

Faculty and Staff Engagement Survey - Overall Results 2023

Faculty and Staff Engagement Survey 2023

- The Faculty and Staff Engagement Survey is administered by the CU Boulder Department of Human Resources in partnership with the Arthur J. Gallagher Co. Gallagher's Engagement Survey Consulting team provides survey distribution, analytics, benchmarking, leading-edge reporting and action planning technology.
- The survey is sponsored by [CU Boulder Provost Russ Moore and Chief Operating Officer Pat O'Rourke](#).
- The survey measured several research-based elements of engagement—enthusiasm for one's work, career satisfaction, pride in the institution, intent to stay, connection to the mission of the institution, and others. The 2023 survey also measured aspects of faculty and staff wellness, as well as information on the hybrid work environment.
- Survey findings provide insight into the impact of leadership actions, provide trending data on key themes of importance to the campus community, and inform action planning.
- As part of the survey modeling and design efforts, the reliability of our survey items and thematic groupings of items are confirmed through multiple regression modeling (to understand the magnitude of the empirical relationship between survey items and key outcomes of interest), factor analytics (to ensure the integrity of the survey categories), various tests of validity (such as criterion and predictive validity, and non-statistical variations such as face validity), as well as reliability testing such as Chronbach's alpha (to assess how well items are coalescing as categories).

Survey Participation

	Staff	Faculty
Respondents	3,568	2,253
Possible Respondents	4,670	4,095
Response Rate	76%	55%
Administration Period	April 10 – April 28	April 10 – April 28
Administration Method	Online (10% mobile)	Online (8% mobile)
Survey mode	English, Chinese, Laotian, Nepali, Spanish, Tibetan	English, Chinese, Laotian, Nepali, Spanish, Tibetan
Margin of Error	± .797%	± 1.38%
Average Response Time	6 minutes	6 minutes

66% Overall Response Rate (5,821 out of 8,765)

Survey Structure

Closed-ended Survey Items

- 36 closed-ended items
- 6 additional faculty only questions were added this year
- Survey items measured using a 6-point agreement scale where: 6=Strongly Agree; 5=Agree; 4=Somewhat Agree; 3=Somewhat Disagree; 2=Disagree; 1=Strongly Disagree

Coding Items

- Age Range, Burnout, Department, Disability Status, Division, Faculty or Staff, Gender, Generation, Length of Service, Position, Race, Sexual Orientation, Transgender Status, Veteran Status, Work Modality, Workplace Accommodations

Interpreting your Report

Survey Results Dashboard

- Response Count – total number of survey responses
- Response Rate – survey respondents / total number of possible employees in your Unit
- Overall Score – the average score of all survey items
- Overall Engagement Score – the average score of the 8 engagement survey items
- Action Index Score – the average score of survey items that predict action planning success

Detailed Report

- Percent Favorable – Total proportion of respondents selecting scale points 6 (“Strongly Agree”), 5 (“Agree”) or 4 (“Somewhat Agree”) from the 6-point agreement scale
- Score - The arithmetic average of respondents selecting from the 6-point agreement scale: 6 (“Strongly Agree”), 5 (“Agree”), 4 (“Somewhat Agree”), 3 (“Somewhat Disagree”), 2 (“Disagree”), and 1 (“Strongly Disagree”)

Benchmarks

- Historical Benchmark – Compared to 2020 CU Boulder Survey results
- Internal Benchmark – Compared to CU Boulder results overall
- External Benchmark – Compared to 34 other Institutions of Higher Education in Gallagher’s database
- Percentile Rank – Based on Gallagher’s external norm and interpreted as the percent of external groups the team is out-performing

Defining Engagement

We define Employee Engagement as...

A pronounced state of enthusiasm characterized by effort, pride, and passion which fosters a mutually committed relationship between staff and organizations resulting in the enduring pursuit of organizational and personal goals.

Engagement Survey Item Index

I feel a strong sense of belonging to CU Boulder.

During the past six months, I have not seriously considered leaving CU Boulder for another job.

I would recommend employment at CU Boulder as a good place to work.

I am proud to work for CU Boulder.

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

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

My effort directly affects the success of CU Boulder.

Acknowledgements

Thank you to the following for their contributions to this year's survey:

- Jess Doty, Associate Vice Chancellor for Health and Wellness
 - Assistance on incorporating wellness and burnout questions
- Michele Moses, Vice Provost and Associate Vice Chancellor for Faculty Affairs
 - Assistance on defining faculty only questions
- Sonia DeLuca Fernandez, Senior Vice Chancellor, Diversity, Equity and Inclusion
 - Assistance in providing demographic categories

Overall CU Boulder Results - Faculty and Staff Combined

5,821 Respondents

Overall Score

4.43

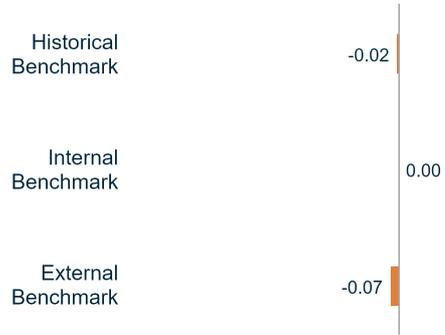
% Favorable Score

82%

Percentile Rank

39

Comparison to Overall Score



Strengths and Opportunities

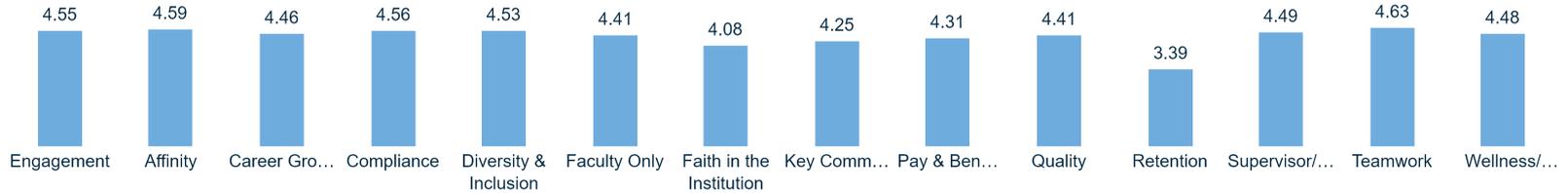
Strengths

- 1 I value the relationship I have with my supervisor/department or division chair.
- 2 I am given reasons for major changes that occur in my department/division/college/school/institute
- 3 I trust the people with whom I work.
- 4 My Dean/Institute Director communicates effectively with faculty.
- 5 I am able to manage my personal and work life, including time to support my wellness.

Opportunities

- 1 My accomplishments are recognized.
- 2 I understand the vision, strategic imperatives, and priorities of CU Boulder.
- 3 Faculty and staff at CU Boulder treat each other with respect.
- 4 CU Boulder is making progress in diversity, equity, and inclusion work.
- 5 I love working for the University of Colorado Boulder.

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	-0.03	-0.13	+0.08	+0.06	-0.27	-0.02	-	+0.62	-	-0.02	-0.16	-0.21	-0.01	+0.23
Internal Benchmark	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Benchmark	-0.17	-0.21	-0.07	-0.06	-0.34	+0.07	-	+0.22	-	-0.08	-	-0.27	+0.03	+0.35

Category Score

4.55

Max: 6.00

% Favorable

84%

Historical Benchmark

-0.03

Internal Benchmark

0.00

External Benchmark

-0.17

Percentile Rank

25

● 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

	Strongly Agree					Strongly Disagree					Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
Overall, I have been satisfied with my experiences at CU Boulder.	20%	42%	23%	7%	5%	5,799	4.57	+0.21	0.00	+0.12	85%	66					
I feel a strong sense of belonging to CU Boulder.	17%	31%	29%	10%	8%	5,779	4.24	+0.21	0.00	-0.08	77%	40					
During the past six months, I have not seriously considered leaving CU Boulder for another job.	27%	24%	12%	9%	13%	5,727	3.94	-0.03	0.00	-0.19	62%	36					
I would recommend employment at CU Boulder as a good place to work.	22%	42%	24%	6%		5,779	4.64	-0.06	0.00	+0.01	87%	50					
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	37%	39%	15%			5,762	4.97	-0.07	0.00	-0.31	91%	8					
My effort directly affects the success of CU Boulder.	23%	43%	24%	5%		5,759	4.75	-0.10	0.00	-0.24	91%	0					
I feel I am a part of CU Boulder's mission.	15%	42%	28%	7%	5%	5,738	4.47	-0.19	0.00	-0.41	85%	0					
I am proud to work for CU Boulder.	27%	43%	21%			5,761	4.81	-0.25	0.00	-0.25	91%	0					

Category Score

4.59

Max: 6.00

% Favorable

86%

Historical Benchmark

-0.13

Internal Benchmark

0.00

External Benchmark

-0.21

Percentile Rank

14

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

Internal Benchmark

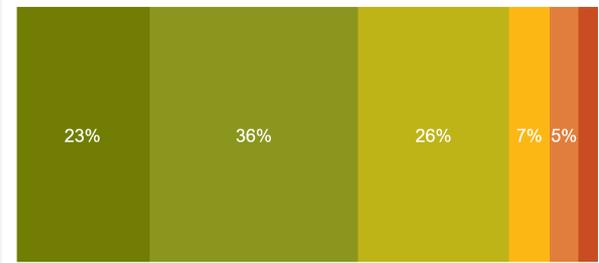
External Benchmark

% Favorable

Percentile Rank

I love working for the University of Colorado Boulder.

●



5,771

4.59

-0.13

0.00

-0.21

86%

14

Category Score

4.46

Max: 6.00

% Favorable

83%

Historical Benchmark

+0.08

Internal Benchmark

0.00

External Benchmark

-0.07

Percentile Rank

45

● 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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	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.	13%	33%	30%	11%	8% 5%	5,381	4.16	+0.16	0.00	-0.20	76%	40
I feel I can accomplish my career objectives at CU Boulder.	15%	39%	27%	9%	6%	5,754	4.35	+0.11	0.00	-	80%	-
CU Boulder has a work environment that allows me to grow and develop.	16%	39%	27%	9%	6%	5,776	4.40	+0.04	0.00	-0.02	82%	47
I understand what I need to do be successful in my job.	26%	53%	15%			5,796	4.96	+0.03	0.00	0.00	94%	49

Category Score

4.56

Max: 6.00

% Favorable

85%

Historical Benchmark

+0.06

Internal Benchmark

0.00

External Benchmark

-0.06

Percentile Rank

45

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

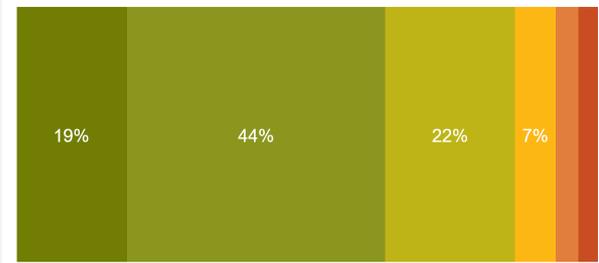
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

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



5,720

4.56

+0.06

0.00

-0.06

85%

45

Category Score

4.53

Max: 6.00

% Favorable

87%

Historical Benchmark

-0.27

Internal Benchmark

0.00

External Benchmark

-0.34

Percentile Rank

24

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

I have opportunities to develop friendships at work.



5,748

4.66

-0.14

0.00

-

89%

-

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



5,642

4.40

-

0.00

-0.34

85%

24

Category Score

4.08

Max: 6.00

% Favorable

75%

Historical Benchmark

-

Internal Benchmark

0.00

External Benchmark

-

Percentile Rank



● 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

CU Boulder has done a good job of adapting to a changing environment.		5,685	4.15	-	0.00	-	78%	-				
Compared to 2019 (before the Pandemic), CU Boulder has changed for the better.		4,428	4.02	-	0.00	-	71%	-				

Category Score

4.25

Max: 6.00

% Favorable

79%

Historical Benchmark

+0.62

Internal Benchmark

0.00

External Benchmark

+0.22

Percentile Rank

54

● 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

<p>I am given reasons for major changes that occur in my department/division/college/school/institute. ●</p>		5,610	4.24	+1.30	0.00	+0.68	77%	89				
<p>I understand the vision, strategic imperatives, and priorities of CU Boulder. ●</p>		5,711	4.26	-0.06	0.00	-0.23	80%	19				

Category Score

4.31

Max: 6.00

% Favorable

79%

Historical Benchmark

-

Internal Benchmark

0.00

External Benchmark

-

Percentile Rank



● 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 benefits offered by CU meet my current needs.		5,769	4.67	-	0.00	-	88%	-			
CU Boulder is actively working to increase transparency and fairness on pay.		5,666	3.94	-	0.00	-	70%	-			

Category Score

4.41

Max: 6.00

% Favorable

82%

Historical Benchmark

-0.02

Internal Benchmark

0.00

External Benchmark

-0.08

Percentile Rank

35

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

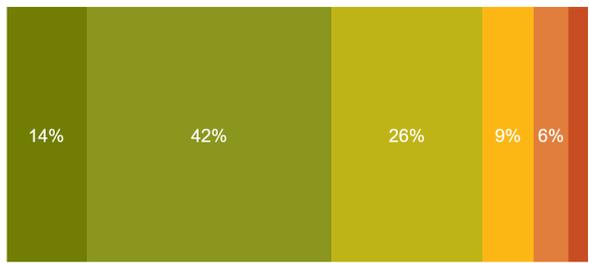
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

I have the tools I need to be successful.



5,782

4.41

-0.02

0.00

-0.08

82%

35

Category Score

3.39

Max: 6.00

% Favorable

53%

Historical Benchmark

-0.16

Internal Benchmark

0.00

External Benchmark

-

Percentile Rank



● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree

Strongly Disagree

Response Count

Score

Historical Benchmark

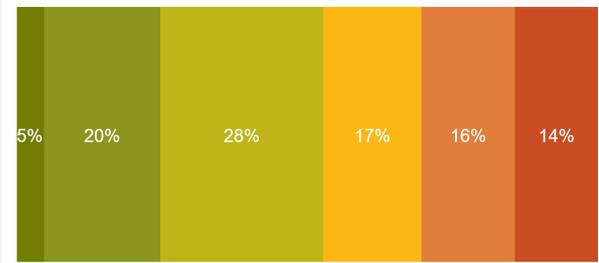
Internal Benchmark

External Benchmark

% Favorable

Percentile Rank

CU Boulder does a good job of retaining its most talented faculty and staff.



5,629

3.39

-0.16

0.00

-

53%

-

Category Score

4.49

Max: 6.00

% Favorable

82%

Historical Benchmark

-0.21

Internal Benchmark

0.00

External Benchmark

-0.27

Percentile Rank

40

● Strengths ● Opportunities

Click on an item to create an action plan



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. ●		5,802	5.10	+0.17	0.00	+0.13	91%	100
My contributions are valued.		5,792	4.44	-0.05	0.00	-	83%	-
I have opportunities to participate in decisions that affect my work.		5,768	4.34	-0.13	0.00	-0.09	80%	27
My accomplishments are recognized. ●		5,773	4.31	-0.61	0.00	-0.56	80%	0
My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.		5,708	4.26	-	0.00	-0.56	76%	33

Category Score

4.63

Max: 6.00

% Favorable

88%

Historical Benchmark

-0.01

Internal Benchmark

0.00

External Benchmark

+0.03

Percentile Rank

45

● 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

I trust the people with whom I work.	●		5,806	4.90	+0.25	0.00	+0.23	91%	69			
Faculty and staff at CU Boulder treat each other with respect.	●		5,754	4.49	-0.14	0.00	-0.17	86%	20			
Respectful treatment is the norm at CU Boulder.			5,763	4.51	-	0.00	-	86%	-			

Category Score

4.48

Max: 6.00

% Favorable

82%

Historical Benchmark

+0.23

Internal Benchmark

0.00

External Benchmark

+0.35

Percentile Rank

63

● 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

		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. ●		5,797	4.42	+0.17	0.00	+0.32	80%	60
I have access to wellness resources that provide the support I need.		5,605	4.69	-	0.00	-	89%	-
My workload allows me to meet the expectations of my role.		5,785	4.32	-	0.00	+0.37	78%	65