This year, of the 53 attribute mean scores:
23 are in the excellent range (4.0 & above)
14 increased from the previous year
10 decreased from the previous year

Primary Opportunities:
46 Salary & Benefits
8 Career Advancement
13 Measures Customer Satisfaction
(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>
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<tr>
<td>1</td>
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<tr>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>3</td>
<td>20</td>
</tr>
<tr>
<td>4</td>
<td>120</td>
</tr>
<tr>
<td>5</td>
<td>53</td>
</tr>
</tbody>
</table>

Mean = 4.02
Std. Dev. = 0.824
N = 206

Satisfaction Mean Scores by Question Dimension

<table>
<thead>
<tr>
<th>Dimension</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<tbody>
<tr>
<td>Sat. w/ UCSD</td>
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<td>3.93</td>
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</tr>
<tr>
<td>Dept. Mission &amp; Goals</td>
<td>3.83</td>
<td>3.83</td>
<td>3.83</td>
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<tr>
<td>Dept. Effectiveness</td>
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<tr>
<td>Dept. - Div &amp; Climate</td>
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<td>3.93</td>
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<tr>
<td>Employee Effectiveness</td>
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<td>4.03</td>
<td>3.94</td>
<td>4.03</td>
<td>3.94</td>
</tr>
</tbody>
</table>

Below 3.0 - Low | 3.0 to 3.5 - Marginal | 3.6 to 3.9 - Good | 4.0 & above - Excellent
UC San Diego - Staff@Work Survey Questions

Please indicate to what extent you agree or disagree with the following statements. Results will be summarized to ensure anonymity. Please select ‘N/A’ if it is not applicable or you don’t know.

Employee Effectiveness and Satisfaction
1. Overall, I am a satisfied UC San Diego employee.

Satisfaction with UC San Diego
2. I feel valued as a member of the UC San Diego community.
3. Faculty members at UC San Diego value my contributions.
4. Staff members at UC San Diego value my contributions.
5. I understand UC San Diego’s mission.
6. I understand how my job performance positively contributes to UC San Diego’s mission.
7. I feel I have voice on campus to provide my ideas and suggestions on how to improve UC San Diego.
8. I am satisfied with my opportunities for career advancement at UC San Diego.

Department - Mission and Goals
9. I understand my department’s mission.
10. I understand how my job performance positively contributes to my department’s mission.
11. My department establishes annual departmental performance goals.
12. My department routinely measures departmental performance goal achievement.
13. My department routinely measures customer satisfaction with services and products delivered.
14. My department routinely takes action to improve services and products based on customer feedback.

Department Effectiveness
15. My department has adequate staffing to handle our workload.
16. I have the tools (i.e., equipment and technology) needed to perform my work.
17. My physical work environment (e.g., office, lab) is adequate for the job that I do.
18. I feel physically safe in my work environment.
19. There is a spirit of cooperation within my department.
20. Most people in my department conduct themselves in an ethical manner.
21. People in my department are encouraged to work collaboratively with units outside of my immediate area.
22. Most people in my department perform their responsibilities.
23. I have the opportunity to participate in making decisions that affect my work.
24. My department creates a flexible environment that allows me to balance my work and personal life.
25. My department effectively resolves staff-related issues (i.e., staff work interactions).
26. People in my department are recognized for finding better ways of doing things.

Department - Diversity/Climate
27. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.
28. People of all sexual orientations are treated fairly in my department.
29. UC San Diego promotes a work environment where all people are welcomed.
30. My department actively supports a diverse work environment.
31. My department practices UC San Diego’s Principles of Community.
32. I feel valued by my department.

Supervisor Effectiveness
33. I can make recommendations to my supervisor without fear of negative consequences.
34. I have sufficient freedom to decide how to best perform my work.
35. My supervisor communicates essential information on a timely basis.
36. Work is assigned equitably in my department.
37. My supervisor gives me praise for my work.
38. My supervisor gives me useful suggestions for improvement.
39. My performance is evaluated fairly.
40. My last performance evaluation provided me with information I could use to improve my performance.
41. My supervisor gives me opportunities that support my career advancement.
42. My supervisor actively supports my participation in training and education programs related to my job responsibilities.
43. My supervisor treats me with respect.
44. My supervisor is supportive when personal issues arise.

Employee Effectiveness and Satisfaction
45. I feel that the amount of stress associated with my job is appropriate for my position.
46. I am satisfied with my total compensation, including salary and benefits.
47. I know how to get the information I need to be effective in my job.
48. My job makes good use of my skills and abilities.
49. I know how to use the tools that I have (i.e., equipment and technology) to do my work.
50. I am able to manage my workload effectively.
51. The training that I receive at UC San Diego is valuable for improving my job performance.
52. I enjoy working with my coworkers.
53. I would recommend UC San Diego to others as a good place to work.