**HEALTH SCIENCES**
Staff@Work Survey Analysis, 2011 - 2015

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Response</td>
<td>36%</td>
<td>35%</td>
</tr>
<tr>
<td>Average of 53 Questions</td>
<td>3.86</td>
<td>3.87</td>
</tr>
</tbody>
</table>

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

Primary Opportunities:
- 46 Salary & Benefits
- 8 Career Advancement
- 7 Have Voice on Campus

(see page 3 for more details)

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Cases</td>
<td>19</td>
<td>46</td>
<td>100</td>
<td>457</td>
<td>196</td>
</tr>
</tbody>
</table>

Mean = 3.94
Std. Dev. = 0.890
N = 818

Satisfaction Mean Scores by Question Dimension

<table>
<thead>
<tr>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3.83 3.83 3.93 3.93 3.93</td>
</tr>
<tr>
<td>3.73 3.83 3.83 3.7 3.7 3.7</td>
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<tr>
<td>3.73 3.73 3.73 3.73 3.73</td>
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<tr>
<td>3.83 3.83 3.83 3.8 3.8</td>
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<tr>
<td>4.14 4.14 4.14 4.1</td>
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<tr>
<td>3.93 3.93 3.93 3.93 3.93</td>
</tr>
<tr>
<td>3.93 3.93 3.93 3.93</td>
</tr>
</tbody>
</table>

Below 3.0 - Low | 3.0 to 3.5 - Marginal | 3.6 to 3.9 - Good | 4.0 & above - Excellent

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

Health Sciences

Strengths

Good Use of Skills
Staff Value Contributions
Balance Work/Life
Most Perform Responsibilities
Evaluated Fairly
Ethical Conduct
Recommendations without Fear
Recommend UC San Diego
Practices Principles of Community

Opportunities

Salary & Benefits
Career Advancement
Have Voice on Campus
Better Ways Recognized
Appropriate Stress
Resolves Staff Issues
Advancement Opportunities
Valuable Training
Valued Member of UC San Diego
Spirit of Cooperation
Participate In Decisions
Faculty Value Contributions
Feel Valued by Department
Communicates Essential Info

(Strengths & Opportunities are defined by statistical analysis to identify drivers of overall satisfaction)
<table>
<thead>
<tr>
<th>Year</th>
<th>Organizational Performance Assessments</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>UCSD 2015 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>Highest - 49 Know How To Use Tools (4.4)</td>
<td>4.03</td>
<td>4.10</td>
<td>4.34</td>
<td>3.03</td>
<td>4.20</td>
<td>3.86</td>
</tr>
<tr>
<td>2013</td>
<td>Lowest - 46 Salary &amp; Benefits (2.9)</td>
<td>2.88</td>
<td>3.11</td>
<td>3.03</td>
<td>2.89</td>
<td>2.88</td>
<td>3.54</td>
</tr>
<tr>
<td>2014</td>
<td>Increase</td>
<td>11</td>
<td>7</td>
<td>21 (40%)</td>
<td>11</td>
<td>7</td>
<td>21 (40%)</td>
</tr>
</tbody>
</table>

*Increase/Decrease: a change of more than 0.09
Scatterplot by Question Dimension, 2015

2015: n/N = 820/2,356 (35%)
Mean Average = 3.87
Correlation Coefficient Average = 0.61

Scatterplot by 53 Questions, 2015

2015: n/N = 820/2,356 (35%)
Mean Average = 3.87
Correlation Coefficient Average = 0.45