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

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

Green = “positive” movement
Red = “negative” movement,
Brown = “neutral” movement,

Impact on Satisfaction
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

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

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

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.

2007 S@W Campus participation: VCAA, VCBA, VCER, VCMS, VCHS (CME Div)
2006 S@W Campus participation: VCAA, VCBA, VCMS, VCRMP, VCSA
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