This year, of the 53 attribute mean scores:
15 are in the excellent range (4.0 & above)
16 increased from the previous year
2 decreased from the previous year

Primary Opportunities:
8 Career Advancement
25 Resolves Staff Issues
26 Better Ways Recognized
(see page 3 for more details)

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

Mean = 3.92
Std. Dev. = 0.976
N = 526

Satisfaction Mean Scores by Question Dimension

<table>
<thead>
<tr>
<th>Year</th>
<th>Average of 53 Questions</th>
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<td>2011</td>
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<tr>
<td>2015</td>
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2015 Dimension Rating Breakdown

1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree

---

University of California, San Diego
Organizational Performance Assessments
2015 UC San Diego Staff@Work Survey
Resources Management & Planning

Strengths

Staff Value Contributions
Evaluated Fairly
Practices Principles of Community
Recommend UC San Diego
Enjoy working with coworkers
All Welcomed
Understand Dept’s Mission
Contribution to Dept’s Mission

Opportunities

Career Advancement
Resolves Staff Issues
Better Ways Recognized
Have Voice on Campus
Spirit of Cooperation
Work Assigned Equitably
Appropriate Stress
Feel Valued by Department
Measures Dept Goals
Valued Member of UC San Diego
Improves Services/Products

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

**Satisfaction with UC San Diego**

- #02 Valued Member of UC San Diego: 3.7 (2014), 3.7 (2015)
- #03 Faculty Value Contributions: 3.7 (2014), 3.6 (2015)
- #04 Staff Value Contributions: 3.9 (2014), 3.8 (2015)
- #05 Understands UCSD’s Mission: 4.2 (2014)
- #06 Contributions to UCSD’s Mission: 4.3 (2014)
- #07 Have Voice on Campus: 3.4 (2014), 3.2 (2015)
- #08 Career Advancement: 3.3 (2015)

**Department - Mission & Goals**

- #11 Annual Dept Goals: 3.6 (2014), 3.8 (2015)
- #12 Measures Dept Goals: 3.6 (2014), 3.7 (2015)
- #14 Improves Services Products: 3.6 (2014), 3.7 (2015)

**Department Effectiveness**

- #15 Adequate Staffing: 2.6 (2014), 3.7 (2015)
- #16 Have Tools: 2.7 (2014), 4.0 (2015)
- #18 Ethical Conduct: 4.0 (2014), 4.1 (2015)
- #19 Collaborate with Units Outside: 3.5 (2014), 3.8 (2015)
- #21 Participate in Decisions: 3.7 (2014), 3.7 (2015)
- #22 Work Life: 4.0 (2014), 4.0 (2015)

*Below 3.0 = Low | 3.0 to 3.5 = Marginal | 3.6 to 3.9 = Good | 4.0 & above = Excellent*
VC - Resource Management & Planning 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 Evaluated Fairly
- #39 Performance Evaluation
- #40 Advancement Opportunities
- #41 Treats With Respect
- #42 Support Personal Issues

**Employee Effectiveness**

- #41 Satisfied Employee
- #45 Appropriate Stress
- #46 Salary and Benefits
- #47 Get Information
- #48 Good Use of Skills
- #49 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*
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<td>77%</td>
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<td>83%</td>
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- Mean score change from the prior year statistically significant (P < 0.05)
- 2015 mean score greater than that of UCSD
- Increase/Decrease: a change of more than 0.09

Highest - 6 Contribution to UCSD’s Mission (4.3)
Lowest - 15 Adequate Staffing (2.7)

University of California, San Diego
Organizational Performance Assessments
Mean of Attribute
Average
0
1
2
3
4
5

Scatterplot by Question Dimension, 2015
2015 : n/N = 530/842 (63%)
Mean Average = 3.79
Correlation Coefficient Average = 0.65

Strengths
Influential Strengths
Department - Diversity & Climate
Department - Mission & Goals
Supervisor Effectiveness
Employee Effectiveness

Satisfaction with UC San Diego

Secondary Opportunity
Primary Opportunity
Correlation Coefficient with Overall Satisfaction
0.5 0.55 0.6 0.65 0.7 0.75 0.8

Scatterplot by 53 Questions, 2015
2015 : n/N = 530/842 (63%)
Mean Average = 3.79
Correlation Coefficient Average = 0.50

Strengths
Influential Strengths
Department - Diversity & Climate
Department - Mission & Goals
Supervisor Effectiveness
Employee Effectiveness

Satisfaction with UC San Diego

Secondary Opportunity
Primary Opportunity
Correlation Coefficient with Overall Satisfaction
0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1

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

Correlation Coefficient Average = 0.65

Strengths Influential Strengths
Strengths Influential Strengths
High Performance Rating
Low Performance Rating
High Correlation with Overall Satisfaction
Low Correlation with Overall Satisfaction

Correlation Coefficient – strength of a linear relationship between an attribute and overall satisfaction. (0.0) No correlation, (0.3) Weak, (0.5) Moderate, (0.7) Strong. A higher the coefficient, stronger the relationship between the attribute and Overall Satisfaction. Correlation between two variables does not necessarily imply any causal relationship.