

### Survey Highlights

- \* A Campus Survey Participants in the 2011 Staff@Work Survey include VC Academic Affairs, VC External & Business Affairs, VC Marine Sciences, VC Resource Management and Planning, VC Student Affairs, Vice Chancellor Health Sciences and the Chancellor's Office
- \* A GIFT! In appreciation for your participation in the Staff @ Work Survey, you will receive a UCSD Bookstore coupon for \$2 off every \$10 you spend AND a choice of one of the following gift items: UCSD logo pen, limited edition UCSD 50th Anniversary soup mug, stuffed bear wearing a UCSD logo-shirt, or UCSD lapel pin.



In the spaces below, please enter the Random Survey ID and Security Passcode provided to you in your emailed invitation.

Your Random Survey ID:	Choose a language:
<input type="text" value="SMRCG"/>	<input type="text" value="English"/>
Your Security Passcode:	
<input type="text" value="MWBDX"/>	
<input type="button" value="Continue"/>	

Your Survey ID and Security Passcode were randomly generated to ensure that your responses are anonymous and confidential.

- Please do not share these codes or your emailed invitation with others.
- Do not delete your emailed invitation until you have completed the survey.

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# Staff @ Work Survey



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Please indicate to what extent you agree or disagree with the following statements. Results will be summarized to ensure anonymity. Please select 'N/A' if it is not applicable or you don't know.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>
1. Overall, I am a satisfied UCSD employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I understand my department's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I understand how my job contributes to my department's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Leadership in my department communicates essential information to all levels of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I can make recommendations to leaders in my department without fear of negative consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I have sufficient freedom to decide how best to perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Faculty members with whom I interact treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Staff members with whom I interact treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I feel valued as a member of the UCSD Community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Faculty members value my contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Staff members value my contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I receive essential information on a timely basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. My department establishes annual departmental performance goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please indicate to what extent you agree or disagree with the following statements. Results will be summarized to ensure anonymity. Please select 'N/A' if it is not applicable or you don't know.

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Neutral</u>	<u>Disagree</u>	<u>Strongly Disagree</u>	<u>N/A</u>
14. My department routinely measures departmental performance goal achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My department routinely measures customer satisfaction with services and products delivered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My department routinely takes action to improve services and products based on customer feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. My department has adequate staffing to handle our workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I have the tools (i.e., equipment and technology) needed to perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. My physical work environment (e.g. office, lab) is adequate for the job that I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I feel safe in my work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I have the opportunity to participate in making decisions that affect my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. People in my department are recognized for finding better ways of doing things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My department creates a flexible environment that allows me to balance my work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. People of all sexual orientations are treated fairly in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. UCSD promotes a work environment where all people are welcomed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>
27. My department actively supports a diverse work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. There is a spirit of cooperation within my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. My department practices UCSD's Principles of Community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Work is assigned equitably in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. I feel that the amount of stress associated with my job is appropriate for my position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The person to whom I report gives me praise for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. The person to whom I report gives me useful suggestions for improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. My performance is evaluated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. My annual performance review is beneficial to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. The person to whom I report gives me opportunities to develop new skills to support my career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. The person to whom I report actively supports my participation in training and education programs related to my job responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. The person to whom I report treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. The person to whom I report is supportive when personal issues arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please indicate to what extent you agree or disagree with the following statements. Results will be summarized to ensure anonymity. Please select 'N/A' if it is not applicable or you don't know.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>N/A</b>
40. My department effectively resolves staff-related issues (i.e., staff work interactions).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. I understand how my job performance positively influences what members of the UCSD community think about my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. I am satisfied with my total compensation, including salary and benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Most people in my department conduct themselves in an ethical manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Most people in my department perform their responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. I know how to get the information I need to be effective in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. My job makes good use of my skills and abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. I know how to use the tools (i.e., equipment and technology) I have to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. I am able to manage my workload effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. I am satisfied with my opportunity for career advancement at UCSD.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. The training I receive at UCSD is valuable for improving my job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. I feel valued by my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. I would recommend UCSD to others as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. I consider some of the people I work with to be good friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Comments

54.

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## CAMPUS DIVERSITY

In support of UC San Diego's commitment to diversity, the following items have been included to obtain information on various campus-wide diversity efforts and issues. Responses are voluntary. You may answer any, all, or none of the questions. Survey responses are completely confidential. If you do not wish to answer any of these questions, skip to the bottom of the page to submit your survey or finish later.

55. Overall, I am satisfied with the diversity related programs and services available campus-wide.
- Strongly Agree    Agree    Neutral    Disagree  
 Strongly Disagree    N/A

56. Do you make use of any of the campus community centers? (Cross Cultural Center; Women's Center, LGBT Resource Center)?
- Yes    No

### Military Status

57. Please indicate your military status (check all that apply)
- Covered Veteran – Either under VEVRAA or JVA  
 Reservists  
 Active-duty spouse or partner  
 I have no military status

### Employment Information

58. How many years of service do you have at UC San Diego
- 1-5  
 6-15  
 Over 15 years
59. Number of positions held at UC San Diego (including the Medical Center and SIO)
- 1-3  
 4-6  
 More than 6

60. Do you hold a faculty appointment (currently or previously at UC San Diego)?
- Yes    No

### DISABILITY

61. Please indicate if you have any of the following disabilities:
- Hearing impairment  
 Mobility impairment  
 Visual impairment  
 Cognitive impairment (e.g., learning disabilities, post stroke)  
 Psychiatric impairment (e.g., depression, bi polar disorder)  
 Other

62. I am satisfied with the services provided for the disabled community on campus (e.g. service providers, transportation, signage, physical accessibility)
- Strongly Agree    Agree    Neutral    Disagree  
 Strongly Disagree    N/A

### CHILDARE, WORK/FAMILY

63. My childcare responsibilities impact my ability to perform my job duties.
- Strongly Agree    Agree    Neutral    Disagree  
 Strongly Disagree    N/A
64. I am informed and aware of the support services provided by UCSD for my childcare needs.
- Strongly Agree    Agree    Neutral    Disagree  
 Strongly Disagree    N/A

65. UCSD provides accommodations that meet my (or my immediate family's) childcare needs.  Strongly Agree  Agree  Neutral  Disagree  
 Strongly Disagree  N/A

66. My manager/supervisor is supportive about my childcare issues.  Strongly Agree  Agree  Neutral  Disagree  
 Strongly Disagree  N/A

**ELDERCARE (e.g. the care of older persons and especially the care of an older parent by a son or daughter)**

67. My eldercare responsibilities impact my ability to perform my job duties.  Strongly Agree  Agree  Neutral  Disagree  
 Strongly Disagree  N/A

68. I am informed and aware of the support services provided by UCSD for my eldercare needs.  Strongly Agree  Agree  Neutral  Disagree  
 Strongly Disagree  N/A

69. UCSD provides accommodations that meet my (or my immediate family's) eldercare needs.  Strongly Agree  Agree  Neutral  Disagree  
 Strongly Disagree  N/A

70. My manager/supervisor is supportive about my eldercare issues.  Strongly Agree  Agree  Neutral  Disagree  
 Strongly Disagree  N/A

**INTERNATIONAL DIVERSITY**

71. Have you lived outside of the United States for most of the early years of your life (e.g. birth through 16 years old)?  Yes  No

**ETHNIC/RACIAL DIVERSITY**

72. What is your ethnicity/race?  
*Please identify the appropriate category. If two or more ethnic categories are applicable, choose the one category with which you most closely identify.*

- White (not of Hispanic origin)
- Black/African-American (not of Hispanic origin)
- Asian or Pacific Islander
- Chinese/Chinese-American
- Japanese/Japanese-American
- Filipino/Pilipino
- Pakistani/East Indian
- Other Asian
- American Indian or Alaskan Native
- Hispanic (including Black individuals whose origins are Hispanic)
- Latin-American/Latino
- Other Spanish/Spanish-American
- Do not wish to state ethnicity

**GENDER AND SEXUAL ORIENTATION DIVERSITY**

73. What is your gender?

- Female
- Male
- Transgender male to female
- Transgender female to male
- Do not wish to state gender

74. What is your sexual orientation?

- Heterosexual
- Lesbian/Gay
- Bisexual
- Do not wish to state sexual orientation

**COMMENTS:**

75.

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[Submit Survey](#)

Thank you!



I want to thank you for taking the time to complete this survey. The results will help us understand your opinions and needs. Your thoughts are very important to me. If you have comments you would like to share regarding the online survey experience itself, please contact [Amber Reynolds Fehling](#) at X46836.

 [Click here to print your gift coupon!](#)

To opt out of receiving further e-mail notifications about this survey, please enter your UCSD e-mail address below and click on the 'Do Not Send Further Notifications' button.


Thanks Again,

Tony Haymet  
Vice Chancellor - Marine Sciences

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*Survey prizes provided by External and Business Affairs.*