

(All Reports) D'Andra Mull



Response Count:

566

Response Rate:

64%

Survey Start:
04/15/2025

Survey End:
05/07/2025

■ Score ■ Historical Benchmark — External Benchmark

Overall Score

Average score of all survey items

Current score difference from:

Historical Benchmark +0.16

External Benchmark -0.23

Percentile Rank 30

Engagement Score

Average score of Engagement Category items

Current score difference from:

Historical Benchmark +0.05

External Benchmark -0.24

Percentile Rank 27

Key Driver Index Score

Average score of items that most powerfully drive Engagement

Current score difference from:

Historical Benchmark +0.11

External Benchmark -0.44

Percentile Rank 17

Action Index Score

Average score of items that most predict action planning success

Current score difference from:

Historical Benchmark -0.13

External Benchmark -0.39

Percentile Rank 24



Opportunities

Your greatest challenges

I am given reasons for major changes that occur in my unit/department/division/college/school/institute.

I understand how decisions about pay are made.

Respectful treatment is the norm at CU Boulder.

Hiring managers in my unit invest in recruiting talent from a range of communities.

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

(All Reports) D'Andra Mull



Survey Period: 04/15/2025 to 05/07/2025
Respondents: 566 | Response Rate: 64%

Overall Survey Score

(average of all items in the survey)

4.5684%

(maximum is 6.00) (favorable response)

Interest in Leaving Score

(considered leaving in past 6 months)

4.1033%

(maximum is 6.00) (interest in leaving)

Engagement Drivers Score

(items that most influence engagement)

4.2978%

(maximum is 6.00) (favorable response)

Action Index Score

(items that most predict action planning success)

4.4079%

(maximum is 6.00) (favorable response)

Strengths

★ Key Drivers

- 1

I am given reasons for major changes that occur in my unit/department/division/college/school/institute.
- 2

I understand how decisions about pay are made.
- 3

Respectful treatment is the norm at CU Boulder.
- 4

Hiring managers in my unit invest in recruiting talent from a range of communities.
- 5

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

Opportunities

- 1

I am given reasons for major changes that occur in my unit/department/division/college/school/institute.
- 2






I understand how decisions about pay are made.
- 3

Respectful treatment is the norm at CU Boulder.
- 4

Hiring managers in my unit invest in recruiting talent from a range of communities.
- 5

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

Categories

			Historical Benchmark	Internal Benchmark	External Benchmark
 Engagement	<div><div></div></div>	4.67	+0.05	-0.07	-0.24
 Career Growth	<div><div></div></div>	4.55	+0.05	-0.05	-0.05
 Faculty Environment			-	-	-
 Key Communications	<div><div></div></div>	4.48	+0.17	-0.14	-0.35
 Pay & Benefits	<div><div></div></div>	4.55	-0.15	-0.12	-
 Supervisor/Chair	<div><div></div></div>	4.47	-0.02	-0.22	-0.31
 Teamwork	<div><div></div></div>	4.55	-0.04	-0.23	-0.38
 Wellness/Burnout	<div><div></div></div>	4.54	-0.07	-0.03	-0.10
 Work Environment	<div><div></div></div>	4.61	+0.36	-0.04	-0.12

Category Summary Engagement

Category Score

4.67

Max: 6.00

Favorable

86%

Benchmarks

Historical Benchmark

+0.05

Internal Benchmark

-0.07

External Benchmark

-0.24

Percentile Rank

27

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan	Strongly Agree					Strongly Disagree					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I would recommend employment at CU Boulder as a good place to work.	31%	38%	20%								562	4.82	+0.20	-0.08	-	89%	-
I feel a sense of belonging to CU Boulder.	20%	41%	24%	7%	6%						560	4.54	+0.15	-0.05	-0.08	85%	39
I am proud to work for CU Boulder.	33%	43%	16%								564	4.96	+0.14	-0.05	-	92%	-
During the past six months, I have not seriously considered leaving CU Boulder for another job.	27%	30%	10%	6%	13%	14%					554	4.10	+0.04	+0.01	-	67%	-
I feel I am a part of CU Boulder's mission.	18%	42%	27%	7%							563	4.54	0.00	-0.10	-0.37	86%	22
I have been satisfied with my experiences at CU Boulder.	22%	42%	22%	7%							562	4.61	-0.02	-0.19	-	86%	-
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	36%	44%	12%								562	5.05	-0.07	+0.03	-0.27	93%	20
My effort directly affects the success of CU Boulder.	25%	45%	20%								559	4.74	-0.08	-0.11	-	90%	-

Category Summary

Career Growth

Category Score

4.55

Max: 6.00

Favorable

84%

Benchmarks

Historical Benchmark

+0.05

Internal Benchmark

-0.05

External Benchmark

-0.05

Percentile Rank

37


★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		<div><div>Strongly Agree</div><div></div><div></div><div></div><div></div><div>Strongly Disagree</div></div>					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I understand what I need to do to be successful in my job.	●	<div><div>35%</div><div>52%</div><div>9%</div><div></div><div></div><div></div></div>					562	5.13	+0.12	+0.05	+0.03	96%	54
The onboarding process in my unit/department/division/college/school/institute prepares new employees to be successful.		<div><div>15%</div><div>40%</div><div>25%</div><div>7%</div><div>7%</div><div>5%</div></div>					551	4.36	+0.09	0.00	-0.14	81%	19
CU Boulder provides a work environment where I can grow and develop.		<div><div>16%</div><div>42%</div><div>23%</div><div>9%</div><div>6%</div><div></div></div>					564	4.41	+0.01	-0.13	-	81%	-
I feel I can achieve my career goals at CU Boulder.	★	<div><div>15%</div><div>38%</div><div>25%</div><div>10%</div><div>8%</div><div>5%</div></div>					559	4.28	-0.04	-0.15	-	78%	-

Category Summary


Faculty Environment

Category Score




Max: 6.00

Favorable




Benchmarks



Historical Benchmark -

Percentile Rank



★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan	Strongly Agree					Strongly Disagree					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I understand how academic freedom applies to my teaching and research.											-	-	-	-	-	-	-
Faculty in my primary academic unit are collegial.											-	-	-	-	-	-	-
The Office of Faculty Affairs provides mentoring and development opportunities for faculty.											-	-	-	-	-	-	-
Reappointment, tenure and promotion processes are clear.											-	-	-	-	-	-	-
My Dean/Institute Director communicates effectively with faculty.											-	-	-	-	-	-	-

Category Summary

Key Communications

Category Score

4.48

Max: 6.00

Favorable

82%

Benchmarks

Historical Benchmark

+0.17

Internal Benchmark

-0.14

External Benchmark

-0.35

Percentile Rank

16

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		<div><div>Strongly Agree</div><div>Strongly Disagree</div></div>					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I understand the vision, strategic imperatives, and priorities of CU Boulder.	★	17%	46%	25%			558	4.60	+0.16	+0.05	-0.56	88%	6
I am given reasons for major changes that occur in my unit/department/division/college/school/institute.	●	12%	27%	25%	13%	11%	560	3.82	-0.37	-0.45	-	64%	-
I understand the vision, strategic imperatives, and priorities of my unit.		36%	42%	15%			564	5.02	-	0.00	-0.14	94%	25

Category Summary

Pay & Benefits

Category Score

4.55

Max: 6.00

Favorable

82%

Benchmarks

Historical Benchmark

-0.15

Internal Benchmark

-0.12

External Benchmark

-

Percentile Rank

-

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		Strongly Agree Strongly Disagree				Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
The benefits (i.e. medical, dental, vision, retirement plan, etc.) offered by the CU System meet my needs at this stage of my life.		25% 51% 15%				557	4.87	+0.17	-0.03	-	91%	-
I understand how decisions about pay are made.	●	8% 23% 24% 13% 16% 15%				551	3.48	-	-0.29	-	56%	-
Compensation is an important form of recognition for me.	●	65% 28% 6%				565	5.56	-	+0.02	-	99%	-
Non-monetary forms of recognition are important to me.		13% 38% 31% 6% 7% 5%				554	4.30	-	-0.17	-	82%	-

Category Summary Supervisor/Chair

Category Score

4.47

Max: 6.00

Favorable

81%

Benchmarks

Historical Benchmark

-0.02

Internal Benchmark

-0.22

External Benchmark

-0.31

Percentile Rank

21

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		<div>Strongly Agree<div></div>Strongly Disagree<div></div></div>						Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
My contributions are valued.	★	18%	38%	28%	6%	5%		562	4.44	+0.02	-0.22	-0.32	84%	27
My supervisor/chair/director understands what keeps me excited about being a part of my unit.		19%	37%	22%	10%	7%	6%	561	4.34	+0.02	-0.13	-	78%	-
My accomplishments are recognized.		15%	37%	26%	9%	7%	6%	562	4.27	-0.06	-0.22	-	79%	-
I value the relationship I have with my supervisor/chair/director.		42%	35%	12%				562	4.98	-0.09	-0.16	-0.42	89%	20
I have opportunities to participate in decisions that affect my work.	●	12%	33%	29%	8%	9%	9%	557	4.06	-0.26	-0.24	-	75%	-
My supervisor/chair/director provides space to learn about a range of cultures.		27%	40%	20%		7%		548	4.68	-	-0.15	-	87%	-
My supervisor/chair/director values individual differences.		38%	34%	17%				562	4.83	-	-0.28	-0.40	88%	13
My supervisor/chair/director prioritizes creating a work environment where everyone matters.		28%	37%	19%	6%	6%		560	4.61	-	-0.31	-0.12	84%	24
In my unit, supervisors/leaders effectively address problematic behaviors that undermine the work environment.		15%	32%	22%	10%	9%	11%	554	4.00	-	-0.24	-	69%	-

Category Summary

Teamwork

Category Score

4.55

Max: 6.00

Favorable

85%

Benchmarks

Historical Benchmark

-0.04

Internal Benchmark

-0.23

External Benchmark

-0.38

Percentile Rank

25

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan			Strongly Agree	Strongly Disagree	Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
Respectful treatment is the norm at CU Boulder.	●		15%	45%	24%	8%					
Faculty and staff at CU Boulder treat each other with respect.			15%	39%	28%	8%	6%				
I trust the people with whom I work.			22%	40%	25%	6%					
Respectful treatment is the norm in my unit.			27%	45%	15%						

Category Summary

Wellness/Burnout

Category Score

4.54

Max: 6.00

Favorable

85%

Benchmarks

Historical Benchmark

-0.07

Internal Benchmark

-0.03

External Benchmark

-0.10

Percentile Rank

42

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		<div>Strongly Agree<div></div>Strongly Disagree<div></div></div>					Response Count	Item 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.		27%	38%	19%	6%	6%	565	4.64	+0.01	0.00	-0.26	84%	29
My workload is reasonable.		13%	41%	22%	9%	9%	562	4.20	-0.27	-0.07	-	76%	-
CU Boulder wellness resources provide the support I need.		13%	42%	31%	6%		536	4.45	-0.27	-0.02	-	87%	-
I am aware of CU Boulder wellness resources (i.e. Faculty and Staff Counseling Services, Wellness Events, Recreation Center).	●	25%	50%	19%			557	4.88	-	-0.01	+0.06	94%	55

Category Summary

Work Environment

Category Score

4.61

Max: 6.00

Favorable

85%

Benchmarks

Historical Benchmark

+0.36

Internal Benchmark

-0.04

External Benchmark

-0.12

Percentile Rank

44

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		<div><div>Strongly Agree</div><div>Strongly Disagree</div></div>					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I have the tools I need to be successful at my job.		<div><div>17%</div><div>47%</div><div>22%</div><div>7%</div><div></div><div></div></div>					563	4.58	+0.14	-0.07	-0.19	86%	38
I have opportunities to develop friendships at work.		<div><div>21%</div><div>51%</div><div>20%</div><div></div><div></div><div></div></div>					557	4.79	+0.03	+0.01	-	93%	-
CU Boulder does a good job of retaining its most talented faculty and staff.	★	<div><div>9%</div><div>26%</div><div>23%</div><div>15%</div><div>13%</div><div>15%</div></div>					559	3.56	0.00	-0.13	-	57%	-
Accessibility (digital and physical) is a unit priority.		<div><div>16%</div><div>51%</div><div>22%</div><div></div><div></div><div></div></div>					544	4.61	-	-0.04	-	88%	-
Hiring managers in my unit invest in recruiting talent from a range of communities.	●	<div><div>17%</div><div>41%</div><div>25%</div><div>7%</div><div>6%</div><div>5%</div></div>					534	4.41	-	-0.17	-0.47	83%	19
I feel a sense of belonging to my unit.	●	<div><div>32%</div><div>39%</div><div>17%</div><div></div><div></div><div></div></div>					563	4.82	-	-0.12	+0.20	89%	69
I regularly contribute positively to creating a work environment where everyone matters.	●	<div><div>50%</div><div>41%</div><div>7%</div><div></div><div></div></div>					562	5.39	-	-0.01	-	99%	-
I can be myself at work.		<div><div>22%</div><div>50%</div><div>16%</div><div></div><div></div><div></div></div>					559	4.72	-	-0.07	-0.01	88%	48
I feel positive about the future of CU Boulder.	★	<div><div>20%</div><div>43%</div><div>20%</div><div>8%</div><div></div><div></div></div>					562	4.56	-	+0.20	-	84%	-

Category Summary

Key Driver Index

Category Score

4.29

Max: 6.00

Favorable

78%

Benchmarks

Historical Benchmark

+0.11

Internal Benchmark

-0.05

External Benchmark

-0.44

Percentile Rank

17

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		Strongly Agree				Strongly Disagree				Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I understand the vision, strategic imperatives, and priorities of CU Boulder.	★	17%	46%	25%						558	4.60	+0.16	+0.05	-0.56	88%	6
My contributions are valued.	★	18%	38%	28%	6%					562	4.44	+0.02	-0.22	-0.32	84%	27
CU Boulder does a good job of retaining its most talented faculty and staff.	★	9%	26%	23%	15%	13%	15%			559	3.56	0.00	-0.13	-	57%	-
I feel I can achieve my career goals at CU Boulder.	★	15%	38%	25%	10%	8%	5%			559	4.28	-0.04	-0.15	-	78%	-
I feel positive about the future of CU Boulder.	★	20%	43%	20%	8%					562	4.56	-	+0.20	-	84%	-

Category Summary

Action Index

Category Score

4.40

Max: 6.00

Favorable

79%

Benchmarks

Historical Benchmark

-0.13

Internal Benchmark

-0.28

External Benchmark

-0.39

Percentile Rank

24

★ Key Drivers ● Strengths ● Opportunities

Click on an item to create an action plan		<div><div>Strongly Agree</div><div>Strongly Disagree</div></div>					Response Count	Item Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I value the relationship I have with my supervisor/chair/director.		<div><div>42%</div><div>35%</div><div>12%</div><div></div><div></div><div></div></div>					562	4.98	-0.09	-0.16	-0.42	89%	20
I have opportunities to participate in decisions that affect my work.	●	<div><div>12%</div><div>33%</div><div>29%</div><div>8%</div><div>9%</div><div>9%</div></div>					557	4.06	-0.26	-0.24	-	75%	-
I am given reasons for major changes that occur in my unit/department/division/college/school/institute.	●	<div><div>12%</div><div>27%</div><div>25%</div><div>13%</div><div>11%</div><div>11%</div></div>					560	3.82	-0.37	-0.45	-	64%	-
Respectful treatment is the norm in my unit.		<div><div>27%</div><div>45%</div><div>15%</div><div></div><div></div><div></div></div>					560	4.73	-	-0.28	-0.37	87%	28

(All Reports) D'Andra Mull

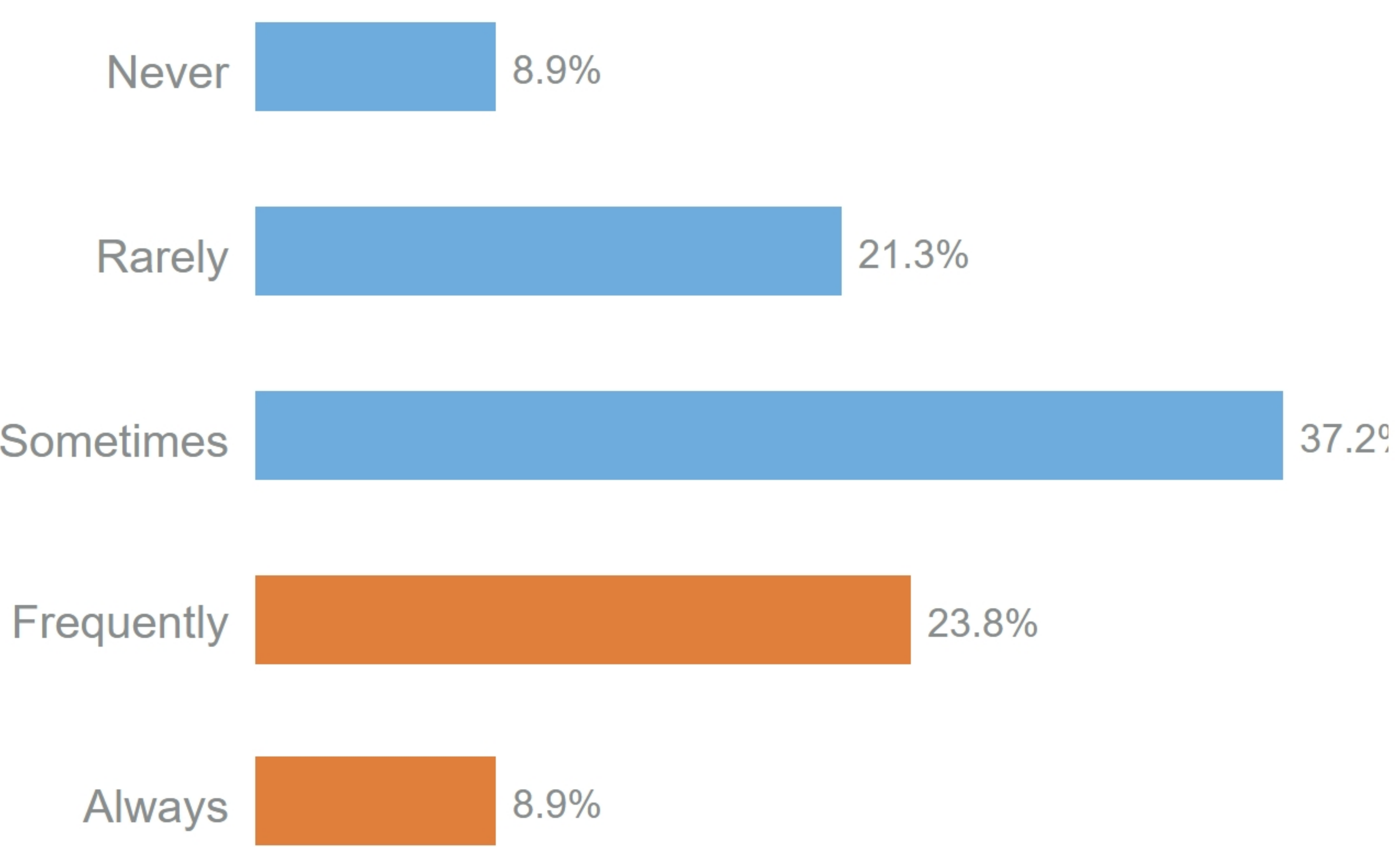
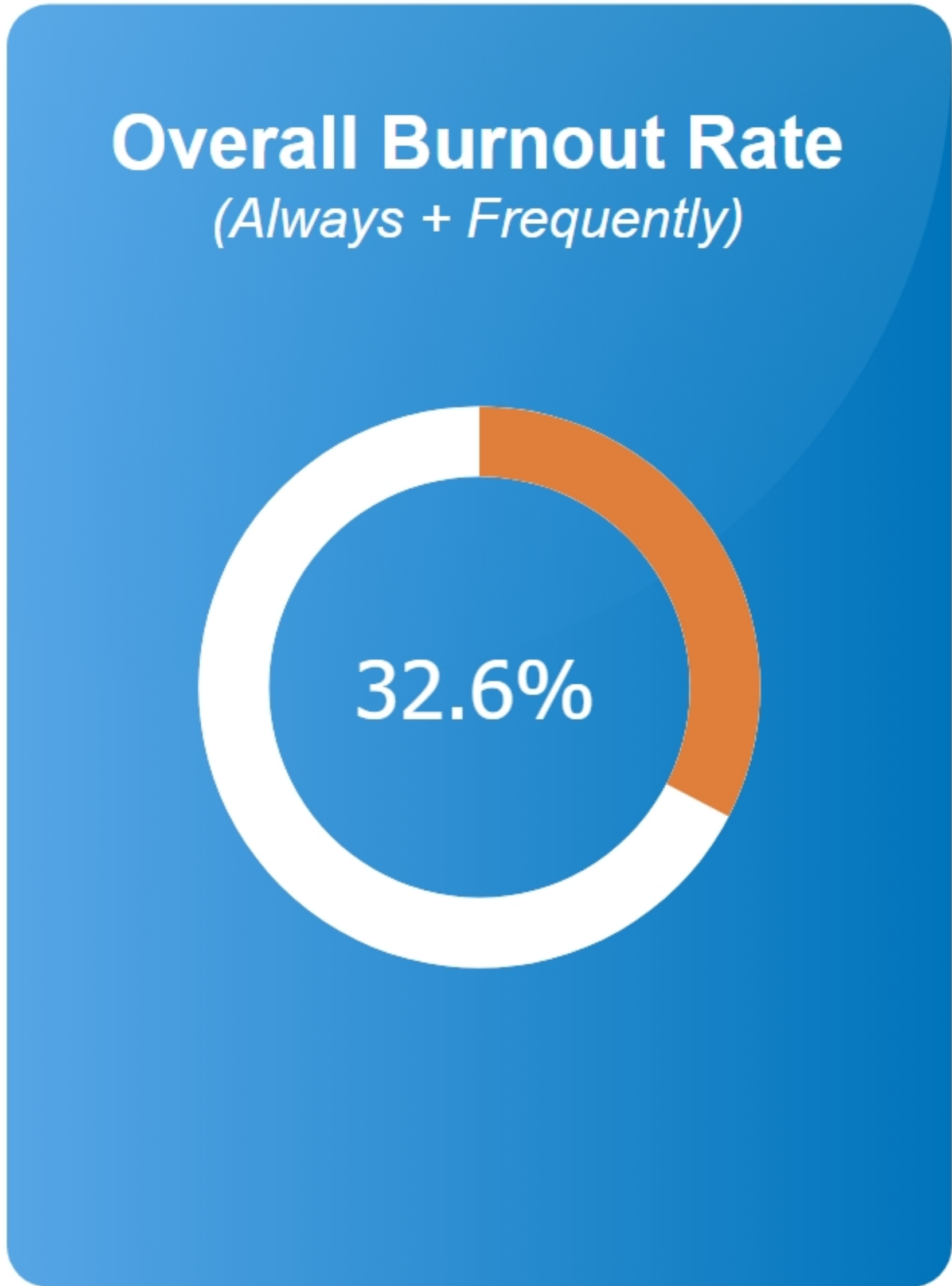
Internal Benchmark: Overall Organization Total

External Benchmark: Unit Type: All Other Non-Patient Contact

Filters: [Q136:L]: [Q136:O]



Thinking about the last six months, how often have you felt "burned out"?



	% Burned Out	% Always
Staff - Athletics Trainers	100.0	0.0
Staff - Human Resources	100.0	0.0
Staff - Campus Services	77.8	11.1
Staff - Communication, Marketing & Media	50.0	25.0
Staff - Public Safety & Security	50.0	0.0
Staff - Student Advising/Success	41.9	10.5
Staff - Research Administration	33.3	0.0
Staff - Business Operations	32.0	12.0
Staff - Facilities Management	30.2	6.6
Staff - Compliance and Risk Management	28.6	14.3
Staff - Fiscal Operations	28.1	3.1
Staff - Campus Dining, Housing,	22.2	0.7

	% Burned Out	% Always
Provost	32.6	8.9
Chancellor	-	-
Operations	-	-

	% Burned Out	% Always
Less than 20	-	-
20 to 29	43.2	11.1
30 to 39	40.1	13.4
40 to 49	24.2	7.3
50 to 59	32.4	8.3
60 to 64	24.3	0.0
65 or Over	17.1	2.9

	% Burned Out	% Always
Less than 1 Year	15.5	0.0
1 to 2 Years	34.2	11.7
3 to 5 Years	29.6	9.9
6 to 10 Years	38.8	8.2
11 to 15 Years	29.9	11.9
16 to 20 Years	40.0	13.3
More than 20 Years	33.3	6.4