Overall, I am a satisfied UC San Diego employee.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>26.3%</td>
<td>54.5%</td>
<td>13.1%</td>
<td>4.5%</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

Mean = 3.99, Std Dev = 0.85

### Employee Net Promoter Score (eNPS)

*Overall, I am a satisfied employee...* by "How likely is it that you would recommend..."

<table>
<thead>
<tr>
<th><em>How eNPS Works</em></th>
</tr>
</thead>
</table>

### Background

- 2017 was the 21st annual Staff@Work Survey
- 8,211 individuals from 10 Vice Chancellor areas were invited to take the survey; 5,161 (63%) responded
- Survey Period: August 21 to September 22, 2017
- Survey consisted of 54 satisfaction questions, 1 eNPS item, 7 EDI items, and 24 conduct/behavioral questions
  - In addition, the following open-ended questions were asked: Overall, EDI, conduct/behavioral, & general comment
  - Contact us at sawsurvey@ucsd.edu if you have any questions about this report or would like additional in-depth analysis of your survey data.

Survey conducted by Organizational Assessments and Strategy, Office of Operational Strategic Initiatives, UC San Diego

### Dimension Mean Score 3 Year Trending

<table>
<thead>
<tr>
<th>Below 3.00 - Low</th>
<th>3.00 to 3.59 - Marginal</th>
<th>3.60 to 4.29 - Good</th>
<th>4.30 &amp; above - Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.73</td>
<td>3.87</td>
<td>4.04</td>
<td>4.07</td>
</tr>
<tr>
<td>3.79</td>
<td>3.83</td>
<td>4.04</td>
<td>4.16</td>
</tr>
<tr>
<td>3.83</td>
<td>3.88</td>
<td>4.04</td>
<td>4.14</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Satisfaction with UC San Diego</th>
<th>Department - Mission and Goals</th>
<th>Department Effectiveness</th>
<th>Supervisor Effectiveness</th>
<th>Employee Effectiveness</th>
<th>Department - Diversity &amp; Climate</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.73</td>
<td>3.75</td>
<td>3.78</td>
<td>3.96</td>
<td>4.07</td>
<td></td>
</tr>
<tr>
<td>3.79</td>
<td>3.82</td>
<td>3.83</td>
<td>4.04</td>
<td>4.16</td>
<td></td>
</tr>
<tr>
<td>3.83</td>
<td>3.87</td>
<td>3.88</td>
<td>4.04</td>
<td>4.14</td>
<td></td>
</tr>
</tbody>
</table>

### Employee Net Promoter Score (eNPS)

72 eNPS*  
75.1% - 3.1%

Below 40 - Low  
40 to 59 - Marginal  
60 to 79 - Good  
80 & above - Excellent

### Likelihood to Recommend

<table>
<thead>
<tr>
<th>Likelihood to Recommend</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>13</td>
</tr>
</tbody>
</table>

Satisfied Promoters score 4-5 on the “Satisfied” item and 7-10 on the “Recommend” item. Dissatisfied Non-Promoters score 1-2 on the “Satisfied” item and 0-4 on the “Recommend” item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPS.

Passives score 3 on the “Satisfied” item and 5-6 on the “Recommend” item.
# UC San Diego Staff@Work Survey

## VICE CHANCELLOR HEALTH SCIENCES

Below 3.00 - Low  | 3.00 to 3.59 - Marginal  | 3.60 to 4.29 - Good  | 4.30 & above - Excellent

★★★ Change from 2016 to 2017 is statistically significant (p<0.01)
★★ Mean score greater than that of UC SAN DIEGO

### Dimension  #  Question

#### Satisfaction with UC San Diego
1. Satisfied Employee
2. Valued Member of UC San Diego
3. Faculty Value Contributions
4. Staff Value Contributions
5. Understand UCSD’s Mission
6. Contribution to UCSD’s Mission
7. Have Voice on Campus
8. Career Advancement
9. Understand Dept’s Mission
10. Contribution to Dept’s Mission

#### Department - Mission and Goals
11. Annual Dept Goals
12. Measures Dept Goals
13. Measures Customer Satisfaction
14. Improves Services/Products
15. Adequate Staffing
16. Have Tools
17. Physical Work Environment
18. Physically Safe Environment
19. Spirit Of Cooperation
20. Ethical Conduct
21. Collaborate with Units Outside
22. Most Perform Responsibilities
23. Participate In Decisions
24. Balance Work/Life
25. Resolves Staff Issues
26. Better Ways Recognized

#### Supervisor Effectiveness
27. Recommendations Without Fear
28. Sufficient Freedom
29. Communicates Essential Info
30. Work Assigned Equitably
31. Gives Praise for Work
32. Suggestions For Improvement
33. Evaluated Fairly
34. Performance Evaluation
35. Advancement Opportunities
36. Supports Training
37. Treats With Respect
38. Supportive of Personal Issues

#### Employee Effectiveness
39. Appropriate Stress
40. Salary & Benefits
41. Get Information
42. Good Use Of Skills
43. Know How To Use Tools
44. Manage Workload
45. Valuable Training
46. Enjoy working with coworkers
47. Felt Valued by Department
48. Satisfied with Diversity Programs
49. All Welcomed
50. Committed to Diversity
51. All Cultures Treated Fairly
52. Sexual Orientations Treated Fairly
53. Supports Diverse Environment
54. Practices Principles Of Community

### 2015  2016  2017

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>47</td>
<td>2</td>
</tr>
</tbody>
</table>

Change from 2016 to 2017

- Difference of 0.09 or greater
- Change from 2016 to 2017 is statistically significant (p<0.01)
- Mean score greater than that of UC SAN DIEGO

***UC SAN DIEGO***  
8,211 Invited (N)  
5,161 Responded (n)  
63% Response Rate
2017 - UC San Diego Staff@Work Survey
VICE CHANCELLOR HEALTH SCIENCES

Strengths & Opportunities Scatterplot by Dimension
Correlation Coefficient Average = 0.61, Mean Average = 3.95

Strengths & Opportunities Scatterplot by Question
Correlation Coefficient Average = 0.47, Mean Average = 3.95

List of Strengths & Opportunities by Dimension
Dim | Question | Mean | Corr | Str/Opps
SAT | Satisfaction with UC San Diego | 3.83 | 0.72 | PD
MIS | Department - Mission and Goals | 3.87 | 0.50 | SO
DEP | Department Effectiveness | 3.88 | 0.63 | PO
DIV | Department - Diversity & Climate | 4.14 | 0.60 | ST
SUP | Supervisor Effectiveness | 4.04 | 0.56 | ST
EMP | Employee Effectiveness | 3.94 | 0.63 | PO

List of Strengths & Opportunities by Question
| SAT | 4. Staff Value Contributions | 4.01 | 0.51 | IS
| DIV | 50. Committed to Diversity | 4.02 | 0.48 | IS
| SUP | 33. Evaluated Fairly | 4.04 | 0.47 | IS
| DEP | 24. Balance Work/Life | 4.06 | 0.52 | IS
| SUP | 27. Recommendations Without Fear | 4.08 | 0.48 | IS
| DEP | 20. Ethical Conduct | 4.14 | 0.47 | IS
| SUP | 28. Sufficient Freedom | 4.15 | 0.48 | IS
| DIV | 49. All Welcome | 4.18 | 0.50 | IS
| DIV | 54. Practices Principles Of Community | 4.22 | 0.47 | IS
| EMP | 40. Salary & Benefits | 3.08 | 0.51 | PO
| SAT | 8. Career Advancement | 3.22 | 0.56 | PO
| SAT | 7. Have Voice on Campus | 3.40 | 0.54 | PO
| DEP | 26. Better Ways Recognized | 3.59 | 0.52 | PO
| MIS | 12. Measures Dept Goals | 3.63 | 0.47 | PO
| DEP | 25. Resolves Staff Issues | 3.63 | 0.52 | PO
| EMP | 39. Appropriate Stress | 3.68 | 0.51 | PO
| SUP | 35. Advancement Opportunities | 3.75 | 0.47 | PO
| EMP | 45. Valuable Training | 3.76 | 0.47 | PO
| SAT | 2. Valued Member of UC San Diego | 3.79 | 0.78 | PO
| DIV | 47. Feled Value by Department | 3.79 | 0.60 | PO
| SAT | 3. Faculty Value Contributions | 3.83 | 0.59 | PO
| DEP | 23. Participate In Decisions | 3.84 | 0.52 | PO
| DEP | 19. Spirit Of Cooperation | 3.84 | 0.47 | PO
| SUP | 30. Work Assigned Equitably | 3.89 | 0.50 | PO
| SUP | 29. Communicates Essential Info | 3.95 | 0.47 | PO
| DEP | 15. Adequate Staffing | 3.04 | 0.47 | IS
| MIS | 13. Measures Customer Satisfaction | 3.65 | 0.43 | SO
| MIS | 11. Annual Dept Goals | 3.70 | 0.43 | SO
| MIS | 14. Improves Services/Products | 3.70 | 0.44 | SO
| SUP | 34. Performance Evaluation | 3.86 | 0.44 | SO
| SUP | 32. Suggestions For Improvement | 3.93 | 0.46 | SO
| DEP | 21. Collaborate with Units Outside | 3.97 | 0.41 | ST
| DEP | 16. Have Tools | 3.99 | 0.41 | ST
| EMP | 42. Good Use Of Skills | 4.01 | 0.43 | ST
| SUP | 31. Gives Praise for Work | 4.01 | 0.44 | ST
| SUP | 36. Supports Training | 4.02 | 0.45 | ST
| DIV | 48. Satisfied with Diversity Programs | 4.03 | 0.46 | ST
| DEP | 17. Physical Work Environment | 4.03 | 0.39 | ST
| DEP | 22. Most Perform Responsibilities | 4.08 | 0.46 | ST
| EMP | 44. Manage Workload | 4.11 | 0.38 | ST
| EMP | 41. Get Information | 4.18 | 0.43 | ST
| MIS | 9. Understand Dept’s Mission | 4.18 | 0.41 | ST
| SAT | 5. Understand UCSD’s Mission | 4.23 | 0.37 | ST
| DIV | 53. Supports Diverse Environment | 4.25 | 0.46 | ST
| DEP | 18. Physically Safe Environment | 4.28 | 0.41 | ST
| DIV | 51. All Cultures Treated Fairly | 4.29 | 0.45 | ST
| SAT | 6. Contribution to UCSD’s Mission | 4.29 | 0.38 | ST
| MIS | 10. Contribution to Dept’s Mission | 4.30 | 0.40 | ST
| EMP | 46. Enjoy working with coworkers | 4.31 | 0.40 | ST
| SUP | 37. Treats With Respect | 4.34 | 0.46 | ST
| DIV | 52. Sexual Orientations Treated Fairly | 4.35 | 0.43 | ST
| EMP | 43. Know How To Use Tools | 4.40 | 0.34 | ST
| SUP | 38. Supportive of Personal Issues | 4.41 | 0.42 | ST

Survey conducted by Organizational Assessments and Strategy,
Office of Operational Strategic Initiatives, UC San Diego
Overall, I am a satisfied UC San Diego employee.

1. I feel valued as a member of the UC San Diego community.
2. Faculty members at UC San Diego value my contributions.
3. Staff members at UC San Diego value my contributions.
4. I understand UC San Diego's mission.
5. I understand how my job performance positively contributes to UC San Diego's mission.
6. I feel I have a voice on campus to provide my ideas and suggestions on how to improve UC San Diego.
7. 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 achievements.
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.

Supervisor Effectiveness

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

Employee Effectiveness

39. I feel that the amount of stress associated with my job is appropriate for my position.
40. I am satisfied with my total compensation, including salary and benefits.
41. I know how to get the information I need to be effective in my job.
42. My job makes good use of my skills and abilities.
43. I know how to use the tools that I have (i.e., equipment and technology) to do my work.
44. I am able to manage my work load effectively.
45. The training that I receive at UC San Diego is valuable for improving my job performance.
46. I enjoy working with my coworkers.

Department - Diversity & Climate

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

Employee Net Promoter Score

55. How likely is it that you would recommend working at UC San Diego to a friend or colleague?
## Conduct and Behavioral Mean Scores by Gender

**Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low**

*During the past year, how often have you experienced the following conduct where someone:*

<table>
<thead>
<tr>
<th>Question Text</th>
<th>Female 2016</th>
<th>Female 2017</th>
<th>Male 2016</th>
<th>Male 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Was condescending to you.</td>
<td>2.09</td>
<td>2.02</td>
<td>1.85</td>
<td>1.72</td>
</tr>
<tr>
<td>Paid little attention to your statement or showed little interest in your opinion.</td>
<td>2.04</td>
<td>2.01</td>
<td>1.95</td>
<td>1.83</td>
</tr>
<tr>
<td>Made demeaning or derogatory remarks about you.</td>
<td>1.53</td>
<td>1.42</td>
<td>1.42</td>
<td>1.30</td>
</tr>
<tr>
<td>Made jokes at your expense.</td>
<td>1.35</td>
<td>1.31</td>
<td>1.42</td>
<td>1.29</td>
</tr>
<tr>
<td>Interrupted or spoke over you.</td>
<td>2.04</td>
<td>2.01</td>
<td>1.92</td>
<td>1.79</td>
</tr>
<tr>
<td>Talked about you behind your back.</td>
<td>1.94</td>
<td>1.77</td>
<td>1.78</td>
<td>1.61</td>
</tr>
<tr>
<td>Excluded you.</td>
<td>1.77</td>
<td>1.76</td>
<td>1.55</td>
<td>1.56</td>
</tr>
<tr>
<td>Kept you out-of-the-loop on information that is important.</td>
<td>2.05</td>
<td>1.96</td>
<td>1.90</td>
<td>1.79</td>
</tr>
<tr>
<td>Gave you the cold shoulder.</td>
<td>1.70</td>
<td>1.58</td>
<td>1.62</td>
<td>1.44</td>
</tr>
<tr>
<td>Treated you as if you are invisible.</td>
<td>1.66</td>
<td>1.53</td>
<td>1.61</td>
<td>1.42</td>
</tr>
<tr>
<td>Treated you “differently” because of your gender.</td>
<td>1.32</td>
<td>1.26</td>
<td>1.18</td>
<td>1.17</td>
</tr>
<tr>
<td>Repeatedly told sexual stories or jokes that were offensive to you.</td>
<td>1.13</td>
<td>1.10</td>
<td>1.12</td>
<td>1.07</td>
</tr>
<tr>
<td>Said that you are a credit to your gender.</td>
<td>1.09</td>
<td>1.06</td>
<td>1.08</td>
<td>1.07</td>
</tr>
<tr>
<td>Made derogatory comments about your gender.</td>
<td>1.13</td>
<td>1.09</td>
<td>1.10</td>
<td>1.12</td>
</tr>
<tr>
<td>Excluded you from social interactions during or after work because of your gender.</td>
<td>1.10</td>
<td>1.04</td>
<td>1.08</td>
<td>1.07</td>
</tr>
<tr>
<td>Made you feel as if you have to give up your gender identity to get along at work.</td>
<td>1.08</td>
<td>1.04</td>
<td>1.10</td>
<td>1.06</td>
</tr>
<tr>
<td>Treated you “differently” because of your race/ethnicity.</td>
<td>1.23</td>
<td>1.18</td>
<td>1.20</td>
<td>1.17</td>
</tr>
<tr>
<td>Repeatedly told racial stories or jokes that were offensive to you.</td>
<td>1.13</td>
<td>1.10</td>
<td>1.09</td>
<td>1.06</td>
</tr>
<tr>
<td>Said that you are a credit to your race/ethnicity.</td>
<td>1.09</td>
<td>1.06</td>
<td>1.06</td>
<td>1.05</td>
</tr>
<tr>
<td>Made derogatory comments about your race/ethnicity.</td>
<td>1.13</td>
<td>1.08</td>
<td>1.11</td>
<td>1.07</td>
</tr>
<tr>
<td>Excluded you from social interactions during or after work because of your race/ethnicity.</td>
<td>1.12</td>
<td>1.06</td>
<td>1.07</td>
<td>1.07</td>
</tr>
<tr>
<td>Made you feel as if you have to give up your race/ethnicity to get along at work.</td>
<td>1.10</td>
<td>1.06</td>
<td>1.08</td>
<td>1.08</td>
</tr>
<tr>
<td>At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.</td>
<td>1.30</td>
<td>1.20</td>
<td>1.35</td>
<td>1.24</td>
</tr>
</tbody>
</table>

Survey conducted by Organizational Assessments and Strategy, Office of Operational Strategic Initiatives, UC San Diego
## Conduct and Behavioral Mean Scores by Ethnicity

**Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low**

During the past year, how often have you experienced the following conduct where someone:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Was condescending to you.</td>
<td>2.14</td>
<td>1.96</td>
<td>1.77</td>
<td>1.93</td>
<td>1.92</td>
<td>1.96</td>
<td>1.85</td>
<td>1.86</td>
<td>2.60</td>
<td>3.20</td>
</tr>
<tr>
<td>Paid little attention to your statement or showed little interest in your opinion.</td>
<td>2.16</td>
<td>1.99</td>
<td>1.81</td>
<td>1.88</td>
<td>1.88</td>
<td>1.93</td>
<td>1.80</td>
<td>1.91</td>
<td>2.40</td>
<td>3.00</td>
</tr>
<tr>
<td>Made demeaning or derogatory remarks about you.</td>
<td>1.55</td>
<td>1.36</td>
<td>1.40</td>
<td>1.33</td>
<td>1.47</td>
<td>1.34</td>
<td>1.40</td>
<td>1.44</td>
<td>1.00</td>
<td>2.40</td>
</tr>
<tr>
<td>Made jokes at your expense.</td>
<td>1.38</td>
<td>1.27</td>
<td>1.33</td>
<td>1.21</td>
<td>1.31</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td>1.25</td>
<td>1.60</td>
</tr>
<tr>
<td>Interrupted or spoke over you.</td>
<td>2.13</td>
<td>2.06</td>
<td>1.69</td>
<td>1.60</td>
<td>1.83</td>
<td>1.81</td>
<td>1.86</td>
<td>1.86</td>
<td>2.20</td>
<td>3.20</td>
</tr>
<tr>
<td>Talked about you behind your back.</td>
<td>1.95</td>
<td>1.71</td>
<td>1.78</td>
<td>1.74</td>
<td>1.91</td>
<td>1.82</td>
<td>1.67</td>
<td>1.64</td>
<td>2.20</td>
<td>3.00</td>
</tr>
<tr>
<td>Excluded you.</td>
<td>1.82</td>
<td>1.70</td>
<td>1.81</td>
<td>1.63</td>
<td>1.68</td>
<td>1.72</td>
<td>1.47</td>
<td>1.73</td>
<td>1.60</td>
<td>3.00</td>
</tr>
<tr>
<td>Kept you out-of-the-loop on information that is important.</td>
<td>2.16</td>
<td>1.98</td>
<td>1.96</td>
<td>1.78</td>
<td>1.87</td>
<td>1.89</td>
<td>1.74</td>
<td>1.81</td>
<td>2.20</td>
<td>2.80</td>
</tr>
<tr>
<td>Gave you the cold shoulder.</td>
<td>1.76</td>
<td>1.52</td>
<td>1.67</td>
<td>1.47</td>
<td>1.56</td>
<td>1.62</td>
<td>1.49</td>
<td>1.49</td>
<td>1.60</td>
<td>2.40</td>
</tr>
<tr>
<td>Treated you as if you are invisible.</td>
<td>1.70</td>
<td>1.46</td>
<td>1.74</td>
<td>1.47</td>
<td>1.59</td>
<td>1.57</td>
<td>1.48</td>
<td>1.48</td>
<td>1.40</td>
<td>2.20</td>
</tr>
<tr>
<td>Treated you “differently” because of your gender.</td>
<td>1.38</td>
<td>1.28</td>
<td>1.14</td>
<td>1.20</td>
<td>1.23</td>
<td>1.12</td>
<td>1.15</td>
<td>1.20</td>
<td>2.33</td>
<td>2.00</td>
</tr>
<tr>
<td>Repeatedly told sexual stories or jokes that were offensive to you.</td>
<td>1.13</td>
<td>1.10</td>
<td>1.04</td>
<td>1.05</td>
<td>1.15</td>
<td>1.09</td>
<td>1.10</td>
<td>1.10</td>
<td>1.00</td>
<td>1.20</td>
</tr>
<tr>
<td>Said that you are a credit to your gender.</td>
<td>1.09</td>
<td>1.07</td>
<td>1.04</td>
<td>1.02</td>
<td>1.08</td>
<td>1.06</td>
<td>1.07</td>
<td>1.06</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>Made derogatory comments about your gender.</td>
<td>1.12</td>
<td>1.11</td>
<td>1.13</td>
<td>1.07</td>
<td>1.07</td>
<td>1.05</td>
<td>1.08</td>
<td>1.10</td>
<td>2.00</td>
<td>1.20</td>
</tr>
<tr>
<td>Excluded you from social interactions during or after work because of your gender.</td>
<td>1.07</td>
<td>1.04</td>
<td>1.00</td>
<td>1.00</td>
<td>1.07</td>
<td>1.03</td>
<td>1.08</td>
<td>1.07</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>Made you feel as if you have to give up your gender identity to get along at work.</td>
<td>1.07</td>
<td>1.05</td>
<td>1.09</td>
<td>1.00</td>
<td>1.11</td>
<td>1.04</td>
<td>1.05</td>
<td>1.05</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>Treated you “differently” because of your race/ethnicity.</td>
<td>1.14</td>
<td>1.11</td>
<td>1.62</td>
<td>1.37</td>
<td>1.23</td>
<td>1.21</td>
<td>1.18</td>
<td>1.25</td>
<td>1.00</td>
<td>1.20</td>
</tr>
<tr>
<td>Repeatedly told racial stories or jokes that were offensive to you.</td>
<td>1.08</td>
<td>1.09</td>
<td>1.19</td>
<td>1.14</td>
<td>1.14</td>
<td>1.10</td>
<td>1.09</td>
<td>1.13</td>
<td>1.25</td>
<td>1.60</td>
</tr>
<tr>
<td>Said that you are a credit to your race/ethnicity.</td>
<td>1.03</td>
<td>1.04</td>
<td>1.15</td>
<td>1.07</td>
<td>1.11</td>
<td>1.07</td>
<td>1.09</td>
<td>1.08</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>Made derogatory comments about your race/ethnicity.</td>
<td>1.07</td>
<td>1.06</td>
<td>1.23</td>
<td>1.19</td>
<td>1.18</td>
<td>1.09</td>
<td>1.09</td>
<td>1.11</td>
<td>1.25</td>
<td>1.00</td>
</tr>
<tr>
<td>Excluded you from social interactions during or after work because of your race/ethnicity.</td>
<td>1.07</td>
<td>1.05</td>
<td>1.15</td>
<td>1.00</td>
<td>1.10</td>
<td>1.05</td>
<td>1.07</td>
<td>1.08</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>Made you feel as if you have to give up your race/ethnicity to get along at work.</td>
<td>1.05</td>
<td>1.05</td>
<td>1.31</td>
<td>1.19</td>
<td>1.09</td>
<td>1.07</td>
<td>1.07</td>
<td>1.08</td>
<td>1.25</td>
<td>1.00</td>
</tr>
<tr>
<td>At UC San Diego, I feel the need to minimize various characteristics of my culture (e.g., language, dress) to fit in.</td>
<td>1.19</td>
<td>1.16</td>
<td>1.57</td>
<td>1.40</td>
<td>1.32</td>
<td>1.24</td>
<td>1.38</td>
<td>1.26</td>
<td>1.25</td>
<td>1.00</td>
</tr>
</tbody>
</table>