



## EXECUTIVE SUMMARY

### BACKGROUND

- 2024 was the second administration of Academics@UCSD Survey. The last administration was 2020.
- Survey Period: April 8 to May 10, 2024.
- 2,080 individuals from VC-Academic Affairs, VC-Marine Sciences, and VC-Research were invited to participate.
- Response rate is 35% (736 responded).
- Survey consisted of questions related to: standard satisfaction, interpersonal behaviors, implementation of new labor contracts (if applicable), and experiences as a new hire (if applicable).

### YOUR UNIT OR DEPARTMENT SUMMARY

RESPONSE RATE	OVERALL SATISFACTION	EMPLOYEE NET PROMOTER PROFILE SCORE
<b>35%</b> <small>736 responses   2,080 invited</small>	<b>63%</b> <small>Satisfied or Extremely Satisfied</small>	<b>41</b> <small>55% Promoters and 14% Detractors</small>

TOP SATISFACTION SCORES	LOWEST SATISFACTION SCORES	LARGEST CHANGES IN SCORES <small>↑ ↓ change of .09 or more, ● less than .09</small>
1 Physical Environment	1 Service Work Distributed Equitably	1 Visibility of Leadership <span style="color: blue;">↑</span>
2 All Sexual Orientation Treated Fairly	2 Adequate Support to Perform	2 Development Opportunities <span style="color: red;">↓</span>
3 Sufficient Freedom	3 Mentorship Distributed Equitably	3 Satisfied Employee <span style="color: red;">↓</span>
4 All Gender Identities Treated Fairly	4 Reasonable Workload	4 Access to Information <span style="color: red;">↓</span>
5 Enjoy Working with Colleagues	5 Development Opportunities	5 Prioritize Appointee Concerns <span style="color: red;">↓</span>

DRIVERS OF SATISFACTION	
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
Sense of Belonging	Development Opportunities
Sufficient Freedom	Adequate Support to Perform
Enjoy Working with Colleagues	Reasonable Workload
Research Support	Supports Work-Life Balance
Supports Work-Life Benefits	Review Provided Useful Feedback

### NEXT STEPS

- Communicate the results widely, engage academic employees in your unit in sense-making, and co-develop action plans in community.
- Be comprehensive in your interpretation of the data by attending to areas of strength (e.g., 90% did not experience negative behaviors) and opportunities for growth (e.g., 10% who did).
- Be attentive to disaggregated analyses indicative that some groups may be experiencing UC San Diego and your unit differently, on average, than others.
- Contact [acadsurvey@ucsd.edu](mailto:acadsurvey@ucsd.edu) for questions.

<sup>1</sup> Survey and analytics powered by Tritonlytics™, Strategic Consulting, Assessments, and Analytics (SCAA), Human Resources



# 2024 - Academics@UCSD™ Survey

## UC SAN DIEGO

2024

736 respondents  
35% of 2,080 invited

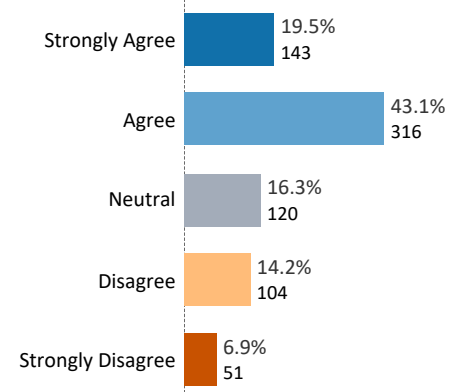
2020

818 respondents  
44% of 1,868 invited

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

**3.60** mean score for 58 questions (scale 1-5)  
**1** questions in the excellent range (4.3 or greater)

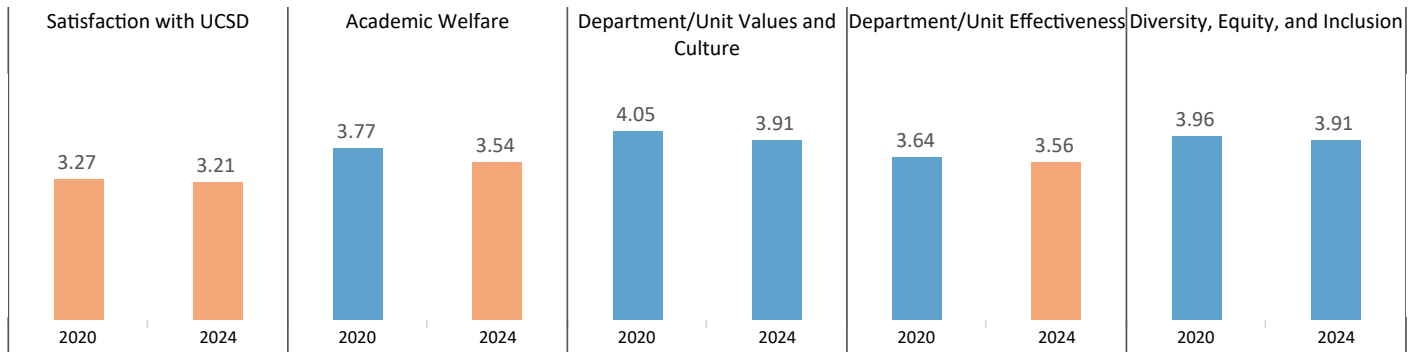
Influential Strengths		Primary Opportunities	
24	Sense of Belonging	18	Development Opportunities
34	Sufficient Freedom	37	Adequate Support to Perform
30	Enjoy Working with Colleagues	17	Reasonable Workload
31	Research Support	35	Supports Work-Life Balance
36	Supports Work-Life Benefits	50	Review Provided Useful Feedback



Mean = 3.54, Std Dev = 1.16

Dimension Mean Score Trending **Below 3.00 - Low** | **3.00 to 3.59 - Moderate** | **3.60 to 4.29 - Good** | **4.30 & above - Excellent**

★ Statistically significant change from current year to prior year (p <= .01)



### Employee Net Promoter Profile Score (eNPPS)

"Overall, I am a satisfied employee...." by "How likely is it that you would recommend working..."

**41 eNPPS\***  
(54.5% - 14.0%)

Below 40 - Low  
40 to 59 - Moderate  
60 to 79 - Good  
80 & above - Excellent

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5	1					2	1	2	14	28	88	136
	4	1	1		2	4	16	25	52	95	69	26	291
	3	1		2	10	11	34	16	20	14	4		112
	2	4	4	14	24	13	17	14	7	2			99
	1	14	5	9	8	1	6	3	2				48
Total		21	10	25	44	29	75	59	83	125	101	114	686

#### eNPPS Trend

2020	2024
63	41

#### \*How eNPPS works:

**Satisfied Promoters** score 4-5 on the "Satisfied" item and 7-10 on the "Recommend" item. **Dissatisfied Non-Promoters** score 1-2 on the "Satisfied" item and 0-4 on the "Recommend" item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPPS. **Passives** score 3 on the "Satisfied" item and 5-6 on the "Recommend" item.



# 2024 - Academics@UCSD™ Survey

## UC SAN DIEGO

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

● Mean score greater than that of UCSD (rounded to two decimal places)

UCSD

2,080 Invited (N)  
736 Responded (n)  
35% Response Rate

Change from 2020 to 2024  
Arrows indicate change of .09 or greater

↓ 23   ● 19   ↑ 1

UCSD

2,080 Invited (N)  
736 Responded (n)  
35% Response Rate

		2020	2024		2024
Satisfaction with UCSD	1 Satisfied Employee	3.91	3.54	★ ↓	3.54
	2 Valued Member	3.65	3.34	★ ↓	3.34
	3 Prioritize Appointee Concerns	3.10	2.76	★ ↓	2.76
	4 Fair and Transparent Decisions	3.02	2.73	★ ↓	2.73
	5 Have a Voice	2.88	2.60	★ ↓	2.60
	6 Well-Being		3.05		3.05
	7 Found My Place		3.55		3.55
	8 Scholarly Contributions Valued		3.57		3.57
	10 Career Advancement	3.63	3.50	★ ↓	3.50
	11 Resources for Work Life Balance	3.35	3.05	★ ↓	3.05
	12 Clear Communication		3.12		3.12
	13 Have Support for Success		3.23		3.23
	14 Working at UCSD in 1-2 years		3.94		3.94
	Academic Welfare	15 Total Compensation	3.43	3.28	★ ↓
16 Access to Information		3.95	3.60	★ ↓	3.60
17 Reasonable Workload		3.43	3.12	★ ↓	3.12
18 Development Opportunities		3.64	3.25	★ ↓	3.25
19 Access to Mentorship		4.02	3.93	★ ●	3.93
20 Respect from Students		4.14	4.01	★ ↓	4.01
22 Productivity Back to Pre-Pandemic			3.49		3.49
23 Department Mission		4.26	4.02	★ ↓	4.02
24 Sense of Belonging			3.71		3.71
25 Collaboration		3.87	3.62	★ ↓	3.62
Department/Unit Values and Culture	26 Visibility of Leadership	3.47	3.93	★ ↑	3.93
	27 Physical Environment	4.44	4.33	★ ↓	4.33
	28 Ethical Conduct	4.02	3.94	●	3.94
	29 Decision Making	3.81	3.80	●	3.80
	30 Enjoy Working with Colleagues	4.18	4.07	● ↓	4.07
	31 Research Support	3.97	3.89	● ↓	3.89
	32 Most Perform Responsibilities		3.81		3.81
	33 Effective Conflict Resolution		3.43		3.43
	34 Sufficient Freedom	4.37	4.28	● ↓	4.28
	35 Supports Work-Life Balance	3.46	3.50	●	3.50
Department/Unit Effectiveness	36 Supports Work-Life Benefits	3.94	3.76	★ ↓	3.76
	37 Adequate Support to Perform		2.98		2.98
	38 Access to Tools	3.86	3.67	★ ↓	3.67
	39 Supports Training	3.65	3.52	● ↓	3.52
	40 Express Concerns w/o Fear	3.70	3.66	●	3.66
	41 Service Work Distributed Equitably	3.19	2.95	★ ↓	2.95
	42 Mentorship Distributed Equitably	3.18	3.06	● ↓	3.06
	43 Teaching Loads Distributed Equitably	3.46	3.41	● ↓	3.41
	44 All Members Contribute		3.72		3.72
	45 Diverse Appointees	4.01	3.96	●	3.96
	46 Space Distributed Equitably		3.63		3.63
	47 Sufficient Resources for Research		3.33		3.33
	48 Expectations for Advancement	3.90	3.90	●	3.90
	49 Fair Performance Evaluation	3.79	3.81	●	3.81
Diversity, Equity, and Inclusion	50 Review Provided Useful Feedback	3.53	3.53	●	3.53
	51 Fair Student Feedback Evaluation	3.62	3.70	●	3.70
	52 Different Measures of Evaluation		3.66		3.66
	53 Advancement Decisions	3.59	3.64	●	3.64
	55 Disability Inclusion	3.83	3.70	● ↓	3.70
	56 All Cultures Treated Fairly	4.08	4.00	● ↓	4.00
	57 All Sexual Orientation Treated Fairly	4.28	4.29	●	4.29
	58 All Gender Identities Treated Fairly	4.15	4.16	●	4.16
59 Support for Reported Behavior	3.69	3.67	●	3.67	
60 Satisfied with Diversity Programs	3.77	3.71	● ↓	3.71	
61 Committed to Diversity	3.90	3.80	● ↓	3.80	





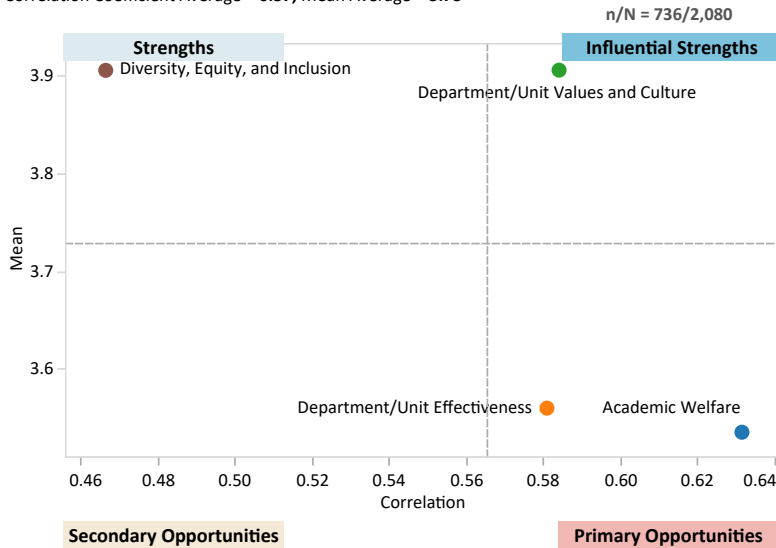
# 2024 - Academics@UCSD™ Survey

## 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 = 0.57, Mean Average = 3.73



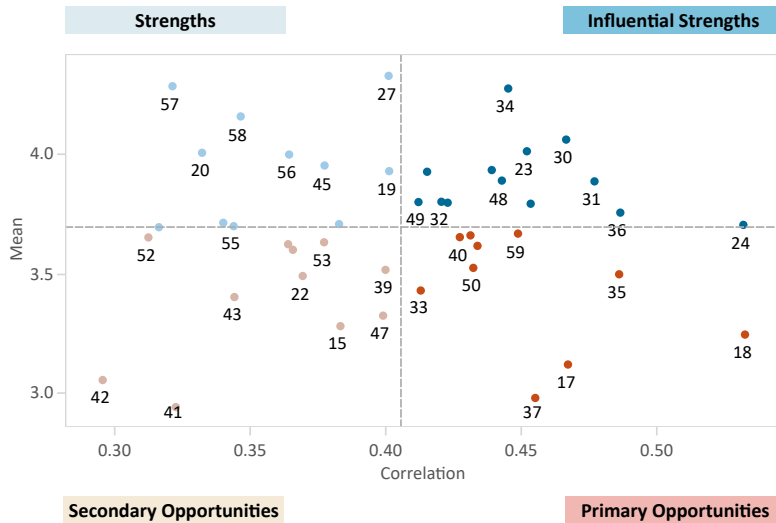
Satisfaction with University-level dimension is excluded from this analysis

Dim	Question	Mean	Corr	Str/Opps
VAL	Department/Unit Values and Culture	3.91	0.58	IS
DEP	Department/Unit Effectiveness	3.56	0.58	PO
WEL	Academic Welfare	3.54	0.63	PO
DIV	Diversity, Equity, and Inclusion	3.91	0.47	ST
VAL	24. Sense of Belonging	3.71	0.53	IS
DEP	36. Supports Work-Life Benefits	3.76	0.49	IS
DIV	61. Committed to Diversity	3.80	0.45	IS
VAL	29. Decision Making	3.80	0.42	IS
DEP	49. Fair Performance Evaluation	3.81	0.41	IS
VAL	32. Most Perform Responsibilities	3.81	0.42	IS
VAL	31. Research Support	3.89	0.48	IS
DEP	48. Expectations for Advancement	3.90	0.44	IS
VAL	26. Visibility of Leadership	3.93	0.41	IS
VAL	28. Ethical Conduct	3.94	0.44	IS
VAL	23. Department Mission	4.02	0.45	IS
VAL	30. Enjoy Working with Colleagues	4.07	0.47	IS
VAL	34. Sufficient Freedom	4.28	0.44	IS
DEP	37. Adequate Support to Perform	2.98	0.45	PO
WEL	17. Reasonable Workload	3.12	0.47	PO
WEL	18. Development Opportunities	3.25	0.53	PO
VAL	33. Effective Conflict Resolution	3.43	0.41	PO
DEP	35. Supports Work-Life Balance	3.50	0.49	PO
DEP	50. Review Provided Useful Feedback	3.53	0.43	PO
VAL	25. Collaboration	3.62	0.43	PO
DEP	40. Express Concerns w/o Fear	3.66	0.43	PO
DEP	38. Access to Tools	3.67	0.43	PO
DIV	59. Support for Reported Behavior	3.67	0.45	PO
DEP	41. Service Work Distributed Equitably	2.95	0.32	SO
DEP	42. Mentorship Distributed Equitably	3.06	0.30	SO
WEL	15. Total Compensation	3.28	0.38	SO
DEP	47. Sufficient Resources for Research	3.33	0.40	SO
DEP	43. Teaching Loads Distributed Equitably	3.41	0.34	SO
WEL	22. Productivity Back to Pre-Pandemic	3.49	0.37	SO
DEP	39. Supports Training	3.52	0.40	SO
WEL	16. Access to Information	3.60	0.37	SO
DEP	46. Space Distributed Equitably	3.63	0.36	SO
DEP	53. Advancement Decisions	3.64	0.38	SO
DEP	52. Different Measures of Evaluation	3.66	0.31	SO
DEP	51. Fair Student Feedback Evaluation	3.70	0.32	ST
DIV	55. Disability Inclusion	3.70	0.34	ST
DIV	60. Satisfied with Diversity Programs	3.71	0.38	ST
DEP	44. All Members Contribute	3.72	0.34	ST
WEL	19. Access to Mentorship	3.93	0.40	ST
DEP	45. Diverse Appointees	3.96	0.38	ST
DIV	56. All Cultures Treated Fairly	4.00	0.36	ST
WEL	20. Respect from Students	4.01	0.33	ST
DIV	58. All Gender Identities Treated Fairly	4.16	0.35	ST
DIV	57. All Sexual Orientation Treated Fairly	4.29	0.32	ST
VAL	27. Physical Environment	4.33	0.40	ST

### Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation

Correlation Coefficient Average = 0.41, Mean Average = 3.69

n/N = 736/2,080



<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"





# 2024 - Academics@UCSD™ Survey

## 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

5

4

3

2

1

	5	4	3	2	1	N/A
Satisfaction with UCSD	1					
	2					
	3					
	4					
	5					
	6					
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	10					
	11					
	12					
	13					
	14					
	Academic Welfare	15				
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Department/Unit Values and Culture	22					
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Department/Unit Effectiveness	32					
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	43					
	Diversity, Equity, and Inclusion	44				
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Diversity, Equity, and Inclusion	55					
	56					
	57					
	58					
	59					
	60					
	61					



**2024 - Academics@UCSD™ Survey**  
**UC SAN DIEGO**

**2024**  
 736 respondents  
 35% of 2,080 invited

	2020	2024
Academic Coordinators/Admin	11	17
Academic Senate Faculty	571	544
Librarians	35	35
Non-Senate Instructional Faculty	129	98
Researchers/Project Scientists	72	42

**Satisfaction Mean Scores by Branches**

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

		Academic Coordinators/ Admin		Academic Senate Faculty		Librarians		Non-Senate Instructional Faculty		Researchers/ Project Scientists	
		2020	2024	2020	2024	2020	2024	2020	2024	2020	2024
Satisfaction with UCSD	1 Satisfied Employee	4.00	3.59	3.94	3.52	4.21	3.66	3.80	3.63	3.65	3.50
	2 Valued Member	3.64	3.18	3.73	3.38	3.86	3.26	3.39	3.21	3.35	3.24
	3 Prioritize Appointee Concerns	3.55	3.12	3.05	2.71	3.49	2.97	3.18	2.87	3.16	2.90
	4 Fair and Transparent Decisions	3.36	3.18	2.93	2.67	3.40	2.89	3.10	2.88	3.35	2.95
	5 Have a Voice	3.00	2.82	2.99	2.65	2.86	2.40	2.48	2.38	2.65	2.52
	6 Well-Being		3.00		3.04		3.43		3.01		3.00
	7 Found My Place		3.47		3.56		3.77		3.49		3.45
	8 Scholarly Contributions Valued		3.13		3.64		3.59		3.13		3.71
	10 Career Advancement	2.73	2.88	3.88	3.66	3.74	3.61	2.87	2.78	3.04	3.24
	11 Resources for Work Life Balance	3.63	3.38	3.42	3.04	3.41	3.13	3.10	2.97	3.08	3.10
	12 Clear Communication		3.35		3.10		3.32		3.09		3.17
	13 Have Support for Success		3.35		3.21		3.57		3.16		3.29
	14 Working at UCSD in 1-2 years		3.88		3.90		4.17		4.03		4.07
	Academic Welfare	15 Total Compensation	3.73		3.50	3.28	3.63		3.04		3.36
16 Access to Information		4.45	3.71	3.94	3.61	4.14	4.03	3.80	3.38	4.09	3.62
17 Reasonable Workload		3.36	3.41	3.37	3.01	3.57	3.11	3.68	3.66	3.39	3.27
18 Development Opportunities		4.00	3.47	3.60	3.22	4.51	4.09	3.58	3.16	3.53	2.95
19 Access to Mentorship		4.27	3.88	4.04	3.97	3.83	3.83	3.88	3.72	4.17	4.05
20 Respect from Students		4.25	4.06	4.12	3.94	4.04	4.09	4.26	4.39	4.07	
Department/ Unit Values and Culture	22 Productivity Back to Pre-Pandemic		3.88		3.33		3.68		4.12		3.95
	23 Department Mission	4.18	4.53	4.29	3.99	4.46	4.23	4.22	4.02	4.06	4.05
	24 Sense of Belonging		4.24		3.76		3.51		3.47		3.61
	25 Collaboration	4.09	4.29	3.86	3.63	4.21	3.54	3.85	3.53	3.80	3.47
	26 Visibility of Leadership	3.27		3.65	3.93	3.66		2.81		3.02	
	27 Physical Environment	4.27	4.75	4.48	4.31	4.14	4.17	4.37	4.45	4.48	4.39
	28 Ethical Conduct	4.09	4.47	3.93	3.89	4.31	4.03	4.24	4.07	4.17	3.97
	29 Decision Making	3.82	3.82	3.94	4.00	3.86	3.71	3.28	2.93	3.61	3.26
	30 Enjoy Working with Colleagues	4.73	4.53	4.13	4.03	4.43	4.12	4.19	4.20	4.38	4.05
	31 Research Support	4.27	4.35	3.99	3.90	4.09	3.97	3.63	3.73	4.06	3.89
	32 Most Perform Responsibilities		4.18		3.71		4.31		4.15		3.68
	33 Effective Conflict Resolution		3.88		3.44		3.06		3.47		3.39
	34 Sufficient Freedom	4.36	4.59	4.44	4.30	4.14	4.23	4.13	4.15	4.29	4.32
	Department/ Unit Effectiveness	35 Supports Work-Life Balance	3.73	4.18	3.41	3.42	3.85	4.06	3.62	3.64	3.31
36 Supports Work-Life Benefits		4.27	4.06	3.97	3.73	4.00	4.12	3.85	3.82	3.69	3.63
37 Adequate Support to Perform			3.65		2.82		3.06		3.71		3.10
38 Access to Tools		4.55	3.88	3.81	3.59	4.26	4.09	3.83	3.71	4.06	4.02
39 Supports Training		4.36	4.06	3.64	3.50	4.57	4.51	3.49	3.18	3.48	3.39
40 Express Concerns w/o Fear		3.60	4.29	3.74	3.67	3.51	3.43	3.51	3.56	3.74	3.68
41 Service Work Distributed Equitably		3.50		3.13	2.95	3.38		3.33		3.40	
42 Mentorship Distributed Equitably		3.33		3.15	3.06	3.43		3.28		3.34	
43 Teaching Loads Distributed Equitably		3.50		3.49	3.40	3.23		3.38	3.45	3.21	
44 All Members Contribute			4.31		3.64		3.97		3.99		3.63
45 Diverse Appointees		4.27	4.50	4.08	4.00	3.50	3.76	3.80	3.77	3.97	3.82
46 Space Distributed Equitably			4.00		3.66		3.16		3.52		3.71
47 Sufficient Resources for Research					3.33						3.38
48 Expectations for Advancement		3.73	4.12	3.98	3.97	3.97	3.59	3.56	3.72	3.73	3.52
Diversity, Equity, and Inclusion	49 Fair Performance Evaluation	3.70	4.12	3.80	3.81	4.00	3.59	3.63	3.81	3.83	3.76
	50 Review Provided Useful Feedback	3.44	3.59	3.56	3.54	3.35	3.38	3.41	3.43	3.55	3.76
	51 Fair Student Feedback Evaluation	4.20		3.60	3.72	3.33		3.70	3.59	3.55	
	52 Different Measures of Evaluation				3.66				3.64		
	53 Advancement Decisions	3.50	3.65	3.68	3.71	3.94	3.44	3.12	3.20	3.42	3.76
	55 Disability Inclusion	4.09	3.94	3.85	3.66	3.35	3.17	3.82	3.91	3.95	4.13
	56 All Cultures Treated Fairly	4.36	4.63	4.09	3.98	3.76	3.58	4.07	4.13	4.10	4.10
	57 All Sexual Orientation Treated Fairly	4.45	4.63	4.31	4.29	4.12	3.87	4.26	4.45	4.14	4.17
	58 All Gender Identities Treated Fairly	4.45	4.63	4.15	4.15	4.03	3.77	4.13	4.33	4.12	4.08
59 Support for Reported Behavior	3.82	4.24	3.64	3.65	3.49	3.29	3.82	3.81	3.97	3.78	
60 Satisfied with Diversity Programs	4.30	4.00	3.74	3.68	3.60	3.74	3.81	3.81	3.91	3.71	
61 Committed to Diversity	4.10	4.18	3.93	3.78	3.66	3.70	3.67	3.85	4.12	3.86	



### Satisfaction Mean Scores by Gender

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

		Man		Woman		Diff Gender Identity		Not Stated	
		2020	2024	2020	2024	2020	2024	2020	2024
Satisfaction with UCSD	1 Satisfied Employee	4.02	3.70	3.90	3.54		3.88	3.64	3.09
	2 Valued Member	3.81	3.51	3.58	3.34		3.63	3.33	2.89
	3 Prioritize Appointee Concerns	3.20	2.89	3.11	2.86		3.38	2.85	2.21
	4 Fair and Transparent Decisions	3.11	2.85	3.05	2.81		3.00	2.71	2.26
	5 Have a Voice	3.02	2.74	2.83	2.64		3.13	2.57	2.12
	6 Well-Being		3.23		3.02		3.63		2.60
	7 Found My Place		3.65		3.64		4.25		3.07
	8 Scholarly Contributions Valued		3.71		3.56		4.00		3.18
	10 Career Advancement	3.79	3.66	3.55	3.50		4.25	3.37	3.04
	11 Resources for Work Life Balance	3.51	3.13	3.24	2.97		3.75	3.18	2.96
	12 Clear Communication		3.24		3.13		4.00		2.70
	13 Have Support for Success		3.38		3.22		3.75		2.82
	14 Working at UCSD in 1-2 years		4.02		3.94		4.50		3.72
	Academic Welfare	15 Total Compensation	3.55	3.42	3.40	3.38		3.83	3.14
16 Access to Information		4.06	3.63	3.88	3.66		3.75	3.77	3.40
17 Reasonable Workload		3.65	3.32	3.28	2.98		3.13	3.11	2.91
18 Development Opportunities		3.62	3.25	3.79	3.41		3.75	3.41	2.88
19 Access to Mentorship		4.08	4.01	4.04	4.06		4.38	3.80	3.45
20 Respect from Students		4.33	4.23	3.93	3.85		4.00	4.00	3.82
22 Productivity Back to Pre-Pandemic			3.66		3.40		3.63		3.23
Department/Unit Values and Culture	23 Department Mission	4.30	4.08	4.28	4.04		4.63	4.13	3.76
	24 Sense of Belonging		3.78		3.69		4.38		3.50
	25 Collaboration	3.95	3.62	3.87	3.72		4.25	3.67	3.37
	26 Visibility of Leadership	3.62	4.00	3.33	3.98		4.00	3.29	3.69
	27 Physical Environment	4.59	4.51	4.28	4.22		4.50	4.37	4.11
	28 Ethical Conduct	4.11	4.03	4.00	3.89		4.13	3.80	3.79
	29 Decision Making	4.03	3.87	3.68	3.81		4.71	3.46	3.56
	30 Enjoy Working with Colleagues	4.22	4.10	4.23	4.07		4.13	3.98	3.98
	31 Research Support	4.06	3.95	3.91	3.90		4.00	3.81	3.72
	32 Most Perform Responsibilities		3.84		3.85		4.00		3.62
	33 Effective Conflict Resolution		3.56		3.36		3.63		3.25
Department/Unit Effectiveness	34 Sufficient Freedom	4.49	4.40	4.26	4.23		4.50	4.24	4.07
	35 Supports Work-Life Balance	3.58	3.59	3.39	3.52		3.88	3.25	3.21
	36 Supports Work-Life Benefits	4.03	3.83	3.87	3.82		4.25	3.80	3.42
	37 Adequate Support to Perform		3.16		2.86		3.38		2.75
	38 Access to Tools	3.91	3.77	3.88	3.72		3.57	3.68	3.27
	39 Supports Training	3.67	3.52	3.74	3.64		4.00	3.45	3.20
	40 Express Concerns w/o Fear	3.96	3.82	3.51	3.58		4.00	3.33	3.36
	41 Service Work Distributed Equitably	3.37	3.16	3.00	2.75		2.83	3.04	2.71
	42 Mentorship Distributed Equitably	3.35	3.22	2.97	2.88		3.00	3.08	2.94
	43 Teaching Loads Distributed Equitably	3.63	3.55	3.28	3.32		3.33	3.33	3.22
	44 All Members Contribute		3.71		3.78		4.13		3.57
	45 Diverse Appointees	4.23	4.08	3.73	3.84		4.25	3.98	3.88
	46 Space Distributed Equitably		3.76		3.54		3.86		3.45
	47 Sufficient Resources for Research		3.40		3.40		3.83		2.98
Diversity, Equity, and Inclusion	48 Expectations for Advancement	4.03	3.98	3.81	3.92		4.50	3.72	3.57
	49 Fair Performance Evaluation	3.92	3.92	3.71	3.79		4.25	3.55	3.52
	50 Review Provided Useful Feedback	3.62	3.61	3.50	3.53		4.00	3.32	3.29
	51 Fair Student Feedback Evaluation	3.71	3.74	3.60	3.78		4.33	3.39	3.44
	52 Different Measures of Evaluation		3.69		3.73		3.83		3.44
	53 Advancement Decisions	3.72	3.76	3.54	3.62		4.50	3.35	3.31
	55 Disability Inclusion	4.04	3.92	3.57	3.49		3.38	3.79	3.59
	56 All Cultures Treated Fairly	4.27	4.14	3.85	3.91		3.88	4.04	3.84
	57 All Sexual Orientation Treated Fairly	4.38	4.36	4.14	4.25		4.25	4.28	4.20
	58 All Gender Identities Treated Fairly	4.30	4.28	3.92	4.04		4.00	4.17	4.14
59 Support for Reported Behavior	3.93	3.85	3.47	3.53		3.75	3.49	3.50	
60 Satisfied with Diversity Programs	4.00	3.88	3.57	3.68		3.75	3.54	3.30	
61 Committed to Diversity	4.14	3.98	3.67	3.67		3.50	3.70	3.59	



**2024 - Academics@UCSD™ Survey**  
UC SAN DIEGO

2024  
736 respondents  
35% of 2,080 invited

Am In/AN  
Asian/PI  
Black  
Latinx  
Multiracial  
White  
Not Stated

	2020	2024
Am In/AN	2	1
Asian/PI	100	83
Black	19	14
Latinx	53	44
Multiracial	13	23
White	458	393
Not Stated	173	178

**Satisfaction Mean Scores by Race/Ethnicity**

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

	Asian/PI		Black		Latinx		Multiracial		White		Not Stated		
	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	
Satisfaction with UCSD	1 Satisfied Employee	4.00	3.69	3.58	3.64	3.75	3.30	3.62	3.39	4.01	3.71	3.67	3.15
	2 Valued Member	3.85	3.64	3.32	3.29	3.55	3.00	3.69	3.09	3.73	3.52	3.39	2.93
	3 Prioritize Appointee Concerns	3.39	2.96	2.61	2.64	3.12	2.68	3.00	2.86	3.15	2.92	2.85	2.33
	4 Fair and Transparent Decisions	3.35	3.01	2.22	2.79	2.94	2.66	2.58	3.00	3.10	2.85	2.75	2.33
	5 Have a Voice	2.99	2.89	2.50	2.64	2.90	2.48	2.83	2.74	2.96	2.73	2.61	2.19
	6 Well-Being		3.31		3.29		2.93		3.17		3.18		2.62
	7 Found My Place		3.71		3.50		3.14		3.61		3.76		3.14
	8 Scholarly Contributions Valued		3.68		3.71		3.33		3.45		3.71		3.24
	10 Career Advancement	3.65	3.74	3.42	3.64	3.48	3.21	3.50	3.41	3.73	3.65	3.45	3.13
	11 Resources for Work Life Balance	3.41	3.15	2.85	3.11	3.43	2.77	3.33	2.95	3.39	3.10	3.21	2.97
	12 Clear Communication		3.35		2.86		3.20		3.13		3.21		2.79
	13 Have Support for Success		3.47		3.21		2.80		3.26		3.38		2.89
	14 Working at UCSD in 1-2 years		3.95		4.00		3.86		3.70		4.07		3.70
	Academic Welfare	15 Total Compensation	3.27	3.28	3.37	3.29	3.38	2.97	3.15	3.67	3.55	3.51	3.23
16 Access to Information		3.93	3.63	3.89	3.64	3.98	3.27	3.69	3.26	4.01	3.71	3.80	3.48
17 Reasonable Workload		3.63	3.30	3.17	3.00	3.19	2.73	3.00	2.74	3.50	3.23	3.26	2.95
18 Development Opportunities		3.78	3.53	3.53	3.75	3.79	3.15	3.50	3.59	3.67	3.27	3.42	3.00
19 Access to Mentorship		3.98	4.09	3.89	4.43	4.11	4.15	3.69	4.17	4.10	4.02	3.84	3.54
20 Respect from Students		3.97	3.81	3.78	4.00	4.04	3.75	4.25	3.87	4.22	4.15	4.09	3.88
22 Productivity Back to Pre-Pandemic			3.79		3.21		3.18		3.50		3.56		3.30
23 Department Mission		4.28	4.11	4.11	3.36	4.54	3.95	4.17	4.09	4.28	4.11	4.15	3.83
24 Sense of Belonging			3.89		3.00		3.45		3.57		3.82		3.51
25 Collaboration		3.89	3.88	3.89	3.00	4.06	3.55	3.85	3.83	3.95	3.70	3.62	3.37
Department/ Unit Values and Culture	26 Visibility of Leadership	3.33	3.97	3.78	3.50	3.48	3.56	3.17	4.47	3.57	4.09	3.24	3.69
	27 Physical Environment	4.45	4.34	3.74	3.79	4.38	4.20	4.31	4.22	4.51	4.45	4.39	4.17
	28 Ethical Conduct	4.04	3.93	3.89	3.50	4.06	3.89	3.62	4.09	4.13	4.05	3.73	3.72
	29 Decision Making	3.83	3.87	3.68	4.00	3.73	3.77	3.75	3.78	3.93	3.89	3.50	3.56
	30 Enjoy Working with Colleagues	4.14	4.18	4.21	3.29	4.04	3.91	4.23	4.00	4.27	4.15	4.01	3.95
	31 Research Support	4.05	4.13	4.22	3.21	3.88	3.68	4.08	4.09	4.02	3.96	3.76	3.71
	32 Most Perform Responsibilities		3.95		3.29		3.66		3.78		3.89		3.63
	33 Effective Conflict Resolution		3.67		2.33		3.43		3.55		3.53		3.19
	34 Sufficient Freedom	4.29	4.26	4.16	4.21	4.26	4.02	4.31	4.22	4.45	4.40	4.25	4.09
	35 Supports Work-Life Balance	3.61	3.75	3.24	3.50	3.44	3.05	3.33	3.35	3.52	3.62	3.22	3.26
Department/ Unit Effectiveness	36 Supports Work-Life Benefits	3.94	3.83	3.88	3.77	4.02	3.58	4.00	3.86	3.97	3.87	3.82	3.50
	37 Adequate Support to Perform		3.32		2.64		3.05		3.00		3.01		2.78
	38 Access to Tools	3.89	3.87	3.63	3.71	3.87	3.40	3.75	3.91	3.90	3.78	3.79	3.35
	39 Supports Training	3.72	3.73	3.65	3.31	3.66	3.36	3.80	3.74	3.68	3.62	3.52	3.21
	40 Express Concerns w/o Fear	3.58	3.75	3.47	2.79	3.75	3.48	3.83	3.65	3.87	3.83	3.30	3.35
	41 Service Work Distributed Equitably	3.27	3.39	2.82	2.14	3.42	2.91	2.75	2.47	3.23	2.99	3.06	2.81
	42 Mentorship Distributed Equitably	3.31	3.59	2.94	2.21	3.35	2.86	2.64	2.93	3.19	3.08	3.12	2.90
	43 Teaching Loads Distributed Equitably	3.49	3.69	3.06	3.21	3.61	3.45	2.83	3.16	3.50	3.43	3.36	3.26
	44 All Members Contribute		3.85		2.92		3.66		4.00		3.78		3.54
	45 Diverse Appointees	3.94	4.01	3.74	2.79	3.60	3.69	3.62	3.96	4.12	4.04	3.94	3.91
Diversity, Equity, and Inclusion	46 Space Distributed Equitably		3.78		3.00		3.78		3.78		3.63		3.54
	47 Sufficient Resources for Research		3.75		3.43		3.18		3.60		3.35		3.06
	48 Expectations for Advancement	3.87	3.93	3.88	3.93	3.77	3.70	3.69	3.83	3.99	4.01	3.70	3.68
	49 Fair Performance Evaluation	3.82	3.85	3.89	2.79	3.76	3.82	3.67	3.82	3.86	3.94	3.57	3.55
	50 Review Provided Useful Feedback	3.69	3.73	3.27	3.00	3.67	3.74	3.60	3.40	3.54	3.59	3.36	3.31
	51 Fair Student Feedback Evaluation	3.68	3.74	3.88	3.57	3.67	3.89	3.58	3.90	3.68	3.81	3.38	3.42
	52 Different Measures of Evaluation		3.74		3.25		3.58		3.55		3.76		3.47
	53 Advancement Decisions	3.62	3.80	3.89	3.43	3.44	3.72	3.58	3.45	3.68	3.74	3.35	3.35
	55 Disability Inclusion	3.97	4.01	3.13	3.00	3.47	3.62	3.83	3.38	3.85	3.74	3.90	3.62
	56 All Cultures Treated Fairly	4.04	4.01	3.32	2.86	3.87	3.89	4.00	4.24	4.16	4.12	4.04	3.84
57 All Sexual Orientation Treated Fairly	4.19	4.37	4.17	3.67	4.12	4.12	4.18	4.43	4.32	4.33	4.31	4.23	
58 All Gender Identities Treated Fairly	4.08	4.21	3.89	3.09	3.98	4.09	4.10	4.25	4.19	4.21	4.16	4.13	
59 Support for Reported Behavior	3.67	3.78	2.89	2.86	3.62	3.67	3.92	3.32	3.78	3.79	3.56	3.46	
60 Satisfied with Diversity Programs	3.85	3.84	2.58	3.00	3.36	3.40	3.33	3.41	3.90	3.90	3.69	3.40	
61 Committed to Diversity	3.99	4.03	2.94	3.29	3.48	3.40	3.82	3.73	4.02	3.92	3.76	3.55	



	2020	2024
Heterosexual	586	458
LGBQ+	62	83
Not stated	170	195

### Satisfaction Mean Scores by Sexual Orientation

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

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

		Heterosexual		LGBQ+		Not stated	
		2020	2024	2020	2024	2020	2024
Satisfaction with UCSD	1 Satisfied Employee	4.03	3.65	3.42	3.77	3.65	3.18
	2 Valued Member	3.78	3.47	3.15	3.48	3.36	2.98
	3 Prioritize Appointee Concerns	3.22	2.94	2.67	2.74	2.83	2.34
	4 Fair and Transparent Decisions	3.15	2.90	2.56	2.67	2.73	2.37
	5 Have a Voice	2.98	2.77	2.61	2.59	2.60	2.21
	6 Well-Being		3.21		3.16		2.62
	7 Found My Place		3.66		3.81		3.19
	8 Scholarly Contributions Valued		3.65		3.78		3.26
	10 Career Advancement	3.71	3.63	3.57	3.65	3.39	3.13
	11 Resources for Work Life Balance	3.42	3.15	3.07	2.88	3.19	2.88
	12 Clear Communication		3.22		3.24		2.82
	13 Have Support for Success		3.35		3.43		2.85
	14 Working at UCSD in 1-2 years		4.01		4.07		3.72
	Academic Welfare	15 Total Compensation	3.49	3.48	3.32	3.34	3.22
16 Access to Information		3.99	3.65	3.74	3.75	3.86	3.43
17 Reasonable Workload		3.53	3.23	3.26	2.96	3.13	2.95
18 Development Opportunities		3.72	3.34	3.48	3.46	3.41	2.93
19 Access to Mentorship		4.06	4.05	4.11	4.14	3.83	3.55
20 Respect from Students		4.18	4.11	3.92	4.01	4.08	3.78
Department/Unit Values and Culture	22 Productivity Back to Pre-Pandemic		3.57		3.48		3.32
	23 Department Mission	4.32	4.06	4.10	4.19	4.13	3.84
	24 Sense of Belonging		3.76		3.89		3.50
	25 Collaboration	3.95	3.71	3.68	3.84	3.69	3.30
	26 Visibility of Leadership	3.52	4.08	3.42	3.98	3.28	3.58
	27 Physical Environment	4.48	4.43	4.27	4.36	4.39	4.08
	28 Ethical Conduct	4.08	4.03	3.98	4.05	3.80	3.66
	29 Decision Making	3.91	3.88	3.71	4.05	3.47	3.51
	30 Enjoy Working with Colleagues	4.25	4.13	4.00	4.12	3.99	3.89
	31 Research Support	4.04	3.96	3.77	4.05	3.77	3.67
	32 Most Perform Responsibilities		3.84		3.99		3.64
Department/Unit Effectiveness	33 Effective Conflict Resolution		3.51		3.55		3.18
	34 Sufficient Freedom	4.42	4.34	4.16	4.48	4.25	4.05
	35 Supports Work-Life Balance	3.54	3.61	3.19	3.50	3.26	3.25
	36 Supports Work-Life Benefits	3.98	3.84	3.80	3.88	3.83	3.50
	37 Adequate Support to Perform		3.08		3.12		2.69
	38 Access to Tools	3.94	3.80	3.61	3.68	3.67	3.34
	39 Supports Training	3.72	3.62	3.59	3.62	3.44	3.23
	40 Express Concerns w/o Fear	3.82	3.78	3.45	3.75	3.32	3.34
	41 Service Work Distributed Equitably	3.25	3.04	2.88	2.97	3.08	2.72
	42 Mentorship Distributed Equitably	3.24	3.14	2.88	3.03	3.07	2.87
	43 Teaching Loads Distributed Equitably	3.50	3.47	3.11	3.55	3.43	3.19
	44 All Members Contribute		3.79		3.72		3.52
	45 Diverse Appointees	4.05	4.01	3.71	3.93	3.99	3.85
	46 Space Distributed Equitably		3.72		3.60		3.43
	47 Sufficient Resources for Research		3.38		3.55		3.11
Diversity, Equity, and Inclusion	48 Expectations for Advancement	3.97	3.95	3.75	4.14	3.71	3.65
	49 Fair Performance Evaluation	3.87	3.92	3.56	3.86	3.58	3.51
	50 Review Provided Useful Feedback	3.59	3.62	3.53	3.60	3.32	3.29
	51 Fair Student Feedback Evaluation	3.68	3.78	3.71	4.01	3.37	3.38
	52 Different Measures of Evaluation		3.72		3.88		3.40
	53 Advancement Decisions	3.66	3.71	3.44	3.88	3.39	3.36
	55 Disability Inclusion	3.89	3.80	3.28	3.38	3.85	3.62
	56 All Cultures Treated Fairly	4.14	4.11	3.65	3.90	4.03	3.80
	57 All Sexual Orientation Treated Fairly	4.32	4.35	3.97	4.20	4.27	4.19
	58 All Gender Identities Treated Fairly	4.20	4.25	3.75	3.95	4.12	4.06
	59 Support for Reported Behavior	3.76	3.80	3.40	3.53	3.56	3.42
	60 Satisfied with Diversity Programs	3.86	3.86	3.31	3.53	3.62	3.41
	61 Committed to Diversity	4.00	3.92	3.39	3.55	3.72	3.60





Didn't report a disability	758	654
Reported a disability	60	82

### Satisfaction Mean Scores by Disability

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

		Reported a disability		Didn't report a disability	
		2020	2024	2020	2024
Satisfaction with UCSD	1 Satisfied Employee	3.72	3.35	3.92	3.56
	2 Valued Member	3.30	3.04	3.68	3.38
	3 Prioritize Appointee Concerns	2.66	2.50	3.14	2.80
	4 Fair and Transparent Decisions	2.42	2.49	3.07	2.76
	5 Have a Voice	2.53	2.21	2.90	2.65
	6 Well-Being		2.71		3.09
	7 Found My Place		3.26		3.59
	8 Scholarly Contributions Valued		3.28		3.60
	10 Career Advancement	3.42	3.29	3.65	3.53
	11 Resources for Work Life Balance	3.07	2.67	3.37	3.10
	12 Clear Communication		2.83		3.15
	13 Have Support for Success		3.07		3.25
	14 Working at UCSD in 1-2 years		3.91		3.95
	Academic Welfare	15 Total Compensation	3.38	2.94	3.43
16 Access to Information		3.62	3.34	3.98	3.64
17 Reasonable Workload		3.33	3.09	3.44	3.13
18 Development Opportunities		3.35	3.15	3.66	3.26
19 Access to Mentorship		3.78	3.66	4.04	3.97
20 Respect from Students		4.07	3.95	4.15	4.02
Department/Unit Values and Culture	22 Productivity Back to Pre-Pandemic		3.22		3.53
	23 Department Mission	4.29	3.83	4.26	4.04
	24 Sense of Belonging		3.44		3.74
	25 Collaboration	3.48	3.38	3.91	3.65
	26 Visibility of Leadership	3.29	3.61	3.48	3.97
	27 Physical Environment	4.18	4.13	4.47	4.36
	28 Ethical Conduct	3.77	3.79	4.04	3.96
	29 Decision Making	3.73	3.56	3.81	3.83
	30 Enjoy Working with Colleagues	3.87	3.91	4.21	4.09
	31 Research Support	3.77	3.73	3.98	3.91
	32 Most Perform Responsibilities		3.83		3.80
Department/Unit Effectiveness	33 Effective Conflict Resolution		3.22		3.46
	34 Sufficient Freedom	4.14	4.16	4.38	4.30
	35 Supports Work-Life Balance	3.45	3.39	3.46	3.52
	36 Supports Work-Life Benefits	4.09	3.49	3.93	3.79
	37 Adequate Support to Perform		2.96		2.99
	38 Access to Tools	3.73	3.43	3.87	3.69
	39 Supports Training	3.52	3.29	3.66	3.55
	40 Express Concerns w/o Fear	3.37	3.40	3.72	3.69
	41 Service Work Distributed Equitably	2.88	2.94	3.21	2.95
	42 Mentorship Distributed Equitably	3.08	3.06	3.19	3.06
	43 Teaching Loads Distributed Equitably	3.05	3.33	3.49	3.42
	44 All Members Contribute		3.70		3.72
	45 Diverse Appointees	4.03	3.80	4.01	3.98
	46 Space Distributed Equitably		3.58		3.63
	47 Sufficient Resources for Research		3.05		3.36
Diversity, Equity, and Inclusion	48 Expectations for Advancement	3.75	3.69	3.91	3.92
	49 Fair Performance Evaluation	3.58	3.64	3.80	3.83
	50 Review Provided Useful Feedback	3.43	3.26	3.54	3.56
	51 Fair Student Feedback Evaluation	3.53	3.47	3.62	3.73
	52 Different Measures of Evaluation		3.49		3.68
	53 Advancement Decisions	3.40	3.40	3.61	3.67
	55 Disability Inclusion	3.39	3.04	3.87	3.79
	56 All Cultures Treated Fairly	3.92	3.84	4.09	4.03
	57 All Sexual Orientation Treated Fairly	4.25	4.18	4.28	4.30
	58 All Gender Identities Treated Fairly	4.15	3.95	4.15	4.19
	59 Support for Reported Behavior	3.47	3.45	3.71	3.70
	60 Satisfied with Diversity Programs	3.39	3.31	3.80	3.76
	61 Committed to Diversity	3.49	3.36	3.93	3.85

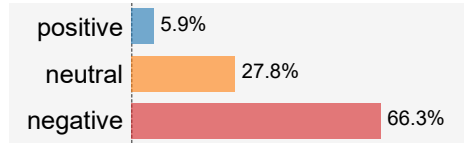


**THEMES FROM COMMENT ITEMS**

410 survey respondents commented on at least one of two items asking what they would change about the work climate at UC San Diego (“If you could change one thing about the work climate at UC San Diego, what would that be?” and/or “Thinking more generally, how can UC San Diego better support your success and/or well-being?”). Comments may contain multiple themes. Themes and sentiments were identified through the Tritonlytics Machine Learning platform and reviewed by subject matter area experts. Only the top 20 themes are displayed to ensure clarity and readability.

**Overview of respondents, responses, and comment sentiment**

Unique Respondents: 410  
Total Comments: 573



**Theme and Theme Count**

	# Theme Used	% Theme Used	Avg Sentiment	negative	neutral	positive
Desire for increased transparency, consultation, and consideration from executive/administrative leaders	53	10.33%	2.36	66.0%	30.2%	3.8%
Concerns about DEI philosophies, strategies, or effectiveness	45	8.77%	2.40	62.2%	33.3%	4.4%
Perception of high levels of bureaucracy and administrative burden	45	8.77%	2.24	73.3%	24.4%	2.2%
Concerns about workload and distribution of labor	36	7.02%	2.08	88.9%	11.1%	0.0%
Greater respect and support for the contributions of non-LRF academic employees	31	6.04%	2.39	64.5%	25.8%	9.7%
Recommended improvements to evaluation, advancement, and reward systems	29	5.65%	2.52	51.7%	44.8%	3.4%
Better resource management (staffing, funding, infrastructure) to support research/educational mission	27	5.26%	2.15	81.5%	18.5%	0.0%
Increased support for work-life balance, dependent care, and employee wellbeing	27	5.26%	2.63	51.9%	33.3%	14.8%
Need for better administrative support (more staff, access/visibility, competence, retention)	26	5.07%	2.27	73.1%	23.1%	3.8%
Concerns related to teaching (e.g. student/TA ratios, class sizes, schedules, support)	20	3.90%	2.35	65.0%	35.0%	0.0%
Lack of accountability for unprofessional behavior and misconduct	20	3.90%	1.95	90.0%	10.0%	0.0%
Concerns about equitable compensation	19	3.70%	2.42	63.2%	31.6%	5.3%
Concerns about quality and availability of grant/PI support	19	3.70%	2.47	63.2%	31.6%	5.3%
Concerns related to labor contract negotiations (e.g., funding for GRAs/TAs, climate issues, impact on research..	19	3.70%	2.11	89.5%	10.5%	0.0%
Negative feedback on business operation systems (e.g. ESR)	18	3.51%	2.06	88.9%	11.1%	0.0%
Desire for increased focused on the educational and research mission of the university	17	3.31%	2.18	82.4%	17.6%	0.0%
More financial support for PhD students, GSRs and TAs	16	3.12%	2.19	75.0%	25.0%	0.0%
More support (e.g. funding, improved policies, protected time) to facilitate research and related activities	16	3.12%	2.25	75.0%	25.0%	0.0%
Desire for more effective governance and leadership	15	2.92%	2.33	66.7%	26.7%	6.7%
General positive feedback	15	2.92%	4.20	0.0%	20.0%	80.0%





**2024 - Academics@UCSD™ Survey**  
**UC SAN DIEGO**

**UCSD**

**2,080** Invited (N)  
**736** Responded (n)  
**35%** Response Rate

**UCSD**

**2,080** Invited (N)  
**736** Responded (n)  
**35%** Response Rate

**Interpersonal and SHSV Behaviors Mean Scores**

**Below 2 - Excellent** | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Moderate** | **2.7 & above - Low**

<i>During the past year, how often have you experienced the following conduct where someone:</i>	2020	2024	2024
1 Was condescending to you	2.20	2.17	2.17
2 Paid little attention to your statement or showed little interest in your opinion	2.36	2.33	2.33
3 Made demeaning or derogatory remarks about you	1.54	1.60	1.60
4 Made jokes at your expense	1.41	1.37	1.37
5 Interrupted or spoke over you	2.35	2.26	2.26
6 Kept you out-of-the-loop on information that was important	2.53	2.43	2.43
7 Ignored you during conversation	1.91	1.87	1.87
8 Made derogatory comments about your gender identity	1.14	1.17	1.17
9 Made derogatory comments about your race/ethnicity	1.20	1.26	1.26
10 Made derogatory comments about your sexual orientation	1.06	1.11	1.11
11 Made derogatory comments about your disability		1.11	1.11
12 Made derogatory comments about your religious/spiritual beliefs		1.17	1.17
13 Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in	1.45	1.47	1.47
14 Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional	1.95	1.98	1.98
15 Made you feel that your prospects for advancement were threatened	1.66	1.70	1.70
16 Impeded your access to key resources (e.g., funding, space)	1.55	1.57	1.57
17 Deprived you of mentorship which would have supported your career		1.46	1.46
18 Made you feel that your reputation was harmed	1.42	1.54	1.54
19 Isolated or excluded you from important opportunities	1.72	1.73	1.73
20 Questioned your professional competence or authority	1.62	1.71	1.71
21 Made offensive remarks about your appearance, body, or sexual activities		1.13	1.13
22 Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it		1.05	1.05
23 Touched you in a way that made you feel uncomfortable		1.05	1.05
24 Made sexualized comments about members of a specific group		1.15	1.15



	2020	2024
Academic Coordinators/Admin	11	17
Academic Senate Faculty	571	544
Librarians	35	35
Non-Senate Instructional Faculty	129	98
Researchers/Project Scientists	72	42

### Interpersonal and SHSV Behaviors Mean Scores by Branches

**Below 2 - Excellent** | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Moderate** | **2.7 & 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:	Academic Coordinators/ Admin		Academic Senate Faculty		Librarians		Non-Senate Instructional Faculty		Researchers/ Project Scientists	
	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024
1 Was condescending to you	2.09	2.47	2.25	2.21	2.72	2.57	2.03	1.82	1.82	1.84
2 Paid little attention to your statement or showed little interest in your opinion	2.09	2.35	2.43	2.39	2.61	2.54	2.17	1.94	2.06	2.16
3 Made demeaning or derogatory remarks about you	1.91	1.59	1.60	1.66	1.52	1.66	1.43	1.25	1.26	1.49
4 Made jokes at your expense	1.36	1.18	1.45	1.43	1.48	1.26	1.28	1.08	1.24	1.33
5 Interrupted or spoke over you	2.45	2.47	2.45	2.36	2.91	2.66	1.91	1.60	2.09	1.94
6 Kept you out-of-the-loop on information that was important	2.45	2.76	2.56	2.42	2.91	3.06	2.53	2.25	2.11	2.25
7 Ignored you during conversation	2.00	1.82	1.95	1.95	2.12	1.86	1.79	1.41	1.74	1.83
8 Made derogatory comments about your gender identity	1.09	1.00	1.17	1.21	1.06	1.06	1.09	1.03	1.09	1.09
9 Made derogatory comments about your race/ethnicity	1.18	1.00	1.21	1.30	1.17	1.16	1.22	1.08	1.10	1.22
10 Made derogatory comments about your sexual orientation	1.09	1.00	1.07	1.13	1.10	1.07	1.03	1.01	1.00	1.11
11 Made derogatory comments about your disability		1.08		1.12		1.17		1.01		1.19
12 Made derogatory comments about your religious/spiritual beliefs		1.00		1.20		1.17		1.06		1.18
13 Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in	1.18	1.13	1.45	1.52	1.52	1.55	1.49	1.32	1.32	1.24
14 Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional	1.55	2.24	1.93	2.02	2.06	1.91	2.11	1.85	1.88	1.69
15 Made you feel that your prospects for advancement were threatened	2.00	1.76	1.61	1.72	1.31	1.47	1.94	1.73	1.62	1.59
16 Impeded your access to key resources (e.g., funding, space)	1.45	1.29	1.55	1.57	1.63	1.66	1.59	1.68	1.48	1.44
17 Deprived you of mentorship which would have supported your career		1.53		1.43		1.57		1.49		1.54
18 Made you feel that your reputation was harmed	1.82	1.65	1.45	1.57	1.41	1.71	1.36	1.39	1.15	1.32
19 Isolated or excluded you from important opportunities	1.82	2.12	1.70	1.68	1.91	1.88	1.74	1.89	1.69	1.71
20 Questioned your professional competence or authority	1.82	1.94	1.63	1.73	1.88	2.15	1.57	1.50	1.46	1.57
21 Made offensive remarks about your appearance, body, or sexual activities		1.06		1.15		1.12		1.00		1.08
22 Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it		1.00		1.05		1.00		1.00		1.14
23 Touched you in a way that made you feel uncomfortable		1.00		1.06		1.00		1.00		1.16
24 Made sexualized comments about members of a specific group		1.00		1.17		1.06		1.02		1.24



### Interpersonal and SHSV Behaviors Mean Scores by Gender

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Moderate | 2.7 & 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:	Man		Woman		Diff Gender Identity		Not Stated	
	2020	2024	2020	2024	2020	2024	2020	2024
1 Was condescending to you	1.90	1.91	2.49	2.37		2.25	2.56	2.45
2 Paid little attention to your statement or showed little interest in your opinion	2.11	2.15	2.59	2.42		2.25	2.70	2.71
3 Made demeaning or derogatory remarks about you	1.41	1.48	1.63	1.64		1.75	1.84	1.85
4 Made jokes at your expense	1.32	1.33	1.43	1.34		1.50	1.69	1.56
5 Interrupted or spoke over you	2.00	2.03	2.73	2.49		2.63	2.73	2.40
6 Kept you out-of-the-loop on information that was important	2.32	2.22	2.64	2.52		2.50	3.08	2.91
7 Ignored you during conversation	1.70	1.73	2.11	1.89		2.00	2.25	2.27
8 Made derogatory comments about your gender identity	1.08	1.14	1.21	1.16		1.38	1.18	1.30
9 Made derogatory comments about your race/ethnicity	1.14	1.26	1.25	1.17		1.38	1.25	1.48
10 Made derogatory comments about your sexual orientation	1.04	1.09	1.06	1.07		1.25	1.08	1.28
11 Made derogatory comments about your disability		1.09		1.07		1.29		1.25
12 Made derogatory comments about your religious/spiritual beliefs		1.11		1.15		1.00		1.48
13 Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in	1.24	1.32	1.64	1.55		1.63	1.65	1.81
14 Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional	1.55	1.63	2.44	2.29		2.00	2.18	2.33
15 Made you feel that your prospects for advancement were threatened	1.45	1.54	1.79	1.76		1.13	2.10	2.14
16 Impeded your access to key resources (e.g., funding, space)	1.36	1.46	1.69	1.65		1.38	1.95	1.78
17 Deprived you of mentorship which would have supported your career		1.38		1.48		1.38		1.69
18 Made you feel that your reputation was harmed	1.32	1.44	1.43	1.62		1.50	1.72	1.66
19 Isolated or excluded you from important opportunities	1.53	1.60	1.84	1.79		1.38	2.13	2.03
20 Questioned your professional competence or authority	1.40	1.54	1.83	1.90		2.13	1.85	1.76
21 Made offensive remarks about your appearance, body, or sexual activities		1.08		1.14		1.13		1.22
22 Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it		1.04		1.05		1.13		1.06
23 Touched you in a way that made you feel uncomfortable		1.05		1.05		1.00		1.09
24 Made sexualized comments about members of a specific group		1.14		1.15		1.63		1.11



**2024 - Academics@UCSD™ Survey**  
**UC SAN DIEGO**

**2024**  
 736 respondents  
 35% of 2,080 invited

	2020	2024
Am In/AN	2	1
Asian/PI	100	83
Black	19	14
Latinx	53	44
Multiracial	13	23
White	458	393
Not Stated	173	178

**Interpersonal and SHSV Behaviors Mean Scores by Race/Ethnicity**

**Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Moderate | 2.7 & above - Low**

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

	Asian/PI		Black		Latinx		Multiracial		White		Not Stated	
	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024
1 Was condescending to you	2.07	2.05	2.68	3.00	2.40	2.47	2.15	2.30	2.14	2.03	2.31	2.40
2 Paid little attention to your statement or showed little interest in your opinion	2.30	2.16	2.84	3.29	2.34	2.52	2.00	2.48	2.29	2.19	2.59	2.64
3 Made demeaning or derogatory remarks about you	1.54	1.70	1.84	2.36	1.65	1.56	1.77	2.04	1.46	1.43	1.72	1.87
4 Made jokes at your expense	1.45	1.44	1.53	1.79	1.46	1.34	1.38	1.30	1.33	1.28	1.62	1.56
5 Interrupted or spoke over you	2.15	1.96	3.11	2.86	2.19	2.27	2.23	2.74	2.34	2.22	2.50	2.41
6 Kept you out-of-the-loop on information that was important	2.27	2.06	3.06	2.71	2.61	2.42	2.31	2.55	2.46	2.37	2.91	2.77
7 Ignored you during conversation	1.83	1.80	2.26	2.14	1.88	1.95	1.85	2.04	1.87	1.75	2.10	2.14
8 Made derogatory comments about your gender identity	1.15	1.14	1.28	1.21	1.18	1.26	1.08	1.23	1.14	1.12	1.14	1.28
9 Made derogatory comments about your race/ethnicity	1.37	1.35	1.47	1.36	1.55	1.36	1.08	1.59	1.10	1.14	1.21	1.42
10 Made derogatory comments about your sexual orientation	1.09	1.13	1.12	1.15	1.16	1.18	1.00	1.00	1.04	1.07	1.06	1.21
11 Made derogatory comments about your disability		1.13		1.14		1.10		1.24		1.07		1.17
12 Made derogatory comments about your religious/spiritual beliefs		1.17		1.17		1.17		1.14		1.12		1.33
13 Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in	1.46	1.38	2.42	2.54	1.74	1.52	1.46	1.64	1.32	1.35	1.61	1.73
14 Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professi..	1.98	2.05	3.05	3.21	2.33	2.02	1.62	2.18	1.83	1.81	2.09	2.27
15 Made you feel that your prospects for advancement were threatened	1.52	1.72	2.11	2.36	2.10	1.84	1.77	1.87	1.53	1.52	1.94	2.04
16 Impeded your access to key resources (e.g., funding, space)	1.53	1.59	1.89	1.57	1.69	1.75	1.62	1.45	1.46	1.51	1.77	1.71
17 Deprived you of mentorship which would have supported your career		1.47		1.77		1.66		1.41		1.36		1.63
18 Made you feel that your reputation was harmed	1.44	1.58	1.47	2.36	1.51	1.57	1.62	1.78	1.34	1.43	1.61	1.71
19 Isolated or excluded you from important opportunities	1.76	1.63	2.25	2.08	1.79	1.59	1.75	1.91	1.60	1.65	2.02	1.98
20 Questioned your professional competence or authority	1.61	1.87	2.11	2.00	1.73	1.89	1.54	2.00	1.54	1.59	1.77	1.84
21 Made offensive remarks about your appearance, body, or sexual activities		1.15		1.21		1.23		1.00		1.08		1.21
22 Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your effor..		1.08		1.00		1.07		1.05		1.03		1.07
23 Touched you in a way that made you feel uncomfortable		1.12		1.00		1.07		1.00		1.03		1.09
24 Made sexualized comments about members of a specific group		1.15		1.46		1.21		1.36		1.10		1.19



### Interpersonal and SHSV Behaviors Mean Scores by Sexual Orientation

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Moderate | 2.7 & 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:	Heterosexual		LGBQ+		Not stated	
	2020	2024	2020	2024	2020	2024
1 Was condescending to you	2.13	2.02	2.52	2.24	2.37	2.54
2 Paid little attention to your statement or showed little interest in your opinion	2.27	2.17	2.74	2.35	2.58	2.76
3 Made demeaning or derogatory remarks about you	1.50	1.48	1.49	1.59	1.77	1.93
4 Made jokes at your expense	1.36	1.30	1.41	1.29	1.63	1.62
5 Interrupted or spoke over you	2.28	2.18	2.66	2.32	2.56	2.48
6 Kept you out-of-the-loop on information that was important	2.44	2.31	2.56	2.30	2.95	2.82
7 Ignored you during conversation	1.86	1.75	2.02	1.83	2.12	2.21
8 Made derogatory comments about your gender identity	1.11	1.11	1.31	1.24	1.20	1.31
9 Made derogatory comments about your race/ethnicity	1.17	1.18	1.32	1.27	1.26	1.46
10 Made derogatory comments about your sexual orientation	1.03	1.06	1.28	1.19	1.07	1.22
11 Made derogatory comments about your disability		1.07		1.15		1.19
12 Made derogatory comments about your religious/spiritual beliefs		1.14		1.07		1.32
13 Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in	1.38	1.37	1.75	1.64	1.59	1.68
14 Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional	1.86	1.86	2.34	1.98	2.19	2.34
15 Made you feel that your prospects for advancement were threatened	1.57	1.59	1.81	1.62	1.99	2.07
16 Impeded your access to key resources (e.g., funding, space)	1.48	1.53	1.67	1.39	1.82	1.79
17 Deprived you of mentorship which would have supported your career		1.41		1.40		1.63
18 Made you feel that your reputation was harmed	1.37	1.46	1.50	1.50	1.60	1.81
19 Isolated or excluded you from important opportunities	1.67	1.65	1.64	1.57	1.96	2.03
20 Questioned your professional competence or authority	1.56	1.61	1.77	1.87	1.81	1.94
21 Made offensive remarks about your appearance, body, or sexual activities		1.07		1.19		1.24
22 Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it		1.04		1.02		1.09
23 Touched you in a way that made you feel uncomfortable		1.04		1.04		1.10
24 Made sexualized comments about members of a specific group		1.12		1.21		1.19



### Interpersonal and SHSV Behaviors Mean Scores by Disability

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Moderate | 2.7 & 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:	Reported a disability		Didn't report a disability	
	2020	2024	2020	2024
1 Was condescending to you	2.53	2.26	2.17	2.15
2 Paid little attention to your statement or showed little interest in your opinion	2.70	2.46	2.33	2.32
3 Made demeaning or derogatory remarks about you	1.82	1.63	1.52	1.59
4 Made jokes at your expense	1.66	1.48	1.39	1.35
5 Interrupted or spoke over you	2.64	2.44	2.33	2.24
6 Kept you out-of-the-loop on information that was important	2.95	2.91	2.50	2.37
7 Ignored you during conversation	2.20	2.00	1.89	1.85
8 Made derogatory comments about your gender identity	1.14	1.28	1.14	1.16
9 Made derogatory comments about your race/ethnicity	1.31	1.44	1.19	1.23
10 Made derogatory comments about your sexual orientation	1.17	1.19	1.05	1.10
11 Made derogatory comments about your disability		1.42		1.06
12 Made derogatory comments about your religious/spiritual beliefs		1.40		1.14
13 Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in	1.82	2.01	1.42	1.40
14 Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional	2.43	2.24	1.91	1.95
15 Made you feel that your prospects for advancement were threatened	2.07	1.90	1.62	1.67
16 Impeded your access to key resources (e.g., funding, space)	1.73	1.74	1.54	1.55
17 Deprived you of mentorship which would have supported your career		1.74		1.42
18 Made you feel that your reputation was harmed	1.82	1.84	1.38	1.50
19 Isolated or excluded you from important opportunities	2.04	1.97	1.69	1.70
20 Questioned your professional competence or authority	1.88	2.09	1.59	1.67
21 Made offensive remarks about your appearance, body, or sexual activities		1.24		1.11
22 Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it		1.15		1.03
23 Touched you in a way that made you feel uncomfortable		1.14		1.04
24 Made sexualized comments about members of a specific group		1.28		1.13



**2024 - Academics@UCSD™ Survey**  
**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.

	Never	Rarely	Occasionally	Often	Very Often	N/A
	1	2	3	4	5	

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

**Conduct and Behavioral // Interpersonal Items**

	1	Was condescending to you
	2	Paid little attention to your statement or showed little interest in your opinion
	3	Made demeaning or derogatory remarks about you
	4	Made jokes at your expense
	5	Interrupted or spoke over you
	6	Kept you out-of-the-loop on information that was important
	7	Ignored you during conversation
	8	Made derogatory comments about your gender identity
	9	Made derogatory comments about your race/ethnicity
Interpersonal Behaviors	10	Made derogatory comments about your sexual orientation
	11	Made derogatory comments about your disability
	12	Made derogatory comments about your religious/spiritual beliefs
	13	Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in
	14	Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional
	15	Made you feel that your prospects for advancement were threatened
	16	Impeded your access to key resources (e.g., funding, space)
	17	Deprived you of mentorship which would have supported your career
	18	Made you feel that your reputation was harmed
	19	Isolated or excluded you from important opportunities
	20	Questioned your professional competence or authority
	21	Made offensive remarks about your appearance, body, or sexual activities
Sexual Harassment/ Sexual Violence (SHSV)	22	Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it
	23	Touched you in a way that made you feel uncomfortable
	24	Made sexualized comments about members of a specific group



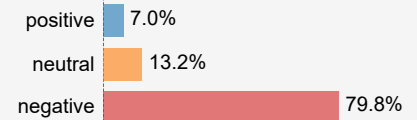


**THEMES FROM CONDUCT & BEHAVIORAL - ADDITIONAL FEEDBACK COMMENTS**

120 survey respondents commented on any concerning behaviors they experienced or witnessed (“If you would like to elaborate on your responses concerning behaviors you have experienced or witnessed, or if you have any additional feedback regarding the work environment at UCSD, please provide your comments.”). Comments may contain multiple themes. Themes and sentiments were identified through the Tritonlytics Machine Learning platform and reviewed by subject matter area experts.

**Overview of respondents, responses, and comment sentiment**

Unique Respondents: 120  
Total Comments: 133



**Theme and Theme Count**

	# Theme Used	% Theme Used	Avg Sentiment	negative	neutral	positive
Perceived mistreatment or exclusionary practices based on protected class (e.g., disability, gender, race/ethnicity, parental status, religion)	21	15.8%	1.57	100.0%		
Perceived bullying and harassing behaviors perpetuated by other faculty and staff	14	10.5%	1.71	85.7%	7.1%	7.1%
Disappointment with response following a complaint to leaders or administrative units	12	9.0%	1.42	100.0%		
Positive or neutral experiences with work environment	11	8.3%	3.55		45.5%	54.5%
Generalized concerns about work environment (e.g., level of toxicity, dysfunction, transparency, accountability)	7	5.3%	2.00	85.7%		14.3%
Perceived lack of respect and support from executive leaders and/or senior administrators	7	5.3%	1.71	100.0%		
Perceived mistreatment by students	7	5.3%	2.00	71.4%	28.6%	
Concerns regarding access to needed resources (e.g., space, tools, human resources) to be successful	6	4.5%	2.00	100.0%		
Concerns related to treatment of non-LRF Academic Employees	6	4.5%	2.17	83.3%	16.7%	
Experiences of isolation, backlash, or exclusion within department/School	6	4.5%	2.00	83.3%	16.7%	
Poorly designed policies/processes contributing to negative or inequitable outcomes	6	4.5%	1.83	100.0%		
Difficulty navigating current political climate	5	3.8%	2.20	60.0%	40.0%	
Concerns about DEI philosophies, strategies, or effectiveness	4	3.0%	2.00	100.0%		
Concerns related to free speech/ expression	4	3.0%	2.00	100.0%		
Concerns about transparency and governance	3	2.3%	1.67	100.0%		
Critique of survey design	3	2.3%	2.00	66.7%	33.3%	
Perceived bias/inequities in hiring and career advancement processes	3	2.3%	1.67	100.0%		
Perception that identities protect one personally from experiencing a challenging work environment	3	2.3%	2.67	33.3%	66.7%	
Recommendations for improvement as it relates to interpersonal behaviors/ work environment	3	2.3%	3.33	33.3%		66.7%
Lack of accomodations for disability	1	0.8%	2.00	100.0%		
Perception of mistreatment from administrative unit when seeking services/support	1	0.8%	2.00	100.0%		

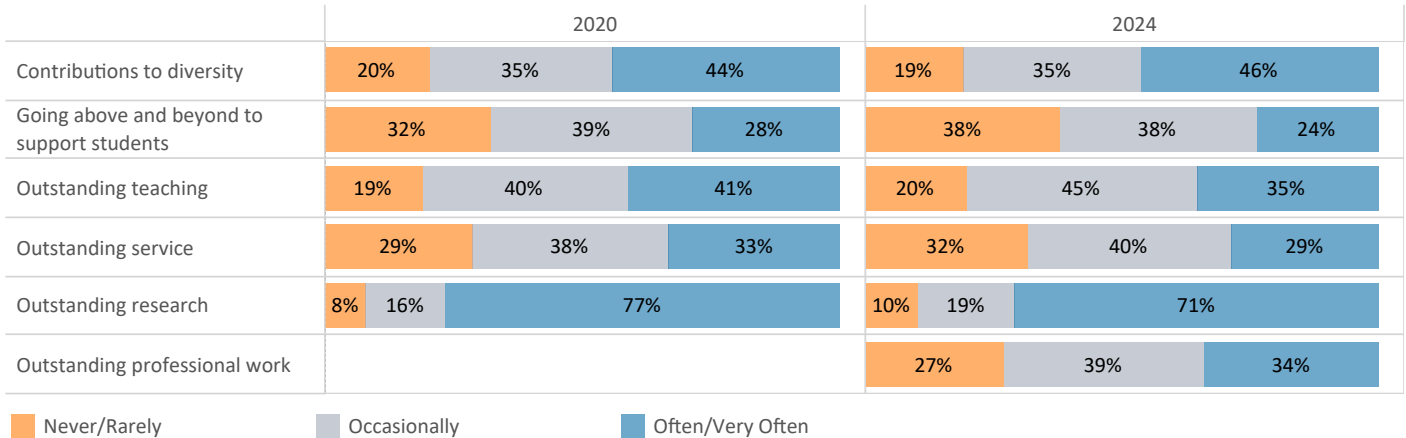


## Reward Structure

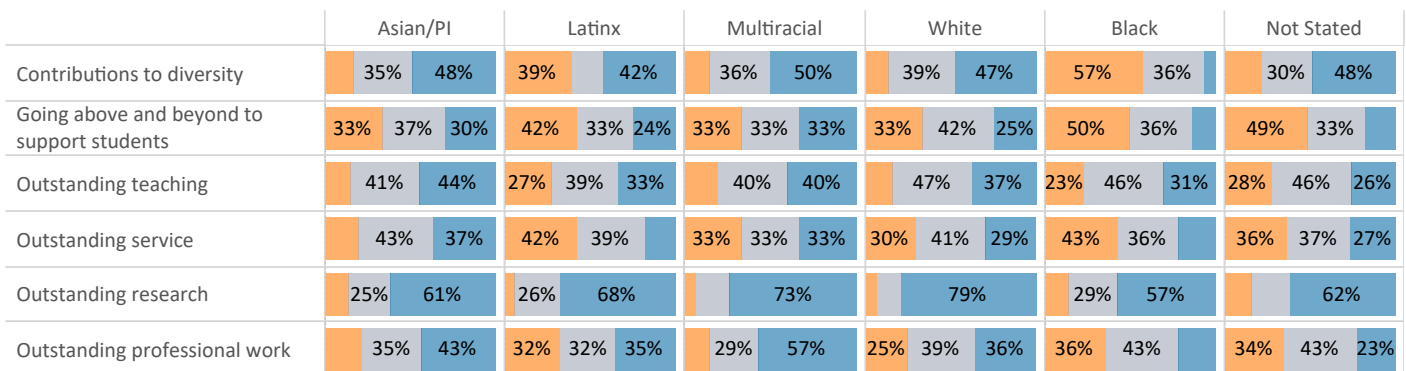
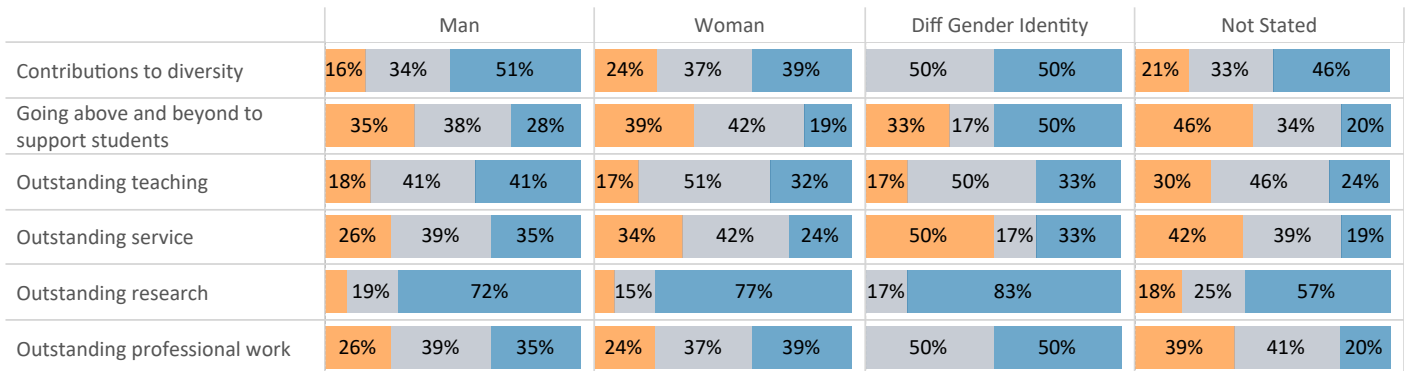
(Responses collected for Academic Senate Faculty only)

Results are not displayed for groups that have fewer than 5 respondents

Please indicate how frequently UC San Diego rewards academic appointees for the following:



## Demographic groups - 2024



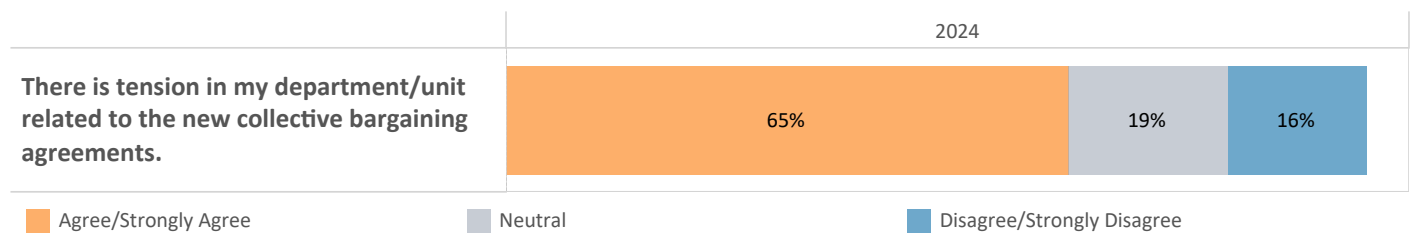
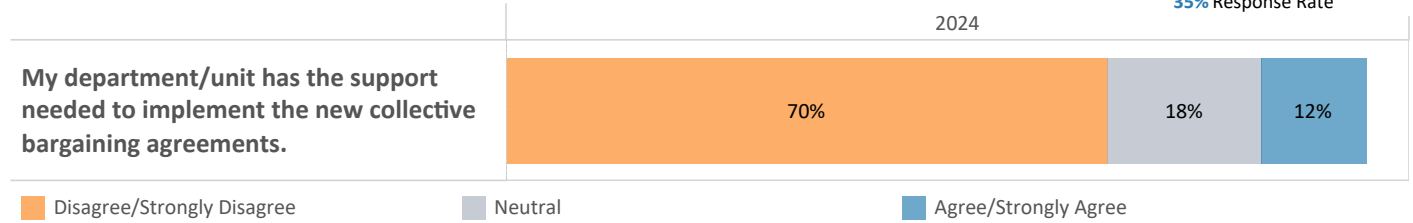


**2024 - Academics@UCSD™ Survey**  
UC SAN DIEGO

New Implementation of New Labor Contracts for GRS, ASES, and Postdocs  
(Responses collected for Academic Senate Faculty only) - 2024 year's survey questions

UCSD

2,080 Invited (N)  
736 Responded (n)  
35% Response Rate



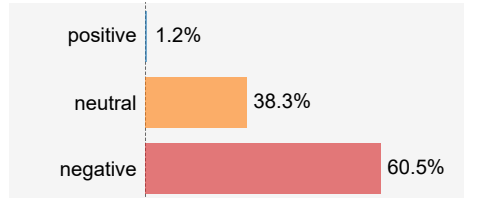


**THEMES FROM NEW LABOR CONTRACT SUPPORT COMMENTS**

243 survey respondents provided feedback on New Labor Contracts (“How can UC San Diego support your department in implementing the new collective bargaining agreements?”). Comments may contain multiple themes. Themes and sentiments were identified through the Tritonlytics Machine Learning platform and reviewed by subject matter area experts.  
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.

**Overview of respondents, responses, and comment sentiment**

Unique Respondents: 243  
Total Comments: 422



**Theme and Theme Count**

Theme	# Theme Used	% Theme Used	Avg Sentiment	negative	neutral	positive
Need for increased funding to address the higher cost of graduate programs	101	25.8%	2.3	66.3%	33.7%	
Insufficient TA/IA support and funding	55	14.1%	2.4	56.4%	43.6%	
Unintended impacts of bargaining agreements on research, teaching, and workloads	53	13.6%	2.0	90.6%	9.4%	
Perception that faculty voice/needs were not adequately represented in negotiations	44	11.3%	2.1	84.1%	15.9%	
Desire for greater clarity and communication around post-bargaining rules and procedures (e.g., defining academic vs...)	30	7.7%	2.4	60.0%	36.7%	3.3%
Negative impact on climate (e.g. morale, faculty/student tensions)	21	5.4%	2.1	85.7%	14.3%	
Concerns about ability to maintain robust graduate cohorts/competitiveness of graduate programs	20	5.1%	2.1	80.0%	20.0%	
Desire for increased transparency and fairness in budgeting structures (including indirect costs, use of block grants)	16	4.1%	2.5	56.3%	37.5%	6.3%
Concerns related to funding agencies (e.g., willingness to support researchers at agreed upon rates, UC San Diego’s competitiveness..)	11	2.8%	2.3	81.8%	18.2%	
General concerns regarding how strike/bargaining/administration of bargaining agreements handled by leadership	9	2.3%	2.1	88.9%	0.0%	11.1%
Recommendation to provide bridge funding to departments/faculty	11	2.8%	2.5	45.5%	54.5%	
Other recommendations	8	2.0%	2.6	37.5%	62.5%	
Concerns about staff numbers, turnover, and vacancies	5	1.3%	2.2	80.0%	20.0%	
Recommendation to change the graduate tuition fee structure	6	1.5%	2.3	66.7%	33.3%	
Concerns about future negotiations	1	0.3%	3.0		100.0%	



**2024 - Academics@UCSD™ Survey**  
UC SAN DIEGO

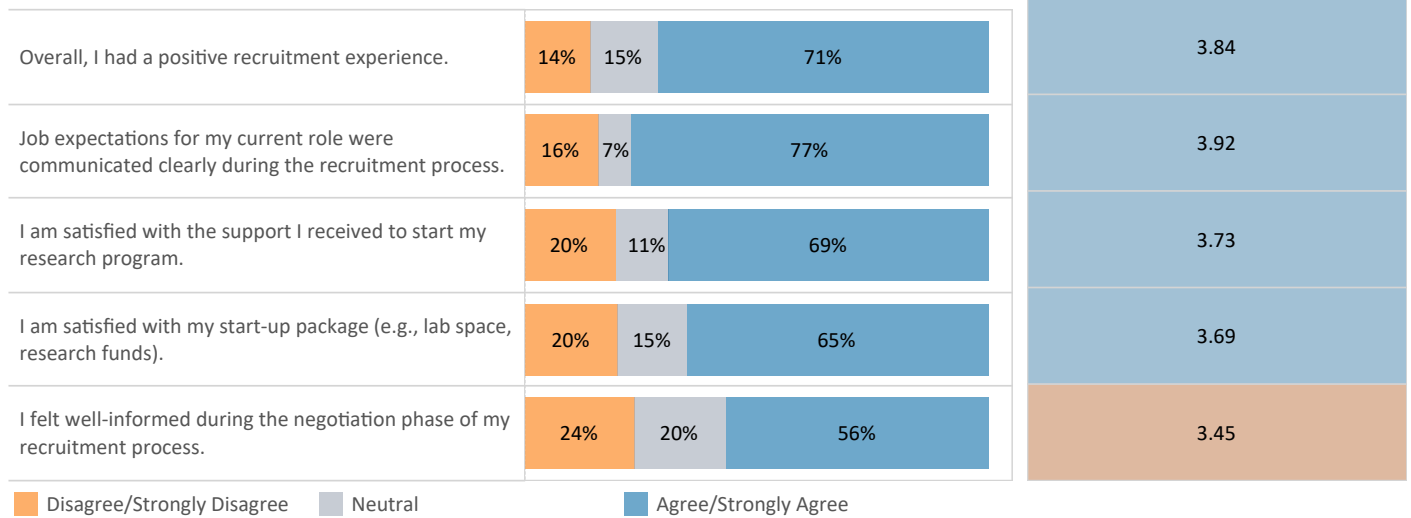
UCSD

**New Hiring Mean Scores (2024 year's survey questions)**

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

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

2,080 Invited (N)  
736 Responded (n)  
35% Response Rate



**Branches and demographic groups**

	Academic Coordinators/ Admin	Academic Senate Faculty	Librarians	Non-Senate Instructional Faculty	Researchers/ Project Scientists
Overall, I had a positive recruitment experience.		3.81	4.00	4.00	3.80
Job expectations for my current role were communicated clearly during the recruitment process.		3.94	4.33	3.90	3.90
I am satisfied with the support I received to start my research program.		3.73			3.78
I am satisfied with my start-up package (e.g., lab space, research funds).		3.69			
I felt well-informed during the negotiation phase of my recruitment process.		3.48	4.33	3.29	3.00

	Man	Woman	Diff Gender..	Not Stated	Asian/PI	Black	Latinx	Multiracial	White	Not Stated
Overall, I had a positive recruitment experience.	3.99	3.82		2.93	4.06	4.14	3.72	4.00	3.89	3.39
Job expectations for my current role were communicated clearly during the recruitment ..	4.03	3.89		3.23	4.16	4.14	3.78	3.88	3.89	3.81
I am satisfied with the support I received to start my research program.	3.84	3.70		3.00	3.96	4.14	3.93	3.50	3.67	3.45
I am satisfied with my start-up package (e.g., lab space, research funds).	3.76	3.68		3.10	3.96	4.43	3.60	4.33	3.60	3.25
I felt well-informed during the negotiation phase of my recruitment process.	3.57	3.42		2.62	3.73	3.57	3.39	3.50	3.39	3.35



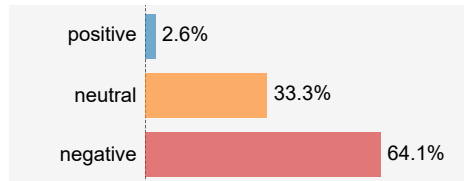
**THEMES FROM NEW HIRES IMPROVE EXPERIENCE COMMENTS**

78 survey respondents provided feedback on Hiring Experience (“How could UC San Diego have improved your recruitment and onboarding experience?”). Comments may contain multiple themes. Themes and sentiments were identified through the Tritonlytics Machine Learning platform and reviewed by subject matter area experts.

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.

**Overview of respondents, responses, and comment sentiment**

Unique Respondents: 78  
Total Comments: 108



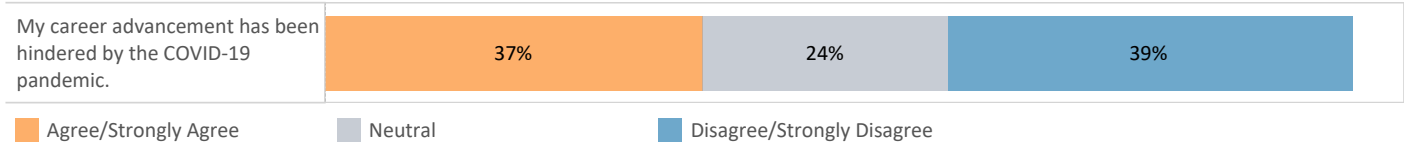
**Theme and Theme Count**

Theme	# Theme Used	% Theme Used	Avg Sentiment	negative	neutral	positive
Increased clarity and transparency during the negotiation process	12	11.1%	2.42	58.3%	41.7%	
Insufficient or lack of onboarding process	11	10.2%	2.36	72.7%	27.3%	
Delays/slow progress in the appointment and hiring process	10	9.3%	2.20	80.0%	20.0%	
Inadequate salaries, start-up funding, and financial support	8	7.4%	2.25	75.0%	25.0%	
Increased clarity and transparency regarding workplace benefits and policies	8	7.4%	2.25	75.0%	25.0%	
Quality of hiring process (disorganized, poor communication, contract errors, etc.)	8	7.4%	2.38	62.5%	37.5%	
Impact of the pandemic on onboarding	7	6.5%	2.43	57.1%	42.9%	
Increased supports for junior faculty to be successful (e.g., sufficient TA support, admin support)	6	5.6%	1.83	100.0%		
Inadequate workspace/labspace	5	4.6%	2.20	80.0%	20.0%	
Increased clarity and transparency regarding job requirements and work environment	5	4.6%	2.40	60.0%	40.0%	
More onboarding support needed from department	5	4.6%	2.20	80.0%	20.0%	
Other feedback related to hiring/onboarding process	5	4.6%	2.60	40.0%	60.0%	
Increased equity in offers to academic employees	4	3.7%	2.25	75.0%	25.0%	
Greater consideration during interview or campus visit	3	2.8%	2.67	33.3%	66.7%	
Positive experiences in hiring and onboarding process	3	2.8%	4.33		33.3%	66.7%
Difficulty accessing needed tools or systems	2	1.9%	2.00	100.0%		
Impact of labor contracts of faculty startup funding	2	1.9%	2.00	100.0%		
Increased clarity and transparency regarding advancement	2	1.9%	2.50	50.0%	50.0%	
More support/retention efforts for staff	2	1.9%	2.50	50.0%	50.0%	

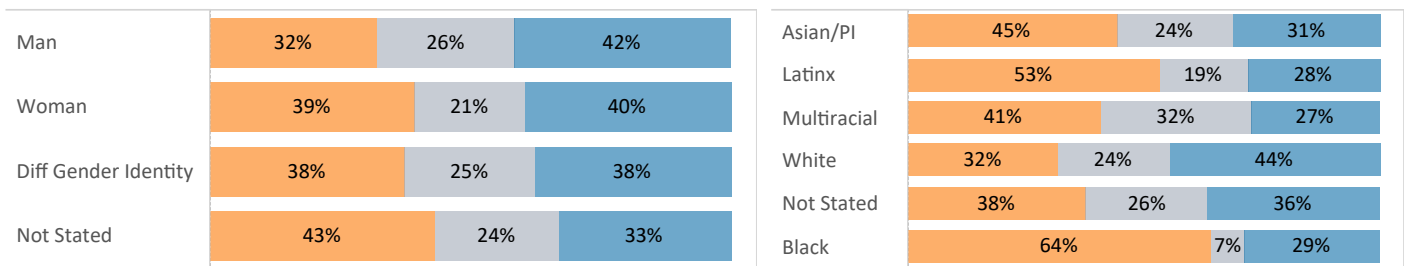
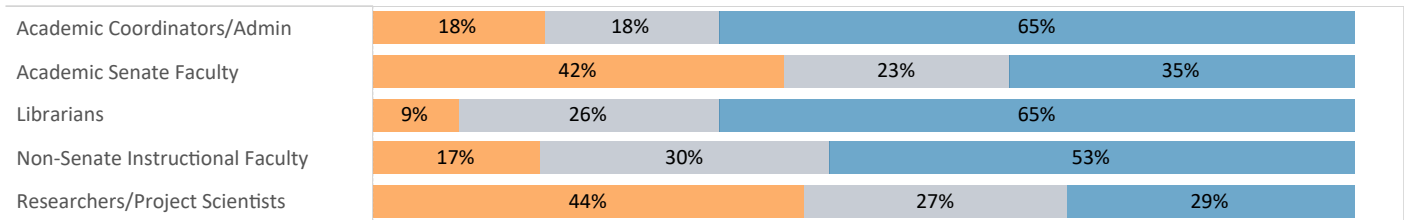


Supplemental Question: My career advancement has been hindered by the COVID-19 pandemic (2024 year's survey question)

2,080 Invited (N)  
736 Responded (n)  
35% Response Rate



Branches and demographic groups



Supplemental Question: I would consider chairing my department now or in the future (Responses collected for Academic Senate Faculty only)

