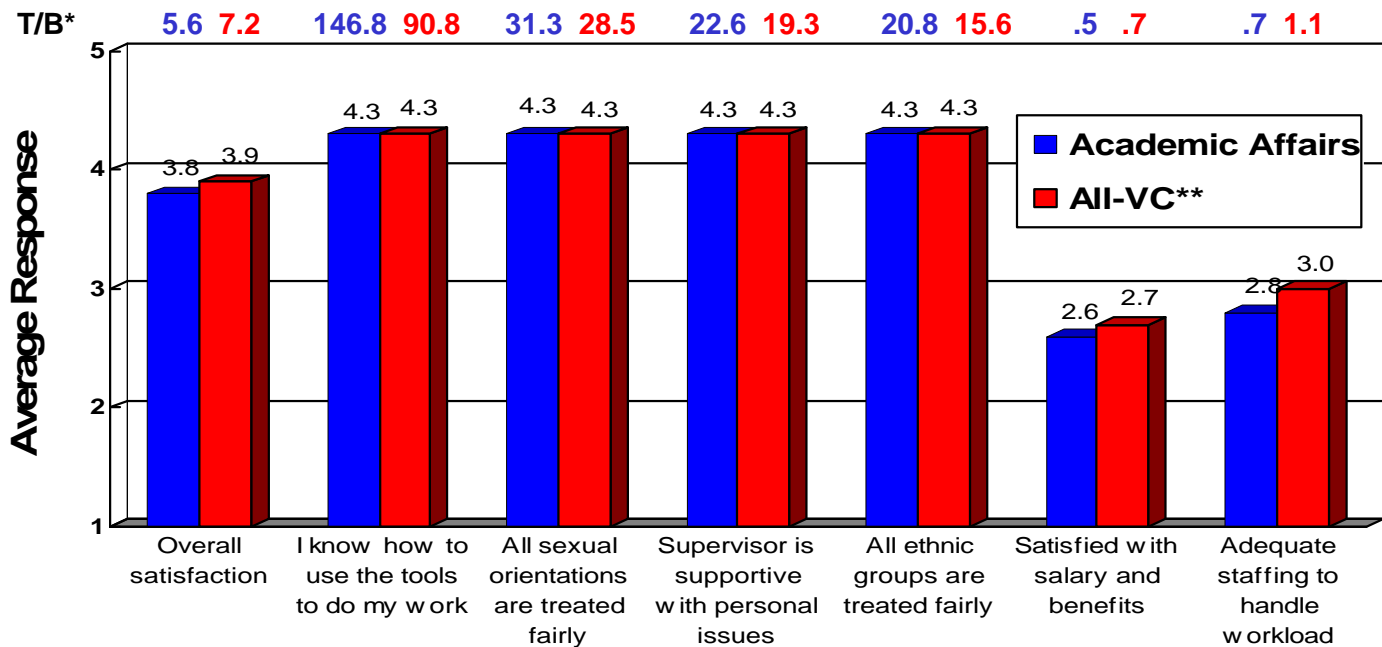


SUMMARY RESULTS OF 2004 UCSD STAFF@WORK SURVEY

Response Rates for Participating VC Areas

Academic Affairs	32% (617 / 1943)	Student Affairs	54% (274 / 512)
Business Affairs	48% (1092 / 2261)	Resource Mgmt & Planning	66% (132 / 200)

Average Responses and Top/Bottom (T/B) Ratio*
(for Overall Satisfaction and Highest- and Lowest-Rated Questions)



* The Top/Bottom Ratio measures the number of satisfactory to unsatisfactory responses for each question = (# "Strongly Agree" + # "Agree") / (# "Strongly Disagree" + # "Disagree")

** All-VC results are combined for all participating Vice Chancellor areas, including Academic Affairs

Notable Strengths and Opportunities for Improvement: (Considers average response and correlation to overall satisfaction)

Greatest Overall Strengths (higher than average response, high correlation to overall satisfaction)

- I have sufficient freedom to decide how to best perform my work.
- I understand how my job contributes to my department's mission.
- I have the opportunity to participate in making decisions that affect my work.
- The person to whom I report treats me with respect.
- My job makes good use of my skills and abilities.

Primary Opportunities for Improvement (lower than average response, high correlation to overall satisfaction)

- Leadership in my department communicates essential information to all levels of the organization.
- I receive essential information on a timely basis.
- I feel that the amount of stress associated with my job is appropriate for my position.
- I am satisfied with my opportunity for career advancement at UCSD.