

UC San Diego Staff@Work™ Survey Questions – 2017

Satisfaction with UC San Diego

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Strongly
Agree

Agree

Neutral

Disagree

Strongly
Disagree

N/A

Employee Effectiveness and Satisfaction

- Overall, I am a satisfied UC San Diego employee.

Satisfaction with UC San Diego

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

Department – Mission and Goals

- I understand my department's mission.
- I understand how my job performance positively contributes to my department's mission.
- My department establishes annual departmental performance goals.
- My department routinely measures departmental performance goal achievements.
- My department routinely measures customer satisfaction with services and products delivered.
- My department routinely takes action to improve services and products based on customer feedback.

Department Effectiveness

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

Supervisor Effectiveness

- I can make recommendations to my supervisor without fear of negative consequences.
- I have sufficient freedom to decide how to best perform my work.
- My supervisor communicates essential information on a timely basis.

- Work is assigned equitably in my department.
- My supervisor gives me praise for my work.
- My supervisor gives me useful suggestions for improvement.
- My performance is evaluated fairly.
- My last performance evaluation provided me with information I could use to improve my performance.
- My supervisor gives me opportunities that support my career advancement.
- My supervisor actively supports my participation in training and education programs related to my job responsibilities.
- My supervisor treats me with respect.
- My supervisor is supportive when personal issues arise.

Employee Effectiveness and Satisfaction

- I feel that the amount of stress associated with my job is appropriate for my position.
- I am satisfied with my total compensation, including salary and benefits.
- I know how to get the information I need to be effective in my job.
- My job makes good use of my skills and abilities.
- I know how to use the tools that I have (i.e., equipment and technology) to do my work.
- I am able to manage my work load effectively.
- The training that I receive at UC San Diego is valuable for improving my job performance.
- I enjoy working with my coworkers.
- How likely is it that you would recommend UC San Diego to a friend or colleague?

Diversity and Climate

- Overall, I am satisfied with the diversity related programs and services available campus-wide.
- UC San Diego promotes a work environment where all people are welcomed.
- Top leaders of the university are committed to diversity.
- People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.
- People of all sexual orientations are treated fairly in my department.
- My department actively supports a diverse work environment.
- My department practices UC San Diego's Principles of Community.
- I feel valued by my department.

Demographics

- I am satisfied with the services provided for the people with disabilities on campus (e.g. service providers, transportation, signage, physical accessibility).
- Gender Identity - How do you describe yourself?
- What is your ethnicity/race? Please identify the appropriate category. If two or more ethnic categories are applicable, choose the one category with which you most closely identify.
- Sexual Orientation - Do you consider yourself to be:

Conduct and Behavioral

During the past year, how often have you experienced the following conduct in your department/unit where someone:

- Was condescending to you.
- Paid little attention to your statement or showed little interest in your opinion.
- Made demeaning or derogatory remarks about you.
- Made jokes at your expense.
- Interrupted or spoke over you.
- Talked about you behind your back.
- Excluded you.
- Kept you out-of-the-loop on information that is important.
- Gave you the cold shoulder.
- Treated you as if you are invisible.
- Ignored you during conversation.
- Treated you “differently” because of your gender.
- Repeatedly told sexual stories or jokes that were offensive to you.
- Said that you are a credit to your gender.
- Made derogatory comments about your gender.
- Excluded you from social interactions during or after work because of your gender.
- Made you feel as if you have to give up your gender identity to get along at work.
- Treated you “differently” because of your race/ethnicity.
- Repeatedly told racial stories or jokes that were offensive to you.
- Said that you are a credit to your race/ethnicity.
- Made derogatory comments about your race/ethnicity.
- Excluded you from social interactions during or after work because of your race/ethnicity.
- Made you feel as if you have to give up your race/ethnicity to get along at work.
- At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.
- If you would like to elaborate on any of your responses above, please do so here. Your comments will be completely anonymous. They will be reported by unit/group exactly as written and sent to VC's/AVC's for dissemination at their discretion.

General Survey Questions

- The length of this Staff@Work Survey is:
- How often should this Staff@Work Survey be conducted?
- How would you like to hear about the results of the survey and actions taken? (Check all that apply):
- The Standing Committee on Service and People Oriented Culture (SC-SPOC) is interested in learning what you think the campus can do to achieve a more efficient and effective administrative culture that provides outstanding support for our academic mission. If you would like to submit your anonymous ideas for ways to improve the campus administrative culture and/or processes, please submit here:
- Would you like to highlight a colleague or manager who has made a particular impact on creating a positive work environment? Note: Please state the person's first and last name