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

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<thead>
<tr>
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<th>STRENGTHS =</th>
<th>INFLUENTIAL STRENGTHS =</th>
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<tbody>
<tr>
<td>Impact on Overall</td>
<td>Low Impact on Satisfaction</td>
<td>High Impact on Satisfaction</td>
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<tr>
<td>Satisfaction</td>
<td>High Performance Rating</td>
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<td>Mean Performance</td>
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<tr>
<td>Rating</td>
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<td></td>
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</table>
UCSD STAFF@WORK SURVEY 2007

Overall Ratings

Mean of Attribute

Impact on Satisfaction

GREEN = “positive” movement
RED = “negative” movement
BROWN = “neutral” movement
Performance/Impact Analysis
Academic Affairs – All Respondents

INFLUENTIAL STRENGTHS
52. Recommend UCSD
5. Recommendations Without Fear
21. Participate in Decisions
26. All Welcomed
29. Principles of Community
34. Evaluated Fairly
11. Staff Value Contributions
6. Sufficient Freedom
8. Staff Respect

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

STRENGTHS
43. Ethical Conduct
44. Most Perform
46. Good Use of Skills
38. Treats With Respect
33. Suggestions for Improvement
23. Balance Work/Life
45. Get Information
36. Career Advancement
2. Understands Mission
32. Praise for Work
27. Diverse Environment
7. Faculty Respect
3. Understands Contribution
37. Supports Training
18. Have Tools
20. Safe Environment
41. Influence Community
25. Sexual Orientations Treated Fairly
19. Physical Environment
48. Manage Workload
10. Faculty Value Contributions
16. Improves Services/Products
14. Measures Dept. Goals
35. Annual Evaluation
13. Annual Dept. Goals
15. Measures Customer Satisfaction
17. Adequate Staffing

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

Percentage Evaluating: 2007 = 47%

Mean Rating

n/N = 1007/2127 for 2007

52. Recommend UCSD
5. Recommendations Without Fear
21. Participate in Decisions
26. All Welcomed
29. Principles of Community
34. Evaluated Fairly
11. Staff Value Contributions
6. Sufficient Freedom
8. Staff Respect

*for 2007 UCSD = VC Business Affairs, VC Marine Sciences, VCHS (CME), Chancellor’s Office. VC Academic Affairs responses are not included in this bar graph.
Comparing Academic Affairs Primary Opportunities

UCSD* - Academic Affairs

Percentage Evaluating: 2007 = 47%

n/N = 1007/2127 for 2007

Mean Rating

- UCSD
- Academic Affairs

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

*for 2007 UCSD = VC Business Affairs, VC Marine Sciences, VCHS (CME), Chancellor’s Office. VC Academic Affairs responses are not included in this bar graph.