## Berkeley People & Culture

## State of the Workplace

## February 2022

#### **Table of Contents**

You can click on the report descriptions to jump to that section

Overall Reportpg. 2	
Ethnicity Reportpg. 16	
Gender Identity Reportpg. 32	
Sexual Orientation Reportpg. 48	
Disability Status Reportpg. 64	
Academic – Staff Reportpg. 73	
Dependent Status Reportpg. 82	
Represented Status Reportpg. 91	
Divisions Reportpg. 10	)(

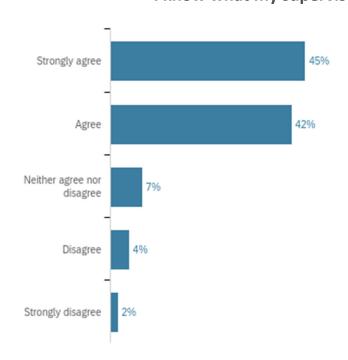
# Berkeley People & Culture

## **State of the Workplace Survey**

## February 2022

	Recipients	Responses	Response Rate
July 2021	13,950	3,325	24%
February 2022	13,950	2,459	18%

I know what my supervisor expects of me to perform my responsibilities effectively.



Average Score: 4.24 (Agree) +0.9 (was Neutral)\*

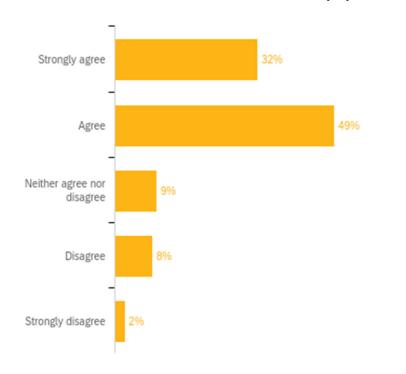
\*Difference from last average score in prior survey.

Answer	%	Count
Strongly agree	45%	1106
Agree	42%	1027
Neither agree nor disagree	7%	179
Disagree	4%	106
Strongly disagree	2%	41
Total	100%	2459

What would help you better understand what your supervisor expects of you to perform your responsibilities effectively?

Category	#(%)	Examples
Define roles/responsibilities/expectations	32(33%)	<ul> <li>"Better understanding of my job responsibilities and clear expectations for what is expected"</li> <li>"Clarity of performance desires and requirements, especially outside the 5 goals the University uses in the Achieve Together chats"</li> <li>"More specific guidelines and expectations"</li> <li>"If the tasks were communicated efficiently, especially on a short, medium and long term time frame and if there was a definition of what "success" would look like."</li> </ul>
Clear/better communication	18 (19%)	<ul> <li>"My supervisor and their supervisor could greatly benefit from communication training and/or workshops. What's being asked is never clear or directly indicated, and they often say one thing but mean another."</li> <li>"He would meet with me, respond to my emails and chats"</li> <li>"Regular check-in meetings to review what's on my plate. Consistent follow through on email communications."</li> </ul>
Communicate plan/goals for the unit	10 (10%)	<ul> <li>"Clear communication of a plan to achieve realistic goals"</li> <li>"I don't know what her goals are so I can't propose ways to achieve them. I just have to wait for individual instructions but that creates a bottleneck."</li> <li>"Being transparent about our goals and really take our safety seriously."</li> </ul>

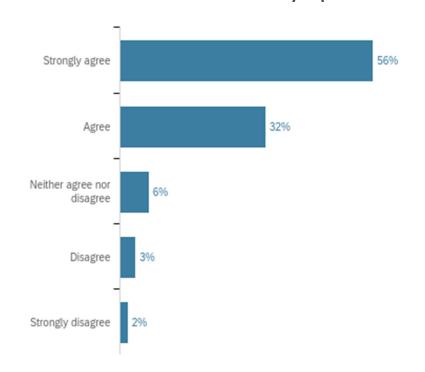
## I have the equipment and tools needed to do my job effectively.



#### Average Score: 3.99 (Agree) -0.01

Answer	%	Count
Strongly agree	32%	777
Agree	49%	1196
Neither agree nor disagree	9%	227
Disagree	8%	204
Strongly disagree	2%	53
Total	100%	2457

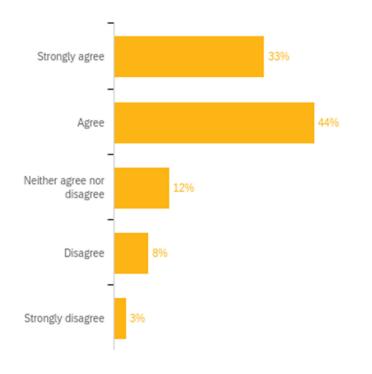
## My supervisor allows sufficient autonomy in my work.



Average Score: 4.38 (Agree) no change

Answer	%	Count
Strongly agree	56%	1380
Agree	32%	793
Neither agree nor disagree	6%	157
Disagree	3%	85
Strongly disagree	2%	42
Total	100%	2457

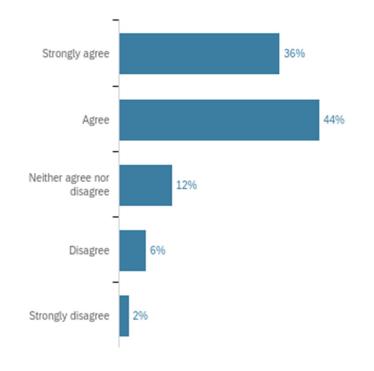
## Within my team, I feel my personal contributions are recognized.



#### Average Score: 3.98 (Agree) -0.09

Answer	%	Count
Strongly agree	33%	795
Agree	44%	1058
Neither agree nor disagree	12%	291
Disagree	8%	181
Strongly disagree	3%	62
Total	100%	2387

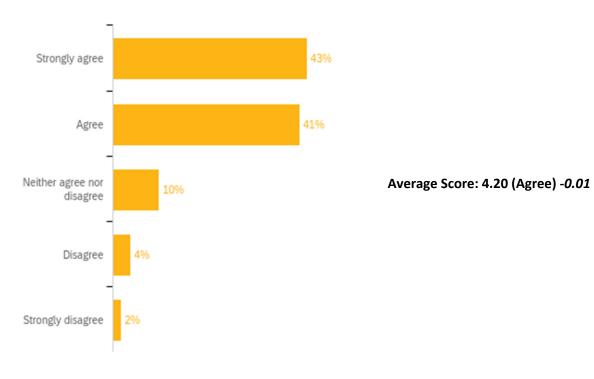
#### Within my team, my opinions seem to count.



Average Score: 4.05 (Agree) -0.5

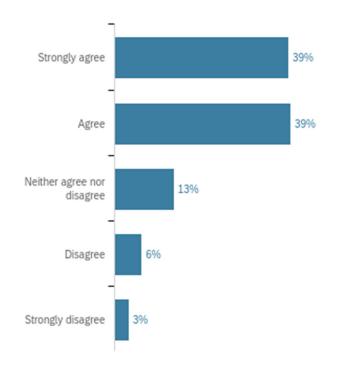
Answer	%	Count
Strongly agree	36%	850
Agree	44%	1059
Neither agree nor disagree	12%	280
Disagree	6%	143
Strongly disagree	2%	51
Total	100%	2383

#### Within my team, I am treated with dignity and respect.



Answer	%	Count
Strongly agree	43%	1023
Agree	41%	984
Neither agree nor disagree	10%	242
Disagree	4%	91
Strongly disagree	2%	41
Total	100%	2381

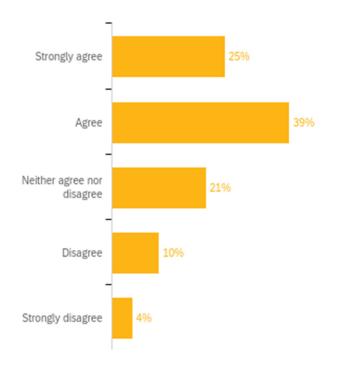
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



Average Score: 4.04 (Agree) -0.11

Answer	%	Count
Strongly agree	39%	921
Agree	39%	932
Neither agree nor disagree	13%	313
Disagree	6%	144
Strongly disagree	3%	74
Total	100%	2384

## Regardless of my background, I have an equal opportunity to succeed



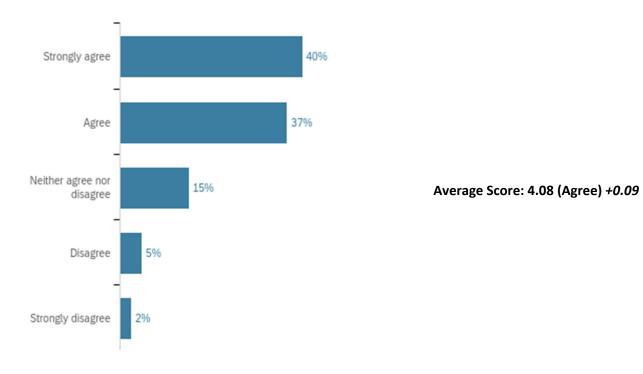
Average Score: 3.70 (Agree) +0.14

Answer	%	Count
Strongly agree	25%	595
Agree	39%	938
Neither agree nor disagree	21%	496
Disagree	10%	248
Strongly disagree	4%	107
Total	100%	2384

What actions could your supervisor do to ensure you have an equal opportunity to succeed?

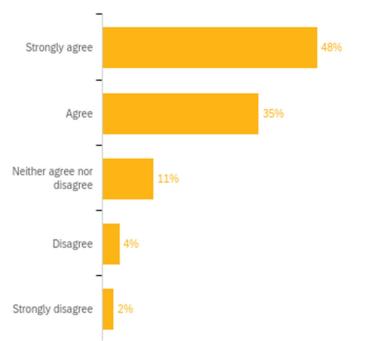
Category	#(%)	Examples
More commitment to DEIB principles	65 (31%)	<ul> <li>"Take stronger and more definitive action against those that engage in repeated microaggressions or outright offensive behavior."</li> <li>"I feel based on my age, the opportunities are limited. There is a sense that anyone over 50 is on their way out so little to no investment is given."</li> <li>"I don't think it's a limitation of my supervisor. I perceive opportunities to success as largely structural and, without diverse representation across teams and among leadership, it's unlikely that there will be equal opportunities for staff to succeed."</li> <li>"I feel that I personally have an opportunity to succeed, but I believe my office has systemic issues that would not allow others (people of color and women particularly) succeed in the same way."</li> </ul>
Support for Professional Development/Advancement	17 (8%)	<ul> <li>"Follow through in communicating opportunities for development. Proactively nominate me for opportunities. Provide me with responsibilities to hone a new skill."</li> <li>"Clear pathways for professional growth and promotion, right now these seem like one-off opportunities that aren't necessarily available to everyone"</li> <li>"Call out learning/growth opportunities. Allow for collaboration in higher level tasks instead of executing the same things every year over and over."</li> </ul>
More equitable/increased pay	12 (6%)	<ul> <li>"Ensure that staff are paid a living wage, especially in a high cost of living area like the Bay Area. Lots of staff are underpaid for the work we do."</li> <li>"If our job responsibilities continue to grow and grow out of control, we should be compensated for it. People get stipends all the time for doing other people's work, yet we do not."</li> <li>"Equitable pay between new hires and long-term staff."</li> </ul>

## My immediate supervisor promotes an inclusive team environment through their actions.



Answer	%	Count
Strongly agree	40%	936
Agree	37%	859
Neither agree nor disagree	15%	353
Disagree	5%	112
Strongly disagree	2%	57
Total	100%	2317

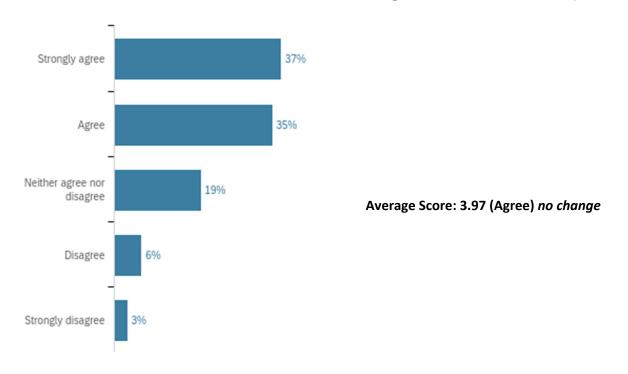
## My well-being is important to my immediate supervisor.



Average	Score:	4.21	(Agree)	+0.02

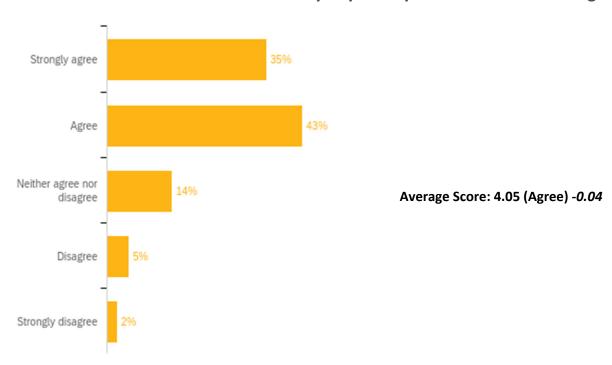
Answer	%	Count
Strongly agree	48%	1107
Agree	35%	806
Neither agree nor disagree	11%	264
Disagree	4%	87
Strongly disagree	2%	58
Total	100%	2322

## My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



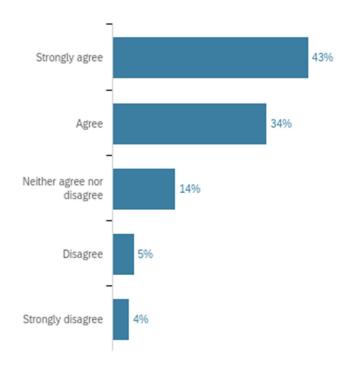
Answer	%	Count
Strongly agree	37%	856
Agree	35%	810
Neither agree nor disagree	19%	443
Disagree	6%	140
Strongly disagree	3%	65
Total	100%	2314

## I feel my day-to-day work connects to a larger purpose.



Answer	%	Count
Strongly agree	35%	818
Agree	43%	1003
Neither agree nor disagree	14%	334
Disagree	5%	111
Strongly disagree	2%	50
Total	100%	2316

## I trust my immediate supervisor.



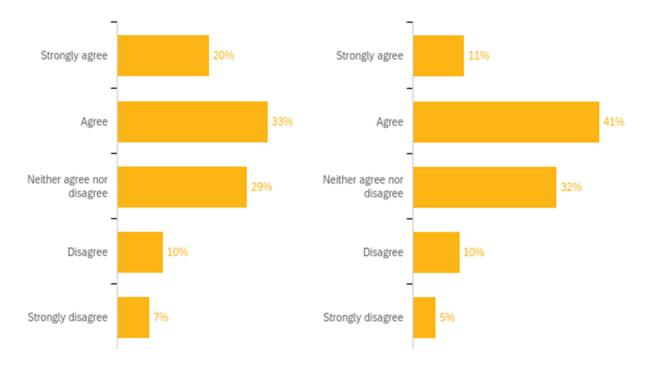
#### Average Score: 4.09 (Agree) no change

Answer	%	Count
Strongly agree	43%	1005
Agree	34%	792
Neither agree nor disagree	14%	323
Disagree	5%	108
Strongly disagree	4%	86
Total	100%	2314

## What actions could your immediate supervisor do to gain your trust?

Category	#(%)	Examples
Listen to concerns/requests/feedback	11 (8%)	<ul> <li>"Treat us with more respect and listen to our concerns and requests."</li> <li>"Show that he is listening and taking into consideration what I have to say instead of only listening to a few people on the team."</li> <li>"He could be more kind and try to listen to our concerns instead of bending over backwards for the manager and throwing things our way that we absolutely cannot handle."</li> </ul>
Follow through with communications/promises	11 (8%)	<ul> <li>"In order to gain my trust, my supervisor could start by following through when they say they are going to do something especially when other work depends on them completing items that I cannot."</li> <li>"When I ask for her support that she follows through."</li> <li>"He never follows through on anything and is just full of empty promises and just says what you want to hear."</li> </ul>
Better transparency	10 (8%)	<ul> <li>"Be more transparent about his motivations and goals."</li> <li>"Be more open about what's going on in our unit as a whole."</li> <li>"Be honest and transparent and not play favorites."</li> </ul>
Equal opportunities/pay	8 (6%)	<ul> <li>"Get me equitable compensation for my services."</li> <li>"There is a perception that pay increases and promotional opportunities only available to a select few. Staff with longevity are earning the same or less than new hires with less experience. This has eroded morale to the point where everyone i speak to is actively looking to leave. To earn trust back- be transparent about equity, make promotional opportunities available to all, clearly explain the pathway to opportunities in the region."</li> </ul>
More frequent meetings/communication	7 (5%)	<ul> <li>"Meet with the people they manage consistently."</li> <li>"I do not have an immediate supervisor currently but the two closest people that I report to regularly do not respond to my messages or communicate with me."</li> </ul>
Communicate future plans/expectations	6 (5%)	<ul> <li>"Communicate future Unit plans in relation to existing staff."</li> <li>"Provide clear expectations, goal setting, constructive feedback"</li> </ul>

(For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division. vs. State of the Workplace July 2021 I trust campus leaders



Average Score: 3.50 (Agree/Neutral)

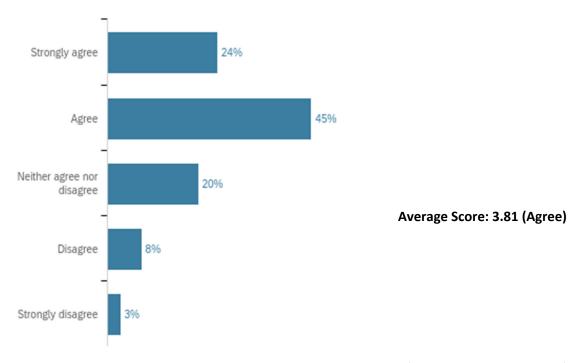
**Average Score: 3.44 (Neutral)** 

Answer	%	Count
Strongly agree	20%	471
Agree	33%	773
Neither agree nor disagree	29%	667
Disagree	10%	235
Strongly disagree	7%	164
Total	100%	2310

## What actions could the most senior leader of your division do to gain your trust?

Category	#(%)	Examples
Listen to staffs' concerns/requests/feedback	41 (15%)	<ul> <li>"Take a listening tour, go around and talk to staff individually to get their experience, and have them require 360 evaluations of their directors to get an accurate picture of what is working and what is not."</li> <li>"Listen to the leadership team and genuinely seek input rather than make erratic decisions without fully considering ramifications."</li> <li>"Gather employee feedback and explain how it has been used to support decisions (and why, at times) it hasn't."</li> </ul>
More commitment to DEIB principles	28 (10%)	<ul> <li>"Demonstrate that DEIBJ initiatives are taken seriously and is not just performative work."</li> <li>"Learn more about DEI and put that learning into practice."</li> <li>"Fair treatment to everyone. There is a double standard in the department. It all depends on the connections."</li> </ul>
Better transparency	27 (10%)	<ul> <li>"We're very removed from the most senior leader and at times there's no transparency         <ul> <li>how can you trust if their actions and reasoning are not transparent down the line?"</li> </ul> </li> <li>"Demonstrate leadership through transparency"</li> <li>"Be more transparent about how decisions are made, what decisions are being considered, etc."</li> </ul>
Take time to get to know their employees(or units) /understand their work	17 (6%)	<ul> <li>"Demonstration that there is an understanding of what staff DO and are currently working on."</li> <li>"They need to make an effort to understand the facility that I manage"</li> </ul>
Follow through on communications/promises	16 (6%)	<ul> <li>"Their actions don't match their words. There is a lack of self-awareness and a willingness to look at one's self and do things differently or get some training."</li> <li>"Do as you say. Senior leadership across campus seems to have one set of rules that apply to them and another set to everyone else."</li> </ul>

#### Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Answer	%	Count
Strongly agree	24%	561
Agree	45%	1042
Neither agree nor disagree	20%	462
Disagree	8%	173
Strongly disagree	3%	65
Total	100%	2303

Why do you feel this way? (Disagree or Strongly Disagree to "Based on my day-to-day experience at UCB, I feel motivated to do my best work.")

Category	#(%)	Examples
I face challenging conditions	58 (33%)	<ul> <li>"Current conditions are very challenging."</li> <li>"There is too much work to do everything in the best possible way."</li> <li>"I know that my work connects to a higher purpose, but I feel that the dysfunction within the organization is demoralizing."</li> <li>"I have personal stress. University has become paternalistic in its words, added too much administrative bloat doing nonsensical performative art that turns me off."</li> <li>"There is little accountability up the chain and very little supportive infrastructure. We make decisions that we say are mandatory to comply with but then we design a million inconsistent exception processes."</li> </ul>
I feel demoralized	44(25%)	<ul> <li>"Leadership creates misinformation about my abilities to staff and leadership. They use aggressive behavior through harsh words and tone in their voices. When I interact with them I feel frightened, degraded, and humiliated."</li> <li>"I feel motivated by my students to do my best work. And I do it for them. But walking into my department's building feels like walking into a fog of judgement, without any support or any collegiality."</li> <li>"I am burnt out."</li> <li>"Lack of confidence in leadership on campus. Working with employees who are paid more and do less. Seeing long-term, dedicated and loyal employees being treated poorly."</li> </ul>
My workload	32 (18%)	<ul> <li>"We are overloaded, overworked, and stretched so thin, it's impossible to get ahead."</li> <li>"It is difficult to keep staff and pay is far too low to warrant the amount of work that is required to keep operations going from day to day, even with reduced activity. Staff is also exhausted and it doesn't seem like there will be relief until June at the earliest."</li> <li>"There's too much work for quality. I'm happy if I'm able to meet a deadline and just get the work done even if it's not done at the level of quality I pursue."</li> </ul>
We lack strategic visioning/leadership	30 (17%)	<ul> <li>"Constant leadership changes and organizational uncertainty."</li> <li>"There is no transparency and employees feel like cogs."</li> <li>"The campus structure is incredibly fragmented. We receive different information on policies and action steps from different sources (division, P&amp;C, BEARS) and usually they don't sync. It causes confusion and frustration. Also, I feel like the culture is one of burn out where we are constantly called to produce at the unit/division/campus level without assessing what's not working and taking it off our plates."</li> </ul>
Pay, raise, market rate considerations	28 (16%)	<ul> <li>"Pay scale is at least 50% below market rate for my position."</li> <li>"I have been in my role for three years and have had no discussion of pay raises based on my improvements"</li> <li>"Because I feel that the inequality in recognition, rewards, and respect continues to grow and it's hard to feel motivated."</li> </ul>
I lack support	24 (14%)	"No support from direct supervisor or leadership."

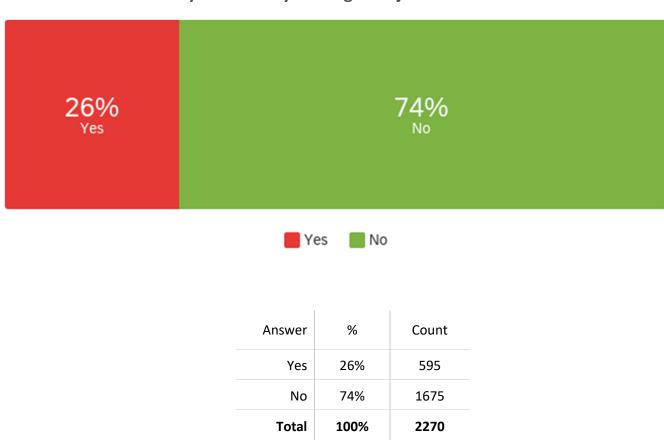
		<ul> <li>"We do not have the support that is needed to meet the demands of the workload. We are treading water to keep things going, but this can only last for so long."</li> <li>"The workload expectations are unrealistic and words of support only go so far when they are not backed up with action."</li> </ul>
I feel undervalued	20 (11%)	<ul> <li>"Not appreciated for what I do. Criticized for the mistakes but not acknowledge for the success."</li> <li>"There's absolutely no respect from supervisor or manager. They do not care what happens to us they treat us as completely replaceable when some of us have had 10+ years of UC service. We are treated so poorly by the manager and supervisor, it's pushing me to want to find a new job all together"</li> <li>"My immediate supervisor takes credit for my individual contributions, or characterizes my personal, independent achievements as team efforts."</li> </ul>
My contributions are minimalized/I am minimalized	19 (11%)	<ul> <li>"I do not feel like ideas are heard in my office or that contributions are valued."</li> <li>"I'm micromanaged and don't feel empowered to voice my thoughts, especially in meetings with senior leaders. I feel that I do a lot of busy work."</li> <li>"Like I say no matter what I'm not being heard period."</li> </ul>
My environment is uninspiring	17 (10%)	<ul> <li>"Lack of appreciation or support-the work environment in this unit is toxic unless you are content to be a cheerleader for every idea the Dean comes up with. Asking a question or in any way suggesting alternatives or challenges is viewed as disloyal or insubordinate."</li> <li>"There's no one there to motivate you. I do have self-motivation."</li> <li>"Requirement to come in to work isn't relevant to my position, and seems purely bureaucratic. Interferes with my work efficiency."</li> </ul>
Lacking resources	16 (9%)	<ul> <li>"Commitments are made to others of the work our unit can perform, but we are not given adequate resources to complete the work."</li> <li>"I am a senior leader and in my years here, the Berkeley campus seems to lurch from one crisis to another. We have been cash-starved for years and have underinvested in key infrastructure and services that are desperately needed to serve the campus mission."</li> </ul>
There is a lack of respect	15 (9%)	<ul> <li>"The reason is I am treated with great disrespect by colleagues. Management reinforces this with their actions and is either incapable of or unwilling to create positive change. We are all busy people, but this is unhealthy."</li> <li>"It's impossible to be my best self when I'm only ever given negative feedback, being told how I'm "not Berkeley", that I should find another job, even though I'm really excellent at my work."</li> </ul>
I am checked out	13 (7%)	<ul> <li>"I feel like this pandemic has made me depressed and it's hard for me to feel motivated to do well when all I feel is drained all the time. I try to lean on my teammates for support and motivation which is helpful because we all have similar experiences."</li> <li>Completely burned out with no indication that things will ever improve.</li> </ul>
We are short-Staffed	12 (7%)	<ul> <li>"A history of chronic understaffing across campus"</li> <li>"Understaffing to dysfunctional levels has resulted in repeated cycles of burnout, a constant barrage of unwinnable struggles and a sense that management and the campus do not value my contribution."</li> </ul>
Safe/healthful workplace concern	11 (6%)	<ul> <li>"I am constantly being deprived or my right to a safe and healthful workplace."</li> <li>"The way that employee health has been disregarded during the pandemic."</li> </ul>

## What could your supervisor do to help you feel motivated to do your best work (if anything)?

Category	#(%)	Examples
The issues are structural/institutional	34 (23%)	<ul> <li>"This issue is bigger than my supervisor and is the result of severe structural problems with the institution."</li> <li>"The problems are so extensive and systemic, it's hard to imagine anything that could be done short term and the problems are not of my supervisor's doing (my supervisor is excellent)."</li> <li>"Nothing, the university has to make these decisions. My supervisor is on the same page and speaks up for the department."</li> <li>"My concern is more with the wild west mentality of the campus where many things aren't centralized and we get conflicting messages on how to proceed with our work."</li> <li>"My supervisor is great, it's the larger institution that feels like it's fighting us and we're just trying to get them to do their jobs and respect our rights."</li> </ul>
Reduce or manage workload	29 (19%)	<ul> <li>"It's not my direct supervisor's decision but the workload on us is outrageous."</li> <li>"Allow me to hire the support staff I need so that we don't have to rely as heavily on central campus staff."</li> <li>"Honestly, we need more staff. My supervisor, director, and department head recognize my work, our workload, and are supportive in this demanding environment."</li> <li>"More flexibility and not overwhelm staff with more assignments."</li> </ul>
Being an advocate	22 (15%)	<ul> <li>"Advocate for priority setting."</li> <li>"Advocate for more WFH days depending on the individual needs of staff."</li> <li>"Advocate for more staff and for equitable pay for how much we are working."</li> </ul>
Address pay, raise, market rate considerations	21 (14%)	<ul> <li>"Pay me more."</li> <li>"Find a way to get me a big raise up to market rate."</li> <li>"Instead of gift cards and thank yous, paying a fair wage that accounts for inflation and having to have a degree to have my job would be a good start."</li> </ul>
Improve communication	16 (11%)	<ul> <li>"Communicate, have check in's, discuss the future or where we are trying to go at least at a high level"</li> <li>"Change their communication and management styles"</li> <li>"My supervisor could make an effort to engage with me more often and perhaps learn about my work."</li> </ul>

Show humanity	14 (9%)	<ul> <li>"Completely burned out with no indication that things will ever improve."</li> <li>"Again, autonomy, empathy, and understanding. She has said to me before that she doesn't care to "understand how the sausage gets made" but then gets angry with me when she doesn't understand the details."</li> </ul>
Demonstrating accountability of self and others	13 (9%)	<ul> <li>"Provide more follow-through, continuity, and periodic in-person meetings."</li> <li>"Be consistent. If you say you're going to do something DO IT. Stop making empty promises and actually supervise, take control of projects you throw at us. Follow up on important work related questions."</li> </ul>
Increase recognition	13 (9%)	<ul> <li>"Recognize and appreciate what we do. Stop minimizing the work we already do by throwing more work out way when we can barely handle our day to day work."</li> <li>"Give positive encouragement."</li> </ul>
Making additional hires	12 (8%)	<ul> <li>"Hire someone else to help me co-supervise."</li> <li>"Provide more dedicated staffing resources to allow me to focus on what I was hired for (teaching)"</li> </ul>
Increase Presence/ check-ins	10 (7%)	<ul> <li>"Be there and not expect me to handle every problem and issue."</li> <li>"Keep checking in. We just started weekly check ins and it's really helpful to me and something I've been wanting for a long, long time."</li> </ul>
Provide opportunities for growth	10 (7%)	<ul> <li>"Find me a different position that requires a skillset."</li> <li>"Actively seek to promote staff instead of solely worrying about promoting themselves."</li> </ul>

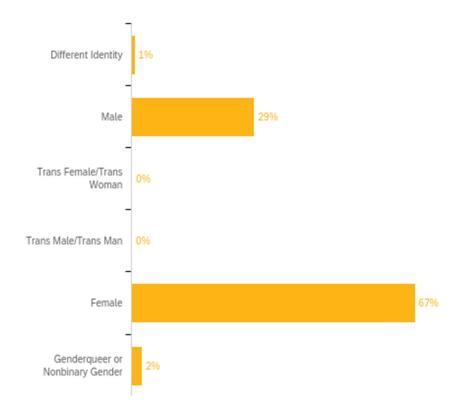
## Are you currently looking for a job outside of UCB?



## Optional) Please select your ethnicity:

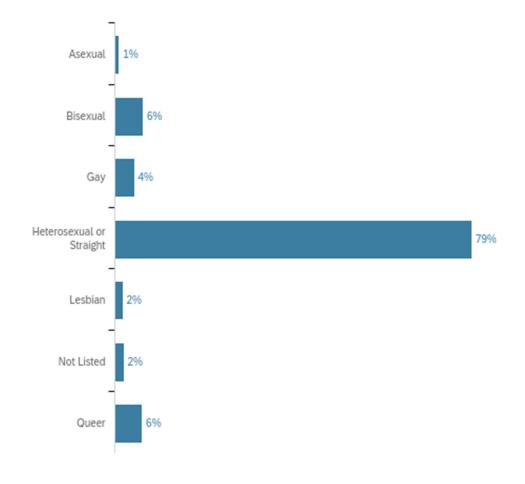
Answer	%	Count
African-American/Black	8%	126
American Indian/Alaskan Native	0%	5
Chinese	6%	99
Filipino	3%	52
Hispanic/Latino	12%	188
Japanese	1%	16
Korean	1%	10
Middle Eastern/Southwest Asian/North African (SWANA)	2%	37
Other Asian	2%	31
Pacific Islander	0%	4
South Asian	1%	23
Two Or More Races	8%	125
Vietnamese	1%	15
White	55%	889
Total	100%	1620

## (Optional) What is your gender identity:



Answer	%	Count
Different Identity	1%	14
Male	29%	521
Trans Female/Trans Woman	0%	4
Trans Male/Trans Man	0%	3
Female	67%	1202
Genderqueer or Nonbinary Gender	2%	44
Total	100%	1788

## (Optional) Do you consider yourself:



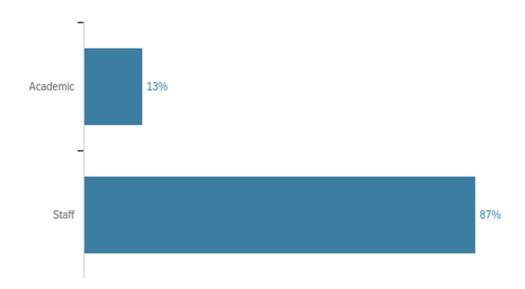
Answer	%	Count
Asexual	1%	15
Bisexual	6%	104
Gay	4%	71
Heterosexual or Straight	79%	1331
Lesbian	2%	28
Not Listed	2%	32
Queer	6%	101
Total	100%	1682

## (Optional) Do you have a disability?



Answer	%	Count
Yes, I have a disability, or have a history/record of having a disability	14%	250
No, I don't have a disability, or a history/record of having a disability	86%	1529
Total	100%	1779

## (Optional) Are you academic or staff?



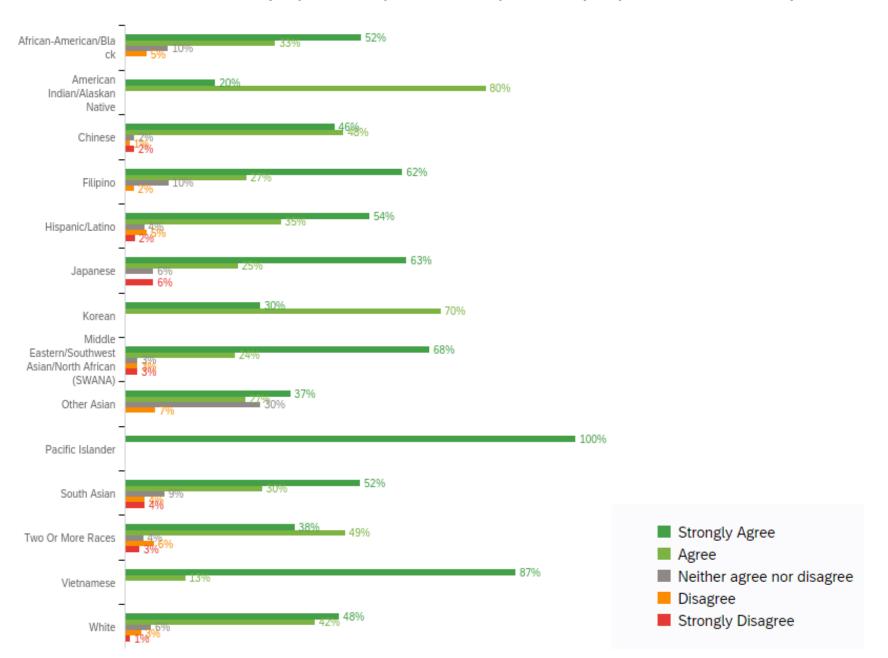
Answer	%	Count
Academic	13%	254
Staff	87%	1697
Total	100%	1951

# Berkeley People & Culture

## **State of the Workplace Survey - February 2022**

#### **Ethnicity**

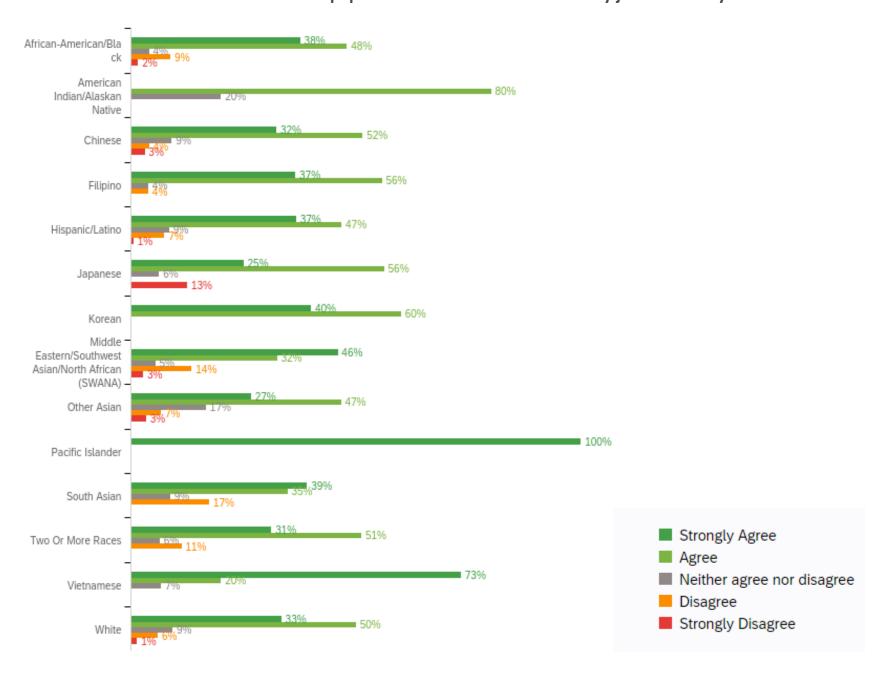
I know what my supervisor expects of me to perform my responsibilities effectively.



Question		Strongly agree		ee	Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff*	Total
African-American/Black	52%	66	33%	42	10%	12	5%	6	0%	0	4.33	0.92	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	1.03	5
Chinese	46%	46	48%	48	2%	2	1%	1	2%	2	4.36	0.86	99
Filipino	62%	32	27%	14	10%	5	2%	1	0%	0	4.48	1.02	52
Hispanic/Latino	54%	102	35%	65	4%	8	5%	9	2%	4	4.34	0.98	188
Japanese	63%	10	25%	4	6%	1	0%	0	6%	1	4.38	1.30	16
Korean	30%	3	70%	7	0%	0	0%	0	0%	0	4.30	1.15	10
Middle Eastern/Southwest Asian/North African (SWANA)	68%	25	24%	9	3%	1	3%	1	3%	1	4.51	1.05	37
Other Asian	37%	11	27%	8	30%	9	7%	2	0%	0	3.93	0.69	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	1.56	4
South Asian	52%	12	30%	7	9%	2	4%	1	4%	1	4.22	0.74	23
Two Or More Races	38%	47	49%	61	4%	5	6%	8	3%	4	4.11	0.76	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	1.37	15
White	48%	421	42%	373	6%	51	3%	31	1%	10	4.31	0.94	886

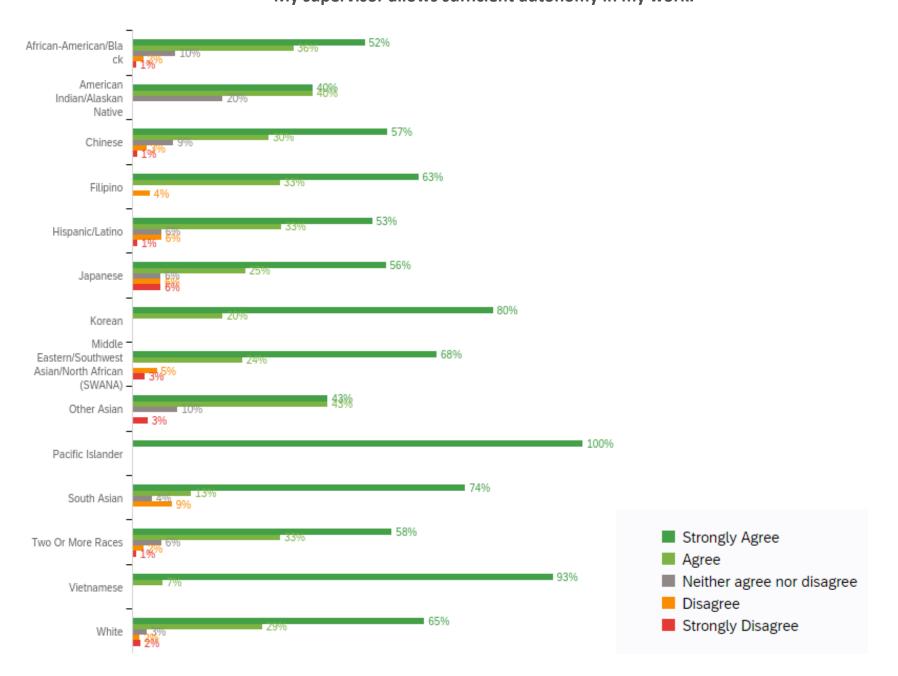
<sup>\*</sup>Difference in average score from July 2021 State of the Workplace Survey

## I have the equipment and tools needed to do my job effectively.



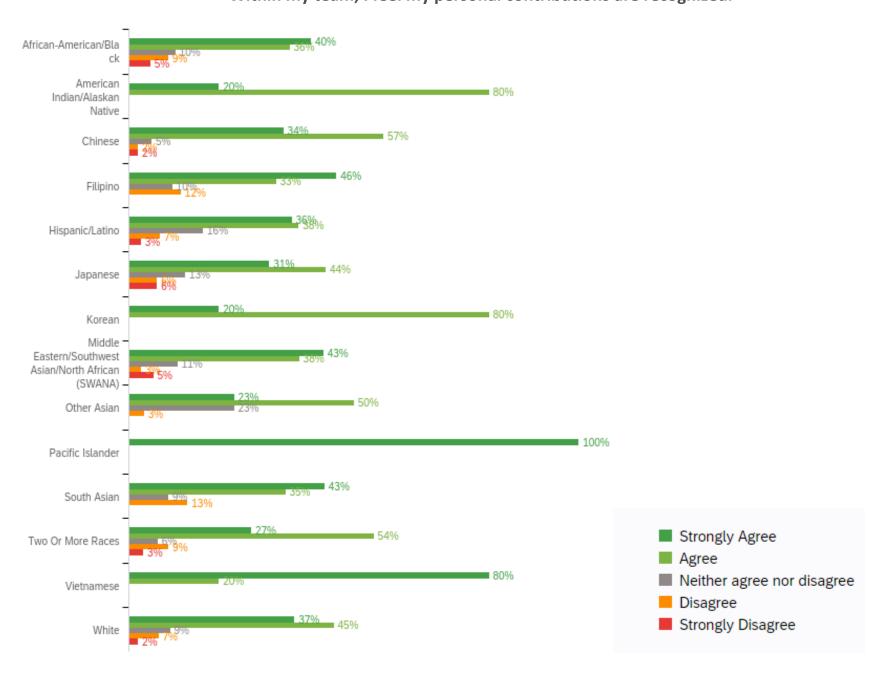
Question		Strongly agree		ee	Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	38%	47	48%	60	4%	5	9%	11	2%	2	4.11	0.04	125
American Indian/Alaskan Native	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	0.13	5
Chinese	32%	32	52%	51	9%	9	4%	4	3%	3	4.06	-0.18	99
Filipino	37%	19	56%	29	4%	2	4%	2	0%	0	4.25	0.12	52
Hispanic/Latino	37%	69	47%	88	9%	16	7%	14	1%	1	4.12	0.13	188
Japanese	25%	4	56%	9	6%	1	0%	0	13%	2	3.81	-0.07	16
Korean	40%	4	60%	6	0%	0	0%	0	0%	0	4.40	0.55	10
Middle Eastern/Southwest Asian/North African (SWANA)	46%	17	32%	12	5%	2	14%	5	3%	1	4.05	-0.22	37
Other Asian	27%	8	47%	14	17%	5	7%	2	3%	1	3.87	-0.03	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.67	4
South Asian	39%	9	35%	8	9%	2	17%	4	0%	0	3.96	-0.26	23
Two Or More Races	31%	39	51%	64	6%	8	11%	14	0%	0	4.02	-0.03	125
Vietnamese	73%	11	20%	3	7%	1	0%	0	0%	0	4.67	0.67	15
White	33%	296	50%	443	9%	82	6%	53	1%	12	4.08	-0.15	886

## My supervisor allows sufficient autonomy in my work.



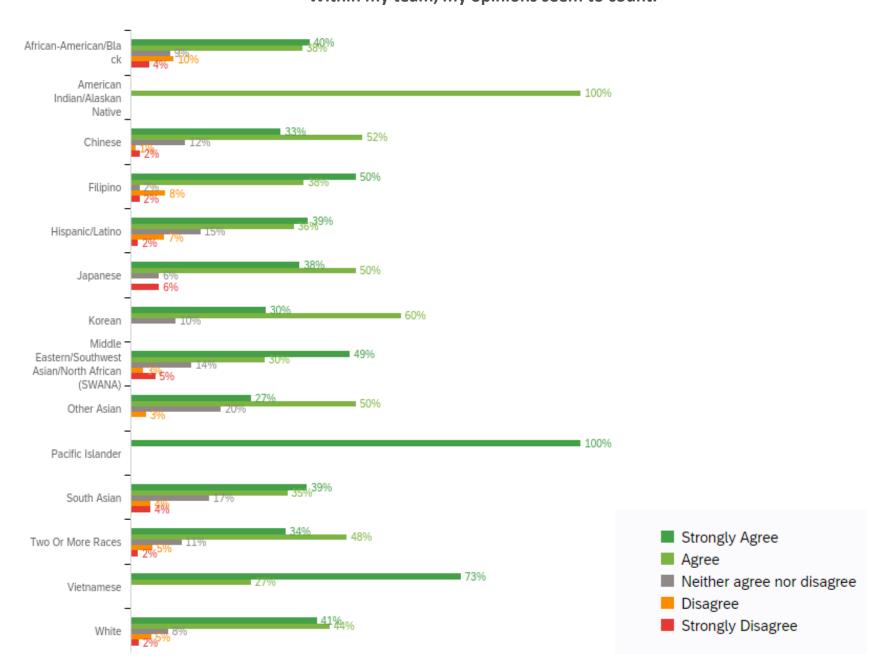
Question	Stror agre		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	52%	65	36%	45	10%	12	2%	3	1%	1	4.35	0.07	126
American Indian/Alaskan Native	40%	2	40%	2	20%	1	0%	0	0%	0	4.20	0.03	5
Chinese	57%	56	30%	30	9%	9	3%	3	1%	1	4.38	-0.05	99
Filipino	63%	33	33%	17	0%	0	4%	2	0%	0	4.56	0.02	52
Hispanic/Latino	53%	100	33%	62	6%	12	6%	12	1%	2	4.31	0.01	188
Japanese	56%	9	25%	4	6%	1	6%	1	6%	1	4.19	-0.10	16
Korean	80%	8	20%	2	0%	0	0%	0	0%	0	4.80	0.65	10
Middle Eastern/Southwest Asian/North African (SWANA)	68%	25	24%	9	0%	0	5%	2	3%	1	4.49	0.03	37
Other Asian	43%	13	43%	13	10%	3	0%	0	3%	1	4.23	0.13	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.11	4
South Asian	74%	17	13%	3	4%	1	9%	2	0%	0	4.52	0.04	23
Two Or More Races	58%	72	33%	41	6%	8	2%	3	1%	1	4.44	-0.01	125
Vietnamese	93%	14	7%	1	0%	0	0%	0	0%	0	4.93	0.51	15
White	65%	575	29%	255	3%	28	2%	14	2%	15	4.53	0.01	887

## Within my team, I feel my personal contributions are recognized.



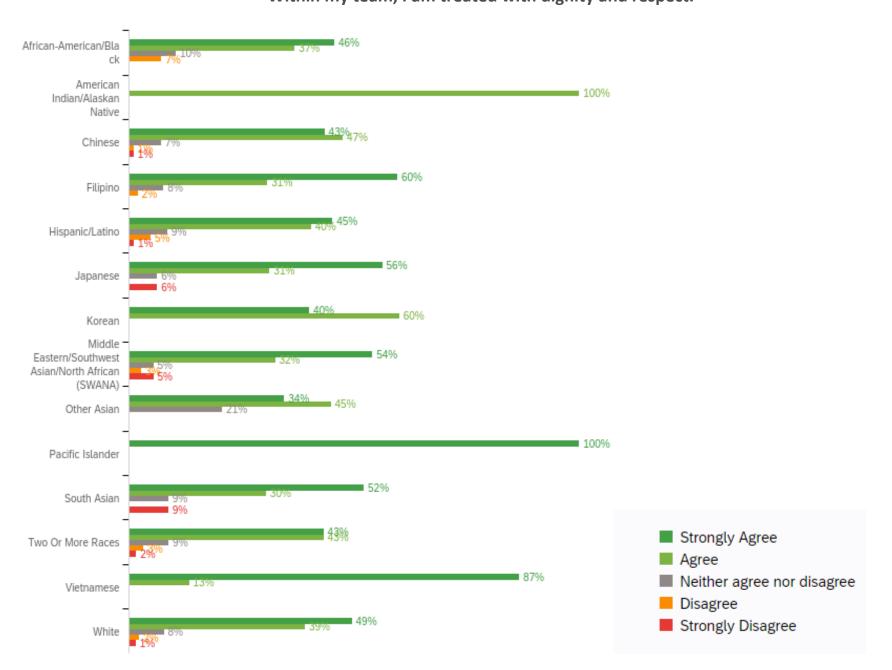
Question		Strongly agree		ree	Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
African-American/Black	40%	51	36%	45	10%	13	9%	11	5%	6	3.98	-0.30	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	0.03	5
Chinese	34%	34	57%	56	5%	5	2%	2	2%	2	4.19	-0.24	99
Filipino	46%	24	33%	17	10%	5	12%	6	0%	0	4.13	-0.41	52
Hispanic/Latino	36%	68	38%	71	16%	31	7%	13	3%	5	3.98	-0.32	188
Japanese	31%	5	44%	7	13%	2	6%	1	6%	1	3.88	-0.41	16
Korean	20%	2	80%	8	0%	0	0%	0	0%	0	4.20	0.05	10
Middle Eastern/Southwest Asian/North African (SWANA)	43%	16	38%	14	11%	4	3%	1	5%	2	4.11	-0.35	37
Other Asian	23%	7	50%	15	23%	7	3%	1	0%	0	3.93	-0.17	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.11	4
South Asian	43%	10	35%	8	9%	2	13%	3	0%	0	4.09	-0.39	23
Two Or More Races	27%	34	54%	68	6%	8	9%	11	3%	4	3.94	-0.51	125
Vietnamese	80%	12	20%	3	0%	0	0%	0	0%	0	4.80	0.38	15
White	37%	326	45%	403	9%	81	7%	58	2%	18	4.08	-0.44	886

#### Within my team, my opinions seem to count.



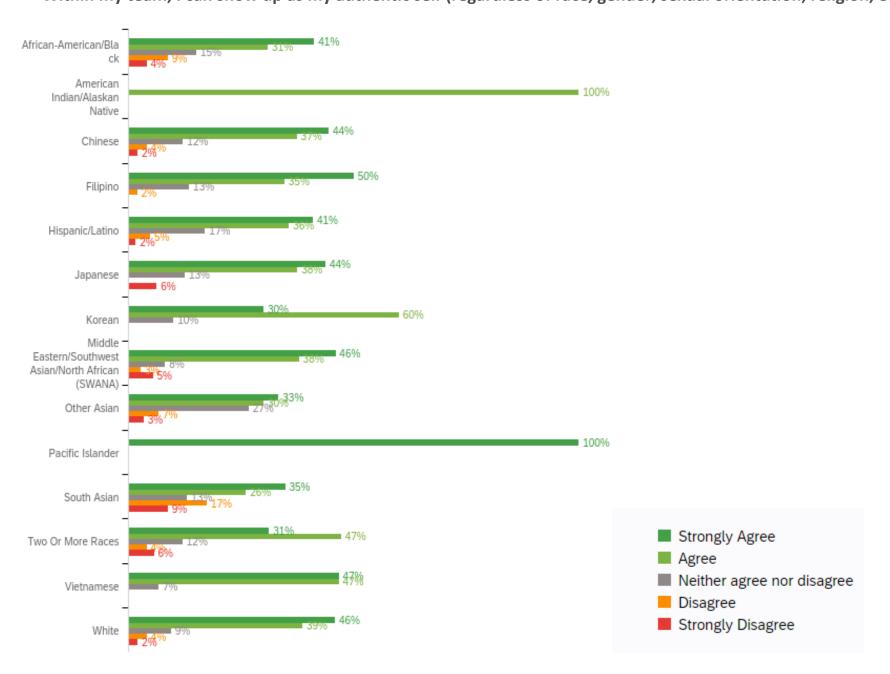
Question	Stror agre		Agr	ee		Neither agree nor disagree		Disagree		ngly gree	Avg. Score	Diff	Total
African-American/Black	40%	50	38%	48	9%	11	10%	12	4%	5	4.00	-0.12	126
American Indian/Alaskan Native	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	0.33	5
Chinese	33%	33	52%	51	12%	12	1%	1	2%	2	4.13	-0.08	99
Filipino	50%	26	38%	20	2%	1	8%	4	2%	1	4.27	0.07	52
Hispanic/Latino	39%	74	36%	68	15%	29	7%	14	2%	3	4.04	-0.07	188
Japanese	38%	6	50%	8	6%	1	0%	0	6%	1	4.13	-0.16	16
Korean	30%	3	60%	6	10%	1	0%	0	0%	0	4.20	-0.11	10
Middle Eastern/Southwest Asian/North African (SWANA)	49%	18	30%	11	14%	5	3%	1	5%	2	4.14	0.06	37
Other Asian	27%	8	50%	15	20%	6	3%	1	0%	0	4.00	0.10	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.67	4
South Asian	39%	9	35%	8	17%	4	4%	1	4%	1	4.00	-0.17	23
Two Or More Races	34%	43	48%	60	11%	14	5%	6	2%	2	4.09	-0.13	125
Vietnamese	73%	11	27%	4	0%	0	0%	0	0%	0	4.73	0.31	15
White	41%	365	44%	390	8%	73	5%	40	2%	15	4.19	-0.04	883

#### Within my team, I am treated with dignity and respect.



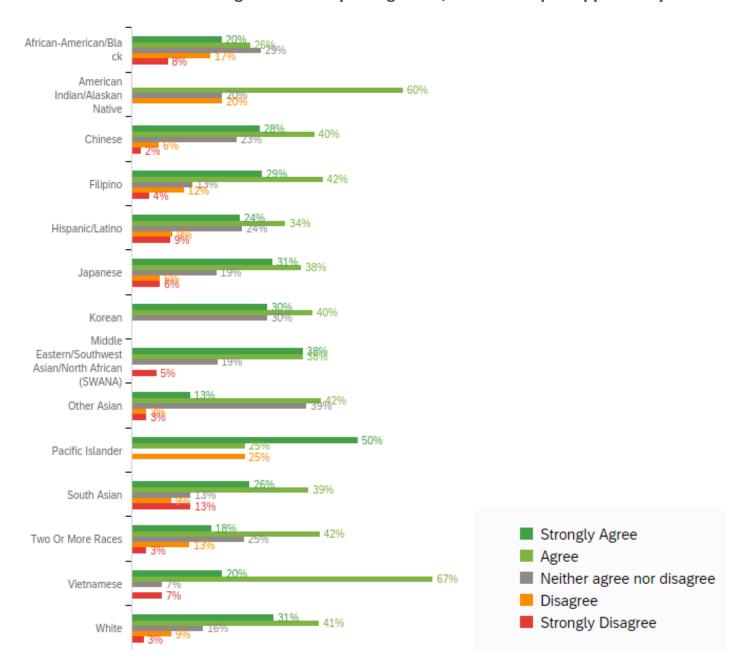
Question	Stror agre		Agr	ee	Neither ag disagr		Disa	gree	Stro disa		Avg. Score	Diff	Total
African-American/Black	46%	57	37%	46	10%	13	7%	9	0%	0	4.21	0.06	125
American Indian/Alaskan Native	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	0.50	5
Chinese	43%	43	47%	47	7%	7	1%	1	1%	1	4.31	0.02	99
Filipino	60%	31	31%	16	8%	4	2%	1	0%	0	4.48	0.09	52
Hispanic/Latino	45%	85	40%	76	9%	16	5%	9	1%	2	4.24	0.02	188
Japanese	56%	9	31%	5	6%	1	0%	0	6%	1	4.31	0.02	16
Korean	40%	4	60%	6	0%	0	0%	0	0%	0	4.40	0.09	10
Middle Eastern/Southwest Asian/North African (SWANA)	54%	20	32%	12	5%	2	3%	1	5%	2	4.27	-0.08	37
Other Asian	34%	10	45%	13	21%	6	0%	0	0%	0	4.14	0.12	29
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.33	4
South Asian	52%	12	30%	7	9%	2	0%	0	9%	2	4.17	-0.09	23
Two Or More Races	43%	54	43%	54	9%	11	3%	4	2%	2	4.23	-0.08	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	0.45	15
White	49%	437	39%	345	8%	68	2%	20	1%	13	4.33	-0.02	883

## Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



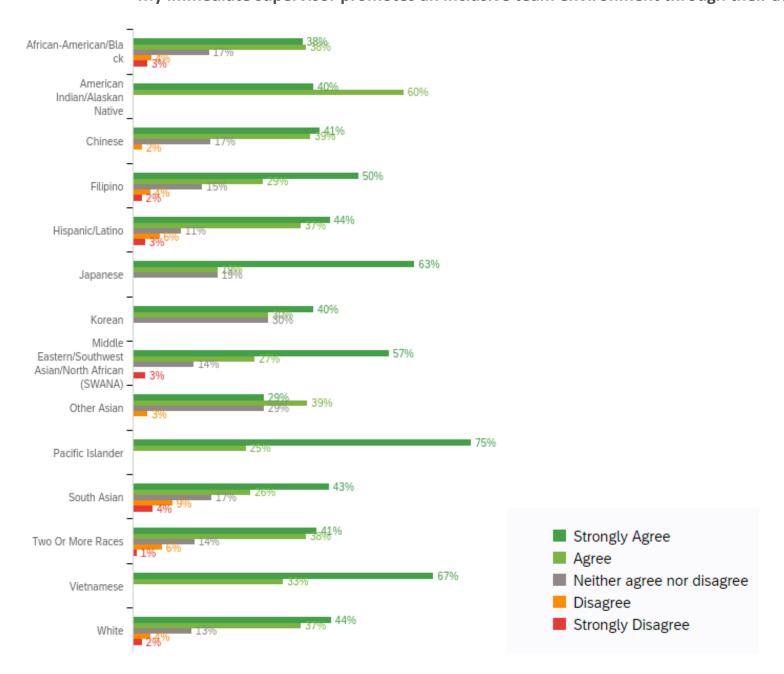
Question	Stror agre		Agr	ee	Neither ag disag	•	Disag	gree	Stro disa	<b>.</b>	Avg. Score	Diff	Tota
African-American/Black	41%	52	31%	39	15%	19	9%	11	4%	5	3.97	-0.15	126
American Indian/Alaskan Native	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	0.50	5
Chinese	44%	44	37%	37	12%	12	4%	4	2%	2	4.18	-0.11	99
Filipino	50%	26	35%	18	13%	7	2%	1	0%	0	4.33	0.09	52
Hispanic/Latino	41%	77	36%	67	17%	32	5%	9	2%	3	4.10	-0.01	188
Japanese	44%	7	38%	6	13%	2	0%	0	6%	1	4.13	-0.04	16
Korean	30%	3	60%	6	10%	1	0%	0	0%	0	4.20	0.05	10
Middle Eastern/Southwest Asian/North African (SWANA)	46%	17	38%	14	8%	3	3%	1	5%	2	4.16	0.08	37
Other Asian	33%	10	30%	9	27%	8	7%	2	3%	1	3.83	-0.05	30
Pacific Islander	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.56	4
South Asian	35%	8	26%	6	13%	3	17%	4	9%	2	3.61	-0.43	23
Two Or More Races	31%	39	47%	59	12%	15	4%	5	6%	7	3.94	-0.17	125
Vietnamese	47%	7	47%	7	7%	1	0%	0	0%	0	4.40	0.32	15
White	46%	405	39%	341	9%	83	4%	36	2%	18	4.22	-0.03	883

#### Regardless of my background, I have an equal opportunity to succeed



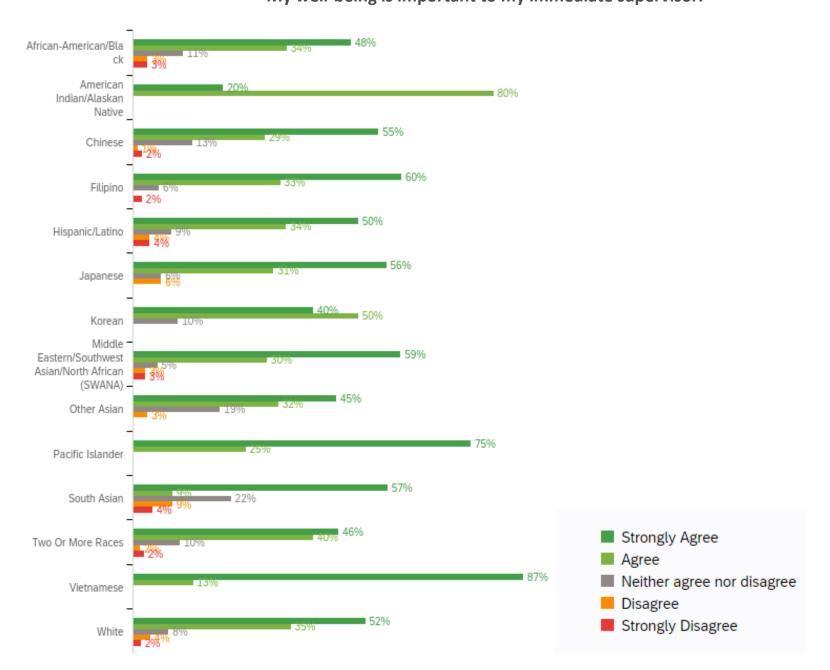
Question	Stro agr		Agı	ree	Neither a		Disag	ree	Stron disag		Avg. Score	Diff	Total
African-American/Black	20%	25	26%	33	29%	36	17%	22	8%	10	3.33	0.13	126
American Indian/Alaskan Native	0%	0	60%	3	20%	1	20%	1	0%	0	3.40	0.73	5
Chinese	28%	28	40%	40	23%	23	6%	6	2%	2	3.87	0.17	99
Filipino	29%	15	42%	22	13%	7	12%	6	4%	2	3.81	0.16	52
Hispanic/Latino	24%	45	34%	64	24%	46	9%	17	9%	16	3.56	0.10	188
Japanese	31%	5	38%	6	19%	3	6%	1	6%	1	3.81	0.23	16
Korean	30%	3	40%	4	30%	3	0%	0	0%	0	4.00	1.00	10
Middle Eastern/Southwest Asian/North African (SWANA)	38%	14	38%	14	19%	7	0%	0	5%	2	4.03	0.53	37
Other Asian	13%	4	42%	13	39%	12	3%	1	3%	1	3.58	0.44	31
Pacific Islander	50%	2	25%	1	0%	0	25%	1	0%	0	4.00	0.22	4
South Asian	26%	6	39%	9	13%	3	9%	2	13%	3	3.57	0.48	23
Two Or More Races	18%	22	42%	52	25%	31	13%	16	3%	4	3.58	0.03	125
Vietnamese	20%	3	67%	10	7%	1	0%	0	7%	1	3.93	0.51	15
White	31%	278	41%	367	16%	140	9%	77	3%	23	3.90	0.12	885

## My immediate supervisor promotes an inclusive team environment through their actions.



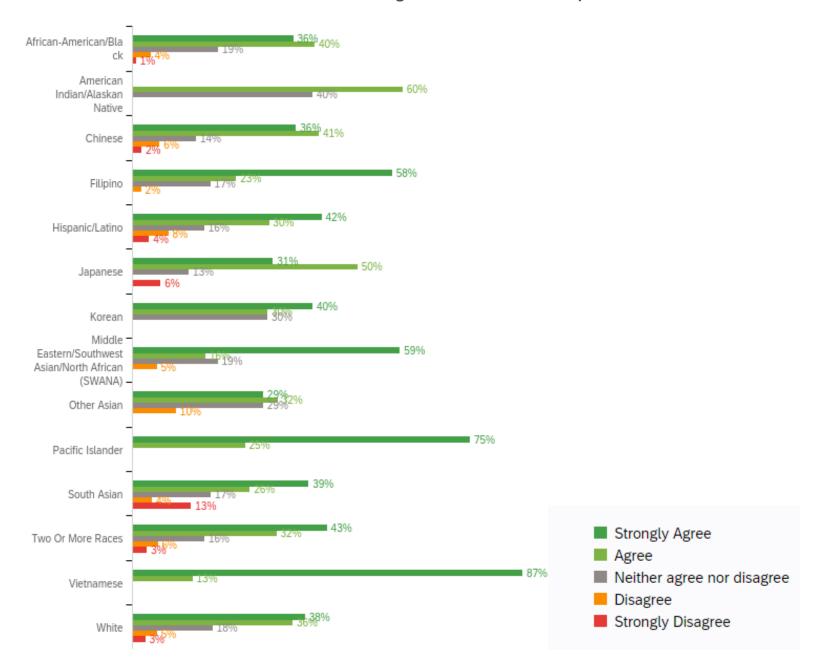
Question	Stro agr		Agr	ee	Neither a disa	_	Disa	gree	Stro disa		Avg. Score	Diff	Total
African-American/Black	38%	47	38%	48	17%	21	4%	5	3%	4	4.03	0.06	125
American Indian/Alaskan Native	40%	2	60%	3	0%	0	0%	0	0%	0	4.40	1.07	5
Chinese	41%	41	39%	39	17%	17	2%	2	0%	0	4.20	0.19	99
Filipino	50%	26	29%	15	15%	8	4%	2	2%	1	4.21	0.11	52
Hispanic/Latino	44%	82	37%	70	11%	20	6%	11	3%	5	4.13	0.12	188
Japanese	63%	10	19%	3	19%	3	0%	0	0%	0	4.44	0.36	16
Korean	40%	4	30%	3	30%	3	0%	0	0%	0	4.10	-0.21	10
Middle Eastern/Southwest Asian/North African (SWANA)	57%	21	27%	10	14%	5	0%	0	3%	1	4.35	0.27	37
Other Asian	29%	9	39%	12	29%	9	3%	1	0%	0	3.94	0.18	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.08	4
South Asian	43%	10	26%	6	17%	4	9%	2	4%	1	3.96	0.13	23
Two Or More Races	41%	51	38%	48	14%	17	6%	8	1%	1	4.12	0.00	125
Vietnamese	67%	10	33%	5	0%	0	0%	0	0%	0	4.67	0.67	15
White	44%	389	37%	330	13%	115	4%	34	2%	17	4.18	0.08	885

## My well-being is important to my immediate supervisor.



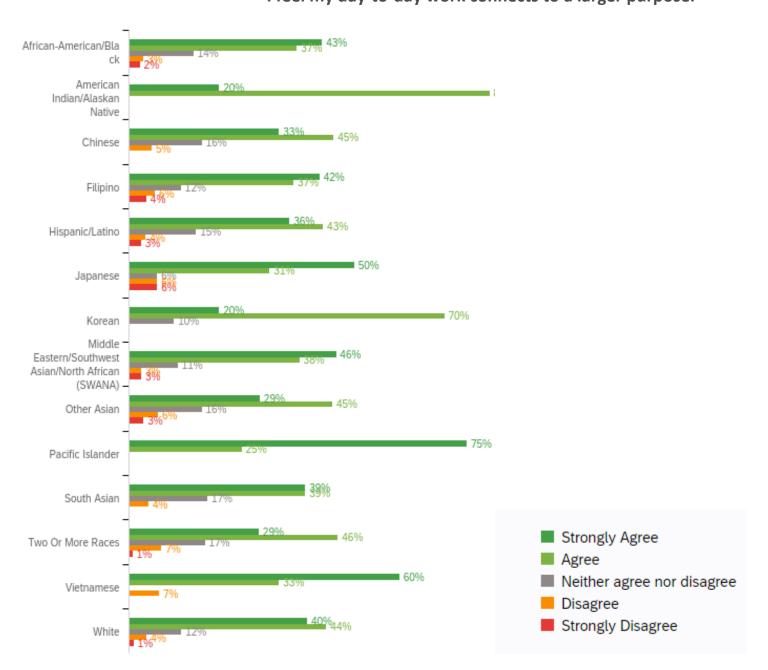
Question	Stro agr		Agı	ree	Neither ag disagr		Disa	gree	Stro disa		Avg. Score	Diff	Total
African-American/Black	48%	61	34%	43	11%	14	3%	4	3%	4	4.21	-0.06	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	-0.87	5
Chinese	55%	54	29%	29	13%	13	1%	1	2%	2	4.33	-0.02	99
Filipino	60%	31	33%	17	6%	3	0%	0	2%	1	4.48	-0.08	52
Hispanic/Latino	50%	94	34%	64	9%	16	4%	7	4%	7	4.23	-0.03	188
Japanese	56%	9	31%	5	6%	1	6%	1	0%	0	4.38	-0.09	16
Korean	40%	4	50%	5	10%	1	0%	0	0%	0	4.30	0.08	10
Middle Eastern/Southwest Asian/North African (SWANA)	59%	22	30%	11	5%	2	3%	1	3%	1	4.41	-0.10	37
Other Asian	45%	14	32%	10	19%	6	3%	1	0%	0	4.19	-0.24	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	-0.19	4
South Asian	57%	13	9%	2	22%	5	9%	2	4%	1	4.04	0.26	23
Two Or More Races	46%	57	40%	50	10%	13	2%	2	2%	3	4.25	0.09	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	-0.54	15
White	52%	457	35%	310	8%	70	4%	34	2%	15	4.31	0.00	886

## My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



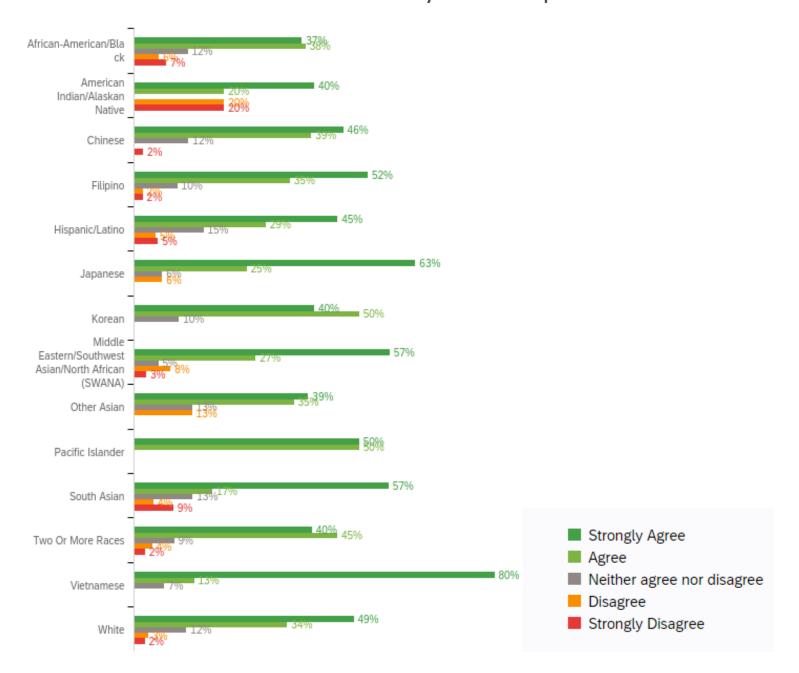
Question	Stro agr		Agr	ee	Neither a	igree nor gree	Disa	gree	Stron disag		Avg. Score	Diff	Total
African-American/Black	36%	45	40%	51	19%	24	4%	5	1%	1	4.06	0.10	126
American Indian/Alaskan Native	0%	0	60%	3	40%	2	0%	0	0%	0	3.60	-0.23	5
Chinese	36%	36	41%	41	14%	14	6%	6	2%	2	4.04	0.04	99
Filipino	58%	30	23%	12	17%	9	2%	1	0%	0	4.37	0.17	52
Hispanic/Latino	42%	79	30%	57	16%	30	8%	15	4%	7	3.99	-0.09	188
Japanese	31%	5	50%	8	13%	2	0%	0	6%	1	4.00	-0.08	16
Korean	40%	4	30%	3	30%	3	0%	0	0%	0	4.10	0.02	10
Middle Eastern/Southwest Asian/North African (SWANA)	59%	22	16%	6	19%	7	5%	2	0%	0	4.30	0.26	37
Other Asian	29%	9	32%	10	29%	9	10%	3	0%	0	3.81	0.07	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.42	4
South Asian	39%	9	26%	6	17%	4	4%	1	13%	3	3.74	-0.30	23
Two Or More Races	43%	54	32%	40	16%	20	6%	7	3%	4	4.06	0.07	125
Vietnamese	87%	13	13%	2	0%	0	0%	0	0%	0	4.87	0.62	15
White	38%	338	36%	314	18%	157	5%	48	3%	25	4.01	-0.04	882

## I feel my day-to-day work connects to a larger purpose.



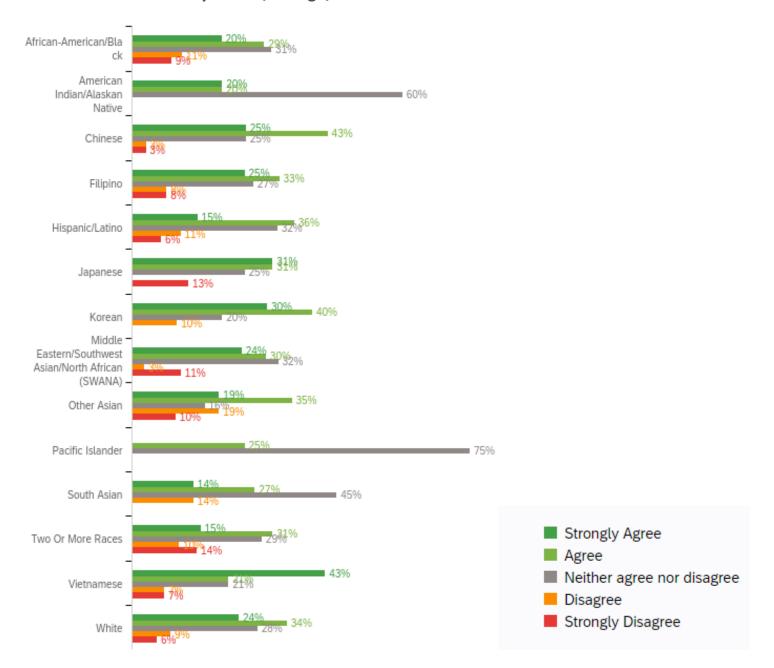
Question	Stro agr		Agr	ree	Neither a disag	_	Disa	gree	Stron disagi		Avg. Score	Diff	Total
African-American/Black	43%	54	37%	47	14%	18	3%	4	2%	3	4.15	-0.01	126
American Indian/Alaskan Native	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	0.37	5
Chinese	33%	33	45%	45	16%	16	5%	5	0%	0	4.07	-0.15	99
Filipino	42%	22	37%	19	12%	6	6%	3	4%	2	4.08	-0.09	52
Hispanic/Latino	36%	67	43%	81	15%	28	4%	7	3%	5	4.05	-0.06	188
Japanese	50%	8	31%	5	6%	1	6%	1	6%	1	4.13	-0.12	16
Korean	20%	2	70%	7	10%	1	0%	0	0%	0	4.10	0.10	10
Middle Eastern/Southwest Asian/North African (SWANA)	46%	17	38%	14	11%	4	3%	1	3%	1	4.22	0.26	37
Other Asian	29%	9	45%	14	16%	5	6%	2	3%	1	3.90	0.11	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	0.42	4
South Asian	39%	9	39%	9	17%	4	4%	1	0%	0	4.13	0.22	23
Two Or More Races	29%	36	46%	58	17%	21	7%	9	1%	1	3.95	-0.08	125
Vietnamese	60%	9	33%	5	0%	0	7%	1	0%	0	4.47	0.47	15
White	40%	350	44%	388	12%	103	4%	35	1%	9	4.17	-0.02	885

#### I trust my immediate supervisor.



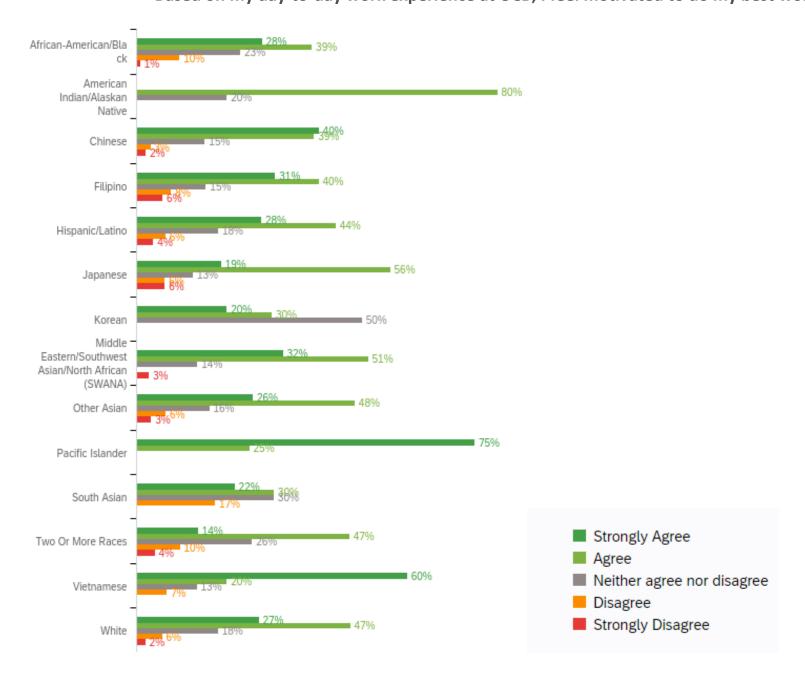
Question	Stro agr		Agr	ee	Neither a		Disag	gree	Stron disag	<b>.</b>	Avg. Score	Diff	Total
African-American/Black	37%	47	38%	48	12%	15	6%	7	7%	9	3.93	-0.03	126
American Indian/Alaskan Native	40%	2	20%	1	0%	0	20%	1	20%	1	3.40	-0.27	5
Chinese	46%	46	39%	39	12%	12	0%	0	2%	2	4.28	0.14	99
Filipino	52%	27	35%	18	10%	5	2%	1	2%	1	4.33	0.10	52
Hispanic/Latino	45%	85	29%	55	15%	29	5%	9	5%	10	4.04	-0.08	188
Japanese	63%	10	25%	4	6%	1	6%	1	0%	0	4.44	0.31	16
Korean	40%	4	50%	5	10%	1	0%	0	0%	0	4.30	-0.16	10
Middle Eastern/Southwest Asian/North African (SWANA)	57%	21	27%	10	5%	2	8%	3	3%	1	4.27	0.04	37
Other Asian	39%	12	35%	11	13%	4	13%	4	0%	0	4.00	0.17	31
Pacific Islander	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	-0.28	4
South Asian	57%	13	17%	4	13%	3	4%	1	9%	2	4.09	0.13	23
Two Or More Races	40%	49	45%	56	9%	11	4%	5	2%	3	4.15	0.01	124
Vietnamese	80%	12	13%	2	7%	1	0%	0	0%	0	4.73	0.40	15
White	49%	431	34%	301	12%	103	3%	28	2%	21	4.24	0.02	884

## Q14 - (For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



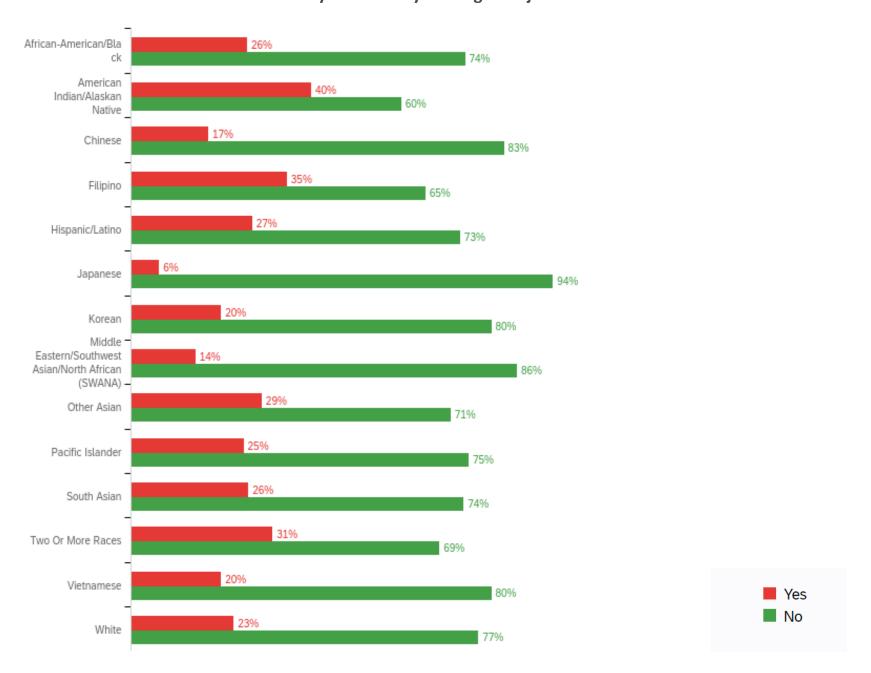
Question	Stro agr		Agı	ee	Neither a disag	_	Disag	ree	Stror disag		Avg. Score	Total
African-American/Black	20%	25	29%	37	31%	39	11%	14	9%	11	3.40	126
American Indian/Alaskan Native	20%	1	20%	1	60%	3	0%	0	0%	0	3.60	5
Chinese	25%	25	43%	43	25%	25	3%	3	3%	3	3.85	99
Filipino	25%	13	33%	17	27%	14	8%	4	8%	4	3.60	52
Hispanic/Latino	15%	27	36%	67	32%	60	11%	20	6%	12	3.41	186
Japanese	31%	5	31%	5	25%	4	0%	0	13%	2	3.69	16
Korean	30%	3	40%	4	20%	2	10%	1	0%	0	3.90	10
Middle Eastern/Southwest Asian/North African (SWANA)	24%	9	30%	11	32%	12	3%	1	11%	4	3.54	37
Other Asian	19%	6	35%	11	16%	5	19%	6	10%	3	3.35	31
Pacific Islander	0%	0	25%	1	75%	3	0%	0	0%	0	3.25	4
South Asian	14%	3	27%	6	45%	10	14%	3	0%	0	3.41	22
Two Or More Races	15%	19	31%	39	29%	36	10%	13	14%	18	3.22	125
Vietnamese	43%	6	21%	3	21%	3	7%	1	7%	1	3.86	14
White	24%	210	34%	305	28%	247	9%	76	6%	49	3.62	887

## Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Stro agr		Agı	ree	Neither a disa	_	Disag	ree	Stro disa	• .	Avg. Score	Total
African-American/Black	28%	35	39%	49	23%	29	10%	12	1%	1	3.92	126
American Indian/Alaskan Native	0%	0	80%	4	20%	1	0%	0	0%	0	4.33	5
Chinese	40%	40	39%	39	15%	15	3%	3	2%	2	3.57	99
Filipino	31%	16	40%	21	15%	8	8%	4	6%	3	3.57	52
Hispanic/Latino	28%	52	44%	83	18%	34	6%	12	4%	7	4.75	188
Japanese	19%	3	56%	9	13%	2	6%	1	6%	1	3.87	16
Korean	20%	2	30%	3	50%	5	0%	0	0%	0	4.11	10
Middle Eastern/Southwest Asian/North African (SWANA)	32%	12	51%	19	14%	5	0%	0	3%	1	3.70	37
Other Asian	26%	8	48%	15	16%	5	6%	2	3%	1	3.75	31
Pacific Islander	75%	3	25%	1	0%	0	0%	0	0%	0	3.86	4
South Asian	22%	5	30%	7	30%	7	17%	4	0%	0	3.83	23
Two Or More Races	14%	17	47%	59	26%	32	10%	12	4%	5	4.13	125
Vietnamese	60%	9	20%	3	13%	2	7%	1	0%	0	3.80	15
White	27%	240	47%	420	18%	160	6%	50	2%	17	3.83	887

## Are you currently looking for a job outside of UCB?

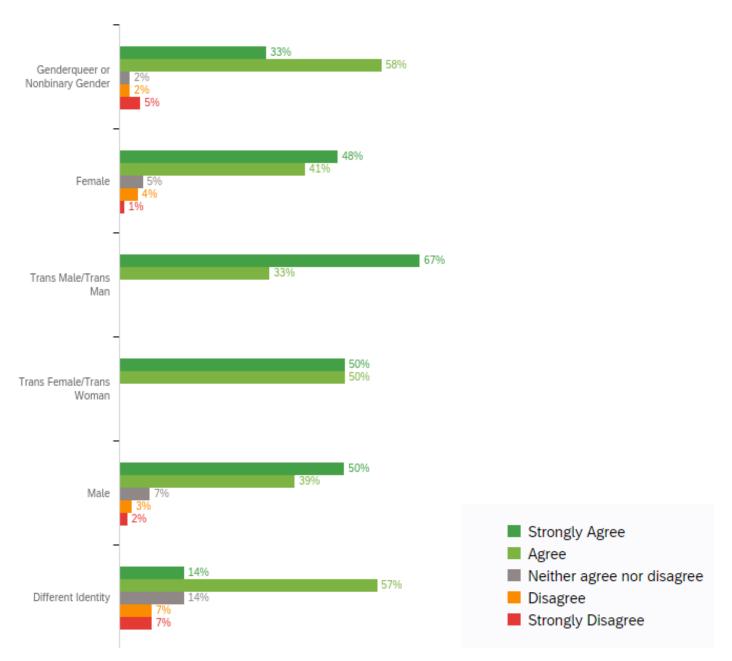


Question	Yes	No	Total
African-American/Black	26%	74%	124
American Indian/Alaskan Native	40%	60%	5
Chinese	17%	83%	99
Filipino	35%	65%	52
Hispanic/Latino	27%	73%	186
Japanese	6%	94%	16
Korean	20%	80%	10
Middle Eastern/Southwest Asian/North African (SWANA)	14%	86%	35
Other Asian	29%	71%	31
Pacific Islander	25%	75%	4
South Asian	26%	74%	23
Two Or More Races	31%	69%	124
Vietnamese	20%	80%	15
White	23%	77%	885

# Berkeley People & Culture

# State of the Workplace Survey - February 2022 Gender Identity

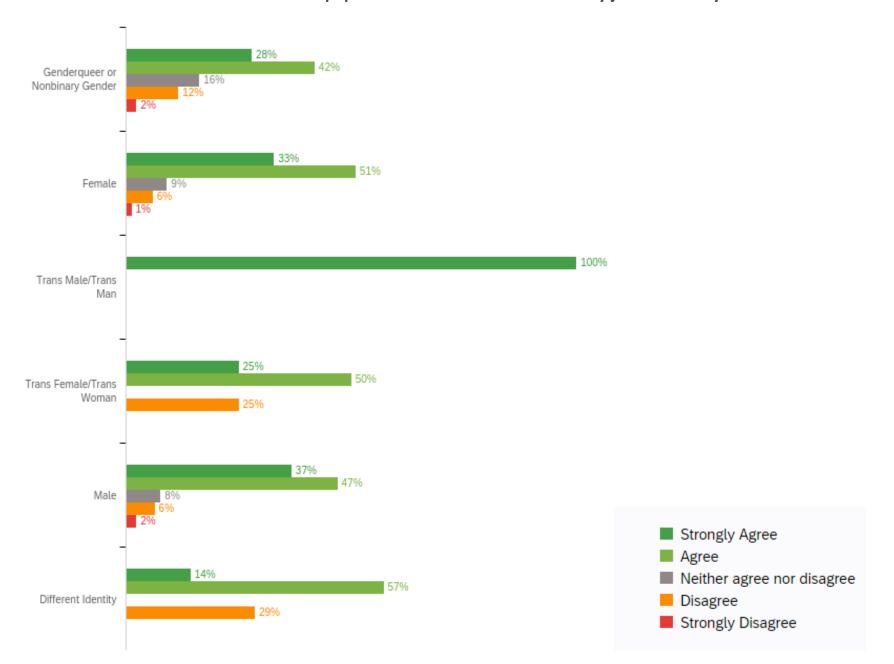
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly	y agree	Agı	ree	Neither agree n	or disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff*	Total
Genderqueer or Nonbinary Gender	33%	14	58%	25	2%	1	2%	1	5%	2	4.12	0.75	43
Female	48%	582	41%	495	5%	62	4%	49	1%	13	4.32	0.93	1201
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	1.00	3
Trans Female/Trans Woman	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	1.50	4
Male	50%	259	39%	202	7%	35	3%	14	2%	9	4.33	0.98	519
Different Identity	14%	2	57%	8	14%	2	7%	1	7%	1	3.64	0.51	14

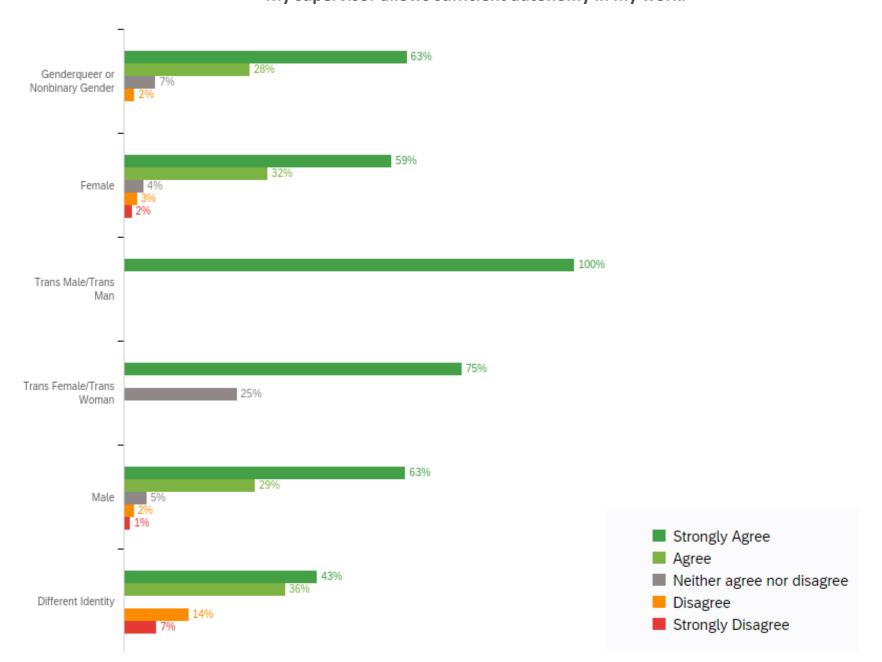
<sup>\*</sup>Difference in average score from July 2021 State of the Workplace Survey

## I have the equipment and tools needed to do my job effectively.



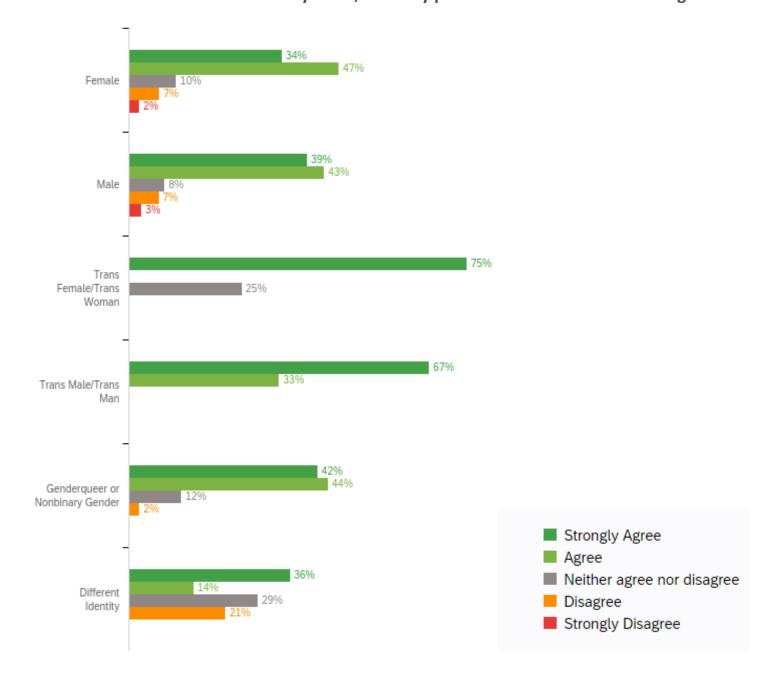
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	28%	12	42%	18	16%	7	12%	5	2%	1	3.81	0.02	43
Female	33%	394	51%	611	9%	109	6%	71	1%	14	4.08	-0.09	1199
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	0.67	3
Trans Female/Trans Woman	25%	1	50%	2	0%	0	25%	1	0%	0	3.75	0.25	4
Male	37%	191	47%	244	8%	40	6%	33	2%	12	4.09	-0.07	520
Different Identity	14%	2	57%	8	0%	0	29%	4	0%	0	3.57	0.24	14

## My supervisor allows sufficient autonomy in my work.



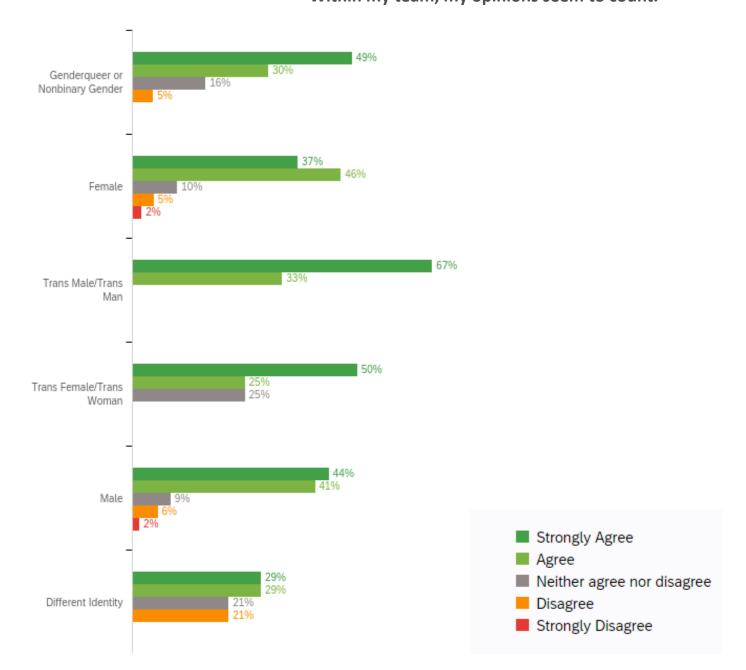
Question	Strongly	rongly agree		·ee	Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	63%	27	28%	12	7%	3	2%	1	0%	0	4.51	0.28	43
Female	59%	713	32%	382	4%	51	3%	34	2%	20	4.45	0.02	1200
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	0.00	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	63%	325	29%	151	5%	26	2%	11	1%	7	4.49	-0.02	520
Different Identity	43%	6	36%	5	0%	0	14%	2	7%	1	3.93	0.00	14

## Within my team, I feel my personal contributions are recognized.



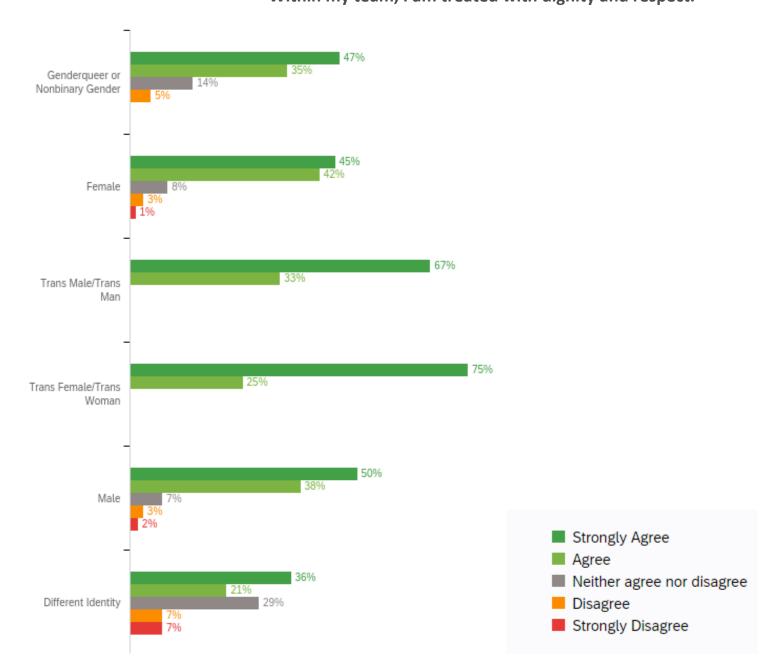
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	42%	18	44%	19	12%	5	2%	1	0%	0	4.26	0.21	43
Female	34%	407	47%	560	10%	126	7%	81	2%	27	4.03	-0.10	1201
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	-0.33	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	39%	205	43%	225	8%	41	7%	34	3%	14	4.10	-0.10	519
Different Identity	36%	5	14%	2	29%	4	21%	3	0%	0	3.64	0.11	14

## Within my team, my opinions seem to count.



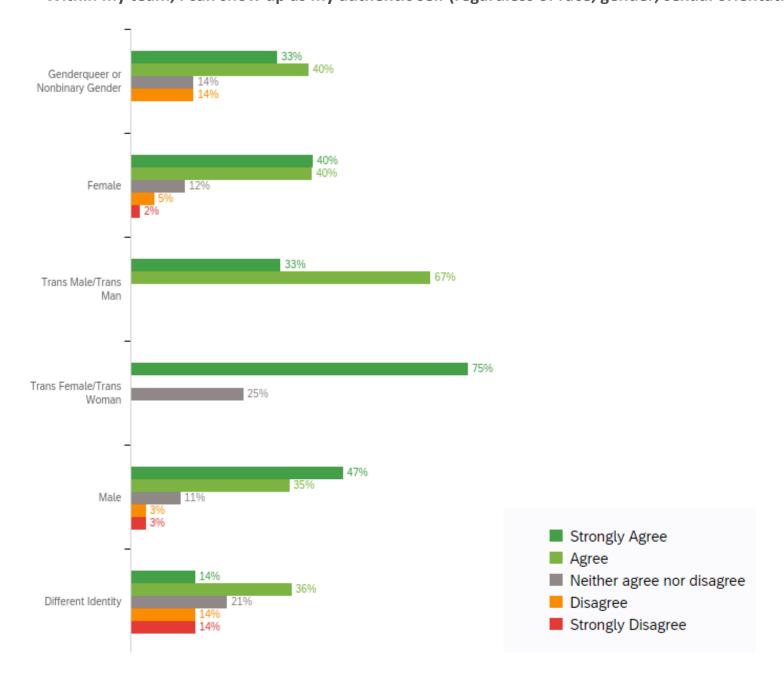
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	49%	21	30%	13	16%	7	5%	2	0%	0	4.23	0.04	43
Female	37%	441	46%	556	10%	120	5%	57	2%	25	4.11	-0.06	1199
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	0.00	3
Trans Female/Trans Woman	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	1.25	4
Male	44%	226	41%	210	9%	44	6%	29	2%	8	4.19	-0.01	517
Different Identity	29%	4	29%	4	21%	3	21%	3	0%	0	3.64	-0.03	14

## Within my team, I am treated with dignity and respect.



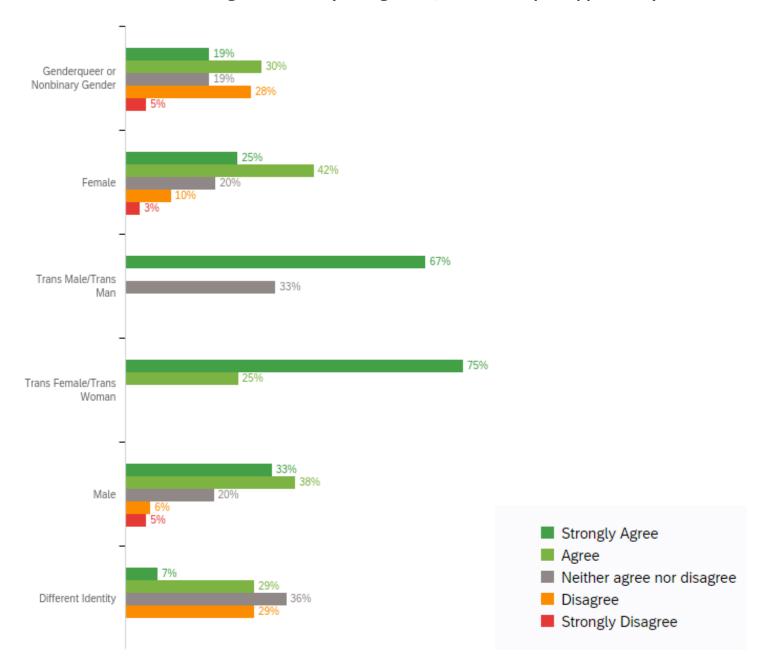
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	47%	20	35%	15	14%	6	5%	2	0%	0	4.23	-0.10	43
Female	45%	545	42%	504	8%	100	3%	35	1%	14	4.28	0.00	1198
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	-0.33	3
Trans Female/Trans Woman	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	1.25	4
Male	50%	260	38%	195	7%	37	3%	15	2%	9	4.32	0.00	516
Different Identity	36%	5	21%	3	29%	4	7%	1	7%	1	3.71	-0.02	14

## Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



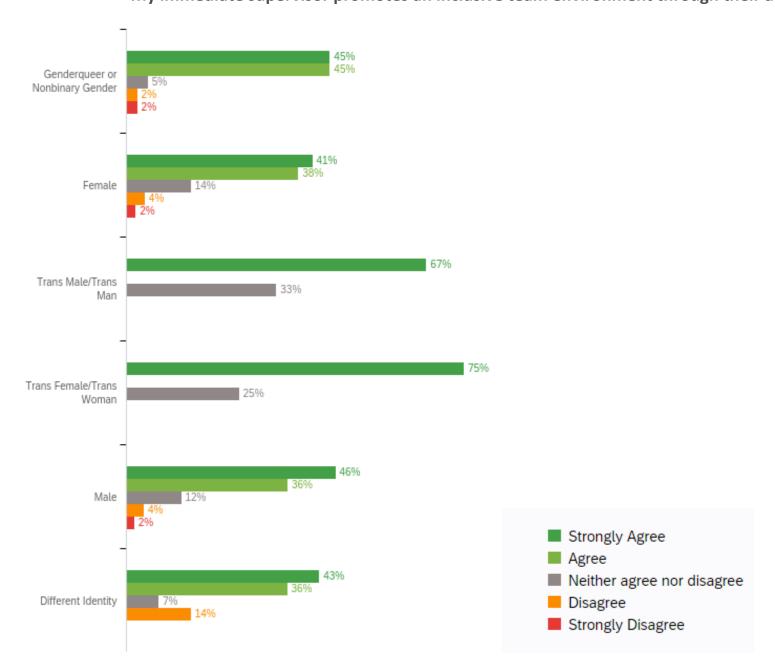
Question	Strongl	y agree	Agı	ee	Neither agree	nor disagree	Disag	ree	Strongly d	isagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	33%	14	40%	17	14%	6	14%	6	0%	0	3.91	0.10	43
Female	40%	485	40%	483	12%	144	5%	62	2%	24	4.12	-0.06	1198
Trans Male/Trans Man	33%	1	67%	2	0%	0	0%	0	0%	0	4.33	-0.34	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	47%	245	35%	183	11%	57	3%	17	3%	17	4.20	-0.04	519
Different Identity	14%	2	36%	5	21%	3	14%	2	14%	2	3.21	-0.06	14

## Regardless of my background, I have an equal opportunity to succeed



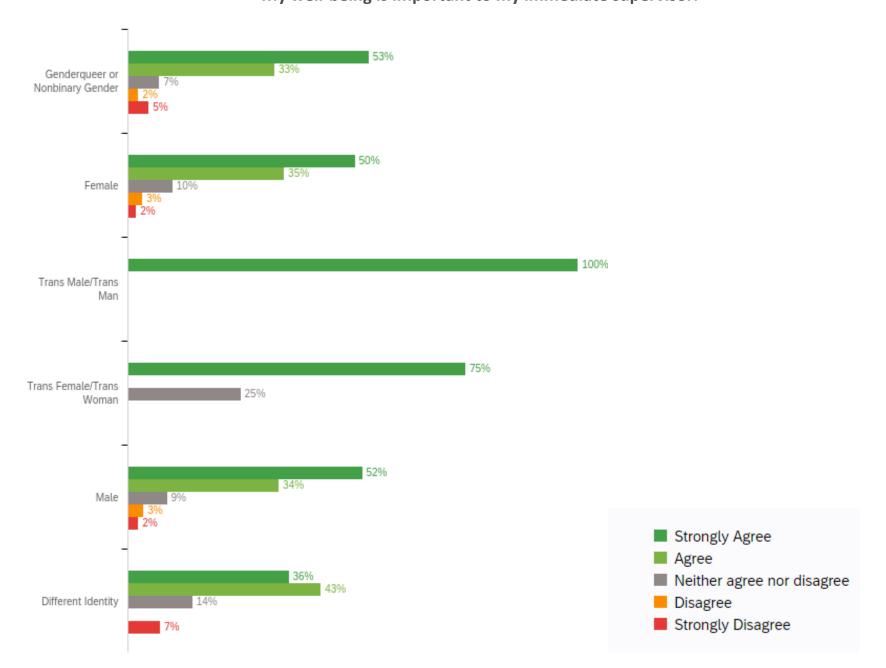
Question	Strongl	y agree	Agı	ree	Neither agree	e nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	19%	8	30%	13	19%	3.91	28%	12	5%	2	3.30	0.23	43
Female	25%	299	42%	501	20%	4.12	10%	121	3%	39	3.75	0.15	1200
Trans Male/Trans Man	67%	2	0%	0	33%	4.33	0%	0	0%	0	4.33	0.33	3
Trans Female/Trans Woman	75%	3	25%	1	0%	4.50	0%	0	0%	0	4.75	1.25	4
Male	33%	169	38%	196	20%	4.20	6%	29	5%	24	3.88	0.10	520
Different Identity	7%	1	29%	4	36%	3.21	29%	4	0%	0	3.14	0.74	14

## My immediate supervisor promotes an inclusive team environment through their actions.



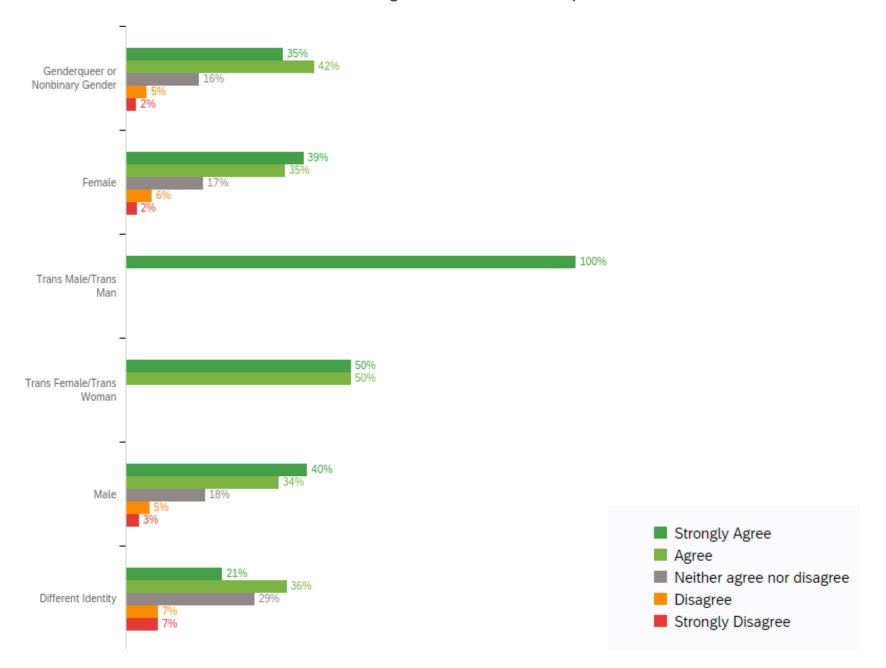
Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	45%	19	45%	19	5%	2	2%	1	2%	1	4.29	0.29	42
Female	41%	496	38%	459	14%	172	4%	49	2%	25	4.13	0.11	1201
Trans Male/Trans Man	67%	2	0%	0	33%	1	0%	0	0%	0	4.33	0.00	3
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	1.00	4
Male	46%	241	36%	186	12%	63	4%	20	2%	9	4.21	0.06	519
Different Identity	43%	6	36%	5	7%	1	14%	2	0%	0	4.07	0.47	14

## My well-being is important to my immediate supervisor.



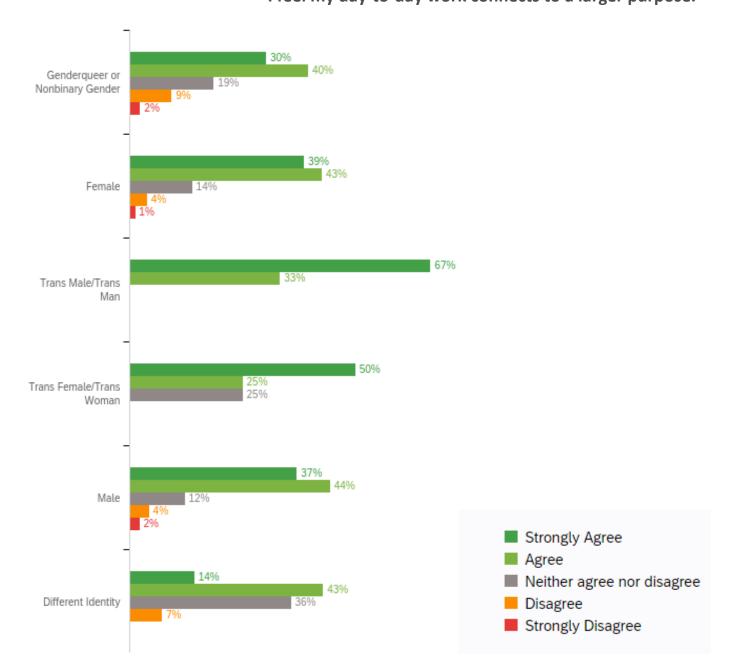
Question	Strongly	agree	Agr	ee	Neither agree	e nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	53%	23	33%	14	7%	4.29	2%	1	5%	2	4.28	0.09	43
Female	50%	606	35%	417	10%	4.13	3%	38	2%	22	4.29	0.02	1202
Trans Male/Trans Man	100%	3	0%	0	0%	4.33	0%	0	0%	0	5.00	1.00	3
Trans Female/Trans Woman	75%	3	0%	0	25%	4.50	0%	0	0%	0	4.50	-0.50	4
Male	52%	270	34%	174	9%	4.21	3%	18	2%	12	4.29	0.01	519
Different Identity	36%	5	43%	6	14%	4.07	0%	0	7%	1	4.00	0.13	14

## My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



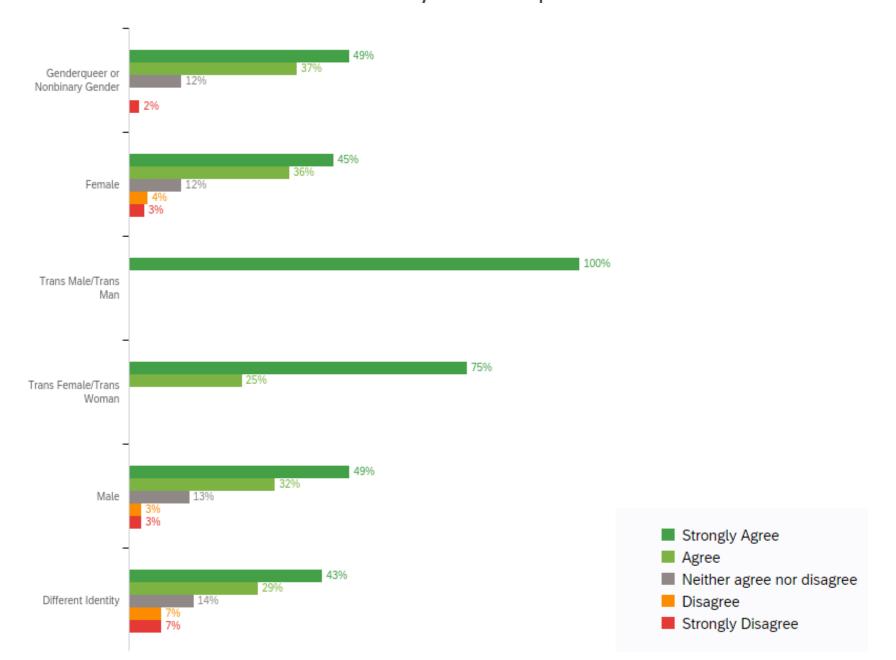
Question	Strongly	agree	Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	35%	15	42%	18	16%	7	5%	2	2%	1	4.02	0.04	43
Female	39%	473	35%	423	17%	206	6%	69	2%	28	4.04	0.02	1199
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	1.00	3
Trans Female/Trans Woman	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	0.50	4
Male	40%	209	34%	176	18%	91	5%	27	3%	15	4.04	-0.03	518
Different Identity	21%	3	36%	5	29%	4	7%	1	7%	1	3.57	0.17	14

## I feel my day-to-day work connects to a larger purpose.



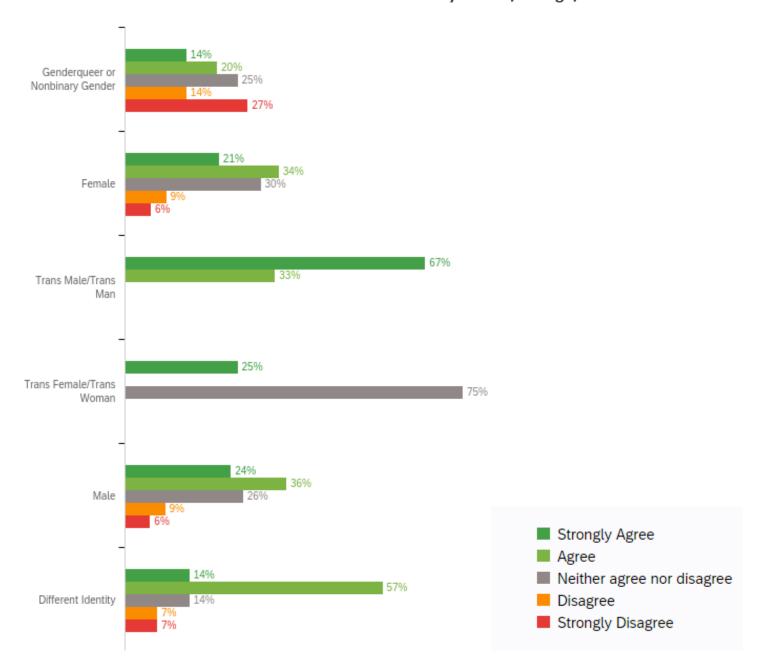
Question	Strongl	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	30%	13	40%	17	19%	8	9%	4	2%	1	3.86	0.00	43
Female	39%	464	43%	512	14%	166	4%	46	1%	14	4.14	-0.03	1202
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	1.00	3
Trans Female/Trans Woman	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	0.75	4
Male	37%	192	44%	230	12%	63	4%	22	2%	11	4.10	-0.06	518
Different Identity	14%	2	43%	6	36%	5	7%	1	0%	0	3.64	-0.56	14

## I trust my immediate supervisor.



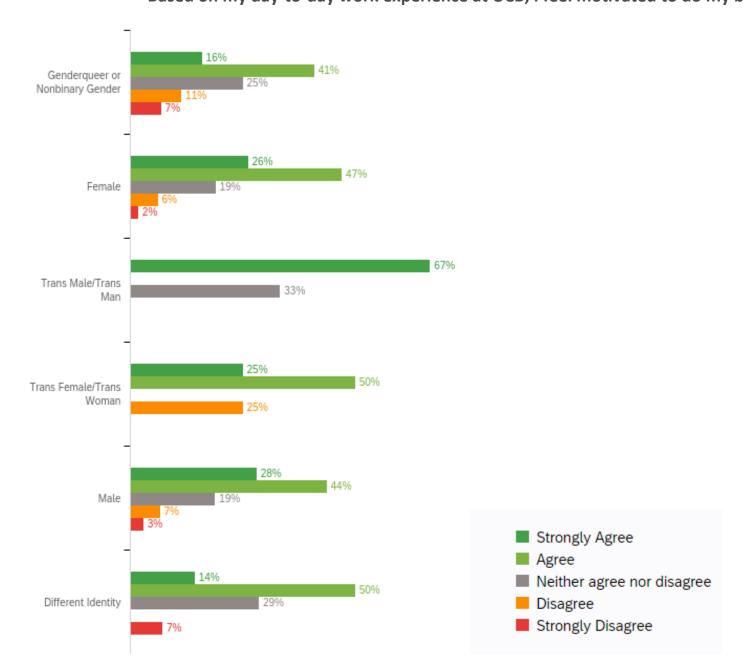
Question	Strongly	agree	Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Genderqueer or Nonbinary Gender	49%	21	37%	16	12%	5	0%	0	2%	1	4.30	0.16	43
Female	45%	544	36%	426	12%	139	4%	50	3%	40	4.15	0.01	1199
Trans Male/Trans Man	100%	3	0%	0	0%	0	0%	0	0%	0	5.00	0.00	3
Trans Female/Trans Woman	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	1.25	4
Male	49%	254	32%	168	13%	69	3%	14	3%	14	4.22	0.03	519
Different Identity	43%	6	29%	4	14%	2	7%	1	7%	1	3.93	0.06	14

(For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



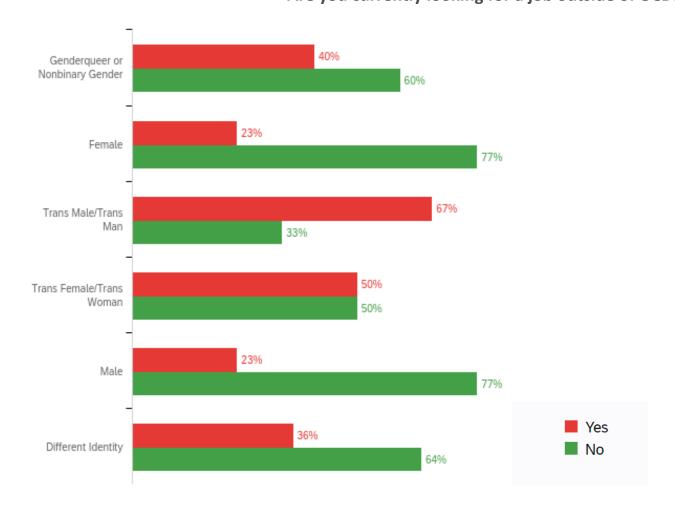
Question	Strongl	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly d	isagree	Avg. Score	Total
Genderqueer or Nonbinary Gender	14%	6	20%	9	25%	11	14%	6	27%	12	2.80	44
Female	21%	250	34%	409	30%	361	9%	109	6%	69	3.55	1198
Trans Male/Trans Man	67%	2	33%	1	0%	0	0%	0	0%	0	4.67	3
Trans Female/Trans Woman	25%	1	0%	0	75%	3	0%	0	0%	0	3.50	4
Male	24%	122	36%	186	26%	136	9%	46	6%	29	3.63	519
Different Identity	14%	2	57%	8	14%	2	7%	1	7%	1	3.64	14

## Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongl	y agree	Agı	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Total
Genderqueer or Nonbinary Gender	16%	7	41%	18	25%	11	11%	5	7%	3	3.48	44
Female	26%	314	47%	565	19%	228	6%	73	2%	21	3.90	1201
Trans Male/Trans Man	67%	2	0%	0	33%	1	0%	0	0%	0	4.33	3
Trans Female/Trans Woman	25%	1	50%	2	0%	0	25%	1	0%	0	3.75	4
Male	28%	146	44%	227	19%	98	7%	34	3%	15	3.88	520
Different Identity	14%	2	50%	7	29%	4	0%	0	7%	1	3.64	14

## Are you currently looking for a job outside of UCB?



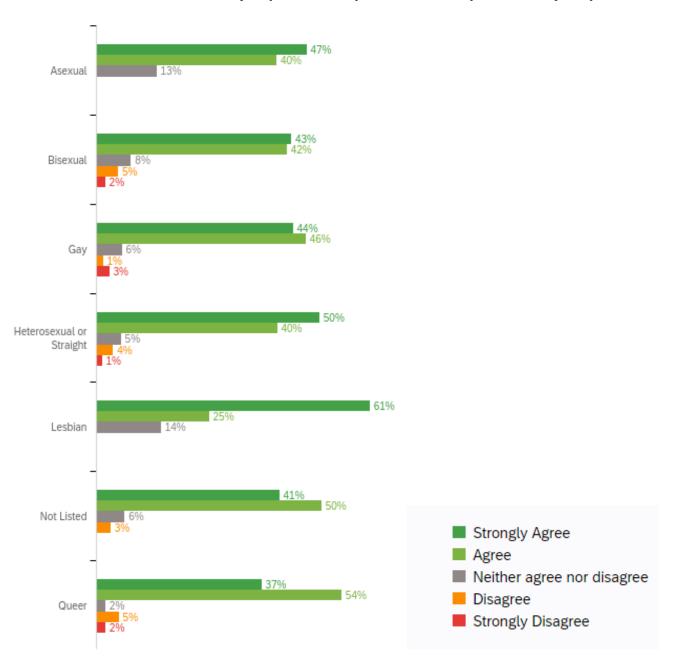
Question	Yes	No	Total
Genderqueer or Nonbinary Gender	40%	60%	1190
Female	23%	77%	519
Trans Male/Trans Man	67%	33%	4
Trans Female/Trans Woman	50%	50%	3
Male	23%	77%	42
Different Identity	36%	64%	14

# Berkeley People & Culture

## **State of the Workplace Survey - February 2022**

#### **Sexual Orientation**

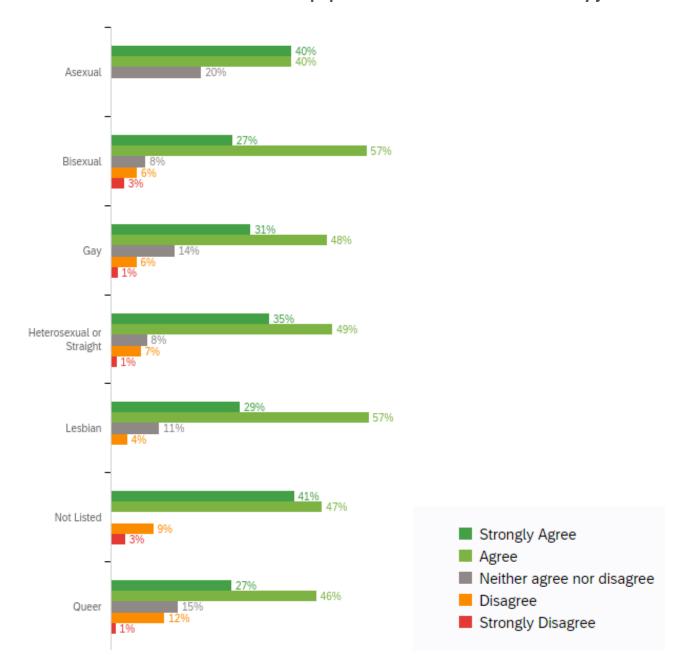
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly	y agree	Agr	ee	Neither agree n	or disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff*	Total
Asexual	47%	7	40%	6	13%	2	0%	0	0%	0	4.33	1.25	15
Bisexual	43%	45	42%	44	8%	8	5%	5	2%	2	4.20	0.87	104
Gay	44%	31	46%	33	6%	4	1%	1	3%	2	4.27	1.00	71
Heterosexual or Straight	50%	658	40%	533	5%	72	4%	49	1%	16	4.33	0.95	1328
Lesbian	61%	17	25%	7	14%	4	0%	0	0%	0	4.46	1.13	28
Not Listed	41%	13	50%	16	6%	2	3%	1	0%	0	4.28	0.90	32
Queer	37%	37	54%	55	2%	2	5%	5	2%	2	4.33	0.90	101

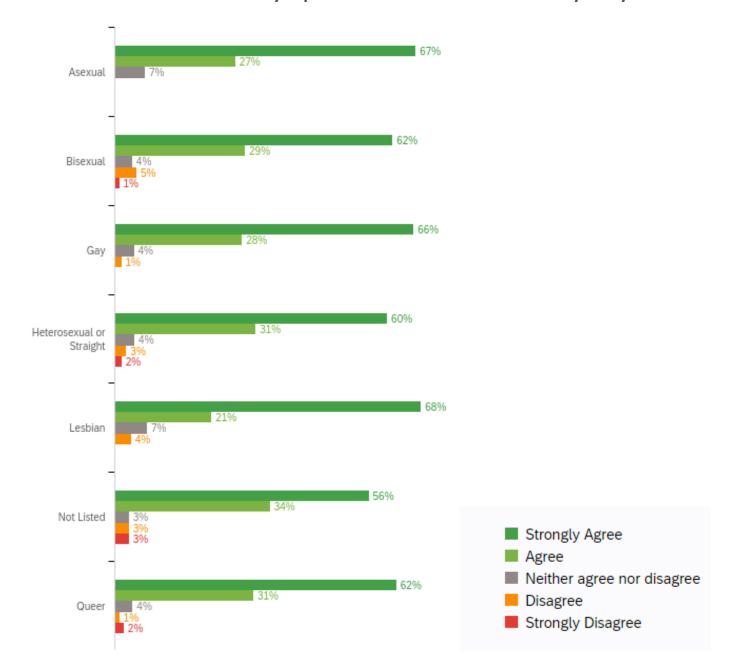
<sup>\*</sup>Difference in average score from the July 2021 State of the Workplace Survey

## I have the equipment and tools needed to do my job effectively.



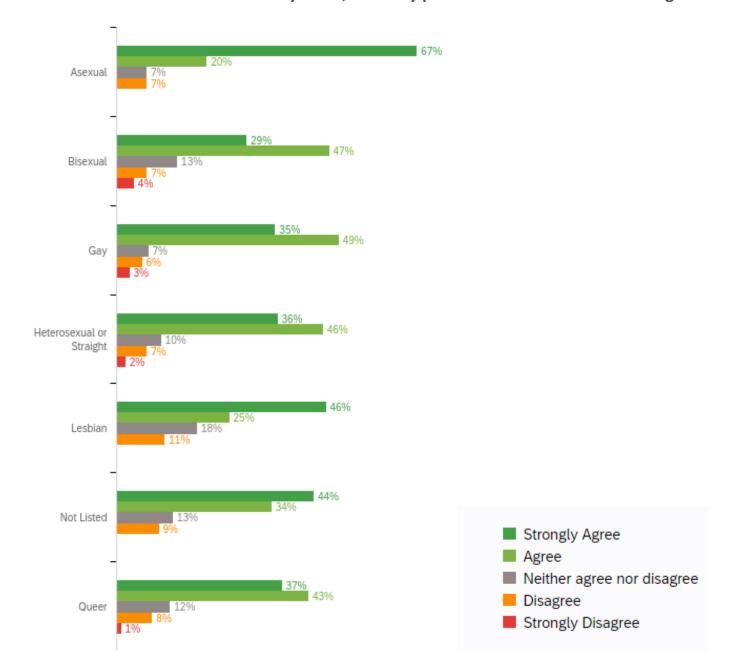
Question	Strongly	, agree	Agı	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	40%	6	40%	6	20%	3	0%	0	0%	0	4.20	0.10	15
Bisexual	27%	28	57%	59	8%	8	6%	6	3%	3	3.99	0.12	104
Gay	31%	22	48%	34	14%	10	6%	4	1%	1	4.01	-0.21	71
Heterosexual or Straight	35%	466	49%	653	8%	106	7%	87	1%	16	4.10	-0.08	1328
Lesbian	29%	8	57%	16	11%	3	4%	1	0%	0	4.11	-0.01	28
Not Listed	41%	13	47%	15	0%	0	9%	3	3%	1	4.13	-0.04	32
Queer	27%	27	46%	46	15%	15	12%	12	1%	1	3.85	0.02	101

## My supervisor allows sufficient autonomy in my work.



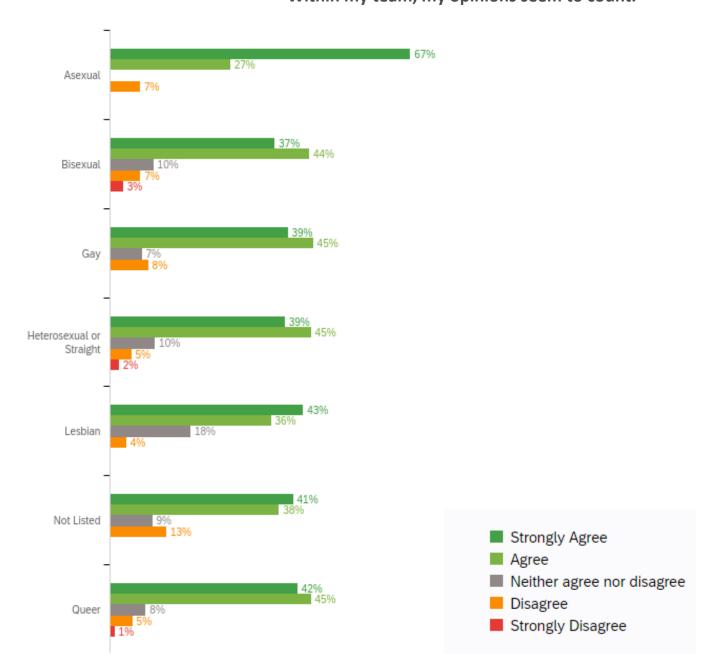
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	67%	10	27%	4	7%	1	0%	0	0%	0	4.60	0.14	15
Bisexual	62%	64	29%	30	4%	4	5%	5	1%	1	4.45	0.48	104
Gay	66%	47	28%	20	4%	3	1%	1	0%	0	4.59	-0.04	71
Heterosexual or Straight	60%	802	31%	415	4%	58	3%	34	2%	20	4.46	0.01	1329
Lesbian	68%	19	21%	6	7%	2	4%	1	0%	0	4.54	0.03	28
Not Listed	56%	18	34%	11	3%	1	3%	1	3%	1	4.38	-0.12	32
Queer	62%	63	31%	31	4%	4	1%	1	2%	2	4.50	0.17	101

## Within my team, I feel my personal contributions are recognized.



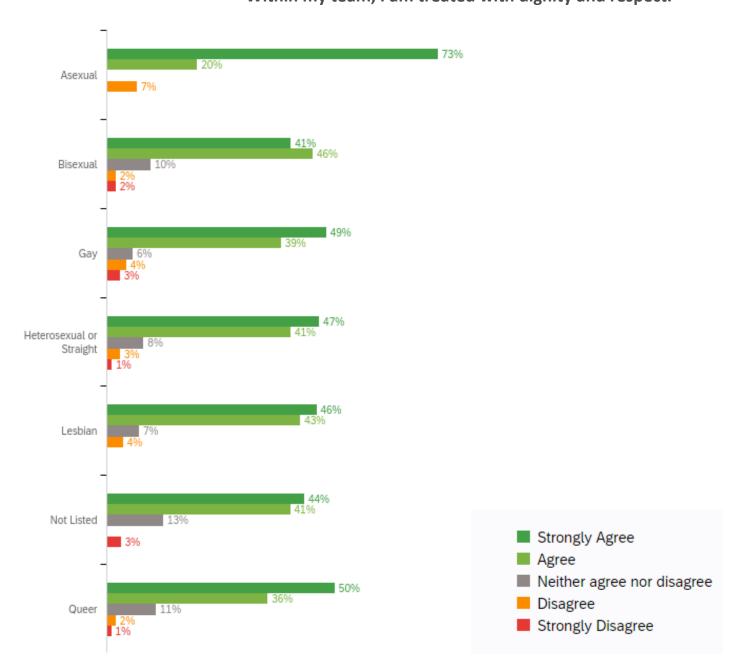
Question	Strongl	y agree	,	Agree	Neither agre	e nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	67%	10	20%	3	7%	1	7%	1	0%	0	4.47	0.32	15
Bisexual	29%	30	47%	49	13%	14	7%	7	4%	4	3.90	0.23	104
Gay	35%	25	49%	35	7%	5	6%	4	3%	2	4.08	-0.21	71
Heterosexual or Straight	36%	474	46%	608	10%	131	7%	89	2%	26	4.07	-0.09	1328
Lesbian	46%	13	25%	7	18%	5	11%	3	0%	0	4.07	-0.07	28
Not Listed	44%	14	34%	11	13%	4	9%	3	0%	0	4.13	0.00	32
Queer	37%	37	43%	43	12%	12	8%	8	1%	1	4.06	-0.07	101

## Within my team, my opinions seem to count.



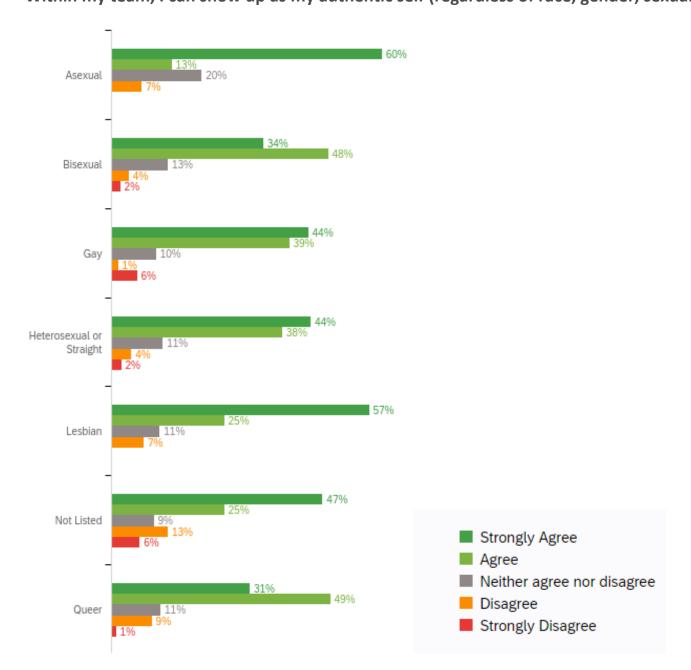
Question	Strongly	, agree	Agr	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	67%	10	27%	4	0%	0	7%	1	0%	0	4.53	0.30	15
Bisexual	37%	38	44%	46	10%	10	7%	7	3%	3	4.05	0.31	104
Gay	39%	28	45%	32	7%	5	8%	6	0%	0	4.15	-0.24	71
Heterosexual or Straight	39%	514	45%	591	10%	132	5%	62	2%	26	4.14	-0.05	1325
Lesbian	43%	12	36%	10	18%	5	4%	1	0%	0	4.18	0.00	28
Not Listed	41%	13	38%	12	9%	3	13%	4	0%	0	4.06	-0.17	32
Queer	42%	42	45%	45	8%	8	5%	5	1%	1	4.21	0.04	101

## Within my team, I am treated with dignity and respect.



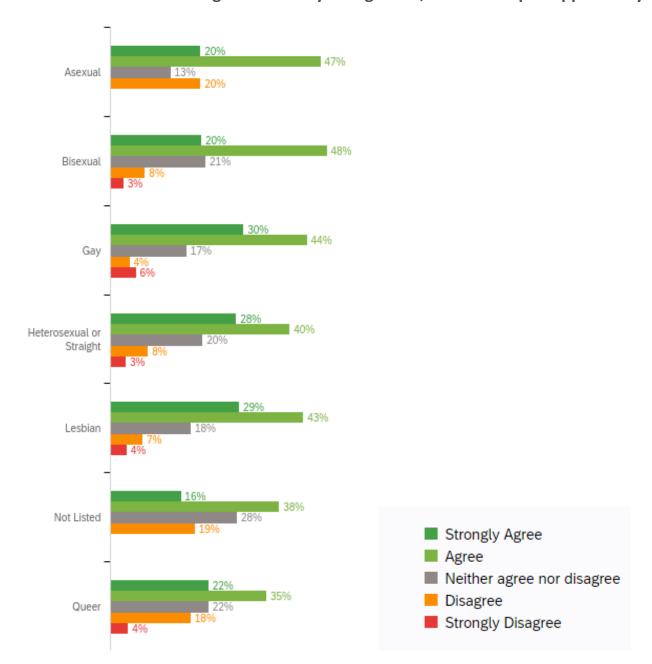
Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	73%	11	20%	3	0%	0	7%	1	0%	0	4.60	0.29	15
Bisexual	41%	42	46%	47	10%	10	2%	2	2%	2	4.21	0.47	103
Gay	49%	34	39%	27	6%	4	4%	3	3%	2	4.26	-0.22	70
Heterosexual or Straight	47%	623	41%	539	8%	108	3%	39	1%	15	4.30	-0.02	1324
Lesbian	46%	13	43%	12	7%	2	4%	1	0%	0	4.32	0.06	28
Not Listed	44%	14	41%	13	13%	4	0%	0	3%	1	4.22	-0.08	32
Queer	50%	51	36%	36	11%	11	2%	2	1%	1	4.33	0.20	101

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



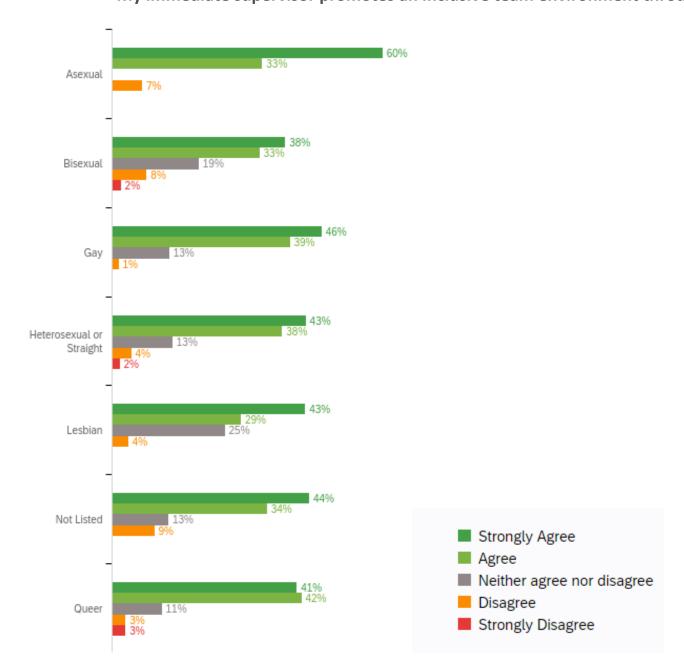
Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	60%	9	13%	2	20%	3	7%	1	0%	0	4.27	0.26	15
Bisexual	34%	35	48%	50	13%	13	4%	4	2%	2	4.08	0.37	104
Gay	44%	31	39%	28	10%	7	1%	1	6%	4	4.14	-0.43	71
Heterosexual or Straight	44%	586	38%	502	11%	151	4%	58	2%	28	4.18	-0.05	1325
Lesbian	57%	16	25%	7	11%	3	7%	2	0%	0	4.32	0.17	28
Not Listed	47%	15	25%	8	9%	3	13%	4	6%	2	3.94	-0.17	32
Queer	31%	31	49%	49	11%	11	9%	9	1%	1	3.99	0.03	101

## Regardless of my background, I have an equal opportunity to succeed



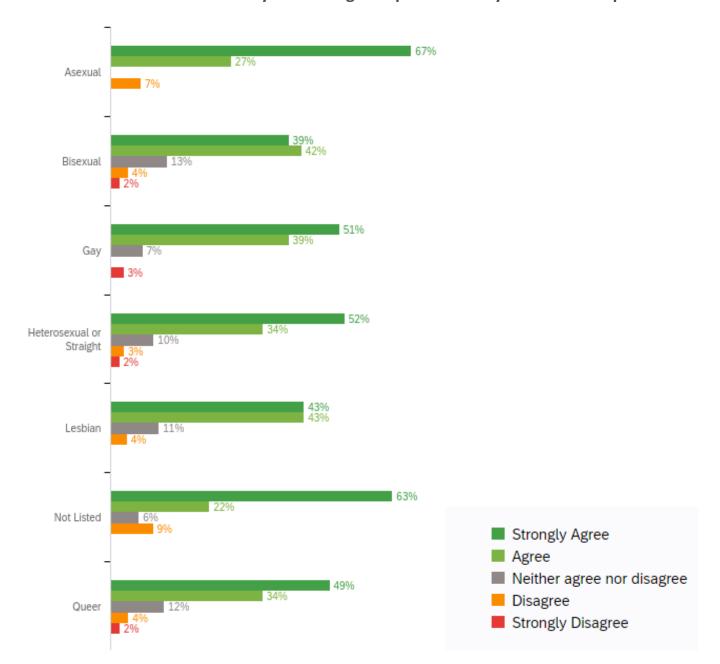
Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	20%	3	47%	7	13%	2	20%	3	0%	0	3.67	0.44	15
Bisexual	20%	21	48%	50	21%	22	8%	8	3%	3	3.75	0.54	104
Gay	30%	21	44%	31	17%	12	4%	3	6%	4	3.87	0.11	71
Heterosexual or Straight	28%	371	40%	529	20%	272	8%	111	3%	45	3.81	0.13	1328
Lesbian	29%	8	43%	12	18%	5	7%	2	4%	1	3.86	0.21	28
Not Listed	16%	5	38%	12	28%	9	19%	6	0%	0	3.50	-0.08	32
Queer	22%	22	35%	35	22%	22	18%	18	4%	4	3.52	0.23	101

## My immediate supervisor promotes an inclusive team environment through their actions.



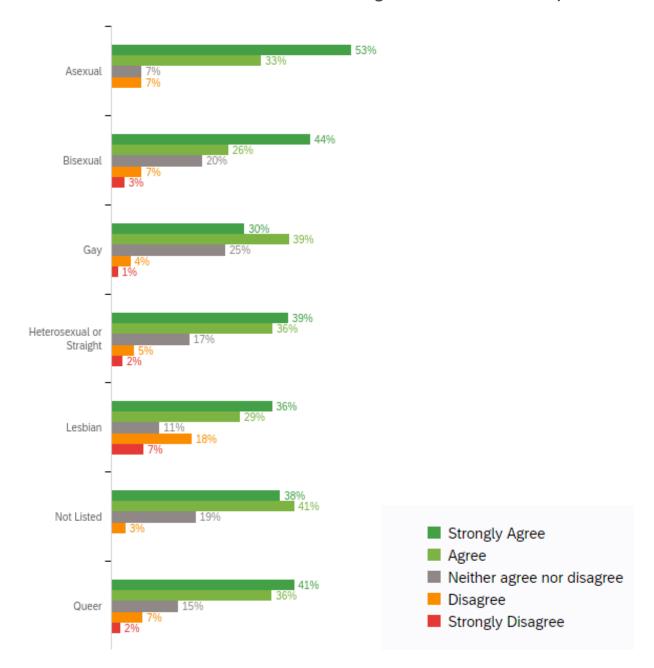
Question	Strong	ly agree		Agree	Neither agre	e nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	60%	9	33%	5	0%	0	7%	1	0%	0	4.47	0.51	15
Bisexual	38%	40	33%	34	19%	20	8%	8	2%	2	3.98	0.31	104
Gay	46%	33	39%	28	13%	9	1%	1	0%	0	4.31	0.23	71
Heterosexual or Straight	43%	571	38%	502	13%	178	4%	56	2%	22	4.16	0.08	1329
Lesbian	43%	12	29%	8	25%	7	4%	1	0%	0	4.11	0.04	28
Not Listed	44%	14	34%	11	13%	4	9%	3	0%	0	4.13	-0.03	32
Queer	41%	41	42%	42	11%	11	3%	3	3%	3	4.15	0.44	100

## My well-being is important to my immediate supervisor.



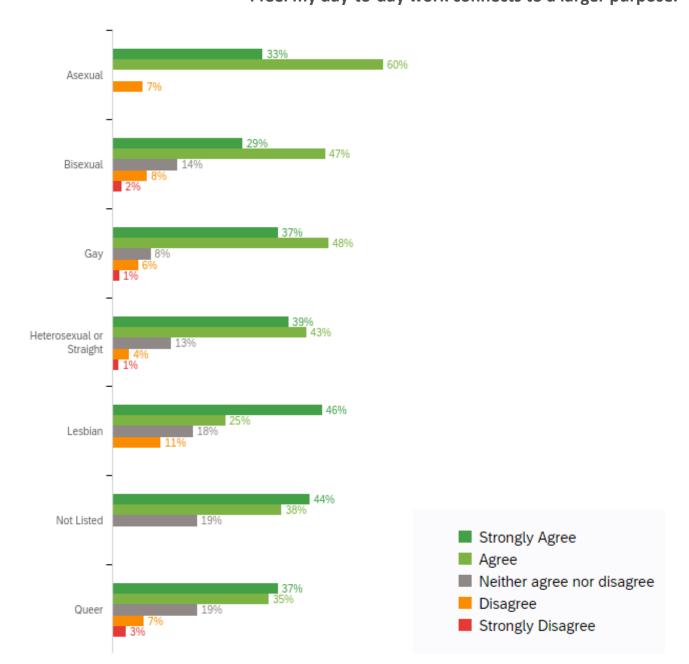
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	67%	10	27%	4	0%	0	7%	1	0%	0	4.53	0.31	15
Bisexual	39%	41	42%	44	13%	13	4%	4	2%	2	4.13	0.10	104
Gay	51%	36	39%	28	7%	5	0%	0	3%	2	4.35	0.02	71
Heterosexual or Straight	52%	689	34%	449	10%	127	3%	39	2%	25	4.31	0.02	1329
Lesbian	43%	12	43%	12	11%	3	4%	1	0%	0	4.25	0.02	28
Not Listed	63%	20	22%	7	6%	2	9%	3	0%	0	4.38	0.00	32
Queer	49%	49	34%	34	12%	12	4%	4	2%	2	4.23	0.06	101

## My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



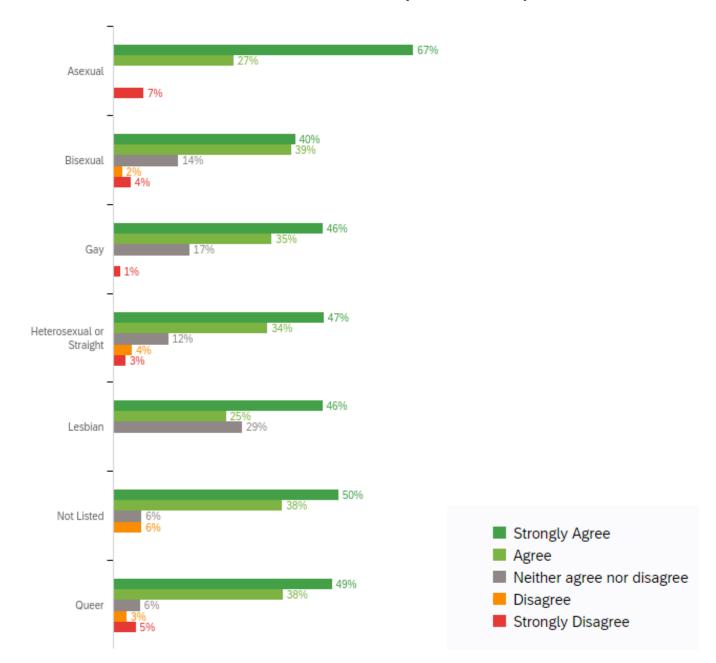
Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	53%	8	33%	5	7%	1	7%	1	0%	0	4.33	0.30	15
Bisexual	44%	46	26%	27	20%	21	7%	7	3%	3	4.02	0.43	104
Gay	30%	21	39%	28	25%	18	4%	3	1%	1	3.92	-0.20	71
Heterosexual or Straight	39%	520	36%	475	17%	230	5%	67	2%	33	4.04	0.00	1325
Lesbian	36%	10	29%	8	11%	3	18%	5	7%	2	3.68	-0.32	28
Not Listed	38%	12	41%	13	19%	6	3%	1	0%	0	4.13	-0.13	32
Queer	41%	41	36%	36	15%	15	7%	7	2%	2	4.06	0.43	101

## I feel my day-to-day work connects to a larger purpose.



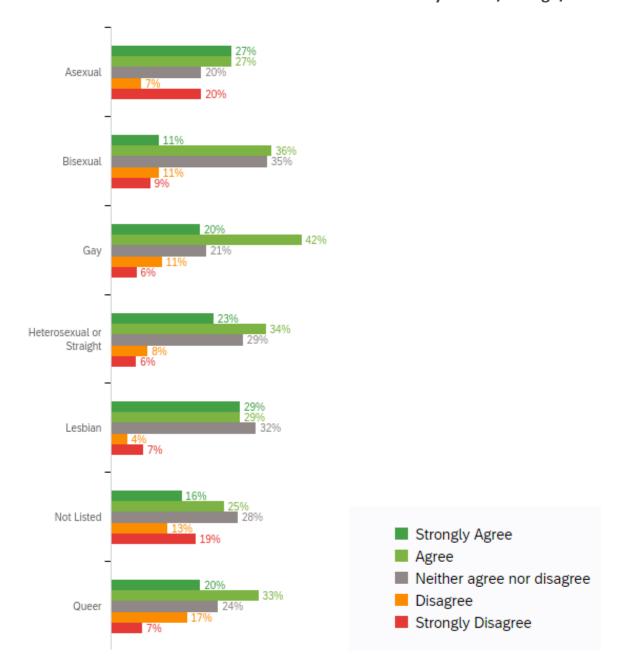
Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disag	ree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	33%	5	60%	9	0%	0	7%	1	0%	0	4.20	0.14	15
Bisexual	29%	30	47%	49	14%	15	8%	8	2%	2	3.93	-0.15	104
Gay	37%	26	48%	34	8%	6	6%	4	1%	1	4.13	-0.16	71
Heterosexual or Straight	39%	518	43%	571	13%	172	4%	49	1%	18	4.15	-0.03	1328
Lesbian	46%	13	25%	7	18%	5	11%	3	0%	0	4.07	-0.03	28
Not Listed	44%	14	38%	12	19%	6	0%	0	0%	0	4.25	0.17	32
Queer	37%	37	35%	35	19%	19	7%	7	3%	3	3.95	-0.05	101

## I trust my immediate supervisor.



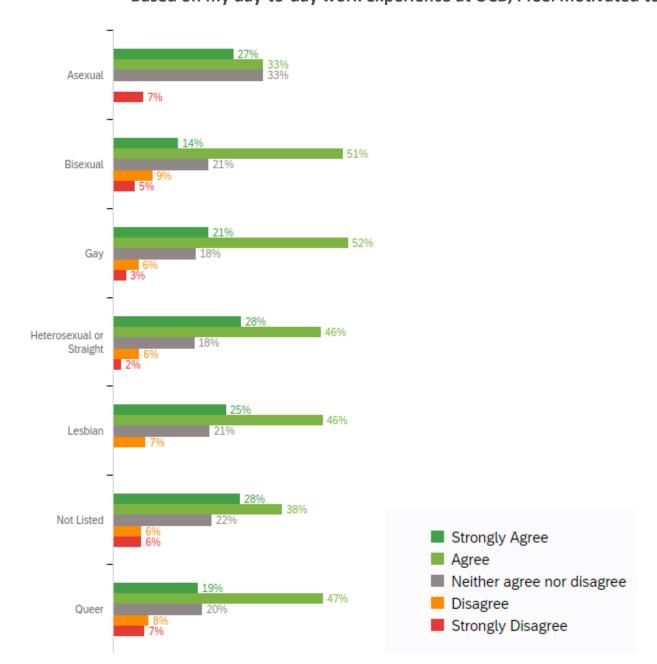
Question	Strongl	y agree	Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Asexual	67%	10	27%	4	0%	0	0%	0	7%	1	4.47	0.34	15
Bisexual	40%	42	39%	41	14%	15	2%	2	4%	4	4.11	0.44	104
Gay	46%	33	35%	25	17%	12	0%	0	1%	1	4.25	0.00	71
Heterosexual or Straight	47%	620	34%	454	12%	161	4%	55	3%	36	4.18	0.01	1326
Lesbian	46%	13	25%	7	29%	8	0%	0	0%	0	4.18	-0.05	28
Not Listed	50%	16	38%	12	6%	2	6%	2	0%	0	4.31	0.03	32
Queer	49%	49	38%	38	6%	6	3%	3	5%	5	4.22	0.34	101

(For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



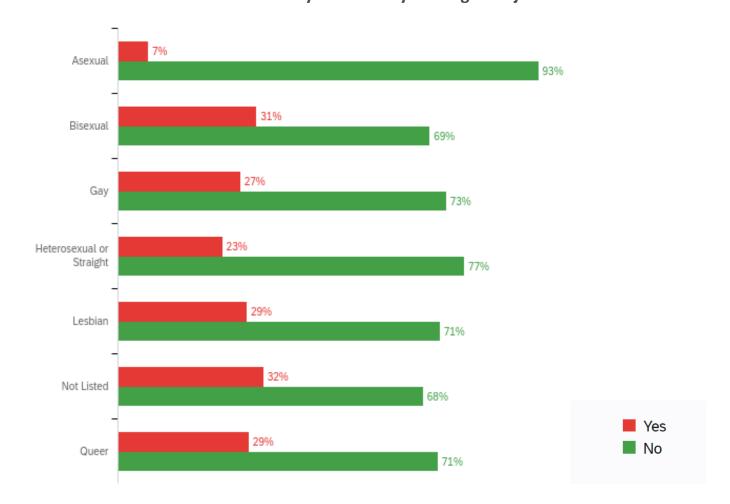
Question	Strongl	y agree	Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly d	isagree	Avg. Score	Total
Asexual	27%	4	27%	4	20%	3	7%	1	20%	3	3.33	15
Bisexual	11%	11	36%	37	35%	36	11%	11	9%	9	3.29	104
Gay	20%	14	42%	30	21%	15	11%	8	6%	4	3.59	71
Heterosexual or Straight	23%	301	34%	455	29%	388	8%	108	6%	74	3.60	1326
Lesbian	29%	8	29%	8	32%	9	4%	1	7%	2	3.68	28
Not Listed	16%	5	25%	8	28%	9	13%	4	19%	6	3.06	32
Queer	20%	20	33%	33	24%	24	17%	17	7%	7	3.42	101

## Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongl	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Asexual	27%	4	33%	5	33%	5	0%	0	7%	1	3.73	15
Bisexual	14%	15	51%	53	21%	22	9%	9	5%	5	3.62	104
Gay	21%	15	52%	37	18%	13	6%	4	3%	2	3.83	71
Heterosexual or Straight	28%	377	46%	613	18%	239	6%	77	2%	24	3.93	1330
Lesbian	25%	7	46%	13	21%	6	7%	2	0%	0	3.89	28
Not Listed	28%	9	38%	12	22%	7	6%	2	6%	2	3.75	32
Queer	19%	19	47%	47	20%	20	8%	8	7%	7	3.62	101

## Are you currently looking for a job outside of UCB?



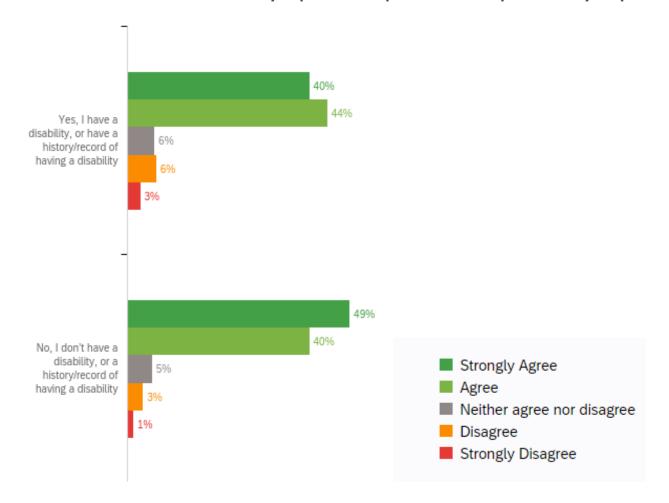
Question	Yes	No	Total
Asexual	7%	93%	15
Bisexual	31%	69%	104
Gay	27%	73%	70
Heterosexual or Straight	23%	77%	1322
Lesbian	29%	71%	28
Not Listed	32%	68%	31
Queer	29%	71%	100

# Berkeley People & Culture

## **State of the Workplace Survey - February 2022**

## **Disability Status**

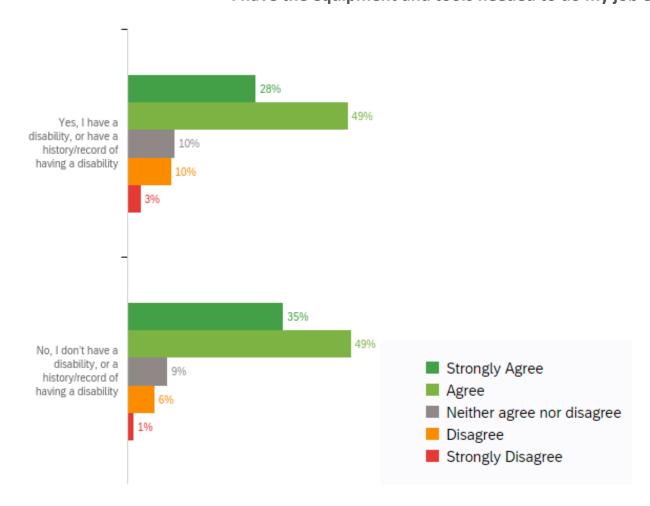
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Stro agı	0,	Agı	ree	Neither a		Disa	gree	Stro disa	<b>.</b>	Avg. Score	Diff*	Total
Yes, I have a disability, or have a history/record of having a disability	40%	101	44%	111	6%	15	6%	16	3%	7	4.13	0.79	250
No, I don't have a disability, or a history/record of having a disability	49%	753	40%	616	5%	83	3%	53	1%	20	4.33	0.96	1525

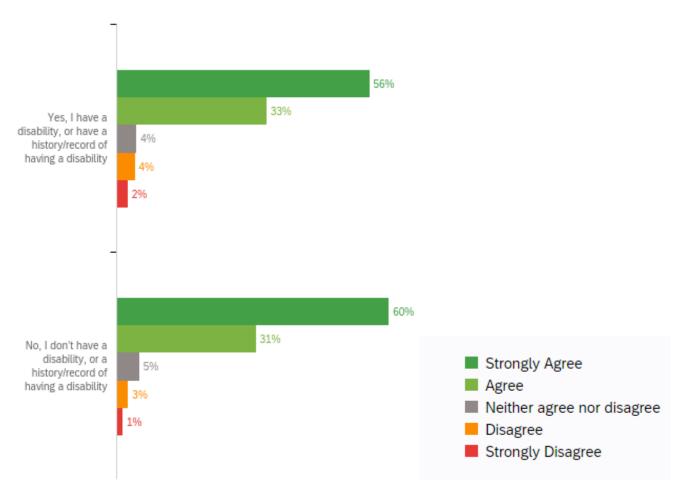
<sup>\*</sup>Difference in average score from July 2021 State of the Workplace Survey

#### I have the equipment and tools needed to do my job effectively.



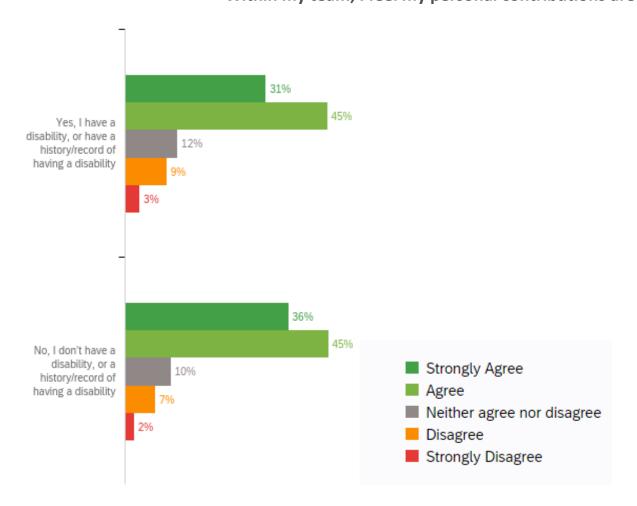
Question	Stro agr	<b>.</b>	Agı	ree	Neither a	_	Disag	ree	Stro disa	0,	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	28%	71	49%	122	10%	26	10%	24	3%	7	3.90	-0.05	250
No, I don't have a disability, or a history/record of having a disability	35%	526	49%	754	9%	134	6%	90	1%	20	4.10	-0.08	1524

#### My supervisor allows sufficient autonomy in my work.



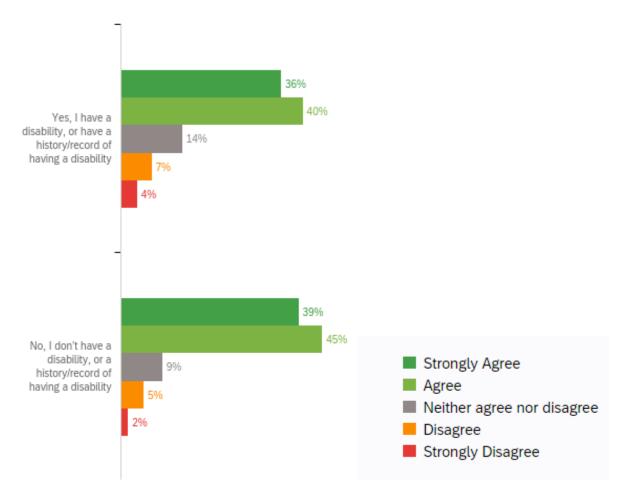
Question	Stro agr		Agı	ree	Neither a disag	_	Disa	gree	Stro disa	<b>.</b>	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	56%			83	4%	11	4%	10	2%	6	4.36	0.00	250
No, I don't have a disability, or a history/record of having a disability	60%	921	31%	470	5%	76	3%	39	1%	20	4.46	0.01	1526

#### Within my team, I feel my personal contributions are recognized.



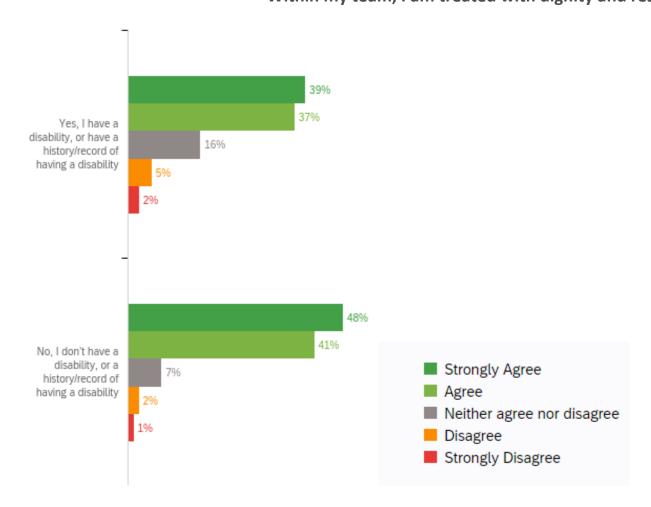
Question	Stro agr	0,	Agı	ree	Neither a	_	Disa	agree	Stro disa	<b>.</b>	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	31%	agree 31% 78		112	12%	29	9%	23	3%	8	3.92	-0.15	250
No, I don't have a disability, or a history/record of having a disability	36%	552	45%	687	10%	154	7%	102	2%	30	4.07	-0.08	1525

#### Within my team, my opinions seem to count.



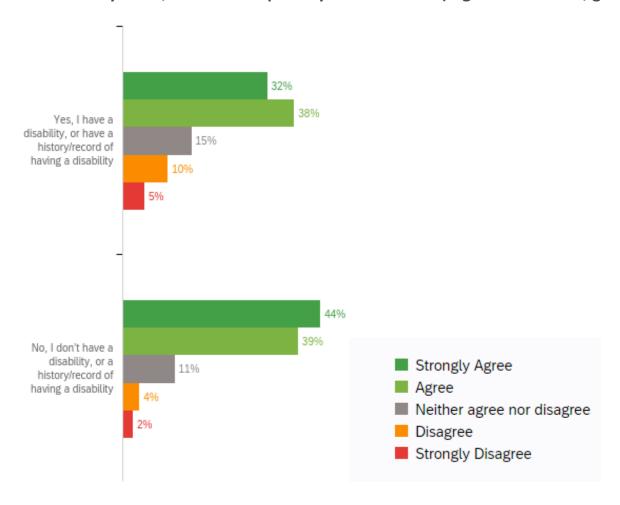
Question	Stro agr	ngly ee	Agı	ee	Neither a disag	_	Disa	gree	Stro disa	ngly gree	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	36%	89	40%	101	14%	34	7%	17	4%	9	3.98	-0.13	250
No, I don't have a disability, or a history/record of having a disability	39%	600	45%	681	9%	140	5%	77	2%	24	4.15	-0.04	1522

#### Within my team, I am treated with dignity and respect.



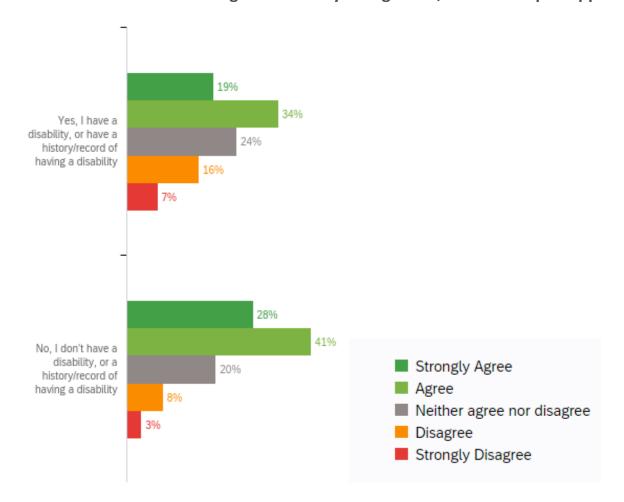
Question	Stro agr	Ο,	Agı	ee	Neither a disag	•	Disa	gree	Stro disa	0,	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	39%	98	37%	92	16%	40	5%	13	2%	6	4.06	-0.10	249
No, I don't have a disability, or a history/record of having a disability	48%	725	41%	628	7%	113	2%	36	1%	18	4.32	0.01	1520

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



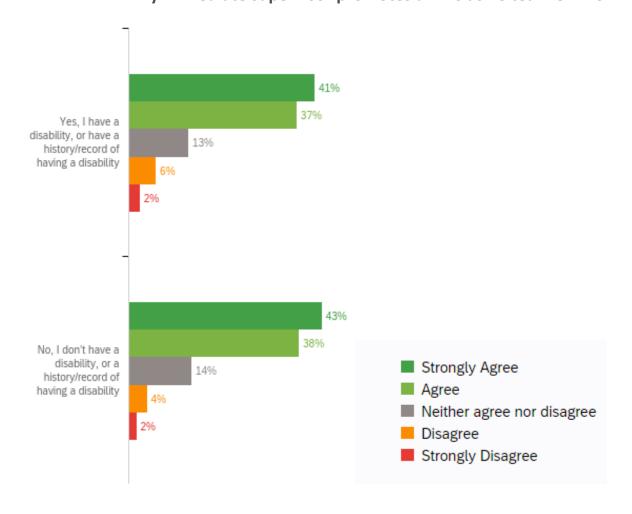
Question		Strongly agree		ree	Neither a	_	Disag	ree	Stro disa	• .	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	32%	80	38%	95	15%	38	10%	25	5%	12	3.82	-0.16	250
No, I don't have a disability, or a history/record of having a disability	44%	667	39%	591	11%	174	4%	56	2%	34	4.18	-0.03	1522

#### Regardless of my background, I have an equal opportunity to succeed



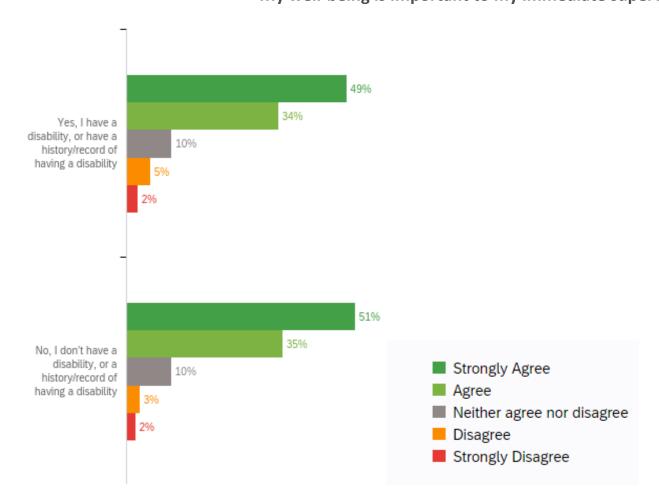
Question	Stro agr	<b>.</b>	Agı	ree	Neither a disag	_	Disa	gree	Stro disa	<b>.</b>	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	19%	48	34%	84	24%	61	16%	40	7%	17	3.42	0.09	250
No, I don't have a disability, or a history/record of having a disability	28%	427	41%	625	20%	302	8%	122	3%	49	3.83	0.15	1525

#### My immediate supervisor promotes an inclusive team environment through their actions.



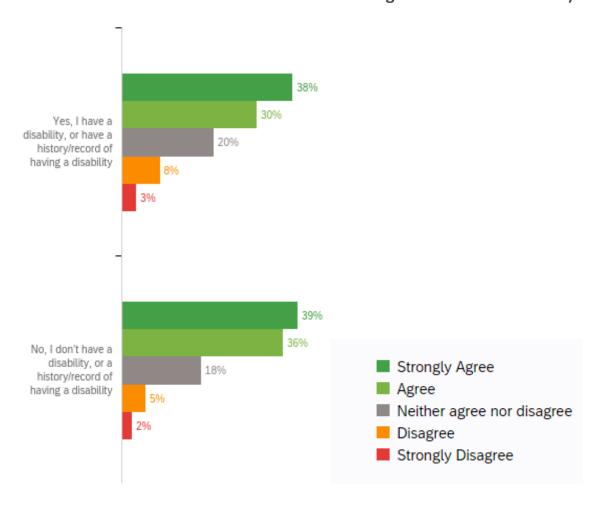
Question	Stro agr	<b>.</b>	Agı	ree	Neither a disag	_	Disa	gree	Stro disa	• .	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	41%	103	37%	93	13%	33	6%	15	2%	6	4.09	0.12	250
No, I don't have a disability, or a history/record of having a disability	43%	652	38%	575	14%	212	4%	61	2%	25	4.16	0.09	1525

#### My well-being is important to my immediate supervisor.



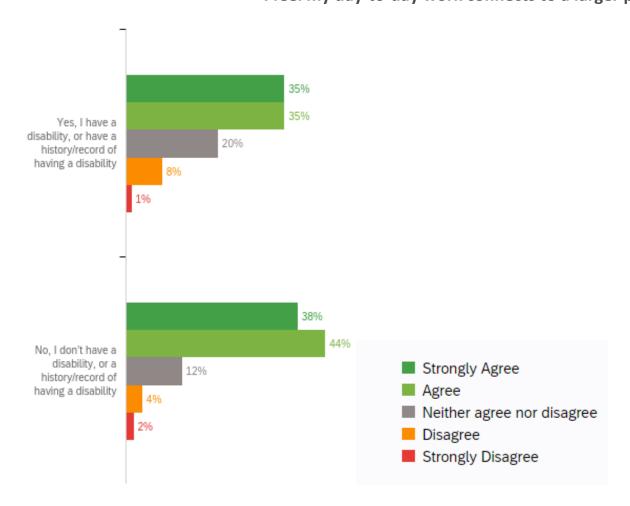
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	49%	122	34%	84	10%	25	5%	13	2%	6	4.21	-0.01	250
No, I don't have a disability, or a history/record of having a disability	51%	774	35%	528	10%	151	3%	44	2%	29	4.29	0.02	1526

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



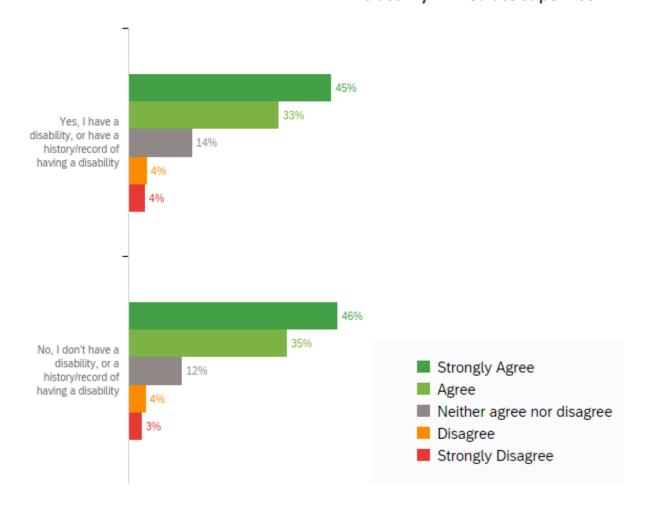
Question	Stro agr	<b>.</b>	Agı	ee	Neither a disag	_	Disa	gree	Stro disa	<b>.</b>	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	38%	95	30%	75	20%	51	8%	21	3%	8	3.91	-0.11	250
No, I don't have a disability, or a history/record of having a disability	39%	595	36%	545	18%	268	5%	80	2%	34	4.04	0.01	1522

#### I feel my day-to-day work connects to a larger purpose.



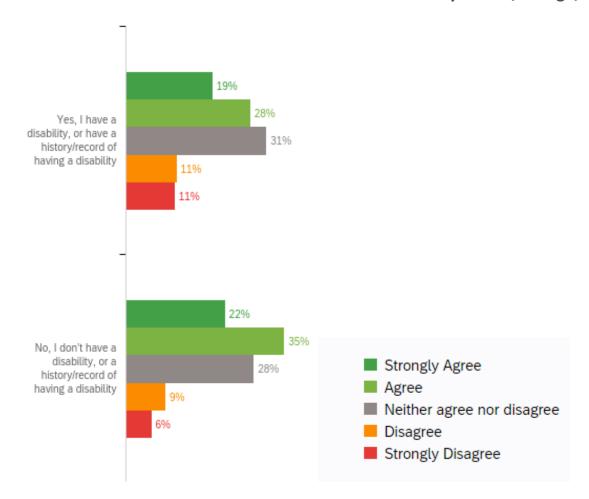
Question	Stro agr	<b>.</b>	Agı	ee	Neither a disag	_	Disa	gree	Stro disa	<b>.</b>	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	35%	88	35%	88	20%	51	8%	20	1%	3	3.95	-0.12	250
No, I don't have a disability, or a history/record of having a disability	38%	581	44%	675	12%	189	4%	55	2%	25	4.14	-0.03	1525

#### I trust my immediate supervisor.



Question	Stro agr	<b>.</b>	Agı	ee	Neither a disag	_	Disa	gree	Stro disa	0,	Avg. Score	Diff	Total
Yes, I have a disability, or have a history/record of having a disability	45%	112	33%	83	14%	35	4%	10	4%	9	4.12	0.01	249
No, I don't have a disability, or a history/record of having a disability	46%	707	35%	535	12%	181	4%	57	3%	44	4.18	0.02	1524

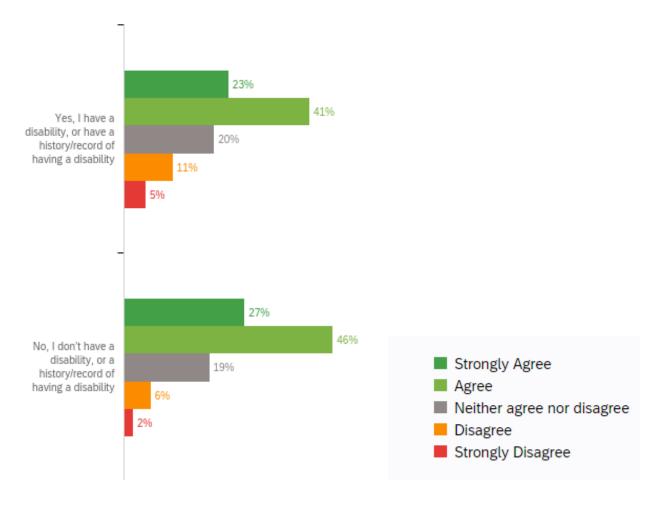
(For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



Question
Yes, I have a disability, or have a history/record of having a disability
No, I don't have a disability, or a history/record of having a disability

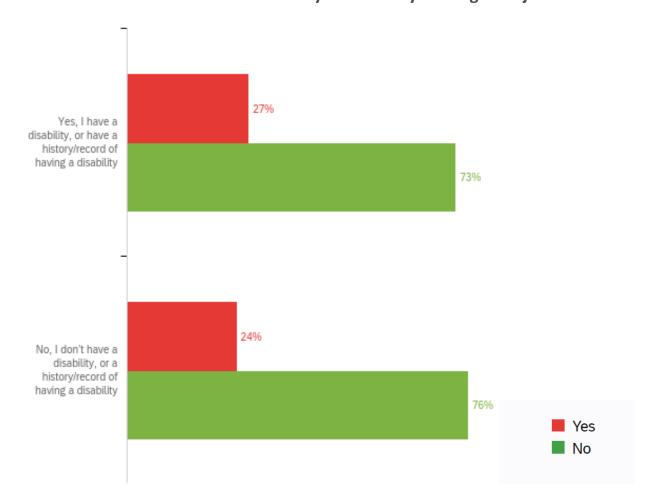
Strongly agree Agre			ree	Neither a	_	Disa	gree	Stron disag		Avg. Score	Total			
19%	48	28%	69	31%	78	11%	28	11%	27	3.33	250			
22%	335	35%	536	28%	433	9%	134	6%	86	3.59	1524			

#### Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question		ngly ee	Agı	ree	Neither a disag	_	Disag	gree	Stroi disag	• .	Avg. Score	Total
Yes, I have a disability, or have a history/record of having a disability	23%	58	41%	103	20%	50	11%	27	5%	12	3.67	250
No, I don't have a disability, or a history/record of having a disability	27%	409	46%	709	19%	289	6%	90	2%	31	3.90	1528

## Are you currently looking for a job outside of UCB?



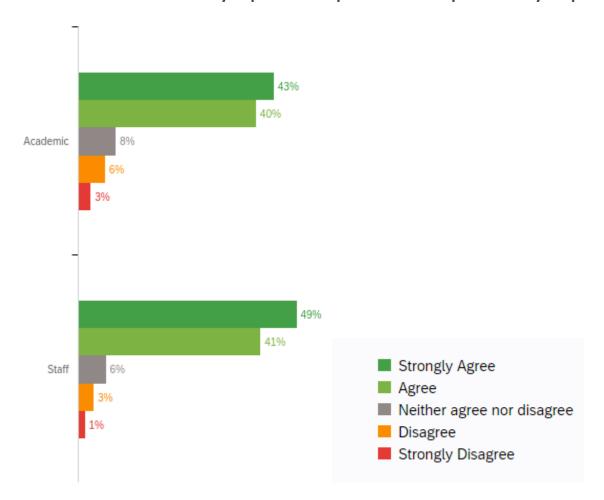
Question	Yes, I have a disability, or have a histo	ry/record of having a disability	No, I don't have a disability, or a history/record of having a disab				
Yes	27%	67	24%	369			
No	73%	181	76%	1149			
Total	Total	248	Total	1518			

# Berkeley People & Culture

# **State of the Workplace Survey - February 2022**

#### **Academic - Staff**

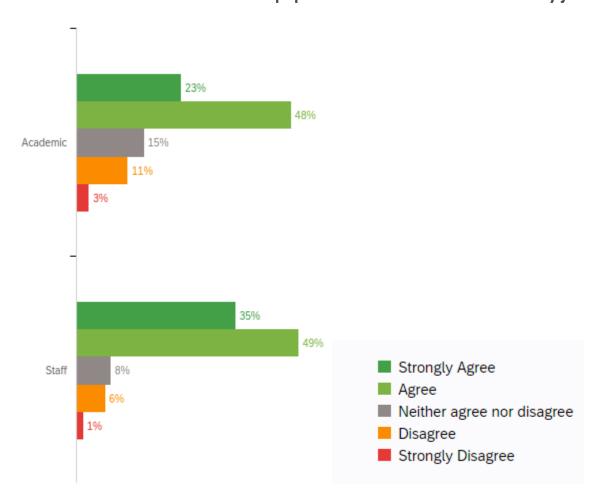
I know what my supervisor expects of me to perform my responsibilities effectively.



Question	Strongly	y agree	Agı	ree	Neither agre	e nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff*	Total
Academic	43%	110	40%	100	8%	21	6%	15	3%	7	4.15	0.85	253
Staff	49%	822	41%	687	6%	103	3%	58	1%	24	4.31	0.94	1694

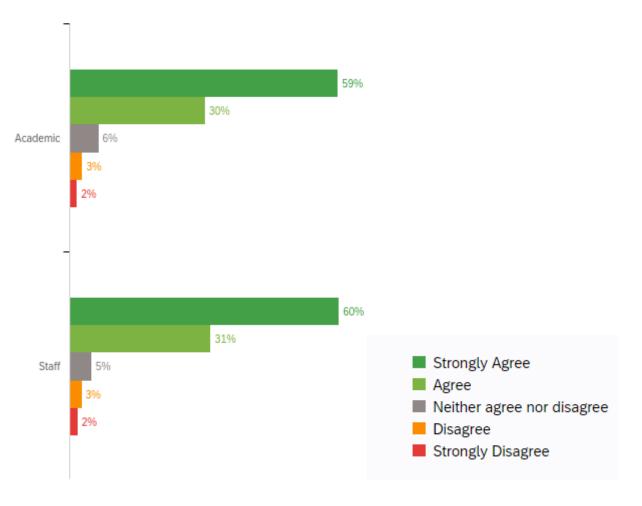
<sup>\*</sup>Difference in average score from the July 2021 State of the Workplace Survey

# I have the equipment and tools needed to do my job effectively.



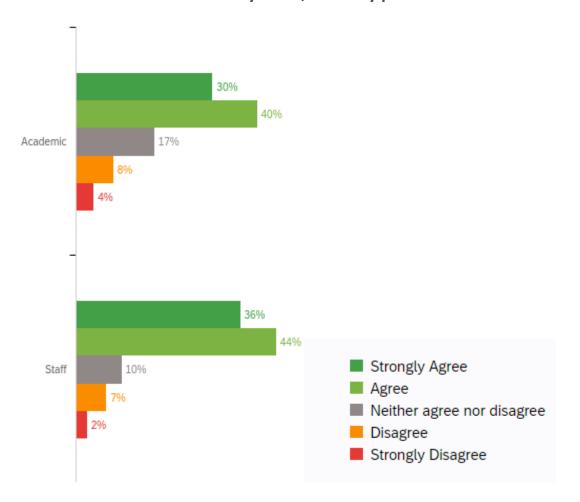
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	23%	59	48%	121	15%	38	11%	29	3%	7	3.77	-0.28	254
Staff	35%	597	49%	835	8%	129	6%	107	1%	24	4.11	-0.03	1692

# My supervisor allows sufficient autonomy in my work.



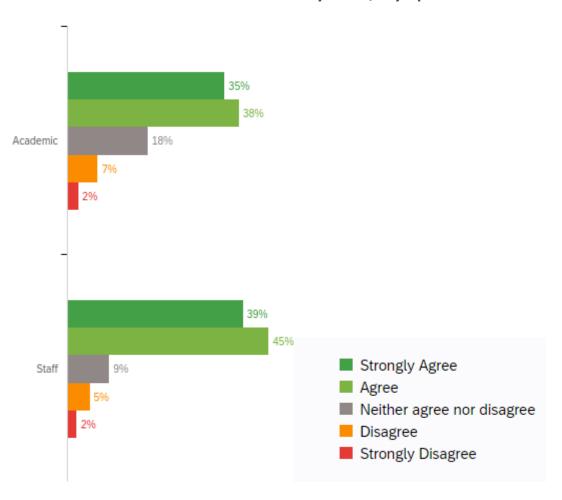
Question	Strong	ly agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	59%	151	30%	76	6%	16	3%	7	2%	4	4.43	-0.07	254
Staff	60%	1010	31%	529	5%	81	3%	44	2%	29	4.45	0.03	1693

# Within my team, I feel my personal contributions are recognized.



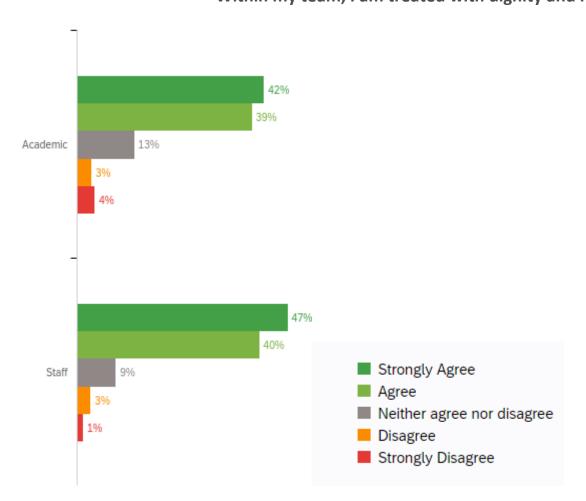
Question	Strongl	y agree	Agı	ree	Neither agree	nor disagree	Disa	agree	Strongly	disagree	Avg. Score	Diff	Total
Academic	30%	77	40%	102	17%	44	8%	21	4%	10	3.85	-0.16	254
Staff	36%	616	44%	752	10%	170	7%	114	2%	41	4.06	-0.07	1693

#### Within my team, my opinions seem to count.



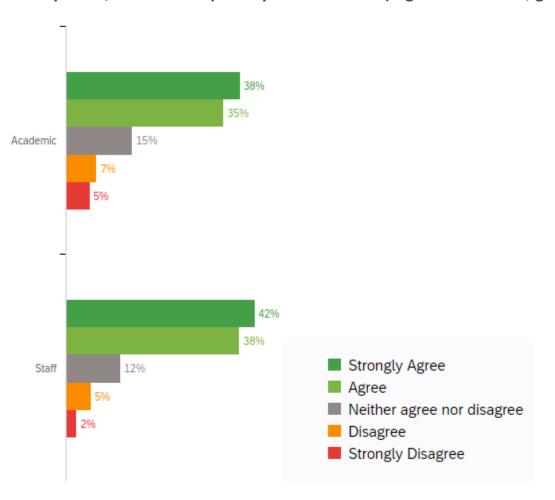
Question	Strongly	/ agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	35%	88	38%	96	18%	45	7%	17	2%	6	3.96	-0.11	252
Staff	39%	659	45%	757	9%	157	5%	83	2%	35	4.14	-0.03	1691

#### Within my team, I am treated with dignity and respect.



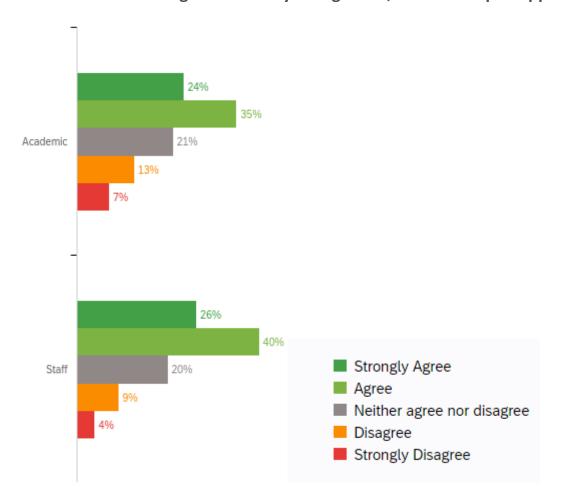
Question	Strongl	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	42%	105	39%	98	13%	32	3%	8	4%	10	4.11	-0.01	253
Staff	47%	788	40%	682	9%	145	3%	51	1%	22	4.28	0.00	1688

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



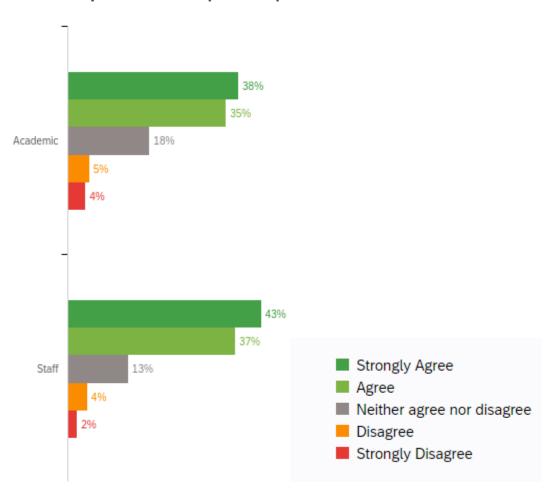
Question	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	38%	97	35%	88	15%	37	7%	17	5%	13	3.95	-0.10	252
Staff	42%	707	38%	651	12%	203	5%	92	2%	39	4.12	-0.04	1692

# Regardless of my background, I have an equal opportunity to succeed



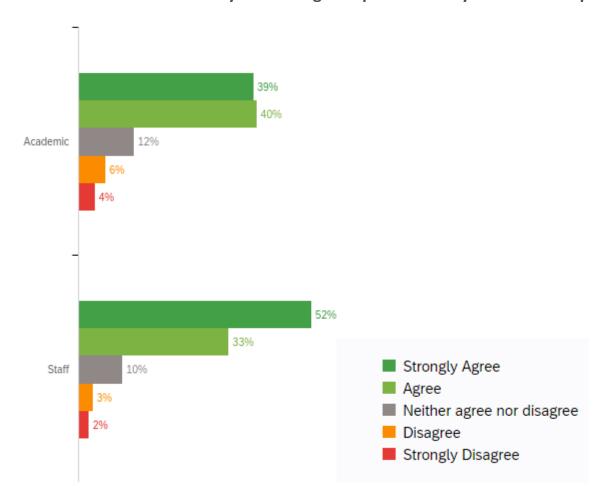
Questio	n Str	rongly	y agree	Agı	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academi	ic 24	<b>!</b> %	60	35%	90	21%	54	13%	32	7%	18	3.56	0.08	254
Sta	ff 26	5%	448	40%	684	20%	340	9%	155	4%	66	3.76	0.15	1693

#### My immediate supervisor promotes an inclusive team environment through their actions.



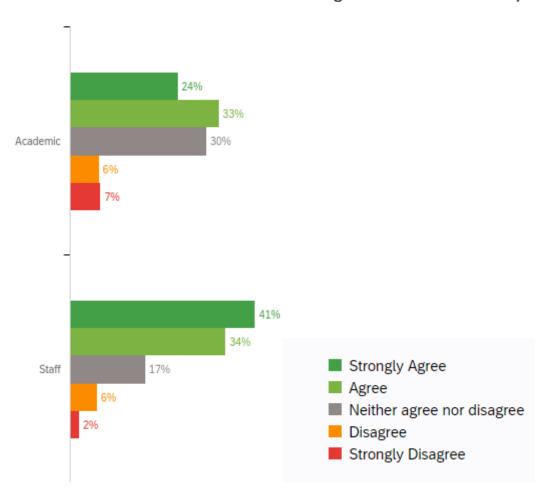
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	38%	96	35%	89	18%	46	5%	12	4%	10	3.98	0.08	253
Staff	43%	728	37%	630	13%	227	4%	73	2%	35	4.15	0.10	1693

# My well-being is important to my immediate supervisor.



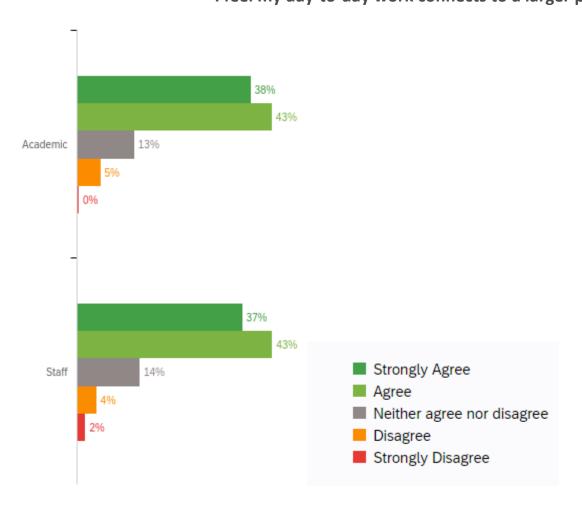
Ques	tion	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Acade	mic	39%	98	40%	100	12%	31	6%	15	4%	9	4.04	-0.01	253
S	Staff	52%	875	33%	564	10%	164	3%	53	2%	38	4.29	0.02	1694

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



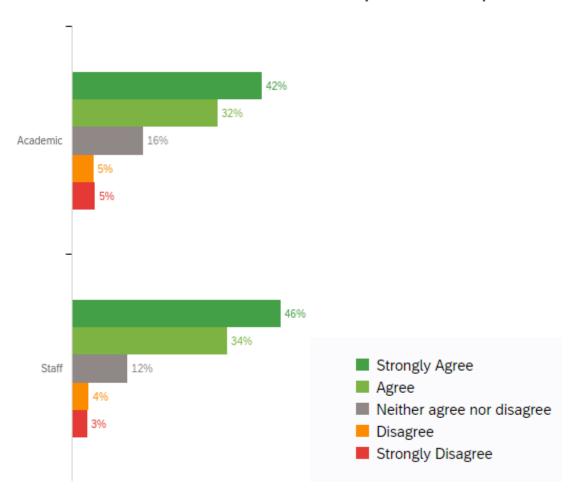
C	Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	agree	Strongly	disagree	Avg. Score	Diff	Total
А	cademic	24%	60	33%	83	30%	76	6%	16	7%	17	3.61	0.08	252
	Staff	41%	694	34%	583	17%	281	6%	100	2%	33	4.07	0.10	1691

# I feel my day-to-day work connects to a larger purpose.



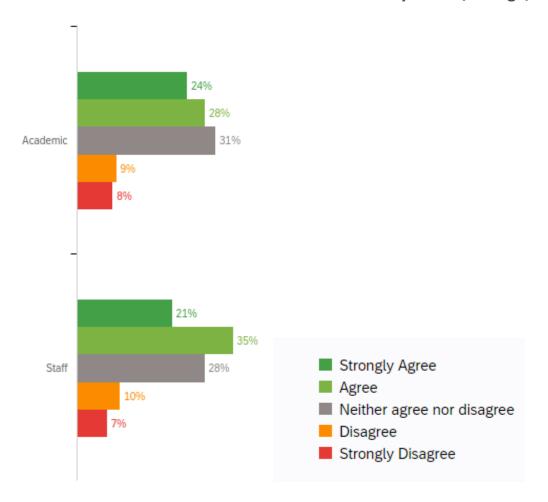
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	38%	97	43%	109	13%	32	5%	13	0%	1	4.14	-0.06	252
Staff	37%	620	43%	734	14%	235	4%	73	2%	31	4.09	-0.02	1693

#### I trust my immediate supervisor.



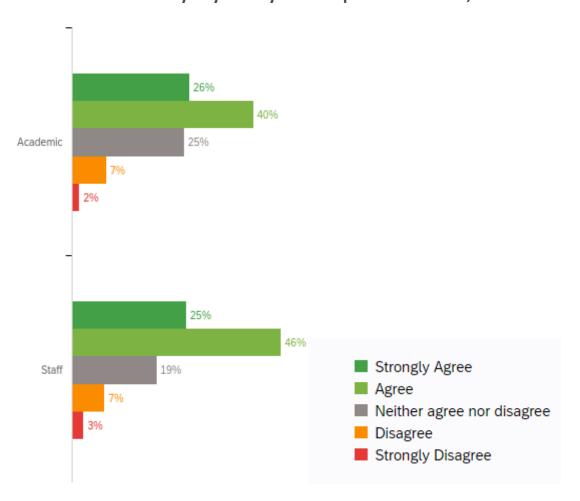
Question	Strongl	y agree	Agree		Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Diff	Total
Academic	42%	107	32%	82	16%	40	5%	12	5%	13	4.02	-0.01	254
Staff	46%	783	34%	582	12%	208	4%	63	3%	56	4.17	0.03	1692

(For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



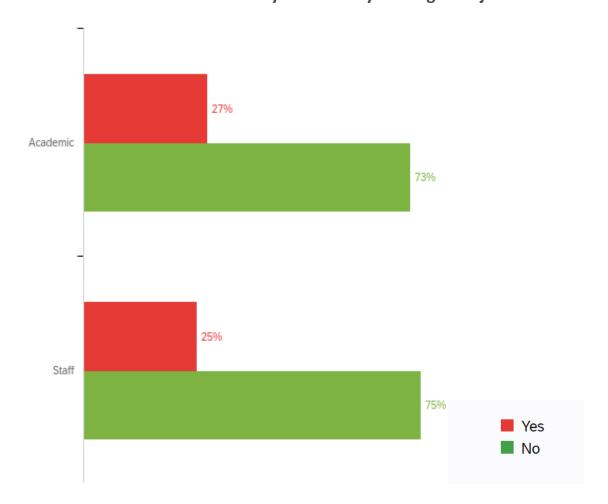
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	/ disagree	Avg. Score	Total
Academic	24%	62	28%	72	31%	78	9%	22	8%	20	3.53	254
Staff	21%	356	35%	585	28%	478	10%	161	7%	112	3.54	1692

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly	y agree	Agı	ree	Neither agree	nor disagree	Disa	igree	Strongly	disagree	Avg. Score	Total
Academic	26%	66	40%	102	25%	63	7%	19	2%	4	3.81	254
Staff	25%	429	46%	786	19%	317	7%	121	3%	43	3.85	1696

# Are you currently looking for a job outside of UCB?



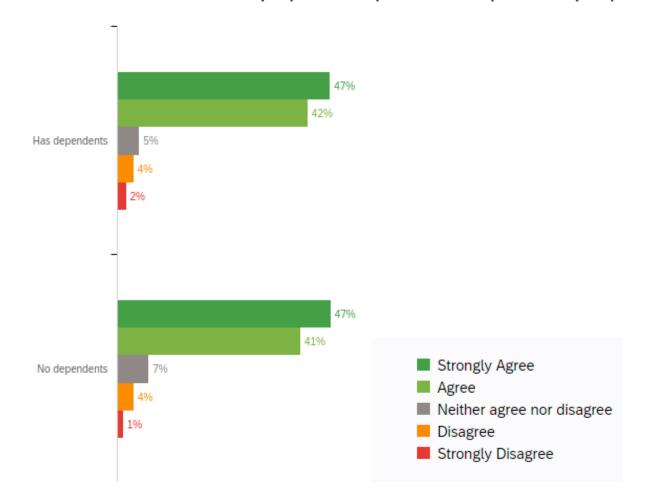
Question	Acaden	nic	Sta	aff
Yes	27%	69	25%	423
No	73%	182	75%	1258
Total	Total	251	Total	1681

# Berkeley People & Culture

# **State of the Workplace Survey - February 2022**

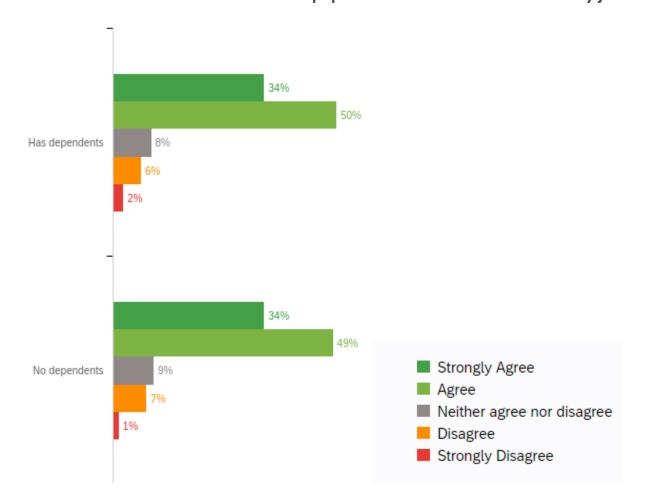
# **Dependent Status**

I know what my supervisor expects of me to perform my responsibilities effectively.



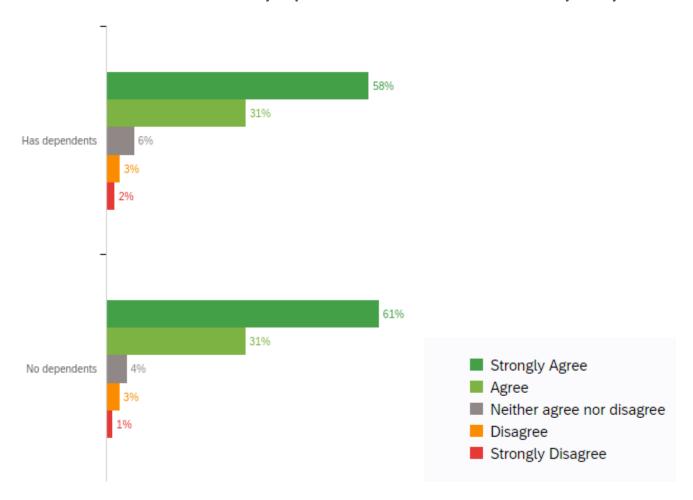
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	47%	398	42%	356	5%	41	4%	30	2%	16	4.30	841
No dependents	47%	532	41%	457	7%	78	4%	41	1%	14	4.29	1122

#### I have the equipment and tools needed to do my job effectively.



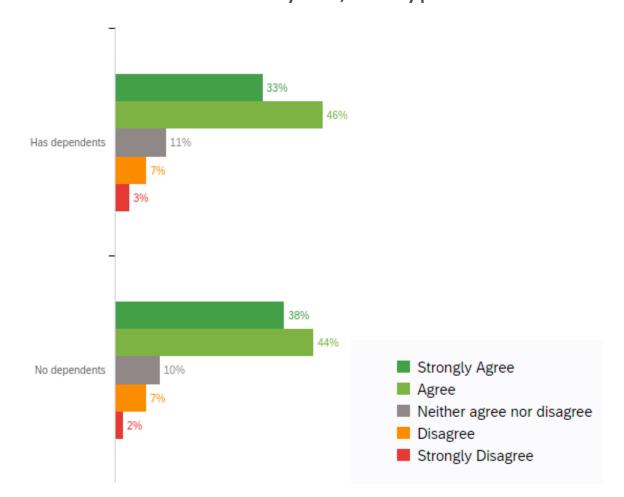
Question	Strongly agree		Agr	ee	Neither agre	ee nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	34%	282	50%	417	8%	71	6%	52	2%	19	4.06	841
No dependents	34%	376	49%	547	9%	101	7%	83	1%	14	4.06	1121

#### My supervisor allows sufficient autonomy in my work.



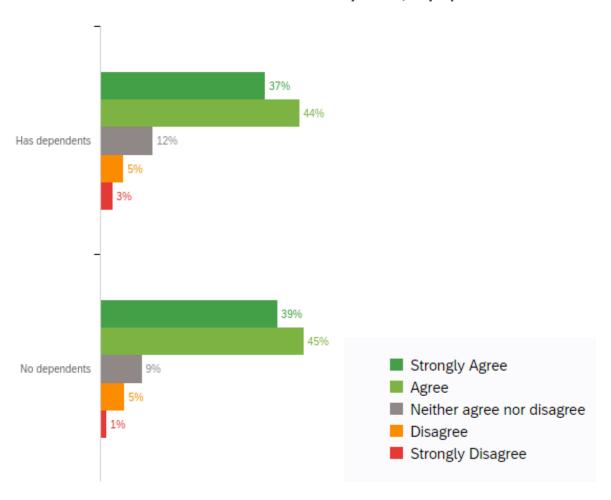
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	58%	490	31%	260	6%	51	3%	25	2%	15	4.41	841
No dependents	61%	679	31%	346	4%	50	3%	32	1%	15	4.46	1122

# Within my team, I feel my personal contributions are recognized.



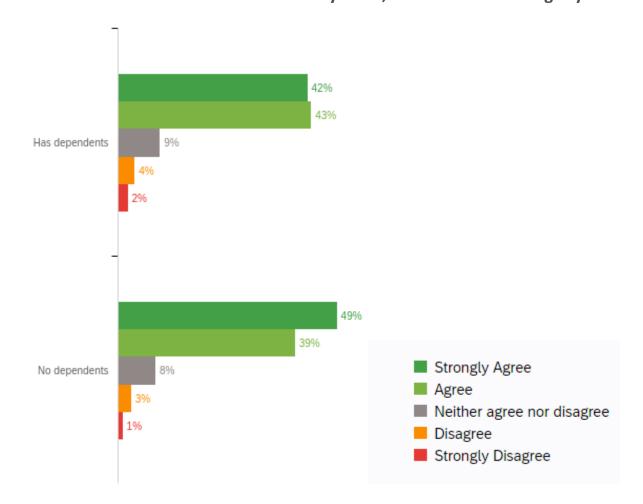
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	33%	275	46%	387	11%	95	7%	58	3%	26	3.98	841
No dependents	38%	421	44%	494	10%	111	7%	77	2%	19	4.09	1122

#### Within my team, my opinions seem to count.



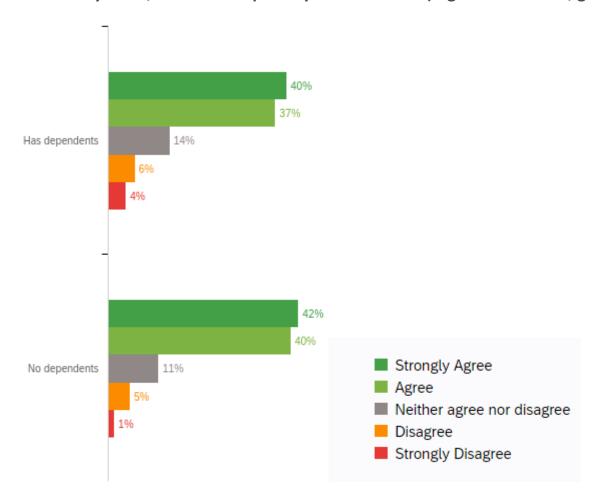
Question	Strongly agree		Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	37%	307	44%	371	12%	97	5%	43	3%	22	4.07	840
No dependents	39%	439	45%	505	9%	102	5%	59	1%	14	4.16	1119

# Within my team, I am treated with dignity and respect.



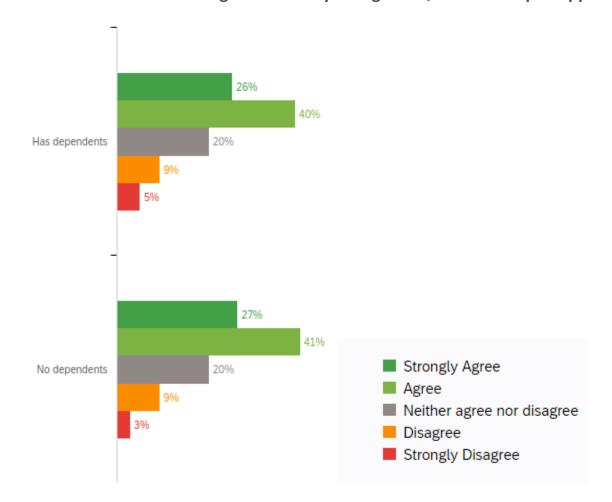
Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	42%	353	43%	360	9%	78	4%	31	2%	18	4.19	840
No dependents	49%	543	39%	439	8%	93	3%	32	1%	11	4.32	1118

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



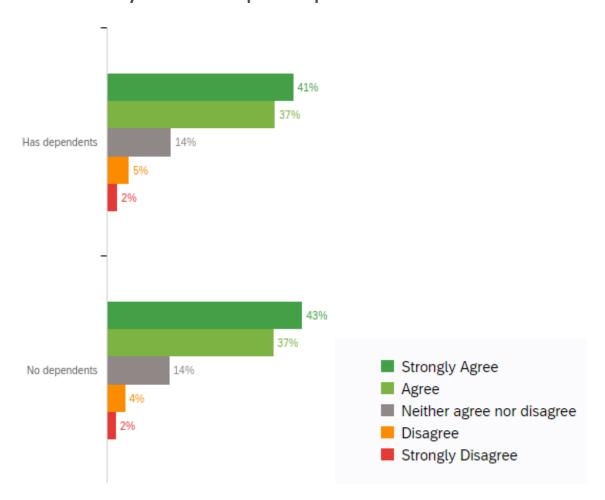
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	40%	332	37%	311	14%	114	6%	49	4%	33	4.03	839
No dependents	42%	473	40%	454	11%	125	5%	54	1%	15	4.17	1121

# Regardless of my background, I have an equal opportunity to succeed



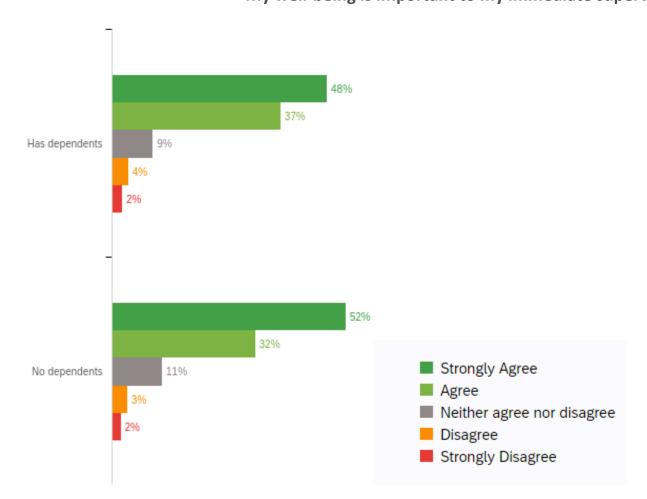
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	agree	Strongly	disagree	Avg. Score	Total
Has dependents	26%	215	40%	332	20%	171	9%	79	5%	43	3.71	840
No dependents	27%	300	41%	456	20%	229	9%	106	3%	32	3.79	1123

# My immediate supervisor promotes an inclusive team environment through their actions.



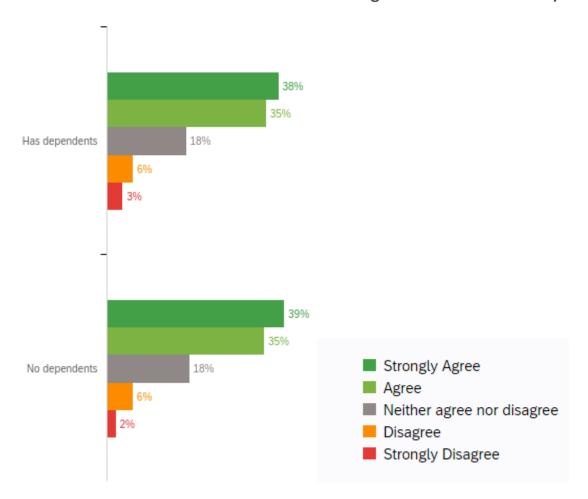
Question	Strongly agree		Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	41%	347	37%	313	14%	119	5%	41	2%	19	4.11	839
No dependents	43%	487	37%	414	14%	155	4%	45	2%	22	4.16	1123

# My well-being is important to my immediate supervisor.



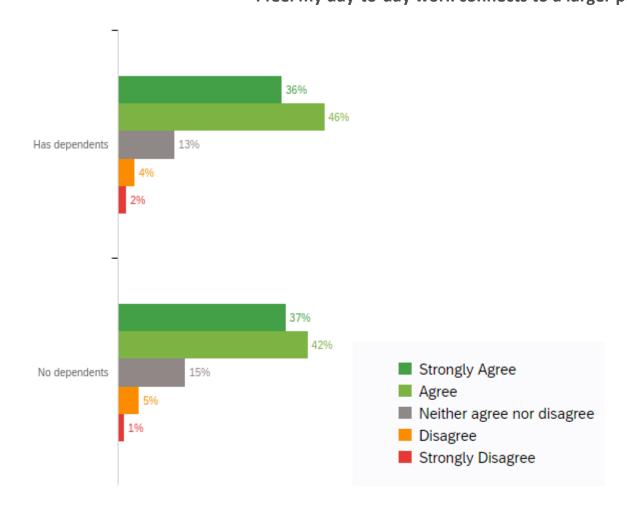
Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	48%	401	37%	314	9%	76	4%	30	2%	19	4.25	840
No dependents	52%	583	32%	357	11%	125	3%	38	2%	21	4.28	1124

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



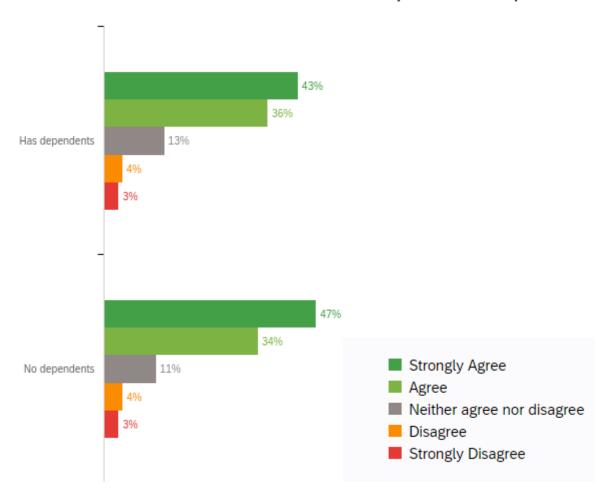
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	38%	319	35%	296	18%	147	6%	48	3%	29	3.99	839
No dependents	39%	441	35%	391	18%	204	6%	64	2%	21	4.04	1121

# I feel my day-to-day work connects to a larger purpose.



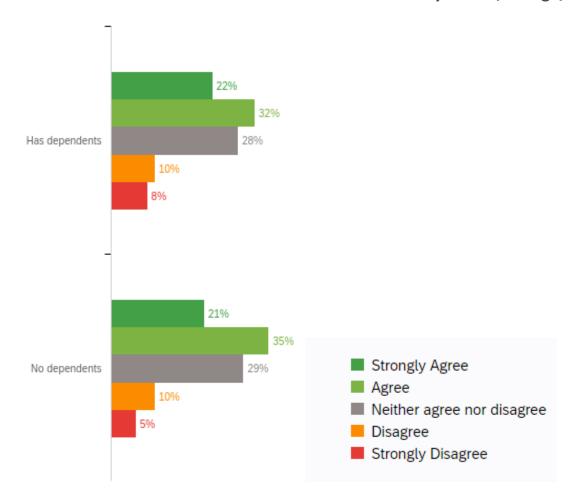
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	36%	305	46%	384	13%	105	4%	31	2%	15	4.11	840
No dependents	37%	417	42%	472	15%	167	5%	52	1%	15	4.09	1123

#### I trust my immediate supervisor.



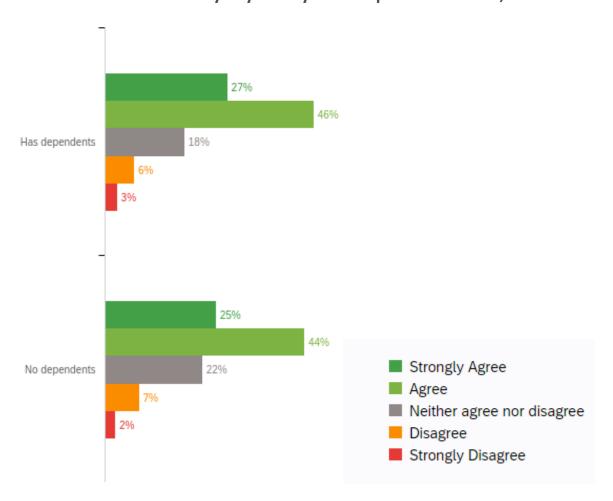
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	43%	361	36%	305	13%	112	4%	34	3%	27	4.12	839
No dependents	47%	528	34%	383	11%	129	4%	46	3%	36	4.18	1122

(For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



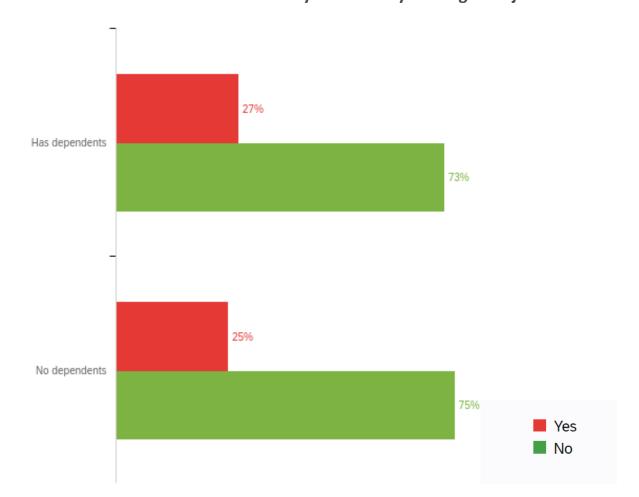
#	Question	Strongly agree		Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
1	Has dependents	22%	188	32%	267	28%	236	10%	81	8%	67	3.51	839
2	No dependents	21%	231	35%	392	29%	329	10%	108	5%	61	3.56	1121

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Has dependents	27%	228	46%	389	18%	148	6%	54	3%	22	3.89	841
No dependents	25%	276	44%	497	22%	242	7%	84	2%	25	3.81	1124

# Are you currently looking for a job outside of UCB?



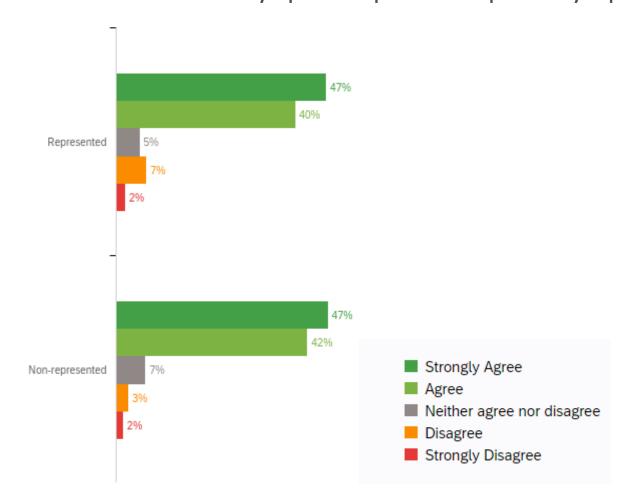
Question	Has depend	dents	No depo	endents
Yes	27%	227	25%	277
No	73%	609	75%	838
Total	Total	836	Total	1115

# Berkeley People & Culture

# **State of the Workplace Survey - February 2022**

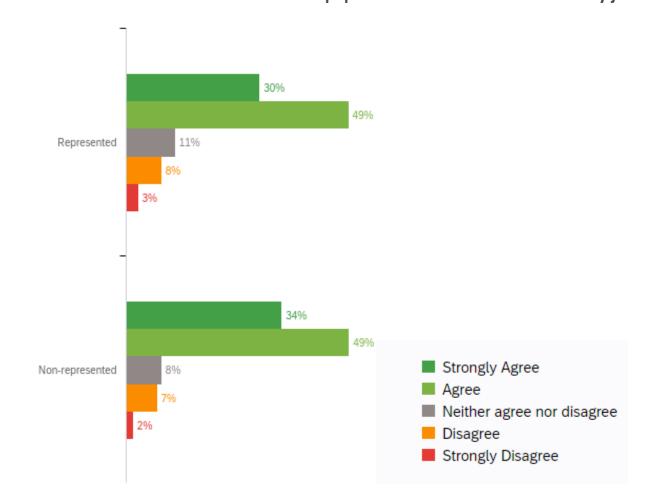
# **Represented Status**

I know what my supervisor expects of me to perform my responsibilities effectively.



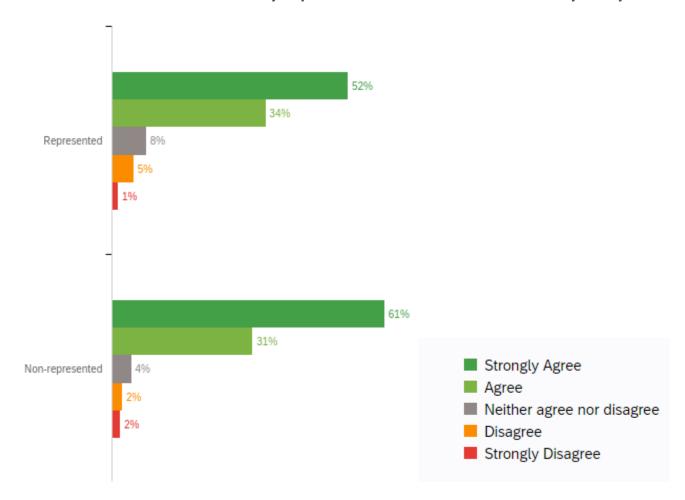
Question	Strongly agree		Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	47%	216	40%	184	5%	24	7%	31	2%	9	4.22	464
Non-represented	47%	685	42%	620	7%	95	3%	39	2%	22	4.31	1461

#### I have the equipment and tools needed to do my job effectively.



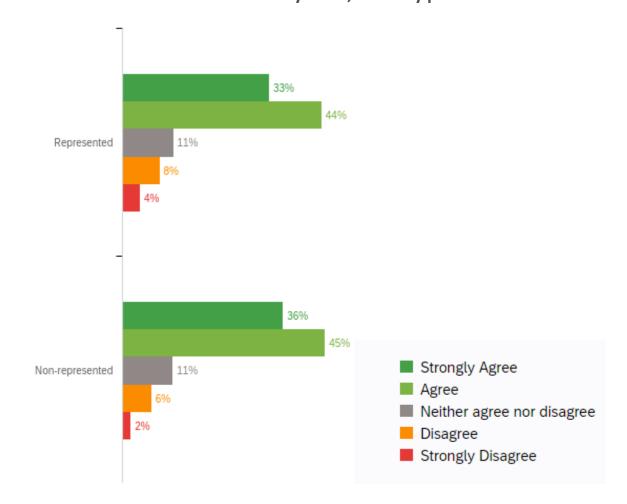
Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	30%	137	49%	228	11%	50	8%	36	3%	12	3.95	463
Non-represented	34%	504	49%	722	8%	114	7%	99	2%	22	4.09	1461

#### My supervisor allows sufficient autonomy in my work.



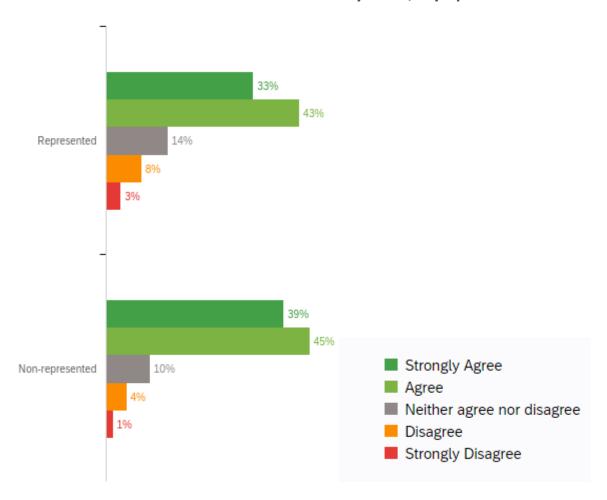
Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	52%	243	34%	158	8%	35	5%	22	1%	6	4.31	464
Non-represented	61%	884	31%	456	4%	62	2%	33	2%	26	4.46	1461

#### Within my team, I feel my personal contributions are recognized.



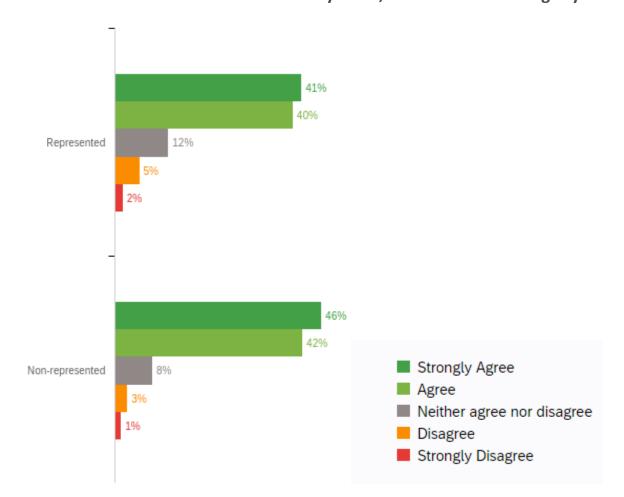
Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	33%	151	44%	205	11%	52	8%	38	4%	18	3.93	464
Non-represented	36%	521	45%	657	11%	163	6%	93	2%	27	4.06	1461

#### Within my team, my opinions seem to count.



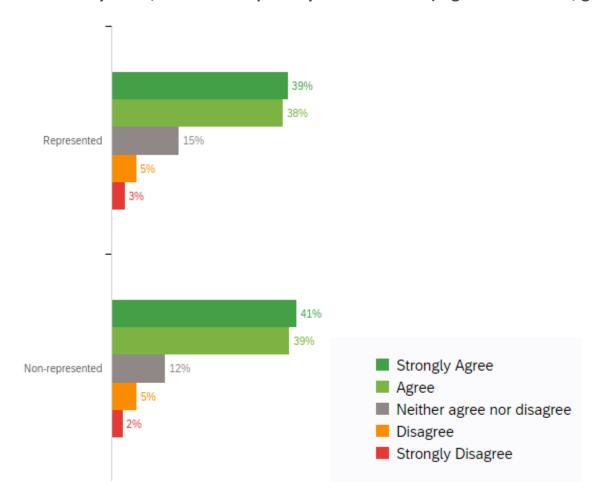
Question	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	33%	151	43%	198	14%	63	8%	36	3%	15	3.94	463
Non-represented	39%	574	45%	658	10%	141	4%	65	1%	21	4.16	1459

#### Within my team, I am treated with dignity and respect.



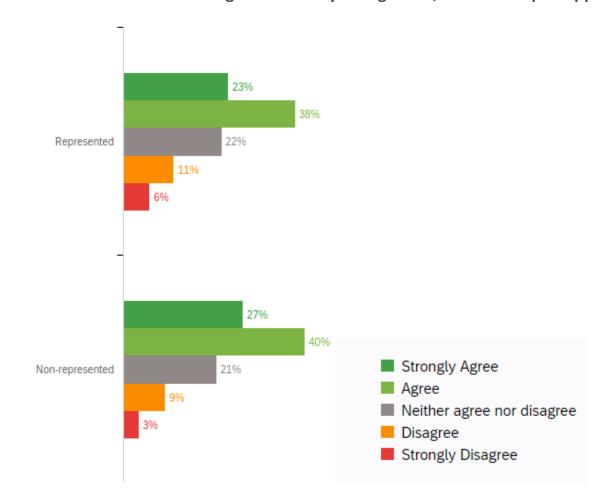
Question	Strongly	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	41%	192	40%	183	12%	55	5%	25	2%	8	4.14	463
Non-represented	46%	668	42%	607	8%	121	3%	40	1%	20	4.28	1456

Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



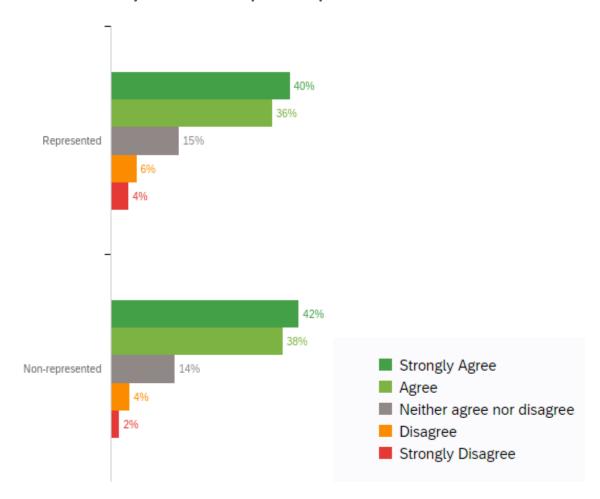
Question	Strongl	y agree	Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	39%	181	38%	176	15%	69	5%	25	3%	13	4.05	464
Non-represented	41%	597	39%	574	12%	173	5%	80	2%	34	4.11	1458

#### Regardless of my background, I have an equal opportunity to succeed



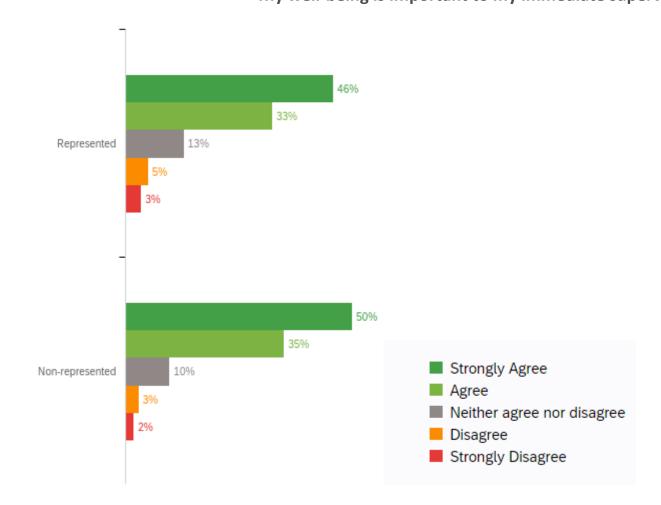
Question	Strongly	y agree	Agr	ree	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	23%	108	38%	177	22%	101	11%	52	6%	27	3.62	465
Non-represented	27%	387	40%	588	21%	301	9%	135	3%	49	3.77	1460

#### My immediate supervisor promotes an inclusive team environment through their actions.



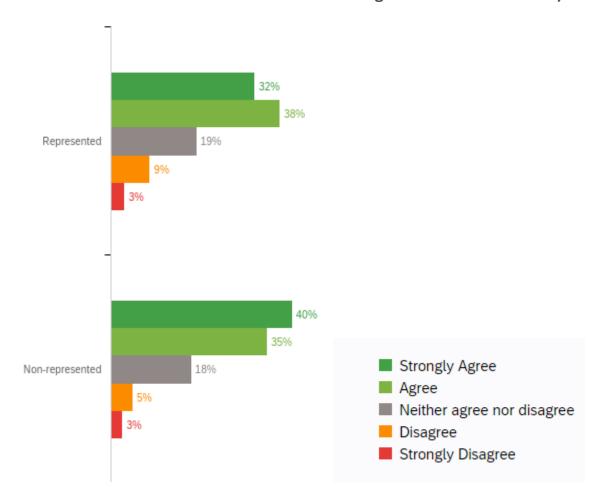
Question	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	40%	184	36%	166	15%	70	6%	26	4%	18	4.02	464
Non-represented	42%	609	38%	556	14%	207	4%	60	2%	27	4.14	1459

# My well-being is important to my immediate supervisor.



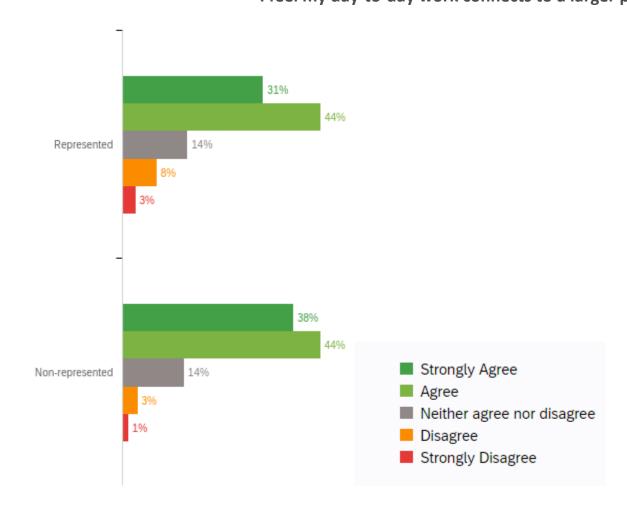
Question	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	46%	214	33%	151	13%	60	5%	23	3%	16	4.13	464
Non-represented	50%	735	35%	514	10%	143	3%	42	2%	27	4.29	1461

My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



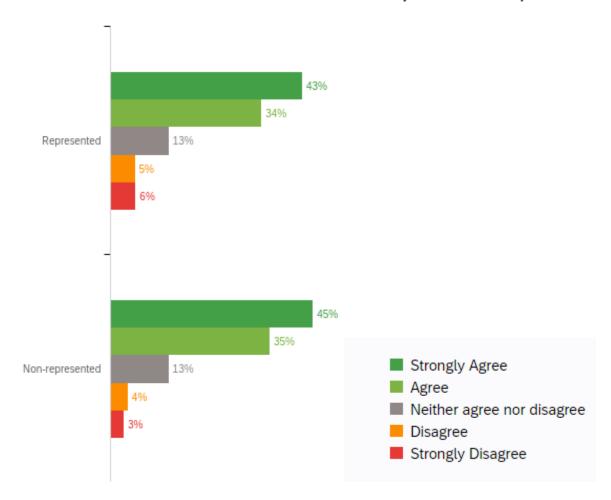
Question	Strongly	y agree	Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	32%	148	38%	174	19%	88	9%	40	3%	14	3.87	464
Non-represented	40%	586	35%	505	18%	259	5%	70	3%	37	4.05	1457

#### I feel my day-to-day work connects to a larger purpose.



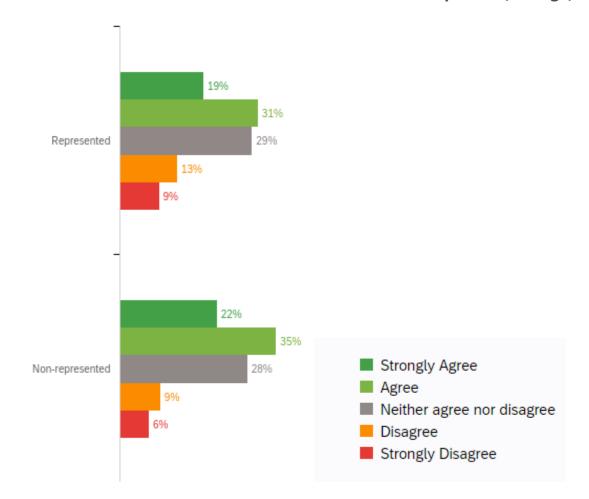
Question	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	31%	145	44%	204	14%	67	8%	35	3%	13	3.93	464
Non-represented	38%	553	44%	641	14%	199	3%	48	1%	18	4.14	1459

#### I trust my immediate supervisor.



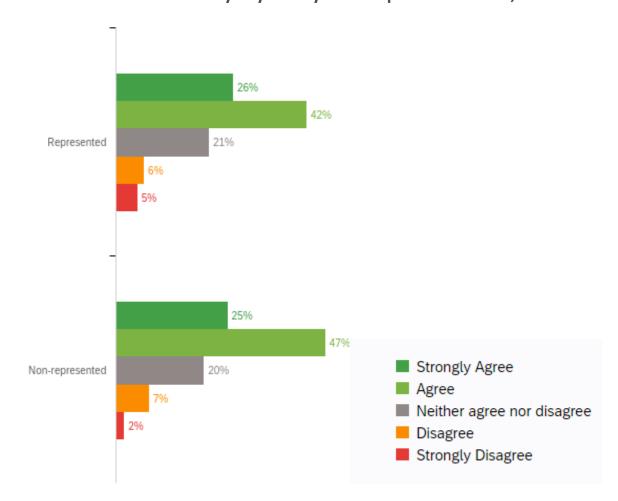
Question	Strongl	y agree	Agr	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	43%	198	34%	156	13%	60	5%	25	6%	26	4.02	465
Non-represented	45%	656	35%	516	13%	188	4%	56	3%	43	4.16	1459

(For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.



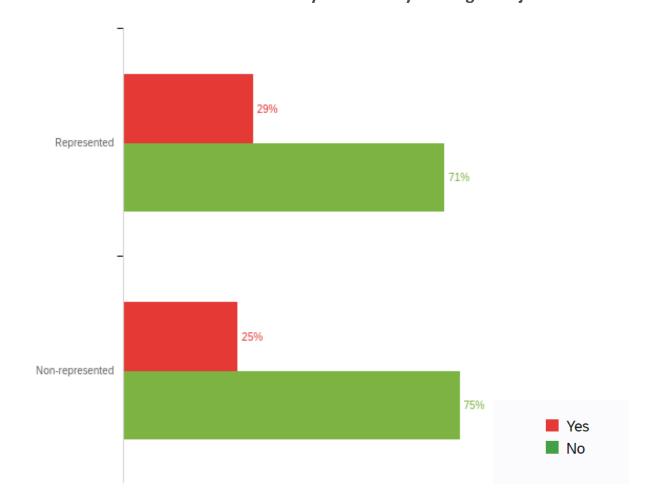
Question	Strongly agree		Agı	ee	Neither agree	nor disagree	Disa	gree	Strongly	disagree	Avg. Score	Total
Represented	19%	86	31%	142	29%	136	13%	59	9%	40	3.38	463
Non-represented	22%	314	35%	507	28%	413	9%	131	6%	94	3.56	1459

Based on my day-to-day work experience at UCB, I feel motivated to do my best work.



Question	Strongl	y agree	Agr	ree	Neither agree	nor disagree	Disa	agree	Strongly	disagree	Avg. Score	Total
Represented	26%	121	42%	197	21%	96	6%	29	5%	22	3.79	465
Non-represented	25%	362	47%	680	20%	286	7%	107	2%	27	3.85	1462

# Are you currently looking for a job outside of UCB?

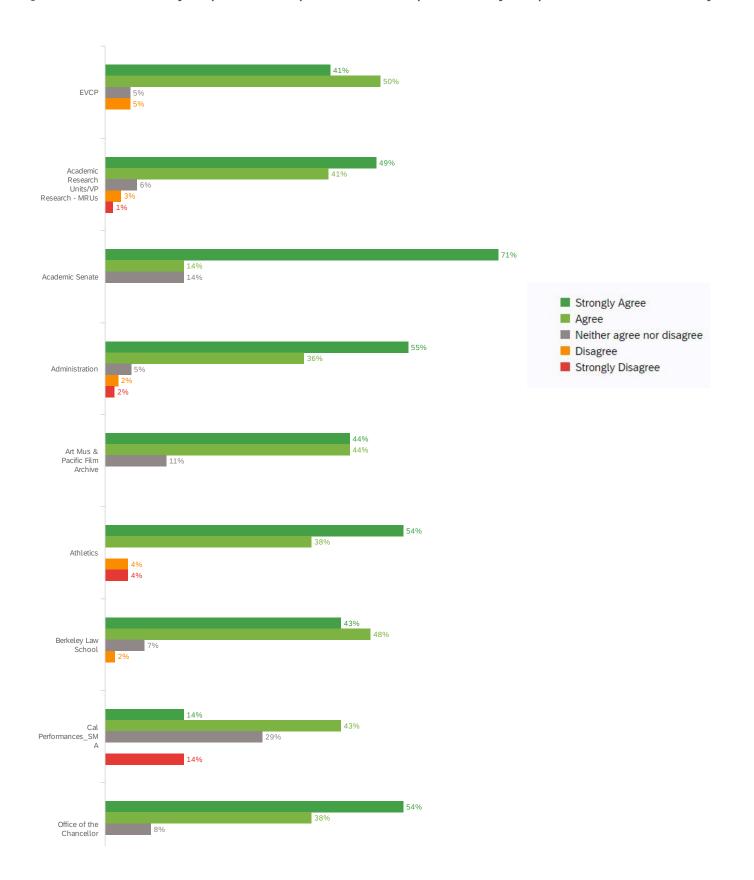


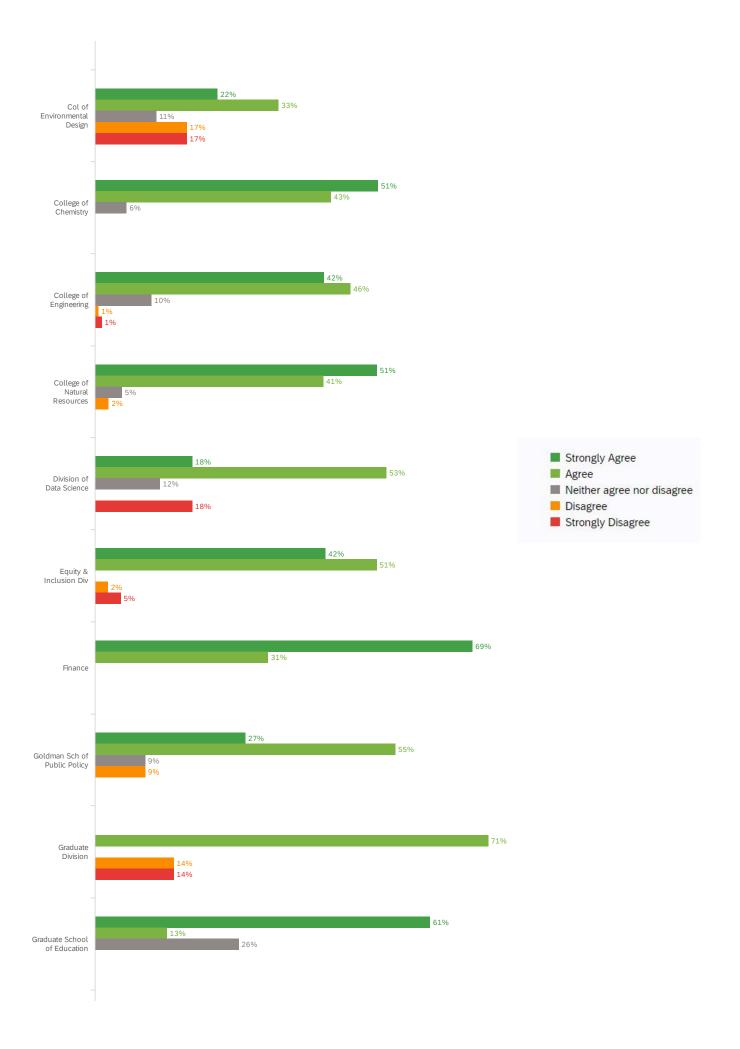
Question	Repres	ented	Non-re	presented	Total
Yes	26%	132	74%	368	500
No	23%	328	77%	1083	1411

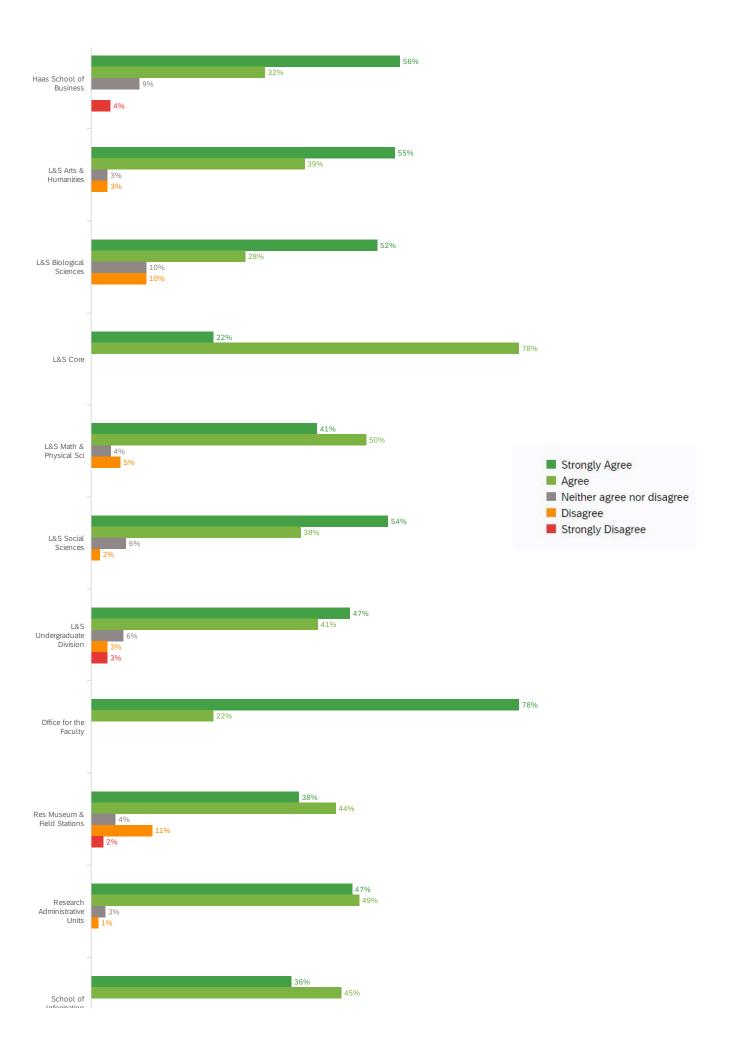
# Berkeley People & Culture

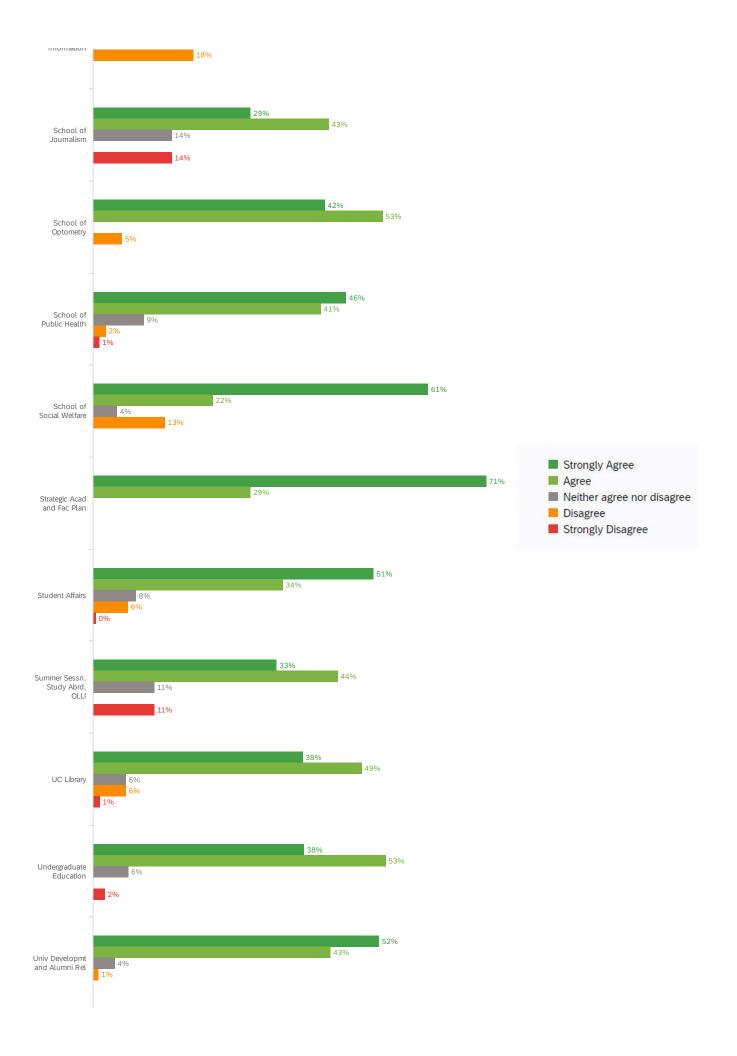
# State of the Workplace - February 2022 Divisions

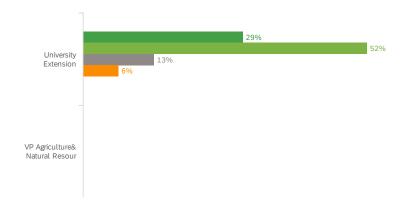
Q1 - I know what my supervisor expects of me to perform my responsibilities effectively.

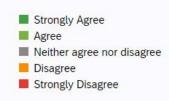








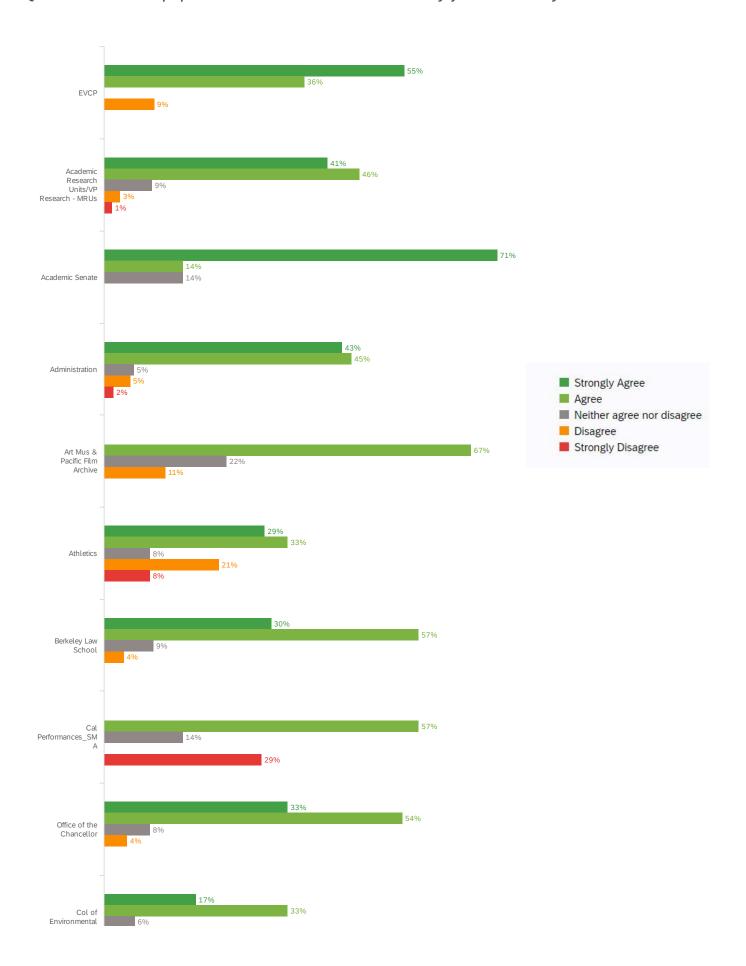


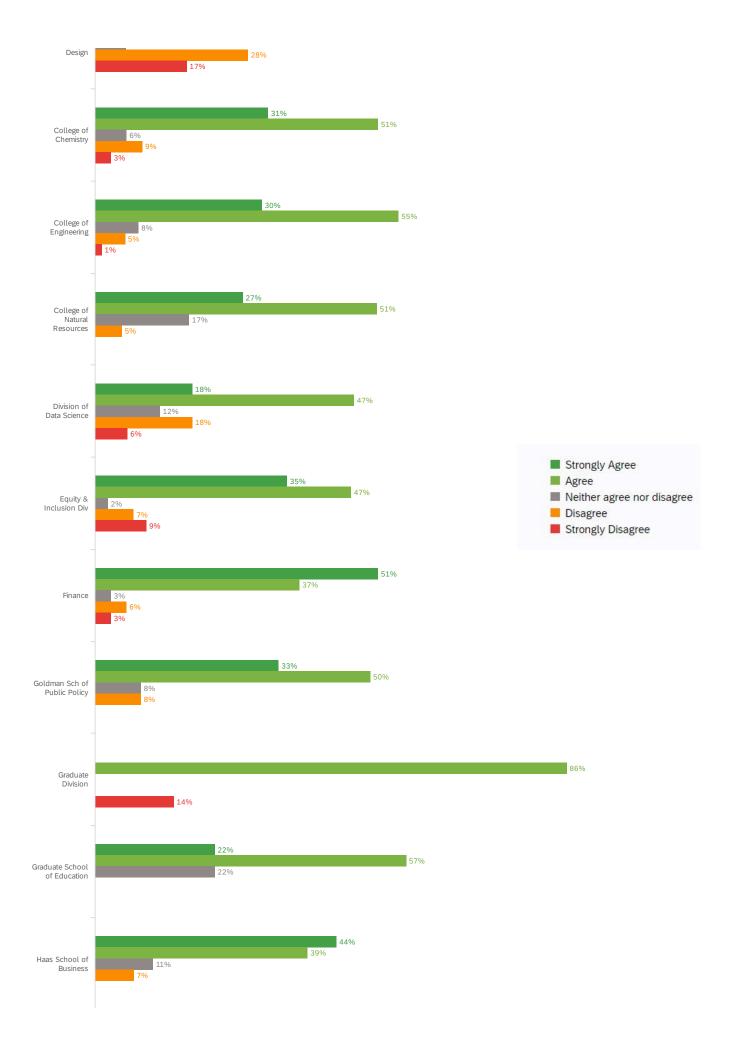


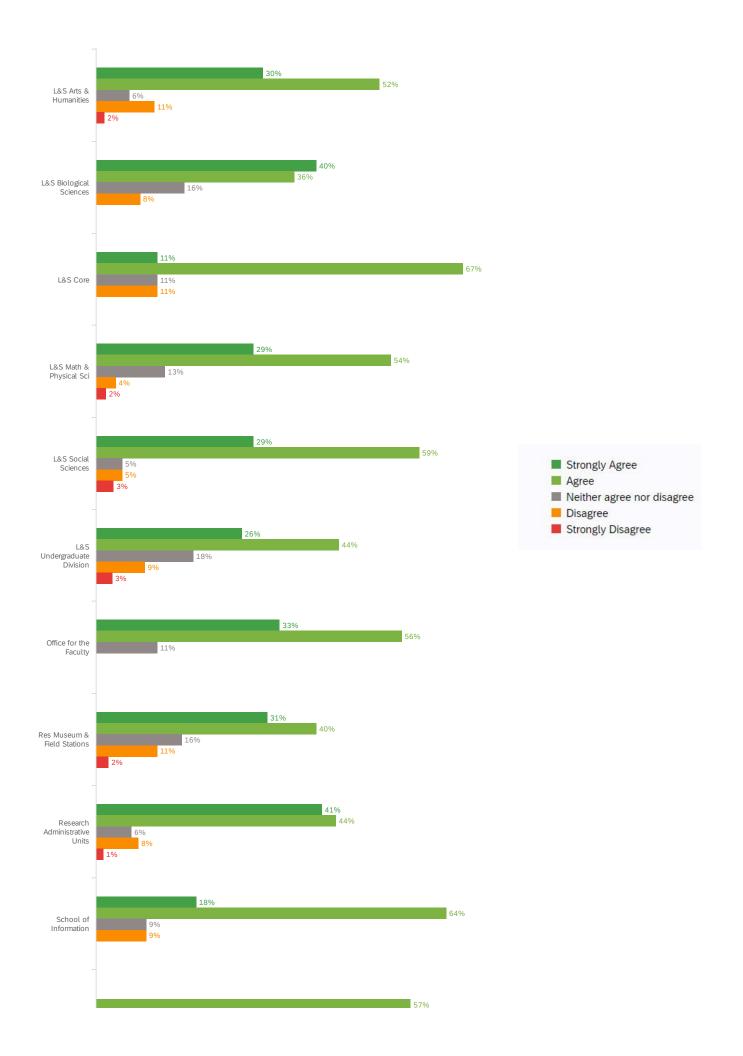
Q1 - I know what my supervisor expects of me to perform my responsibilities effectively.

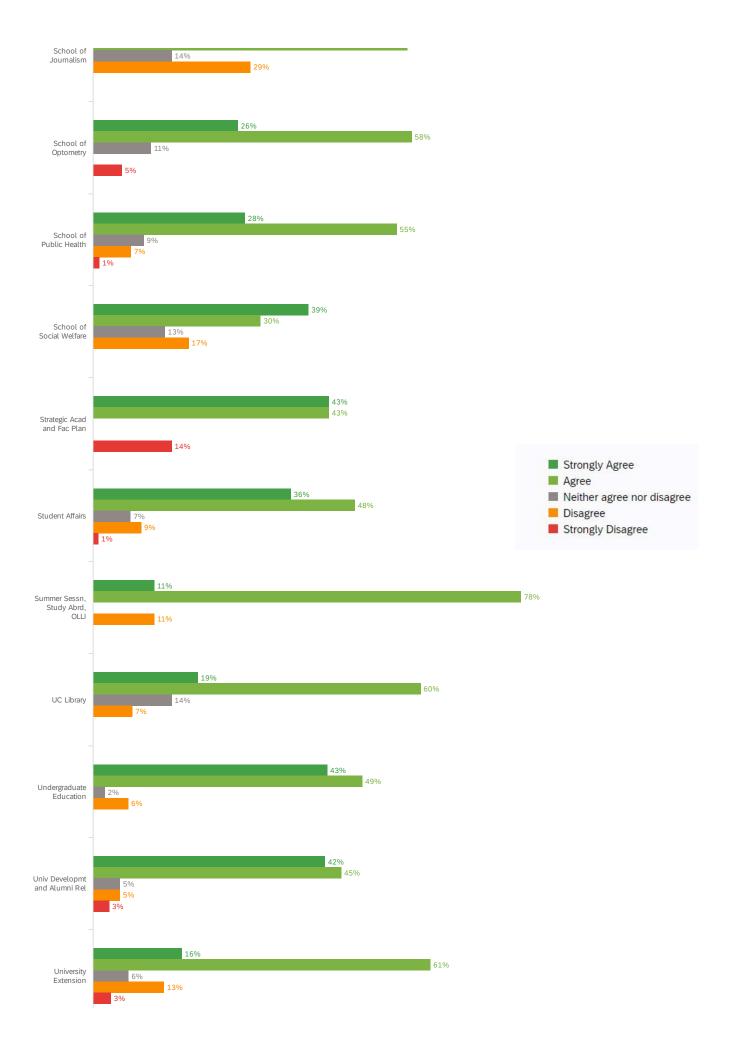
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Avg. Score	Total
EVCP	41%	9	50%	11	5%	1	5%	1	0%	0	4.27	22
Academic Research Units/VP Research - MRUs	49%	34	41%	28	6%	4	3%	2	1%	1	4.33	69
Academic Senate	71%	5	14%	1	14%	1	0%	0	0%	0	4.57	7
Administration	55%	163	36%	107	5%	14	2%	7	2%	5	4.41	29
Art Mus & Pacific Film Archive	44%	4	44%	4	11%	1	0%	0	0%	0	4.33	9
Athletics	54%	13	38%	9	0%	0	4%	1	4%	1	4.33	24
Berkeley Law School	43%	24	48%	27	7%	4	2%	1	0%	0	4.32	5
Cal Performances_SMA	14%	1	43%	3	29%	2	0%	0	14%	1	3.43	7
Office of the Chancellor	54%	13	38%	9	8%	2	0%	0	0%	0	4.46	2
Col of Environmental Design	22%	4	33%	6	11%	2	17%	3	17%	3	3.28	1
College of Chemistry	51%	18	43%	15	6%	2	0%	0	0%	0	4.46	3
College of Engineering	42%	69	46%	77	10%	17	1%	1	1%	2	4.27	16
College of Natural Resources	51%	21	41%	17	5%	2	2%	1	0%	0	4.41	4
Division of Data Science	18%	3	53%	9	12%	2	0%	0	18%	3	3.53	1
Equity & Inclusion Div	42%	18	51%	22	0%	0	2%	1	5%	2	4.23	4
Finance	69%	24	31%	11	0%	0	0%	0	0%	0	4.69	3
Goldman Sch of Public Policy	27%	3	55%	6	9%	1	9%	1	0%	0	4.00	1
Graduate Division	0%	0	71%	5	0%	0	14%	1	14%	1	3.29	
Graduate School of Education	61%	14	13%	3	26%	6	0%	0	0%	0	4.35	2
Haas School of Business	56%	32	32%	18	9%	5	0%	0	4%	2	4.37	5
L&S Arts & Humanities	55%	37	39%	26	3%	2	3%	2	0%	0	4.46	e
L&S Biological Sciences	52%	26	28%	14	10%	5	10%	5	0%	0	4.22	5
L&S Core	22%	2	78%	7	0%	0	0%	0	0%	0	4.22	
L&S Math & Physical Sci	41%	23	50%	28	4%	2	5%	3	0%	0	4.27	5
L&S Social Sciences	54%	34	38%	24	6%	4	2%	1	0%	0	4.44	6
L&S Undergraduate Division	47%	16	41%	14	6%	2	3%	1	3%	1	4.26	3
Office for the Faculty	78%	7	22%	2	0%	0	0%	0	0%	0	4.78	
Res Museum & Field Stations	38%	17	44%	20	4%	2	11%	5	2%	1	4.04	4
Research Administrative Units	47%	37	49%	38	3%	2	1%	1	0%	0	4.42	7
School of Information	36%	4	45%	5	0%	0	18%	2	0%	0	4.00	1
School of Journalism	29%	2	43%	3	14%	1	0%	0	14%	1	3.71	
School of Optometry	42%	8	53%	10	0%	0	5%	1	0%	0	4.32	1
School of Public Health	46%	40	41%	36	9%	8	2%	2	1%	1	4.29	8
School of Social Welfare	61%	14	22%	5	4%	1	13%	3	0%	0	4.30	2
Strategic Acad and Fac Plan	71%	5	29%	2	0%	0	0%	0	0%	0	4.71	
Student Affairs	51%	105	34%	71	8%	16	6%	13	0%	1	4.29	2
Summer Sessn, Study Abrd, OLLI	33%	3	44%	4	11%	1	0%	0	11%	1	3.89	
UC Library	38%	32	49%	41	6%	5	6%	5	1%	1	4.17	8
Undergraduate Education	38%	18	53%	25	6%	3	0%	0	2%	1	4.26	4
Univ Developmt and Alumni Rel	52%	53	43%	44	4%	4	1%	1	0%	0	4.46	1
University Extension	29%	9	52%	16	13%	4	6%	2	0%	0	4.03	3
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	(

# Q2 - I have the equipment and tools needed to do my job effectively.





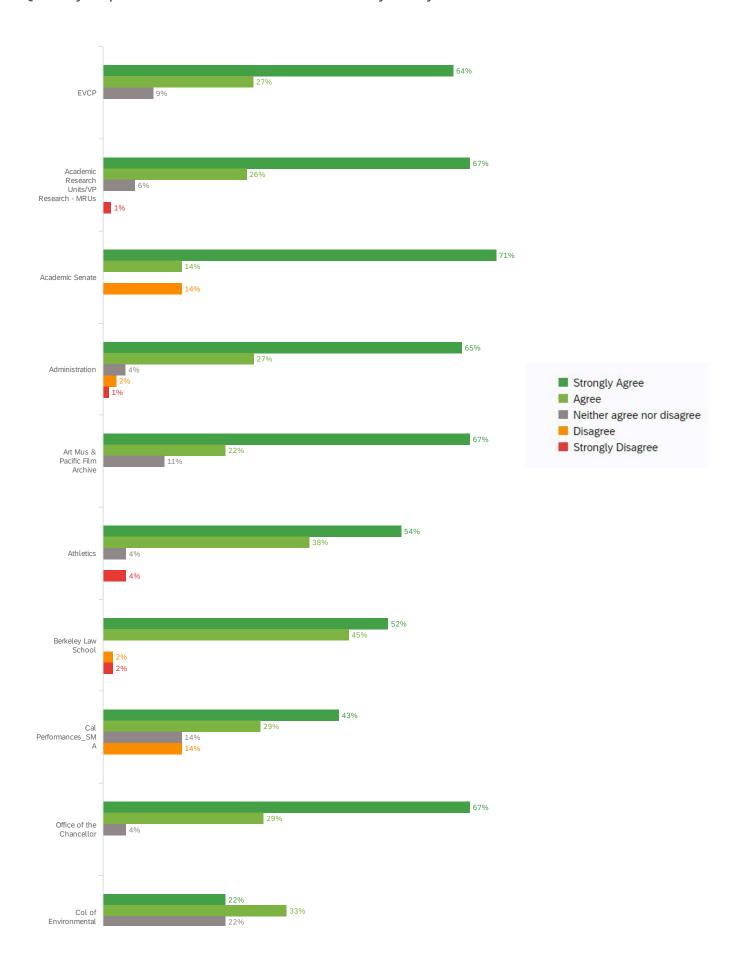


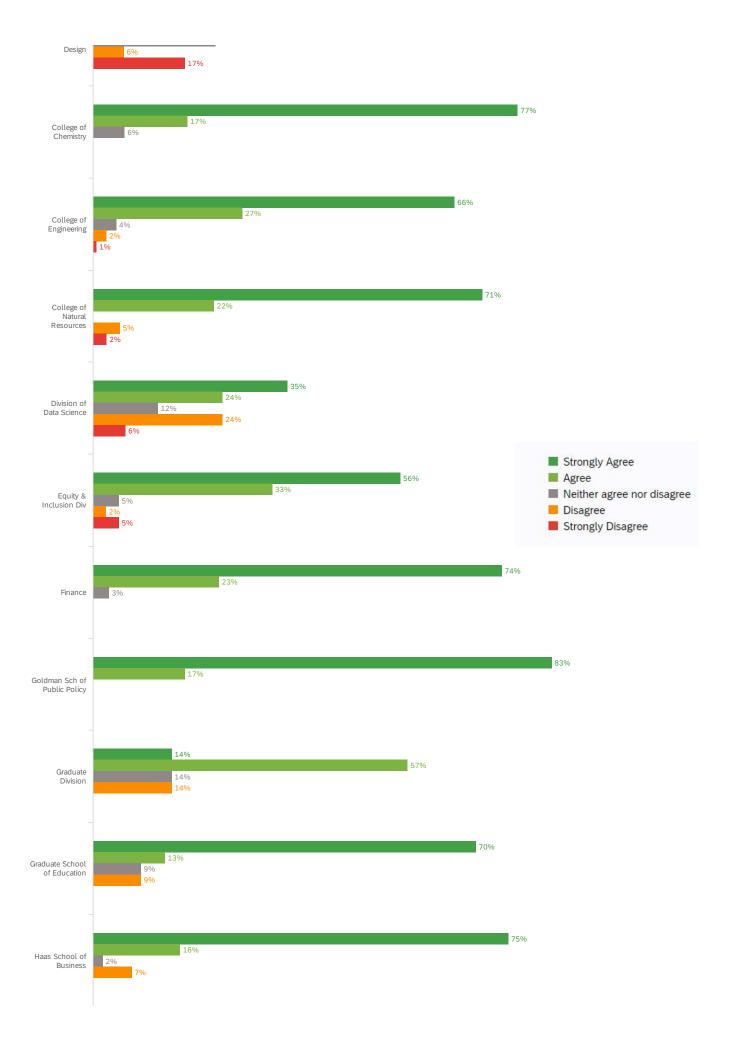


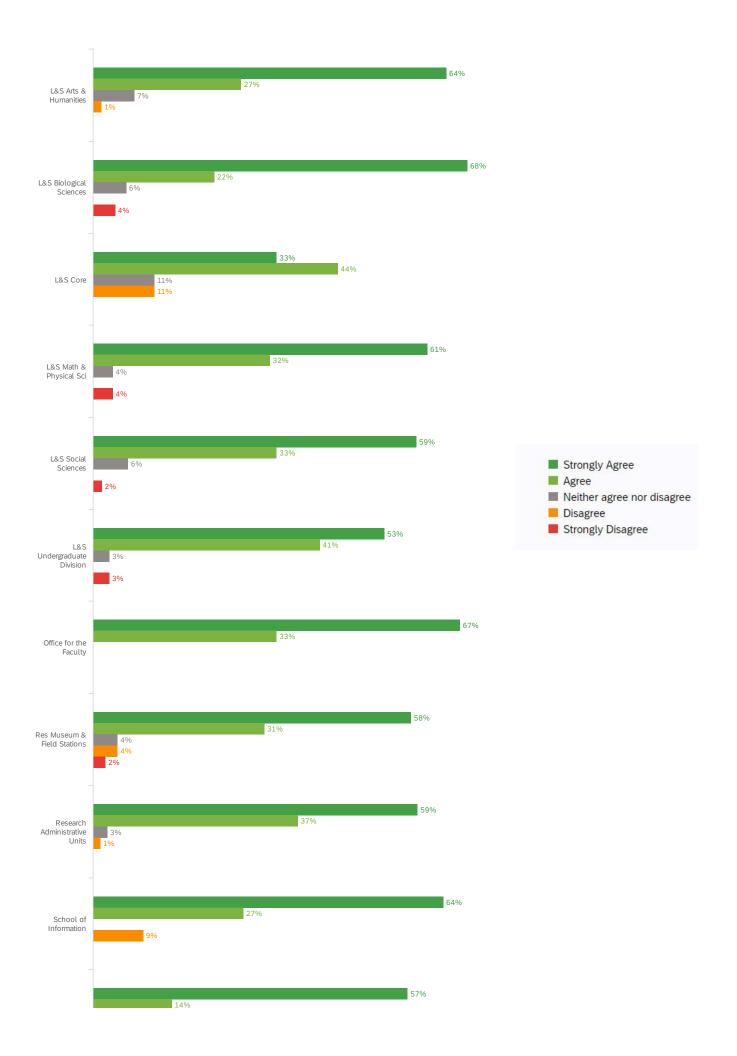
Q2 - I have the equipment and tools needed to do my job effectively.

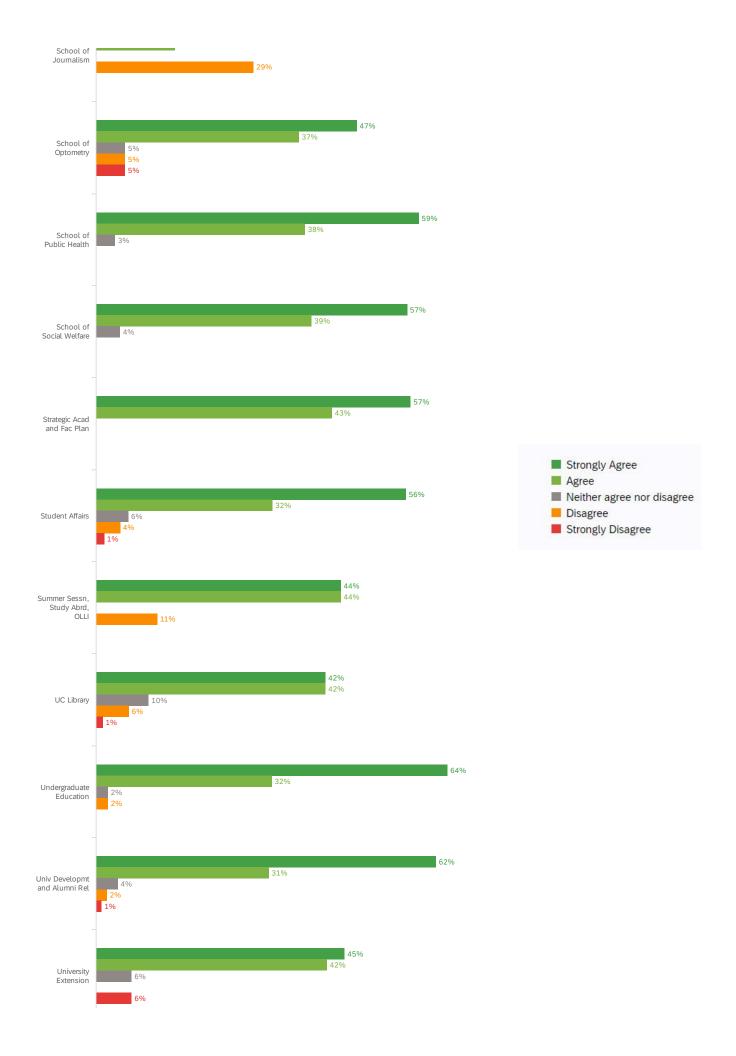
Question	Strongl	y agree	Agr	ee	Neither agree n	or disagree	Disag	ree	Strongly dis	sagree	Avg. Score	Total
EVCP	55%	12	36%	8	0%	0	9%	2	0%	0	4.36	22
Academic Research Units/VP Research - MRUs	41%	28	46%	32	9%	6	3%	2	1%	1	4.22	69
Academic Senate	71%	5	14%	1	14%	1	0%	0	0%	0	4.57	7
Administration	43%	128	45%	133	5%	16	5%	14	2%	5	4.23	296
Art Mus & Pacific Film Archive	0%	0	67%	6	22%	2	11%	1	0%	0	3.56	9
Athletics	29%	7	33%	8	8%	2	21%	5	8%	2	3.54	24
Berkeley Law School	30%	17	57%	32	9%	5	4%	2	0%	0	4.14	56
Cal Performances_SMA	0%	0	57%	4	14%	1	0%	0	29%	2	3.00	7
Office of the Chancellor	33%	8	54%	13	8%	2	4%	1	0%	0	4.17	24
Col of Environmental Design	17%	3	33%	6	6%	1	28%	5	17%	3	3.06	18
College of Chemistry	31%	11	51%	18	6%	2	9%	3	3%	1	4.00	35
College of Engineering	30%	50	55%	91	8%	13	5%	9	1%	2	4.08	165
College of Natural Resources	27%	11	51%	21	17%	7	5%	2	0%	0	4.00	41
Division of Data Science	18%	3	47%	8	12%	2	18%	3	6%	1	3.53	17
Equity & Inclusion Div	35%	15	47%	20	2%	1	7%	3	9%	4	3.91	43
Finance	51%	18	37%	13	3%	1	6%	2	3%	1	4.29	35
Goldman Sch of Public Policy	33%	4	50%	6	8%	1	8%	1	0%	0	4.08	12
Graduate Division	0%	0	86%	6	0%	0	0%	0	14%	1	3.57	7
Graduate School of Education	22%	5	57%	13	22%	5	0%	0	0%	0	4.00	23
Haas School of Business	44%	25	39%	22	11%	6	7%	4	0%	0	4.19	57
L&S Arts & Humanities	30%	20	52%	34	6%	4	11%	7	2%	1	3.98	66
L&S Biological Sciences	40%	20	36%	18	16%	8	8%	4	0%	0	4.08	50
L&S Core	11%	1	67%	6	11%	1	11%	1	0%	0	3.78	9
L&S Math & Physical Sci	29%	16	54%	30	13%	7	4%	2	2%	1	4.04	56
L&S Social Sciences	29%	18	59%	37	5%	3	5%	3	3%	2	4.05	63
L&S Undergraduate Division	26%	9	44%	15	18%	6	9%	3	3%	1	3.82	34
Office for the Faculty	33%	3	56%	5	11%	1	0%	0	0%	0	4.22	9
Res Museum & Field Stations	31%	14	40%	18	16%	7	11%	5	2%	1	3.87	45
Research Administrative Units	41%	32	44%	34	6%	5	8%	6	1%	1	4.15	78
School of Information	18%	2	64%	7	9%	1	9%	1	0%	0	3.91	11
School of Journalism	0%	0	57%	4	14%	1	29%	2	0%	0	3.29	7
School of Optometry	26%	5	58%	11	11%	2	0%	0	5%	1	4.00	19
School of Public Health	28%	24	55%	48	9%	8	7%	6	1%	1	4.01	87
School of Social Welfare	39%	9	30%	7	13%	3	17%	4	0%	0	3.91	23
Strategic Acad and Fac Plan	43%	3	43%	3	0%	0	0%	0	14%	1	4.00	7
Student Affairs	36%	74	48%	98	7%	14	9%	18	1%	2	4.09	206
Summer Sessn, Study Abrd, OLLI	11%	1	78%	7	0%	0	11%	1	0%	0	3.89	9
UC Library	19%	16	60%	50	14%	12	7%	6	0%	0	3.90	84
Undergraduate Education	43%	20	49%	23	2%	1	6%	3	0%	0	4.28	47
Univ Developmt and Alumni Rel	42%	43	45%	46	5%	5	5%	5	3%	3	4.19	102
University Extension	16%	5	61%	19	6%	2	13%	4	3%	1	3.74	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

# Q3 - My supervisor allows sufficient autonomy in my work.





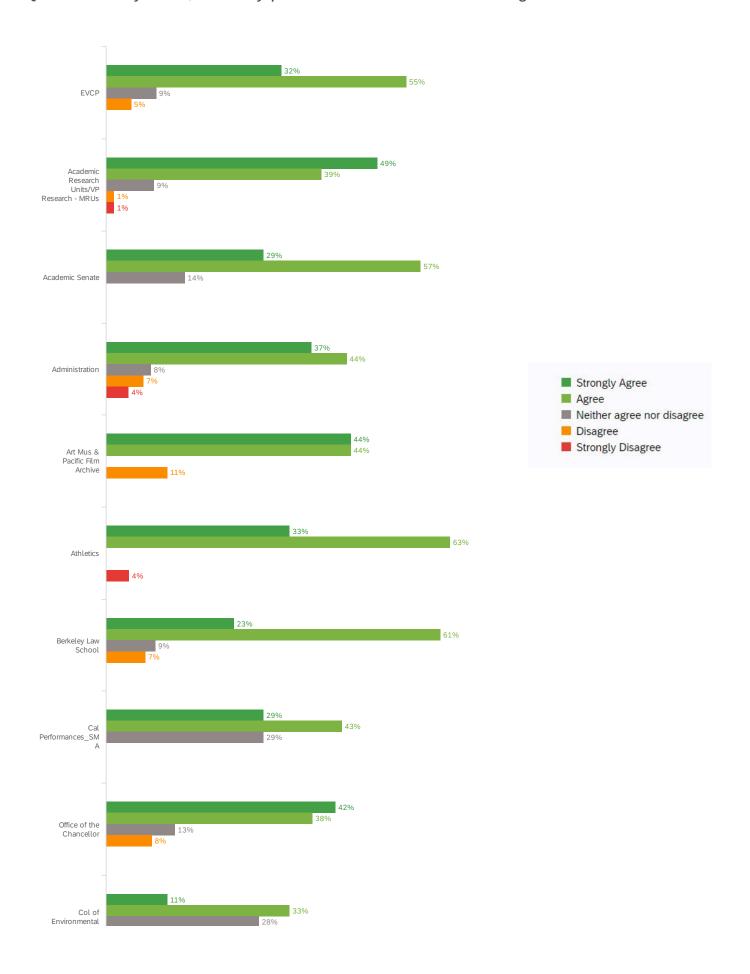


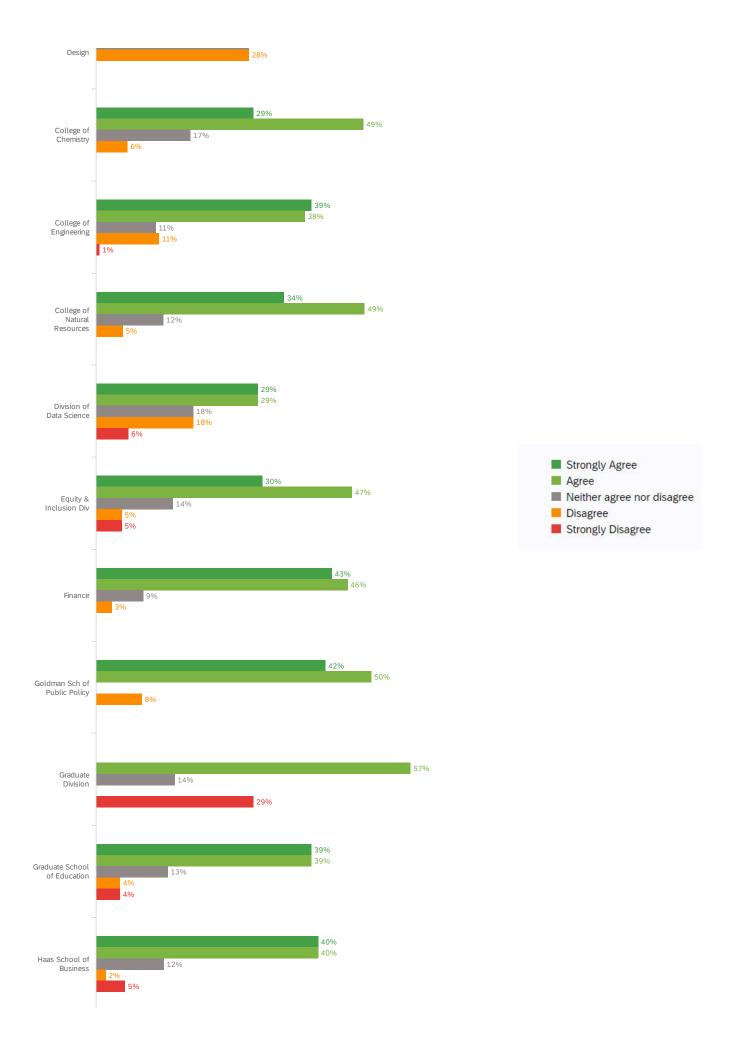


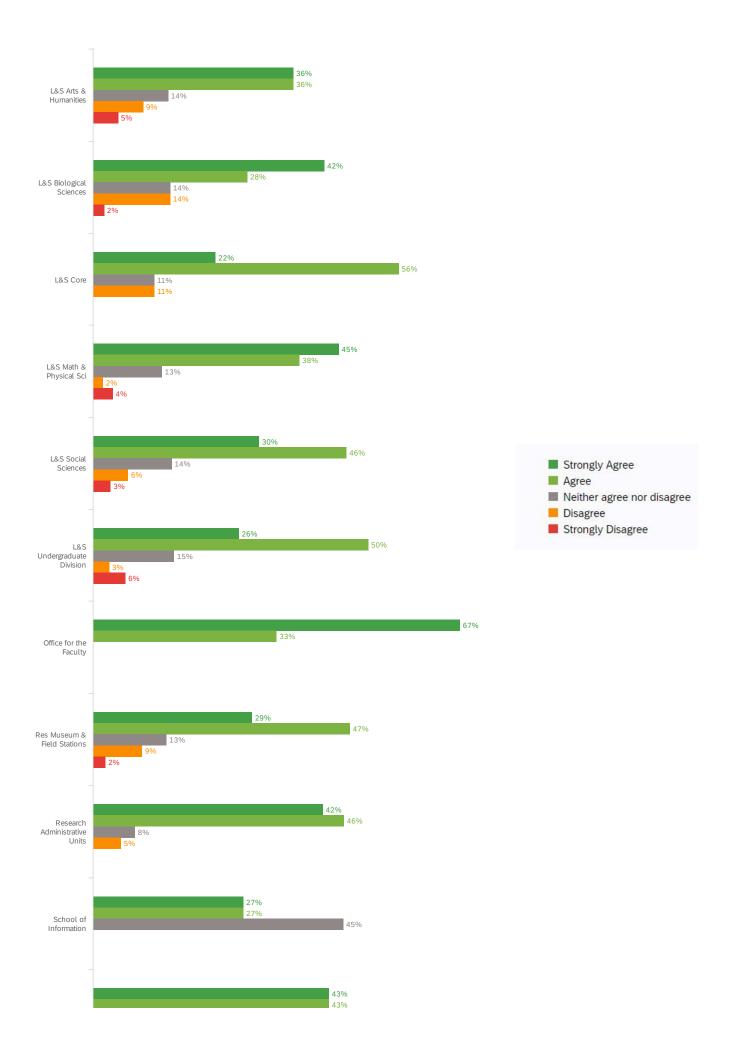
Q3 - My supervisor allows sufficient autonomy in my work.

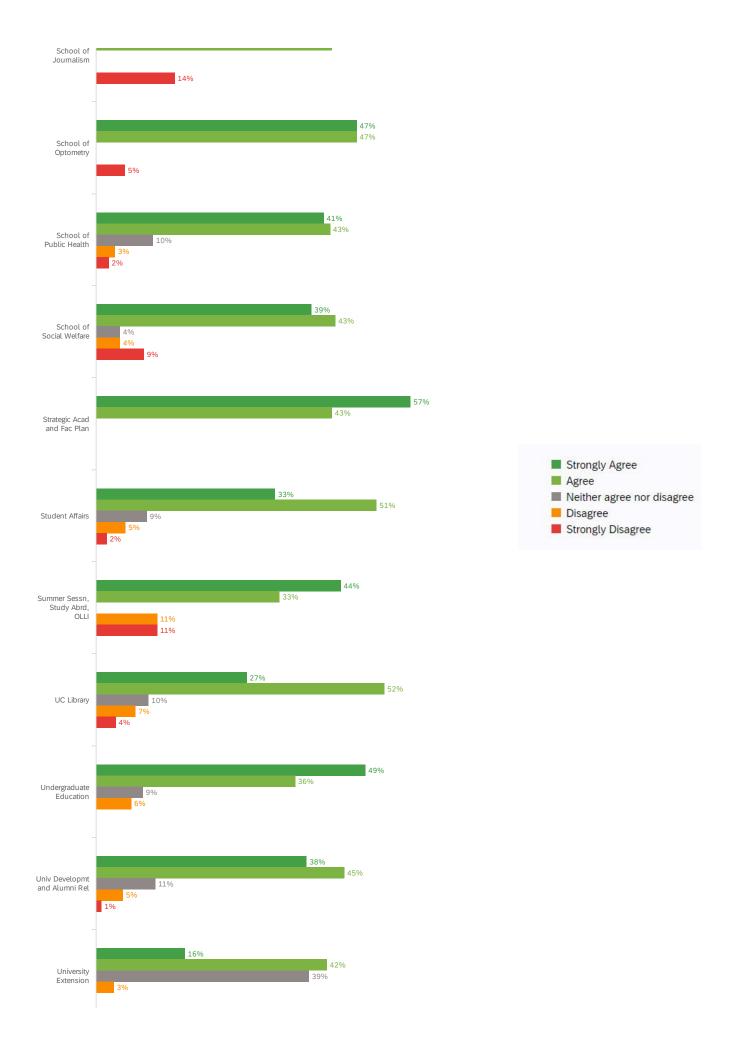
EVEP   Adv   1	Question	Stro agr		Agre	ee	_	Neither agree nor disagree			Strongly disagree		Avg. Score	Total
Academic strate	EVCP	64%	14	27%	6	9%	2	0%	0	0%	0	4.55	22
Administration 65% 193 27% 81 43% 12 25 7 11% 3 4.53 296 Art Mus & Pucific Film Arthive 67% 66 22% 2 11% 1 0% 0 0 0% 0 0 4.55 9 Barteley Law School 52% 29 45% 1 10% 1 0% 0 0 4% 1 4.38 24 Barteley Law School 52% 29 45% 25 0% 0 0 2% 1 1 2% 1 4.43 56 Call Performances_SMA 43% 3 29% 2 14% 1 0% 0 0 4% 1 4.43 56 Call Performances_SMA 43% 3 29% 2 14% 1 0 0% 0 0 0 0 0 4.63 24 Colfe af the Chancelor 67% 15 29% 7 44% 1 0 0% 0 0 4.63 24 Colfe af Engineering 85% 10 27% 45 6 6% 2 0% 0 0 0 0 0 0 4.71 35 College of Engineering 85% 10 27% 45 46 7 2% 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	•	67%	46	26%	18	6%	4	0%	0	1%	1	4.57	69
Art Mus & Pacific Film Archive Athletes	Academic Senate	71%	5	14%	1	0%	0	14%	1	0%	0	4.43	7
Archietic   54%   13   38%   9   4%   1   0%   0   44%   1   4.38   24	Administration	65%	193	27%	81	4%	12	2%	7	1%	3	4.53	296
Berkeley taw School   53%   29   45%   25   05%   0   25%   1   25%   1   4.43   56	Art Mus & Pacific Film Archive	67%	6	22%	2	11%	1	0%	0	0%	0	4.56	9
Call Performances_SMA	Athletics	54%	13	38%	9	4%	1	0%	0	4%	1	4.38	24
Office of the Chancellor   67%   16   29%   7   4%   1   0%   0   0%   0   4.63   24	Berkeley Law School	52%	29	45%	25	0%	0	2%	1	2%	1	4.43	56
Col of Environmental Design 22% 4 33% 6 22% 4 666 1 17% 3 3.39 18  College of Chemistry 77% 27 17% 6 66 6% 2 0% 0 0% 0 0 4.71 35  College of Engineering 66% 100 27% 45 4% 7 2% 4 15% 1 4.55 166  College of Natural Resources 71% 29 22% 9 0% 0 5 5% 2 2% 1 1 4.54 41  Division of Data Science 35% 6 2 48 4 12% 2 2 24% 4 1 1 3.59 17  Equity & Inclusion Div 56% 24 33% 14 55% 2 2% 1 5 5% 2 4.33 43  Equity & Inclusion Div 56% 24 33% 14 55% 2 2% 1 5 5% 2 4.33 43  Goldman Sch of Public Policy 83% 10 17% 2 0 0% 0 0 0% 0 0 0% 0 4.71 35  Goldman Sch of Public Policy 83% 10 17% 2 0 0% 0 0 0% 0 0 0% 0 4.83 12  Gorduate School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 0 4.43 23  Haas School of Buriness 76% 43 16% 9 2% 1 1 7% 4 0 0% 0 4.43 23  Haas School of School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 0 4.43 23  Haas School of Public Policy 83% 3 44 4 11% 1 11% 1 0 0% 0 4.48 23  Haas School of Buriness 76% 43 16% 9 2% 11 7% 4 0 0% 0 4.48 2 33  Haas School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 0 4.48 2 2 4.50 50  L&S Sinological Sciences 68% 34 22% 11 66% 3 0 0% 0 4 40 2 4.50 50  L&S School of Fubicion 53% 18 4 4 4 11% 1 11% 1 0 0% 0 4.48 2 4.50 50  L&S School of Fubicion 58% 26 31% 14 4% 2 0 0% 0 4 40 2 4.46 56  Buss Math & Physical Sci. 61% 34 33% 1 66% 4 0 0% 0 2 4.60 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 0 0% 0 0 0% 0 4.67 1 4.48 15  School of Fubic Ineality 67% 6 33% 3 0 0% 0 0 0% 0 0 0% 0 4.65 1 4.48 11  School of Fubic Ineality 67% 6 33% 3 0 0% 0 0 0% 0 0 0% 0 4.65 1 4.48 11  School of Fubic Ineality 67% 6 33% 3 0 0% 0 0 0% 0 0 0% 0 4.65 1 4.48 11  School of S	Cal Performances_SMA	43%	3	29%	2	14%	1	14%	1	0%	0	4.00	7
College of Chemistry 77% 27 17% 6 6 6% 2 0% 0 0% 0 0% 0 4.71 35 College of Engineering 66% 109 27% 45 4% 7 2% 4 1 1% 1 4.55 166 College of Natural Resources 71% 29 22% 9 0% 0 5% 2 2% 1 4.54 41 Division of Data Science 35% 6 24% 4 12% 2 24% 4 66% 1 3.59 17 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 13 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 2% 1 5% 2 4.33 13 Equity & Inclusion Div 56% 24 33% 3 9% 2 9% 2 5% 1 5% 0 5 5% 1 6% 1 5% 5 5%	Office of the Chancellor	67%	16	29%	7	4%	1	0%	0	0%	0	4.63	24
College of Engineering 66% 109 27% 45 4% 7 2% 4 1% 1 1.4.55 166 College of Natural Resources 71% 29 22% 9 0% 0 5% 2 2% 1 4.54 41 Division of Data Science 35% 6 24% 4 12% 2 24% 4 6% 1 3.59 17 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 63 Finance 74% 26 23% 8 3% 1 0% 0 0% 0 0% 0 4.71 35 Goldman Sch of Public Policy 8 83% 10 1 0% 0 0% 0 0% 0 4.71 35 Goldman Sch of Public Policy 8 83% 10 1 0% 0 0% 0 0% 0 4.73 32 12 Goldman Sch of Public Policy 8 83% 10 1 0% 0 0% 0 0% 0 4.73 12 Goldman School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23 Haas School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23 Haas School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.60 57 L&S Airs & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67 L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 44% 2 4.50 50 L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9 L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 3% 1 4.41 34 6 6 1 L&S Undergraduate Division 53% 18 11% 14 3% 1 0% 0 3% 1 4.41 34 6 1 L&S Undergraduate Division 53% 18 11% 14 3% 1 0% 0 3% 1 4.41 34 6 1 CM Goldman & Finance 64% 63 33% 3 0% 0 0 0% 0 0 0% 0 4.67 9 Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 1 0% 0 4.55 78 6 1 5 School of Informalism 57% 4 33% 3 0% 0 0 0% 0 0 0% 0 4.67 9 School of Dytometry 47% 9 37% 7 5% 1 5% 1 5% 1 5% 1 4.48 14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col of Environmental Design	22%	4	33%	6	22%	4	6%	1	17%	3	3.39	18
College of Natural Resources 71% 29 22% 9 0% 0 5% 2 2% 1 4.54 41 Division of Data Science 35% 6 24% 4 12% 2 24% 4 6% 1 3.59 17 Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43 Finance 74% 25 23% 8 3% 11 0% 0 0% 0 0.4.71 35 Goldman Sch of Public Policy 83% 10 17% 2 0% 0 0% 0 0.0% 0 4.71 35 Goldman Sch of Public Policy 83% 10 17% 2 0% 0 0% 0 0% 0 0.4.71 35 Graduate Division 14% 1 57% 4 14% 1 1.4% 1 0% 0 0.0% 0 4.83 12 Graduate Division 70% 16 13% 3 9% 2 0 0% 0 0 0% 0 0 4.43 23 Haass School of Business 75% 43 16% 9 23% 11 0 7% 4 0 0% 0 0 4.60 57 1.85 Arts & Humanities 64% 43 27% 18 7% 5 11% 1 0% 0 4.60 57 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.60 50 1.85 Core 33% 3 44% 4 11% 1 0% 0 2.2% 1 4.46 56 1.85 Core 33% 3 44% 4 11% 1 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 1.85 Core 35% 37 33% 21 6% 4 0% 0 0 0% 0 0 0% 0 0 0 0 0 0 0 0 0 0	College of Chemistry	77%	27	17%	6	6%	2	0%	0	0%	0	4.71	35
Division of Data Science 35% 6 24% 4 12% 2 24% 4 6% 1 3.59 17  Equity & Inclusion Div 56% 24 33% 14 5% 2 2% 1 5% 2 4.33 43  Finance 74% 26 23% 8 3% 1 0% 0 0% 0 0% 0 4.71 35  Goldman Sch of Public Policy 83% 10 17% 2 0% 0 0 0% 0 0% 0 4.71 35  Graduate Division 1 4% 1 57% 4 14% 1 14% 1 0% 0 0 0% 0 3.71 7  Graduate School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23  Haas School of Business 75% 43 16% 9 2% 1 7% 4 0% 0 0 4.60 57  L&S Arts & Humanities 64% 43 27% 18 77% 5 13% 1 0 0% 0 4.60 57  L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50  L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9  L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56  LAS Social Sciences 59% 37 33% 21 66% 4 0 0% 0 2% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0 4% 2 2.46 56  Research Administrative Units 59% 46 37% 79 3 3% 2 1 0% 0 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 1 0% 0 29% 1 00% 0 4.45 11  School of Journalism 57% 4 14% 1 0% 0 29% 1 00% 0 4.45 11  School of Optometry 47% 9 37% 7 55% 1 5% 1 5% 1 5% 1 4.16 19  School of Public Health 59% 51 38% 3 3 0% 0 0 9% 1 0 0% 0 4.55 87  School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87  School of Public Health 59% 51 38% 3 0% 0 0 0% 0 0 0% 0 4.55 87  School of Public Health 59% 51 38% 3 0% 0 0 0% 0 0 0% 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 34% 3 00% 0 0 0% 0 0 4.57 7  Student Affairs 56% 13 34% 4 40% 0 0 11% 1 0% 0 4.57 7  Student Affairs 56% 13 31% 32 4% 4 4 2% 2 1 1% 1 4.51 102  University Extension 45% 14 4% 4 0% 0 0 11% 1 0% 0 4.57 47	College of Engineering	66%	109	27%	45	4%	7	2%	4	1%	1	4.55	166
Equity & inclusion Div         56%         24         33%         14         5%         2         2%         1         5%         2         4.33         43           Finance         74%         26         23%         8         3%         1         0%         0         0%         0         4.71         35           Goldman Sch of Public Policy         83%         10         17%         2         0%         0         0%         0         0%         0         4.83         12           Graduate School of Education         70%         16         13%         3         9%         2         9%         2         0%         0         4.43         23           Haas School of Business         75%         43         16%         9         2%         1         7%         4         0%         0         4.60         57           L&S Arts & Humanities         64%         43         27%         18         7%         5         1%         1         0%         0         4.50         6           L&S Sackal Sciences         8%         34         22%         11         6%         3         0%         0         4%         2	College of Natural Resources	71%	29	22%	9	0%	0	5%	2	2%	1	4.54	41
Finance 74% 26 23% 8 3% 1 0% 0 0% 0 4.71 35 Goldman Sch of Public Policy 83% 10 17% 2 0% 0 0 0% 0 0% 0 4.83 12 Graduate Division 14% 1 57% 4 14% 1 14% 1 0% 0 3.71 7 Graduate School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23 Haas School of Business 75% 43 16% 9 2% 1 7% 4 0% 0 4.60 57 L&S Arts & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67 L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50 L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9 L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4.46 56 L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2.76 1 4.48 63 L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 11 4.41 34 07fice for the Faculty 67% 6 33% 3 0% 0 0% 0 0% 0 4.67 9 Res Museum & Field Stations 58% 26 31% 14 44% 2 4% 2 2% 1 0 0% 0 4.54 78 School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.54 78 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 9% 0 0 0 4.54 1 1 4.38 45 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.52 23 Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0% 0 0 0% 0 4.57 7 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 0% 0 4.52 23 Strategic Acad and Fac Plan 57% 4 44% 4 0% 0 11% 1 0% 0 0 4.57 7 Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 1 0% 0 4.57 7 Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 1 0% 0 4.57 7 T Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 1 0% 0 4.57 47 Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 4 2% 2 0% 0 6 6% 2 4.19 31	Division of Data Science	35%	6	24%	4	12%	2	24%	4	6%	1	3.59	17
Goldman Sch of Public Policy 83% 10 17% 2 0% 0 0% 0 0% 0 0 4.83 12 Graduate Division 14% 1 57% 4 14% 1 14% 1 0% 0 3.71 7 Graduate School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23 Haas School of Business 75% 43 16% 9 2% 1 7% 4 0% 0 4.60 57 L&S Arts & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67 L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50 L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4.60 9 4.60 9 L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4.46 56 L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2.2% 1 4.48 63 L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34 Office for the Faculty 67% 6 33% 3 0% 0 0 0% 0 0 4.67 9 Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 1 0% 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 1 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 1 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 1 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 1 0% 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7 School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7 School of Journalism 57% 4 13% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Journalism 57% 4 13% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Journalism 57% 4 13% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Journalism 57% 4 13% 3 0% 0 0 0% 0 0 0% 0 4.55 23 Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0% 0 0 0% 0 4.55 87 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0 0% 0 0 0 0 0 4.55 7 7 School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0 0 0 0 0 0 0 4.57 7 School of Public Health 59% 51 38% 33 0 0% 0 0 0 0% 0 0 0 0 0 0 0 0 0 0 0	Equity & Inclusion Div	56%	24	33%	14	5%	2	2%	1	5%	2	4.33	43
Graduate Division 14% 1 57% 4 14% 1 14% 1 0% 0 3.71 7 Graduate School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23 Haas School of Business 75% 43 16% 9 2% 1 7% 4 0% 0 4.60 57 L&S Arts & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67 L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50 L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9 L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56 L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63 L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34 Office for the Faculty 67% 6 33% 3 0% 0 0 0% 0 0% 0 4.67 9 Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 0% 0 4.54 78 School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.45 11 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 9% 1 0 0 4.45 11 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0% 0 4.45 2 3 Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0% 0 0% 0 0 4.55 87 School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0 0 0 0 0 0 4.57 7 Student Affairs 56% 116 32% 66 6% 12 4% 9 11% 3 4.37 206 Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 0 4.57 7 Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 1% 1 0% 0 4.57 47 Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 11% 1 0% 0 4.57 47 Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 11% 1 0% 0 4.57 47	Finance	74%	26	23%	8	3%	1	0%	0	0%	0	4.71	35
Graduate School of Education 70% 16 13% 3 9% 2 9% 2 0% 0 4.43 23 Haas School of Business 75% 43 16% 9 2% 1 7% 4 0% 0 4.60 57 L&S Arts & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67 L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50 L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9 L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56 L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63 L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34 Office for the Faculty 67% 6 33% 3 0% 0 0 0% 0 0% 0 4.67 9 Res Museum & Field Stations 58% 26 31% 14 44% 2 4% 2 2% 1 4.38 45 Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.45 11 School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.45 11 School of Optometry 47% 9 37% 7 5% 1 5% 1 5% 1 5% 1 4.16 19 School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0% 0 4.52 23 Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0% 0 0% 0 4.52 23 Strategic Acad and Fac Plan 57% 4 44% 4 0% 0 0 11% 1 0% 0 4.52 23 Strategic Acad and Fac Plan 57% 4 44% 4 0% 0 11% 1 0% 0 4.57 7 Student Affairs 56% 116 32% 66 6% 12 4% 9 11% 1 0% 0 4.22 9 Undergraduate Education 64% 3 32% 15 2% 1 2% 1 0% 0 4.57 7 Univ Developmt and Alumni fel 62% 63 31% 32 4% 4 2% 2 1% 1 0% 0 4.57 47 Univ Developmt and Alumni fel 62% 63 31% 32 4% 4 2% 2 1% 1 0% 0 4.57 47 Univ Developmt and Alumni fel 62% 63 31% 32 4% 4 2% 5 1 10% 0 6% 2 4.19 31	Goldman Sch of Public Policy	83%	10	17%	2	0%	0	0%	0	0%	0	4.83	12
Haas School of Business 75% 43 16% 9 2% 1 7% 4 0% 0 4.60 57  L&S Arts & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67  L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50  L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9  L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56  L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63  L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.65 11  School of Optometry 47% 9 37% 7 5% 1 5% 1 5% 1 4.16 19  School of Public Health 59% 51 38% 33 3% 3 0% 0 0% 0 0% 0 4.55 87  School of Scial Welfare 57% 13 39% 9 4% 1 0% 0 0 0% 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 4.57 7  Univ Developmt and Alumnir Rel 62% 63 31% 32 4% 4 2% 2 1% 1 4.51 102  University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	Graduate Division	14%	1	57%	4	14%	1	14%	1	0%	0	3.71	7
L&S Arts & Humanities 64% 43 27% 18 7% 5 1% 1 0% 0 4.54 67 L&S Biological Sciences 68% 34 22% 11 6% 3 0% 0 4% 2 4.50 50  L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9  L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56  L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63  L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.65 11  School of Optometry 47% 9 37% 7 5% 1 5% 1 5% 1 4.16 19  School of Public Health 59% 51 38% 33 3% 3 0% 0 0% 0 0% 0 4.55 87  School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0% 0 4.57 7  Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0% 0 0% 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLL 44% 4 44% 4 0% 0 11% 1 0% 0 4.22 9  UC Library 42% 35 42% 35 10% 8 6% 5 1% 1 4.17 84  University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	Graduate School of Education	70%	16	13%	3	9%	2	9%	2	0%	0	4.43	23
L&S Biological Sciences 68% 34 22% 11 66% 3 0% 0 4% 2 4.50 50  L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9  L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56  L&S Social Sciences 59% 37 33% 21 66% 4 0% 0 2% 1 4.48 63  L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.45 11  School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7  School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0% 0 4.55 87  School of Social Welfare 57% 13 39% 9 4% 1 0% 0 00 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Haas School of Business	75%	43	16%	9	2%	1	7%	4	0%	0	4.60	57
L&S Core 33% 3 44% 4 11% 1 11% 1 0% 0 4.00 9  L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4 4 2 4.46 56  L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63  L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.45 11  School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7  School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 0 4.55 87  School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0 0 0 0 0 0 4.52 23  Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0 0 0 0 0 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 0 4.57 7  Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 1% 1 4.51 102  University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	L&S Arts & Humanities	64%	43	27%	18	7%	5	1%	1	0%	0	4.54	67
L&S Math & Physical Sci 61% 34 32% 18 4% 2 0% 0 4% 2 4.46 56  L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63  L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.45 11  School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7  School of Public Health 59% 51 38% 33 3% 3 0% 0 00% 0 0% 0 4.55 87  School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0% 0 4.55 87  Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0% 0 0% 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 4.57 7  Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 1% 1 4.51 102  University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	L&S Biological Sciences	68%	34	22%	11	6%	3	0%	0	4%	2	4.50	50
L&S Social Sciences 59% 37 33% 21 6% 4 0% 0 2% 1 4.48 63  L&S Undergraduate Division 53% 18 41% 14 3% 1 0% 0 3% 1 4.41 34  Office for the Faculty 67% 6 33% 3 0% 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.45 11  School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7  School of Optometry 47% 9 37% 7 5% 1 5% 1 5% 1 4.16 19  School of Public Health 59% 51 38% 33 3% 3 0% 0 0 0% 0 4.55 87  School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0 4.52 23  Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0 0% 0 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 4.22 9  UC Library 42% 35 42% 35 10% 8 6% 5 1% 1 4.17 84  Undergraduate Education 64% 30 32% 15 2% 1 2% 1 0% 0 4.57 47  Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 1% 1 4.51 102  University Extension 45% 14 42% 13 6% 2 0% 0 66% 2 4.19 31	L&S Core	33%	3	44%	4	11%	1	11%	1	0%	0	4.00	9
L&S Undergraduate Division	L&S Math & Physical Sci	61%	34	32%	18	4%	2	0%	0	4%	2	4.46	56
Office for the Faculty 67% 6 33% 3 0% 0 0% 0 0% 0 4.67 9  Res Museum & Field Stations 58% 26 31% 14 4% 2 4% 2 2% 1 4.38 45  Research Administrative Units 59% 46 37% 29 3% 2 1% 1 0% 0 4.54 78  School of Information 64% 7 27% 3 0% 0 9% 1 0% 0 4.45 11  School of Journalism 57% 4 14% 1 0% 0 29% 2 0% 0 4.00 7  School of Optometry 47% 9 37% 7 5% 1 5% 1 5% 1 4.16 19  School of Public Health 59% 51 38% 33 3% 3 0% 0 0% 0 0% 0 4.55 87  School of Social Welfare 57% 13 39% 9 4% 1 0% 0 0% 0 4.52 23  Strategic Acad and Fac Plan 57% 4 43% 3 0% 0 0% 0 0% 0 4.57 7  Student Affairs 56% 116 32% 66 6% 12 4% 9 1% 3 4.37 206  Summer Sessn, Study Abrd, OLLI 44% 4 44% 4 0% 0 11% 1 0% 0 4.22 9  UC Library 42% 35 42% 35 10% 8 6% 5 1% 1 4.17 84  Undergraduate Education 64% 30 32% 15 2% 1 2% 1 0% 0 4.57 47  Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 1% 1 4.51 102  University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	L&S Social Sciences	59%	37	33%	21	6%	4	0%	0	2%	1	4.48	63
Res Museum & Field Stations         58%         26         31%         14         4%         2         4%         2         2%         1         4.38         45           Research Administrative Units         59%         46         37%         29         3%         2         1%         1         0%         0         4.54         78           School of Information         64%         7         27%         3         0%         0         9%         1         0%         0         4.45         11           School of Journalism         57%         4         14%         1         0%         0         29%         2         0%         0         4.00         7           School of Optometry         47%         9         37%         7         5%         1         5%         1         5%         1         4.16         19           School of Public Health         59%         51         38%         33         3%         3         0%         0         0%         0         4.55         87           School of Social Welfare         57%         13         39%         9         4%         1	L&S Undergraduate Division	53%	18	41%	14	3%	1	0%	0	3%	1	4.41	34
Research Administrative Units         59%         46         37%         29         3%         2         1%         1         0%         0         4.54         78           School of Information         64%         7         27%         3         0%         0         9%         1         0%         0         4.45         11           School of Journalism         57%         4         14%         1         0%         0         29%         2         0%         0         4.00         7           School of Optometry         47%         9         37%         7         5%         1         5%         1         4.16         19           School of Public Health         59%         51         38%         33         3%         3         0%         0         0%         0         4.55         87           School of Social Welfare         57%         13         39%         9         4%         1         0%         0         0%         0         4.52         23           Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         4.57         7           St	Office for the Faculty	67%	6	33%	3	0%	0	0%	0	0%	0	4.67	9
School of Information         64%         7         27%         3         0%         0         9%         1         0%         0         4.45         11           School of Journalism         57%         4         14%         1         0%         0         29%         2         0%         0         4.00         7           School of Optometry         47%         9         37%         7         5%         1         5%         1         5%         1         4.16         19           School of Public Health         59%         51         38%         33         3%         3         0%         0         0%         0         4.55         87           School of Social Welfare         57%         13         39%         9         4%         1         0%         0         0%         0         4.52         23           Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         4.57         7           Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206     <	Res Museum & Field Stations	58%	26	31%	14	4%	2	4%	2	2%	1	4.38	45
School of Journalism         57%         4         14%         1         0%         0         29%         2         0%         0         4.00         7           School of Optometry         47%         9         37%         7         5%         1         5%         1         4.16         19           School of Public Health         59%         51         38%         33         3%         3         0%         0         0%         0         4.55         87           School of Social Welfare         57%         13         39%         9         4%         1         0%         0         0%         0         4.52         23           Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         4.57         7           Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206           Summer Sessn, Study Abrd, OLLI         44%         4         4%         0%         0         11%         1         0%         0         4.22         9<	Research Administrative Units	59%	46	37%	29	3%	2	1%	1	0%	0	4.54	78
School of Optometry         47%         9         37%         7         5%         1         5%         1         4.16         19           School of Public Health         59%         51         38%         33         3%         3         0%         0         0%         0         4.55         87           School of Social Welfare         57%         13         39%         9         4%         1         0%         0         0%         0         4.52         23           Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         4.57         7           Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206           Summer Sessn, Study Abrd, OLLI         44%         4         44%         4         0%         0         11%         1         0%         0         4.22         9           UC Library         42%         35         42%         35         10%         8         6%         5         1%         1         4.17         84           University	School of Information	64%	7	27%	3	0%	0	9%	1	0%	0	4.45	11
School of Public Health         59%         51         38%         33         3%         3         0%         0         0%         0         4.55         87           School of Social Welfare         57%         13         39%         9         4%         1         0%         0         0%         0         4.52         23           Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         0%         0         4.57         7           Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206           Summer Sessn, Study Abrd, OLLI         44%         4         44%         4         0%         0         11%         1         0%         0         4.22         9           UC Library         42%         35         42%         35         10%         8         6%         5         1%         1         4.17         84           University Extension         64%         30         32%         15         2%         1         2%         1         0%         0	School of Journalism	57%	4	14%	1	0%	0	29%	2	0%	0	4.00	7
School of Social Welfare         57%         13         39%         9         4%         1         0%         0         0%         0         4.52         23           Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         0%         0         4.57         7           Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206           Summer Sessn, Study Abrd, OLLI         44%         4         44%         4         0%         0         11%         1         0%         0         4.22         9           UC Library         42%         35         42%         35         10%         8         6%         5         1%         1         4.17         84           Undergraduate Education         64%         30         32%         15         2%         1         2%         1         0%         0         4.57         47           University Extension         45%         14         42%         13         6%         2         0%         0         6%         2	School of Optometry	47%	9	37%	7	5%	1	5%	1	5%	1	4.16	19
Strategic Acad and Fac Plan         57%         4         43%         3         0%         0         0%         0         0%         0         4.57         7           Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206           Summer Sessn, Study Abrd, OLLI         44%         4         44%         4         0%         0         11%         1         0%         0         4.22         9           UC Library         42%         35         42%         35         10%         8         6%         5         1%         1         4.17         84           Undergraduate Education         64%         30         32%         15         2%         1         2%         1         0%         0         4.57         47           Univ Developmt and Alumni Rel         62%         63         31%         32         4%         4         2%         2         1%         1         4.51         102           University Extension         45%         14         42%         13         6%         2	School of Public Health	59%	51	38%	33	3%	3	0%	0	0%	0	4.55	87
Student Affairs         56%         116         32%         66         6%         12         4%         9         1%         3         4.37         206           Summer Sessn, Study Abrd, OLLI         44%         4         44%         4         0%         0         11%         1         0%         0         4.22         9           UC Library         42%         35         42%         35         10%         8         6%         5         1%         1         4.17         84           Undergraduate Education         64%         30         32%         15         2%         1         2%         1         0%         0         4.57         47           Univ Developmt and Alumni Rel         62%         63         31%         32         4%         4         2%         2         1%         1         4.51         102           University Extension         45%         14         42%         13         6%         2         0%         0         6%         2         4.19         31	School of Social Welfare	57%	13	39%	9	4%	1	0%	0	0%	0	4.52	23
Summer Sessn, Study Abrd, OLLI       44%       4       44%       4       0%       0       11%       1       0%       0       4.22       9         UC Library       42%       35       42%       35       10%       8       6%       5       1%       1       4.17       84         Undergraduate Education       64%       30       32%       15       2%       1       2%       1       0%       0       4.57       47         Univ Developmt and Alumni Rel       62%       63       31%       32       4%       4       2%       2       1%       1       4.51       102         University Extension       45%       14       42%       13       6%       2       0%       0       6%       2       4.19       31	Strategic Acad and Fac Plan	57%	4	43%	3	0%	0	0%	0	0%	0	4.57	7
UC Library       42%       35       42%       35       10%       8       6%       5       1%       1       4.17       84         Undergraduate Education       64%       30       32%       15       2%       1       2%       1       0%       0       4.57       47         Univ Developmt and Alumni Rel       62%       63       31%       32       4%       4       2%       2       1%       1       4.51       102         University Extension       45%       14       42%       13       6%       2       0%       0       6%       2       4.19       31	Student Affairs	56%	116	32%	66	6%	12	4%	9	1%	3	4.37	206
Undergraduate Education         64%         30         32%         15         2%         1         2%         1         0%         0         4.57         47           Univ Developmt and Alumni Rel         62%         63         31%         32         4%         4         2%         2         1%         1         4.51         102           University Extension         45%         14         42%         13         6%         2         0%         0         6%         2         4.19         31	Summer Sessn, Study Abrd, OLLI	44%	4	44%	4	0%	0	11%	1	0%	0	4.22	9
Univ Developmt and Alumni Rel 62% 63 31% 32 4% 4 2% 2 1% 1 4.51 102  University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	UC Library	42%	35	42%	35	10%	8	6%	5	1%	1	4.17	84
University Extension 45% 14 42% 13 6% 2 0% 0 6% 2 4.19 31	Undergraduate Education	64%	30	32%	15	2%	1	2%	1	0%	0	4.57	47
	Univ Developmt and Alumni Rel	62%	63	31%	32	4%	4	2%	2	1%	1	4.51	102
	University Extension	45%	14	42%	13	6%	2	0%	0	6%	2	4.19	31
VP Agriculture& Natural Resour         0%         0         0%         0         0%         0         0%         0         0%         0         0.00         0	VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

# Q4 - Within my team, I feel my personal contributions are recognized.





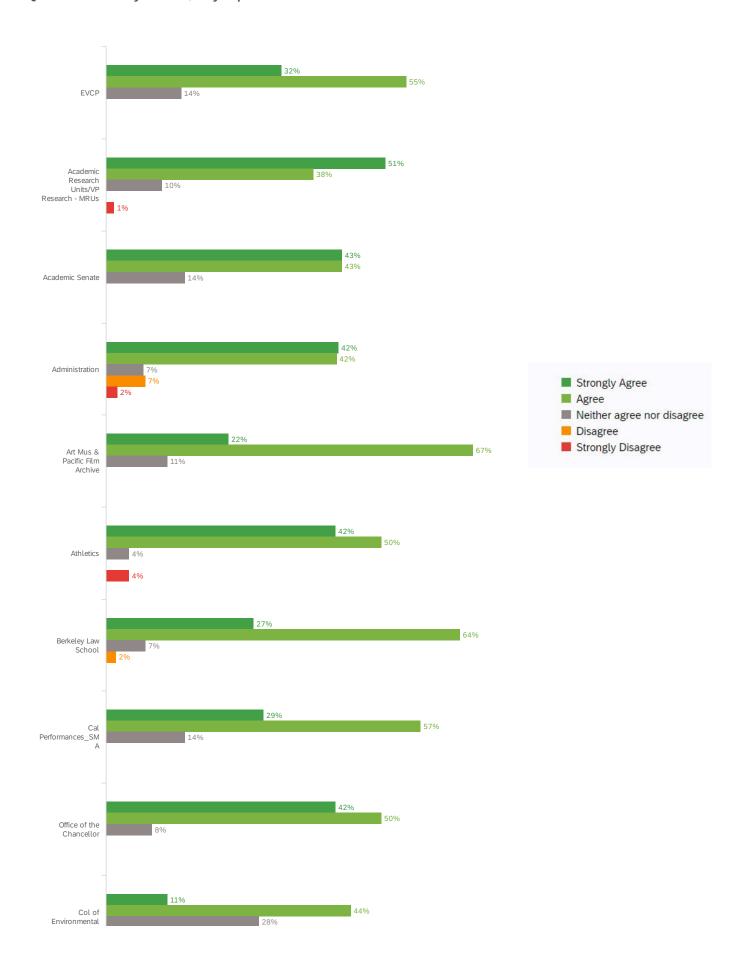


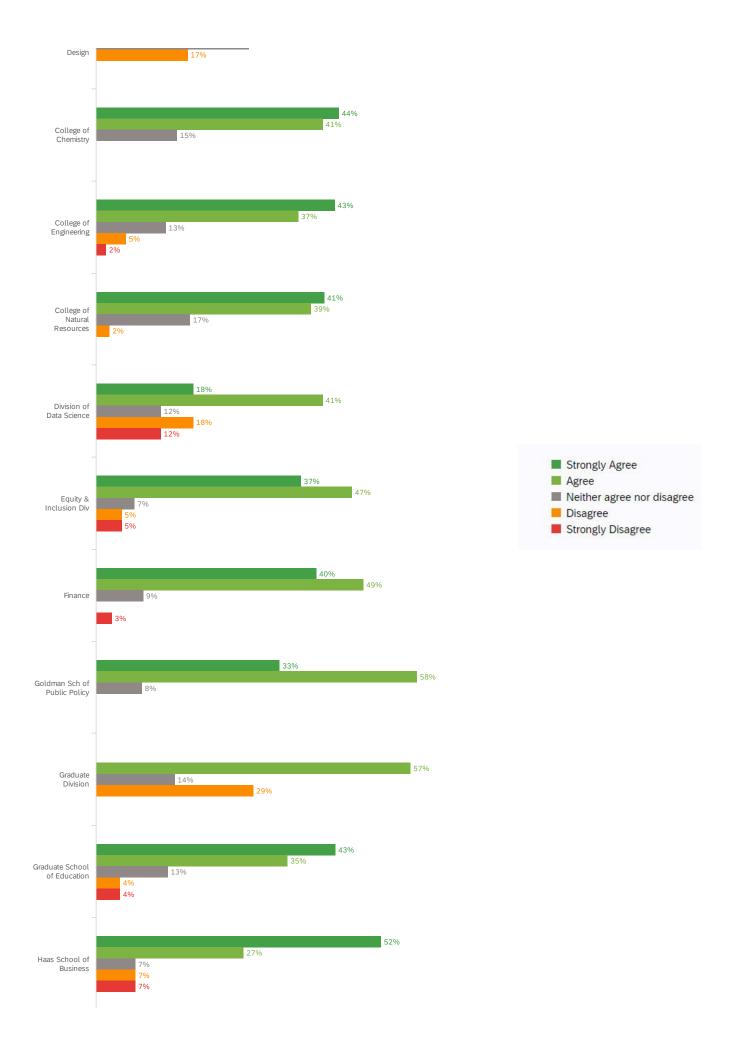


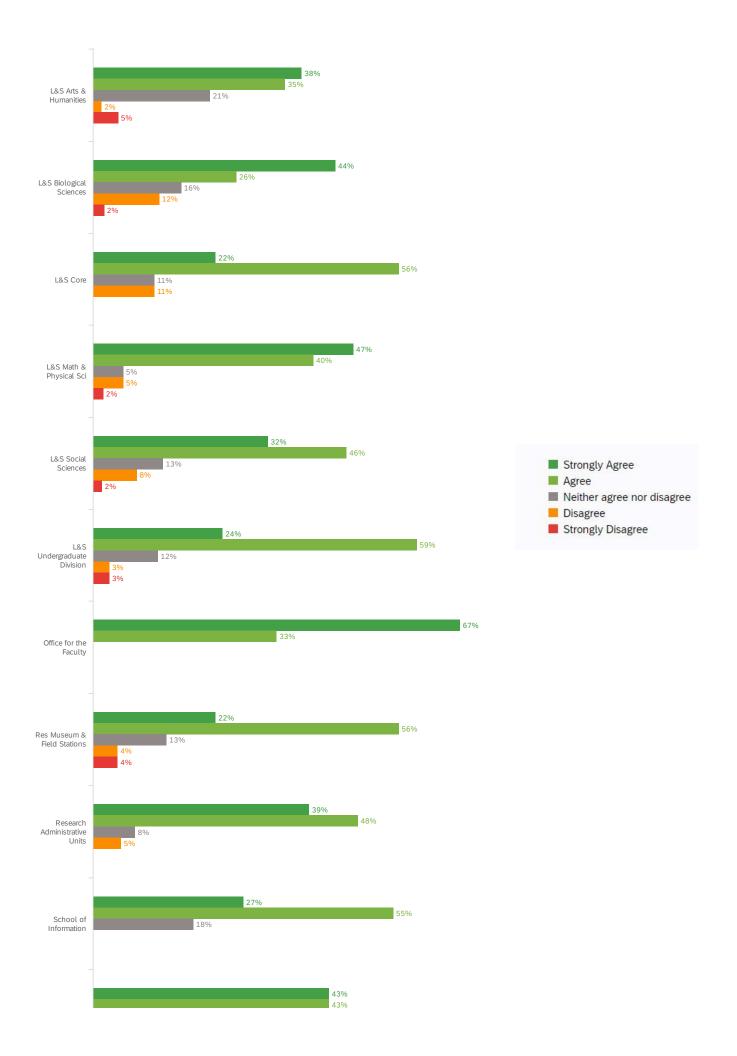
Q4 - Within my team, I feel my personal contributions are recognized.

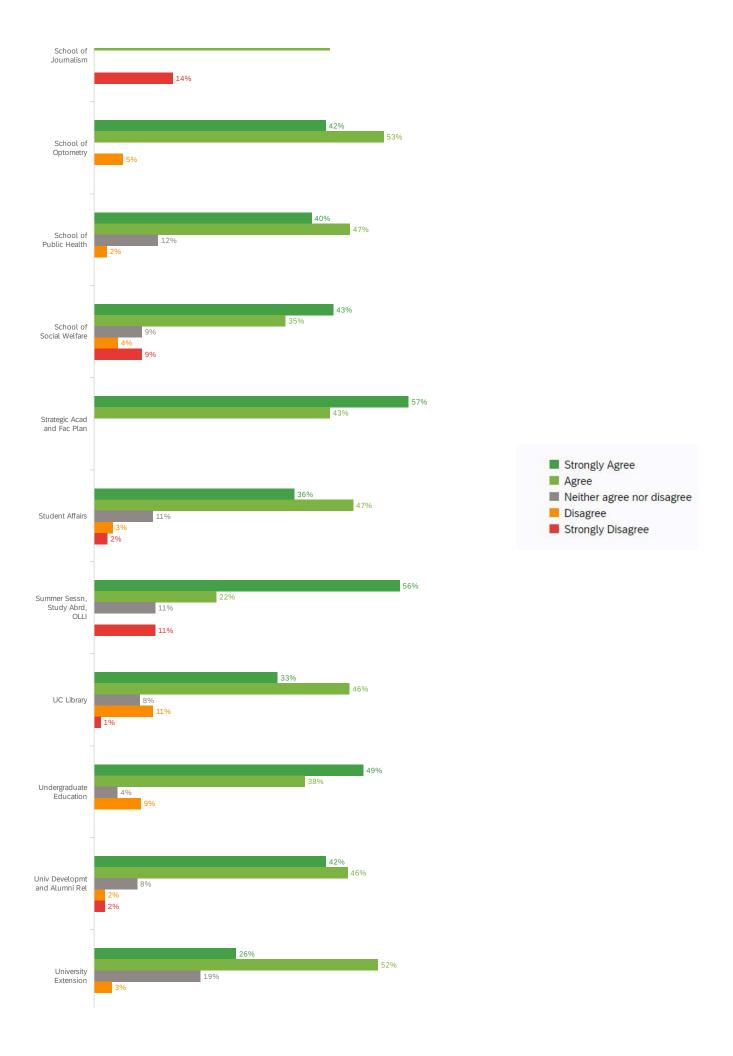
Question		Strongly Agree		ree	Neither agree nor disagree			ree	Stron disag		Avg. Score	Total
EVCP	32%	7	55%	12	9%	2	5%	1	0%	0	4.14	22
Academic Research Units/VP Research - MRUs	49%	34	39%	27	9%	6	1%	1	1%	1	4.33	69
Academic Senate	29%	2	57%	4	14%	1	0%	0	0%	0	4.14	7
Administration	37%	110	44%	129	8%	24	7%	20	4%	12	4.03	295
Art Mus & Pacific Film Archive	44%	4	44%	4	0%	0	11%	1	0%	0	4.22	9
Athletics	33%	8	63%	15	0%	0	0%	0	4%	1	4.21	24
Berkeley Law School	23%	13	61%	34	9%	5	7%	4	0%	0	4.00	56
Cal Performances_SMA	29%	2	43%	3	29%	2	0%	0	0%	0	4.00	7
Office of the Chancellor	42%	10	38%	9	13%	3	8%	2	0%	0	4.13	24
Col of Environmental Design	11%	2	33%	6	28%	5	28%	5	0%	0	3.28	18
College of Chemistry	29%	10	49%	17	17%	6	6%	2	0%	0	4.00	35
College of Engineering	39%	65	38%	63	11%	18	11%	19	1%	1	4.04	166
College of Natural Resources	34%	14	49%	20	12%	5	5%	2	0%	0	4.12	41
Division of Data Science	29%	5	29%	5	18%	3	18%	3	6%	1	3.59	17
Equity & Inclusion Div	30%	13	47%	20	14%	6	5%	2	5%	2	3.93	43
Finance	43%	15	46%	16	9%	3	3%	1	0%	0	4.29	35
Goldman Sch of Public Policy	42%	5	50%	6	0%	0	8%	1	0%	0	4.25	12
Graduate Division	0%	0	57%	4	14%	1	0%	0	29%	2	3.00	7
Graduate School of Education	39%	9	39%	9	13%	3	4%	1	4%	1	4.04	23
Haas School of Business	40%	23	40%	23	12%	7	2%	1	5%	3	4.09	57
L&S Arts & Humanities	36%	24	36%	24	14%	9	9%	6	5%	3	3.91	66
L&S Biological Sciences	42%	21	28%	14	14%	7	14%	7	2%	1	3.94	50
L&S Core	22%	2	56%	5	11%	1	11%	1	0%	0	3.89	9
L&S Math & Physical Sci	45%	25	38%	21	13%	7	2%	1	4%	2	4.18	56
L&S Social Sciences	30%	19	46%	29	14%	9	6%	4	3%	2	3.94	63
L&S Undergraduate Division	26%	9	50%	17	15%	5	3%	1	6%	2	3.88	34
Office for the Faculty	67%	6	33%	3	0%	0	0%	0	0%	0	4.67	9
Res Museum & Field Stations	29%	13	47%	21	13%	6	9%	4	2%	1	3.91	45
Research Administrative Units	42%	33	46%	36	8%	6	5%	4	0%	0	4.24	79
School of Information	27%	3	27%	3	45%	5	0%	0	0%	0	3.82	11
School of Journalism	43%	3	43%	3	0%	0	0%	0	14%	1	4.00	7
School of Optometry	47%	9	47%	9	0%	0	0%	0	5%	1	4.32	19
School of Public Health	41%	36	43%	37	10%	9	3%	3	2%	2	4.17	87
School of Social Welfare	39%	9	43%	10	4%	1	4%	1	9%	2	4.00	23
Strategic Acad and Fac Plan	57%	4	43%	3	0%	0	0%	0	0%	0	4.57	7
Student Affairs	33%	67	51%	105	9%	19	5%	11	2%	4	4.07	206
Summer Sessn, Study Abrd, OLLI	44%	4	33%	3	0%	0	11%	1	11%	1	3.89	9
UC Library	27%	23	52%	44	10%	8	7%	6	4%	3	3.93	84
Undergraduate Education	49%	23	36%	17	9%	4	6%	3	0%	0	4.28	47
Univ Developmt and Alumni Rel	38%	39	45%	46	11%	11	5%	5	1%	1	4.15	102
University Extension	16%	5	42%	13	39%	12	3%	1	0%	0	3.71	31
VP Agriculture & Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

# Q5 - Within my team, my opinions seem to count.





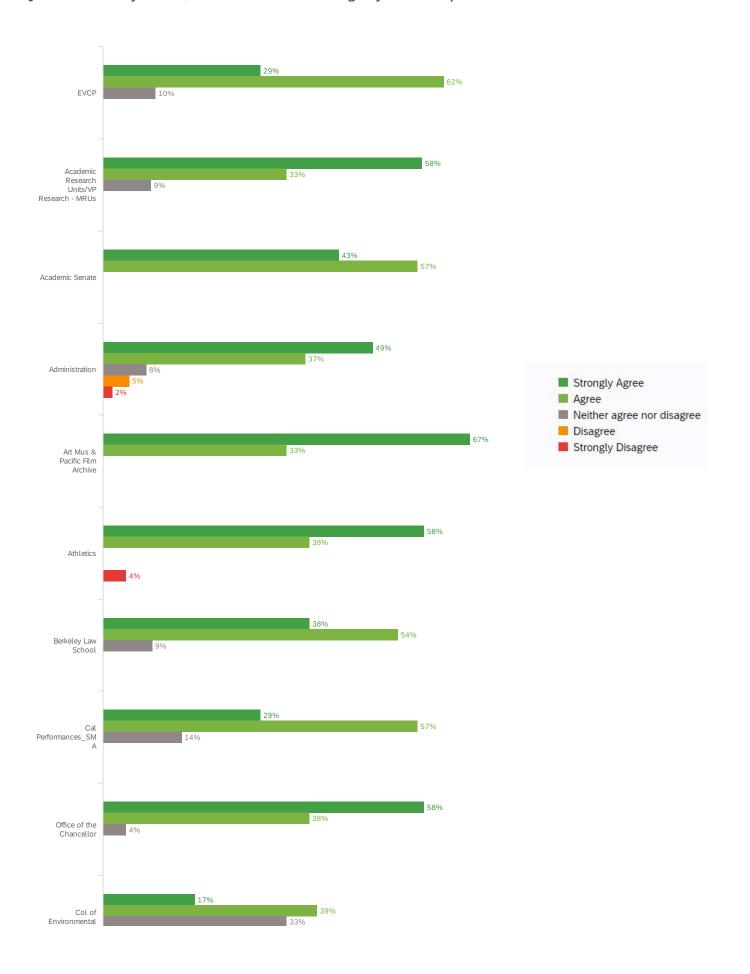


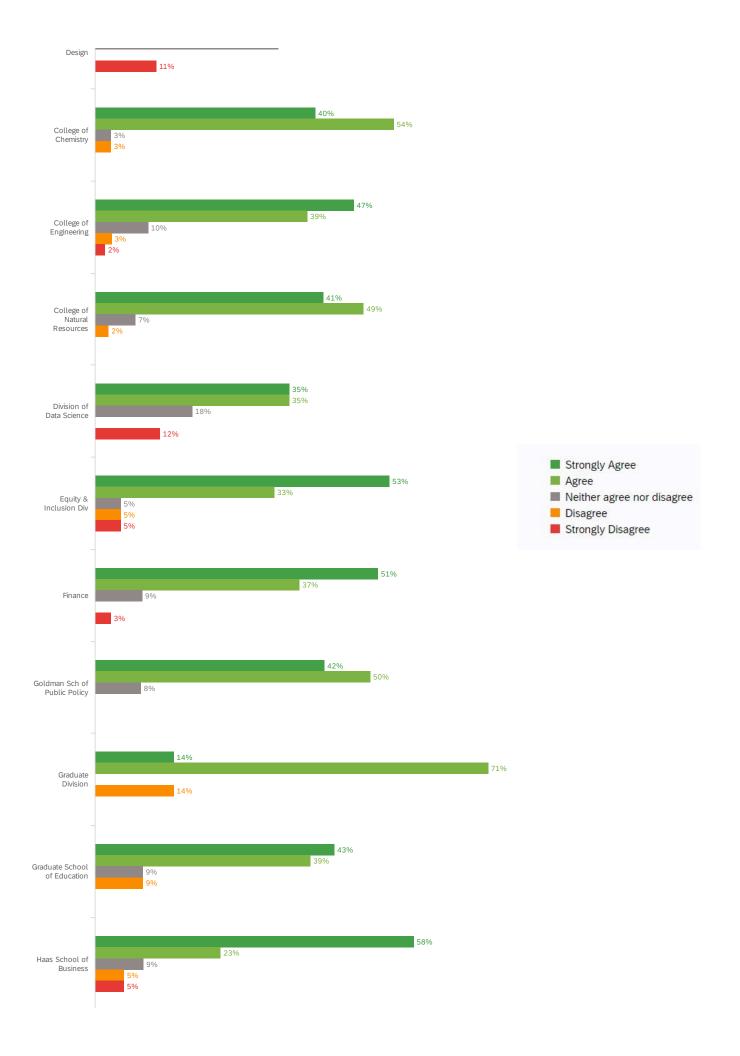


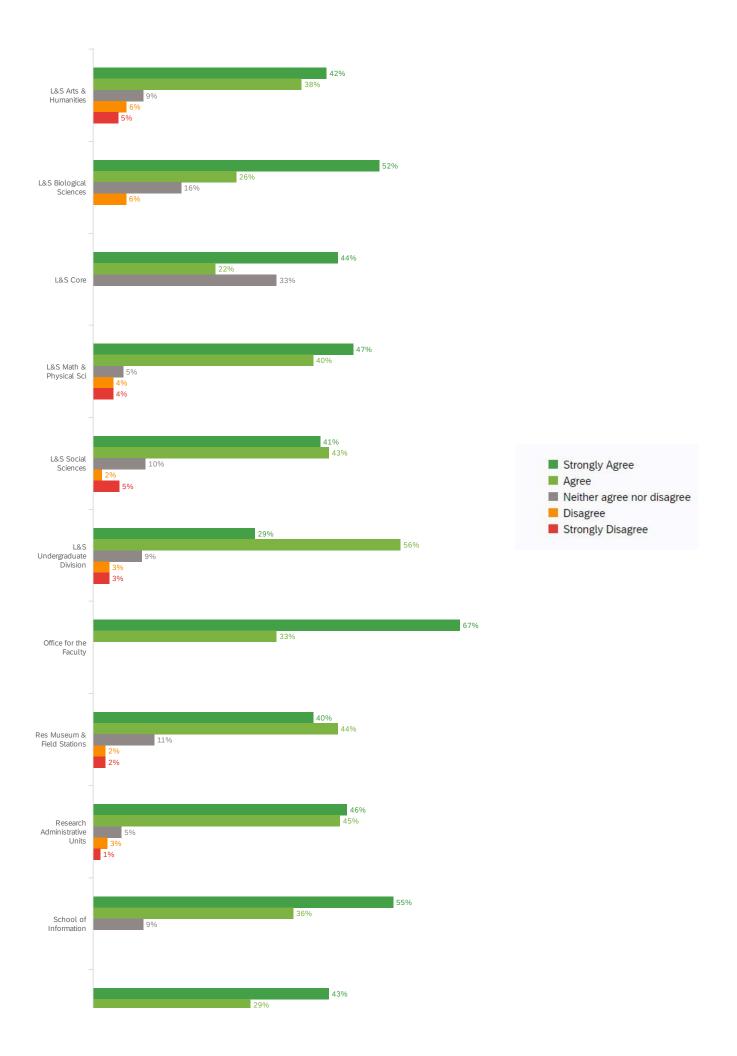
Q5 - Within my team, my opinions seem to count.

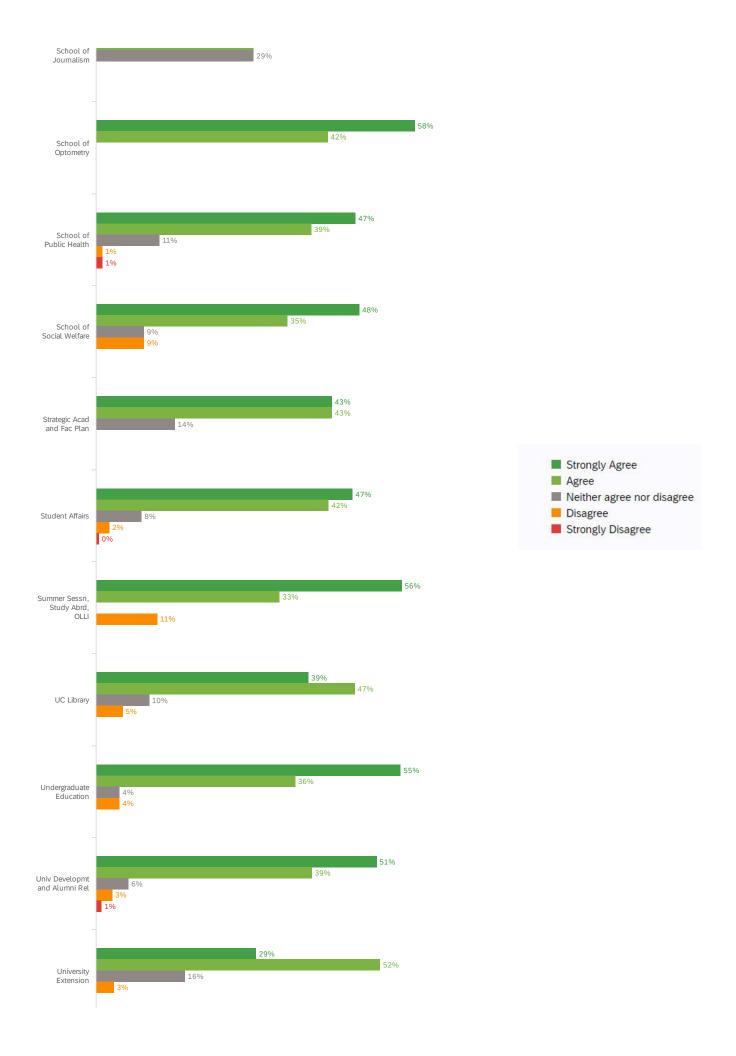
Question	Strongl	y agree	Agr	ee	Neither agree n	or disagree	Disag	gree	Strongly dis	sagree	Avg. Score	Total
EVCP	32%	7	55%	12	14%	3	0%	0	0%	0	4.18	22
Academic Research Units/VP Research - MRUs	51%	35	38%	26	10%	7	0%	0	1%	1	4.36	69
Academic Senate	43%	3	43%	3	14%	1	0%	0	0%	0	4.29	7
Administration	42%	125	42%	124	7%	20	7%	21	2%	6	4.15	296
Art Mus & Pacific Film Archive	22%	2	67%	6	11%	1	0%	0	0%	0	4.11	9
Athletics	42%	10	50%	12	4%	1	0%	0	4%	1	4.25	24
Berkeley Law School	27%	15	64%	36	7%	4	2%	1	0%	0	4.16	56
Cal Performances_SMA	29%	2	57%	4	14%	1	0%	0	0%	0	4.14	7
Office of the Chancellor	42%	10	50%	12	8%	2	0%	0	0%	0	4.33	24
Col of Environmental Design	11%	2	44%	8	28%	5	17%	3	0%	0	3.50	18
College of Chemistry	44%	15	41%	14	15%	5	0%	0	0%	0	4.29	34
College of Engineering	43%	72	37%	61	13%	21	5%	9	2%	3	4.14	166
College of Natural Resources	41%	17	39%	16	17%	7	2%	1	0%	0	4.20	41
Division of Data Science	18%	3	41%	7	12%	2	18%	3	12%	2	3.35	17
Equity & Inclusion Div	37%	16	47%	20	7%	3	5%	2	5%	2	4.07	43
Finance	40%	14	49%	17	9%	3	0%	0	3%	1	4.23	35
Goldman Sch of Public Policy	33%	4	58%	7	8%	1	0%	0	0%	0	4.25	12
Graduate Division	0%	0	57%	4	14%	1	29%	2	0%	0	3.29	7
Graduate School of Education	43%	10	35%	8	13%	3	4%	1	4%	1	4.09	23
Haas School of Business	52%	29	27%	15	7%	4	7%	4	7%	4	4.09	56
L&S Arts & Humanities	38%	25	35%	23	21%	14	2%	1	5%	3	4.00	66
L&S Biological Sciences	44%	22	26%	13	16%	8	12%	6	2%	1	3.98	50
L&S Core	22%	2	56%	5	11%	1	11%	1	0%	0	3.89	9
L&S Math & Physical Sci	47%	26	40%	22	5%	3	5%	3	2%	1	4.25	55
L&S Social Sciences	32%	20	46%	29	13%	8	8%	5	2%	1	3.98	63
L&S Undergraduate Division	24%	8	59%	20	12%	4	3%	1	3%	1	3.97	34
Office for the Faculty	67%	6	33%	3	0%	0	0%	0	0%	0	4.67	9
Res Museum & Field Stations	22%	10	56%	25	13%	6	4%	2	4%	2	3.87	45
Research Administrative Units	39%	31	48%	38	8%	6	5%	4	0%	0	4.22	79
School of Information	27%	3	55%	6	18%	2	0%	0	0%	0	4.09	11
School of Journalism	43%	3	43%	3	0%	0	0%	0	14%	1	4.00	7
School of Optometry	42%	8	53%	10	0%	0	5%	1	0%	0	4.32	19
School of Public Health	40%	34	47%	40	12%	10	2%	2	0%	0	4.23	86
School of Social Welfare	43%	10	35%	8	9%	2	4%	1	9%	2	4.00	23
Strategic Acad and Fac Plan	57%	4	43%	3	0%	0	0%	0	0%	0	4.57	7
Student Affairs	36%	75	47%	97	11%	22	3%	7	2%	5	4.12	206
Summer Sessn, Study Abrd, OLLI	56%	5	22%	2	11%	1	0%	0	11%	1	4.11	9
UC Library	33%	28	46%	39	8%	7	11%	9	1%	1	4.00	84
Undergraduate Education	49%	23	38%	18	4%	2	9%	4	0%	0	4.28	47
Univ Developmt and Alumni Rel	42%	43	46%	47	8%	8	2%	2	2%	2	4.25	102
University Extension	26%	8	52%	16	19%	6	3%	1	0%	0	4.00	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0
	-/-	-	-,3	-			-,3		-/-	-		-

# Q6 - Within my team, I am treated with dignity and respect.





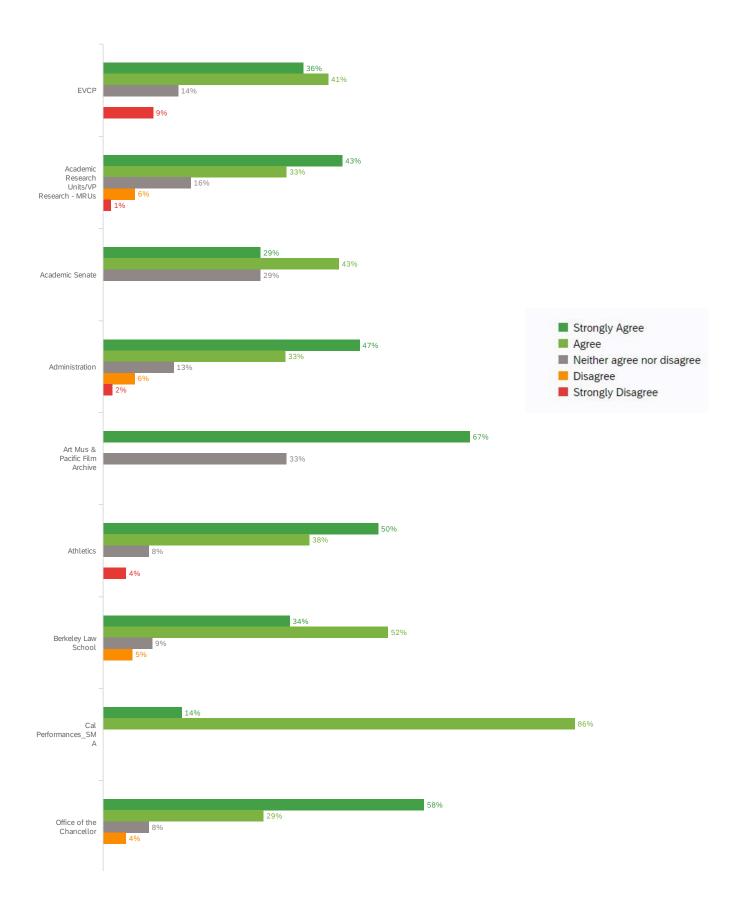


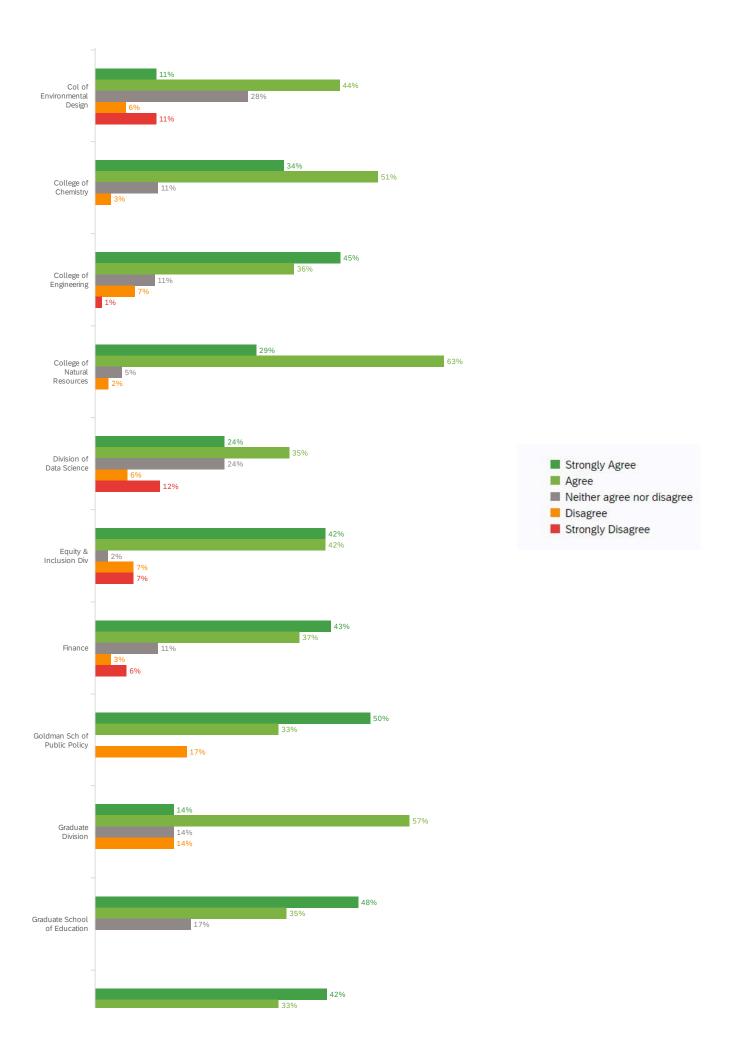


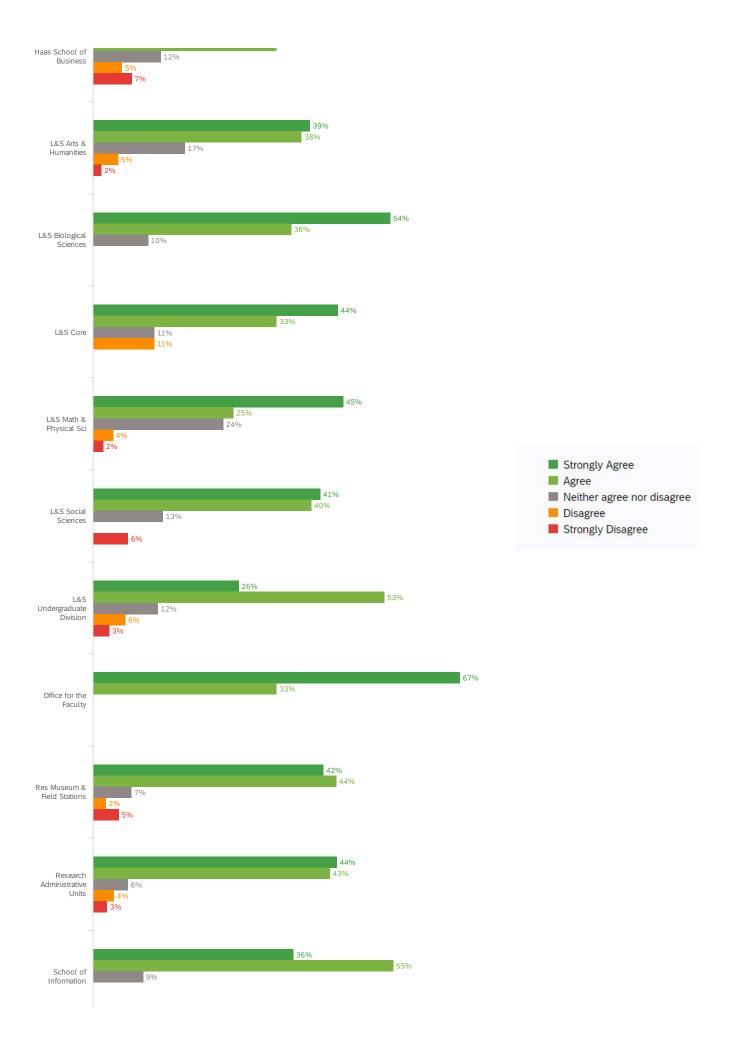
Q6 - Within my team, I am treated with dignity and respect.

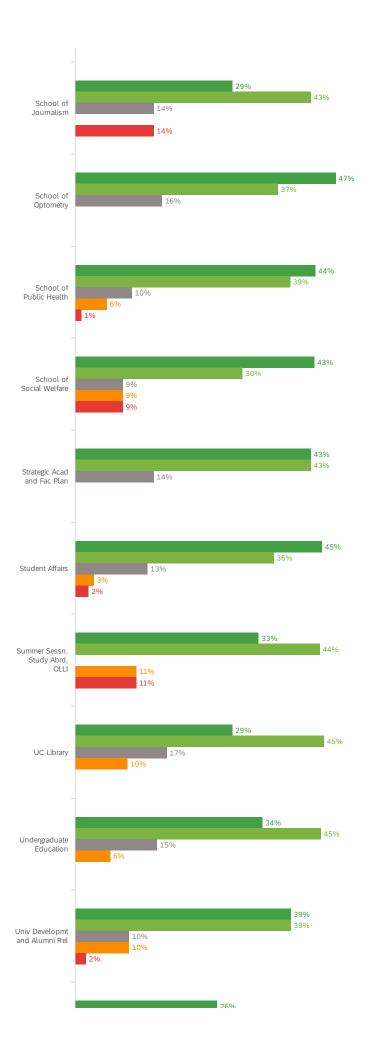
Academic Research Units/VP Research - MRUs  Academic Senate  Administration  Art Mus & Pacific Film Archive  Athletics  Berkeley Law School	29% 58% 43% 49% 67% 58%	6 40 3 144 6	62% 33% 57% 37%	13 23 4	10% 9%	2	0% 0%	0	0%	0	4.19	21
Academic Senate  Administration  Art Mus & Pacific Film Archive  Athletics	43% 49% 67% 58%	3 144	57%			6	Λ%	_				
Administration  Art Mus & Pacific Film Archive  Athletics	49% 67% 58%	144		4			070	0	0%	0	4.49	69
Art Mus & Pacific Film Archive Athletics	67% 58%		37%		0%	0	0%	0	0%	0	4.43	7
Athletics	58%	6		108	8%	23	5%	14	2%	5	4.27	294
			33%	3	0%	0	0%	0	0%	0	4.67	9
Parkalou Law Sahaal	38%	14	38%	9	0%	0	0%	0	4%	1	4.46	24
Derkeiey Law School		21	54%	30	9%	5	0%	0	0%	0	4.29	56
Cal Performances_SMA	29%	2	57%	4	14%	1	0%	0	0%	0	4.14	7
Office of the Chancellor	58%	14	38%	9	4%	1	0%	0	0%	0	4.54	24
Col of Environmental Design	17%	3	39%	7	33%	6	0%	0	11%	2	3.50	18
College of Chemistry	40%	14	54%	19	3%	1	3%	1	0%	0	4.31	35
College of Engineering	47%	78	39%	64	10%	16	3%	5	2%	3	4.26	166
College of Natural Resources	41%	17	49%	20	7%	3	2%	1	0%	0	4.29	41
Division of Data Science	35%	6	35%	6	18%	3	0%	0	12%	2	3.82	17
Equity & Inclusion Div	53%	23	33%	14	5%	2	5%	2	5%	2	4.26	43
Finance	51%	18	37%	13	9%	3	0%	0	3%	1	4.34	35
Goldman Sch of Public Policy	42%	5	50%	6	8%	1	0%	0	0%	0	4.33	12
Graduate Division	14%	1	71%	5	0%	0	14%	1	0%	0	3.86	7
Graduate School of Education	43%	10	39%	9	9%	2	9%	2	0%	0	4.17	23
Haas School of Business	58%	33	23%	13	9%	5	5%	3	5%	3	4.23	57
L&S Arts & Humanities	42%	28	38%	25	9%	6	6%	4	5%	3	4.08	66
L&S Biological Sciences	52%	26	26%	13	16%	8	6%	3	0%	0	4.24	50
L&S Core	44%	4	22%	2	33%	3	0%	0	0%	0	4.11	9
L&S Math & Physical Sci	47%	26	40%	22	5%	3	4%	2	4%	2	4.24	55
L&S Social Sciences	41%	26	43%	27	10%	6	2%	1	5%	3	4.14	63
L&S Undergraduate Division	29%	10	56%	19	9%	3	3%	1	3%	1	4.06	34
Office for the Faculty	67%	6	33%	3	0%	0	0%	0	0%	0	4.67	9
Res Museum & Field Stations	40%	18	44%	20	11%	5	2%	1	2%	1	4.18	45
Research Administrative Units	46%	36	45%	35	5%	4	3%	2	1%	1	4.32	78
School of Information	55%	6	36%	4	9%	1	0%	0	0%	0	4.45	11
School of Journalism	43%	3	29%	2	29%	2	0%	0	0%	0	4.14	7
School of Optometry	58%	11	42%	8	0%	0	0%	0	0%	0	4.58	19
School of Public Health	47%	41	39%	34	11%	10	1%	1	1%	1	4.30	87
School of Social Welfare	48%	11	35%	8	9%	2	9%	2	0%	0	4.22	23
Strategic Acad and Fac Plan	43%	3	43%	3	14%	1	0%	0	0%	0	4.29	7
Student Affairs	47%	96	42%	87	8%	17	2%	5	0%	1	4.32	206
Summer Sessn, Study Abrd, OLLI	56%	5	33%	3	0%	0	11%	1	0%	0	4.33	9
UC Library	39%	32	47%	39	10%	8	5%	4	0%	0	4.19	83
Undergraduate Education	55%	26	36%	17	4%	2	4%	2	0%	0	4.43	47
Univ Developmt and Alumni Rel	51%	52	39%	40	6%	6	3%	3	1%	1	4.36	102
University Extension	29%	9	52%	16	16%	5	3%	1	0%	0	4.06	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

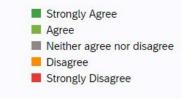
Q7 - Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).

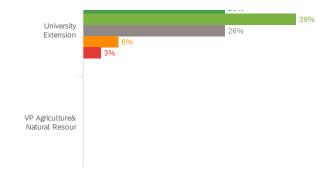










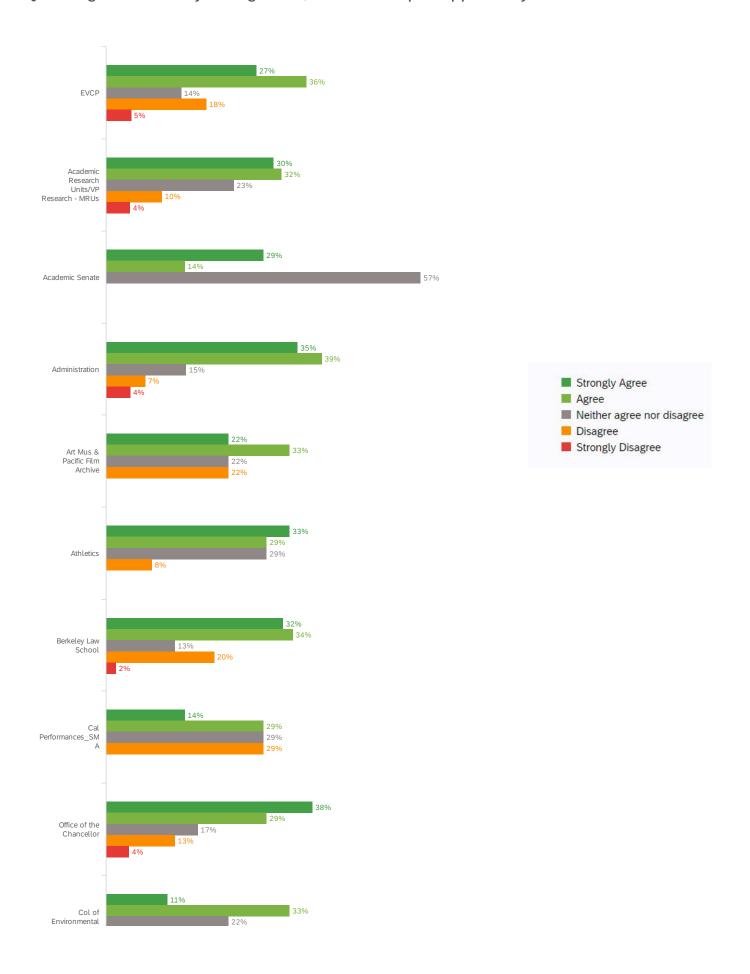


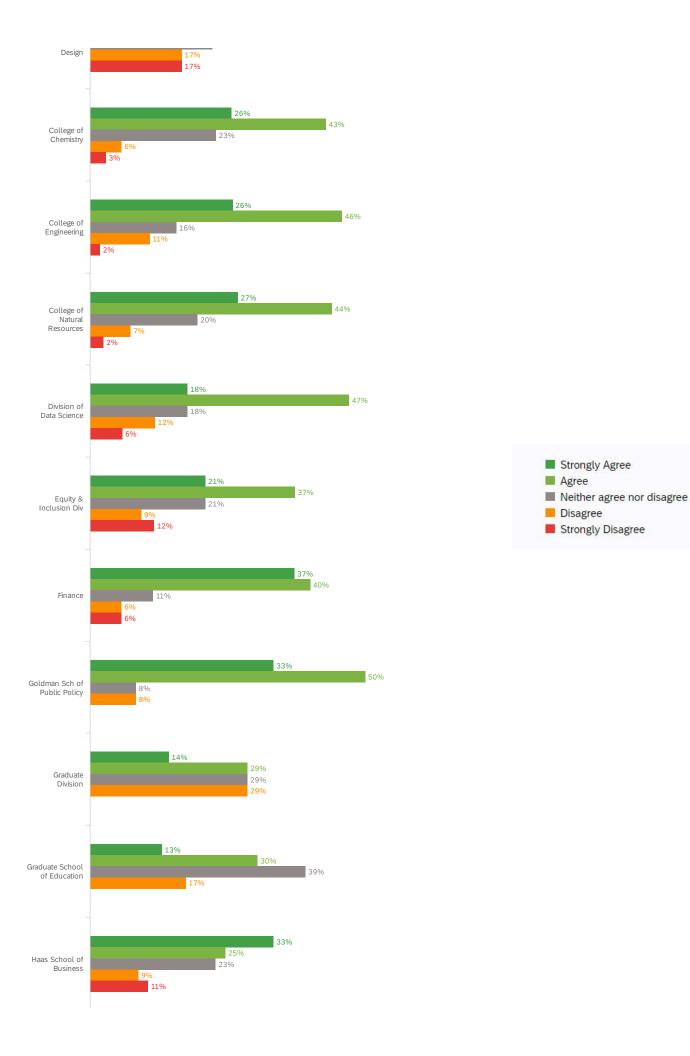
Strongly Agree
Agree
Neither agree nor disagree
Disagree
Strongly Disagree

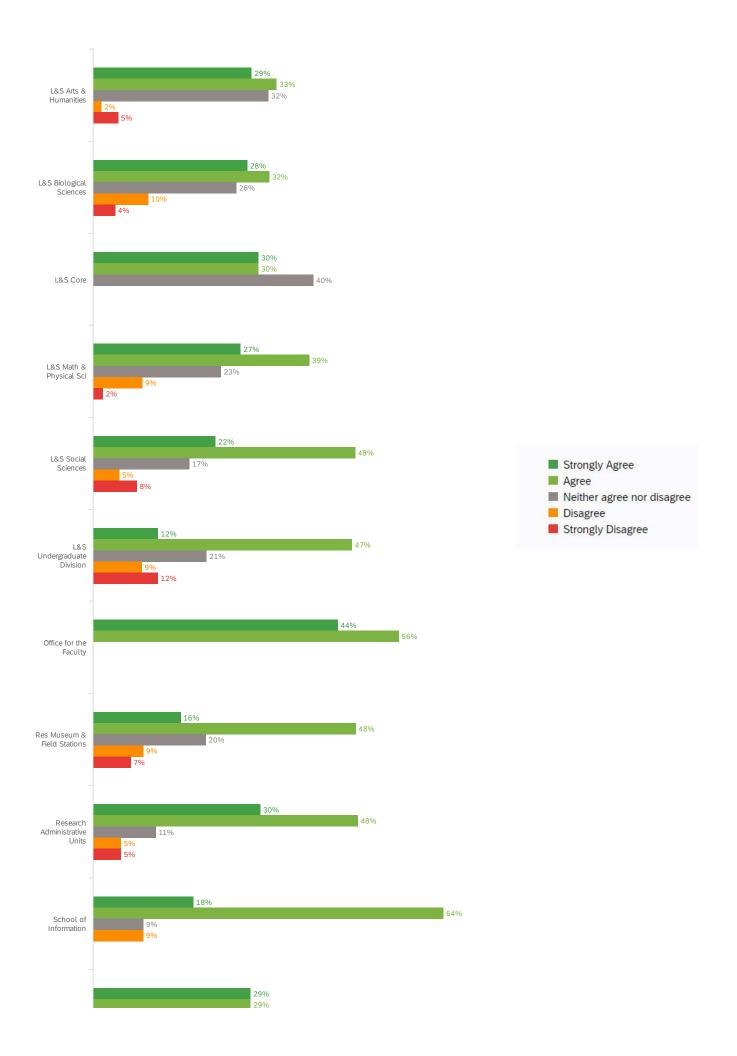
Q7 - Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).

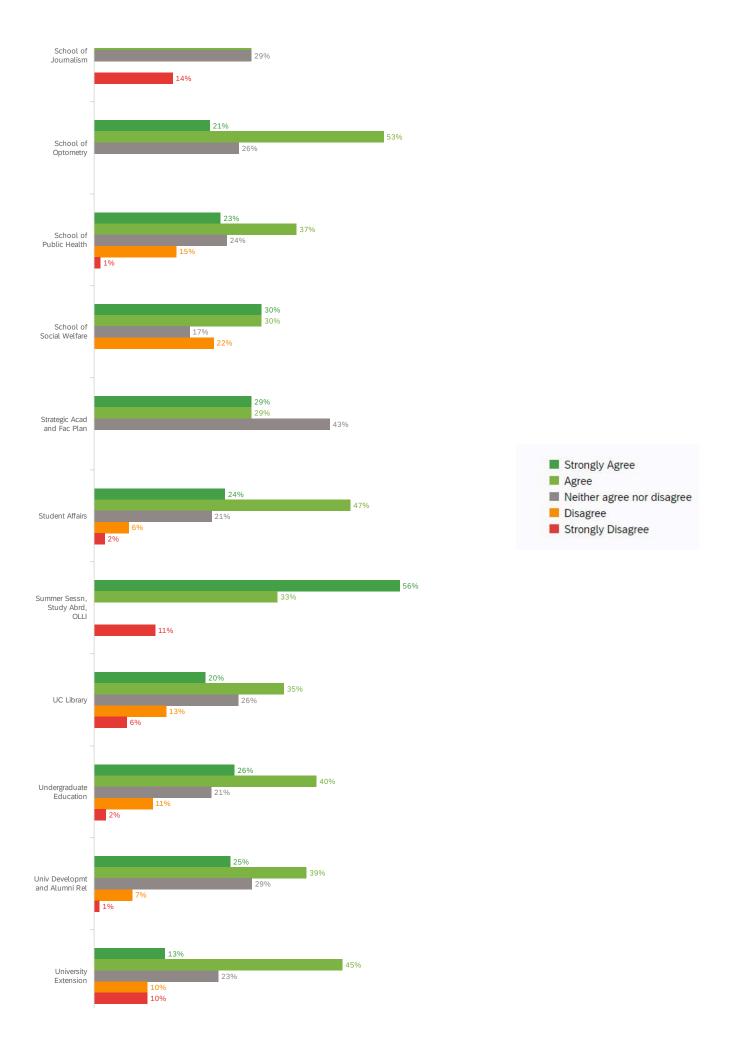
Question	Strongl	y agree	Agr	ee	Neither agree n	or disagree	Disag	ree	Strongly dis	sagree	Avg. Score	Tota
EVCP	36%	8	41%	9	14%	3	0%	0	9%	2	3.95	22
Academic Research Units/VP Research - MRUs	43%	30	33%	23	16%	11	6%	4	1%	1	4.12	69
Academic Senate	29%	2	43%	3	29%	2	0%	0	0%	0	4.00	7
Administration	47%	138	33%	98	13%	38	6%	17	2%	5	4.17	296
Art Mus & Pacific Film Archive	67%	6	0%	0	33%	3	0%	0	0%	0	4.33	9
Athletics	50%	12	38%	9	8%	2	0%	0	4%	1	4.29	24
Berkeley Law School	34%	19	52%	29	9%	5	5%	3	0%	0	4.14	56
Cal Performances_SMA	14%	1	86%	6	0%	0	0%	0	0%	0	4.14	7
Office of the Chancellor	58%	14	29%	7	8%	2	4%	1	0%	0	4.42	24
Col of Environmental Design	11%	2	44%	8	28%	5	6%	1	11%	2	3.39	18
College of Chemistry	34%	12	51%	18	11%	4	3%	1	0%	0	4.17	3!
College of Engineering	45%	74	36%	60	11%	18	7%	12	1%	2	4.16	16
College of Natural Resources	29%	12	63%	26	5%	2	2%	1	0%	0	4.20	4:
Division of Data Science	24%	4	35%	6	24%	4	6%	1	12%	2	3.53	1
Equity & Inclusion Div	42%	18	42%	18	2%	1	7%	3	7%	3	4.05	4
Finance	43%	15	37%	13	11%	4	3%	1	6%	2	4.09	3
Goldman Sch of Public Policy	50%	6	33%	4	0%	0	17%	2	0%	0	4.17	1
Graduate Division	14%	1	57%	4	14%	1	14%	1	0%	0	3.71	7
Graduate School of Education	48%	11	35%	8	17%	4	0%	0	0%	0	4.30	2
Haas School of Business	42%	24	33%	19	12%	7	5%	3	7%	4	3.98	5
L&S Arts & Humanities	39%	26	38%	25	17%	11	5%	3	2%	1	4.09	6
L&S Biological Sciences	54%	27	36%	18	10%	5	0%	0	0%	0	4.44	50
L&S Core	44%	4	33%	3	11%	1	11%	1	0%	0	4.11	9
L&S Math & Physical Sci	45%	25	25%	14	24%	13	4%	2	2%	1	4.09	5
L&S Social Sciences	41%	26	40%	25	13%	8	0%	0	6%	4	4.10	6
L&S Undergraduate Division	26%	9	53%	18	12%	4	6%	2	3%	1	3.94	3
Office for the Faculty	67%	6	33%	3	0%	0	0%	0	0%	0	4.67	ç
Res Museum & Field Stations	42%	18	44%	19	7%	3	2%	1	5%	2	4.16	4
Research Administrative Units	44%	35	43%	34	6%	5	4%	3	3%	2	4.23	7
School of Information	36%	4	55%	6	9%	1	0%	0	0%	0	4.27	1
School of Journalism	29%	2	43%	3	14%	1	0%	0	14%	1	3.71	7
School of Optometry	47%	9	37%	7	16%	3	0%	0	0%	0	4.32	19
School of Public Health	44%	38	39%	34	10%	9	6%	5	1%	1	4.18	8
School of Social Welfare	43%	10	30%	7	9%	2	9%	2	9%	2	3.91	2
Strategic Acad and Fac Plan	43%	3	43%	3	14%	1	0%	0	0%	0	4.29	7
Student Affairs	45%	92	36%	74	13%	27	3%	7	2%	5	4.18	20
Summer Sessn, Study Abrd, OLLI	33%	3	44%	4	0%	0	11%	1	11%	1	3.78	ç
UC Library	29%	24	45%	38	17%	14	10%	8	0%	0	3.93	8
Undergraduate Education	34%	16	45%	21	15%	7	6%	3	0%	0	4.06	4
Univ Developmt and Alumni Rel	39%	40	39%	40	10%	10	10%	10	2%	2	4.04	10
University Extension	26%	8	39%	12	26%	8	6%	2	3%	1	3.77	3
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

# Q8 - Regardless of my background, I have an equal opportunity to succeed





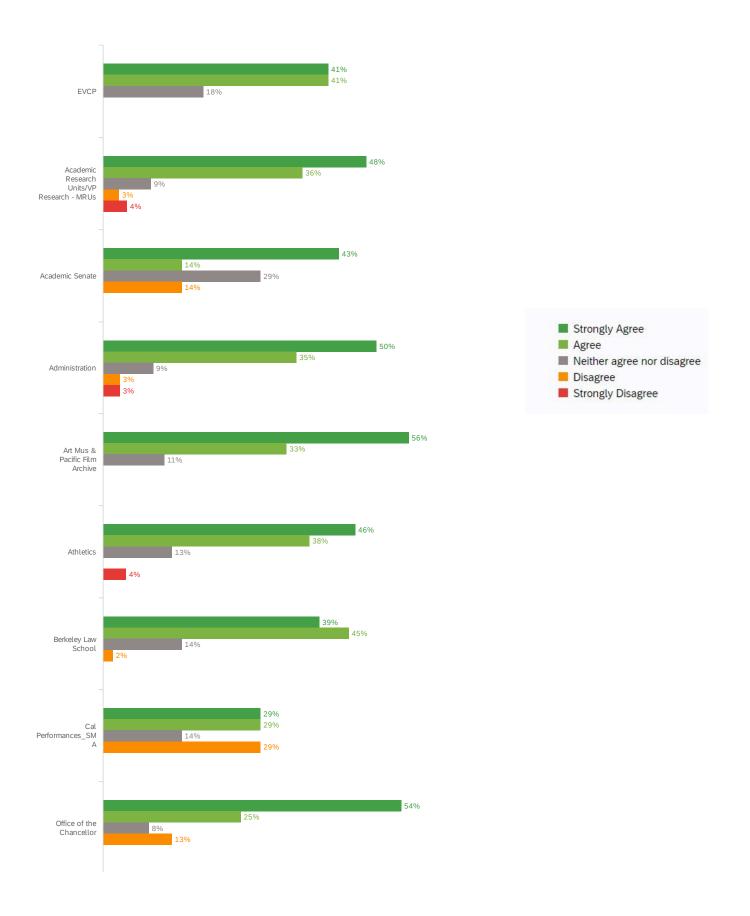


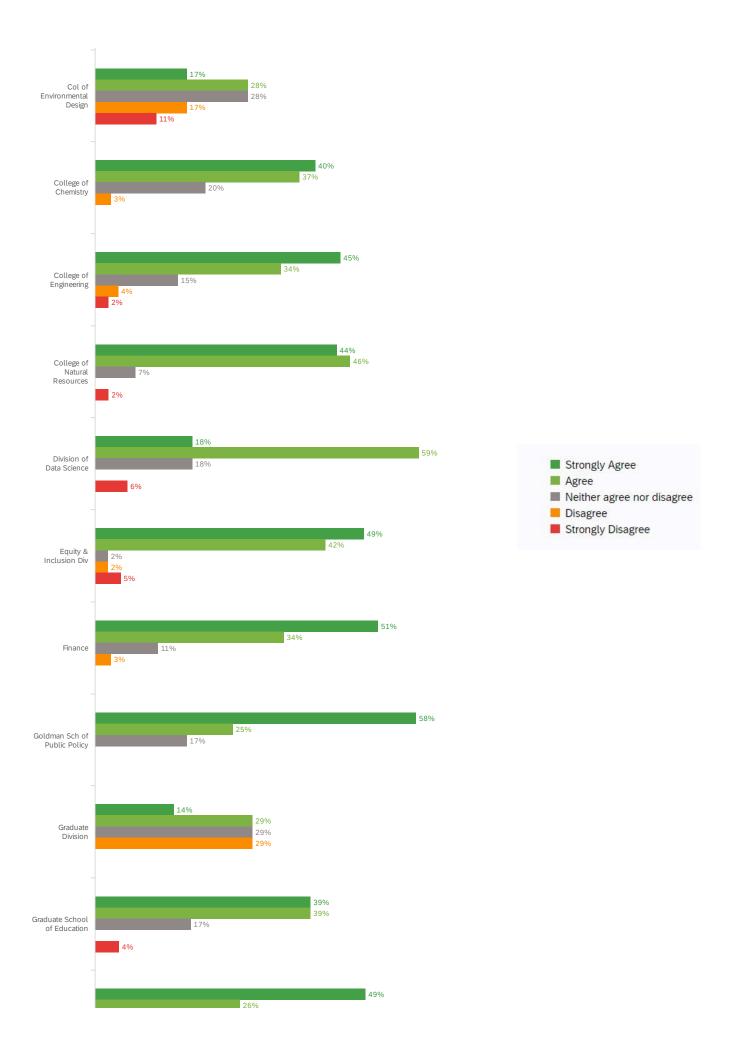


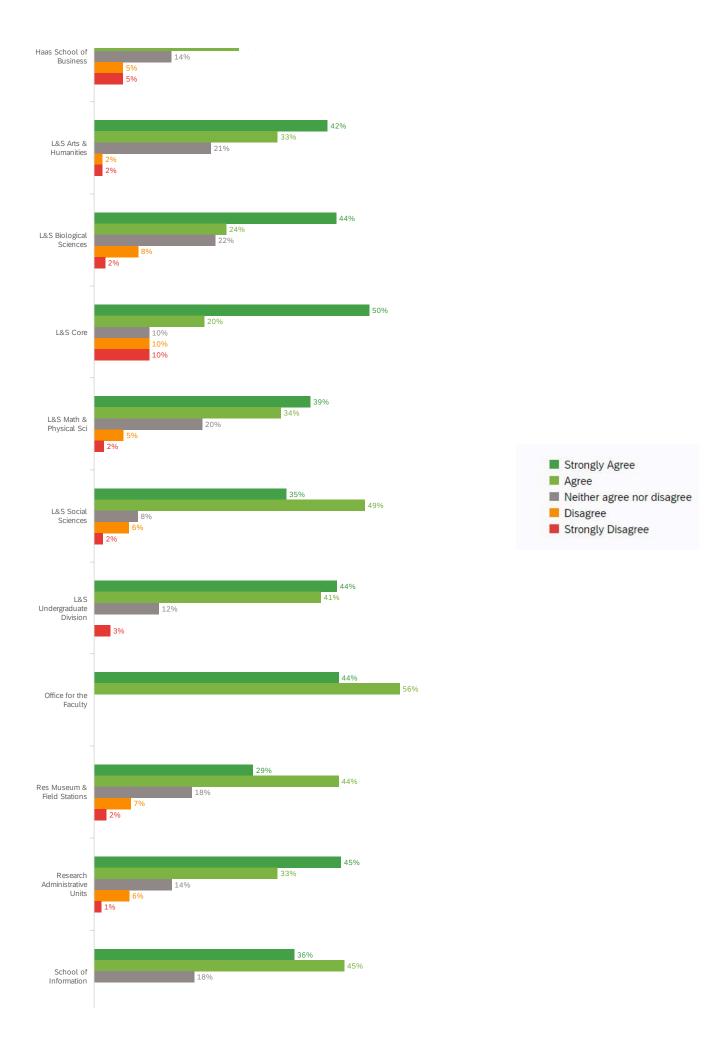
Q8 - Regardless of my background, I have an equal opportunity to succeed

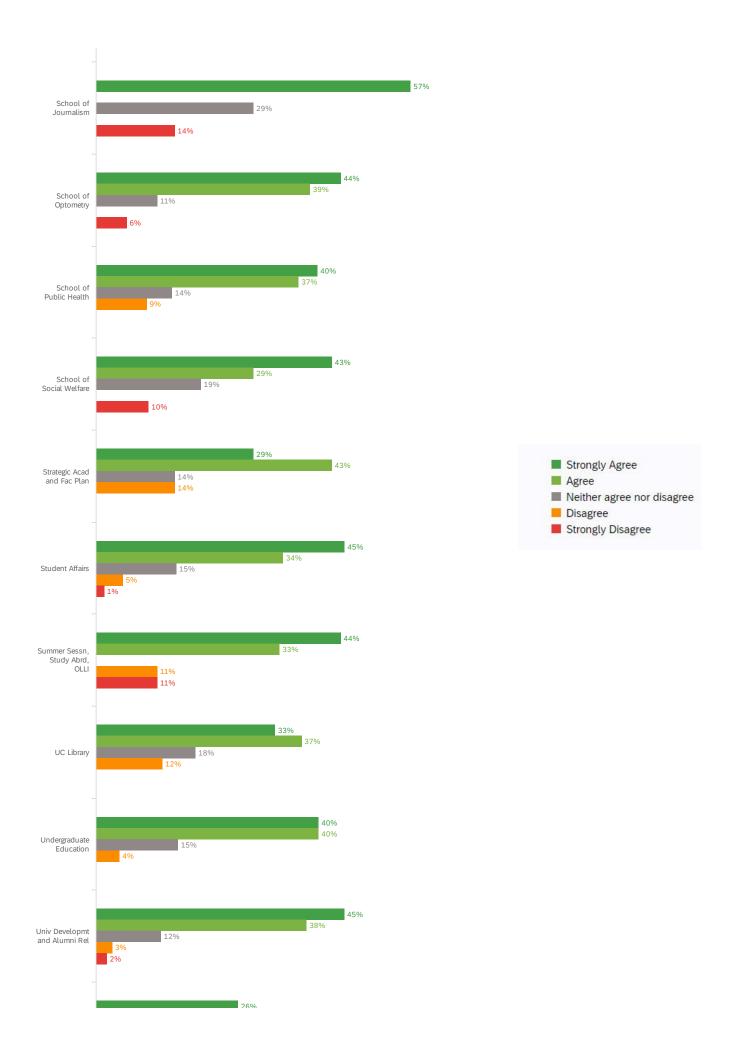
Question	Strongl	y agree	Agr	ee	Neither agree n	or disagree	Disag	ree	Strongly d	isagree	Avg. Score	Tota
EVCP	27%	6	36%	8	14%	3	18%	4	5%	1	3.64	22
Academic Research Units/VP Research - MRUs	30%	21	32%	22	23%	16	10%	7	4%	3	3.74	69
Academic Senate	29%	2	14%	1	57%	4	0%	0	0%	0	3.71	7
Administration	35%	103	39%	116	15%	43	7%	21	4%	13	3.93	296
Art Mus & Pacific Film Archive	22%	2	33%	3	22%	2	22%	2	0%	0	3.56	9
Athletics	33%	8	29%	7	29%	7	8%	2	0%	0	3.88	24
Berkeley Law School	32%	18	34%	19	13%	7	20%	11	2%	1	3.75	56
Cal Performances_SMA	14%	1	29%	2	29%	2	29%	2	0%	0	3.29	7
Office of the Chancellor	38%	9	29%	7	17%	4	13%	3	4%	1	3.83	24
Col of Environmental Design	11%	2	33%	6	22%	4	17%	3	17%	3	3.06	18
College of Chemistry	26%	9	43%	15	23%	8	6%	2	3%	1	3.83	35
College of Engineering	26%	43	46%	76	16%	26	11%	18	2%	3	3.83	16
College of Natural Resources	27%	11	44%	18	20%	8	7%	3	2%	1	3.85	41
Division of Data Science	18%	3	47%	8	18%	3	12%	2	6%	1	3.59	17
Equity & Inclusion Div	21%	9	37%	16	21%	9	9%	4	12%	5	3.47	43
Finance	37%	13	40%	14	11%	4	6%	2	6%	2	3.97	35
Goldman Sch of Public Policy	33%	4	50%	6	8%	1	8%	1	0%	0	4.08	12
Graduate Division	14%	1	29%	2	29%	2	29%	2	0%	0	3.29	7
Graduate School of Education	13%	3	30%	7	39%	9	17%	4	0%	0	3.39	23
Haas School of Business	33%	19	25%	14	23%	13	9%	5	11%	6	3.61	57
L&S Arts & Humanities	29%	19	33%	22	32%	21	2%	1	5%	3	3.80	66
L&S Biological Sciences	28%	14	32%	16	26%	13	10%	5	4%	2	3.70	50
L&S Core	30%	3	30%	3	40%	4	0%	0	0%	0	3.90	10
L&S Math & Physical Sci	27%	15	39%	22	23%	13	9%	5	2%	1	3.80	56
L&S Social Sciences	22%	14	48%	30	17%	11	5%	3	8%	5	3.71	63
L&S Undergraduate Division	12%	4	47%	16	21%	7	9%	3	12%	4	3.38	34
Office for the Faculty	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	9
Res Museum & Field Stations	16%	7	48%	21	20%	9	9%	4	7%	3	3.57	44
Research Administrative Units	30%	24	48%	38	11%	9	5%	4	5%	4	3.94	79
School of Information	18%	2	64%	7	9%	1	9%	1	0%	0	3.91	11
School of Journalism	29%	2	29%	2	29%	2	0%	0	14%	1	3.57	7
School of Optometry	21%	4	53%	10	26%	5	0%	0	0%	0	3.95	19
School of Public Health	23%	20	37%	32	24%	21	15%	13	1%	1	3.66	87
School of Social Welfare	30%	7	30%	7	17%	4	22%	5	0%	0	3.70	23
Strategic Acad and Fac Plan	29%	2	29%	2	43%	3	0%	0	0%	0	3.86	7
Student Affairs	24%	49	47%	96	21%	44	6%	13	2%	4	3.84	20
Summer Sessn, Study Abrd, OLLI	56%	5	33%	3	0%	0	0%	0	11%	1	4.22	9
UC Library	20%	17	35%	29	26%	22	13%	11	6%	5	3.50	84
Undergraduate Education	26%	12	40%	19	21%	10	11%	5	2%	1	3.77	47
Univ Developmt and Alumni Rel	25%	25	39%	39	29%	29	7%	7	1%	1	3.79	10
University Extension	13%	4	45%	14	23%	7	10%	3	10%	3	3.42	31
VP Agriculture & Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

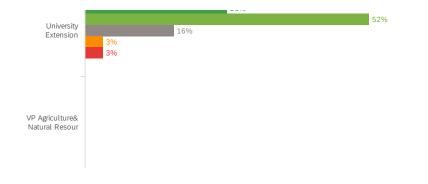
Q9 - My immediate supervisor promotes an inclusive team environment through their actions.









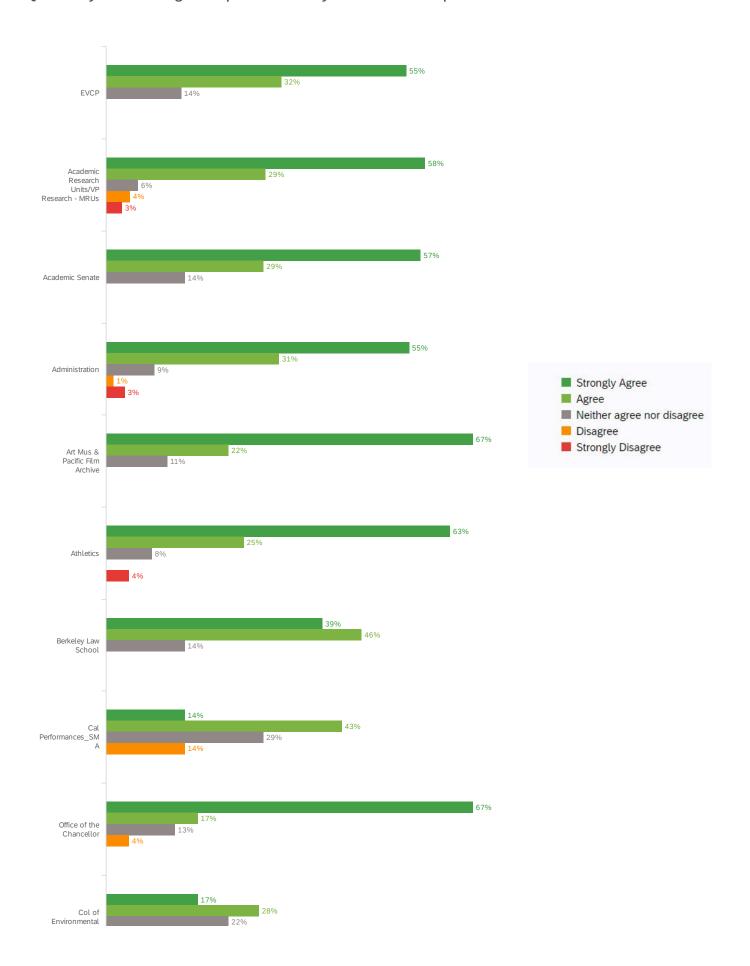


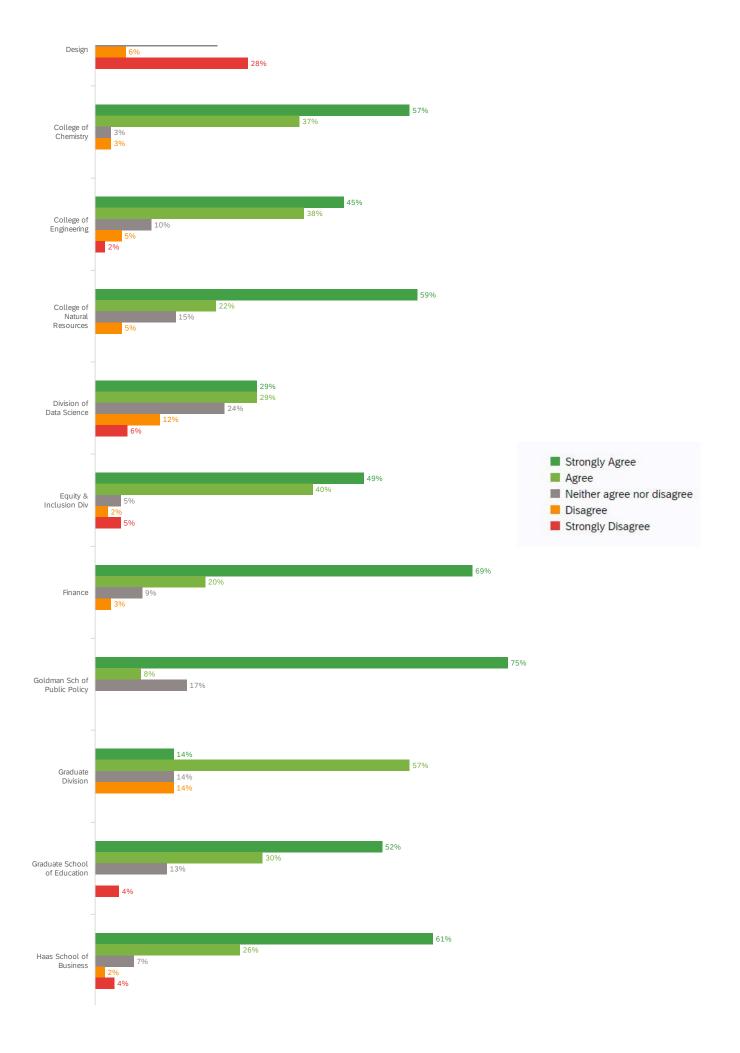


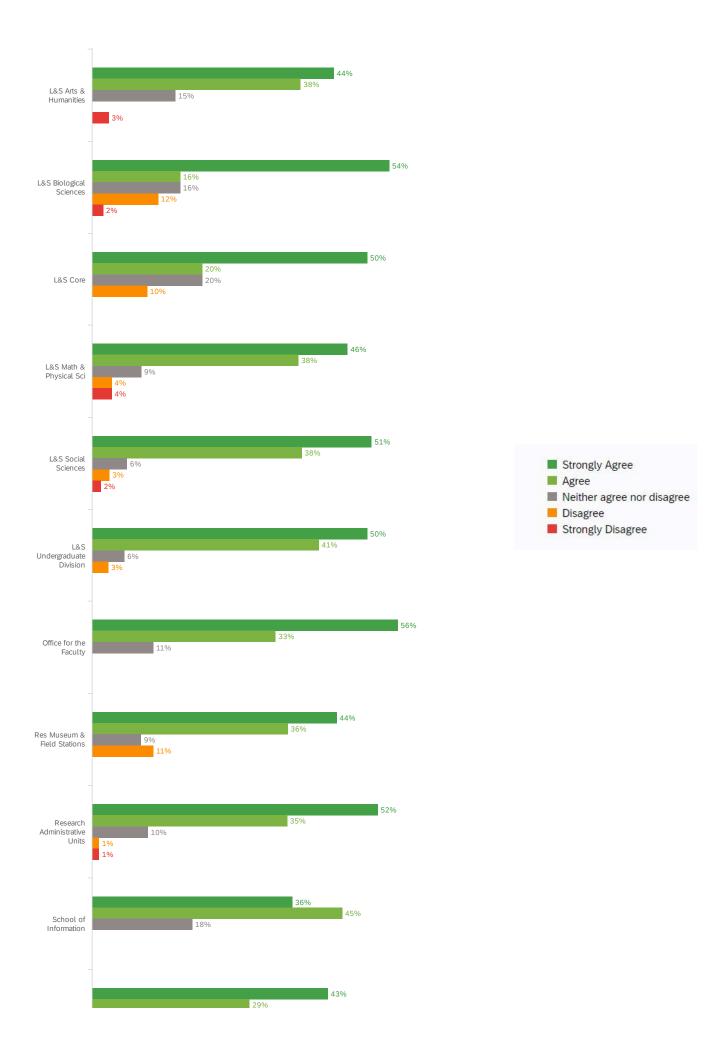
Q9 - My immediate supervisor promotes an inclusive team environment through their actions.

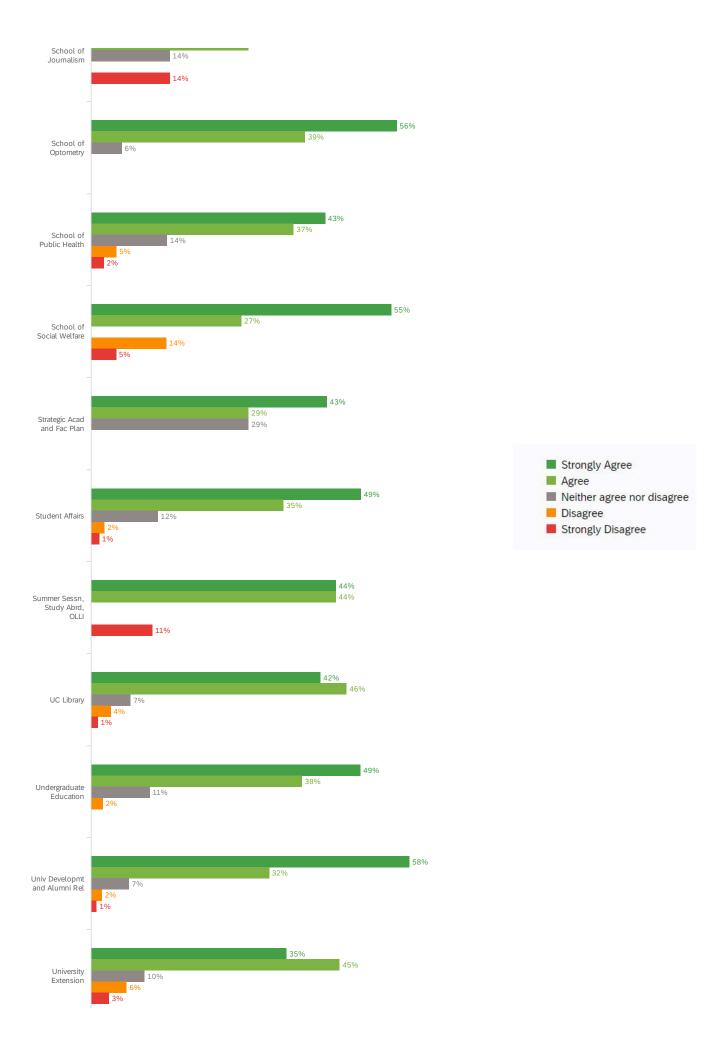
Question	Strongl	y agree	Agı	ee	Neither agree n	or disagree	Disag	ree	Strongly dis	sagree	Avg. Score	Total
EVCP	41%	9	41%	9	18%	4	0%	0	0%	0	4.23	22
Academic Research Units/VP Research - MRUs	48%	33	36%	25	9%	6	3%	2	4%	3	4.20	69
Academic Senate	43%	3	14%	1	29%	2	14%	1	0%	0	3.86	7
Administration	50%	147	35%	104	9%	27	3%	9	3%	9	4.25	296
Art Mus & Pacific Film Archive	56%	5	33%	3	11%	1	0%	0	0%	0	4.44	9
Athletics	46%	11	38%	9	13%	3	0%	0	4%	1	4.21	24
Berkeley Law School	39%	22	45%	25	14%	8	2%	1	0%	0	4.21	56
Cal Performances_SMA	29%	2	29%	2	14%	1	29%	2	0%	0	3.57	7
Office of the Chancellor	54%	13	25%	6	8%	2	13%	3	0%	0	4.21	24
Col of Environmental Design	17%	3	28%	5	28%	5	17%	3	11%	2	3.22	18
College of Chemistry	40%	14	37%	13	20%	7	3%	1	0%	0	4.14	35
College of Engineering	45%	74	34%	56	15%	25	4%	7	2%	4	4.14	166
College of Natural Resources	44%	18	46%	19	7%	3	0%	0	2%	1	4.29	41
Division of Data Science	18%	3	59%	10	18%	3	0%	0	6%	1	3.82	17
Equity & Inclusion Div	49%	21	42%	18	2%	1	2%	1	5%	2	4.28	43
Finance	51%	18	34%	12	11%	4	3%	1	0%	0	4.34	35
Goldman Sch of Public Policy	58%	7	25%	3	17%	2	0%	0	0%	0	4.42	12
Graduate Division	14%	1	29%	2	29%	2	29%	2	0%	0	3.29	7
Graduate School of Education	39%	9	39%	9	17%	4	0%	0	4%	1	4.09	23
Haas School of Business	49%	28	26%	15	14%	8	5%	3	5%	3	4.09	57
L&S Arts & Humanities	42%	28	33%	22	21%	14	2%	1	2%	1	4.14	66
L&S Biological Sciences	44%	22	24%	12	22%	11	8%	4	2%	1	4.00	50
L&S Core	50%	5	20%	2	10%	1	10%	1	10%	1	3.90	10
L&S Math & Physical Sci	39%	22	34%	19	20%	11	5%	3	2%	1	4.04	56
L&S Social Sciences	35%	22	49%	31	8%	5	6%	4	2%	1	4.10	63
L&S Undergraduate Division	44%	15	41%	14	12%	4	0%	0	3%	1	4.24	34
Office for the Faculty	44%	4	56%	5	0%	0	0%	0	0%	0	4.44	9
Res Museum & Field Stations	29%	13	44%	20	18%	8	7%	3	2%	1	3.91	45
Research Administrative Units	45%	35	33%	26	14%	11	6%	5	1%	1	4.14	78
School of Information	36%	4	45%	5	18%	2	0%	0	0%	0	4.18	11
School of Journalism	57%	4	0%	0	29%	2	0%	0	14%	1	3.86	7
School of Optometry	44%	8	39%	7	11%	2	0%	0	6%	1	4.17	18
School of Public Health	40%	35	37%	32	14%	12	9%	8	0%	0	4.08	87
School of Social Welfare	43%	9	29%	6	19%	4	0%	0	10%	2	3.95	21
Strategic Acad and Fac Plan	29%	2	43%	3	14%	1	14%	1	0%	0	3.86	7
Student Affairs	45%	93	34%	70	15%	30	5%	10	1%	3	4.17	206
Summer Sessn, Study Abrd, OLLI	44%	4	33%	3	0%	0	11%	1	11%	1	3.89	9
UC Library	33%	27	37%	31	18%	15	12%	10	0%	0	3.90	83
Undergraduate Education	40%	19	40%	19	15%	7	4%	2	0%	0	4.17	47
Univ Developmt and Alumni Rel	45%	46	38%	39	12%	12	3%	3	2%	2	4.22	102
University Extension	26%	8	52%	16	16%	5	3%	1	3%	1	3.94	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0
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## Q10 - My well-being is important to my immediate supervisor.





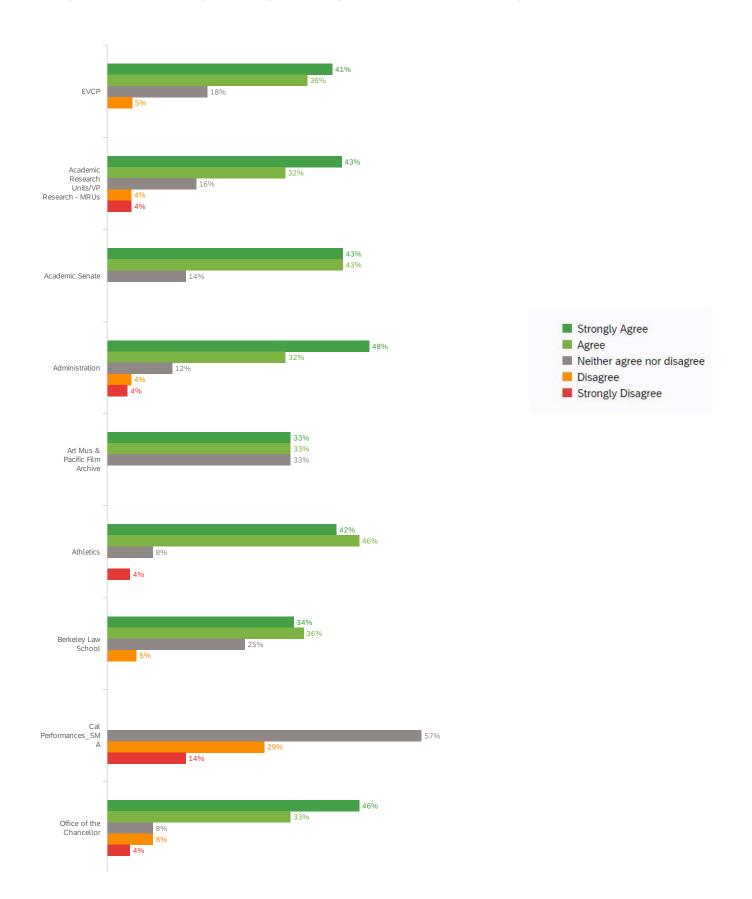


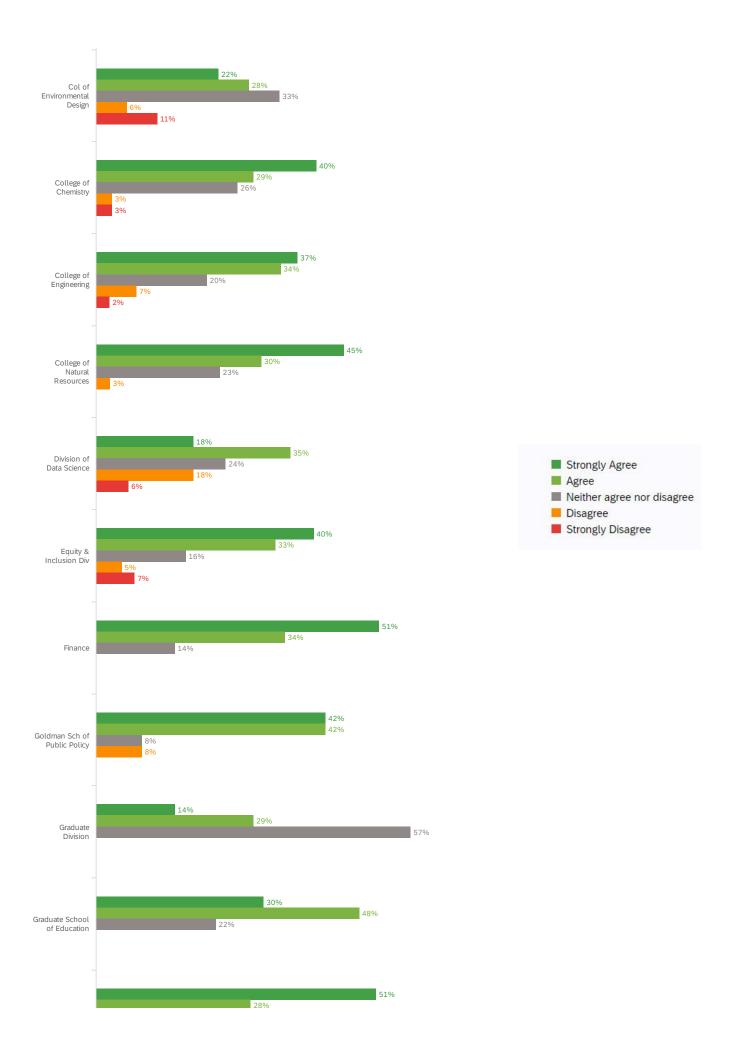


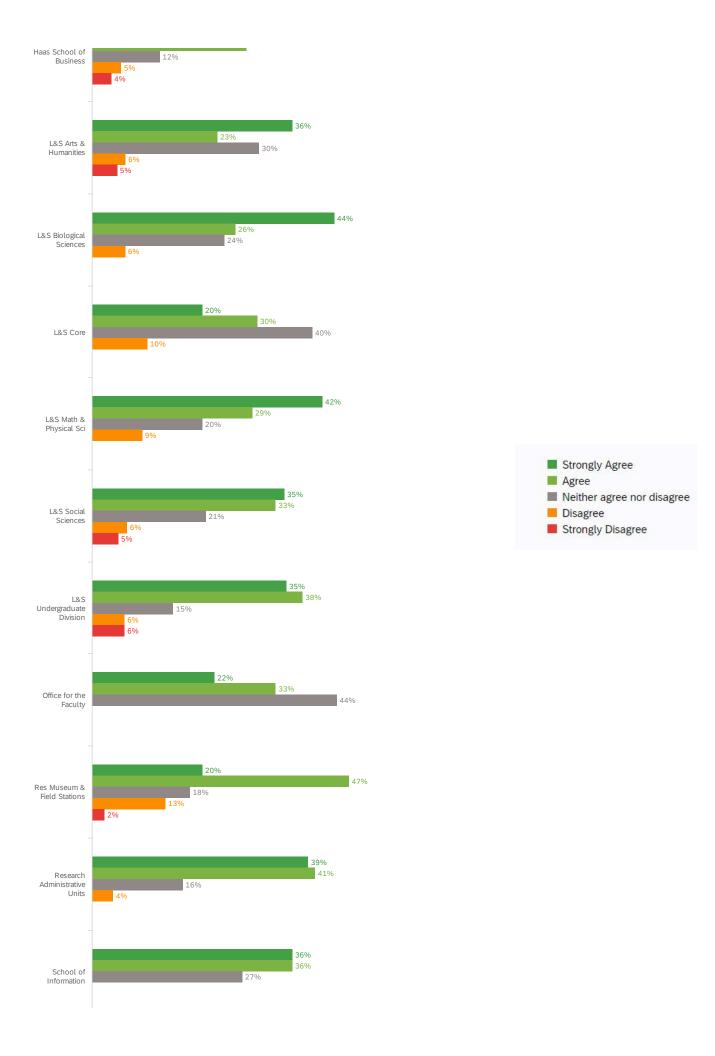
Q10 - My well-being is important to my immediate supervisor.

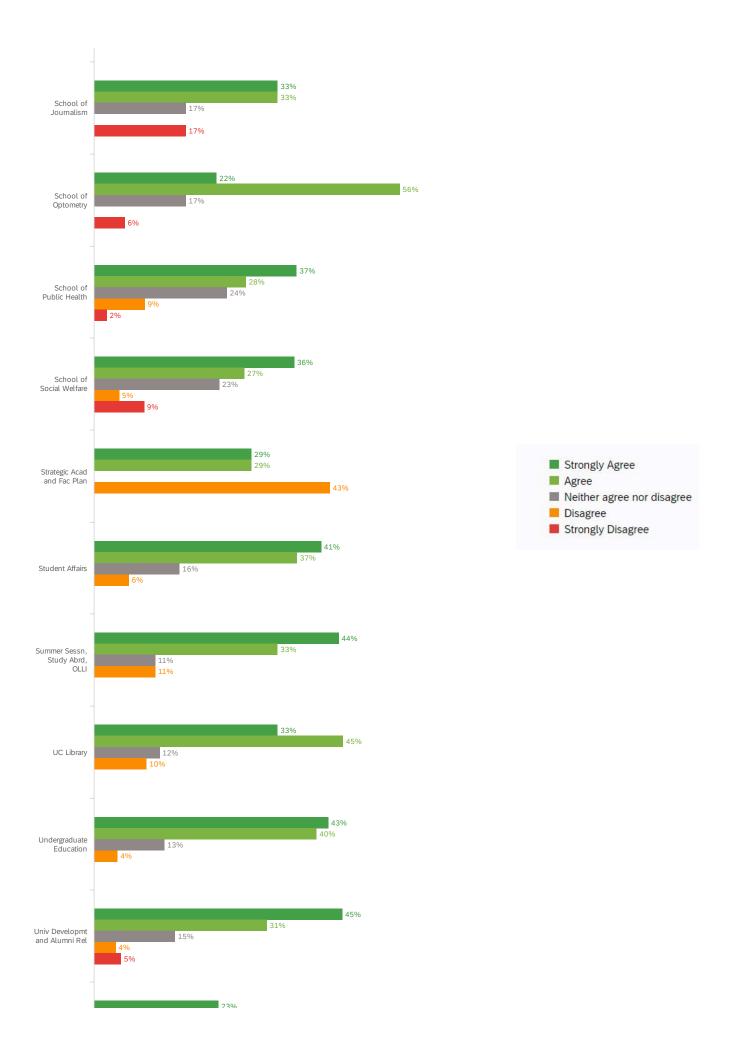
Question	Strongl	y agree	Agr	ee	Neither agree nor disagree D		Disag	ree	Strongly disagree		Avg. Score	Total
EVCP	55%	12	32%	7	14%	3	0%	0	0%	0	4.41	22
Academic Research Units/VP Research - MRUs	58%	40	29%	20	6%	4	4%	3	3%	2	4.35	69
Academic Senate	57%	4	29%	2	14%	1	0%	0	0%	0	4.43	7
Administration	55%	163	31%	93	9%	26	1%	4	3%	10	4.33	296
Art Mus & Pacific Film Archive	67%	6	22%	2	11%	1	0%	0	0%	0	4.56	9
Athletics	63%	15	25%	6	8%	2	0%	0	4%	1	4.42	24
Berkeley Law School	39%	22	46%	26	14%	8	0%	0	0%	0	4.25	56
Cal Performances_SMA	14%	1	43%	3	29%	2	14%	1	0%	0	3.57	7
Office of the Chancellor	67%	16	17%	4	13%	3	4%	1	0%	0	4.46	24
Col of Environmental Design	17%	3	28%	5	22%	4	6%	1	28%	5	3.00	18
College of Chemistry	57%	20	37%	13	3%	1	3%	1	0%	0	4.49	35
College of Engineering	45%	75	38%	63	10%	17	5%	8	2%	3	4.20	166
College of Natural Resources	59%	24	22%	9	15%	6	5%	2	0%	0	4.34	41
Division of Data Science	29%	5	29%	5	24%	4	12%	2	6%	1	3.65	17
Equity & Inclusion Div	49%	21	40%	17	5%	2	2%	1	5%	2	4.26	43
Finance	69%	24	20%	7	9%	3	3%	1	0%	0	4.54	35
Goldman Sch of Public Policy	75%	9	8%	1	17%	2	0%	0	0%	0	4.58	12
Graduate Division	14%	1	57%	4	14%	1	14%	1	0%	0	3.71	7
Graduate School of Education	52%	12	30%	7	13%	3	0%	0	4%	1	4.26	23
Haas School of Business	61%	35	26%	15	7%	4	2%	1	4%	2	4.40	57
L&S Arts & Humanities	44%	29	38%	25	15%	10	0%	0	3%	2	4.20	66
L&S Biological Sciences	54%	27	16%	8	16%	8	12%	6	2%	1	4.08	50
L&S Core	50%	5	20%	2	20%	2	10%	1	0%	0	4.10	10
L&S Math & Physical Sci	46%	26	38%	21	9%	5	4%	2	4%	2	4.20	56
L&S Social Sciences	51%	32	38%	24	6%	4	3%	2	2%	1	4.33	63
L&S Undergraduate Division	50%	17	41%	14	6%	2	3%	1	0%	0	4.38	34
Office for the Faculty	56%	5	33%	3	11%	1	0%	0	0%	0	4.44	9
Res Museum & Field Stations	44%	20	36%	16	9%	4	11%	5	0%	0	4.13	45
Research Administrative Units	52%	41	35%	28	10%	8	1%	1	1%	1	4.35	79
School of Information	36%	4	45%	5	18%	2	0%	0	0%	0	4.18	11
School of Journalism	43%	3	29%	2	14%	1	0%	0	14%	1	3.86	7
School of Optometry	56%	10	39%	7	6%	1	0%	0	0%	0	4.50	18
School of Public Health	43%	37	37%	32	14%	12	5%	4	2%	2	4.13	87
School of Social Welfare	55%	12	27%	6	0%	0	14%	3	5%	1	4.14	22
Strategic Acad and Fac Plan	43%	3	29%	2	29%	2	0%	0	0%	0	4.14	7
Student Affairs	49%	101	35%	72	12%	25	2%	5	1%	3	4.28	206
Summer Sessn, Study Abrd, OLLI	44%	4	44%	4	0%	0	0%	0	11%	1	4.11	9
UC Library	42%	35	46%	39	7%	6	4%	3	1%	1	4.24	84
Undergraduate Education	49%	23	38%	18	11%	5	2%	1	0%	0	4.34	47
Univ Developmt and Alumni Rel	58%	59	32%	33	7%	7	2%	2	1%	1	4.44	102
University Extension	35%	11	45%	14	10%	3	6%	2	3%	1	4.03	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0
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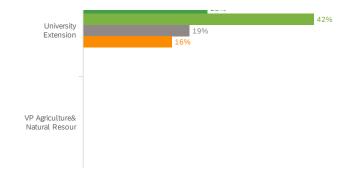
Q11 - My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).









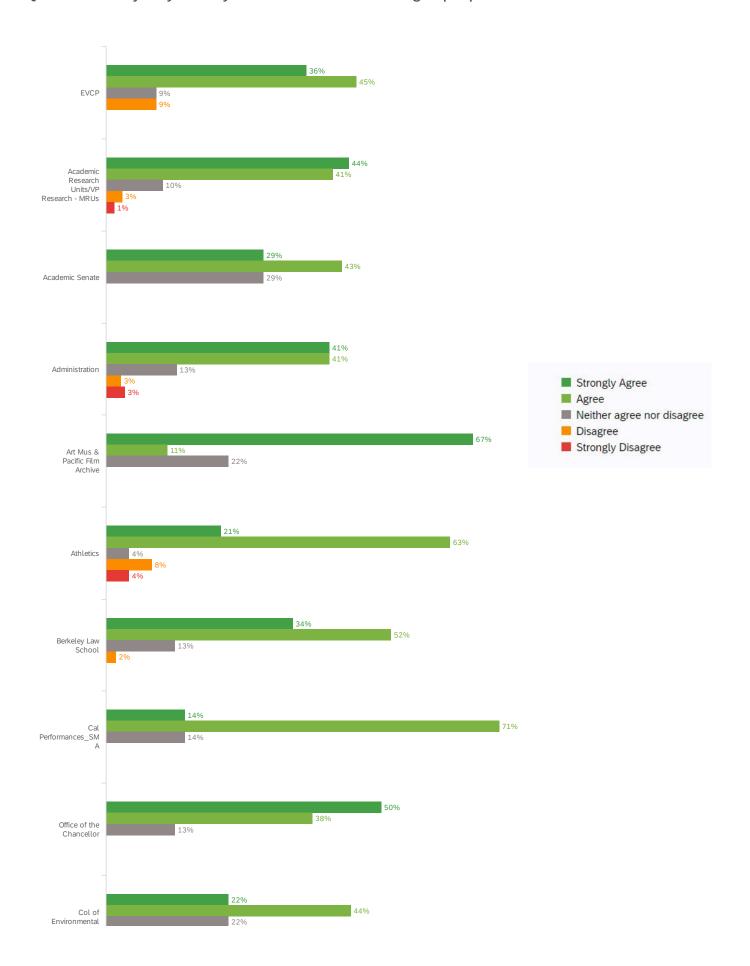


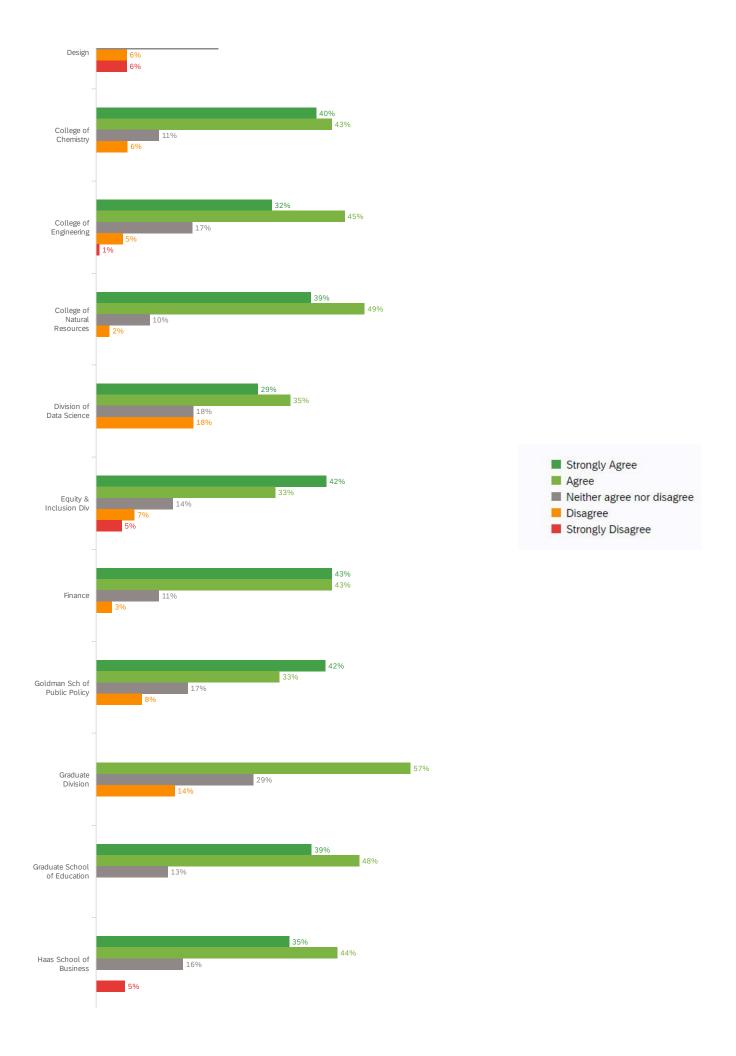


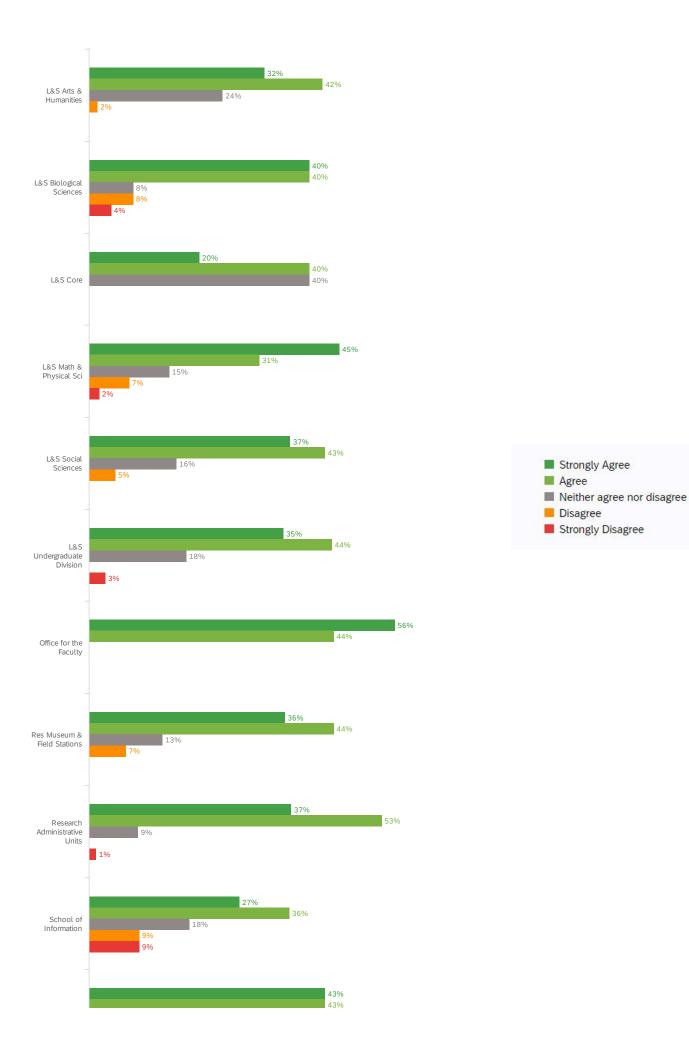
Q11 - My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).

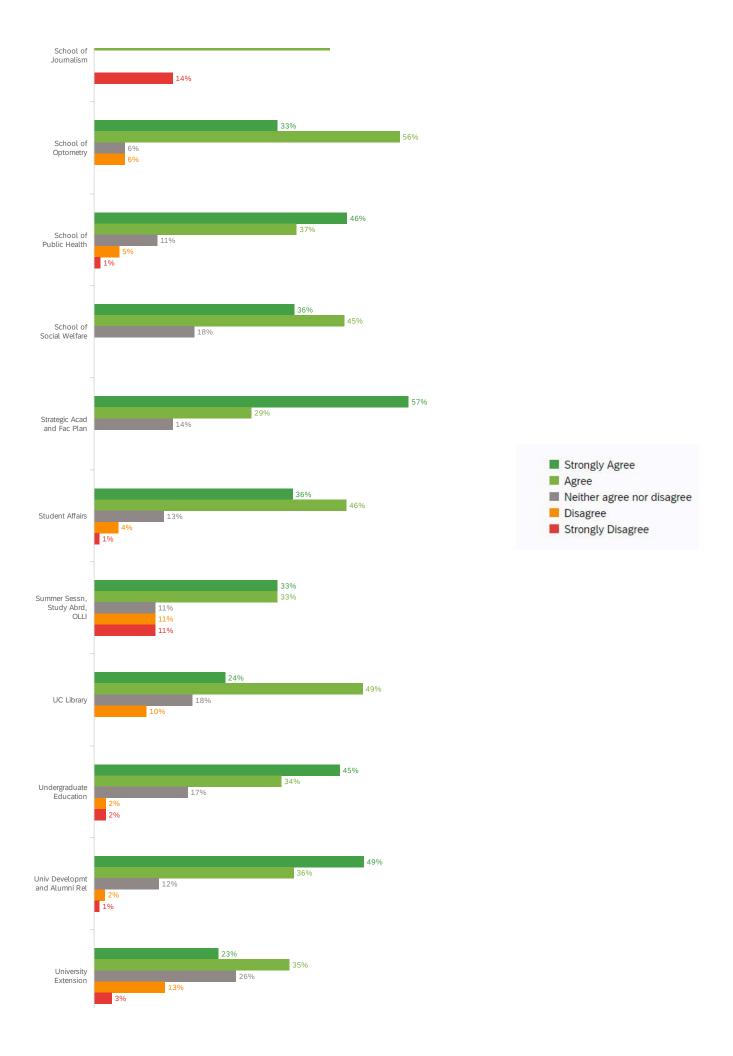
						or disagree	Disag		Strongly a	isagree		Total
EVCP	41%	9	36%	8	18%	4	5%	1	0%	0	4.14	22
Academic Research Units/VP Research - MRUs	43%	29	32%	22	16%	11	4%	3	4%	3	4.04	68
Academic Senate	43%	3	43%	3	14%	1	0%	0	0%	0	4.29	7
Administration	48%	141	32%	96	12%	35	4%	13	4%	11	4.16	296
Art Mus & Pacific Film Archive	33%	3	33%	3	33%	3	0%	0	0%	0	4.00	9
Athletics	42%	10	46%	11	8%	2	0%	0	4%	1	4.21	24
Berkeley Law School	34%	19	36%	20	25%	14	5%	3	0%	0	3.98	56
Cal Performances_SMA	0%	0	0%	0	57%	4	29%	2	14%	1	2.43	7
Office of the Chancellor	46%	11	33%	8	8%	2	8%	2	4%	1	4.08	24
Col of Environmental Design	22%	4	28%	5	33%	6	6%	1	11%	2	3.44	18
College of Chemistry	40%	14	29%	10	26%	9	3%	1	3%	1	4.00	35
College of Engineering	37%	60	34%	55	20%	33	7%	12	2%	4	3.95	164
College of Natural Resources	45%	18	30%	12	23%	9	3%	1	0%	0	4.17	40
Division of Data Science	18%	3	35%	6	24%	4	18%	3	6%	1	3.41	17
Equity & Inclusion Div	40%	17	33%	14	16%	7	5%	2	7%	3	3.93	43
Finance	51%	18	34%	12	14%	5	0%	0	0%	0	4.37	35
Goldman Sch of Public Policy	42%	5	42%	5	8%	1	8%	1	0%	0	4.17	12
Graduate Division	14%	1	29%	2	57%	4	0%	0	0%	0	3.57	7
Graduate School of Education	30%	7	48%	11	22%	5	0%	0	0%	0	4.09	23
Haas School of Business	51%	29	28%	16	12%	7	5%	3	4%	2	4.18	57
L&S Arts & Humanities	36%	24	23%	15	30%	20	6%	4	5%	3	3.80	66
L&S Biological Sciences	44%	22	26%	13	24%	12	6%	3	0%	0	4.08	50
L&S Core	20%	2	30%	3	40%	4	10%	1	0%	0	3.60	10
L&S Math & Physical Sci	42%	23	29%	16	20%	11	9%	5	0%	0	4.04	55
L&S Social Sciences	35%	22	33%	21	21%	13	6%	4	5%	3	3.87	63
L&S Undergraduate Division	35%	12	38%	13	15%	5	6%	2	6%	2	3.91	34
Office for the Faculty	22%	2	33%	3	44%	4	0%	0	0%	0	3.78	9
Res Museum & Field Stations	20%	9	47%	21	18%	8	13%	6	2%	1	3.69	45
Research Administrative Units	39%	31	41%	32	16%	13	4%	3	0%	0	4.15	79
School of Information	36%	4	36%	4	27%	3	0%	0	0%	0	4.09	11
School of Journalism	33%	2	33%	2	17%	1	0%	0	17%	1	3.67	6
School of Optometry	22%	4	56%	10	17%	3	0%	0	6%	1	3.89	18
School of Public Health	37%	32	28%	24	24%	21	9%	8	2%	2	3.87	87
School of Social Welfare	36%	8	27%	6	23%	5	5%	1	9%	2	3.77	22
Strategic Acad and Fac Plan	29%	2	29%	2	0%	0	43%	3	0%	0	3.43	7
Student Affairs	41%	85	37%	76	16%	32	6%	13	0%	0	4.13	206
Summer Sessn, Study Abrd, OLLI	44%	4	33%	3	11%	1	11%	1	0%	0	4.11	9
UC Library	33%	28	45%	38	12%	10	10%	8	0%	0	4.02	84
Undergraduate Education	43%	20	40%	19	13%	6	4%	2	0%	0	4.21	47
Univ Developmt and Alumni Rel	45%	46	31%	32	15%	15	4%	4	5%	5	4.08	102
University Extension	23%	7	42%	13	19%	6	16%	5	0%	0	3.71	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

## Q12 - I feel my day-to-day work connects to a larger purpose.





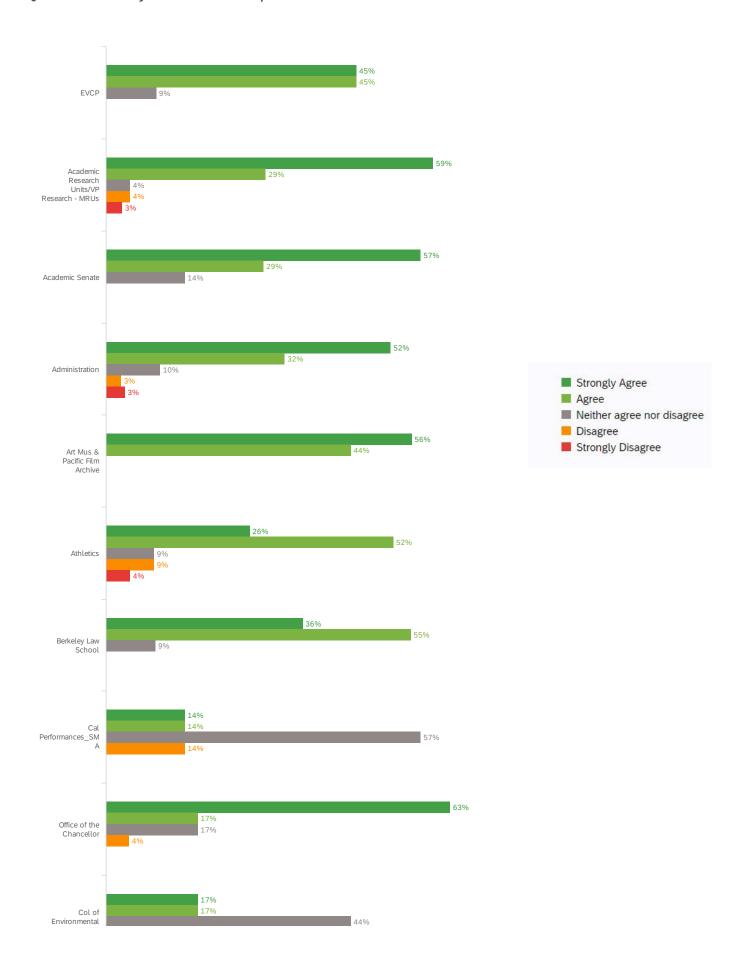


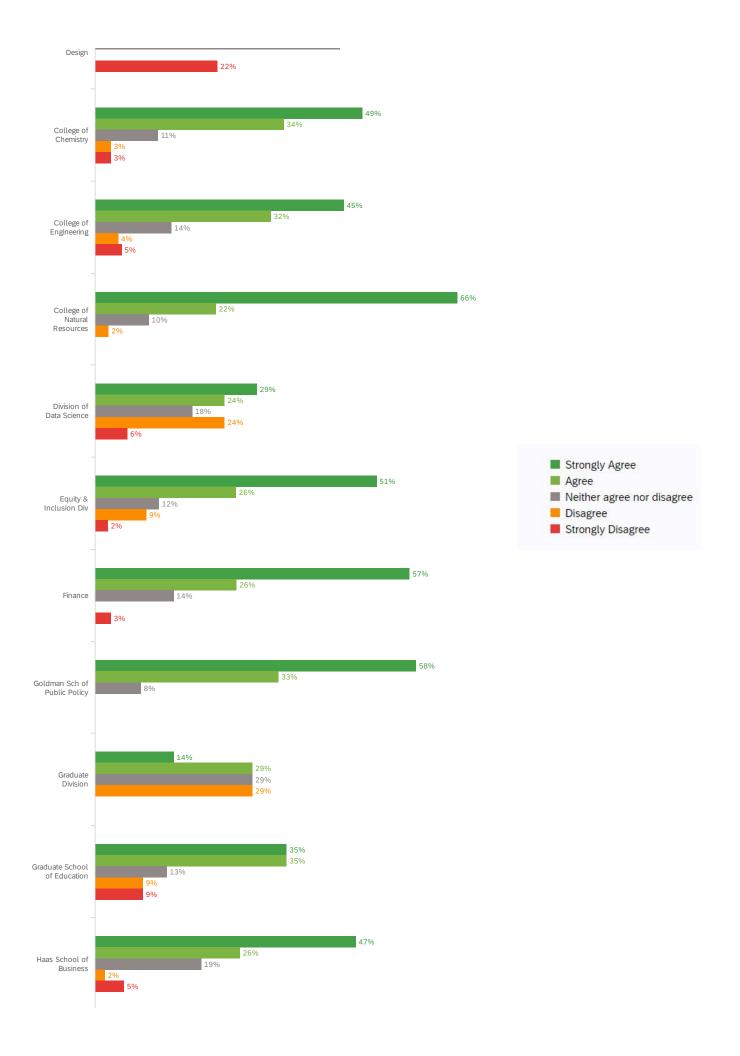


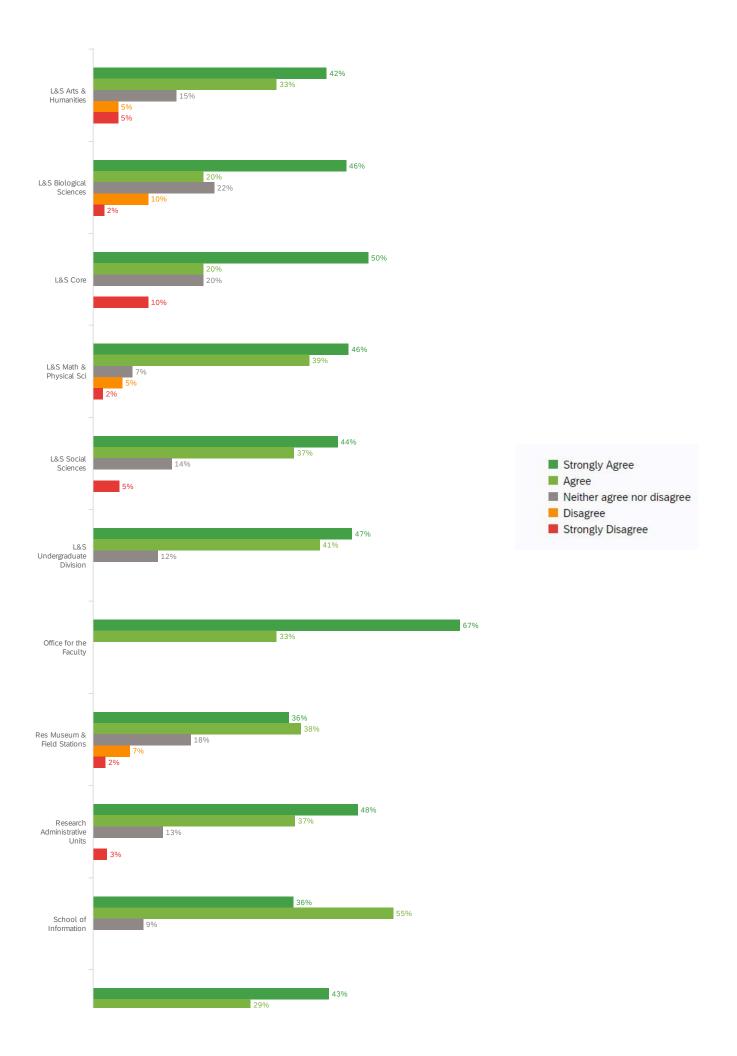
Q12 - I feel my day-to-day work connects to a larger purpose.

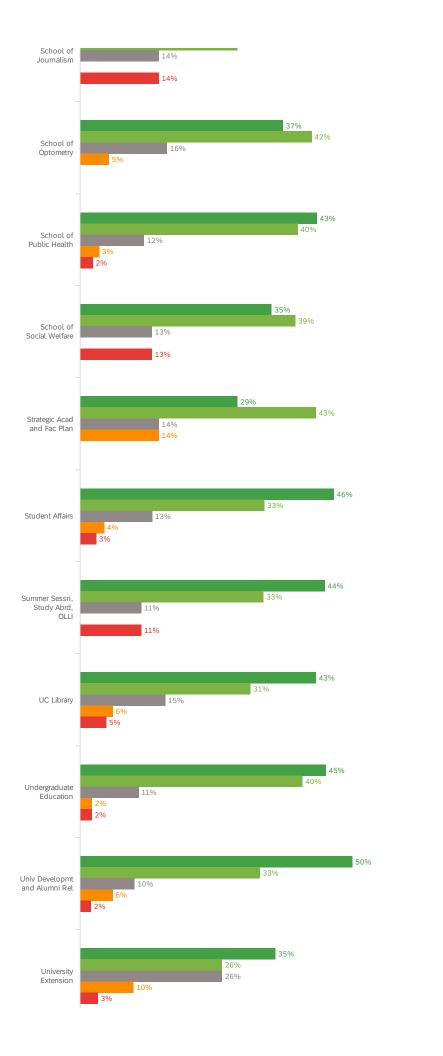
Question	Stro	ngly ee	Agı	ree	Neither ag disagr		Disag	ree	Stror disag		Avg. Score	To
EVCP	36%	8	45%	10	9%	2	9%	2	0%	0	4.09	
Academic Research Units/VP Research - MRUs	44%	30	41%	28	10%	7	3%	2	1%	1	4.24	
Academic Senate	29%	2	43%	3	29%	2	0%	0	0%	0	4.00	
Administration	41%	120	41%	120	13%	38	3%	8	3%	10	4.12	
Art Mus & Pacific Film Archive	67%	6	11%	1	22%	2	0%	0	0%	0	4.44	
Athletics	21%	5	63%	15	4%	1	8%	2	4%	1	3.88	
Berkeley Law School	34%	19	52%	29	13%	7	2%	1	0%	0	4.18	
Cal Performances_SMA	14%	1	71%	5	14%	1	0%	0	0%	0	4.00	
Office of the Chancellor	50%	12	38%	9	13%	3	0%	0	0%	0	4.38	
Col of Environmental Design	22%	4	44%	8	22%	4	6%	1	6%	1	3.72	
College of Chemistry	40%	14	43%	15	11%	4	6%	2	0%	0	4.17	
College of Engineering	32%	53	45%	75	17%	29	5%	8	1%	1	4.03	
College of Natural Resources	39%	16	49%	20	10%	4	2%	1	0%	0	4.24	
Division of Data Science	29%	5	35%	6	18%	3	18%	3	0%	0	3.76	
Equity & Inclusion Div	42%	18	33%	14	14%	6	7%	3	5%	2	4.00	
Finance	43%	15	43%	15	11%	4	3%	1	0%	0	4.26	
Goldman Sch of Public Policy	42%	5	33%	4	17%	2	8%	1	0%	0	4.08	
Graduate Division	0%	0	57%	4	29%	2	14%	1	0%	0	3.43	
Graduate School of Education	39%	9	48%	11	13%	3	0%	0	0%	0	4.26	
Haas School of Business	35%	20	44%	25	16%	9	0%	0	5%	3	4.04	
L&S Arts & Humanities	32%	21	42%	28	24%	16	2%	1	0%	0	4.05	
L&S Biological Sciences	40%	20	40%	20	8%	4	8%	4	4%	2	4.04	
L&S Core	20%	2	40%	4	40%	4	0%	0	0%	0	3.80	
L&S Math & Physical Sci	45%	25	31%	17	15%	8	7%	4	2%	1	4.11	
L&S Social Sciences	37%	23	43%	27	16%	10	5%	3	0%	0	4.11	
L&S Undergraduate Division	35%	12	44%	15	18%	6	0%	0	3%	1	4.09	
Office for the Faculty	56%	5	44%	4	0%	0	0%	0	0%	0	4.56	
Res Museum & Field Stations	36%	16	44%	20	13%	6	7%	3	0%	0	4.09	
Research Administrative Units	37%	29	53%	42	9%	7	0%	0	1%	1	4.24	
School of Information	27%	3	36%	4	18%	2	9%	1	9%	1	3.64	
School of Journalism	43%	3	43%	3	0%	0	0%	0	14%	1	4.00	
School of Optometry	33%	6	56%	10	6%	1	6%	1	0%	0	4.17	
School of Public Health	46%	40	37%	32	11%	10	5%	4	1%	1	4.22	
School of Social Welfare	36%	8	45%	10	18%	4	0%	0	0%	0	4.18	
Strategic Acad and Fac Plan	57%	4	29%	2	14%	1	0%	0	0%	0	4.43	
Student Affairs	36%	74	46%	94	13%	26	4%	9	1%	2	4.12	
Summer Sessn, Study Abrd, OLLI	33%	3	33%	3	11%	1	11%	1	11%	1	3.67	
UC Library	24%	20	49%	41	18%	15	10%	8	0%	0	3.87	
Undergraduate Education	45%	21	34%	16	17%	8	2%	1	2%	1	4.17	
Univ Developmt and Alumni Rel	49%	50	36%	37	12%	12	2%	2	1%	1	4.30	
University Extension	23%	7	35%	11	26%	8	13%	4	3%	1	3.61	

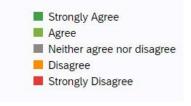
## Q13 - I trust my immediate supervisor.







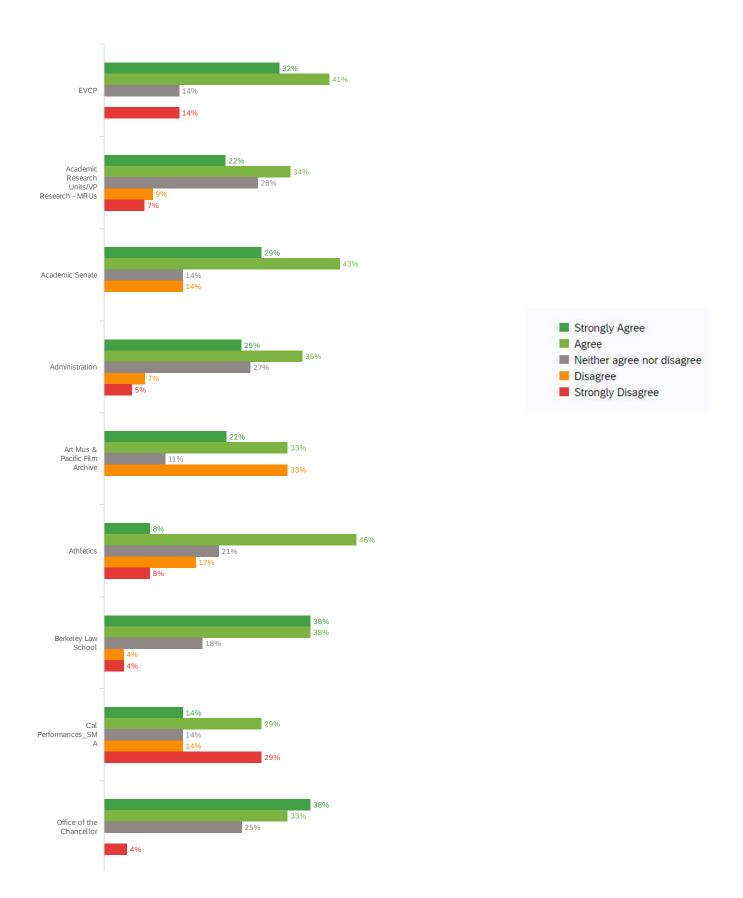


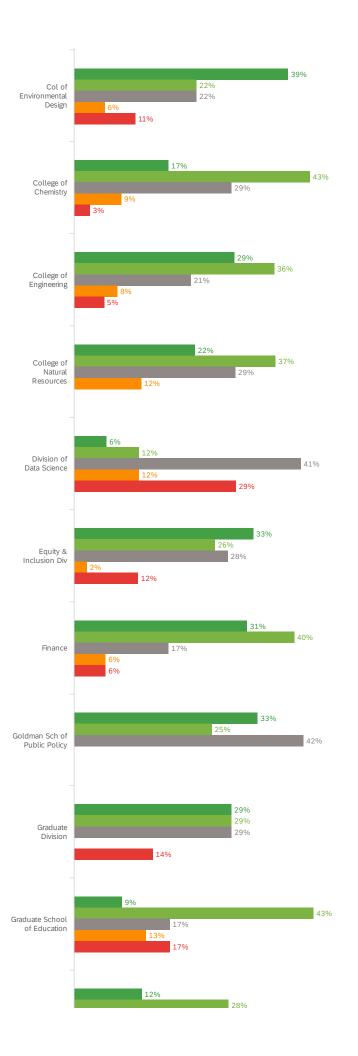


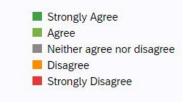
Q13 - I trust my immediate supervisor.

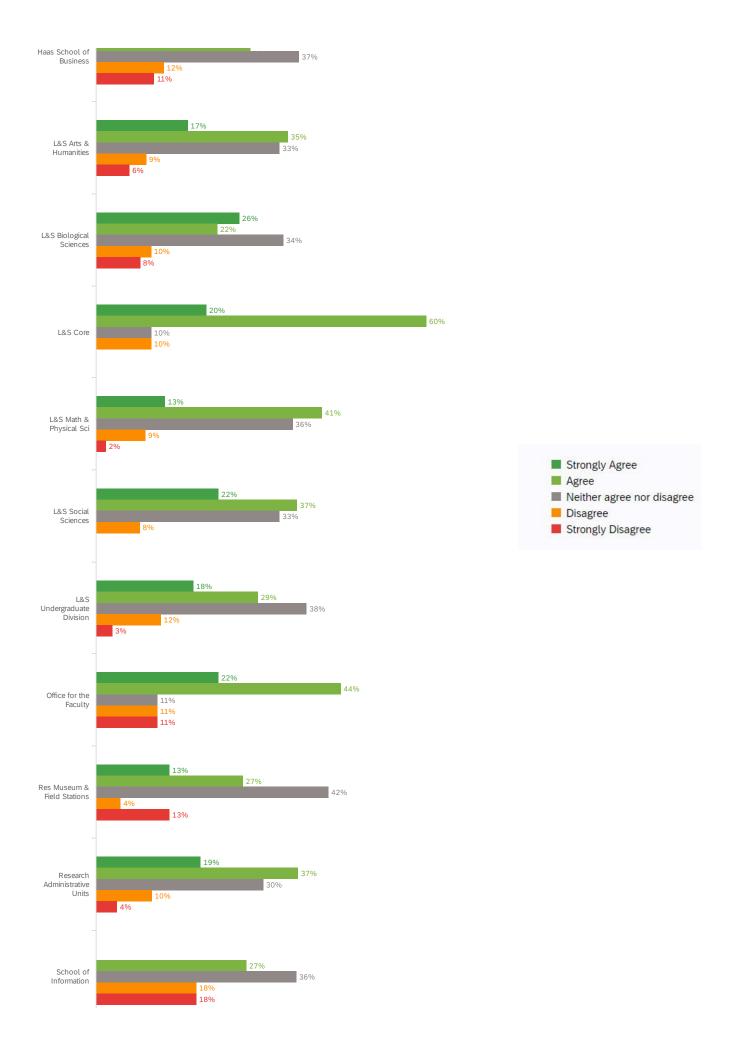
Avg. Score	Avg. Score
0 4.36	4.36
2 4.38	4.38
0 4.43	4.43
10 4.26	4.26
0 4.56	4.56
1 3.87	3.87
0 4.27	4.27
0 3.29	3.29
0 4.38	4.38
4 3.06	3.06
1 4.23	4.23
8 4.08	4.08
0 4.51	4.51
1 3.47	3.47
1 4.14	4.14
1 4.34	4.34
0 4.50	4.50
0 3.29	3.29
2 3.78	3.78
3 4.09	4.09
3 4.05	4.05
1 3.98	3.98
1 4.00	4.00
1 4.23	4.23
3 4.16	4.16
0 4.35	4.35
0 4.67	4.67
1 3.98	3.98
2 4.28	4.28
0 4.27	4.27
1 3.86	3.86
0 4.11	4.11
2 4.17	4.17
3 3.83	3.83
0 3.86	3.86
6 4.16	4.16
1 4.00	4.00
4 4.01	4.01
1 4.23	4.23
2 4.22	4.22
1 3.81	3.81
	<ul><li>2</li><li>1</li><li>0</li></ul>

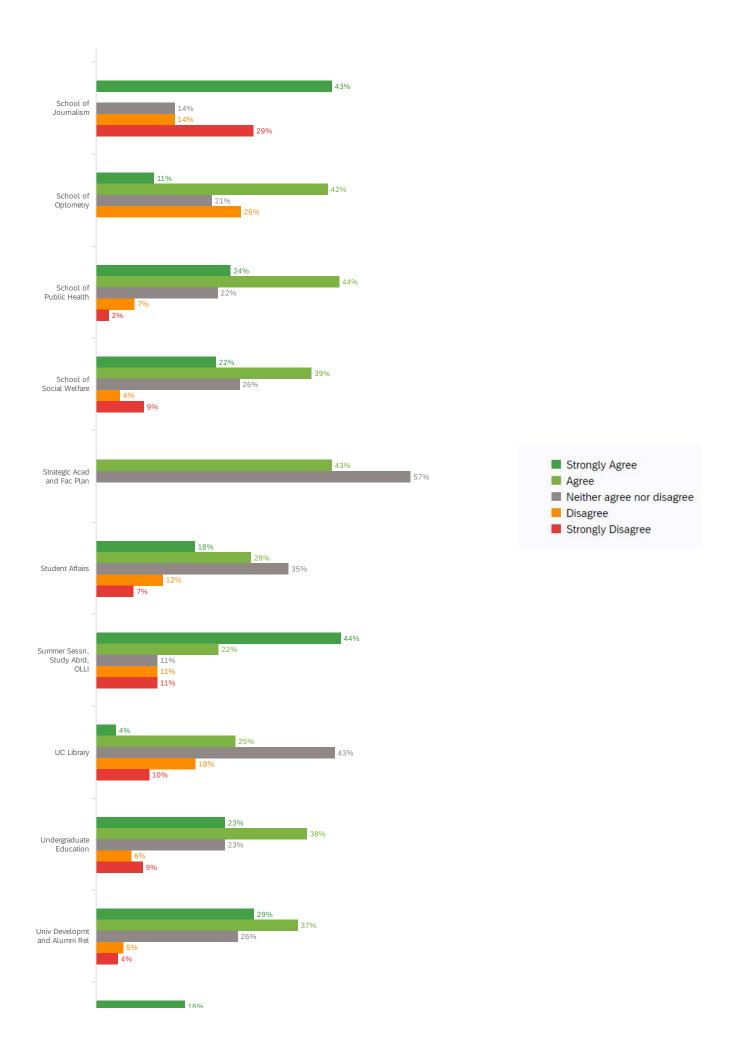
Q14 - (For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.

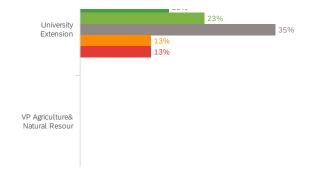


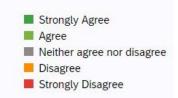










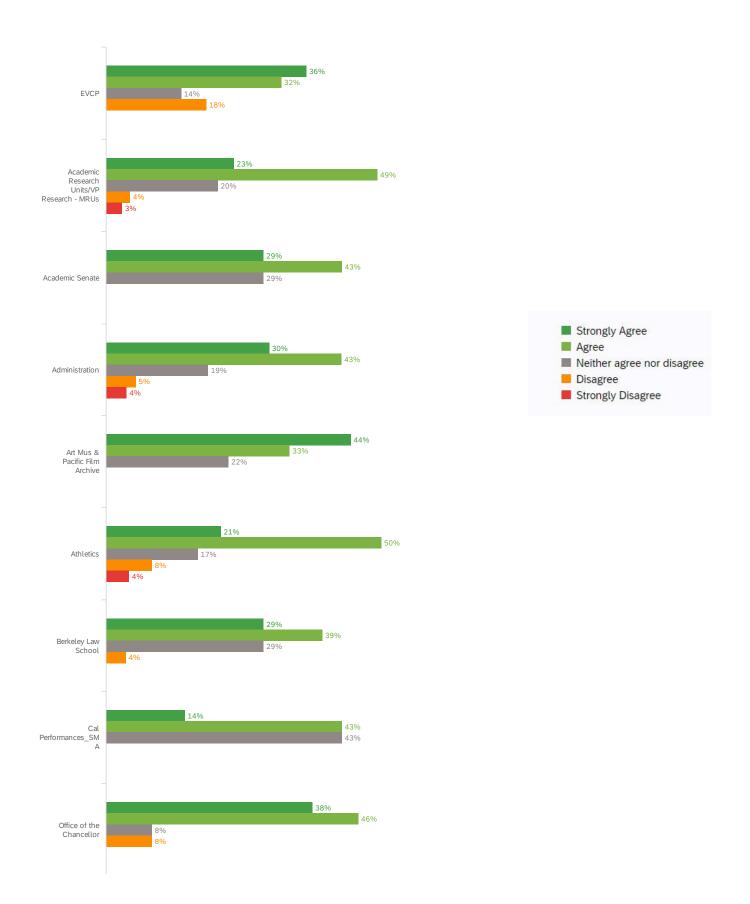


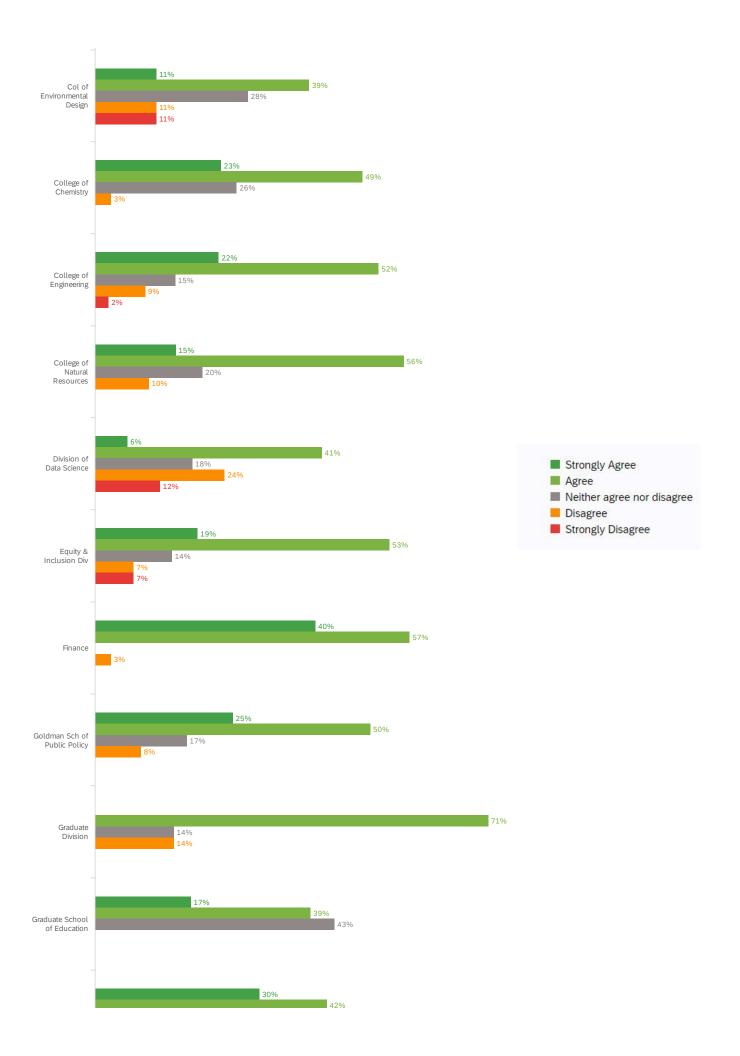
Q14 - (For this statement think about the most senior leader of your academic unit, divison or equivalent) I trust the most senior leader of my school/college/division.

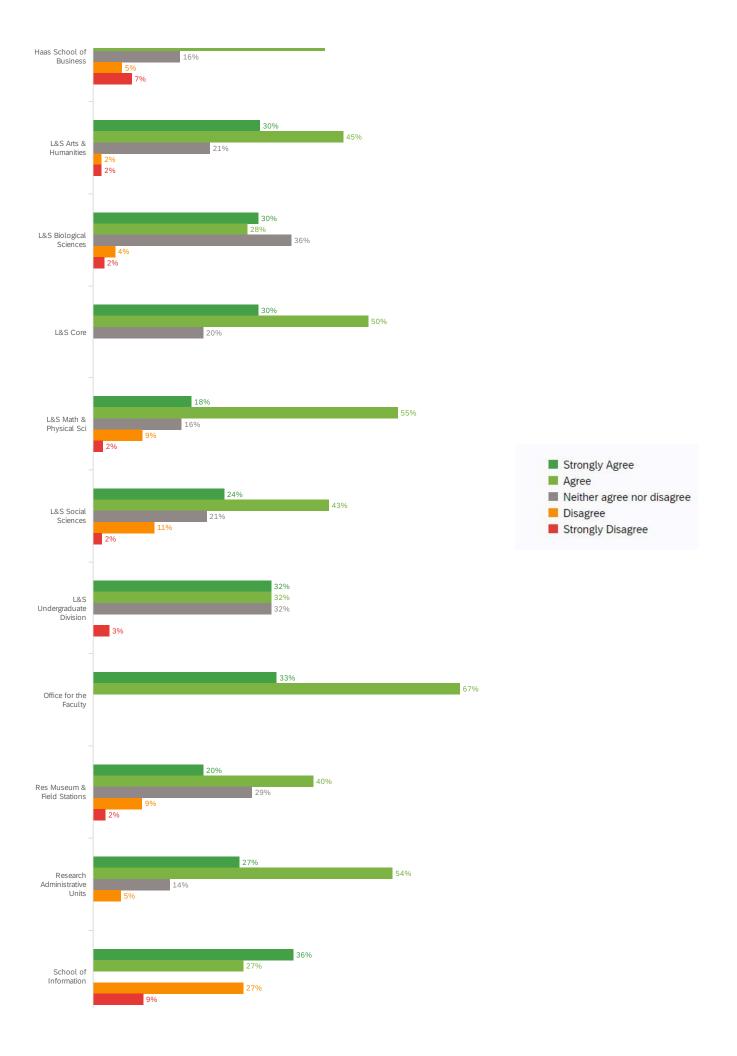
Question	Strongly	agree	Agr	ee	Neither agree n	or disagree	Disag	ree	Strongly d	lisagree	Avg. Score	Total
EVCP	32%	7	41%	9	14%	3	0%	0	14%	3	3.77	22
Academic Research Units/VP Research - MRUs	22%	15	34%	23	28%	19	9%	6	7%	5	3.54	68
Academic Senate	29%	2	43%	3	14%	1	14%	1	0%	0	3.86	7
Administration	25%	74	36%	107	27%	79	7%	22	5%	15	3.68	297
Art Mus & Pacific Film Archive	22%	2	33%	3	11%	1	33%	3	0%	0	3.44	9
Athletics	8%	2	46%	11	21%	5	17%	4	8%	2	3.29	24
Berkeley Law School	38%	21	38%	21	18%	10	4%	2	4%	2	4.02	56
Cal Performances_SMA	14%	1	29%	2	14%	1	14%	1	29%	2	2.86	7
Office of the Chancellor	38%	9	33%	8	25%	6	0%	0	4%	1	4.00	24
Col of Environmental Design	39%	7	22%	4	22%	4	6%	1	11%	2	3.72	18
College of Chemistry	17%	6	43%	15	29%	10	9%	3	3%	1	3.63	35
College of Engineering	29%	48	36%	60	21%	35	8%	13	5%	9	3.76	165
College of Natural Resources	22%	9	37%	15	29%	12	12%	5	0%	0	3.68	41
Division of Data Science	6%	1	12%	2	41%	7	12%	2	29%	5	2.53	17
Equity & Inclusion Div	33%	14	26%	11	28%	12	2%	1	12%	5	3.65	43
Finance	31%	11	40%	14	17%	6	6%	2	6%	2	3.86	35
Goldman Sch of Public Policy	33%	4	25%	3	42%	5	0%	0	0%	0	3.92	12
Graduate Division	29%	2	29%	2	29%	2	0%	0	14%	1	3.57	7
Graduate School of Education	9%	2	43%	10	17%	4	13%	3	17%	4	3.13	23
Haas School of Business	12%	7	28%	16	37%	21	12%	7	11%	6	3.19	57
L&S Arts & Humanities	17%	11	35%	23	33%	22	9%	6	6%	4	3.47	66
L&S Biological Sciences	26%	13	22%	11	34%	17	10%	5	8%	4	3.48	50
L&S Core	20%	2	60%	6	10%	1	10%	1	0%	0	3.90	10
L&S Math & Physical Sci	13%	7	41%	23	36%	20	9%	5	2%	1	3.54	56
L&S Social Sciences	22%	14	37%	23	33%	21	8%	5	0%	0	3.73	63
L&S Undergraduate Division	18%	6	29%	10	38%	13	12%	4	3%	1	3.47	34
Office for the Faculty	22%	2	44%	4	11%	1	11%	1	11%	1	3.56	9
Res Museum & Field Stations	13%	6	27%	12	42%	19	4%	2	13%	6	3.22	45
Research Administrative Units	19%	15	37%	29	30%	24	10%	8	4%	3	3.57	79
School of Information	0%	0	27%	3	36%	4	18%	2	18%	2	2.73	11
School of Journalism	43%	3	0%	0	14%	1	14%	1	29%	2	3.14	7
School of Optometry	11%	2	42%	8	21%	4	26%	5	0%	0	3.37	19
School of Public Health	24%	21	44%	38	22%	19	7%	6	2%	2	3.81	86
School of Social Welfare	22%	5	39%	9	26%	6	4%	1	9%	2	3.61	23
Strategic Acad and Fac Plan	0%	0	43%	3	57%	4	0%	0	0%	0	3.43	7
Student Affairs	18%	37	28%	58	35%	72	12%	25	7%	14	3.38	206
Summer Sessn, Study Abrd, OLLI	44%	4	22%	2	11%	1	11%	1	11%	1	3.78	9
UC Library	4%	3	25%	21	43%	36	18%	15	10%	8	2.95	83
Undergraduate Education	23%	11	38%	18	23%	11	6%	3	9%	4	3.62	47
Univ Developmt and Alumni Rel	29%	29	37%	37	26%	26	5%	5	4%	4	3.81	101
University Extension	16%	5	23%	7	35%	11	13%	4	13%	4	3.16	31
VP Agriculture& Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

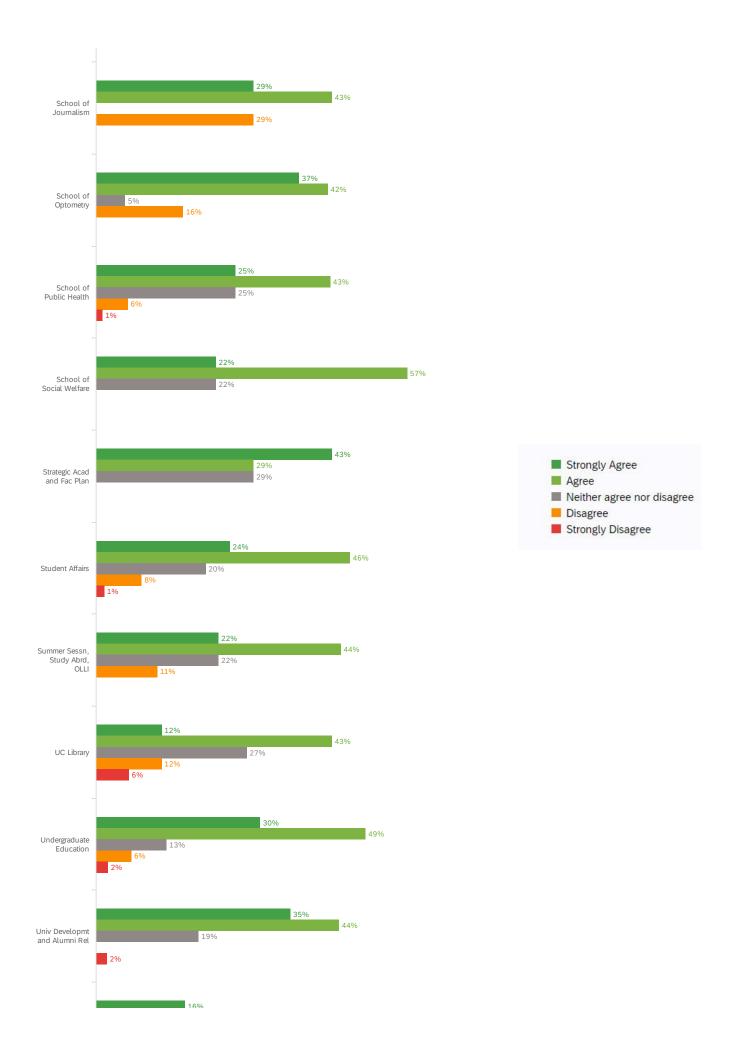
Q15 - Based on my day-to-day work experience at UCB, I feel motivated to do my best

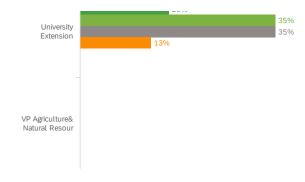
work.

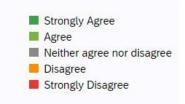








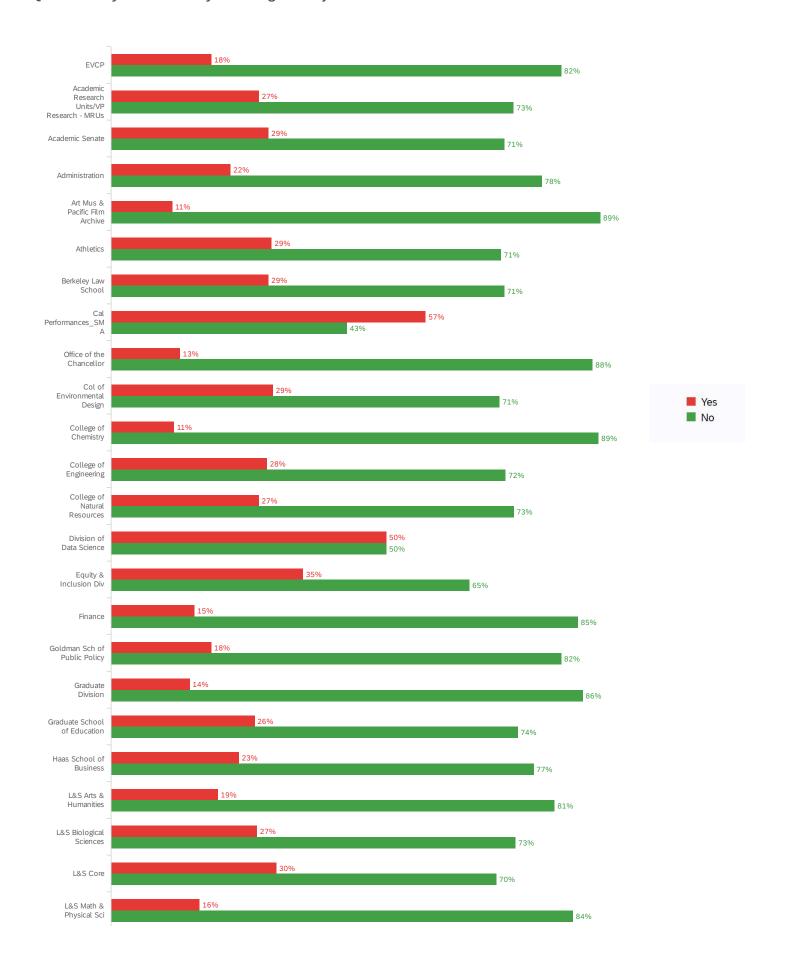


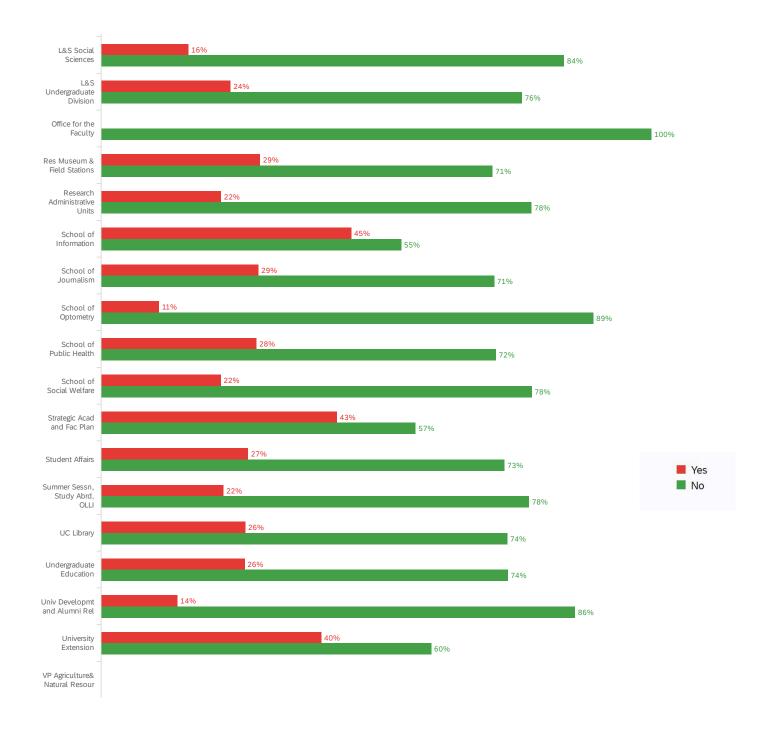


Q15 - Based on my day-to-day work experience at UCB, I feel motivated to do my best work.

Question	Strongly	agree	Agr	ee	Neither agree n	or disagree	Disag	ree	Strongly d	isagree	Avg. Score	Total
EVCP	36%	8	32%	7	14%	3	18%	4	0%	0	3.86	22
Academic Research Units/VP Research - MRUs	23%	16	49%	34	20%	14	4%	3	3%	2	3.86	69
Academic Senate	29%	2	43%	3	29%	2	0%	0	0%	0	4.00	7
Administration	30%	88	43%	127	19%	55	5%	16	4%	11	3.89	297
Art Mus & Pacific Film Archive	44%	4	33%	3	22%	2	0%	0	0%	0	4.22	9
Athletics	21%	5	50%	12	17%	4	8%	2	4%	1	3.75	24
Berkeley Law School	29%	16	39%	22	29%	16	4%	2	0%	0	3.93	56
Cal Performances_SMA	14%	1	43%	3	43%	3	0%	0	0%	0	3.71	7
Office of the Chancellor	38%	9	46%	11	8%	2	8%	2	0%	0	4.13	24
Col of Environmental Design	11%	2	39%	7	28%	5	11%	2	11%	2	3.28	18
College of Chemistry	23%	8	49%	17	26%	9	3%	1	0%	0	3.91	35
College of Engineering	22%	37	52%	85	15%	24	9%	15	2%	4	3.82	165
College of Natural Resources	15%	6	56%	23	20%	8	10%	4	0%	0	3.76	41
Division of Data Science	6%	1	41%	7	18%	3	24%	4	12%	2	3.06	17
Equity & Inclusion Div	19%	8	53%	23	14%	6	7%	3	7%	3	3.70	43
Finance	40%	14	57%	20	0%	0	3%	1	0%	0	4.34	35
Goldman Sch of Public Policy	25%	3	50%	6	17%	2	8%	1	0%	0	3.92	12
Graduate Division	0%	0	71%	5	14%	1	14%	1	0%	0	3.57	7
Graduate School of Education	17%	4	39%	9	43%	10	0%	0	0%	0	3.74	23
Haas School of Business	30%	17	42%	24	16%	9	5%	3	7%	4	3.82	57
L&S Arts & Humanities	30%	20	45%	30	21%	14	2%	1	2%	1	4.02	66
L&S Biological Sciences	30%	15	28%	14	36%	18	4%	2	2%	1	3.80	50
L&S Core	30%	3	50%	5	20%	2	0%	0	0%	0	4.10	10
L&S Math & Physical Sci	18%	10	55%	31	16%	9	9%	5	2%	1	3.79	56
L&S Social Sciences	24%	15	43%	27	21%	13	11%	7	2%	1	3.76	63
L&S Undergraduate Division	32%	11	32%	11	32%	11	0%	0	3%	1	3.91	34
Office for the Faculty	33%	3	67%	6	0%	0	0%	0	0%	0	4.33	9
Res Museum & Field Stations	20%	9	40%	18	29%	13	9%	4	2%	1	3.67	45
Research Administrative Units	27%	21	54%	43	14%	11	5%	4	0%	0	4.03	79
School of Information	36%	4	27%	3	0%	0	27%	3	9%	1	3.55	11
School of Journalism	29%	2	43%	3	0%	0	29%	2	0%	0	3.71	7
School of Optometry	37%	7	42%	8	5%	1	16%	3	0%	0	4.00	19
School of Public Health	25%	22	43%	37	25%	22	6%	5	1%	1	3.85	87
School of Social Welfare	22%	5	57%	13	22%	5	0%	0	0%	0	4.00	23
Strategic Acad and Fac Plan	43%	3	29%	2	29%	2	0%	0	0%	0	4.14	7
Student Affairs	24%	50	46%	95	20%	41	8%	17	1%	3	3.83	206
Summer Sessn, Study Abrd, OLLI	22%	2	44%	4	22%	2	11%	1	0%	0	3.78	9
UC Library	12%	10	43%	36	27%	23	12%	10	6%	5	3.43	84
Undergraduate Education	30%	14	49%	23	13%	6	6%	3	2%	1	3.98	47
Univ Developmt and Alumni Rel	35%	36	44%	45	19%	19	0%	0	2%	2	4.11	102
University Extension	16%	5	35%	11	35%	11	13%	4	0%	0	3.55	31
VP Agriculture & Natural Resour	0%	0	0%	0	0%	0	0%	0	0%	0	0.00	0

## Q16 - Are you currently looking for a job outside of UCB?





Question	Yes	No	Total
EVCP	18%	82%	22
Academic Research Units/VP Research - MRUs	27%	73%	67
Academic Senate	29%	71%	7
Administration	22%	78%	295
Art Mus & Pacific Film Archive	11%	89%	9
Athletics	29%	71%	24
Berkeley Law School	29%	71%	56
Cal Performances_SMA	57%	43%	7
Office of the Chancellor	13%	88%	24
Col of Environmental Design	29%	71%	17
College of Chemistry	11%	89%	35
College of Engineering	28%	72%	166
College of Natural Resources	27%	73%	41
Division of Data Science	50%	50%	16
Equity & Inclusion Div	35%	65%	43
Finance	15%	85%	33
Goldman Sch of Public Policy	18%	82%	11
Graduate Division	14%	86%	7
Graduate School of Education	26%	74%	23
Haas School of Business	23%	77%	56
L&S Arts & Humanities	19%	81%	67
L&S Biological Sciences	27%	73%	49
L&S Core	30%	70%	10
L&S Math & Physical Sci	16%	84%	56
L&S Social Sciences	16%	84%	63
L&S Undergraduate Division	24%	76%	34
Office for the Faculty	0%	100%	9
Res Museum & Field Stations	29%	71%	45
Research Administrative Units	22%	78%	78
School of Information	45%	55%	11
School of Journalism	29%	71%	7
School of Optometry	11%	89%	19
School of Public Health	28%	72%	85
School of Social Welfare	22%	78%	23
Strategic Acad and Fac Plan	43%	57%	7
Student Affairs	27%	73%	206
Summer Sessn, Study Abrd, OLLI	22%	78%	9
UC Library	26%	74%	84
Undergraduate Education	26%	74%	46
Univ Developmt and Alumni Rel	14%	86%	101
University Extension	40%	60%	30
VP Agriculture& Natural Resour	0%	0%	0