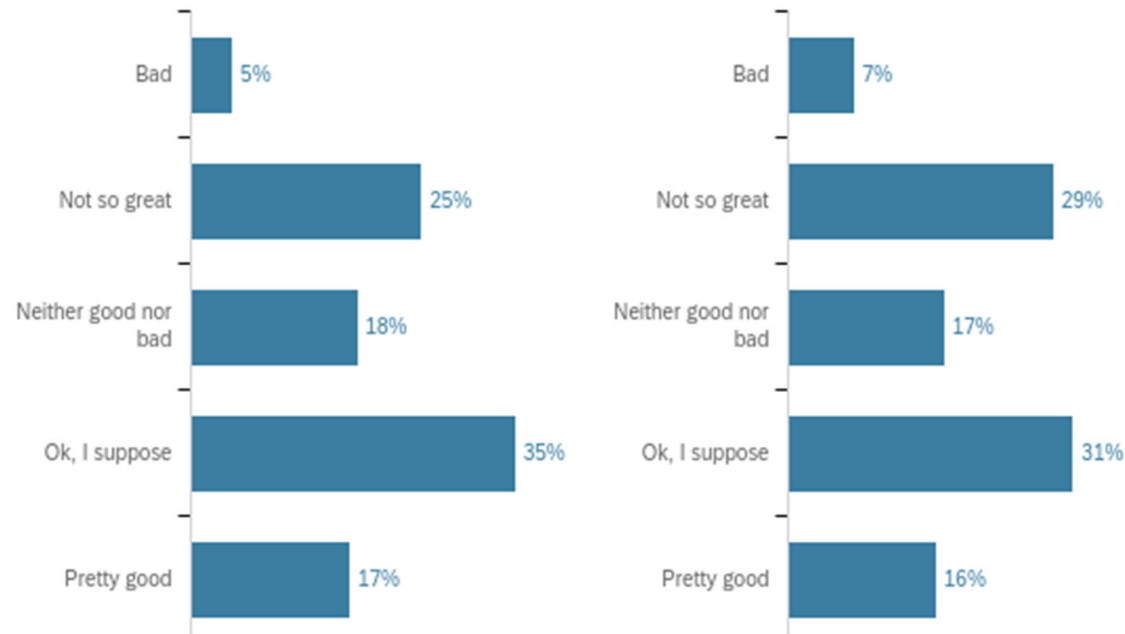


Employee Morale Survey September 2020

Campus

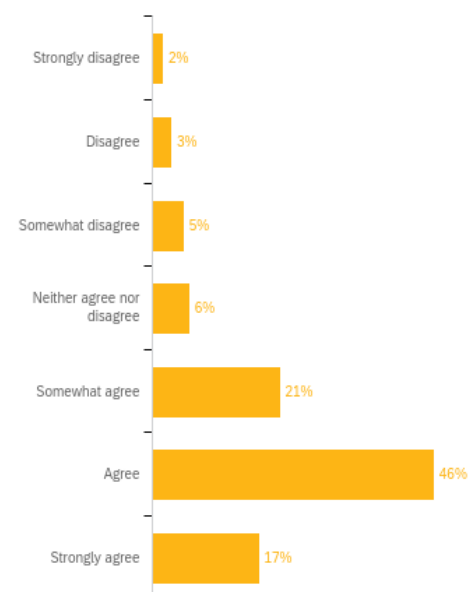
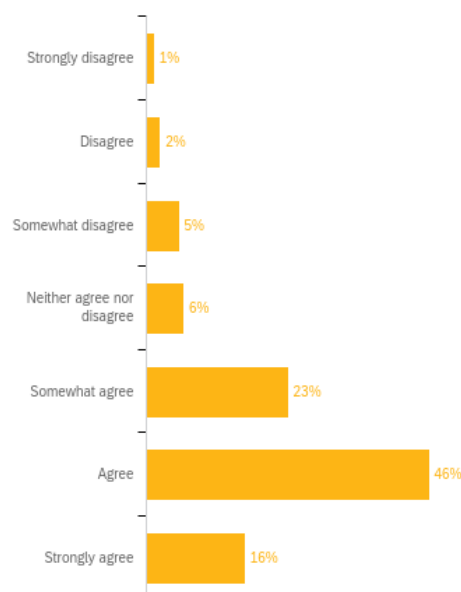
Dates	Recipients	Responses	Response Rate
July 2020	13,950	5,686	41%
Aug 2020	13,950	4,270	31%
Sept 2020	13,950	4,567	33%

How are you feeling in general? (Campus July vs. Sept)



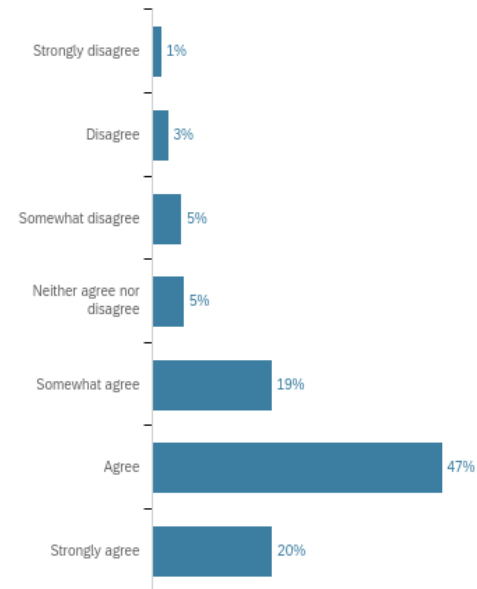
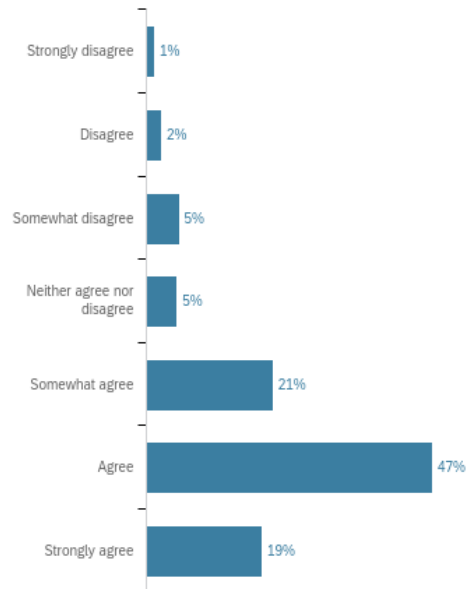
	Campus	July 2020		Sept 2020	
#	Answer	%	Count	%	Count
1	Bad	5%	205	7%	320
2	Not so great	25%	1140	29%	1286
3	Neither good nor bad	18%	822	17%	757
4	Ok, I suppose	35%	1603	31%	1384
5	Pretty good	17%	785	16%	717
	Total	100%	4555	100%	4464

I feel that UC Berkeley is managing change around the COVID-19 outbreak well (Campus July vs. Sept)



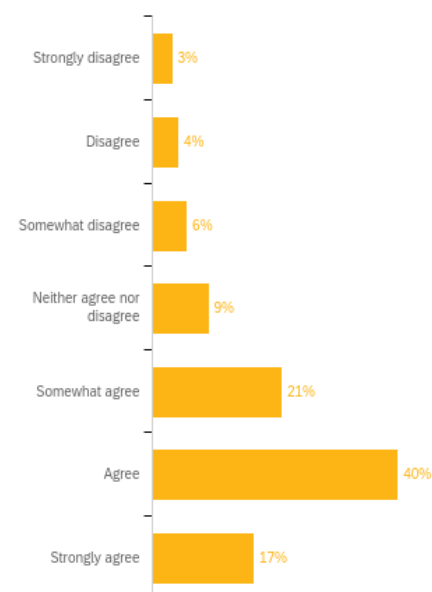
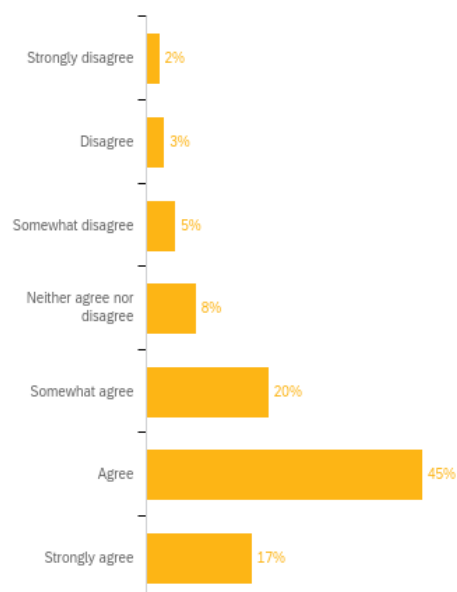
Campus		July 2020		Sept 2020	
#	Answer	%	Count	%	Count
1	Strongly disagree	1%	55	2%	76
2	Disagree	2%	100	3%	134
3	Somewhat disagree	5%	235	5%	221
4	Neither agree nor disagree	6%	271	6%	262
5	Somewhat agree	23%	1028	21%	903
6	Agree	46%	2053	46%	1996
7	Strongly agree	16%	715	17%	754
	Total	100%	4457	100%	4346

I feel that UC Berkeley is communicating change around the COVID-19 outbreak well (Campus July vs. Sept)



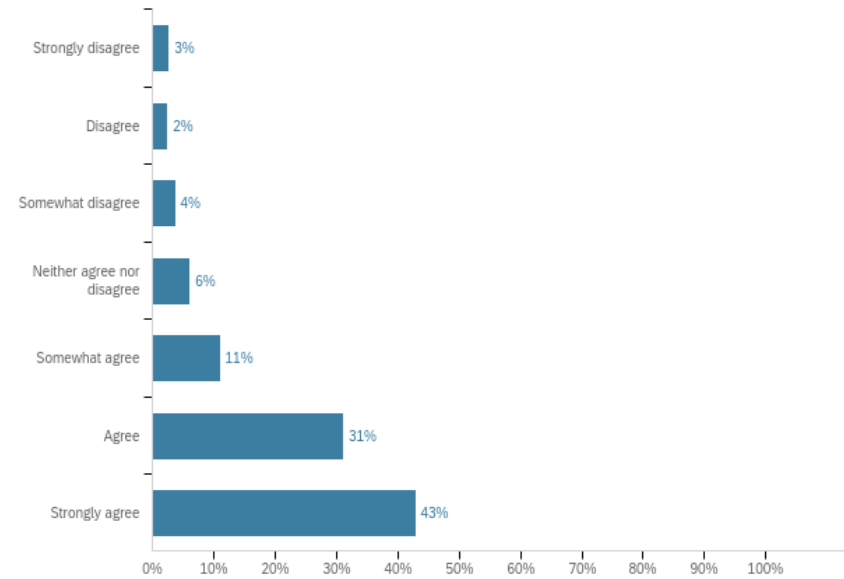
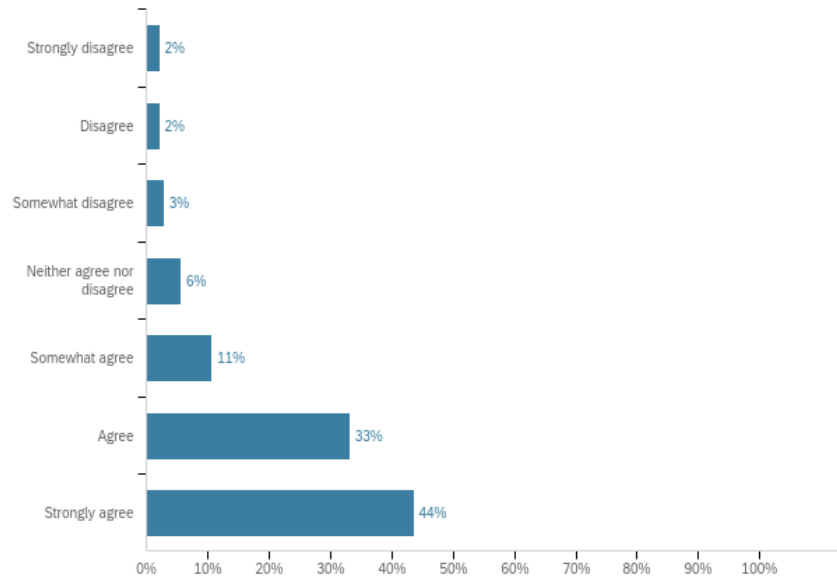
#	Campus Answer	July 2020		Sept 2020	
		%	Count	%	Count
1	Strongly disagree	1%	57	1%	61
2	Disagree	2%	108	3%	109
3	Somewhat disagree	5%	233	5%	206
4	Neither agree nor disagree	5%	221	5%	223
5	Somewhat agree	21%	915	19%	841
6	Agree	47%	2072	47%	2047
7	Strongly agree	19%	837	20%	847
	Total	100%	4443	100%	4334

I feel that UC Berkeley cares about my well-being (Campus July vs. Sept)



#	Campus	July 2020		Sept 2020	
	Answer	%	Count	%	Count
1	Strongly disagree	2%	92	3%	140
2	Disagree	3%	130	4%	185
3	Somewhat disagree	5%	212	6%	245
4	Neither agree nor disagree	8%	357	9%	398
5	Somewhat agree	20%	885	21%	916
6	Agree	45%	2000	40%	1740
7	Strongly agree	17%	764	17%	718
	Total	100%	4440	100%	4342

My well-being is important to my immediate supervisor (Campus July vs. Sept)



#	Answer	July 2020		Sept 2020	
		%	Count	%	Count
1	Strongly disagree	2%	92	3%	118
2	Disagree	2%	93	2%	107
3	Somewhat disagree	3%	126	4%	159
4	Neither agree nor disagree	6%	250	6%	266
5	Somewhat agree	11%	474	11%	476
6	Agree	33%	1472	31%	1349
7	Strongly agree	44%	1935	43%	1858
	Total	100%	4442	100%	4333

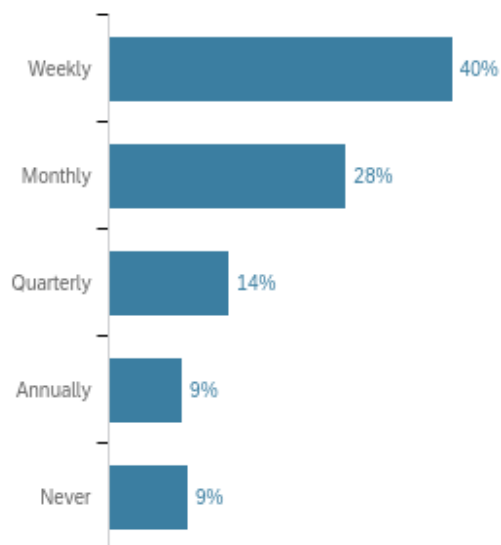
(Optional) What could your immediate supervisor do to help you feel appreciated? (Please respond in a way that allows someone to take action on what you suggest, e.g. instead of “Do something nice for us” write “Encourage our professional growth by _____ (e.g. suggesting Berkeley People Management courses, sharing relevant LinkedIn Learning courses, etc.)”

Category	#(%)	Comments
Recognize Great Contributions (specific kudos, gratitude, compensation, small tokens, etc.)	28% (322)	<ul style="list-style-type: none"> • Send an email to everyone in our unit publicly recognizing/thanking each of us for something we have done recently, so that everyone in our unit sees what our supervisor is acknowledging each of us for. • Send an email to everyone in our unit publicly recognizing/thanking each of us for something we have done recently, so that everyone in our unit sees what our supervisor is acknowledging each of us for. • My immediate supervisor is good at saying that we are appreciated, but it would be helpful if she could be more specific in her recognition. To me, tying it to a skill like resilience, or patience, or being positive, will affirm that she notices these aspects and that these are the behaviors I should continue.
Actively Support Professional Growth & Advancement	18% (205)	<ul style="list-style-type: none"> • Advocate for me for stretch projects and a promotion into a new role at the school • Don't use the words “ support us in what we want to do” but to put it into action or take initiative. I don't always want to be the one telling them what I want. It would be encouraging and supportive to show me what might be helpful to me. Example: i think this class might be helpful or let' me show you something I learned. • Delegate a project to me based on what she knows to be my skills or areas where she would recommend I grow.
Proactively care about and encourage individual's well-being	18% (203)	<ul style="list-style-type: none"> • Encourage self-care by regularly asking: how have you cared for yourself? what support from me do you need to take time to care for yourself? • Pay attention to the mental health of the staff during this crazy time. Cutting people's hours and pay while still asking them to work at full speed is not helping. • Provide more PPE when requested
Maintain Manageable/Equitable Workload & Adjust Own/Others' Expectations Accordingly	16% (185)	<ul style="list-style-type: none"> • Encourage department understanding of the high volume of requests and formally communicate to managers that we will have delayed responses to manage their expectations. • Be more supportive to their upper management - defend the staff they manage's bandwidth and remind those that may not be so close to the work that we have to learn to do less with less - not more with less. • I would like my supervisor to take the Chancellor's statement to , "Do less with less" as a directive and actually, and proactively find parts of my job that can be let go. I would like to see a revised job description that has parts of my work crossed out.

Value, Support & Trust All Staff (Respect/Equity/Autonomy)	16% (177)	<ul style="list-style-type: none"> • Taking a more active role in my projects -- especially doing more to help them move forward and promoting them to a broader campus audience. • Treat me/us with respect. I feel even though we are essential workers we are made to feel expendable by what we are asked to do. • Just talk to me, only communication is during weekly department zoom meeting and he does the majority of talking.
Communicate Quickly & Provide Clarity	10% (111)	<ul style="list-style-type: none"> • My immediate supervisor already advocates for us and informs us of the many changes to policy which is greatly appreciated. • They could communicate with me, let me participate in or at the least make me aware of decisions that impact me rather than letting me hear it through the grape vine. They could define what my responsibilities are today and what they plan for them to be in the future, or if there is a plan for me at all. • Practice transparent communication around what's going on in the department. Keep me informed about my supposed re-class and equity increase. Take the lead, or leadership in general, on communicating to our units about budget expectations and then be consistent about it instead of making staff make the communication and suffer the anger or disregard for relaying that communication.
Foster Connection & Belonging	9% (104)	<ul style="list-style-type: none"> • Plan a social zoom lunch with colleagues • I miss the being in touch with the people at work. While we cannot meet in person, maybe the group can participate in an online social gathering event. • Spend time in an informal setting to get to know each other and fellow staff. No work talk. Fun team building activities. Have guest speaker talk about mental health, coping exercises. Build community.
Encourage & Honor Time Off	8% (91)	<ul style="list-style-type: none"> • Surprise us by letting us start our weekend early. That might mean that on some *random* Friday we get an e-mail at 1p that says, "Hey everyone, thanks for bringing your A-Game this week. Please feel free to start your weekend early today @ 2 p.m." • Approve requests for time off readily and without caveat - eg "can you be available if something urgent comes up"
Be a Trustworthy Manager	6% (63)	<ul style="list-style-type: none"> • Supervisor does not reply back unless it is necessary- She offered stipend to working on a project last February-May. I am still have not been paid fully, She still owes us, 3 time lead the February pay. • Take personal responsibility and learn how to do the job. We don't want to be bribed with presents and time off, we want a competent manager who cares as much about our program and works as hard as we do.
Provide, Maintain, & Advocate for Necessary Resources	2% (24)	<ul style="list-style-type: none"> • Check in to see if we need any technology support and remind us of what is available to us. If our mouse is not working anymore, can we expense a new one? Etc. • They are already doing this, but continuing to create and share resources that help maximize my self-efficacy and minimize my need to contact them with questions.

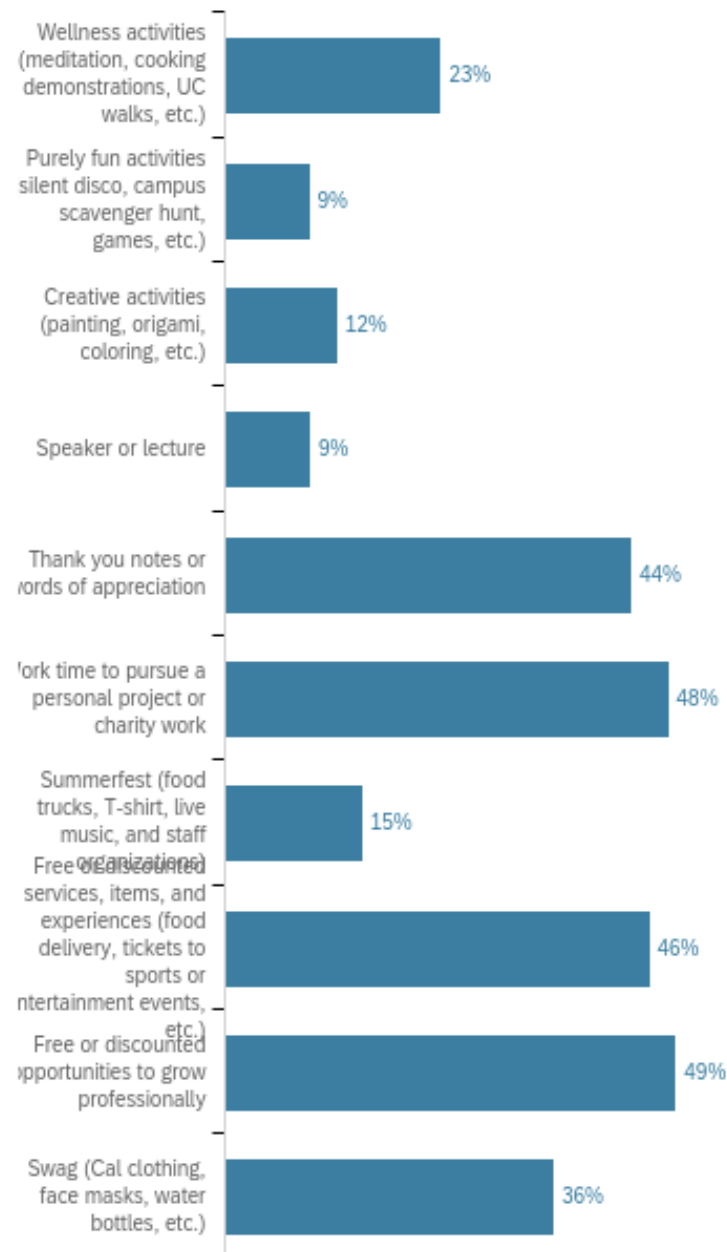
Protect Jobs/Hours	1% (16)	<ul style="list-style-type: none"> Clearly repeating that they will protect my job as best as they can, Let me know that keeping us working is a priority. Helping us keep our jobs. Working with us so that we can still be useful to the University.
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(Optional) How often does your immediate supervisor give recognition or praise for doing good work?



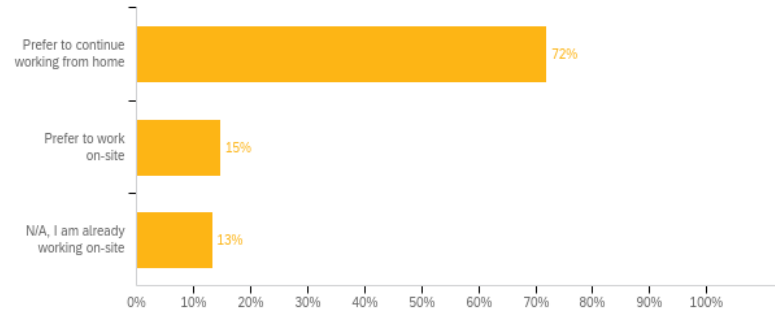
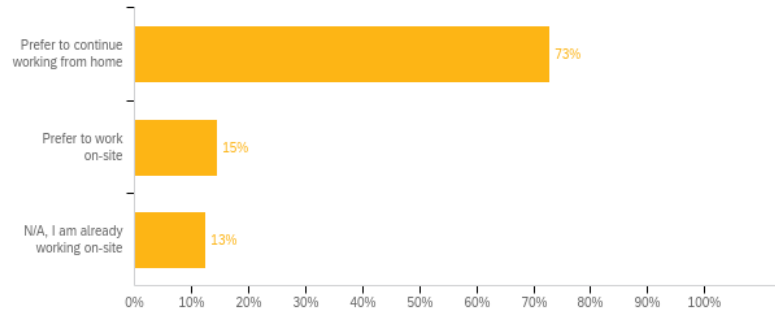
Answer	%	Count
Weekly	40%	1426
Monthly	28%	986
Quarterly	14%	501
Annually	9%	305
Never	9%	328
Total	100%	3546

(Optional) Please select your top three options that would make you feel most appreciated:



	Answer	%	Count
	Wellness activities (meditation, cooking demonstrations, UC walks, etc.)	8%	822
	Purely fun activities (silent disco, campus scavenger hunt, games, etc.)	3%	321
	Creative activities (painting, origami, coloring, etc.)	4%	426
	Speaker or lecture	3%	324
	Thank you notes or words of appreciation	15%	1547
	Work time to pursue a personal project or charity work	16%	1688
	Summerfest (food trucks, T-shirt, live music, and staff organizations)	5%	522
	Free or discounted services, items, and experiences (food delivery, tickets to sports or entertainment events, etc.)	16%	1615
	Free or discounted opportunities to grow professionally	17%	1718
	Swag (Cal clothing, face masks, water bottles, etc.)	12%	1252
	Total	100%	10235

If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you: (Campus July vs. Sept)

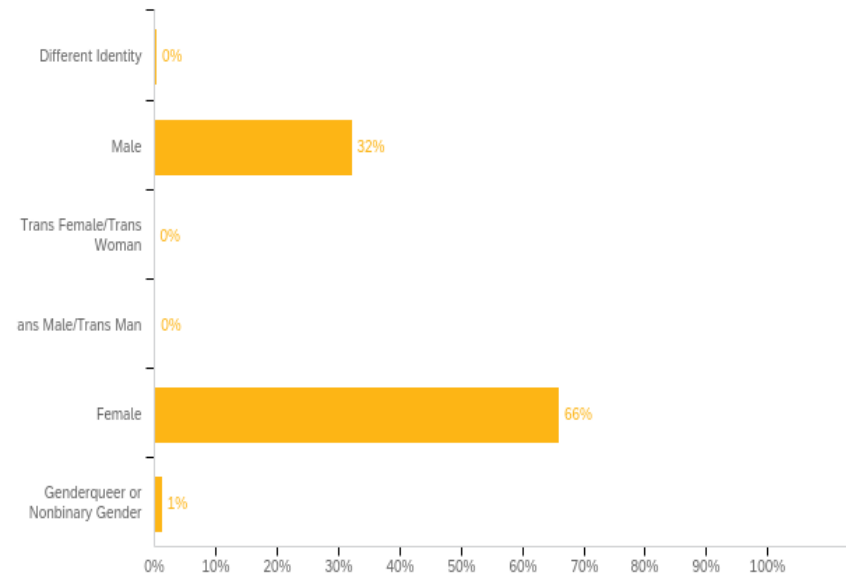
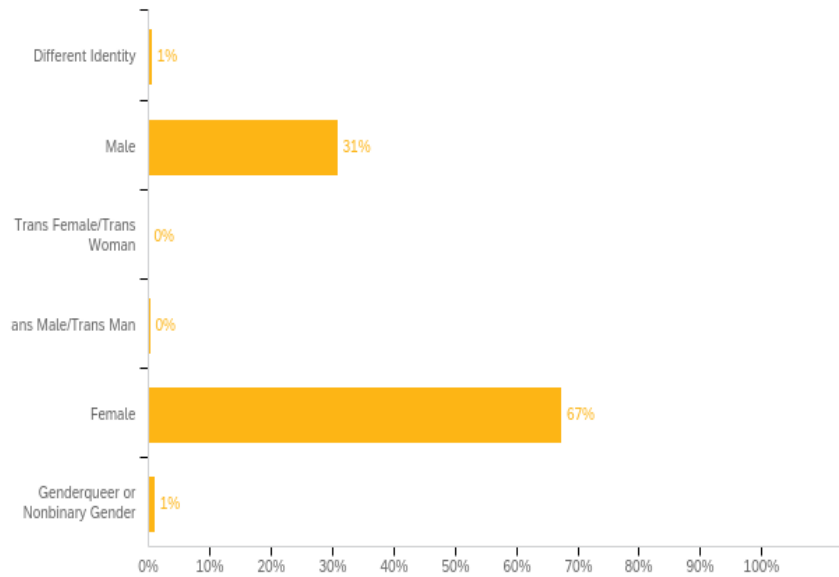


#	Answer	July 2020		Sept 2020	
		%	Count	%	Count
1	Prefer to continue working from home	73%	3234	72%	2309
2	Prefer to work on-site	15%	646	15%	472
4	N/A, I am already working on-site	13%	556	13%	425
	Total	100%	4436	100%	3206

(Optional) Please select your ethnicity:

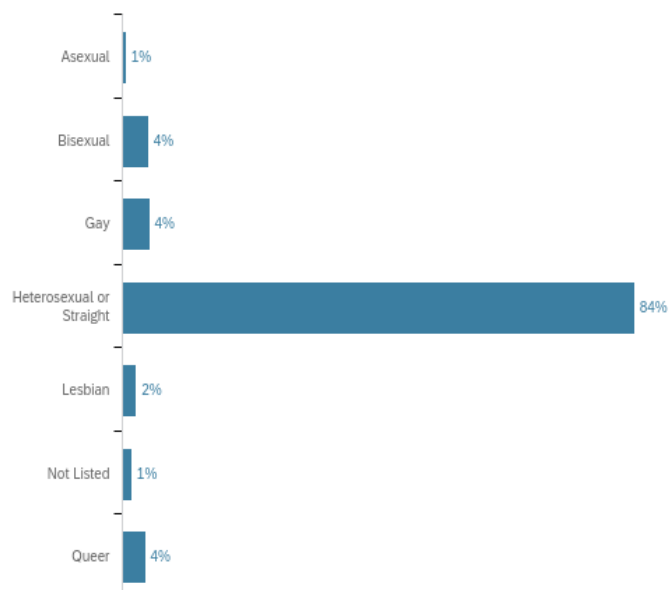
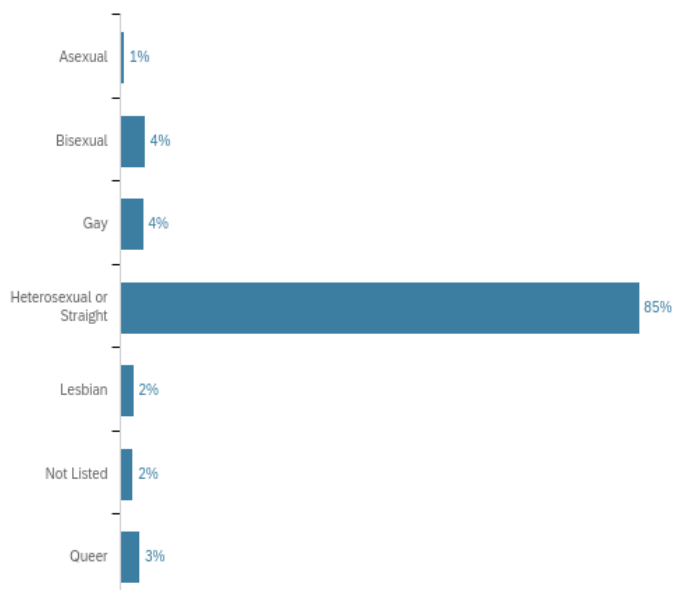
		July 2020		Sept 2020	
#	Answer	%	Count	%	Count
1	African-American/Black	7%	220	6%	152
2	American Indian/Alaskan Native	0%	16	0%	10
3	Chinese	6%	198	6%	140
4	Filipino	3%	103	3%	83
5	Hispanic/Latino	11%	361	10%	244
6	Japanese	1%	35	1%	25
7	Korean	1%	22	1%	18
8	Middle Eastern/Southwest Asian/North African (SWANA)	2%	52	2%	42
9	Other Asian	2%	73	2%	37
10	Pacific Islander	0%	12	0%	9
11	South Asian	2%	54	1%	31
12	Two Or More Races	7%	236	7%	175
13	Vietnamese	1%	20	1%	12
14	White	58%	1954	59%	1410
	Total	100%	3356	100%	2388

(Optional) What is your gender identity: (July vs. Sept)



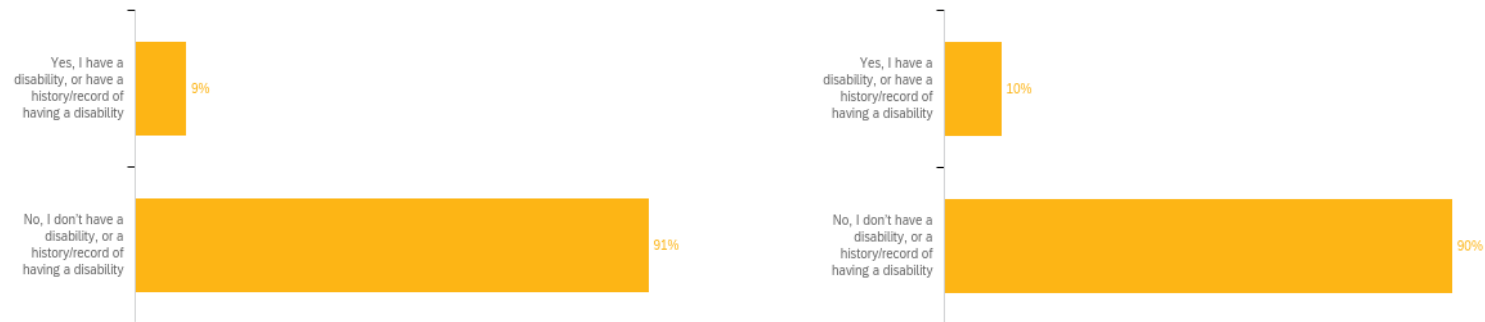
#	Answer	July 2020		Sept 2020	
		%	Count	%	Count
1	Different Identity	1%	20	0%	10
2	Male	31%	1151	32%	844
4	Trans Female/Trans Woman	0%	1	0%	1
5	Trans Male/Trans Man	0%	9	0%	5
6	Female	67%	2516	66%	1732
8	Genderqueer or Nonbinary Gender	1%	37	1%	32
	Total	100%	3734	100%	2624

(Optional) Do you consider yourself: (July vs. Sept)



#	Answer	July 2020		Sept 2020	
		%	Count	%	Count
1	Asexual	1%	21	1%	13
2	Bisexual	4%	141	4%	105
3	Gay	4%	129	4%	109
4	Heterosexual or Straight	85%	2991	84%	2088
5	Lesbian	2%	73	2%	56
6	Not Listed	2%	71	1%	37
8	Queer	3%	110	4%	92
	Total	100%	3536	100%	2500

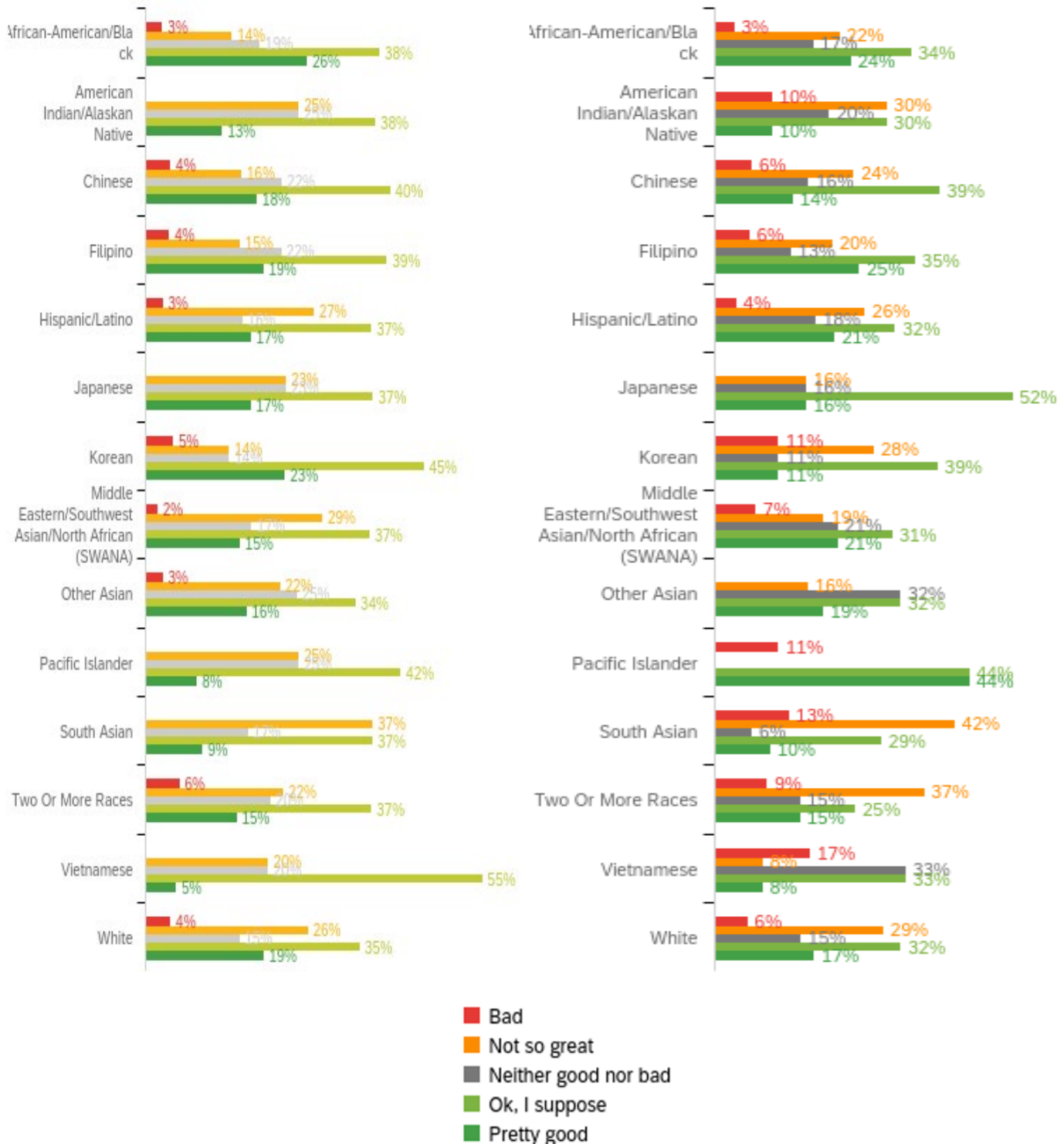
(Optional) Do you have a disability?



	July 2020		Sept 2020	
	%	Count	%	Count
Yes, I have a disability, or have a history/record of having a disability	9%	330	10%	259
No, I don't have a disability, or a history/record of having a disability	91%	3326	90%	2314
Total	100%	3656	100%	2573

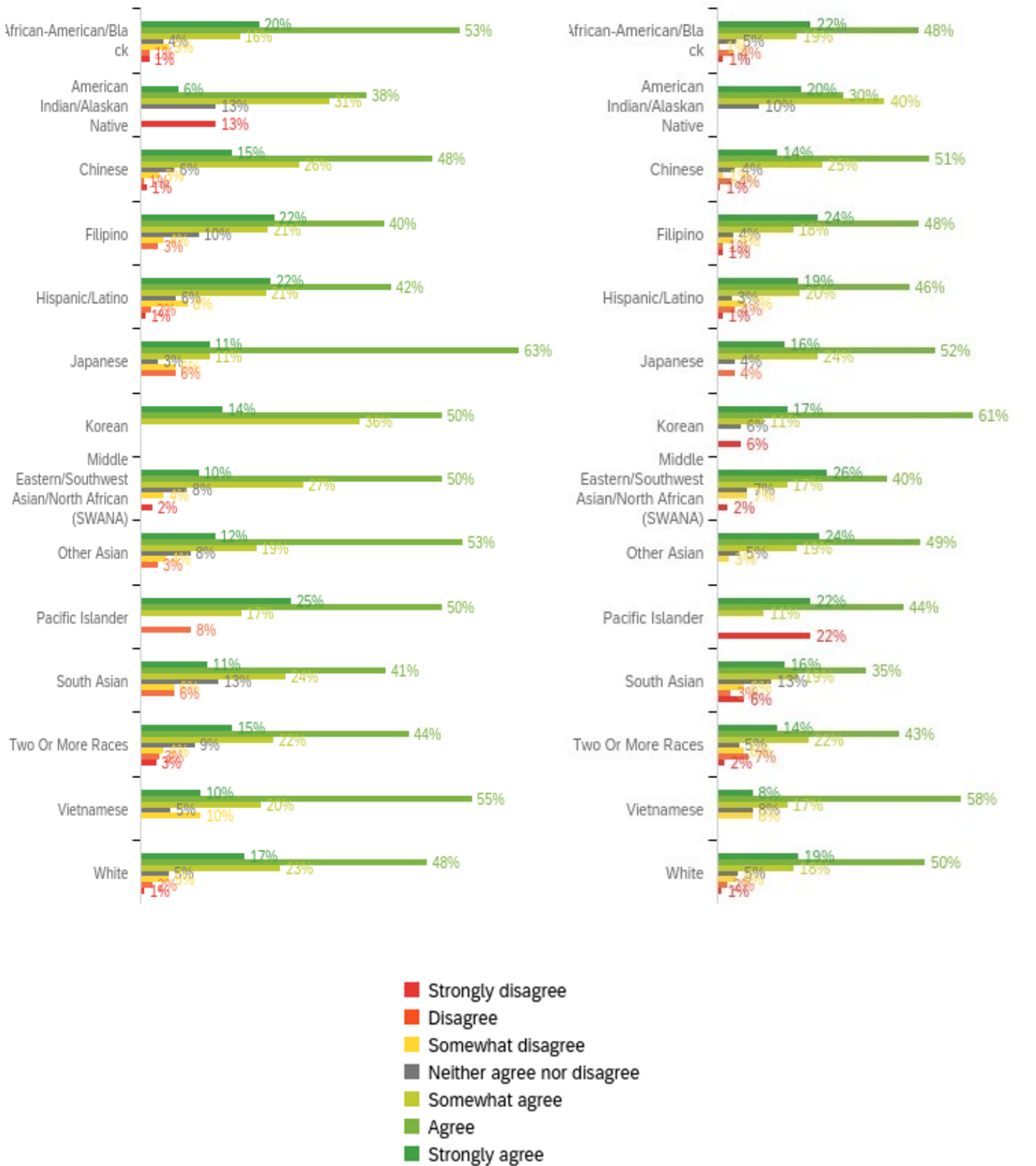
Ethnicity

How are you feeling in general? (July vs. Sept)



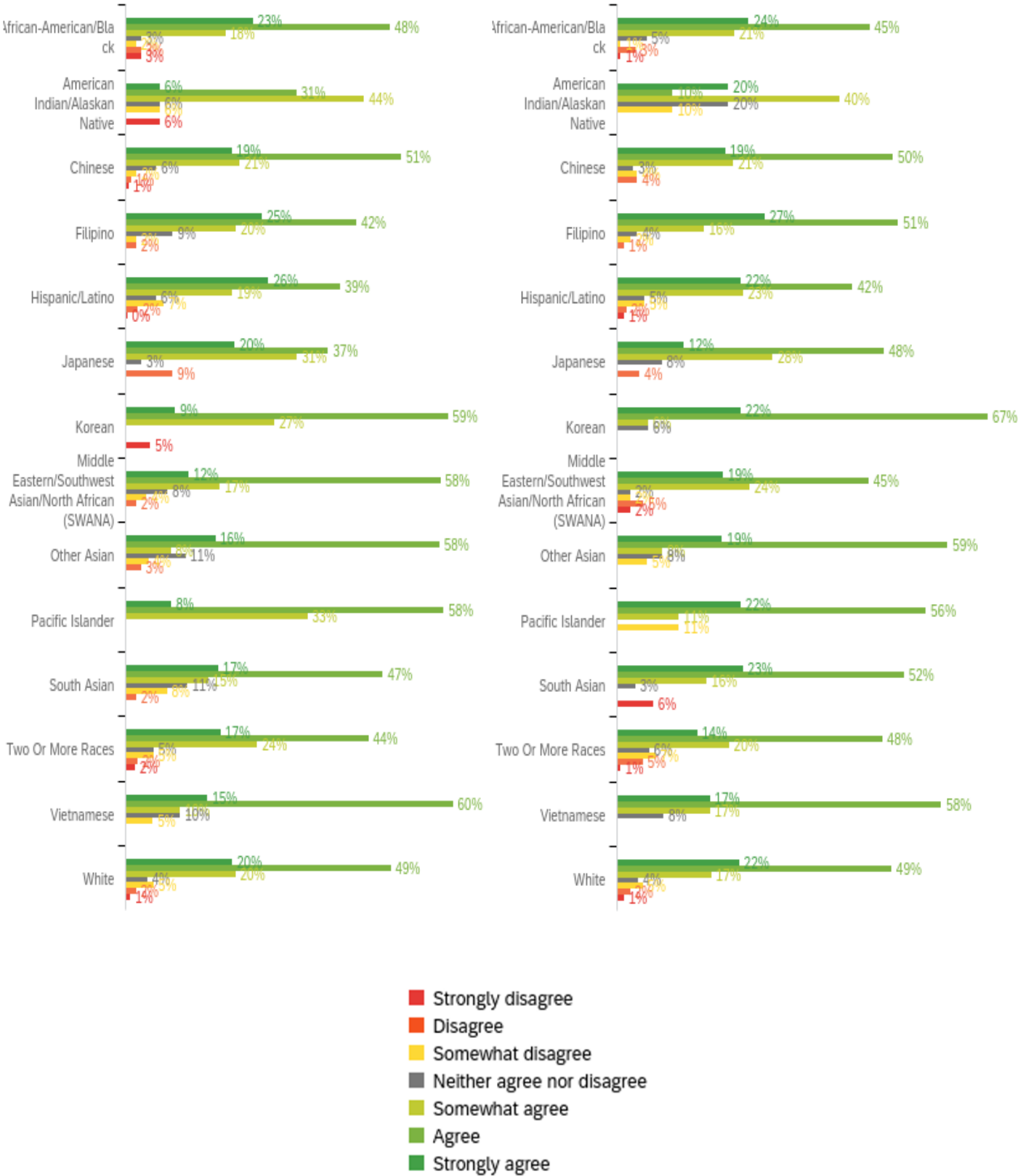
#	Ethnicity	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
1	African-American/Black	6	5	31	33	41	26	84	52	58	36
2	American Indian/Alaskan Native	0	1	4	3	4	2	6	3	2	1
3	Chinese	8	9	31	34	44	23	79	55	36	19
4	Filipino	4	5	16	17	23	11	41	29	20	21
5	Hispanic/Latino	10	9	99	64	57	43	133	77	62	51
6	Japanese	0	0	8	4	8	4	13	13	6	4
7	Korean	1	2	3	5	3	2	10	7	5	2
8	Middle Eastern/Southwest Asian/North African (SWANA)	1	3	15	8	9	9	19	13	8	9
9	Other Asian	2	0	16	6	18	12	25	12	12	7
10	Pacific Islander	0	1	3	0	3	0	5	4	1	4
11	South Asian	0	4	20	13	9	2	20	9	5	3
12	Two Or More Races	13	16	53	64	48	26	87	43	35	26
13	Vietnamese	0	2	4	1	4	4	11	4	1	1
14	White	79	80	517	415	299	212	682	458	377	245

I feel that UC Berkeley is managing change around the COVID-19 outbreak well (July vs. Sept)



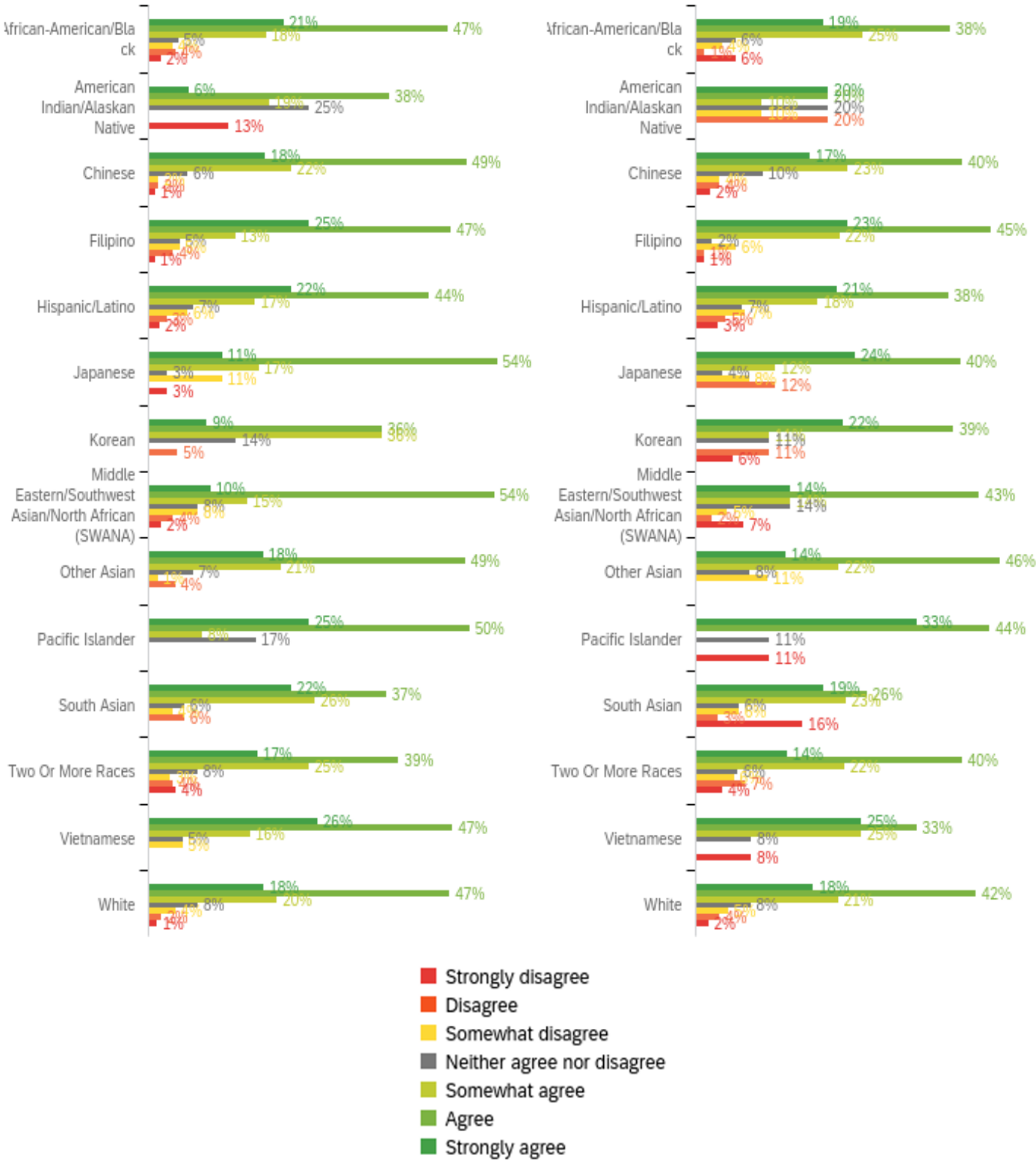
#	Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
1	African-American/Black	43	34	116	73	36	29	8	7	10	1	3	6	3	2
2	American Indian/Alaskan Native	1	2	6	3	5	4	2	1	0	0	0	0	2	0
3	Chinese	30	20	96	71	52	35	11	6	6	2	1	5	2	1
4	Filipino	23	20	42	40	22	15	10	3	4	3	3	1	0	1
5	Hispanic/Latino	78	47	150	112	75	48	21	8	28	16	6	10	3	3
6	Japanese	4	4	22	13	4	6	1	1	2	0	2	1	0	0
7	Korean	3	3	11	11	8	2	0	1	0	0	0	0	0	1
8	Middle Eastern/Southwest Asian/North African (SWANA)	5	11	26	17	14	7	4	3	2	3	0	0	1	1
9	Other Asian	9	9	39	18	14	7	6	2	3	1	2	0	0	0
10	Pacific Islander	3	2	6	4	2	1	0	0	0	0	1	0	0	2
11	South Asian	6	5	22	11	13	6	7	4	3	2	3	1	0	2
12	Two Or More Races	36	25	105	76	52	38	21	9	9	11	7	13	6	3
13	Vietnamese	2	1	11	7	4	2	1	1	2	1	0	0	0	0
14	White	338	273	929	700	454	258	91	69	93	63	36	31	13	15

I feel that UC Berkeley is communicating change around the COVID-19 outbreak well (July vs. Sept)



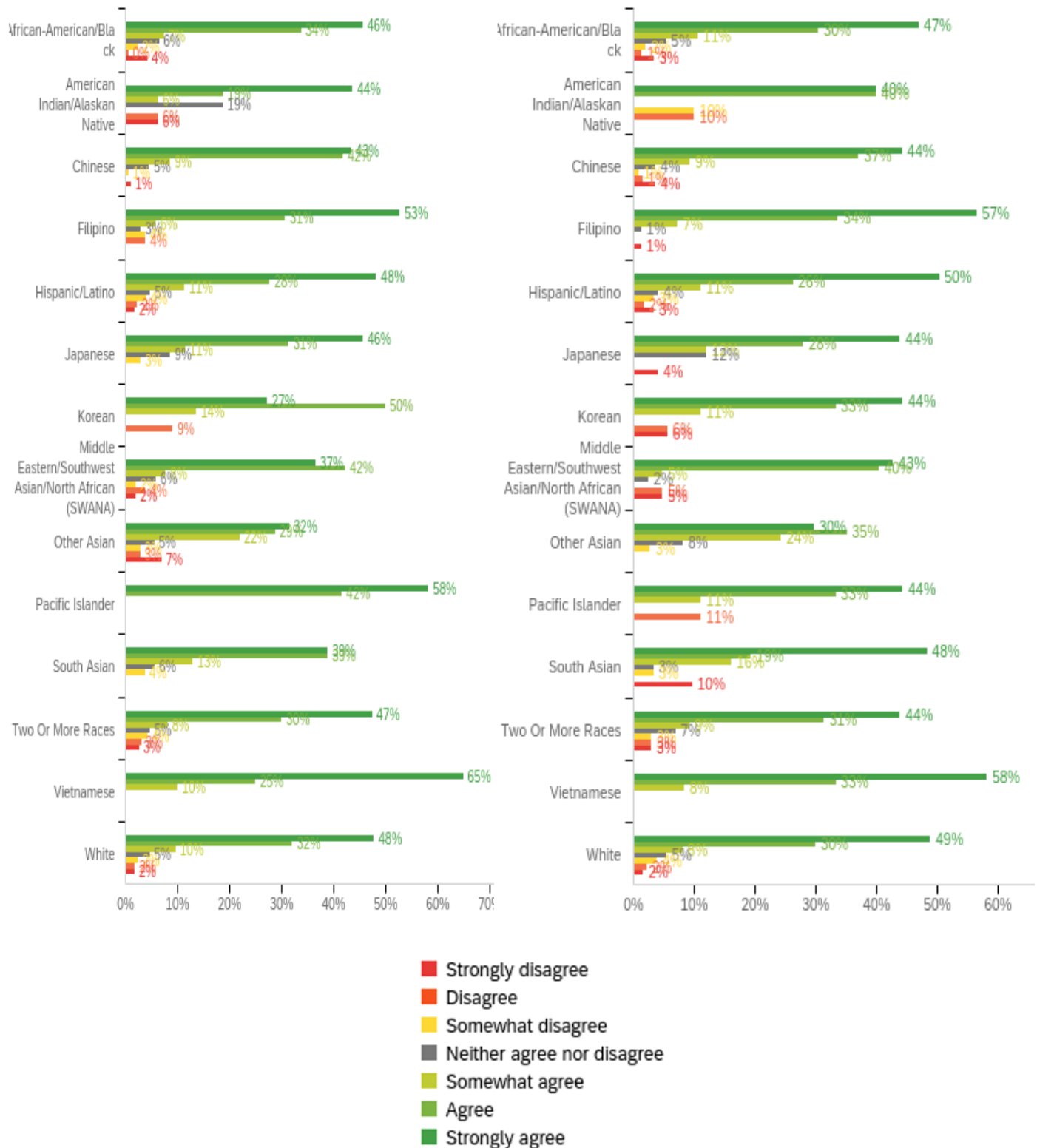
#	Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
1	African-American/Black	51	36	106	69	40	32	6	8	4	1	6	5	6	1
2	American Indian/Alaskan Native	1	2	5	1	7	4	1	2	1	1	0	0	1	0
3	Chinese	38	27	99	69	41	29	11	4	4	5	2	5	1	0
4	Filipino	26	22	44	42	21	13	9	3	2	2	2	1	0	0
5	Hispanic/Latino	94	54	141	103	70	55	20	12	25	12	8	4	1	3
6	Japanese	7	3	13	12	11	7	1	2	0	0	3	1	0	0
7	Korean	2	4	13	12	6	1	0	1	0	0	0	0	1	0
8	Middle Eastern/Southwest Asian/North African (SWANA)	6	8	30	19	9	10	4	1	2	1	1	2	0	1
9	Other Asian	12	7	42	22	6	3	8	3	3	2	2	0	0	0
10	Pacific Islander	1	2	7	5	4	1	0	0	0	1	0	0	0	0
11	South Asian	9	7	25	16	8	5	6	1	4	0	1	0	0	2
12	Two Or More Races	41	25	105	83	57	35	12	10	12	12	5	8	4	1
13	Vietnamese	3	2	12	7	2	2	2	1	1	0	0	0	0	0
14	White	381	308	947	693	392	237	77	53	100	64	36	32	17	17

I feel that UC Berkeley cares about my well-being



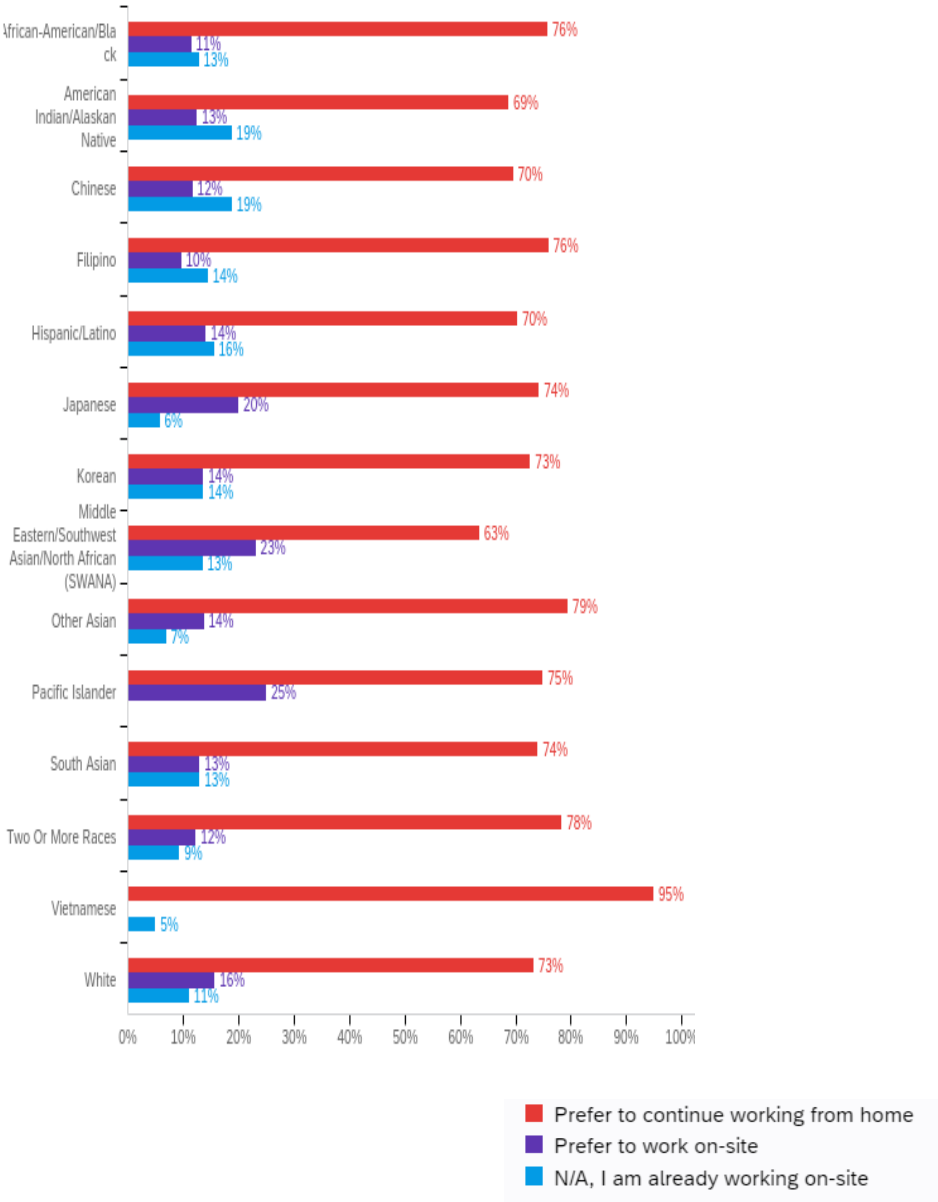
#	Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
1	African-American/Black	46	29	102	58	40	38	10	9	8	6	9	2	4	9
2	American Indian/Alaskan Native	1	2	6	2	3	1	4	2	0	1	0	2	2	0
3	Chinese	36	24	98	56	44	32	12	14	3	5	3	5	2	3
4	Filipino	26	19	49	37	14	18	5	2	5	5	4	1	1	1
5	Hispanic/Latino	80	52	158	93	60	45	25	17	22	18	10	11	6	8
6	Japanese	4	6	19	10	6	3	1	1	4	2	0	3	1	0
7	Korean	2	4	8	7	8	2	3	2	0	0	1	2	0	1
8	Middle Eastern/Southwest Asian/North African (SWANA)	5	6	28	18	8	6	4	6	4	2	2	1	1	3
9	Other Asian	13	5	36	17	15	8	5	3	1	4	3	0	0	0
10	Pacific Islander	3	3	6	4	1	0	2	1	0	0	0	0	0	1
11	South Asian	12	6	20	8	14	7	3	2	2	2	3	1	0	5
12	Two Or More Races	40	24	92	70	59	39	18	11	8	10	9	13	10	7
13	Vietnamese	5	3	9	4	3	3	1	1	1	0	0	0	0	1
14	White	350	250	915	596	390	302	149	116	81	69	38	50	26	26

Q7 - My well-being is important to my immediate supervisor

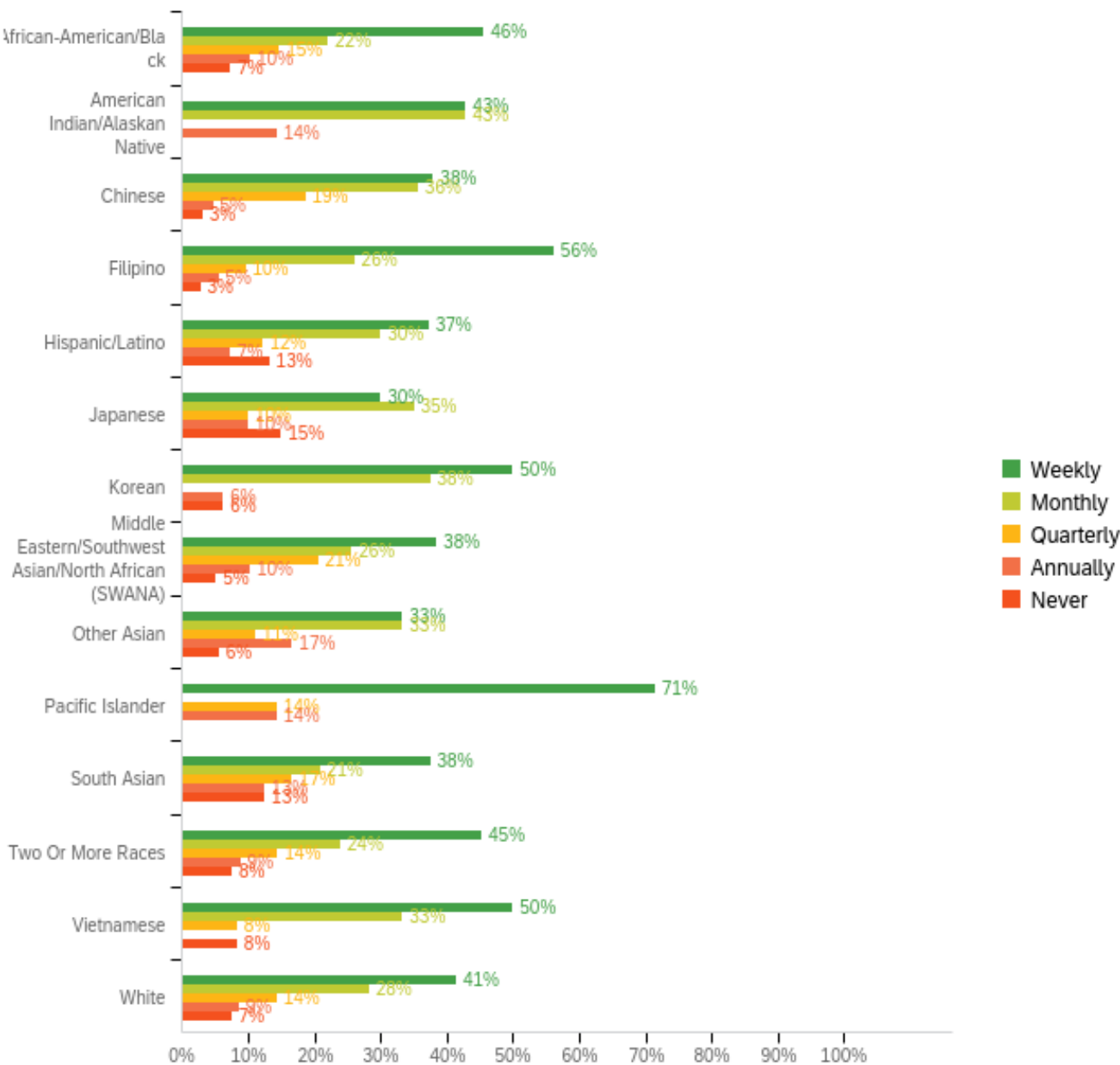


#	Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
1	African-American/Black	100	71	74	46	16	16	14	8	5	3	1	2	9	5
2	American Indian/Alaskan Native	7	4	3	4	1	0	3	0	0	1	1	1	1	0
3	Chinese	86	62	83	52	17	13	9	5	1	1	0	2	2	5
4	Filipino	55	47	32	28	6	6	3	1	4	0	4	0	0	1
5	Hispanic/Latino	174	123	100	64	41	27	17	10	14	8	8	4	6	8
6	Japanese	16	11	11	7	4	3	3	3	1	0	0	0	0	1
7	Korean	6	8	11	6	3	2	0	0	0	0	2	1	0	1
8	Middle Eastern/Southwest Asian/North African (SWANA)	19	18	22	17	4	2	3	1	1	0	2	2	1	2
9	Other Asian	23	11	21	13	16	9	4	3	2	1	2	0	5	0
10	Pacific Islander	7	4	5	3	0	1	0	0	0	0	0	1	0	0
11	South Asian	21	15	21	6	7	5	3	1	2	1	0	0	0	3
12	Two Or More Races	112	77	71	55	19	16	11	12	10	5	7	5	6	5
13	Vietnamese	13	7	5	4	2	1	0	0	0	0	0	0	0	0
14	White	931	689	625	422	187	113	89	76	46	54	34	30	33	22

If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you:

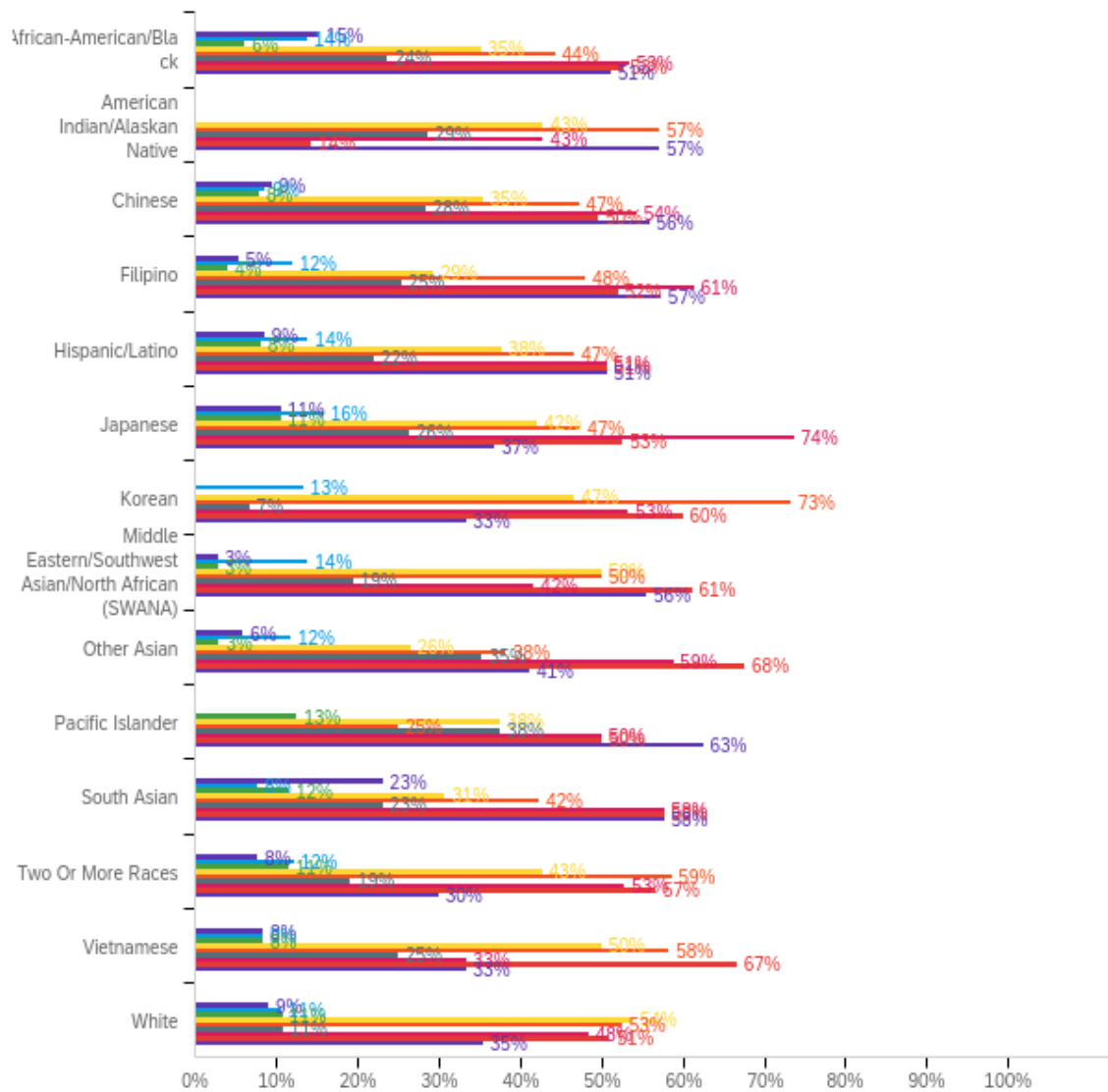


(Optional) How often does your immediate supervisor give recognition or praise for doing good work?



#	Question	Weekly		Monthly		Quarterly		Annually		Never	
1	African-American/Black	7%	62	5%	30	7%	20	8%	14	6%	10
2	American Indian/Alaskan Native	0%	3	0%	3	0%	0	1%	1	0%	0
3	Chinese	5%	49	8%	46	8%	24	3%	6	2%	4
4	Filipino	5%	41	3%	19	2%	7	2%	4	1%	2
5	Hispanic/Latino	9%	82	11%	66	9%	27	9%	16	18%	29
6	Japanese	1%	6	1%	7	1%	2	1%	2	2%	3
7	Korean	1%	8	1%	6	0%	0	1%	1	1%	1
8	Middle Eastern/Southwest Asian/North African (SWANA)	2%	15	2%	10	3%	8	2%	4	1%	2
9	Other Asian	1%	12	2%	12	1%	4	3%	6	1%	2
10	Pacific Islander	1%	5	0%	0	0%	1	1%	1	0%	0
11	South Asian	1%	9	1%	5	1%	4	2%	3	2%	3
12	Two Or More Races	8%	72	6%	38	8%	23	8%	14	7%	12
13	Vietnamese	1%	6	1%	4	0%	1	0%	0	1%	1
14	White	59%	527	59%	359	60%	182	60%	109	58%	95
	Total		897		605		303		181		164

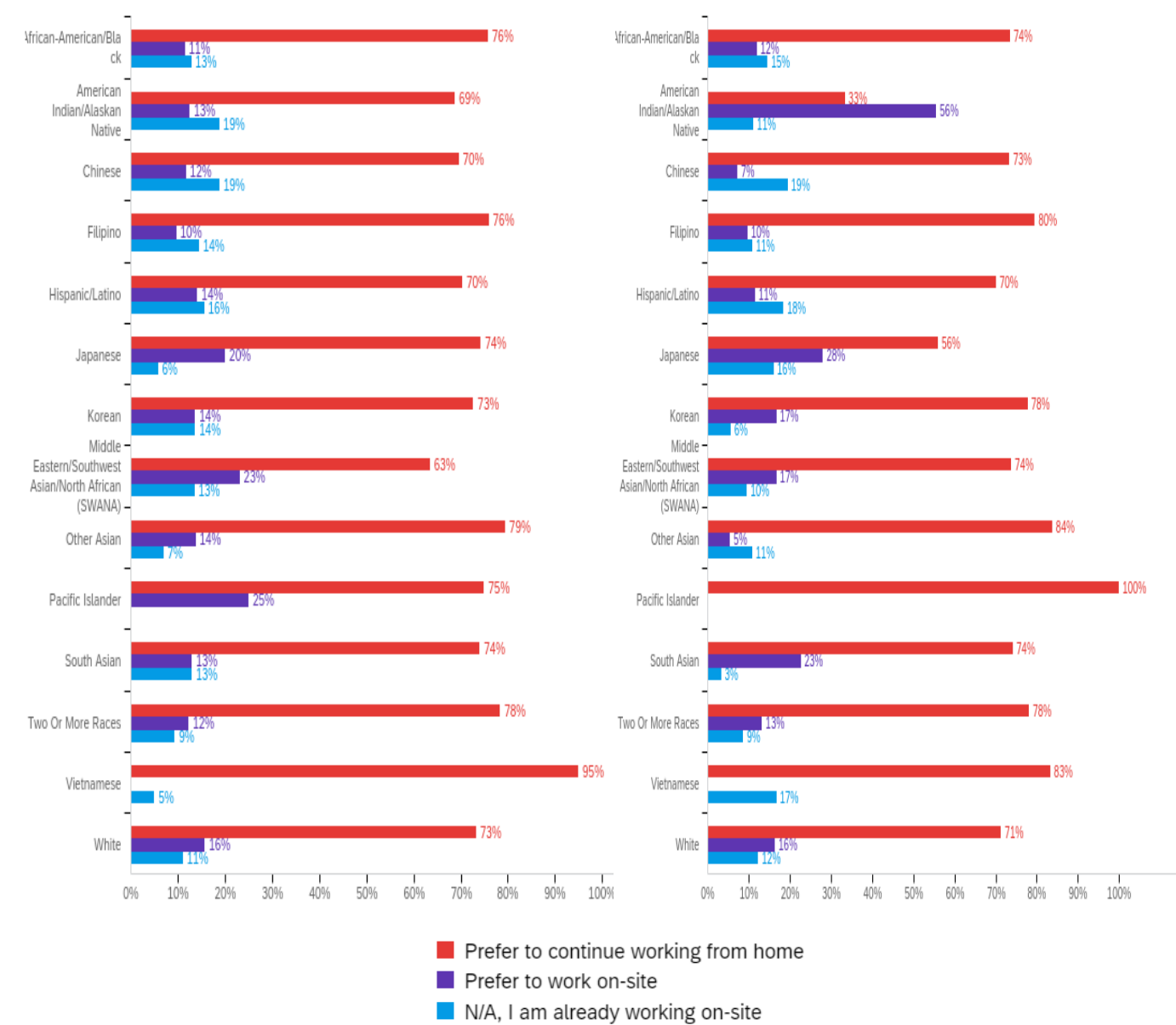
- (Optional) Please select your top three options that would make you feel most appreciated:



- Wellness activities (meditation, cooking demonstrations, UC walks, etc.)
- Purely fun activities (silent disco, campus scavenger hunt, games, etc.)
- Creative activities (painting, origami, coloring, etc.)
- Speaker or lecture
- Thank you notes or words of appreciation
- Work time to pursue a personal project or charity work
- Summerfest (food trucks, T-shirt, live music, and staff organizations)
- Free or discounted services, items, and experiences (food delivery, tickets...
- Free or discounted opportunities to grow professionally
- Swag (Cal clothing, face masks, water bottles, etc.)

Question	Wellness activities (meditation, cooking demonstrations, UC walks, etc.)		Purely fun activities (silent disco, campus scavenger hunt, games, etc.)		Creative activities (painting, origami, coloring, etc.)		Speaker or lecture		Thank you notes or words of appreciation		Work time to pursue a personal project or charity work		Summerfest (food trucks, T-shirt, live music, and staff organizations)		Free or discounted services, items, and experiences (food delivery, tickets to sports or entertainment events, etc.)		Free or discounted opportunities to grow professionally		Swag (Cal clothing, face masks, water bottles, etc.)	
African-American/Black	0%	0	11%	20	8%	18	4%	8	5%	46	5%	58	9%	31	7%	70	6%	69	8%	67
American Indian/Alaskan Native	0%	0	0%	0	0%	0	0%	0	0%	3	0%	4	1%	2	0%	3	0%	1	0%	4
Chinese	0%	0	6%	12	5%	11	5%	10	5%	45	6%	60	11%	36	7%	69	6%	63	8%	71
Filipino	0%	0	2%	4	4%	9	2%	3	2%	22	3%	36	6%	19	4%	46	4%	39	5%	43
Hispanic/Latino	0%	0	10%	19	13%	31	9%	18	9%	84	10%	104	15%	49	11%	113	10%	113	13%	113
Japanese	0%	0	1%	2	1%	3	1%	2	1%	8	1%	9	1%	5	1%	14	1%	10	1%	7
Korean	0%	0	0%	0	1%	2	0%	0	1%	7	1%	11	0%	1	1%	8	1%	9	1%	5
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	1%	1	2%	5	1%	1	2%	18	2%	18	2%	7	1%	15	2%	22	2%	20
Other Asian	0%	0	1%	2	2%	4	1%	1	1%	9	1%	13	4%	12	2%	20	2%	23	2%	14
Pacific Islander	0%	0	0%	0	0%	0	1%	1	0%	3	0%	2	1%	3	0%	4	0%	4	1%	5
South Asian	0%	0	3%	6	1%	2	2%	3	1%	8	1%	11	2%	6	1%	15	1%	15	2%	15
Two Or More Races	0%	0	6%	12	8%	19	9%	18	7%	67	9%	92	9%	30	8%	83	8%	89	6%	47
Vietnamese	0%	0	1%	1	0%	1	1%	1	1%	6	1%	7	1%	3	0%	4	1%	8	0%	4
White	0%	0	58%	110	55%	129	66%	131	67%	657	60%	640	39%	132	56%	590	57%	622	51%	432
Total		0		189		234		197		983		1065		336		1054		1087		847

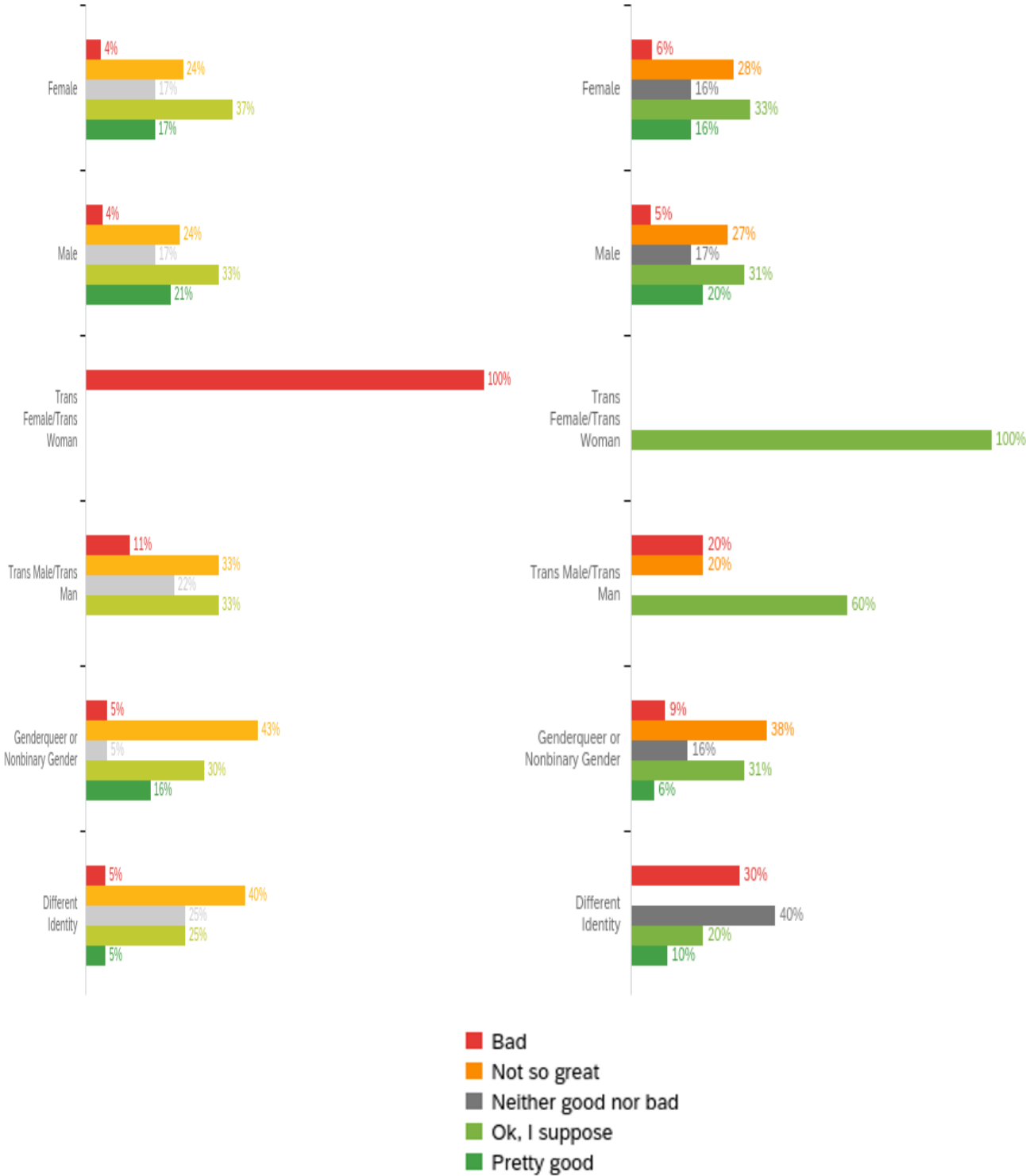
If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you:



#	Question	Prefer to continue working from home		Prefer to work on-site		N/A, I am already working on-site	
		July	Sept	July	Sept	July	Sept
1	African-American/Black	166	111	25	18	28	22
2	American Indian/Alaskan Native	11	3	2	5	3	1
3	Chinese	137	102	23	10	37	27
4	Filipino	79	66	10	8	15	9
5	Hispanic/Latino	254	171	51	28	56	45
6	Japanese	26	14	7	7	2	4
7	Korean	16	14	3	3	3	1
8	Middle Eastern/Southwest Asian/North African (SWANA)	33	31	12	7	7	4
9	Other Asian	58	31	10	2	5	4
10	Pacific Islander	9	9	3	0	0	0
11	South Asian	40	23	7	7	7	1
12	Two Or More Races	185	136	29	23	22	15
13	Vietnamese	19	10	0	0	1	2
14	White	1428	1004	306	230	215	173

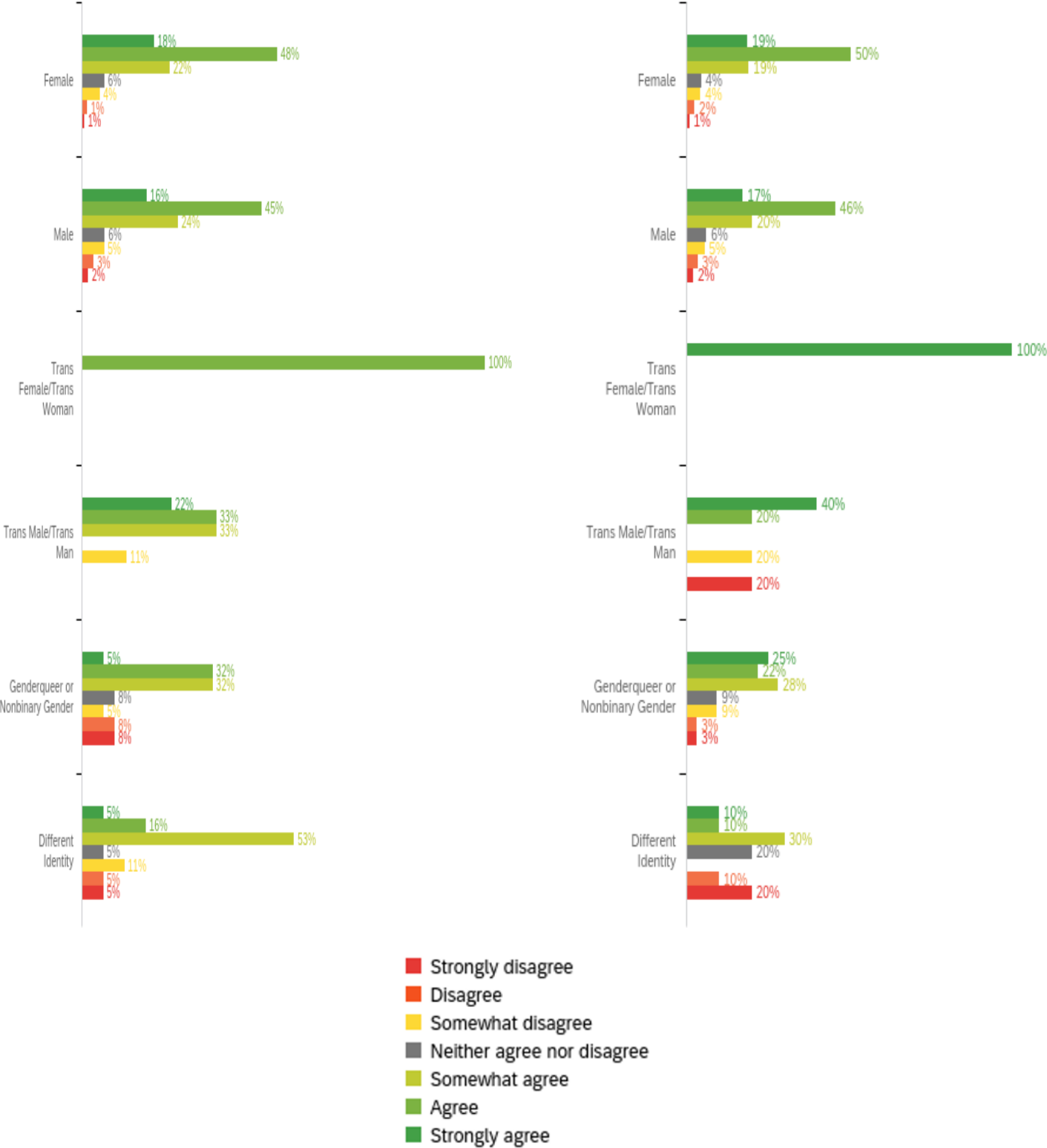
Gender

How are you feeling in general? (July vs. Sept)



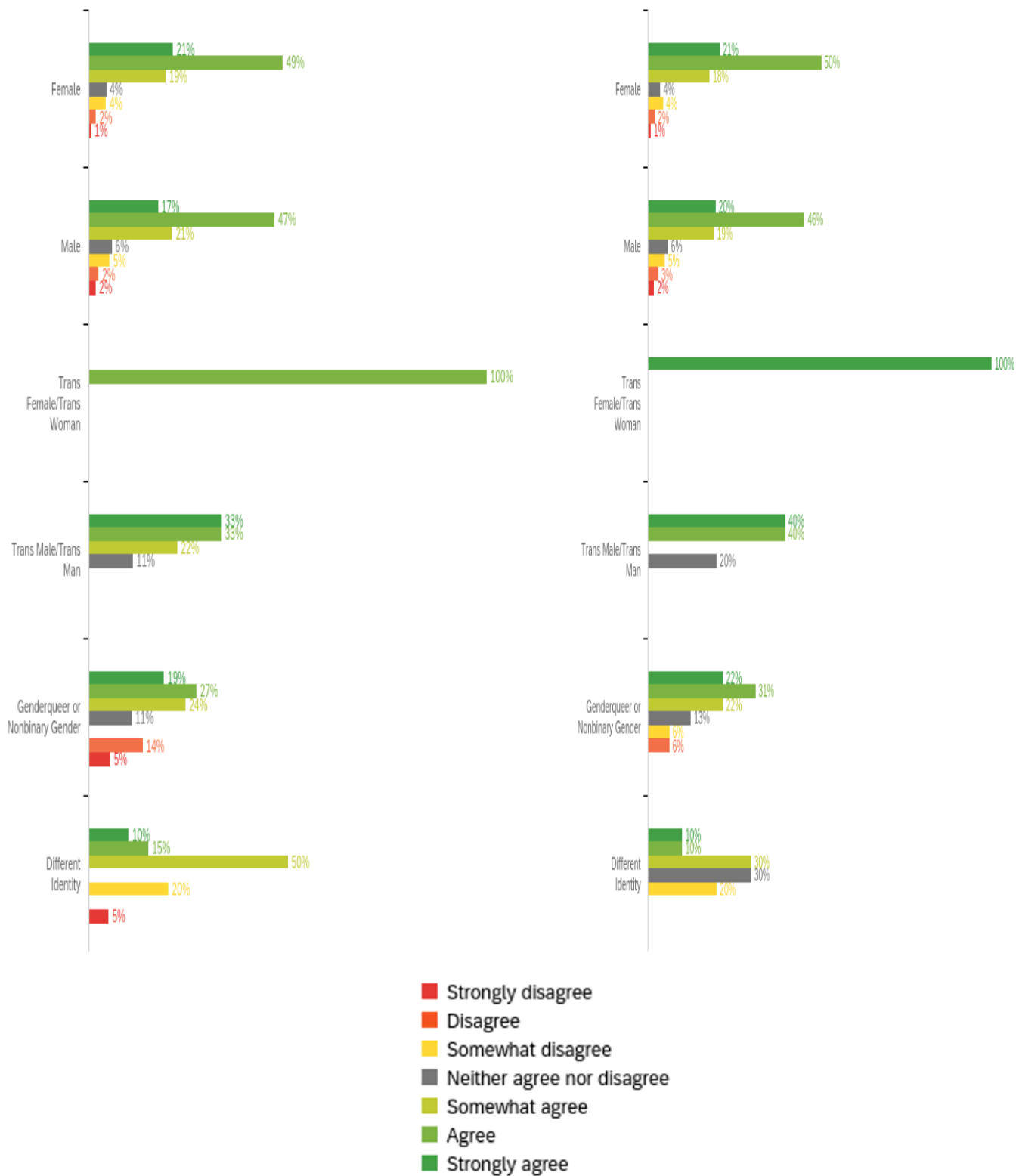
#	Gender	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
6	Female	97	99	615	491	440	285	928	572	437	285
2	Male	48	45	272	226	201	140	384	265	246	168
4	Trans Female/Trans Woman	1	0	0	0	0	0	0	1	0	0
5	Trans Male/Trans Man	1	1	3	1	2	0	3	3	0	0
8	Genderqueer or Nonbinary Gender	2	3	16	12	2	5	11	10	6	2
1	Different Identity	1	3	8	0	5	4	5	2	1	1

I feel that UC Berkeley is managing change around the COVID-19 outbreak well (July vs. Sept)



Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
Female	450	324	1219	872	547	331	140	75	111	74	34	42	15	13
Male	185	146	513	385	274	170	65	51	63	46	33	28	18	17
Trans Female/Trans Woman	0	1	1	0	0	0	0	0	0	0	0	0	0	0
Trans Male/Trans Man	2	2	3	1	3	0	0	0	1	1	0	0	0	1
Genderqueer or Nonbinary Gender	2	8	12	7	12	9	3	3	2	3	3	1	3	1
Different Identity	1	1	3	1	10	3	1	2	2	0	1	1	1	2

I feel that UC Berkeley is communicating change around the COVID-19 outbreak well (July vs. Sept)



#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
6	Female	530	360	1222	869	484	310	109	62	108	75	43	34	14	14
2	Male	199	166	535	384	240	162	66	49	60	42	28	25	19	15
4	Trans Female/Trans Woman	0	1	1	0	0	0	0	0	0	0	0	0	0	0
5	Trans Male/Trans Man	3	2	3	2	2	0	1	1	0	0	0	0	0	0
8	Genderqueer or Nonbinary Gender	7	7	10	10	9	7	4	4	0	2	5	2	2	0
1	Different Identity	2	1	3	1	10	3	0	3	4	2	0	0	1	0

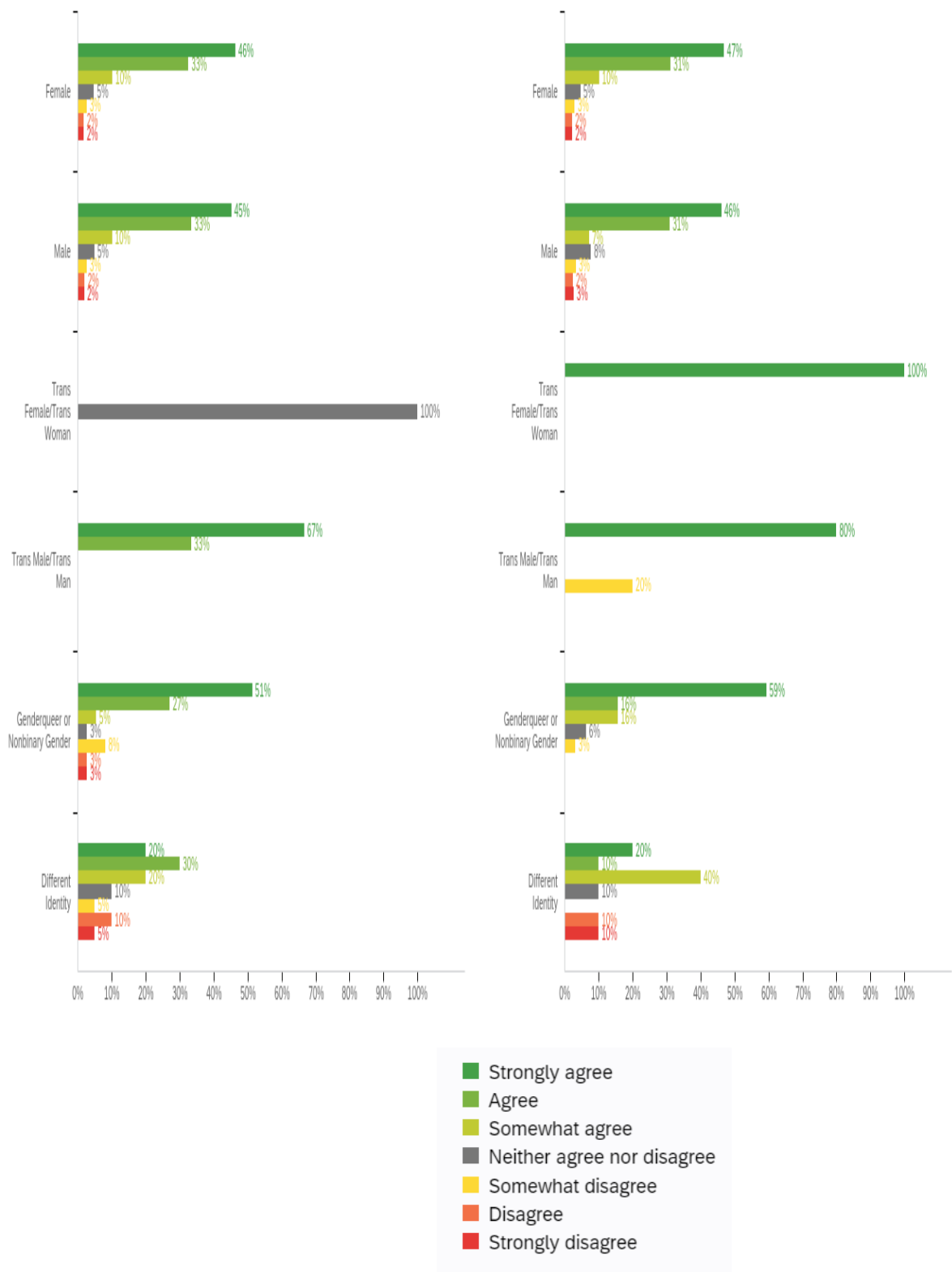
I feel that UC Berkeley cares about my well-being (July vs. Sept)



- Strongly disagree
- Disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Agree
- Strongly agree

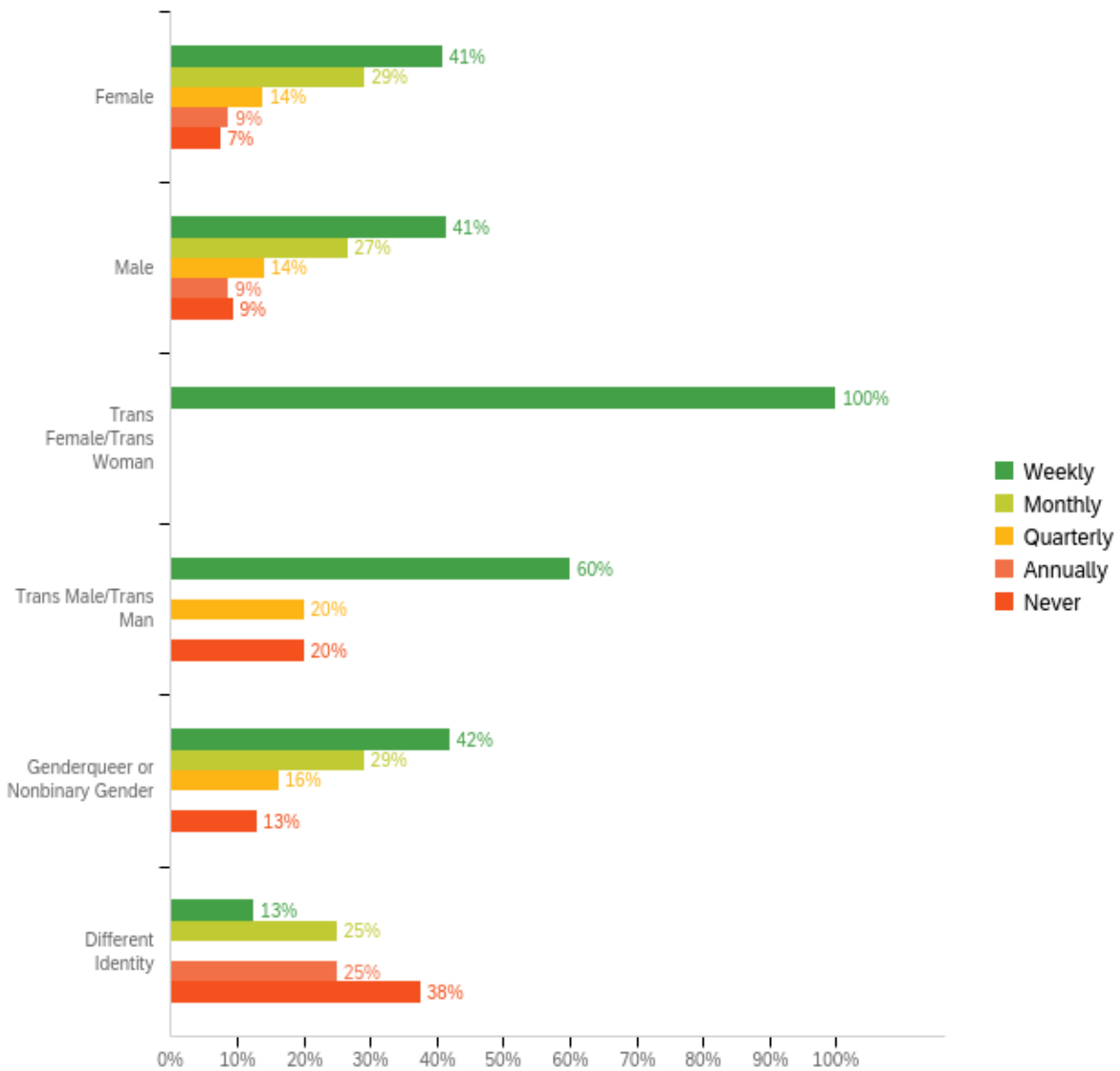
#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
6	Female	469	1	1159	1	499	2	188	3	107	1	58	0	30	2
2	Male	208	305	542	716	206	388	80	130	54	84	35	64	25	42
4	Trans Female/Trans Woman	0	7	0	4	0	9	1	2	0	7	0	1	0	2
5	Trans Male/Trans Man	1	158	3	342	3	158	1	77	1	46	0	34	0	28
8	Genderqueer or Nonbinary Gender	5	1	8	0	11	0	4	0	0	0	3	0	6	0
1	Different Identity	0	1	6	1	7	0	2	1	1	1	1	0	3	1

My well-being is important to my immediate supervisor (July vs. Sept)



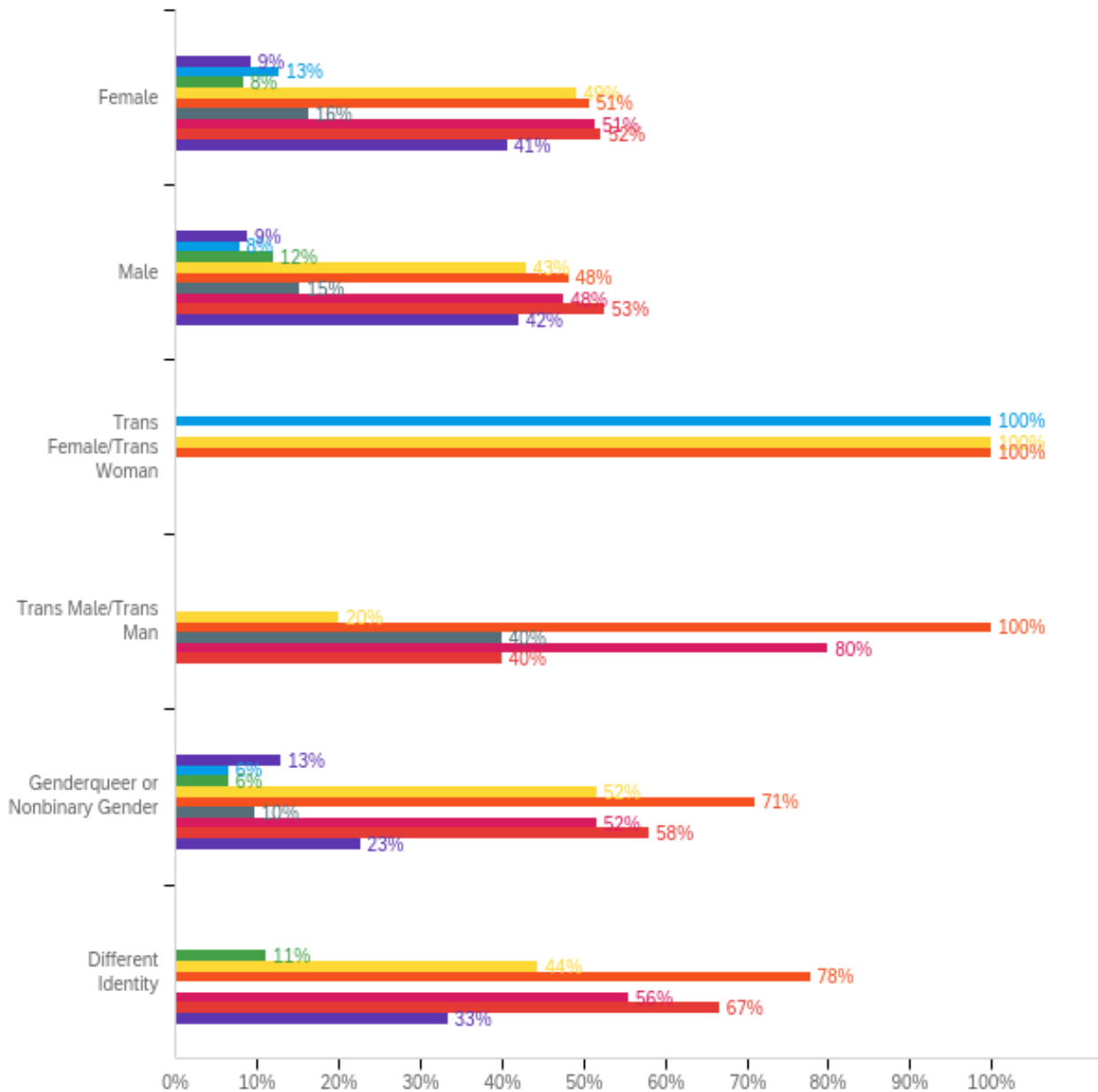
#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
6	Female	1164	811	818	538	256	175	120	79	65	51	44	37	44	1729
2	Male	517	388	383	260	115	60	56	65	30	27	23	20	21	842
4	Trans Female/Trans Woman	0	1	0	0	0	0	1	0	0	0	0	0	0	1
5	Trans Male/Trans Man	6	4	3	0	0	0	0	0	0	1	0	0	0	5
8	Genderqueer or Nonbinary Gender	19	19	10	5	2	5	1	2	3	1	1	0	1	32
1	Different Identity	4	2	6	1	4	4	2	1	1	0	2	1	1	10

(Optional) How often does your immediate supervisor give recognition or praise for doing good work?



#	Gender	Weekly		Monthly		Quarterly		Annually		Never	
6	Female	66%	635	68%	453	66%	216	67%	136	60%	116
2	Male	32%	310	30%	199	32%	105	32%	65	36%	70
4	Trans Female/Trans Woman	0%	1	0%	0	0%	0	0%	0	0%	0
5	Trans Male/Trans Man	0%	3	0%	0	0%	1	0%	0	1%	1
8	Genderqueer or Nonbinary Gender	1%	13	1%	9	2%	5	0%	0	2%	4
1	Different Identity	0%	1	0%	2	0%	0	1%	2	2%	3
	Total		963		663		327		203		194

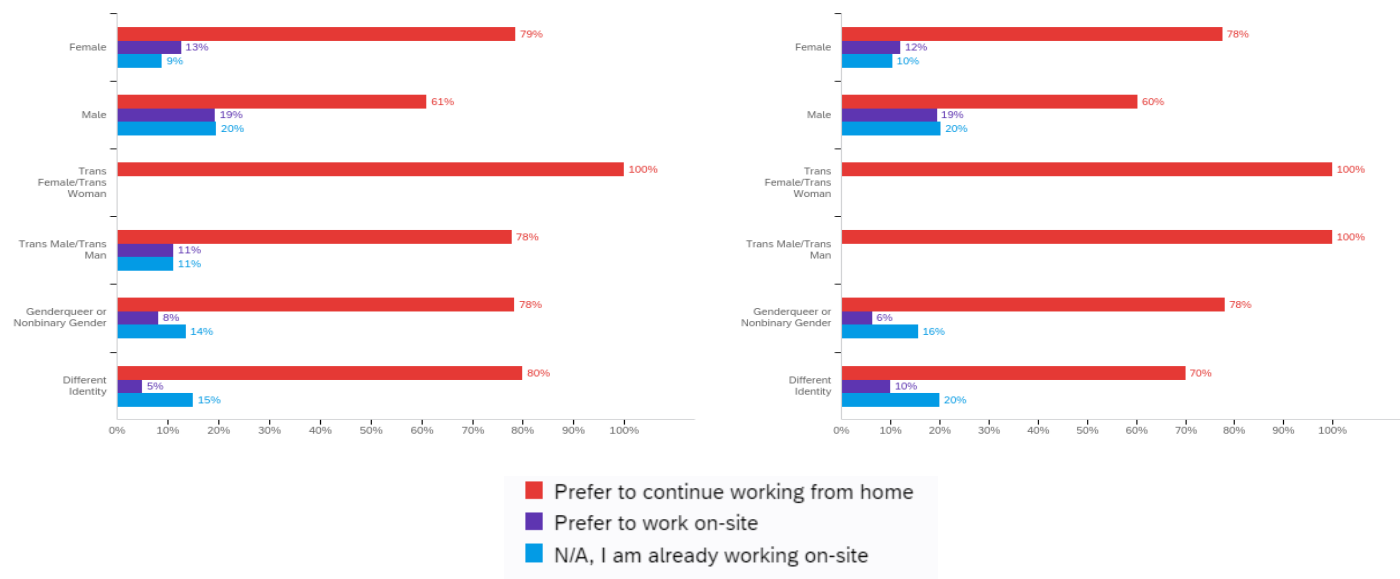
(Optional) Please select your top three options that would make you feel most appreciated:



- Wellness activities (meditation, cooking demonstrations, UC walks, etc.)
- Purely fun activities (silent disco, campus scavenger hunt, games, etc.)
- Creative activities (painting, origami, coloring, etc.)
- Speaker or lecture
- Thank you notes or words of appreciation
- Work time to pursue a personal project or charity work
- Summerfest (food trucks, T-shirt, live music, and staff organizations)
- Free or discounted services, items, and experiences (food delivery, tickets...)
- Free or discounted opportunities to grow professionally
- Swag (Cal clothing, face masks, water bottles, etc.)

Question	Wellness activities (meditation, cooking demonstrations, UC walks, etc.)		Purely fun activities (silent disco, campus scavenger hunt, games, etc.)		Creative activities (painting, origami, coloring, etc.)		Speaker or lecture		Thank you notes or words of appreciation		Work time to pursue a personal project or charity work		Summerfest (food trucks, T-shirt, live music, and staff organizations)		Free or discounted services, items, and experiences (food delivery, tickets to sports or entertainment events, etc.)		Free or discounted opportunities to grow professionally		Swag (Cal clothing, face masks, water bottles, etc.)	
Female	0%	0	69%	143	78%	197	60%	129	70%	764	68%	788	70%	253	69%	799	67%	811	68%	63
Male	0%	0	29%	61	21%	54	39%	83	27%	298	29%	334	29%	106	29%	330	30%	365	31%	29
Trans Female/Trans Woman	0%	0	0%	0	0%	1	0%	0	0%	1	0%	1	0%	0	0%	0	0%	0	0%	
Trans Male/Trans Man	0%	0	0%	0	0%	0	0%	0	0%	1	0%	5	1%	2	0%	4	0%	2	0%	
Genderqueer or Nonbinary Gender	0%	0	2%	4	1%	2	1%	2	1%	16	2%	22	1%	3	1%	16	1%	18	1%	
Different Identity	0%	0	0%	0	0%	0	0%	1	0%	4	1%	7	0%	0	0%	5	0%	6	0%	
Total		0		208		254		215		1084		1157		364		1154		1202		93

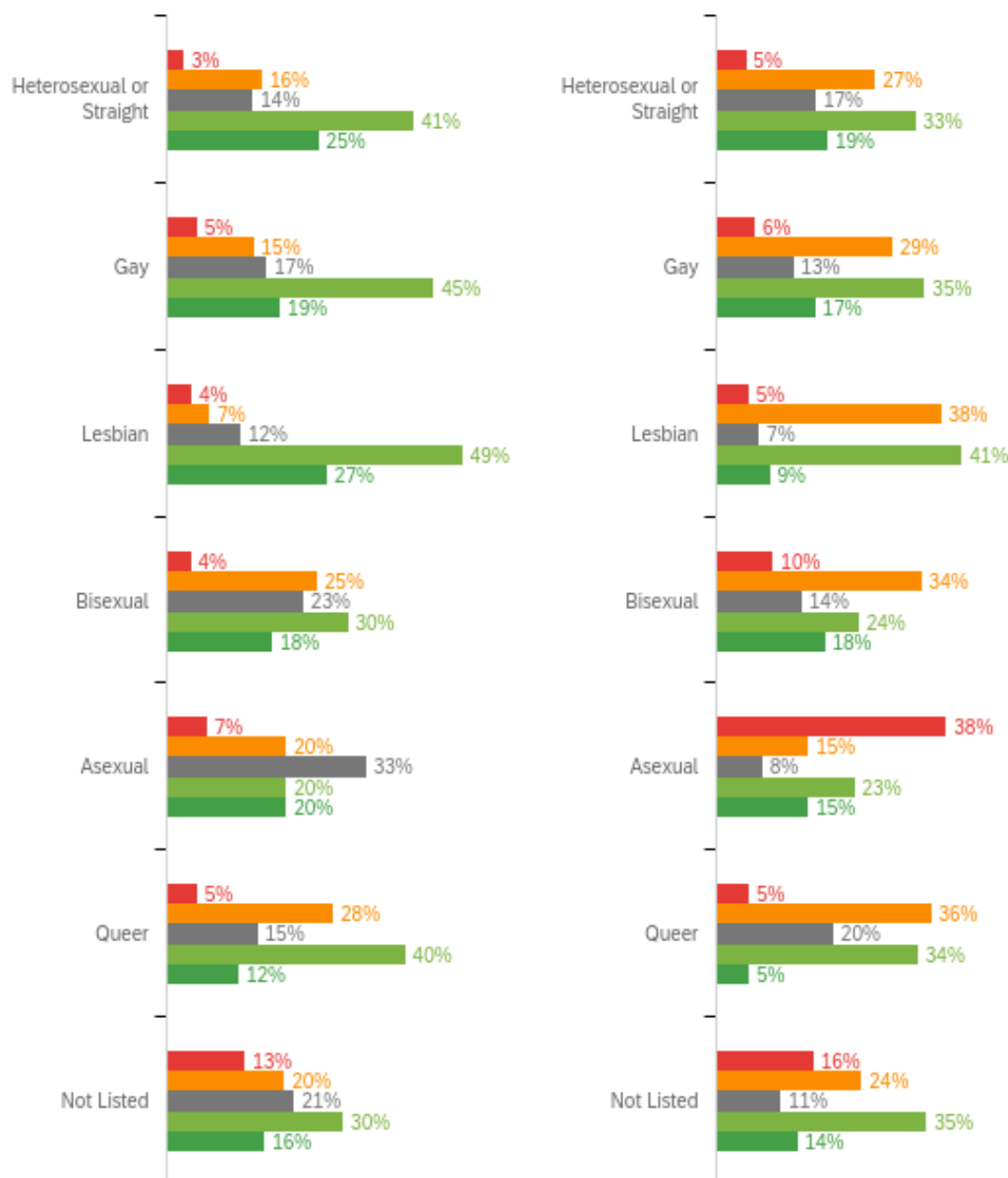
If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you: (July vs. Sept)



Question	Female		Male		Trans Female/Trans Woman		Trans Male/Trans Man		Genderqueer or Nonbinary Gender		Different Identity	
	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
Prefer to continue working from home	2145	1339	701	509	1	1	7	5	29	25	16	7
Prefer to work on-site	579	208	222	164	0	0	1	0	3	2	1	1
N/A, I am already working on-site	116	179	225	171	0	0	1	0	5	5	3	2

Sexual Orientation

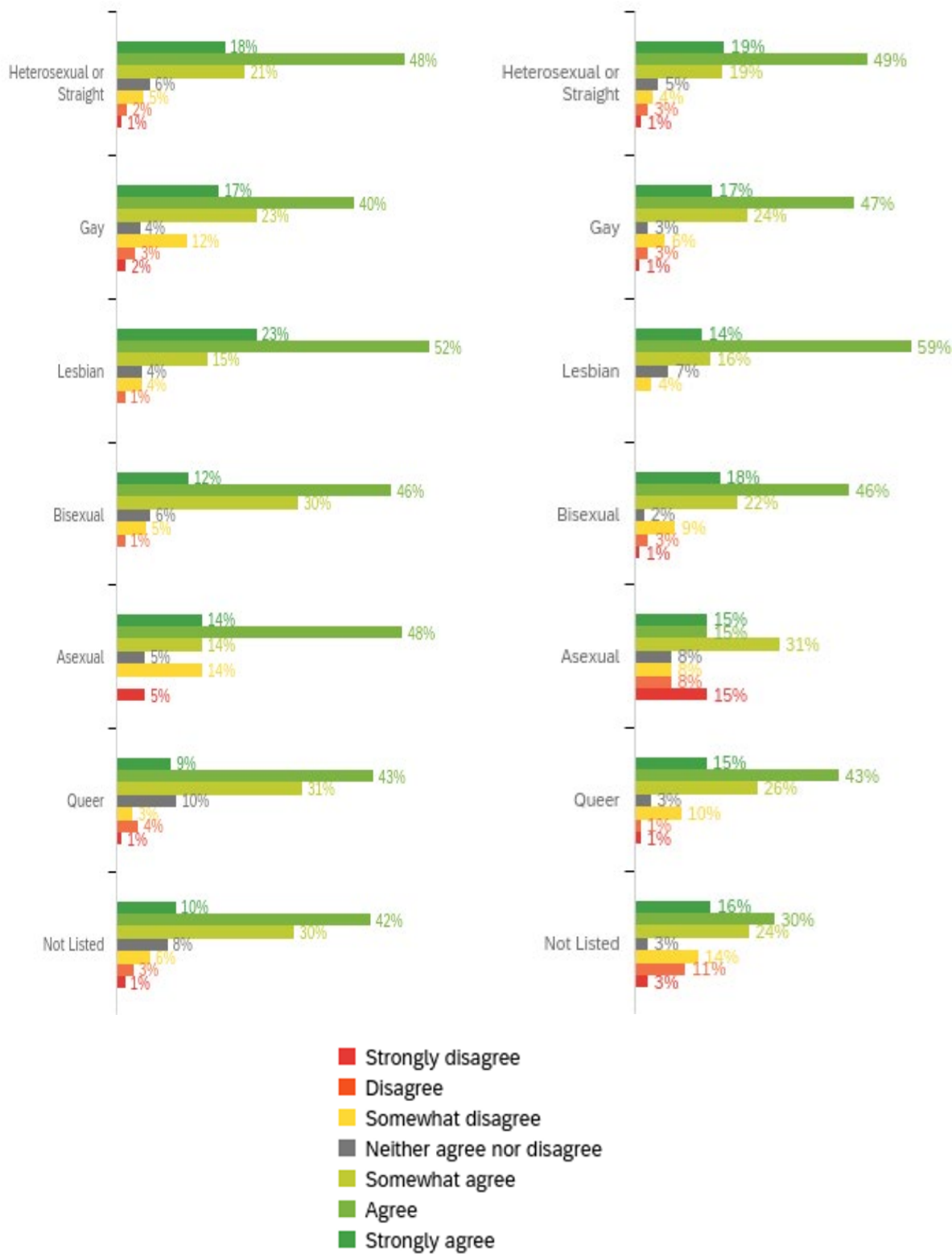
How are you feeling in general? (July vs. Sept)



- Bad
- Not so great
- Neither good nor bad
- Ok, I suppose
- Pretty good

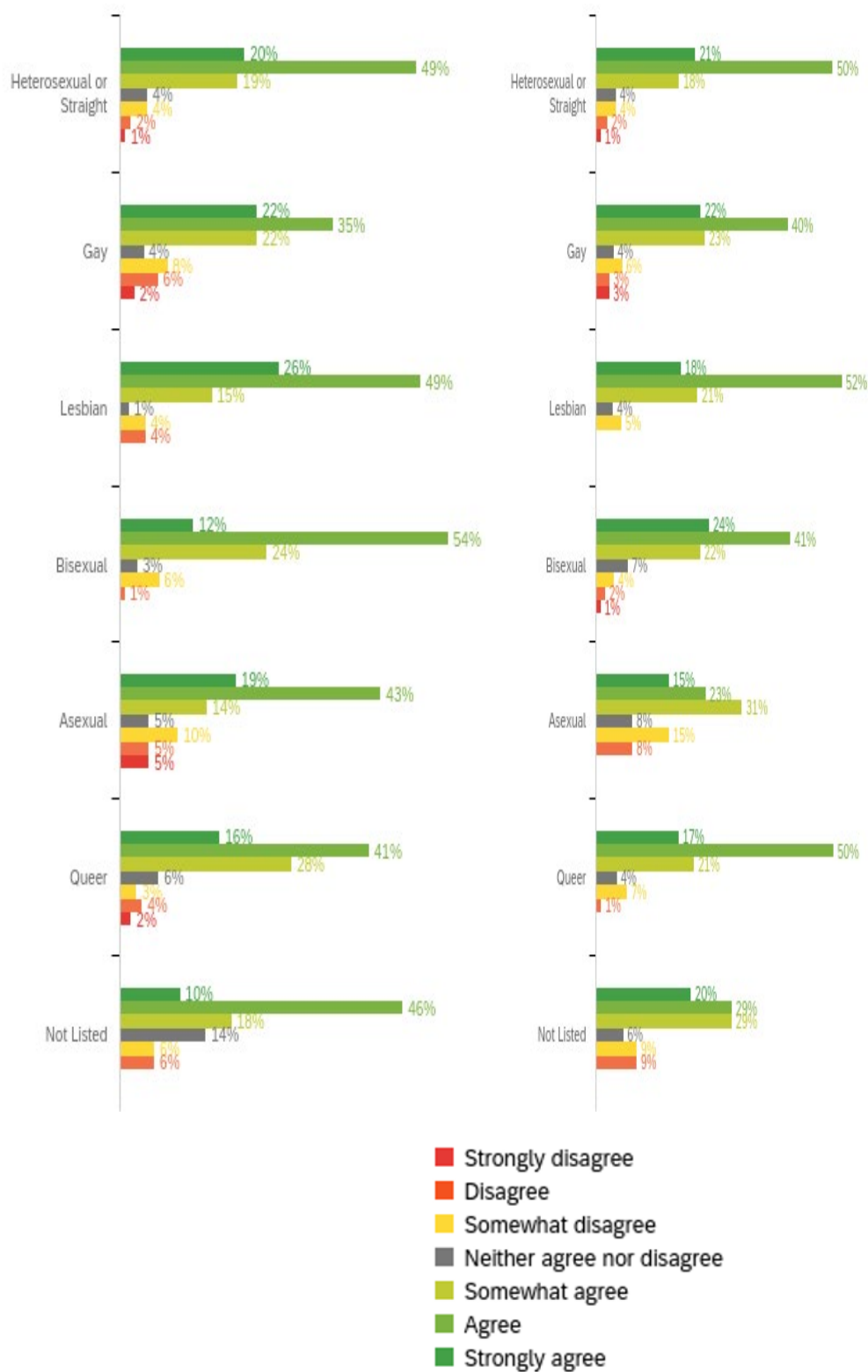
#	Sexual Orientation	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
4	Heterosexual or Straight	106	103	694	554	524	347	1084	695	583	389
3	Gay	5	7	34	32	23	14	44	38	23	18
5	Lesbian	1	3	20	21	11	4	30	23	11	5
2	Bisexual	5	10	55	36	17	15	44	25	21	19
1	Asexual	1	5	5	2	2	1	6	3	7	2
8	Queer	5	5	38	33	19	18	39	31	9	5
6	Not Listed	2	6	19	9	19	4	17	13	14	5

I feel that UC Berkeley is managing change around the COVID-19 outbreak well (July vs. Sept)



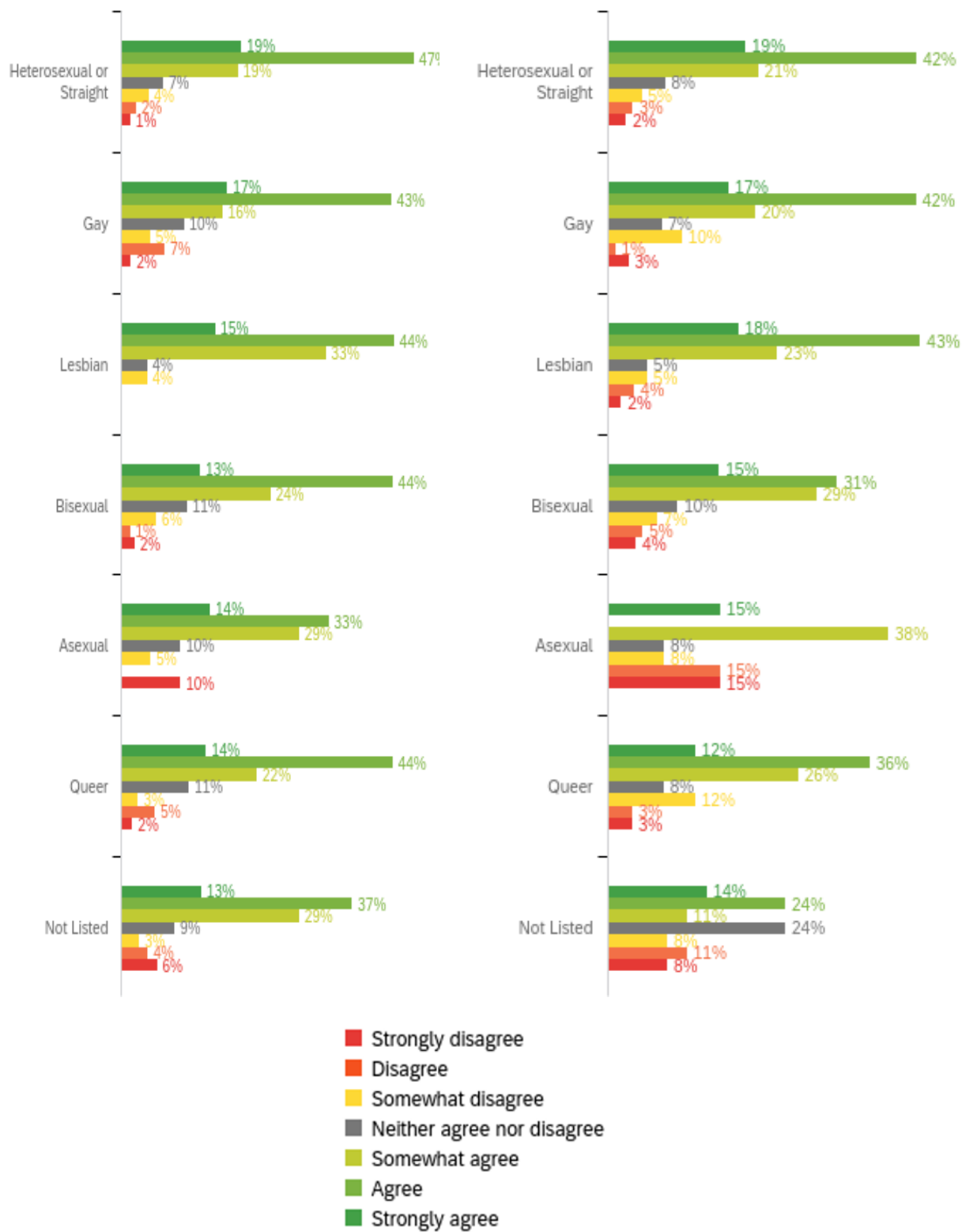
Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
Heterosexual or Straight	539	399	1433	1033	640	391	165	104	135	79	52	55	26	26
Gay	22	18	51	51	30	26	5	3	15	7	4	3	2	1
Lesbian	17	8	38	33	11	9	3	4	3	2	1	0	0	0
Bisexual	17	19	65	48	43	23	8	2	7	9	2	3	0	1
Asexual	3	2	10	2	3	4	1	1	3	1	0	1	1	2
Queer	10	14	47	40	34	24	11	3	3	9	4	1	1	1
Not Listed	7	6	30	11	21	9	6	1	4	5	2	4	1	1

I feel that UC Berkeley is communicating change around the COVID-19 outbreak well (July vs. Sept)



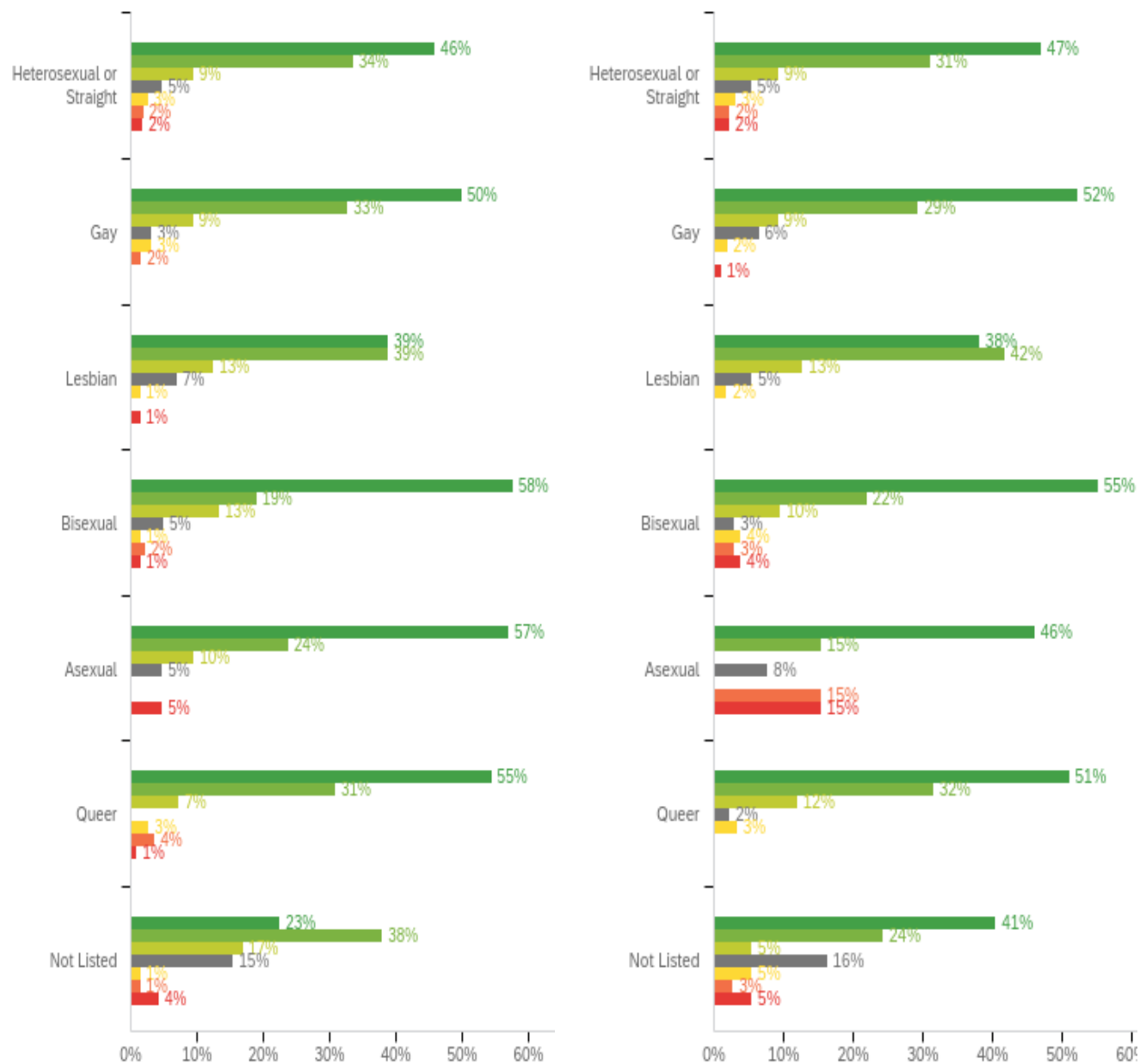
#	Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
4	Heterosexual or Straight	611	436	1451	1039	576	365	134	86	133	87	51	49	26	21
3	Gay	29	24	45	44	29	25	5	4	10	6	8	3	3	3
5	Lesbian	19	10	36	29	11	12	1	2	3	3	3	0	0	0
2	Bisexual	17	25	76	43	34	23	4	7	9	4	1	2	0	1
1	Asexual	4	2	9	3	3	4	1	1	2	2	1	1	1	0
8	Queer	18	16	45	46	31	19	7	4	3	6	4	1	2	0
6	Not Listed	7	7	33	10	13	10	10	2	4	3	4	3	0	0

I feel that UC Berkeley cares about my well-being (July vs. Sept)



#	Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
4	Heterosexual or Straight	576	2	1403	0	559	5	202	1	130	1	70	2	44	2
3	Gay	22	16	56	33	21	30	13	10	6	7	9	5	2	4
5	Lesbian	11	18	32	46	24	22	3	8	3	11	0	1	0	3
2	Bisexual	18	393	62	882	34	429	15	162	8	96	2	71	3	52
1	Asexual	3	10	7	24	6	13	2	3	1	3	0	2	2	1
8	Queer	15	5	48	9	24	4	12	9	3	3	6	4	2	3
6	Not Listed	9	11	26	33	20	24	6	7	2	11	3	3	4	3

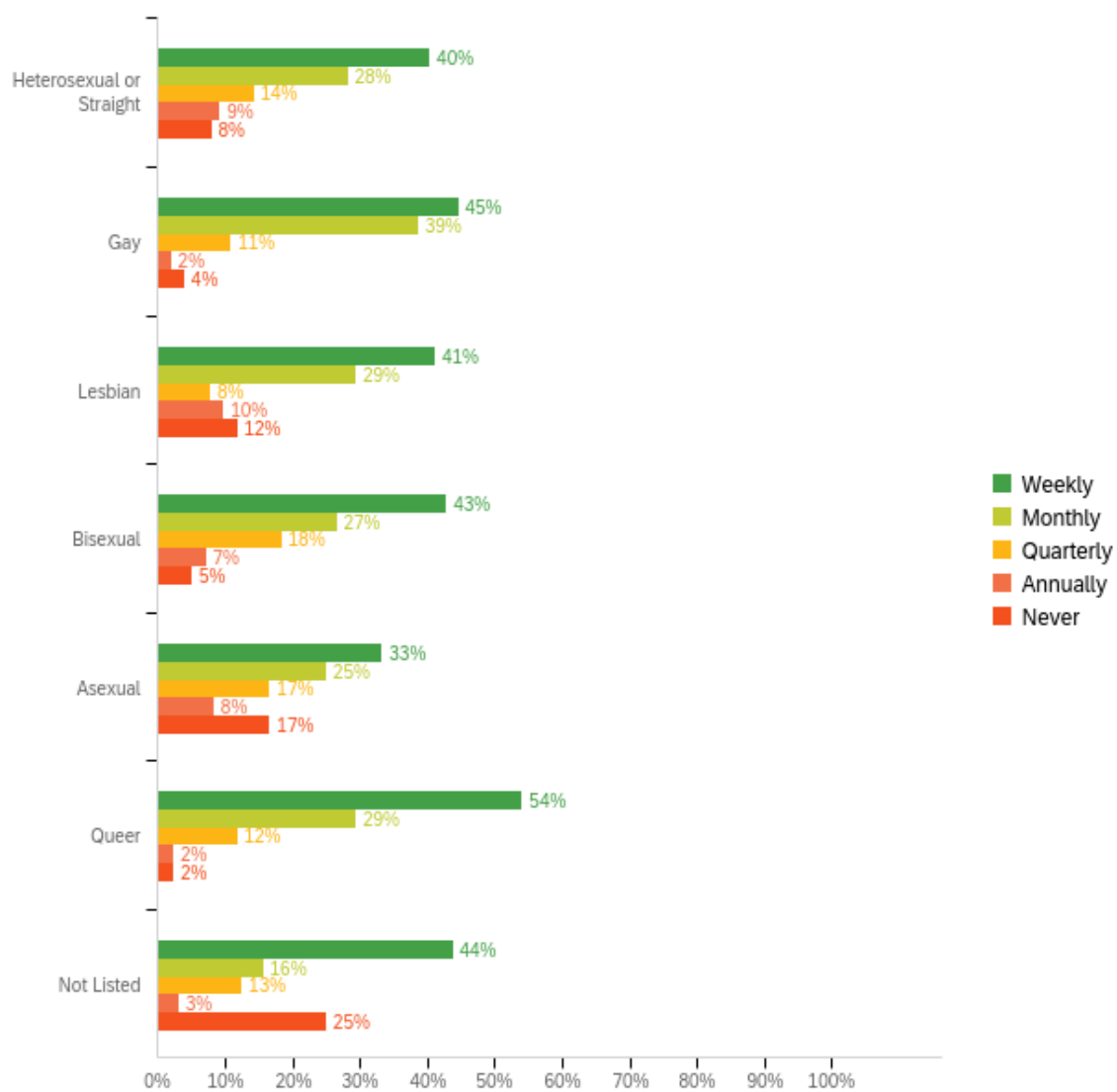
Q7 - My well-being is important to my immediate supervisor (July vs. Sept)



- Strongly disagree
- Disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Agree
- Strongly agree

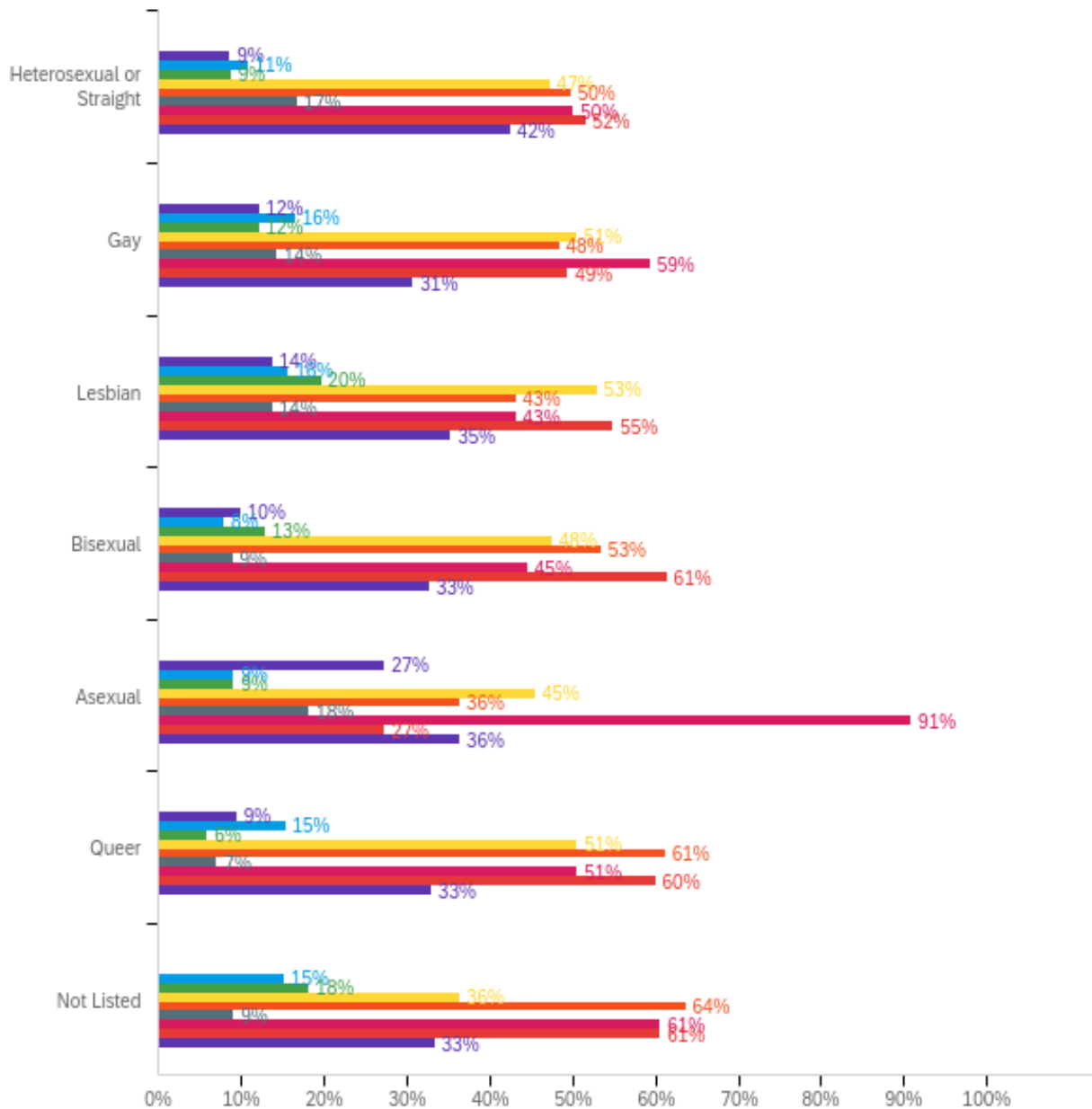
Question	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept	July	Sept
Heterosexual or Straight	1371	981	1001	647	282	192	142	111	76	62	56	46	53	45
Gay	64	57	42	32	12	10	4	7	4	2	2	0	0	1
Lesbian	28	21	28	23	9	7	5	3	1	1	0	0	1	0
Bisexual	82	58	27	23	19	10	7	3	2	4	3	3	2	4
Asexual	12	6	5	2	2	0	1	1	0	0	0	2	1	2
Queer	60	47	34	29	8	11	0	2	3	3	4	0	1	0
Not Listed	16	15	27	9	12	2	11	6	1	2	1	1	3	2

(Optional) How often does your immediate supervisor give recognition or praise for doing good work?



Sexual Orientation	Weekly		Monthly		Quarterly		Annually		Never	
Heterosexual or Straight	81%	755	82%	527	84%	266	91%	173	85%	149
Gay	5%	45	6%	39	3%	11	1%	2	2%	4
Lesbian	2%	21	2%	15	1%	4	3%	5	3%	6
Bisexual	5%	42	4%	26	6%	18	4%	7	3%	5
Asexual	0%	4	0%	3	1%	2	1%	1	1%	2
Queer	5%	46	4%	25	3%	10	1%	2	1%	2
Not Listed	2%	14	1%	5	1%	4	1%	1	5%	8
Total		927		640		315		191		176

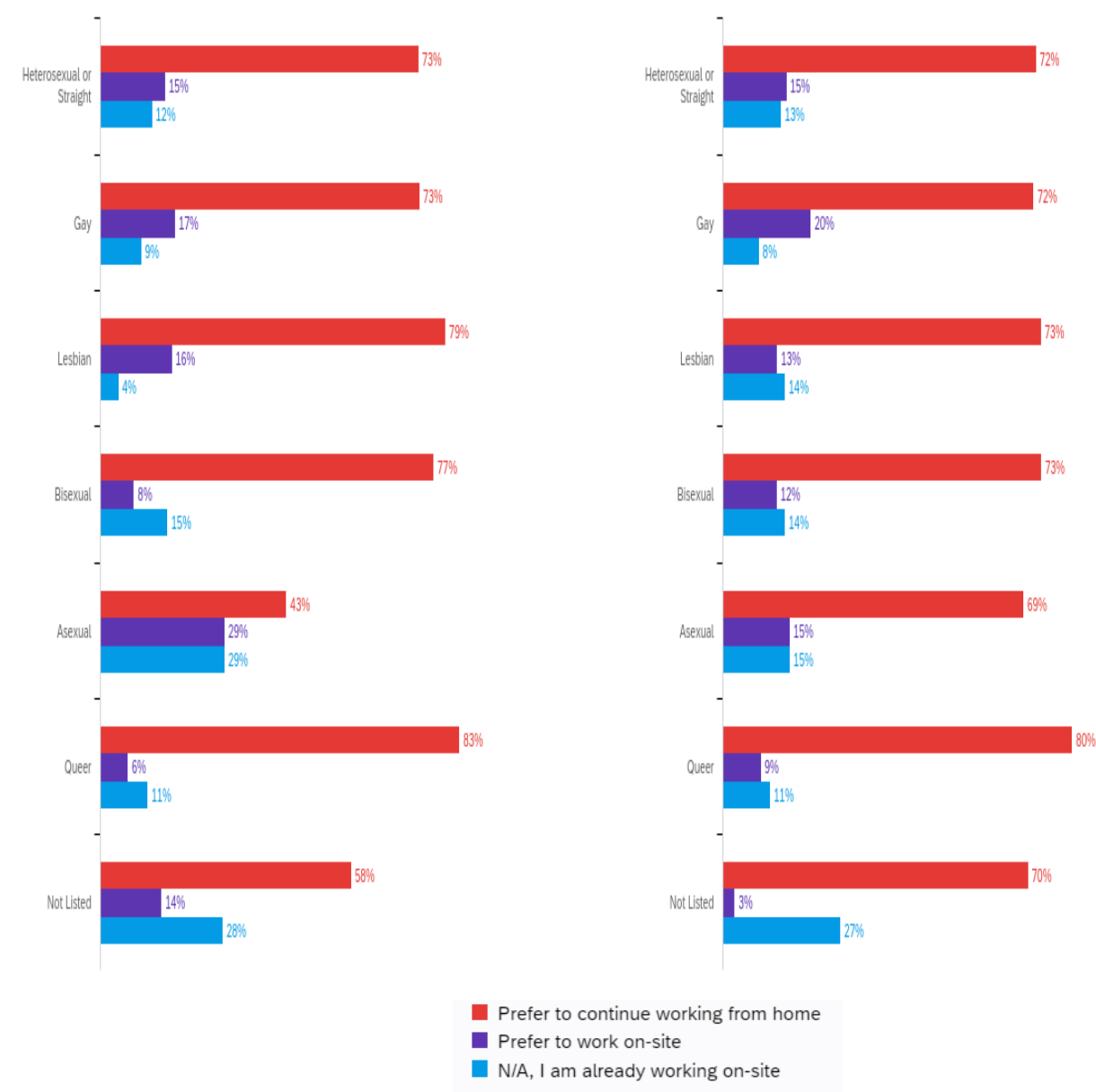
(Optional) Please select your top three options that would make you feel most appreciated:



- Wellness activities (meditation, cooking demonstrations, UC walks, etc.)
- Purely fun activities (silent disco, campus scavenger hunt, games, etc.)
- Creative activities (painting, origami, coloring, etc.)
- Speaker or lecture
- Thank you notes or words of appreciation
- Work time to pursue a personal project or charity work
- Summerfest (food trucks, T-shirt, live music, and staff organizations)
- Free or discounted services, items, and experiences (food delivery, tickets...)
- Free or discounted opportunities to grow professionally
- Swag (Cal clothing, face masks, water bottles, etc.)

Question	Heterosexual or Straight		Gay		Lesbian		Bisexual		Asexual		Queer		Not Listed		Total
Wellness activities (meditation, cooking demonstrations, UC walks, etc.)	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Purely fun activities (silent disco, campus scavenger hunt, games, etc.)	80%	157	6%	11	4%	7	5%	10	2%	3	4%	8	0%	0	196
Creative activities (painting, origami, coloring, etc.)	80%	195	6%	15	3%	8	3%	8	0%	1	5%	13	2%	5	245
Speaker or lecture	78%	159	5%	11	5%	10	6%	13	0%	1	2%	5	3%	6	205
Thank you notes or words of appreciation	83%	859	4%	46	3%	27	5%	48	0%	5	4%	43	1%	12	1040
Work time to pursue a personal project or charity work	82%	905	4%	44	2%	22	5%	54	0%	4	5%	52	2%	21	1102
Summerfest (food trucks, T-shirt, live music, and staff organizations)	88%	303	4%	13	2%	7	3%	9	1%	2	2%	6	1%	3	343
Free or discounted services, items, and experiences (food delivery, tickets to sports or entertainment events, etc.)	82%	911	5%	54	2%	22	4%	45	1%	10	4%	43	2%	20	1105
Free or discounted opportunities to grow professionally	82%	937	4%	45	2%	28	5%	62	0%	3	4%	51	2%	20	1146
Swag (Cal clothing, face masks, water bottles, etc.)	86%	772	3%	28	2%	18	4%	33	0%	4	3%	28	1%	11	894

If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you: (July vs. Sept)

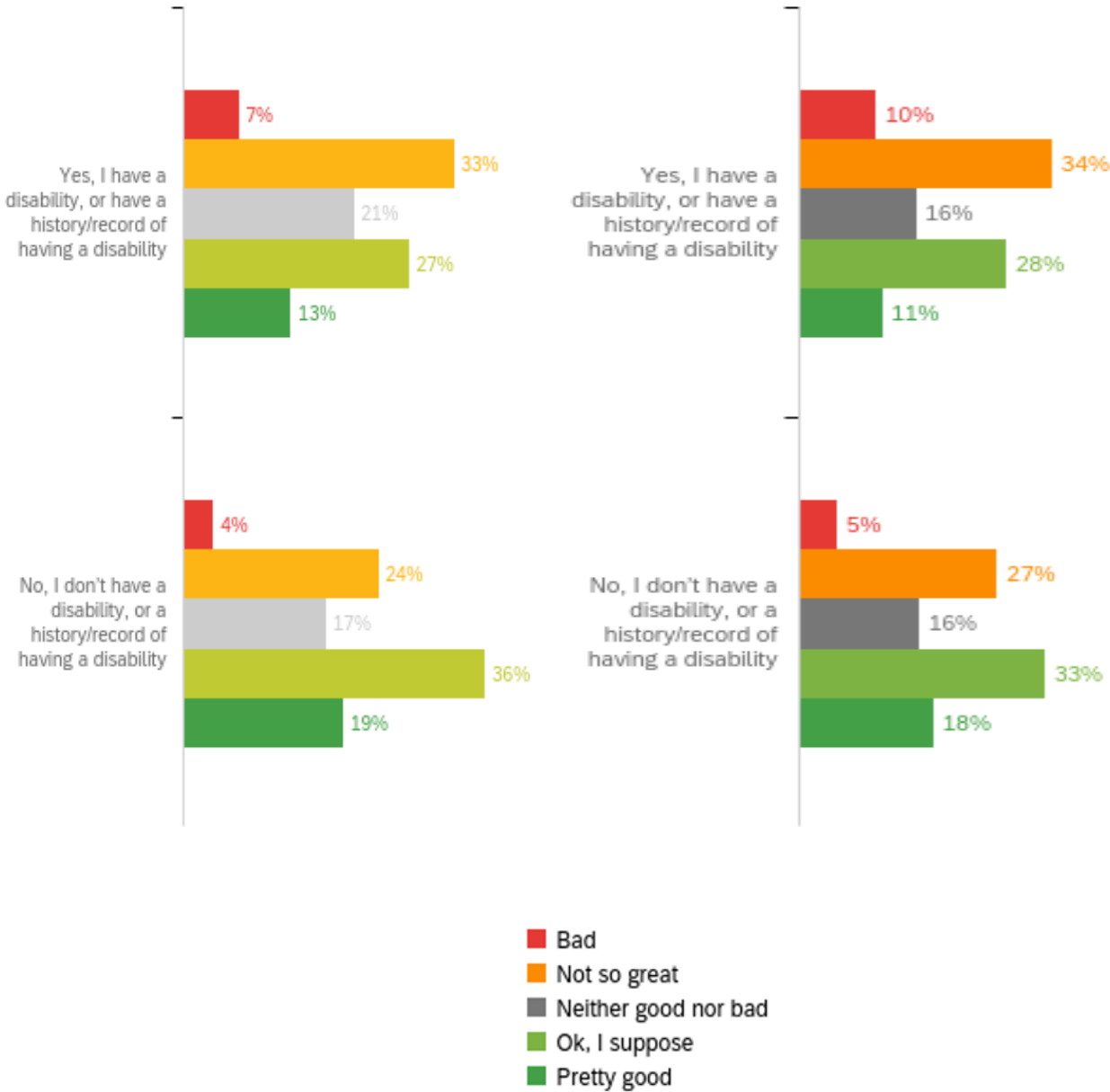


#	Sexual Orientation	Prefer to continue working from home		Prefer to work on-site		N/A, I am already working on-site	
		July	Sept	July	Sept	July	Sept
4	Heterosexual or Straight	2184	1501	444	304	355	278
3	Gay	94	78	22	22	12	9
5	Lesbian	58	41	12	7	3	8
2	Bisexual	109	77	11	13	22	15
1	Asexual	9	9	6	2	6	2
8	Queer	91	74	7	8	12	10
6	Not Listed	41	26	10	1	20	10

Employee Morale Survey Sept 2020

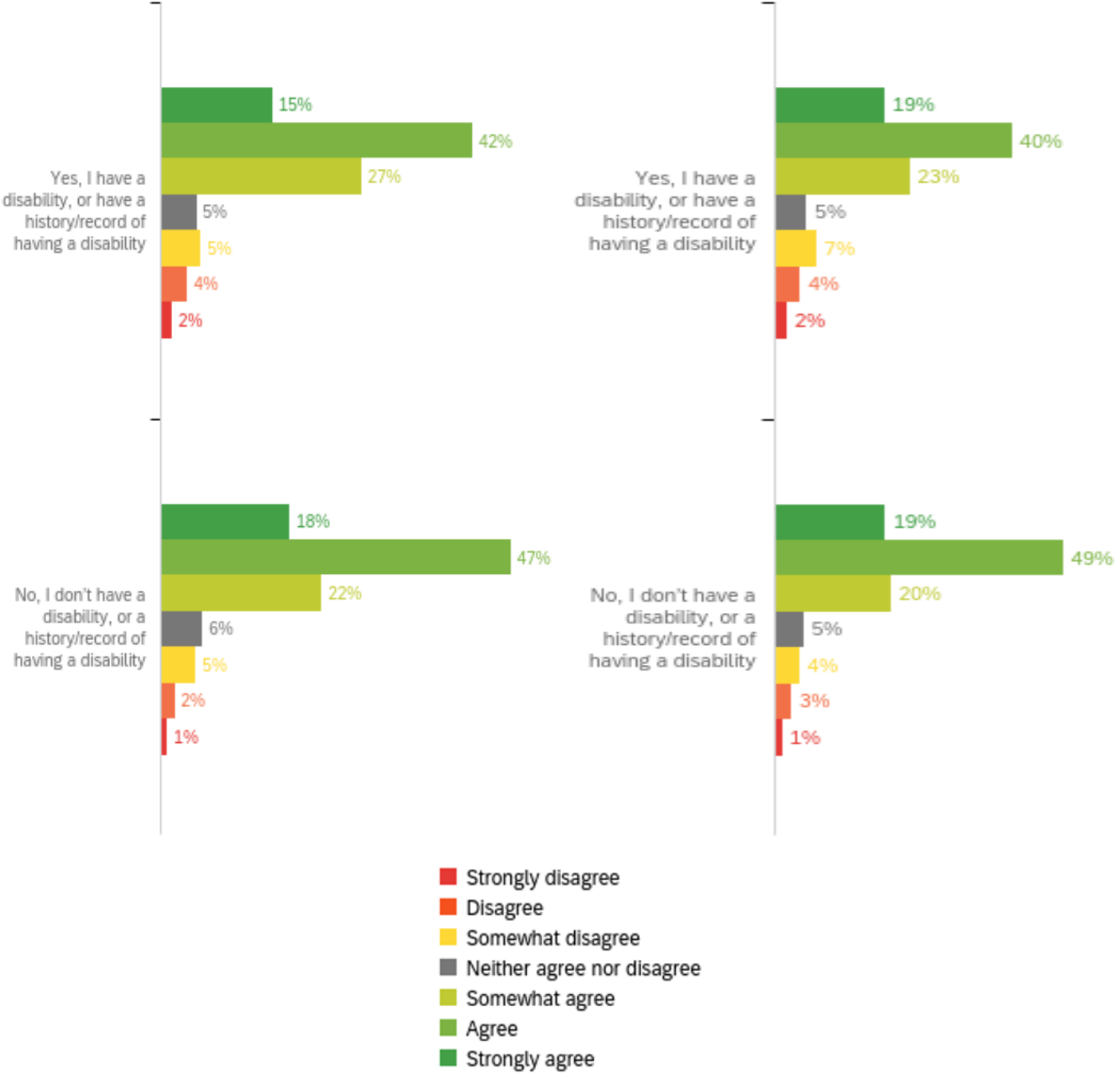
Disability Status

How are you feeling in general?



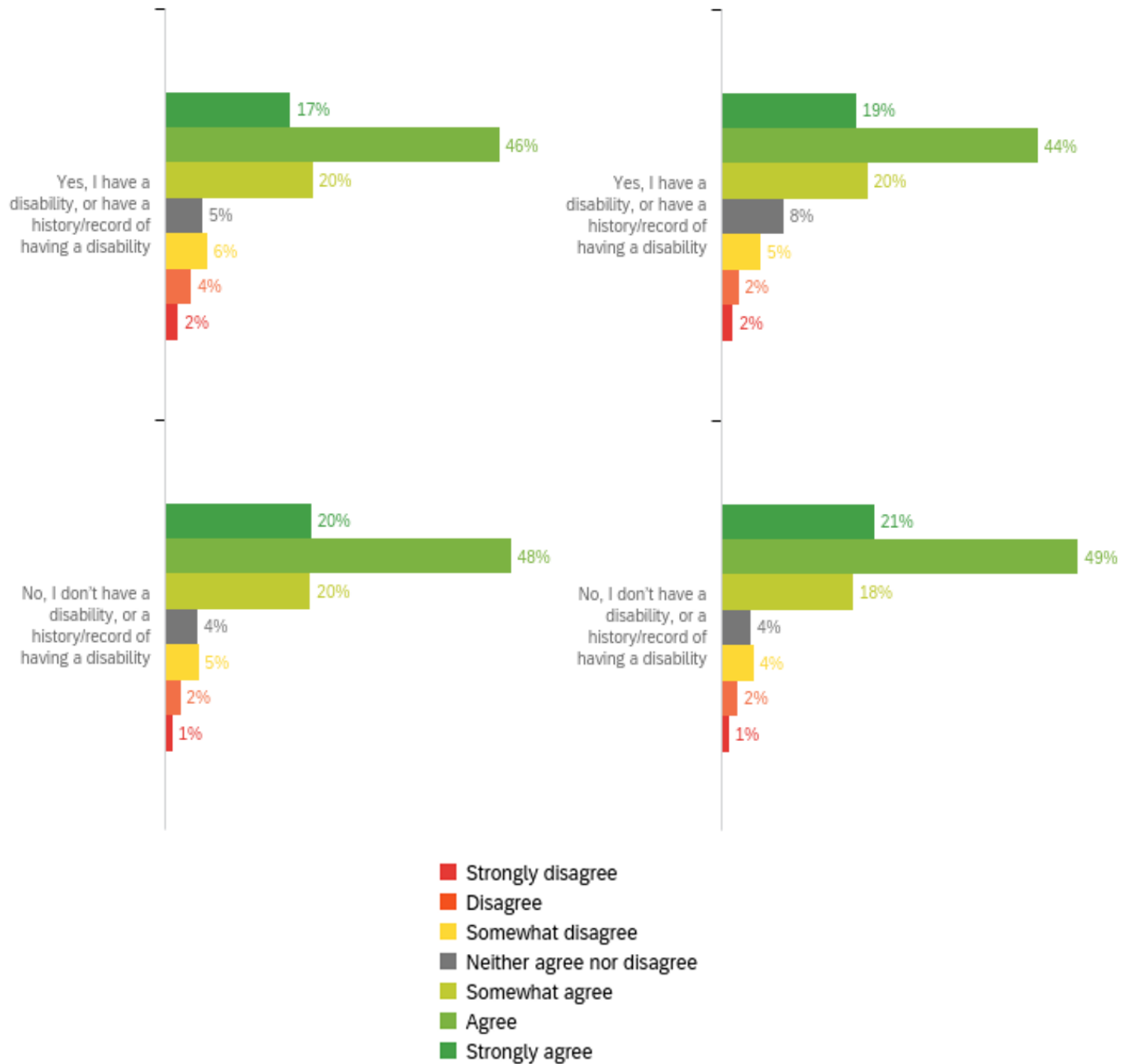
#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
		July	Sept	July	Sept
1	Bad	22	27	120	118
2	Not so great	108	89	782	624
3	Neither good nor bad	68	41	572	377
4	Ok, I suppose	90	73	1211	773
5	Pretty good	43	29	641	422
	Total	331	259	3326	2314

I feel that UC Berkeley is managing change around the COVID-19 outbreak well



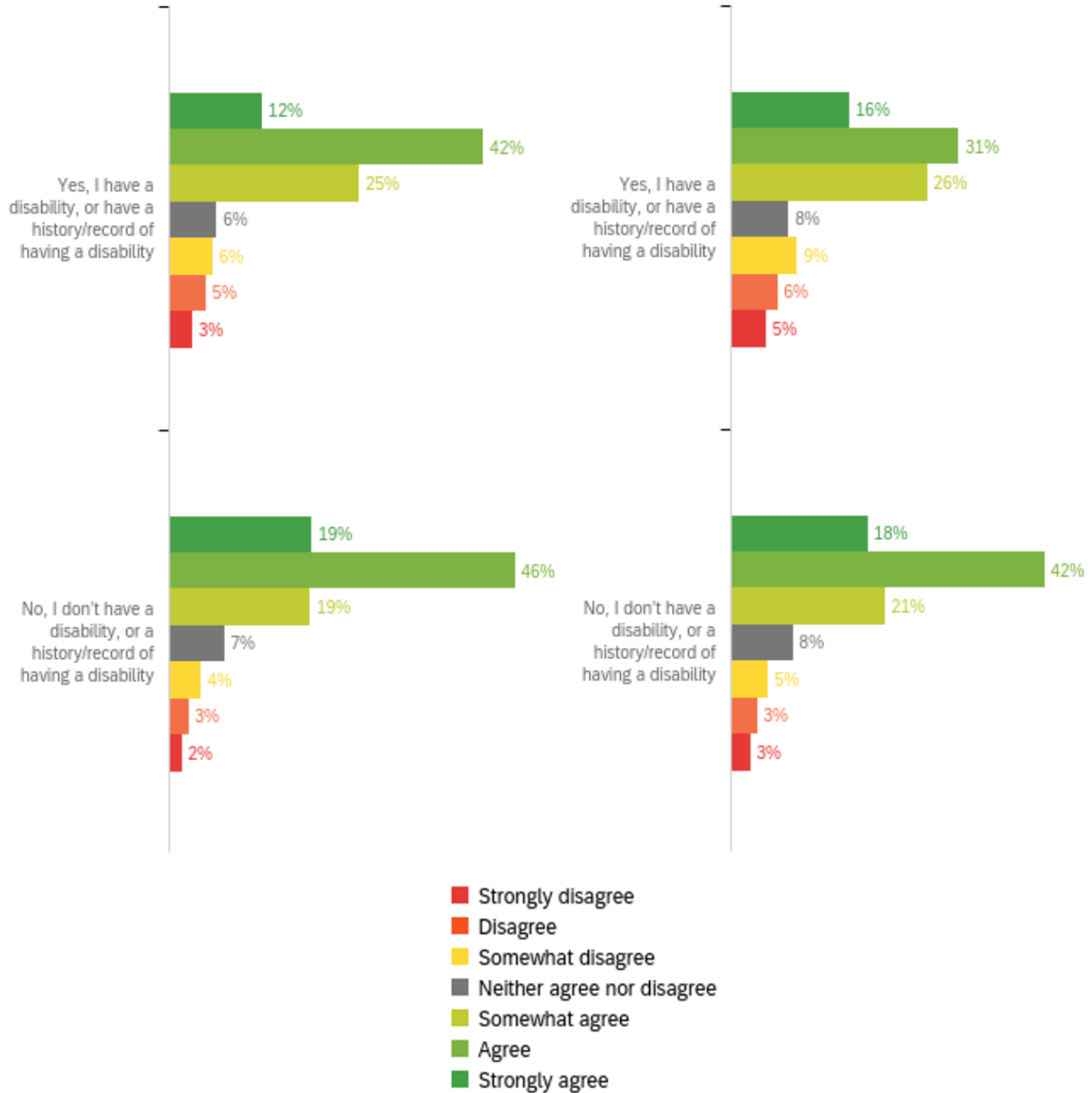
#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
		July	Sept	July	Sept
7	Strongly agree	50	48	582	432
6	Agree	140	104	1579	1130
5	Somewhat agree	90	59	726	454
4	Neither agree nor disagree	16	14	188	112
3	Somewhat disagree	18	18	159	95
2	Disagree	12	11	61	63
1	Strongly disagree	5	5	30	26
	Total	331	259	3325	2312

I feel that UC Berkeley is communicating change around the COVID-19 outbreak well



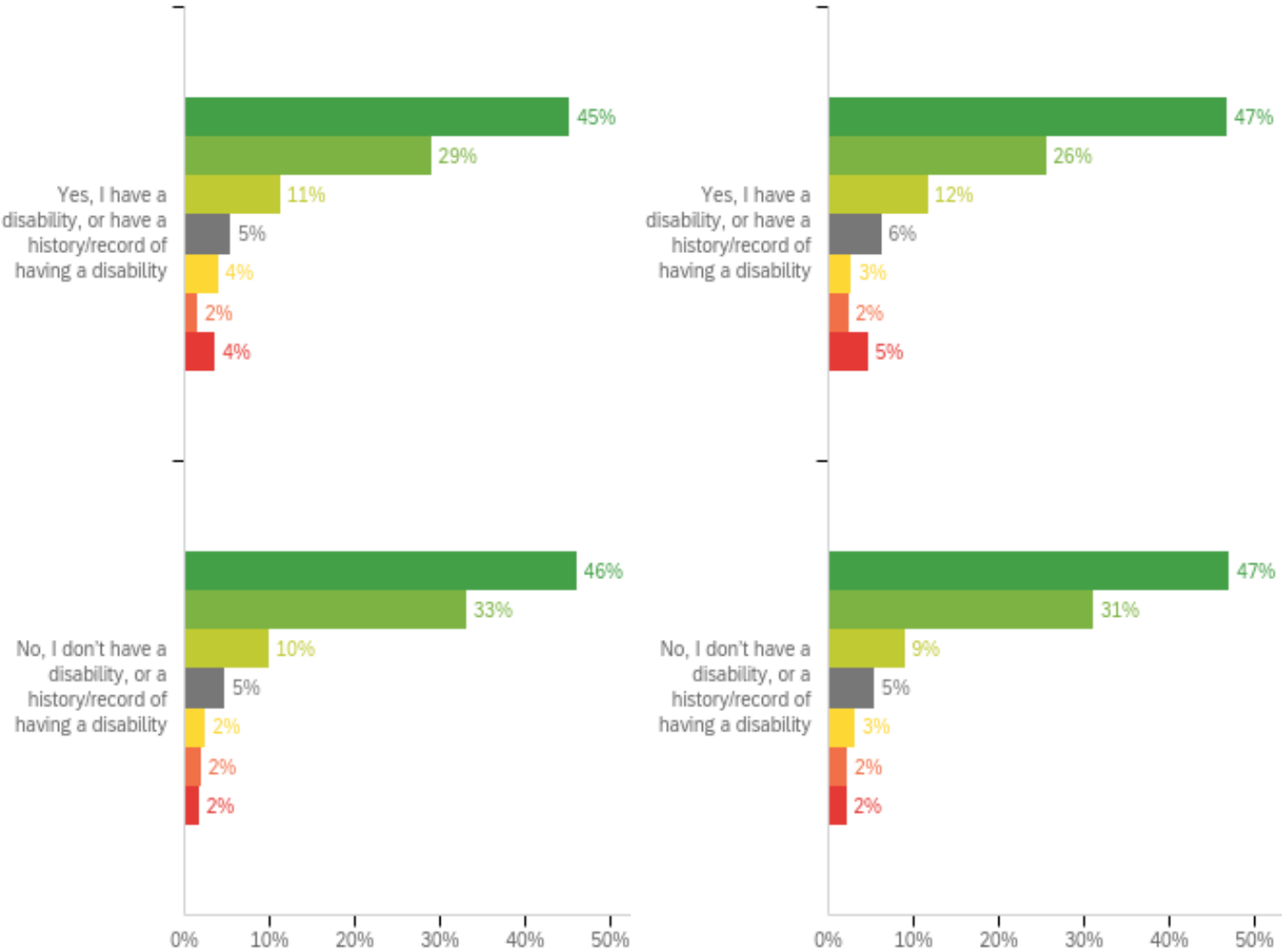
#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
		July	Sept	July	Sept
7	Strongly agree	57	48	668	485
6	Agree	152	113	1583	1135
5	Somewhat agree	67	52	665	418
4	Neither agree nor disagree	17	22	148	93
3	Somewhat disagree	19	14	153	100
2	Disagree	12	6	68	51
1	Strongly disagree	6	4	31	23
	Total	330	259	3316	2305

I feel that UC Berkeley cares about my well-being



#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
		July	Sept	July	Sept
7	Strongly agree	41	41	634	422
6	Agree	139	79	1537	970
5	Somewhat agree	84	68	627	476
4	Neither agree nor disagree	21	20	243	191
3	Somewhat disagree	19	23	140	114
2	Disagree	16	16	84	80
1	Strongly disagree	10	12	54	58
	Total	330	259	3319	2311

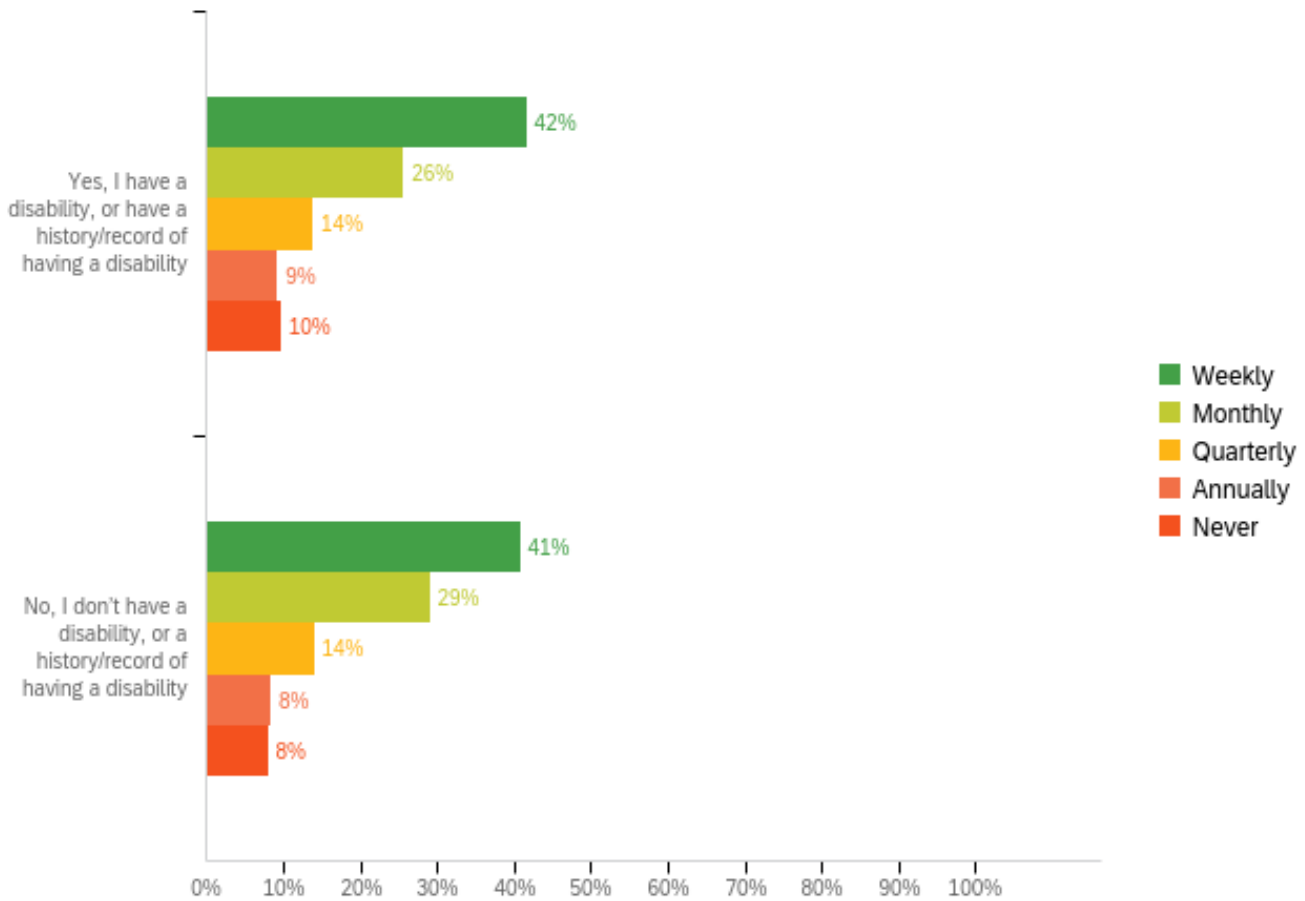
My well-being is important to my immediate supervisor



- Strongly disagree
- Disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Agree
- Strongly agree

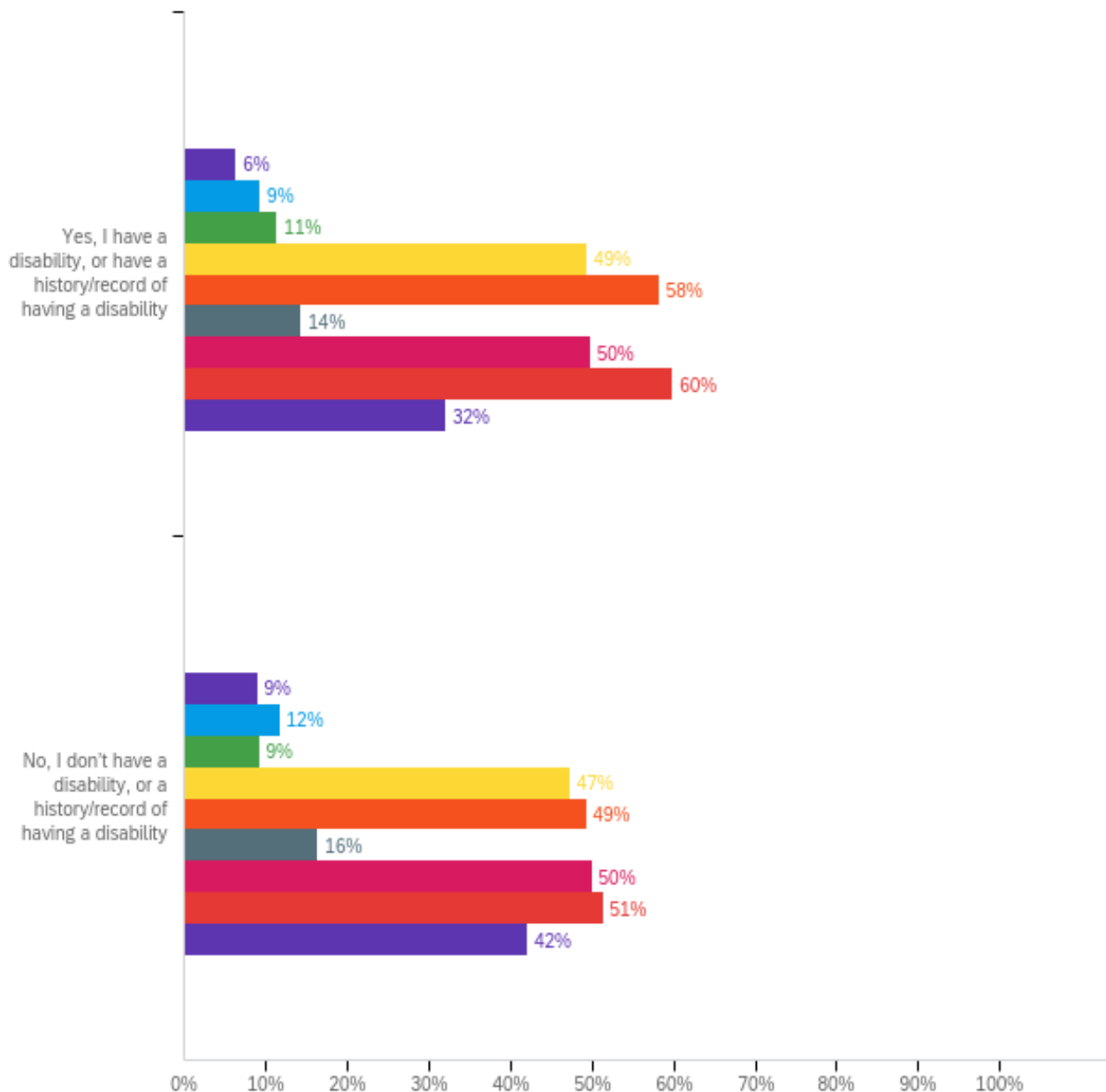
#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
		July	Sept	July	Sept
7	Strongly agree	150	121	1530	1089
6	Agree	96	66	1099	719
5	Somewhat agree	37	30	328	206
4	Neither agree nor disagree	18	16	158	125
3	Somewhat disagree	13	7	80	72
2	Disagree	5	6	63	51
1	Strongly disagree	12	12	56	48
	Total	331	258	3314	2310

(Optional) How often does your immediate supervisor give recognition or praise for doing good work?



#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability		Total
1	Weekly	10%	99	90%	846	945
2	Monthly	9%	61	91%	602	663
3	Quarterly	10%	33	90%	290	323
4	Annually	11%	22	89%	174	196
6	Never	12%	23	88%	165	188

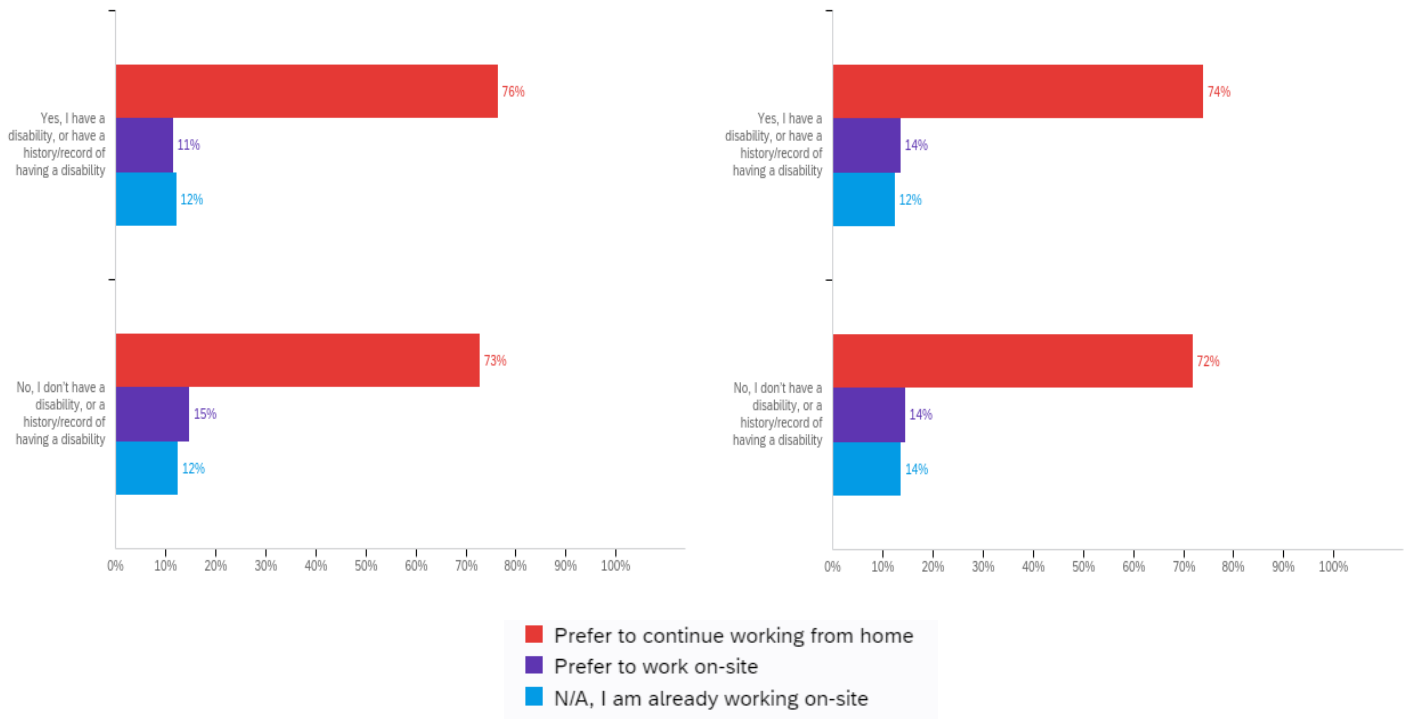
- (Optional) Please select your top three options that would make you feel most appreciated:



- Wellness activities (meditation, cooking demonstrations, UC walks, etc.)
- Purely fun activities (silent disco, campus scavenger hunt, games, etc.)
- Creative activities (painting, origami, coloring, etc.)
- Speaker or lecture
- Thank you notes or words of appreciation
- Work time to pursue a personal project or charity work
- Summerfest (food trucks, T-shirt, live music, and staff organizations)
- Free or discounted services, items, and experiences (food delivery, tickets...)
- Free or discounted opportunities to grow professionally
- Swag (Cal clothing, face masks, water bottles, etc.)

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability		Total
Wellness activities (meditation, cooking demonstrations, UC walks, etc.)	0%	0	0%	0	0
Purely fun activities (silent disco, campus scavenger hunt, games, etc.)	8%	15	92%	179	194
Creative activities (painting, origami, coloring, etc.)	9%	22	91%	234	256
Speaker or lecture	13%	27	87%	183	210
Thank you notes or words of appreciation	11%	117	89%	948	1065
Work time to pursue a personal project or charity work	12%	138	88%	988	1126
Summerfest (food trucks, T-shirt, live music, and staff organizations)	9%	34	91%	329	363
Free or discounted services, items, and experiences (food delivery, tickets to sports or entertainment events, etc.)	11%	118	89%	1002	1120
Free or discounted opportunities to grow professionally	12%	142	88%	1029	1171
Swag (Cal clothing, face masks, water bottles, etc.)	8%	76	92%	844	920

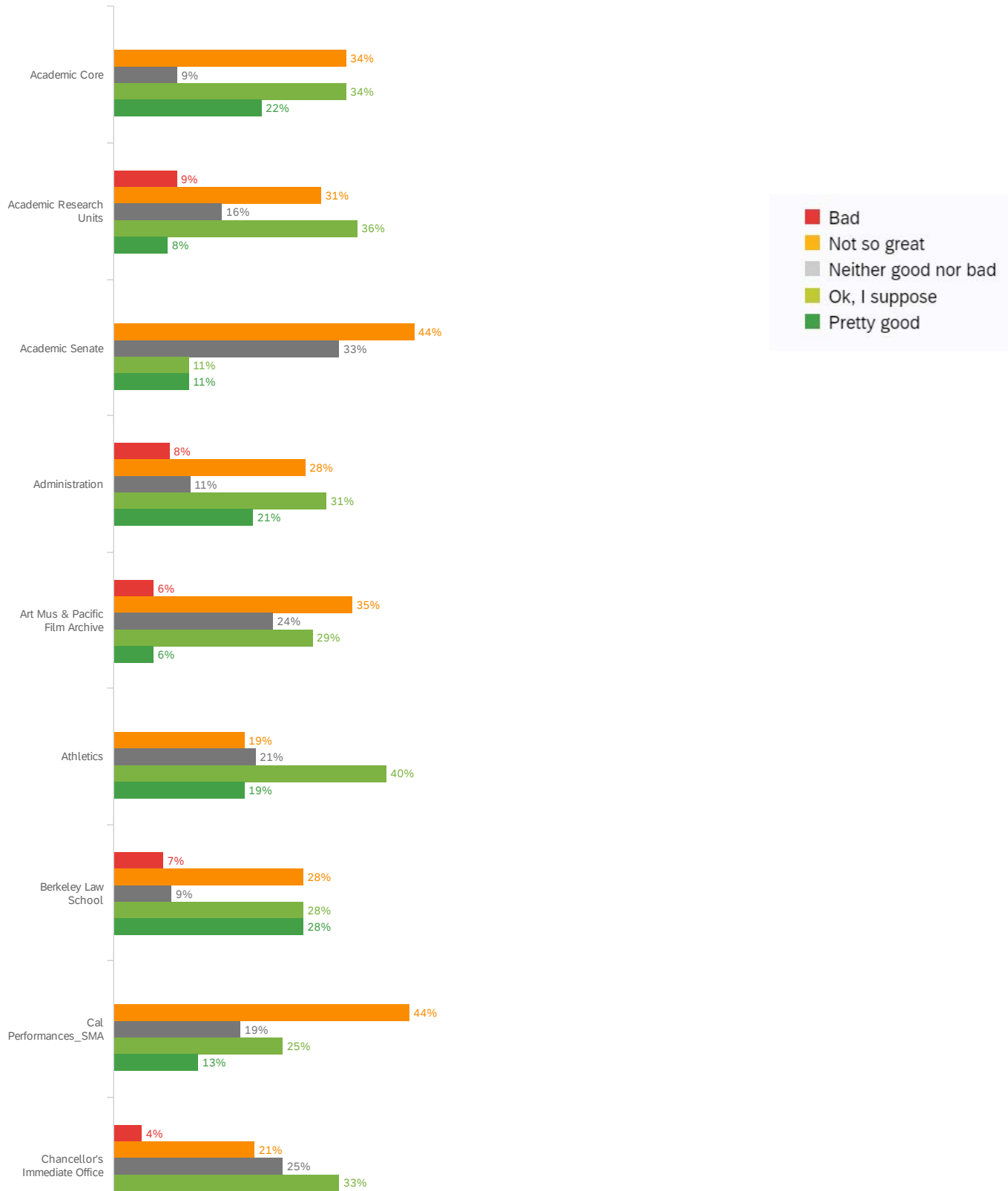
If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you:

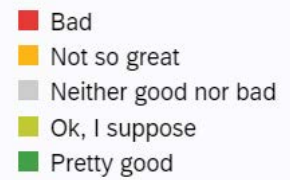
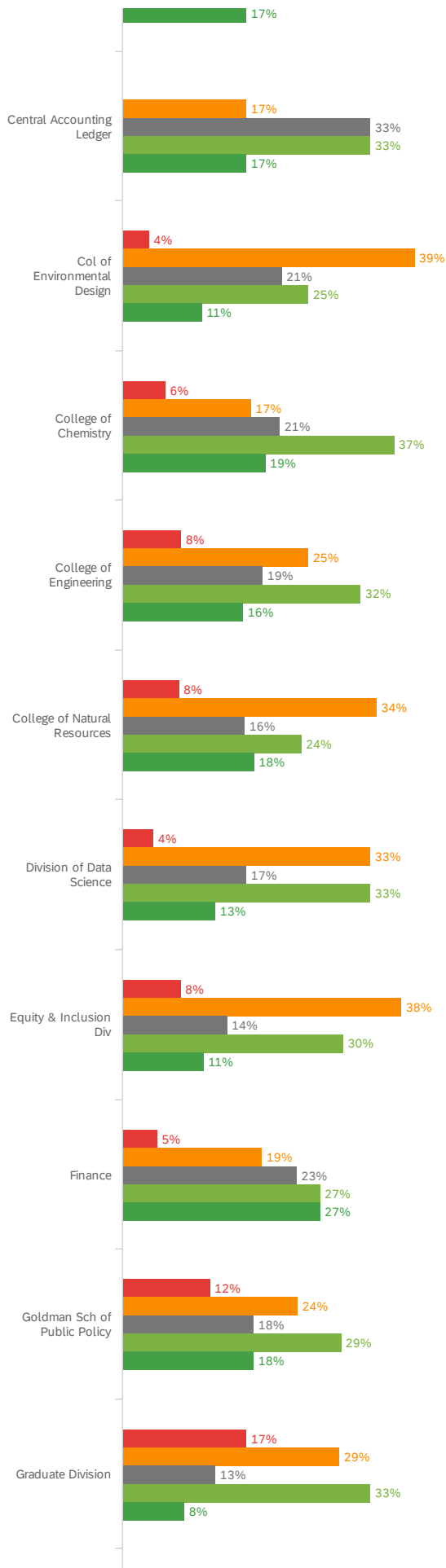


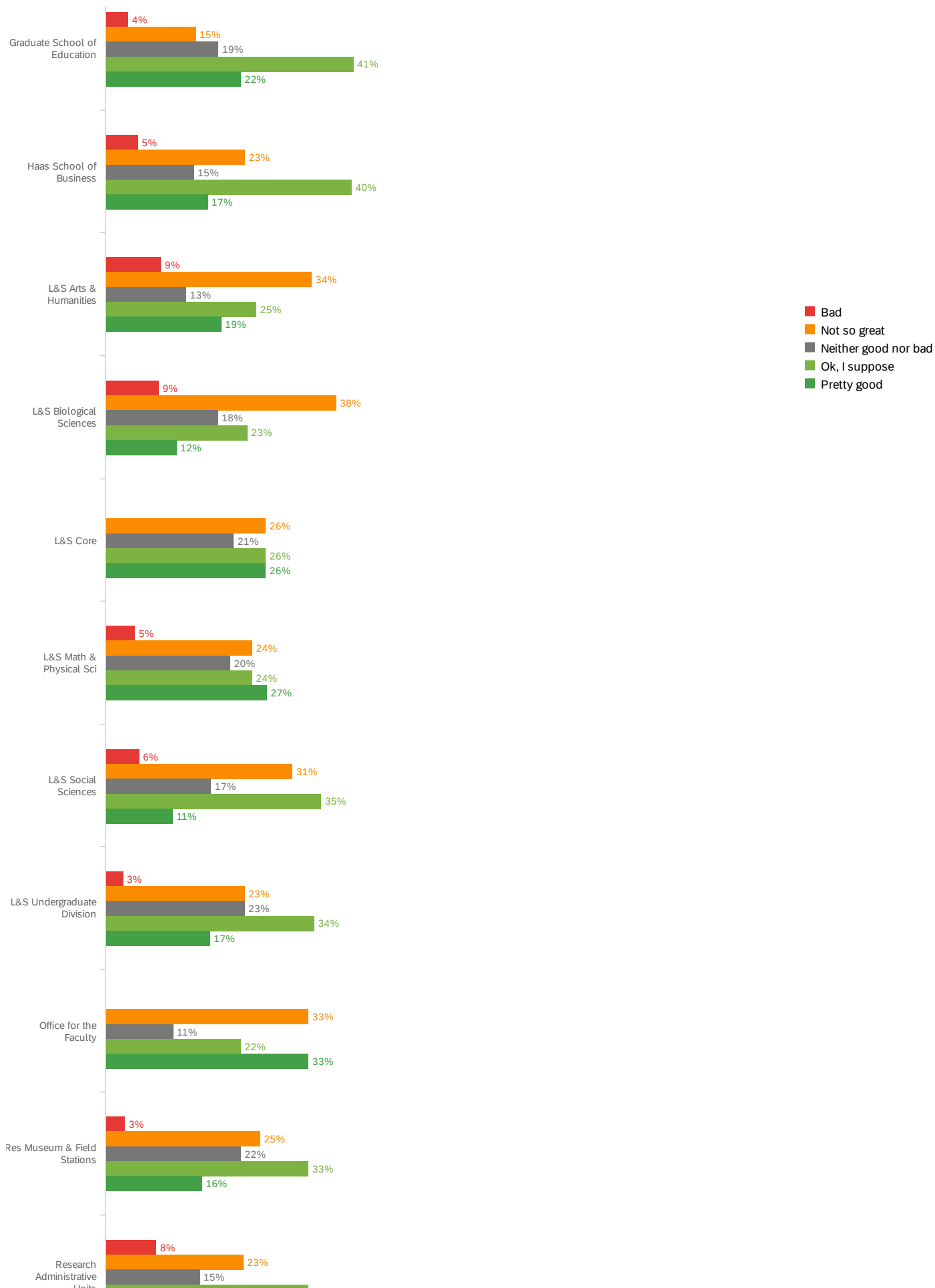
#	Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
		July	Sept	July	Sept
1	Prefer to continue working from home	253	191	2413	1658
2	Prefer to work on-site	38	35	490	334
4	N/A, I am already working on-site	40	32	412	315
	Total	331	258	3315	2307

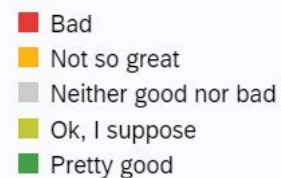
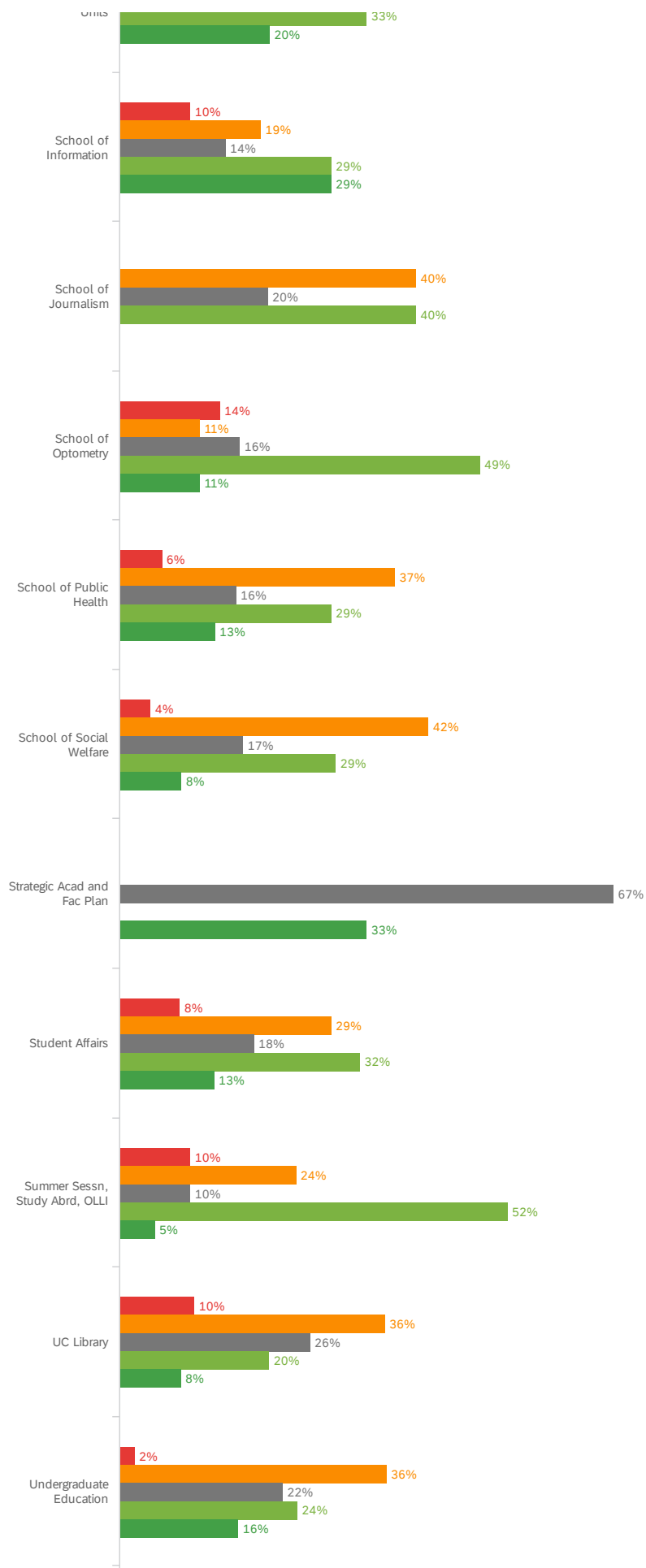
Employee Morale Survey by Divisions - Sept 2020

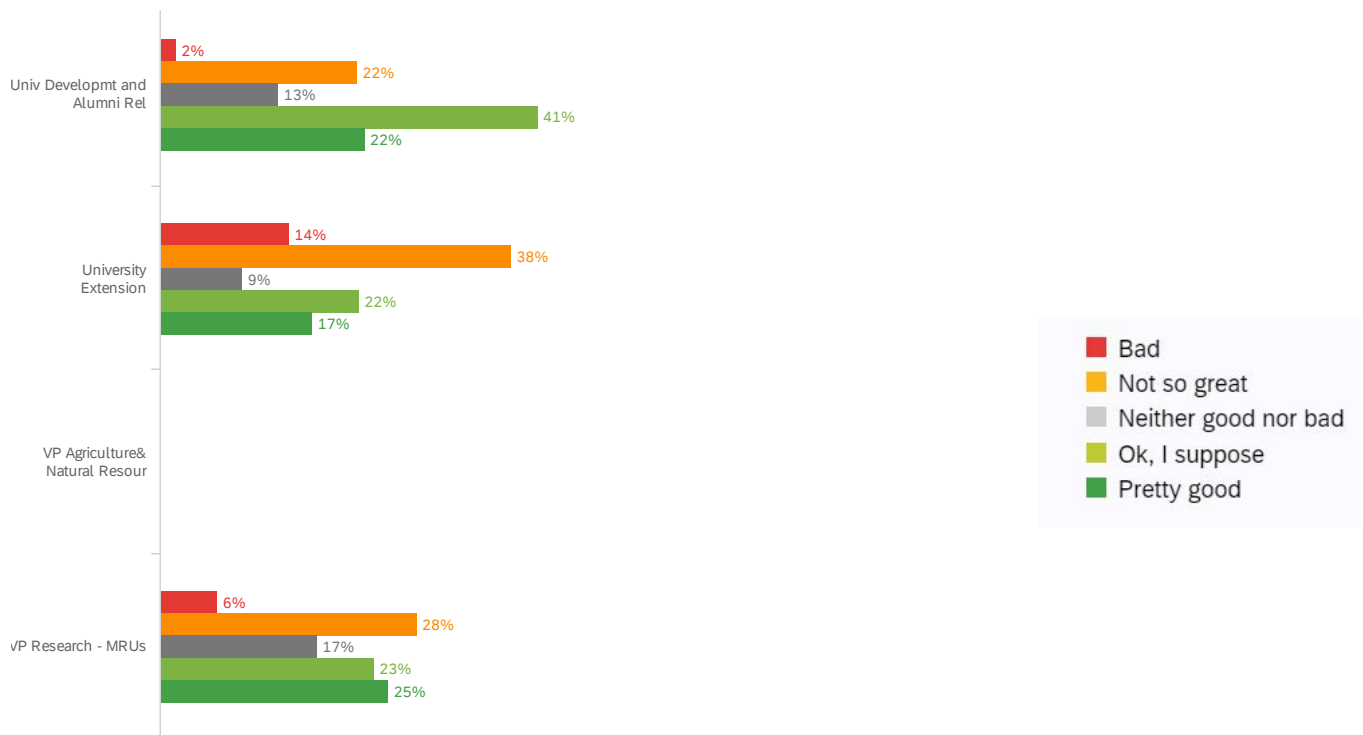
How are you feeling in general?









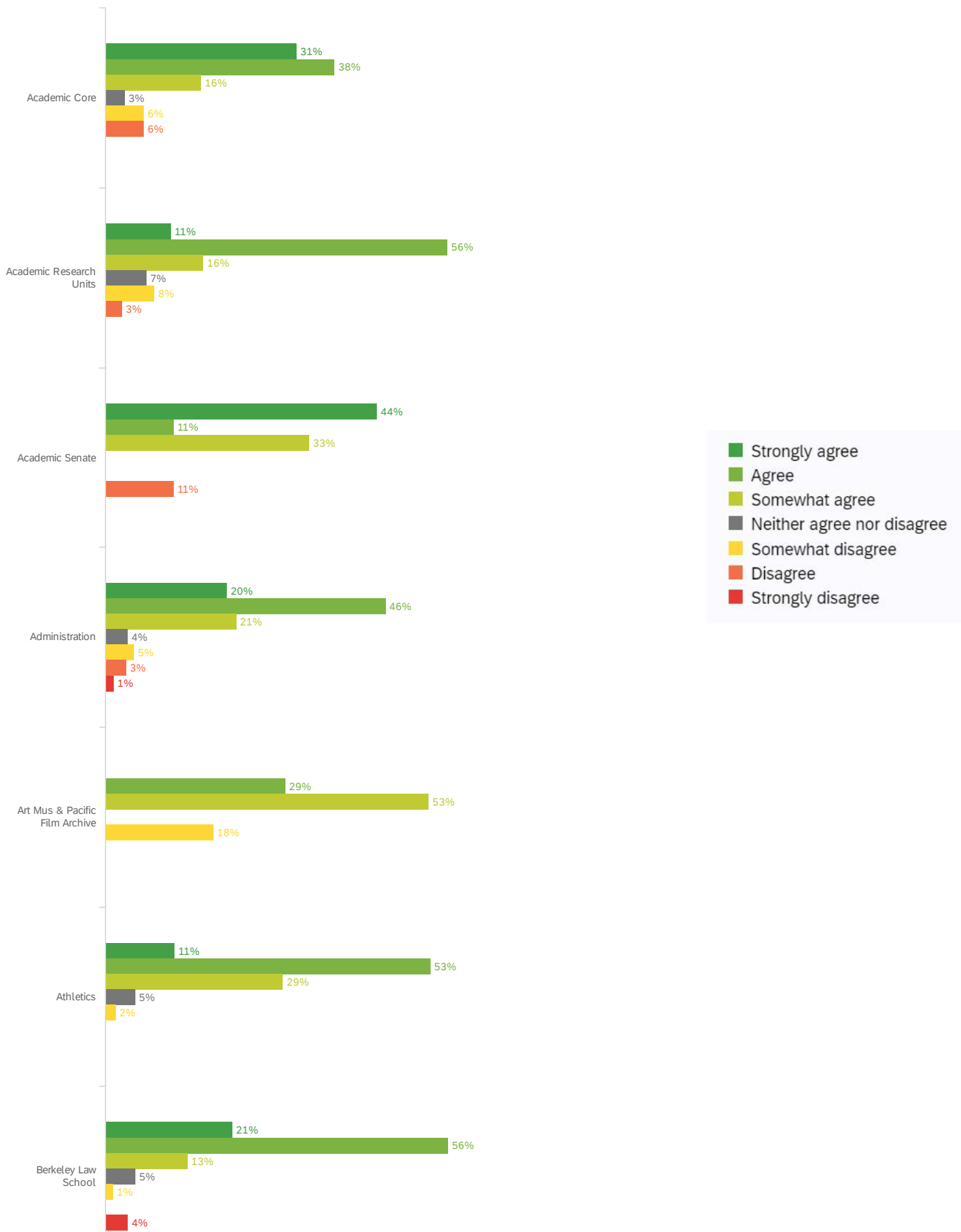


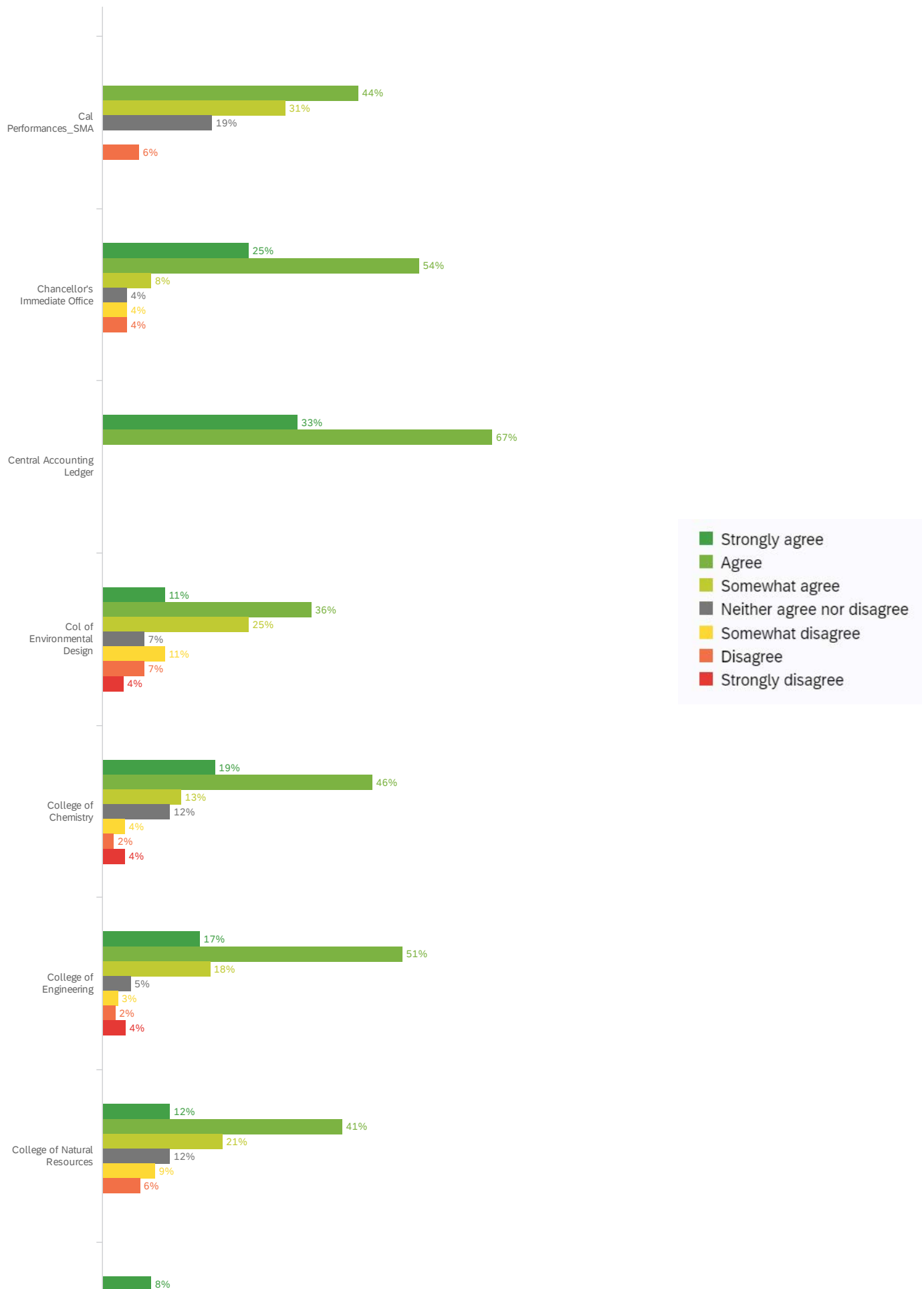
#	Field	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good		Total
1	Academic Core	0%	0	34%	11	9%	3	34%	11	22%	7	32
2	Academic Research Units	9%	7	31%	23	16%	12	36%	27	8%	6	75
3	Academic Senate	0%	0	44%	4	33%	3	11%	1	11%	1	9
4	Administration	8%	32	28%	110	11%	44	31%	122	21%	80	388
5	Art Mus & Pacific Film Archive	6%	1	35%	6	24%	4	29%	5	6%	1	17
6	Athletics	0%	0	19%	12	21%	13	40%	25	19%	12	62
7	Berkeley Law School	7%	6	28%	23	9%	7	28%	23	28%	23	82
8	Cal Performances_SMA	0%	0	44%	7	19%	3	25%	4	13%	2	16
9	Chancellor's Immediate Office	4%	1	21%	5	25%	6	33%	8	17%	4	24
10	Central Accounting Ledger	0%	0	17%	1	33%	2	33%	2	17%	1	6
11	Col of Environmental Design	4%	1	39%	11	21%	6	25%	7	11%	3	28
12	College of Chemistry	6%	3	17%	9	21%	11	37%	19	19%	10	52
13	College of Engineering	8%	18	25%	57	19%	43	32%	73	16%	37	228
14	College of Natural Resources	8%	6	34%	27	16%	13	24%	19	18%	14	79
15	Division of Data Science	4%	1	33%	8	17%	4	33%	8	13%	3	24
16	Equity & Inclusion Div	8%	5	38%	24	14%	9	30%	19	11%	7	64
17	Finance	5%	3	19%	12	23%	15	27%	17	27%	17	64

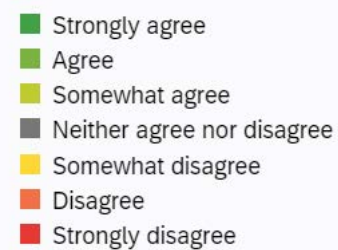
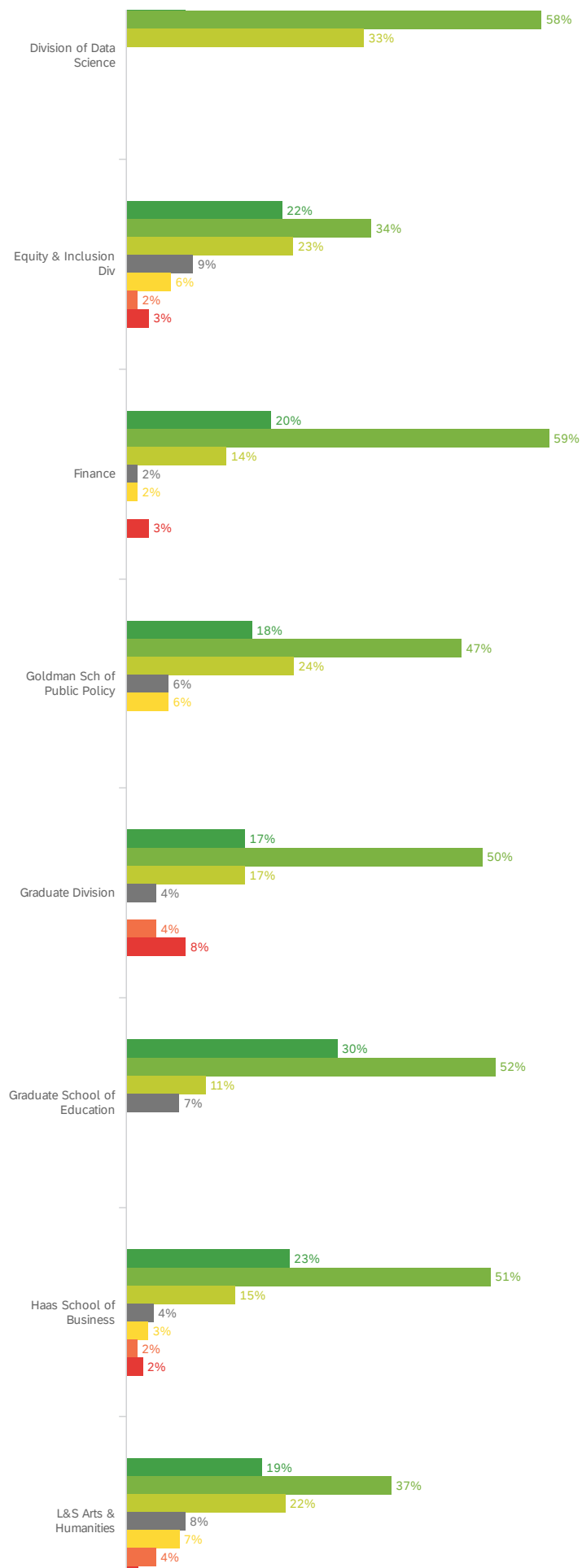
#	Field	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good		Total
18	Goldman Sch of Public Policy	12%	2	24%	4	18%	3	29%	5	18%	3	17
19	Graduate Division	17%	4	29%	7	13%	3	33%	8	8%	2	24
20	Graduate School of Education	4%	1	15%	4	19%	5	41%	11	22%	6	27
21	Haas School of Business	5%	7	23%	30	15%	19	40%	53	17%	22	131
22	L&S Arts & Humanities	9%	11	34%	41	13%	16	25%	30	19%	23	121
23	L&S Biological Sciences	9%	9	38%	39	18%	19	23%	24	12%	12	103
24	L&S Core	0%	0	26%	5	21%	4	26%	5	26%	5	19
25	L&S Math & Physical Sci	5%	4	24%	20	20%	17	24%	20	27%	22	83
26	L&S Social Sciences	6%	7	31%	39	17%	22	35%	45	11%	14	127
27	L&S Undergraduate Division	3%	1	23%	8	23%	8	34%	12	17%	6	35
28	Office for the Faculty	0%	0	33%	3	11%	1	22%	2	33%	3	9
29	Res Museum & Field Stations	3%	2	25%	16	22%	14	33%	21	16%	10	63
30	Research Administrative Units	8%	7	23%	19	15%	13	33%	28	20%	17	84
31	School of Information	10%	2	19%	4	14%	3	29%	6	29%	6	21
32	School of Journalism	0%	0	40%	2	20%	1	40%	2	0%	0	5
33	School of Optometry	14%	5	11%	4	16%	6	49%	18	11%	4	37
34	School of Public Health	6%	4	37%	26	16%	11	29%	20	13%	9	70
35	School of Social Welfare	4%	1	42%	10	17%	4	29%	7	8%	2	24
36	Strategic Acad and Fac Plan	0%	0	0%	0	67%	2	0%	0	33%	1	3
37	Student Affairs	8%	21	29%	74	18%	47	32%	84	13%	33	259
38	Summer Sessn, Study Abrd, OLLI	10%	2	24%	5	10%	2	52%	11	5%	1	21
39	UC Library	10%	11	36%	39	26%	28	20%	22	8%	9	109
40	Undergraduate Education	2%	1	36%	18	22%	11	24%	12	16%	8	50
41	Univ Developmt and Alumni Rel	2%	2	22%	25	13%	15	41%	48	22%	26	116
42	University Extension	14%	11	38%	30	9%	7	22%	17	17%	13	78
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0
44	VP Research - MRUs	6%	4	28%	18	17%	11	23%	15	25%	16	64

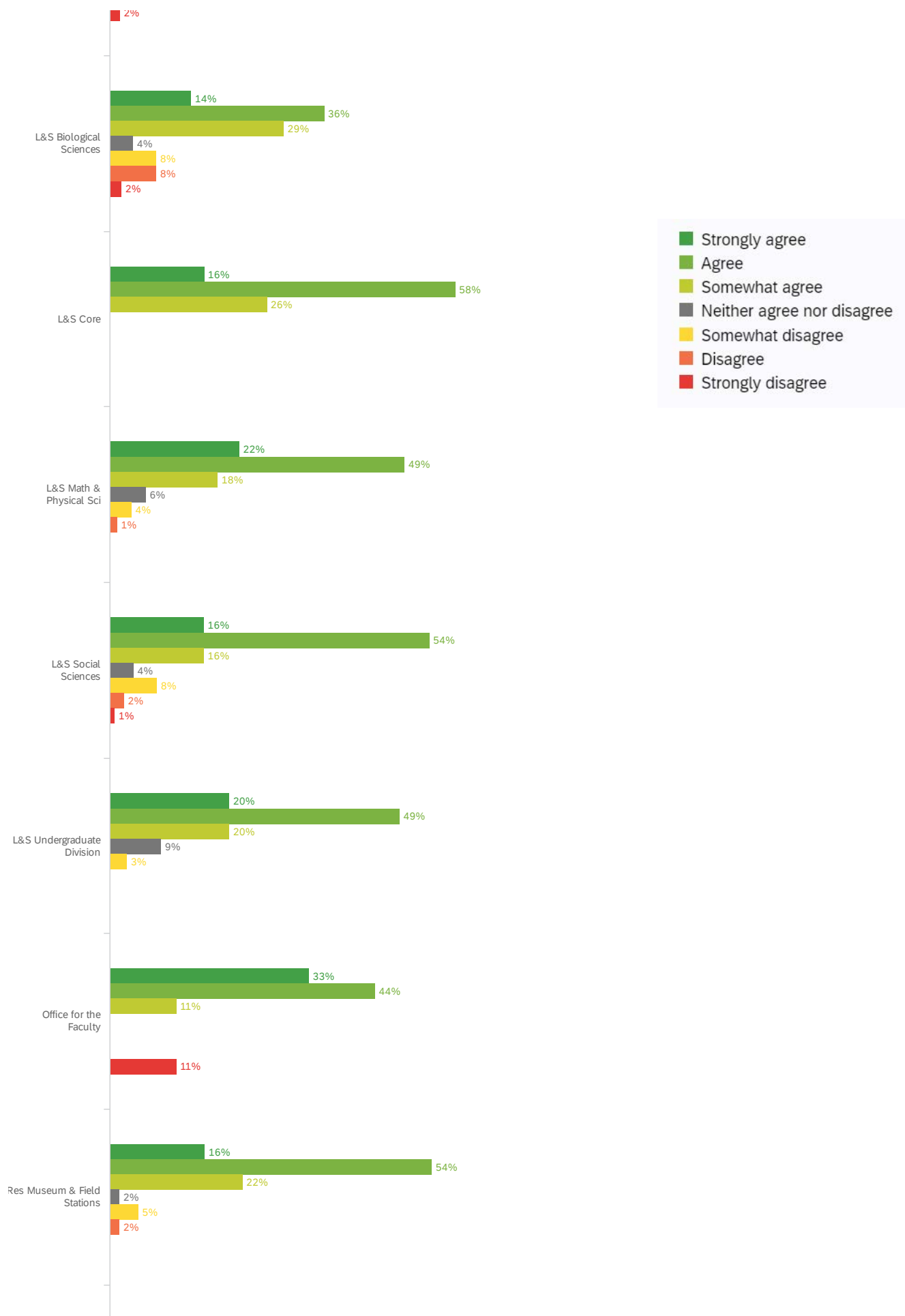
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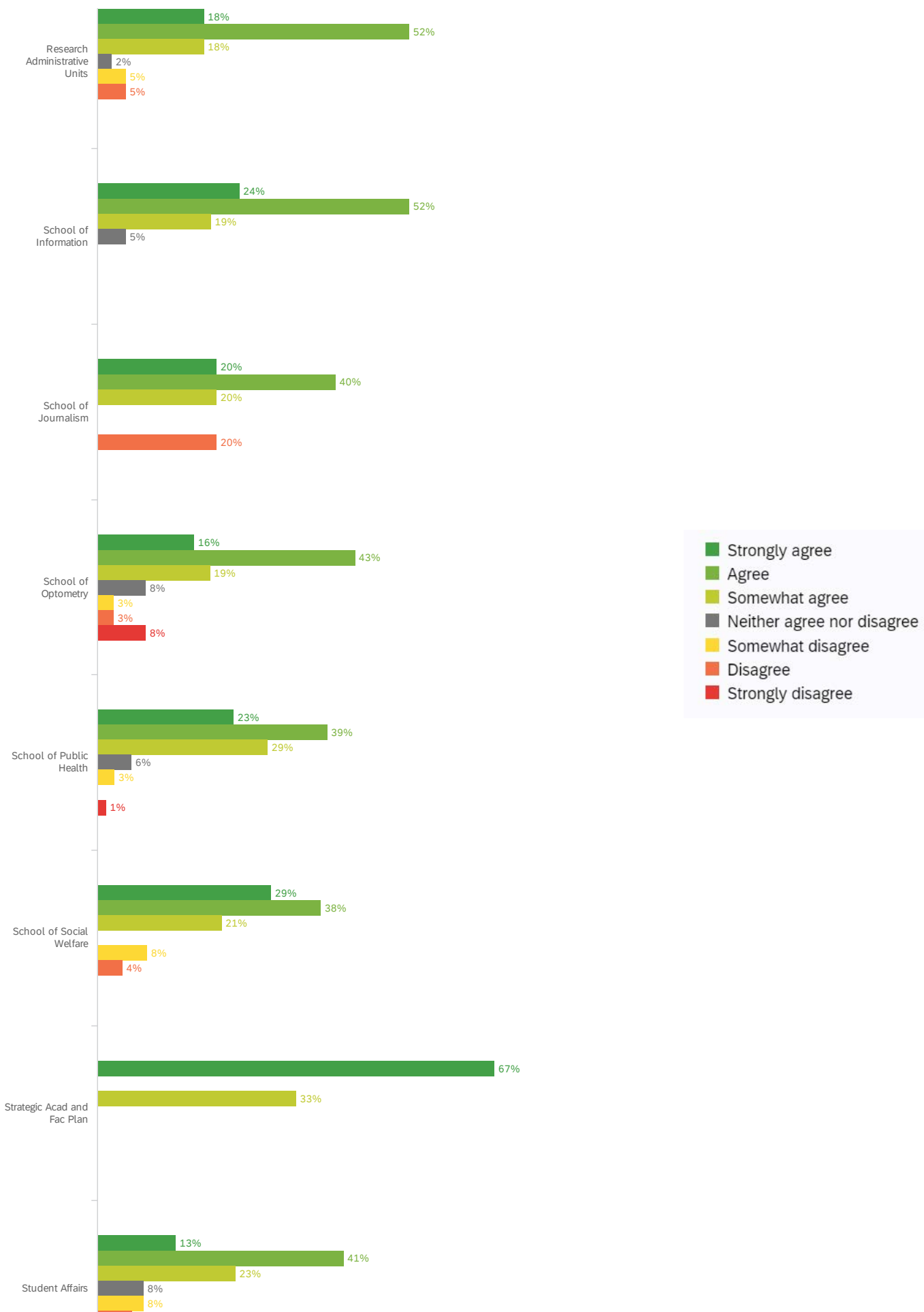
I feel that UC Berkeley is managing change around the COVID-19 outbreak well

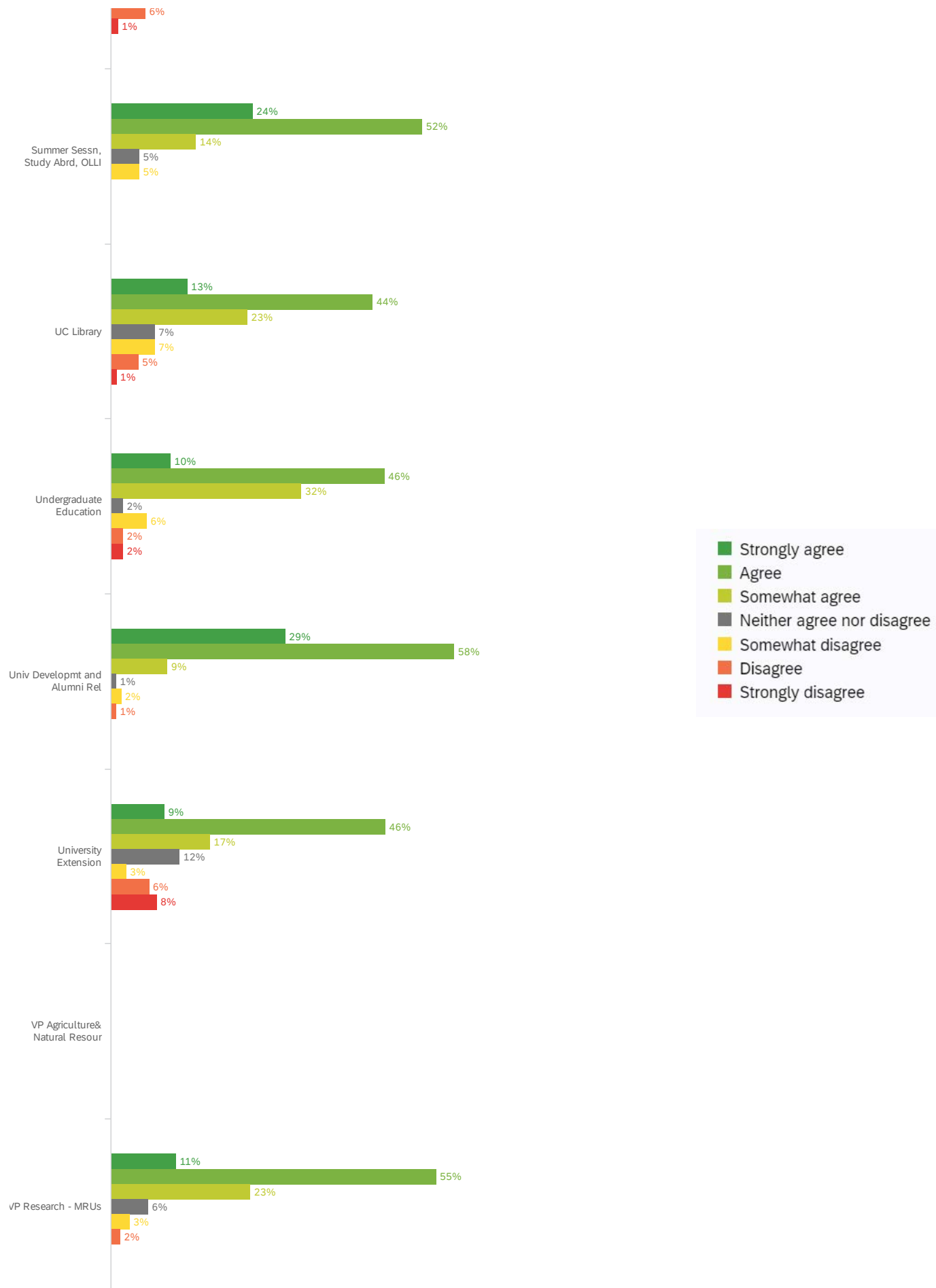








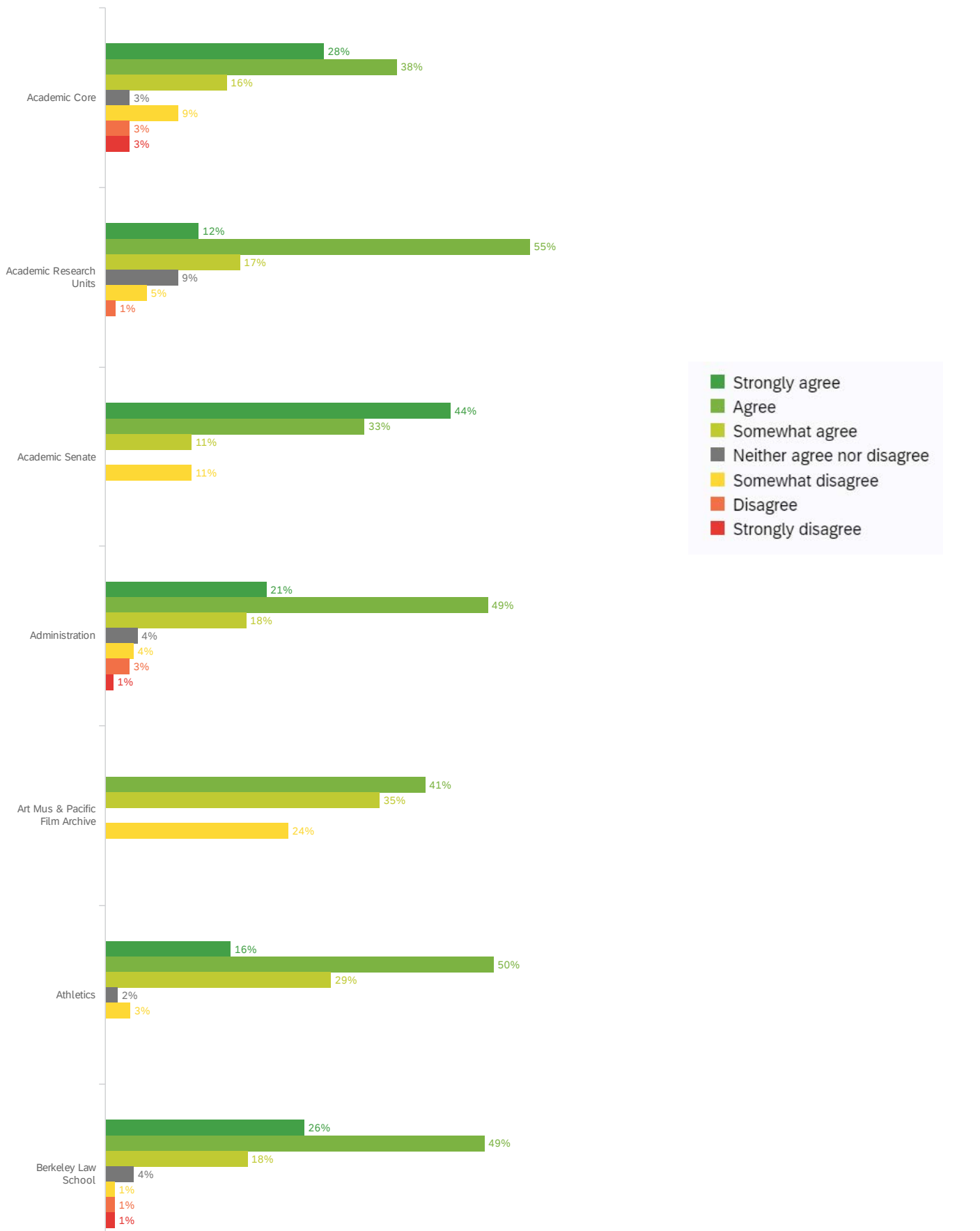


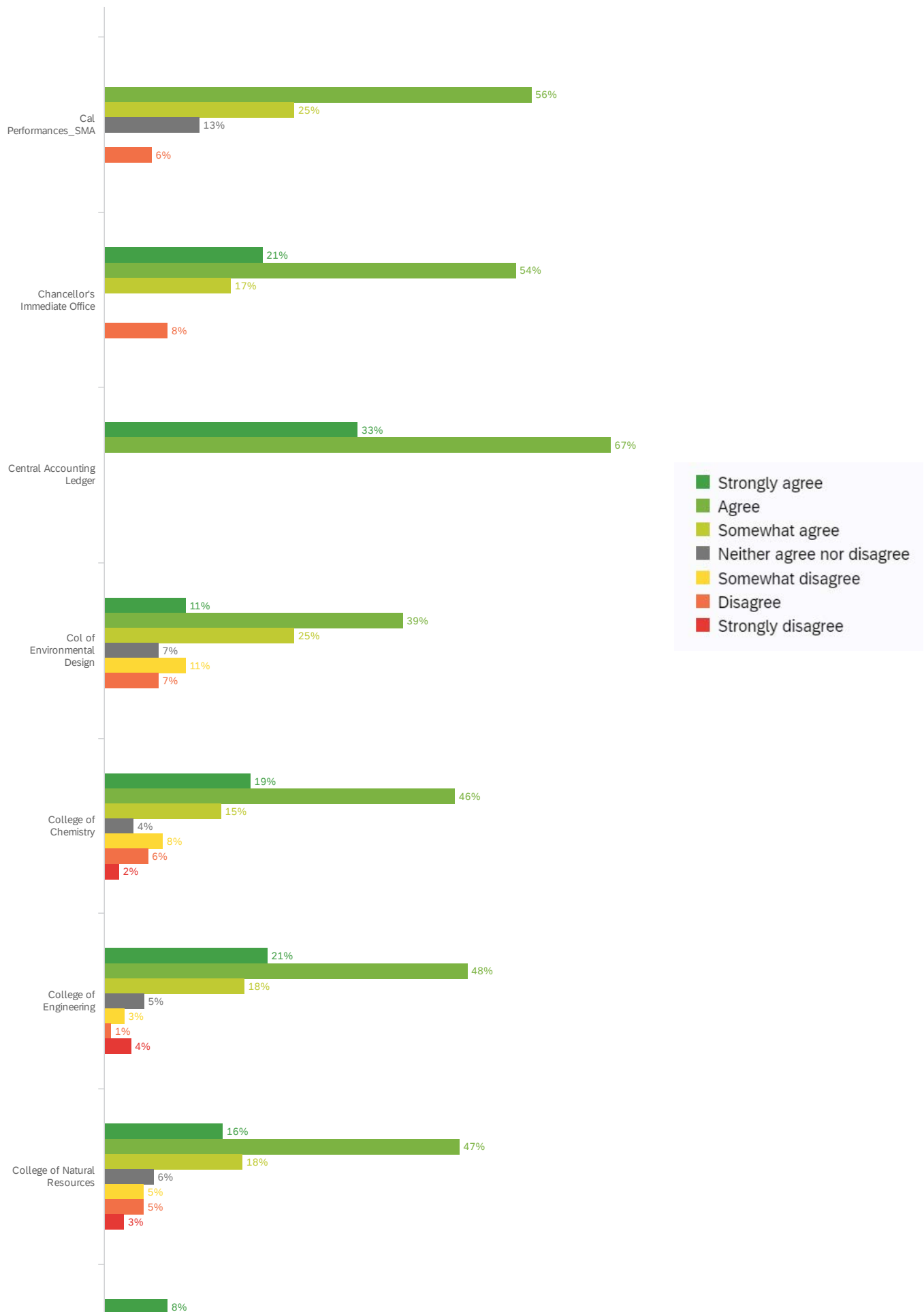


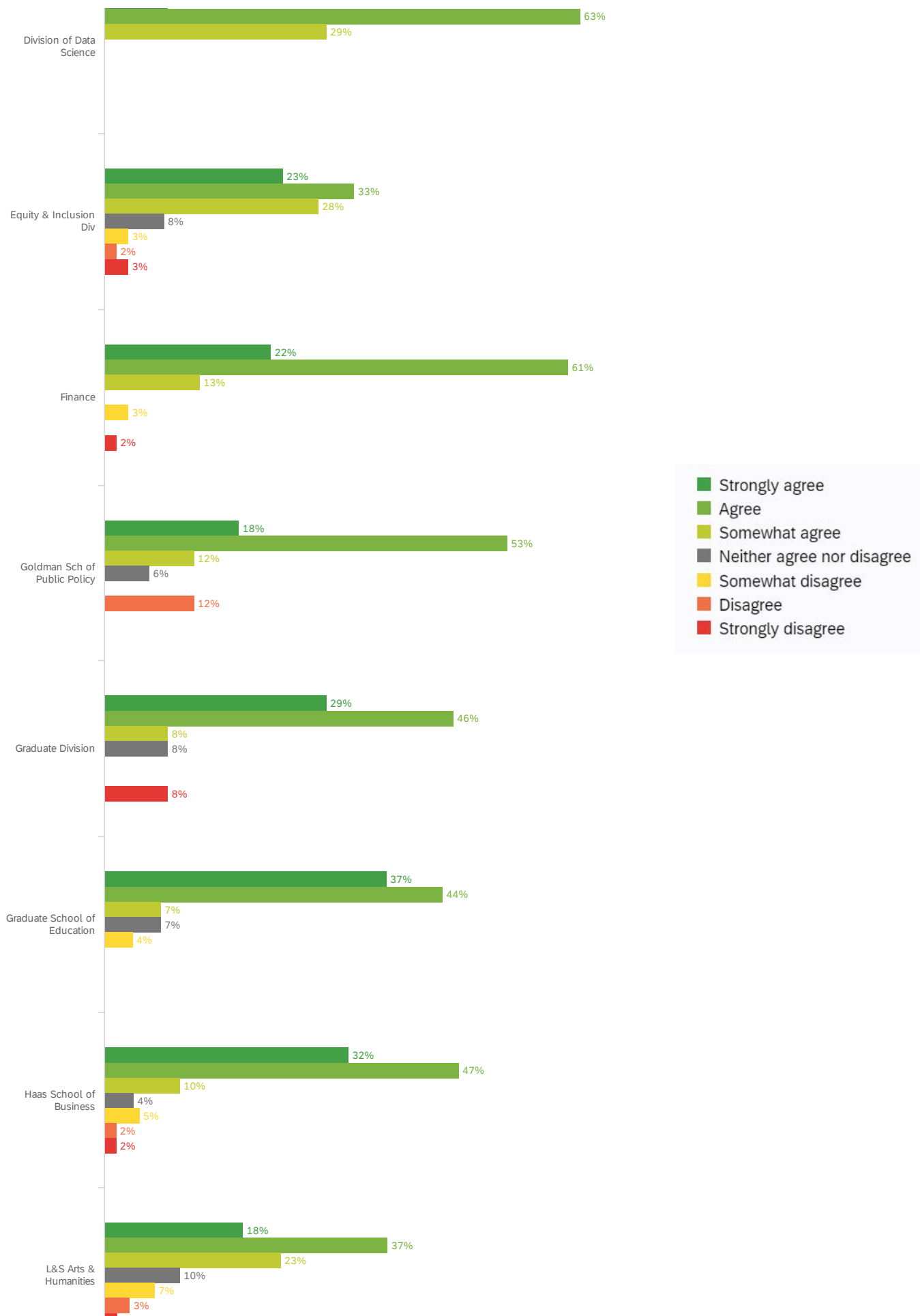
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
1	Academic Core	31%	10	38%	12	16%	5	3%	1	6%	2	6%	2	0%	0
2	Academic Research Units	11%	8	56%	42	16%	12	7%	5	8%	6	3%	2	0%	0
3	Academic Senate	44%	4	11%	1	33%	3	0%	0	0%	0	11%	1	0%	0
4	Administration	20%	77	46%	178	21%	83	4%	14	5%	18	3%	13	1%	5
5	Art Mus & Pacific Film Archive	0%	0	29%	5	53%	9	0%	0	18%	3	0%	0	0%	0
6	Athletics	11%	7	53%	33	29%	18	5%	3	2%	1	0%	0	0%	0
7	Berkeley Law School	21%	17	56%	46	13%	11	5%	4	1%	1	0%	0	4%	3
8	Cal Performances_SMA	0%	0	44%	7	31%	5	19%	3	0%	0	6%	1	0%	0
9	Chancellor's Immediate Office	25%	6	54%	13	8%	2	4%	1	4%	1	4%	1	0%	0
10	Central Accounting Ledger	33%	2	67%	4	0%	0	0%	0	0%	0	0%	0	0%	0
11	Col of Environmental Design	11%	3	36%	10	25%	7	7%	2	11%	3	7%	2	4%	1
12	College of Chemistry	19%	10	46%	24	13%	7	12%	6	4%	2	2%	1	4%	2
13	College of Engineering	17%	38	51%	117	18%	42	5%	11	3%	6	2%	5	4%	9
14	College of Natural Resources	12%	9	41%	32	21%	16	12%	9	9%	7	6%	5	0%	0
15	Division of Data Science	8%	2	58%	14	33%	8	0%	0	0%	0	0%	0	0%	0
16	Equity & Inclusion Div	22%	14	34%	22	23%	15	9%	6	6%	4	2%	1	3%	2
17	Finance	20%	13	59%	38	14%	9	2%	1	2%	1	0%	0	3%	2
18	Goldman Sch of Public Policy	18%	3	47%	8	24%	4	6%	1	6%	1	0%	0	0%	0
19	Graduate Division	17%	4	50%	12	17%	4	4%	1	0%	0	4%	1	8%	2
20	Graduate School of Education	30%	8	52%	14	11%	3	7%	2	0%	0	0%	0	0%	0
21	Haas School of Business	23%	30	51%	67	15%	20	4%	5	3%	4	2%	2	2%	3

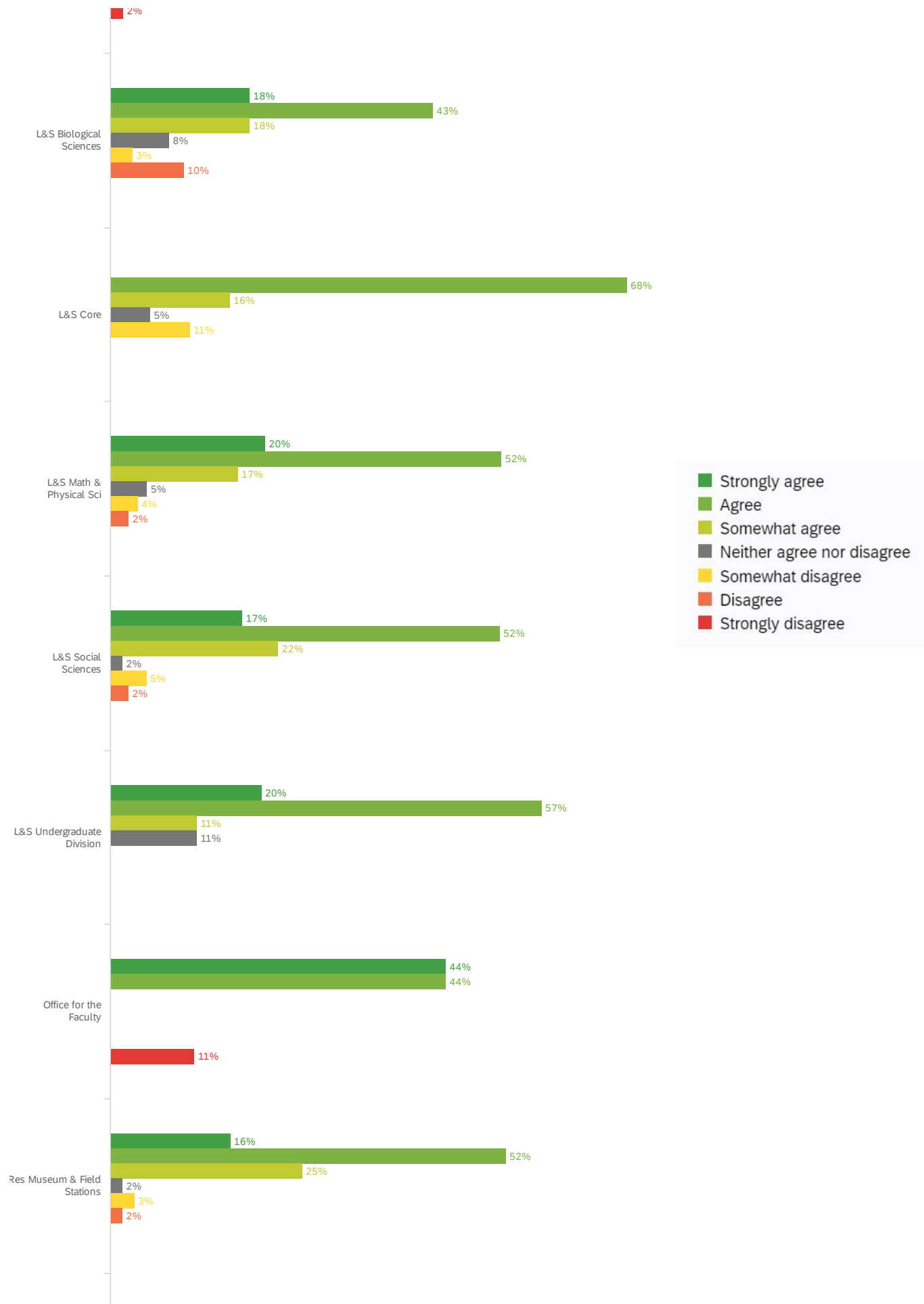
22	L&S Arts & Humanities	19%	23	37%	45	22%	27	8%	10	7%	9	4%	5	2%	2
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
23	L&S Biological Sciences	14%	14	36%	37	29%	30	4%	4	8%	8	8%	8	2%	2
24	L&S Core	16%	3	58%	11	26%	5	0%	0	0%	0	0%	0	0%	0
25	L&S Math & Physical Sci	22%	18	49%	41	18%	15	6%	5	4%	3	1%	1	0%	0
26	L&S Social Sciences	16%	20	54%	68	16%	20	4%	5	8%	10	2%	3	1%	1
27	L&S Undergraduate Division	20%	7	49%	17	20%	7	9%	3	3%	1	0%	0	0%	0
28	Office for the Faculty	33%	3	44%	4	11%	1	0%	0	0%	0	0%	0	11%	1
29	Res Museum & Field Stations	16%	10	54%	34	22%	14	2%	1	5%	3	2%	1	0%	0
30	Research Administrative Units	18%	15	52%	44	18%	15	2%	2	5%	4	5%	4	0%	0
31	School of Information	24%	5	52%	11	19%	4	5%	1	0%	0	0%	0	0%	0
32	School of Journalism	20%	1	40%	2	20%	1	0%	0	0%	0	20%	1	0%	0
33	School of Optometry	16%	6	43%	16	19%	7	8%	3	3%	1	3%	1	8%	3
34	School of Public Health	23%	16	39%	27	29%	20	6%	4	3%	2	0%	0	1%	1
35	School of Social Welfare	29%	7	38%	9	21%	5	0%	0	8%	2	4%	1	0%	0
36	Strategic Acad and Fac Plan	67%	2	0%	0	33%	1	0%	0	0%	0	0%	0	0%	0
37	Student Affairs	13%	34	41%	107	23%	60	8%	20	8%	20	6%	15	1%	3
38	Summer Sessn, Study Abrd, OLLI	24%	5	52%	11	14%	3	5%	1	5%	1	0%	0	0%	0
39	UC Library	13%	14	44%	48	23%	25	7%	8	7%	8	5%	5	1%	1
40	Undergraduate Education	10%	5	46%	23	32%	16	2%	1	6%	3	2%	1	2%	1
41	Univ Developmt and Alumni Rel	29%	34	58%	67	9%	11	1%	1	2%	2	1%	1	0%	0
42	University Extension	9%	7	46%	36	17%	13	12%	9	3%	2	6%	5	8%	6
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	11%	7	55%	35	23%	15	6%	4	3%	2	2%	1	0%	0

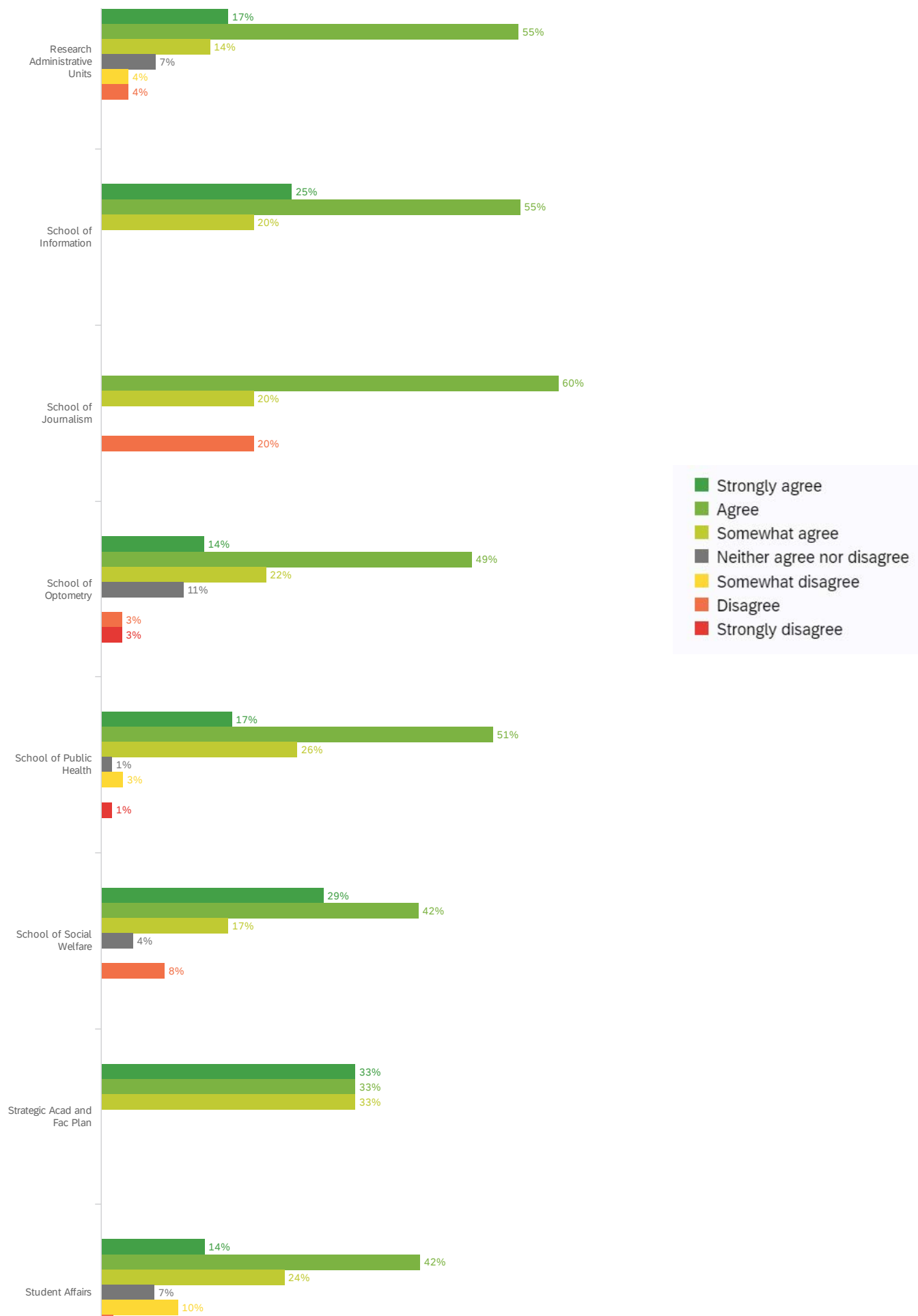
I feel that UC Berkeley is communicating change around the COVID-19 outbreak well

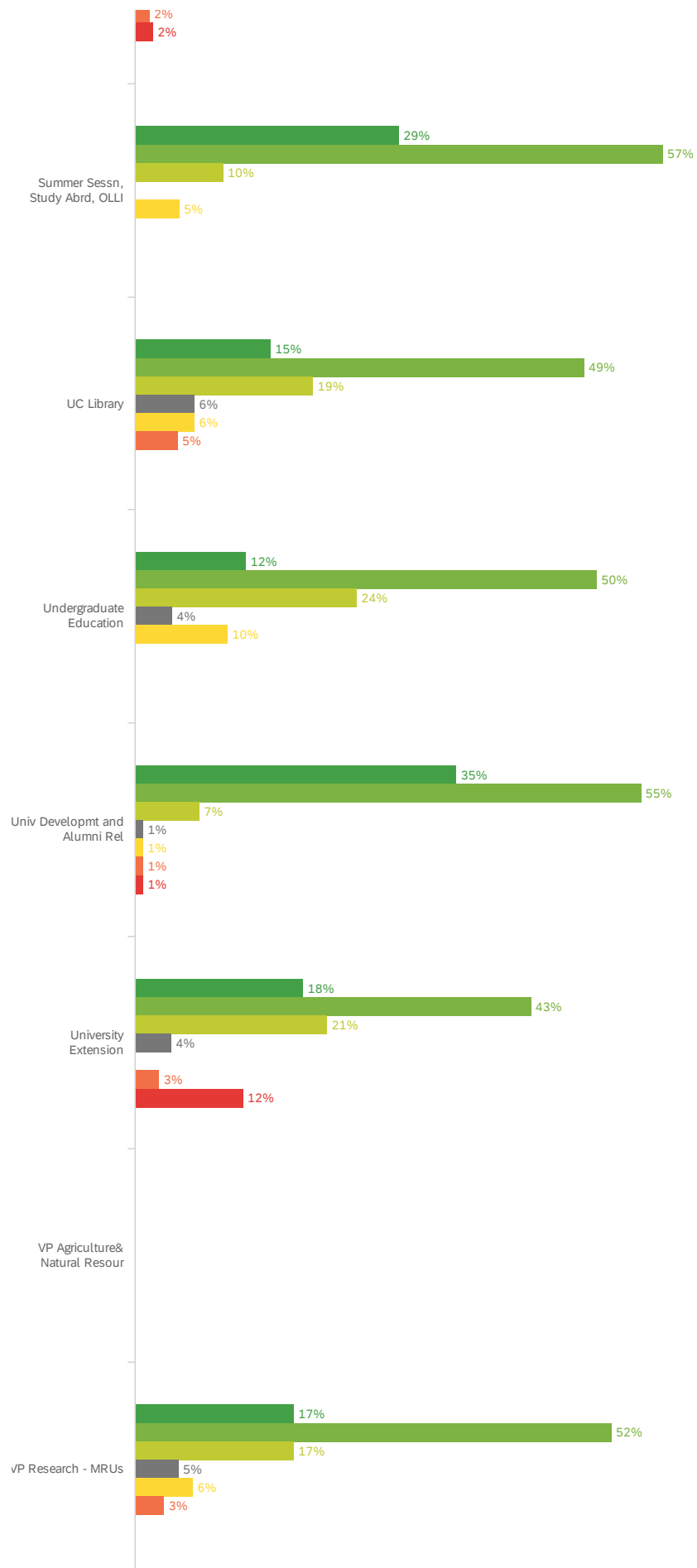










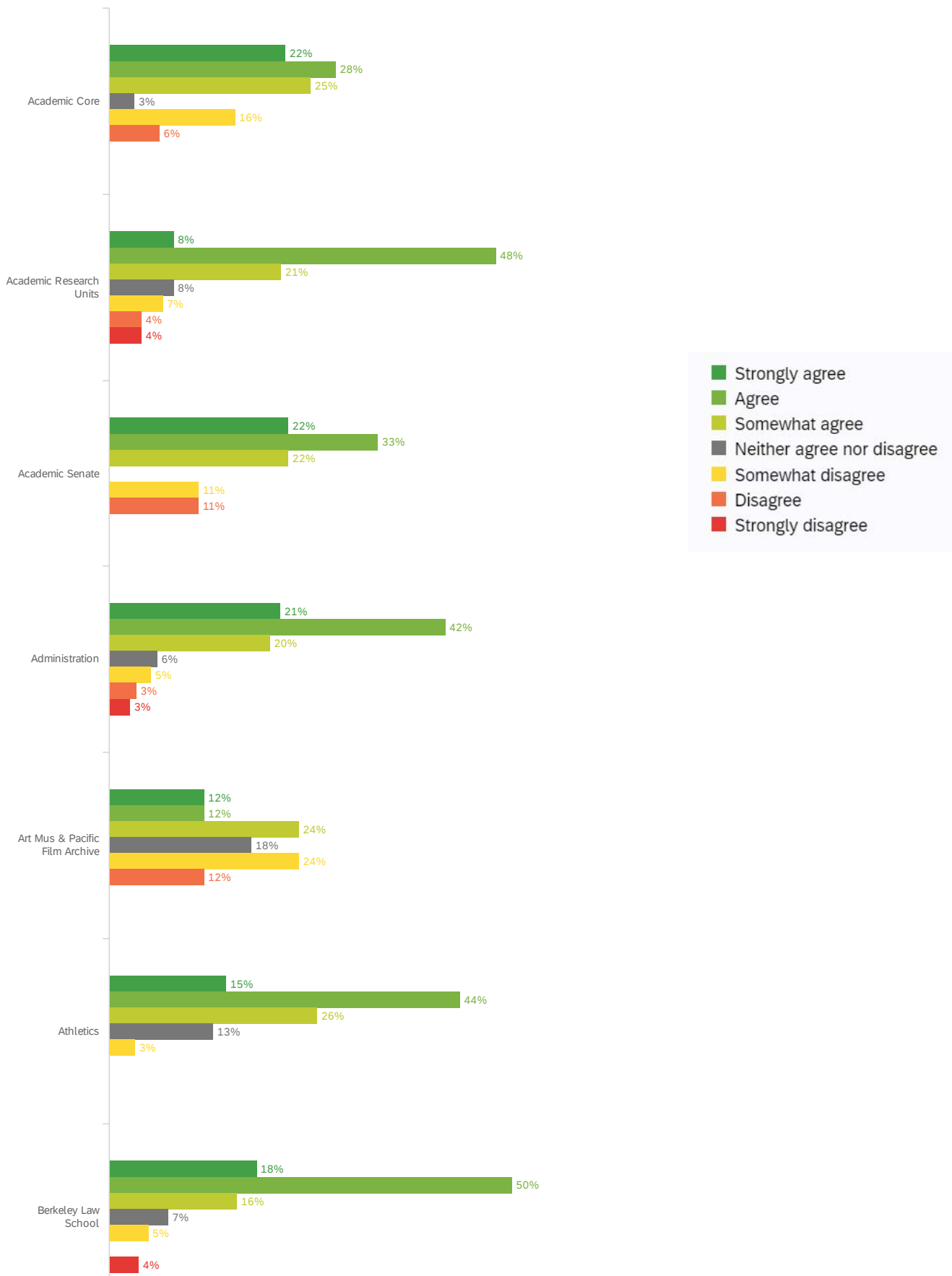


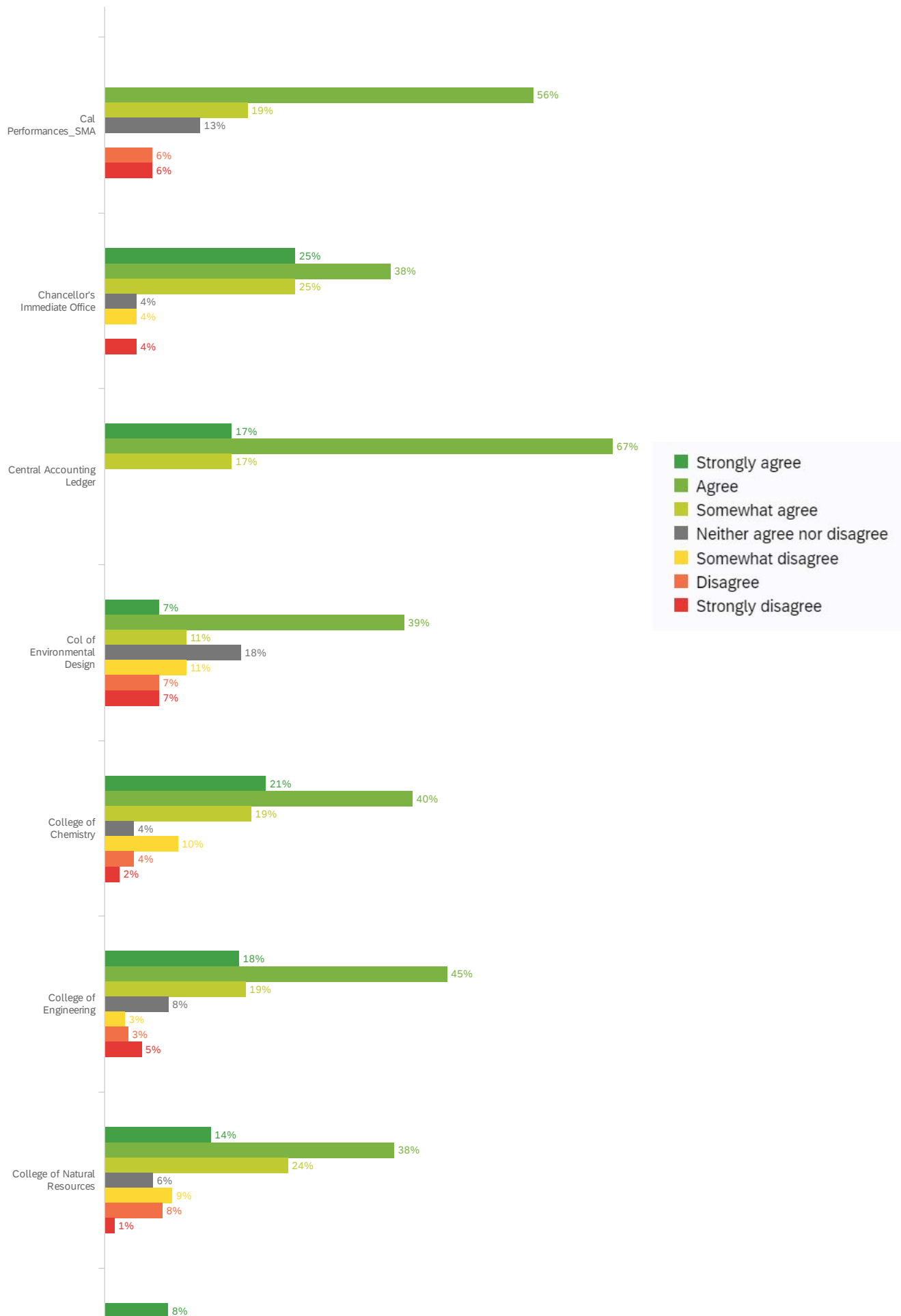
- Strongly agree
- Agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Disagree
- Strongly disagree

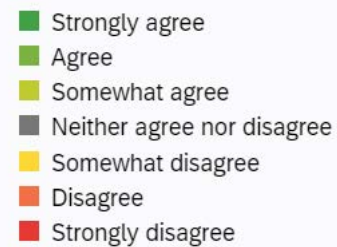
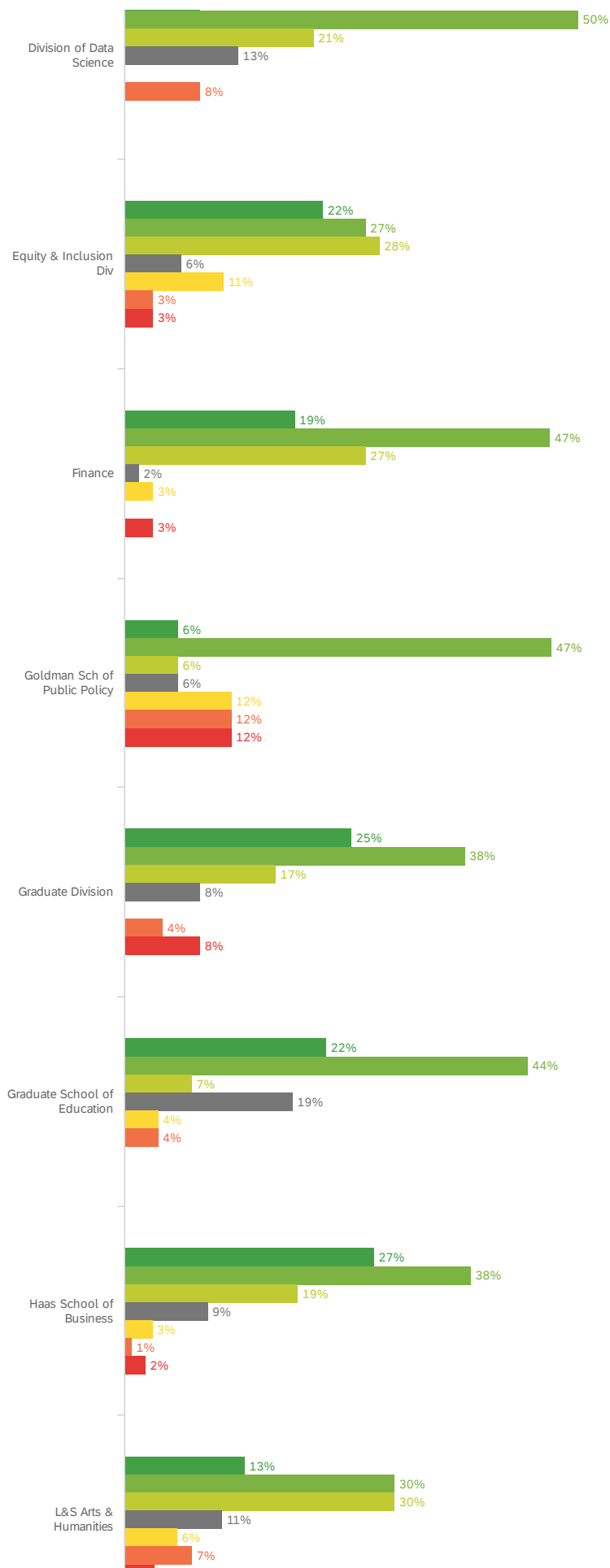
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
1	Academic Core	28%	9	38%	12	16%	5	3%	1	9%	3	3%	1	3%	1
2	Academic Research Units	12%	9	55%	41	17%	13	9%	7	5%	4	1%	1	0%	0
3	Academic Senate	44%	4	33%	3	11%	1	0%	0	11%	1	0%	0	0%	0
4	Administration	21%	80	49%	190	18%	70	4%	16	4%	14	3%	12	1%	4
5	Art Mus & Pacific Film Archive	0%	0	41%	7	35%	6	0%	0	24%	4	0%	0	0%	0
6	Athletics	16%	10	50%	31	29%	18	2%	1	3%	2	0%	0	0%	0
7	Berkeley Law School	26%	21	49%	40	18%	15	4%	3	1%	1	1%	1	1%	1
8	Cal Performances_SMA	0%	0	56%	9	25%	4	13%	2	0%	0	6%	1	0%	0
9	Chancellor's Immediate Office	21%	5	54%	13	17%	4	0%	0	0%	0	8%	2	0%	0
10	Central Accounting Ledger	33%	2	67%	4	0%	0	0%	0	0%	0	0%	0	0%	0
11	Col of Environmental Design	11%	3	39%	11	25%	7	7%	2	11%	3	7%	2	0%	0
12	College of Chemistry	19%	10	46%	24	15%	8	4%	2	8%	4	6%	3	2%	1
13	College of Engineering	21%	49	48%	109	18%	42	5%	12	3%	6	1%	2	4%	8
14	College of Natural Resources	16%	12	47%	36	18%	14	6%	5	5%	4	5%	4	3%	2
15	Division of Data Science	8%	2	63%	15	29%	7	0%	0	0%	0	0%	0	0%	0
16	Equity & Inclusion Div	23%	15	33%	21	28%	18	8%	5	3%	2	2%	1	3%	2
17	Finance	22%	14	61%	39	13%	8	0%	0	3%	2	0%	0	2%	1
18	Goldman Sch of Public Policy	18%	3	53%	9	12%	2	6%	1	0%	0	12%	2	0%	0
19	Graduate Division	29%	7	46%	11	8%	2	8%	2	0%	0	0%	0	8%	2
20	Graduate School of Education	37%	10	44%	12	7%	2	7%	2	4%	1	0%	0	0%	0
21	Haas School of Business	32%	42	47%	61	10%	13	4%	5	5%	6	2%	2	2%	2

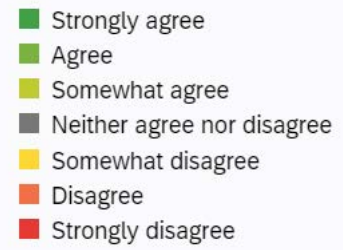
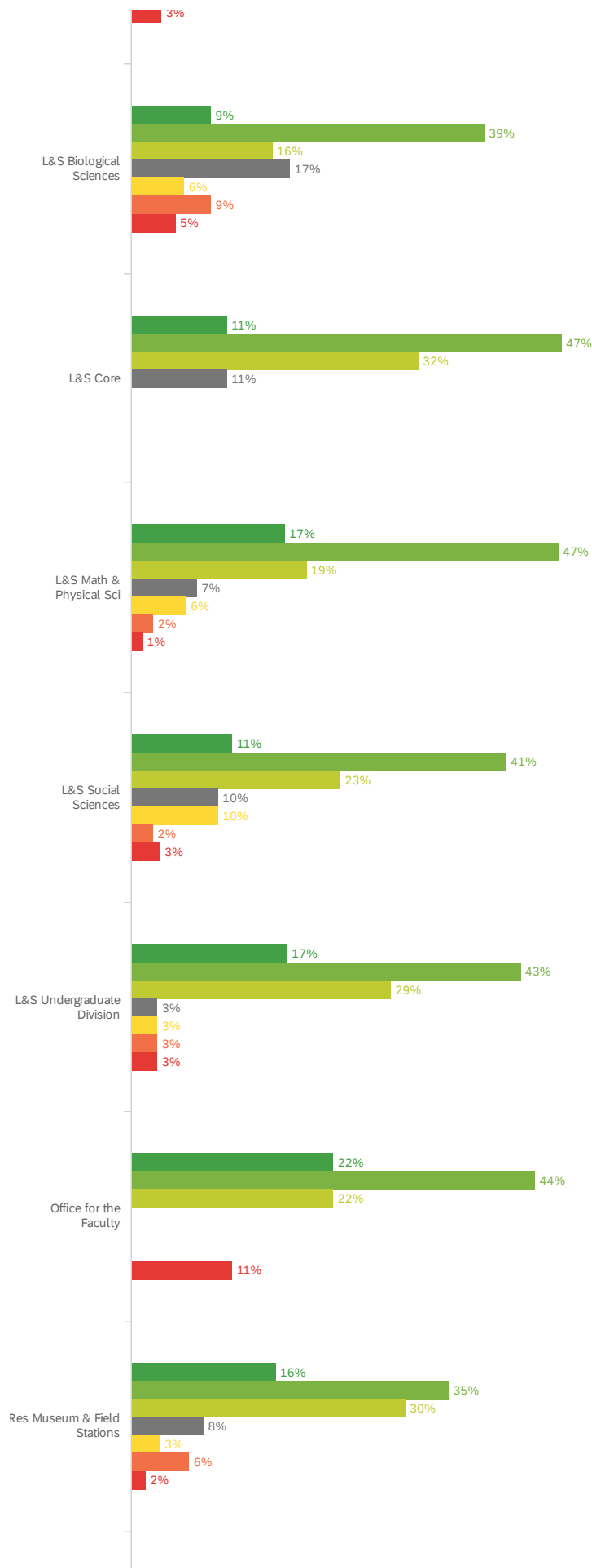
22	L&S Arts & Humanities Field	18%	22	37%	45	23%	28	10%	12	7%	8	3%	4	2%	2
#		Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
23	L&S Biological Sciences	18%	19	43%	44	18%	19	8%	8	3%	3	10%	10	0%	0
24	L&S Core	0%	0	68%	13	16%	3	5%	1	11%	2	0%	0	0%	0
25	L&S Math & Physical Sci	20%	17	52%	43	17%	14	5%	4	4%	3	2%	2	0%	0
26	L&S Social Sciences	17%	22	52%	65	22%	28	2%	2	5%	6	2%	3	0%	0
27	L&S Undergraduate Division	20%	7	57%	20	11%	4	11%	4	0%	0	0%	0	0%	0
28	Office for the Faculty	44%	4	44%	4	0%	0	0%	0	0%	0	0%	0	11%	1
29	Res Museum & Field Stations	16%	10	52%	33	25%	16	2%	1	3%	2	2%	1	0%	0
30	Research Administrative Units	17%	14	55%	46	14%	12	7%	6	4%	3	4%	3	0%	0
31	School of Information	25%	5	55%	11	20%	4	0%	0	0%	0	0%	0	0%	0
32	School of Journalism	0%	0	60%	3	20%	1	0%	0	0%	0	20%	1	0%	0
33	School of Optometry	14%	5	49%	18	22%	8	11%	4	0%	0	3%	1	3%	1
34	School of Public Health	17%	12	51%	36	26%	18	1%	1	3%	2	0%	0	1%	1
35	School of Social Welfare	29%	7	42%	10	17%	4	4%	1	0%	0	8%	2	0%	0
36	Strategic Acad and Fac Plan	33%	1	33%	1	33%	1	0%	0	0%	0	0%	0	0%	0
37	Student Affairs	14%	35	42%	108	24%	62	7%	18	10%	26	2%	4	2%	5
38	Summer Sessn, Study Abrd, OLLI	29%	6	57%	12	10%	2	0%	0	5%	1	0%	0	0%	0
39	UC Library	15%	16	49%	53	19%	21	6%	7	6%	7	5%	5	0%	0
40	Undergraduate Education	12%	6	50%	25	24%	12	4%	2	10%	5	0%	0	0%	0
41	Univ Developmt and Alumni Rel	35%	40	55%	63	7%	8	1%	1	1%	1	1%	1	1%	1
42	University Extension	18%	14	43%	33	21%	16	4%	3	0%	0	3%	2	12%	9
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	17%	11	52%	33	17%	11	5%	3	6%	4	3%	2	0%	0

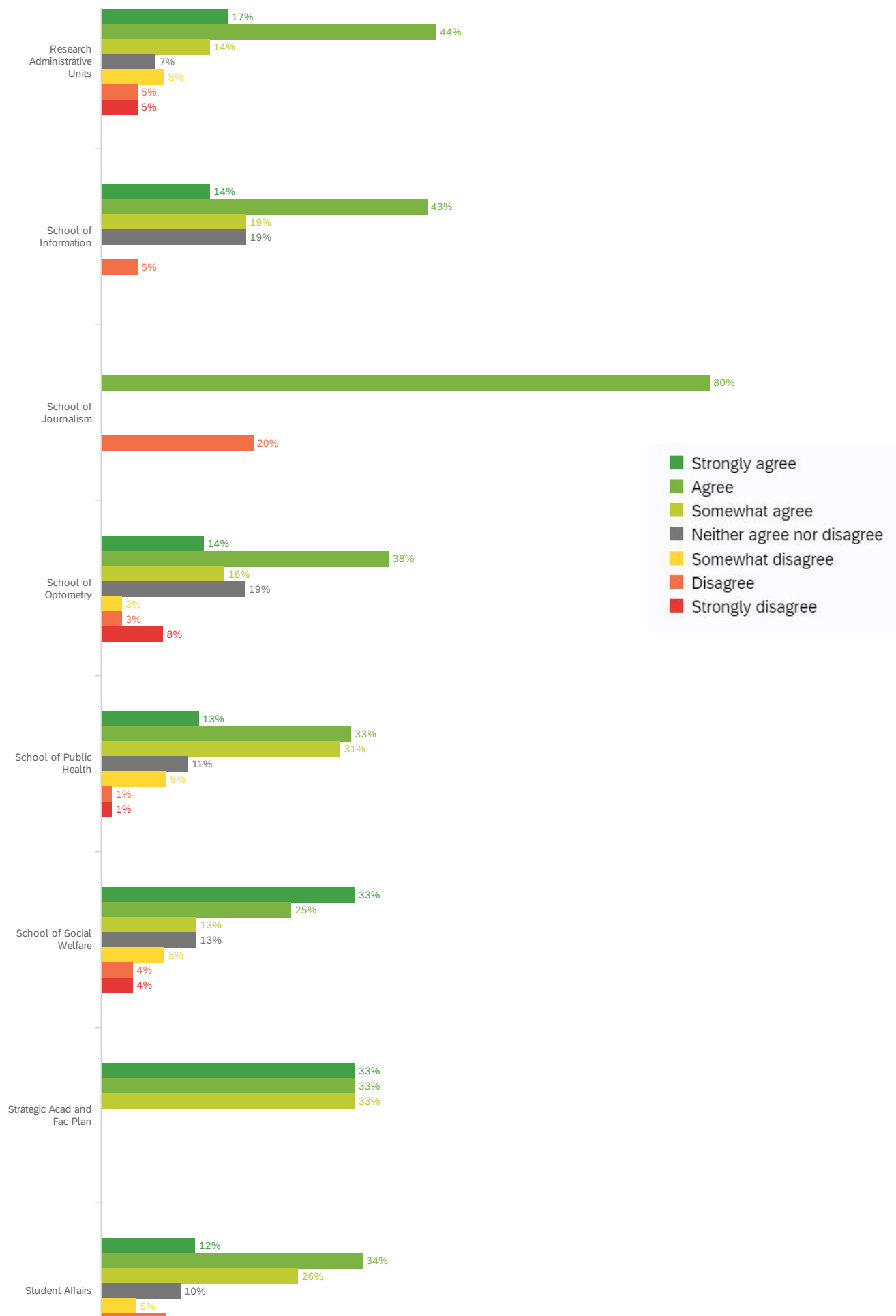
I feel that UC Berkeley cares about my well-being

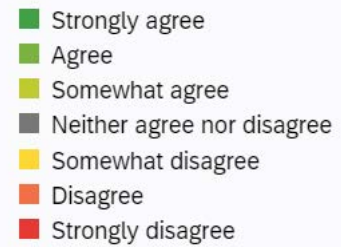
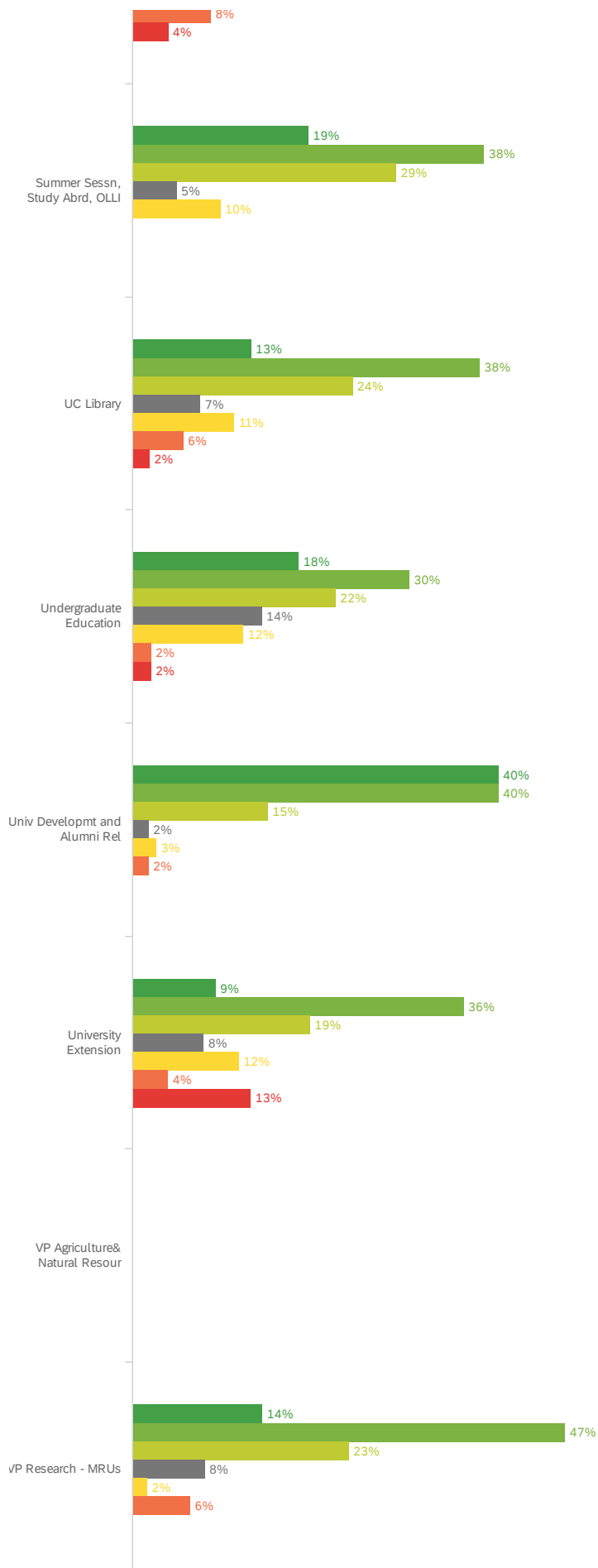








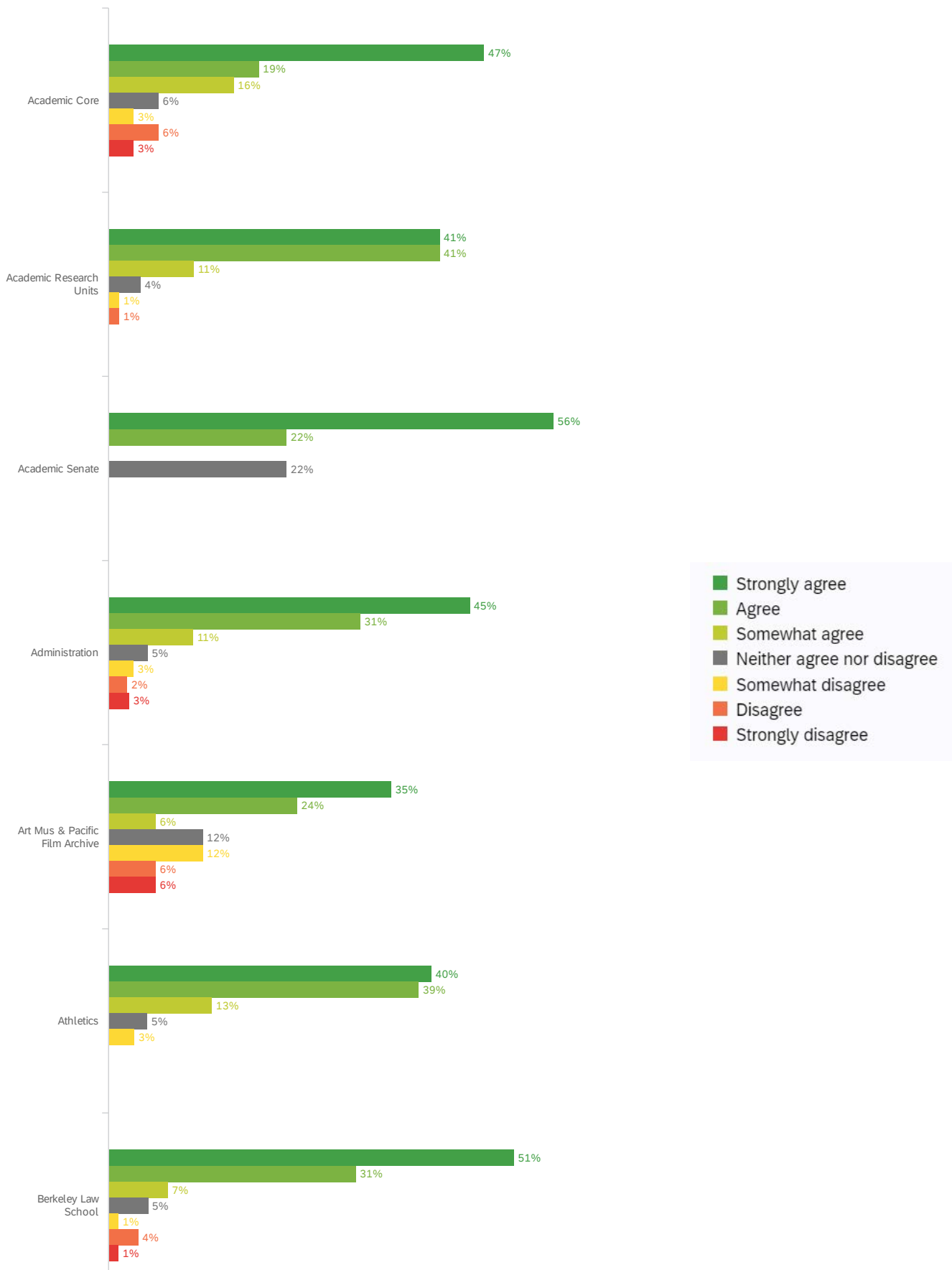


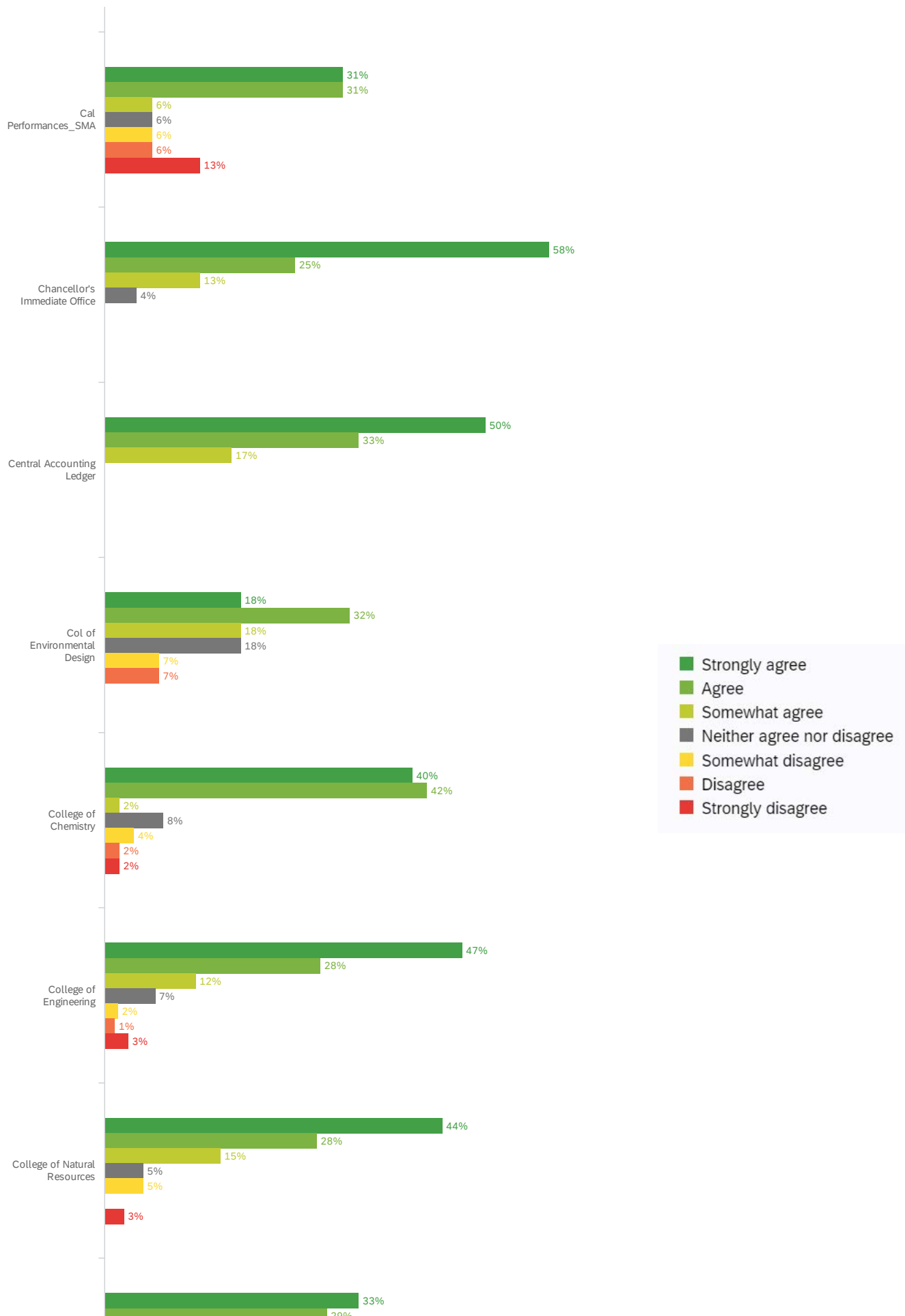


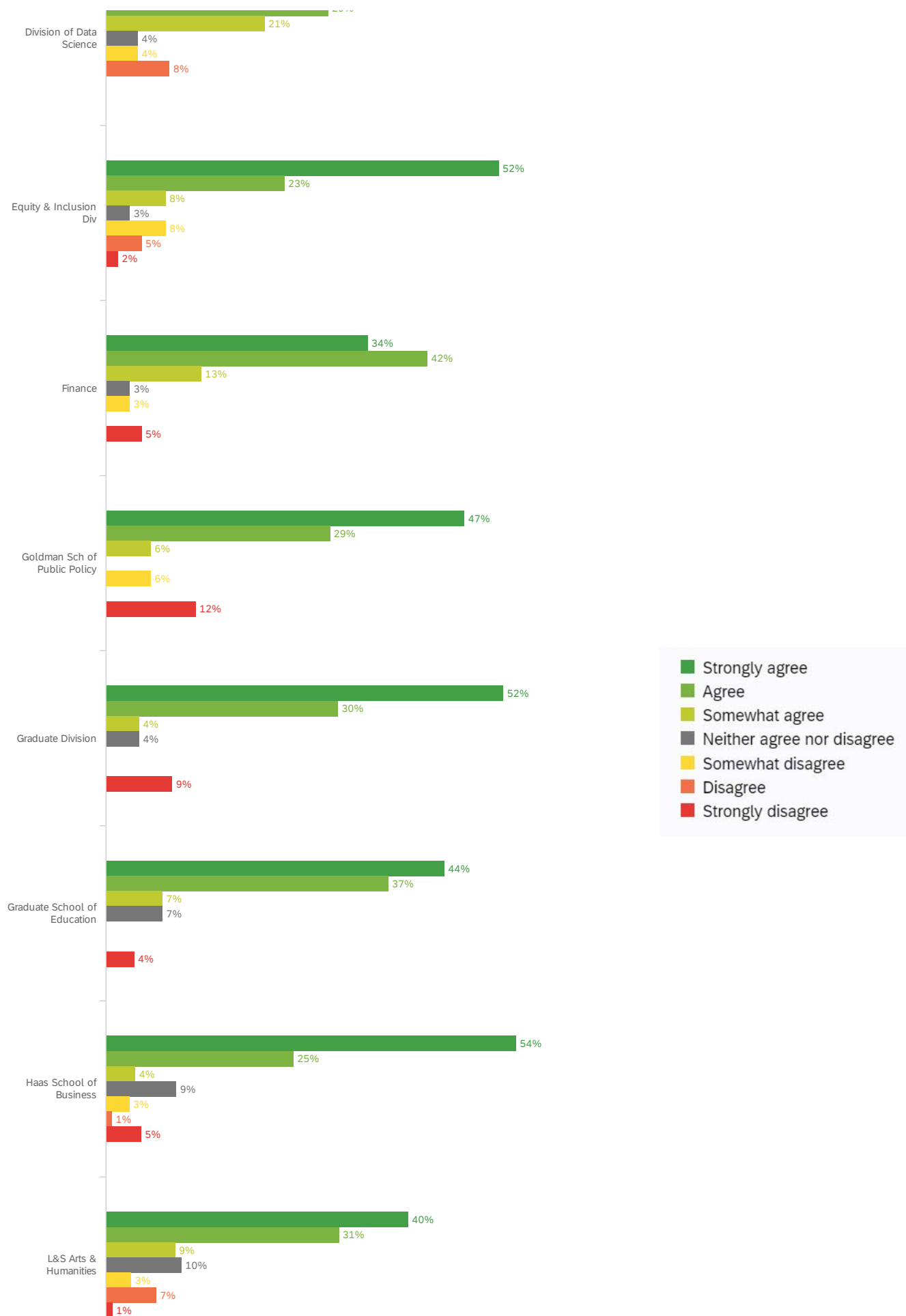
#	Field ▼	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
1	Academic Core	22%	7	28%	9	25%	8	3%	1	16%	5	6%	2	0%	0
2	Academic Research Units	8%	6	48%	36	21%	16	8%	6	7%	5	4%	3	4%	3
3	Academic Senate	22%	2	33%	3	22%	2	0%	0	11%	1	11%	1	0%	0
4	Administration	21%	82	42%	161	20%	77	6%	23	5%	20	3%	13	3%	10
5	Art Mus & Pacific Film Archive	12%	2	12%	2	24%	4	18%	3	24%	4	12%	2	0%	0
6	Athletics	15%	9	44%	27	26%	16	13%	8	3%	2	0%	0	0%	0
7	Berkeley Law School	18%	15	50%	41	16%	13	7%	6	5%	4	0%	0	4%	3
8	Cal Performances_SMA	0%	0	56%	9	19%	3	13%	2	0%	0	6%	1	6%	1
10	Central Accounting Ledger	17%	1	67%	4	17%	1	0%	0	0%	0	0%	0	0%	0
9	Chancellor's Immediate Office	25%	6	38%	9	25%	6	4%	1	4%	1	0%	0	4%	1
12	College of Chemistry	21%	11	40%	21	19%	10	4%	2	10%	5	4%	2	2%	1
13	College of Engineering	18%	40	45%	102	19%	42	8%	19	3%	6	3%	7	5%	11
14	College of Natural Resources	14%	11	38%	30	24%	19	6%	5	9%	7	8%	6	1%	1
11	Col of Environmental Design	7%	2	39%	11	11%	3	18%	5	11%	3	7%	2	7%	2
15	Division of Data Science	8%	2	50%	12	21%	5	13%	3	0%	0	8%	2	0%	0
16	Equity & Inclusion Div	22%	14	27%	17	28%	18	6%	4	11%	7	3%	2	3%	2
17	Finance	19%	12	47%	30	27%	17	2%	1	3%	2	0%	0	3%	2
18	Goldman Sch of Public Policy	6%	1	47%	8	6%	1	6%	1	12%	2	12%	2	12%	2
19	Graduate Division	25%	6	38%	9	17%	4	8%	2	0%	0	4%	1	8%	2
20	Graduate School of Education	22%	6	44%	12	7%	2	19%	5	4%	1	4%	1	0%	0
21	Haas School of Business	27%	36	38%	50	19%	25	9%	12	3%	4	1%	1	2%	3

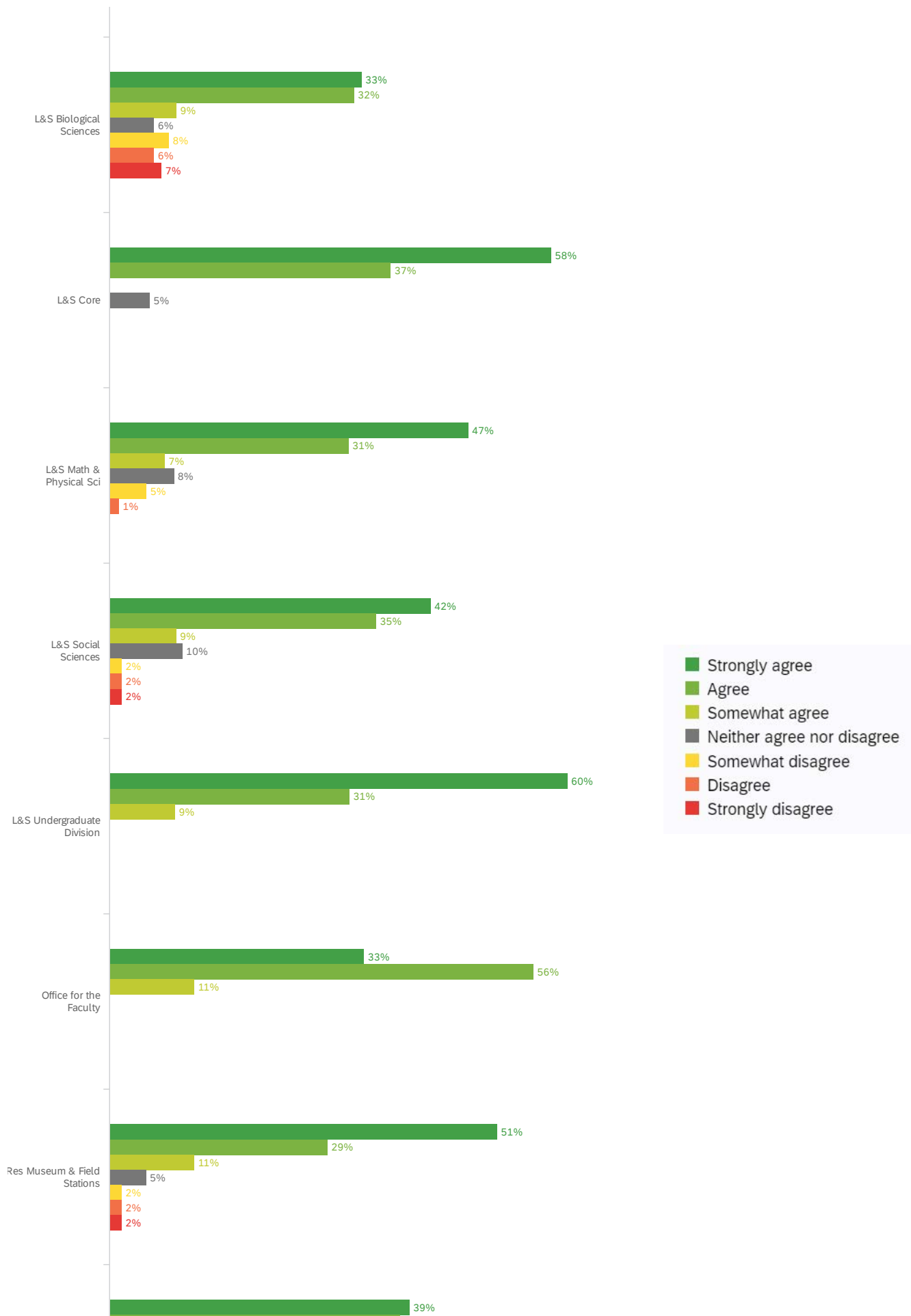
22	L&S Arts & Humanities	13%	16	30%	36	30%	36	11%	13	6%	7	7%	9	3%	4
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
23	L&S Biological Sciences	9%	9	39%	40	16%	16	17%	18	6%	6	9%	9	5%	5
24	L&S Core	11%	2	47%	9	32%	6	11%	2	0%	0	0%	0	0%	0
25	L&S Math & Physical Sci	17%	14	47%	39	19%	16	7%	6	6%	5	2%	2	1%	1
26	L&S Social Sciences	11%	14	41%	52	23%	29	10%	12	10%	12	2%	3	3%	4
27	L&S Undergraduate Division	17%	6	43%	15	29%	10	3%	1	3%	1	3%	1	3%	1
28	Office for the Faculty	22%	2	44%	4	22%	2	0%	0	0%	0	0%	0	11%	1
29	Res Museum & Field Stations	16%	10	35%	22	30%	19	8%	5	3%	2	6%	4	2%	1
30	Research Administrative Units	17%	14	44%	37	14%	12	7%	6	8%	7	5%	4	5%	4
31	School of Information	14%	3	43%	9	19%	4	19%	4	0%	0	5%	1	0%	0
32	School of Journalism	0%	0	80%	4	0%	0	0%	0	0%	0	20%	1	0%	0
33	School of Optometry	14%	5	38%	14	16%	6	19%	7	3%	1	3%	1	8%	3
34	School of Public Health	13%	9	33%	23	31%	22	11%	8	9%	6	1%	1	1%	1
35	School of Social Welfare	33%	8	25%	6	13%	3	13%	3	8%	2	4%	1	4%	1
36	Strategic Acad and Fac Plan	33%	1	33%	1	33%	1	0%	0	0%	0	0%	0	0%	0
37	Student Affairs	12%	32	34%	89	26%	67	10%	27	5%	12	8%	22	4%	10
38	Summer Sessn, Study Abrd, OLLI	19%	4	38%	8	29%	6	5%	1	10%	2	0%	0	0%	0
39	UC Library	13%	14	38%	41	24%	26	7%	8	11%	12	6%	6	2%	2
40	Undergraduate Education	18%	9	30%	15	22%	11	14%	7	12%	6	2%	1	2%	1
41	Univ Developmt and Alumni Rel	40%	46	40%	46	15%	17	2%	2	3%	3	2%	2	0%	0
42	University Extension	9%	7	36%	28	19%	15	8%	6	12%	9	4%	3	13%	10
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	14%	9	47%	30	23%	15	8%	5	2%	1	6%	4	0%	0

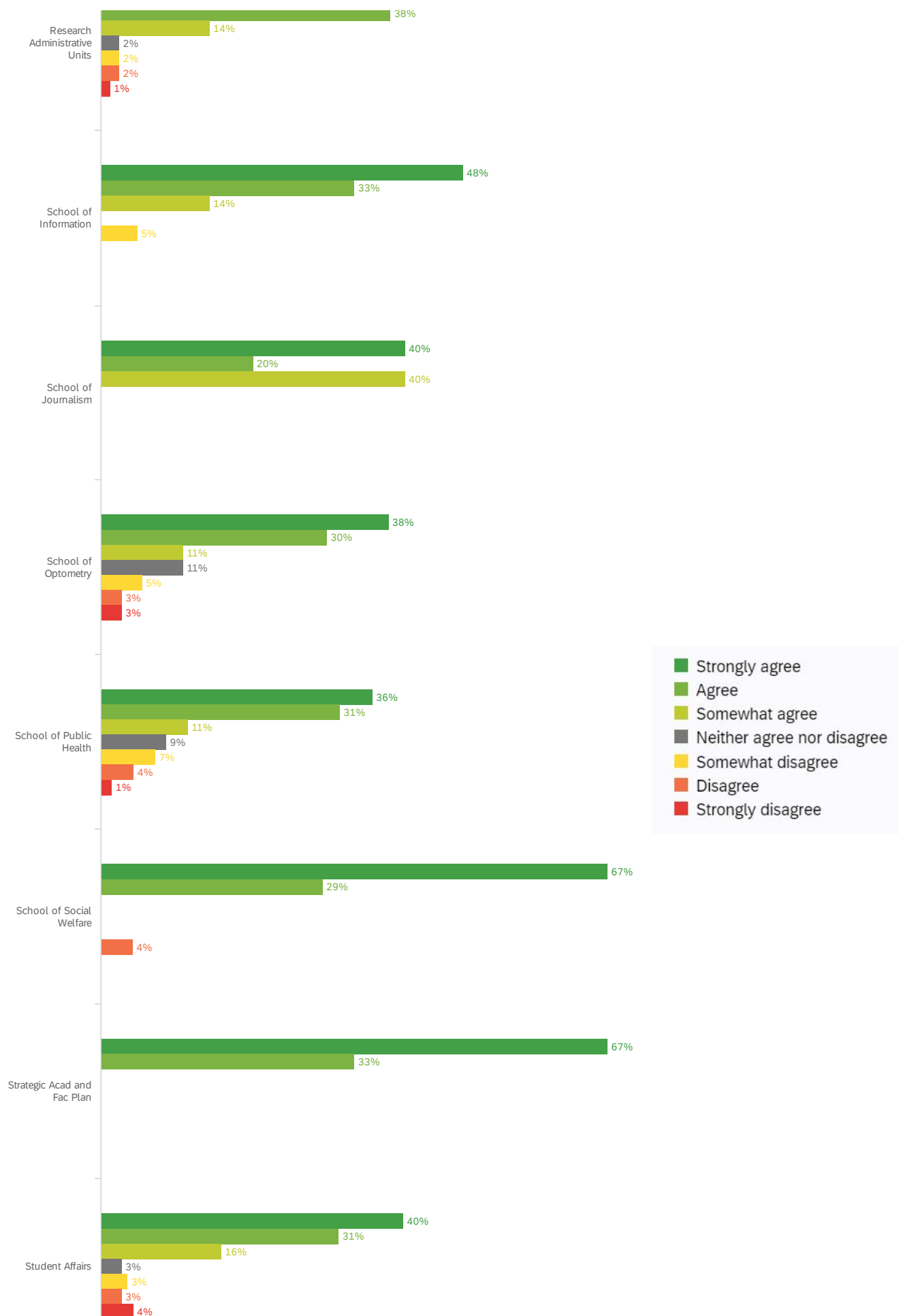
My well-being is important to my immediate supervisor

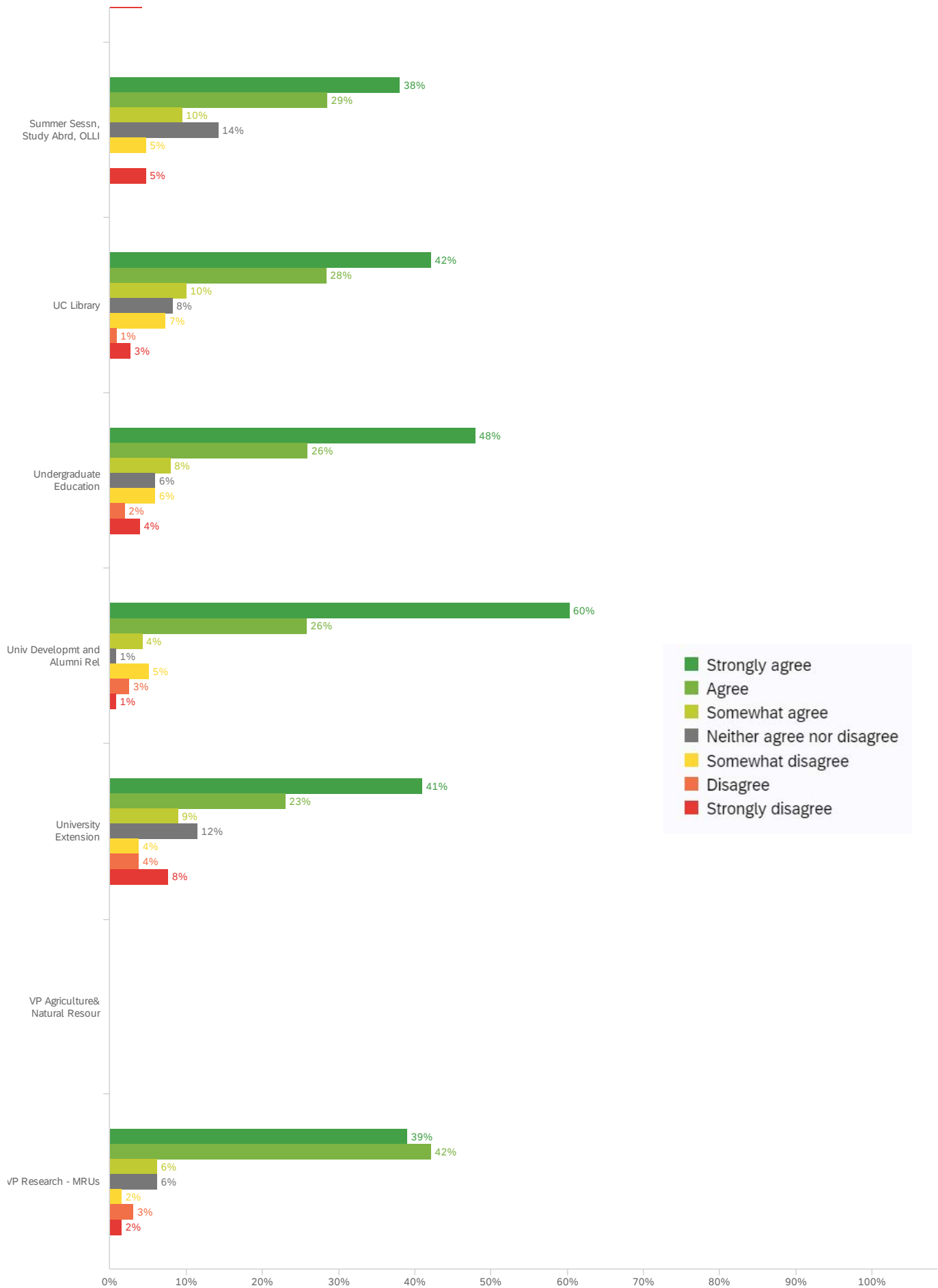








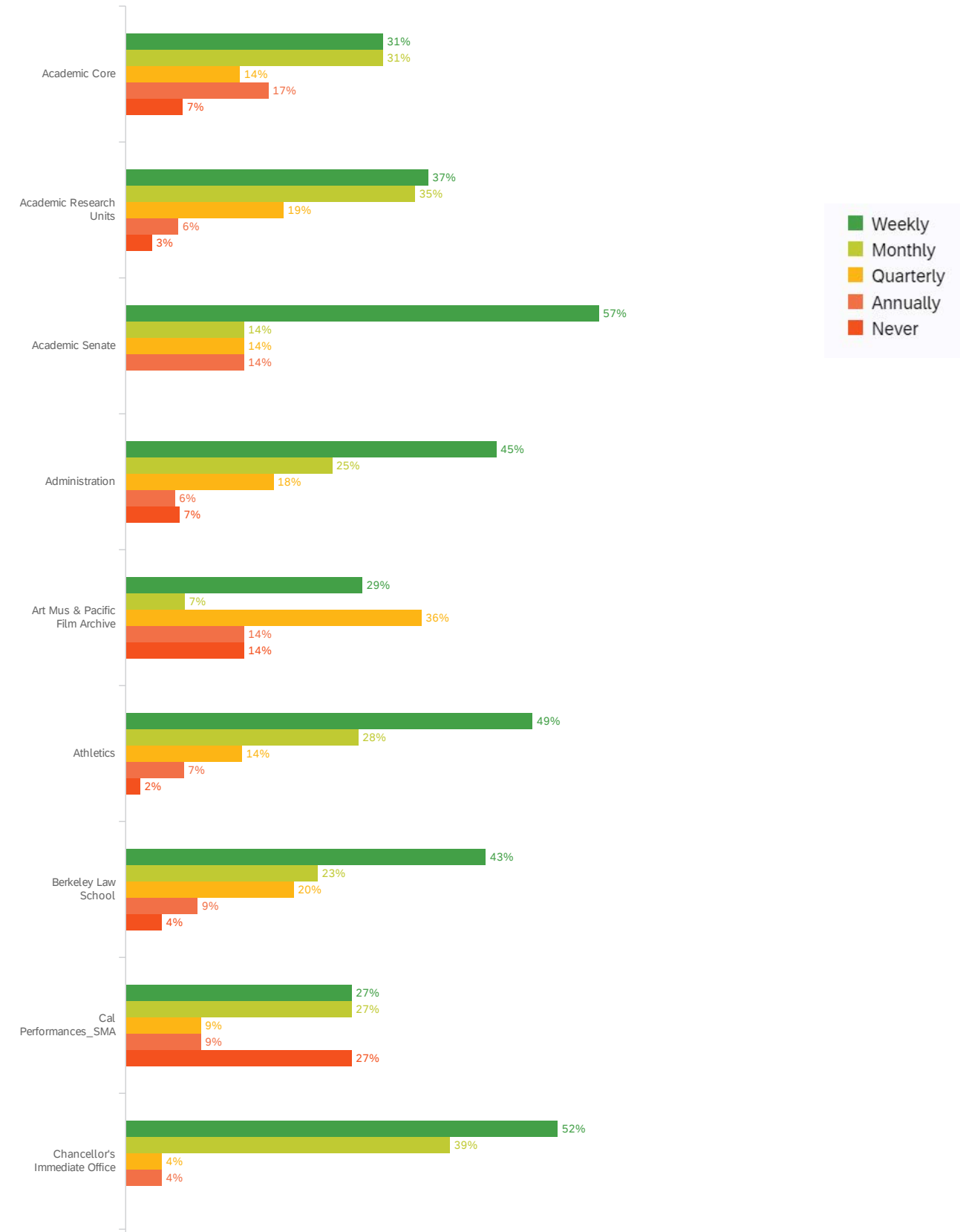


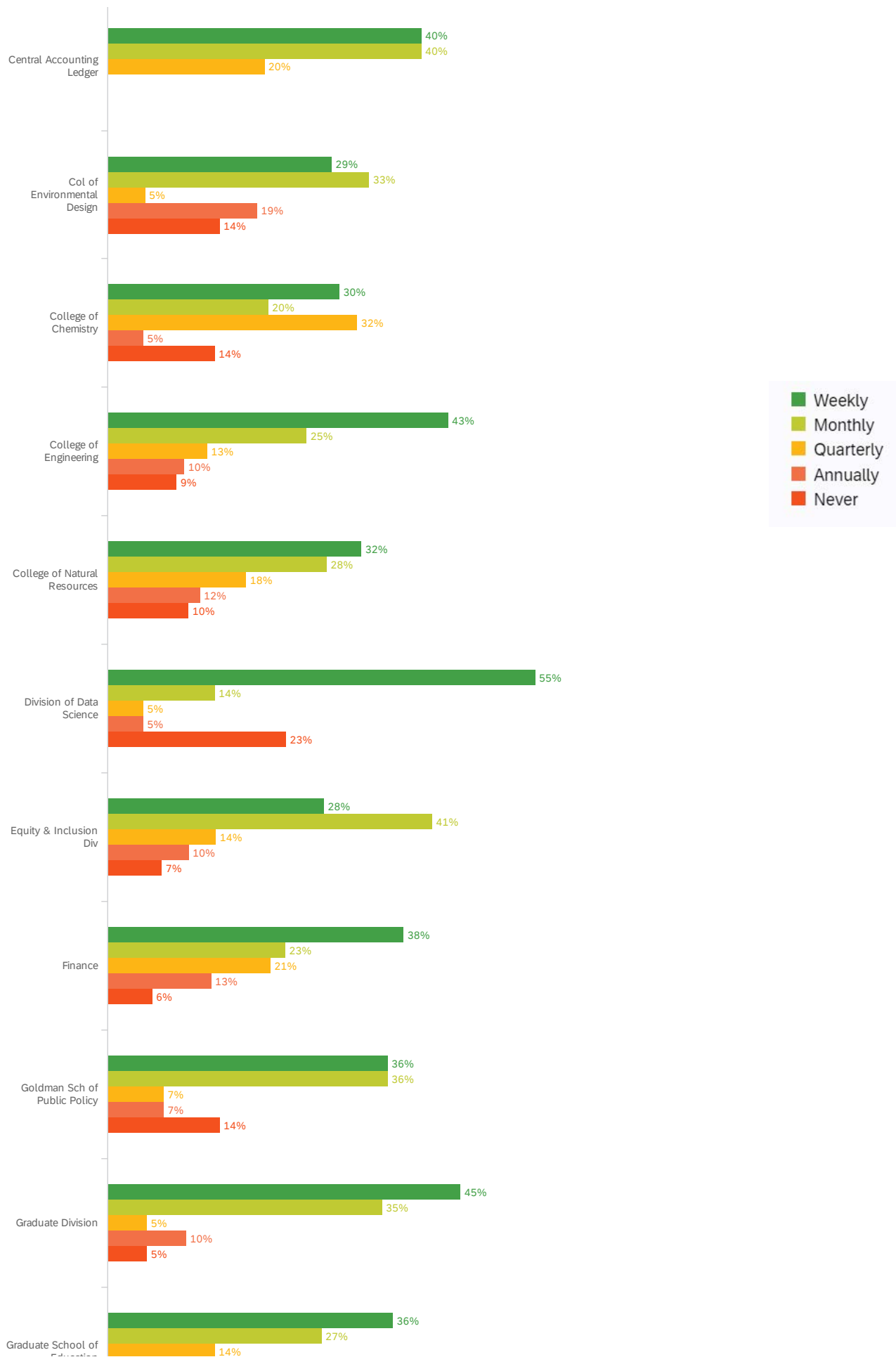


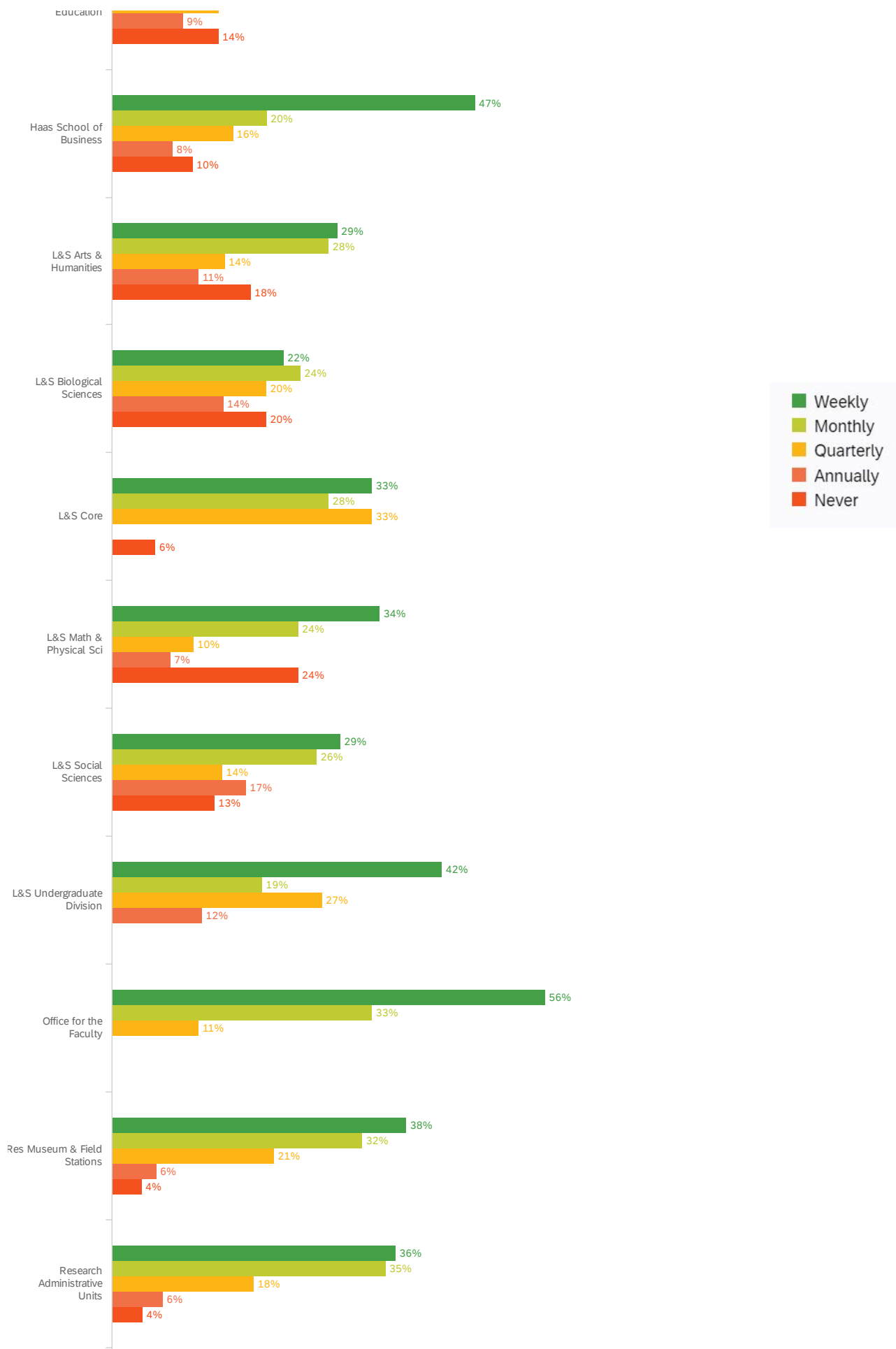
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
1	Academic Core	47%	15	19%	6	16%	5	6%	2	3%	1	6%	2	3%	1
2	Academic Research Units	41%	31	41%	31	11%	8	4%	3	1%	1	1%	1	0%	0
3	Academic Senate	56%	5	22%	2	0%	0	22%	2	0%	0	0%	0	0%	0
4	Administration	45%	175	31%	122	11%	41	5%	19	3%	12	2%	9	3%	10
5	Art Mus & Pacific Film Archive	35%	6	24%	4	6%	1	12%	2	12%	2	6%	1	6%	1
6	Athletics	40%	25	39%	24	13%	8	5%	3	3%	2	0%	0	0%	0
7	Berkeley Law School	51%	41	31%	25	7%	6	5%	4	1%	1	4%	3	1%	1
8	Cal Performances_SMA	31%	5	31%	5	6%	1	6%	1	6%	1	6%	1	13%	2
9	Chancellor's Immediate Office	58%	14	25%	6	13%	3	4%	1	0%	0	0%	0	0%	0
10	Central Accounting Ledger	50%	3	33%	2	17%	1	0%	0	0%	0	0%	0	0%	0
11	Col of Environmental Design	18%	5	32%	9	18%	5	18%	5	7%	2	7%	2	0%	0
12	College of Chemistry	40%	21	42%	22	2%	1	8%	4	4%	2	2%	1	2%	1
13	College of Engineering	47%	106	28%	64	12%	27	7%	15	2%	4	1%	3	3%	7
14	College of Natural Resources	44%	35	28%	22	15%	12	5%	4	5%	4	0%	0	3%	2
15	Division of Data Science	33%	8	29%	7	21%	5	4%	1	4%	1	8%	2	0%	0
16	Equity & Inclusion Div	52%	33	23%	15	8%	5	3%	2	8%	5	5%	3	2%	1
17	Finance	34%	22	42%	27	13%	8	3%	2	3%	2	0%	0	5%	3
18	Goldman Sch of Public Policy	47%	8	29%	5	6%	1	0%	0	6%	1	0%	0	12%	2
19	Graduate Division	52%	12	30%	7	4%	1	4%	1	0%	0	0%	0	9%	2
20	Graduate School of Education	44%	12	37%	10	7%	2	7%	2	0%	0	0%	0	4%	1
21	Haas School of Business	54%	70	25%	32	4%	5	9%	12	3%	4	1%	1	5%	6

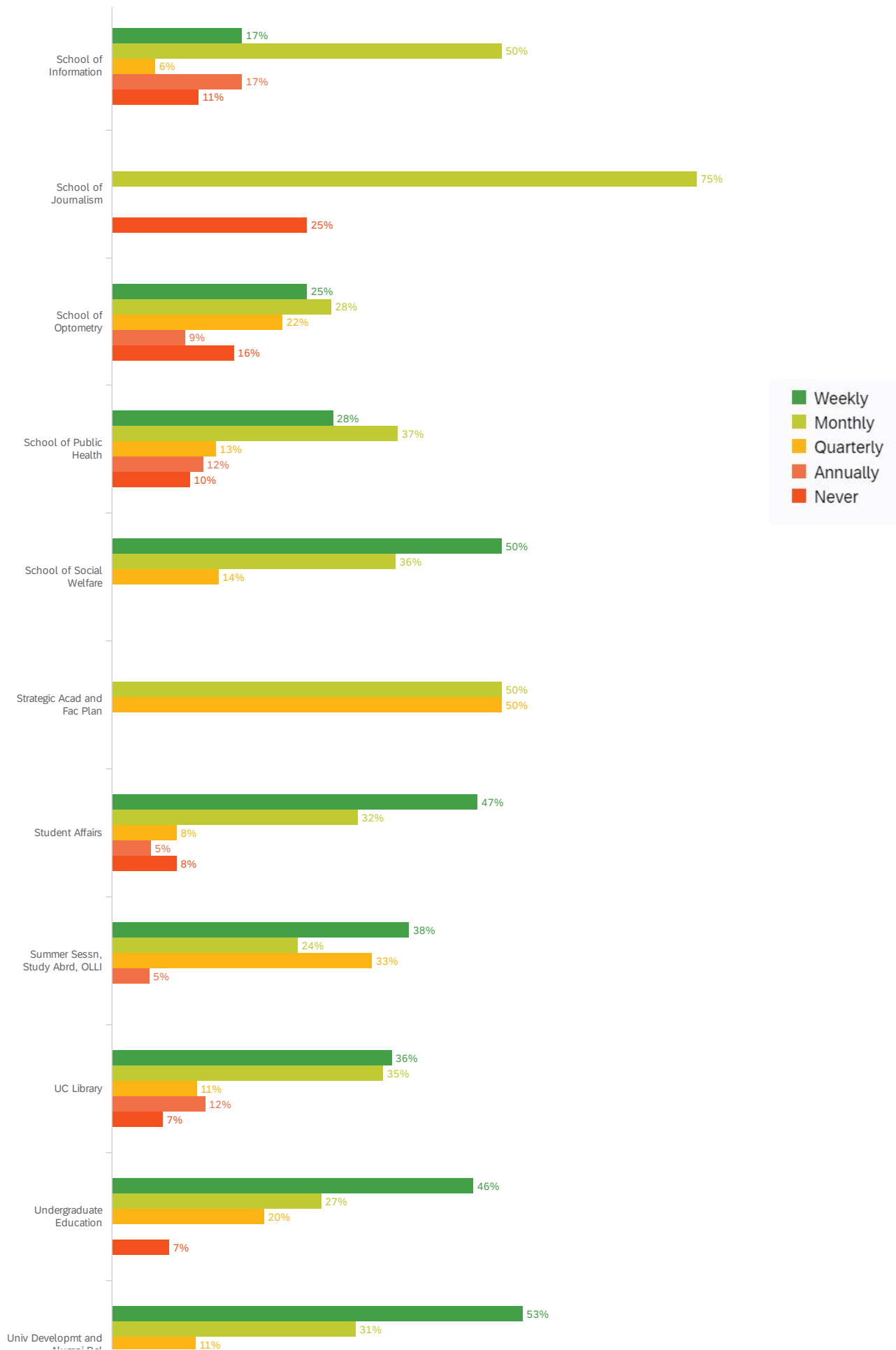
22	L&S Arts & Humanities Field	40%	48	31%	37	9%	11	10%	12	3%	4	7%	8	1%	1
#		Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
23	L&S Biological Sciences	33%	34	32%	33	9%	9	6%	6	8%	8	6%	6	7%	7
24	L&S Core	58%	11	37%	7	0%	0	5%	1	0%	0	0%	0	0%	0
25	L&S Math & Physical Sci	47%	39	31%	26	7%	6	8%	7	5%	4	1%	1	0%	0
26	L&S Social Sciences	42%	53	35%	44	9%	11	10%	12	2%	2	2%	2	2%	2
27	L&S Undergraduate Division	60%	21	31%	11	9%	3	0%	0	0%	0	0%	0	0%	0
28	Office for the Faculty	33%	3	56%	5	11%	1	0%	0	0%	0	0%	0	0%	0
29	Res Museum & Field Stations	51%	32	29%	18	11%	7	5%	3	2%	1	2%	1	2%	1
30	Research Administrative Units	39%	33	38%	32	14%	12	2%	2	2%	2	2%	2	1%	1
31	School of Information	48%	10	33%	7	14%	3	0%	0	5%	1	0%	0	0%	0
32	School of Journalism	40%	2	20%	1	40%	2	0%	0	0%	0	0%	0	0%	0
33	School of Optometry	38%	14	30%	11	11%	4	11%	4	5%	2	3%	1	3%	1
34	School of Public Health	36%	25	31%	22	11%	8	9%	6	7%	5	4%	3	1%	1
35	School of Social Welfare	67%	16	29%	7	0%	0	0%	0	0%	0	4%	1	0%	0
36	Strategic Acad and Fac Plan	67%	2	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0
37	Student Affairs	40%	103	31%	81	16%	41	3%	7	3%	9	3%	7	4%	11
38	Summer Sessn, Study Abrd, OLLI	38%	8	29%	6	10%	2	14%	3	5%	1	0%	0	5%	1
39	UC Library	42%	46	28%	31	10%	11	8%	9	7%	8	1%	1	3%	3
40	Undergraduate Education	48%	24	26%	13	8%	4	6%	3	6%	3	2%	1	4%	2
41	Univ Developmt and Alumni Rel	60%	70	26%	30	4%	5	1%	1	5%	6	3%	3	1%	1
42	University Extension	41%	32	23%	18	9%	7	12%	9	4%	3	4%	3	8%	6
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	39%	25	42%	27	6%	4	6%	4	2%	1	3%	2	2%	1

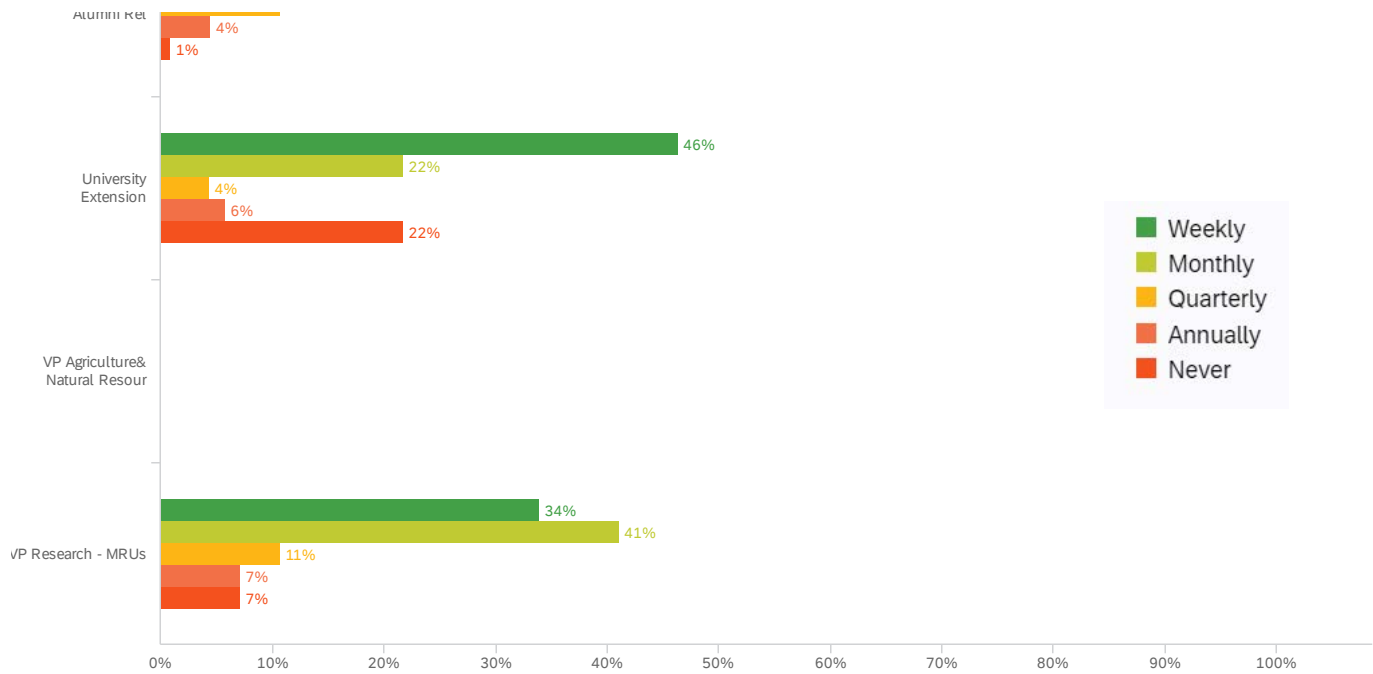
(Optional) How often does your immediate supervisor give recognition or praise for doing good work?









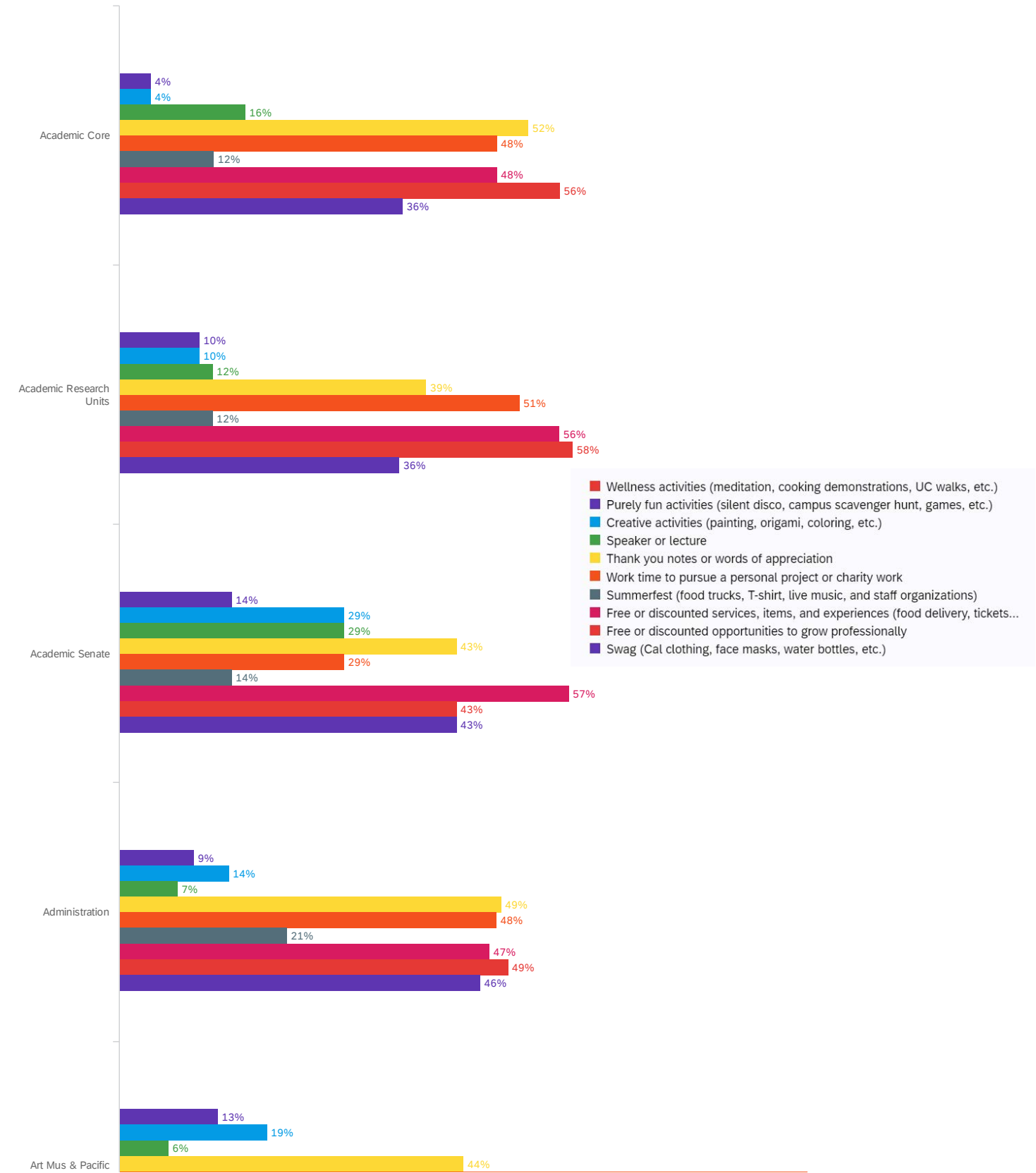


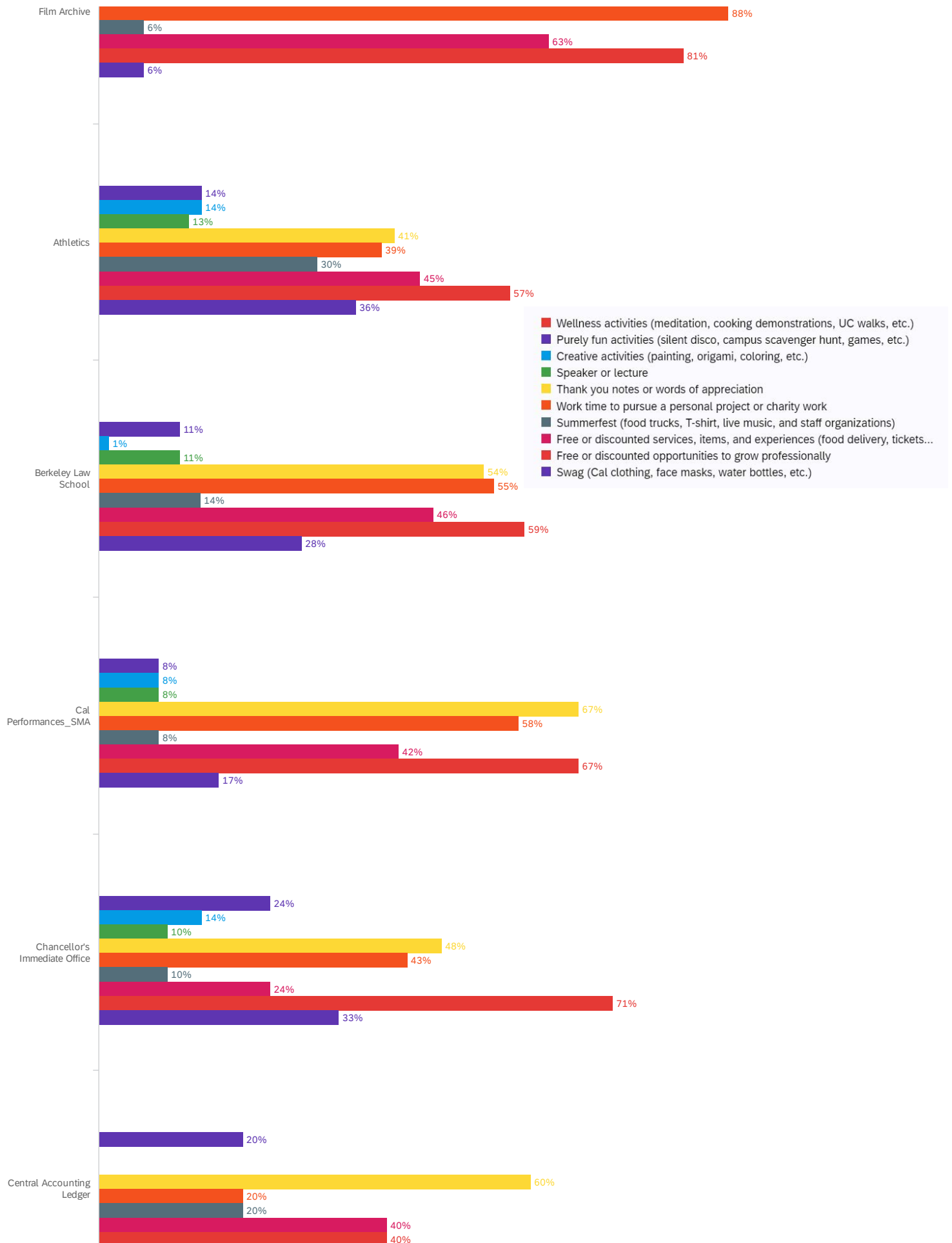
#	Field	Weekly		Monthly		Quarterly		Annually		Never	
1	Academic Core	1%	9	1%	9	1%	4	2%	5	1%	2
2	Academic Research Units	2%	23	3%	22	3%	12	2%	4	1%	2
3	Academic Senate	0%	4	0%	1	0%	1	0%	1	0%	0
4	Administration	16%	158	12%	88	16%	63	10%	21	10%	23
5	Art Mus & Pacific Film Archive	0%	4	0%	1	1%	5	1%	2	1%	2
6	Athletics	3%	28	2%	16	2%	8	2%	4	0%	1
7	Berkeley Law School	3%	30	2%	16	4%	14	3%	6	1%	3
8	Cal Performances_SMA	0%	3	0%	3	0%	1	0%	1	1%	3
9	Chancellor's Immediate Office	1%	12	1%	9	0%	1	0%	1	0%	0
10	Central Accounting Ledger	0%	2	0%	2	0%	1	0%	0	0%	0
11	Col of Environmental Design	1%	6	1%	7	0%	1	2%	4	1%	3
12	College of Chemistry	1%	13	1%	9	4%	14	1%	2	3%	6
13	College of Engineering	9%	89	7%	52	7%	26	9%	20	8%	18
14	College of Natural Resources	2%	22	3%	19	3%	12	4%	8	3%	7
15	Division of Data Science	1%	12	0%	3	0%	1	0%	1	2%	5
16	Equity & Inclusion Div	2%	16	3%	24	2%	8	3%	6	2%	4
17	Finance	2%	20	2%	12	3%	11	3%	7	1%	3
18	Goldman Sch of Public Policy	0%	5	1%	5	0%	1	0%	1	1%	2

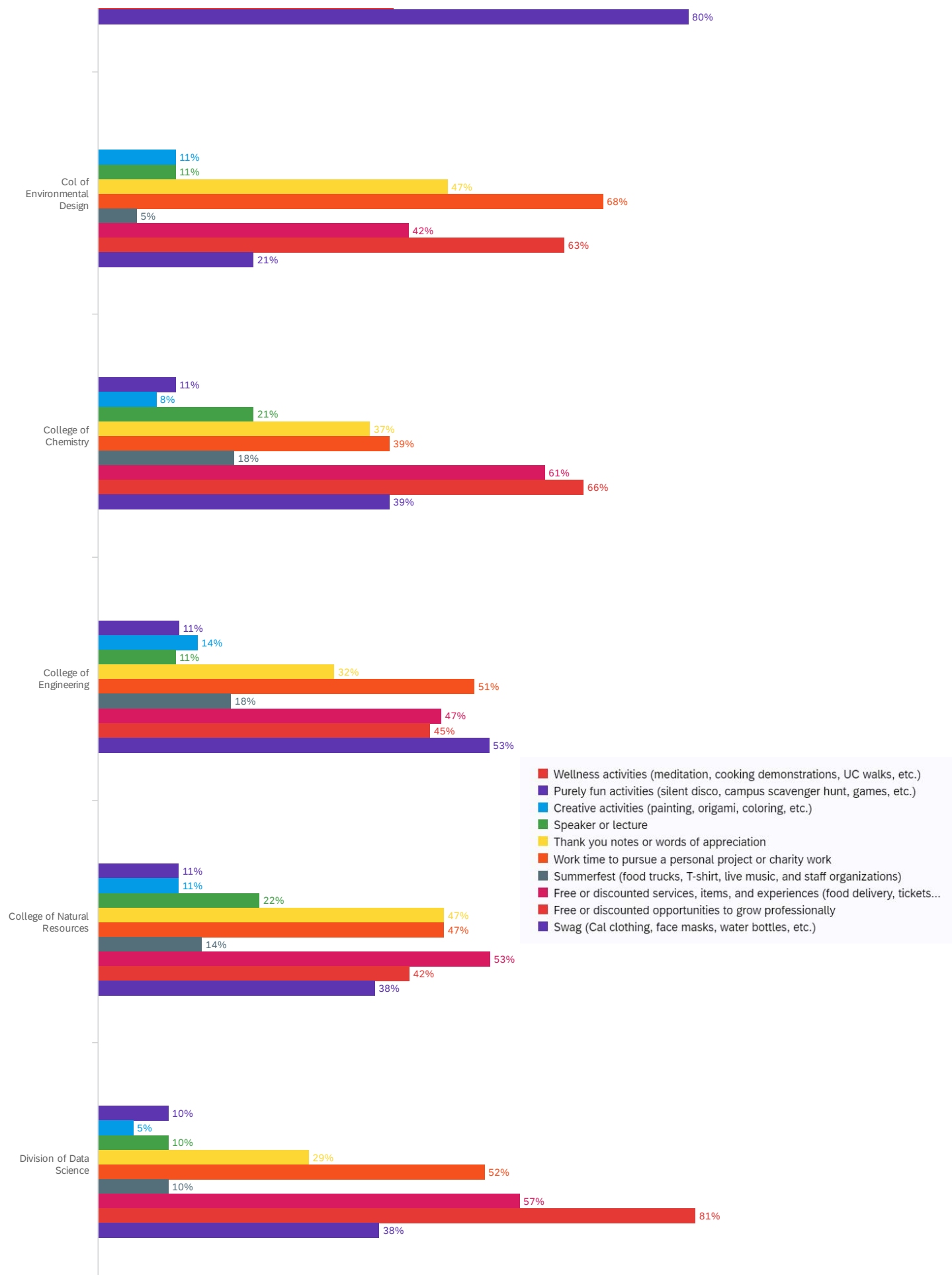
#	Field	Weekly		Monthly		Quarterly		Annually		Never	
19	Graduate Division	1%	9	1%	7	0%	1	1%	2	0%	1
20	Graduate School of Education	1%	8	1%	6	1%	3	1%	2	1%	3
21	Haas School of Business	5%	54	3%	23	5%	18	4%	9	5%	12
22	L&S Arts & Humanities	3%	26	3%	25	3%	13	5%	10	7%	16
23	L&S Biological Sciences	2%	20	3%	22	5%	18	6%	13	8%	18
24	L&S Core	1%	6	1%	5	2%	6	0%	0	0%	1
25	L&S Math & Physical Sci	2%	23	2%	16	2%	7	2%	5	7%	16
26	L&S Social Sciences	3%	29	4%	26	4%	14	8%	17	6%	13
27	L&S Undergraduate Division	1%	11	1%	5	2%	7	1%	3	0%	0
28	Office for the Faculty	0%	5	0%	3	0%	1	0%	0	0%	0
29	Res Museum & Field Stations	2%	20	2%	17	3%	11	1%	3	1%	2
30	Research Administrative Units	3%	28	4%	27	4%	14	2%	5	1%	3
31	School of Information	0%	3	1%	9	0%	1	1%	3	1%	2
32	School of Journalism	0%	0	0%	3	0%	0	0%	0	0%	1
33	School of Optometry	1%	8	1%	9	2%	7	1%	3	2%	5
34	School of Public Health	2%	17	3%	22	2%	8	3%	7	3%	6
35	School of Social Welfare	1%	11	1%	8	1%	3	0%	0	0%	0
36	Strategic Acad and Fac Plan	0%	0	0%	1	0%	1	0%	0	0%	0
37	Student Affairs	11%	113	10%	76	5%	20	6%	12	9%	20
38	Summer Sessn, Study Abrd, OLLI	1%	8	1%	5	2%	7	0%	1	0%	0
39	UC Library	3%	33	4%	32	3%	10	5%	11	3%	6
40	Undergraduate Education	2%	19	2%	11	2%	8	0%	0	1%	3
41	Univ Developmt and Alumni Rel	6%	59	5%	35	3%	12	2%	5	0%	1
42	University Extension	3%	32	2%	15	1%	3	2%	4	6%	15
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	2%	19	3%	23	2%	6	2%	4	2%	4
		1017		729		383		213		232	

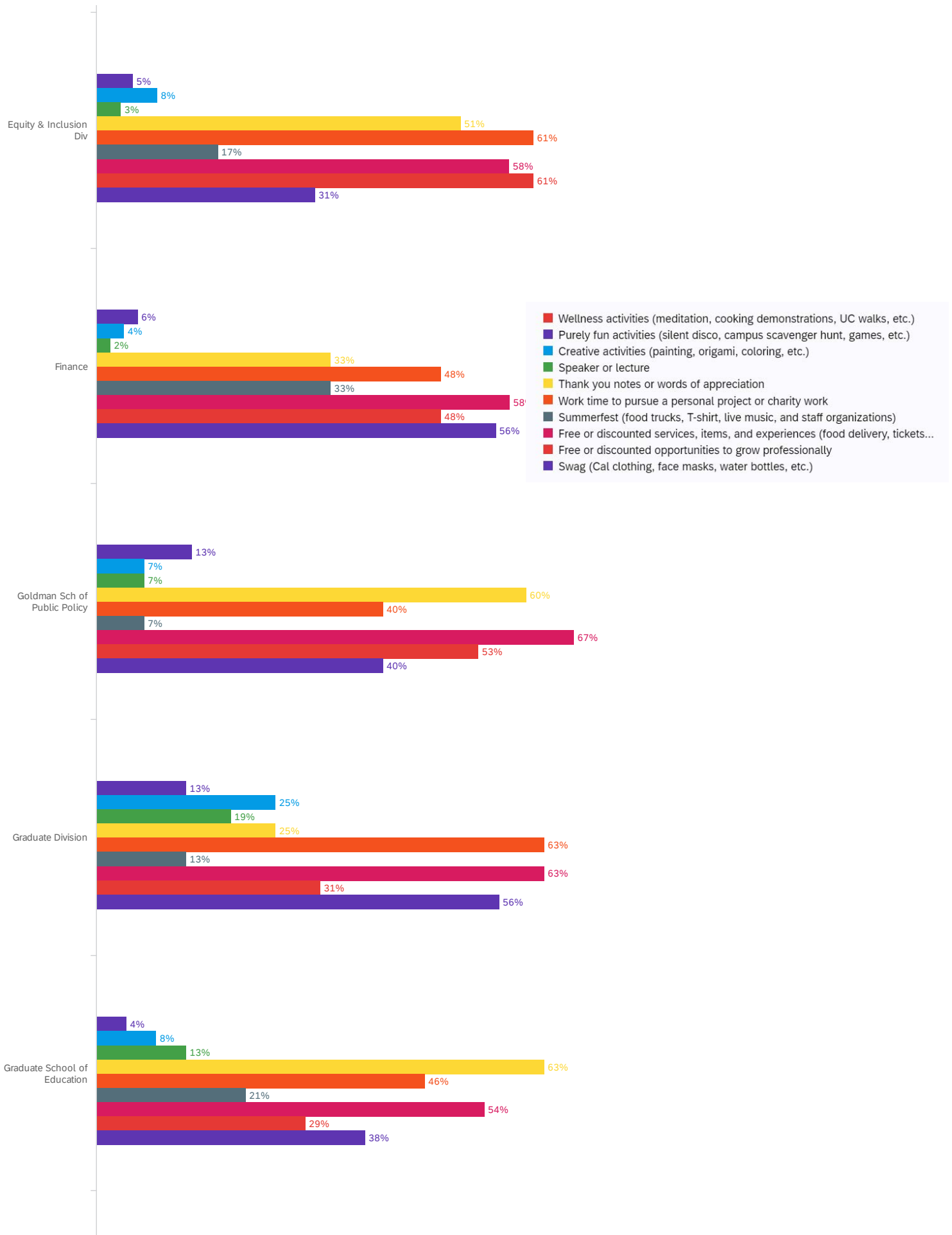
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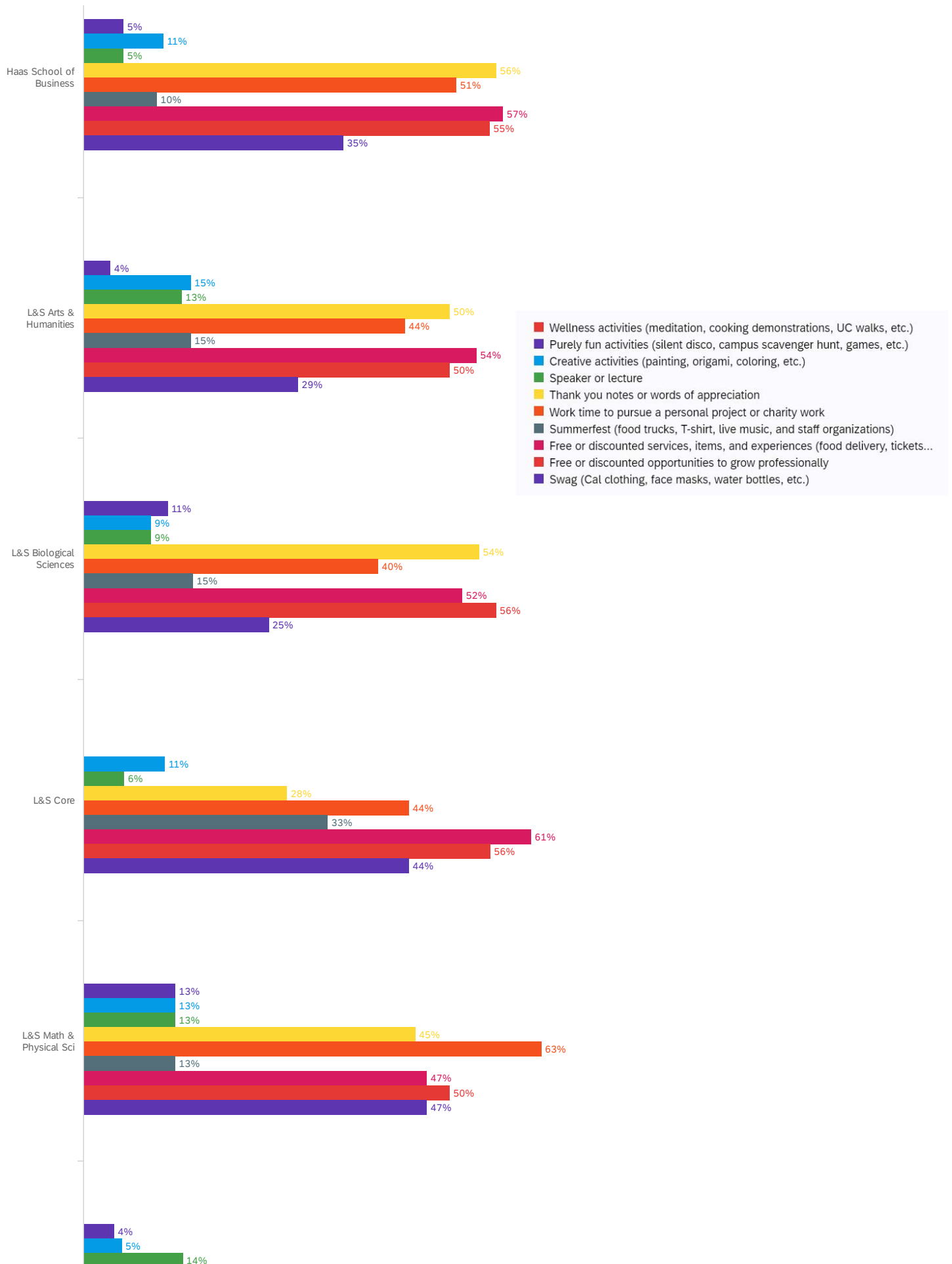
(Optional) Please select your top three options that would make you feel most appreciated:

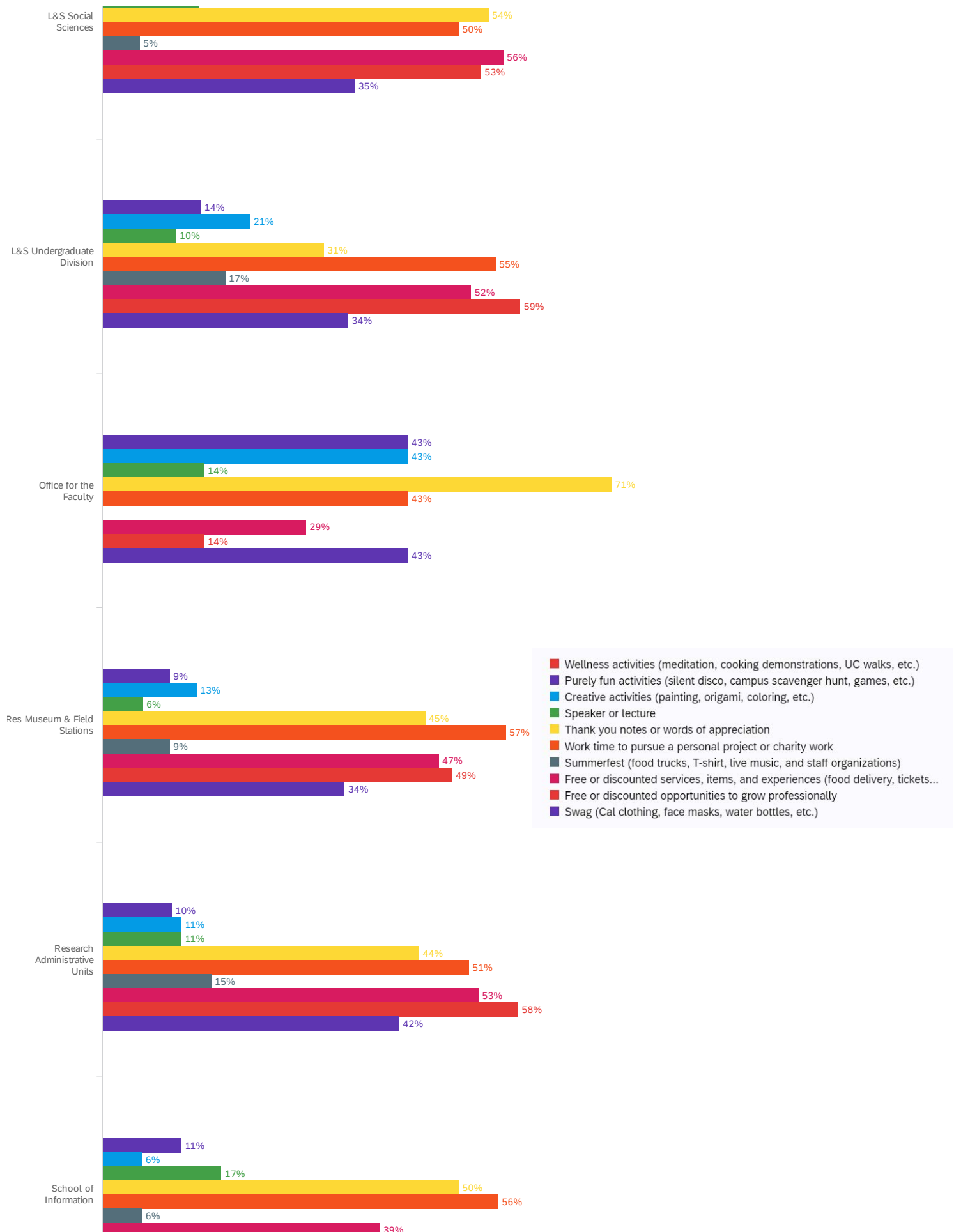


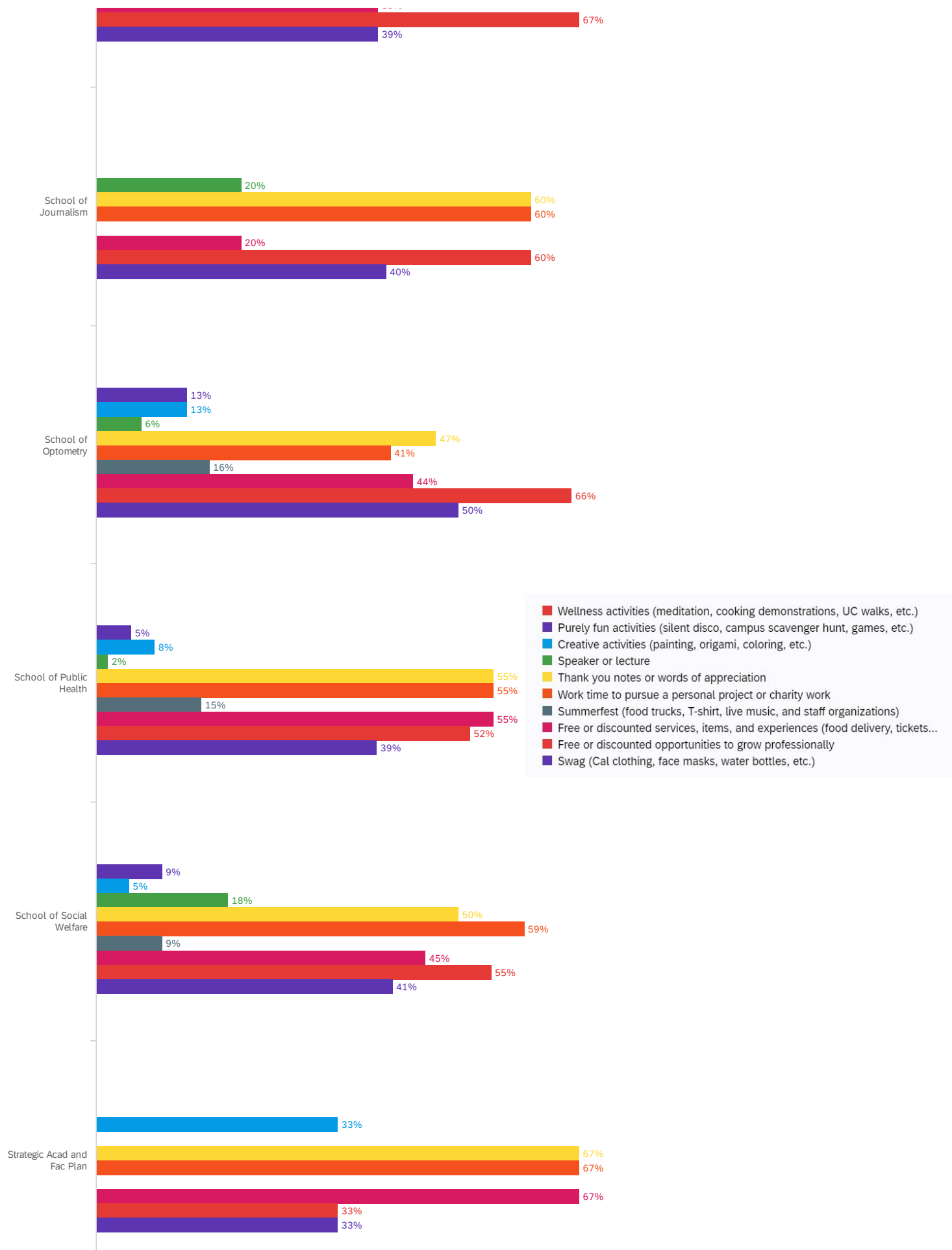


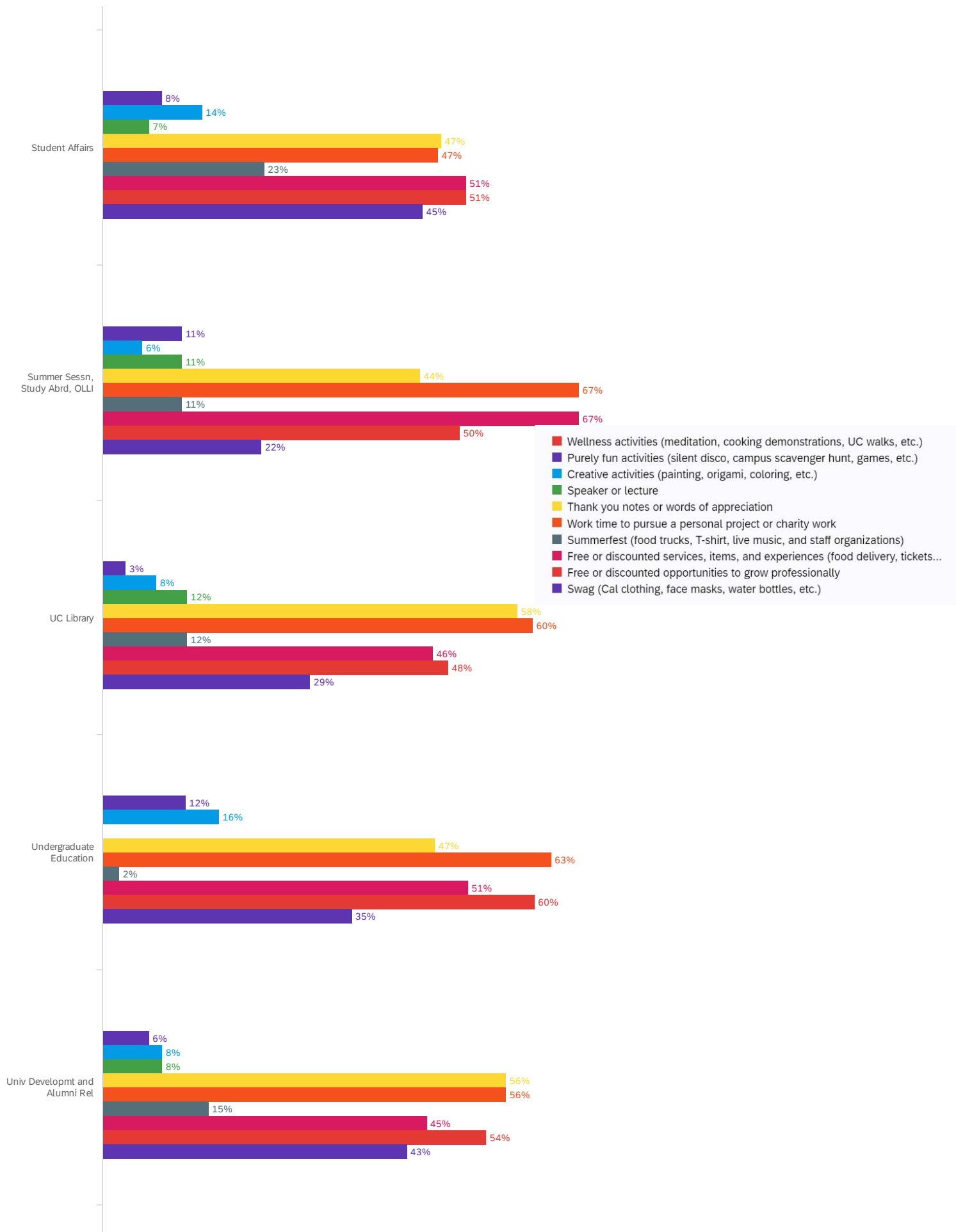


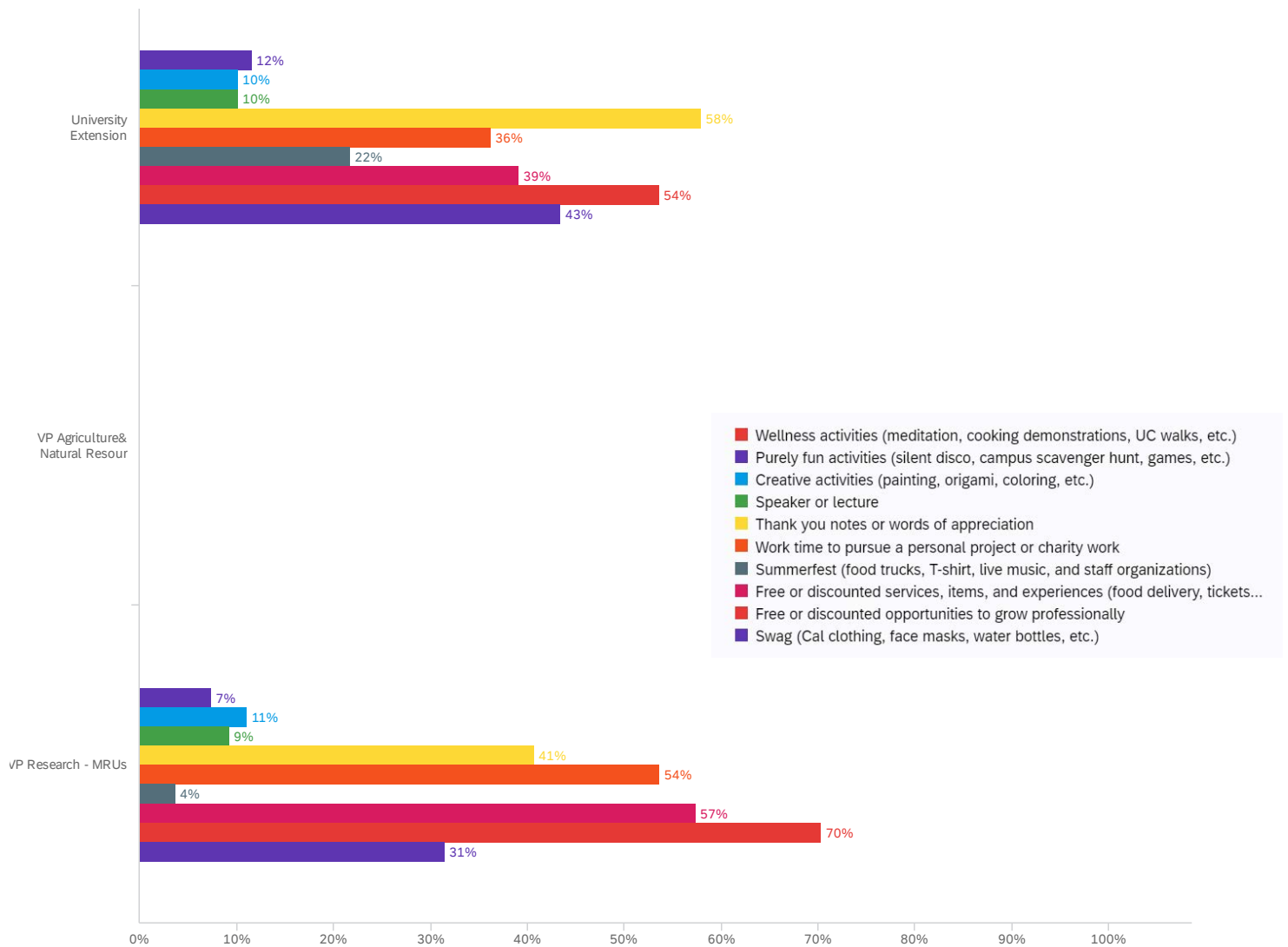










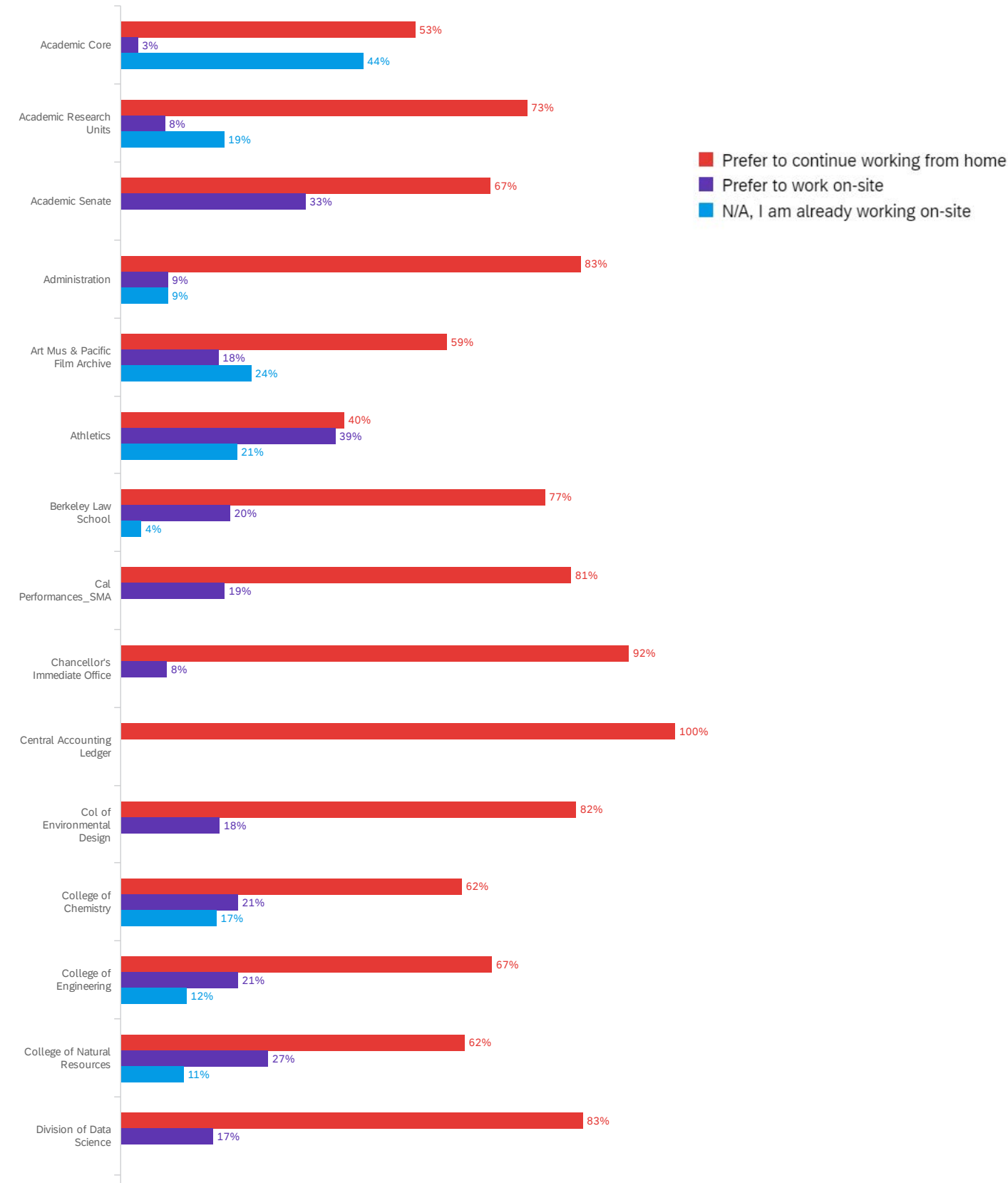


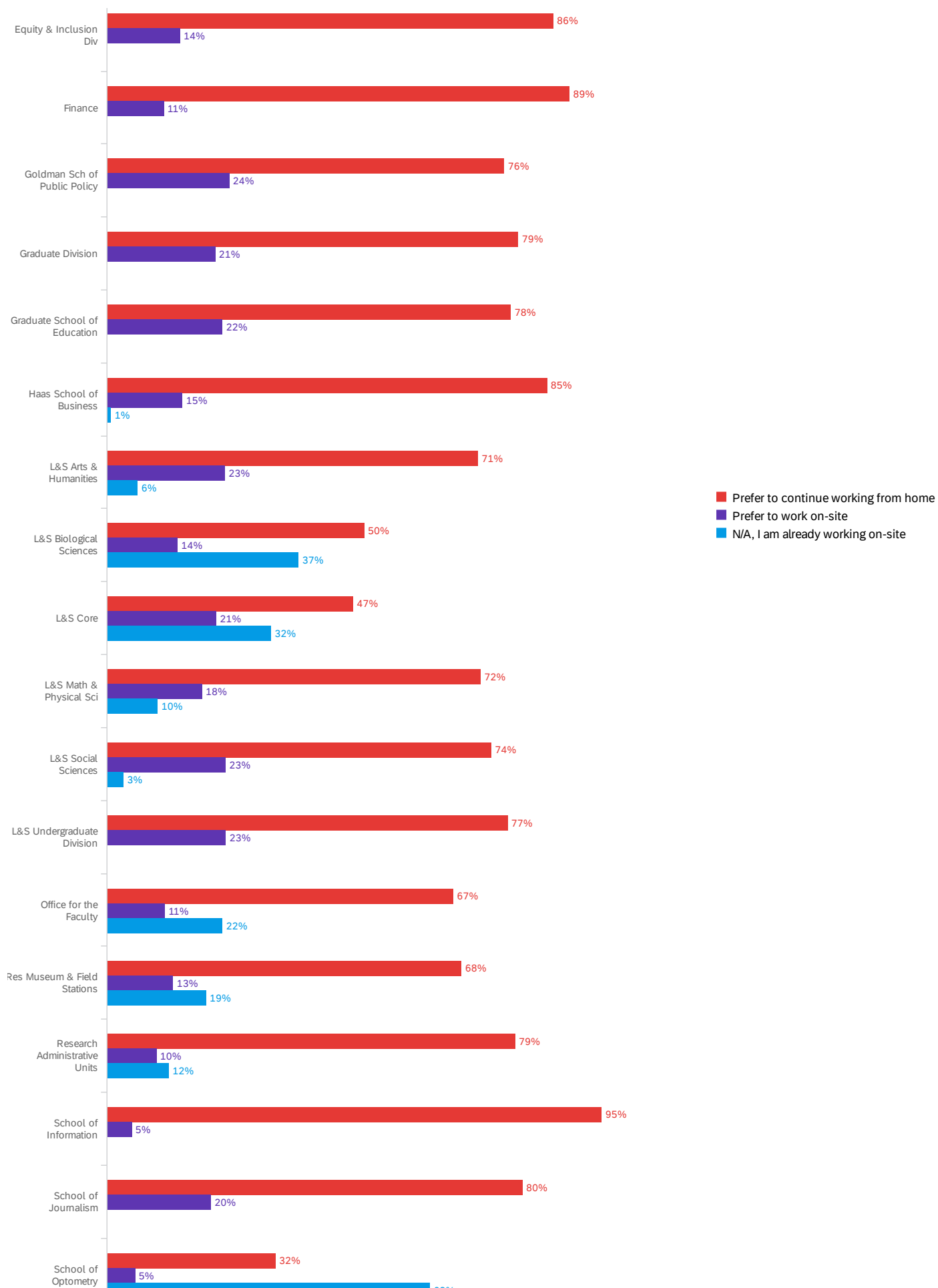
#	Field	Wellness activities (meditation, cooking demonstrations, UC walks, etc.)	Purely fun activities (silent disco, campus scavenger hunt, games, etc.)	Creative activities (painting, origami, coloring, etc.)	Speaker or lecture	Thank you notes or words of appreciation	Work time to pursue a personal project or charity work	Summerfest (food trucks, T-shirt, live music, and staff organizations)	di s ite ex
1	Academic Core	0% 0	0% 1	0% 1	2% 4	1% 13	1% 12	1% 3	1
2	Academic Research Units	0% 0	3% 6	2% 6	3% 7	2% 23	2% 30	2% 7	3
3	Academic Senate	0% 0	0% 1	1% 2	1% 2	0% 3	0% 2	0% 1	0
4	Administration	0% 0	15% 32	17% 47	11% 25	14% 164	13% 162	18% 72	13
5	Art Mus & Pacific Film Archive	0% 0	1% 2	1% 3	0% 1	1% 7	1% 14	0% 1	1
6	Athletics	0% 0	4% 8	3% 8	3% 7	2% 23	2% 22	4% 17	2

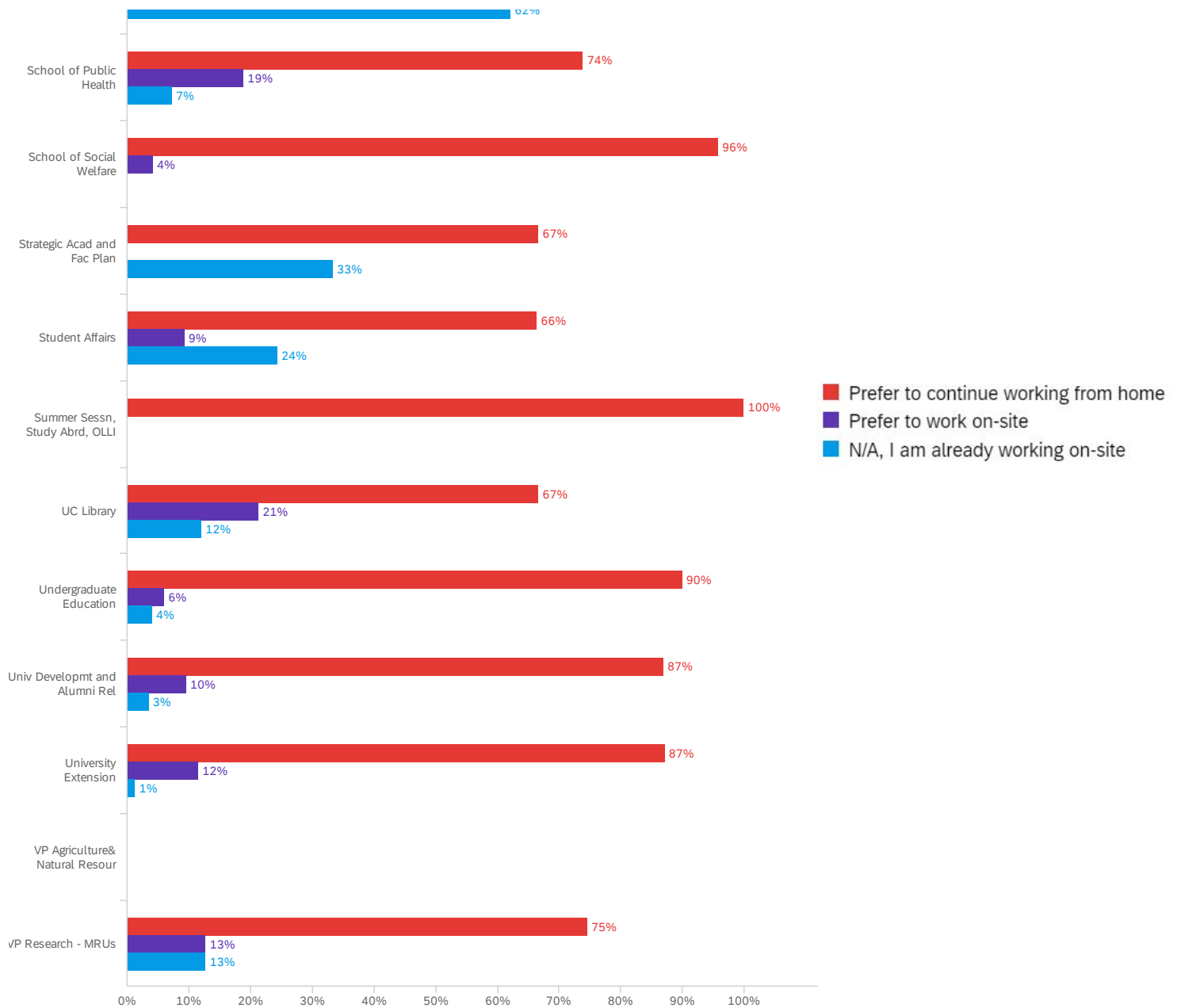
#	Field	Wellness activities (meditation, cooking demonstrations, UC walks, etc.)		Purely fun activities (silent disco, campus scavenger hunt, games, etc.)		Creative activities (painting, origami, coloring, etc.)		Speaker or lecture		Thank you notes or words of appreciation		Work time to pursue a personal project or charity work		Summerfest (food trucks, T-shirt, live music, and staff organizations)		dis site ex d ti s ente eve
7	Berkeley Law School	0%	0	4%	8	0%	1	3%	8	3%	38	3%	39	3%	10	3
8	Cal Performances_SMA	0%	0	0%	1	0%	1	0%	1	1%	8	1%	7	0%	1	0
9	Chancellor's Immediate Office	0%	0	2%	5	1%	3	1%	2	1%	10	1%	9	1%	2	0
10	Central Accounting Ledger	0%	0	0%	1	0%	0	0%	0	0%	3	0%	1	0%	1	0
11	Col of Environmental Design	0%	0	0%	0	1%	2	1%	2	1%	9	1%	13	0%	1	1
12	College of Chemistry	0%	0	2%	4	1%	3	3%	8	1%	14	1%	15	2%	7	2
13	College of Engineering	0%	0	10%	22	10%	27	9%	21	5%	64	8%	102	9%	36	7
14	College of Natural Resources	0%	0	3%	7	3%	7	6%	14	3%	30	2%	30	2%	9	3
15	Division of Data Science	0%	0	1%	2	0%	1	1%	2	1%	6	1%	11	1%	2	1
16	Equity & Inclusion Div	0%	0	1%	3	2%	5	1%	2	3%	30	3%	36	3%	10	3
17	Finance	0%	0	1%	3	1%	2	0%	1	1%	17	2%	25	4%	17	2
18	Goldman Sch of Public Policy	0%	0	1%	2	0%	1	0%	1	1%	9	0%	6	0%	1	1
19	Graduate Division	0%	0	1%	2	1%	4	1%	3	0%	4	1%	10	1%	2	1
20	Graduate School of Education	0%	0	0%	1	1%	2	1%	3	1%	15	1%	11	1%	5	1
21	Haas School of Business	0%	0	3%	6	4%	12	3%	6	5%	62	4%	56	3%	11	5

22	L&S Arts & Humanities	0% 0 Wellness activities	1% 3 Purely fun activities (silent disco, scavenger hunt, games, etc.)	4% 12 Creative activities (painting, origami, coloring, etc.)	5% 11 Speaker or lecture	3% 41 Thank you notes or words of appreciation	3% 36 Work time to pursue a personal project or charity work	3% 12 Summerfest (food trucks, T-shirt, live music, and staff organizations)	di 4 site ex 4 d ti s ente eve 2
23	L&S Biological Sciences	0% 0 (meditation, cooking demonstrations, UC walks, etc.)	0% 0	3% 8	3% 8	4% 47	3% 35	3% 13	
24	L&S Core	0% 0	0% 0	1% 2	0% 1	0% 5	1% 8	2% 6	
25	L&S Math & Physical Sci	0% 0	4% 8	3% 8	3% 8	2% 29	3% 40	2% 8	
26	L&S Social Sciences	0% 0	2% 4	2% 5	6% 13	4% 52	4% 48	1% 5	4
27	L&S Undergraduate Division	0% 0	2% 4	2% 6	1% 3	1% 9	1% 16	1% 5	1
28	Office for the Faculty	0% 0	1% 3	1% 3	0% 1	0% 5	0% 3	0% 0	0
29	Res Museum & Field Stations	0% 0	2% 5	3% 7	1% 3	2% 24	2% 30	1% 5	2
30	Research Administrative Units	0% 0	3% 7	3% 8	3% 8	3% 32	3% 37	3% 11	3
31	School of Information	0% 0	1% 2	0% 1	1% 3	1% 9	1% 10	0% 1	1
32	School of Journalism	0% 0	0% 0	0% 0	0% 1	0% 3	0% 3	0% 0	0
33	School of Optometry	0% 0	2% 4	1% 4	1% 2	1% 15	1% 13	1% 5	1
34	School of Public Health	0% 0	1% 3	2% 5	0% 1	3% 34	3% 34	2% 9	3
35	School of Social Welfare	0% 0	1% 2	0% 1	2% 4	1% 11	1% 13	1% 2	1
36	Strategic Acad and Fac Plan	0% 0	0% 0	0% 1	0% 0	0% 2	0% 2	0% 0	0
37	Student Affairs	0% 0	9% 19	12% 32	6% 15	9% 109	9% 108	13% 52	9
38	Summer Sessn, Study Abrd, OLLI	0% 0	1% 2	0% 1	1% 2	1% 8	1% 12	1% 2	1
39	UC Library	0% 0	1% 3	3% 7	5% 11	5% 54	4% 56	3% 11	3
40	Undergraduate Education	0% 0	2% 5	3% 7	0% 0	2% 20	2% 27	0% 1	2
41	Univ Developmt and	0% 0	3% 7	3% 9	4% 9	5% 61	5% 61	4% 16	4

If shelter-in-place orders are modified and the university begins to bring limited number of employees to work on-site, would you:







#	Field	Prefer to continue working from home		Prefer to work on-site		N/A, I am already working on-site		Total
1	Academic Core	53%	17	3%	1	44%	14	32
2	Academic Research Units	73%	55	8%	6	19%	14	75
3	Academic Senate	67%	6	33%	3	0%	0	9
4	Administration	83%	321	9%	33	9%	33	387
5	Art Mus & Pacific Film Archive	59%	10	18%	3	24%	4	17
6	Athletics	40%	25	39%	24	21%	13	62
7	Berkeley Law School	77%	62	20%	16	4%	3	81
8	Cal Performances_SMA	81%	13	19%	3	0%	0	16

#	Field	Prefer to continue working from home		Prefer to work on-site		N/A, I am already working on-site		Total
9	Chancellor's Immediate Office	92%	22	8%	2	0%	0	24
10	Central Accounting Ledger	100%	6	0%	0	0%	0	6
11	Col of Environmental Design	82%	23	18%	5	0%	0	28
12	College of Chemistry	62%	32	21%	11	17%	9	52
13	College of Engineering	67%	152	21%	48	12%	27	227
14	College of Natural Resources	62%	49	27%	21	11%	9	79
15	Division of Data Science	83%	20	17%	4	0%	0	24
16	Equity & Inclusion Div	86%	55	14%	9	0%	0	64
17	Finance	89%	57	11%	7	0%	0	64
18	Goldman Sch of Public Policy	76%	13	24%	4	0%	0	17
19	Graduate Division	79%	19	21%	5	0%	0	24
20	Graduate School of Education	78%	21	22%	6	0%	0	27
21	Haas School of Business	85%	111	15%	19	1%	1	131
22	L&S Arts & Humanities	71%	85	23%	27	6%	7	119
23	L&S Biological Sciences	50%	51	14%	14	37%	38	103
24	L&S Core	47%	9	21%	4	32%	6	19
25	L&S Math & Physical Sci	72%	59	18%	15	10%	8	82
26	L&S Social Sciences	74%	94	23%	29	3%	4	127
27	L&S Undergraduate Division	77%	27	23%	8	0%	0	35
28	Office for the Faculty	67%	6	11%	1	22%	2	9
29	Res Museum & Field Stations	68%	43	13%	8	19%	12	63
30	Research Administrative Units	79%	66	10%	8	12%	10	84
31	School of Information	95%	20	5%	1	0%	0	21
32	School of Journalism	80%	4	20%	1	0%	0	5
33	School of Optometry	32%	12	5%	2	62%	23	37
34	School of Public Health	74%	51	19%	13	7%	5	69
35	School of Social Welfare	96%	23	4%	1	0%	0	24

36	Strategic Acad and Fac Plan	67%	2	0%	0	N/A, I am already working on-site	33%	1	3
#	Field	Prefer to continue working from home		Prefer to work on-site				Total	
37	Student Affairs	66%	172	9%	24		24%	63	259
38	Summer Sessn, Study Abrd, OLLI	100%	21	0%	0		0%	0	21
39	UC Library	67%	72	21%	23		12%	13	108
40	Undergraduate Education	90%	45	6%	3		4%	2	50
41	Univ Developmt and Alumni Rel	87%	100	10%	11		3%	4	115
42	University Extension	87%	68	12%	9		1%	1	78
43	VP Agriculture& Natural Resour	0%	0	0%	0		0%	0	0
44	VP Research - MRUs	75%	47	13%	8		13%	8	63

Showing rows 1 - 44 of 44

End of Report