

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
82%	89%	No data if your survey did not	No data if your survey did not
9 responses 11 invited	Satisfied or Extremely Satisfied	ask this question.	ask this question.

	TOP SATISFACTION SCORES		LOWEST SATISFACTION SCORES		LARGEST CHANGES IN SCORES
1	Advancement Opportunities	1	Adequate Staffing	1	Leadership Interested in Staff's Ideas 🛛 🛧
2	Contributes to Dept's Mission	2	Total Compensation	2	Total Compensation
3	Enjoy Working with Coworkers	3	Physical Work Environment	3	Resolves Staff Issues
4	Evaluated Fairly	4	Collaborate Well with Coworkers	4	Gives Praise for Work
5	Gives Praise for Work	5	Have a Voice	5	Understand Dept's Mission

LARGEST DRIVERS OF SATISFACTION

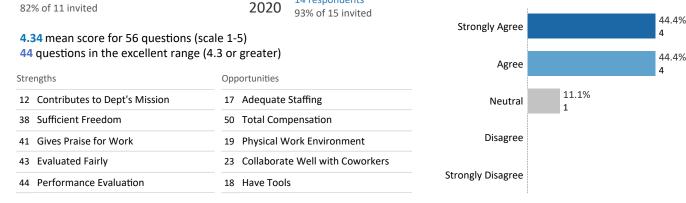
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
Contributes to Dept's Mission	Adequate Staffing
Enjoy Working with Coworkers	Better Ways Recognized
Support Diversity	Appropriate Stress
Improve Services Products	Have Tools
Measures Customer Satisfaction	Collaborate Well with Coworkers

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").

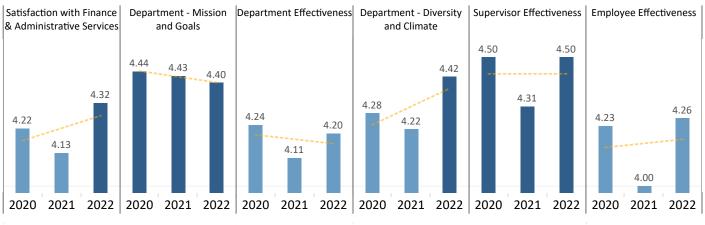
2022 - FAS Employee Engagement Survey CSUSM Energy Management & Utility Services - 52000 13 respondents 2022 2021 100% of 13 invited 9 respondents 14 respondents

Overall, I am a satisfied FAS employee.



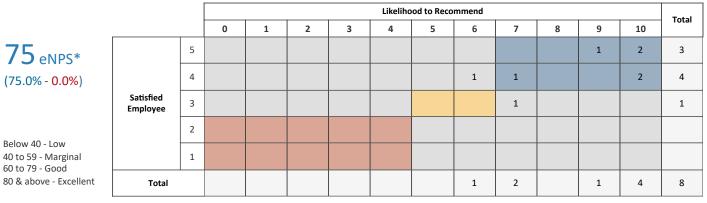
Mean = 4.33, Std Dev = 0.71

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 ... "



*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.



Energy Management & Utility Services - 52000

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 Facilities Dev and Mgmt. (rounded to two decimal places)

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

4 10 **8**

Facilities Dev and Mgmt.

r greater
107 Invited (N)

 [↑] 37
80 Responded (n)
75% Response Rate

			2020	2021	2022		2022
	1	Overall Satisfaction	4.25	4.00	4.33	••••	3.91
	2		4.25	3.69	4.11	_	3.69
	3	Leadership Interested in Staff's Ideas	4.08	3.69	4.22	1	3.47
	4	Faculty Value Contributions	3.91	4.00	4.33	†	3.88
Satisfaction with Finance	5	Staff Value Contributions	4.50	4.15	4.44	1	3.99
& Administrative Services	6	Understand University Mission	4.50	4.54	4.33	+	3.94
	7	Contributes to FAS Mission	4.58	4.69	4.44	+	4.29
	8	Have a Voice	4.08	4.15	4.11		3.62
	9	Career Advancement	3.83	3.92	4.44	1	3.60
	10	University All Welcomed	4.25	4.31	4.44		3.94
	11		4.67	4.69	4.44		4.23
	12	•	4.67	4.69	4.56		4.42
Department - Mission and	13	•	4.58	4.38	4.33		4.04
Goals	14		4.25	4.31	4.29		3.93
	15	Measures Customer Satisfaction	4.33	4.15	4.38		3.96
	16	Improve Services Products	4.17	4.33	4.38		3.93
	17	1 0	3.08	2.92	2.78		2.74
	18		4.42	4.08	4.11		4.01
	19	Physical Work Environment	4.33	3.69	3.89		3.93
	20		4.50	4.69	4.44		4.17
	21		4.25	4.23	4.33	T	3.87
	22		4.33	4.08	4.44	T	4.07
Department Effectiveness	23			3.92	4.00		4.10
	24		4.67	4.18 4.23	4.50 4.44	T	4.29
	25 26	Collaborate with Units Outside Perform Responsibilities	4.07	4.23	4.44		3.88
	20	•	4.42	4.51	4.44		3.84
	27	Balance Work Life	4.50	4.50	4.38		4.05
	20	Resolves Staff Issues	3.83	4.02	4.44		3.79
	30	Better Ways Recognized	3.83	4.00	4.22		3.74
	31	·	4.18	4.25	4.38		4.04
	32		4.25	4.23	4.44		4.16
Department - Diversity	33	Sexual Orientation - Fair	4.42	4.46	4.44		4.24
and Climate	34		4.25	4.23	4.50		4.18
	35	••	4.33	4.08	4.44		4.05
	36	Feel Valued	4.25	4.08	4.33		3.86
	37	Recommends without Fear	4.50	4.31	4.44		4.13
	38	Sufficient Freedom	4.75	4.62	4.56		4.22
	39	Communicates Essential Info	4.42	4.23	4.44		4.21
	40	Work Assigned Equitably	4.25	4.31	4.44		3.97
	41	Gives Praise for Work	4.33	4.23	4.56		4.11
Supervisor Effectiveness	42	Suggestions for Improvement	4.50	4.08	4.33		4.07
Supervisor Effectiveness	43	Evaluated Fairly	4.58	4.08	4.56	1	4.17
	44	Performance Evaluation	4.42	4.00	4.56	↑	4.06
	45	Advancement Opportunities	4.25	4.23	4.56	1	3.95
	46	Supports Training	4.50	4.38	4.56	1	4.09
	47	Treats with Respect	4.67	4.54	4.44		4.36
	48	11	4.83	4.69	4.56		4.34
	49	••••	3.79	3.75	4.22	↑	3.54
		Total Compensation	3.50	3.00	3.44	•	2.76
		Get Information	4.64	4.31	4.44		4.18
Employee Effectiveness	52		4.36	4.00	4.44	+	4.13
	53		4.64	4.46	4.44		4.34
		Manage Workload	4.00	4.08	4.33		4.21
	55	6	4.21	4.00	4.22		3.92
	56	Enjoy Working with Coworkers	4.71	4.38	4.56		4.39



2022 - FAS Employee Engagement Survey Energy Management & Utility Services - 52000

		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	e.										
		I feel valued as a member of FAS.											
	3	Senior leadership in FAS are genuine	lv interested in h	earing the ideas and	opinions of staff membe	ers.							
Satisfaction with	4	Faculty members at CSUSM value m			-,								
Finance &													
Administrative		Staff members at CSUSM value my contributions. I understand the FAS mission.											
Services		I understand how my job performan	ce positively cont	tributes to the FAS mi	ssion								
		I feel I have a voice to provide ideas											
		I am satisfied with my opportunities for career advancement at CSUSM. FAS promotes a work environment where all people are welcomed.											
		I understand my department's missi											
		I understand how my job performan		tributes to my depart	ment's mission								
Department -		My department establishes annual of											
Mission and		My department routinely measures		-	ements								
Goals		My department routinely measures		-									
		My department routinely takes action			•	ack							
		My department has adequate staffir											
		I have the tools (i.e., equipment and	•		ork								
		My physical work environment (e.g.,	•										
						a last 12 months)							
		I feel physically safe while I am working onsite. (Check N/A if you worked entirely off-site during the last 12 months)											
		There is a spirit of cooperation within my department.											
Department	22	Most people in my department conduct themselves in an ethical manner.											
Department Effectiveness	23 24	While working remotely, I have been able to collaborate well with co-workers as needed. While working remotely, I have been able to collaborate well with my supervisor as needed.											
Encetiveness		While working remotely, I have been able to collaborate well with my supervisor as needed. People in my department are encouraged to work collaboratively with departments outside of my immediate area											
	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. My department effectively resolves staff-related issues (i.e., staff work interactions).											
	29 30	People in my department are recogn											
		I am satisfied with the diversity relat	-		-								
		People of all ethnic groups, cultures,											
Department -		People of all sexual orientations are	-		iny department.								
Diversity and		•											
Climate		My department actively supports a c			rofossional manner								
		My department provides an environ	ment where ever	yone is treated in a p	rolessional manner.								
		I feel valued by my department.	superviser with a	ut foor of pogative of									
		I can make recommendations to my	•	•	nsequences.								
		I have sufficient freedom to decide h											
		My supervisor communicates essent		n a timely basis.									
		Work is assigned equitably in my de											
		My supervisor gives me praise for my work.											
Supervisor Effectiveness		My supervisor gives me useful sugge	estions for improv	vernent.									
Enectiveness		My performance is evaluated fairly.			· · · · · · · · · · · · · · · · · · ·								
		My last performance evaluation pro				ance.							
		My supervisor gives me opportunitie		•									
		My supervisor actively supports my		aining and education	programs related to my	job responsibilities.							
		My supervisor treats me with respec											
		My supervisor is supportive when pe											
		I feel that the amount of stress asso			y position.								
		I am satisfied with my total compension	-										
		I know how to get the information I		ive in my job.									
Employee		My job makes good use of my skills											
Effectiveness		I know how to use the tools that I ha		nt and technology) to	do my work.								
		I am able to manage my work load e											
		The training that I receive at CSUSM	is valuable for im	proving my job perfo	rmance.								
		I enjoy working with my coworkers.											
eNPS	57	How likely is it that you would recon	nmend working ir	n the Finance & Admii	nistrative Services (FAS)	Division?							

Comparison of Energy Management & Utility Services - 52000 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).

• Energy Management & Utility Services - 52000

	CSUSM	4.00	• 4.33		CSUCO	4.46	
	CSUCO	3.97			CSLA	1	
Overall	UMB	3.85		Contribute to	UCSD		
atisfaction	UCSD	3.84		University	UMB		
	UCANR	3.68		Mission			
C	CSLA	3.66			CSUSM		• 4.44
	CSUCO	3.88			UCANR	4.19	
	CSUSM		• 4.11		CSUSM	3.70	• 4.11
/alued	UCSD	1			CSUCO	3.68	
Vember	UMB	1			UCSD		
	UCANR			Have a Voice	UMB		
	CSLA						
Leadership	CSUSM		• 4.22		UCANR		
Interested in Staff's Ideas	CSUCO				CSLA	3.09	
	UMB			Career Advancement	CSUSM	3.57	• 4.44
	UCSD				UCSD	3.30	
	CSUCO				UMB	3.29	
	UCANR				CSUCO	1	
Campus	UCSD					1	
aculty Value	UMB				UCANR		
	CSUSM		• 4.33		CSLA	2.86	
	CSLA				CSUSM	4.05	• 4.44
	CSUCO			University All	CSUCO	4.05	
	UCSD	1		Welcomed	UCSD		
Staff Value	CSUSM	{	• 4.44		UMB		
Contributions	UCANR				UNIP	3.92	
	UMB						
	CSLA						
Contribute to University Mission	CSUCO						
	CSLA						
	UCSD	-					
	UMB						
	CSUSM		• 4.44				
	UCANR	4.19					

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

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

Comparison of Energy Management & Utility Services - 52000 to other Universities Overall

Department - Mission and Goals

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• Energy Management & Utility Services - 52000

	CSUCO	4.41	
	UCANR	4.35	
Understand	CSUSM	4.33	• 4.44
Dept's Mission	CSLA	4.29	
	UMB	4.28	
	UCSD	4.21	
	CSUCO	4.49	
	CSUSM	4.44	• 4.56
Contribute to	CSLA	4.39	
Dept's Mission	UCANR	4.39	
	UMB	4.37	
	UCSD	4.31	
	CSUCO	4.03	
	CSUSM	3.98	• 4.33
Annual Dept	UCSD	3.86	
Goals	UMB	3.83	
	UCANR	3.69	
	CSLA	3.65	
	CSUCO	3.92	
	CSUSM	3.82	• 4.29
Measures Dept	UCSD	3.74	
Goals	UMB	3.68	
	UCANR	3.65	
	CSLA	3.47	
	CSUSM	4.00	• 4.38
	CSUCO	3.96	
Measures Customer	UCSD	3.75	
Satisfaction	UMB	3.65	
	UCANR	3.49	
	CSLA	3.43	
	CSUCO	4.11	
	CSUSM	4.06	• 4.38
Improve Services	UCSD	3.81	
Products	UMB	3.77	
	UCANR	3.68	
	CSLA	3.60	

UC ANR (UC Division of Agriculture & Natural Resources) - Agricultural Experiment Station & UC Cooperative Extension

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Comparison of Energy Management & Utility Services - 52000 to other Universities Overall

Department 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).

• Energy Management & Utility Services - 52000

Urionment UMB 3.96 Clock of All UCANR 3.80 (CSUSM 4.11 4.38 CSLA 3.74 Decisions UCANR 4.03 CSUSM 4.26 UCANR 3.80 UCANR 3.80 CSUSM 4.23 4.44 UCANR 3.86 UCANR 3.80 Vironment UCANR 4.08 UCANR 3.80 UCANR 3.80 Vironment UCANR 4.08 CSUCO 4.44 UMB 3.86 Vironment UCANR 4.08 Ferrore GSUCO 4.42 GSUCO 4.44 UMB 3.86 GSUCO 4.44 GSUCO 4.44 4.44 UMB 3.86 GSUCO 4.28 GSUCO 4.44 UCANR 4.07 GSUCO 4.11 GSUCO 4.11 operation UCASD 3.96 GSUCO 4.04 GSUCO 4.04 UCANR 3.74 GSUCO 4.04		651160	2.02					4.00	
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UCANN 3.67 CSUSM 420 3.89 CSUCO 4.19 CSUC 3.96 UCANN 3.80 CSUCO 4.12 UCANN 3.80 CSUCO 4.12 UCANN 3.80 CSUCO 4.12 UCANN 3.80 CSUCO 4.23 CSUCO 4.26 CSUSM 4.33 CSUCO 4.23 4.44 CSUCO 3.80 Vironment UCANN 4.08 CSUCO 3.80 Vironment UCANN 4.08 CSUCO 3.80 Vironment UCANN 4.08 CSUCO 4.24 UMM 3.86 CSUCO 4.24 UMM 3.86 CSUCO 4.24 UCANN 4.07 CSUCO 4.28 UCANN 4.07 UCANN 4.20 UCANN 4.07 CSUCO 4.24 UCANN 4.07 UCANN 4.04 UCANN 4.07		CSLA	3.73			· · · · · · · · · · · · · · · · · · ·			• 4.44
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Outmannen UMB 3.96 Curame UCANR 3.80 CSUSM 4.11 4.38 CSUCO 4.23 UCANR 4.03 3.92 CSUSM 4.23 UCANR 3.80 UCANR 3.80 CSUSO 4.23 0.4.44 UGANR 3.80 UCANR 3.80 UCANR 4.23 0.0 UGANR 3.80 0.0 3.80 0.0 4.44 UMB 3.80 0.0 4.44 UGANR 4.20 0.0 4.44 0.0 0.0 4.44 0.0 0.0 4.44 0.0 <t< td=""><td></td><td>CSUCO</td><td>4.19</td><td></td><td></td><td></td><td>CSLA</td><td>3.96</td><td></td></t<>		CSUCO	4.19				CSLA	3.96	
IUCANR 3.80 CSUSM 4.11 4.38 CSUA 3.74 Decisions UCANR 4.03 CSUC0 4.26 UCANR 3.92 1 CSUSM 4.23 4.44 UB 386 386 vironment UCANR 4.00 CSUC0 4.22 SUC0 4.44 UMNB 3.86 CSUC0 4.24 UCANR 3.80 4.44 UMNB 3.86 CSUC0 4.44 GSUC0 4.44 4.44 UMNB 3.86 CSUC0 4.22 GSUC0 4.24 4.44 UCANR 4.00 CSUC0 4.24 4.44 4.44 UGANR 4.07 UCANR 4.04 4.44 UGANR 4.07 UCANR 4.04 4.44 UGANR 3.74 GSUC0 4.02 4.44 UCANR 4.37 GSUC0 4.44 4.44 UCANR 4.37 GSUC0 4.44 4.44 UCANR 4.37 GSUC0 4.44 4.44 <t< td=""><td>Physical Work</td><td></td><td>1</td><td></td><td></td><td></td><td>CSUCO</td><td>4.12</td><td></td></t<>	Physical Work		1				CSUCO	4.12	
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irit of operation UCANR 4.07					• 4.33		UCSD	4.11	
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UMB3.88CSUC04.02CSUC03.74CSUSM3.894.44CSUC04.48UCANR3.774.44UCANR4.374.44UCANR3.75InductUMB4.20UMB3.661000UCSD4.19CSUSM3.461000CSLA4.03Etter Ways RecognizedCSUSM3.93UCANR3.8610004.22UCANR3.6610004.22UCANR3.664.221000UCANR3.664.22UCANR3.664.22UCANR3.664.22UCANR3.664.22UCANR3.664.22UCANR3.664.22UCANR3.664.22UCANR3.581.58	Cooperation						CSLA	3.92	
CSLA3.74CSUCM3.894.44CSUCO4.48Esolves StaffUCANR3.77UCANR4.37<		UMB	3.88						
CSUCD4.48Resolves StaffUCANR3.77UCANR4.374.44IssuesUCSD3.75InductUMB4.20UMB3.66UCSD4.19CSLA3.46CSLA4.03CSUCD4.01CSUCD4.03Efter Ways RecognizedUCANR3.860.58		CSLA	3.74						• • • • •
inical CSUSM 4.37 4.44 Issues UCSD 3.75 induct UMB 4.20 UMB 3.66 UCSD 4.19 CSLA 3.46 CSLA 4.03 CSUCO 4.01 EVENT Sector S.93 4.22 Better Ways UCANR 3.86 UCSD 3.77 4.22		CSUCO	4.48						• 4.44
nduct UMB 4.20 UMB 3.66 UMB 3.66 UMB 4.20 UMB 4.19 CSLA 4.03 CSLA 4.03 CSLA 4.03 CSLA 4.03 CSLA 4.03 CSLA 4.03 CSLA 4.22 CSUCO 4.01 CSLA 4.22 CSUCO 4.01 CSLA 4.22 CSUCO 4.02 CSLA 4.22 CSUCO 4.02 CSLA 4.22 C			1						
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CSLA 4.03 CSUCA 5.40 CSUCA CSUCA 6.01 CSUCA 3.93 4.22 Better Ways UCANR 3.86 Recognized UCSD 3.77 UMB 3.58	Conduct		1				UMB	3.66	
CSUC0 4.01 CSUSM 3.93 CSUSM 3.93 Better Ways UCANR Recognized UCSD UMB 3.58							CSLA	3.46	
CSUSM3.934.22Better WaysUCANR3.86RecognizedUCSD3.77UMB3.583.58		CSLA	4.03				CSUCO	4.01	
Better WaysUCANR3.86RecognizedUCSD3.77UMB3.583.58									• 4.22
Recognized UCSD 3.77 UMB 3.58						Pottor Mays			• • •
UMB 3.58									
								1	
CSLA 3.45								1	
							CSLA	3.45	

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Comparison of Energy Management & Utility Services - 52000 to other Universities Overall

Department - Diversity and Climate

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).

• Energy Management & Utility Services - 52000

	CSUSM	4.41	• 4.44
	CSUCO	4.39	
All Cultures	CSLA	4.26	
Fdll	UCSD	4.23	
	UMB	4.14	
	CSUCO	4.49	
Sexual	CSUSM	4.46	• 4.44
Orientation -	CSLA	4.32	
Fair	UCSD	4.29	
	UMB	4.24	
D	CSUSM	4.15	• 4.38
Department Diversity —	CSUCO	4.05	
Programs	UCSD	3.91	
	UMB	3.78	
	CSUSM	4.39	• 4.50
Support	CSUCO	4.35	
Diversity —	CSLA	4.24	
	UCSD	4.20	
	UMB	4.16	
	CSUCO	4.43	
Community-	CSUSM	4.35	• 4.44
Excellence-	UCSD	4.18	
Professional	UMB	4.11	
	CSLA		
	CSUCO		
	CSUSM		• 4.33
Feel Valued	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

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Comparison of Energy Management & Utility Services - 52000 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).

• Energy Management & Utility Services - 52000

	CSUCO	4.43			CSUSM	4.31	• 4.56
	CSUSM	4.39	• 4.44		CSUCO	{	
Recommends	UCANR	4.22		Evaluated			
without Fear	UCSD	4.18		Fairly		4.13	
	UMB	1					
	CSLA				UCSD		
	CSUSM	-	• 4.56		CSLA		
	UCANR				CSUCO	4.17	
Sufficient	CSUCO				CSUSM	4.13	• 4.56
reedom	UMB			Performance	UCSD	3.95	
	UCSD	1		Evaluation	UMB		
	CSLA				UCANR		
	CSUCO		• 1 11			1	
Communicates	CSUSM UCSD		• 4.44		CSLA		
Essential Info	UCANR					4.09	• 4.56
	UMB				CSUCO		
	CSLA			Advancement Opportunities Supports	UCSD	3.90	
	CSUCO				UMB	3.79	
	UMB				UCANR	3.78	
Nork Assigned	CSUSM		• 4.44		CSLA	{	
Equitably	UCSD	1			CSUCO	{	
	UCANR	3.87			CSUSM	1	• 4.56
	CSLA	3.70					4.50
	CSUCO	4.30			UCANR		
	CSUSM	4.29	• 4.56	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	• 4.44
	CSLA				CSUCO	4.53	
	CSUCO				UCANR		
	CSUSM	-	• 4.33	Treats with Respect			
Suggestions for	UCSD			nespeci	UCSD		
mprovement	UMB				UMB		
	UCANR	1			CSLA		
	CSLA	3.88			CSUCO	4.61	
					CSUSM	4.59	• 4.56
				Supportive of		4.47	
				Personal Issues	UCSD		
					CSLA	4.36	

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Comparison of Energy Management & Utility Services - 52000 to other Universities Overall

Employee 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).

• Energy Management & Utility Services - 52000

	CSUCO	1			CSUSM	3.89	• 4.22
	CSUSM		• 4.22		CSUCO	1	
Appropriate	UCSD			Valuable	UCSD	1	
Stress	CSLA			Training		3.65	
	UMB	1					
	UCANR				UCANR		
	UMB					3.54	
	CSUCO				CSUSM	4.50	• 4.56
Total	CSUSM		• 3.44		CSUCO	4.49	
Compensation	UCSD	1		Enjoy Working	UCANR	4.42	
	UCANR			with	UCSD		
	CSLA			Coworkers			
	CSUSM		• 4.44			4.31	
	CSUCO				CSLA	4.23	
Get	UMB	1					
Information	UCSD						
	CSLA						
	UCANR						
	CSUSM		• 4.44				
	CSUCO	1					
Good Use of	UCANR	1					
Skills	UCSD						
	UMB						
	CSLA	1					
	CSUCO	1					
	CSUSM		• 4.44				
Know How to Use Tools	UMB	1					
	CSLA						
	UCSD						
	UCANR	{					
Manage Workload	CSUCO						
	CSLA		• 4 22				
	CSUSM		• 4.33				
	UMB						
	UCSD						
	UCANR	3.79					

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