



# 2022 - UMB Staff Experience Survey

## Dept of Finance & Auxiliary Sv - 50100

### 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 RATE                     | OVERALL SATISFACTION                    | RETENTION DEPARTMENT                  | RETENTION UNIVERSITY                              |
|-----------------------------------|---|---------------------------------------|---|
| 50%<br>70 responses   139 invited | 83%<br>Satisfied or Extremely Satisfied | 80%<br>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<br>↑ ↓ change of .09 or more, ● less than .09               |
|---|---|---|
| <ol style="list-style-type: none"> <li>Supportive of Personal Issues</li> <li>Treats with Respect</li> <li>Enjoy Working with Coworkers</li> <li>Know How to Use Tools</li> <li>Contribute to Dept's Mission</li> </ol> | <ol style="list-style-type: none"> <li>Adequate Staffing</li> <li>Total Compensation</li> <li>Appropriate Stress</li> <li>Campus Faculty Value</li> <li>Have a Voice</li> </ol> | No data available if this is your first survey year, or if no prior year data exists. |

| 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").

<sup>1</sup> Survey and analytics powered by Tritonlytics™ Organizational Assessments and Strategy, UC San Diego



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2022

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)

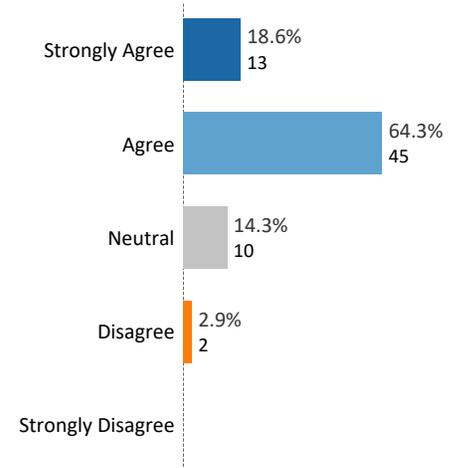
### Influential Strengths at Department Level

- 43 Integrates Core Values
- 14 Contribute to Dept's Mission
- 23 Spirit of Cooperation
- 31 Recommend without Fear
- 32 Sufficient Freedom

### Primary Opportunities at Department Level

- 19 Adequate Staffing
- 34 Work Assigned Equitably
- 45 Total Compensation
- 39 Advancement Opportunities
- 27 Participate in Decisions

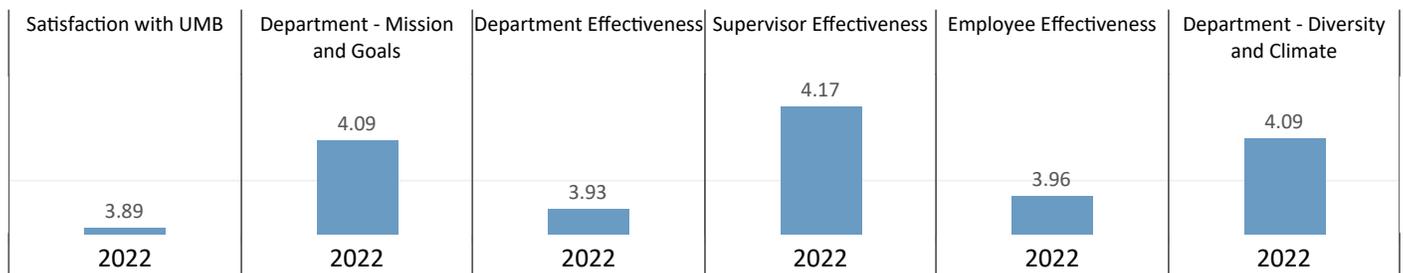
Overall, I am a satisfied employee.



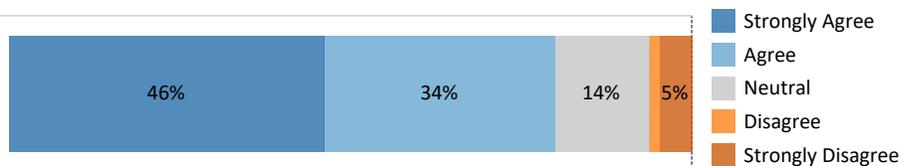
Mean = 3.99, Std Dev = 0.67

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)



**Retention** I can see myself working in the same department in 1-2 year's time.



### 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

|                    |   | Likelihood to Recommend |   |   |   |   |   |   |   |    |    |    | Total |
|--------------------|---|-------------------------|---|---|---|---|---|---|---|----|----|----|-------|
|                    |   | 0                       | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8  | 9  | 10 |       |
| Satisfied Employee | 5 |                         |   | 1 |   |   |   |   |   | 2  | 2  | 8  | 13    |
|                    | 4 |                         |   |   | 2 |   | 1 |   | 2 | 12 | 11 | 16 | 44    |
|                    | 3 |                         |   | 1 |   | 1 | 1 | 1 | 2 | 2  | 1  | 1  | 10    |
|                    | 2 |                         |   |   |   | 1 |   |   |   |    |    | 1  | 2     |
|                    | 1 |                         |   |   |   |   |   |   |   |    |    |    |       |
| <b>Total</b>       |   |                         |   | 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.



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#### Satisfaction Mean Scores

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 Office of Admin & Finance (rounded to two decimal places)

#### Dept of Finance & Auxiliary Sv

Office of Admin & Finance

768 Invited (N)  
333 Responded (n)  
43% Response Rate

|                                    |  | 2022 | 2022 |   |
|------------------------------------|--|------|------|---|
| Satisfaction with UMB              | 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 | ● |
|                                    | 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 | ● |
| Department - Mission and Goals     | 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 | ● |
|                                    | 16 Measures Dept Goals                   | 3.87 | 3.60 | ● |
|                                    | 17 Measures Customer Satisfaction        | 3.82 | 3.65 | ● |
|                                    | 18 Improve Services Products             | 4.01 | 3.81 | ● |
| Department Effectiveness           | 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 | ● |
|                                    | 24 Ethical Conduct                       | 4.20 | 3.88 | ● |
|                                    | 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 | ● |
| Supervisor Effectiveness           | 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 | ● |
|                                    | 37 Evaluated Fairly                      | 4.03 | 3.84 | ● |
|                                    | 38 Performance Evaluation                | 4.00 | 3.71 | ● |
|                                    | 39 Advancement Opportunities             | 3.94 | 3.60 | ● |
| Employee Effectiveness             | 40 Supports Training                     | 4.26 | 3.89 | ● |
|                                    | 41 Treats with Respect                   | 4.51 | 4.21 | ● |
|                                    | 42 Supportive of Personal Issues         | 4.54 | 4.19 | ● |
|                                    | 43 Integrates Core Values                | 4.06 | 3.85 | ● |
|                                    | 44 Appropriate Stress                    | 3.45 | 3.30 | ● |
|                                    | 45 Total Compensation                    | 3.34 | 3.05 | ● |
|                                    | 46 Get Information                       | 4.19 | 4.03 | ● |
|                                    | 47 Good Use of Skills                    | 3.93 | 3.77 | ● |
| Department - Diversity and Climate | 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 | ● |
| Retention                          | 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 | ● |



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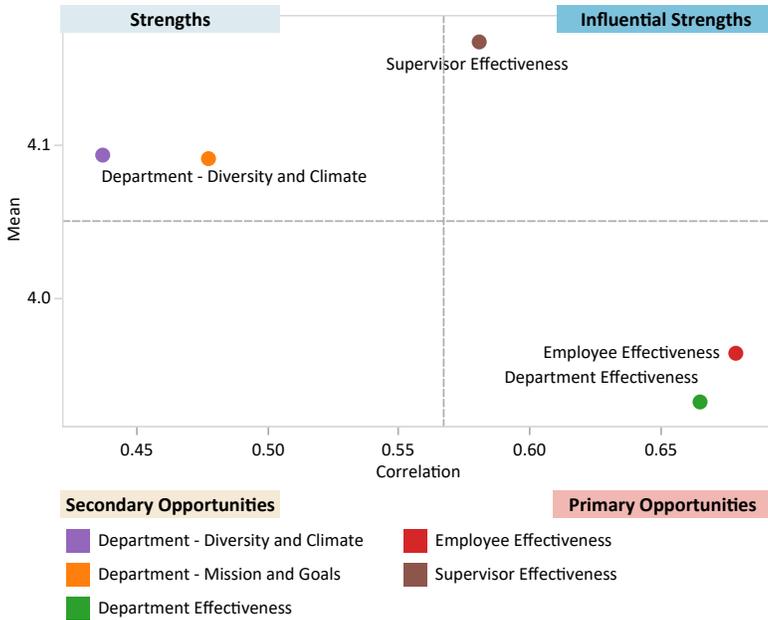
## Dept of Finance & Auxiliary Sv - 50100

ST - Strength | IS - Influential Strength | PO - Primary Opportunity | SO - Secondary Opportunity

### Strengths and Opportunities by Survey Question With Axes at the Average Dimension Mean and Average Dimension by Overall Satisfaction Correlation

Correlation Coefficient Average = 0.57, Mean Average = 4.05

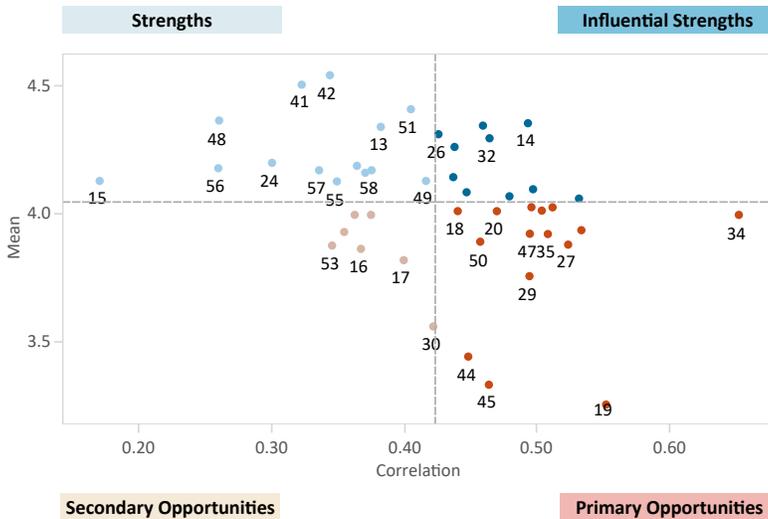
n/N = 70/139



### Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation

Correlation Coefficient Average = 0.42, Mean Average = 4.05

n/N = 70/139



| Strengths   | Influential Strengths   |
|---|---|
| Higher than average mean score, lower than average correlation. "Keep up the good work" | Higher than average mean score, higher than average correlation "Keep an eye on"      |
| Secondary Opps  | Primary Opps  |
| Lower than average mean score, lower than average correlation. "Low Priority"           | Lower than average mean score, higher than average correlation. "Concentrate Efforts" |

Satisfaction with University-level dimension is excluded from this analysis

| Dim | Question                               | Mean | Corr | Str/Opps |
|-----|--|------|------|----------|
| DEP | Department Effectiveness               | 3.93 | 0.66 | PO       |
| DIV | Department - Diversity and Climate     | 4.09 | 0.44 | ST       |
| EMP | Employee Effectiveness                 | 3.96 | 0.68 | PO       |
| MIS | Department - Mission and Goals         | 4.09 | 0.48 | ST       |
| SUP | Supervisor Effectiveness               | 4.17 | 0.58 | IS       |
| SUP | 43. Integrates Core Values             | 4.06 | 0.53 | IS       |
| SUP | 33. Communicates Essential Info        | 4.07 | 0.48 | IS       |
| DIV | 54. Department All Welcomed            | 4.09 | 0.45 | IS       |
| DEP | 23. Spirit of Cooperation              | 4.10 | 0.50 | IS       |
| DEP | 28. Balance Work Life                  | 4.15 | 0.44 | IS       |
| SUP | 40. Supports Training                  | 4.26 | 0.44 | IS       |
| SUP | 32. Sufficient Freedom                 | 4.30 | 0.46 | IS       |
| DEP | 26. Perform Responsibilities           | 4.31 | 0.43 | IS       |
| SUP | 31. Recommend without Fear             | 4.35 | 0.46 | IS       |
| MIS | 14. Contribute to Dept's Mission       | 4.36 | 0.49 | IS       |
| DEP | 19. Adequate Staffing                  | 3.26 | 0.55 | PO       |
| EMP | 45. Total Compensation                 | 3.34 | 0.46 | PO       |
| EMP | 44. Appropriate Stress                 | 3.45 | 0.45 | PO       |
| DEP | 29. Resolves Staff Issues              | 3.76 | 0.49 | PO       |
| DEP | 27. Participate in Decisions           | 3.88 | 0.52 | PO       |
| EMP | 50. Valuable Training                  | 3.90 | 0.46 | PO       |
| SUP | 35. Gives Praise for Work              | 3.93 | 0.51 | PO       |
| EMP | 47. Good Use of Skills                 | 3.93 | 0.49 | PO       |
| SUP | 39. Advancement Opportunities          | 3.94 | 0.53 | PO       |
| SUP | 34. Work Assigned Equitably            | 4.00 | 0.65 | PO       |
| DEP | 20. Have Tools                         | 4.01 | 0.47 | PO       |
| MIS | 18. Improve Services Products          | 4.01 | 0.44 | PO       |
| DEP | 21. Physical Work Environment          | 4.02 | 0.50 | PO       |
| DIV | 52. Feel Valued                        | 4.03 | 0.51 | PO       |
| SUP | 37. Evaluated Fairly                   | 4.03 | 0.50 | PO       |
| DEP | 30. Better Ways Recognized             | 3.57 | 0.42 | SO       |
| MIS | 17. Measures Customer Satisfaction     | 3.82 | 0.40 | SO       |
| MIS | 16. Measures Dept Goals                | 3.87 | 0.37 | SO       |
| DIV | 53. Department Diversity Programs      | 3.88 | 0.34 | SO       |
| DEP | 22. Safe Environment                   | 3.93 | 0.35 | SO       |
| DEP | 25. Collaborate with Units Outside     | 4.00 | 0.36 | SO       |
| SUP | 38. Performance Evaluation             | 4.00 | 0.37 | SO       |
| DIV | 55. All Cultures - Fair                | 4.13 | 0.35 | ST       |
| MIS | 15. Annual Dept Goals                  | 4.13 | 0.17 | ST       |
| EMP | 49. Manage Workload                    | 4.13 | 0.42 | ST       |
| SUP | 36. Suggestions for Improvement        | 4.16 | 0.37 | ST       |
| DIV | 57. Support Diversity                  | 4.17 | 0.33 | ST       |
| DIV | 58. Community- Excellence-Professional | 4.17 | 0.37 | ST       |
| DIV | 56. Sexual Orientation - Fair          | 4.18 | 0.26 | ST       |
| EMP | 46. Get Information                    | 4.19 | 0.36 | ST       |
| DEP | 24. Ethical Conduct                    | 4.20 | 0.30 | ST       |
| MIS | 13. Understand Dept's Mission          | 4.34 | 0.38 | ST       |
| EMP | 48. Know How to Use Tools              | 4.37 | 0.26 | ST       |
| EMP | 51. Enjoy Working with Coworkers       | 4.41 | 0.40 | ST       |
| SUP | 41. Treats with Respect                | 4.51 | 0.32 | ST       |
| SUP | 42. Supportive of Personal Issues      | 4.54 | 0.34 | ST       |



## 2022 - UMB Staff Experience Survey

### 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                 |     |
| Satisfaction with UMB  | 1 Overall, I am a satisfied employee.   |                |       |         |          |                   |     |
|  | 2 I feel valued as a member of the UMB community.   |                |       |         |          |                   |     |
|  | 3 University leadership is genuinely interested in hearing the ideas and opinions of staff members.   |                |       |         |          |                   |     |
|  | 4 Faculty members at UMB value my contributions.  |                |       |         |          |                   |     |
|  | 5 Staff members at UMB value my contributions.  |                |       |         |          |                   |     |
|  | 6 I understand UMB's mission.   |                |       |         |          |                   |     |
|  | 7 I understand how my job performance positively contributes to UMB's mission.  |                |       |         |          |                   |     |
|  | 8 I have a voice on campus to provide my ideas and suggestions on how to improve UMB.   |                |       |         |          |                   |     |
|  | 9 Overall, I am satisfied with the diversity related programs and services available campus-wide.   |                |       |         |          |                   |     |
|  | 10 UMB promotes a work environment where all people are welcomed.   |                |       |         |          |                   |     |
|  | 11 Top leaders of the University are committed to diversity.  |                |       |         |          |                   |     |
|  | 12 I am satisfied with my opportunities for career advancement at UMB.  |                |       |         |          |                   |     |
| Department - Mission and Goals   | 13 I understand my department's mission.  |                |       |         |          |                   |     |
|  | 14 I understand how my job performance positively contributes to my department's mission.   |                |       |         |          |                   |     |
|  | 15 My department establishes annual departmental performance goals.   |                |       |         |          |                   |     |
|  | 16 My department routinely measures departmental performance goal achievements.   |                |       |         |          |                   |     |
|  | 17 My department routinely measures customer satisfaction with services and products delivered.   |                |       |         |          |                   |     |
|  | 18 My department routinely takes action to improve services and products based on customer feedback.  |                |       |         |          |                   |     |
| Department Effectiveness   | 19 My department has adequate staffing to handle our workload.  |                |       |         |          |                   |     |
|  | 20 I have the tools (i.e., equipment and technology) needed to perform my work.   |                |       |         |          |                   |     |
|  | 21 My physical work environment (e.g., office, lab) is adequate for the job that I do. Note: Check N/A if you worked entirely off-site during the last 12 months. |                |       |         |          |                   |     |
|  | 22 I feel physically safe in my work environment. Note: Check N/A if you worked entirely off-site during the last 12 month.                                       |                |       |         |          |                   |     |
|  | 23 There is a spirit of cooperation within my department.   |                |       |         |          |                   |     |
|  | 24 Most people in my department conduct themselves in an ethical manner.  |                |       |         |          |                   |     |
|  | 25 People in my department are encouraged to work collaboratively with units 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.  |                |       |         |          |                   |     |
| Supervisor Effectiveness   | 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.  |                |       |         |          |                   |     |
|  | 31 I can make recommendations to my supervisor without fear of negative consequences.   |                |       |         |          |                   |     |
|  | 32 I have sufficient freedom to decide how to best perform my work.   |                |       |         |          |                   |     |
|  | 33 My supervisor communicates essential information on a timely basis.  |                |       |         |          |                   |     |
|  | 34 Work is assigned equitably by my supervisor.   |                |       |         |          |                   |     |
|  | 35 My supervisor gives me praise for my work.   |                |       |         |          |                   |     |
|  | 36 My supervisor gives me useful suggestions for improvement.   |                |       |         |          |                   |     |
|  | 37 My performance is evaluated fairly.  |                |       |         |          |                   |     |
|  | 38 My last performance evaluation provided me with information I could use to improve my performance.   |                |       |         |          |                   |     |
|  | 39 My supervisor gives me opportunities that support my career advancement.   |                |       |         |          |                   |     |
|  | 40 My supervisor actively supports my participation in training and education programs related to my job responsibilities.  |                |       |         |          |                   |     |
|  | 41 My supervisor treats me with respect.  |                |       |         |          |                   |     |
| 42 My supervisor is supportive when personal issues arise.   |   |                |       |         |          |                   |     |
| 43 My leader integrates core value behaviors into my school/unit culture (i.e., role modeling, policy changes, discussing CV or PD, tying CV or Position Description t.. |   |                |       |         |          |                   |     |
| Employee Effectiveness   | 44 I feel that the amount of stress associated with my job is appropriate for my position.  |                |       |         |          |                   |     |
|  | 45 I am satisfied with my total compensation, including salary, benefits, and retirement.   |                |       |         |          |                   |     |
|  | 46 I know how to get the information I need to be effective in my job.  |                |       |         |          |                   |     |
|  | 47 My job makes good use of my skills and abilities.  |                |       |         |          |                   |     |
|  | 48 I know how to use the tools that I have (i.e., equipment and technology) to do my work.  |                |       |         |          |                   |     |
|  | 49 I am able to manage my work load effectively.  |                |       |         |          |                   |     |
|  | 50 The training that I receive at UMB is valuable for improving my job performance.   |                |       |         |          |                   |     |
|  | 51 I enjoy working with my coworkers.   |                |       |         |          |                   |     |
| Department - Diversity and Climate   | 52 I feel valued by my department.  |                |       |         |          |                   |     |
|  | 53 I am satisfied with the diversity related programs and services within my department.  |                |       |         |          |                   |     |
|  | 54 My department promotes a work environment where all people are welcomed.   |                |       |         |          |                   |     |
|  | 55 People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.  |                |       |         |          |                   |     |
|  | 56 People of all sexual orientations are treated fairly in my department.   |                |       |         |          |                   |     |
|  | 57 My department actively supports a diverse work environment.  |                |       |         |          |                   |     |
| Retention eNPS   | 58 My department practices UMB's Core Values.   |                |       |         |          |                   |     |
|  | 59 I can see myself working in the same department in 1-2 year's time.  |                |       |         |          |                   |     |
|  | 60 How likely is it that you would recommend working at UMB to a friend or colleague? (10 being extremely likely and 0 being not at all likely)                   |                |       |         |          |                   |     |

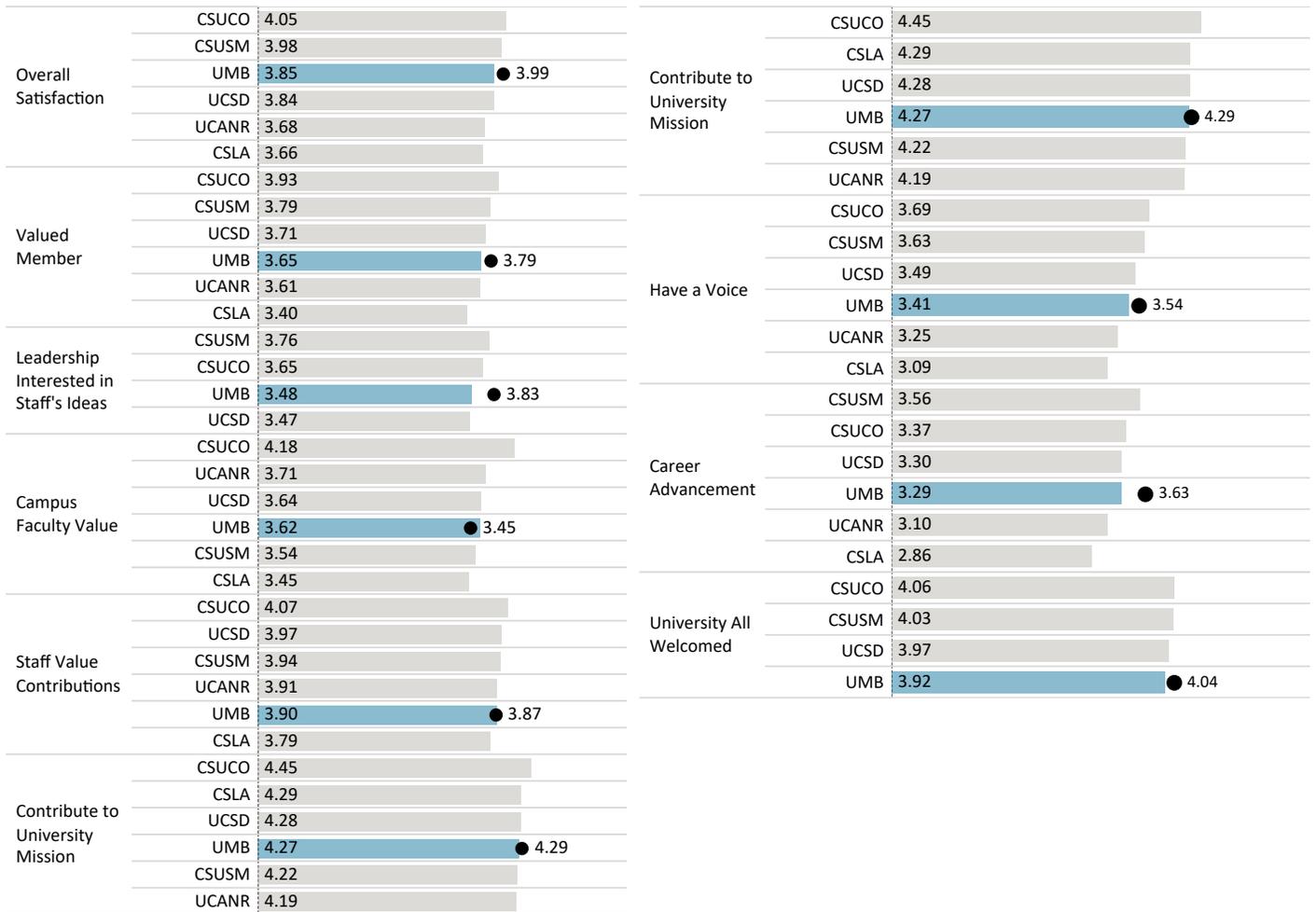
## 2022 - UMB Staff Experience Survey

### 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



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

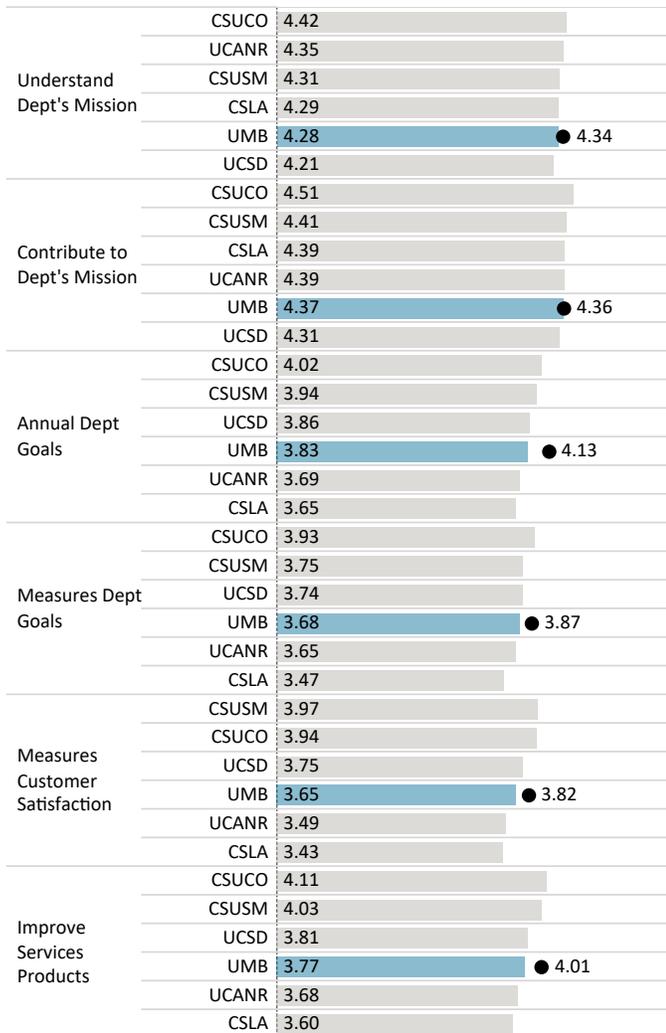
## 2022 - UMB Staff Experience Survey

### 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



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

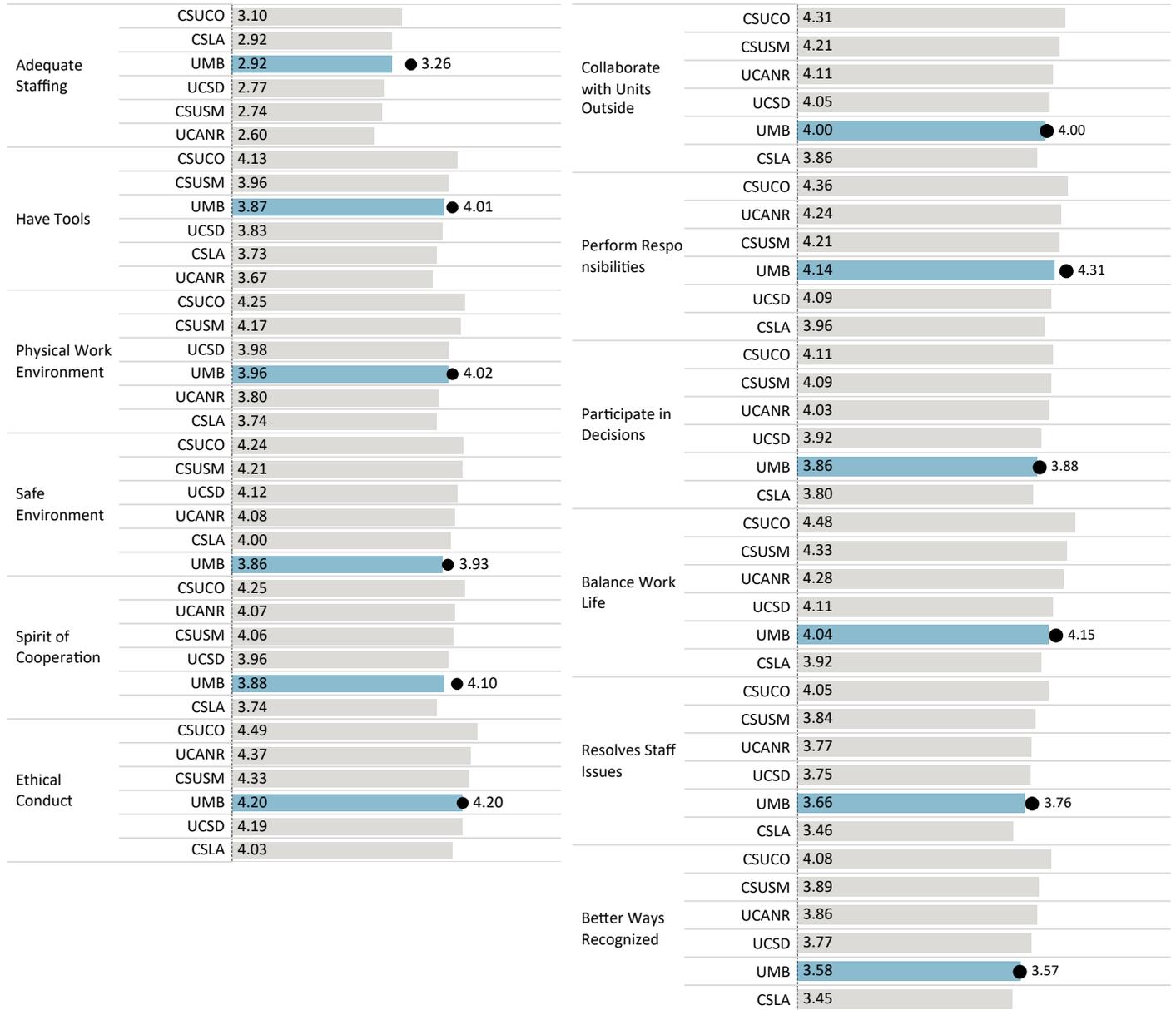
## 2022 - UMB Staff Experience Survey

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

#### Department 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



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  
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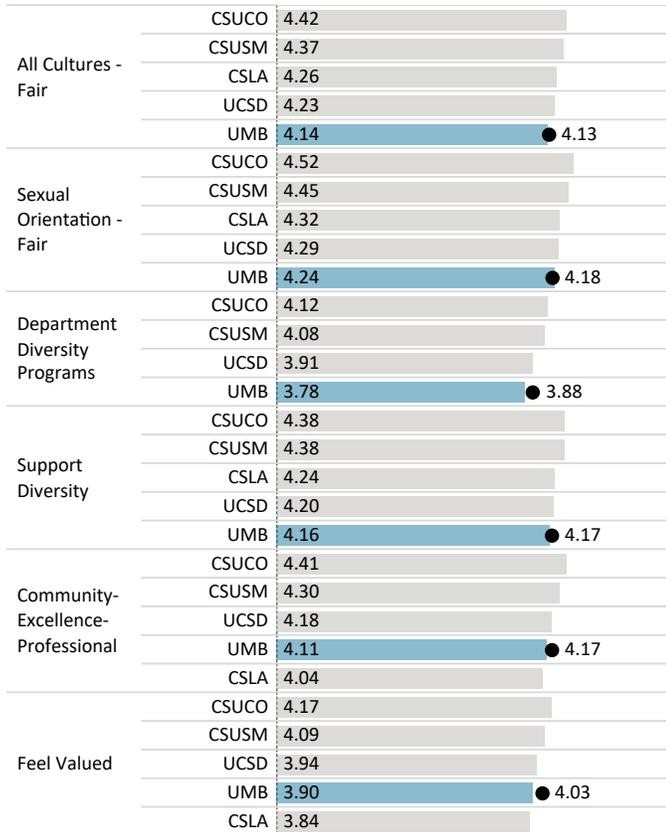
## 2022 - UMB Staff Experience Survey

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

#### Department - Diversity and Climate

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#### ● Dept of Finance & Auxiliary Sv - 50100



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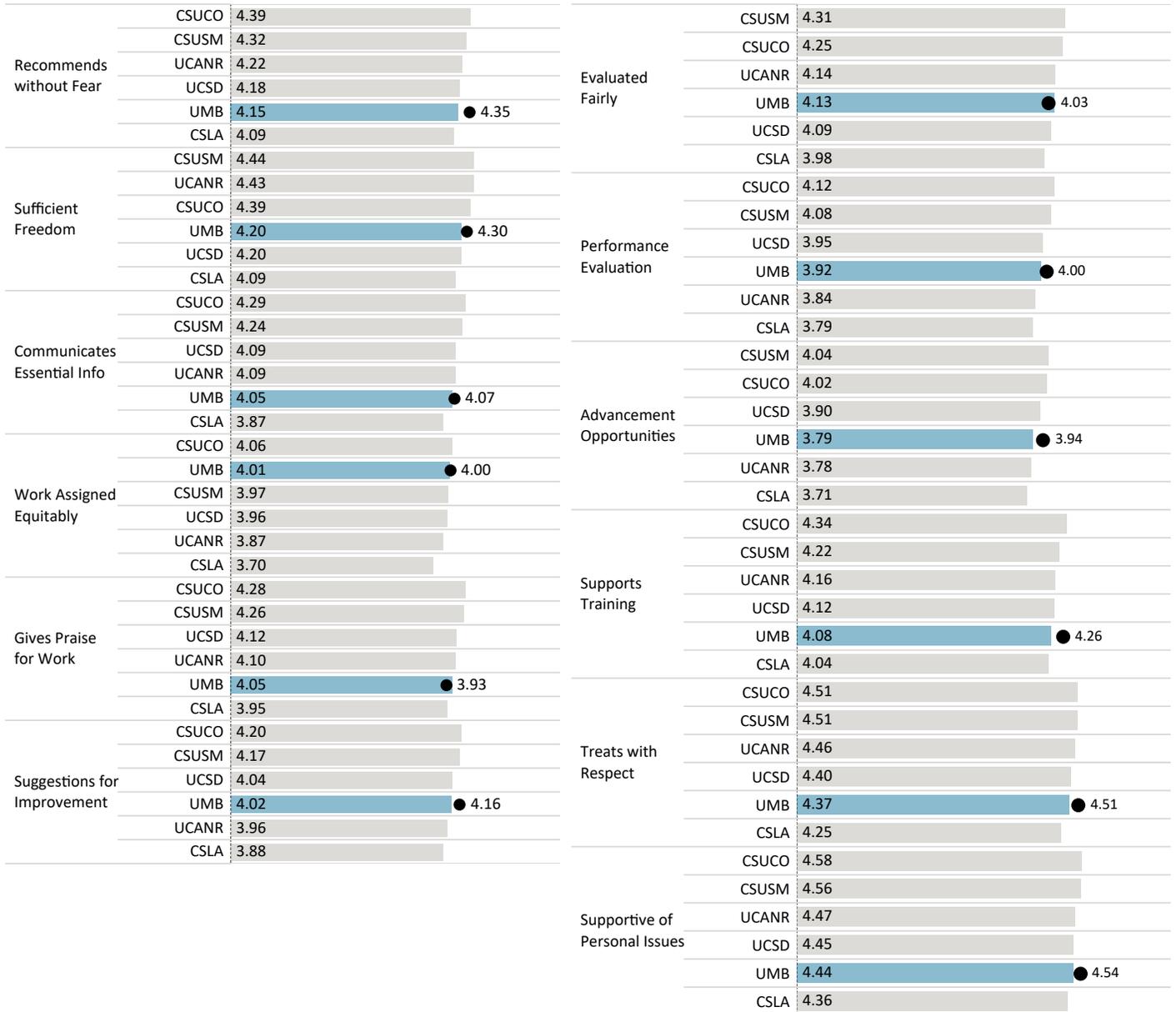
## 2022 - UMB Staff Experience Survey

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

#### Supervisor Effectiveness

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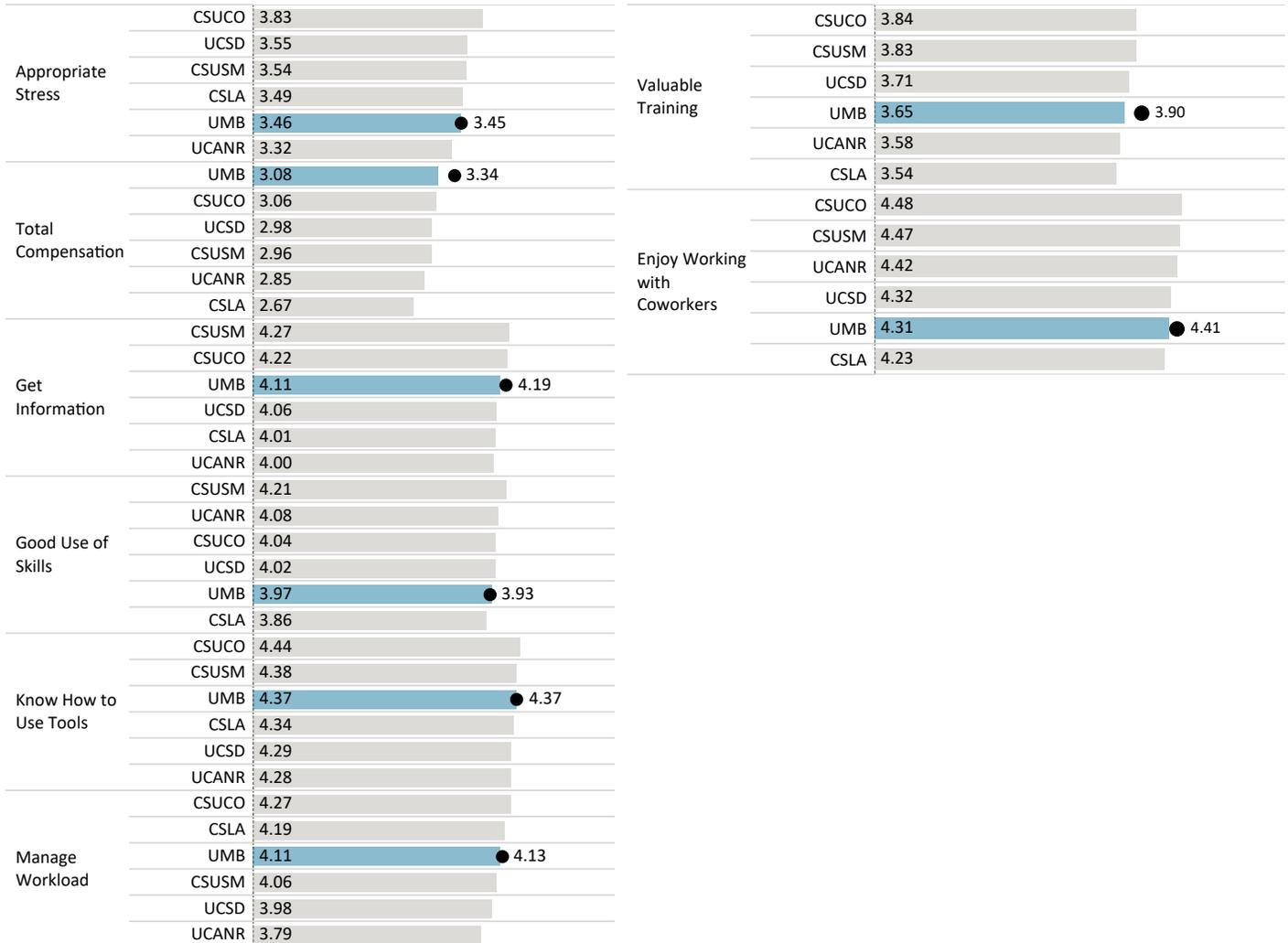
## 2022 - UMB Staff Experience Survey

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

#### Employee Effectiveness

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#### ● Dept of Finance & Auxiliary Sv - 50100



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