

UCSD Staff @ Work Survey						
List of Questions with Dimension						
Question #	Complete Wording	Short Phrase	Leadership Effectiveness	Department Effectiveness	Supervisor Effectiveness	Employee Effectiveness /Satisfaction
1	Overall, I am a satisfied UCSD employee.	Satisfied Employee				X
2	I understand my department's mission.	Understand Mission	X			
3	I understand how my job contributes to my department's mission.	Understand Contribution	X			
4	Leadership in my department communicates essential information to all levels of the organization.	Leadership Communicates	X			
5	I can make recommendations to leaders in my department without fear of negative consequences.	Recommendations Without Fear	X			
6	I have sufficient freedom to decide how to best perform my work.	Sufficient Freedom	X			
7	Faculty members with whom I interact treat me with respect.	Faculty Respect	X			
8	Staff members with whom I interact treat me with respect.	Staff Respect	X			
9	I feel valued as a member of the UCSD community.	Valued Member	X			
10	Faculty members value my contributions.	Faculty Value Contributions	X			
11	Staff members value my contributions.	Staff Value Contributions	X			
12	I receive essential information on a timely basis.	Receive Timely Information	X			
13	My department establishes annual departmental performance goals.	Annual Dept Goals		X		
14	My department routinely measures departmental performance goal achievement.	Measures Dept Goals		X		
15	My department routinely measures customer satisfaction with services and products delivered.	Measures Customer Satisfaction		X		
16	My department routinely takes action to improve services and products based on customer feedback.	Improves Services/Products		X		
17	My department has adequate staffing to handle our workload.	Adequate Staffing		X		
18	I have the tools (i.e., equipment and technology) needed to perform my work.	Have Tools		X		
19	My physical work environment (e.g., office, lab) is adequate for the job that I do.	Physical Environment		X		
20	I feel safe in my work environment.	Safe Environment		X		
21	I have the opportunity to participate in making decisions that affect my work.	Participate In Decisions		X		
22	People in my department are recognized for finding better ways of doing things.	Better Ways Recognized		X		

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23	My department creates a flexible environment that allows me to balance my work and personal life.	Balance Work/Life		X		
24	People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.	All Cultures Treated Fairly		X		
25	People of all sexual orientations are treated fairly in my department.	Sexual Orientations Treated Fairly		X		
26	UCSD promotes a work environment where all people are	All Welcomed		X		
27	My department actively supports a diverse work environment.	Diverse Environment		X		
28	There is a spirit of cooperation within my department.	Spirit Of Cooperation		X		
29	My department practices UCSD's Principles of Community.	Principles Of Community		X		
30	Work is assigned equitably in my department.	Work Assigned Equitably			X	
31	I feel that the amount of stress associated with my job is appropriate for my position.	Appropriate Stress			X	
32	The person to whom I report gives me praise for my work.	Praise For Work			X	
33	The person to whom I report gives me useful suggestions for improvement.	Suggestions For Improvement			X	
34	My performance is evaluated fairly.	Evaluated Fairly			X	
35	My annual performance review is beneficial to me	Annual Appraisals			X	
36	The person to whom I report gives me opportunities to develop new skills to support my career advancement.	Advancement Opportunities			X	
37	The person to whom I report actively supports my participation in training and education programs related to my job responsibilities.	Supports Training			X	
38	The person to whom I report treats me with respect.	Treats With Respect			X	
39	The person to whom I report is supportive when personal issues arise.	Supportive			X	
40	My department effectively resolves staff-related issues (i.e., staff work interactions).	Resolves Staff Issues			X	
41	I understand how my job performance positively influences what members of the UCSD community think about my department.	Influence Community				X
42	I am satisfied with my total compensation, including salary and benefits.					X
43	Most people in my department conduct themselves in an ethical manner.	Ethical Conduct				X

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44	Most people in my department perform their responsibilities.	Most Perform				X
45	I know how to get the information I need to be effective in my job.	Get Information				X
46	My job makes good use of my skills and abilities.	Good Use Of Skills				X
47	I know how to use the tools (i.e., equipment and technology) I have to do my work.	Know How To Use Tools				X
48	I am able to manage my work load effectively.	Manage Work Load				X
49	I am satisfied with my opportunity for career advancement at UCSD.	Career Advancement				X
50	The training I receive at UCSD is valuable for improving my job performance.	Valuable Training				X
51	I feel valued by my department.	Feel Valued				X
52	I would recommend UCSD to others as a good place to work.	Recommend UCSD				X
Total			11	17	11	13