

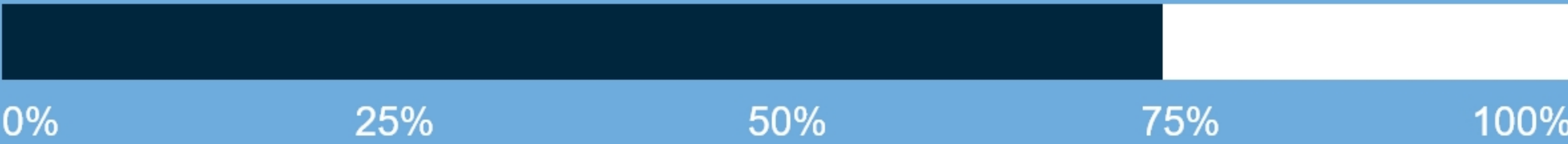


Response Count:

630

Response Rate:

74%



Survey Start:

04/10/2023

Survey End:

04/28/2023

Overall Score

Average score of all survey items



- Overall
- Historical Benchmark
- External Benchmark

Current score difference from:	
Historical Benchmark	-0.42
External Benchmark	-0.03
Percentile Rank	41

Engagement Score

Average score of Engagement Category items



- Engagement
- Historical Benchmark
- External Benchmark

Current score difference from:	
Historical Benchmark	-0.20
External Benchmark	-0.09
Percentile Rank	28

Action Index Score

Average score of items that most predict action planning success



- Action Index
- Historical Benchmark
- External Benchmark

Current score difference from:	
Historical Benchmark	-0.15
External Benchmark	0.00
Percentile Rank	57

Opportunities

Your greatest challenges

- My accomplishments are recognized.
- Faculty and staff at CU Boulder treat each other with respect.
- I have opportunities to participate in decisions that affect my work.
- CU Boulder is actively working to increase transparency and fairness on pay.
- CU Boulder is making progress in diversity, equity, and inclusion work.



Overall Score

4.34

% Favorable Score

81%

Percentile Rank

41

Comparison to Overall Score

Historical Benchmark

-0.42

Internal Benchmark

-0.09

External Benchmark

-0.03

Strengths and Opportunities

Strengths

- 1

I am able to manage my personal and work life, including time to support my wellness.
- 2

I value the relationship I have with my supervisor/department or division chair.
- 3

My workload allows me to meet the expectations of my role.
- 4

I understand what I need to do be successful in my job.
- 5

CU Boulder has policies and practices to protect against and eliminate discrimination and harassment.

Opportunities

- 1

My accomplishments are recognized.
- 2

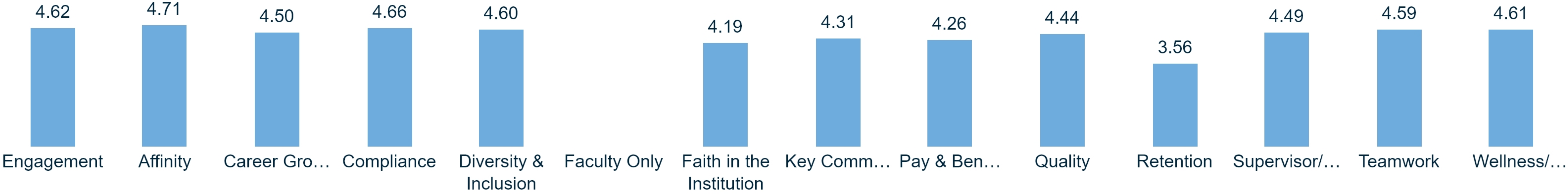
Faculty and staff at CU Boulder treat each other with respect.
- 3

I have opportunities to participate in decisions that affect my work.
- 4

CU Boulder is actively working to increase transparency and fairness on pay.
- 5

CU Boulder is making progress in diversity, equity, and inclusion work.

Categories



in relation to other averages

	Engagement	Affinity	Career Gro...	Compliance	Diversity & Inclusion	Faculty Only	Faith in the Institution	Key Comm...	Pay & Ben...	Quality	Retention	Supervisor/...	Teamwork	Wellness/...
Historical Benchmark	-0.20	-0.22	-0.12	-0.13	-0.39	-	-	-0.44	-	-0.34	-	-0.41	-0.09	+0.06
Internal Benchmark	+0.07	+0.12	+0.04	+0.10	+0.07	-	+0.11	+0.06	-0.05	+0.03	+0.17	0.00	-0.04	+0.13
External Benchmark	-0.09	-0.09	-0.02	+0.04	-0.30	-	-	+0.29	-	-0.05	-	-0.26	-0.04	+0.53



Category Summary:  
Engagement

Category Score

4.62

Max: 6.00

% Favorable

85%

Historical Benchmark

-0.20

Internal Benchmark

+0.07

External Benchmark

-0.09

Percentile Rank

28

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>	<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank		
Overall, I have been satisfied with my experiences at CU Boulder.	21%	42%	24%	6%	625	4.63	+0.07	+0.06	+0.18	87%	69
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	42%	40%	12%		625	5.12	-0.02	+0.15	-0.16	94%	23
My effort directly affects the success of CU Boulder.	25%	46%	22%		617	4.82	-0.12	+0.07	-0.17	92%	0
I would recommend employment at CU Boulder as a good place to work.	22%	41%	23%	6%	623	4.62	-0.21	-0.02	-0.01	87%	42
During the past six months, I have not seriously considered leaving CU Boulder for another job.	25%	30%	11%	7%	611	4.06	-0.24	+0.12	-0.07	66%	41
I feel I am a part of CU Boulder's mission.	17%	43%	26%	7%	613	4.54	-0.28	+0.07	-0.34	86%	0
I am proud to work for CU Boulder.	28%	41%	23%	5%	621	4.82	-0.36	+0.01	-0.24	91%	0
I feel a strong sense of belonging to CU Boulder.	19%	38%	23%	10%	618	4.39	-	+0.15	+0.07	80%	52



Category Summary:  
Affinity

Category Score

4.71

Max: 6.00

% Favorable

86%

Historical Benchmark

-0.22

Internal Benchmark

+0.12

External Benchmark

-0.09

Percentile Rank

17

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>		<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank		
I love working for the University of Colorado Boulder.	30%	34%	22%	6%	5%	623	4.71	-0.22	+0.12	-0.09	86%	17



Category Summary:  
Career Growth

Category Score

4.50

Max: 6.00

% Favorable

84%

Historical Benchmark

-0.12

Internal Benchmark

+0.04

External Benchmark

-0.02

Percentile Rank

53

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>		<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank			
The orientation process used by my work unit prepares new employees to be successful.	16%	34%	27%	10%	8%	5%	609	4.27	-0.03	+0.11	-0.09	78%	46
I understand what I need to do be successful in my job.	27%	54%	14%				624	5.01	-0.03	+0.05	+0.05	96%	66
CU Boulder has a work environment that allows me to grow and develop.	15%	41%	26%	9%	6%		621	4.40	-0.12	0.00	-0.02	82%	47
I feel I can accomplish my career objectives at CU Boulder.	13%	41%	25%	10%	7%		618	4.32	-	-0.03	-	80%	-



Category Summary:  
Compliance

Category Score

4.66

Max: 6.00

% Favorable

86%

Historical Benchmark

-0.13

Internal Benchmark

+0.10

External Benchmark

+0.04

Percentile Rank

62

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>		<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank	
CU Boulder has policies and practices to protect against and eliminate discrimination and harassment.	23%	44%	20%	7%	620	4.66	-0.13	+0.10	+0.04	86%	62



Category Summary:  
Diversity & Inclusion

Category Score

4.60

Max: 6.00

% Favorable

88%

Historical Benchmark

-0.39

Internal Benchmark

+0.07

External Benchmark

-0.30

Percentile Rank

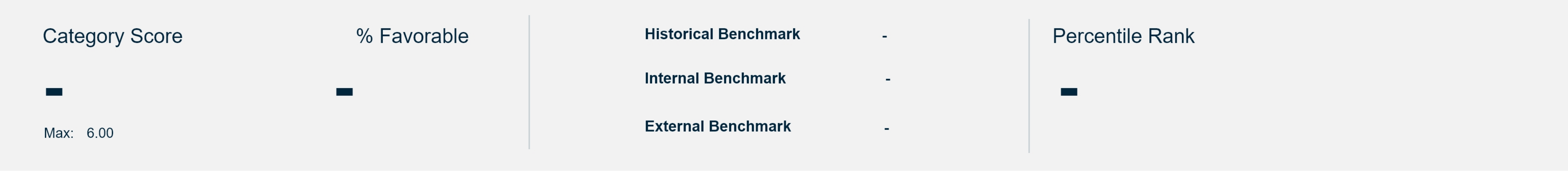
26

Strengths		Opportunities		Click on an item to create an action plan		<div><div>Strongly Agree</div><div>Strongly Disagree</div></div>					Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I have opportunities to develop friendships at work.						<div><div>20%</div><div>48%</div><div>23%</div><div>5%</div></div>					620	4.76	-0.23	+0.10	-	92%	-
CU Boulder is making progress in diversity, equity, and inclusion work.						<div><div>16%</div><div>39%</div><div>30%</div><div>8%</div></div>					606	4.44	-	+0.04	-0.30	85%	26



# Category Summary:

## Faculty Only



● Strengths

● Opportunities

Click on an item to create an action plan

		Strongly Agree		Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
The orientation process for new faculty is effective in preparing them to be successful.					-	-	-	-	-	-	-
I understand academic freedom and how it applies to my teaching and research.					-	-	-	-	-	-	-
My association with CU Boulder has enriched my career.					-	-	-	-	-	-	-
My Dean/Institute Director communicates effectively with faculty.					-	-	-	-	-	-	-
Faculty are provided with the mentoring and support needed for tenure and promotion.					-	-	-	-	-	-	-
Faculty in my academic unit are collegial and treat each other with respect.					-	-	-	-	-	-	-



Category Summary:  
Faith in the Institution

Category Score

4.19

Max: 6.00

% Favorable

79%

Historical Benchmark

-

Internal Benchmark

+0.11

External Benchmark

-

Percentile Rank

-

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>		<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank		
CU Boulder has done a good job of adapting to a changing environment.	9%	39%	33%	8%	7%	617	4.22	-	+0.07	-	81%	-
Compared to 2019 (before the Pandemic), CU Boulder has changed for the better.	11%	34%	31%	12%	7%	512	4.17	-	+0.15	-	76%	-



Category Summary:  
Key Communications

Category Score

4.31

Max: 6.00

% Favorable

81%

Historical Benchmark

-0.44

Internal Benchmark

+0.06

External Benchmark

+0.29

Percentile Rank

48

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>		<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank			
I understand the vision, strategic imperatives, and priorities of CU Boulder.	11%	44%	30%	8%	5%	609	4.44	-0.31	+0.18	-0.05	85%	21	
I am given reasons for major changes that occur in my department/division/college/school/institute.	12%	37%	29%	9%	8%	6%	608	4.19	-	-0.05	+0.63	78%	74



Category Summary:  
Pay & Benefits

Category Score

4.26

Max: 6.00

% Favorable

77%

Historical Benchmark

-

Internal Benchmark

-0.05

External Benchmark

-

Percentile Rank

-

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div>		<div>Strongly Disagree</div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank		
The benefits offered by CU meet my current needs.	25%	42%	21%	6%	621	4.70	-	+0.03	-	88%	-	
CU Boulder is actively working to increase transparency and fairness on pay.	8%	28%	29%	15%	10%	9%	616	3.81	-	-0.13	-	-



Category Summary:  
Quality

Category Score

4.44

Max: 6.00

% Favorable

83%

Historical Benchmark

-0.34

Internal Benchmark

+0.03

External Benchmark

-0.05

Percentile Rank

37

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div> <div></div>	<div>Strongly Disagree</div> <div></div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank			
I have the tools I need to be successful.	<div><div>15%</div></div>	<div><div>41%</div></div>	<div><div>26%</div></div>	<div><div>8%</div></div>	<div><div>5%</div></div>	617	4.44	-0.34	+0.03	-0.05	83%	37



Category Summary:  
Retention

Category Score

3.56

Max: 6.00

% Favorable

57%

Historical Benchmark

-

Internal Benchmark

+0.17

External Benchmark

-

Percentile Rank

-

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div> <div></div>	<div>Strongly Disagree</div> <div></div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank				
CU Boulder does a good job of retaining its most talented faculty and staff.	9%	21%	27%	15%	14%	13%	616	3.56	-	+0.17	-	57%	-



Category Summary:  
Supervisor/Chair

Category Score

4.49

Max: 6.00

% Favorable

82%

Historical Benchmark

-0.41

Internal Benchmark

0.00

External Benchmark

-0.26

Percentile Rank

40

● Strengths

● Opportunities

Click on an item to create an action plan

		<div>Strongly Agree</div> <div></div>	<div>Strongly Disagree</div> <div></div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank	
I value the relationship I have with my supervisor/department or division chair.	<div>●</div>	<div>43%</div>	<div>37%</div>	<div>12%</div>	626	5.07	-0.04	-0.03	+0.10	92%	100
I have opportunities to participate in decisions that affect my work.	<div>●</div>	<div>13%</div>	<div>39%</div>	<div>29%</div>	619	4.32	-0.21	-0.02	-0.11	80%	26
My accomplishments are recognized.	<div>●</div>	<div>15%</div>	<div>36%</div>	<div>29%</div>	618	4.33	-0.73	+0.02	-0.54	80%	0
My contributions are valued.		<div>18%</div>	<div>36%</div>	<div>27%</div>	625	4.42	-	-0.02	-	81%	-
My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.		<div>18%</div>	<div>36%</div>	<div>23%</div>	613	4.32	-	+0.06	-0.50	77%	34



Category Summary:  
Teamwork

Category Score

4.59

Max: 6.00

% Favorable

87%

Historical Benchmark

-0.09

Internal Benchmark

-0.04

External Benchmark

-0.04

Percentile Rank

37

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div> <div></div>	<div>Strongly Disagree</div> <div></div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I trust the people with whom I work.	<div><div>25%</div><div>47%</div><div>18%</div></div>	<div><div></div><div></div><div></div></div>	627	4.80	+0.09	-0.10	+0.13	90%	55
Faculty and staff at CU Boulder treat each other with respect.	<div><div>13%</div><div>45%</div><div>28%</div><div>8%</div></div>	<div><div></div><div></div><div></div></div>	616	4.45	-0.21	-0.04	-0.21	85%	18
Respectful treatment is the norm at CU Boulder.	<div><div>15%</div><div>44%</div><div>27%</div><div>8%</div></div>	<div><div></div><div></div><div></div></div>	622	4.51	-	0.00	-	86%	-



Category Summary:  
Wellness/Burnout

Category Score

4.61

Max: 6.00

% Favorable

86%

Historical Benchmark

+0.06

Internal Benchmark

+0.13

External Benchmark

+0.53

Percentile Rank

85

● Strengths

● Opportunities

Click on an item to create an action plan

	<div>Strongly Agree</div> <div></div>	<div>Strongly Disagree</div> <div></div>	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank			
I am able to manage my personal and work life, including time to support my wellness. <div>●</div>	23%	42%	21%	6%	5%	621	4.63	+0.08	+0.21	+0.53	86%	100
I have access to wellness resources that provide the support I need.	22%	44%	24%	5%		617	4.72	-	+0.03	-	90%	-
My workload allows me to meet the expectations of my role. <div>●</div>	17%	43%	21%	8%	7%	615	4.47	-	+0.15	+0.52	82%	69



(All Reports) Austin Banks

Internal Benchmark: Overall Organization Total

External Benchmark: Overall

Filters: [Q17:L]: [Q17:O], [Q16:L]: [Q16:O]



Gallagher

Insurance | Risk Management | Consulting