Academic Affairs
All Respondents
Impact Analysis
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

STRENGTHS =
Low Impact on Satisfaction
High Performance Rating

INFLUENTIAL STRENGTHS =
High Impact on Satisfaction
High Performance Rating

SECONDARY OPPORTUNITIES =
Low Impact on Satisfaction
Low Performance Rating

PRIMARY OPPORTUNITIES =
High Impact on Satisfaction
Low Performance Rating
Overall Ratings

Impact on Satisfaction

Green = “positive” movement
Red = “negative” movement
Brown = “neutral” movement
Performance/Impact Analysis
Academic Affairs – All Respondents

INFLUENTIAL STRENGTHS
21. Participate in Decisions
26. All Welcomed
5. Recommendations Without Fear
46. Good Use of Skills
29. Principles of Community
6. Sufficient Freedom
11. Staff Value Contributions

PRIMARY OPPORTUNITIES
52. Recommend UCSD
9. Valued Member
49. Advancement Opportunities
51. Feel Valued
4. Leadership Communicates
22. Better Ways Recognized
46. Good Use of Skills
28. Spirit of Cooperation
31. Appropriate Stress
40. Resolves Staff Issues
50. Valuable Training
30. Work Assigned Equitably

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

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

Note: Green = positive movement from prior year; Red = negative movement, Brown = neutral movement, and Black = same as prior year
Comparing Academic Affairs influential Strengths

UCSD* - Academic Affairs

VCSA Percentage Evaluating: 2006 = 42%

n/N = 850/2026 for 2006

Mean Rating

*for 2006 UCSD = VC Business Affairs, VC Marine Sciences, VC Resource Management and Planning, and VC Student Affairs, VC Academic Affairs responses are not included in this bar graph.
Comparing Academic Affairs Primary Opportunities

UCSD* - Academic Affairs

VCSA Percentage Evaluating: 2006 = 42%
n/N = 850/2026 for 2006

Mean Rating

UCSD

Academic Affairs

*for 2006 UCSD = VC Business Affairs, VC Marine Sciences, VC Resource Management and Planning, and VC Student Affairs, VC Academic Affairs responses are not included in this bar graph.