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 RATE	OVERALL SATISFACTION	RETENTION DEPARTMENT	RETENTION UNIVERSITY
86% 25 responses | 29 invited	**80%** 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 ↑↓ *change of .09 or more,* ● *less than .09*		
1	Sufficient Freedom	1	Faculty Value Contributions	1	Work Assigned Equitably	⬆
2	Sexual Orientation - Fair	2	Total Compensation	2	Total Compensation	⬆
3	Recommends without Fear	3	Adequate Staffing	3	Measures Customer Satisfaction	⬇
4	Supportive of Personal Issues	4	Appropriate Stress	4	Adequate Staffing	⬆
5	Collaborate with Units Outside	5	Career Advancement	5	Gives Praise for Work	⬇

LARGEST DRIVERS OF SATISFACTION

INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
Suggestions for Improvement	Appropriate Stress
Treated in a Professional Manner	Total Compensation
Communicates Essential Info	Evaluated Fairly
Support Diversity	Work Assigned Equitably
All Cultures - Fair	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").

2022 - FAS Employee Engagement Survey
FAS Administration - 10000

2022
25 respondents
86% of 29 invited

2021
18 respondents
75% of 24 invited

2020
23 respondents
92% of 25 invited
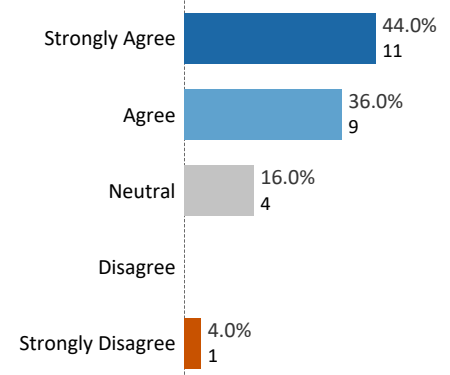
4.39 mean score for 56 questions (scale 1-5)

39 questions in the excellent range (4.3 or greater)

Overall, I am a satisfied FAS employee.

Strongly Agree	44.0%	11
Agree	36.0%	9
Neutral	16.0%	4
Disagree		
Strongly Disagree	4.0%	1

Mean = 4.16, Std Dev = 0.99

Influential Strengths at Department Level		Primary Opportunities at Department Level	
42	Suggestions for Improvement	49	Appropriate Stress
35	Treated in a Professional Manner	50	Total Compensation
39	Communicates Essential Info	43	Evaluated Fairly
34	Support Diversity	40	Work Assigned Equitably
32	All Cultures - Fair	45	Advancement Opportunities

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)

Satisfaction with Finance & Administrative Services: 2020: 4.16, 2021: 4.18, 2022: 4.12

Department - Mission and Goals: 2020: 4.58, 2021: 4.54, 2022: 4.49

Department Effectiveness: 2020: 4.43, 2021: 4.40, 2022: 4.41

Department - Diversity and Climate: 2020: 4.54, 2021: 4.59, 2022: 4.64

Supervisor Effectiveness: 2020: 4.49, 2021: 4.66, 2022: 4.58

Employee Effectiveness: 2020: 4.18, 2021: 4.13, 2022: 4.18
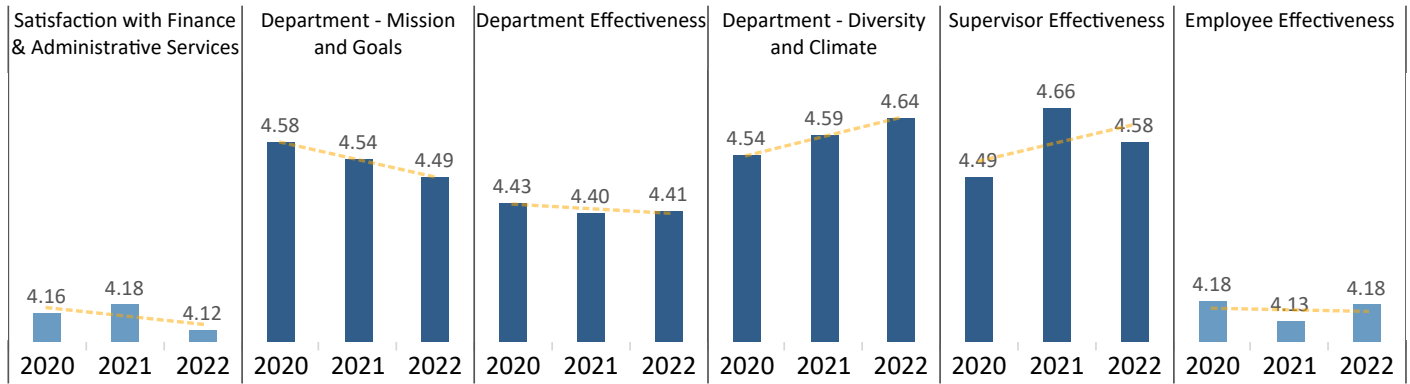
Employee Net Promoter Score (eNPS)

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

76 eNPS*

(80.0% - 4.0%)

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

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5									1	2	8	11
	4								1	2	3	3	9
	3			1			1			1		1	4
	2												
	1		1										1
Total			1	1			1		1	4	5	12	25

eNPS Trend

2020	2021	2022
75	82	76

*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.

Survey and analytics powered by Triton*lytics*™ Organizational Assessments and Strategy, UC San Diego

2022 - FAS Employee Engagement Survey
FAS Administration - 10000

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

Finance and Admin Svcs
332 Invited (N)
223 Responded (n)
67% Response Rate

⬇ 16   🟡 30   ⬆ 9

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

		2020	2021	2022	Change	2022	
Satisfaction with Finance & Administrative Services	1 Overall Satisfaction	4.17	4.35	4.16	⬇	4.00	●
	2 Valued Member	4.17	4.28	4.35	🟡	3.82	●●
	3 Leadership Interested in Staff's Ideas	4.04	4.35	4.36	🟡	3.79	●●
	4 Faculty Value Contributions	3.76	3.41	3.24	⬇	3.56	
	5 Staff Value Contributions	4.17	4.06	4.04	🟡	3.96	●●
	6 Understand University Mission	4.48	4.33	4.36	🟡	4.02	●●
	7 Contributes to FAS Mission	4.57	4.50	4.48	🟡	4.26	●●
	8 Have a Voice	4.22	4.33	4.16	⬇	3.70	●●
	9 Career Advancement	3.59	3.94	3.84	⬇	3.57	●●
	10 University All Welcomed	4.36	4.33	4.24	⬇	4.05	●●
Department - Mission and Goals	11 Understand Dept's Mission	4.64	4.72	4.72	🟡	4.33	●●
	12 Contributes to Dept's Mission	4.64	4.61	4.64	🟡	4.44	●●
	13 Annual Dept Goals	4.68	4.53	4.52	🟡	3.98	●●
	14 Measures Dept Goals	4.50	4.29	4.25	🟡	3.82	●●
	15 Measures Customer Satisfaction	4.45	4.44	4.28	⬇	4.00	●●
	16 Improve Services Products	4.55	4.61	4.52	⬇	4.06	●●
Department Effectiveness	17 Adequate Staffing	3.32	3.28	3.44	⬆	2.78	●●
	18 Have Tools	4.27	4.22	4.16	🟡	3.97	●●
	19 Physical Work Environment	4.32	4.28	4.24	🟡	4.20	●
	20 Safe Environment	4.64	4.80	4.64	⬇	4.23	●●
	21 Spirit of Cooperation	4.71	4.56	4.56	🟡	4.13	●●
	22 Ethical Conduct	4.77	4.72	4.56	⬇	4.37	●●
	23 Collaborate Well with Coworkers		4.38	4.62	⬆	4.45	●●
	24 Collaborate Well with Supervisor		4.67	4.70	🟡	4.51	●●
	25 Collaborate with Units Outside	4.77	4.76	4.79	🟡	4.23	●●
	26 Perform Responsibilities	4.55	4.28	4.52	⬆	4.21	●●
	27 Participate in Decisions	4.45	4.56	4.58	🟡	4.11	●●
	28 Balance Work Life	4.45	4.61	4.44	⬇	4.34	●●
	29 Resolves Staff Issues	4.45	4.18	4.13	🟡	3.89	●●
	30 Better Ways Recognized	4.45	4.50	4.46	🟡	3.93	●●
Department - Diversity and Climate	31 Department Diversity Programs	4.10	4.38	4.32	🟡	4.15	●●
	32 All Cultures - Fair	4.59	4.65	4.72	🟡	4.41	●●
	33 Sexual Orientation - Fair	4.77	4.76	4.83	🟡	4.46	●●
	34 Support Diversity	4.57	4.63	4.76	⬆	4.39	●●
	35 Treated in a Professional Manner	4.68	4.59	4.68	⬆	4.35	●●
	36 Feel Valued	4.50	4.56	4.52	🟡	4.12	●●
Supervisor Effectiveness	37 Recommends without Fear	4.68	4.78	4.80	🟡	4.39	●●
	38 Sufficient Freedom	4.68	4.78	4.84	🟡	4.47	●●
	39 Communicates Essential Info	4.50	4.67	4.56	⬇	4.30	●●
	40 Work Assigned Equitably	4.14	4.11	4.32	⬆	4.00	●●
	41 Gives Praise for Work	4.64	4.83	4.68	⬇	4.29	●●
	42 Suggestions for Improvement	4.45	4.72	4.50	⬇	4.20	●●
	43 Evaluated Fairly	4.36	4.82	4.44	⬇	4.31	●●
	44 Performance Evaluation	4.00	4.14	4.20	🟡	4.13	●●
	45 Advancement Opportunities	4.23	4.41	4.40	🟡	4.09	●●
	46 Supports Training	4.45	4.67	4.72	🟡	4.27	●●
	47 Treats with Respect	4.77	5.00	4.68	⬇	4.55	●●
	48 Supportive of Personal Issues	4.82	4.89	4.80	🟡	4.59	●●
Employee Effectiveness	49 Appropriate Stress	3.57	3.47	3.72	⬆	3.60	●●
	50 Total Compensation	3.38	3.06	3.24	⬆	3.02	●●
	51 Get Information	4.48	4.61	4.48	⬇	4.30	●●
	52 Good Use of Skills	4.38	4.50	4.52	🟡	4.23	●●
	53 Know How to Use Tools	4.62	4.67	4.60	🟡	4.41	●●
	54 Manage Workload	4.05	4.06	4.00	🟡	4.11	
	55 Valuable Training	4.24	4.00	4.21	⬆	3.89	●●
	56 Enjoy Working with Coworkers	4.76	4.61	4.67	🟡	4.50	●●

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 Average Dimension by Overall Satisfaction Correlation
Correlation Coefficient Average = **0.56**, Mean Average = **4.46**

Dim	Question	Mean	Corr	Str/Opps
DEP	Department Effectiveness	4.41	0.56	PO
DIV	Department - Diversity and Climate	4.64	0.61	IS
EMP	Employee Effectiveness	4.18	0.63	PO
MIS	Department - Mission and Goals	4.49	0.29	ST
SUP	Supervisor Effectiveness	4.58	0.70	IS

Dim	Question	Mean	Corr	Str/Opps
DEP	30. Better Ways Recognized	4.46	0.59	IS
EMP	51. Get Information	4.48	0.44	IS
SUP	42. Suggestions for Improvement	4.50	0.63	IS
DIV	36. Feel Valued	4.52	0.55	IS
SUP	39. Communicates Essential Info	4.56	0.62	IS
DEP	27. Participate in Decisions	4.58	0.47	IS
EMP	56. Enjoy Working with Coworkers	4.67	0.47	IS
DIV	35. Treated in a Professional Manner	4.68	0.61	IS
SUP	47. Treats with Respect	4.68	0.57	IS
DIV	32. All Cultures - Fair	4.72	0.57	IS
SUP	46. Supports Training	4.72	0.47	IS
DIV	34. Support Diversity	4.76	0.57	IS
SUP	48. Supportive of Personal Issues	4.80	0.39	IS
DIV	33. Sexual Orientation - Fair	4.83	0.51	IS
SUP	38. Sufficient Freedom	4.84	0.41	IS
EMP	50. Total Compensation	3.24	0.55	PO
EMP	49. Appropriate Stress	3.72	0.65	PO
EMP	54. Manage Workload	4.00	0.49	PO
DEP	29. Resolves Staff Issues	4.13	0.51	PO
DEP	18. Have Tools	4.16	0.42	PO
SUP	44. Performance Evaluation	4.20	0.58	PO
EMP	55. Valuable Training	4.21	0.43	PO
MIS	14. Measures Dept Goals	4.25	0.38	PO
DIV	31. Department Diversity Programs	4.32	0.51	PO
SUP	40. Work Assigned Equitably	4.32	0.66	PO
SUP	45. Advancement Opportunities	4.40	0.67	PO
DEP	28. Balance Work Life	4.44	0.60	PO
SUP	43. Evaluated Fairly	4.44	0.70	PO
DEP	17. Adequate Staffing	3.44	0.25	SO
DEP	19. Physical Work Environment	4.24	0.18	SO
MIS	15. Measures Customer Satisfaction	4.28	0.29	SO
MIS	13. Annual Dept Goals	4.52	0.05	ST
MIS	16. Improve Services Products	4.52	0.19	ST
DEP	26. Perform Responsibilities	4.52	0.08	ST
EMP	52. Good Use of Skills	4.52	0.25	ST
DEP	21. Spirit of Cooperation	4.56	0.15	ST
DEP	22. Ethical Conduct	4.56	0.15	ST
EMP	53. Know How to Use Tools	4.60	0.14	ST
DEP	23. Collaborate Well with Coworkers	4.62	-0.29	ST
DEP	20. Safe Environment	4.64	-0.08	ST
MIS	12. Contributes to Dept's Mission	4.64	0.23	ST
SUP	41. Gives Praise for Work	4.68	0.32	ST
DEP	24. Collaborate Well with Supervisor	4.70	-0.14	ST
MIS	11. Understand Dept's Mission	4.72	0.24	ST
DEP	25. Collaborate with Units Outside	4.79	-0.04	ST
SUP	37. Recommends without Fear	4.80	0.29	ST

Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation
Correlation Coefficient Average = **0.38**, Mean Average = **4.46**

Strengths
Higher than average mean score, lower than average correlation. "Keep up the good work"

Influential Strengths
Higher than average mean score, higher than average correlation "Keep an eye on"

Secondary Opps
Lower than average mean score, lower than average correlation. "Low Priority"

Primary Opps
Lower than average mean score, higher than average correlation. "Concentrate Efforts"

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.

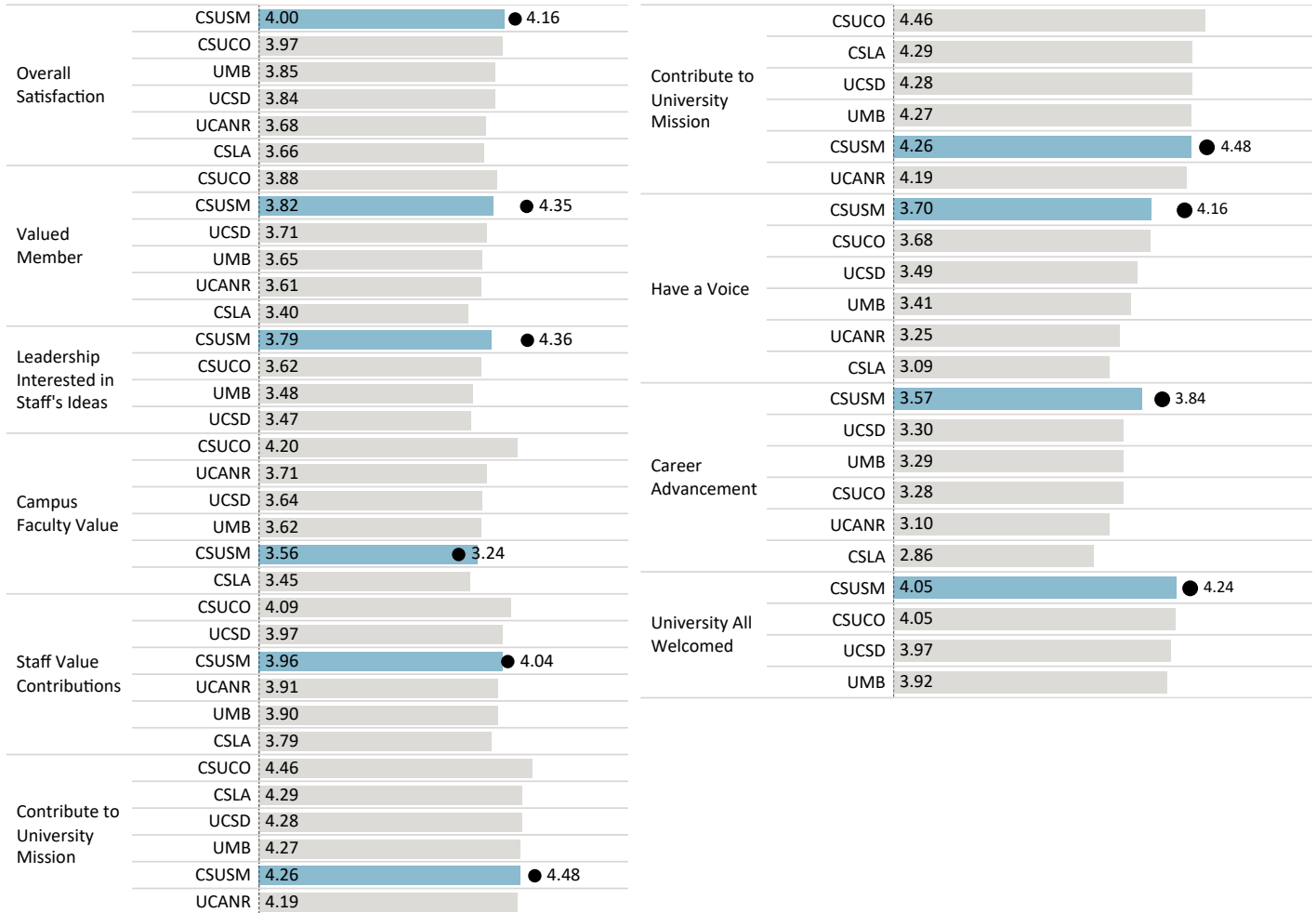|		Strongly Agree **5**	Agree **4**	Neutral **3**	Disagree **2**	Strongly Disagree **1**	N/A
	1 Overall, I am a satisfied FAS employee.						
Satisfaction with Finance & Administrative Services	2 I feel valued as a member of FAS.						
	3 Senior leadership in FAS are genuinely interested in hearing the ideas and opinions of staff members.						
	4 Faculty members at CSUSM value my contributions.						
	5 Staff members at CSUSM value my contributions.						
	6 I understand the FAS mission.						
	7 I understand how my job performance positively contributes to the FAS mission.						
	8 I feel I have a voice to provide ideas and suggestions on how to improve FAS.						
	9 I am satisfied with my opportunities for career advancement at CSUSM.						
	10 FAS promotes a work environment where all people are welcomed.						
Department - Mission and Goals	11 I understand my department's mission.						
	12 I understand how my job performance positively contributes to my department's mission.						
	13 My department establishes annual departmental performance goals.						
	14 My department routinely measures departmental performance goal achievements.						
	15 My department routinely measures customer satisfaction with services and products delivered.						
	16 My department routinely takes action to improve services and products based on customer feedback.						
Department Effectiveness	17 My department has adequate staffing to handle our workload.						
	18 I have the tools (i.e., equipment and technology) needed to perform my work.						
	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 onsite. (Check N/A if you worked entirely off-site during the last 12 months)						
	21 There is a spirit of cooperation within my department.						
	22 Most people in my department conduct themselves in an ethical manner.						
	23 While working remotely, I have been able to collaborate well with co-workers as needed.						
	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 recognized for finding better ways of doing things.						
Department - Diversity and Climate	31 I am satisfied with the diversity related initiatives and efforts within my department.						
	32 People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.						
	33 People of all sexual orientations are treated fairly in my department.						
	34 My department actively supports a diverse work environment.						
	35 My department provides an environment where everyone is treated in a professional manner.						
	36 I feel valued by my department.						
Supervisor Effectiveness	37 I can make recommendations to my supervisor without fear of negative consequences.						
	38 I have sufficient freedom to decide how to best perform my work.						
	39 My supervisor communicates essential information on a timely basis.						
	40 Work is assigned equitably in my department.						
	41 My supervisor gives me praise for my work.						
	42 My supervisor gives me useful suggestions for improvement.						
	43 My performance is evaluated fairly.						
	44 My last performance evaluation provided me with information I could use to improve my performance.						
	45 My supervisor gives me opportunities that support my career advancement.						
	46 My supervisor actively supports my participation in training and education programs related to my job responsibilities.						
	47 My supervisor treats me with respect.						
	48 My supervisor is supportive when personal issues arise.						
Employee Effectiveness	49 I feel that the amount of stress associated with my job is appropriate for my position.						
	50 I am satisfied with my total compensation, including salary and benefits.						
	51 I know how to get the information I need to be effective in my job.						
	52 My job makes good use of my skills and abilities.						
	53 I know how to use the tools that I have (i.e., equipment and technology) to do my work.						
	54 I am able to manage my work load effectively.						
	55 The training that I receive at CSUSM is valuable for improving my job performance.						
	56 I enjoy working with my coworkers.						
eNPS	57 How likely is it that you would recommend working in the Finance & Administrative Services (FAS) Division?						

Comparison of FAS Administration - 10000 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).

● FAS Administration - 10000

Category	Univ	Score	Dot
Overall Satisfaction	CSUSM	4.00	● 4.16
	CSUCO	3.97	
	UMB	3.85	
	UCSD	3.84	
	UCANR	3.68	
	CSLA	3.66	
Valued Member	CSUCO	3.88	
	CSUSM	3.82	● 4.35
	UCSD	3.71	
	UMB	3.65	
	UCANR	3.61	
	CSLA	3.40	
Leadership Interested in Staff's Ideas	CSUSM	3.79	● 4.36
	CSUCO	3.62	
	UMB	3.48	
	UCSD	3.47	
Campus Faculty Value	CSUCO	4.20	
	UCANR	3.71	
	UCSD	3.64	
	UMB	3.62	
	CSUSM	3.56	● 3.24
	CSLA	3.45	
Staff Value Contributions	CSUCO	4.09	
	UCSD	3.97	
	CSUSM	3.96	● 4.04
	UCANR	3.91	
	UMB	3.90	
	CSLA	3.79	
Contribute to University Mission	CSUCO	4.46	
	CSLA	4.29	
	UCSD	4.28	
	UMB	4.27	
	CSUSM	4.26	● 4.48
	UCANR	4.19	

Category	Univ	Score	Dot
Contribute to University Mission	CSUCO	4.46	
	CSLA	4.29	
	UCSD	4.28	
	UMB	4.27	
	CSUSM	4.26	● 4.48
	UCANR	4.19	
Have a Voice	CSUSM	3.70	● 4.16
	CSUCO	3.68	
	UCSD	3.49	
	UMB	3.41	
	UCANR	3.25	
	CSLA	3.09	
Career Advancement	CSUSM	3.57	● 3.84
	UCSD	3.30	
	UMB	3.29	
	CSUCO	3.28	
	UCANR	3.10	
	CSLA	2.86	
University All Welcomed	CSUSM	4.05	● 4.24
	CSUCO	4.05	
	UCSD	3.97	
	UMB	3.92	

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 FAS Administration - 10000 to other Universities Overall

Department - Mission and Goals

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).

● FAS Administration - 10000

	CSUCO	4.41	
	UCANR	4.35	
Understand Dept's Mission	CSUSM	4.33	● 4.72
	CSLA	4.29	
	UMB	4.28	
	UCSD	4.21	
	CSUCO	4.49	
	CSUSM	4.44	● 4.64
Contribute to Dept's Mission	CSLA	4.39	
	UCANR	4.39	
	UMB	4.37	
	UCSD	4.31	
	CSUCO	4.03	
	CSUSM	3.98	● 4.52
Annual Dept Goals	UCSD	3.86	
	UMB	3.83	
	UCANR	3.69	
	CSLA	3.65	
	CSUCO	3.92	
	CSUSM	3.82	● 4.25
Measures Dept Goals	UCSD	3.74	
	UMB	3.68	
	UCANR	3.65	
	CSLA	3.47	
	CSUSM	4.00	● 4.28
	CSUCO	3.96	
Measures Customer Satisfaction	UCSD	3.75	
	UMB	3.65	
	UCANR	3.49	
	CSLA	3.43	
	CSUCO	4.11	
	CSUSM	4.06	● 4.52
Improve Services Products	UCSD	3.81	
	UMB	3.77	
	UCANR	3.68	
	CSLA	3.60	

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
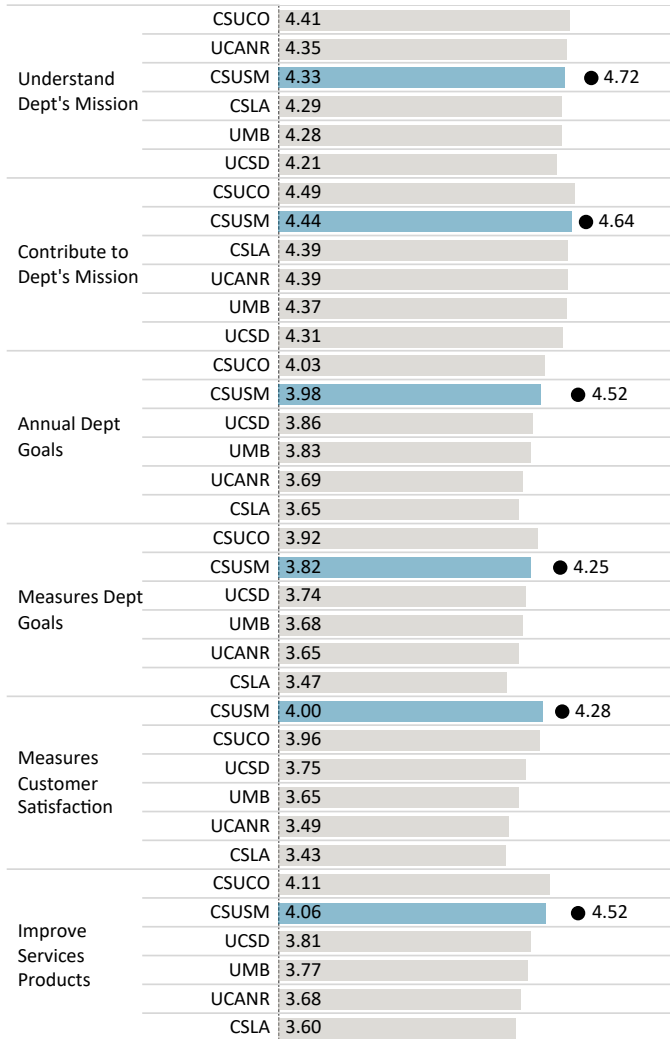
Comparison of FAS Administration - 10000 to other Universities Overall

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).

● FAS Administration - 10000

Adequate Staffing	CSUCO	3.02
	CSLA	2.92
	UMB	2.92
	CSUSM	2.78 ● 3.44
	UCSD	2.77
	UCANR	2.60
Have Tools	CSUCO	4.09
	CSUSM	3.97 ● 4.16
	UMB	3.87
	UCSD	3.83
	CSLA	3.73
	UCANR	3.67
Physical Work Environment	CSUSM	4.20 ● 4.24
	CSUCO	4.19
	UCSD	3.98
	UMB	3.96
	UCANR	3.80
	CSLA	3.74
Safe Environment	CSUCO	4.26
	CSUSM	4.23 ● 4.64
	UCSD	4.12
	UCANR	4.08
	CSLA	4.00
	UMB	3.86
Spirit of Cooperation	CSUCO	4.25
	CSUSM	4.13 ● 4.56
	UCANR	4.07
	UCSD	3.96
	UMB	3.88
	CSLA	3.74
Ethical Conduct	CSUCO	4.48
	UCANR	4.37
	CSUSM	4.37 ● 4.56
	UMB	4.20
	UCSD	4.19
	CSLA	4.03

Collaborate with Units Outside	CSUCO	4.32
	CSUSM	4.23 ● 4.79
	UCANR	4.11
	UCSD	4.05
	UMB	4.00
	CSLA	3.86
Perform Responsibilities	CSUCO	4.34
	UCANR	4.24
	CSUSM	4.21 ● 4.52
	UMB	4.14
	UCSD	4.09
	CSLA	3.96
Participate in Decisions	CSUCO	4.12
	CSUSM	4.11 ● 4.58
	UCANR	4.03
	UCSD	3.92
	UMB	3.86
	CSLA	3.80
Balance Work Life	CSUCO	4.42
	CSUSM	4.34 ● 4.44
	UCANR	4.28
	UCSD	4.11
	UMB	4.04
	CSLA	3.92
Resolves Staff Issues	CSUCO	4.02
	CSUSM	3.89 ● 4.13
	UCANR	3.77
	UCSD	3.75
	UMB	3.66
	CSLA	3.46
Better Ways Recognized	CSUCO	4.01
	CSUSM	3.93 ● 4.46
	UCANR	3.86
	UCSD	3.77
	UMB	3.58
	CSLA	3.45

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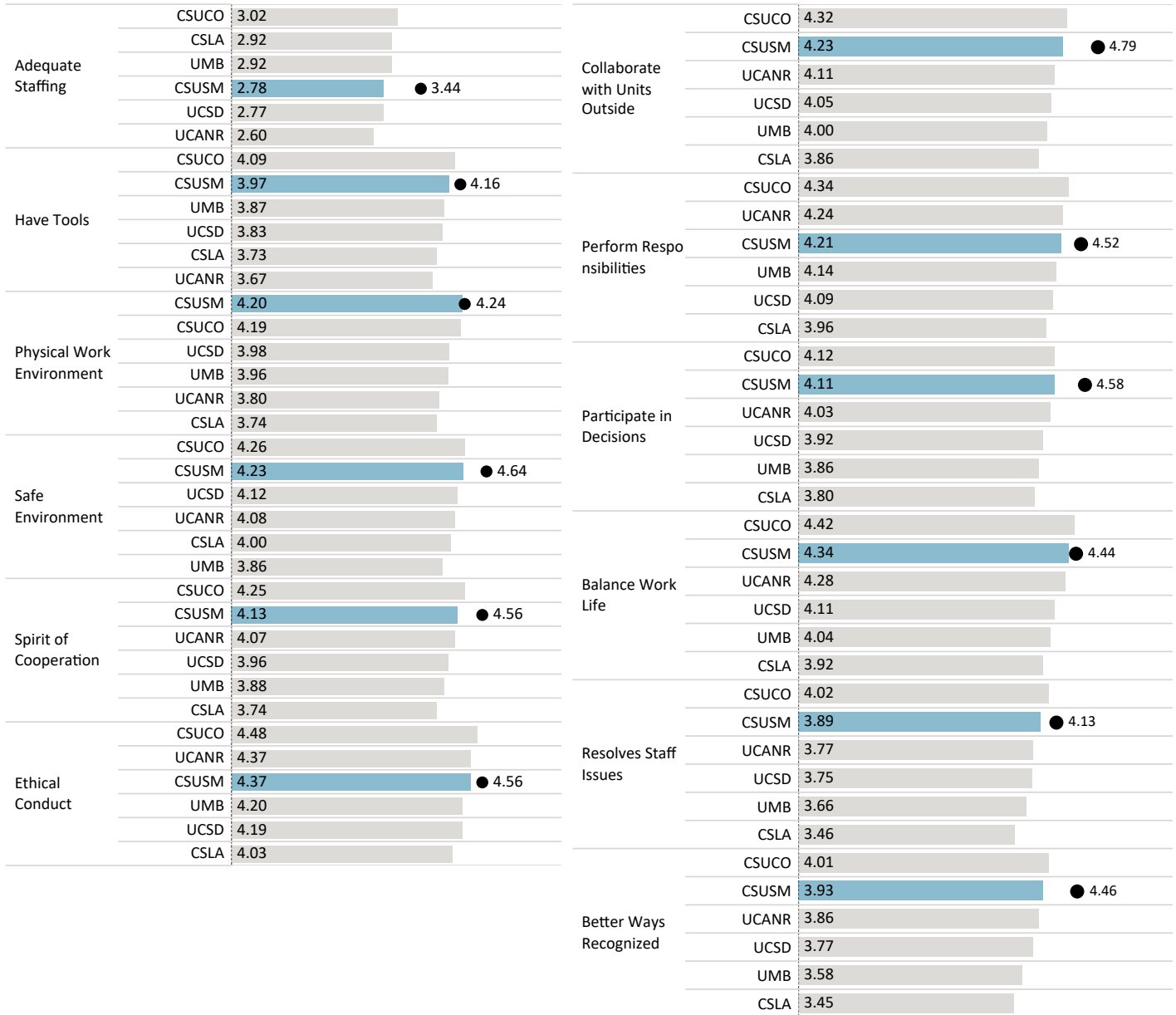
Comparison of FAS Administration - 10000 to other Universities Overall
Department - Diversity and Climate

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).

● FAS Administration - 10000

Category	University	Score	FAS Administration - 10000
All Cultures - Fair	CSUSM	4.41	● 4.72
	CSUCO	4.39	
	CSLA	4.26	
	UCSD	4.23	
	UMB	4.14	
Sexual Orientation - Fair	CSUCO	4.49	
	CSUSM	4.46	● 4.83
	CSLA	4.32	
	UCSD	4.29	
	UMB	4.24	
Department Diversity Programs	CSUSM	4.15	● 4.32
	CSUCO	4.05	
	UCSD	3.91	
	UMB	3.78	
Support Diversity	CSUSM	4.39	● 4.76
	CSUCO	4.35	
	CSLA	4.24	
	UCSD	4.20	
	UMB	4.16	
Community-Excellence-Professional	CSUCO	4.43	
	CSUSM	4.35	● 4.68
	UCSD	4.18	
	UMB	4.11	
	CSLA	4.04	
Feel Valued	CSUCO	4.20	
	CSUSM	4.12	● 4.52
	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

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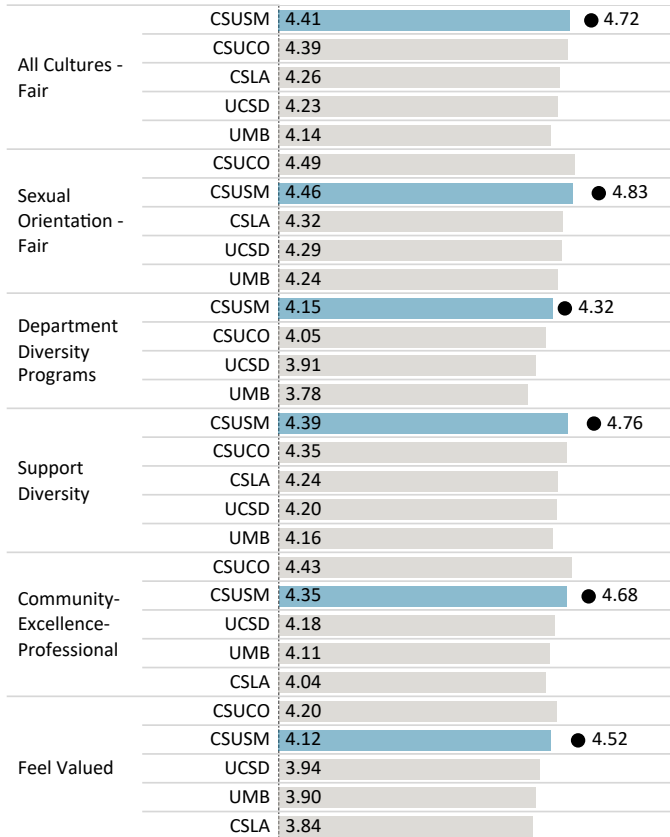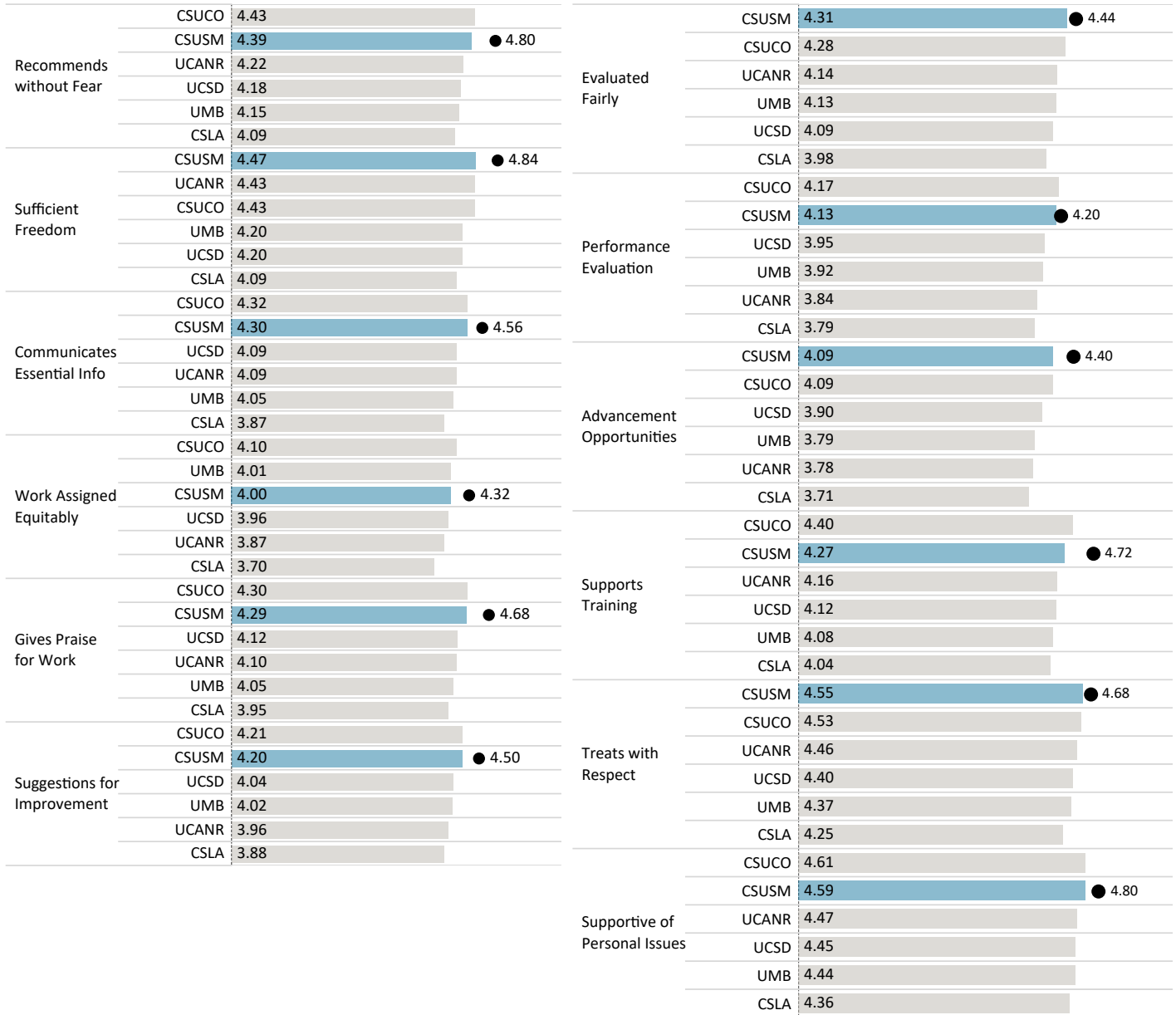
2022 - FAS Employee Engagement Survey

Comparison of FAS Administration - 10000 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).

● FAS Administration - 10000

Category	Unit	Score	Dot
Recommends without Fear	CSUCO	4.43	
	CSUSM	4.39	● 4.80
	UCANR	4.22	
	UCSD	4.18	
	UMB	4.15	
	CSLA	4.09	
Sufficient Freedom	CSUSM	4.47	● 4.84
	UCANR	4.43	
	CSUCO	4.43	
	UMB	4.20	
	UCSD	4.20	
	CSLA	4.09	
Communicates Essential Info	CSUCO	4.32	
	CSUSM	4.30	● 4.56
	UCSD	4.09	
	UCANR	4.09	
	UMB	4.05	
	CSLA	3.87	
Work Assigned Equitably	CSUCO	4.10	
	UMB	4.01	
	CSUSM	4.00	● 4.32
	UCSD	3.96	
	UCANR	3.87	
	CSLA	3.70	
Gives Praise for Work	CSUCO	4.30	
	CSUSM	4.29	● 4.68
	UCSD	4.12	
	UCANR	4.10	
	UMB	4.05	
	CSLA	3.95	
Suggestions for Improvement	CSUCO	4.21	
	CSUSM	4.20	● 4.50
	UCSD	4.04	
	UMB	4.02	
	UCANR	3.96	
	CSLA	3.88	

Category	Unit	Score	Dot
Evaluated Fairly	CSUSM	4.31	● 4.44
	CSUCO	4.28	
	UCANR	4.14	
	UMB	4.13	
	UCSD	4.09	
	CSLA	3.98	
Performance Evaluation	CSUCO	4.17	
	CSUSM	4.13	● 4.20
	UCSD	3.95	
	UMB	3.92	
	UCANR	3.84	
	CSLA	3.79	
Advancement Opportunities	CSUSM	4.09	● 4.40
	CSUCO	4.09	
	UCSD	3.90	
	UMB	3.79	
	UCANR	3.78	
	CSLA	3.71	
Supports Training	CSUCO	4.40	
	CSUSM	4.27	● 4.72
	UCANR	4.16	
	UCSD	4.12	
	UMB	4.08	
	CSLA	4.04	
Treats with Respect	CSUSM	4.55	● 4.68
	CSUCO	4.53	
	UCANR	4.46	
	UCSD	4.40	
	UMB	4.37	
	CSLA	4.25	
Supportive of Personal Issues	CSUCO	4.61	
	CSUSM	4.59	● 4.80
	UCANR	4.47	
	UCSD	4.45	
	UMB	4.44	
	CSLA	4.36	

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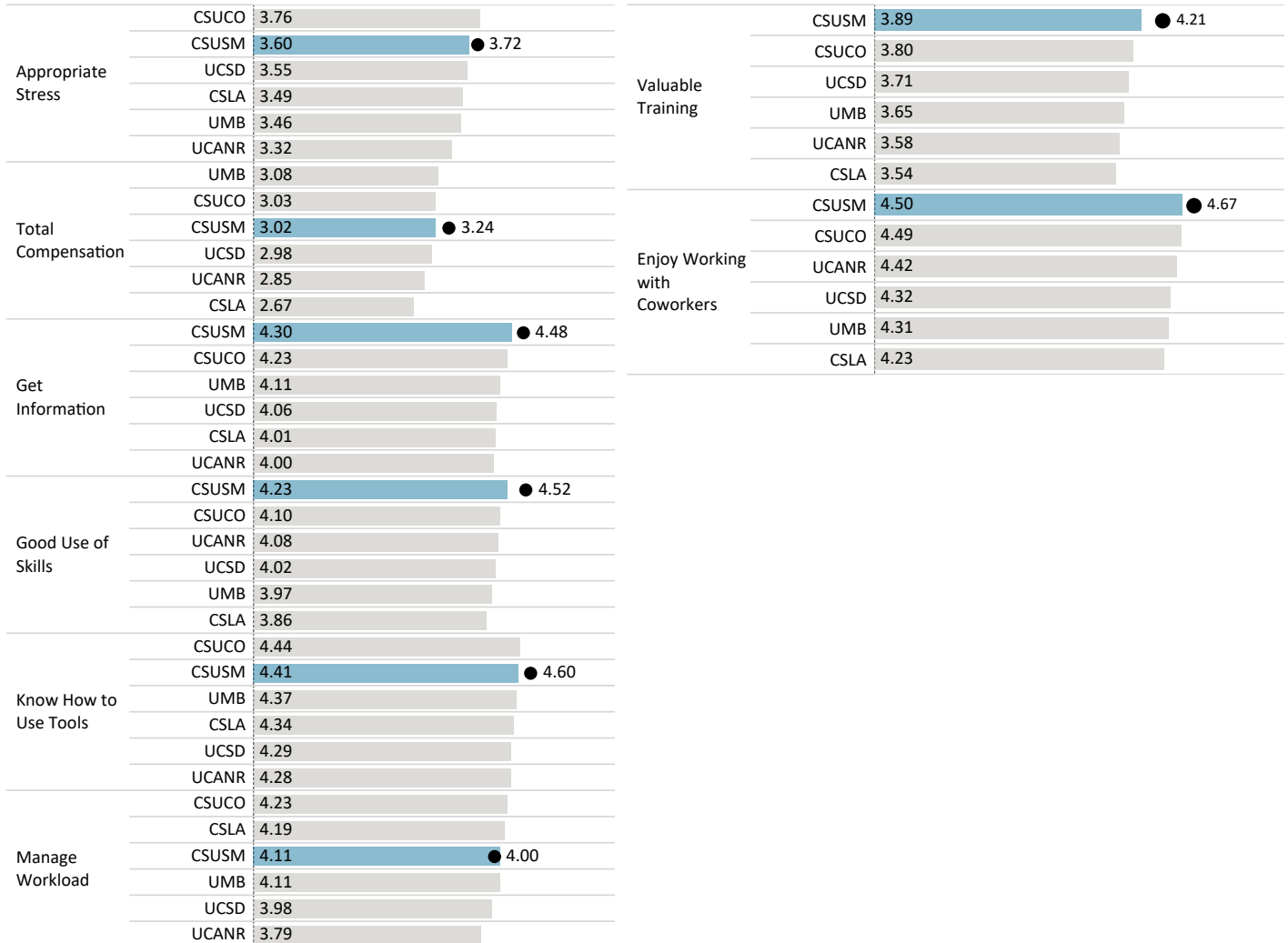
Comparison of FAS Administration - 10000 to other Universities Overall

Employee Effectiveness

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● FAS Administration - 10000

Category	Unit	Score	FAS dot
Appropriate Stress	CSUCO	3.76	
	CSUSM	3.60	● 3.72
	UCSD	3.55	
	CSLA	3.49	
	UMB	3.46	
	UCANR	3.32	
Total Compensation	UMB	3.08	
	CSUCO	3.03	
	CSUSM	3.02	● 3.24
	UCSD	2.98	
	UCANR	2.85	
	CSLA	2.67	
Get Information	CSUSM	4.30	● 4.48
	CSUCO	4.23	
	UMB	4.11	
	UCSD	4.06	
	CSLA	4.01	
	UCANR	4.00	
Good Use of Skills	CSUSM	4.23	● 4.52
	CSUCO	4.10	
	UCANR	4.08	
	UCSD	4.02	
	UMB	3.97	
	CSLA	3.86	
Know How to Use Tools	CSUCO	4.44	
	CSUSM	4.41	● 4.60
	UMB	4.37	
	CSLA	4.34	
	UCSD	4.29	
	UCANR	4.28	
Manage Workload	CSUCO	4.23	
	CSLA	4.19	
	CSUSM	4.11	● 4.00
	UMB	4.11	
	UCSD	3.98	
	UCANR	3.79	

Category	Unit	Score	FAS dot
Valuable Training	CSUSM	3.89	● 4.21
	CSUCO	3.80	
	UCSD	3.71	
	UMB	3.65	
	UCANR	3.58	
	CSLA	3.54	
Enjoy Working with Coworkers	CSUSM	4.50	● 4.67
	CSUCO	4.49	
	UCANR	4.42	
	UCSD	4.32	
	UMB	4.31	
	CSLA	4.23	

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