

Academics@UCSD™ Survey 2020

The Academics@UCSD™ survey tool was developed by the Office of Operational Strategic Initiatives in partnership with the Center for Faculty Diversity and Inclusion and the Office of Institutional Research to better understand and improve the experiences of Academic Appointees at UC San Diego. It may only be reproduced and used for non-commercial research and educational purposes. Any other type of reproduction or distribution is not authorized. If you refer to, use or reproduce this survey in any way, even for educational or research purposes, please cite and attribute to University of California, San Diego (2020). For questions or permissions, email acadsurvey@ucsd.edu.

If you are interested in conducting this survey or a customized version at your institution, the Tritonlytics Team at UC San Diego can help. Tritonlytics offers in-house survey tools, system application and data, and statistical reports designed to help unit leaders identify opportunities for improvement and optimize operational effectiveness. If interested in full or partial-service deployment, please visit [Tritonlytics](https://tritonlytics.com) online or email tritonlytics@ucsd.edu.

SATISFACTION QUESTIONS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
---------------------------------------	--------------	----------------	-----------------	--------------------------	------------

Satisfaction with UC San Diego

1. Overall, I am a satisfied academic appointee at UC San Diego
2. I feel valued as a member of the UC San Diego community
3. Top leaders at UC San Diego take the concerns of academic appointees into account when making policy decisions
4. Leadership at UC San Diego demonstrates fairness and transparency in their decisions
5. I feel I have a voice in campus decision making
6. I am satisfied with my opportunities for career advancement at UC San Diego
7. Research in my area is valued and supported at UC San Diego
8. UC San Diego provides resources to help faculty balance work-life needs, such as childcare and elder care

Department Values and Culture

9. I understand how my work positively contributes to my department's mission
10. There is a spirit of collaboration among colleagues in my department
11. I have been encouraged to take high visibility leadership roles as part of my service to UC San Diego
12. I feel physically safe in my work environment
13. People in my department conduct themselves in an ethical manner
14. I have the opportunity to participate in making decisions that affect my work
15. I enjoy working with my colleagues
16. Colleagues in my department value and support my research
17. I have sufficient freedom to decide how to best perform my work
18. My department creates a climate that is supportive of family needs, including the use of work-life benefits

Department Effectiveness

19. My department has adequate staffing to handle our workload
20. I have the tools (i.e., equipment and technology) needed to perform my work
21. My department supports my participation in training and other professional development activities (e.g., with funding, time)
22. Resources (e.g., space, research and administrative support) are distributed equitably in my department
23. I can raise concerns in my department without fear of negative consequences
24. Service work (e.g., committee work) is distributed equitably within my department
25. Mentorship of undergraduate and/or graduate students is distributed equitably within my department
26. Teaching loads are distributed equitably within my department
27. Performance is evaluated fairly in my department
28. My last review provided me with information I could use to improve my performance
29. My department weighs student evaluations fairly in assessments of academic appointee performance
30. Decisions about advancement in my department are based on clearly defined criteria
31. Performance expectations for advancement are reasonable in my department

[OPEN ENDED] You have been asked to provide feedback on your home department in this survey. If you have a joint or split appointment in another department, please share any feedback you have regarding that department's culture or overall effectiveness.

Academic Welfare

32. The professional development opportunities I receive at UC San Diego are valuable
33. I am satisfied with my total compensation, including salary and benefits
34. I know how to get the information I need to be effective in my work
35. I know how to use the tools that I have (i.e., equipment and technology) to support my research
36. I know how to use the tools that I have (i.e., equipment and technology) to support my teaching
37. My workload is reasonable
38. My department supports me in managing a healthy balance between my personal and professional life
39. I know how to find information about opportunities for professional development within my department
40. If I need support to do my work, I know where to find it at UC San Diego
41. There is at least one person at UC San Diego to whom I can go for mentorship or guidance
42. I feel that my students show me the same respect they show to my peers

Diversity, Equity, and Inclusion

43. My department demonstrates commitment to recruiting and retaining diverse academic appointees
44. UC San Diego creates a climate that is inclusive of people with disabilities
45. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department
46. People of all sexual orientations are treated fairly in my department
47. People of all gender identities are treated fairly in my department
48. I trust that if I reported behavior that made me uncomfortable, I would receive satisfactory support
49. Overall, I am satisfied with the diversity-related programs and services available on campus
50. Top leaders of the university are committed to diversity, equity, and inclusion

[OPEN ENDED] If you could change one thing about the work climate at UC San Diego, what would that be?

51. How likely is it that you would recommend UC San Diego to a friend or colleague as a place to work? (10 being extremely likely and 0 being not at all likely)

10	9	8	7	6	5	4	3	2	1	0
Extremely likely			Moderately likely				Not at all likely			

REWARD STRUCTURE

Please indicate how frequently UC San Diego rewards academic appointees for the following:

Response Scale: Very Often	Often	Occasionally	Rarely	Never	N/A
-----------------------------------	--------------	---------------------	---------------	--------------	------------

1. Contributions to diversity
2. Going above and beyond to support students
3. Outstanding teaching
4. Outstanding service
5. Outstanding research

INTERPERSONAL BEHAVIORS

During the past year, how often have you experienced the following conduct at work where someone:

Response Scale: Never	Rarely	Occasionally	Often	Very Often	N/A
------------------------------	---------------	---------------------	--------------	-------------------	------------

1. Was condescending to you
2. Paid little attention to your statement or showed little interest in your opinion
3. Made demeaning or derogatory remarks about you
4. Made jokes at your expense
5. Interrupted or spoke over you
6. Kept you out-of-the-loop on information that is important
7. Ignored you during conversation
8. Treated you differently because of your gender identity
9. Made derogatory comments about your gender identity
10. Treated you differently because of your race/ethnicity
11. Made derogatory comments about your race/ethnicity
12. Treated you differently because of your sexual orientation
13. Made derogatory comments about your sexual orientation
14. Made you feel the need to minimize aspects of my identity (e.g., language, dress) to fit in
15. Made you feel that you have to work harder than others to be perceived as a legitimate scholar
16. Made you feel that your prospects for advancement were threatened
17. Impeded your access to key resources (e.g., funding, space, strong students)
18. Made you feel that your reputation was harmed
19. Isolated or excluded you from important opportunities
20. Questioned your professional competence or authority

21. [OPEN ENDED] If you would like to elaborate on your responses concerning behaviors you have experienced or witnessed, or if you have any additional feedback regarding the work environment at UC San Diego, please provide your comments here.

DEMOGRAPHIC QUESTIONS

Completion of the following demographic questions are strictly voluntary; however, your responses will help us understand differences in experiences and perceptions among various demographic groups. To ensure anonymity, response are reported and aggregated in a summary format that will not reveal individual identities.

1. How many years of service do you have at UC San Diego? (Please round up or down to the closest year)

- Less than 1 year
- 1 to 5 years
- 6 to 15 years
- Over 15 years

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

The term “protected veteran” includes the following groups: disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

- Protected Veteran – either under VEVRRA or JVA
- Reservist
- Active-duty spouse or partner
- Other Veteran

3. 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 activity (actual disability).

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

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

- Physical
- Hearing
- Mobility
- Visual
- Cognitive (e.g., learning disabilities, post stroke)
- Psychiatric (e.g., clinical depression, bipolar disorder)
- Other, please specify _____

4. **I am satisfied with the services provided for the people with disabilities on campus (e.g., service providers, transportation, signage, physical accessibility).**
- Strongly agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
 - N/A
5. **What is your gender identity?**
- Man
 - Trans Man
 - Non-Binary
 - Woman
 - Trans Woman
 - Do not wish to state
 - Other, please specify:
6. **What is your ethnicity/race?**
- American Indian or Alaska Native
 - Asian - East Indian
 - Asian - Japanese/Japanese-American
 - Asian - Pakistani
 - Asian - Chinese/Chinese-American
 - Asian - Filipino/Filipino-American
 - Asian - Korean/Korean-American
 - Asian - Vietnamese/Vietnamese-American
 - Other Asian, please specify:
 - Biracial or Multiracial
 - Black/African-American (not of Hispanic origin)
 - Latino/Latinx - Hispanic
 - Latino/Latinx - Mexican/Mexican-American/Chicano
 - Latino/Latinx - Afro Latino
 - Latino/Latinx - Latin American
 - Latino/Latinx - Other Spanish/Spanish-American
 - Middle Eastern
 - North African
 - Pacific Islander (Fijian, Hawaiian, Malaysian, etc.)
 - White (not of Hispanic origin)
 - Other ethnicity/race, please specify:
 - Do not wish to state

7. What is your sexual orientation?

- Heterosexual
- Gay
- Pansexual
- Queer
- Bisexual
- Lesbian
- Asexual
- Other, please specify: _____
- Do not wish to state

8. Do you have any family care responsibilities?

- Yes
- No

FAMILY CARE (only if answered 'Yes' on Q. 8)

1. Please select the option(s) that best describes your family care responsibilities (check all that apply).

- I have a dependent child or children under 5 years of age
- I have a dependent child or children between 6 and 17 years of age
- I care for or manage care for an elderly or disabled child or adult dependent

- End of Survey -