2020 19 respondents 100% of 19 invited

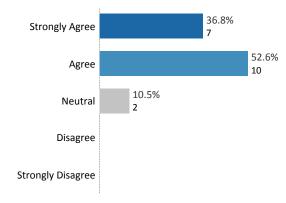
16 respondents 2019 100% of 16 invited 15 respondents 2018

100% of 15 invited

4.55 mean score for 54 questions (scale 1-5) 44 questions in the excellent range (4.3 or greater)

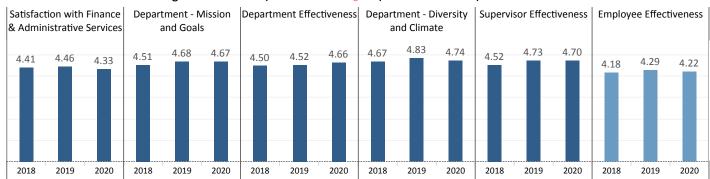
Opportunities					
48 Total Compensation					
47 Appropriate Stress					
9 Career Advancement					
16 Adequate Staffing					
52 Manage Workload					

Overall, I am a satisfied FAS employee.



Mean = 4.26, Std Dev = 0.65

Dimension Mean Score Trending Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent



Employee Net Promoter Score (eNPS)

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

88 eNPS* 88.2% - 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	Total
	5										3	4	7
	4								1	3	3	1	8
Satisfied Employee	3								2				2
	2												
	1												
Total									3	3	6	5	17

*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.

Background

- . 2020 is the fourth year of the FAS Employee Engagement Survey
- Survey Period: September 15 October 2, 2020
- 254 individuals were invited to take the survey; 177 (70%) responded
- Survey consisted of 54 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
- Survey and analytics powered by Tritonlytics™ Organizational Assessments and Strategy, UC San Diego

2020 - 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

• Mean score greater than that of Finance and Administrative Services (rounded to two decimal places)

Change from 2019 to 2020 Arrows indicate change of .09 or greater

254 Invited (N) 177 Responded (n) 70% Response Rate

Finance and Administrative Services 254 Invited (N)

			2018	2019	2020		2020	
	1	Overall Satisfaction	4.27	4.44	4.26	-	4.12	
	2	Valued Member	4.40	4.63	4.42	+-	4.05	
	3	Leadership Interested in Staff's Ideas			4.11		3.94	
	4	Faculty Value Contributions	4.27	4.46	4.19	-	3.72	
Satisfaction with Finance	5	Staff Value Contributions	4.40	4.56	4.32	-	4.09	•
& Administrative Services	6	Understand University Mission	4.73	4.56	4.63	=	4.24	
	7	Contributes to FAS Mission	4.67	4.56	4.74	—	4.35	
	8	Have a Voice	4.47	4.38	4.37		3.95	
	9	Career Advancement	3.86	4.06	3.83	-	3.57	
	10	Understand Dept's Mission	4.60	4.69	4.67		4.41	
	11	Contributes to Dept's Mission	4.67	4.75	4.72		4.49	
Department - Mission and	12	Annual Dept Goals	4.53	4.69	4.83	—	4.23	
Goals	13	Measures Dept Goals	4.27	4.69	4.67		4.04	
	14	Measures Customer Satisfaction	4.50	4.63	4.56		4.16	
	15	Improve Services Products	4.47	4.63	4.56	_	4.25	
	16	Adequate Staffing	3.87	3.20	3.89	1	3.15	
	17	Have Tools	4.33	4.31	4.61		4.21	
	18	Physical Work Environment	4.80	4.63	4.44	-	4.21	
	19	Safe Environment	4.80	4.63	4.89		4.37	
	20	Spirit of Cooperation	4.60	4.63	4.82	—	4.26	
Donartment Effectiveness	21	Ethical Conduct	4.47	4.81	4.89		4.43	
Department Effectiveness	22	Collaborate with Units Outside	4.73	4.81	4.83		4.40	
	23	Perform Responsibilities	4.60	4.69	4.78		4.28	
	24	Participate in Decisions	4.64	4.69	4.78	<u> </u>	4.13	
	25	Balance Work Life	4.53	4.63	4.72	—	4.35	
	26	Resolves Staff Issues	4.20	4.60	4.56		4.08	
	27	Better Ways Recognized	4.40	4.56	4.67	=	4.11	
	28	Department Diversity Programs			4.31		4.17	
	29	All Cultures - Fair	4.93	4.94	4.89		4.40	
Department - Diversity	30	Sexual Orientation - Fair	4.93	4.94	4.89		4.47	
and Climate	31	All Welcomed	4.67	4.75	4.61	+	4.36	
and chinate	32	Support Diversity	4.80	4.80	4.76		4.37	
	33	Treated in a Professional Manner	4.20	4.88	4.83		4.41	
	34	Feel Valued	4.53	4.69	4.81	=	4.23	
	35	Recommends without Fear	4.47	4.81	4.89		4.42	
	36	Sufficient Freedom	4.47	4.69	4.78	=	4.46	
	37	Communicates Essential Info	4.13	4.63	4.56		4.15	•
	38	Work Assigned Equitably	4.14	4.38	4.22	+	3.99	•
	39	Gives Praise for Work	4.67	4.88	4.83		4.24	•
Supervisor Effectiveness	40	Suggestions for Improvement	4.33	4.69	4.67		4.20	•
	41	Evaluated Fairly	4.60	4.69	4.67		4.22	•
	42	Performance Evaluation	4.53	4.64	4.33	+	4.10	•
	43	Advancement Opportunities	4.47	4.63	4.61		3.99	•
	44	Supports Training	4.86	4.88	4.83		4.29	•
	45	Treats with Respect	4.80	4.94	4.94		4.50	
	46	Supportive of Personal Issues	4.80	4.94	4.94		4.60	•
	47	Appropriate Stress	3.86	3.94	3.72	_ •	3.58	
	48	Total Compensation	3.67	3.73	3.39	+	3.37	
	49	Get Information	4.40	4.50	4.50		4.29	
Employee Effectiveness	50	Good Use of Skills	4.07	4.53	4.22	+	4.15	
	51	Know How to Use Tools	4.40	4.63	4.67		4.49	•
	52	Manage Workload	4.00	4.00	4.06		4.06	
	53	Valuable Training	4.27	4.27	4.39		3.97	
	54	Enjoy Working with Coworkers	4.73	4.69	4.78	I ≓ ↑	4.49	

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

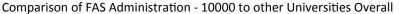
Neutral

Disagree

Strongly Disagree

N/A

	1 Ov	verall, I am a satisfied FAS employee.
	2 I fe	eel valued as a member of FAS.
	3 Sei	nior leadership in FAS are genuinely interested in hearing the ideas and opinions of staff members.
Satisfaction with		culty members at CSUSM value my contributions.
Finance &		aff members at CSUSM value my contributions.
Administrative		nderstand the FAS mission.
Services		nderstand how my job performance positively contributes to the FAS mission.
		eel I have a voice to provide ideas and suggestions on how to improve FAS.
		m satisfied with my opportunities for career advancement at CSUSM.
		nderstand my department's mission.
		nderstand how my job performance positively contributes to my department's mission.
Department -		y department establishes annual departmental performance goals.
Mission and Goals		y department routinely measures departmental performance goal achievements.
		y department routinely measures customer satisfaction with services and products delivered.
		y department routinely takes action to improve services and products based on customer feedback.
		y department has adequate staffing to handle our workload.
		ave the tools (i.e., equipment and technology) needed to perform my work.
		y physical work environment (e.g., office, cubicle) is adequate for the job that I do.
		eel physically safe in my work environment.
		ere is a spirit of cooperation within my department.
Department		ost people in my department conduct themselves in an ethical manner.
Effectiveness		ople in my department are encouraged to work collaboratively with departments outside of my immediate area.
2.1.001.701.1035		ost people in my department perform their responsibilities.
		ave the opportunity to participate in making decisions that affect my work.
		y department creates a flexible environment that allows me to balance my work and personal life.
	-	y department effectively resolves staff-related issues (i.e., staff work interactions).
		ople in my department are recognized for finding better ways of doing things.
		m satisfied with the diversity related initiatives and efforts within my department.
		ople of all ethnic groups, cultures, and backgrounds are treated fairly in my department.
Department -		ople of all sexual orientations are treated fairly in my department.
Diversity and		S promotes a work environment where all people are welcomed.
Climate		y department actively supports a diverse work environment.
		y department provides an environment where everyone is treated in a professional manner.
		eel valued by my department.
		an make recommendations to my supervisor without fear of negative consequences.
		ave sufficient freedom to decide how to best perform my work.
	37 My	y supervisor communicates essential information on a timely basis.
	38 W	ork is assigned equitably in my department.
	39 M _\	y supervisor gives me praise for my work.
Supervisor	-	y supervisor gives me useful suggestions for improvement.
Effectiveness	41 My	y performance is evaluated fairly.
	42 My	y last performance evaluation provided me with information I could use to improve my performance.
	43 My	y supervisor gives me opportunities that support my career advancement.
	44 My	y supervisor actively supports my participation in training and education programs related to my job responsibilities.
	45 My	y supervisor treats me with respect.
	46 My	y supervisor is supportive when personal issues arise.
	47 I fe	eel that the amount of stress associated with my job is appropriate for my position.
	48 I ai	m satisfied with my total compensation, including salary and benefits.
	49 I kı	now how to get the information I need to be effective in my job.
Employee	50 My	y job makes good use of my skills and abilities.
Effectiveness	51 lkı	now how to use the tools that I have (i.e., equipment and technology) to do my work.
		m able to manage my work load effectively.
	53 Th	e training that I receive at CSUSM is valuable for improving my job performance.
		njoy working with my coworkers.
eNPS	55 Ho	ow likely is it that you would recommend working in the Finance & Administrative Services (FAS) Division?





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).

FASrAdministration - 10000

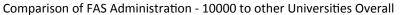
	CSUSM	4.12	● 4.26		CSUCO	4.49		
	CSUCO	4.03			CSUSM			4.74
Overall Satisfaction	UCSD	4.00		Contribute to University	UCSD			
Satisfaction —	UCANR	3.80	4.80 Mission					
	CSLA	3.66			CSLA			
	CSUSM	4.05	● 4.42		UCANR	4.18		
Valued	CSUCO	3.78			CSUSM	3.95		4.37
Member —	UCSD	3.77			UCSD	3.51		
	UCANR	3.60		Have a Voice	CSUCO	3.43		
	CSLA	3.40			UCANR	!		
Leadership	CSUSM	3.94	● 4.11					
Interested in	CSUCO	3.56			CSLA			
Staff's Ideas	UCSD				CSUSM		● 3	.83
	CSUCO			_	UCSD	3.26		
Campus	UCANR			Career Advancement	UCANR	3.13		
Faculty Value —	CSUSM	!	● 4.19	Auvancement	CSUCO	2.99		
	UCSD				CSLA			
	CSLA				CJLA	2.00		
	CSUCO	!						
Staff Value —	CSUSM		● 4.32					
Contributions —	UCSD							
	UCANR	!						
	CSLA							
	CSUCO	4.49						
Contribute to	CSUSM	4.35	● 4.74					
University	UCSD	4.31						
Mission	CSLA	4.29						
	UCANR	4.18						

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

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





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).

DEASAMMENT STRATESTON GOALS

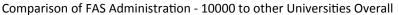
- op an announc		
	CSUCO	4.45
	CSUSM	4.41 • 4.67
Understand — Dept's Mission —	UCANR	4.34
Dept 3 Wilssion	CSLA	4.29
	UCSD	4.24
	CSUCO	4.54
Cantailantata	CSUSM	4.49 • 4.72
Contribute to — Dept's Mission —	CSLA	4.39
Dept 3 Wilssion	UCANR	4.38
	UCSD	4.33
	CSUSM	4.23 • 4.83
Annual Dant	UCSD	3.83
Annual Dept — Goals —	CSUCO	3.76
Godis	UCANR	3.73
	CSLA	3.65
	CSUSM	4.04 ● 4.67
Manageman Dant	UCSD	3.71
Measures Dept Goals	CSUCO	3.69
Godis	UCANR	3.62
	CSLA	3.47
	CSUSM	4.16 • 4.56
Measures	UCSD	3.76
Customer	CSUCO	3.75
Satisfaction	UCANR	3.44
	CSLA	3.43
	CSUSM	4.25 ● 4.56
Improve	CSUCO	3.95
Services	UCSD	3.83
Products	UCANR	3.65
	CSLA	3.60

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Department Effectiveness

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EAS Administration veness

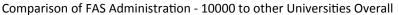
	CSUSM		● 3.89			CSUSM	4.40	● 4.83
Adequate —	CSUCO 3.07 Collaborate	Collaborate	UCANR	4.10				
Staffing —	UCSD				with Units	CSUCO	4.10	
	CSLA				Outside	UCSD		
	UCANR					CSLA		
	CSUSM		• 4	1.61				
—	CSUCO					CSUCO		
Have Tools	UCSD				Perform Respo	CSUSM		● 4.78
	UCANR				nsibilities —	UCANR	4.21	
	CSLA CSUSM		• 4.4	4.4	Holometes	UCSD	4.08	
	CSUCO		4.4	44		CSLA	3.96	
Physical Work —	UCSD					CSUCO	4.17	
Environment —	UCANR					CSUSM	4.13	4.78
	CSLA				Participate in	UCANR		
	CSUCO 4.39			Decisions	UCSD			
	CSUSM	4.37		4.89		CSLA		
Safe — Environment —	UCANR	4.24						
	UCSD	!				CSUSM		● 4.72
	CSLA				Balance Work	UCANR		
	CSUSM		•	4.82	Life	CSUCO	4.16	
Spirit of	CSUCO					UCSD	4.10	
Cooperation —	UCANR					CSLA	3.92	
	UCSD					CSUSM	4.08	● 4.56
	CSLA CSUCO					CSUCO	3.80	
	CSUSM			4.89	Resolves Staff	UCANR		
Ethical	UCANR			4.03	lssues	UCSD		
Conduct —	UCSD							
	CSLA					CSLA		
						CSUSM		● 4.67
					Better Ways	CSUCO		
					Recognized	UCANR	3.79	
						UCSD	3.76	
						CSLA	3.45	

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Department - Diversity and Climate

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Epartmenistrativersity and Climate

cpui illiciii			
	CSUSM	4.40	● 4.89
	CSLA	4.26	
All Cultures - Fair -	CSUCO	4.25	
rdii –	UCANR	4.19	
	UCSD	4.14	
Department	CSUSM	4.17	● 4.31
Diversity	CSUCO	3.99	
Programs	UCSD	3.94	
	CSUSM	4.47	4.89
Sexual	CSUCO	4.36	
Orientation -	CSLA	4.32	
Fair	UCANR	4.27	
	UCSD	4.25	
	CSUSM	4.36	● 4.61
All Welcomed	CSUCO	4.26	
	CSLA	4.10	
	CSUSM	4.37	4.76
Comment	CSUCO	4.27	
Support – Diversity –	CSLA	4.24	
Diversity	UCANR	4.13	
	UCSD	4.13	
	CSUSM	4.41	• 4.83
Community-	CSUCO	4.22	
Excellence-	UCSD	4.16	
Professional	UCANR	4.14	
	CSLA	4.04	

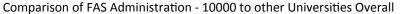
	CSUSM	4.23
	CSUCO	4.08
Feel Valued	UCANR	4.04
	UCSD	3.90
	CSLA	3.84

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Supervisor Effectiveness

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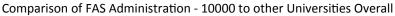
	CSUSM	4.42	● 4.89		CSUSM	4.22	4.67
Recommends	CSUCO	4.35			CSUCO	4.20	
without Fear	UCANR			Evaluated	UCANR		
	UCSD			Fairly	UCSD		
	CSLA						
	CSUSM		• 4.78		CSLA		
Sufficient	CSUCO				CSUSM		● 4.33
Freedom —	UCANR	į.		- 5 (CSUCO	4.05	
	UCSD			Performance Evaluation	UCSD	3.84	
	CSLA			Lvaidation	CSLA	3.79	
	CSUSM		● 4.56		UCANR		
Communicates	CSUCO UCANR				CSUCO		
Essential Info —	UCSD				CSUSM		● 4.61
	CSLA			Advancement			4.01
	CSUSM		● 4.22	Opportunities	UCSD		
	CSUCO		→ 4.22		UCANR		
Work Assigned	UCSD				CSLA	3.71	
Equitably —	UCANR				CSUSM	4.29	4.83
	CSLA				CSUCO	4.25	
	CSUSM	4.24	4.83	Supports	UCANR	4.17	
c	CSUCO	4.13		Training	UCSD	4.10	
Gives Praise —— for Work ——	UCSD	4.06			CSLA		
OI WOIK	UCANR	3.96			CSUSM		● 4.94
	CSLA						4.94
	CSUSM		● 4.67	Treats with	CSUCO		
Suggestions for	CSUCO			Respect	UCANR		
Improvement —	UCSD				UCSD	4.36	
•	CSLA	!			CSLA	4.25	
	UCANR	3.85			CSUSM	4.60	● 4.94
					CSUCO	4.52	
			Supportive of	Supportive of Personal Issues	UCANR	4.45	
				reisonal issues	UCSD	4.43	
					CSLA	4.36	

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Employee Effectiveness

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mployee Effective ness000

CSUCO UCSD 3.65 3.61 3.58	inployee Li	icctive iless			
Appropriate Stress CSUSM 3.58 ● 3.72 Stress CSLA 3.49 UCANR 3.38 — 3.39 CSUCO 3.19 — 3.39 Total Compensation UCSD 3.17 COMPORT CSLA 2.67 — 4.50 CSLA 2.67 — 4.50 CSLA 4.29 — 4.50 CSUCO 4.22 — 4.06 UCANR 4.05 — 4.05 CSLA 4.01 — 4.22 Good Use of Skills UCSUSM 4.15 — 4.22 UCANR 4.02 — 4.00 — 4.00 Skills UCSD 4.00 — 4.67 Know How to Use Tools CSUCO 4.47 — 4.67 UCS D 4.28 — 4.28 CSUCO 4.26 — 4.19 Manage Workload UCSD 4.06 — 4.06		CSUCO	3.65		
Stress CSUSM CSLA UCANR 3.38 CSUCO 3.19 Total Compensation UCSD 3.17 UCANR 3.01 CSLA 2.67 CSUSM 4.29 CSUCO 4.22 4.06 UCANR CSLA 4.01 CSUA 4.05 CSLA 4.01 CSUSM 4.15 CSUCO 4.12 CSUCO 5kills UCSD CSLA CSUSM 4.02 4.06 UCANR CSUCO 4.12 UCANR 4.02 A.00 CSLA 4.00 CSLA 4.49 CSUCO 4.47 4.34 UCANR 4.31 UCSD 4.28 CSUCO CSLA 4.19 Manage Workload UCSD 4.06 4.06 4.06 4.06 4.06 4.06		UCSD	3.61		
CSLA 3.49 UCANR 3.38 CSUSM 3.37		CSUSM	3.58	● 3.7	72
CSUSM 3.37	Stress -	CSLA	3.49		
CSUCO 3.19		UCANR	3.38		
Total Compensation UCSD 3.17 UCANR 3.01 CSLA 2.67 CSUSM 4.29		CSUSM	3.37	• 3.39	
Compensation UCSD 3.17 UCANR 3.01 CSLA 2.67 CSUSM 4.29		CSUCO	3.19		
UCANR 3.01 CSLA 2.67 CSUSM 4.29		UCSD	3.17		
CSUSM 4.29	Compensation	UCANR	3.01		
Get UCSD 4.06 UCANR 4.05 CSLA 4.01 CSUCO 4.12 4.02 4.15 ● 4.22 4.12 4.02 4.00 CSLA 4.00 CSLA 4.00 CSLA 4.00 CSLA 3.86 CSUSM 4.49 ● 4.67 CSUCO 4.47 CSUCO 4.34 UCANR 4.31 UCSD 4.28 CSUCO 4.26 CSLA 4.19 CSUSM 4.06 ● 4.06 Workload UCSD 4.03		CSLA	2.67		
Get Information UCSD 4.06 UCANR CSLA 4.05 CSLA 4.01 CSUSM 4.15 CSUCO GOOD Use of Skills UCANR 4.02 SKIIIS UCSD 4.00 CSLA 3.86 CSUSM 4.49 CSUCO 4.47 CSUCO 4.47 USE Tools UCANR 4.31 UCSD 4.28 CSUCO 4.26 CSLA 4.19 CSUSM 4.06 Workload UCSD 4.03		CSUSM	4.29		4.50
UCSD		CSUCO	4.22		
UCANR 4.05 CSLA 4.01 CSUSM 4.15 ● 4.22 Good Use of Skills UCANR 5.00 CSLA 4.00 CSLA 4.00 CSLA 4.00 CSLA 4.49 CSUCO 4.47 CSUCO 4.47 CSLA UCANR 4.31 UCSD 4.28 CSUCO 4.26 CSLA 4.19 CSUSM 4.06 Workload UCSD 4.03		UCSD	4.06		
CSUSM 4.15	IIIIOIIIIatioii	UCANR	4.05		
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Good Use of Skills UCANR 4.02 4.00 CSLA 3.86 CSUSM 4.49 CSUCO 4.47 4.34 UCANR UCSD 4.28 CSUCO 4.26 CSLA Manage Workload UCSD 4.00 4.00		CSUSM	4.15		4.22
Skills UCANR 4.02 UCSD 4.00 4.00 CSLA 3.86 4.49 CSUCO 4.47 4.47 USE Tools UCANR 4.34 UCSD 4.28 4.28 CSUCO 5.14 4.19 Manage Workload CSUSM 4.06 4.06 UCSD 4.03 4.06	-	CSUCO	4.12		
UCSD 4.00 CSLA 3.86 CSUSM 4.49 ● 4.67 Know How to Use Tools UCANR UCSD 4.34 UCSD 4.28 CSUCO 4.26 CSLA 4.19 Manage Workload UCSD 4.06 4.06 4.06		UCANR	4.02		
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CSUCO 4.47 Use Tools USE Tools UCANR UCSD 4.31 UCSD 4.28 CSUCO 4.26 CSLA 4.19 CSUSM 4.06 UCSD 4.06 UCSD 4.03		CSLA	3.86		
Know How to Use Tools CSLA 4.34 USE Tools UCANR 4.31 UCSD 4.28 CSUCO 4.26 CSLA 4.19 CSUSM 4.06 ◆ 4.06 Workload UCSD 4.03 ◆ 4.06		CSUSM	4.49		● 4.67
Use Tools UCANR 4.31 UCSD 4.28 CSUCO CSLA 4.19 Manage Workload UCSD 4.06 4.06 4.06		CSUCO	4.47		
UCANR 4.31 UCSD 4.28 CSUCO 4.26 CSLA 4.19 Manage CSUSM 4.06 UCSD 4.03		CSLA	4.34		
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CSLA 4.19 Manage Workload CSUSM 4.06 ◆ 4.06 UCSD 4.03 ◆ 4.06		UCSD	4.28		
Manage CSUSM 4.06		CSUCO	4.26		
Workload UCSD 4.06 4.06 4.06		CSLA	4.19		
UCSD 4.03	-	CSUSM	4.06	•	4.06
UCANR 3.85	vvorkioau -	UCSD	4.03		
		UCANR	3.85		

	CSUSM	3.97	● 4.39
	UCSD	3.74	
Valuable Training	CSUCO	3.64	
	UCANR	3.57	
	CSLA	3.54	
	CSUSM	4.49	● 4.78
Enjoy Working	UCANR	4.40	
with	CSUCO	4.39	
Coworkers	UCSD	4.31	
	CSLA	4.23	

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