



University of California
San Diego

UCSD STAFF@WORK SURVEY 2007

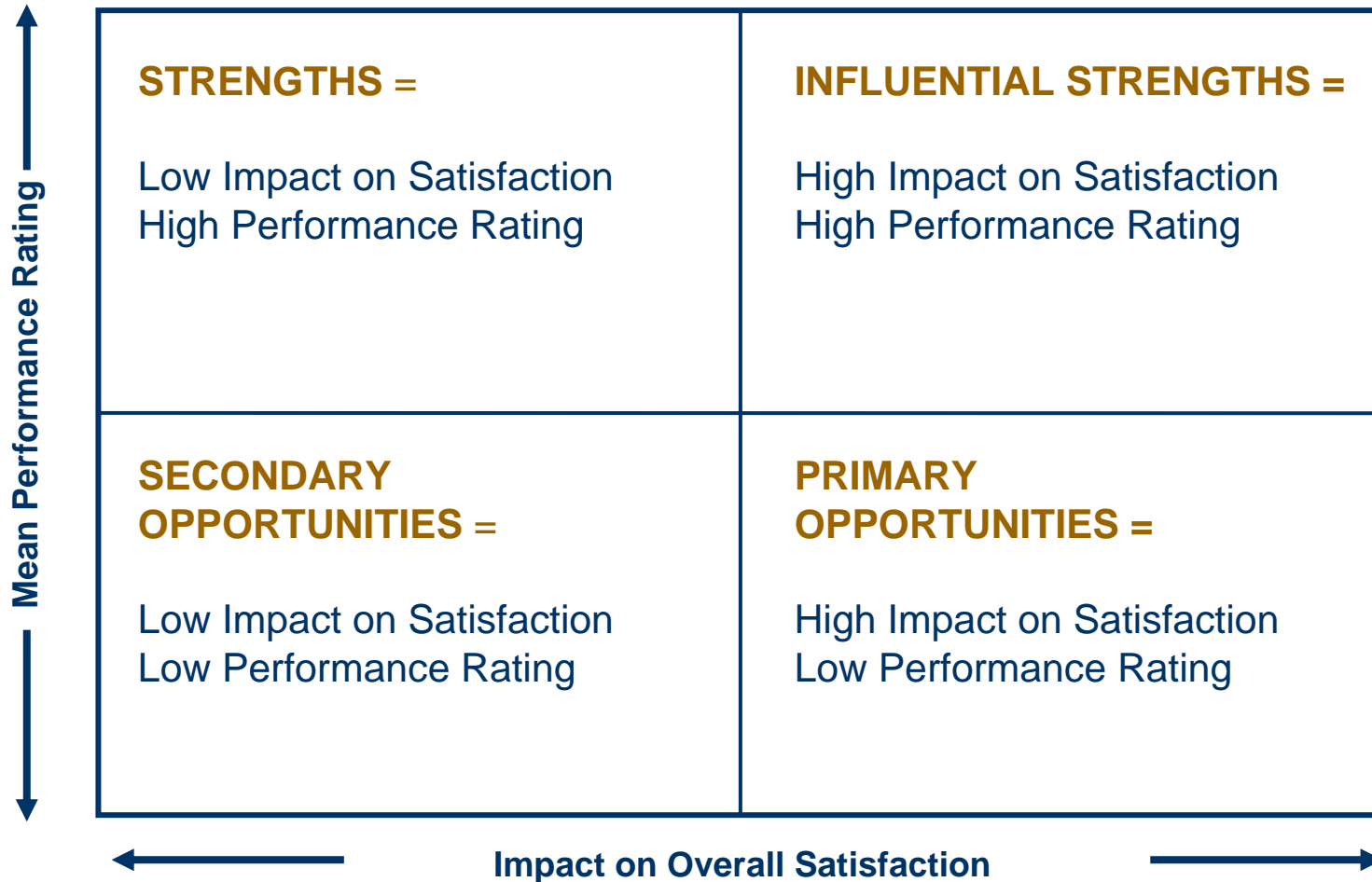
*UCSD All Respondents**

*•2007 Participating VC areas include
VC Academic Affairs
VC Business Affairs
VC External Relations
VC Marine Sciences
VC Health Sciences (CME Division)*

Performance/Impact Analysis

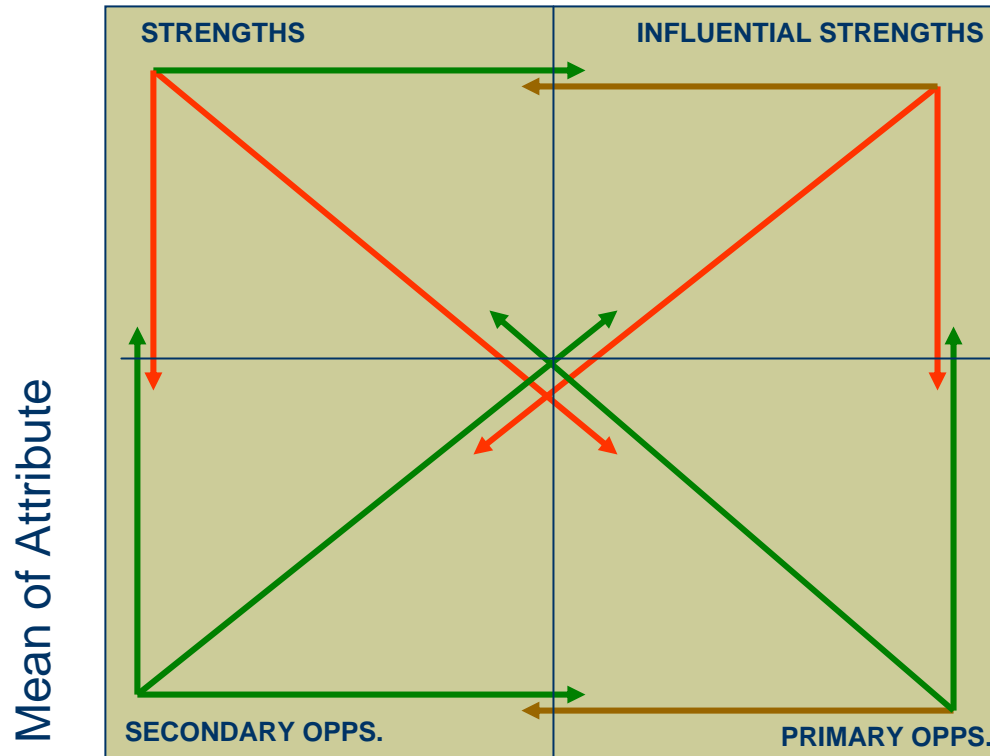
- “Mean of Attribute” = What is the mean score for the attribute?
 - Can range from 1.0 to 5.0
 - Determined by the Staff@Work rating scale, where 1 = Strongly Disagree and 5 = Strongly Agree.
 - The higher the score, the stronger the attribute (i.e. higher = “better”).
- “Impact on Satisfaction” = What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

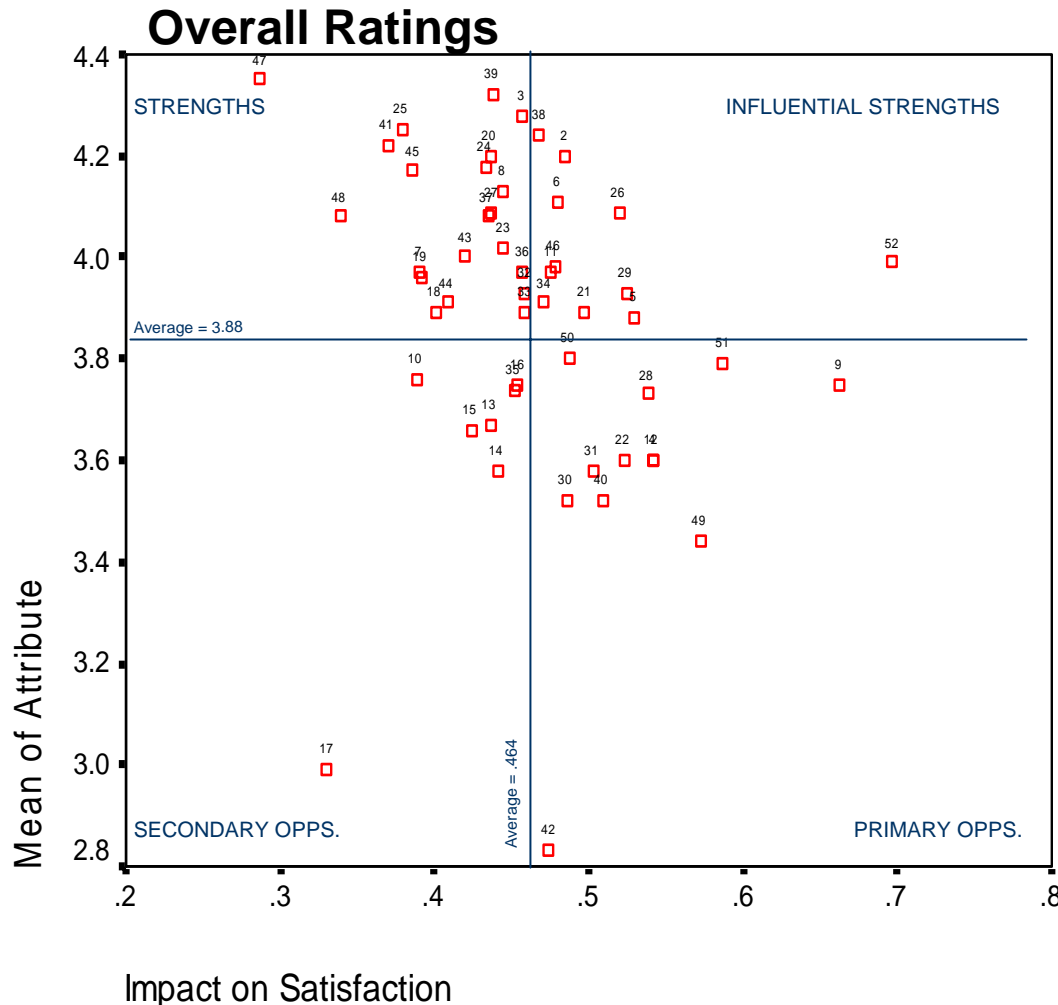
Impact on Satisfaction

UCSD STAFF@WORK SURVEY 2007

n/N = 2742/5091 for 2007

Performance/Impact Analysis

UCSD: VCAA, VCBA, VCER, VCMS, VCHS(CME Division) – All Respondents



INFLUENTIAL STRENGTHS

- 52. Recommend UCSD
- 5. Recommendations Without Fear
- 29. Principles of Community
- 26. All Welcomed
- 21. Participate in Decisions
- 2. Understands Mission
- 6. Sufficient Freedom
- 46. Good Use of Skills
- 11. Staff Value Contributions
- 34. Evaluated Fairly
- 38. Treats With Respect

PRIMARY OPPORTUNITIES

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

STRENGTHS

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

SECONDARY OPPORTUNITIES

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

Note:

- Green = positive movement from prior year;
- Red = negative movement,
- Brown = neutral movement, and Black = same as prior year.

UCSD STAFF@WORK SURVEY 2007

UCSD: VCAA, VCBA, VCMC, VCRMP, VCSA – All Respondents

n/N = 2742/5091 for 2007

INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES	STRENGTHS	SECONDARY OPPORTUNITIES
<ul style="list-style-type: none"> 52. Recommend UCSD 5. Recommendations Without Fear 29. Principles of Community 26. All Welcomed 21. Participate in Decisions 2. Understands Mission 6. Sufficient Freedom 46. Good Use of Skills 11. Staff Value Contributions 34. Evaluated Fairly 38. Treats With Respect 	<ul style="list-style-type: none"> 9. Valued Member 51. Feel Valued 49. Advancement Opportunities 4. Leadership Communicates 12. Receive Timely Information 28. Spirit of Cooperation 22. Better Ways Recognized 40. Resolves Staff Issues 31. Appropriate Stress 50. Valuable Training 30. Work Assigned Equitably 42. Salary and Benefits 	<ul style="list-style-type: none"> 32. Praise for Work 33. Suggestions for Improvement 36. Career Advancement 3. Understands Contribution 8. Staff Respect 23. Balance Work/Life 39. Supportive 27. Diverse Environment 20. Safe Environment 37. Supports Training 24. All Cultures Treated Fairly 43. Ethical Conduct 44. Most Perform 18. Have Tools 19. Physical Environment 7. Faculty Respect 45. Get Information 25. Sexual Orientations Treated Fairly 41. Influence Community 48. Manage Workload 47. Know How To Use Tools 	<ul style="list-style-type: none"> 16. Improves Services/Products 35. Annual Evaluations 14. Measures Dept. Goals 13. Annual Dept. Goals 15. Measures Customer Satisfaction 10. Faculty Value Contributions 17. Adequate Staffing <p data-bbox="1410 1285 1883 1408">Note: Green = positive movement from prior year; Red = negative movement, Brown = neutral movement, and Black = same as prior year</p>