## **EXECUTIVE SUMMARY**

## **BACKGROUND**

- Inaugural year for the Staff Experience Survey
- Survey Period: September 20 October 7, 2022
- 4,490 staff members invited; 1,606 responded (36%)
- Survey consisted of 58 Satisfaction, 1 Retention, 1 eNPS, 20 Conduct & Behavioral, 6 Background, 2 Open-ended, and Recognition questions

## YOUR UNIT OR DEPARTMENT SUMMARY

RESPONSE	OVERALL	RETENTION	RETENTION
RATE	SATISFACTION	DEPARTMENT	UNIVERSITY
50% 70 responses   139 invited	83% Satisfied or Extremely Satisfied	80% See self at SAME DEPT in 2 Yrs	No data if your survey did not ask this question.

	TOP SATISFACTION SCORES		LOWEST SATISFACTION SCORES	LARGEST CHANGES IN SCORES  ↑
1	Supportive of Personal Issues	1	Adequate Staffing	
2	Treats with Respect	2	Total Compensation	No data available if this is your first survey
3	Enjoy Working with Coworkers	3	Appropriate Stress	year, or if no prior year data exists.
4	Know How to Use Tools	4	Campus Faculty Value	
5	Contribute to Dept's Mission	5	Have a Voice	

LARGEST DRIVERS OF SATISFACTION								
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES							
Integrates Core Values	Adequate Staffing							
Contribute to Dept's Mission	Work Assigned Equitably							
Spirit of Cooperation	Total Compensation							
Recommend without Fear	Advancement Opportunities							
Sufficient Freedom	Participate in Decisions							

## **NEXT STEPS**

- Encourage directors to discuss the results with their teams and have a facilitated session the results and actions they can take to build to make improvements.
- Develop an action plan based on the opportunities and share this plan with all staff.
- Communicate the results and action plans of the survey as widely as possible via website, email staff members recognized for excellent customer service.
- . Regularly communicate the linkage between the actions taken throughout the year and the survey ("we heard you").
  - $1 \qquad \text{Survey and analytics powered by Triton} \textit{lytics} \textit{^{\text{TM}}} \text{ Organizational Assessments and Strategy, UC San Diego}$



## Dept of Finance & Auxiliary Sv - 50100

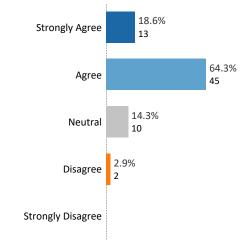


70 respondents 50% of 139 invited

- 4.02 mean score for 58 questions (scale 1-5)
- 9 questions in the excellent range (4.3 or greater)



Overall, I am a satisfied employee.

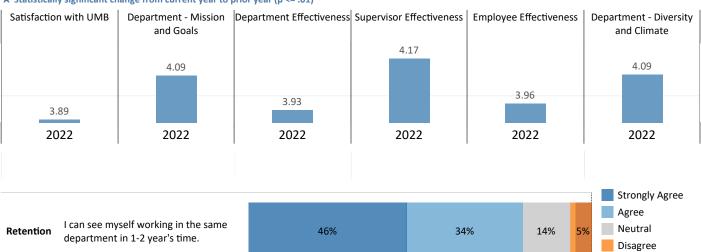


Mean = 3.99, Std Dev = 0.67

Strongly Disagree

## 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)



## **Employee Net Promoter Score (eNPS)**

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

**75** eNPS\* (76.8% - 1.4%)

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

						Likeliho	od to Reco	mmend					Total
		0	1	2	3	4	5	6	7	8	9	10	lotai
	5			1						2	2	8	13
	4				2		1		2	12	11	16	44
Satisfied Employee	3			1		1	1	1	2	2	1	1	10
	2					1						1	2
	1												
Total				2	2	2	2	1	4	16	14	26	69

## eNPS Trend

2022 75

#### \*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.

# 2022 - UMB Staff Experience Survey Dept of Finance & Auxiliary Sv - 50100

## Satisfaction Mean Scores

Office of Admin & Finance

Bel	ow 3.00 - Low   3.00 to 3.59 - Marginal   3.60 to 4.29 - Good   4.30 & above - Excellent	Dept of Finance & Auxiliary Sy	768 Invited (N)
•	Mean score greater than that of Office of Admin & Finance (rounded to two decimal places)	Adamai y 3V	333 Responded (n) 43% Response Rate

		2022	2022
	1 Overall Satisfaction	3.99	3.85
	2 Valued Member	3.79	3.57
	3 Leadership Interested in Staff's Ideas	3.83	3.51
	4 Campus Faculty Value	3.45	3.45
	5 Staff Value Contributions	3.87	3.68
atisfaction with UMB	6 Understand University Mission	4.25	4.25
	7 Contribute to University Mission	4.29	4.32
	8 Have a Voice	3.54	3.39
	9 Campus-wide Diversity Programs	3.93	3.70
	10 University All Welcomed	4.04	3.85
	11 Committed to Diversity	4.02	3.90
	12 Career Advancement	3.63	3.44
	13 Understand Dept's Mission	4.34	4.27
	14 Contribute to Dept's Mission	4.36	4.33
	15 Annual Dept Goals	4.13	3.84
partment - Mission and Goals	·	3.87	3.60
	16 Measures Dept Goals		
	17 Measures Customer Satisfaction	3.82	3.65
	18 Improve Services Products	4.01	3.81
	19 Adequate Staffing	3.26	2.81
	20 Have Tools	4.01	3.77
	21 Physical Work Environment	4.02	3.90
	22 Safe Environment	3.93	3.80
	23 Spirit of Cooperation	4.10	3.65
partment Effectiveness	24 Ethical Conduct	4.20	3.88
out them Encetiveness	25 Collaborate with Units Outside	4.00	3.86
	26 Perform Responsibilities	4.31	3.91
	27 Participate in Decisions	3.88	3.66
	28 Balance Work Life	4.15	3.97
	29 Resolves Staff Issues	3.76	3.54
	30 Better Ways Recognized	3.57	3.41
	31 Recommend without Fear	4.35	3.94
	32 Sufficient Freedom	4.30	3.95
	33 Communicates Essential Info	4.07	3.86
	34 Work Assigned Equitably	4.00	3.83
	35 Gives Praise for Work	3.93	3.78
	36 Suggestions for Improvement	4.16	3.80
pervisor Effectiveness	37 Evaluated Fairly	4.03	3.84
C. 1.50. 2.1.00t.10.1.055	38 Performance Evaluation	4.00	3.71
	39 Advancement Opportunities	3.94	3.60
	40 Supports Training	4.26	3.89
	41 Treats with Respect	4.51	4.21
	•	4.54	4.19
	42 Supportive of Personal Issues 43 Integrates Core Values	4.54	3.85
	44 Appropriate Stress 45 Total Compensation	3.45	3.30
	•	3.34	3.05
	46 Get Information	4.19	4.03
ployee Effectiveness	47 Good Use of Skills	3.93	3.77
· <del>-</del>	48 Know How to Use Tools	4.37	4.28
	49 Manage Workload	4.13	4.10
	50 Valuable Training	3.90	3.74
	51 Enjoy Working with Coworkers	4.41	4.21
	52 Feel Valued	4.03	3.67
	53 Department Diversity Programs	3.88	3.67
	54 Department All Welcomed	4.09	3.92
partment - Diversity and Climate	55 All Cultures - Fair	4.13	3.95
•	56 Sexual Orientation - Fair	4.18	4.03
	57 Support Diversity	4.17	4.00
	58 Community- Excellence-Professional	4.17	3.95
	59 Same Department	4.15	3.93

## UNIVERSITY

## 2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

ST - Strength | IS - Influential Strength | PO - Primary Opportunity | SO - Secondary Opportunity Satisfaction with University-level dimension is excluded from this analysis Strengths and Opportunities by Survey Question With Axes at the Average Dimension Mean and Mean Dim Question Corr Str/Opps Average Dimension by Overall Satisfaction Correlation DEP Department Effectiveness 3.93 0.66 РО Correlation Coefficient Average = 0.57, Mean Average = 4.05 n/N = 70/139DIV Department - Diversity and Climate 4.09 0.44 ST PO **Employee Effectiveness** 3.96 0.68 EMP Strengths **Influential Strengths** MIS Department - Mission and Goals 4.09 0.48 ST Supervisor Effectiveness IS SUP **Supervisor Effectiveness** 4.17 0.58 4.1 SUP 43. Integrates Core Values 4.06 0.53 IS Department - Diversity and Climate SUP 33. Communicates Essential Info 4.07 0.48 IS DIV 54. Department All Welcomed 4.09 0.45 IS IS DEP 23. Spirit of Cooperation 4.10 0.50 DEP 28. Balance Work Life 4.15 0.44 IS 4.0 SUP 40. Supports Training 4.26 0.44 IS IS SUP 32. Sufficient Freedom 4.30 0.46 Employee Effectiveness DEP 26. Perform Responsibilities 4.31 0.43 IS Department Effectiveness IS SUP 31. Recommend without Fear 4.35 0.46 MIS 14. Contribute to Dept's Mission 4.36 0.49 IS 0.55 0.45 0.50 0.60 0.65 DEP 19. Adequate Staffing 3.26 0.55 PO Correlation РО 45. Total Compensation 0.46 **FMP** 3.34 **Secondary Opportunities Primary Opportunities EMP** 44. Appropriate Stress 3.45 0.45 PO Department - Diversity and Climate Employee Effectiveness РО 29. Resolves Staff Issues 3.76 0.49 РО Department - Mission and Goals Supervisor Effectiveness DEP 27. Participate in Decisions 3.88 0.52 **Department Effectiveness EMP** 50. Valuable Training 3.90 0.46 PΩ 35. Gives Praise for Work PO SUP 3.93 0.51 РО **EMP** 47. Good Use of Skills 3.93 0.49 Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation 39. Advancement Opportunities PO SUP 3.94 0.53 n/N = 70/139Correlation Coefficient Average = 0.42, Mean Average = 4.05 34. Work Assigned Equitably 4.00 PO SUP 0.65 Strengths Influential Strengths DEP 20. Have Tools 4.01 0.47 PO 18. Improve Services Products 4.01 0.44 РО MIS 0.50 РО DEP 21. Physical Work Environment 4.02 4.5 41 42 DIV 52. Feel Valued PΩ 4.03 0.51 48 37. Evaluated Fairly 4.03 0.50 PO SUP DEP 30. Better Ways Recognized 3.57 0.42 SO 24 58 SO MIS 17. Measures Customer Satisfaction 3.82 0.40 34 0.37 SO MIS 16. Measures Dept Goals 3.87 4735 53 16 DIV 53. Department Diversity Programs 3.88 SO 0.34 17 DEP 22. Safe Environment 3.93 0.35 SO DEP 25. Collaborate with Units Outside 4.00 0.36 SO 3.5 30 SUP 38. Performance Evaluation 4.00 0.37 SO 44 DIV 55. All Cultures - Fair 4.13 0.35 ST 45 19 MIS 15. Annual Dept Goals 4.13 0.17 ST 0.20 0.50 0.60 ST 0.30 0.40 FMP 49. Manage Workload 4.13 0.42 Correlation SUP 36. Suggestions for Improvement 4.16 0.37 ST **Secondary Opportunities Primary Opportunities** DIV 57. Support Diversity 4.17 0.33 ST ST DIV 58. Community- Excellence-Professional 4.17 0.37 DIV 56. Sexual Orientation - Fair 4.18 0.26 ST **Influential Strengths** Strengths Higher than average mean score, lower than Higher than average mean score, higher than ST **EMP** 46. Get Information 4.19 0.36 average correlation "Keep an eye on" average correlation. "Keep up the good work" DEP 24. Ethical Conduct ST 4.20 0.30 ST MIS 13. Understand Dept's Mission 4.34 0.38 ST **FMP** 48. Know How to Use Tools 4.37 0.26 **Secondary Opps Primary Opps** ST Lower than average mean score, lower than Lower than average mean score, higher than **EMP** 51. Enjoy Working with Coworkers 4.41 0.40 average correlation. "Low Priority" average correlation. "Concentrate Efforts" ST 41. Treats with Respect 4.51 0.32 ST 4.54 0.34 42. Supportive of Personal Issues



## Dept of Finance & Auxiliary Sv - 50100

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	

applicable or y	ou do	o not know.	5	4	3	2	1
	1	Overall, I am a satisfied employee					
	2	I feel valued as a member of the U	JMB community.				
	3	University leadership is genuinely	interested in hearing	the ideas and opinions	of staff members.		
	4	Faculty members at UMB value m	y contributions.				
	5	Staff members at UMB value my o	ontributions.				
Satisfaction	6	I understand UMB's mission.					
with UMB	7	I understand how my job perform	ance positively contrib	outes to UMB's missio	١.		
	8	I have a voice on campus to provi	de my ideas and sugge	stions on how to impr	ove UMB.		
	9	Overall, I am satisfied with the div	ersity related program	ns and services availab	le campus-wide.		
	10	UMB promotes a work environme	ent where all people ar	re welcomed.			
	11	Top leaders of the University are	committed to diversity	٠.			
	12	I am satisfied with my opportuniti	es for career advance	ment at UMB.			
	13	I understand my department's mi	ssion.				
	14	I understand how my job perform	ance positively contrib	outes to my departme	nt's mission.		
Department -	15	My department establishes annua	l departmental perfor	mance goals.			
Mission and Goals	16	My department routinely measure	es departmental perfo	rmance goal achieven	ients.		
Gouls	17	My department routinely measure	es customer satisfactio	on with services and p	oducts delivered.		
	18	My department routinely takes ac	tion to improve servic	es and products based	on customer feedback.		
	19	My department has adequate sta	ffing to handle our wo	rkload.			
	20	I have the tools (i.e., equipment a	nd technology) neede	d to perform my work			
	21	My physical work environment (e	g., office, lab) is adequ	uate for the job that I	lo. Note: Check N/A if yo	ou worked entirely off-s	site during the last 12 months.
	22	I feel physically safe in my work e	nvironment. Note: Ch	eck N/A if you worked	entirely off-site during t	the last 12 month.	
	23	There is a spirit of cooperation wi	thin my department.				
Department	24	Most people in my department co	onduct themselves in a	n ethical manner.			
Effectiveness	25	People in my department are end	ouraged to work collab	boratively with units o	utside of my immediate	area.	
	26	Most people in my department pe	erform their responsib	ilities.			
	27	I have the opportunity to participa	ate in making decision	s that affect my work.			
	28	My department creates a flexible	environment that allo	ws me to balance my	vork and personal life.		
	29	My department effectively resolve	es staff-related issues	(i.e., staff work interac	tions).		
	30	People in my department are reco	ognized for finding bet	ter ways of doing thin	gs.		
	31	I can make recommendations to r	ny supervisor without	fear of negative conse	quences.		
	32	I have sufficient freedom to decid	e how to best perform	n my work.			
	33	My supervisor communicates esse	ential information on a	a timely basis.			
	34	Work is assigned equitably by my	supervisor.				
	35	My supervisor gives me praise for	my work.				
Supervisor	36	My supervisor gives me useful sug	gestions for improver	nent.			
Effectiveness	37	My performance is evaluated fairly	у.				
	38	My last performance evaluation p	rovided me with infor	mation I could use to i	mprove my performanc	e.	
	39	My supervisor gives me opportun	ities that support my o	career advancement.			
	40	My supervisor actively supports n		ning and education pro	grams related to my job	responsibilities.	
		My supervisor treats me with resp					
		My supervisor is supportive when					
	43	My leader integrates core value b	ehaviors into my scho	ol/unit culture (i.e., ro	e modeling, policy chan	ges, discussing CV or PI	D, tying CV or Position Description t
	44	I feel that the amount of stress as					
	45	I am satisfied with my total compo	_		ement.		
		I know how to get the information		e in my job.			
Employee		My job makes good use of my skil					
Effectiveness		I know how to use the tools that I		and technology) to do	my work.		
		I am able to manage my work load					
	50	The training that I receive at UMB		ing my job performan	ce.		
		I enjoy working with my coworker	S.				
		I feel valued by my department.					
		I am satisfied with the diversity re					
Department -		My department promotes a work					
Diversity and		People of all ethnic groups, cultur	_		department.		
Climate		People of all sexual orientations a		•			
		My department actively supports		nment.			
		My department practices UMB's (					
Retention		I can see myself working in the sa			2/421		
eNPS	60	How likely is it that you would rec	ommend working at U	JIVIB to a friend or coll	eague? (10 being extrem	nely likely and 0 being n	ot at all likely)

## Comparison of Dept of Finance & Auxiliary Sv - 50100 to other Universities Overall

#### Satisfaction with UMB

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

## ● Dept of Finance & Auxiliary Sv - 50100

	CSUCO	4.05			CSUCO	4.45	
Overall	CSUSM	3.98			CSLA	4.29	
	UMB	3.85	● 3.99	Contribute to	UCSD	!	
Satisfaction	UCSD	3.84		University	UMB		4.29
	UCANR			Mission			4.29
	CSLA				CSUSM		
	CSUCO				UCANR		
	CSUSM				CSUCO	3.69	
Valued	UCSD				CSUSM	3.63	
Member	UMB		● 3.79		UCSD		
	UCANR			Have a Voice	UMB		● 3.54
	CSLA						3.34
Leadership	CSUSM	-			UCANR		
Interested in	CSUCO				CSLA	3.09	
Staff's Ideas	UMB		● 3.83	Career Advancement	CSUSM	3.56	
	UCSD				CSUCO	3.37	
	CSUCO				UCSD	3.30	
	UCANR				UMB		● 3.63
Campus	UCSD						3.03
Faculty Value	UMB		● 3.45		UCANR		
	CSUSM				CSLA		
	CSLA				CSUCO	4.06	
	CSUCO			University All	CSUSM	4.03	
	UCSD			Welcomed	UCSD	3.97	
Staff Value  Contributions	CSUSM UCANR				UMB		● 4.04
Continuutions	UMB		● 3.87		OIVID	0.02	<u> </u>
	CSLA		5.07				
	CSUCO						
	CSLA	!					
Contribute to	UCSD						
University	UMB		• 4.29				
Mission	CSUSM		7.23				
	UCANR						
	OCANN	7.13					

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

## Comparison of Dept of Finance & Auxiliary Sv - 50100 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 UMB (blue bars) and other participating universities (see list on the bottom of page).

## ● Dept of Finance & Auxiliary Sv - 50100

	CSUCO	4.42	
	UCANR		
Understand	CSUSM		
Dept's Mission	CSLA	-	
	UMB	-	• 4.34
	UCSD		
	CSUCO		
	CSUSM		
Contribute to	CSLA		
Dept's Mission	UCANR		
	UMB		• 4.36
	UCSD		
	CSUCO	4.02	
	CSUSM	3.94	
Annual Dept	UCSD	3.86	
Goals	UMB	3.83	● 4.13
	UCANR	3.69	
	CSLA	3.65	
	CSUCO	3.93	
	CSUSM	3.75	
Measures Dept	UCSD	3.74	
ioals	UMB	3.68	● 3.87
	UCANR	3.65	
	CSLA	3.47	
	CSUSM	3.97	
	CSUCO	3.94	
Measures	UCSD	3.75	
Customer ————————————————————————————————————	UMB	3.65	● 3.82
batistaction	UCANR	3.49	
	CSLA	3.43	
	CSUCO	4.11	
	CSUSM	4.03	
mprove	UCSD	3.81	
Services — Products —	UMB	3.77	● 4.01
	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

## Comparison of Dept of Finance & Auxiliary Sv - 50100 to other Universities Overall

## **Department Effectiveness**

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## ● Dept of Finance & Auxiliary Sv - 50100

	CSUCO	3.10			CSUCO	4.31	
	CSLA	į.			CSUSM		
Adequate	UMB	2.92 ● 3.26		Collaborate			
Staffing	UCSD	2.77		with Units			
	CSUSM	2.74		Outside			
	UCANR	2.60				4.00	• 4.00
	CSUCO	4.13			CSLA	3.86	
	CSUSM	3.96			CSUCO	4.36	
Have Tools	UMB	3.87	● 4.01		UCANR	4.24	
	UCSD			Perform Respo		4.21	
	CSLA			nsibilities		4.14	• 4.31
	UCANR					4.09	4.31
	CSUCO						
	CSUSM	i			CSLA		
Physical Work Environment	UCSD		- 4.02		CSUCO	4.11	
	UMB UCANR	į.	• 4.02		CSUSM	4.09	
Safe	CSLA			Participate in Decisions	UCANR	4.03	
	CSUCO				UCSD	3.92	
	CSUSM					3.86	3.88
	UCSD				CSLA		
Environment	UCANR						
	CSLA			Balance Work Life			
	UMB	3.86	● 3.93			4.33	
	CSUCO	4.25			UCANR	4.28	
	UCANR	4.07			UCSD	4.11	
Spirit of	CSUSM	4.06			UMB	4.04	● 4.15
Cooperation	UCSD	3.96			CSLA	3.92	
	UMB	3.88	● 4.10		CSUCO	4.05	
	CSLA	į.				3.84	
	CSUCO						
	UCANR	į.		Resolves Staff Issues			
Ethical	CSUSM			133UE3			
Conduct	UMB		• 4.20			3.66	● 3.76
	UCSD				CSLA		
	CSLA	4.03			CSUCO	4.08	
					CSUSM	3.89	
				Better Ways	UCANR	3.86	
				Recognized	UCSD		
					UMB		<b>a</b> 3.57
						3.45	

UC ANR (UC Division of Agriculture & Natural Resources) - Agricultural Experiment Station & UC Cooperative Extension CSU San Marcos (FAS CSUSM) - Finance & Administrative Services

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UC San Diego (UCSD) - Academic Affairs, Marine Sciences, Health Sciences, CFO, Student Affairs, Resource Management & Planning, Advancement, Chancellor's Unit, EDI, Research Affairs

8 Survey and analytics powered by Triton/ytics™ Organizational Assessments and Strategy, UC San Diego

## Comparison of Dept of Finance & Auxiliary Sv - 50100 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 UMB (blue bars) and other participating universities (see list on the bottom of page).

## ● Dept of Finance & Auxiliary Sv - 50100

	CSUCO	4.42	
	CSUSM	4.37	
All Cultures -	CSLA	4.26	
Fair —	UCSD	4.23	
	UMB	4.14	• 4.13
	CSUCO	4.52	
Sexual	CSUSM	4.45	
Orientation -	CSLA	4.32	
Fair	UCSD	4.29	
	UMB	4.24	• 4.18
Department Diversity Programs	CSUCO	4.12	
	CSUSM	4.08	
	UCSD	3.91	
	UMB	3.78	● 3.88
	CSUCO	4.38	
Cummont	CSUSM	4.38	
Support — Diversity —	CSLA	4.24	
Diversity	UCSD	4.20	
	UMB	4.16	• 4.17
	CSUCO	4.41	
Community-	CSUSM	4.30	
Excellence-	UCSD	4.18	
Professional	UMB	4.11	<b>4.17</b>
	CSLA	4.04	
	CSUCO		
	CSUSM	4.09	
Feel Valued	UCSD		
	UMB	3.90	● 4.03
	CSLA	3.84	

UC ANR (UC Division of Agriculture & Natural Resources) - Agricultural Experiment Station & UC Cooperative Extension CSU San Marcos (FAS CSUSM) - Finance & Administrative Services

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## Comparison of Dept of Finance & Auxiliary Sv - 50100 to other Universities Overall

## **Supervisor Effectiveness**

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

## ● Dept of Finance & Auxiliary Sv - 50100

	CSUCO	4.39		Evaluated	CSUSM	4.31	
	CSUSM	4.32			CSUCO	4.25	
Recommends	UCANR				UCANR	4.14	
without Fear UCSD			Fairly		4.13	4.03	
	UMB		● 4.35			4.09	4.03
CSLA							
CSUSM UCANR					CSLA		
		!			CSUCO	4.12	
Sufficient	CSUCO				CSUSM	4.08	
Freedom UMB UCSD CSLA		● 4.30	Performance	UCSD	3.95		
				Evaluation	UMB	3.92	● 4.00
	CSUCO					3.84	
	CSUSM						
`ommunicatos	UCSD	!					
	UCANR			Advancement Opportunities  Supports Training	CSUSM	4.04	
	UMB		4.07		CSUCO	4.02	
	CSLA		4.07		UCSD	3.90	
CSUCO UMB					UMB	3.79	● 3.94
	UMB		● 4.00		UCANR	3.78	
	CSUSM	3.97			CSLA	3.71	
quitably	UCSD	3.96			CSUCO	4.34	
	UCANR	3.87				4.22	
	CSLA	3.70			CSUSM	-	
	CSUCO	4.28			UCANR	4.16	
CSI	CSUSM	4.26			UCSD	4.12	
Gives Praise	UCSD	4.12			UMB	4.08	● 4.26
or Work	UCANR	4.10			CSLA	4.04	
	UMB	4.05	● 3.93		CSUCO	4.51	
	CSLA				CSUSM	4.51	
	CSUCO				UCANR	4.46	
	CSUSM			Treats with			
Suggestions for			UCSD	4.40			
Improvement	UMB		● 4.16	Supportive of Personal Issues	UMB	4.37	● 4.51
	UCANR				CSLA	4.25	
	CSLA	5.88			CSUCO	4.58	
					CSUSM	4.56	
					UCANR	4.47	
					UCSD	4.45	
					UMB	4.44	<b>●</b> 4.54
							4.54
					CSLA	4.36	

UC ANR (UC Division of Agriculture & Natural Resources) - Agricultural Experiment Station & UC Cooperative Extension CSU San Marcos (FAS CSUSM) - Finance & Administrative Services

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## Comparison of Dept of Finance & Auxiliary Sv - 50100 to other Universities Overall

## **Employee Effectiveness**

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

## ● Dept of Finance & Auxiliary Sv - 50100

Appropriate Stress	CSUCO	3.83		
	UCSD	3.55		
	CSUSM	3.54		
	CSLA	3.49		
	UMB	3.46	• 3.4	<b>1</b> 5
	UCANR	3.32		
	UMB	3.08	● 3.34	1
	CSUCO	3.06		
Total	UCSD	2.98		
Compensation	CSUSM	2.96		
	UCANR	2.85		
	CSLA	2.67		
	CSUSM	4.27		
Get	CSUCO	4.22		
	UMB	4.11		• 4.19
Information	UCSD	4.06		
	CSLA	4.01		
	UCANR	4.00		
	CSUSM	4.21		
	UCANR	4.08		
Good Use of	CSUCO	4.04		
Skills	UCSD	4.02		
	UMB	3.97	•	3.93
	CSLA	3.86		
	CSUCO	4.44		
	CSUSM	4.38		
Know How to	UMB	4.37		• 4.37
Use Tools	CSLA	4.34		
	UCSD	4.29		
	UCANR	4.28		
	CSUCO	4.27		
	CSLA	4.19		
Manage	UMB	4.11		• 4.13
Workload	CSUSM	4.06		
	UCSD	3.98		
	UCANR	3.79		

CSUCO	3.84	
CSUSM	3.83	
UCSD	3.71	
UMB	3.65	● 3.90
UCANR	3.58	
CSLA	3.54	
CSUCO	4.48	
CSUSM	4.47	
UCANR	4.42	
UCSD	4.32	
UMB	4.31	• 4.41
CSLA	4.23	
	CSUSM UCSD UMB UCANR CSLA CSUCO CSUSM UCANR UCANR UCSD UMB	UCSD 3.71  UMB 3.65  UCANR 3.58  CSLA 3.54  CSUCO 4.48  CSUSM 4.47  UCANR 4.42  UCSD 4.32

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