ADVANCEMENT
Staff@Work Survey Analysis, 2011 - 2015

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Response</td>
<td>68%</td>
<td>78%</td>
</tr>
<tr>
<td>Average of 53 Questions</td>
<td>3.95</td>
<td>4.05</td>
</tr>
</tbody>
</table>

This year, of the 53 attribute mean scores:
- 33 are in the excellent range (4.0 & above)
- 28 increased from the previous year
- 5 decreased from the previous year

Primary Opportunities:
- 8 Career Advancement
- 7 Have Voice on Campus
- 25 Resolves Staff Issues

(see page 3 for more details)

"Overall, I am a satisfied UC San Diego employee," 2015

<table>
<thead>
<tr>
<th>Rating</th>
<th>No. of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>3</td>
<td>24</td>
</tr>
<tr>
<td>4</td>
<td>107</td>
</tr>
<tr>
<td>5</td>
<td>60</td>
</tr>
</tbody>
</table>

Mean = 4.01
Std. Dev. = 0.878
N = 206

Satisfaction Mean Scores by Question Dimension

University of California, San Diego
Organizational Performance Assessments
2015 UC San Diego Staff@Work Survey

Advancement

Strengths
Feel Valued by Department
Suggestions for Improvement
Evaluated Fairly
Spirit of Cooperation
Recommendations without Fear
Gives Praise for Work
Recommend UC San Diego
Sufficient Freedom
Supports Training
Most Perform Responsibilities
Collaborate with Units Outside
Treats with Respect
Supportive of Personal Issues

Opportunities
Career Advancement
Have Voice on Campus
Resolves Staff Issues
Work Assigned Equitably
Implements Services/Products
Performance Evaluation
Valued Member of UC San Diego

(Strengths & Opportunities are defined by statistical analysis to identify drivers of overall satisfaction)
VC - Advancement Staff@Work Survey Mean Scores, 2014 - 2015

Satisfaction with UC San Diego

Department - Mission & Goals

Department Effectiveness

Below 3.0 – Low | 3.0 to 3.5 – Marginal | 3.6 to 3.9 – Good | 4.0 & above – Excellent
VC - Advancement Staff@Work Survey Mean Scores, 2014 - 2015

Department - Diversity/Climate

- #27 All Cultures Treated Fairly
- #28 Sexual Orientations Treated Fairly
- #29 All Welcomed
- #30 Supports Diverse Environment
- #31 Practices Principles of Community
- #32 Feel Valued by Department

Supervisor Effectiveness

- #33 Recommendations without Fear
- #34 Sufficient Freedom
- #35 Communicates Essential Info
- #36 Work Assigned Equitably
- #37 Give Praise for Work
- #38 Suggestions for Improvement
- #39 Evaluated Fairly
- #40 Performance Evaluation
- #41 Advancement Opportunities
- #42 Supports Training
- #43 Treats With Respect
- #44 Supportive of Personal Issues

Employee Effectiveness

- #45 Appropriate Stress
- #46 Salary and Benefits
- #47 Get Information
- #48 Good Use of Skills
- #49 Know How To Use Tools
- #50 Manage Workload
- #51 Valuable Training
- #52 Enjoy Working with Coworkers
- #53 Recommend UCSD

Below 3.0 - Low | 3.0 to 3.5 - Marginal | 3.6 to 3.9 - Good | 4.0 & above - Excellent
## ADVANCEMENT Staff@Work Survey Mean Score Trend Analysis, 2011 to 2015

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Satisfied Employee</td>
<td>3.7</td>
<td>3.8</td>
<td>3.8</td>
<td>3.90</td>
<td>4.01</td>
<td>↑↑↑↑↑↑↑</td>
<td>3.95</td>
</tr>
<tr>
<td>2 Valued Member of UC San Diego</td>
<td>3.5</td>
<td>3.8</td>
<td>3.7</td>
<td>3.88</td>
<td>3.89</td>
<td>↑↑↑↑↑↑↑</td>
<td>3.73</td>
</tr>
<tr>
<td>3 Faculty Value Contributions</td>
<td>3.7</td>
<td>3.8</td>
<td>3.8</td>
<td>3.78</td>
<td>3.57</td>
<td>↓↓↓↓↓↓↓</td>
<td>3.60</td>
</tr>
<tr>
<td>4 Staff Value Contributions</td>
<td>3.9</td>
<td>3.9</td>
<td>3.8</td>
<td>3.94</td>
<td>3.93</td>
<td>↑↑↑↑↑↑↑</td>
<td>3.92</td>
</tr>
<tr>
<td>5 Understand UCSD's Mission</td>
<td></td>
<td></td>
<td></td>
<td>4.39</td>
<td></td>
<td>↑↑↑↑↑↑↑</td>
<td>4.20</td>
</tr>
<tr>
<td>6 Contribution to UCSD's Mission</td>
<td>4.4</td>
<td>4.5</td>
<td>4.4</td>
<td>4.48</td>
<td>4.50</td>
<td>↑↑↑↑↑↑↑</td>
<td>4.26</td>
</tr>
<tr>
<td>7 Have Voice on Campus</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.43</td>
<td>↑↑↑↑↑↑↑</td>
<td>4.26</td>
</tr>
<tr>
<td>8 Career Advancement</td>
<td>3.1</td>
<td>3.3</td>
<td>3.3</td>
<td>3.28</td>
<td>3.41</td>
<td>↑↑↑↑↑↑↑</td>
<td>3.23</td>
</tr>
</tbody>
</table>

### Dept Effectiveness

| 9 Understnd Dept’s Mission   | 4.4  | 4.5  | 4.4  | 4.36 | 4.49 | ↑↑↑↑↑↑↑ | 4.24          |
| 10 Contribution to Dept’s Mission | 4.4  | 4.5  | 4.4  | 4.48 | 4.50 | ↑↑↑↑↑↑↑ | 4.33          |
| 11 Annual Dept Goals         | 3.9  | 4.2  | 4.2  | 4.19 | 4.36 | ↑↑↑↑↑↑↑ | 3.80          |
| 12 Measures Dept Goals       | 3.8  | 4.0  | 4.1  | 4.02 | 4.14 | ↑↑↑↑↑↑↑ | 3.65          |
| 13 Measures Customer Satisfaction | 3.2  | 3.6  | 3.8  | 3.86 | 3.79 | ↑↑↑↑↑↑↑ | 3.69          |
| 14 Improves Services/Products| 3.5  | 3.7  | 4.0  | 3.91 | 3.88 | ↑↑↑↑↑↑↑ | 3.74          |

### Dept Diversity Climate

| 15 Adequate Staffing         | 2.5  | 2.6  | 2.9  | 2.63 | 2.90 | ↑↑↑↑↑↑↑ | 2.94          |
| 16 Have Tools                | 3.8  | 3.8  | 3.9  | 3.95 | 3.75 | ↓↓↓↓↓↓↓ | 3.84          |
| 17 Physical Work Environment | 3.9  | 3.9  | 4.0  | 4.00 | 3.87 | ↑↑↑↑↑↑↑ | 3.96          |
| 18 Physically Safe Environment | 4.1  | 4.2  | 4.2  | 4.27 | 4.35 | ↑↑↑↑↑↑↑ | 4.22          |
| 19 Spirit Of Cooperation     | 3.4  | 3.9  | 3.8  | 3.30 | 4.11 | ↑↑↑↑↑↑↑ | 3.75          |
| 20 Ethical Conduct           | 3.9  | 4.0  | 4.1  | 4.21 | 4.29 | ↑↑↑↑↑↑↑ | 4.04          |
| 21 Collaborate with Units Outside | 3.7  | 3.8  | 3.8  | 3.84 | 4.00 | ↑↑↑↑↑↑↑ | 3.81          |
| 22 Most Perform Responsibilities | 3.8  | 4.0  | 4.0  | 4.20 | 4.26 | ↑↑↑↑↑↑↑ | 3.96          |
| 23 Participate In Decisions  | 3.7  | 3.8  | 3.8  | 3.84 | 4.00 | ↑↑↑↑↑↑↑ | 3.81          |
| 24 Balance Work/Life         | 3.6  | 3.9  | 4.0  | 3.96 | 4.16 | ↑↑↑↑↑↑↑ | 4.03          |
| 25 Resolves Staff Issues     | 3.1  | 3.4  | 3.5  | 3.50 | 3.69 | ↑↑↑↑↑↑↑ | 3.53          |
| 26 Better Ways Recognized   | 3.4  | 3.8  | 3.9  | 3.82 | 3.91 | ↑↑↑↑↑↑↑ | 3.55          |

### Supervisor Effectiveness

| 27 All Cultures Treated Fairly | 4.2  | 4.3  | 4.3  | 4.22 | 4.35 | ↑↑↑↑↑↑↑ | 4.20          |
| 28 Sexual Orientations Treated Fairly | 4.3  | 4.5  | 4.4  | 4.40 | 4.41 | ↑↑↑↑↑↑↑ | 4.28          |
| 29 All Welcomed               | 4.0  | 4.1  | 4.1  | 4.21 | 4.34 | ↑↑↑↑↑↑↑ | 4.21          |
| 30 Supports Diverse Environment | 4.0  | 4.2  | 4.1  | 4.17 | 4.29 | ↑↑↑↑↑↑↑ | 4.17          |
| 31 Practices Principles Of Community | 3.6  | 4.0  | 4.0  | 4.12 | 4.26 | ↑↑↑↑↑↑↑ | 4.13          |
| 32 Feel Valued by Department  | 3.5  | 3.8  | 3.8  | 3.90 | 4.05 | ↑↑↑↑↑↑↑ | 3.83          |

### Employee Effectiveness

| 33 Recommendations Without Fear | 3.6  | 3.8  | 3.9  | 3.85 | 4.18 | ↑↑↑↑↑↑↑ | 4.06          |
| 34 Sufficient Freedom          | 3.8  | 4.0  | 4.0  | 3.95 | 4.24 | ↑↑↑↑↑↑↑ | 4.12          |
| 35 Communicates Essential Info | 3.3  | 3.4  | 3.6  | 3.67 | 4.01 | ↑↑↑↑↑↑↑ | 3.86          |
| 36 Work Assigned Equitably     | 3.2  | 3.4  | 3.5  | 3.38 | 3.76 | ↑↑↑↑↑↑↑ | 3.59          |
| 37 Gives Praise for Work       | 3.6  | 4.0  | 4.1  | 4.00 | 4.22 | ↑↑↑↑↑↑↑ | 3.93          |
| 38 Suggestions For Improvement | 3.6  | 4.0  | 4.0  | 3.99 | 4.08 | ↑↑↑↑↑↑↑ | 3.85          |
| 39 Evaluated Fairly           | 3.8  | 3.9  | 3.9  | 4.01 | 4.10 | ↑↑↑↑↑↑↑ | 3.95          |
| 40 Performance Evaluation     | 3.5  | 3.8  | 3.9  | 3.93 | 3.89 | ↑↑↑↑↑↑↑ | 3.78          |
| 41 Advancement Opportunities  | 3.6  | 4.0  | 4.0  | 3.98 | 3.90 | ↑↑↑↑↑↑↑ | 3.72          |
| 42 Supports Training          | 3.9  | 4.1  | 4.1  | 4.17 | 4.25 | ↑↑↑↑↑↑↑ | 4.01          |
| 43 Treats With Respect        | 4.0  | 4.3  | 4.2  | 4.31 | 4.36 | ↑↑↑↑↑↑↑ | 4.24          |
| 44 Supportive of Personal Issues | 4.2  | 4.4  | 4.3  | 4.41 | 4.47 | ↑↑↑↑↑↑↑ | 4.32          |

### Average Score of 53 Questions

| Total Surveyed (N) | 148  | 162  | 159  | 199  | 266  | 7,777  |
| Total Responded (n) | 126  | 133  | 125  | 135  | 207  | 4,375  |

**Mean score change from the prior year statistically significant (P < 0.05)**

**2015 mean score greater than that of UCSD**

**Increase**: 28

**Decrease**: 5

**Excellent (4.0 & above)**: 33 (62%)

---

University of California, San Diego
Organizational Performance Assessments
Scatterplot by Question Dimension, 2015

2015 : n/N = 207/266 (78%)
Mean Average = 4.05
Correlation Coefficient Average = 0.62

Scatterplot by 53 Questions, 2015

2015 : n/N = 207/266 (78%)
Mean Average = 4.05
Correlation Coefficient Average = 0.44

Area: U - Satisfaction with UC San Diego, DM - Department - Mission and Goals, DE - Department Effectiveness, DD - Department - Diversity & Climate, S - Supervisor Effectiveness, E - Employee Effectiveness and Satisfaction

Scatterplot by Question Dimension, 2015

Area: Question 2014 2015 2015 Mean Cor
DD 32 Feel Valued by Department PO IS 4.05 0.66
S 38 Suggestions For Improvement IS IS 4.08 0.56
S 39 Evaluated Fairly IS IS 4.10 0.57
DE 19 Spirit Of Cooperation PO IS 4.11 0.48
S 33 Recommendations Without Fear PO IS 4.18 0.52
S 37 Gives Praise for Work IS IS 4.22 0.49
E 53 Recommend UC San Diego IS IS 4.22 0.73
S 34 Sufficient Freedom IS IS 4.24 0.49
E 42 Supports Training ST IS 4.25 0.51
DE 22 Most Perform Responsibilities ST IS 4.26 0.45
DE 21 Collaborate with Units Outside IS IS 4.31 0.46
S 43 Treats With Respect ST IS 4.36 0.50
S 44 Supportive of Personal Issues ST IS 4.47 0.50
U 8 Career Advancement PO PO 3.41 0.58
U 7 Have Voice on Campus PO PO 3.55 0.53
DE 25 Resolves Staff Issues SO PO 3.69 0.55
S 36 Work Assigned Equitably PO PO 3.76 0.49
DD 14 Improves Services/Products PO PO 3.88 0.49
S 40 Performance Evaluation SO PO 3.89 0.52
U 2 Valued Member of UC San Diego PO PO 3.89 0.78
S 41 Advancement Opportunities ST PO 3.90 0.50
DE 26 Better Ways Recognized PO PO 3.91 0.50
E 48 Good Use Of Skills IS PO 3.92 0.52
U 4 Staff Value Contributions PO PO 3.93 0.64
DE 23 Participate In Decisions PO PO 4.01 0.50
S 35 Communicates Essential Info PO PO 4.02 0.52
DE 15 Adequate Staffing SO SO 2.90 0.32
E 46 Salary & Benefits PO PO 3.03 0.30
U 3 Faculty Value Contributions SO SO 3.57 0.25
E 45 Appropriate Stress PO SO 3.64 0.38
DE 16 Have Tools ST SO 3.75 0.29
S 13 Measured Customer Satisfaction SO SO 3.79 0.41
U 17 Physical Work Environment ST SO 3.87 0.39
E 51 Valuable Training SO SO 3.90 0.42
E 50 Manage Workload ST ST 3.99 0.21
E 47 Get Information ST ST 4.03 0.32
DM 12 Measures Dept Goals IS ST 4.14 0.40
DE 24 Balance Work/Life IS ST 4.16 0.42
E 49 Know How To Use Tools ST ST 4.22 0.20
DD 31 Practices Principles Of Community IS IS 4.26 0.39
DE 20 Ethical Conduct ST ST 4.29 0.41
DD 30 Supports Diverse Environment ST ST 4.29 0.41
DE 18 Physically Safe Environment ST ST 4.35 0.34
DD 27 All Cultures Treated Fairly ST ST 4.35 0.38
DD 29 All Welcomed IS ST 4.35 0.44
DM 11 Annual Dept Goals ST ST 4.36 0.31
U 9 Understand UCSD's Mission IS IS 4.39 0.26
E 52 Enjoy working with coworkers ST ST 4.39 0.43
DD 28 Sexual Orientations Treated fairly ST ST 4.41 0.42
U 6 Contribution to UCSD's Mission ST ST 4.44 0.37
DM 9 Understand Dept's Mission ST ST 4.49 0.36
DM 10 Contribution to Dept's Mission ST ST 4.50 0.36

Green - Positive, Red - Negative, Black - Neutral or same

Organizational Performance Assessments
University of California, San Diego