

## Campus Climate Survey for UCSD - Findings Related to Staff<sup>i</sup>

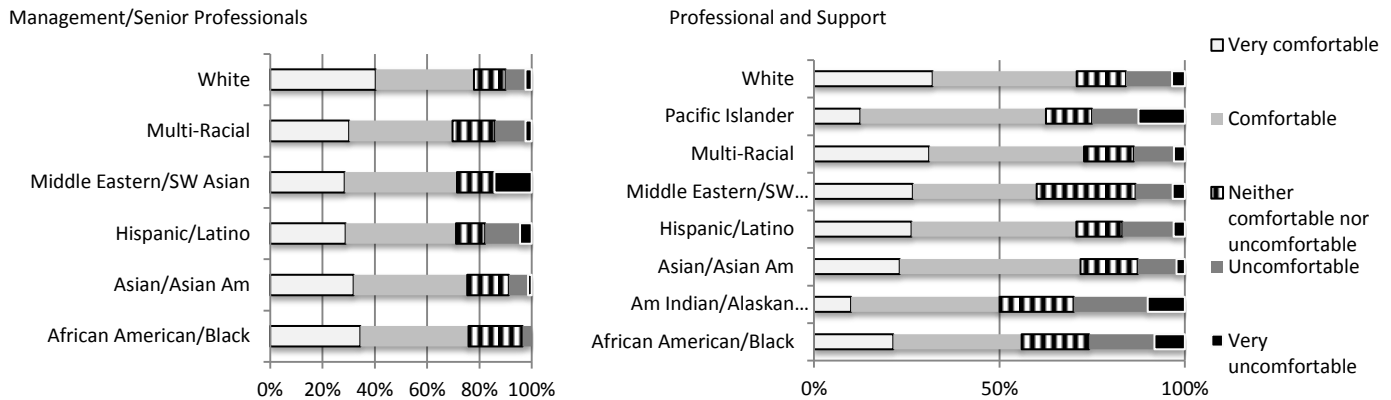
Staff Respondents: 44% of all UCSD non-union staff ( $n = 2,754$ ), 21% all UCSD union staff ( $n = 1,918$ ). Response rates to important questions were often lower.

Staff felt less comfortable in their work unit than they did with the overall campus climate. Comfort was lowest for American Indian, African American, Middle Eastern, and Pacific Islanders. Comfort among professional/support staff and management were roughly equal.

Among management, Latino and multi-racial individuals reported negative experiences at the highest rates. Among professional and support staff, African American, Native American, Middle Eastern, and Pacific Islander staff reported the highest rates of negative experience.

Genderqueer, female, and lesbian-identifying staff also reported higher rates of negative experiences than did other groups.

### Overall, how comfortable are you with the climate in your department/work unit/academic unit/college/school/clinical setting?



Staff rated professional development opportunities from their supervisor as the least available among support resources. The majority of staff felt that they have adequate administrative support, supervisor feedback, and co-worker support.

	Mgmt. and Senior Professionals	Prof & Support Staff	Other Staff
UCSD is supportive of taking leave.	61.5%	66.5%	66.1%
I have colleagues who give me career guidance when I need it.	59.1%	60.7%	62.3%
UCSD provides resources to balance work-life needs.	56.6%	59.1%	53.6%
I have adequate access to administrative support.	55.8%	58.6%	59.2%
UCSD is supportive of flexible work schedules.	56.2%	57.0%	56.9%
My supervisor provides feedback to help me improve performance.	49.3%	54.0%	54.3%
My supervisors give me career advice or guidance when I need it.	49.2%	51.5%	54.0%
My supervisor provides me with resources to pursue professional development opportunities.	49.9%	48.3%	50.8%

Though rates were low, more staff than faculty reported experiencing acts of unjust hiring and promotions. This unfair treatment was most often perceived to be related to personal relationships, age, position (faculty/staff/student), and ethnicity.

I have observed unfair and unjust....	Mgmt. and Senior Professionals	Prof & Support Staff	Other Staff <sup>esii</sup>
hiring practices at UCSD	15.7%	19.0%	21.5%
employment-related discipline or action including dismissal at UCSD	6.3%	10.3%	14.1%
promotion/tenure/reappointment/reclassification practices at UCSD	19.7%	22.2%	25.4%

Male and female staff split regarding the importance of staff support resources/policies.

Females identified the following as top priorities:

- Providing lactation accommodations.
- Increasing the diversity of the administration.
- Increasing the diversity of the faculty.
- Increasing the diversity of the student body.
- Providing diversity/equity training to search and tenure committees.
- Providing recognition/rewards for including diversity issues in courses.

Males identified the following as top priorities:

- Providing access to counseling for people who have experienced harassment.
- Providing a clear and fair process to resolve conflicts.
- Providing flexibility for computing the probationary period for tenure/promotion (e.g., family leave).
- Providing flexibility for promotion for faculty.
- Providing mentorship for new staff.
- Increasing funding to support efforts to change campus climate.

Management/Senior Professionals identified co-workers and staff as primary sources of negative experience. Professional support personnel identified co-workers and supervisors as primary sources of negative experiences. Both groups identified bullying as their primary negative experience. These findings held across gender and racial groups.

#### Top sources of negative experiences and behaviors by group

	Top Sources		Top Behaviors	
	Management	Support	Management	Support
<b>Women</b>	Co-worker Staff Administrator Department head	Co-worker Supervisor Staff Administrator	Bullied Ignored Isolated Derogatory comments	Bullied Ignored Isolated Derogatory comments
<b>Men</b>	Co-worker Staff Administrator Department head	Co-worker Supervisor Staff Administrator	Bullied Ignored Isolated Derogatory comments	Bullied Ignored Isolated Derogatory comments
<b>African Am./ Black</b>	Staff Administrator Faculty	Supervisor Co-worker Staff Department head	Ignored Isolated	Bullied Ignored Isolated Low performance Evaluation
<b>Latino</b>	Co-worker Administrator Faculty	Supervisor Co-worker Staff Administrator	Bullied Ignored Isolated	Bullied Ignored Isolated Low performance Evaluation
<b>Asian</b>	Co-worker Staff Department head Administrator	Supervisor Co-worker Staff Administrator	Bullied Ignored Isolated	Bullied Ignored Isolated Derogatory comments
<b>Multi-Racial</b>	Supervisor Co-worker Staff Department head	Supervisor Co-worker Staff Administrator	Bullied Ignored Isolated	Bullied Ignored Isolated Derogatory comments
<b>White</b>	Supervisor Co-worker Staff Administrator	Supervisor Co-worker Staff Administrator	Bullied Ignored Isolated Derogatory comments	Bullied Ignored Isolated Derogatory comments

<sup>i</sup> Response rates are taken from the official Rankin Climate Survey Report for UCSD. Results presented in tables and charts refer to staff only and were calculated by VC-EDI. All findings presented represent all surveys that were at least 50% completed by respondents. The number of total respondents (*n*'s) varied by survey question and, at times, by section within one question. Response rates for lesbian, queer, and Middle Eastern were very low and these results should be interpreted with caution.

<sup>ii</sup> Other Staff are respondents that did not identify their specific staff status.