## 2022 - FAS Employee Engagement Survey
### Safety, Health and Sustainability - 12000

## 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%**<br>14 responses \| 14 invited | **86%**<br>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<br>↑↓ change of .09 or more, ● less than .09 | | |
|---|---|---|---|---|---|---|
| 1 | Sexual Orientation - Fair | 1 | Total Compensation | 1 | Adequate Staffing | ⬆ |
| 2 | Sufficient Freedom | 2 | Faculty Value Contributions | 2 | Measures Customer Satisfaction | ⬇ |
| 3 | Supportive of Personal Issues | 3 | Appropriate Stress | 3 | Gives Praise for Work | ⬇ |
| 4 | Recommends without Fear | 4 | Adequate Staffing | 4 | Department Diversity Programs | ⬇ |
| 5 | Support Diversity | 5 | Manage Workload | 5 | Total Compensation | ⬆ |

### LARGEST DRIVERS OF SATISFACTION

| INFLUENTIAL STRENGTHS | PRIMARY OPPORTUNITIES |
|---|---|
| Treated in a Professional Manner | Performance Evaluation |
| Support Diversity | Evaluated Fairly |
| All Cultures - Fair | Resolves Staff Issues |
| Treats with Respect | Work Assigned Equitably |
| Advancement Opportunities | Suggestions for Improvement |

### 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").
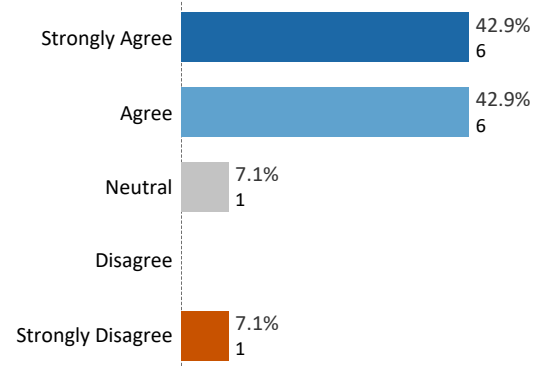
**2022**
14 respondents
100% of 14 invited

**2021**
11 respondents
92% of 12 invited

**2020**
11 respondents
100% of 11 invited

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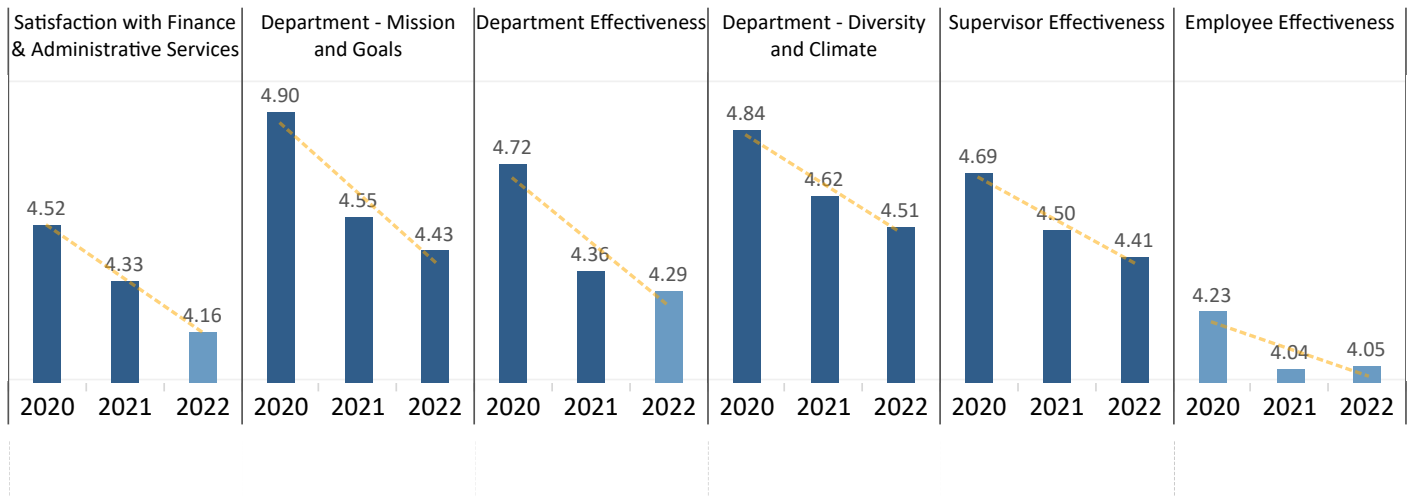**29** questions in the excellent range (4.3 or greater)

| Strengths | | Opportunities | |
|---|---|---|---|
| 33 | Sexual Orientation - Fair | 50 | Total Compensation |
| 38 | Sufficient Freedom | 49 | Appropriate Stress |
| 48 | Supportive of Personal Issues | 17 | Adequate Staffing |
| 34 | Support Diversity | 29 | Resolves Staff Issues |
| 37 | Recommends without Fear | 54 | Manage Workload |

**Overall, I am a satisfied FAS employee.**

| | |
|---|---|
| Strongly Agree | 42.9% 6 |
| Agree | 42.9% 6 |
| Neutral | 7.1% 1 |
| Disagree | |
| Strongly Disagree | 7.1% 1 |

Mean = 4.14, Std Dev = 1.10

**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)

| | 2020 | 2021 | 2022 |
|---|---|---|---|
| Satisfaction with Finance & Administrative Services | 4.52 | 4.33 | 4.16 |
| Department - Mission and Goals | 4.90 | 4.55 | 4.43 |
| Department Effectiveness | 4.72 | 4.36 | 4.29 |
| Department - Diversity and Climate | 4.84 | 4.62 | 4.51 |
| Supervisor Effectiveness | 4.69 | 4.50 | 4.41 |
| Employee Effectiveness | 4.23 | 4.04 | 4.05 |

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

**79** eNPS*
(85.7% - 7.1%)

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 | | | 6 |
| | 4 | | | | | | | | 1 | 1 | 2 | 2 | | | 6 |
| | 3 | | | | | | | | | | | 1 | | | 1 |
| | 2 | | | | | | | | | | | | | | |
| | 1 | | 1 | | | | | | | | | | | | 1 |
| Total | | | 1 | | | | | | 1 | 2 | 4 | 6 | | | 14 |

**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
## Safety, Health and Sustainability - 12000

**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 FAS Admin (rounded to two decimal places)

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

↓ 26   ● 21   ↑ 8

**FAS Admin**
**29** Invited (N)
**25** Responded (n)
**86%** Response Rate

| Category | # | Item | 2020 | 2021 | 2022 | Change | 2022 (FAS Admin) | > |
|---|---|---|---|---|---|---|---|---|
| | 1 | Overall Satisfaction | 4.36 | 4.40 | 4.14 | ↓ | 4.16 | |
| Satisfaction with Finance & Administrative Services | 2 | Valued Member | 4.55 | 4.36 | 4.31 | ● | 4.35 | |
| | 3 | Leadership Interested in Staff's Ideas | 4.36 | 4.50 | 4.36 | ↓ | 4.36 | |
| | 4 | Faculty Value Contributions | 4.45 | 3.91 | 3.57 | ↓ | 3.24 | ● |
| | 5 | Staff Value Contributions | 4.45 | 4.27 | 4.21 | ● | 4.04 | ● |
| | 6 | Understand University Mission | 4.82 | 4.45 | 4.29 | ↓ | 4.36 | |
| | 7 | Contributes to FAS Mission | 4.82 | 4.64 | 4.43 | ↓ | 4.48 | |
| | 8 | Have a Voice | 4.45 | 4.55 | 4.21 | ↓ | 4.16 | ● |
| | 9 | Career Advancement | 4.00 | 3.90 | 3.86 | ● | 3.84 | ● |
| | 10 | University All Welcomed | 4.80 | 4.36 | 4.21 | ● | 4.24 | |
| Department - Mission and Goals | 11 | Understand Dept's Mission | 4.90 | 4.73 | 4.64 | ● | 4.72 | |
| | 12 | Contributes to Dept's Mission | 4.90 | 4.64 | 4.57 | ● | 4.64 | |
| | 13 | Annual Dept Goals | 5.00 | 4.55 | 4.64 | ↑ | 4.52 | ● |
| | 14 | Measures Dept Goals | 4.90 | 4.27 | 4.15 | ↓ | 4.25 | |
| | 15 | Measures Customer Satisfaction | 4.80 | 4.55 | 4.14 | ↓ | 4.28 | |
| | 16 | Improve Services Products | 4.90 | 4.55 | 4.43 | ↓ | 4.52 | |
| Department Effectiveness | 17 | Adequate Staffing | 3.70 | 2.91 | 3.71 | ↑ | 3.44 | ● |
| | 18 | Have Tools | 4.80 | 4.27 | 4.36 | ● | 4.16 | ● |
| | 19 | Physical Work Environment | 4.70 | 4.36 | 4.29 | ● | 4.24 | ● |
| | 20 | Safe Environment | 5.00 | 4.73 | 4.57 | ↓ | 4.64 | |
| | 21 | Spirit of Cooperation | 4.89 | 4.45 | 4.43 | ● | 4.56 | |
| | 22 | Ethical Conduct | 4.90 | 4.64 | 4.43 | ↓ | 4.56 | |
| | 23 | Collaborate Well with Coworkers | | 4.30 | 4.36 | ● | 4.62 | |
| | 24 | Collaborate Well with Supervisor | | 4.67 | 4.55 | ↓ | 4.70 | |
| | 25 | Collaborate with Units Outside | 5.00 | 4.82 | 4.69 | ↓ | 4.79 | |
| | 26 | Perform Responsibilities | 4.70 | 4.27 | 4.29 | ● | 4.52 | |
| | 27 | Participate in Decisions | 4.80 | 4.55 | 4.46 | ● | 4.58 | |
| | 28 | Balance Work Life | 4.70 | 4.64 | 4.14 | ↓ | 4.44 | |
| | 29 | Resolves Staff Issues | 4.60 | 4.00 | 3.79 | ↓ | 4.13 | |
| | 30 | Better Ways Recognized | 4.90 | 4.55 | 4.15 | ↓ | 4.46 | |
| Department - Diversity and Climate | 31 | Department Diversity Programs | 4.44 | 4.33 | 4.07 | ↓ | 4.32 | |
| | 32 | All Cultures - Fair | 5.00 | 4.70 | 4.64 | ● | 4.72 | |
| | 33 | Sexual Orientation - Fair | 5.00 | 4.82 | 4.79 | ● | 4.83 | |
| | 34 | Support Diversity | 5.00 | 4.78 | 4.71 | ● | 4.76 | |
| | 35 | Treated in a Professional Manner | 4.80 | 4.60 | 4.57 | ● | 4.68 | |
| | 36 | Feel Valued | 4.75 | 4.45 | 4.29 | ↓ | 4.52 | |
| Supervisor Effectiveness | 37 | Recommends without Fear | 4.90 | 4.64 | 4.71 | ● | 4.80 | |
| | 38 | Sufficient Freedom | 4.80 | 4.64 | 4.79 | ↑ | 4.84 | |
| | 39 | Communicates Essential Info | 4.50 | 4.45 | 4.29 | ↓ | 4.56 | |
| | 40 | Work Assigned Equitably | 4.00 | 3.73 | 3.93 | ↑ | 4.32 | |
| | 41 | Gives Praise for Work | 4.90 | 4.73 | 4.43 | ↓ | 4.68 | |
| | 42 | Suggestions for Improvement | 4.70 | 4.55 | 4.15 | ↓ | 4.50 | |
| | 43 | Evaluated Fairly | 4.70 | 4.73 | 4.14 | ↓ | 4.44 | |
| | 44 | Performance Evaluation | 4.25 | 3.67 | 3.93 | ↑ | 4.20 | |
| | 45 | Advancement Opportunities | 4.60 | 4.27 | 4.36 | ● | 4.40 | |
| | 46 | Supports Training | 4.90 | 4.64 | 4.71 | ● | 4.72 | |
| | 47 | Treats with Respect | 5.00 | 5.00 | 4.64 | ↓ | 4.68 | |
| | 48 | Supportive of Personal Issues | 5.00 | 4.82 | 4.79 | ● | 4.80 | |
| Employee Effectiveness | 49 | Appropriate Stress | 3.40 | 3.30 | 3.64 | ↑ | 3.72 | |
| | 50 | Total Compensation | 3.30 | 2.70 | 2.93 | ↑ | 3.24 | |
| | 51 | Get Information | 4.60 | 4.64 | 4.29 | ↓ | 4.48 | |
| | 52 | Good Use of Skills | 4.60 | 4.45 | 4.50 | ● | 4.52 | |
| | 53 | Know How to Use Tools | 4.80 | 4.73 | 4.57 | ↓ | 4.60 | |
| | 54 | Manage Workload | 3.90 | 3.91 | 3.79 | ↓ | 4.00 | |
| | 55 | Valuable Training | 4.40 | 3.80 | 4.15 | ↑ | 4.21 | |
| | 56 | Enjoy Working with Coworkers | 4.80 | 4.55 | 4.54 | ● | 4.67 | |

# 2022 - FAS Employee Engagement Survey
## Safety, Health and Sustainability - 12000

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 | Agree | Neutral | Disagree | Strongly Disagree | N/A |
|---|---|---|---|---|---|---|
| | **5** | **4** | **3** | **2** | **1** | |

| | | |
|---|---|---|
| | 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 Safety, Health and Sustainability - 12000 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).

● Safety, Health and Sustainability - 12000

| Overall Satisfaction | | |
|---|---|---|
| CSUSM | 4.00 | ● 4.14 |
| CSUCO | 3.97 | |
| UMB | 3.85 | |
| UCSD | 3.84 | |
| UCANR | 3.68 | |
| CSLA | 3.66 | |

| Valued Member | | |
|---|---|---|
| CSUCO | 3.88 | |
| CSUSM | 3.82 | ● 4.31 |
| 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 | ● 3.57 |
| CSLA | 3.45 | |

| Staff Value Contributions | | |
|---|---|---|
| CSUCO | 4.09 | |
| UCSD | 3.97 | |
| CSUSM | 3.96 | ● 4.21 |
| 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 | ● 4.43 |
| UCANR | 4.19 | |

| Contribute to University Mission | | |
|---|---|---|
| CSUCO | 4.46 | |
| CSLA | 4.29 | |
| UCSD | 4.28 | |
| UMB | 4.27 | |
| CSUSM | 4.26 | ● 4.43 |
| UCANR | 4.19 | |

| Have a Voice | | |
|---|---|---|
| CSUSM | 3.70 | ● 4.21 |
| CSUCO | 3.68 | |
| UCSD | 3.49 | |
| UMB | 3.41 | |
| UCANR | 3.25 | |
| CSLA | 3.09 | |

| Career Advancement | | |
|---|---|---|
| CSUSM | 3.57 | ● 3.86 |
| UCSD | 3.30 | |
| UMB | 3.29 | |
| CSUCO | 3.28 | |
| UCANR | 3.10 | |
| CSLA | 2.86 | |

| University All Welcomed | | |
|---|---|---|
| CSUSM | 4.05 | ● 4.21 |
| 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 Safety, Health and Sustainability - 12000 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).

● Safety, Health and Sustainability - 12000

| Category | Unit | Score | Dot |
|---|---|---|---|
| Understand Dept's Mission | CSUCO | 4.41 | |
| | UCANR | 4.35 | |
| | CSUSM | 4.33 | ● 4.64 |
| | CSLA | 4.29 | |
| | UMB | 4.28 | |
| | UCSD | 4.21 | |
| Contribute to Dept's Mission | CSUCO | 4.49 | |
| | CSUSM | 4.44 | ● 4.57 |
| | CSLA | 4.39 | |
| | UCANR | 4.39 | |
| | UMB | 4.37 | |
| | UCSD | 4.31 | |
| Annual Dept Goals | CSUCO | 4.03 | |
| | CSUSM | 3.98 | ● 4.64 |
| | UCSD | 3.86 | |
| | UMB | 3.83 | |
| | UCANR | 3.69 | |
| | CSLA | 3.65 | |
| Measures Dept Goals | CSUCO | 3.92 | |
| | CSUSM | 3.82 | ● 4.15 |
| | UCSD | 3.74 | |
| | UMB | 3.68 | |
| | UCANR | 3.65 | |
| | CSLA | 3.47 | |
| Measures Customer Satisfaction | CSUSM | 4.00 | ● 4.14 |
| | CSUCO | 3.96 | |
| | UCSD | 3.75 | |
| | UMB | 3.65 | |
| | UCANR | 3.49 | |
| | CSLA | 3.43 | |
| Improve Services Products | CSUCO | 4.11 | |
| | CSUSM | 4.06 | ● 4.43 |
| | 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
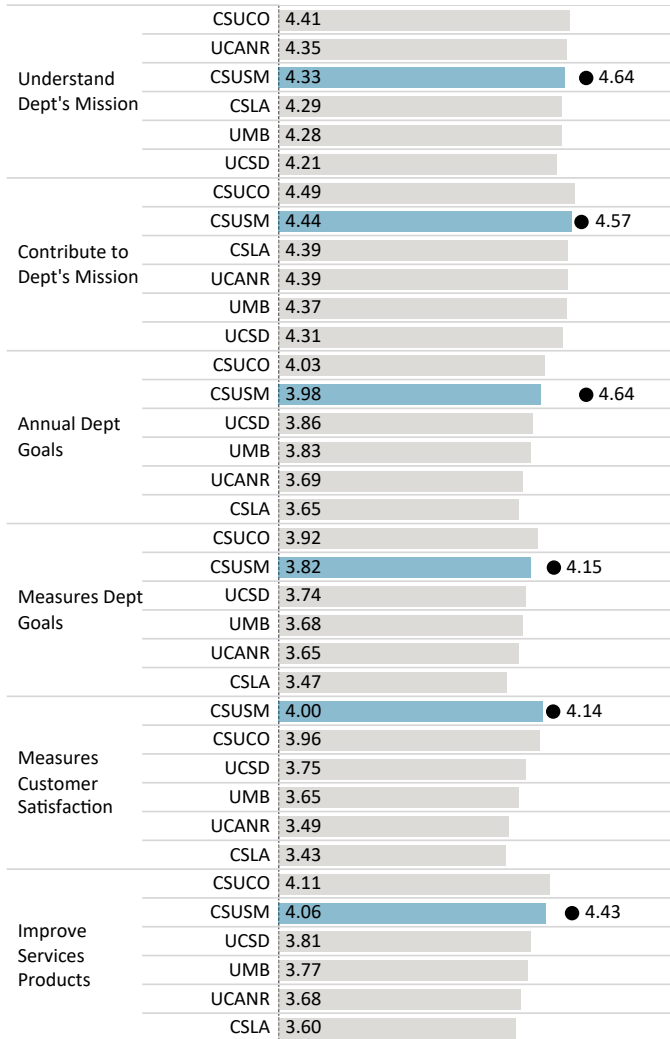
## Comparison of Safety, Health and Sustainability - 12000 to other Universities Overall
**Department Effectiveness**

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).

● Safety, Health and Sustainability - 12000

**Adequate Staffing**
| | |
|---|---|
| CSUCO | 3.02 |
| CSLA | 2.92 |
| UMB | 2.92 |
| CSUSM | 2.78 ● 3.71 |
| UCSD | 2.77 |
| UCANR | 2.60 |

**Have Tools**
| | |
|---|---|
| CSUCO | 4.09 |
| CSUSM | 3.97 ● 4.36 |
| UMB | 3.87 |
| UCSD | 3.83 |
| CSLA | 3.73 |
| UCANR | 3.67 |

**Physical Work Environment**
| | |
|---|---|
| CSUSM | 4.20 ● 4.29 |
| 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 ● 4.43 |
| UCANR | 4.07 |
| UCSD | 3.96 |
| UMB | 3.88 |
| CSLA | 3.74 |

**Ethical Conduct**
| | |
|---|---|
| CSUCO | 4.48 |
| UCANR | 4.37 |
| CSUSM | 4.37 ● 4.43 |
| UMB | 4.20 |
| UCSD | 4.19 |
| CSLA | 4.03 |

**Collaborate with Units Outside**
| | |
|---|---|
| CSUCO | 4.32 |
| CSUSM | 4.23 ● 4.69 |
| UCANR | 4.11 |
| UCSD | 4.05 |
| UMB | 4.00 |
| CSLA | 3.86 |

**Perform Responsibilities**
| | |
|---|---|
| CSUCO | 4.34 |
| UCANR | 4.24 |
| CSUSM | 4.21 ● 4.29 |
| UMB | 4.14 |
| UCSD | 4.09 |
| CSLA | 3.96 |

**Participate in Decisions**
| | |
|---|---|
| CSUCO | 4.12 |
| CSUSM | 4.11 ● 4.46 |
| UCANR | 4.03 |
| UCSD | 3.92 |
| UMB | 3.86 |
| CSLA | 3.80 |

**Balance Work Life**
| | |
|---|---|
| CSUCO | 4.42 |
| CSUSM | 4.34 ● 4.14 |
| UCANR | 4.28 |
| UCSD | 4.11 |
| UMB | 4.04 |
| CSLA | 3.92 |

**Resolves Staff Issues**
| | |
|---|---|
| CSUCO | 4.02 |
| CSUSM | 3.89 ● 3.79 |
| UCANR | 3.77 |
| UCSD | 3.75 |
| UMB | 3.66 |
| CSLA | 3.46 |

**Better Ways Recognized**
| | |
|---|---|
| CSUCO | 4.01 |
| CSUSM | 3.93 ● 4.15 |
| UCANR | 3.86 |
| UCSD | 3.77 |
| UMB | 3.58 |
| CSLA | 3.45 |

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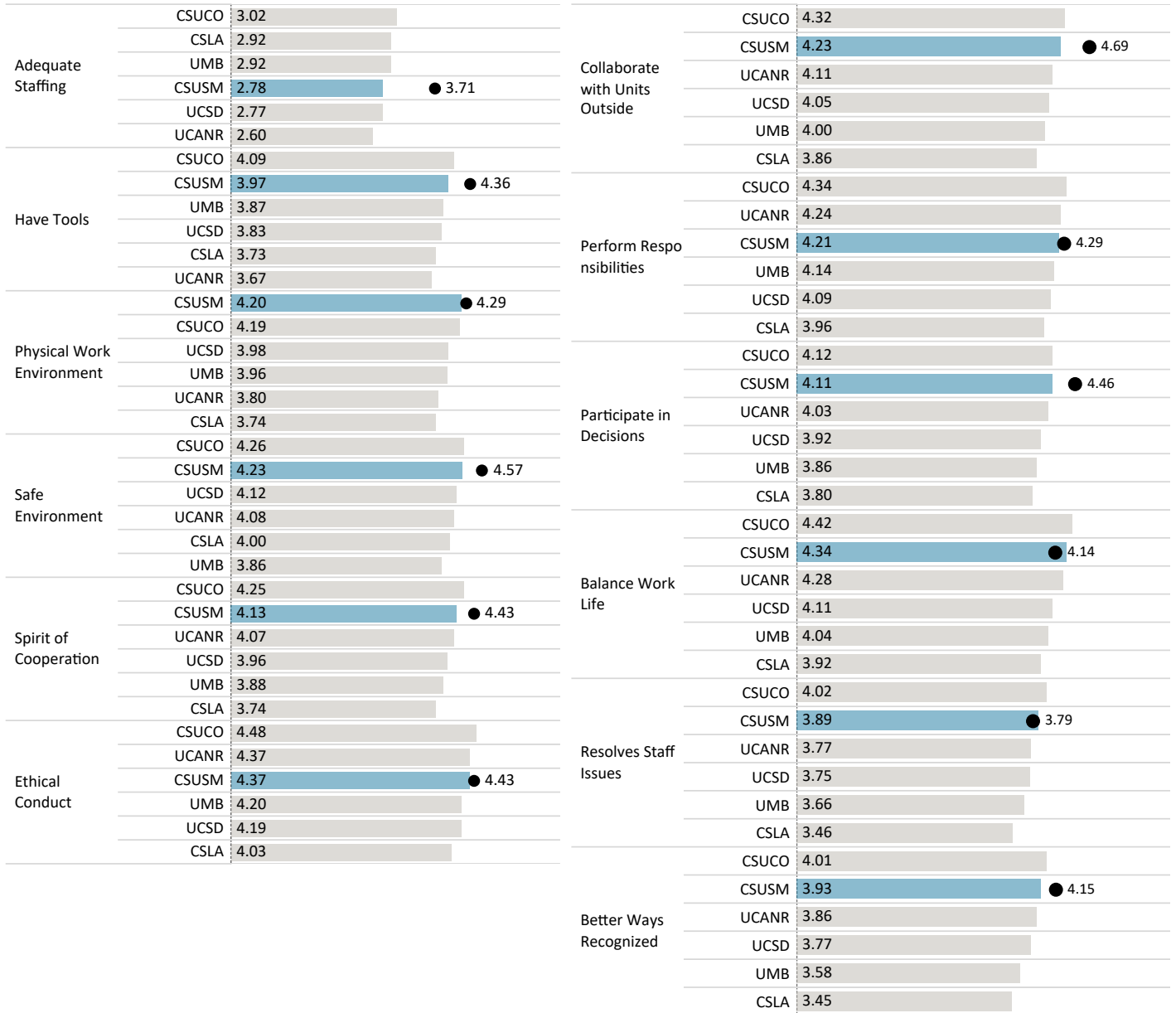
Comparison of Safety, Health and Sustainability - 12000 to other Universities Overall
**Department - Diversity and Climate**

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).

● Safety, Health and Sustainability - 12000

| | | Score | |
|---|---|---|---|
| **All Cultures - Fair** | CSUSM | 4.41 | ● 4.64 |
| | CSUCO | 4.39 | |
| | CSLA | 4.26 | |
| | UCSD | 4.23 | |
| | UMB | 4.14 | |
| **Sexual Orientation - Fair** | CSUCO | 4.49 | |
| | CSUSM | 4.46 | ● 4.79 |
| | CSLA | 4.32 | |
| | UCSD | 4.29 | |
| | UMB | 4.24 | |
| **Department Diversity Programs** | CSUSM | 4.15 | ● 4.07 |
| | CSUCO | 4.05 | |
| | UCSD | 3.91 | |
| | UMB | 3.78 | |
| **Support Diversity** | CSUSM | 4.39 | ● 4.71 |
| | CSUCO | 4.35 | |
| | CSLA | 4.24 | |
| | UCSD | 4.20 | |
| | UMB | 4.16 | |
| **Community- Excellence- Professional** | CSUCO | 4.43 | |
| | CSUSM | 4.35 | ● 4.57 |
| | UCSD | 4.18 | |
| | UMB | 4.11 | |
| | CSLA | 4.04 | |
| **Feel Valued** | CSUCO | 4.20 | |
| | CSUSM | 4.12 | ● 4.29 |
| | UCSD | 3.94 | |
| | UMB | 3.90 | |
| | CSLA | 3.84 | |

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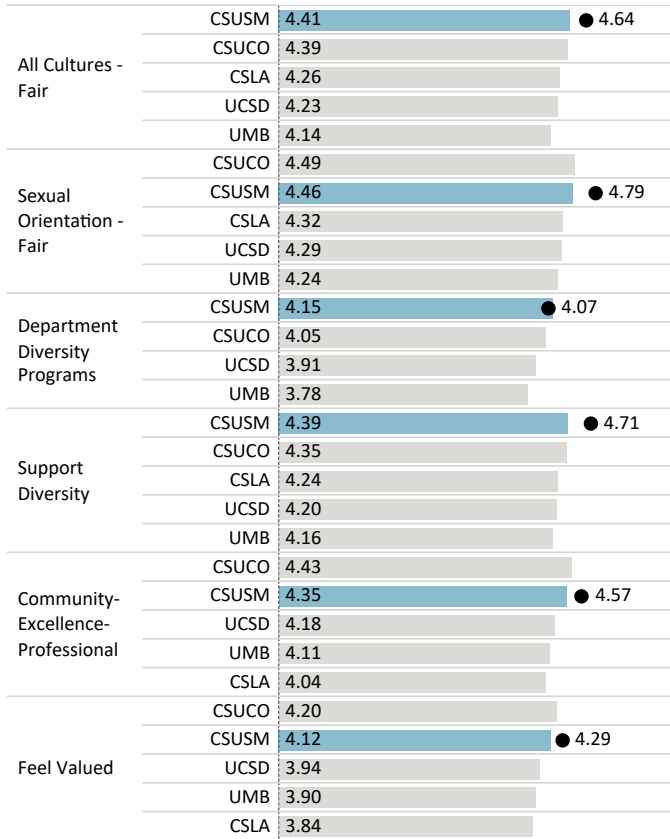
Comparison of Safety, Health and Sustainability - 12000 to other Universities Overall

**Supervisor Effectiveness**

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● Safety, Health and Sustainability - 12000

| Recommends without Fear | | | | Evaluated Fairly | | |
|---|---|---|---|---|---|---|
| CSUCO | 4.43 | | | CSUSM | 4.31 | ● 4.14 |
| CSUSM | 4.39 | ● 4.71 | | 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 | ● 4.79 | | CSUCO | 4.17 | |
| UCANR | 4.43 | | | CSUSM | 4.13 | ● 3.93 |
| 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 | ● 4.36 |
| CSUSM | 4.30 | ● 4.29 | | 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 | ● 4.71 |
| CSUSM | 4.00 | ● 3.93 | | 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 | ● 4.64 |
| 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 | | | | Supportive of Personal Issues | | |
|---|---|---|---|---|---|---|
| CSUCO | 4.21 | | | CSUCO | 4.61 | |
| CSUSM | 4.20 | ● 4.15 | | CSUSM | 4.59 | ● 4.79 |
| 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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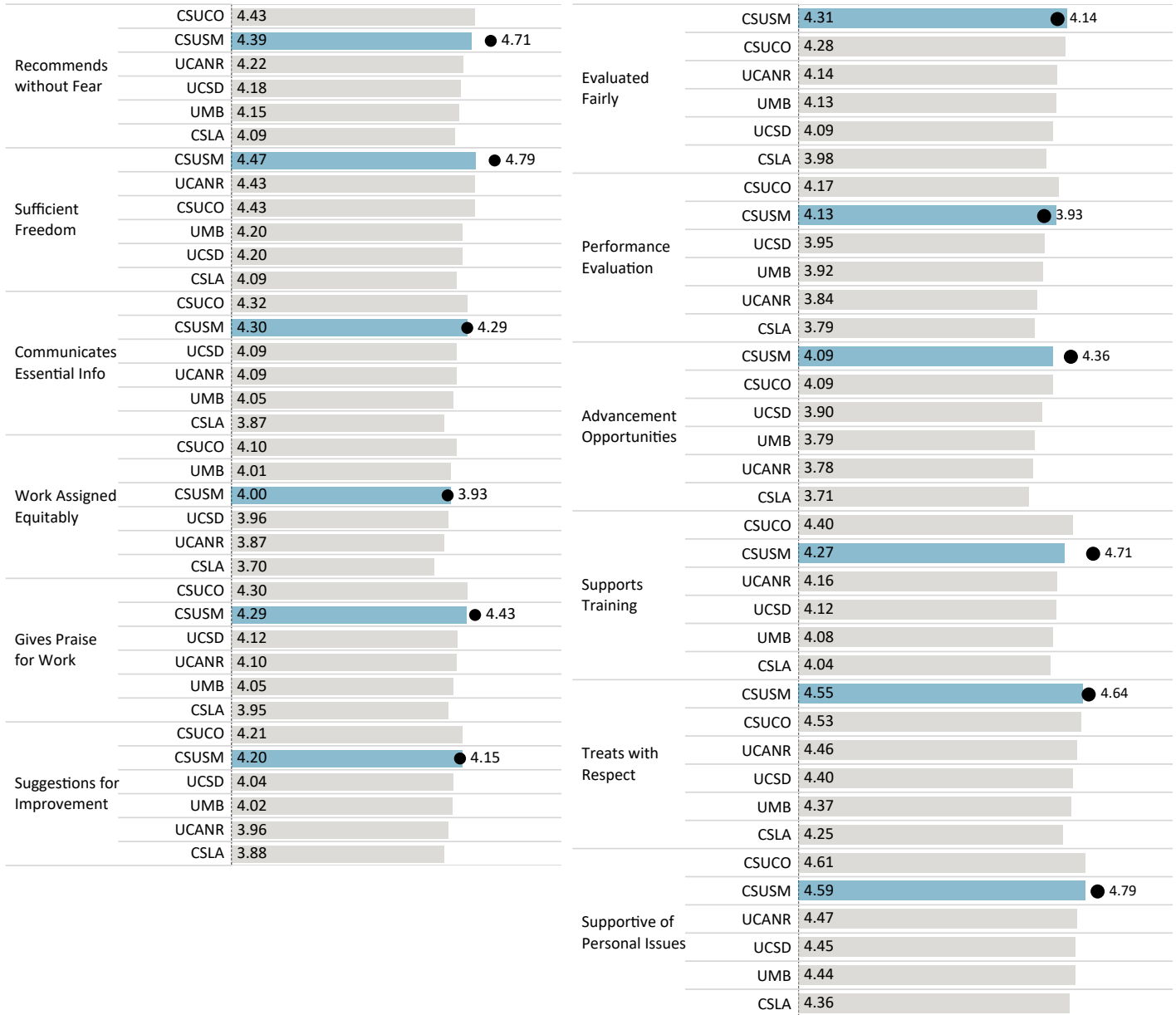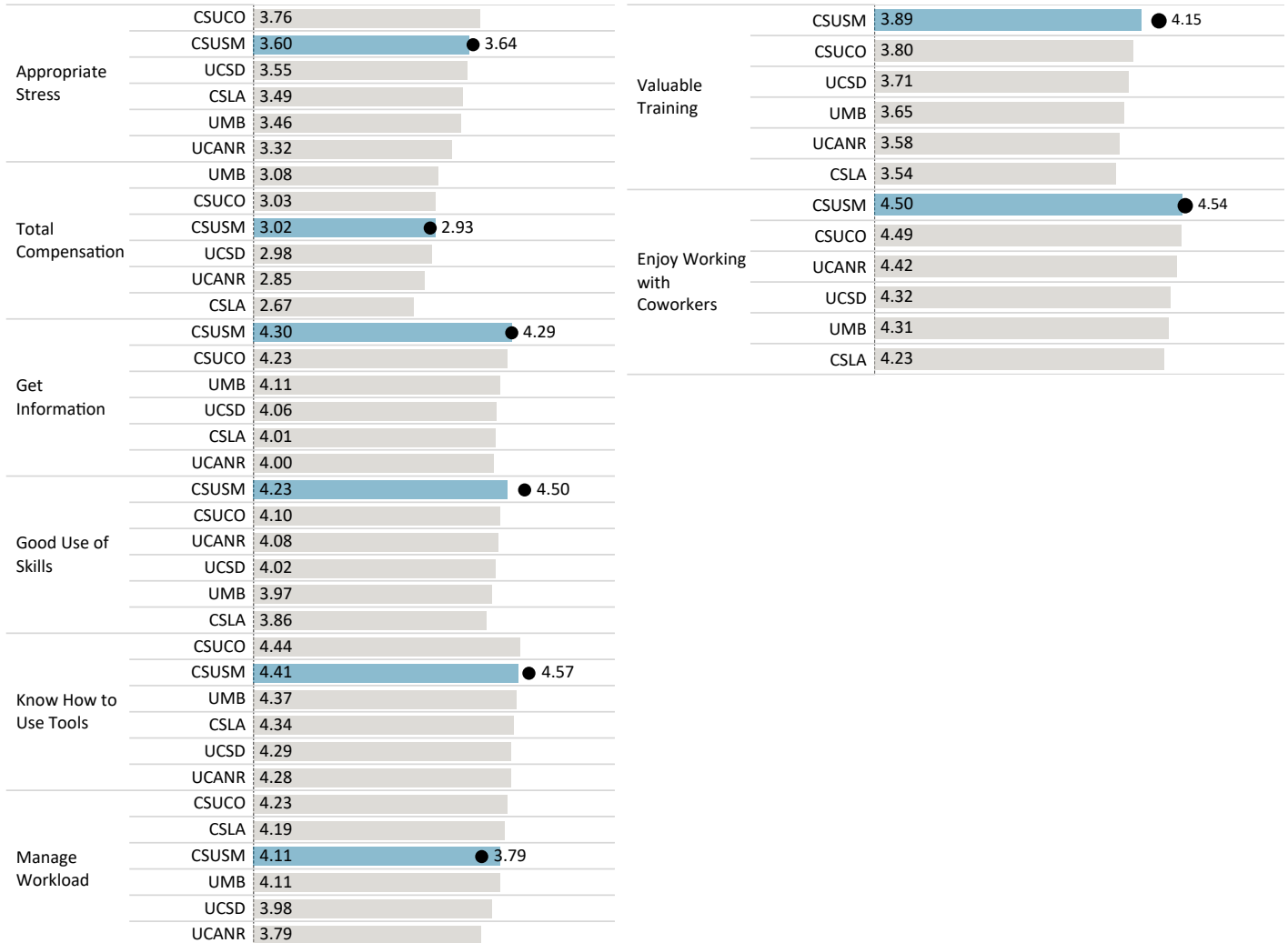
Comparison of Safety, Health and Sustainability - 12000 to other Universities Overall
**Employee Effectiveness**
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● Safety, Health and Sustainability - 12000

**Appropriate Stress**
| University | Score | Dot |
|---|---|---|
| CSUCO | 3.76 | |
| CSUSM | 3.60 | 3.64 |
| UCSD | 3.55 | |
| CSLA | 3.49 | |
| UMB | 3.46 | |
| UCANR | 3.32 | |

**Total Compensation**
| University | Score | Dot |
|---|---|---|
| UMB | 3.08 | |
| CSUCO | 3.03 | |
| CSUSM | 3.02 | 2.93 |
| UCSD | 2.98 | |
| UCANR | 2.85 | |
| CSLA | 2.67 | |

**Get Information**
| University | Score | Dot |
|---|---|---|
| CSUSM | 4.30 | 4.29 |
| CSUCO | 4.23 | |
| UMB | 4.11 | |
| UCSD | 4.06 | |
| CSLA | 4.01 | |
| UCANR | 4.00 | |

**Good Use of Skills**
| University | Score | Dot |
|---|---|---|
| CSUSM | 4.23 | 4.50 |
| CSUCO | 4.10 | |
| UCANR | 4.08 | |
| UCSD | 4.02 | |
| UMB | 3.97 | |
| CSLA | 3.86 | |

**Know How to Use Tools**
| University | Score | Dot |
|---|---|---|
| CSUCO | 4.44 | |
| CSUSM | 4.41 | 4.57 |
| UMB | 4.37 | |
| CSLA | 4.34 | |
| UCSD | 4.29 | |
| UCANR | 4.28 | |

**Manage Workload**
| University | Score | Dot |
|---|---|---|
| CSUCO | 4.23 | |
| CSLA | 4.19 | |
| CSUSM | 4.11 | 3.79 |
| UMB | 4.11 | |
| UCSD | 3.98 | |
| UCANR | 3.79 | |

**Valuable Training**
| University | Score | Dot |
|---|---|---|
| CSUSM | 3.89 | 4.15 |
| CSUCO | 3.80 | |
| UCSD | 3.71 | |
| UMB | 3.65 | |
| UCANR | 3.58 | |
| CSLA | 3.54 | |

**Enjoy Working with Coworkers**
| University | Score | Dot |
|---|---|---|
| CSUSM | 4.50 | 4.54 |
| CSUCO | 4.49 | |
| UCANR | 4.42 | |
| UCSD | 4.32 | |
| UMB | 4.31 | |
| CSLA | 4.23 | |

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