Leadership Effectiveness: Scores by Question

Percent Evaluating: 2004 = 32

VC ACADEMIC AFFAIRS (All Respondents)
n/N = 617/1943 for 2004

Leadership 2004
Average All %

Strongly Agree 28.0%
Agree 44.3%
Neutral 16.3%
Disagree 8.4%
Strongly Disagree 3.0%

Leadership Effectiveness: Scores by Question

Top/bottom 2-Box Ratio

'04: 13.5 17.3 2.2 4.9 10.4 7.1 24.4 3.6 5.7 14.9 2.8

#2 Understand Mission
#3 Understand Contribution
#4 Leadership Communicates
#5 Recommendations Without Fear
#6 Sufficient Freedom
#7 Faculty Respect
#8 Staff Respect
#9 Valued Member
#10 Faculty Value Contributions
#11 Staff Value Contributions
#12 Receive Timely Information
VICE CHANCELLOR ACADEMIC AFFAIRS
UCSD STAFF@WORK SURVEY: 2004

Department Effectiveness – Scores by Question (Page 1)

Percent Evaluating: 2004 = 32

VC ACADEMIC AFFAIRS (All Respondents)
n/N = 617/1943 for 2004

VCAA

Top/bottom 2-Box Ratio

Top/bottom 2-Box Ratio

Department Effectiveness – Scores by Question (Page 1)

Percent Evaluating: 2004 = 32

VC ACADEMIC AFFAIRS (All Respondents)
n/N = 617/1943 for 2004

VCAA
Department Effectiveness – Scores by Question (Page 2)

Percent Evaluating: 2004 = 32

VC ACADEMIC AFFAIRS (All Respondents)  n/N = 617/1943 for 2004

Dept. Effect. 2004
Average All %

Strongly Agree 25.8%
Agree 41.1%
Neutral 18.1%
Disagree 10.7%
Strongly Disagree 4.3%

Top/bottom 2-Box Ratio

#22 Better Ways Recognized 3.5
#23 Balanced Work/Life 4.0
#24 All Cultures Treated Fairly 4.3
#25 Sexual Orientations Treated Fairly 4.3
#26 All Welcomed 4.1
#27 Diverse Environment 4.1
#28 Spirit Of Cooperation 3.6
#29 Principles Of Community 3.9

2004
### Supervisor Effectiveness – Scores by Question

<table>
<thead>
<tr>
<th>Question</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>#30 Work Assigned Equitably</td>
<td>3.3</td>
</tr>
<tr>
<td>#31 Appropriate Stress</td>
<td>3.4</td>
</tr>
<tr>
<td>#32 Praise For Work</td>
<td>3.9</td>
</tr>
<tr>
<td>#33 Suggestions For Improvement</td>
<td>3.8</td>
</tr>
<tr>
<td>#34 Evaluated Fairly</td>
<td>3.9</td>
</tr>
<tr>
<td>#35 Annual Appraisals</td>
<td>3.7</td>
</tr>
<tr>
<td>#36 Advancement Opportunities</td>
<td>4.0</td>
</tr>
<tr>
<td>#37 Supports Training</td>
<td>4.0</td>
</tr>
<tr>
<td>#38 Treats With Respect</td>
<td>4.2</td>
</tr>
<tr>
<td>#39 Supportive</td>
<td>4.3</td>
</tr>
<tr>
<td>#40 Resolves Staff Issues</td>
<td>3.3</td>
</tr>
</tbody>
</table>

#### Supervisor Effectiveness – Scores by Rating

- **Strongly Agree**: 29.9%
- **Agree**: 38.9%
- **Neutral**: 16.7%
- **Disagree**: 9.9%
- **Strongly Disagree**: 4.6%

#### Top/bottom 2-Box Ratio

<table>
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<tr>
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<tr>
<td>#30 Work Assigned Equitably</td>
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<td>22.6</td>
</tr>
<tr>
<td>#40 Resolves Staff Issues</td>
<td>2.1</td>
</tr>
</tbody>
</table>

#### VCAAC - Average All %

- **Supervisor 2004**: 2004 = 32
- **VC ACADEMIC AFFAIRS (All Respondents)**: n/N = 617/1943 for 2004

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**Percent Evaluating: 2004 = 32**

**Supervisor Effectiveness – Scores by Question**

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**Supervisor Effectiveness – Scores by Rating**

- **Strongly Agree**: 29.9%
- **Agree**: 38.9%
- **Neutral**: 16.7%
- **Disagree**: 9.9%
- **Strongly Disagree**: 4.6%

**Top/bottom 2-Box Ratio**

- **Supervisor 2004**: 2004 = 32
- **VC ACADEMIC AFFAIRS (All Respondents)**: n/N = 617/1943 for 2004

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**Supervisor Effectiveness – Scores by Question**

- **Strongly Agree**: 29.9%
- **Agree**: 38.9%
- **Neutral**: 16.7%
- **Disagree**: 9.9%
- **Strongly Disagree**: 4.6%

**Top/bottom 2-Box Ratio**

- **Supervisor 2004**: 2004 = 32
- **VC ACADEMIC AFFAIRS (All Respondents)**: n/N = 617/1943 for 2004
VICE CHANCELLOR ACADEMIC AFFAIRS
UCSD STAFF@WORK SURVEY: 2004

Employee Effectiveness/Satisfaction – Scores by Question

Percent Evaluating: 2004 = 32
VC ACADEMIC AFFAIRS (All Respondents) n/N = 617/1943 for 2004

Top/bottom 2-Box Ratio

Employee 2004 Average All %

Strongly Agree 24.1%

Agree 47.6%

Neutral 15.5%

Disagree 8.9%

Strongly Disagree 3.8%

VCAA

#1 Satisfied Employee
#2 Salary & Benefits
#3 Ethical Conduct
#4 Most Perform
#5 Get Information
#6 Good Use Of Skills
#7 Know How To Use Tools
#8 Manage Workload
#9 Career Advancement
#10 Valuable Training
#51 Feel Valued
#52 Recommend UCSD

'04: 5.6 25.5 0.5 16.7 10.1 29.1 7.3 146.8 11.2 1.7 5.7 4.5 7.0