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
88% 7 responses | 8 invited	**86%** 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	All Cultures - Fair	1	Adequate Staffing	1	Total Compensation ⬆
2	Contributes to Dept's Mission	2	Faculty Value Contributions	2	Department Diversity Programs ⬆
3	Enjoy Working with Coworkers	3	Appropriate Stress	3	Know How to Use Tools ⬇
4	Ethical Conduct	4	Have Tools	4	Supportive of Personal Issues ⬆
5	Perform Responsibilities	5	Manage Workload	5	Gives Praise for Work ⬆

LARGEST DRIVERS OF SATISFACTION

INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
Improve Services Products	Adequate Staffing Appropriate Stress Total Compensation Manage Workload Have Tools

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 Leadership Council - 70000

CSUSM

2022
7 respondents
88% of 8 invited

2021
5 respondents
63% of 8 invited

2020
6 respondents
86% of 7 invited

4.44 mean score for 56 questions (scale 1-5)
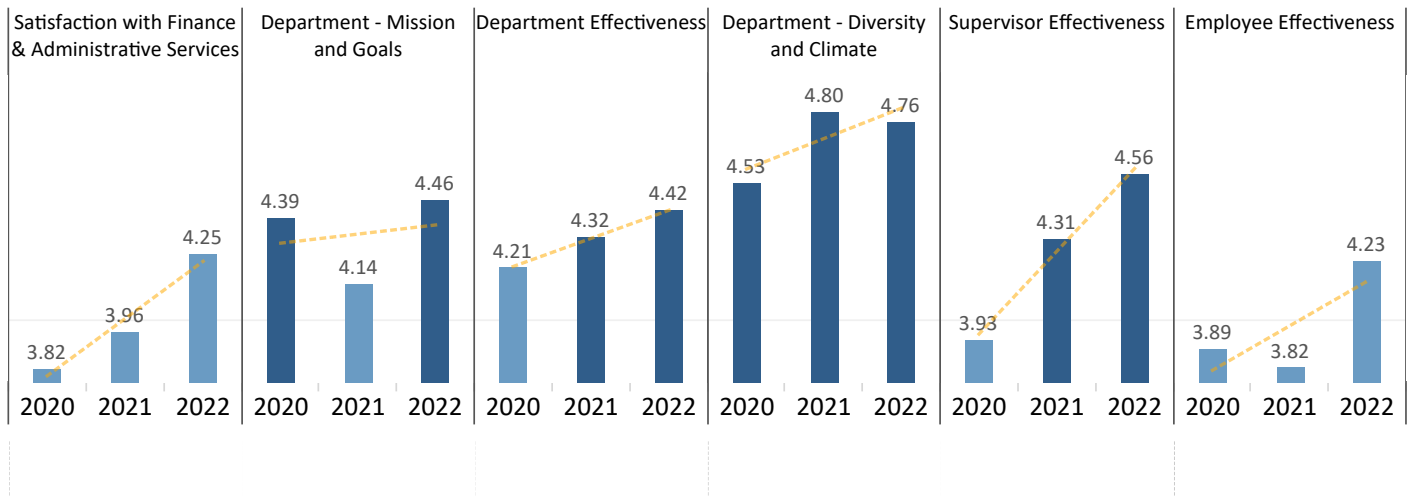**41** questions in the excellent range (4.3 or greater)

Strengths		Opportunities	
12	Contributes to Dept's Mission	17	Adequate Staffing
22	Ethical Conduct	49	Appropriate Stress
26	Perform Responsibilities	18	Have Tools
32	All Cultures - Fair	54	Manage Workload
33	Sexual Orientation - Fair	14	Measures Dept Goals

Overall, I am a satisfied FAS employee.

Strongly Agree	42.9% 3
Agree	42.9% 3
Neutral	14.3% 1
Disagree	
Strongly Disagree	
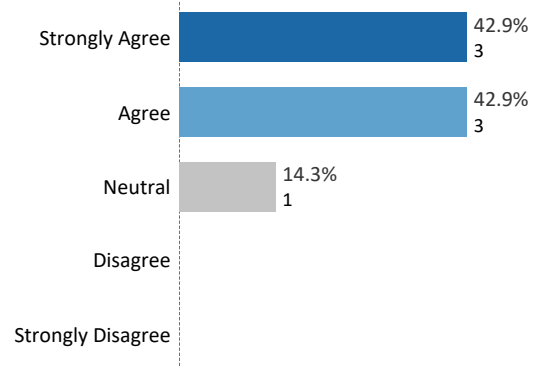
Mean = 4.29, Std Dev = 0.76

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: 3.82
- 2021: 3.96
- 2022: 4.25

Department - Mission and Goals
- 2020: 4.39
- 2021: 4.14
- 2022: 4.46

Department Effectiveness
- 2020: 4.21
- 2021: 4.32
- 2022: 4.42

Department - Diversity and Climate
- 2020: 4.53
- 2021: 4.80
- 2022: 4.76

Supervisor Effectiveness
- 2020: 3.93
- 2021: 4.31
- 2022: 4.56

Employee Effectiveness
- 2020: 3.89
- 2021: 3.82
- 2022: 4.23

Employee Net Promoter Score (eNPS)
"Overall, I am a satisfied employee...." by "How likely is it that you would recommend..."

86 eNPS*
(85.7% - 0.0%)

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		3
	4											3		3
	3											1		1
	2													
	1													
Total											1	6		7

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.

*How eNPS Works ▶

2022 - FAS Employee Engagement Survey
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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
↓ 10   ● 10   ↑ 35

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

		2020	2021	2022		2022
	Satisfaction with Finance & Administrative Services					
1	Overall Satisfaction	3.83	4.00	4.29	↑	4.00
2	Valued Member	3.67	4.00	4.29	↑	3.82
3	Leadership Interested in Staff's Ideas	3.83	4.40	4.57	↑	3.79
4	Faculty Value Contributions	2.75	2.60	2.57	●	3.56
5	Staff Value Contributions	3.80	4.00	4.14	↑	3.96
6	Understand University Mission	4.00	4.00	4.43	↑	4.02
7	Contributes to FAS Mission	4.00	4.60	4.71	↑	4.26
8	Have a Voice	4.17	4.20	4.57	↑	3.70
9	Career Advancement	3.40	3.80	4.43	↑	3.57
10	University All Welcomed	4.33	4.00	4.57	↑	4.05
	Department - Mission and Goals					
11	Understand Dept's Mission	4.67		4.71	●	4.33
12	Contributes to Dept's Mission	4.67	4.80	4.86	●	4.44
13	Annual Dept Goals	4.60	3.60	4.14	↑	3.98
14	Measures Dept Goals	4.20	3.20	4.00	↑	3.82
15	Measures Customer Satisfaction	4.20	4.40	4.57	↑	4.00
16	Improve Services Products	4.00	4.20	4.50	↑	4.06
	Department Effectiveness					
17	Adequate Staffing	2.50	2.20	2.43	↑	2.78
18	Have Tools	4.00	3.40	3.71	↑	3.97
19	Physical Work Environment	4.25	5.00	4.57	↓	4.20
20	Safe Environment	4.50	4.80	4.57	↓	4.23
21	Spirit of Cooperation	4.50	4.20	4.67	↑	4.13
22	Ethical Conduct	4.50	5.00	4.86	↓	4.37
23	Collaborate Well with Coworkers		4.20	4.83	↑	4.45
24	Collaborate Well with Supervisor		4.20	4.83	↑	4.51
25	Collaborate with Units Outside	4.83	4.60	4.71	↑	4.23
26	Perform Responsibilities	4.33	4.80	4.86	●	4.21
27	Participate in Decisions	4.50	4.60	4.71	↑	4.11
28	Balance Work Life	4.00	4.60	4.29	↓	4.34
29	Resolves Staff Issues	4.33		4.57	●	3.89
30	Better Ways Recognized	4.33	4.40	4.43	●	3.93
	Department - Diversity and Climate					
31	Department Diversity Programs	4.20	4.20	4.57	↑	4.15
32	All Cultures - Fair	4.67	4.60	4.86	↑	4.41
33	Sexual Orientation - Fair	4.67	5.00	4.86	↓	4.46
34	Support Diversity	4.50	5.00	4.86	↓	4.39
35	Treated in a Professional Manner	4.67	5.00	4.86	↓	4.35
36	Feel Valued	4.40	5.00	4.57	↓	4.12
	Supervisor Effectiveness					
37	Recommends without Fear	4.33	4.80	4.86	●	4.39
38	Sufficient Freedom	4.17	4.40	4.71	↑	4.47
39	Communicates Essential Info	3.67	4.40	4.57	↑	4.30
40	Work Assigned Equitably	3.60	4.25	4.43	↑	4.00
41	Gives Praise for Work	3.67	4.20	4.43	↑	4.29
42	Suggestions for Improvement	3.60	4.00	4.43	↑	4.20
43	Evaluated Fairly	4.20	4.00	4.57	↑	4.31
44	Performance Evaluation	3.40	3.67	4.43	↑	4.13
45	Advancement Opportunities	3.40	4.33	4.43	↑	4.09
46	Supports Training	4.00	4.20	4.29	●	4.27
47	Treats with Respect	4.33	4.80	4.86	●	4.55
48	Supportive of Personal Issues	4.50	4.40	4.71	↑	4.59
	Employee Effectiveness					
49	Appropriate Stress	3.17		3.57	↑	3.60
50	Total Compensation	3.80	3.20	4.00	↑	3.02
51	Get Information	3.83	4.00	4.57	↑	4.30
52	Good Use of Skills	4.00	4.20	4.43	↑	4.23
53	Know How to Use Tools	4.17	4.60	4.29	↓	4.41
54	Manage Workload	3.50	3.80	3.86	●	4.11
55	Valuable Training	3.80	3.00	4.29	↑	3.89
56	Enjoy Working with Coworkers	4.83	5.00	4.86	↓	4.50

2022 - FAS Employee Engagement Survey
FAS Leadership Council - 70000

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

Satisfaction with Finance & Administrative Services

1. Overall, I am a satisfied FAS employee.
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 Leadership Council - 70000 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 Leadership Council - 70000

Overall Satisfaction
CSUSM	4.00	● 4.29
CSUCO	3.97	
UMB	3.85	
UCSD	3.84	
UCANR	3.68	
CSLA	3.66	

Valued Member
CSUCO	3.88	
CSUSM	3.82	● 4.29
UCSD	3.71	
UMB	3.65	
UCANR	3.61	
CSLA	3.40	

Leadership Interested in Staff's Ideas
CSUSM	3.79	● 4.57
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	● 2.57
CSLA	3.45	

Staff Value Contributions
CSUCO	4.09	
UCSD	3.97	
CSUSM	3.96	● 4.14
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	● 4.71
UCANR	4.19	

Contribute to University Mission
CSUCO	4.46	
CSLA	4.29	
UCSD	4.28	
UMB	4.27	
CSUSM	4.26	● 4.71
UCANR	4.19	

Have a Voice
CSUSM	3.70	● 4.57
CSUCO	3.68	
UCSD	3.49	
UMB	3.41	
UCANR	3.25	
CSLA	3.09	

Career Advancement
CSUSM	3.57	● 4.43
UCSD	3.30	
UMB	3.29	
CSUCO	3.28	
UCANR	3.10	
CSLA	2.86	

University All Welcomed
CSUSM	4.05	● 4.57
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 Leadership Council - 70000 to other Universities Overall

Department - Mission and Goals

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⬤ FAS Leadership Council - 70000

Understand Dept's Mission	CSUCO	4.41	
	UCANR	4.35	
	CSUSM	4.33	⬤ 4.71
	CSLA	4.29	
	UMB	4.28	
	UCSD	4.21	
Contribute to Dept's Mission	CSUCO	4.49	
	CSUSM	4.44	⬤ 4.86
	CSLA	4.39	
	UCANR	4.39	
	UMB	4.37	
	UCSD	4.31	
Annual Dept Goals	CSUCO	4.03	
	CSUSM	3.98	⬤ 4.14
	UCSD	3.86	
	UMB	3.83	
	UCANR	3.69	
	CSLA	3.65	
Measures Dept Goals	CSUCO	3.92	
	CSUSM	3.82	⬤ 4.00
	UCSD	3.74	
	UMB	3.68	
	UCANR	3.65	
	CSLA	3.47	
Measures Customer Satisfaction	CSUSM	4.00	⬤ 4.57
	CSUCO	3.96	
	UCSD	3.75	
	UMB	3.65	
	UCANR	3.49	
	CSLA	3.43	
Improve Services Products	CSUCO	4.11	
	CSUSM	4.06	⬤ 4.50
	UCSD	3.81	
	UMB	3.77	
	UCANR	3.68	
	CSLA	3.60	

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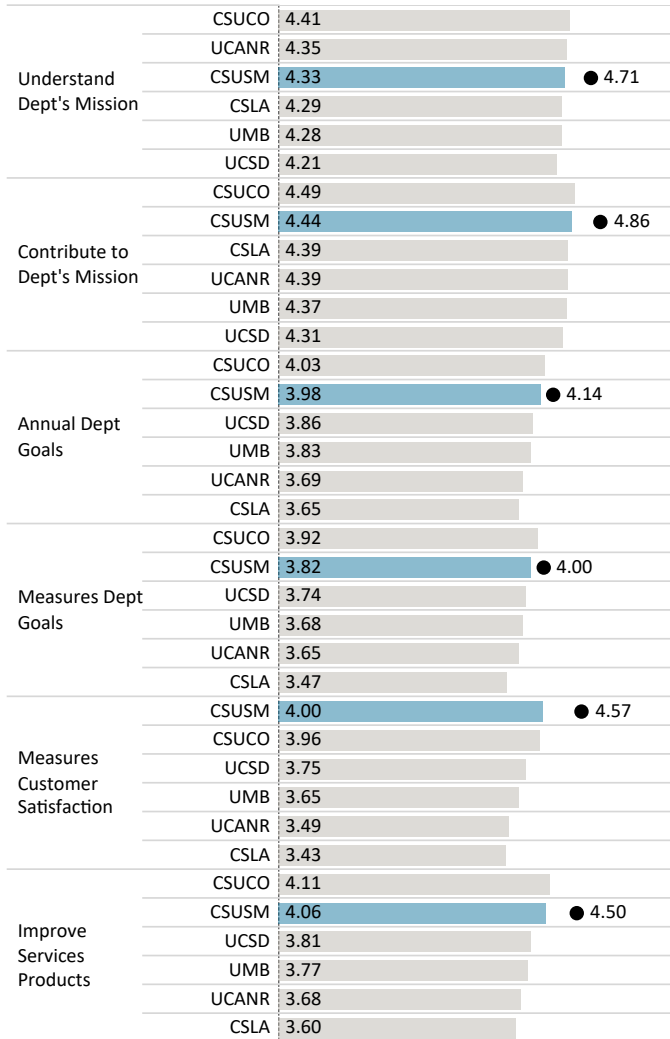
Comparison of FAS Leadership Council - 70000 to other Universities Overall
Department Effectiveness

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● FAS Leadership Council - 70000

Category	University	Score	Dot
Adequate Staffing	CSUCO	3.02	
	CSLA	2.92	
	UMB	2.92	
	CSUSM	2.78	● 2.43
	UCSD	2.77	
	UCANR	2.60	
Have Tools	CSUCO	4.09	
	CSUSM	3.97	● 3.71
	UMB	3.87	
	UCSD	3.83	
	CSLA	3.73	
	UCANR	3.67	
Physical Work Environment	CSUSM	4.20	● 4.57
	CSUCO	4.19	
	UCSD	3.98	
	UMB	3.96	
	UCANR	3.80	
	CSLA	3.74	
Safe Environment	CSUCO	4.26	
	CSUSM	4.23	● 4.57
	UCSD	4.12	
	UCANR	4.08	
	CSLA	4.00	
	UMB	3.86	
Spirit of Cooperation	CSUCO	4.25	
	CSUSM	4.13	● 4.67
	UCANR	4.07	
	UCSD	3.96	
	UMB	3.88	
	CSLA	3.74	
Ethical Conduct	CSUCO	4.48	
	UCANR	4.37	
	CSUSM	4.37	● 4.86
	UMB	4.20	
	UCSD	4.19	
	CSLA	4.03	

Category	University	Score	Dot
Collaborate with Units Outside	CSUCO	4.32	
	CSUSM	4.23	● 4.71
	UCANR	4.11	
	UCSD	4.05	
	UMB	4.00	
	CSLA	3.86	
Perform Responsibilities	CSUCO	4.34	
	UCANR	4.24	
	CSUSM	4.21	● 4.86
	UMB	4.14	
	UCSD	4.09	
	CSLA	3.96	
Participate in Decisions	CSUCO	4.12	
	CSUSM	4.11	● 4.71
	UCANR	4.03	
	UCSD	3.92	
	UMB	3.86	
	CSLA	3.80	
Balance Work Life	CSUCO	4.42	
	CSUSM	4.34	● 4.29
	UCANR	4.28	
	UCSD	4.11	
	UMB	4.04	
	CSLA	3.92	
Resolves Staff Issues	CSUCO	4.02	
	CSUSM	3.89	● 4.57
	UCANR	3.77	
	UCSD	3.75	
	UMB	3.66	
	CSLA	3.46	
Better Ways Recognized	CSUCO	4.01	
	CSUSM	3.93	● 4.43
	UCANR	3.86	
	UCSD	3.77	
	UMB	3.58	
	CSLA	3.45	

Comparison of FAS Leadership Council - 70000 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 Leadership Council - 70000

All Cultures - Fair	CSUSM	4.41	● 4.86
	CSUCO	4.39	
	CSLA	4.26	
	UCSD	4.23	
	UMB	4.14	
Sexual Orientation - Fair	CSUCO	4.49	
	CSUSM	4.46	● 4.86
	CSLA	4.32	
	UCSD	4.29	
	UMB	4.24	
Department Diversity Programs	CSUSM	4.15	● 4.57
	CSUCO	4.05	
	UCSD	3.91	
	UMB	3.78	
Support Diversity	CSUSM	4.39	● 4.86
	CSUCO	4.35	
	CSLA	4.24	
	UCSD	4.20	
	UMB	4.16	
Community-Excellence-Professional	CSUCO	4.43	
	CSUSM	4.35	● 4.86
	UCSD	4.18	
	UMB	4.11	
	CSLA	4.04	
Feel Valued	CSUCO	4.20	
	CSUSM	4.12	● 4.57
	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

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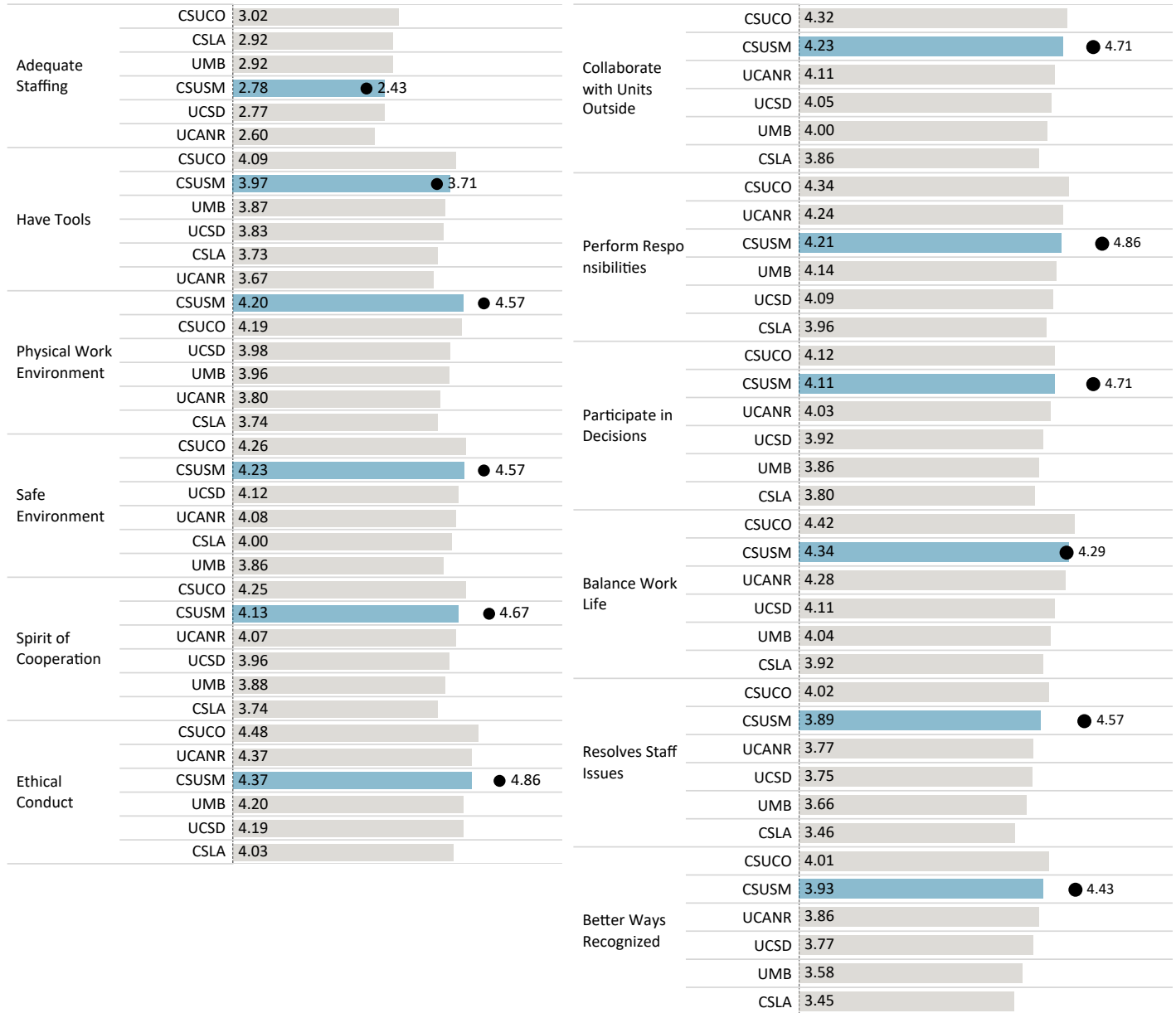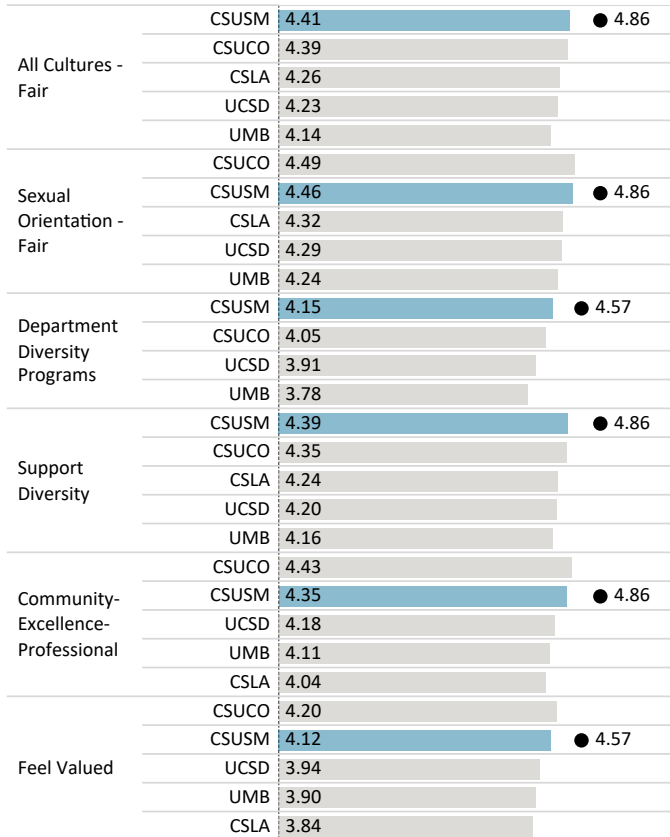
Comparison of FAS Leadership Council - 70000 to other Universities Overall
Supervisor Effectiveness

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● FAS Leadership Council - 70000

Category	University	Score		Category	University	Score
Recommends without Fear	CSUCO	4.43		Evaluated Fairly	CSUSM	4.31 ● 4.57
	CSUSM	4.39 ● 4.86			CSUCO	4.28
	UCANR	4.22			UCANR	4.14
	UCSD	4.18			UMB	4.13
	UMB	4.15			UCSD	4.09
	CSLA	4.09			CSLA	3.98
Sufficient Freedom	CSUSM	4.47 ● 4.71		Performance Evaluation	CSUCO	4.17
	UCANR	4.43			CSUSM	4.13 ● 4.43
	CSUCO	4.43			UCSD	3.95
	UMB	4.20			UMB	3.92
	UCSD	4.20			UCANR	3.84
	CSLA	4.09			CSLA	3.79
Communicates Essential Info	CSUCO	4.32		Advancement Opportunities	CSUSM	4.09 ● 4.43
	CSUSM	4.30 ● 4.57			CSUCO	4.09
	UCSD	4.09			UCSD	3.90
	UCANR	4.09			UMB	3.79
	UMB	4.05			UCANR	3.78
	CSLA	3.87			CSLA	3.71
Work Assigned Equitably	CSUCO	4.10		Supports Training	CSUCO	4.40
	UMB	4.01			CSUSM	4.27 ● 4.29
	CSUSM	4.00 ● 4.43			UCANR	4.16
	UCSD	3.96			UCSD	4.12
	UCANR	3.87			UMB	4.08
	CSLA	3.70			CSLA	4.04
Gives Praise for Work	CSUCO	4.30		Treats with Respect	CSUSM	4.55 ● 4.86
	CSUSM	4.29 ● 4.43			CSUCO	4.53
	UCSD	4.12			UCANR	4.46
	UCANR	4.10			UCSD	4.40
	UMB	4.05			UMB	4.37
	CSLA	3.95			CSLA	4.25
Suggestions for Improvement	CSUCO	4.21		Supportive of Personal Issues	CSUCO	4.61
	CSUSM	4.20 ● 4.43			CSUSM	4.59 ● 4.71
	UCSD	4.04			UCANR	4.47
	UMB	4.02			UCSD	4.45
	UCANR	3.96			UMB	4.44
	CSLA	3.88			CSLA	4.36

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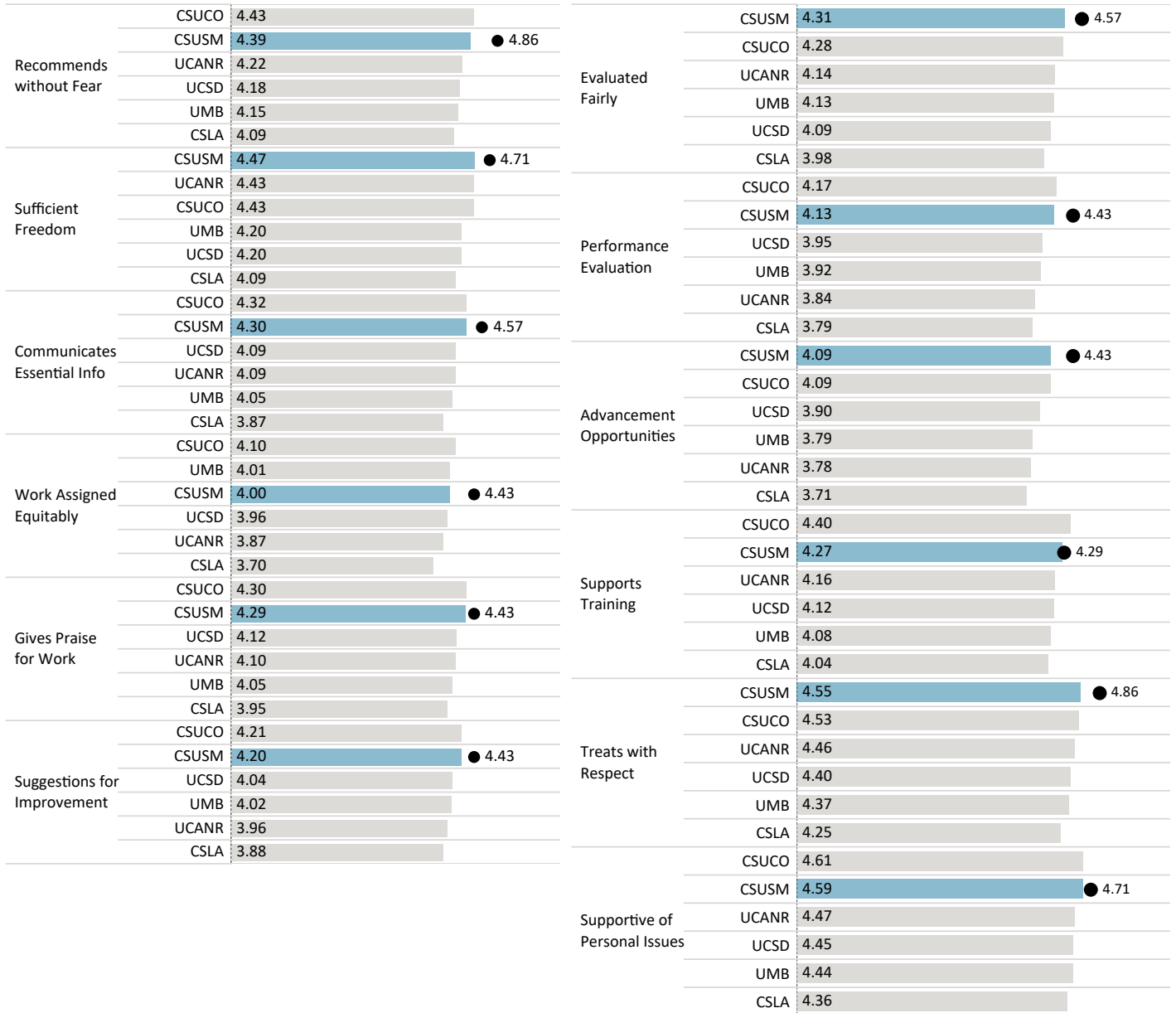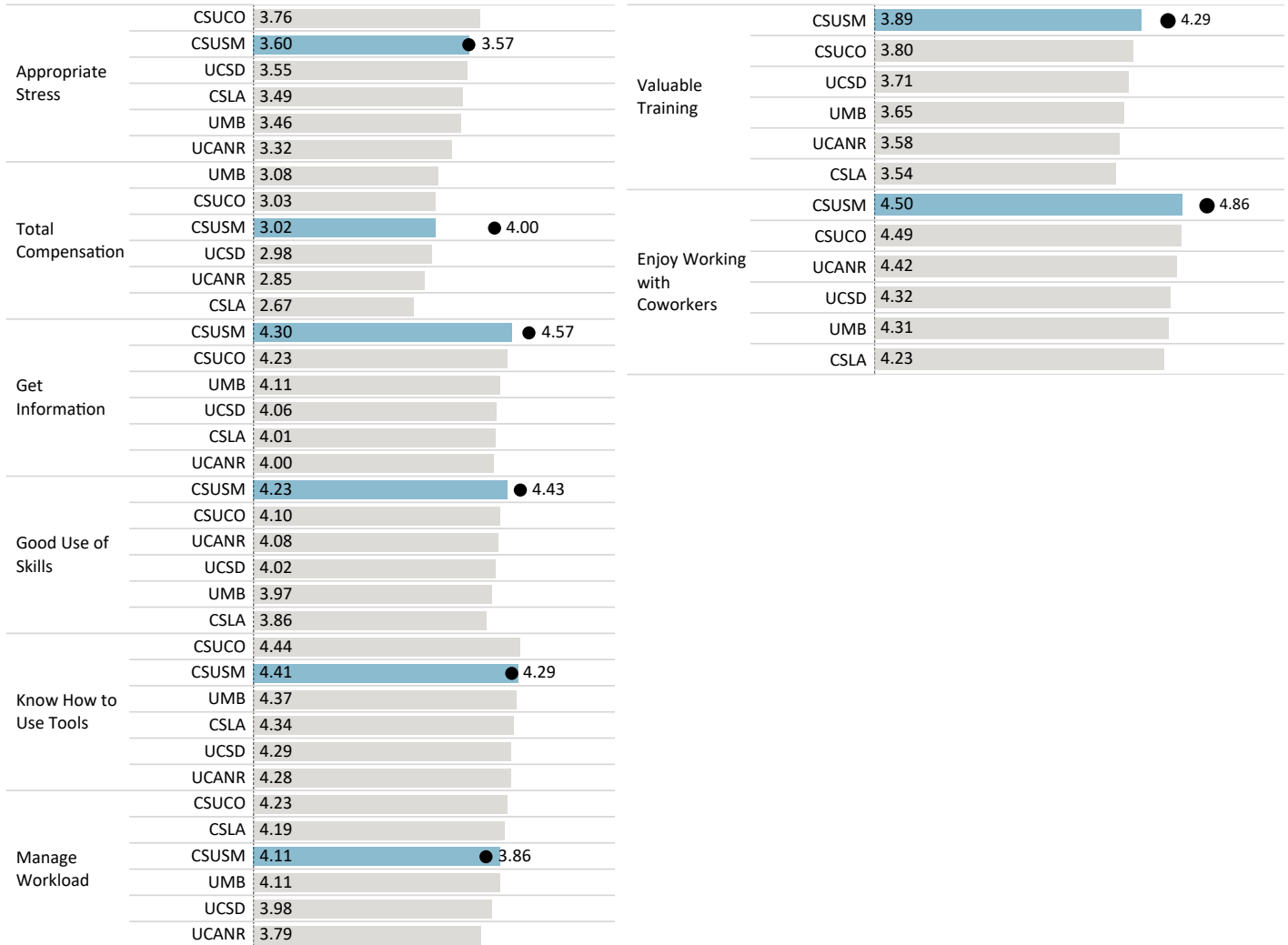
Comparison of FAS Leadership Council - 70000 to other Universities Overall
Employee Effectiveness
Reading this visualization: Your department/unit's mean scores (black dots) are displayed with the overall means of CSUSM (blue bars) and other participating universities (see list on the bottom of page).

● FAS Leadership Council - 70000

Appropriate Stress	CSUCO	3.76	
	CSUSM	3.60	● 3.57
	UCSD	3.55	
	CSLA	3.49	
	UMB	3.46	
	UCANR	3.32	
Total Compensation	UMB	3.08	
	CSUCO	3.03	
	CSUSM	3.02	● 4.00
	UCSD	2.98	
	UCANR	2.85	
	CSLA	2.67	
Get Information	CSUSM	4.30	● 4.57
	CSUCO	4.23	
	UMB	4.11	
	UCSD	4.06	
	CSLA	4.01	
	UCANR	4.00	
Good Use of Skills	CSUSM	4.23	● 4.43
	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	● 4.29
	UMB	4.37	
	CSLA	4.34	
	UCSD	4.29	
	UCANR	4.28	
Manage Workload	CSUCO	4.23	
	CSLA	4.19	
	CSUSM	4.11	● 3.86
	UMB	4.11	
	UCSD	3.98	
	UCANR	3.79	

Valuable Training	CSUSM	3.89	● 4.29
	CSUCO	3.80	
	UCSD	3.71	
	UMB	3.65	
	UCANR	3.58	
	CSLA	3.54	
Enjoy Working with Coworkers	CSUSM	4.50	● 4.86
	CSUCO	4.49	
	UCANR	4.42	
	UCSD	4.32	
	UMB	4.31	
	CSLA	4.23	

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