



University of California
San Diego

UCSD STAFF@WORK SURVEY 2007

Academic Affairs
All Respondents

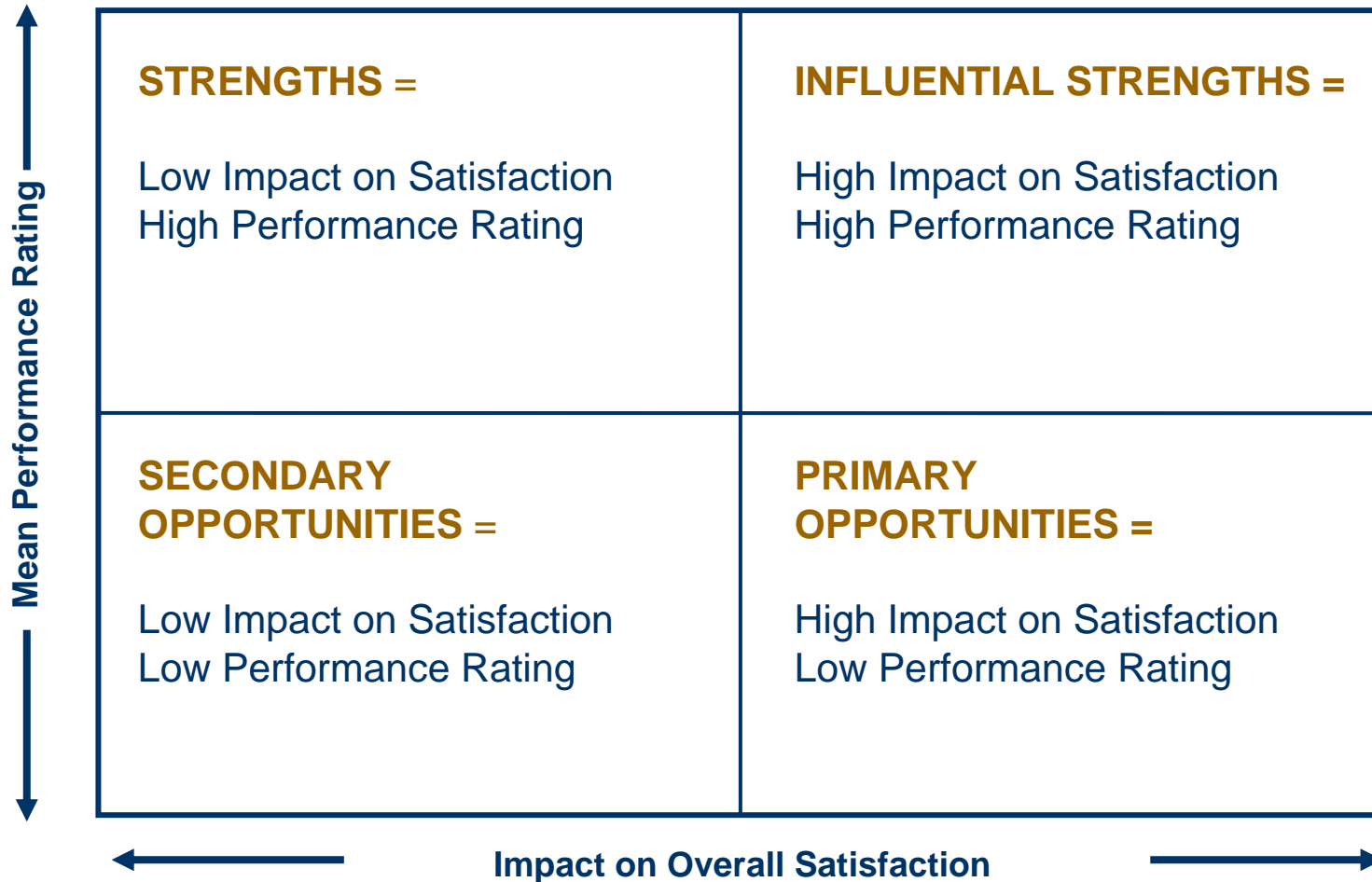
Impact Analysis



Performance/Impact Analysis

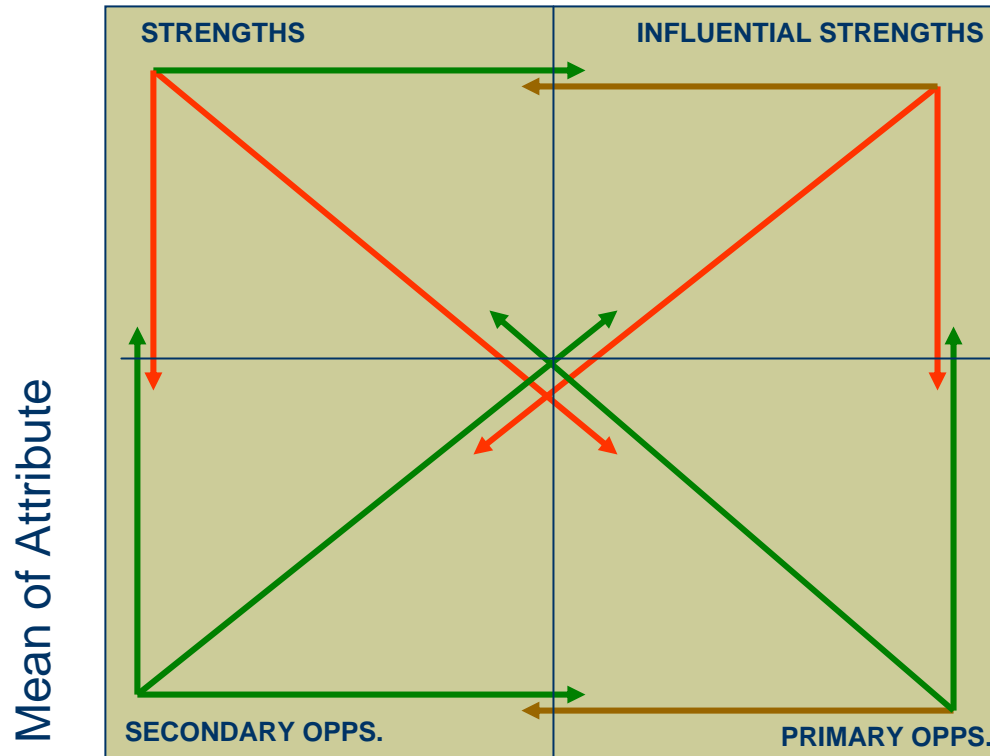
- “Mean of Attribute” = What is the mean score for the attribute?
 - Can range from 1.0 to 5.0
 - Determined by the Staff@Work rating scale, where 1 = Strongly Disagree and 5 = Strongly Agree.
 - The higher the score, the stronger the attribute (i.e. higher = “better”).
- “Impact on Satisfaction” = What 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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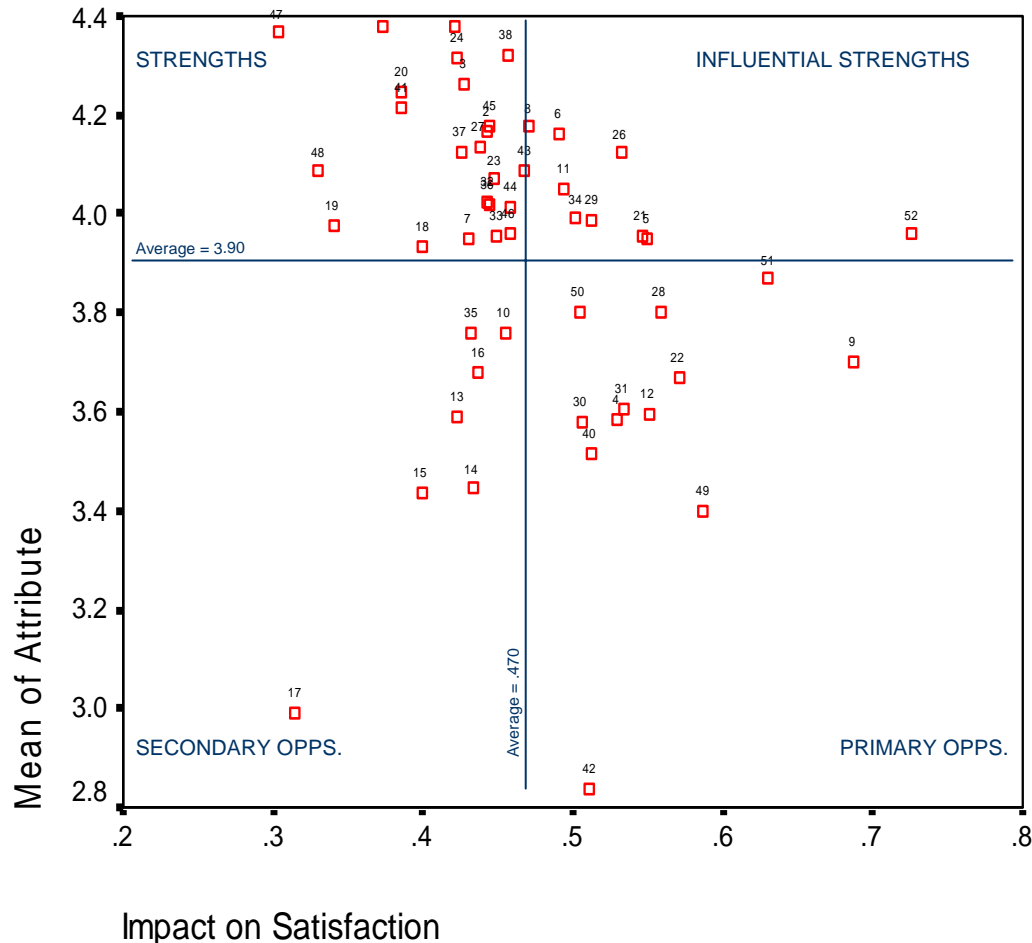
Overall Ratings



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

Impact on Satisfaction

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
- 24. All Cultures Treated Fairly
- 39. Supportive
- 18. Have Tools
- 20. Safe Environment
- 41. Influence Community
- 25. Sexual Orientations Treated Fairly
- 19. Physical Environment
- 48. Manage Workload
- 47. Know How To Use Tools

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

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Comparing Academic Affairs Influential Strengths

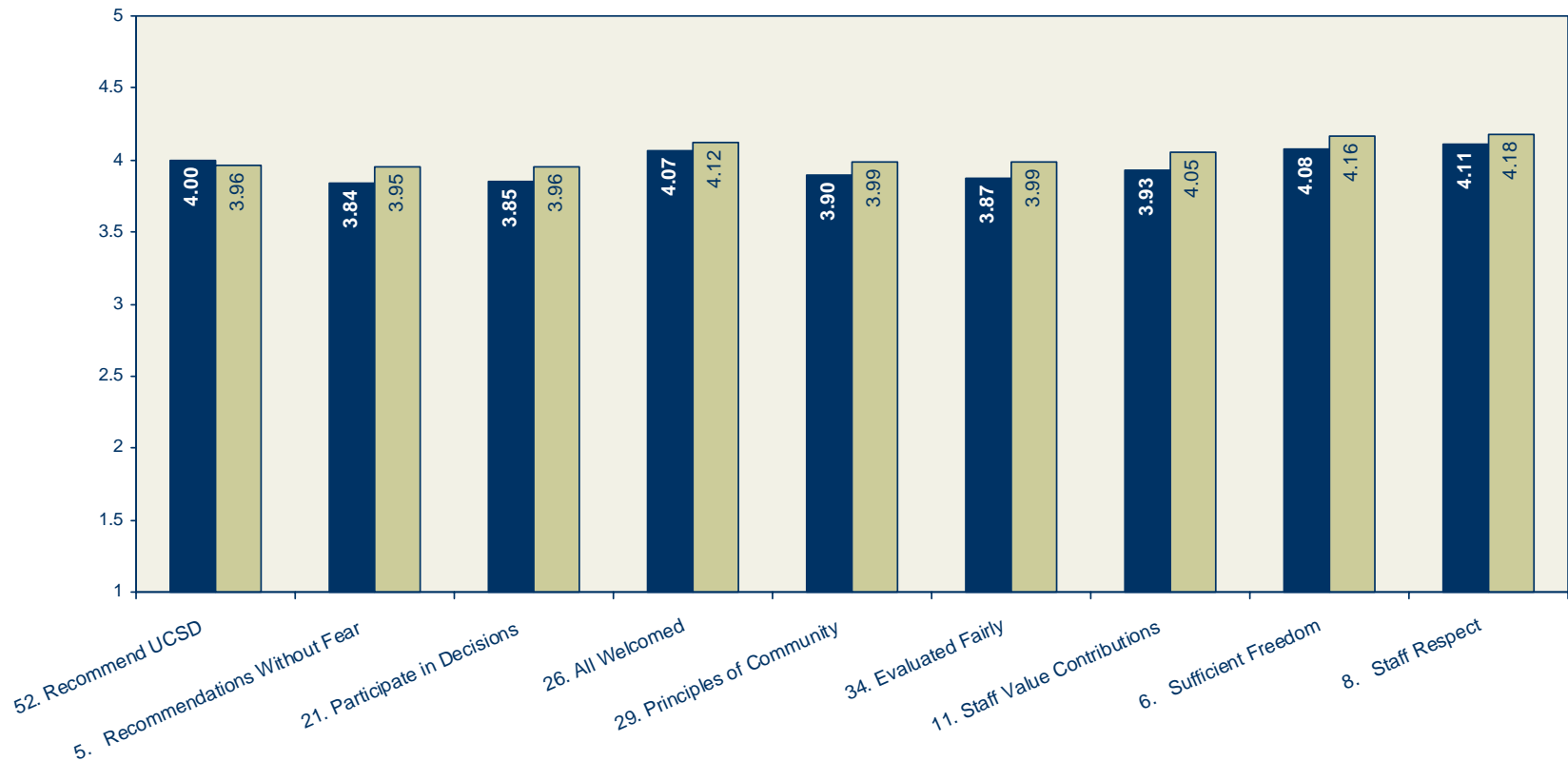
UCSD* - Academic Affairs

Percentage Evaluating: 2007 = 47%

n/N = 1007/2127 for 2007

Mean Rating

■ UCSD ■ Academic Affairs



*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.

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Comparing Academic Affairs Primary Opportunities

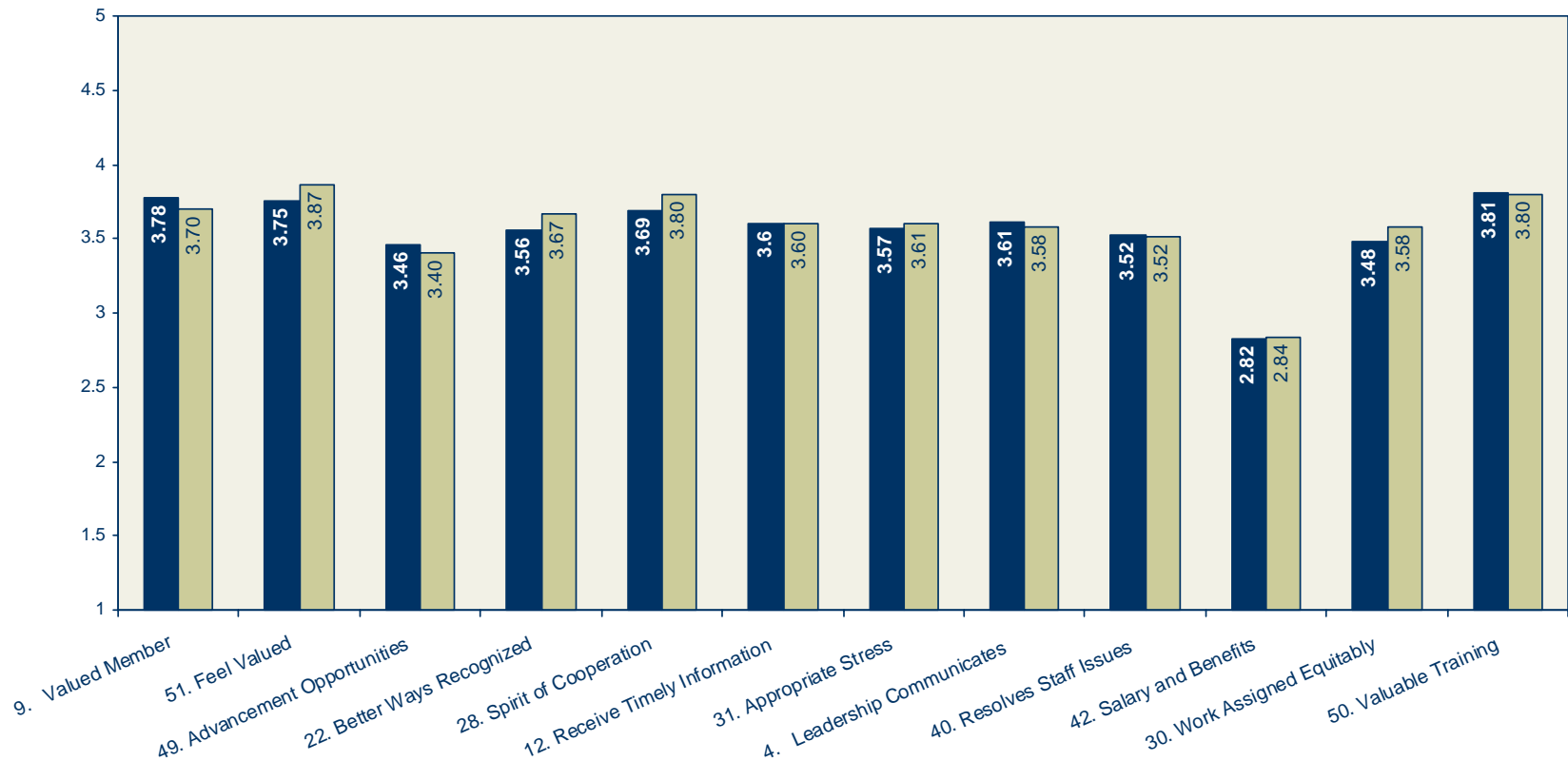
UCSD* - Academic Affairs

Percentage Evaluating: 2007 = 47%

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Mean Rating

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