Berkeley People & Culture

Employee Morale Survey

February 2021

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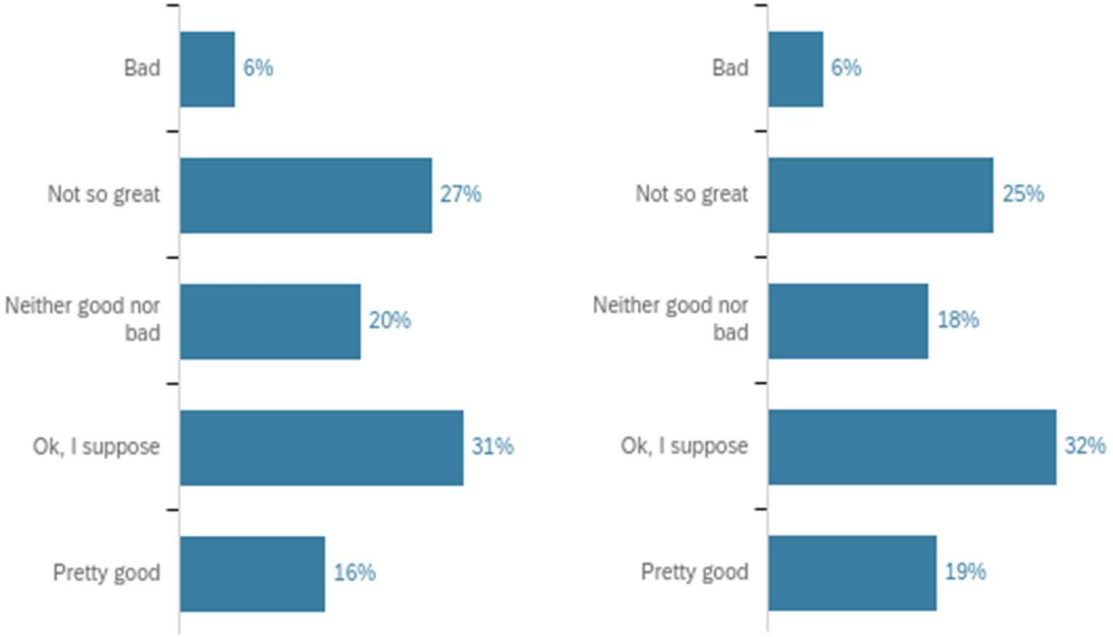
Berkeley People & Culture

Employee Morale Survey February 2021

Campus

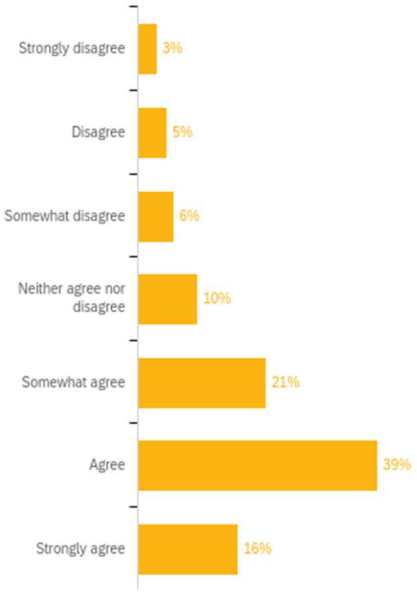
Dates	Recipients	Responses	Response Rate
Sept 2020	13,950	4,567	33%
Nov 2020	13,950	4,565	33%
Feb 2021	13,950	4,070	29%

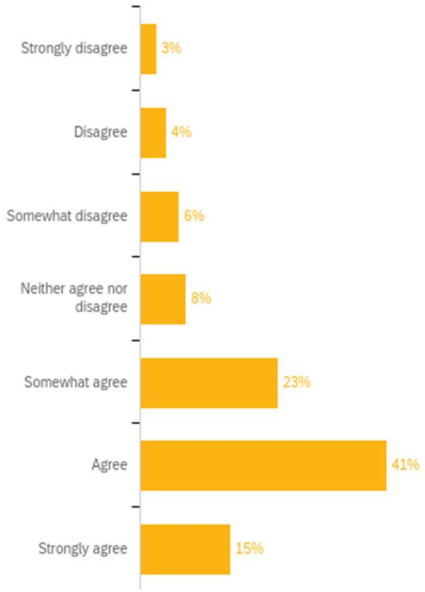
How are you feeling in general? (Campus Nov 2020 vs. Feb 2021)



	Campus	Nov 2020		Feb 2021	
#	Answer	%	Count	%	Count
1	Bad	6%	269	6%	251
2	Not so great	27%	1214	25%	1023
3	Neither good nor bad	20%	873	18%	730
4	Ok, I suppose	31%	1367	32%	1303
5	Pretty good	16%	704	19%	763
	Total	**100%**	**4427**	**100%**	**4070**

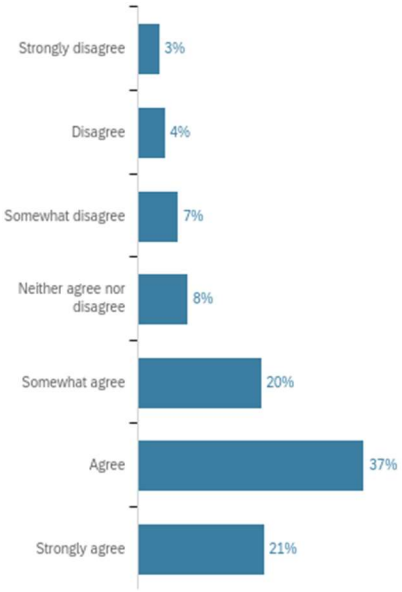
I feel that UC Berkeley cares about my well-being (Campus Nov 2020 vs. Feb 2021)

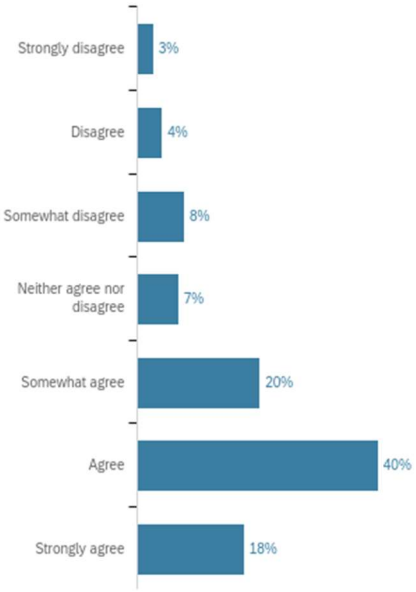




	Campus	Nov 2020		Feb 2021	
#	Answer	%	Count	%	Count
1	Strongly disagree	3%	132	3%	102
2	Disagree	5%	201	4%	169
3	Somewhat disagree	6%	250	6%	255
4	Neither agree nor disagree	10%	413	8%	302
5	Somewhat agree	21%	888	23%	909
6	Agree	39%	1659	41%	1630
7	Strongly agree	16%	694	15%	596
	Total	**100%**	**4237**	**100%**	**3963**

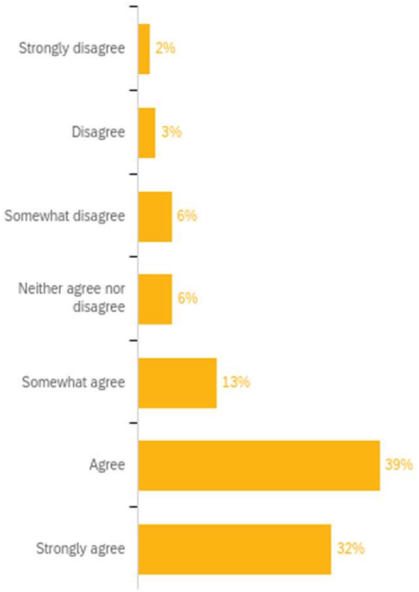
I can be my authentic self working for UC Berkeley (Campus Nov 2020 vs. Feb 2021)

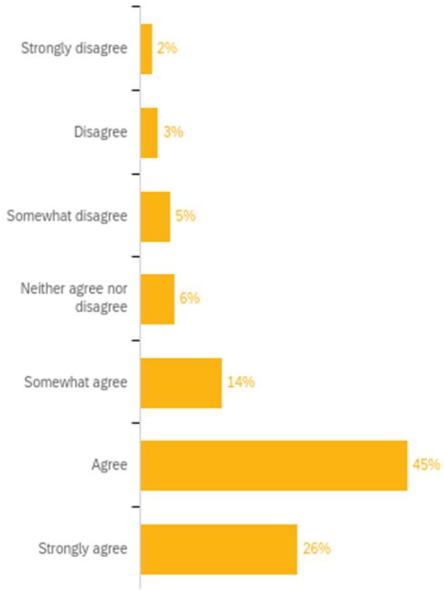




		Nov 2020		Feb 2021	
#	**Answer**	**%**	**Count**	**%**	**Count**
1	Strongly disagree	3%	147	3%	104
2	Disagree	4%	184	4%	164
3	Somewhat disagree	7%	277	8%	310
4	Neither agree nor disagree	8%	345	7%	271
5	Somewhat agree	20%	851	20%	809
6	Agree	37%	1565	40%	1588
7	Strongly agree	21%	870	18%	703
	Total	**100%**	**4239**	**100%**	**3949**

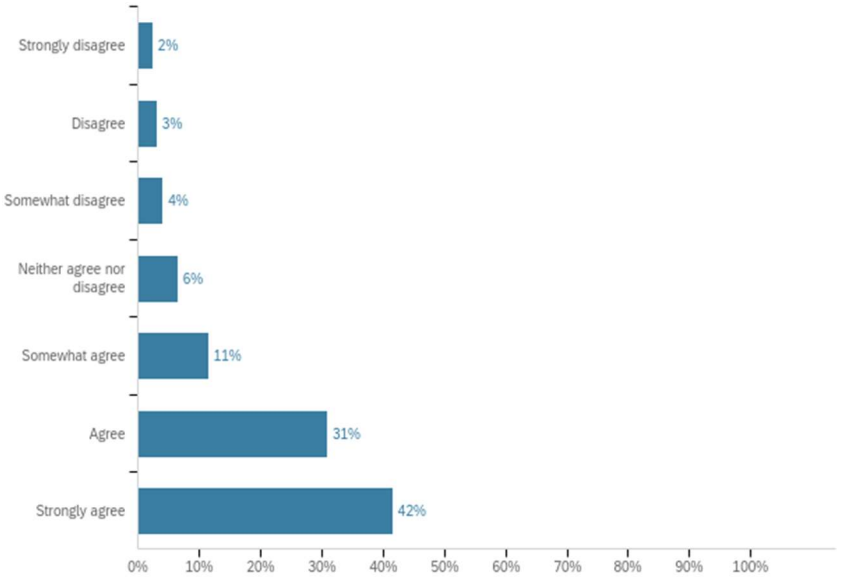
I am treated with dignity and respect while at work (Campus Nov 2020 vs. Feb 2021)

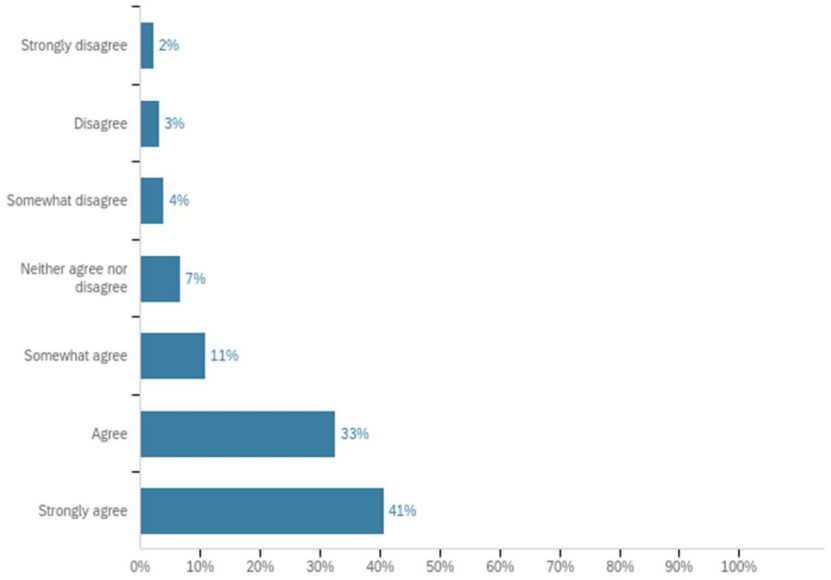




		Nov 2020		Feb 2021	
#	**Answer**	**%**	**Count**	**%**	**Count**
1	Strongly disagree	2%	83	2%	75
2	Disagree	3%	125	3%	116
3	Somewhat disagree	6%	233	5%	196
4	Neither agree nor disagree	6%	238	6%	224
5	Somewhat agree	13%	545	14%	536
6	Agree	39%	1671	45%	1760
7	Strongly agree	32%	1337	26%	1036
	Total	**100%**	**4232**	**100%**	**3943**

My well-being is important to my immediate supervisor (Campus Nov 2020 vs. Feb 2021)





		Nov 2020		Feb 2021	
#	**Answer**	**%**	**Count**	**%**	**Count**
1	Strongly disagree	2%	101	2%	87
2	Disagree	3%	130	3%	124
3	Somewhat disagree	4%	173	4%	156
4	Neither agree nor disagree	6%	274	7%	263
5	Somewhat agree	11%	485	11%	429
6	Agree	31%	1307	33%	1292
7	Strongly agree	42%	1760	41%	1607
	Total	**100%**	**4230**	**100%**	**3958**

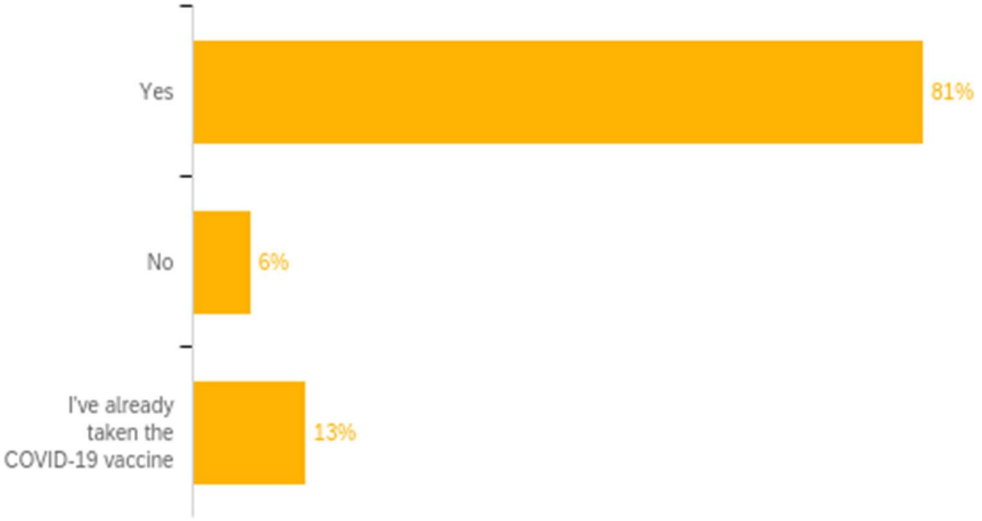
Would you tell us why you don't think your well-being is important to your immediate supervisor? (For those who disagreed that their well-being was important to their immediate supervisor).

Total comments: 262

Category	# (%)	Comment Excerpts
Does not ask about or prioritizes personal well-being	**46 (18%)**	• "I think they care more about the work getting done. I don't think they care who does it and less regarding how they are doing." • "I was recently transferred to my third supervisor in 18 months. They supervise many people and it feels like I am the least of their worries, and they don't check in on how I am doing, just what I am doing." • "Because performance is more important than our personal situations and feelings." • "My supervisor does not care at all about the well-being of the staff. With outrageous statements like "you should be happy you have the privilege to work in such a great place and this should be enough to keep you happy so stop complaining" and other demoralizing things."
Increased workloads	**29 (11%)**	• "I have expressed to my supervisor how my workload is affecting my well-being without much being done to address the root cause that we are understaffed and overworked with no end in sight." • "We are always understaffed and expected to do the same amount of work that is expected with a full staff" • "I just keep getting asked to do more things, more service, despite everything going on."
Lack of communication	**29 (11%)**	• "no one on one check-ins, I don't feel my supervisor cares what I'm doing or how I'm doing" • "My immediate supervisor refuses to have check-in meetings, doesn't answer my emails, has never once since the pandemic asked me how I was, etc. However, he is a very powerful faculty member and clearly campus is going to let him do whatever he wants, regardless of how it might affect people." • "No one has individually reached out even though I am teaching a new course, and this is my first time teaching on Zoom. I've attended group Zoom sessions where people have answered questions helpfully, but I feel a bit left on my own."
COVID exposure concerns	**20 (8%)**	• "Mainly I'm uncomfortable with the fact we are forced to be going in to the office regularly without the vaccine available to us. We are essential enough to go into the office on a weekly basis, but not to qualify for the vaccine? How about waiting until we are vaccinated before forcing us to go in. testing only goes so far." • "Management is more concerned about getting us back on campus as quickly as possible, rather than at a time when safety can be ensured." • "I support a laboratory class that is currently remote, yet I feel my supervisor is pushing us to work on campus and has been pushing for in-person activities to resume, and hasn't

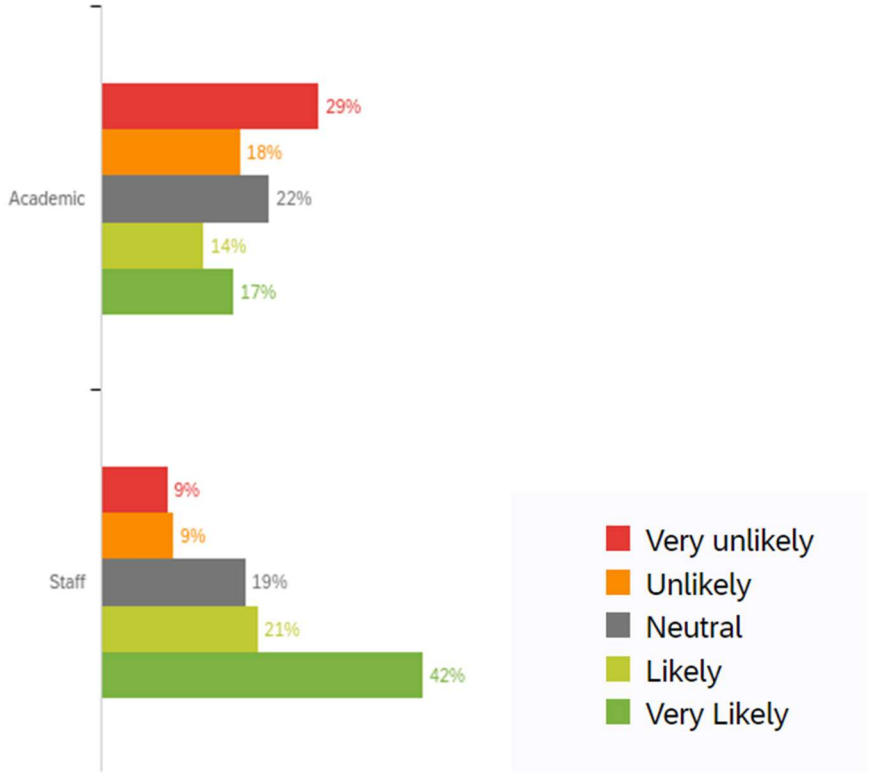
		taken into account that the staff would then be exposed to any students that wish to take part."
No recognition/appreciation	**17 (6%)**	• "Required to complete a lot of work in short work period, it's a struggle. The last communication I had with this person made me feel unappreciated, overwhelmed, and almost accusing me of not providing accurate details. It set the tone for the rest of the day to be somewhat negative." • "Because I do excellent work, receive strong positive feedback from Cal community, but not from my boss (who admits that is a growth area for him)." • "No acknowledgement, no inclusion in decision making processes beyond a select group. Your own experience and expertise takes a back seat to this group of 'experts'."
Bullying/Harassment	**13 (5%)**	• "My immediate supervisor has been bullying me and excluding from most departmental business for the last four years." • "He is an old white male faculty and is above the law. He treats all women and especially women of color with disdain and aggression." • "My supervisor is threatening me and telling me that she is going to fire me."
Supervisor is overwhelmed/too busy	**11 (4%)**	• "I think since curtailment, staff are under more pressure; I feel my sup. is getting pressure from above to move on projects, and that sense of stress is flowing downwards. Also, the mantra of "let's be kind to everyone, this is a rough time" is just wearing thin. I feel hammered on about tiny details, while the big picture is not being shared with me. I am so very grateful to be employed, but work is the most stressful it's been since last March." • "The work has not reduced but our staff time and budgets have. I can only speak for myself, but I suspect my managers feel the same as I am working under those conditions: over-extended and stressed with no certain relief in sight. If my suspicions are correct, then it would make sense that I feel my supervisors aren't prioritizing my well-being because they are likely struggling as well."

When available, will you take the COVID-19 vaccine?* *Please note that the University of California does not currently require employees to be vaccinated. Learn more about the COVID-19 vaccines here.



Answer	%	Count
Yes	81%	3127
No	6%	246
I've already taken the COVID-19 vaccine	13%	483
Total	**100%**	**3856**

How likely would you be to exchange your dedicated office/cubicle/desk space* for a shared workspace to have more flexibility in your primary work location, i.e. you would be permitted to work remotely? * Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space.



Question	Academic		Staff	
Very Likely	17%	107	42%	1161
Likely	14%	83	21%	564
Neutral	22%	136	19%	519
Unlikely	18%	112	9%	260
Very unlikely	29%	176	9%	237
Total	Total	614	Total	2741

Would you tell us why you are unlikely to exchange your dedicated workspace? (For those who were Unlikely or Very Unlikely to exchange their dedicated workspace)

(Open text responses, N=762)

(Optional) Are you academic or staff?	Count	%
Academic	256	34%
Staff	444	58%
Blank	62	8%
Total	762	100%

Top 1-5 reasons & Top 6-10 reasons for each Academic, Staff, Blank, and Total

Reason	Academic	Staff	Blank	Total
Required for the job.	20%	36%	27%	30%
Work requires confidential/private space.	20%	22%	21%	21%
Helps with productivity/collaboration/coordination/quiet space/convenience.	25%	16%	19%	19%
Do not want to share. / Want personalized space. / It's a benefit from UCB.	21%	15%	8%	16%
Need secure storage.	16%	14%	15%	15%
Health/safety/security/cleanliness concerns about sharing space.	7%	18%	18%	14%
Need a dedicated work space/station.	15%	12%	10%	13%
Helps with morale/mental health. / Want a campus experience and community.	9%	9%	8%	9%
Am in a lab/have site specific equipment/tools/facility.	12%	6%	6%	8%
Do not understand/like the question. / Not applicable.	7%	7%	8%	7%
Need to hold meetings.	13%	3%	10%	7%
Am a faculty member.	18%	0%	0%	6%
Am a manager/supervisor/director.	1%	8%	0%	5%
Need ergo/set up/physical accomodations.	4%	4%	5%	4%
Already share a space.	3%	5%	3%	4%
Helps with work/life balance.	2%	2%	0%	2%
Helps with cost of working remote.	0%	1%	0%	0%

Both Academic and Staff respondents had similar reasons why they would be unlikely to exchange their dedicated workspace. Top reasons for both populations were:

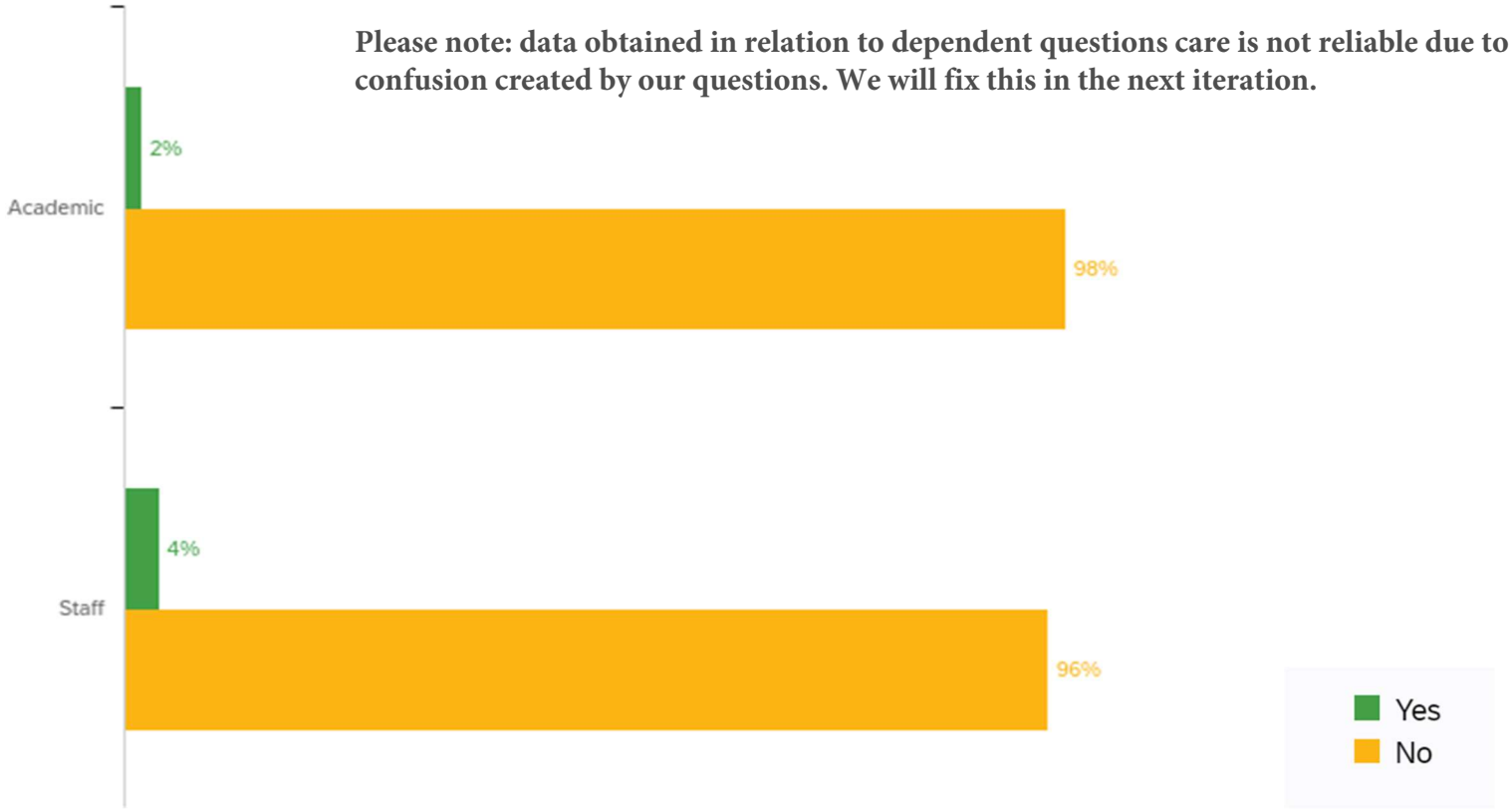
- Required for the job.
- Work requires confidential/private space.
- Helps with productivity/collaboration/coordination/quiet space/convenience.
- Do not want to share. / Want personalized space. / It's a benefit from UCB.
- Need secure storage.

Many Staff respondents also expressed concern about the health/safety/security/cleanliness of a shared workspace, especially in the context of the pandemic.

Despite the note, “Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space,” several respondents expressed distress, suspicion, and alarm about the timing and intentions of the question.

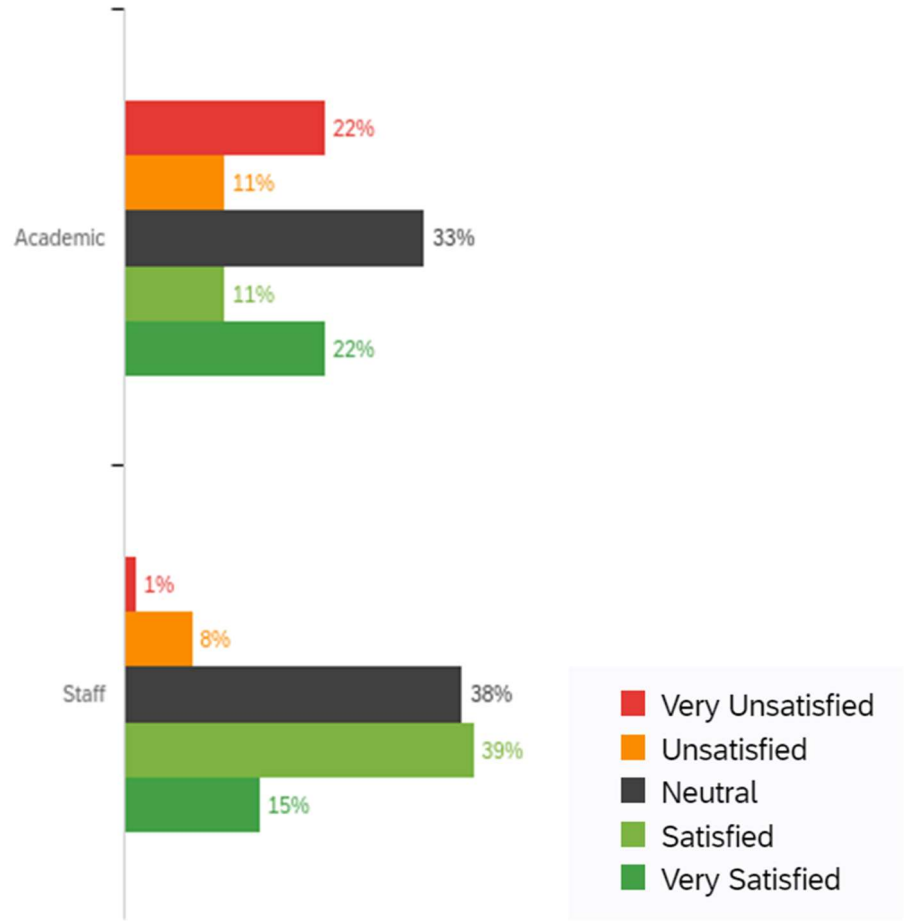
Many academic respondents seemed confused by the question as they felt their spaces were not negotiable, and they already had the freedom of remote work before the pandemic.

If you have dependent care needs (for children or adults), have you used any of the 120 hours of campus-sponsored emergency backup care available through Bright Horizons ?



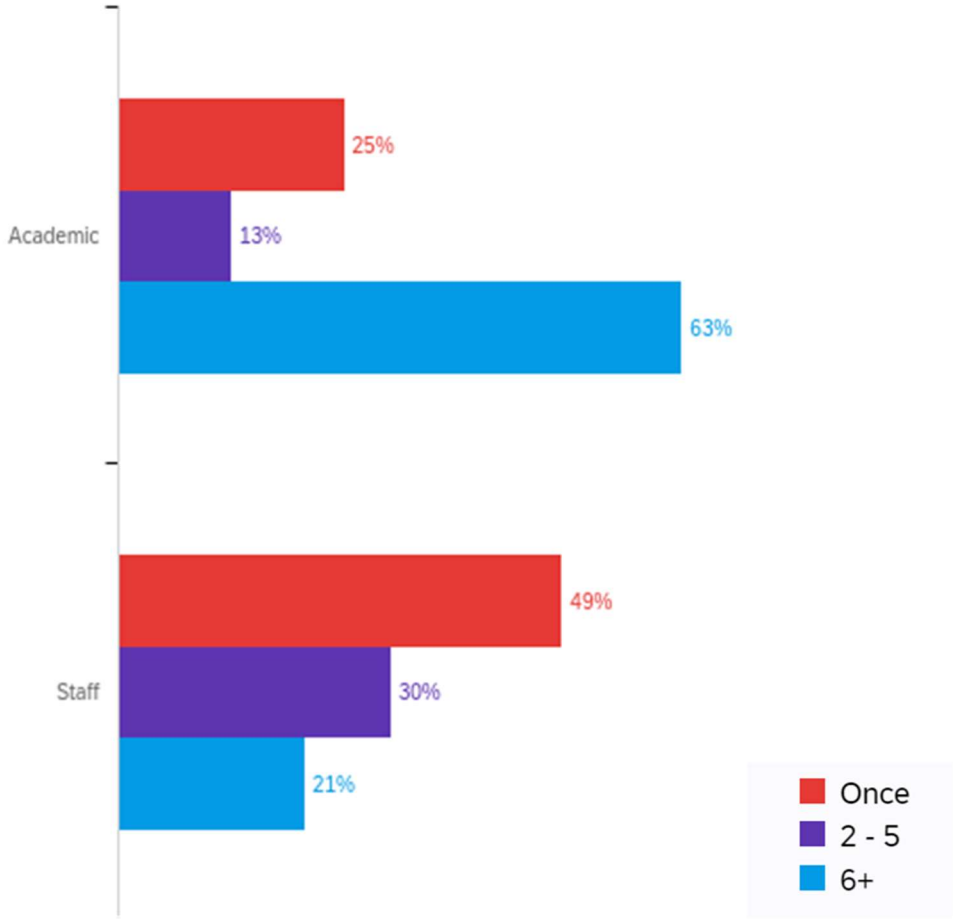
Question	Academic		Staff	
Yes	2%	9	4%	81
No	98%	513	96%	2200
Total	Total	522	Total	2281

How satisfied were you with the back-up care program?



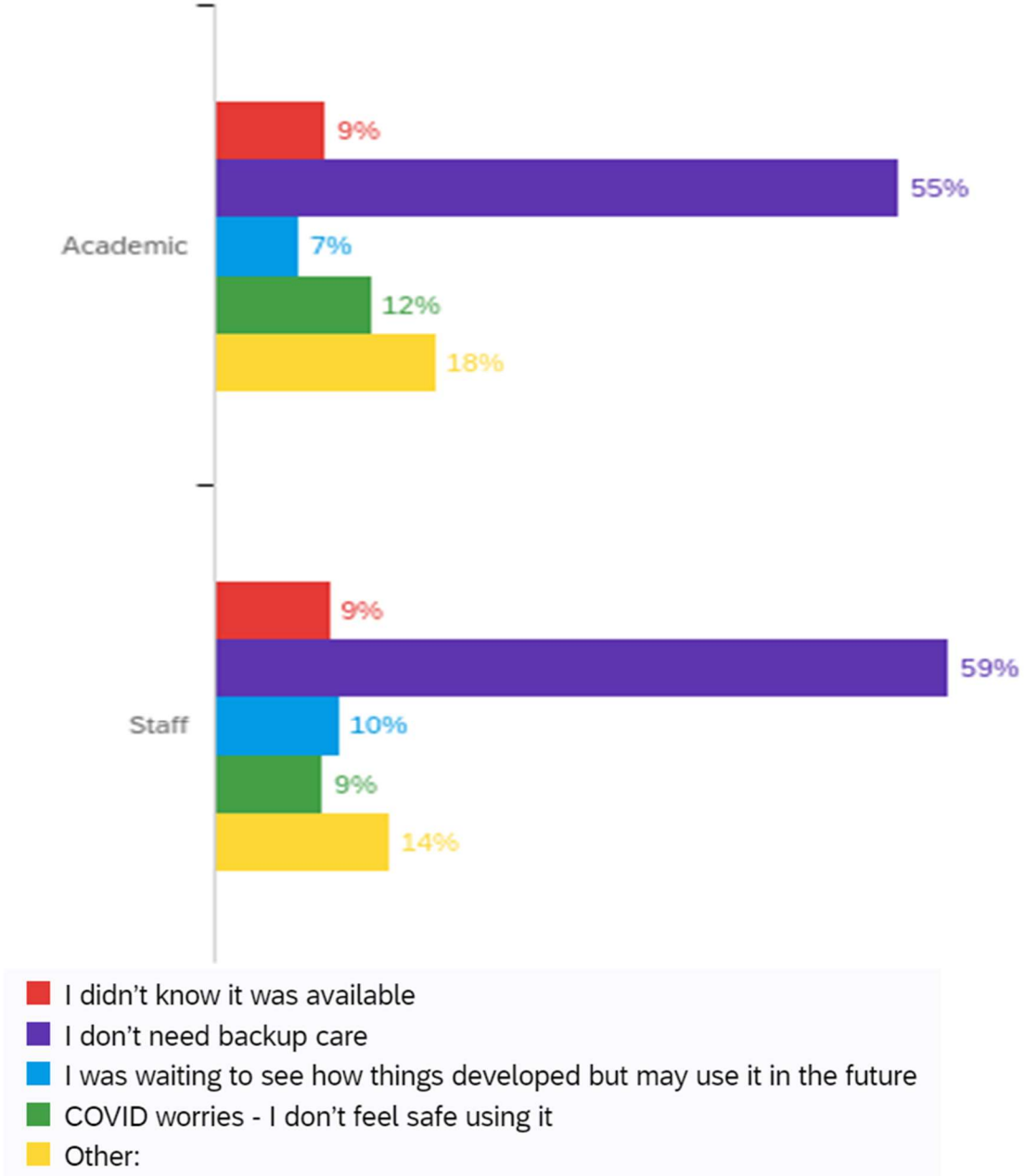
Question	**Academic**		**Staff**	
Very Unsatisfied	22%	2	1%	1
Unsatisfied	11%	1	8%	6
Neutral	33%	3	38%	30
Satisfied	11%	1	39%	31
Very Satisfied	22%	2	15%	12
Total	Total	9	Total	80

How many times did you use the back-up care program?



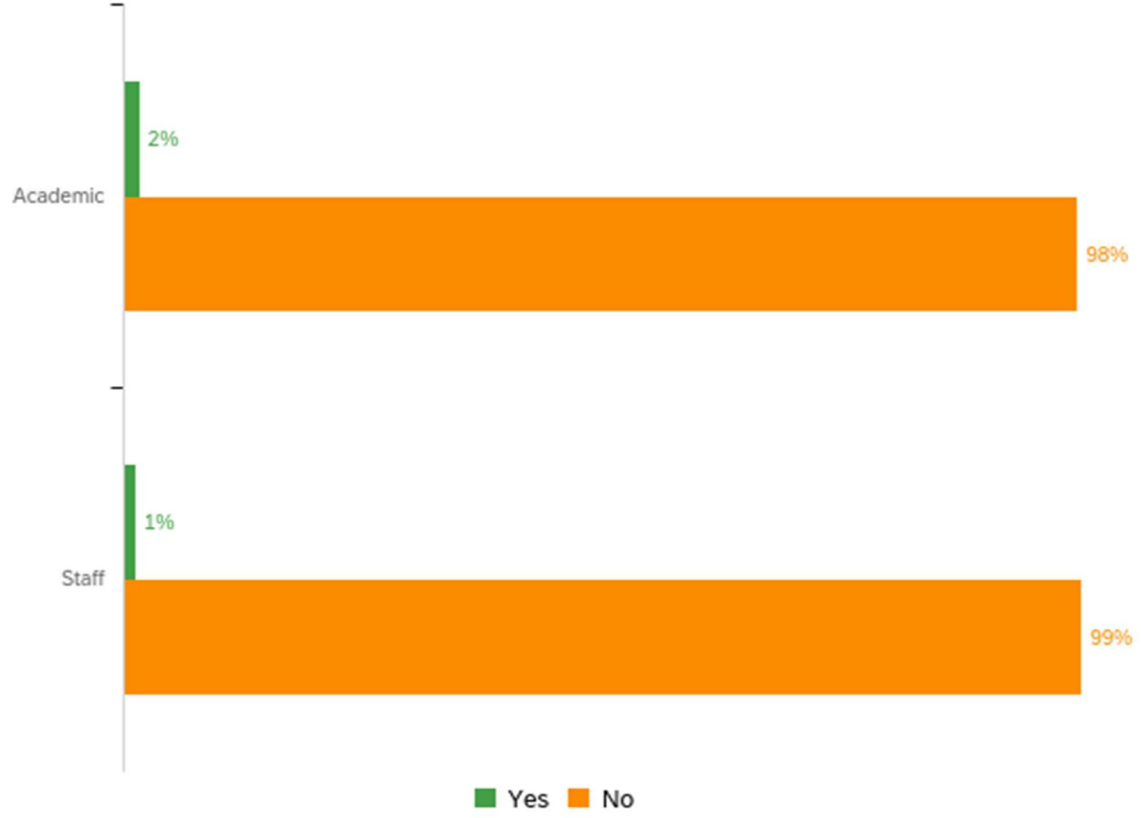
Question	Academic		Staff	
Once	25%	2	49%	31
2 - 5	13%	1	30%	19
6+	63%	5	21%	13
Total	Total	8	Total	63

Why didn't you use the back-up care program?



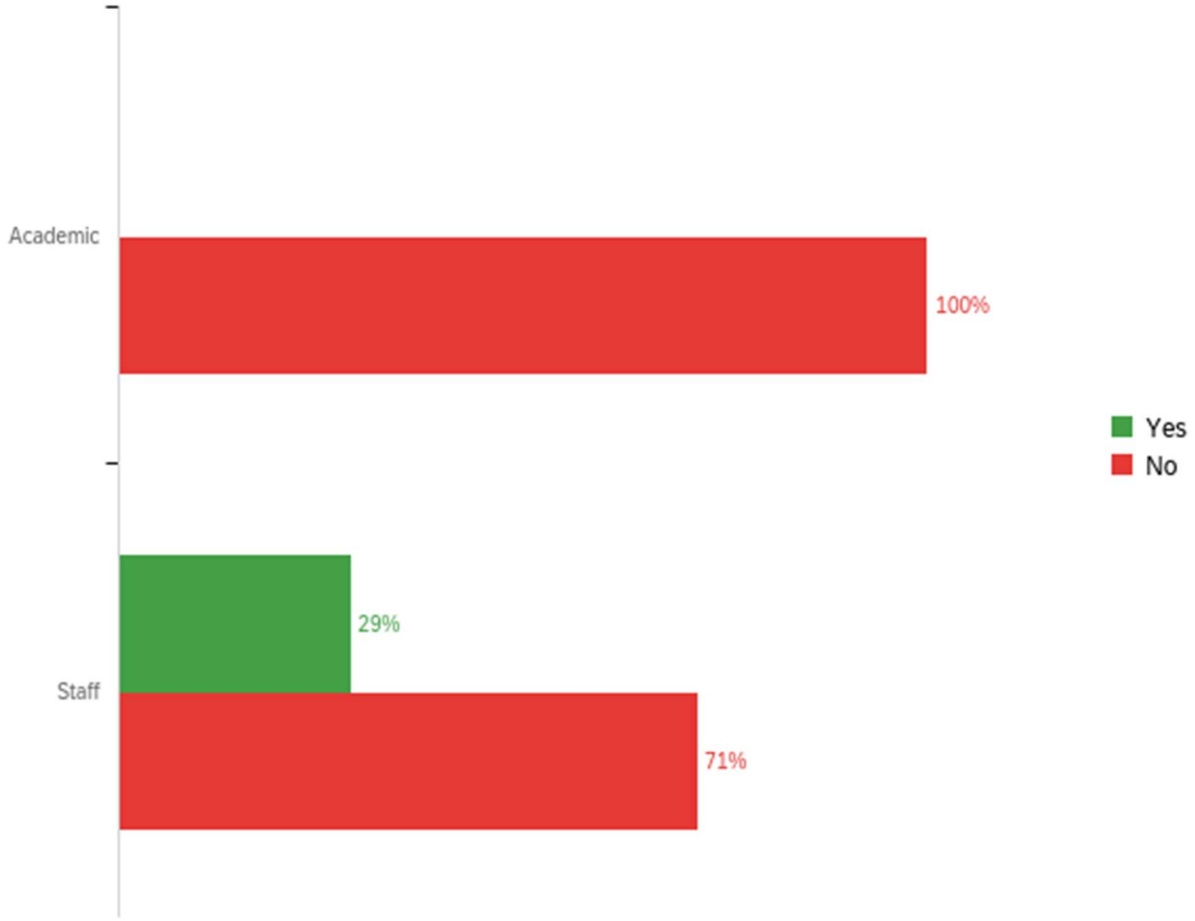
Question	**Academic**		**Staff**	
I didn’t know it was available	9%	45	9%	198
I don’t need backup care	55%	277	59%	1269
I was waiting to see how things developed but may use it in the future	7%	34	10%	213
COVID worries - I don’t feel safe using it	12%	63	9%	187
Other:	18%	89	14%	301
Total	Total	508	Total	2168

Have you used the CareBubbles tool at carebubbles.berkeley.edu? (CareBubbles is a parent-to-parent resource to help UC Berkeley, UC Davis and UCSF community members meet their child care needs during the Covid-19 pandemic.)



Question	Academic		Staff	
Yes	2%	9	1%	28
No	98%	540	99%	2292
Total	Total	549	Total	2320

Did you find any useful connections on carebubbles.berkeley.edu?

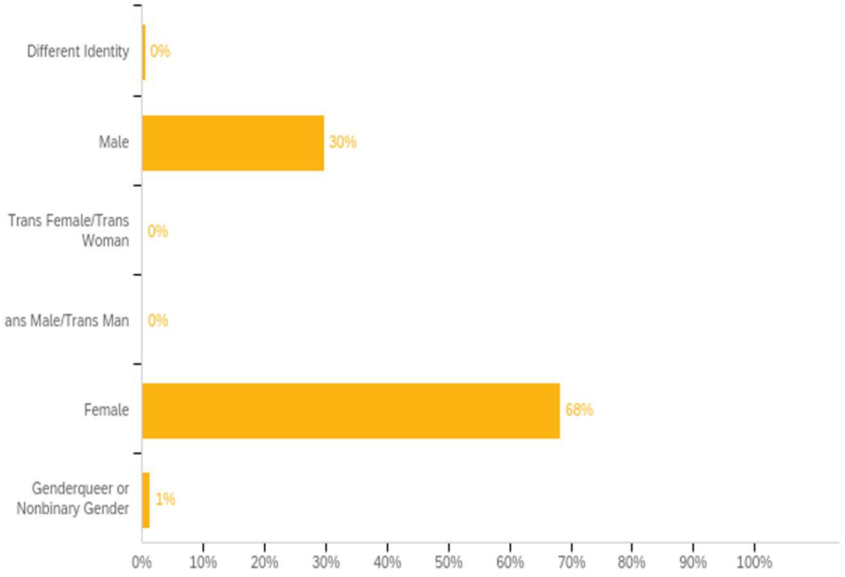


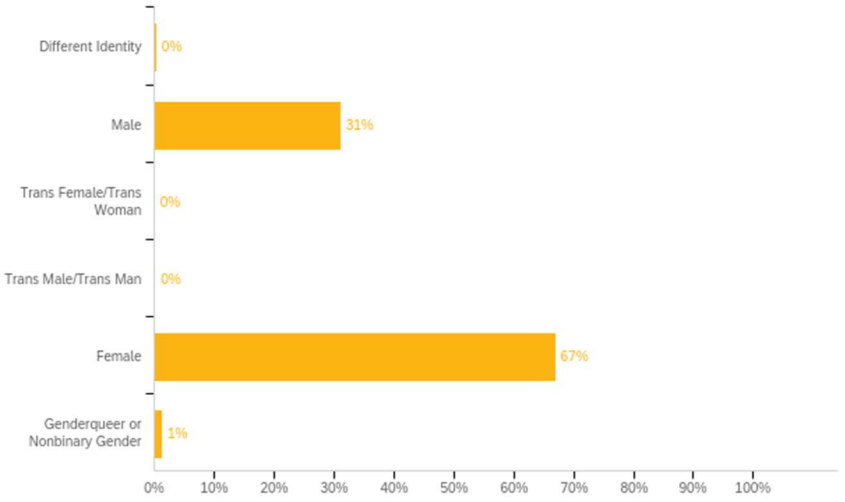
Question	Academic		Staff	
Yes	0%	0	29%	8
No	100%	9	71%	20
Total	Total	9	Total	28

(Optional) Please select your ethnicity:

		Nov 2020		Feb 2021	
#	**Answer**	**%**	**Count**	**%**	**Count**
1	African-American/Black	7%	198	6%	190
2	American Indian/Alaskan Native	0%	12	1%	18
3	Chinese	6%	186	6%	182
4	Filipino	3%	96	3%	92
5	Hispanic/Latino	12%	357	12%	351
6	Japanese	1%	33	1%	29
7	Korean	0%	14	0%	9
8	Middle Eastern/Southwest Asian/North African (SWANA)	1%	41	1%	42
9	Other Asian	2%	50	2%	59
10	Pacific Islander	0%	13	0%	8
11	South Asian	1%	44	1%	40
12	Two Or More Races	8%	230	7%	209
13	Vietnamese	1%	16	1%	18
14	White	57%	1722	57%	1677
	Total	**100%**	**3012**	**100%**	**2924**

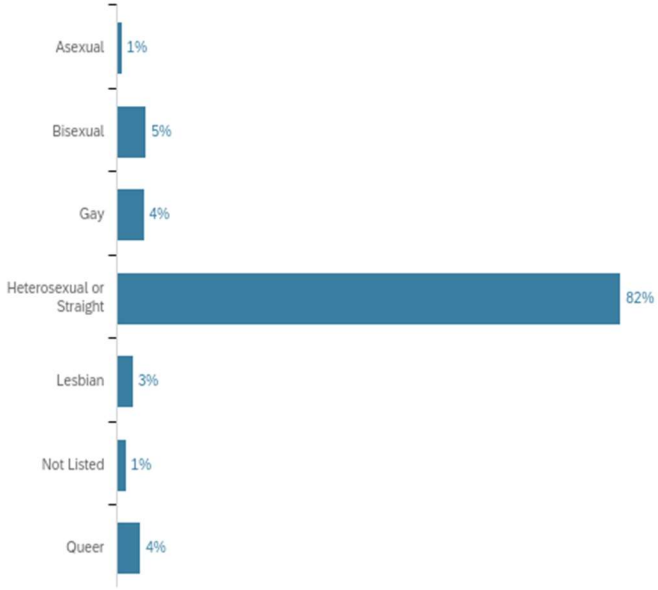
(Optional) What is your gender identity: (Nov 2020 vs. Feb 2021)

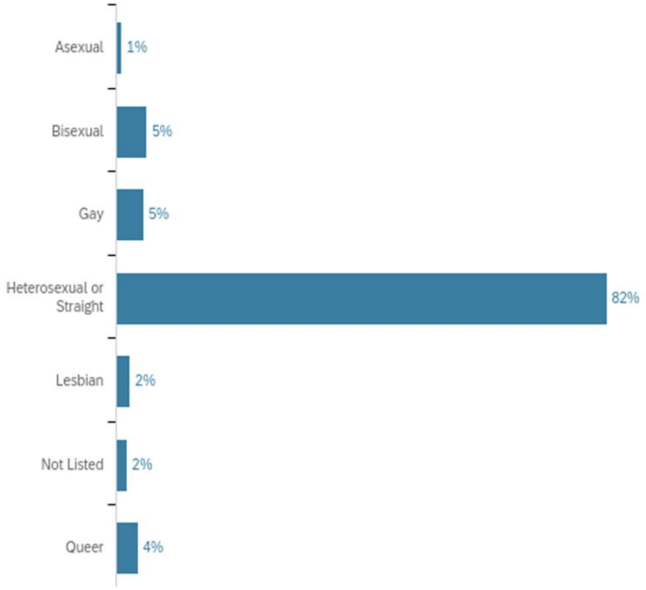




		Nov 2020		Feb 2021	
#	**Answer**	**%**	**Count**	**%**	**Count**
1	Different Identity	0%	16	0%	11
2	Male	30%	1016	31%	1004
4	Trans Female/Trans Woman	0%	3	0%	2
5	Trans Male/Trans Man	0%	4	0%	7
6	Female	68%	2340	67%	2162
8	Genderqueer or Nonbinary Gender	1%	46	1%	42
	Total	**100%**	**3425**	**100%**	**3228**

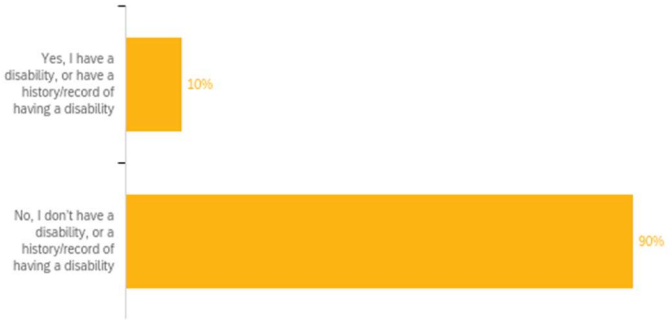
(Optional) Do you consider yourself: (Nov 2020 vs. Feb 2021)





		Nov 2020		Feb 2021	
#	**Answer**	**%**	**Count**	**%**	**Count**
1	Asexual	1%	24	1%	27
2	Bisexual	5%	154	5%	158
3	Gay	4%	143	5%	140
4	Heterosexual or Straight	82%	2676	82%	2533
5	Lesbian	3%	84	2%	70
6	Not Listed	1%	46	2%	54
8	Queer	4%	125	4%	111
	Total	**100%**	**3252**	**100%**	**3093**

(Optional) Do you have a disability? (Nov 2020 vs. Feb 2021)

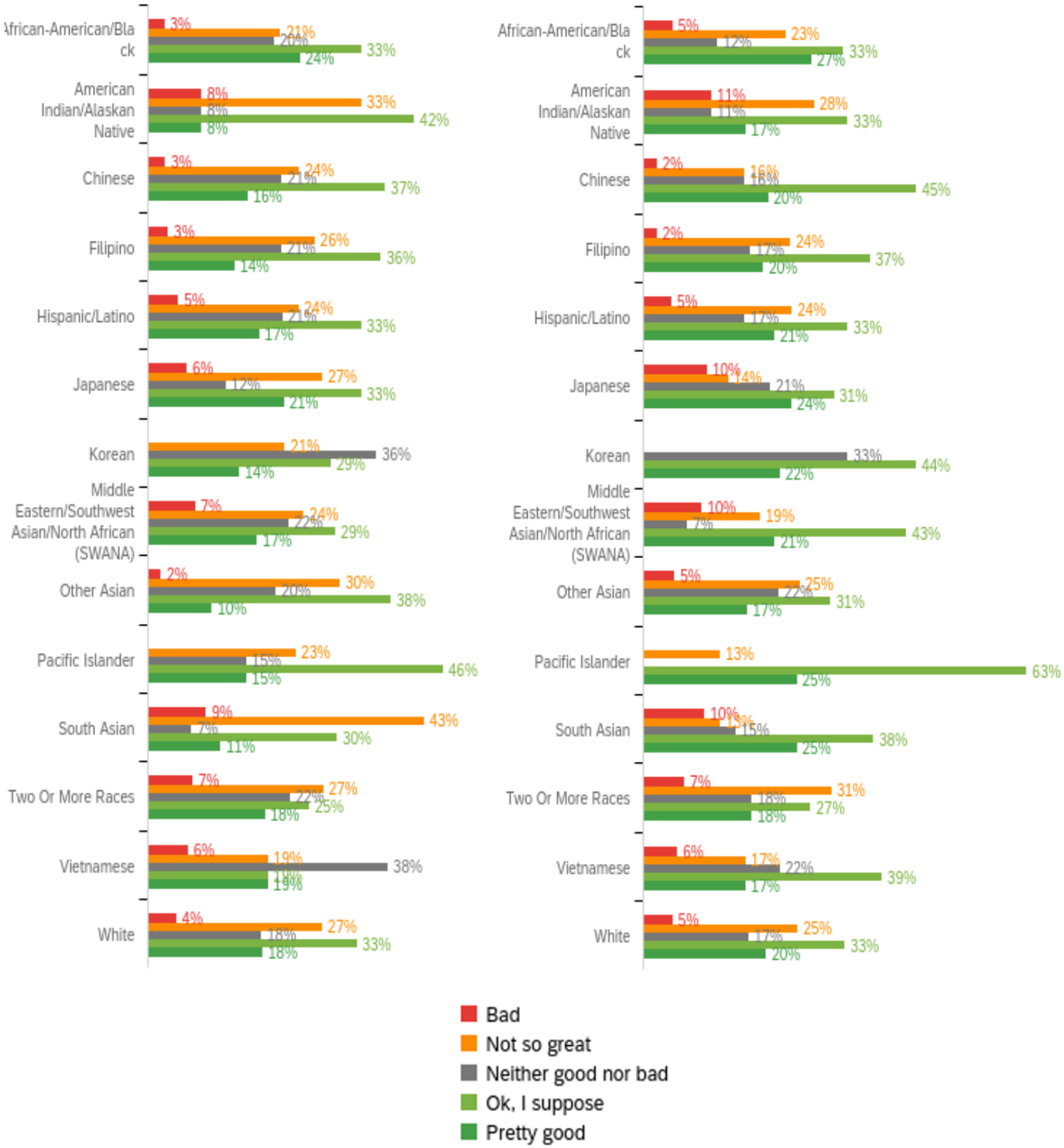


	Nov 2020		Feb 2021	
Answer	%	Count	%	Count
Yes, I have a disability, or have a history/record of having a disability	10%	337	10%	329
No, I don't have a disability, or a history/record of having a disability	90%	3038	90%	2849
Total	**100%**	**3375**	**100%**	**3178**

Berkeley People & Culture **Employee Morale Survey Feb 2021**

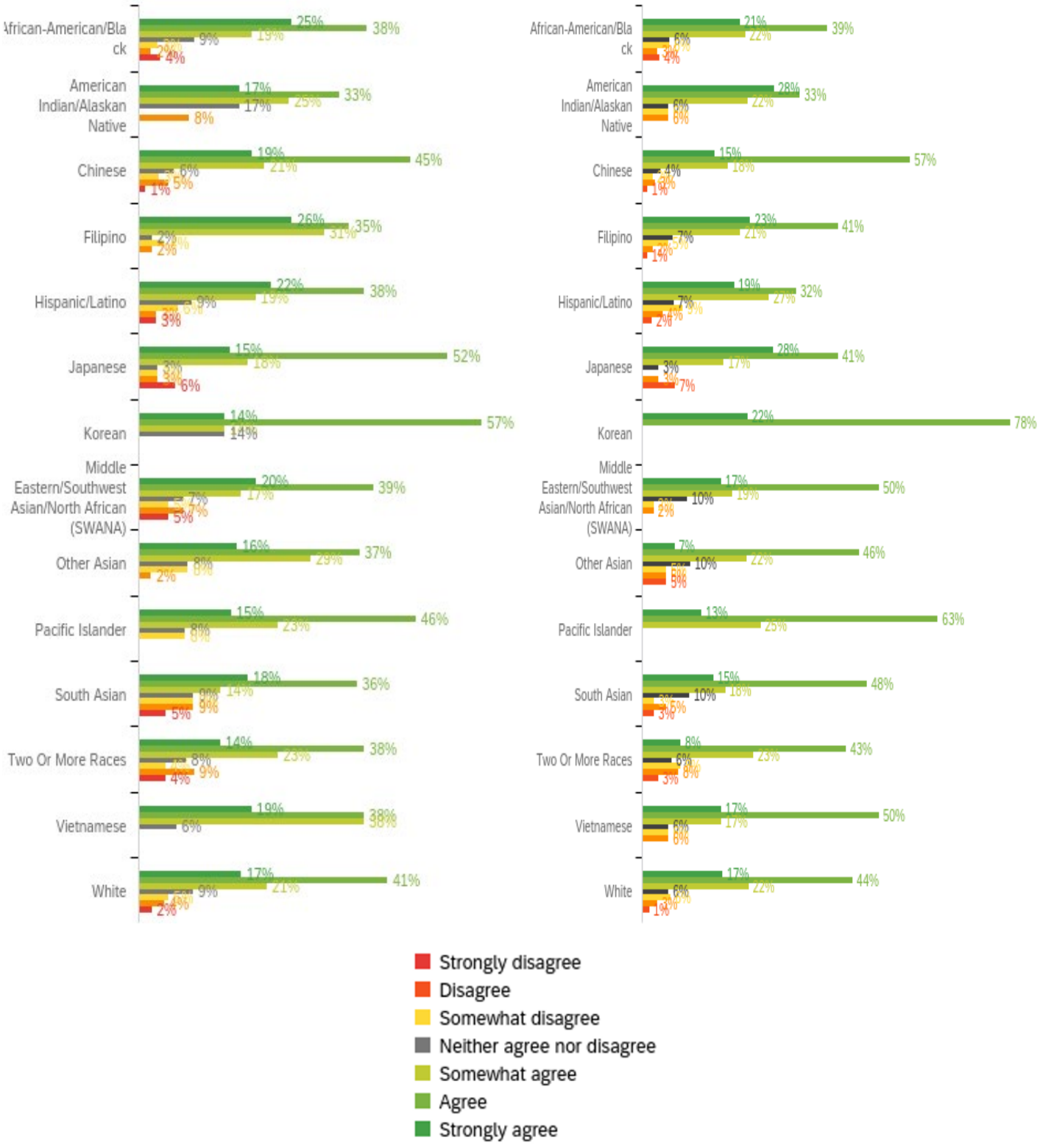
Ethnicity

How are you feeling in general? (Nov '20 vs. Feb '21)



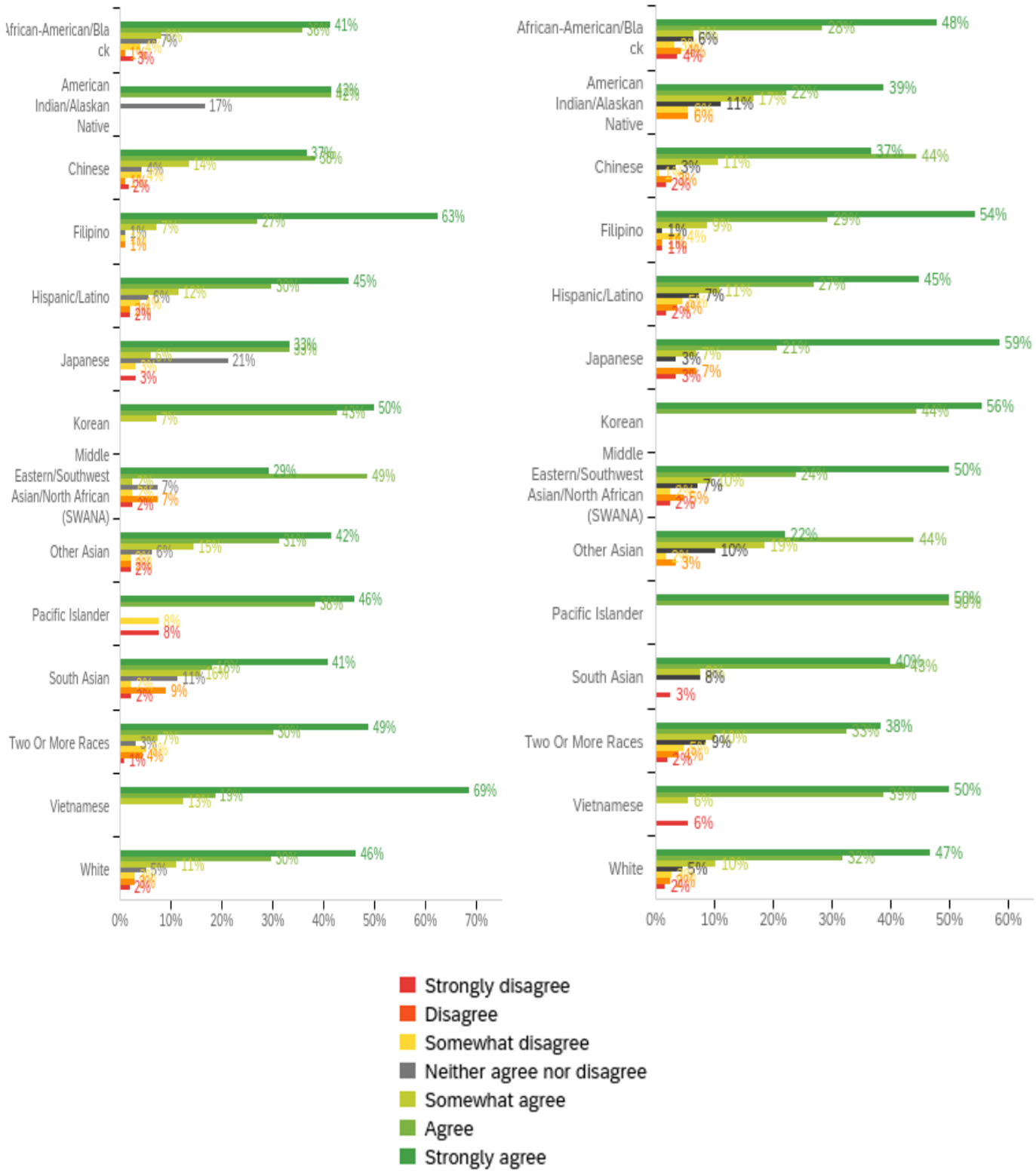
Ethnicity	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
African-American/Black	5	9	41	44	39	23	66	62	47	52
American Indian/Alaskan Native	1	2	4	5	1	2	5	6	1	3
Chinese	5	4	44	30	39	30	69	81	29	37
Filipino	3	2	25	22	20	16	35	34	13	18
Hispanic/Latino	17	16	84	85	75	58	119	117	62	75
Japanese	2	3	9	4	4	6	11	9	7	7
Korean	0	0	3	0	5	3	4	4	2	2
Middle Eastern/Southwest Asian/North African (SWANA)	3	4	10	8	9	3	12	18	7	9
Other Asian	1	3	15	15	10	13	19	18	5	10
Pacific Islander	0	0	3	1	2	0	6	5	2	2
South Asian	4	4	19	5	3	6	13	15	5	10
Two Or More Races	16	14	63	64	51	37	58	57	42	37
Vietnamese	1	1	3	3	6	4	3	7	3	3
White	76	80	469	422	306	288	562	551	309	336

I feel that UC Berkeley cares about my well-being well (Nov ‘20 vs. Feb ‘21)



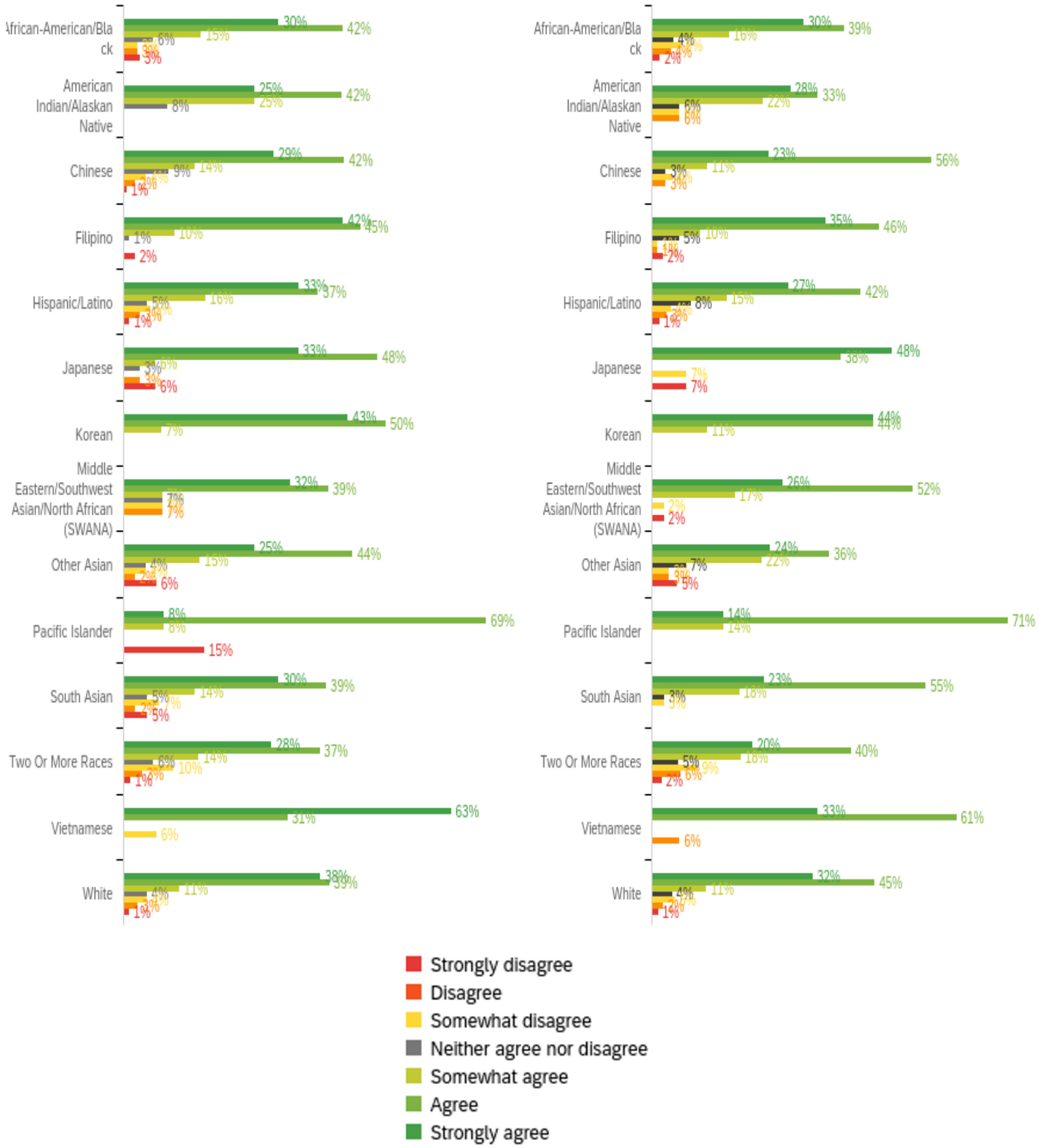
Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
African-American/Black	50	39	75	74	37	41	18	11	6	11	4	6	7	7
American Indian/Alaskan Native	2	5	4	6	3	4	2	1	0	1	1	1	0	0
Chinese	35	28	84	103	39	33	11	7	6	4	9	5	2	2
Filipino	24	21	33	38	29	19	2	6	4	5	2	2	0	1
Hispanic/Latino	78	68	133	114	69	94	31	23	23	30	10	15	10	7
Japanese	5	8	17	12	6	5	1	1	1	0	1	1	2	2
Korean	2	2	8	7	2	0	2	0	0	0	0	0	0	0
Middle Eastern/Southwest Asian/North African (SWANA)	8	7	16	21	7	8	3	4	2	1	3	1	2	0
Other Asian	8	4	18	27	14	13	4	6	4	3	1	3	0	3
Pacific Islander	2	1	6	5	3	2	1	0	1	0	0	0	0	0
South Asian	8	6	16	19	6	7	4	4	4	1	4	2	2	1
Two Or More Races	31	17	86	90	53	49	18	13	10	17	21	16	10	7
Vietnamese	3	3	6	9	6	3	1	1	0	1	0	1	0	0
White	293	285	712	745	366	376	154	93	84	101	72	53	36	24

My well-being is important to my immediate supervisor well (Nov ‘20 vs. Feb ‘21)



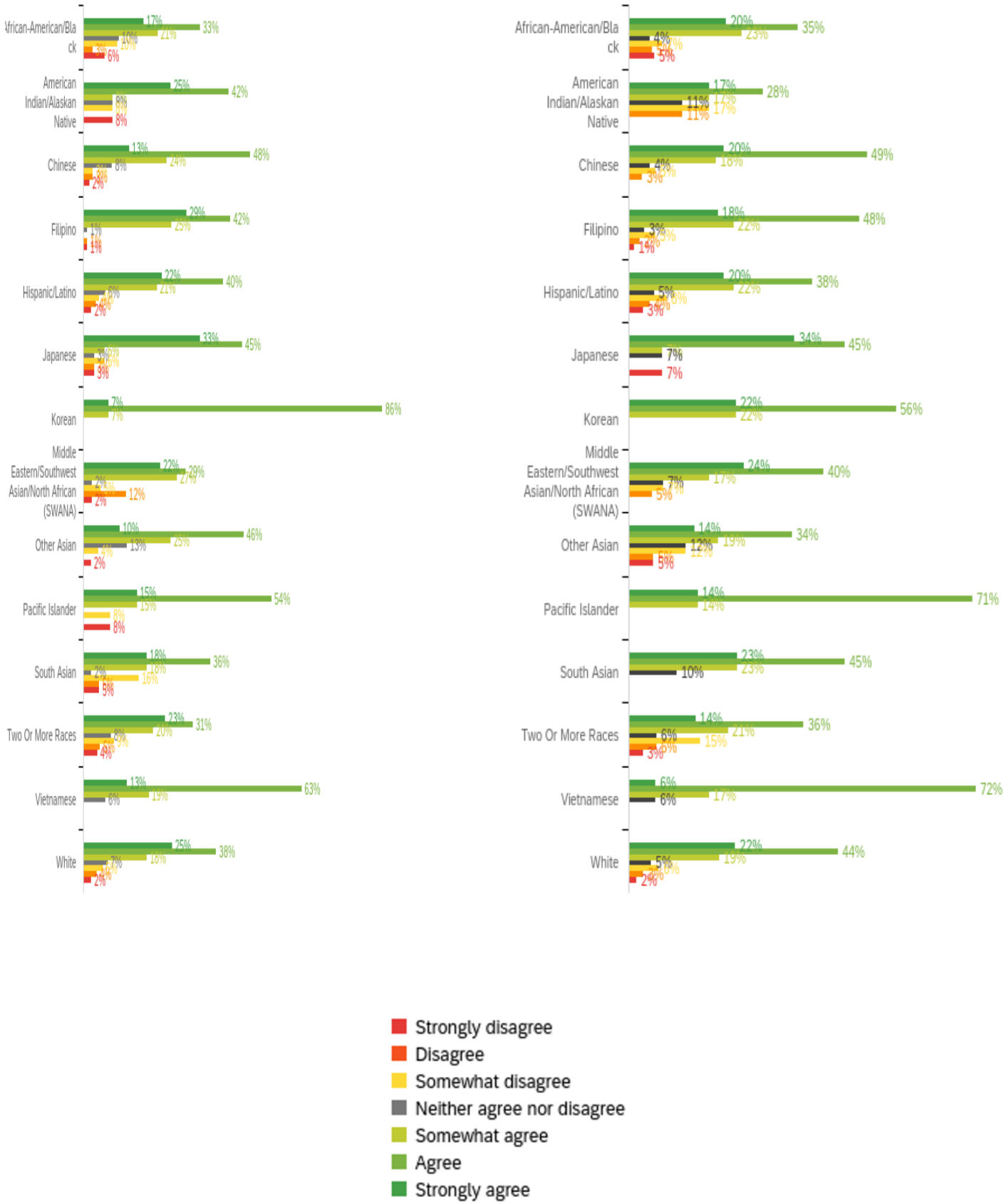
#	Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
1	African-American/Black	82	91	71	54	16	12	14	12	8	6	2	8	5	7
2	American Indian/Alaskan Native	5	7	5	4	0	3	2	2	0	1	0	1	0	0
3	Chinese	68	66	71	80	25	19	8	6	8	1	2	5	3	3
4	Filipino	60	50	26	27	7	8	1	1	1	4	1	1	0	1
5	Hispanic/Latino	160	157	106	94	41	38	20	26	14	16	7	13	7	6
6	Japanese	11	17	11	6	2	2	7	1	1	0	0	2	1	1
7	Korean	7	5	6	4	1	0	0	0	0	0	0	0	0	0
8	Middle Eastern/Southwest Asian/North African (SWANA)	12	21	20	10	1	4	3	3	1	1	3	2	1	1
9	Other Asian	20	13	15	26	7	11	3	6	1	1	1	2	1	0
10	Pacific Islander	6	4	5	4	0	0	0	0	1	0	0	0	1	0
11	South Asian	18	16	8	17	7	3	5	3	1	0	4	0	1	1
12	Two Or More Races	112	80	69	68	17	21	7	18	12	10	10	8	2	4
13	Vietnamese	11	9	3	7	2	1	0	0	0	0	0	0	0	1
14	White	796	784	509	533	191	171	87	76	50	43	47	41	32	27

I am treated with dignity and respect while at work (Nov ’20 vs. Feb ‘21)



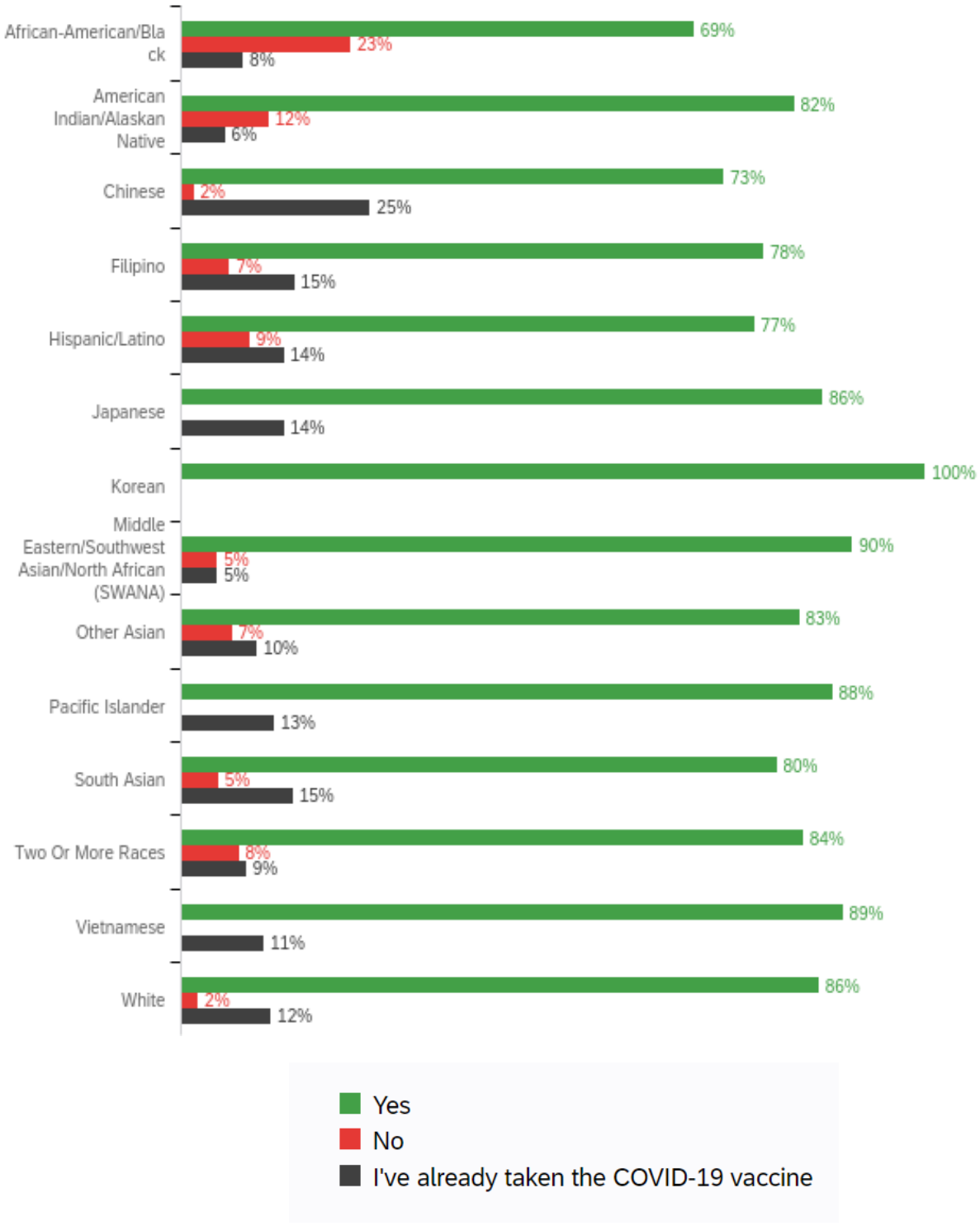
Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
African-American/Black	58	57	82	72	29	29	11	8	5	11	5	7	6	3
American Indian/Alaskan Native	3	5	5	6	3	4	1	1	0	1	0	1	0	0
Chinese	53	42	78	101	25	20	16	5	8	7	4	5	1	0
Filipino	39	32	42	42	9	9	1	5	0	1	0	1	2	2
Hispanic/Latino	118	95	131	146	55	52	16	27	18	13	11	10	4	5
Japanese	11	14	16	11	2	0	1	0	0	2	1	0	2	2
Korean	6	4	7	4	1	1	0	0	0	0	0	0	0	0
Middle Eastern/Southwest Asian/North African (SWANA)	13	11	16	22	3	7	3	0	3	1	3	0	0	1
Other Asian	12	14	21	21	7	13	2	4	2	2	1	2	3	3
Pacific Islander	1	1	9	5	1	1	0	0	0	0	0	0	2	0
South Asian	13	9	17	22	6	7	2	1	3	1	1	0	2	0
Two Or More Races	65	42	86	83	33	37	13	11	22	19	8	12	3	4
Vietnamese	10	6	5	11	0	0	0	0	1	0	0	1	0	0
White	646	538	675	746	183	182	76	67	76	77	46	37	17	20

I can be my authentic self working for UC Berkeley (Nov '20 vs. Feb '21)



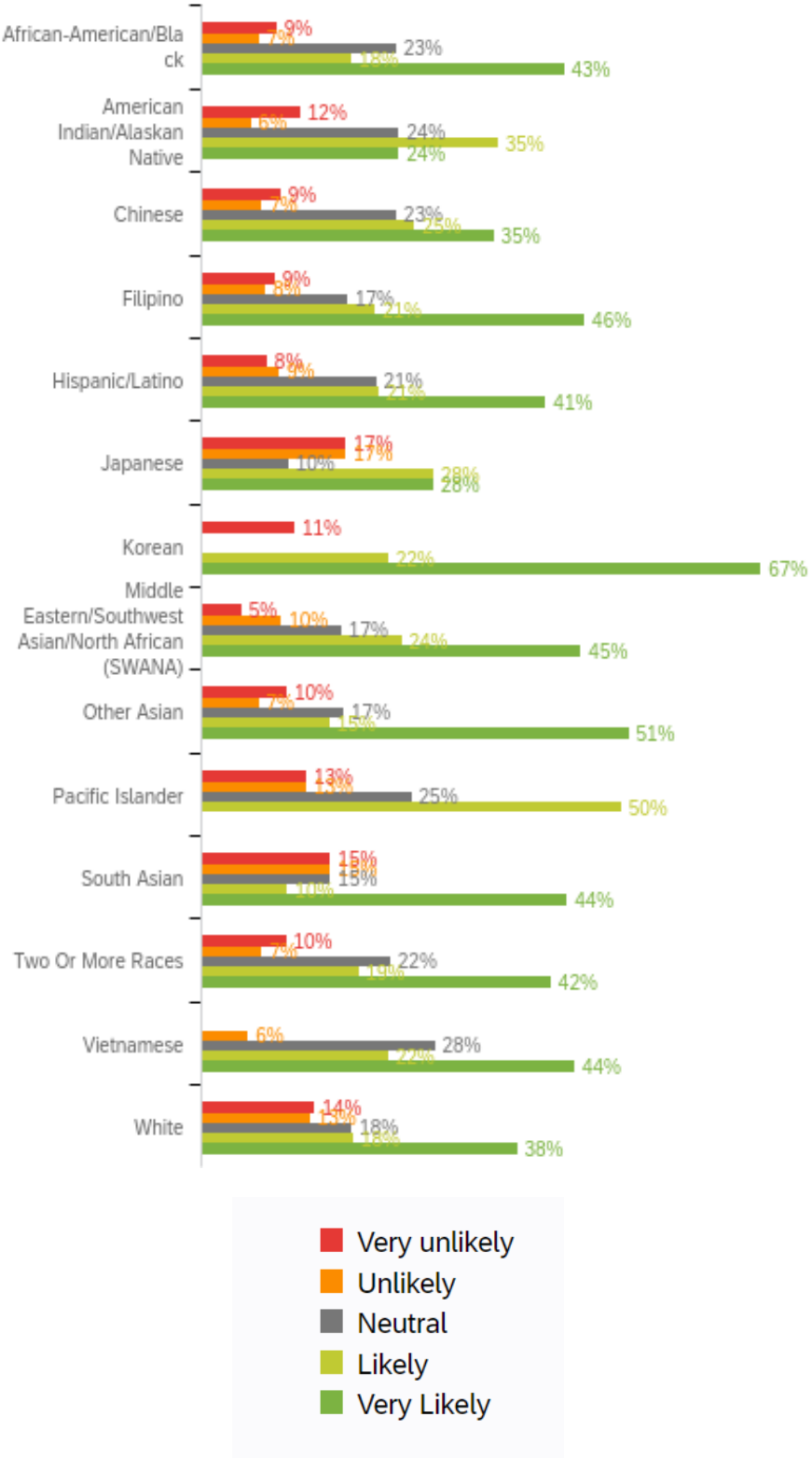
Ethnicity	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
African-American/Black	34	38	66	66	42	44	20	8	19	13	5	9	12	10
American Indian/Alaskan Native	3	3	5	5	1	3	1	2	1	3	0	2	1	0
Chinese	24	36	88	90	44	33	15	8	5	10	5	5	3	0
Filipino	28	17	40	44	24	20	1	3	0	5	1	2	1	1
Hispanic/Latino	80	68	143	131	75	75	22	18	16	27	13	15	8	10
Japanese	11	10	15	13	2	2	1	2	2	0	1	0	1	2
Korean	1	2	12	5	1	2	0	0	0	0	0	0	0	0
Middle Eastern/Southwest Asian/North African (SWANA)	9	10	12	17	11	7	1	3	2	3	5	2	1	0
Other Asian	5	8	22	20	12	11	6	7	2	7	0	3	1	3
Pacific Islander	2	1	7	5	2	1	0	0	1	0	0	0	1	0
South Asian	8	9	16	18	8	9	1	4	7	0	2	0	2	0
Two Or More Races	54	29	72	76	46	43	18	12	20	31	11	12	9	6
Vietnamese	2	1	10	13	3	3	1	1	0	0	0	0	0	0
White	436	371	653	729	313	315	118	78	94	105	66	50	38	27

When available, will you take the COVID-19 vaccine?* *Please note that the University of California does not currently require employees to be vaccinated. Learn more about the COVID-19 vaccines here.



Ethnicity	Yes		No		I've already taken the COVID-19 vaccine		Total
African-American/Black	69%	124	23%	41	8%	15	180
American Indian/Alaskan Native	82%	14	12%	2	6%	1	17
Chinese	73%	132	2%	3	25%	46	181
Filipino	78%	72	7%	6	15%	14	92
Hispanic/Latino	77%	268	9%	32	14%	48	348
Japanese	86%	25	0%	0	14%	4	29
Korean	100%	9	0%	0	0%	0	9
Middle Eastern/Southwest Asian/North African (SWANA)	90%	37	5%	2	5%	2	41
Other Asian	83%	49	7%	4	10%	6	59
Pacific Islander	88%	7	0%	0	13%	1	8
South Asian	80%	32	5%	2	15%	6	40
Two Or More Races	84%	173	8%	16	9%	18	207
Vietnamese	89%	16	0%	0	11%	2	18
White	86%	1434	2%	38	12%	202	1674

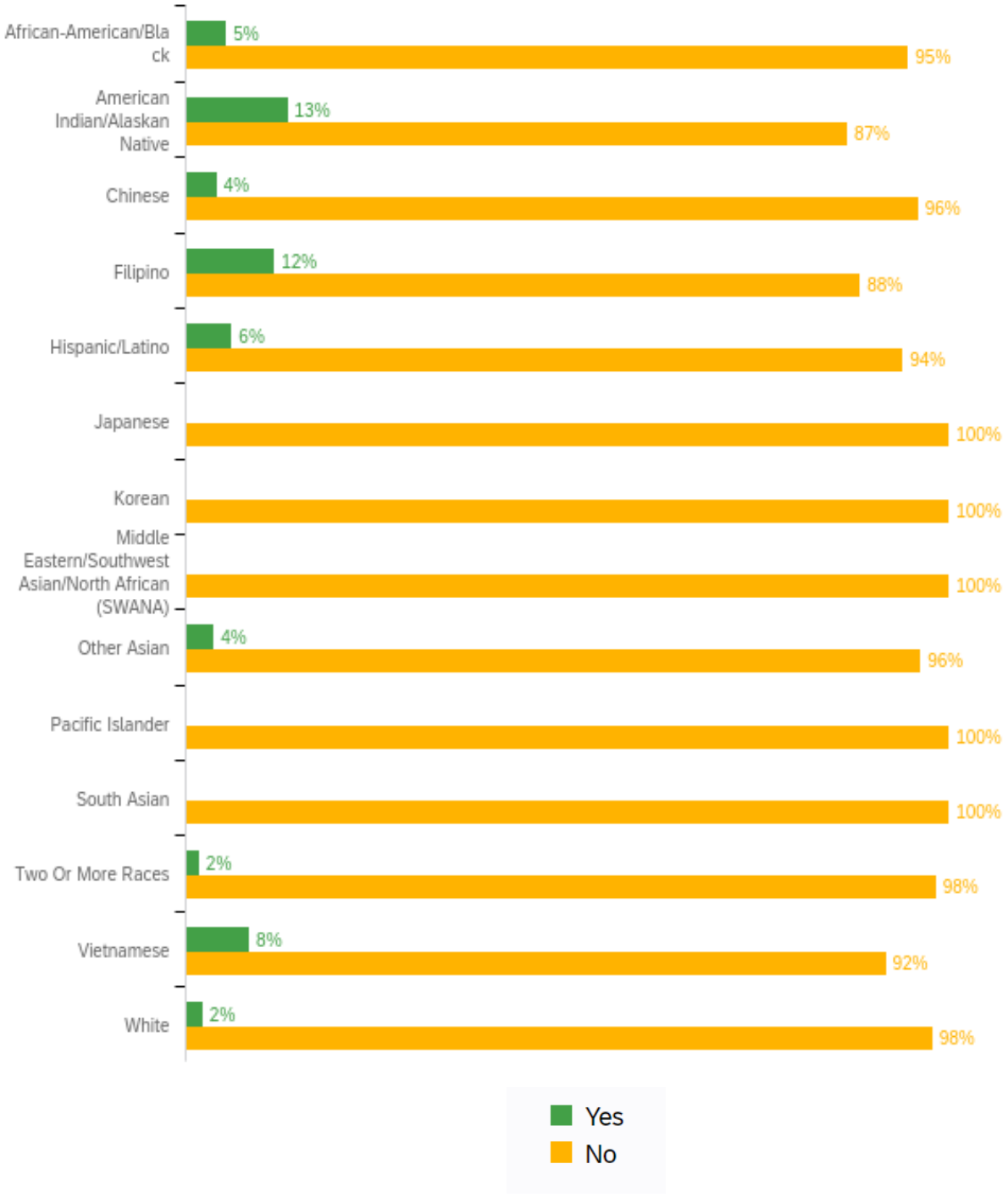
How likely would you be to exchange your dedicated office/cubicle/desk space* for a shared workspace to have more flexibility in your primary work location, i.e. you would be permitted to work remotely? * Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space.



Ethnicity	Very Likely		Likely		Neutral		Unlikely		Very unlikely		Total
African-American/Black	43%	82	18%	34	23%	44	7%	13	9%	17	190
American Indian/Alaskan Native	24%	4	35%	6	24%	4	6%	1	12%	2	17
Chinese	35%	63	25%	46	23%	42	7%	13	9%	17	181
Filipino	46%	42	21%	19	17%	16	8%	7	9%	8	92
Hispanic/Latino	41%	142	21%	73	21%	72	9%	32	8%	27	346
Japanese	28%	8	28%	8	10%	3	17%	5	17%	5	29
Korean	67%	6	22%	2	0%	0	0%	0	11%	1	9
Middle Eastern/Southwest Asian/North African (SWANA)	45%	19	24%	10	17%	7	10%	4	5%	2	42
Other Asian	51%	30	15%	9	17%	10	7%	4	10%	6	59
Pacific Islander	0%	0	50%	4	25%	2	13%	1	13%	1	8
South Asian	44%	17	10%	4	15%	6	15%	6	15%	6	39
Two Or More Races	42%	87	19%	39	22%	47	7%	15	10%	21	209
Vietnamese	44%	8	22%	4	28%	5	6%	1	0%	0	18
White	38%	623	18%	300	18%	297	13%	214	14%	224	1658

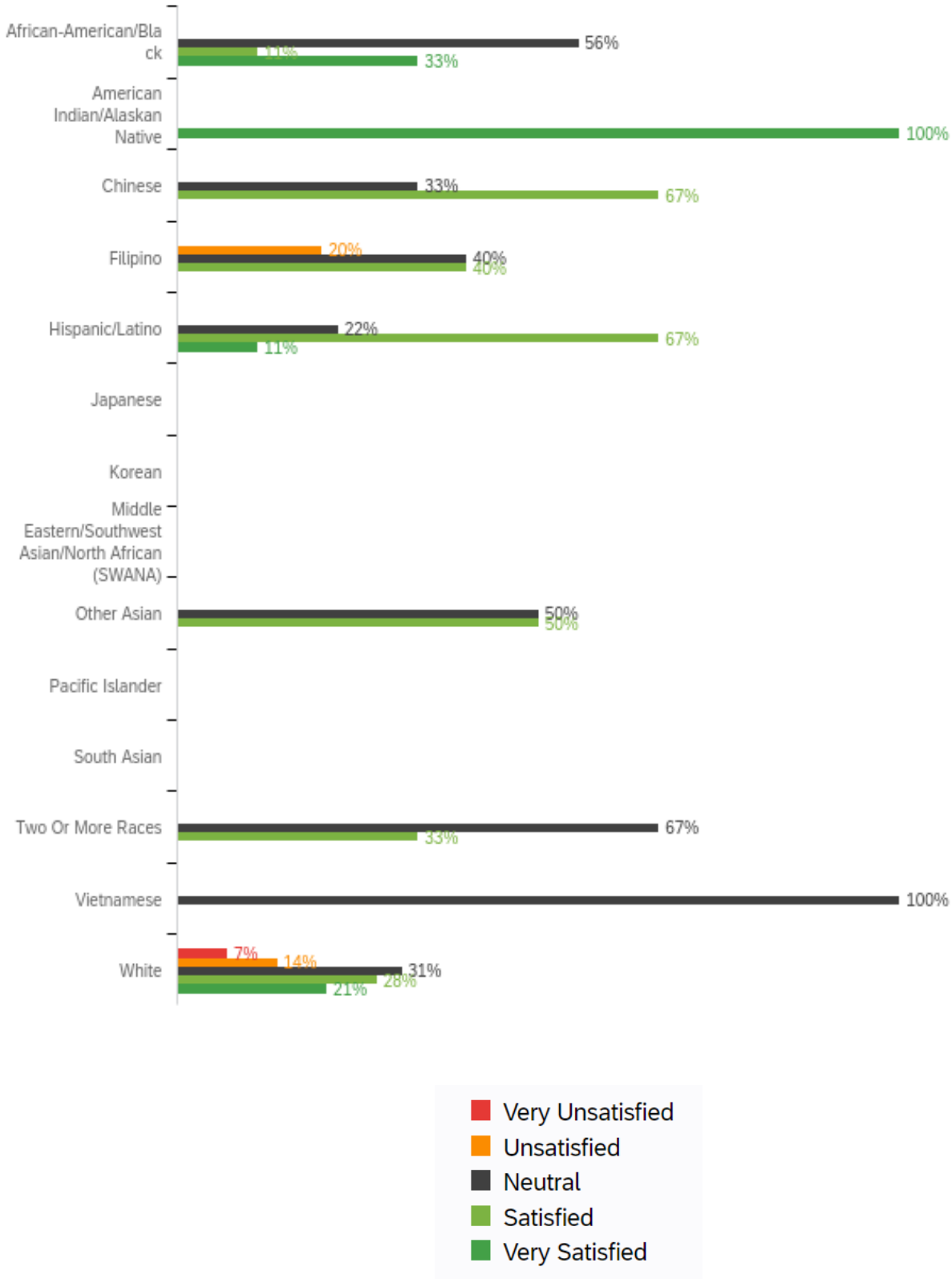
If you have dependent care needs (for children or adults), have you used any of the 120 hours of campus-sponsored emergency backup care available through Bright Horizons ?

Please note: data obtained in relation to dependent questions care is not reliable due to confusion created by our questions. We will fix this in the next iteration.



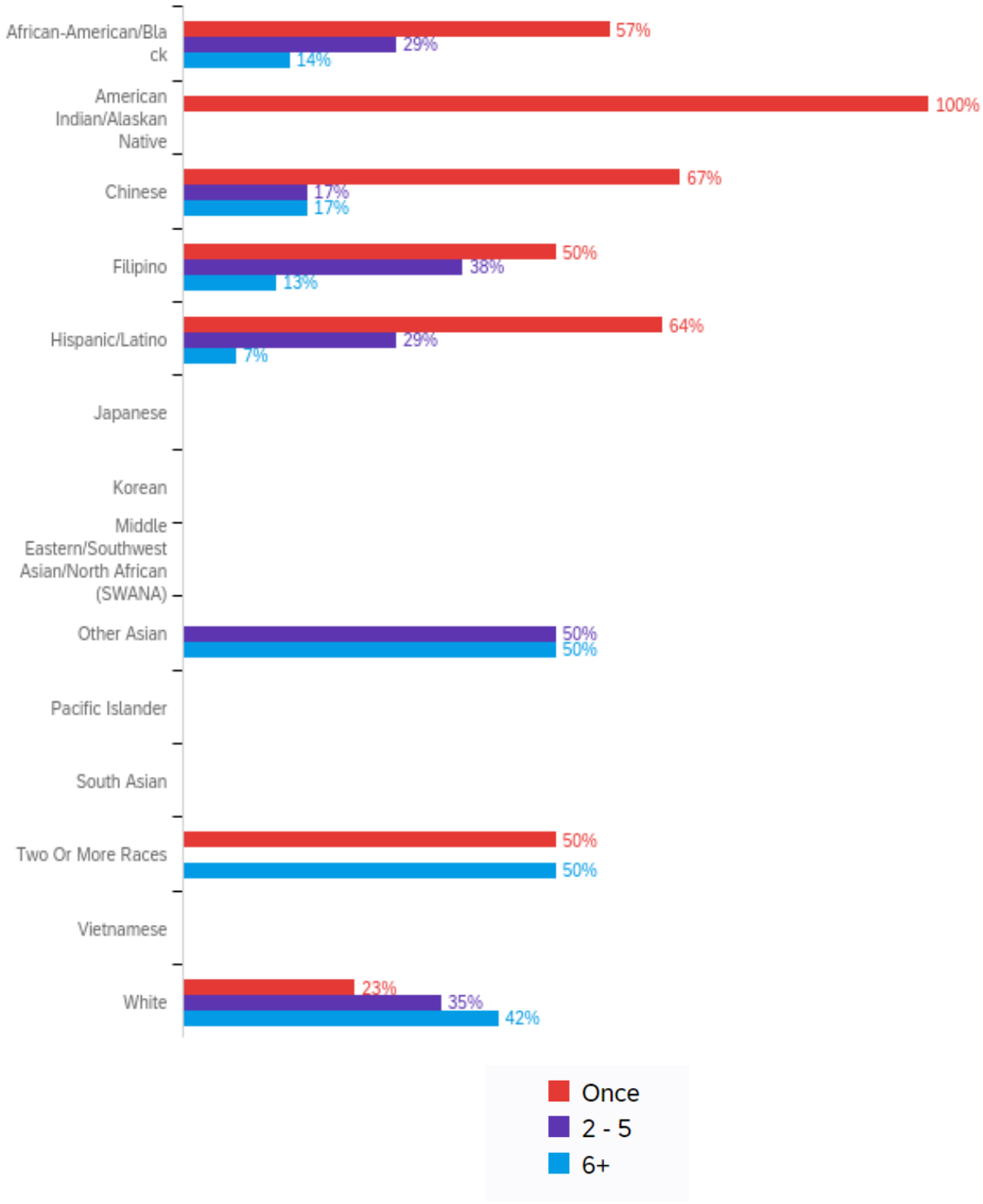
Ethnicity	Yes		No		**Total**
African-American/Black	5%	9	95%	160	169
American Indian/Alaskan Native	13%	2	87%	13	15
Chinese	4%	6	96%	142	148
Filipino	12%	10	88%	76	86
Hispanic/Latino	6%	18	94%	279	297
Japanese	0%	0	100%	23	23
Korean	0%	0	100%	7	7
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	100%	33	33
Other Asian	4%	2	96%	52	54
Pacific Islander	0%	0	100%	7	7
South Asian	0%	0	100%	37	37
Two Or More Races	2%	3	98%	169	172
Vietnamese	8%	1	92%	11	12
White	2%	30	98%	1326	1356

How satisfied were you with the back-up care program?



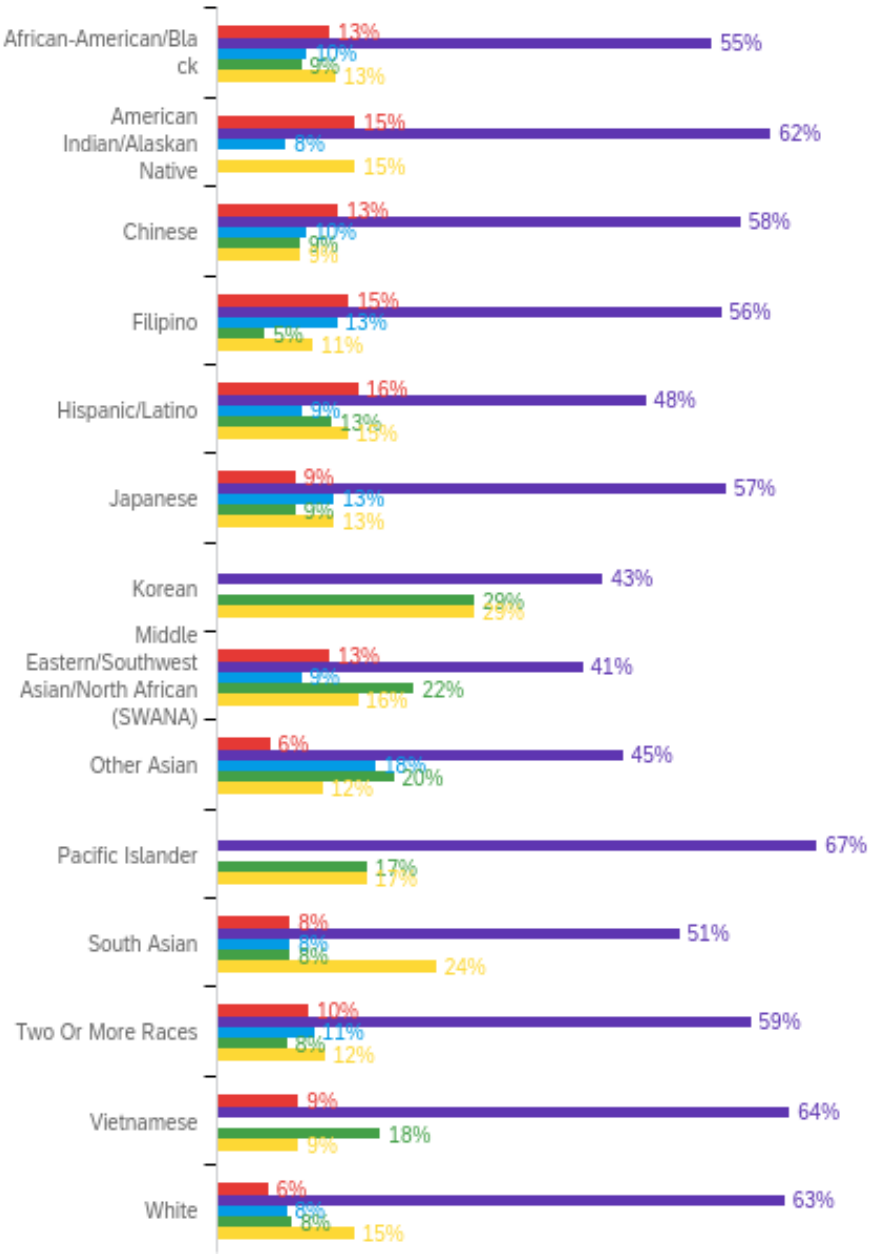
Ethnicity	Very Satisfied		Satisfied		Neutral		Unsatisfied		Very Unsatisfied		Total
African-American/Black	33%	3	11%	1	56%	5	0%	0	0%	0	9
American Indian/Alaskan Native	100%	2	0%	0	0%	0	0%	0	0%	0	2
Chinese	0%	0	67%	4	33%	2	0%	0	0%	0	6
Filipino	0%	0	40%	4	40%	4	20%	2	0%	0	10
Hispanic/Latino	11%	2	67%	12	22%	4	0%	0	0%	0	18
Japanese	0%	0	0%	0	0%	0	0%	0	0%	0	0
Korean	0%	0	0%	0	0%	0	0%	0	0%	0	0
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	0%	0	0%	0	0%	0	0
Other Asian	0%	0	50%	1	50%	1	0%	0	0%	0	2
Pacific Islander	0%	0	0%	0	0%	0	0%	0	0%	0	0
South Asian	0%	0	0%	0	0%	0	0%	0	0%	0	0
Two Or More Races	0%	0	33%	1	67%	2	0%	0	0%	0	3
Vietnamese	0%	0	0%	0	100%	1	0%	0	0%	0	1
White	21%	6	28%	8	31%	9	14%	4	7%	2	29

How many times did you use the back-up care program?



Ethnicity	Once		2 - 5		6+		Total
African-American/Black	57%	4	29%	2	14%	1	7
American Indian/Alaskan Native	100%	2	0%	0	0%	0	2
Chinese	67%	4	17%	1	17%	1	6
Filipino	50%	4	38%	3	13%	1	8
Hispanic/Latino	64%	9	29%	4	7%	1	14
Japanese	0%	0	0%	0	0%	0	0
Korean	0%	0	0%	0	0%	0	0
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	0%	0	0
Other Asian	0%	0	50%	1	50%	1	2
Pacific Islander	0%	0	0%	0	0%	0	0
South Asian	0%	0	0%	0	0%	0	0
Two Or More Races	50%	1	0%	0	50%	1	2
Vietnamese	0%	0	0%	0	0%	0	0
White	23%	6	35%	9	42%	11	26

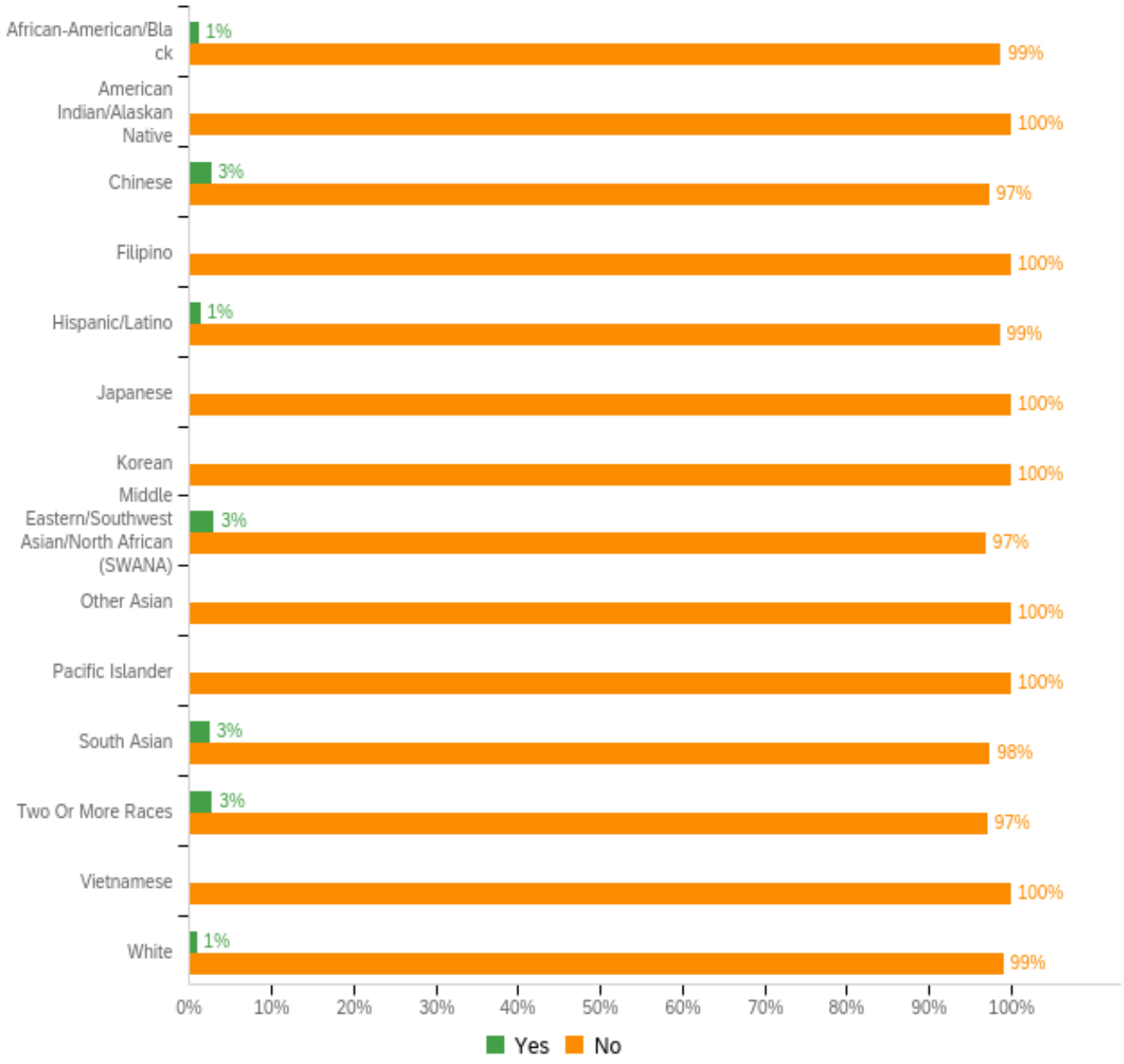
Why didn't you use the back-up care program?



- I didn't know it was available
- I don't need backup care
- I was waiting to see how things developed but may use it in the future
- COVID worries - I don't feel safe using it
- Other:

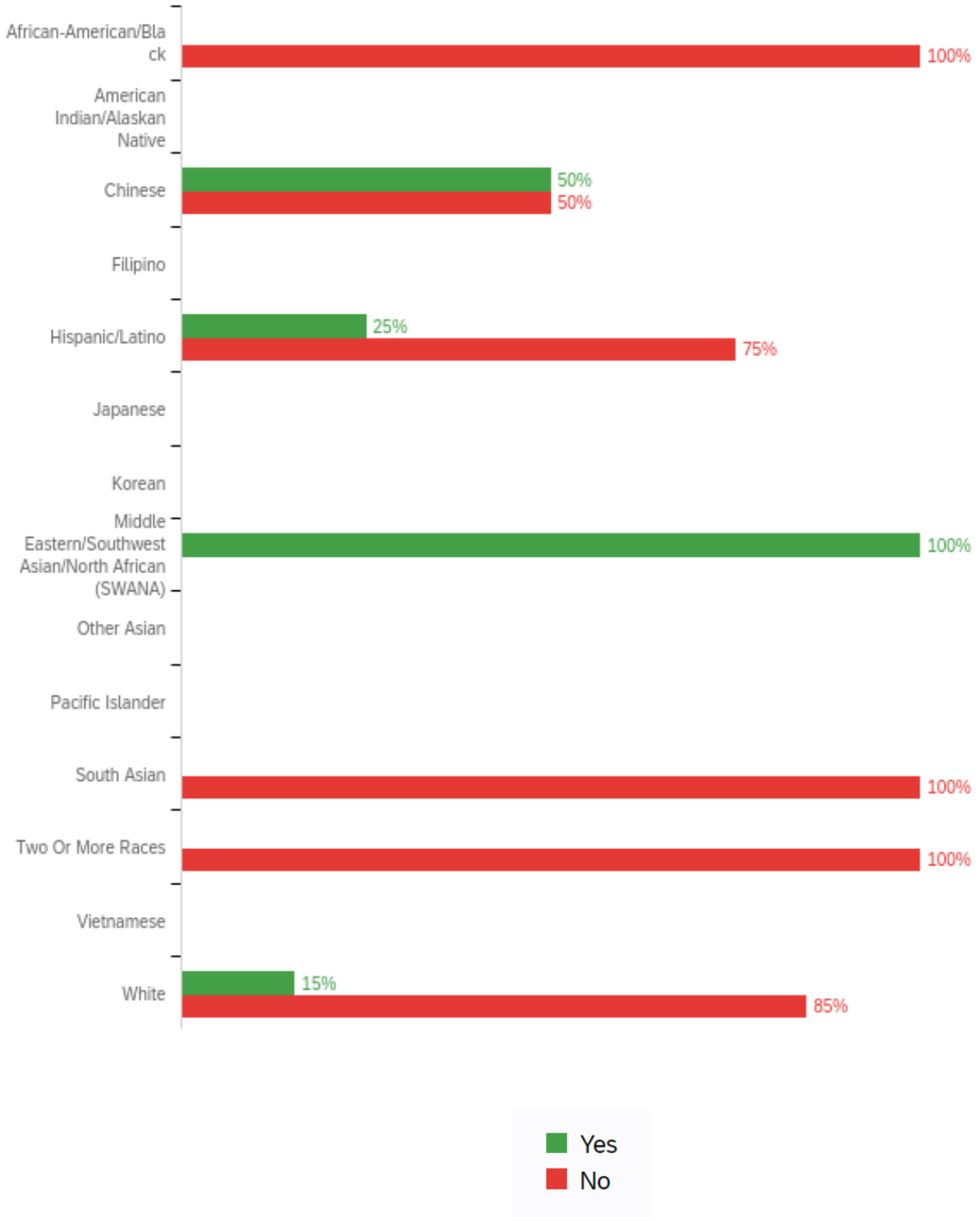
Ethnicity	I don't need backup care		I didn't know it was available		I was waiting to see how things developed but may use it in the future		COVID worries - I don't feel safe using it		Other:		**Total**
African-American/Black	55%	88	13%	20	10%	16	9%	15	13%	21	160
American Indian/Alaskan Native	62%	8	15%	2	8%	1	0%	0	15%	2	13
Chinese	58%	82	13%	19	10%	14	9%	13	9%	13	141
Filipino	56%	42	15%	11	13%	10	5%	4	11%	8	75
Hispanic/Latino	48%	131	16%	43	9%	26	13%	35	15%	40	275
Japanese	57%	13	9%	2	13%	3	9%	2	13%	3	23
Korean	43%	3	0%	0	0%	0	29%	2	29%	2	7
Middle Eastern/Southwest Asian/North African (SWANA)	41%	13	13%	4	9%	3	22%	7	16%	5	32
Other Asian	45%	23	6%	3	18%	9	20%	10	12%	6	51
Pacific Islander	67%	4	0%	0	0%	0	17%	1	17%	1	6
South Asian	51%	19	8%	3	8%	3	8%	3	24%	9	37
Two Or More Races	59%	99	10%	17	11%	18	8%	13	12%	20	167
Vietnamese	64%	7	9%	1	0%	0	18%	2	9%	1	11
White	63%	824	6%	74	8%	101	8%	109	15%	199	1307

Have you used the CareBubbles tool at carebubbles.berkeley.edu? (CareBubbles is a parent-to-parent resource to help UC Berkeley, UC Davis and UCSF community members meet their child care needs during the Covid-19 pandemic.)



Ethnicity	Yes		No		Total
African-American/Black	1%	2	99%	166	168
American Indian/Alaskan Native	0%	0	100%	15	15
Chinese	3%	4	97%	148	152
Filipino	0%	0	100%	88	88
Hispanic/Latino	1%	4	99%	292	296
Japanese	0%	0	100%	24	24
Korean	0%	0	100%	9	9
Middle Eastern/Southwest Asian/North African (SWANA)	3%	1	97%	32	33
Other Asian	0%	0	100%	51	51
Pacific Islander	0%	0	100%	6	6
South Asian	3%	1	98%	39	40
Two Or More Races	3%	5	97%	172	177
Vietnamese	0%	0	100%	14	14
White	1%	13	99%	1396	1409

Did you find any useful connections on carebubbles.berkeley.edu?



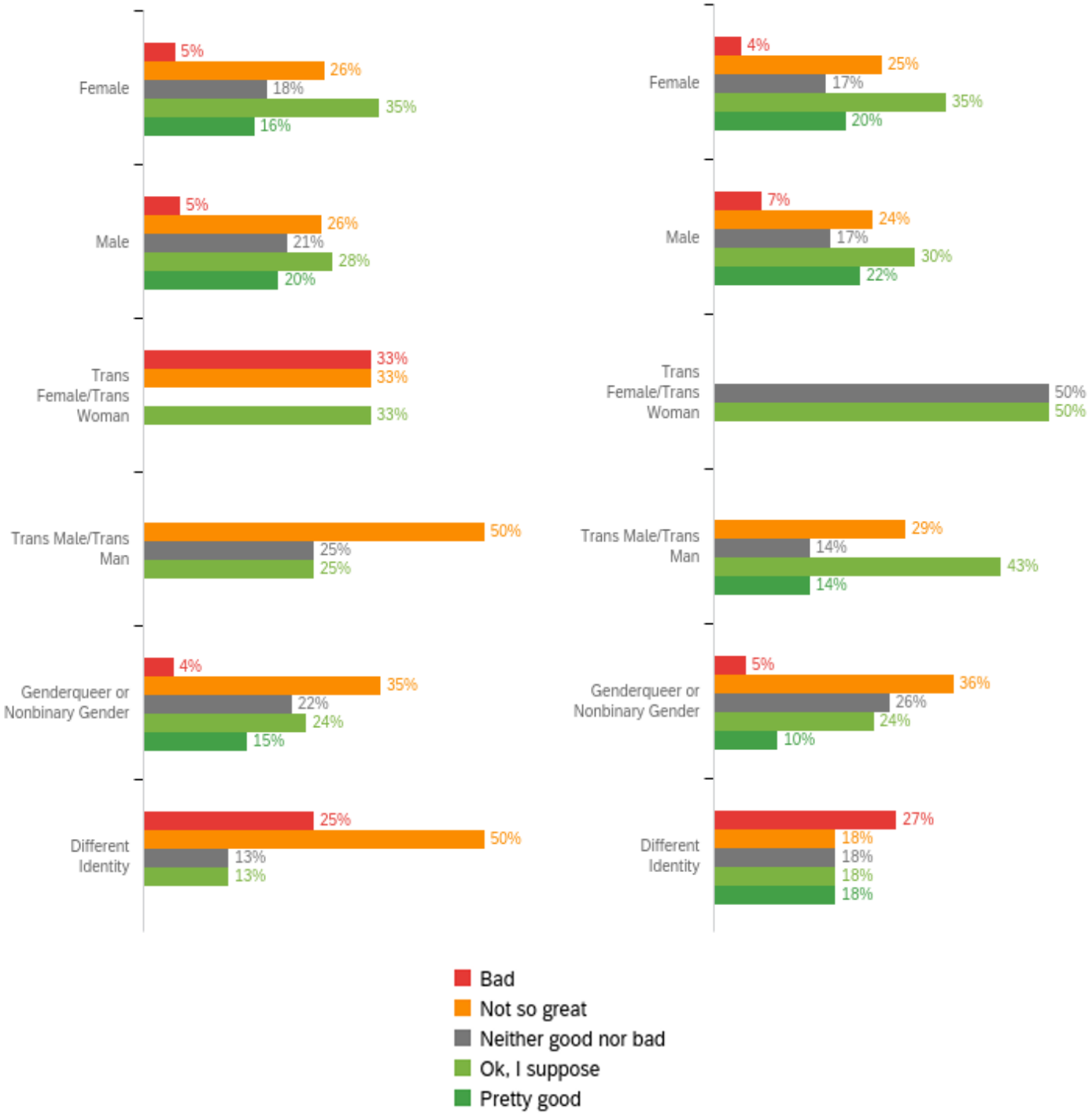
Ethnicity	Yes		No		**Total**
African-American/Black	0%	0	100%	2	2
American Indian/Alaskan Native	0%	0	0%	0	0
Chinese	50%	2	50%	2	4
Filipino	0%	0	0%	0	0
Hispanic/Latino	25%	1	75%	3	4
Japanese	0%	0	0%	0	0
Korean	0%	0	0%	0	0
Middle Eastern/Southwest Asian/North African (SWANA)	100%	1	0%	0	1
Other Asian	0%	0	0%	0	0
Pacific Islander	0%	0	0%	0	0
South Asian	0%	0	100%	1	1
Two Or More Races	0%	0	100%	5	5
Vietnamese	0%	0	0%	0	0
White	15%	2	85%	11	13

Berkeley People & Culture

Employee Morale Survey Feb 2021

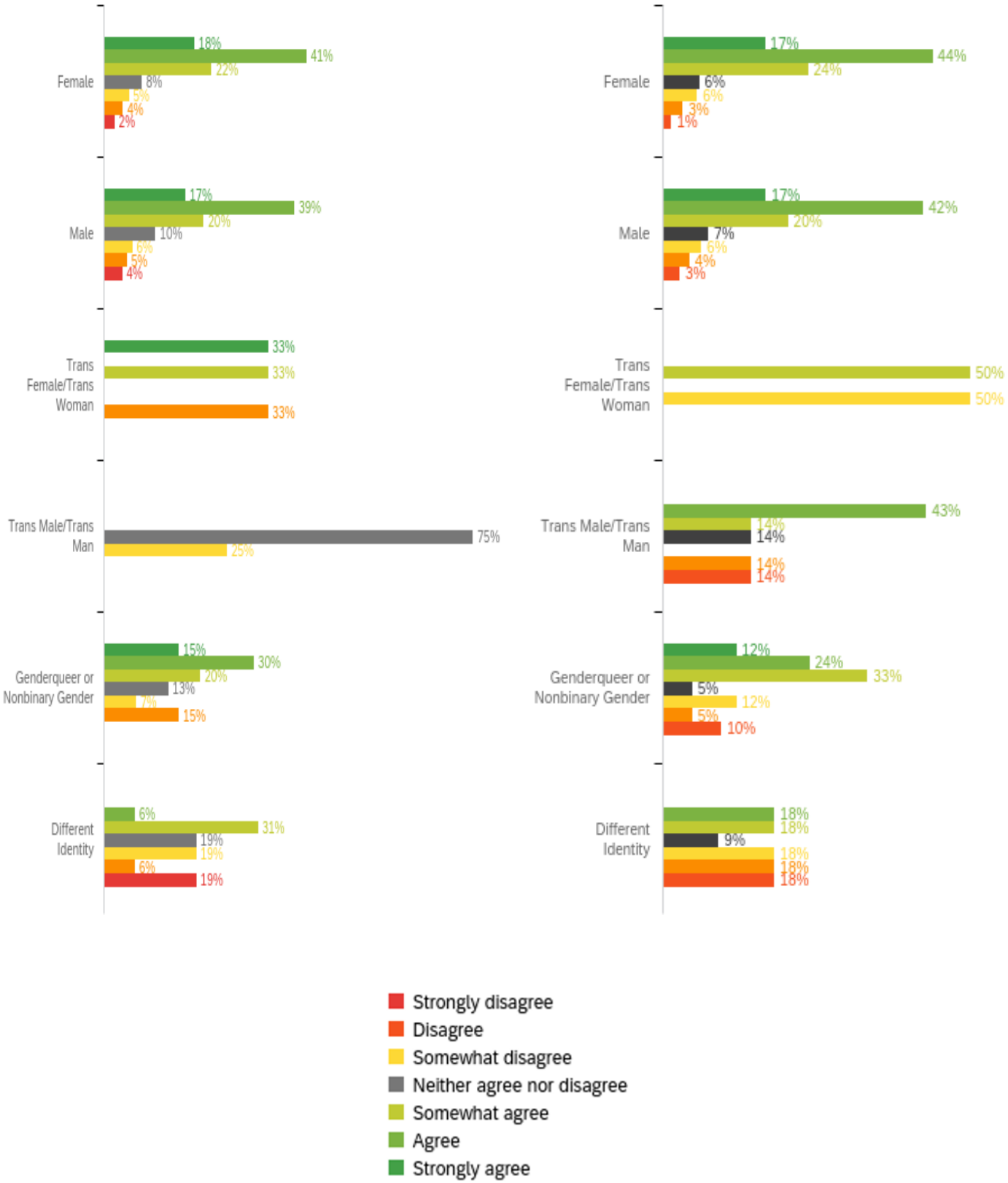
Gender

How are you feeling in general? (Nov '20 vs. Feb '21)



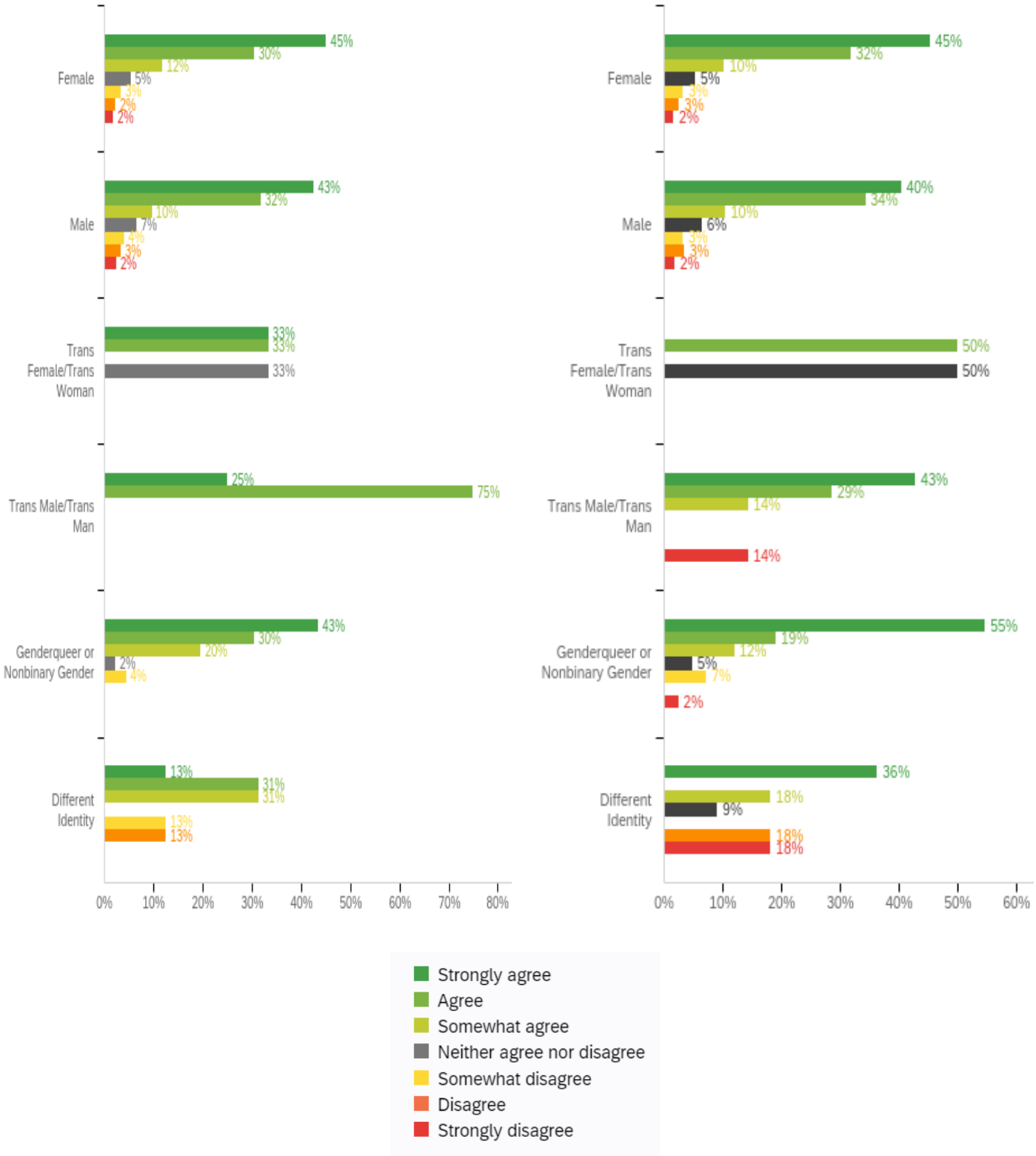
#	Gender	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
		Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
6	Female	108	87	620	541	423	362	810	748	379	424
2	Male	54	71	265	238	214	175	282	301	201	219
4	Trans Female/Trans Woman	1	0	1	0	0	1	1	1	0	0
5	Trans Male/Trans Man	0	0	2	2	1	1	1	3	0	1
8	Genderqueer or Nonbinary Gender	2	2	16	15	10	11	11	10	7	4
1	Different Identity	4	3	8	2	2	2	2	2	0	2

I feel that UC Berkeley cares about my well-being (Nov ‘20 vs. Feb ‘21)



#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
6	Female	428	358	959	948	510	510	179	127	118	120	90	70	49	29
2	Male	167	168	391	425	205	204	106	74	58	62	47	43	37	27
4	Trans Female/Trans Woman	1	0	0	0	1	1	0	0	0	1	1	0	0	0
5	Trans Male/Trans Man	0	0	0	3	0	1	3	1	1	0	0	1	0	1
8	Genderqueer or Nonbinary Gender	7	5	14	10	9	14	6	2	3	5	7	2	0	4
1	Different Identity	0	0	1	2	5	2	3	1	3	2	1	2	3	2

My well-being is important to my immediate supervisor (Nov ‘20 vs. Feb ‘21)

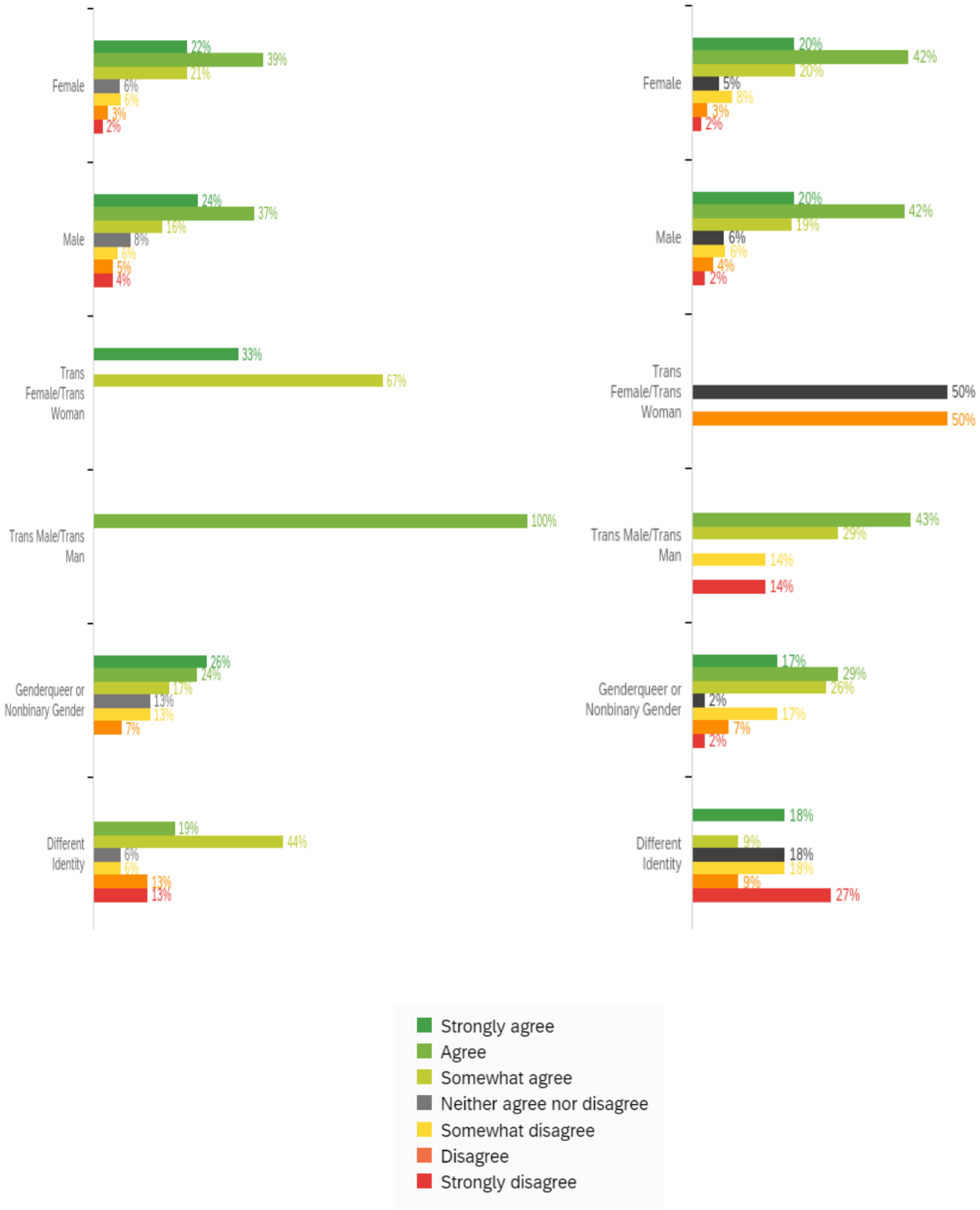


#	Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
6	Female	1049	978	708	686	273	221	124	114	77	70	52	54	41	35
2	Male	431	405	322	344	97	105	66	64	40	32	33	34	24	18
4	Trans Female/Trans Woman	1	0	1	1	0	0	1	1	0	0	0	0	0	0
5	Trans Male/Trans Man	1	3	3	2	0	1	0	0	0	0	0	0	0	1
8	Genderqueer or Nonbinary Gender	20	23	14	8	9	5	1	2	2	3	0	0	0	1
1	Different Identity	2	4	5	0	5	2	0	1	2	0	2	2	0	2

I am treated with dignity and respect while at work (Nov '20 vs. Feb. '21)

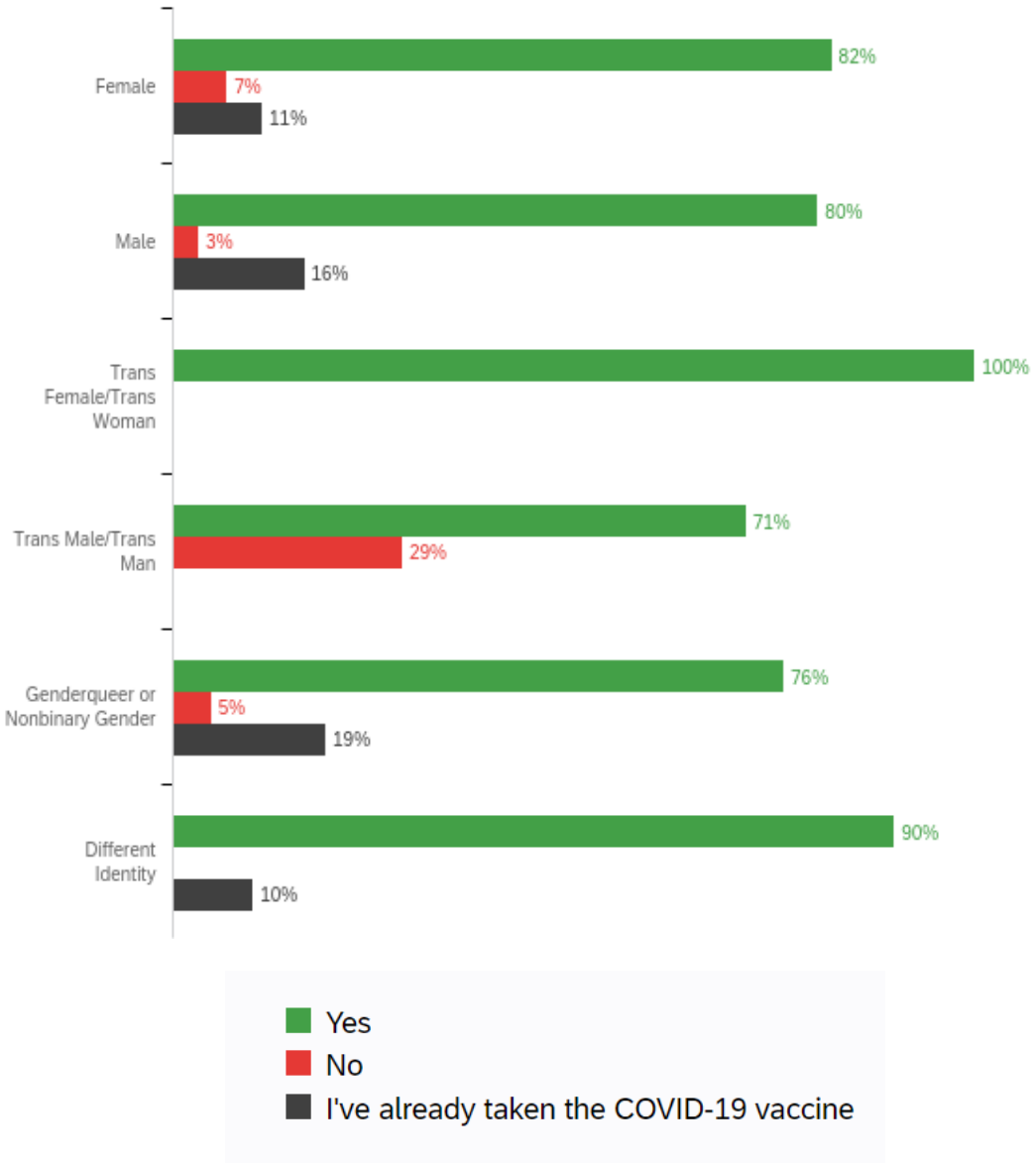
Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21
Female	776	614	936	972	309	285	117	95	99	112	63	39	28	27
Male	357	293	396	442	96	124	56	56	53	32	30	40	23	14
Trans Female/Trans Woman	1	1	0	0	1	0	1	0	0	1	0	0	0	0
Trans Male/Trans Man	0	3	4	2	0	1	0	0	0	1	0	0	0	0
Genderqueer or Nonbinary Gender	13	7	22	22	5	6	2	3	3	2	1	0	0	2
Different Identity	2	1	3	3	5	2	2	0	3	1	0	1	0	3

I can be my authentic self working for UC Berkeley (Nov ’20 vs. Feb ‘21)



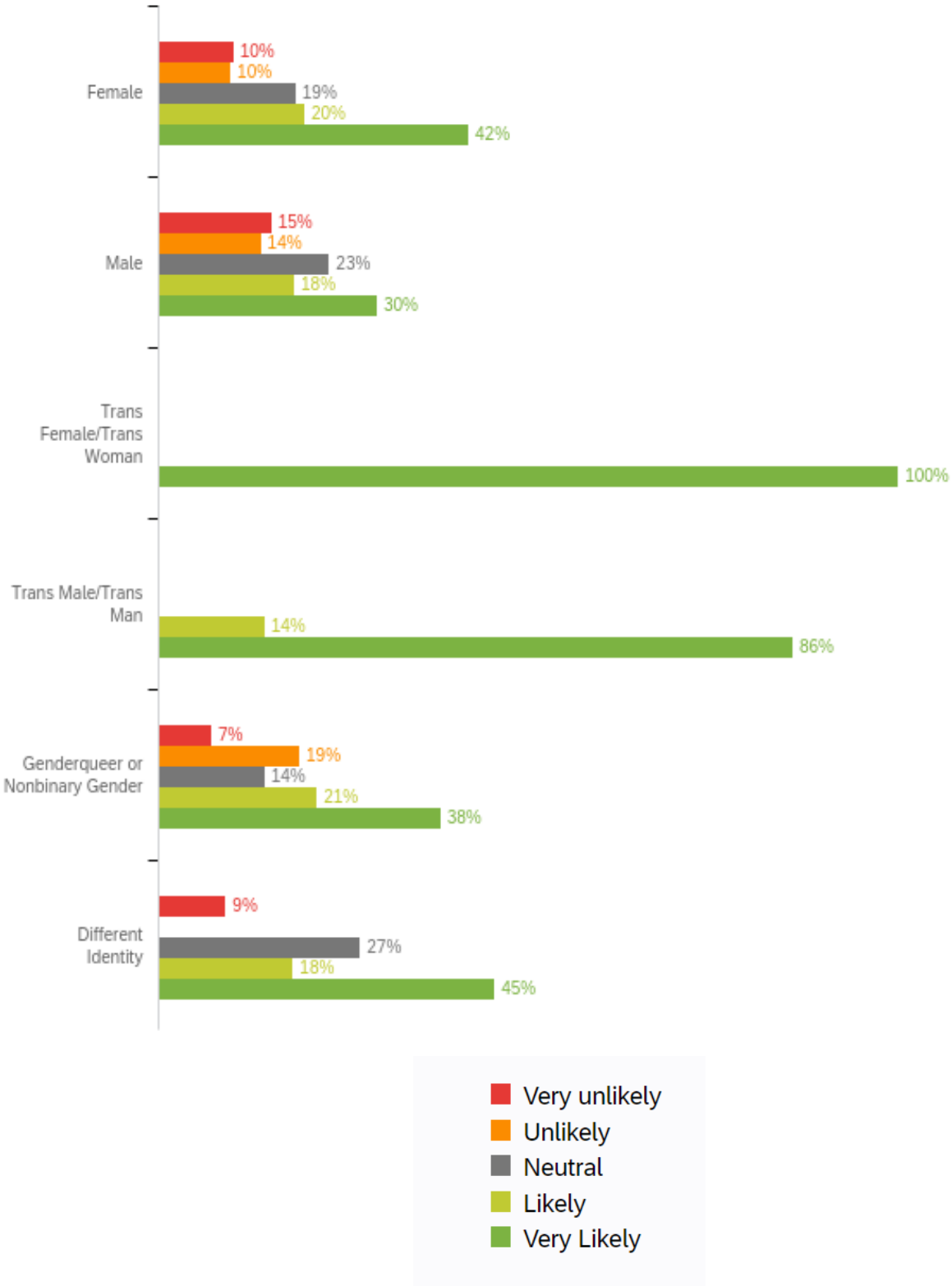
Gender	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21
Female	504	430	912	913	501	434	143	111	146	166	78	63	48	36
Male	244	199	375	416	161	194	86	62	57	65	46	40	44	25
Trans Female/Trans Woman	1	0	0	0	2	0	0	1	0	0	0	1	0	0
Trans Male/Trans Man	0	0	4	3	0	2	0	0	0	1	0	0	0	1
Genderqueer or Nonbinary Gender	12	7	11	12	8	11	6	1	6	7	3	3	0	1
Different Identity	0	2	3	0	7	1	1	2	1	2	2	1	2	3

When available, will you take the COVID-19 vaccine?* *Please note that the University of California does not currently require employees to be vaccinated. Learn more about the COVID-19 vaccines here.



Gender	Yes		No		I've already taken the COVID-19 vaccine		Total
Female	82%	1758	7%	144	11%	238	2140
Male	80%	803	3%	32	16%	163	998
Trans Female/Trans Woman	100%	2	0%	0	0%	0	2
Trans Male/Trans Man	71%	5	29%	2	0%	0	7
Genderqueer or Nonbinary Gender	76%	32	5%	2	19%	8	42
Different Identity	90%	9	0%	0	10%	1	10

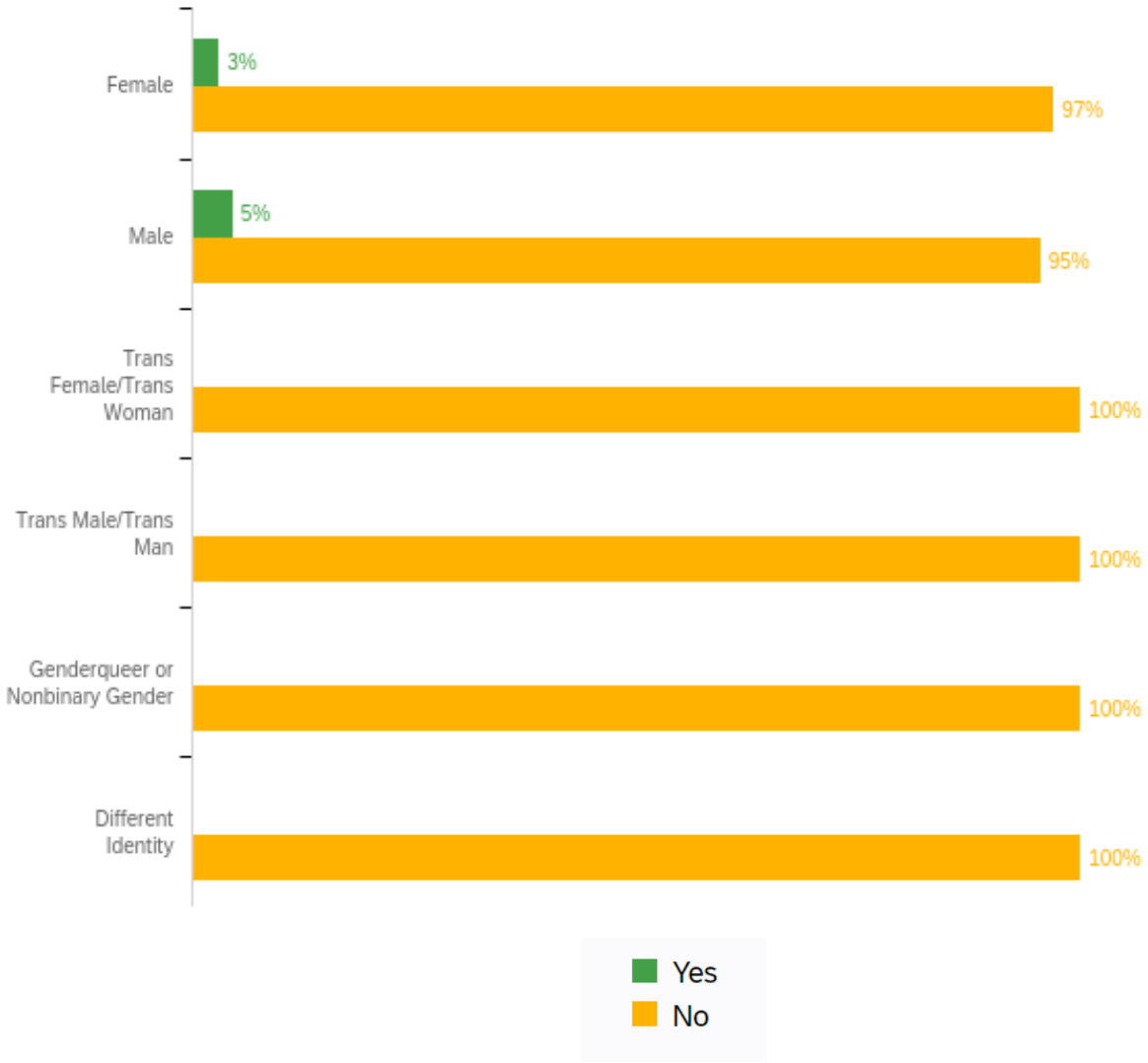
How likely would you be to exchange your dedicated office/cubicle/desk space* for a shared workspace to have more flexibility in your primary work location, i.e. you would be permitted to work remotely? * Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space.



Gender	Very Likely		Likely		Neutral		Unlikely		Very unlikely		Total
Female	42%	896	20%	422	19%	396	10%	208	10%	216	2138
Male	30%	293	18%	182	23%	229	14%	137	15%	151	992
Trans Female/Trans Woman	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Male/Trans Man	86%	6	14%	1	0%	0	0%	0	0%	0	7
Genderqueer or Nonbinary Gender	38%	16	21%	9	14%	6	19%	8	7%	3	42
Different Identity	45%	5	18%	2	27%	3	0%	0	9%	1	11

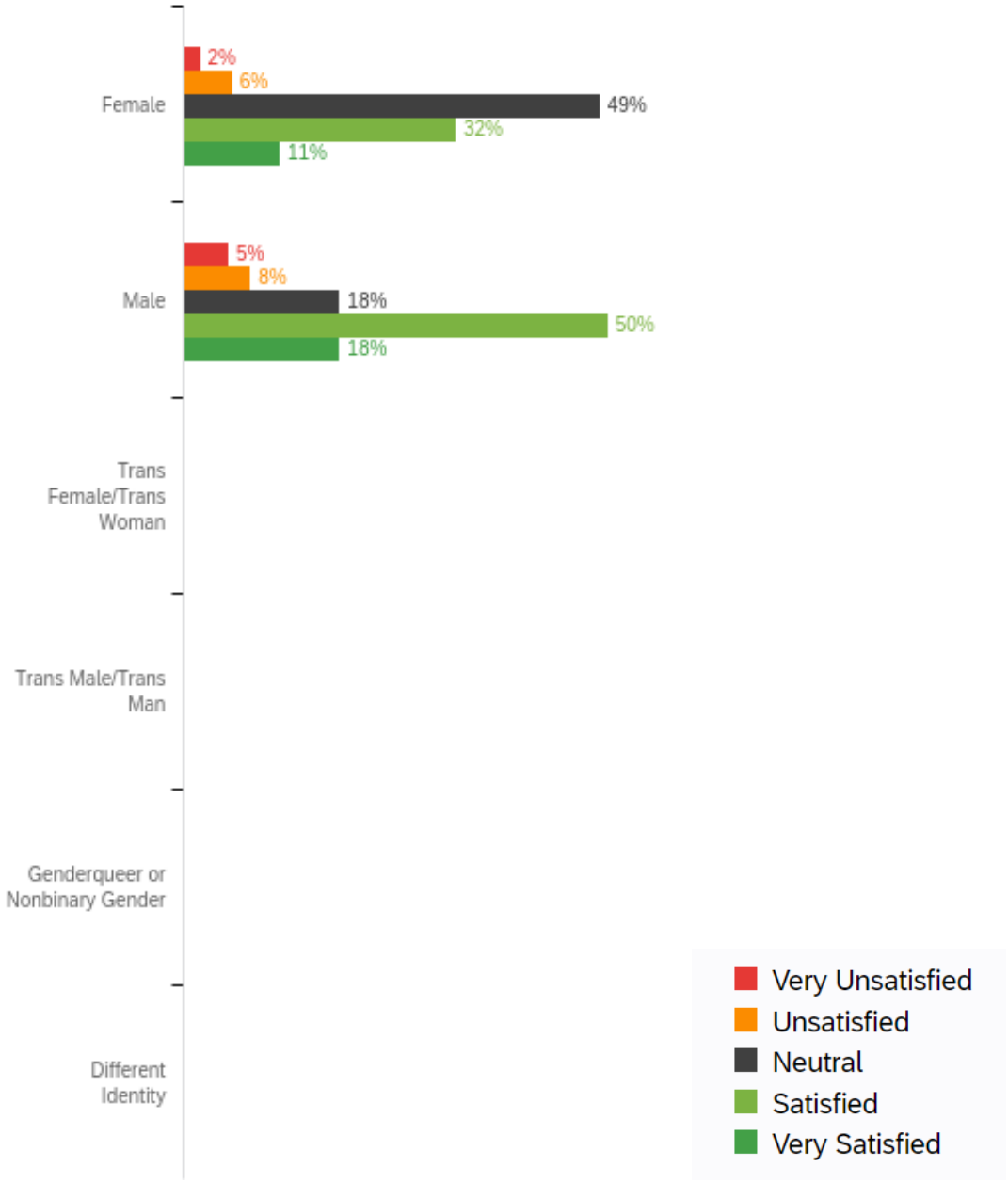
If you have dependent care needs (for children or adults), have you used any of the 120 hours of campus-sponsored emergency backup care available through Bright Horizons ?

Please note: data obtained in relation to dependent questions care is not reliable due to confusion created by our questions. We will fix this in the next iteration.

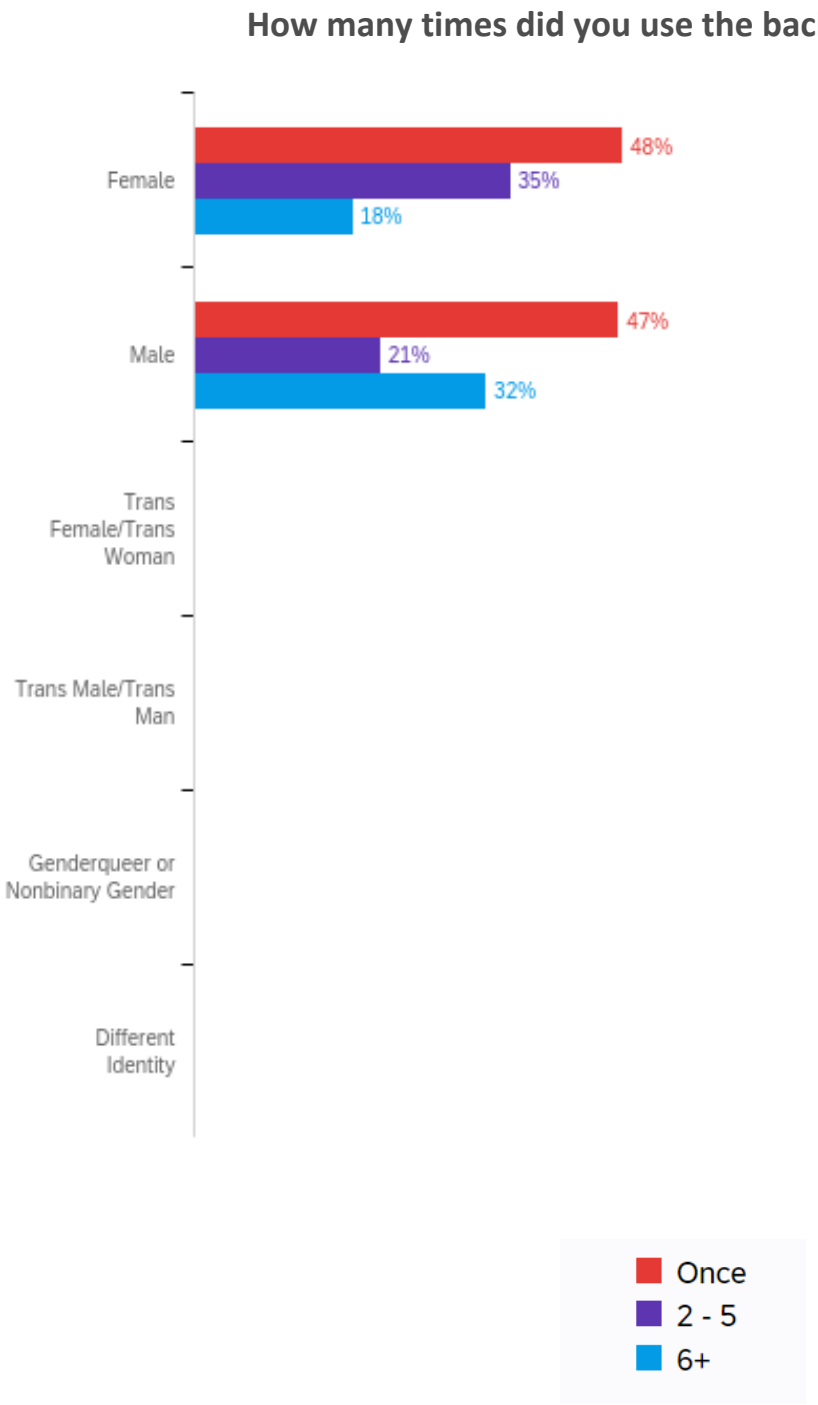


Gender	Yes		No		Total
Female	3%	54	97%	1736	1790
Male	5%	38	95%	803	841
Trans Female/Trans Woman	0%	0	100%	1	1
Trans Male/Trans Man	0%	0	100%	4	4
Genderqueer or Nonbinary Gender	0%	0	100%	33	33
Different Identity	0%	0	100%	10	10

How satisfied were you with the back-up care program?

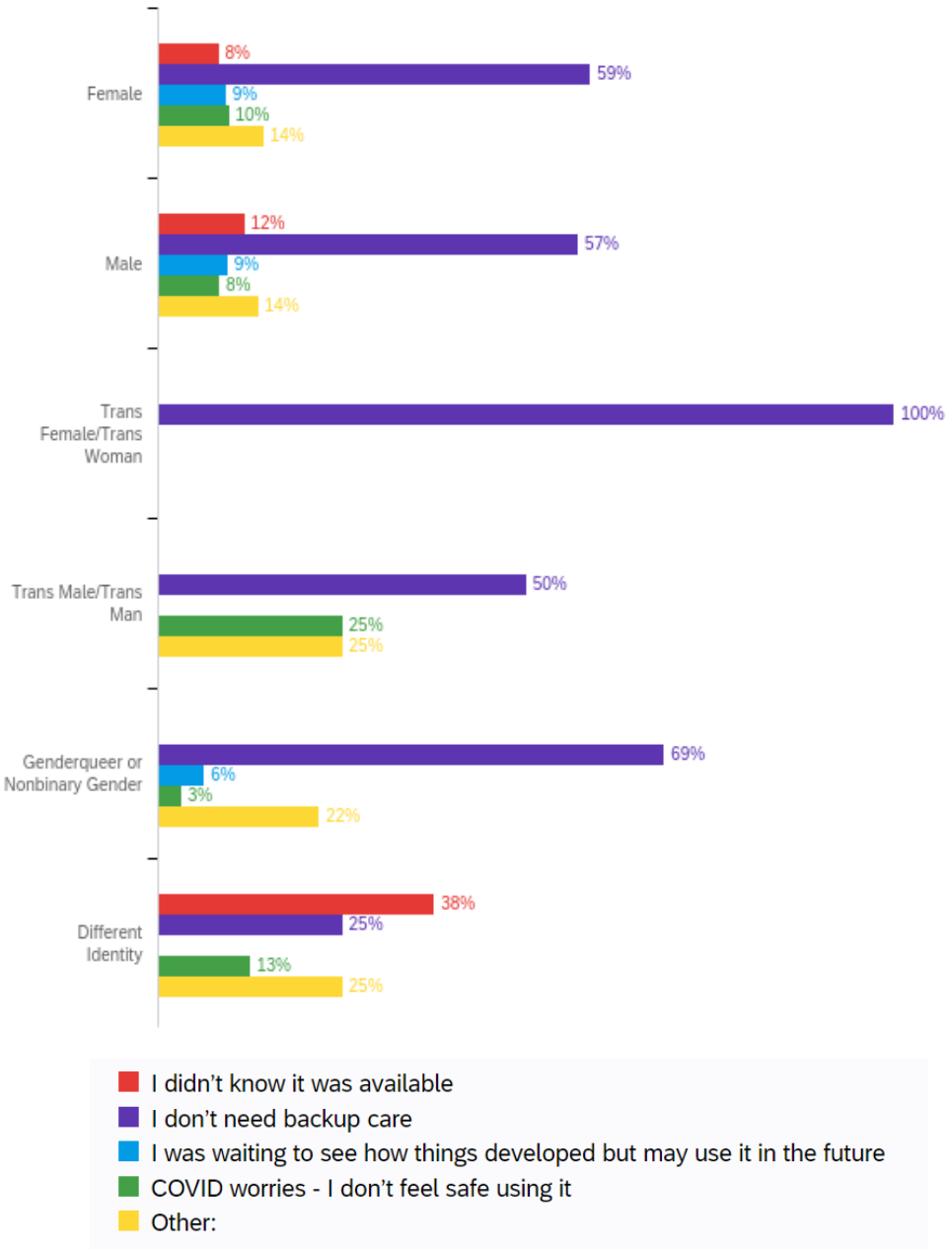


Gender	Very Satisfied		Satisfied		Neutral		Unsatisfied		Very Unsatisfied		Total
Female	11%	6	32%	17	49%	26	6%	3	2%	1	53
Male	18%	7	50%	19	18%	7	8%	3	5%	2	38
Trans Female/Trans Woman	0%	0	0%	0	0%	0	0%	0	0%	0	0
Trans Male/Trans Man	0%	0	0%	0	0%	0	0%	0	0%	0	0
Genderqueer or Nonbinary Gender	0%	0	0%	0	0%	0	0%	0	0%	0	0
Different Identity	0%	0	0%	0	0%	0	0%	0	0%	0	0



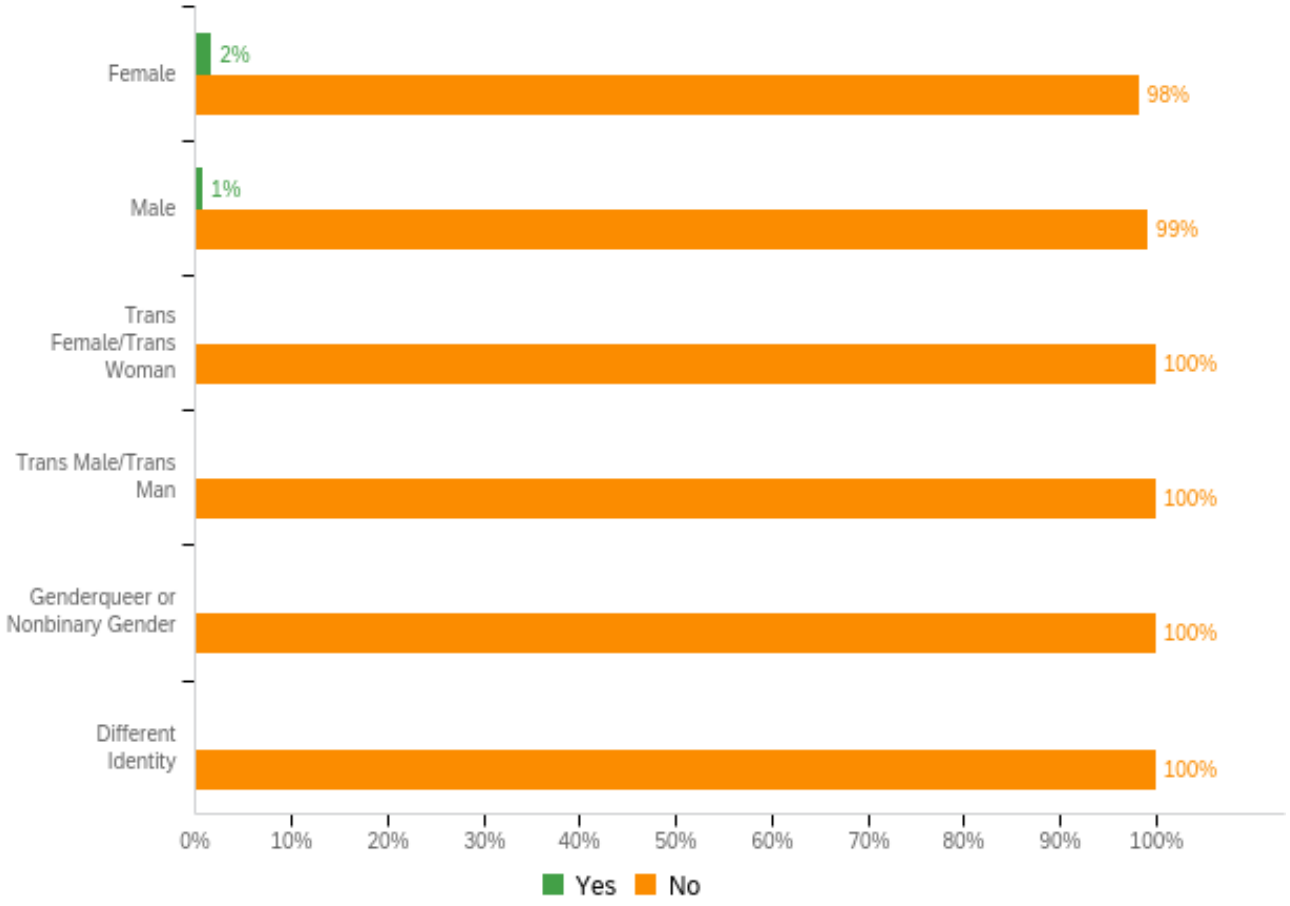
Gender	Once		2 - 5		6+		Total
Female	48%	19	35%	14	18%	7	40
Male	47%	16	21%	7	32%	11	34
Trans Female/Trans Woman	0%	0	0%	0	0%	0	0
Trans Male/Trans Man	0%	0	0%	0	0%	0	0
Genderqueer or Nonbinary Gender	0%	0	0%	0	0%	0	0
Different Identity	0%	0	0%	0	0%	0	0

Why didn't you use the back-up care program?



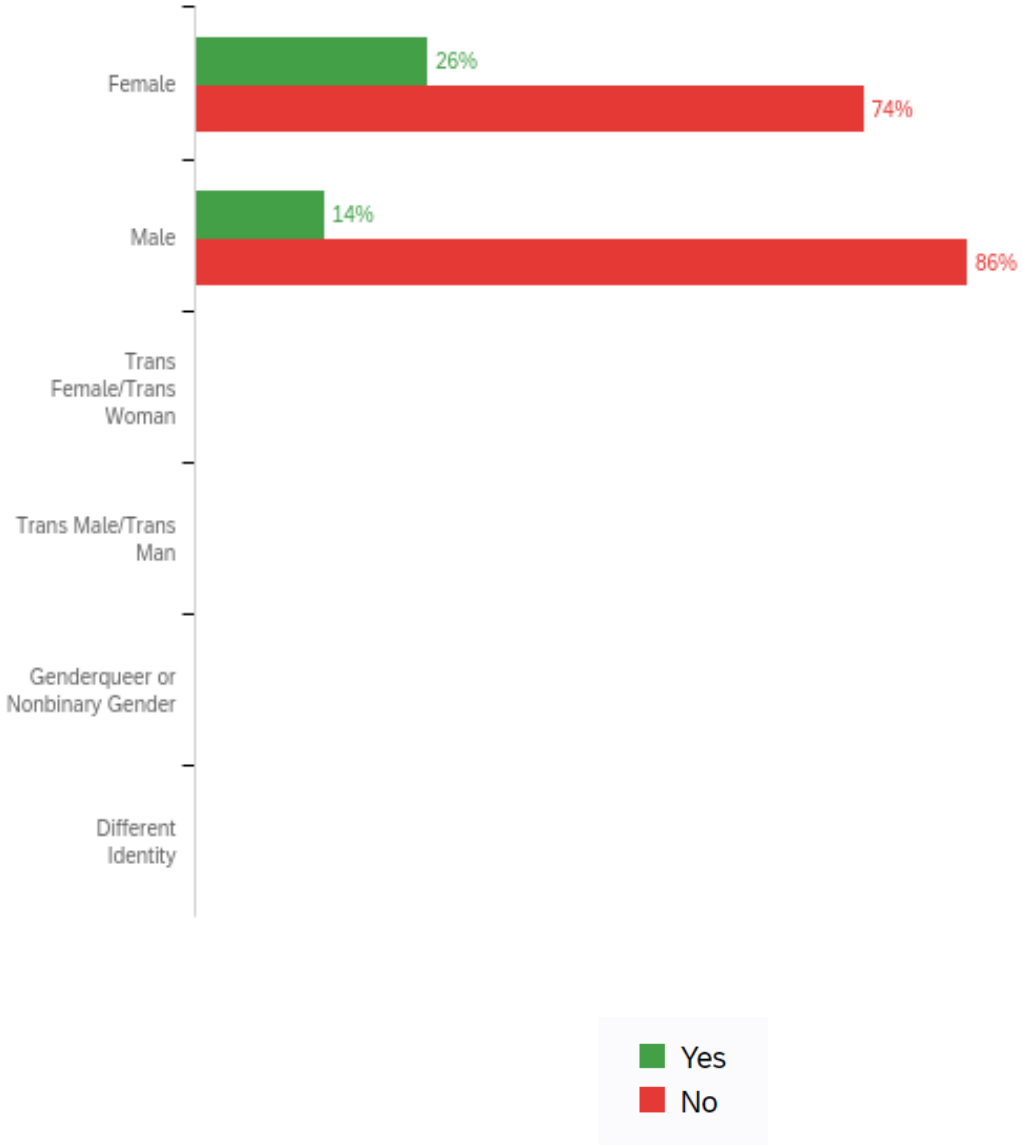
Gender	I don't need backup care		I didn't know it was available		I was waiting to see how things developed but may use it in the future		COVID worries - I don't feel safe using it		Other:		Total
Female	59%	1005	8%	140	9%	157	10%	164	14%	245	1711
Male	57%	454	12%	93	9%	75	8%	66	14%	108	796
Trans Female/Trans Woman	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Male/Trans Man	50%	2	0%	0	0%	0	25%	1	25%	1	4
Genderqueer or Nonbinary Gender	69%	22	0%	0	6%	2	3%	1	22%	7	32
Different Identity	25%	2	38%	3	0%	0	13%	1	25%	2	8

Have you used the CareBubbles tool at carebubbles.berkeley.edu? (CareBubbles is a parent-to-parent resource to help UC Berkeley, UC Davis and UCSF community members meet their child care needs during the Covid-19 pandemic.)



Gender	Yes		No		Total
Female	2%	31	98%	1780	1811
Male	1%	7	99%	882	889
Trans Female/Trans Woman	0%	0	100%	1	1
Trans Male/Trans Man	0%	0	100%	5	5
Genderqueer or Nonbinary Gender	0%	0	100%	30	30
Different Identity	0%	0	100%	10	10

Did you find any useful connections on carebubbles.berkeley.edu?



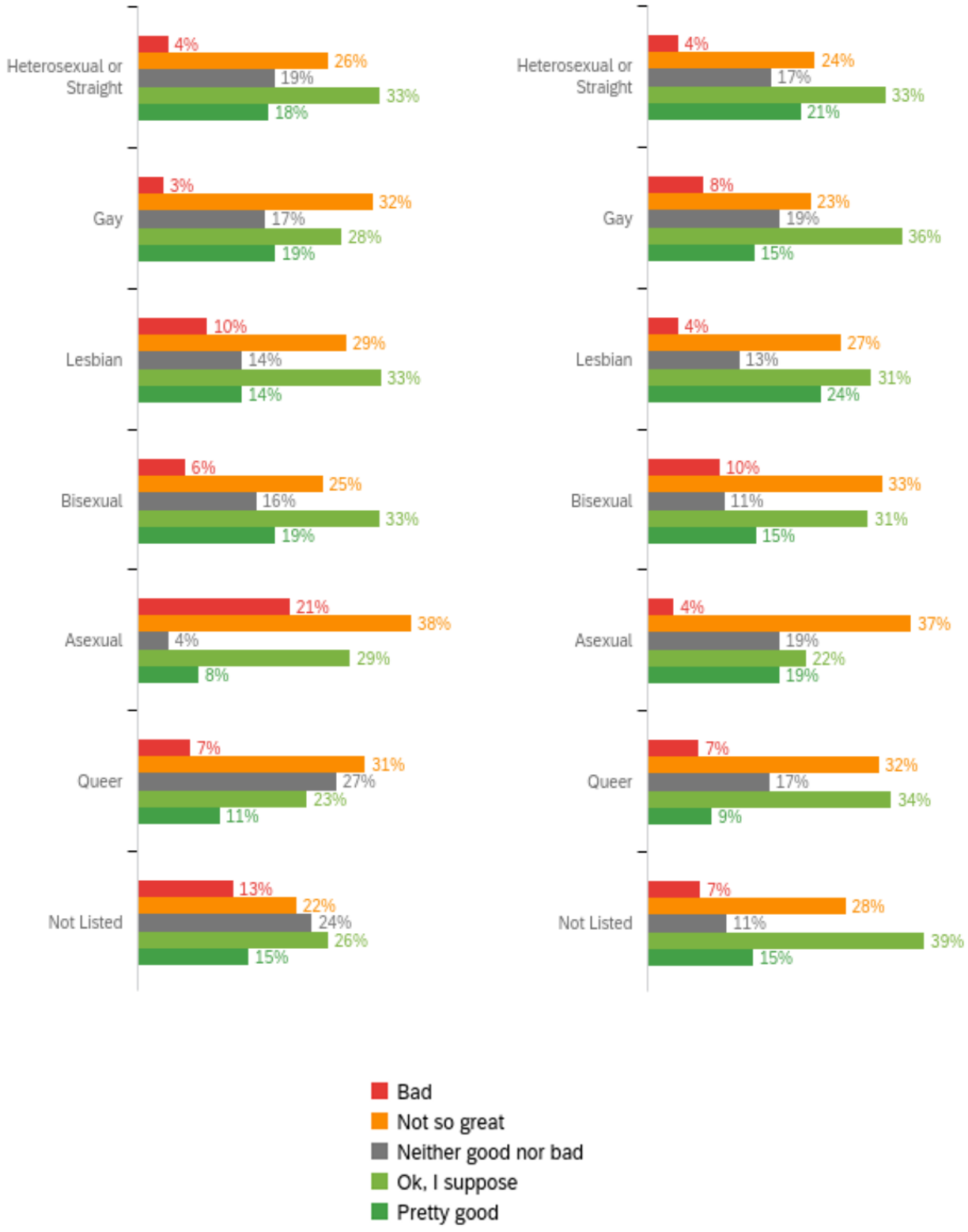
Gender	Yes		No		**Total**
Female	26%	8	74%	23	31
Male	14%	1	86%	6	7
Trans Female/Trans Woman	0%	0	0%	0	0
Trans Male/Trans Man	0%	0	0%	0	0
Genderqueer or Nonbinary Gender	0%	0	0%	0	0
Different Identity	0%	0	0%	0	0

Berkeley People & Culture Employee Morale Survey

Sexual Orientation

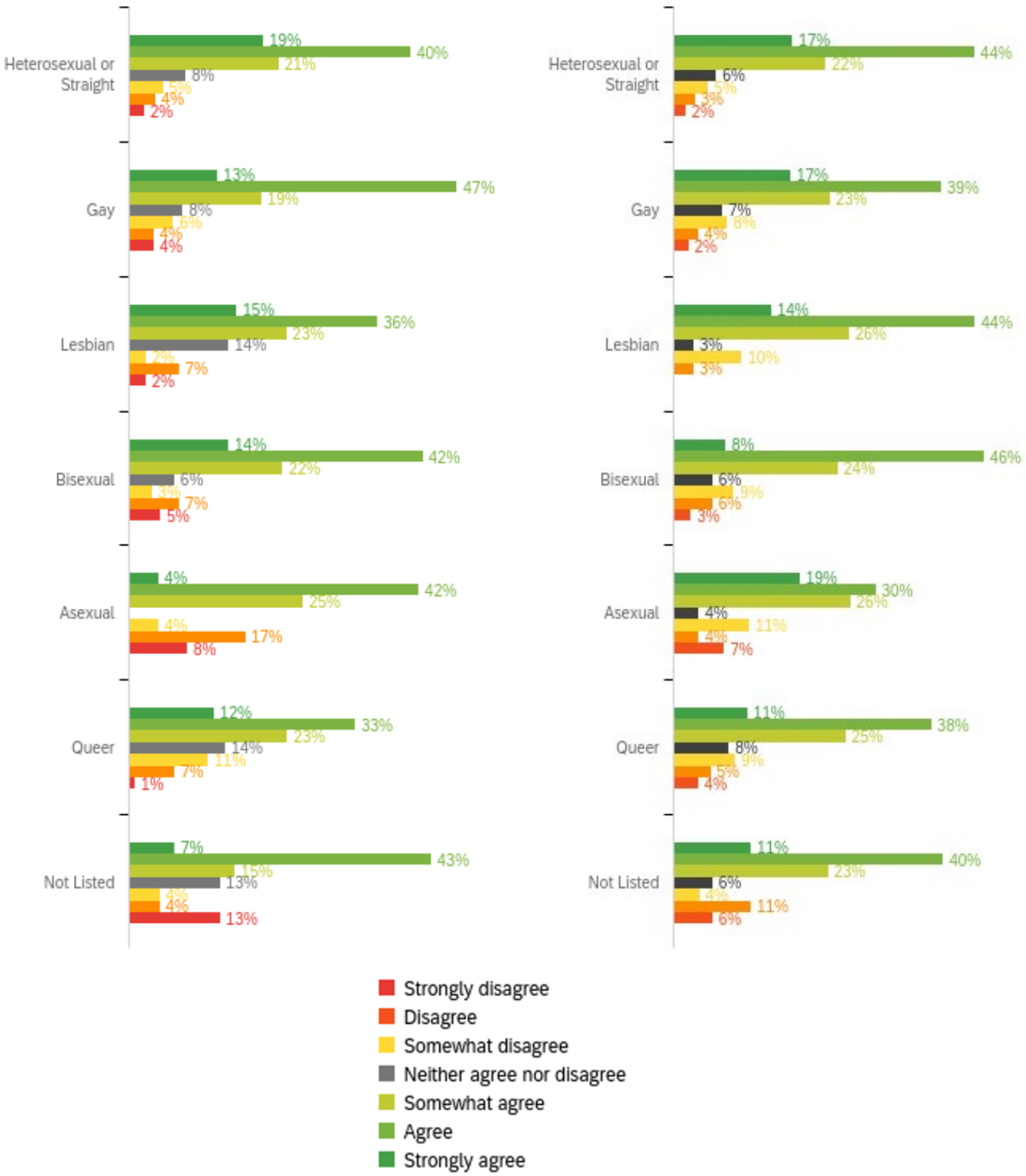
February 2021

How are you feeling in general? (Nov '20 vs. Feb '21)



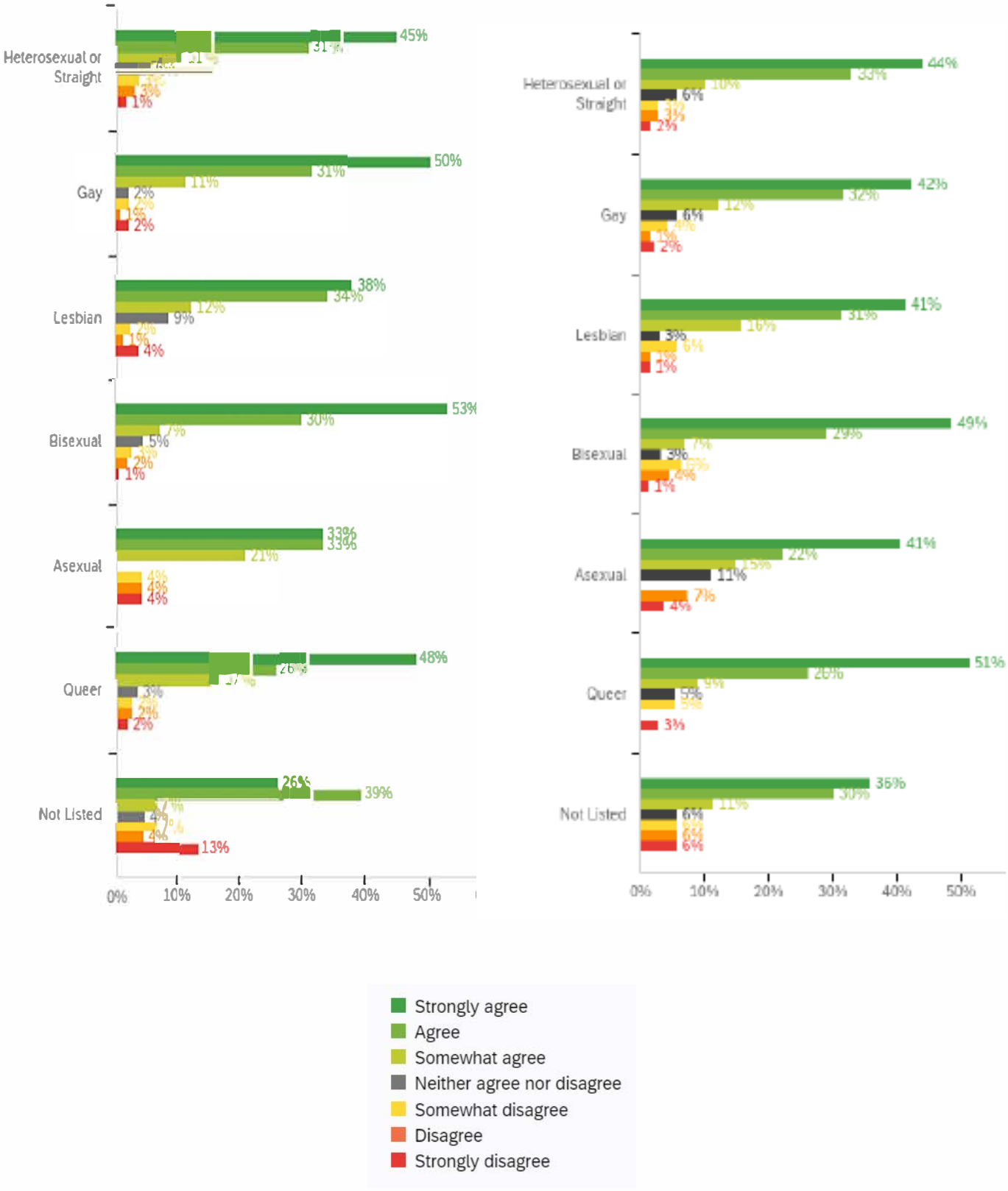
#	Sexual Orientation	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good	
		Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
4	Heterosexual or Straight	110	108	698	596	501	440	888	845	479	544
3	Gay	5	11	46	32	25	26	40	50	27	21
5	Lesbian	8	3	24	19	12	9	28	22	12	17
2	Bisexual	10	16	39	52	25	17	51	49	29	24
1	Asexual	5	1	9	10	1	5	7	6	2	5
8	Queer	9	8	39	36	34	19	29	38	14	10
6	Not Listed	6	4	10	15	11	6	12	21	7	8

I feel that UC Berkeley cares about my well-being (Nov '20 vs. Feb '21)



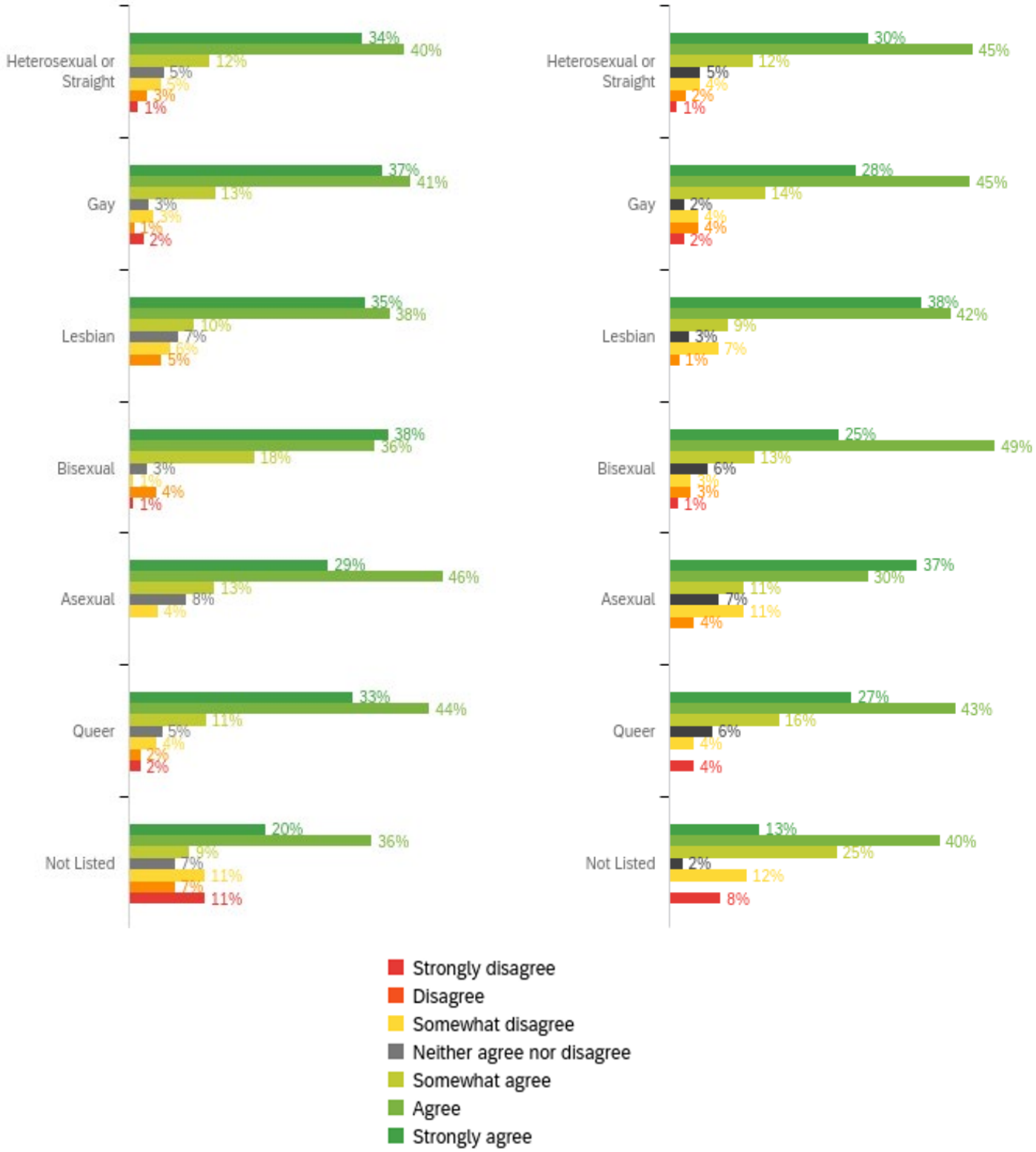
#	**Sexual Orientation**	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
		Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21
4	Heterosexual or Straight	515	442	1080	1119	572	565	216	158	128	128	100	77	57	43
3	Gay	18	24	67	55	27	32	11	10	9	11	5	5	5	3
5	Lesbian	13	10	30	31	19	18	12	2	2	7	6	2	2	0
2	Bisexual	22	12	65	72	34	38	10	9	5	14	11	9	7	4
1	Asexual	1	5	10	8	6	7	0	1	1	3	4	1	2	2
8	Queer	15	12	40	42	28	28	17	9	14	10	8	6	1	4
6	Not Listed	3	6	20	21	7	12	6	3	2	2	2	6	6	3

My well-being is important to my immediate supervisor (Nov ‘20 vs. Feb ‘21)



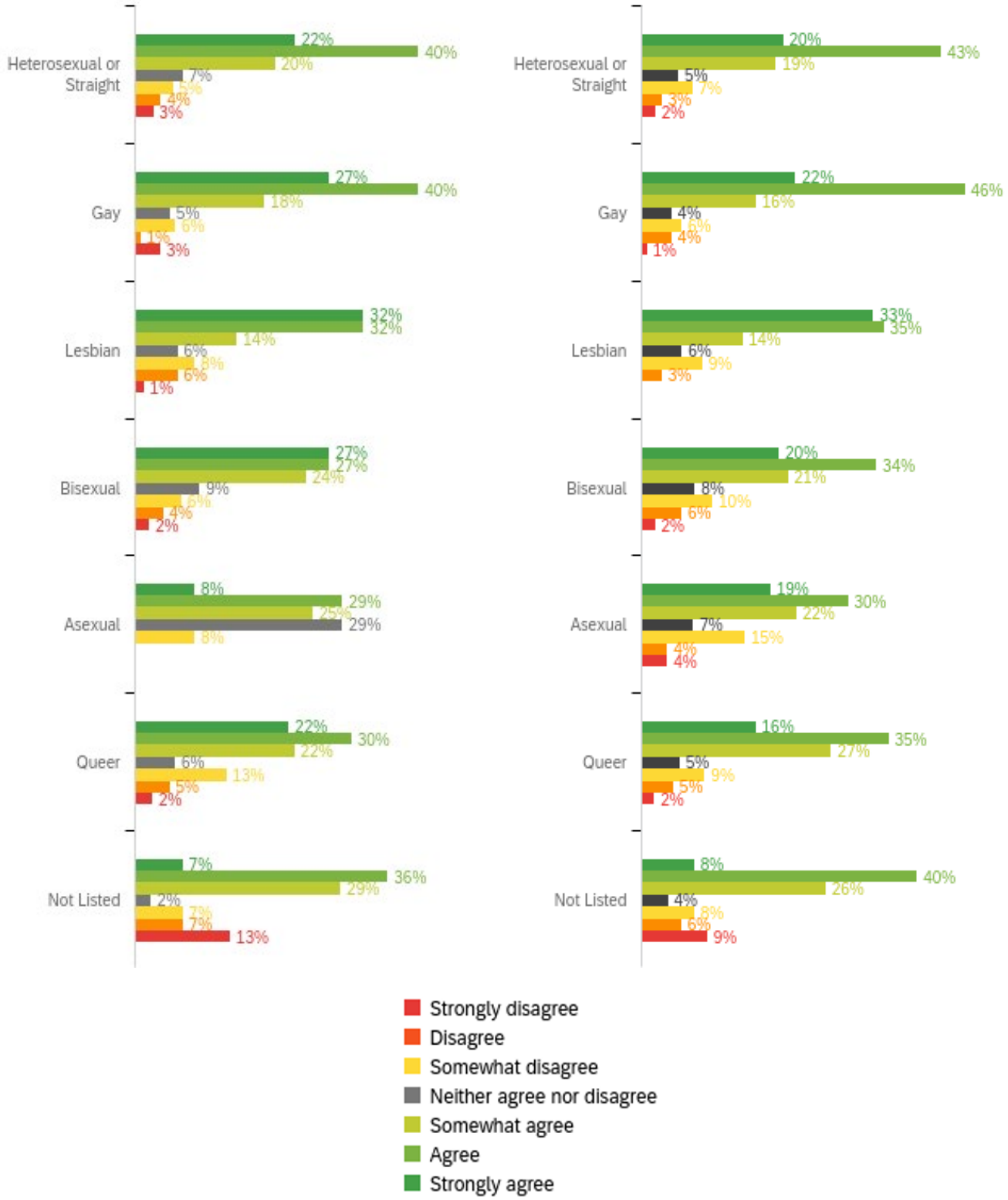
Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
Heterosexual or Straight	1195	1116	824	837	289	256	152	144	91	69	73	68	38	39
Gay	72	59	45	44	16	17	3	8	3	6	1	2	3	3
Lesbian	31	29	28	22	10	11	7	2	2	4	1	1	3	1
Bisexual	82	77	46	46	11	11	7	5	4	10	3	7	1	2
Asexual	8	11	8	6	5	4	0	3	1	0	1	2	1	1
Queer	60	57	32	29	21	10	4	6	3	6	3	0	2	3
Not Listed	12	19	18	16	3	6	2	3	3	3	2	3	6	3

I am treated with dignity and respect while at work (Nov ’20 vs. Feb ‘21)



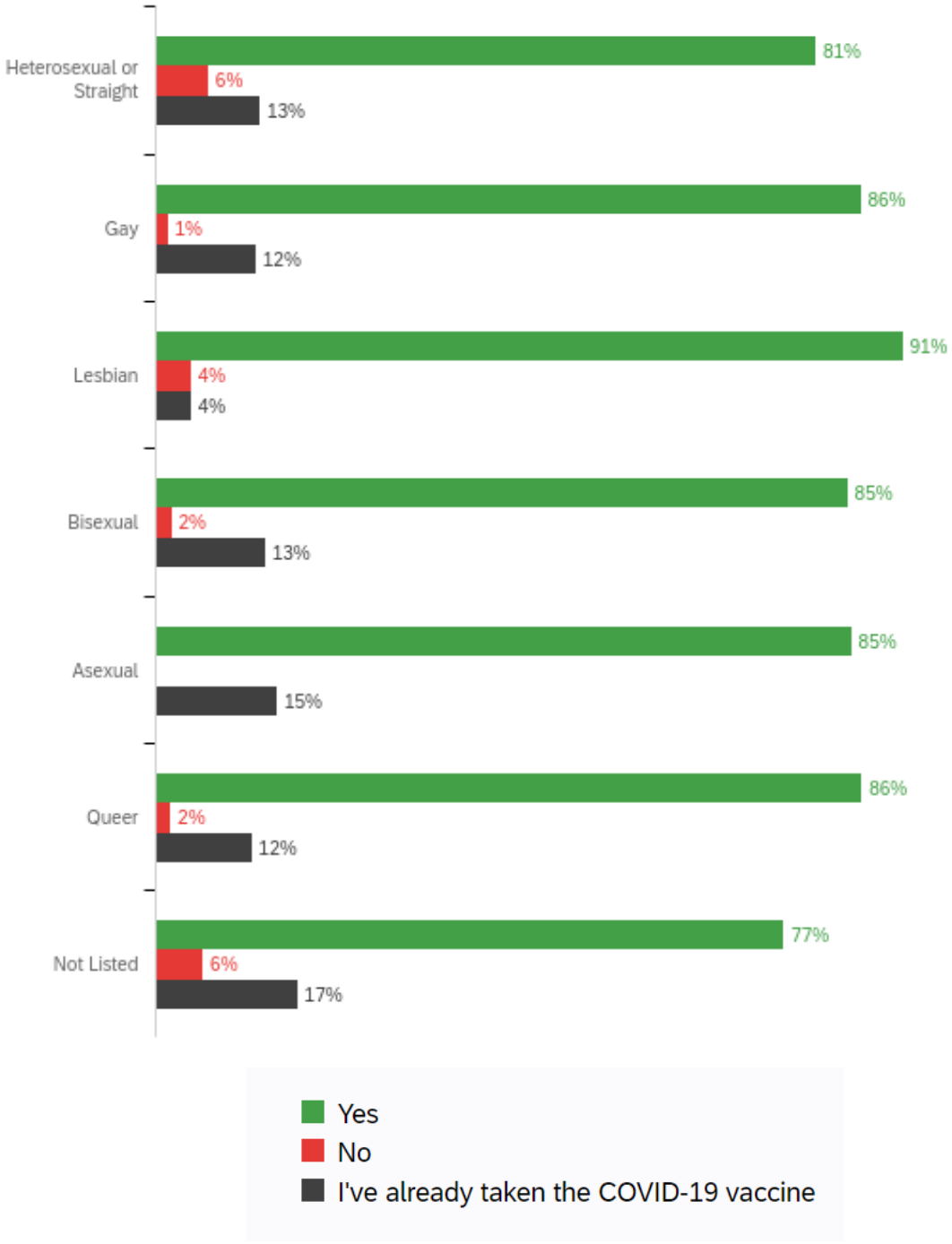
Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21	Nov '20	Feb '21
Heterosexual or Straight	909	748	1074	1140	315	312	135	116	124	112	70	59	35	29
Gay	53	39	59	63	18	20	4	3	5	6	1	6	3	3
Lesbian	29	26	32	29	8	6	6	2	5	5	4	1	0	0
Bisexual	58	40	55	77	28	20	4	9	1	5	6	5	1	2
Asexual	7	10	11	8	3	3	2	2	1	3	0	1	0	0
Queer	41	30	55	47	14	18	6	7	5	4	2	0	2	4
Not Listed	9	7	16	21	4	13	3	1	5	6	3	0	5	4

I can be my authentic self working for UC Berkeley (Nov ’20 vs. Feb ‘21)



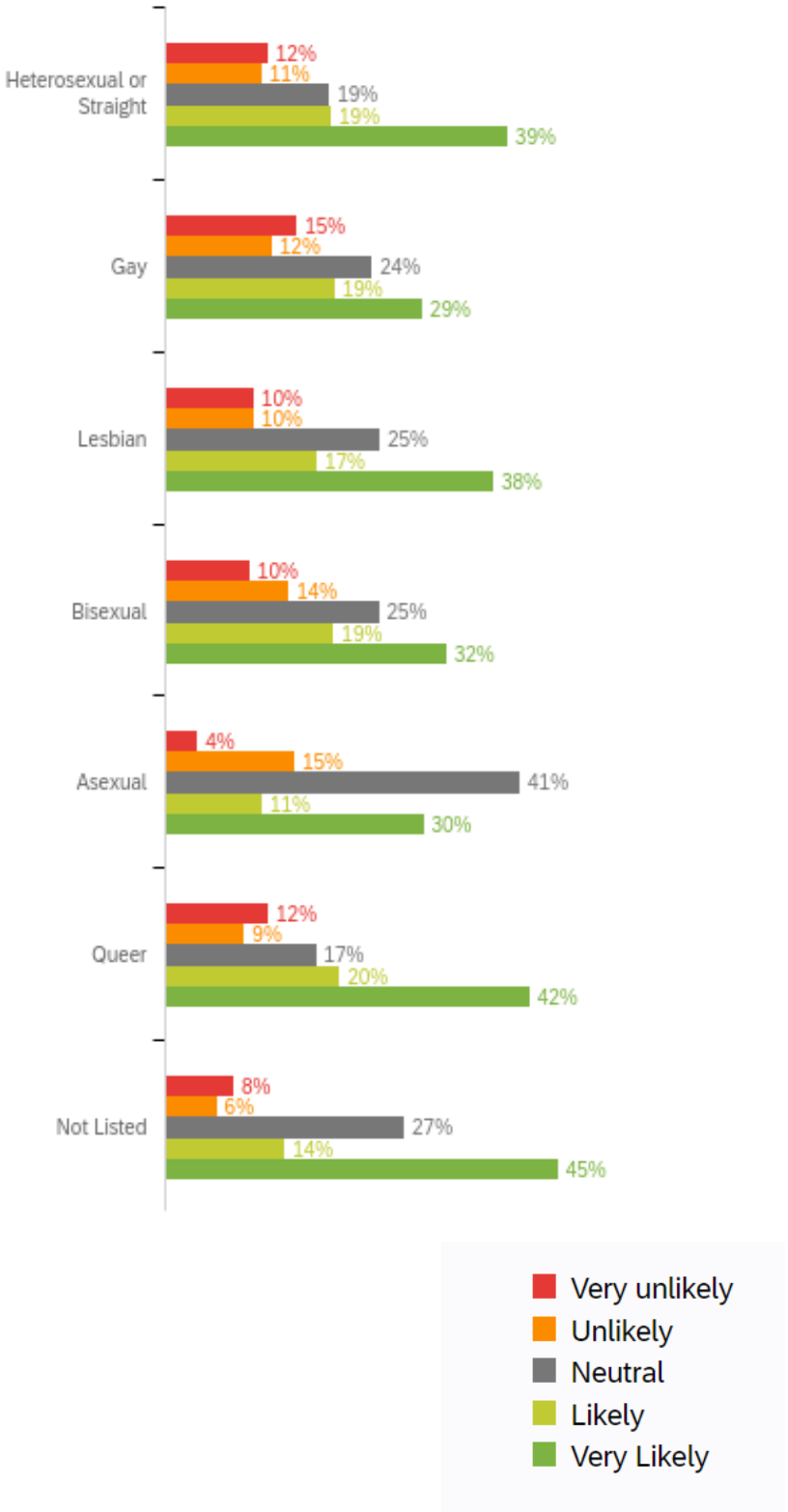
Sexual Orientation	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21	Nov ‘20	Feb ‘21
Heterosexual or Straight	601	513	1065	1087	524	488	177	133	141	183	97	73	67	49
Gay	39	31	57	65	26	23	7	6	8	8	1	6	5	1
Lesbian	27	23	27	24	12	10	5	4	7	6	5	2	1	0
Bisexual	42	31	42	53	37	33	14	12	10	16	6	9	3	3
Asexual	2	5	7	8	6	6	7	2	2	4	0	1	0	1
Queer	27	18	38	39	28	30	7	6	16	10	6	5	3	2
Not Listed	3	4	16	21	13	14	1	2	3	4	3	3	6	5

When available, will you take the COVID-19 vaccine?* *Please note that the University of California does not currently require employees to be vaccinated. Learn more about the COVID-19 vaccines here.



Sexual Orientation	Yes		No		I've already taken the COVID-19 vaccine		**Total**
Heterosexual or Straight	81%	2030	6%	161	13%	320	2511
Gay	86%	120	1%	2	12%	17	139
Lesbian	91%	64	4%	3	4%	3	70
Bisexual	85%	133	2%	3	13%	21	157
Asexual	85%	23	0%	0	15%	4	27
Queer	86%	96	2%	2	12%	13	111
Not Listed	77%	40	6%	3	17%	9	52

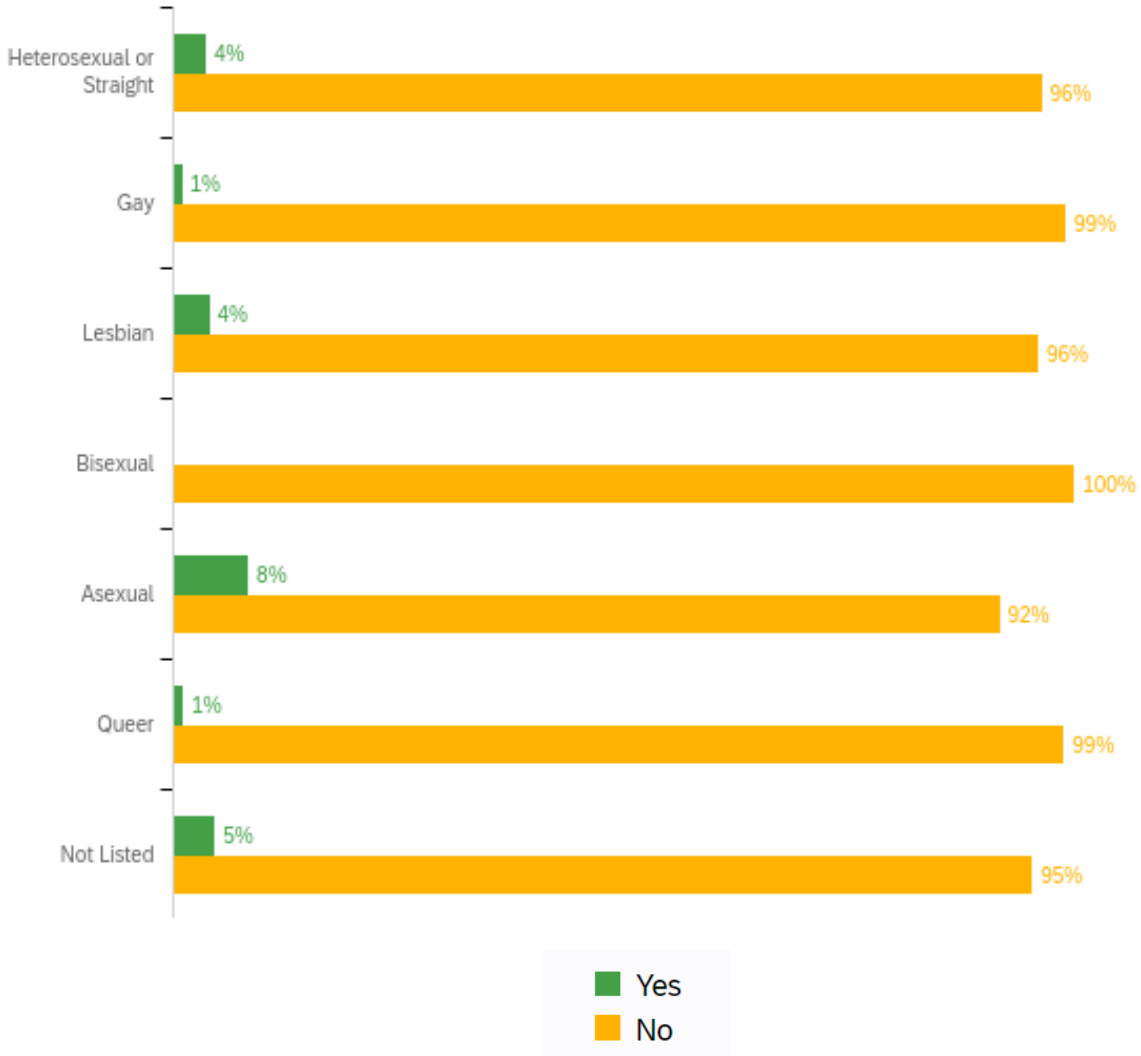
How likely would you be to exchange your dedicated office/cubicle/desk space* for a shared workspace to have more flexibility in your primary work location, i.e. you would be permitted to work remotely? * Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space.



Sexual Orientation	Very Likely		Likely		Neutral		Unlikely		Very unlikely		Total
Heterosexual or Straight	39%	986	19%	478	19%	473	11%	277	12%	295	2509
Gay	29%	41	19%	27	24%	33	12%	17	15%	21	139
Lesbian	38%	26	17%	12	25%	17	10%	7	10%	7	69
Bisexual	32%	50	19%	30	25%	38	14%	22	10%	15	155
Asexual	30%	8	11%	3	41%	11	15%	4	4%	1	27
Queer	42%	46	20%	22	17%	19	9%	10	12%	13	110
Not Listed	45%	23	14%	7	27%	14	6%	3	8%	4	51

If you have dependent care needs (for children or adults), have you used any of the 120 hours of campus-sponsored emergency backup care available through Bright Horizons ?

Please note: data obtained in relation to dependent questions care is not reliable due to confusion created by our questions. We will fix this in the next iteration.

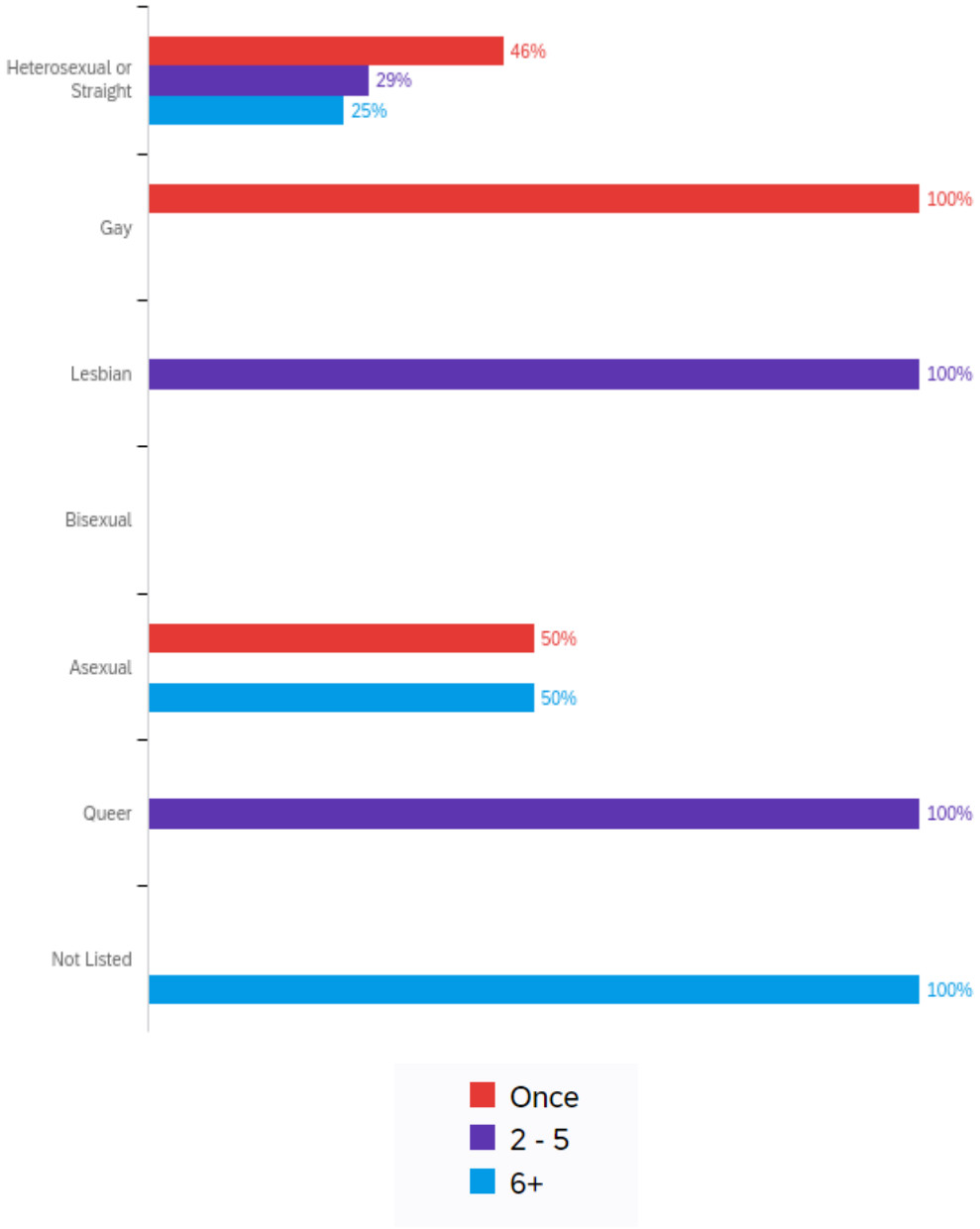


Sexual Orientation	Yes		No		**Total**
Heterosexual or Straight	4%	78	96%	2063	2141
Gay	1%	1	99%	104	105
Lesbian	4%	2	96%	48	50
Bisexual	0%	0	100%	134	134
Asexual	8%	2	92%	22	24
Queer	1%	1	99%	88	89
Not Listed	5%	2	95%	41	43

How satisfied were you with the back-up care program?

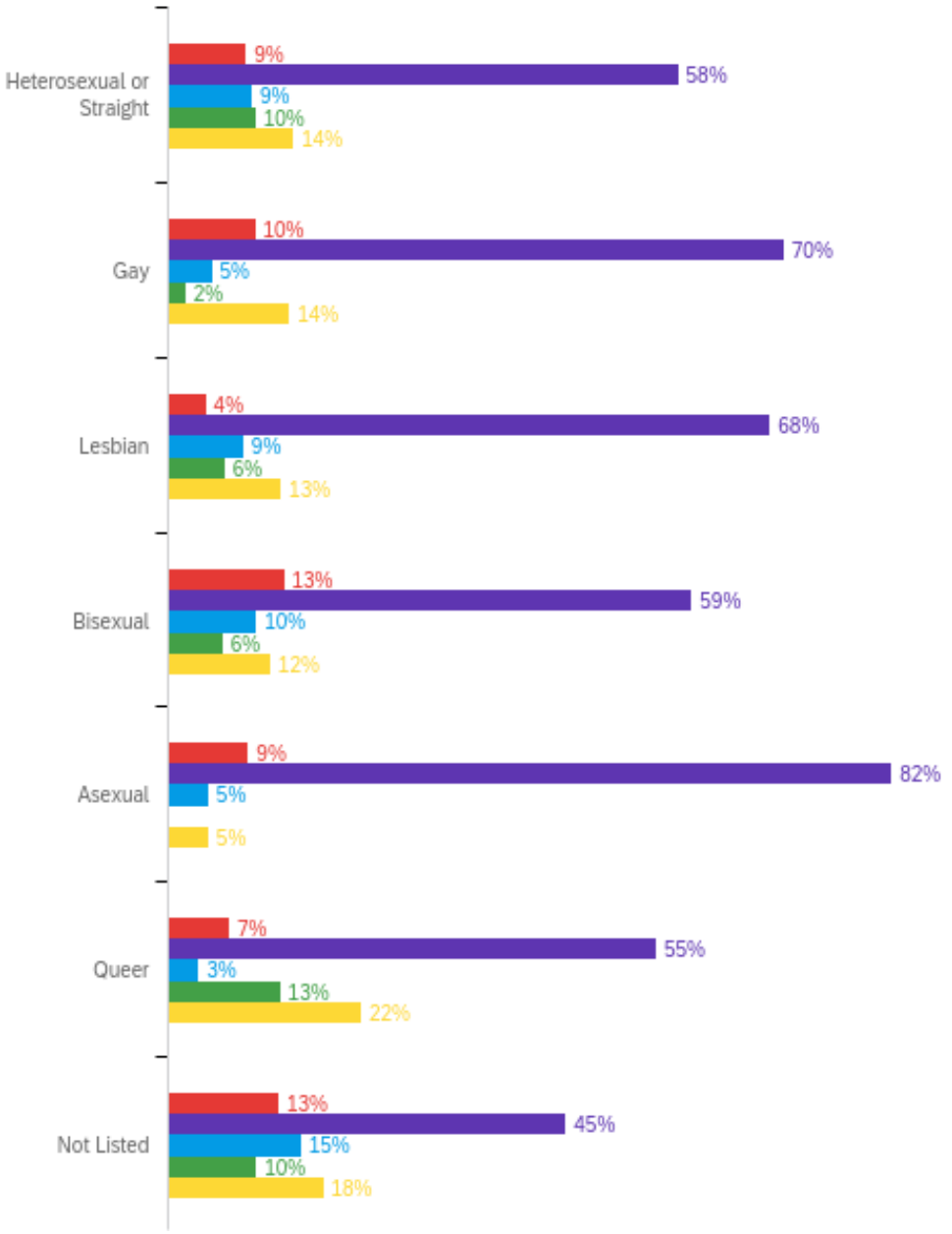
#	Sexual Orientation	Very Satisfied		Satisfied		Neutral		Unsatisfied		Very Unsatisfied		Total
4	Heterosexual or Straight	16%	12	34%	26	39%	30	8%	6	4%	3	77
3	Gay	0%	0	100%	1	0%	0	0%	0	0%	0	1
5	Lesbian	0%	0	100%	2	0%	0	0%	0	0%	0	2
2	Bisexual	0%	0	0%	0	0%	0	0%	0	0%	0	0
1	Asexual	0%	0	0%	0	100%	2	0%	0	0%	0	2
8	Queer	0%	0	100%	1	0%	0	0%	0	0%	0	1
6	Not Listed	0%	0	100%	2	0%	0	0%	0	0%	0	2

How many times did you use the back-up care program?



Sexual Orientation	Once		2 - 5		6+		**Total**
Heterosexual or Straight	46%	29	29%	18	25%	16	63
Gay	100%	1	0%	0	0%	0	1
Lesbian	0%	0	100%	2	0%	0	2
Bisexual	0%	0	0%	0	0%	0	0
Asexual	50%	1	0%	0	50%	1	2
Queer	0%	0	100%	1	0%	0	1
Not Listed	0%	0	0%	0	100%	1	1

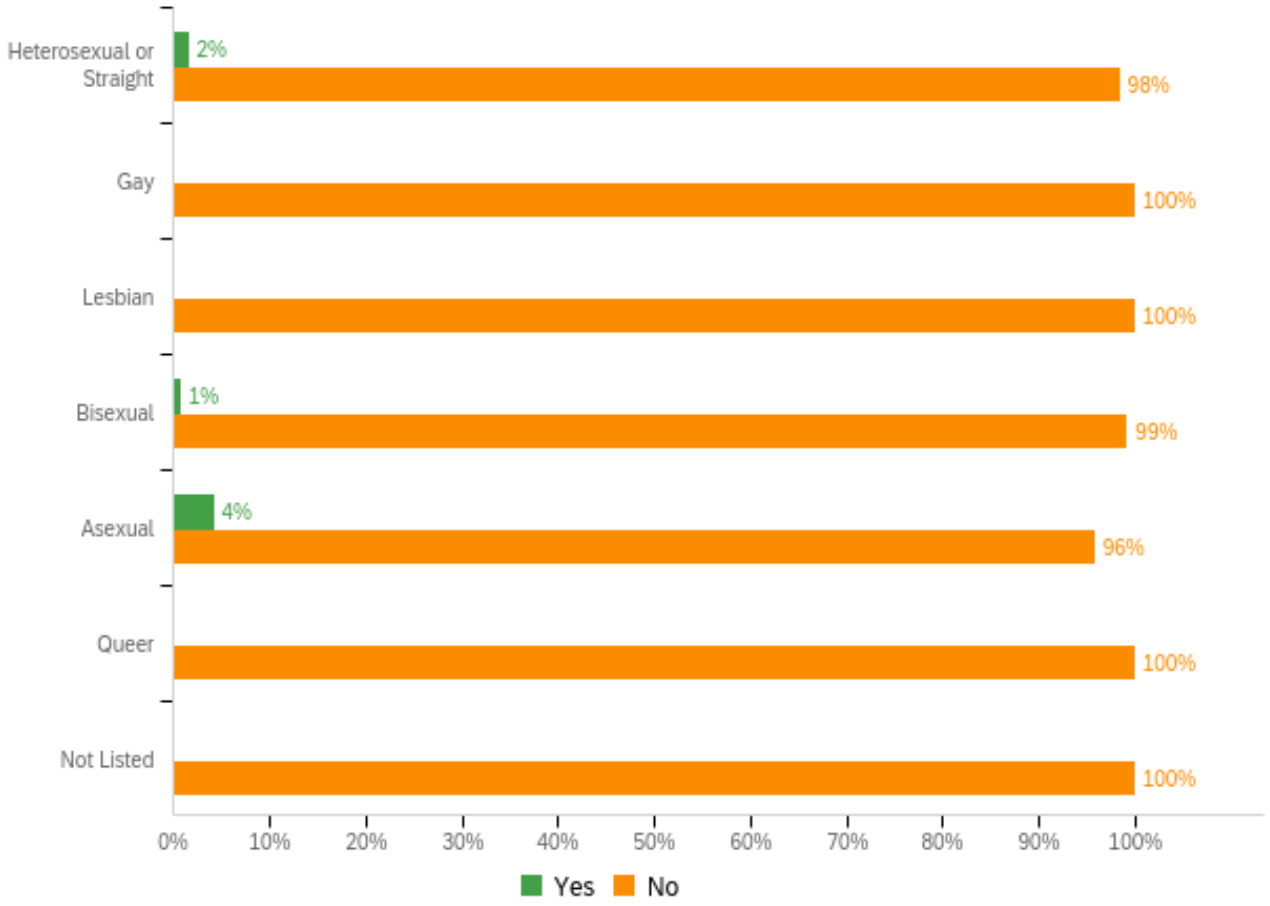
Why didn't you use the back-up care program?



- I didn't know it was available
- I don't need backup care
- I was waiting to see how things developed but may use it in the future
- COVID worries - I don't feel safe using it
- Other:

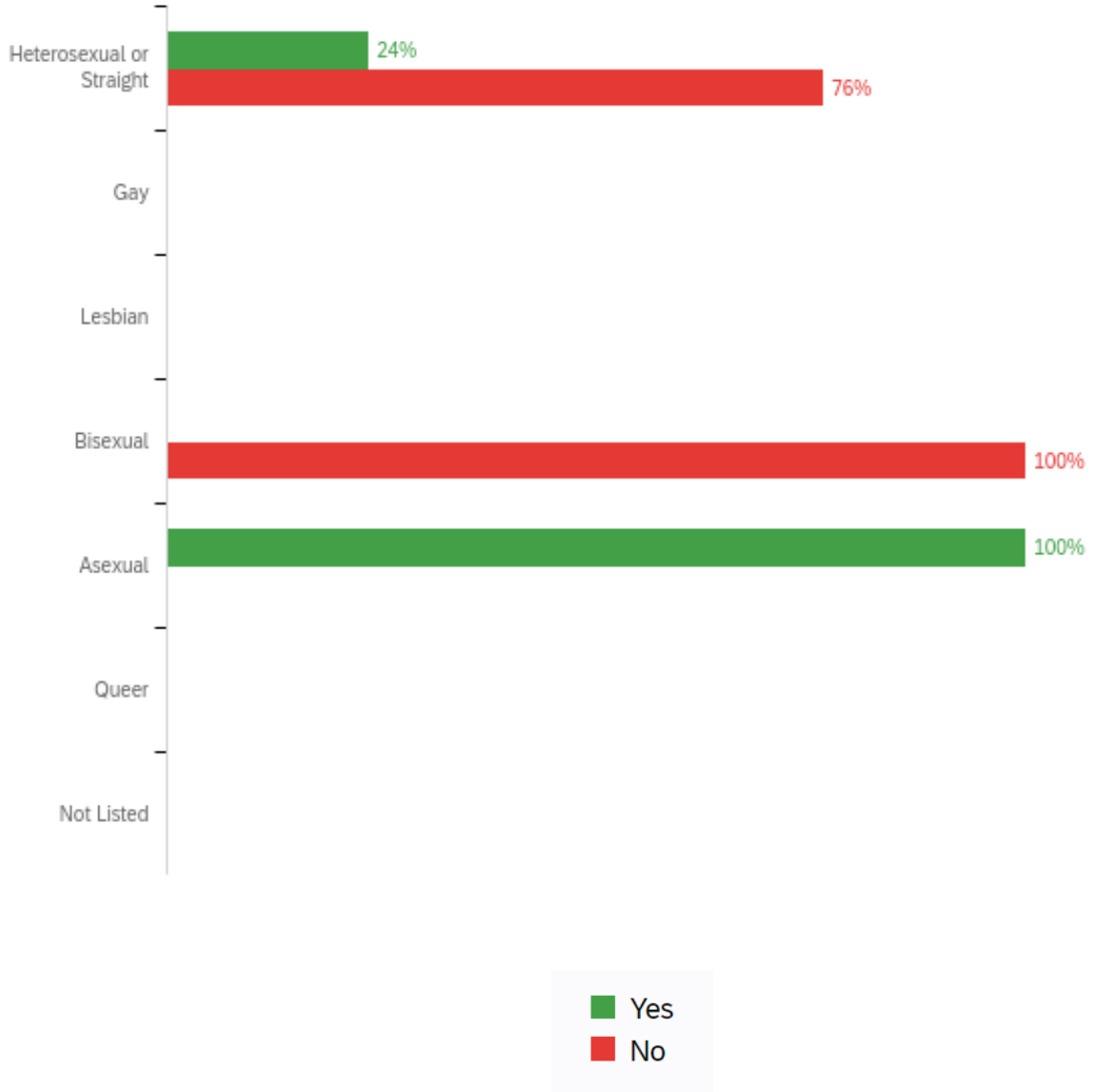
Sexual Orientation	I don't need backup care		I didn't know it was available		I was waiting to see how things developed but may use it in the future		COVID worries - I don't feel safe using it		Other:		Total
Heterosexual or Straight	58%	1175	9%	180	9%	193	10%	201	14%	289	2038
Gay	70%	71	10%	10	5%	5	2%	2	14%	14	102
Lesbian	68%	32	4%	2	9%	4	6%	3	13%	6	47
Bisexual	59%	77	13%	17	10%	13	6%	8	12%	15	130
Asexual	82%	18	9%	2	5%	1	0%	0	5%	1	22
Queer	55%	48	7%	6	3%	3	13%	11	22%	19	87
Not Listed	45%	18	13%	5	15%	6	10%	4	18%	7	40

Have you used the CareBubbles tool at carebubbles.berkeley.edu? (CareBubbles is a parent-to-parent resource to help UC Berkeley, UC Davis and UCSF community members meet their child care needs during the Covid-19 pandemic.)



Sexual Orientation	Yes		No		Total
Heterosexual or Straight	2%	34	98%	2159	2193
Gay	0%	0	100%	111	111
Lesbian	0%	0	100%	52	52
Bisexual	1%	1	99%	135	136
Asexual	4%	1	96%	23	24
Queer	0%	0	100%	88	88
Not Listed	0%	0	100%	43	43

Did you find any useful connections on carebubbles.berkeley.edu?



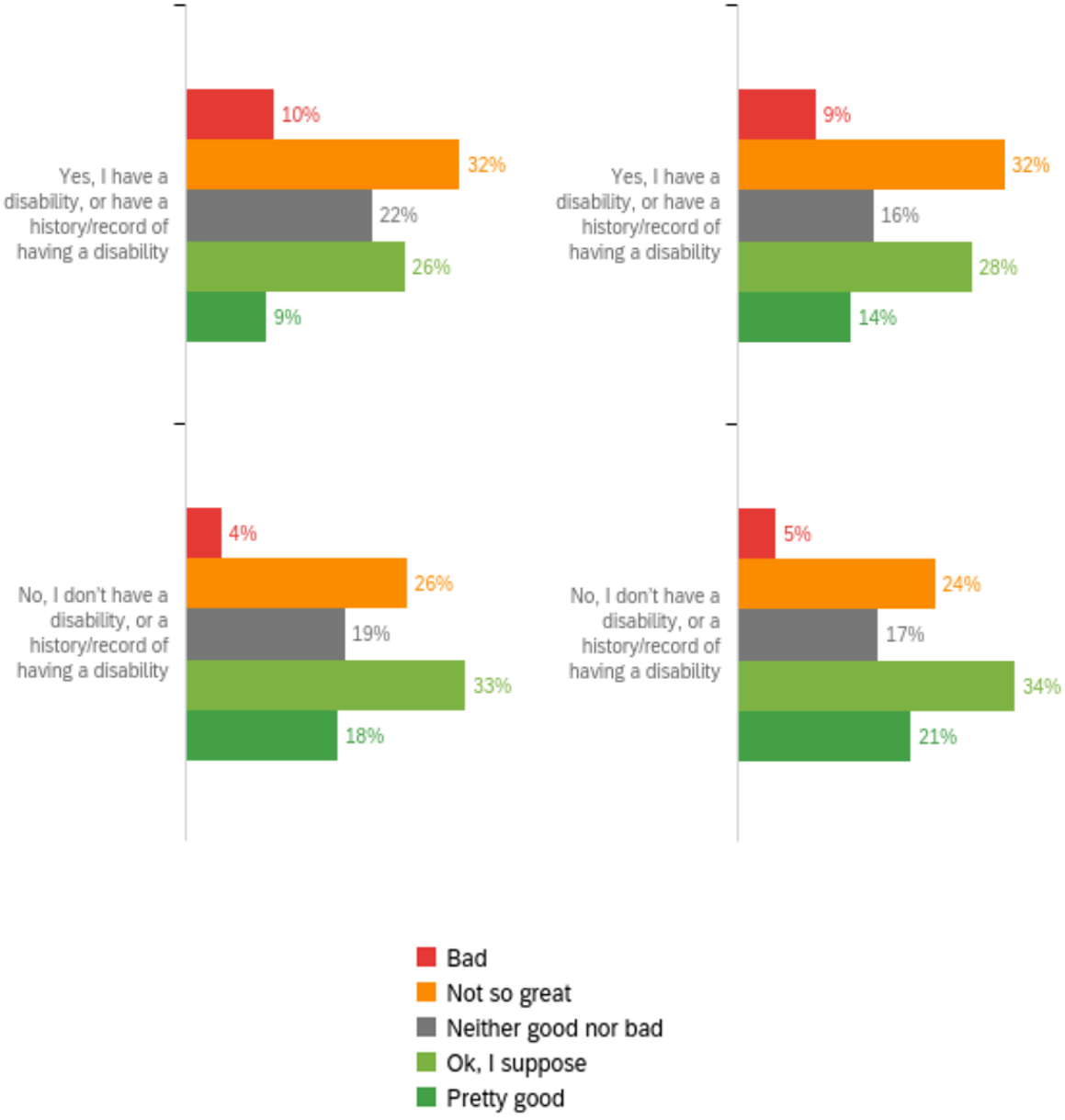
Sexual Orientation	Yes		No		**Total**
Heterosexual or Straight	24%	8	76%	26	34
Gay	0%	0	0%	0	0
Lesbian	0%	0	0%	0	0
Bisexual	0%	0	100%	1	1
Asexual	100%	1	0%	0	1
Queer	0%	0	0%	0	0
Not Listed	0%	0	0%	0	0

Berkeley People & Culture

Employee Morale Survey February 2021

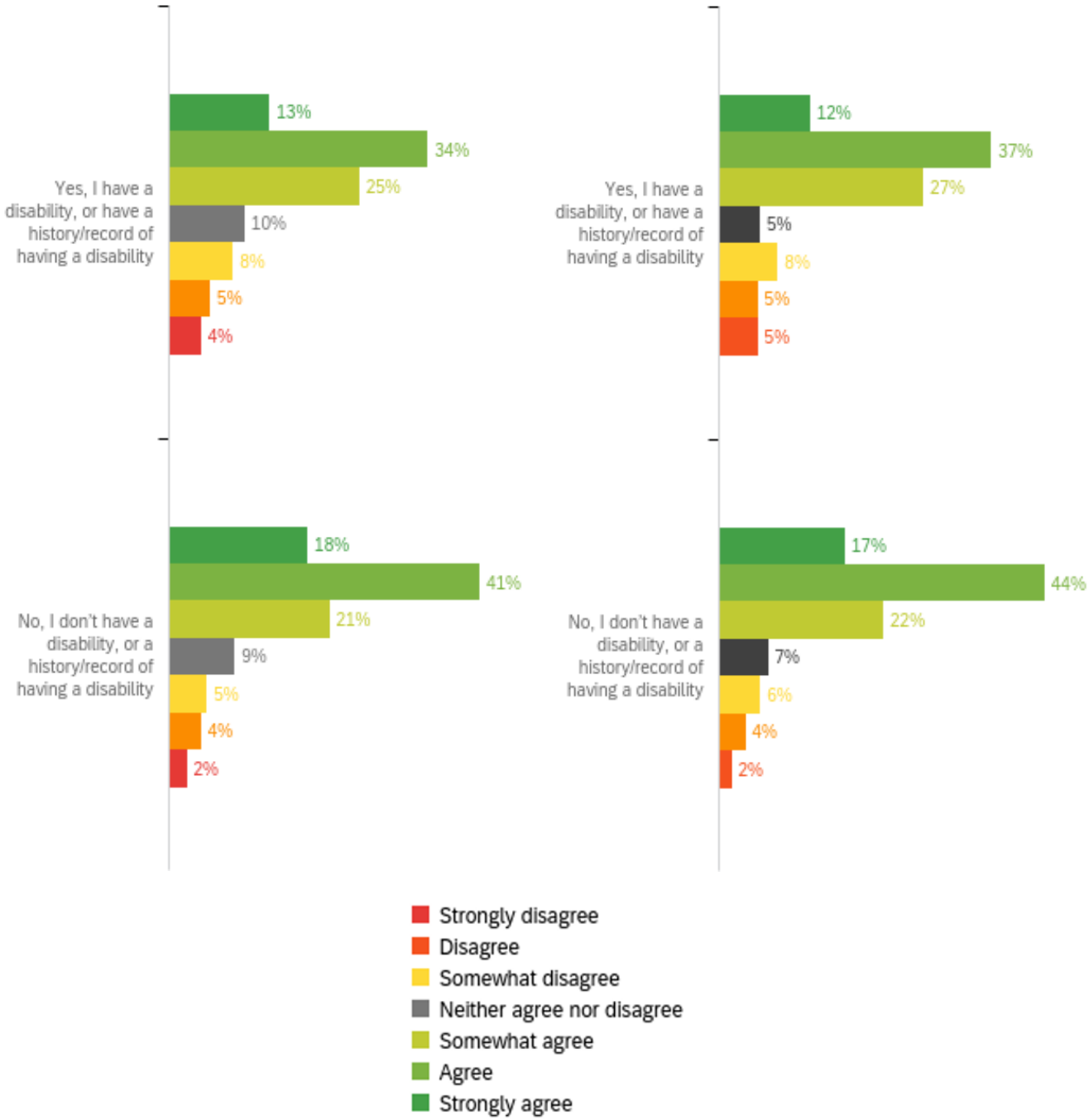
Disability Status

How are you feeling in general? (Nov '20 vs Feb '21)



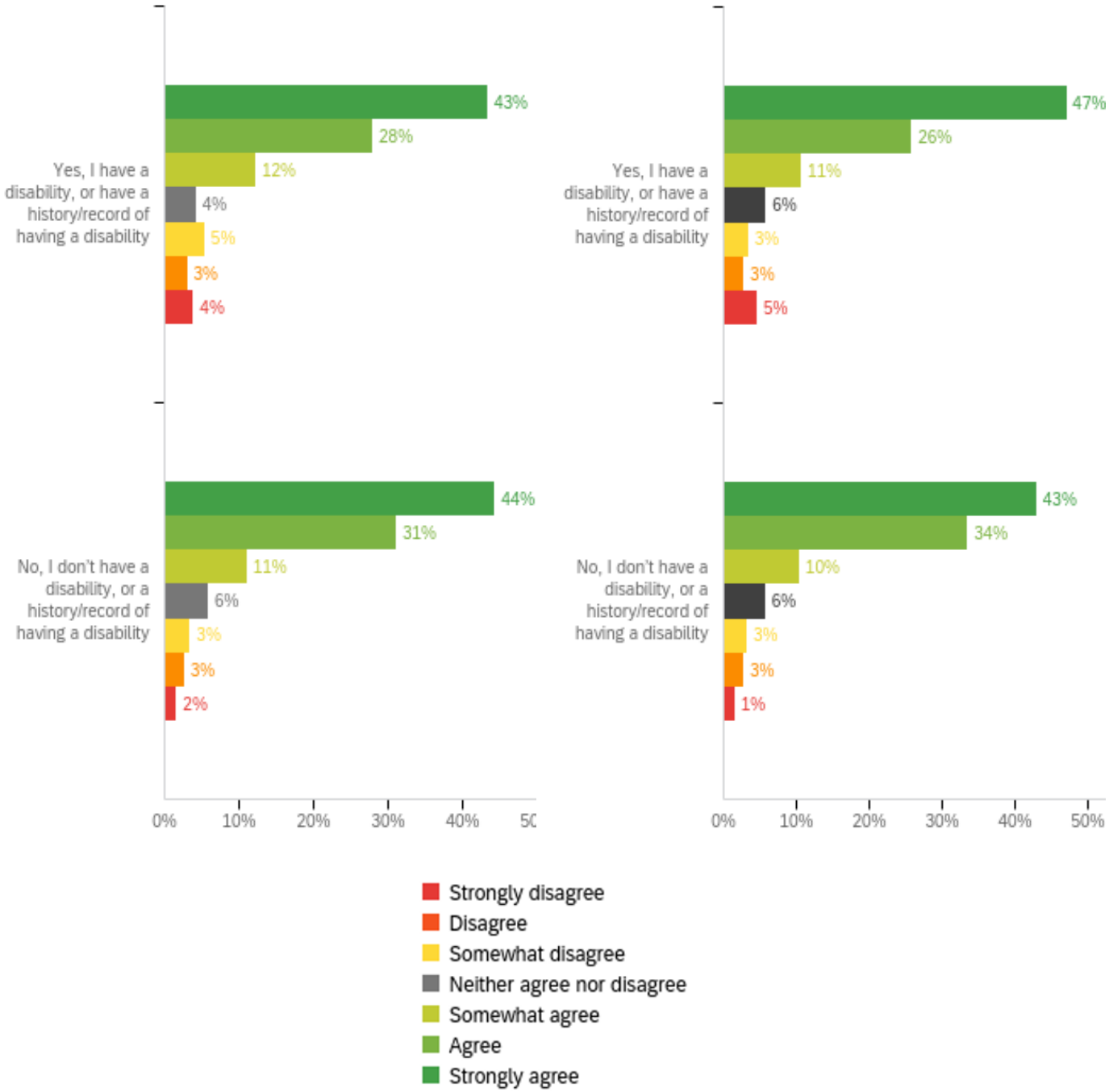
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Nov '20	Feb '21	Nov '20	Feb '21
Bad	35	31	128	132
Not so great	109	106	793	679
Neither good nor bad	74	54	569	485
Ok, I suppose	87	93	1003	956
Pretty good	32	45	545	597
Total	337	329	3038	2849

I feel that UC Berkeley cares about my well-being (Nov ‘20 vs Feb ‘21)



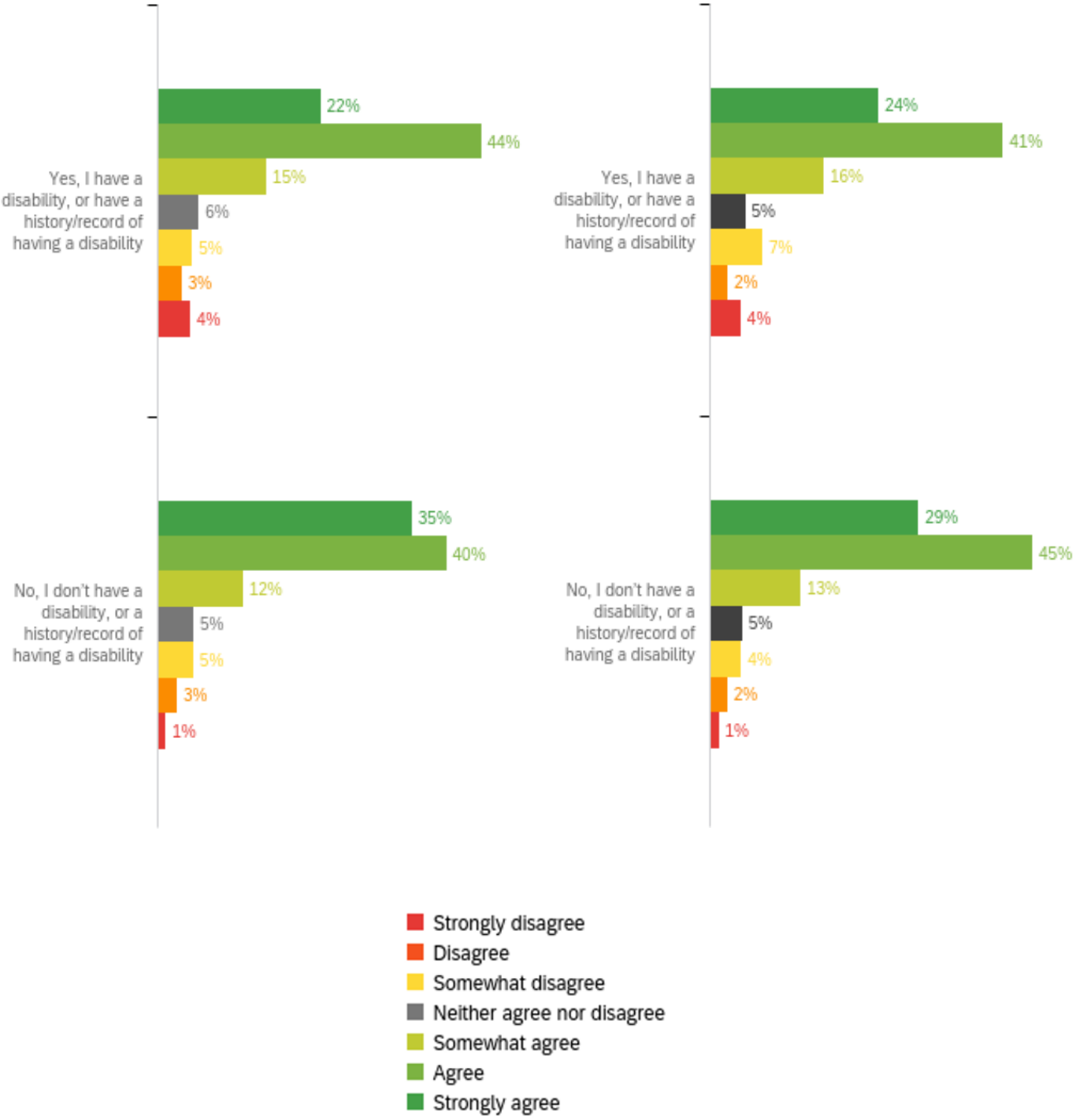
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Nov '20	Feb '21	Nov '20	Feb '21
Strongly agree	44	40	551	481
Agree	113	120	1234	1245
Somewhat agree	83	90	636	629
Neither agree nor disagree	33	18	262	187
Somewhat disagree	28	26	151	159
Disagree	18	17	127	100
Strongly disagree	14	17	70	47
Total	333	328	3031	2848

My well-being is important to my immediate supervisor (Nov ‘20 vs Feb ‘21)



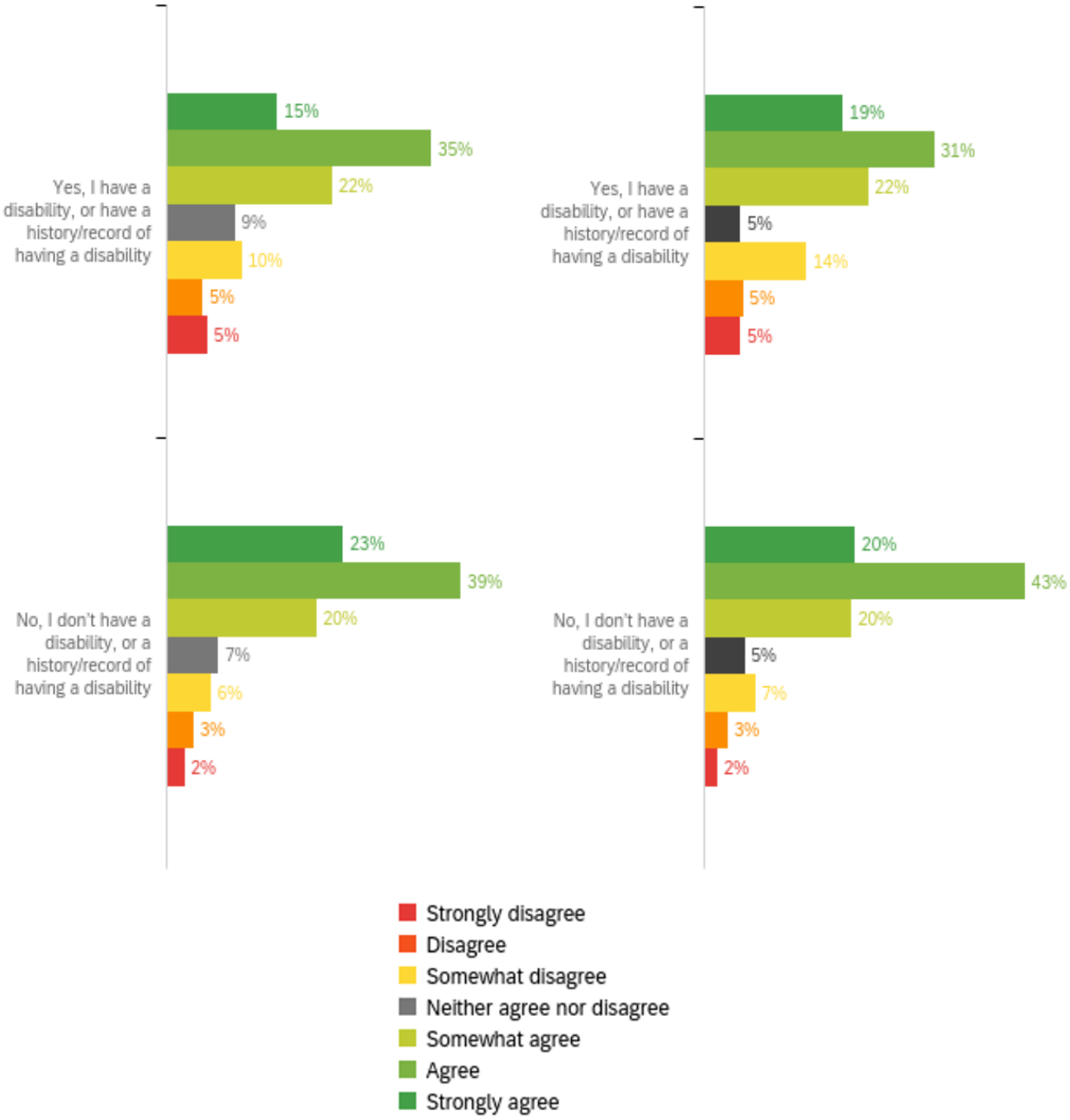
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Nov '20	Feb '21	Nov '20	Feb '21
Strongly agree	146	155	1342	1223
Agree	94	85	941	954
Somewhat agree	41	35	333	295
Neither agree nor disagree	14	19	176	162
Somewhat disagree	18	11	103	90
Disagree	10	9	78	77
Strongly disagree	13	15	48	42
Total	336	329	3021	2843

I am treated with dignity and respect while at work (Nov ’20 vs. Feb ‘21)



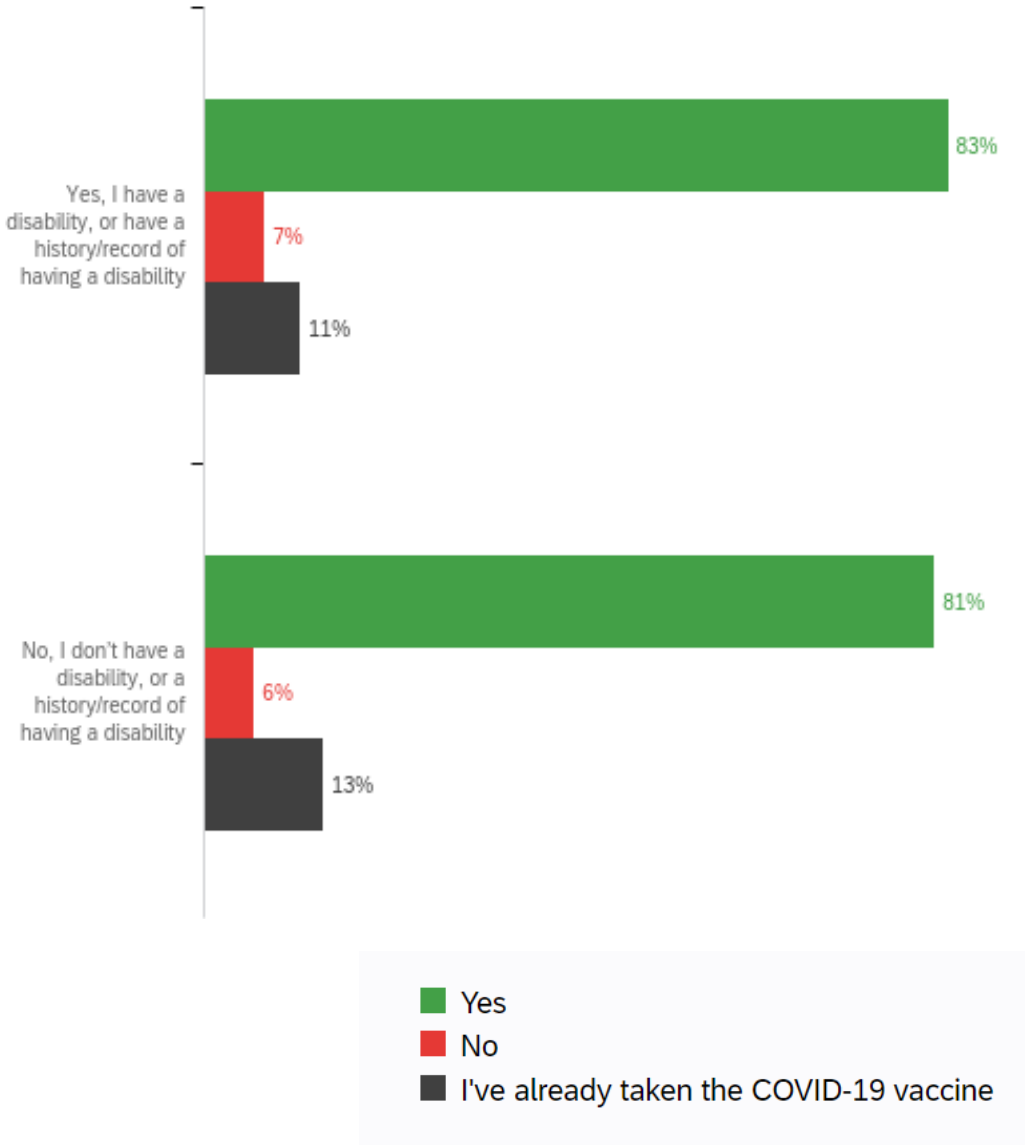
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Nov '20	Feb '21	Nov '20	Feb '21
Strongly agree	75	77	1058	831
Agree	149	134	1201	1286
Somewhat agree	50	52	354	361
Neither agree nor disagree	19	16	149	128
Somewhat disagree	16	24	148	124
Disagree	11	8	80	68
Strongly disagree	15	14	34	34
Total	335	325	3024	2832

I can be my authentic self working for UC Berkeley (Nov ’20 vs. Feb ‘21)



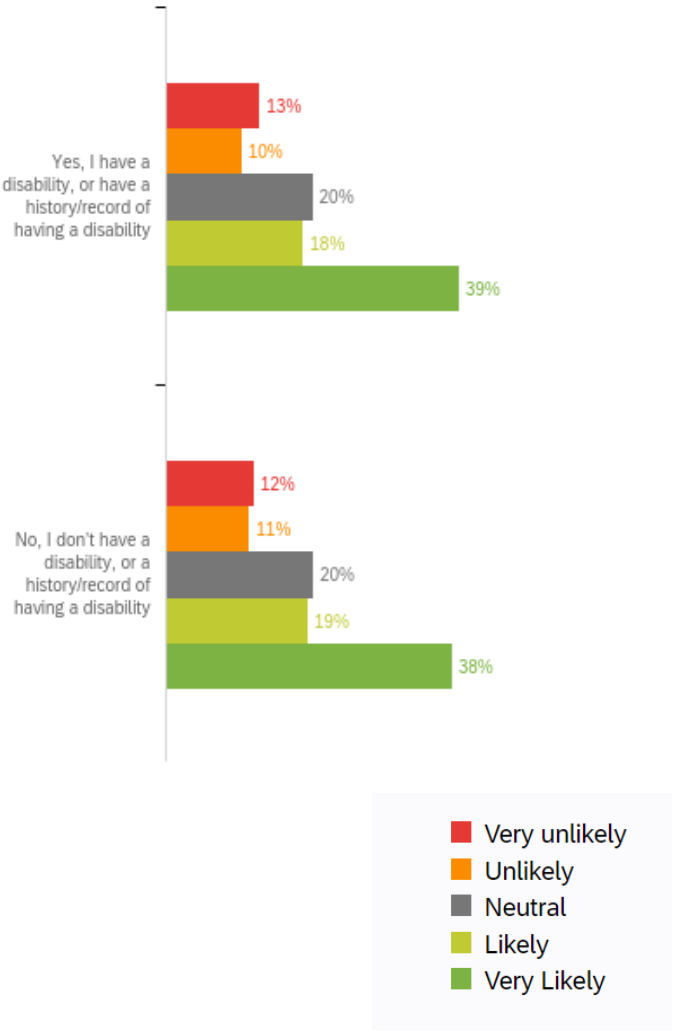
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	Nov '20	Feb '21	Nov '20	Feb '21
Strongly agree	49	61	704	574
Agree	117	101	1172	1221
Somewhat agree	73	72	596	560
Neither agree nor disagree	30	16	206	153
Somewhat disagree	33	45	175	193
Disagree	16	17	106	88
Strongly disagree	18	16	70	49
Total	336	328	3029	2838

When available, will you take the COVID-19 vaccine?* *Please note that the University of California does not currently require employees to be vaccinated. Learn more about the COVID-19 vaccines here.



Disability Status	Yes		No		I've already taken the COVID-19 vaccine		Total
Yes, I have a disability, or have a history/record of having a disability	83%	270	7%	22	11%	35	327
No, I don't have a disability, or a history/record of having a disability	81%	2293	6%	158	13%	375	2826

How likely would you be to exchange your dedicated office/cubicle/desk space* for a shared workspace to have more flexibility in your primary work location, i.e. you would be permitted to work remotely? * Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space.



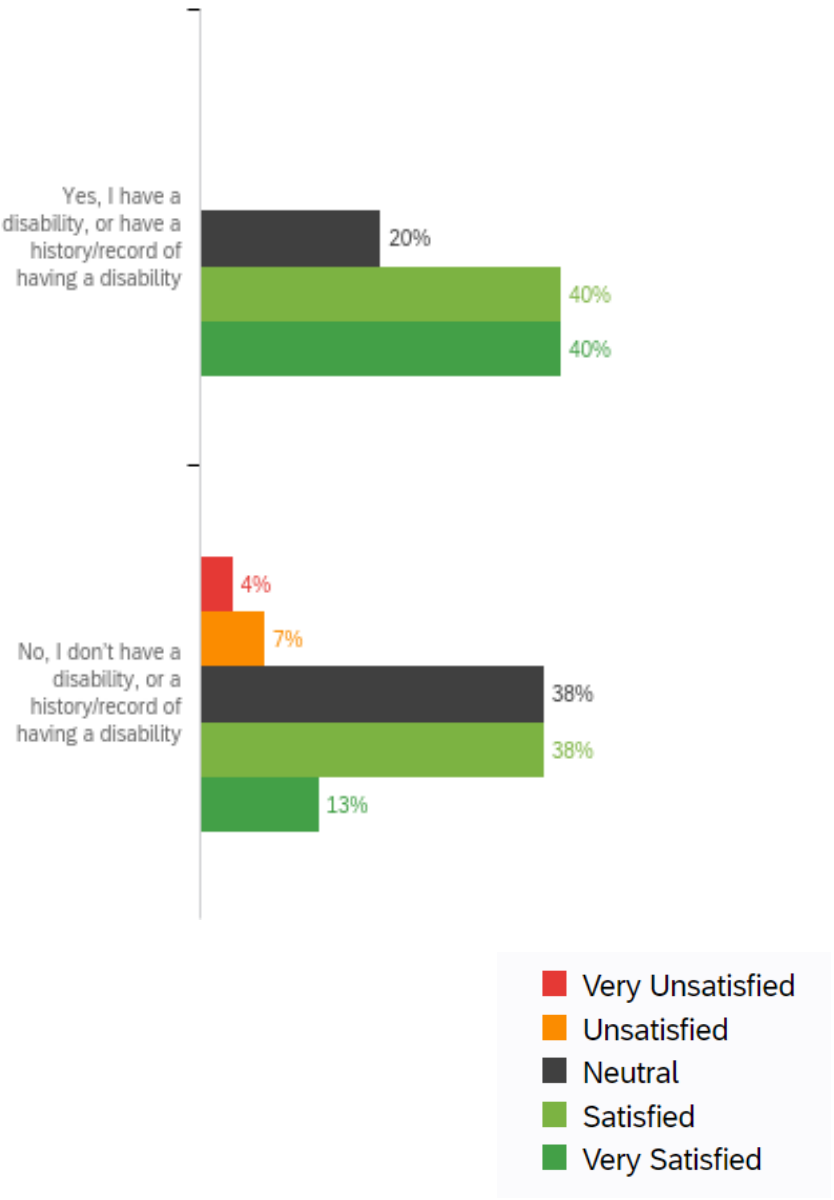
Disability Status	Very Likely		Likely		Neutral		Unlikely		Very unlikely		Total
Yes, I have a disability, or have a history/record of having a disability	39%	128	18%	60	20%	64	10%	33	13%	41	326
No, I don't have a disability, or a history/record of having a disability	38%	1080	19%	535	20%	556	11%	315	12%	331	2817

If you have dependent care needs (for children or adults), have you used any of the 120 hours of campus-sponsored emergency backup care available through Bright Horizons ?

Please note: data obtained in relation to dependent questions care is not reliable due to confusion created by our questions. We will fix this in the next iteration.

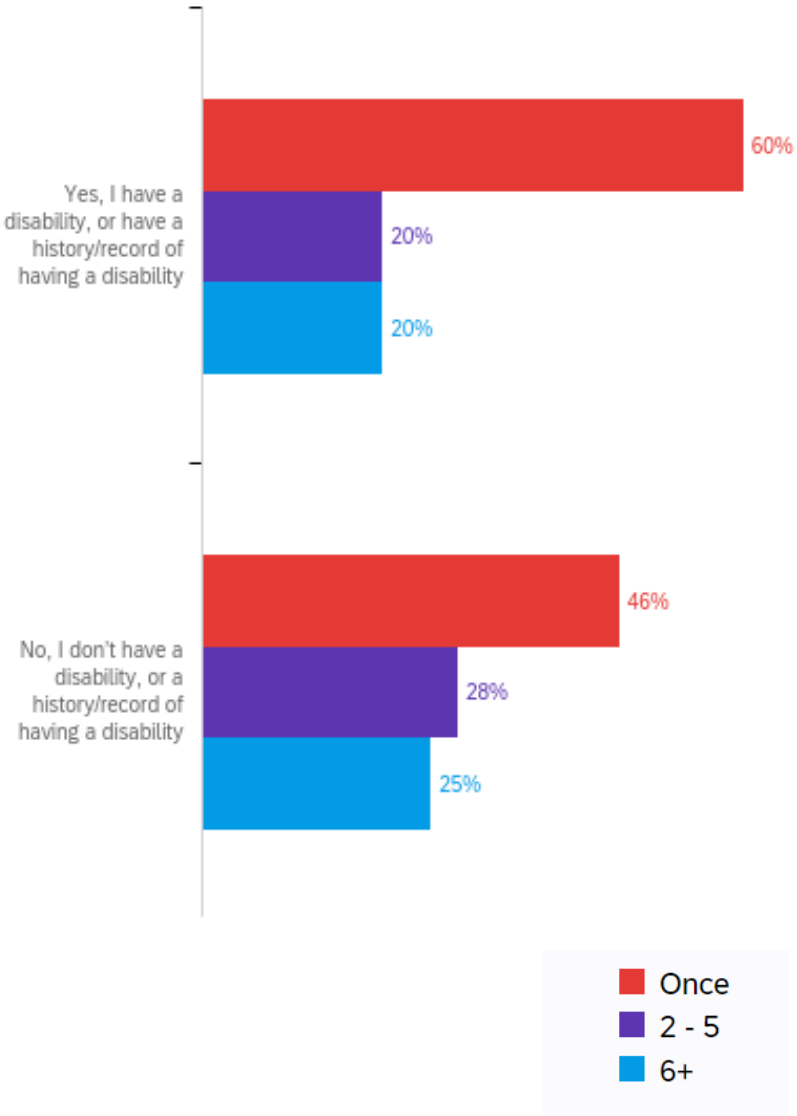
Disability Status	Yes		No		Total
Yes, I have a disability, or have a history/record of having a disability	2%	5	98%	274	279
No, I don't have a disability, or a history/record of having a disability	4%	85	96%	2284	2369

How satisfied were you with the back-up care program?



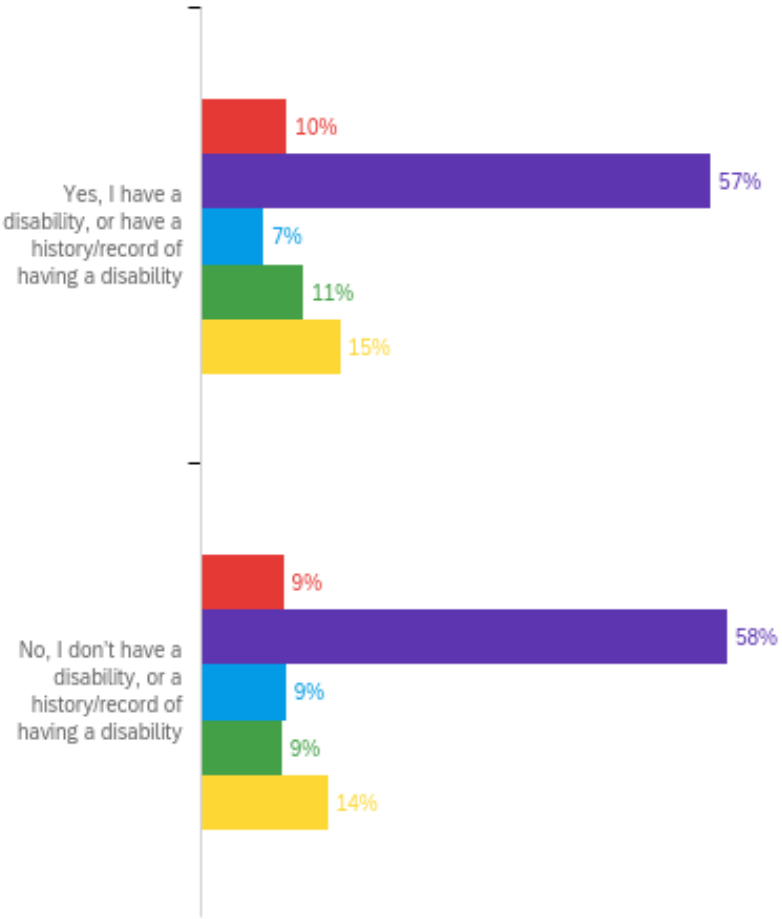
Disability Status	Very Satisfied		Satisfied		Neutral		Unsatisfied		Very Unsatisfied		Total
Yes, I have a disability, or have a history/record of having a disability	40%	2	40%	2	20%	1	0%	0	0%	0	5
No, I don't have a disability, or a history/record of having a disability	13%	11	38%	32	38%	32	7%	6	4%	3	84

How many times did you use the back-up care program?



Disability Status	Once		2 - 5		6+		Total
Yes, I have a disability, or have a history/record of having a disability	60%	3	20%	1	20%	1	5
No, I don't have a disability, or a history/record of having a disability	46%	31	28%	19	25%	17	67

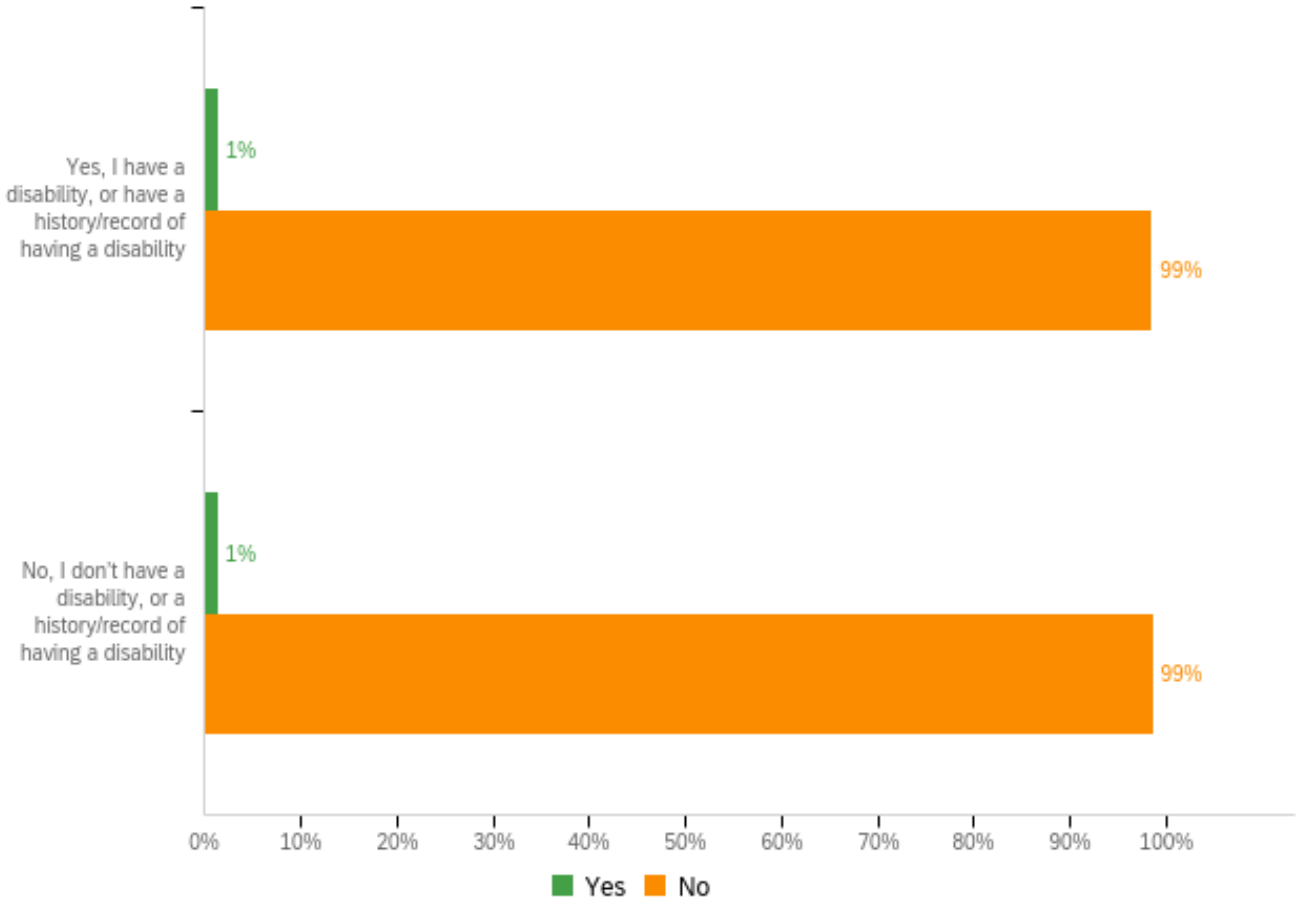
Why didn't you use the back-up care program?



- I didn't know it was available
- I don't need backup care
- I was waiting to see how things developed but may use it in the future
- COVID worries - I don't feel safe using it
- Other:

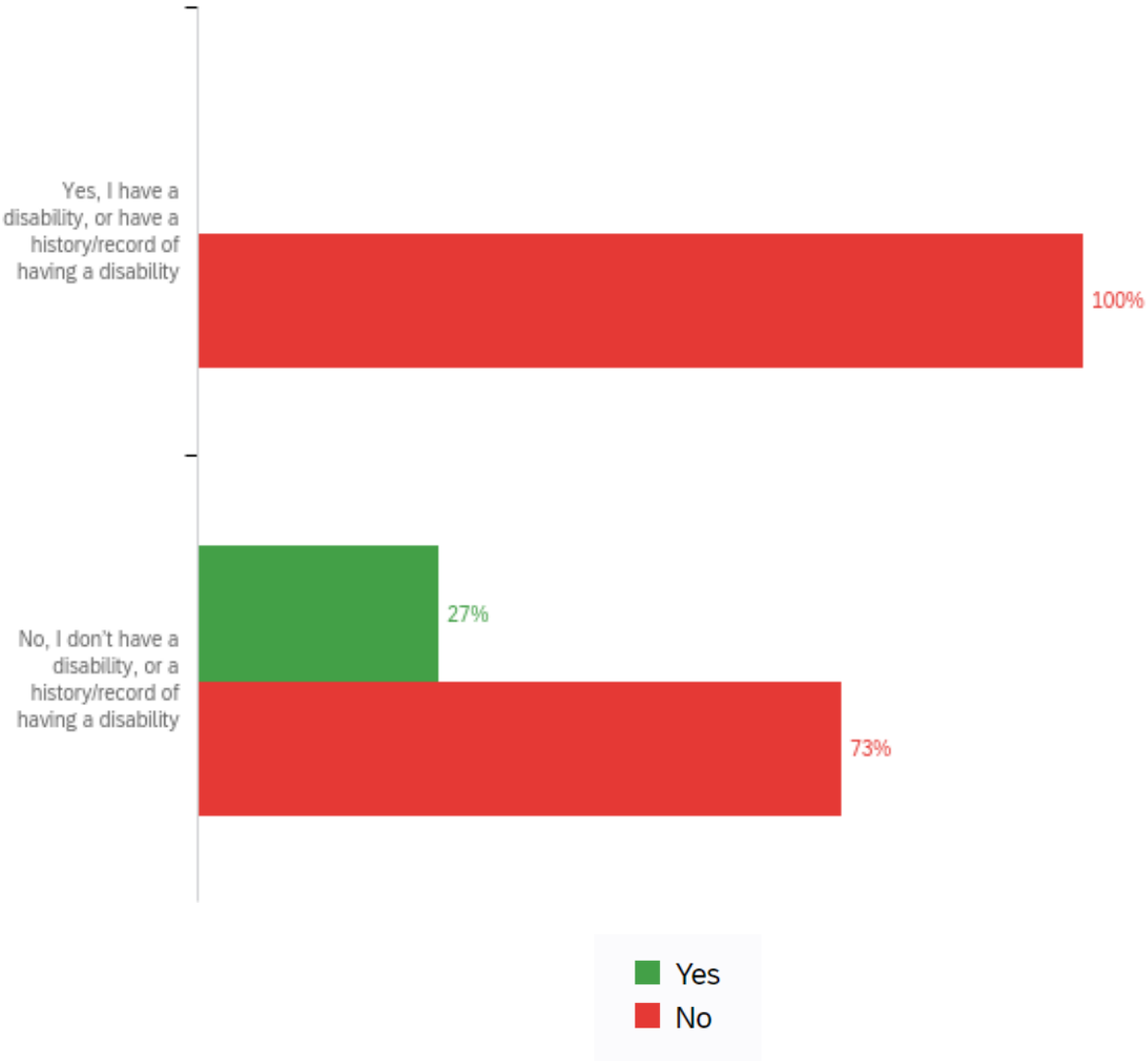
Disability Status	I don't need backup care		I didn't know it was available		I was waiting to see how things developed but may use it in the future		COVID worries - I don't feel safe using it		Other:		**Total**
Yes, I have a disability, or have a history/record of having a disability	57%	154	10%	26	7%	19	11%	31	15%	42	272
No, I don't have a disability, or a history/record of having a disability	58%	1316	9%	206	9%	212	9%	201	14%	317	2252

Have you used the CareBubbles tool at carebubbles.berkeley.edu? (CareBubbles is a parent-to-parent resource to help UC Berkeley, UC Davis and UCSF community members meet their child care needs during the Covid-19 pandemic.)



Disability Status	Yes		No		Total
Yes, I have a disability, or have a history/record of having a disability	1%	4	99%	282	286
No, I don't have a disability, or a history/record of having a disability	1%	33	99%	2397	2430

Did you find any useful connections on carebubbles.berkeley.edu?

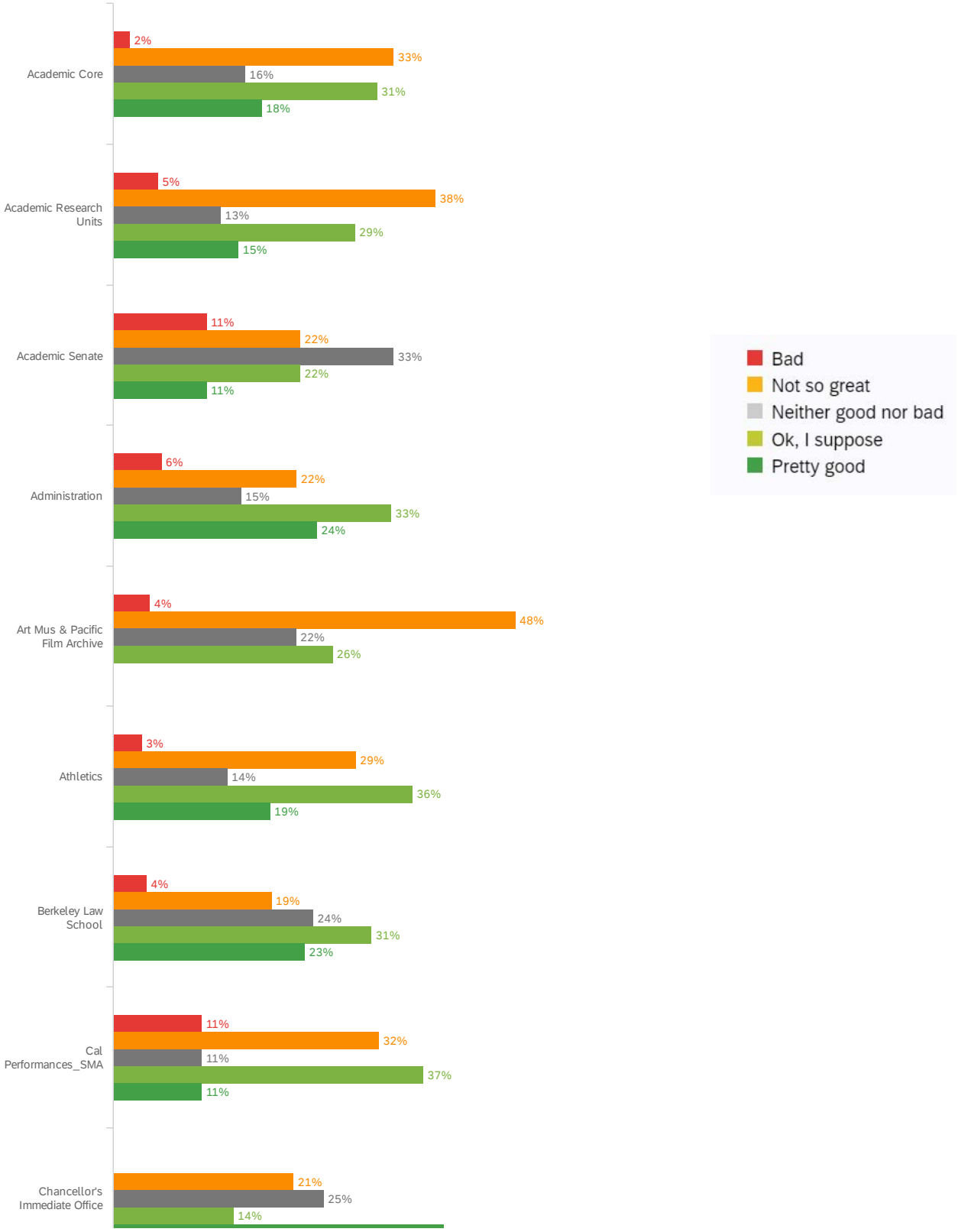


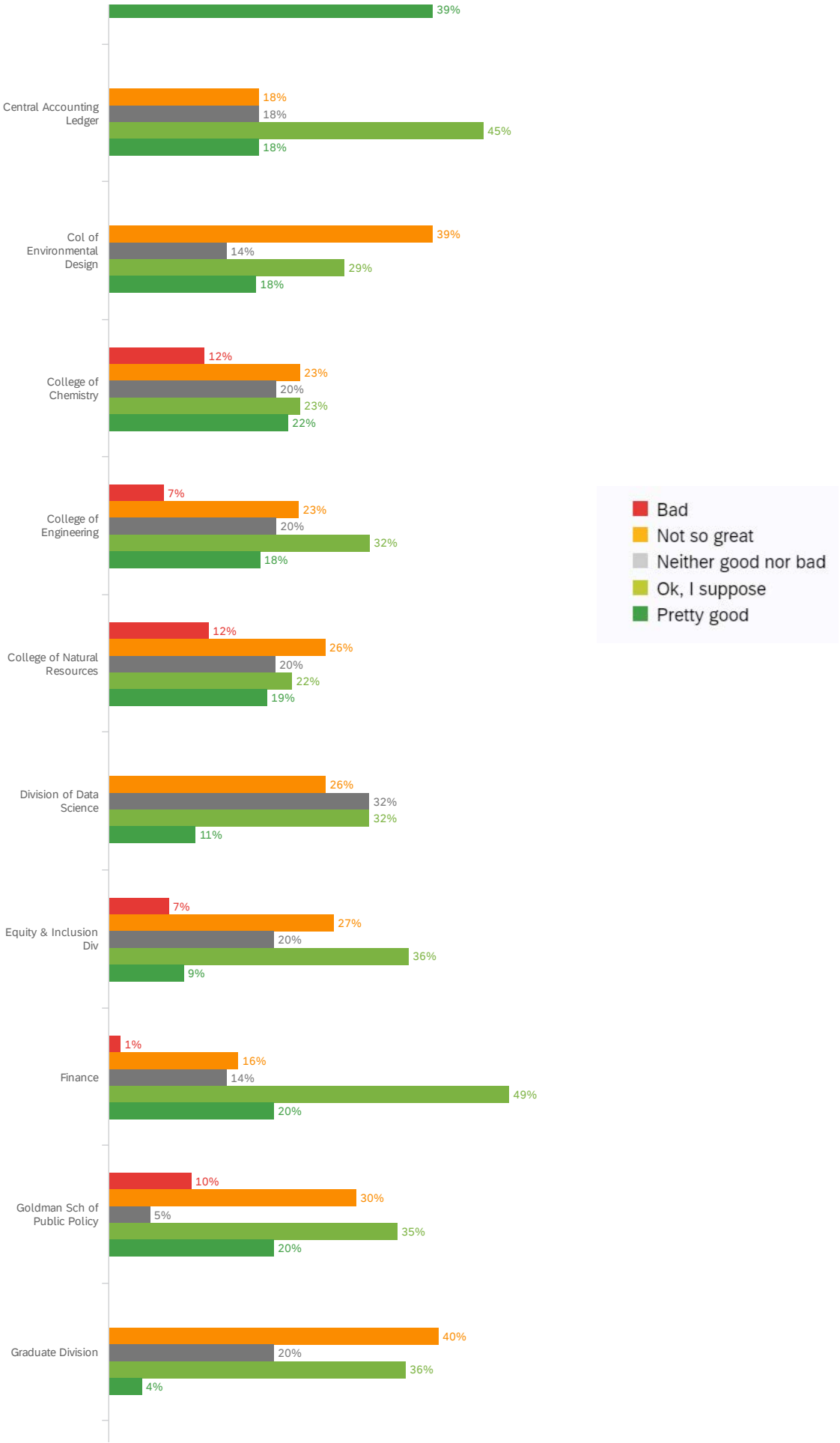
Disability Status	Yes		No		Total
Yes, I have a disability, or have a history/record of having a disability	0%	0	100%	4	4
No, I don't have a disability, or a history/record of having a disability	27%	9	73%	24	33

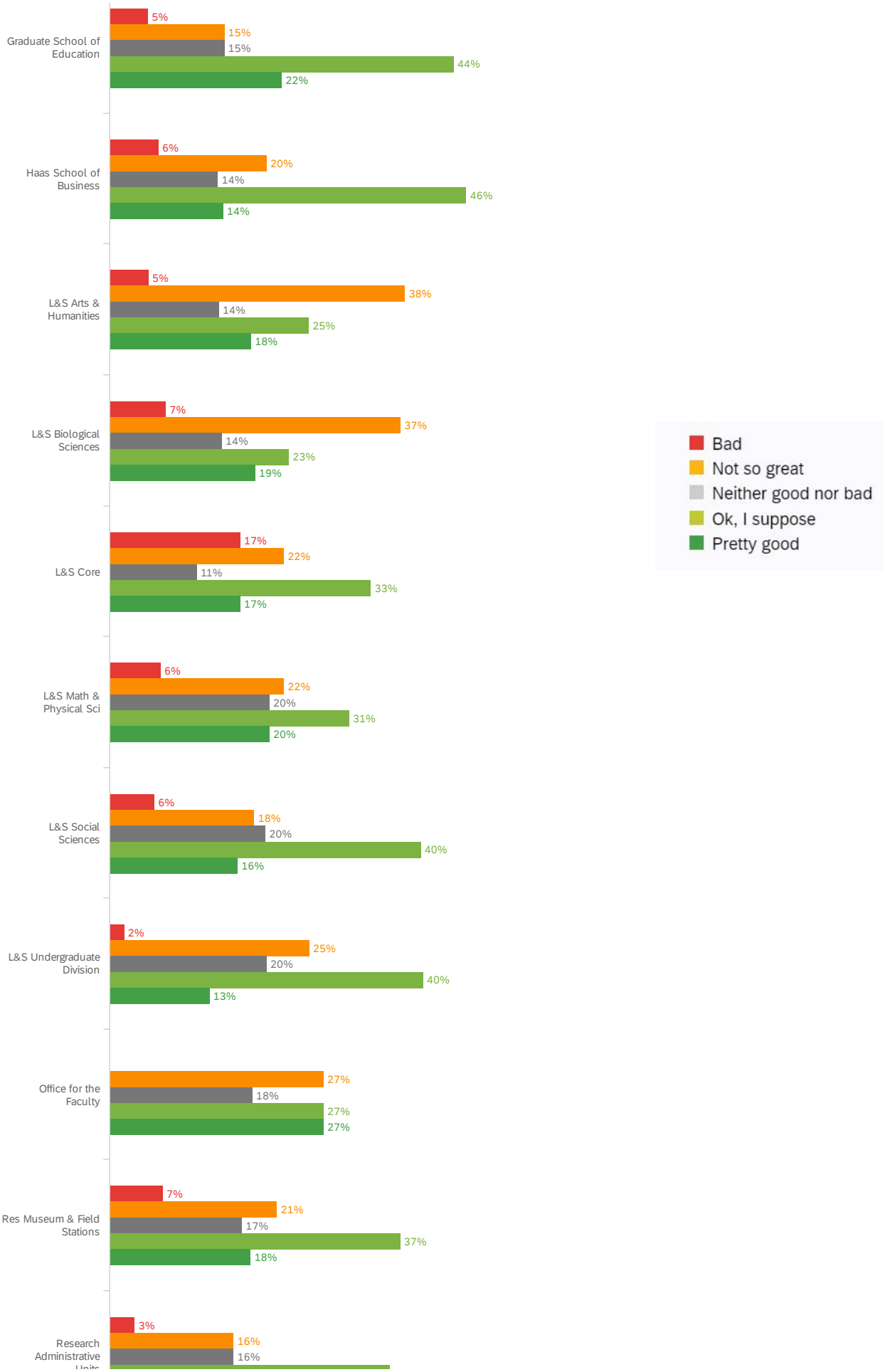
Berkeley People & Culture

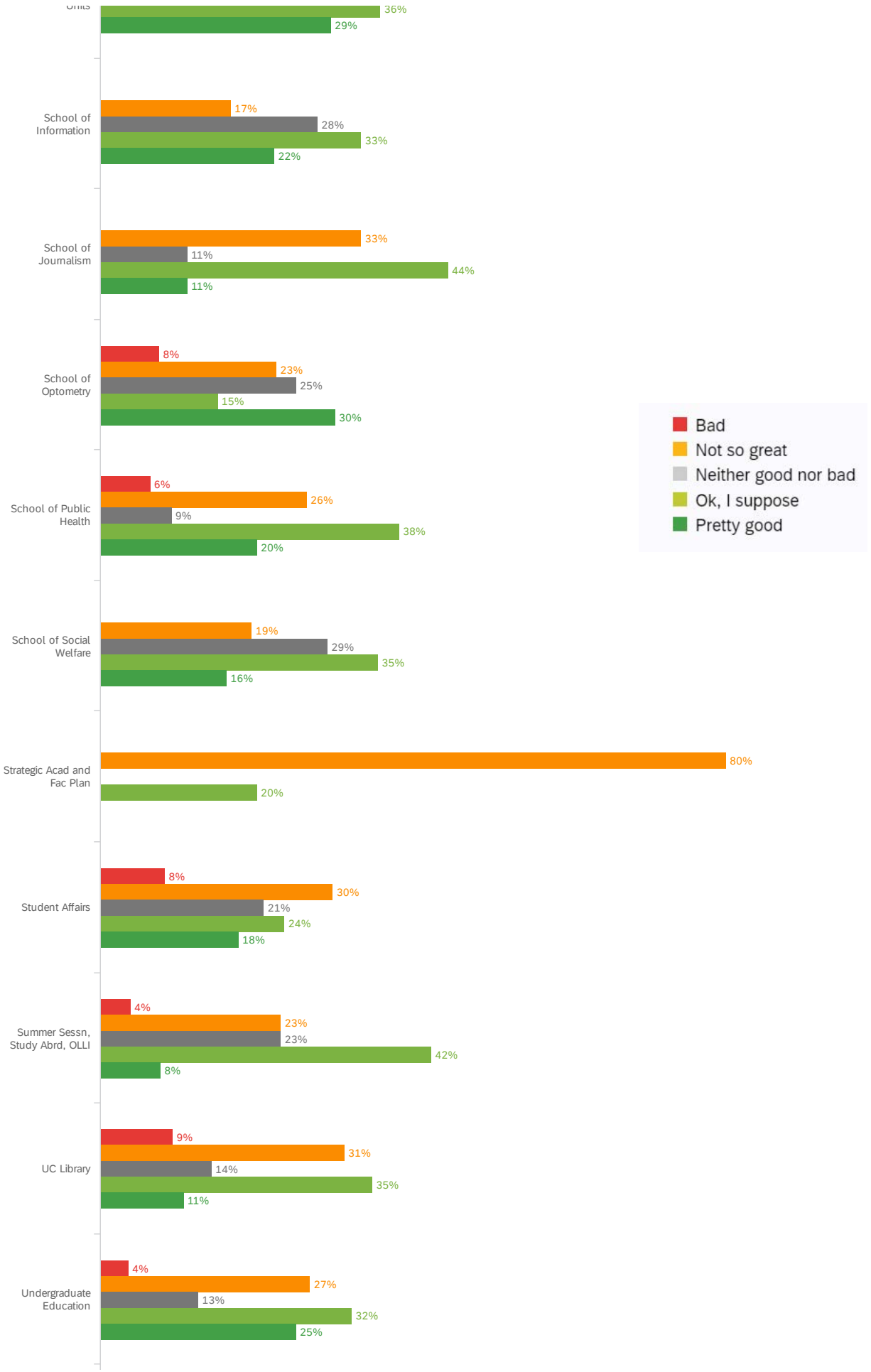
Employee Morale Survey February 2021
Divisions

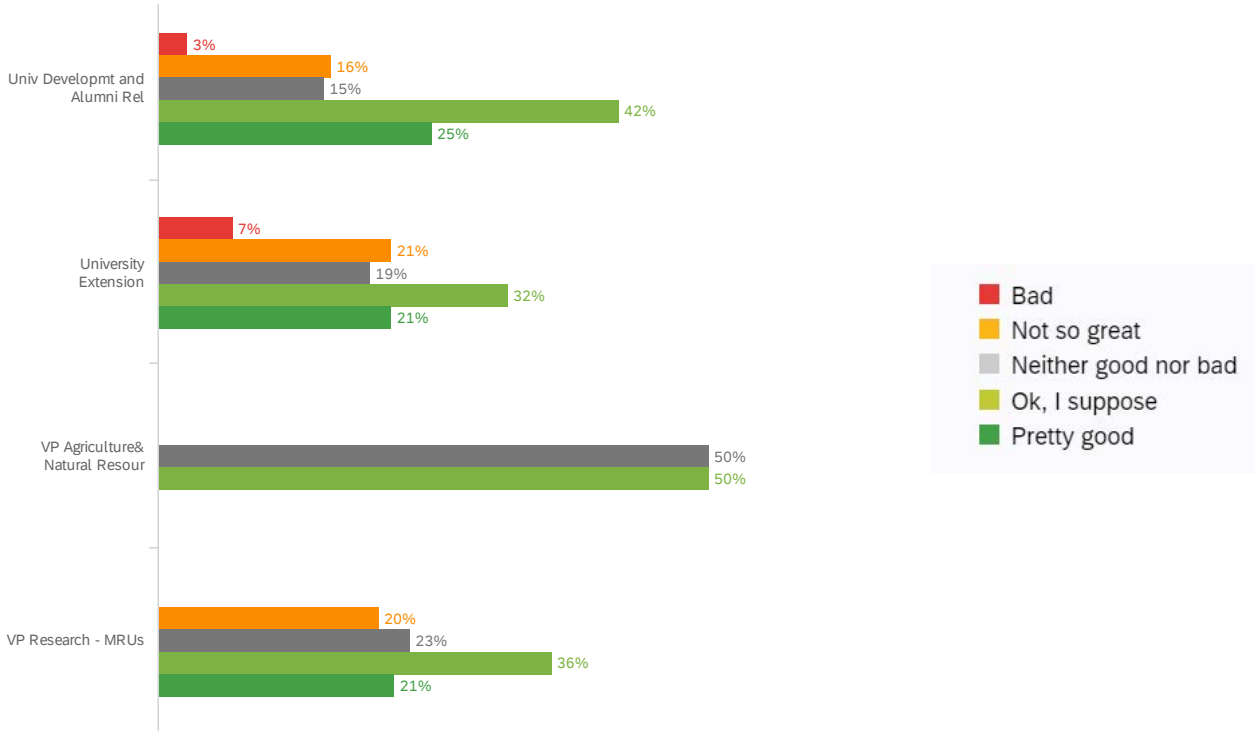
How are you feeling in general?




Central Accounting Ledger
18%
18%
45%
18%
Col of Environmental Design
39%
14%
29%
18%
College of Chemistry
12%
23%
20%
23%
22%
College of Engineering
7%
23%
20%
32%
18%
College of Natural Resources
12%
26%
20%
22%
19%
Division of Data Science
26%
32%
32%
11%
Equity & Inclusion Div
7%
27%
20%
36%
9%
Finance
1%
16%
14%
49%
20%
Goldman Sch of Public Policy
10%
30%
5%
35%
20%
Graduate Division
40%
20%
36%
4%
Bad
Not so great
Neither good nor bad
Ok, I suppose
Pretty good


Graduate School of Education
5%
15%
15%
44%
22%
Haas School of Business
6%
20%
14%
46%
14%
L&S Arts & Humanities
5%
38%
14%
25%
18%
L&S Biological Sciences
7%
37%
14%
23%
19%
L&S Core
17%
22%
11%
33%
17%
L&S Math & Physical Sci
6%
22%
20%
31%
20%
L&S Social Sciences
6%
18%
20%
40%
16%
L&S Undergraduate Division
2%
25%
20%
40%
13%
Office for the Faculty
27%
18%
27%
27%
Res Museum & Field Stations
7%
21%
17%
37%
18%
Research Administrative Units
3%
16%
16%
Bad
Not so great
Neither good nor bad
Ok, I suppose
Pretty good


Units
36%
29%
School of Information
17%
28%
33%
22%
School of Journalism
33%
11%
44%
11%
School of Optometry
8%
23%
25%
15%
30%
School of Public Health
6%
26%
9%
38%
20%
School of Social Welfare
19%
29%
35%
16%
Strategic Acad and Fac Plan
80%
20%
Student Affairs
8%
30%
21%
24%
18%
Summer Sessn, Study Abrd, OLLI
4%
23%
23%
42%
8%
UC Library
9%
31%
14%
35%
11%
Undergraduate Education
4%
27%
13%
32%
25%
Bad
Not so great
Neither good nor bad
Ok, I suppose
Pretty good

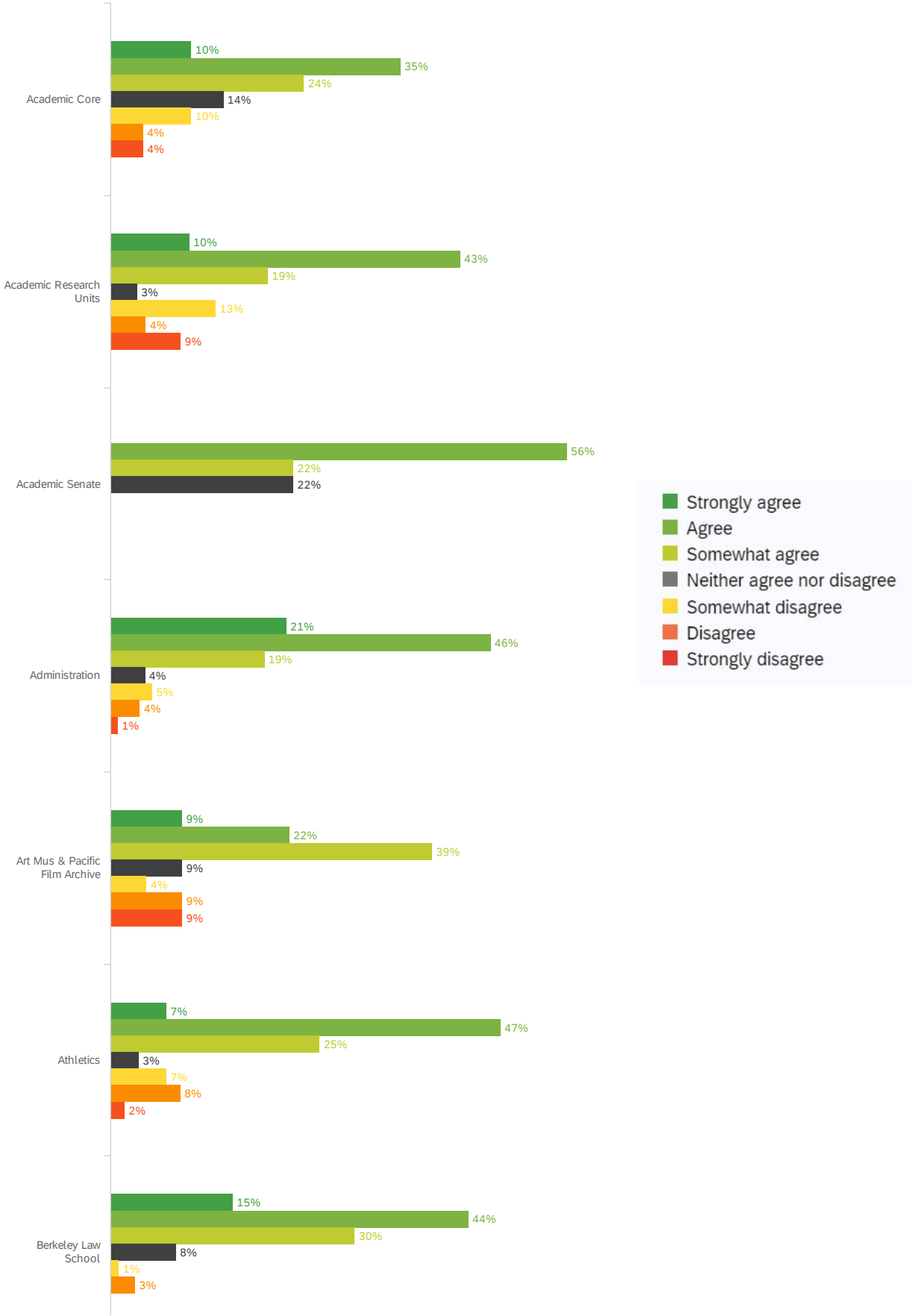


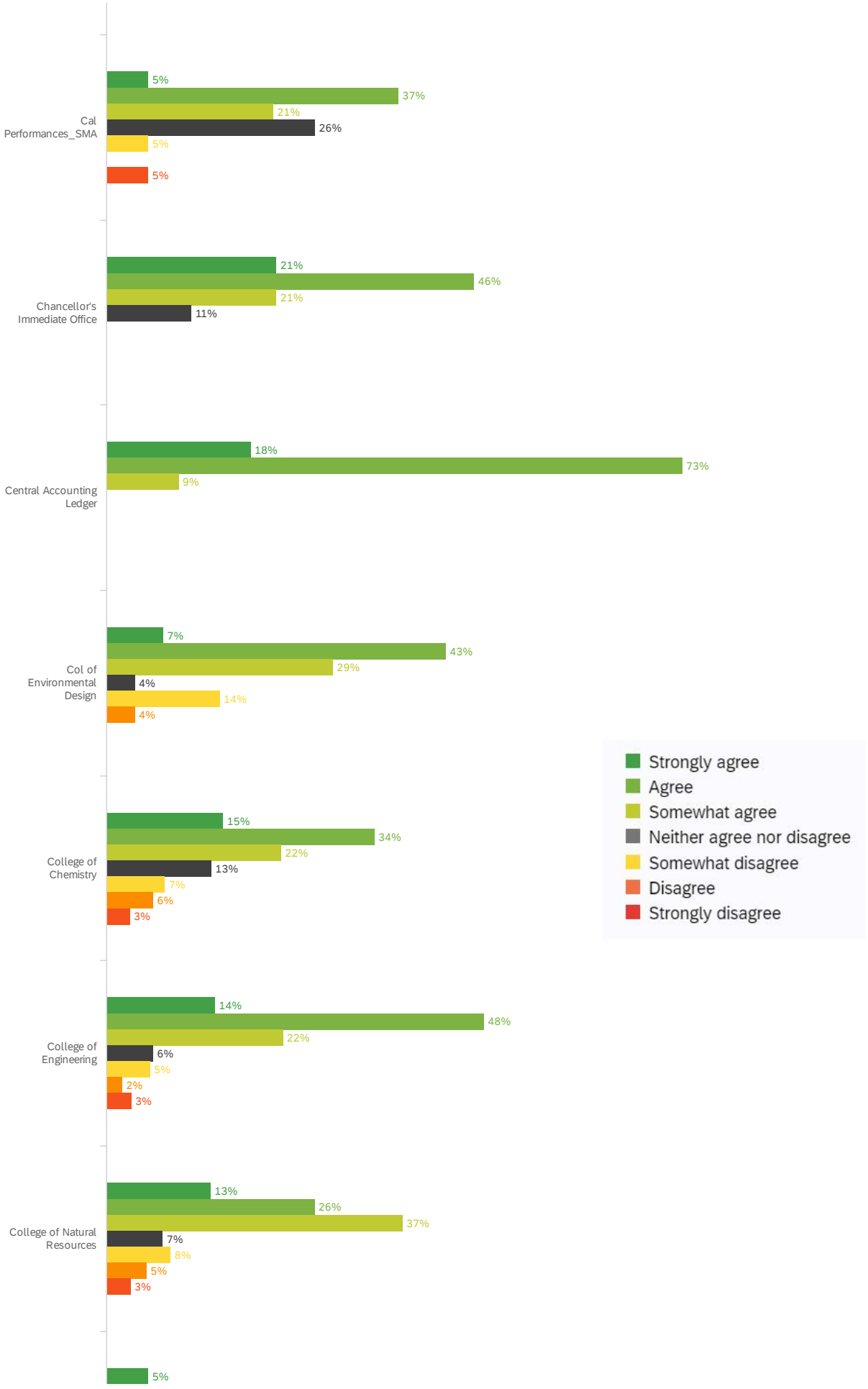
#	Field	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good		Total
1	Academic Core	2%	1	33%	17	16%	8	31%	16	18%	9	51
2	Academic Research Units	5%	5	38%	36	13%	12	29%	27	15%	14	94
3	Academic Senate	11%	1	22%	2	33%	3	22%	2	11%	1	9
4	Administration	6%	26	22%	99	15%	69	33%	150	24%	110	454
5	Art Mus & Pacific Film Archive	4%	1	48%	11	22%	5	26%	6	0%	0	23
6	Athletics	3%	2	29%	17	14%	8	36%	21	19%	11	59
7	Berkeley Law School	4%	4	19%	19	24%	24	31%	31	23%	23	101
8	Cal Performances_SMA	11%	2	32%	6	11%	2	37%	7	11%	2	19
9	Chancellor's Immediate Office	0%	0	21%	6	25%	7	14%	4	39%	11	28
10	Central Accounting Ledger	0%	0	18%	2	18%	2	45%	5	18%	2	11
11	Col of Environmental Design	0%	0	39%	11	14%	4	29%	8	18%	5	28
12	College of Chemistry	12%	8	23%	16	20%	14	23%	16	22%	15	69
13	College of Engineering	7%	17	23%	59	20%	52	32%	81	18%	47	256
14	College of Natural Resources	12%	12	26%	26	20%	20	22%	22	19%	19	99
15	Division of Data Science	0%	0	26%	5	32%	6	32%	6	11%	2	19
16	Equity & Inclusion Div	7%	4	27%	15	20%	11	36%	20	9%	5	55
17	Finance	1%	1	16%	11	14%	10	49%	34	20%	14	70

#	Field	Bad		Not so great		Neither good nor bad		Ok, I suppose		Pretty good		Total
18	Goldman Sch of Public Policy	10%	2	30%	6	5%	1	35%	7	20%	4	20
19	Graduate Division	0%	0	40%	10	20%	5	36%	9	4%	1	25
20	Graduate School of Education	5%	2	15%	6	15%	6	44%	18	22%	9	41
21	Haas School of Business	6%	9	20%	29	14%	20	46%	66	14%	21	145
22	L&S Arts & Humanities	5%	6	38%	46	14%	17	25%	31	18%	22	122
23	L&S Biological Sciences	7%	10	37%	52	14%	20	23%	32	19%	26	140
24	L&S Core	17%	3	22%	4	11%	2	33%	6	17%	3	18
25	L&S Math & Physical Sci	6%	7	22%	24	20%	22	31%	33	20%	22	108
26	L&S Social Sciences	6%	8	18%	26	20%	28	40%	56	16%	23	141
27	L&S Undergraduate Division	2%	1	25%	14	20%	11	40%	22	13%	7	55
28	Office for the Faculty	0%	0	27%	3	18%	2	27%	3	27%	3	11
29	Res Museum & Field Stations	7%	6	21%	19	17%	15	37%	33	18%	16	89
30	Research Administrative Units	3%	3	16%	15	16%	15	36%	34	29%	28	95
31	School of Information	0%	0	17%	3	28%	5	33%	6	22%	4	18
32	School of Journalism	0%	0	33%	3	11%	1	44%	4	11%	1	9
33	School of Optometry	8%	3	23%	9	25%	10	15%	6	30%	12	40
34	School of Public Health	6%	7	26%	29	9%	10	38%	42	20%	22	110
35	School of Social Welfare	0%	0	19%	6	29%	9	35%	11	16%	5	31
36	Strategic Acad and Fac Plan	0%	0	80%	4	0%	0	20%	1	0%	0	5
37	Student Affairs	8%	28	30%	101	21%	71	24%	80	18%	60	340
38	Summer Sessn, Study Abrd, OLLI	4%	1	23%	6	23%	6	42%	11	8%	2	26
39	UC Library	9%	13	31%	44	14%	20	35%	49	11%	15	141
40	Undergraduate Education	4%	2	27%	15	13%	7	32%	18	25%	14	56
41	Univ Developmt and Alumni Rel	3%	4	16%	24	15%	23	42%	64	25%	38	153
42	University Extension	7%	7	21%	22	19%	20	32%	33	21%	22	104
43	VP Agriculture& Natural Resour	0%	0	0%	0	50%	1	50%	1	0%	0	2
44	VP Research - MRUs	0%	0	20%	14	23%	16	36%	25	21%	15	70

Showing rows 1 - 44 of 44

I feel that UC Berkeley cares about my well-being




Cal Performances_SMA
5%
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Chancellor's Immediate Office
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Central Accounting Ledger
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College of Natural Resources
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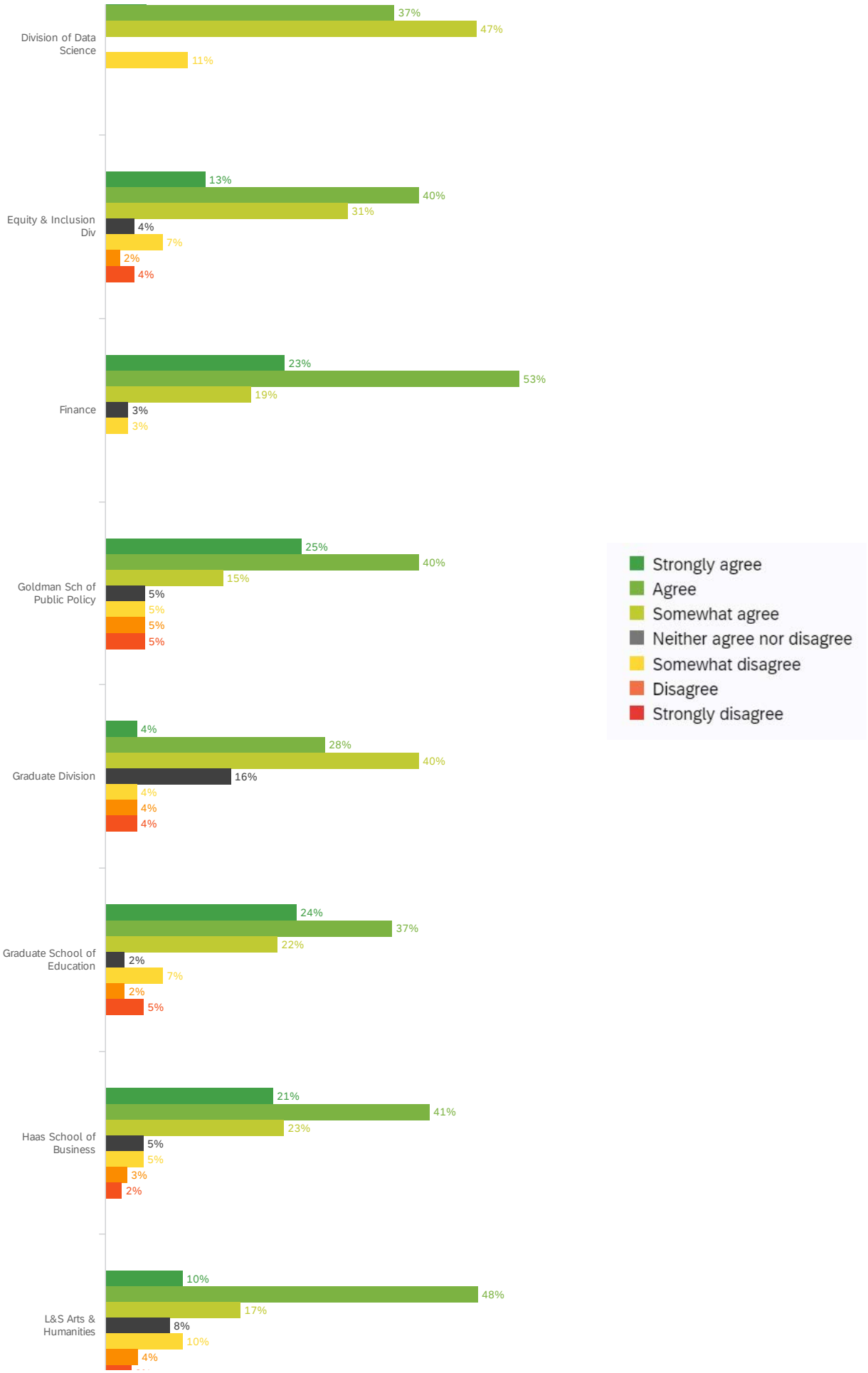
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Division of Data Science
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Equity & Inclusion Div
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L&S Arts & Humanities
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Strongly agree
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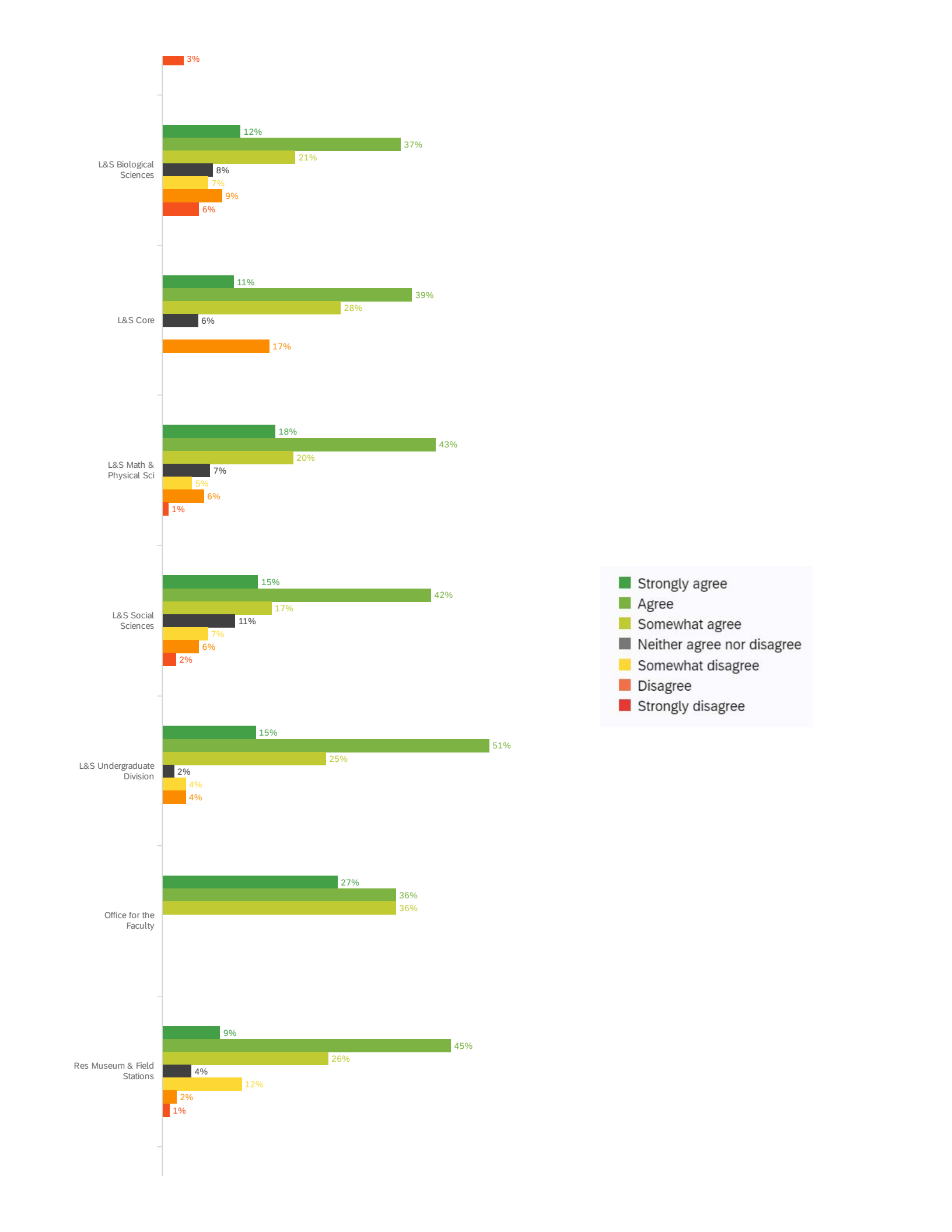
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree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L&S Undergraduate Division
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Office for the Faculty
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Res Museum & Field Stations
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Strongly agree
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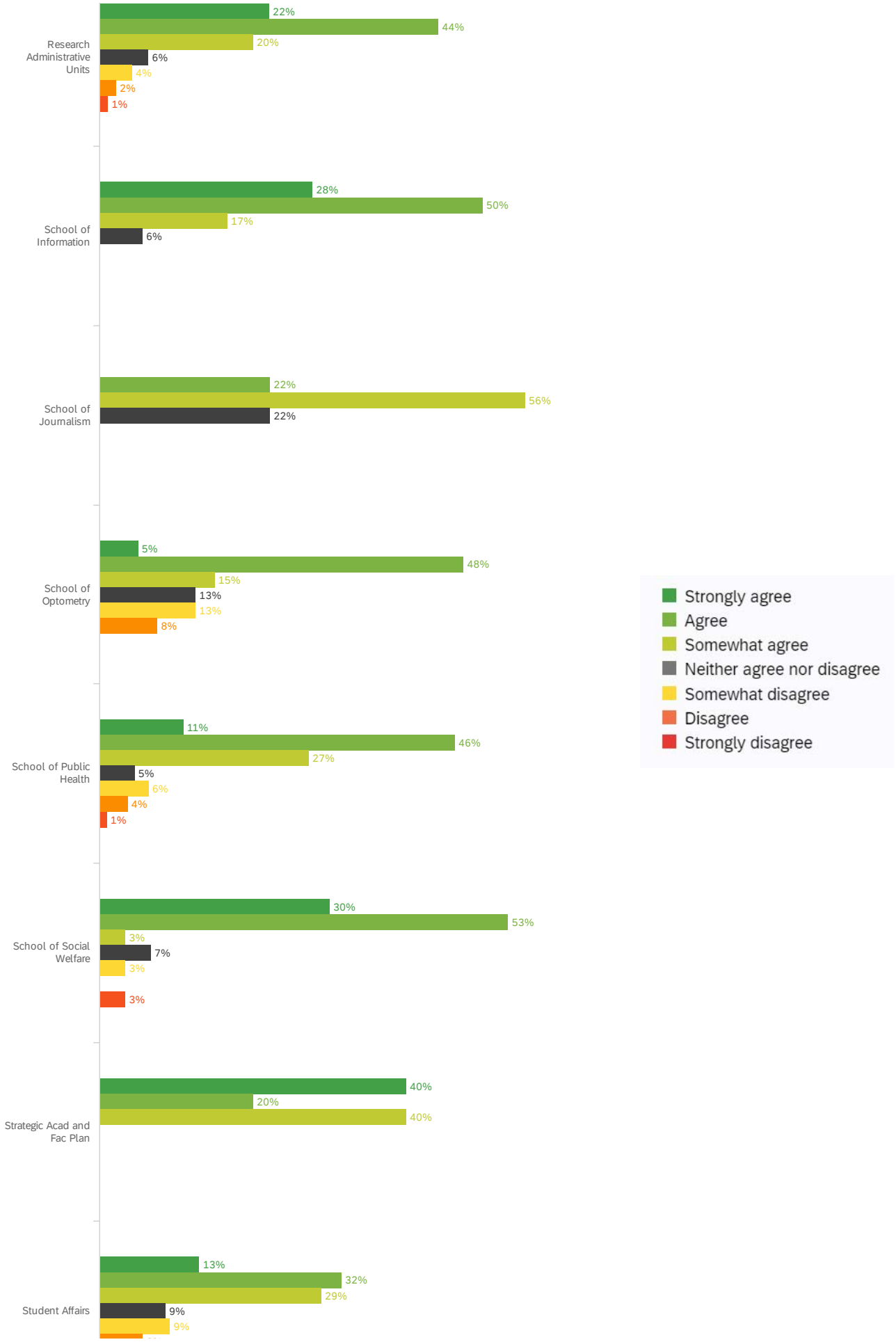
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Research Administrative Units
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School of Information
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School of Journalism
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School of Social Welfare
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Strategic Acad and Fac Plan
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20%
40%
Student Affairs
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Strongly agree
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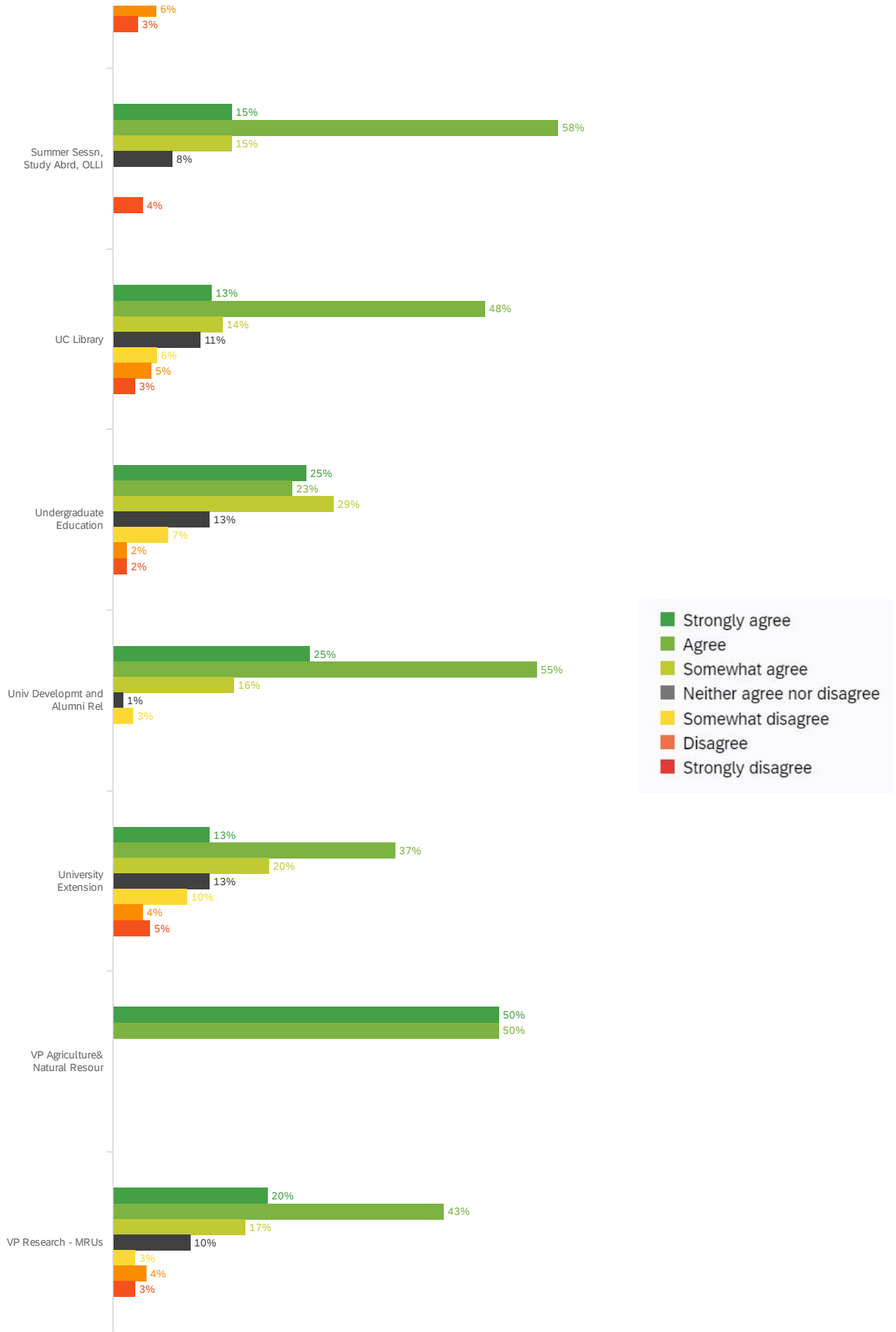
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree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Summer Sessn, Study Abrd, OLLI
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Undergraduate Education
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University Extension
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VP Agriculture& Natural Resour
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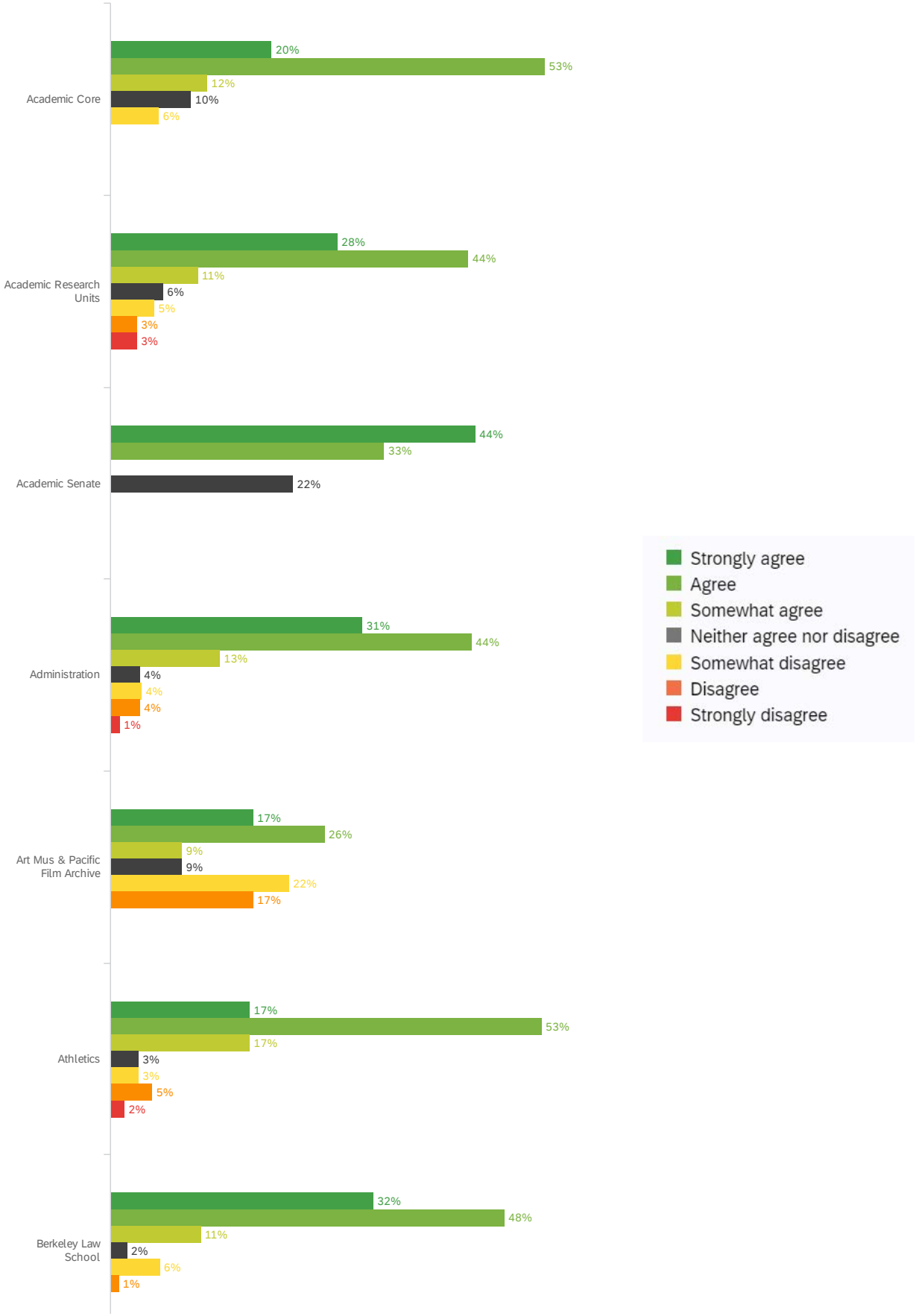
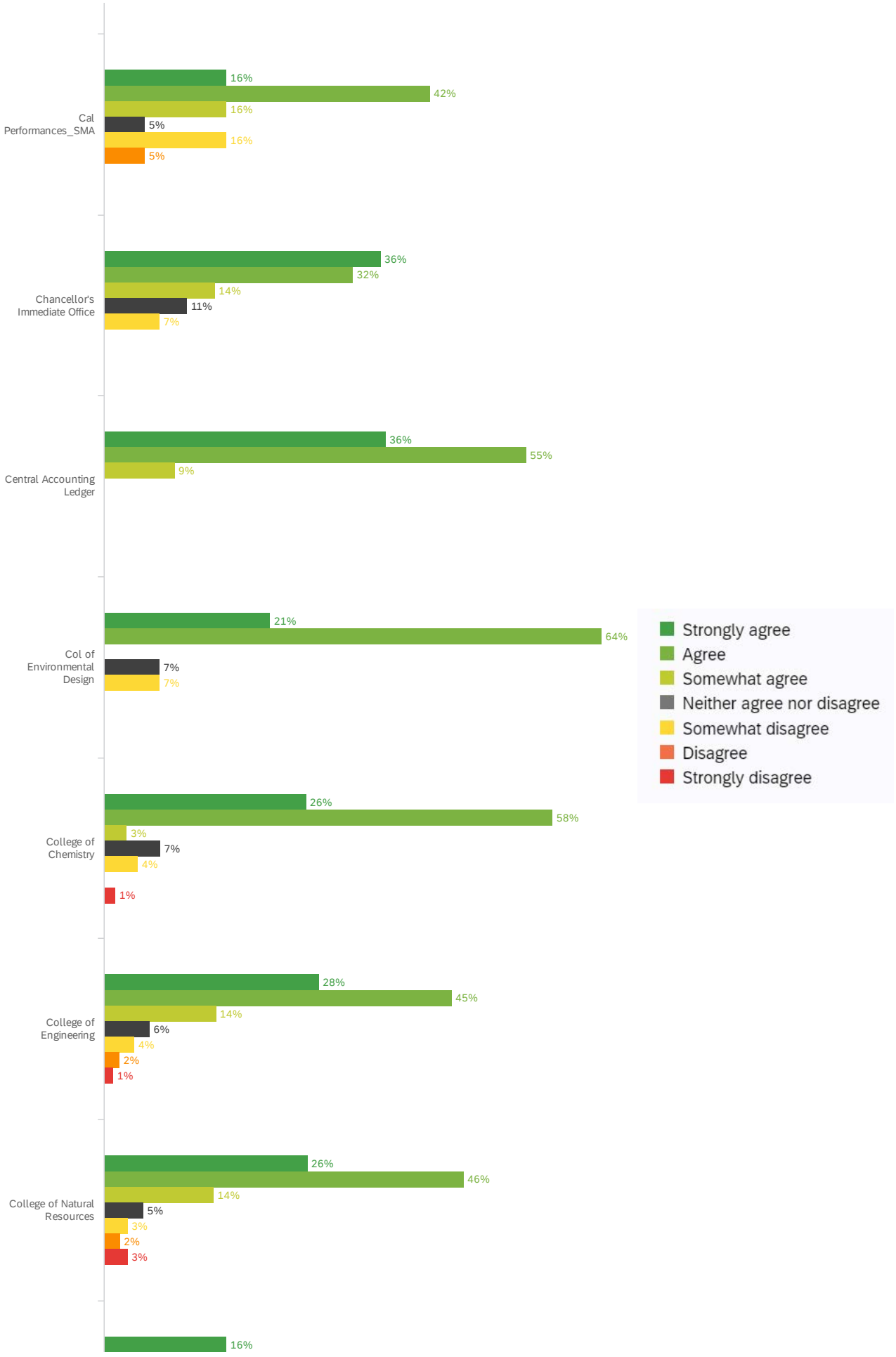
VP Research - MRUs
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree

#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
1	Academic Core	10% 5	35% 18	24% 12	14% 7	10% 5	4% 2	4% 2
2	Academic Research Units	10% 9	43% 40	19% 18	3% 3	13% 12	4% 4	9% 8
3	Academic Senate	0% 0	56% 5	22% 2	22% 2	0% 0	0% 0	0% 0
4	Administration	21% 97	46% 210	19% 85	4% 19	5% 23	4% 16	1% 4
5	Art Mus & Pacific Film Archive	9% 2	22% 5	39% 9	9% 2	4% 1	9% 2	9% 2
6	Athletics	7% 4	47% 28	25% 15	3% 2	7% 4	8% 5	2% 1
7	Berkeley Law School	15% 15	44% 44	30% 30	8% 8	1% 1	3% 3	0% 0
8	Cal Performances_SMA	5% 1	37% 7	21% 4	26% 5	5% 1	0% 0	5% 1
9	Chancellor's Immediate Office	21% 6	46% 13	21% 6	11% 3	0% 0	0% 0	0% 0
10	Central Accounting Ledger	18% 2	73% 8	9% 1	0% 0	0% 0	0% 0	0% 0
11	Col of Environmental Design	7% 2	43% 12	29% 8	4% 1	14% 4	4% 1	0% 0
12	College of Chemistry	15% 10	34% 23	22% 15	13% 9	7% 5	6% 4	3% 2
13	College of Engineering	14% 35	48% 122	22% 57	6% 15	5% 14	2% 5	3% 8
14	College of Natural Resources	13% 13	26% 26	37% 37	7% 7	8% 8	5% 5	3% 3
15	Division of Data Science	5% 1	37% 7	47% 9	0% 0	11% 2	0% 0	0% 0
16	Equity & Inclusion Div	13% 7	40% 22	31% 17	4% 2	7% 4	2% 1	4% 2
17	Finance	23% 16	53% 37	19% 13	3% 2	3% 2	0% 0	0% 0
18	Goldman Sch of Public Policy	25% 5	40% 8	15% 3	5% 1	5% 1	5% 1	5% 1
19	Graduate Division	4% 1	28% 7	40% 10	16% 4	4% 1	4% 1	4% 1
20	Graduate School of Education	24% 10	37% 15	22% 9	2% 1	7% 3	2% 1	5% 2
21	Haas School of Business	21% 31	41% 60	23% 33	5% 7	5% 7	3% 4	2% 3
	L&S Arts &							

#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
22	L&S Arts & Humanities	10%	12	48%	58	17%	21	8%	10	10%	12	4%	5	3%	4
23	L&S Biological Sciences	12%	17	37%	52	21%	29	8%	11	7%	10	9%	13	6%	8
24	L&S Core	11%	2	39%	7	28%	5	6%	1	0%	0	17%	3	0%	0
25	L&S Math & Physical Sci	18%	19	43%	46	20%	22	7%	8	5%	5	6%	7	1%	1
26	L&S Social Sciences	15%	21	42%	59	17%	24	11%	16	7%	10	6%	8	2%	3
27	L&S Undergraduate Division	15%	8	51%	28	25%	14	2%	1	4%	2	4%	2	0%	0
28	Office for the Faculty	27%	3	36%	4	36%	4	0%	0	0%	0	0%	0	0%	0
29	Res Museum & Field Stations	9%	8	45%	40	26%	23	4%	4	12%	11	2%	2	1%	1
30	Research Administrative Units	22%	21	44%	42	20%	19	6%	6	4%	4	2%	2	1%	1
31	School of Information	28%	5	50%	9	17%	3	6%	1	0%	0	0%	0	0%	0
32	School of Journalism	0%	0	22%	2	56%	5	22%	2	0%	0	0%	0	0%	0
33	School of Optometry	5%	2	48%	19	15%	6	13%	5	13%	5	8%	3	0%	0
34	School of Public Health	11%	12	46%	51	27%	30	5%	5	6%	7	4%	4	1%	1
35	School of Social Welfare	30%	9	53%	16	3%	1	7%	2	3%	1	0%	0	3%	1
36	Strategic Acad and Fac Plan	40%	2	20%	1	40%	2	0%	0	0%	0	0%	0	0%	0
37	Student Affairs	13%	44	32%	107	29%	98	9%	29	9%	31	6%	19	3%	11
38	Summer Sessn, Study Abrd, OLLI	15%	4	58%	15	15%	4	8%	2	0%	0	0%	0	4%	1
39	UC Library	13%	18	48%	68	14%	20	11%	16	6%	8	5%	7	3%	4
40	Undergraduate Education	25%	14	23%	13	29%	16	13%	7	7%	4	2%	1	2%	1
41	Univ Developmt and Alumni Rel	25%	39	55%	84	16%	24	1%	2	3%	4	0%	0	0%	0
42	University Extension	13%	13	37%	38	20%	21	13%	13	10%	10	4%	4	5%	5
43	VP Agriculture& Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	20%	14	43%	30	17%	12	10%	7	3%	2	4%	3	3%	2

I am treated with dignity and respect while at work




Cal Performances_SMA
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College of Natural Resources
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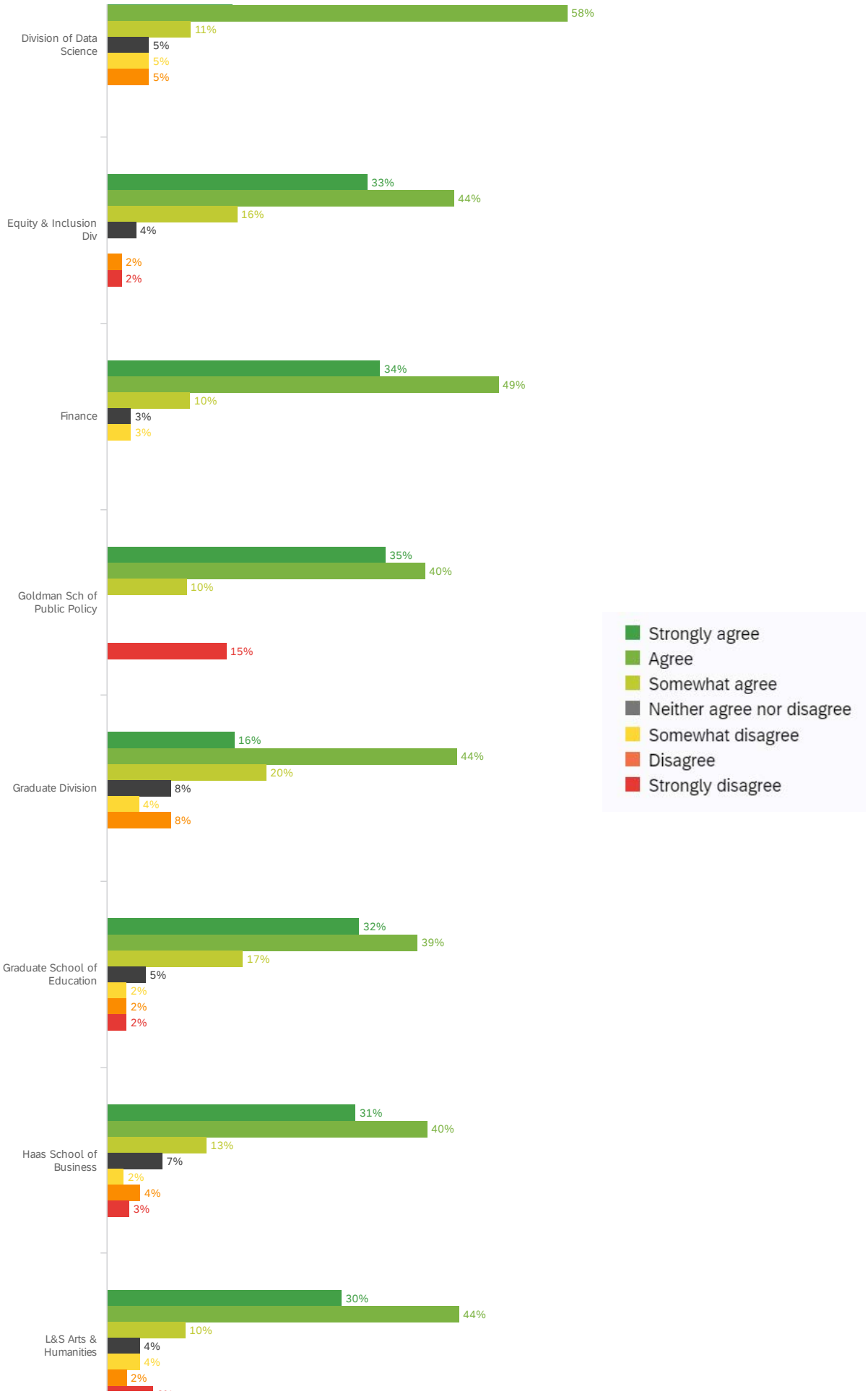
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Division of Data Science
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Equity & Inclusion Div
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Graduate School of Education
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Haas School of Business
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L&S Arts & Humanities
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Strongly agree
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Neither agree nor disagree
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Disagree
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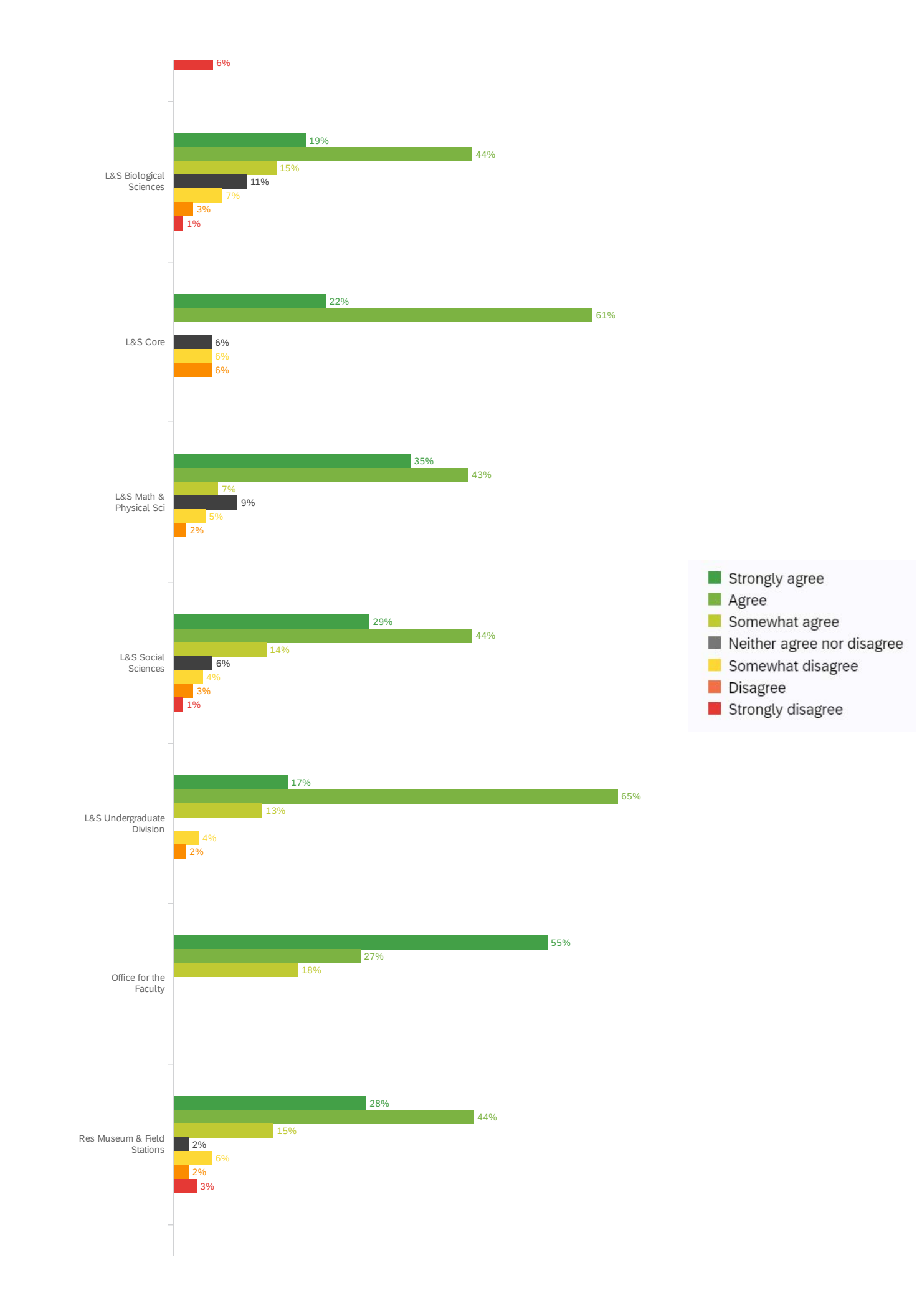
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Office for the Faculty
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Res Museum & Field Stations
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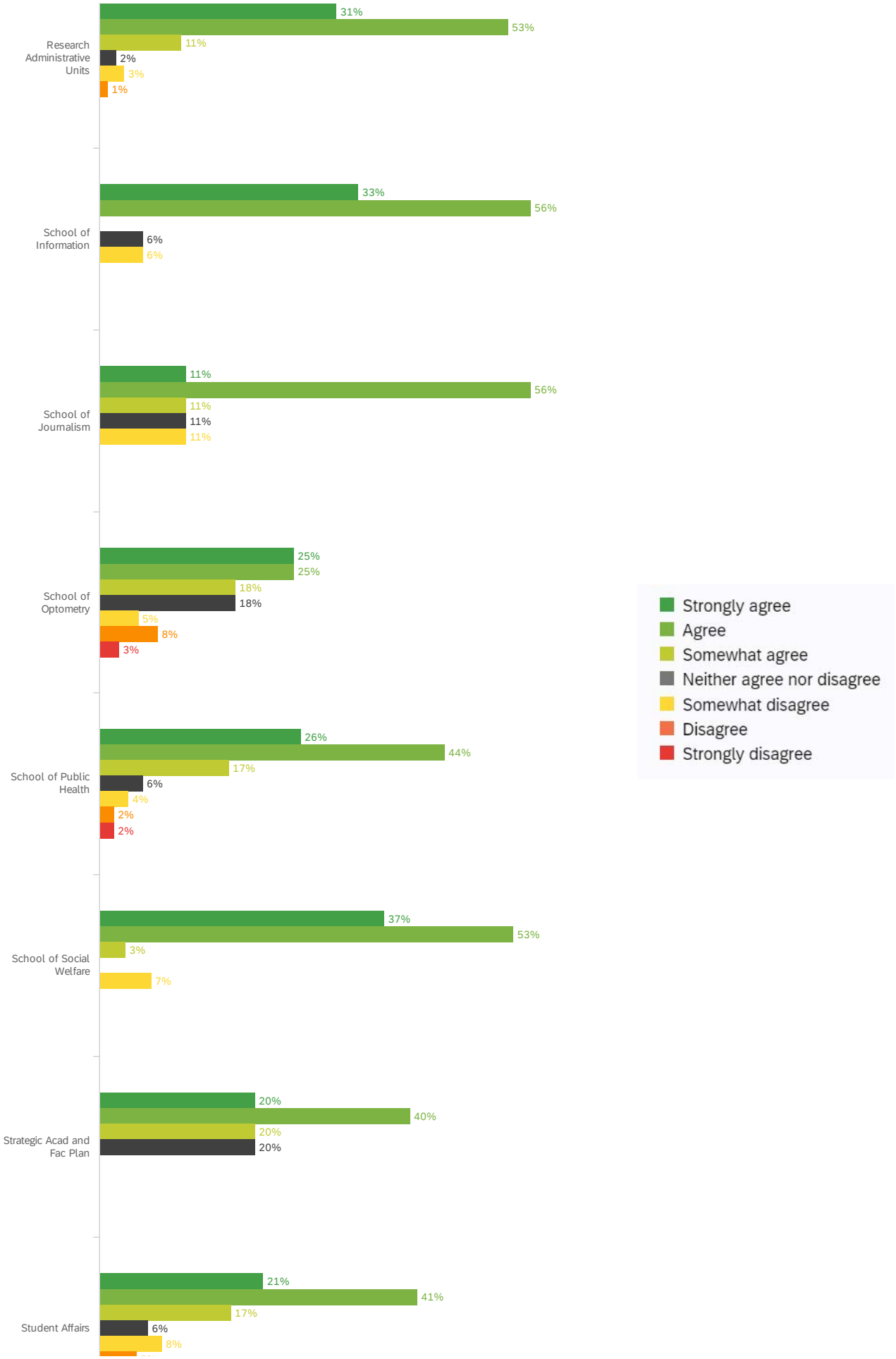
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Research Administrative Units
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School of Information
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School of Journalism
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School of Optometry
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School of Public Health
26%
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School of Social Welfare
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Strategic Acad and Fac Plan
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Student Affairs
21%
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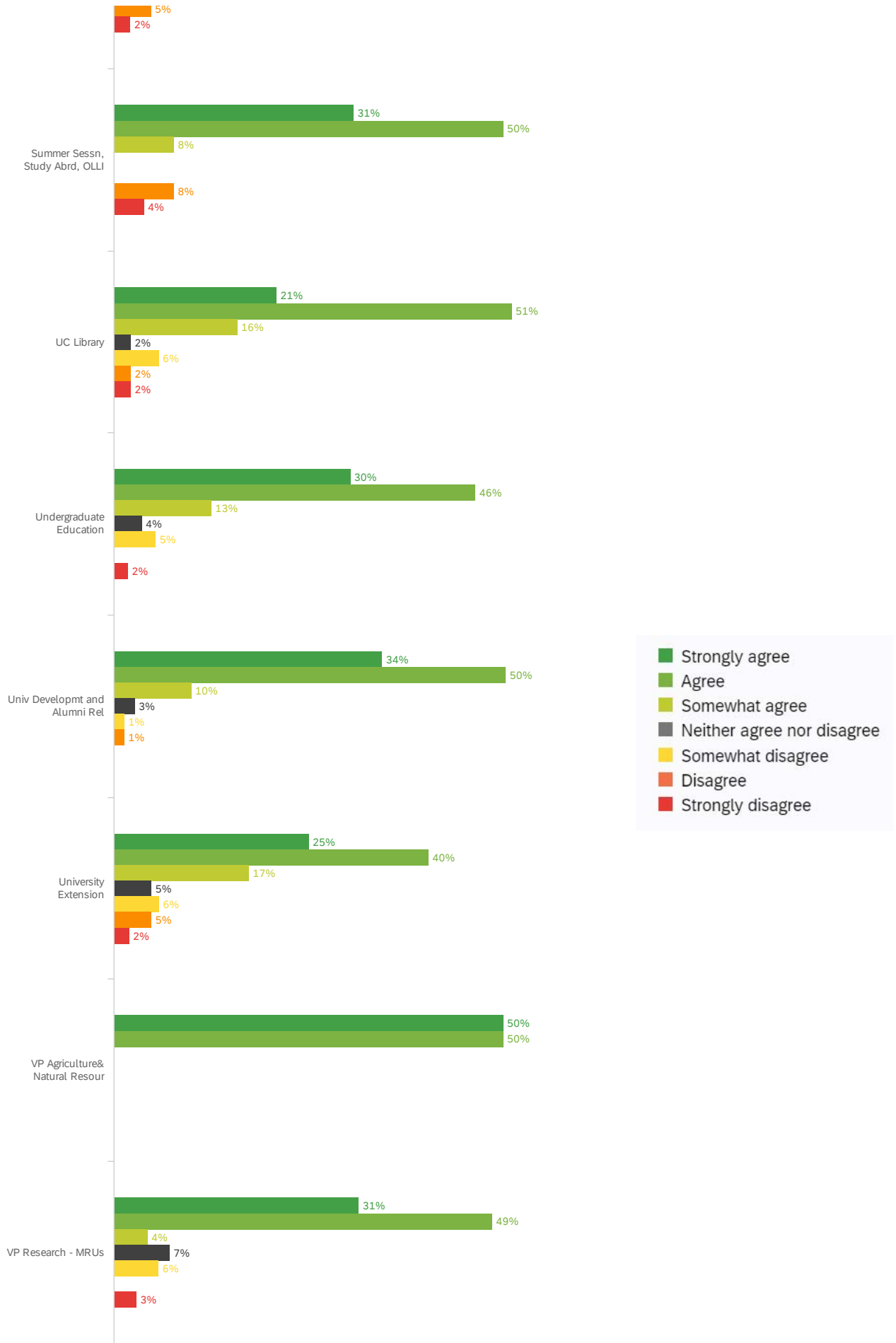
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree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Summer Sessn, Study Abrd, OLLI
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UC Library
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Undergraduate Education
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University Extension
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VP Agriculture& Natural Resour
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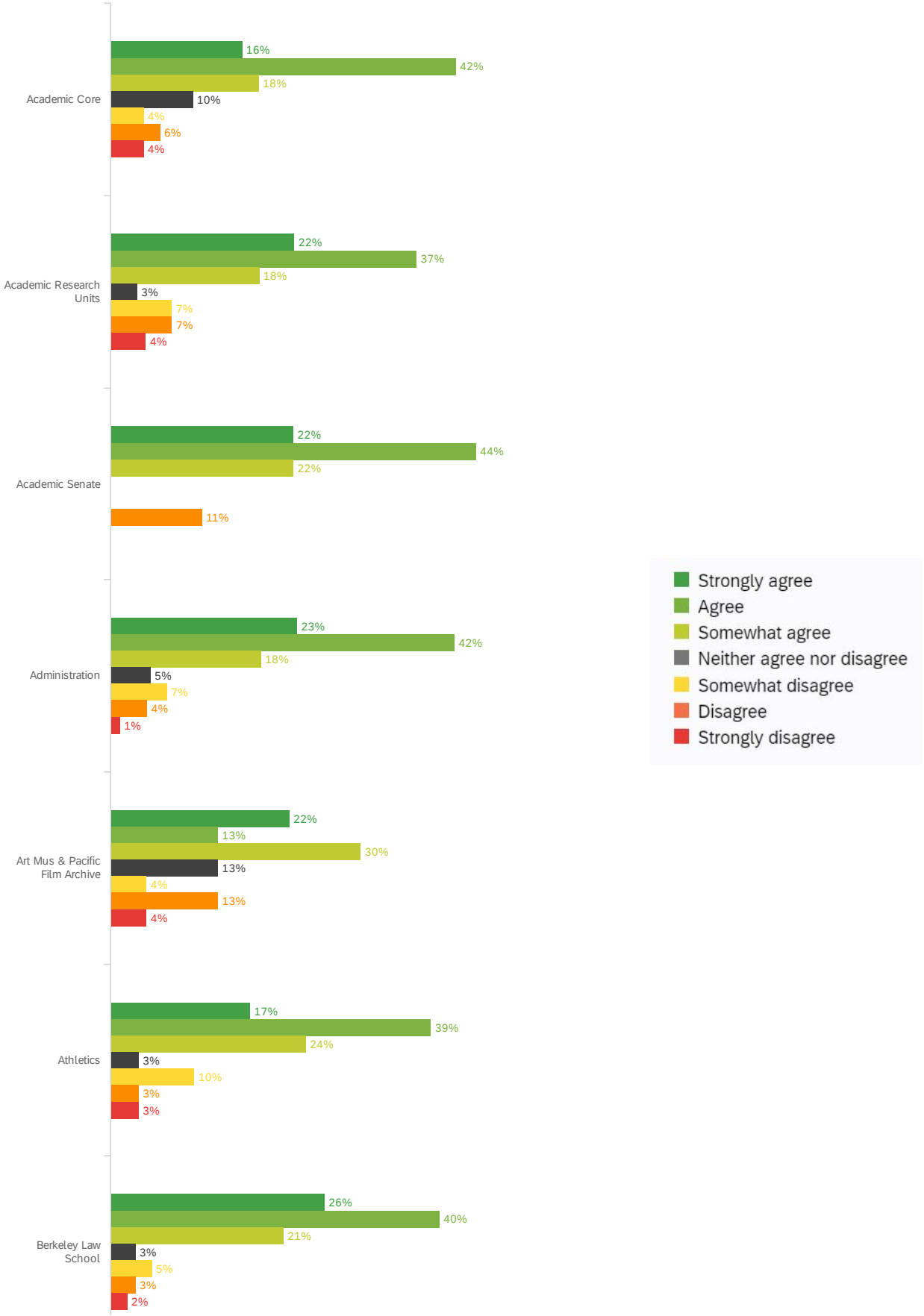
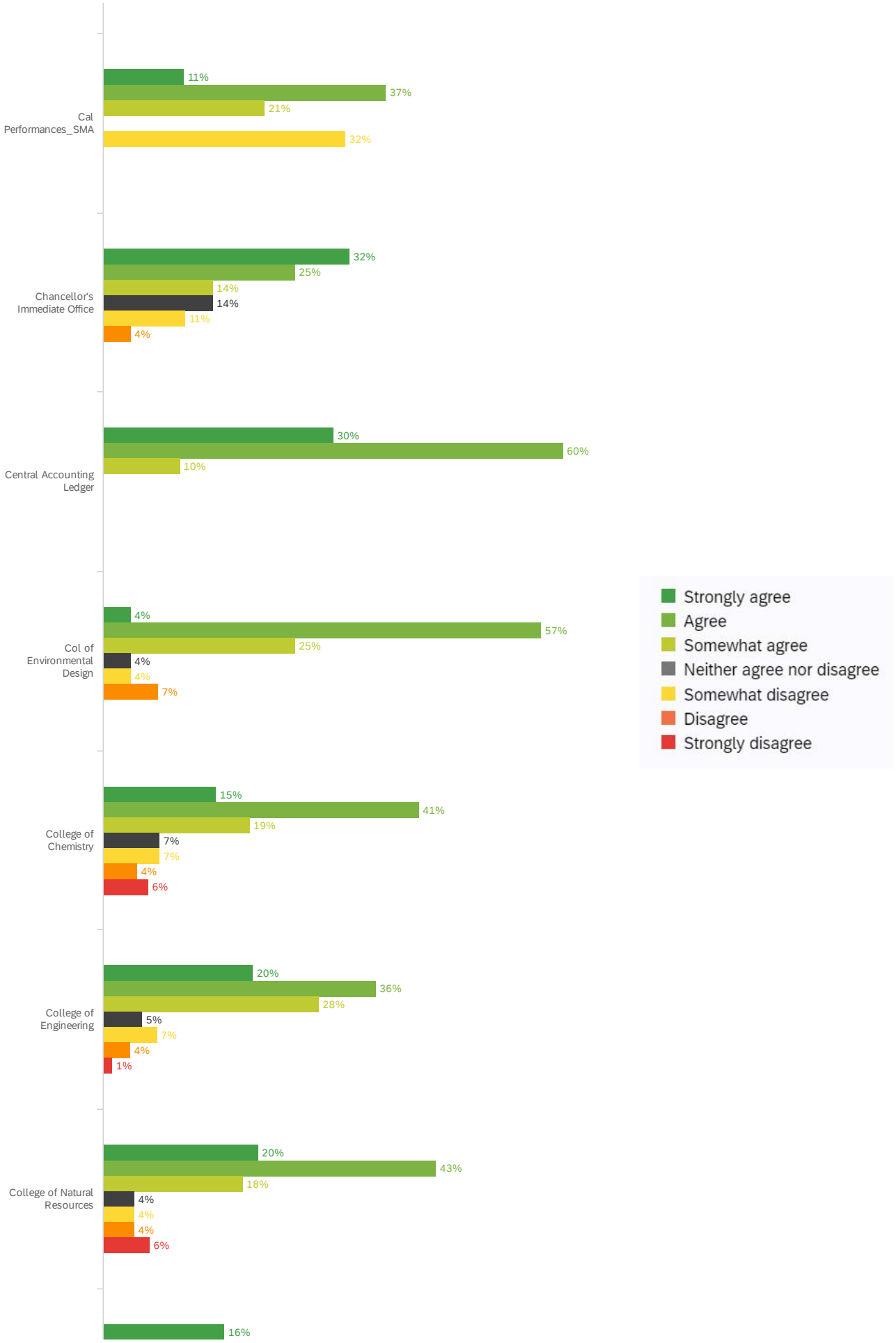
3%
VP Research - MRUs
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree

#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
1	Academic Core	20% 10	53% 27	12% 6	10% 5	6% 3	0% 0	0% 0
2	Academic Research Units	28% 26	44% 41	11% 10	6% 6	5% 5	3% 3	3% 3
3	Academic Senate	44% 4	33% 3	0% 0	22% 2	0% 0	0% 0	0% 0
4	Administration	31% 138	44% 198	13% 60	4% 16	4% 17	4% 16	1% 5
5	Art Mus & Pacific Film Archive	17% 4	26% 6	9% 2	9% 2	22% 5	17% 4	0% 0
6	Athletics	17% 10	53% 31	17% 10	3% 2	3% 2	5% 3	2% 1
7	Berkeley Law School	32% 32	48% 48	11% 11	2% 2	6% 6	1% 1	0% 0
8	Cal Performances_SMA	16% 3	42% 8	16% 3	5% 1	16% 3	5% 1	0% 0
9	Chancellor's Immediate Office	36% 10	32% 9	14% 4	11% 3	7% 2	0% 0	0% 0
10	Central Accounting Ledger	36% 4	55% 6	9% 1	0% 0	0% 0	0% 0	0% 0
11	Col of Environmental Design	21% 6	64% 18	0% 0	7% 2	7% 2	0% 0	0% 0
12	College of Chemistry	26% 18	58% 40	3% 2	7% 5	4% 3	0% 0	1% 1
13	College of Engineering	28% 71	45% 115	14% 37	6% 15	4% 10	2% 5	1% 3
14	College of Natural Resources	26% 26	46% 46	14% 14	5% 5	3% 3	2% 2	3% 3
15	Division of Data Science	16% 3	58% 11	11% 2	5% 1	5% 1	5% 1	0% 0
16	Equity & Inclusion Div	33% 18	44% 24	16% 9	4% 2	0% 0	2% 1	2% 1
17	Finance	34% 23	49% 33	10% 7	3% 2	3% 2	0% 0	0% 0
18	Goldman Sch of Public Policy	35% 7	40% 8	10% 2	0% 0	0% 0	0% 0	15% 3
19	Graduate Division	16% 4	44% 11	20% 5	8% 2	4% 1	8% 2	0% 0
20	Graduate School of Education	32% 13	39% 16	17% 7	5% 2	2% 1	2% 1	2% 1
21	Haas School of Business	31% 45	40% 58	13% 18	7% 10	2% 3	4% 6	3% 4
22	L&S Arts & Humanities	30% 36	44% 54	10% 12	4% 5	4% 5	2% 3	6% 7

#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
23	L&S Biological Sciences	19%	27	44%	61	15%	21	11%	15	7%	10	3%	4	1%	2
24	L&S Core	22%	4	61%	11	0%	0	6%	1	6%	1	6%	1	0%	0
25	L&S Math & Physical Sci	35%	37	43%	46	7%	7	9%	10	5%	5	2%	2	0%	0
26	L&S Social Sciences	29%	40	44%	61	14%	19	6%	8	4%	6	3%	4	1%	2
27	L&S Undergraduate Division	17%	9	65%	35	13%	7	0%	0	4%	2	2%	1	0%	0
28	Office for the Faculty	55%	6	27%	3	18%	2	0%	0	0%	0	0%	0	0%	0
29	Res Museum & Field Stations	28%	25	44%	39	15%	13	2%	2	6%	5	2%	2	3%	3
30	Research Administrative Units	31%	29	53%	50	11%	10	2%	2	3%	3	1%	1	0%	0
31	School of Information	33%	6	56%	10	0%	0	6%	1	6%	1	0%	0	0%	0
32	School of Journalism	11%	1	56%	5	11%	1	11%	1	11%	1	0%	0	0%	0
33	School of Optometry	25%	10	25%	10	18%	7	18%	7	5%	2	8%	3	3%	1
34	School of Public Health	26%	28	44%	48	17%	18	6%	6	4%	4	2%	2	2%	2
35	School of Social Welfare	37%	11	53%	16	3%	1	0%	0	7%	2	0%	0	0%	0
36	Strategic Acad and Fac Plan	20%	1	40%	2	20%	1	20%	1	0%	0	0%	0	0%	0
37	Student Affairs	21%	71	41%	138	17%	57	6%	21	8%	27	5%	16	2%	7
38	Summer Sessn, Study Abrd, OLLI	31%	8	50%	13	8%	2	0%	0	0%	0	8%	2	4%	1
39	UC Library	21%	29	51%	71	16%	22	2%	3	6%	8	2%	3	2%	3
40	Undergraduate Education	30%	17	46%	26	13%	7	4%	2	5%	3	0%	0	2%	1
41	Univ Developmt and Alumni Rel	34%	52	50%	76	10%	15	3%	4	1%	2	1%	2	0%	0
42	University Extension	25%	26	40%	42	17%	18	5%	5	6%	6	5%	5	2%	2
43	VP Agriculture& Natural Resour	50%	1	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0
44	VP Research - MRUs	31%	22	49%	34	4%	3	7%	5	6%	4	0%	0	3%	2

I can be my authentic self working for UC Berkeley




Cal Performances_SMA
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Chancellor's Immediate Office
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Central Accounting Ledger
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College of Natural Resources
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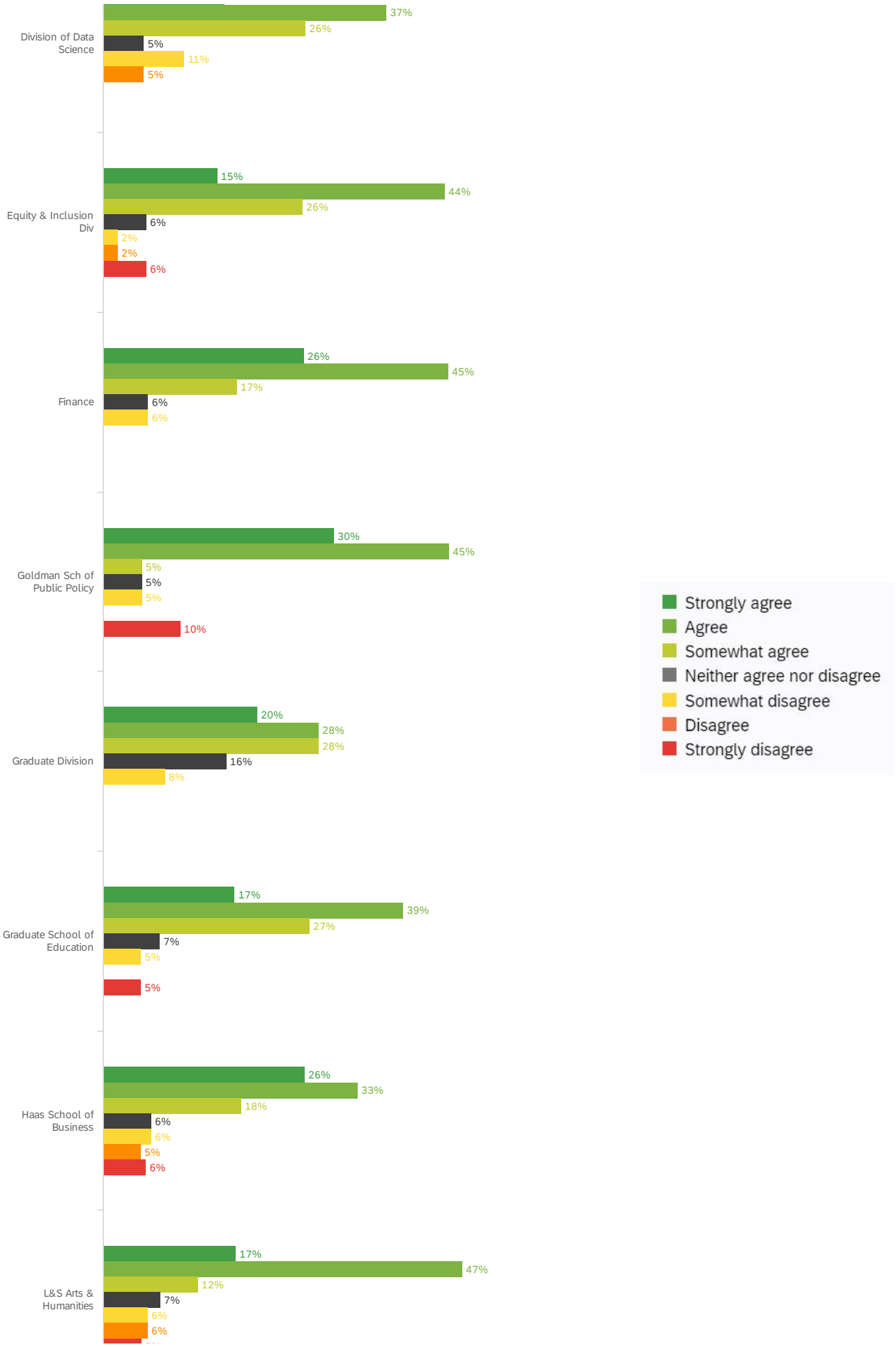
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Division of Data Science
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Equity & Inclusion Div
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Haas School of Business
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L&S Arts & Humanities
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Strongly agree
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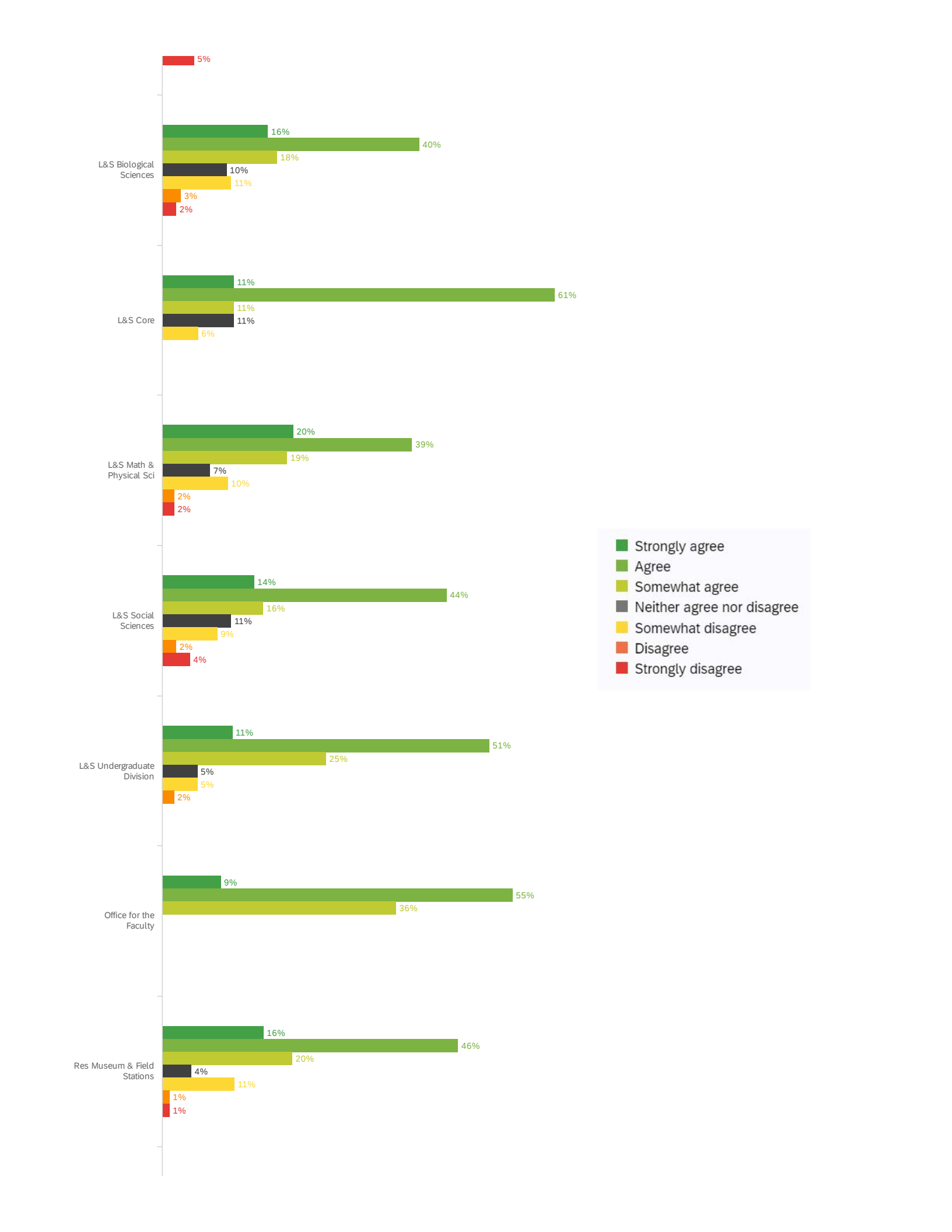
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree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L&S Biological Sciences
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L&S Social Sciences
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L&S Undergraduate Division
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Office for the Faculty
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Res Museum & Field Stations
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Strongly agree
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Neither agree nor disagree
Somewhat disagree
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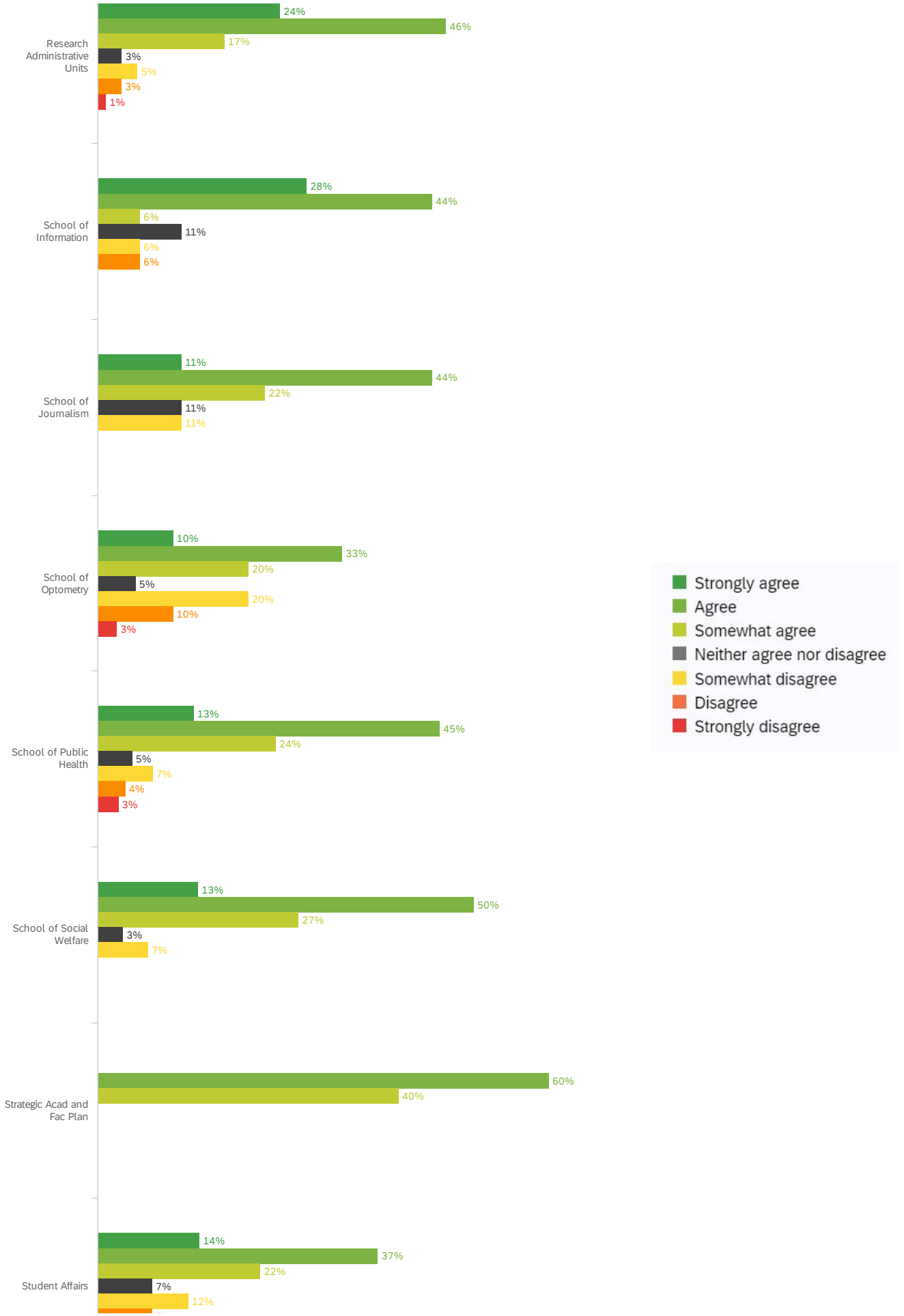
Strongly disagree


Research Administrative Units
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School of Information
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School of Public Health
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School of Social Welfare
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Strategic Acad and Fac Plan
60%
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Student Affairs
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Strongly agree
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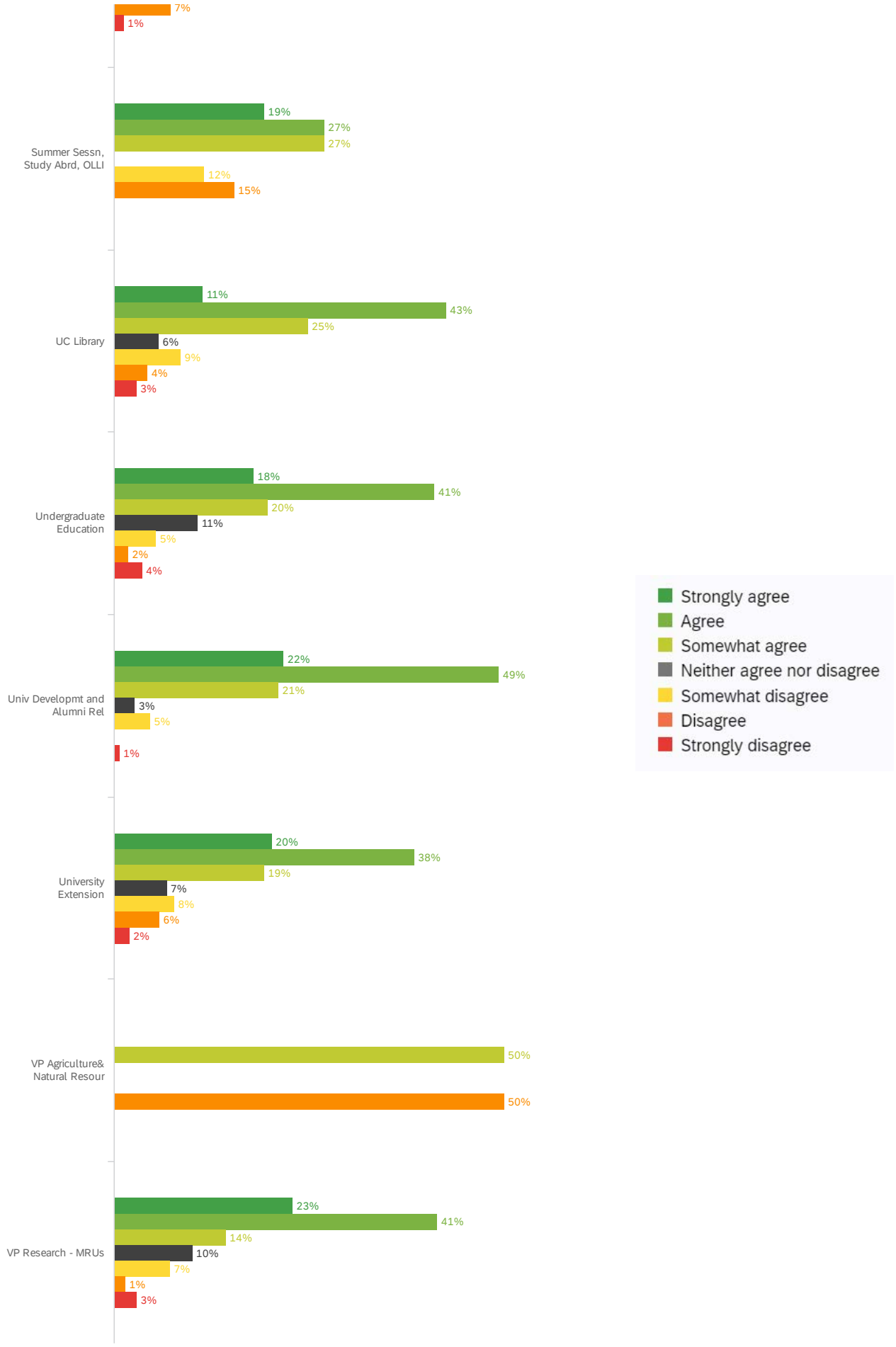
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Summer Sessn, Study Abrd, OLLI
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UC Library
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Undergraduate Education
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Univ Developmt and Alumni Rel
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University Extension
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VP Agriculture& Natural Resour
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VP Research - MRUs
23%
41%
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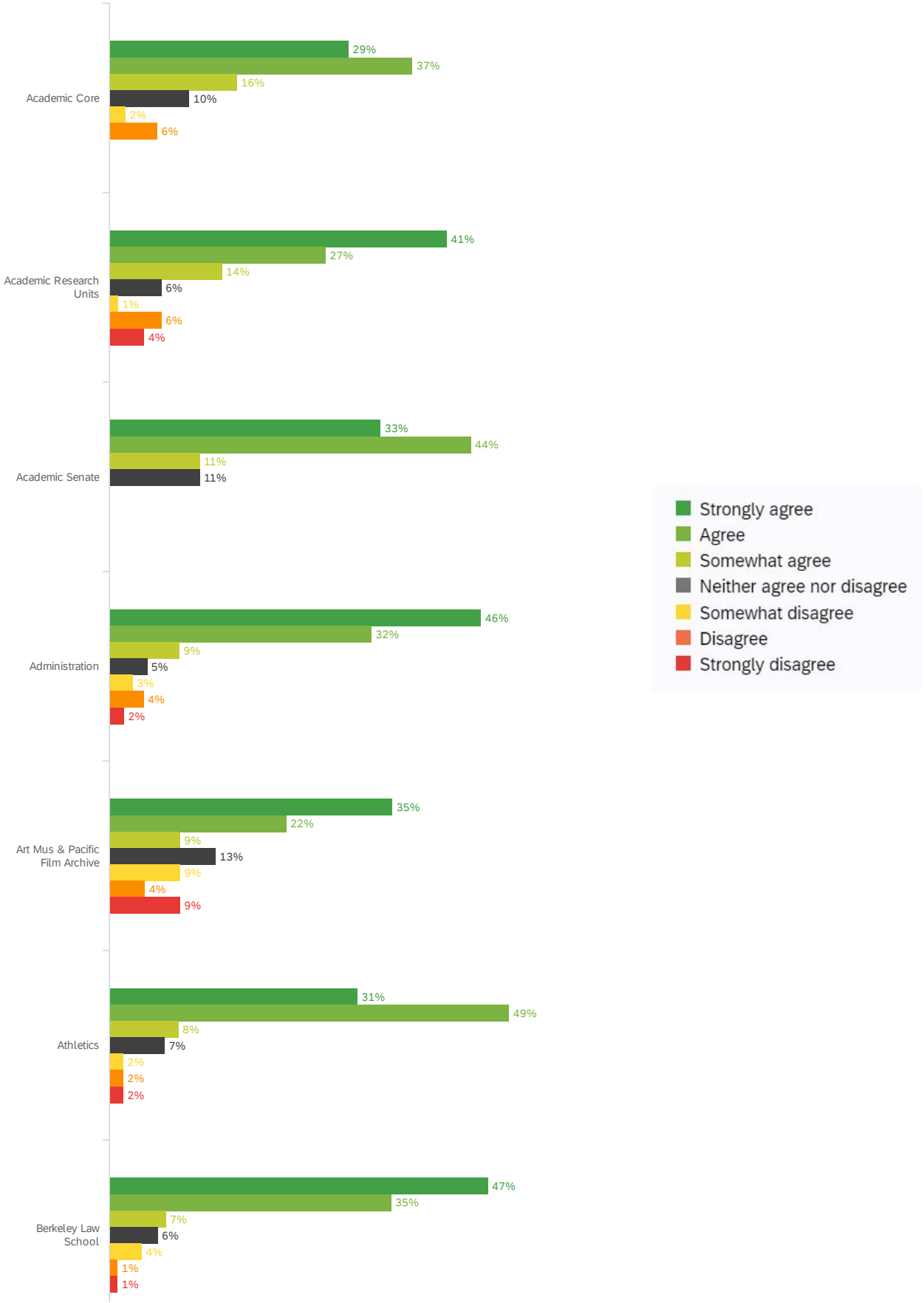
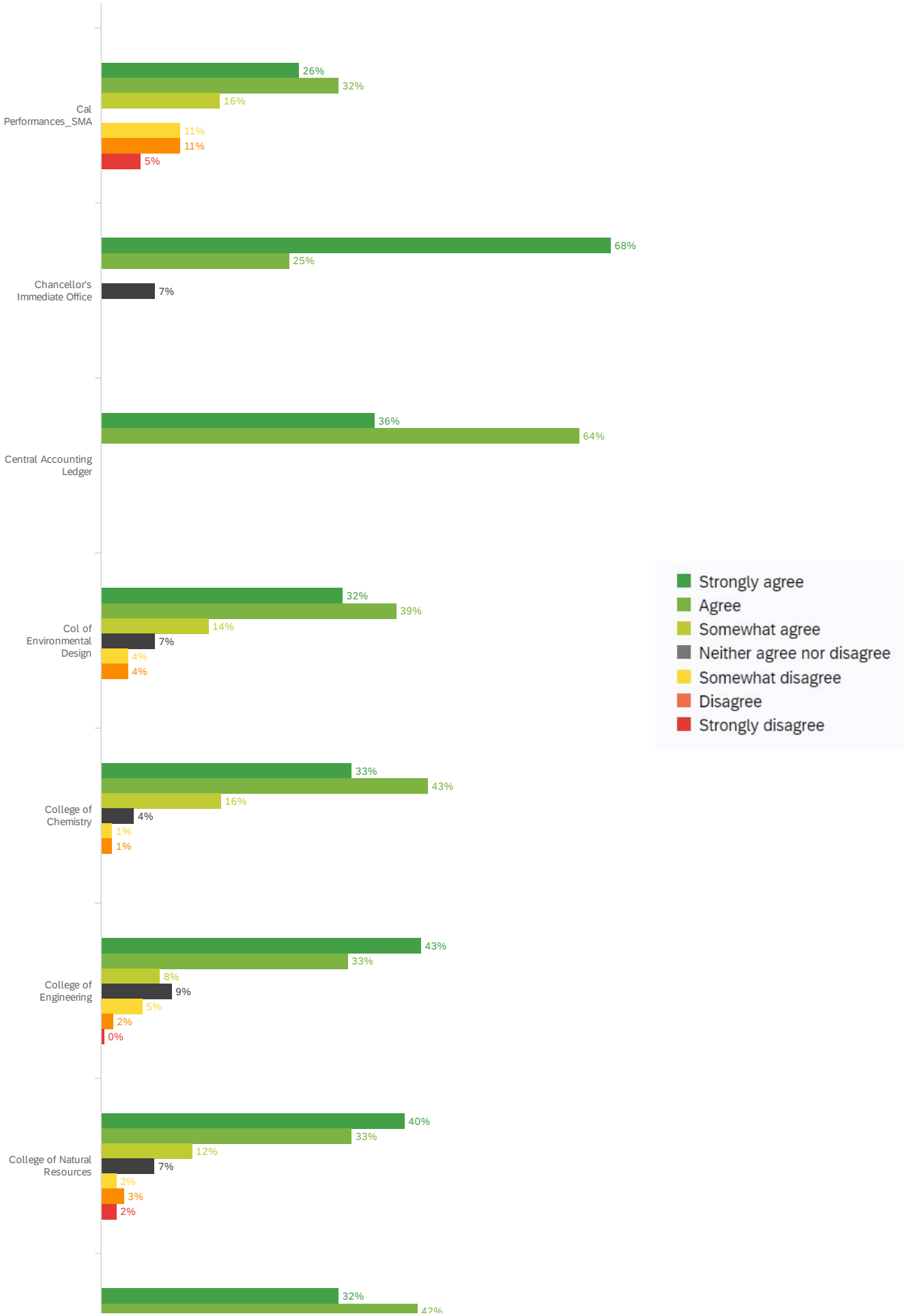
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree

#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
1	Academic Core	16% 8	42% 21	18% 9	10% 5	4% 2	6% 3	4% 2
2	Academic Research Units	22% 21	37% 35	18% 17	3% 3	7% 7	7% 7	4% 4
3	Academic Senate	22% 2	44% 4	22% 2	0% 0	0% 0	11% 1	0% 0
4	Administration	23% 103	42% 190	18% 83	5% 22	7% 31	4% 20	1% 5
5	Art Mus & Pacific Film Archive	22% 5	13% 3	30% 7	13% 3	4% 1	13% 3	4% 1
6	Athletics	17% 10	39% 23	24% 14	3% 2	10% 6	3% 2	3% 2
7	Berkeley Law School	26% 26	40% 40	21% 21	3% 3	5% 5	3% 3	2% 2
8	Cal Performances_SMA	11% 2	37% 7	21% 4	0% 0	32% 6	0% 0	0% 0
9	Chancellor's Immediate Office	32% 9	25% 7	14% 4	14% 4	11% 3	4% 1	0% 0
10	Central Accounting Ledger	30% 3	60% 6	10% 1	0% 0	0% 0	0% 0	0% 0
11	Col of Environmental Design	4% 1	57% 16	25% 7	4% 1	4% 1	7% 2	0% 0
12	College of Chemistry	15% 10	41% 28	19% 13	7% 5	7% 5	4% 3	6% 4
13	College of Engineering	20% 50	36% 91	28% 72	5% 13	7% 18	4% 9	1% 3
14	College of Natural Resources	20% 20	43% 43	18% 18	4% 4	4% 4	4% 4	6% 6
15	Division of Data Science	16% 3	37% 7	26% 5	5% 1	11% 2	5% 1	0% 0
16	Equity & Inclusion Div	15% 8	44% 24	26% 14	6% 3	2% 1	2% 1	6% 3
17	Finance	26% 18	45% 31	17% 12	6% 4	6% 4	0% 0	0% 0
18	Goldman Sch of Public Policy	30% 6	45% 9	5% 1	5% 1	5% 1	0% 0	10% 2
19	Graduate Division	20% 5	28% 7	28% 7	16% 4	8% 2	0% 0	0% 0
20	Graduate School of Education	17% 7	39% 16	27% 11	7% 3	5% 2	0% 0	5% 2
21	Haas School of Business	26% 38	33% 48	18% 26	6% 9	6% 9	5% 7	6% 8
22	L&S Arts & Humanities	17% 21	47% 57	12% 15	7% 9	6% 7	6% 7	5% 6

#	Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree	
23	L&S Biological Sciences	16%	23	40%	56	18%	25	10%	14	11%	15	3%	4	2%	3
24	L&S Core	11%	2	61%	11	11%	2	11%	2	6%	1	0%	0	0%	0
25	L&S Math & Physical Sci	20%	22	39%	42	19%	21	7%	8	10%	11	2%	2	2%	2
26	L&S Social Sciences	14%	20	44%	62	16%	22	11%	15	9%	12	2%	3	4%	6
27	L&S Undergraduate Division	11%	6	51%	28	25%	14	5%	3	5%	3	2%	1	0%	0
28	Office for the Faculty	9%	1	55%	6	36%	4	0%	0	0%	0	0%	0	0%	0
29	Res Museum & Field Stations	16%	14	46%	41	20%	18	4%	4	11%	10	1%	1	1%	1
30	Research Administrative Units	24%	23	46%	44	17%	16	3%	3	5%	5	3%	3	1%	1
31	School of Information	28%	5	44%	8	6%	1	11%	2	6%	1	6%	1	0%	0
32	School of Journalism	11%	1	44%	4	22%	2	11%	1	11%	1	0%	0	0%	0
33	School of Optometry	10%	4	33%	13	20%	8	5%	2	20%	8	10%	4	3%	1
34	School of Public Health	13%	14	45%	50	24%	26	5%	5	7%	8	4%	4	3%	3
35	School of Social Welfare	13%	4	50%	15	27%	8	3%	1	7%	2	0%	0	0%	0
36	Strategic Acad and Fac Plan	0%	0	60%	3	40%	2	0%	0	0%	0	0%	0	0%	0
37	Student Affairs	14%	45	37%	124	22%	72	7%	24	12%	40	7%	24	1%	4
38	Summer Sessn, Study Abrd, OLLI	19%	5	27%	7	27%	7	0%	0	12%	3	15%	4	0%	0
39	UC Library	11%	16	43%	60	25%	35	6%	8	9%	12	4%	6	3%	4
40	Undergraduate Education	18%	10	41%	23	20%	11	11%	6	5%	3	2%	1	4%	2
41	Univ Developmt and Alumni Rel	22%	33	49%	75	21%	32	3%	4	5%	7	0%	0	1%	1
42	University Extension	20%	21	38%	40	19%	20	7%	7	8%	8	6%	6	2%	2
43	VP Agriculture& Natural Resour	0%	0	0%	0	50%	1	0%	0	0%	0	50%	1	0%	0
44	VP Research - MRUs	23%	16	41%	29	14%	10	10%	7	7%	5	1%	1	3%	2

My well-being is important to my immediate supervisor




Cal Performances_SMA
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Chancellor's Immediate Office
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Central Accounting Ledger
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Col of Environmental Design
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College of Chemistry
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College of Natural Resources
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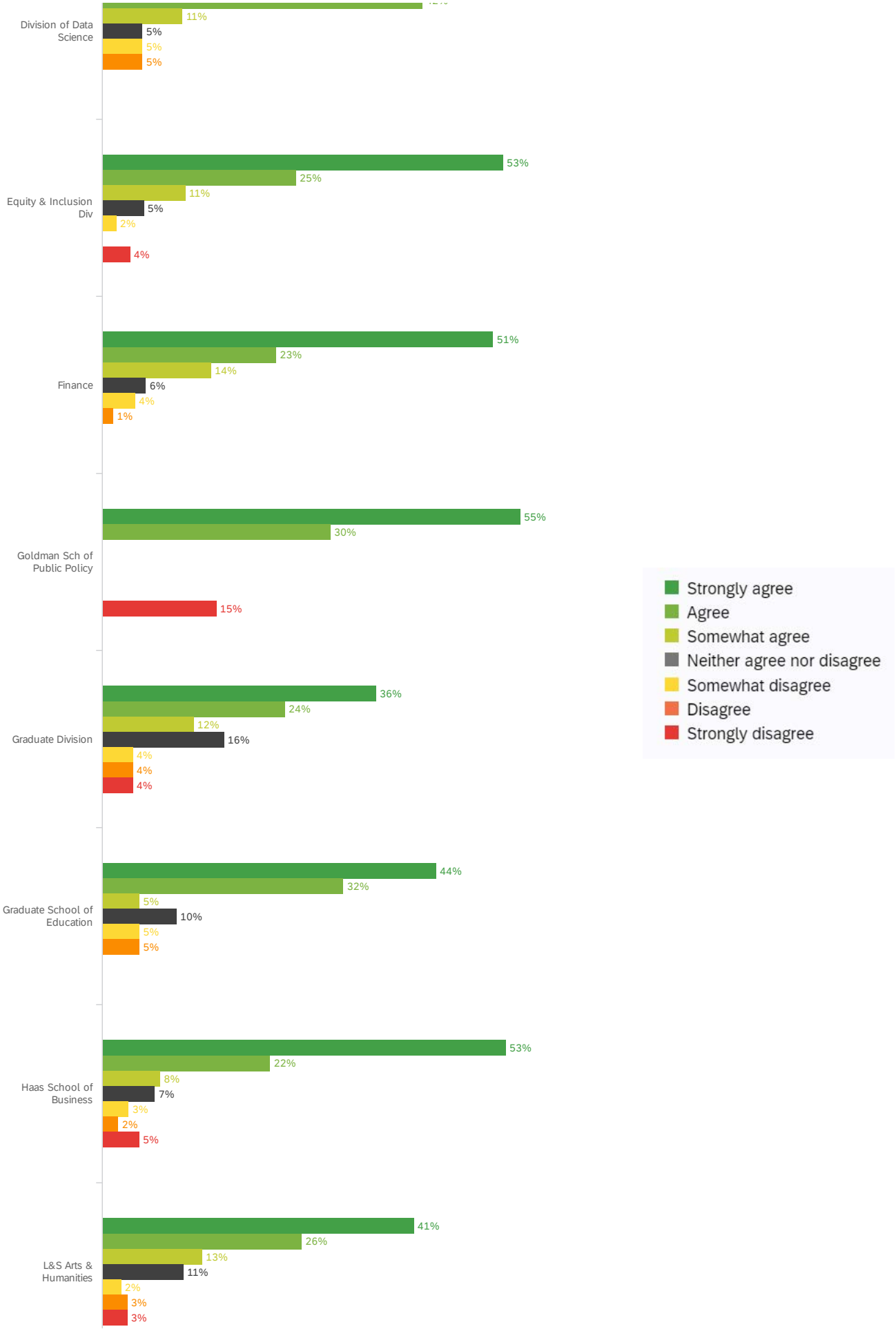
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Division of Data Science
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Equity & Inclusion Div
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Graduate Division
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L&S Arts & Humanities
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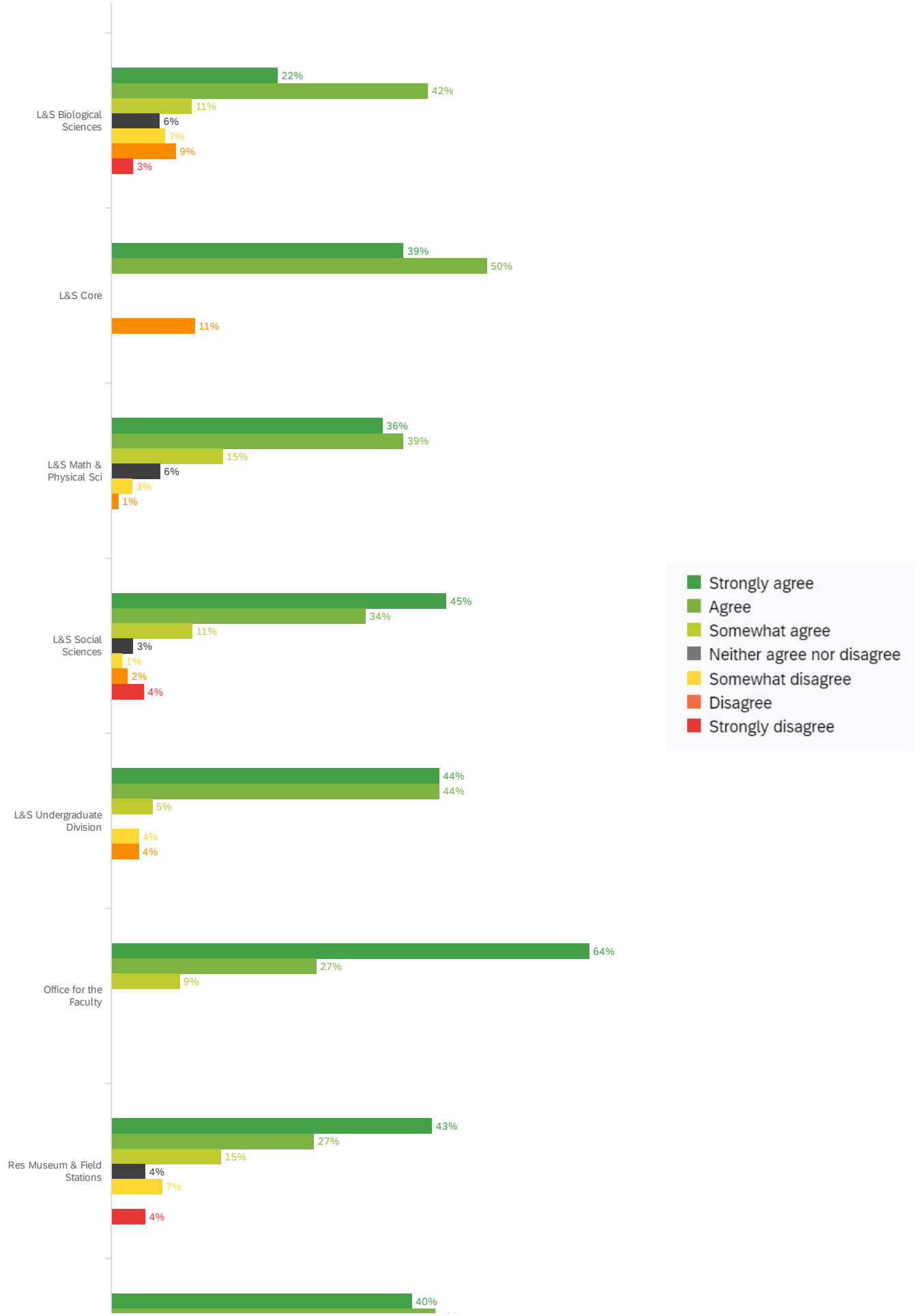
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


L&S Biological Sciences
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L&S Undergraduate Division
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Office for the Faculty
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Res Museum & Field Stations
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Strongly agree
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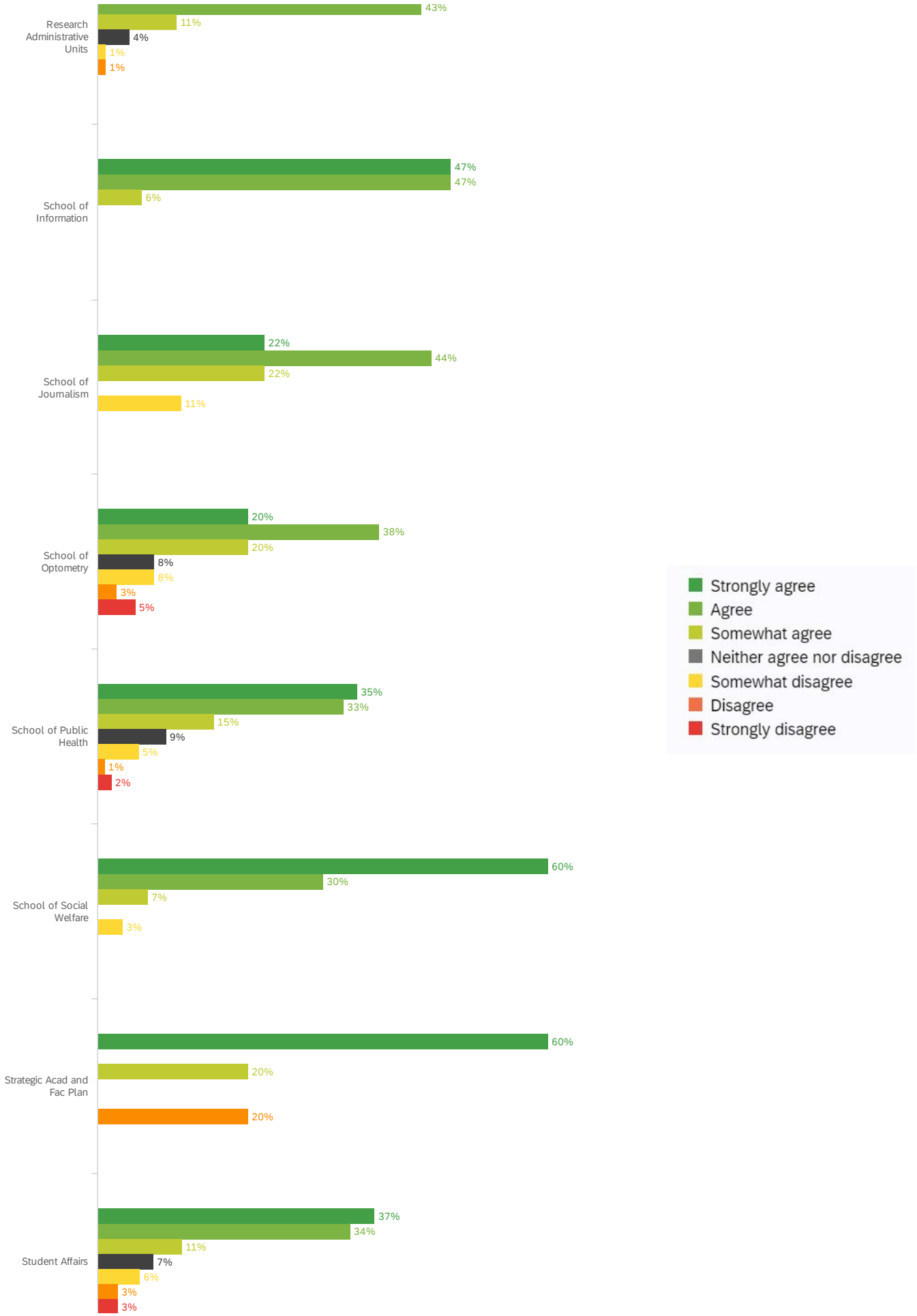
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Research Administrative Units
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School of Information
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School of Journalism
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School of Optometry
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School of Public Health
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School of Social Welfare
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Strategic Acad and Fac Plan
60%
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Student Affairs
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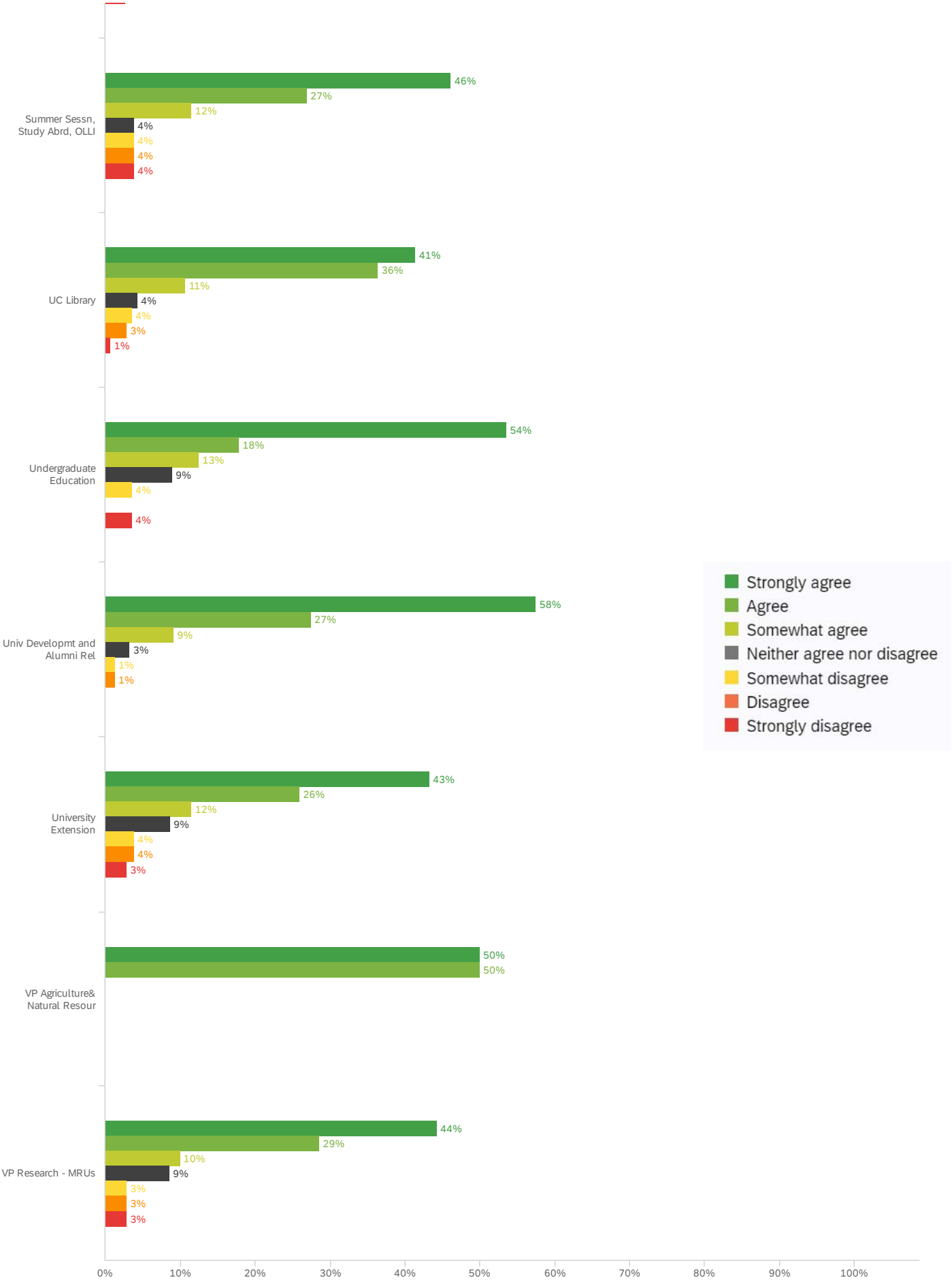
Strongly agree
Agree
Somewhat agree
Neither agree nor disagree
Somewhat disagree
Disagree
Strongly disagree


Summer Sessn, Study Abrd, OLLI
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UC Library
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Undergraduate Education
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Univ Developmt and Alumni Rel
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University Extension
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VP Research - MRUs
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Strongly agree
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Neither agree nor disagree
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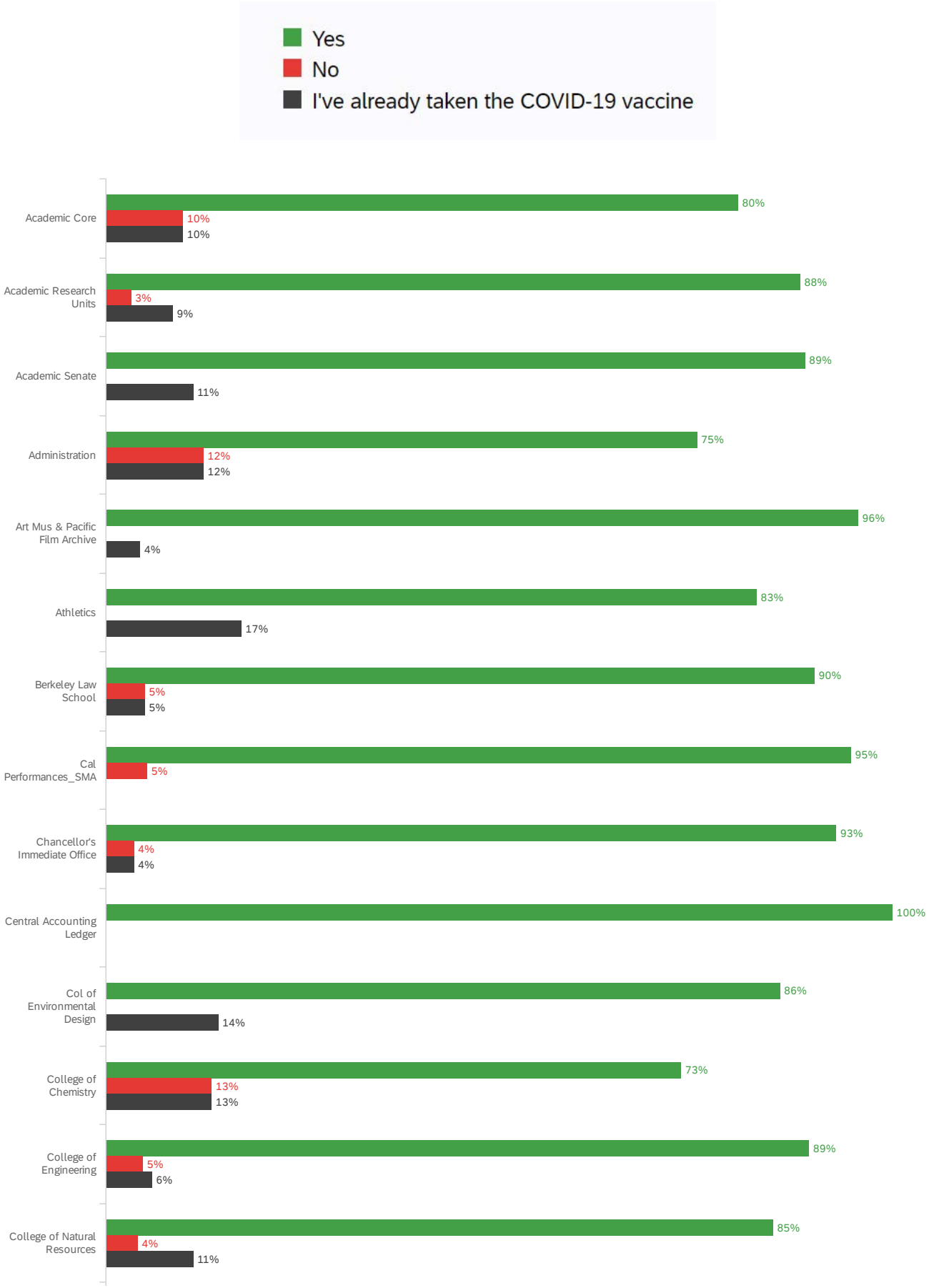
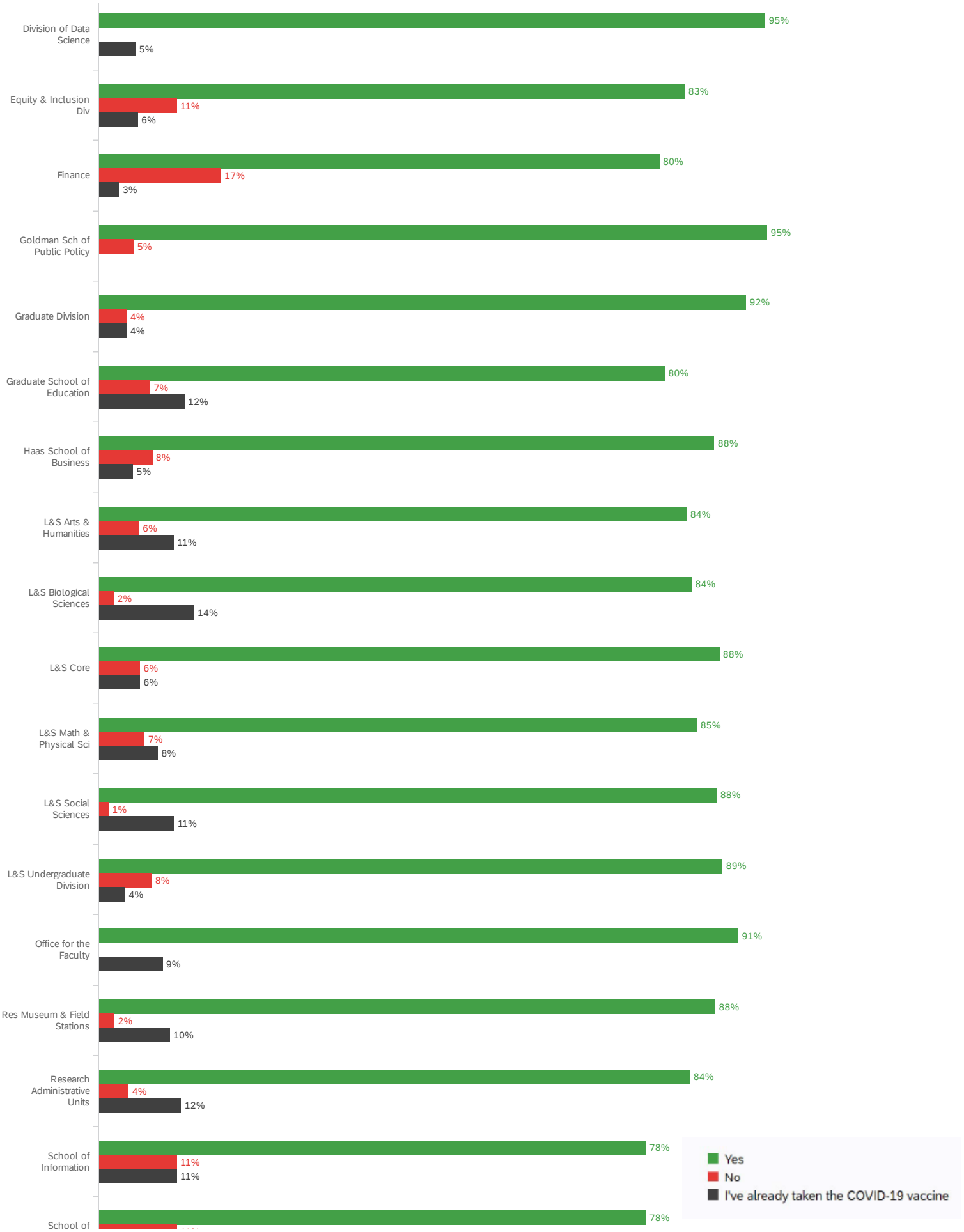
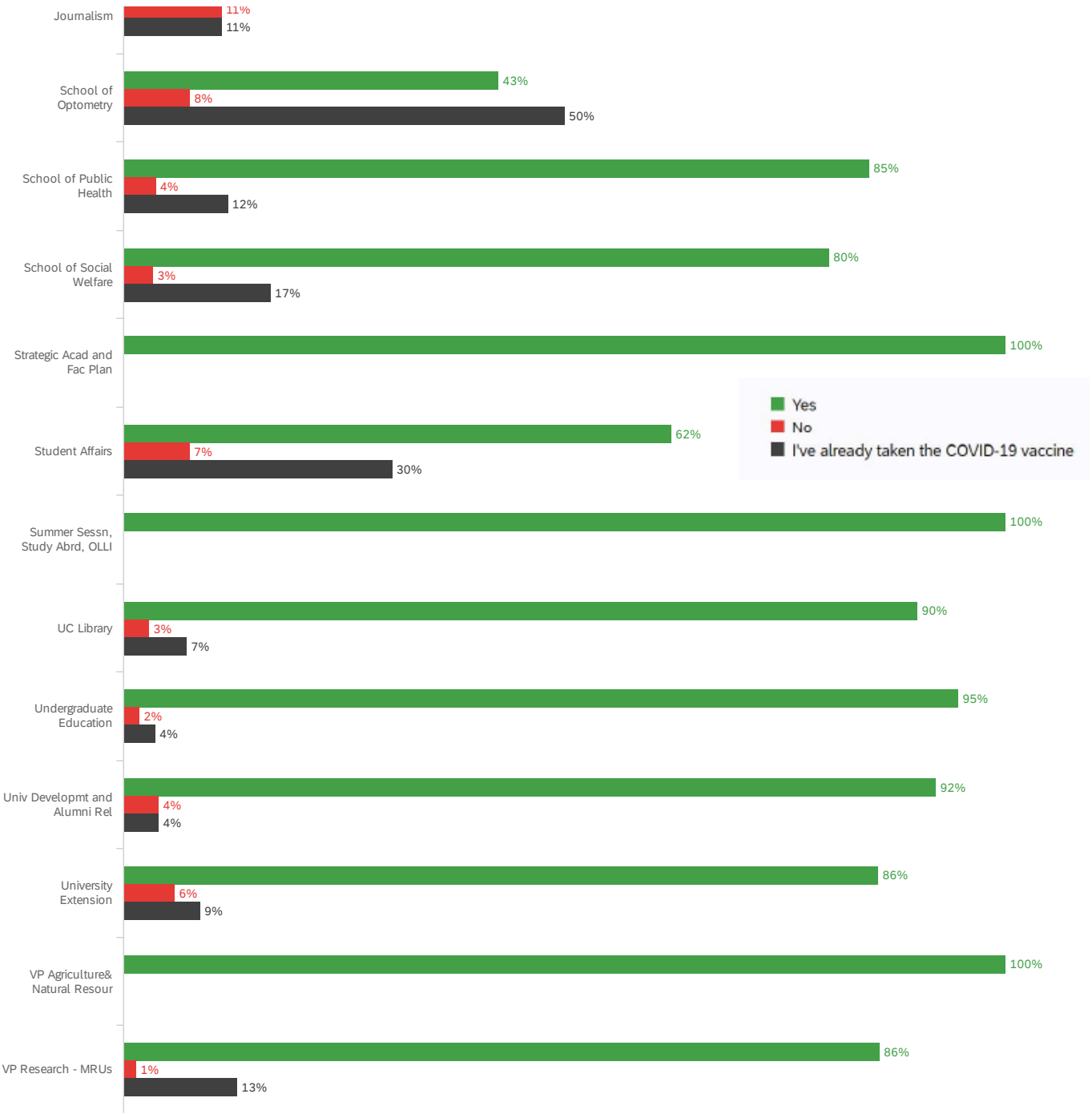
#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
1	Academic Core	29% 15	37% 19	16% 8	10% 5	2% 1	6% 3	0% 0
2	Academic Research Units	41% 39	27% 25	14% 13	6% 6	1% 1	6% 6	4% 4
3	Academic Senate	33% 3	44% 4	11% 1	11% 1	0% 0	0% 0	0% 0
4	Administration	46% 207	32% 146	9% 39	5% 21	3% 13	4% 19	2% 8
5	Art Mus & Pacific Film Archive	35% 8	22% 5	9% 2	13% 3	9% 2	4% 1	9% 2
6	Athletics	31% 18	49% 29	8% 5	7% 4	2% 1	2% 1	2% 1
7	Berkeley Law School	47% 47	35% 35	7% 7	6% 6	4% 4	1% 1	1% 1
8	Cal Performances_SMA	26% 5	32% 6	16% 3	0% 0	11% 2	11% 2	5% 1
9	Chancellor's Immediate Office	68% 19	25% 7	0% 0	7% 2	0% 0	0% 0	0% 0
10	Central Accounting Ledger	36% 4	64% 7	0% 0	0% 0	0% 0	0% 0	0% 0
11	Col of Environmental Design	32% 9	39% 11	14% 4	7% 2	4% 1	4% 1	0% 0
12	College of Chemistry	33% 23	43% 30	16% 11	4% 3	1% 1	1% 1	0% 0
13	College of Engineering	43% 109	33% 84	8% 20	9% 24	5% 14	2% 4	0% 1
14	College of Natural Resources	40% 40	33% 33	12% 12	7% 7	2% 2	3% 3	2% 2
15	Division of Data Science	32% 6	42% 8	11% 2	5% 1	5% 1	5% 1	0% 0
16	Equity & Inclusion Div	53% 29	25% 14	11% 6	5% 3	2% 1	0% 0	4% 2
17	Finance	51% 36	23% 16	14% 10	6% 4	4% 3	1% 1	0% 0
18	Goldman Sch of Public Policy	55% 11	30% 6	0% 0	0% 0	0% 0	0% 0	15% 3
19	Graduate Division	36% 9	24% 6	12% 3	16% 4	4% 1	4% 1	4% 1
20	Graduate School of Education	44% 18	32% 13	5% 2	10% 4	5% 2	5% 2	0% 0
21	Haas School of Business	53% 77	22% 32	8% 11	7% 10	3% 5	2% 3	5% 7
22	L&S Arts & Humanities	41% 50	26% 32	13% 16	11% 13	2% 3	3% 4	3% 4

#	Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree
23	L&S Biological Sciences	22% 31	42% 59	11% 15	6% 9	7% 10	9% 12	3% 4
24	L&S Core	39% 7	50% 9	0% 0	0% 0	0% 0	11% 2	0% 0
25	L&S Math & Physical Sci	36% 39	39% 42	15% 16	6% 7	3% 3	1% 1	0% 0
26	L&S Social Sciences	45% 62	34% 47	11% 15	3% 4	1% 2	2% 3	4% 6
27	L&S Undergraduate Division	44% 24	44% 24	5% 3	0% 0	4% 2	4% 2	0% 0
28	Office for the Faculty	64% 7	27% 3	9% 1	0% 0	0% 0	0% 0	0% 0
29	Res Museum & Field Stations	43% 38	27% 24	15% 13	4% 4	7% 6	0% 0	4% 4
30	Research Administrative Units	40% 38	43% 41	11% 10	4% 4	1% 1	1% 1	0% 0
31	School of Information	47% 8	47% 8	6% 1	0% 0	0% 0	0% 0	0% 0
32	School of Journalism	22% 2	44% 4	22% 2	0% 0	11% 1	0% 0	0% 0
33	School of Optometry	20% 8	38% 15	20% 8	8% 3	8% 3	3% 1	5% 2
34	School of Public Health	35% 38	33% 36	15% 17	9% 10	5% 6	1% 1	2% 2
35	School of Social Welfare	60% 18	30% 9	7% 2	0% 0	3% 1	0% 0	0% 0
36	Strategic Acad and Fac Plan	60% 3	0% 0	20% 1	0% 0	0% 0	20% 1	0% 0
37	Student Affairs	37% 125	34% 114	11% 38	7% 25	6% 19	3% 9	3% 9
38	Summer Sessn, Study Abrd, OLLI	46% 12	27% 7	12% 3	4% 1	4% 1	4% 1	4% 1
39	UC Library	41% 58	36% 51	11% 15	4% 6	4% 5	3% 4	1% 1
40	Undergraduate Education	54% 30	18% 10	13% 7	9% 5	4% 2	0% 0	4% 2
41	Univ Developmt and Alumni Rel	58% 88	27% 42	9% 14	3% 5	1% 2	1% 2	0% 0
42	University Extension	43% 45	26% 27	12% 12	9% 9	4% 4	4% 4	3% 3
43	VP Agriculture& Natural Resour	50% 1	50% 1	0% 0	0% 0	0% 0	0% 0	0% 0
44	VP Research - MRUs	44% 31	29% 20	10% 7	9% 6	3% 2	3% 2	3% 2

When available, will you take the COVID-19 vaccine?* *Please note that the University of California does not currently require employees to be vaccinated. Learn more about the COVID-19 vaccines here.




Division of Data Science
95%
5%
Equity & Inclusion Div
83%
11%
6%
Finance
80%
17%
3%
Goldman Sch of Public Policy
95%
5%
Graduate Division
92%
4%
4%
Graduate School of Education
80%
7%
12%
Haas School of Business
88%
8%
5%
L&S Arts & Humanities
84%
6%
11%
L&S Biological Sciences
84%
2%
14%
L&S Core
88%
6%
6%
L&S Math & Physical Sci
85%
7%
8%
L&S Social Sciences
88%
1%
11%
L&S Undergraduate Division
89%
8%
4%
Office for the Faculty
91%
9%
Res Museum & Field Stations
88%
2%
10%
Research Administrative Units
84%
4%
12%
School of Information
78%
11%
11%
School of
78%
Yes
No
I've already taken the COVID-19 vaccine



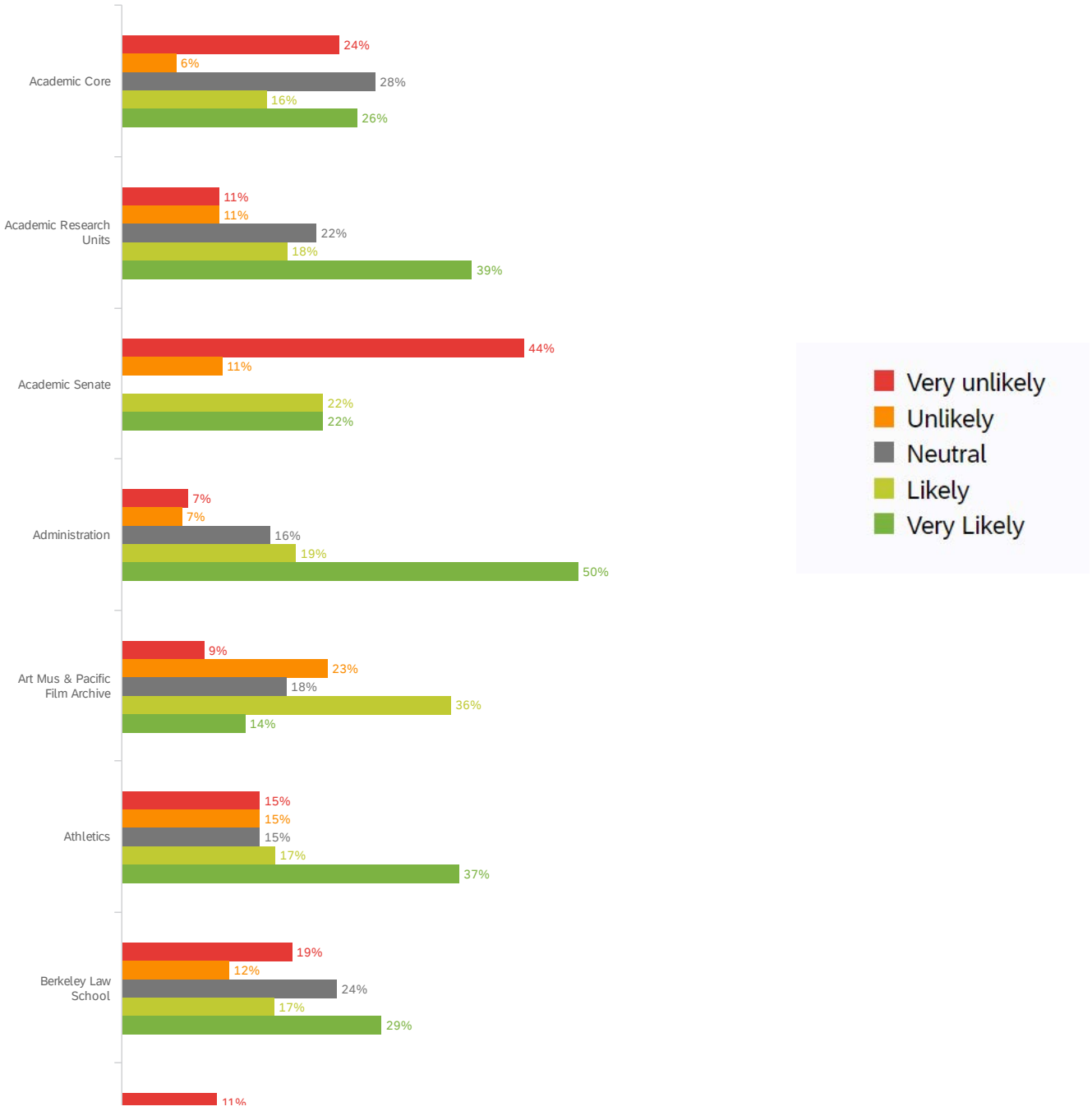
#	Field	Yes		No		I've already taken the COVID-19 vaccine		Total
1	Academic Core	80%	41	10%	5	10%	5	51
2	Academic Research Units	88%	83	3%	3	9%	8	94
3	Academic Senate	89%	8	0%	0	11%	1	9
4	Administration	75%	333	12%	55	12%	55	443
5	Art Mus & Pacific Film Archive	96%	22	0%	0	4%	1	23
6	Athletics	83%	48	0%	0	17%	10	58
7	Berkeley Law School	90%	91	5%	5	5%	5	101

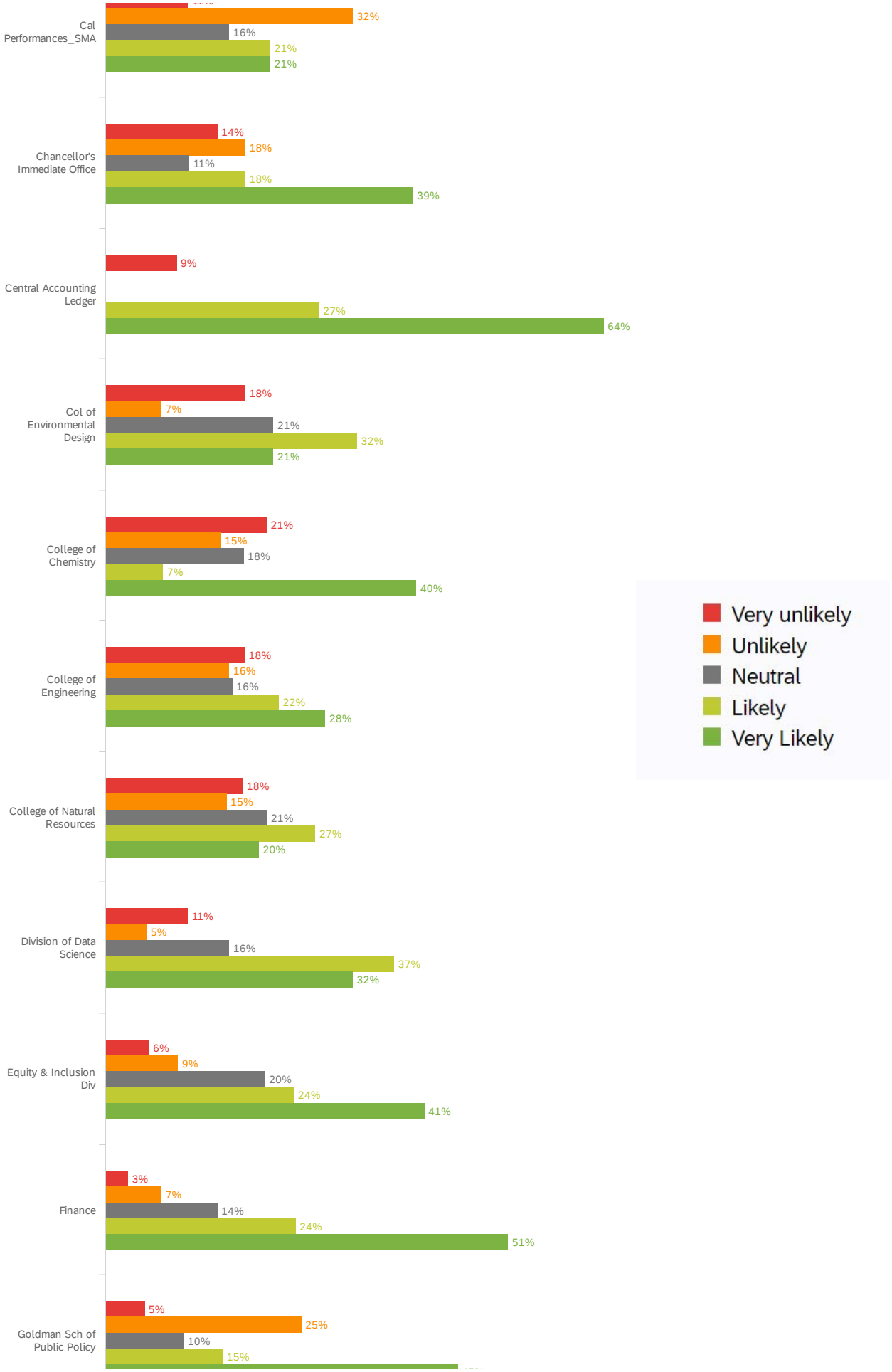
#	Field	Yes		No		I've already taken the COVID-19 vaccine		Total
8	Cal Performances_SMA	95%	18	5%	1	0%	0	19
9	Chancellor's Immediate Office	93%	26	4%	1	4%	1	28
10	Central Accounting Ledger	100%	11	0%	0	0%	0	11
11	Col of Environmental Design	86%	24	0%	0	14%	4	28
12	College of Chemistry	73%	49	13%	9	13%	9	67
13	College of Engineering	89%	228	5%	12	6%	15	255
14	College of Natural Resources	85%	84	4%	4	11%	11	99
15	Division of Data Science	95%	18	0%	0	5%	1	19
16	Equity & Inclusion Div	83%	45	11%	6	6%	3	54
17	Finance	80%	55	17%	12	3%	2	69
18	Goldman Sch of Public Policy	95%	19	5%	1	0%	0	20
19	Graduate Division	92%	23	4%	1	4%	1	25
20	Graduate School of Education	80%	33	7%	3	12%	5	41
21	Haas School of Business	88%	126	8%	11	5%	7	144
22	L&S Arts & Humanities	84%	102	6%	7	11%	13	122
23	L&S Biological Sciences	84%	118	2%	3	14%	19	140
24	L&S Core	88%	15	6%	1	6%	1	17
25	L&S Math & Physical Sci	85%	91	7%	7	8%	9	107
26	L&S Social Sciences	88%	123	1%	2	11%	15	140
27	L&S Undergraduate Division	89%	47	8%	4	4%	2	53
28	Office for the Faculty	91%	10	0%	0	9%	1	11
29	Res Museum & Field Stations	88%	78	2%	2	10%	9	89
30	Research Administrative Units	84%	79	4%	4	12%	11	94
31	School of Information	78%	14	11%	2	11%	2	18
32	School of Journalism	78%	7	11%	1	11%	1	9
33	School of Optometry	43%	17	8%	3	50%	20	40
34	School of Public Health	85%	93	4%	4	12%	13	110
35	School of Social Welfare	80%	24	3%	1	17%	5	30

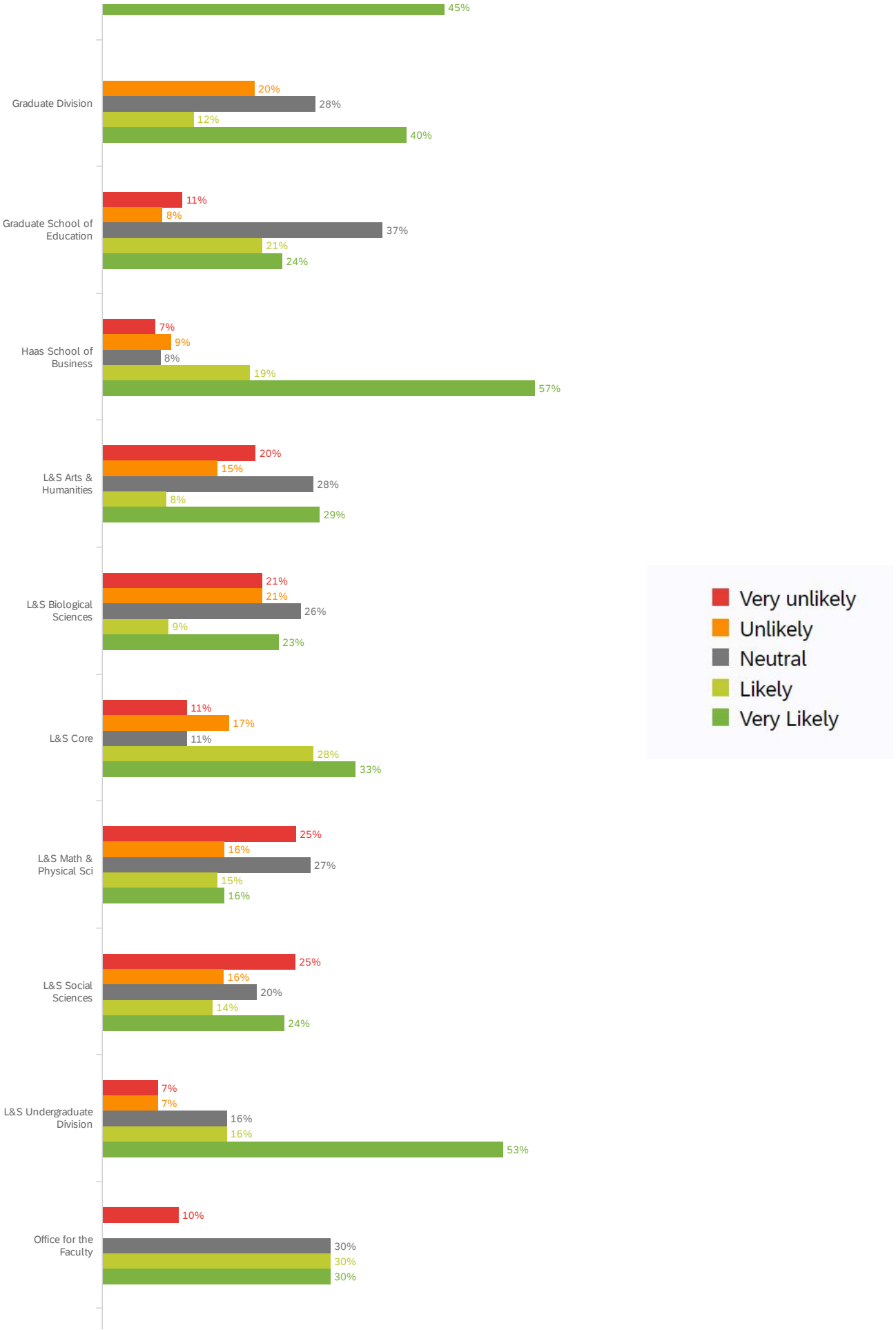
#	Field	Yes		No		I've already taken the COVID-19 vaccine		Total
36	Strategic Acad and Fac Plan	100%	5	0%	0	0%	0	5
37	Student Affairs	62%	208	7%	25	30%	102	335
38	Summer Sessn, Study Abrd, OLLI	100%	26	0%	0	0%	0	26
39	UC Library	90%	126	3%	4	7%	10	140
40	Undergraduate Education	95%	53	2%	1	4%	2	56
41	Univ Developmt and Alumni Rel	92%	140	4%	6	4%	6	152
42	University Extension	86%	89	6%	6	9%	9	104
43	VP Agriculture& Natural Resour	100%	2	0%	0	0%	0	2
44	VP Research - MRUs	86%	60	1%	1	13%	9	70

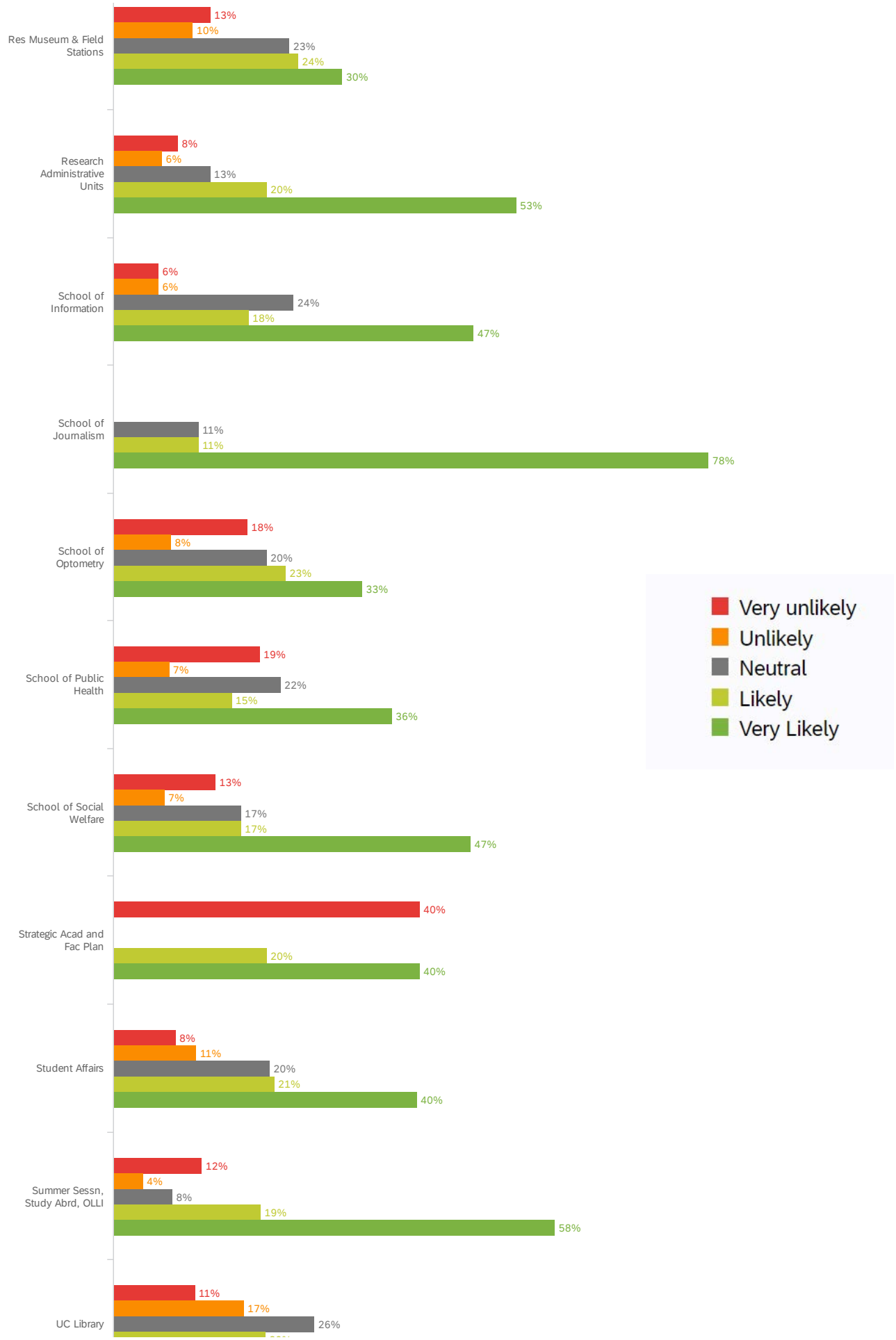
Showing rows 1 - 44 of 44

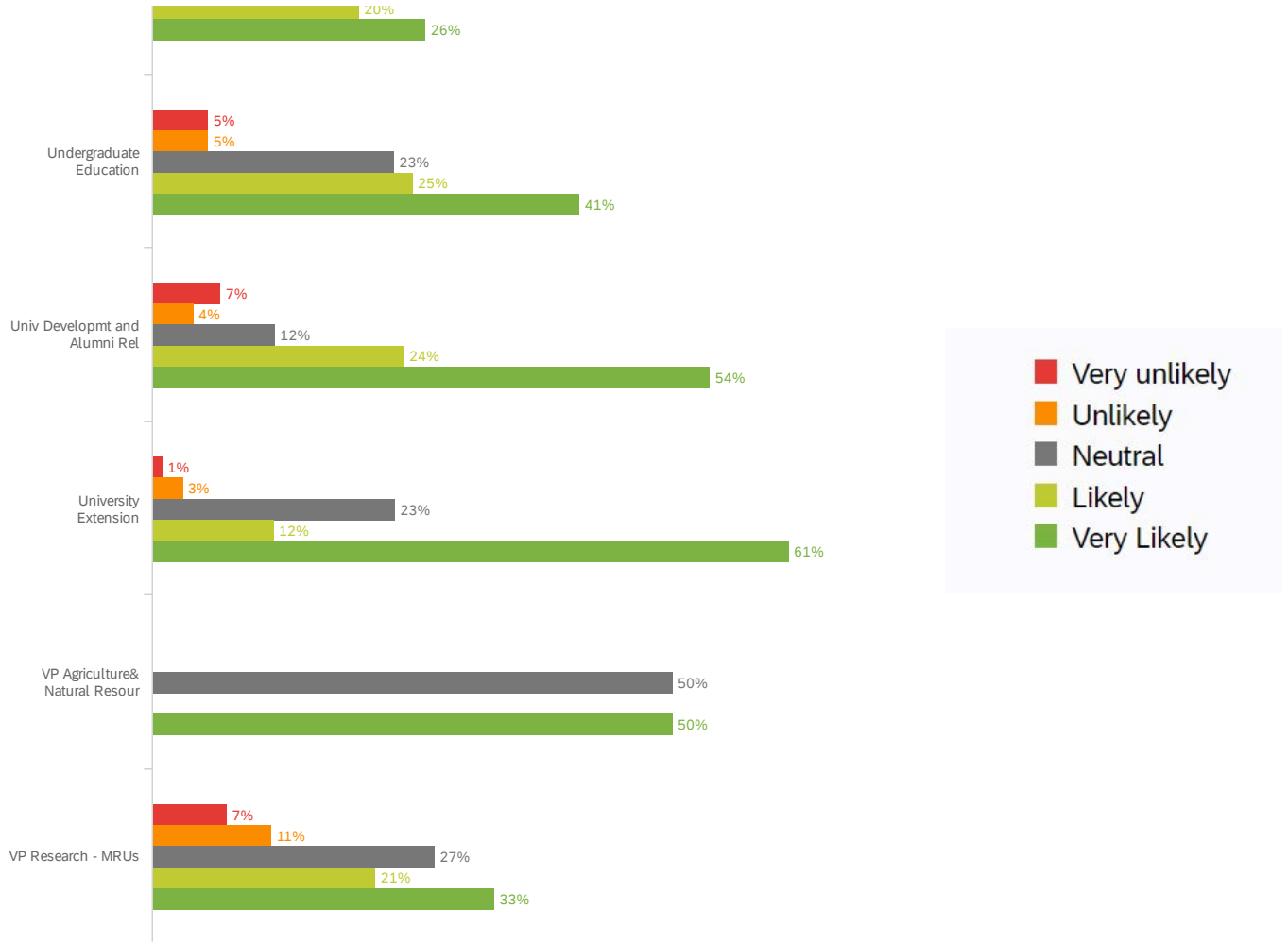
How likely would you be to exchange your dedicated office/cubicle/desk space* for a shared workspace to have more flexibility in your primary work location, i.e. you would be permitted to work remotely? * Any employee who needs workspace related accommodations will be accommodated, including having a dedicated space instead of sharing a space.




Cal Performances_SMA
32%
16%
21%
21%
Chancellor's Immediate Office
14%
18%
11%
18%
39%
Central Accounting Ledger
9%
27%
64%
Col of Environmental Design
18%
7%
21%
32%
21%
College of Chemistry
21%
15%
18%
7%
40%
College of Engineering
18%
16%
16%
22%
28%
College of Natural Resources
18%
15%
21%
27%
20%
Division of Data Science
11%
5%
16%
37%
32%
Equity & Inclusion Div
6%
9%
20%
24%
41%
Finance
3%
7%
14%
24%
51%
Goldman Sch of Public Policy
5%
25%
10%
15%
Very unlikely
Unlikely
Neutral
Likely
Very Likely


45%
Graduate Division
20%
28%
12%
40%
Graduate School of Education
11%
8%
37%
21%
24%
Haas School of Business
7%
9%
8%
19%
57%
L&S Arts & Humanities
20%
15%
28%
8%
29%
L&S Biological Sciences
21%
21%
26%
9%
23%
L&S Core
11%
17%
11%
28%
33%
L&S Math & Physical Sci
25%
16%
27%
15%
16%
L&S Social Sciences
25%
16%
20%
14%
24%
L&S Undergraduate Division
7%
7%
16%
16%
53%
Office for the Faculty
10%
30%
30%
30%
Very unlikely
Unlikely
Neutral
Likely
Very Likely


Res Museum & Field Stations
13%
10%
23%
24%
30%
Research Administrative Units
8%
6%
13%
20%
53%
School of Information
6%
6%
24%
18%
47%
School of Journalism
11%
11%
78%
School of Optometry
18%
8%
20%
23%
33%
School of Public Health
19%
7%
22%
15%
36%
School of Social Welfare
13%
7%
17%
17%
47%
Strategic Acad and Fac Plan
40%
20%
40%
Student Affairs
8%
11%
20%
21%
40%
Summer Sessn, Study Abrd, OLLI
12%
4%
8%
19%
58%
UC Library
11%
17%
26%
Very unlikely
Unlikely
Neutral
Likely
Very Likely



#	Field	Very Likely		Likely		Neutral		Unlikely		Very unlikely		Total
1	Academic Core	26%	13	16%	8	28%	14	6%	3	24%	12	50
2	Academic Research Units	39%	36	18%	17	22%	20	11%	10	11%	10	93
3	Academic Senate	22%	2	22%	2	0%	0	11%	1	44%	4	9
4	Administration	50%	228	19%	87	16%	74	7%	30	7%	33	452
5	Art Mus & Pacific Film Archive	14%	3	36%	8	18%	4	23%	5	9%	2	22
6	Athletics	37%	22	17%	10	15%	9	15%	9	15%	9	59
7	Berkeley Law School	29%	29	17%	17	24%	24	12%	12	19%	19	101
8	Cal Performances_SMA	21%	4	21%	4	16%	3	32%	6	11%	2	19
9	Chancellor's Immediate Office	39%	11	18%	5	11%	3	18%	5	14%	4	28
10	Central Accounting Ledger	64%	7	27%	3	0%	0	0%	0	9%	1	11
11	Col of Environmental Design	21%	6	32%	9	21%	6	7%	2	18%	5	28
12	College of Chemistry	40%	27	7%	5	18%	12	15%	10	21%	14	68
13	College of Engineering	28%	71	22%	56	16%	41	16%	40	18%	45	253

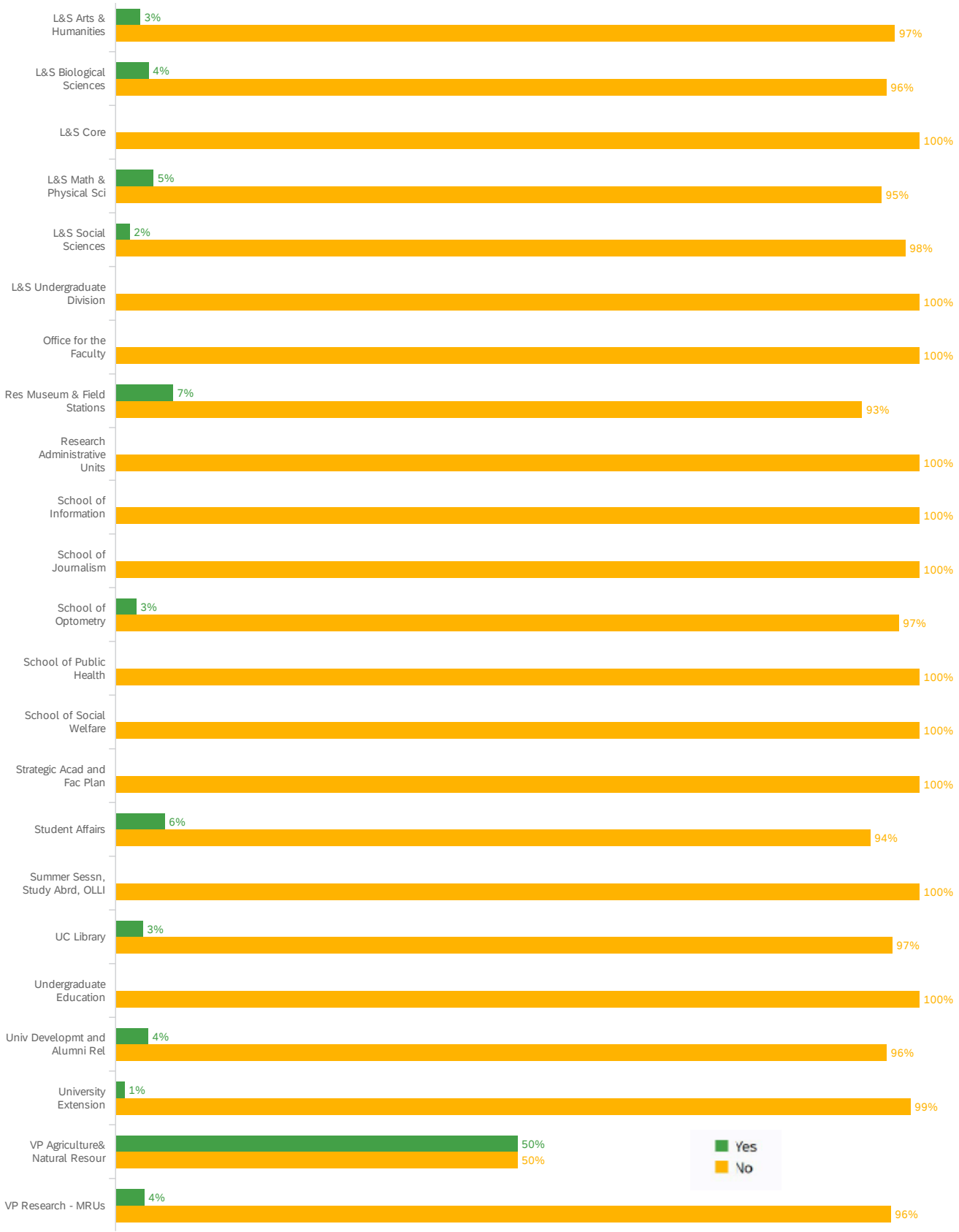
#	Field	Very Likely		Likely		Neutral		Unlikely		Very unlikely		Total
14	College of Natural Resources	20%	19	27%	26	21%	20	15%	15	18%	17	97
15	Division of Data Science	32%	6	37%	7	16%	3	5%	1	11%	2	19
16	Equity & Inclusion Div	41%	22	24%	13	20%	11	9%	5	6%	3	54
17	Finance	51%	36	24%	17	14%	10	7%	5	3%	2	70
18	Goldman Sch of Public Policy	45%	9	15%	3	10%	2	25%	5	5%	1	20
19	Graduate Division	40%	10	12%	3	28%	7	20%	5	0%	0	25
20	Graduate School of Education	24%	9	21%	8	37%	14	8%	3	11%	4	38
21	Haas School of Business	57%	82	19%	28	8%	11	9%	13	7%	10	144
22	L&S Arts & Humanities	29%	34	8%	10	28%	33	15%	18	20%	24	119
23	L&S Biological Sciences	23%	32	9%	12	26%	36	21%	29	21%	29	138
24	L&S Core	33%	6	28%	5	11%	2	17%	3	11%	2	18
25	L&S Math & Physical Sci	16%	17	15%	16	27%	29	16%	17	25%	27	106
26	L&S Social Sciences	24%	33	14%	20	20%	28	16%	22	25%	35	138
27	L&S Undergraduate Division	53%	29	16%	9	16%	9	7%	4	7%	4	55
28	Office for the Faculty	30%	3	30%	3	30%	3	0%	0	10%	1	10
29	Res Museum & Field Stations	30%	26	24%	21	23%	20	10%	9	13%	11	87
30	Research Administrative Units	53%	50	20%	19	13%	12	6%	6	8%	8	95
31	School of Information	47%	8	18%	3	24%	4	6%	1	6%	1	17
32	School of Journalism	78%	7	11%	1	11%	1	0%	0	0%	0	9
33	School of Optometry	33%	13	23%	9	20%	8	8%	3	18%	7	40
34	School of Public Health	36%	40	15%	17	22%	24	7%	8	19%	21	110
35	School of Social Welfare	47%	14	17%	5	17%	5	7%	2	13%	4	30
36	Strategic Acad and Fac Plan	40%	2	20%	1	0%	0	0%	0	40%	2	5
37	Student Affairs	40%	132	21%	70	20%	68	11%	36	8%	27	333
38	Summer Sessn, Study Abrd, OLLI	58%	15	19%	5	8%	2	4%	1	12%	3	26
39	UC Library	26%	37	20%	28	26%	37	17%	24	11%	15	141
40	Undergraduate Education	41%	23	25%	14	23%	13	5%	3	5%	3	56
41	Univ Developmt and Alumni Rel	54%	82	24%	37	12%	18	4%	6	7%	10	153
42	University Extension	61%	63	12%	12	23%	24	3%	3	1%	1	103

#	Field	Very Likely	Likely	Neutral	Unlikely	Very unlikely	Total
43	VP Agriculture& Natural Resour	50% 1	0% 0	50% 1	0% 0	0% 0	2
44	VP Research - MRUs	33% 23	21% 15	27% 19	11% 8	7% 5	70

Showing rows 1 - 44 of 44

If you have dependent care needs (for children or adults), have you used any of the 120 hours of campus-sponsored emergency backup care available through Bright Horizons ?

Please note: data obtained in relation to dependent questions care is not reliable due to confusion created by our questions. We will fix this in the next iteration.



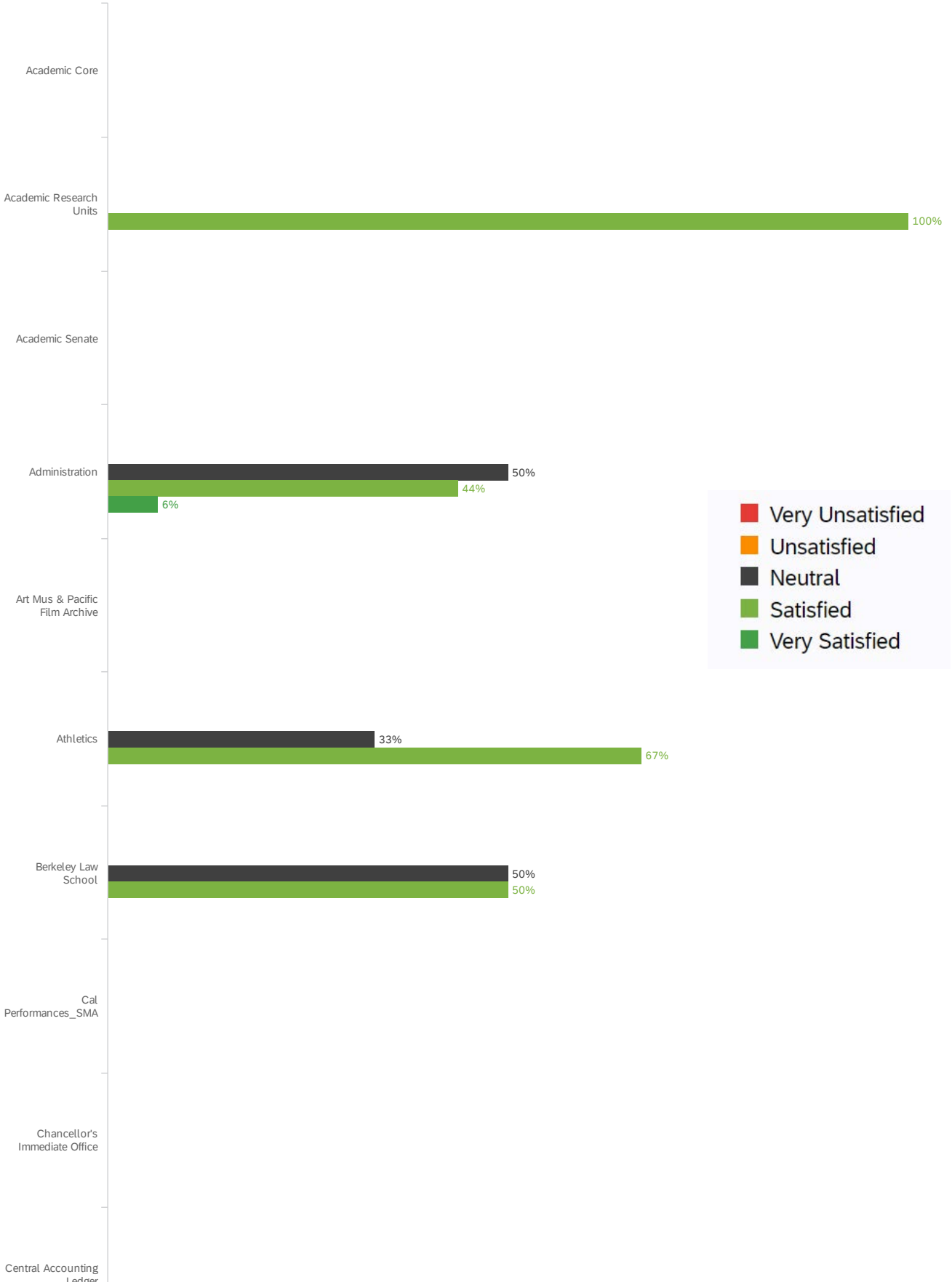
#	Field	Yes		No		Total
1	Academic Core	0%	0	100%	45	45
2	Academic Research Units	1%	1	99%	76	77

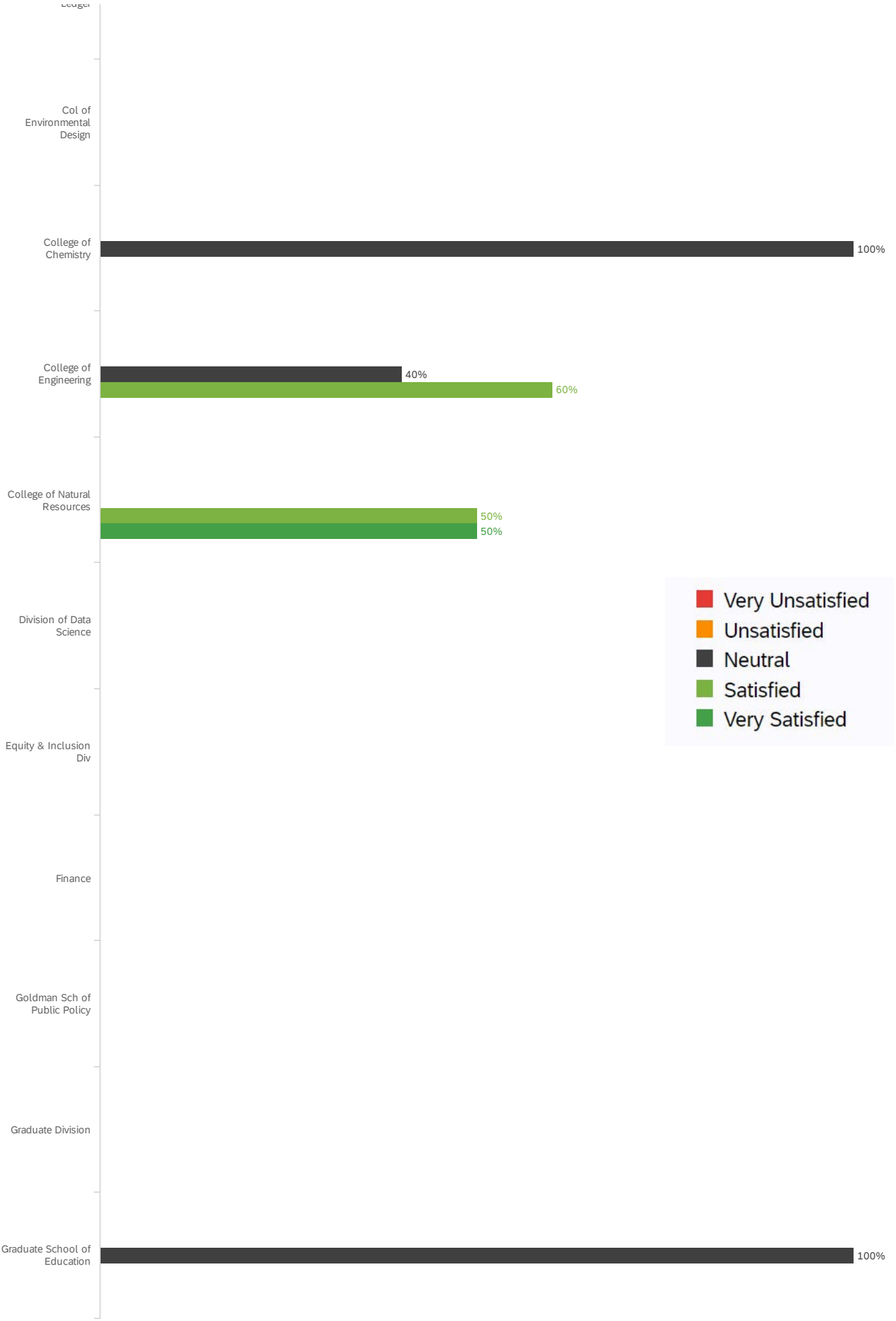
#	Field	Yes		No		Total
3	Academic Senate	0%	0	100%	7	7
4	Administration	4%	16	96%	362	378
5	Art Mus & Pacific Film Archive	0%	0	100%	20	20
6	Athletics	6%	3	94%	49	52
7	Berkeley Law School	2%	2	98%	81	83
8	Cal Performances_SMA	0%	0	100%	14	14
9	Chancellor's Immediate Office	0%	0	100%	22	22
10	Central Accounting Ledger	0%	0	100%	9	9
11	Col of Environmental Design	0%	0	100%	18	18
12	College of Chemistry	2%	1	98%	60	61
13	College of Engineering	2%	5	98%	212	217
14	College of Natural Resources	3%	2	97%	77	79
15	Division of Data Science	0%	0	100%	16	16
16	Equity & Inclusion Div	0%	0	100%	47	47
17	Finance	0%	0	100%	57	57
18	Goldman Sch of Public Policy	0%	0	100%	18	18
19	Graduate Division	0%	0	100%	22	22
20	Graduate School of Education	6%	2	94%	31	33
21	Haas School of Business	1%	1	99%	119	120
22	L&S Arts & Humanities	3%	3	97%	95	98
23	L&S Biological Sciences	4%	5	96%	117	122
24	L&S Core	0%	0	100%	16	16
25	L&S Math & Physical Sci	5%	4	95%	81	85
26	L&S Social Sciences	2%	2	98%	113	115
27	L&S Undergraduate Division	0%	0	100%	46	46
28	Office for the Faculty	0%	0	100%	9	9
29	Res Museum & Field Stations	7%	5	93%	65	70
30	Research Administrative Units	0%	0	100%	87	87
31	School of Information	0%	0	100%	13	13

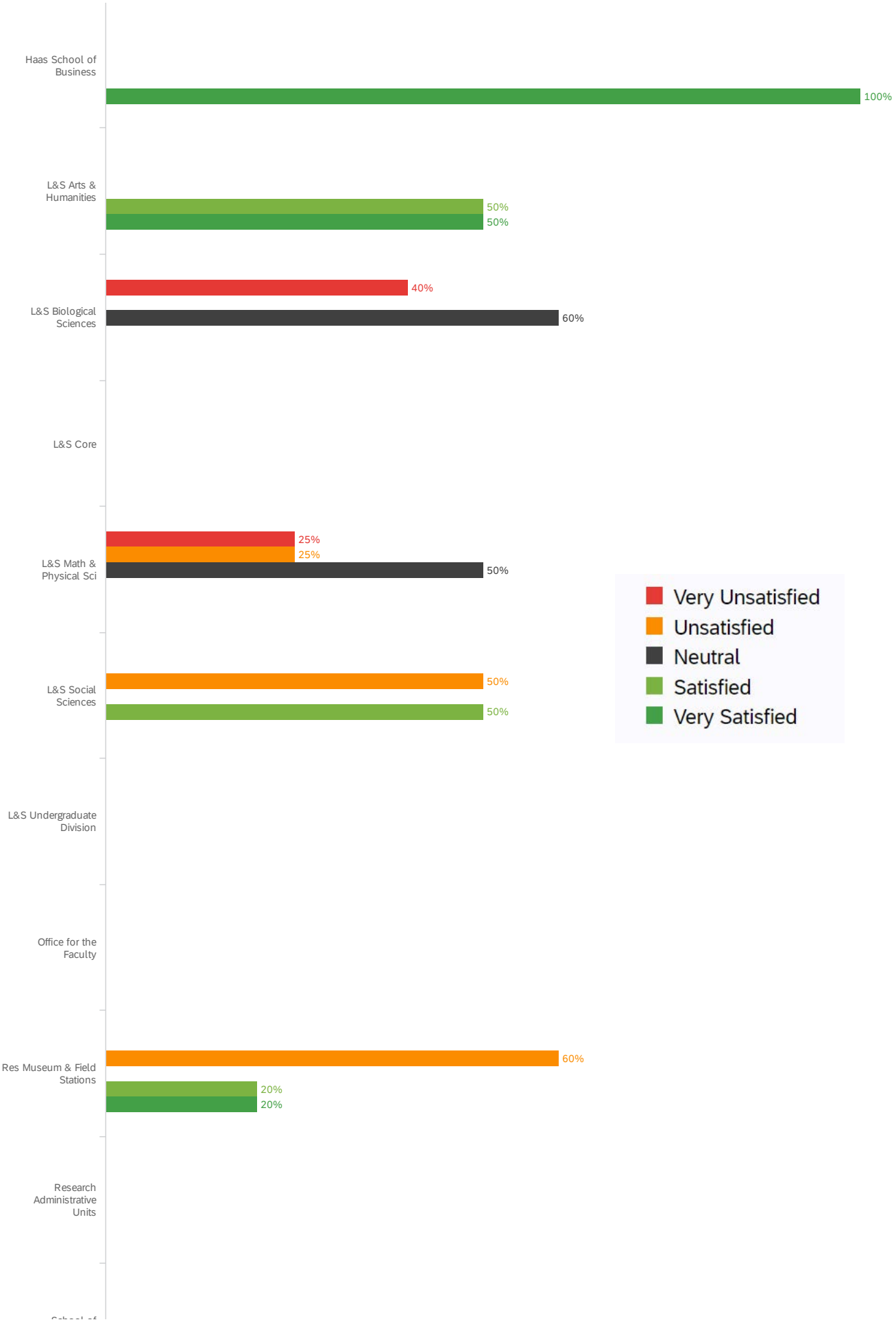
#	Field	Yes		No		Total
32	School of Journalism	0%	0	100%	8	8
33	School of Optometry	3%	1	97%	38	39
34	School of Public Health	0%	0	100%	88	88
35	School of Social Welfare	0%	0	100%	26	26
36	Strategic Acad and Fac Plan	0%	0	100%	4	4
37	Student Affairs	6%	16	94%	246	262
38	Summer Sessn, Study Abrd, OLLI	0%	0	100%	22	22
39	UC Library	3%	4	97%	114	118
40	Undergraduate Education	0%	0	100%	45	45
41	Univ Developmt and Alumni Rel	4%	5	96%	118	123
42	University Extension	1%	1	99%	89	90
43	VP Agriculture& Natural Resour	50%	1	50%	1	2
44	VP Research - MRUs	4%	2	96%	54	56

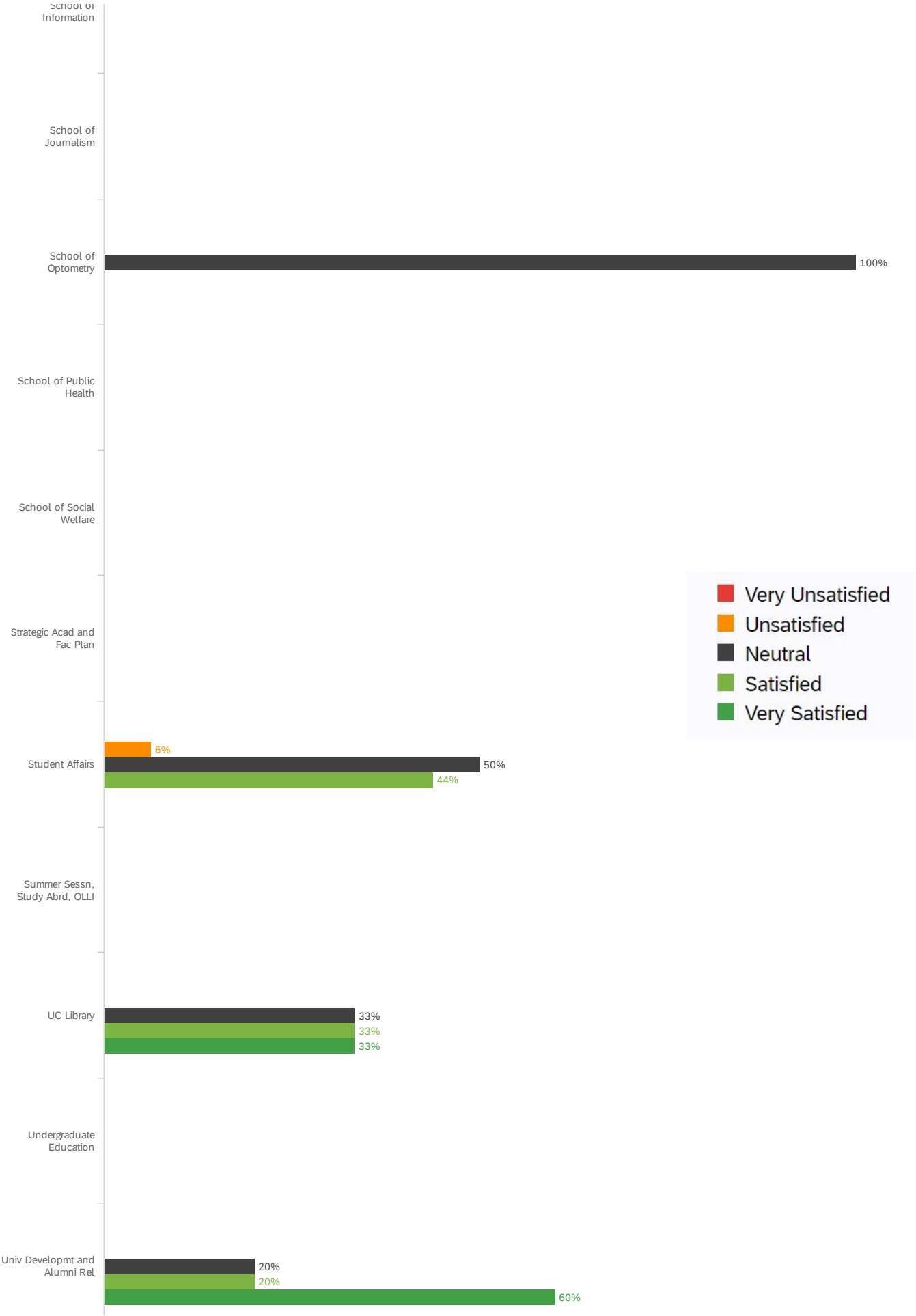
Showing rows 1 - 44 of 44

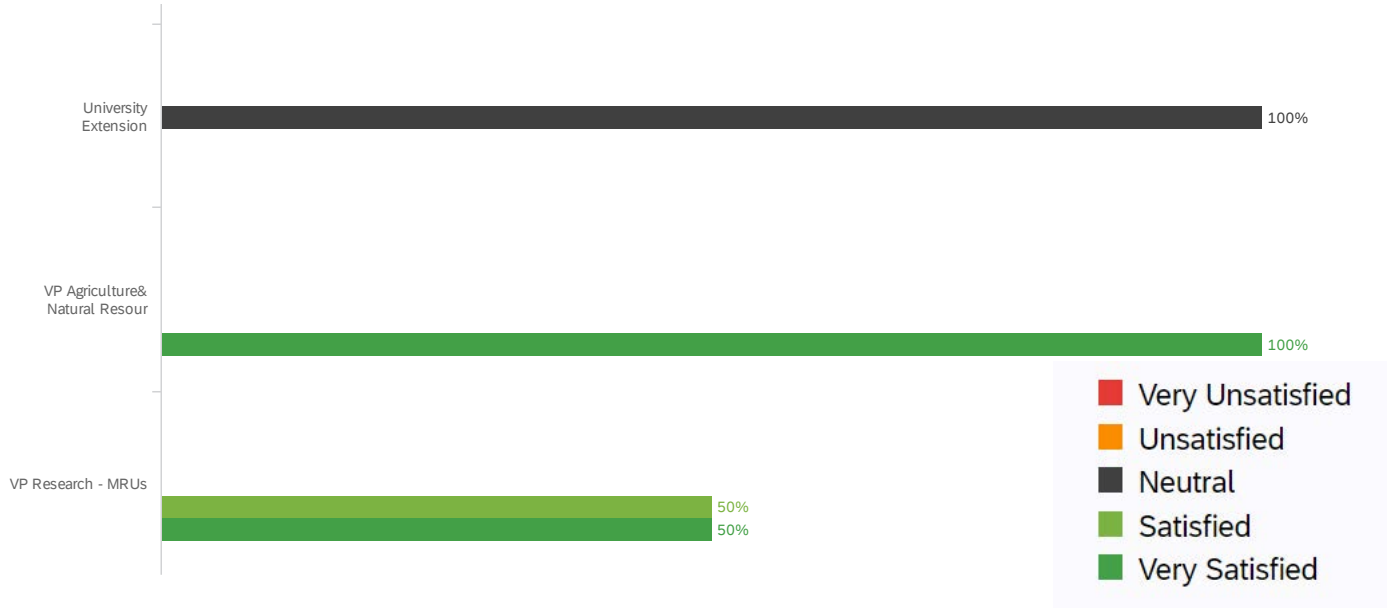
Q8a - How satisfied were you with the back-up care program?




Ledger
Col of Environmental Design
College of Chemistry
100%
College of Engineering
40%
60%
College of Natural Resources
50%
50%
Division of Data Science
Equity & Inclusion Div
Finance
Goldman Sch of Public Policy
Graduate Division
Graduate School of Education
100%
Very Unsatisfied
Unsatisfied
Neutral
Satisfied
Very Satisfied


Haas School of Business
100%
L&S Arts & Humanities
50%
50%
L&S Biological Sciences
40%
60%
L&S Core
L&S Math & Physical Sci
25%
25%
50%
L&S Social Sciences
50%
50%
L&S Undergraduate Division
Office for the Faculty
Res Museum & Field Stations
60%
20%
20%
Research Administrative Units
Very Unsatisfied
Unsatisfied
Neutral
Satisfied
Very Satisfied


School of Information
School of Journalism
School of Optometry
100%
School of Public Health
School of Social Welfare
Strategic Acad and Fac Plan
Student Affairs
6%
50%
44%
Summer Sessn, Study Abrd, OLLI
UC Library
33%
33%
33%
Undergraduate Education
Univ Developmt and Alumni Rel
20%
20%
60%
Very Unsatisfied
Unsatisfied
Neutral
Satisfied
Very Satisfied

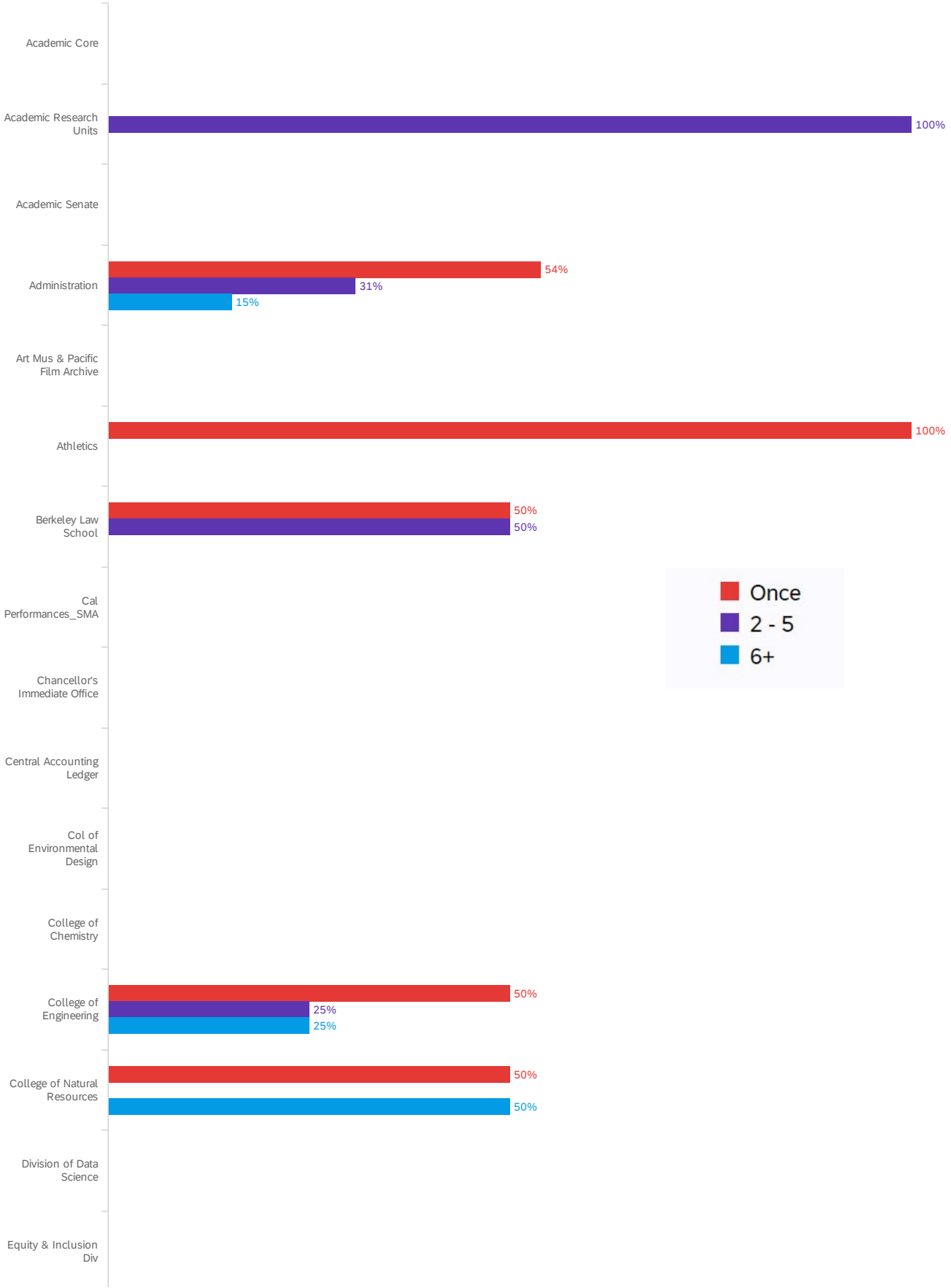


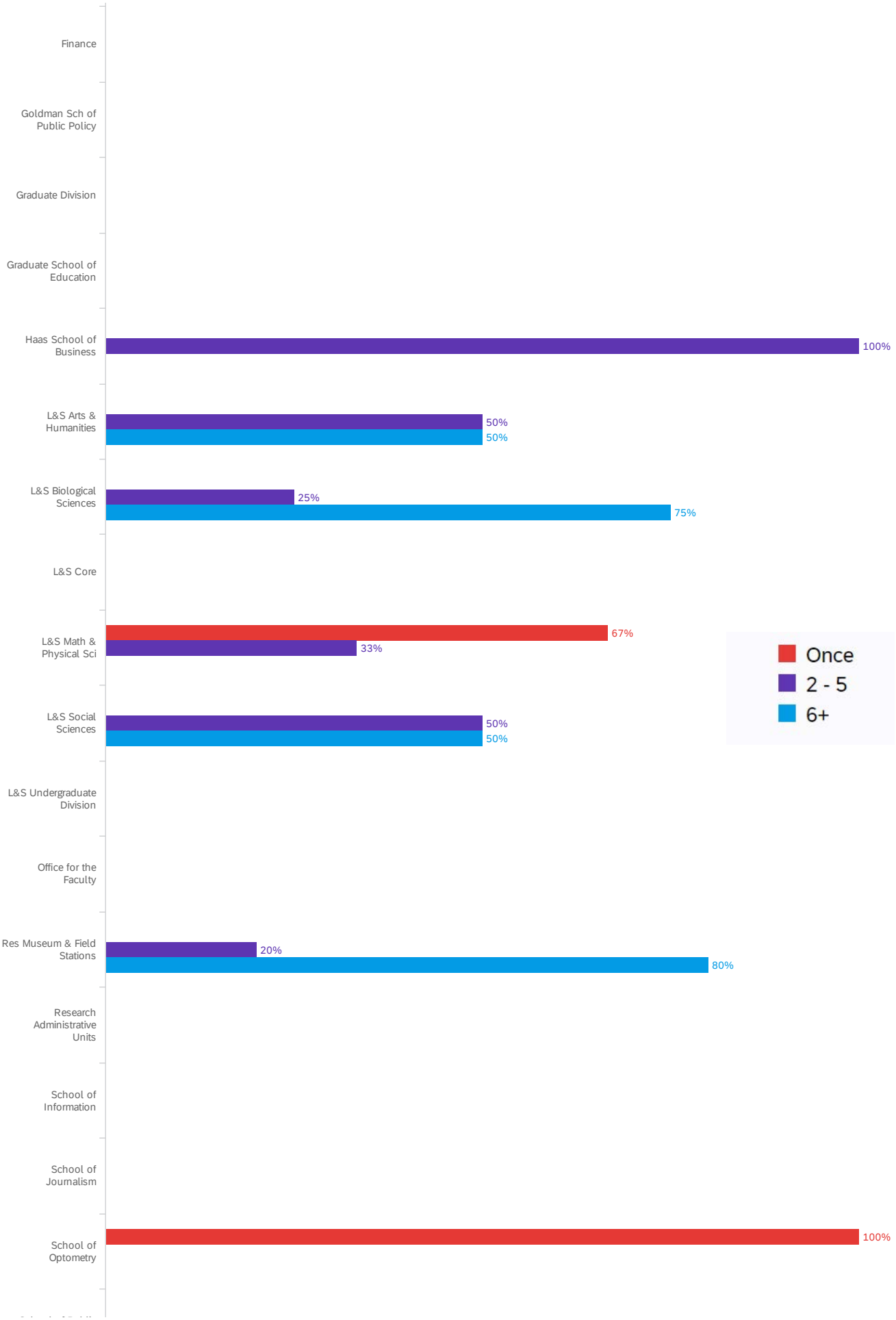
#	Field	Very Satisfied	Satisfied	Neutral	Unsatisfied	Very Unsatisfied	Total
1	Academic Core	0% 0	0% 0	0% 0	0% 0	0% 0	0
2	Academic Research Units	0% 0	100% 1	0% 0	0% 0	0% 0	1
3	Academic Senate	0% 0	0% 0	0% 0	0% 0	0% 0	0
4	Administration	6% 1	44% 7	50% 8	0% 0	0% 0	16
5	Art Mus & Pacific Film Archive	0% 0	0% 0	0% 0	0% 0	0% 0	0
6	Athletics	0% 0	67% 2	33% 1	0% 0	0% 0	3
7	Berkeley Law School	0% 0	50% 1	50% 1	0% 0	0% 0	2
8	Cal Performances_SMA	0% 0	0% 0	0% 0	0% 0	0% 0	0
9	Chancellor's Immediate Office	0% 0	0% 0	0% 0	0% 0	0% 0	0
10	Central Accounting Ledger	0% 0	0% 0	0% 0	0% 0	0% 0	0
11	Col of Environmental Design	0% 0	0% 0	0% 0	0% 0	0% 0	0
12	College of Chemistry	0% 0	0% 0	100% 1	0% 0	0% 0	1
13	College of Engineering	0% 0	60% 3	40% 2	0% 0	0% 0	5
14	College of Natural Resources	50% 1	50% 1	0% 0	0% 0	0% 0	2
15	Division of Data Science	0% 0	0% 0	0% 0	0% 0	0% 0	0
16	Equity & Inclusion Div	0% 0	0% 0	0% 0	0% 0	0% 0	0
17	Finance	0% 0	0% 0	0% 0	0% 0	0% 0	0
18	Goldman Sch of Public Policy	0% 0	0% 0	0% 0	0% 0	0% 0	0
19	Graduate Division	0% 0	0% 0	0% 0	0% 0	0% 0	0

#	Field	Very Satisfied	Satisfied	Neutral	Unsatisfied	Very Unsatisfied	Total
20	Graduate School of Education	0% 0	0% 0	100% 2	0% 0	0% 0	2
21	Haas School of Business	100% 1	0% 0	0% 0	0% 0	0% 0	1
22	L&S Arts & Humanities	50% 1	50% 1	0% 0	0% 0	0% 0	2
23	L&S Biological Sciences	0% 0	0% 0	60% 3	0% 0	40% 2	5
24	L&S Core	0% 0	0% 0	0% 0	0% 0	0% 0	0
25	L&S Math & Physical Sci	0% 0	0% 0	50% 2	25% 1	25% 1	4
26	L&S Social Sciences	0% 0	50% 1	0% 0	50% 1	0% 0	2
27	L&S Undergraduate Division	0% 0	0% 0	0% 0	0% 0	0% 0	0
28	Office for the Faculty	0% 0	0% 0	0% 0	0% 0	0% 0	0
29	Res Museum & Field Stations	20% 1	20% 1	0% 0	60% 3	0% 0	5
30	Research Administrative Units	0% 0	0% 0	0% 0	0% 0	0% 0	0
31	School of Information	0% 0	0% 0	0% 0	0% 0	0% 0	0
32	School of Journalism	0% 0	0% 0	0% 0	0% 0	0% 0	0
33	School of Optometry	0% 0	0% 0	100% 1	0% 0	0% 0	1
34	School of Public Health	0% 0	0% 0	0% 0	0% 0	0% 0	0
35	School of Social Welfare	0% 0	0% 0	0% 0	0% 0	0% 0	0
36	Strategic Acad and Fac Plan	0% 0	0% 0	0% 0	0% 0	0% 0	0
37	Student Affairs	0% 0	44% 7	50% 8	6% 1	0% 0	16
38	Summer Sessn, Study Abrd, OLLI	0% 0	0% 0	0% 0	0% 0	0% 0	0
39	UC Library	33% 1	33% 1	33% 1	0% 0	0% 0	3
40	Undergraduate Education	0% 0	0% 0	0% 0	0% 0	0% 0	0
41	Univ Developmt and Alumni Rel	60% 3	20% 1	20% 1	0% 0	0% 0	5
42	University Extension	0% 0	0% 0	100% 1	0% 0	0% 0	1
43	VP Agriculture& Natural Resour	100% 1	0% 0	0% 0	0% 0	0% 0	1
44	VP Research - MRUs	50% 1	50% 1	0% 0	0% 0	0% 0	2

Showing rows 1 - 44 of 44

Q8b - How many times did you use the back-up care program?




Finance
Goldman Sch of Public Policy
Graduate Division
Graduate School of Education
Haas School of Business
100%
L&S Arts & Humanities
50%
50%
L&S Biological Sciences
25%
75%
L&S Core
L&S Math & Physical Sci
67%
33%
L&S Social Sciences
50%
50%
L&S Undergraduate Division
Office for the Faculty
Res Museum & Field Stations
20%
80%
Research Administrative Units
School of Information
School of Journalism
School of Optometry
100%
Once
2 - 5
6+

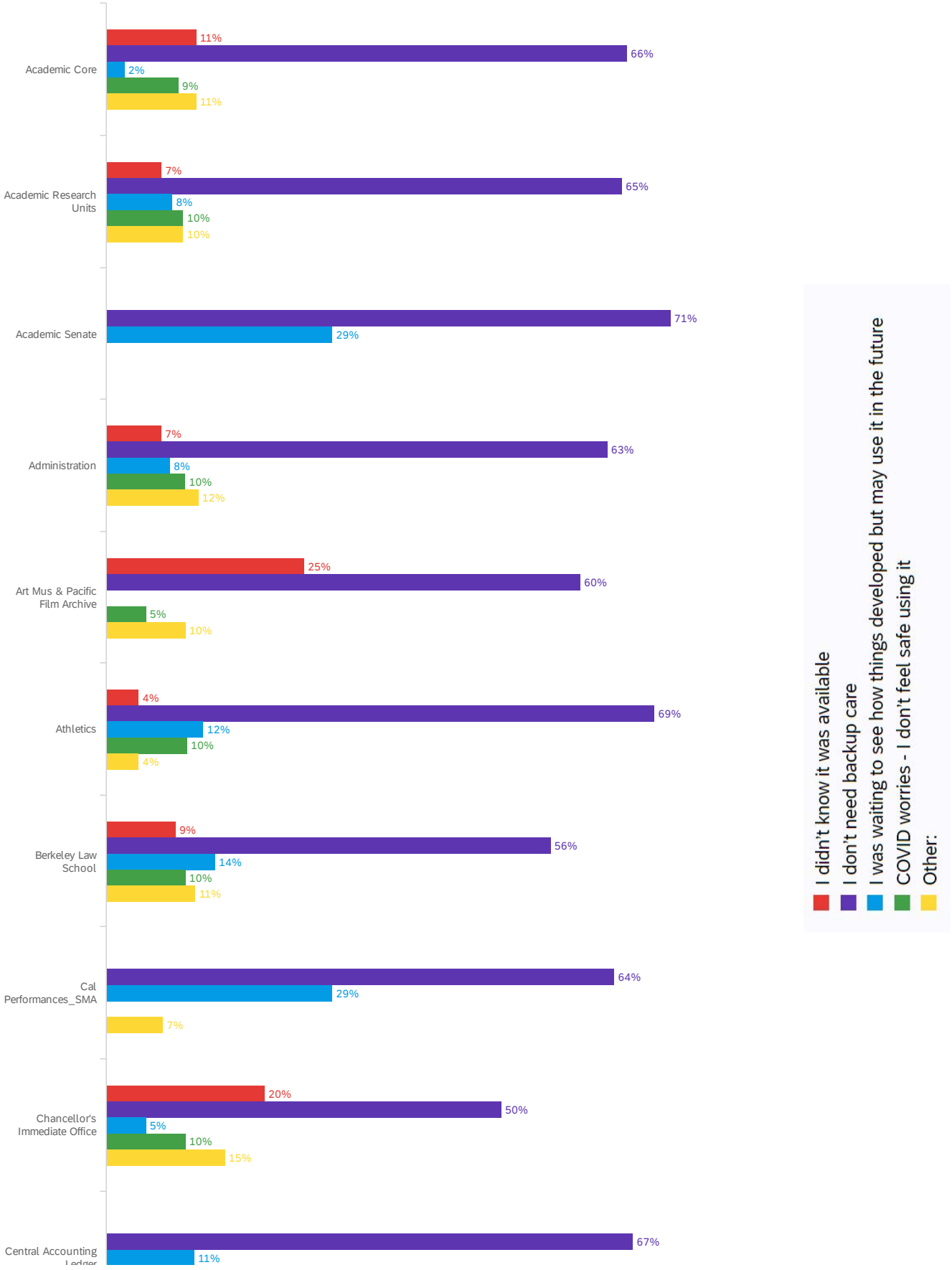
#	Field	Once		2 - 5		6+		Total
1	Academic Core	0%	0	0%	0	0%	0	0
2	Academic Research Units	0%	0	100%	1	0%	0	1
3	Academic Senate	0%	0	0%	0	0%	0	0
4	Administration	54%	7	31%	4	15%	2	13
5	Art Mus & Pacific Film Archive	0%	0	0%	0	0%	0	0
6	Athletics	100%	3	0%	0	0%	0	3
7	Berkeley Law School	50%	1	50%	1	0%	0	2
8	Cal Performances_SMA	0%	0	0%	0	0%	0	0
9	Chancellor's Immediate Office	0%	0	0%	0	0%	0	0
10	Central Accounting Ledger	0%	0	0%	0	0%	0	0

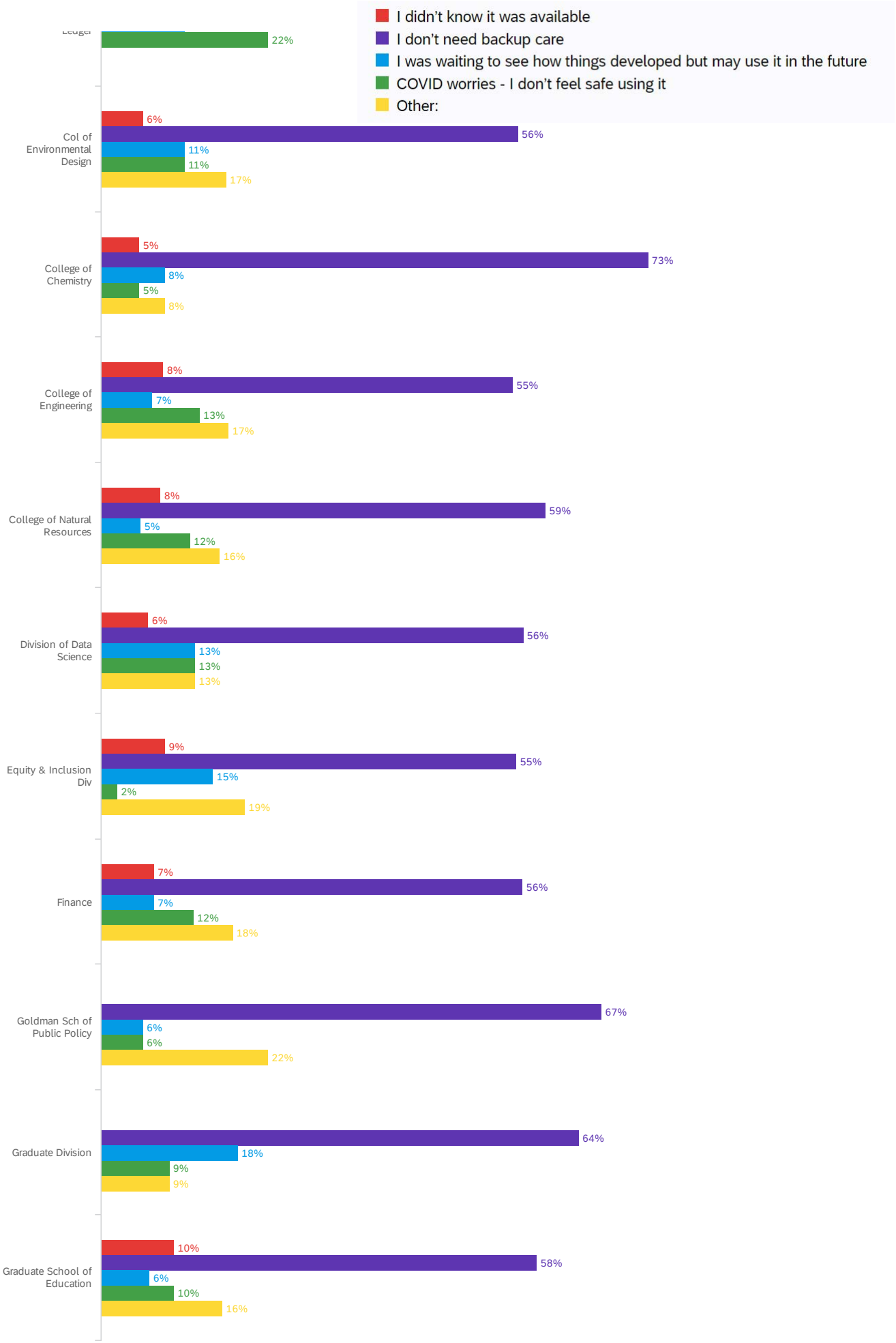
#	Field	Once		2 - 5		6+		Total
11	Col of Environmental Design	0%	0	0%	0	0%	0	0
12	College of Chemistry	0%	0	0%	0	0%	0	0
13	College of Engineering	50%	2	25%	1	25%	1	4
14	College of Natural Resources	50%	1	0%	0	50%	1	2
15	Division of Data Science	0%	0	0%	0	0%	0	0
16	Equity & Inclusion Div	0%	0	0%	0	0%	0	0
17	Finance	0%	0	0%	0	0%	0	0
18	Goldman Sch of Public Policy	0%	0	0%	0	0%	0	0
19	Graduate Division	0%	0	0%	0	0%	0	0
20	Graduate School of Education	0%	0	0%	0	0%	0	0
21	Haas School of Business	0%	0	100%	1	0%	0	1
22	L&S Arts & Humanities	0%	0	50%	1	50%	1	2
23	L&S Biological Sciences	0%	0	25%	1	75%	3	4
24	L&S Core	0%	0	0%	0	0%	0	0
25	L&S Math & Physical Sci	67%	2	33%	1	0%	0	3
26	L&S Social Sciences	0%	0	50%	1	50%	1	2
27	L&S Undergraduate Division	0%	0	0%	0	0%	0	0
28	Office for the Faculty	0%	0	0%	0	0%	0	0
29	Res Museum & Field Stations	0%	0	20%	1	80%	4	5
30	Research Administrative Units	0%	0	0%	0	0%	0	0
31	School of Information	0%	0	0%	0	0%	0	0
32	School of Journalism	0%	0	0%	0	0%	0	0
33	School of Optometry	100%	1	0%	0	0%	0	1
34	School of Public Health	0%	0	0%	0	0%	0	0
35	School of Social Welfare	0%	0	0%	0	0%	0	0
36	Strategic Acad and Fac Plan	0%	0	0%	0	0%	0	0
37	Student Affairs	69%	9	31%	4	0%	0	13
38	Summer Sessn, Study Abrd, OLLI	0%	0	0%	0	0%	0	0

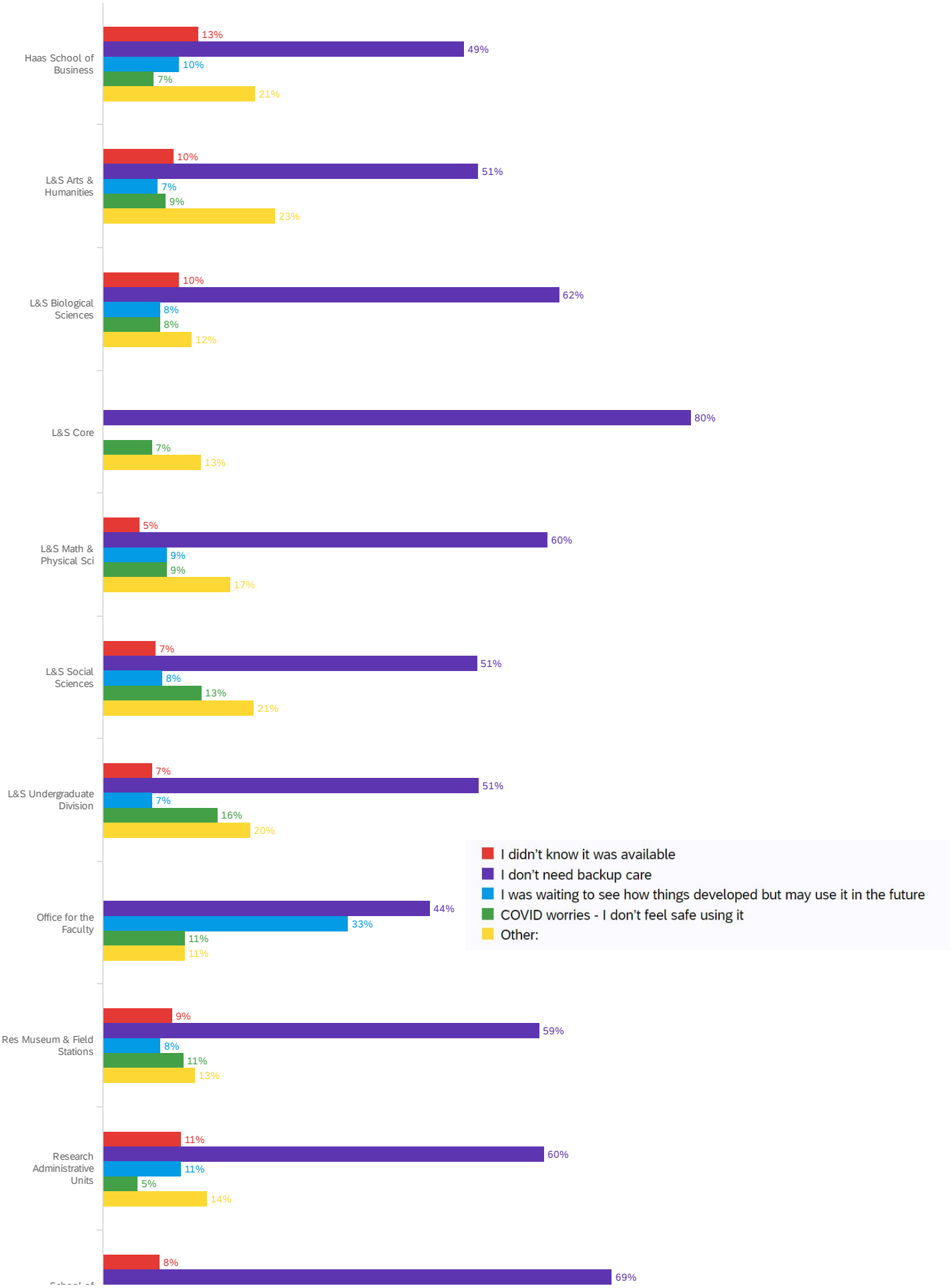
#	Field	Once		2 - 5		6+		Total
39	UC Library	0%	0	50%	1	50%	1	2
40	Undergraduate Education	0%	0	0%	0	0%	0	0
41	Univ Developmt and Alumni Rel	0%	0	40%	2	60%	3	5
42	University Extension	0%	0	0%	0	0%	0	0
43	VP Agriculture& Natural Resour	0%	0	0%	0	100%	1	1
44	VP Research - MRUs	50%	1	0%	0	50%	1	2

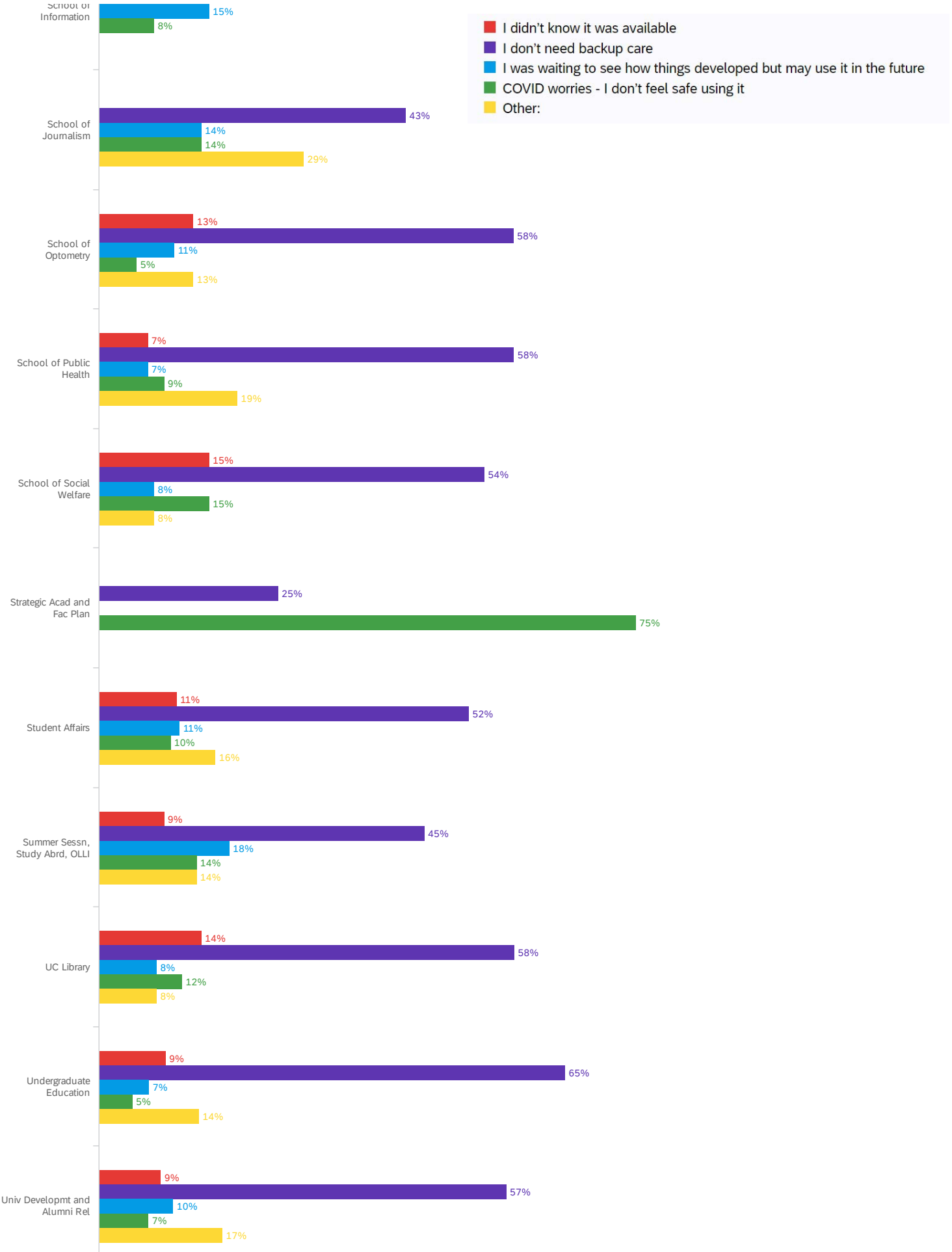
Showing rows 1 - 44 of 44

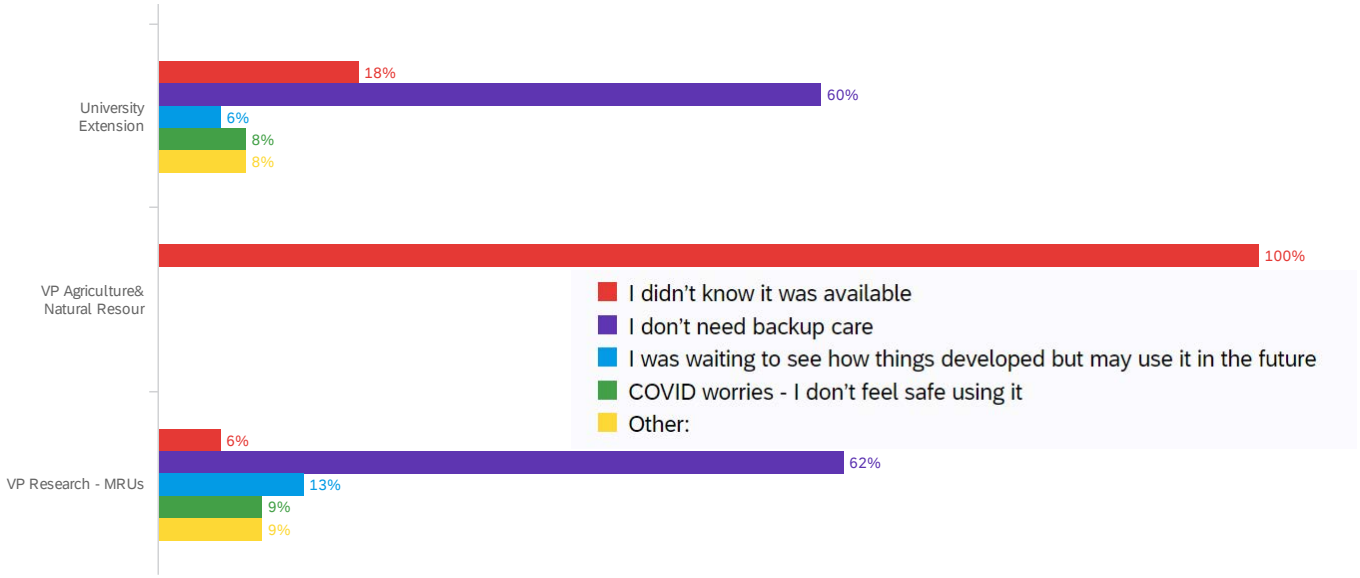
Q8c - Why didn't you use the back-up care program?




I didn't know it was available
I don't need backup care
I was waiting to see how things developed but may use it in the future
COVID worries - I don't feel safe using it
Other:
Ledger
22%
Col of Environmental Design
6%
56%
11%
11%
17%
College of Chemistry
5%
73%
8%
5%
8%
College of Engineering
8%
55%
7%
13%
17%
College of Natural Resources
8%
59%
5%
12%
16%
Division of Data Science
6%
56%
13%
13%
13%
Equity & Inclusion Div
9%
55%
15%
2%
19%
Finance
7%
56%
7%
12%
18%
Goldman Sch of Public Policy
67%
6%
6%
22%
Graduate Division
64%
18%
9%
9%
Graduate School of Education
10%
58%
6%
10%
16%


Haas School of Business
13%
49%
10%
7%
21%
L&S Arts & Humanities
10%
51%
7%
9%
23%
L&S Biological Sciences
10%
62%
8%
8%
12%
L&S Core
80%
7%
13%
L&S Math & Physical Sci
5%
60%
9%
9%
17%
L&S Social Sciences
7%
51%
8%
13%
21%
L&S Undergraduate Division
7%
51%
7%
16%
20%
Office for the Faculty
44%
33%
11%
11%
Res Museum & Field Stations
9%
59%
8%
11%
13%
Research Administrative Units
11%
60%
11%
5%
14%
8%
69%
I didn't know it was available
I don't need backup care
I was waiting to see how things developed but may use it in the future
COVID worries - I don't feel safe using it
Other:


I didn't know it was available
I don't need backup care
I was waiting to see how things developed but may use it in the future
COVID worries - I don't feel safe using it
Other:
School of Information
15%
8%
School of Journalism
43%
14%
14%
29%
School of Optometry
13%
58%
11%
5%
13%
School of Public Health
7%
58%
7%
9%
19%
School of Social Welfare
15%
54%
8%
15%
8%
Strategic Acad and Fac Plan
25%
75%
Student Affairs
11%
52%
11%
10%
16%
Summer Sessn, Study Abrd, OLLI
9%
45%
18%
14%
14%
UC Library
14%
58%
8%
12%
8%
Undergraduate Education
9%
65%
7%
5%
14%
Univ Developmt and Alumni Rel
9%
57%
10%
7%
17%



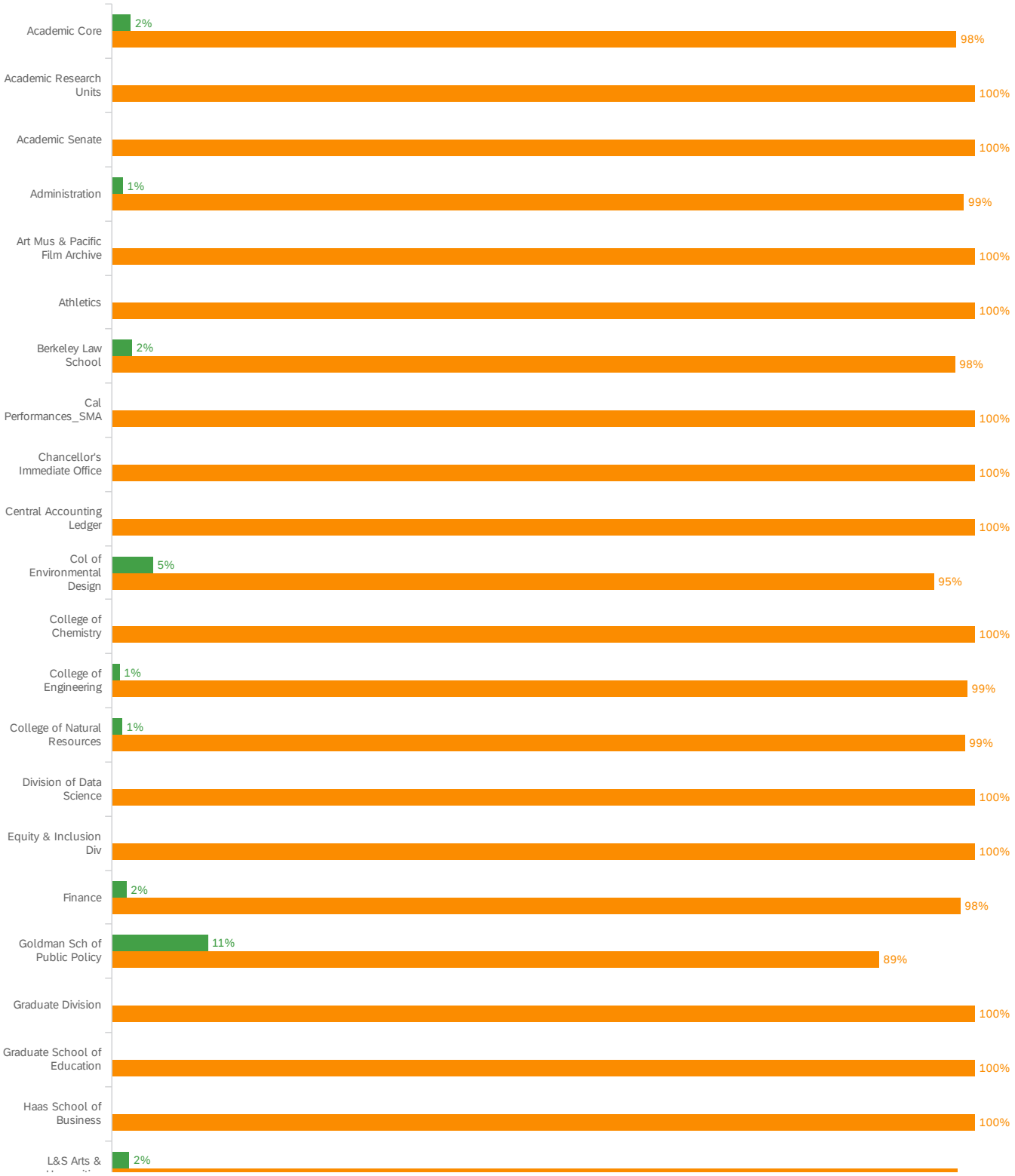
#	Field	I don't need backup care	I didn't know it was available	I was waiting to see how things developed but may use it in the future	COVID worries - I don't feel safe using it	Other:	Total
1	Academic Core	66% 29	11% 5	2% 1	9% 4	11% 5	44
2	Academic Research Units	65% 47	7% 5	8% 6	10% 7	10% 7	72
3	Academic Senate	71% 5	0% 0	29% 2	0% 0	0% 0	7
4	Administration	63% 229	7% 25	8% 29	10% 36	12% 42	361
5	Art Mus & Pacific Film Archive	60% 12	25% 5	0% 0	5% 1	10% 2	20
6	Athletics	69% 34	4% 2	12% 6	10% 5	4% 2	49
7	Berkeley Law School	56% 45	9% 7	14% 11	10% 8	11% 9	80
8	Cal Performances_SMA	64% 9	0% 0	29% 4	0% 0	7% 1	14
9	Chancellor's Immediate Office	50% 10	20% 4	5% 1	10% 2	15% 3	20
10	Central Accounting Ledger	67% 6	0% 0	11% 1	22% 2	0% 0	9
11	Col of Environmental Design	56% 10	6% 1	11% 2	11% 2	17% 3	18
12	College of Chemistry	73% 43	5% 3	8% 5	5% 3	8% 5	59
13	College of Engineering	55% 113	8% 17	7% 14	13% 27	17% 35	206
14	College of Natural Resources	59% 45	8% 6	5% 4	12% 9	16% 12	76
15	Division of Data Science	56% 9	6% 1	13% 2	13% 2	13% 2	16

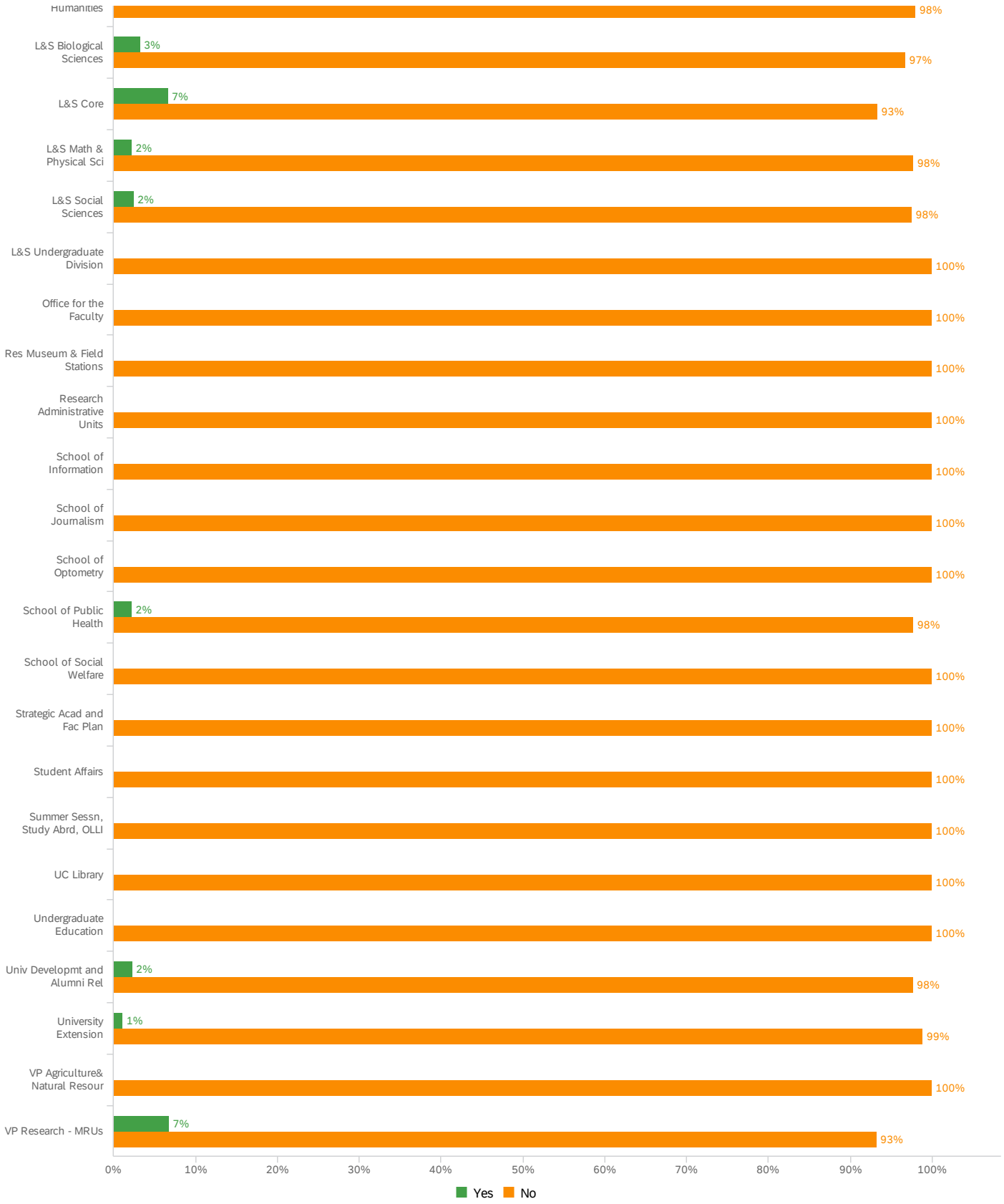
#	Field	I don't need backup care	I didn't know it was available	I was waiting to see how things developed but may use it in the future	COVID worries - I don't feel safe using it	Other:	Total
16	Equity & Inclusion Div	55% 26	9% 4	15% 7	2% 1	19% 9	47
17	Finance	56% 32	7% 4	7% 4	12% 7	18% 10	57
18	Goldman Sch of Public Policy	67% 12	0% 0	6% 1	6% 1	22% 4	18
19	Graduate Division	64% 14	0% 0	18% 4	9% 2	9% 2	22
20	Graduate School of Education	58% 18	10% 3	6% 2	10% 3	16% 5	31
21	Haas School of Business	49% 57	13% 15	10% 12	7% 8	21% 24	116
22	L&S Arts & Humanities	51% 48	10% 9	7% 7	9% 8	23% 22	94
23	L&S Biological Sciences	62% 72	10% 12	8% 9	8% 9	12% 14	116
24	L&S Core	80% 12	0% 0	0% 0	7% 1	13% 2	15
25	L&S Math & Physical Sci	60% 49	5% 4	9% 7	9% 7	17% 14	81
26	L&S Social Sciences	51% 57	7% 8	8% 9	13% 15	21% 23	112
27	L&S Undergraduate Division	51% 23	7% 3	7% 3	16% 7	20% 9	45
28	Office for the Faculty	44% 4	0% 0	33% 3	11% 1	11% 1	9
29	Res Museum & Field Stations	59% 38	9% 6	8% 5	11% 7	13% 8	64
30	Research Administrative Units	60% 51	11% 9	11% 9	5% 4	14% 12	85
31	School of Information	69% 9	8% 1	15% 2	8% 1	0% 0	13
32	School of Journalism	43% 3	0% 0	14% 1	14% 1	29% 2	7
33	School of Optometry	58% 22	13% 5	11% 4	5% 2	13% 5	38
34	School of Public Health	58% 51	7% 6	7% 6	9% 8	19% 17	88
35	School of Social Welfare	54% 14	15% 4	8% 2	15% 4	8% 2	26
36	Strategic Acad and Fac Plan	25% 1	0% 0	0% 0	75% 3	0% 0	4
37	Student Affairs	52% 124	11% 26	11% 27	10% 24	16% 39	240
38	Summer Sessn, Study Abrd, OLLI	45% 10	9% 2	18% 4	14% 3	14% 3	22

#	Field	I don't need backup care	I didn't know it was available	I was waiting to see how things developed but may use it in the future	COVID worries - I don't feel safe using it	Other:	Total
39	UC Library	58% 65	14% 16	8% 9	12% 13	8% 9	112
40	Undergraduate Education	65% 28	9% 4	7% 3	5% 2	14% 6	43
41	Univ Developmt and Alumni Rel	57% 66	9% 10	10% 12	7% 8	17% 20	116
42	University Extension	60% 53	18% 16	6% 5	8% 7	8% 7	88
43	VP Agriculture& Natural Resour	0% 0	100% 1	0% 0	0% 0	0% 0	1
44	VP Research - MRUs	62% 33	6% 3	13% 7	9% 5	9% 5	53

Showing rows 1 - 44 of 44

Have you used the CareBubbles tool at carebubbles.berkeley.edu? (CareBubbles is a parent-to-parent resource to help UC Berkeley, UC Davis and UCSF community members meet their child care needs during the Covid-19 pandemic.)





#	Field	Yes		No		Total
1	Academic Core	2%	1	98%	45	46
2	Academic Research Units	0%	0	100%	79	79

#	Field	Yes		No		Total
3	Academic Senate	0%	0	100%	7	7
4	Administration	1%	5	99%	383	388
5	Art Mus & Pacific Film Archive	0%	0	100%	18	18
6	Athletics	0%	0	100%	53	53
7	Berkeley Law School	2%	2	98%	84	86
8	Cal Performances_SMA	0%	0	100%	14	14
9	Chancellor's Immediate Office	0%	0	100%	23	23
10	Central Accounting Ledger	0%	0	100%	9	9
11	Col of Environmental Design	5%	1	95%	20	21
12	College of Chemistry	0%	0	100%	58	58
13	College of Engineering	1%	2	99%	222	224
14	College of Natural Resources	1%	1	99%	84	85
15	Division of Data Science	0%	0	100%	17	17
16	Equity & Inclusion Div	0%	0	100%	47	47
17	Finance	2%	1	98%	58	59
18	Goldman Sch of Public Policy	11%	2	89%	16	18
19	Graduate Division	0%	0	100%	21	21
20	Graduate School of Education	0%	0	100%	36	36
21	Haas School of Business	0%	0	100%	119	119
22	L&S Arts & Humanities	2%	2	98%	98	100
23	L&S Biological Sciences	3%	4	97%	119	123
24	L&S Core	7%	1	93%	14	15
25	L&S Math & Physical Sci	2%	2	98%	87	89
26	L&S Social Sciences	2%	3	98%	119	122
27	L&S Undergraduate Division	0%	0	100%	47	47
28	Office for the Faculty	0%	0	100%	10	10
29	Res Museum & Field Stations	0%	0	100%	72	72
30	Research Administrative Units	0%	0	100%	90	90
31	School of Information	0%	0	100%	15	15

#	Field	Yes		No		Total
32	School of Journalism	0%	0	100%	7	7
33	School of Optometry	0%	0	100%	39	39
34	School of Public Health	2%	2	98%	87	89
35	School of Social Welfare	0%	0	100%	27	27
36	Strategic Acad and Fac Plan	0%	0	100%	3	3
37	Student Affairs	0%	0	100%	263	263
38	Summer Sessn, Study Abrd, OLLI	0%	0	100%	20	20
39	UC Library	0%	0	100%	126	126
40	Undergraduate Education	0%	0	100%	46	46
41	Univ Developmt and Alumni Rel	2%	3	98%	127	130
42	University Extension	1%	1	99%	88	89
43	VP Agriculture& Natural Resour	0%	0	100%	2	2
44	VP Research - MRUs	7%	4	93%	55	59

Showing rows 1 - 44 of 44

Did you find any useful connections on carebubbles.berkeley.edu?

#	Field	Yes		No		Total
1	Academic Core	100%	1	0%	0	1
2	Academic Research Units	0%	0	0%	0	0
3	Academic Senate	0%	0	0%	0	0
4	Administration	20%	1	80%	4	5
5	Art Mus & Pacific Film Archive	0%	0	0%	0	0

#	Field	Yes		No		Total
6	Athletics	0%	0	0%	0	0
7	Berkeley Law School	50%	1	50%	1	2
8	Cal Performances_SMA	0%	0	0%	0	0
9	Chancellor's Immediate Office	0%	0	0%	0	0
10	Central Accounting Ledger	0%	0	0%	0	0
11	Col of Environmental Design	0%	0	100%	1	1
12	College of Chemistry	0%	0	0%	0	0
13	College of Engineering	0%	0	100%	2	2
14	College of Natural Resources	0%	0	100%	1	1
15	Division of Data Science	0%	0	0%	0	0
16	Equity & Inclusion Div	0%	0	0%	0	0
17	Finance	0%	0	100%	1	1
18	Goldman Sch of Public Policy	0%	0	100%	2	2
19	Graduate Division	0%	0	0%	0	0
20	Graduate School of Education	0%	0	0%	0	0
21	Haas School of Business	0%	0	0%	0	0
22	L&S Arts & Humanities	0%	0	100%	2	2
23	L&S Biological Sciences	25%	1	75%	3	4
24	L&S Core	0%	0	100%	1	1
25	L&S Math & Physical Sci	0%	0	100%	2	2
26	L&S Social Sciences	0%	0	100%	3	3
27	L&S Undergraduate Division	0%	0	0%	0	0
28	Office for the Faculty	0%	0	0%	0	0
29	Res Museum & Field Stations	0%	0	0%	0	0
30	Research Administrative Units	0%	0	0%	0	0
31	School of Information	0%	0	0%	0	0
32	School of Journalism	0%	0	0%	0	0
33	School of Optometry	0%	0	0%	0	0
34	School of Public Health	0%	0	100%	2	2

#	Field	Yes		No		Total
35	School of Social Welfare	0%	0	0%	0	0
36	Strategic Acad and Fac Plan	0%	0	0%	0	0
37	Student Affairs	0%	0	0%	0	0
38	Summer Sessn, Study Abrd, OLLI	0%	0	0%	0	0
39	UC Library	0%	0	0%	0	0
40	Undergraduate Education	0%	0	0%	0	0
41	Univ Developmt and Alumni Rel	33%	1	67%	2	3
42	University Extension	0%	0	100%	1	1
43	VP Agriculture& Natural Resour	0%	0	0%	0	0
44	VP Research - MRUs	50%	2	50%	2	4

Showing rows 1 - 44 of 44

End of Report