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
94% 16 responses 17 invited	88% 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 ↑	
1	Supportive of Personal Issues	1	Adequate Staffing	1	Adequate Staffing •	
2	Enjoy Working with Coworkers	2	Total Compensation	2	Communicates Essential Info	
3	Treated in a Professional Manner	3	Faculty Value Contributions	3	Enjoy Working with Coworkers	
4	Treats with Respect	4	Measures Dept Goals	4	Total Compensation	
5	Ethical Conduct	5	Valuable Training	5	Department Diversity Programs	

LARGEST DRIVERS OF SATISFACTION							
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES						
Evaluated Fairly	Adequate Staffing						
Understand Dept's Mission	Measures Dept Goals						
Spirit of Cooperation	Appropriate Stress						
Enjoy Working with Coworkers	Work Assigned Equitably						
Treated in a Professional Manner	Advancement Opportunities						

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



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2022 16 respondents 94% of 17 invited

6 respondents 2021 40% of 15 invited 10 respondents 2020

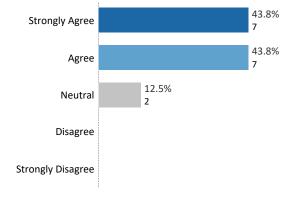
67% of 15 invited

Overall, I am a satisfied FAS employee.

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

35 questions in the excellent range (4.3 or greater)

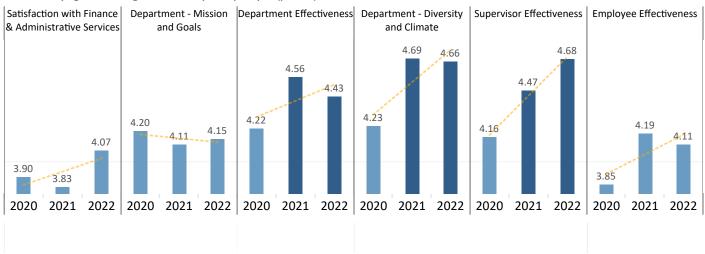
Strengths	Opportunities
48 Supportive of Personal Issues	17 Adequate Staffing
35 Treated in a Professional Manner	50 Total Compensation
47 Treats with Respect	14 Measures Dept Goals
56 Enjoy Working with Coworkers	55 Valuable Training
22 Ethical Conduct	54 Manage Workload



Mean = 4.31, Std Dev = 0.70

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..."

93 eNPS* (93.3% - 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	Total
	5									1	1	5	7
	4								1	1		5	7
Satisfied Employee	3							1					1
	2												
	1												
Total								1	1	2	1	10	15

*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.



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

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

Change from 2021 to 2022 Arrows indicate change of .09 or greater **17**

14

24

332 Invited (N) 223 Responded (n) 67% Response Rate

Finance and Admin Svcs

2020 2021 2022 2022 **Overall Satisfaction** 4.10 4.00 4.31 4.00 Valued Member 4.30 3.67 4.06 3.82 3.79 Leadership Interested in Staff's Ideas 3.80 3 3.83 4.07 **Faculty Value Contributions** 3.56 3.38 3.50 3.46 3.96 Satisfaction with Finance 5 Staff Value Contributions 4.00 3.83 4.07 & Administrative Services **Understand University Mission** 4.02 6 4.00 4.33 4.00 4.26 7 Contributes to FAS Mission 4.30 4.50 4.44 8 Have a Voice 3.70 3.50 4.13 3.70 3.30 3.57 9 Career Advancement 3.17 3.71 4.05 10 University All Welcomed 4.20 4.17 4.56 **Understand Dept's Mission** 4.50 4.50 4.56 4.33 4 44 12 Contributes to Dept's Mission 4.60 4.50 4.69 3.98 Department - Mission and **Annual Dept Goals** 3.83 13 4.40 3.87 Goals 14 Measures Dept Goals 3.60 3.83 3.60 3.82 Measures Customer Satisfaction 4.00 3.78 3.83 4.07 **Improve Services Products** 4.30 4.17 4.07 4.06 17 Adequate Staffing 3.50 4.17 2.38 2.78 18 Have Tools 4.00 4.50 3.94 3.97 4.20 19 **Physical Work Environment** 4.30 4.50 4.56 20 Safe Environment 4.40 4.50 4.71 4.23 21 Spirit of Cooperation 4.50 4.67 4.81 4.13 **Ethical Conduct** 4.60 4.83 4.88 4.37 22 Collaborate Well with Coworkers 4.71 4.45 4.80 **Department Effectiveness** Collaborate Well with Supervisor 4.80 4.79 4.51 Collaborate with Units Outside 4.60 4.67 4.69 4.23 26 Perform Responsibilities 4.40 4.67 4.81 4.21 3.90 Participate in Decisions 4.50 4.11 27 4.53 28 Balance Work Life 4.30 4.67 4.34 4.81 29 **Resolves Staff Issues** 4.00 4.33 4.08 3.89 Better Ways Recognized 30 4.10 4.33 4.38 3.93 4.15 4.67 31 **Department Diversity Programs** 3.90 4.27 4.41 All Cultures - Fair 4.40 4.67 4.75 32 Department - Diversity Sexual Orientation - Fair 4.40 4.80 4.63 4.46 and Climate 4.39 **Support Diversity** 4.40 4.67 4.50 35 Treated in a Professional Manner 4.30 4.67 4.94 4.35 4.12 36 Feel Valued 4.00 4.67 4.88 37 Recommends without Fear 4.40 4.17 4.69 4.39 4.47 38 Sufficient Freedom 4.30 4.67 4.81 39 Communicates Essential Info 4.00 4.00 4.69 4.30 4.29 40 Work Assigned Equitably 4.00 4.50 4.00 41 Gives Praise for Work 4.10 4.67 4.88 4.29 Suggestions for Improvement 4.00 4.50 4.56 4.20 42 Supervisor Effectiveness 4.31 **Evaluated Fairly** 3.90 4.33 4.71 Performance Evaluation 4.13 4.60 4.57 4.13 **Advancement Opportunities** 45 3.80 4.50 4.29 4.09 4.27 46 **Supports Training** 4.30 4.67 4.62 Treats with Respect 47 4.20 4.50 4.94 4.55 Supportive of Personal Issues 4.60 5.00 4.59 48 4.80 49 Appropriate Stress 3.50 4.33 3.93 3.60 50 **Total Compensation** 3.10 2.50 2.93 3.02 4.00 4.50 4.50 4.30 **Get Information** 51 Good Use of Skills 3.90 4.50 4.56 4.23 **Employee Effectiveness** Know How to Use Tools 4.50 4.50 4.56 4.41 54 Manage Workload 3.90 4.50 3.73 4.11 55 3.60 3.89 4.17 3.63 Valuable Training **Enjoy Working with Coworkers** 4.30 4.50 4.94 4.50



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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	opinions 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	vements.					
Goals	15	My department routinely measures	customer satisfact	on with services and	d products delivered.					
	16	My department routinely takes action	on to improve servi	ces and products ba	sed on customer feedb	ack.				
	17	My department has adequate staffir	ng to handle our w	orkload.						
		I have the tools (i.e., equipment and	-		ork.					
	19	My physical work environment (e.g.	, office, cubicle) is a	dequate for the job	that I do.					
	20	I feel physically safe while I am work				e last 12 months)				
		There is a spirit of cooperation withi			,	,				
		Most people in my department cond		an ethical manner.						
Department	23	While working remotely, I have been			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 environment that allows me to balance my work and personal life.								
	29	My department effectively resolves staff-related issues (i.e., staff work interactions).								
	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.					
	32	People of all ethnic groups, cultures	, and backgrounds	are treated fairly in	my department.					
Department -	33	People of all sexual orientations are	treated fairly in m	department.						
Diversity and Climate	34	My department actively supports a	diverse work enviro	onment.						
Cilillate	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 perform	n 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	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							
		I feel that the amount of stress asso			y position.					
		I am satisfied with my total compens								
		I know how to get the information I	_							
Employee		My job makes good use of my skills		-						
Effectiveness		I know how to use the tools that I ha		t and technology) to	do my work.					
		I am able to manage my work load e		3,7	•					
		The training that I receive at CSUSM		roving my job perfo	rmance.					
		I enjoy working with my coworkers.		5 ,,						
eNPS		How likely is it that you would recon								

Comparison of CSUSM Corporation - 40000 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).

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	CSUSM	4.00	● 4.31		CSUCO	4.46	
	CSUCO	3.97			CSLA	!	
Overall	UMB	3.85		Contribute to	UCSD		
Satisfaction	UCSD	3.84		University	UMB		
	UCANR			Mission			
	CSLA				CSUSM		● 4.44
CSUCO				UCANR			
	CSUSM		● 4.06		CSUSM	3.70	4.13
Valued UCSD Member UMB UCANR					CSUCO	3.68	
					UCSD	3.49	
			Have a Voice	UMB			
	CSLA		2 4 07		UCANR		
Londorobio	CSUSM		● 4.07				
	CSUCO	!			CSLA		
Staff's Ideas	UMB UCSD				CSUSM	3.57	3.71
	CSUCO			Career Advancement	UCSD	3.30	
	UCANR				UMB	3.29	
Campus	UCSD				CSUCO	3.28	
Faculty Value	UMB				UCANR		
,	CSUSM		3.46		CSLA		
	CSLA	3.45			CSUSM		4.56
	CSUCO	4.09					4.30
	UCSD			University All	CSUCO		
Staff Value	CSUSM	3.96	● 4.07	Welcomed	UCSD		
Contributions	UCANR	3.91			UMB	3.92	
	UMB	3.90					
	CSLA	3.79					
	CSUCO	4.46					
C	CSLA	4.29					
Contribute to University Mission	UCSD	4.28					
	UMB	4.27					
	CSUSM	4.26	● 4.44				
	UCANR	4.19					

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Comparison of CSUSM Corporation - 40000 to other Universities Overall

Department - Mission and Goals

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	CSUCO	<i>A A</i> 1	
	UCANR		
Understand	CSUSM		● 4.56
Dept's Mission	CSLA		4.30
<u> — — — — — — — — — — — — — — — — — — —</u>	UMB		
	UCSD	-	
	CSUCO		
	CSUSM		● 4.69
Contribute to	CSLA		4.03
Dept's Mission	UCANR		
DCPt 3 1411331011	UMB		
	UCSD		
	CSUCO		
	CSUSM		3.87
Annual Dept	UCSD		3.67
Goals	UMB		
	UCANR		
	CSLA		
	CSUCO		
	CSUSM		● 3.60
Measures Dept	UCSD		5.00
Goals	UMB	-	
	UCANR		
	CSLA		
	CSUSM	-	• 4.07
	CSUCO		- 4.07
Measures	UCSD		
Customer	UMB	-	
Satisfaction	UCANR		
	CSLA		
	CSUCO		
	CSUSM		• 4.07
Improve	UCSD		
Services	UMB		
Products	UCANR	-	

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Department Effectiveness

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	CSUCO	3.02				CSUCO	4.32	
	CSLA	2.92				CSUSM	4.23	● 4.69
dequate	UMB	2.92			Collaborate	UCANR	+	
taffing	CSUSM		2.38		with Units	UCSD	1	
	UCSD				Outside			
	UCANR						4.00	
		4.09				CSLA	1	
	CSUSM			● 3.94		CSUCO		
ave Tools UMB					UCANR	4.24		
	UCSD	:			Perform Respo	CSUSM	4.21	● 4.81
	CSLA				nsibilities	UMB	4.14	
UCANR CSUSM CSUCO			● 4.56					
				4.30			3.96	
nysical Work	UCSD						1	
vironment	UMB					CSUCO	-	_
	UCANR					CSUSM		● 4.53
	CSLA				Participate in	UCANR	1	
	CSUCO	4.26			Decisions	UCSD	3.92	
Safe	CSUSM	4.23		● 4.71		UMB	3.86	
	UCSD	4.12				CSLA	3.80	
vironment	UCANR	4.08				CSUCO	1	
	CSLA	4.00					4.34	● 4.81
	UMB	3.86						4.01
	CSUCO	4.25			Balance Work			
	CSUSM	4.13		● 4.81	Life	UCSD	4.11	
oirit of	UCANR					UMB	4.04	
ooperation	UCSD					CSLA	3.92	
	UMB					CSUCO	4.02	
	CSLA					CSUSM	3.89	● 4.08
	CSUCO				Resolves Staff	UCANR	3.77	
	UCANR			A 4.00	Issues	UCSD	1	
hical onduct	CSUSM			● 4.88				
	UMB						3.66	
	CSLA					CSLA		
	CJLA	7.03				CSUCO		
						CSUSM	3.93	● 4.38
					Better Ways	UCANR	3.86	
					Recognized	UCSD	1	
						UMB	1	
							3.45	

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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

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

Comparison of CSUSM Corporation - 40000 to other Universities Overall

Department - Diversity and Climate

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	CSUSM	4.41	4.75
All Cultures -	CSUCO	4.39	
Fair —	CSLA	4.26	
I dii	UCSD	4.23	
	UMB	4.14	
	CSUCO	4.49	
Sexual	CSUSM	4.46	● 4.63
Orientation -	CSLA	4.32	
Fair	UCSD	4.29	
	UMB	4.24	
	CSUSM	4.15	● 4.27
Department Diversity	CSUCO	4.05	
Programs	UCSD	3.91	
	UMB	3.78	
	CSUSM	4.39	● 4.50
Cummont	CSUCO	4.35	
Support — Diversity —	CSLA	4.24	
Diversity	UCSD	4.20	
	UMB	4.16	
	CSUCO	4.43	
Community-	CSUSM	4.35	• 4.94
Excellence-	UCSD	4.18	
Professional	UMB	4.11	
	CSLA	4.04	
	CSUCO	4.20	
	CSUSM	4.12	● 4.88
Feel Valued	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

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Supervisor Effectiveness

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	CSUCO	4.43			CSUSM	4.31	● 4.71
	CSUSM	4.39	● 4.69				
Recommends	UCANR	4.22		Evaluated	UCANR		
without Fear	UCSD	4.18		Fairly			
	UMB						
	CSLA				UCSD		
	CSUSM		● 4.81			3.98	
	UCANR	!			CSUCO	4.17	
Sufficient	CSUCO				CSUSM	4.13	4.57
Freedom UMB UCSD CSLA CSUCO			Performance	UCSD	3.95		
				Evaluation	UMB	3.92	
		į					
		!	0.4.60				
	CSUSM		● 4.69		CSLA		
Communicates Essential Info	UCSD UCANR						● 4.29
-sseritiai iiiio	UMB				CSUCO	4.09	
	CSLA			Advancement	UCSD	3.90	
	CSUCO			Opportunities	UMB	3.79	
	UMB				UCANR	3.78	
Work Assigned	CSUSM		● 4.29			3.71	
Equitably	UCSD						
	UCANR	3.87					2 1 62
	CSLA	3.70					● 4.62
	CSUCO	4.30		Supports	UCANR		
	CSUSM	4.29	● 4.88	Training	UCSD	4.12	
Gives Praise	UCSD	4.12			UMB	4.08	
or Work	UCANR	4.10			CSLA	4.04	
	UMB	4.05			CSUSM	4.55	● 4.94
	CSLA	3.95			CSUCO		
	CSUCO				UCANR		
	CSUSM		● 4.56	Treats with			
Suggestions for	UCSD			Respect			
mprovement	UMB						
	UCANR				CSLA	4.25	
	CSLA	3.88			CSUCO	4.61	
					CSUSM	4.59	● 5.00
				Supportive of	UCANR		
				Personal Issues	UCSD		
					UMB	į.	
					CSLA	4.36	

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Comparison of CSUSM Corporation - 40000 to other Universities Overall

Employee Effectiveness

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Stress CSLA UMB 3.49 UCANR 3.32 3.08 UMB 3.08 3.03 CSUCO 3.03 2.93 Compensation UCSD 2.98 2.98 UCANR CSLA 2.67 2.67 CSUSM 4.30 4.50 CSUCO 4.23 4.11 Information UCSD 4.06 4.01 UCANR 4.00 4.00 CSUSM 4.23 4.56 Good Use of UCANR 4.08 4.08						
Appropriate Stress CSLA Stress CSLA UMB 3.46 UCANR 3.32 UMB 3.08 CSUCO 3.03 Total COMpensation UCSD 2.98 UCANR 2.85 CSLA 2.67 CSUSM 4.30 CSUCO 4.23 Get UMB 4.11 UCANR 4.00 CSUSM 4.23 CSUCO 4.23 CSUCO 4.10 CSUSM 4.00 CSUSM 4.10 CSUCO 4.10 CSUCO 4.10 CSUCO 4.10 CSUCO 4.10 CSUSM 4.02 UCANR 5kills UCSD CSUCO 4.44 CSUSM 4.41 CSUSM 4.41 CSUSM 4.41 CSUSM 4.41 CSUSM 4.41 CSUSM 4.41 CSUSM 4.28 CSUCO 4.29 UCANR 4.28 CSUCO CSUCO 4.23 CSUCO 4.29 UCANR 4.28 CSUCO 4.29 UCANR 4.28 CSUCO CSUSM 4.11 Manage Workload UMB 4.11 Manage Workload UMB 4.11 Manage VOrkload		CSUCO	3.76			
Stress CSLA J.49 UMB J.46 JUCANR J.3.2 UCANR J.08 JUMB J.08 CSUCO J.03 JUCANR J.2.93 COmpensation UCSD J.98 JUCANR J.2.85 CSLA J.67 CSUSM J.2.3 CSUCO J.2.3 JUCANR J.2.3 Get JUMB J.11 JUCANR J.00 CSLA J.01 JUCANR J.00 CSUSM J.23 JUCANR J.00 CSUCO J.10 JUCANR J.02 Good Use of JUCANR J.02 JUMB J.07 Skills JUCSD JUMB J.07 JUCANR J.02 CSUCO JUMB J.07 JUCANR J.02 LUSD JUMB J.07 JUCANR J.02 LUSD JUCANR J.03 JUCANR J.03 LUSD JUCANR J.03 <td></td> <td>CSUSM</td> <td>3.60</td> <td></td> <td>• 3.</td> <td>93</td>		CSUSM	3.60		• 3.	93
UMB 3.46 UCANR 3.32 UMB 3.08 CSUCO 3.03 UCSUCO 3.03 UCSUCO 2.98 UCANR 2.85 CSUCO 4.23 UCSUCO 4.24 UCSUCO 4.25 UCANR 4.00 UCANR 4.08 UCANR 4.08 UCANR 4.08 UCANR 4.00 UCA	Appropriate	UCSD	3.55			
UCANR 3.32 UMB 3.08 CSUCO 3.03 Total CSUSM 3.02	Stress	CSLA	3.49			
Total CSUSM 3.02		UMB	3.46			
CSUCO 3.03 Compensation UCSD UCANR 2.98 UCANR 2.85 CSLA 2.67 CSUCO 4.23 CSUCO 4.23 UCANR 4.06 CSLA 4.01 UCANR 4.00 CSUCO 4.10 Good Use of UCANR Skills UCSD UMB 3.97 CSLA 3.86 CSUCO 4.44 CSUSM 4.41 Use Tools CSLA UCANR 4.29 UCANR 4.28 CSUCO 4.23 UCANR 4.29 UCANR 4.28 CSUCO 4.23 UCANR 4.29 UCANR 4.28 CSUCO 4.23 UCANR 4.28 CSUCO 4.23 UCANR 4.28 CSUCO 4.23 CSUCO 4		UCANR	3.32			
Total CSUSM 3.02		UMB	3.08			
Compensation UCSD 2.98 UCANR 2.85 CSUA 2.67 CSUSM 4.30 ● 4.50 CSUCO 4.23 ● 4.50 Get UMB 4.11 Information UCSD 4.06 CSLA 4.01 4.00 CSUSM 4.23 ● 4.56 CSUCO 4.10 4.02 3.97 4.02 3.97 CSLA 3.86 4.44 CSUCO 4.44 ● 4.56 Know How to UMB 4.37 USE Tools CSLA 4.34 UCSD 4.29 UCANR 4.28 4.29 4.29 UCANR 4.28 4.29 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 ● 3.73		CSUCO	3.03			
UCANR 2.85 CSLA 2.67 CSUSM 4.30	Total	CSUSM	3.02	• 2	.93	
CSLA 2.67 CSUSM 4.30 ● 4.50 CSUCO 4.23 CSUCO 4.23 CSUCO 4.06 CSLA 4.01 CSLA 4.00 CSUSM 4.23 ● 4.56 CSUCO 4.10 CSUSM 4.02 CSUCO 4.02 CSUCO 4.02 CSUCO 4.44 CSUCO 4.44 CSUSM 4.41 ● 4.56 CSUCO CSUSM 4.41 ● 4.56 CSUCO CSUSM 4.41 ● 4.56 CSUCO 4.29 CSUCO 4.29 CSUCO 4.28 CSUCO CSUSM 4.19 CSUSM 4.11 ● 3.73 CSUCO CSUCO CSUSM 4.11 ● 3.73 CSUCO CSUCO CSUSM 4.11 ● 3.73 CSUCO CSUCO CSUCO CSUSM 4.11 ● 3.73 CSUCO	Compensation	UCSD	2.98			
CSUSM		UCANR	2.85			
Get UMB 4.11 Information UCSD 4.06 CSLA 4.01 UCANR 4.00 CSUSM 4.23 ● 4.56 CSUCO 4.10 Good Use of Skills UCANR 4.08 Skills UCSD 4.02 UMB 3.97 CSLA CSUCO 4.44 — CSUCO 4.44 — CSUSM 4.41 — 4.56 Know How to UMB 4.37 — 4.56 Know How to Use Tools CSLA 4.34 — 4.56 UCANR 4.29 — 4.28 UCANR 4.28 — 4.28 CSUCO 4.23 — 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 — 3.73		CSLA	2.67			
Get UMB 4.11 Information UCSD 4.06 CSLA 4.01 4.00 UCANR 4.00 4.23 ● 4.56 CSUCO 4.10 4.08 Skills UCSD 4.02 4.02 UMB 3.97 3.86 4.44 4.44 CSUCO 4.44 4.41 ● 4.56 Know How to UMB 4.37 4.34 4.29 UCSD 4.29 4.29 4.28 4.28 CSUCO 4.23 4.19 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 ● 3.73		CSUSM	4.30			● 4.50
Information UCSD 4.06 CSLA 4.01 UCANR 4.00 CSUSM 4.23 CSUCO 4.10 Good Use of UCANR 4.08 Skills UCSD 4.02 UMB 3.97 CSLA 3.86 CSUCO 4.44 CSUSM 4.41 CSUSM 4.37 UCSD 4.29 UCANR 4.28 CSUCO 4.23 CSLA 4.34 UCSD 4.29 UCANR 4.28 CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 UCSD 3.98		CSUCO	4.23			
CSLA 4.01 UCANR 4.00 CSUSM 4.23	Get	UMB	4.11			
UCANR 4.00 CSUSM 4.23	Information	UCSD	4.06			
CSUSM 4.23		CSLA	4.01			
CSUCO 4.10 Good Use of UCANR 4.08 Skills UCSD 4.02 UMB 3.97 CSLA 3.86 CSUCO 4.44 CSUSM 4.41 ● 4.56 Know How to UMB 4.37 USE Tools CSLA UCSD UCANR 4.28 CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Morkload UMB 4.11 UCSD 3.98		UCANR	4.00			
Good Use of Skills		CSUSM	4.23			● 4.56
Skills UCSD 4.02 UMB 3.97 CSLA 3.86 CSUCO 4.44 CSUSM 4.41 ● 4.56 Know How to UMB 4.37 Use Tools CSLA 4.34 UCSD 4.29 UCANR 4.28 CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 ● 3.98		CSUCO	4.10			
UMB 3.97 CSLA 3.86 CSUCO 4.44 CSUSM 4.41	Good Use of	UCANR	4.08			
CSLA 3.86 CSUCO 4.44 CSUSM 4.41	Skills	UCSD	4.02			
CSUCO 4.44 CSUSM 4.41		UMB	3.97			
CSUSM 4.41		CSLA	3.86			
Know How to UMB 4.37 Use Tools CSLA 4.34 UCSD 4.29 UCANR 4.28 CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 ● 3.78 UCSD 3.98 ● 3.98		CSUCO	4.44			
Use Tools CSLA UCSD UCSD UCANR 4.29 UCANR 4.28 4.23 CSLCO CSLA 4.19 Manage CSUSM 4.11 ■ 3.73 Workload UMB 4.11 UCSD 3.98		CSUSM	4.41			● 4.56
UCSD 4.29 UCANR 4.28 CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 UCSD 3.98	Know How to	UMB	4.37			
UCANR 4.28 CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 ● 3.78 UCSD 3.98 ● 3.73	Use Tools	CSLA	4.34			
CSUCO 4.23 CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 UCSD 3.98		UCSD	4.29			
CSLA 4.19 Manage CSUSM 4.11 ● 3.73 Workload UMB 4.11 UCSD 3.98		UCANR	4.28			
Manage CSUSM 4.11 ■ 3.73 Workload UMB 4.11 UCSD 3.98						
Manage CSUSM 4.11 ■ 3.73 Workload UMB 4.11 UCSD 3.98		CSLA	4.19			
Workload UMB 4.11 UCSD 3.98	Manage				● 3.73	3
UCSD 3.98						

Valuable Training	CSUSM	3.89	● 3	.63
	CSUCO	3.80		
	UCSD	3.71		
	UMB	3.65		
	UCANR	3.58		
	CSLA	3.54		
Enjoy Working with - Coworkers -	CSUSM	4.50		● 4.94
	CSUCO	4.49		
	UCANR	4.42		
	UCSD	4.32		
	UMB	4.31		
	CSLA	4.23		

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