



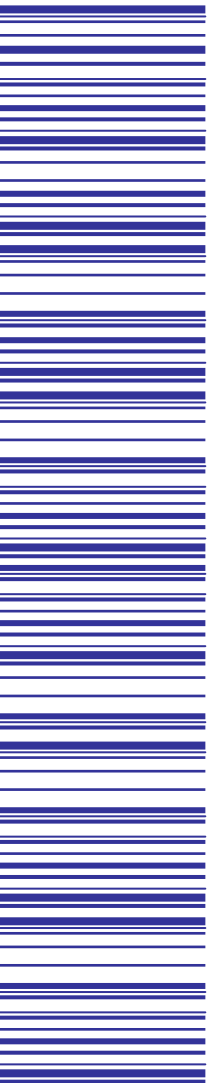
University of California  
San Diego

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UCSD STAFF@WORK SURVEY 2005

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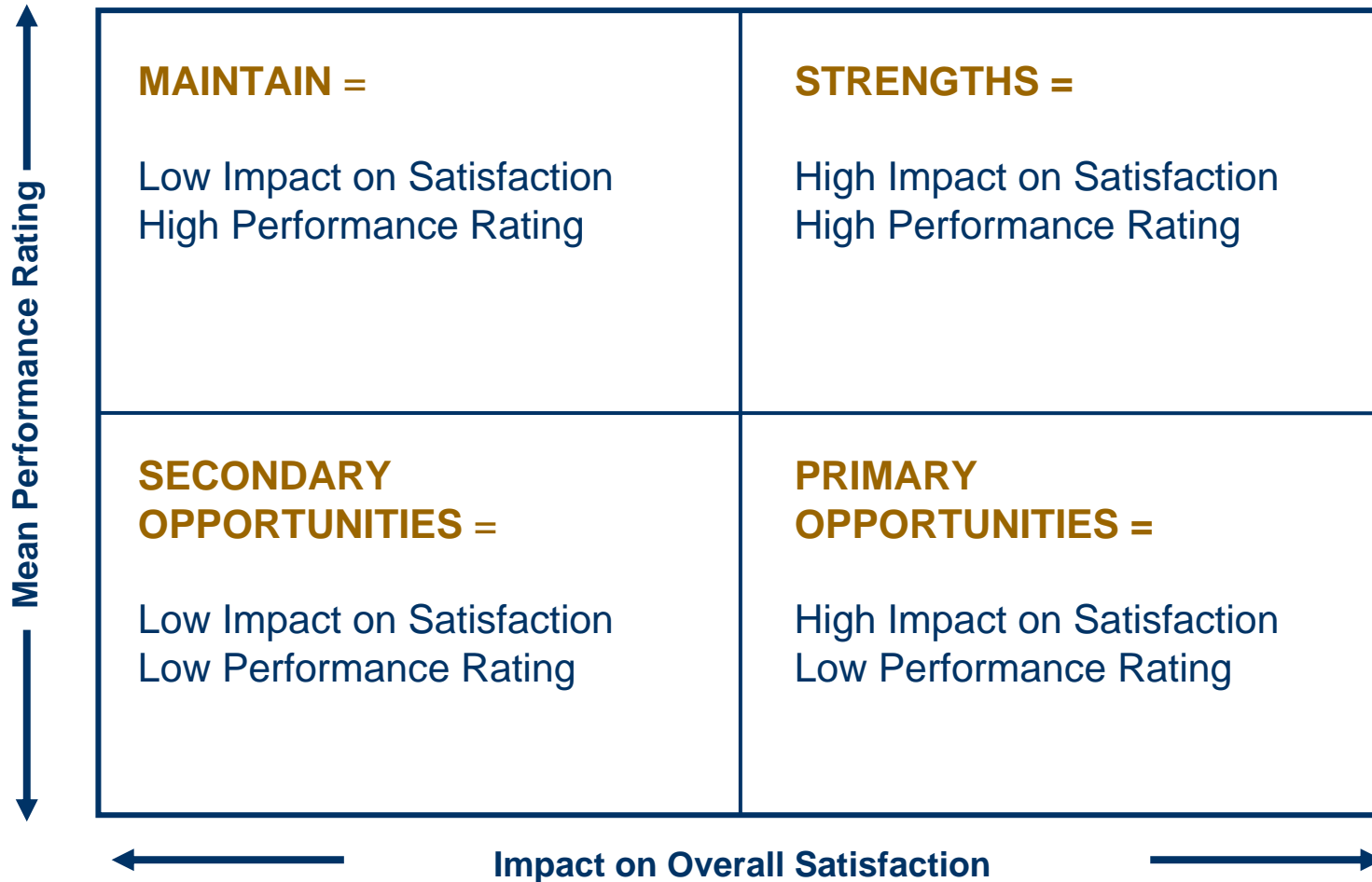
*Academic Affairs*  
*All Respondents*



# *Performance/Impact Analysis*

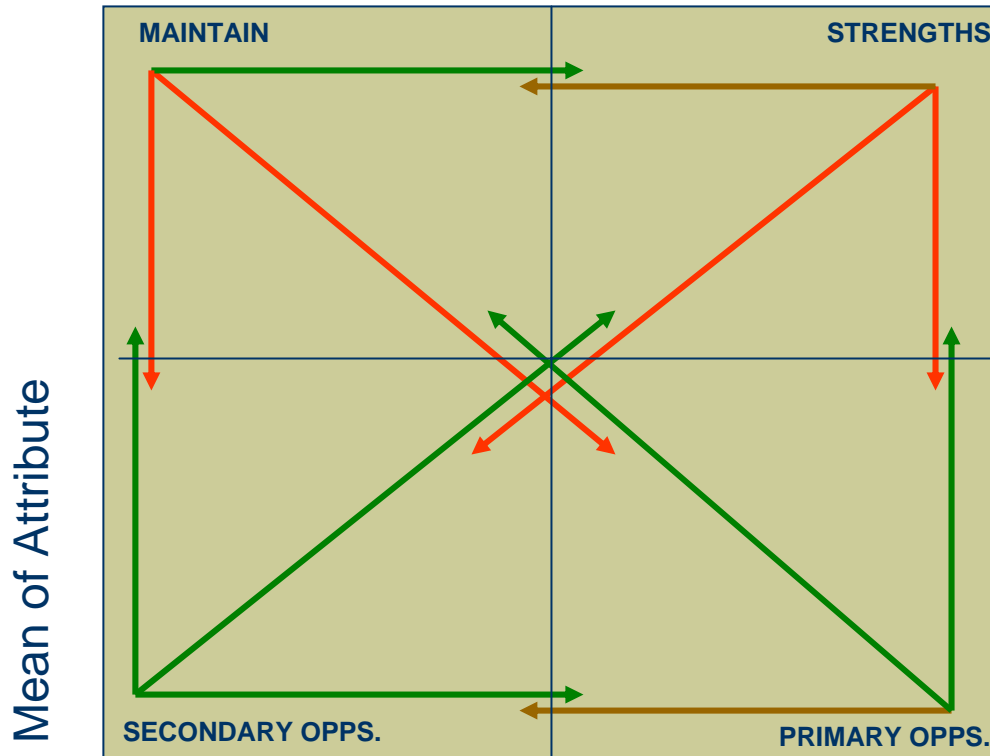
- “Mean of Attribute” = What is the mean score for the attribute?
  - Can range from 1.0 to 5.0
  - Determined by the Staff@Work rating scale, where 1 = Strongly Disagree and 5 = Strongly Agree.
  - The higher the score, the stronger the attribute (i.e. higher = “better”).
  
- “Impact on Satisfaction” = What is the relationship between the attribute and overall satisfaction?
  - Can range from –1.0 to 1.0
  - Determined by Pearson's R correlation technique. Attributes rated as a 1.0 or -1.0 are perfectly correlated with overall satisfaction, while a coefficient of 0 means no relationship exists.
  - Positive relationships indicate the attributes vary in the same direction and negative relationships indicate that the attributes vary in opposite directions. The higher the coefficient, the stronger the relationship between the attribute and overall satisfaction.

## *Performance/Impact Analysis*



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## Overall Ratings

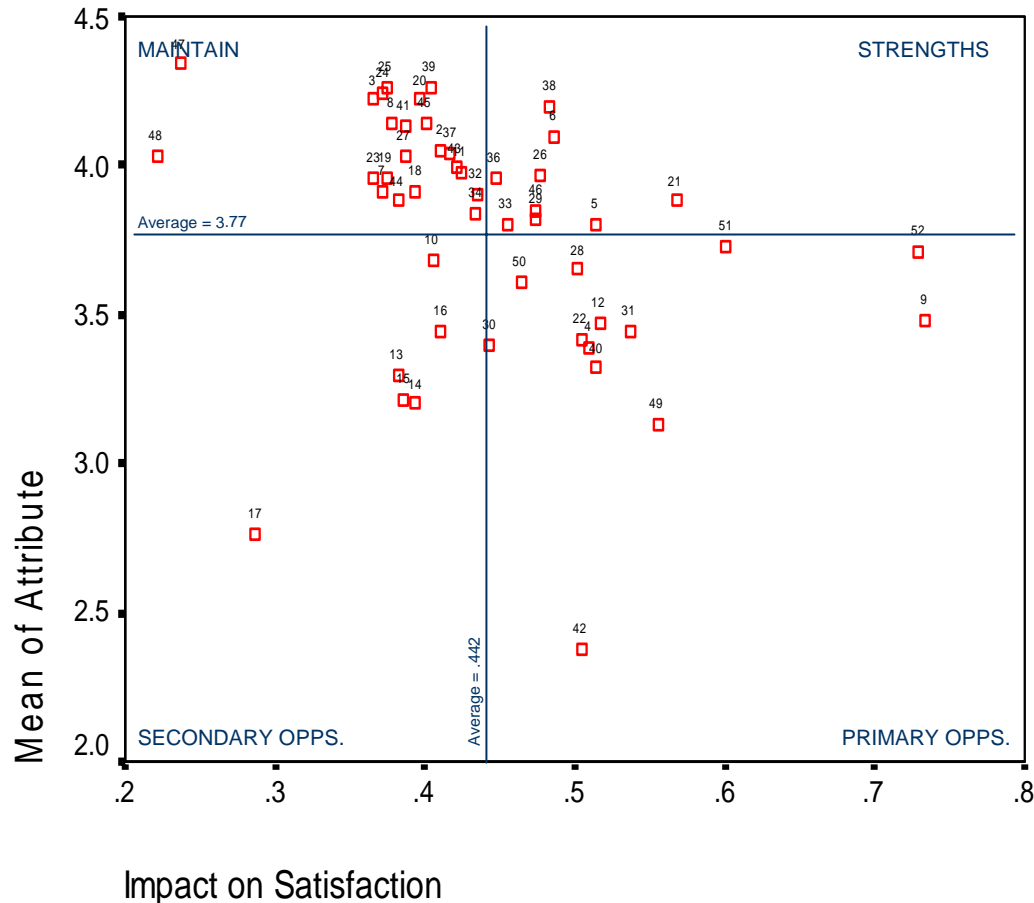


Green= "positive" movement  
Red = "negative" movement  
Brown = "neutral" movement

Impact on Satisfaction

## Performance/Impact Analysis Academic Affairs – All Respondents

### Overall Ratings



#### STRENGTHS

- 21. Participate in Decisions
- 5. Recommendations Without Fear
- 6. Sufficient Freedom
- 38. Treats With Respect
- 26. All Welcomed
- 46. Good Use of Skills
- 29. Principles of Community
- 33. Suggestions for Improvement
- 36. Career Advancement

#### PRIMARY OPPORTUNITIES

- 9. Valued Member
- 52. Recommend UCSD
- 51. Feel Valued
- 49. Advancement Opportunities
- 31. Appropriate Stress
- 12. Receive Timely Information
- 40. Resolves Staff Issues
- 4. Leadership Communicates
- 22. Better Ways Recognized
- 42. Salary and Benefits
- 28. Spirit of Cooperation
- 50. Valuable Training
- 30. Work Assigned Equitably

#### MAINTAIN

- 32. Praise for Work
- 34. Evaluated Fairly
- 11. Staff Value Contributions
- 43. Ethical Conduct
- 37. Supports Training
- 2. Understands Mission
- 39. Supportive
- 45. Get Information
- 20. Safe Environment
- 18. Have Tools
- 41. Influence Community
- 27. Diverse Environment
- 44. Most Perform
- 8. Staff Respect
- 25. Sexual Orientations Treated Fairly
- 19. Physical Environment
- 24. All Cultures Treated Fairly
- 7. Faculty Respect
- 3. Understands Contribution
- 23. Balance Work/Life
- 47. Know How To Use Tools
- 48. Manage Workload

#### SECONDARY OPPORTUNITIES

- 16. Improves Services/Products
- 10. Faculty Value Contributions
- 14. Measures Dept. Goals
- 15. Measures Customer Satisfaction
- 13. Annual Dept. Goals
- 17. Adequate Staffing

# UCSD STAFF@WORK SURVEY 2005

## Academic Affairs – All Respondents

n/N = 836/2054 for 2005

STRENGTHS	PRIMARY OPPORTUNITIES	MAINTAIN	SECONDARY OPPORTUNITIES
<ul style="list-style-type: none"> <li>21. Participate in Decisions</li> <li>5. Recommendations Without Fear</li> <li>6. Sufficient Freedom</li> <li>38. Treats With Respect</li> <li>26. All Welcomed</li> <li>46. Good Use of Skills</li> <li>29. Principles of Community</li> <li>33. Suggestions for Improvement</li> <li>36. Career Advancement</li> </ul>	<ul style="list-style-type: none"> <li>9. Valued Member</li> <li>52. Recommend UCSD</li> <li>51. Feel Valued</li> <li>49. Advancement Opportunities</li> <li>31. Appropriate Stress</li> <li>12. Receive Timely Information</li> <li>40. Resolves Staff Issues</li> <li>4. Leadership Communicates</li> <li>22. Better Ways Recognized</li> <li>42. Salary and Benefits</li> <li>28. Spirit of Cooperation</li> <li>50. Valuable Training</li> <li>30. Work Assigned Equitably</li> </ul>	<ul style="list-style-type: none"> <li>32. Praise for Work</li> <li>34. Evaluated Fairly</li> <li>11. Staff Value Contributions</li> <li>43. Ethical Conduct</li> <li>37. Supports Training</li> <li>2. Understands Mission</li> <li>39. Supportive</li> <li>45. Get Information</li> <li>20. Safe Environment</li> <li>18. Have Tools</li> <li>41. Influence Community</li> <li>27. Diverse Environment</li> <li>44. Most Perform</li> <li>8. Staff Respect</li> <li>25. Sexual Orientations Treated Fairly</li> <li>19. Physical Environment</li> <li>24. All Cultures Treated Fairly</li> <li>7. Faculty Respect</li> <li>3. Understands Contribution</li> <li>23. Balance Work/Life</li> <li>47. Know How To Use Tools</li> <li>48. Manage Workload</li> </ul>	<ul style="list-style-type: none"> <li>16. Improves Services/Products</li> <li>10. Faculty Value Contributions</li> <li>14. Measures Dept. Goals</li> <li>15. Measures Customer Satisfaction</li> <li>13. Annual Dept. Goals</li> <li>17. Adequate Staffing</li> </ul>

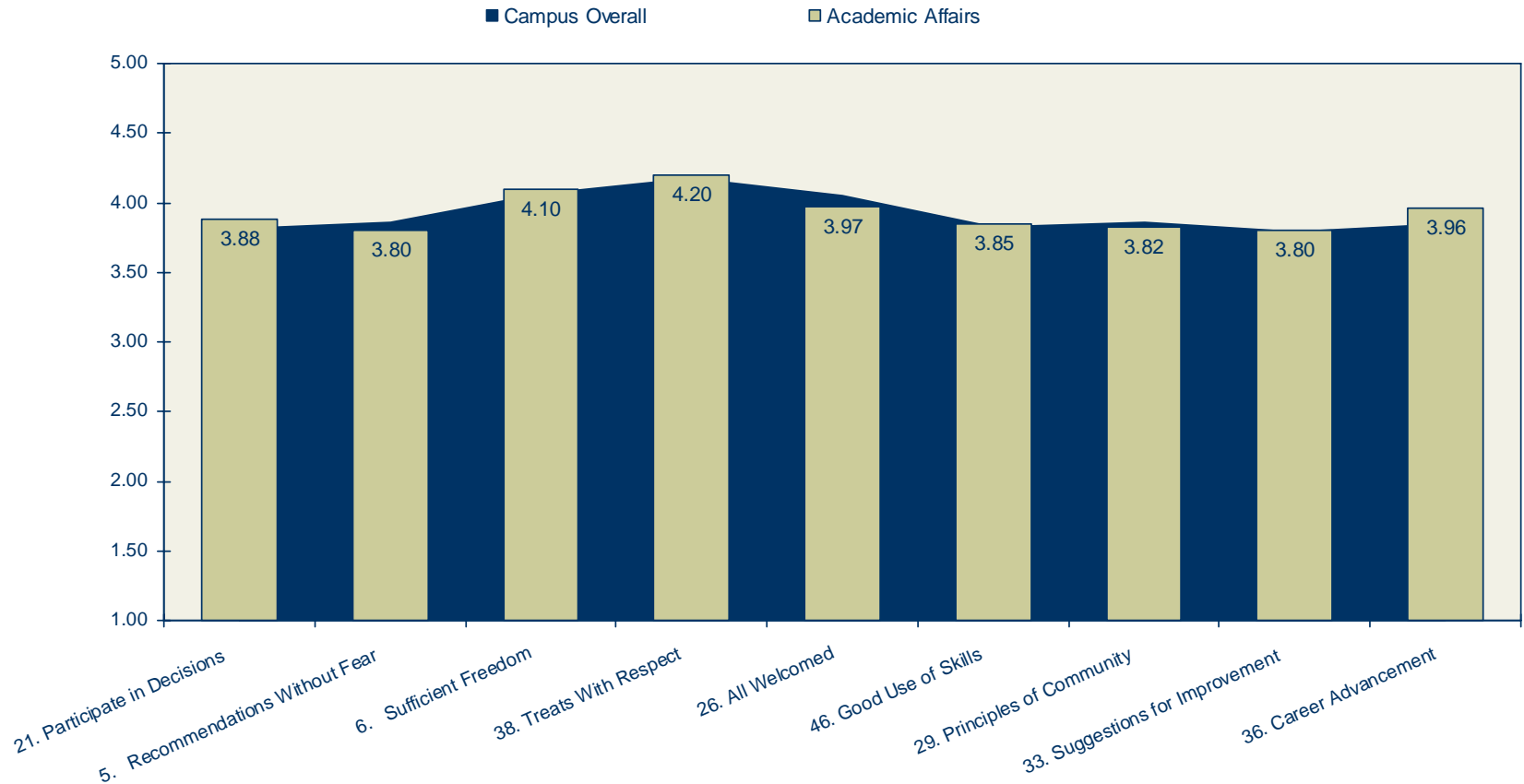
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n/N = 836/2054 for 2005

## Comparing Academic Affairs Strengths

### Academic Affairs – UCSD\*

#### Mean Rating



\*for 2005 UCSD = VC Academic Affairs, VC Business Affairs, VC External Relations

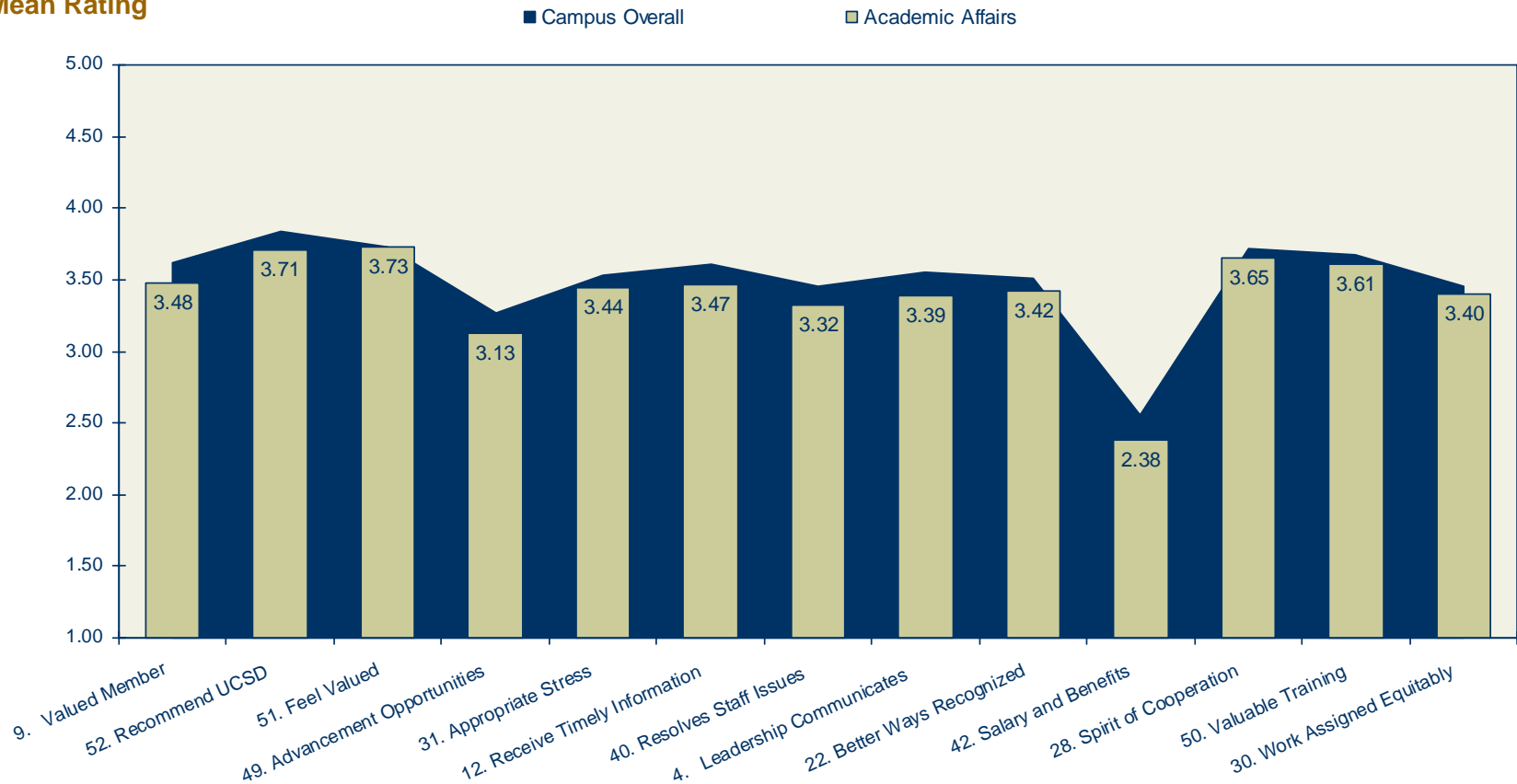
# UCSD STAFF@WORK SURVEY 2005

n/N = 836/2054 for 2005

## Comparing Academic Affairs Primary Opportunities

### Academic Affairs – UCSD\*

#### Mean Rating



\*for 2005 UCSD = VC Academic Affairs, VC Business Affairs, VC External Relations