



**University of California, San Diego**

**Staff at Work Survey  
Campus Diversity Report  
2014**

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**Summary of Findings**

## 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

# **Campus Diversity-related Questions**

## Self Identifications:

Gender, Ethnicity, Sexual orientation (2007-14); International diversity (2008-14); Disability (2008-14); Years of services, Number of positions held, Faculty appointment, Military status (2010-14); Bargaining unit, UCSD postdoc, and UCSD degree (2012-14)

## Diversity Programs and Services:

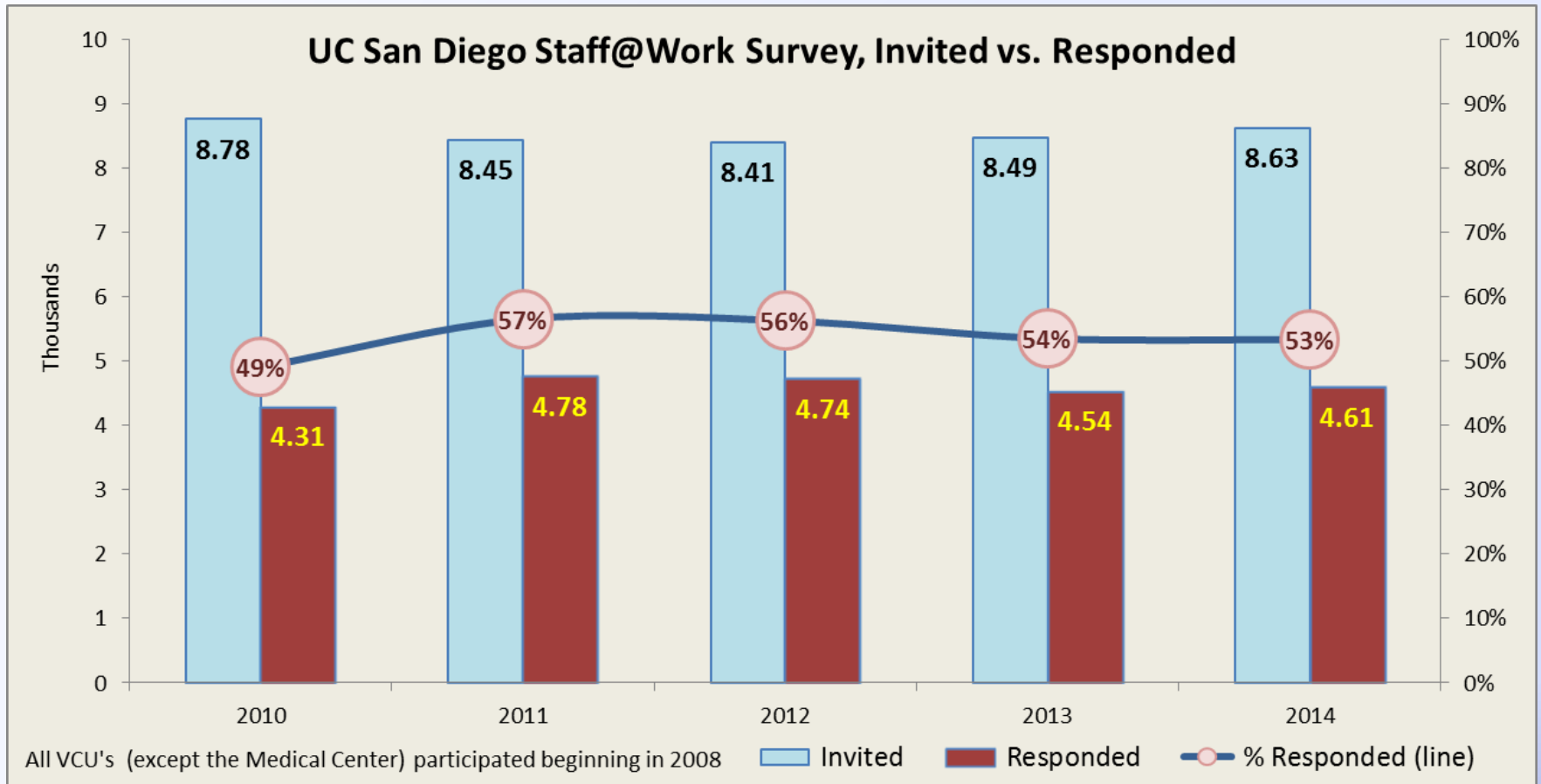
Satisfaction with services provided for the disabled (2008-14)  
Satisfaction with diversity related programs and services (2008-14)  
Positive changes pertaining to EDI as a result of Strategic Plan (2014)  
Make use of any of the campus community centers (2007-14)

## Work/Life:

Childcare – Childcare responsibilities impact job duties, Aware of childcare support services, Accommodations meet childcare needs, and Supervisors support childcare issues (2008-14)

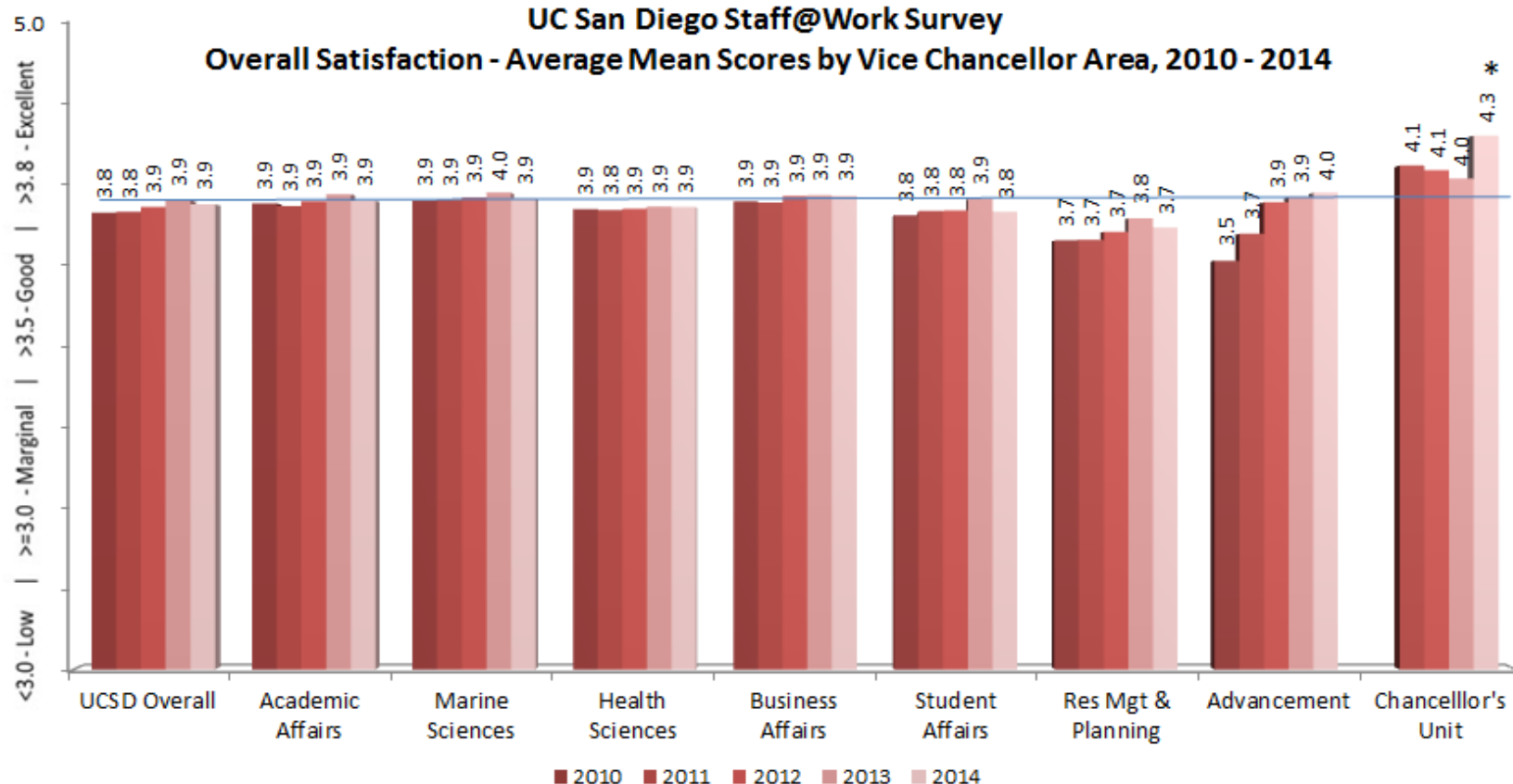
Eldercare – Eldercare responsibilities impact job duties, Aware of eldercare support services, Accommodations meet eldercare needs, and Supervisors support eldercare issues (2009–14)

## Participation Summary



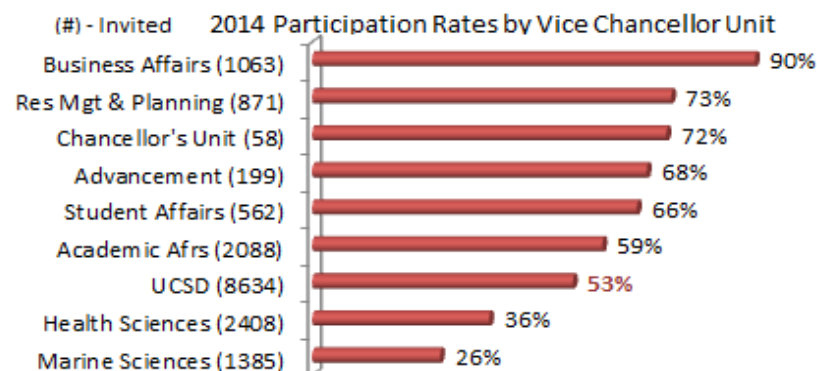
# UC San Diego Staff@Work Survey

## Overall Satisfaction - Average Mean Scores by Vice Chancellor Area, 2010 - 2014



\*Difference from 2013 significant at the 0.05 level

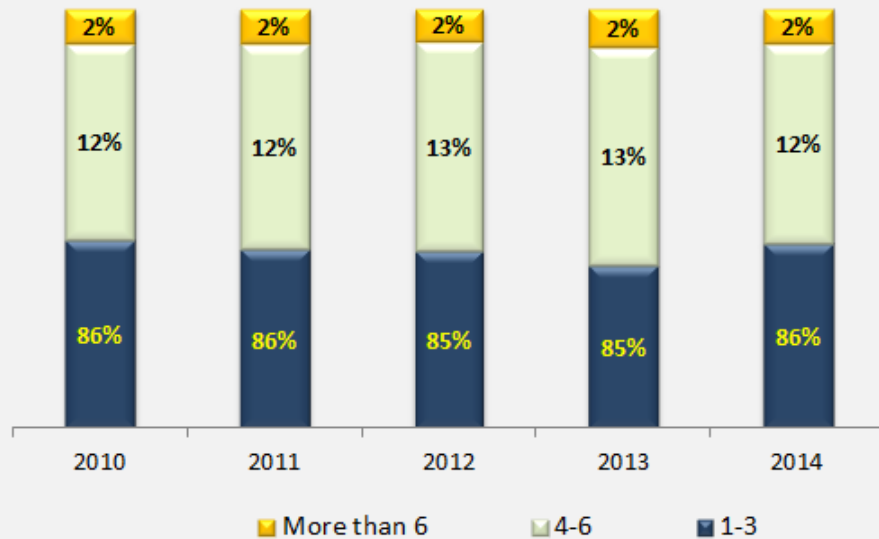
	2010	2011	2012	2013	2014
Invited (N)	8778	8446	8421	8488	8634
Responded (n)	4308	4776	4735	4543	4608
	49%	57%	56%	54%	53%



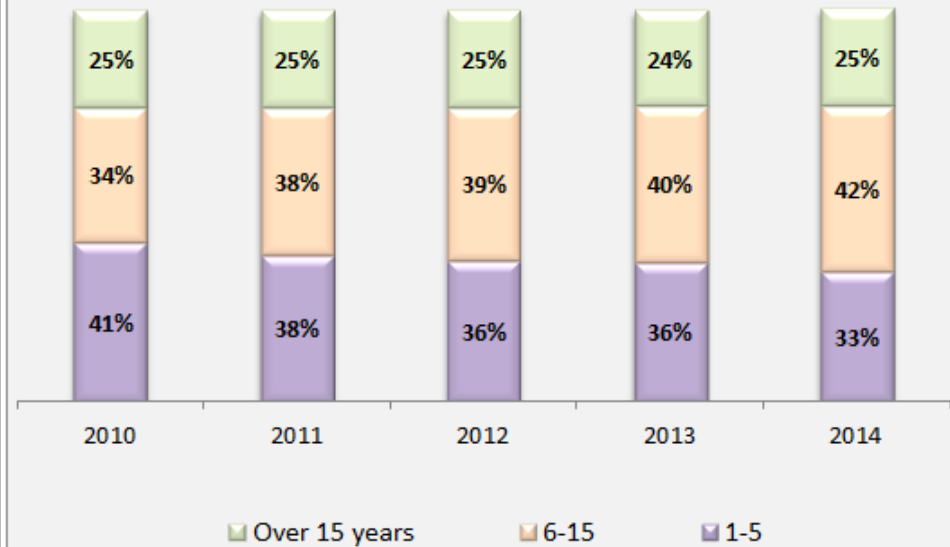


## Employment Information, 2010 - 2014

### No of Positions Held at UCSD



### Year of Services at UCSD



**In 2014:**

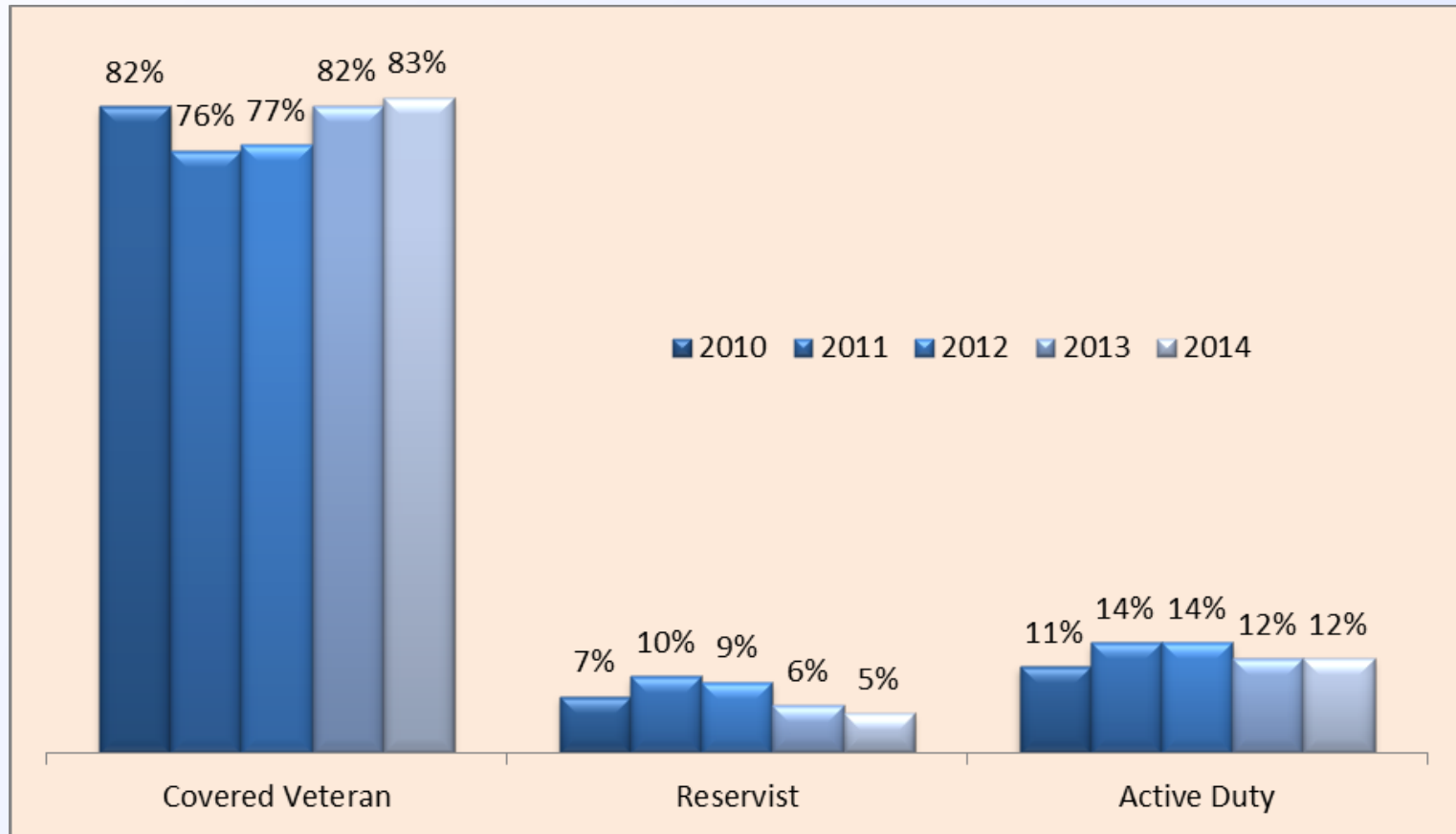
**3% of the employees held a faculty appointment**

**28% belonged to the bargaining unit**

**1% was employed as a UCSD postdoc**

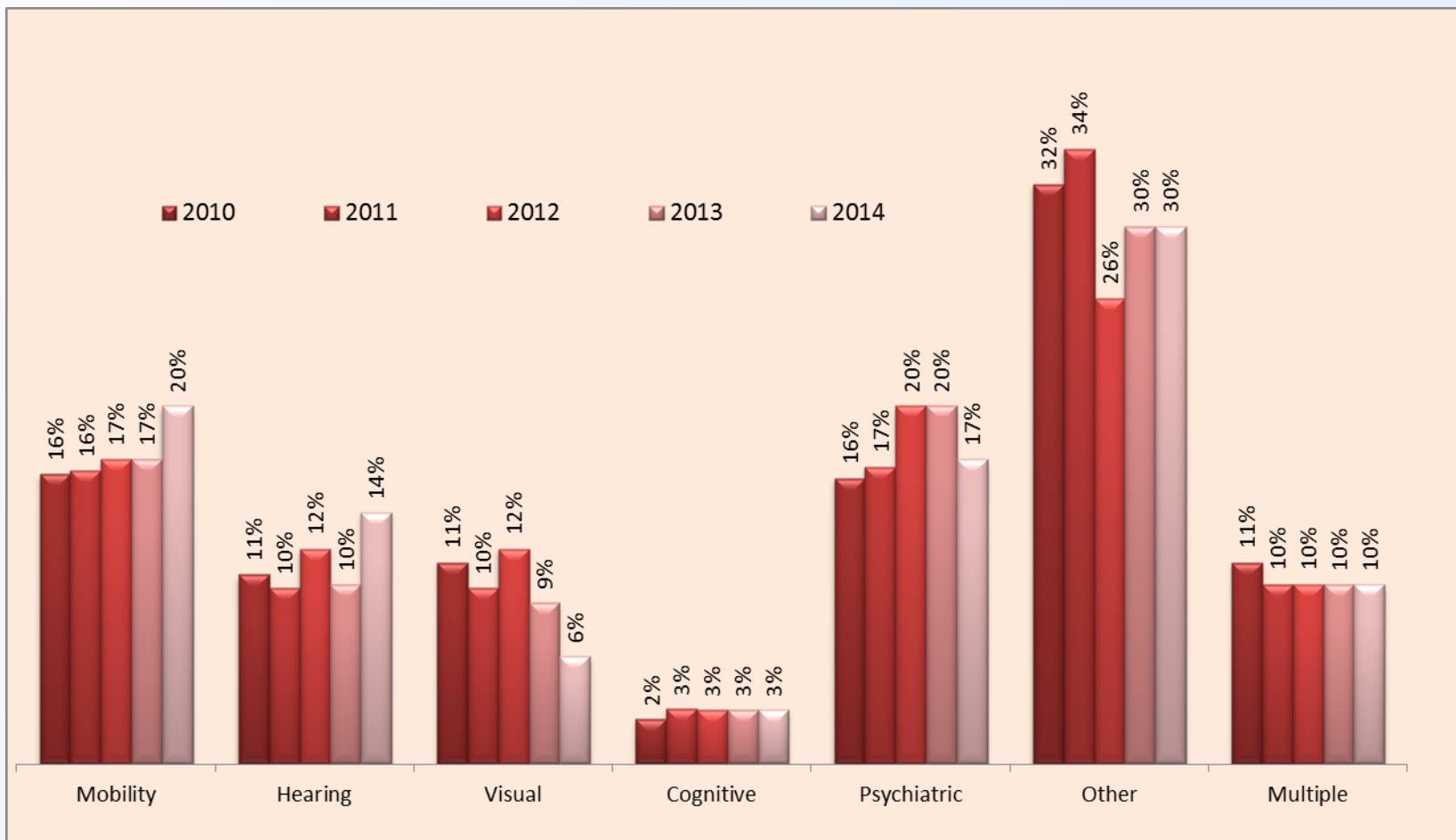
**20% graduated at UCSD with a degree**

## Staff Military Status, 2010 - 2014

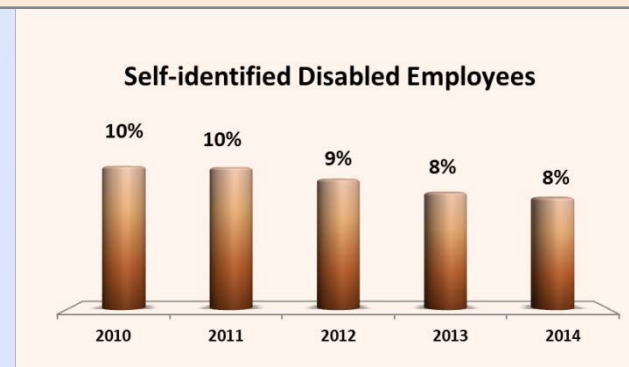


- ❑ Five Percent (5% or 234) of the 4,367 who responded to this question in 2014 reported their military status
- ❑ Of those who reported their military status, 5% were LGBT, 22% were female, and 42% were minority

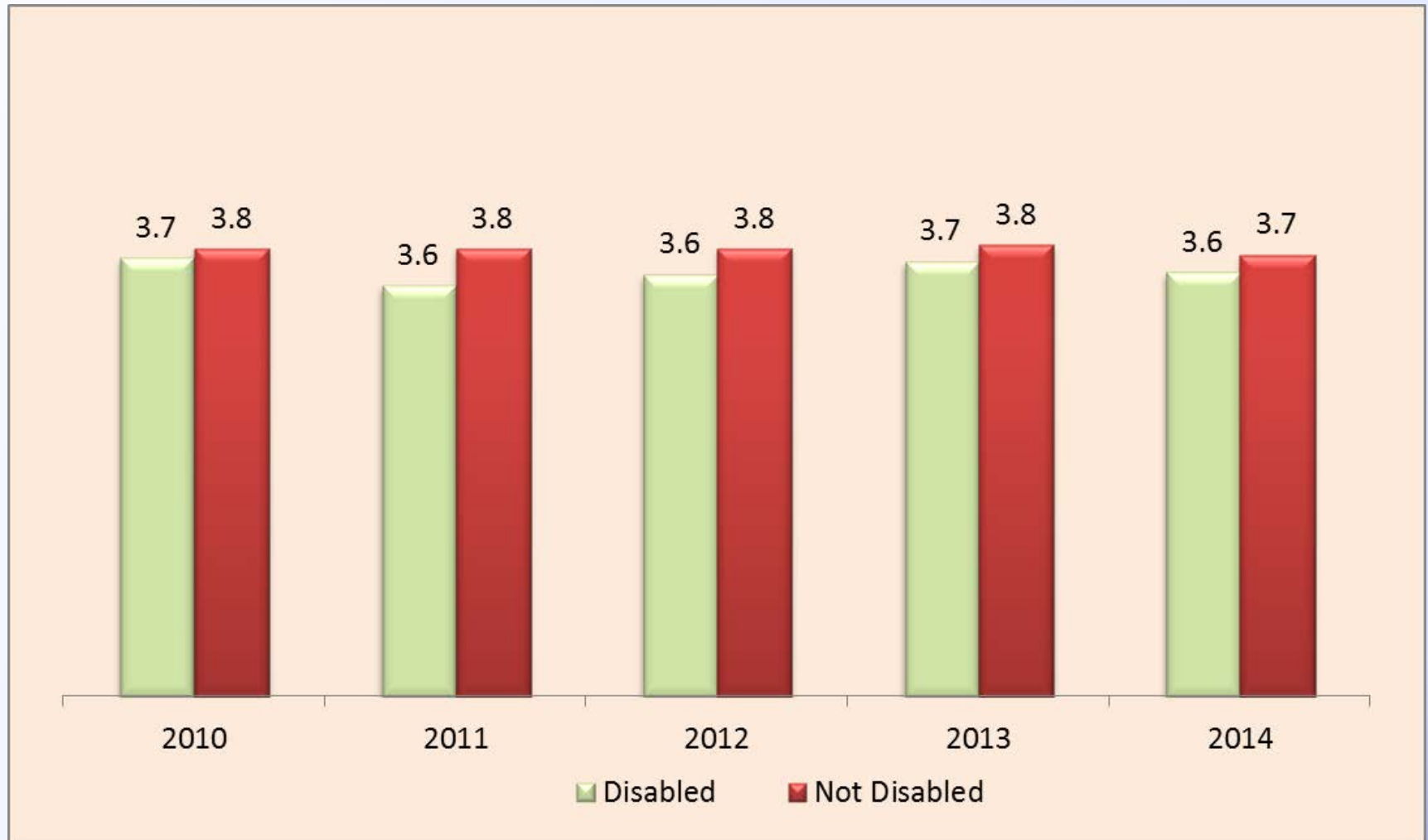
# Self-identified Disability Types, 2010 - 2014



**Eight percent (8%) of the 4,606 who responded to this question in 2014 self-identified as disabled**

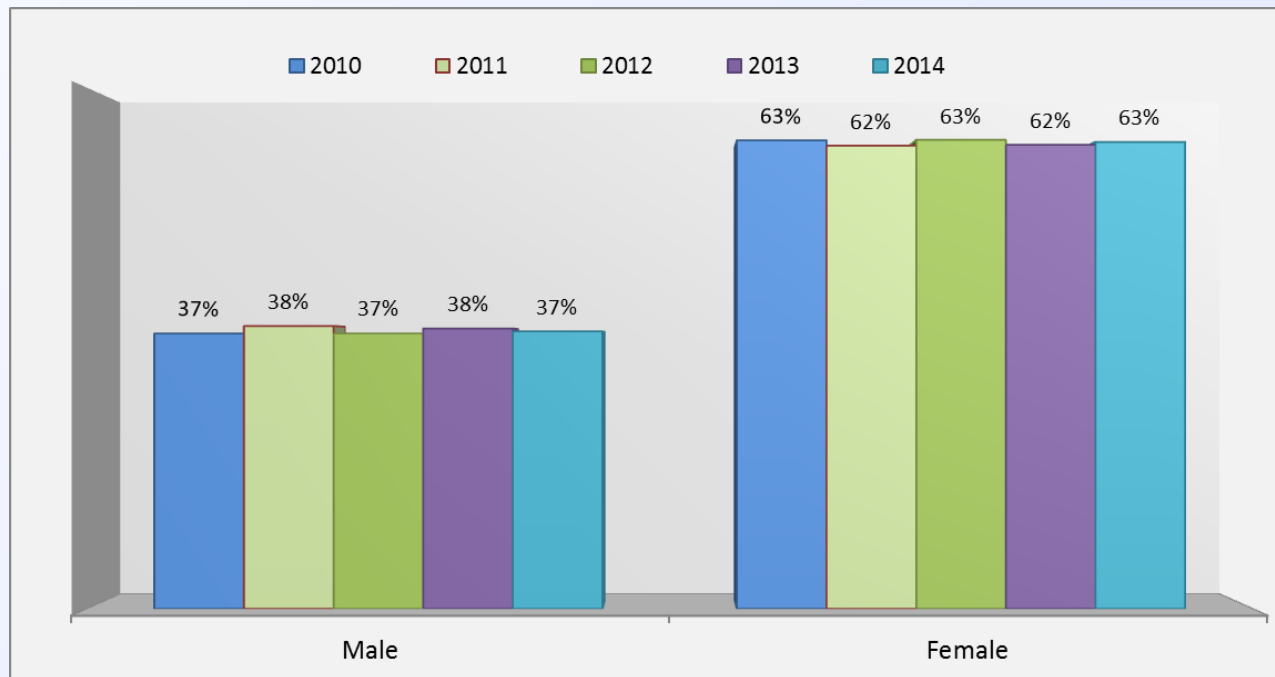


## Satisfied with Services Provided for the Disabled Community, 2010 - 2014



*Question #66 – I am satisfied with the services provided for the disabled community on campus (e.g., service providers, transportation, signage, physical accessibility)*

## Self-identified Gender, 2010 - 2014



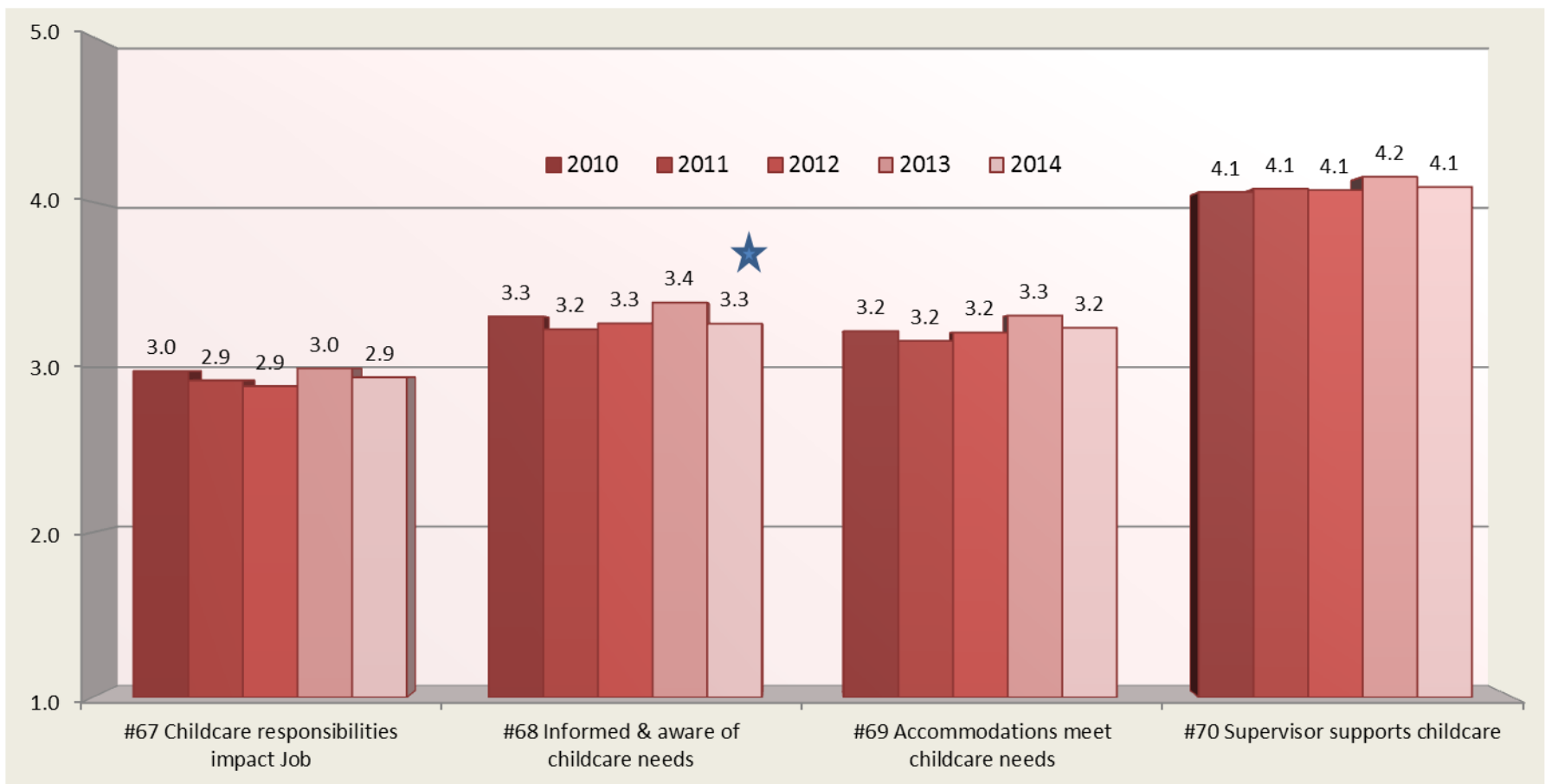
Number of individuals who identified themselves as transgender – 2010 – 4; 2011 – 5; 2012 – 2; 2013 - 4; 2014 - 6

Areas where females' scores were higher than those of males and were statistically significant in 2014:

	Male	Female	Difference*
#35 Annual Appraisals	3.6	3.8	0.16
#36 Career Advancement	3.9	4.0	0.09
#37 Support Training	4.0	4.1	0.12
#50 Valuable Training	3.7	3.8	0.13

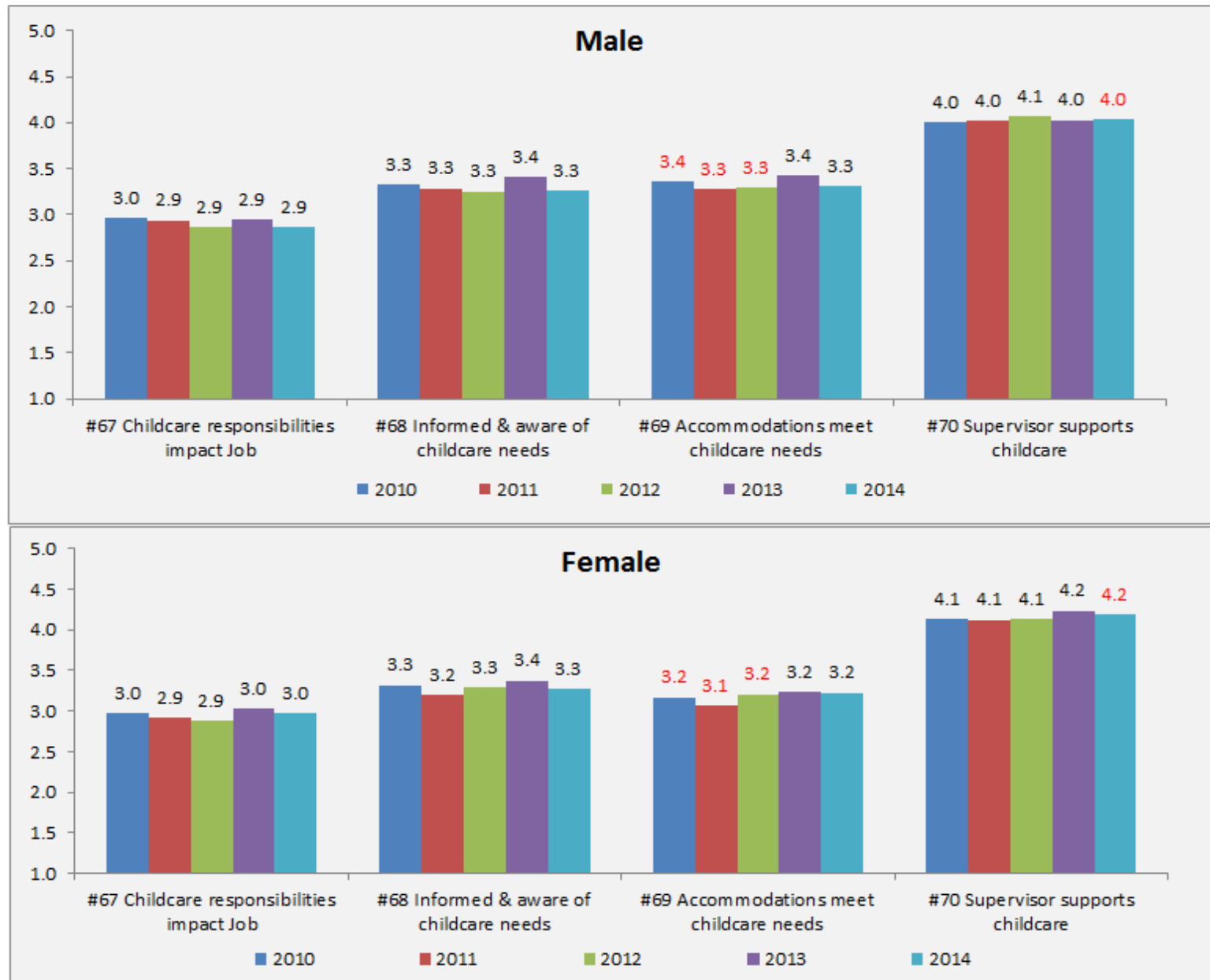
\*Statistically Significant ( $p < 0.01$ )

## Childcare Needs – Satisfaction Mean Scores, 2010 - 2014



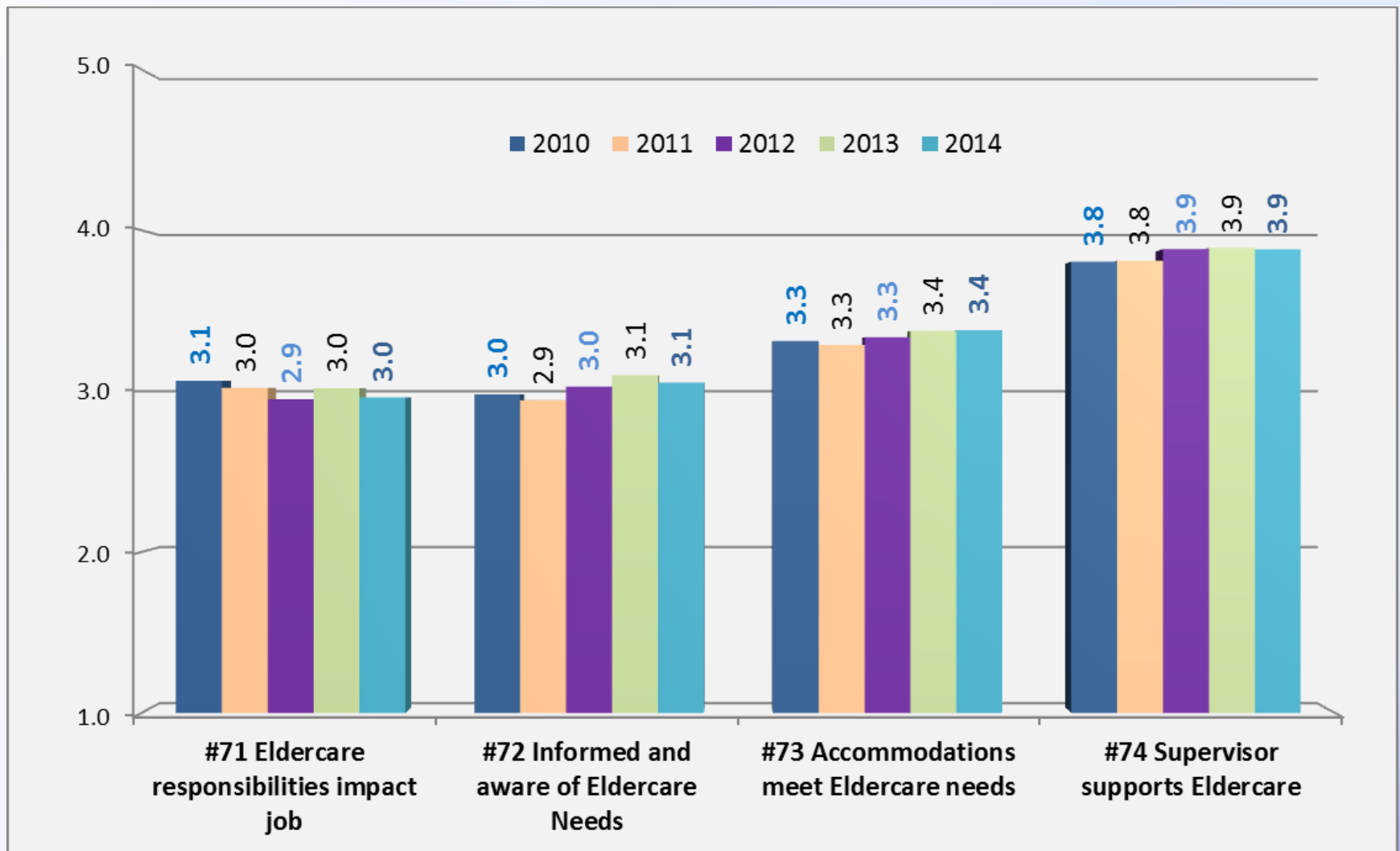
★ Decrease statistically significant at the 0.01 level

# Childcare Needs Satisfaction Mean Score Comparison by Gender, 2010 – 2014



# Highlighted in matching red – Difference between Male & Female statistically significant (  $p < 0.01$  )

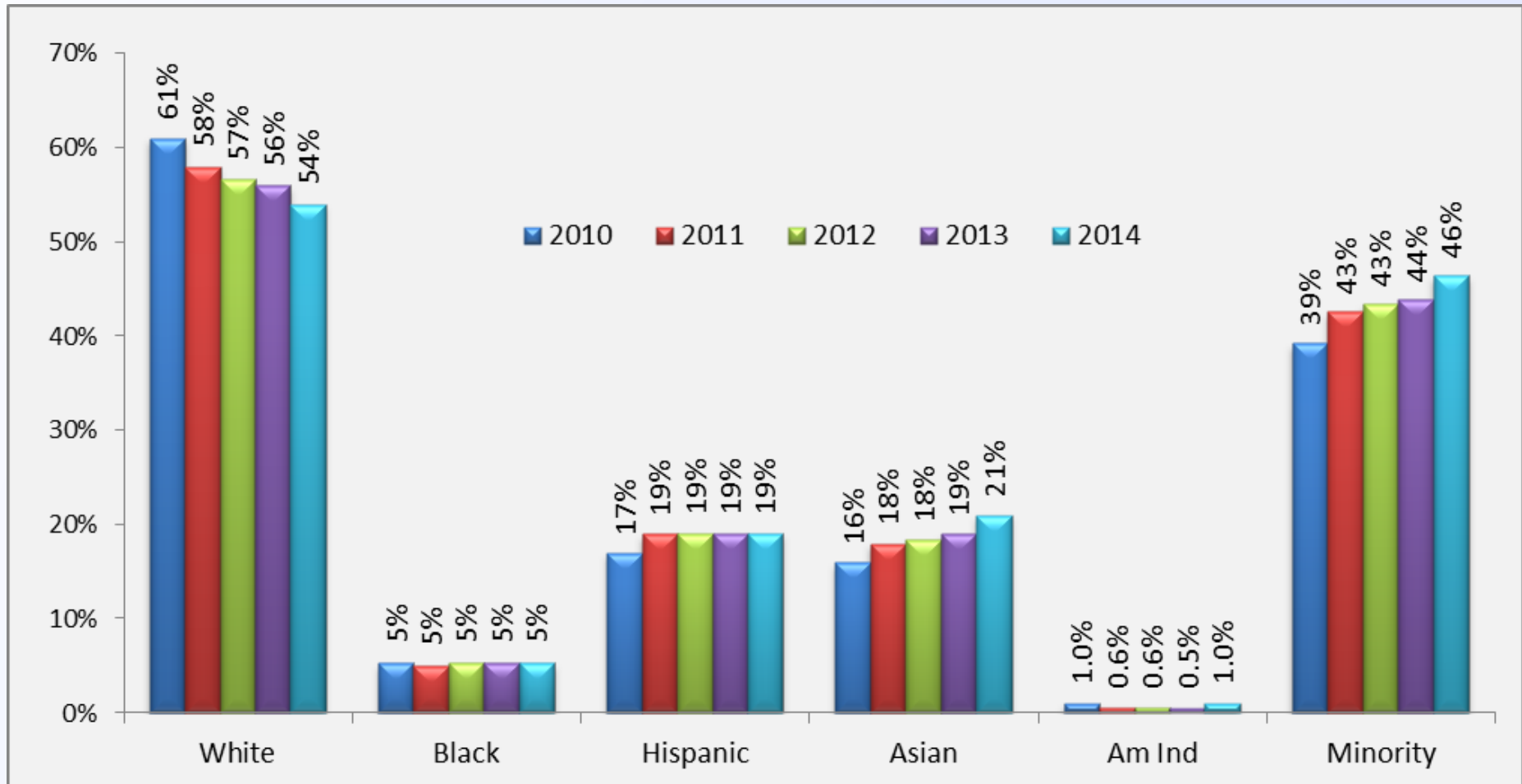
## Eldercare Satisfaction Mean Scores, 2010 - 2014



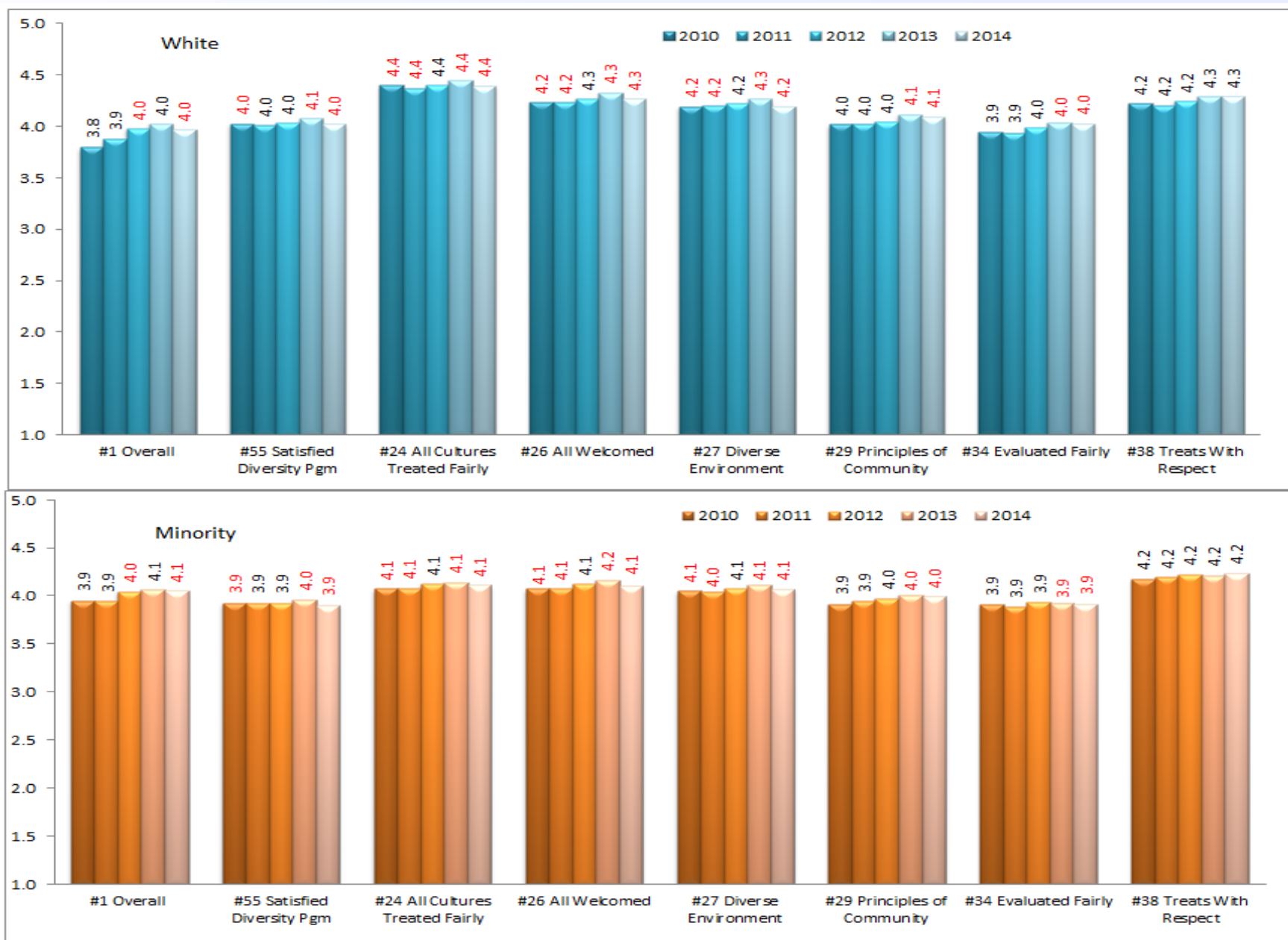
Eldercare - the care of older persons and especially the care of an older parent by a son or daughter



## Self-identified Ethnicity, 2010 - 2014



## Comparison of Diversity Satisfaction Mean Scores, White vs. Minority, 2010 - 2014



# Highlighted in matching red – Difference between White & Minority significant (  $p < 0.01$  )

# Diversity Satisfaction Mean Score Comparison among Ethnic Groups, 2014

	Between group mean difference statistically significant (P<0.01)	2014				
		White (W)	Black (B)	Hispanic (H)	Asian (A)	Am Ind (AI)
Number of Responses		1953	187	686	753	24
1 Overall Satisfaction		4.0	4.0	4.1	4.1	3.5
55 Satisfied with Diversity Program	W-B, B-H, B-A	4.0	3.5	3.9	4.0	3.7
24 All Cultures Treated Fairly	W-B, W-H, W-A, B-A	4.4	3.8	4.1	4.2	3.4
26 All Welcomed	W-B, W-H, B-A	4.4	4.1	4.2	4.3	3.8
27 Diverse Environment	W-B, W-H	4.2	4.0	4.0	4.1	3.6
29 Principles of Community		4.1	3.9	4.0	4.1	3.7
34 Evaluated Fairly	W-H, H-A	4.0	3.8	3.8	4.0	3.5
38 Treats With Respect		4.3	4.2	4.2	4.3	3.8
56 Positive Change - EDI - Strategic Plan	W-B, B-A	3.7	3.4	3.7	3.8	3.3

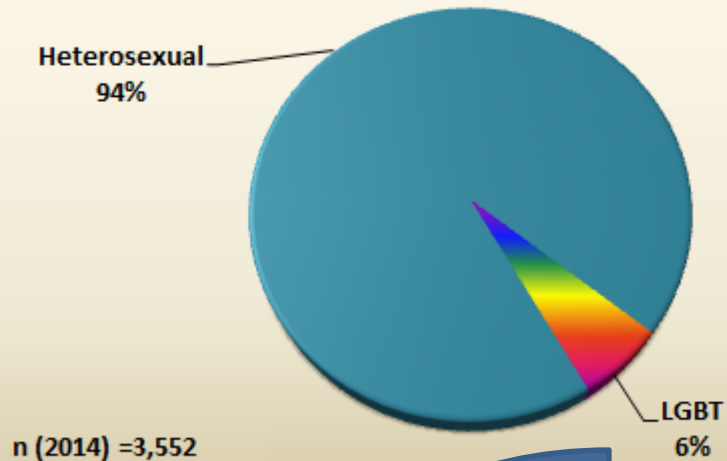
Green - Mean score differences among ethnic groups significant at the 0.01 level (ANOVA)

Because of the small sample size (24), American Indian was not included in this analysis

Mean Score: 1.0 Low <3.0 2.0 Marginal ≥3.0 3.0 Good >3.5 4.0 Excellent >3.8

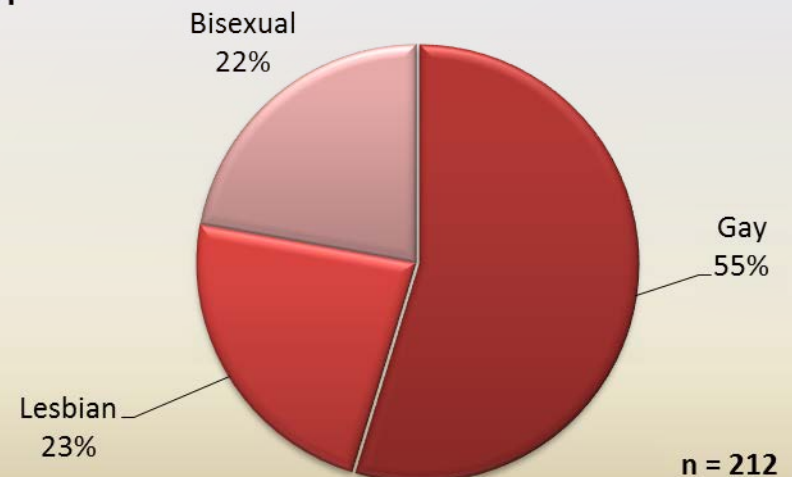
# Staff who self-identified their Sexual Orientation

2010 - 2014

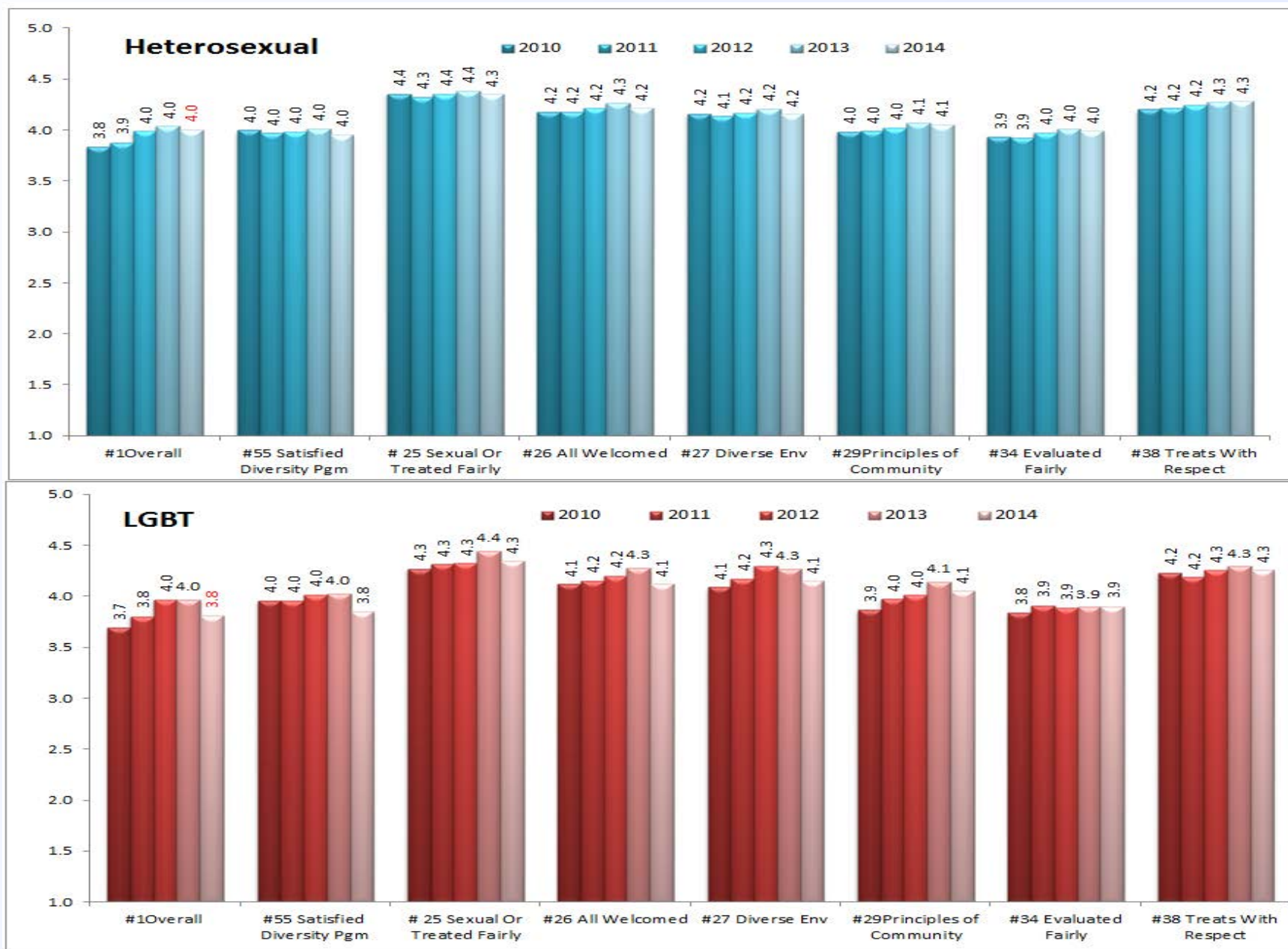


During the past five years, 6% of those responded to this question identified themselves as a LGBT member

2014



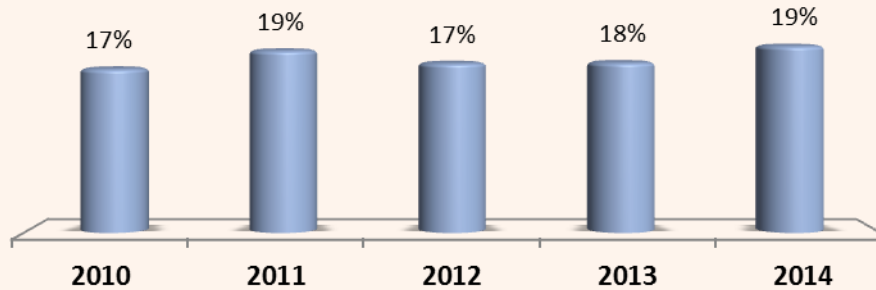
# Comparison of Diversity Satisfaction Mean Scores, Heterosexual vs. LGBT, 2010 - 2014



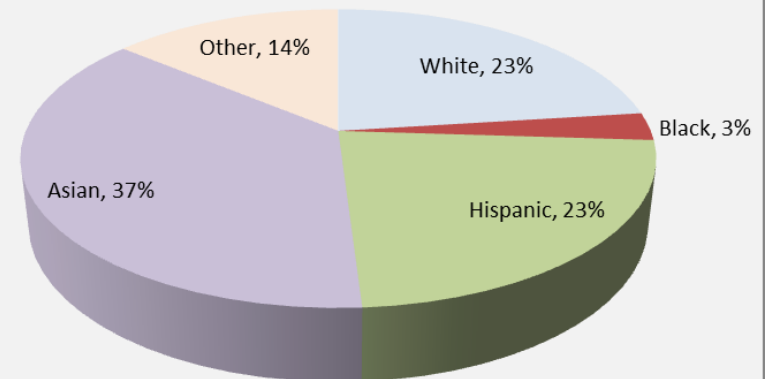
# Highlighted in matching red – Difference between Heterosexual & LGBT statistically significant (  $p < 0.01$  )

## International Diversity – Lived outside the U.S. most of the early years

% of employees who lived outside U.S. most of the early years



Ethnicity breakdown of those who lived outside U.S. most of the early years, 2014



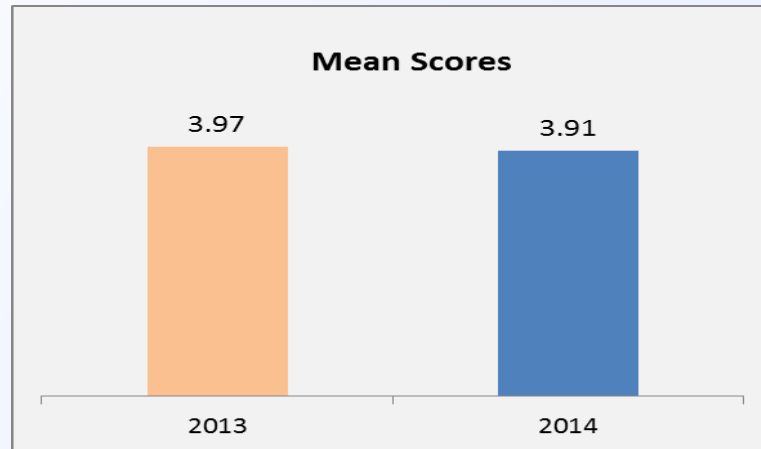
Mean score comparison - Lived outside U.S. most of early years

	Yes	No	Diff
Overall Satisfaction, 2014	4.0	3.9	0.14 *

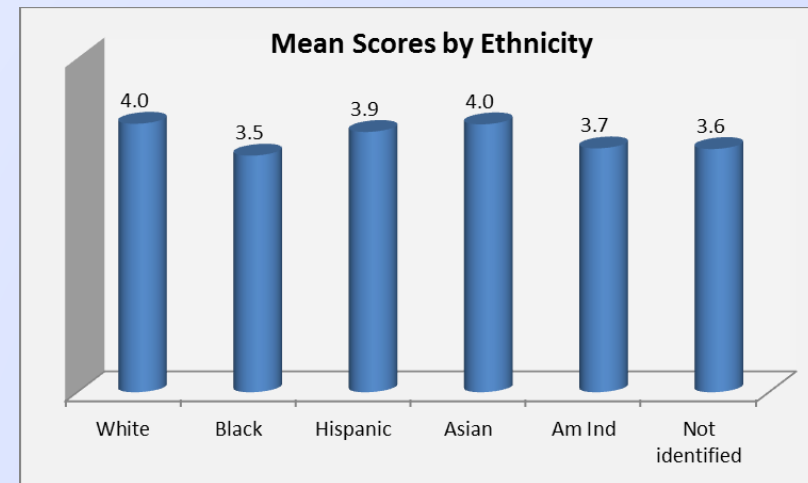
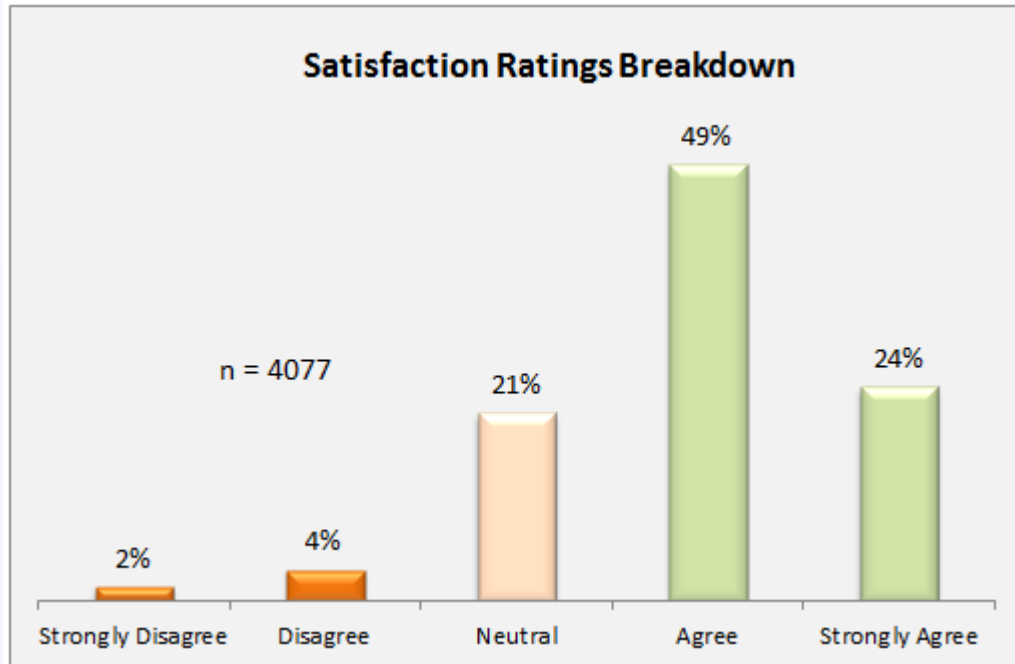
\*Mean score difference was statistically significant ( $P < 0.01$ )

## Satisfied with Campuswide Diversity-related Programs & Services, 2013-2014

#55 – Overall, I am satisfied with the diversity related programs and services available campuswide



- Overall mean score for 2014 was 3.91, down from 3.97 in 2013 (statistically significant at the 0.01 level)



- Mean score differences among all groups in 2014 were statistically significant ( $p < 0.0005$ )

# Satisfied with Campuswide Diversity-related Programs & Services, 2010 - 2014



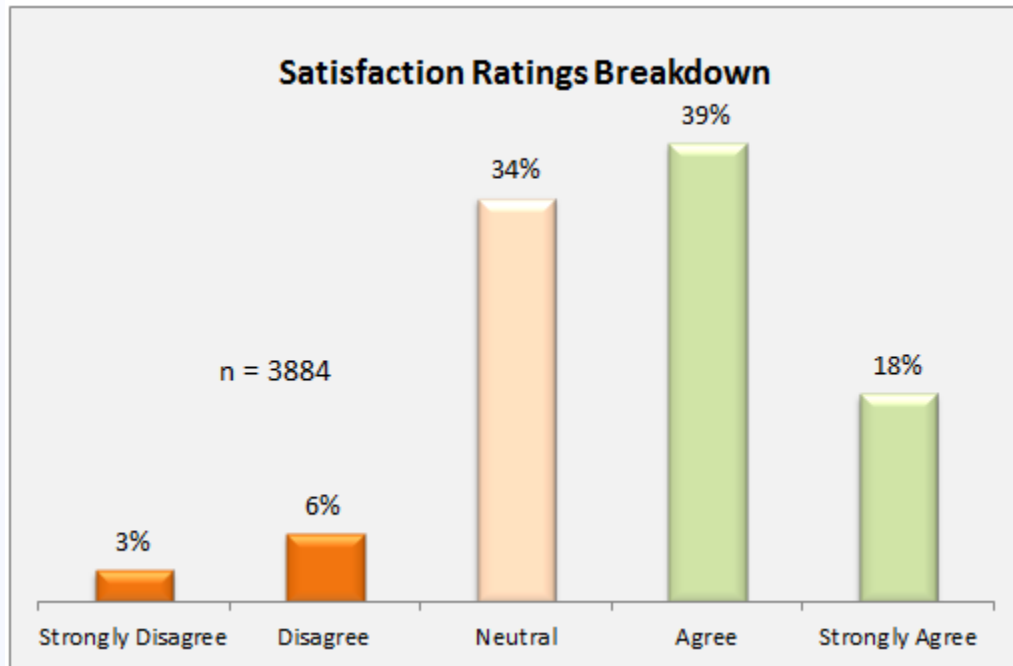
#55 Overall, I am satisfied with the diversity related programs and services available campuswide

# Highlighted in matching red – Difference between groups was significant (  $p < 0.01$  )

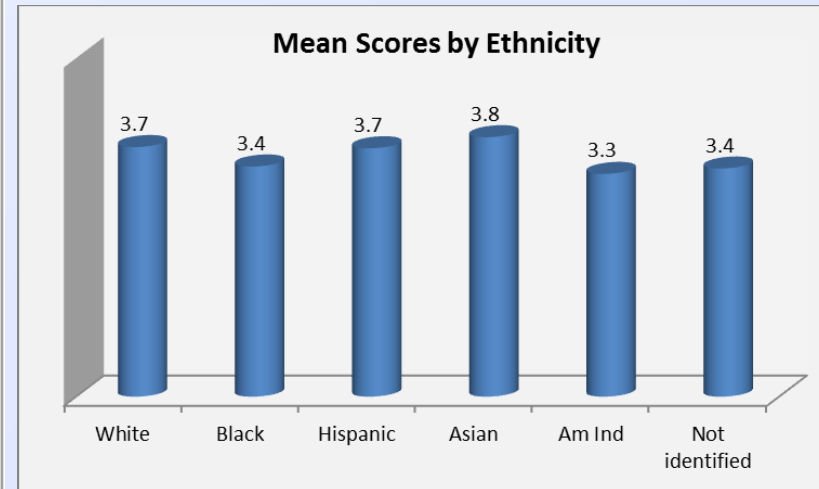


## Positive Changes – EDI – Strategic Plan, 2014

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



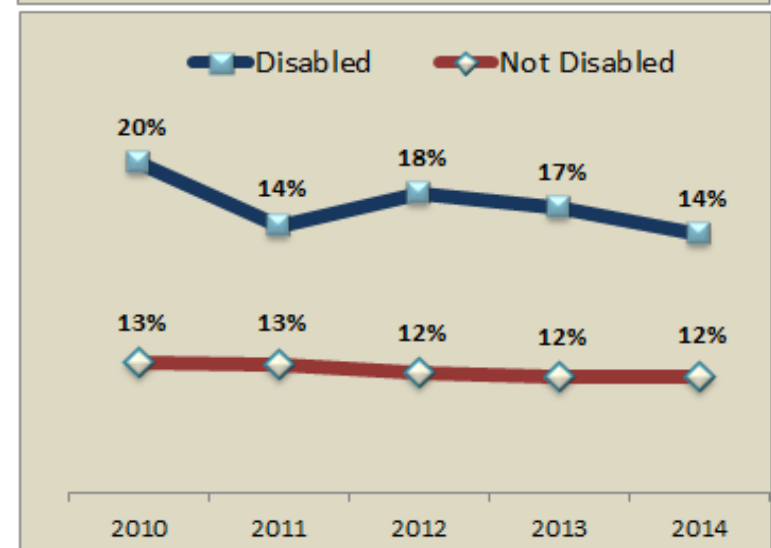
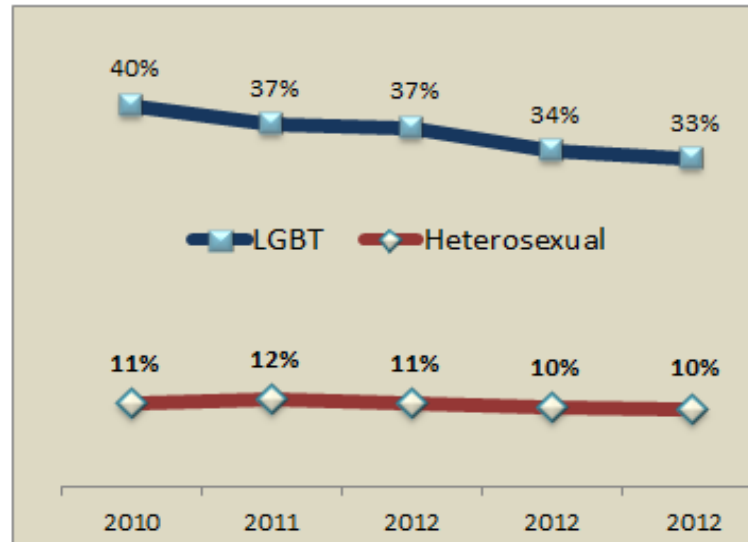
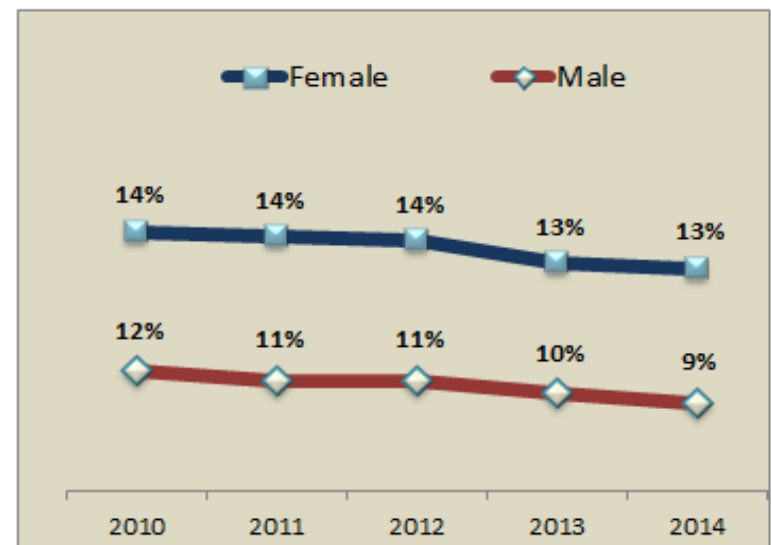
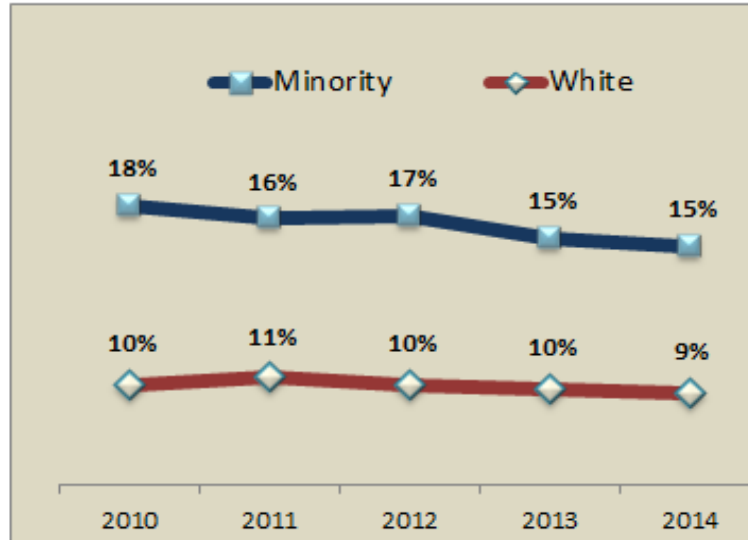
**57% of those responded to this question agreed or strongly agreed, versus 43% of those who were neutral, disagreed or strongly disagreed**



- Overall satisfaction mean score for this question was 3.6 (out of 5.0)
- Mean score differences among all groups were statistically significant ( $p < 0.0005$ )

# Make use of any of the Campus Community Centers

(Black Resource Center, Cross Cultural Center, Raza Resource Centro, Women's Center, or LGBT Resource Center)



12% of the 4,468 respondents made use of the campus community centers in 2014 (12% in 2013)

# Summary

- ❖ All vice chancellor units, except the Medical Center, participated in this year's staff at work survey
- ❖ The overall response rate was 53% and the average mean scores (of the 53 questions) was 3.9 (out of 5.0)
- ❖ 28% belonged to the bargaining unit
- ❖ 20% graduated at UCSD with a degree
- ❖ Eight percent (8%) of the respondents self-identified as disabled
- ❖ Females accounted for 63% of the total respondents. Their mean scores were higher than those of males in four areas, Annual appraisals, Career advancement, Support training, and Valuable training, and the differences were statistically significant
- ❖ Females scored lower than males did on "Accommodations meet childcare needs," 3.2 vs. 3.3 (significant at the 0.01 level)

## Summary (Continued)

- ❖ Forty-six percent (46%) of the respondents self-identified as minority, up from 44% in 2013. Minority scored lower than white did in the following seven diversity-related questions: Overall satisfaction, All culture treated fairly, All welcomed, Diverse environment, Satisfied with diversity program, Principles of community, and Evaluated fairly (all differences were significant)
- ❖ LGBT staff accounted for 6% of all respondents. They scored lower than heterosexual did with the Overall satisfaction question (3.8 vs. 4.0) and the difference was significant
- ❖ Overall 12% of the respondents made use of the campus community centers. Usage rate for minority was 15% (vs. white, 9%) and 33% for LGBT staff (vs. heterosexual, 10%)
- ❖ 19% of the respondents lived outside the U.S. most of the early years
- ❖ Mean score for “Satisfied with campus diversity-related programs” was 3.9, and 3.6 for “I believe there have been positive changes pertaining to equity, diversity, and inclusion as a result of the strategic plan”

# Staff@Work Survey Questions

1. Overall, I am a satisfied UCSD employee.
2. I understand my department's mission.
3. I understand how my job contributes to my department's mission.
4. Leadership in my department communicates essential information to all levels of the organization.
5. I can make recommendations to leaders in my department without fear of negative consequences.
6. I have sufficient freedom to decide how best to perform my work.
7. Faculty members with whom I interact treat me with respect.
8. Staff members with whom I interact treat me with respect.
9. I feel valued as a member of the UCSD Community.
10. Faculty members value my contributions.
11. Staff members value my contributions.
12. I receive essential information on a timely basis.
13. My department establishes annual departmental performance goals.
14. My department routinely measures departmental performance goal achievement.
15. My department routinely measures customer satisfaction with services and products delivered.
16. My department routinely takes action to improve services and products based on customer feedback.
17. My department has adequate staffing to handle our workload.
18. I have the tools (i.e., equipment and technology) needed to perform my work.
19. My physical work environment (e.g. office, lab) is adequate for the job that I do.
20. I feel safe in my work environment.
21. I have the opportunity to participate in making decisions that affect my work.
22. People in my department are recognized for finding better ways of doing things.
23. My department creates a flexible environment that allows me to balance my work and personal life.
24. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.
25. People of all sexual orientations are treated fairly in my department.
26. UCSD promotes a work environment where all people are welcomed.

27. My department actively supports a diverse work environment.
28. There is a spirit of cooperation within my department.
29. My department practices UCSD's Principles of Community.
30. Work is assigned equitably in my department.
31. I feel that the amount of stress associated with my job is appropriate for my position.
32. The person to whom I report gives me praise for my work.
33. The person to whom I report gives me useful suggestions for improvement.
34. My performance is evaluated fairly.
35. My annual performance review is beneficial to me.
36. The person to whom I report gives me opportunities to develop new skills to support my career advancement.
37. The person to whom I report actively supports my participation in training and education programs related to my job responsibilities.
38. The person to whom I report treats me with respect.
39. The person to whom I report is supportive when personal issues arise.
40. My department effectively resolves staff-related issues (i.e., staff work interactions).
41. I understand how my job performance positively influences what members of the UCSD community think about my department.
42. I am satisfied with my total compensation, including salary and benefits.
43. Most people in my department conduct themselves in an ethical manner.
44. Most people in my department perform their responsibilities.
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 (i.e., equipment and technology) I have to do my work.
48. I am able to manage my workload effectively.
49. I am satisfied with my opportunity for career advancement at UCSD.
50. The training I receive at UCSD is valuable for improving my job performance.
51. I feel valued by my department.
52. I would recommend UCSD to others as a good place to work.
53. I consider some of the people I work with to be good friends.