



## Academic Affairs Staff@Work Survey Analysis, 2005 - 2008

### Highlights

The survey response rate increased from 44% in 2007 to 47% in 2008. A total of 1019 out of 2187 invited participants completed the survey.

The 2008 overall Staff@Work mean score was 3.9 (3.9 in 2007).

Thirty nine attributes achieved the same mean score in 2008 from 2007. Eleven decreased by 0.1. One attribute (Participates in Decisions) decreased from 4.0 to 3.9, a change which was statistically significant.

The attribute with the highest score was Supportive Supervisor, which reached a mean of 4.4. The lowest scoring attribute was Salary and Benefits, which reached a 2.9.


The following are the top 10 Primary Opportunities for Academic Affairs: Valued Member, Feel Valued, Advancement Opportunities, Appropriate Stress, Receive Timely Information, Leadership Communicates, Participate in Decisions, Better Ways Recognized, Resolves Staff Issues, Work Assigned Equitably.

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Academic Affairs Staff@Work Survey Mean Score Trend Analysis, 2005 to 2008

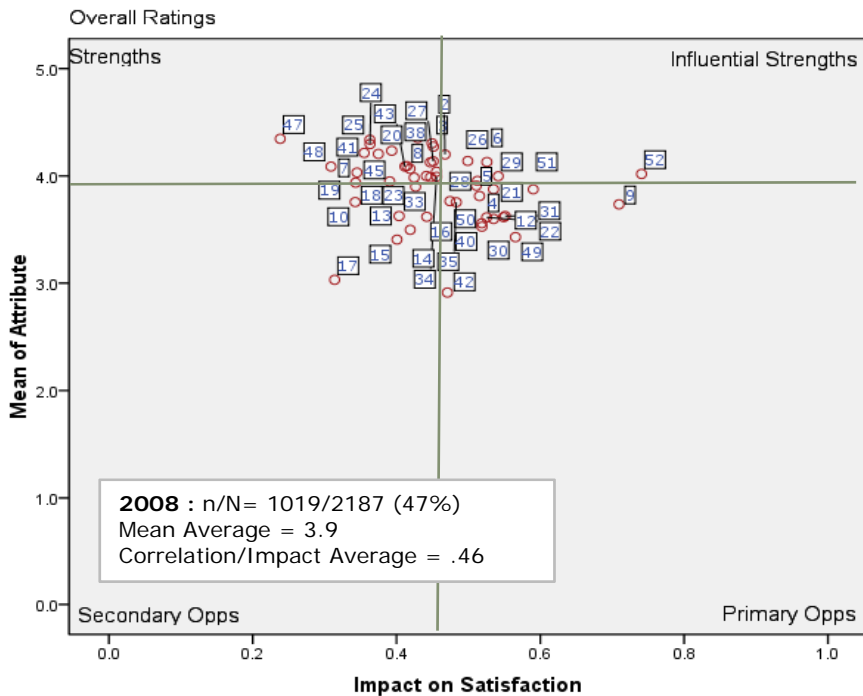
		2005	2006	2007	2008	05 vs 08	2008 UCSD Total	
Leadership	1 Overall Satisfaction	3.6	3.8	3.9	3.9		3.9	
	2 Understands Mission	4.1	4.1	4.2	4.2		4.2	
	3 Understands Contribution	4.2	4.3	4.3	4.3		4.3	
	4 Leadership Communicates	3.4	3.5	3.6	3.6		3.5	
	5 Recommendations Without Fear	3.8	3.9	4.0	3.9		3.8	
	6 Sufficient Freedom	4.1	4.1	4.2	4.1		4.1	
	7 Faculty Respect	3.9	3.9	3.9	3.9		4.0	
	8 Staff Respect	4.1	4.2	4.2	4.1		4.1	
	9 Valued Member	3.5	3.6	3.7	3.7		3.7	
	10 Faculty Value Contributions	3.7	3.7	3.8	3.8		3.8	
	11 Staff Value Contributions	4.0	4.0	4.1	4.0		4.0	
	12 Receive Timely Information	3.5	3.5	3.6	3.6		3.5	
Department	13 Annual Dept Goals	3.3	3.4	3.6	3.6		3.6	
	14 Measures Dept Goals	3.2	3.3	3.4	3.5		3.5	
	15 Measures Customer Satisfaction	3.2	3.3	3.4	3.4		3.6	
	16 Improves Services Products	3.5	3.5	3.7	3.6		3.6	
	17 Adequate Staffing	2.8	3.0	3.0	3.0		3.0	
	18 Have Tools	3.9	3.9	3.9	3.9		3.9	
	19 Physical Environment	4.0	4.0	4.0	4.0		4.0	
	20 Safe Environment	4.2	4.2	4.3	4.2		4.2	
	21 Participate in Decisions	3.9	3.9	4.0	3.9		3.8	
	22 Better Ways Recognized	3.4	3.6	3.7	3.6		3.5	
	23 Balance Work Life	4.0	4.0	4.1	4.1		4.0	
	24 All Cultures Treated Fairly	4.3	4.3	4.3	4.3		4.2	
	25 Sexual Orientations Treated Fairly	4.3	4.3	4.4	4.3		4.2	
	26 All Welcomed	4.0	4.1	4.1	4.1		4.1	
	27 Diverse Environment	4.0	4.1	4.1	4.1		4.1	
	28 Spirit of Cooperation	3.7	3.7	3.8	3.8		3.7	
	29 Principles of Community	3.8	3.9	4.0	4.0		3.9	
Supervisor	30 Work Assigned Equitably	3.4	3.5	3.6	3.6		3.4	
	31 Appropriate Stress	3.4	3.5	3.6	3.6		3.6	
	32 Praise Work	3.9	4.0	4.0	4.0		3.9	
	33 Suggestions for Improvement	3.8	3.9	4.0	3.9		3.8	
	34 Evaluated Fairly	3.9	3.9	4.0	4.0		3.9	
	35 Annual Appraisals	3.7	3.7	3.8	3.8		3.7	
	36 Career Advancement	4.0	4.0	4.0	4.0		3.9	
	37 Supports Training	4.1	4.1	4.1	4.1		4.0	
	38 Treats With Respect	4.2	4.3	4.3	4.3		4.2	
	39 Supportive	4.3	4.4	4.4	4.4		4.3	
	40 Resolves Staff Issues	3.3	3.5	3.5	3.5		3.5	
Employee	41 Influence Community	4.1	4.2	4.2	4.2		4.2	
	42 Salary and Benefits	2.4	2.7	2.8	2.9		2.9	
	43 Ethical Conduct	4.0	4.0	4.1	4.1		4.0	
	44 Most Perform	3.9	4.0	4.0	4.0		3.9	
	45 Get Information	4.1	4.2	4.2	4.2		4.1	
	46 Good Use of Skills	3.9	3.9	4.0	4.0		3.9	
	47 Know How To Use Tools	4.3	4.4	4.4	4.3		4.3	
	48 Manage Workload	4.0	4.1	4.1	4.1		4.0	
	49 Advancement Opportunities	3.1	3.3	3.4	3.4		3.4	
	50 Valuable Training	3.6	3.8	3.8	3.8		3.8	
	51 Feel Valued	3.7	3.8	3.9	3.9		3.8	
	52 Recommend UCSD	3.7	3.8	4.0	4.0		4.0	
<b>Average Score of 52 Questions</b>		<b>3.8</b>	<b>3.8</b>	<b>3.9</b>	<b>3.9</b>		<b>3.9</b>	
Total Surveyed (N)		2054	2082	2127	2187		8369	
Total Responded (n)		838	891	942	1019		4100	
		41%	43%	44%	47%		49%	

 Mean score change from the prior year statistically significant at 0.05 level

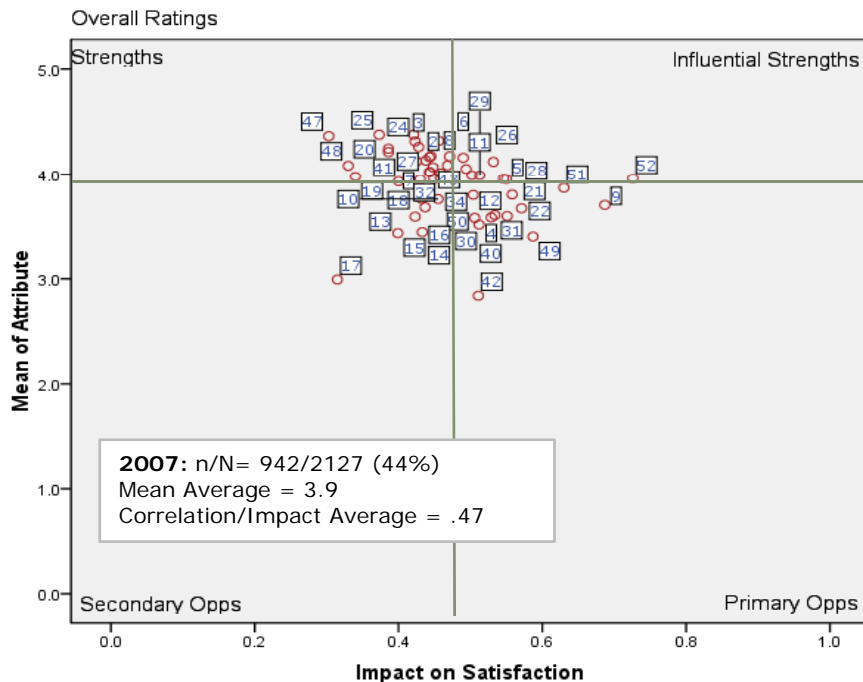
 2008 Mean score higher than that of the UCSD Overall

Academic Affairs - All Respondents

Attribute movements between quadrants from 2007 to 2008



Area	2007	2008	Mean	Corr
E 52 Recommend UCSD	IS	IS	4.0	0.7
D 29 Principles of Community	IS	IS	4.0	0.5
L 6 Sufficient Freedom	IS	IS	4.1	0.5
E 46 Good Use of Skills	ST	IS	4.0	0.5
L 5 Recommendations Without Fe.	IS	IS	3.9	0.5
D 26 All Welcomed	IS	IS	4.1	0.5
L 2 Understands Mission	ST	IS	4.2	0.5
L 9 Valued Member	PO	PO	3.7	0.7
E 51 Feel Valued	PO	PO	3.9	0.6
E 49 Advancement Opportunities	PO	PO	3.4	0.6
S 31 Appropriate Stress	PO	PO	3.6	0.6
L 12 Receive Timely Information	PO	PO	3.6	0.5
L 4 Leadership Communicates	PO	PO	3.6	0.5
D 21 Participate in Decisions	IS	PO	3.9	0.5
D 22 Better Ways Recognized	PO	PO	3.6	0.5
S 40 Resolves Staff Issues	PO	PO	3.5	0.5
S 30 Work Assigned Equitably	PO	PO	3.6	0.5
D 28 Spirit of Cooperation	PO	PO	3.8	0.5
S 35 Annual Appraisals	SO	PO	3.8	0.5
E 50 Valuable Training	PO	PO	3.8	0.5
E 42 Salary and Benefits	PO	PO	2.9	0.5
D 16 Improves Services Products	SO	SO	3.6	0.4
S 33 Suggestions for Improvement	ST	SO	3.9	0.4
D 14 Measures Dept Goals	SO	SO	3.5	0.4
D 13 Annual Dept Goals	SO	SO	3.6	0.4
D 15 Measures Customer Satisfact	SO	SO	3.4	0.4
L 10 Faculty Value Contributions	SO	SO	3.8	0.3
D 17 Adequate Staffing	SO	SO	3.0	0.3
S 34 Evaluated Fairly	IS	ST	4.0	0.5
L 11 Staff Value Contributions	IS	ST	4.0	0.5
S 38 Treats With Respect	ST	ST	4.3	0.5
D 27 Diverse Environment	ST	ST	4.1	0.5
L 3 Understands Contribution	ST	ST	4.3	0.4
S 36 Career Advancement	ST	ST	4.0	0.4
L 8 Staff Respect	IS	ST	4.1	0.4
E 44 Most Perform	ST	ST	4.0	0.4
S 39 Supportive	ST	ST	4.4	0.4
S 32 Praise Work	ST	ST	4.0	0.4
D 23 Balance Work Life	ST	ST	4.1	0.4
S 37 Supports Training	ST	ST	4.1	0.4
E 43 Ethical Conduct	ST	ST	4.1	0.4
D 20 Safe Environment	ST	ST	4.2	0.4
D 18 Have Tools	ST	ST	3.9	0.4
E 45 Get Information	ST	ST	4.2	0.4
D 24 All Cultures Treated Fairly	ST	ST	4.3	0.4
D 25 Sexual Orientations Treated	ST	ST	4.3	0.4
E 41 Influence Community	ST	ST	4.2	0.4
D 19 Physical Environment	ST	ST	4.0	0.3
L 7 Faculty Respect	ST	ST	3.9	0.3
E 48 Manage Workload	ST	ST	4.1	0.3
E 47 Know How To Use Tools	ST	ST	4.3	0.2



Movements from 2007 to 2008:  
 Green - Positive  
 Red - Negative  
 Black - Neutral or same

Quadrant  
 IS - Influential Strengths  
 ST - Strengths  
 PO - Primary Opportunities  
 SO - Secondary Opportunities

Area  
 E - Employee, D - Department, L - Leadership, S - Supervisor

- “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.

