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
67% 48 responses 72 invited	67% 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	Enjoy Working with Coworkers	1	Total Compensation	1	Adequate Staffing +
2	Contributes to Dept's Mission	2	Adequate Staffing	2	Total Compensation
3	Manage Workload	3	Leadership Interested in Staff's Ideas	3	Measures Customer Satisfaction
4	Know How to Use Tools	4	Appropriate Stress	4	Leadership Interested in Staff's Ideas
5	Treats with Respect	5	Career Advancement	5	Gives Praise for Work

LARGEST DRIVERS OF SATISFACTION								
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES							
Valuable Training	Total Compensation							
Understand Dept's Mission	Feel Valued							
Good Use of Skills	Better Ways Recognized							
Supports Training	Improve Services Products							
Treats with Respect	Adequate Staffing							

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 Tritonlytics™ Organizational Assessments and Strategy, UC San Diego

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2022 48 respondents 67% of 72 invited 2021 31 respondents 43% of 72 invited

53 respondents

65% of 81 invited

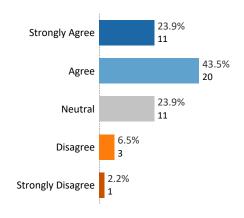
Overall, I am a satisfied FAS employee.

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

2 questions in the excellent range (4.3 or greater)

Primary Opportunities at Department Level
50 Total Compensation
36 Feel Valued
30 Better Ways Recognized
16 Improve Services Products
17 Adequate Staffing

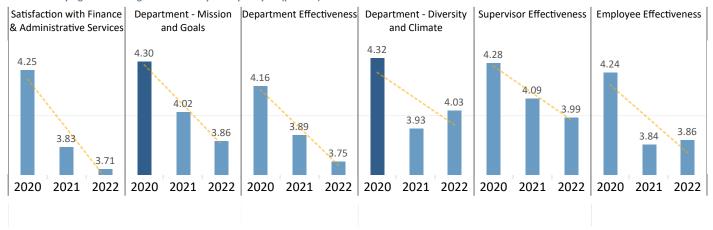
2020



Mean = 3.80, Std Dev = 0.96

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..."

50 eNPS* (57.5% - **7.5%**)

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	lotai
	5								1	1	2	5	9
	4						2		6	3	1	4	16
Satisfied Employee	3	1			1	2	2	2	1		2		11
	2			1	1					1			3
	1	1											1
Total		2		1	2	2	4	2	8	5	5	9	40

eNPS Trend

2020	2021	2022
88	80	50

*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 107 Invited (N)

♣ 29 ● 17 ♠ 9 80 Responded (n) 75% Response Rate

Facilities Dev and Mgmt.

Mean score greater than that of Facilities Dev and Mgmt. (rounded to two decimal places)

		2020	2021	2022		2022
	1 Overall Satisfaction	4.33	4.10	3.80	-	3.91
	2 Valued Member	4.28	3.73	3.54	-	3.69
	3 Leadership Interested in Staff's Ide	eas 4.15	3.47	3.23	-	3.47
	4 Faculty Value Contributions	4.21	3.87	3.87		3.88
atisfaction with Finance	5 Staff Value Contributions	4.28	3.80	3.91	i	3.99
& Administrative Services	6 Understand University Mission	4.30	4.00	3.87		3.94
	7 Contributes to FAS Mission	4.44	4.13	4.11		4.29
	8 Have a Voice	4.06	3.70	3.57	1	3.62
	9 Career Advancement	4.04	3.77	3.42		3.60
	10 University All Welcomed	4.46	3.97	3.82		3.94
	11 Understand Dept's Mission	4.40	4.17	4.04	1	4.23
	12 Contributes to Dept's Mission	4.50	4.30	4.30		4.42
Department - Mission and	13 Annual Dept Goals	4.15	3.87	3.78		4.04
Goals	•	4.11	3.69	3.66		3.93
ouals	14 Measures Dept Goals15 Measures Customer Satisfaction	4.11	3.03	3.67		3.96
				3.70		3.93
	16 Improve Services Products 17 Adequate Staffing	4.34 3.72	4.10 3.34	2.82		2.74
	17 Adequate Staffing18 Have Tools					4.01
		4.40	4.38	4.02		3.93
	19 Physical Work Environment20 Safe Environment	4.26 4.27	4.18 4.17	3.84 4.07	-	4.17
						3.87
	21 Spirit of Cooperation	4.16	3.90	3.71	—	4.07
	22 Ethical Conduct	4.24	3.93	3.86		
Department Effectiveness	23 Collaborate Well with Coworkers		3.91	4.04		4.10
	24 Collaborate Well with Supervisor		4.09	4.07		4.29
	25 Collaborate with Units Outside	4.23	3.73	3.84		4.05
	26 Perform Responsibilities	4.14	3.86	3.67	-	3.88
	27 Participate in Decisions	3.96	3.72	3.67		3.84
	28 Balance Work Life	4.29	3.83	3.93	<u>=</u>	4.05
	29 Resolves Staff Issues	4.00	3.72	3.62		3.79
	30 Better Ways Recognized	4.25	3.72	3.52	-	3.74
	31 Department Diversity Programs	4.35	3.93	4.07	<u> </u>	4.04
	32 All Cultures - Fair	4.28	3.93	4.14		4.16
Department - Diversity	33 Sexual Orientation - Fair	4.33	4.07	4.21	<u> </u>	4.24
and Climate	34 Support Diversity	4.38	3.97	4.14	—	4.18
	35 Treated in a Professional Manner	4.29	3.90	3.93		4.05
	36 Feel Valued	4.26	3.79	3.68		3.86
	37 Recommends without Fear	4.34	4.00	3.95		4.13
	38 Sufficient Freedom	4.39	4.21	4.11	-	4.22
	39 Communicates Essential Info	4.14	4.14	4.07		4.21
	40 Work Assigned Equitably	4.00	3.90	3.95		3.97
	41 Gives Praise for Work	4.32	4.03	3.82	-	4.11
upervisor Effectiveness	42 Suggestions for Improvement	4.26	4.18	3.91	—	4.07
oupervisor chectiveness	43 Evaluated Fairly	4.22	4.14	4.02	-	4.17
	44 Performance Evaluation	4.16	4.00	3.86	+	4.06
	45 Advancement Opportunities	4.29	3.93	3.80	+ =	3.95
	46 Supports Training	4.39	4.10	3.95	+	4.09
	47 Treats with Respect	4.44	4.36	4.22	+	4.36
	48 Supportive of Personal Issues	4.49	4.14	4.18		4.34
	49 Appropriate Stress	3.82	3.60	3.41	—	3.54
	50 Total Compensation	3.81	2.83	2.53	—	2.76
	51 Get Information	4.31	4.13	4.11		4.18
	52 Good Use of Skills	4.31	4.07	4.02		4.13
Employee Effectiveness	53 Know How to Use Tools	4.51	4.27	4.28		4.34
	54 Manage Workload	4.25	3.73	4.28	*	4.21
	55 Valuable Training	4.27	3.86	3.93		3.92
	56 Enjoy Working with Coworkers	4.56	4.23	4.39		4.39

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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 Mean Dim Question Corr Str/Opps Average Dimension by Overall Satisfaction Correlation DEP Department Effectiveness 3.75 0.57 РО Correlation Coefficient Average = 0.55, Mean Average = 3.90 n/N = 48/72DIV Department - Diversity and Climate 4.03 0.47 ST PO **Employee Effectiveness** 3.86 0.63 EMP Strengths **Influential Strengths** Department - Diversity and Climate MIS Department - Mission and Goals РО 3.86 0.58 ST SUP Supervisor Effectiveness 3.99 0.49 4.0 Supervisor Effectiveness 0.47 DIV 35. Treated in a Professional Manner 3.93 IS IS **EMP** 55. Valuable Training 3.93 0.67 Qean Nean SUP 46. Supports Training 3.95 0.52 IS **Employee Effectiveness** IS SUP 40. Work Assigned Equitably 3.95 0.43 52. Good Use of Skills 4.02 0.55 IS **EMP** Department - Mission and Goals MIS 11. Understand Dept's Mission 4.04 0.57 IS IS 3.8 DIV 31. Department Diversity Programs 4.07 0.45 **EMP** 51. Get Information 4.11 0.44 IS **Department Effectiveness** IS SUP 47. Treats with Respect 4.22 0.44 **EMP** 50. Total Compensation 2.53 0.59 PO 0.46 0.48 0.50 0.52 0.54 0.56 0.58 0.60 0.62 0.64 DEP 17. Adequate Staffing 2.82 0.46 PO Correlation РО 0.43 **FMP** 49. Appropriate Stress 3.41 **Secondary Opportunities Primary Opportunities** DEP 30. Better Ways Recognized 3.52 0.63 PO Department - Diversity and Climate Employee Effectiveness РО DEP 29. Resolves Staff Issues 3.62 0.47 РО Department - Mission and Goals Supervisor Effectiveness 3.66 0.55 MIS 14. Measures Dept Goals **Department Effectiveness** MIS 15. Measures Customer Satisfaction 3.67 0.58 PO PO DEP 27. Participate in Decisions 3.67 0.50 РО DIV 36. Feel Valued 3.68 0.70 Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation 16. Improve Services Products PO MIS 3.70 0.64 n/N = 48/72Correlation Coefficient Average = 0.43, Mean Average = 3.89 DEP 21. Spirit of Cooperation 3.71 PO 0.61 Strengths Influential Strengths SUP 45. Advancement Opportunities 3.80 0.50 PO 25. Collaborate with Units Outside 3.84 0.51 РО DEP 45 РО SUP 44. Performance Evaluation 3.86 0.58 56 22. Ethical Conduct PΩ 54 53 DEP 3.86 0.52 33 4 0 DEP 26. Perform Responsibilities 0.40 SO 3.67 23 MIS 13. Annual Dept Goals 3.78 0.38 SO • 42 19 13 SO SUP 41. Gives Praise for Work 3.82 0.39 14 15 ²¹ 26 1eau DEP 19. Physical Work Environment 3.84 0.17 SO SUP 3.91 0.41 ST 42. Suggestions for Improvement 49 ST DEP 28. Balance Work Life 3.93 0.26 3.0 SUP 37. Recommends without Fear 3.95 0.38 ST ST DEP 18. Have Tools 4.02 0.38 17 SUP 43. Evaluated Fairly 4.02 0.36 ST 2.5 50 DEP 23. Collaborate Well with Coworkers 4.04 0.29 ST 0.60 ST 0.10 0.20 0.30 0.40 0.50 0.70 SUP 39. Communicates Essential Info 4.07 0.39 Correlation DEP 20. Safe Environment 4.07 0.23 ST **Secondary Opportunities Primary Opportunities** DEP 24. Collaborate Well with Supervisor 4.07 0.33 ST 38. Sufficient Freedom ST SUP 4.11 0.40 **Influential Strengths** DIV 32. All Cultures - Fair 4.14 0.39 ST Strengths Higher than average mean score, lower than Higher than average mean score, higher than ST DIV 34. Support Diversity 4.14 0.41 average correlation "Keep an eye on" average correlation. "Keep up the good work" 48. Supportive of Personal Issues ST SUP 4.18 0.42 ST DIV 33. Sexual Orientation - Fair 4.21 0.20 ST **FMP** 53. Know How to Use Tools 4.28 0.23 **Secondary Opps Primary Opps** Lower than average mean score, lower than Lower than average mean score, higher than **EMP** 54. Manage Workload 4.28 0.08 ST average correlation. "Low Priority" average correlation. "Concentrate Efforts" ST MIS 12. Contributes to Dept's Mission 4.30 0.39 ST 4.39 0.14 56. Enjoy Working with Coworkers



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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 employee	2.									
	2	I feel valued as a member of FAS.										
	3	Senior leadership in FAS are genuinel	y interested in h	earing the ideas and o	pinions of staff member	ers.						
atisfaction with	4	Faculty members at CSUSM value my	contributions.									
Finance &	5	Staff members at CSUSM value my co	ntributions.									
Administrative	6	I understand the FAS mission.										
Services	7	I understand how my job performanc	e positively cont	ributes to the FAS mi	ssion.							
	8	I feel I have a voice to provide ideas a	nd suggestions o	on how to improve FA	S.							
	9	I am satisfied with my opportunities f	or career advanc	cement at CSUSM.								
	10	FAS promotes a work environment w	here all people a	re welcomed.								
	11	I understand my department's missio	n.									
D	12	I understand how my job performance	e positively cont	ributes to my departi	ment's mission.							
Department - Mission and	13	My department establishes annual de	partmental perf	formance goals.								
Goals	14	My department routinely measures d	epartmental per	formance goal achiev	ements.							
	15	My department routinely measures of	ustomer satisfac	tion with services and	I products delivered.							
	16	My department routinely takes action	n to improve serv	vices and products ba	sed on customer feedb	ack.						
	17	My department has adequate staffing	to handle our w	vorkload.								
	18	I have the tools (i.e., equipment and t	echnology) need	ded to perform my we	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 working	ng onsite. (Check	k N/A if you worked e	ntirely off-site during th	e last 12 months)						
	21	There is a spirit of cooperation within	my department	.								
	22	Most people in my department condu	uct themselves in	n an ethical manner.								
Department	23	While working remotely, I have been	able to collabora	ate well with co-work	ers as needed.							
Effectiveness	24	While working remotely, I have been	able to collabora	ate well with my supe	rvisor as needed.							
	25	People in my department are encoura	aged to work col	laboratively with dep	artments outside of my	immediate area.						
	26	Most people in my department perform their responsibilities.										
	27	I have the opportunity to participate	n making decision	ons that affect my wo	rk.							
	28	My department creates a flexible env	ironment that al	llows me to balance n	ny work and personal li	fe.						
	29	My department effectively resolves st	aff-related issue	es (i.e., staff work inte	ractions).							
	30	People in my department are recogni	zed for finding b	etter ways of doing the	nings.							
	31	I am satisfied with the diversity relate	d initiatives and	efforts within my dep	oartment.							
Department -	32	People of all ethnic groups, cultures,	and backgrounds	s are treated fairly in	ny department.							
Diversity and	33	People of all sexual orientations are t	reated fairly in n	ny department.								
Climate	34	My department actively supports a di	verse work envi	ronment.								
	35	My department provides an environn	nent where ever	yone is treated in a p	ofessional manner.							
	36	I feel valued by my department.										
		I can make recommendations to my s	•	•	nsequences.							
	38	I have sufficient freedom to decide ho	w to best perfo	rm my work.								
	39	My supervisor communicates essentia	al information or	n a timely basis.								
	40	Work is assigned equitably in my dep	artment.									
		My supervisor gives me praise for my										
Supervisor		My supervisor gives me useful sugges	tions for improv	ement.								
Effectiveness		My performance is evaluated fairly.										
		My last performance evaluation prov				ance.						
		My supervisor gives me opportunities										
		My supervisor actively supports my p		aining and education	programs related to my	/ job responsibilities.						
		My supervisor treats me with respect										
		My supervisor is supportive when per										
		I feel that the amount of stress associ			y position.							
		I am satisfied with my total compensa	_									
		I know how to get the information I n		ive in my job.								
Employee		My job makes good use of my skills a										
Effectiveness		I know how to use the tools that I have		nt and technology) to	do my work.							
	54	I am able to manage my work load ef	fectively.									
	55	The training that I receive at CSUSM i	s valuable for im	proving my job perfo	rmance.							
	56	I enjoy working with my coworkers.										
eNPS	57	How likely is it that you would recom-	mend working in	the Finance & Admir	istrative Services (FAS)	Division?						

Comparison of Facility Services - 51000 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).

● Facility Services - 51000

CSUSM		4.00	● 3.80		CSUCO	4.46		
CSUCO Overall UMB	3.97			CSLA	4.29			
	UMB			Contribute to	UCSD			
Satisfaction	UCSD	3.84		University	UMB			
	UCANR	i		Mission				-
	CSLA				CSUSM			4.11
CSUCO				UCANR				
	CSUSM		● 3.54		CSUSM	3.70	•	3.57
Valued	UCSD				CSUCO	3.68		
Member	UMB				UCSD	3.49		
	UCANR			Have a Voice	UMB			
	CSLA					!		
Leadership	CSUSM	i	● 3.23		UCANR			
Interested in —	CSUCO 3.62 UMB 3.48		CSLA					
Staff's Ideas					CSUSM	3.57	3 .	42
	UCSD				UCSD	3.30		
	UCANR			Career Advancement	UMB	3.29		
	UCSD				CSUCO	3.28		
Campus Faculty Value	UMB				UCANR			
acuity value	CSUSM	i	● 3.87		CSLA			
	CSLA		3.07					
	CSUCO	į.			CSUSM			3.82
	UCSD			University All	CSUCO	!		
Staff Value	CSUSM		● 3.91	Welcomed	UCSD	3.97		
Contributions	UCANR				UMB	3.92		
	UMB					,		
	CSLA	3.79						
	CSUCO	4.46						
Contribute to	CSLA	4.29						
	UCSD	4.28						
University — Mission —	UMB	4.27						
	CSUSM	4.26	• 4.11					
	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

Comparison of Facility Services - 51000 to other Universities Overall

Department - Mission and Goals

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● Facility Services - 51000

	CSUCO	4 41	
	UCANR		
Understand	CSUSM		● 4.04
Dept's Mission	CSLA		1.01
	UMB		
	UCSD	-	
	CSUCO		
	CSUSM		• 4.30
Contribute to	CSLA		
Dept's Mission	UCANR		
	UMB		
	UCSD	-	
	CSUCO	_	
	CSUSM		● 3.78
Annual Dept	UCSD		
Goals	UMB		
	UCANR	3.69	
	CSLA	3.65	
	CSUCO	3.92	
	CSUSM	3.82	● 3.66
Measures Dept	UCSD	3.74	
Goals	UMB	3.68	
	UCANR	3.65	
	CSLA	3.47	
	CSUSM	4.00	● 3.67
	CSUCO	3.96	
Measures	UCSD	3.75	
Customer ————————————————————————————————————	UMB	3.65	
Jansiachon	UCANR	3.49	
	CSLA	3.43	
	CSUCO	4.11	
	CSUSM	4.06	● 3 .70
Improve Services	UCSD	3.81	
Products	UMB	3.77	
	UCANR	3.68	
	CSLA	3.60	

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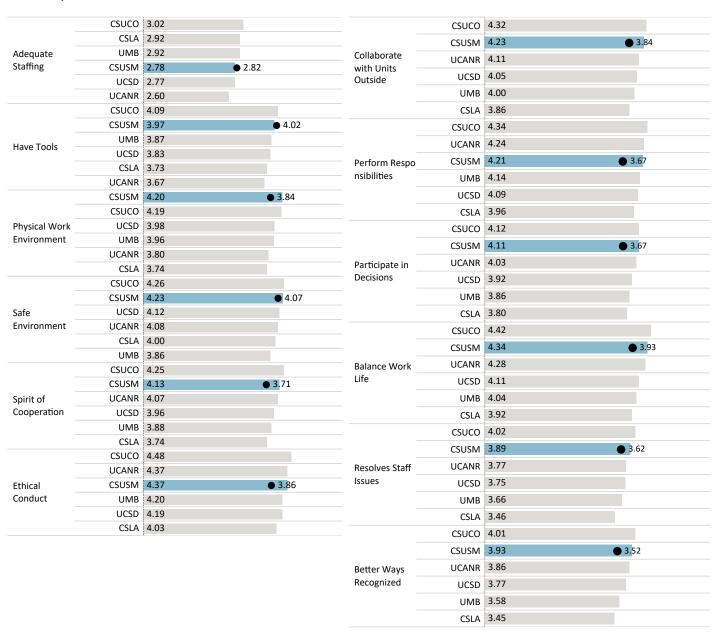
CSU Chancellor's Office (CSUCO) - Academic & Student Affairs, Audit & Advisory Services, Business & Finance, Human Resources, University Relations & Advancement CAL State LA (CSLA) - President, Provost & VP for Academic Affairs, VP for Admin & CFO, CIO & AVP ITS, VP for Student Life, VP for University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

Comparison of Facility Services - 51000 to other Universities Overall

Department Effectiveness

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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 Facility Services - 51000 to other Universities Overall

Department - Diversity and Climate

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● Facility Services - 51000

	CSUSM	4.41	• 4.14
All Cultures -	CSUCO	4.39	
All Cultures - — Fair —	CSLA	4.26	
all	UCSD	4.23	
	UMB	4.14	
	CSUCO	4.49	
Sexual	CSUSM	4.46	• 4.21
Orientation -	CSLA	4.32	
air	UCSD	4.29	
	UMB	4.24	
	CSUSM	4.15	• 4.07
Department Diversity —	CSUCO	4.05	
Programs	UCSD	3.91	
. 08. 01.13	UMB	3.78	
	CSUSM	4.39	• 4.14
	CSUCO	4.35	
upport — Diversity —	CSLA	4.24	
iversity	UCSD	4.20	
	UMB	4.16	
	CSUCO	4.43	
Community-	CSUSM	4.35	● 3.93
xcellence-	UCSD	4.18	
Professional	UMB	4.11	
	CSLA	4.04	
	CSUCO	4.20	
	CSUSM	4.12	● 3.68
eel Valued	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

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

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Comparison of Facility Services - 51000 to other Universities Overall

Supervisor Effectiveness

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● Facility Services - 51000

	CSUCO	4.43			CSUSM	4.31	4 .02
	CSUSM	4.39	● 3.95		CSUCO	4.28	
Recommends	UCANR			Evaluated	UCANR	4.14	
without Fear	UCSD			Fairly		4.13	
	UMB	!					
	CSLA					4.09	
	CSUSM		● 4.11		CSLA		
	UCANR				CSUCO	4.17	
Sufficient	CSUCO				CSUSM	4.13	● 3.86
Freedom	UMB			Performance	UCSD	3.95	
	UCSD			Evaluation	UMB	3.92	
	CSLA				UCANR	3.84	
	CSUCO		4.07				
Camanauniantas	CSUSM		● 4.07		CSLA		
Communicates Essential Info	UCANR				CSUSM	4.09	● 3.80
LSSEITHAI IIIIO	UMB				CSUCO	4.09	
	CSLA			Advancement	UCSD	3.90	
	CSUCO			Opportunities	UMB	3.79	
	UMB				UCANR	3.78	
Work Assigned	CSUSM		● 3.95			3.71	
Equitably	UCSD					4.40	
	UCANR	į.					
	CSLA	3.70					● 3.95
	CSUCO	4.30		Supports	UCANR		
	CSUSM	4.29	● 3.82	Training	UCSD	4.12	
Gives Praise	UCSD	4.12			UMB	4.08	
for Work	UCANR	4.10			CSLA	4.04	
	UMB	4.05			CSUSM	4.55	4 .22
	CSLA	3.95			CSUCO		
	CSUCO	4.21				4.46	
	CSUSM	4.20	● 3.91	Treats with			
Suggestions for	UCSD			Respect		4.40	
Improvement	UMB				UMB	4.37	
	UCANR				CSLA	4.25	
	CSLA	3.88			CSUCO	4.61	
					CSUSM	4.59	● 4.18
				Supportive of		4.47	
				Personal Issues		4.45	
					UMB	4.44	
					CSLA	4.36	

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

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Comparison of Facility Services - 51000 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).

● Facility Services - 51000

Appropriate Stress	CSUCO	3.76			
	CSUSM	3.60		● 3.4	1
	UCSD	3.55			
	CSLA	3.49			
	UMB	3.46			
	UCANR	3.32			
Total	UMB	3.08			
	CSUCO	3.03			
	CSUSM	3.02	• 2	.53	
Compensation	UCSD	2.98			
	UCANR	2.85			
	CSLA	2.67			
	CSUSM	4.30			4.11
	CSUCO	4.23			
Get	UMB	4.11			
Information	UCSD	4.06			
	CSLA	4.01			
	UCANR	4.00			
	CSUSM	4.23			4.02
	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			4.28
Know How to	UMB	4.37			
Use Tools	CSLA	4.34			
	UCSD	4.29			
	UCANR	4.28			
Manage Workload	CSUCO	4.23			
	CSLA	4.19			
	CSUSM	4.11			● 4.28
	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	● 4.39
	CSUCO	4.49	
	UCANR	4.42	
	UCSD	4.32	
	UMB	4.31	
	CSLA	4.23	

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