

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

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

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.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
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"/>

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.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
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"/>

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>
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.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
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"/>

Please provide any additional feedback regarding the work environment at UC San Diego:

54.

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 anonymous. 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. I believe there have been positive changes pertaining to equity, diversity, and inclusion as a result of the strategic plan.

- Strongly Agree Agree Neutral Disagree
 Strongly Disagree N/A

Comments:

57. Do you make use of any of the campus community centers? (Black Resource Center, Cross Cultural Center, LGBT Resource Center, Raza Resource Centro, Women's Center)?

- Yes No

Military Status

58. Please indicate your military status (check all that apply)

The term "covered veteran" includes the following groups: disabled veterans, Vietnam era veterans, recently separated veterans, veterans who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized and Armed Forces service medal veterans.

- Covered Veteran – Either under VEVRAA or JVA
 Reservists
 Active-duty spouse or partner
 I have no military status

Employment Information

59. How many years of service do you have at UC San Diego

- 1-5
 6-15
 Over 15 years

60. Number of positions held at UC San Diego (including the Medical Center and SIO)

- 1-3
 4-6
 More than 6

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

62. Are you in a bargaining unit? Yes No

63. Are you employed as a UC San Diego postdoc? Yes No

64. Did you graduate from UCSD with a degree? Yes No

DISABILITY

65. Please indicate if you have any of the following disabilities:

Definition of a Disability (The ADA Amendments Act of 2008, Section 1630.2(g)):

A physical or mental impairment that substantially limits one or more major life activities (actual disability)

A physical or mental impairment that substantially limits one or more major life activities (record of)

When a covered entity takes an action prohibited by the ADA because of an actual or perceived impairment that is not both transitory and minor ("regarded as")

Hearing impairment

Mobility impairment

Visual impairment

Cognitive impairment (e.g., learning disabilities, post stroke)

Psychiatric impairment (e.g., depression, bi polar disorder)

Other

66. 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

CHILDCARE, WORK/FAMILY

67. My childcare 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 childcare needs. Strongly Agree Agree Neutral Disagree

Strongly Disagree N/A

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

Strongly Disagree N/A

70. 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)

71. My eldercare responsibilities impact my ability to perform my job duties.
- Strongly Agree Agree Neutral Disagree
 Strongly Disagree N/A
72. 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
73. UCSD provides accommodations that meet my (or my immediate family's) eldercare needs.
- Strongly Agree Agree Neutral Disagree
 Strongly Disagree N/A
74. My manager/supervisor is supportive about my eldercare issues.
- Strongly Agree Agree Neutral Disagree
 Strongly Disagree N/A

INTERNATIONAL DIVERSITY

75. 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

76. 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

77. What is your gender?

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

78. What is your sexual orientation?

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

Please provide any comments regarding campus equity, diversity, and inclusion:

79.

< Previous

Finish Later

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 [Angela Song](#) at x21815.

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

To opt out of receiving further reminder e-mail notifications about the 2013-2014 Staff@Work survey, please enter your UCSD e-mail address below and click on the 'Do Not Send Further Notifications' button.

Thanks Again,

Steven W. Relyea
Vice Chancellor – Business Affairs

