

2023 CIRES Engagement Survey Results

Town Hall – October 2023



Cooperative Institute for Research in Environmental Sciences
UNIVERSITY OF COLORADO BOULDER and NOAA



2023 Faculty and Staff Engagement Survey

- The survey was administered from April 10 – April 28, 2023 (prior surveys 2017, 2020).
 - Gallagher conducted the survey.
 - Intentional overlap with the upcoming culture survey – 3 year cycles.
 - CIRES supervisors with 5+ respondents in up-line received a report. September supervisor info session.
 - Survey went to all regular employees (research faculty, TTT faculty, and administration).

Participation Rates

Organization	Overall	Faculty (research and teaching)	Staff
CU	66%	55%	76%
CIRES	60%	60%	63%

2023 Faculty and Staff Engagement Survey

CU Measured:

36 engagement questions (18 repeat, 18 new, + 6 faculty only questions)

- 'Engagement Index' – 8 core survey questions
 - pride, belonging, satisfaction, connection to mission, discretionary effort, intent to stay
- Wellness & Burnout **NEW**
 - Workload, work/life balance, resources, burnout
- Organizational health **NEW**
 - better off now than pre-pandemic, did a good job of adapting to our changing environment
- Previous Findings
 - Progress (commitment to DE&I, transparency and progress on compensation, meaningful benefits)
 - The 'engagement index' items
 - Shifts, trends on key drivers (career growth, recognition, onboarding)

Interpreting your Report

Survey Results Dashboard

- Response Count – total number of survey responses
- Response Rate – survey respondents / total number of possible employees in your Unit
- Overall Score – the average score of all survey items
- Overall Engagement Score – the average score of the 8 engagement survey items
- Action Index Score – the average score of survey items that predict action planning success

Detailed Report

- Percent Favorable – Total proportion of respondents selecting scale points 6 (“Strongly Agree”), 5 (“Agree”) or 4 (“Somewhat Agree”) from the 6-point agreement scale
- Score - The arithmetic average of respondents selecting from the 6-point agreement scale: 6 (“Strongly Agree”), 5 (“Agree”), 4 (“Somewhat Agree”), 3 (“Somewhat Disagree”), 2 (“Disagree”), and 1 (“Strongly Disagree”)

Benchmarks

- Historical Benchmark – Compared to 2020 survey results if available (2020 survey cut short due to pandemic)
- Internal Benchmark – Compared to 2023 CU Boulder results overall
- External Benchmark (disregard)– Compared to 34 other Institutions of Higher Education in Gallagher’s database
- Percentile Rank (disregard) – Based on Gallagher’s external norm and interpreted as the percent of external groups the team is out-performing

Helpful Informal Standards & Guidelines

Engagement index items are those commonly seen in the research on engagement and utilized in engagement surveys

Scores of 5.0 or above are seen mostly with direct reports and are rare on survey items/categories

Scores of 4.50 or above is a good showing for a unit

Scores less than 4.0 are considered an area of opportunity

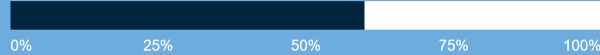
35% burnout rate is the national average

Response Count:

418

Response Rate:

60%



Survey Start:

04/10/2023

Survey End:

04/28/2023

Overall Score

Average score of all survey items



- Overall
- Historical Benchmark
- External Benchmark

Current score difference from:

Historical Benchmark	0.00
External Benchmark	+0.13
Percentile Rank	57

Engagement Score

Average score of Engagement Category items



- Engagement
- Historical Benchmark
- External Benchmark

Current score difference from:

Historical Benchmark	-0.03
External Benchmark	-0.06
Percentile Rank	37

Action Index Score

Average score of items that most predict action planning success



- Action Index
- Historical Benchmark
- External Benchmark

Current score difference from:

Historical Benchmark	0.00
External Benchmark	+0.16
Percentile Rank	78

Opportunities

Your greatest challenges

I understand the vision, strategic imperatives, and priorities of CU Boulder.

My accomplishments are recognized.

I love working for the University of Colorado Boulder.

My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.

CU Boulder is making progress in diversity, equity, and inclusion work.

Overall Score

4.65

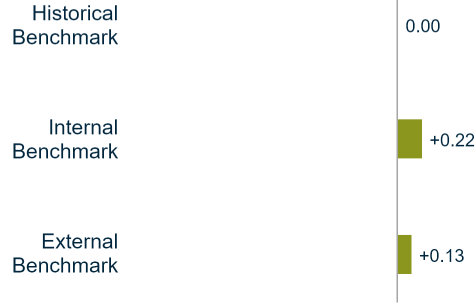
% Favorable Score

88%

Percentile Rank

57

Comparison to Overall Score



Strengths and Opportunities

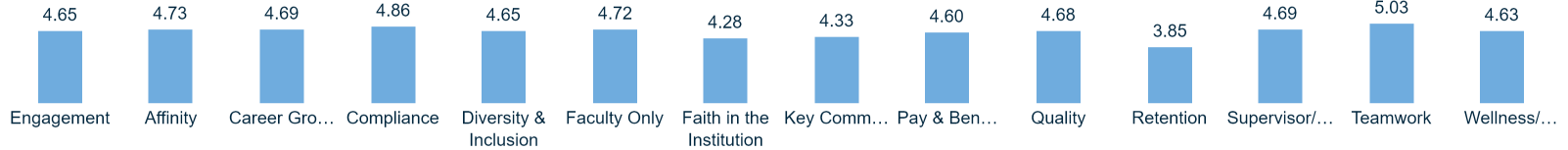
Strengths

- 1 My Dean/Institute Director communicates effectively with faculty.
- 2 I trust the people with whom I work.
- 3 I value the relationship I have with my supervisor/department or division chair.
- 4 Faculty in my academic unit are collegial and treat each other with respect.
- 5 Faculty and staff at CU Boulder treat each other with respect.

Opportunities

- 1 I understand the vision, strategic imperatives, and priorities of CU Boulder.
- 2 My accomplishments are recognized.
- 3 I love working for the University of Colorado Boulder.
- 4 My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.
- 5 CU Boulder is making progress in diversity, equity, and inclusion work.

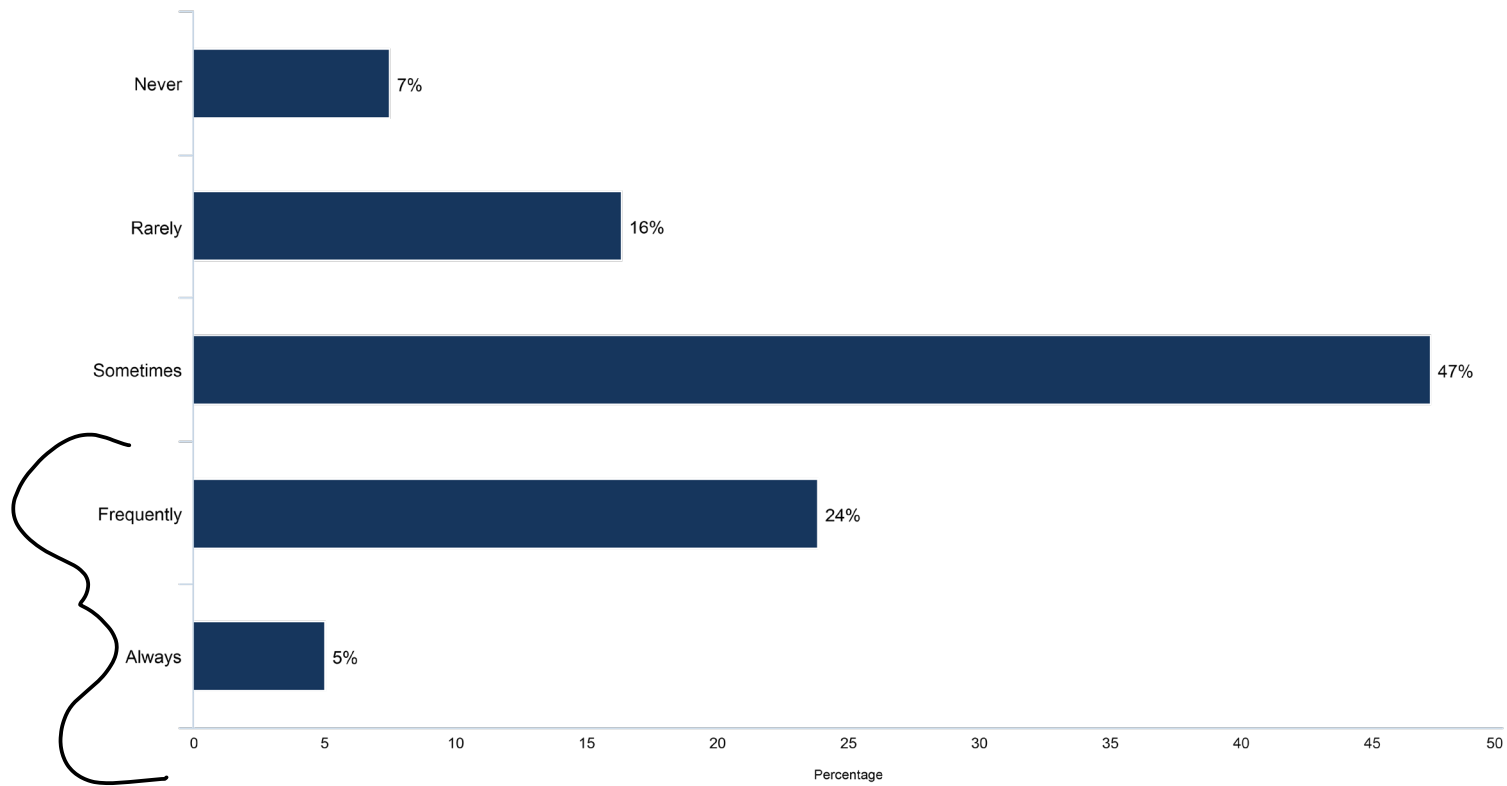
Categories



in relation to other averages

	Engagement	Affinity	Career Gro...	Compliance	Diversity & Inclusion	Faculty Only	Faith in the Institution	Key Comm...	Pay & Ben...	Quality	Retention	Supervisor/...	Teamwork	Wellness/...
Historical Benchmark	-0.03	-0.14	+0.07	+0.18	-0.31	0.00	-	+0.71	-	0.00	-0.07	-0.21	-0.05	-0.08
Internal Benchmark	+0.10	+0.14	+0.23	+0.30	+0.12	+0.31	+0.20	+0.08	+0.29	+0.27	+0.46	+0.20	+0.40	+0.15
External Benchmark	-0.06	-0.07	+0.14	+0.24	-0.14	+0.60	-	+0.30	-	+0.19	-	-0.10	+0.45	+0.56

Thinking about the last six months, how often have you felt "burned out"?



National Burnout Average = 35%

CIRES Burnout Average = 29%

Ongoing Priorities & Action Planning

Maintain Momentum in Following Areas:

- **Communications + Transparency = Trust Building**
- **Orientation**
- **Supervisor Role and Resources**
- **Career Path**

Action Planning Recommendations

- Establish community programming on **Wellness and Burnout**.
- Seek ongoing employee input on outlined initiatives to help ensure programming is robust.

- Wellness and burnout poll

Questions?