VC Student Affairs

Impact Analysis
Performance/Impact Analysis

**STRENGTHS** =
- Low Impact on Satisfaction
- High Performance Rating

**INFLUENTIAL STRENGTHS** =
- High Impact on Satisfaction
- High Performance Rating

**SECONDARY OPPORTUNITIES** =
- Low Impact on Satisfaction
- Low Performance Rating

**PRIMARY OPPORTUNITIES** =
- High Impact on Satisfaction
  - Low Performance Rating
Overall Ratings

Impact on Satisfaction

Green = “positive” movement
Red = “negative” movement,
Brown = “neutral” movement,
Performance/Impact Analysis
VC Student Affairs – All Respondents

Overall Ratings

Influential Strengths
51. Feel Valued
26. All Welcomed
11. Staff Value Contributions
5. Recommendations Without Fear
21. Participate in Decisions
29. Principles of Community
2. Understands Mission
6. Sufficient Freedom
3. Understands Contribution
46. Good Use of Skills
34. Evaluated Fairly

Primary Opportunities
52. Recommend UCSD
9. Valued Member
49. Advancement Opportunities
31. Appropriate Stress
13. Annual Dept. Goals
50. Valuable Training
48. Manage Workload
8. Staff Respect
41. Influence Community
27. Diverse Environment
38. Treats With Respect
25. Sexual Orientations Treated Fairly
36. Career Advancement
20. Safe Environment
44. Most Perform
45. Get Information
23. Balance Work/Life
37. Supports Training
43. Ethical Conduct
39. Supportive
47. Know How To Use Tools

Secondary Opportunities
12. Receive Timely Information
4. Leadership Communicates
40. Resolves Staff Issues
10. Faculty Value Contributions
16. Improves Services/Products
15. Measures Customer Satisfaction
33. Suggestions for Improvement
19. Physical Environment
17. Adequate Staffing

Note:
Green = positive movement from prior year;
Red = negative movement,
Brown = neutral movement, and
Black = same as prior year
30000 - Student Affairs
Department Effectiveness - Scores by Question (Page 1)
UCSD STAFF @ WORK SURVEY: 2006

Percent Evaluating: 2006 = 65%
2004 = 68%

Top/Bottom 2-Box Ratio:

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<th>Year</th>
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n/N = 333/513 for 2006 *
n/N = 295/505 for 2004 *

Dept. Effect. 2006 Average %
Strongly Agree 24.8%
Agree 42.9%
Neutral 16.1%
Disagree 9.6%
Strongly Disagree 6.8%

* n represents all survey responses, including "in progress," "saved" and "completed." Previous years, "n" represented "completed" surveys only.
30000 - Student Affairs
Department Effectiveness - Scores by Question (Page 2)
UCSD STAFF @ WORK SURVEY: 2006

Percent Evaluating:

2006 = 65%
2004 = 58%

Top/Bottom 2-Box Ratio:

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Dept. Effect. 2006 Average %

- Strongly Agree: 24.8%
- Agree: 42.9%
- Neutral: 16.1%
- Disagree: 9.6%
- Strongly Disagree: 6.8%

* n represents all survey responses, including "in progress," "saved" and "completed." Previous years, "n" represented "completed" surveys only.
30000 - Student Affairs
Employee Effectiveness/Satisfaction - Scores by Question
UCSD STAFF @ WORK SURVEY: 2006

Percent Evaluating:
2006 = 65%
2004 = 68%

Top/Bottom 2-Box Ratio:

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Employee 2006 Average %
Strongly Agree 21.0%
Agree 48.8%
Neutral 14.1%
Disagree 9.2%
Strongly Disagree 6.8%

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30000 - Student Affairs
Leadership Effectiveness - Scores by Question
UCSD STAFF @ WORK SURVEY: 2006

Percent Evaluating:
2006 = 66%
2004 = 58%

Top/Bottom 2-Box Ratio:

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<th>Year</th>
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<th>#3 Understands Contribution</th>
<th>#4 Leadership Communicates</th>
<th>#5 Recommendations Without Fear</th>
<th>#6 Sufficient Freedom</th>
<th>#7 Faculty Respect</th>
<th>#8 Staff Respect</th>
<th>#9 Valued Member</th>
<th>#10 Faculty Value Contributions</th>
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Leadership 2006 Average %
Strongly Agree 28.1%
Agree 44.3%
Neutral 14.5%
Disagree 8.7%
Strongly Disagree 4.3%

*n represents all survey responses, including "in progress," "saved," and "completed." Previous years, "n" represented "completed" surveys only.
30000 - Student Affairs
Supervisor Effectiveness - Scores by Question
UCSD STAFF @ WORK SURVEY: 2006

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 Supervisor 2006 Average %

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<th>Strongly Agree</th>
<th>25.5%</th>
<th>Agree</th>
<th>40.9%</th>
<th>Neutral</th>
<th>16.7%</th>
<th>Disagree</th>
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