



Code	
0	0
1	1
2	2
3	3
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8	8
9	9

Use a Number 2 Pencil, Blue or Black Ink Only

Correct Mark Incorrect Mark

Department

Demographics: Please complete the following questions for demographic analysis. To ensure anonymity, question 1 is summarized at the department level. Questions 2-5 are summarized at the Vice Chancellor level.

- What is your employment status?
 Career Limited Appointment Student Contract
- What is your length of service at UCSD?
 1-3 years 4-10 years 11-15 years Over 15 years
- What is your Gender? Female Male
- What is your Age?
 Under 25 26-35 36-45 46-55 55 and over
- What is your Ethnicity/Race?
 Native American African American Hispanic Asian/Pacific Islander Caucasian Other

Opinion Questions: Please indicate to what extent you agree or disagree with the following statements. Results will be summarized to ensure anonymity.

Please skip a statement if it is "not applicable" or you "don't know."

Strongly Disagree Disagree Undecided Agree Strongly Agree

- | | |
|--|---|
| 6. I understand my department's mission. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 7. Leadership in my department communicates essential information to all levels of the organization. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 8. I can offer constructive comments and make recommendations to leaders in my department without fear of negative consequences. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 9. Most faculty members with whom I interact treat me with respect. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 10. I feel valued as a member of the UCSD Community. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 11. Based on my personal experience, most faculty members value my contributions. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 12. I receive essential information on a timely basis. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 13. My department establishes annual departmental performance goals. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 14. My department routinely measures departmental performance goal achievement. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 15. My department routinely measures customer satisfaction with services and products delivered. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 16. My department routinely takes action to improve services and products based on customer feedback. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 17. My department has adequate staffing to handle our workload. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 18. I have the tools, systems and equipment I need to perform my work. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 19. My physical work environment (e.g. office, lab) is adequate for the job that I do. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 20. I feel safe in my work environment. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 21. I have the opportunity to participate in making decisions that affect my work. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 22. People in my department are recognized for finding better ways of doing things. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 23. My department creates a flexible environment that allows me to balance my work and personal life. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |

Please continue on other side...

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
24. People from all cultures, backgrounds and sexual orientations are treated fairly in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
25. UCSD promotes a work environment where people of all cultures, backgrounds and sexual orientations are welcomed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
26. My department actively supports a diverse work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
27. There is a spirit of cooperation within my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
28. My department practices UCSD's Principles of Community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
29. Work is equitably assigned in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
30. I am able to manage my work load effectively so that I can do my best job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
31. I am stressed by the amount of work I am expected to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
32. The person I report to gives me praise for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
33. The person I report to gives me useful suggestions for improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
34. My performance is evaluated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
35. I receive formal performance appraisals at least annually.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
36. The person I report to gives me opportunities to develop new skills to support my career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
37. The person I report to actively supports my participation in training and education programs related to my job responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
38. The person I report to treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
39. The person I report to is supportive when personal issues arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
40. My department effectively resolves staff-related issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
41. I understand how my job contributes to my department's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
42. I understand how my job performance positively influences what members of the UCSD community think about my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
43. Most people in my department conduct themselves in an ethical manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
44. Most people in my department perform their responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
45. I know how to get the information I need to be effective in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
46. My job makes good use of my skills and abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
47. I have sufficient freedom to decide how to best perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
48. I know how to use the tools, systems and equipment I have to do my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
49. I am encouraged to express my individuality and cultural diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
50. I am satisfied with my opportunity for career advancement at UCSD.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
51. The training I receive at UCSD is valuable for improving my job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
52. I am satisfied with my total compensation, including salary and benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
53. I feel valued by my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
54. Overall, I am a satisfied UCSD employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■
55. I would recommend UCSD to others as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	■