2022 - FAS Employee Engagement Survey
Planning, Design and Construction - 54000

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
100% 8 responses | 8 invited	**75%** 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	Communicates Essential Info	1	Adequate Staffing	1	Measures Customer Satisfaction ⬆
2	Contributes to Dept's Mission	2	Total Compensation	2	Resolves Staff Issues ⬆
3	Contributes to FAS Mission	3	Appropriate Stress	3	Department Diversity Programs ⬇
4	Know How to Use Tools	4	Have a Voice	4	Communicates Essential Info ⬆
5	Supportive of Personal Issues	5	Leadership Interested in Staff's Ideas	5	Gives Praise for Work ⬆

LARGEST DRIVERS OF SATISFACTION

INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
Supportive of Personal Issues	Total Compensation
Communicates Essential Info	Appropriate Stress
Recommends without Fear	Performance Evaluation
Sufficient Freedom	Feel Valued
Contributes to Dept's Mission	Balance Work Life

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").

Survey and analytics powered by Tritonlytics™ Organizational Assessments and Strategy, UC San Diego

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CSUSM

2022
8 respondents
100% of 8 invited

*2021 3 respondents
50% of 6 invited

2020 7 respondents
78% of 9 invited

4.09 mean score for 56 questions (scale 1-5)
19 questions in the excellent range (4.3 or greater)

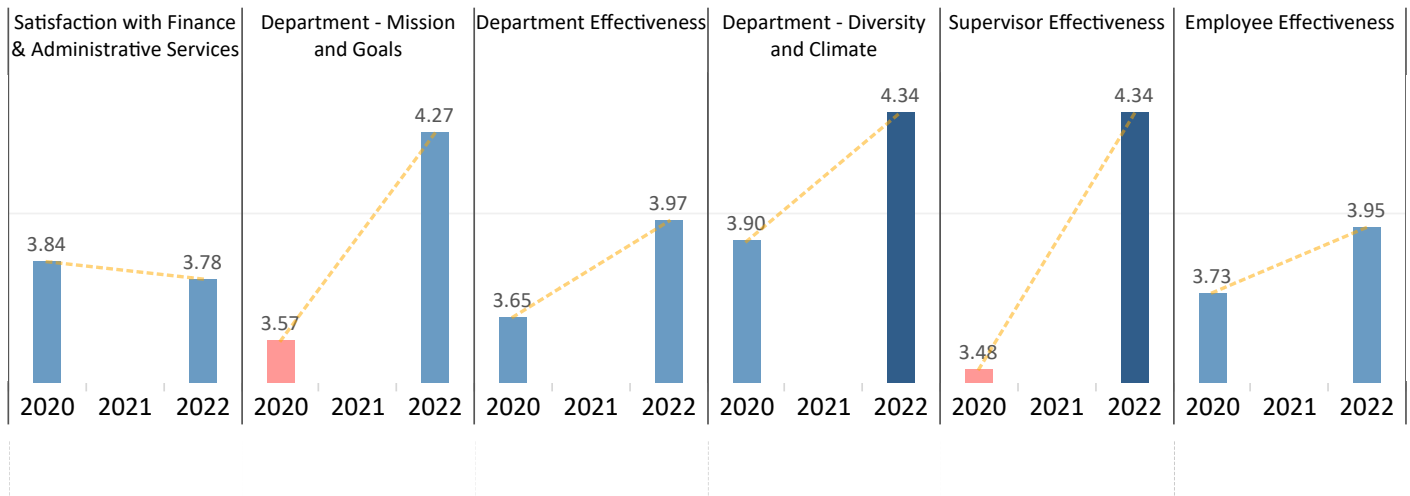| Strengths		Opportunities	
39	Communicates Essential Info	17	Adequate Staffing
11	Understand Dept's Mission	50	Total Compensation
12	Contributes to Dept's Mission	49	Appropriate Stress
47	Treats with Respect	55	Valuable Training
48	Supportive of Personal Issues	18	Have Tools

* Data is included only for years with 5 or more respondents

Overall, I am a satisfied FAS employee.

Strongly Agree	37.5% / 3
Agree	37.5% / 3
Neutral	12.5% / 1
Disagree	12.5% / 1
Strongly Disagree	
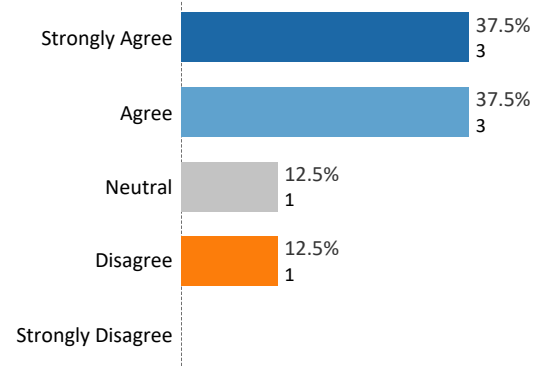
Mean = 4.00, Std Dev = 1.07

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	Department - Mission and Goals	Department Effectiveness	Department - Diversity and Climate	Supervisor Effectiveness	Employee Effectiveness
2020: 3.84, 2022: 3.78	2020: 3.57, 2022: 4.27	2020: 3.65, 2022: 3.97	2020: 3.90, 2022: 4.34	2020: 3.48, 2022: 4.34	2020: 3.73, 2022: 3.95

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

63 eNPS*

(75.0% - 12.5%)

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									2		1		3
	3						1	1						1
	2					1								1
	1													
Total						1	1		2	1	3		8

*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

● 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

⬇ 18   🟡 9   ⬆ 28

Facilities Dev and Mgmt.

107 Invited (N)
80 Responded (n)
75% Response Rate

*Data is included only for years with 5 or more respondents

		2020	2022		2022	
	1 Overall Satisfaction	3.86	4.00	🟡	3.91	●
Satisfaction with Finance & Administrative Services	2 Valued Member	4.00	3.63	⬇	3.69	
	3 Leadership Interested in Staff's Ideas	3.71	3.38	🟡	3.47	
	4 Faculty Value Contributions	4.00	3.63	⬇	3.88	
	5 Staff Value Contributions	4.00	3.63	⬇	3.99	
	6 Understand University Mission	4.14	4.13	⬇	3.94	●
	7 Contributes to FAS Mission	4.14	4.63	🟡	4.29	●
	8 Have a Voice	3.57	3.25	🟡	3.62	
	9 Career Advancement	2.71	3.75	⬆	3.60	●
	10 University All Welcomed	4.29	4.00	⬇	3.94	●
Department - Mission and Goals	11 Understand Dept's Mission	4.00	4.63	⬆	4.23	●
	12 Contributes to Dept's Mission	4.14	4.63	⬇	4.42	●
	13 Annual Dept Goals	3.43	4.13	⬇	4.04	●
	14 Measures Dept Goals	3.29	4.00	🟡	3.93	●
	15 Measures Customer Satisfaction	3.29	4.25	⬆	3.96	●
	16 Improve Services Products	3.29	4.00	⬆	3.93	●
Department Effectiveness	17 Adequate Staffing	2.43	2.00	🟡	2.74	
	18 Have Tools	4.00	3.75	⬇	4.01	
	19 Physical Work Environment	4.00	4.00	🟡	3.93	●
	20 Safe Environment	4.14	4.25	🟡	4.17	●
	21 Spirit of Cooperation	3.71	4.25	⬆	3.87	●
	22 Ethical Conduct	4.29	4.50	⬇	4.07	●
	23 Collaborate Well with Coworkers		4.14	⬆	4.10	●
	24 Collaborate Well with Supervisor		4.43	⬆	4.29	●
	25 Collaborate with Units Outside	3.71	4.38	🟡	4.05	●
	26 Perform Responsibilities	3.29	4.00	⬆	3.88	●
	27 Participate in Decisions	3.83	4.13	⬆	3.84	●
	28 Balance Work Life	4.00	4.13	⬆	4.05	●
	29 Resolves Staff Issues	3.00	4.00	⬆	3.79	●
	30 Better Ways Recognized	3.43	3.75	⬆	3.74	●
Department - Diversity and Climate	31 Department Diversity Programs	3.57	3.86	⬇	4.04	
	32 All Cultures - Fair	4.00	4.50	⬇	4.16	●
	33 Sexual Orientation - Fair	4.14	4.50	⬇	4.24	●
	34 Support Diversity	4.00	4.50	⬇	4.18	●
	35 Treated in a Professional Manner	4.14	4.50	⬇	4.05	●
	36 Feel Valued	3.57	4.13	⬆	3.86	●
Supervisor Effectiveness	37 Recommends without Fear	3.57	4.50	⬆	4.13	●
	38 Sufficient Freedom	4.14	4.38	⬆	4.22	●
	39 Communicates Essential Info	2.71	4.75	⬆	4.21	●
	40 Work Assigned Equitably	2.86	3.88	🟡	3.97	
	41 Gives Praise for Work	3.29	4.38	⬆	4.11	●
	42 Suggestions for Improvement	3.29	4.38	⬆	4.07	●
	43 Evaluated Fairly	3.29	4.13	⬆	4.17	
	44 Performance Evaluation	3.71	4.14	⬆	4.06	●
	45 Advancement Opportunities	3.00	4.00	⬇	3.95	●
	46 Supports Training	3.57	4.25	⬇	4.09	●
	47 Treats with Respect	4.00	4.63	⬆	4.36	●
	48 Supportive of Personal Issues	4.29	4.63	⬆	4.34	●
Employee Effectiveness	49 Appropriate Stress	3.14	3.25	⬆	3.54	
	50 Total Compensation	3.14	3.13	⬆	2.76	●
	51 Get Information	3.86	4.25	⬆	4.18	●
	52 Good Use of Skills	3.86	4.25	⬆	4.13	●
	53 Know How to Use Tools	4.29	4.63	⬇	4.34	●
	54 Manage Workload	3.57	4.13	⬆	4.21	
	55 Valuable Training	3.43	3.43	⬇	3.92	
	56 Enjoy Working with Coworkers	4.57	4.50	⬆	4.39	●

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 Planning, Design and Construction - 54000 to other Universities Overall

Satisfaction with Finance & Administrative Services

Reading this visualization: Your department/unit's mean scores (black dots) are displayed with the overall means of CSUSM (blue bars) and other participating universities (see list on the bottom of page).

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Category	University	Mean	Dot (unit)
Overall Satisfaction	CSUSM	4.00	4.00
	CSUCO	3.97	
	UMB	3.85	
	UCSD	3.84	
	UCANR	3.68	
	CSLA	3.66	
Valued Member	CSUCO	3.88	
	CSUSM	3.82	3.63
	UCSD	3.71	
	UMB	3.65	
	UCANR	3.61	
	CSLA	3.40	
Leadership Interested in Staff's Ideas	CSUSM	3.79	3.38
	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	3.63
	CSLA	3.45	
Staff Value Contributions	CSUCO	4.09	
	UCSD	3.97	
	CSUSM	3.96	3.63
	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	4.63
	UCANR	4.19	

Category	University	Mean	Dot (unit)
Contribute to University Mission	CSUCO	4.46	
	CSLA	4.29	
	UCSD	4.28	
	UMB	4.27	
	CSUSM	4.26	4.63
	UCANR	4.19	
Have a Voice	CSUSM	3.70	3.25
	CSUCO	3.68	
	UCSD	3.49	
	UMB	3.41	
	UCANR	3.25	
	CSLA	3.09	
Career Advancement	CSUSM	3.57	3.75
	UCSD	3.30	
	UMB	3.29	
	CSUCO	3.28	
	UCANR	3.10	
	CSLA	2.86	
University All Welcomed	CSUSM	4.05	4.00
	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 Planning, Design and Construction - 54000 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).

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Understand Dept's Mission	CSUCO	4.41	
	UCANR	4.35	
	CSUSM	4.33	● 4.63
	CSLA	4.29	
	UMB	4.28	
	UCSD	4.21	
Contribute to Dept's Mission	CSUCO	4.49	
	CSUSM	4.44	● 4.63
	CSLA	4.39	
	UCANR	4.39	
	UMB	4.37	
	UCSD	4.31	
Annual Dept Goals	CSUCO	4.03	
	CSUSM	3.98	● 4.13
	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	● 4.25
	CSUCO	3.96	
	UCSD	3.75	
	UMB	3.65	
	UCANR	3.49	
	CSLA	3.43	
Improve Services Products	CSUCO	4.11	
	CSUSM	4.06	● 4.00
	UCSD	3.81	
	UMB	3.77	
	UCANR	3.68	
	CSLA	3.60	

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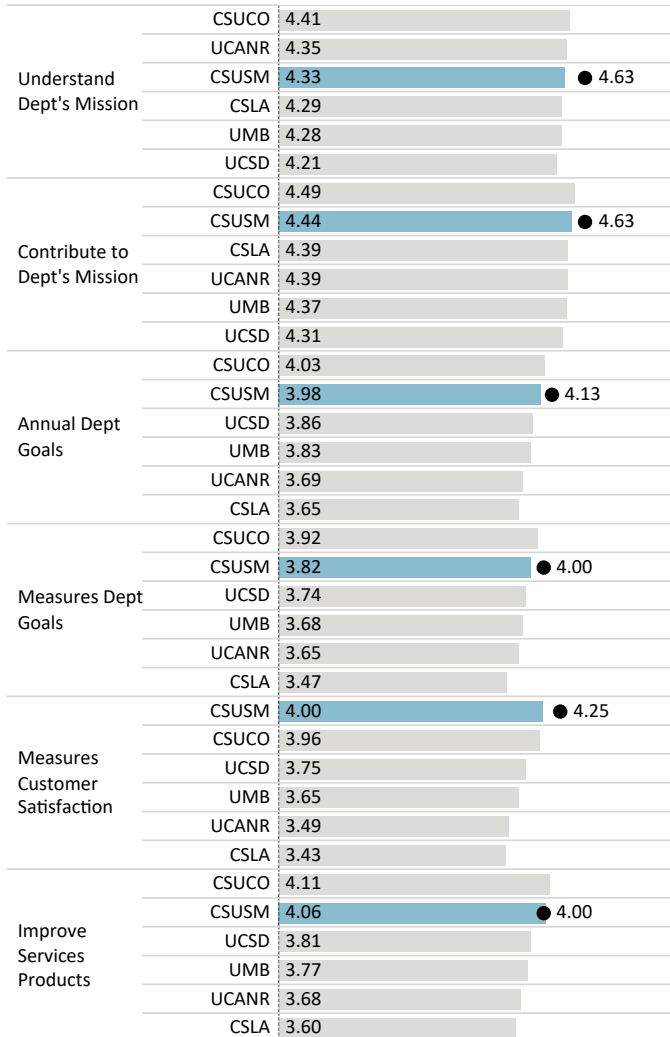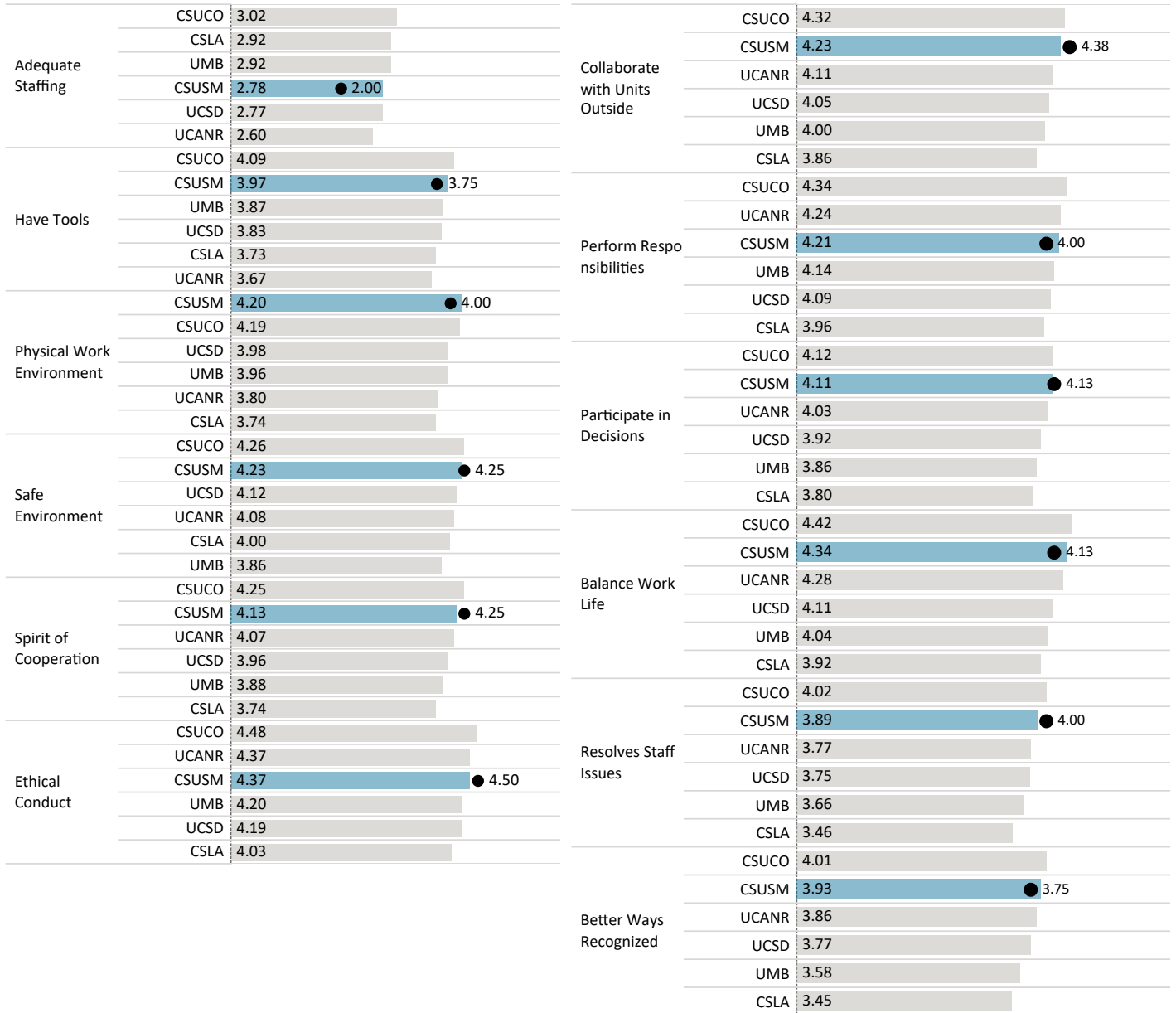
Comparison of Planning, Design and Construction - 54000 to other Universities Overall
Department Effectiveness

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Adequate Staffing
University	Score	Dot
CSUCO	3.02	
CSLA	2.92	
UMB	2.92	
CSUSM	2.78	● 2.00
UCSD	2.77	
UCANR	2.60	

Have Tools
University	Score	Dot
CSUCO	4.09	
CSUSM	3.97	● 3.75
UMB	3.87	
UCSD	3.83	
CSLA	3.73	
UCANR	3.67	

Physical Work Environment
University	Score	Dot
CSUSM	4.20	● 4.00
CSUCO	4.19	
UCSD	3.98	
UMB	3.96	
UCANR	3.80	
CSLA	3.74	

Safe Environment
University	Score	Dot
CSUCO	4.26	
CSUSM	4.23	● 4.25
UCSD	4.12	
UCANR	4.08	
CSLA	4.00	
UMB	3.86	

Spirit of Cooperation
University	Score	Dot
CSUCO	4.25	
CSUSM	4.13	● 4.25
UCANR	4.07	
UCSD	3.96	
UMB	3.88	
CSLA	3.74	

Ethical Conduct
University	Score	Dot
CSUCO	4.48	
UCANR	4.37	
CSUSM	4.37	● 4.50
UMB	4.20	
UCSD	4.19	
CSLA	4.03	

Collaborate with Units Outside
University	Score	Dot
CSUCO	4.32	
CSUSM	4.23	● 4.38
UCANR	4.11	
UCSD	4.05	
UMB	4.00	
CSLA	3.86	

Perform Responsibilities
University	Score	Dot
CSUCO	4.34	
UCANR	4.24	
CSUSM	4.21	● 4.00
UMB	4.14	
UCSD	4.09	
CSLA	3.96	

Participate in Decisions
University	Score	Dot
CSUCO	4.12	
CSUSM	4.11	● 4.13
UCANR	4.03	
UCSD	3.92	
UMB	3.86	
CSLA	3.80	

Balance Work Life
University	Score	Dot
CSUCO	4.42	
CSUSM	4.34	● 4.13
UCANR	4.28	
UCSD	4.11	
UMB	4.04	
CSLA	3.92	

Resolves Staff Issues
University	Score	Dot
CSUCO	4.02	
CSUSM	3.89	● 4.00
UCANR	3.77	
UCSD	3.75	
UMB	3.66	
CSLA	3.46	

Better Ways Recognized
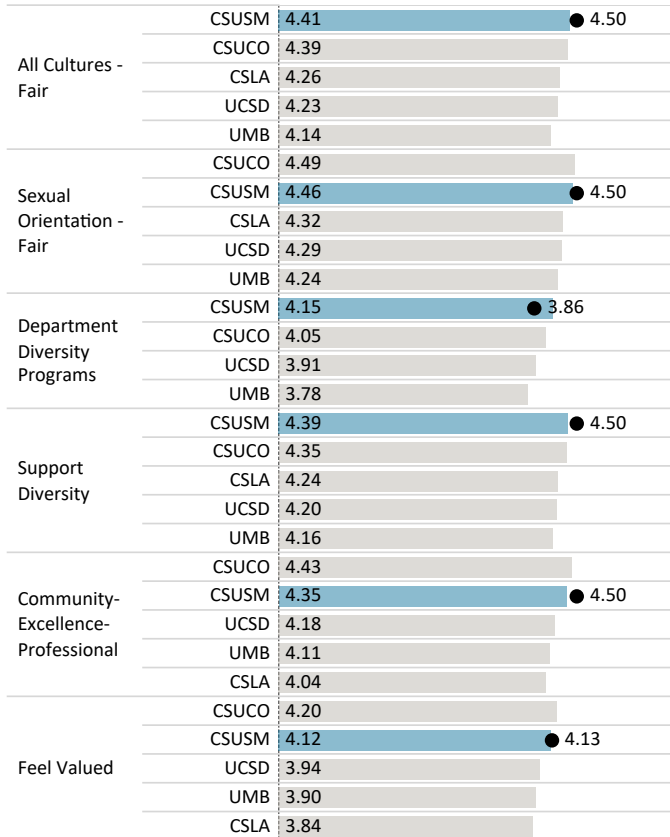| University	Score	Dot
CSUCO	4.01	
CSUSM	3.93	● 3.75
UCANR	3.86	
UCSD	3.77	
UMB	3.58	
CSLA	3.45	

Comparison of Planning, Design and Construction - 54000 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).

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All Cultures - Fair	CSUSM	4.41	● 4.50
	CSUCO	4.39	
	CSLA	4.26	
	UCSD	4.23	
	UMB	4.14	
Sexual Orientation - Fair	CSUCO	4.49	
	CSUSM	4.46	● 4.50
	CSLA	4.32	
	UCSD	4.29	
	UMB	4.24	
Department Diversity Programs	CSUSM	4.15	● 3.86
	CSUCO	4.05	
	UCSD	3.91	
	UMB	3.78	
Support Diversity	CSUSM	4.39	● 4.50
	CSUCO	4.35	
	CSLA	4.24	
	UCSD	4.20	
	UMB	4.16	
Community- Excellence- Professional	CSUCO	4.43	
	CSUSM	4.35	● 4.50
	UCSD	4.18	
	UMB	4.11	
	CSLA	4.04	
Feel Valued	CSUCO	4.20	
	CSUSM	4.12	● 4.13
	UCSD	3.94	
	UMB	3.90	
	CSLA	3.84	

Comparison of Planning, Design and Construction - 54000 to other Universities Overall
Supervisor Effectiveness

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Recommends without Fear			Evaluated Fairly		
CSUCO	4.43		CSUSM	4.31	● 4.13
CSUSM	4.39	● 4.50	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			Performance Evaluation		
CSUSM	4.47	● 4.38	CSUCO	4.17	
UCANR	4.43		CSUSM	4.13	● 4.14
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			Advancement Opportunities		
CSUCO	4.32		CSUSM	4.09	● 4.00
CSUSM	4.30	● 4.75	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			Supports Training		
CSUCO	4.10		CSUCO	4.40	
UMB	4.01		CSUSM	4.27	● 4.25
CSUSM	4.00	● 3.88	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			Treats with Respect		
CSUCO	4.30		CSUSM	4.55	● 4.63
CSUSM	4.29	● 4.38	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			Supportive of Personal Issues		
CSUCO	4.21		CSUCO	4.61	
CSUSM	4.20	● 4.38	CSUSM	4.59	● 4.63
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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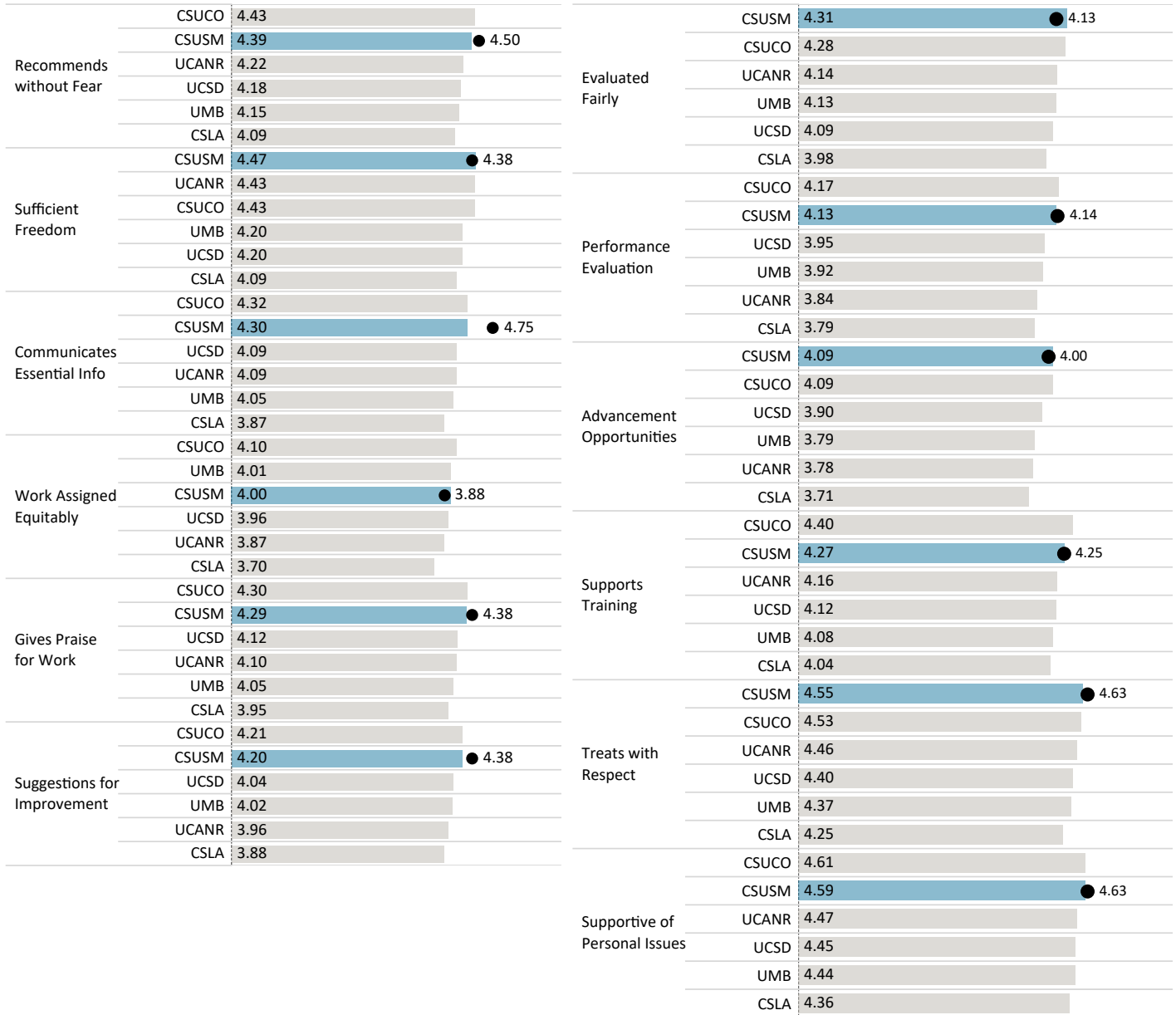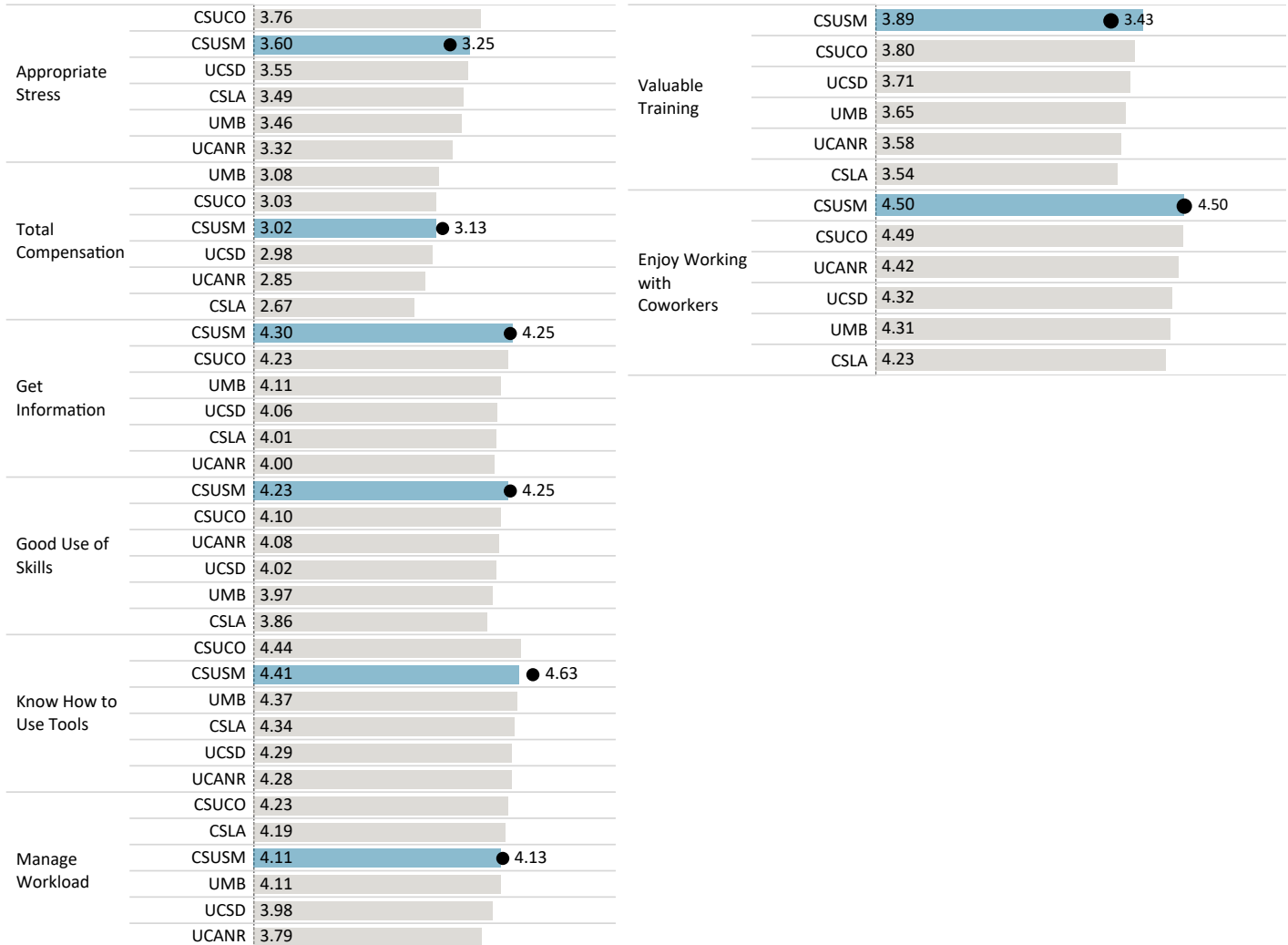
Comparison of Planning, Design and Construction - 54000 to other Universities Overall
Employee Effectiveness

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).

● Planning, Design and Construction - 54000

Category	University	Score		Category	University	Score
Appropriate Stress	CSUCO	3.76		Valuable Training	CSUSM	3.89 ● 3.43
	CSUSM	3.60 ● 3.25			CSUCO	3.80
	UCSD	3.55			UCSD	3.71
	CSLA	3.49			UMB	3.65
	UMB	3.46			UCANR	3.58
	UCANR	3.32			CSLA	3.54
Total Compensation	UMB	3.08		Enjoy Working with Coworkers	CSUSM	4.50 ● 4.50
	CSUCO	3.03			CSUCO	4.49
	CSUSM	3.02 ● 3.13			UCANR	4.42
	UCSD	2.98			UCSD	4.32
	UCANR	2.85			UMB	4.31
	CSLA	2.67			CSLA	4.23
Get Information	CSUSM	4.30 ● 4.25				
	CSUCO	4.23				
	UMB	4.11				
	UCSD	4.06				
	CSLA	4.01				
	UCANR	4.00				
Good Use of Skills	CSUSM	4.23 ● 4.25				
	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 ● 4.63				
	UMB	4.37				
	CSLA	4.34				
	UCSD	4.29				
	UCANR	4.28				
Manage Workload	CSUCO	4.23				
	CSLA	4.19				
	CSUSM	4.11 ● 4.13				
	UMB	4.11				
	UCSD	3.98				
	UCANR	3.79				

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