

# Employee Morale Survey

## April 2021

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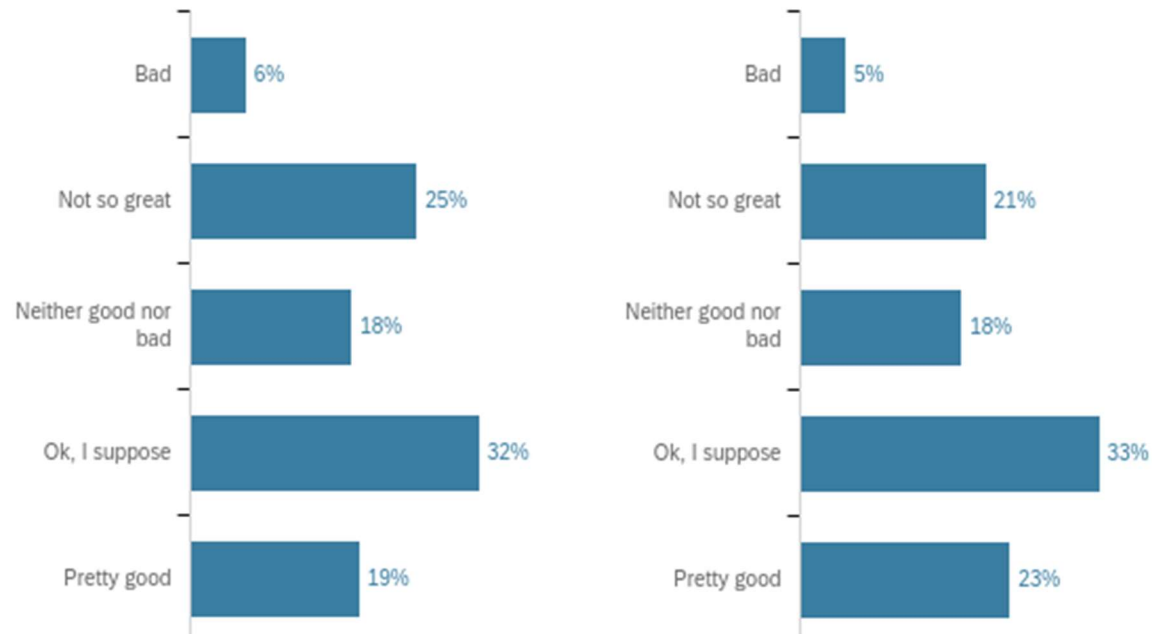
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## Employee Morale Survey April 2021

### Campus

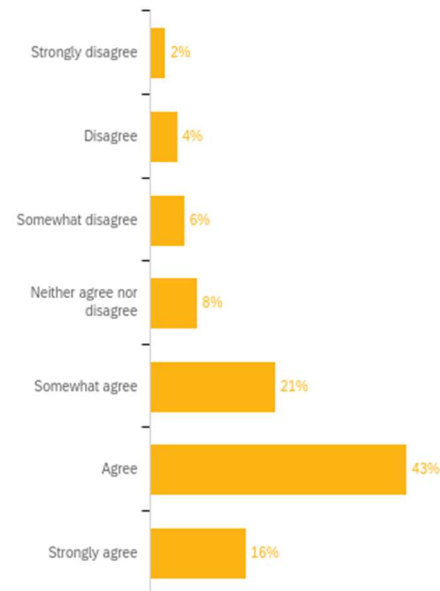
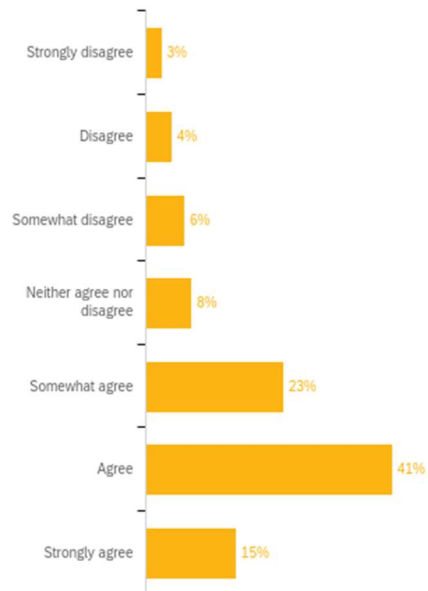
Dates	Recipients	Responses	Response Rate
Feb 2021	13,950	4,565	33%
April 2021	13,950	4,070	29%
April 2021	13,950	3,829	27%

How are you feeling in general? (Campus Feb 2021 vs. April 2021)



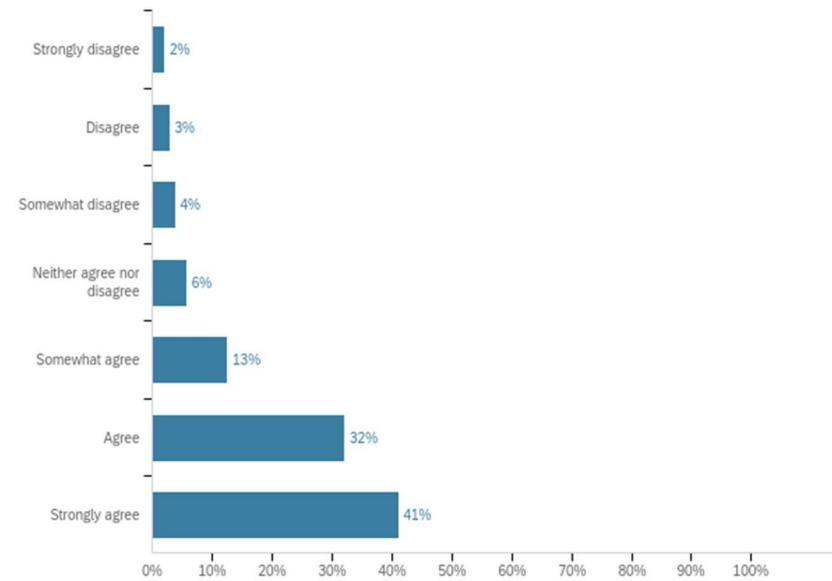
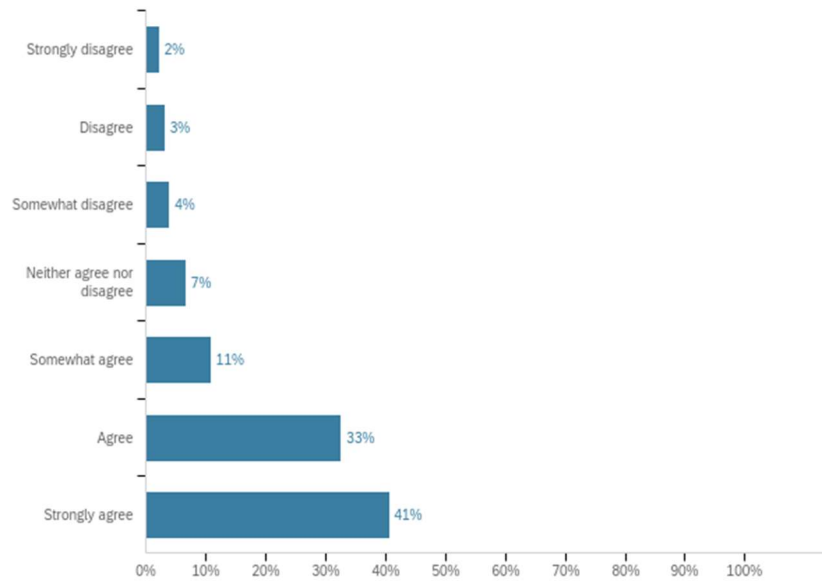
	<b>Campus</b>	<b>Feb 2021</b>		<b>April 2021</b>	
<b>#</b>	<b>Answer</b>	<b>%</b>	<b>Count</b>	<b>%</b>	<b>Count</b>
1	Bad	6%	251	5%	189
2	Not so great	25%	1023	21%	768
3	Neither good nor bad	18%	730	18%	669
4	Ok, I suppose	32%	1303	33%	1238
5	Pretty good	19%	763	23%	870
	<b>Total</b>	<b>100%</b>	<b>4070</b>	<b>100%</b>	<b>3734</b>

## I feel that UC Berkeley cares about my well-being (Campus Feb 2021 vs. April 2021)



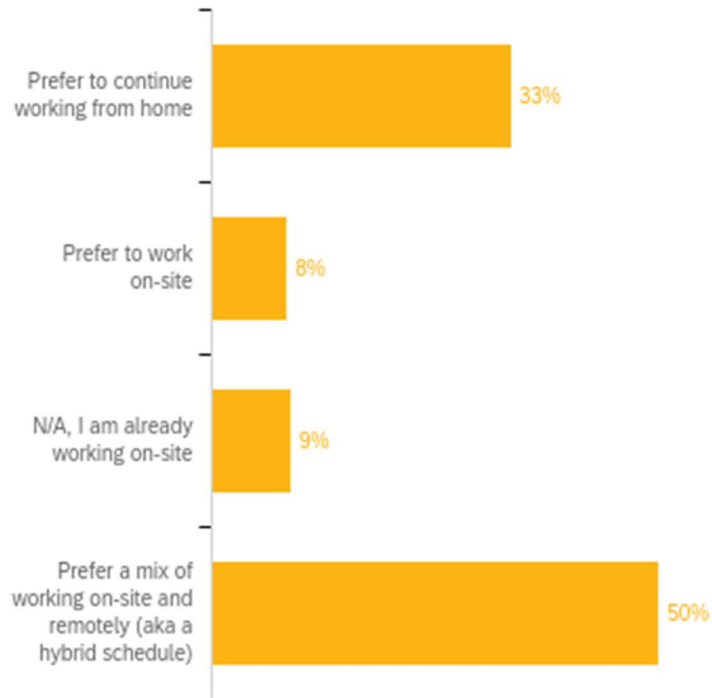
#	Campus Answer	Feb 2021		April 2021	
		%	Count	%	Count
1	Strongly disagree	3%	102	2%	90
2	Disagree	4%	169	4%	163
3	Somewhat disagree	6%	255	6%	207
4	Neither agree nor disagree	8%	302	8%	285
5	Somewhat agree	23%	909	21%	761
6	Agree	41%	1630	43%	1563
7	Strongly agree	15%	596	16%	581
	<b>Total</b>	<b>100%</b>	<b>3963</b>	<b>100%</b>	<b>3650</b>

## My well-being is important to my immediate supervisor (Campus Feb 2021 vs. April 2021)



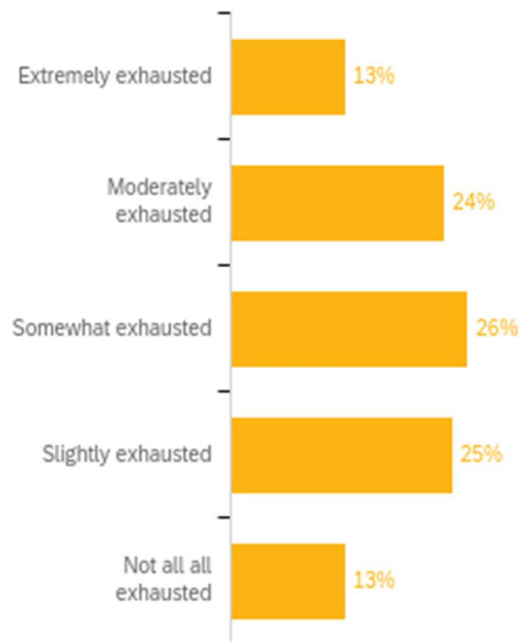
#	Answer	Feb 2021		April 2021	
		%	Count	%	Count
1	Strongly disagree	2%	87	2%	73
2	Disagree	3%	124	3%	103
3	Somewhat disagree	4%	156	4%	137
4	Neither agree nor disagree	7%	263	6%	206
5	Somewhat agree	11%	429	13%	455
6	Agree	33%	1292	32%	1167
7	Strongly agree	41%	1607	41%	1493
	<b>Total</b>	<b>100%</b>	<b>3958</b>	<b>100%</b>	<b>3634</b>

**If public health orders are modified so that larger numbers of employees are permitted to return to work on-site, would you: (April 2021)**



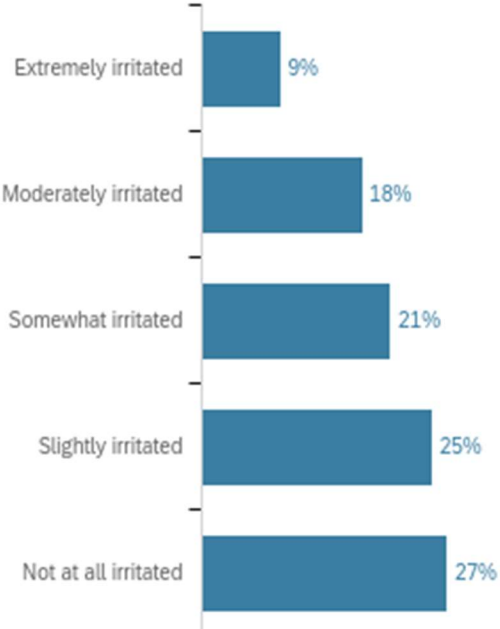
Answer	%	Count
Prefer to continue working from home	33%	1208
Prefer to work on-site	8%	305
N/A, I am already working on-site	9%	319
Prefer a mix of working on-site and remotely (aka a hybrid schedule)	50%	1807
<b>Total</b>	<b>100%</b>	<b>3639</b>

## How exhausted do you feel after video conferencing? (April 2021)



Answer	%	Count
Extremely exhausted	13%	422
Moderately exhausted	24%	789
Somewhat exhausted	26%	876
Slightly exhausted	25%	818
Not all all exhausted	13%	421
<b>Total</b>	<b>100%</b>	<b>3326</b>

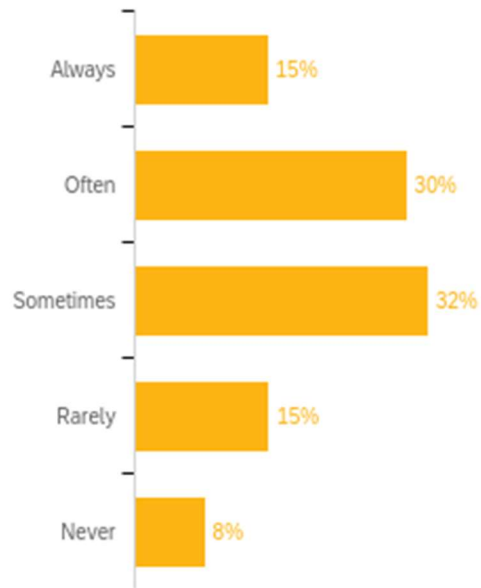
### How irritated do your eyes feel after video conferencing? (April 2021)



Answer	%	Count
Extremely irritated	9%	288
Moderately irritated	18%	589
Somewhat irritated	21%	695
Slightly irritated	25%	847
Not at all irritated	27%	904
<b>Total</b>	<b>100%</b>	<b>3323</b>

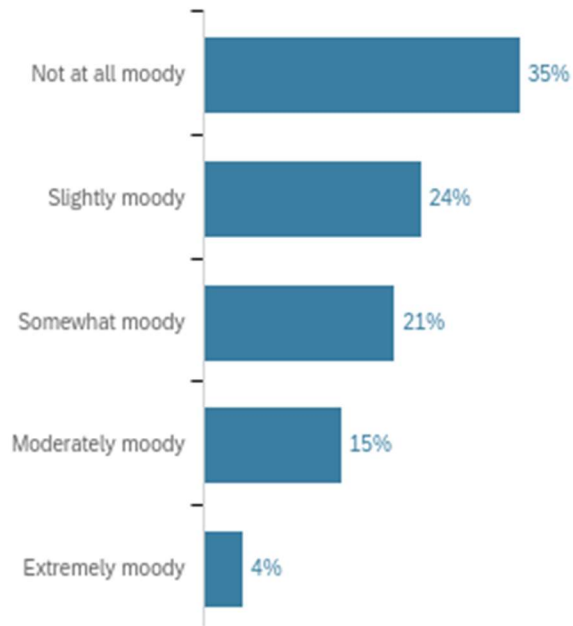


### How much do you want to be alone after video conferencing? (April 2021)



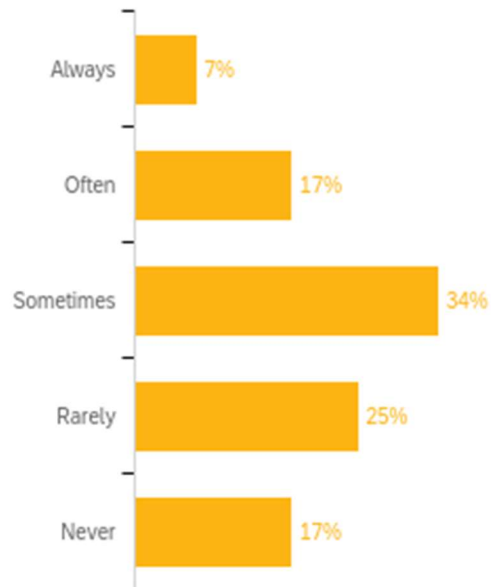
Answer	%	Count
Always	15%	489
Often	30%	1000
Sometimes	32%	1078
Rarely	15%	494
Never	8%	257
<b>Total</b>	<b>100%</b>	<b>3318</b>

### How moody do you feel after video conferencing? (April 2021)



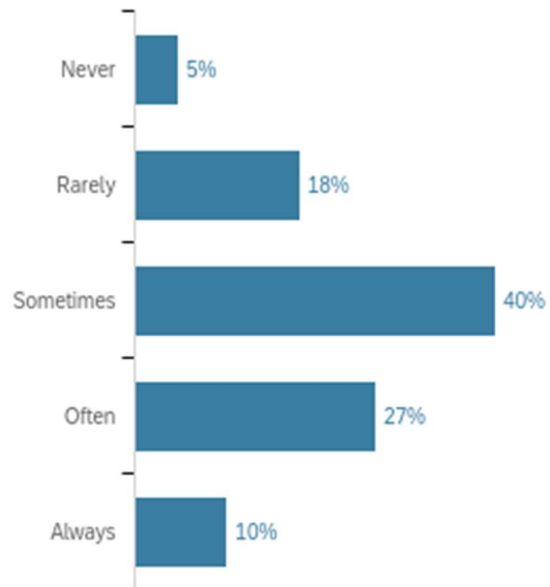
Answer	%	Count
Not at all moody	35%	1163
Slightly moody	24%	799
Somewhat moody	21%	703
Moderately moody	15%	506
Extremely moody	4%	145
<b>Total</b>	<b>100%</b>	<b>3316</b>

## How much do you dread having to do things after video conferencing? (April 2021)



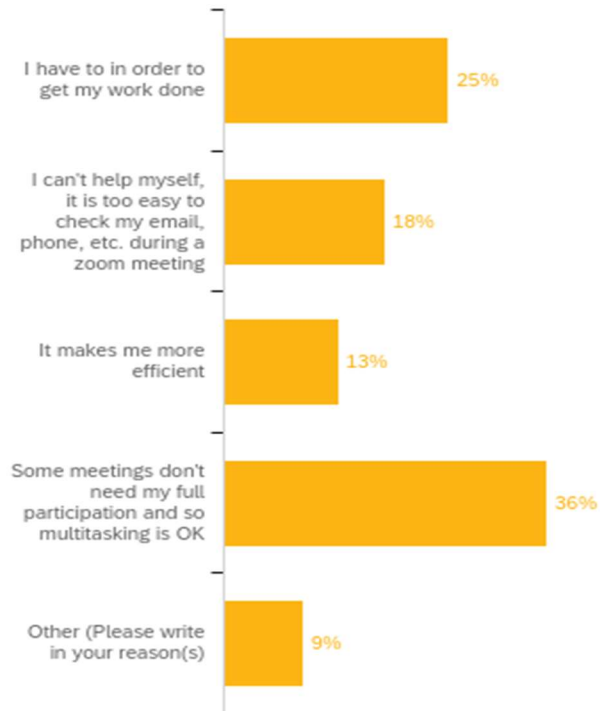
Answer	%	Count
Always	7%	224
Often	17%	577
Sometimes	34%	1115
Rarely	25%	819
Never	17%	576
<b>Total</b>	<b>100%</b>	<b>3311</b>

### Do you multitask during videoconferencing? (April 2021)



Answer	%	Count
Never	5%	159
Rarely	18%	607
Sometimes	40%	1330
Often	27%	888
Always	10%	341
<b>Total</b>	<b>100%</b>	<b>3325</b>

## Would you tell us why you multitask during videoconferencing (check all that apply) (April 2021)

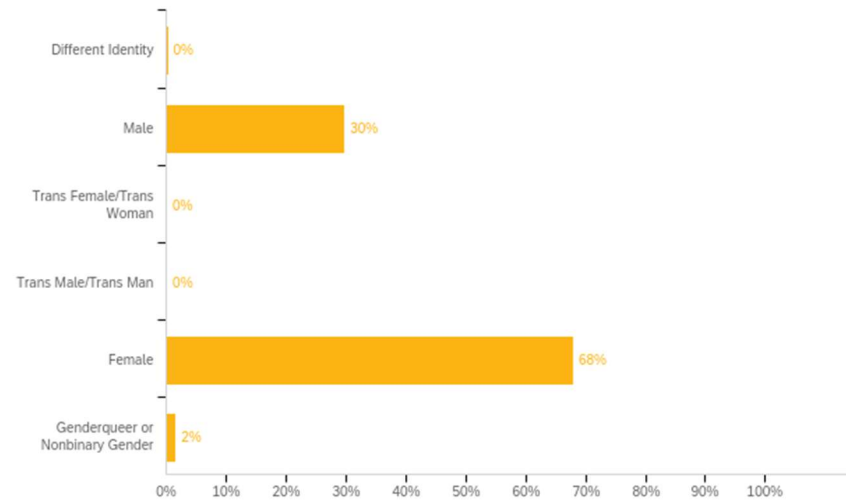
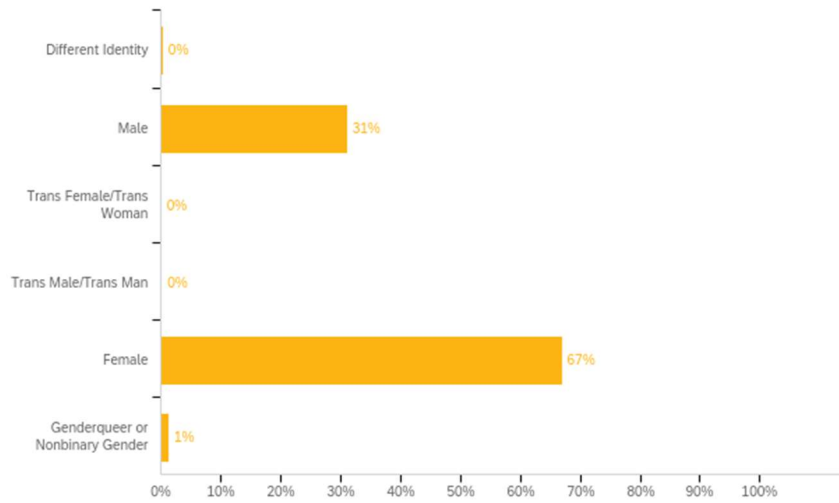


Answer	%	Count
I have to in order to get my work done	25%	1323
I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting	18%	945
It makes me more efficient	13%	669
Some meetings don't need my full participation and so multitasking is OK	36%	1901
Other (Please write in your reason(s))	9%	466
<b>Total</b>	<b>100%</b>	<b>5304</b>

**(Optional) Please select your ethnicity:**

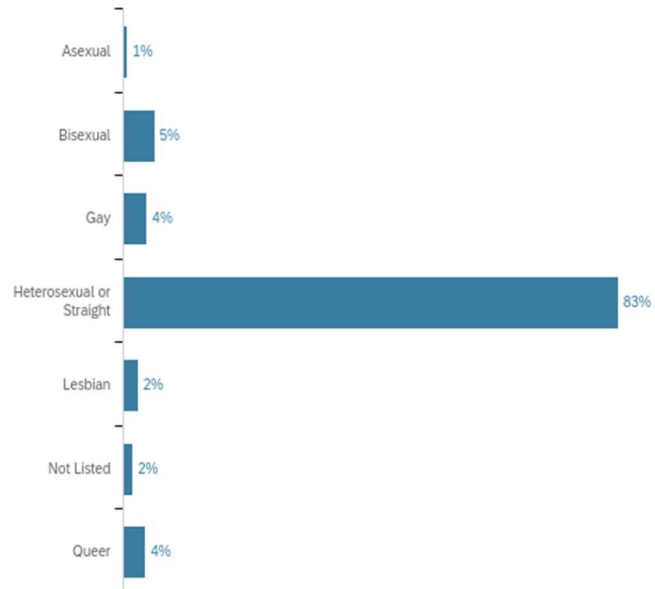
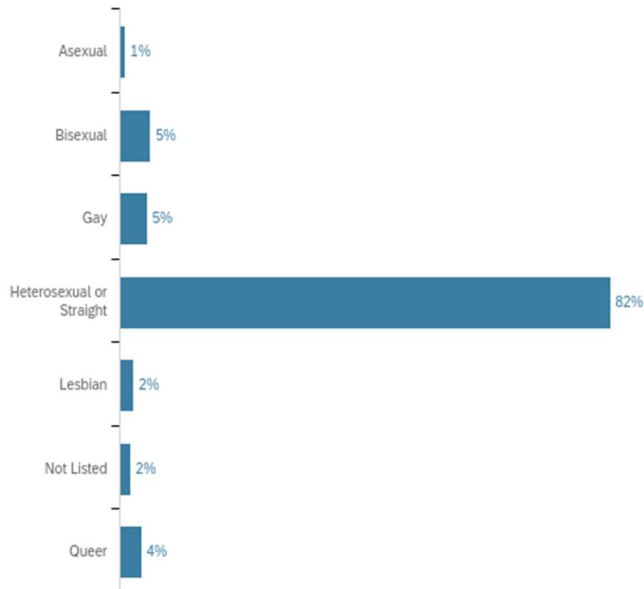
#	Answer	Feb 2021		April 2021	
		%	Count	%	Count
1	African-American/Black	6%	190	7%	169
2	American Indian/Alaskan Native	1%	18	0%	10
3	Chinese	6%	182	7%	178
4	Filipino	3%	92	3%	82
5	Hispanic/Latino	12%	351	11%	282
6	Japanese	1%	29	1%	23
7	Korean	0%	9	1%	13
8	Middle Eastern/Southwest Asian/North African (SWANA)	1%	42	1%	27
9	Other Asian	2%	59	2%	42
10	Pacific Islander	0%	8	0%	7
11	South Asian	1%	40	1%	36
12	Two Or More Races	7%	209	7%	177
13	Vietnamese	1%	18	1%	16
14	White	57%	1677	59%	1535
	<b>Total</b>	<b>100%</b>	<b>2924</b>	<b>100%</b>	<b>2597</b>

**(Optional) What is your gender identity: (Feb 2021 vs. April 2021)**



#	Answer	Feb 2021		April 2021	
		%	Count	%	Count
1	Different Identity	0%	11	0%	8
2	Male	31%	1004	30%	878
4	Trans Female/Trans Woman	0%	2	0%	4
5	Trans Male/Trans Man	0%	7	0%	5
6	Female	67%	2162	68%	2004
8	Genderqueer or Nonbinary Gender	1%	42	2%	47
	<b>Total</b>	<b>100%</b>	<b>3228</b>	<b>100%</b>	<b>2946</b>

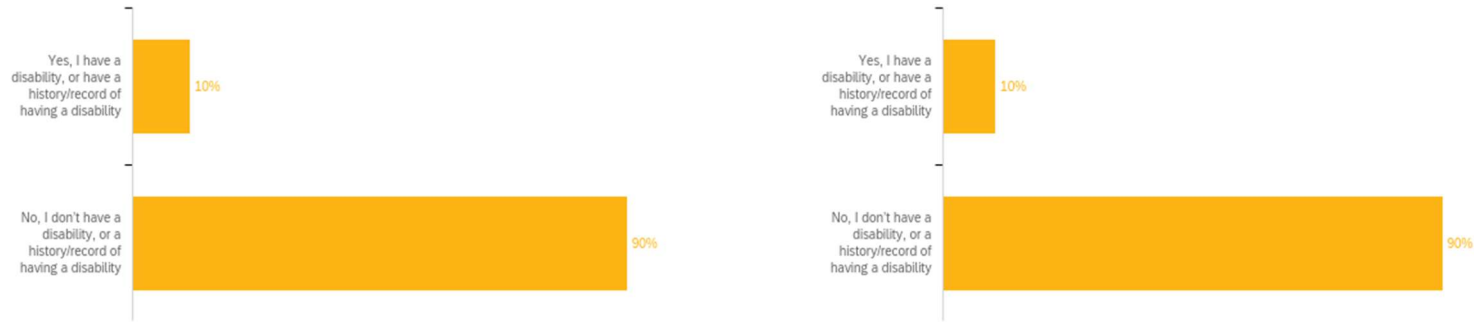
(Optional) Do you consider yourself: (Feb 2021 vs. April 2021)



#	Answer	Feb 2021		April 2021	
		%	Count	%	Count
1	Asexual	1%	27	1%	18
2	Bisexual	5%	158	5%	144
3	Gay	5%	140	4%	111
4	Heterosexual or Straight	82%	2533	83%	2316
5	Lesbian	2%	70	2%	67
6	Not Listed	2%	54	2%	43
8	Queer	4%	111	4%	103
	<b>Total</b>	<b>100%</b>	<b>3093</b>	<b>100%</b>	<b>2802</b>



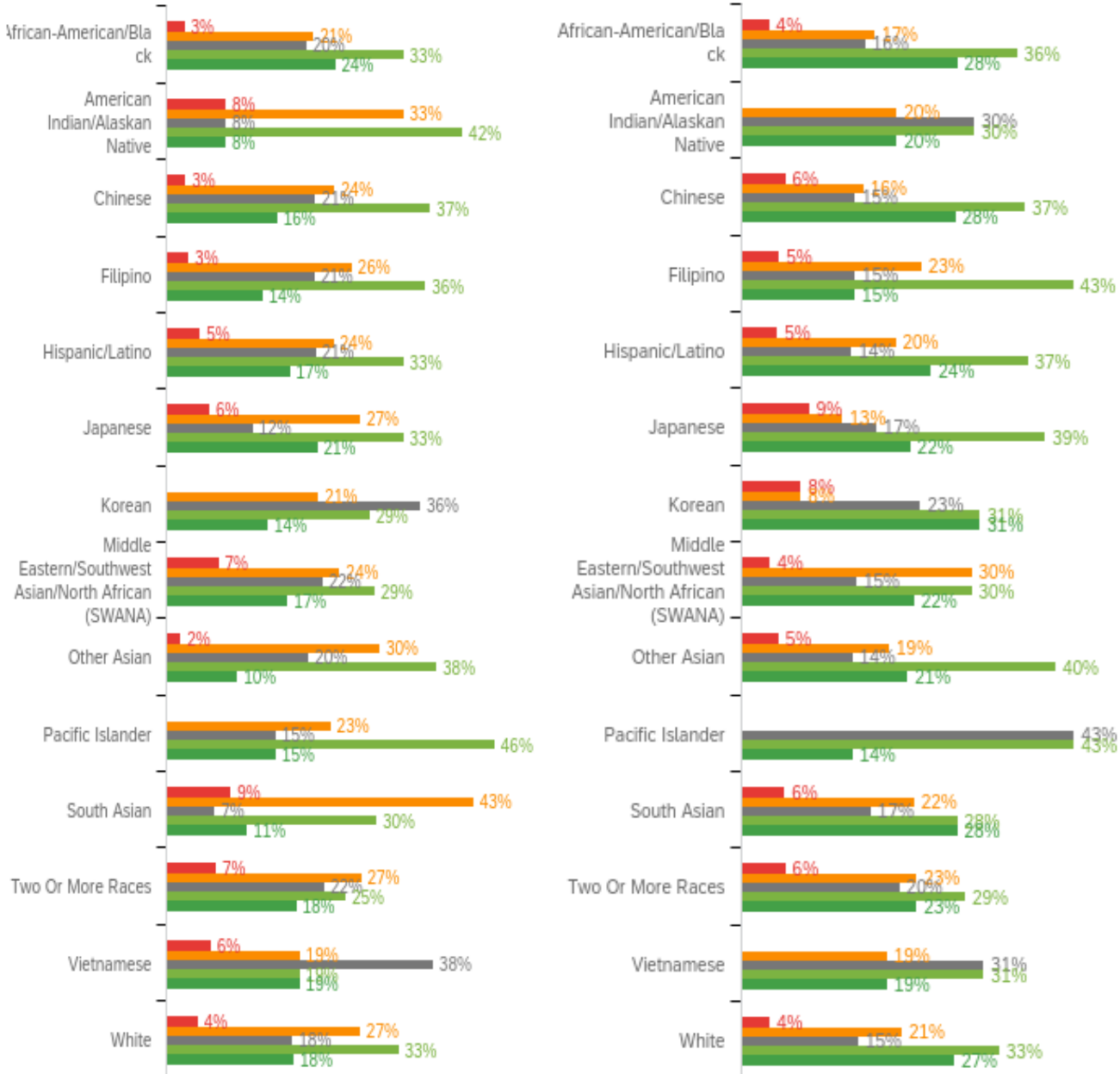
**(Optional) Do you have a disability? (Feb 2021 vs. April 2021)**



Answer	Feb 2021		April 2021	
	%	Count	%	Count
Yes, I have a disability, or have a history/record of having a disability	10%	329	10%	274
No, I don't have a disability, or a history/record of having a disability	90%	2849	90%	2610
<b>Total</b>	<b>100%</b>	<b>3178</b>	<b>100%</b>	<b>2884</b>

Ethnicity

How are you feeling in general? (Feb '21 vs. April '21)



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

Ethnicity	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
African-American/Black	9	6	44	29	23	27	62	60	52	47
American Indian/Alaskan Native	2	0	5	2	2	3	6	3	3	2
Chinese	4	10	30	28	30	26	81	65	37	49
Filipino	2	4	22	19	16	12	34	35	18	12
Hispanic/Latino	16	13	85	56	58	40	117	104	75	69
Japanese	3	2	4	3	6	4	9	9	7	5
Korean	0	1	0	1	3	3	4	4	2	4
Middle Eastern/Southwest Asian/North African (SWANA)	4	1	8	8	3	4	18	8	9	6
Other Asian	3	2	15	8	13	6	18	17	10	9
Pacific Islander	0	0	1	0	0	3	5	3	2	1
South Asian	4	2	5	8	6	6	15	10	10	10
Two Or More Races	14	10	64	40	37	36	57	51	37	40
Vietnamese	1	0	3	3	4	5	7	5	3	3
White	80	56	422	317	288	231	551	510	336	421

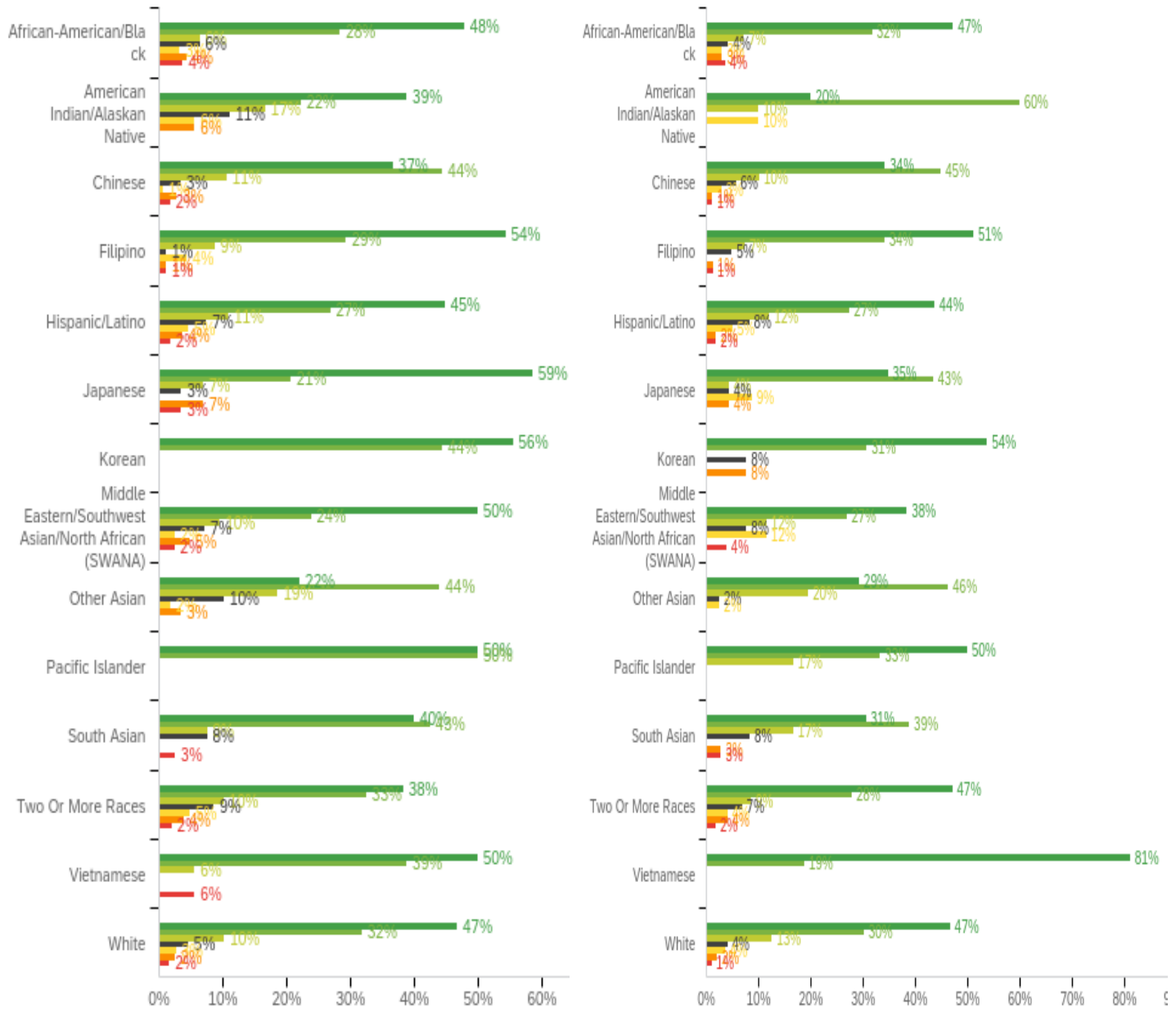
# I feel that UC Berkeley cares about my well-being well (Feb '21 vs. April '21)



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

Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
African-American/Black	39	36	74	73	41	33	11	8	11	9	6	5	7	5
American Indian/Alaskan Native	5	2	6	3	4	3	1	0	1	1	1	1	0	0
Chinese	28	32	103	96	33	27	7	9	4	6	5	4	2	3
Filipino	21	17	38	41	19	16	6	4	5	3	2	1	1	0
Hispanic/Latino	68	50	114	110	94	71	23	16	30	20	15	10	7	5
Japanese	8	1	12	13	5	6	1	0	0	3	1	0	2	0
Korean	2	4	7	5	0	2	0	1	0	0	0	0	0	1
Middle Eastern/Southwest Asian/North African (SWANA)	7	2	21	15	8	3	4	3	1	2	1	1	0	1
Other Asian	4	4	27	19	13	11	6	5	3	1	3	1	3	1
Pacific Islander	1	0	5	6	2	0	0	0	0	1	0	0	0	0
South Asian	6	7	19	12	7	7	4	1	1	2	2	5	1	2
Two Or More Races	17	27	90	66	49	43	13	19	17	8	16	7	7	7
Vietnamese	3	4	9	6	3	3	1	2	1	1	1	0	0	0
White	285	271	745	704	376	305	93	99	101	80	53	51	24	25

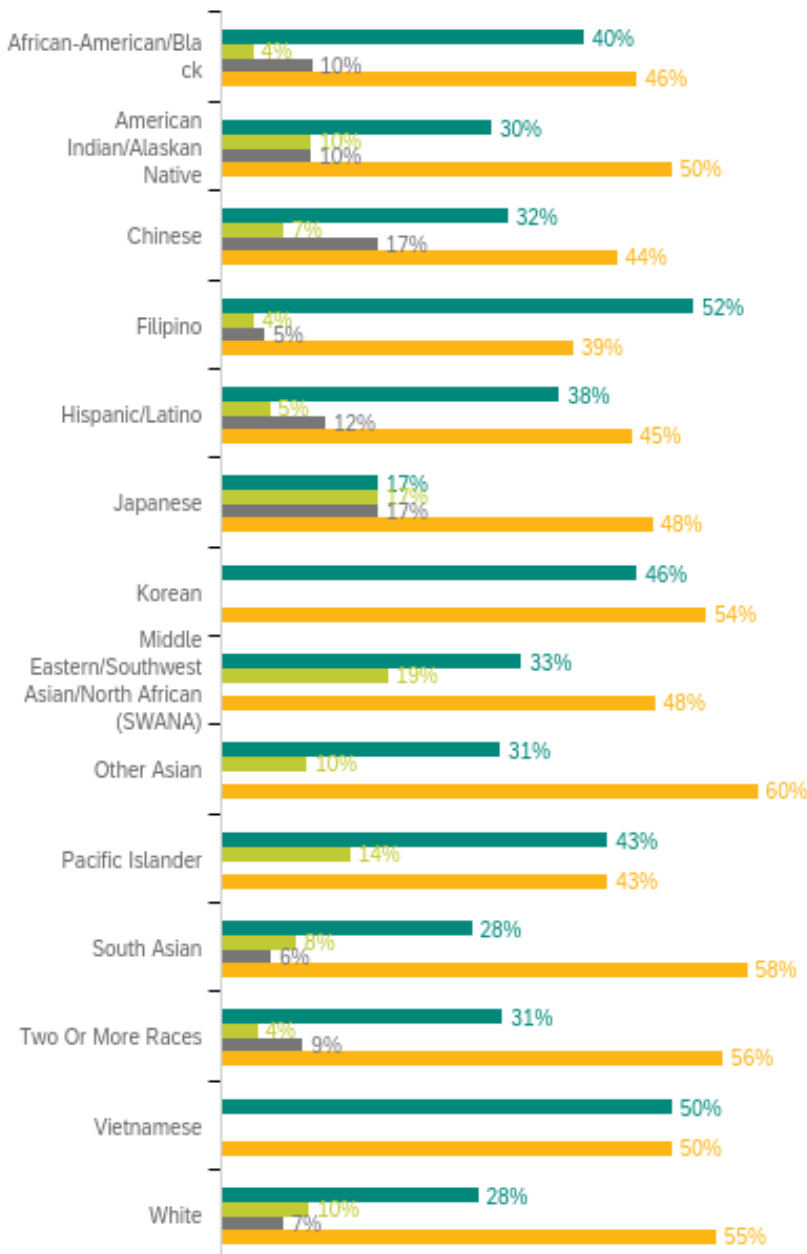
# My well-being is important to my immediate supervisor well (Feb '21 vs. April '21)



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

#	Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
1	African-American/Black	91	79	54	53	12	12	12	7	6	5	8	5	7	6
2	American Indian/Alaskan Native	7	2	4	6	3	1	2	0	1	1	1	0	0	0
3	Chinese	66	61	80	80	19	18	6	10	1	5	5	2	3	2
4	Filipino	50	42	27	28	8	6	1	4	4	0	1	1	1	1
5	Hispanic/Latino	157	123	94	77	38	34	26	23	16	14	13	5	6	5
6	Japanese	17	8	6	10	2	1	1	1	0	2	2	1	1	0
7	Korean	5	7	4	4	0	0	0	1	0	0	0	1	0	0
8	Middle Eastern/Southwest Asian/North African (SWANA)	21	10	10	7	4	3	3	2	1	3	2	0	1	1
9	Other Asian	13	12	26	19	11	8	6	1	1	1	2	0	0	0
10	Pacific Islander	4	3	4	2	0	1	0	0	0	0	0	0	0	0
11	South Asian	16	11	17	14	3	6	3	3	0	0	0	1	1	1
12	Two Or More Races	80	83	68	49	21	15	18	12	10	7	8	7	4	3
13	Vietnamese	9	13	7	3	1	0	0	0	0	0	0	0	1	0
14	White	784	714	533	461	171	192	76	61	43	55	41	31	27	15

**If public health orders are modified so that larger numbers of employees are permitted to return to work on-site, would you:**

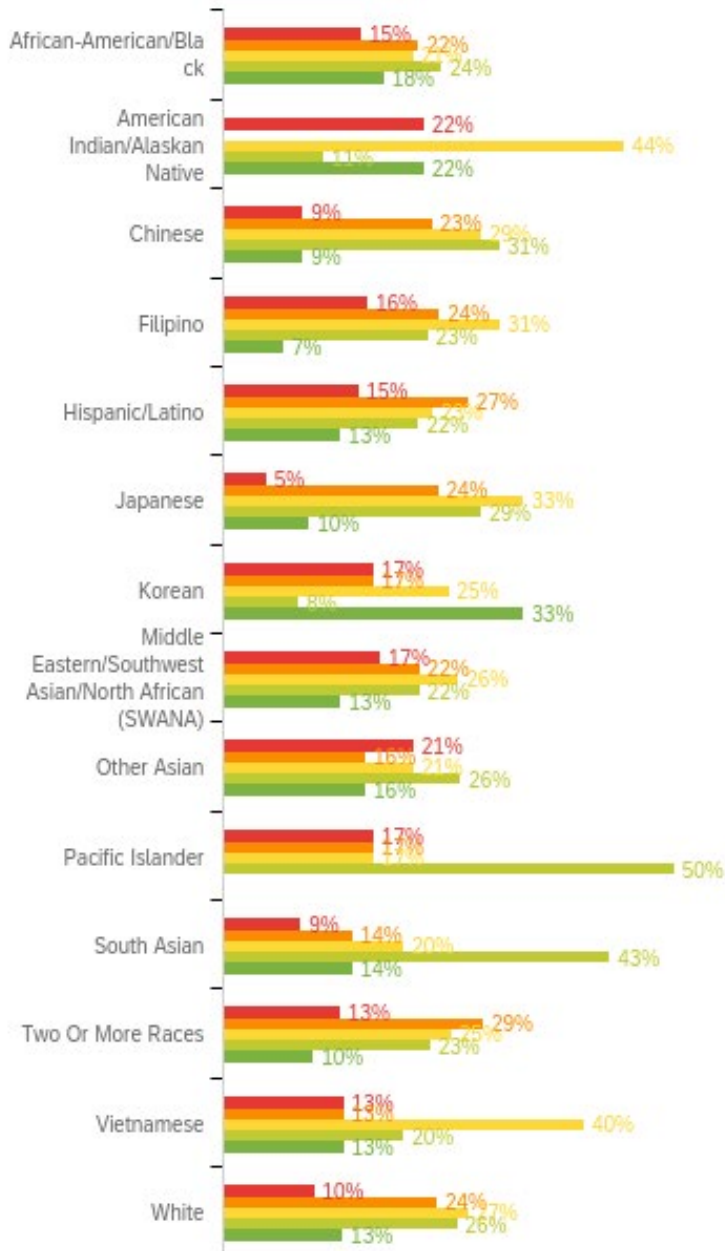


- Prefer to continue working from home
- Prefer to work on-site
- N/A, I am already working on-site
- Prefer a mix of working on-site and remotely (aka a hybrid schedule)



Ethnicity	Prefer to continue working from home		Prefer to work on-site		Prefer a mix of working on-site and remotely (aka a hybrid schedule)		N/A, I am already working on-site		Total
	%	Count	%	Count	%	Count	%	Count	
African-American/Black	40%	68	4%	6	46%	78	10%	17	169
American Indian/Alaskan Native	30%	3	10%	1	50%	5	10%	1	10
Chinese	32%	55	7%	12	44%	76	17%	30	173
Filipino	52%	43	4%	3	39%	32	5%	4	82
Hispanic/Latino	38%	104	5%	15	45%	126	12%	32	277
Japanese	17%	4	17%	4	48%	11	17%	4	23
Korean	46%	6	0%	0	54%	7	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	33%	9	19%	5	48%	13	0%	0	27
Other Asian	31%	13	10%	4	60%	25	0%	0	42
Pacific Islander	43%	3	14%	1	43%	3	0%	0	7
South Asian	28%	10	8%	3	58%	21	6%	2	36
Two Or More Races	31%	55	4%	7	56%	98	9%	16	176
Vietnamese	50%	8	0%	0	50%	8	0%	0	16
White	28%	437	10%	150	55%	843	7%	105	1535

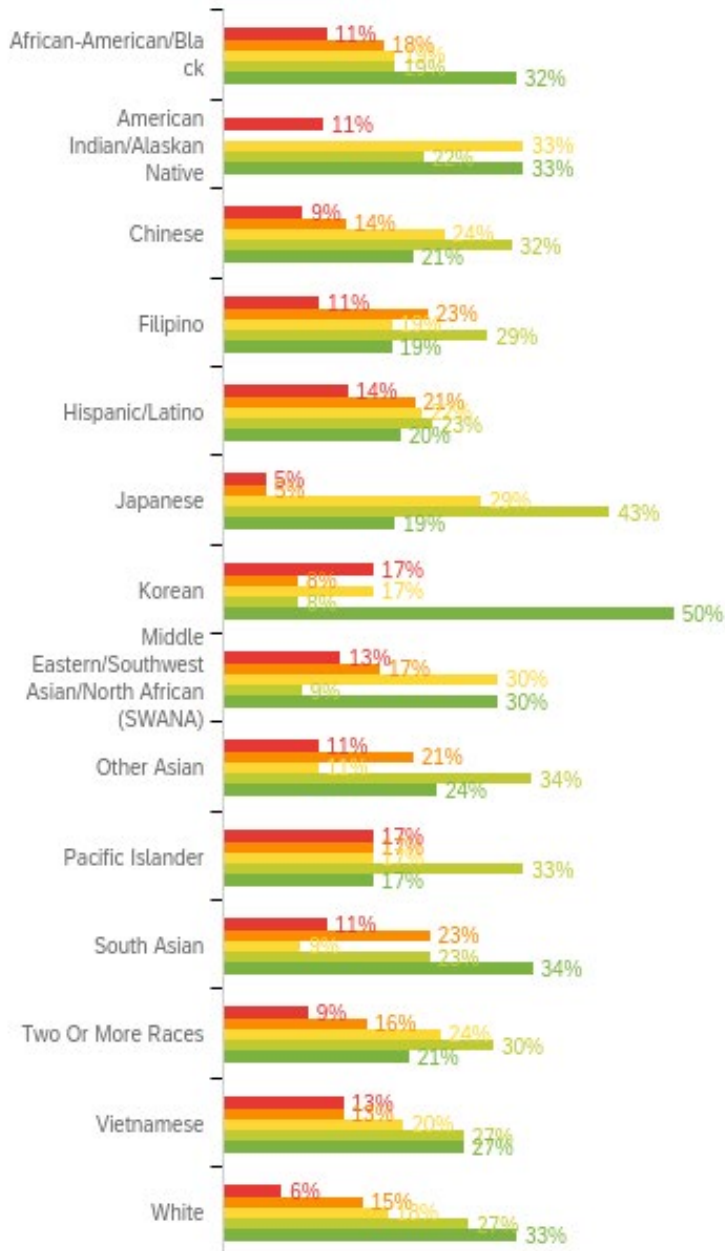
## How exhausted do you feel after video conferencing?



- Extremely exhausted
- Moderately exhausted
- Somewhat exhausted
- Slightly exhausted
- Not all all exhausted

Ethnicity	Not all all exhausted		Slightly exhausted		Somewhat exhausted		Moderately exhausted		Extremely exhausted		Total
African-American/Black	18%	28	24%	38	21%	33	22%	34	15%	24	157
American Indian/Alaskan Native	22%	2	11%	1	44%	4	0%	0	22%	2	9
Chinese	9%	13	31%	45	29%	42	23%	34	9%	13	147
Filipino	7%	5	23%	17	31%	23	24%	18	16%	12	75
Hispanic/Latino	13%	33	22%	55	23%	59	27%	69	15%	38	254
Japanese	10%	2	29%	6	33%	7	24%	5	5%	1	21
Korean	33%	4	8%	1	25%	3	17%	2	17%	2	12
Middle Eastern/Southwest Asian/North African (SWANA)	13%	3	22%	5	26%	6	22%	5	17%	4	23
Other Asian	16%	6	26%	10	21%	8	16%	6	21%	8	38
Pacific Islander	0%	0	50%	3	17%	1	17%	1	17%	1	6
South Asian	14%	5	43%	15	20%	7	14%	5	9%	3	35
Two Or More Races	10%	17	23%	39	25%	43	29%	49	13%	22	170
Vietnamese	13%	2	20%	3	40%	6	13%	2	13%	2	15
White	13%	196	26%	384	27%	402	24%	351	10%	149	1482

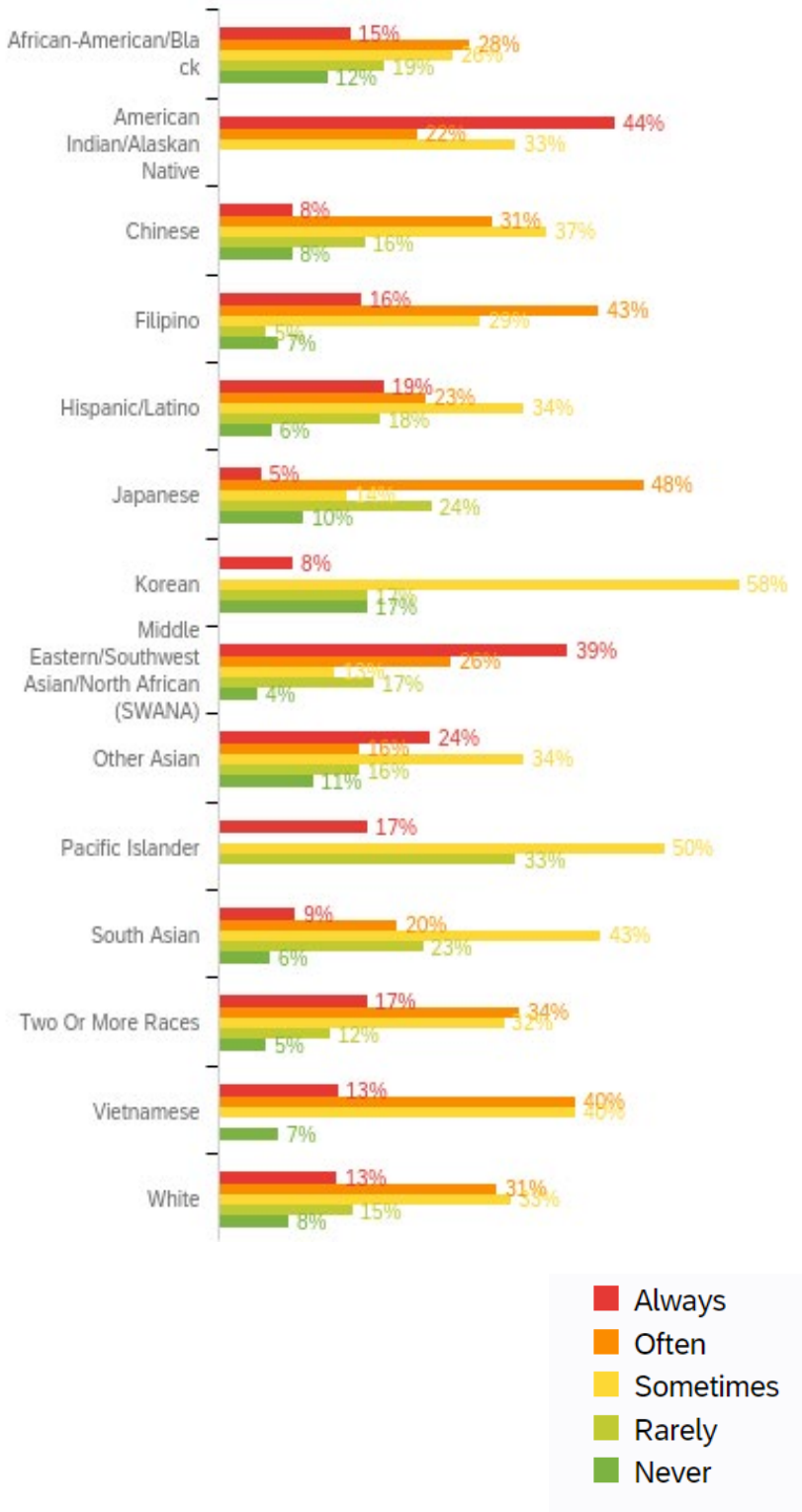
## How irritated do your eyes feel after video conferencing?



- Extremely irritated
- Moderately irritated
- Somewhat irritated
- Slightly irritated
- Not at all irritated

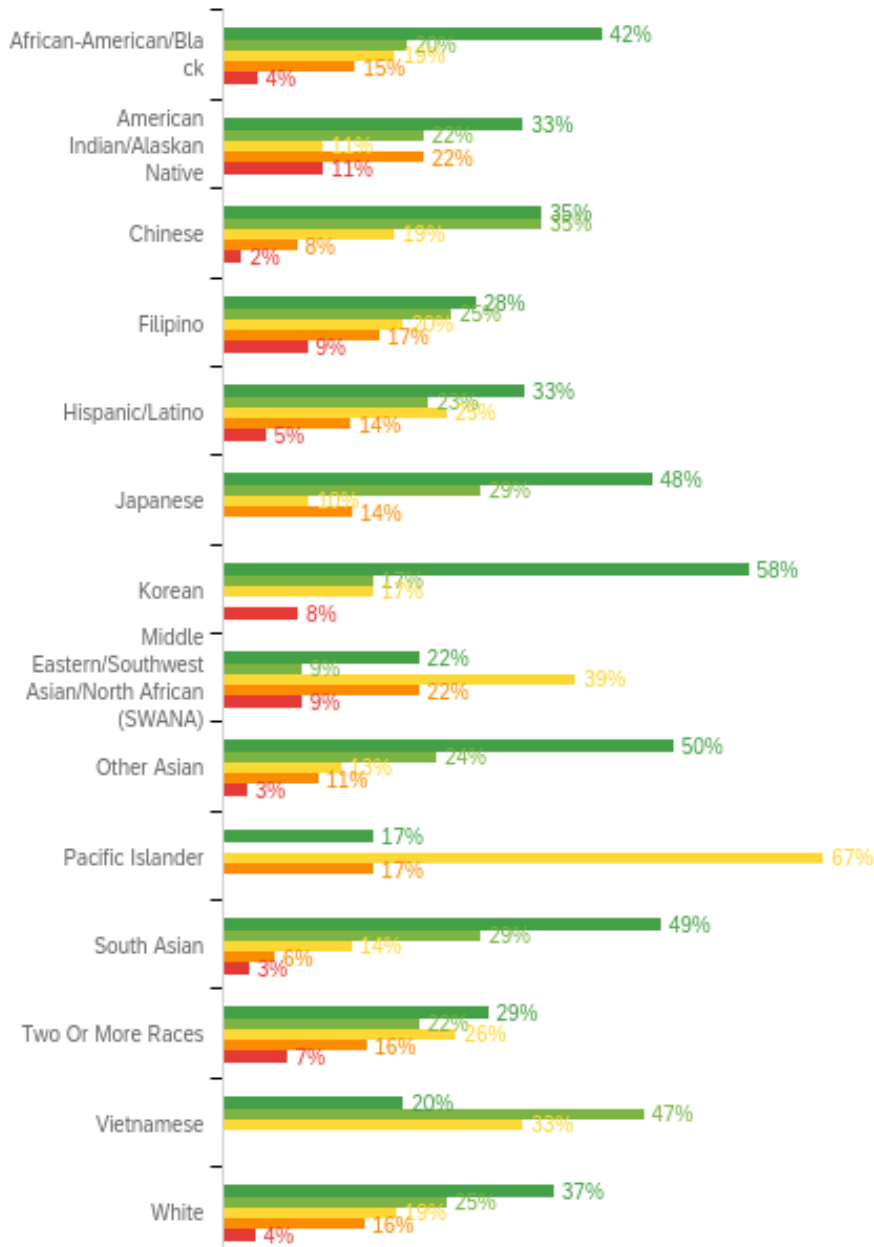
Ethnicity	Not at all irritated		Slightly irritated		Somewhat irritated		Moderately irritated		Extremely irritated		Total
	%	n	%	n	%	n	%	n	%	n	
African-American/Black	32%	51	19%	30	19%	30	18%	28	11%	18	157
American Indian/Alaskan Native	33%	3	22%	2	33%	3	0%	0	11%	1	9
Chinese	21%	31	32%	47	24%	36	14%	20	9%	13	147
Filipino	19%	14	29%	22	19%	14	23%	17	11%	8	75
Hispanic/Latino	20%	50	23%	59	22%	56	21%	54	14%	35	254
Japanese	19%	4	43%	9	29%	6	5%	1	5%	1	21
Korean	50%	6	8%	1	17%	2	8%	1	17%	2	12
Middle Eastern/Southwest Asian/North African (SWANA)	30%	7	9%	2	30%	7	17%	4	13%	3	23
Other Asian	24%	9	34%	13	11%	4	21%	8	11%	4	38
Pacific Islander	17%	1	33%	2	17%	1	17%	1	17%	1	6
South Asian	34%	12	23%	8	9%	3	23%	8	11%	4	35
Two Or More Races	21%	35	30%	51	24%	41	16%	27	9%	16	170
Vietnamese	27%	4	27%	4	20%	3	13%	2	13%	2	15
White	33%	482	27%	403	18%	271	15%	229	6%	96	1481

## How much do you want to be alone after video conferencing?



Ethnicity	Never		Rarely		Sometimes		Often		Always		Total
African-American/Black	12%	19	19%	29	26%	41	28%	44	15%	23	156
American Indian/Alaskan Native	0%	0	0%	0	33%	3	22%	2	44%	4	9
Chinese	8%	12	16%	24	37%	54	31%	45	8%	12	147
Filipino	7%	5	5%	4	29%	22	43%	32	16%	12	75
Hispanic/Latino	6%	15	18%	46	34%	87	23%	59	19%	47	254
Japanese	10%	2	24%	5	14%	3	48%	10	5%	1	21
Korean	17%	2	17%	2	58%	7	0%	0	8%	1	12
Middle Eastern/Southwest Asian/North African (SWANA)	4%	1	17%	4	13%	3	26%	6	39%	9	23
Other Asian	11%	4	16%	6	34%	13	16%	6	24%	9	38
Pacific Islander	0%	0	33%	2	50%	3	0%	0	17%	1	6
South Asian	6%	2	23%	8	43%	15	20%	7	9%	3	35
Two Or More Races	5%	9	12%	21	32%	54	34%	57	17%	28	169
Vietnamese	7%	1	0%	0	40%	6	40%	6	13%	2	15
White	8%	116	15%	221	33%	484	31%	462	13%	196	1479

## How moody do you feel after video conferencing?

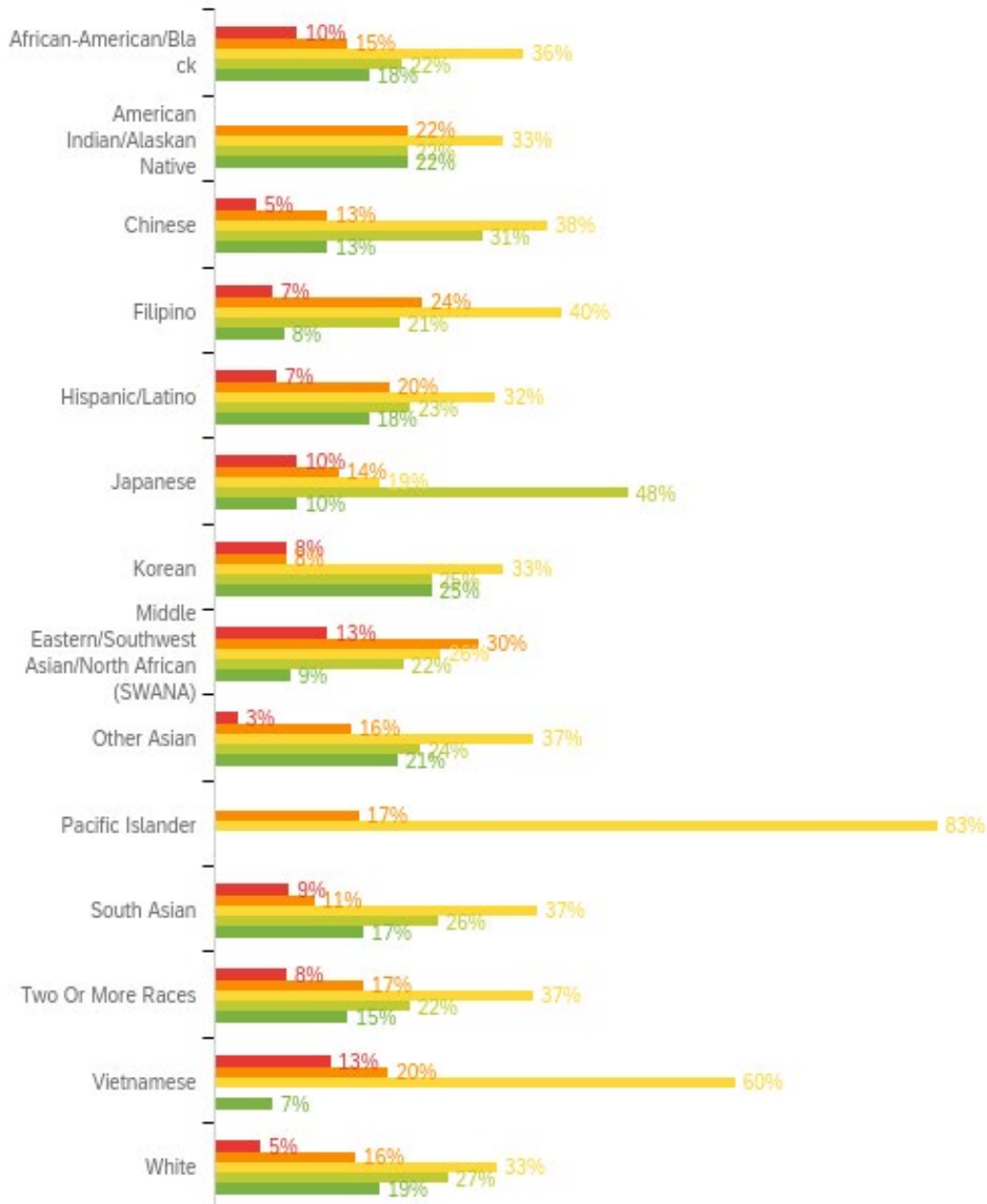


- Not at all moody
- Slightly moody
- Somewhat moody
- Moderately moody
- Extremely moody



Ethnicity	Not at all moody		Slightly moody		Somewhat moody		Moderately moody		Extremely moody		Total
African-American/Black	42%	66	20%	32	19%	30	15%	23	4%	6	157
American Indian/Alaskan Native	33%	3	22%	2	11%	1	22%	2	11%	1	9
Chinese	35%	52	35%	52	19%	28	8%	12	2%	3	147
Filipino	28%	21	25%	19	20%	15	17%	13	9%	7	75
Hispanic/Latino	33%	85	23%	58	25%	63	14%	36	5%	12	254
Japanese	48%	10	29%	6	10%	2	14%	3	0%	0	21
Korean	58%	7	17%	2	17%	2	0%	0	8%	1	12
Middle Eastern/Southwest Asian/North African (SWANA)	22%	5	9%	2	39%	9	22%	5	9%	2	23
Other Asian	50%	19	24%	9	13%	5	11%	4	3%	1	38
Pacific Islander	17%	1	0%	0	67%	4	17%	1	0%	0	6
South Asian	49%	17	29%	10	14%	5	6%	2	3%	1	35
Two Or More Races	29%	50	22%	37	26%	44	16%	27	7%	12	170
Vietnamese	20%	3	47%	7	33%	5	0%	0	0%	0	15
White	37%	542	25%	366	19%	284	16%	231	4%	53	1476

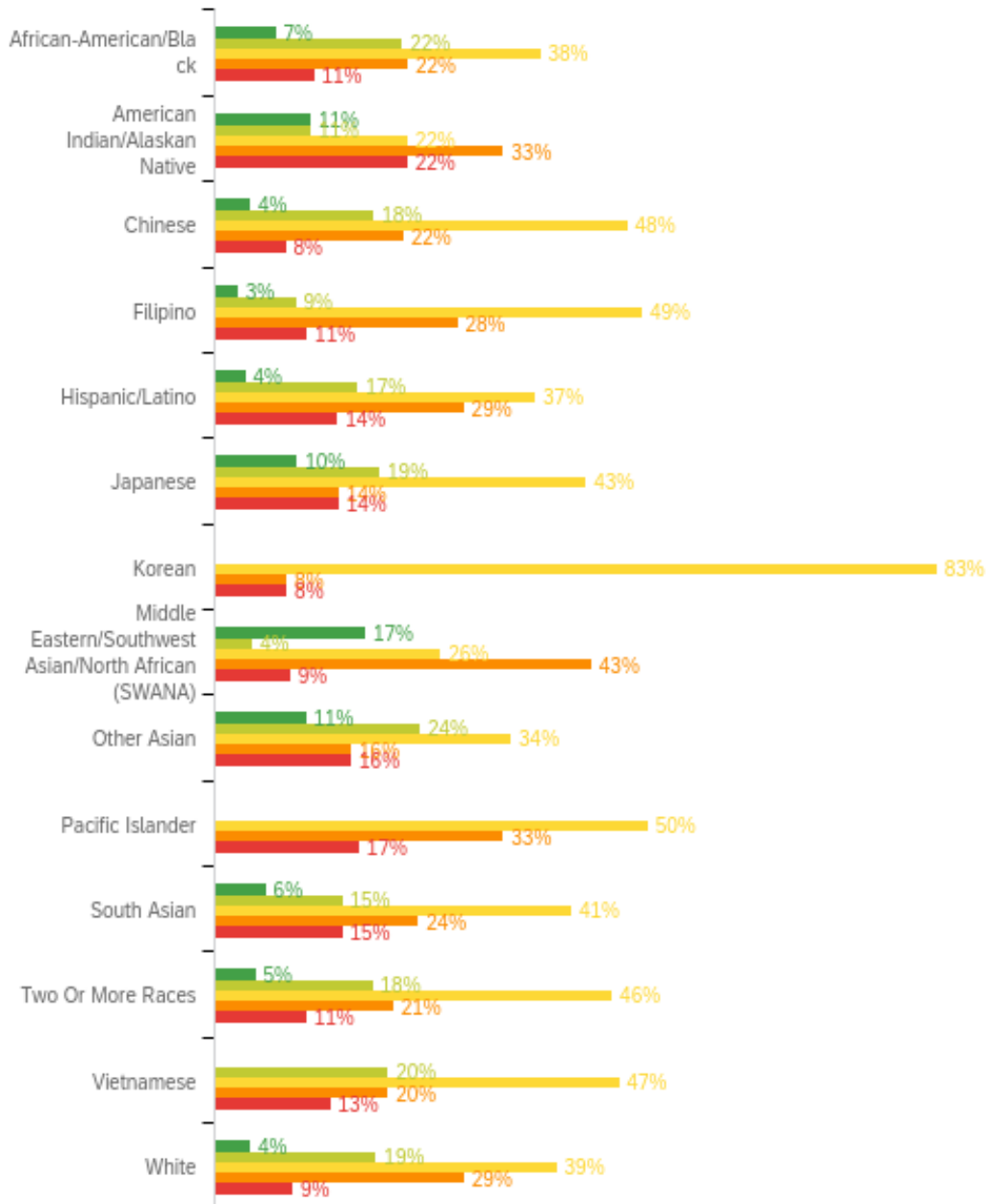
## How much do you dread having to do things after video conferencing?



- Never
- Rarely
- Sometimes
- Often
- Always

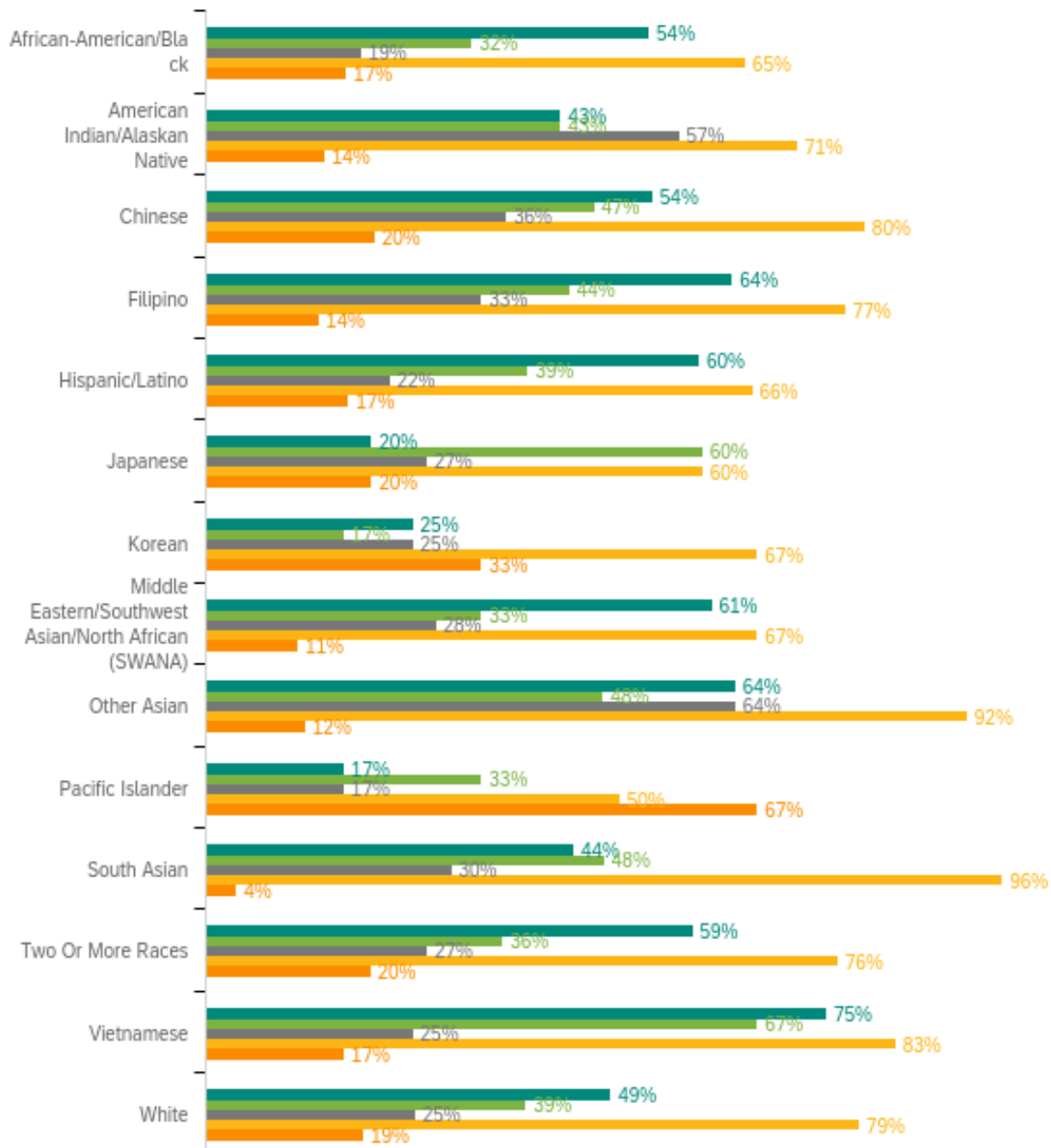
Ethnicity	Never		Rarely		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	18%	28	22%	34	36%	56	15%	24	10%	15	157
American Indian/Alaskan Native	22%	2	22%	2	33%	3	22%	2	0%	0	9
Chinese	13%	19	31%	45	38%	56	13%	19	5%	7	146
Filipino	8%	6	21%	16	40%	30	24%	18	7%	5	75
Hispanic/Latino	18%	45	23%	57	32%	82	20%	51	7%	18	253
Japanese	10%	2	48%	10	19%	4	14%	3	10%	2	21
Korean	25%	3	25%	3	33%	4	8%	1	8%	1	12
Middle Eastern/Southwest Asian/North African (SWANA)	9%	2	22%	5	26%	6	30%	7	13%	3	23
Other Asian	21%	8	24%	9	37%	14	16%	6	3%	1	38
Pacific Islander	0%	0	0%	0	83%	5	17%	1	0%	0	6
South Asian	17%	6	26%	9	37%	13	11%	4	9%	3	35
Two Or More Races	15%	26	22%	38	37%	62	17%	29	8%	14	169
Vietnamese	7%	1	0%	0	60%	9	20%	3	13%	2	15
White	19%	281	27%	396	33%	480	16%	240	5%	79	1476

## Q11 - Do you multitask during videoconferencing?



Ethnicity	Never		Rarely		Sometimes		Often		Always		Total
	%	n	%	n	%	n	%	n	%	n	
African-American/Black	7%	11	22%	34	38%	59	22%	35	11%	18	157
American Indian/Alaskan Native	11%	1	11%	1	22%	2	33%	3	22%	2	9
Chinese	4%	6	18%	27	48%	70	22%	32	8%	12	147
Filipino	3%	2	9%	7	49%	37	28%	21	11%	8	75
Hispanic/Latino	4%	9	17%	42	37%	94	29%	73	14%	36	254
Japanese	10%	2	19%	4	43%	9	14%	3	14%	3	21
Korean	0%	0	0%	0	83%	10	8%	1	8%	1	12
Middle Eastern/Southwest Asian/North African (SWANA)	17%	4	4%	1	26%	6	43%	10	9%	2	23
Other Asian	11%	4	24%	9	34%	13	16%	6	16%	6	38
Pacific Islander	0%	0	0%	0	50%	3	33%	2	17%	1	6
South Asian	6%	2	15%	5	41%	14	24%	8	15%	5	34
Two Or More Races	5%	8	18%	31	46%	78	21%	35	11%	18	170
Vietnamese	0%	0	20%	3	47%	7	20%	3	13%	2	15
White	4%	61	19%	276	39%	584	29%	426	9%	133	1480

## Would you tell us why you multitask during videoconferencing (check all that apply)

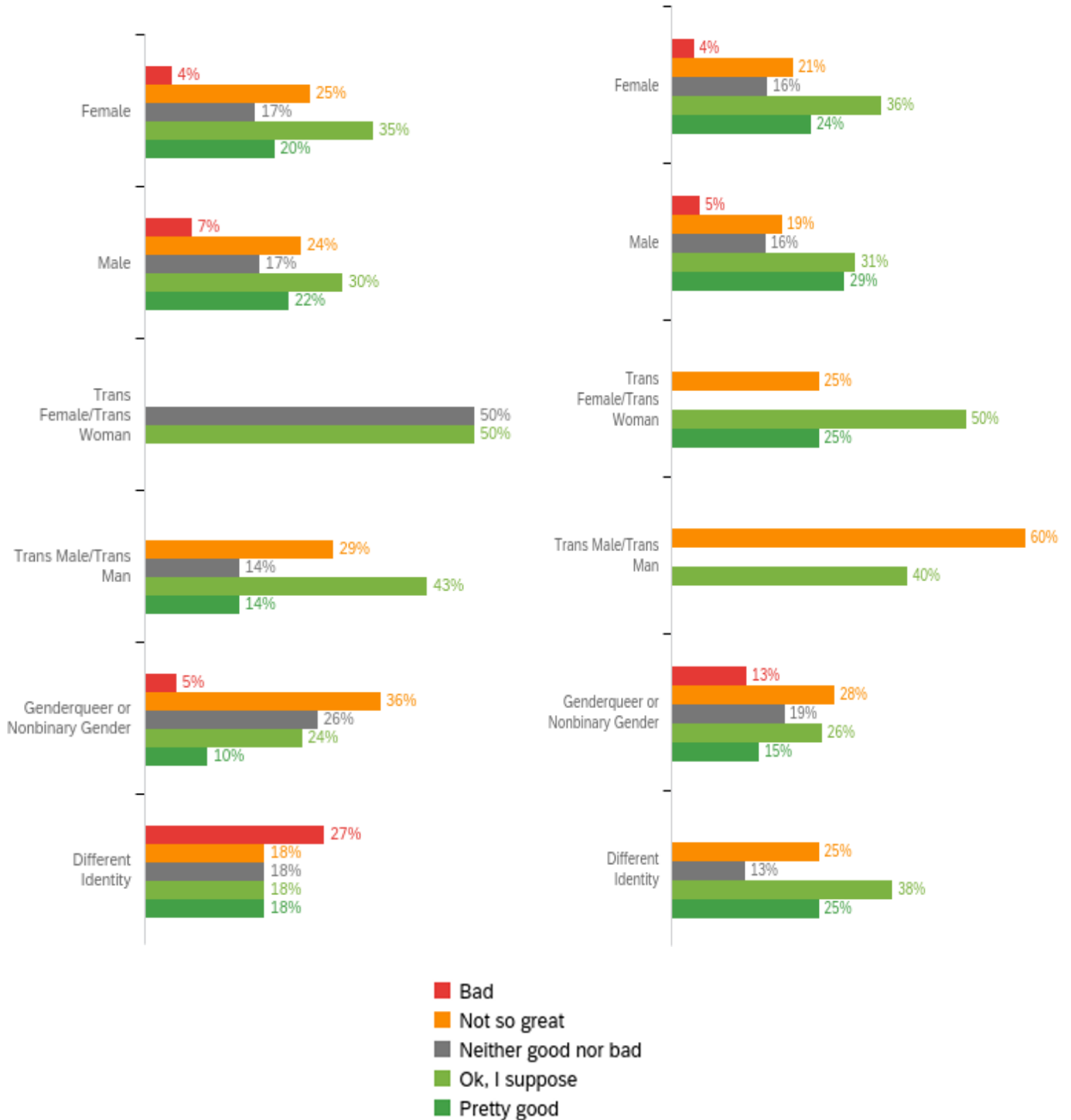


- I have to in order to get my work done
- I can't help myself, it is too easy to check my email, phone, etc. during a...
- It makes me more efficient
- Some meetings don't need my full participation and so multitasking is OK
- Other (Please write in your reason(s))

Ethnicity	I have to in order to get my work done		I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting		It makes me more efficient		Some meetings don't need my full participation and so multitasking is OK		Other (Please write in your reason(s))		Total
African-American/Black	29%	60	17%	36	10%	21	35%	73	9%	19	209
American Indian/Alaskan Native	19%	3	19%	3	25%	4	31%	5	6%	1	16
Chinese	23%	61	20%	53	15%	41	34%	90	9%	23	268
Filipino	27%	42	19%	29	14%	22	33%	51	6%	9	153
Hispanic/Latino	29%	121	19%	79	11%	45	32%	134	8%	35	414
Japanese	11%	3	32%	9	14%	4	32%	9	11%	3	28
Korean	15%	3	10%	2	15%	3	40%	8	20%	4	20
Middle Eastern/Southwest Asian/North African (SWANA)	31%	11	17%	6	14%	5	33%	12	6%	2	36
Other Asian	23%	16	17%	12	23%	16	33%	23	4%	3	70
Pacific Islander	9%	1	18%	2	9%	1	27%	3	36%	4	11
South Asian	20%	12	22%	13	13%	8	43%	26	2%	1	60
Two Or More Races	27%	77	16%	47	12%	35	35%	100	9%	26	285
Vietnamese	28%	9	25%	8	9%	3	31%	10	6%	2	32
White	23%	558	18%	441	12%	288	37%	900	9%	217	2404

## Gender

How are you feeling in general? (Feb '21 vs. April '21)

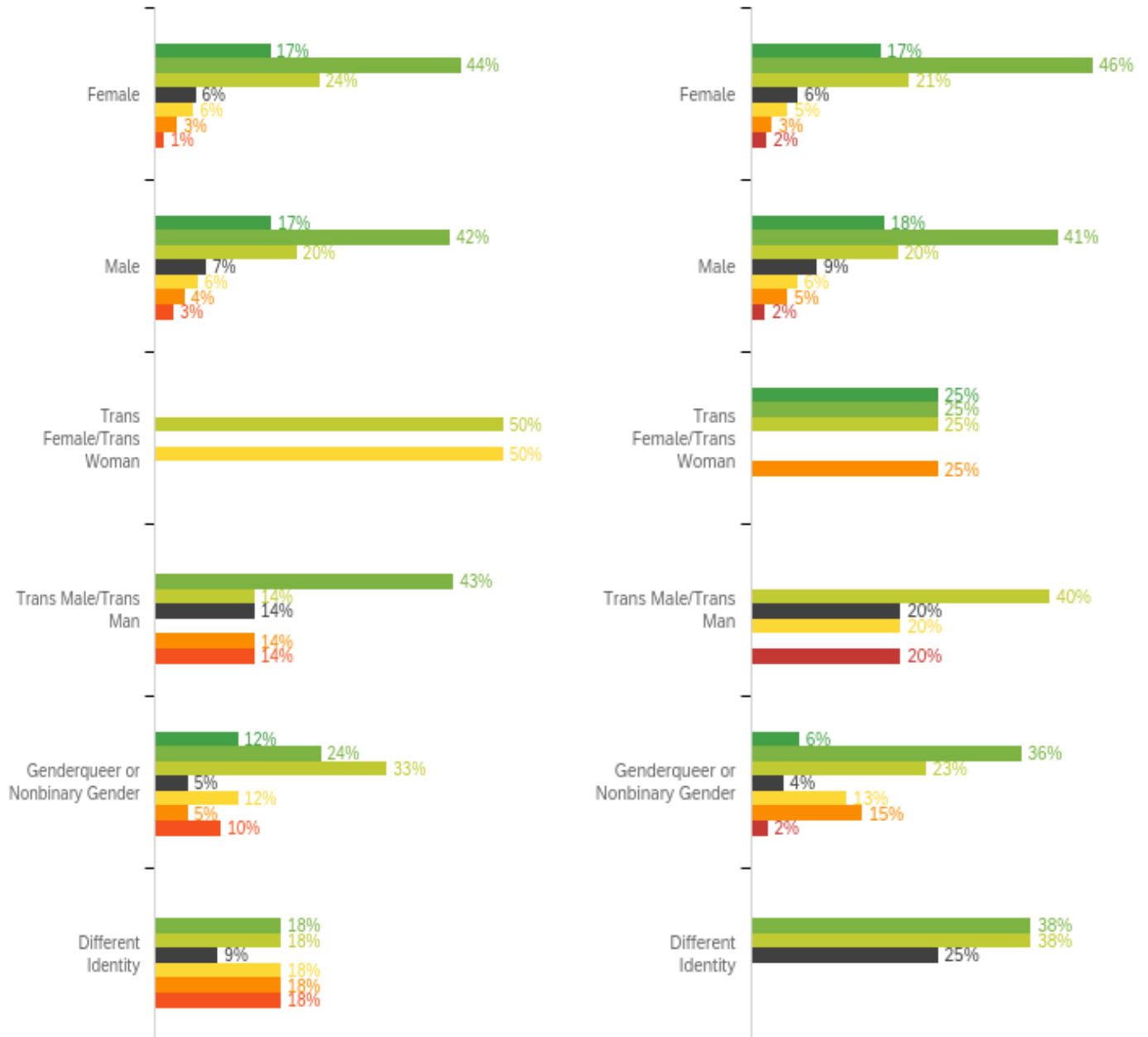


- Bad
- Not so great
- Neither good nor bad
- Ok, I suppose
- Pretty good



#	Gender	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
		Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
6	Female	87	76	541	413	362	327	748	713	424	2004
2	Male	71	42	238	164	175	140	301	274	219	878
4	Trans Female/Trans Woman	0	0	0	1	1	0	1	2	0	4
5	Trans Male/Trans Man	0	0	2	3	1	0	3	2	1	5
8	Genderqueer or Nonbinary Gender	2	6	15	13	11	9	10	12	4	47
1	Different Identity	3	0	2	2	2	1	2	3	2	8

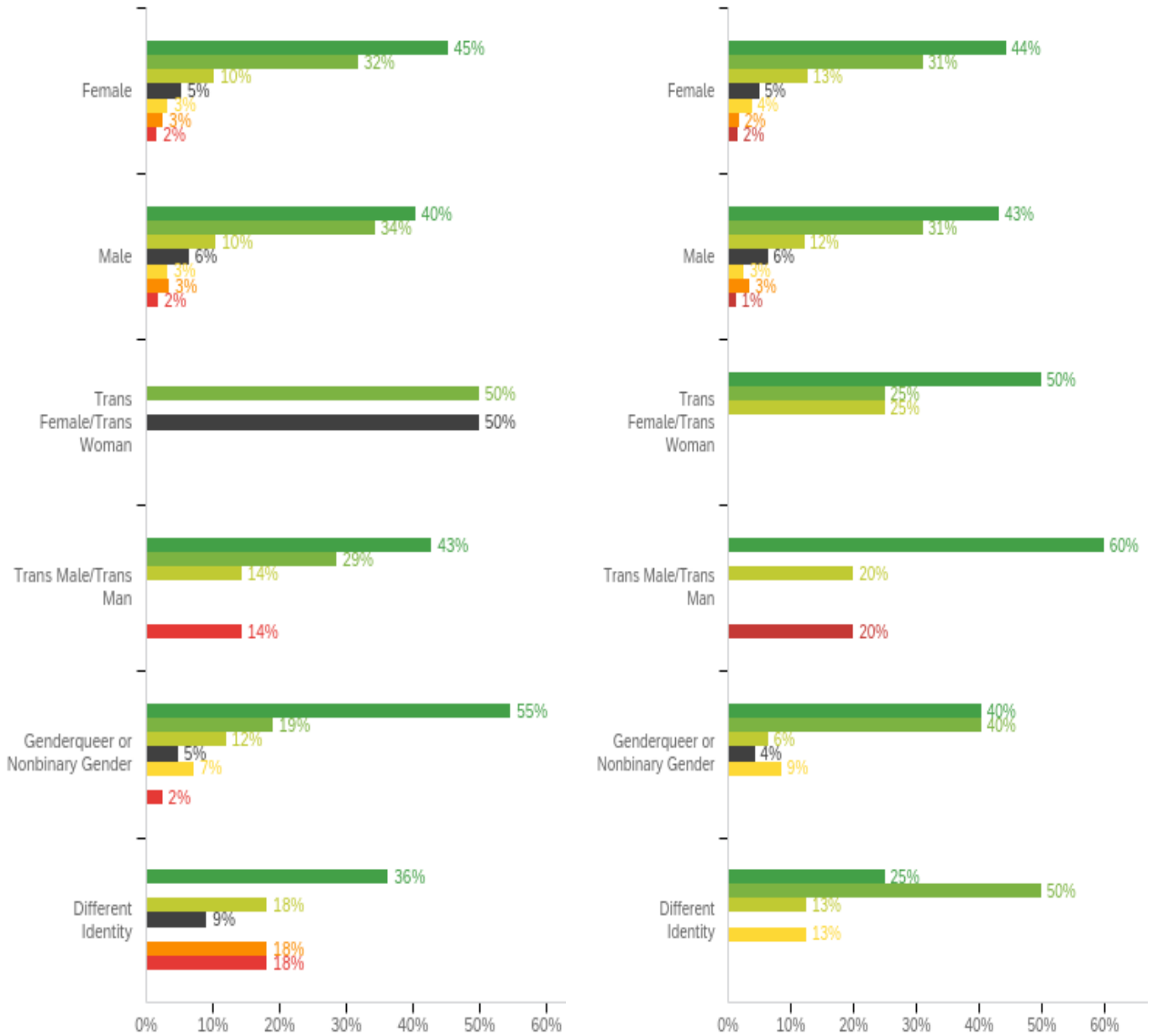
## I feel that UC Berkeley cares about my well-being (Feb '21 vs. April '21)



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

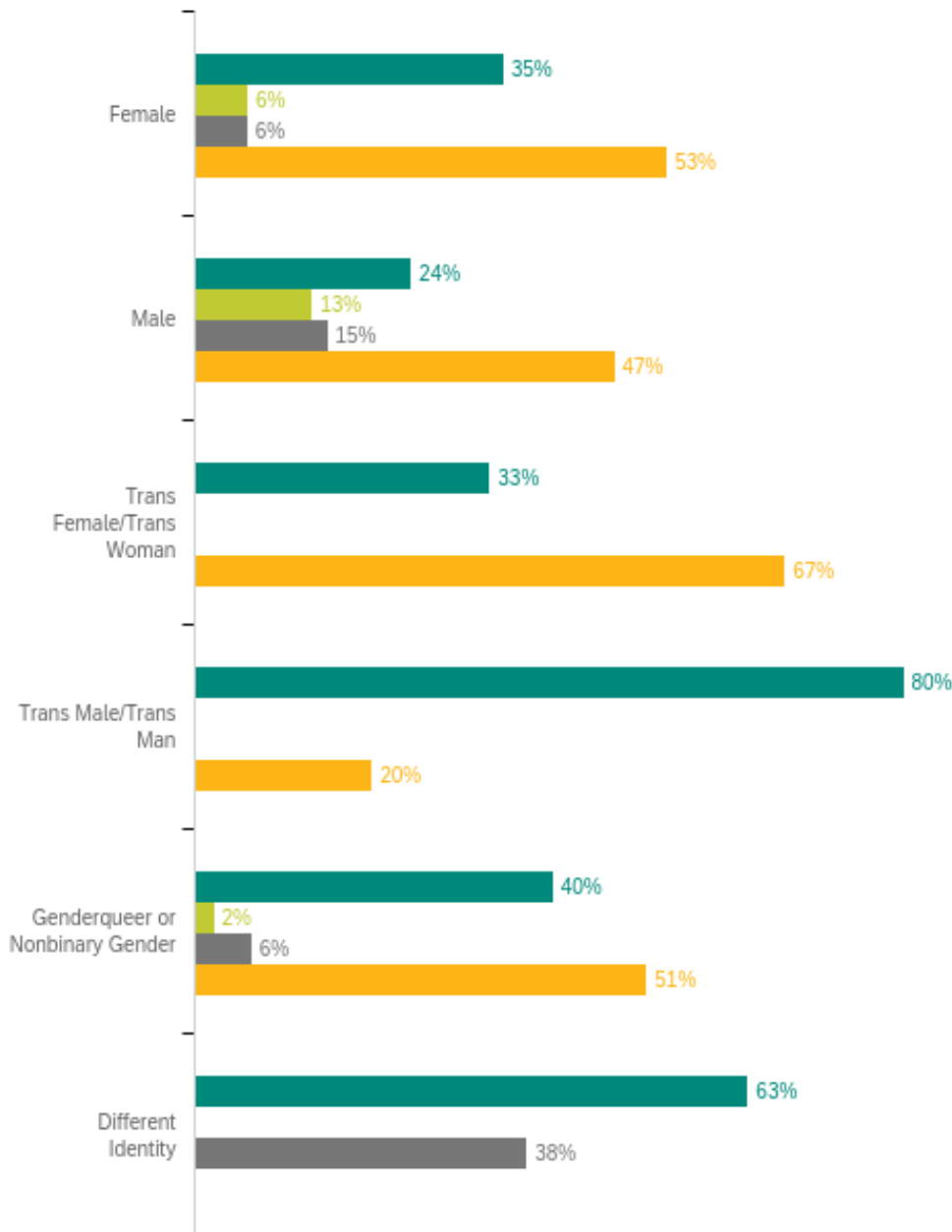
#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
6	Female	358	347	948	917	510	424	127	124	120	98	70	54	29	40
2	Male	168	156	425	360	204	172	74	77	62	54	43	42	27	16
4	Trans Female/Trans Woman	0	1	0	1	1	1	0	0	1	0	0	1	0	0
5	Trans Male/Trans Man	0	0	3	0	1	2	1	1	0	1	1	0	1	1
8	Genderqueer or Nonbinary Gender	5	3	10	17	14	11	2	2	5	6	2	7	4	1
1	Different Identity	0	0	2	3	2	3	1	2	2	0	2	0	2	0

## My well-being is important to my immediate supervisor (Feb '21 vs. April '21)



#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
6	Female	978	884	686	619	221	253	114	98	70	75	54	34	35	30
2	Male	405	378	344	271	105	106	64	55	32	22	34	30	18	11
4	Trans Female/Trans Woman	0	2	1	1	0	1	1	0	0	0	0	0	0	0
5	Trans Male/Trans Man	3	3	2	0	1	1	0	0	0	0	0	0	1	1
8	Genderqueer or Nonbinary Gender	23	19	8	19	5	3	2	2	3	4	0	0	1	0
1	Different Identity	4	2	0	4	2	1	1	0	0	1	2	0	2	0

**If public health orders are modified so that larger numbers of employees are permitted to return to work on-site, would you: (April 2021)**



- Prefer to continue working from home
- Prefer to work on-site
- N/A, I am already working on-site
- Prefer a mix of working on-site and remotely (aka a hybrid schedule)

<b>Gender</b>	Prefer to continue working from home		Prefer to work on-site		Prefer a mix of working on-site and remotely (aka a hybrid schedule)		N/A, I am already working on-site		Total
Female	35%	695	6%	119	53%	1064	6%	118	1996
Male	24%	214	13%	116	47%	415	15%	131	876
Trans Female/Trans Woman	33%	1	0%	0	67%	2	0%	0	3
Trans Male/Trans Man	80%	4	0%	0	20%	1	0%	0	5
Genderqueer or Nonbinary Gender	40%	19	2%	1	51%	24	6%	3	47
Different Identity	63%	5	0%	0	0%	0	38%	3	8

# How exhausted do you feel after video conferencing? (April 2021)

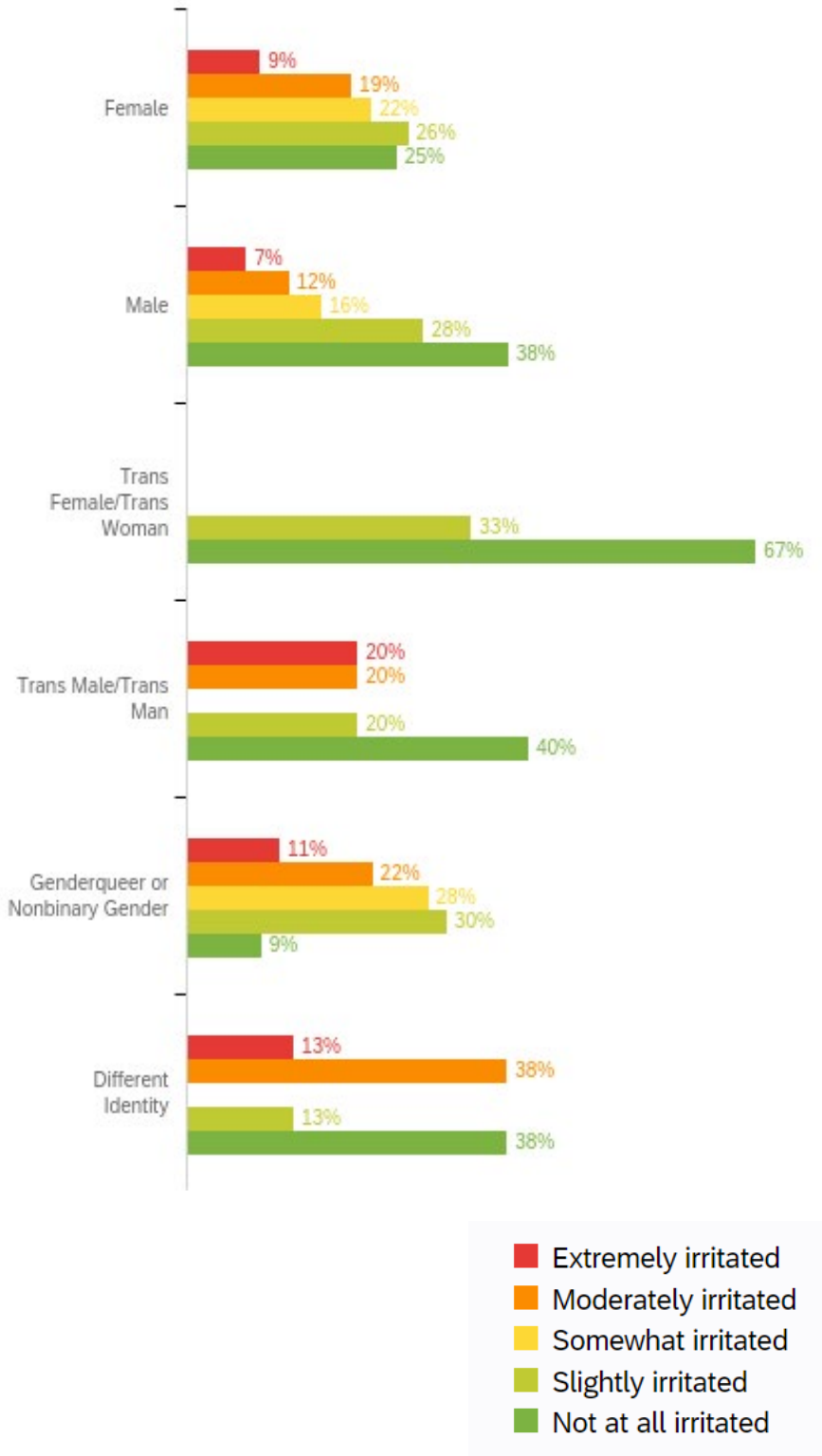


- Extremely exhausted
- Moderately exhausted
- Somewhat exhausted
- Slightly exhausted
- Not all all exhausted



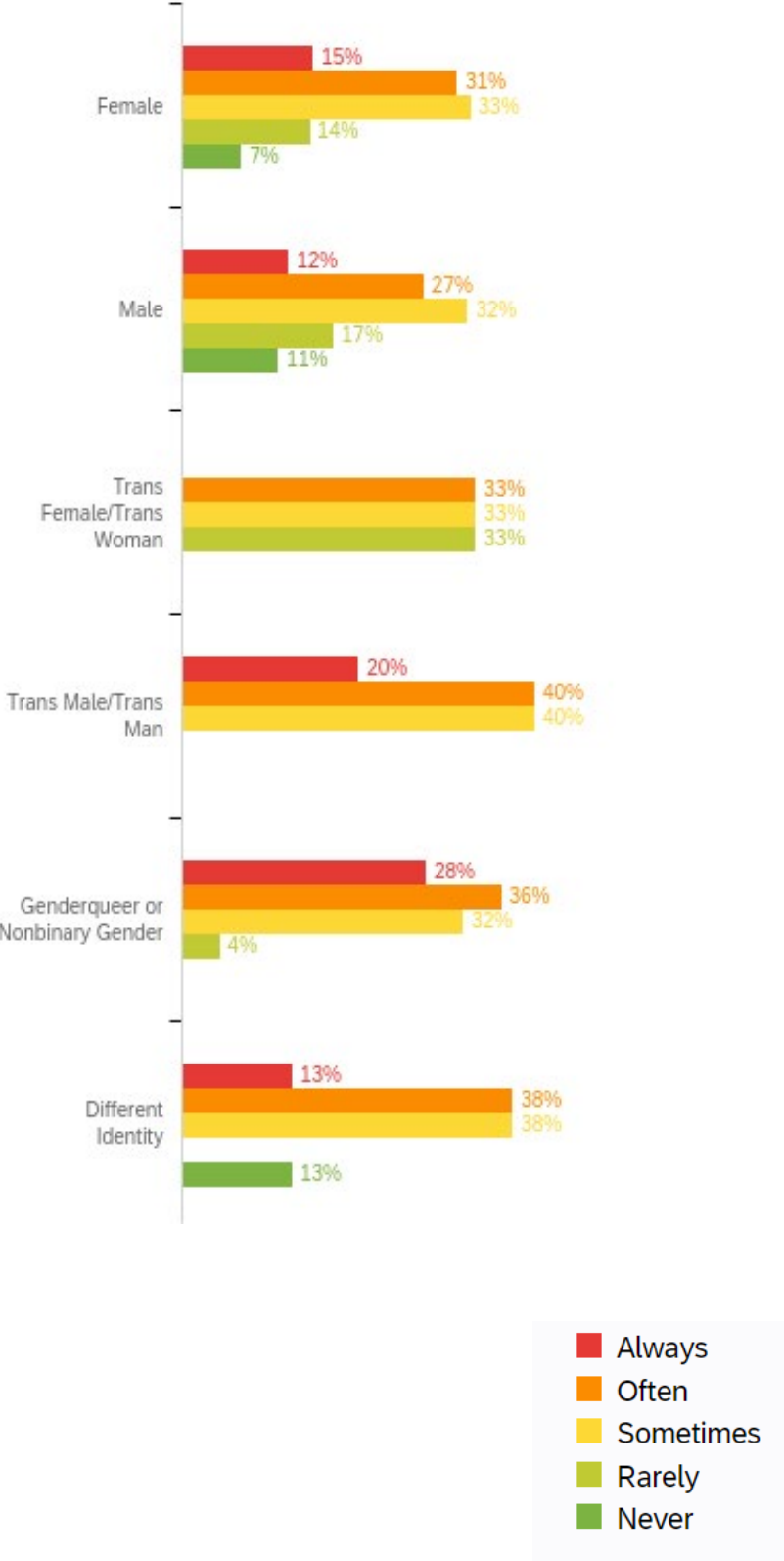
Gender	Not all all exhausted		Slightly exhausted		Somewhat exhausted		Moderately exhausted		Extremely exhausted		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Female	11%	203	24%	461	27%	506	26%	483	12%	234	1887
Male	19%	152	26%	213	25%	203	20%	163	9%	74	805
Trans Female/Trans Woman	33%	1	33%	1	33%	1	0%	0	0%	0	3
Trans Male/Trans Man	0%	0	40%	2	40%	2	0%	0	20%	1	5
Genderqueer or Nonbinary Gender	9%	4	26%	12	21%	10	28%	13	17%	8	47
Different Identity	13%	1	38%	3	25%	2	25%	2	0%	0	8

## How irritated do your eyes feel after video conferencing? (April 2021)



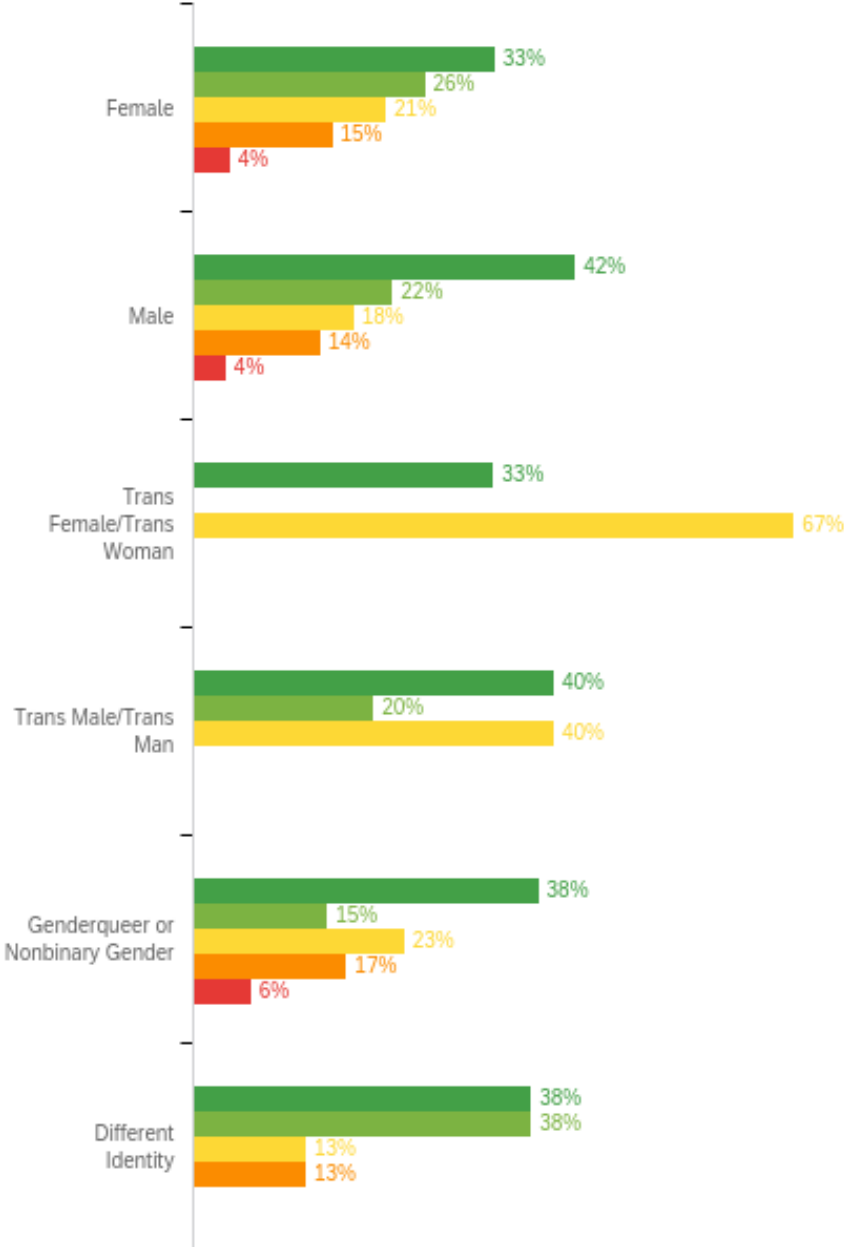
Gender	Not at all irritated		Slightly irritated		Somewhat irritated		Moderately irritated		Extremely irritated		Total
Female	25%	464	26%	489	22%	407	19%	364	9%	162	1886
Male	38%	303	28%	223	16%	127	12%	96	7%	56	805
Trans Female/Trans Woman	67%	2	33%	1	0%	0	0%	0	0%	0	3
Trans Male/Trans Man	40%	2	20%	1	0%	0	20%	1	20%	1	5
Genderqueer or Nonbinary Gender	9%	4	30%	14	28%	13	22%	10	11%	5	46
Different Identity	38%	3	13%	1	0%	0	38%	3	13%	1	8

# How much do you want to be alone after video conferencing? (April 2021)



<b>Gender</b>	Never		Rarely		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Female	7%	127	14%	272	33%	615	31%	587	15%	280	1881
Male	11%	88	17%	138	32%	260	27%	220	12%	97	803
Trans Female/Trans Woman	0%	0	33%	1	33%	1	33%	1	0%	0	3
Trans Male/Trans Man	0%	0	0%	0	40%	2	40%	2	20%	1	5
Genderqueer or Nonbinary Gender	0%	0	4%	2	32%	15	36%	17	28%	13	47
Different Identity	13%	1	0%	0	38%	3	38%	3	13%	1	8

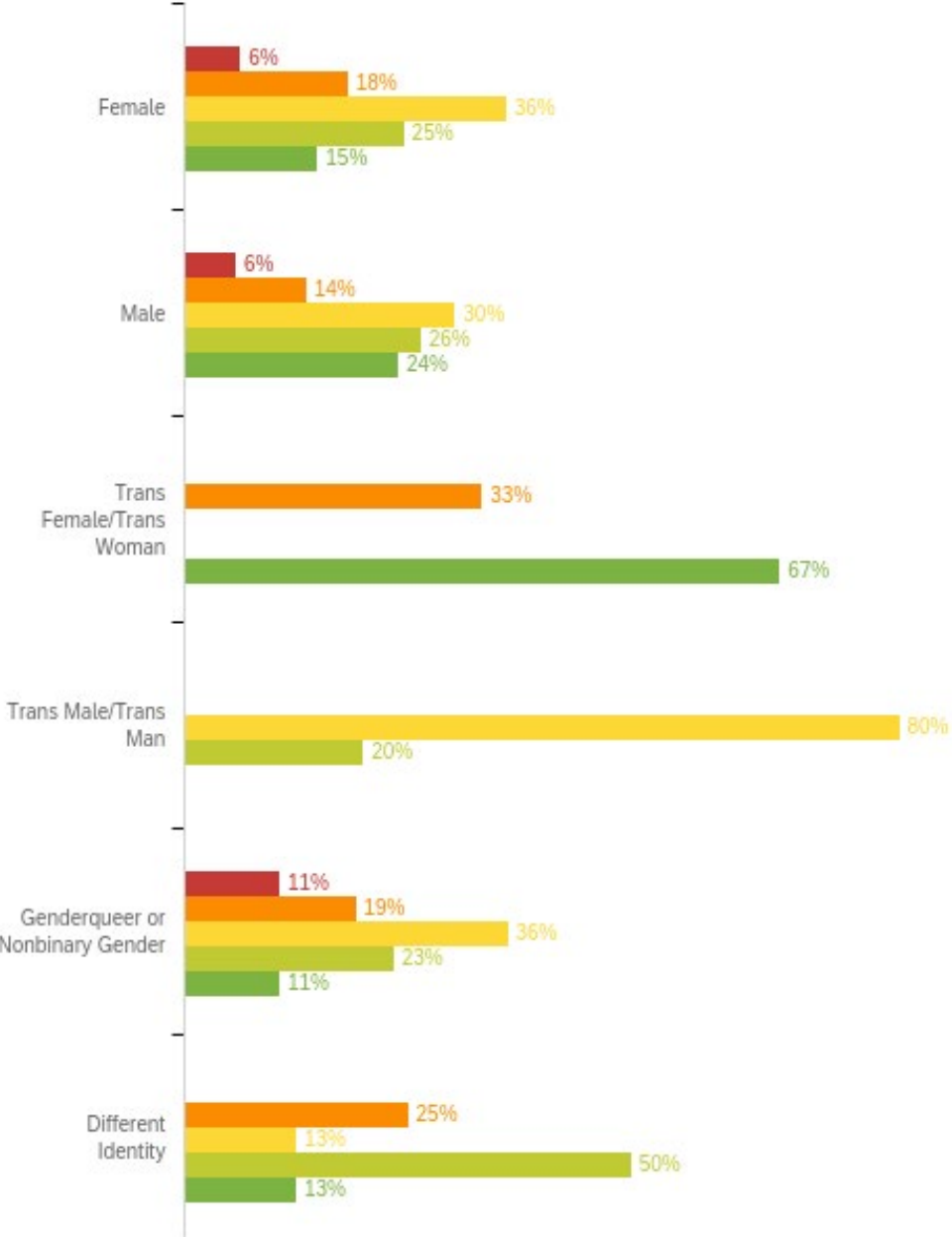
# How moody do you feel after video conferencing? (April 2021)



- Not at all moody
- Slightly moody
- Somewhat moody
- Moderately moody
- Extremely moody

Gender	Not at all moody		Slightly moody		Somewhat moody		Moderately moody		Extremely moody		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Female	33%	629	26%	483	21%	402	15%	290	4%	76	1880
Male	42%	341	22%	178	18%	143	14%	113	4%	29	804
Trans Female/Trans Woman	33%	1	0%	0	67%	2	0%	0	0%	0	3
Trans Male/Trans Man	40%	2	20%	1	40%	2	0%	0	0%	0	5
Genderqueer or Nonbinary Gender	38%	18	15%	7	23%	11	17%	8	6%	3	47
Different Identity	38%	3	38%	3	13%	1	13%	1	0%	0	8

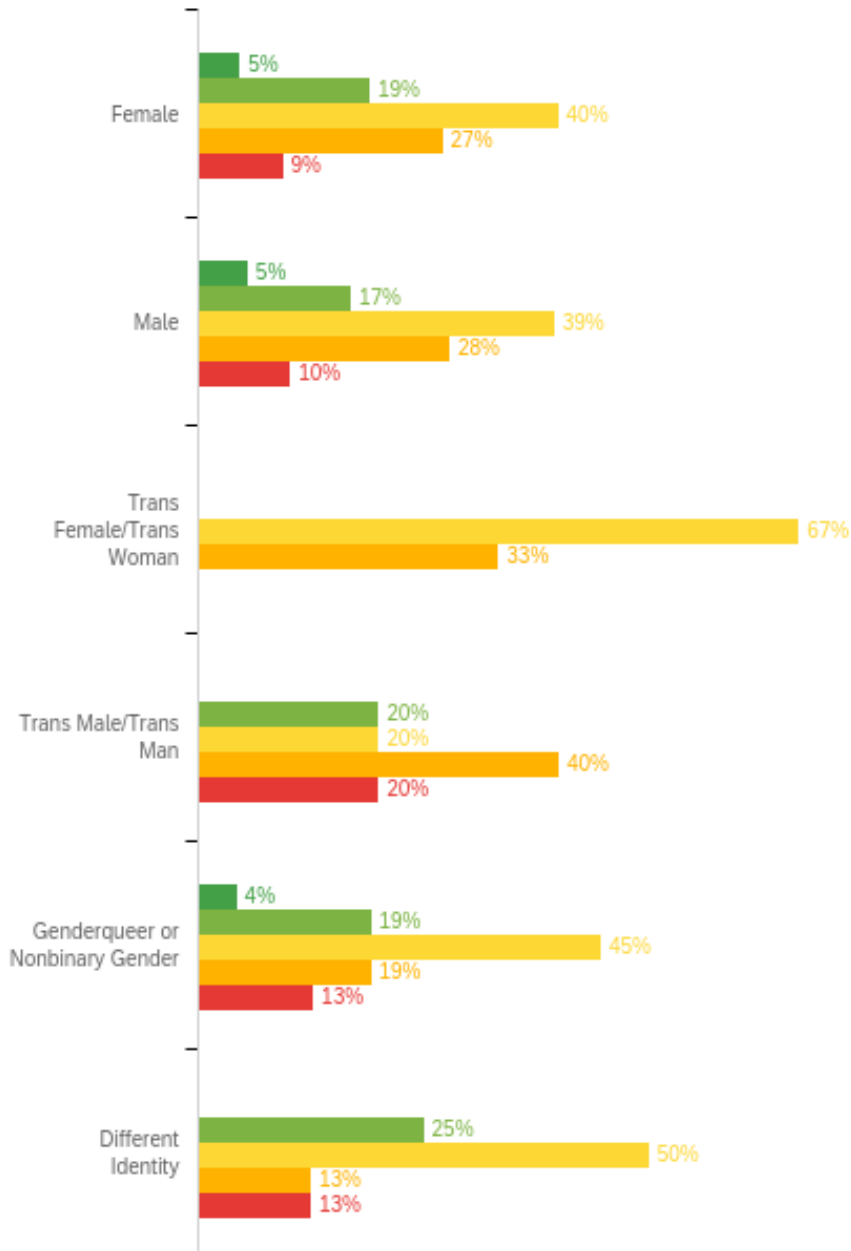
# How much do you dread having to do things after video conferencing? (April 2021)





<b>Gender</b>	Never		Rarely		Sometimes		Often		Always		Total
Female	15%	280	25%	461	36%	676	18%	343	6%	118	1878
Male	24%	192	26%	212	30%	243	14%	109	6%	46	802
Trans Female/Trans Woman	67%	2	0%	0	0%	0	33%	1	0%	0	3
Trans Male/Trans Man	0%	0	20%	1	80%	4	0%	0	0%	0	5
Genderqueer or Nonbinary Gender	11%	5	23%	11	36%	17	19%	9	11%	5	47
Different Identity	13%	1	50%	4	13%	1	25%	2	0%	0	8

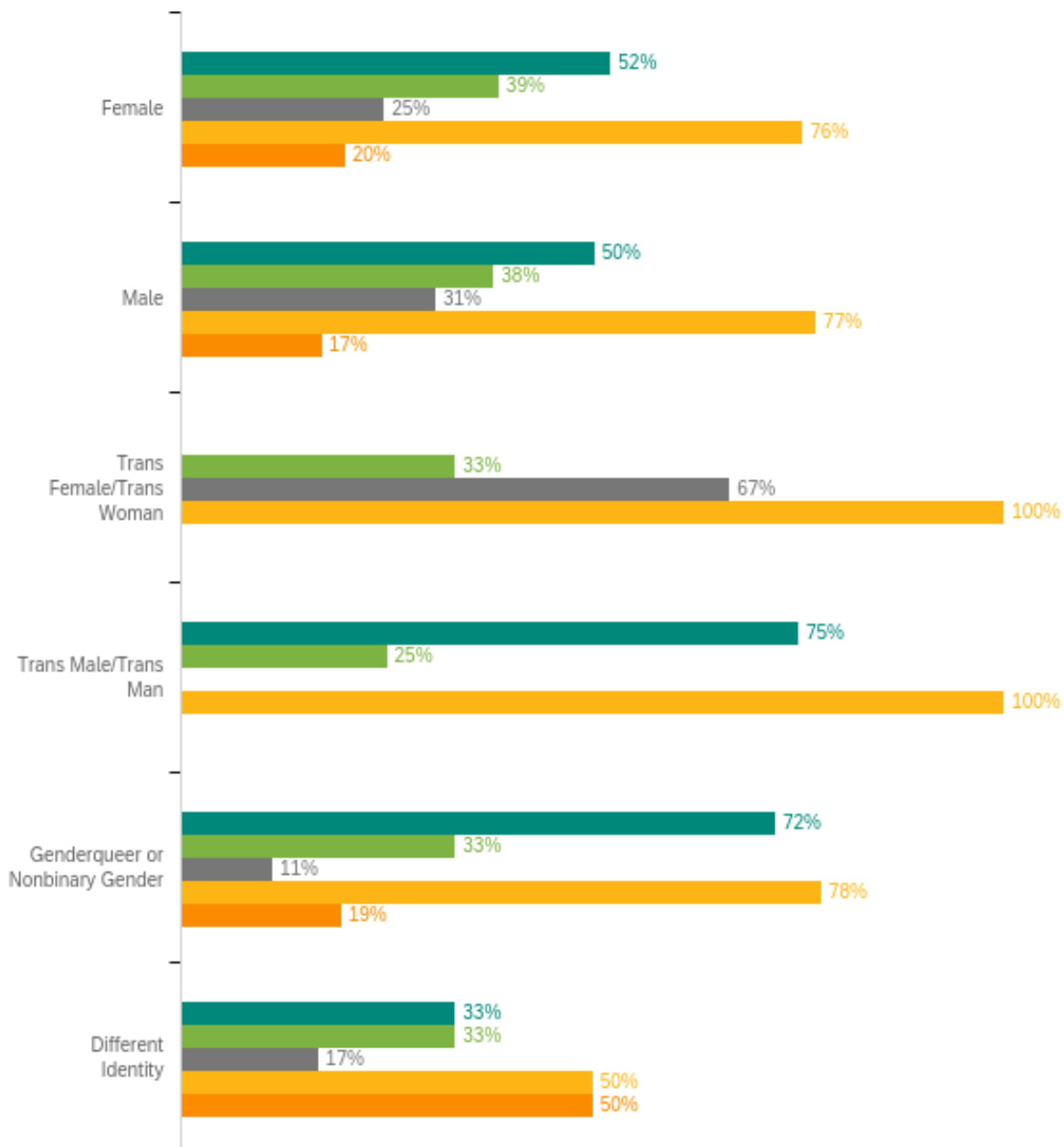
## Do you multitask during videoconferencing? (April 2021)



- Never
- Rarely
- Sometimes
- Often
- Always

<b>Gender</b>	Never		Rarely		Sometimes		Often		Always		Total
Female	5%	87	19%	359	40%	753	27%	511	9%	176	1886
Male	5%	44	17%	136	39%	317	28%	224	10%	82	803
Trans Female/Trans Woman	0%	0	0%	0	67%	2	33%	1	0%	0	3
Trans Male/Trans Man	0%	0	20%	1	20%	1	40%	2	20%	1	5
Genderqueer or Nonbinary Gender	4%	2	19%	9	45%	21	19%	9	13%	6	47
Different Identity	0%	0	25%	2	50%	4	13%	1	13%	1	8

## Would you tell us why you multitask during videoconferencing (check all that apply) (April 2021)



- I have to in order to get my work done
- I can't help myself, it is too easy to check my email, phone, etc. during a...
- It makes me more efficient
- Some meetings don't need my full participation and so multitasking is OK
- Other (Please write in your reason(s))

Gender	I have to in order to get my work done		I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting		It makes me more efficient		Some meetings don't need my full participation and so multitasking is OK		Other (Please write in your reason(s))		Total
Female	25%	751	18%	555	12%	355	36%	1086	9%	286	3033
Male	24%	312	18%	236	14%	192	36%	479	8%	106	1325
Trans Female/Trans Woman	0%	0	17%	1	33%	2	50%	3	0%	0	6
Trans Male/Trans Man	38%	3	13%	1	0%	0	50%	4	0%	0	8
Genderqueer or Nonbinary Gender	34%	26	16%	12	5%	4	36%	28	9%	7	77
Different Identity	18%	2	18%	2	9%	1	27%	3	27%	3	11

## Sexual Orientation

April 2021

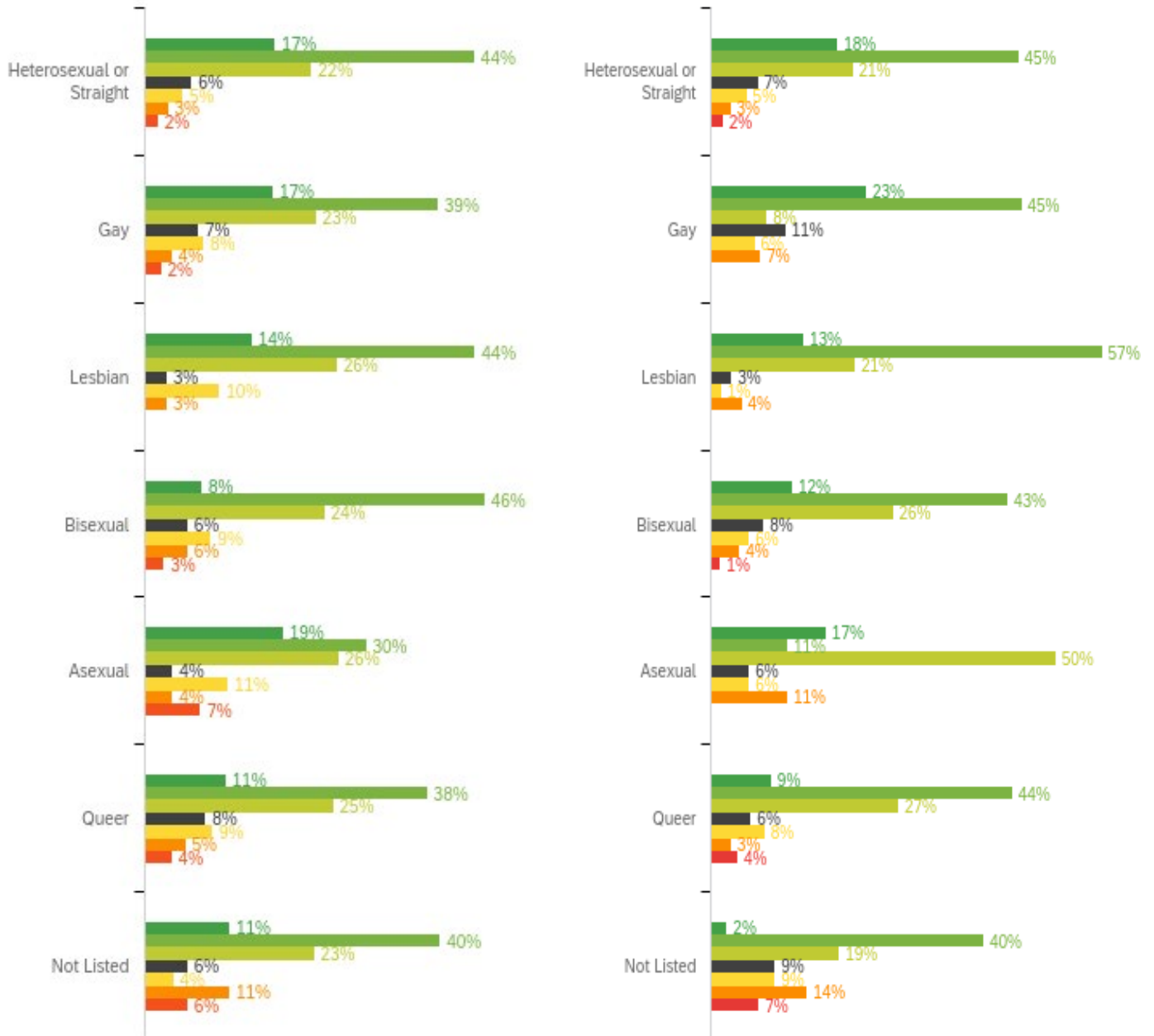
How are you feeling in general? (Feb '21 vs. April '21)



- 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	
		Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
4	Heterosexual or Straight	108	84	596	448	440	358	845	812	544	614
3	Gay	11	5	32	22	26	22	50	28	21	34
5	Lesbian	3	0	19	15	9	16	22	21	17	15
2	Bisexual	16	8	52	34	17	22	49	50	24	30
1	Asexual	1	5	10	3	5	1	6	5	5	4
8	Queer	8	4	36	29	19	22	38	33	10	15
6	Not Listed	4	7	15	11	6	5	21	10	8	10

## I feel that UC Berkeley cares about my well-being (Feb '21 vs. April '21)

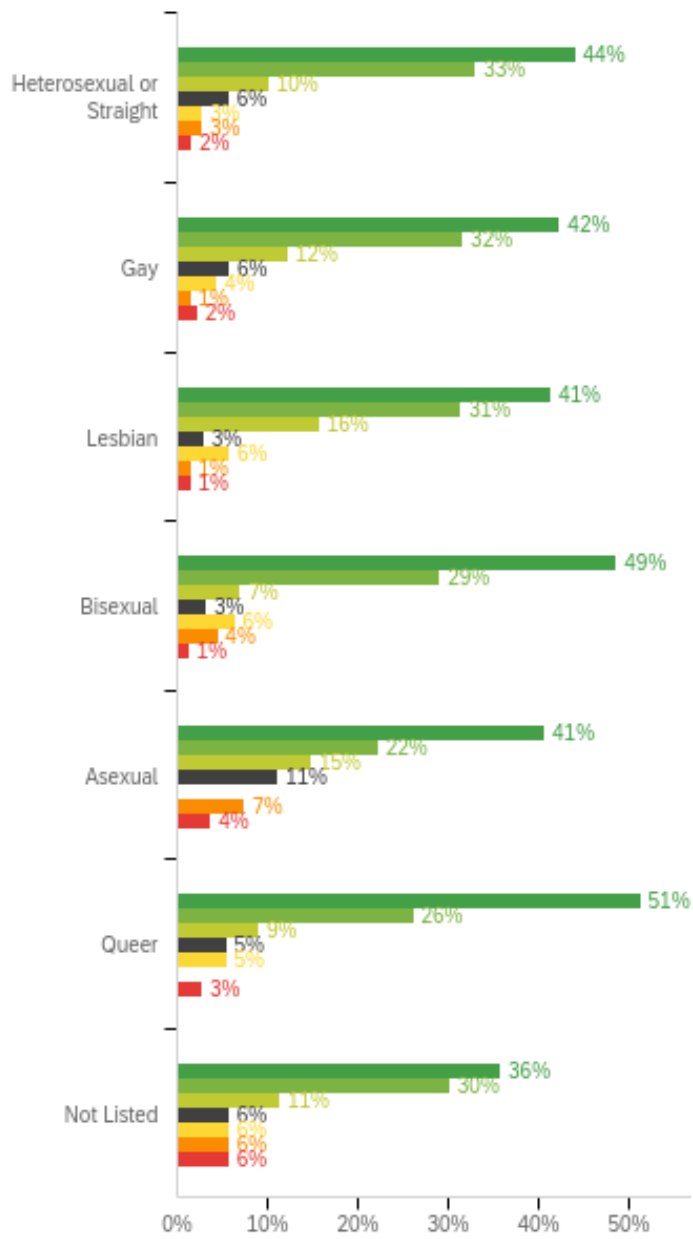


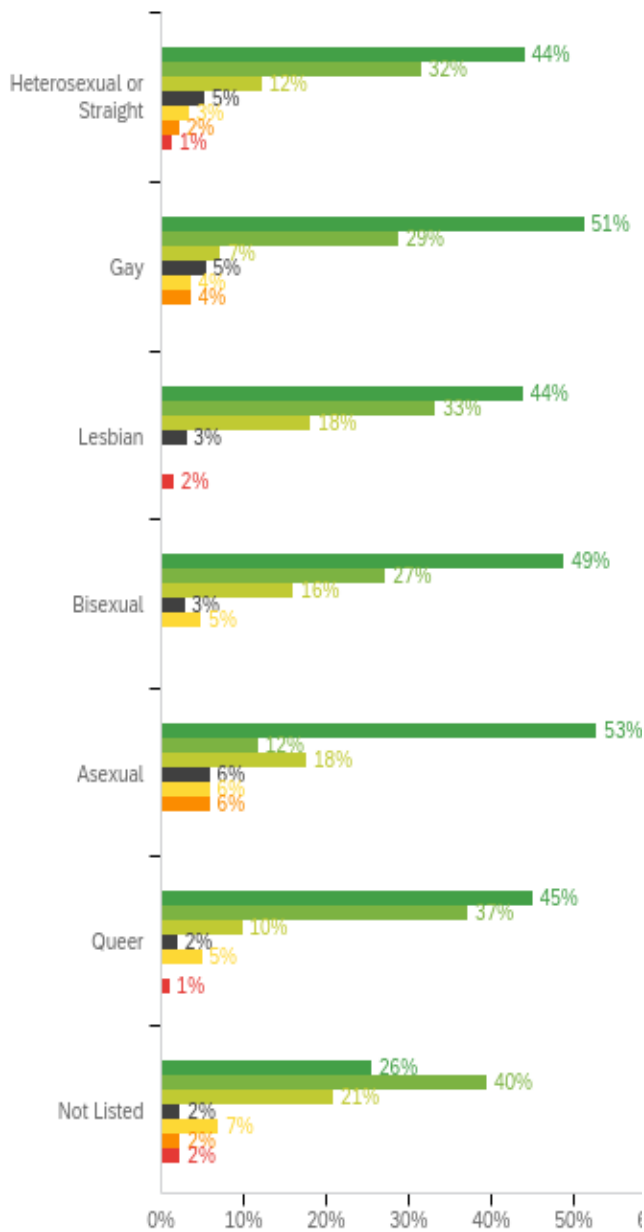
- Strongly disagree
- Disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Agree
- Strongly agree



#	Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
4	Heterosexual or Straight	442	426	1119	1032	565	476	158	157	128	120	77	65	43	40
3	Gay	24	25	55	50	32	9	10	12	11	7	5	8	3	0
5	Lesbian	10	9	31	38	18	14	2	2	7	1	2	3	0	0
2	Bisexual	12	17	72	62	38	38	9	11	14	8	9	6	4	2
1	Asexual	5	3	8	2	7	9	1	1	3	1	1	2	2	0
8	Queer	12	9	42	45	28	28	9	6	10	8	6	3	4	4
6	Not Listed	6	1	21	17	12	8	3	4	2	4	6	6	3	3

**My well-being is important to my immediate supervisor (Feb '21 vs. April '21)**

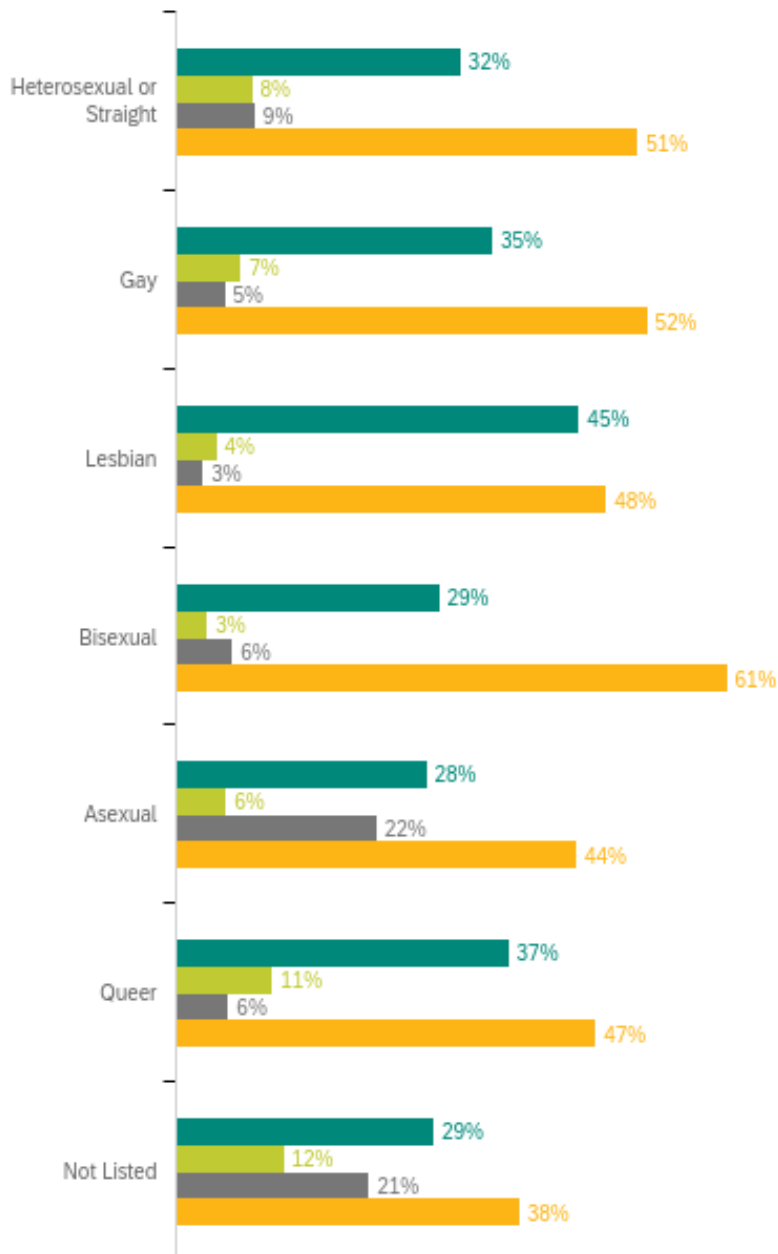




- Strongly disagree
- Disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Agree
- Strongly agree

Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21	Feb '21	April '21
Heterosexual or Straight	1116	1016	837	728	256	281	144	122	69	77	68	50	39	30
Gay	59	57	44	32	17	8	8	6	6	4	2	4	3	0
Lesbian	29	29	22	22	11	12	2	2	4	0	1	0	1	1
Bisexual	77	70	46	39	11	23	5	4	10	7	7	0	2	0
Asexual	11	9	6	2	4	3	3	1	0	1	2	1	1	0
Queer	57	46	29	38	10	10	6	2	6	5	0	0	3	1
Not Listed	19	11	16	17	6	9	3	1	3	3	3	1	3	1

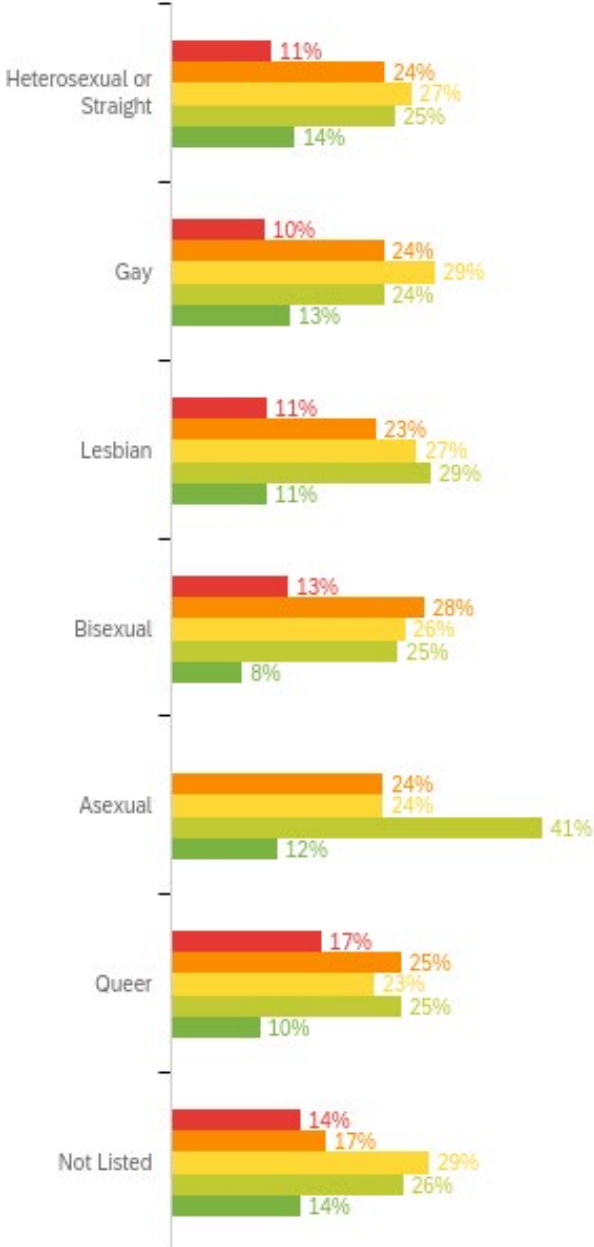
## If public health orders are modified so that larger numbers of employees are permitted to return to work on-site, would you: (April 2021)



- Prefer to continue working from home
- Prefer to work on-site
- N/A, I am already working on-site
- Prefer a mix of working on-site and remotely (aka a hybrid schedule)

Sexual Orientation	Prefer to continue working from home		Prefer to work on-site		Prefer a mix of working on-site and remotely (aka a hybrid schedule)		N/A, I am already working on-site		Total
Heterosexual or Straight	32%	729	8%	195	51%	1185	9%	202	2311
Gay	35%	39	7%	8	52%	58	5%	6	111
Lesbian	45%	30	4%	3	48%	32	3%	2	67
Bisexual	29%	42	3%	5	61%	88	6%	9	144
Asexual	28%	5	6%	1	44%	8	22%	4	18
Queer	37%	38	11%	11	47%	48	6%	6	103
Not Listed	29%	12	12%	5	38%	16	21%	9	42

# How exhausted do you feel after video conferencing? (April 2021)

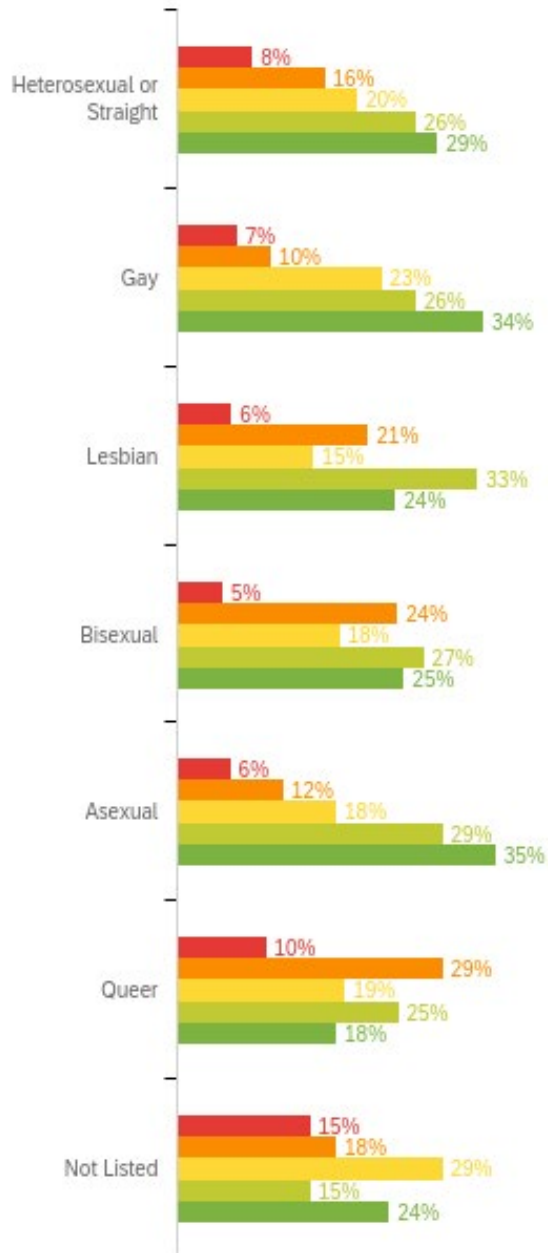


- Extremely exhausted
- Moderately exhausted
- Somewhat exhausted
- Slightly exhausted
- Not all all exhausted



#	Sexual Orientation	Not all all exhausted		Slightly exhausted		Somewhat exhausted		Moderately exhausted		Extremely exhausted		Total
4	Heterosexual or Straight	14%	297	25%	538	27%	577	24%	513	11%	241	2166
3	Gay	13%	14	24%	25	29%	31	24%	25	10%	11	106
5	Lesbian	11%	7	29%	19	27%	18	23%	15	11%	7	66
2	Bisexual	8%	11	25%	35	26%	36	28%	39	13%	18	139
1	Asexual	12%	2	41%	7	24%	4	24%	4	0%	0	17
8	Queer	10%	10	25%	26	23%	23	25%	26	17%	17	102
6	Not Listed	14%	5	26%	9	29%	10	17%	6	14%	5	35

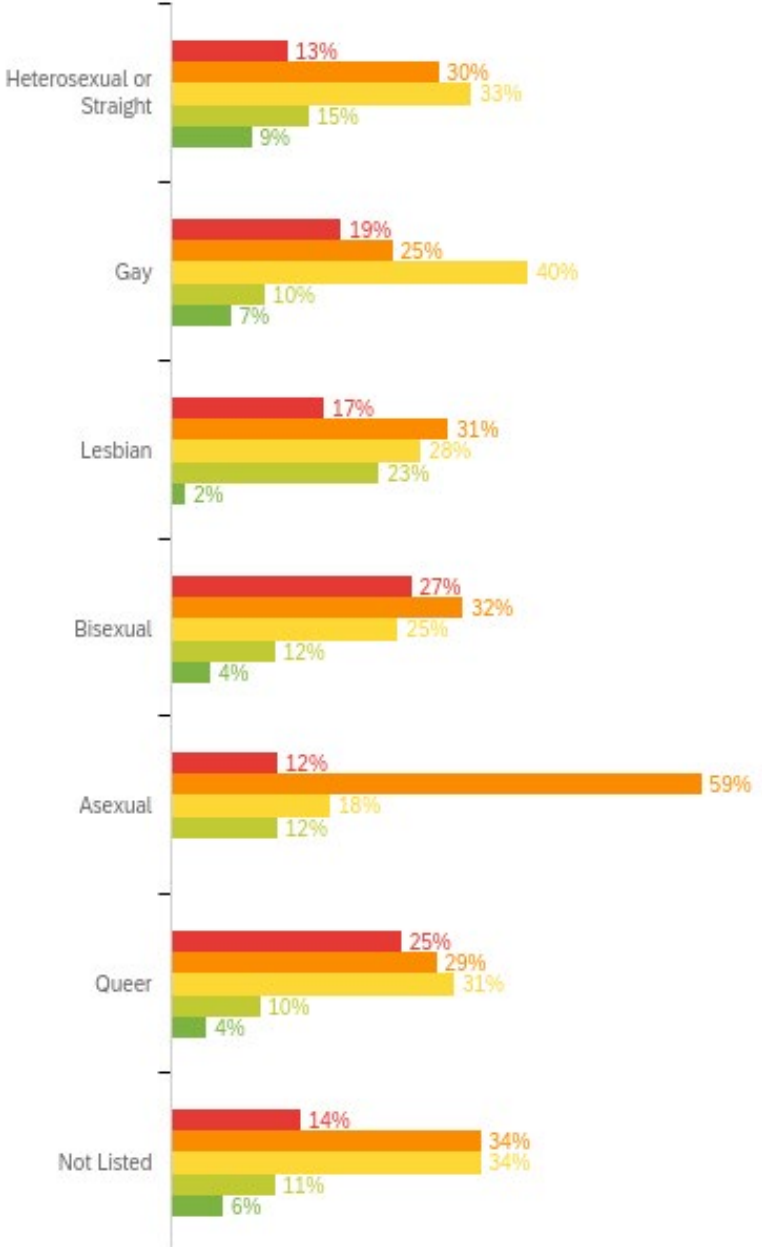
## How irritated do your eyes feel after video conferencing? (April 2021)



- Extremely irritated
- Moderately irritated
- Somewhat irritated
- Slightly irritated
- Not at all irritated

Sexual Orientation	Not at all irritated		Slightly irritated		Somewhat irritated		Moderately irritated		Extremely irritated		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Heterosexual or Straight	29%	625	26%	573	20%	432	16%	354	8%	181	2165
Gay	34%	36	26%	28	23%	24	10%	11	7%	7	106
Lesbian	24%	16	33%	22	15%	10	21%	14	6%	4	66
Bisexual	25%	35	27%	38	18%	25	24%	34	5%	7	139
Asexual	35%	6	29%	5	18%	3	12%	2	6%	1	17
Queer	18%	18	25%	25	19%	19	29%	30	10%	10	102
Not Listed	24%	8	15%	5	29%	10	18%	6	15%	5	34

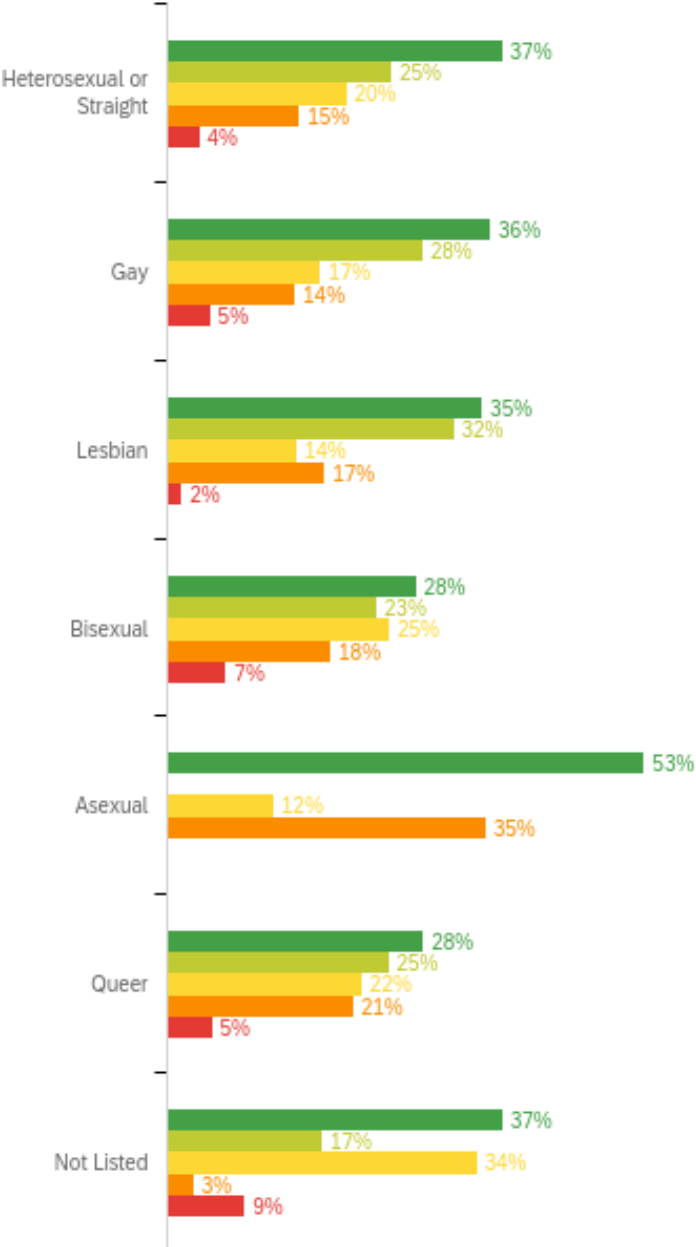
# How much do you want to be alone after video conferencing? (April 2021)



- Always
- Often
- Sometimes
- Rarely
- Never

Sexual Orientation	Never		Rarely		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Heterosexual or Straight	9%	192	15%	329	33%	720	30%	641	13%	278	2160
Gay	7%	7	10%	11	40%	42	25%	26	19%	20	106
Lesbian	2%	1	23%	15	28%	18	31%	20	17%	11	65
Bisexual	4%	6	12%	16	25%	35	32%	45	27%	37	139
Asexual	0%	0	12%	2	18%	3	59%	10	12%	2	17
Queer	4%	4	10%	10	31%	32	29%	30	25%	26	102
Not Listed	6%	2	11%	4	34%	12	34%	12	14%	5	35

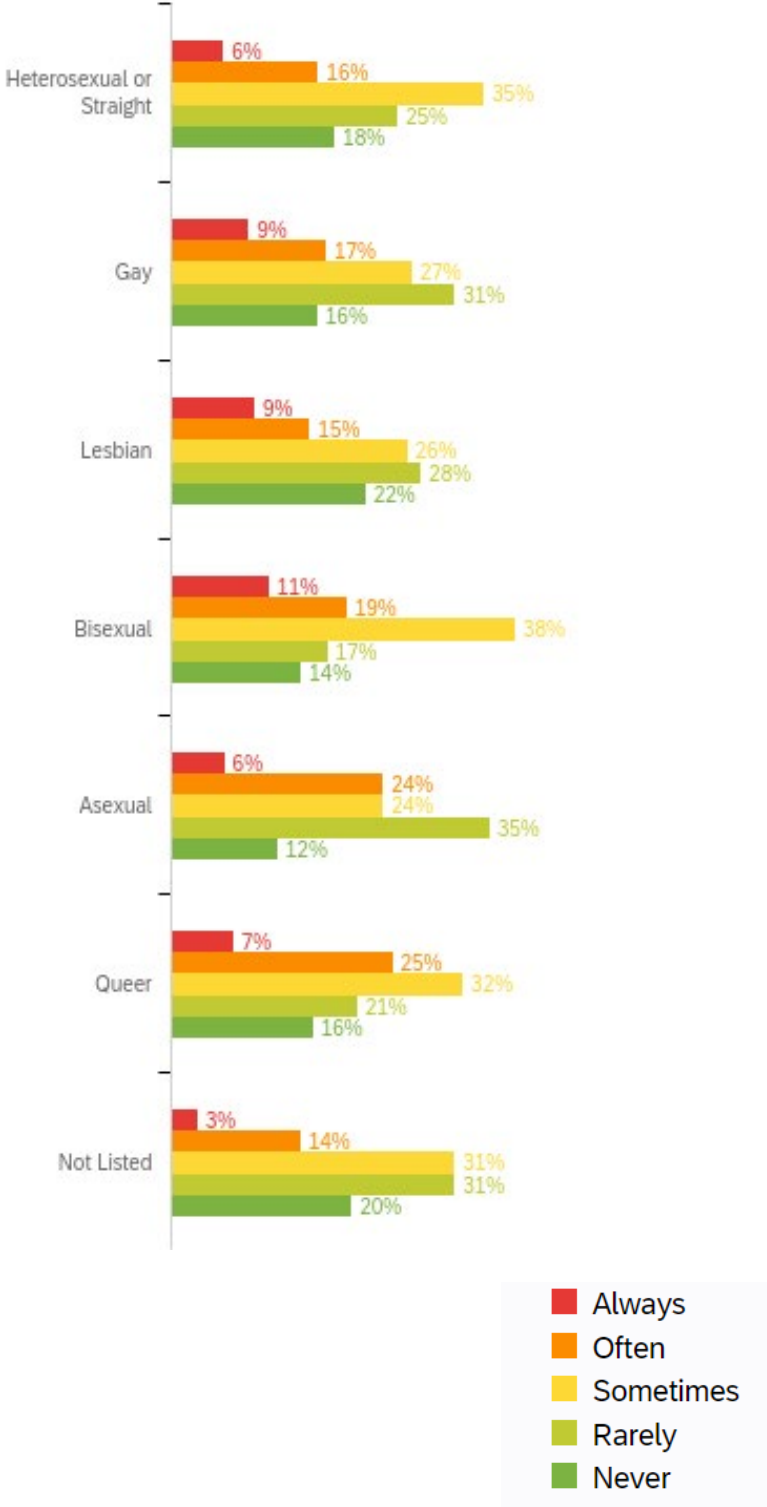
# How moody do you feel after video conferencing? (April 2021)



- Not at all moody
- Slightly moody
- Somewhat moody
- Moderately moody
- Extremely moody

Sexual Orientation	Not at all moody		Slightly moody		Somewhat moody		Moderately moody		Extremely moody		Total
	37%	803	25%	538	20%	429	15%	317	4%	76	
Heterosexual or Straight	37%	803	25%	538	20%	429	15%	317	4%	76	2163
Gay	36%	38	28%	30	17%	18	14%	15	5%	5	106
Lesbian	35%	22	32%	20	14%	9	17%	11	2%	1	63
Bisexual	28%	38	23%	32	25%	34	18%	25	7%	9	138
Asexual	53%	9	0%	0	12%	2	35%	6	0%	0	17
Queer	28%	29	25%	25	22%	22	21%	21	5%	5	102
Not Listed	37%	13	17%	6	34%	12	3%	1	9%	3	35

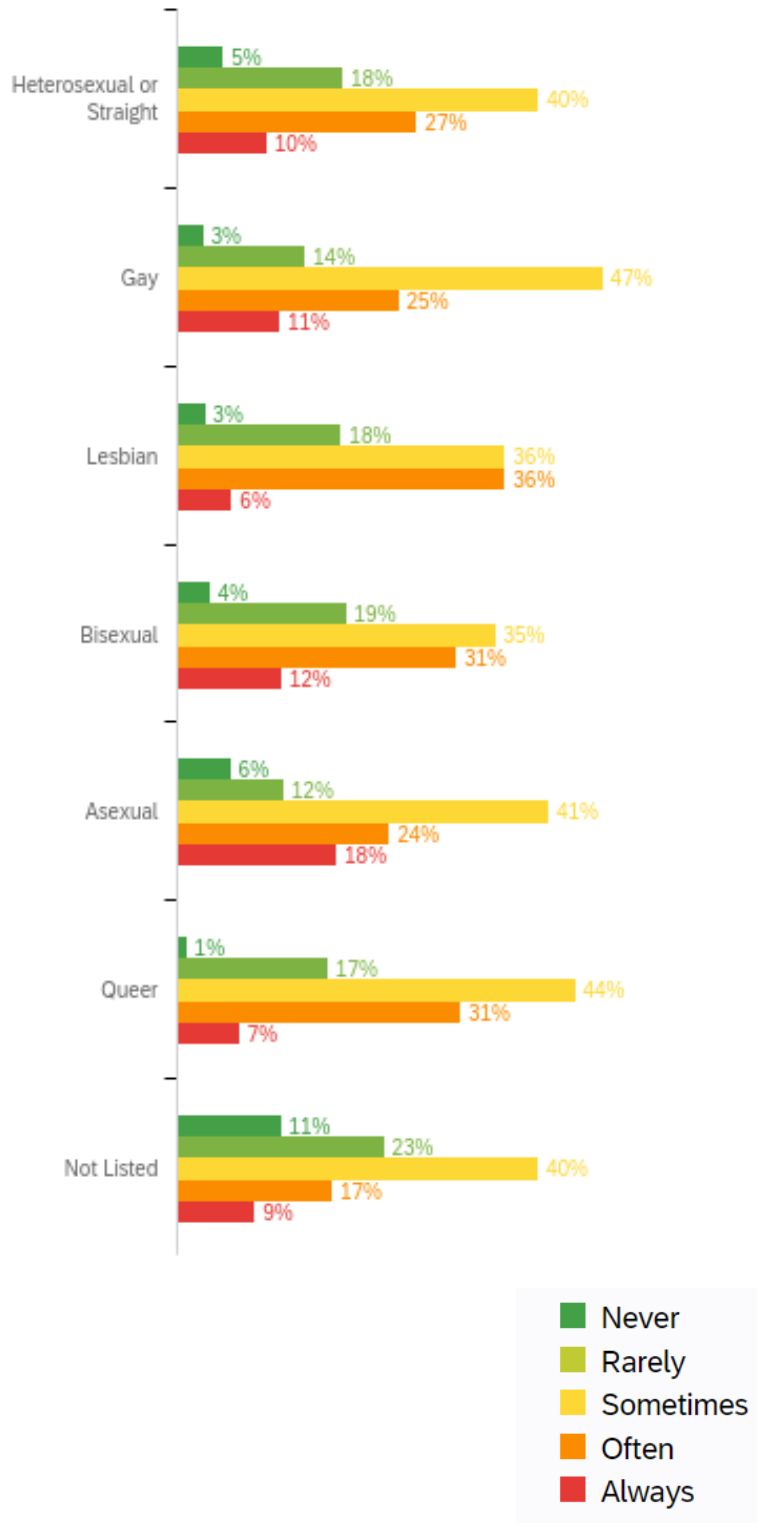
# How much do you dread having to do things after video conferencing? (April 2021)





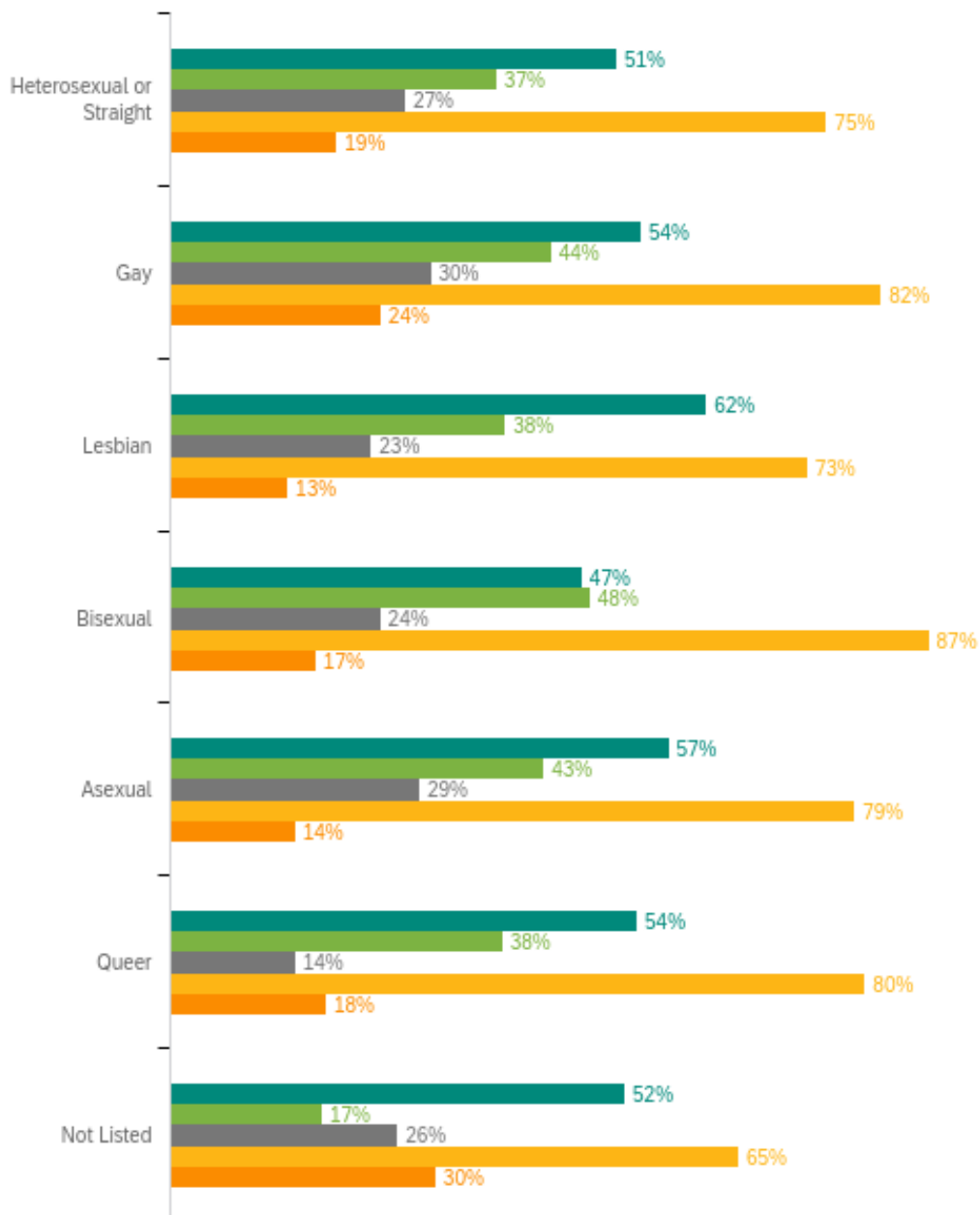
#	Sexual Orientation	Never		Rarely		Sometimes		Often		Always		Total
		%	Count	%	Count	%	Count	%	Count	%	Count	
4	Heterosexual or Straight	18%	391	25%	541	35%	748	16%	352	6%	125	2157
3	Gay	16%	17	31%	33	27%	28	17%	18	9%	9	105
5	Lesbian	22%	14	28%	18	26%	17	15%	10	9%	6	65
2	Bisexual	14%	20	17%	24	38%	53	19%	27	11%	15	139
1	Asexual	12%	2	35%	6	24%	4	24%	4	6%	1	17
8	Queer	16%	16	21%	21	32%	33	25%	25	7%	7	102
6	Not Listed	20%	7	31%	11	31%	11	14%	5	3%	1	35

## Do you multitask during videoconferencing? (April 2021)



Sexual Orientation	Never		Rarely		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Heterosexual or Straight	5%	110	18%	397	40%	867	27%	575	10%	214	2163
Gay	3%	3	14%	15	47%	50	25%	26	11%	12	106
Lesbian	3%	2	18%	12	36%	24	36%	24	6%	4	66
Bisexual	4%	5	19%	26	35%	49	31%	43	12%	16	139
Asexual	6%	1	12%	2	41%	7	24%	4	18%	3	17
Queer	1%	1	17%	17	44%	45	31%	32	7%	7	102
Not Listed	11%	4	23%	8	40%	14	17%	6	9%	3	35

## Would you tell us why you multitask during videoconferencing (check all that apply) (April 2021)



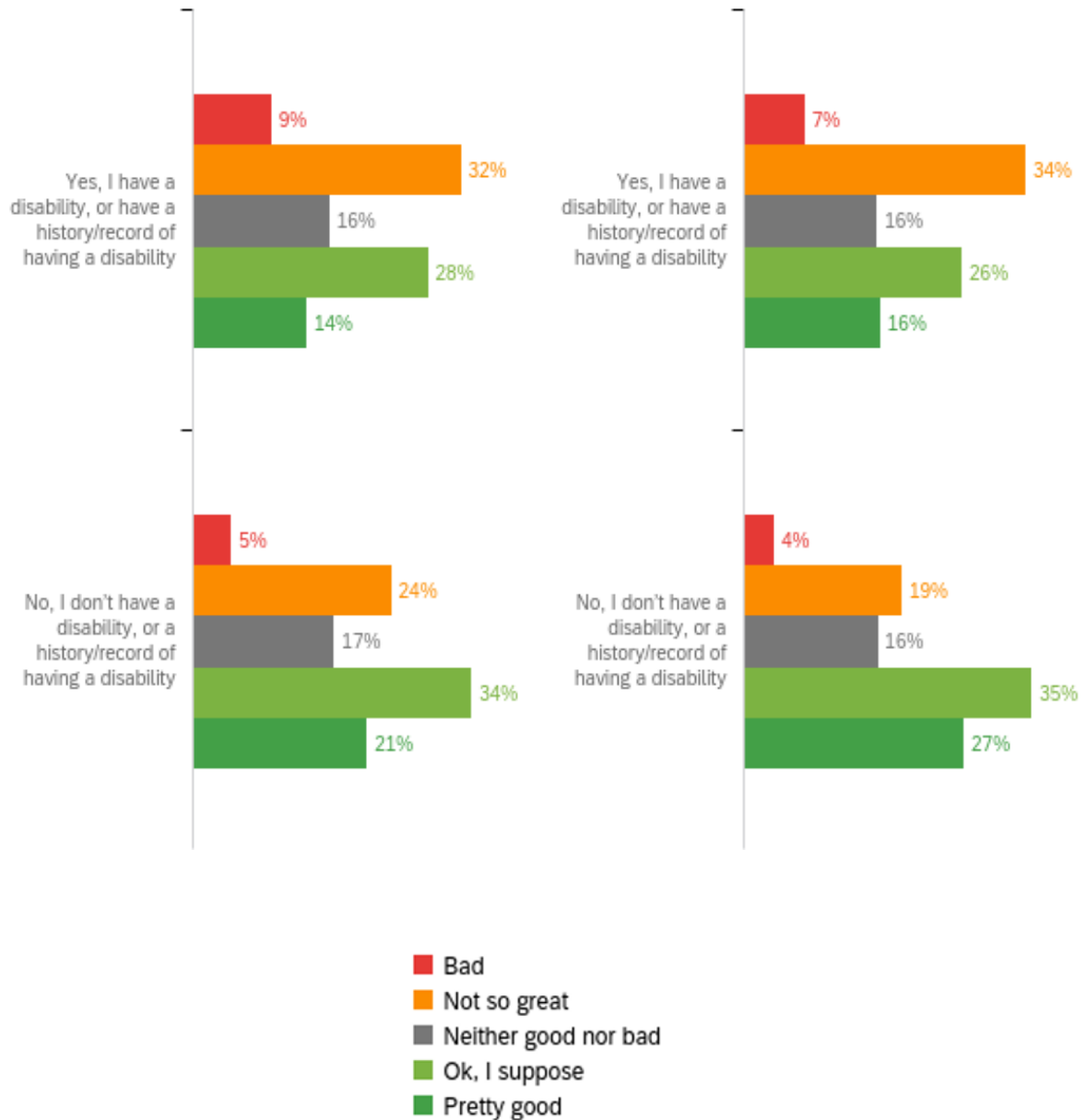
- I have to in order to get my work done
- I can't help myself, it is too easy to check my email, phone, etc. during a...
- It makes me more efficient
- Some meetings don't need my full participation and so multitasking is OK
- Other (Please write in your reason(s))

Sexual Orientation	I have to in order to get my work done		I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting		It makes me more efficient		Some meetings don't need my full participation and so multitasking is OK		Other (Please write in your reason(s))		Total
Heterosexual or Straight	24%	847	18%	619	13%	446	36%	1246	9%	316	3474
Gay	23%	47	19%	38	13%	26	35%	71	10%	21	203
Lesbian	29%	32	18%	20	11%	12	35%	38	6%	7	109
Bisexual	21%	51	22%	52	11%	26	39%	94	7%	18	241
Asexual	26%	8	19%	6	13%	4	35%	11	6%	2	31
Queer	26%	45	19%	32	7%	12	39%	67	9%	15	171
Not Listed	27%	12	9%	4	14%	6	34%	15	16%	7	44

## Employee Morale Survey April 2021

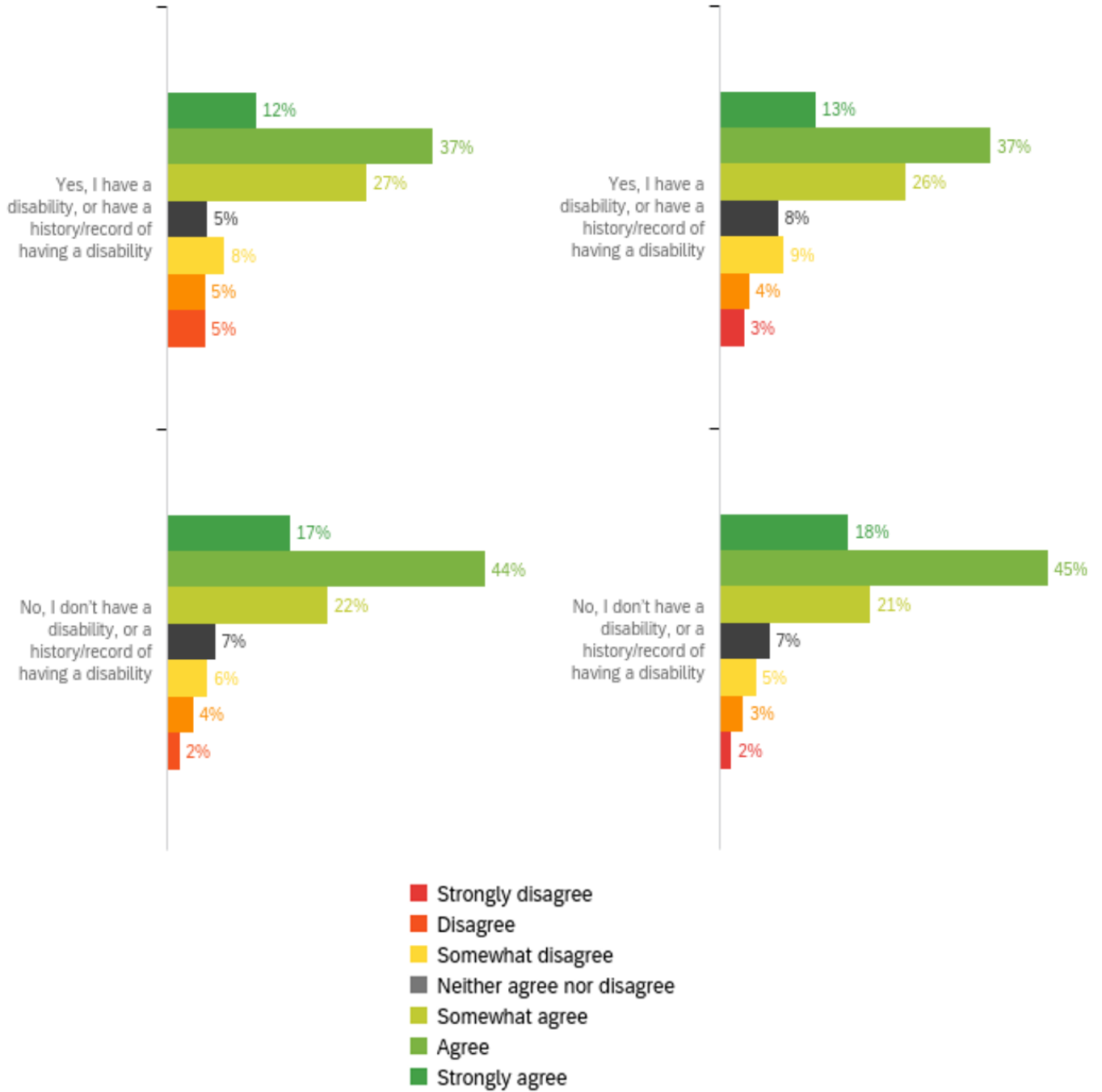
### Disability Status

How are you feeling in general? (Feb ,21 vs April '21)



Disability Status	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	
	Feb ,21	April '21	Feb ,21	April '21
Bad	31	20	132	95
Not so great	106	93	679	497
Neither good nor bad	54	44	485	420
Ok, I suppose	93	72	956	906
Pretty good	45	45	597	692
Total	329	274	2849	2610

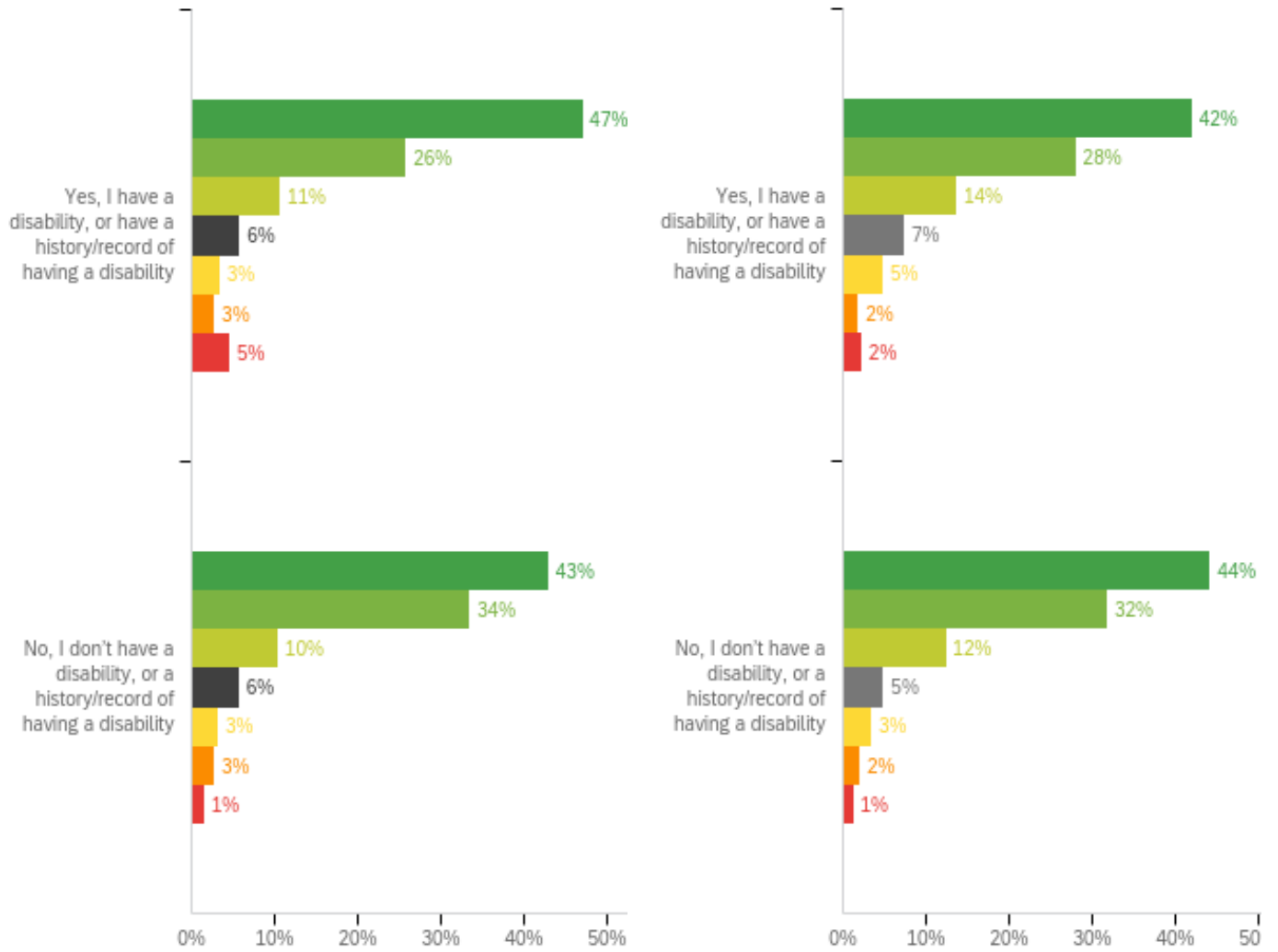
## I feel that UC Berkeley cares about my well-being (Feb ,21 vs April '21)





Disability Status	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	
	Feb ,21	April '21	Feb ,21	April '21
Strongly agree	40	36	481	462
Agree	120	102	1245	1175
Somewhat agree	90	70	629	541
Neither agree nor disagree	18	22	187	177
Somewhat disagree	26	24	159	128
Disagree	17	11	100	84
Strongly disagree	17	9	47	42
Total	328	274	2848	2609

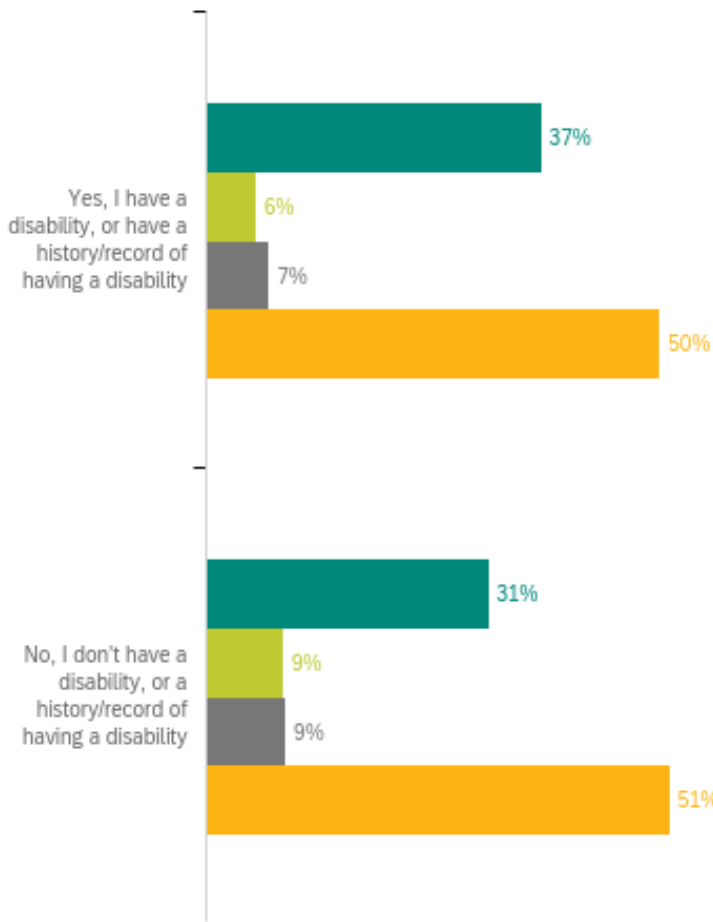
## My well-being is important to my immediate supervisor (Feb ,21 vs April '21)



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

Disability Status	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	
	Feb ,21	April '21	Feb ,21	April '21
Strongly agree	155	114	1223	1150
Agree	85	76	954	827
Somewhat agree	35	37	295	321
Neither agree nor disagree	19	20	162	127
Somewhat disagree	11	13	90	89
Disagree	9	5	77	52
Strongly disagree	15	6	42	31
Total	329	271	2843	2597

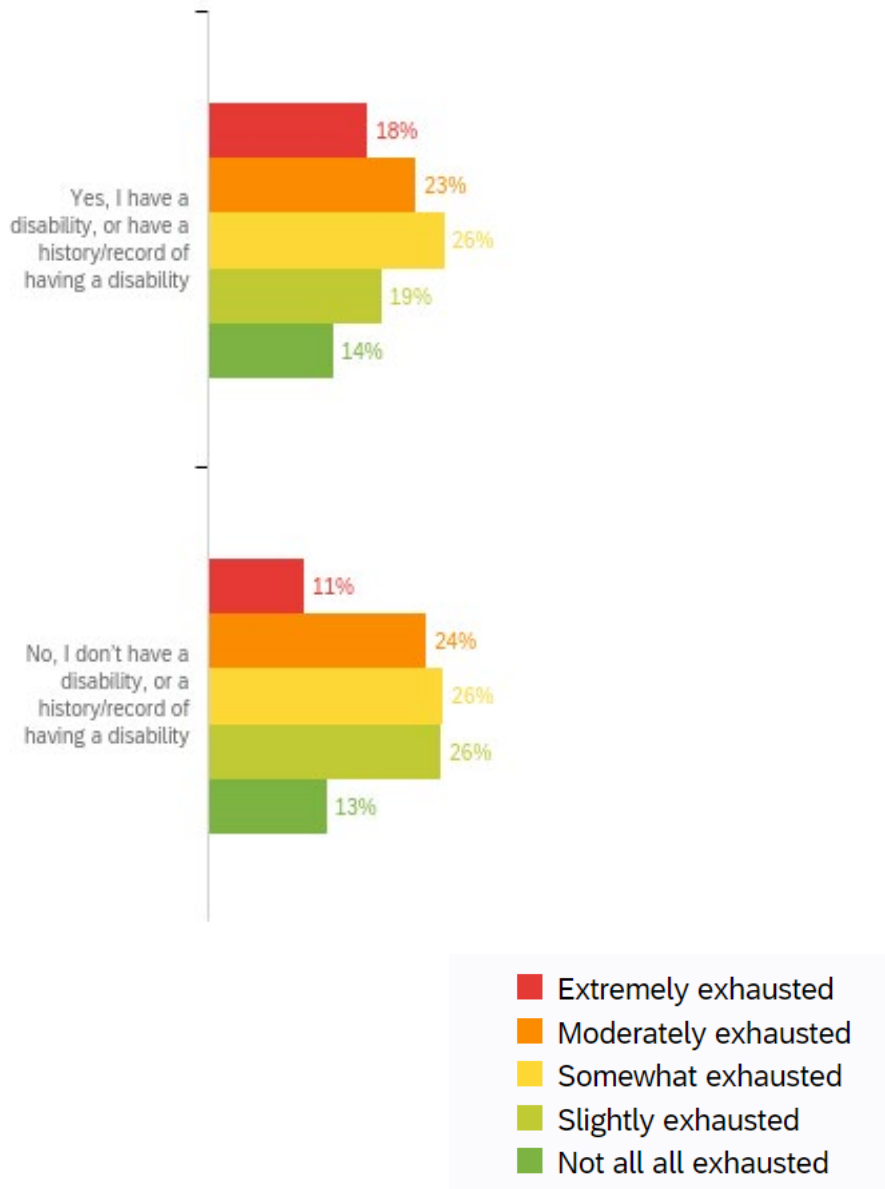
**If public health orders are modified so that larger numbers of employees are permitted to return to work on-site, would you: (April '21)**



- Prefer to continue working from home
- Prefer to work on-site
- N/A, I am already working on-site
- Prefer a mix of working on-site and remotely (aka a hybrid schedule)

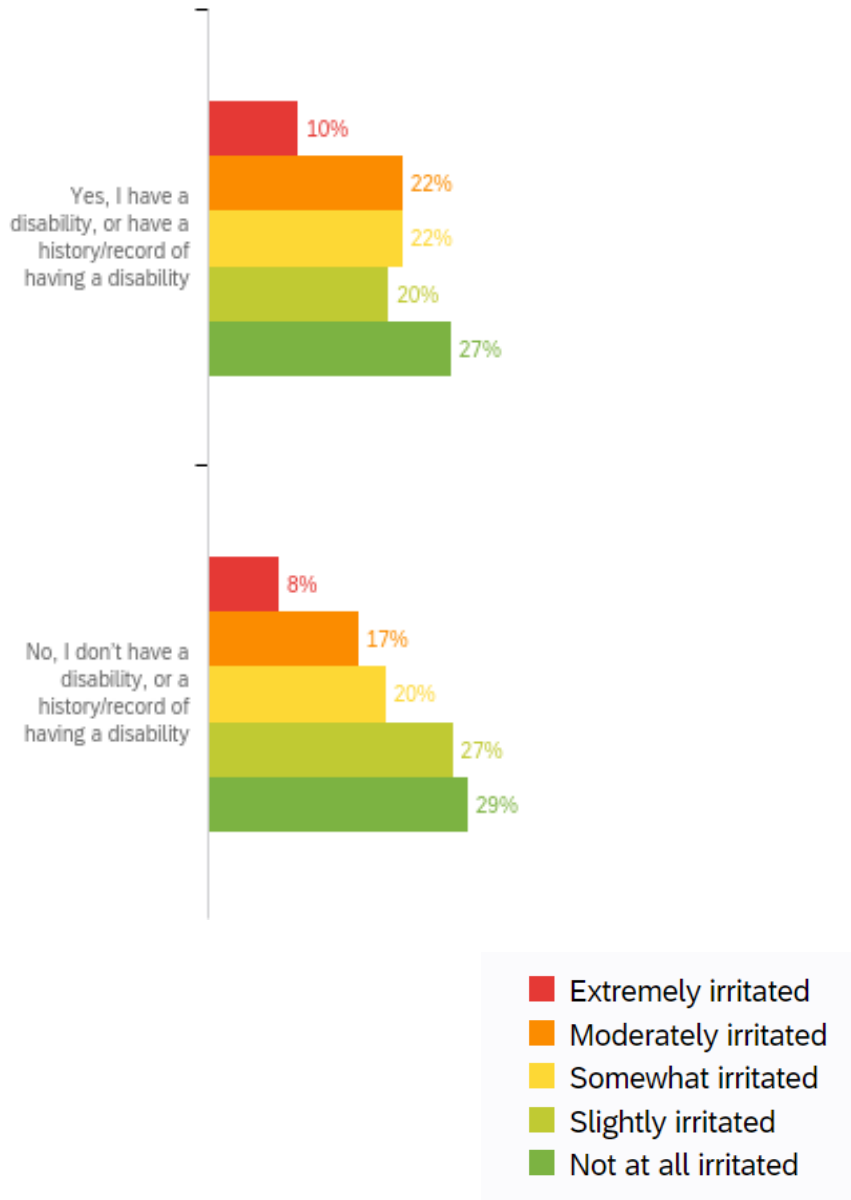
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Percentage	Count	Percentage	Count
Prefer to continue working from home	37%	101	31%	814
Prefer to work on-site	6%	15	9%	222
Prefer a mix of working on-site and remotely (aka a hybrid schedule)	50%	137	51%	1338
N/A, I am already working on-site	7%	19	9%	229
<b>Total</b>	<b>Total</b>	<b>272</b>	<b>Total</b>	<b>2603</b>

## How exhausted do you feel after video conferencing? (April '21)



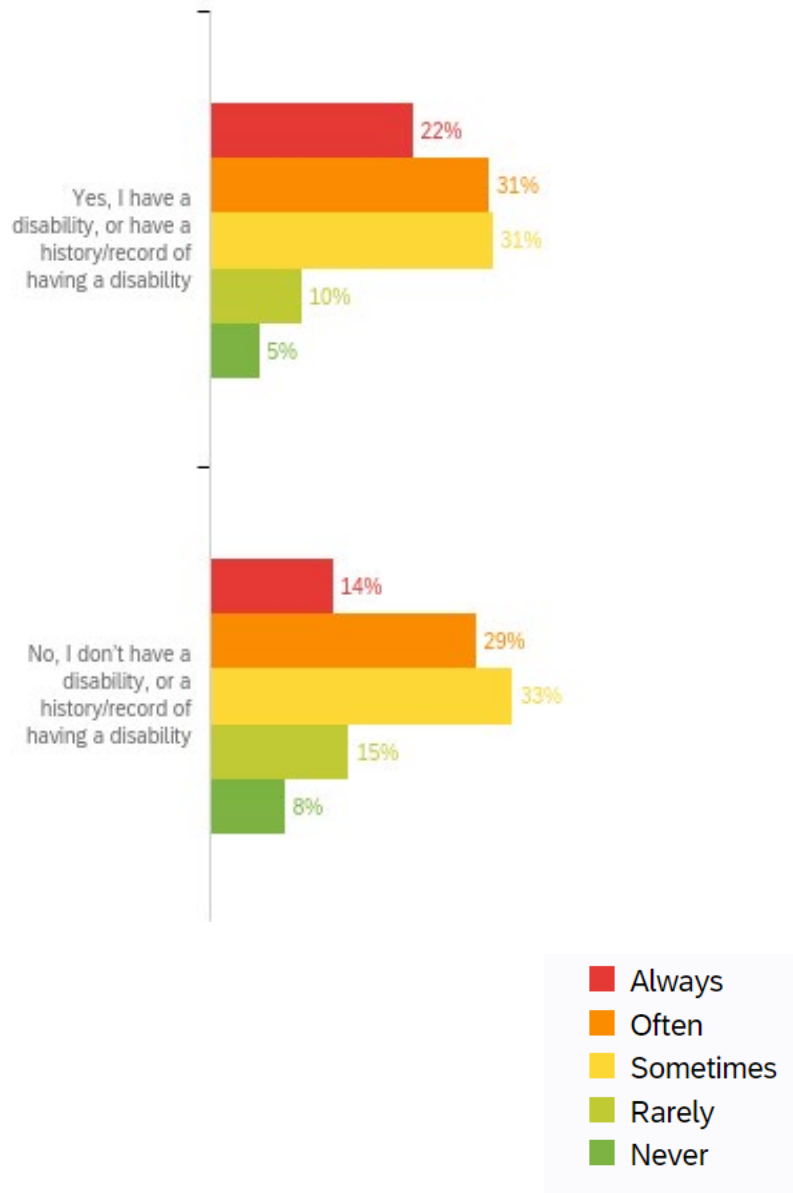
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Percentage	Count	Percentage	Count
Not all all exhausted	14%	36	13%	321
Slightly exhausted	19%	50	26%	632
Somewhat exhausted	26%	68	26%	638
Moderately exhausted	23%	60	24%	592
Extremely exhausted	18%	46	11%	260
Total	Total	260	Total	2443

## How irritated do your eyes feel after video conferencing? (April '21)



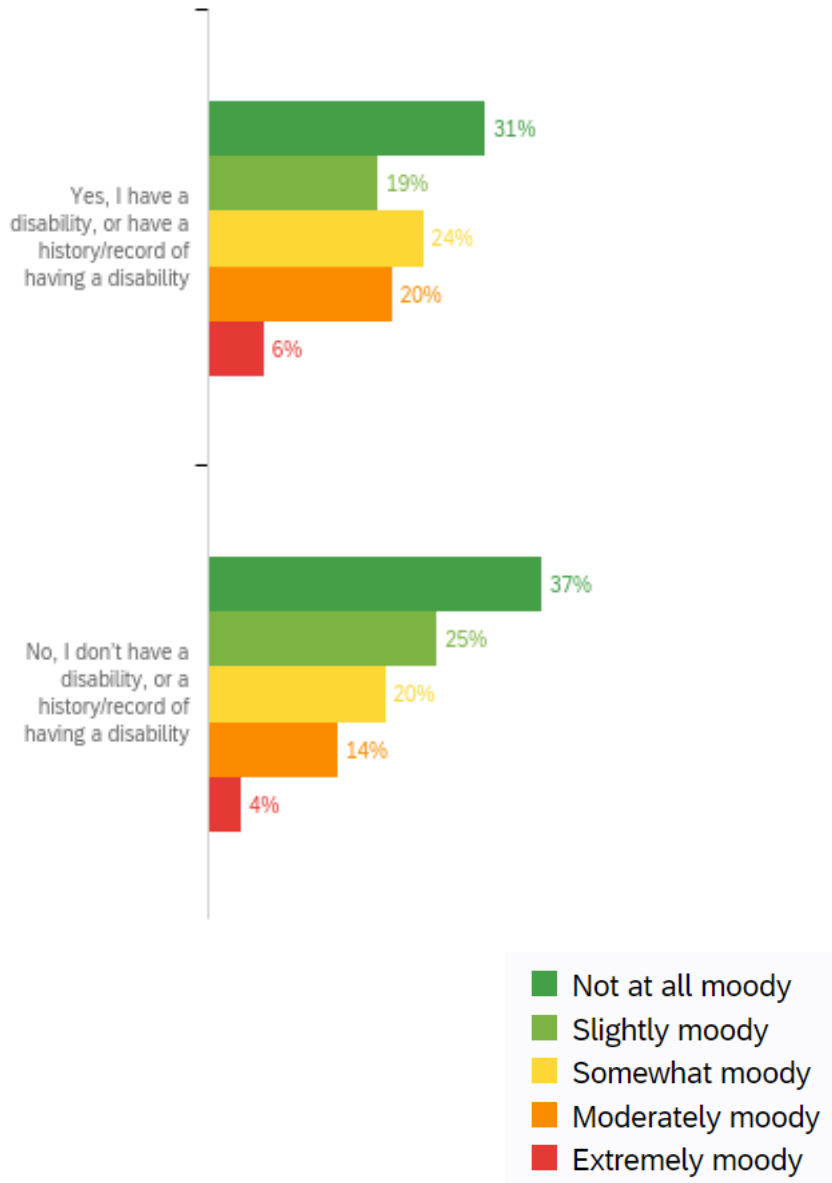
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Percentage	Count	Percentage	Count
Not at all irritated	27%	70	29%	703
Slightly irritated	20%	52	27%	662
Somewhat irritated	22%	56	20%	480
Moderately irritated	22%	56	17%	406
Extremely irritated	10%	26	8%	191
Total	Total	260	Total	2442

## How much do you want to be alone after video conferencing? (April '21)



Disability Status	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	
	Percentage	Count	Percentage	Count
Never	5%	14	8%	201
Rarely	10%	26	15%	374
Sometimes	31%	81	33%	816
Often	31%	80	29%	717
Always	22%	58	14%	330
Total	Total	259	Total	2438

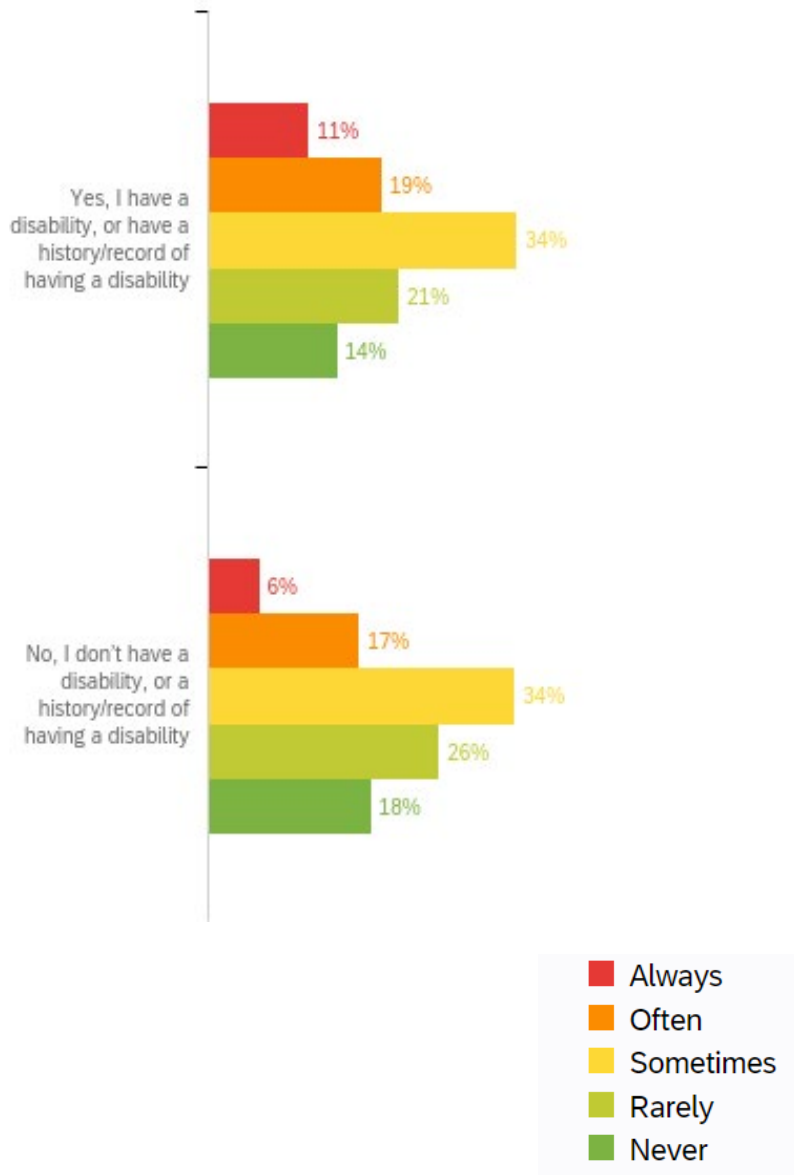
## How moody do you feel after video conferencing? (April '21)



Disability Status	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	
	Percentage	Count	Percentage	Count
Not at all moody	31%	80	37%	901
Slightly moody	19%	49	25%	618
Somewhat moody	24%	62	20%	478
Moderately moody	20%	53	14%	350
Extremely moody	6%	16	4%	89
Total	Total	260	Total	2436

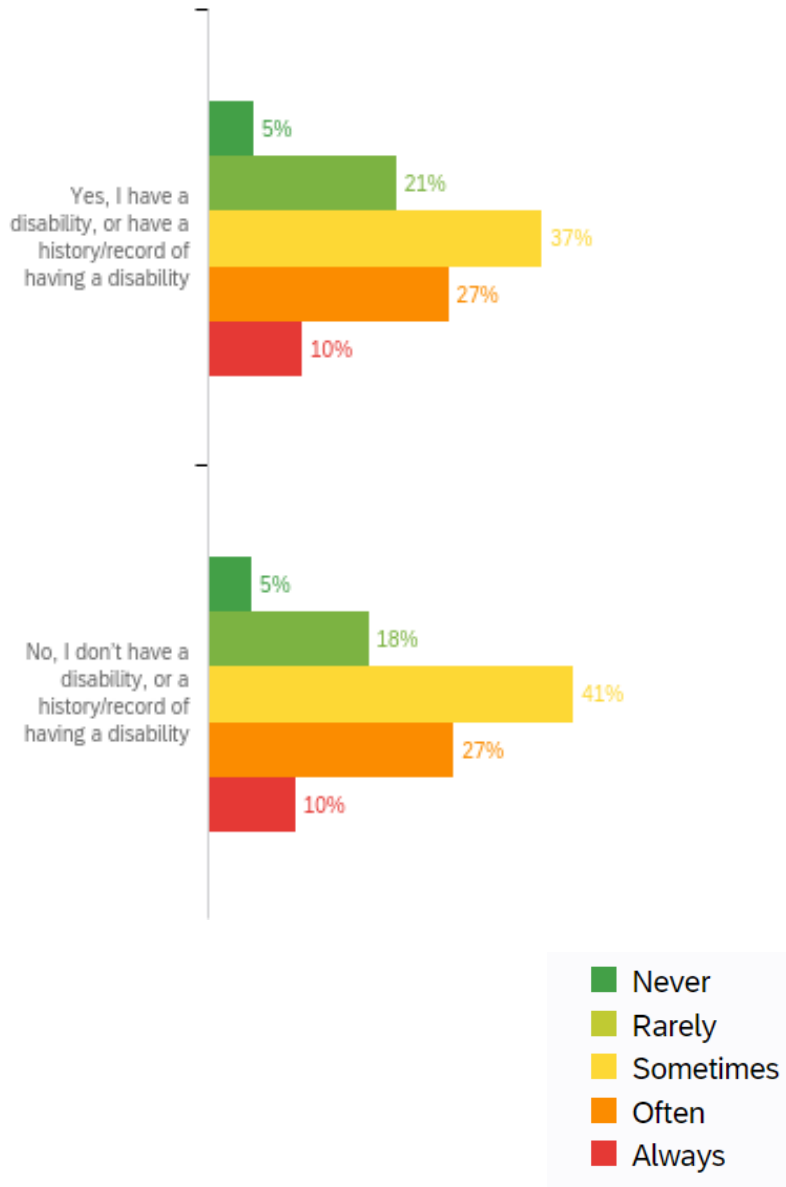


## How much do you dread having to do things after video conferencing? (April '21)



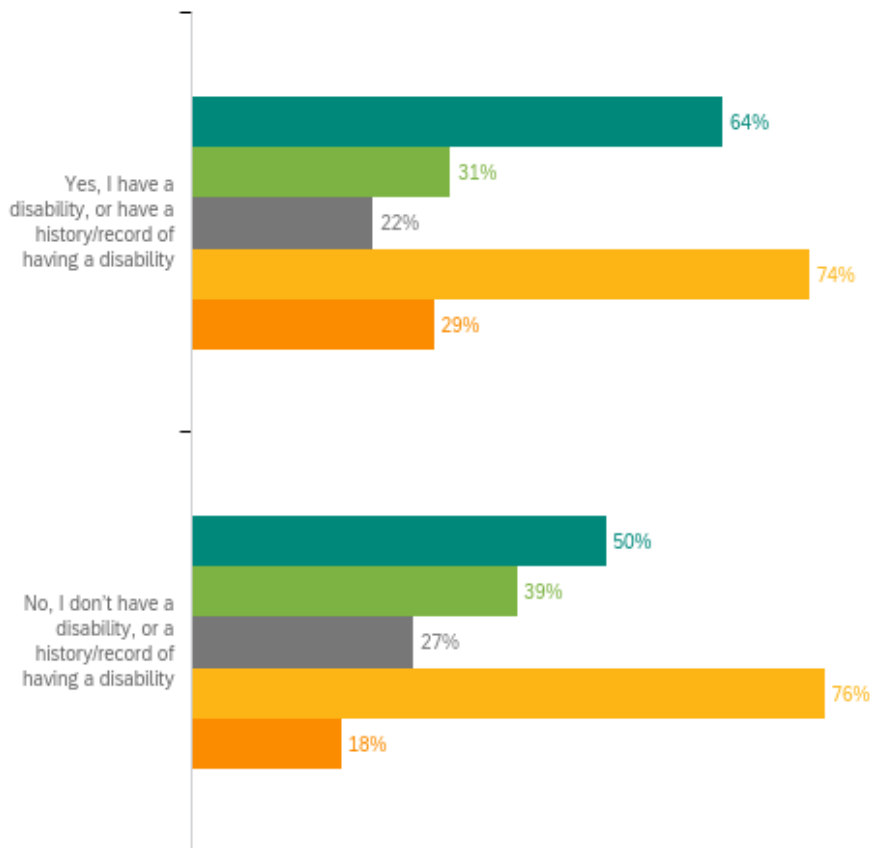
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Percentage	Count	Percentage	Count
Never	14%	37	18%	438
Rarely	21%	55	26%	623
Sometimes	34%	89	34%	827
Often	19%	50	17%	407
Always	11%	29	6%	137
Total	Total	260	Total	2432

## Do you multitask during videoconferencing? (April '21)



Disability Status	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	
	Percentage	Count	Percentage	Count
Never	5%	13	5%	118
Rarely	21%	54	18%	433
Sometimes	37%	96	41%	990
Often	27%	69	27%	665
Always	10%	27	10%	235
Total	Total	259	Total	2441

## Would you tell us why you multitask during videoconferencing (check all that apply) (April '21)

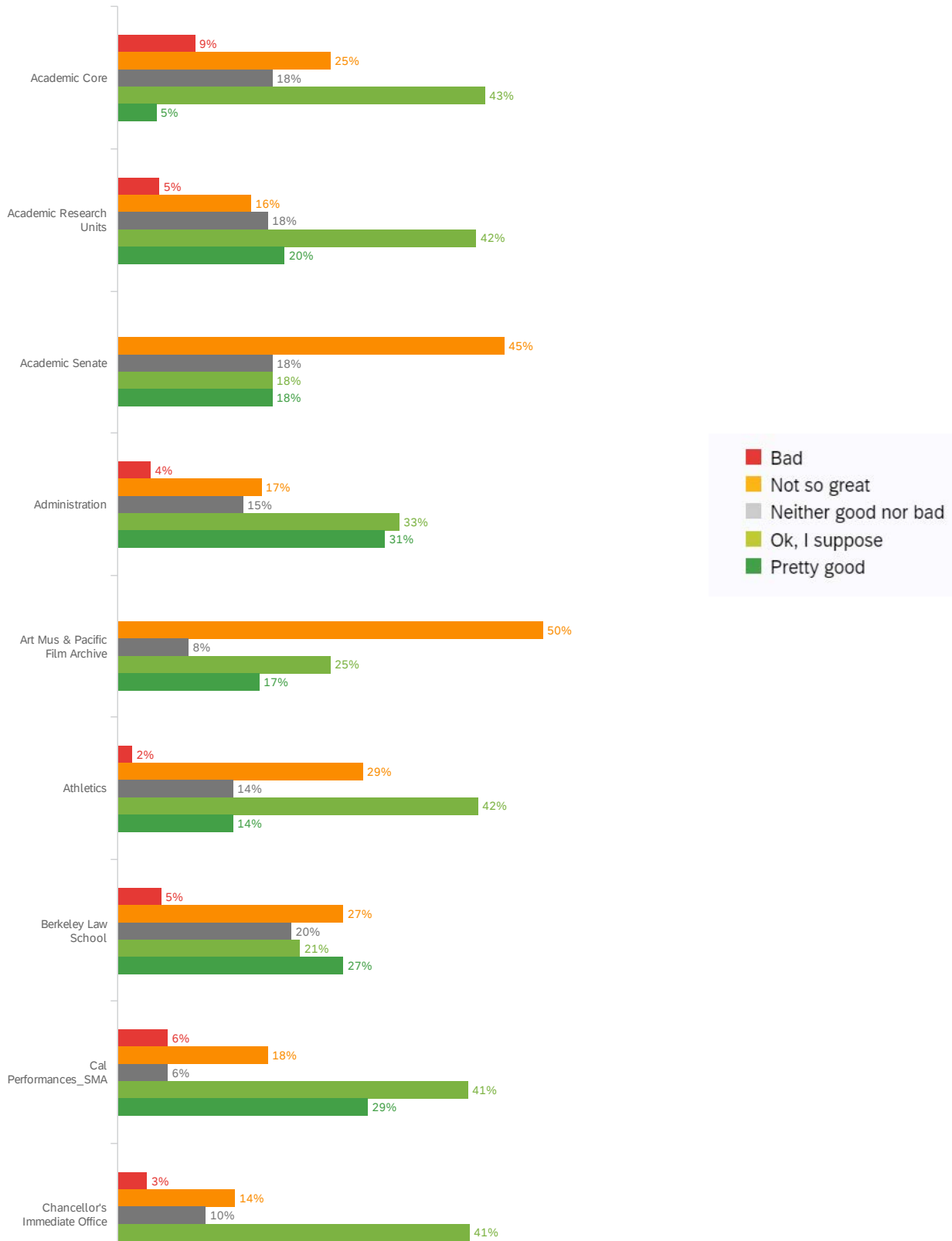


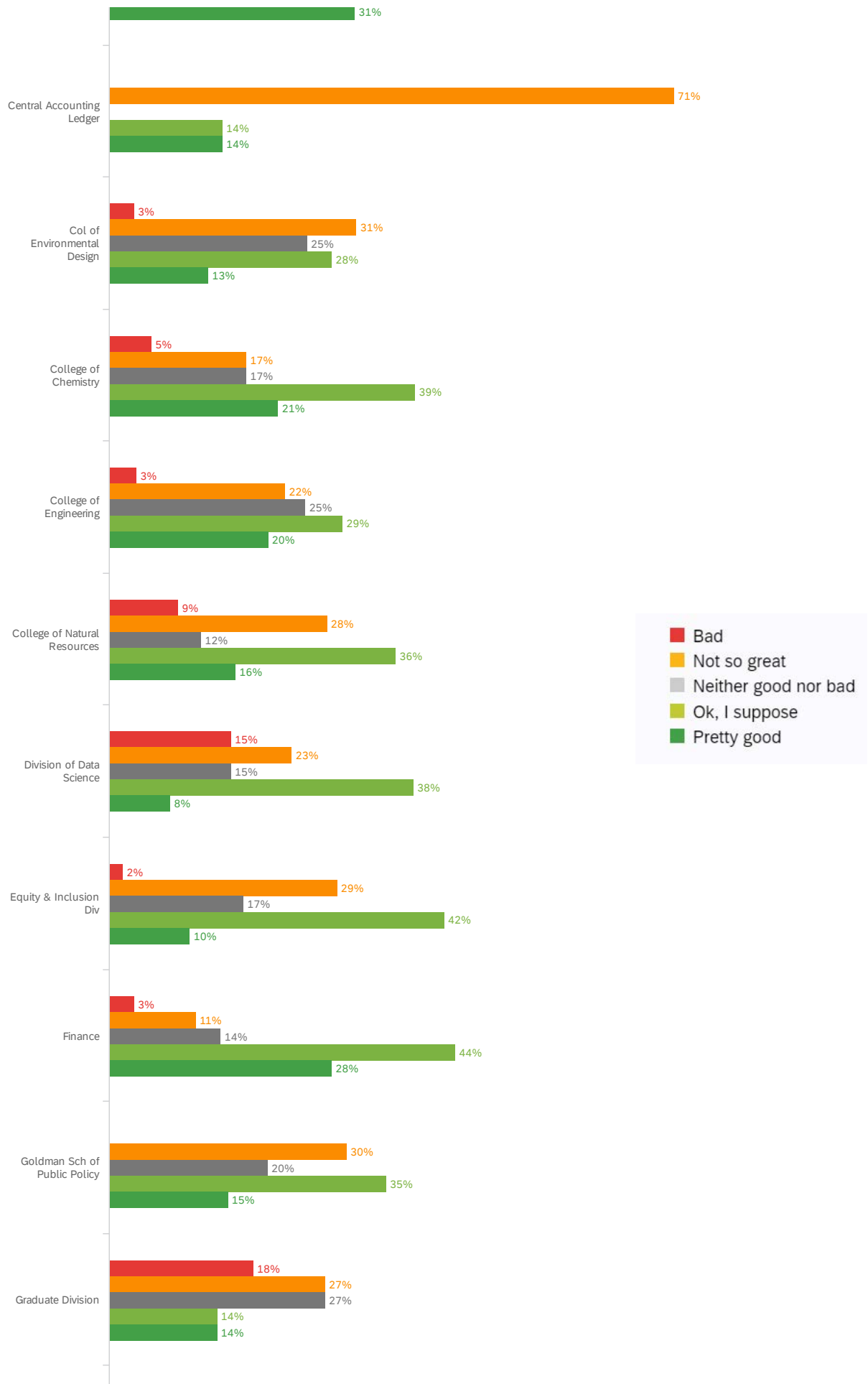
- I have to in order to get my work done
- I can't help myself, it is too easy to check my email, phone, etc. during a...
- It makes me more efficient
- Some meetings don't need my full participation and so multitasking is OK
- Other (Please write in your reason(s))

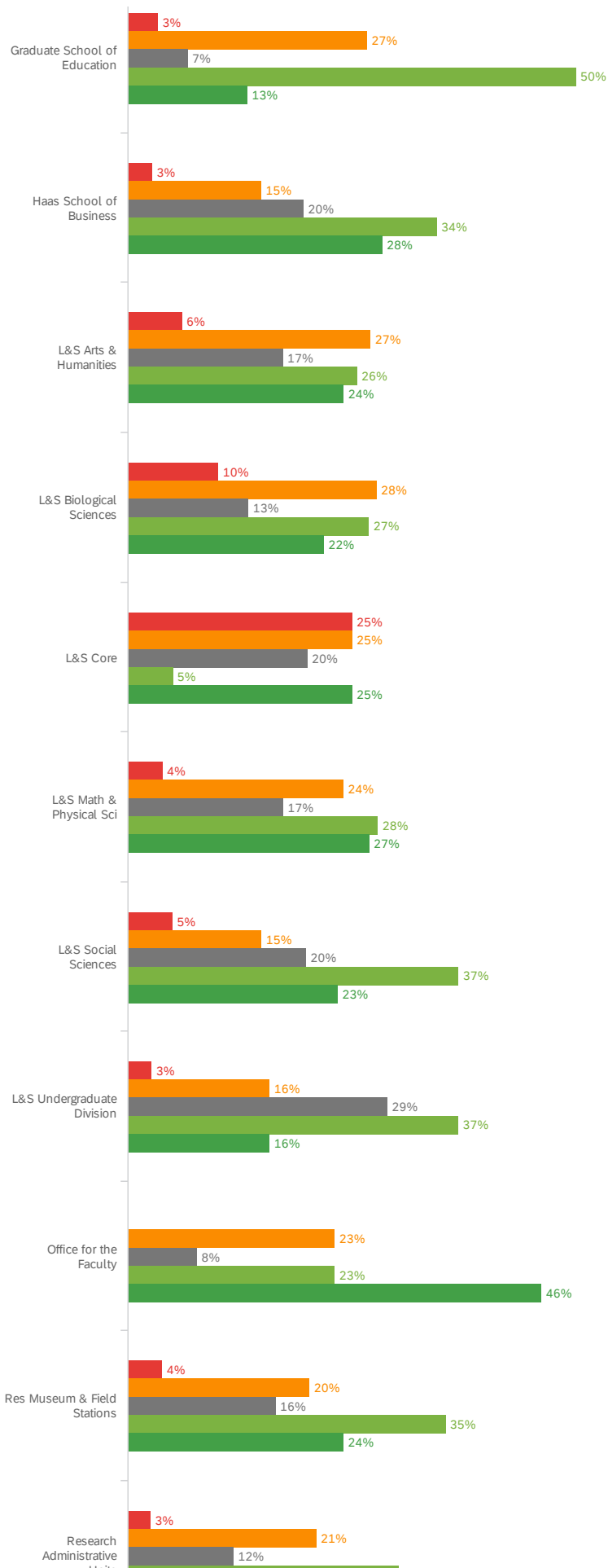
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Percentage	Count	Percentage	Count
I have to in order to get my work done	29%	123	24%	942
I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting	14%	60	19%	739
It makes me more efficient	10%	42	13%	504
Some meetings don't need my full participation and so multitasking is OK	34%	143	36%	1439
Other (Please write in your reason(s))	13%	56	9%	339
<b>Total</b>	<b>Total</b>	<b>424</b>	<b>Total</b>	<b>3963</b>

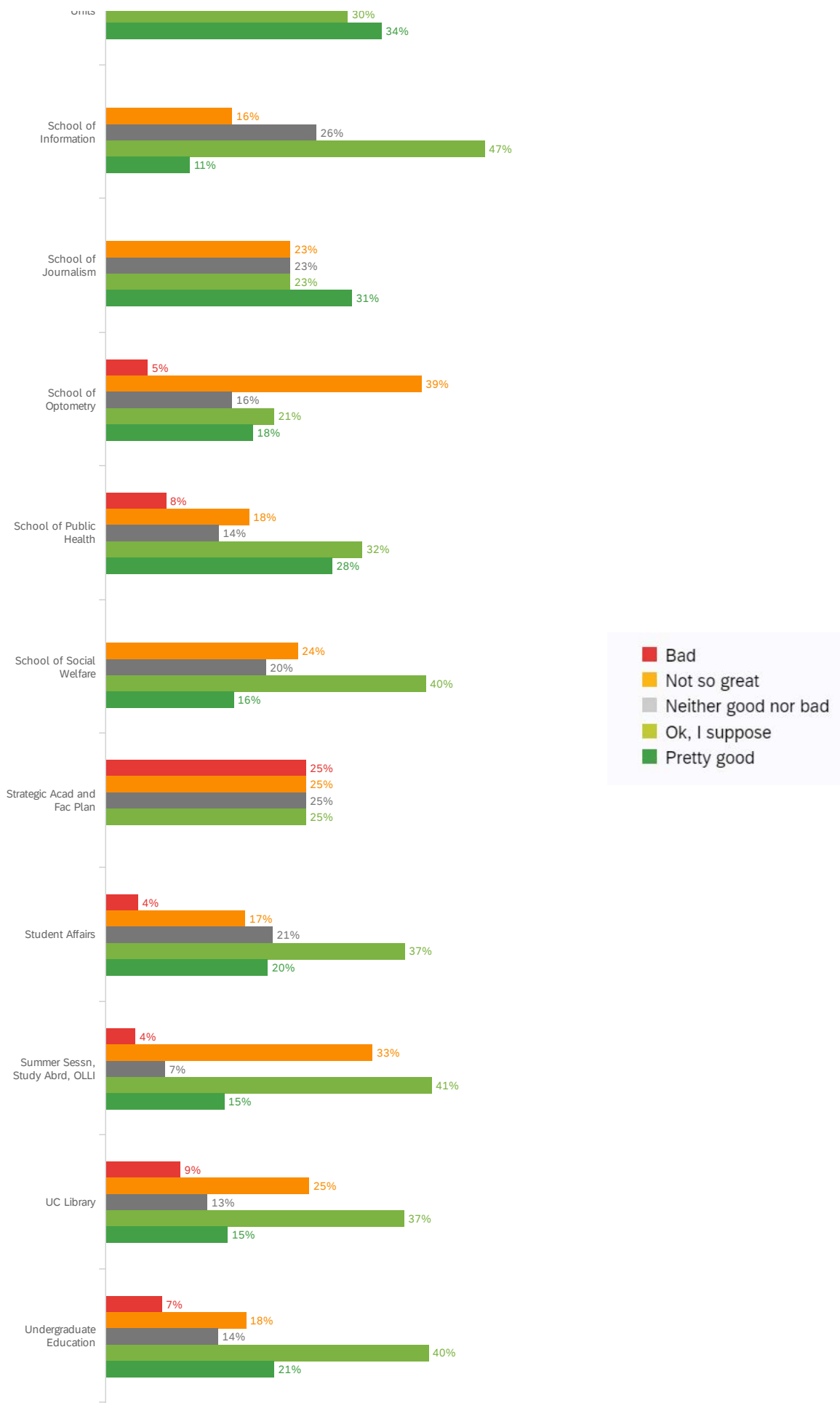
# Berkeley People & Culture

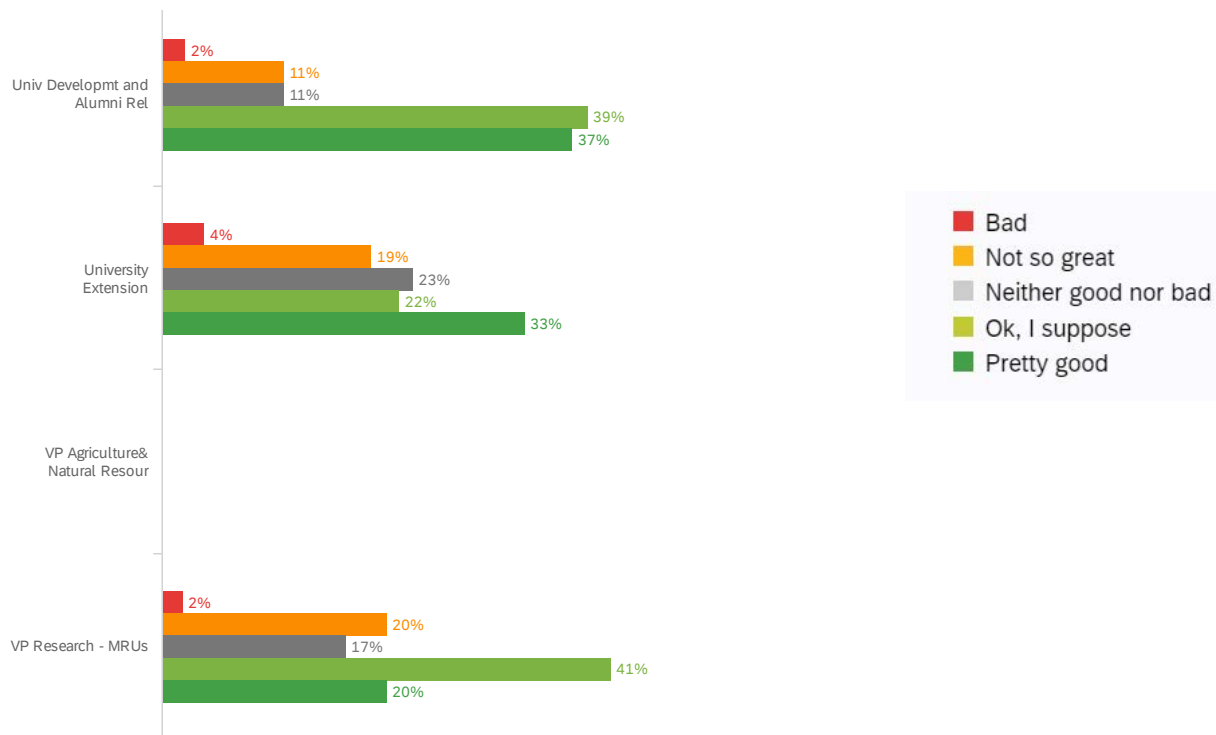
## Employee Morale Survey April 2021 Divisions











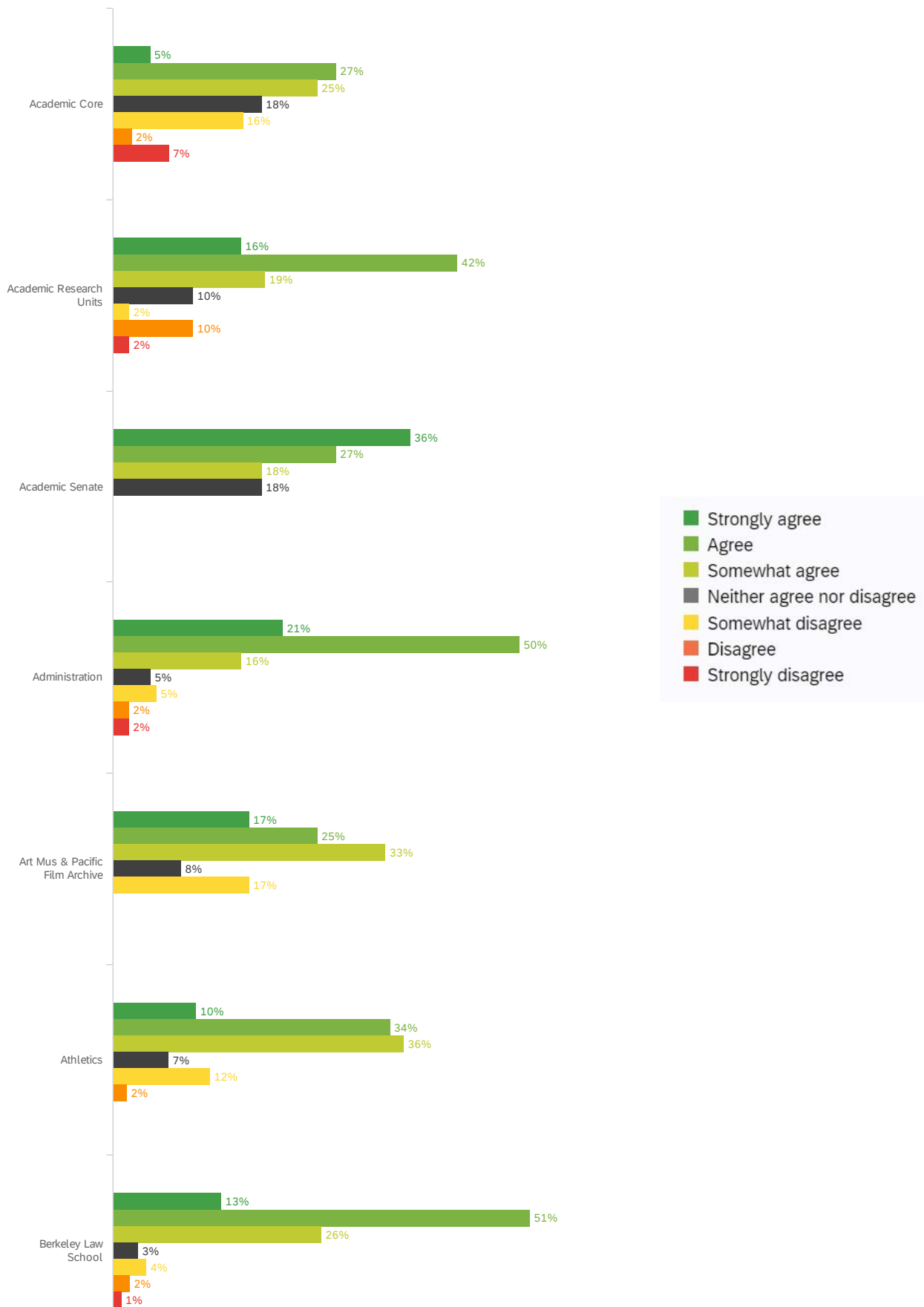
#	Field	Bad	Not so great	Neither good nor bad	Ok, I suppose	Pretty good	Total
1	Academic Core	9% 4	25% 11	18% 8	43% 19	5% 2	44
2	Academic Research Units	5% 5	16% 16	18% 18	42% 43	20% 20	102
3	Academic Senate	0% 0	45% 5	18% 2	18% 2	18% 2	11
4	Administration	4% 16	17% 70	15% 61	33% 137	31% 130	414
5	Art Mus & Pacific Film Archive	0% 0	50% 6	8% 1	25% 3	17% 2	12
6	Athletics	2% 1	29% 17	14% 8	42% 25	14% 8	59
7	Berkeley Law School	5% 5	27% 26	20% 20	21% 21	27% 26	98
8	Cal Performances_SMA	6% 1	18% 3	6% 1	41% 7	29% 5	17
9	Chancellor's Immediate Office	3% 1	14% 4	10% 3	41% 12	31% 9	29
10	Central Accounting Ledger	0% 0	71% 5	0% 0	14% 1	14% 1	7
11	Col of Environmental Design	3% 1	31% 10	25% 8	28% 9	13% 4	32
12	College of Chemistry	5% 4	17% 13	17% 13	39% 29	21% 16	75
13	College of Engineering	3% 8	22% 52	25% 58	29% 69	20% 47	234
14	College of Natural Resources	9% 6	28% 19	12% 8	36% 25	16% 11	69
15	Division of Data Science	15% 2	23% 3	15% 2	38% 5	8% 1	13
16	Equity & Inclusion Div	2% 1	29% 17	17% 10	42% 25	10% 6	59
17	Finance	3% 2	11% 7	14% 9	44% 28	28% 18	64

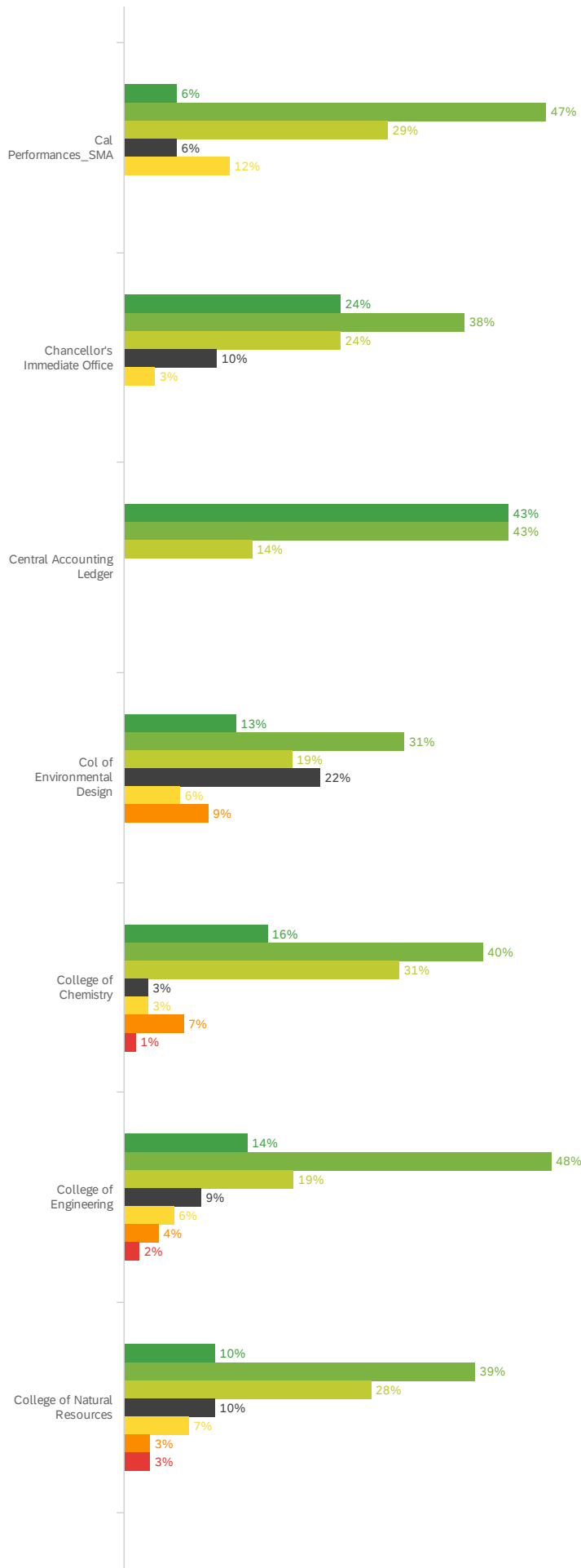


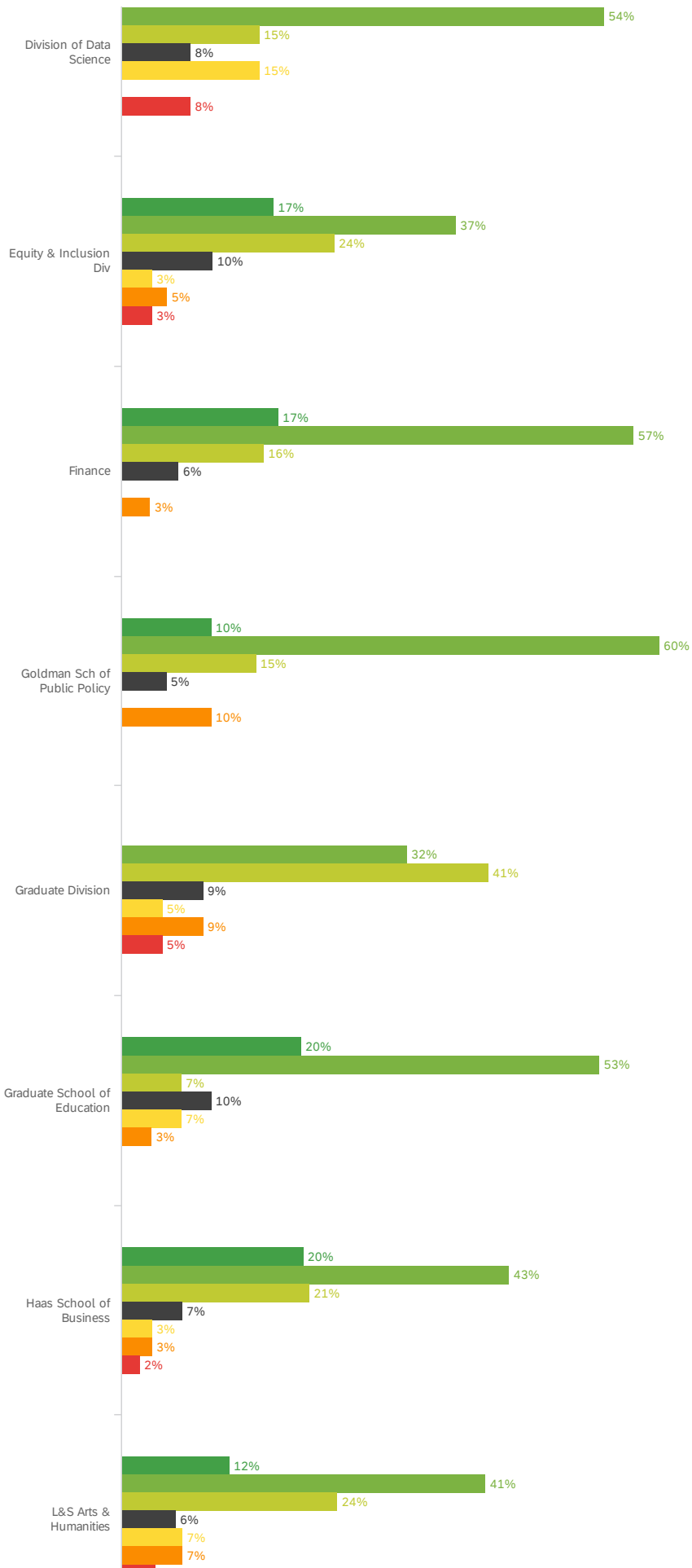
#	Field	Bad	Not so great	Neither good nor bad	Ok, I suppose	Pretty good	Total
18	Goldman Sch of Public Policy	0% 0	30% 6	20% 4	35% 7	15% 3	20
19	Graduate Division	18% 4	27% 6	27% 6	14% 3	14% 3	22
20	Graduate School of Education	3% 1	27% 8	7% 2	50% 15	13% 4	30
21	Haas School of Business	3% 4	15% 22	20% 29	34% 51	28% 42	148
22	L&S Arts & Humanities	6% 8	27% 36	17% 23	26% 34	24% 32	133
23	L&S Biological Sciences	10% 12	28% 33	13% 16	27% 32	22% 26	119
24	L&S Core	25% 5	25% 5	20% 4	5% 1	25% 5	20
25	L&S Math & Physical Sci	4% 4	24% 25	17% 18	28% 29	27% 28	104
26	L&S Social Sciences	5% 7	15% 21	20% 28	37% 52	23% 33	141
27	L&S Undergraduate Division	3% 1	16% 6	29% 11	37% 14	16% 6	38
28	Office for the Faculty	0% 0	23% 3	8% 1	23% 3	46% 6	13
29	Res Museum & Field Stations	4% 3	20% 16	16% 13	35% 28	24% 19	79
30	Research Administrative Units	3% 3	21% 25	12% 14	30% 36	34% 41	119
31	School of Information	0% 0	16% 3	26% 5	47% 9	11% 2	19
32	School of Journalism	0% 0	23% 3	23% 3	23% 3	31% 4	13
33	School of Optometry	5% 2	39% 15	16% 6	21% 8	18% 7	38
34	School of Public Health	8% 8	18% 19	14% 15	32% 34	28% 30	106
35	School of Social Welfare	0% 0	24% 6	20% 5	40% 10	16% 4	25
36	Strategic Acad and Fac Plan	25% 1	25% 1	25% 1	25% 1	0% 0	4
37	Student Affairs	4% 13	17% 56	21% 67	37% 120	20% 65	321
38	Summer Sessn, Study Abrd, OLLI	4% 1	33% 9	7% 2	41% 11	15% 4	27
39	UC Library	9% 11	25% 30	13% 15	37% 44	15% 18	118
40	Undergraduate Education	7% 4	18% 10	14% 8	40% 23	21% 12	57
41	Univ Developmt and Alumni Rel	2% 3	11% 16	11% 16	39% 56	37% 54	145
42	University Extension	4% 3	19% 15	23% 18	22% 17	33% 26	79
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	2% 1	20% 11	17% 9	41% 22	20% 11	54

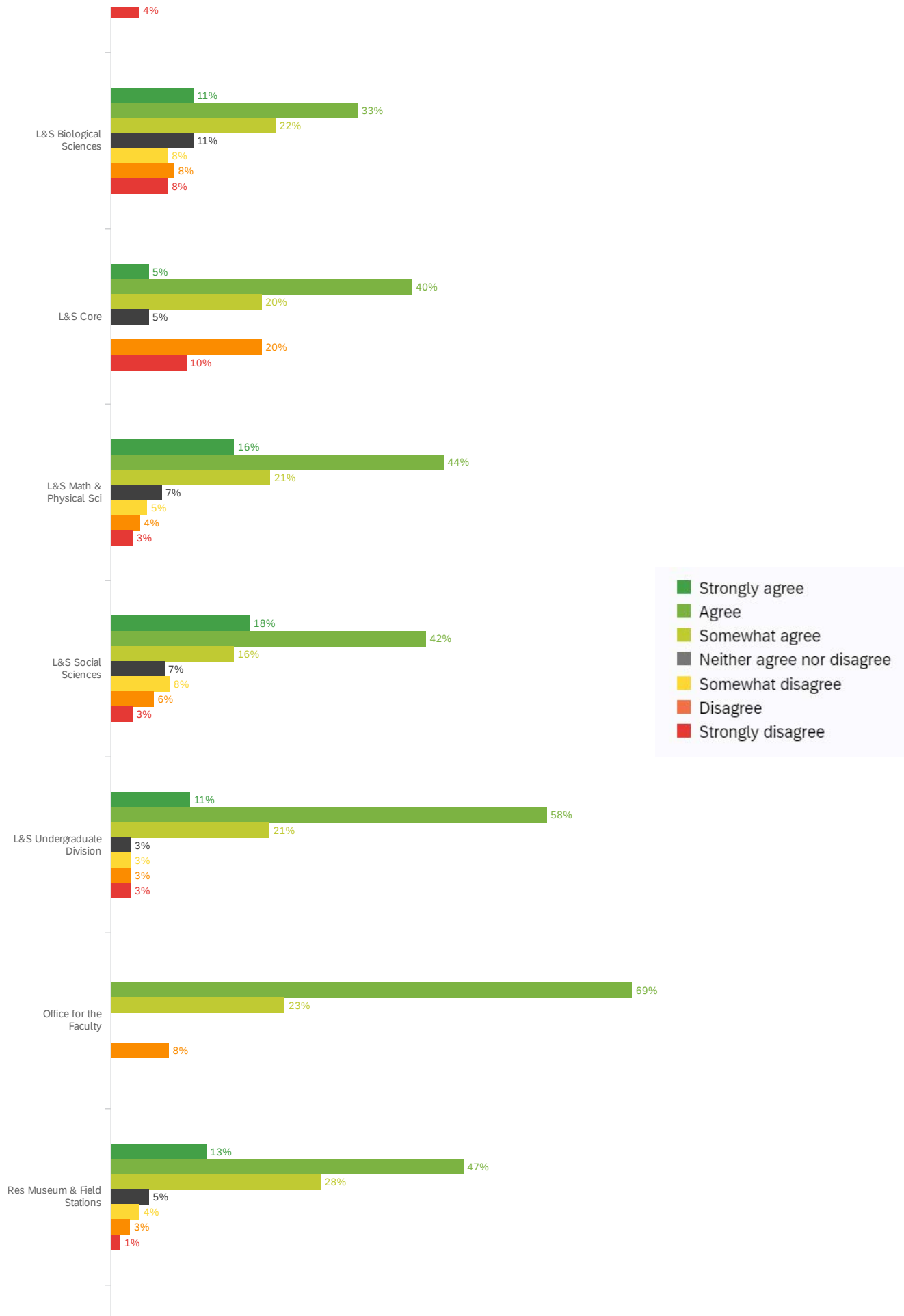
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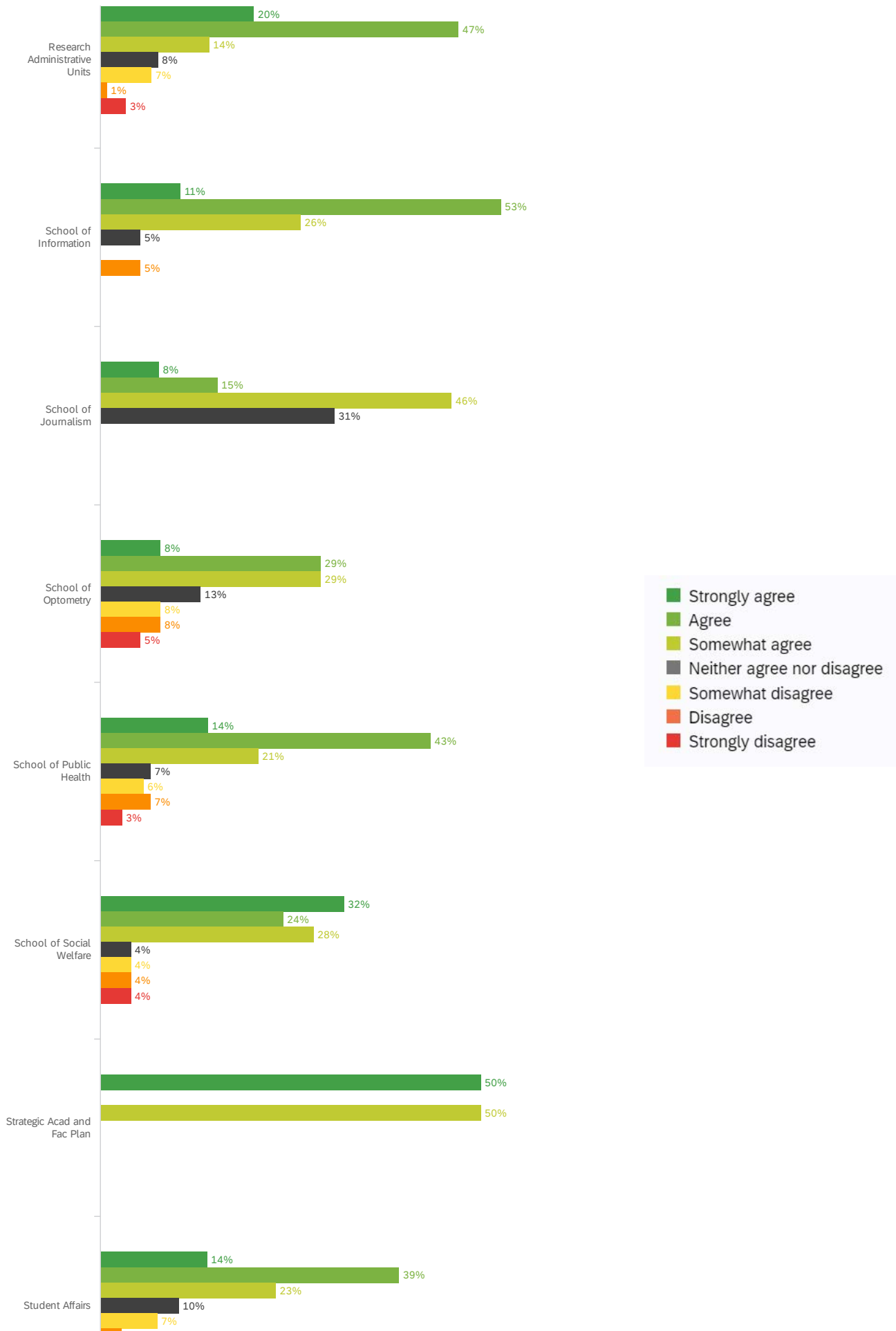
# I feel that UC Berkeley cares about my well-being

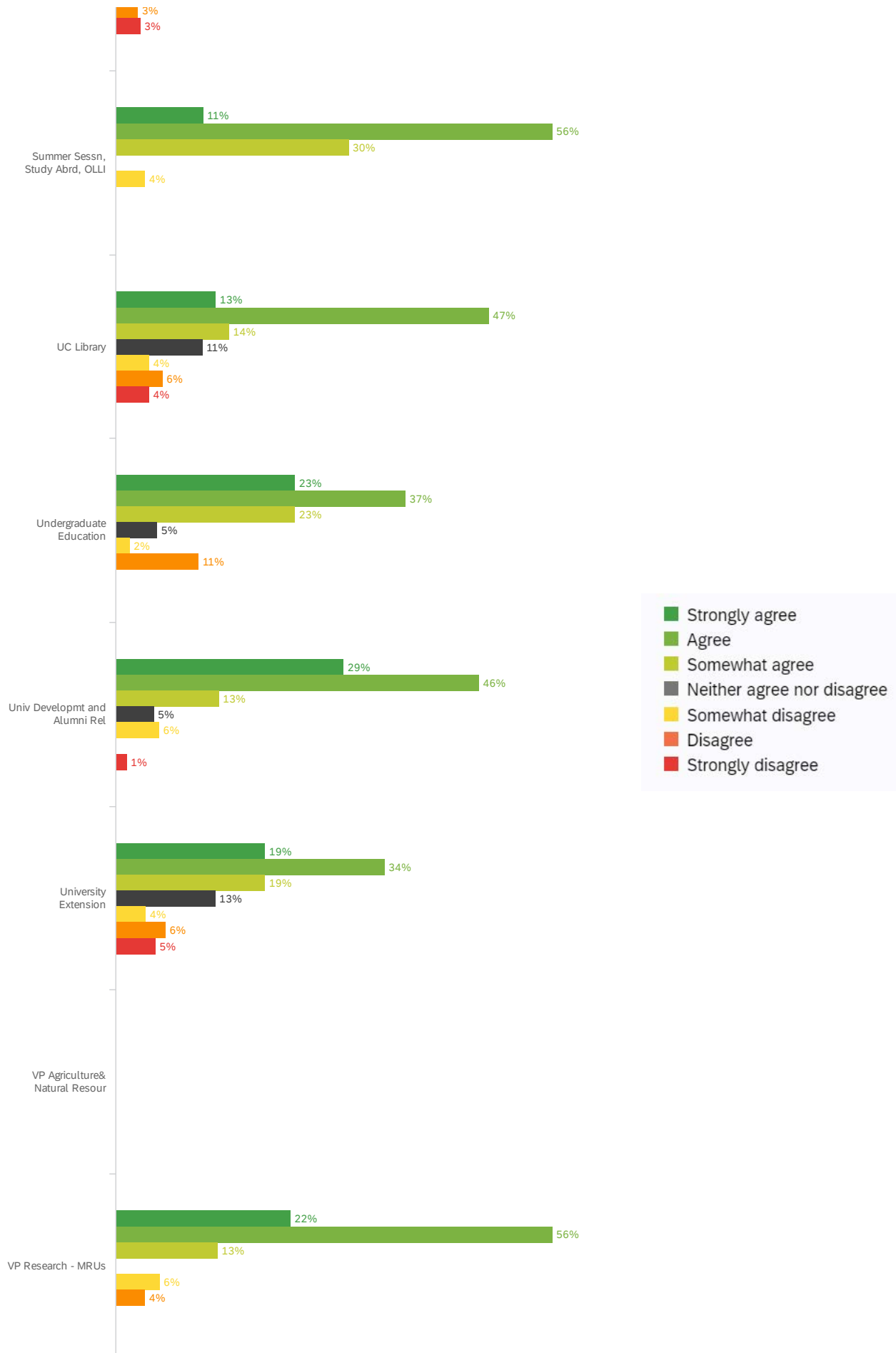












#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
1	Academic Core	5% 2	27% 12	25% 11	18% 8	16% 7	2% 1	7% 3
2	Academic Research Units	16% 16	42% 43	19% 19	10% 10	2% 2	10% 10	2% 2
3	Academic Senate	36% 4	27% 3	18% 2	18% 2	0% 0	0% 0	0% 0
4	Administration	21% 86	50% 206	16% 65	5% 19	5% 22	2% 8	2% 8
5	Art Mus & Pacific Film Archive	17% 2	25% 3	33% 4	8% 1	17% 2	0% 0	0% 0
6	Athletics	10% 6	34% 20	36% 21	7% 4	12% 7	2% 1	0% 0
7	Berkeley Law School	13% 13	51% 50	26% 25	3% 3	4% 4	2% 2	1% 1
8	Cal Performances_SMA	6% 1	47% 8	29% 5	6% 1	12% 2	0% 0	0% 0
9	Chancellor's Immediate Office	24% 7	38% 11	24% 7	10% 3	3% 1	0% 0	0% 0
10	Central Accounting Ledger	43% 3	43% 3	14% 1	0% 0	0% 0	0% 0	0% 0
11	Col of Environmental Design	13% 4	31% 10	19% 6	22% 7	6% 2	9% 3	0% 0
12	College of Chemistry	16% 12	40% 30	31% 23	3% 2	3% 2	7% 5	1% 1
13	College of Engineering	14% 32	48% 111	19% 44	9% 20	6% 13	4% 9	2% 4
14	College of Natural Resources	10% 7	39% 27	28% 19	10% 7	7% 5	3% 2	3% 2
15	Division of Data Science	0% 0	54% 7	15% 2	8% 1	15% 2	0% 0	8% 1
16	Equity & Inclusion Div	17% 10	37% 22	24% 14	10% 6	3% 2	5% 3	3% 2
17	Finance	17% 11	57% 36	16% 10	6% 4	0% 0	3% 2	0% 0
18	Goldman Sch of Public Policy	10% 2	60% 12	15% 3	5% 1	0% 0	10% 2	0% 0
19	Graduate Division	0% 0	32% 7	41% 9	9% 2	5% 1	9% 2	5% 1
20	Graduate School of Education	20% 6	53% 16	7% 2	10% 3	7% 2	3% 1	0% 0
21	Haas School of Business	20% 30	43% 64	21% 31	7% 10	3% 5	3% 5	2% 3
	UCS Arts C							

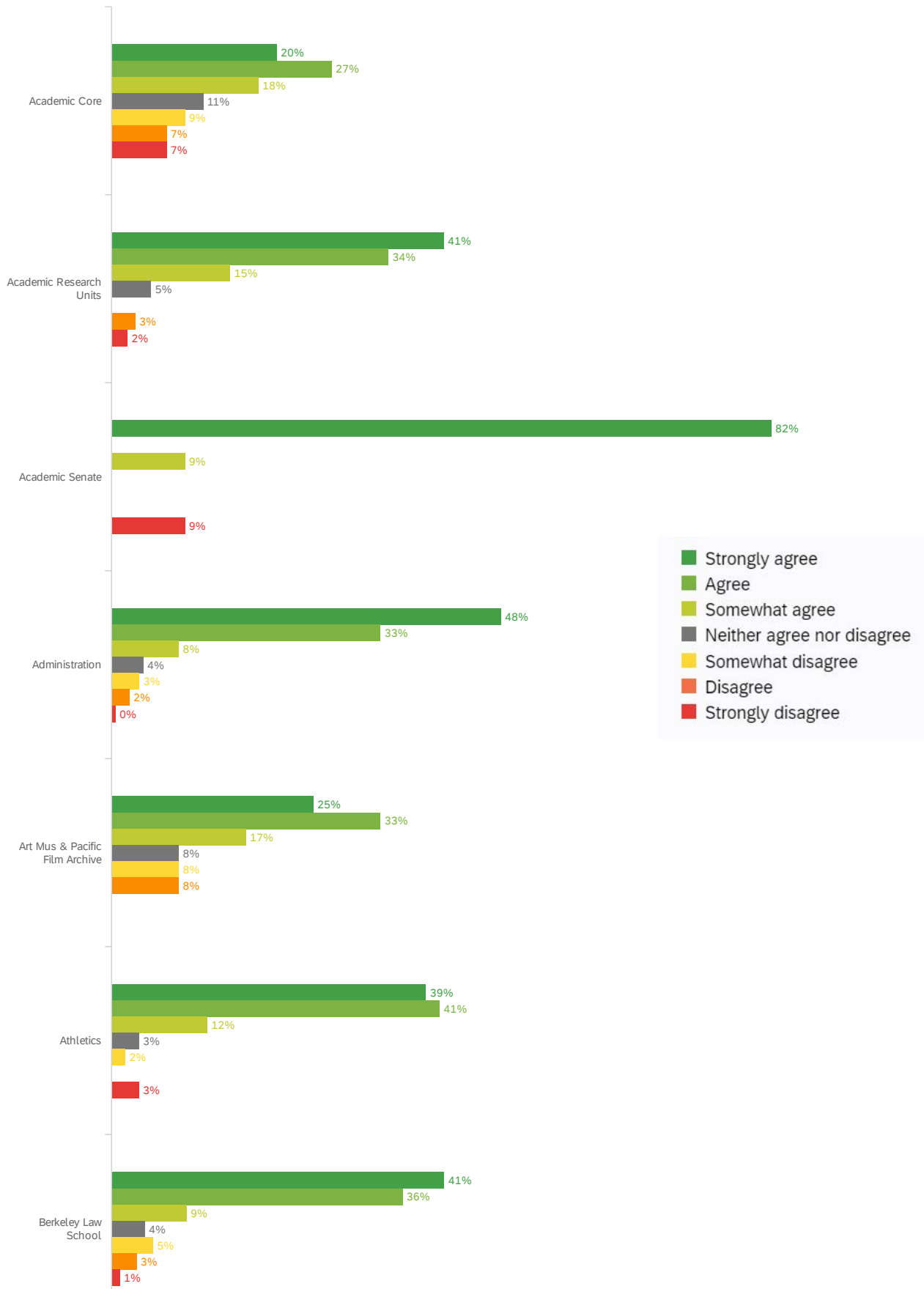


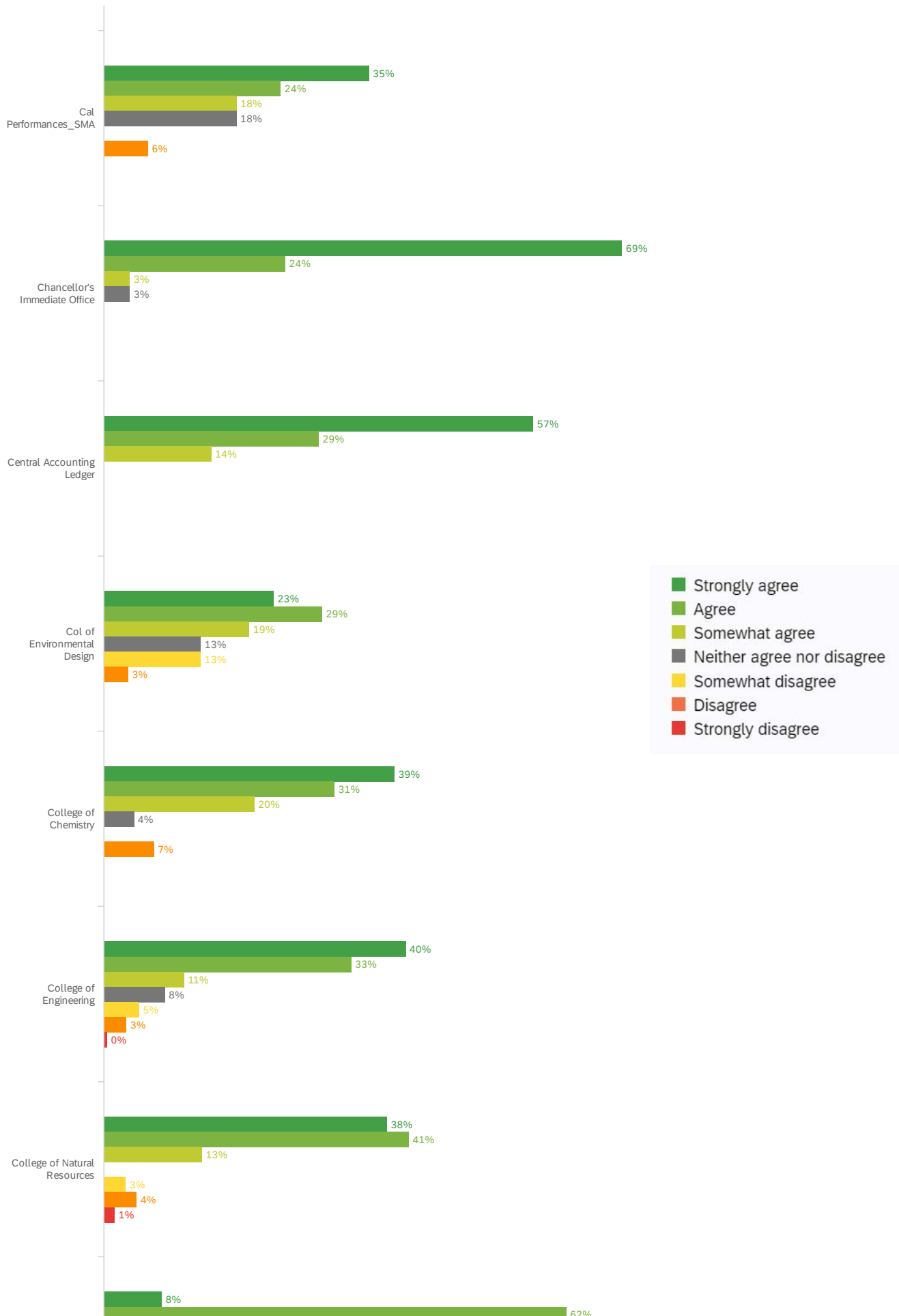


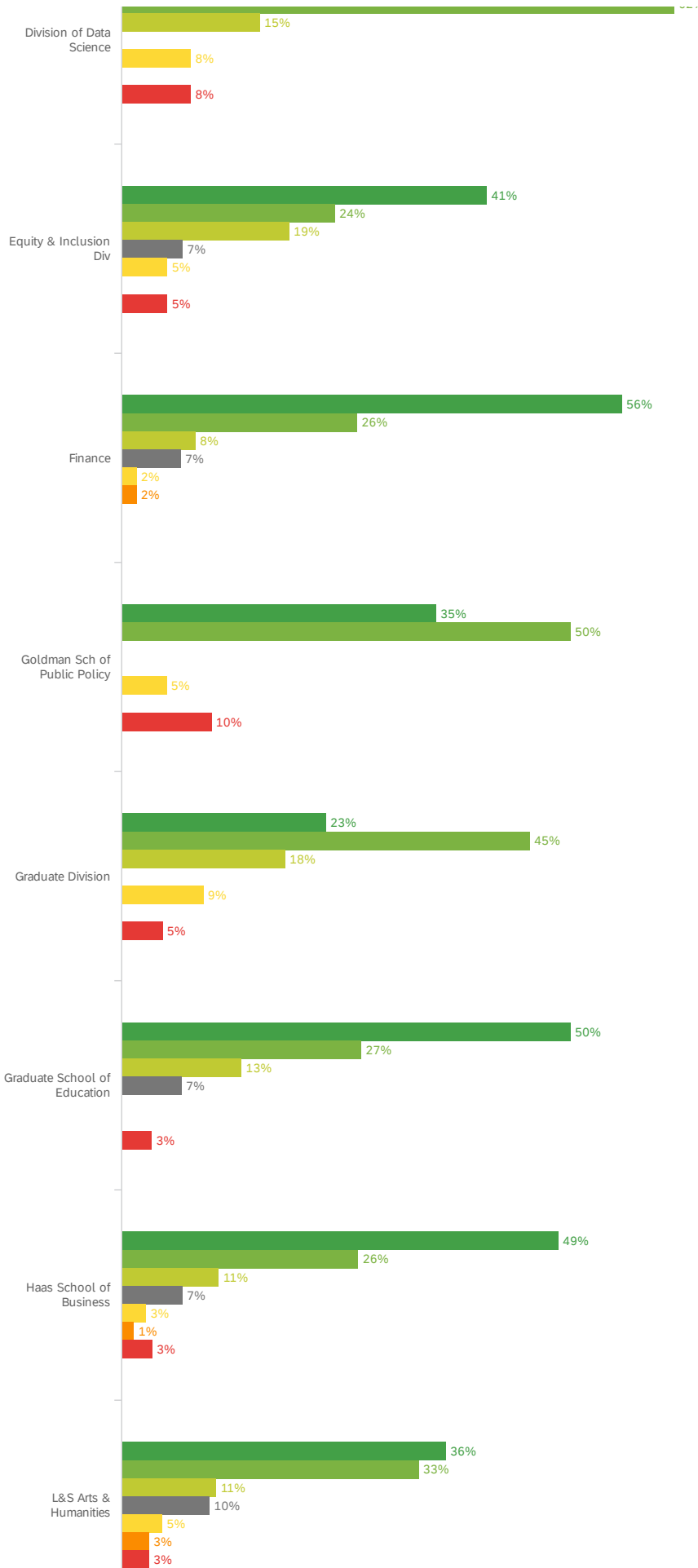
44	VP Research - MRUs	22%	12	56%	30	13%	7	0%	0	6%	3	4%	2	0%	0
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	

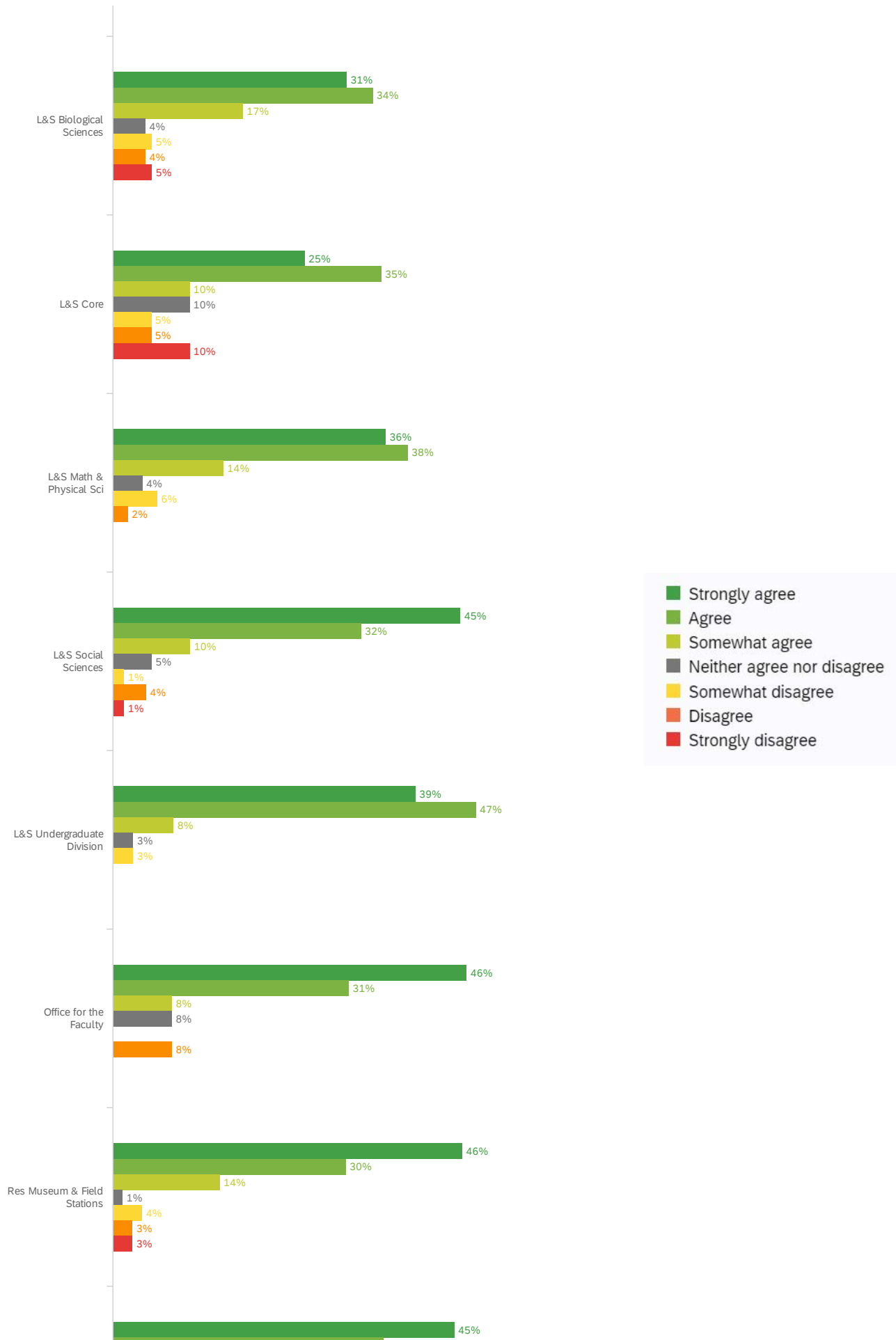
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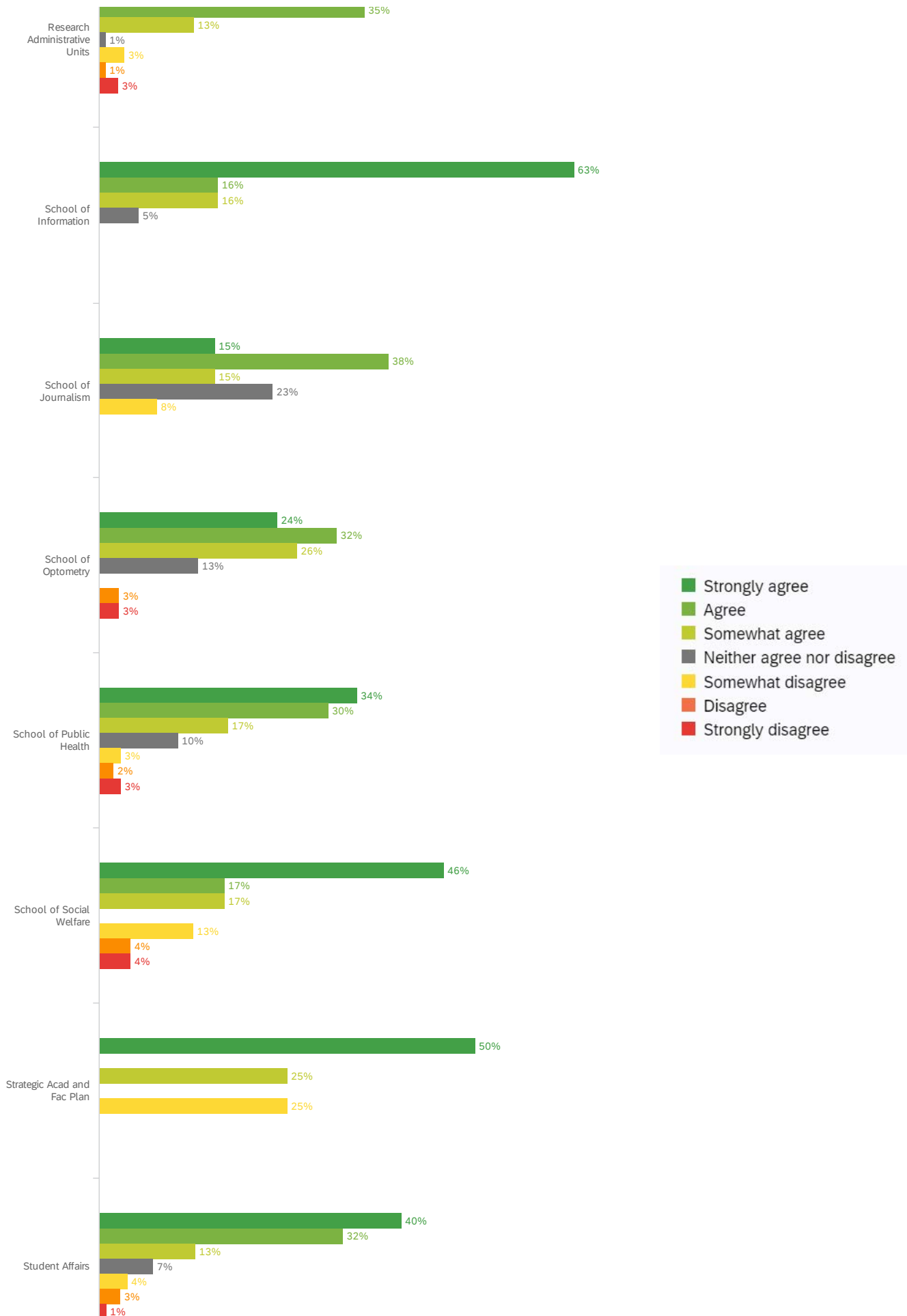
# My well-being is important to my immediate supervisor

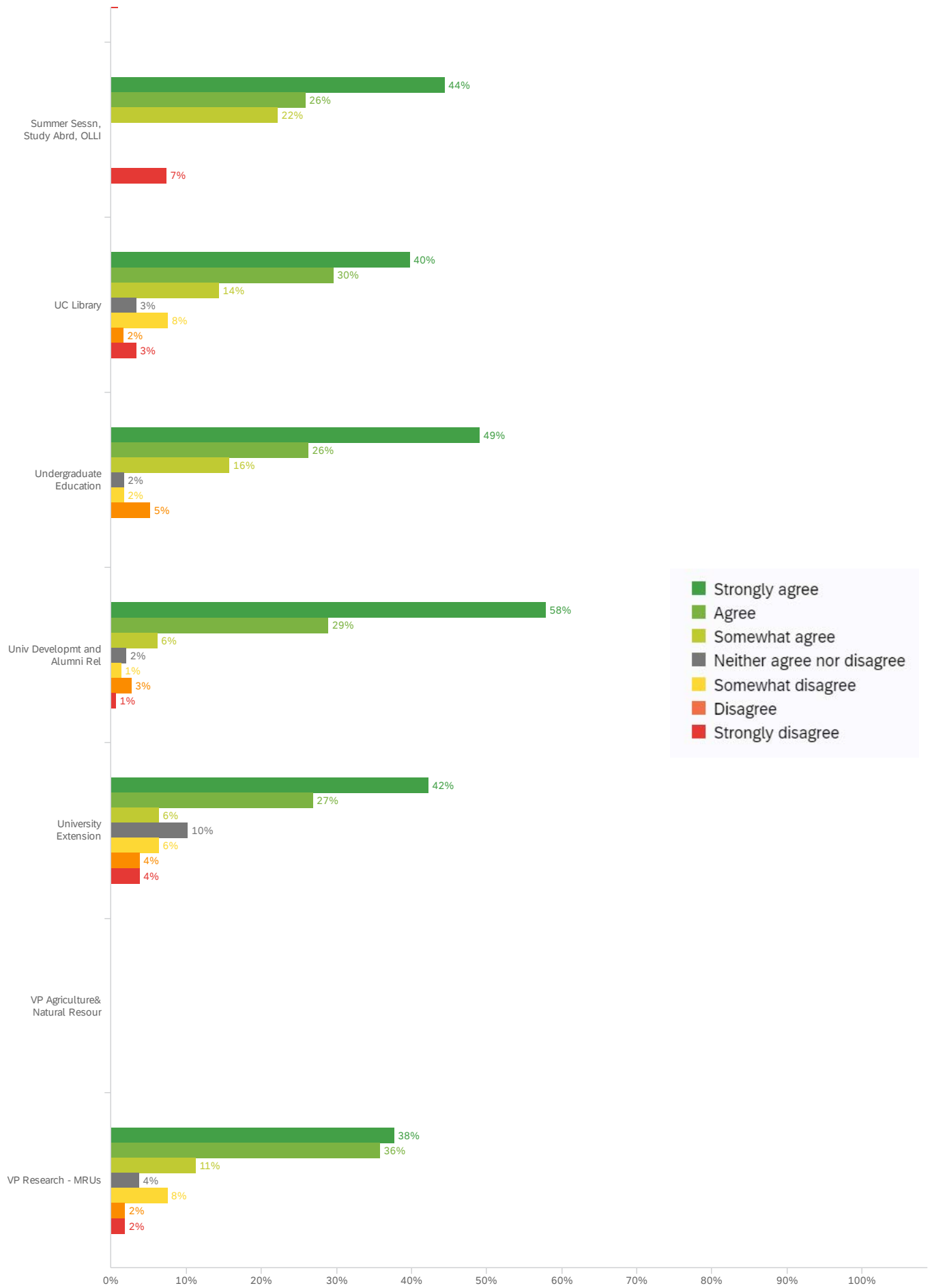














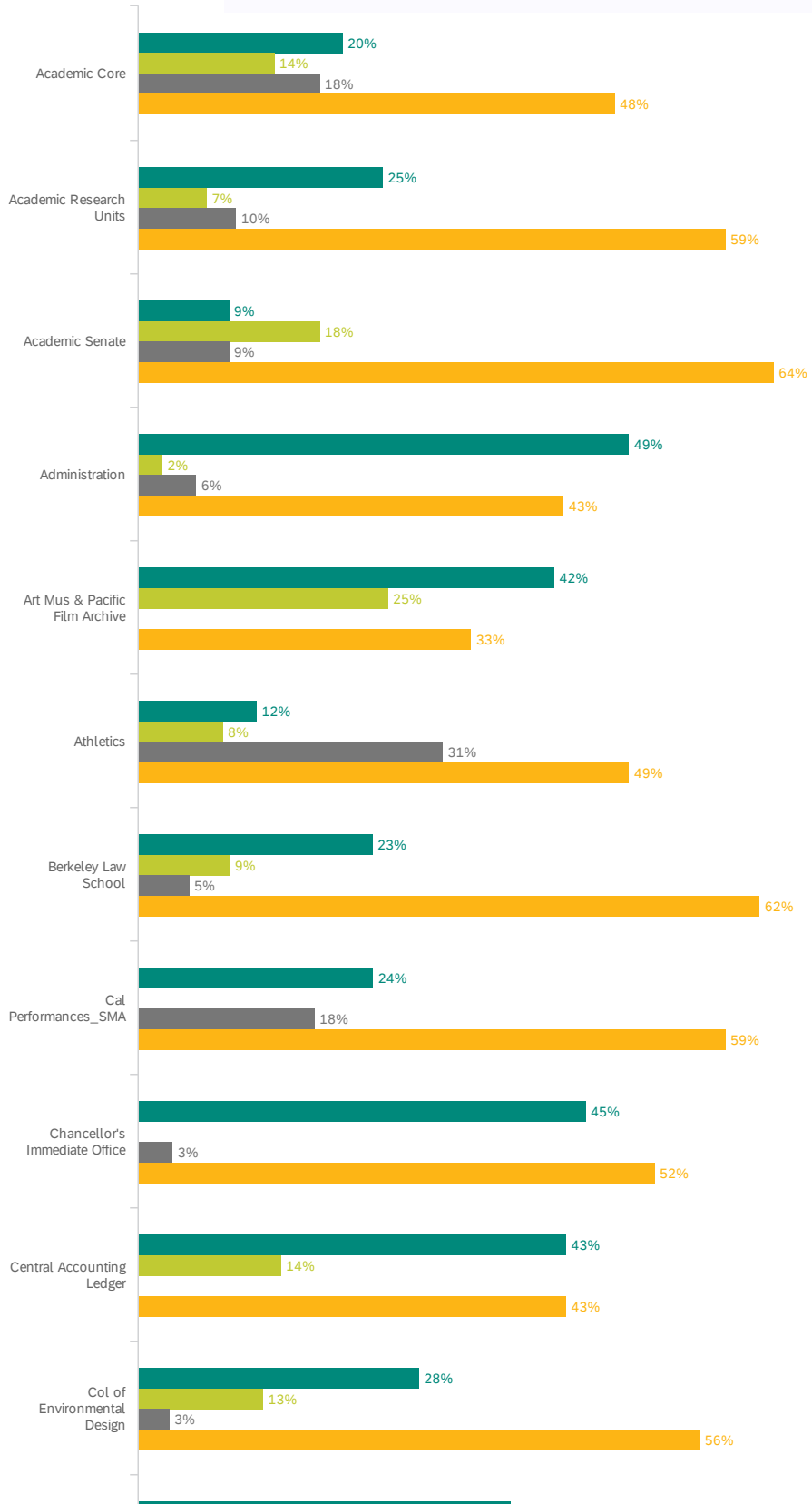
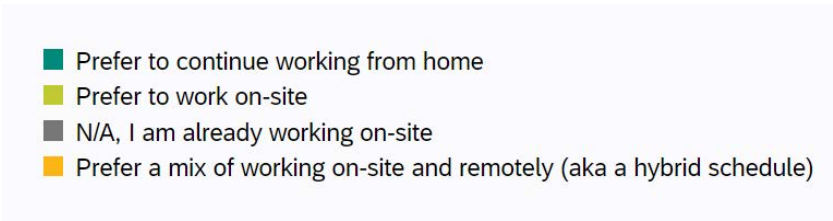
#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
1	Academic Core	20% 9	27% 12	18% 8	11% 5	9% 4	7% 3	7% 3
2	Academic Research Units	41% 42	34% 35	15% 15	5% 5	0% 0	3% 3	2% 2
3	Academic Senate	82% 9	0% 0	9% 1	0% 0	0% 0	0% 0	9% 1
4	Administration	48% 197	33% 136	8% 34	4% 16	3% 14	2% 9	0% 2
5	Art Mus & Pacific Film Archive	25% 3	33% 4	17% 2	8% 1	8% 1	8% 1	0% 0
6	Athletics	39% 23	41% 24	12% 7	3% 2	2% 1	0% 0	3% 2
7	Berkeley Law School	41% 40	36% 35	9% 9	4% 4	5% 5	3% 3	1% 1
8	Cal Performances_SMA	35% 6	24% 4	18% 3	18% 3	0% 0	6% 1	0% 0
9	Chancellor's Immediate Office	69% 20	24% 7	3% 1	3% 1	0% 0	0% 0	0% 0
10	Central Accounting Ledger	57% 4	29% 2	14% 1	0% 0	0% 0	0% 0	0% 0
11	Col of Environmental Design	23% 7	29% 9	19% 6	13% 4	13% 4	3% 1	0% 0
12	College of Chemistry	39% 29	31% 23	20% 15	4% 3	0% 0	7% 5	0% 0
13	College of Engineering	40% 94	33% 77	11% 25	8% 19	5% 11	3% 7	0% 1
14	College of Natural Resources	38% 26	41% 28	13% 9	0% 0	3% 2	4% 3	1% 1
15	Division of Data Science	8% 1	62% 8	15% 2	0% 0	8% 1	0% 0	8% 1
16	Equity & Inclusion Div	41% 24	24% 14	19% 11	7% 4	5% 3	0% 0	5% 3
17	Finance	56% 34	26% 16	8% 5	7% 4	2% 1	2% 1	0% 0
18	Goldman Sch of Public Policy	35% 7	50% 10	0% 0	0% 0	5% 1	0% 0	10% 2
19	Graduate Division	23% 5	45% 10	18% 4	0% 0	9% 2	0% 0	5% 1
20	Graduate School of Education	50% 15	27% 8	13% 4	7% 2	0% 0	0% 0	3% 1
21	Haas School of Business	49% 72	26% 39	11% 16	7% 10	3% 4	1% 2	3% 5
	UCS Arts C							

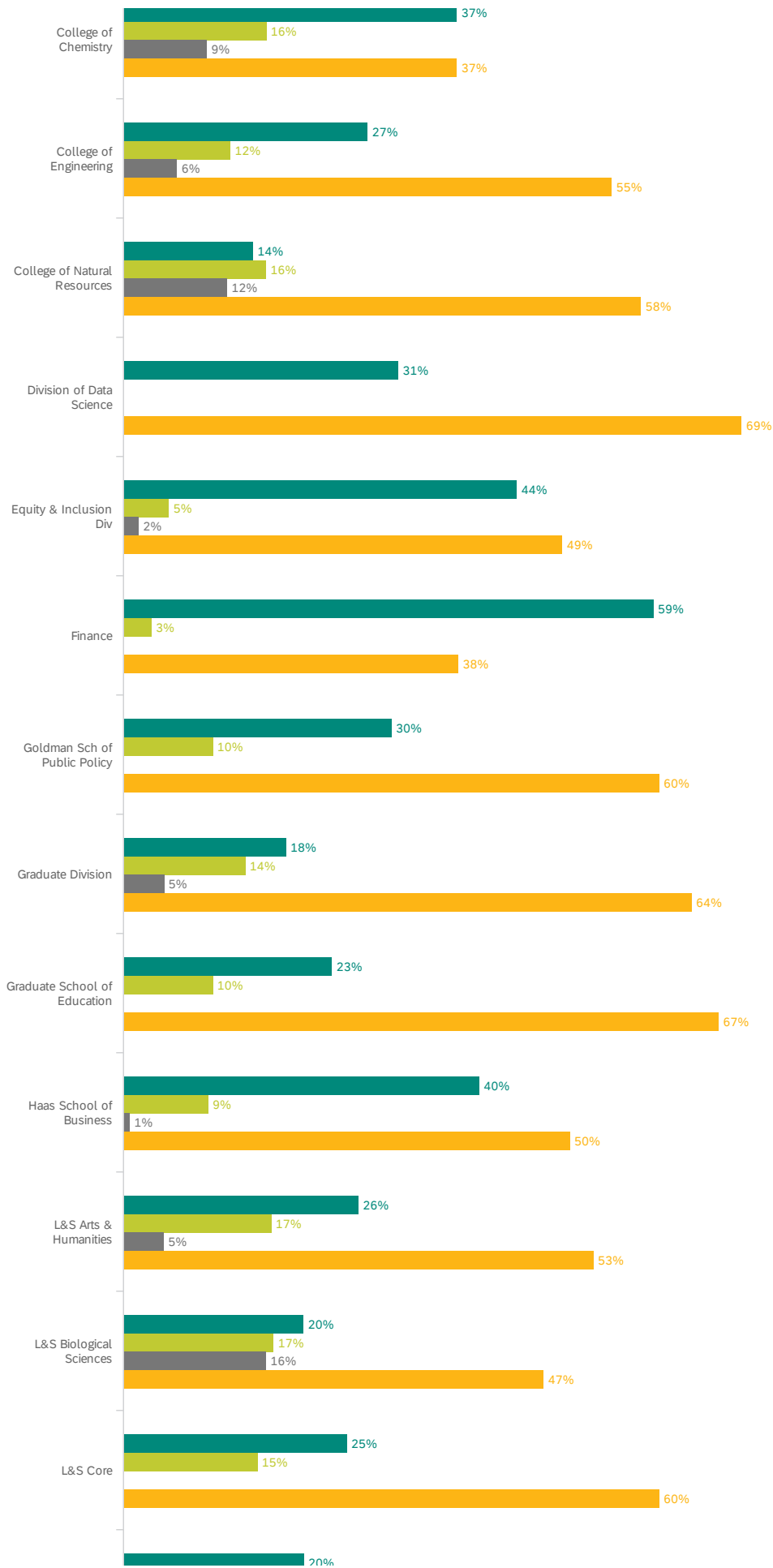


44	VP Research - MRUs	38%	20	36%	19	11%	6	4%	2	8%	4	2%	1	2%	1
#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	

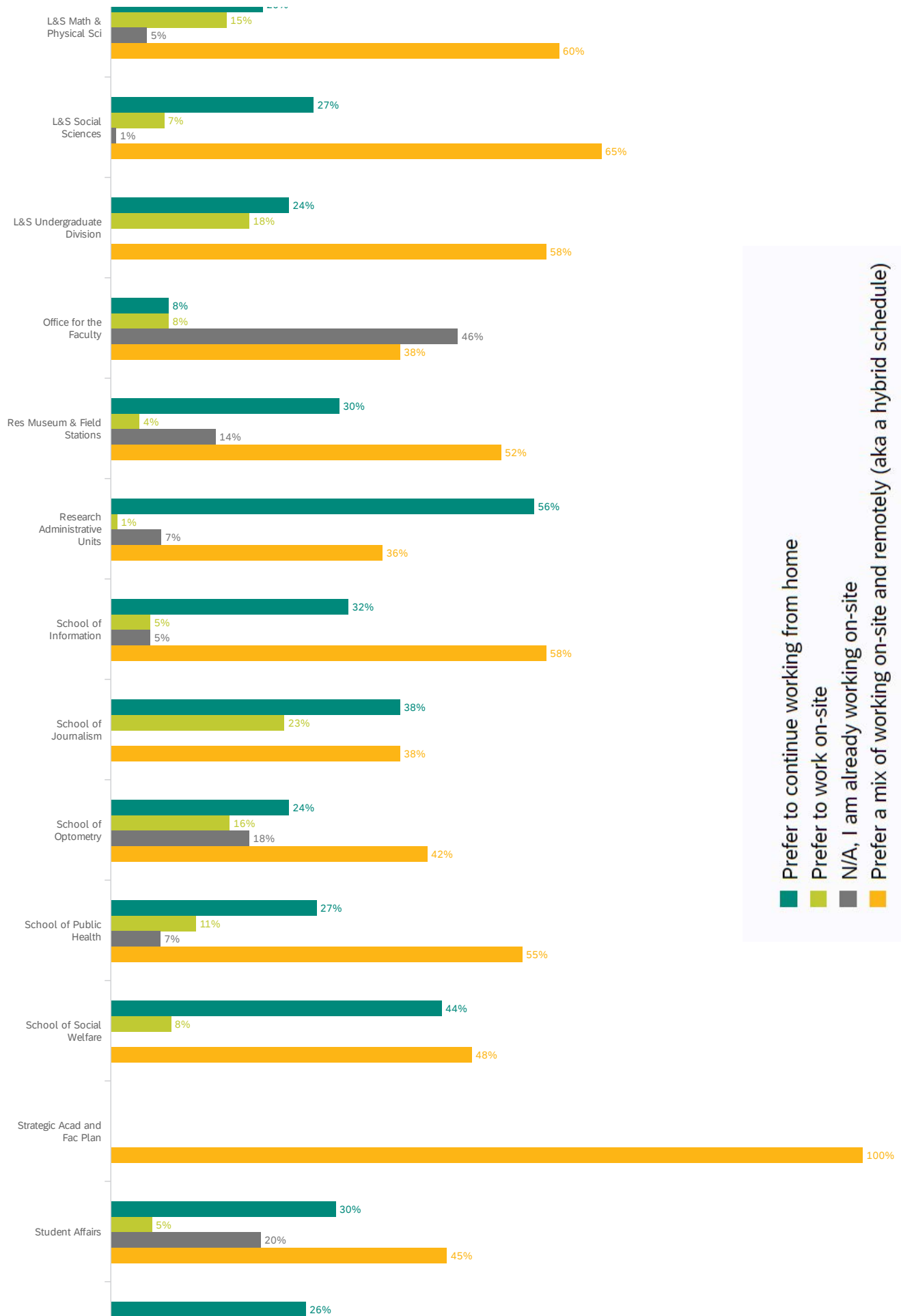
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# If public health orders are modified so that larger numbers of employees are permitted to return to work on-site, would you:

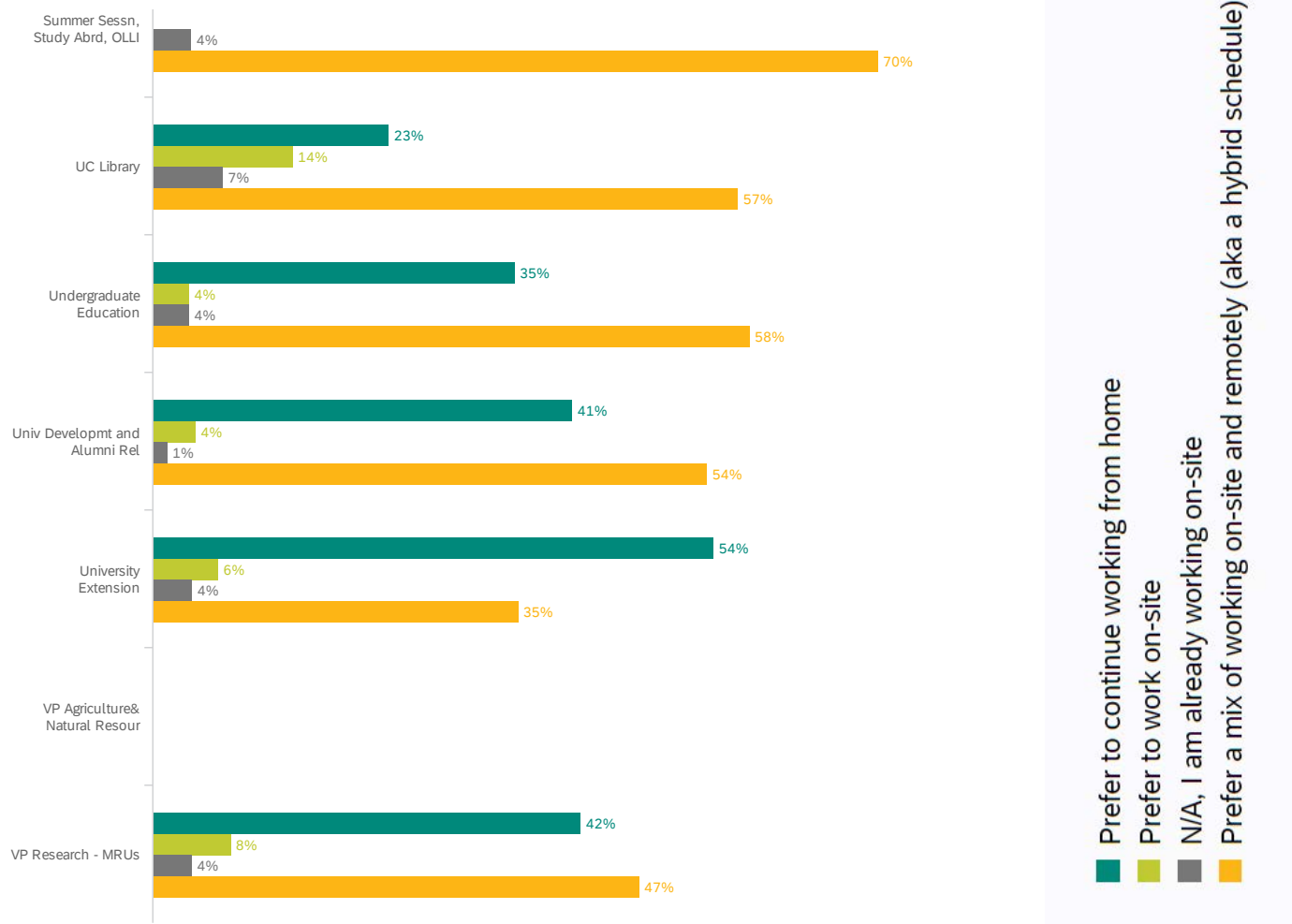




■ Prefer to continue working from home  
■ Prefer to work on-site  
■ N/A, I am already working on-site  
■ Prefer a mix of working on-site and remotely (aka a hybrid schedule)



■ Prefer to continue working from home  
■ Prefer to work on-site  
■ N/A, I am already working on-site  
■ Prefer a mix of working on-site and remotely (aka a hybrid schedule)



#	Field	Prefer to continue working from home	Prefer to work on-site	Prefer a mix of working on-site and remotely (aka a hybrid schedule)	N/A, I am already working on-site	Total
1	Academic Core	20% 9	14% 6	48% 21	18% 8	44
2	Academic Research Units	25% 25	7% 7	59% 60	10% 10	102
3	Academic Senate	9% 1	18% 2	64% 7	9% 1	11
4	Administration	49% 203	2% 10	43% 176	6% 24	413
5	Art Mus & Pacific Film Archive	42% 5	25% 3	33% 4	0% 0	12
6	Athletics	12% 7	8% 5	49% 29	31% 18	59
7	Berkeley Law School	23% 23	9% 9	62% 61	5% 5	98
8	Cal Performances_SMA	24% 4	0% 0	59% 10	18% 3	17
9	Chancellor's Immediate Office	45% 13	0% 0	52% 15	3% 1	29
10	Central Accounting Ledger	43% 3	14% 1	43% 3	0% 0	7

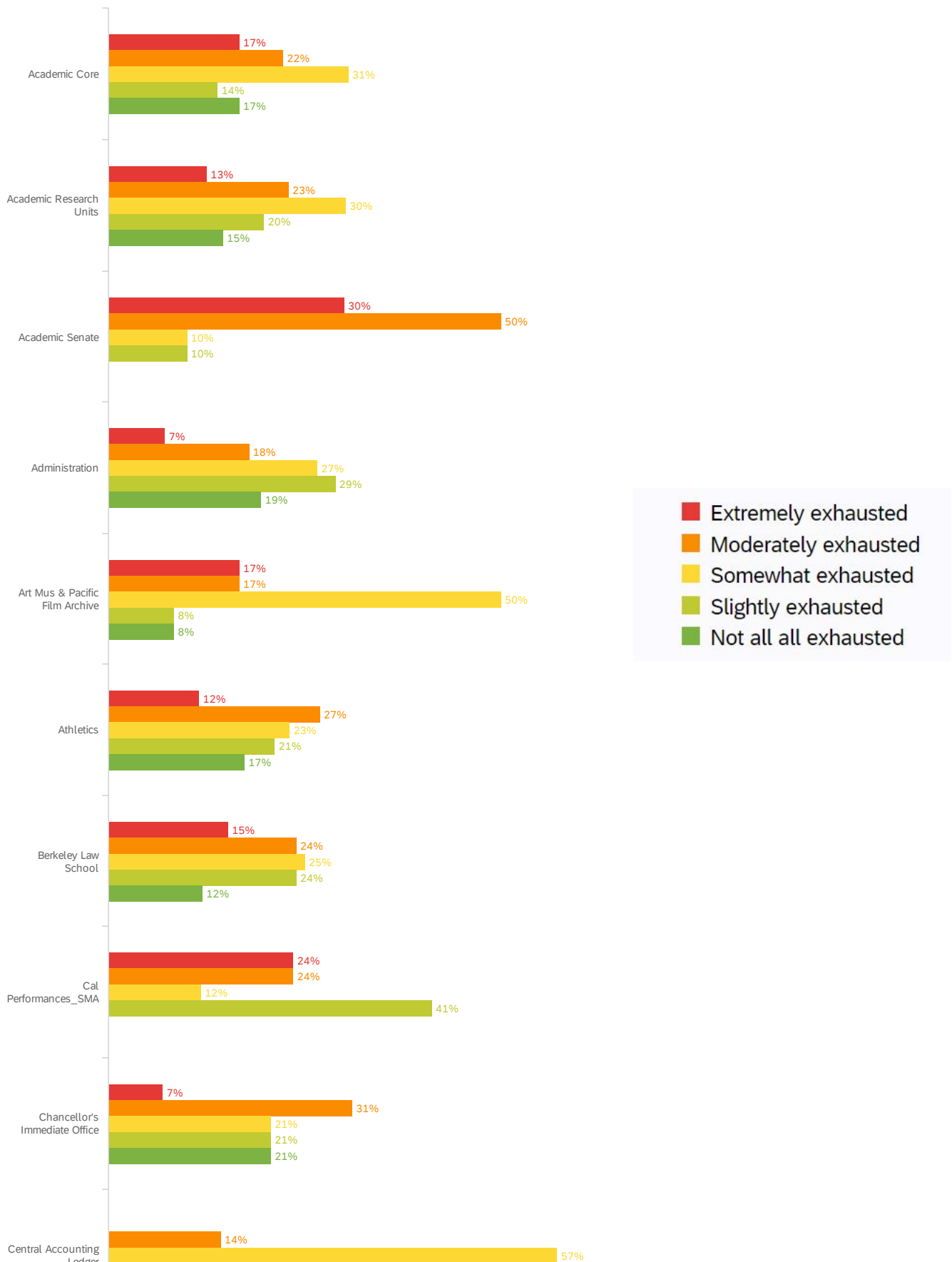
#	Field	Prefer to continue working from home	Prefer to work on-site	Prefer a mix of working on-site and remotely (aka a hybrid schedule)	N/A, I am already working on-site	Total
11	Col of Environmental Design	28% 9	13% 4	56% 18	3% 1	32
12	College of Chemistry	37% 28	16% 12	37% 28	9% 7	75
13	College of Engineering	27% 64	12% 28	55% 128	6% 14	234
14	College of Natural Resources	14% 10	16% 11	58% 40	12% 8	69
15	Division of Data Science	31% 4	0% 0	69% 9	0% 0	13
16	Equity & Inclusion Div	44% 26	5% 3	49% 29	2% 1	59
17	Finance	59% 38	3% 2	38% 24	0% 0	64
18	Goldman Sch of Public Policy	30% 6	10% 2	60% 12	0% 0	20
19	Graduate Division	18% 4	14% 3	64% 14	5% 1	22
20	Graduate School of Education	23% 7	10% 3	67% 20	0% 0	30
21	Haas School of Business	40% 59	9% 14	50% 74	1% 1	148
22	L&S Arts & Humanities	26% 35	17% 22	53% 70	5% 6	133
23	L&S Biological Sciences	20% 24	17% 20	47% 56	16% 19	119
24	L&S Core	25% 5	15% 3	60% 12	0% 0	20
25	L&S Math & Physical Sci	20% 21	15% 16	60% 62	5% 5	104
26	L&S Social Sciences	27% 38	7% 10	65% 92	1% 1	141
27	L&S Undergraduate Division	24% 9	18% 7	58% 22	0% 0	38
28	Office for the Faculty	8% 1	8% 1	38% 5	46% 6	13
29	Res Museum & Field Stations	30% 24	4% 3	52% 41	14% 11	79
30	Research Administrative Units	56% 67	1% 1	36% 43	7% 8	119
31	School of Information	32% 6	5% 1	58% 11	5% 1	19
32	School of Journalism	38% 5	23% 3	38% 5	0% 0	13
33	School of Optometry	24% 9	16% 6	42% 16	18% 7	38

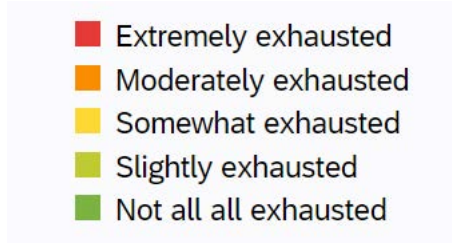
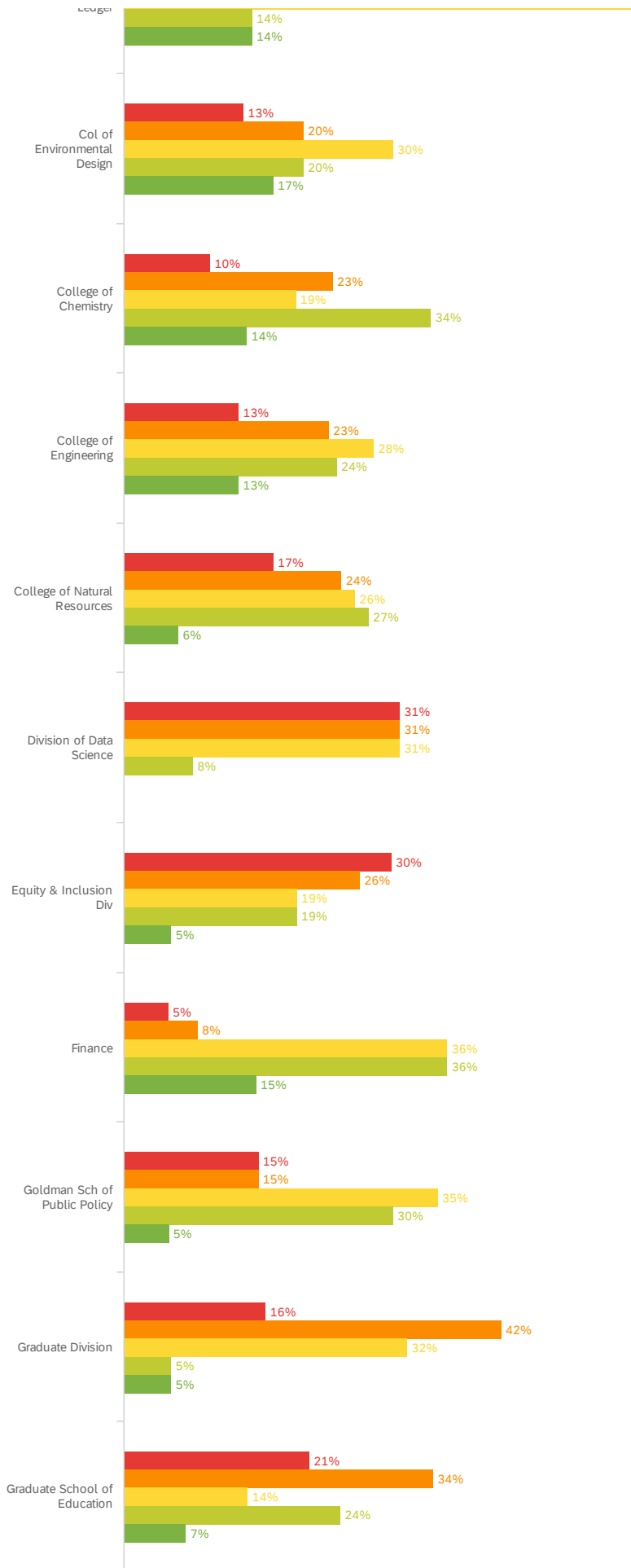


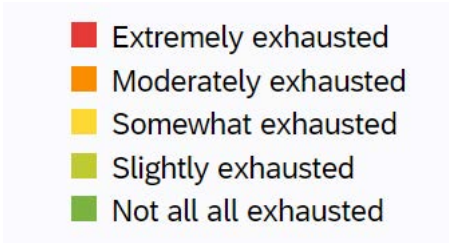
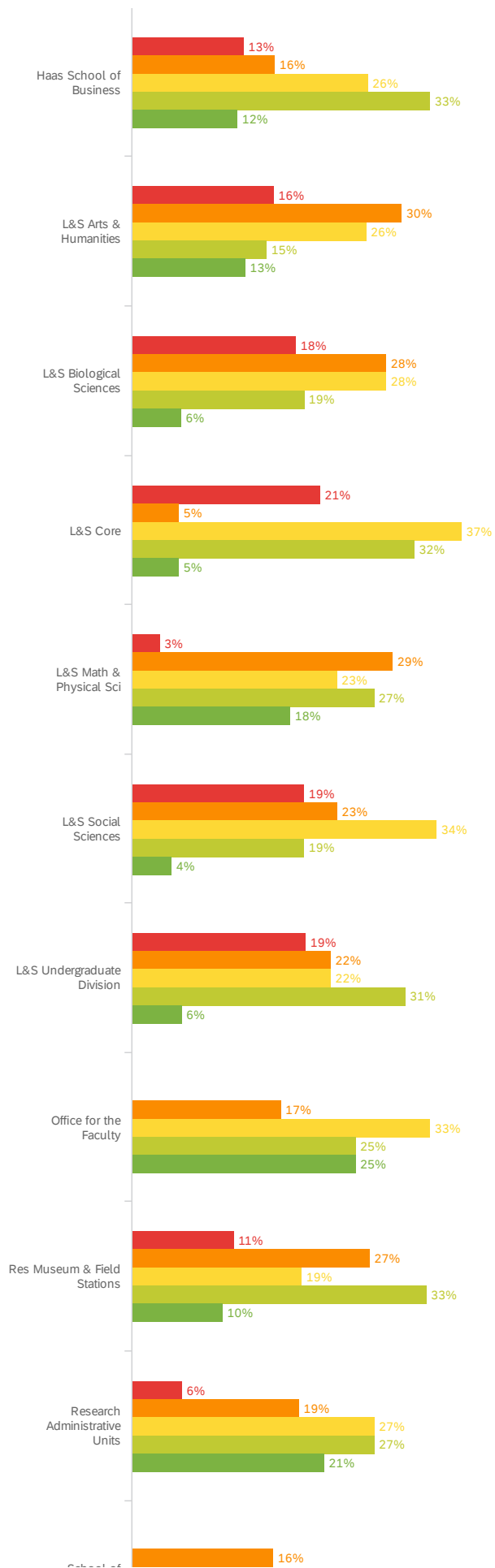
#	Field	Prefer to continue working from home	Prefer to work on-site	Prefer a mix of working on-site and remotely (aka a hybrid schedule)	N/A, I am already working on-site	Total
34	School of Public Health	27% 29	11% 12	55% 58	7% 7	106
35	School of Social Welfare	44% 11	8% 2	48% 12	0% 0	25
36	Strategic Acad and Fac Plan	0% 0	0% 0	100% 4	0% 0	4
37	Student Affairs	30% 93	5% 17	45% 139	20% 62	311
38	Summer Sessn, Study Abrd, OLLI	26% 7	0% 0	70% 19	4% 1	27
39	UC Library	23% 27	14% 16	57% 67	7% 8	118
40	Undergraduate Education	35% 20	4% 2	58% 33	4% 2	57
41	Univ Developmt and Alumni Rel	41% 59	4% 6	54% 78	1% 2	145
42	University Extension	54% 43	6% 5	35% 28	4% 3	79
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	42% 22	8% 4	47% 25	4% 2	53

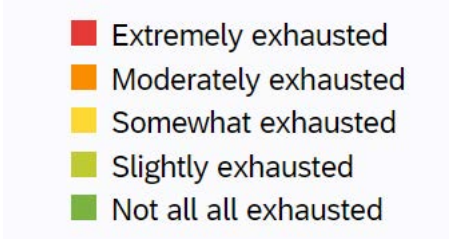
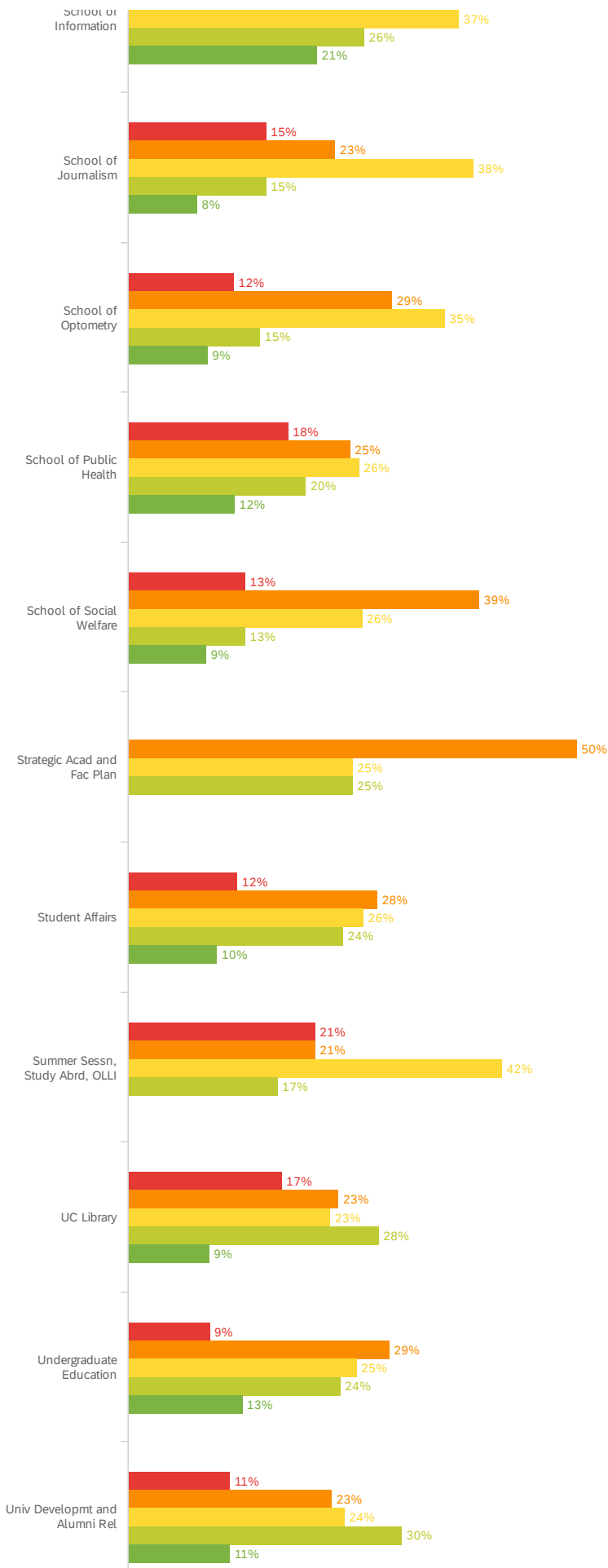
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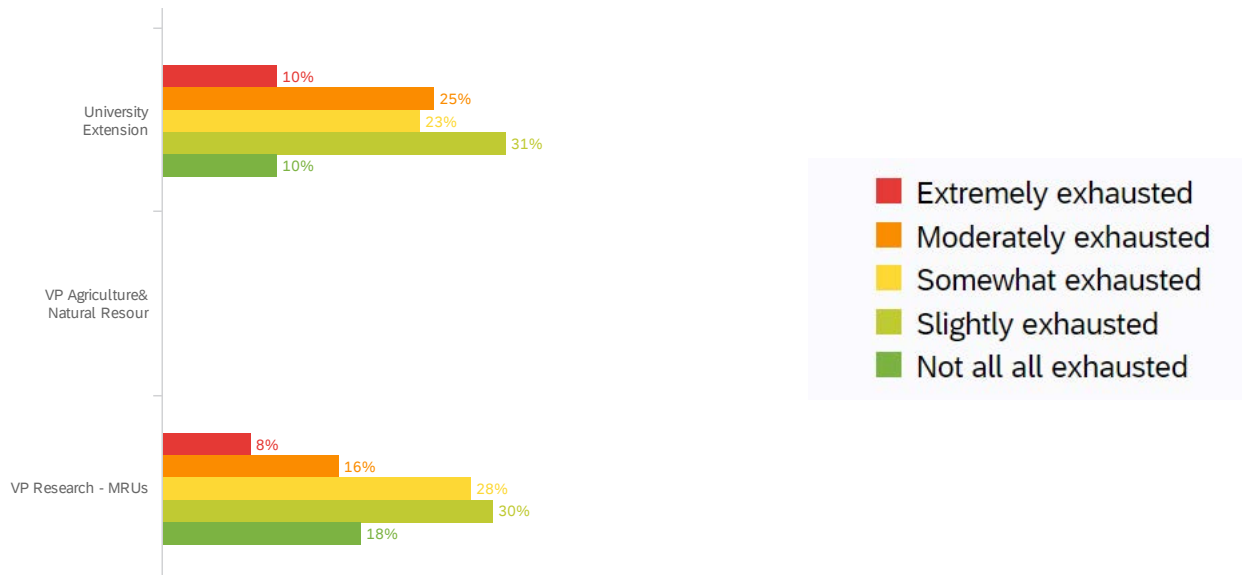
# How exhausted do you feel after video conferencing?











#	Field	Not all all exhausted	Slightly exhausted	Somewhat exhausted	Moderately exhausted	Extremely exhausted	Total
1	Academic Core	17% 6	14% 5	31% 11	22% 8	17% 6	36
2	Academic Research Units	15% 14	20% 19	30% 29	23% 22	13% 12	96
3	Academic Senate	0% 0	10% 1	10% 1	50% 5	30% 3	10
4	Administration	19% 76	29% 113	27% 104	18% 70	7% 28	391
5	Art Mus & Pacific Film Archive	8% 1	8% 1	50% 6	17% 2	17% 2	12
6	Athletics	17% 9	21% 11	23% 12	27% 14	12% 6	52
7	Berkeley Law School	12% 11	24% 22	25% 23	24% 22	15% 14	92
8	Cal Performances_SMA	0% 0	41% 7	12% 2	24% 4	24% 4	17
9	Chancellor's Immediate Office	21% 6	21% 6	21% 6	31% 9	7% 2	29
10	Central Accounting Ledger	14% 1	14% 1	57% 4	14% 1	0% 0	7
11	Col of Environmental Design	17% 5	20% 6	30% 9	20% 6	13% 4	30
12	College of Chemistry	14% 10	34% 25	19% 14	23% 17	10% 7	73
13	College of Engineering	13% 28	24% 52	28% 61	23% 50	13% 28	219
14	College of Natural Resources	6% 4	27% 18	26% 17	24% 16	17% 11	66
15	Division of Data Science	0% 0	8% 1	31% 4	31% 4	31% 4	13
16	Equity & Inclusion Div	5% 3	19% 11	19% 11	26% 15	30% 17	57
17	Finance	15% 9	36% 22	36% 22	8% 5	5% 3	61

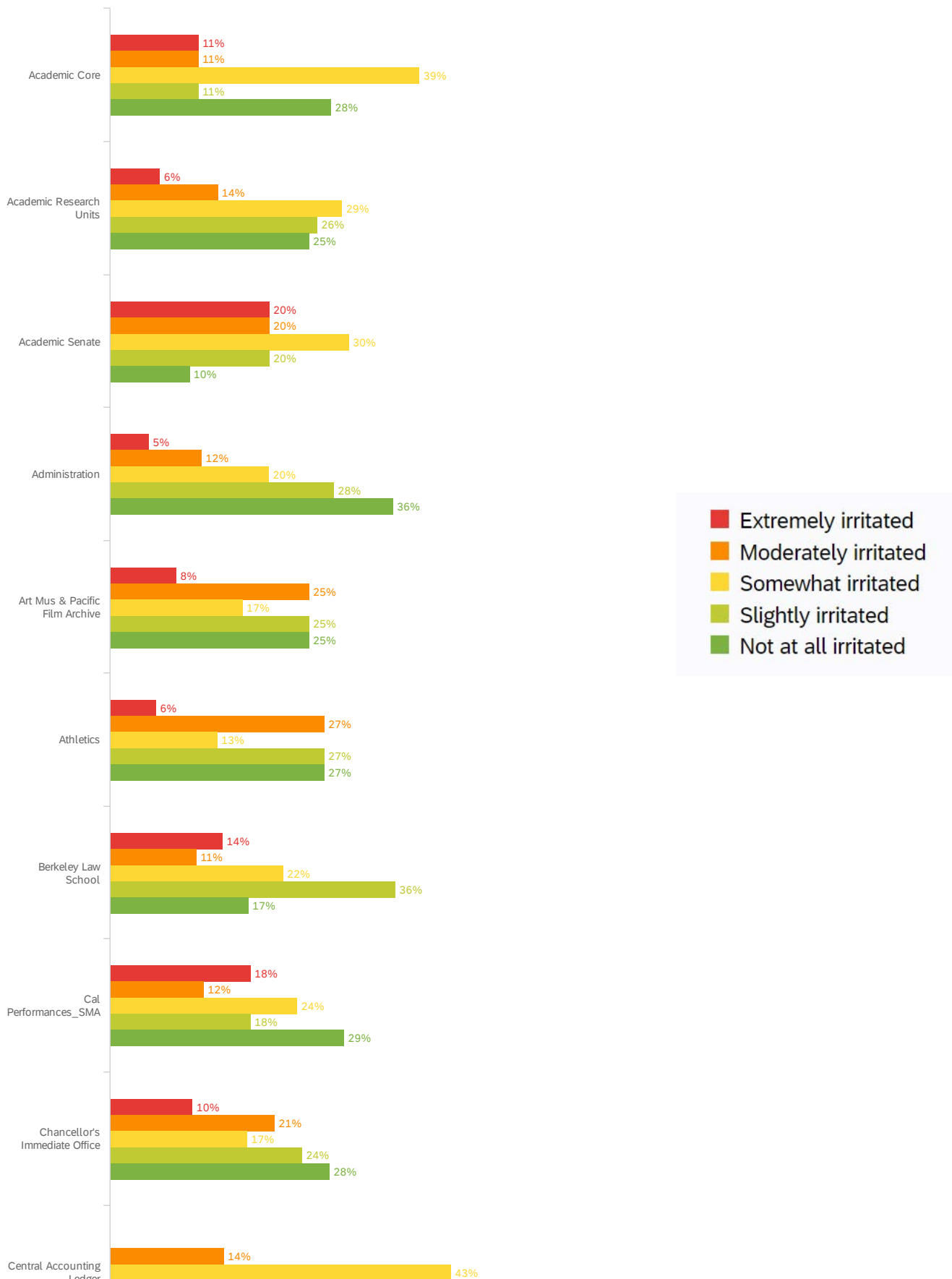
#	Field	Not all exhausted	Slightly exhausted	Somewhat exhausted	Moderately exhausted	Extremely exhausted	Total
18	Goldman Sch of Public Policy	5% 1	30% 6	35% 7	15% 3	15% 3	20
19	Graduate Division	5% 1	5% 1	32% 6	42% 8	16% 3	19
20	Graduate School of Education	7% 2	24% 7	14% 4	34% 10	21% 6	29
21	Haas School of Business	12% 17	33% 48	26% 38	16% 23	13% 18	144
22	L&S Arts & Humanities	13% 16	15% 19	26% 33	30% 38	16% 20	126
23	L&S Biological Sciences	6% 6	19% 21	28% 31	28% 31	18% 20	109
24	L&S Core	5% 1	32% 6	37% 7	5% 1	21% 4	19
25	L&S Math & Physical Sci	18% 17	27% 26	23% 22	29% 28	3% 3	96
26	L&S Social Sciences	4% 6	19% 26	34% 46	23% 31	19% 26	135
27	L&S Undergraduate Division	6% 2	31% 11	22% 8	22% 8	19% 7	36
28	Office for the Faculty	25% 3	25% 3	33% 4	17% 2	0% 0	12
29	Res Museum & Field Stations	10% 8	33% 26	19% 15	27% 21	11% 9	79
30	Research Administrative Units	21% 23	27% 29	27% 29	19% 20	6% 6	107
31	School of Information	21% 4	26% 5	37% 7	16% 3	0% 0	19
32	School of Journalism	8% 1	15% 2	38% 5	23% 3	15% 2	13
33	School of Optometry	9% 3	15% 5	35% 12	29% 10	12% 4	34
34	School of Public Health	12% 12	20% 20	26% 26	25% 25	18% 18	101
35	School of Social Welfare	9% 2	13% 3	26% 6	39% 9	13% 3	23
36	Strategic Acad and Fac Plan	0% 0	25% 1	25% 1	50% 2	0% 0	4
37	Student Affairs	10% 26	24% 63	26% 69	28% 73	12% 32	263
38	Summer Sessn, Study Abrd, OLLI	0% 0	17% 4	42% 10	21% 5	21% 5	24
39	UC Library	9% 10	28% 31	23% 25	23% 26	17% 19	111
40	Undergraduate Education	13% 7	24% 13	25% 14	29% 16	9% 5	55
41	Univ Developmt and Alumni Rel	11% 16	30% 43	24% 34	23% 32	11% 16	141
42	University Extension	10% 8	31% 24	23% 18	25% 19	10% 8	77
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0

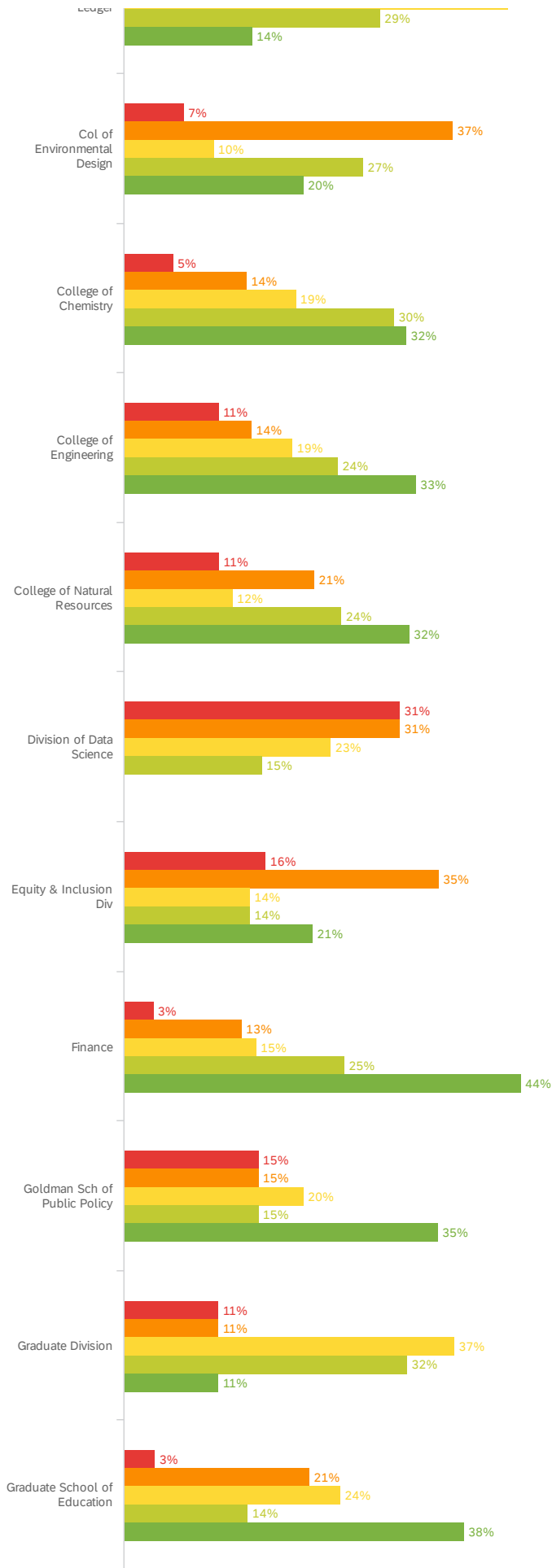
#	Field	Not all exhausted	Slightly exhausted	Somewhat exhausted	Moderately exhausted	Extremely exhausted	Total
44	VP Research - MRUs	18% 9	30% 15	28% 14	16% 8	8% 4	50

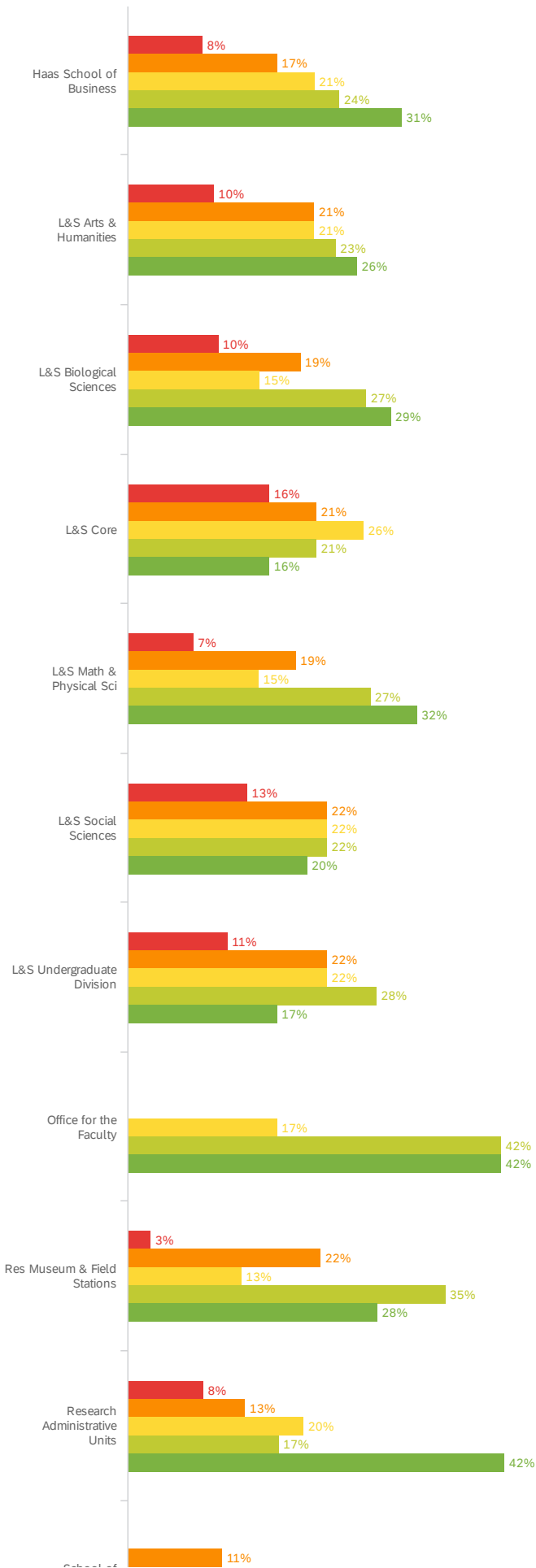
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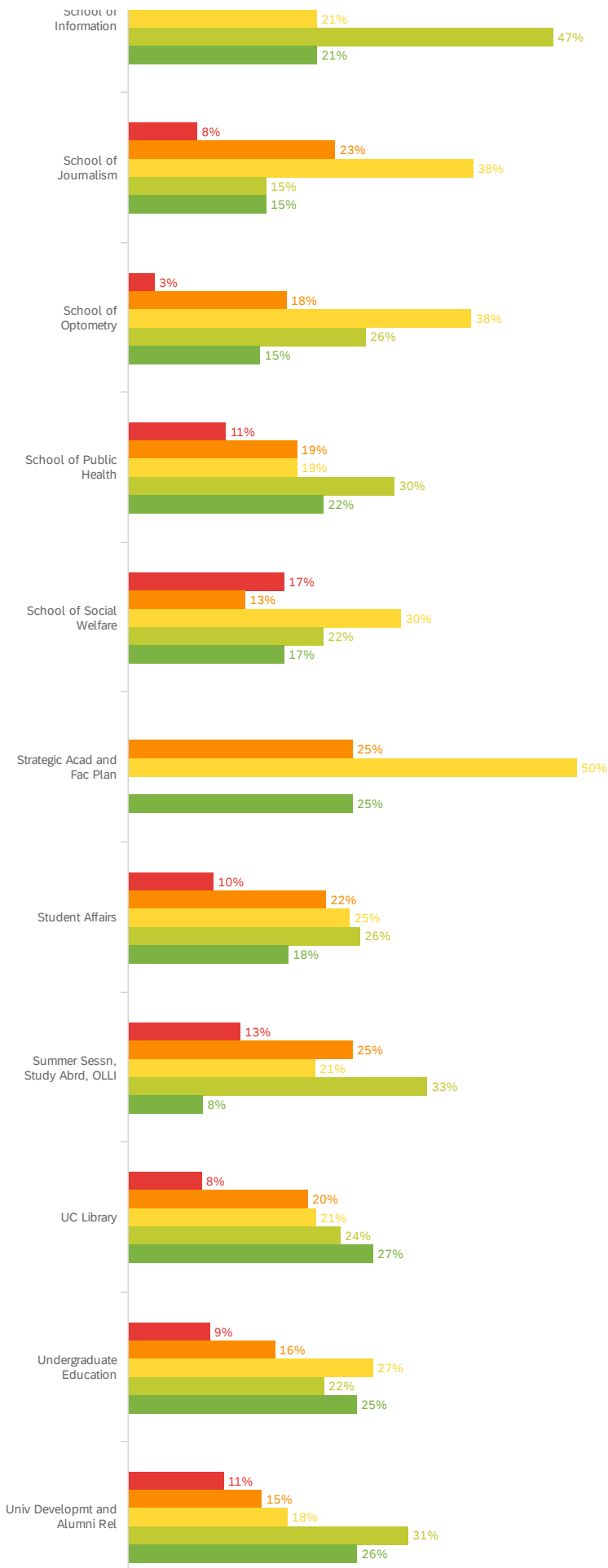


## How irritated do your eyes feel after video conferencing?

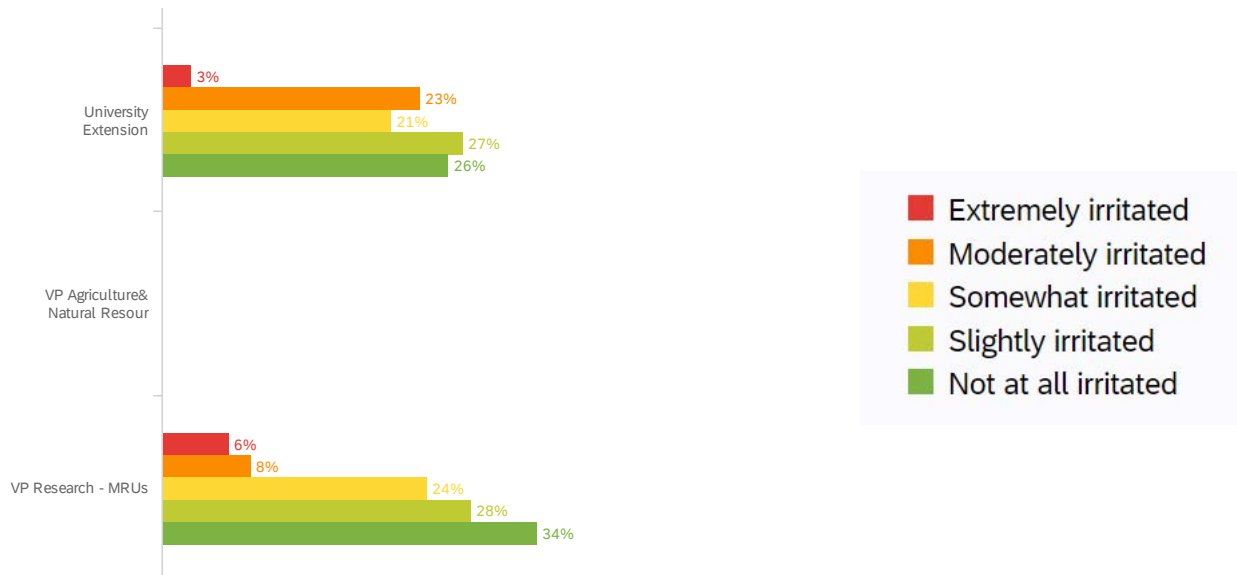








- Extremely irritated
- Moderately irritated
- Somewhat irritated
- Slightly irritated
- Not at all irritated

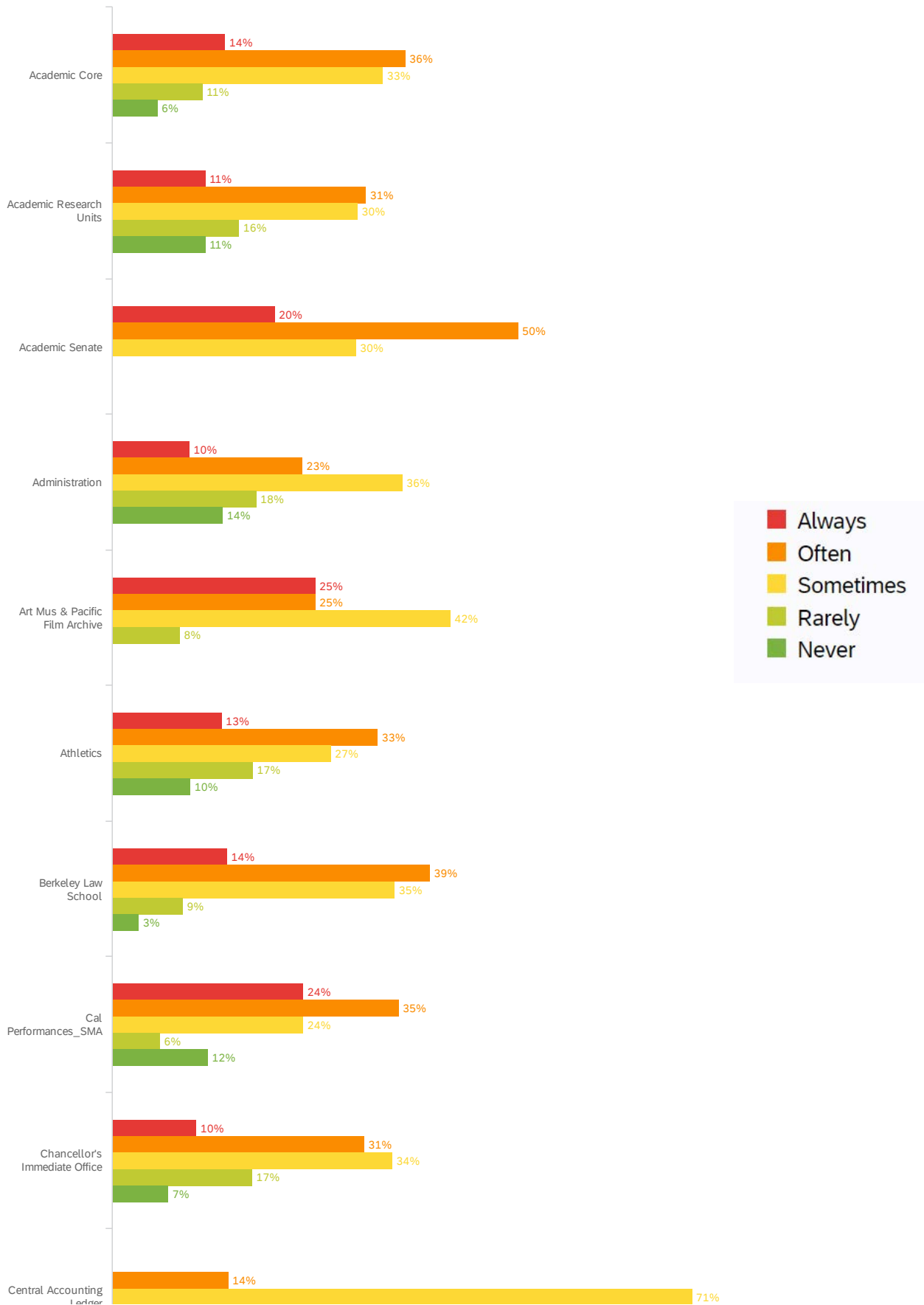


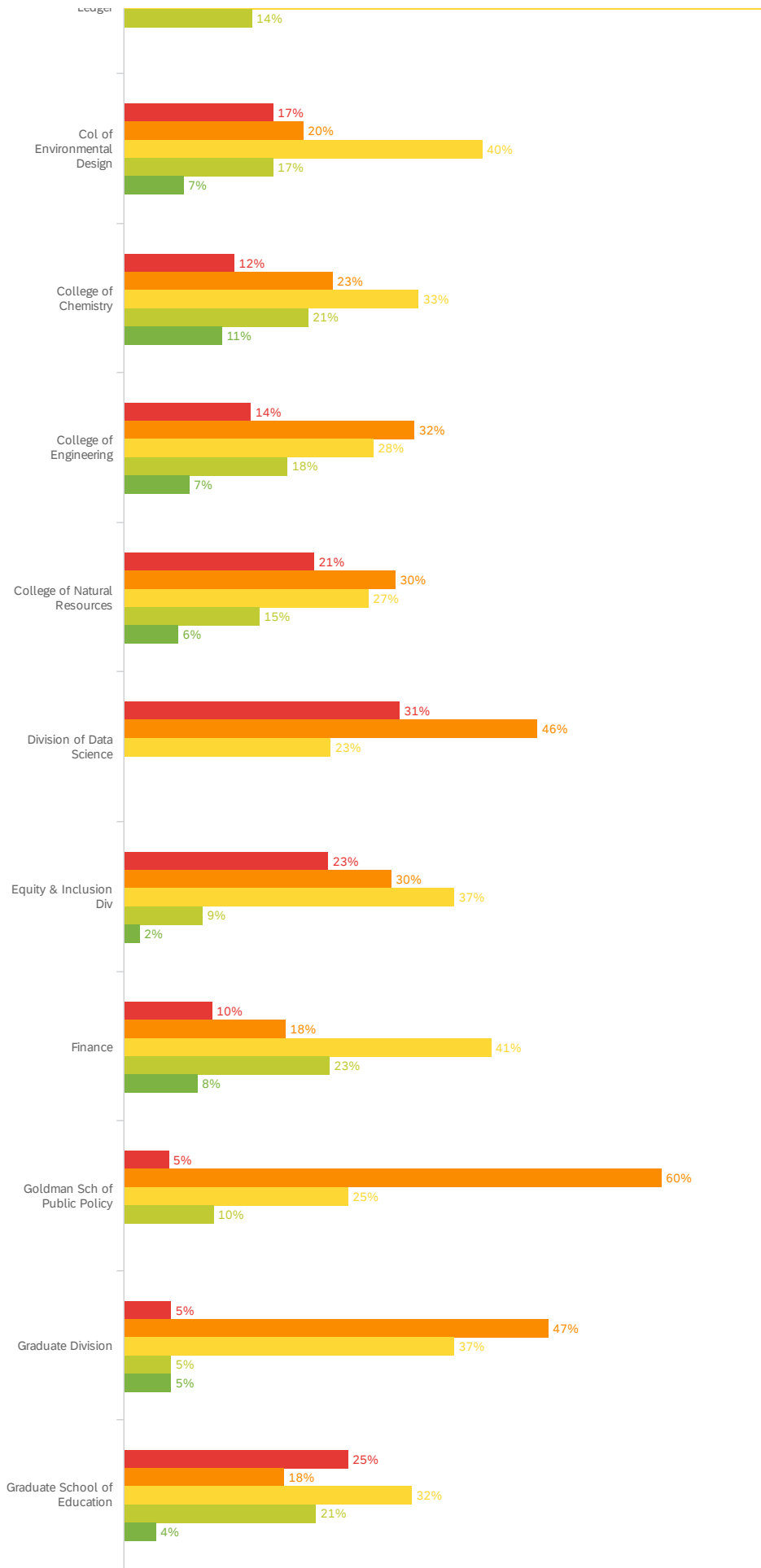
#	Field	Not at all irritated	Slightly irritated	Somewhat irritated	Moderately irritated	Extremely irritated	Total
1	Academic Core	28% 10	11% 4	39% 14	11% 4	11% 4	36
2	Academic Research Units	25% 24	26% 25	29% 28	14% 13	6% 6	96
3	Academic Senate	10% 1	20% 2	30% 3	20% 2	20% 2	10
4	Administration	36% 139	28% 110	20% 78	12% 45	5% 19	391
5	Art Mus & Pacific Film Archive	25% 3	25% 3	17% 2	25% 3	8% 1	12
6	Athletics	27% 14	27% 14	13% 7	27% 14	6% 3	52
7	Berkeley Law School	17% 16	36% 33	22% 20	11% 10	14% 13	92
8	Cal Performances_SMA	29% 5	18% 3	24% 4	12% 2	18% 3	17
9	Chancellor's Immediate Office	28% 8	24% 7	17% 5	21% 6	10% 3	29
10	Central Accounting Ledger	14% 1	29% 2	43% 3	14% 1	0% 0	7
11	Col of Environmental Design	20% 6	27% 8	10% 3	37% 11	7% 2	30
12	College of Chemistry	32% 23	30% 22	19% 14	14% 10	5% 4	73
13	College of Engineering	33% 71	24% 52	19% 41	14% 31	11% 23	218
14	College of Natural Resources	32% 21	24% 16	12% 8	21% 14	11% 7	66
15	Division of Data Science	0% 0	15% 2	23% 3	31% 4	31% 4	13
16	Equity & Inclusion Div	21% 12	14% 8	14% 8	35% 20	16% 9	57
17	Finance	44% 27	25% 15	15% 9	13% 8	3% 2	61
18	Goldman Sch of Public Policy	35% 7	15% 3	20% 4	15% 3	15% 3	20
19	Graduate Division	11% 2	32% 6	37% 7	11% 2	11% 2	19

#	Field	Not at all irritated		Slightly irritated		Somewhat irritated		Moderately irritated		Extremely irritated		Total
20	Graduate School of Education	38%	11	14%	4	24%	7	21%	6	3%	1	29
21	Haas School of Business	31%	44	24%	34	21%	30	17%	24	8%	12	144
22	L&S Arts & Humanities	26%	32	23%	29	21%	26	21%	26	10%	12	125
23	L&S Biological Sciences	29%	32	27%	29	15%	16	19%	21	10%	11	109
24	L&S Core	16%	3	21%	4	26%	5	21%	4	16%	3	19
25	L&S Math & Physical Sci	32%	31	27%	26	15%	14	19%	18	7%	7	96
26	L&S Social Sciences	20%	27	22%	30	22%	30	22%	30	13%	18	135
27	L&S Undergraduate Division	17%	6	28%	10	22%	8	22%	8	11%	4	36
28	Office for the Faculty	42%	5	42%	5	17%	2	0%	0	0%	0	12
29	Res Museum & Field Stations	28%	22	35%	28	13%	10	22%	17	3%	2	79
30	Research Administrative Units	42%	45	17%	18	20%	21	13%	14	8%	9	107
31	School of Information	21%	4	47%	9	21%	4	11%	2	0%	0	19
32	School of Journalism	15%	2	15%	2	38%	5	23%	3	8%	1	13
33	School of Optometry	15%	5	26%	9	38%	13	18%	6	3%	1	34
34	School of Public Health	22%	22	30%	30	19%	19	19%	19	11%	11	101
35	School of Social Welfare	17%	4	22%	5	30%	7	13%	3	17%	4	23
36	Strategic Acad and Fac Plan	25%	1	0%	0	50%	2	25%	1	0%	0	4
37	Student Affairs	18%	47	26%	68	25%	65	22%	58	10%	25	263
38	Summer Sessn, Study Aبرد, OLLI	8%	2	33%	8	21%	5	25%	6	13%	3	24
39	UC Library	27%	30	24%	26	21%	23	20%	22	8%	9	110
40	Undergraduate Education	25%	14	22%	12	27%	15	16%	9	9%	5	55
41	Univ Developmt and Alumni Rel	26%	36	31%	44	18%	25	15%	21	11%	15	141
42	University Extension	26%	20	27%	21	21%	16	23%	18	3%	2	77
43	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0
44	VP Research - MRUs	34%	17	28%	14	24%	12	8%	4	6%	3	50

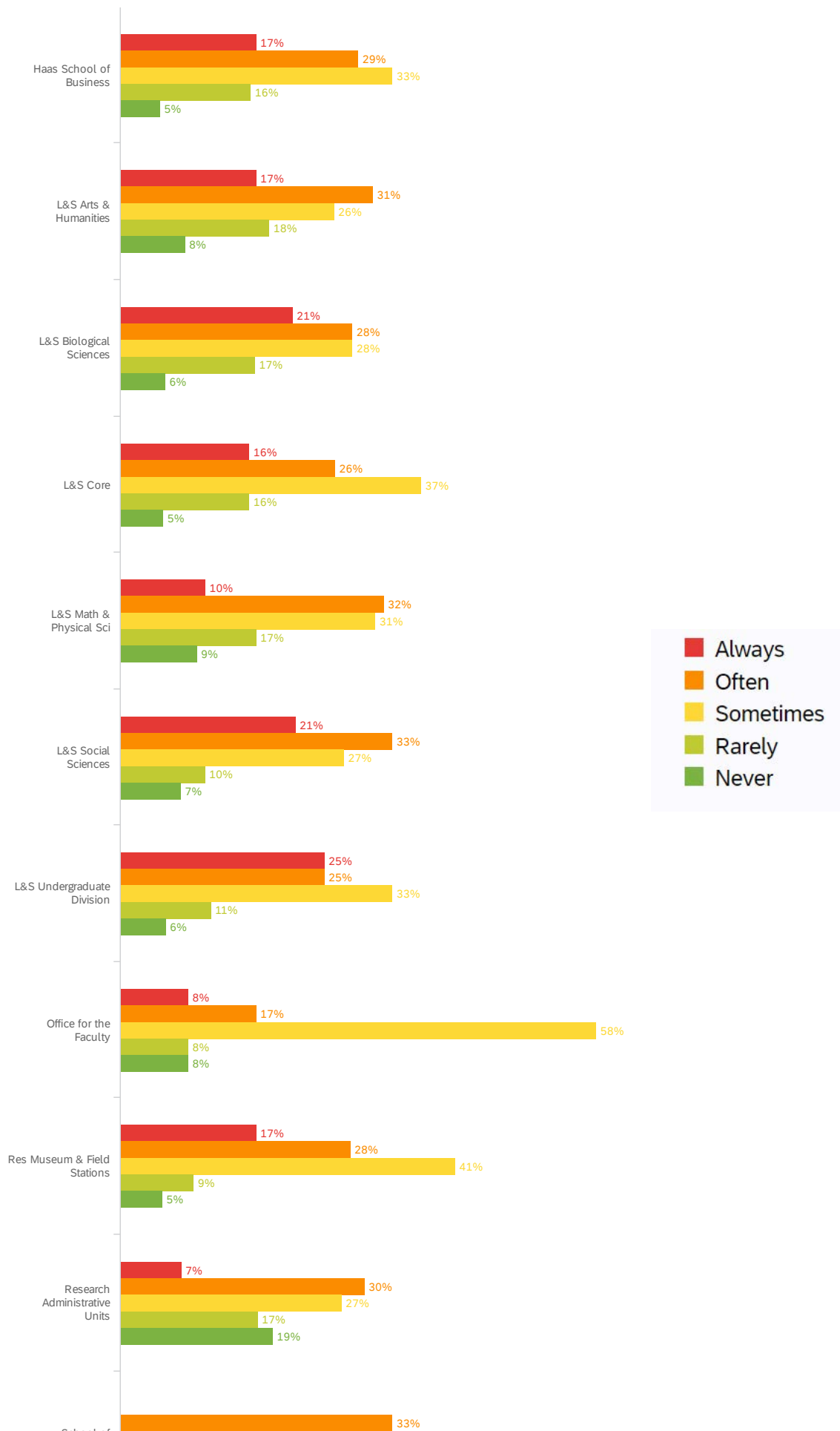
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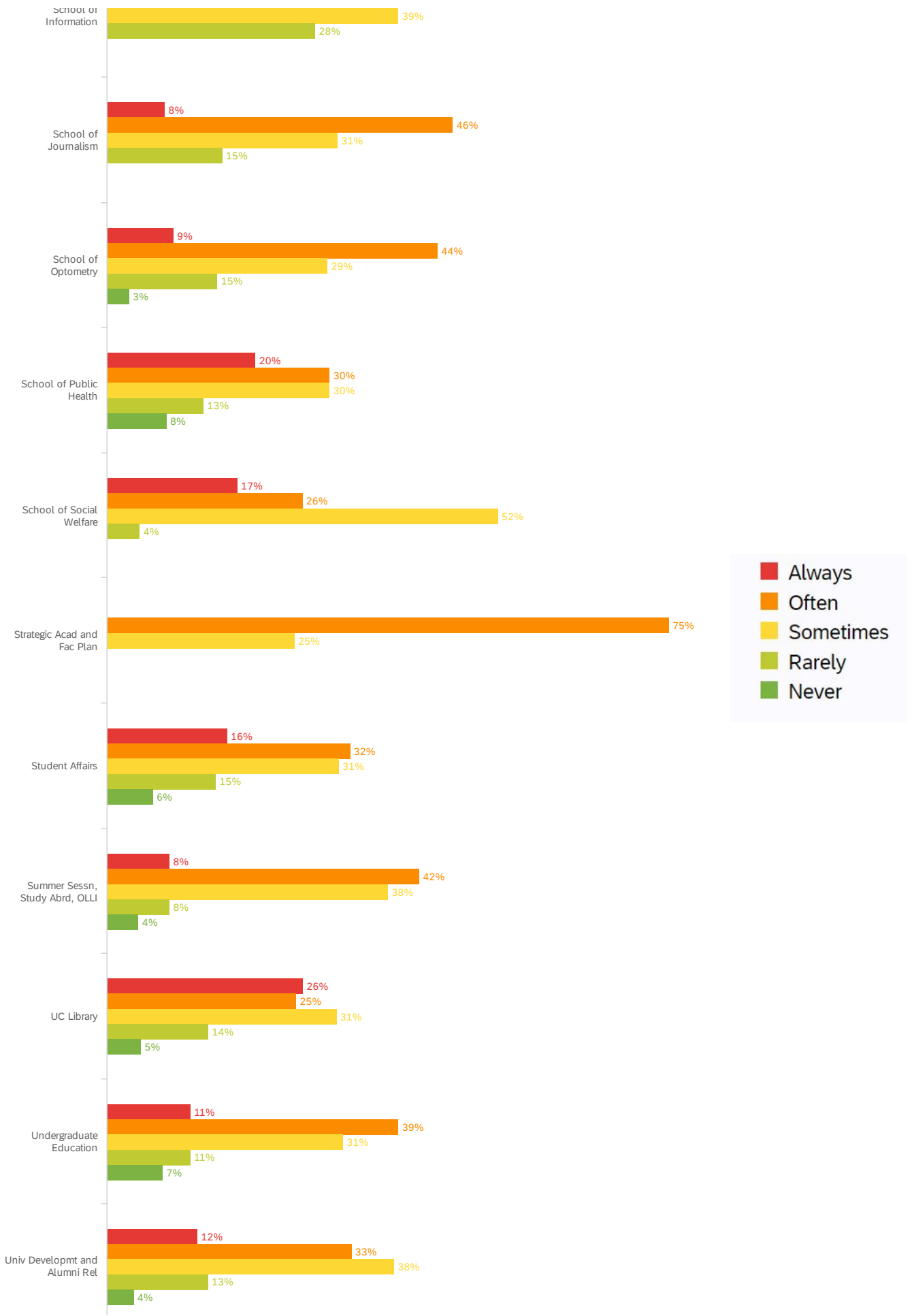
# How much do you want to be alone after video conferencing?

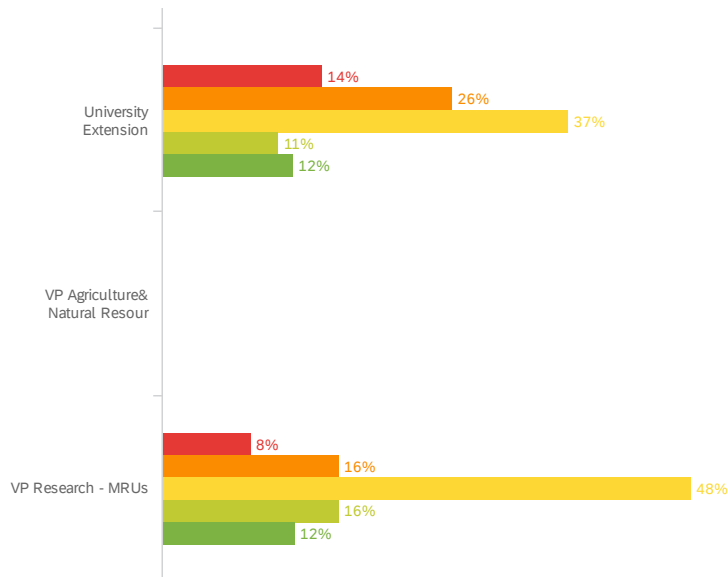










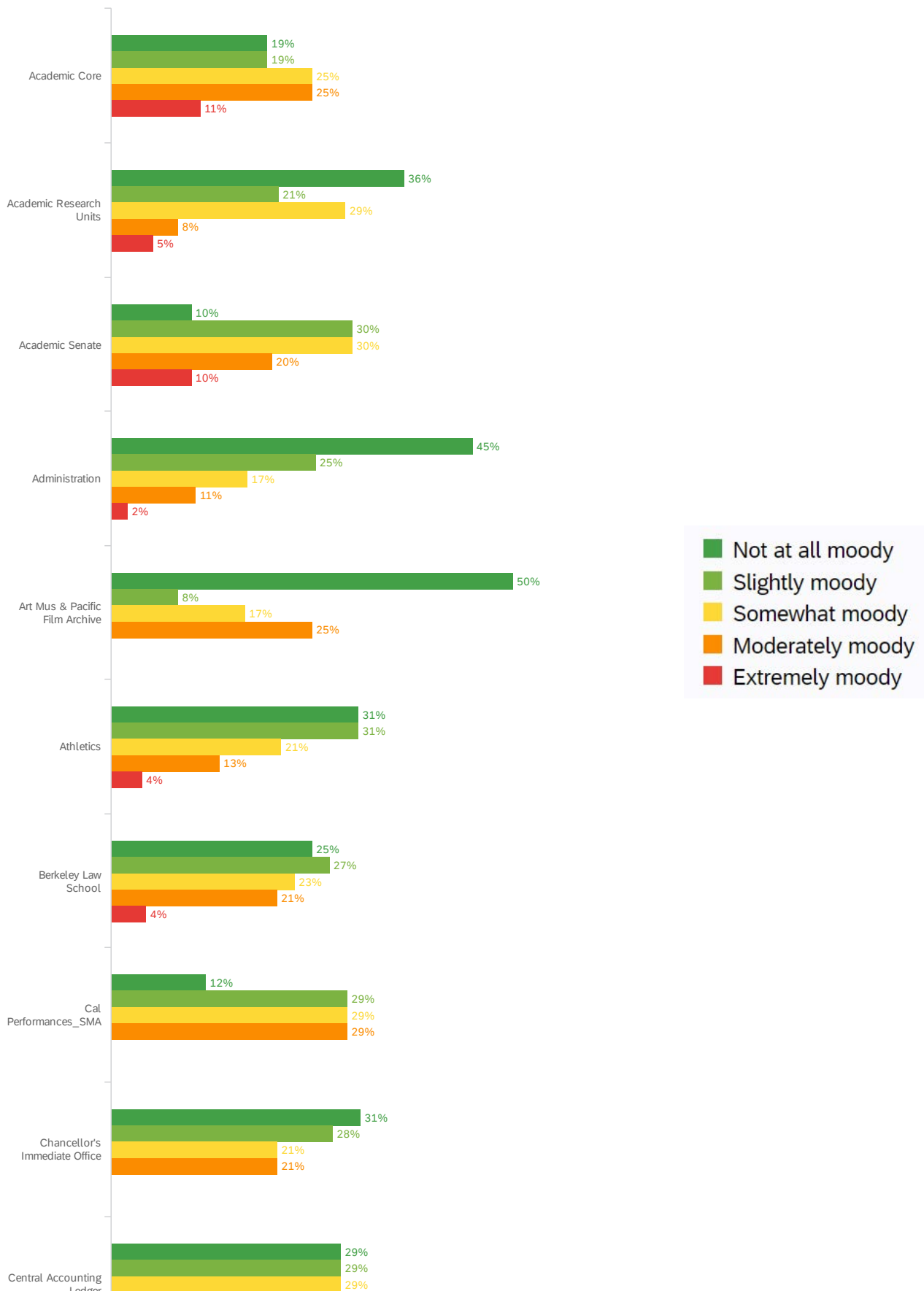


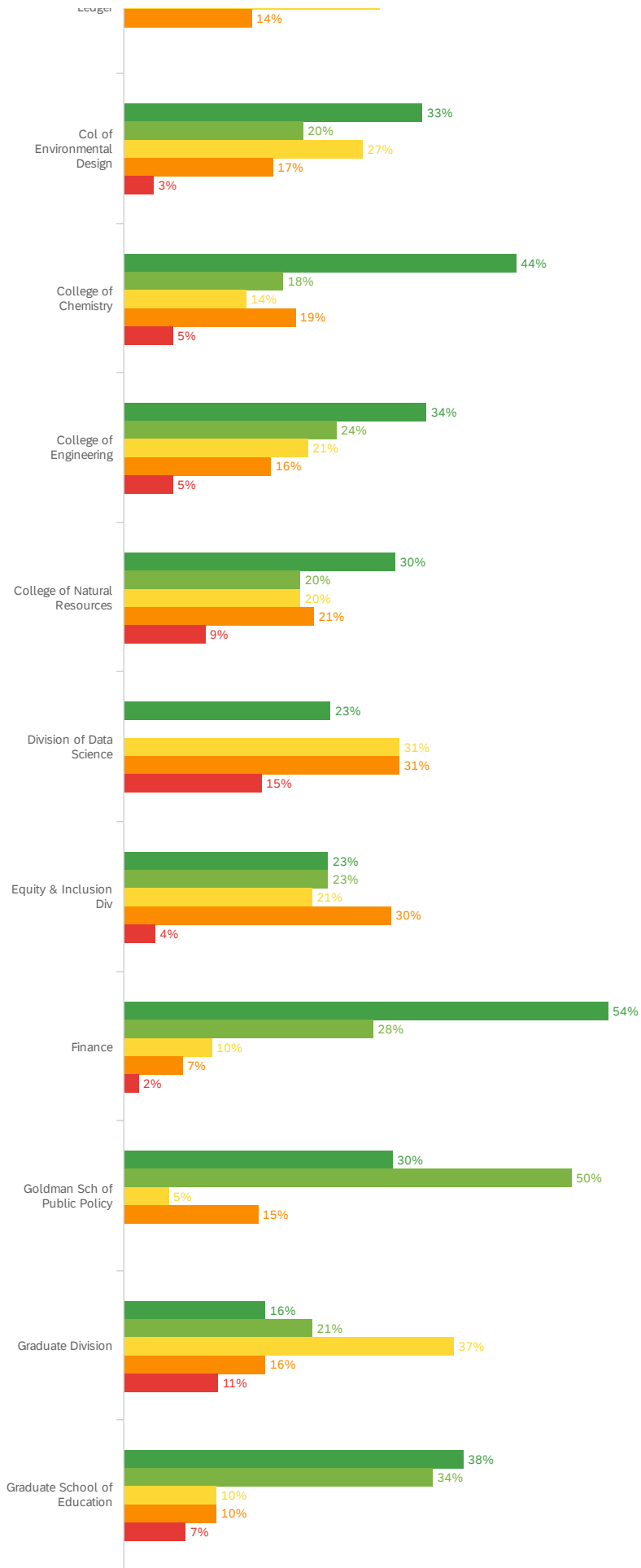
#	Field	Never	Rarely	Sometimes	Often	Always	Total
1	Academic Core	6% 2	11% 4	33% 12	36% 13	14% 5	36
2	Academic Research Units	11% 11	16% 15	30% 29	31% 30	11% 11	96
3	Academic Senate	0% 0	0% 0	30% 3	50% 5	20% 2	10
4	Administration	14% 53	18% 69	36% 139	23% 91	10% 37	389
5	Art Mus & Pacific Film Archive	0% 0	8% 1	42% 5	25% 3	25% 3	12
6	Athletics	10% 5	17% 9	27% 14	33% 17	13% 7	52
7	Berkeley Law School	3% 3	9% 8	35% 32	39% 36	14% 13	92
8	Cal Performances_SMA	12% 2	6% 1	24% 4	35% 6	24% 4	17
9	Chancellor's Immediate Office	7% 2	17% 5	34% 10	31% 9	10% 3	29
10	Central Accounting Ledger	0% 0	14% 1	71% 5	14% 1	0% 0	7
11	Col of Environmental Design	7% 2	17% 5	40% 12	20% 6	17% 5	30
12	College of Chemistry	11% 8	21% 15	33% 24	23% 17	12% 9	73
13	College of Engineering	7% 16	18% 40	28% 61	32% 71	14% 31	219
14	College of Natural Resources	6% 4	15% 10	27% 18	30% 20	21% 14	66
15	Division of Data Science	0% 0	0% 0	23% 3	46% 6	31% 4	13
16	Equity & Inclusion Div	2% 1	9% 5	37% 21	30% 17	23% 13	57
17	Finance	8% 5	23% 14	41% 25	18% 11	10% 6	61
18	Goldman Sch of Public Policy	0% 0	10% 2	25% 5	60% 12	5% 1	20
19	Graduate Division	5% 1	5% 1	37% 7	47% 9	5% 1	19

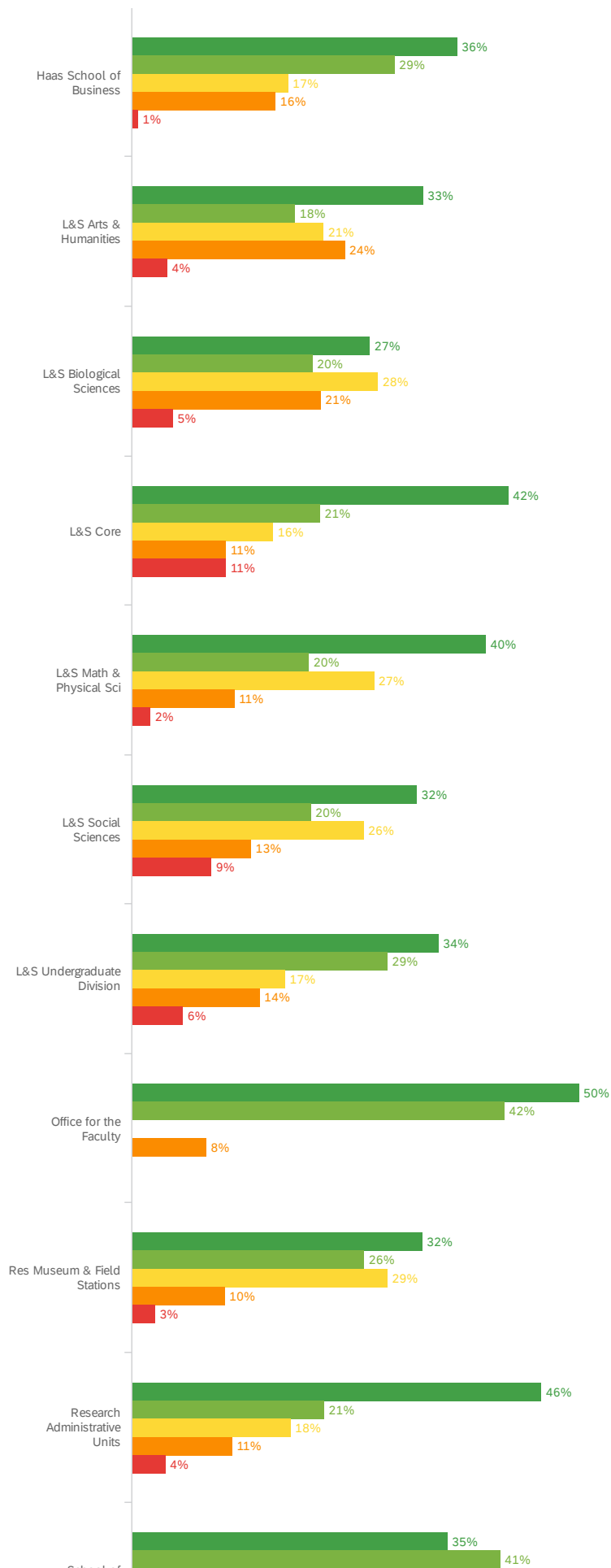
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20	Graduate School of Education	4% 1	21% 6	32% 9	18% 5	25% 7	28
21	Haas School of Business	5% 7	16% 23	33% 48	29% 42	17% 24	144
22	L&S Arts & Humanities	8% 10	18% 23	26% 33	31% 39	17% 21	126
23	L&S Biological Sciences	6% 6	17% 18	28% 31	28% 31	21% 23	109
24	L&S Core	5% 1	16% 3	37% 7	26% 5	16% 3	19
25	L&S Math & Physical Sci	9% 9	17% 16	31% 30	32% 31	10% 10	96
26	L&S Social Sciences	7% 10	10% 14	27% 37	33% 45	21% 29	135
27	L&S Undergraduate Division	6% 2	11% 4	33% 12	25% 9	25% 9	36
28	Office for the Faculty	8% 1	8% 1	58% 7	17% 2	8% 1	12
29	Res Museum & Field Stations	5% 4	9% 7	41% 32	28% 22	17% 13	78
30	Research Administrative Units	19% 20	17% 18	27% 29	30% 32	7% 8	107
31	School of Information	0% 0	28% 5	39% 7	33% 6	0% 0	18
32	School of Journalism	0% 0	15% 2	31% 4	46% 6	8% 1	13
33	School of Optometry	3% 1	15% 5	29% 10	44% 15	9% 3	34
34	School of Public Health	8% 8	13% 13	30% 30	30% 30	20% 20	101
35	School of Social Welfare	0% 0	4% 1	52% 12	26% 6	17% 4	23
36	Strategic Acad and Fac Plan	0% 0	0% 0	25% 1	75% 3	0% 0	4
37	Student Affairs	6% 16	15% 38	31% 81	32% 85	16% 42	262
38	Summer Sessn, Study Abrd, OLLI	4% 1	8% 2	38% 9	42% 10	8% 2	24
39	UC Library	5% 5	14% 15	31% 34	25% 28	26% 29	111
40	Undergraduate Education	7% 4	11% 6	31% 17	39% 21	11% 6	54
41	Univ Developmt and Alumni Rel	4% 5	13% 19	38% 54	33% 46	12% 17	141
42	University Extension	12% 9	11% 8	37% 28	26% 20	14% 11	76
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	12% 6	16% 8	48% 24	16% 8	8% 4	50

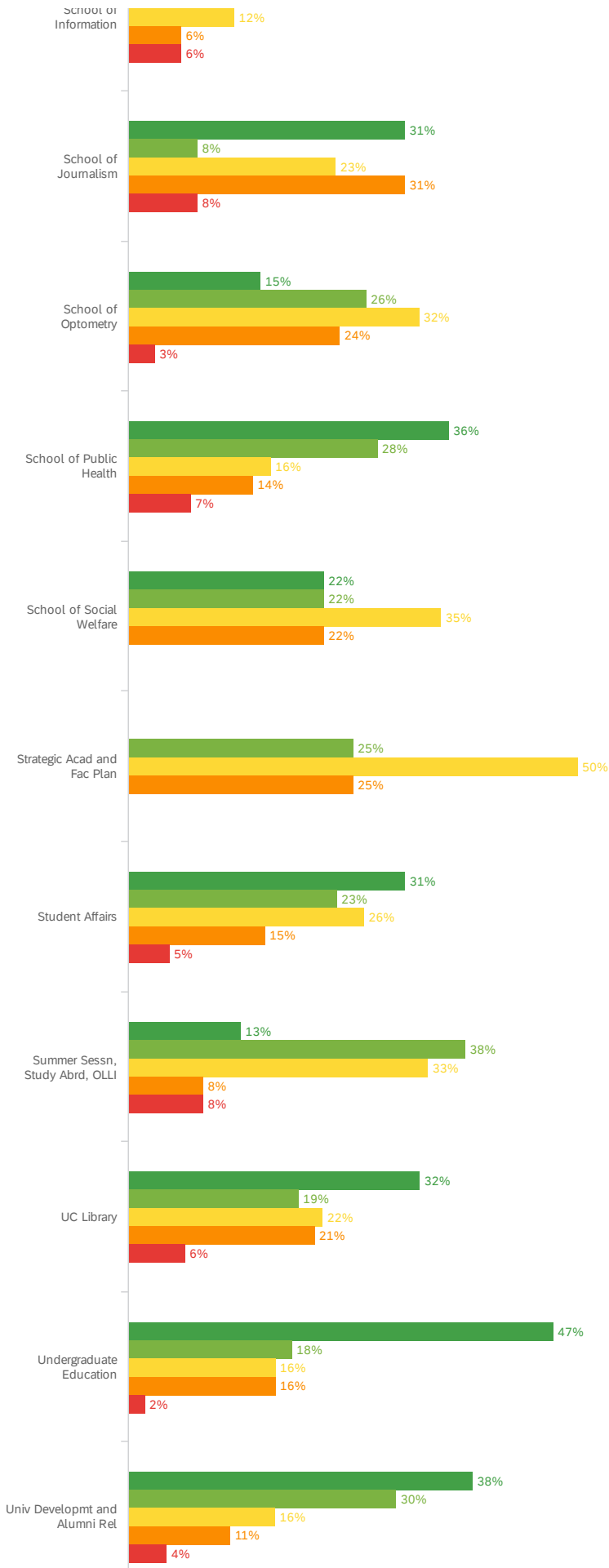
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# How moody do you feel after video conferencing?

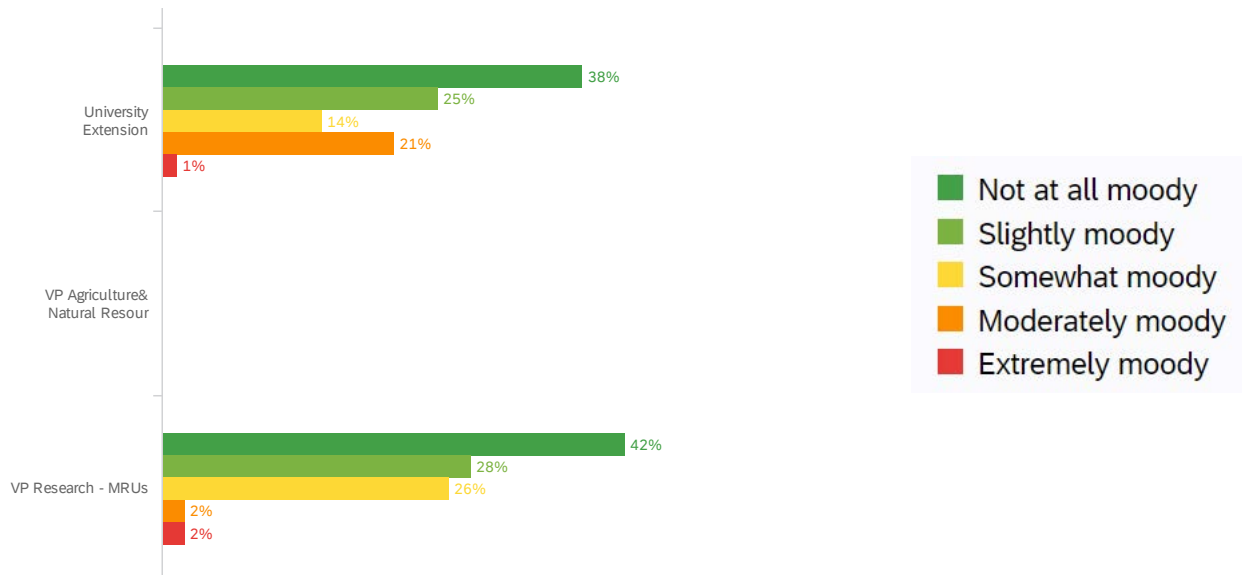










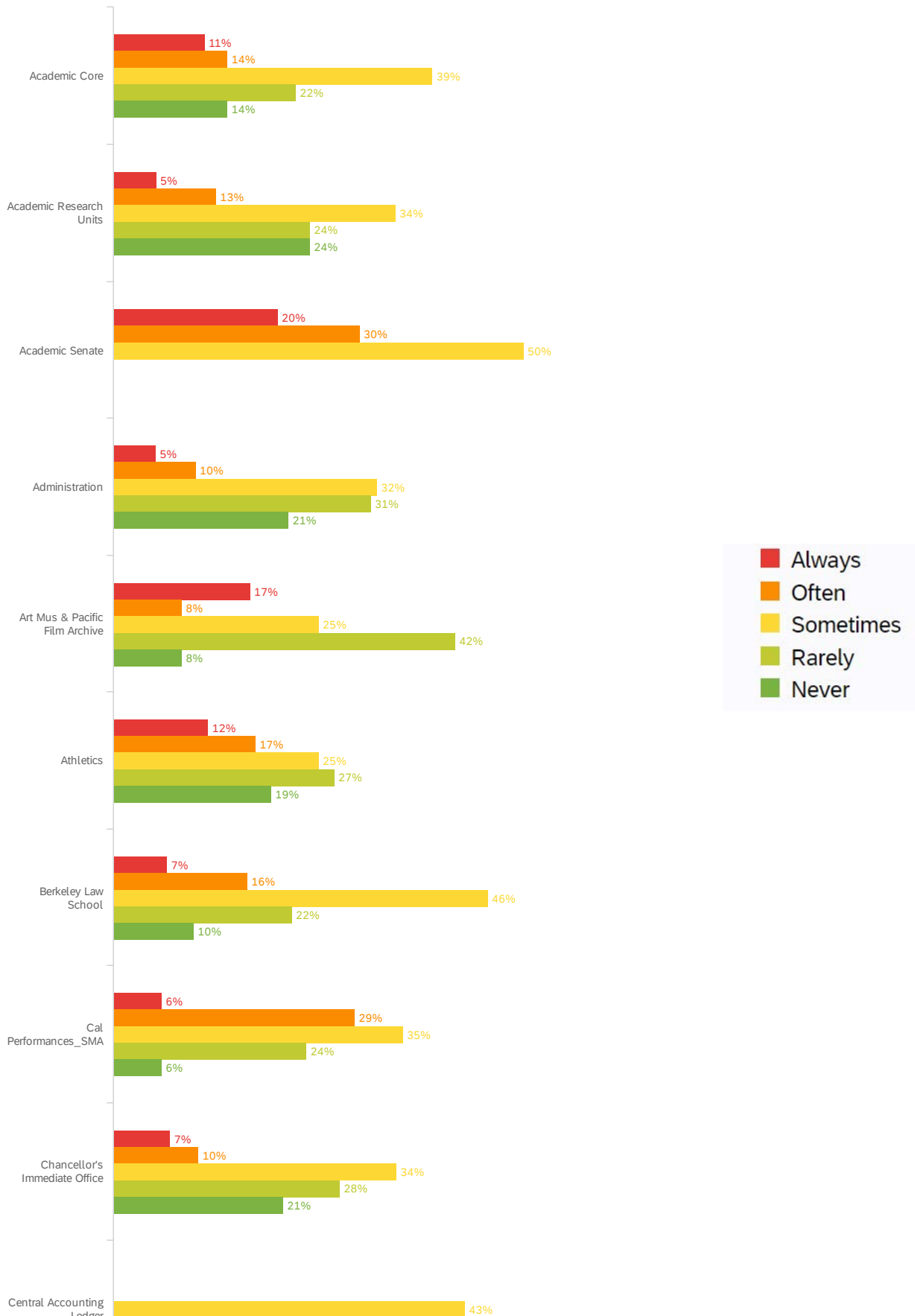


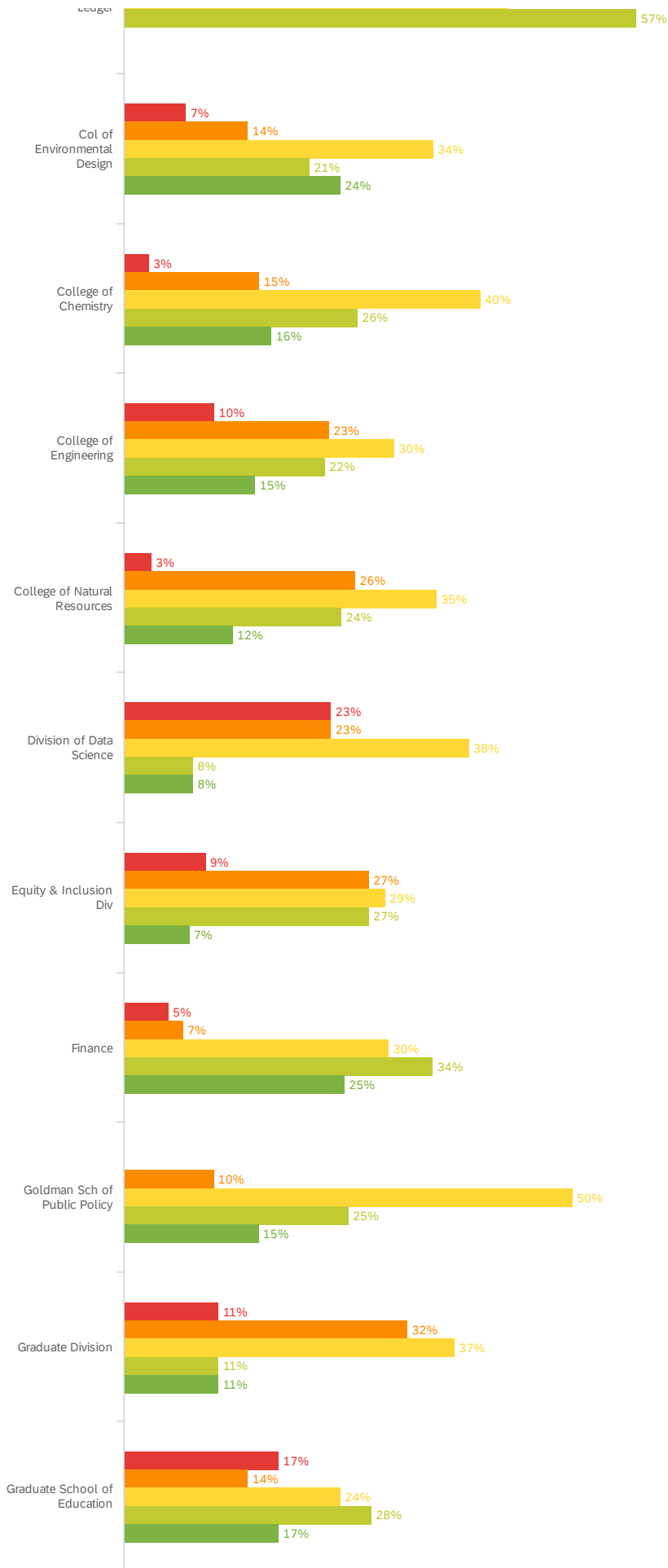
#	Field	Not at all moody	Slightly moody	Somewhat moody	Moderately moody	Extremely moody	Total
1	Academic Core	19% 7	19% 7	25% 9	25% 9	11% 4	36
2	Academic Research Units	36% 35	21% 20	29% 28	8% 8	5% 5	96
3	Academic Senate	10% 1	30% 3	30% 3	20% 2	10% 1	10
4	Administration	45% 175	25% 99	17% 66	11% 41	2% 8	389
5	Art Mus & Pacific Film Archive	50% 6	8% 1	17% 2	25% 3	0% 0	12
6	Athletics	31% 16	31% 16	21% 11	13% 7	4% 2	52
7	Berkeley Law School	25% 23	27% 25	23% 21	21% 19	4% 4	92
8	Cal Performances_SMA	12% 2	29% 5	29% 5	29% 5	0% 0	17
9	Chancellor's Immediate Office	31% 9	28% 8	21% 6	21% 6	0% 0	29
10	Central Accounting Ledger	29% 2	29% 2	29% 2	14% 1	0% 0	7
11	Col of Environmental Design	33% 10	20% 6	27% 8	17% 5	3% 1	30
12	College of Chemistry	44% 32	18% 13	14% 10	19% 14	5% 4	73
13	College of Engineering	34% 74	24% 52	21% 45	16% 36	5% 12	219
14	College of Natural Resources	30% 20	20% 13	20% 13	21% 14	9% 6	66
15	Division of Data Science	23% 3	0% 0	31% 4	31% 4	15% 2	13
16	Equity & Inclusion Div	23% 13	23% 13	21% 12	30% 17	4% 2	57
17	Finance	54% 33	28% 17	10% 6	7% 4	2% 1	61
18	Goldman Sch of Public Policy	30% 6	50% 10	5% 1	15% 3	0% 0	20
19	Graduate Division	16% 3	21% 4	37% 7	16% 3	11% 2	19

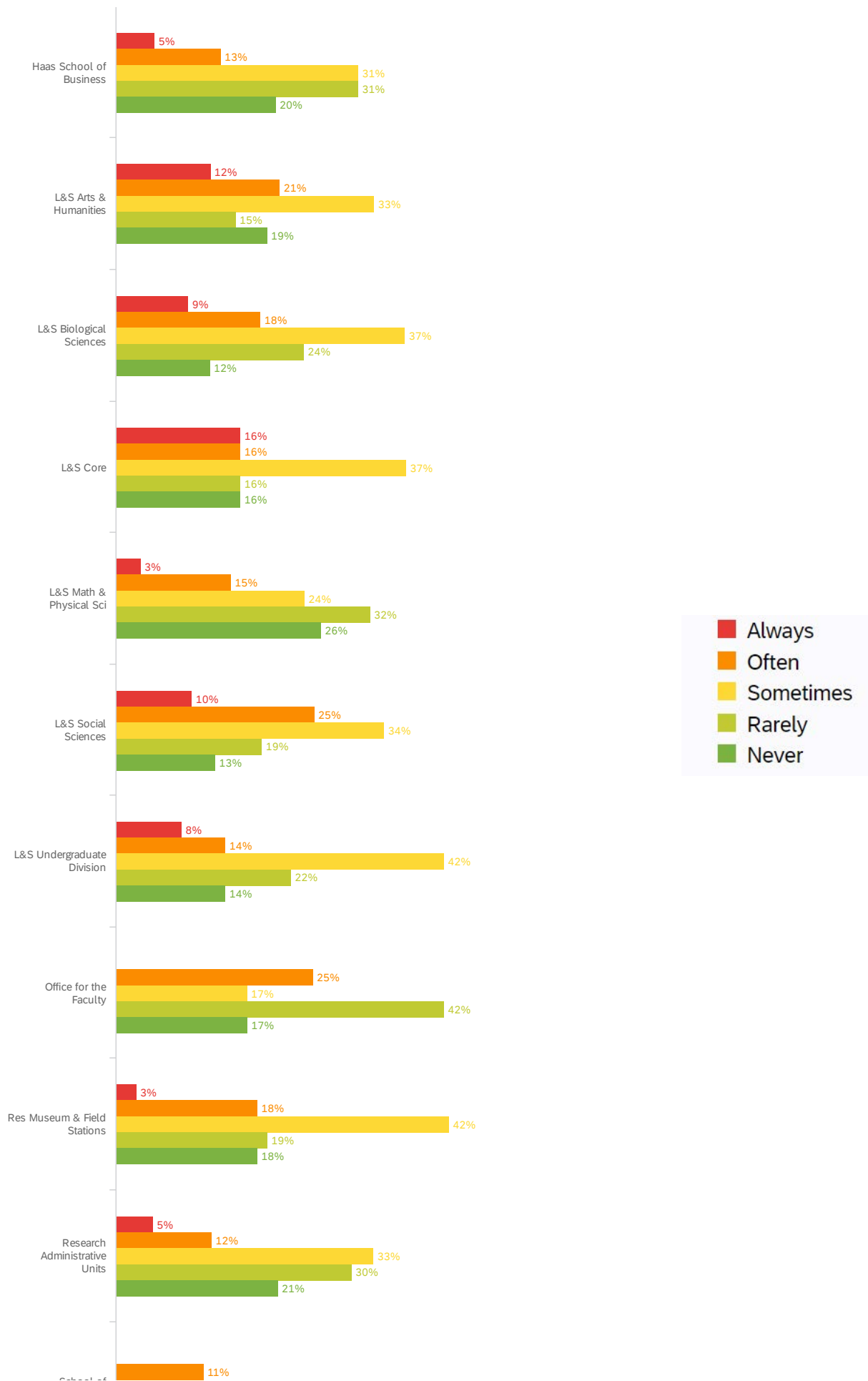
#	Field	Not at all moody	Slightly moody	Somewhat moody	Moderately moody	Extremely moody	Total
20	Graduate School of Education	38% 11	34% 10	10% 3	10% 3	7% 2	29
21	Haas School of Business	36% 52	29% 42	17% 25	16% 23	1% 1	143
22	L&S Arts & Humanities	33% 41	18% 23	21% 27	24% 30	4% 5	126
23	L&S Biological Sciences	27% 29	20% 22	28% 30	21% 23	5% 5	109
24	L&S Core	42% 8	21% 4	16% 3	11% 2	11% 2	19
25	L&S Math & Physical Sci	40% 38	20% 19	27% 26	11% 11	2% 2	96
26	L&S Social Sciences	32% 43	20% 27	26% 35	13% 18	9% 12	135
27	L&S Undergraduate Division	34% 12	29% 10	17% 6	14% 5	6% 2	35
28	Office for the Faculty	50% 6	42% 5	0% 0	8% 1	0% 0	12
29	Res Museum & Field Stations	32% 25	26% 20	29% 22	10% 8	3% 2	77
30	Research Administrative Units	46% 49	21% 23	18% 19	11% 12	4% 4	107
31	School of Information	35% 6	41% 7	12% 2	6% 1	6% 1	17
32	School of Journalism	31% 4	8% 1	23% 3	31% 4	8% 1	13
33	School of Optometry	15% 5	26% 9	32% 11	24% 8	3% 1	34
34	School of Public Health	36% 36	28% 28	16% 16	14% 14	7% 7	101
35	School of Social Welfare	22% 5	22% 5	35% 8	22% 5	0% 0	23
36	Strategic Acad and Fac Plan	0% 0	25% 1	50% 2	25% 1	0% 0	4
37	Student Affairs	31% 81	23% 61	26% 69	15% 40	5% 12	263
38	Summer Sessn, Study Abrd, OLLI	13% 3	38% 9	33% 8	8% 2	8% 2	24
39	UC Library	32% 36	19% 21	22% 24	21% 23	6% 7	111
40	Undergraduate Education	47% 26	18% 10	16% 9	16% 9	2% 1	55
41	Univ Developmt and Alumni Rel	38% 54	30% 42	16% 23	11% 16	4% 6	141
42	University Extension	38% 29	25% 19	14% 11	21% 16	1% 1	76
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	42% 21	28% 14	26% 13	2% 1	2% 1	50

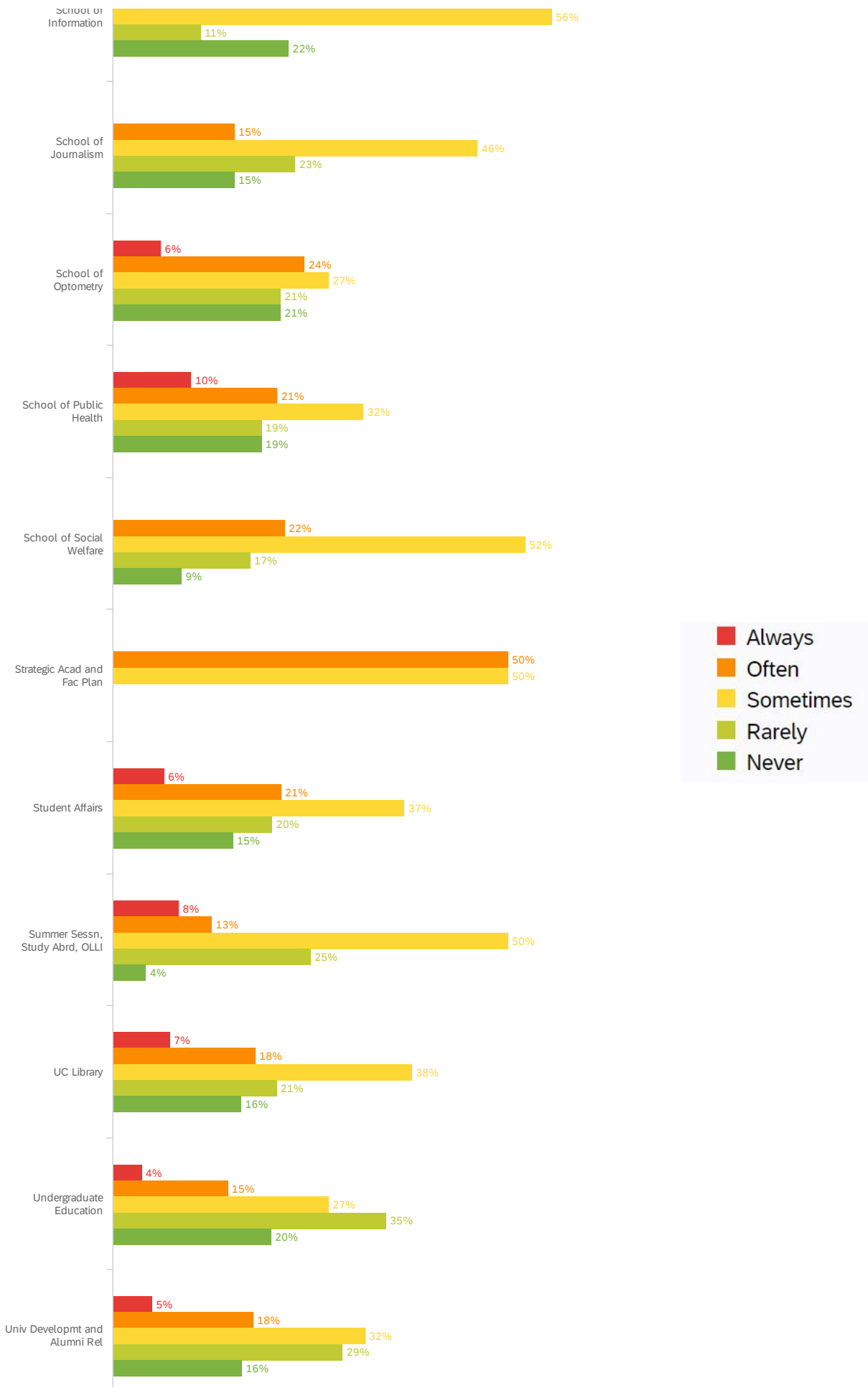
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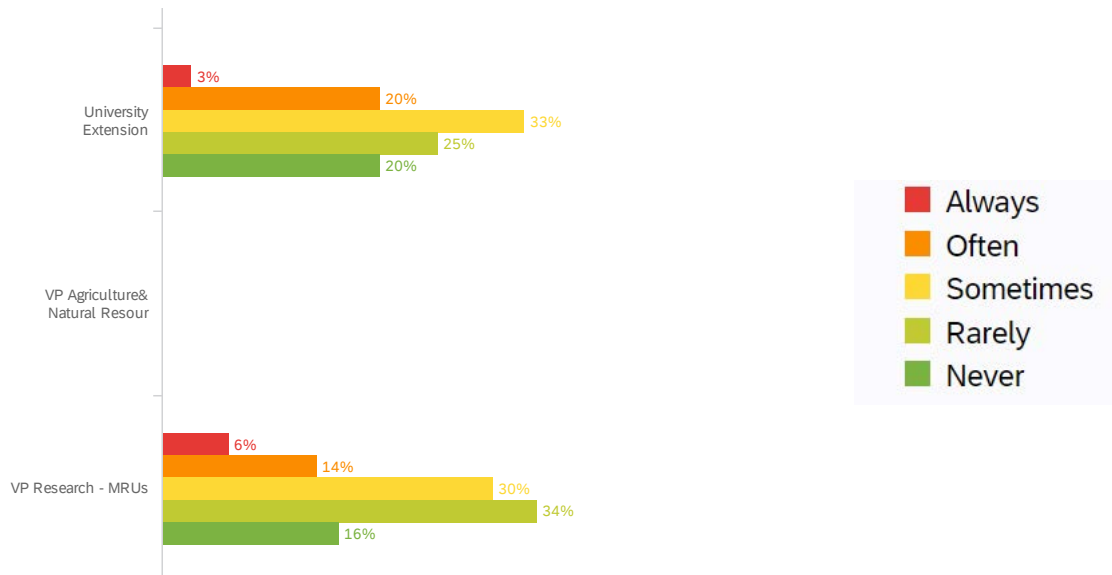
# How much do you dread having to do things after video conferencing?











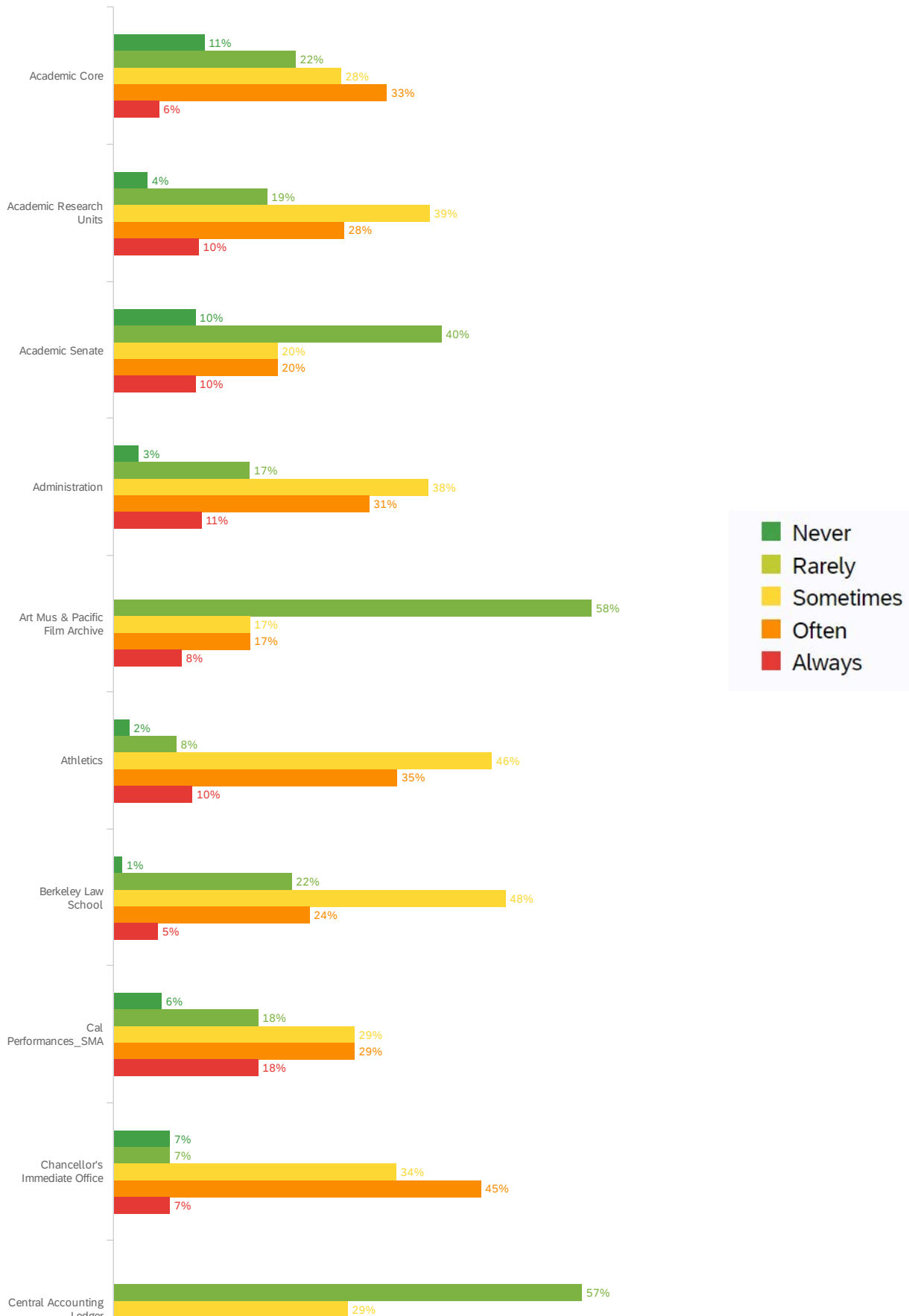
#	Field	Never	Rarely	Sometimes	Often	Always	Total
1	Academic Core	14% 5	22% 8	39% 14	14% 5	11% 4	36
2	Academic Research Units	24% 23	24% 23	34% 33	13% 12	5% 5	96
3	Academic Senate	0% 0	0% 0	50% 5	30% 3	20% 2	10
4	Administration	21% 83	31% 122	32% 125	10% 39	5% 20	389
5	Art Mus & Pacific Film Archive	8% 1	42% 5	25% 3	8% 1	17% 2	12
6	Athletics	19% 10	27% 14	25% 13	17% 9	12% 6	52
7	Berkeley Law School	10% 9	22% 20	46% 42	16% 15	7% 6	92
8	Cal Performances_SMA	6% 1	24% 4	35% 6	29% 5	6% 1	17
9	Chancellor's Immediate Office	21% 6	28% 8	34% 10	10% 3	7% 2	29
10	Central Accounting Ledger	0% 0	57% 4	43% 3	0% 0	0% 0	7
11	Col of Environmental Design	24% 7	21% 6	34% 10	14% 4	7% 2	29
12	College of Chemistry	16% 12	26% 19	40% 29	15% 11	3% 2	73
13	College of Engineering	15% 32	22% 49	30% 66	23% 50	10% 22	219
14	College of Natural Resources	12% 8	24% 16	35% 23	26% 17	3% 2	66
15	Division of Data Science	8% 1	8% 1	38% 5	23% 3	23% 3	13
16	Equity & Inclusion Div	7% 4	27% 15	29% 16	27% 15	9% 5	55
17	Finance	25% 15	34% 21	30% 18	7% 4	5% 3	61
18	Goldman Sch of Public Policy	15% 3	25% 5	50% 10	10% 2	0% 0	20
19	Graduate Division	11% 2	11% 2	37% 7	32% 6	11% 2	19

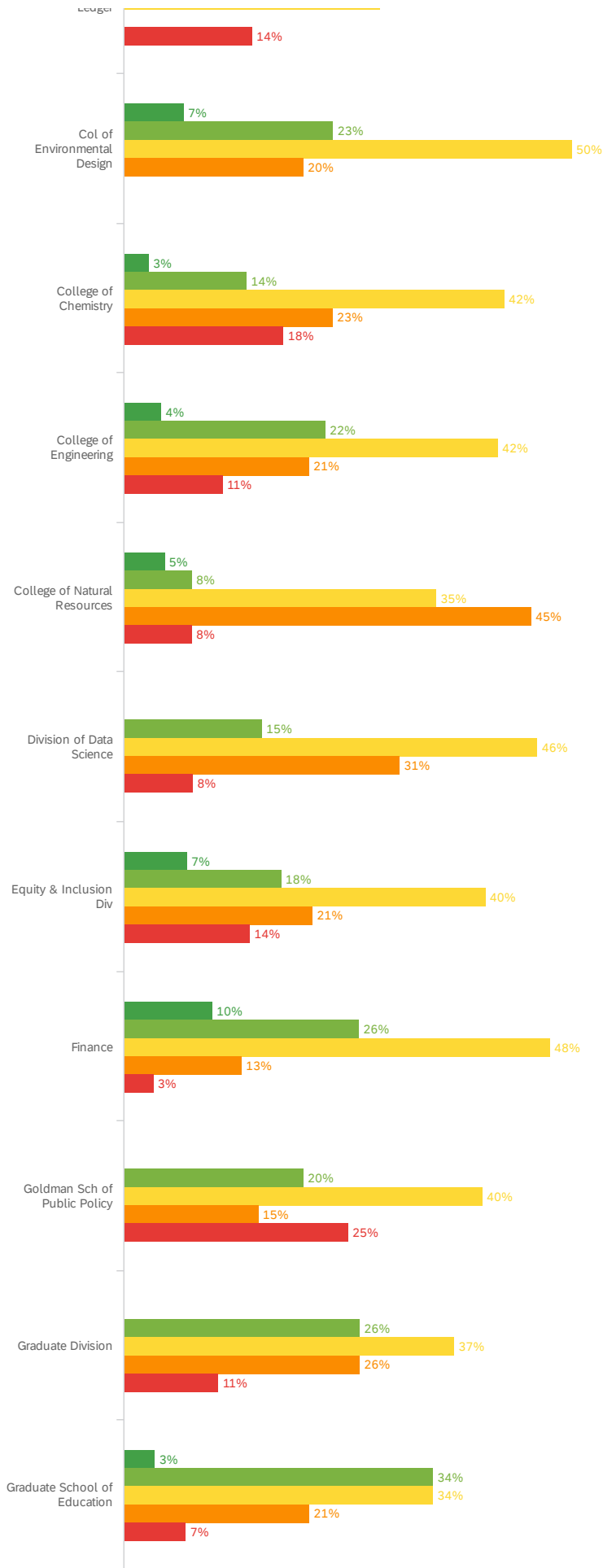
#	Field	Never	Rarely	Sometimes	Often	Always	Total
20	Graduate School of Education	17% 5	28% 8	24% 7	14% 4	17% 5	29
21	Haas School of Business	20% 29	31% 44	31% 44	13% 19	5% 7	143
22	L&S Arts & Humanities	19% 24	15% 19	33% 41	21% 26	12% 15	125
23	L&S Biological Sciences	12% 13	24% 26	37% 40	18% 20	9% 10	109
24	L&S Core	16% 3	16% 3	37% 7	16% 3	16% 3	19
25	L&S Math & Physical Sci	26% 25	32% 31	24% 23	15% 14	3% 3	96
26	L&S Social Sciences	13% 17	19% 25	34% 46	25% 34	10% 13	135
27	L&S Undergraduate Division	14% 5	22% 8	42% 15	14% 5	8% 3	36
28	Office for the Faculty	17% 2	42% 5	17% 2	25% 3	0% 0	12
29	Res Museum & Field Stations	18% 14	19% 15	42% 33	18% 14	3% 2	78
30	Research Administrative Units	21% 22	30% 32	33% 35	12% 13	5% 5	107
31	School of Information	22% 4	11% 2	56% 10	11% 2	0% 0	18
32	School of Journalism	15% 2	23% 3	46% 6	15% 2	0% 0	13
33	School of Optometry	21% 7	21% 7	27% 9	24% 8	6% 2	33
34	School of Public Health	19% 19	19% 19	32% 32	21% 21	10% 10	101
35	School of Social Welfare	9% 2	17% 4	52% 12	22% 5	0% 0	23
36	Strategic Acad and Fac Plan	0% 0	0% 0	50% 2	50% 2	0% 0	4
37	Student Affairs	15% 40	20% 53	37% 97	21% 56	6% 17	263
38	Summer Sessn, Study Abrd, OLLI	4% 1	25% 6	50% 12	13% 3	8% 2	24
39	UC Library	16% 18	21% 23	38% 42	18% 20	7% 8	111
40	Undergraduate Education	20% 11	35% 19	27% 15	15% 8	4% 2	55
41	Univ Developmt and Alumni Rel	16% 23	29% 41	32% 45	18% 25	5% 7	141
42	University Extension	20% 15	25% 19	33% 25	20% 15	3% 2	76
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	16% 8	34% 17	30% 15	14% 7	6% 3	50

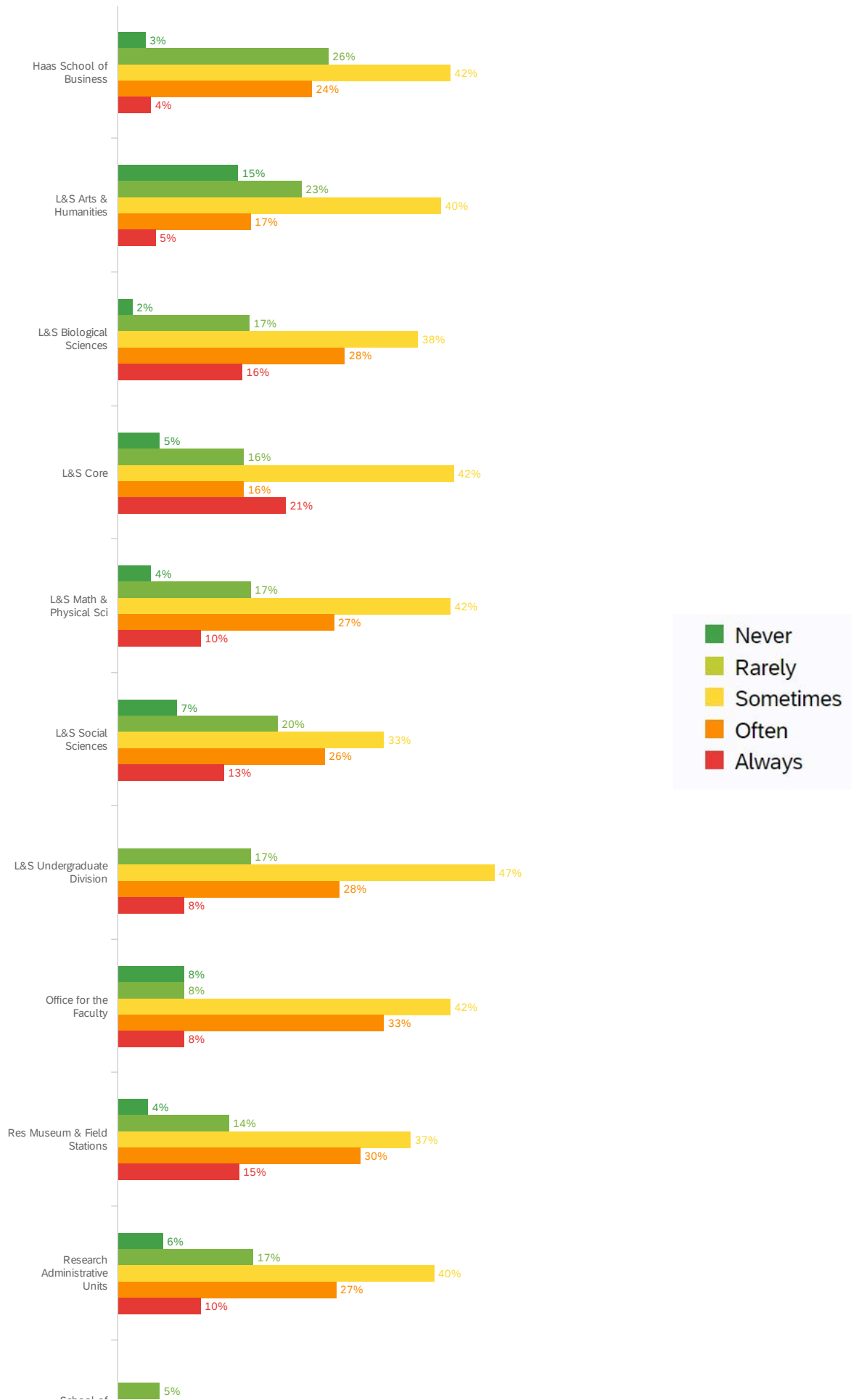
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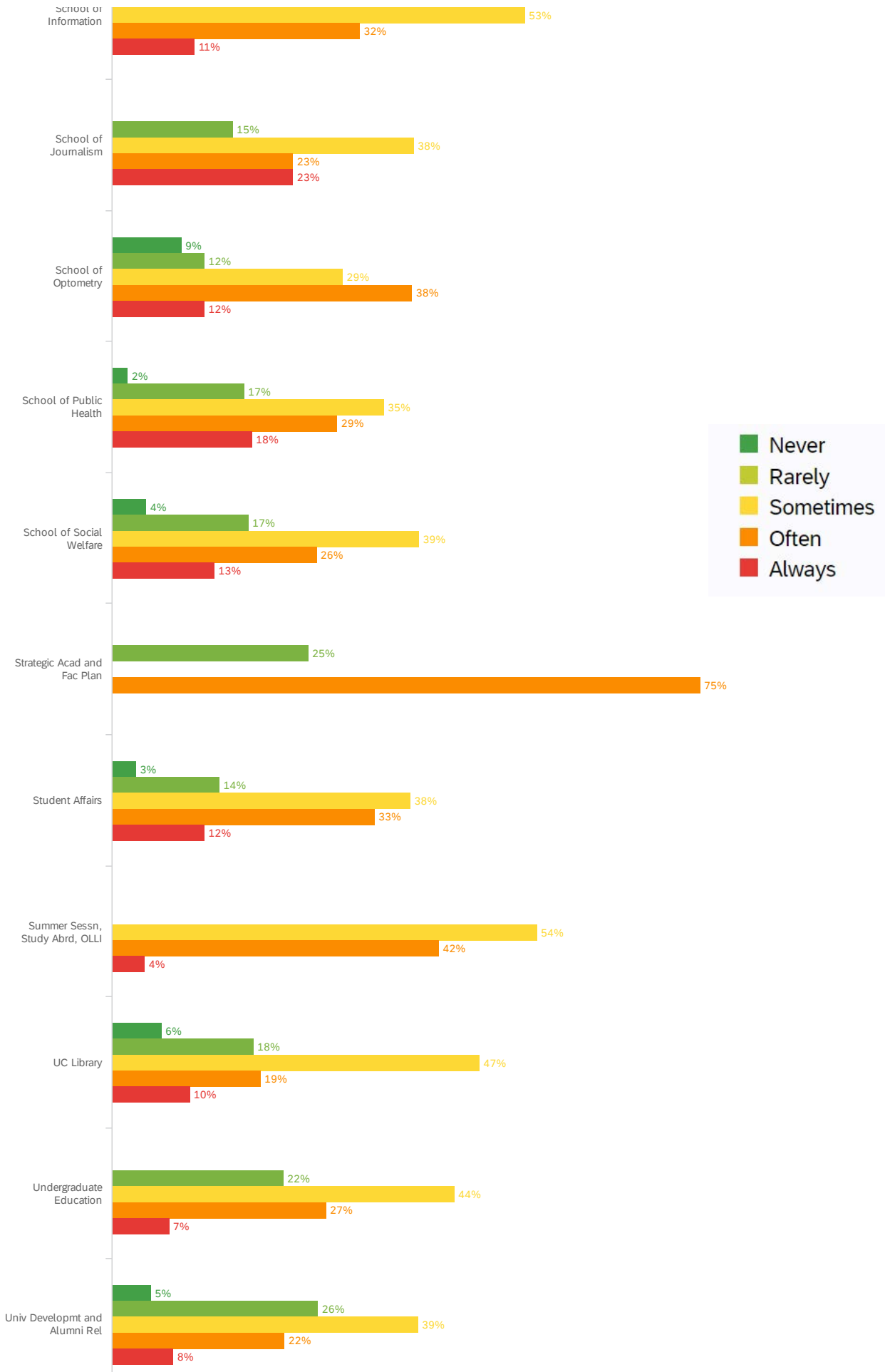


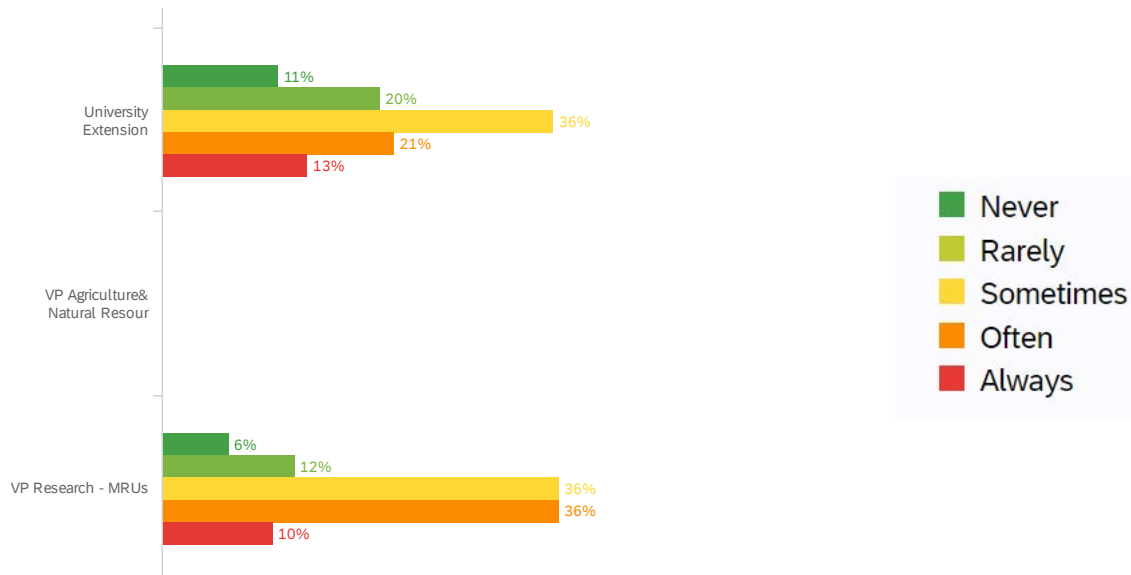
# Do you multitask during videoconferencing?









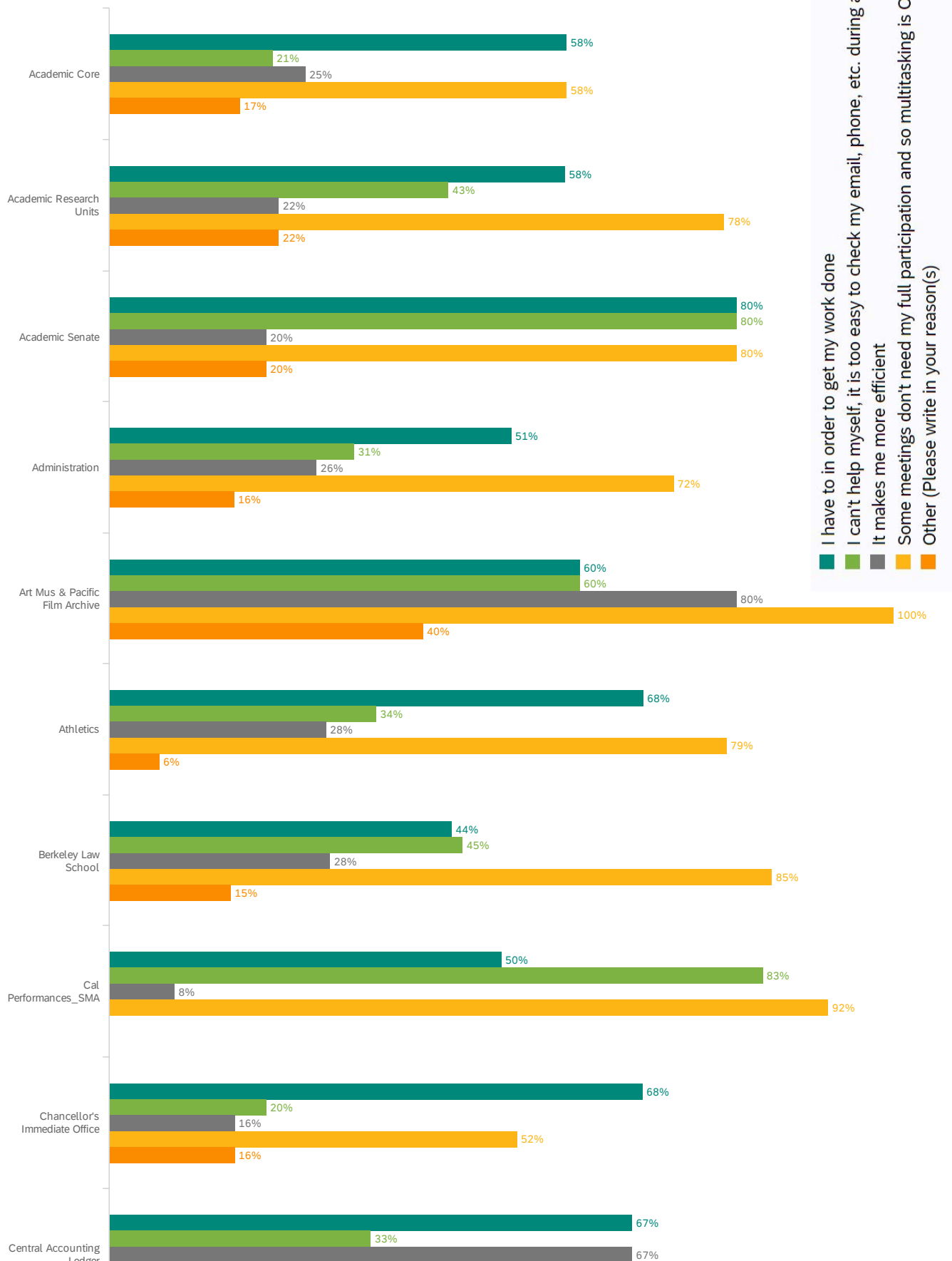


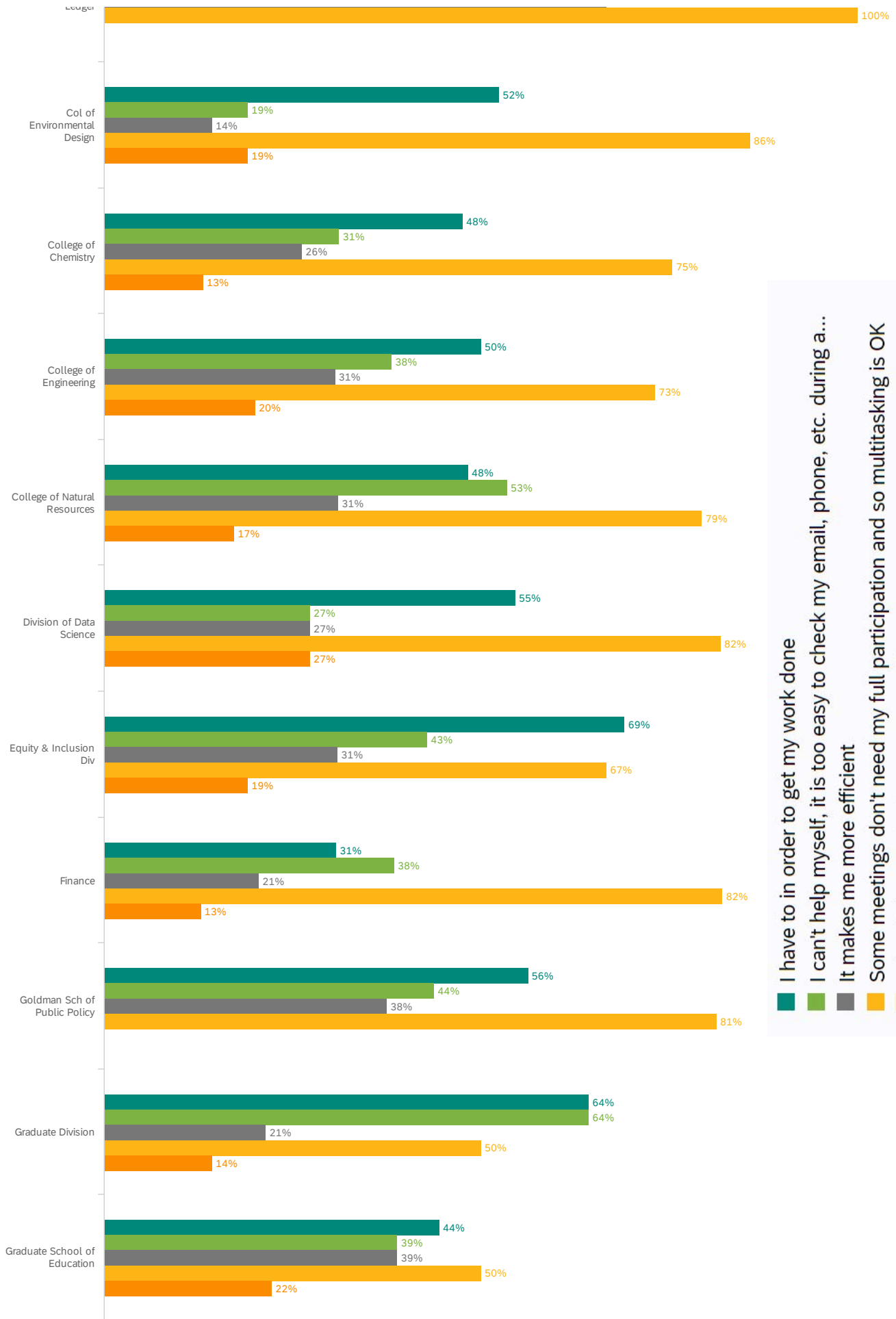
#	Field	Never	Rarely	Sometimes	Often	Always	Total
1	Academic Core	11% 4	22% 8	28% 10	33% 12	6% 2	36
2	Academic Research Units	4% 4	19% 18	39% 37	28% 27	10% 10	96
3	Academic Senate	10% 1	40% 4	20% 2	20% 2	10% 1	10
4	Administration	3% 12	17% 65	38% 150	31% 122	11% 42	391
5	Art Mus & Pacific Film Archive	0% 0	58% 7	17% 2	17% 2	8% 1	12
6	Athletics	2% 1	8% 4	46% 24	35% 18	10% 5	52
7	Berkeley Law School	1% 1	22% 20	48% 44	24% 22	5% 5	92
8	Cal Performances_SMA	6% 1	18% 3	29% 5	29% 5	18% 3	17
9	Chancellor's Immediate Office	7% 2	7% 2	34% 10	45% 13	7% 2	29
10	Central Accounting Ledger	0% 0	57% 4	29% 2	0% 0	14% 1	7
11	Col of Environmental Design	7% 2	23% 7	50% 15	20% 6	0% 0	30
12	College of Chemistry	3% 2	14% 10	42% 31	23% 17	18% 13	73
13	College of Engineering	4% 9	22% 49	42% 91	21% 45	11% 24	218
14	College of Natural Resources	5% 3	8% 5	35% 23	45% 30	8% 5	66
15	Division of Data Science	0% 0	15% 2	46% 6	31% 4	8% 1	13
16	Equity & Inclusion Div	7% 4	18% 10	40% 23	21% 12	14% 8	57
17	Finance	10% 6	26% 16	48% 29	13% 8	3% 2	61
18	Goldman Sch of Public Policy	0% 0	20% 4	40% 8	15% 3	25% 5	20
19	Graduate Division	0% 0	26% 5	37% 7	26% 5	11% 2	19

#	Field	Never	Rarely	Sometimes	Often	Always	Total
20	Graduate School of Education	3% 1	34% 10	34% 10	21% 6	7% 2	29
21	Haas School of Business	3% 5	26% 38	42% 60	24% 35	4% 6	144
22	L&S Arts & Humanities	15% 19	23% 29	40% 51	17% 21	5% 6	126
23	L&S Biological Sciences	2% 2	17% 18	38% 41	28% 31	16% 17	109
24	L&S Core	5% 1	16% 3	42% 8	16% 3	21% 4	19
25	L&S Math & Physical Sci	4% 4	17% 16	42% 40	27% 26	10% 10	96
26	L&S Social Sciences	7% 10	20% 27	33% 45	26% 35	13% 18	135
27	L&S Undergraduate Division	0% 0	17% 6	47% 17	28% 10	8% 3	36
28	Office for the Faculty	8% 1	8% 1	42% 5	33% 4	8% 1	12
29	Res Museum & Field Stations	4% 3	14% 11	37% 29	30% 24	15% 12	79
30	Research Administrative Units	6% 6	17% 18	40% 42	27% 29	10% 11	106
31	School of Information	0% 0	5% 1	53% 10	32% 6	11% 2	19
32	School of Journalism	0% 0	15% 2	38% 5	23% 3	23% 3	13
33	School of Optometry	9% 3	12% 4	29% 10	38% 13	12% 4	34
34	School of Public Health	2% 2	17% 17	35% 35	29% 29	18% 18	101
35	School of Social Welfare	4% 1	17% 4	39% 9	26% 6	13% 3	23
36	Strategic Acad and Fac Plan	0% 0	25% 1	0% 0	75% 3	0% 0	4
37	Student Affairs	3% 8	14% 36	38% 100	33% 88	12% 31	263
38	Summer Sessn, Study Abrd, OLLI	0% 0	0% 0	54% 13	42% 10	4% 1	24
39	UC Library	6% 7	18% 20	47% 52	19% 21	10% 11	111
40	Undergraduate Education	0% 0	22% 12	44% 24	27% 15	7% 4	55
41	Univ Developmt and Alumni Rel	5% 7	26% 37	39% 55	22% 31	8% 11	141
42	University Extension	11% 8	20% 15	36% 27	21% 16	13% 10	76
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	6% 3	12% 6	36% 18	36% 18	10% 5	50

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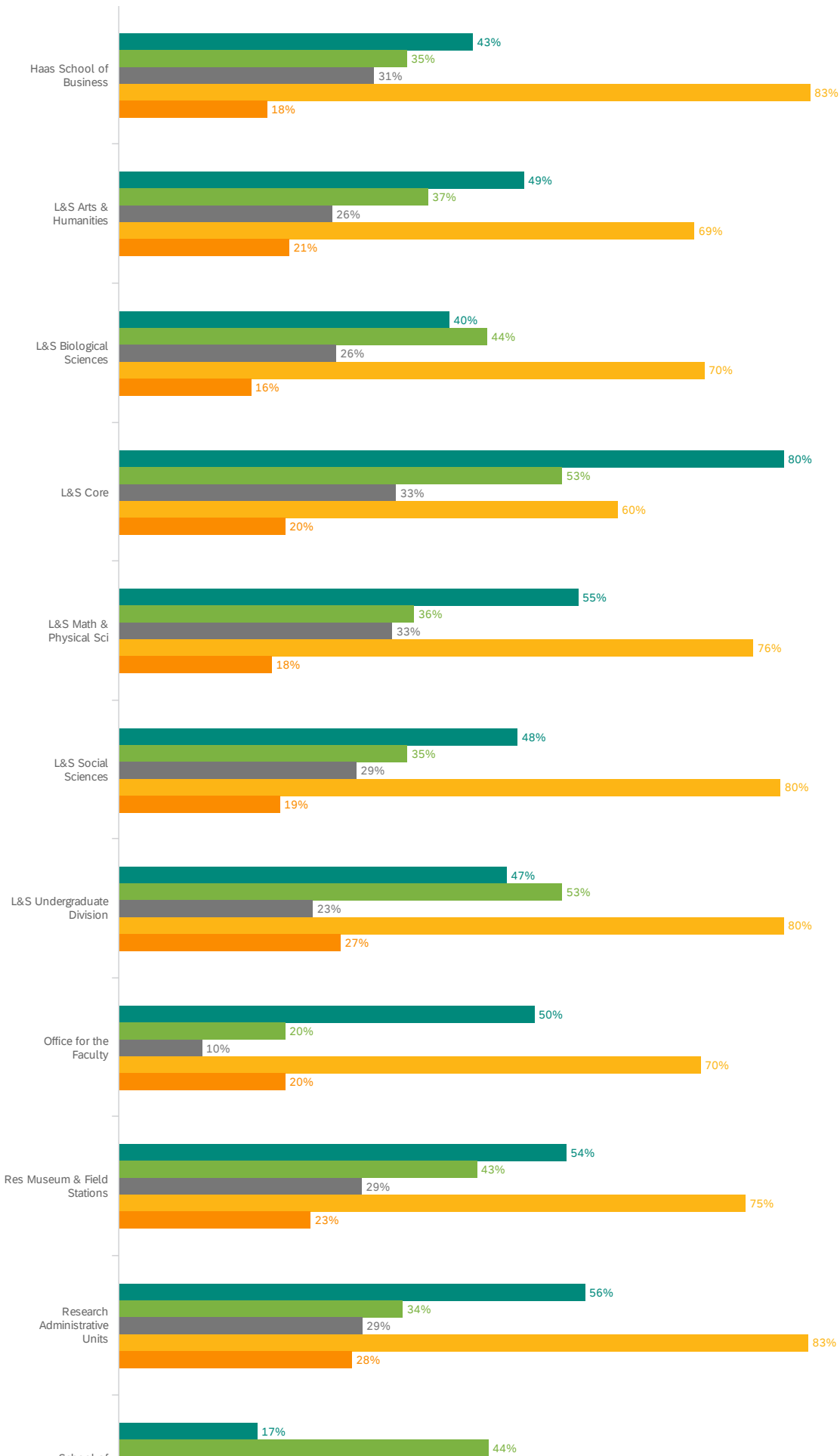
# Would you tell us why you multitask during videoconferencing (check all that apply)



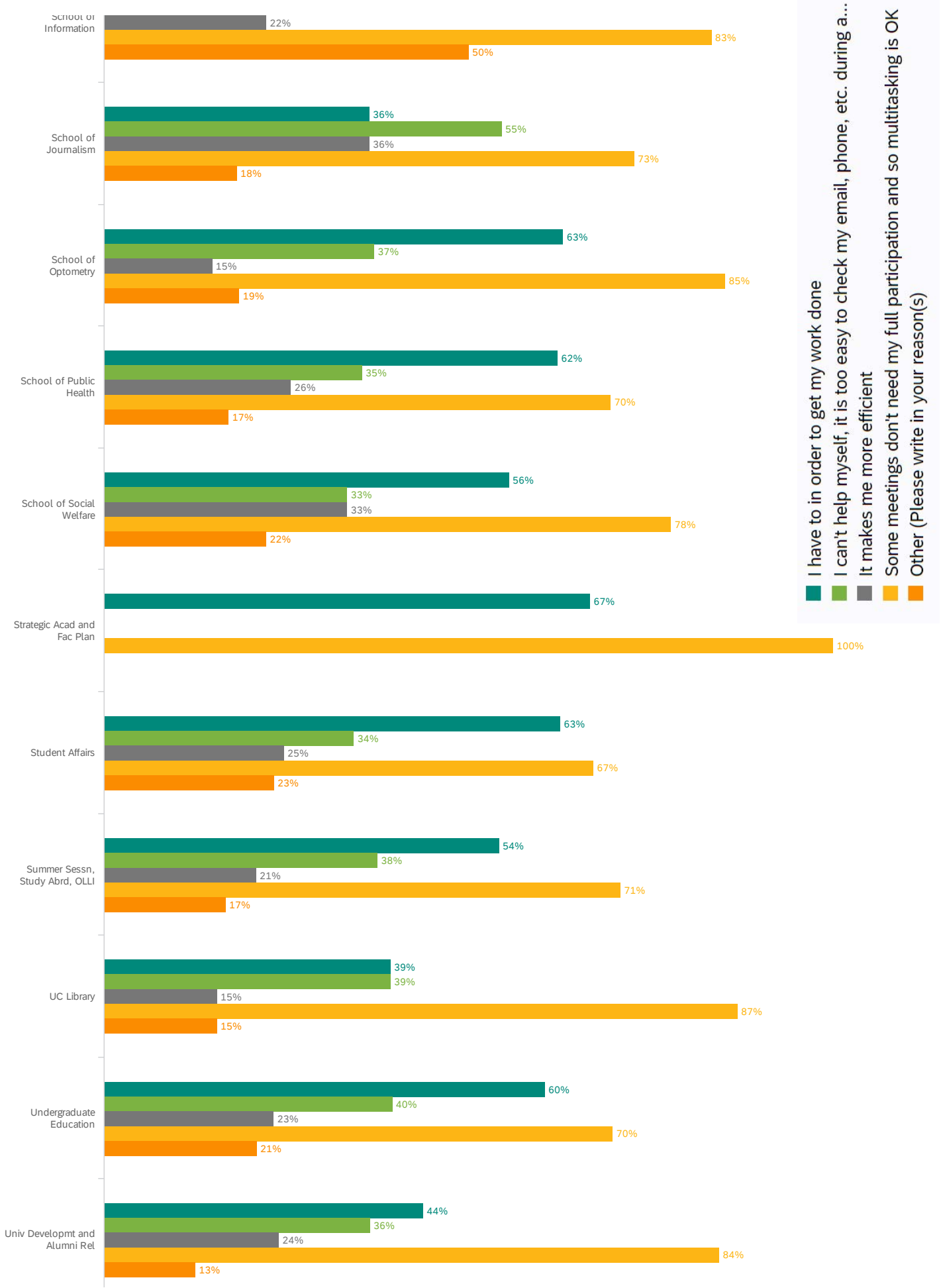


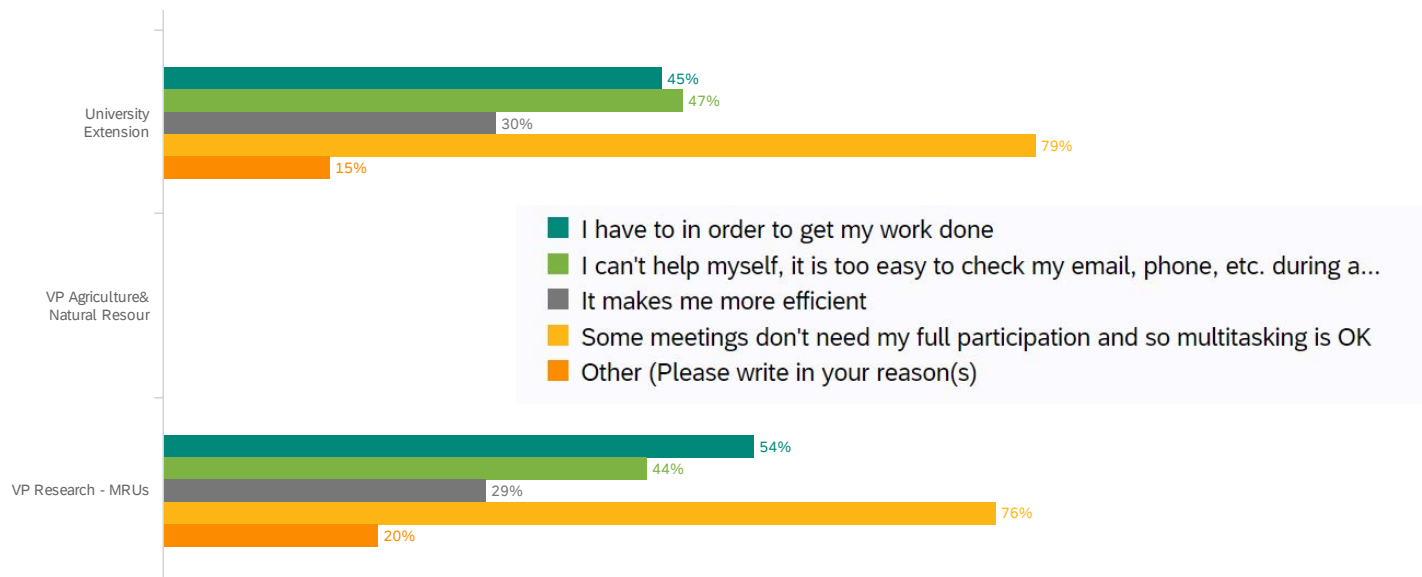
I have to in order to get my work done  
 I can't help myself, it is too easy to check my email, phone, etc. during a...  
 It makes me more efficient  
 Some meetings don't need my full participation and so multitasking is OK  
 Other (Please write in your reason(s))





I have to in order to get my work done  
 I can't help myself, it is too easy to check my email, phone, etc. during a...  
 It makes me more efficient  
 Some meetings don't need my full participation and so multitasking is OK  
 Other (Please write in your reason(s))





#	Field	I have to in order to get my work done	I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting	It makes me more efficient	Some meetings don't need my full participation and so multitasking is OK	Other (Please write in your reason(s))	Total
1	Academic Core	33% 14	12% 5	14% 6	33% 14	9% 4	43
2	Academic Research Units	26% 43	19% 32	10% 16	35% 58	10% 16	165
3	Academic Senate	29% 4	29% 4	7% 1	29% 4	7% 1	14
4	Administration	26% 161	16% 98	13% 83	37% 226	8% 50	618
5	Art Mus & Pacific Film Archive	18% 3	18% 3	24% 4	29% 5	12% 2	17
6	Athletics	32% 32	16% 16	13% 13	37% 37	3% 3	101
7	Berkeley Law School	20% 31	21% 32	13% 20	39% 60	7% 11	154
8	Cal Performances_SMA	21% 6	36% 10	4% 1	39% 11	0% 0	28
9	Chancellor's Immediate Office	40% 17	12% 5	9% 4	30% 13	9% 4	43
10	Central Accounting Ledger	25% 2	13% 1	25% 2	38% 3	0% 0	8
11	Col of Environmental Design	28% 11	10% 4	8% 3	45% 18	10% 4	40
12	College of Chemistry	25% 29	16% 19	14% 16	39% 46	7% 8	118
13	College of Engineering	24% 80	18% 61	14% 49	35% 117	9% 32	339
14	College of Natural Resources	21% 28	23% 31	14% 18	35% 46	8% 10	133

#	Field	I have to in order to get my work done	I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting	It makes me more efficient	Some meetings don't need my full participation and so multitasking is OK	Other (Please write in your reason(s))	Total
15	Division of Data Science	25% 6	13% 3	13% 3	38% 9	13% 3	24
16	Equity & Inclusion Div	30% 29	19% 18	14% 13	29% 28	8% 8	96
17	Finance	17% 12	21% 15	11% 8	44% 32	7% 5	72
18	Goldman Sch of Public Policy	26% 9	20% 7	17% 6	37% 13	0% 0	35
19	Graduate Division	30% 9	30% 9	10% 3	23% 7	7% 2	30
20	Graduate School of Education	23% 8	20% 7	20% 7	26% 9	11% 4	35
21	Haas School of Business	20% 43	17% 35	15% 31	40% 84	9% 18	211
22	L&S Arts & Humanities	24% 38	18% 29	13% 20	34% 54	10% 16	157
23	L&S Biological Sciences	20% 35	23% 39	13% 23	36% 62	8% 14	173
24	L&S Core	32% 12	22% 8	14% 5	24% 9	8% 3	37
25	L&S Math & Physical Sci	25% 42	16% 27	15% 25	35% 58	8% 14	166
26	L&S Social Sciences	23% 47	17% 34	14% 28	38% 78	9% 19	206
27	L&S Undergraduate Division	20% 14	23% 16	10% 7	35% 24	12% 8	69
28	Office for the Faculty	29% 5	12% 2	6% 1	41% 7	12% 2	17
29	Res Museum & Field Stations	24% 35	19% 28	13% 19	34% 49	10% 15	146
30	Research Administrative Units	24% 46	15% 28	13% 24	36% 68	12% 23	189
31	School of Information	8% 3	21% 8	10% 4	38% 15	23% 9	39
32	School of Journalism	17% 4	25% 6	17% 4	33% 8	8% 2	24
33	School of Optometry	29% 17	17% 10	7% 4	39% 23	8% 5	59
34	School of Public Health	30% 51	17% 29	12% 21	33% 57	8% 14	172
35	School of Social Welfare	25% 10	15% 6	15% 6	35% 14	10% 4	40
36	Strategic Acad and Fac Plan	40% 2	0% 0	0% 0	60% 3	0% 0	5

#	Field	I have to in order to get my work done	I can't help myself, it is too easy to check my email, phone, etc. during a zoom meeting	It makes me more efficient	Some meetings don't need my full participation and so multitasking is OK	Other (Please write in your reason(s))	Total
37	Student Affairs	30% 137	16% 75	12% 54	32% 147	11% 51	464
38	Summer Sessn, Study Abrd, OLLI	27% 13	19% 9	10% 5	35% 17	8% 4	48
39	UC Library	20% 33	20% 33	8% 13	44% 73	8% 13	165
40	Undergraduate Education	28% 26	18% 17	11% 10	33% 30	10% 9	92
41	Univ Developmt and Alumni Rel	22% 42	18% 35	12% 23	42% 81	6% 12	193
42	University Extension	21% 24	22% 25	14% 16	37% 42	7% 8	115
43	VP Agriculture& Natural Resour	0% 0	0% 0	0% 0	0% 0	0% 0	0
44	VP Research - MRUs	24% 22	20% 18	13% 12	34% 31	9% 8	91

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