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: SMRCG
Your Security Passcode: MWBDX
Choose a language: English

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.

Copyright © 2011 Regents of the University of California. All rights reserved.
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Overall, I am a satisfied UCSD employee.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>2. I understand my department’s mission.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>3. I understand how my job contributes to my department’s mission.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>4. Leadership in my department communicates essential information to all levels of the organization.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>5. I can make recommendations to leaders in my department without fear of negative consequences.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>6. I have sufficient freedom to decide how best to perform my work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>7. Faculty members with whom I interact treat me with respect.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>8. Staff members with whom I interact treat me with respect.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>9. I feel valued as a member of the UCSD Community.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>10. Faculty members value my contributions.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>11. Staff members value my contributions.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>12. I receive essential information on a timely basis.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.</td>
<td>My department routinely measures departmental performance goal achievement.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>15.</td>
<td>My department routinely measures customer satisfaction with services and products delivered.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>16.</td>
<td>My department routinely takes action to improve services and products based on customer feedback.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>17.</td>
<td>My department has adequate staffing to handle our workload.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>18.</td>
<td>I have the tools (i.e., equipment and technology) needed to perform my work.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>19.</td>
<td>My physical work environment (e.g., office, lab) is adequate for the job that I do.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>20.</td>
<td>I feel safe in my work environment.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>21.</td>
<td>I have the opportunity to participate in making decisions that affect my work.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>22.</td>
<td>People in my department are recognized for finding better ways of doing things.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>23.</td>
<td>My department creates a flexible environment that allows me to balance my work and personal life.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>24.</td>
<td>People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>25.</td>
<td>People of all sexual orientations are treated fairly in my department.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>26.</td>
<td>UCSD promotes a work environment where all people are welcomed.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Question</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
<td>N/A</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>----------------</td>
<td>-------</td>
<td>---------</td>
<td>----------</td>
<td>-------------------</td>
<td>-----</td>
</tr>
<tr>
<td>27. My department actively supports a diverse work environment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28. There is a spirit of cooperation within my department.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29. My department practices UCSD’s Principles of Community.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30. Work is assigned equitably in my department.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31. I feel that the amount of stress associated with my job is</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>appropriate for my position.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32. The person to whom I report gives me praise for my work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33. The person to whom I report gives me useful suggestions for</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>improvement.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34. My performance is evaluated fairly.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35. My annual performance review is beneficial to me</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36. The person to whom I report gives me opportunities to develop</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>new skills to support my career advancement.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>37. The person to whom I report actively supports my</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>participation in training and education programs related to my job</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>responsibilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38. The person to whom I report treats me with respect.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39. The person to whom I report is supportive when personal issues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>arise.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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.

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

**Comments**

54. [Blank]
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:**
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-Fishling 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.

Do Not Send Further Notifications

Thanks Again,

Tony Haymat
Vice Chancellor - Marine Sciences

Copyright © 2011 Regents of the University of California. All rights reserved.

Official web page of the University of California, San Diego

Staff at Work Exclusive

Thank you!

Please present this coupon with your staff ID to the Customer Service Counter. First floor, UCSD Bookstore

Choose One Of These UC San Diego Memorabilia
To redeem your gift please present this coupon to the UC San Diego Bookstore, Customer Service Counter (first floor)

Offer good through May 31, 2011

Print this coupon

Coupon Code: 7390030

& Take $2 Off A $10 Purchase

Present this coupon to redeem your discount at UC San Diego Bookstore, Sunshine Market & Perks Coffee Shop (expires 5/31/2011)

Discount guidelines: Valid on a single purchase of eligible merchandise through May 31, 2011. Exclusions: UCSD Computer Store merchandise, electronics, gift cards and postage stamps. This original coupon must be presented and redeemed at time of purchase. Discount amount based on purchase total before tax. Not valid on recharge and previous purchases. Discount amount will be adjusted on returned items. May not be combined with other offer, promotion or discount. Not redeemable for cash. Selection limited to stock on hand.

Survey prizes provided by External and Business Affairs.