



UCSD Staff@Work Survey Analysis, 2006 - 2009

Highlights

The survey response rate for 2009 was 47%. A total of 4269 out of 9056 people completed the survey.

The following Vice Chancellor areas (including the Chancellor's Office) participated in the 2009 Staff@Work Survey: Academic Affairs, Business Affairs, External Relations, Health Sciences, Marine Sciences, Student Affairs, Resource Management and Planning.

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

51 out of 52 attribute mean scores increased from 2008 to 2009. One attribute, Annual Appraisals, decreased by less than a tenth of a point, which was non-significant.

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

The attributes with the highest mean score (4.3) were Understands Mission, Understands Contribution, All Cultures Treated Fairly, Sexual Orientations Treated Fairly, Supportive, Know How to Use Tools. The attribute with the lowest mean score was Advancement Opportunities (3.4).

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

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UCSD Staff@Work Survey Mean Score Trend Analysis, 2006 to 2009

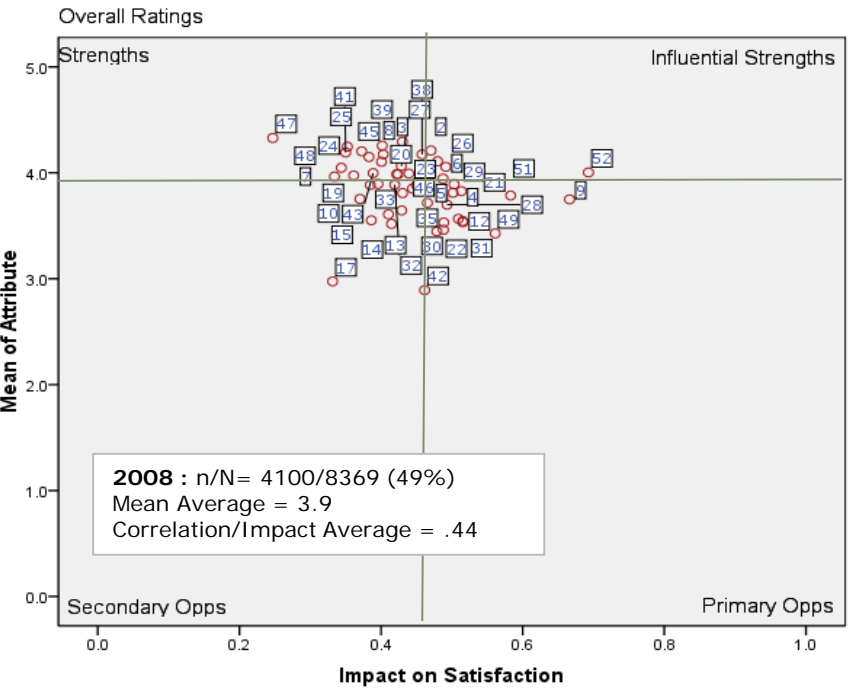
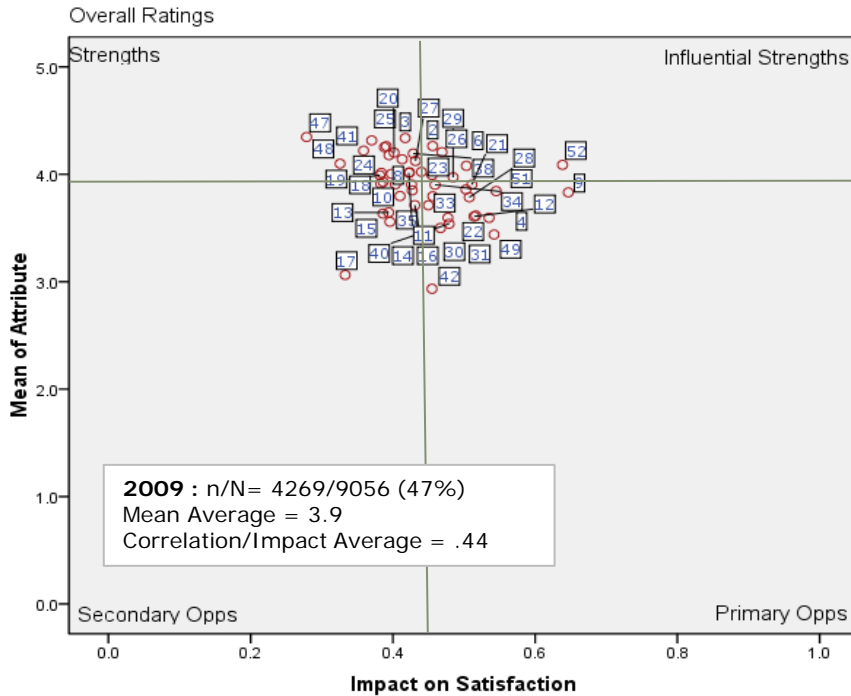
		2006	2007	2008	2009	08 vs 09
Leadership	1 Overall Satisfaction	3.8	3.9	3.9	4.0	↑
	2 Understands Mission	4.2	4.2	4.2	4.3	↑
	3 Understands Contribution	4.3	4.3	4.3	4.3	↑
	4 Leadership Communicates	3.5	3.6	3.5	3.6	↑
	5 Recommendations Without Fear	3.9	3.9	3.8	3.9	↑
	6 Sufficient Freedom	4.1	4.1	4.1	4.1	↑
	7 Faculty Respect	3.9	4.0	4.0	4.0	↑
	8 Staff Respect	4.1	4.1	4.1	4.1	↑
	9 Valued Member	3.7	3.8	3.7	3.8	↑
	10 Faculty Value Contributions	3.7	3.8	3.8	3.8	↑
	11 Staff Value Contributions	4.0	4.0	4.0	4.0	↑
	12 Receive Timely Information	3.5	3.6	3.5	3.6	↑
Department	13 Annual Dept Goals	3.6	3.7	3.6	3.6	↑
	14 Measures Dept Goals	3.5	3.6	3.5	3.6	↑
	15 Measures Customer Satisfaction	3.6	3.7	3.6	3.6	↑
	16 Improves Services Products	3.7	3.8	3.6	3.7	↑
	17 Adequate Staffing	2.9	3.0	3.0	3.1	↑
	18 Have Tools	3.9	3.9	3.9	3.9	↑
	19 Physical Environment	3.9	4.0	4.0	4.0	↑
	20 Safe Environment	4.2	4.2	4.2	4.2	↑
	21 Participate in Decisions	3.9	3.9	3.8	3.9	↑
	22 Better Ways Recognized	3.6	3.6	3.5	3.6	↑
	23 Balance Work Life	4.0	4.0	4.0	4.0	↑
	24 All Cultures Treated Fairly	4.2	4.2	4.2	4.3	↑
	25 Sexual Orientations Treated Fairly	4.2	4.3	4.2	4.3	↑
	26 All Welcomed	4.1	4.1	4.1	4.2	↑
	27 Diverse Environment	4.1	4.1	4.1	4.1	↑
	28 Spirit of Cooperation	3.7	3.7	3.7	3.8	↑
29 Principles of Community	3.9	3.9	3.9	4.0	↑	
Supervisor	30 Work Assigned Equitably	3.4	3.5	3.4	3.5	↑
	31 Appropriate Stress	3.5	3.6	3.6	3.6	↑
	32 Praise Work	3.9	3.9	3.9	3.9	↑
	33 Suggestions for Improvement	3.8	3.9	3.8	3.9	↑
	34 Evaluated Fairly	3.9	3.9	3.9	3.9	↑
	35 Annual Appraisals	3.6	3.7	3.7	3.7	↓
	36 Career Advancement	3.9	4.0	3.9	3.9	↑
	37 Supports Training	4.0	4.1	4.0	4.0	↑
	38 Treats With Respect	4.2	4.2	4.2	4.2	↑
	39 Supportive	4.3	4.3	4.3	4.3	↑
	40 Resolves Staff Issues	3.4	3.5	3.5	3.5	↑
Employee	41 Influence Community	4.2	4.2	4.2	4.2	↑
	42 Salary and Benefits	2.7	2.8	2.9	2.9	↑
	43 Ethical Conduct	4.0	4.0	4.0	4.0	↑
	44 Most Perform	3.9	3.9	3.9	3.9	↑
	45 Get Information	4.2	4.2	4.1	4.2	↑
	46 Good Use of Skills	3.9	4.0	3.9	4.0	↑
	47 Know How To Use Tools	4.3	4.4	4.3	4.3	↑
	48 Manage Workload	4.1	4.1	4.0	4.1	↑
	49 Advancement Opportunities	3.3	3.4	3.4	3.4	↑
	50 Valuable Training	3.7	3.8	3.8	3.8	↑
	51 Feel Valued	3.8	3.8	3.8	3.8	↑
	52 Recommend UCSD	3.9	4.0	4.0	4.1	↑
Average Score of 52 Questions		3.8	3.9	3.9	3.9	↑
Total Surveyed (N)		5574	5136	8369	9056	
Total Responded (n)		2755	2604	4100	4269	
		49%	51%	49%	47%	

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

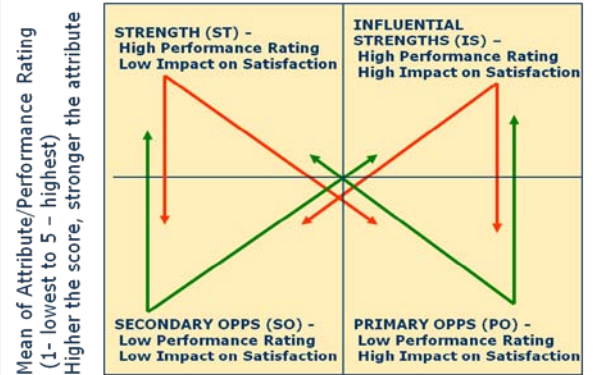
UCSD - All Respondents

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

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



Area	Attribute	2008	2009	Mean	Corr
L	2 Understands Mission	IS	IS	4.3	0.5
L	6 Sufficient Freedom	IS	IS	4.1	0.5
D	21 Participate in Decisions	PO	IS	3.9	0.5
D	26 All Welcomed	IS	IS	4.2	0.5
D	29 Principles of Community	IS	IS	4.0	0.5
S	34 Evaluated Fairly	IS	IS	3.9	0.5
E	46 Good Use of Skills	IS	IS	4.0	0.5
E	52 Recommend UCSD	IS	IS	4.1	0.6
L	9 Valued Member	PO	PO	3.8	0.6
E	49 Advancement Opportunities	PO	PO	3.4	0.5
L	4 Leadership Communicates	PO	PO	3.6	0.5
S	31 Appropriate Stress	PO	PO	3.6	0.5
L	12 Receive Timely Information	PO	PO	3.6	0.5
D	28 Spirit of Cooperation	PO	PO	3.8	0.5
L	5 Recommendations Without Fear	PO	PO	3.9	0.5
S	40 Resolves Staff Issues	PO	PO	3.5	0.5
D	22 Better Ways Recognized	PO	PO	3.6	0.5
S	30 Work Assigned Equitably	PO	PO	3.5	0.5
E	50 Valuable Training	PO	PO	3.8	0.5
E	42 Salary and Benefits	PO	PO	2.9	0.5
S	35 Annual Appraisals	PO	PO	3.7	0.4
E	51 Feel Valued	PO	PO	3.8	0.5
L	10 Faculty Value Contributions	SO	SO	3.8	0.4
D	13 Annual Dept Goals	SO	SO	3.6	0.4
D	14 Measures Dept Goals	SO	SO	3.6	0.4
D	15 Measures Customer Satisfaction	SO	SO	3.6	0.4
D	16 Improves Services Products	SO	SO	3.7	0.4
D	17 Adequate Staffing	SO	SO	3.1	0.3
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	8 Staff Respect	ST	ST	4.1	0.4
L	11 Staff Value Contributions	ST	ST	4.0	0.4
D	18 Have Tools	ST	ST	3.9	0.4
D	19 Physical Environment	ST	ST	4.0	0.4
D	20 Safe Environment	ST	ST	4.2	0.4
D	23 Balance Work Life	ST	ST	4.0	0.4
D	24 All Cultures Treated Fairly	ST	ST	4.3	0.4
D	25 Sexual Orientations Treated Fairly	ST	ST	4.3	0.4
D	27 Diverse Environment	ST	ST	4.1	0.4
S	32 Praise Work	ST	ST	3.9	0.4
S	36 Career Advancement	IS	ST	3.9	0.4
S	37 Supports Training	ST	ST	4.0	0.4
S	38 Treats With Respect	IS	ST	4.2	0.4
S	39 Supportive	ST	ST	4.3	0.4
E	41 Influence Community	ST	ST	4.2	0.4
E	43 Ethical Conduct	ST	ST	4.0	0.4
E	44 Most Perform	ST	ST	3.9	0.4
E	45 Get Information	ST	ST	4.2	0.4
E	47 Know How To Use Tools	ST	ST	4.3	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