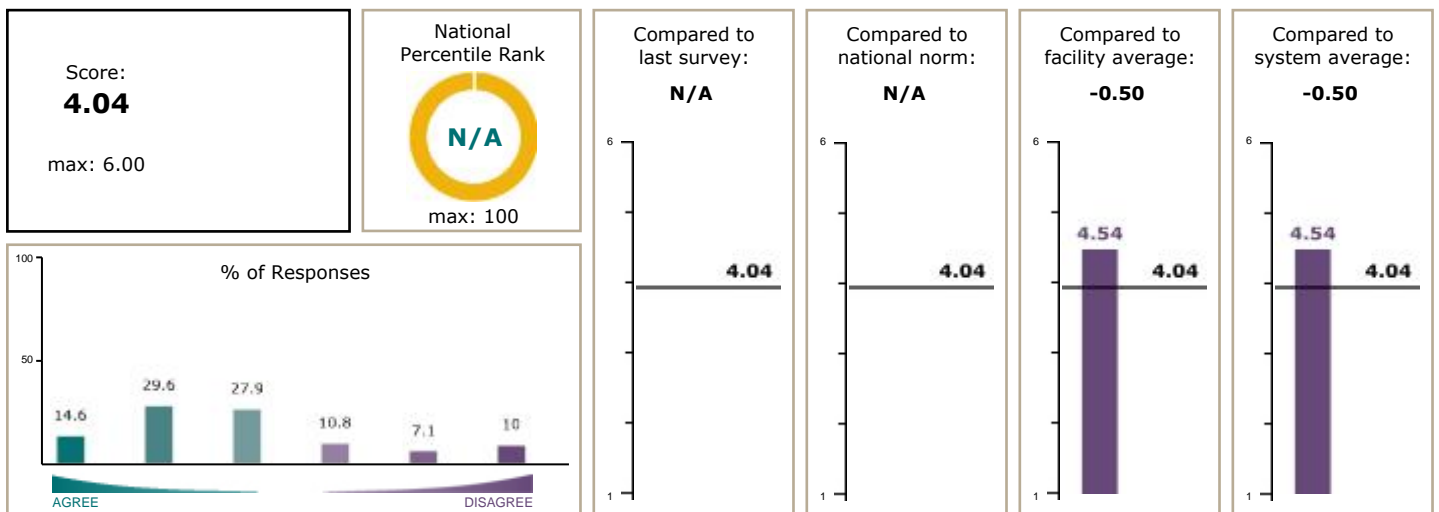
Date of Survey: November, 2017

Department Head



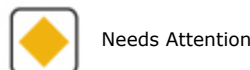
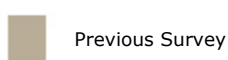
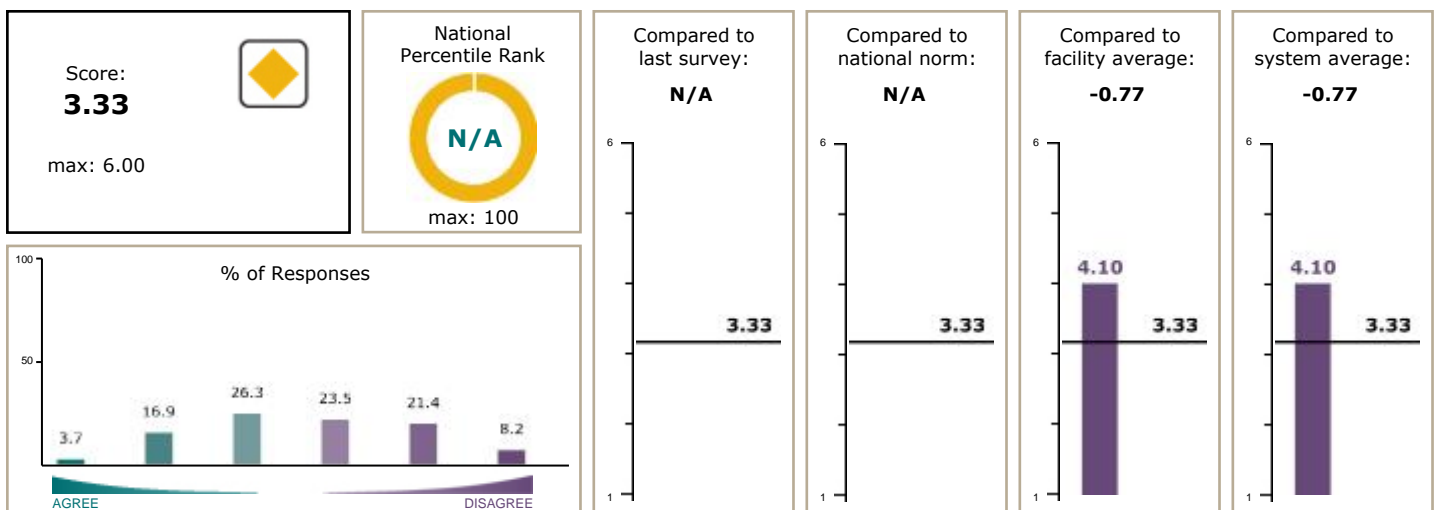
Statement: **The leader of my work area sets clear goals for the organization.**

Respondents: 240



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

Respondents: 243



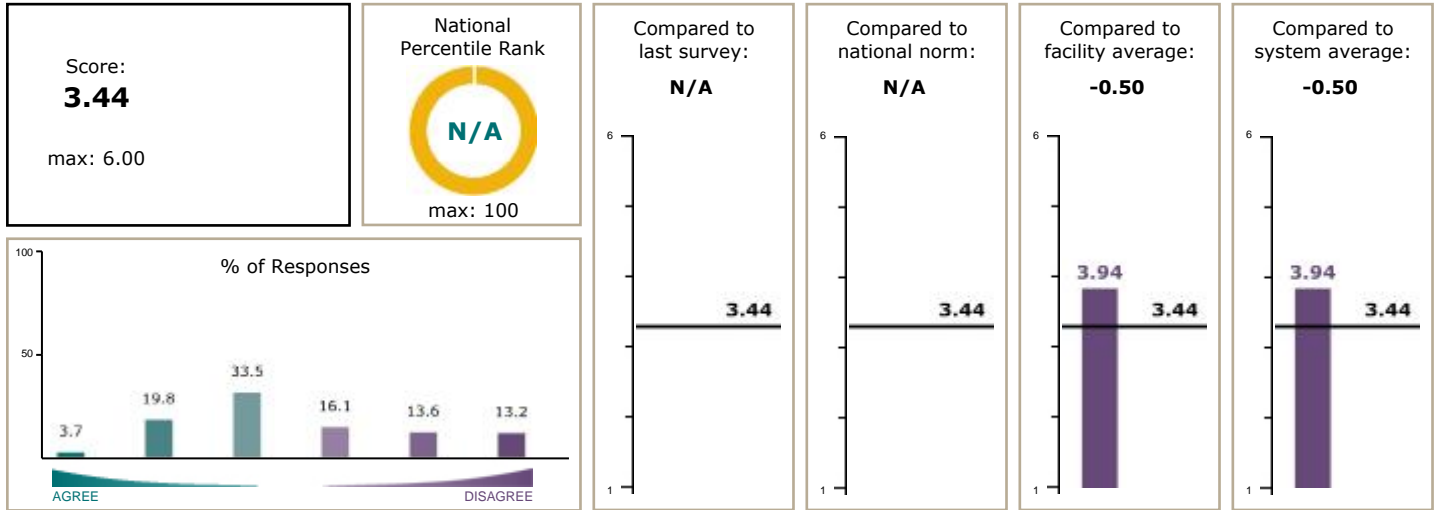
Report Title: **Detail**

Date of Survey: November, 2017

Department Head

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

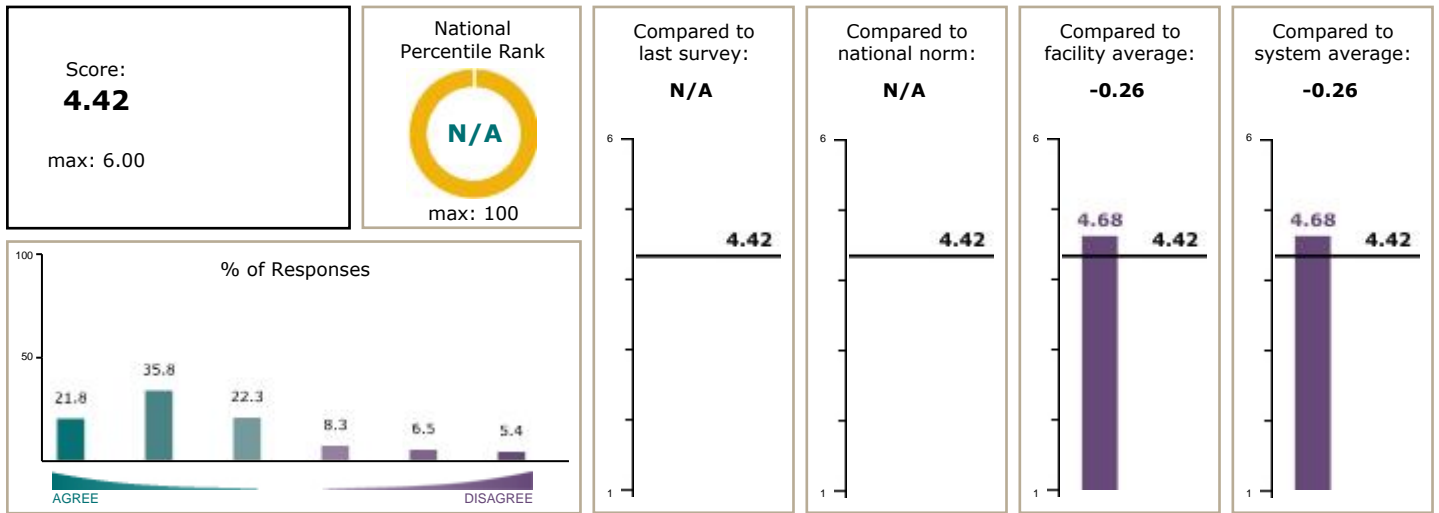
Respondents: 242



Report Title: **Detail**

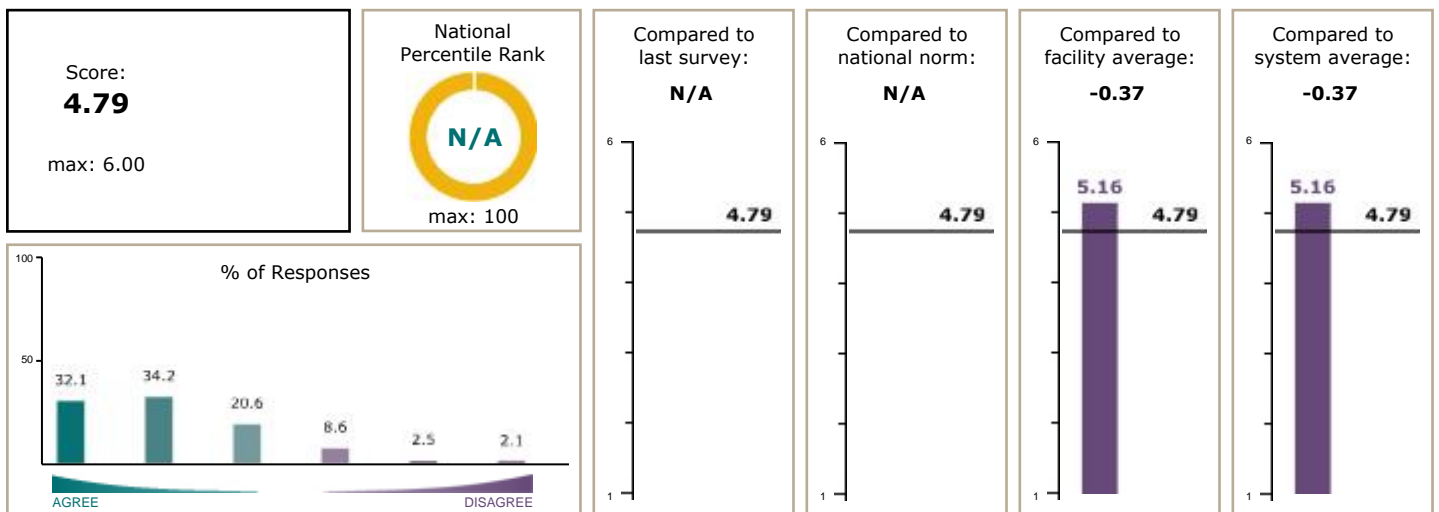
Date of Survey: November, 2017

Engagement



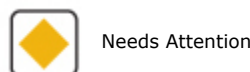
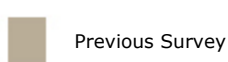
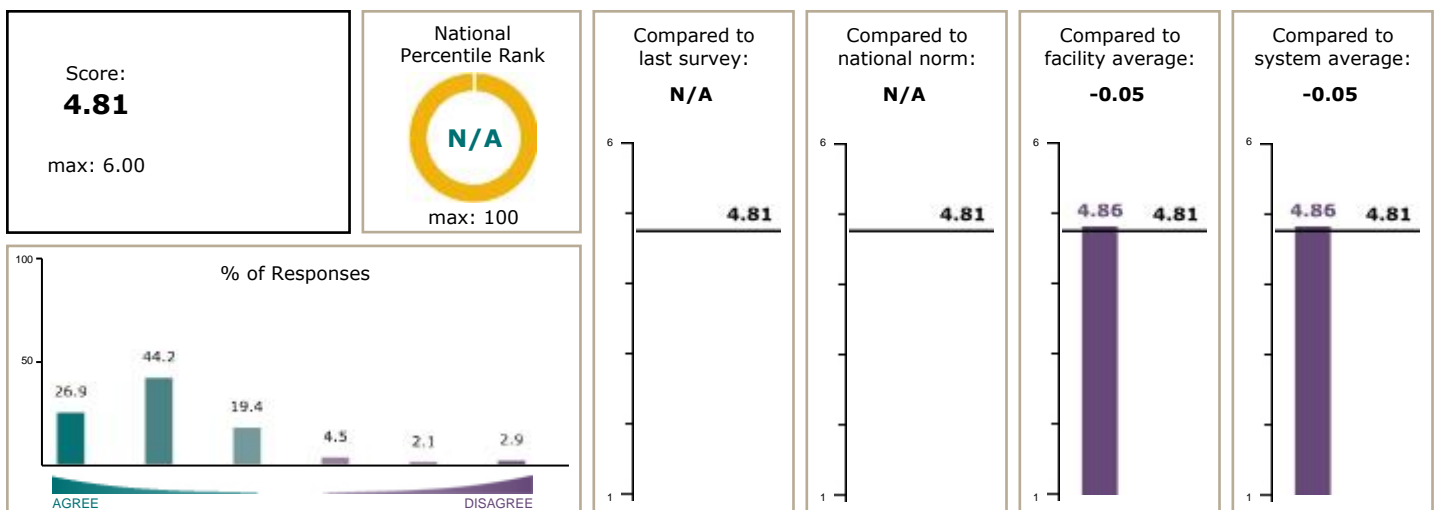
Statement: **I am proud to work for CU Boulder.**

Respondents: 243



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

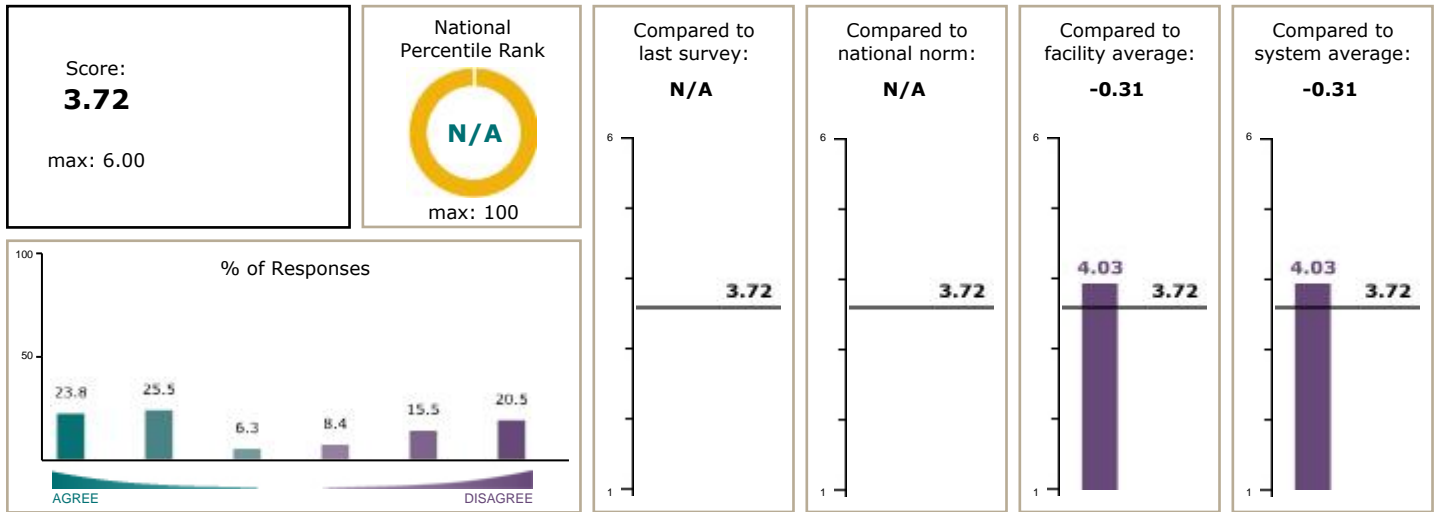
Respondents: 242



Engagement

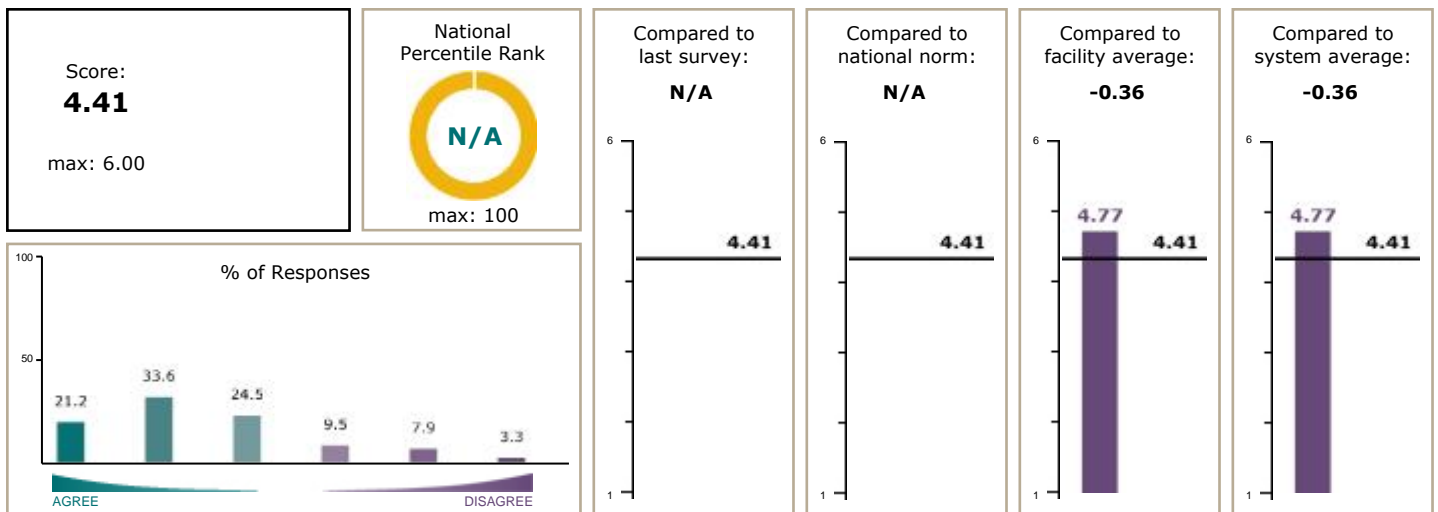
Statement: **I have not seriously considered leaving CU Boulder for another job.**

Respondents: 239



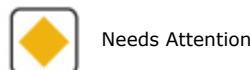
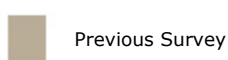
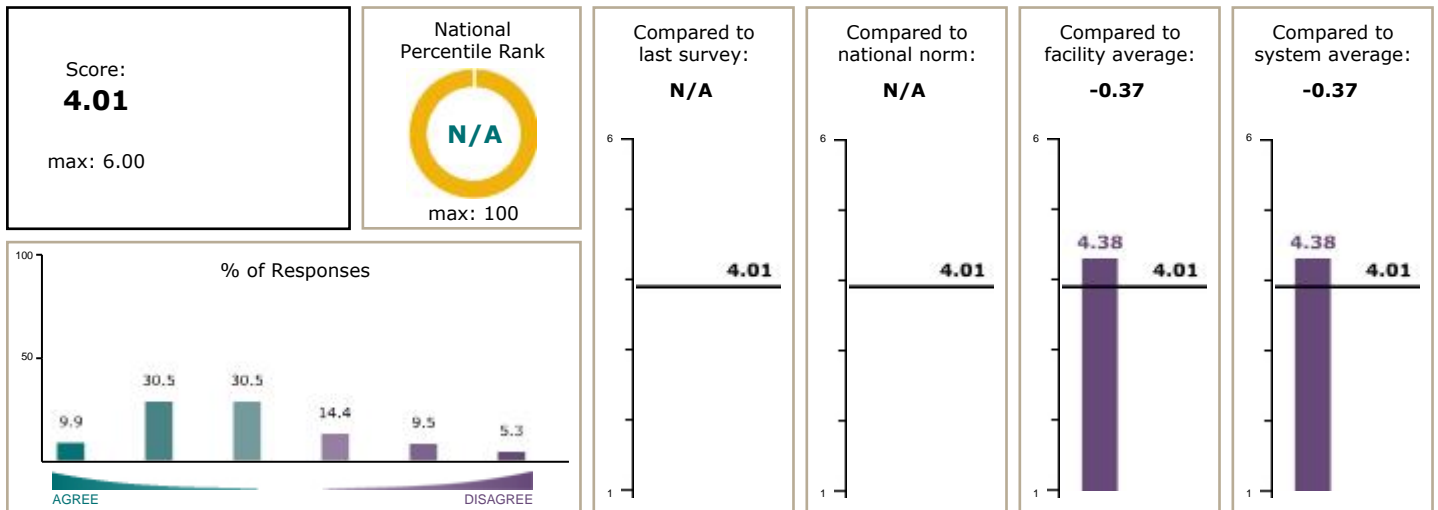
Statement: **I would recommend employment at CU Boulder to my friends.**

Respondents: 241



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

Respondents: 243



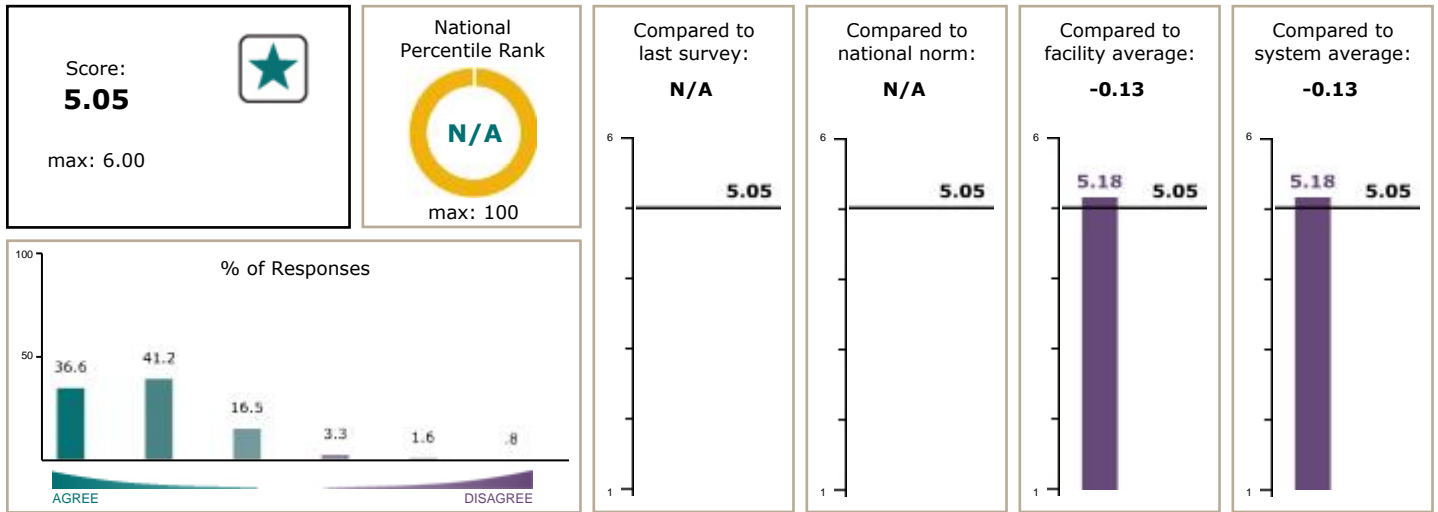
Report Title: **Detail**

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Engagement

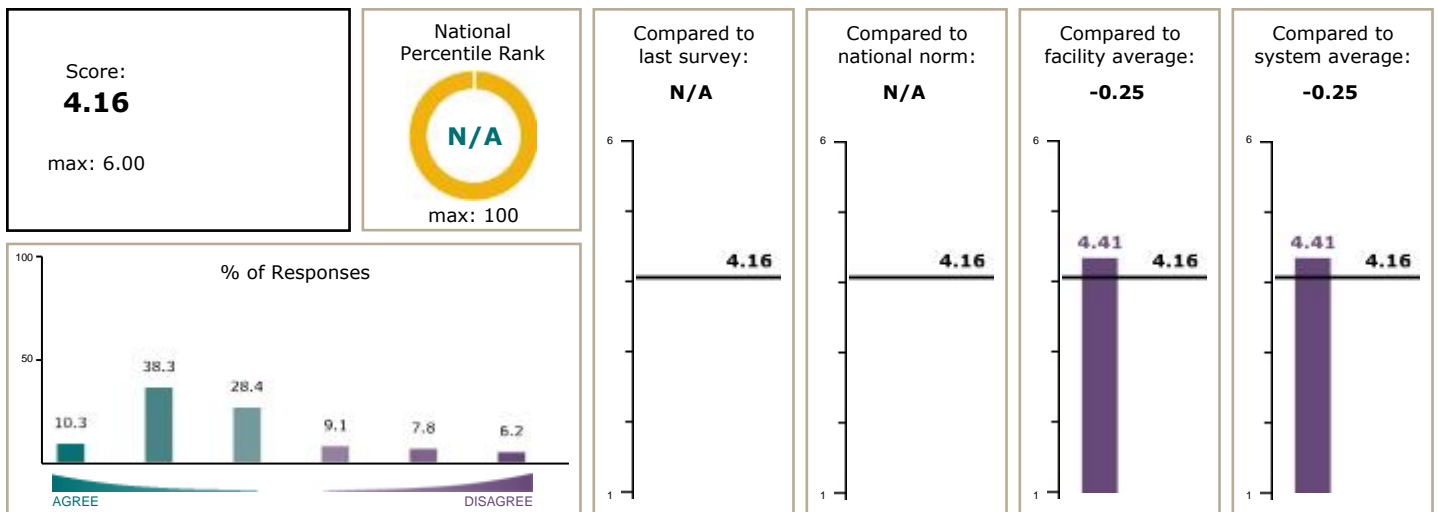
Statement: **I am willing to put in effort beyond what is expected to help CU Boulder be successful.**

Respondents: 243



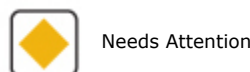
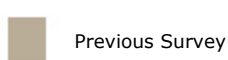
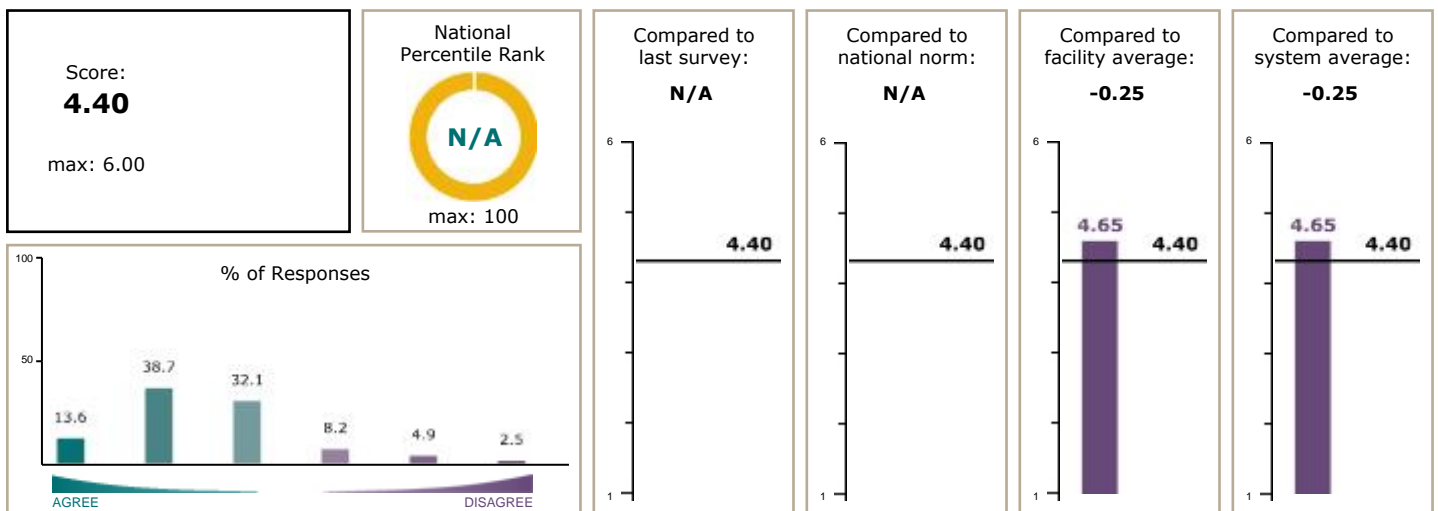
Statement: **I often leave work with a feeling of satisfaction about my job.**

Respondents: 243



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

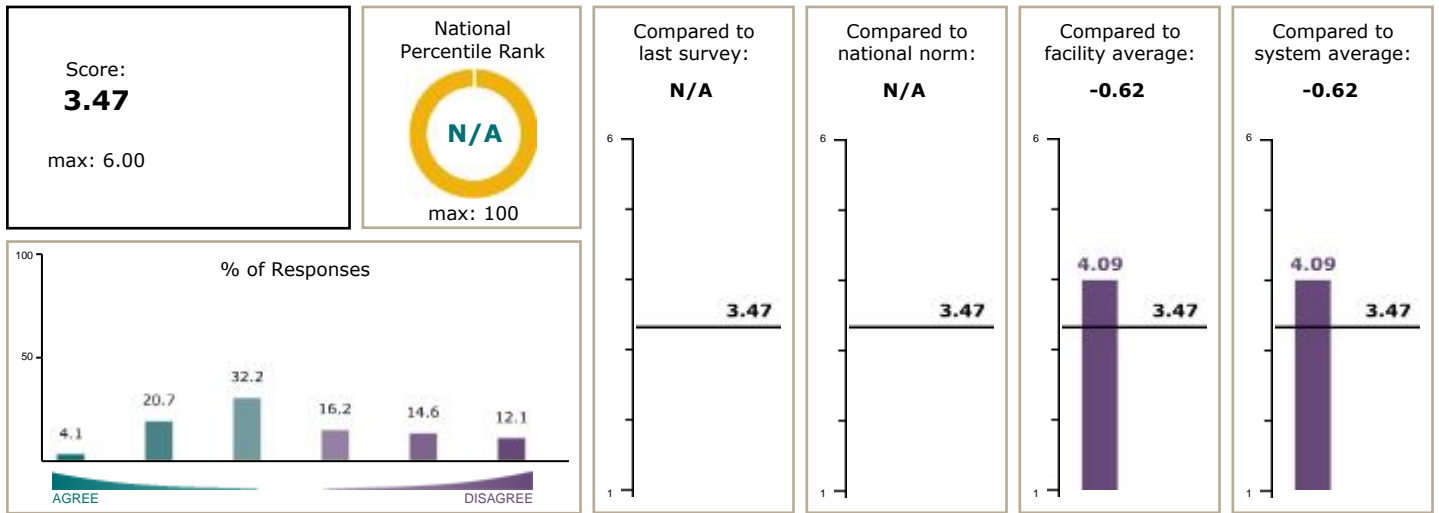
Respondents: 243



Report Title: **Detail**

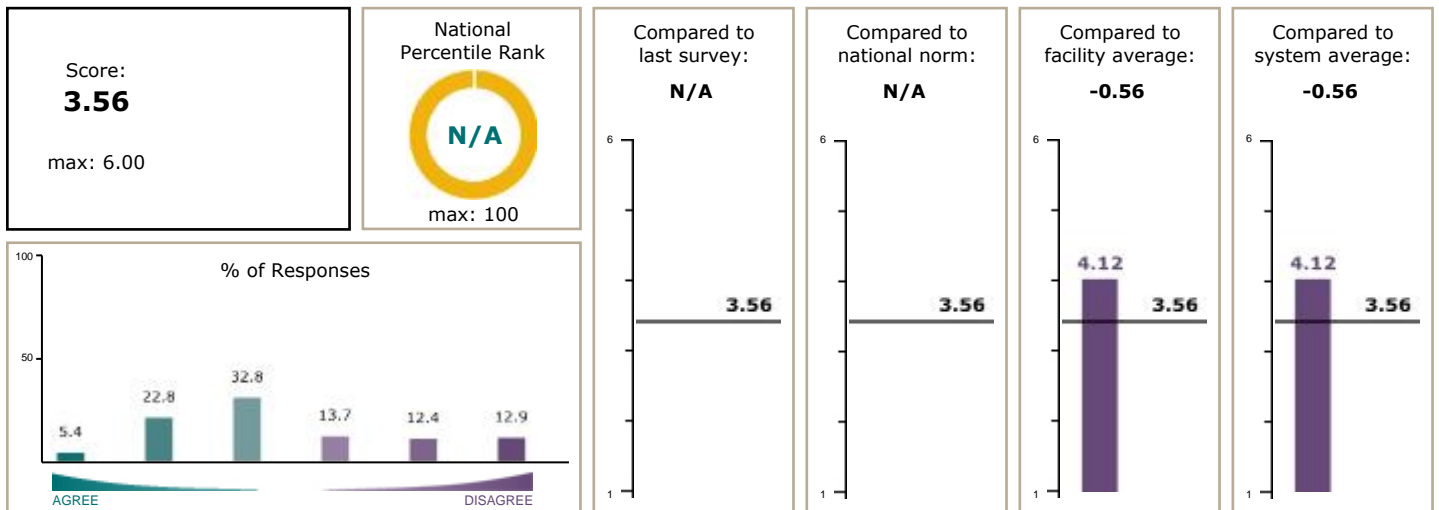
Date of Survey: November, 2017

Executive Leadership



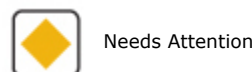
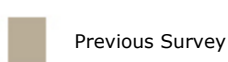
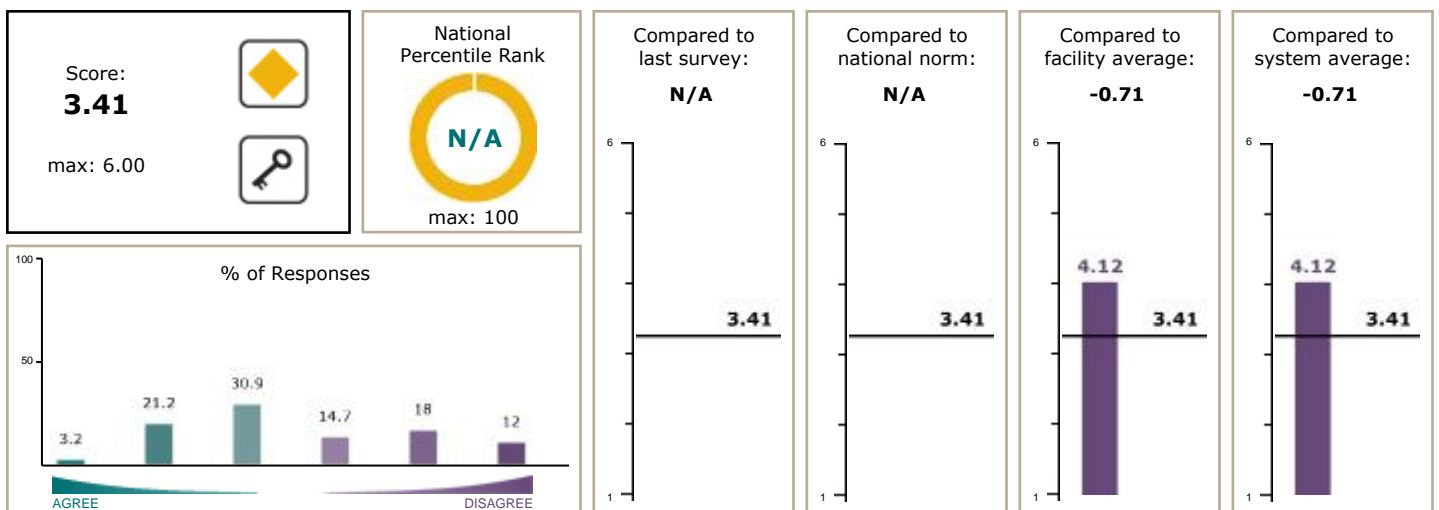
Statement: **The executive leadership does a good job comm. info about the university's objectives.**

Respondents: 241



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

Respondents: 217



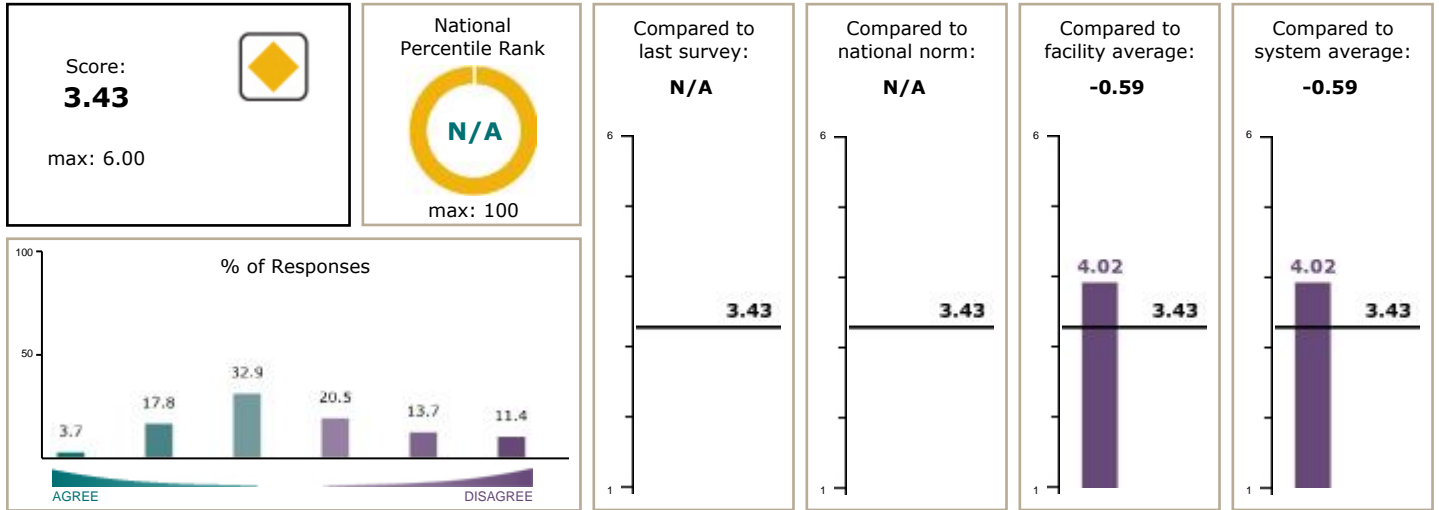
Report Title: **Detail**

Date of Survey: November, 2017

Executive Leadership

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

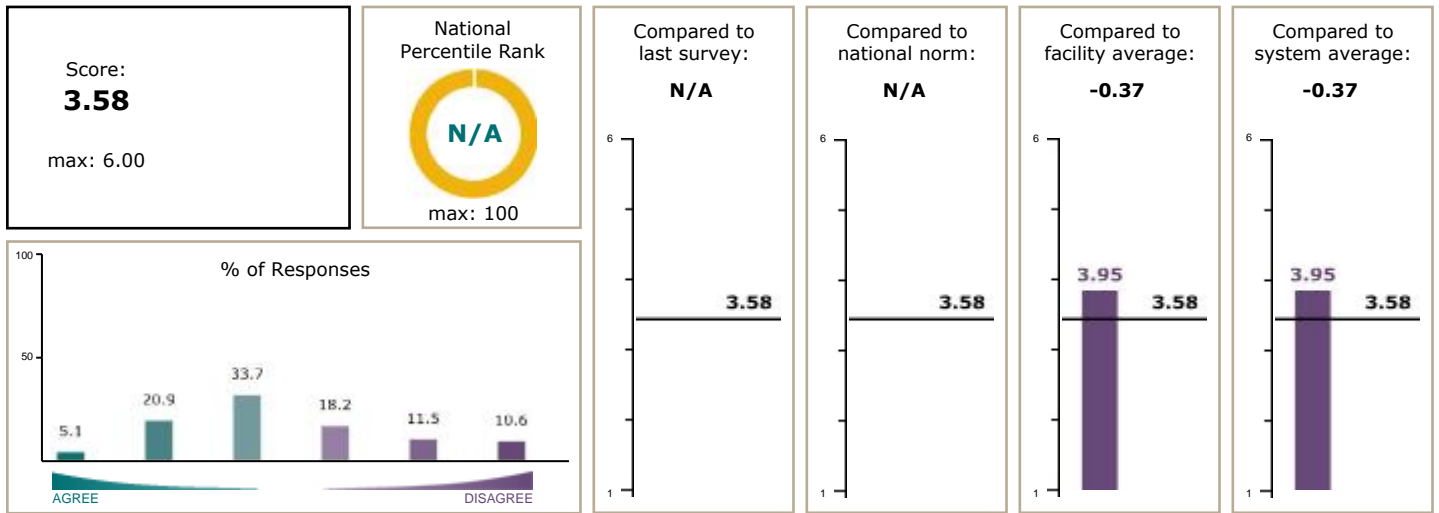
Respondents: 219



Report Title: **Detail**

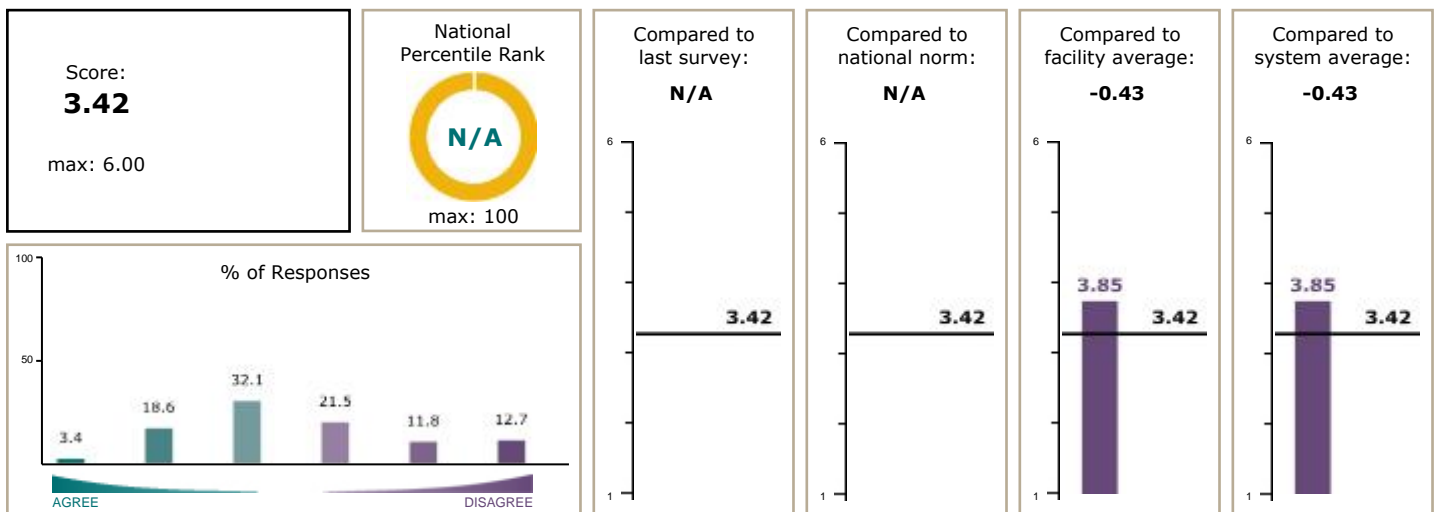
Date of Survey: November, 2017

Innovation



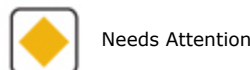
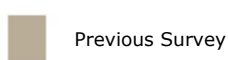
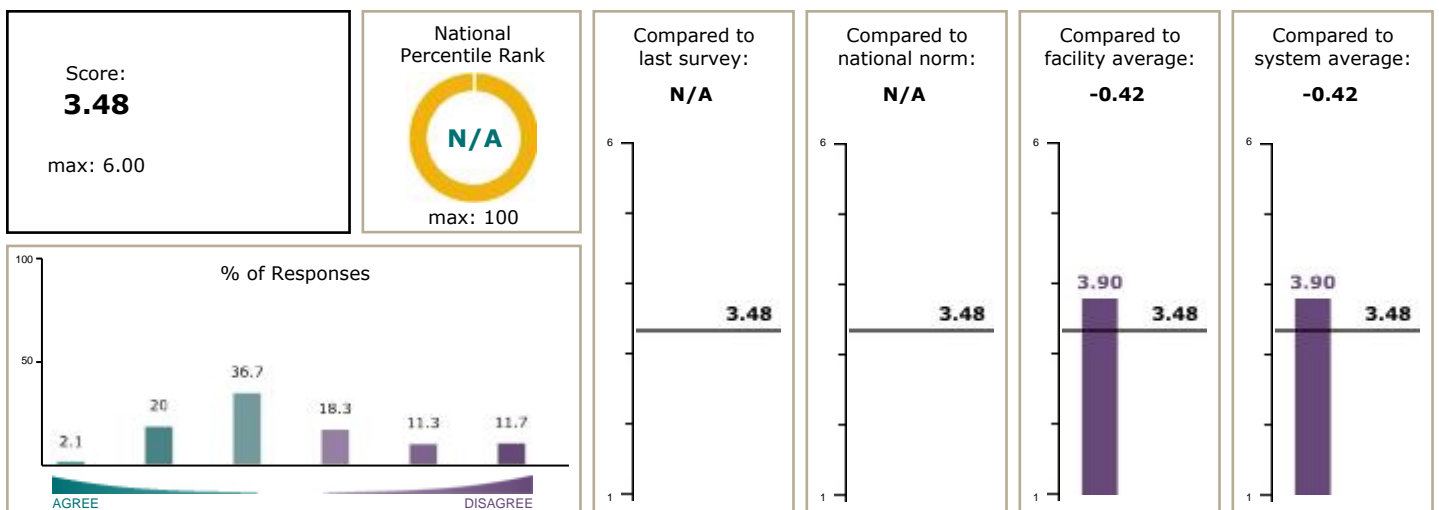
Statement: **Employees at CU Boulder are encouraged to take risks and try new approaches.**

Respondents: 237



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

Respondents: 240



ITEMS IN DEPTH

Responses to Item Statements

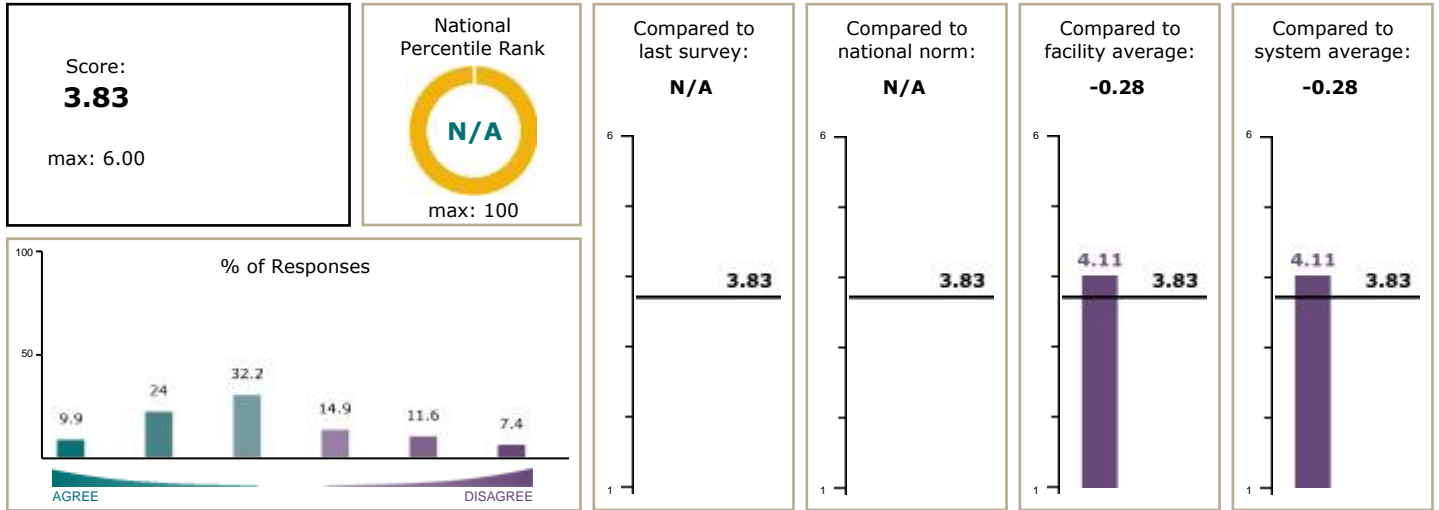
Report Title: **Detail**

Date of Survey: November, 2017

Innovation

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

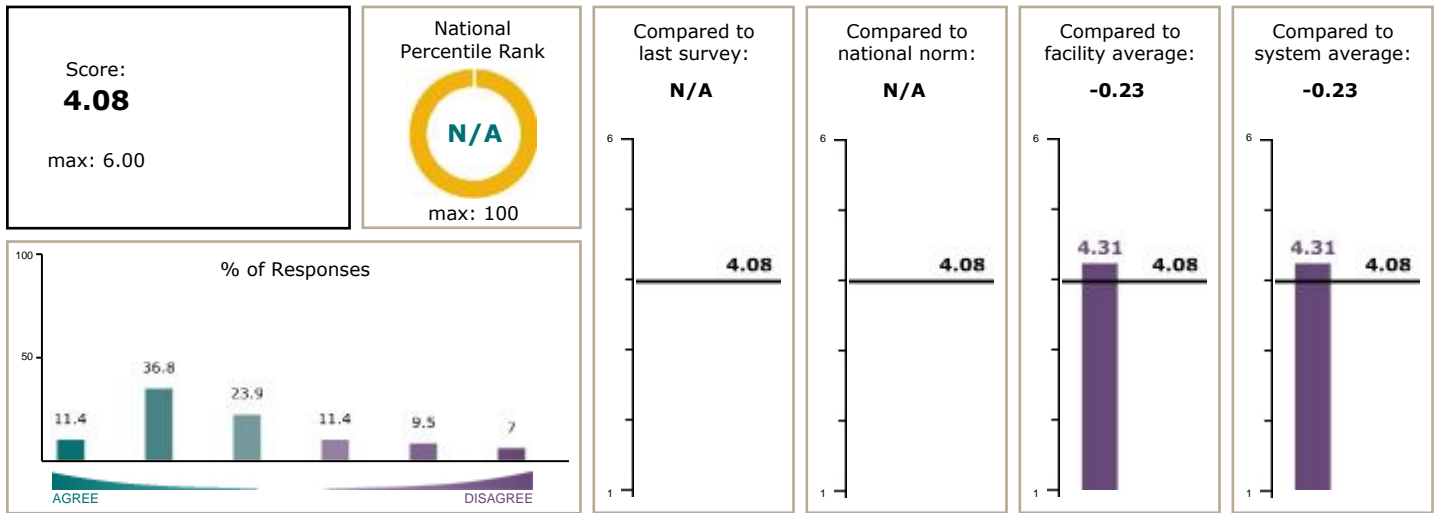
Respondents: 242



Report Title: **Detail**

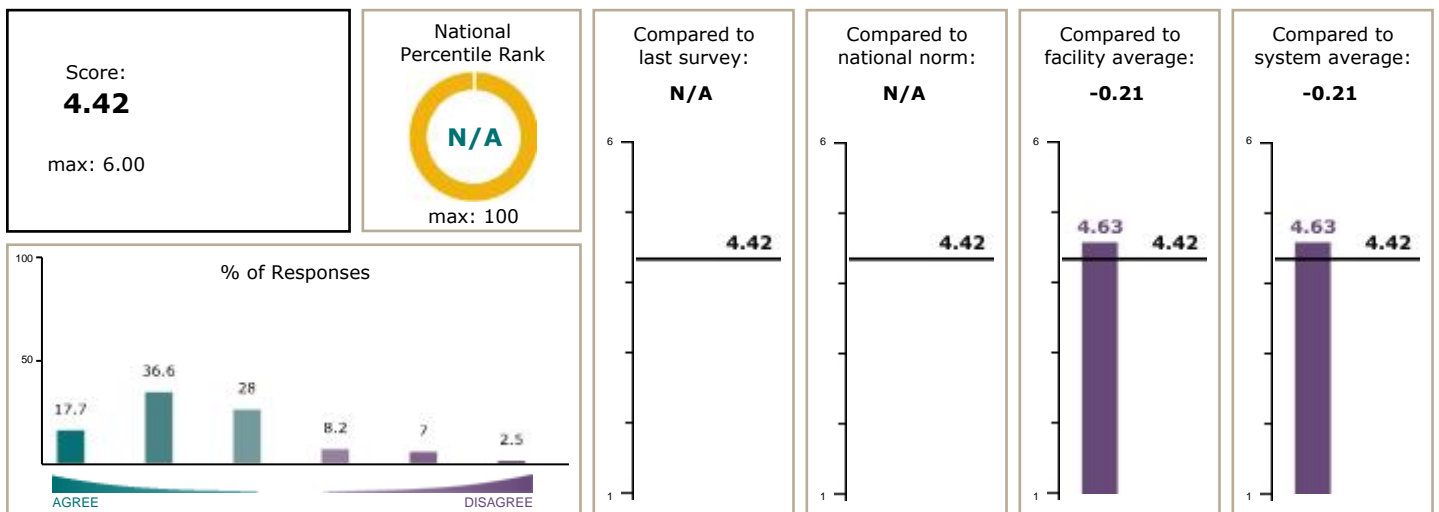
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Pay & Benefits



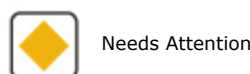
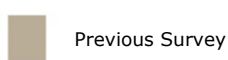
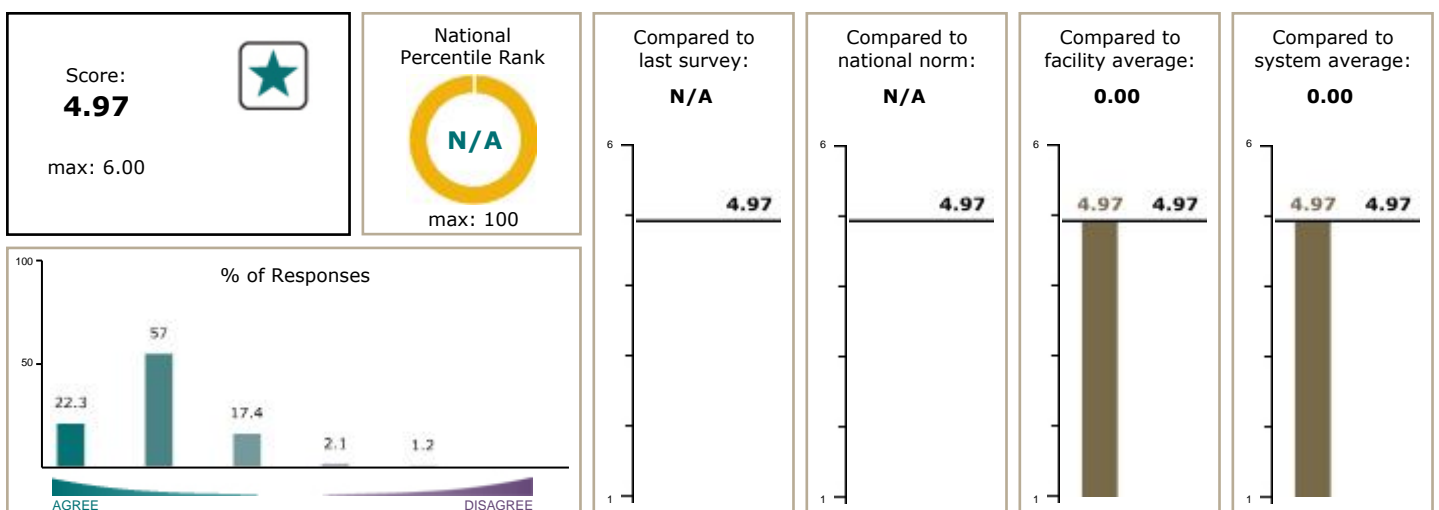
Statement: **Compared with similar jobs in my field, I feel my benefits are competitive.**

Respondents: 243



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

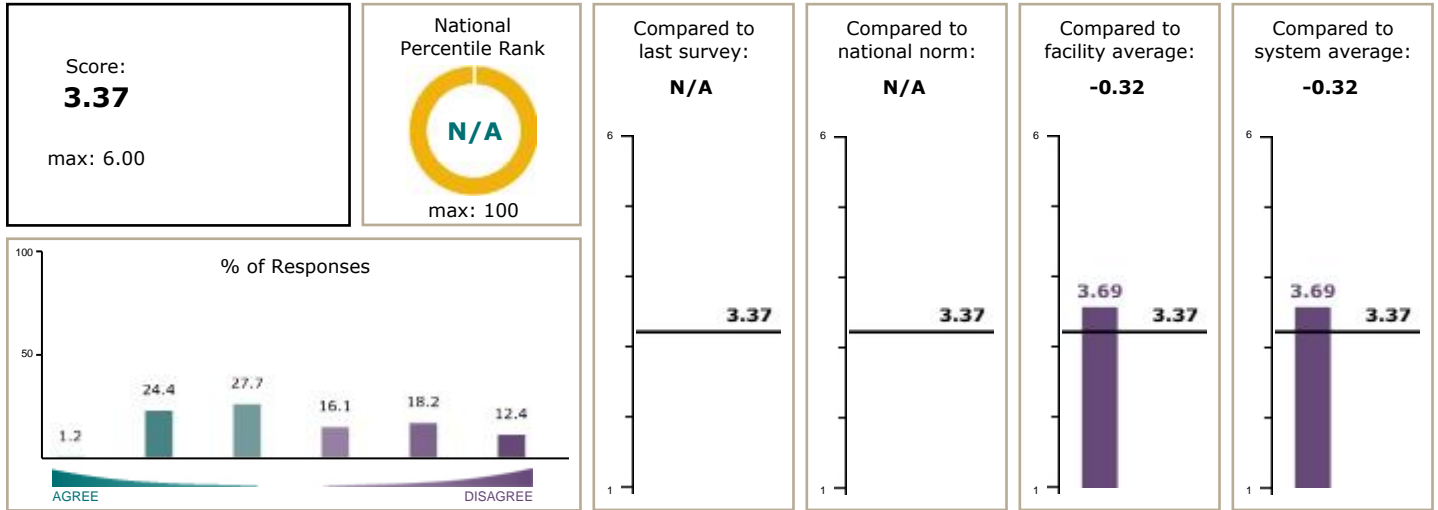
Respondents: 242



Pay & Benefits

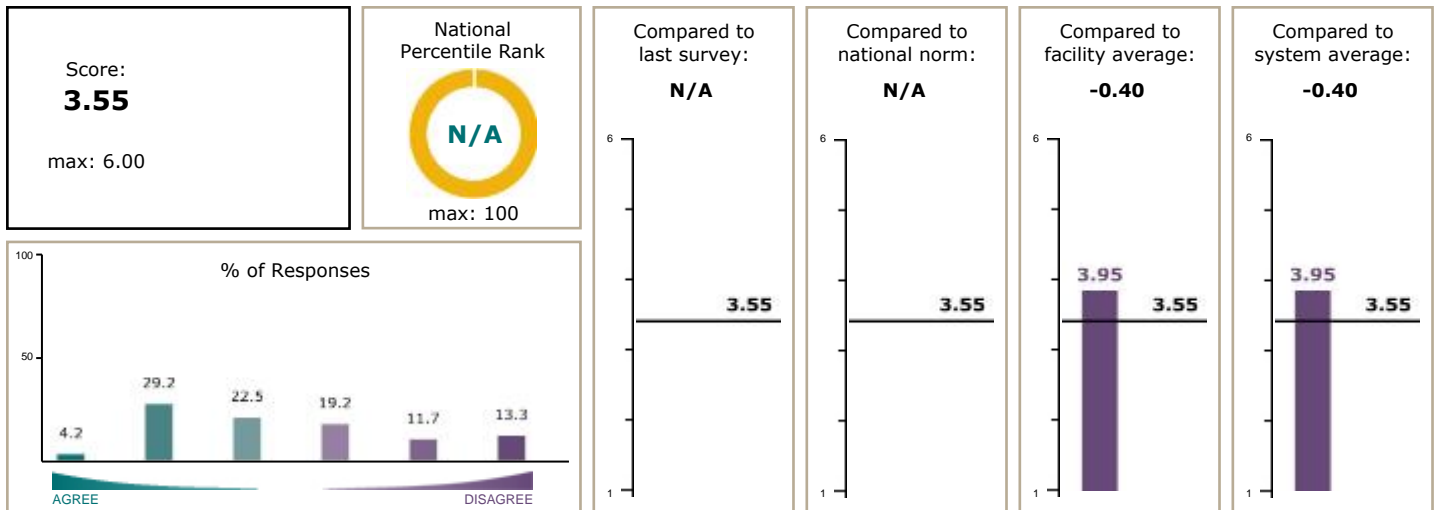
Statement: **Compared with similar jobs in my field, I feel I am paid fairly.**

Respondents: 242



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

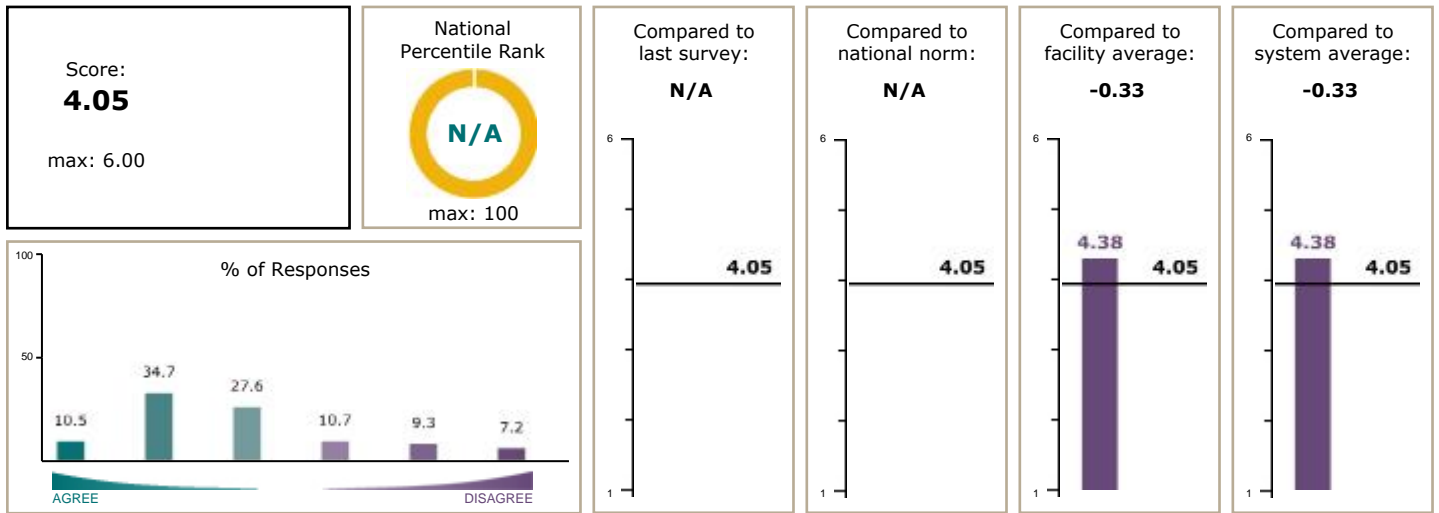
Respondents: 240



Report Title: **Detail**

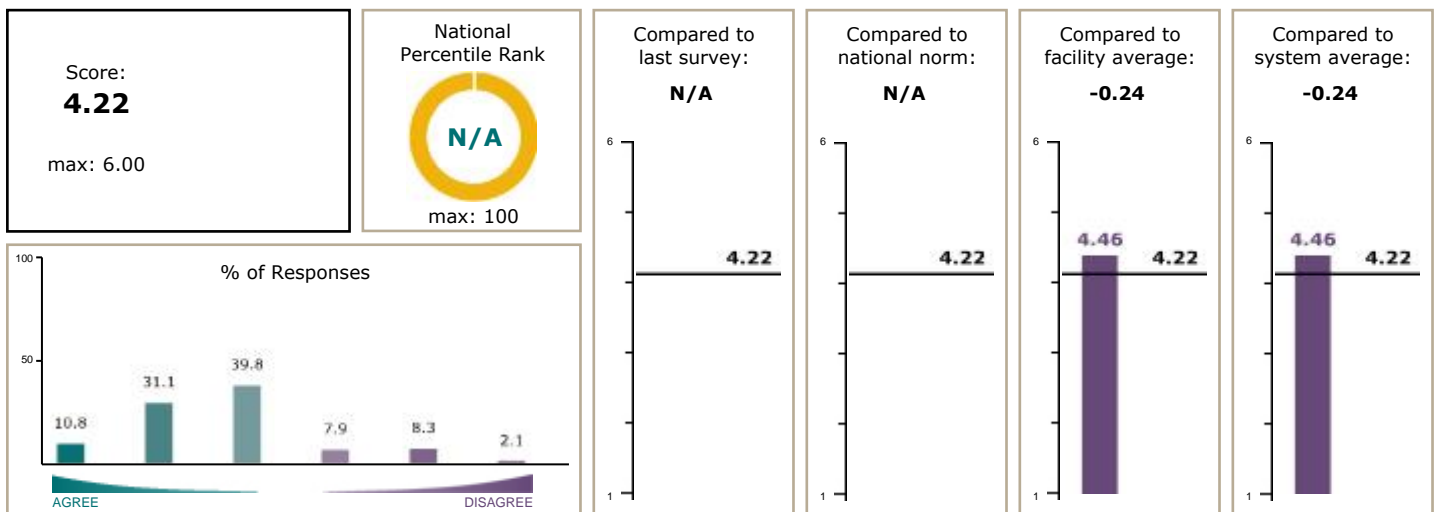
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Quality



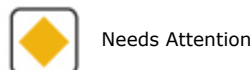
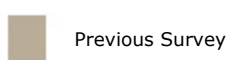
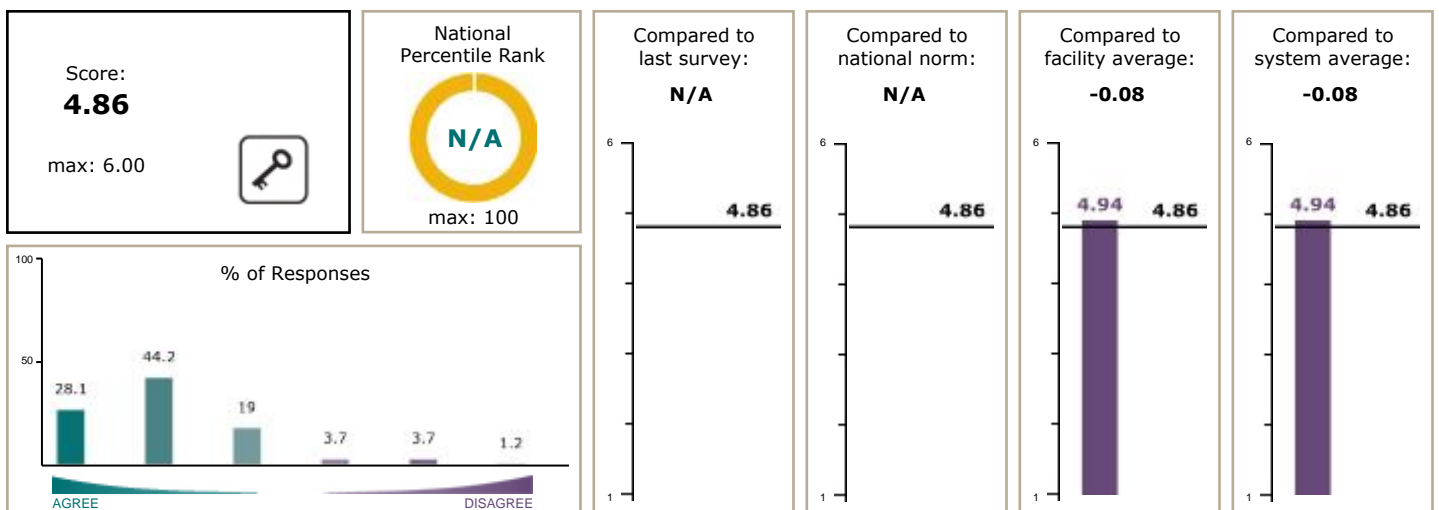
Statement: **Employees at CU Boulder collaborate well together to provide high quality work.**

Respondents: 241



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

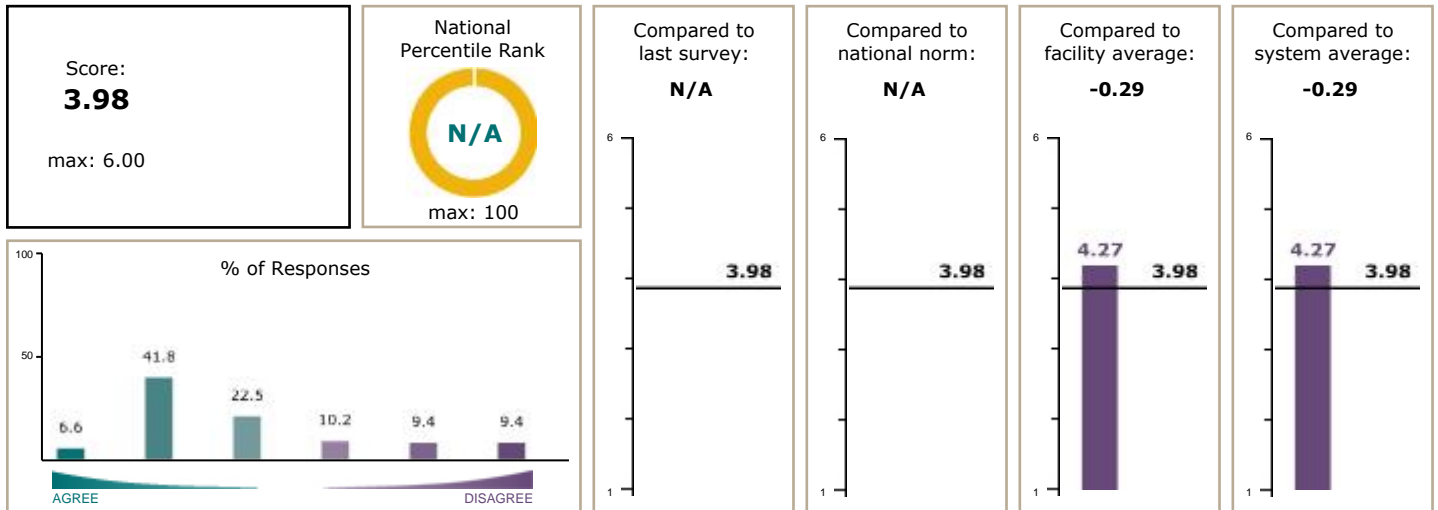
Respondents: 242



Quality

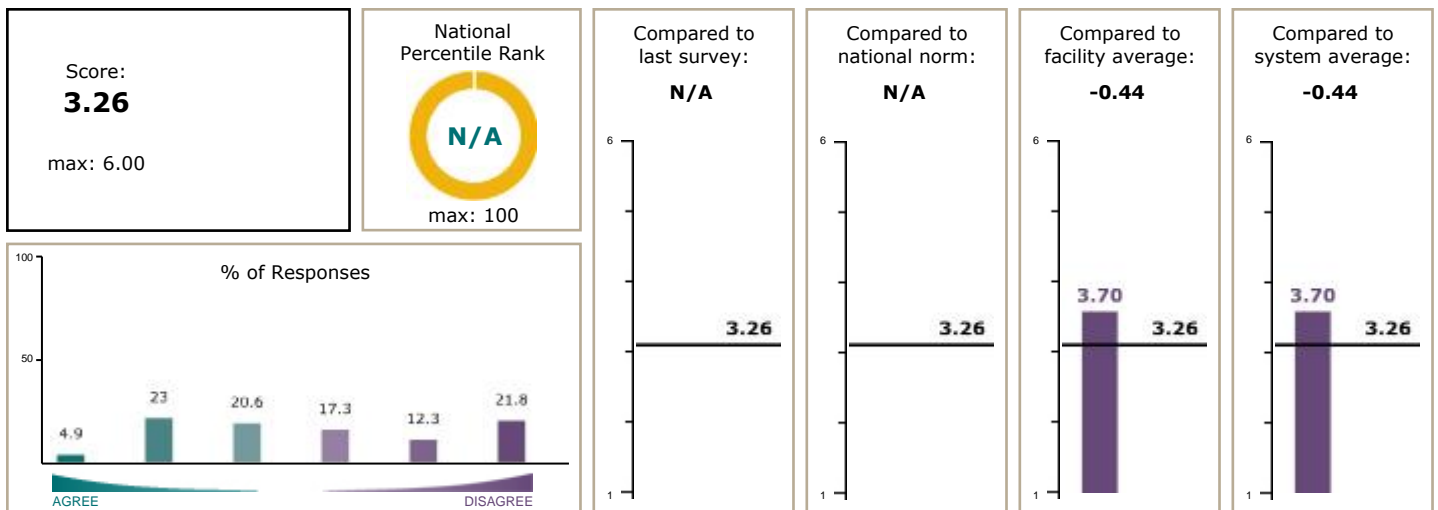
Statement: **My workload is reasonable.**

Respondents: 244



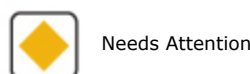
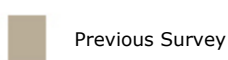
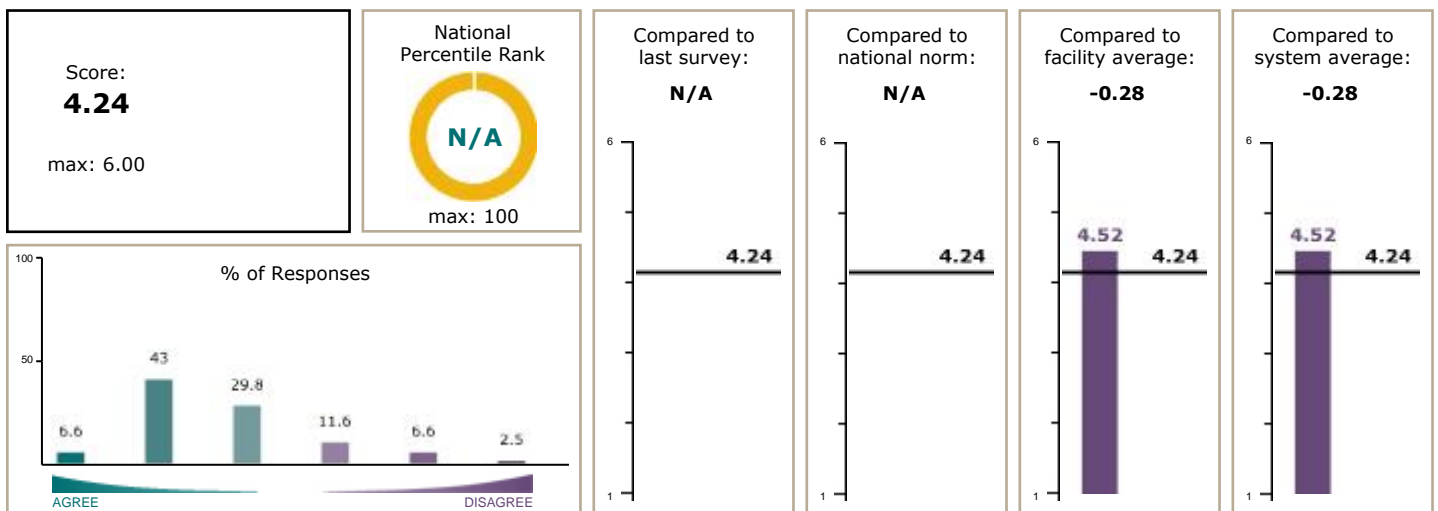
Statement: **We have enough employees in my work area to do our jobs well.**

Respondents: 243



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

Respondents: 242



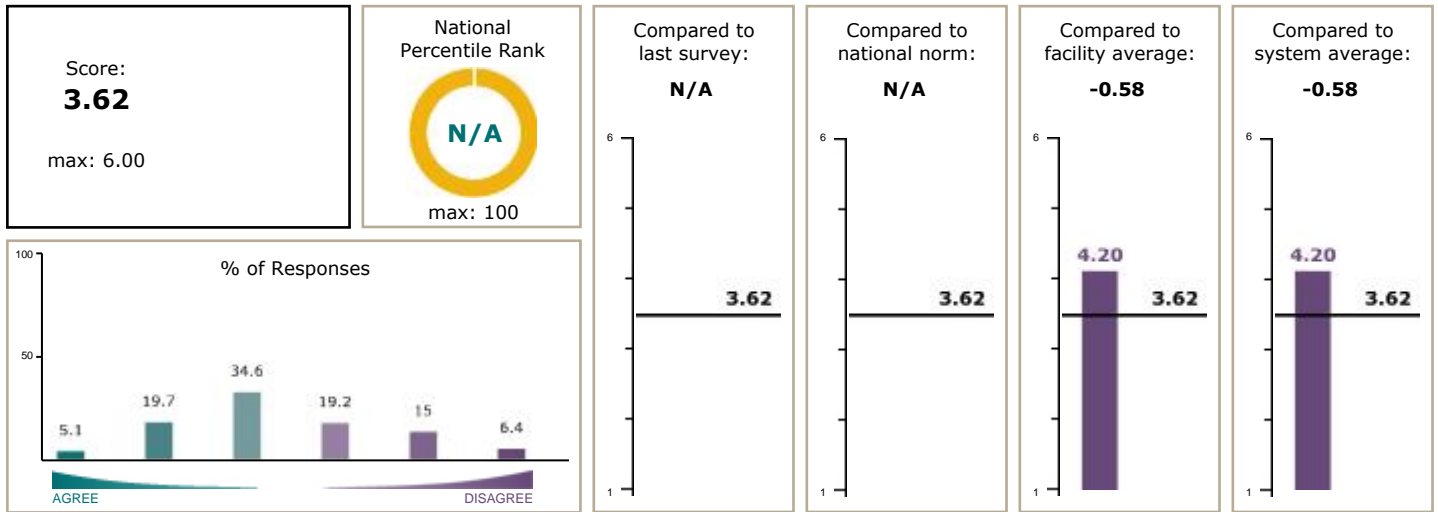
Report Title: **Detail**

Date of Survey: November, 2017

Quality

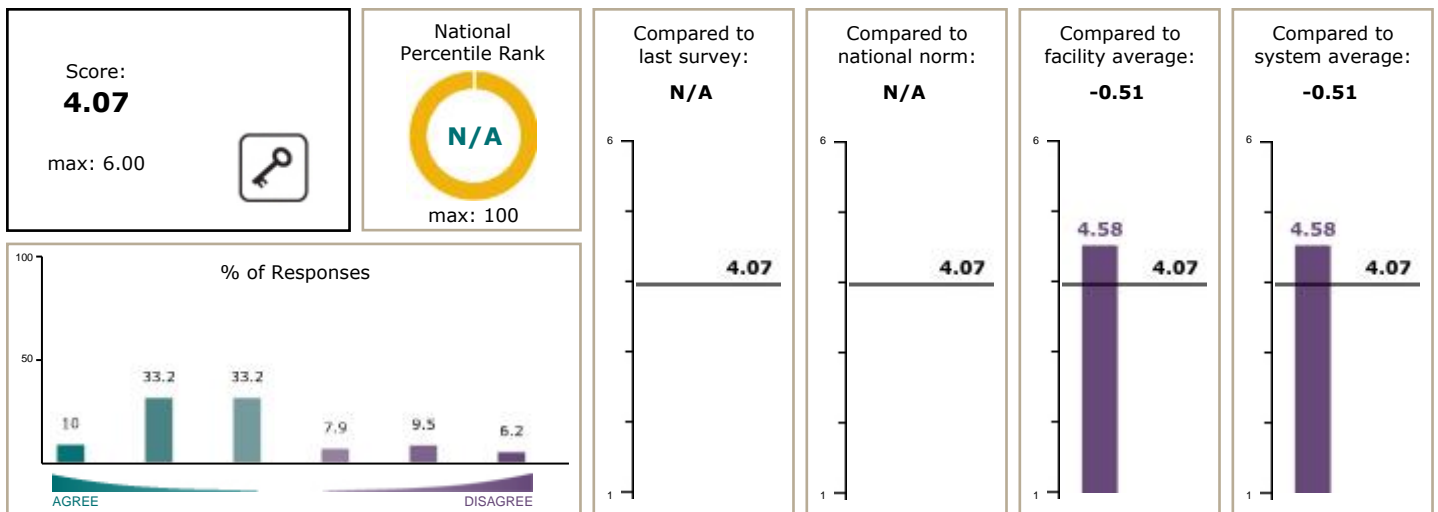
Statement: **CU Boulder is committed to providing excellent service in every department.**

Respondents: 234



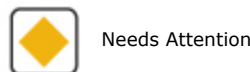
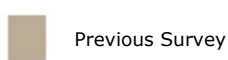
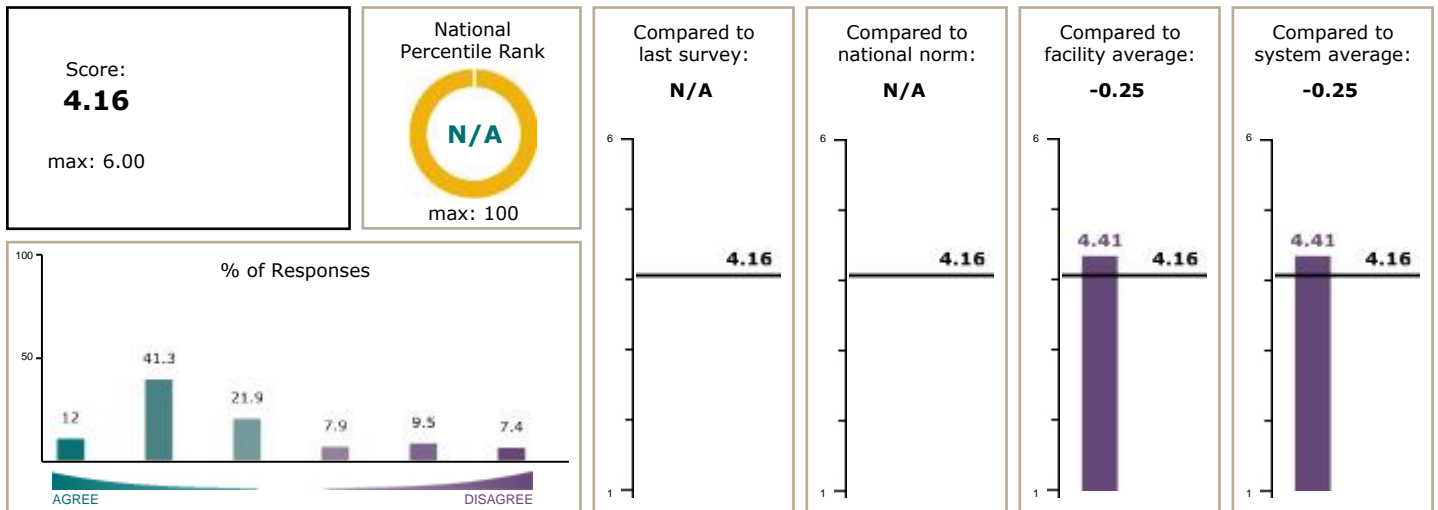
Statement: **I understand the vision and strategic imperatives of CU Boulder.**

Respondents: 241



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

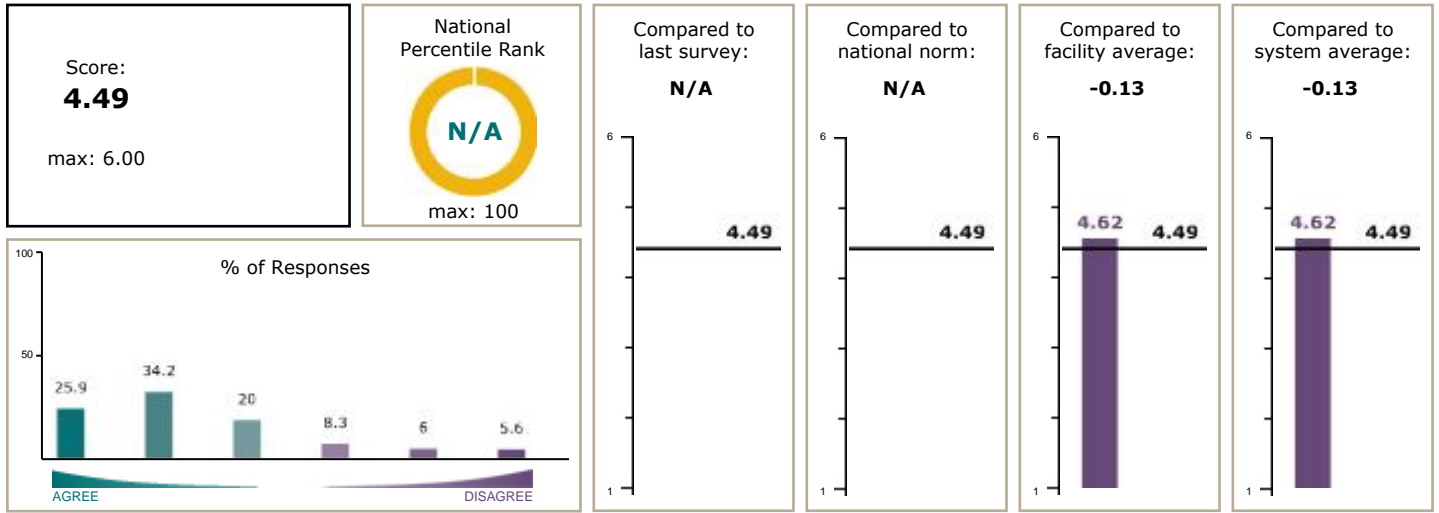
Respondents: 242



Report Title: **Detail**

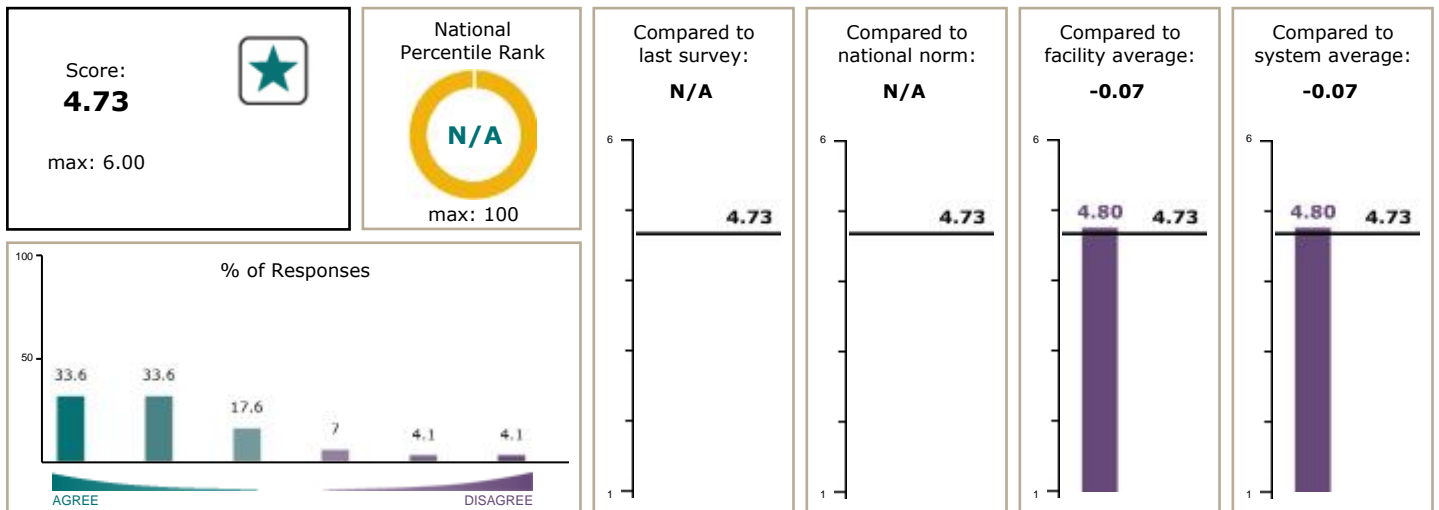
Date of Survey: November, 2017

Supervisor/Chair



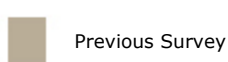
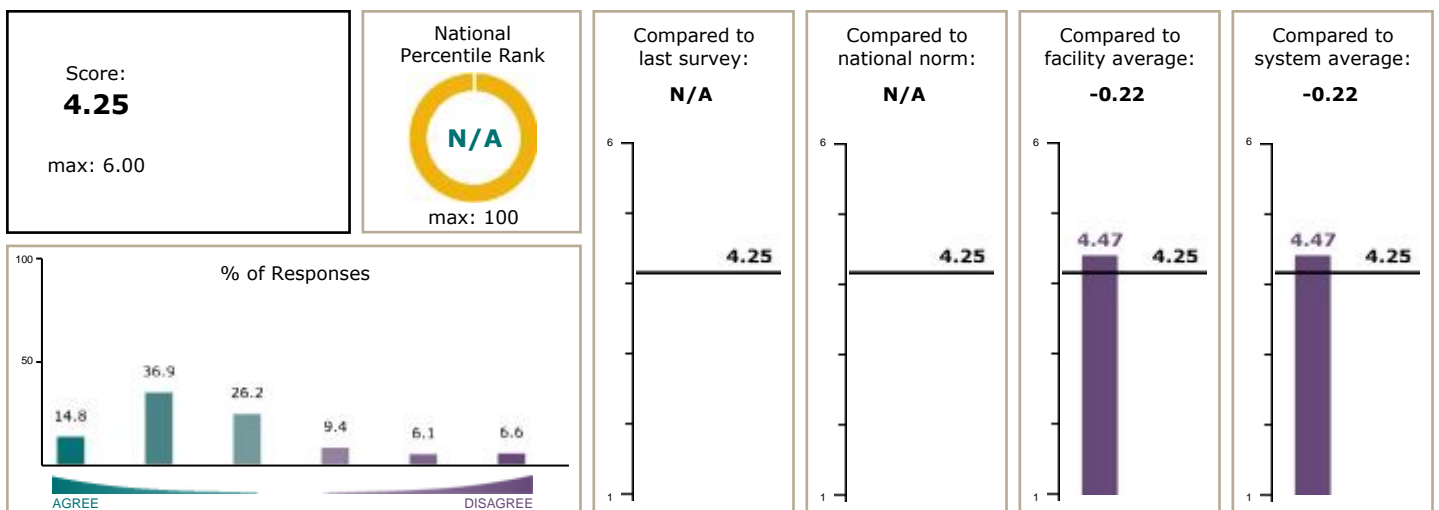
Statement: **My supervisor recognizes my accomplishments.**

Respondents: 244



Statement: **My ideas and suggestions are seriously considered.**

Respondents: 244



Previous Survey



Strength



Needs Attention



Key Driver

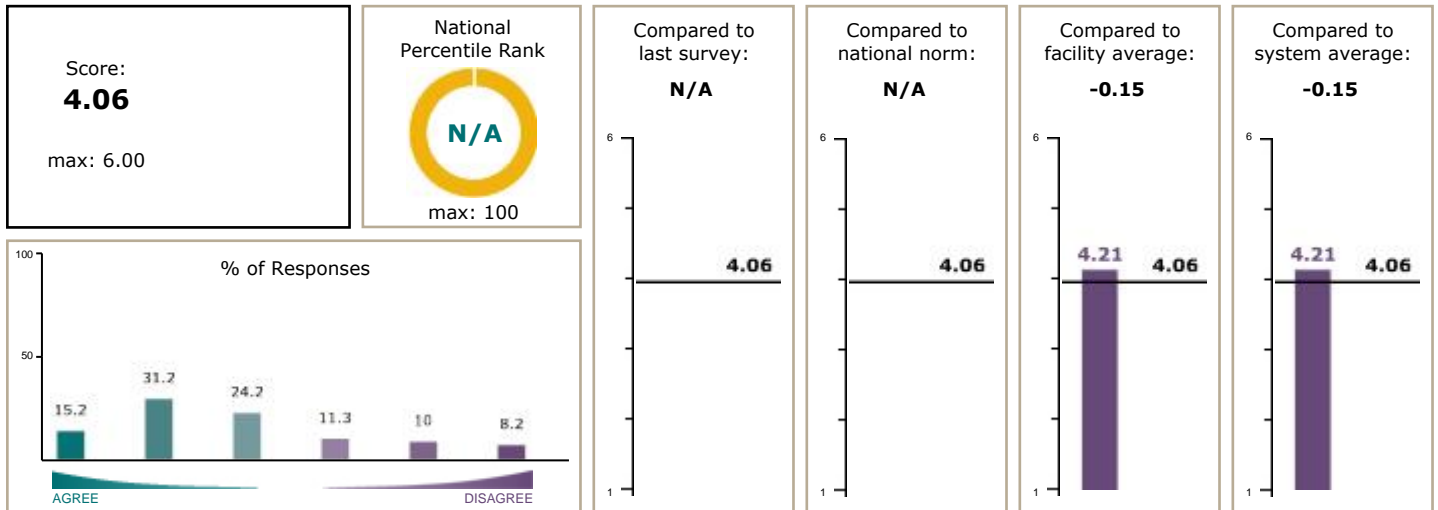
Report Title: **Detail**

Date of Survey: November, 2017

Supervisor/Chair

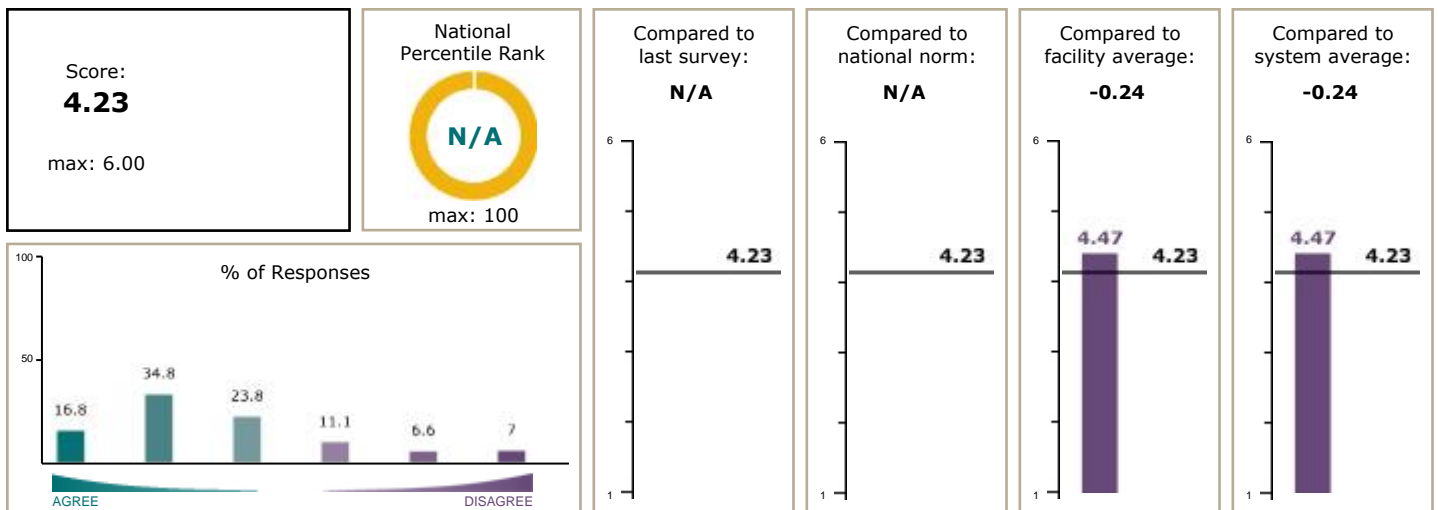
Statement: **My last performance review was helpful.**

Respondents: 231



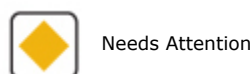
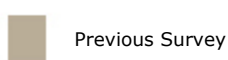
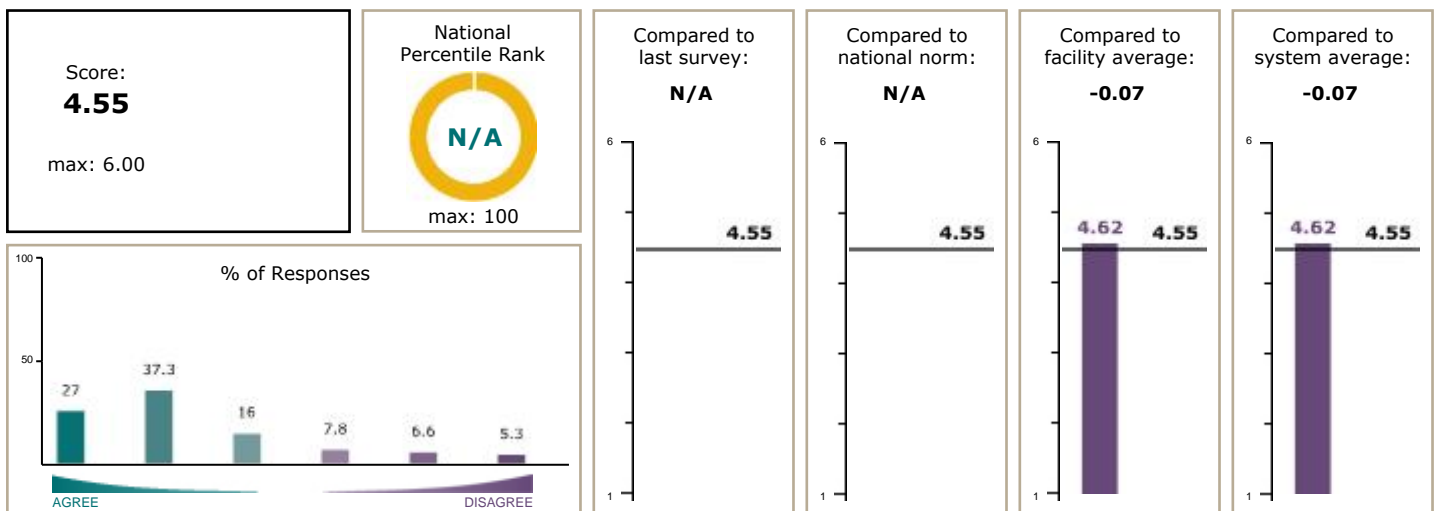
Statement: **I have opportunities to participate in decisions that affect my work.**

Respondents: 244



Statement: **My supervisor communicates well.**

Respondents: 244



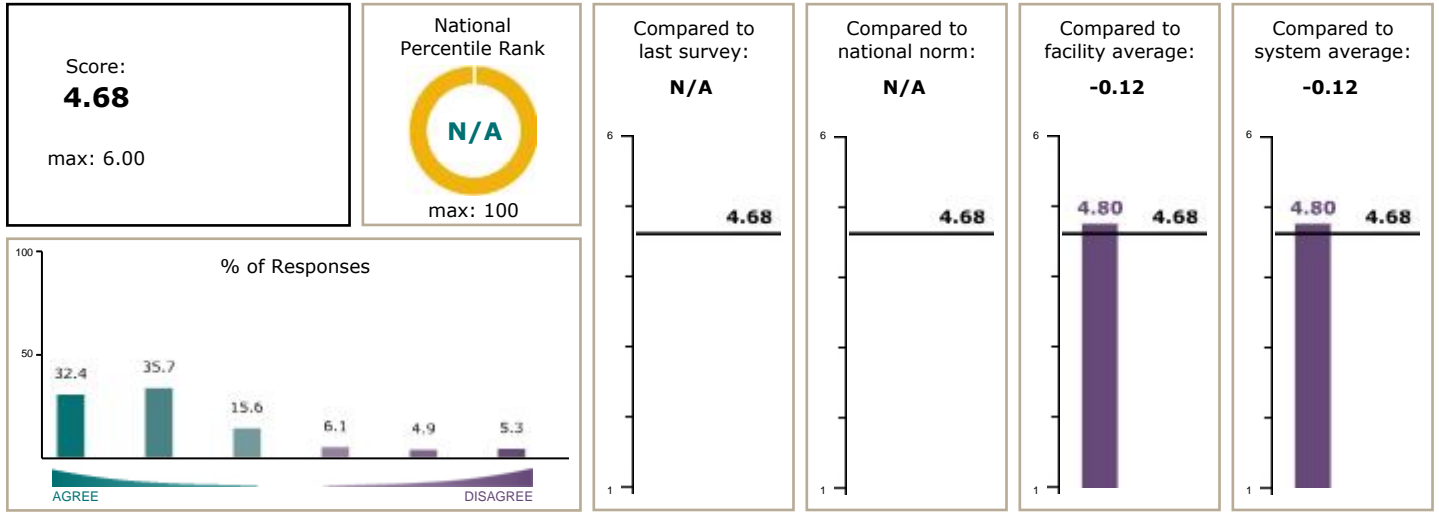
Report Title: **Detail**

Date of Survey: November, 2017

Supervisor/Chair

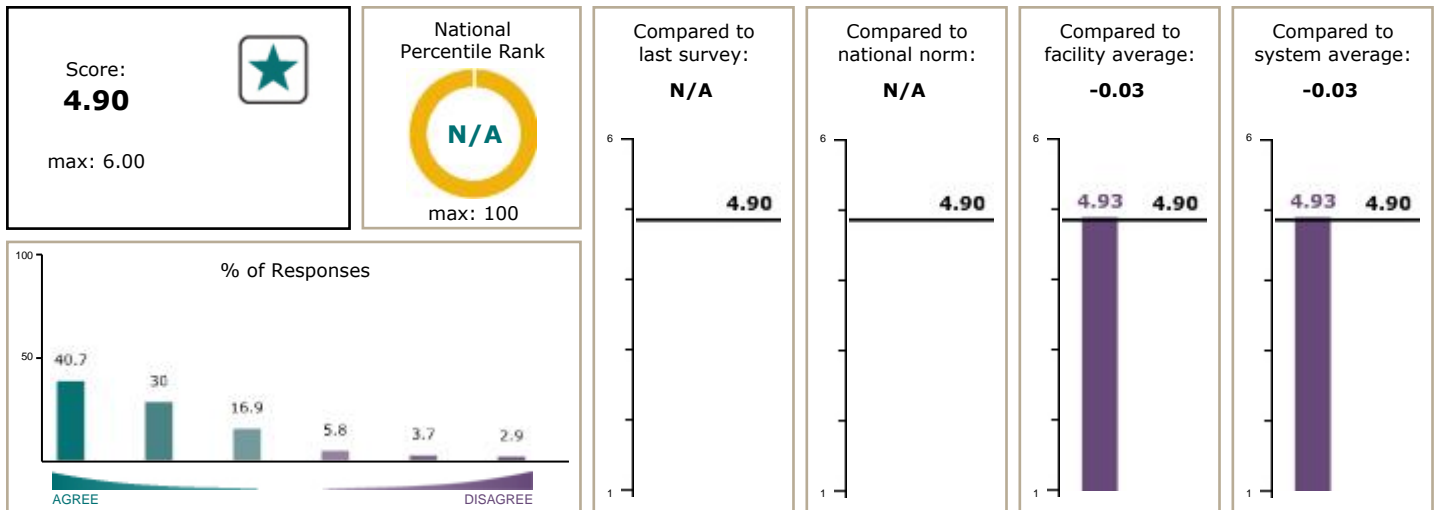
Statement: **I can tell my supervisor what I think.**

Respondents: 244



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

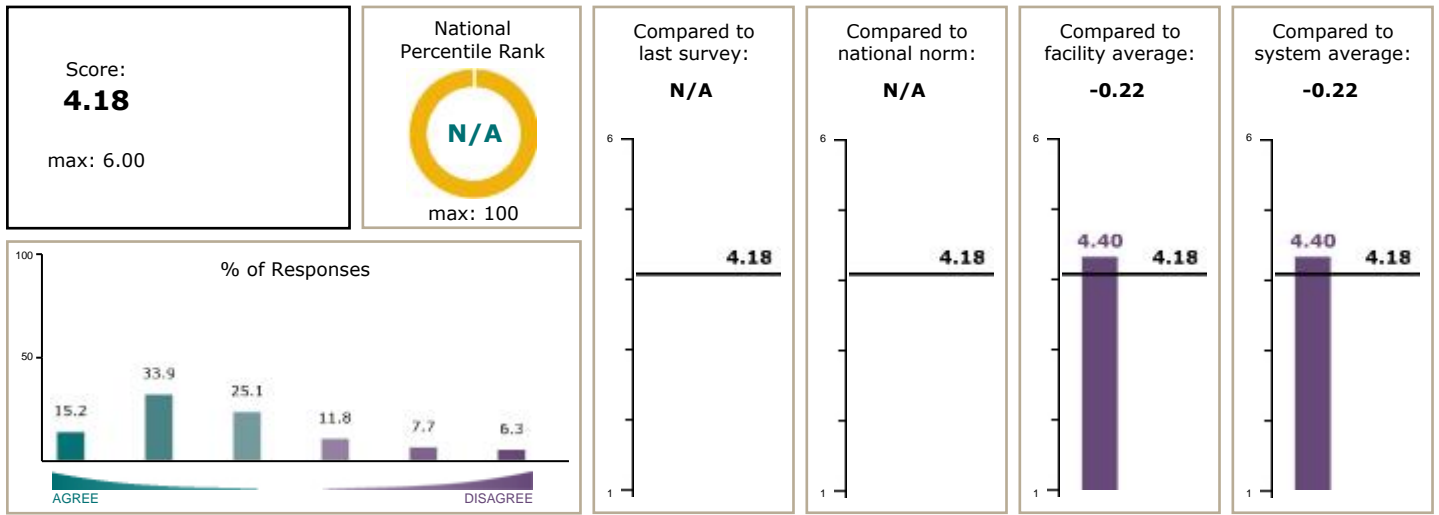
Respondents: 243



Report Title: **Detail**

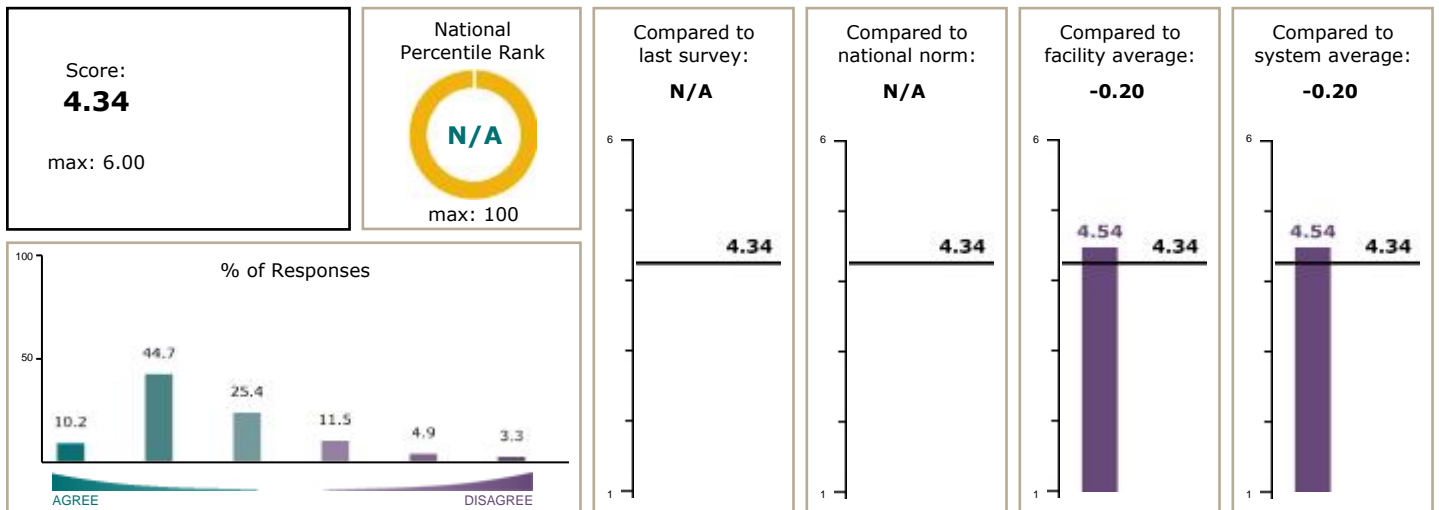
Date of Survey: November, 2017

Teamwork



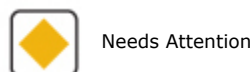
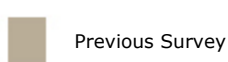
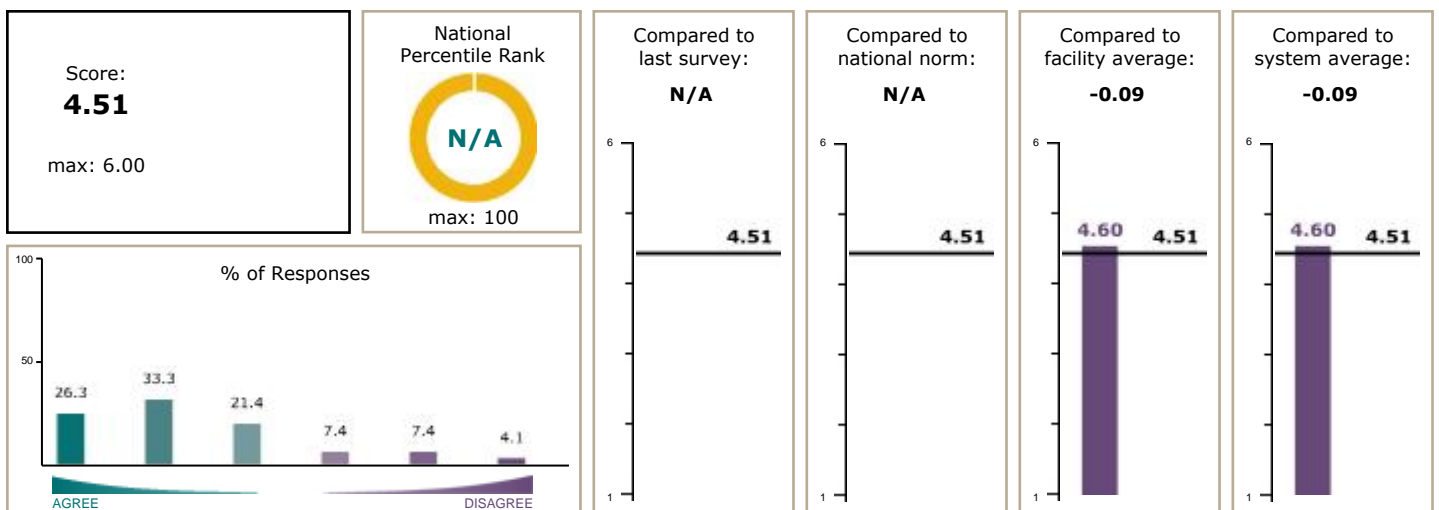
Statement: **Employees at CU Boulder treat each other with respect.**

Respondents: 244



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

Respondents: 243



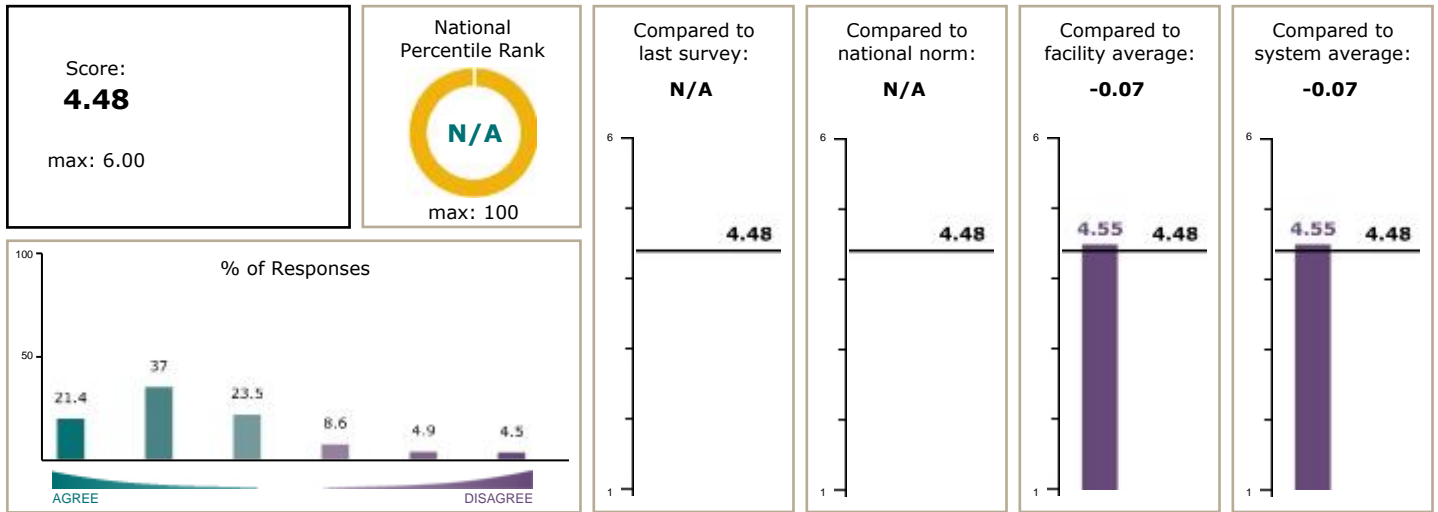
Report Title: **Detail**

Date of Survey: November, 2017

Teamwork

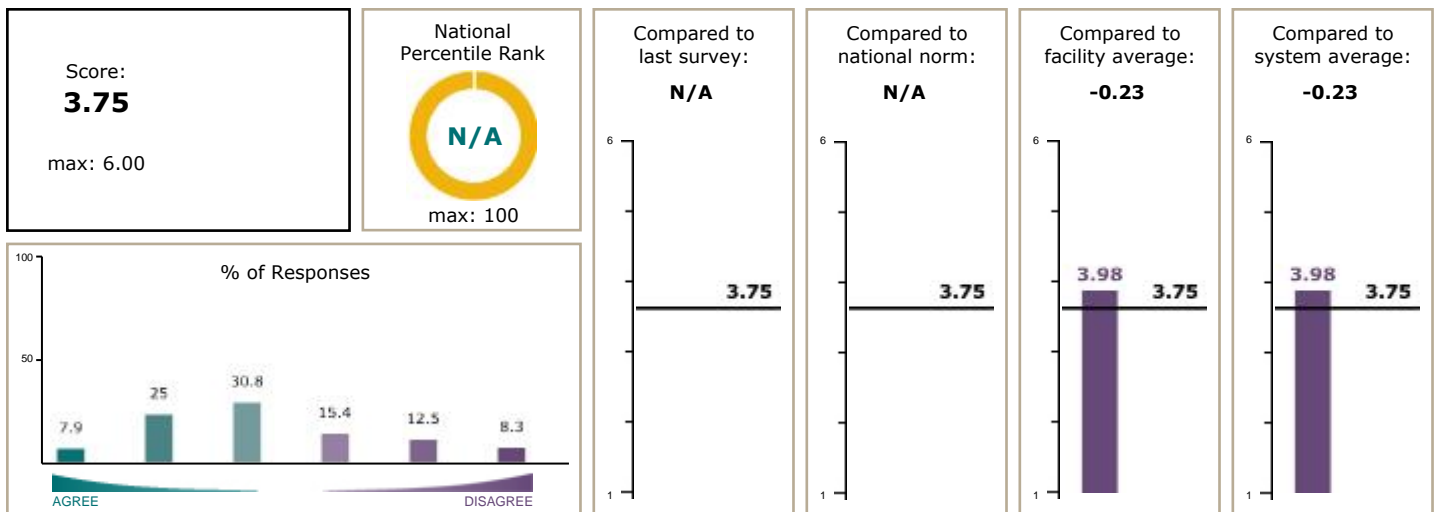
Statement: **People on my team communicate well with each other.**

Respondents: 243



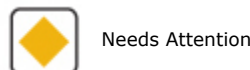
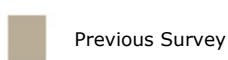
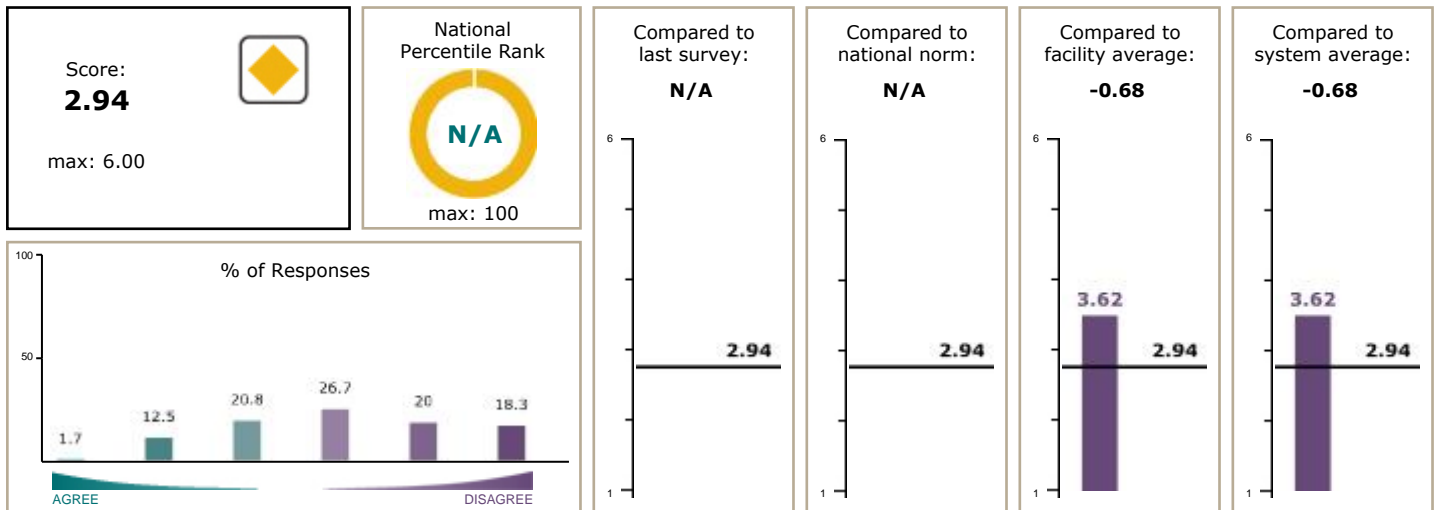
Statement: **Faculty and staff have a mutual respect for one another and work well together.**

Respondents: 240



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

Respondents: 240



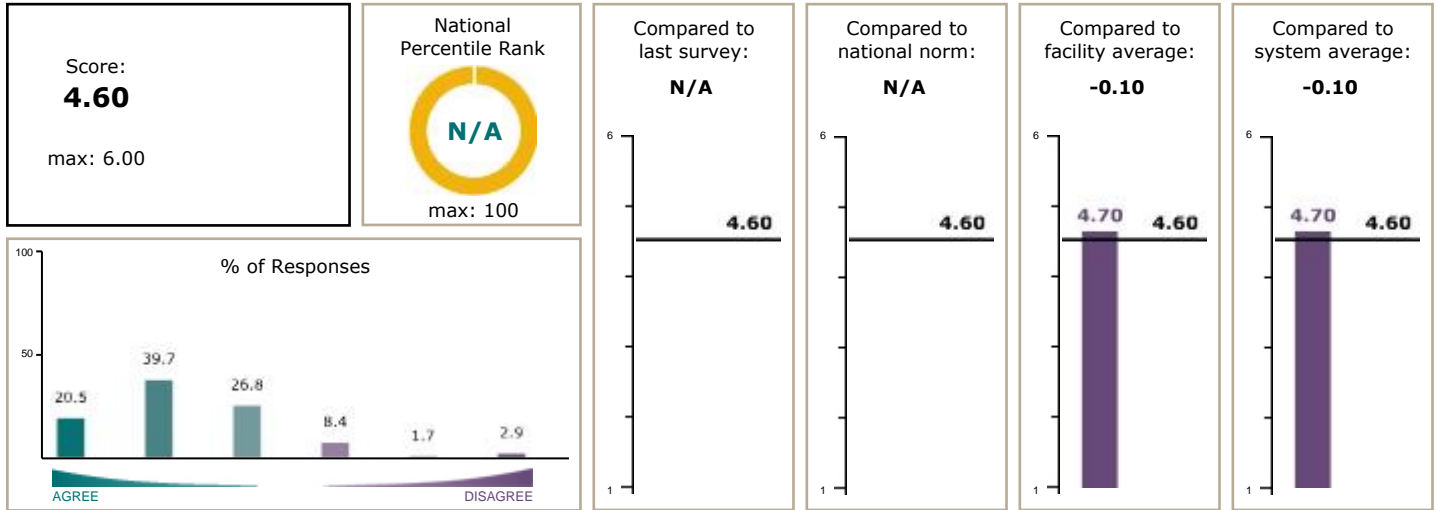
Report Title: **Detail**

Date of Survey: November, 2017

Teamwork

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

Respondents: 239



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

Respondents: 243

