



VC - Academic Affairs Staff@Work Survey Analysis, 2006 - 2010

Highlights

The survey response rate for 2010 was 48%. A total of 1040 out of 2182 people completed the survey.

The 2010 overall Staff@Work mean score was 3.9 (4.0 in 2009).

All but one attribute mean scores decreased from 2009 to 2010. 20 of the 52 decreases were statistically significant.

31 of 53 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, Supportive, and Know How to Use Tools. The attribute with the lowest mean score (2.5) was Salary and Benefits.

The following are the Primary Opportunities: Recommend UCSD, Valued Member, Advancement Opportunities, Valuable Training, Feel Valued, Receive Timely Information, Appropriate Stress, Better Ways Recognized, Spirit of Cooperation, Salary and Benefits, Leadership Communicates, Resolves Staff Issues, Work Assigned Equitably, and Annual Appraisals .

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VC - Academic Affairs Staff@Work Survey Mean Score Trend Analysis, 2006 to 2010

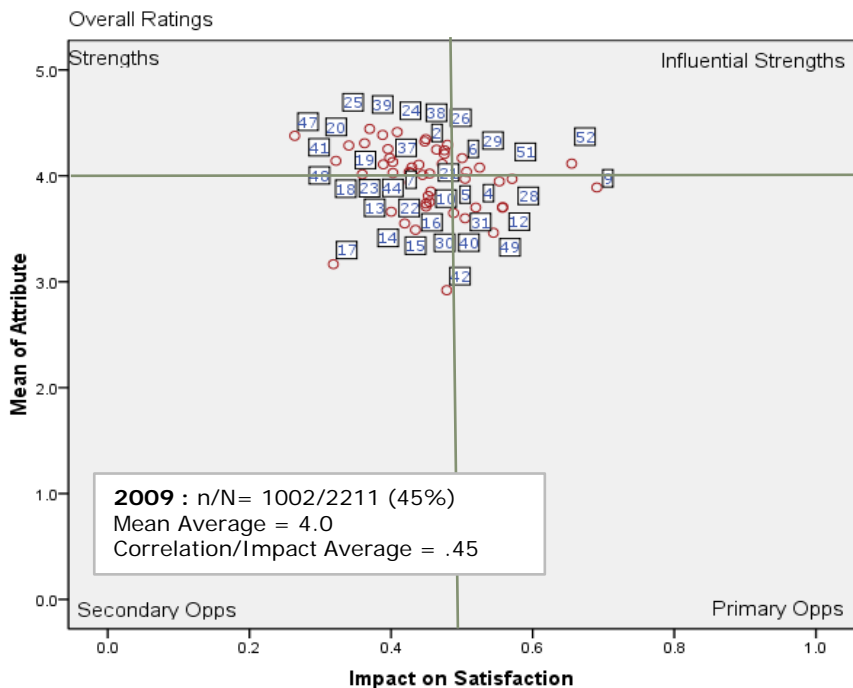
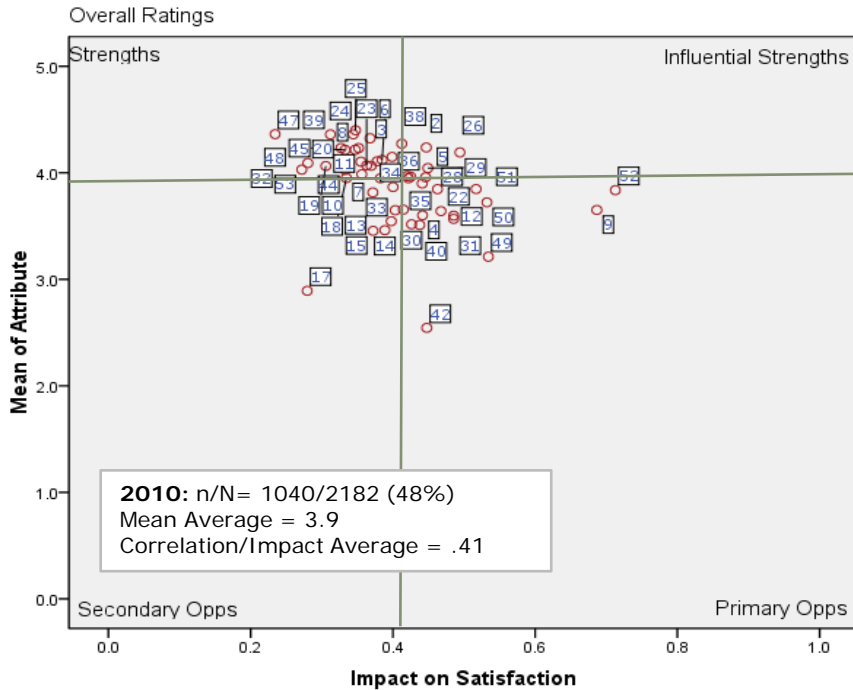
		2006	2007	2008	2009	2010	09 vs 10	UCSD 2010 Tot	
Leadership	1 Overall Satisfaction	3.8	3.9	3.9	4.0	3.7	↓	3.8	
	2 Understands Mission	4.1	4.2	4.2	4.2	4.2	↓	4.2	■
	3 Understands Contribution	4.3	4.3	4.3	4.3	4.3	↓	4.3	■
	4 Leadership Communicates	3.5	3.6	3.6	3.7	3.6	↓	3.5	■
	5 Recommendations Without Fear	3.9	4.0	3.9	4.0	4.0	↓	3.8	■
	6 Sufficient Freedom	4.1	4.2	4.1	4.2	4.1	↓	4.0	■
	7 Faculty Respect	3.9	3.9	3.9	4.0	4.0	↓	4.0	■
	8 Staff Respect	4.2	4.2	4.1	4.2	4.2	↓	4.1	■
	9 Valued Member	3.6	3.7	3.7	3.9	3.7	↓	3.7	
	10 Faculty Value Contributions	3.7	3.8	3.8	3.8	3.8	↑	3.8	■
	11 Staff Value Contributions	4.0	4.1	4.0	4.1	4.1	↓	4.0	■
	12 Receive Timely Information	3.5	3.6	3.6	3.7	3.6	↓	3.5	■
Department	13 Annual Dept Goals	3.4	3.6	3.6	3.7	3.5	↓	3.6	
	14 Measures Dept Goals	3.3	3.4	3.5	3.6	3.5	↓	3.5	
	15 Measures Customer Satisfaction	3.3	3.4	3.4	3.5	3.5	↓	3.6	
	16 Improves Services Products	3.5	3.7	3.6	3.7	3.6	↓	3.7	
	17 Adequate Staffing	3.0	3.0	3.0	3.2	2.9	↓	2.8	■
	18 Have Tools	3.9	3.9	3.9	4.0	4.0	↓	3.9	■
	19 Physical Environment	4.0	4.0	4.0	4.1	4.1	↓	4.0	■
	20 Safe Environment	4.2	4.3	4.2	4.3	4.2	↓	4.2	■
	21 Participate in Decisions	3.9	4.0	3.9	4.0	3.9	↓	3.8	■
	22 Better Ways Recognized	3.6	3.7	3.6	3.7	3.6	↓	3.5	■
	23 Balance Work Life	4.0	4.1	4.1	4.1	4.1	↓	4.0	■
	24 All Cultures Treated Fairly	4.3	4.3	4.3	4.4	4.4	↓	4.2	■
	25 Sexual Orientations Treated Fairly	4.3	4.4	4.3	4.4	4.4	↓	4.3	■
	26 All Welcomed	4.1	4.1	4.1	4.3	4.2	↓	4.1	■
	27 Diverse Environment	4.1	4.1	4.1	4.2	4.1	↓	4.1	■
	28 Spirit of Cooperation	3.7	3.8	3.8	3.9	3.8	↓	3.7	■
	29 Principles of Community	3.9	4.0	4.0	4.1	4.0	↓	3.9	■
Supervisor	30 Work Assigned Equitably	3.5	3.6	3.6	3.6	3.5	↓	3.4	■
	31 Appropriate Stress	3.5	3.6	3.6	3.7	3.6	↓	3.5	■
	32 Praise Work	4.0	4.0	4.0	4.0	3.9	↓	3.9	■
	33 Suggestions for Improvement	3.9	4.0	3.9	3.9	3.9	↓	3.8	■
	34 Evaluated Fairly	3.9	4.0	4.0	4.0	3.9	↓	3.9	■
	35 Annual Appraisals	3.7	3.8	3.8	3.8	3.7	↓	3.6	■
	36 Career Advancement	4.0	4.0	4.0	4.1	4.0	↓	3.9	■
	37 Supports Training	4.1	4.1	4.1	4.2	4.1	↓	3.9	■
	38 Treats With Respect	4.3	4.3	4.3	4.3	4.3	↓	4.1	■
	39 Supportive	4.4	4.4	4.4	4.4	4.4	↓	4.3	■
	40 Resolves Staff Issues	3.5	3.5	3.5	3.6	3.5	↓	3.4	■
Employee	41 Influence Community	4.2	4.2	4.2	4.3	4.2	↓	4.2	■
	42 Salary and Benefits	2.7	2.8	2.9	2.9	2.5	↓	2.7	
	43 Ethical Conduct	4.0	4.1	4.1	4.1	4.1	↓	4.0	■
	44 Most Perform	4.0	4.0	4.0	4.0	4.0	↓	3.9	■
	45 Get Information	4.2	4.2	4.2	4.3	4.2	↓	4.2	■
	46 Good Use of Skills	3.9	4.0	4.0	4.0	4.0	↓	3.9	■
	47 Know How To Use Tools	4.4	4.4	4.3	4.4	4.4	↓	4.3	■
	48 Manage Workload	4.1	4.1	4.1	4.1	4.1	↓	4.0	■
	49 Advancement Opportunities	3.3	3.4	3.4	3.5	3.2	↓	3.3	
	50 Valuable Training	3.8	3.8	3.8	3.9	3.7	↓	3.7	
	51 Feel Valued	3.8	3.9	3.9	4.0	3.8	↓	3.7	■
	52 Recommend UCSD	3.8	4.0	4.0	4.1	3.8	↓	3.9	
	53 Friends at Work					4.0		4.0	■
Average Score of 53 Questions		3.8	3.9	3.9	4.0	3.9	↓	3.8	■
Total Surveyed (N)		2082	2127	2187	2211	2182		8778	
Total Responded (n)		891	942	1019	1002	1040		4308	
		43%	44%	47%	45%	48%		49%	

■	Mean score change from the prior year statistically significant (P < 0.05)	Increase	1	Highest	4.4
■	2010 Mean Score higher than that of the UCSD Overall	Decrease	51	Lowest	2.5
		Excellent >3.9 -		31	(58%)

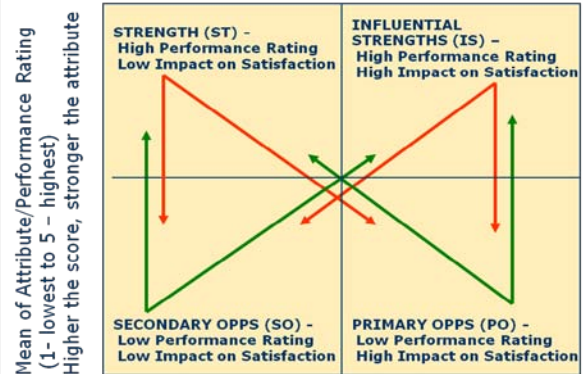
Academic Affairs - All Respondents

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

Attribute movements between quadrants from 2009 to 2010
 Green - Positive, Red - Negative, Black - Neutral or same



Area	2009	2010	Mean	Corr
D 26 All Welcomed	IS	IS	4.2	0.5
D 29 Principles of Community	IS	IS	4.0	0.4
L 2 Understands Mission	IS	IS	4.2	0.4
L 5 Recommendations Without Fear	PO	IS	4.0	0.4
D 21 Participate in Decisions	IS	IS	3.9	0.4
E 46 Good Use of Skills	ST	IS	4.0	0.4
S 34 Evaluated Fairly	IS	IS	3.9	0.4
S 36 Career Advancement	ST	IS	4.0	0.4
S 38 Treats With Respect	ST	IS	4.3	0.4
E 52 Recommend UCSD	IS	PO	3.84	0.71
L 9 Valued Member	PO	PO	3.7	0.7
E 49 Advancement Opportunities	PO	PO	3.2	0.5
E 50 Valuable Training	PO	PO	3.7	0.5
E 51 Feel Valued	PO	PO	3.8	0.5
L 12 Receive Timely Information	PO	PO	3.6	0.5
S 31 Appropriate Stress	PO	PO	3.6	0.5
D 22 Better Ways Recognized	SO	PO	3.6	0.5
D 28 Spirit of Cooperation	PO	PO	3.8	0.5
E 42 Salary and Benefits	PO	PO	2.5	0.4
L 4 Leadership Communicates	PO	PO	3.6	0.4
S 40 Resolves Staff Issues	PO	PO	3.5	0.4
S 30 Work Assigned Equitably	PO	PO	3.5	0.4
S 35 Annual Appraisals	PO	PO	3.7	0.4
D 16 Improves Services Products	SO	SO	3.6	0.4
S 33 Suggestions for Improvement	SO	SO	3.9	0.4
D 13 Annual Dept Goals	SO	SO	3.5	0.4
D 14 Measures Dept Goals	SO	SO	3.5	0.4
D 15 Measures Customer Satisfaction	SO	SO	3.5	0.4
L 10 Faculty Value Contributions	SO	SO	3.8	0.4
D 17 Adequate Staffing	SO	SO	2.9	0.3
D 27 Diverse Environment	IS	ST	4.1	0.4
L 6 Sufficient Freedom	IS	ST	4.1	0.4
S 32 Praise Work	ST	ST	3.9	0.4
E 43 Ethical Conduct	IS	ST	4.1	0.4
S 37 Supports Training	ST	ST	4.1	0.4
L 3 Understands Contribution	ST	ST	4.3	0.4
D 23 Balance Work Life	ST	ST	4.1	0.4
L 7 Faculty Respect	ST	ST	4.0	0.4
L 11 Staff Value Contributions	ST	ST	4.1	0.4
E 41 Influence Community	ST	ST	4.2	0.4
D 25 Sexual Orientations Treated Fair	ST	ST	4.4	0.3
L 8 Staff Respect	IS	ST	4.2	0.3
D 24 All Cultures Treated Fairly	ST	ST	4.4	0.3
D 18 Have Tools	ST	ST	4.0	0.3
E 44 Most Perform	ST	ST	4.0	0.3
E 45 Get Information	ST	ST	4.2	0.3
D 20 Safe Environment	ST	ST	4.2	0.3
S 39 Supportive	ST	ST	4.4	0.3
D 19 Physical Environment	ST	ST	4.1	0.3
E 48 Manage Workload	ST	ST	4.1	0.3
E 53 Friends at Work	ST	ST	4.0	0.3
E 47 Know How To Use Tools	ST	ST	4.4	0.2



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