



## 2020 - Academics@UCSD UC San Diego

2020

818 respondents

44% of 1,868 invited

**3.74** mean score for 50 questions (scale 1-5)

**2** questions in the excellent range (4.3 or greater)

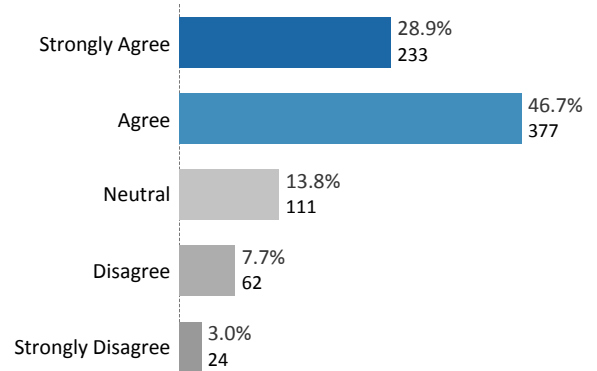
### Influential Strengths

9	Contributes to Dept's Mission
50	Committed to Diversity
14	Participate in Decisions
34	Get Information
27	Fair Performance Evaluation

### Primary Opportunities

2	Valued Member
5	Have a Voice
3	Policy Making
4	Fair and Transparent Decisions
6	Career Advancement Opportunities

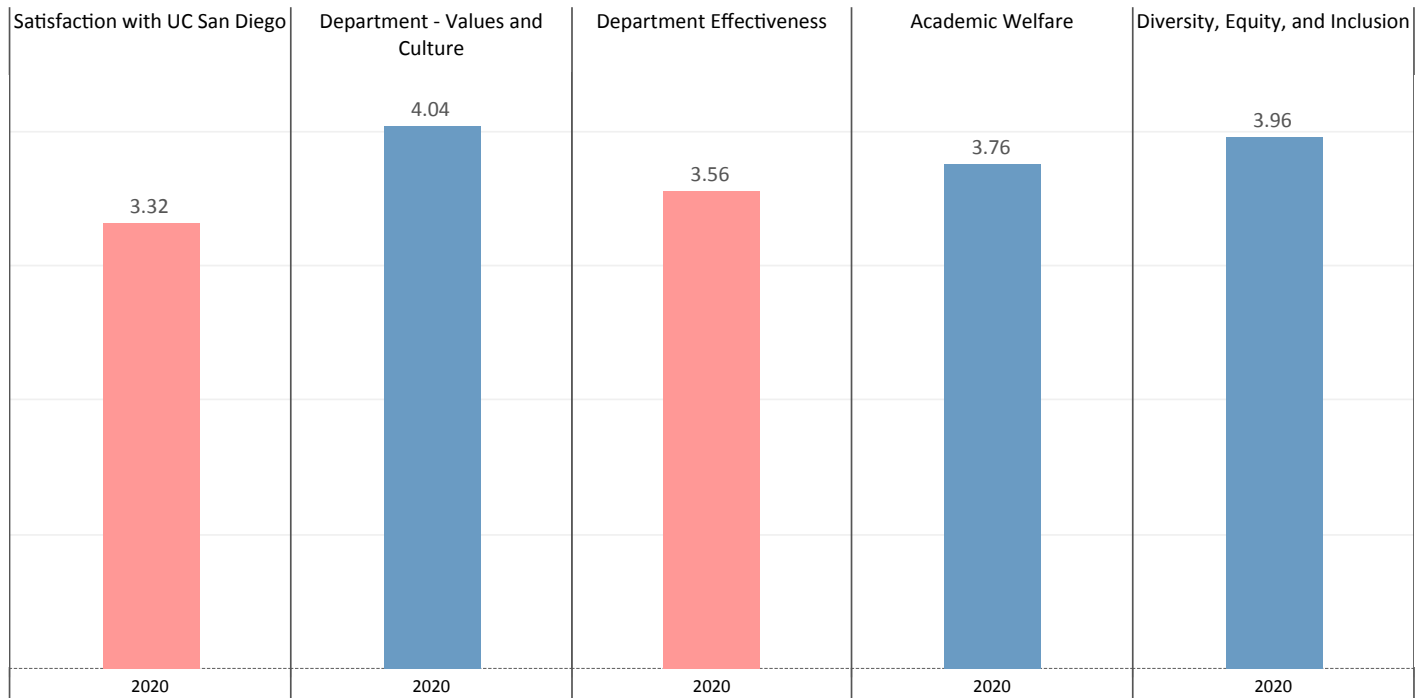
### 1. Overall, I am a satisfied academic appointee at UC San Diego.



Mean = 3.91, Std Dev = 1.00

### Dimension Mean Score Trending

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent



### Background

- 2020 was the inaugural Academics@UCSD Survey.
- Survey Period: May 5 to June 1, 2020.
- 1,868 individuals from 3 Vice Chancellor areas were invited to take the survey. 818 (44%) responded.
- All Academic Personnel from General Campus and SIO were invited to take the survey, with the exception of the following titles: Extension, Preuss School, Postdoctoral Scholars, Visiting and Non-Salaried Titles, Graduate Student Instructors, and Emeriti/Recall.
- Survey consisted of 50 Satisfaction, 1 eNPS, 5 Reward Structure, 8 Background, 21 Interpersonal Behaviors, 1 family care, 6 Covid-19, and 4 open-ended questions.
- Contact us at [Tritonlytics@ucsd.edu](mailto:Tritonlytics@ucsd.edu) if you have any questions about this report or would like additional in-depth analysis of your survey data.



## 2020 - Academics@UCSD

UC San Diego

### Satisfaction Mean Scores

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

● Mean score greater than that of UC San Diego (rounded to two decimal places)

UC San Diego  
1,868 Invited (N)  
818 Responded (n)  
44% Response Rate

		2020	2020
Satisfaction with UC San Diego	1 Overall Satisfaction	3.91	3.91
	2 Valued Member	3.65	3.65
	3 Policy Making	3.10	3.10
	4 Fair and Transparent Decisions	3.02	3.02
	5 Have a Voice	2.88	2.88
	6 Career Advancement Opportunities	3.63	3.63
	7 Supports & Values Research	3.59	3.59
	8 Resources for Work Life Balance	3.35	3.35
Department - Values and Culture	9 Contributes to Dept's Mission	4.26	4.26
	10 Spirit of Cooperation	3.87	3.87
	11 High Visibility Leadership	3.47	3.47
	12 Physical Work Environment	4.44	4.44
	13 Ethical Conduct	4.02	4.02
	14 Participate in Decisions	3.81	3.81
	15 Enjoy Working with Colleagues	4.18	4.18
	16 Value & Support Research	3.97	3.97
Department Effectiveness	17 Sufficient Freedom	4.37	4.37
	18 Supportive of Family Needs	3.94	3.94
	19 Adequate Staffing	3.20	3.20
	20 Have Tools	3.86	3.86
	21 Supports Training	3.65	3.65
	22 Resources Distributed Equitably	3.54	3.54
	23 Raise Concerns without Fear	3.70	3.70
	24 Equitable Service Work	3.19	3.19
	25 Mentorship of Students	3.18	3.18
	26 Equitable Teaching Loads	3.46	3.46
	27 Fair Performance Evaluation	3.79	3.79
	28 Performance Review	3.53	3.53
	29 Performance Assessments	3.62	3.62
	30 Advancement Decisions	3.59	3.59
	31 Expectations for Advancement	3.90	3.90
Academic Welfare	32 Development Opportunities	3.64	3.64
	33 Total Compensation	3.43	3.43
	34 Get Information	3.95	3.95
	35 Use Tools for Scholarship	4.23	4.23
	36 Use Tools for Teaching	4.02	4.02
	37 Reasonable Workload	3.43	3.43
	38 Supports Balance Work Life	3.46	3.46
	39 Development Opportunities	3.50	3.50
	40 Find Support	3.51	3.51
	41 Professional Mentoring	4.02	4.02
Diversity, Equity, and Inclusion	42 Student Respect	4.14	4.14
	43 Diverse Academic Appointees	4.01	4.01
	44 Inclusive of People w/ Disabilities	3.83	3.83
	45 All Cultures - Fair	4.08	4.08
	46 Sexual Orientation - Fair	4.28	4.28
	47 Gender Identities - Fair	4.15	4.15
	48 Report Uncomfortable Behavior	3.69	3.69
	49 Satisfied with Diversity Programs	3.77	3.77
	50 Committed to Diversity	3.90	3.90

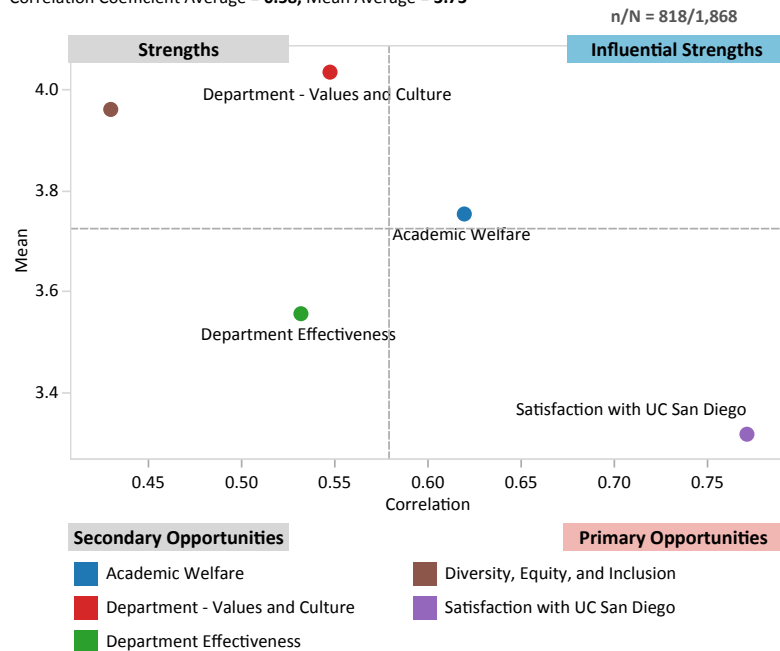


## 2020 - Academics@UCSD

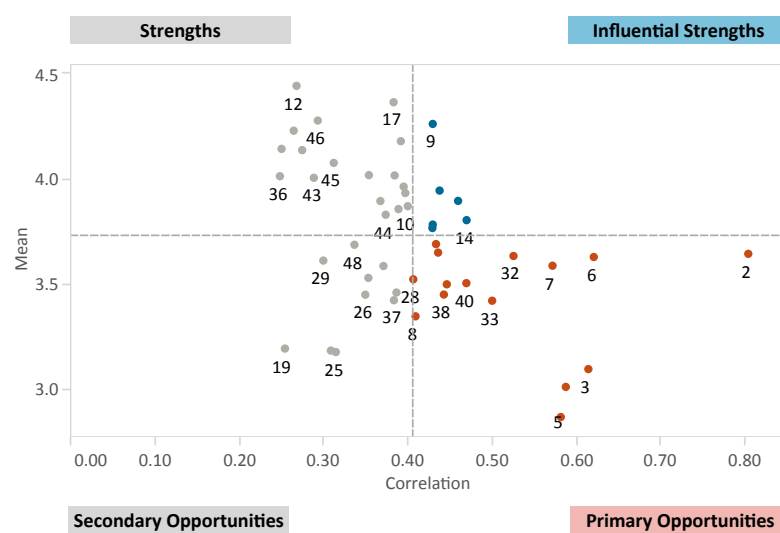
### UC San Diego

ST - Strength | IS - Influential Strength | PO - Primary Opportunity | SO - Secondary Opportunity

**Strengths and Opportunities by Survey Question With Axes at the Average Dimension Mean and Average Dimension by Overall Satisfaction Correlation**  
Correlation Coefficient Average = **0.58**, Mean Average = **3.73**



**Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation**  
Correlation Coefficient Average = **0.40**, Mean Average = **3.73**



<b>Strengths</b> Higher than average mean score, lower than average correlation. "Keep up the good work"	<b>Influential Strengths</b> Higher than average mean score, higher than average correlation "Keep an eye on"
<b>Secondary Opps</b> Lower than average mean score, lower than average correlation. "Low Priority"	<b>Primary Opps</b> Lower than average mean score, higher than average correlation. "Concentrate Efforts"

Dim	Question	Mean	Corr	Str/Opps
SAT	Satisfaction with UC San Diego	3.32	0.77	PO
VAL	Department - Values and Culture	4.04	0.55	ST
DEP	Department Effectiveness	3.56	0.53	SO
WEL	Academic Welfare	3.76	0.62	IS
DIV	Diversity, Equity, and Inclusion	3.96	0.43	ST
DIV	49. Satisfied with Diversity Programs	3.77	0.43	IS
DEP	27. Fair Performance Evaluation	3.79	0.43	IS
VAL	14. Participate in Decisions	3.81	0.47	IS
DIV	50. Committed to Diversity	3.90	0.46	IS
WEL	34. Get Information	3.95	0.44	IS
VAL	9. Contributes to Dept's Mission	4.26	0.43	IS
SAT	5. Have a Voice	2.88	0.58	PO
SAT	4. Fair and Transparent Decisions	3.02	0.59	PO
SAT	3. Policy Making	3.10	0.61	PO
SAT	8. Resources for Work Life Balance	3.35	0.41	PO
WEL	33. Total Compensation	3.43	0.50	PO
WEL	38. Supports Balance Work Life	3.46	0.44	PO
WEL	39. Development Opportunities	3.50	0.45	PO
WEL	40. Find Support	3.51	0.47	PO
DEP	28. Performance Review	3.53	0.41	PO
SAT	7. Supports & Values Research	3.59	0.57	PO
SAT	6. Career Advancement Opportunities	3.63	0.62	PO
WEL	32. Development Opportunities	3.64	0.52	PO
SAT	2. Valued Member	3.65	0.80	PO
DEP	21. Supports Training	3.65	0.43	PO
DEP	23. Raise Concerns without Fear	3.70	0.43	PO
DEP	25. Mentorship of Students	3.18	0.31	SO
DEP	24. Equitable Service Work	3.19	0.31	SO
DEP	19. Adequate Staffing	3.20	0.25	SO
WEL	37. Reasonable Workload	3.43	0.38	SO
DEP	26. Equitable Teaching Loads	3.46	0.35	SO
VAL	11. High Visibility Leadership	3.47	0.39	SO
DEP	22. Resources Distributed Equitably	3.54	0.35	SO
DEP	30. Advancement Decisions	3.59	0.37	SO
DEP	29. Performance Assessments	3.62	0.30	SO
DIV	48. Report Uncomfortable Behavior	3.69	0.34	SO
DIV	44. Inclusive of People w/ Disabilities	3.83	0.37	ST
DEP	20. Have Tools	3.86	0.39	ST
VAL	10. Spirit of Cooperation	3.87	0.40	ST
DEP	31. Expectations for Advancement	3.90	0.37	ST
VAL	18. Supportive of Family Needs	3.94	0.40	ST
VAL	16. Value & Support Research	3.97	0.39	ST
DIV	43. Diverse Academic Appointees	4.01	0.29	ST
WEL	36. Use Tools for Teaching	4.02	0.25	ST
VAL	13. Ethical Conduct	4.02	0.38	ST
WEL	41. Professional Mentoring	4.02	0.35	ST
DIV	45. All Cultures - Fair	4.08	0.31	ST
WEL	42. Student Respect	4.14	0.27	ST
DIV	47. Gender Identities - Fair	4.15	0.25	ST
VAL	15. Enjoy Working with Colleagues	4.18	0.39	ST
WEL	35. Use Tools for Scholarship	4.23	0.26	ST
DIV	46. Sexual Orientation - Fair	4.28	0.29	ST
VAL	17. Sufficient Freedom	4.37	0.38	ST
VAL	12. Physical Work Environment	4.44	0.27	ST



## 2020 - Academics@UCSD

### 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

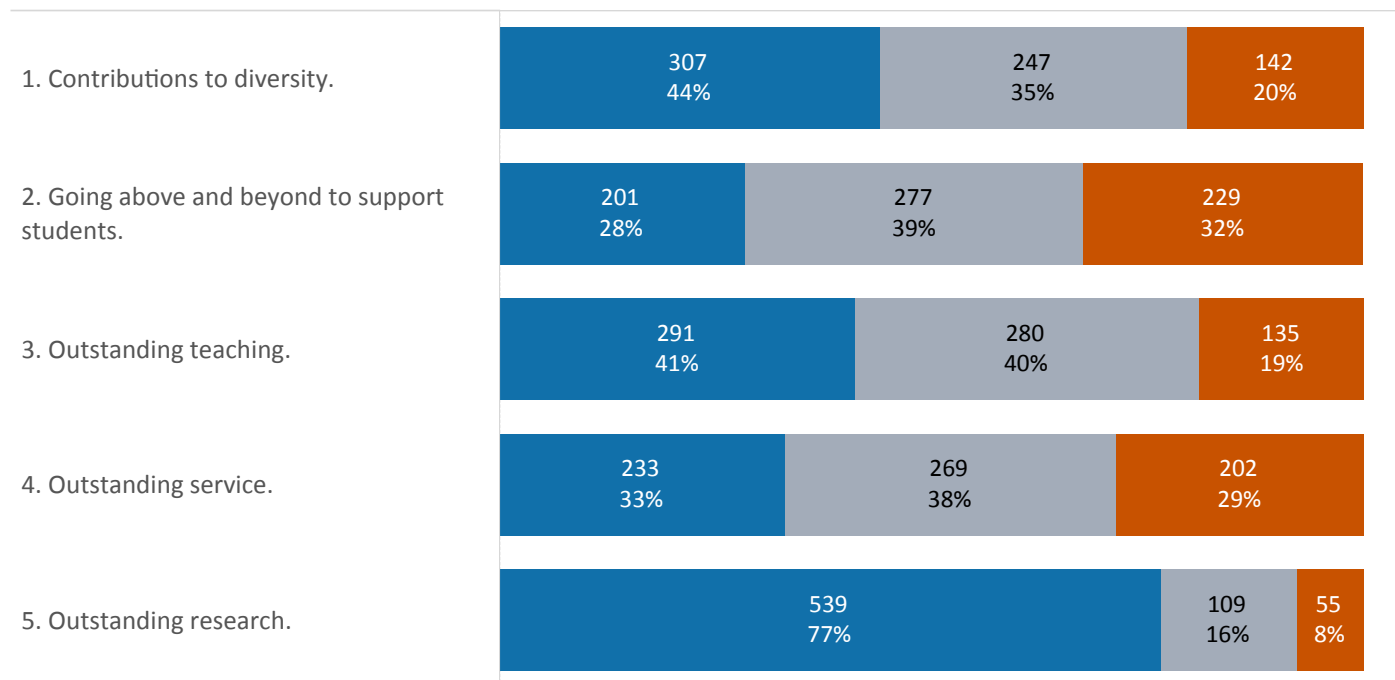
Strongly  
Disagree

N/A

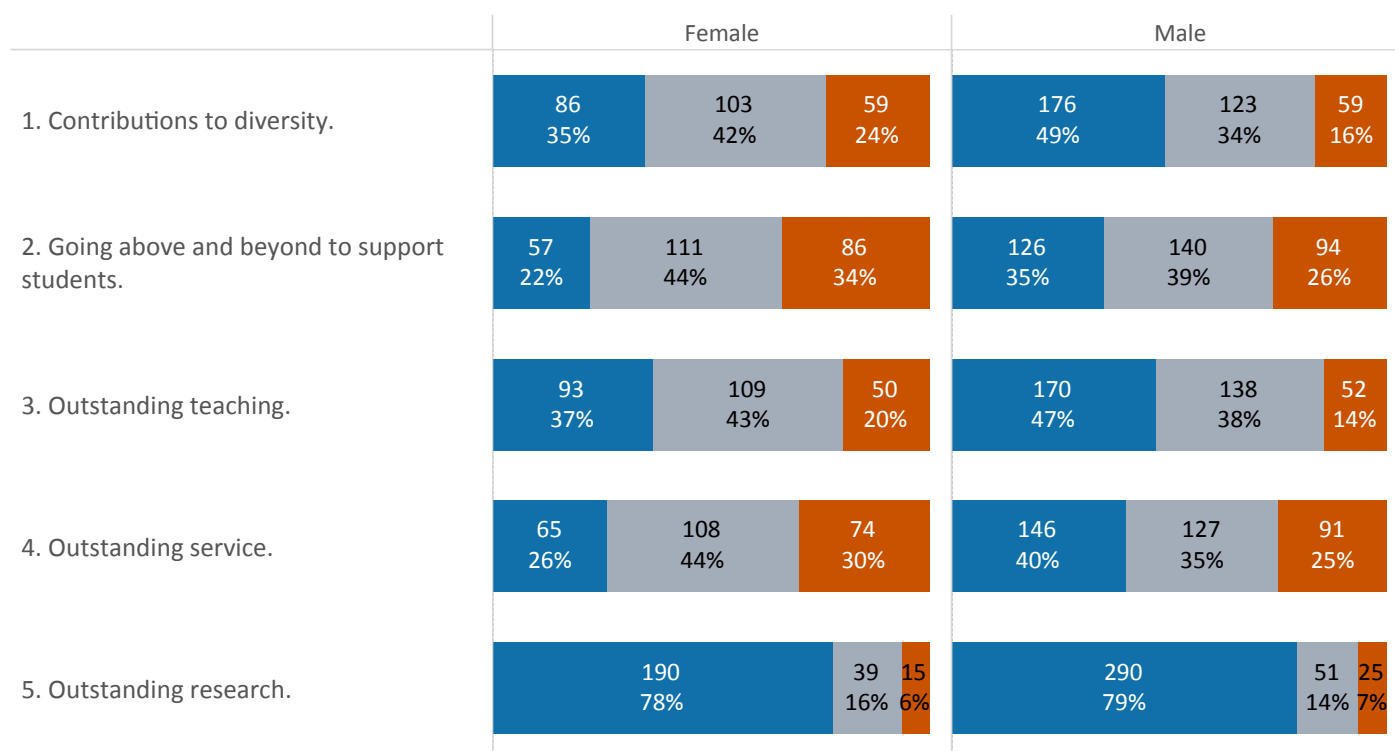
	1. Overall, I am a satisfied academic appointee at UC San Diego.
Satisfaction with UC San Diego	2. I feel valued as a member of the UC San Diego community. 3. Top leaders at UC San Diego take the concerns of academic appointees into account when making policy decisions. 4. Leadership at UC San Diego demonstrates fairness and transparency in their decisions. 5. I feel I have a voice in campus decision makin. 6. I am satisfied with my opportunities for career advancement at UC San Diego. 7. Research in my area is valued and supported at UC San Diego. 8. UC San Diego provides resources to help academic personnel balance work-life needs, such as childcare and elder care.
Department - Values and Culture	9. I understand how my work positively contributes to my department's mission. 10. There is a spirit of collaboration among colleagues in my department. 11. I have been encouraged to take high visibility leadership roles as part of my service to UC San Diego. 12. I feel physically safe in my work environment. 13. People in my department conduct themselves in an ethical manner. 14. I have the opportunity to participate in making decisions that affect my work. 15. I enjoy working with my colleagues. 16. Colleagues in my department value and support my research. 17. I have sufficient freedom to decide how to best perform my work. 18. My department creates a climate that is supportive of family needs, including the use of work-life benefits.
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 department supports my participation in training and other professional development activities (e.g., with funding, time). 22. Resources (e.g., space, research and administrative support) are distributed equitably in my department. 23. I can raise concerns in my department without fear of negative consequences. 24. Service work (e.g., committee work) is distributed equitably in my department. 25. Mentorship of undergraduate and/or graduate students is distributed equitably in my department. 26. Teaching loads are distributed equitably in my department. 27. Performance is evaluated fairly in my department. 28. My last review provided me with information I could use to improve my performance. 29. My department weighs student evaluations fairly in assessments of academic appointee performance. 30. Decisions about advancement in my department are based on clearly defined criteria. 31. Performance expectations for advancement are reasonable in my department.
Academic Welfare	32. The professional development opportunities I receive at UC San Diego are valuable. 33. I am satisfied with my total compensation, including salary and benefits. 34. I know how to get the information I need to be effective in my work. 35. I know how to use the tools that I have (i.e., equipment and technology) to support my research. 36. I know how to use the tools that I have (i.e., equipment and technology) to support my teaching. 37. My workload is reasonable. 38. My department supports me in managing a healthy balance between my personal and professional life. 39. I know how to find information about opportunities for professional development within my department. 40. If I need support to do my work, I know where to find it at UC San Diego. 41. There is at least one person at UC San Diego to whom I can go for mentorship or guidance. 42. I feel that students show me the same respect they show to my peers.
Diversity, Equity, and Inclusion	43. My department demonstrates a commitment to recruiting and retaining diverse academic appointees. 44. UC San Diego creates an environment that is inclusive of people with disabilities. 45. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department. 46. People of all sexual orientations are treated fairly in my department. 47. People of all gender identities are treated fairly in my department. 48. I trust that if I reported a colleague's behavior that made me uncomfortable, I would receive satisfactory support. 49. Overall, I am satisfied with the diversity-related programs and services available on campus. 50. Top leaders of the university are committed to diversity, equity, and inclusion.
eNPS	51. How likely is it that you would recommend UC San Diego to a friend or colleague as a place to work?



## How frequently UC San Diego rewards academic appointees for the following:

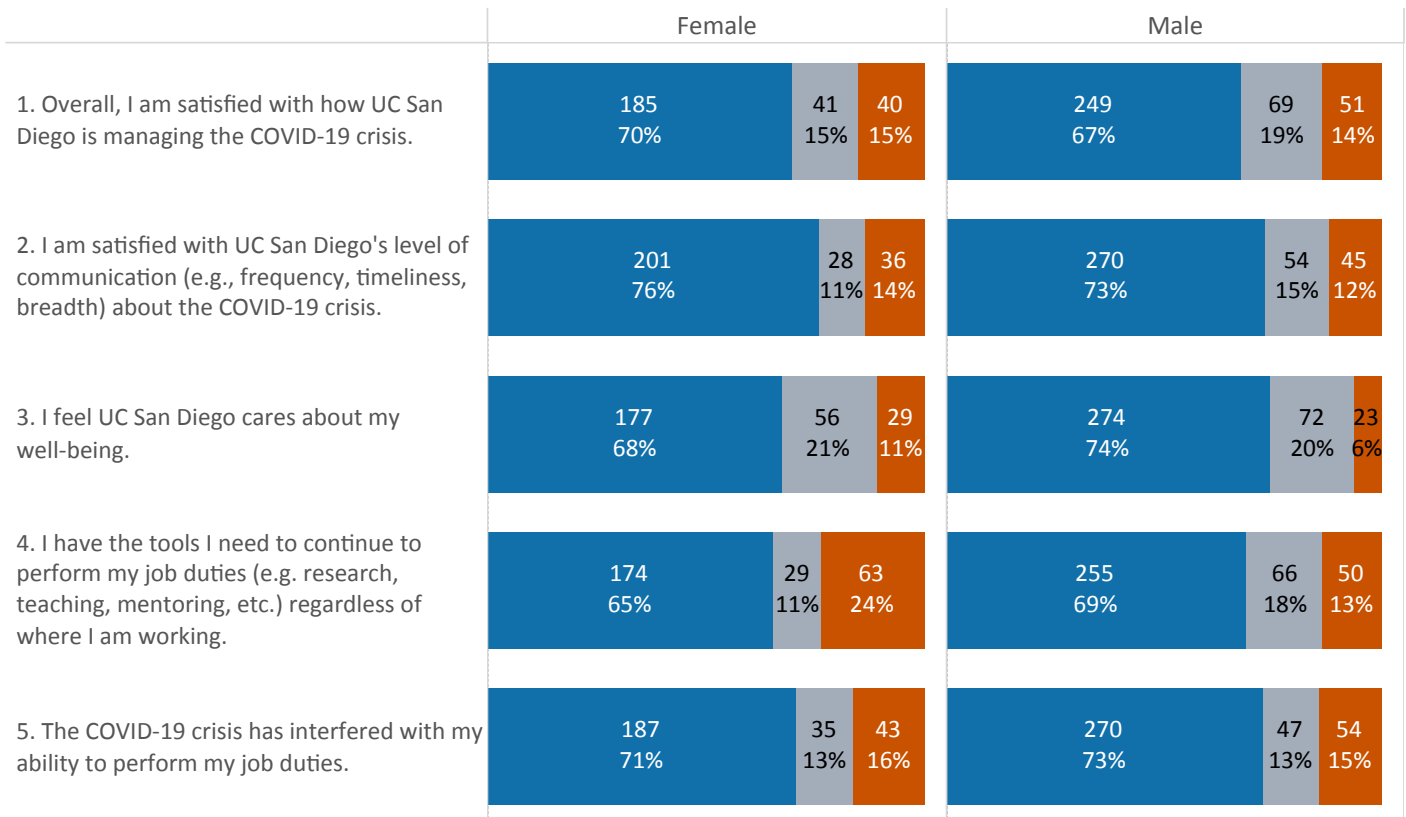
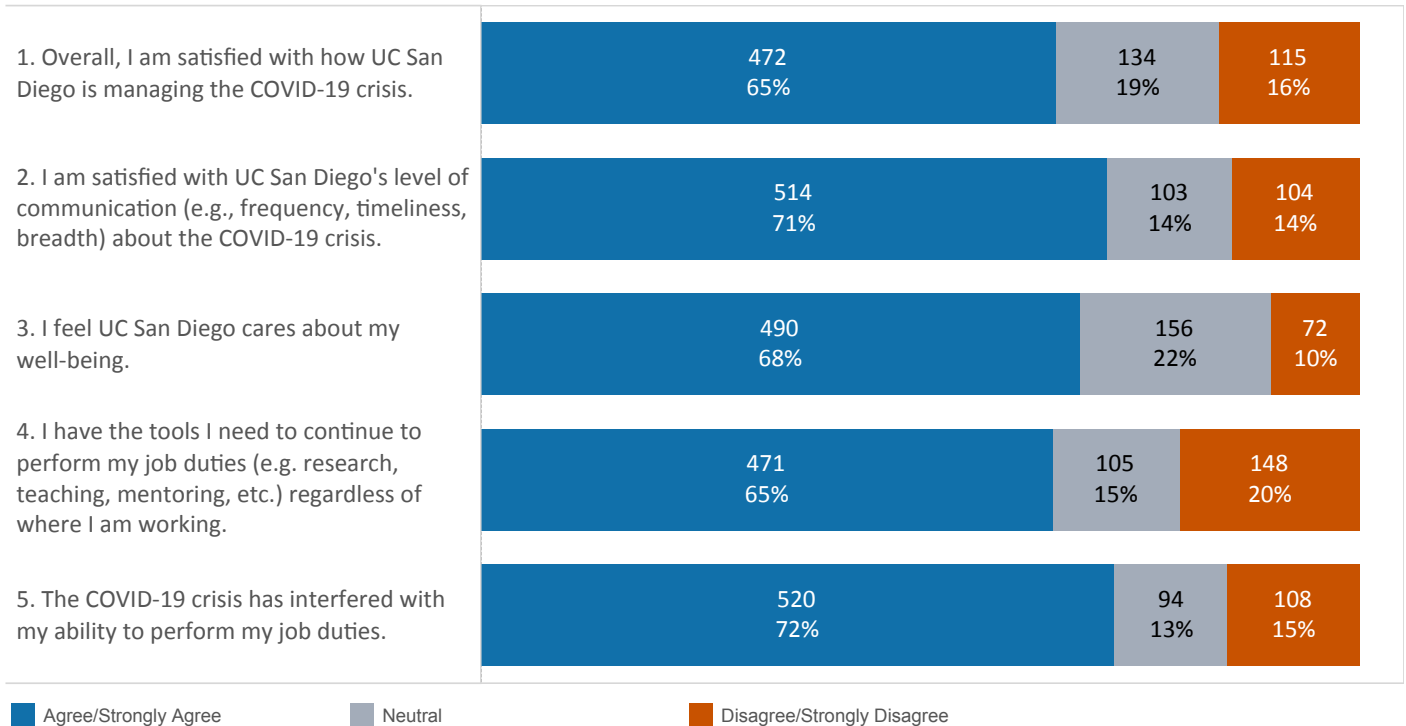


Often/Very Often Occasionally Rarely/Never





## How COVID-19 has impacted your experience as an academic appointee:





## Satisfaction Mean Scores by Academic Group

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent  
Mean scores are not displayed for groups that have fewer than 5 respondents.

			Senate	Non-Senate	Researcher/Admin
			2020	2020	2020
Satisfaction with UC San Diego	1	Overall Satisfaction	3.94	3.80	3.84
	2	Valued Member	3.73	3.39	3.53
	3	Policy Making	3.05	3.18	3.30
	4	Fair and Transparent Decisions	2.93	3.10	3.37
	5	Have a Voice	2.99	2.48	2.74
	6	Career Advancement Opportunities	3.88	2.87	3.23
	7	Supports & Values Research	3.64	3.19	3.71
	8	Resources for Work Life Balance	3.42	3.10	3.24
Department - Values and Culture	9	Contributes to Dept's Mission	4.29	4.22	4.19
	10	Spirit of Cooperation	3.86	3.85	3.95
	11	High Visibility Leadership	3.65	2.81	3.24
	12	Physical Work Environment	4.48	4.37	4.36
	13	Ethical Conduct	3.93	4.24	4.21
	14	Participate in Decisions	3.94	3.28	3.71
	15	Enjoy Working with Colleagues	4.13	4.19	4.43
	16	Value & Support Research	3.99	3.63	4.09
	17	Sufficient Freedom	4.44	4.13	4.25
	18	Supportive of Family Needs	3.97	3.85	3.84
Department Effectiveness	19	Adequate Staffing	3.11	3.57	3.28
	20	Have Tools	3.81	3.83	4.16
	21	Supports Training	3.64	3.49	3.92
	22	Resources Distributed Equitably	3.53	3.49	3.62
	23	Raise Concerns without Fear	3.74	3.51	3.65
	24	Equitable Service Work	3.13	3.33	3.40
	25	Mentorship of Students	3.15	3.28	3.36
	26	Equitable Teaching Loads	3.49	3.38	3.25
	27	Fair Performance Evaluation	3.80	3.63	3.87
	28	Performance Review	3.56	3.41	3.49
	29	Performance Assessments	3.60	3.70	3.62
	30	Advancement Decisions	3.68	3.12	3.58
Academic Welfare	31	Expectations for Advancement	3.98	3.56	3.81
	32	Development Opportunities	3.60	3.58	3.88
	33	Total Compensation	3.50	3.04	3.47
	34	Get Information	3.94	3.80	4.14
	35	Use Tools for Scholarship	4.24	3.98	4.38
	36	Use Tools for Teaching	3.99	4.04	4.20
	37	Reasonable Workload	3.37	3.68	3.44
	38	Supports Balance Work Life	3.41	3.62	3.52
	39	Development Opportunities	3.53	3.32	3.56
	40	Find Support	3.50	3.49	3.56
Diversity, Equity, and Inclusion	41	Professional Mentoring	4.04	3.88	4.08
	42	Student Respect	4.12	4.26	4.08
	43	Diverse Academic Appointees	4.08	3.80	3.86
	44	Inclusive of People w/ Disabilities	3.85	3.82	3.78
	45	All Cultures - Fair	4.09	4.07	4.03
	46	Sexual Orientation - Fair	4.31	4.26	4.16
	47	Gender Identities - Fair	4.15	4.13	4.13
	48	Report Uncomfortable Behavior	3.64	3.82	3.81
	49	Satisfied with Diversity Programs	3.74	3.81	3.85
	50	Committed to Diversity	3.93	3.67	3.97



## Satisfaction Mean Scores by Gender

**Below 3.00 - Low** | **3.00 to 3.59 - Marginal** | **3.60 to 4.29 - Good** | **4.30 & above - Excellent**

Mean scores are not displayed for groups that have fewer than 5 respondents.

			Female 2020	Male 2020
Satisfaction with UC San Diego	1	Overall Satisfaction	3.90	4.02
	2	Valued Member	3.58	3.81
	3	Policy Making	3.11	3.20
	4	Fair and Transparent Decisions	3.05	3.11
	5	Have a Voice	2.83	3.02
	6	Career Advancement Opportunities	3.55	3.79
	7	Supports & Values Research	3.44	3.75
	8	Resources for Work Life Balance	3.24	3.51
Department - Values and Culture	9	Contributes to Dept's Mission	4.28	4.30
	10	Spirit of Cooperation	3.87	3.95
	11	High Visibility Leadership	3.33	3.62
	12	Physical Work Environment	4.28	4.59
	13	Ethical Conduct	4.00	4.11
	14	Participate in Decisions	3.68	4.03
	15	Enjoy Working with Colleagues	4.23	4.22
	16	Value & Support Research	3.91	4.06
	17	Sufficient Freedom	4.26	4.49
	18	Supportive of Family Needs	3.87	4.03
Department Effectiveness	19	Adequate Staffing	3.16	3.30
	20	Have Tools	3.88	3.91
	21	Supports Training	3.74	3.67
	22	Resources Distributed Equitably	3.34	3.73
	23	Raise Concerns without Fear	3.51	3.96
	24	Equitable Service Work	3.00	3.37
	25	Mentorship of Students	2.97	3.35
	26	Equitable Teaching Loads	3.28	3.63
	27	Fair Performance Evaluation	3.71	3.92
	28	Performance Review	3.50	3.62
	29	Performance Assessments	3.60	3.71
	30	Advancement Decisions	3.54	3.72
Academic Welfare	31	Expectations for Advancement	3.81	4.03
	32	Development Opportunities	3.79	3.62
	33	Total Compensation	3.40	3.55
	34	Get Information	3.88	4.06
	35	Use Tools for Scholarship	4.15	4.30
	36	Use Tools for Teaching	3.98	4.07
	37	Reasonable Workload	3.28	3.65
	38	Supports Balance Work Life	3.39	3.58
	39	Development Opportunities	3.47	3.65
	40	Find Support	3.49	3.61
	41	Professional Mentoring	4.04	4.08
Diversity, Equity, and Inclusion	42	Student Respect	3.93	4.33
	43	Diverse Academic Appointees	3.73	4.23
	44	Inclusive of People w/ Disabilities	3.57	4.04
	45	All Cultures - Fair	3.85	4.27
	46	Sexual Orientation - Fair	4.14	4.38
	47	Gender Identities - Fair	3.92	4.30
	48	Report Uncomfortable Behavior	3.47	3.93
	49	Satisfied with Diversity Programs	3.57	4.00
	50	Committed to Diversity	3.67	4.14





## 2020 - Academics@UCSD

### UC San Diego

2020

818 respondents

44% of 1,868 invited

White	458
Black	19
Latino	53
Asian/PI	100
Am In/AN	2
Multi-Ethnic	13

### Satisfaction Mean Scores by Race/Ethnicity

**Below 3.00 - Low** | **3.00 to 3.59 - Marginal** | **3.60 to 4.29 - Good** | **4.30 & above - Excellent**

Mean scores are not displayed for groups that have fewer than 5 respondents.

		White	Black	Latino	Asian/PI	Am In/AN	Multi-Ethnic
		2020	2020	2020	2020	2020	2020
Satisfaction with UC San Diego	1 Overall Satisfaction	4.01	3.58	3.75	4.00		3.62
	2 Valued Member	3.73	3.32	3.55	3.85		3.69
	3 Policy Making	3.15	2.61	3.12	3.39		3.00
	4 Fair and Transparent Decisions	3.10	2.22	2.94	3.35		2.58
	5 Have a Voice	2.96	2.50	2.90	2.99		2.83
	6 Career Advancement Opportunities	3.73	3.42	3.48	3.65		3.50
	7 Supports & Values Research	3.65	2.89	3.33	3.71		3.64
	8 Resources for Work Life Balance	3.39	2.85	3.43	3.41		3.33
Department - Values and Culture	9 Contributes to Dept's Mission	4.28	4.11	4.54	4.28		4.17
	10 Spirit of Cooperation	3.95	3.89	4.06	3.89		3.85
	11 High Visibility Leadership	3.57	3.78	3.48	3.33		3.17
	12 Physical Work Environment	4.51	3.74	4.38	4.45		4.31
	13 Ethical Conduct	4.13	3.89	4.06	4.04		3.62
	14 Participate in Decisions	3.93	3.68	3.73	3.83		3.75
	15 Enjoy Working with Colleagues	4.27	4.21	4.04	4.14		4.23
	16 Value & Support Research	4.02	4.22	3.88	4.05		4.08
	17 Sufficient Freedom	4.45	4.16	4.26	4.29		4.31
	18 Supportive of Family Needs	3.97	3.88	4.02	3.94		4.00
Department Effectiveness	19 Adequate Staffing	3.19	2.74	3.21	3.39		3.46
	20 Have Tools	3.90	3.63	3.87	3.89		3.75
	21 Supports Training	3.68	3.65	3.66	3.72		3.80
	22 Resources Distributed Equitably	3.55	3.56	3.81	3.64		3.58
	23 Raise Concerns without Fear	3.87	3.47	3.75	3.58		3.83
	24 Equitable Service Work	3.23	2.82	3.42	3.27		2.75
	25 Mentorship of Students	3.19	2.94	3.35	3.31		2.64
	26 Equitable Teaching Loads	3.50	3.06	3.61	3.49		2.83
	27 Fair Performance Evaluation	3.86	3.89	3.76	3.82		3.67
	28 Performance Review	3.54	3.27	3.67	3.69		3.60
	29 Performance Assessments	3.68	3.88	3.67	3.68		3.58
	30 Advancement Decisions	3.68	3.89	3.44	3.62		3.58
Academic Welfare	31 Expectations for Advancement	3.99	3.88	3.77	3.87		3.69
	32 Development Opportunities	3.67	3.53	3.79	3.78		3.50
	33 Total Compensation	3.55	3.37	3.38	3.27		3.15
	34 Get Information	4.01	3.89	3.98	3.93		3.69
	35 Use Tools for Scholarship	4.24	4.33	4.16	4.26		4.00
	36 Use Tools for Teaching	4.03	4.13	3.96	4.08		3.27
	37 Reasonable Workload	3.50	3.17	3.19	3.63		3.00
	38 Supports Balance Work Life	3.52	3.24	3.44	3.61		3.33
	39 Development Opportunities	3.60	3.44	3.64	3.48		3.15
	40 Find Support	3.58	3.26	3.63	3.51		2.92
	41 Professional Mentoring	4.10	3.89	4.11	3.98		3.69
	42 Student Respect	4.22	3.78	4.04	3.97		4.25
Diversity, Equity, and Inclusion	43 Diverse Academic Appointees	4.12	3.74	3.60	3.94		3.62
	44 Inclusive of People w/ Disabilities	3.85	3.13	3.47	3.97		3.83
	45 All Cultures - Fair	4.16	3.32	3.87	4.04		4.00
	46 Sexual Orientation - Fair	4.32	4.17	4.12	4.19		4.18
	47 Gender Identities - Fair	4.19	3.89	3.98	4.08		4.10
	48 Report Uncomfortable Behavior	3.78	2.89	3.62	3.67		3.92
	49 Satisfied with Diversity Programs	3.90	2.58	3.36	3.85		3.33
	50 Committed to Diversity	4.02	2.94	3.48	3.99		3.82



## Interpersonal Behaviors Mean Scores

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low

During the past year, how often have you experienced the following conduct where someone:	2020
1. Was condescending to you.	2.20
2. Paid little attention to your statement or showed little interest in your opinion.	2.36
3. Made demeaning or derogatory remarks about you.	1.54
4. Made jokes at your expense.	1.41
5. Interrupted or spoke over you.	2.35
6. Kept you out-of-the-loop on information that was important.	2.53
7. Ignored you during conversation.	1.91
8. Treated you differently because of your gender identity.	1.54
9. Made derogatory comments about your gender identity.	1.14
10. Treated you differently because of your race/ethnicity.	1.40
11. Made derogatory comments about your race/ethnicity.	1.20
12. Treated you differently because of your sexual orientation.	1.11
13. Made derogatory comments about your sexual orientation.	1.06
14. Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in.	1.45
15. Made you feel that you have to work harder than others to be perceived as a legitimate scholar.	1.95
16. Made you feel that your prospects for advancement were threatened.	1.66
17. Impeded your access to key resources (e.g., funding, space, strong students).	1.55
18. Made you feel that your reputation was harmed.	1.42
19. Isolated or excluded you from important opportunities.	1.72
20. Questioned your professional competence or authority.	1.62



## Interpersonal Behaviors Mean Scores by Gender

**Below 2 - Excellent** | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Marginal** | **2.70 & above - Low**  
Mean scores are not displayed for groups that have fewer than 5 respondents.

*During the past year, how often have you experienced the following conduct where someone:*

Question Text	Female 2020	Male 2020
1. Was condescending to you.	2.49	1.90
2. Paid little attention to your statement or showed little interest in your opinion.	2.59	2.11
3. Made demeaning or derogatory remarks about you.	1.63	1.41
4. Made jokes at your expense.	1.43	1.32
5. Interrupted or spoke over you.	2.73	2.00
6. Kept you out-of-the-loop on information that was important.	2.64	2.32
7. Ignored you during conversation.	2.11	1.70
8. Treated you differently because of your gender identity.	1.92	1.23
9. Made derogatory comments about your gender identity.	1.21	1.08
10. Treated you differently because of your race/ethnicity.	1.46	1.33
11. Made derogatory comments about your race/ethnicity.	1.25	1.14
12. Treated you differently because of your sexual orientation.	1.09	1.09
13. Made derogatory comments about your sexual orientation.	1.06	1.04
14. Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in.	1.64	1.24
15. Made you feel that you have to work harder than others to be perceived as a legitimate scholar.	2.44	1.55
16. Made you feel that your prospects for advancement were threatened.	1.79	1.45
17. Impeded your access to key resources (e.g., funding, space, strong students).	1.69	1.36
18. Made you feel that your reputation was harmed.	1.43	1.32
19. Isolated or excluded you from important opportunities.	1.84	1.53
20. Questioned your professional competence or authority.	1.83	1.40



## Interpersonal Behaviors Mean Scores by Ethnicity

**Below 2 - Excellent** | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Marginal** | **2.70 & above - Low**  
Mean scores are not displayed for groups that have fewer than 5 respondents.

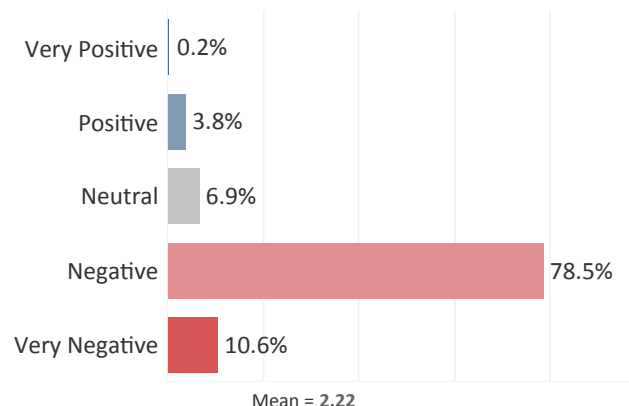
<i>During the past year, how often have you experienced the following conduct where someone:</i>	White	Black	Latino	Asian/PI	Am In/AN	Multi-Ethnic
	2020	2020	2020	2020	2020	2020
1. Was condescending to you.	2.14	2.68	2.40	2.07		2.15
2. Paid little attention to your statement or showed little interest in your opinion.	2.29	2.84	2.34	2.30		2.00
3. Made demeaning or derogatory remarks about you.	1.46	1.84	1.65	1.54		1.77
4. Made jokes at your expense.	1.33	1.53	1.46	1.45		1.38
5. Interrupted or spoke over you.	2.34	3.11	2.19	2.15		2.23
6. Kept you out-of-the-loop on information that was important.	2.46	3.06	2.61	2.27		2.31
7. Ignored you during conversation.	1.87	2.26	1.88	1.83		1.85
8. Treated you differently because of your gender identity.	1.54	1.82	1.53	1.34		1.50
9. Made derogatory comments about your gender identity.	1.14	1.28	1.18	1.15		1.08
10. Treated you differently because of your race/ethnicity.	1.20	2.79	1.98	1.65		1.50
11. Made derogatory comments about your race/ethnicity.	1.10	1.47	1.55	1.37		1.08
12. Treated you differently because of your sexual orientation.	1.08	1.25	1.27	1.13		1.00
13. Made derogatory comments about your sexual orientation.	1.04	1.12	1.16	1.09		1.00
14. Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in.	1.32	2.42	1.74	1.46		1.46
15. Made you feel that you have to work harder than others to be perceived as a legitimate scholar.	1.83	3.05	2.33	1.98		1.62
16. Made you feel that your prospects for advancement were threatened.	1.53	2.11	2.10	1.52		1.77
17. Impeded your access to key resources (e.g., funding, space, strong students).	1.46	1.89	1.69	1.53		1.62
18. Made you feel that your reputation was harmed.	1.34	1.47	1.51	1.44		1.62
19. Isolated or excluded you from important opportunities.	1.60	2.25	1.79	1.76		1.75
20. Questioned your professional competence or authority.	1.54	2.11	1.73	1.61		1.54



495 survey respondents commented on at least one of two items asking what they would change about the work climate at UC San Diego and about any concerning behaviors they experienced or witnessed. Comments may contain multiple themes. Benchmark (or standard) themes are displayed on this page. Ad hoc theme results are included on the following page.

Note: Because not all respondents who took this survey made a comment, the themes presented below are not necessarily a full representation of the division/unit. Consideration of quantitative data and review of comments to better understand themes are recommended for gaining more complete insights.

#### Sentiment Breakdown for Benchmark Themes



#### # of Benchmark Themes and Sentiment Breakdown

Benchmark themes are topics that correspond to the major areas covered by the survey and can be tracked over time

● 5 - Very Positive ● 4 - Positive ● 3 - Neutral ● 2 - Negative ● 1 - Very Negative

	# of Times Theme Used	% of Times Theme Used	Avg Sentiment	Sentiment Breakdown
Satisfied with diversity programs	68	15.1%	2.1	
Have a voice in decision making	63	14.0%	1.9	
Discrimination based on gender identity	41	9.1%	1.9	
Feel valued by department	35	7.8%	2.9	
Discrimination based on race/ethnicity	33	7.3%	1.9	
Research supported	33	7.3%	2.0	
Feel respected by colleagues	31	6.9%	2.1	
Equitable service work	20	4.4%	2.1	
Evaluated fairly	19	4.2%	1.9	
Career advancement	18	4.0%	2.1	
Compensation	16	3.5%	1.9	
Equitable teaching load	14	3.1%	1.9	
Feel respected by students	11	2.4%	1.8	
Discrimination based on disability	9	2.0%	1.9	
Ethical conduct	9	2.0%	2.0	
Work/Life balance	9	2.0%	1.7	
Fear of negative consequences	8	1.8%	2.1	
Discrimination based on sexual orientation	5	1.1%	2.2	
Professional development	4	0.9%	2.3	
Support for parents/caregivers	3	0.7%	2.0	
Benefits	2	0.4%	2.0	



## 2020 - Academics@UCSD UC San Diego

### # of Ad Hoc Themes and Sentiment Breakdown

Ad hoc themes are topics that may not appear in all survey years

● 5 - Very Positive ● 4 - Positive ● 3 - Neutral ● 2 - Negative ● 1 - Very Negative

	# of Times Theme Used	% of Times Theme Used	Avg Sentiment	Sentimental Breakdown
Communication from Senior Leadership	60	6.4%	2.1	
Transition to Remote Teaching/Learning	57	6.0%	2.3	
Reasonable Workload	56	5.9%	2.0	
Support Remote Instruction Tools	47	5.0%	2.4	
Jobs/Budgets	44	4.7%	1.9	
Adjust Review/Advancement Timeline	42	4.4%	2.9	
Longterm Childcare	39	4.1%	2.2	
Return to On-Site Research	33	3.5%	2.8	
Return to Learn Planning	30	3.2%	2.5	
Increase in Bureaucracy	28	3.0%	2.0	
Support for Lecturers/Jr Faculty	28	3.0%	2.0	
Too Much Emphasis on Diversity	27	2.9%	2.0	
Support for Grad Student/Post Docs	26	2.8%	2.2	
Allow More Faculty Input	23	2.4%	2.1	
Professional Behavior	21	2.2%	2.7	
Research Funding Issues	20	2.1%	2.5	
Addressing Bullying	18	1.9%	1.8	
Current Measures are Effective	18	1.9%	3.8	
More Support for Non-STEM Departments	18	1.9%	2.0	
Allow Extended Remote Work	17	1.8%	3.1	
Elitism/Hierarchy	17	1.8%	1.9	
Reporting/Resolving Issues	16	1.7%	1.8	
More Value on Teaching	15	1.6%	2.0	
Opportunity for Collaboration	15	1.6%	2.7	
Covid 19 Information/Testing	14	1.5%	3.1	