



2024 - UC San Diego Staff@Work Survey

UC San Diego

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

		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	
		5	4	3	2	1		
Satisfaction with UCSD	1	Overall, I am a satisfied employee.						
	2	I feel valued as a member of the UC San Diego community.						
	3	University leadership is genuinely interested in hearing the ideas and opinions of staff members.						
	4	Faculty members at UC San Diego value my contributions.						
	5	Staff members at UC San Diego value my contributions.						
	6	I understand UC San Diego's mission.						
	7	I understand how my job performance positively contributes to UC San Diego's mission.						
	8	I have a voice on campus to provide my ideas and suggestions on how to improve UC San Diego.						
	9	Overall, I am satisfied with the diversity related programs and services available campus-wide.						
	10	UC San Diego promotes a work environment where all people are welcomed.						
	11	Top leaders of the University are committed to diversity.						
	12	I am satisfied with my opportunities for career advancement at UC San Diego.						
Department - Mission and Goals	13	I understand my department's mission.						
	14	I understand how my job performance positively contributes to my department's mission.						
	15	My department establishes annual departmental performance goals.						
	16	My department routinely measures departmental performance goal achievements.						
	17	My department routinely measures customer satisfaction with services and products delivered.						
	18	My department routinely takes action to improve services and products based on customer feedback.						
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 physical work environment (e.g., office, lab) is adequate for the job that I do. Note: Check N/A if you worked entirely off-site during the last 12 months.						
	22	I feel physically safe while I am working on-site (i.e., Campus/Health/Other UCSD locations). Note: Check N/A if you worked entirely off-site during the last 1..						
	23	There is a spirit of cooperation within my department.						
	24	Most people in my department conduct themselves in an ethical manner.						
	25	People in my department are encouraged to work collaboratively with units outside of my immediate area.						
	26	Most people in my department perform their responsibilities.						
	27	I have the opportunity to participate in making decisions that affect my work.						
	28	My department creates a flexible environment that allows me to balance my work and personal life.						
	29	My department effectively resolves staff-related issues (i.e., staff work interactions).						
	30	People in my department are recognized for finding better ways of doing things.						
Supervisor Effectiveness	31	I can make recommendations to my supervisor without fear of negative consequences.						
	32	I have sufficient freedom to decide how to best perform my work.						
	33	My supervisor communicates essential information on a timely basis.						
	34	Work is assigned equitably by my supervisor.						
	35	My supervisor gives me praise for my work.						
	36	My supervisor gives me useful suggestions for improvement.						
	37	My performance is evaluated fairly.						
	38	My last performance evaluation provided me with information I could use to improve my performance.						
	39	My supervisor gives me opportunities that support my career advancement.						
	40	My supervisor actively supports my participation in training and education programs related to my job responsibilities.						
	41	My supervisor treats me with respect.						
	42	My supervisor is supportive when personal issues arise.						
Employee Effectiveness	43	I feel that the amount of stress associated with my job is appropriate for my position.						
	44	I am satisfied with my total compensation, including salary, benefits, and retirement.						
	45	I know how to get the information I need to be effective in my job.						
	46	My job makes good use of my skills and abilities.						
	47	I know how to use the tools that I have (i.e., equipment and technology) to do my work.						
	48	I am able to manage my work load effectively.						
	49	The training that I receive at UC San Diego is valuable for improving my job performance.						
	50	I enjoy working with my coworkers.						
Department - Diversity and Climate	51	I feel valued by my department.						
	52	I am satisfied with the diversity related programs and services within my department.						
	53	My department promotes a work environment where all people are welcomed.						
	54	People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.						
	55	People of all sexual orientations are treated fairly in my department.						
	56	My department actively supports a diverse work environment.						
Retention	57	My department practices UC San Diego's Principles of Community.						
	58	I can see myself working in the same department in 1-2 year's time.						
eNPPS	59	I can see myself working at UC San Diego in 1-2 year's time.						
	60	How likely is it that you would recommend working at UC San Diego to a friend or colleague? (Scale 1-10)						