EXECUTIVE SUMMARY

BACKGROUND

- 2022 is the 6th year of the FAS Employee Engagement Survey
- Survey Period: October 25 November 18, 2022
- 332 individuals were invited to take the survey; 223 (67%) responded
- Survey consisted of 56 satisfaction questions, eNPS question, open-ended question for feedback regarding work environment, and the opportunity to highlight colleague(s) who have made an impact on creating a positive work environment

YOUR UNIT OR DEPARTMENT SUMMARY

RESPONSE	OVERALL	RETENTION	RETENTION
RATE	SATISFACTION	DEPARTMENT	UNIVERSITY
73% 30 responses 41 invited	87% Satisfied or Extremely Satisfied	No data if your survey did not ask this question.	No data if your survey did not ask this question.

	TOP SATISFACTION SCORES		LOWEST SATISFACTION SCORES		LARGEST CHANGES IN SCORES ↑	09
1	Collaborate Well with Coworkers	1	Total Compensation	1	Adequate Staffing	•
2	Collaborate Well with Supervisor	2	Faculty Value Contributions	2	Leadership Interested in Staff's Ideas	•
3	Supportive of Personal Issues	3	Adequate Staffing	3	Total Compensation	•
4	Recommends without Fear	4	Career Advancement	4	Communicates Essential Info	•
5	Ethical Conduct	5	Appropriate Stress	5	Gives Praise for Work	•

LARGEST DRIVERS OF SATISFACTION									
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES								
Treated in a Professional Manner	Resolves Staff Issues								
Sexual Orientation - Fair	Total Compensation								
Support Diversity	Safe Environment								
Improve Services Products	Good Use of Skills								
Contributes to Dept's Mission	Valuable Training								

NEXT STEPS

- Encourage directors to discuss the results with their teams and have a facilitated session to discuss the results and actions they can take to make improvements.
- Develop an action plan based on the opportunities and share this plan with all staff.
- Widely communicate the results and action plans of the survey. Email staff recognized for their exceptional work and contributions to a positive work environment.
- Regularly communicate the linkage between the actions taken throughout the year and the survey ("we heard you").
 - 1 Survey and analytics powered by Triton/ytics™ Organizational Assessments and Strategy, UC San Diego

2022 30 respondents 73% of 41 invited

22 respondents 2021 59% of 37 invited

28 respondents

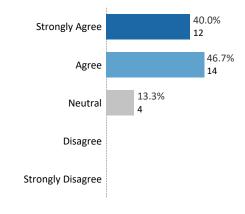
Overall, I am a satisfied FAS employee.



4.32 mean score for 56 questions (scale 1-5)

34 questions in the excellent range (4.3 or greater)

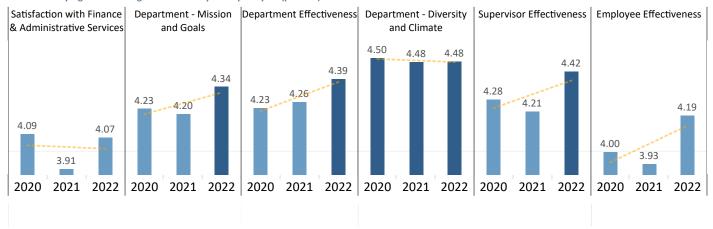
Influential Strengths at Department Level	Primary Opportunities at Department Level
35 Treated in a Professional Manner	29 Resolves Staff Issues
33 Sexual Orientation - Fair	50 Total Compensation
34 Support Diversity	20 Safe Environment
16 Improve Services Products	52 Good Use of Skills
12 Contributes to Dept's Mission	55 Valuable Training



Mean = 4.27, Std Dev = 0.69

Dimension Mean Score Trending Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

★ Statistically significant change from current year to prior year (p <= .01)



Employee Net Promoter Score (eNPS)

"Overall, I am a satisfied employee...." by "How likely is it that you would recommend working..."

77 eNPS* (76.7% - 0.0%)

Below 40 - Low 40 to 59 - Marginal 60 to 79 - Good 80 & above - Excellent

						Likeliho	od to Reco	mmend					Total
		0	1	2	3	4	5	6	7	8	9	10	Iotai
	5										2	10	12
	4					1	1	1	1	1	4	5	14
Satisfied Employee	3					1			3				4
	2												
	1												
Total						2	1	1	4	1	6	15	30

eNPS Trend

2020	2021	2022
92	76	77

*How eNPS works:

Satisfied Promoters score 4-5 on the "Satisfied" item and 7-10 on the "Recommend" item. Dissatisfied Non-Promoters score 1-2 on the "Satisfied" item and 0-4 on the "Recommend" item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPS. Passives score 3 on the "Satisfied" item and 5-6 on the "Recommend" item.



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Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Change from 2021 to 2022 Arrows indicate change of .09 or greater

16

Finance and Admin Svcs

argreater 332 Invited (N)

↑ 36 223 Responded (n)

67% Response Rate

Mean score greater than that of Finance and Admin Svcs (rounded to two decimal places)

		2020	2021	2022		2022
	1 Overall Satisfaction	4.29	3.95	4.27	-	4.00
	2 Valued Member	4.15	3.77	4.07		3.82
	3 Leadership Interested in Staff's Idea		3.73	4.10		3.79
	4 Faculty Value Contributions	3.53	3.50	3.41	J =	3.56
atisfaction with Finance	5 Staff Value Contributions	4.04	4.05	4.14	-	3.96
& Administrative Services	6 Understand University Mission	4.25	4.19	4.27		4.02
	7 Contributes to FAS Mission	4.32	4.10	4.45	—	4.26
	8 Have a Voice	4.11	3.90	4.10		3.70
	9 Career Advancement	3.54	3.55	3.66	-	3.57
	10 University All Welcomed	4.50	4.24	4.30		4.05
	11 Understand Dept's Mission	4.36	4.52	4.43	—	4.33
	12 Contributes to Dept's Mission	4.39	4.38	4.50	•	4.44
Department - Mission and	13 Annual Dept Goals	4.04	4.24	4.33	-	3.98
Goals	14 Measures Dept Goals	3.93	3.95	4.10	-	3.82
,0015	15 Measures Customer Satisfaction	4.29	4.05	4.28		4.00
	16 Improve Services Products	4.36	4.05	4.41		4.06
	17 Adequate Staffing	3.07	3.10	3.53	-	2.78
	18 Have Tools	4.18	4.24	4.27		3.97
	19 Physical Work Environment	4.30	4.25	4.28		4.20
	20 Safe Environment	4.46	4.13	4.22		4.23
	21 Spirit of Cooperation	4.14	4.19	4.53	-	4.13
	22 Ethical Conduct	4.54	4.62	4.63	•	4.37
	23 Collaborate Well with Coworkers	1.51	4.52	4.79	-	4.45
epartment Effectiveness	24 Collaborate Well with Supervisor		4.57	4.75		4.51
	25 Collaborate with Units Outside	4.50	4.52	4.59		4.23
	26 Perform Responsibilities	4.36	4.43	4.37		4.21
	27 Participate in Decisions	4.21	4.24	4.48		4.11
	28 Balance Work Life	4.46	4.40	4.57		4.34
	29 Resolves Staff Issues	4.33	4.29	4.33		3.89
	30 Better Ways Recognized	4.18	4.19	4.07	<u> </u>	3.93
	31 Department Diversity Programs	4.40	4.38	4.34		4.15
	32 All Cultures - Fair	4.54	4.62	4.60		4.41
Department - Diversity	33 Sexual Orientation - Fair	4.63	4.57	4.54		4.46
and Climate	34 Support Diversity	4.46	4.43	4.55		4.39
ind climate	35 Treated in a Professional Manner	4.61	4.57	4.57		4.35
	36 Feel Valued	4.36	4.29	4.30		4.12
	37 Recommends without Fear	4.54	4.48	4.67		4.39
	38 Sufficient Freedom	4.54	4.43	4.60		4.47
	39 Communicates Essential Info	4.18	4.43	4.57		4.30
	40 Work Assigned Equitably	4.18	3.86	4.03		4.00
	41 Gives Praise for Work	4.04	4.19	4.47		4.29
	42 Suggestions for Improvement	4.23	4.19	4.52		4.29
upervisor Effectiveness		4.18	4.29	4.32		4.20
	43 Evaluated Fairly 44 Performance Evaluation	4.10	3.94	4.27		4.31
	45 Advancement Opportunities	3.82	3.68	4.14		4.13
	46 Supports Training	4.11	3.95	4.14		
	47 Treats with Respect	4.11	4.48	4.63		4.27 4.55
	48 Supportive of Personal Issues	4.54	4.48	4.03		
	49 Appropriate Stress	3.61	3.43	3.87		4.59
	50 Total Compensation	3.21	2.86	3.20		3.60
		4.29	4.33	4.43		3.02
		4.29	4.33	4.43		4.30
mployee Effectiveness	52 Good Use of Skills					4.23
	53 Know How to Use Tools	4.43	4.38	4.63		4.41
	54 Manage Workload	4.14	3.86	4.50		4.11
	55 Valuable Training	3.67	3.74	3.93		3.89

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2022 - FAS Employee Engagement Survey

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ST - Strength | IS - Influential Strength | PO - Primary Opportunity | SO - Secondary Opportunity Satisfaction with University-level dimension is excluded from this analysis Strengths and Opportunities by Survey Question With Axes at the Average Dimension Mean and Dim Question Mean Corr Str/Opps Average Dimension by Overall Satisfaction Correlation DEP Department Effectiveness 4.39 0.62 IS Correlation Coefficient Average = 0.57, Mean Average = 4.37 n/N = 30/41DIV Department - Diversity and Climate 4.48 0.61 IS PO **Employee Effectiveness** 4.19 0.68 EMP Strengths **Influential Strengths** 4.5 MIS Department - Mission and Goals РО 4.34 0.62 Department - Diversity and Climate ST SUP Supervisor Effectiveness 4.42 0.32 Supervisor Effectiveness 4.4 MIS 16. Improve Services Products 4.41 0.57 IS Department Effectiveness MIS 11. Understand Dept's Mission 4.43 0.41 IS MIS 12. Contributes to Dept's Mission 4.50 0.49 IS Department - Mission and Goals IS DIV 33. Sexual Orientation - Fair 4.54 0.62 4.3 DIV 34. Support Diversity 0.59 IS 4.55 DIV 35. Treated in a Professional Manner 4.57 0.66 IS IS DIV 32. All Cultures - Fair 4.60 0.46 **EMP** 56. Enjoy Working with Coworkers 4.60 0.43 IS **Employee Effectiveness** IS 4.2 **EMP** 53. Know How to Use Tools 4.63 0.40 **EMP** 50. Total Compensation 3.20 0.48 PO 0.35 0.40 0.45 0.50 0.55 0.60 0.65 0.70 **EMP** 49. Appropriate Stress 3.87 0.41 PO Correlation РО 0.54 **FMP** 55. Valuable Training 3.93 **Secondary Opportunities Primary Opportunities** SUP 40. Work Assigned Equitably 4.03 0.47 PO Department - Diversity and Climate Employee Effectiveness РО DEP 30. Better Ways Recognized 4.07 0.41 14. Measures Dept Goals РО Department - Mission and Goals **Supervisor Effectiveness** 4.10 0.55 MIS **Department Effectiveness** DEP 20. Safe Environment 4.22 0.63 PΩ PO DEP 18. Have Tools 4.27 0.54 РО MIS 15. Measures Customer Satisfaction 4.28 0.56 Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation 36. Feel Valued PO DIV 4.30 0.50 n/N = 30/41Correlation Coefficient Average = 0.40, Mean Average = 4.37 13. Annual Dept Goals 4.33 PO MIS 0.57 Strengths Influential Strengths DEP 29. Resolves Staff Issues 4.33 0.70 PO 31. Department Diversity Programs 4.34 0.43 РО DIV РО DEP 26. Perform Responsibilities 4.37 0.44 23 48 52. Good Use of Skills **EMP** 4.37 0.65 PO 37 4.5 38 35 DEP 0.36 SO 17. Adequate Staffing 3.53 2754 SUP 45. Advancement Opportunities 4.14 0.36 SO 52 29 4619 36 SO SUP 44. Performance Evaluation 4.16 0.32 20 44 ue 4.0 45 43. Evaluated Fairly 4.27 0.33 SO SUP 30 DEP 19. Physical Work Environment 4.28 SO 0.40 55 SUP 46. Supports Training 4.30 0.38 SO **EMP** 51. Get Information 4.43 0.20 ST 3.5 17 ST SUP 41. Gives Praise for Work 4.47 0.01 DEP 27. Participate in Decisions 4.48 0.32 ST 50 **EMP** 54. Manage Workload 4.50 0.35 ST 0.50 0.60 0.70 ST 0.00 0.10 0.20 0.30 0.40 SUP 42. Suggestions for Improvement 4.52 0.20 Correlation DEP 21. Spirit of Cooperation 4.53 0.33 ST **Secondary Opportunities Primary Opportunities** DEP 28. Balance Work Life 4.57 0.35 ST ST SUP 39. Communicates Essential Info 4.57 0.35 DEP 25. Collaborate with Units Outside 4.59 0.36 ST **Influential Strengths** Strengths Higher than average mean score, lower than Higher than average mean score, higher than ST SUP 38. Sufficient Freedom 4.60 0.09 average correlation "Keep an eye on" average correlation. "Keep up the good work" ST 22. Ethical Conduct DEP 4.63 0.35 ST SUP 47. Treats with Respect 4.63 0.07 ST SUP 37. Recommends without Fear 4.67 0.12 Secondary Opps **Primary Opps** Lower than average mean score, lower than Lower than average mean score, higher than SUP 48. Supportive of Personal Issues 4.70 0.22 ST average correlation. "Low Priority" average correlation. "Concentrate Efforts" ST DEP 24. Collaborate Well with Supervisor 4.75 0.21 ST DFP 23. Collaborate Well with Coworkers 4.79 0.19



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		extent you agree or disagree with s. Select 'N/A' if it is not applicable	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N			
or you do not know		, , , , ,	5	4	3	2	1				
	1	Overall, I am a satisfied FAS employe	ee.								
	2	I feel valued as a member of FAS.									
	3	Senior leadership in FAS are genuine	ely interested in he	aring the ideas and	pinions of staff member	ers.					
Satisfaction with	4	Faculty members at CSUSM value m	y contributions.								
Finance &	5	Staff members at CSUSM value my o	ontributions.								
Administrative	6	I understand the FAS mission.									
Services	7	I understand how my job performan	ice positively contr	ibutes to the FAS mi	ssion.						
		I feel I have a voice to provide ideas									
	9	I am satisfied with my opportunities	for career advance	ement at CSUSM.							
	10	FAS promotes a work environment v	where all people ar	e welcomed.							
	11	I understand my department's missi	on.								
	12	I understand how my job performan	ice positively contr	ibutes to my depart	ment's mission.						
Department -	13	My department establishes annual of	departmental perfo	rmance goals.							
Mission and Goals	14	My department routinely measures	departmental perf	ormance goal achiev	rements.						
Goals	15	My department routinely measures	customer satisfact	ion with services and	d products delivered.						
	16	My department routinely takes action	on to improve serv	ices and products ba	sed on customer feedb	ack.					
	17	My department has adequate staffin	ng to handle our w	orkload.							
	18	I have the tools (i.e., equipment and	technology) need	ed to perform my w	ork.						
	19	My physical work environment (e.g.	, office, cubicle) is	adequate for the job	that I do.						
	20	I feel physically safe while I am work	ing onsite. (Check	N/A if you worked e	ntirely off-site during th	e last 12 months)					
	21	There is a spirit of cooperation withi	n my department.								
	22	Most people in my department cond	duct themselves in	an ethical manner.							
Department	23	While working remotely, I have been	n able to collabora	te well with co-work	ers as needed.						
Effectiveness	24	While working remotely, I have been able to collaborate well with my supervisor as needed.									
	25	People in my department are encouraged to work collaboratively with departments outside of my immediate area.									
	26	Most people in my department perform their responsibilities.									
	27	I have the opportunity to participate in making decisions that affect my work.									
	28	My department creates a flexible en	vironment that all	ows me to balance r	ny work and personal lit	e.					
	29	My department effectively resolves	staff-related issues	(i.e., staff work inte	ractions).						
	30	People in my department are recogn	nized for finding be	tter ways of doing t	nings.						
	31	I am satisfied with the diversity relat	ted initiatives and e	efforts within my de	partment.						
Department -	32	People of all ethnic groups, cultures	, and backgrounds	are treated fairly in	my department.						
Diversity and	33	People of all sexual orientations are	treated fairly in m	y department.							
Climate	34	My department actively supports a	diverse work enviro	onment.							
	35	My department provides an environ	ment where every	one is treated in a p	rofessional manner.						
	36	I feel valued by my department.									
	37	I can make recommendations to my	supervisor withou	t fear of negative co	nsequences.						
	38	I have sufficient freedom to decide h	now to best perfor	m my work.							
	39	My supervisor communicates essent	tial information on	a timely basis.							
	40	Work is assigned equitably in my de	partment.								
	41	My supervisor gives me praise for m	y work.								
Supervisor	42	My supervisor gives me useful sugge	estions for improve	ment.							
Effectiveness	43	$\label{eq:mance} \mbox{My performance is evaluated fairly}.$									
	44	My last performance evaluation pro	vided me with info	rmation I could use	to improve my perform	ance.					
	45	My supervisor gives me opportunitie	es that support my	career advancemen	t.						
	46	My supervisor actively supports my	participation in tra	ining and education	programs related to my	job responsibilities.					
	47	My supervisor treats me with respec	ct.								
	48	My supervisor is supportive when pe	ersonal issues arise	! .							
	49	I feel that the amount of stress asso	ciated with my job	is appropriate for m	y position.						
	50	I am satisfied with my total compens	sation, including sa	lary and benefits.							
	51	I know how to get the information I	need to be effective	e in my job.							
Employee	52	My job makes good use of my skills	and abilities.								
Effectiveness	53	I know how to use the tools that I ha	ave (i.e., equipmen	t and technology) to	do my work.						
	54	I am able to manage my work load e	effectively.								
	55	The training that I receive at CSUSM	is valuable for imp	proving my job perfo	rmance.						
	56	I enjoy working with my coworkers.									
eNPS	57	How likely is it that you would recon	nmend working in	the Finance & Admir	istrative Services (FAS)	Division?					

Comparison of Business and Financial Services - 30000 to other Universities Overall

Satisfaction with Finance & Administrative Services

Reading this visualization: Your department/unit's mean scores (black dots) are displayed with the overall means of CSUSM (blue bars) and other participating universities (see list on the bottom of page).

Business and Financial Services - 30000

CSUSM	4.00	● 4.27		CSUCO	4.46		
	CSUCO	3.97			CSLA	4.29	
Overall	UMB	3.85		Contribute to	UCSD		
	UCSD			University	UMB		
	UCANR	į		Mission			
	CSLA				CSUSM		• 4.45
	CSUCO	1			UCANR	4.19	
	CSUSM		● 4.07		CSUSM	3.70	● 4.10
Valued	UCSD				CSUCO	3.68	
Member	UMB				UCSD		
	UCANR			Have a Voice	UMB		
	CSLA						
Leadership	CSUSM		● 4.10		UCANR		
Interested in —	CSUCO	(CSLA	3.09	
Staff's Ideas	UMB				CSUSM	3.57	3.66
	UCSD			Career Advancement	UCSD	3.30	
	CSUCO	1			UMB	3.29	
	UCANR				CSUCO		
Campus	UCSD						
Faculty Value	UMB				UCANR		
	CSUSM		● 3.41		CSLA		
	CSLA				CSUSM	4.05	4.30
	CSUCO	!		University All	CSUCO	4.05	
	UCSD		2.111	Welcomed	UCSD	3.97	
Staff Value Contributions	CSUSM UCANR		● 4.14		UMB		
Contributions	UCANR				CIVID		
	CSLA						
	CSUCO						
	CSLA						
Contribute to	UCSD	į					
University	UMB						
Mission	CSUSM		● 4.45				
	UCANR		₩ 7.43				
	OCAMI	1.13					

UC ANR (UC Division of Agriculture & Natural Resources) - Agricultural Experiment Station & UC Cooperative Extension CSU San Marcos (FAS CSUSM) - Finance & Administrative Services

CSU Chancellor's Office (CSUCO) - Academic & Student Affairs, Audit & Advisory Services, Business & Finance, Human Resources, University Relations & Advancement CAL State LA (CSLA) - President, Provost & VP for Academic Affairs, VP for Admin & CFO, CIO & AVP ITS, VP for Student Life, VP for University Advancement, Auxiliaries

Comparison of Business and Financial Services - 30000 to other Universities Overall

Department - Mission and Goals

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Business and Financial Services - 30000

	CSUCO	A A1	
	UCANR		
Understand	CSUSM		• 4.43
Dept's Mission	CSLA		4.43
— — — — — — — — — — — — — — — — — — —	UMB		
	UCSD	-	
	CSUCO		
	CSUSM		• 4.50
Contribute to	CSLA		4.30
Dept's Mission	UCANR		
	UMB		
	UCSD		
	CSUCO	-	
	CSUSM		● 4.33
Annual Dept	UCSD		4.55
Goals	UMB		
	UCANR		
	CSLA		
	CSUCO		
	CSUSM		● 4.10
Measures Dept	UCSD		4.10
Goals	UMB		
	UCANR		
	CSLA		
	CSUSM		● 4.28
	CSUCO		4.20
Measures	UCSD		
Customer	UMB		
Satisfaction	UCANR		
	CSLA		
	CSUCO		
	CSUSM		• 4.41
Improve	UCSD		7.71
Services		3.77	
Products	UCANR		

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Comparison of Business and Financial Services - 30000 to other Universities Overall

Department Effectiveness

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Business and Financial Services - 30000

	CSUCO	3.02			CSUCO	4.32	
	CSLA	2.92			CSUSM	4.23	● 4.59
Adequate	UMB	2.92		Collaborate			
Staffing	CSUSM 2.78 ● 3.53 with Units						
	UCSD			Outside		4.00	
	UCANR						
	CSUCO				CSLA		
	CSUSM		● 4.27		CSUCO	4.34	
Have Tools —	UMB	i			UCANR	4.24	
	UCSD			Perform Respo	CSUSM	4.21	● 4.37
	CSLA UCANR			nsibilities	UMB	4.14	
	CSUSM		• 4.28			4.09	
	CSUCO		4.20		CSLA		
Physical Work	UCSD						
Environment	UMB				CSUCO		
_	UCANR	į.					● 4.48
	CSLA			Participate in	UCANR		
	CSUCO	4.26		Decisions	UCSD	3.92	
	CSUSM	4.23	• 4.22		UMB	3.86	
Safe	UCSD	4.12			CSLA	3.80	
Environment	UCANR	4.08			CSUCO	4.42	
	CSLA	4.00				4.34	● 4.57
	UMB				UCANR		-
	CSUCO			Balance Work Life			
	CSUSM		● 4.53			4.11	
Spirit of	UCANR					4.04	
Cooperation	UCSD				CSLA	3.92	
	UMB				CSUCO	4.02	
	CSLA				CSUSM	3.89	● 4.33
	CSUCO UCANR			Resolves Staff	UCANR	3.77	
 Ethical	CSUSM	į.	● 4.63	Issues	UCSD	3.75	
Conduct	UMB		4.03			3.66	
	UCSD				CSLA		
	CSLA						
					CSUCO		
					CSUSM		● 4.07
				Better Ways	UCANR	3.86	
				Recognized	UCSD	3.77	
			UMB	3.58			
					CSLA		

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UC San Diego (UCSD) - Academic Affairs, Marine Sciences, Health Sciences, CFO, Student Affairs, Resource Management & Planning, Advancement, Chancellor's Unit, EDI, Research Affairs

8 Survey and analytics powered by Triton/ytics™ Organizational Assessments and Strategy, UC San Diego

Comparison of Business and Financial Services - 30000 to other Universities Overall

Department - Diversity and Climate

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Business and Financial Services - 30000

	CSUSM	4.41	4.60
All Cultures -	CSUCO	4.39	
Fair —	CSLA	4.26	
i ali	UCSD	4.23	
	UMB	4.14	
	CSUCO	4.49	
Sexual	CSUSM	4.46	• 4.54
Orientation -	CSLA	4.32	
Fair	UCSD	4.29	
	UMB	4.24	
D	CSUSM	4.15	• 4.34
Department Diversity	CSUCO	4.05	
Programs	UCSD	3.91	
1106141113	UMB	3.78	
	CSUSM	4.39	● 4.55
Support	CSUCO	4.35	
Diversity —	CSLA	4.24	
Diversity	UCSD	4.20	
	UMB	4.16	
	CSUCO	4.43	
Community-	CSUSM	4.35	● 4.57
Excellence-	UCSD	4.18	
Professional	UMB	4.11	
	CSLA	4.04	
	CSUCO	4.20	
	CSUSM	4.12	● 4.30
Feel Valued	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

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Comparison of Business and Financial Services - 30000 to other Universities Overall

Supervisor Effectiveness

Reading this visualization: Your department/unit's mean scores (black dots) are displayed with the overall means of CSUSM (blue bars) and other participating universities (see list on the bottom of page).

Business and Financial Services - 30000

	CSUCO	4.43			CSUSM	4.31	4.27
	CSUSM	4.39	● 4.67		CSUCO	4.28	
Recommends	UCANR	4.22		 Evaluated		4.14	
without Fear	UCSD	4.18		- Fairly		4.13	
	UMB	!					
	CSLA					4.09	
	CSUSM		● 4.60		CSLA		
	UCANR				CSUCO	4.17	
Sufficient	CSUCO				CSUSM	4.13	• 4.16
reedom	UMB	!		Performance	UCSD	3.95	
	UCSD			Evaluation	UMB	3.92	
	CSLA					3.84	
	CSUCO		- 457				
—	CSUSM		● 4.57		CSLA		
Communicates Essential Info	UCSD			Advancement	CSUSM	4.09	• 4.14
	UCANR UMB				CSUCO	4.09	
	CSLA				UCSD	3.90	
	CSUCO			Opportunities	UMB	3.79	
	UMB				UCANR	3.78	
Work Assigned	CSUSM		• 4.03		CSLA		
Equitably	UCSD		4.03				
	UCANR					4.40	
	CSLA				CSUSM	4.27	• 4.30
	CSUCO			Supports Training	UCANR	4.16	
	CSUSM		● 4.47		UCSD	4.12	
Gives Praise	UCSD				UMB	4.08	
or Work	UCANR	4.10			CSLA	4.04	
	UMB	4.05			CSUSM		● 4.63
	CSLA	3.95					4.03
	CSUCO	4.21		Treats with Respect	CSUCO		
	CSUSM	4.20	● 4.52			4.46	
Suggestions for	UCSD	4.04			UCSD	4.40	
Improvement	UMB	4.02			UMB	4.37	
	UCANR				CSLA	4.25	
	CSLA	3.88			CSUCO	4.61	
						4.59	● 4.70
						4.47	4:70
				Supportive of Personal Issues			
				reisoliai issues		4.45	
						4.44	
					CSLA	4.36	

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Comparison of Business and Financial Services - 30000 to other Universities Overall

Employee Effectiveness

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Business and Financial Services - 30000

	CSUCO	3.76		
Appropriate Stress	CSUSM	3.60	•	3.87
	UCSD	3.55		
	CSLA	3.49		
	UMB	3.46		
	UCANR	3.32		
	UMB	3.08		
	CSUCO	3.03		
Total	CSUSM	3.02	● 3.20	
Compensation	UCSD	2.98		
	UCANR	2.85		
	CSLA	2.67		
	CSUSM	4.30		● 4.43
	CSUCO	4.23		
Get	UMB	4.11		
Information	UCSD	4.06		
	CSLA	4.01		
	UCANR	4.00		
	CSUSM 4.23		● 4.37	
	CSUCO	4.10		
Good Use of	UCANR	4.08		
Skills	UCSD	4.02		
	UMB	3.97		
	CSLA 3.	3.86		
	CSUCO	4.44		
	CSUSM	4.41		● 4.63
Know How to	UMB	4.37		
Use Tools	CSLA	4.34		
	UCSD	4.29		
	UCANR	ICANR 4.28		
	CSUCO	4.23		
	CSLA	4.19		
Manage	CSUSM	4.11		● 4.50
Workload	UMB	4.11		
	UCSD	3.98		
	UCANR	3.79		

Valuable Training	CSUSM	3.89	● 3.93
	CSUCO	3.80	
	UCSD	3.71	
	UMB	3.65	
	UCANR	3.58	
	CSLA	3.54	
Enjoy Working with Coworkers	CSUSM	4.50	● 4.60
	CSUCO	4.49	
	UCANR	4.42	
	UCSD	4.32	
	UMB	4.31	
	CSLA	4.23	

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