



Vice Chancellor Student Affairs Staff@Work Survey Analysis, 2006 & 2008

Highlights

Overall for VCSA, the survey response rate increased from 62% in 2006 to 67% in 2008. A total of 371 out of 557 invited participants completed the survey.

The 2008 overall Staff@Work mean score was 3.8 (3.7 in 2006).

Fifteen attributes' mean scores remained the same in 2008 from 2006. Three decreased. Thirty-four attributes increased. Among these mean score changes, 10 were statistically significant : Overall Satisfaction (3.6 --> 3.8), Understands Mission (4.3 --> 4.4), Understands Contribution (4.4 --> 4.5), Leadership Communicates (4.4 --> 4.5), Recommendations Without Fear (3.4 --> 3.6) , Adequate Staffing (2.2 --> 2.5), Physical Environment (3.6 --> 3.8), Salary and Benefits (2.1 --> 2.5), Know How to Use Tools (4.2 --> 4.3), Valuable Training (3.5 --> 3.7), Recommend UCSD (3.7 --> 3.9).

24 attributes achieved an "excellent" rating (3.9 or higher).

The attribute with the highest score was Understand Contribution, which reached a mean of 4.5. The lowest scoring attribute was Salary and Benefits which reached a 2.5.



The following are the Primary Opportunities for Student Affairs: Valued Member, Feel Valued, Leadership Communicates, Advancement Opportunities, Better Ways Recognized, Spirit of Cooperation, Receive Timely Information, Appropriate Stress, Resolves Staff Issues, Balance Work Life, Valuable Training.

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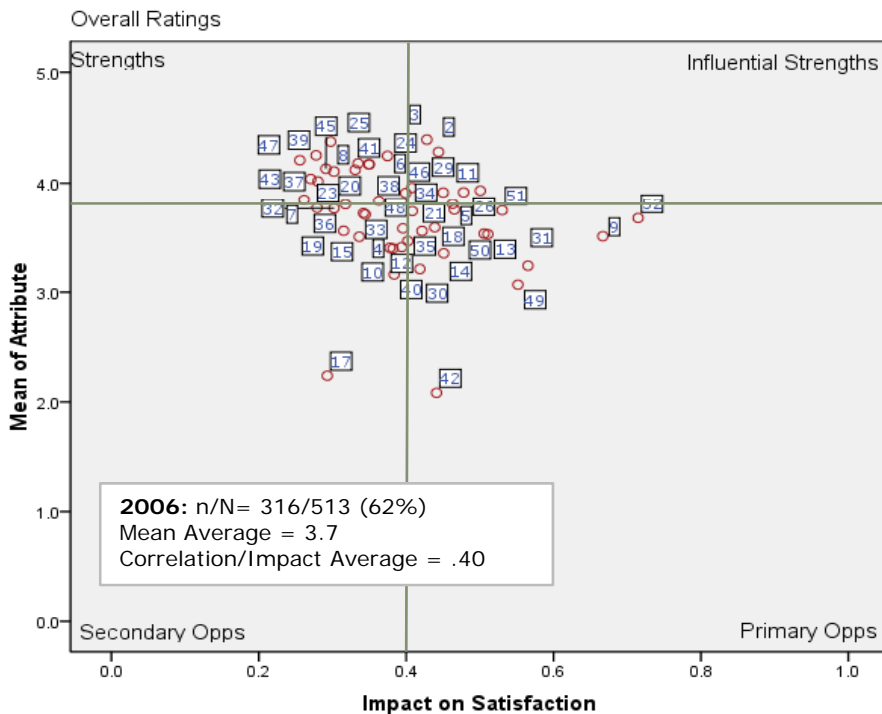
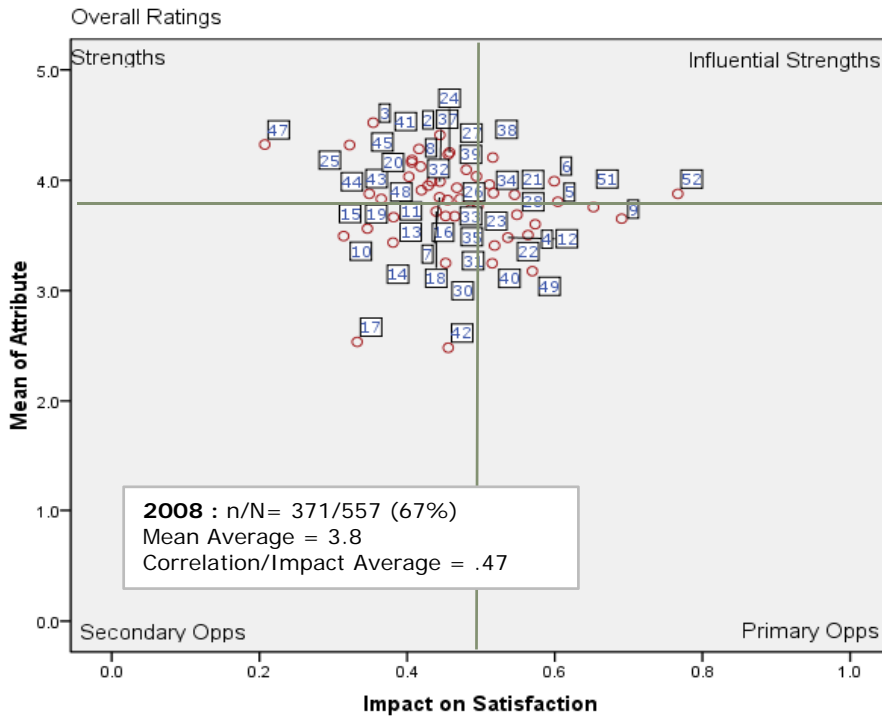
VC Student Affairs Staff@Work Survey Mean Score Trend Analysis, 2006 & 2008

		2006	2008	2008 UCSD Total
Leadership	1 Overall Satisfaction	3.6	3.8	3.9
	2 Understands Mission	4.3	4.4	4.2
	3 Understands Contribution	4.4	4.5	4.3
	4 Leadership Communicates	3.4	3.6	3.5
	5 Recommendations Without Fear	3.8	3.8	3.8
	6 Sufficient Freedom	4.0	4.0	4.1
	7 Faculty Respect	3.8	3.8	4.0
	8 Staff Respect	4.1	4.1	4.1
	9 Valued Member	3.5	3.7	3.7
	10 Faculty Value Contributions	3.4	3.5	3.8
	11 Staff Value Contributions	3.9	4.0	4.0
	12 Receive Timely Information	3.4	3.5	3.5
Department	13 Annual Dept Goals	3.5	3.7	3.6
	14 Measures Dept Goals	3.4	3.4	3.5
	15 Measures Customer Satisfaction	3.5	3.6	3.6
	16 Improves Services Products	3.7	3.7	3.6
	17 Adequate Staffing	2.2	2.5	3.0
	18 Have Tools	3.6	3.7	3.9
	19 Physical Environment	3.6	3.8	4.0
	20 Safe Environment	4.1	4.2	4.2
	21 Participate in Decisions	3.8	3.9	3.8
	22 Better Ways Recognized	3.5	3.5	3.5
	23 Balance Work Life	3.8	3.8	4.0
	24 All Cultures Treated Fairly	4.2	4.3	4.2
	25 Sexual Orientations Treated Fairly	4.4	4.3	4.2
	26 All Welcomed	3.9	4.0	4.1
	27 Diverse Environment	4.2	4.1	4.1
	28 Spirit of Cooperation	3.6	3.7	3.7
	29 Principles of Community	3.9	4.0	3.9
Support	30 Work Assigned Equitably	3.2	3.2	3.4
	31 Appropriate Stress	3.2	3.4	3.6
	32 Praise Work	3.8	3.9	3.9
	33 Suggestions for Improvement	3.7	3.8	3.8
	34 Evaluated Fairly	3.7	3.9	3.9
	35 Annual Appraisals	3.6	3.7	3.7
	36 Career Advancement	3.8	3.8	3.9
	37 Supports Training	4.0	4.0	4.0
	38 Treats With Respect	4.2	4.2	4.2
	39 Supportive	4.3	4.2	4.3
	40 Resolves Staff Issues	3.2	3.2	3.5
Employee	41 Influence Community	4.2	4.3	4.2
	42 Salary and Benefits	2.1	2.5	2.9
	43 Ethical Conduct	4.0	4.0	4.0
	44 Most Perform	3.9	3.9	3.9
	45 Get Information	4.1	4.2	4.1
	46 Good Use of Skills	3.9	4.0	3.9
	47 Know How To Use Tools	4.2	4.3	4.3
	48 Manage Workload	3.8	3.9	4.0
	49 Advancement Opportunities	3.1	3.2	3.4
	50 Valuable Training	3.5	3.7	3.8
	51 Feel Valued	3.7	3.8	3.8
	52 Recommend UCSD	3.7	3.9	4.0
Average Score of 52 Questions		3.7	3.8	3.9
Total Surveyed (N)		513	557	8369
Total Responded (n)		316	371	4100
		62%	67%	49%

 Mean score change from the prior year statistically significant at the 0.05 level
 2008 Mean Score higher than that of the UCSD Overall

VC Student Affairs - All Respondents

Attribute movements between quadrants from 2006 to 2008



Area	2006	2008	Mean	Corr
E 52 Recommend UCSD	PO	IS	3.9	0.8
L 5 Recommendations Without Fe	IS	IS	3.8	0.6
L 6 Sufficient Freedom	IS	IS	4.0	0.6
D 21 Participate in Decisions	IS	IS	3.9	0.5
S 34 Evaluated Fairly	IS	IS	3.9	0.5
S 38 Treats With Respect	ST	IS	4.2	0.5
D 29 Principles of Community	IS	IS	4.0	0.5
D 26 All Welcomed	IS	IS	4.0	0.5
D 27 Diverse Environment	ST	IS	4.1	0.5
S 36 Career Advancement	ST	IS	3.8	0.5
S 32 Praise Work	ST	IS	3.9	0.5
L 9 Valued Member	PO	PO	3.7	0.7
E 51 Feel Valued	IS	PO	3.8	0.7
L 4 Leadership Communicates	SO	PO	3.6	0.6
E 49 Advancement Opportunities	PO	PO	3.2	0.6
D 22 Better Ways Recognized	PO	PO	3.5	0.6
D 28 Spirit of Cooperation	PO	PO	3.7	0.5
L 12 Receive Timely Information	SO	PO	3.5	0.5
S 31 Appropriate Stress	PO	PO	3.4	0.5
S 40 Resolves Staff Issues	SO	PO	3.2	0.5
D 23 Balance Work Life	ST	PO	3.8	0.5
E 50 Valuable Training	PO	PO	3.7	0.5
S 35 Annual Appraisals	PO	SO	3.7	0.5
E 42 Salary and Benefits	PO	SO	2.5	0.5
D 16 Improves Services Products	SO	SO	3.7	0.5
S 30 Work Assigned Equitably	PO	SO	3.2	0.5
D 18 Have Tools	PO	SO	3.7	0.4
D 13 Annual Dept Goals	PO	SO	3.7	0.4
D 14 Measures Dept Goals	PO	SO	3.4	0.4
D 15 Measures Customer Satisfact	SO	SO	3.6	0.3
D 17 Adequate Staffing	SO	SO	2.5	0.3
L 10 Faculty Value Contributions	SO	SO	3.5	0.3
D 24 All Cultures Treated Fairly	ST	ST	4.3	0.5
S 39 Supportive	ST	ST	4.2	0.5
S 33 Suggestions for Improvem	SO	ST	3.8	0.5
L 2 Understands Mission	IS	ST	4.4	0.4
S 37 Supports Training	ST	ST	4.0	0.4
L 7 Faculty Respect	ST	ST	3.8	0.4
E 46 Good Use of Skills	IS	ST	4.0	0.4
L 11 Staff Value Contributions	IS	ST	4.0	0.4
E 48 Manage Workload	ST	ST	3.9	0.4
L 8 Staff Respect	ST	ST	4.1	0.4
E 41 Influence Community	ST	ST	4.3	0.4
E 45 Get Information	ST	ST	4.2	0.4
D 20 Safe Environment	ST	ST	4.2	0.4
E 43 Ethical Conduct	ST	ST	4.0	0.4
D 19 Physical Environment	SO	ST	3.8	0.4
L 3 Understands Contribution	IS	ST	4.5	0.4
E 44 Most Perform	ST	ST	3.9	0.3
D 25 Sexual Orientations Treated	ST	ST	4.3	0.3
E 47 Know How To Use Tools	ST	ST	4.3	0.2

Sorted by 2008 quadrant, then by correlation

Movements from 2006 to 2008:
 Green - Positive
 Red - Negative
 Black - Neutral or same

Quadrant
 IS - Influential Strengths
 ST - Strengths
 PO - Primary Opportunities
 SO - Secondary Opportunities

Area
 E - Employee, D - Department, L - Leadership, S - Supervisor

- “Mean of Attribute” = What is the mean score for the attribute?
 - Can range from 1.0 to 5.0
 - Determined by the Staff@Work rating scale, where 1 = Strongly Disagree and 5 = Strongly Agree.
 - The higher the score, the stronger the attribute (i.e. higher = “better”).

- “Impact on Satisfaction” = What is the relationship between the attribute and overall satisfaction?
 - Can range from -1.0 to 1.0
 - Determined by Pearson's R correlation technique. Attributes rated as a 1.0 or -1.0 are perfectly correlated with overall satisfaction, while a coefficient of 0 means no relationship exists.
 - Positive relationships indicate the attributes vary in the same direction and negative relationships indicate that the attributes vary in opposite directions. The higher the coefficient, the stronger the relationship between the attribute and overall satisfaction.

