Faculty Engagement Survey Results 2023

Faculty and Staff Engagement Survey 2023

- The Faculty and Staff Engagement Survey is administered by the CU Boulder Department of Human Resources in partnership with the Arthur J. Gallagher Co. Gallagher's Engagement Survey Consulting team provides survey distribution, analytics, benchmarking, leading-edge reporting and action planning technology.

- The survey is sponsored by [CU Boulder Provost Russ Moore and Chief Operating Officer Pat O'Rourke](.).

- The survey measured several research-based elements of engagement—enthusiasm for one's work, career satisfaction, pride in the institution, intent to stay, connection to the mission of the institution, and others. The 2023 survey also measured aspects of faculty and staff wellness, as well as information on the hybrid work environment.

- Survey findings provide insight into the impact of leadership actions, provide trending data on key themes of importance to the campus community, and inform action planning.

- As part of the survey modeling and design efforts, the reliability of our survey items and thematic groupings of items are confirmed through multiple regression modeling (to understand the magnitude of the empirical relationship between survey items and key outcomes of interest), factor analytics (to ensure the integrity of the survey categories), various tests of validity (such as criterion and predictive validity, and non-statistical variations such as face validity), as well as reliability testing such as Chronbach's alpha (to assess how well items are coalescing as categories).

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Survey Participation

	Staff	Faculty
Respondents	3,568	2,253
Possible Respondents	4,670	4,095
Response Rate	76%	55%
Administration Period	April 10 – April 28	April 10 – April 28
Administration Method	Online (10% mobile)	Online (8% mobile)
Survey mode	English, Chinese, Laotian, Nepali, Spanish, Tibetan	English, Chinese, Laotian, Nepali, Spanish, Tibetan
Margin of Error	± .797%	± 1.38%
Average Response Time	6 minutes	6 minutes

66% Overall Response Rate (5,821 out of 8,765)

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Survey Structure

Closed-ended Survey Items

- 36 closed-ended items
- 6 additional faculty only questions were added this year
- Survey items measured using a 6-point agreement scale where: 6=Strongly Agree; 5=Agree; 4=Somewhat Agree; 3=Somewhat Disagree; 2=Disagree; 1=Strongly Disagree

Coding Items

- Age Range, Burnout, Department, Disability Status, Division, Faculty or Staff, Gender, Generation, Length of Service, Position, Race, Sexual Orientation, Transgender Status, Veteran Status, Work Modality, Workplace Accommodations

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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 CU Boulder Survey results
- Internal Benchmark – Compared to CU Boulder results overall
- External Benchmark – Compared to 34 other Institutions of Higher Education in Gallagher's database
- Percentile Rank – Based on Gallagher's external norm and interpreted as the percent of external groups the team is out-performing

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Defining Engagement

We define Employee Engagement as…

A pronounced state of enthusiasm characterized by effort, pride, and passion which fosters a mutually committed relationship between staff and organizations resulting in the enduring pursuit of organizational and personal goals.

Engagement Survey Item Index
I feel a strong sense of belonging to CU Boulder.
During the past six months, I have not seriously considered leaving CU Boulder for another job.
I would recommend employment at CU Boulder as a good place to work.
I am proud to work for CU Boulder.
Overall, I have been satisfied with my experiences at CU Boulder.
I feel I am a part of CU Boulder's mission.
My effort directly affects the success of CU Boulder.

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Acknowledgements

Thank you to the following for their contributions to this year's survey:

- Jess Doty, Associate Vice Chancellor for Health and Wellness

  - Assistance on incorporating wellness and burnout questions

- Michele Moses, Vice Provost and Associate Vice Chancellor for Faculty Affairs

  - Assistance on defining faculty only questions

- Sonia DeLuca Fernandez, Senior Vice Chancellor, Diversity, Equity and Inclusion

  - Assistance in providing demographic categories

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CU Boulder Results – Faculty Only

Overall Score
4.32

% Favorable Score
79%

Percentile Rank
31

Comparison to Overall Score

Benchmark	Comparison
Historical Benchmark	+0.13
Internal Benchmark	-0.11
External Benchmark	-0.20
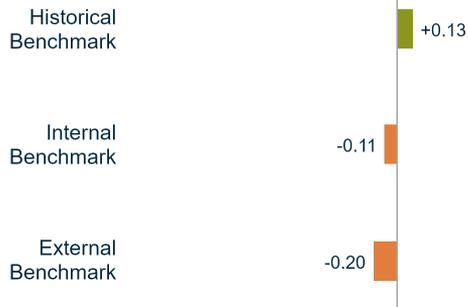
Strengths and Opportunities

Strengths
1. I value the relationship I have with my supervisor/department or division chair.
2. I trust the people with whom I work.
3. My Dean/Institute Director communicates effectively with faculty.
4. I am given reasons for major changes that occur in my department/division/college/school/institute
5. Faculty in my academic unit are collegial and treat each other with respect.

Opportunities
1. I understand the vision, strategic imperatives, and priorities of CU Boulder.
2. My accomplishments are recognized.
3. The orientation process used by my work unit prepares new employees to be successful.
4. Compared to 2019 (before the Pandemic), CU Boulder has changed for the better.
5. I love working for the University of Colorado Boulder.

Categories

	Engagement	Affinity	Career Gro…	Compliance	Diversity & Inclusion	Faculty Only	Faith in the Institution	Key Comm…	Pay & Ben…	Quality	Retention	Supervisor/…	Teamwork	Wellness/…
Score	4.39	4.39	4.41	4.43	4.41	4.41	3.79	4.05	4.14	4.29	3.36	4.37	4.65	4.25
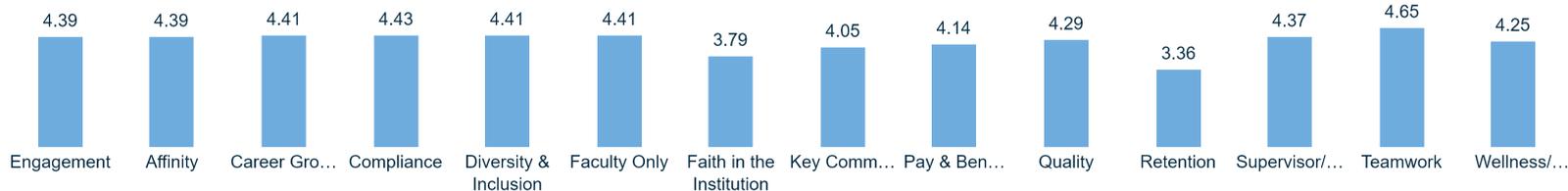
in relation to other averages

	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	+0.01	+0.44	+0.24	-	-0.37	-	+0.74	-	+0.24	-0.19	-0.10	+0.04	+0.58
Internal Benchmark	-0.16	-0.20	-0.05	-0.13	-0.12	0.00	-0.29	-0.20	-0.17	-0.12	-0.03	-0.12	+0.02	-0.23
External Benchmark	-0.33	-0.41	-0.16	-0.19	-0.48	+0.07	-	+0.02	-	-0.20	-	-0.38	+0.09	+0.14

Category Summary:
Engagement

Category Score	% Favorable		Percentile Rank
4.39	**80%**	Historical Benchmark -0.03	**13**
Max: 6.00		Internal Benchmark -0.16	
		External Benchmark -0.33	

● Strengths   ● Opportunities

Click on an item to create an action plan

Strongly Agree ——————— Strongly Disagree

		Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
During the past six months, I have not seriously considered leaving CU Boulder for another job.	27% 22% 12% 9% 13% 16%	2,212	3.91	+0.08	-0.03	-0.22	61%	34
Overall, I have been satisfied with my experiences at CU Boulder.	17% 40% 23% 8% 7% 5%	2,247	4.40	+0.03	-0.17	-0.05	81%	31
I would recommend employment at CU Boulder as a good place to work.	19% 41% 24% 7% 5%	2,238	4.51	+0.01	-0.13	-0.12	84%	35
I feel a strong sense of belonging to CU Boulder.	13% 26% 31% 13% 10% 7%	2,236	3.98	-0.05	-0.26	-0.34	70%	0
I am willing to put in effort beyond what is expected to help CU Boulder be successful.	32% 40% 17% 5%	2,217	4.82	-0.12	-0.15	-0.46	88%	0
I am proud to work for CU Boulder.	22% 41% 25% 5%	2,227	4.63	-0.20	-0.18	-0.43	88%	0
I feel I am a part of CU Boulder's mission.	11% 36% 32% 10% 7%	2,211	4.24	-	-0.23	-0.64	80%	0
My effort directly affects the success of CU Boulder.	20% 41% 27% 7%	2,226	4.60	-	-0.15	-0.39	88%	0

Category Summary:
Affinity

Category Score

4.39

Max: 6.00

% Favorable

82%

Historical Benchmark +0.01

Internal Benchmark -0.20

External Benchmark -0.41

Percentile Rank

9

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree ——————— Strongly Disagree

		Strongly Agree → Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I love working for the University of Colorado Boulder.	●	18% 34% 29% 7% 6%	2,235	4.39	+0.01	-0.20	-0.41	82%	9
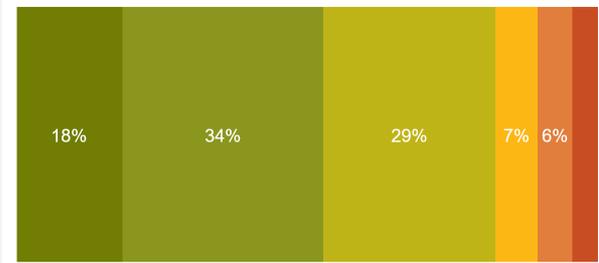
Category Score	% Favorable			Percentile Rank
4.41	**82%**	Historical Benchmark	+0.44	**29**
		Internal Benchmark	-0.05	
Max: 6.00		External Benchmark	-0.16	

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree → Strongly Disagree

		Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
The orientation process used by my work unit prepares new employees to be successful. ●	10% 28% 34% 12% 10% 6%	1,947	3.99	+0.28	-0.17	-0.37	72%	9
I feel I can accomplish my career objectives at CU Boulder.	16% 39% 27% 9% 6%	2,233	4.39	+0.15	+0.04	-	82%	-
I understand what I need to do be successful in my job.	26% 51% 17%	2,244	4.93	-	-0.03	-0.03	94%	38
CU Boulder has a work environment that allows me to grow and develop.	14% 40% 27% 8% 6% 5%	2,237	4.34	-	-0.06	-0.08	81%	40

Category Score

4.43

Max: 6.00

% Favorable

83%

Historical Benchmark +0.24

Internal Benchmark -0.13

External Benchmark -0.19

Percentile Rank

42

● Strengths   ● Opportunities

Click on an item to create an action plan

Strongly Agree   Strongly Disagree

	Strongly Agree					Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
CU Boulder has policies and practices to protect against and eliminate discrimination and harassment.	16%	43%	23%	8%	5%		2,199	4.43	+0.24	-0.13	-0.19	83%	42
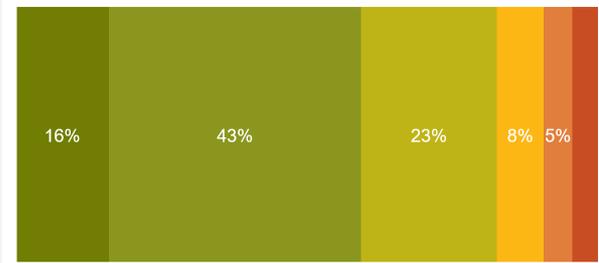
Category Score

4.41

Max: 6.00

% Favorable

84%

Historical Benchmark	-
Internal Benchmark	-0.12
External Benchmark	-0.48

Percentile Rank

13

Strengths   Opportunities

Click on an item to create an action plan

Strongly Agree — Strongly Disagree

	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
CU Boulder is making progress in diversity, equity, and inclusion work. (11% / 37% / 34% / 9% / 6%)	2,170	4.26	-	-0.14	-0.48	81%	13
I have opportunities to develop friendships at work. (19% / 42% / 26% / 6% / 5%)	2,226	4.57	-	-0.09	-	87%	-

Category Summary:
Faculty Only

Category Score	% Favorable		Percentile Rank
4.41	**81%**	Historical Benchmark **-0.37**	**60**
Max: 6.00		Internal Benchmark **0.00**	
		External Benchmark **+0.07**	

● Strengths ● Opportunities

Click on an item to create an action plan

|	Strongly Agree ... Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
My association with CU Boulder has enriched my career.	28% / 44% / 19%	2,231	4.84	+0.06	0.00	-	91%	-
The orientation process for new faculty is effective in preparing them to be successful.	8% / 26% / 35% / 14% / 11% / 6%	1,692	3.88	-	0.00	-	69%	-
I understand academic freedom and how it applies to my teaching and research.	24% / 49% / 19% / 5%	2,002	4.85	-	0.00	-	92%	-
My Dean/Institute Director communicates effectively with faculty. ●	15% / 34% / 25% / 11% / 8% / 7%	2,061	4.15	-	0.00	+0.03	74%	66
Faculty are provided with the mentoring and support needed for tenure and promotion.	10% / 30% / 32% / 13% / 10% / 6%	1,718	4.00	-	0.00	-	72%	-
Faculty in my academic unit are collegial and treat each other with respect. ●	26% / 45% / 18% / 5%	2,125	4.77	-	0.00	+0.11	89%	53

Category Summary:
Faith in the Institution

Category Score	% Favorable			
3.79	**66%**			
Max: 6.00				

Historical Benchmark	-
Internal Benchmark	-0.29
External Benchmark	-

Percentile Rank

-

● Strengths   ● Opportunities

Click on an item to create an action plan

	Strongly Agree ... Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
CU Boulder has done a good job of adapting to a changing environment.	6% / 30% / 37% / 13% / 9% / 5%	2,180	3.97	-	-0.18	-	73%	-
Compared to 2019 (before the Pandemic), CU Boulder has changed for the better. ●	5% / 20% / 33% / 20% / 13% / 8%	1,706	3.61	-	-0.41	-	59%	-

Category Score

4.05

Max: 6.00

% Favorable

73%

Historical Benchmark	+0.74
Internal Benchmark	-0.20
External Benchmark	+0.02

Percentile Rank

44

● Strengths   ● Opportunities

Click on an item to create an action plan

Strongly Agree — Strongly Disagree

Item		Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I am given reasons for major changes that occur in my department/division/college/school/institute.	● 12% / 36% / 28% / 11% / 9%	2,125	4.18	+1.24	-0.06	+0.62	75%	74
I understand the vision, strategic imperatives, and priorities of CU Boulder.	● 6% / 27% / 37% / 15% / 10%	2,201	3.92	+0.23	-0.34	-0.57	71%	14

Category Score	% Favorable		Historical Benchmark	-	Percentile Rank
4.14	**75%**		Internal Benchmark	-0.17	**-**
Max: 6.00			External Benchmark	-	

● Strengths ● Opportunities

Click on an item to create an action plan

	Strongly Agree → Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
The benefits offered by CU meet my current needs.	17% / 45% / 22% / 8% / 5%	2,230	4.52	-	-0.15	-	84%	-
CU Boulder is actively working to increase transparency and fairness on pay.	7% / 28% / 31% / 14% / 11% / 10%	2,170	3.76	-	-0.18	-	65%	-

Category Score

4.29

Max: 6.00

% Favorable

78%

Historical Benchmark   +0.24

Internal Benchmark   -0.12

External Benchmark   -0.20

Percentile Rank

31

● Strengths   ● Opportunities   *Click on an item to create an action plan*

	Strongly Agree ——— Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I have the tools I need to be successful.	14% 39% 26% 10% 8%	2,238	4.29	+0.24	-0.12	-0.20	78%	31
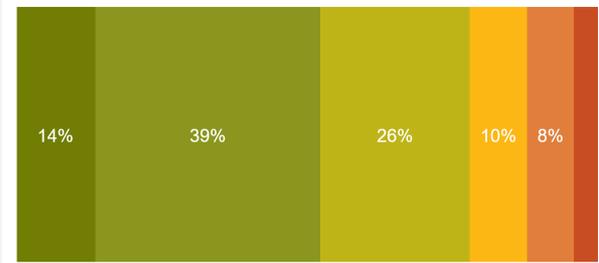
Category Score	% Favorable		
3.36	**51%**		
Max: 6.00			

Historical Benchmark	-0.19
Internal Benchmark	-0.03
External Benchmark	-

Percentile Rank
-

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree ———— Strongly Disagree

	Strongly Agree — Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
CU Boulder does a good job of retaining its most talented faculty and staff.	5% 21% 26% 17% 17% 15%	2,147	3.36	-0.19	-0.03	-	51%	-
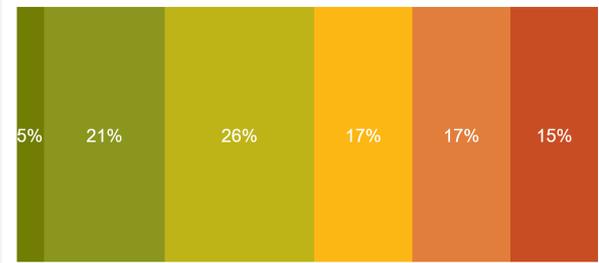
Category Score	% Favorable		Percentile Rank
4.37	**80%**	Historical Benchmark -0.10 Internal Benchmark -0.12 External Benchmark -0.38	**37**
Max: 6.00			

● Strengths   ● Opportunities

Click on an item to create an action plan

	Strongly Agree ——— Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I have opportunities to participate in decisions that affect my work.	13% / 37% / 30% / 10% / 7%	2,223	4.27	-0.18	-0.07	-0.16	79%	22
My contributions are valued.	17% / 37% / 25% / 7% / 8% / 5%	2,241	4.30	-0.19	-0.14	-	79%	-
● I value the relationship I have with my supervisor/department or division chair.	45% / 33% / 12%	2,244	5.02	-	-0.08	+0.05	90%	100
● My accomplishments are recognized.	13% / 33% / 30% / 10% / 7% / 6%	2,233	4.17	-	-0.14	-0.70	77%	0
My supervisor/department or division chair understands what keeps me excited about being a part of CU Boulder.	14% / 31% / 28% / 11% / 9% / 7%	2,184	4.11	-	-0.15	-0.71	73%	25

Category Summary:
Teamwork

Category Score	% Favorable		Percentile Rank
4.65	**88%**	Historical Benchmark +0.04	**49**
Max: 6.00		Internal Benchmark +0.02	
		External Benchmark +0.09	

● Strengths ● Opportunities

Click on an item to create an action plan

Strongly Agree — Strongly Disagree

		Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I trust the people with whom I work.	32% 44% 16%	2,247	4.91	+0.33	+0.01	+0.24	91%	70
Faculty and staff at CU Boulder treat each other with respect.	15% 48% 24% 6%	2,228	4.60	-0.03	+0.11	-0.06	88%	27
Respectful treatment is the norm at CU Boulder.	14% 43% 28% 8%	2,223	4.45	-	-0.06	-	85%	-

Category Score	% Favorable			Percentile Rank
4.25	**77%**	Historical Benchmark	+0.58	**57**
		Internal Benchmark	-0.23	
Max: 6.00		External Benchmark	+0.14	

● Strengths ● Opportunities

Click on an item to create an action plan

|	Strongly Agree → Strongly Disagree	Response Count	Score	Historical Benchmark	Internal Benchmark	External Benchmark	% Favorable	Percentile Rank
I am able to manage my personal and work life, including time to support my wellness.	16% / 33% / 25% / 12% / 9% / 6%	2,247	4.17	+0.50	-0.25	+0.07	73%	52
I have access to wellness resources that provide the support I need.	14% / 41% / 29% / 8% / 6%	2,114	4.41	-	-0.28	-	84%	-
My workload allows me to meet the expectations of my role.	12% / 40% / 22% / 11% / 9% / 6%	2,244	4.16	-	-0.16	+0.21	74%	61

Survey Performance – Faculty

BURNOUT LEVELS
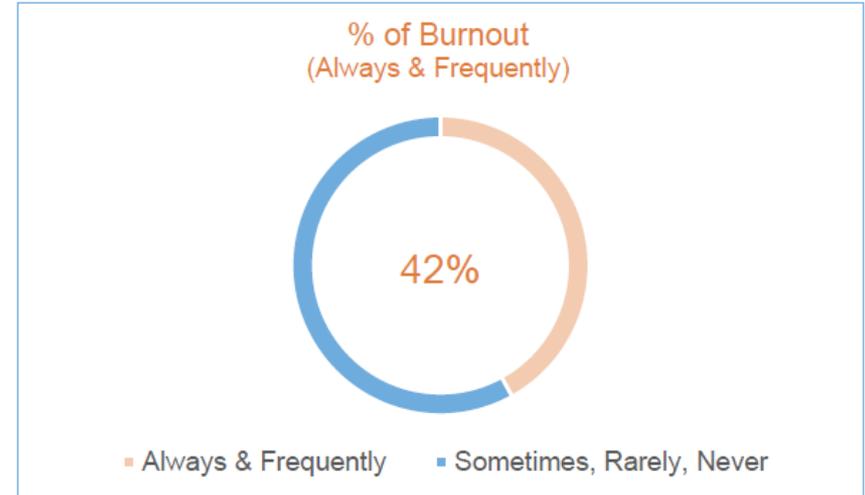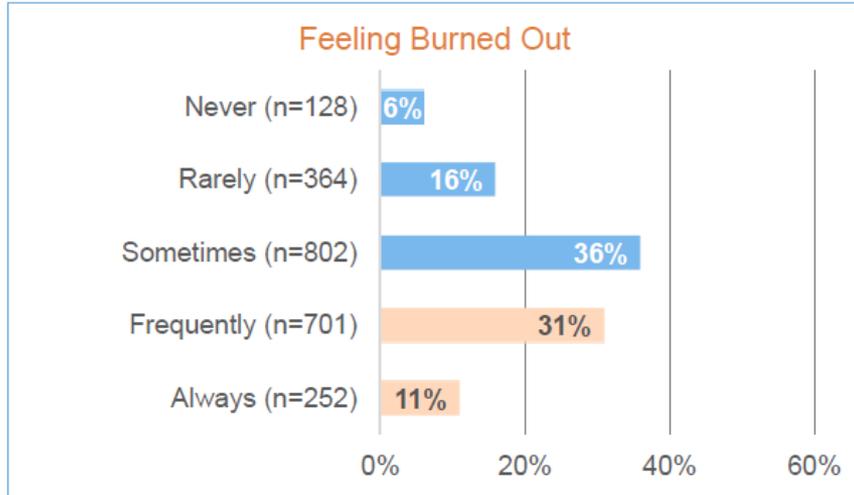
Feeling Burned Out

Category	Percentage
Never (n=128)	6%
Rarely (n=364)	16%
Sometimes (n=802)	36%
Frequently (n=701)	31%
Always (n=252)	11%

% of Burnout (Always & Frequently)

42%

■ Always & Frequently ■ Sometimes, Rarely, Never
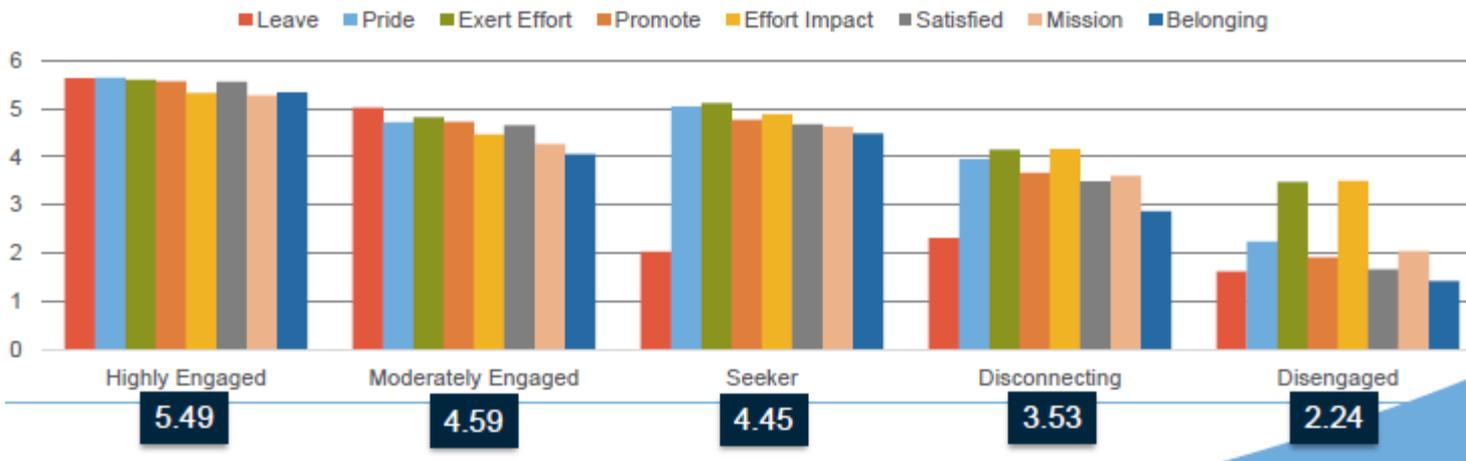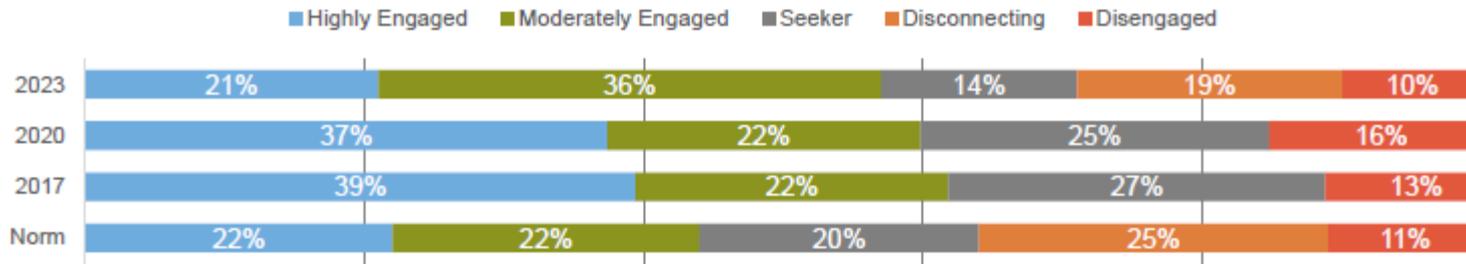
SURVEY PERFORMANCE – FACULTY

ENGAGEMENT SCORE BY POSITION [POSITIONS HIGHER THAN THE CU-B AVERAGE]

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Institute Director	8	5.50	---	95.3%	---
Assistant Professor-Research	9	4.99	---	90.3%	---
Teaching Professor	23	4.82	---	87.8%	---
Professor-Research	11	4.77	---	91.9%	---
Distinguished Professor	21	4.75	---	86.3%	---
Senior Professional Research Assistant	95	4.70	---	87.5%	---
Senior Research Associate	58	4.69	+.06	84.6%	-0.4
Professional Research Assistant	555	4.61	---	86.3%	---
Associate Professor-Research	6	4.42	---	83.3%	---
Postdoctoral Associate	147	4.42	-.09	81.1%	+1.6
Research Associate	276	4.42	-.17	81.6%	-2.4

SURVEY PERFORMANCE – FACULTY

ENGAGEMENT SCORE BY POSITION [POSITIONS LOWER THAN THE CU-B AVERAGE]

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Instructors	210	4.37	+.11	79.4%	+3.2
Senior Instructors	129	4.28	-.08	77.1%	-0.2
Professor	270	4.12	-.29	72.5%	-4.8
Assistant Professors	202	4.10	-.80	72.0%	-17.7
Associate Professors	219	4.07	-.25	72.7%	-4.7
Clinical Faculty	14	4.05	---	71.4%	---

SURVEY PERFORMANCE – FACULTY

ENGAGEMENT SCORE BY LENGTH OF SERVICE

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Less than 1 Year	302	4.67	+.16	86.4%	+6.0
1 to 2 Years	406	4.40	-.28	80.3%	-4.7
3 to 5 Years	422	4.34	-.15	79.2%	-1.3
6 to 10 Years	439	4.32	+.16	78.5%	+4.5
11 to 15 Years	208	4.30	-.06	78.7%	+0.1
16 to 20 Years	193	4.30	+.05	78.4%	+4.1
More than 20 Years	283	4.37	-.18	78.0%	-3.8

SURVEY PERFORMANCE – FACULTY

ENGAGEMENT SCORE BY GENERATION

Gallagher

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Generation Z – After 1996	70	4.56	---	83.5%	---
Millennials – 1977 to 1996	909	4.41	+.02	81.3%	+2.5
Generation X – 1965 to 1976	846	4.30	No Diff.	78.2%	+1.7
Baby Boomers – 1946 to 1964	413	4.46	-.10	79.6%	-2.2
Traditionalists – Before 1946	15	4.97	+.33	89.0%	+7.9

SURVEY PERFORMANCE – FACULTY
ENGAGEMENT SCORE BY RACE

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Native American / Indigenous / Aboriginal	26	4.57	---	85.6%	---
Asian / Asian American	178	4.56	+.24	85.0%	+8.0
Latinx/e	115	4.47	+.19	81.6%	+6.4
White	1,435	4.45	+.01	81.7%	+1.7
Biracial / Multiracial / Transracial	34	4.42	+.04	78.9%	+2.8
Other	27	4.37	---	77.2%	---
Arab / Middle Eastern / North African	24	4.21	---	71.4%	---
Black / African American	40	4.20	+.39	73.0%	+14.0
Prefer not to say	153	4.03	---	69.6%	---

SURVEY PERFORMANCE – FACULTY
ENGAGEMENT SCORE BY SEXUAL ORIENTATION

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Asexual	47	4.54	---	85.9%	---
Heterosexual	1,524	4.50	---	82.7%	---
Pansexual	20	4.41	---	84.6%	---
Another sexual orientation not listed above	20	4.38	---	76.9%	---
Demisexual	8	4.38	---	75.0%	---
Bisexual	99	4.27	---	78.3%	---
Gay or Lesbian	77	4.12	---	75.6%	---
Prefer not to say	312	4.09	---	72.2%	---
Fluid	13	3.87	---	65.1%	---
Queer	45	3.75	---	63.2%	---

Survey Performance – Faculty

Engagement Score by Gender

Area	N Count	Mean Score 2023	Difference from 2020 Score	% Favorable 2023	% Point Difference from 2020
Overall Faculty	2,253	4.39	-.03	79.9%	+0.9
Man / Man-Identified	1,014	4.49	+.04	82.4%	+3.5
Woman / Woman-Identified	989	4.41	+.03	81.1%	+2.1
Non-Binary / Third Gender	16	4.18	---	71.6%	---
Genderqueer	7	3.96	---	71.4%	---
Genderfluid	5	2.42	---	27.5%	---

SURVEY PERFORMANCE – **FACULTY AND STAFF COMBINED**

ENGAGEMENT SCORE BY TRANSGENDER STATUS

Area	N Count	Overall Score	Engagement Score
Transgender Status – Yes	52	4.25	4.33
Transgender Status – No	5,330	4.47	4.59
Transgender Status – Prefer Not to Say	272	3.96	4.04

SURVEY PERFORMANCE – **FACULTY AND STAFF COMBINED**

ENGAGEMENT SCORE BY WORKPLACE ACCOMMODATION STATUS

Area	N Count	Overall Score	Engagement Score
Workplace Accommodations – Yes	247	4.23	4.38
Workplace Accommodations – No	5,116	4.48	4.60
Workplace Accommodations – Prefer Not to Say	331	3.98	4.07

ENGAGEMENT SCORE BY DISABILITY STATUS

Area	N Count	Overall Score	Engagement Score
Disability Status – Yes	479	4.20	4.31
Disability Status – No	4,832	4.50	4.62
Disability Status – Prefer Not to Say	387	4.00	4.06

SURVEY PERFORMANCE – **FACULTY AND STAFF COMBINED**

ENGAGEMENT SCORE BY VETERAN STATUS

Area	N Count	Overall Score	Engagement Score
Veteran Status – Yes	168	4.40	4.50
Veteran Status – No	5,388	4.46	4.58
Veteran Status – Prefer Not to Say	149	3.87	3.91