



VC - Academic Affairs Staff@Work Survey Analysis, 2006 - 2009

Highlights

The survey response rate for 2009 was 45% (47% in 2008). A total of 1002 out of 2211 people completed the survey.

The 2009 overall Staff@Work mean score was 4.0 (3.9 in 2008).

51 out of 52 attribute mean scores increased from 2008 to 2009. The attribute, Annual Appraisals decreased by less than a tenth of a point. The majority of the statistically significant increases were grouped within the "Department" Dimension.

All except the following six attributes reached a mean score higher than the overall UCSD score: Understands Mission, Faculty Respect, Measure Dept Goals, Measures Customer Satisfaction, Improves Services Goods, Salary and Benefits.

37 of 52 attributes reached the "excellent" range (3.9 or higher).

The attributes with the highest mean score (4.4) were All Cultures Treated Fairly, Sexual Orientations Treated Fairly, and Know How to Use Tools. The attribute with the lowest mean score (2.9) was Salary and Benefits.



The following are the Primary Opportunities: Leadership Communicates, Recommendations Without Fear, Valued Member, Receive Timely Information, Spirit of Cooperation, Work Assigned Equitably, Appropriate Stress, Annual Appraisals, Resolves Staff Issues, Salary and Benefits, Advancement Opportunities, Valuable Training, Feel Valued.

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VC Academic Affairs Staff@Work Survey Mean Score Trend Analysis, 2006 to 2009

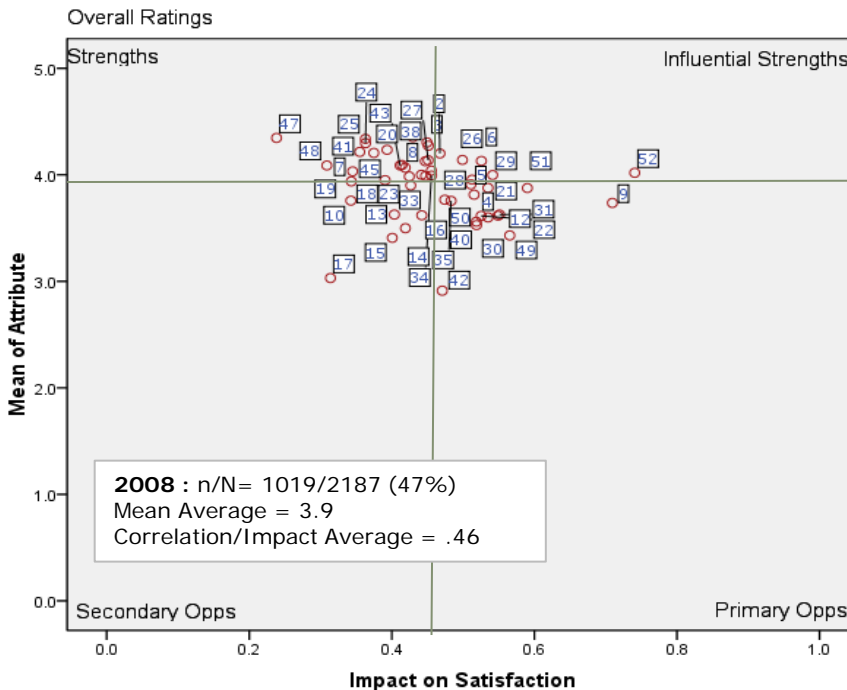
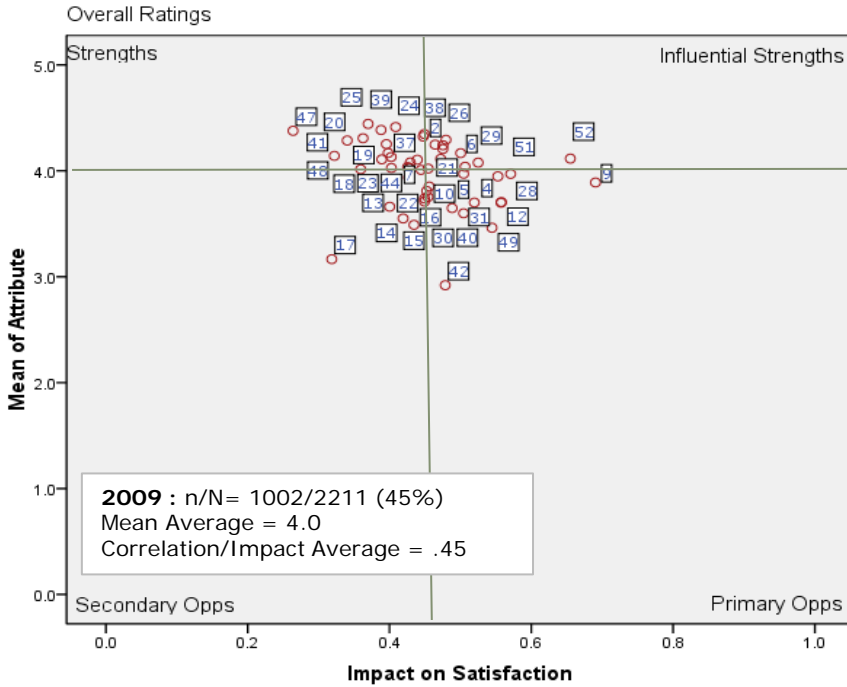
		2006	2007	2008	2009	08 vs 09	UCSD Total	
Leadership	1 Overall Satisfaction	3.8	3.9	3.9	4.0	↑	4.0	
	2 Understands Mission	4.1	4.2	4.2	4.2	↑	4.3	
	3 Understands Contribution	4.3	4.3	4.3	4.3	↑	4.3	
	4 Leadership Communicates	3.5	3.6	3.6	3.7	↑	3.6	
	5 Recommendations Without Fear	3.9	4.0	3.9	4.0	↑	3.9	
	6 Sufficient Freedom	4.1	4.2	4.1	4.2	↑	4.1	
	7 Faculty Respect	3.9	3.9	3.9	4.0	↑	4.0	
	8 Staff Respect	4.2	4.2	4.1	4.2	↑	4.1	
	9 Valued Member	3.6	3.7	3.7	3.9	↑	3.8	
	10 Faculty Value Contributions	3.7	3.8	3.8	3.8	↑	3.8	
	11 Staff Value Contributions	4.0	4.1	4.0	4.1	↑	4.0	
	12 Receive Timely Information	3.5	3.6	3.6	3.7	↑	3.6	
Department	13 Annual Dept Goals	3.4	3.6	3.6	3.7	↑	3.6	
	14 Measures Dept Goals	3.3	3.4	3.5	3.6	↑	3.6	
	15 Measures Customer Satisfaction	3.3	3.4	3.4	3.5	↑	3.6	
	16 Improves Services Products	3.5	3.7	3.6	3.7	↑	3.7	
	17 Adequate Staffing	3.0	3.0	3.0	3.2	↑	3.1	
	18 Have Tools	3.9	3.9	3.9	4.0	↑	3.9	
	19 Physical Environment	4.0	4.0	4.0	4.1	↑	4.0	
	20 Safe Environment	4.2	4.3	4.2	4.3	↑	4.2	
	21 Participate in Decisions	3.9	4.0	3.9	4.0	↑	3.9	
	22 Better Ways Recognized	3.6	3.7	3.6	3.7	↑	3.6	
	23 Balance Work Life	4.0	4.1	4.1	4.1	↑	4.0	
	24 All Cultures Treated Fairly	4.3	4.3	4.3	4.4	↑	4.3	
	25 Sexual Orientations Treated Fairly	4.3	4.4	4.3	4.4	↑	4.3	
	26 All Welcomed	4.1	4.1	4.1	4.3	↑	4.2	
	27 Diverse Environment	4.1	4.1	4.1	4.2	↑	4.1	
	28 Spirit of Cooperation	3.7	3.8	3.8	3.9	↑	3.8	
	29 Principles of Community	3.9	4.0	4.0	4.1	↑	4.0	
Supervisor	30 Work Assigned Equitably	3.5	3.6	3.6	3.6	↑	3.5	
	31 Appropriate Stress	3.5	3.6	3.6	3.7	↑	3.6	
	32 Praise Work	4.0	4.0	4.0	4.0	↑	3.9	
	33 Suggestions for Improvement	3.9	4.0	3.9	3.9	↑	3.9	
	34 Evaluated Fairly	3.9	4.0	4.0	4.0	↑	3.9	
	35 Annual Appraisals	3.7	3.8	3.8	3.8	↓	3.7	
	36 Career Advancement	4.0	4.0	4.0	4.1	↑	3.9	
	37 Supports Training	4.1	4.1	4.1	4.2	↑	4.0	
	38 Treats With Respect	4.3	4.3	4.3	4.3	↑	4.2	
	39 Supportive	4.4	4.4	4.4	4.4	↑	4.3	
	40 Resolves Staff Issues	3.5	3.5	3.5	3.6	↑	3.5	
	41 Influence Community	4.2	4.2	4.2	4.3	↑	4.2	
Employee	42 Salary and Benefits	2.7	2.8	2.9	2.9	↑	2.9	
	43 Ethical Conduct	4.0	4.1	4.1	4.1	↑	4.0	
	44 Most Perform	4.0	4.0	4.0	4.0	↑	3.9	
	45 Get Information	4.2	4.2	4.2	4.3	↑	4.2	
	46 Good Use of Skills	3.9	4.0	4.0	4.0	↑	4.0	
	47 Know How To Use Tools	4.4	4.4	4.3	4.4	↑	4.3	
	48 Manage Workload	4.1	4.1	4.1	4.1	↑	4.1	
	49 Advancement Opportunities	3.3	3.4	3.4	3.5	↑	3.4	
	50 Valuable Training	3.8	3.8	3.8	3.9	↑	3.8	
	51 Feel Valued	3.8	3.9	3.9	4.0	↑	3.8	
	52 Recommend UCSD	3.8	4.0	4.0	4.1	↑	4.1	
	Average Score of 52 Questions		3.8	3.9	3.9	4.0	↑	3.9
Total Surveyed (N)		2082	2127	2187	2211		9056	
Total Responded (n)		891	942	1019	1002		4269	
		43%	44%	47%	45%		47%	

 Mean score change from the prior year statistically significant at the 0.05 level
 2009 Mean Score higher than that of the UCSD Overall

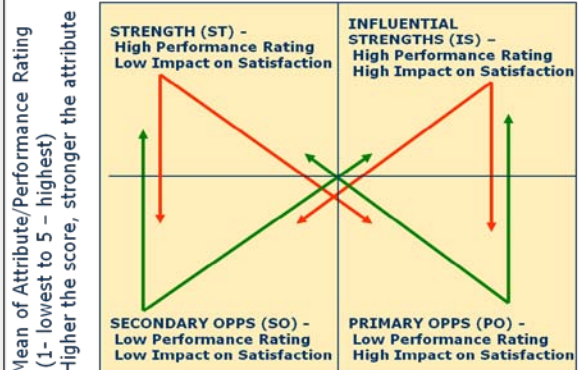
VC - Academic Affairs

Attribute movements between quadrants from 2008 to 2009
 Green - Positive, Red - Negative, Black - Lateral or same

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



Area	2008	2009	Mean	Corr
L 2 Understands Mission	IS	IS	4.2	0.5
L 6 Sufficient Freedom	IS	IS	4.2	0.5
L 8 Staff Respect	ST	IS	4.2	0.5
D 21 Participate in Decisions	PO	IS	4.0	0.5
D 26 All Welcomed	IS	IS	4.3	0.5
D 27 Diverse Environment	ST	IS	4.2	0.5
D 29 Principles of Community	IS	IS	4.1	0.5
S 34 Evaluated Fairly	ST	IS	4.0	0.5
E 43 Ethical Conduct	ST	IS	4.1	0.5
E 52 Recommend UCSD	IS	IS	4.1	0.7
L 4 Leadership Communicates	PO	PO	3.7	0.6
L 5 Recommendations Without Fear	IS	PO	4.0	0.5
L 9 Valued Member	PO	PO	3.9	0.7
L 12 Receive Timely Information	PO	PO	3.7	0.6
D 28 Spirit of Cooperation	PO	PO	3.9	0.6
S 30 Work Assigned Equitably	PO	PO	3.6	0.5
S 31 Appropriate Stress	PO	PO	3.7	0.5
S 35 Annual Appraisals	PO	PO	3.8	0.5
S 40 Resolves Staff Issues	PO	PO	3.6	0.5
E 42 Salary and Benefits	PO	PO	2.9	0.5
E 49 Advancement Opportunities	PO	PO	3.5	0.5
E 50 Valuable Training	PO	PO	3.9	0.5
E 51 Feel Valued	PO	PO	4.0	0.6
L 10 Faculty Value Contributions	SO	SO	3.8	0.5
D 13 Annual Dept Goals	SO	SO	3.7	0.4
D 14 Measures Dept Goals	SO	SO	3.6	0.4
D 15 Measures Customer Satisfaction	SO	SO	3.5	0.4
D 16 Improves Services Products	SO	SO	3.7	0.4
D 17 Adequate Staffing	SO	SO	3.2	0.3
D 22 Better Ways Recognized	PO	SO	3.7	0.4
S 33 Suggestions for Improvement	SO	SO	3.9	0.4
L 3 Understands Contribution	ST	ST	4.3	0.4
L 7 Faculty Respect	ST	ST	4.0	0.4
L 11 Staff Value Contributions	ST	ST	4.1	0.4
D 18 Have Tools	ST	ST	4.0	0.4
D 19 Physical Environment	ST	ST	4.1	0.4
D 20 Safe Environment	ST	ST	4.3	0.4
D 23 Balance Work Life	ST	ST	4.1	0.4
D 24 All Cultures Treated Fairly	ST	ST	4.4	0.4
D 25 Sexual Orientations Treated Fairly	ST	ST	4.4	0.4
S 32 Praise Work	ST	ST	4.0	0.4
S 36 Career Advancement	ST	ST	4.1	0.4
S 37 Supports Training	ST	ST	4.2	0.4
S 38 Treats With Respect	ST	ST	4.3	0.4
S 39 Supportive	ST	ST	4.4	0.4
E 41 Influence Community	ST	ST	4.3	0.3
E 44 Most Perform	ST	ST	4.0	0.4
E 45 Get Information	ST	ST	4.3	0.4
E 46 Good Use of Skills	IS	ST	4.0	0.4
E 47 Know How To Use Tools	ST	ST	4.4	0.3
E 48 Manage Workload	ST	ST	4.1	0.3



Impact on Satisfaction (-1 to 1, strength of correlation with Overall Satisfaction)
 Higher the coefficient, stronger the relationship between the attribute and overall satisfaction