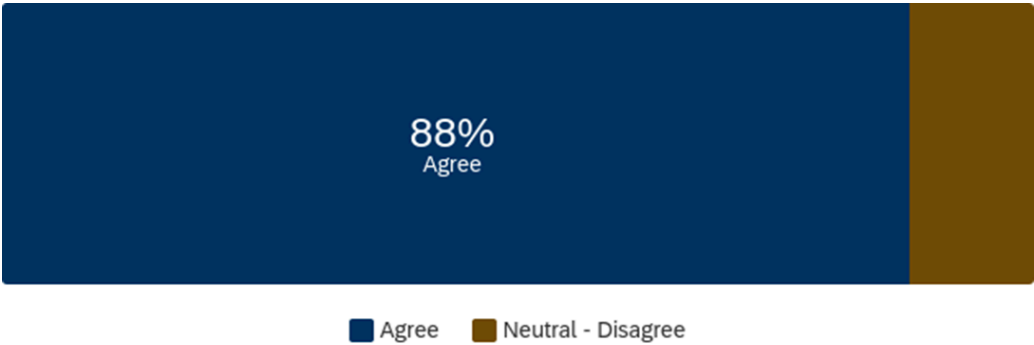


UC Berkeley People & Culture

State of the Workplace - Campus February 2025

Invites Issued	Total Responses	Response Rate	Randomized Sample	Campus Margin of Error
9,877	3,409	35%	2,159	2%

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



Difference from Previous Survey (+3%)

Answer	%	Count
Strongly agree	51%	1041
Agree	37%	767
Neither agree nor disagree	6%	127
Disagree	4%	80

Strongly disagree	2%	37
Total	100%	2052

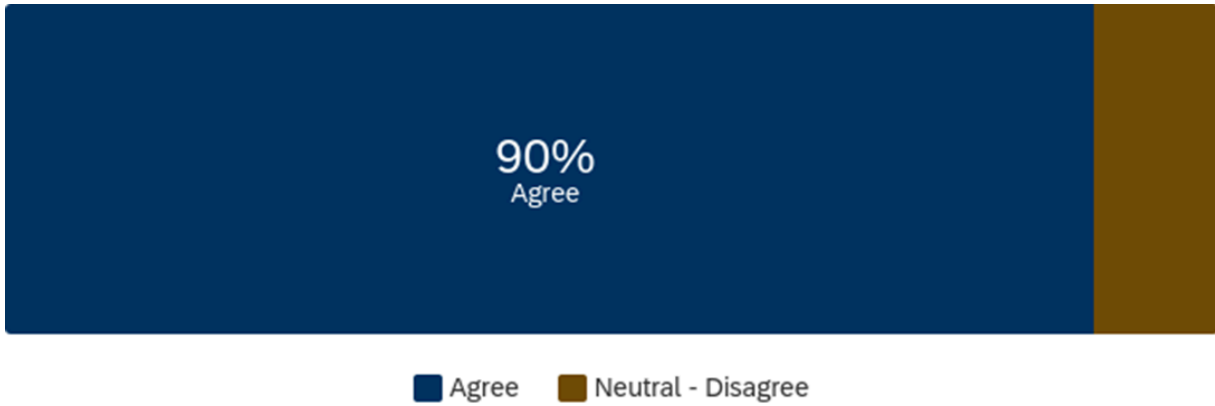
Q2 - I have the equipment and tools needed to do my job effectively.



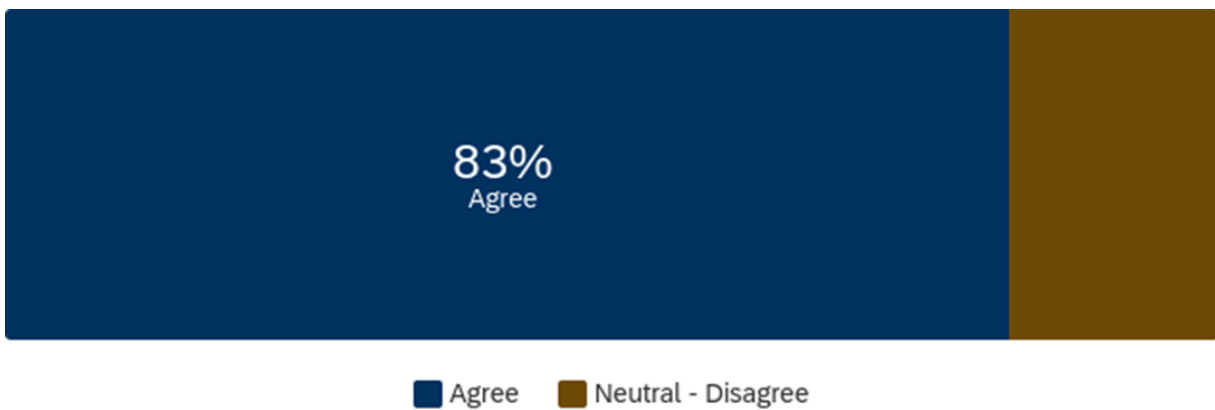
■ Agree ■ Neutral - Disagree

Answer	%	Count
Strongly agree	38%	777
Agree	46%	947
Neither agree nor disagree	8%	164
Disagree	6%	133
Strongly disagree	1%	29
Total	100%	2050

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



Q4 - Within my team, I feel my personal contributions are recognized by my immediate supervisor



Difference from Previous Survey (+5%)

Answer	%	Count
Strongly agree	50%	1016
Agree	34%	696
Neither agree nor disagree	8%	168
Disagree	5%	98
Strongly disagree	4%	72
Total	100%	2050

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



■ Agree ■ Neutral - Disagree

Difference from Previous Survey (+3%)

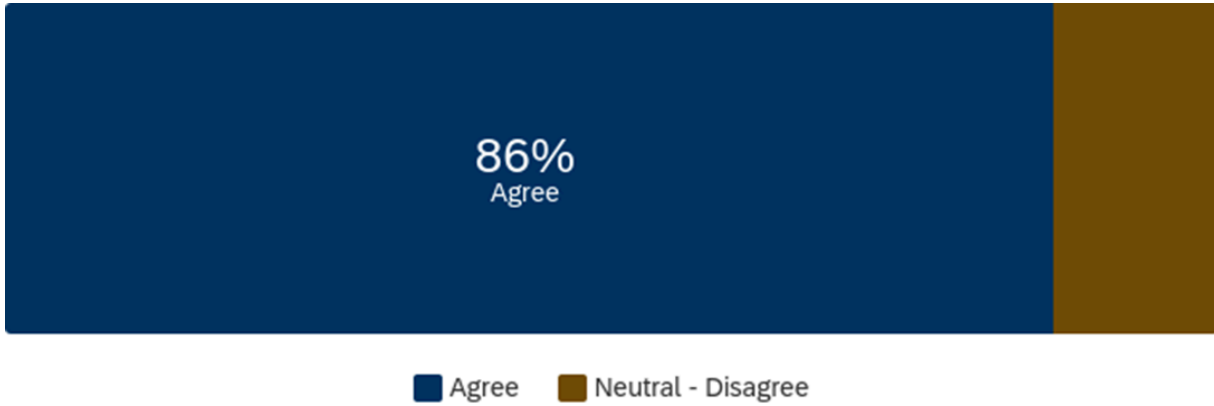
Answer	%	Count
Strongly agree	46%	947
Agree	37%	756
Neither agree nor disagree	10%	196
Disagree	5%	99
Strongly disagree	2%	50

Total

100%

2048

Q6 - My well-being is important to my immediate supervisor.



Difference from Previous Survey (+4%)

Answer	%	Count
Strongly agree	56%	1151
Agree	30%	616
Neither agree nor disagree	7%	151
Disagree	4%	77
Strongly disagree	3%	53
Total	100%	2048

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



■ Agree ■ Neutral - Disagree

Difference from Previous Survey (+4%)

Answer	%	Count
Strongly agree	48%	993
Agree	36%	732
Neither agree nor disagree	9%	187
Disagree	5%	97
Strongly disagree	2%	43
Total	100%	2052

Q8 - Within my team, I am treated with dignity and respect.



■ Agree ■ Neutral - Disagree

Difference from Previous Survey (+3%)

Answer	%	Count
Strongly agree	52%	1069
Agree	35%	718
Neither agree nor disagree	8%	161
Disagree	3%	67
Strongly disagree	2%	35
Total	100%	2050

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



■ Agree
 ■ Neutral - Disagree

Difference from Previous Survey (+5%)

Answer	%	Count
Strongly agree	46%	929
Agree	35%	708
Neither agree nor disagree	11%	219
Disagree	5%	100

Strongly disagree	4%	71
Total	100%	2027

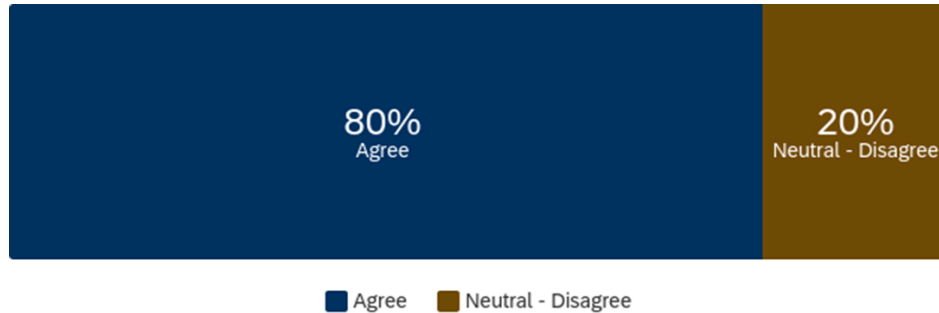
Q9a - What actions would you like your supervisor to take to promote an inclusive environment?

Total randomized comments = 196

Categories	Count (%)	Examples
Open Communication and Engagement	51(26%)	<ul style="list-style-type: none"> • "More than just saying they believe in inclusion, but actively including people in both social and work activities. There's a lot of gate-keeping on information and opportunities." • "Work on tone and delivery of their communication, feedback, and criticism; be more open to suggestions, ideas, and feedback from direct reports" • "Better and more open communication, more transparency" • "Have check-ins, give updates, provide feedback, give feedback."
Equitable Treatment and Fairness	41 (21%)	<ul style="list-style-type: none"> • "Though we hire a diverse staff, the treatment of individuals is not even-handed. Gender, race, age, and many factors seem to contribute to low expectations for some and unrealistically high for others." • "Not automatically promote white people over people of color who have been here longer" • "Equity equity equity....in expectations, in coming to work, in attending meetings, in receiving awards, in everything. There is so much toxic inequity in my unit I want to leave." • "To treat everyone the same and not have favorites."
Inclusive Decision Making	28(14%)	<ul style="list-style-type: none"> • "We need more transparency on what is going on and how we are making decisions" • "Be open to not only hearing, but listening and acting upon, other people's opinions, feedback, and process improvement ideas, even if they aren't how they would do things." • "Encourage everyone to state their opinion and encourage a culture of no idea is a bad idea."
Addressing Toxic Behavior	27(14%)	<ul style="list-style-type: none"> • "Quit playing favorites, gaslighting their staff by not giving clear expectations of deadlines and then getting frustrated and explosive on employees." • "Stop using derogatory language and slurs." • "Educate herself by receiving anonymous feedback from her department on how her actions explicitly and implicitly are biased, discriminatory, retaliatory, and promote bias, competitiveness, distrust, low morale and high turnover within members of the department."
Flexible and Supportive Work Environment	18(9%)	<ul style="list-style-type: none"> • "Advocating for staff to have a better environment and less disrespect from faculty within the college" • "Have accommodations for disability not be subject to a wait period, or reliant on meeting certain goals prior to them taking effect."

		<ul style="list-style-type: none"> • “Accommodate dietary restrictions/food allergies for staff meals. More schedule flexibility with regard to working from home or remotely.”
Professional Development and Training	17(9%)	<ul style="list-style-type: none"> • “Sharing information about professional opportunities in an equitable way.” • “Cross training opportunities.” • “Promote professional development”

Q10 - I trust my immediate supervisor.



Difference from Previous Survey (+4%)

Answer	%	Count
Strongly agree	48%	981
Agree	32%	646
Neither agree nor disagree	11%	213
Disagree	5%	93
Strongly disagree	5%	93
Total	100%	2026

Q11 - I trust the leader of my school, college, division, or equivalent



■ Agree ■ Neutral - Disagree

Difference from Previous Survey (+4%)

Answer	%	Count
Strongly agree	24%	454
Agree	36%	661
Neither agree nor disagree	34%	627
Disagree	4%	75
Strongly disagree	2%	42
Total	100%	1859

I trust the leader of my school, college, division, or equivalent by division					
Divisions	Margin or Error	2025 Total Agree %	2025 Randomized Response Count	2024 Total Agree	Difference

Academic Research Units	9%	43%	99	29%	14%
Academic Senate	21%	86%	7	86%	0%
Administration	9%	46%	114	44%	2%
Athletics	13%	49%	53	54%	-5%
Berkeley Art Museum/Pacific Film Archive	24%	71%	14	50%	21%
Berkeley Law School	13%	78%	45	85%	-7%
Cal Performances	18%	81%	26	62%	19%
Col of Environmental Design	98%	0%	1	76%	-76%
College of Chemistry	16%	63%	27	0%	63%
College of Computing, Data Science, and Society	21%	50%	18	39%	11%
College of Engineering	9%	67%	97	63%	4%
College of Natural Resources	14%	72%	39	66%	6%

Equity & Inclusion Div	9%	60%	77	48%	12%
EVCP	12%	100%	8	91%	9%
Finance	11%	71%	52	46%	25%
Goldman Sch of Public Policy	9%	90%	48	67%	23%
Graduate Division	10%	87%	30	91%	-4%
Graduate School of Education	17%	56%	25	84%	-28%
Haas School of Business	9%	69%	98	57%	12%
L&S Arts & Humanities	12%	48%	46	68%	-20%
L&S Biological Sciences	13%	35%	46	34%	1%
L&S Core, L&S Undergraduate Studies	11%	57%	49	63%	-6%
L&S Math & Physical Sci	14%	57%	37	58%	-1%
L&S Social Sciences	11%	59%	54	71%	-12%

Office for the Faculty	27%	89%	9	78%	11%
Office of the Chancellor	15%	60%	30	81%	-21%
Office of the Vice Provost for Academic Planning	19%	44%	16	67%	-23%
Res Museum & Field Stations	14%	19%	42	10%	9%
Research Administrative Units	12%	60%	55	55%	5%
School of Information	18%	80%	20	56%	24%
School of Journalism	27%	20%	10	56%	-36%
School of Optometry	11%	49%	43	40%	9%
School of Public Health	11%	84%	56	64%	20%
School of Social Welfare	21%	73%	15	25%	48%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	9%	67%	73	69%	-2%
Student Affairs	8%	51%	138	50%	1%

UC Library	9%	55%	77	41%	14%
Undergraduate Education	8%	64%	72	46%	18%
Univ Developmt and Alumni Rel	8%	68%	93	84%	-16%
Campus	2%	60%	1859	56%	4%

Q11a - What causes you to lack trust in the leader you selected?

Total randomized comments = 473

Categories	Count (%)	Examples
Lack of Personal Interaction	213(45%)	<ul style="list-style-type: none"> • "I don't know him well and haven't seen him take a strong stance on important issues." • "In the past, the individuals in that leadership position have made themselves familiar to me personally. I have not had such an opportunity with current leadership." • "I don't really know them or have any understanding of their involvement in my department. I have met them only briefly, and they have no oversight in my department." • "The higher up admin feels very disconnected from the rest of the workers. I've never met them, and don't get the impression they particularly care about my well-being."
New Leadership	61(13%)	<ul style="list-style-type: none"> • "I don't know her very well. She has recently begun her tenure at UC Berkeley. I need to see how well she advocates for the library before I can form an opinion." • "Too new, not battle tested...doing a fine job so far tho." • "It's a little early to determine the level of trust, I think actions will speak louder than words."
Lack of Support and Recognition	47(10%)	<ul style="list-style-type: none"> • "Lack of tangible/visible support for our team and our needs" • "I don't hear from this leader often. I know faculty have talked to the dean often about our department's lack of funding and resources in spite of our growing major. We are still operating on a shoestring budget. And, when help does arise, it is often at the last minute and disorganized." • "She has not had my back in difficult situations. She has demonstrated a lack of interest in addressing performance issues/holding difficult personalities"

		accountable.”
Lack of Transparency and Communication	48(10%)	<ul style="list-style-type: none"> • “The turnover among the executive staff is concerning. The current budget situation is concerning and the lack of clarity around how we are responding to the current political climate (national) is concerning.” • “Honestly, there hasn't been a lot of communication on what's going on, other than the State of the Division, and even then that was lacking in details on the actual "state". • “Be more transparent about what's going on in our division.”
Perceived Incompetence or Poor Decision-Making	43(9%)	<ul style="list-style-type: none"> • “I see a considerable amount of waste, inefficiencies, complacency, blame shifting, lack of attention to detail, etc. Those being so pervasive tell me that leadership is not leading.” • “Lack of clear vision from him and those most immediately around him. I am especially concerned with this given the enormity of the challenges facing the division and campus right now.” • “There is not a lack of trust. I do not believe that he understands what is needed for us to be successful in our positions.”
Misalignment of Priorities	38(8%)	<ul style="list-style-type: none"> • “They feel very disconnected from the student experience and from the stated values of our college.” • “Not very engaged with the staff, so unsure how aware she is of staff or department-level issues. Mostly seems to be concerned with faculty perspective and faculty concerns, not staff's concerns on same issues.”

Q11b - What actions could the leader you selected do to gain your trust?

Total randomized comments = 421

Categories	Count (%)	Examples
Visibility and Accessibility	86(20%)	<ul style="list-style-type: none"> • “More facetime with staff and let us know how he stands on important issues” • “Have more contact with our division.” • “I liked that she organized the open hours in response to the recent EOs attacking academic research. More of those perhaps? I can only assume that the University is doing everything they can to protect us but without clear communication, it feels more like vague hope than confidence.” • “Be more present and present authentically across departments.”
Communication	63(15%)	<ul style="list-style-type: none"> • “Talk to me. Ask our team questions about our needs and ways we could get support to do our jobs even better. I have been here for a number of years now and I don't think our leaders all even know my name/face.” • “Attend a department meeting once a year, send a few emails a year outling what the division is working on or supporting.” • “Have a general "townhall" meeting to provide an update on his vision and strategy for the different Units reporting to him that at least includes the next level or two of leadership beneath his direct reports.”
Transparency	60(14%)	<ul style="list-style-type: none"> • “Clear and decisive leadership. Clarity around who is making decisions and setting priorities.”

		<ul style="list-style-type: none"> • “Share more about their perspectives and vision.” • “Be more transparent about the decision making process.”
Listening and Involvement	58(14%)	<ul style="list-style-type: none"> • “Planning in collaboration with staff/students in the Division, transparency on funding and the plan for where funding will come from if federal grants are halted or reduced” • “Take a THOROUGH look at staff happiness. Talk to staff, individually, to understand their perspective of the workplace. Not just convene with upper management. Be present in the daily life of the clinic and not just a higher figure who we cannot relate to.” • “Show dedicated effort towards supporting lower level staff, particularly as regards compensation, flexible work arrangements, and having voices on prominent leadership committees.”
Support and Resources	55(13%)	<ul style="list-style-type: none"> • “More appreciation and understanding for people who actually work on the front lines with students. More willingness to allocate resources to these positions. Making material changes instead of just talking about how much we are valued.” • “Continue to build rapport and trust with members of our division through supporting our efforts to continue to effectively fundraise for Cal.” • “Know that he values my department and has got my department's back.”
Equity and Fairness	31(7%)	<ul style="list-style-type: none"> • “Include non-faculty staff in the Berkeley community, regardless of their academic background. It's important for staff members to feel a sense of belonging, no matter which college they attended.” • “Take a strong stance in defense of our division's values and our university's values in the face of the Trump administration onslaught, including by making special accommodations to staff members who could be subject to persecution, such as our transgender and undocumented colleagues, and colleagues who are parents of transgender youth.”
Action and Follow-through	30(7%)	<ul style="list-style-type: none"> • “Maybe more communication to the team sharing healthy values with statements about how they will walk the talk. Ei “you should all practice self-care. This is how I will practice self-care.” • “Actually keep the promises you make but trust takes a long time to build.”

Q12 - Regardless of my background (race, gender, sexual orientation, ability status, religion, etc.), I have an equal opportunity to succeed



■ Agree
 ■ Neutral - Disagree

Difference from Previous Survey (+9%)

Answer	%	Count
Strongly agree	33%	659
Agree	41%	816
Neither agree nor disagree	16%	316
Disagree	6%	128
Strongly disagree	3%	54
Total	100%	1973

Q13 - My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



■ Agree
 ■ Neutral - Disagree

Difference from Previous Survey (+2%)

Answer	%	Count
Strongly agree	41%	817
Agree	37%	727
Neither agree nor disagree	15%	289
Disagree	4%	87
Strongly disagree	3%	52
Total	100%	1972

Q14 - The amount of work my supervisor expects me to complete is reasonable.

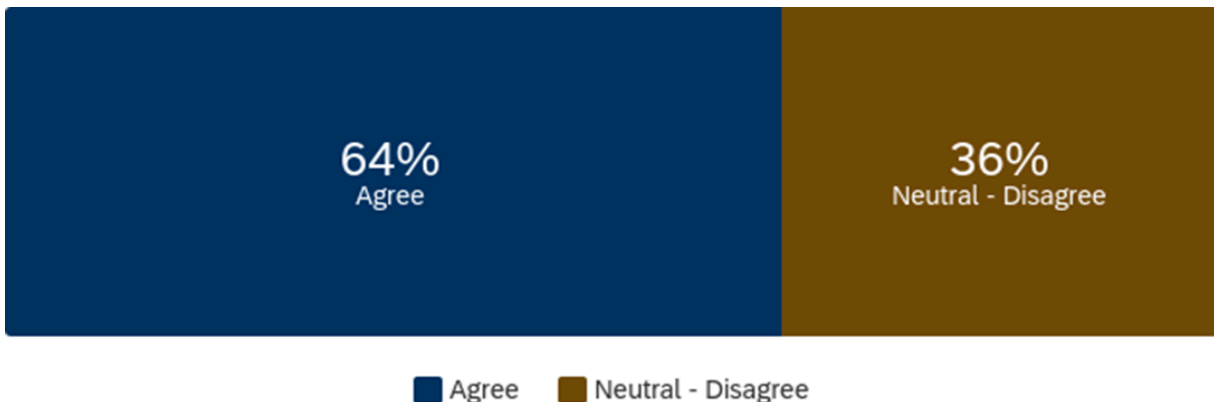


■ Agree
 ■ Neutral - Disagree

Difference from Previous Survey (+4%)

Answer	%	Count
Strongly agree	32%	629
Agree	43%	851
Neither agree nor disagree	14%	281
Disagree	7%	140
Strongly disagree	3%	67
Total	100%	1968

Q15 - My job description and title accurately reflect my current responsibilities.



Difference from Previous Survey (+2%)

Answer	%	Count
Strongly agree	24%	470
Agree	40%	799
Neither agree nor disagree	15%	303
Disagree	14%	272

Strongly disagree	7%	129
Total	100%	1973

Q16 - What about our University is specifically running well?

Total Randomized Comments = 886

Categories	Count (%)	Examples
Leadership & Communication	115(13%)	<ul style="list-style-type: none"> • "I really like how the University sends out these surveys - it shows they care about the employees. It seems like there is transparency with regards to the State budget, crime, etc". • "Communication between Central Campus and the average employee has gotten pretty good over the past few years." • "Our leadership and community care."
Professional Development & Staff Support	110(12%)	<ul style="list-style-type: none"> • "I love the culture here, and that University promotes career growth (NOW conference, etc)" • "I'm still relatively new, but the amount of accessible job aids and training is extremely impressive. There are so many opportunities for professional development, and pursuing those opportunities is strongly encouraged." • "I appreciate how the University provides diverse opportunities for continued professional growth and development (e.g., UC Learning Center courses, NOW Conference, UC Berkeley Extension Courses, staff organizations, etc.)."
Community & Collaboration	108(12%)	<ul style="list-style-type: none"> • "The interest in most faculty and staff to collaborate with one another to support a student in need." • "At the campus level, the EVCP and Manager meetings are successful at disseminating information and creating a sense of community." • "Communities of practice are great sources of information and connection across the university."
Diversity, Equity, Inclusion, and Belonging (DEIB)	108(12%)	<ul style="list-style-type: none"> • "I appreciate Berkeley's commitment to diversity and it being one of the greatest strengths. I appreciate its commitment to expressions of thought and inquiry." • "Promoting diversity and inclusivity." • "Championing DEIB in uncertain political times."
Academic Excellence & Research Innovation	100(11%)	<ul style="list-style-type: none"> • "Academic programs, teaching and research" • "We continue to provide an exceptional education in spite of our limited resources. We are a research powerhouse that contributes to the common good." • "It's great to see both undergrads and grad students involved in research and TA activities"
Student Support & Services	83(9%)	<ul style="list-style-type: none"> • "My team is a dedicated group of professionals who are motivated to support students however we can." • "There are great staff members who execute leadership vision and support students."

Flexible Work Arrangements	50(6%)	<ul style="list-style-type: none"> • “The Hybrid/Remote works schedule. This has enhanced my work-life balance. I’m more motivated and morale has improved significantly.” • “I think keeping the flexibility to work from home is really key to keeping employees satisfied in their position.”
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Q17 - What about our University is specifically NOT running well?

Total randomized comments = 1,005

Categories	Count (%)	Examples
Understaffing and Overwork	168(17%)	<ul style="list-style-type: none"> • “Not back-filling roles. This causes current employees’ work loads to increase to unsustainable levels” • “Overwork. We don’t have budget for sufficient staff, so the staff we do have are constantly overworked.” • “Burnout, people are stretched too thin; doing more with less.”
Compensation and Equity Concerns	155(15%)	<ul style="list-style-type: none"> • “It was disappointing to have our healthcare costs rise so significantly when that is a huge draw to working here.” • “Staff salary increases or compensation that matches inflation. Visible focus has been on faculty and students (especially UAW).” • “The current pay structure for some positions is not at all competitive with the region so we lose good people to places that pay better.”
Lack of Transparency and Communication	154(15%)	<ul style="list-style-type: none"> • “There seems to be a lack of strategic vision for what leadership wants to focus on at the moment but I understand there’s a lot of uncertainty.” • “The chancellor’s deafening silence in the face of staff, students, and the existence of our university being threatened. Simply speaking to limited audiences and writing a single op-ed responding to a reactionary professor does not go far enough. Saying that “UC speaks with one voice” instead of speaking out on behalf of our students and our staff whose lives are being upended and at times literally threatened by the current machinations of the federal government.” • “Communication between colleges/divisions/procedures. There’s a lot of going back and forth for students to get something done or get an answer.”
Bureaucracy and Inefficiency	147(15%)	<ul style="list-style-type: none"> • “Bureaucracy, although I know it’s in place for a reason. However, maybe it could be streamlined. A task like creating/posting a new position requires so many steps that it takes hours and hours of valuable time. (Using one platform to create a job description, another to submit the approvals, another to submit department forms, submitting HR forms, submitting requests for additional approvals, etc. before the job is even posted.)” • “The administration is still too complex and people need buy-in from many to accomplish small things.” • “Internal controls seem to be resource intensive without achieving an objective beyond compliance. I question whether the labor cost of maintaining them is greater than the cost of streamlining them.”
HR and Hiring Issues	117(12%)	<ul style="list-style-type: none"> • “The financial and HR systems are confusing, inefficient and frustrating to interact with.”

		<ul style="list-style-type: none"> • “Getting folks hired and onboarded takes too long, and there are not enough opportunities to transfer from one department to another.” • “HR - I would need many pages to explain all of the ways HR (as a function) is failing. That is not to say the individual HR staff are necessarily to blame. But it seems all HR processes are a complete black box, and the results rarely make sense, or even conform to the official policies in PPSMs. When policies are rigidly enforced in some situations but not enforced at all in others, it leaves employees feeling confused, disrespected, or even abused. A specific example...the "salary Placement Guidelines."”“The backed up processes for hiring, onboarding, and also the inequities when it comes to job classifications for staff from division to division.”
Technology and System Inefficiencies	78(8%)	<ul style="list-style-type: none"> • “UCPath and Caltime are not the best systems; UCPath especially is cumbersome from a date entry aspect.” • “When it comes to the university systems are not running well and require workarounds that can be a little tedious at times.”
Facilities and Infrastructure Issues	84(8%)	<ul style="list-style-type: none"> • “The maintenance departments are understaffed and demotivated. The facility is crumbling and the institutional knowledge that has been keeping it running is leaving, often times without the opportunity to pass the torch.” • “The university's infrastructure is aging and maintenance seems to be a problem. Space is also limited on campus.”

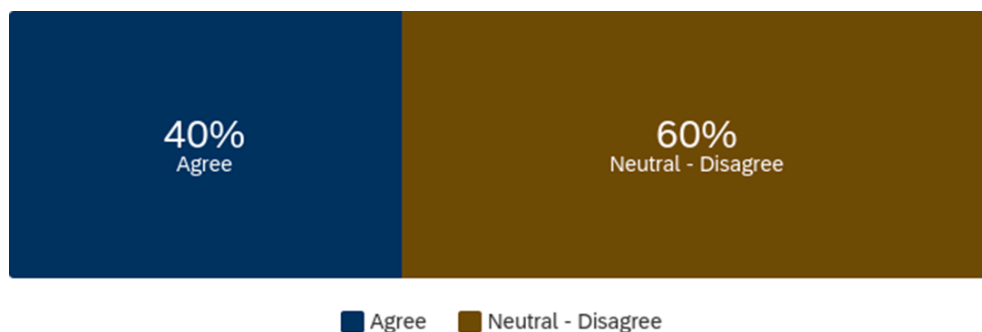
Q18 - Given our financial, human and resource constraints, what do you recommend be done to improve the overall functioning of our University?

Total randomized comments = 889

Categories	Count (%)	Examples
Streamlining Processes and Reducing Bureaucracy	152(17%)	<ul style="list-style-type: none"> • “I think the campus should do a risk assessment to see if there are opportunities to delegate certain approvals for actions by approved individuals. A good example was when compensation put on a training for control units to have delegated authority for increases under a certain threshold.” • “Simplify some of the bureaucratic processes - i know there is a group that works on this and made significant improvements, but we can do even better.” • “Get out of our own way - there are still too many steps to getting work done between units. Processes aren't well documented and units are left to shift for themselves getting different answers about the process each time.” • “Invest in system improvements that streamline work flow, not add additional steps and staff to complete the same task pre-system improvement.”
Optimizing Resource	111 (12%)	<ul style="list-style-type: none"> • “I know the Trump administration will cause hardship (for everyone) and

Allocation		<p>especially Universities that support DEIJB such as University of California. I would recommend that the University administration work with the State of California to try and recoup any lost funds because of the decimation of NIH and other federal grants"</p> <ul style="list-style-type: none"> • "The cost of instructions have increased substantially over the years, we need to evaluate what other intuitions are doing to stay afloat. Sooner or later we may find ourselves cutting courses/majors similarly to the Cal State system." • "Allocate resources to educational mission and when it's time to cut start with the top earners and work down (instead of bottom up)."
Enhancing Staff Compensation and Benefits	107 (12%)	<ul style="list-style-type: none"> • "Invest greater in staff and that will pay dividends. I've seen a lot of turnover in what I believe is a tremendous university, but with turnover comes a slowdown in program growth, students suffer, and things become stagnant." • "Start paying a livable wage that makes people want to do a good job, remove unneeded positions once people are being properly compensated" • "To ensure consist pay increases at least 5% due to inflation costs living in California."
Improving Communication and Transparency	103 (12%)	<ul style="list-style-type: none"> • "Stop waiting for divisions to invite administration to speak directly to employees. Communicate plans and processes proactively - even if they have to be verbal rather than written for the time being." • "Transparency. Also more things like this survey, that provide avenues for feedback." • "More leaders sharing their vision, commitment, humanity."
Human Resources and Staffing	74 (8%)	<ul style="list-style-type: none"> • "The increase in number of students and decrease in number of staff does not work. Stop telling us to do less - it's impossible when we have more students who have high expectations." • "If we were adequately staffed I feel we would have less turn over."
Enhancing Staff Well-being and Morale	69 (8%)	<ul style="list-style-type: none"> • "More opportunities to connect on individual levels, we need more buy-in from staff and faculty that will then, in turn, affect the morale and culture of our student body." • "Set aside resources and funding on a yearly basis (department/division-wide) that addresses and supports staff wellbeing, including health, safety, ergonomics, infrastructure, staffing, etc.)"
Focusing on Staff Development and Training	64 (7%)	<ul style="list-style-type: none"> • "Elevate employees from within who are succeeding at what they currently do" • "Provide training and cross functional skill/program exposures so that the resource can contribute in other areas."
Prioritizing Equity and Inclusion	61 (7%)	<ul style="list-style-type: none"> • "If the University gives in to the Trump administration on destroying DEIJB policies and support, it will make the environment much less inclusive and will cause the loss of support for marginalized groups. It is important that the University does everything it can from a legal and financial standpoint to make UC a pillar of excellence when it comes to supporting staff and students who will be targets of Trump." • "Truly embrace diversity and inclusion by fostering community engagement by establishing an environment where every person irrespective of their political affiliation, cultural background, ethnicity, or disabilities feels valued and supported."

Q19 - UC Berkeley does a good job investing in system improvements and tools that help staff work more efficiently.



Answer	%	Count
Strongly agree	7%	135
Agree	33%	601
Neither agree nor disagree	39%	722
Disagree	16%	293
Strongly disagree	5%	98
Total	100%	1849

Q19a - What specific systems or tools do you think UC Berkeley should invest in to help the most staff work more efficiently?

Total randomized comments = 521

Categories	Count (%)	Examples
System Integration and	65 (12%)	<ul style="list-style-type: none"> “The university should either invest in more staff for operational functions (hiring, contracting, etc) or should condense or simplify some requirements

Standardization		<p>and steps to remove the many back-and-forth exchanges needed to accomplish bureaucratic tasks.”</p> <ul style="list-style-type: none"> • “A more integrated SIS instead of having to utilize CalCentral, BOA, classes.berkeley.edu, etc. Having an easier way to identify and communicate with other colleagues efficiently.” • “One financial and procurement system instead of 4 separate, BFS, CalAnswers, Bearbuy, Reimbursement.”
Training and Professional Development	59 (11%)	<ul style="list-style-type: none"> • “Project management software like Asana and TRAINING + CONSULTATIONS to help staff take advantage of the power of the tools we have. Google Suite is great and keeps getting better, but I bet most staff are doing things the way they’ve always done them, which is probably basic and inefficient. Staff want to improve but they don’t have time or support.” • “Offering chances to audit and/or take professional development courses without pressure on specific teams to come up with funding for more than a few people to take advantage of this per semester.” • “Proper training (UCPath web trainings are actually ineffective)”
Communication and Collaboration Tools	57 (11%)	<ul style="list-style-type: none"> • “Calendly, for uniform and seamless appointment management! Canva, for our communications within our department” • “More project management tools available, combined with training on how to use these tools.” • “Modernized communications system.”
Financial and Procurement Systems	56 (11%)	<ul style="list-style-type: none"> • “A better invoice system and better reimbursements system. Also, it would be nice if our credit card charges showed up sooner in the system so if someone were going out of town, they could reconcile charges that may clear while they’re away.” • “Our financial systems for travel and entertainment are pretty outdated and submitting reports is pretty clunky.” • “There are WAY too many financial and procurement systems: BB, reimbursement, BFS, CalAnswers, CADS, Calplanning and on and on. Can’t we combine some of them?”
Infrastructure and Equipment Upgrades	52 (10%)	<ul style="list-style-type: none"> • “Better workspaces -- more communal office spaces to facilitate inter-staff collaboration, ergonomic work spaces, and safer, cleaner buildings.” • “Technology systems like WiFi could be better, and creating a more cohesive system for accessing online portals like caltime, Labs at Berkeley, etc. would save time and improve daily experience.” • “A proper HVAC system at Haas that has cooling during the summer.”
HR and Hiring Systems	51 (10%)	<ul style="list-style-type: none"> • “Better electronic routing systems for basic HR tasks and requests. Especially when it relates to intercampus functions.” • “Applicant Tracking System” • “ASE, GSR hiring systems should be centralized. Too many systems to learn to hire our graduate students.”
AI and Automation Tools	41 (8%)	<ul style="list-style-type: none"> • “I think the usage of AI, especially to help navigate Berkeley and UCs websites would be a huge advantage. There are a ton of resources and tools posted online, however it can be very difficult to find what you’re looking for. Being able to use AI to help locate documents and help understand them would be a huge benefit.” • “Better subscriptions to new and evolving AI tools that are transforming work.”

Q20 - What about your Unit/Department/Division/School/College is specifically running well?

Total randomized comments = 894

Categories	Count (%)	Examples
Teamwork and Collaboration	190 (21%)	<ul style="list-style-type: none"> • "I feel like we had such a great group of people that are "stars" in their positions. Everyone works together to support each other." • "Teamwork across departments" • "We all work cohesively and collaboratively together" • "It's a collaborative environment where everyone can be heard. Decisions are arrived at thoughtfully and objectively."
Leadership and Management	182 (20%)	<ul style="list-style-type: none"> • "My immediate unit is well run by my manager and is an excellent steward of University resources." • "Extreme faith, trust and belief in leadership and the new strategic plan as well as our ability to accomplish the goals in that plan." • "I really appreciate that when the question of whether or not we should continue with working from home, a survey was done and the responses dictated our path forward. It made me feel like upper management really listened to us." • "Leadership is very engaged with the departments and staff. There is good cohesion regarding policy changes and announcements."
Community and Inclusivity	109 (12%)	<ul style="list-style-type: none"> • "Great sense of belonging and a culture that supports diversity, equity, inclusion, and access." • "Everyone is super supportive and encouraging. It feels like a family. We handle issues professionally and are always ready to help." • "Our department has great staff and a strong community."
Communication	106 (12%)	<ul style="list-style-type: none"> • "Clear communication/gatherings/information and opportunities to hear from a VCEI". • "Our division is under a lot of pressure right now given everything happening politically. the division is doing a good job working to share timely information to its team members and establishing forums for hearing from leadership." • "I think the chain of communication between my immediate supervisor and her supervisors is good. I feel like my department is well supported."
Staff Support and Development	87 (10%)	<ul style="list-style-type: none"> • "Training is thorough, the team is supported." • "Staff morale is up. Resources and who to go to for help work well." • "Employees seem engaged and supported in our school."
Student Support and Engagement	67 (7%)	<ul style="list-style-type: none"> • "Supporting students' well-being, basic needs, and academics." • "Contributes greatly to student experience and crisis planning/mitigation."
Operational Efficiency	60 (7%)	<ul style="list-style-type: none"> • "There are good structures and systems in place that help me do my work more efficiently" • "Our entire department (BEARS) processes HR requests quickly and more efficiently now compared to when I first started."

Q21 - What about your Unit/Department/Division/School/College is specifically NOT running well?

Total randomized comments = 817

Categories	Count (%)	Examples
Leadership and Management Concerns	165 (20%)	<ul style="list-style-type: none"> • “There seems to be some favoritism among higher leadership in the school. There have been broader morale issues among the staff that have been improved since our Dean arrived last semester, but still an overall lack of trust in our higher leadership. There also seems to be a general distaste when higher leadership speaks about junior-level staff and ex-staff members.” • “Lack of transparency/communication from leadership.” • “Budget constraints have unit leadership making questionable long term decisions.” • “The complete lack of transparency on everything from processes to what is happening with the college. A CAO with zero knowledge about how the university works. No strategic vision or plan for the college.”
Staffing Issues	135 (17%)	<ul style="list-style-type: none"> • “Lack of staffing, especially for student services teams.” • “Space is shrinking as faculty is growing, hiring more leadership roles that create more projects without an increase staff so work is added to existing jobs without salary increases. budget from campus is shrinking leading to difficult decisions about increasing class sizes and student employment.” • “Staff shortages and lack of backup when employees are sick, on vacation, or change jobs.” • “Well, it's outside of our control in some ways, but it's difficult that we seem to be loosing so many regular faculty to outside university recruitments and it's thinning out the ranks of our senior faculty.”
Financial Constraints	126 (15%)	<ul style="list-style-type: none"> • “Too often the lack of funds is taken as given and rather than resist we accommodate.” • “I think they could take a better look at finances and somewhat more business oriented. I think some people aren't aware how finances work/look and we can sometimes just not pay attention to it.” • “We have no money and are getting less and less every year. We're searching the couch for nickels.”
Workload and Burnout	113 (14%)	<ul style="list-style-type: none"> • “I feel like I've been given more responsibilities without more pay for a considerable amount of time.” • “We suffer a lot of turnover. The vacancies help us meet our budget targets, but that's not a good thing, really. People are constantly carry other's work load or part of it.” • “Repeated shift of responsibilities to departments increasing workload.”
Infrastructure and Resource	103 (13%)	<ul style="list-style-type: none"> • “It feels like we have to fight for everything we need. And to keep them, as

Limitations		<p>things are continuously being removed, especially with workspace and other space needs. It doesn't feel like our needs are taken into consideration, only the bottom line."</p> <ul style="list-style-type: none"> • "Financially we struggle to cover rising costs of union represented employees and deferred maintenance." • "Facility aesthetics/maintenance deteriorating."
Communication Problems	85 (10%)	<ul style="list-style-type: none"> • "There is sometimes poor communication and lack of coordination within the department and projects do not always include all stakeholders from inception." • "Communication between staff and faculty." • "Departments do not always receive information from the College in a timely manner, which makes it difficult for units to plan effectively, especially when aspects, but not all of a process are centralized so the department cannot move forward until they receive the necessary information."
Organizational Structure Issues	79 (10%)	<ul style="list-style-type: none"> • "There are still many silos within our division that leadership recognizes and is working together to break down. These silos sometimes prevent the division from being proactively united and working more efficiently." • "Often departments within the unit seem focused on bureaucracy and the imperatives of their own work, rather than on what is best for fundraising for the university." • "An environment that supports competition amongst units instead of fostering collaboration."
Morale and Culture Concerns	68 (8%)	<ul style="list-style-type: none"> • "Lots of toxicity, long-held grudges, various combinations of people who don't get along." • "Toxic culture and factions among faculty."

Q22 - Given our financial, human and resource constraints- what do you recommend be done to improve how well your Unit/Department/Division/School/College is run?

Total randomized comments = 694

Categories	Count (%)	Examples
Staffing and Resource Allocation	144 (21%)	<ul style="list-style-type: none"> • "Invest in the systems and people, who make this place go. Specifically the fundraising units across campus, and more specifically UDAR." • "Sorry, we just need more staff and more instructors, bigger classrooms. All these things require money." • "We cannot reduce the workload given the nature of our work, so we need additional resources to hire more people." • "We need resources invested in us because the revenue we generate powers virtually every other part of campus; when we can excel, everyone benefits."
Leadership and	88 (13%)	<ul style="list-style-type: none"> • "Leadership sponsorship is essential to drive and support process

Accountability		<p>improvements. The highest levels of leadership must advocate for campus-wide policy changes that enable faster and more efficient workstreams."</p> <ul style="list-style-type: none"> • "There seems to be a transparency issue. We were told at the end of last year that we would be facing more layoffs in January. Since then, we have not received any updates. It is making people feel crazy and it is creating a lot of toxicity. Our new Interim VC should address this soon." • "Mandate/enforce more stringent policies regarding financial management. Poor leadership and mismanagement are the primary reason for the division's state of the organization. Also, some units that 'scream from the rooftops' or make 'a ton of noise' are permitted exceptions over those who don't have squeaky wheels."
Enhanced Communication	73 (11%)	<ul style="list-style-type: none"> • "Quarterly zoom meeting to share information amongst teams." • "Clear, transparent, honest communication of what is going on with everything." • "Executive leadership communicating divisional vision, mission, values, goals."
Financial Transparency and Management	53 (8%)	<ul style="list-style-type: none"> • "Allocate funding in a manner consistent with providing a top quality educational and research environment rather than claiming the need for austerity measures even as you invest in a football coach or whatever." • "Better transparency of how funding is spent or not being spent to suggested programs and initiatives that will help the students and the department."
Morale and Culture Building	52 (7%)	<ul style="list-style-type: none"> • "More culture-building opportunities, what kind of environment are we creating?" • "Staff need a retreat across the department - like faculty have. We do small group retreats but having one for all the staff would help us be less silo'd."
Professional Development	48 (7%)	<ul style="list-style-type: none"> • "Ensure job expectations are in-line with job descriptions and allow room for growth or career advancement." • "Invest in your employee's growth and advancement or people will keep leaving."

**Q23 - What factors make you recommend your
Unit/Department/Division/School/College as a good place to work?**

Total randomized comments = 886

Categories	Count (%)	Examples
Respectful and Kind Colleagues	254 (29%)	<ul style="list-style-type: none"> • "The caliber of the coworkers -- everyone cares about their job, is very good at it, and the research done is of very high quality" • "Everyone in my department is respectful of each other and my immediate manager is considerate of life and work balance."

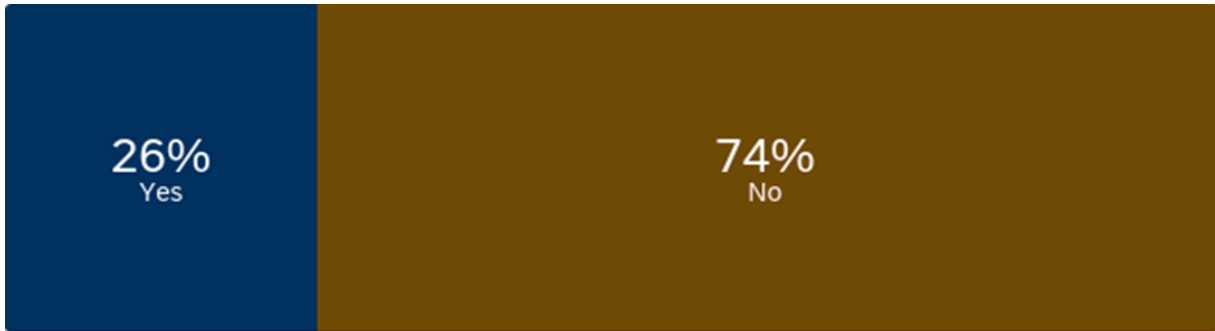
		<ul style="list-style-type: none"> • "Cooperative and friendly environment. Competent hard-working staff." • "People are treated with respect and work independently within the larger group."
Supportive and Inclusive Culture	135 (15%)	<ul style="list-style-type: none"> • "Encouraging staff from a variety of backgrounds including race, gender, sex, ethnicity, etc." • "Strong staff culture, inspiring faculty and students, inclusive environment." • "Supportive work environment, diverse and accepting milieu."
Positive Leadership	119 (13%)	<ul style="list-style-type: none"> • "The leadership really cares about their employees and well-being." • "I feel like I can trust my supervisor and team and that allows me to take chances and make mistakes, leading to a stronger work product." • "Leaders are supportive and understanding and foster a positive work environment."
Collaborative Environment	114 (13%)	<ul style="list-style-type: none"> • "Collaborative working environment and intelligent staff members." • "Love collaborating with my colleagues." • "My unit is free of egos, and people work together and collaborate for the good of UC Berkeley."
Community and Belonging	111 (13%)	<ul style="list-style-type: none"> • "Culture of care, respect, innovation, and wanting to uplift this campus community as much as possible." • "I love many of my colleagues and have a wonderful time when my department hosts events and special occasions to be with each other in community spaces" • "The community and culture allows you to feel like you are still a human outside of your job duties."
Mission-Driven Work	106 (12%)	<ul style="list-style-type: none"> • "I enjoy working on the new program development ideas with my immediate team of staff. I like that we all share the same mission/vision of why we do the work that we do." • "The connection of our work (Fin Aid) to student success and outcomes," • "Mission-driven environment draws employees with similar value systems."
Flexible Work Arrangements	88 (10%)	<ul style="list-style-type: none"> • "Hybrid work situation is HUGE for me. My job dictates that I don't have to be there more than one day a week." • "The flexibility to work remotely. It gives us work life balance." • "Remote work opportunities are more generous than main campus."
Work-Life Balance	88 (10%)	<ul style="list-style-type: none"> • "Reasonable expectations of hours spent in the lab. Proper work/life balance." • "Excellent work/life balance and autonomy" • "There is recognition of the importance of work/life balance."
People and Community	77 (9%)	<ul style="list-style-type: none"> • "There are very good people with good hearts working here." • "The people and relationships and commitment to the work (unit)."

Q24 - What factors make you NOT want to recommend your Unit/Department/Division/School/College as a good place to work?

Total randomized comments = 793

Categories	Count (%)	Examples
Management and Leadership Issues	152 (19%)	<ul style="list-style-type: none"> • “Too much leadership change - we are without a north star - we are just doing stuff.” • “Overall leadership is lacking vision and unable to bring people together meaningfully.” • “Unclear roles/responsibilities of higher-level leadership which has impacts on staff morale + trust outside of immediate teams.” • “Poor leadership. Follow-through is lacking and those who are able to rectify issues spend more time talking about what the issues are vs. taking action.”
Compensation Issues	143 (18%)	<ul style="list-style-type: none"> • “Lower pay compared to equivalent jobs in other markets.” • “Getting a raise seems very difficult, and colleagues have said we're underresourced compared to similar offices at other schools.” • “Our PAY. The pay may does not align with the workload or the cost of living, which could be a challenge for some individuals when considering long-term career satisfaction.” • “The salary. We are underpaid for the economy of this region and it causes significant hardship and stress”.
Workload and Staffing	114 (14%)	<ul style="list-style-type: none"> • “It's hard to feel like you are not always under water with the amount of work there is to get done.” • “The workload can be overwhelming especially compared to other BRS regions on campus.” • “Unreasonable and unsustainable workloads which are only likely to get worse as funding becomes more scarce.”
Resource Constraints	95 (12%)	<ul style="list-style-type: none"> • “Reduced budgets making jobs more difficult” • “Too much uncertainty around budget and lack of resources.” • “Unit is fiscally and resource challenged.”
Work Environment and Culture	71 (9%)	<ul style="list-style-type: none"> • “Petty workplace attitudes that feels like high school (intentionally leaving folks out; unprofessional behavior). Fake sense of equity.” • “There is a culture of hypersensitivity and defensiveness among the staff leading to unprofessional and immature conduct from time to time.”
Bureaucracy and Inefficiency	66 (8%)	<ul style="list-style-type: none"> • “It can be challenging to operate within such a large bureaucracy.” • “The bureaucracy that limits nimble and efficient communication.”

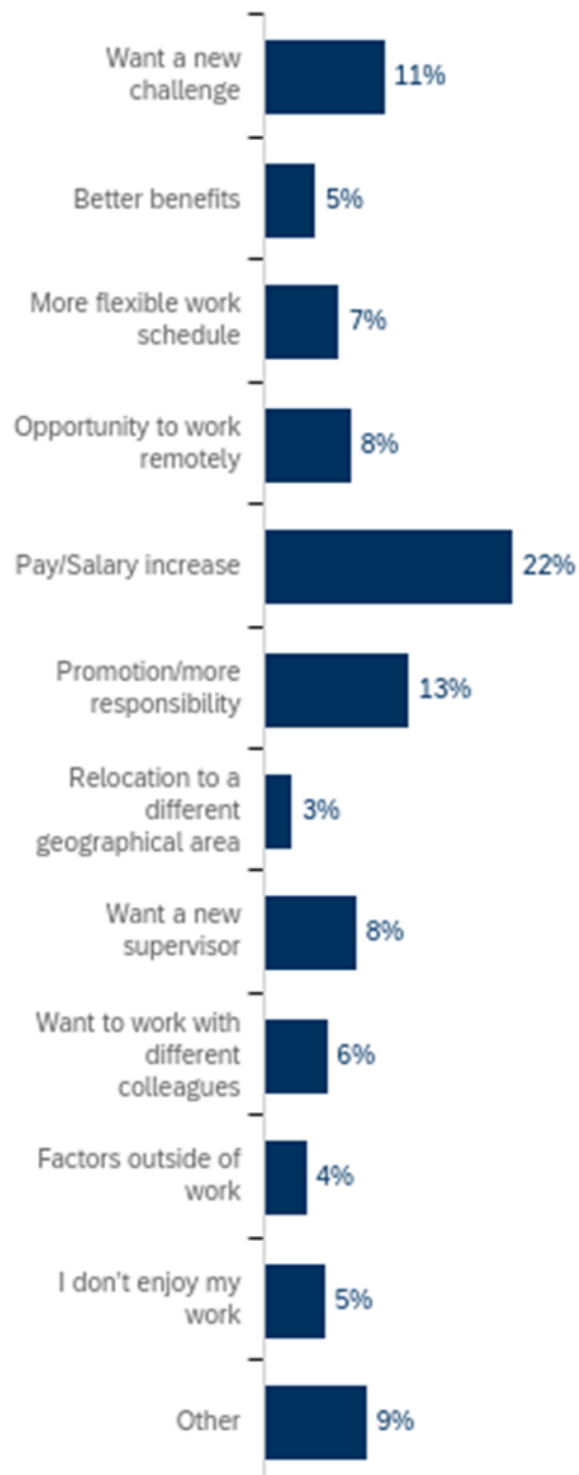
Q25 - Are you currently searching for a new job?



■ Yes ■ No

Answer	%	Count
Yes	26%	447
No	74%	1298
Total	100%	1745

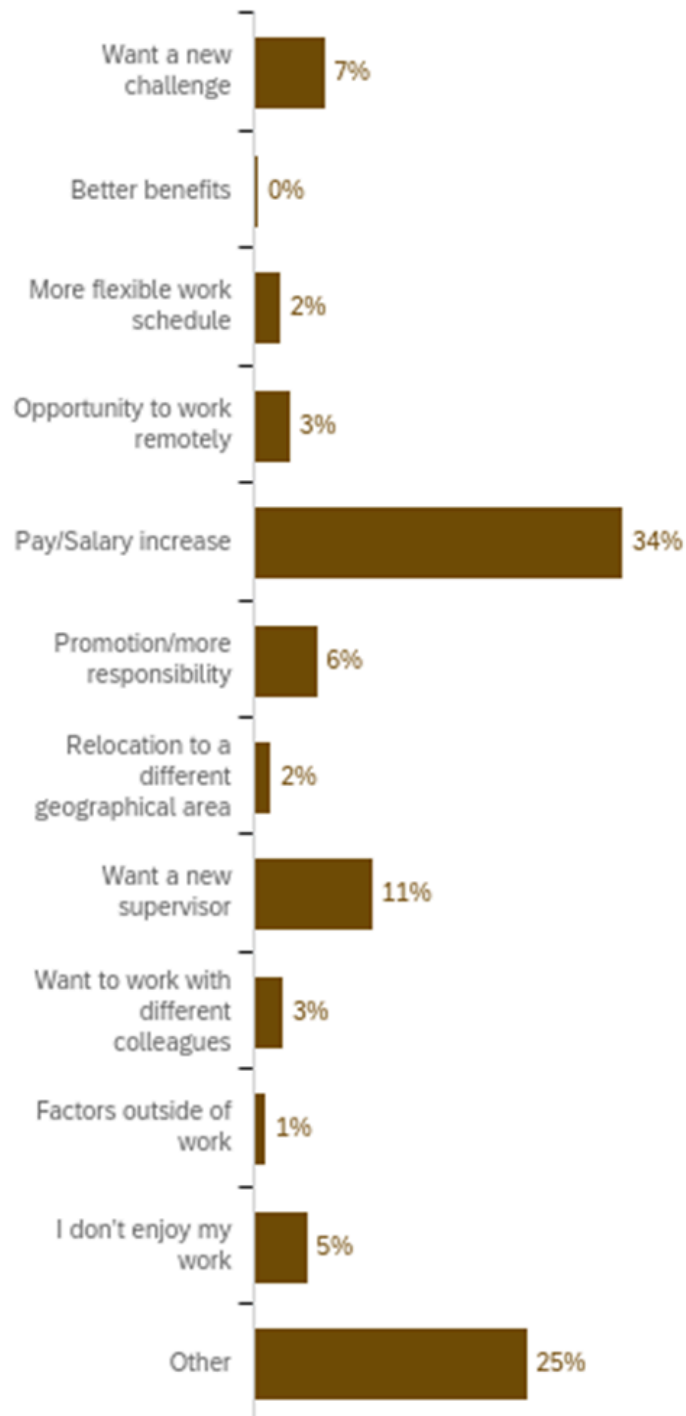
Q25a - Why are you searching for a new job? (Select all)



Answer	%	Count
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Want a new challenge	11%	158
Better benefits	5%	68
More flexible work schedule	7%	99
Opportunity to work remotely	8%	114
Pay/Salary increase	22%	328
Promotion/more responsibility	13%	191
Relocation to a different geographical area	3%	37
Want a new supervisor	8%	121
Want to work with different colleagues	6%	83
Factors outside of work	4%	55
I don't enjoy my work	5%	80
Other	9%	135
Total	100%	1469

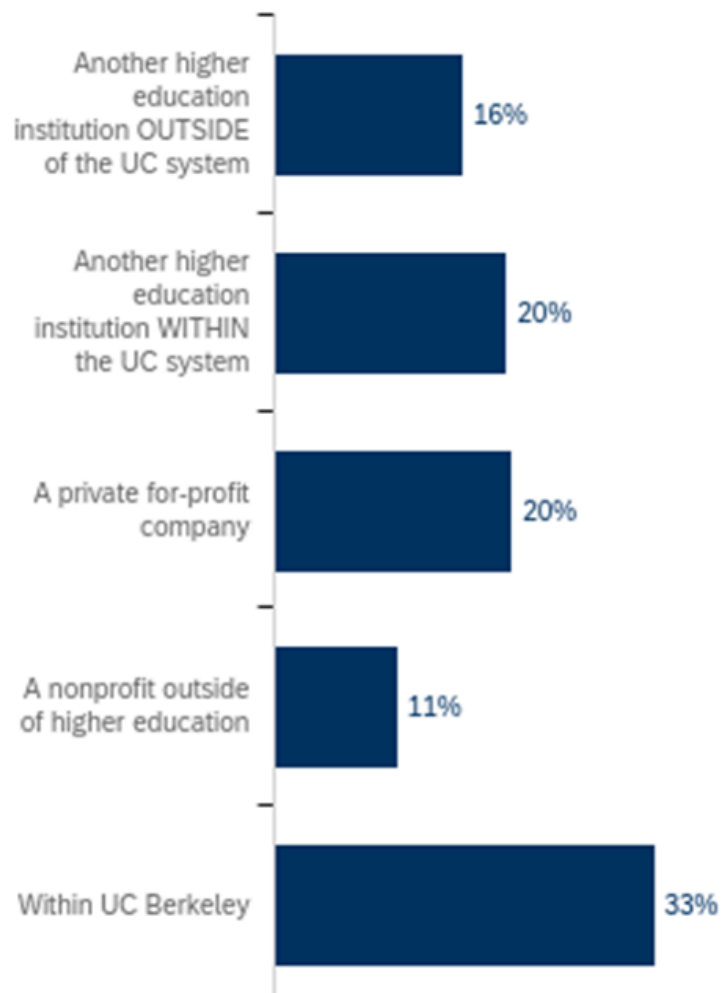
Q25b - What is the MAIN reason you're searching for a new job?



Answer	%	Count
Want a new challenge	7%	29

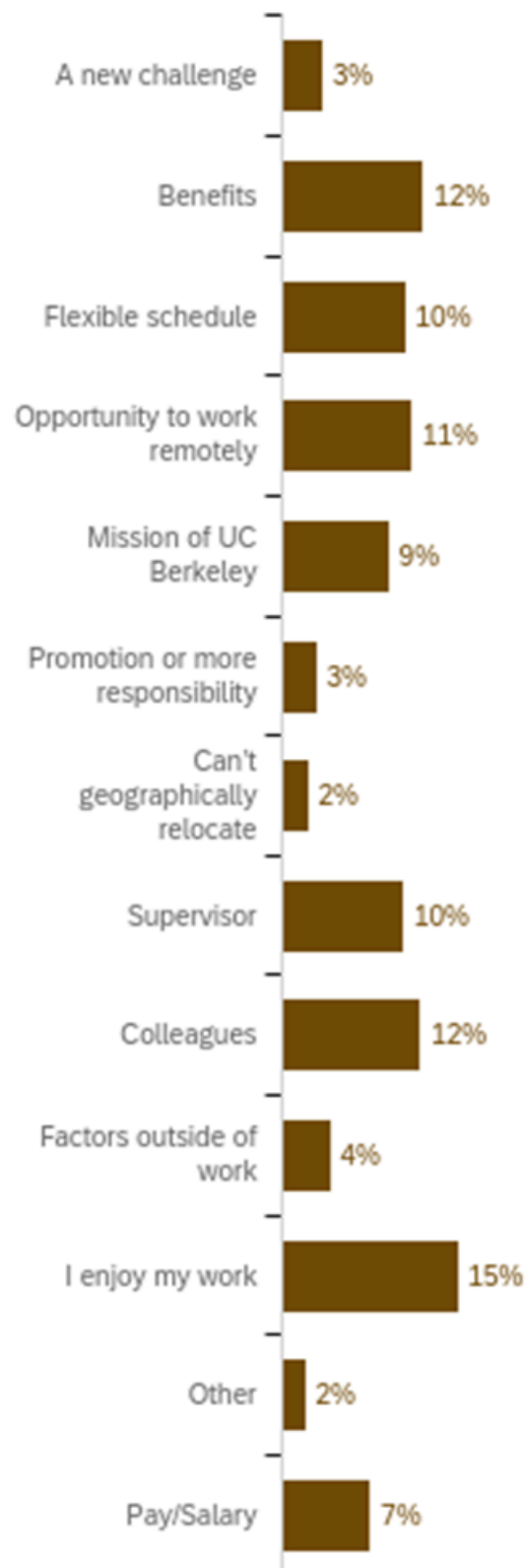
Better benefits	0%	2
More flexible work schedule	2%	11
Opportunity to work remotely	3%	15
Pay/Salary increase	34%	153
Promotion/more responsibility	6%	26
Relocation to a different geographical area	2%	7
Want a new supervisor	11%	49
Want to work with different colleagues	3%	12
Factors outside of work	1%	5
I don't enjoy my work	5%	22
Other	25%	113
Total	100%	444

Q25c - Where are you looking or plan to look for other employment opportunities?



Answer	%	Count
Another higher education institution OUTSIDE of the UC system	16%	72
Another higher education institution WITHIN the UC system	20%	89
A private for-profit company	20%	91
A nonprofit outside of higher education	11%	47
Within UC Berkeley	33%	145
Total	100%	444

Q25d - Why are you staying on your job? (Select all)



Answer

%

Count

A new challenge	3%	227
Benefits	12%	804
Flexible schedule	10%	699
Opportunity to work remotely	11%	737
Mission of UC Berkeley	9%	605
Promotion or more responsibility	3%	193
Can't geographically relocate	2%	143
Supervisor	10%	690
Colleagues	12%	788
Factors outside of work	4%	271
I enjoy my work	15%	999
Other	2%	128
Pay/Salary	7%	502
Total	100%	6786

Q25e - What is the MAIN reason you're staying in your job?



Answer	%	Count
A new challenge	2%	27
Benefits	9%	120
Flexible schedule	7%	89

Opportunity to work remotely	14%	176
Mission of UC Berkeley	5%	61
Promotion or more responsibility	1%	16
Can't geographically relocate	1%	10
Supervisor	5%	64
Colleagues	5%	63
Factors outside of work	4%	55
I enjoy my work	33%	428
Other	6%	77
Pay/Salary	8%	100
Total	100%	1286

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.

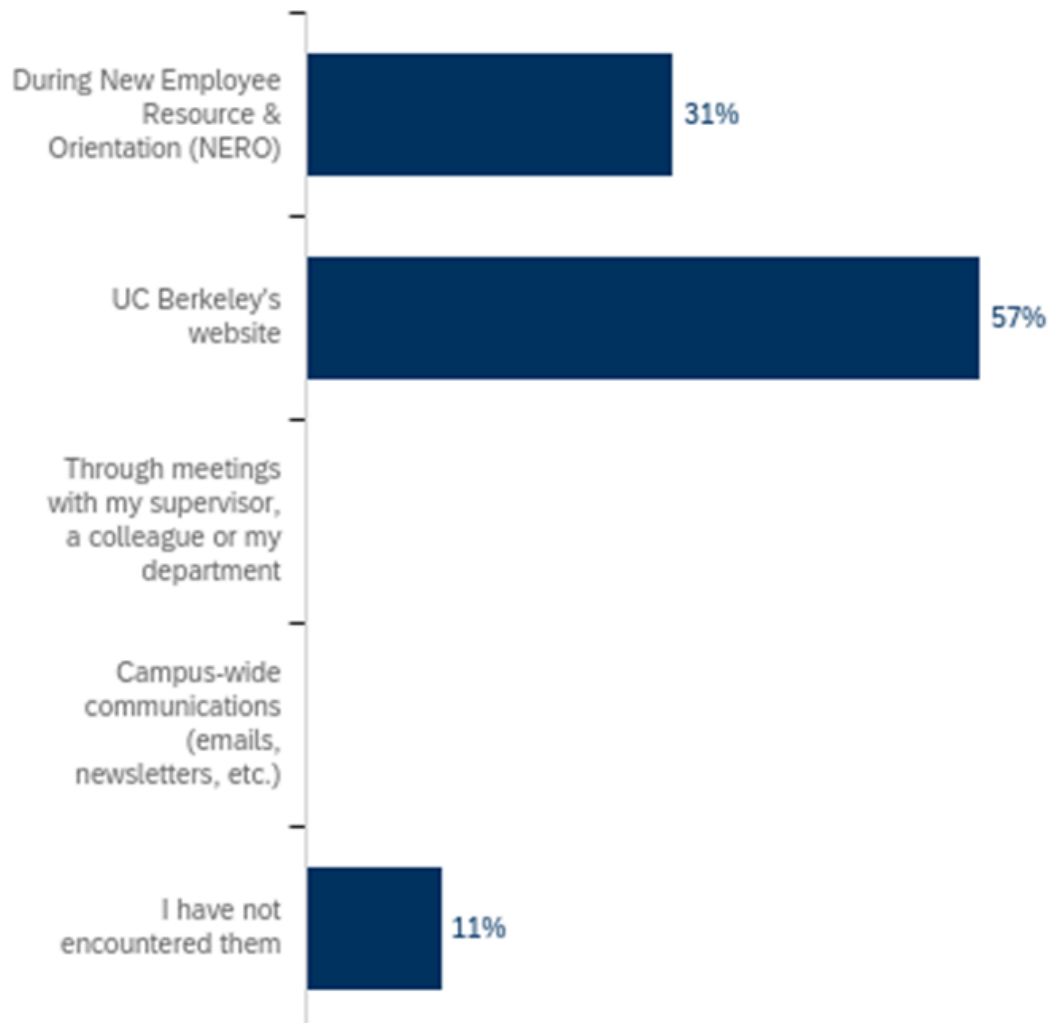


■ Agree
 ■ Neutral - Disagree

Answer	%	Count
Strongly agree	21%	318
Agree	49%	760
Neither agree nor disagree	27%	414

Disagree	2%	31
Strongly disagree	1%	22
Total	100%	1545

Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)



Answer	%	Count
During New Employee Resource & Orientation (NERO)	31%	399
UC Berkeley's website	57%	732

Through meetings with my supervisor, a colleague or my department	0%	0
Campus-wide communications (emails, newsletters, etc.)	0%	0
I have not encountered them	11%	146
Total	100%	1277

Q27 - Which staff organizations are you a part of? (select all that apply)

Answer	%	Count
Alianza	7%	95
Asian Pacific American Systemwide Alliance (APASA)	8%	115
Berkeley Administrative Management Professionals (AMP)	5%	72
Berkeley Events Network	9%	137
Berkeley Facilitators Network (BFN)	6%	88
Berkeley International Group (BIG)	3%	48
Berkeley Research Administrators Group (BRAG)	2%	34
Black Staff & Faculty Organization (BSFO)	6%	81
Berkeley Staff Assembly (BSA)	18%	258
Cal Coaching Network (CCN)	3%	37
Cal Women's Network	16%	228
Coalition for Education & Outreach (CEO)	1%	19
Filipinx Faculty & Staff Association	3%	38
LavenderCal	7%	99
MENASA	1%	15
Native & Indigenous Council	1%	18
Staff Alliance for Disability Access (SADA)	2%	27

UC Berkeley Instructional Designers	1%	21
UCB Professional Development Providers	1%	9
Berkeley User Experience	1%	12
Total	100%	1451

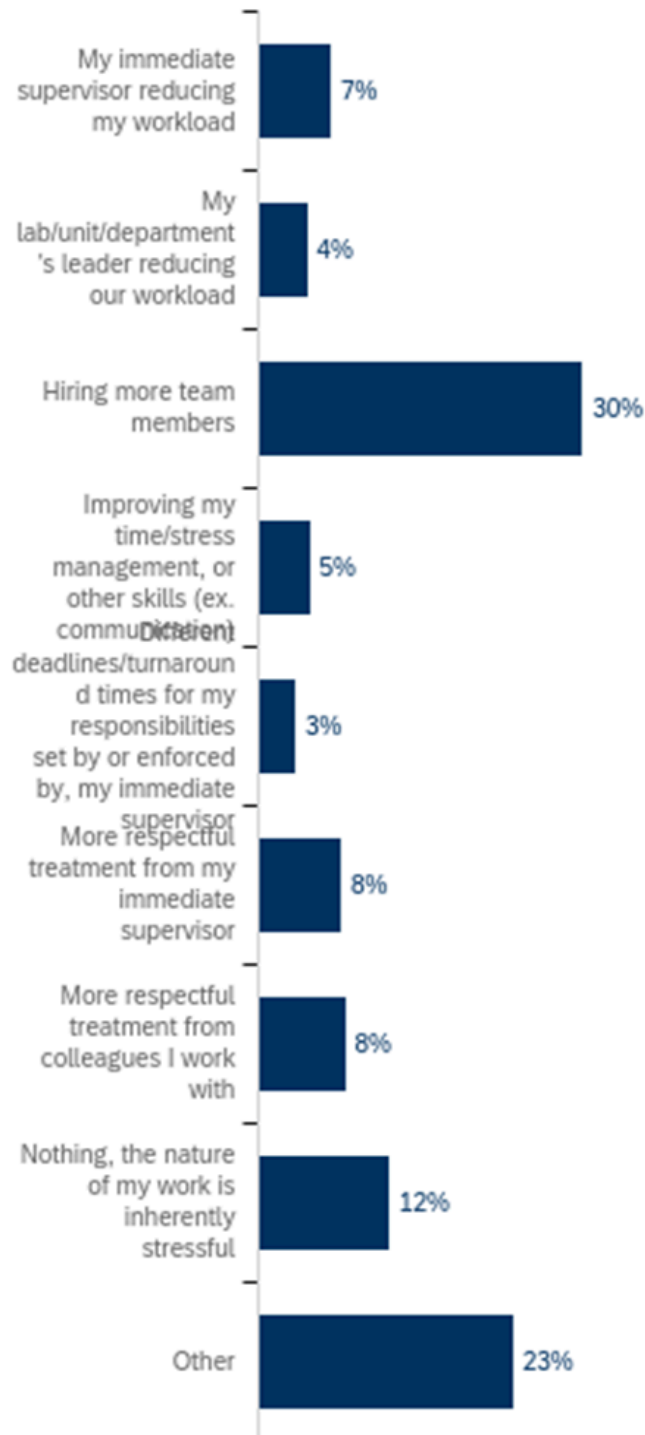
Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.



■ Agree ■ Neutral - Disagree

Answer	%	Count
Strongly agree	19%	318
Agree	26%	447
Neither agree nor disagree	21%	368
Disagree	24%	409
Strongly disagree	10%	173
Total	100%	1715

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

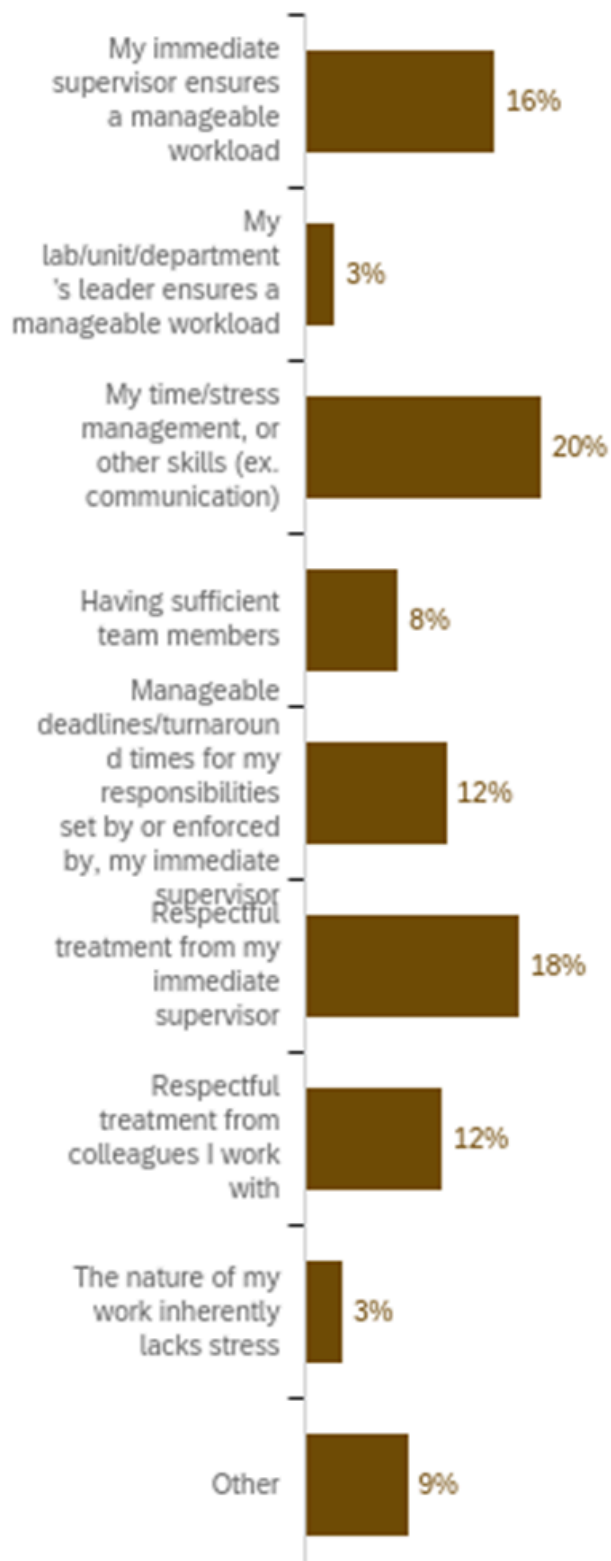


Answer	%	Count
My immediate supervisor reducing my workload	7%	51
My lab/unit/department's leader reducing our workload	4%	34

Hiring more team members	30%	228
Improving my time/stress management, or other skills (ex. communication)	5%	36
Different deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	3%	26
More respectful treatment from my immediate supervisor	8%	58
More respectful treatment from colleagues I work with	8%	61
Nothing, the nature of my work is inherently stressful	12%	92
Other*	23%	179
Total	100%	765

*Top 3 reasons under the other category: Financial support and compensation (20 comments, 16%), Workload management (19 comments, 15%), and Leadership and management (16 comments 13%).

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?



Answer	%	Count
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My immediate supervisor ensures a manageable workload	16%	152
My lab/unit/department's leader ensures a manageable workload	3%	24
My time/stress management, or other skills (ex. communication)	20%	189
Having sufficient team members	8%	75
Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	12%	113
Respectful treatment from my immediate supervisor	18%	172
Respectful treatment from colleagues I work with	12%	110
The nature of my work inherently lacks stress	3%	30
Other	9%	82
Total	100%	947

Q29 - I feel comfortable asking my immediate supervisor for time off when I need it.

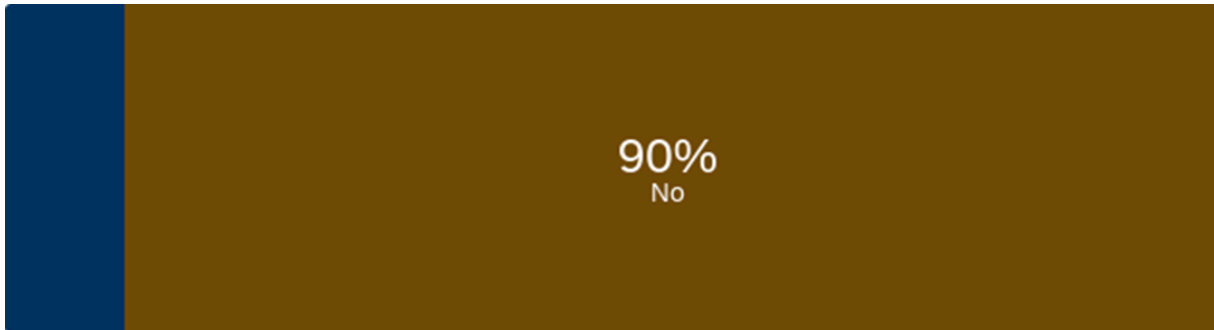


■ Agree ■ Neutral - Disagree

Answer	%	Count
Strongly agree	47%	802
Agree	39%	671
Neither agree nor disagree	9%	147
Disagree	4%	62

Strongly disagree	2%	30
Total	100%	1712

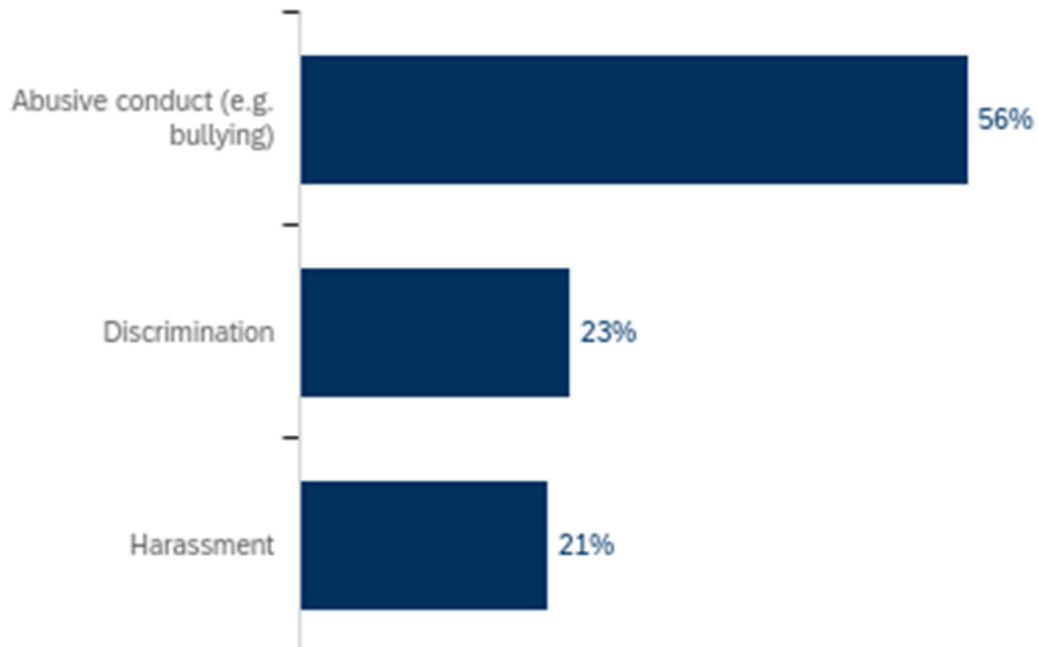
Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?



■ Yes ■ No

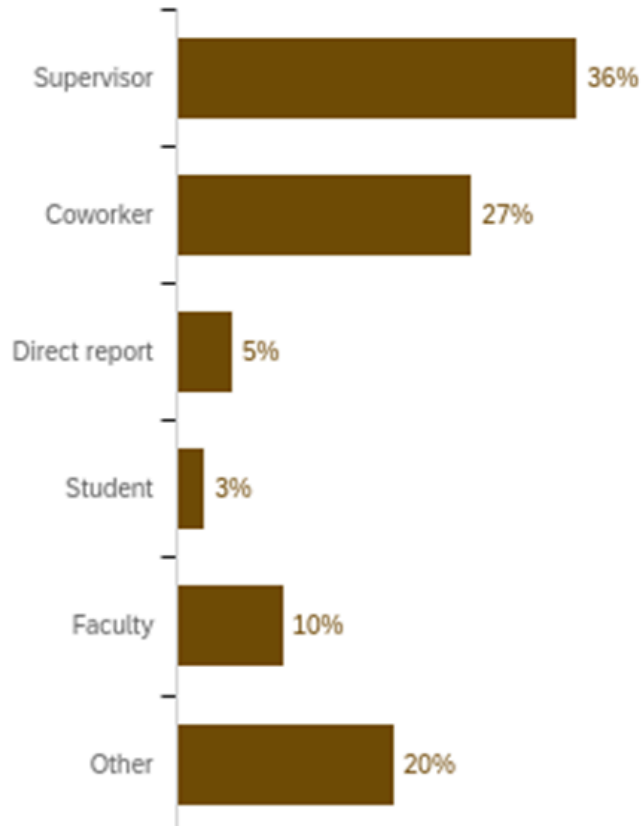
Answer	%	Count
Yes	10%	166
No	90%	1536
Total	100%	1702

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)



Answer	%	Count
Abusive conduct (e.g. bullying)	56%	121
Discrimination	23%	49
Harassment	21%	45
Total	100%	215

Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

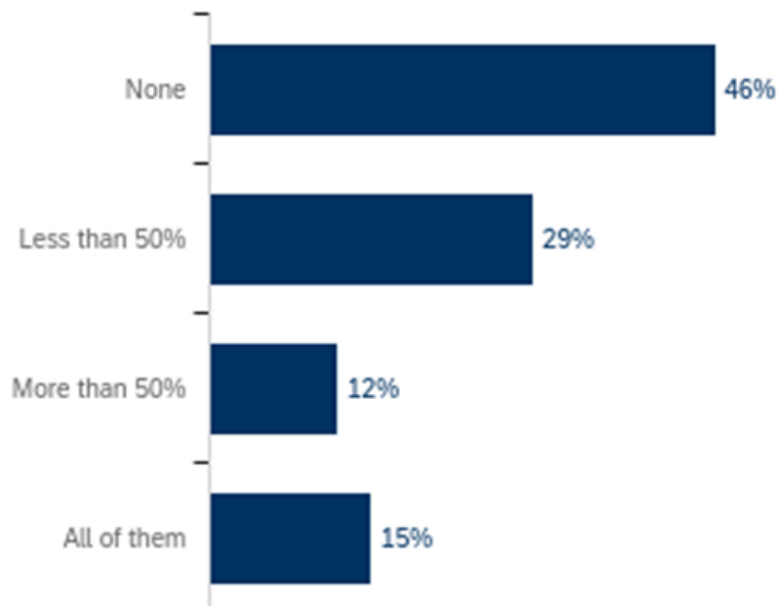


	Answer	%	Count
	Supervisor	36%	72
	Coworker	27%	53
	Direct report	5%	10
	Student	3%	5
	Faculty	10%	19
	Other	20%*	39
	Total	100%	198

*Number one position in the ther category was management/leadership roles (6 comments 25%)

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your

Unit/Department/Division/School/College did you report within the last 12 months?



Answer	%	Count
None	45%	75
Less than 50%	29%	48
More than 50%	11%	19
All of them	14%	24
Total	100%	166

Q31 - I feel comfortable reporting workplace harassment made by a coworker.



■ Agree ■ Neutral - Disagree

Answer	%	Count
Strongly agree	30%	505
Agree	45%	770
Neither agree nor disagree	16%	267
Disagree	6%	103
Strongly disagree	3%	49
Total	100%	1694

Q32 - I feel comfortable reporting workplace harassment made by a supervisor.

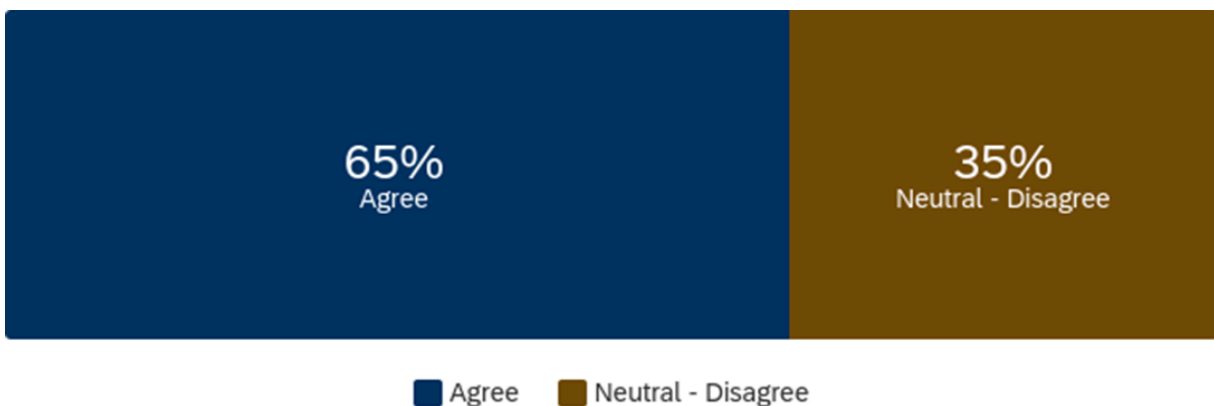


■ Agree ■ Neutral - Disagree

Answer	%	Count
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Strongly agree	28%	482
Agree	41%	697
Neither agree nor disagree	17%	280
Disagree	9%	152
Strongly disagree	5%	83
Total	100%	1694

Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.



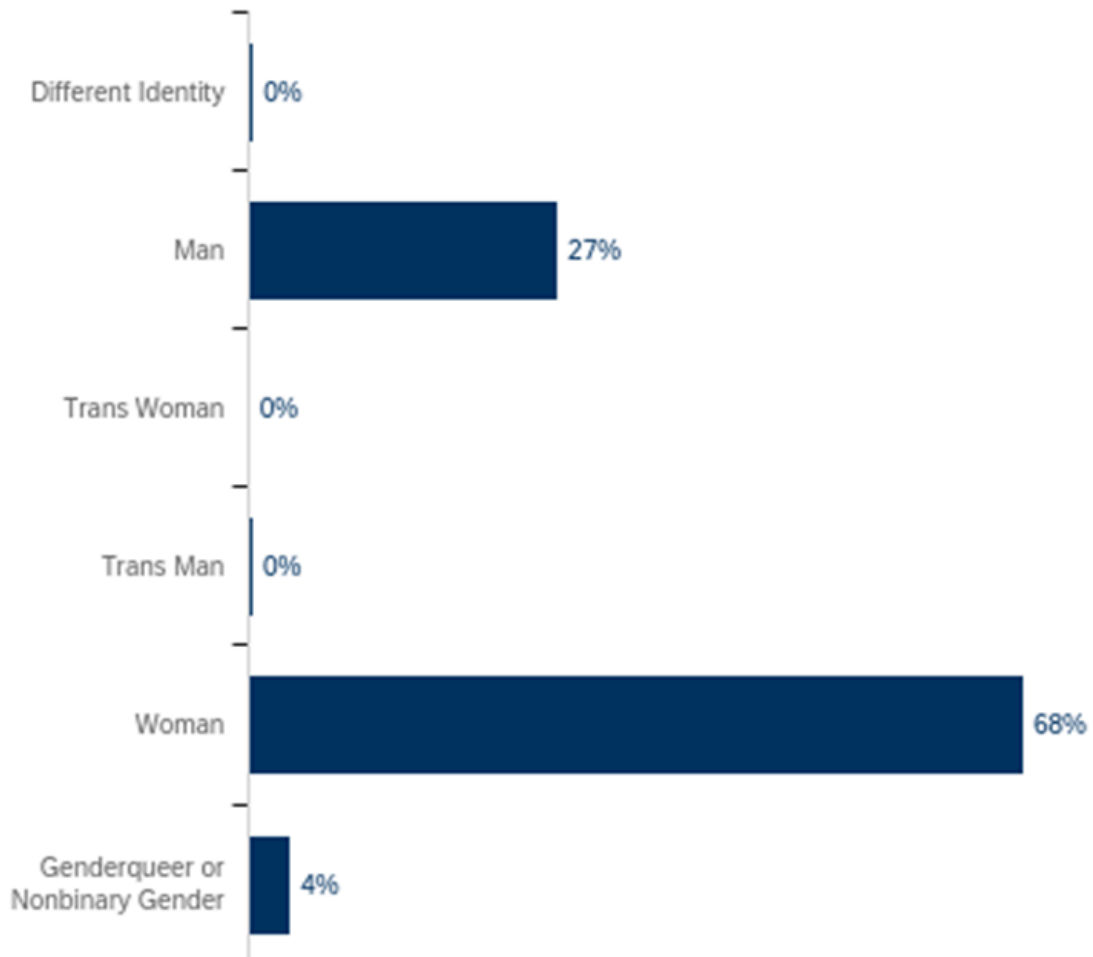
Answer	%	Count
Strongly agree	25%	431
Agree	39%	662
Neither agree nor disagree	25%	418
Disagree	7%	111
Strongly disagree	4%	72
Total	100%	1694

Q35 - (Optional) Please select your ethnicity:

Answer	%	Count
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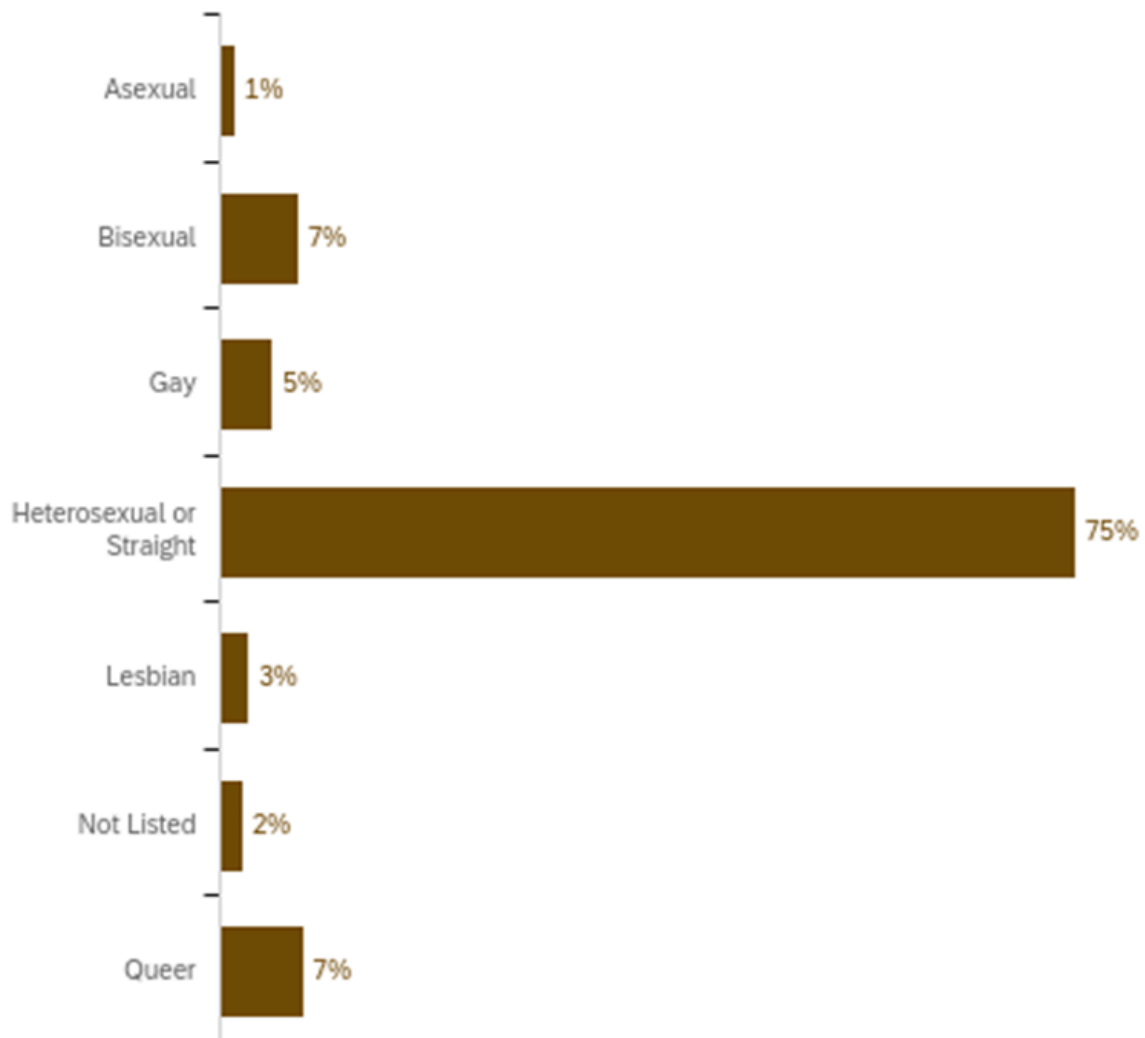
African-American/Black	6%	84
American Indian/Alaskan Native	1%	7
Chinese	7%	95
Filipino	3%	40
Hispanic/Latino	12%	169
Japanese	1%	18
Korean	1%	13
Middle Eastern/Southwest Asian/North African (SWANA)	2%	23
Other Asian	2%	32
Pacific Islander	0%	6
South Asian	2%	30
Two Or More Races	10%	145
Vietnamese	1%	10
White	52%	724
Total	100%	1396

Q36 - (Optional) What is your gender identity:



Answer	%	Count
Different Identity	0%	6
Man	27%	383
Trans Woman	0%	1
Trans Man	0%	5
Woman	68%	960
Genderqueer or Nonbinary Gender	4%	52
Total	100%	1407

Q37 - (Optional) Do you consider yourself:



Answer	%	Count
Asexual	1%	17
Bisexual	7%	91
Gay	5%	62
Heterosexual or Straight	75%	1004
Lesbian	3%	34
Not Listed	2%	26
Queer	7%	97
Total	100%	1331

Q38 - (Optional) Do you have a disability?



■ Yes, I have a disability, or have a history/record of having a disability

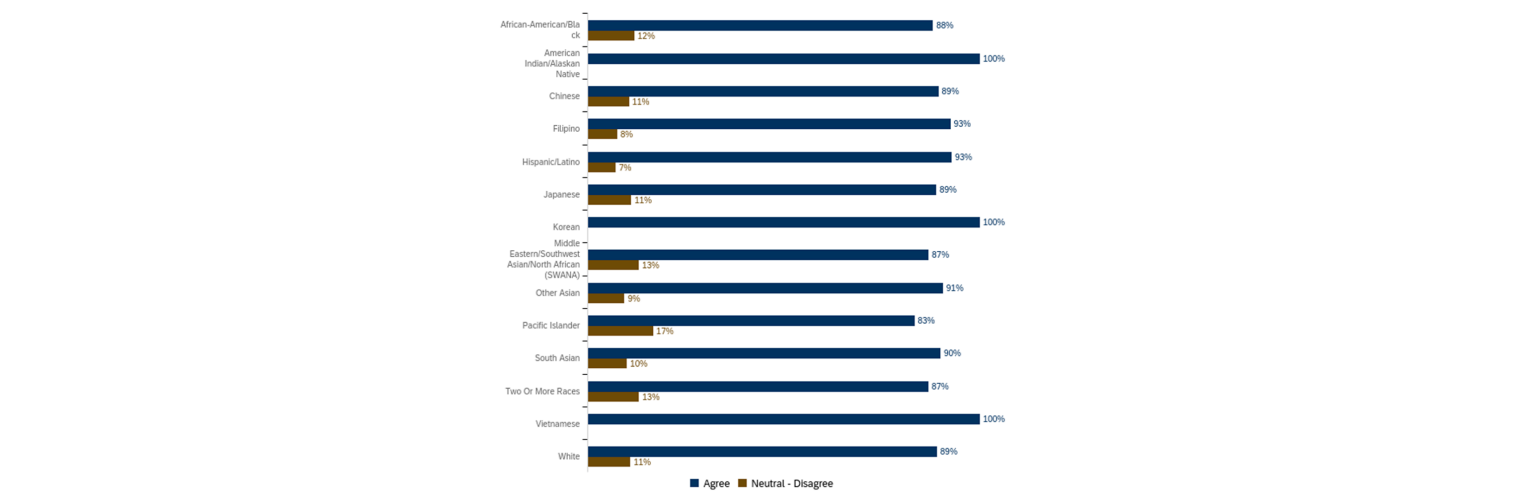
■ No, I don't have a disability, or a history/record of having a disability

	Answer	%	Count
	Yes, I have a disability, or have a history/record of having a disability	18%	251
	No, I don't have a disability, or a history/record of having a disability	82%	1137
	Total	100%	1388

UC Berkeley
People & Culture

State of the Workplace - Ethnicity
February 2025

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



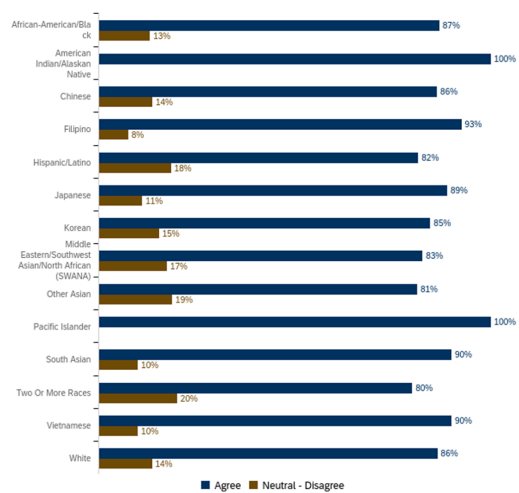
Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	88%	-1%	-1%	0%	56%	47	32%	27	8%	7	4%	3	0%	0	84

American Indian/Alaskan Native	100%	25%	11%	12%	71%	5	29%	2	0%	0	0%	0	0%	0	7
Chinese	89%	2%	0%	1%	54%	51	36%	34	4%	4	1%	1	5%	5	95
Filipino	93%	-4%	4%	5%	60%	24	33%	13	5%	2	3%	1	0%	0	40
Hispanic/Latino	93%	6%	4%	5%	54%	90	39%	66	3%	5	3%	5	1%	2	168
Japanese	89%	-4%	0%	1%	50%	9	39%	7	11%	2	0%	0	0%	0	18
Korean	100%	0%	11%	12%	46%	6	54%	7	0%	0	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	-5%	-2%	-1%	65%	15	22%	5	0%	0	4%	1	9%	2	23
Other Asian	91%	12%	2%	3%	59%	19	31%	10	6%	2	0%	0	3%	1	32
Pacific Islander	83%	8%	-6%	-5%	67%	4	17%	1	17%	1	0%	0	0%	0	6
South Asian	90%	11%	1%	2%	43%	13	47%	14	3%	1	7%	2	0%	0	30
Two Or More Races	87%	0%	-2%	-1%	54%	79	32%	47	8%	11	5%	7	1%	1	145
Vietnamese	100%	14%	11%	12%	50%	5	50%	5	0%	0	0%	0	0%	0	10

White	89%	2%	0%	1%	52%	377	37%	268	5%	39	4%	27	2%	13	724
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*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

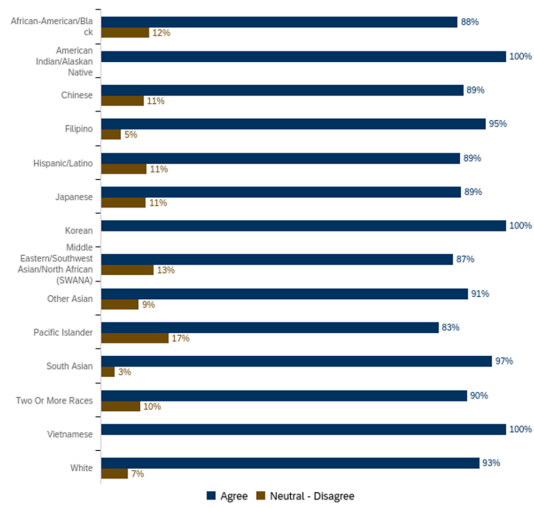
Q2 - I have the equipment and tools needed to do my job effectively.



Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	87%	1%	3%	39%	33	48%	40	4%	3	8%	7	1%	1	84
American Indian/Alaskan Native	100%	14%	16%	57%	4	43%	3	0%	0	0%	0	0%	0	7
Chinese	86%	0%	2%	35%	33	52%	49	4%	4	5%	5	4%	4	95
Filipino	93%	7%	9%	43%	17	50%	20	5%	2	3%	1	0%	0	40
Hispanic/Latino	82%	-4%	-2%	42%	71	39%	66	11%	19	6%	10	1%	2	168
Japanese	89%	3%	5%	28%	5	61%	11	11%	2	0%	0	0%	0	18
Korean	85%	-1%	1%	54%	7	31%	4	15%	2	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	83%	-3%	-1%	39%	9	43%	10	0%	0	13%	3	4%	1	23
Other Asian	81%	-5%	-3%	34%	11	47%	15	13%	4	6%	2	0%	0	32
Pacific Islander	100%	14%	16%	67%	4	33%	2	0%	0	0%	0	0%	0	6
South Asian	90%	4%	6%	43%	13	47%	14	3%	1	7%	2	0%	0	30

Two Or More Races	80%	-6%	-4%	40%	58	40%	58	12%	17	6%	9	2%	3	145
Vietnamese	90%	4%	6%	50%	5	40%	4	0%	0	10%	1	0%	0	10
White	86%	0%	2%	40%	287	47%	337	7%	51	6%	44	0%	3	722

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

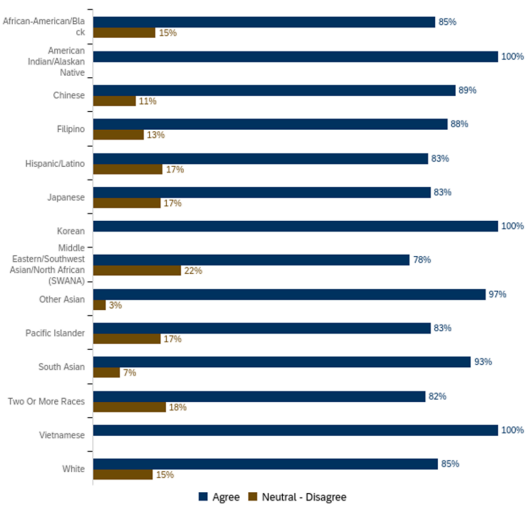


Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	88%	-5%	-2%	61%	51	27%	23	5%	4	5%	4	2%	2	84

American Indian/Alaskan Native	100%	7%	10%	86%	6	14%	1	0%	0	0%	0	0%	0	7
Chinese	89%	-4%	-1%	52%	49	38%	36	2%	2	3%	3	5%	5	95
Filipino	95%	2%	5%	65%	26	30%	12	3%	1	3%	1	0%	0	40
Hispanic/Latino	89%	-4%	-1%	58%	97	31%	52	7%	11	4%	6	1%	2	168
Japanese	89%	-4%	-1%	44%	8	44%	8	6%	1	6%	1	0%	0	18
Korean	100%	7%	10%	77%	10	23%	3	0%	0	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	-6%	-3%	57%	13	30%	7	9%	2	0%	0	4%	1	23
Other Asian	91%	-2%	1%	56%	18	34%	11	6%	2	3%	1	0%	0	32
Pacific Islander	83%	-10%	-7%	50%	3	33%	2	17%	1	0%	0	0%	0	6
South Asian	97%	4%	7%	59%	17	38%	11	3%	1	0%	0	0%	0	29
Two Or More Races	90%	-3%	0%	63%	91	28%	40	8%	12	1%	1	1%	1	145
Vietnamese	100%	7%	10%	80%	8	20%	2	0%	0	0%	0	0%	0	10

White	93%	0%	3%	68%	489	26%	187	3%	25	2%	17	1%	6	724
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Q4 - Within my team, I feel my personal contributions are recognized by my immediate supervisor

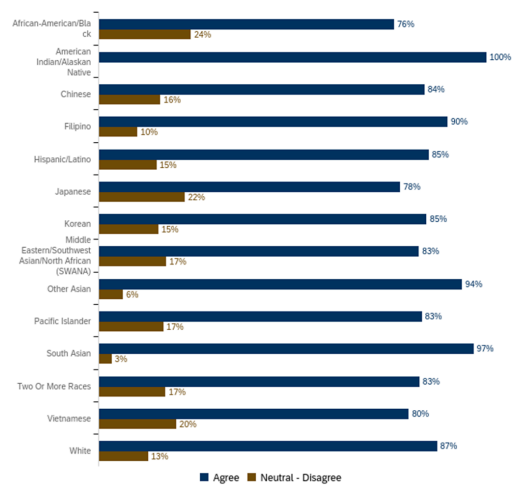


Ethnicity	Total Agree %	Diff from White	Diff from Campus	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	85%	0%	2%	-4%	51%	43	33%	28	4%	3	6%	5	6%	5	84
American Indian/Alaskan Native	100%	15%	17%	17%	86%	6	14%	1	0%	0	0%	0	0%	0	7
Chinese	89%	4%	6%	6%	42%	40	47%	45	4%	4	0%	0	6%	6	95
Filipino	88%	3%	5%	-5%	45%	18	43%	17	8%	3	5%	2	0%	0	40
Hispanic/Latino	83%	-2%	0%	1%	51%	86	32%	53	10%	16	3%	5	5%	8	168
Japanese	83%	-2%	0%	5%	44%	8	39%	7	11%	2	6%	1	0%	0	18
Korean	100%	15%	17%	10%	62%	8	38%	5	0%	0	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	78%	-7%	-5%	7%	57%	13	22%	5	9%	2	4%	1	9%	2	23
Other Asian	97%	12%	14%	22%	66%	21	31%	10	3%	1	0%	0	0%	0	32
Pacific Islander	83%	-2%	0%	-4%	67%	4	17%	1	0%	0	17%	1	0%	0	6
South Asian	93%	8%	10%	18%	40%	12	53%	16	3%	1	3%	1	0%	0	30

Two Or More Races	82%	-3%	-1%	4%	48%	70	34%	49	8%	12	7%	10	3%	4	145
Vietnamese	100%	15%	17%	14%	60%	6	40%	4	0%	0	0%	0	0%	0	10
White	85%	0%	2%	1%	55%	398	30%	219	8%	57	5%	34	2%	16	724

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

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

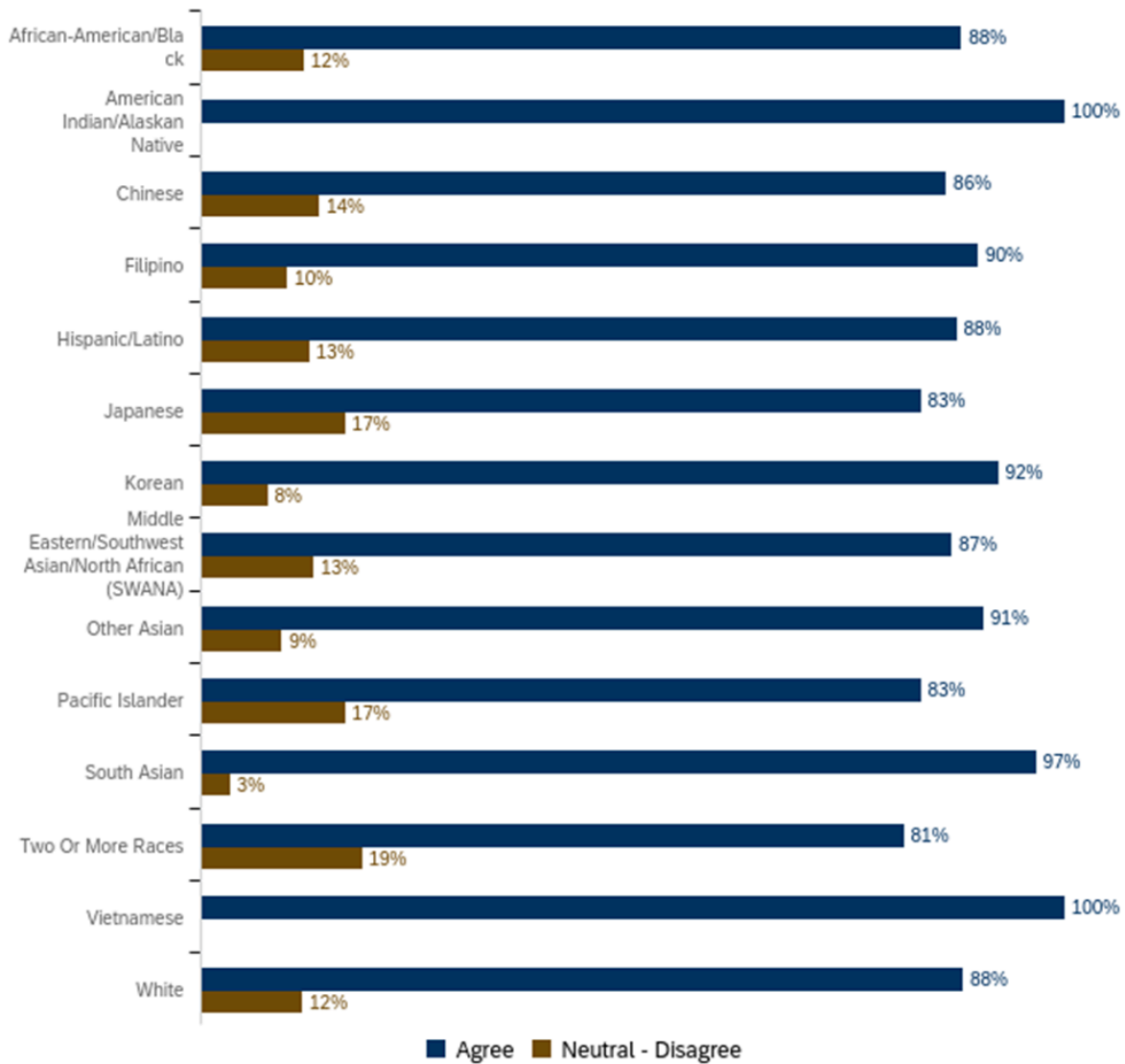


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	76%	-9%	-11%	-7%	44%	37	32%	27	11%	9	6%	5	7%	6	84
American Indian/Alaskan Native	100%	8%	13%	17%	86%	6	14%	1	0%	0	0%	0	0%	0	7

Chinese	84%	0%	-3%	1%	40%	38	44%	41	10%	9	0%	0	6%	6	94
Filipino	90%	-4%	3%	7%	48%	19	43%	17	8%	3	0%	0	3%	1	40
Hispanic/Latino	85%	1%	-2%	2%	49%	82	36%	61	10%	17	2%	4	2%	4	168
Japanese	78%	-1%	-9%	-5%	44%	8	33%	6	11%	2	11%	2	0%	0	18
Korean	85%	-5%	-2%	2%	54%	7	31%	4	15%	2	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	83%	-1%	-4%	0%	57%	13	26%	6	0%	0	9%	2	9%	2	23
Other Asian	94%	12%	7%	11%	44%	14	50%	16	6%	2	0%	0	0%	0	32
Pacific Islander	83%	8%	-4%	0%	50%	3	33%	2	17%	1	0%	0	0%	0	6
South Asian	97%	18%	10%	14%	40%	12	57%	17	3%	1	0%	0	0%	0	30
Two Or More Races	83%	-2%	-4%	0%	47%	68	36%	52	10%	14	8%	11	0%	0	145
Vietnamese	80%	-6%	-7%	-3%	50%	5	30%	3	20%	2	0%	0	0%	0	10
White	87%	2%	0%	4%	52%	377	35%	254	7%	50	4%	28	2%	14	723

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

Q6 - My well-being is important to my immediate supervisor.

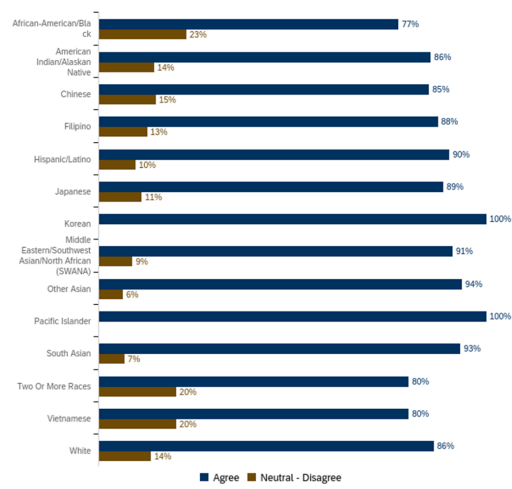


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	88%	-1%	0%	2%	58%	49	30%	25	4%	3	5%	4	4%	3	84
American Indian/Alaskan Native	100%	8%	12%	14%	86%	6	14%	1	0%	0	0%	0	0%	0	7
Chinese	86%	6%	-2%	0%	44%	42	42%	40	6%	6	2%	2	5%	5	95
Filipino	90%	-8%	2%	4%	70%	28	20%	8	8%	3	3%	1	0%	0	40
Hispanic/Latino	88%	5%	0%	2%	51%	86	36%	61	6%	10	3%	5	4%	6	168
Japanese	83%	5%	-5%	-3%	50%	9	33%	6	17%	3	0%	0	0%	0	18
Korean	92%	2%	4%	6%	77%	10	15%	2	8%	1	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	-5%	-1%	1%	65%	15	22%	5	9%	2	0%	0	4%	1	23
Other Asian	91%	12%	3%	5%	63%	20	28%	9	3%	1	6%	2	0%	0	32
Pacific Islander	83%	-4%	-5%	-3%	67%	4	17%	1	17%	1	0%	0	0%	0	6
South Asian	97%	25%	9%	11%	53%	16	43%	13	0%	0	3%	1	0%	0	30

Two Or More Races	81%	-3%	-7%	-5%	61%	88	21%	30	11%	16	6%	8	2%	3	145
Vietnamese	100%	0%	12%	14%	60%	6	40%	4	0%	0	0%	0	0%	0	10
White	88%	2%	0%	2%	62%	446	27%	193	7%	50	3%	23	2%	12	724

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

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

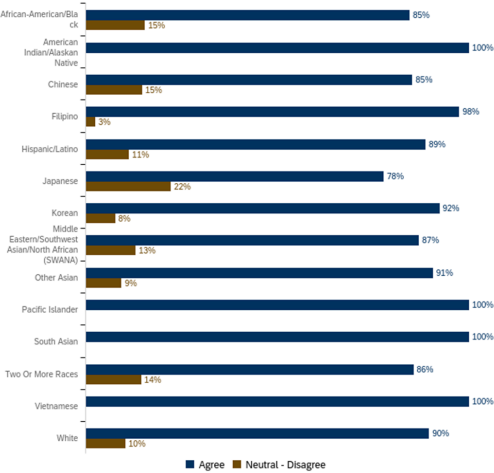


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	77%	-5%	-9%	-7%	46%	39	31%	26	13%	11	6%	5	4%	3	84
American Indian/Alaskan Native	86%	2%	0%	2%	71%	5	14%	1	14%	1	0%	0	0%	0	7

Chinese	85%	0%	-1%	1%	45%	43	40%	38	7%	7	2%	2	5%	5	95
Filipino	88%	-5%	2%	4%	55%	22	33%	13	3%	1	8%	3	3%	1	40
Hispanic/Latino	90%	5%	4%	6%	53%	89	38%	63	5%	8	3%	5	2%	3	168
Japanese	89%	10%	3%	5%	44%	8	44%	8	11%	2	0%	0	0%	0	18
Korean	100%	0%	14%	16%	69%	9	31%	4	0%	0	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	91%	8%	5%	7%	74%	17	17%	4	4%	1	0%	0	4%	1	23
Other Asian	94%	8%	8%	10%	53%	17	41%	13	6%	2	0%	0	0%	0	32
Pacific Islander	100%	13%	14%	16%	50%	3	50%	3	0%	0	0%	0	0%	0	6
South Asian	93%	11%	7%	9%	60%	18	33%	10	7%	2	0%	0	0%	0	30
Two Or More Races	80%	6%	-6%	-4%	47%	68	33%	48	12%	17	6%	9	2%	3	145
Vietnamese	80%	-6%	-6%	-4%	40%	4	40%	4	20%	2	0%	0	0%	0	10
White	86%	1%	0%	2%	53%	386	33%	240	8%	56	4%	32	1%	10	724

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q8 - Within my team, I am treated with dignity and respect.



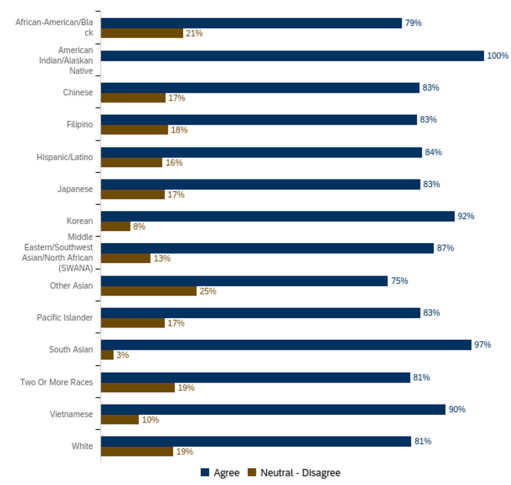
Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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African-American/Black	85%	-4%	-5%	-2%	48%	40	37%	31	7%	6	5%	4	4%	3	84
American Indian/Alaskan Native	100%	17%	10%	13%	86%	6	14%	1	0%	0	0%	0	0%	0	7
Chinese	85%	3%	-5%	-2%	51%	48	35%	33	7%	7	2%	2	5%	5	95
Filipino	98%	-1%	8%	11%	50%	20	48%	19	0%	0	0%	0	3%	1	40
Hispanic/Latino	89%	1%	-1%	2%	58%	98	30%	51	7%	11	5%	8	0%	0	168
Japanese	78%	-8%	-12%	-9%	44%	8	33%	6	17%	3	6%	1	0%	0	18
Korean	92%	2%	2%	5%	54%	7	38%	5	8%	1	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	-13%	-3%	0%	78%	18	9%	2	4%	1	4%	1	4%	1	23
Other Asian	91%	8%	1%	4%	59%	19	31%	10	6%	2	3%	1	0%	0	32
Pacific Islander	100%	13%	10%	13%	50%	3	50%	3	0%	0	0%	0	0%	0	6
South Asian	100%	18%	10%	13%	73%	22	27%	8	0%	0	0%	0	0%	0	30
Two Or More Races	86%	1%	-4%	-1%	50%	73	35%	51	10%	14	2%	3	3%	4	145

Vietnamese	100%	0%	10%	13%	70%	7	30%	3	0%	0	0%	0	0%	0	10
White	90%	0%	0%	3%	58%	417	32%	231	7%	50	2%	17	1%	8	723

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

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

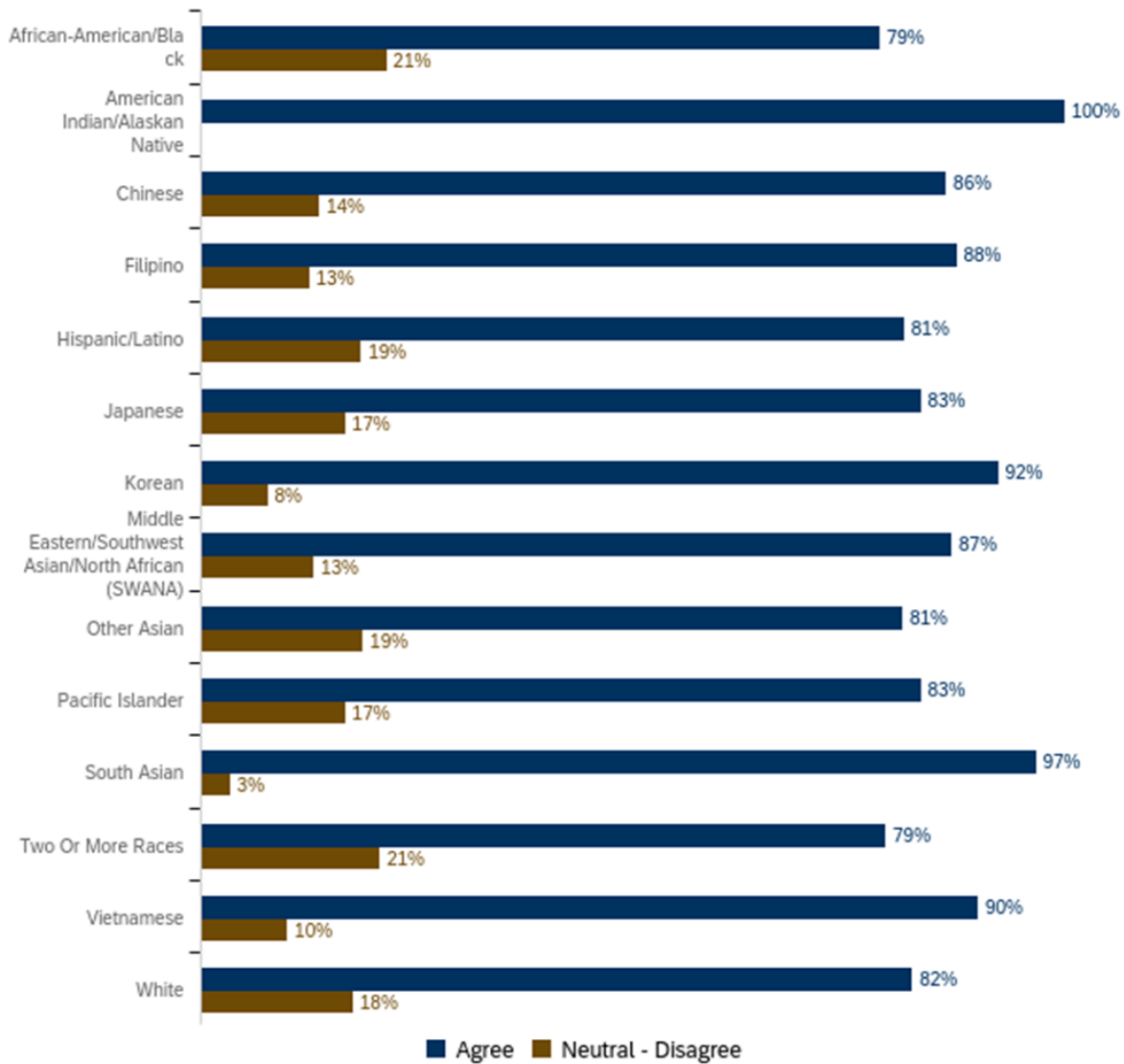


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	79%	-3%	-2%	-2%	50%	42	29%	24	14%	12	2%	2	5%	4	84
American Indian/Alaskan Native	100%	17%	19%	19%	71%	5	29%	2	0%	0	0%	0	0%	0	7

Chinese	83%	5%	2%	2%	42%	40	41%	39	12%	11	0%	0	5%	5	95
Filipino	83%	-12%	2%	2%	50%	20	33%	13	10%	4	8%	3	0%	0	40
Hispanic/Latino	84%	6%	3%	3%	47%	79	37%	61	12%	20	3%	5	1%	2	167
Japanese	83%	5%	2%	2%	33%	6	50%	9	11%	2	0%	0	6%	1	18
Korean	92%	2%	11%	11%	62%	8	31%	4	8%	1	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	4%	6%	6%	65%	15	22%	5	4%	1	0%	0	9%	2	23
Other Asian	75%	-3%	-6%	-6%	44%	14	31%	10	19%	6	3%	1	3%	1	32
Pacific Islander	83%	21%	2%	2%	50%	3	33%	2	0%	0	0%	0	17%	1	6
South Asian	97%	25%	16%	16%	60%	18	37%	11	0%	0	3%	1	0%	0	30
Two Or More Races	81%	4%	0%	0%	44%	64	37%	53	10%	14	7%	10	3%	4	145
Vietnamese	90%	4%	9%	9%	40%	4	50%	5	10%	1	0%	0	0%	0	10
White	81%	0%	0%	0%	47%	340	34%	247	10%	75	6%	40	3%	22	724

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

Q10 - I trust my immediate supervisor.

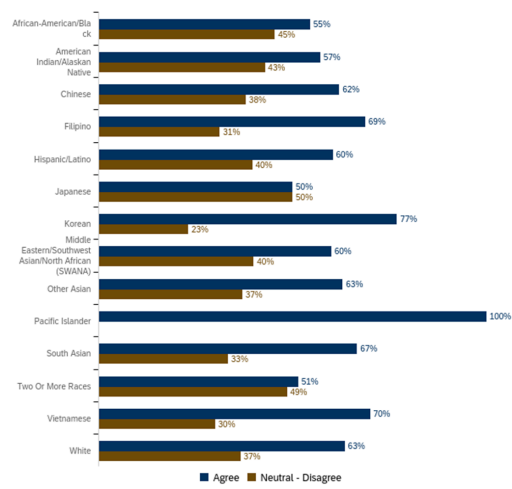


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	79%	-2%	-3%	-1%	46%	39	32%	27	8%	7	5%	4	8%	7	84
American Indian/Alaskan Native	100%	25%	18%	20%	86%	6	14%	1	0%	0	0%	0	0%	0	7
Chinese	86%	6%	4%	6%	52%	49	35%	33	6%	6	2%	2	5%	5	95
Filipino	88%	-7%	6%	8%	55%	22	33%	13	8%	3	5%	2	0%	0	40
Hispanic/Latino	81%	2%	-1%	1%	49%	82	32%	54	10%	16	5%	8	4%	7	167
Japanese	83%	-2%	1%	3%	50%	9	33%	6	11%	2	6%	1	0%	0	18
Korean	92%	2%	10%	12%	77%	10	15%	2	8%	1	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	4%	5%	7%	61%	14	26%	6	4%	1	0%	0	9%	2	23
Other Asian	81%	0%	-1%	1%	47%	15	34%	11	9%	3	6%	2	3%	1	32
Pacific Islander	83%	8%	1%	3%	50%	3	33%	2	0%	0	0%	0	17%	1	6
South Asian	97%	22%	15%	17%	63%	19	33%	10	3%	1	0%	0	0%	0	30

Two Or More Races	79%	1%	-3%	-1%	48%	70	31%	45	12%	17	6%	8	3%	5	145
Vietnamese	90%	4%	8%	10%	40%	4	50%	5	10%	1	0%	0	0%	0	10
White	82%	2%	0%	2%	50%	360	33%	235	9%	67	4%	30	4%	30	722

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

Q11 - I trust the leader of my school, college, division, or equivalent

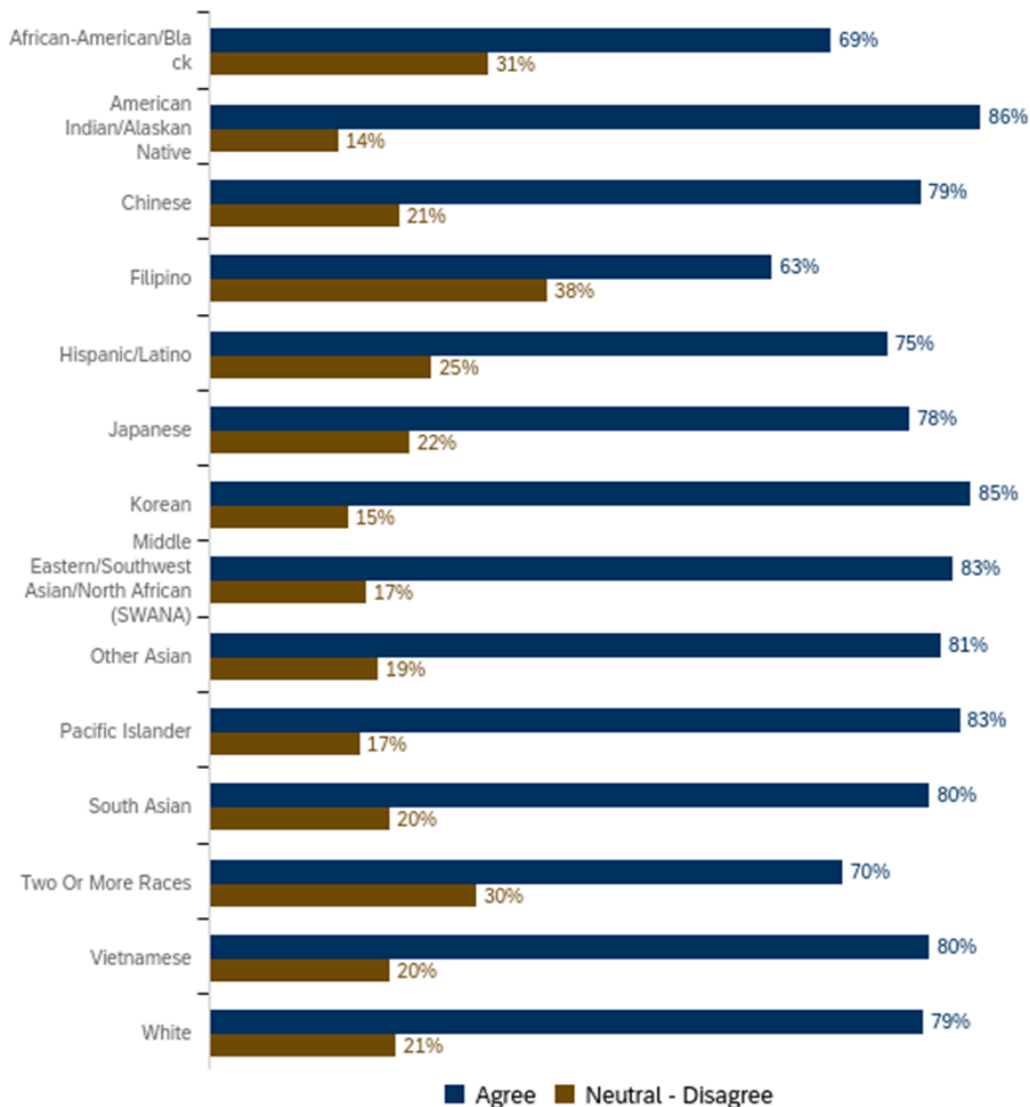


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	55%	-1%	-8%	-5%	23%	18	31%	24	40%	31	4%	3	1%	1	77
American Indian/Alaskan Native	57%	-6%	-6%	-3%	29%	2	29%	2	43%	3	0%	0	0%	0	7

Chinese	62%	-7%	-1%	2%	31%	27	31%	27	32%	28	1%	1	5%	4	87
Filipino	69%	-3%	6%	9%	31%	10	38%	12	16%	5	6%	2	9%	3	32
Hispanic/Latino	60%	5%	-3%	0%	25%	39	35%	54	33%	51	6%	9	1%	1	154
Japanese	50%	-27%	-13%	-10%	19%	3	31%	5	31%	5	13%	2	6%	1	16
Korean	77%	-3%	14%	17%	31%	4	46%	6	23%	3	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	60%	15%	-3%	0%	35%	7	25%	5	40%	8	0%	0	0%	0	20
Other Asian	63%	15%	0%	3%	15%	4	48%	13	30%	8	4%	1	4%	1	27
Pacific Islander	100%	88%	37%	40%	50%	3	50%	3	0%	0	0%	0	0%	0	6
South Asian	67%	17%	4%	7%	23%	7	43%	13	30%	9	3%	1	0%	0	30
Two Or More Races	51%	-5%	-12%	-9%	20%	28	31%	43	41%	56	5%	7	3%	4	138
Vietnamese	70%	-16%	7%	10%	20%	2	50%	5	20%	2	10%	1	0%	0	10
White	63%	2%	0%	3%	26%	179	37%	257	31%	210	4%	25	2%	16	687

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

Q12 - Regardless of my background (race, gender, sexual orientation, ability status, religion, etc.), I have an equal opportunity to succeed

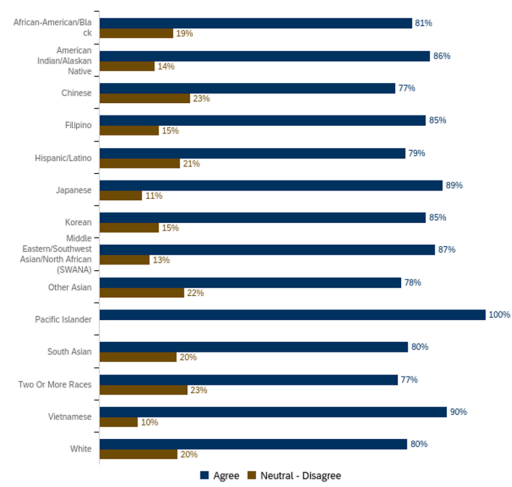


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	69%	8%	-10%	-6%	25%	21	44%	37	17%	14	8%	7	6%	5	84
American Indian/Alaskan Native	86%	19%	7%	11%	29%	2	57%	4	14%	1	0%	0	0%	0	7
Chinese	79%	9%	0%	4%	24%	23	55%	52	13%	12	2%	2	6%	6	95
Filipino	63%	-20%	-16%	-12%	40%	16	23%	9	23%	9	10%	4	5%	2	40
Hispanic/Latino	75%	8%	-4%	0%	37%	61	39%	64	18%	30	4%	7	2%	4	166
Japanese	78%	6%	-1%	3%	28%	5	50%	9	22%	4	0%	0	0%	0	18
Korean	85%	-5%	6%	10%	38%	5	46%	6	8%	1	8%	1	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	83%	3%	4%	8%	52%	12	30%	7	4%	1	9%	2	4%	1	23
Other Asian	81%	6%	2%	6%	28%	9	53%	17	16%	5	0%	0	3%	1	32
Pacific Islander	83%	-4%	4%	8%	67%	4	17%	1	17%	1	0%	0	0%	0	6
South Asian	80%	16%	1%	5%	47%	14	33%	10	7%	2	10%	3	3%	1	30

Two Or More Races	70%	1%	-9%	-5%	29%	42	41%	60	19%	28	8%	12	2%	3	145
Vietnamese	80%	9%	1%	5%	50%	5	30%	3	20%	2	0%	0	0%	0	10
White	79%	3%	0%	4%	38%	274	41%	300	14%	99	6%	41	1%	10	724

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

**Q13 - My supervisor helps me make time to participate in trainings
and professional development activities (including staff organization
involvement).**

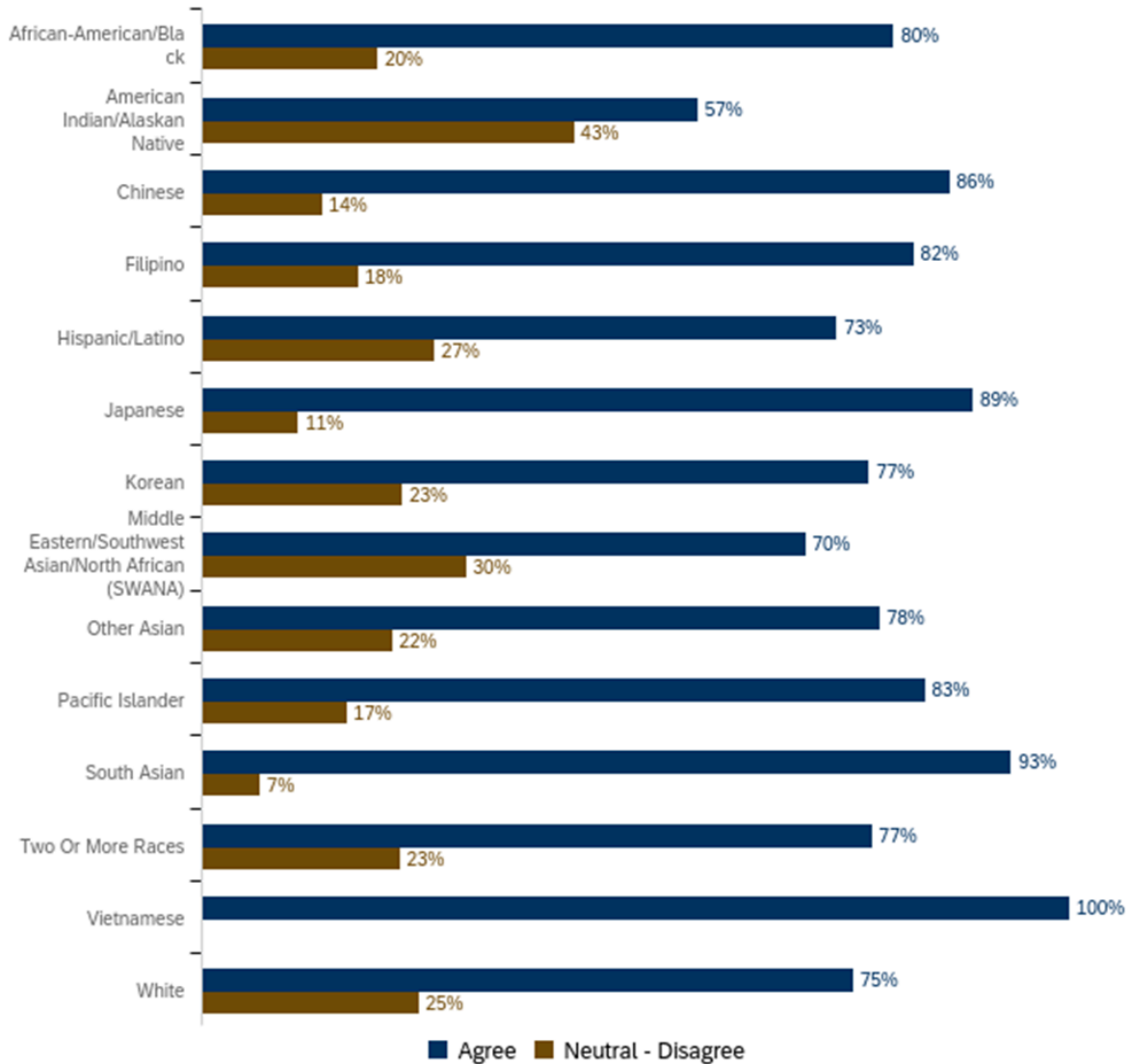


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	81%	-1%	1%	3%	46%	39	35%	29	13%	11	0%	0	6%	5	84
American Indian/Alaskan Native	86%	27%	6%	8%	86%	6	0%	0	14%	1	0%	0	0%	0	7

Chinese	77%	-1%	-3%	-1%	32%	30	45%	42	15%	14	3%	3	5%	5	94
Filipino	85%	-12%	5%	7%	44%	17	41%	16	13%	5	3%	1	0%	0	39
Hispanic/Latino	79%	-1%	-1%	1%	45%	76	34%	57	13%	21	5%	9	3%	5	168
Japanese	89%	-4%	9%	11%	44%	8	44%	8	11%	2	0%	0	0%	0	18
Korean	85%	-15%	5%	7%	62%	8	23%	3	8%	1	0%	0	8%	1	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	-1%	7%	9%	57%	13	30%	7	4%	1	4%	1	4%	1	23
Other Asian	78%	7%	-2%	0%	41%	13	38%	12	19%	6	3%	1	0%	0	32
Pacific Islander	100%	13%	20%	22%	50%	3	50%	3	0%	0	0%	0	0%	0	6
South Asian	80%	9%	0%	2%	47%	14	33%	10	20%	6	0%	0	0%	0	30
Two Or More Races	77%	-3%	-3%	-1%	42%	61	35%	51	15%	22	6%	8	2%	3	145
Vietnamese	90%	4%	10%	12%	60%	6	30%	3	10%	1	0%	0	0%	0	10
White	80%	0%	0%	2%	43%	311	37%	265	14%	98	5%	33	2%	15	722

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

**Q14 - The amount of work my supervisor expects me to complete is
reasonable.**

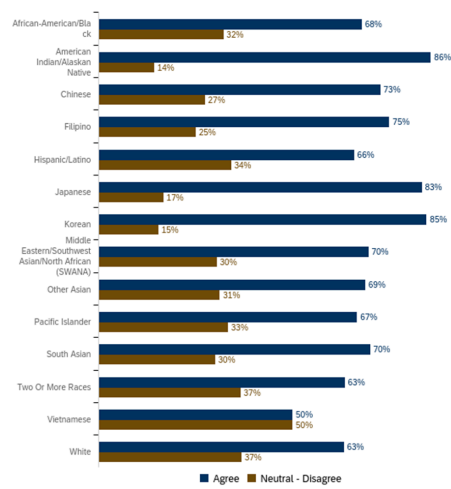


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	80%	4%	5%	5%	37%	31	43%	36	13%	11	4%	3	4%	3	84
American Indian/Alaskan Native	57%	-18%	-18%	-18%	57%	4	0%	0	29%	2	14%	1	0%	0	7
Chinese	86%	6%	11%	11%	31%	29	55%	52	5%	5	1%	1	7%	7	94
Filipino	82%	-3%	7%	7%	36%	14	46%	18	5%	2	10%	4	3%	1	39
Hispanic/Latino	73%	2%	-2%	-2%	35%	59	38%	64	15%	25	8%	13	4%	7	168
Japanese	89%	-11%	14%	14%	39%	7	50%	9	6%	1	6%	1	0%	0	18
Korean	77%	-13%	2%	2%	54%	7	23%	3	23%	3	0%	0	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	70%	-5%	-5%	-5%	48%	11	22%	5	17%	4	4%	1	9%	2	23
Other Asian	78%	7%	3%	3%	31%	10	47%	15	16%	5	6%	2	0%	0	32
Pacific Islander	83%	-5%	8%	8%	50%	3	33%	2	17%	1	0%	0	0%	0	6
South Asian	93%	29%	18%	18%	37%	11	57%	17	3%	1	3%	1	0%	0	30

Two Or More Races	77%	8%	2%	2%	30%	44	47%	68	14%	20	8%	12	1%	1	145
Vietnamese	100%	0%	25%	25%	30%	3	70%	7	0%	0	0%	0	0%	0	10
White	75%	0%	0%	0%	34%	243	41%	299	14%	98	8%	58	3%	24	722

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

**Q15 - My job description and title accurately reflect my current
responsibilities.**

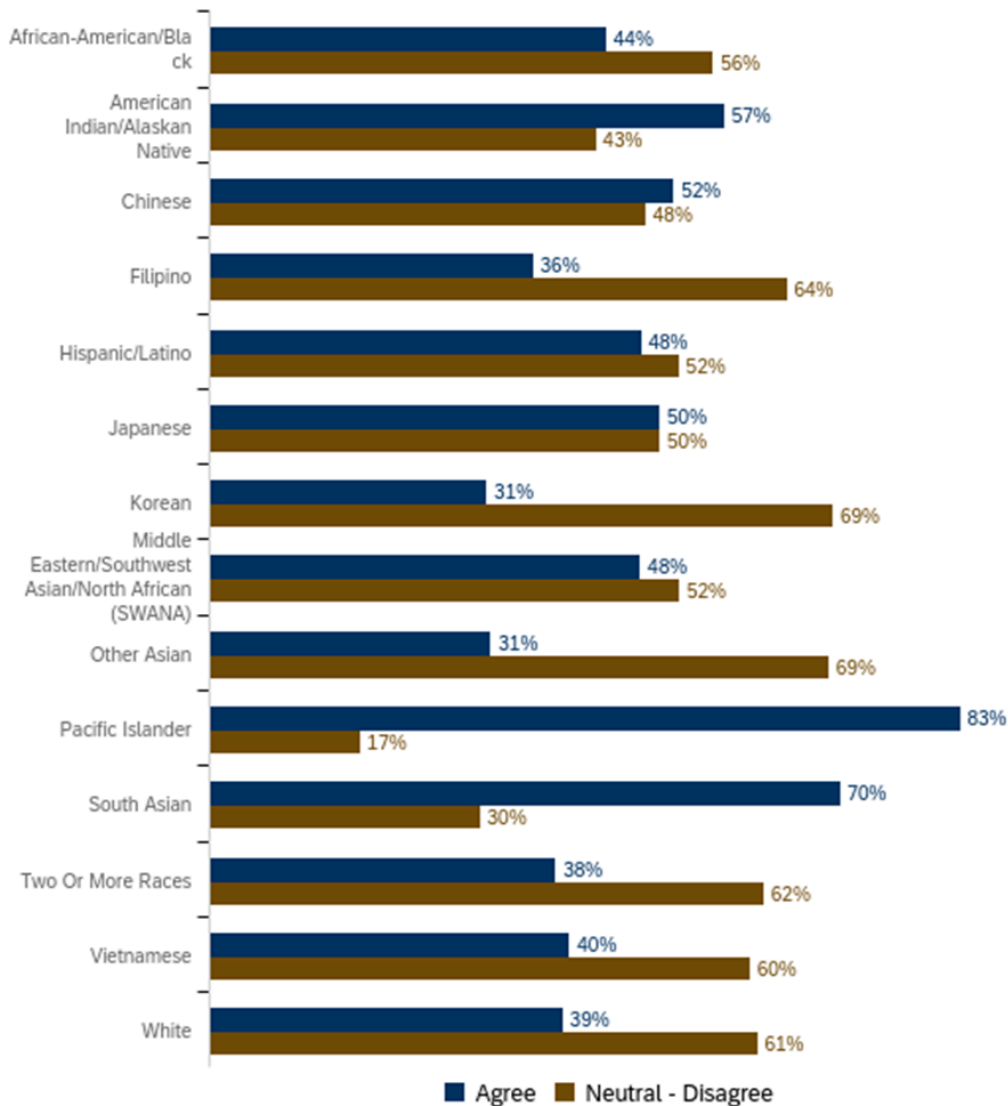


Ethnicity	Total Agree %	2024 Diff*	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	68%	3%	5%	4%	30%	25	38%	32	11%	9	14%	12	7%	6	84
American Indian/Alaskan Native	86%	2%	23%	22%	57%	4	29%	2	14%	1	0%	0	0%	0	7

Chinese	73%	-5%	10%	9%	28%	27	44%	42	11%	10	8%	8	8%	8	95
Filipino	75%	-6%	12%	11%	33%	13	43%	17	10%	4	8%	3	8%	3	40
Hispanic/Latino	66%	0%	3%	2%	31%	52	35%	58	14%	24	14%	24	5%	9	167
Japanese	83%	26%	20%	19%	28%	5	56%	10	11%	2	0%	0	6%	1	18
Korean	85%	-5%	22%	21%	46%	6	38%	5	0%	0	15%	2	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	70%	-1%	7%	6%	43%	10	26%	6	4%	1	13%	3	13%	3	23
Other Asian	69%	15%	6%	5%	31%	10	38%	12	25%	8	3%	1	3%	1	32
Pacific Islander	67%	-8%	4%	3%	33%	2	33%	2	33%	2	0%	0	0%	0	6
South Asian	70%	-1%	7%	6%	20%	6	50%	15	20%	6	10%	3	0%	0	30
Two Or More Races	63%	5%	0%	-1%	21%	31	42%	61	16%	23	15%	22	6%	8	145
Vietnamese	50%	-21%	-13%	-14%	30%	3	20%	2	30%	3	20%	2	0%	0	10
White	63%	-1%	0%	-1%	23%	167	40%	290	16%	116	14%	98	7%	52	723

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

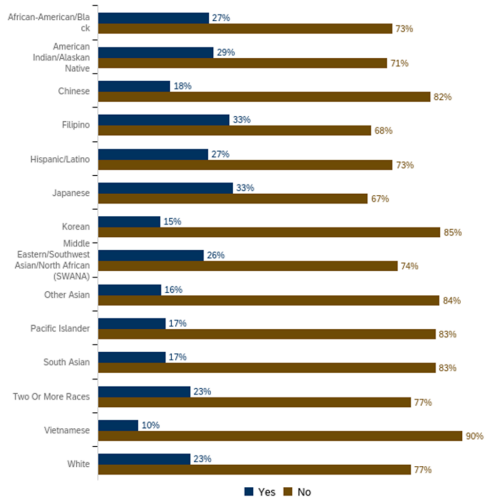
**Q19 - UC Berkeley does a good job investing in system improvements
and tools that help staff work more efficiently.**



Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	44%	5%	4%	12%	10	32%	27	39%	33	12%	10	5%	4	84
American Indian/Alaskan Native	57%	18%	17%	0%	0	57%	4	29%	2	0%	0	14%	1	7
Chinese	52%	13%	12%	11%	10	41%	39	36%	34	7%	7	5%	5	95
Filipino	36%	-3%	-4%	15%	6	21%	8	51%	20	10%	4	3%	1	39
Hispanic/Latino	48%	9%	8%	10%	17	38%	63	30%	50	17%	29	5%	8	167
Japanese	50%	11%	10%	6%	1	44%	8	22%	4	28%	5	0%	0	18
Korean	31%	-8%	-9%	23%	3	8%	1	46%	6	15%	2	8%	1	13
Middle Eastern/Southwest Asian/North African (SWANA)	48%	9%	8%	22%	5	26%	6	26%	6	22%	5	4%	1	23
Other Asian	31%	-8%	-9%	13%	4	19%	6	50%	16	19%	6	0%	0	32
Pacific Islander	83%	44%	43%	33%	2	50%	3	17%	1	0%	0	0%	0	6
South Asian	70%	31%	30%	7%	2	63%	19	20%	6	10%	3	0%	0	30

Two Or More Races	38%	-1%	-2%	2%	3	36%	52	36%	52	18%	26	7%	10	143
Vietnamese	40%	1%	0%	10%	1	30%	3	50%	5	10%	1	0%	0	10
White	39%	0%	-1%	7%	48	32%	233	40%	287	16%	116	5%	33	717

Q25 - Are you currently searching for a new job?



Ethnicity	Yes		No		Diff from White	Diff from Campus	Total
African-American/Black	27%	23	73%	61	4%	1%	84
American Indian/Alaskan Native	29%	2	71%	5	6%	3%	7
Chinese	18%	17	82%	78	-5%	-8%	95
Filipino	33%	13	68%	27	10%	7%	40
Hispanic/Latino	27%	46	73%	123	4%	1%	169
Japanese	33%	6	67%	12	10%	7%	18
Korean	15%	2	85%	11	-8%	-11%	13
Middle Eastern/Southwest Asian/North African (SWANA)	26%	6	74%	17	3%	0%	23
Other Asian	16%	5	84%	27	-7%	-10%	32
Pacific Islander	17%	1	83%	5	-6%	-9%	6
South Asian	17%	5	83%	25	-6%	-9%	30
Two Or More Races	23%	33	77%	112	0%	-3%	145
Vietnamese	10%	1	90%	9	-13%	-16%	10
White	23%	165	77%	559	0%	-3%	724

Q25a - Why are you searching for a new job? (Select all)

Ethnicity	Want a new challenge		Better benefits		More flexible work schedule		Opportunity to work remotely		Pay/Salary increase		Promotion/ more responsibility		Relocation to a different geographical area		Want a new supervisor		Want to work with different colleagues		Factors outside of work		I don't enjoy my work		Other		Total
African-American/Black	14%	9	2%	1	5%	3	3%	2	26%	17	14%	9	5%	3	12%	8	3%	2	3%	2	2%	1	14%	9	66
American Indian/Alaskan Native	0%	0	0%	0	25%	1	25%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	50%	2	4
Chinese	12%	9	10%	8	10%	8	9%	7	17%	13	14%	11	3%	2	6%	5	5%	4	5%	4	1%	1	8%	6	78
Filipino	11%	5	0%	0	9%	4	11%	5	24%	11	16%	7	2%	1	2%	1	2%	1	9%	4	4%	2	9%	4	45
Hispanic/Latino	11%	16	3%	5	6%	9	7%	11	27%	40	13%	19	4%	6	7%	11	7%	10	4%	6	4%	6	7%	10	149
Japanese	24%	4	6%	1	0%	0	6%	1	18%	3	6%	1	6%	1	6%	1	6%	1	12%	2	6%	1	6%	1	17
Korean	0%	0	14%	1	29%	2	14%	1	29%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	14%	1	7
Middle Eastern/Southwest Asian/North African (SWANA)	14%	3	10%	2	10%	2	5%	1	24%	5	10%	2	0%	0	5%	1	10%	2	0%	0	5%	1	10%	2	21
Other Asian	13%	2	6%	1	6%	1	6%	1	25%	4	0%	0	0%	0	19%	3	19%	3	0%	0	0%	0	6%	1	16
Pacific Islander	0%	0	0%	0	0%	0	0%	0	33%	1	33%	1	0%	0	33%	1	0%	0	0%	0	0%	0	0%	0	3
South Asian	29%	4	0%	0	14%	2	0%	0	29%	4	14%	2	0%	0	0%	0	7%	1	0%	0	0%	0	7%	1	14
Two Or More Races	6%	7	8%	9	8%	9	9%	10	21%	23	14%	15	3%	3	5%	6	5%	6	5%	5	4%	4	13%	14	111
Vietnamese	17%	1	17%	1	0%	0	17%	1	17%	1	17%	1	0%	0	0%	0	17%	1	0%	0	0%	0	0%	0	6
White	10%	55	4%	21	6%	33	7%	38	22%	114	15%	77	2%	12	8%	43	5%	27	4%	19	7%	35	11%	56	530

Q25b - What is the MAIN reason you're searching for a new job?

Ethnicity	Want a new challenge		Better benefits		More flexible work schedule		Opportunity to work remotely		Pay/Salary increase		Promotion/ more responsibility		Relocation to a different geographical area		Want a new supervisor		Want to work with different colleagues		Factors outside of work		I don't enjoy my work		Other		Total
African-American/Black	17%	4	0%	0	0%	0	4%	1	17%	4	0%	0	0%	0	17%	4	4%	1	0%	0	0%	0	39%	9	23
American Indian/Alaskan Native	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	50%	1	2
Chinese	6%	1	6%	1	12%	2	12%	2	29%	5	0%	0	6%	1	18%	3	12%	2	0%	0	0%	0	0%	0	17
Filipino	0%	0	0%	0	0%	0	0%	0	77%	10	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	23%	3	13
Hispanic/Latino	4%	2	0%	0	2%	1	0%	0	46%	21	4%	2	4%	2	4%	2	4%	2	2%	1	4%	2	24%	11	46
Japanese	17%	1	0%	0	0%	0	17%	1	33%	2	17%	1	17%	1	0%	0	0%	0	0%	0	0%	0	0%	0	6
Korean	0%	0	0%	0	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	50%	1	2
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	17%	1	17%	1	33%	2	0%	0	0%	0	17%	1	0%	0	0%	0	17%	1	0%	0	6
Other Asian	0%	0	0%	0	0%	0	0%	0	40%	2	0%	0	0%	0	40%	2	0%	0	0%	0	0%	0	20%	1	5
Pacific Islander	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	1
South Asian	20%	1	0%	0	20%	1	0%	0	20%	1	20%	1	0%	0	0%	0	0%	0	0%	0	0%	0	20%	1	5
Two Or More Races	3%	1	0%	0	3%	1	3%	1	33%	11	0%	0	6%	2	12%	4	3%	1	0%	0	3%	1	33%	11	33
Vietnamese	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	1
White	7%	12	0%	0	2%	4	3%	5	31%	51	11%	18	1%	1	10%	16	2%	3	1%	2	5%	9	27%	44	165

Q25c - Where are you looking or plan to look for other employment opportunities?

Ethnicity	Another higher education institution OUTSIDE of the UC system		Another higher education institution WITHIN the UC system		A private for-profit company		A nonprofit outside of higher education		Within UC Berkeley		Total
African-American/Black	13%	3	26%	6	9%	2	22%	5	30%	7	23
American Indian/Alaskan Native	0%	0	100%	2	0%	0	0%	0	0%	0	2
Chinese	0%	0	24%	4	35%	6	6%	1	35%	6	17
Filipino	8%	1	38%	5	8%	1	8%	1	38%	5	13
Hispanic/Latino	17%	8	22%	10	15%	7	9%	4	37%	17	46
Japanese	33%	2	17%	1	17%	1	0%	0	33%	2	6
Korean	0%	0	0%	0	100%	2	0%	0	0%	0	2
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	33%	2	33%	2	33%	2	6
Other Asian	20%	1	40%	2	20%	1	0%	0	20%	1	5
Pacific Islander	0%	0	0%	0	0%	0	0%	0	100%	1	1
South Asian	0%	0	20%	1	60%	3	0%	0	20%	1	5
Two Or More Races	21%	7	21%	7	18%	6	3%	1	36%	12	33
Vietnamese	0%	0	0%	0	0%	0	0%	0	100%	1	1

White	19%	31	17%	28	19%	32	17%	28	28%	46	165
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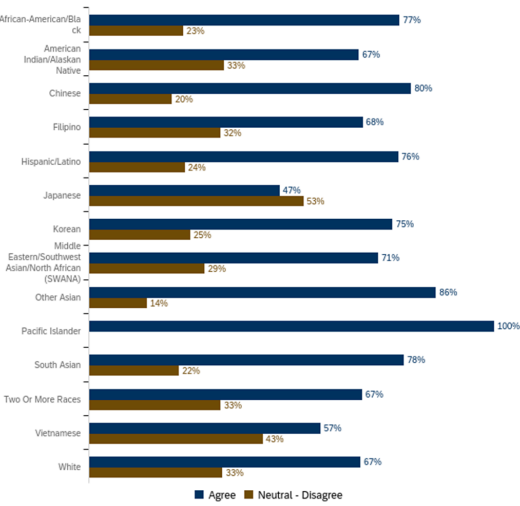
Q25d - Why are you staying on your job? (Select all)

Ethnicity	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Mission of UC Berkeley		Pay/Salary		Promotion or more responsibility		Can't geographically relocate		Supervisor		Colleagues		Factors outside of work		I enjoy my work		Other		Total
African-American/Black	5%	16	10%	31	11%	35	13%	40	10%	29	7%	20	3%	9	2%	5	10%	30	9%	28	3%	10	15%	45	2%	7	305
American Indian/Alaskan Native	7%	2	4%	1	4%	1	11%	3	7%	2	11%	3	4%	1	0%	0	14%	4	11%	3	11%	3	18%	5	0%	0	28
Chinese	2%	8	11%	43	13%	47	11%	43	7%	27	6%	24	3%	12	2%	9	11%	41	13%	47	4%	15	15%	55	1%	3	374
Filipino	4%	6	12%	18	9%	14	9%	14	9%	14	9%	13	3%	4	3%	4	11%	16	13%	19	1%	2	15%	22	3%	4	150
Hispanic/Latino	4%	24	13%	88	9%	59	11%	70	9%	60	8%	53	4%	24	2%	11	11%	72	10%	69	4%	24	15%	96	1%	8	658
Japanese	5%	3	9%	6	12%	8	11%	7	5%	3	6%	4	2%	1	3%	2	14%	9	14%	9	3%	2	17%	11	2%	1	66
Korean	5%	3	8%	5	12%	7	12%	7	14%	8	5%	3	3%	2	2%	1	5%	3	15%	9	3%	2	15%	9	0%	0	59
Middle Eastern/Southwest Asian/North African (SWANA)	2%	2	9%	8	11%	9	12%	10	8%	7	6%	5	5%	4	0%	0	12%	10	14%	12	5%	4	15%	13	1%	1	85
Other Asian	3%	4	11%	13	14%	17	11%	14	6%	7	7%	9	3%	4	1%	1	12%	15	11%	14	3%	4	16%	20	1%	1	123
Pacific Islander	5%	1	14%	3	14%	3	10%	2	5%	1	5%	1	5%	1	0%	0	10%	2	10%	2	0%	0	24%	5	0%	0	21
South Asian	4%	5	9%	10	11%	13	15%	17	10%	11	3%	4	2%	2	1%	1	14%	16	8%	9	3%	3	18%	21	3%	3	115
Two Or More Races	3%	19	12%	75	10%	64	11%	68	8%	50	7%	47	3%	18	2%	15	12%	77	11%	69	5%	34	14%	86	2%	14	636
Vietnamese	2%	1	11%	5	13%	6	11%	5	4%	2	7%	3	0%	0	2%	1	13%	6	16%	7	4%	2	16%	7	0%	0	45
White	3%	104	12%	366	10%	306	10%	313	9%	287	8%	240	3%	83	2%	70	9%	290	12%	372	4%	119	15%	451	2%	68	3069

Q25e - What is the MAIN reason you're staying in your job?

Ethnicity	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Mission of UC Berkeley		Pay/Salary		Promotion or more responsibility		Can't geographically relocate		Supervisor		Colleagues		Factors outside of work		I enjoy my work		Other		Total
African-American/Black	7%	4	3%	2	5%	3	20%	12	7%	4	8%	5	2%	1	0%	0	2%	1	2%	1	3%	2	34%	21	8%	5	61
American Indian/Alaskan Native	0%	0	0%	0	0%	0	20%	1	0%	0	40%	2	0%	0	0%	0	0%	0	0%	0	20%	1	20%	1	0%	0	5
Chinese	3%	2	6%	5	15%	12	17%	13	6%	5	6%	5	1%	1	3%	2	4%	3	1%	1	5%	4	28%	22	4%	3	78
Filipino	0%	0	19%	5	0%	0	15%	4	7%	2	4%	1	0%	0	0%	0	7%	2	4%	1	0%	0	41%	11	4%	1	27
Hispanic/Latino	1%	1	12%	15	6%	7	13%	16	5%	6	8%	10	2%	2	2%	2	6%	7	4%	5	5%	6	33%	40	5%	6	123
Japanese	0%	0	0%	0	17%	2	8%	1	0%	0	0%	0	0%	0	0%	0	8%	1	8%	1	0%	0	58%	7	0%	0	12
Korean	9%	1	27%	3	0%	0	9%	1	0%	0	0%	0	0%	0	0%	0	0%	0	18%	2	0%	0	27%	3	9%	1	11
Middle Eastern/Southwest Asian/North African (SWANA)	6%	1	0%	0	0%	0	12%	2	12%	2	6%	1	0%	0	0%	0	12%	2	6%	1	6%	1	29%	5	12%	2	17
Other Asian	4%	1	0%	0	11%	3	15%	4	4%	1	7%	2	0%	0	4%	1	7%	2	4%	1	7%	2	33%	9	4%	1	27
Pacific Islander	0%	0	20%	1	0%	0	20%	1	20%	1	0%	0	0%	0	0%	0	20%	1	0%	0	0%	0	20%	1	0%	0	5
South Asian	8%	2	0%	0	4%	1	8%	2	8%	2	0%	0	0%	0	0%	0	16%	4	8%	2	4%	1	44%	11	0%	0	25
Two Or More Races	1%	1	8%	9	8%	9	16%	18	3%	3	7%	8	3%	3	0%	0	7%	8	4%	5	3%	3	27%	30	13%	15	112
Vietnamese	0%	0	0%	0	0%	0	11%	1	0%	0	22%	2	11%	1	11%	1	11%	1	11%	1	11%	1	11%	1	0%	0	9
White	2%	10	10%	57	7%	37	12%	67	4%	22	9%	51	1%	6	0%	2	4%	20	6%	33	4%	20	36%	204	5%	30	559

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.



Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	77%	10%	7%	26%	19	51%	37	19%	14	1%	1	3%	2	73

American Indian/Alaskan Native	67%	0%	-3%	0%	0	67%	4	17%	1	0%	0	17%	1	6
Chinese	80%	13%	10%	16%	14	64%	56	19%	17	1%	1	0%	0	88
Filipino	68%	1%	-2%	16%	6	51%	19	30%	11	0%	0	3%	1	37
Hispanic/Latino	76%	9%	6%	28%	41	49%	72	20%	30	3%	4	1%	1	148
Japanese	47%	-20%	-23%	6%	1	41%	7	47%	8	6%	1	0%	0	17
Korean	75%	8%	5%	25%	3	50%	6	17%	2	8%	1	0%	0	12
Middle Eastern/Southwest Asian/North African (SWANA)	71%	4%	1%	19%	4	52%	11	29%	6	0%	0	0%	0	21
Other Asian	86%	19%	16%	21%	6	64%	18	14%	4	0%	0	0%	0	28
Pacific Islander	100%	33%	30%	33%	2	67%	4	0%	0	0%	0	0%	0	6
South Asian	78%	11%	8%	22%	6	56%	15	22%	6	0%	0	0%	0	27
Two Or More Races	67%	0%	-3%	19%	25	48%	62	28%	36	3%	4	2%	2	129
Vietnamese	57%	-10%	-13%	29%	2	29%	2	29%	2	14%	1	0%	0	7

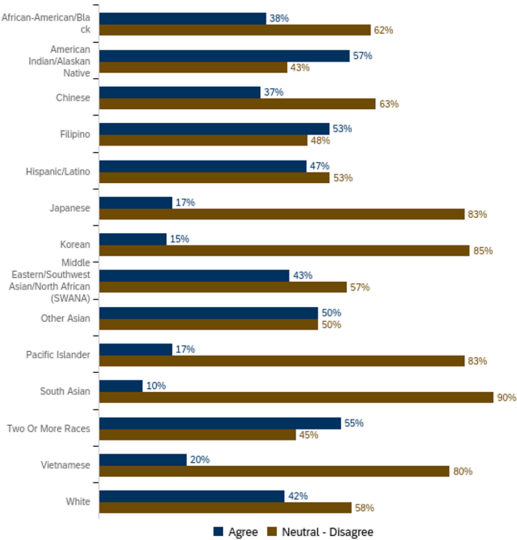
White	67%	0%	-3%	19%	126	48%	311	29%	191	2%	13	2%	11	652
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Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)

Ethnicity	During New Employee Resource & Orientation (NERO)		UC Berkeley's website		Through meetings with my supervisor, a colleague or my department		Campus-wide communications (emails, newsletters, etc.)		I have not encountered them		Total
African-American/Black	29%	17	53%	31	0%	0	0%	0	17%	10	58
American Indian/Alaskan Native	67%	4	17%	1	0%	0	0%	0	17%	1	6
Chinese	26%	15	63%	36	0%	0	0%	0	11%	6	57
Filipino	22%	7	56%	18	0%	0	0%	0	22%	7	32
Hispanic/Latino	25%	31	63%	77	0%	0	0%	0	12%	15	123
Japanese	50%	7	43%	6	0%	0	0%	0	7%	1	14
Korean	36%	5	57%	8	0%	0	0%	0	7%	1	14
Middle Eastern/Southwest Asian/North African (SWANA)	35%	6	53%	9	0%	0	0%	0	12%	2	17
Other Asian	29%	7	63%	15	0%	0	0%	0	8%	2	24
Pacific Islander	40%	2	60%	3	0%	0	0%	0	0%	0	5
South Asian	44%	12	44%	12	0%	0	0%	0	11%	3	27

Two Or More Races	35%	39	55%	61	0%	0	0%	0	9%	10	110
Vietnamese	29%	2	57%	4	0%	0	0%	0	14%	1	7
White	33%	181	56%	306	0%	0	0%	0	11%	58	545

Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.



Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	38%	-4%	-7%	19%	16	19%	16	26%	22	23%	19	13%	11	84
American Indian/Alaskan Native	57%	15%	12%	29%	2	29%	2	14%	1	29%	2	0%	0	7
Chinese	37%	-5%	-8%	15%	14	22%	21	25%	24	27%	26	11%	10	95
Filipino	53%	11%	8%	30%	12	23%	9	20%	8	15%	6	13%	5	40
Hispanic/Latino	47%	5%	2%	20%	34	27%	46	21%	35	20%	34	12%	20	169
Japanese	17%	-25%	-28%	11%	2	6%	1	39%	7	44%	8	0%	0	18
Korean	15%	-27%	-30%	8%	1	8%	1	31%	4	15%	2	38%	5	13
Middle Eastern/Southwest Asian/North African (SWANA)	43%	1%	-2%	13%	3	30%	7	22%	5	22%	5	13%	3	23
Other Asian	50%	8%	5%	13%	4	38%	12	9%	3	28%	9	13%	4	32
Pacific Islander	17%	-25%	-28%	0%	0	17%	1	0%	0	33%	2	50%	3	6
South Asian	10%	-32%	-35%	3%	1	7%	2	37%	11	40%	12	13%	4	30

Two Or More Races	55%	13%	10%	26%	38	29%	42	21%	31	13%	19	10%	15	145
Vietnamese	20%	-22%	-25%	0%	0	20%	2	30%	3	40%	4	10%	1	10
White	42%	0%	-3%	16%	117	26%	190	19%	141	29%	210	9%	66	724

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

Ethnicity	My immediate supervisor reducing my workload		My lab/unit/department's leader reducing our workload		Hiring more team members		Improving my time/stress management, or other skills (ex. communication)		Different deadlines/turndown times for my responsibilities set by or enforced by, my immediate supervisor		More respectful treatment from my immediate supervisor		More respectful treatment from colleagues I work with		Nothing, the nature of my work is inherently stressful		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	0%	0	0%	0	31%	10	6%	2	0%	0	13%	4	9%	3	22%	7	19%	6	32
American Indian/Alaskan Native	0%	0	0%	0	50%	2	0%	0	0%	0	0%	0	0%	0	25%	1	25%	1	4
Chinese	11%	4	3%	1	34%	12	3%	1	6%	2	17%	6	0%	0	9%	3	17%	6	35
Filipino	14%	3	0%	0	33%	7	14%	3	0%	0	0%	0	19%	4	0%	0	19%	4	21
Hispanic/Latino	6%	5	6%	5	30%	24	8%	6	9%	7	5%	4	8%	6	8%	6	21%	17	80
Japanese	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	33%	1	0%	0	33%	1	3

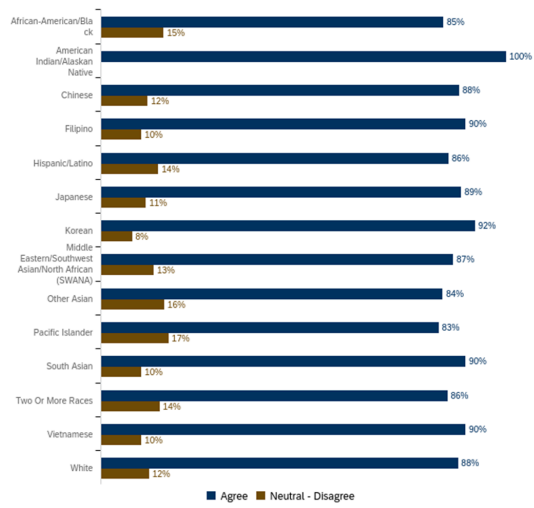
Korean	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	2	2
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	10%	1	0%	0	10%	1	30%	3	10%	1	20%	2	20%	2	10
Other Asian	6%	1	0%	0	13%	2	19%	3	6%	1	0%	0	0%	0	50%	8	6%	1	16
Pacific Islander	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
South Asian	0%	0	0%	0	33%	1	0%	0	0%	0	0%	0	33%	1	33%	1	0%	0	3
Two Or More Races	4%	3	3%	2	30%	24	11%	9	1%	1	6%	5	9%	7	8%	6	29%	23	80
Vietnamese	0%	0	50%	1	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	2
White	7%	22	6%	18	34%	103	3%	8	2%	5	5%	15	8%	24	13%	39	24%	73	307

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?

Ethnicity	My immediate supervisor ensures a manageable workload		My lab/unit/department's leader ensures a manageable workload		My time/stress management, or other skills (ex. communication)		Having sufficient team members		Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor		Respectful treatment from my immediate supervisor		Respectful treatment from colleagues I work with		The nature of my work inherently lacks stress		Other		Total
African-American/Black	21%	11	0%	0	12%	6	2%	1	17%	9	21%	11	13%	7	2%	1	12%	6	52
American Indian/Alaskan Native	67%	2	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	3
Chinese	17%	10	2%	1	22%	13	7%	4	12%	7	13%	8	12%	7	2%	1	15%	9	60
Filipino	11%	2	5%	1	26%	5	5%	1	11%	2	11%	2	11%	2	0%	0	21%	4	19

Hispanic/Latino	15%	13	2%	2	12%	11	9%	8	16%	14	18%	16	10%	9	8%	7	10%	9	89
Japanese	33%	5	0%	0	13%	2	20%	3	7%	1	13%	2	0%	0	0%	0	13%	2	15
Korean	0%	0	0%	0	36%	4	0%	0	0%	0	36%	4	9%	1	0%	0	18%	2	11
Middle Eastern/Southwest Asian/North African (SWANA)	15%	2	0%	0	8%	1	8%	1	0%	0	31%	4	23%	3	15%	2	0%	0	13
Other Asian	19%	3	0%	0	6%	1	6%	1	25%	4	19%	3	13%	2	0%	0	13%	2	16
Pacific Islander	0%	0	0%	0	0%	0	0%	0	20%	1	40%	2	0%	0	20%	1	20%	1	5
South Asian	19%	5	4%	1	22%	6	7%	2	26%	7	7%	2	4%	1	0%	0	11%	3	27
Two Or More Races	20%	13	3%	2	18%	12	12%	8	12%	8	17%	11	6%	4	5%	3	6%	4	65
Vietnamese	25%	2	13%	1	25%	2	0%	0	0%	0	0%	0	25%	2	0%	0	13%	1	8
White	15%	62	3%	11	21%	86	8%	34	10%	43	22%	92	13%	53	3%	12	6%	24	417

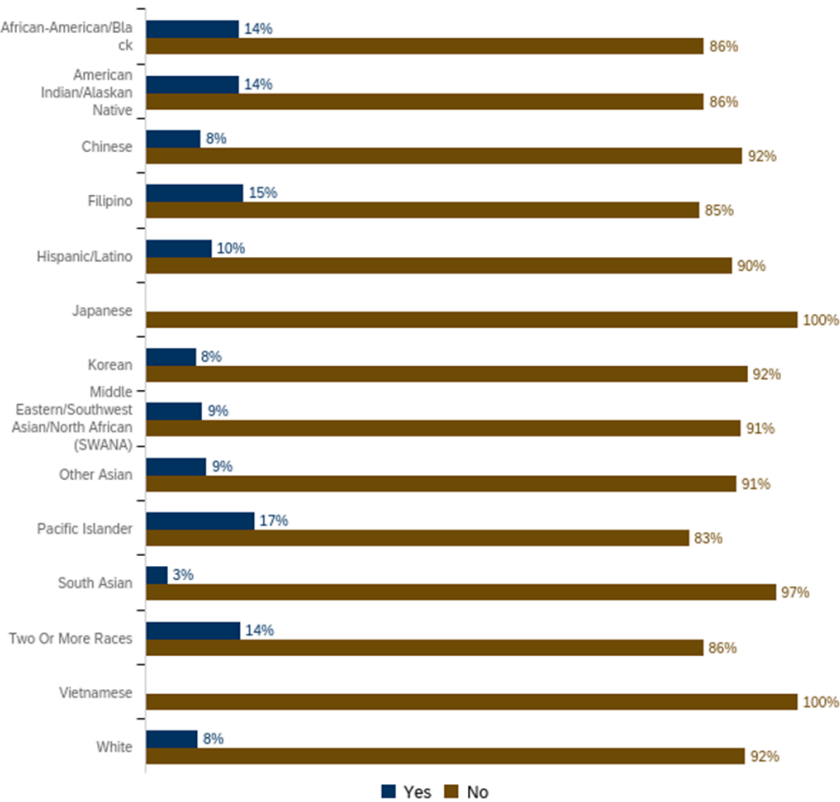
Q29 - I feel comfortable asking my immediate supervisor for time off
when I need it.



Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	85%	-3%	-1%	55%	46	30%	25	11%	9	2%	2	2%	2	84
American Indian/Alaskan Native	100%	12%	14%	57%	4	43%	3	0%	0	0%	0	0%	0	7

Chinese	88%	0%	2%	41%	39	47%	45	6%	6	2%	2	3%	3	95
Filipino	90%	2%	4%	57%	23	33%	13	3%	1	5%	2	3%	1	40
Hispanic/Latino	86%	-2%	0%	46%	77	40%	68	8%	14	4%	7	2%	3	169
Japanese	89%	1%	3%	44%	8	44%	8	11%	2	0%	0	0%	0	18
Korean	92%	4%	6%	54%	7	38%	5	0%	0	8%	1	0%	0	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	-1%	1%	48%	11	39%	9	9%	2	4%	1	0%	0	23
Other Asian	84%	-4%	-2%	53%	17	31%	10	16%	5	0%	0	0%	0	32
Pacific Islander	83%	-5%	-3%	33%	2	50%	3	0%	0	0%	0	17%	1	6
South Asian	90%	2%	4%	50%	15	40%	12	3%	1	7%	2	0%	0	30
Two Or More Races	86%	-2%	0%	50%	72	36%	52	8%	12	4%	6	2%	3	145
Vietnamese	90%	2%	4%	50%	5	40%	4	10%	1	0%	0	0%	0	10
White	88%	0%	2%	50%	360	38%	278	8%	56	3%	22	1%	8	724

Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?



Ethnicity	Yes		No		Diff from White	Diff from Campus	Total
African-American/Black	14%	12	86%	72	6%	4%	84

American Indian/Alaskan Native	14%	1	86%	6	6%	4%	7
Chinese	8%	8	92%	87	0%	-2%	95
Filipino	15%	6	85%	34	7%	5%	40
Hispanic/Latino	10%	17	90%	152	2%	0%	169
Japanese	0%	0	100%	18	-8%	-10%	18
Korean	8%	1	92%	12	0%	-2%	13
Middle Eastern/Southwest Asian/North African (SWANA)	9%	2	91%	21	1%	-1%	23
Other Asian	9%	3	91%	29	1%	-1%	32
Pacific Islander	17%	1	83%	5	9%	7%	6
South Asian	3%	1	97%	29	-5%	-7%	30
Two Or More Races	14%	21	86%	124	6%	4%	145
Vietnamese	0%	0	100%	10	-8%	-10%	10
White	8%	58	92%	666	0%	-2%	724

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)

Ethnicity	Abusive conduct (e.g. bullying)		Discrimination		Harassment		Total
African-American/Black	50%	9	28%	5	22%	4	18
American Indian/Alaskan Native	50%	1	0%	0	50%	1	2
Chinese	50%	7	21%	3	29%	4	14
Filipino	25%	2	50%	4	25%	2	8
Hispanic/Latino	53%	10	26%	5	21%	4	19
Japanese	0%	0	0%	0	0%	0	0
Korean	100%	1	0%	0	0%	0	1
Middle Eastern/Southwest Asian/North African (SWANA)	50%	1	50%	1	0%	0	2
Other Asian	50%	2	50%	2	0%	0	4
Pacific Islander	0%	0	0%	0	100%	1	1
South Asian	100%	1	0%	0	0%	0	1
Two Or More Races	54%	15	21%	6	25%	7	28
Vietnamese	0%	0	0%	0	0%	0	0
White	65%	46	17%	12	18%	13	71

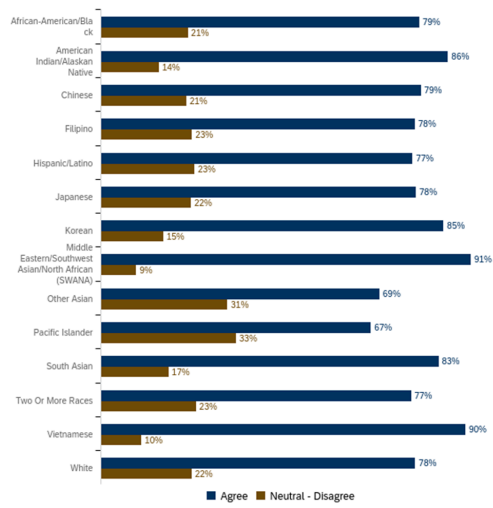
Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

Ethnicity	Supervisor		Coworker		Direct report		Student		Faculty		Other		Total
African-American/Black	15%	2	38%	5	0%	0	0%	0	8%	1	38%	5	13
American Indian/Alaskan Native	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
Chinese	55%	6	0%	0	18%	2	0%	0	27%	3	0%	0	11
Filipino	33%	2	0%	0	0%	0	33%	2	17%	1	17%	1	6
Hispanic/Latino	43%	10	30%	7	9%	2	4%	1	4%	1	9%	2	23
Japanese	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Korean	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	1
Middle Eastern/Southwest Asian/North African (SWANA)	50%	1	0%	0	0%	0	50%	1	0%	0	0%	0	2
Other Asian	50%	2	25%	1	0%	0	0%	0	0%	0	25%	1	4
Pacific Islander	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
South Asian	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	1
Two Or More Races	40%	10	32%	8	4%	1	0%	0	4%	1	20%	5	25
Vietnamese	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
White	28%	19	30%	21	7%	5	1%	1	10%	7	23%	16	69

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your Unit/Department/Division/School/College did you report within the last 12 months?

Ethnicity	None		Less than 50%		More than 50%		All of them		Total
African-American/Black	25%	3	50%	6	17%	2	8%	1	12
American Indian/Alaskan Native	0%	0	0%	0	100%	1	0%	0	1
Chinese	38%	3	13%	1	38%	3	13%	1	8
Filipino	50%	3	17%	1	17%	1	17%	1	6
Hispanic/Latino	29%	5	47%	8	0%	0	24%	4	17
Japanese	0%	0	0%	0	0%	0	0%	0	0
Korean	100%	1	0%	0	0%	0	0%	0	1
Middle Eastern/Southwest Asian/North African (SWANA)	50%	1	0%	0	0%	0	50%	1	2
Other Asian	100%	3	0%	0	0%	0	0%	0	3
Pacific Islander	100%	1	0%	0	0%	0	0%	0	1
South Asian	0%	0	100%	1	0%	0	0%	0	1
Two Or More Races	33%	7	38%	8	5%	1	24%	5	21
Vietnamese	0%	0	0%	0	0%	0	0%	0	0
White	51%	30	24%	14	8%	5	17%	10	59

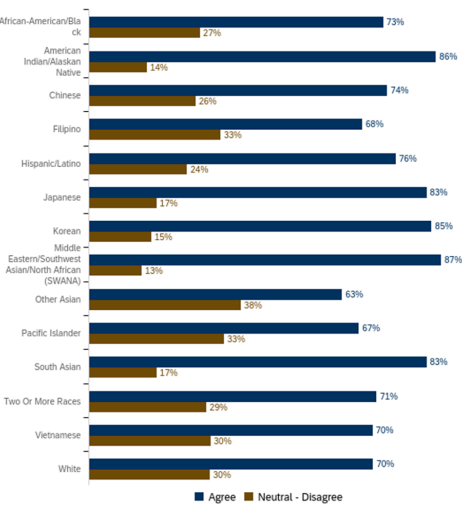
Q31 - I feel comfortable reporting workplace harassment made by a coworker.



Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	79%	1%	4%	38%	32	40%	34	12%	10	5%	4	5%	4	84
American Indian/Alaskan Native	86%	8%	11%	57%	4	29%	2	0%	0	14%	1	0%	0	7

Chinese	79%	1%	4%	25%	24	54%	51	17%	16	4%	4	0%	0	95
Filipino	78%	0%	3%	38%	15	40%	16	13%	5	5%	2	5%	2	40
Hispanic/Latino	77%	-1%	2%	37%	63	40%	67	15%	25	4%	6	5%	8	169
Japanese	78%	0%	3%	22%	4	56%	10	22%	4	0%	0	0%	0	18
Korean	85%	7%	10%	31%	4	54%	7	8%	1	0%	0	8%	1	13
Middle Eastern/Southwest Asian/North African (SWANA)	91%	13%	16%	52%	12	39%	9	4%	1	4%	1	0%	0	23
Other Asian	69%	-9%	-6%	25%	8	44%	14	19%	6	9%	3	3%	1	32
Pacific Islander	67%	-11%	-8%	33%	2	33%	2	33%	2	0%	0	0%	0	6
South Asian	83%	5%	8%	33%	10	50%	15	10%	3	7%	2	0%	0	30
Two Or More Races	77%	-1%	2%	31%	45	46%	66	9%	13	11%	16	3%	5	145
Vietnamese	90%	12%	15%	20%	2	70%	7	10%	1	0%	0	0%	0	10
White	78%	0%	3%	29%	211	48%	351	15%	107	6%	40	2%	15	724

Q32 - I feel comfortable reporting workplace harassment made by a supervisor.

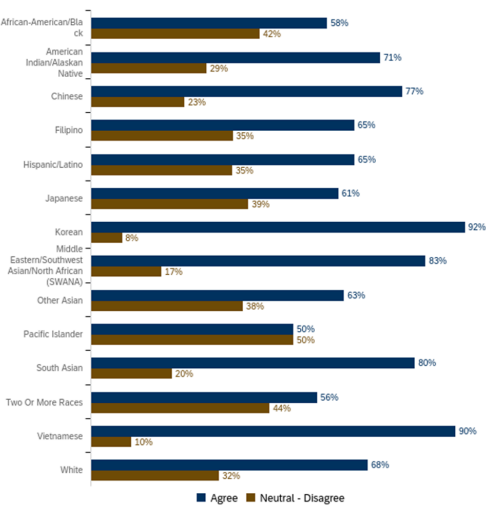


Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	73%	3%	3%	39%	33	33%	28	12%	10	8%	7	7%	6	84

American Indian/Alaskan Native	86%	16%	16%	57%	4	29%	2	0%	0	14%	1	0%	0	7
Chinese	74%	4%	4%	22%	21	52%	49	15%	14	5%	5	6%	6	95
Filipino	68%	-2%	-2%	35%	14	33%	13	13%	5	8%	3	13%	5	40
Hispanic/Latino	76%	6%	6%	35%	59	41%	69	13%	22	5%	9	6%	10	169
Japanese	83%	13%	13%	22%	4	61%	11	17%	3	0%	0	0%	0	18
Korean	85%	15%	15%	31%	4	54%	7	8%	1	0%	0	8%	1	13
Middle Eastern/Southwest Asian/North African (SWANA)	87%	17%	17%	57%	13	30%	7	9%	2	4%	1	0%	0	23
Other Asian	63%	-7%	-7%	25%	8	38%	12	25%	8	9%	3	3%	1	32
Pacific Islander	67%	-3%	-3%	33%	2	33%	2	17%	1	17%	1	0%	0	6
South Asian	83%	13%	13%	30%	9	53%	16	7%	2	7%	2	3%	1	30
Two Or More Races	71%	1%	1%	28%	40	43%	63	11%	16	12%	18	6%	8	145
Vietnamese	70%	0%	0%	20%	2	50%	5	30%	3	0%	0	0%	0	10

White	70%	0%	0%	28%	204	42%	304	17%	125	9%	66	3%	25	724
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Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.



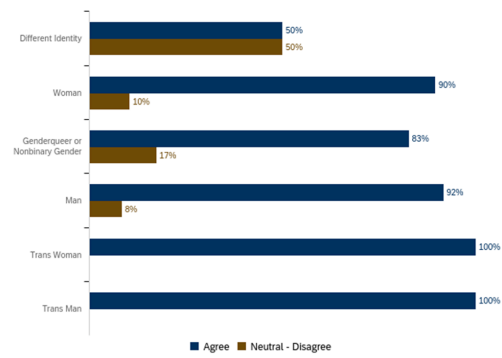
Ethnicity	Total Agree %	Diff from White	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
African-American/Black	58%	-10%	-7%	26%	22	32%	27	26%	22	8%	7	7%	6	84
American Indian/Alaskan Native	71%	3%	6%	29%	2	43%	3	29%	2	0%	0	0%	0	7
Chinese	77%	9%	12%	22%	21	55%	52	15%	14	4%	4	4%	4	95
Filipino	65%	-3%	0%	33%	13	33%	13	20%	8	8%	3	8%	3	40
Hispanic/Latino	65%	-3%	0%	29%	49	36%	61	26%	44	7%	12	2%	3	169
Japanese	61%	-7%	-4%	17%	3	44%	8	22%	4	17%	3	0%	0	18
Korean	92%	24%	27%	23%	3	69%	9	0%	0	0%	0	8%	1	13
Middle Eastern/Southwest Asian/North African (SWANA)	83%	15%	18%	35%	8	48%	11	13%	3	0%	0	4%	1	23
Other Asian	63%	-5%	-2%	25%	8	38%	12	25%	8	6%	2	6%	2	32
Pacific Islander	50%	-18%	-15%	17%	1	33%	2	33%	2	17%	1	0%	0	6
South Asian	80%	12%	15%	33%	10	47%	14	20%	6	0%	0	0%	0	30

Two Or More Races	56%	-12%	-9%	20%	29	36%	52	32%	46	8%	12	4%	6	145
Vietnamese	90%	22%	25%	50%	5	40%	4	10%	1	0%	0	0%	0	10
White	68%	0%	3%	28%	206	40%	289	23%	170	5%	35	3%	24	724

UC Berkeley
People & Culture

State of the Workplace - Gender
Identity
February 2025

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

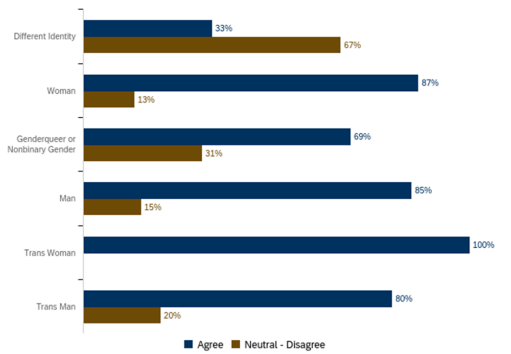


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	-14%	-42%	-38%	33%	2	17%	1	0%	0	50%	3	0%	0	6
Woman	90%	1%	-2%	2%	52%	501	37%	359	6%	55	3%	29	2%	16	960
Genderqueer or Nonbinary Gender	83%	11%	-9%	-5%	56%	29	27%	14	8%	4	10%	5	0%	0	52
Man	92%	6%	0%	4%	55%	211	36%	139	4%	16	2%	9	2%	7	382

Trans Woman	100%	0%	8%	12%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	100%	50%	8%	12%	40%	2	60%	3	0%	0	0%	0	0%	0	5

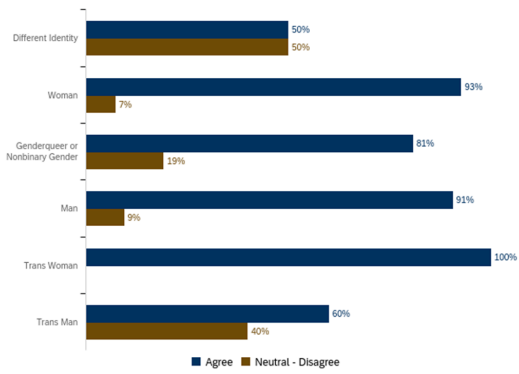
*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

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



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	33%	-52%	-51%	0%	0	33%	2	50%	3	17%	1	0%	0	6
Woman	87%	2%	3%	39%	378	47%	454	6%	58	6%	60	1%	9	959
Genderqueer or Nonbinary Gender	69%	-16%	-15%	33%	17	37%	19	19%	10	10%	5	2%	1	52
Man	85%	0%	1%	42%	159	43%	165	9%	33	5%	20	1%	4	381
Trans Woman	100%	15%	16%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	80%	-5%	-4%	60%	3	20%	1	20%	1	0%	0	0%	0	5

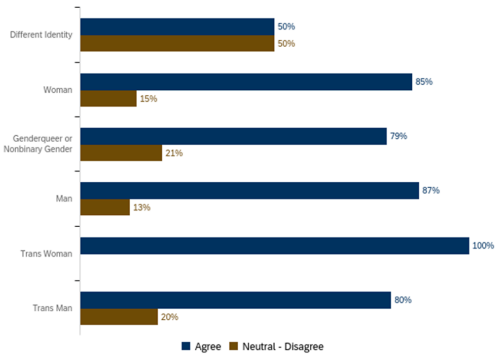
Q3 - My immediate supervisor allows sufficient autonomy in my work.



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	-41%	-40%	33%	2	17%	1	33%	2	17%	1	0%	0	6
Woman	93%	2%	3%	63%	605	30%	284	4%	39	2%	19	1%	12	959
Genderqueer or Nonbinary Gender	81%	-10%	-9%	56%	29	25%	13	8%	4	10%	5	2%	1	52
Man	91%	0%	1%	66%	252	25%	94	5%	21	2%	9	2%	6	382

Trans Woman	100%	9%	10%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	60%	-31%	-30%	60%	3	0%	0	20%	1	20%	1	0%	0	5

Q4 - Within my team, I feel my personal contributions are recognized by my immediate supervisor

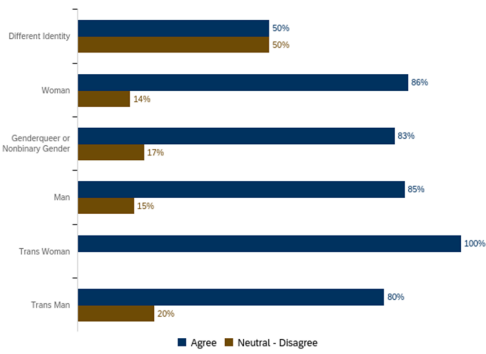


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Different Identity	50%	-14%	-37%	-33%	17%	1	33%	2	0%	0	50%	3	0%	0	6
Woman	85%	2%	-2%	2%	51%	487	35%	333	7%	71	4%	42	3%	27	960
Genderqueer or Nonbinary Gender	79%	11%	-8%	-4%	52%	27	27%	14	15%	8	2%	1	4%	2	52
Man	87%	5%	0%	4%	56%	215	31%	118	5%	20	4%	16	3%	13	382
Trans Woman	100%	33%	13%	17%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	80%	5%	-7%	-3%	80%	4	0%	0	20%	1	0%	0	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

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

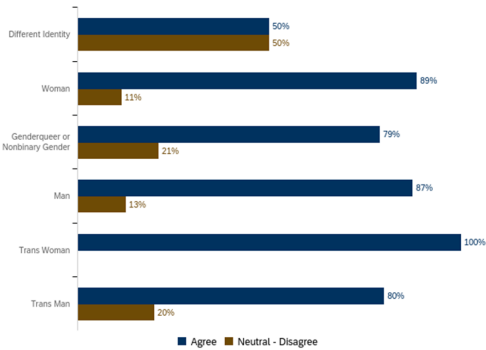


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	-14%	-35%	-33%	17%	1	33%	2	0%	0	50%	3	0%	0	6
Woman	86%	2%	1%	3%	48%	459	38%	368	8%	78	3%	31	2%	23	959
Genderqueer or Nonbinary Gender	83%	13%	-2%	0%	46%	24	37%	19	10%	5	4%	2	4%	2	52
Man	85%	1%	0%	2%	54%	207	31%	118	8%	32	4%	15	2%	9	381

Trans Woman	100%	33%	15%	17%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	80%	5%	-5%	-3%	60%	3	20%	1	20%	1	0%	0	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

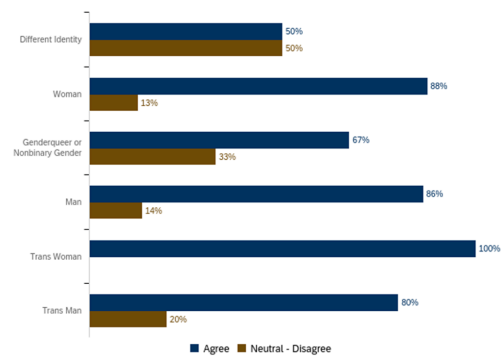
Q6 - My well-being is important to my immediate supervisor.



Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	-14%	-37%	-36%	50%	3	0%	0	17%	1	33%	2	0%	0	6
Woman	89%	2%	2%	3%	59%	564	30%	286	6%	61	3%	30	2%	19	960
Genderqueer or Nonbinary Gender	79%	9%	-8%	-7%	50%	26	29%	15	10%	5	8%	4	4%	2	52
Man	87%	3%	0%	1%	61%	233	26%	101	7%	26	3%	10	3%	12	382
Trans Woman	100%	33%	13%	14%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	80%	5%	-7%	-6%	60%	3	20%	1	20%	1	0%	0	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

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

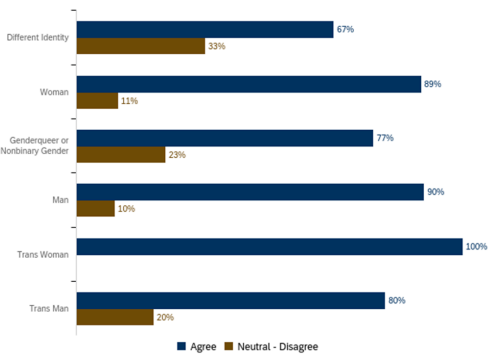


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	7%	-36%	-34%	33%	2	17%	1	33%	2	17%	1	0%	0	6
Woman	88%	4%	2%	4%	51%	489	37%	351	7%	67	4%	38	2%	15	960
Genderqueer or Nonbinary Gender	67%	7%	-19%	-17%	37%	19	31%	16	19%	10	10%	5	4%	2	52
Man	86%	3%	0%	2%	57%	217	30%	113	8%	29	4%	14	2%	9	382

Trans Woman	100%	0%	14%	16%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	80%	-20%	-6%	-4%	80%	4	0%	0	0%	0	20%	1	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q8 - Within my team, I am treated with dignity and respect.

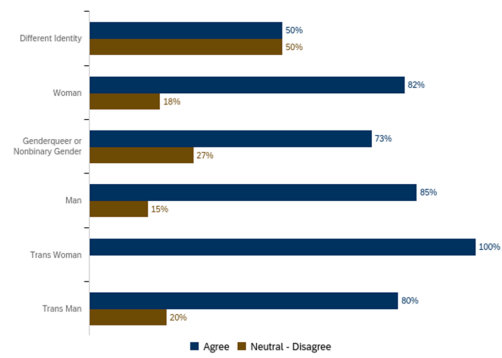


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Different Identity	67%	2%	-23%	-20%	33%	2	33%	2	17%	1	17%	1	0%	0	6
Woman	89%	0%	-1%	2%	54%	522	35%	334	6%	62	3%	27	1%	14	959
Genderqueer or Nonbinary Gender	77%	9%	-13%	-10%	54%	28	23%	12	12%	6	6%	3	6%	3	52
Man	90%	4%	0%	3%	61%	234	29%	110	7%	27	2%	6	1%	5	382
Trans Woman	100%	0%	10%	13%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	80%	-20%	-10%	-7%	80%	4	0%	0	0%	0	20%	1	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024
 State of the Workplace survey.

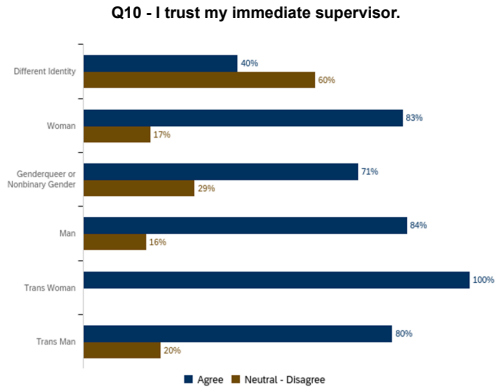
Q9 - My immediate supervisor promotes an inclusive team
 environment through their actions.



Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	0%	-35%	-31%	33%	2	17%	1	17%	1	33%	2	0%	0	6
Woman	82%	2%	-3%	1%	46%	442	36%	341	11%	109	4%	42	3%	25	959
Genderqueer or Nonbinary Gender	73%	13%	-12%	-8%	40%	21	33%	17	10%	5	10%	5	8%	4	52
Man	85%	6%	0%	4%	52%	197	33%	127	8%	31	3%	13	4%	14	382

Trans Woman	100%	33%	15%	19%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	80%	5%	-5%	-1%	60%	3	20%	1	20%	1	0%	0	0%	0	5

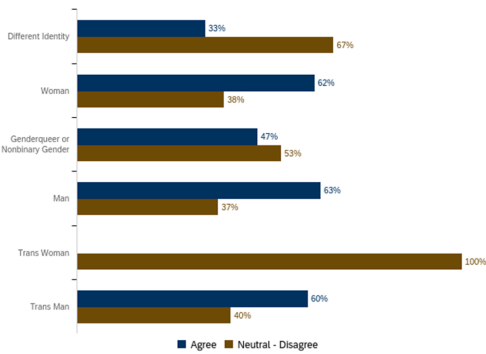
*Difference in total percentage of agree and strongly agree to February 2024
 State of the Workplace survey.



Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	40%	-3%	-44%	-40%	20%	1	20%	1	0%	0	0%	0	60%	3	5
Woman	83%	3%	-1%	3%	50%	477	33%	315	10%	95	4%	34	4%	37	958
Genderqueer or Nonbinary Gender	71%	1%	-13%	-9%	46%	24	25%	13	10%	5	10%	5	10%	5	52
Man	84%	3%	0%	4%	53%	203	31%	117	8%	32	4%	14	4%	16	382
Trans Woman	100%	33%	16%	20%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	80%	30%	-4%	0%	60%	3	20%	1	0%	0	20%	1	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q11 - I trust the leader of my school, college, division, or equivalent

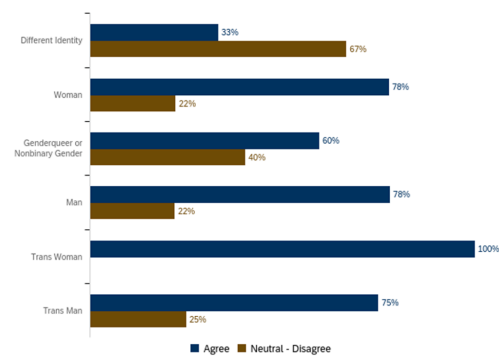


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	33%	3%	-30%	-27%	33%	2	0%	0	50%	3	0%	0	17%	1	6
Woman	62%	3%	-1%	2%	25%	226	37%	331	32%	292	4%	37	2%	16	902
Genderqueer or Nonbinary Gender	47%	3%	-16%	-13%	18%	9	29%	14	39%	19	4%	2	10%	5	49
Man	63%	1%	0%	3%	29%	102	35%	124	31%	109	4%	13	3%	9	357

Trans Woman	0%	-100%	-63%	-60%	0%	0	0%	0	100%	1	0%	0	0%	0	1
Trans Man	60%	27%	-3%	0%	20%	1	40%	2	40%	2	0%	0	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

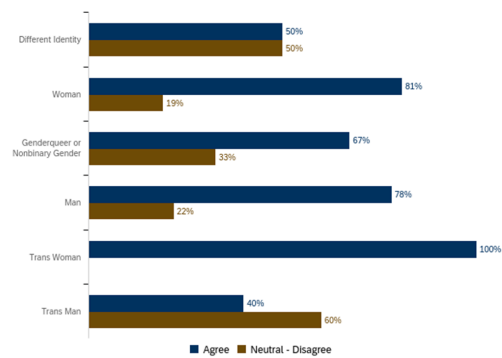
Q12 - Regardless of my background (race, gender, sexual orientation, ability status, religion, etc.), I have an equal opportunity to succeed



Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	33%	3%	-30%	-42%	33%	2	0%	0	50%	3	0%	0	17%	1	6
Woman	62%	3%	-1%	-13%	25%	226	37%	331	32%	292	4%	37	2%	16	902
Genderqueer or Nonbinary Gender	47%	3%	-16%	-28%	18%	9	29%	14	39%	19	4%	2	10%	5	49
Man	63%	1%	0%	-12%	29%	102	35%	124	31%	109	4%	13	3%	9	357
Trans Woman	0%	-100%	-63%	-75%	0%	0	0%	0	100%	1	0%	0	0%	0	1
Trans Man	60%	27%	-3%	-15%	20%	1	40%	2	40%	2	0%	0	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q13 - My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).

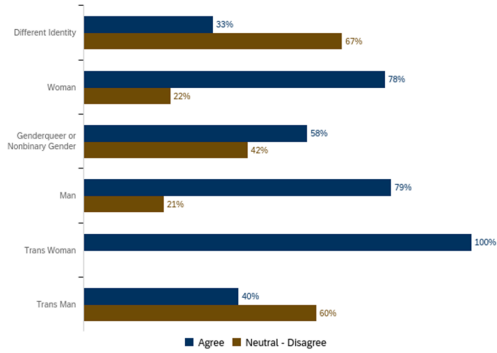


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	50%	0%	-28%	-28%	33%	2	17%	1	17%	1	17%	1	17%	1	6
Woman	81%	0%	3%	3%	43%	408	38%	367	14%	130	4%	34	2%	20	959
Genderqueer or Nonbinary Gender	67%	-4%	-11%	-11%	38%	20	29%	15	15%	8	10%	5	8%	4	52
Man	78%	1%	0%	0%	47%	177	31%	119	15%	58	4%	15	3%	10	379

Trans Woman	100%	33%	22%	22%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	40%	-10%	-38%	-38%	40%	2	0%	0	60%	3	0%	0	0%	0	5

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

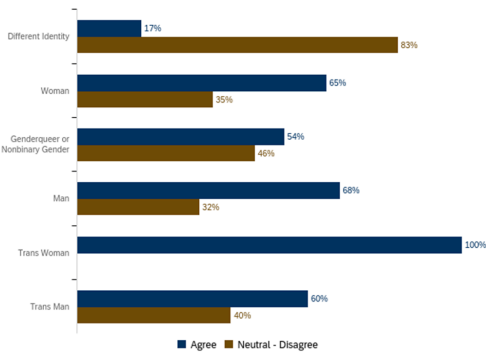
Q14 - The amount of work my supervisor expects me to complete is reasonable.



Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	33%	-10%	-46%	-42%	17%	1	17%	1	33%	2	0%	0	33%	2	6
Woman	78%	5%	-1%	3%	31%	302	46%	443	13%	128	6%	56	3%	30	959
Genderqueer or Nonbinary Gender	58%	-5%	-21%	-17%	29%	15	29%	15	10%	5	23%	12	10%	5	52
Man	79%	2%	0%	4%	41%	155	38%	145	12%	47	6%	21	3%	10	378
Trans Woman	100%	33%	21%	25%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	40%	-35%	-39%	-35%	40%	2	0%	0	40%	2	20%	1	0%	0	5

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q15 - My job description and title accurately reflect my current responsibilities.

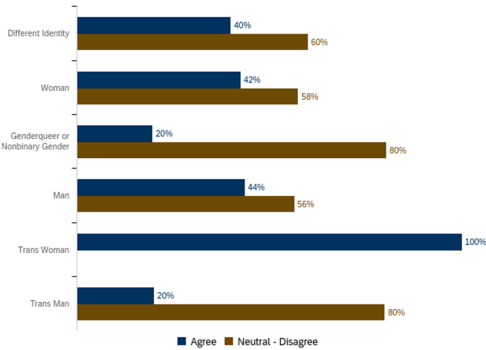


Gender Identity	Total Agree %	2024 Diff*	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	17%	-19%	-51%	-47%	0%	0	17%	1	0%	0	50%	3	33%	2	6
Woman	65%	-2%	-3%	1%	24%	228	41%	393	15%	148	14%	130	6%	60	959
Genderqueer or Nonbinary Gender	54%	1%	-14%	-10%	17%	9	37%	19	6%	3	21%	11	19%	10	52
Man	68%	4%	0%	4%	31%	120	37%	140	16%	60	9%	36	7%	25	381

Trans Woman	100%	33%	32%	36%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	60%	60%	-8%	-4%	40%	2	20%	1	20%	1	20%	1	0%	0	5

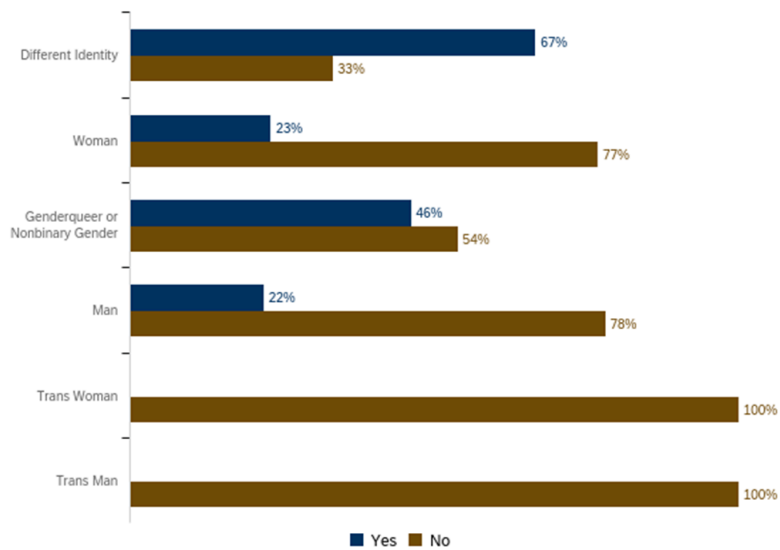
*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q19 - UC Berkeley does a good job investing in system improvements
and tools that help staff work more efficiently.



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	40%	-4%	0%	20%	1	20%	1	40%	2	20%	1	0%	0	5
Woman	42%	-2%	2%	8%	74	35%	331	38%	363	16%	150	4%	35	953
Genderqueer or Nonbinary Gender	20%	-24%	-20%	0%	0	20%	10	37%	19	35%	18	8%	4	51
Man	44%	0%	4%	9%	33	35%	133	38%	143	12%	47	7%	25	381
Trans Woman	100%	56%	60%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	20%	-24%	-20%	0%	0	20%	1	20%	1	20%	1	40%	2	5

Q25 - Are you currently searching for a new job?



Gender Identity	Yes		No		Diff from Men	Diff from Campus	Total
Different Identity	67%	4	33%	2	45%	41%	6
Woman	23%	222	77%	738	1%	-3%	960
Genderqueer or Nonbinary Gender	46%	24	54%	28	24%	20%	52
Man	22%	84	78%	299	0%	-4%	383
Trans Woman	0%	0	100%	1	-22%	-26%	1
Trans Man	0%	0	100%	5	-22%	-26%	5

Q25a - Why are you searching for a new job? (Select all)

Gender Identity	Different Identity		Woman		Genderqueer or Nonbinary Gender		Man		Trans Woman		Trans Man	
Want a new challenge	0%	0	10%	72	8%	8	12%	35	0%	0	0%	0
Better benefits	0%	0	5%	34	6%	6	4%	12	0%	0	0%	0
More flexible work schedule	0%	0	7%	49	7%	7	7%	19	0%	0	0%	0
Opportunity to work remotely	0%	0	8%	54	7%	7	7%	19	0%	0	0%	0
Pay/Salary increase	22%	2	23%	165	21%	20	21%	59	0%	0	0%	0
Promotion/more responsibility	22%	2	14%	99	13%	12	13%	36	0%	0	0%	0
Relocation to a different geographical area	0%	0	2%	16	3%	3	4%	12	0%	0	0%	0
Want a new supervisor	22%	2	8%	55	9%	9	6%	17	0%	0	0%	0
Want to work with different colleagues	11%	1	6%	40	5%	5	5%	13	0%	0	0%	0
Factors outside of work	0%	0	4%	28	2%	2	5%	14	0%	0	0%	0
I don't enjoy my work	22%	2	4%	30	4%	4	6%	18	0%	0	0%	0
Other	0%	0	9%	67	13%	12	10%	28	0%	0	0%	0
Total	Total	9	Total	709	Total	95	Total	282	Total	0	Total	0

Q25b - What is the MAIN reason you're searching for a new job?

Gender Identity	Different Identity		Woman		Genderqueer or Nonbinary Gender		Man		Trans Woman		Trans Man	
Want a new challenge	0%	0	7%	15	8%	2	6%	5	0%	0	0%	0
Better benefits	0%	0	1%	2	0%	0	0%	0	0%	0	0%	0
More flexible work schedule	0%	0	4%	8	4%	1	2%	2	0%	0	0%	0
Opportunity to work remotely	0%	0	5%	10	0%	0	2%	2	0%	0	0%	0
Pay/Salary increase	25%	1	36%	80	33%	8	27%	23	0%	0	0%	0
Promotion/more responsibility	0%	0	7%	15	4%	1	7%	6	0%	0	0%	0
Relocation to a different geographical area	0%	0	1%	2	0%	0	6%	5	0%	0	0%	0
Want a new supervisor	25%	1	9%	21	17%	4	12%	10	0%	0	0%	0
Want to work with different colleagues	0%	0	4%	8	0%	0	1%	1	0%	0	0%	0
Factors outside of work	0%	0	0%	1	0%	0	2%	2	0%	0	0%	0
I don't enjoy my work	0%	0	4%	9	4%	1	4%	3	0%	0	0%	0
Other	50%	2	23%	51	29%	7	30%	25	0%	0	0%	0
Total	Total	4	Total	222	Total	24	Total	84	Total	0	Total	0

Q25c - Where are you looking or plan to look for other employment opportunities?

Gender Identity	Another higher education institution OUTSIDE of the UC system		Another higher education institution WITHIN the UC system		A private for-profit company		A nonprofit outside of higher education		Within UC Berkeley		Total
Different Identity	25%	1	25%	1	0%	0	0%	0	50%	2	4
Woman	14%	32	21%	47	18%	41	11%	25	35%	77	222
Genderqueer or Nonbinary Gender	17%	4	21%	5	21%	5	25%	6	17%	4	24
Man	23%	19	14%	12	26%	22	13%	11	24%	20	84
Trans Woman	0%	0	0%	0	0%	0	0%	0	0%	0	0
Trans Man	0%	0	0%	0	0%	0	0%	0	0%	0	0

Q25d - Why are you staying on your job? (Select all)

Gender Identity	Different Identity		Woman		Genderqueer or Nonbinary Gender		Man		Trans Woman		Trans Man	
A new challenge	0%	0	4%	150	1%	1	3%	52	20%	1	0%	0
Benefits	17%	1	11%	455	14%	20	13%	203	0%	0	16%	4
Flexible schedule	0%	0	11%	425	10%	14	10%	155	0%	0	8%	2
Opportunity to work remotely	0%	0	11%	431	12%	17	10%	161	0%	0	16%	4
Mission of UC Berkeley	17%	1	9%	347	5%	8	10%	161	0%	0	8%	2
Pay/Salary	0%	0	7%	288	10%	14	8%	124	20%	1	4%	1

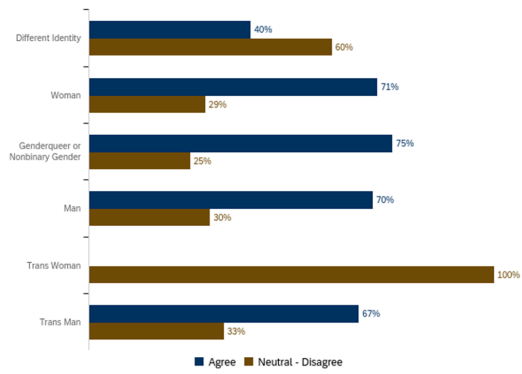
Promotion or more responsibility	0%	0	3%	116	3%	4	3%	42	0%	0	8%	2
Can't geographically relocate	17%	1	2%	78	1%	2	2%	34	0%	0	0%	0
Supervisor	0%	0	10%	410	12%	18	10%	159	20%	1	16%	4
Colleagues	17%	1	12%	472	12%	18	12%	189	20%	1	8%	2
Factors outside of work	17%	1	4%	159	4%	6	3%	55	0%	0	8%	2
I enjoy my work	17%	1	14%	576	15%	22	15%	249	20%	1	8%	2
Other	0%	0	2%	77	2%	3	2%	28	0%	0	0%	0
Total	Total	6	Total	3984	Total	147	Total	1612	Total	5	Total	25

Q25e - What is the MAIN reason you're staying in your job?

Gender Identity	Different Identity		Woman		Genderqueer or Nonbinary Gender		Man		Trans Woman		Trans Man	
A new challenge	0%	0	3%	22	0%	0	1%	2	0%	0	0%	0
Benefits	0%	0	9%	64	4%	1	10%	31	0%	0	40%	2
Flexible schedule	0%	0	7%	54	7%	2	6%	17	0%	0	0%	0
Opportunity to work remotely	0%	0	13%	98	11%	3	13%	38	0%	0	40%	2
Mission of UC Berkeley	0%	0	4%	30	4%	1	6%	18	0%	0	0%	0
Pay/Salary	0%	0	7%	50	14%	4	10%	29	0%	0	0%	0

Promotion or more responsibility	0%	0	1%	10	0%	0	1%	4	0%	0	20%	1
Can't geographically relocate	0%	0	1%	7	0%	0	0%	1	0%	0	0%	0
Supervisor	0%	0	5%	39	18%	5	3%	9	0%	0	0%	0
Colleagues	0%	0	6%	43	0%	0	5%	14	0%	0	0%	0
Factors outside of work	50%	1	4%	30	4%	1	4%	12	0%	0	0%	0
I enjoy my work	50%	1	34%	254	32%	9	34%	102	100%	1	0%	0
Other	0%	0	5%	37	7%	2	7%	22	0%	0	0%	0
Total	Total	2	Total	738	Total	28	Total	299	Total	1	Total	5

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.



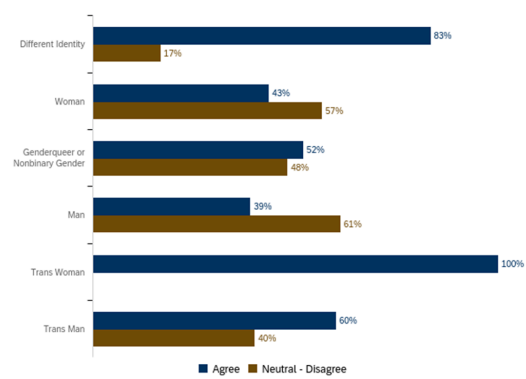
Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	40%	-30%	-30%	20%	1	20%	1	60%	3	0%	0	0%	0	5
Woman	71%	1%	1%	22%	190	49%	422	26%	222	2%	18	1%	7	859
Genderqueer or Nonbinary Gender	75%	5%	5%	16%	7	59%	26	20%	9	5%	2	0%	0	44
Man	70%	0%	0%	18%	62	52%	184	25%	88	2%	6	3%	11	351

Trans Woman	0%	-70%	-70%	0%	0	0%	0	100%	1	0%	0	0%	0	1
Trans Man	67%	-3%	-3%	0%	0	67%	2	33%	1	0%	0	0%	0	3

Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)

Gender Identity	During New Employee Resource & Orientation (NERO)		UC Berkeley's website		Through meetings with my supervisor, a colleague or my department		Campus-wide communications (emails, newsletters, etc.)		I have not encountered them		Total
Different Identity	25%	1	50%	2	0%	0	0%	0	25%	1	4
Woman	32%	229	58%	420	0%	0	0%	0	10%	73	722
Genderqueer or Nonbinary Gender	36%	18	54%	27	0%	0	0%	0	10%	5	50
Man	34%	95	53%	148	0%	0	0%	0	14%	38	281
Trans Woman	0%	0	0%	0	0%	0	0%	0	0%	0	0
Trans Man	0%	0	100%	3	0%	0	0%	0	0%	0	3

Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	83%	44%	38%	0%	0	83%	5	0%	0	17%	1	0%	0	6
Woman	43%	4%	-2%	17%	159	27%	258	22%	215	24%	234	10%	94	960
Genderqueer or Nonbinary Gender	52%	13%	7%	40%	21	12%	6	15%	8	25%	13	8%	4	52

Man	39%	0%	-6%	17%	65	22%	84	20%	78	28%	106	13%	50	383
Trans Woman	100%	61%	55%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	60%	21%	15%	20%	1	40%	2	0%	0	40%	2	0%	0	5

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

Gender Identity	Different Identity		Woman		Genderqueer or Nonbinary Gender		Man		Trans Woman		Trans Man	
My immediate supervisor reducing my workload	0%	0	6%	23	7%	2	9%	13	0%	0	0%	0
My lab/unit/department's leader reducing our workload	0%	0	5%	21	4%	1	3%	4	0%	0	0%	0
Hiring more team members	20%	1	31%	128	33%	9	27%	40	100%	1	67%	2
Improving my time/stress management, or other skills (ex. communication)	0%	0	5%	20	4%	1	7%	10	0%	0	0%	0
Different deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	40%	2	3%	11	4%	1	4%	6	0%	0	0%	0
More respectful treatment from my immediate supervisor	40%	2	6%	24	15%	4	7%	10	0%	0	0%	0

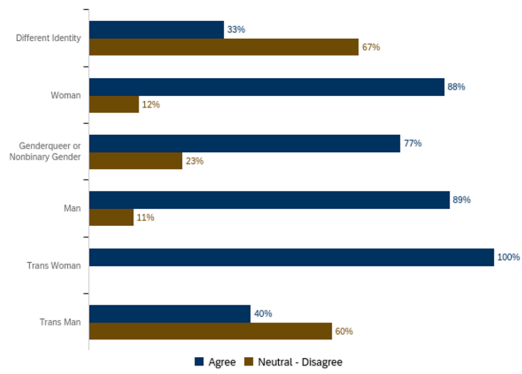
More respectful treatment from colleagues I work with	0%	0	8%	32	15%	4	7%	11	0%	0	0%	0
Nothing, the nature of my work is inherently stressful	0%	0	12%	50	7%	2	14%	21	0%	0	0%	0
Other	0%	0	26%	108	11%	3	23%	34	0%	0	33%	1
Total	Total	5	Total	417	Total	27	Total	149	Total	1	Total	3

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?

Gender Identity	Different Identity		Woman		Genderqueer or Nonbinary Gender		Man		Trans Woman		Trans Man	
My immediate supervisor ensures a manageable workload	100%	1	17%	92	12%	3	14%	32	0%	0	0%	0
My lab/unit/department's leader ensures a manageable workload	0%	0	2%	11	8%	2	3%	8	0%	0	0%	0
My time/stress management, or other skills (ex. communication)	0%	0	20%	108	20%	5	16%	38	0%	0	0%	0
Having sufficient team members	0%	0	9%	48	8%	2	6%	13	0%	0	0%	0

Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	0%	0	12%	63	16%	4	12%	29	0%	0	50%	1
Respectful treatment from my immediate supervisor	0%	0	19%	102	16%	4	21%	50	0%	0	50%	1
Respectful treatment from colleagues I work with	0%	0	11%	61	16%	4	12%	29	0%	0	0%	0
The nature of my work inherently lacks stress	0%	0	3%	15	0%	0	5%	12	0%	0	0%	0
Other	0%	0	8%	43	4%	1	10%	23	0%	0	0%	0
Total	Total	1	Total	543	Total	25	Total	234	Total	0	Total	2

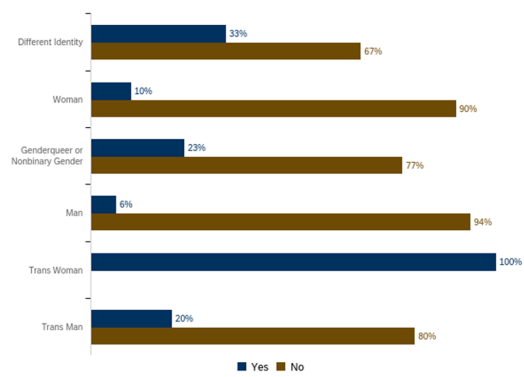
Q29 - I feel comfortable asking my immediate supervisor for time off when I need it.



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	33%	-56%	-53%	17%	1	17%	1	50%	3	17%	1	0%	0	6
Woman	88%	-1%	2%	47%	452	41%	390	8%	75	3%	27	2%	16	960
Genderqueer or Nonbinary Gender	77%	-12%	-9%	40%	21	37%	19	13%	7	6%	3	4%	2	52
Man	89%	0%	3%	55%	209	34%	132	6%	24	3%	13	1%	5	383

Trans Woman	100%	11%	14%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	40%	-49%	-46%	40%	2	0%	0	40%	2	20%	1	0%	0	5

Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?



Gender Identity	Yes		No		Diff from Men	Diff from Campus	Total
Different Identity	33%	2	67%	4	27%	23%	6
Woman	10%	95	90%	865	4%	0%	960
Genderqueer or Nonbinary Gender	23%	12	77%	40	17%	13%	52
Man	6%	24	94%	359	0%	-4%	383
Trans Woman	100%	1	0%	0	94%	90%	1
Trans Man	20%	1	80%	4	14%	10%	5

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)

Gender Identity	Abusive conduct (e.g. bullying)		Discrimination		Harassment		Total
Different Identity	50%	1	50%	1	0%	0	2
Woman	58%	71	21%	26	20%	25	122
Genderqueer or Nonbinary Gender	50%	10	25%	5	25%	5	20
Man	61%	17	18%	5	21%	6	28
Trans Woman	0%	0	0%	0	100%	1	1

Trans Man	0%	0	100%	1	0%	0	1
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Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

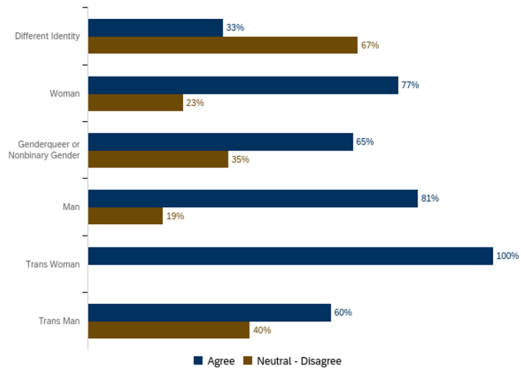
Gender Identity	Supervisor		Coworker		Direct report		Student		Faculty		Other		Total
Different Identity	33%	1	33%	1	0%	0	0%	0	33%	1	0%	0	3
Woman	37%	41	25%	28	7%	8	4%	4	13%	14	15%	17	112
Genderqueer or Nonbinary Gender	40%	6	27%	4	7%	1	7%	1	0%	0	20%	3	15
Man	25%	7	25%	7	0%	0	0%	0	7%	2	43%	12	28
Trans Woman	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
Trans Man	50%	1	0%	0	0%	0	0%	0	0%	0	50%	1	2

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your Unit/Department/Division/School/College did you report within the last 12 months?

Gender Identity	None		Less than 50%		More than 50%		All of them		Total
Different Identity	50%	1	0%	0	50%	1	0%	0	2
Woman	46%	44	30%	29	11%	11	13%	12	96

Genderqueer or Nonbinary Gender	33%	4	17%	2	8%	1	42%	5	12
Man	54%	13	21%	5	4%	1	21%	5	24
Trans Woman	0%	0	0%	0	0%	0	100%	1	1
Trans Man	100%	1	0%	0	0%	0	0%	0	1

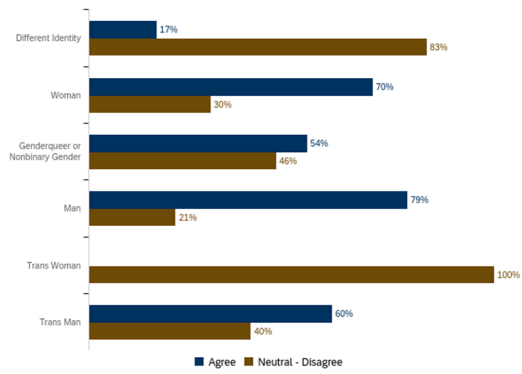
Q31 - I feel comfortable reporting workplace harassment made by a coworker.



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Different Identity	33%	-48%	-42%	17%	1	17%	1	50%	3	17%	1	0%	0	6
Woman	77%	-4%	2%	30%	289	46%	446	15%	143	6%	58	3%	24	960
Genderqueer or Nonbinary Gender	65%	-16%	-10%	21%	11	44%	23	19%	10	8%	4	8%	4	52
Man	81%	0%	6%	37%	141	45%	171	12%	47	4%	14	3%	10	383
Trans Woman	100%	19%	25%	100%	1	0%	0	0%	0	0%	0	0%	0	1
Trans Man	60%	-21%	-15%	0%	0	60%	3	20%	1	20%	1	0%	0	5

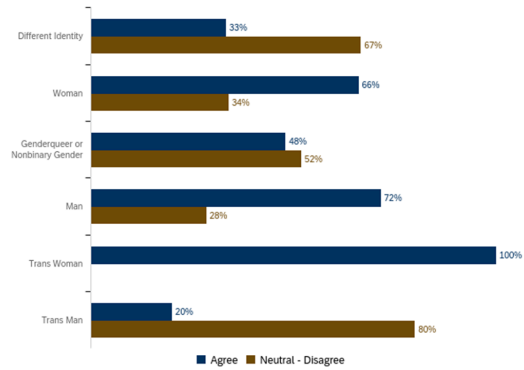
Q32 - I feel comfortable reporting workplace harassment made by a supervisor.



Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	17%	-62%	-53%	17%	1	0%	0	50%	3	33%	2	0%	0	6
Woman	70%	-9%	0%	29%	276	41%	396	17%	159	9%	85	5%	44	960
Genderqueer or Nonbinary Gender	54%	-25%	-16%	21%	11	33%	17	15%	8	15%	8	15%	8	52
Man	79%	0%	9%	34%	132	44%	169	12%	46	6%	22	4%	14	383

Trans Woman	0%	-79%	-70%	0%	0	0%	0	0%	0	100%	1	0%	0	1
Trans Man	60%	-19%	-10%	0%	0	60%	3	20%	1	0%	0	20%	1	5

Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.

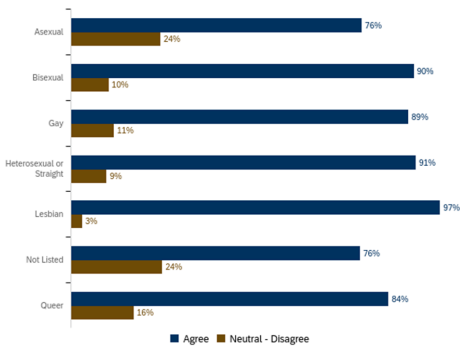


Gender Identity	Total Agree %	Diff from Men	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Different Identity	33%	-39%	-32%	17%	1	17%	1	17%	1	33%	2	17%	1	6
Woman	66%	-6%	1%	27%	255	39%	379	25%	237	6%	59	3%	30	960
Genderqueer or Nonbinary Gender	48%	-24%	-17%	12%	6	37%	19	27%	14	8%	4	17%	9	52
Man	72%	0%	7%	31%	117	41%	157	20%	77	5%	18	4%	14	383
Trans Woman	100%	28%	35%	0%	0	100%	1	0%	0	0%	0	0%	0	1
Trans Man	20%	-52%	-45%	0%	0	20%	1	80%	4	0%	0	0%	0	5

UC Berkeley
People & Culture
State of the Workplace - Sexual Orientation

February 2025

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

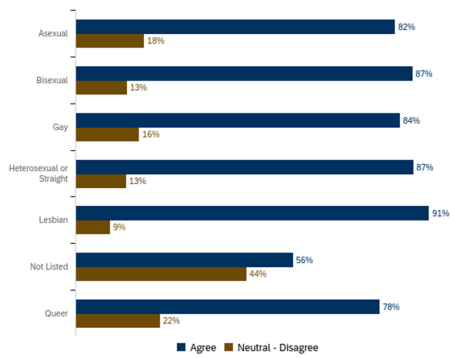


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	76%	-15%	-15%	-12%	47%	8	29%	5	0%	0	6%	1	18%	3	17
Bisexual	90%	15%	-1%	2%	47%	43	43%	39	9%	8	1%	1	0%	0	91

Gay	89%	-2%	-2%	1%	60%	37	29%	18	5%	3	5%	3	2%	1	62
Heterosexual or Straight	91%	3%	0%	3%	54%	545	36%	365	5%	50	3%	31	1%	13	1004
Lesbian	97%	8%	6%	9%	41%	14	56%	19	3%	1	0%	0	0%	0	34
Not Listed	76%	-8%	-15%	-12%	40%	10	36%	9	8%	2	16%	4	0%	0	25
Queer	84%	3%	-7%	-4%	54%	52	30%	29	9%	9	4%	4	3%	3	97

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

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

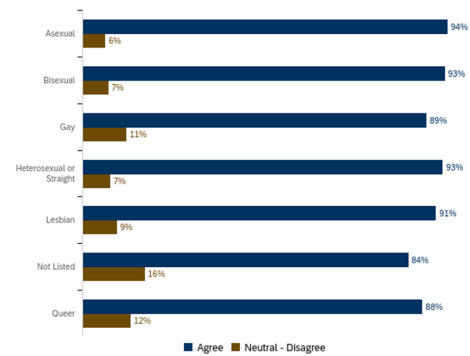


Sexual Orientation	Total Agree %*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	82%	-5%	-2%	29%	5	53%	9	12%	2	6%	1	0%	0	17
Bisexual	87%	0%	3%	40%	36	47%	43	7%	6	7%	6	0%	0	91
Gay	84%	-3%	0%	41%	25	43%	26	8%	5	8%	5	0%	0	61
Heterosexual or Straight	87%	0%	3%	41%	408	46%	465	7%	67	5%	52	1%	11	1003

Lesbian	91%	4%	7%	38%	13	53%	18	6%	2	3%	1	0%	0	34
Not Listed	56%	-31%	-28%	24%	6	32%	8	28%	7	16%	4	0%	0	25
Queer	78%	-9%	-6%	39%	38	39%	38	10%	10	10%	10	1%	1	97

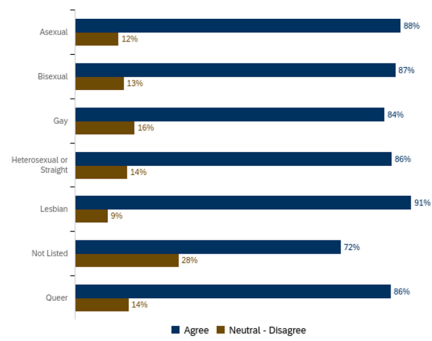
★

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



Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	94%	1%	4%	71%	12	24%	4	6%	1	0%	0	0%	0	17
Bisexual	93%	0%	3%	65%	59	29%	26	3%	3	1%	1	2%	2	91
Gay	89%	-4%	-1%	69%	43	19%	12	2%	1	6%	4	3%	2	62
Heterosexual or Straight	93%	0%	3%	64%	637	29%	295	4%	42	2%	20	1%	9	1003
Lesbian	91%	-2%	1%	65%	22	26%	9	6%	2	3%	1	0%	0	34
Not Listed	84%	-9%	-6%	36%	9	48%	12	8%	2	8%	2	0%	0	25
Queer	88%	-5%	-2%	67%	65	21%	20	4%	4	6%	6	2%	2	97

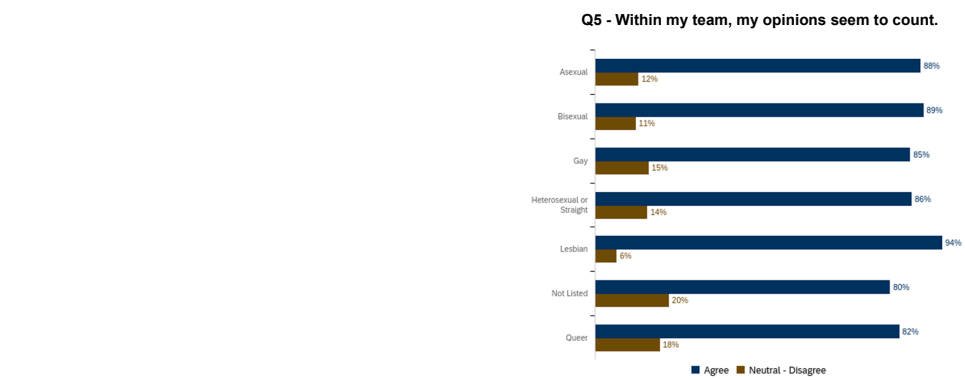
Q4 - Within my team, I feel my personal contributions are recognized by my immediate supervisor



Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	88%	-3%	2%	5%	53%	9	35%	6	0%	0	0%	0	12%	2	17
Bisexual	87%	10%	1%	4%	58%	53	29%	26	8%	7	3%	3	2%	2	91
Gay	84%	2%	-2%	1%	58%	36	26%	16	10%	6	2%	1	5%	3	62
Heterosexual or Straight	86%	2%	0%	3%	52%	524	34%	338	7%	66	5%	49	3%	27	1004

Lesbian	91%	3%	5%	8%	50%	17	41%	14	9%	3	0%	0	0%	0	34
Not Listed	72%	8%	-14%	-11%	24%	6	48%	12	16%	4	12%	3	0%	0	25
Queer	86%	10%	0%	3%	59%	57	27%	26	8%	8	1%	1	5%	5	97

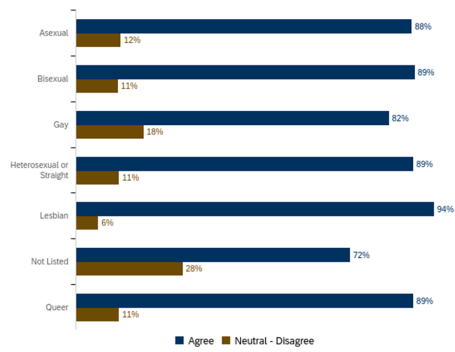
•Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.



Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	88%	6%	2%	5%	71%	12	18%	3	0%	0	0%	0	12%	2	17
Bisexual	89%	12%	3%	6%	51%	46	38%	35	5%	5	4%	4	1%	1	91
Gay	85%	-1%	-1%	2%	63%	39	23%	14	8%	5	3%	2	3%	2	62
Heterosexual or Straight	86%	1%	0%	3%	50%	496	36%	364	8%	85	3%	35	2%	22	1002
Lesbian	94%	5%	8%	11%	50%	17	44%	15	3%	1	3%	1	0%	0	34
Not Listed	80%	20%	-6%	-3%	24%	6	56%	14	12%	3	8%	2	0%	0	25
Queer	82%	3%	-4%	-1%	47%	46	35%	34	10%	10	4%	4	3%	3	97

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q6 - My well-being is important to my immediate supervisor.

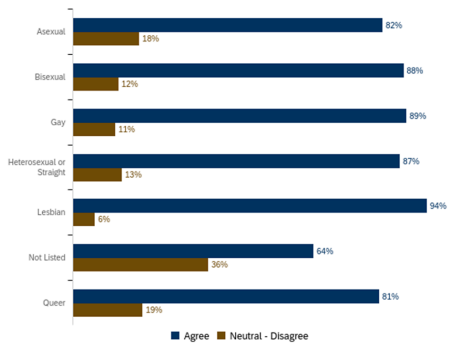


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	88%	-3%	-1%	2%	47%	8	41%	7	12%	2	0%	0	0%	0	17
Bisexual	89%	10%	0%	3%	57%	52	32%	29	7%	6	0%	0	4%	4	91
Gay	82%	-6%	-7%	-4%	61%	38	21%	13	6%	4	6%	4	5%	3	62
Heterosexual or Straight	89%	3%	0%	3%	59%	597	29%	293	7%	66	3%	30	2%	18	1004

Lesbian	94%	-1%	5%	8%	56%	19	38%	13	6%	2	0%	0	0%	0	34
Not Listed	72%	4%	-17%	-14%	52%	13	20%	5	8%	2	16%	4	4%	1	25
Queer	89%	5%	0%	3%	61%	59	28%	27	4%	4	4%	4	3%	3	97

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

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

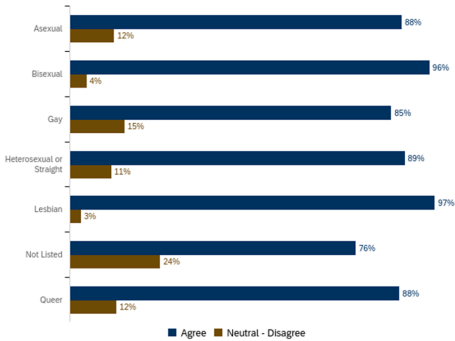


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	82%	-5%	-5%	-2%	53%	9	29%	5	12%	2	6%	1	0%	0	17
Bisexual	88%	13%	1%	4%	49%	45	38%	35	10%	9	2%	2	0%	0	91
Gay	89%	-4%	2%	5%	68%	42	21%	13	5%	3	3%	2	3%	2	62
Heterosexual or Straight	87%	2%	0%	3%	52%	527	34%	346	7%	73	4%	38	2%	20	1004

Lesbian	94%	3%	7%	10%	53%	18	41%	14	3%	1	3%	1	0%	0	34
Not Listed	64%	-4%	-23%	-20%	32%	8	32%	8	12%	3	20%	5	4%	1	25
Queer	81%	13%	-6%	-3%	49%	48	32%	31	8%	8	7%	7	3%	3	97

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

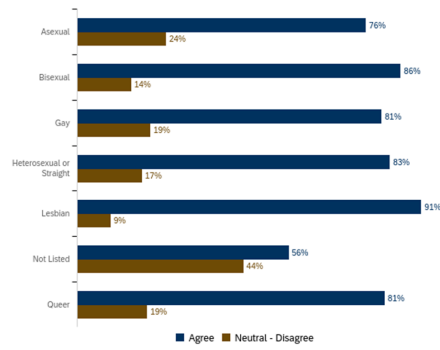
Q8 - Within my team, I am treated with dignity and respect.



Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	88%	1%	-1%	1%	71%	12	18%	3	12%	2	0%	0	0%	0	17
Bisexual	96%	12%	7%	9%	56%	51	40%	36	2%	2	2%	2	0%	0	91
Gay	85%	-4%	-4%	-2%	69%	43	16%	10	8%	5	3%	2	3%	2	62
Heterosexual or Straight	89%	0%	0%	2%	56%	565	33%	328	7%	70	2%	25	1%	15	1003
Lesbian	97%	6%	8%	10%	65%	22	32%	11	0%	0	3%	1	0%	0	34
Not Listed	76%	4%	-13%	-11%	28%	7	48%	12	12%	3	12%	3	0%	0	25
Queer	88%	10%	-1%	1%	53%	51	35%	34	7%	7	2%	2	3%	3	97

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

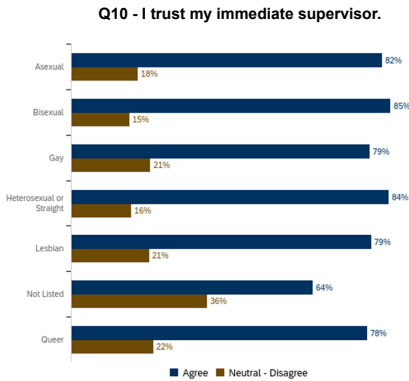
Q9 - My immediate supervisor promotes an inclusive team environment through their actions.



Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	76%	-6%	-7%	-5%	35%	6	41%	7	12%	2	12%	2	0%	0	17
Bisexual	86%	13%	3%	5%	48%	44	37%	34	8%	7	5%	5	1%	1	91
Gay	81%	-4%	-2%	0%	53%	33	27%	17	6%	4	6%	4	6%	4	62
Heterosexual or Straight	83%	2%	0%	2%	49%	490	34%	341	11%	111	4%	36	2%	25	1003

Lesbian	91%	21%	8%	10%	41%	14	50%	17	9%	3	0%	0	0%	0	34
Not Listed	56%	4%	-27%	-25%	24%	6	32%	8	24%	6	12%	3	8%	2	25
Queer	81%	8%	-2%	0%	41%	40	40%	39	7%	7	4%	4	7%	7	97

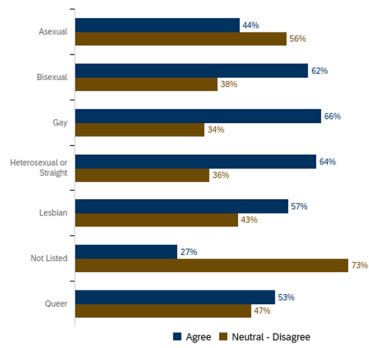
***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**



Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	82%	4%	-2%	2%	41%	7	41%	7	0%	0	12%	2	6%	1	17
Bisexual	85%	9%	1%	5%	51%	46	34%	31	8%	7	4%	4	3%	3	91
Gay	79%	-6%	-5%	-1%	48%	30	31%	19	6%	4	8%	5	6%	4	62
Heterosexual or Straight	84%	3%	0%	4%	53%	529	31%	312	9%	90	3%	33	4%	36	1000
Lesbian	79%	9%	-5%	-1%	47%	16	32%	11	18%	6	3%	1	0%	0	34
Not Listed	64%	12%	-20%	-16%	20%	5	44%	11	12%	3	12%	3	12%	3	25
Queer	78%	0%	-6%	-2%	48%	47	30%	29	8%	8	5%	5	8%	8	97

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q11 - I trust the leader of my school, college, division, or equivalent

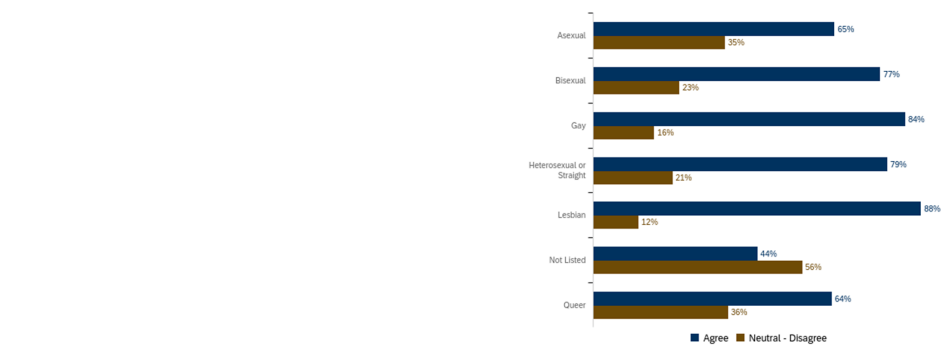


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	44%	-21%	-20%	-16%	19%	3	25%	4	50%	8	6%	1	0%	0	16
Bisexual	62%	14%	-2%	2%	22%	19	40%	35	32%	28	5%	4	1%	1	87
Gay	66%	0%	2%	6%	38%	22	28%	16	31%	18	2%	1	2%	1	58
Heterosexual or Straight	64%	3%	0%	4%	28%	263	36%	343	30%	281	4%	36	2%	21	944

Lesbian	57%	3%	-7%	-3%	17%	5	40%	12	43%	13	0%	0	0%	0	30
Not Listed	27%	-6%	-37%	-33%	9%	2	18%	4	45%	10	9%	2	18%	4	22
Queer	53%	4%	-11%	-7%	14%	13	39%	37	38%	36	4%	4	4%	4	94

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

**Q12 - Regardless of my background (race, gender, sexual orientation,
ability status, religion, etc.), I have an equal opportunity to succeed**

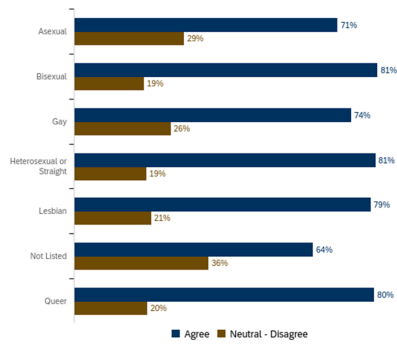


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	65%	-18%	-14%	-10%	18%	3	47%	8	29%	5	6%	1	0%	0	17
Bisexual	77%	11%	-2%	2%	31%	28	46%	42	12%	11	11%	10	0%	0	91
Gay	84%	5%	5%	9%	49%	30	34%	21	8%	5	5%	3	3%	2	61
Heterosexual or Straight	79%	4%	0%	4%	37%	373	42%	418	14%	144	4%	45	2%	24	1004

Lesbian	88%	20%	9%	13%	24%	8	64%	21	9%	3	3%	1	0%	0	33
Not Listed	44%	8%	-35%	-31%	16%	4	28%	7	32%	8	12%	3	12%	3	25
Queer	64%	18%	-15%	-11%	24%	23	40%	39	24%	23	10%	10	2%	2	97

***Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.**

**Q13 - My supervisor helps me make time to participate in trainings
and professional development activities (including staff organization
involvement).**

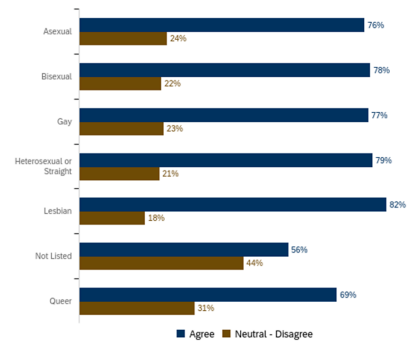


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	65%	-18%	-14%	-13%	18%	3	47%	8	29%	5	6%	1	0%	0	17
Bisexual	77%	11%	-2%	-1%	31%	28	46%	42	12%	11	11%	10	0%	0	91
Gay	84%	5%	5%	6%	49%	30	34%	21	8%	5	5%	3	3%	2	61
Heterosexual or Straight	79%	4%	0%	1%	37%	373	42%	418	14%	144	4%	45	2%	24	1004

Lesbian	88%	20%	9%	10%	24%	8	64%	21	9%	3	3%	1	0%	0	33
Not Listed	44%	8%	-35%	-34%	16%	4	28%	7	32%	8	12%	3	12%	3	25
Queer	64%	18%	-15%	-14%	24%	23	40%	39	24%	23	10%	10	2%	2	97

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

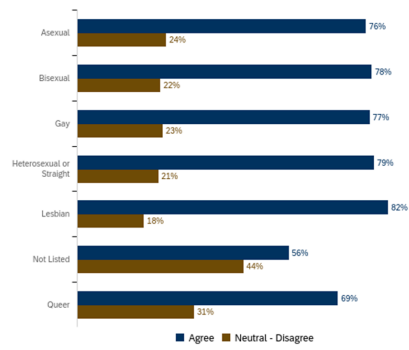
Q14 - The amount of work my supervisor expects me to complete is
reasonable.



Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	76%	-2%	-3%	1%	18%	3	59%	10	0%	0	12%	2	12%	2	17
Bisexual	78%	13%	-1%	3%	33%	30	45%	41	11%	10	10%	9	1%	1	91
Gay	77%	-4%	-2%	2%	40%	25	37%	23	11%	7	6%	4	5%	3	62
Heterosexual or Straight	79%	3%	0%	4%	35%	352	43%	432	13%	134	5%	53	3%	27	998
Lesbian	82%	7%	3%	7%	38%	13	44%	15	12%	4	6%	2	0%	0	34
Not Listed	56%	0%	-23%	-19%	24%	6	32%	8	20%	5	12%	3	12%	3	25
Queer	69%	1%	-10%	-6%	28%	27	41%	40	13%	13	13%	13	4%	4	97

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q15 - My job description and title accurately reflect my current responsibilities.

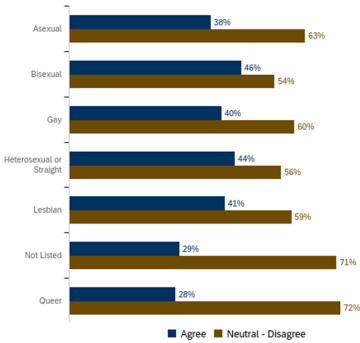


Sexual Orientation	Total Agree %	2024 Diff*	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	65%	-5%	-2%	1%	18%	3	47%	8	18%	3	6%	1	12%	2	17
Bisexual	68%	12%	1%	4%	26%	24	42%	38	10%	9	15%	14	7%	6	91
Gay	67%	-10%	0%	3%	30%	18	38%	23	20%	12	7%	4	7%	4	61
Heterosexual or Straight	67%	0%	0%	3%	27%	269	40%	401	15%	147	13%	128	6%	58	1003

Lesbian	65%	1%	-2%	1%	32%	11	32%	11	26%	9	9%	3	0%	0	34
Not Listed	40%	12%	-27%	-24%	12%	3	28%	7	12%	3	24%	6	24%	6	25
Queer	58%	5%	-9%	-6%	20%	19	38%	37	15%	15	16%	16	10%	10	97

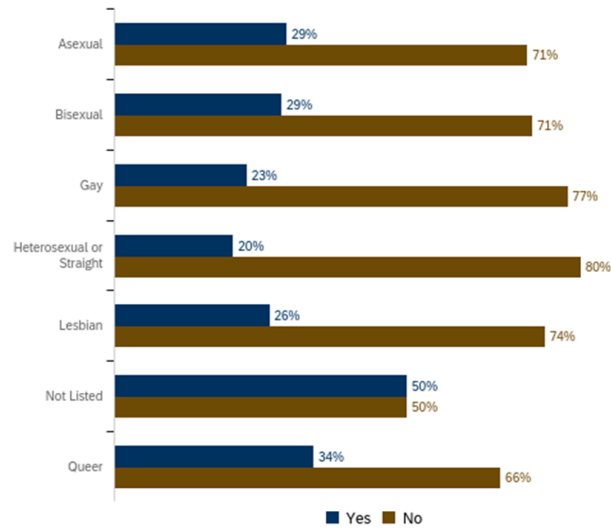
*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q19 - UC Berkeley does a good job investing in system improvements and tools that help staff work more efficiently.



Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	38%	-6%	-2%	0%	0	38%	6	44%	7	19%	3	0%	0	16
Bisexual	46%	2%	6%	4%	4	41%	37	36%	32	17%	15	2%	2	90
Gay	40%	-4%	0%	5%	3	35%	22	35%	22	13%	8	11%	7	62
Heterosexual or Straight	44%	0%	4%	9%	94	34%	344	37%	365	15%	147	5%	49	999
Lesbian	41%	-3%	1%	9%	3	32%	11	38%	13	21%	7	0%	0	34
Not Listed	29%	-15%	-11%	8%	2	21%	5	42%	10	25%	6	4%	1	24
Queer	28%	-16%	-12%	1%	1	27%	26	44%	42	22%	21	6%	6	96

Q25 - Are you currently searching for a new job?



Sexual Orientation	Yes		No		Diff from Heterosexual	Diff from Campus	Total
Asexual	29%	5	71%	12	9%	3%	17
Bisexual	29%	26	71%	65	9%	3%	91
Gay	23%	14	77%	48	3%	-3%	62
Heterosexual or Straight	20%	204	80%	800	0%	-6%	1004
Lesbian	26%	9	74%	25	6%	0%	34
Not Listed	50%	13	50%	13	30%	24%	26

Queer	34%	33	66%	64	14%	8%	97
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Q25a - Why are you searching for a new job? (Select all)

Sexual Orientation	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
Want a new challenge	6%	1	12%	10	12%	5	11%	73	20%	5	9%	5	7%	8
Better benefits	17%	3	10%	8	5%	2	4%	24	0%	0	4%	2	5%	6
More flexible work schedule	11%	2	6%	5	7%	3	7%	44	8%	2	8%	4	6%	7
Opportunity to work remotely	6%	1	7%	6	10%	4	7%	44	4%	1	8%	4	9%	10
Pay/Salary increase	28%	5	24%	20	17%	7	23%	152	20%	5	21%	11	22%	25
Promotion/more responsibility	22%	4	16%	13	7%	3	14%	93	12%	3	13%	7	12%	14
Relocation to a different geographical area	0%	0	1%	1	5%	2	2%	15	0%	0	0%	0	5%	6
Want a new supervisor	0%	0	5%	4	10%	4	8%	51	8%	2	11%	6	9%	10
Want to work with different colleagues	0%	0	1%	1	2%	1	6%	38	8%	2	9%	5	6%	7
Factors outside of work	6%	1	2%	2	0%	0	5%	30	4%	1	4%	2	3%	3
I don't enjoy my work	0%	0	6%	5	7%	3	5%	36	8%	2	6%	3	4%	5
Other	6%	1	9%	7	17%	7	9%	61	8%	2	8%	4	11%	13
Total	Total	18	Total	82	Total	41	Total	661	Total	25	Total	53	Total	114

Q25b - What is the MAIN reason you're searching for a new job?

Sexual Orientation	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
Want a new challenge	0%	0	12%	3	7%	1	6%	12	22%	2	0%	0	6%	2
Better benefits	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
More flexible work schedule	20%	1	8%	2	0%	0	2%	5	0%	0	0%	0	3%	1
Opportunity to work remotely	0%	0	0%	0	7%	1	5%	10	0%	0	0%	0	0%	0
Pay/Salary increase	60%	3	31%	8	21%	3	30%	61	56%	5	38%	5	42%	14
Promotion/more responsibility	20%	1	8%	2	0%	0	9%	18	0%	0	0%	0	6%	2
Relocation to a different geographical area	0%	0	4%	1	7%	1	2%	4	0%	0	0%	0	0%	0
Want a new supervisor	0%	0	4%	1	7%	1	12%	24	0%	0	15%	2	12%	4
Want to work with different colleagues	0%	0	0%	0	0%	0	3%	7	11%	1	0%	0	3%	1
Factors outside of work	0%	0	0%	0	0%	0	1%	3	0%	0	0%	0	0%	0
I don't enjoy my work	0%	0	8%	2	7%	1	4%	9	0%	0	0%	0	3%	1
Other	0%	0	27%	7	43%	6	25%	51	11%	1	46%	6	24%	8
Total	Total	5	Total	26	Total	14	Total	204	Total	9	Total	13	Total	33

Q25c - Where are you looking or plan to look for other employment opportunities?

Sexual Orientation	Another higher education institution OUTSIDE of the UC system		Another higher education institution WITHIN the UC system		A private for-profit company		A nonprofit outside of higher education		Within UC Berkeley		Total
Asexual	40%	2	20%	1	20%	1	0%	0	20%	1	5
Bisexual	15%	4	19%	5	19%	5	4%	1	42%	11	26
Gay	7%	1	21%	3	29%	4	29%	4	14%	2	14
Heterosexual or Straight	17%	35	20%	41	20%	40	11%	23	32%	65	204
Lesbian	11%	1	11%	1	33%	3	22%	2	22%	2	9
Not Listed	23%	3	23%	3	15%	2	15%	2	23%	3	13
Queer	18%	6	15%	5	18%	6	24%	8	24%	8	33

Q25d - Why are you staying on your job? (Select all)

Sexual Orientation	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
A new challenge	3%	2	4%	14	1%	3	4%	163	3%	4	0%	0	2%	9
Benefits	12%	8	12%	41	14%	37	12%	499	14%	16	12%	6	12%	46
Flexible schedule	7%	5	10%	33	9%	23	11%	464	12%	14	10%	5	9%	36

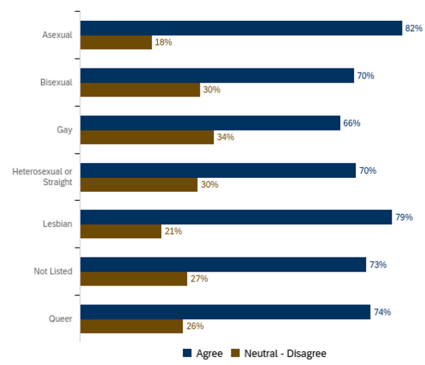
Opportunity to work remotely	9%	6	9%	31	12%	32	11%	460	12%	14	12%	6	12%	45
Mission of UC Berkeley	7%	5	7%	24	10%	25	9%	397	9%	10	8%	4	8%	31
Pay/Salary	9%	6	10%	33	8%	22	7%	306	9%	10	6%	3	8%	29
Promotion or more responsibility	3%	2	5%	16	2%	5	3%	120	1%	1	8%	4	3%	10
Can't geographically relocate	4%	3	1%	5	2%	4	2%	89	2%	2	2%	1	2%	9
Supervisor	7%	5	10%	35	11%	28	10%	446	9%	10	8%	4	11%	40
Colleagues	13%	9	12%	41	11%	30	12%	503	10%	12	15%	8	13%	48
Factors outside of work	6%	4	3%	11	3%	8	4%	169	2%	2	2%	1	5%	18
I enjoy my work	16%	11	15%	52	16%	41	15%	638	17%	20	15%	8	14%	52
Other	4%	3	1%	3	2%	4	2%	82	1%	1	4%	2	2%	7
Total	Total	69	Total	339	Total	262	Total	4336	Total	116	Total	52	Total	380

Q25e - What is the MAIN reason you're staying in your job?

Sexual Orientation	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
A new challenge	0%	0	5%	3	0%	0	2%	19	0%	0	0%	0	0%	0
Benefits	0%	0	11%	7	10%	5	9%	72	16%	4	8%	1	5%	3
Flexible schedule	0%	0	6%	4	0%	0	8%	65	8%	2	0%	0	3%	2

Opportunity to work remotely	0%	0	11%	7	13%	6	13%	105	24%	6	8%	1	20%	13
Mission of UC Berkeley	0%	0	3%	2	2%	1	5%	40	0%	0	8%	1	5%	3
Pay/Salary	0%	0	17%	11	10%	5	7%	55	8%	2	8%	1	6%	4
Promotion or more responsibility	0%	0	6%	4	0%	0	1%	9	0%	0	0%	0	0%	0
Can't geographically relocate	8%	1	0%	0	0%	0	1%	5	0%	0	0%	0	2%	1
Supervisor	8%	1	5%	3	8%	4	4%	34	4%	1	23%	3	5%	3
Colleagues	0%	0	2%	1	2%	1	5%	42	12%	3	0%	0	8%	5
Factors outside of work	8%	1	0%	0	0%	0	5%	36	0%	0	0%	0	3%	2
I enjoy my work	58%	7	32%	21	46%	22	34%	271	28%	7	38%	5	39%	25
Other	17%	2	3%	2	8%	4	6%	47	0%	0	8%	1	5%	3
Total	Total	12	Total	65	Total	48	Total	800	Total	25	Total	13	Total	64

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.



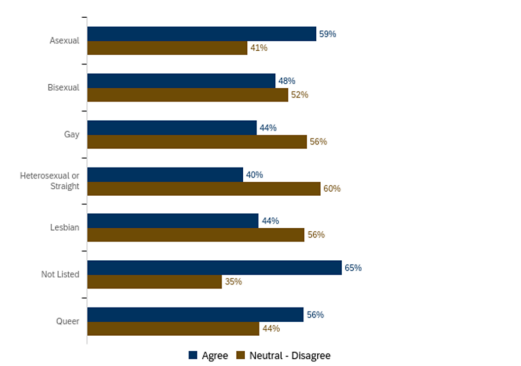
Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	82%	12%	12%	9%	1	73%	8	18%	2	0%	0	0%	0	11
Bisexual	70%	0%	0%	22%	15	48%	33	30%	21	0%	0	0%	0	69
Gay	66%	-4%	-4%	21%	11	45%	24	25%	13	4%	2	6%	3	53
Heterosexual or Straight	70%	0%	0%	21%	194	49%	453	27%	245	2%	20	1%	11	923

Lesbian	79%	9%	9%	17%	5	62%	18	21%	6	0%	0	0%	0	29
Not Listed	73%	3%	3%	27%	6	45%	10	23%	5	5%	1	0%	0	22
Queer	74%	4%	4%	19%	16	55%	46	25%	21	1%	1	0%	0	84

Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)

Sexual Orientation	During New Employee Resource & Orientation (NERO)		UC Berkeley's website		Through meetings with my supervisor, a colleague or my department		Campus-wide communications (emails, newsletters, etc.)		I have not encountered them		Total
Asexual	36%	4	64%	7	0%	0	0%	0	0%	0	11
Bisexual	35%	23	55%	36	0%	0	0%	0	9%	6	65
Gay	33%	15	57%	26	0%	0	0%	0	11%	5	46
Heterosexual or Straight	32%	241	56%	422	0%	0	0%	0	12%	90	753
Lesbian	33%	8	63%	15	0%	0	0%	0	4%	1	24
Not Listed	27%	6	59%	13	0%	0	0%	0	14%	3	22
Queer	33%	26	58%	45	0%	0	0%	0	9%	7	78

Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.



Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	59%	19%	14%	12%	2	47%	8	12%	2	18%	3	12%	2	17
Bisexual	48%	8%	3%	24%	22	24%	22	21%	19	20%	18	11%	10	91
Gay	44%	4%	-1%	15%	9	29%	18	16%	10	29%	18	11%	7	62

Heterosexual or Straight	40%	0%	-5%	16%	161	24%	241	22%	222	26%	266	11%	114	1004
Lesbian	44%	4%	-1%	6%	2	38%	13	24%	8	26%	9	6%	2	34
Not Listed	65%	25%	20%	31%	8	35%	9	19%	5	15%	4	0%	0	26
Queer	56%	16%	11%	28%	27	28%	27	13%	13	23%	22	8%	8	97

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

Sexual Orientation	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
My immediate supervisor reducing my workload	10%	1	9%	4	15%	4	6%	24	13%	2	6%	1	7%	4
My lab/unit/department's leader reducing our workload	0%	0	5%	2	4%	1	5%	19	7%	1	6%	1	2%	1
Hiring more team members	20%	2	25%	11	22%	6	31%	125	33%	5	18%	3	35%	19
Improving my time/stress management, or other skills (ex. communication)	20%	2	7%	3	0%	0	5%	20	7%	1	0%	0	7%	4
Different deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	0%	0	2%	1	7%	2	2%	10	0%	0	12%	2	4%	2

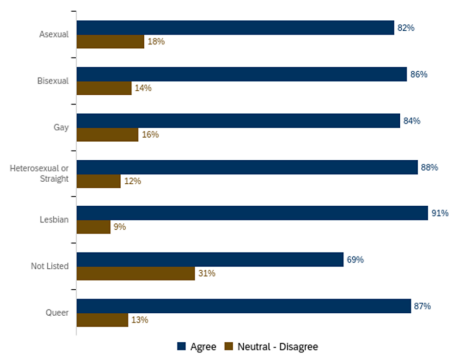
More respectful treatment from my immediate supervisor	0%	0	7%	3	19%	5	6%	23	0%	0	18%	3	6%	3
More respectful treatment from colleagues I work with	10%	1	7%	3	7%	2	7%	29	7%	1	18%	3	9%	5
Nothing, the nature of my work is inherently stressful	10%	1	16%	7	7%	2	13%	52	20%	3	12%	2	7%	4
Other	30%	3	23%	10	19%	5	25%	100	13%	2	12%	2	22%	12
Total	Total	10	Total	44	Total	27	Total	402	Total	15	Total	17	Total	54

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?

Sexual Orientation	Asexual		Bisexual		Gay		Heterosexual or Straight		Lesbian		Not Listed		Queer	
My immediate supervisor ensures a manageable workload	43%	3	17%	8	11%	4	16%	96	16%	3	22%	2	19%	8
My lab/unit/department's leader ensures a manageable workload	0%	0	2%	1	3%	1	3%	16	5%	1	0%	0	2%	1
My time/stress management, or other skills (ex. communication)	43%	3	21%	10	14%	5	19%	114	16%	3	33%	3	19%	8
Having sufficient team members	0%	0	9%	4	3%	1	8%	48	11%	2	0%	0	14%	6

Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	0%	0	21%	10	9%	3	12%	72	16%	3	0%	0	19%	8
Respectful treatment from my immediate supervisor	0%	0	9%	4	29%	10	20%	120	16%	3	33%	3	14%	6
Respectful treatment from colleagues I work with	14%	1	17%	8	9%	3	11%	67	16%	3	0%	0	7%	3
The nature of my work inherently lacks stress	0%	0	4%	2	6%	2	3%	19	0%	0	11%	1	2%	1
Other	0%	0	0%	0	17%	6	8%	50	5%	1	0%	0	5%	2
Total	Total	7	Total	47	Total	35	Total	602	Total	19	Total	9	Total	43

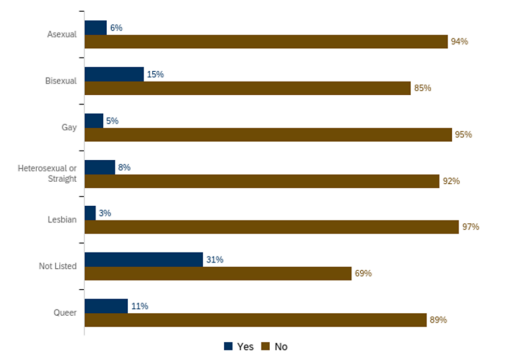
Q29 - I feel comfortable asking my immediate supervisor for time off when I need it.



Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	82%	-6%	-4%	53%	9	29%	5	12%	2	6%	1	0%	0	17
Bisexual	86%	-2%	0%	47%	43	38%	35	7%	6	7%	6	1%	1	91
Gay	84%	-4%	-2%	52%	32	32%	20	8%	5	6%	4	2%	1	62
Heterosexual or Straight	88%	0%	2%	50%	502	38%	386	7%	74	2%	25	2%	17	1004

Lesbian	91%	3%	5%	56%	19	35%	12	3%	1	6%	2	0%	0	34
Not Listed	69%	-19%	-17%	31%	8	38%	10	23%	6	0%	0	8%	2	26
Queer	87%	-1%	1%	45%	44	41%	40	8%	8	4%	4	1%	1	97

Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?



Sexual Orientation	Yes		No		Diff from Heterosexual	Diff from Campus	Total
Asexual	6%	1	94%	16	-2%	-4%	17
Bisexual	15%	14	85%	77	7%	5%	91
Gay	5%	3	95%	59	-3%	-5%	62
Heterosexual or Straight	8%	80	92%	924	0%	-2%	1004
Lesbian	3%	1	97%	33	-5%	-7%	34
Not Listed	31%	8	69%	18	23%	21%	26
Queer	11%	11	89%	86	3%	1%	97

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)

Sexual Orientation	Abusive conduct (e.g. bullying)		Discrimination		Harassment		Total
Asexual	100%	1	0%	0	0%	0	1
Bisexual	63%	10	19%	3	19%	3	16
Gay	50%	2	25%	1	25%	1	4
Heterosexual or Straight	56%	58	21%	22	22%	23	103

Lesbian	0%	0	100%	1	0%	0	1
Not Listed	60%	6	30%	3	10%	1	10
Queer	50%	8	25%	4	25%	4	16

Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

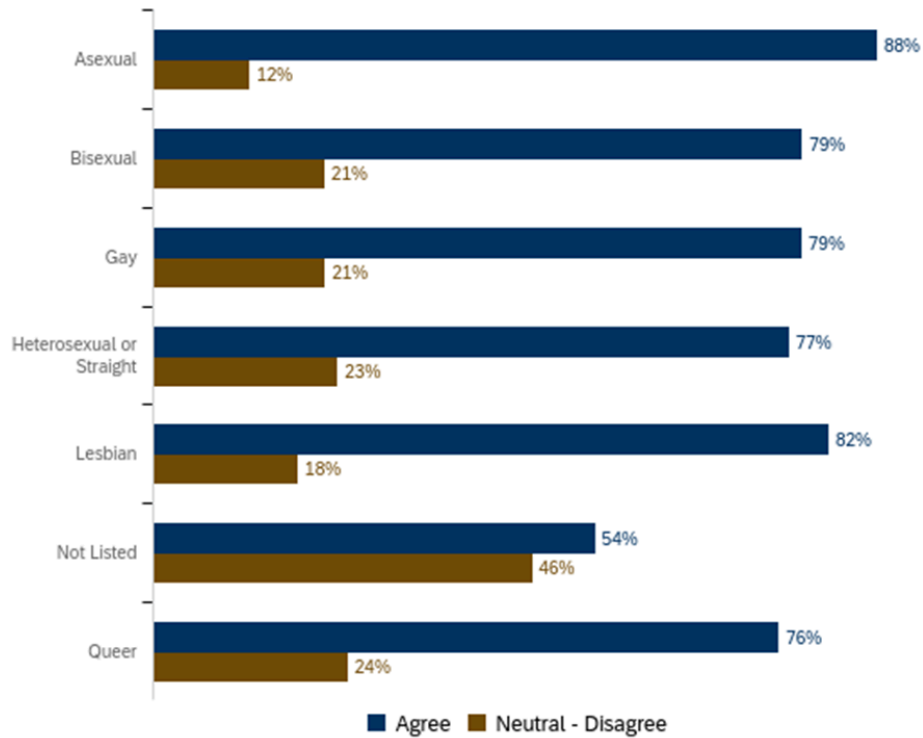
Sexual Orientation	Supervisor		Coworker		Direct report		Student		Faculty		Other		Total
Asexual	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	1
Bisexual	28%	5	22%	4	0%	0	0%	0	17%	3	33%	6	18
Gay	33%	1	33%	1	0%	0	0%	0	0%	0	33%	1	3
Heterosexual or Straight	33%	30	26%	24	8%	7	4%	4	9%	8	20%	18	91
Lesbian	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	1
Not Listed	27%	3	36%	4	0%	0	9%	1	9%	1	18%	2	11
Queer	46%	6	23%	3	8%	1	0%	0	8%	1	15%	2	13

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your Unit/Department/Division/School/College did you report within the last 12 months?

Sexual Orientation	None	Less than 50%	More than 50%	All of them	Total
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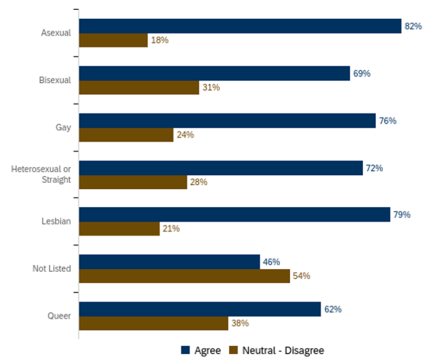
Asexual	0%	0	0%	0	0%	0	100%	1	1
Bisexual	50%	7	29%	4	0%	0	21%	3	14
Gay	33%	1	33%	1	0%	0	33%	1	3
Heterosexual or Straight	48%	39	25%	20	14%	11	14%	11	81
Lesbian	100%	1	0%	0	0%	0	0%	0	1
Not Listed	50%	4	25%	2	13%	1	13%	1	8
Queer	36%	4	27%	3	9%	1	27%	3	11

Q31 - I feel comfortable reporting workplace harassment made by a coworker.



Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	88%	11%	13%	24%	4	65%	11	12%	2	0%	0	0%	0	17
Bisexual	79%	2%	4%	30%	27	49%	45	8%	7	10%	9	3%	3	91
Gay	79%	2%	4%	37%	23	42%	26	16%	10	2%	1	3%	2	62
Heterosexual or Straight	77%	0%	2%	32%	326	45%	452	15%	155	5%	50	2%	21	1004
Lesbian	82%	5%	7%	29%	10	53%	18	15%	5	3%	1	0%	0	34
Not Listed	54%	-23%	-21%	12%	3	42%	11	19%	5	4%	1	23%	6	26
Queer	76%	-1%	1%	28%	27	48%	47	12%	12	9%	9	2%	2	97

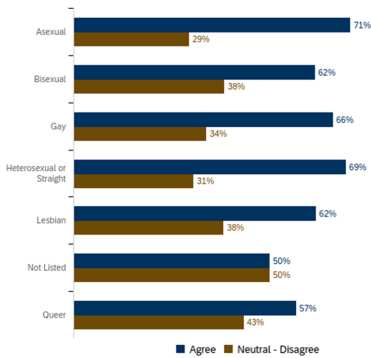
Q32 - I feel comfortable reporting workplace harassment made by a supervisor.



Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	82%	10%	12%	29%	5	53%	9	12%	2	6%	1	0%	0	17
Bisexual	69%	-3%	-1%	24%	22	45%	41	12%	11	14%	13	4%	4	91
Gay	76%	4%	6%	39%	24	37%	23	13%	8	10%	6	2%	1	62
Heterosexual or Straight	72%	0%	2%	31%	311	41%	416	16%	161	7%	75	4%	41	1004

Lesbian	79%	7%	9%	29%	10	50%	17	15%	5	6%	2	0%	0	34
Not Listed	46%	-26%	-24%	8%	2	38%	10	27%	7	8%	2	19%	5	26
Queer	62%	-10%	-8%	26%	25	36%	35	18%	17	11%	11	9%	9	97

Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.

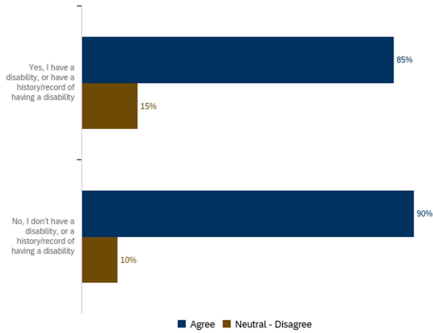


Sexual Orientation	Total Agree %	Diff from Heterosexual	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Asexual	71%	2%	6%	18%	3	53%	9	24%	4	0%	0	6%	1	17
Bisexual	62%	-7%	-3%	22%	20	40%	36	25%	23	9%	8	4%	4	91
Gay	66%	-3%	1%	32%	20	34%	21	29%	18	3%	2	2%	1	62
Heterosexual or Straight	69%	0%	4%	29%	296	40%	401	22%	225	5%	50	3%	32	1004
Lesbian	62%	-7%	-3%	26%	9	35%	12	29%	10	3%	1	6%	2	34
Not Listed	50%	-19%	-15%	23%	6	27%	7	31%	8	8%	2	12%	3	26
Queer	57%	-12%	-8%	13%	13	43%	42	25%	24	9%	9	9%	9	97

UC Berkeley
People & Culture

State of the Workplace - Disability
Status
February 2025

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

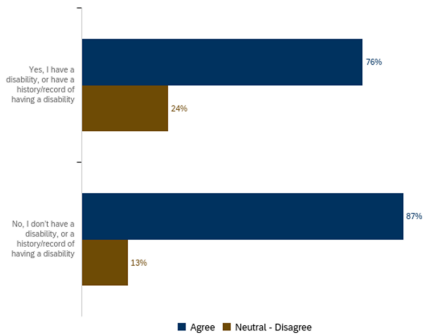


Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Yes, I have a disability, or have a history/record of having a disability	85%	7%	-5%	-3%	49%	122	36%	91	5%	12	6%	15	4%	11	251
No, I don't have a disability, or a history/record of having a disability	90%	2%	0%	2%	55%	620	36%	407	6%	66	3%	34	1%	10	1137

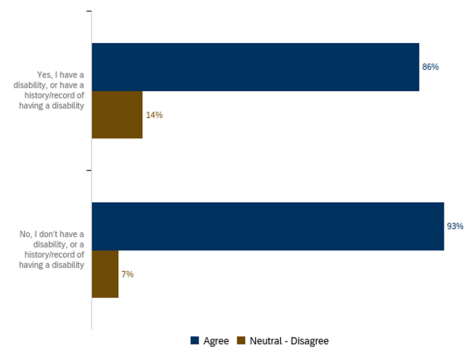
*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

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



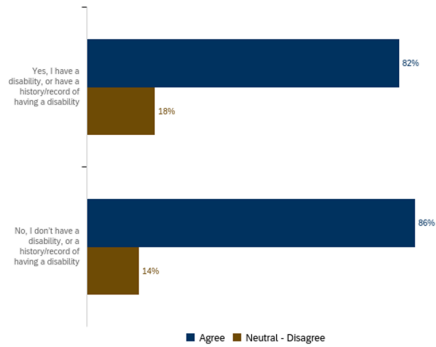
Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	76%	-11%	-8%	34%	85	43%	107	12%	29	9%	23	3%	7	251
No, I don't have a disability, or a history/record of having a disability	87%	0%	3%	42%	474	46%	519	6%	68	6%	68	1%	6	1135

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



Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	86%	-7%	-4%	58%	145	29%	72	6%	15	5%	12	3%	7	251
No, I don't have a disability, or a history/record of having a disability	93%	0%	3%	66%	746	27%	310	4%	46	2%	25	1%	9	1136

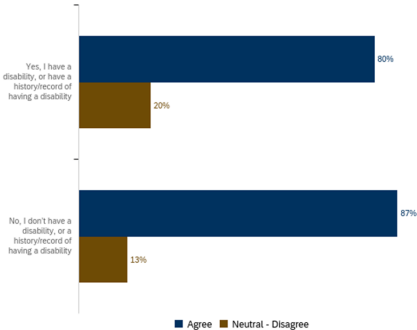
Q4 - Within my team, I feel my personal contributions are recognized by my immediate supervisor



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	82%	5%	-4%	-1%	52%	130	30%	76	8%	19	5%	12	6%	14	251
No, I don't have a disability, or a history/record of having a disability	86%	3%	0%	3%	53%	604	33%	377	7%	82	4%	45	3%	29	1137

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

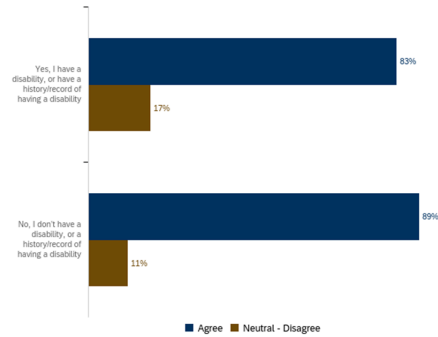
Q5 - Within my team, my opinions seem to count.



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	80%	3%	-7%	-3%	49%	124	31%	78	10%	24	4%	11	6%	14	251
No, I don't have a disability, or a history/record of having a disability	87%	2%	0%	4%	50%	569	37%	416	8%	91	3%	39	2%	20	1135

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

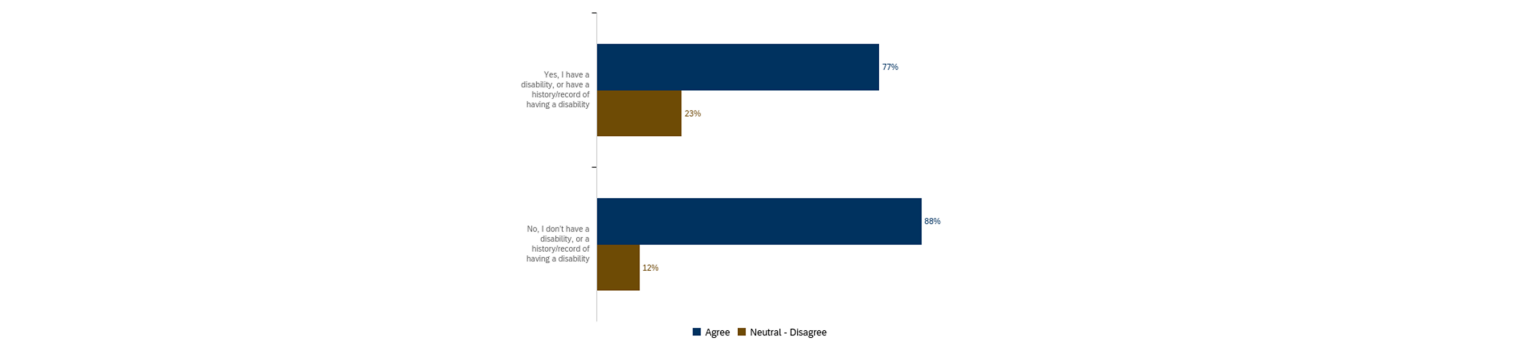
Q6 - My well-being is important to my immediate supervisor.



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	83%	0%	-6%	-3%	58%	145	25%	64	9%	23	4%	11	3%	8	251
No, I don't have a disability, or a history/record of having a disability	89%	4%	0%	3%	60%	681	29%	335	6%	68	3%	31	2%	22	1137

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

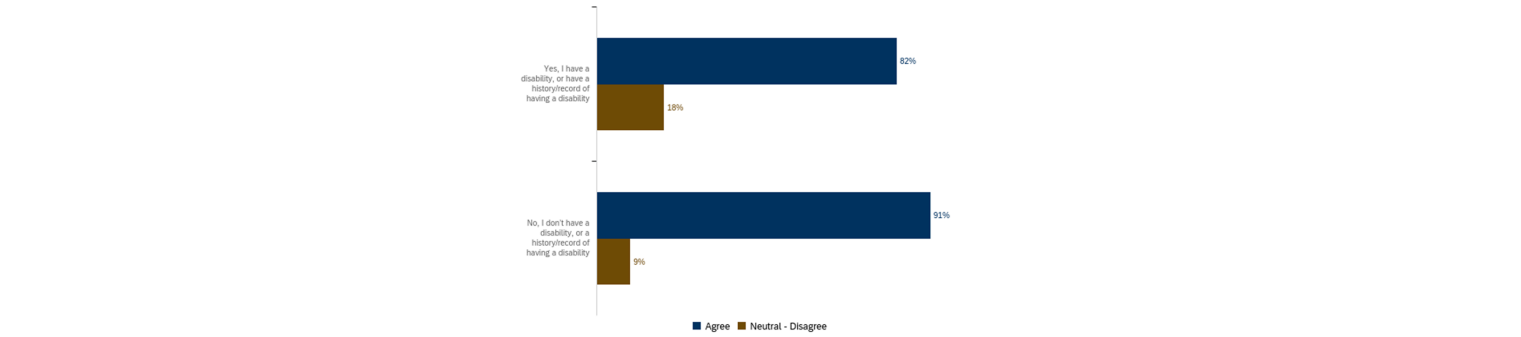
Q7 - Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	77%	-6%	-11%	-7%	44%	110	33%	83	9%	22	9%	23	5%	13	251
No, I don't have a disability, or a history/record of having a disability	88%	3%	0%	4%	55%	620	34%	385	7%	83	3%	36	1%	13	1137

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

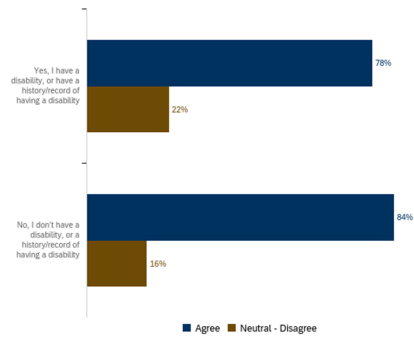
Q8 - Within my team, I am treated with dignity and respect.



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	82%	2%	-9%	-5%	51%	129	30%	76	8%	19	5%	13	6%	14	251
No, I don't have a disability, or a history/record of having a disability	91%	2%	0%	4%	58%	658	33%	374	6%	68	2%	25	1%	11	1136

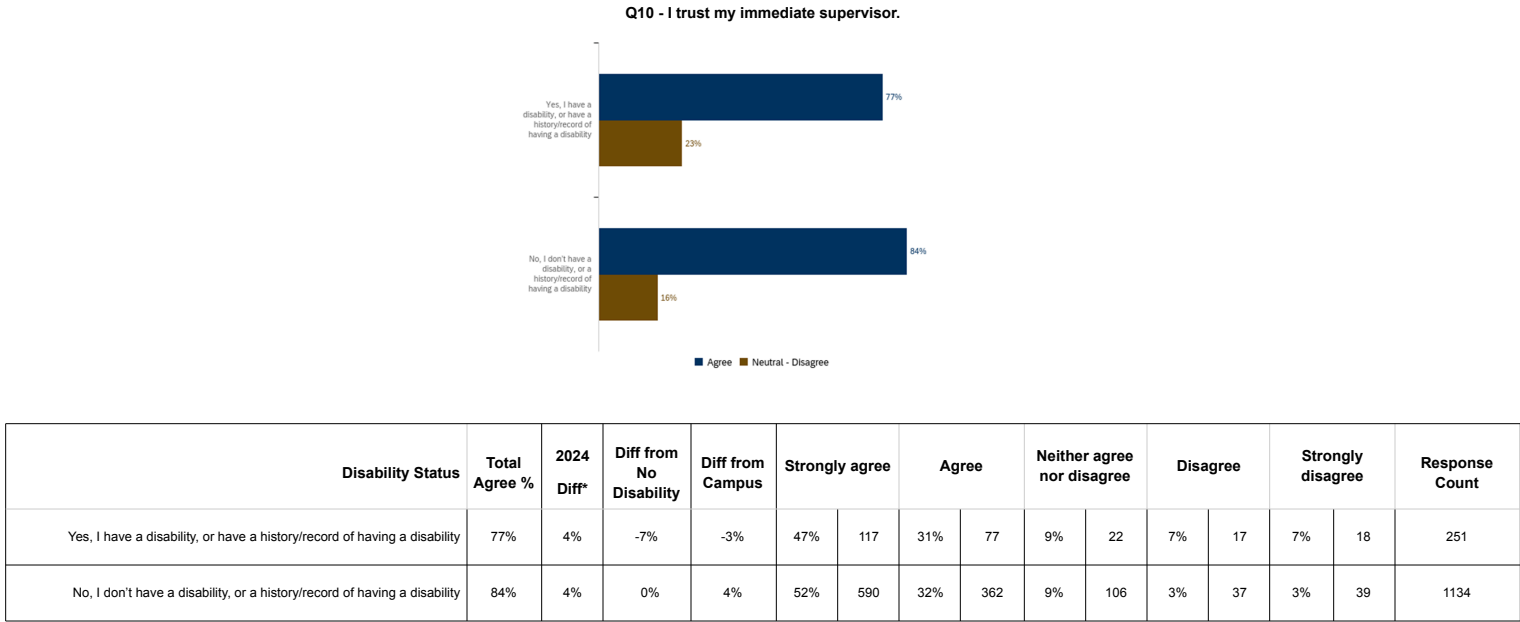
*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

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



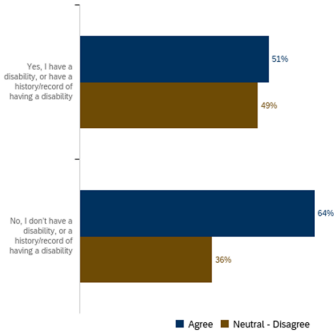
Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	78%	6%	-6%	-3%	47%	118	31%	77	11%	27	6%	16	5%	13	251
No, I don't have a disability, or a history/record of having a disability	84%	4%	0%	3%	48%	542	36%	407	10%	116	4%	42	2%	28	1135

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.



*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

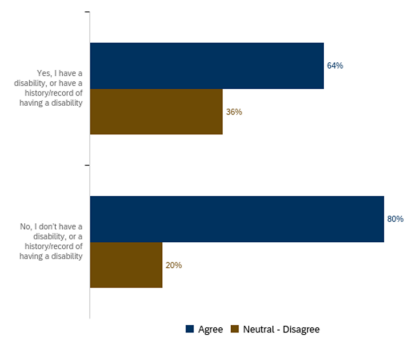
Q11 - I trust the leader of my school, college, division, or equivalent



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	51%	1%	-13%	-9%	18%	42	34%	80	36%	86	6%	15	6%	14	237
No, I don't have a disability, or a history/record of having a disability	64%	3%	0%	4%	28%	302	36%	381	31%	328	4%	38	2%	19	1068

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

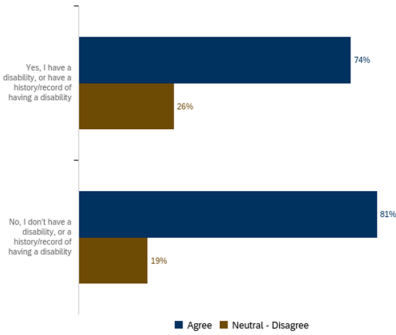
Q12 - Regardless of my background (race, gender, sexual orientation, ability status, religion, etc.), I have an equal opportunity to succeed



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	64%	-1%	-16%	-11%	28%	70	36%	90	22%	55	9%	23	5%	13	251
No, I don't have a disability, or a history/record of having a disability	80%	8%	0%	5%	37%	422	43%	488	13%	146	5%	58	2%	21	1135

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q13 - My supervisor helps me make time to participate in trainings
and professional development activities (including staff organization
involvement).

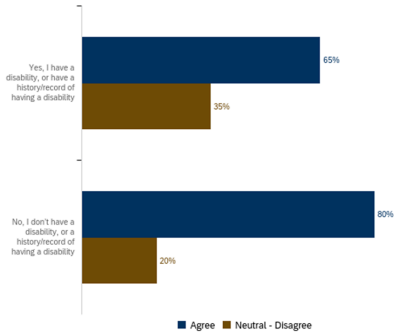


Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	74%	1%	-7%	-4%	38%	95	36%	91	14%	36	6%	16	5%	13	251

No, I don't have a disability, or a history/record of having a disability	81%	1%	0%	3%	45%	509	36%	411	13%	152	4%	40	2%	21	1133
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*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

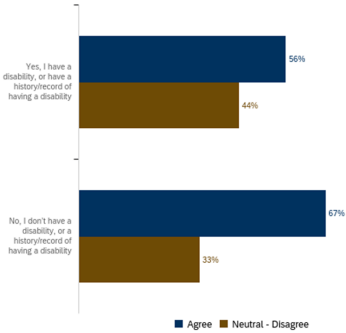
Q14 - The amount of work my supervisor expects me to complete is
reasonable.



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	65%	-4%	-15%	-10%	27%	68	38%	95	16%	40	11%	27	8%	21	251
No, I don't have a disability, or a history/record of having a disability	80%	5%	0%	5%	36%	408	44%	493	12%	140	6%	65	2%	25	1131

*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

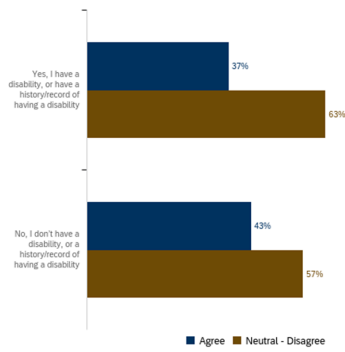
Q15 - My job description and title accurately reflect my current responsibilities.



Disability Status	Total Agree %	2024 Diff*	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	56%	2%	-11%	-8%	18%	44	39%	97	12%	30	20%	49	12%	30	250
No, I don't have a disability, or a history/record of having a disability	67%	0%	0%	3%	28%	313	40%	450	15%	172	12%	137	6%	64	1136

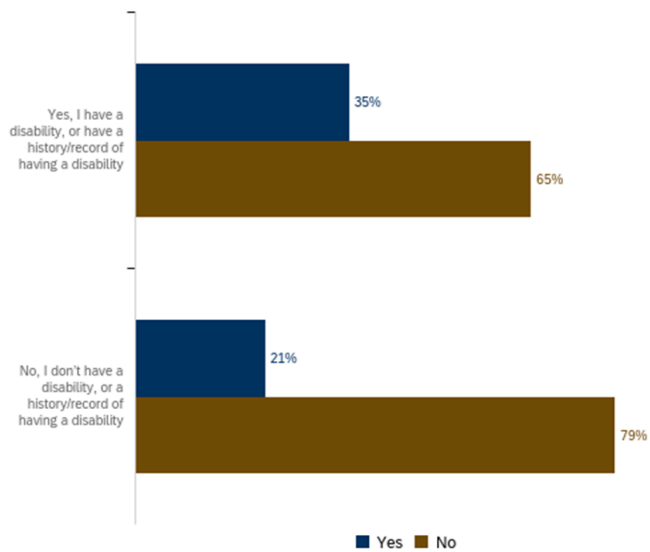
*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q19 - UC Berkeley does a good job investing in system improvements and tools that help staff work more efficiently.



Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	37%	-6%	-3%	8%	19	30%	73	35%	87	19%	48	8%	20	247
No, I don't have a disability, or a history/record of having a disability	43%	0%	3%	8%	91	35%	398	38%	429	15%	165	4%	50	1133

Q25 - Are you currently searching for a new job?



Disability Status	Yes		No		Diff from No Disability	Diff from Campus	Total
Yes, I have a disability, or have a history/record of having a disability	35%	88	65%	163	14%	9%	251
No, I don't have a disability, or a history/record of having a disability	21%	242	79%	895	0%	-5%	1137

Q25a - Why are you searching for a new job? (Select all)

Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Want a new challenge	9%	27	12%	92
Better benefits	7%	21	4%	30
More flexible work schedule	7%	22	6%	49
Opportunity to work remotely	9%	27	6%	49
Pay/Salary increase	19%	60	24%	186
Promotion/more responsibility	13%	41	13%	105
Relocation to a different geographical area	3%	8	3%	22
Want a new supervisor	8%	24	8%	62
Want to work with different colleagues	6%	19	5%	42
Factors outside of work	2%	6	5%	37
I don't enjoy my work	6%	18	5%	40
Other	13%	40	8%	65
Total	Total	313	Total	779

Q25b - What is the MAIN reason you're searching for a new job?

Disability Status	Yes, I have a disability, or have a history/record of having a disability	No, I don't have a disability, or a history/record of having a disability
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Want a new challenge	5%	4	6%	15
Better benefits	0%	0	0%	0
More flexible work schedule	5%	4	3%	7
Opportunity to work remotely	1%	1	4%	10
Pay/Salary increase	26%	23	37%	90
Promotion/more responsibility	7%	6	7%	17
Relocation to a different geographical area	3%	3	2%	4
Want a new supervisor	11%	10	10%	25
Want to work with different colleagues	3%	3	3%	7
Factors outside of work	1%	1	1%	3
I don't enjoy my work	6%	5	4%	10
Other	32%	28	22%	54
Total	Total	88	Total	242

Q25c - Where are you looking or plan to look for other employment opportunities?

Disability Status	Another higher education institution OUTSIDE of the UC system		Another higher education institution WITHIN the UC system		A private for-profit company		A nonprofit outside of higher education		Within UC Berkeley		Total
Yes, I have a disability, or have a history/record of having a disability	17%	15	18%	16	27%	24	5%	4	33%	29	88

No, I don't have a disability, or a history/record of having a disability	18%	44	20%	49	18%	43	14%	35	29%	71	242
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Q25d - Why are you staying on your job? (Select all)

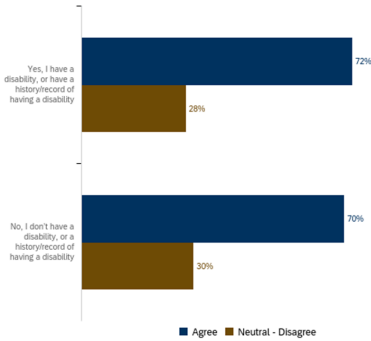
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
A new challenge	4%	34	3%	167
Benefits	12%	113	12%	559
Flexible schedule	9%	88	11%	505
Opportunity to work remotely	11%	103	11%	507
Mission of UC Berkeley	9%	81	9%	428
Pay/Salary	8%	74	7%	337
Promotion or more responsibility	3%	28	3%	132
Can't geographically relocate	3%	25	2%	93
Supervisor	10%	96	10%	493
Colleagues	10%	95	12%	575
Factors outside of work	4%	34	4%	183
I enjoy my work	14%	132	15%	709
Other	3%	24	2%	85

Total	Total	927	Total	4773
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Q25e - What is the MAIN reason you're staying in your job?

Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
A new challenge	2%	4	2%	19
Benefits	12%	19	8%	73
Flexible schedule	6%	10	7%	65
Opportunity to work remotely	16%	26	13%	114
Mission of UC Berkeley	4%	7	4%	40
Pay/Salary	6%	9	8%	72
Promotion or more responsibility	1%	2	1%	12
Can't geographically relocate	2%	3	1%	5
Supervisor	4%	6	5%	46
Colleagues	4%	7	5%	49
Factors outside of work	4%	6	4%	35
I enjoy my work	33%	53	35%	315
Other	7%	11	6%	50
Total	Total	163	Total	895

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.

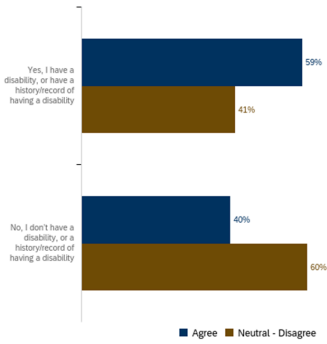


Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	72%	2%	2%	26%	56	46%	100	25%	53	1%	3	2%	4	216
No, I don't have a disability, or a history/record of having a disability	70%	0%	0%	20%	203	50%	517	26%	269	2%	23	1%	15	1027

Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)

Disability Status	During New Employee Resource & Orientation (NERO)		UC Berkeley's website		Through meetings with my supervisor, a colleague or my department		Campus-wide communications (emails, newsletters, etc.)		I have not encountered them		Total
Yes, I have a disability, or have a history/record of having a disability	37%	78	55%	115	0%	0	0%	0	9%	18	211
No, I don't have a disability, or a history/record of having a disability	31%	254	57%	471	0%	0	0%	0	12%	95	820

Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.



Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	59%	19%	14%	31%	79	27%	69	16%	41	16%	40	9%	22	251
No, I don't have a disability, or a history/record of having a disability	40%	0%	-5%	15%	171	25%	281	21%	243	27%	312	11%	130	1137

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

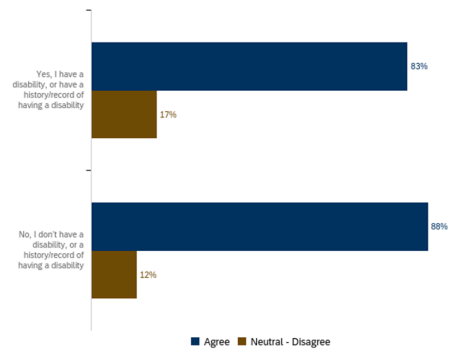
Disability Status	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
My immediate supervisor reducing my workload	7%	11	6%	29
My lab/unit/department's leader reducing our workload	4%	6	4%	20
Hiring more team members	32%	47	30%	136
Improving my time/stress management, or other skills (ex. communication)	5%	7	6%	25
Different deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	3%	4	3%	15
More respectful treatment from my immediate supervisor	8%	12	7%	30
More respectful treatment from colleagues I work with	7%	11	8%	34
Nothing, the nature of my work is inherently stressful	10%	15	13%	57
Other	24%	35	23%	106
Total	Total	148	Total	452

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?

Disability Status	Yes, I have a disability, or have a	No, I don't have a disability, or a
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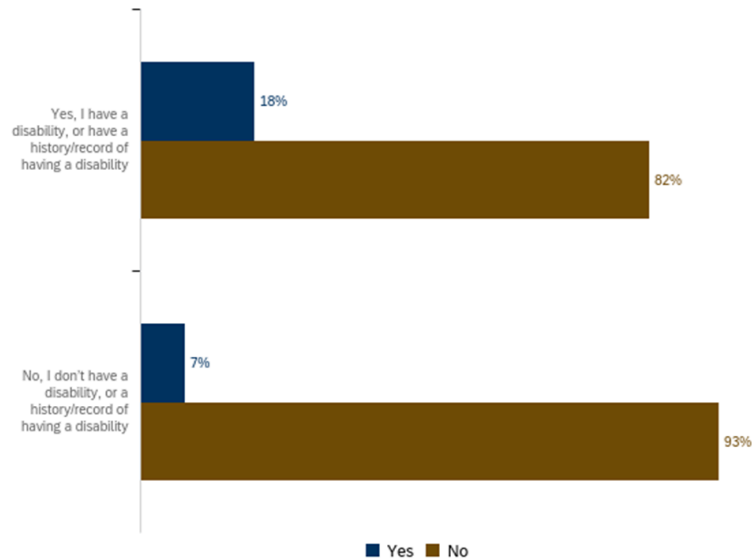
	history/record of having a disability		history/record of having a disability	
My immediate supervisor ensures a manageable workload	19%	20	16%	108
My lab/unit/department's leader ensures a manageable workload	0%	0	3%	21
My time/stress management, or other skills (ex. communication)	20%	21	19%	127
Having sufficient team members	9%	9	8%	54
Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	11%	11	13%	87
Respectful treatment from my immediate supervisor	20%	21	19%	128
Respectful treatment from colleagues I work with	9%	9	12%	82
The nature of my work inherently lacks stress	3%	3	3%	22
Other	9%	9	8%	56
Total	Total	103	Total	685

Q29 - I feel comfortable asking my immediate supervisor for time off when I need it.



Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Yes, I have a disability, or have a history/record of having a disability	83%	-5%	-3%	44%	110	39%	98	8%	20	6%	14	4%	9	251
No, I don't have a disability, or a history/record of having a disability	88%	0%	2%	50%	573	38%	429	8%	87	3%	33	1%	15	1137

Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?



Disability Status	Yes		No		Diff from No Disability	Diff from Campus	Total
Yes, I have a disability, or have a history/record of having a disability	18%	46	82%	205	11%	8%	251
No, I don't have a disability, or a history/record of having a disability	7%	81	93%	1056	0%	-3%	1137

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)

Disability Status	Abusive conduct (e.g. bullying)		Discrimination		Harassment		Total
Yes, I have a disability, or have a history/record of having a disability	50%	35	29%	20	21%	15	70
No, I don't have a disability, or a history/record of having a disability	62%	58	17%	16	20%	19	93

Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

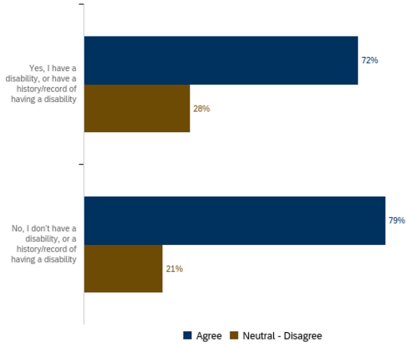
Disability Status	Supervisor		Coworker		Direct report		Student		Faculty		Other		Total
Yes, I have a disability, or have a history/record of having a disability	38%	22	22%	13	7%	4	2%	1	10%	6	21%	12	58
No, I don't have a disability, or a history/record of having a disability	32%	31	28%	27	5%	5	4%	4	9%	9	21%	20	96

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your Unit/Department/Division/School/College did you report within the last 12 months?

Disability Status	None	Less than 50%	More than 50%	All of them	Total
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Yes, I have a disability, or have a history/record of having a disability	50%	23	22%	10	11%	5	17%	8	46
No, I don't have a disability, or a history/record of having a disability	41%	34	30%	25	11%	9	17%	14	82

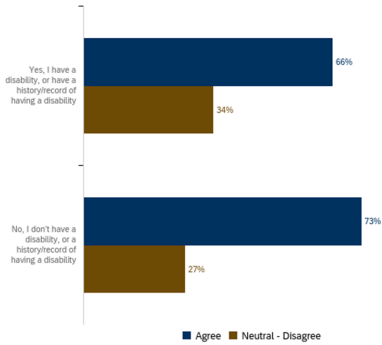
Q31 - I feel comfortable reporting workplace harassment made by a coworker.



Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Yes, I have a disability, or have a history/record of having a disability	72%	-7%	-3%	29%	72	43%	109	15%	38	9%	23	4%	9	251
No, I don't have a disability, or a history/record of having a disability	79%	0%	4%	33%	370	47%	531	14%	162	4%	48	2%	26	1137

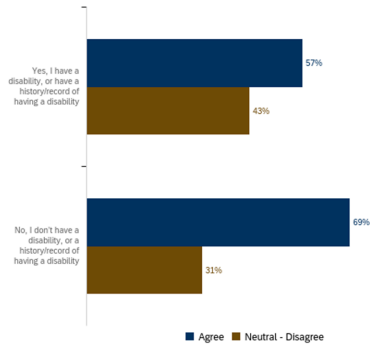
Q32 - I feel comfortable reporting workplace harassment made by a supervisor.



Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Yes, I have a disability, or have a history/record of having a disability	66%	-7%	-4%	26%	66	39%	99	16%	39	12%	29	7%	18	251
No, I don't have a disability, or a history/record of having a disability	73%	0%	3%	31%	354	42%	479	16%	178	7%	82	4%	44	1137

Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.



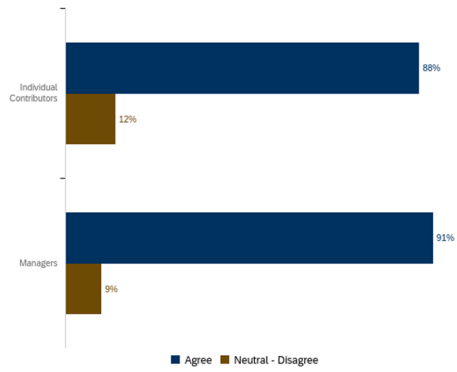
Disability Status	Total Agree %	Diff from No Disability	Diff from Campus	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count
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Yes, I have a disability, or have a history/record of having a disability	57%	-12%	-8%	20%	50	37%	93	24%	60	10%	25	9%	23	251
No, I don't have a disability, or a history/record of having a disability	69%	0%	4%	29%	328	41%	462	23%	262	5%	55	3%	30	1137

UC Berkeley
People & Culture

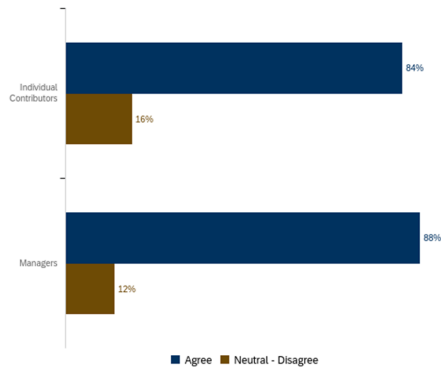
State of the Workplace - Individual
Contributors and Managers
February 2025

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



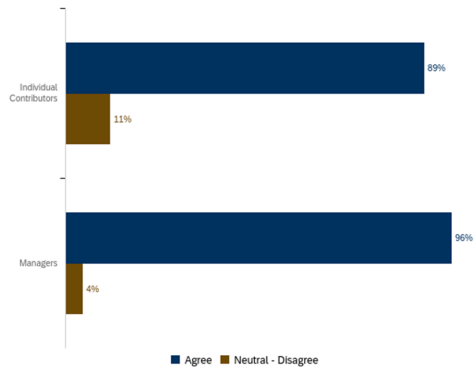
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	88%	0%	51%	900	37%	653	6%	112	4%	74	2%	33	1772
Managers	91%	3%	50%	141	41%	114	5%	15	2%	6	1%	4	280

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



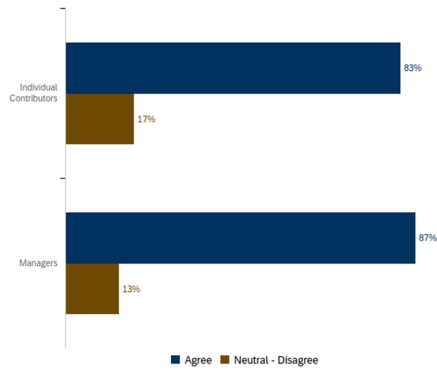
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	84%	0%	37%	661	46%	817	8%	149	7%	117	1%	26	1770
Managers	88%	4%	41%	116	46%	130	5%	15	6%	16	1%	3	280

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



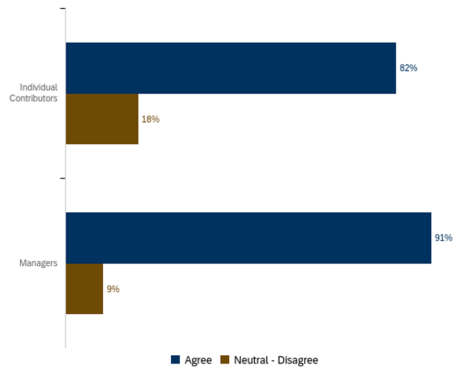
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	89%	-1%	60%	1059	29%	516	6%	109	3%	59	2%	29	1772
Managers	96%	6%	67%	186	29%	81	2%	6	1%	4	1%	2	279

Q4 - Within my team, I feel my personal contributions are recognized by my immediate supervisor



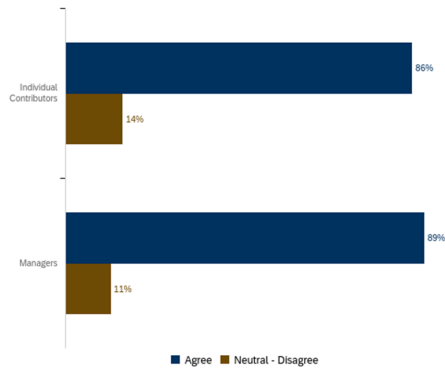
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	83%	0%	50%	882	33%	588	9%	152	5%	83	4%	66	1771
Managers	87%	4%	48%	134	39%	108	6%	16	5%	15	2%	6	279

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



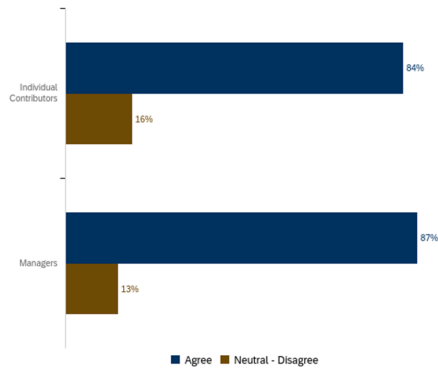
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	82%	-1%	45%	796	37%	655	10%	181	5%	90	3%	48	1770
Managers	91%	8%	54%	151	36%	101	5%	15	3%	9	1%	2	278

Q6 - My well-being is important to my immediate supervisor.



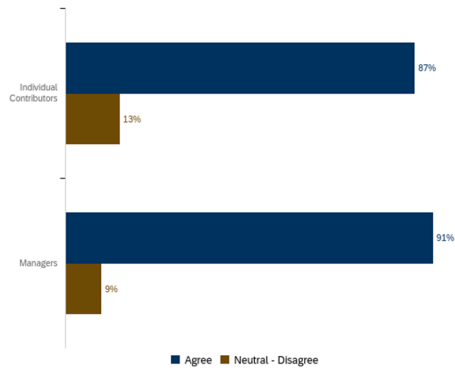
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	86%	0%	56%	998	29%	522	7%	131	4%	72	3%	47	1770
Managers	89%	3%	55%	153	34%	94	7%	20	2%	5	2%	6	278

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



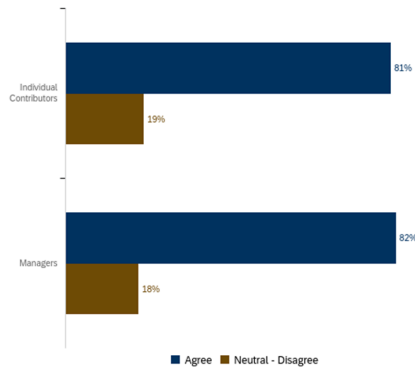
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	84%	0%	48%	852	36%	630	10%	172	5%	80	2%	39	1773
Managers	87%	3%	51%	141	37%	102	5%	15	6%	17	1%	4	279

Q8 - Within my team, I am treated with dignity and respect.



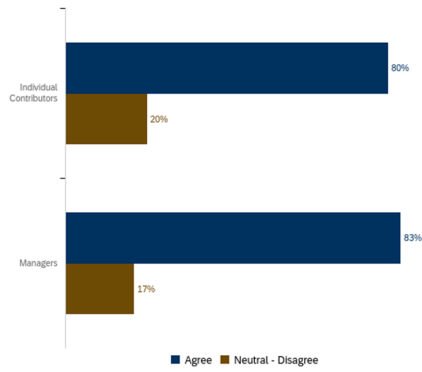
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	87%	0%	52%	920	35%	612	8%	146	3%	59	2%	33	1770
Managers	91%	4%	53%	149	38%	106	5%	15	3%	8	1%	2	280

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



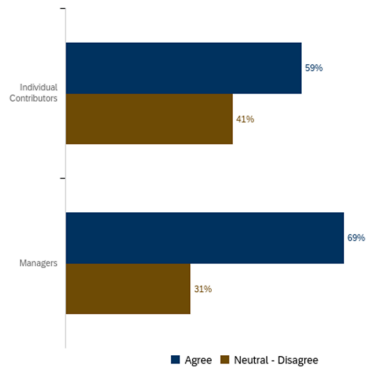
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	81%	0%	47%	820	34%	591	11%	187	5%	91	4%	62	1751
Managers	82%	1%	39%	109	42%	117	12%	32	3%	9	3%	9	276

Q10 - I trust my immediate supervisor.



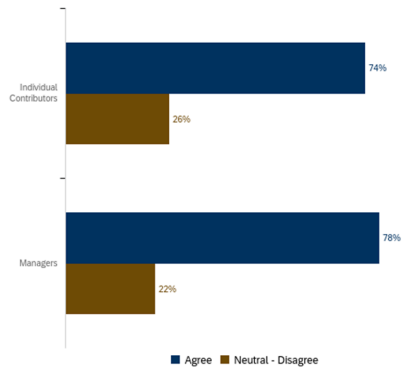
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	80%	0%	49%	855	31%	542	10%	183	5%	82	5%	87	1749
Managers	83%	3%	45%	126	38%	104	11%	30	4%	11	2%	6	277

Q11 - I trust the leader of my school, college, division, or equivalent



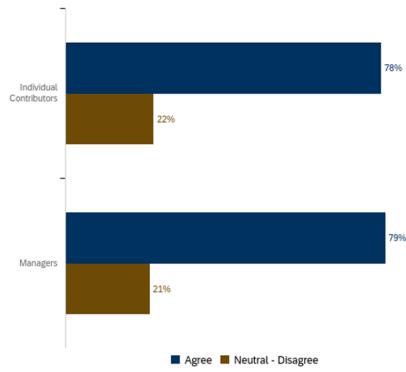
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	59%	-1%	24%	384	35%	553	35%	566	4%	61	2%	37	1601
Managers	69%	9%	27%	70	42%	108	24%	61	5%	14	2%	5	258

Q12 - Regardless of my background (race, gender, sexual orientation, ability status, religion, etc.), I have an equal opportunity to succeed



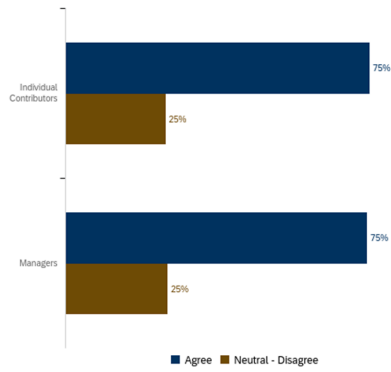
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	74%	-1%	33%	565	41%	700	16%	275	7%	113	3%	50	1703
Managers	78%	3%	35%	94	43%	116	15%	41	6%	15	1%	4	270

Q13 - My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).



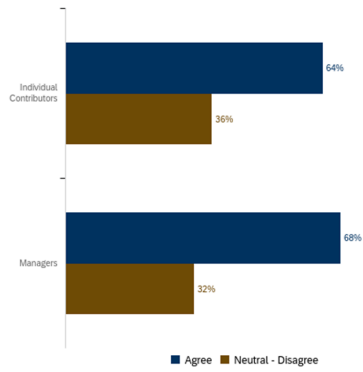
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	78%	0%	42%	711	36%	620	14%	243	5%	79	3%	50	1703
Managers	79%	1%	39%	106	40%	107	17%	46	3%	8	1%	2	269

Q14 - The amount of work my supervisor expects me to complete is reasonable.



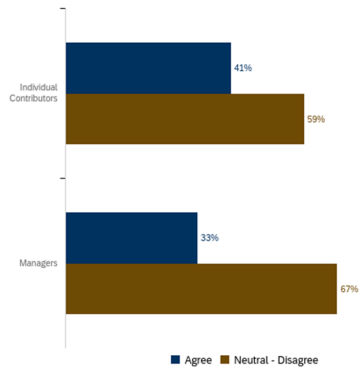
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	75%	0%	33%	553	43%	726	14%	235	7%	124	4%	61	1699
Managers	75%	0%	28%	76	46%	125	17%	46	6%	16	2%	6	269

Q15 - My job description and title accurately reflect my current responsibilities.



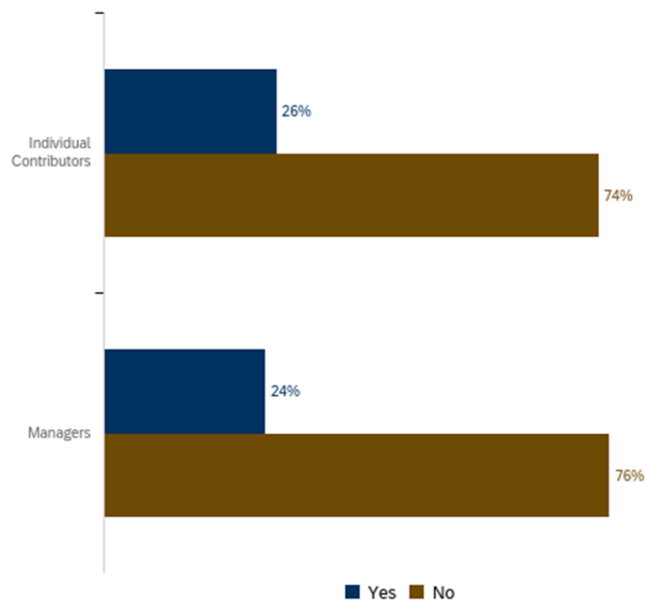
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	64%	0%	23%	397	40%	688	16%	266	14%	233	7%	119	1703
Managers	68%	4%	27%	73	41%	111	14%	37	14%	39	4%	10	270

Q19 - UC Berkeley does a good job investing in system improvements and tools that help staff work more efficiently.



Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	41%	1%	8%	120	33%	532	39%	627	15%	234	5%	79	1592
Managers	33%	-7%	6%	15	27%	69	37%	95	23%	59	7%	19	257

Q25 - Are you currently searching for a new job?



Job Category	Yes		No		Diff from Campus	Total
Individual Contributors	26%	389	74%	1116	0%	1505
Managers	24%	58	76%	182	-2%	240

Q25a - Why are you searching for a new job? (Select all)

Job Category	Individual Contributors	Managers
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Want a new challenge	10%	134	13%	24
Better benefits	5%	61	4%	7
More flexible work schedule	7%	91	4%	8
Opportunity to work remotely	8%	100	8%	14
Pay/Salary increase	22%	287	23%	41
Promotion/more responsibility	13%	167	13%	24
Relocation to a different geographical area	3%	33	2%	4
Want a new supervisor	8%	104	9%	17
Want to work with different colleagues	6%	74	5%	9
Factors outside of work	4%	50	3%	5
I don't enjoy my work	5%	68	7%	12
Other	9%	119	9%	16
Total	Total	1288	Total	181

Q25b - What is the MAIN reason you're searching for a new job?

Job Category	Individual Contributors		Managers	
Want a new challenge	6%	25	7%	4
Better benefits	1%	2	0%	0
More flexible work schedule	3%	11	0%	0
Opportunity to work remotely	3%	12	5%	3

Pay/Salary increase	34%	133	34%	20
Promotion/more responsibility	6%	23	5%	3
Relocation to a different geographical area	2%	7	0%	0
Want a new supervisor	11%	41	14%	8
Want to work with different colleagues	3%	11	2%	1
Factors outside of work	1%	5	0%	0
I don't enjoy my work	5%	19	5%	3
Other	25%	97	28%	16
Total	Total	386	Total	58

Q25c - Where are you looking or plan to look for other employment opportunities?

Job Category	Individual Contributors		Managers	
Another higher education institution OUTSIDE of the UC system	16%	60	21%	12
Another higher education institution WITHIN the UC system	20%	77	21%	12
A private for-profit company	20%	79	21%	12
A nonprofit outside of higher education	10%	40	12%	7
Within UC Berkeley	34%	130	26%	15
Total	Total	386	Total	58

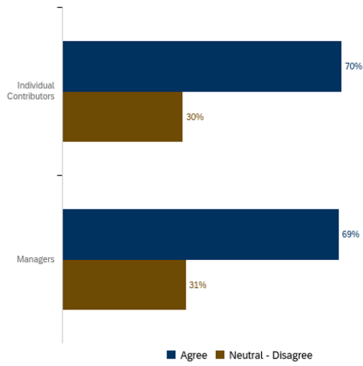
Q25d - Why are you staying on your job? (Select all)

Job Category	Individual Contributors		Managers	
A new challenge	3%	186	4%	41
Benefits	12%	689	12%	115
Flexible schedule	11%	609	9%	90
Opportunity to work remotely	11%	645	9%	92
Mission of UC Berkeley	9%	508	10%	97
Pay/Salary	7%	414	9%	88
Promotion or more responsibility	3%	157	4%	36
Can't geographically relocate	2%	122	2%	21
Supervisor	10%	600	9%	90
Colleagues	11%	665	12%	123
Factors outside of work	4%	233	4%	38
I enjoy my work	15%	858	14%	141
Other	2%	106	2%	22
Total	Total	5792	Total	994

Q25e - What is the MAIN reason you're staying in your job?

Job Category	Individual Contributors		Managers	
A new challenge	2%	20	4%	7
Benefits	9%	103	9%	17
Flexible schedule	7%	82	4%	7
Opportunity to work remotely	15%	163	7%	13
Mission of UC Berkeley	4%	49	7%	12
Pay/Salary	8%	84	9%	16
Promotion or more responsibility	1%	13	2%	3
Can't geographically relocate	1%	8	1%	2
Supervisor	5%	58	3%	6
Colleagues	4%	47	9%	16
Factors outside of work	4%	49	3%	6
I enjoy my work	33%	365	35%	63
Other	6%	65	7%	12
Total	Total	1106	Total	180

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.

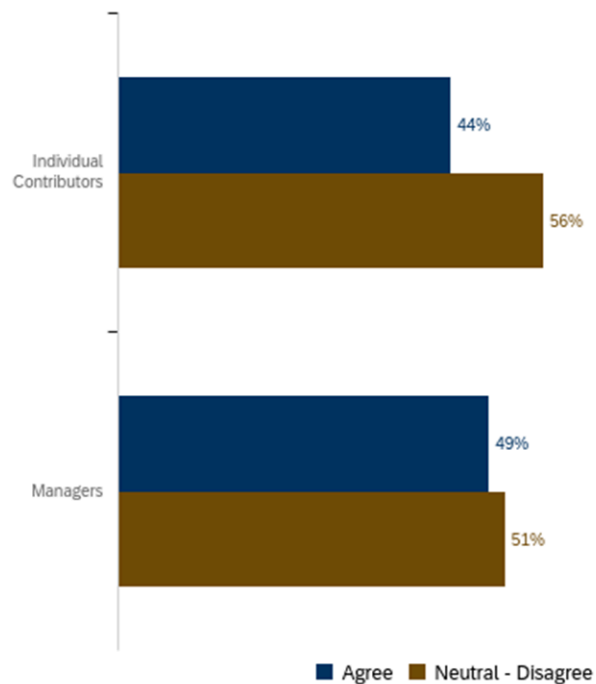


Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	70%	0%	21%	273	49%	648	27%	355	2%	26	1%	16	1318
Managers	69%	-1%	20%	45	49%	112	26%	59	2%	5	3%	6	227

Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)

Job Category	Individual Contributors		Managers	
During New Employee Resource & Orientation (NERO)	32%	352	26%	47
UC Berkeley's website	56%	613	65%	119
Through meetings with my supervisor, a colleague or my department	0%	0	0%	0
Campus-wide communications (emails, newsletters, etc.)	0%	0	0%	0
I have not encountered them	12%	129	9%	17
Total	Total	1094	Total	183

Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.



Disability Status	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	44%	-1%	18%	269	26%	380	21%	317	24%	354	11%	158	1478
Managers	49%	4%	21%	49	28%	67	22%	51	23%	55	6%	15	237

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

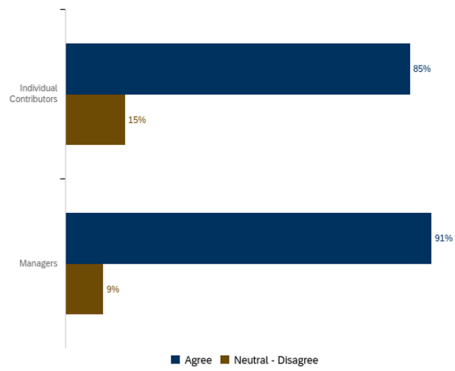
Job Category	Individual Contributors		Managers	
My immediate supervisor reducing my workload	7%	46	4%	5
My lab/unit/department's leader reducing our workload	5%	30	3%	4
Hiring more team members	30%	194	29%	34
Improving my time/stress management, or other skills (ex. communication)	5%	30	5%	6
Different deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	3%	20	5%	6
More respectful treatment from my immediate supervisor	8%	53	4%	5
More respectful treatment from colleagues I work with	7%	48	11%	13

Nothing, the nature of my work is inherently stressful	12%	77	13%	15
Other	23%	151	24%	28
Total	Total	649	Total	116

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?

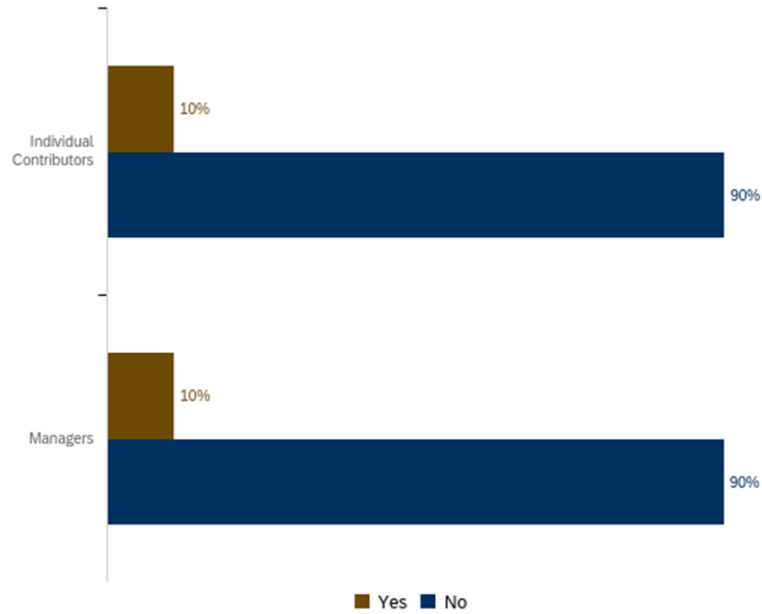
Job Category	Individual Contributors		Managers	
My immediate supervisor ensures a manageable workload	18%	145	6%	7
My lab/unit/department's leader ensures a manageable workload	2%	20	3%	4
My time/stress management, or other skills (ex. communication)	19%	156	28%	33
Having sufficient team members	6%	53	18%	22
Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor	13%	106	6%	7
Respectful treatment from my immediate supervisor	18%	151	18%	21
Respectful treatment from colleagues I work with	11%	93	14%	17
The nature of my work inherently lacks stress	4%	29	1%	1
Other	9%	74	7%	8
Total	Total	827	Total	120

Q29 - I feel comfortable asking my immediate supervisor for time off when I need it.



Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	85%	-1%	46%	686	39%	573	9%	133	4%	56	2%	28	1476
Managers	91%	5%	49%	116	42%	98	6%	14	3%	6	1%	2	236

Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?



Job Category	Yes		No		Diff from Campus	Total
Individual Contributors	10%	143	90%	1325	0%	1468
Managers	10%	23	90%	211	0%	234

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)

Job Category	Individual Contributors		Managers	
Abusive conduct (e.g. bullying)	54%	103	72%	18
Discrimination	24%	45	16%	4
Harassment	22%	42	12%	3
Total	Total	190	Total	25

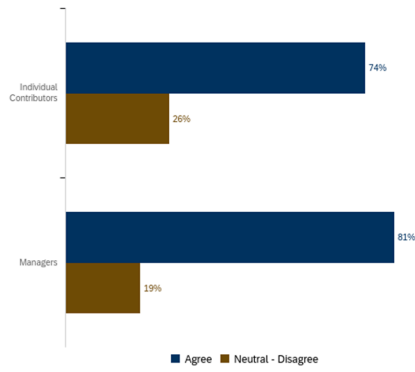
Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

Job Category	Individual Contributors		Managers	
Supervisor	37%	63	32%	9
Coworker	27%	46	25%	7
Direct report	4%	6	14%	4
Student	3%	5	0%	0
Faculty	10%	17	7%	2
Other	19%	33	21%	6
Total	Total	170	Total	28

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your Unit/Department/Division/School/College did you report within the last 12 months?

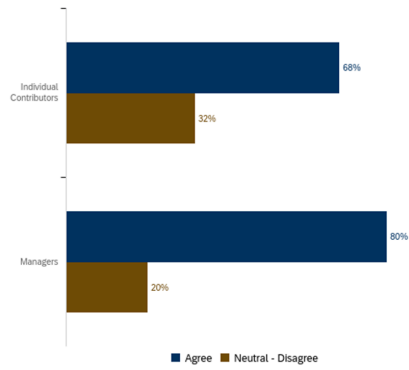
Job Category	Individual Contributors		Managers	
None	44%	63	52%	12
Less than 50%	29%	42	26%	6
More than 50%	13%	19	0%	0
All of them	13%	19	22%	5
Total	Total	143	Total	23

Q31 - I feel comfortable reporting workplace harassment made by a coworker.



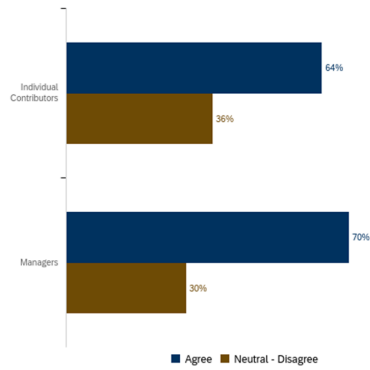
Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	74%	-1%	29%	421	45%	665	16%	241	6%	90	3%	45	1462
Managers	81%	6%	36%	84	45%	105	11%	26	6%	13	2%	4	232

Q32 - I feel comfortable reporting workplace harassment made by a supervisor.



Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	68%	-2%	27%	400	41%	594	18%	260	9%	132	5%	76	1462
Managers	80%	10%	35%	82	44%	103	9%	20	9%	20	3%	7	232

Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.



Job Category	Total Agree %	Diff from Campus	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count
Individual Contributors	64%	-1%	25%	368	38%	562	25%	372	6%	93	5%	67	1462
Managers	70%	5%	27%	63	43%	100	20%	46	8%	18	2%	5	232

UC Berkeley People & Culture

State of the Workplace - Divisions February 2025

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

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	89%	14%	47%	53	42%	48	6%	7	3%	3	2%	2	113	8.2%
Academic Senate	89%	-11%	78%	7	11%	1	11%	1	0%	0	0%	0	9	10.9%
Administration	91%	5%	59%	79	32%	42	5%	6	4%	5	1%	1	133	8.2%
Athletics	88%	4%	45%	25	43%	24	4%	2	4%	2	5%	3	56	12.3%
Berkeley Art Museum/Pacific Film Archive	86%	-2%	50%	7	36%	5	7%	1	0%	0	7%	1	14	23.8%
Berkeley Law School	96%	4%	57%	27	38%	18	2%	1	2%	1	0%	0	47	13.0%
Cal Performances	82%	6%	43%	12	39%	11	4%	1	14%	4	0%	0	28	16.7%
College of Chemistry	86%	11%	43%	13	43%	13	7%	2	3%	1	3%	1	30	15.1%

College of Computing, Data Science, and Society	87%	22%	42%	8	37%	7	16%	3	0%	0	5%	1	19	19.8%
College of Engineering	79%	-21%	45%	46	37%	38	15%	15	3%	3	0%	0	102	8.4%
College of Natural Resources	82%	-2%	64%	25	26%	10	8%	3	3%	1	0%	0	39	13.6%
Col of Environmental Design	90%	-6%	34%	10	52%	15	7%	2	3%	1	3%	1	29	14.3%
EVCP	84%	-16%	63%	5	38%	3	0%	0	0%	0	0%	0	8	12.2%
Equity & Inclusion Div	100%	23%	53%	42	31%	25	6%	5	6%	5	4%	3	80	8.4%
Finance	92%	-4%	59%	36	33%	20	5%	3	3%	2	0%	0	61	9.8%
Goldman Sch of Public Policy	90%	-10%	58%	29	32%	16	6%	3	4%	2	0%	0	50	8.3%
Graduate Division	84%	-9%	39%	12	45%	14	10%	3	6%	2	0%	0	31	8.8%
Graduate School of Education	96%	9%	40%	10	56%	14	0%	0	0%	0	4%	1	25	16.7%
Haas School of Business	90%	4%	52%	54	38%	39	7%	7	2%	2	1%	1	103	8.3%
L&S Arts & Humanities	82%	-11%	47%	23	35%	17	10%	5	6%	3	2%	1	49	11.6%
L&S Biological Sciences	81%	-4%	47%	25	34%	18	9%	5	6%	3	4%	2	53	12.2%
L&S Core, L&S Undergraduate Studies	100%	16%	61%	30	39%	19	0%	0	0%	0	0%	0	49	10.6%
L&S Math & Physical Sci	83%	-5%	43%	17	40%	16	5%	2	3%	1	10%	4	40	12.8%

L&S Social Sciences	85%	-4%	43%	26	42%	25	7%	4	5%	3	3%	2	60	10.5%
Office for the Faculty	89%	0%	44%	4	44%	4	11%	1	0%	0	0%	0	9	27.2%
Office of the Chancellor	97%	14%	68%	23	29%	10	0%	0	3%	1	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	89%	12%	58%	11	32%	6	11%	2	0%	0	0%	0	19	16.3%
Res Museum & Field Stations	84%	4%	41%	24	43%	25	10%	6	5%	3	0%	0	58	11.0%
Research Administrative Units	81%	-4%	40%	25	40%	25	10%	6	8%	5	2%	1	62	10.6%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	80%	-9%	45%	34	47%	36	3%	2	3%	2	3%	2	76	8.3%
School of Information	80%	-8%	50%	10	30%	6	10%	2	5%	1	5%	1	20	18.0%
School of Journalism	80%	-20%	40%	4	40%	4	0%	0	10%	1	10%	1	10	26.8%
School of Optometry	93%	3%	51%	25	29%	14	10%	5	8%	4	2%	1	49	9.4%
School of Public Health	87%	-1%	58%	33	35%	20	2%	1	5%	3	0%	0	57	10.8%
School of Social Welfare	92%	4%	40%	6	47%	7	0%	0	13%	2	0%	0	15	21.3%
Student Affairs	90%	11%	55%	93	35%	58	6%	10	1%	2	3%	5	168	7.3%
UC Library	90%	0%	42%	33	48%	38	3%	2	6%	5	1%	1	79	8.8%

Undergraduate Education	90%	5%	56%	41	34%	25	3%	2	5%	4	1%	1	73	8.0%
Univ Developmt and Alumni Rel	89%	-4%	57%	54	33%	31	7%	7	3%	3	0%	0	95	8.3%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

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

Divisions	Total Agree %*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	86%	37%	42	49%	55	8%	9	4%	5	2%	2	113	8.2%
Academic Senate	75%	50%	4	25%	2	13%	1	13%	1	0%	0	8	16.3%
Administration	86%	51%	68	35%	47	7%	9	5%	6	2%	3	133	8.2%
Athletics	70%	18%	10	52%	29	7%	4	21%	12	2%	1	56	12.3%
Berkeley Art Museum/Pacific Film Archive	86%	21%	3	64%	9	0%	0	14%	2	0%	0	14	23.8%
Berkeley Law School	91%	45%	21	47%	22	6%	3	2%	1	0%	0	47	13.0%
Cal Performances	75%	29%	8	46%	13	14%	4	11%	3	0%	0	28	16.7%
Col of Environmental Design	69%	14%	4	55%	16	24%	7	3%	1	3%	1	29	14.3%
College of Chemistry	90%	37%	11	53%	16	3%	1	3%	1	3%	1	30	15.1%

College of Computing, Data Science, and Society	84%	32%	6	53%	10	11%	2	5%	1	0%	0	19	19.8%
College of Engineering	80%	35%	36	45%	46	13%	13	7%	7	0%	0	102	8.4%
College of Natural Resources	85%	36%	14	49%	19	13%	5	3%	1	0%	0	39	13.6%
Equity & Inclusion Div	81%	36%	29	45%	36	5%	4	8%	6	6%	5	80	8.4%
EVCP	100%	38%	3	63%	5	0%	0	0%	0	0%	0	8	12.2%
Finance	95%	52%	32	43%	26	5%	3	0%	0	0%	0	61	9.8%
Goldman Sch of Public Policy	92%	46%	23	46%	23	0%	0	6%	3	2%	1	50	8.3%
Graduate Division	84%	32%	10	52%	16	16%	5	0%	0	0%	0	31	8.8%
Graduate School of Education	72%	8%	2	64%	16	20%	5	4%	1	4%	1	25	16.7%
Haas School of Business	86%	33%	34	53%	55	9%	9	5%	5	0%	0	103	8.3%
L&S Arts & Humanities	80%	33%	16	47%	23	4%	2	10%	5	6%	3	49	11.6%
L&S Biological Sciences	85%	42%	22	43%	23	6%	3	8%	4	2%	1	53	12.2%
L&S Core, L&S Undergraduate Studies	90%	39%	19	51%	25	6%	3	4%	2	0%	0	49	10.6%
L&S Math & Physical Sci	88%	35%	14	53%	21	5%	2	8%	3	0%	0	40	12.8%
L&S Social Sciences	82%	38%	23	43%	26	10%	6	3%	2	5%	3	60	10.5%

Office for the Faculty	78%	44%	4	33%	3	22%	2	0%	0	0%	0	9	27.2%
Office of the Chancellor	91%	47%	16	44%	15	6%	2	3%	1	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	89%	42%	8	47%	9	11%	2	0%	0	0%	0	19	16.3%
Res Museum & Field Stations	79%	26%	15	53%	31	7%	4	14%	8	0%	0	58	11.0%
Research Administrative Units	82%	39%	24	44%	27	8%	5	10%	6	0%	0	62	10.6%
School of Information	95%	50%	10	45%	9	0%	0	5%	1	0%	0	20	18.0%
School of Journalism	40%	20%	2	20%	2	30%	3	30%	3	0%	0	10	26.8%
School of Optometry	76%	35%	17	41%	20	8%	4	16%	8	0%	0	49	9.4%
School of Public Health	89%	44%	25	46%	26	7%	4	4%	2	0%	0	57	10.8%
School of Social Welfare	80%	40%	6	40%	6	0%	0	20%	3	0%	0	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	91%	43%	33	47%	36	8%	6	0%	0	1%	1	76	8.3%
Student Affairs	82%	36%	61	45%	76	7%	12	9%	15	2%	4	168	7.3%
UC Library	78%	28%	22	51%	40	16%	13	5%	4	0%	0	79	8.8%

Undergraduate Education	88%	52%	38	36%	26	7%	5	4%	3	1%	1	73	8.0%
Univ Developmt and Alumni Rel	89%	45%	42	45%	42	2%	2	7%	7	1%	1	94	8.3%

*Prior benchmark was from the July 2021 State of the Workplace survey.

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

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of error
Academic Research Units	90%	58%	66	32%	36	7%	8	2%	2	1%	1	113	8.2%
Academic Senate	89%	89%	8	0%	0	0%	0	11%	1	0%	0	9	16.3%
Administration	90%	64%	85	26%	35	5%	7	1%	1	4%	5	133	8.2%
Athletics	88%	57%	32	30%	17	5%	3	5%	3	2%	1	56	12.3%
Berkeley Art Museum/Pacific Film Archive	93%	57%	8	36%	5	7%	1	0%	0	0%	0	14	23.8%
Berkeley Law School	89%	53%	25	36%	17	2%	1	6%	3	2%	1	47	13.0%
Cal Performances	79%	46%	13	32%	9	14%	4	7%	2	0%	0	28	16.7%
College of Chemistry	97%	63%	19	33%	10	3%	1	0%	0	0%	0	30	15.1%
College of Computing, Data Science, and Society	95%	74%	14	21%	4	5%	1	0%	0	0%	0	19	19.8%

College of Engineering	92%	59%	60	33%	33	3%	3	4%	4	1%	1	101	8.4%
College of Natural Resources	95%	77%	30	18%	7	5%	2	0%	0	0%	0	39	13.6%
Col of Environmental Design	86%	52%	15	34%	10	14%	4	0%	0	0%	0	29	14.3%
EVCP	100%	63%	5	38%	3	0%	0	0%	0	0%	0	8	12.2%
Equity & Inclusion Div	85%	56%	45	29%	23	3%	2	9%	7	4%	3	80	8.4%
Finance	89%	57%	35	31%	19	10%	6	2%	1	0%	0	61	9.8%
Goldman Sch of Public Policy	92%	66%	33	26%	13	8%	4	0%	0	0%	0	50	8.3%
Graduate Division	87%	61%	19	26%	8	6%	2	3%	1	3%	1	31	8.8%
Graduate School of Education	84%	44%	11	40%	10	4%	1	8%	2	4%	1	25	16.7%
Haas School of Business	92%	66%	68	26%	27	5%	5	3%	3	0%	0	103	8.3%
L&S Arts & Humanities	80%	55%	27	24%	12	10%	5	6%	3	4%	2	49	11.6%
L&S Biological Sciences	91%	70%	37	21%	11	6%	3	2%	1	2%	1	53	12.2%
L&S Core, L&S Undergraduate Studies	94%	78%	38	16%	8	6%	3	0%	0	0%	0	49	10.6%
L&S Math & Physical Sci	85%	55%	22	30%	12	5%	2	5%	2	5%	2	40	12.8%
L&S Social Sciences	90%	58%	35	32%	19	5%	3	2%	1	3%	2	60	10.5%

Office for the Faculty	100%	56%	5	44%	4	0%	0	0%	0	0%	0	9	27.2%
Office of the Chancellor	97%	76%	26	21%	7	0%	0	3%	1	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	84%	68%	13	16%	3	16%	3	0%	0	0%	0	19	16.3%
Res Museum & Field Stations	93%	55%	32	38%	22	2%	1	2%	1	3%	2	58	11.0%
Research Administrative Units	95%	61%	38	34%	21	3%	2	2%	1	0%	0	62	10.6%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	92%	68%	52	24%	18	3%	2	4%	3	1%	1	76	8.3%
School of Information	95%	70%	14	25%	5	5%	1	0%	0	0%	0	20	18.0%
School of Journalism	80%	50%	5	30%	3	0%	0	20%	2	0%	0	10	26.8%
School of Optometry	82%	45%	22	37%	18	10%	5	4%	2	4%	2	49	9.4%
School of Public Health	96%	72%	41	25%	14	0%	0	2%	1	2%	1	57	10.8%
School of Social Welfare	93%	67%	10	27%	4	0%	0	0%	0	7%	1	15	21.3%
Student Affairs	86%	55%	93	30%	51	8%	14	5%	9	1%	1	168	7.3%
UC Library	82%	48%	38	34%	27	15%	12	3%	2	0%	0	79	8.8%

Undergraduate Education	96%	67%	49	29%	21	1%	1	3%	2	0%	0	73	8.0%
Univ Developmt and Alumni Rel	93%	60%	57	33%	31	3%	3	2%	2	2%	2	95	8.3%

**Q4 - Within my team, I feel my personal contributions are
recognized by my immediate supervisor**

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	85%	4%	50%	57	35%	39	8%	9	4%	5	3%	3	113	8.2%
Academic Senate	89%	-11%	78%	7	11%	1	0%	0	11%	1	0%	0	9	16.3%
Administration	85%	-6%	50%	65	36%	47	6%	8	2%	3	6%	8	131	8.2%
Athletics	77%	-13%	50%	28	27%	15	9%	5	9%	5	5%	3	56	12.3%
Berkeley Art Museum/Pacific Film Archive	79%	-9%	43%	6	36%	5	14%	2	7%	1	0%	0	14	23.8%
Berkeley Law School	87%	-9%	51%	24	36%	17	6%	3	4%	2	2%	1	47	13.0%
Cal Performances	79%	-8%	43%	12	36%	10	7%	2	7%	2	7%	2	28	16.7%
Col of Environmental Design	79%	-17%	52%	15	28%	8	14%	4	7%	2	0%	0	29	14.3%

College of Chemistry	83%	8%	30%	9	53%	16	13%	4	0%	0	3%	1	30	15.1%
College of Computing, Data Science, and Society	89%	-1%	53%	10	37%	7	5%	1	5%	1	0%	0	19	19.8%
College of Engineering	78%	-22%	49%	50	29%	30	13%	13	7%	7	2%	2	102	8.4%
College of Natural Resources	92%	3%	64%	25	28%	11	5%	2	3%	1	0%	0	39	13.6%
Equity & Inclusion Div	75%	9%	49%	39	26%	21	6%	5	10%	8	9%	7	80	8.4%
EVCP	100%	0%	63%	5	38%	3	0%	0	0%	0	0%	0	8	12.2%
Finance	95%	1%	54%	33	41%	25	2%	1	3%	2	0%	0	61	9.8%
Goldman Sch of Public Policy	90%	-2%	62%	31	28%	14	8%	4	2%	1	0%	0	50	8.3%
Graduate Division	84%	-9%	55%	17	29%	9	6%	2	0%	0	10%	3	31	8.8%
Graduate School of Education	88%	-9%	36%	9	52%	13	4%	1	4%	1	4%	1	25	16.7%
Haas School of Business	83%	-13%	49%	50	34%	35	12%	12	4%	4	2%	2	103	8.3%
L&S Arts & Humanities	78%	-15%	41%	20	37%	18	16%	8	2%	1	4%	2	49	11.6%
L&S Biological Sciences	74%	-8%	47%	25	26%	14	17%	9	8%	4	2%	1	53	12.2%
L&S Core, L&S Undergraduate Studies	96%	4%	65%	32	31%	15	4%	2	0%	0	0%	0	49	10.6%
L&S Math & Physical Sci	78%	-14%	33%	13	45%	18	8%	3	10%	4	5%	2	40	12.8%

L&S Social Sciences	78%	-14%	50%	30	28%	17	8%	5	2%	1	12%	7	60	10.5%
Office for the Faculty	78%	-22%	44%	4	33%	3	22%	2	0%	0	0%	0	9	27.2%
Office of the Chancellor	91%	13%	65%	22	26%	9	6%	2	3%	1	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	84%	-11%	37%	7	47%	9	5%	1	5%	1	5%	1	19	16.3%
Res Museum & Field Stations	78%	-13%	45%	26	33%	19	14%	8	7%	4	2%	1	58	11.0%
Research Administrative Units	84%	-3%	39%	24	45%	28	10%	6	3%	2	3%	2	62	10.6%
School of Information	85%	-3%	55%	11	30%	6	0%	0	10%	2	5%	1	20	18.0%
School of Journalism	80%	-20%	40%	4	40%	4	0%	0	10%	1	10%	1	10	26.8%
School of Optometry	82%	-18%	47%	23	35%	17	6%	3	6%	3	6%	3	49	9.4%
School of Public Health	91%	0%	63%	36	28%	16	4%	2	2%	1	4%	2	57	10.8%
School of Social Welfare	80%	-1%	60%	9	20%	3	7%	1	7%	1	7%	1	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	86%	-5%	54%	41	32%	24	8%	6	4%	3	3%	2	76	8.3%
Student Affairs	80%	-6%	45%	76	35%	59	10%	16	5%	9	5%	8	168	7.3%
UC Library	81%	-9%	33%	26	48%	38	9%	7	9%	7	1%	1	79	8.8%

Undergraduate Education	92%	5%	59%	43	33%	24	3%	2	4%	3	1%	1	73	8.0%
Univ Developmt and Alumni Rel	85%	-9%	55%	52	31%	29	7%	7	4%	4	3%	3	95	8.3%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

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

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	81%	3%	41%	46	40%	45	9%	10	7%	8	4%	4	113	8.2%
Academic Senate	100%	0%	78%	7	22%	2	0%	0	0%	0	0%	0	9	16.3%
Administration	82%	0%	47%	61	36%	47	7%	9	4%	5	7%	9	131	8.2%
Athletics	84%	2%	41%	23	43%	24	5%	3	11%	6	0%	0	56	12.3%
Berkeley Art Museum/Pacific Film Archive	71%	12%	36%	5	36%	5	21%	3	7%	1	0%	0	14	23.8%
Berkeley Law School	74%	-7%	38%	18	36%	17	23%	11	2%	1	0%	0	47	13.0%
Cal Performances	89%	10%	39%	11	50%	14	4%	1	7%	2	0%	0	28	16.7%
Col of Environmental Design	79%	-4%	45%	13	34%	10	14%	4	7%	2	0%	0	29	14.3%

College of Chemistry	80%	-8%	40%	12	40%	12	13%	4	3%	1	3%	1	30	15.1%
College of Computing, Data Science, and Society	89%	24%	68%	13	21%	4	11%	2	0%	0	0%	0	19	19.8%
College of Engineering	84%	-11%	50%	51	34%	35	10%	10	4%	4	2%	2	102	8.4%
College of Natural Resources	92%	16%	67%	26	26%	10	8%	3	0%	0	0%	0	39	13.6%
Equity & Inclusion Div	78%	5%	46%	37	31%	25	10%	8	8%	6	5%	4	80	8.4%
EVCP	100%	0%	63%	5	38%	3	0%	0	0%	0	0%	0	8	12.2%
Finance	92%	4%	45%	27	47%	28	8%	5	0%	0	0%	0	60	9.8%
Goldman Sch of Public Policy	92%	-8%	66%	33	26%	13	8%	4	0%	0	0%	0	50	8.3%
Graduate Division	90%	-3%	42%	13	48%	15	0%	0	6%	2	3%	1	31	8.8%
Graduate School of Education	84%	-3%	28%	7	56%	14	4%	1	8%	2	4%	1	25	16.7%
Haas School of Business	83%	-4%	48%	49	35%	36	14%	14	4%	4	0%	0	103	8.3%
L&S Arts & Humanities	73%	-16%	31%	15	43%	21	14%	7	6%	3	6%	3	49	11.6%
L&S Biological Sciences	85%	-3%	51%	27	34%	18	8%	4	6%	3	2%	1	53	12.2%
L&S Core, L&S Undergraduate Studies	92%	9%	51%	25	41%	20	8%	4	0%	0	0%	0	49	10.6%
L&S Math & Physical Sci	83%	-12%	40%	16	43%	17	13%	5	0%	0	5%	2	40	12.8%

L&S Social Sciences	82%	-7%	43%	26	38%	23	7%	4	8%	5	3%	2	60	10.5%
Office for the Faculty	78%	-11%	44%	4	33%	3	22%	2	0%	0	0%	0	9	27.2%
Office of the Chancellor	97%	29%	62%	21	35%	12	3%	1	0%	0	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	79%	-12%	32%	6	47%	9	16%	3	0%	0	5%	1	19	16.3%
Res Museum & Field Stations	74%	-9%	41%	24	33%	19	21%	12	5%	3	0%	0	58	11.0%
Research Administrative Units	85%	3%	44%	27	42%	26	3%	2	8%	5	3%	2	62	10.6%
School of Information	80%	-7%	65%	13	15%	3	15%	3	5%	1	0%	0	20	18.0%
School of Journalism	70%	-19%	30%	3	40%	4	10%	1	20%	2	0%	0	10	26.8%
School of Optometry	77%	-23%	46%	22	31%	15	10%	5	8%	4	4%	2	48	9.4%
School of Public Health	93%	12%	56%	32	37%	21	0%	0	5%	3	2%	1	57	10.8%
School of Social Welfare	73%	-2%	60%	9	13%	2	20%	3	0%	0	7%	1	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	87%	1%	55%	42	32%	24	5%	4	4%	3	4%	3	76	8.3%
Student Affairs	79%	5%	41%	69	38%	64	11%	19	5%	9	4%	7	168	7.3%
UC Library	71%	-8%	28%	22	43%	34	18%	14	10%	8	1%	1	79	8.8%

Undergraduate Education	90%	16%	58%	42	33%	24	7%	5	3%	2	0%	0	73	8.0%
Univ Developmt and Alumni Rel	87%	4%	47%	45	40%	38	6%	6	4%	4	2%	2	95	8.3%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q6 - My well-being is important to my immediate supervisor.

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	87%	7%	55%	62	32%	36	8%	9	4%	4	2%	2	113	8.2%
Academic Senate	89%	-11%	89%	8	0%	0	0%	0	11%	1	0%	0	9	16.3%
Administration	85%	1%	62%	81	24%	31	7%	9	2%	3	5%	7	131	8.2%
Athletics	82%	1%	43%	24	39%	22	7%	4	5%	3	5%	3	56	12.3%
Berkeley Art Museum/Pacific Film Archive	71%	-11%	50%	7	21%	3	29%	4	0%	0	0%	0	14	23.8%
Berkeley Law School	85%	-1%	53%	25	32%	15	13%	6	2%	1	0%	0	47	13.0%
Cal Performances	79%	3%	43%	12	36%	10	11%	3	7%	2	4%	1	28	16.7%
Col of Environmental Design	79%	-17%	52%	15	28%	8	14%	4	7%	2	0%	0	29	15.1%
College of Chemistry	93%	30%	40%	12	53%	16	3%	1	0%	0	3%	1	30	19.8%

College of Computing, Data Science, and Society	95%	20%	68%	13	26%	5	5%	1	0%	0	0%	0	19	8.4%
College of Engineering	84%	-1%	60%	62	24%	25	7%	7	7%	7	2%	2	103	13.6%
College of Natural Resources	95%	14%	74%	29	21%	8	5%	2	0%	0	0%	0	39	14.3%
Equity & Inclusion Div	79%	13%	54%	43	25%	20	10%	8	6%	5	5%	4	80	12.2%
EVCP	100%	0%	88%	7	13%	1	0%	0	0%	0	0%	0	8	8.4%
Finance	89%	-5%	59%	36	30%	18	8%	5	0%	0	3%	2	61	9.8%
Goldman Sch of Public Policy	88%	-4%	68%	34	20%	10	8%	4	4%	2	0%	0	50	8.3%
Graduate Division	87%	-6%	58%	18	29%	9	3%	1	6%	2	3%	1	31	8.8%
Graduate School of Education	80%	-7%	44%	11	36%	9	16%	4	0%	0	4%	1	25	16.7%
Haas School of Business	88%	-2%	61%	63	27%	28	5%	5	7%	7	0%	0	103	8.3%
L&S Arts & Humanities	86%	4%	47%	23	39%	19	6%	3	2%	1	6%	3	49	11.6%
L&S Biological Sciences	81%	-1%	51%	27	30%	16	9%	5	6%	3	4%	2	53	12.2%
L&S Core, L&S Undergraduate Studies	100%	14%	69%	34	31%	15	0%	0	0%	0	0%	0	49	10.6%
L&S Math & Physical Sci	74%	-17%	41%	16	33%	13	10%	4	5%	2	10%	4	39	12.8%
L&S Social Sciences	83%	4%	61%	36	22%	13	8%	5	2%	1	7%	4	59	10.5%

Office for the Faculty	100%	22%	67%	6	33%	3	0%	0	0%	0	0%	0	9	27.2%
Office of the Chancellor	97%	19%	74%	25	24%	8	3%	1	0%	0	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	89%	-2%	42%	8	47%	9	5%	1	0%	0	5%	1	19	16.3%
Res Museum & Field Stations	88%	8%	48%	28	40%	23	7%	4	3%	2	2%	1	58	11.0%
Research Administrative Units	89%	10%	50%	31	39%	24	5%	3	5%	3	2%	1	62	10.6%
School of Information	90%	2%	65%	13	25%	5	10%	2	0%	0	0%	0	20	8.3%
School of Journalism	70%	-30%	50%	5	20%	2	20%	2	0%	0	10%	1	10	18.0%
School of Optometry	80%	0%	51%	25	29%	14	8%	4	10%	5	2%	1	49	26.8%
School of Public Health	91%	7%	63%	36	28%	16	5%	3	2%	1	2%	1	57	9.4%
School of Social Welfare	80%	-1%	60%	9	20%	3	7%	1	7%	1	7%	1	15	10.8%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	92%	1%	61%	46	32%	24	3%	2	4%	3	1%	1	76	21.3%
Student Affairs	81%	4%	50%	84	31%	52	14%	23	4%	7	1%	2	168	7.3%
UC Library	86%	5%	47%	37	39%	31	5%	4	5%	4	4%	3	79	8.8%
Undergraduate Education	95%	8%	63%	46	32%	23	4%	3	0%	0	1%	1	73	8.0%

Univ Developmt and Alumni Rel	88%	1%	57%	54	31%	29	4%	4	5%	5	2%	2	94	8.3%
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*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

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

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	85%	2%	50%	56	35%	40	9%	10	4%	5	2%	2	113	8.2%
Academic Senate	100%	14%	67%	6	33%	3	0%	0	0%	0	0%	0	9	16.3%
Administration	84%	2%	52%	69	32%	43	8%	11	3%	4	5%	6	133	8.2%
Athletics	82%	-5%	45%	25	38%	21	13%	7	5%	3	0%	0	56	12.3%
Berkeley Art Museum/Pacific Film Archive	79%	3%	36%	5	43%	6	7%	1	14%	2	0%	0	14	23.8%
Berkeley Law School	91%	3%	53%	25	38%	18	6%	3	2%	1	0%	0	47	13.0%
Cal Performances	75%	-9%	50%	14	25%	7	11%	3	11%	3	4%	1	28	16.7%
Col of Environmental Design	79%	-13%	55%	16	24%	7	14%	4	3%	1	3%	1	29	15.1%
College of Chemistry	93%	-7%	40%	12	53%	16	0%	0	3%	1	3%	1	30	19.8%

College of Computing, Data Science, and Society	100%	15%	74%	14	26%	5	0%	0	0%	0	0%	0	19	8.4%
College of Engineering	85%	0%	48%	49	38%	39	9%	9	4%	4	2%	2	103	13.6%
College of Natural Resources	95%	20%	72%	28	23%	9	3%	1	3%	1	0%	0	39	14.3%
Equity & Inclusion Div	76%	10%	48%	38	29%	23	15%	12	5%	4	4%	3	80	12.2%
EVCP	100%	8%	63%	5	38%	3	0%	0	0%	0	0%	0	8	8.4%
Finance	93%	5%	62%	38	31%	19	5%	3	2%	1	0%	0	61	9.8%
Goldman Sch of Public Policy	88%	-12%	62%	31	26%	13	10%	5	2%	1	0%	0	50	8.3%
Graduate Division	81%	-12%	35%	11	45%	14	13%	4	3%	1	3%	1	31	8.8%
Graduate School of Education	72%	-15%	36%	9	36%	9	12%	3	8%	2	8%	2	25	16.7%
Haas School of Business	83%	0%	46%	47	37%	38	9%	9	8%	8	1%	1	103	8.3%
L&S Arts & Humanities	80%	2%	39%	19	41%	20	14%	7	4%	2	2%	1	49	11.6%
L&S Biological Sciences	79%	-3%	51%	27	28%	15	11%	6	4%	2	6%	3	53	12.2%
L&S Core, L&S Undergraduate Studies	92%	16%	57%	28	35%	17	6%	3	2%	1	0%	0	49	10.6%
L&S Math & Physical Sci	78%	-8%	28%	11	50%	20	8%	3	10%	4	5%	2	40	12.8%
L&S Social Sciences	83%	6%	45%	27	38%	23	8%	5	7%	4	2%	1	60	10.5%

Office for the Faculty	100%	11%	67%	6	33%	3	0%	0	0%	0	0%	0	9	27.2%
Office of the Chancellor	94%	11%	62%	21	32%	11	6%	2	0%	0	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	84%	-2%	42%	8	42%	8	11%	2	5%	1	0%	0	19	16.3%
Res Museum & Field Stations	82%	8%	44%	25	39%	22	7%	4	9%	5	2%	1	57	11.0%
Research Administrative Units	84%	5%	50%	31	34%	21	13%	8	2%	1	2%	1	62	10.6%
School of Information	90%	2%	55%	11	35%	7	10%	2	0%	0	0%	0	20	8.3%
School of Journalism	80%	-14%	20%	2	60%	6	0%	0	20%	2	0%	0	10	18.0%
School of Optometry	86%	-4%	53%	26	33%	16	6%	3	4%	2	4%	2	49	26.8%
School of Public Health	88%	11%	44%	25	44%	25	7%	4	5%	3	0%	0	57	9.4%
School of Social Welfare	87%	12%	60%	9	27%	4	7%	1	0%	0	7%	1	15	10.8%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	78%	-5%	49%	37	29%	22	11%	8	11%	8	1%	1	76	21.3%
Student Affairs	82%	8%	44%	74	38%	64	9%	15	5%	8	4%	7	168	7.3%
UC Library	85%	6%	41%	32	44%	35	10%	8	5%	4	0%	0	79	8.8%
Undergraduate Education	85%	16%	51%	37	34%	25	8%	6	7%	5	0%	0	73	8.0%

Univ Developmt and Alumni Rel	78%	-4%	41%	39	37%	35	16%	15	3%	3	3%	3	95	8.3%
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*Difference in total percentage of agree and strongly agree to February 2024 State of the Workplace survey.

Q8 - Within my team, I am treated with dignity and respect.

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	85%	4%	54%	61	31%	35	12%	13	2%	2	2%	2	113	8.2%
Academic Senate	100%	0%	56%	5	44%	4	0%	0	0%	0	0%	0	9	16.3%
Administration	87%	1%	54%	72	33%	44	7%	9	3%	4	3%	4	133	8.2%
Athletics	79%	-8%	46%	26	32%	18	14%	8	7%	4	0%	0	56	12.3%
Berkeley Art Museum/Pacific Film Archive	71%	-5%	43%	6	29%	4	29%	4	0%	0	0%	0	14	23.8%
Berkeley Law School	85%	-3%	51%	24	34%	16	15%	7	0%	0	0%	0	47	13.0%
Cal Performances	75%	-1%	46%	13	29%	8	7%	2	11%	3	7%	2	28	16.7%
Col of Environmental Design	83%	-1%	48%	14	34%	10	14%	4	0%	0	3%	1	29	14.3%
College of Chemistry	100%	12%	43%	13	57%	17	0%	0	0%	0	0%	0	30	15.1%

College of Computing, Data Science, and Society	95%	30%	63%	12	32%	6	5%	1	0%	0	0%	0	19	19.8%
College of Engineering	83%	-17%	51%	53	32%	33	13%	13	3%	3	1%	1	103	8.4%
College of Natural Resources	92%	16%	74%	28	18%	7	8%	3	0%	0	0%	0	38	13.6%
Equity & Inclusion Div	78%	5%	54%	43	24%	19	9%	7	11%	9	3%	2	80	8.4%
EVCP	100%	0%	75%	6	25%	2	0%	0	0%	0	0%	0	8	12.2%
Finance	97%	3%	59%	36	38%	23	0%	0	3%	2	0%	0	61	9.8%
Goldman Sch of Public Policy	94%	-6%	72%	36	22%	11	6%	3	0%	0	0%	0	50	8.3%
Graduate Division	87%	-9%	48%	15	39%	12	6%	2	0%	0	6%	2	31	8.8%
Graduate School of Education	88%	3%	40%	10	48%	12	8%	2	0%	0	4%	1	25	16.7%
Haas School of Business	90%	0%	55%	57	35%	36	4%	4	5%	5	1%	1	103	8.3%
L&S Arts & Humanities	82%	-5%	35%	17	47%	23	12%	6	4%	2	2%	1	49	11.6%
L&S Biological Sciences	85%	3%	58%	31	26%	14	11%	6	2%	1	2%	1	53	12.2%
L&S Core, L&S Undergraduate Studies	92%	3%	59%	29	33%	16	6%	3	2%	1	0%	0	49	10.6%
L&S Math & Physical Sci	85%	-15%	33%	13	53%	21	10%	4	3%	1	3%	1	40	12.8%
L&S Social Sciences	88%	-3%	51%	30	37%	22	5%	3	3%	2	3%	2	59	10.5%

Office for the Faculty	89%	-11%	67%	6	22%	2	11%	1	0%	0	0%	0	9	27.2%
Office of the Chancellor	91%	17%	71%	24	21%	7	9%	3	0%	0	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	95%	4%	53%	10	42%	8	5%	1	0%	0	0%	0	19	16.3%
Res Museum & Field Stations	88%	2%	45%	26	43%	25	7%	4	0%	0	5%	3	58	11.0%
Research Administrative Units	90%	1%	48%	30	42%	26	6%	4	2%	1	2%	1	62	10.6%
School of Information	95%	1%	70%	14	25%	5	0%	0	5%	1	0%	0	20	18.0%
School of Journalism	70%	-19%	30%	3	40%	4	20%	2	10%	1	0%	0	10	26.8%
School of Optometry	92%	2%	55%	27	37%	18	2%	1	0%	0	6%	3	49	9.4%
School of Public Health	89%	9%	54%	31	35%	20	7%	4	4%	2	0%	0	57	10.8%
School of Social Welfare	93%	12%	60%	9	33%	5	0%	0	0%	0	7%	1	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	93%	2%	54%	41	39%	30	3%	2	3%	2	1%	1	76	8.3%
Student Affairs	85%	4%	45%	76	39%	66	8%	13	5%	9	2%	4	168	7.3%
UC Library	76%	-5%	36%	28	40%	31	14%	11	10%	8	0%	0	78	8.8%
Undergraduate Education	95%	10%	60%	44	34%	25	4%	3	0%	0	1%	1	73	8.0%

Univ Developmt and Alumni Rel	87%	-6%	53%	50	35%	33	8%	8	4%	4	0%	0	95	8.3%
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*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

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

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	80%	9%	46%	52	34%	38	13%	15	5%	6	2%	2	113	8.2%
Academic Senate	89%	-11%	78%	7	11%	1	11%	1	0%	0	0%	0	9	16.3%
Administration	83%	6%	54%	70	29%	38	8%	10	3%	4	6%	8	130	8.2%
Athletics	76%	-11%	42%	23	35%	19	9%	5	7%	4	7%	4	55	12.3%
Berkeley Art Museum/Pacific Film Archive	71%	-5%	43%	6	29%	4	29%	4	0%	0	0%	0	14	23.8%
Berkeley Law School	83%	12%	34%	16	49%	23	11%	5	4%	2	2%	1	47	13.0%
Cal Performances	71%	0%	29%	8	43%	12	14%	4	7%	2	7%	2	28	16.7%
Col of Environmental Design	66%	-22%	38%	11	28%	8	31%	9	3%	1	0%	0	29	14.3%
College of Chemistry	83%	33%	33%	10	50%	15	13%	4	0%	0	3%	1	30	15.1%

College of Computing, Data Science, and Society	79%	19%	58%	11	21%	4	16%	3	5%	1	0%	0	19	19.8%
College of Engineering	78%	-12%	41%	42	37%	38	10%	10	7%	7	5%	5	102	8.4%
College of Natural Resources	95%	20%	62%	24	33%	13	3%	1	0%	0	3%	1	39	13.6%
Equity & Inclusion Div	76%	15%	44%	35	33%	26	9%	7	9%	7	6%	5	80	8.4%
EVCP	100%	0%	75%	6	25%	2	0%	0	0%	0	0%	0	8	12.2%
Finance	87%	-1%	53%	32	33%	20	12%	7	0%	0	2%	1	60	9.8%
Goldman Sch of Public Policy	88%	5%	52%	26	36%	18	6%	3	6%	3	0%	0	50	8.3%
Graduate Division	83%	-8%	50%	15	33%	10	7%	2	7%	2	3%	1	30	8.8%
Graduate School of Education	76%	2%	28%	7	48%	12	12%	3	8%	2	4%	1	25	16.7%
Haas School of Business	79%	-4%	44%	44	35%	35	12%	12	5%	5	4%	4	100	8.3%
L&S Arts & Humanities	69%	-11%	35%	17	33%	16	15%	7	13%	6	4%	2	48	11.6%
L&S Biological Sciences	83%	9%	43%	23	40%	21	8%	4	4%	2	6%	3	53	12.2%
L&S Core, L&S Undergraduate Studies	92%	8%	59%	29	33%	16	8%	4	0%	0	0%	0	49	10.6%
L&S Math & Physical Sci	73%	-7%	40%	16	33%	13	13%	5	10%	4	5%	2	40	12.8%
L&S Social Sciences	73%	-6%	49%	29	24%	14	15%	9	2%	1	10%	6	59	10.5%

Office for the Faculty	78%	0%	44%	4	33%	3	22%	2	0%	0	0%	0	9	27.2%
Office of the Chancellor	85%	20%	62%	21	24%	8	12%	4	3%	1	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	89%	3%	28%	5	61%	11	6%	1	0%	0	6%	1	18	16.3%
Res Museum & Field Stations	78%	7%	33%	18	44%	24	17%	9	4%	2	2%	1	54	11.0%
Research Administrative Units	80%	2%	46%	28	34%	21	11%	7	7%	4	2%	1	61	10.6%
School of Information	85%	-3%	55%	11	30%	6	5%	1	5%	1	5%	1	20	18.0%
School of Journalism	70%	-19%	40%	4	30%	3	10%	1	10%	1	10%	1	10	26.8%
School of Optometry	76%	-14%	46%	21	30%	14	9%	4	11%	5	4%	2	46	9.4%
School of Public Health	95%	20%	54%	31	40%	23	4%	2	0%	0	2%	1	57	10.8%
School of Social Welfare	80%	5%	53%	8	27%	4	0%	0	13%	2	7%	1	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	88%	4%	53%	39	35%	26	9%	7	0%	0	3%	2	74	8.3%
Student Affairs	81%	11%	46%	77	34%	57	10%	16	7%	11	3%	5	166	7.3%
UC Library	72%	3%	33%	26	39%	31	19%	15	6%	5	3%	2	79	8.8%
Undergraduate Education	90%	14%	52%	38	38%	28	7%	5	1%	1	1%	1	73	8.0%

Univ Developmt and Alumni Rel	77%	-1%	41%	39	35%	33	12%	11	9%	8	3%	3	94	8.3%
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*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q10 - I trust my immediate supervisor.

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	82%	11%	55%	62	27%	31	12%	13	4%	4	3%	3	113	8.2%
Academic Senate	89%	-11%	78%	7	11%	1	11%	1	0%	0	0%	0	9	16.3%
Administration	80%	4%	54%	70	26%	34	12%	15	2%	2	7%	9	130	8.2%
Athletics	78%	-3%	49%	27	29%	16	5%	3	9%	5	7%	4	55	12.3%
Berkeley Art Museum/Pacific Film Archive	79%	8%	50%	7	29%	4	21%	3	0%	0	0%	0	14	23.8%
Berkeley Law School	85%	9%	45%	21	40%	19	9%	4	6%	3	0%	0	47	13.0%
Cal Performances	71%	-5%	39%	11	32%	9	18%	5	7%	2	4%	1	28	16.7%
Col of Environmental Design	79%	-5%	38%	11	41%	12	14%	4	3%	1	3%	1	29	14.3%
College of Chemistry	93%	30%	40%	12	53%	16	3%	1	0%	0	3%	1	30	15.1%
College of Computing, Data Science, and Society	74%	4%	42%	8	32%	6	21%	4	5%	1	0%	0	19	19.8%

College of Engineering	76%	-19%	47%	48	29%	30	12%	12	9%	9	4%	4	103	8.4%
College of Natural Resources	89%	14%	61%	23	29%	11	8%	3	0%	0	3%	1	38	13.6%
Equity & Inclusion Div	74%	15%	39%	31	35%	28	9%	7	10%	8	8%	6	80	8.4%
EVCP	100%	0%	75%	6	25%	2	0%	0	0%	0	0%	0	8	12.2%
Finance	85%	-7%	53%	32	32%	19	12%	7	2%	1	2%	1	60	9.8%
Goldman Sch of Public Policy	86%	11%	53%	26	33%	16	10%	5	2%	1	2%	1	49	8.3%
Graduate Division	87%	-4%	58%	18	29%	9	3%	1	0%	0	10%	3	31	8.8%
Graduate School of Education	72%	0%	36%	9	36%	9	12%	3	12%	3	4%	1	25	16.7%
Haas School of Business	78%	-5%	48%	48	30%	30	13%	13	5%	5	4%	4	100	8.3%
L&S Arts & Humanities	75%	-7%	35%	17	40%	19	8%	4	8%	4	8%	4	48	11.6%
L&S Biological Sciences	77%	-2%	51%	27	26%	14	9%	5	4%	2	9%	5	53	12.2%
L&S Core, L&S Undergraduate Studies	94%	10%	65%	31	29%	14	6%	3	0%	0	0%	0	48	10.6%
L&S Math & Physical Sci	75%	-10%	40%	16	35%	14	8%	3	5%	2	13%	5	40	12.8%
L&S Social Sciences	76%	-1%	46%	27	31%	18	12%	7	3%	2	8%	5	59	10.5%
Office for the Faculty	100%	11%	67%	6	33%	3	0%	0	0%	0	0%	0	9	27.2%

Office of the Chancellor	88%	14%	59%	20	29%	10	9%	3	3%	1	0%	0	34	13.3%
Office of the Vice Provost for Academic Planning	78%	1%	33%	6	44%	8	17%	3	0%	0	6%	1	18	16.3%
Res Museum & Field Stations	70%	-1%	43%	23	28%	15	22%	12	2%	1	6%	3	54	11.0%
Research Administrative Units	82%	6%	41%	25	41%	25	7%	4	8%	5	3%	2	61	10.6%
School of Information	75%	-13%	55%	11	20%	4	20%	4	5%	1	0%	0	20	18.0%
School of Journalism	60%	-29%	30%	3	30%	3	20%	2	0%	0	20%	2	10	26.8%
School of Optometry	72%	-18%	52%	24	20%	9	13%	6	7%	3	9%	4	46	9.4%
School of Public Health	93%	22%	61%	35	32%	18	5%	3	0%	0	2%	1	57	10.8%
School of Social Welfare	93%	18%	53%	8	40%	6	0%	0	0%	0	7%	1	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	86%	2%	53%	39	34%	25	7%	5	4%	3	3%	2	74	8.3%
Student Affairs	78%	4%	48%	79	31%	51	11%	18	5%	9	5%	9	166	7.3%
UC Library	72%	-4%	37%	29	35%	28	19%	15	4%	3	5%	4	79	8.8%
Undergraduate Education	88%	17%	58%	42	30%	22	7%	5	4%	3	1%	1	73	8.0%
Univ Developmt and Alumni Rel	79%	4%	38%	36	40%	38	7%	7	10%	9	4%	4	94	8.3%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q11 - I trust the leader of my school, college, division, or equivalent.

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	43%	14%	15%	15	28%	28	55%	54	0%	0	2%	2	99	8.9%
Academic Senate	86%	0%	43%	3	43%	3	14%	1	0%	0	0%	0	7	21.4%
Administration	46%	2%	9%	10	38%	43	45%	51	6%	7	3%	3	114	8.9%
Athletics	49%	-5%	17%	9	32%	17	32%	17	9%	5	9%	5	53	12.7%
Berkeley Art Museum/Pacific Film Archive	71%	21%	21%	3	50%	7	14%	2	7%	1	7%	1	14	23.8%
Berkeley Law School	78%	-7%	56%	25	22%	10	13%	6	4%	2	4%	2	45	13.3%
Cal Performances	81%	19%	42%	11	38%	10	12%	3	8%	2	0%	0	26	17.5%
Col of Environmental Design	0%	-76%	0%	0	0%	0	100%	1	0%	0	0%	0	1	98.0%
College of Chemistry	63%	63%	15%	4	48%	13	30%	8	4%	1	4%	1	27	16.3%
College of Computing, Data Science, and Society	50%	11%	17%	3	33%	6	50%	9	0%	0	0%	0	18	20.5%
College of Engineering	67%	4%	28%	27	39%	38	28%	27	3%	3	2%	2	97	8.7%

College of Natural Resources	72%	6%	44%	17	28%	11	28%	11	0%	0	0%	0	39	13.6%
Equity & Inclusion Div	60%	12%	34%	26	26%	20	32%	25	6%	5	1%	1	77	8.7%
EVCP	100%	9%	75%	6	25%	2	0%	0	0%	0	0%	0	8	12.2%
Finance	71%	25%	31%	16	40%	21	29%	15	0%	0	0%	0	52	11.1%
Goldman Sch of Public Policy	90%	23%	42%	20	48%	23	6%	3	2%	1	2%	1	48	8.7%
Graduate Division	87%	-4%	37%	11	50%	15	10%	3	0%	0	3%	1	30	10.2%
Graduate School of Education	56%	-28%	24%	6	32%	8	40%	10	0%	0	4%	1	25	16.7%
Haas School of Business	69%	12%	32%	31	38%	37	26%	25	2%	2	3%	3	98	8.6%
L&S Arts & Humanities	48%	-20%	17%	8	30%	14	48%	22	4%	2	0%	0	46	12.1%
L&S Biological Sciences	35%	1%	22%	10	13%	6	59%	27	0%	0	7%	3	46	13.3%
L&S Core, L&S Undergraduate Studies	57%	-6%	18%	9	39%	19	29%	14	14%	7	0%	0	49	10.6%
L&S Math & Physical Sci	57%	-1%	22%	8	35%	13	43%	16	0%	0	0%	0	37	13.5%
L&S Social Sciences	59%	-12%	26%	14	33%	18	37%	20	2%	1	2%	1	54	11.4%
Office for the Faculty	89%	11%	56%	5	33%	3	11%	1	0%	0	0%	0	9	27.2%
Office of the Chancellor	60%	-21%	23%	7	37%	11	40%	12	0%	0	0%	0	30	14.6%

Office of the Vice Provost for Academic Planning	44%	-23%	25%	4	19%	3	56%	9	0%	0	0%	0	16	19.1%
Res Museum & Field Stations	19%	9%	0%	0	19%	8	79%	33	0%	0	2%	1	42	13.6%
Research Administrative Units	60%	5%	27%	15	33%	18	27%	15	9%	5	4%	2	55	11.5%
School of Information	80%	24%	55%	11	25%	5	20%	4	0%	0	0%	0	20	18.0%
School of Journalism	20%	-36%	10%	1	10%	1	50%	5	10%	1	20%	2	10	26.8%
School of Optometry	49%	9%	19%	8	30%	13	49%	21	2%	1	0%	0	43	10.8%
School of Public Health	84%	20%	30%	17	54%	30	14%	8	2%	1	0%	0	56	10.9%
School of Social Welfare	73%	48%	47%	7	27%	4	13%	2	13%	2	0%	0	15	21.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	67%	-2%	26%	19	41%	30	23%	17	7%	5	3%	2	73	8.6%
Student Affairs	51%	1%	15%	21	36%	49	40%	55	7%	9	3%	4	138	8.1%
UC Library	55%	14%	12%	9	43%	33	42%	32	4%	3	0%	0	77	9.0%
Undergraduate Education	64%	18%	21%	15	43%	31	19%	14	11%	8	6%	4	72	8.1%
Univ Developmt and Alumni Rel	68%	-16%	25%	23	43%	40	31%	29	1%	1	0%	0	93	8.4%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q12 - Regardless of my background (race, gender, sexual orientation, ability status, religion, etc.), I have an equal opportunity to succeed

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	75%	11%	35%	37	40%	42	16%	17	7%	7	3%	3	106	8.5%
Academic Senate	88%	-13%	38%	3	50%	4	13%	1	0%	0	0%	0	8	16.3%
Administration	75%	6%	34%	43	41%	51	15%	19	6%	7	4%	5	125	8.4%
Athletics	85%	13%	30%	16	55%	29	9%	5	4%	2	2%	1	53	12.7%
Berkeley Art Museum/Pacific Film Archive	77%	18%	15%	2	62%	8	23%	3	0%	0	0%	0	13	24.9%
Berkeley Law School	87%	18%	36%	16	51%	23	11%	5	2%	1	0%	0	45	13.3%
Cal Performances	64%	9%	32%	9	32%	9	14%	4	11%	3	11%	3	28	16.7%
Col of Environmental Design	72%	-12%	34%	10	38%	11	24%	7	3%	1	0%	0	29	14.3%
College of Chemistry	73%	23%	20%	6	53%	16	23%	7	0%	0	3%	1	30	15.1%
College of Computing, Data Science, and Society	82%	2%	47%	8	35%	6	12%	2	6%	1	0%	0	17	21.2%
College of Engineering	71%	-9%	33%	33	39%	39	20%	20	9%	9	0%	0	101	8.4%
College of Natural Resources	82%	16%	55%	21	26%	10	8%	3	8%	3	3%	1	38	13.8%

Equity & Inclusion Div	63%	14%	27%	21	37%	29	18%	14	11%	9	8%	6	79	8.5%
EVCP	100%	8%	63%	5	38%	3	0%	0	0%	0	0%	0	8	12.2%
Finance	88%	3%	41%	24	47%	27	10%	6	2%	1	0%	0	58	10.2%
Goldman Sch of Public Policy	86%	3%	58%	29	28%	14	10%	5	4%	2	0%	0	50	8.3%
Graduate Division	70%	-3%	37%	11	33%	10	27%	8	3%	1	0%	0	30	10.2%
Graduate School of Education	71%	-1%	25%	6	46%	11	8%	2	13%	3	8%	2	24	17.2%
Haas School of Business	77%	9%	35%	35	42%	42	13%	13	5%	5	5%	5	100	8.5%
L&S Arts & Humanities	67%	-9%	25%	12	42%	20	21%	10	13%	6	0%	0	48	11.8%
L&S Biological Sciences	69%	1%	35%	18	35%	18	17%	9	8%	4	6%	3	52	12.3%
L&S Core, L&S Undergraduate Studies	79%	9%	31%	15	48%	23	10%	5	8%	4	2%	1	48	10.8%
L&S Math & Physical Sci	63%	-16%	24%	9	39%	15	26%	10	11%	4	0%	0	38	16.3%
L&S Social Sciences	80%	10%	29%	16	52%	29	11%	6	7%	4	2%	1	56	11.1%
Office for the Faculty	78%	11%	56%	5	22%	2	22%	2	0%	0	0%	0	9	27.2%
Office of the Chancellor	94%	24%	52%	17	42%	14	3%	1	3%	1	0%	0	33	13.6%
Office of the Vice Provost for Academic Planning	67%	-10%	33%	6	33%	6	22%	4	6%	1	6%	1	18	17.2%

Res Museum & Field Stations	65%	5%	27%	14	37%	19	22%	11	10%	5	4%	2	51	12.0%
Research Administrative Units	75%	3%	35%	21	40%	24	18%	11	3%	2	3%	2	60	10.8%
School of Information	80%	-1%	45%	9	35%	7	20%	4	0%	0	0%	0	20	18.0%
School of Journalism	56%	-16%	22%	2	33%	3	11%	1	22%	2	11%	1	9	28.8%
School of Optometry	80%	-20%	33%	15	47%	21	11%	5	4%	2	4%	2	45	10.3%
School of Public Health	82%	14%	39%	22	43%	24	11%	6	5%	3	2%	1	56	10.9%
School of Social Welfare	71%	-4%	57%	8	14%	2	7%	1	14%	2	7%	1	14	22.4%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	79%	12%	32%	23	48%	35	15%	11	3%	2	3%	2	73	8.6%
Student Affairs	72%	13%	28%	44	44%	70	18%	28	7%	11	4%	6	159	7.5%
UC Library	64%	14%	28%	22	36%	28	28%	22	6%	5	1%	1	78	8.9%
Undergraduate Education	74%	24%	28%	20	46%	33	17%	12	7%	5	3%	2	72	8.1%
Univ Developmt and Alumni Rel	71%	0%	28%	26	42%	39	17%	16	11%	10	1%	1	92	8.5%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

**Q13 - My supervisor helps me make time to participate in trainings
and professional development activities (including staff
organization involvement).**

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	74%	8%	30%	31	45%	47	22%	23	3%	3	1%	1	105	8.5%
Academic Senate	75%	-25%	50%	4	25%	2	25%	2	0%	0	0%	0	8	16.3%
Administration	83%	5%	52%	65	31%	39	10%	13	2%	2	5%	6	125	8.4%
Athletics	68%	-13%	28%	15	40%	21	19%	10	6%	3	8%	4	53	12.7%
Berkeley Art Museum/Pacific Film Archive	69%	-13%	31%	4	38%	5	23%	3	0%	0	8%	1	13	24.9%
Berkeley Law School	78%	7%	40%	18	38%	17	13%	6	9%	4	0%	0	45	13.3%
Cal Performances	68%	2%	32%	9	36%	10	21%	6	4%	1	7%	2	28	16.7%
Col of Environmental Design	66%	-14%	31%	9	34%	10	24%	7	7%	2	3%	1	29	14.3%
College of Chemistry	80%	17%	37%	11	43%	13	17%	5	3%	1	0%	0	30	15.1%
College of Computing, Data Science, and Society	65%	-5%	29%	5	35%	6	24%	4	0%	0	12%	2	17	21.2%
College of Engineering	72%	-8%	33%	33	40%	40	18%	18	7%	7	3%	3	101	8.4%
College of Natural Resources	79%	6%	53%	20	26%	10	18%	7	3%	1	0%	0	38	13.8%

Equity & Inclusion Div	82%	21%	42%	33	41%	32	8%	6	5%	4	5%	4	79	8.5%
EVCP	100%	17%	75%	6	25%	2	0%	0	0%	0	0%	0	8	12.2%
Finance	88%	0%	53%	30	35%	20	12%	7	0%	0	0%	0	57	10.2%
Goldman Sch of Public Policy	80%	13%	58%	29	22%	11	14%	7	4%	2	2%	1	50	8.3%
Graduate Division	73%	-14%	43%	13	30%	9	17%	5	3%	1	7%	2	30	10.2%
Graduate School of Education	83%	6%	42%	10	42%	10	13%	3	0%	0	4%	1	24	17.2%
Haas School of Business	81%	1%	44%	44	37%	37	13%	13	4%	4	2%	2	100	8.5%
L&S Arts & Humanities	79%	-5%	33%	16	46%	22	15%	7	6%	3	0%	0	48	11.8%
L&S Biological Sciences	69%	10%	37%	19	31%	16	18%	9	8%	4	6%	3	51	12.3%
L&S Core, L&S Undergraduate Studies	88%	5%	50%	24	38%	18	10%	5	2%	1	0%	0	48	10.8%
L&S Math & Physical Sci	74%	-5%	34%	13	39%	15	16%	6	8%	3	3%	1	38	16.3%
L&S Social Sciences	70%	-2%	44%	25	26%	15	21%	12	4%	2	5%	3	57	11.1%
Office for the Faculty	89%	22%	33%	3	56%	5	11%	1	0%	0	0%	0	9	27.2%
Office of the Chancellor	91%	8%	64%	21	27%	9	6%	2	3%	1	0%	0	33	13.6%
Office of the Vice Provost for Academic Planning	83%	6%	33%	6	50%	9	11%	2	6%	1	0%	0	18	17.2%

Res Museum & Field Stations	78%	12%	34%	17	44%	22	16%	8	4%	2	2%	1	50	12.0%
Research Administrative Units	75%	-4%	35%	21	40%	24	20%	12	2%	1	3%	2	60	10.8%
School of Information	80%	-8%	30%	6	50%	10	15%	3	5%	1	0%	0	20	18.0%
School of Journalism	50%	-44%	30%	3	20%	2	20%	2	20%	2	10%	1	10	28.8%
School of Optometry	67%	-13%	33%	15	33%	15	20%	9	9%	4	4%	2	45	10.3%
School of Public Health	82%	12%	57%	32	25%	14	9%	5	7%	4	2%	1	56	10.9%
School of Social Welfare	86%	11%	57%	8	29%	4	7%	1	7%	1	0%	0	14	22.4%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	92%	12%	45%	33	47%	34	8%	6	0%	0	0%	0	73	8.6%
Student Affairs	77%	-3%	41%	65	36%	58	16%	26	4%	6	3%	5	160	7.5%
UC Library	76%	2%	35%	27	41%	32	17%	13	6%	5	1%	1	78	8.9%
Undergraduate Education	83%	1%	46%	33	38%	27	11%	8	6%	4	0%	0	72	8.1%
Univ Developmt and Alumni Rel	83%	-1%	45%	41	38%	35	8%	7	8%	7	2%	2	92	8.5%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q14 - The amount of work my supervisor expects me to complete is
reasonable.

Divisions	Total Agree %	Diff*	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	79%	11%	29%	30	50%	52	14%	15	6%	6	1%	1	104	8.5%
Academic Senate	88%	-13%	50%	4	38%	3	0%	0	0%	0	13%	1	8	16.3%
Administration	78%	5%	36%	45	42%	52	11%	14	7%	9	4%	5	125	8.4%
Athletics	68%	-3%	32%	17	36%	19	23%	12	6%	3	4%	2	53	12.7%
Berkeley Art Museum/Pacific Film Archive	75%	4%	33%	4	42%	5	25%	3	0%	0	0%	0	12	24.9%
Berkeley Law School	80%	13%	31%	14	49%	22	13%	6	4%	2	2%	1	45	13.3%
Cal Performances	68%	0%	36%	10	32%	9	25%	7	7%	2	0%	0	28	16.7%
Col of Environmental Design	59%	-21%	28%	8	31%	9	24%	7	10%	3	7%	2	29	14.3%
College of Chemistry	83%	33%	13%	4	70%	21	13%	4	0%	0	3%	1	30	15.1%
College of Computing, Data Science, and Society	76%	21%	24%	4	53%	9	12%	2	12%	2	0%	0	17	21.2%
College of Engineering	65%	-25%	32%	32	33%	33	16%	16	14%	14	5%	5	100	8.4%
College of Natural Resources	68%	-2%	34%	13	34%	13	21%	8	11%	4	0%	0	38	13.8%
Equity & Inclusion Div	73%	16%	29%	23	44%	35	6%	5	11%	9	9%	7	79	8.5%
EVCP	88%	5%	38%	3	50%	4	0%	0	13%	1	0%	0	8	12.2%

Finance	88%	1%	38%	22	50%	29	9%	5	3%	2	0%	0	58	10.2%
Goldman Sch of Public Policy	76%	18%	44%	22	32%	16	12%	6	8%	4	4%	2	50	8.3%
Graduate Division	70%	-12%	30%	9	40%	12	13%	4	13%	4	3%	1	30	10.2%
Graduate School of Education	79%	20%	33%	8	46%	11	13%	3	4%	1	4%	1	24	17.2%
Haas School of Business	74%	2%	31%	31	43%	43	16%	16	5%	5	5%	5	100	8.5%
L&S Arts & Humanities	71%	-16%	23%	11	48%	23	19%	9	8%	4	2%	1	48	11.8%
L&S Biological Sciences	62%	-9%	35%	18	27%	14	25%	13	8%	4	6%	3	52	12.3%
L&S Core, L&S Undergraduate Studies	81%	8%	38%	18	43%	20	17%	8	2%	1	0%	0	47	10.8%
L&S Math & Physical Sci	73%	9%	27%	10	46%	17	14%	5	3%	1	11%	4	37	16.3%
L&S Social Sciences	70%	-7%	30%	17	40%	23	18%	10	7%	4	5%	3	57	11.1%
Office for the Faculty	67%	29%	22%	2	44%	4	22%	2	0%	0	11%	1	9	27.2%
Office of the Chancellor	91%	17%	42%	14	48%	16	6%	2	3%	1	0%	0	33	13.6%
Office of the Vice Provost for Academic Planning	83%	1%	33%	6	50%	9	11%	2	0%	0	6%	1	18	17.2%
Res Museum & Field Stations	72%	21%	30%	15	42%	21	12%	6	10%	5	6%	3	50	12.0%
Research Administrative Units	78%	12%	27%	16	52%	31	15%	9	5%	3	2%	1	60	10.8%

School of Information	85%	-3%	35%	7	50%	10	10%	2	5%	1	0%	0	20	18.0%
School of Journalism	40%	-38%	10%	1	30%	3	30%	3	20%	2	10%	1	10	28.8%
School of Optometry	69%	-11%	29%	13	40%	18	16%	7	9%	4	7%	3	45	10.3%
School of Public Health	77%	9%	36%	20	41%	23	11%	6	9%	5	4%	2	56	10.9%
School of Social Welfare	57%	-18%	36%	5	21%	3	29%	4	7%	1	7%	1	14	22.4%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	88%	8%	38%	28	49%	36	10%	7	3%	2	0%	0	73	8.6%
Student Affairs	76%	5%	29%	46	47%	75	17%	27	6%	9	2%	3	160	7.5%
UC Library	74%	5%	28%	22	46%	36	14%	11	6%	5	5%	4	78	8.9%
Undergraduate Education	76%	9%	38%	27	38%	27	11%	8	11%	8	1%	1	71	8.1%
Univ Developmt and Alumni Rel	82%	2%	33%	30	49%	45	8%	7	10%	9	1%	1	92	8.5%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q15 - My job description and title accurately reflect my current
responsibilities.

Divisions	Total Agree %	Diff*	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count	Margin of Error
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Academic Research Units	58%	-10%	19%	20	39%	41	18%	19	17%	18	8%	8	106	8.5%
Academic Senate	63%	-38%	25%	2	38%	3	13%	1	25%	2	0%	0	8	16.3%
Administration	70%	-3%	36%	45	34%	42	11%	14	10%	13	9%	11	125	8.4%
Athletics	66%	-5%	30%	16	36%	19	15%	8	13%	7	6%	3	53	12.7%
Berkeley Art Museum/Pacific Film Archive	77%	6%	15%	2	62%	8	8%	1	8%	1	8%	1	13	24.9%
Berkeley Law School	62%	-5%	16%	7	47%	21	18%	8	13%	6	7%	3	45	13.3%
Cal Performances	64%	-4%	32%	9	32%	9	11%	3	11%	3	14%	4	28	16.7%
Col of Environmental Design	48%	-32%	7%	2	41%	12	24%	7	24%	7	3%	1	29	14.3%
College of Chemistry	70%	20%	7%	2	63%	19	10%	3	13%	4	7%	2	30	15.1%
College of Computing, Data Science, and Society	53%	-2%	12%	2	41%	7	24%	4	24%	4	0%	0	17	21.2%
College of Engineering	62%	-28%	22%	22	41%	41	18%	18	11%	11	9%	9	101	8.4%
College of Natural Resources	66%	-4%	26%	10	39%	15	16%	6	5%	2	13%	5	38	13.8%
Equity & Inclusion Div	48%	-9%	23%	18	25%	20	20%	16	18%	14	14%	11	79	8.5%
EVCP	88%	5%	38%	3	50%	4	13%	1	0%	0	0%	0	8	12.2%
Finance	76%	-11%	34%	20	41%	24	14%	8	10%	6	0%	0	58	10.2%

Goldman Sch of Public Policy	78%	20%	40%	20	38%	19	10%	5	6%	3	6%	3	50	8.3%
Graduate Division	50%	-32%	20%	6	30%	9	23%	7	20%	6	7%	2	30	10.2%
Graduate School of Education	46%	-13%	21%	5	25%	6	29%	7	17%	4	8%	2	24	17.2%
Haas School of Business	60%	-12%	19%	19	41%	41	16%	16	17%	17	7%	7	100	8.5%
L&S Arts & Humanities	57%	-30%	23%	11	34%	16	28%	13	11%	5	4%	2	47	11.8%
L&S Biological Sciences	56%	-15%	23%	12	33%	17	12%	6	23%	12	10%	5	52	12.3%
L&S Core, L&S Undergraduate Studies	67%	-6%	21%	10	46%	22	27%	13	4%	2	2%	1	48	10.8%
L&S Math & Physical Sci	63%	-1%	21%	8	42%	16	11%	4	13%	5	13%	5	38	16.3%
L&S Social Sciences	66%	-11%	25%	14	41%	23	9%	5	16%	9	9%	5	56	11.1%
Office for the Faculty	67%	29%	44%	4	22%	2	22%	2	0%	0	11%	1	9	27.2%
Office of the Chancellor	79%	5%	39%	13	39%	13	9%	3	9%	3	3%	1	33	13.6%
Office of the Vice Provost for Academic Planning	78%	-4%	22%	4	56%	10	17%	3	6%	1	0%	0	18	17.2%
Res Museum & Field Stations	59%	8%	24%	12	35%	18	10%	5	22%	11	10%	5	51	12.0%
Research Administrative Units	68%	2%	17%	10	52%	31	15%	9	10%	6	7%	4	60	10.8%
School of Information	65%	-23%	25%	5	40%	8	15%	3	10%	2	10%	2	20	18.0%

School of Journalism	50%	-28%	10%	1	40%	4	0%	0	40%	4	10%	1	10	28.8%
School of Optometry	60%	-20%	18%	8	42%	19	16%	7	20%	9	4%	2	45	10.3%
School of Public Health	68%	0%	23%	13	45%	25	20%	11	9%	5	4%	2	56	10.9%
School of Social Welfare	79%	4%	36%	5	43%	6	7%	1	7%	1	7%	1	14	22.4%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	60%	-20%	22%	16	38%	28	19%	14	18%	13	3%	2	73	8.6%
Student Affairs	69%	-2%	23%	36	46%	73	13%	20	14%	22	5%	8	159	7.5%
UC Library	63%	-6%	17%	13	46%	36	13%	10	15%	12	9%	7	78	8.9%
Undergraduate Education	74%	7%	25%	18	49%	35	10%	7	15%	11	1%	1	72	8.1%
Univ Developmt and Alumni Rel	70%	-10%	29%	27	40%	37	16%	15	12%	11	2%	2	92	8.5%

*Difference in total percentage of agree and strongly agree to February 2024
State of the Workplace survey.

Q19 - UC Berkeley does a good job investing in system
improvements and tools that help staff work more efficiently.

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	39%	6%	6	33%	31	37%	35	17%	16	7%	7	95	9.1%

Academic Senate	14%	0%	0	14%	1	57%	4	29%	2	0%	0	7	21.4%
Administration	53%	14%	16	39%	46	27%	32	10%	12	10%	12	118	8.7%
Athletics	24%	4%	2	20%	10	52%	26	20%	10	4%	2	50	13.1%
Berkeley Art Museum/Pacific Film Archive	17%	8%	1	8%	1	50%	6	33%	4	0%	0	12	24.9%
Berkeley Law School	41%	3%	1	38%	15	54%	21	3%	1	3%	1	39	14.5%
Cal Performances	26%	4%	1	22%	6	48%	13	11%	3	15%	4	27	16.7%
Col of Environmental Design	0%	0%	0	0%	0	63%	17	19%	5	19%	5	27	15.1%
College of Chemistry	23%	0%	0	23%	7	53%	16	20%	6	3%	1	30	15.1%
College of Computing, Data Science, and Society	36%	0%	0	36%	5	43%	6	14%	2	7%	1	14	23.9%
College of Engineering	28%	2%	2	26%	24	46%	43	18%	17	9%	8	94	8.9%
College of Natural Resources	29%	6%	2	23%	8	49%	17	23%	8	0%	0	35	14.6%
Equity & Inclusion Div	30%	4%	3	26%	20	39%	30	22%	17	9%	7	77	8.5%
EVCP	25%	0%	0	25%	2	50%	4	13%	1	13%	1	8	12.2%
Finance	62%	22%	12	40%	22	33%	18	5%	3	0%	0	55	10.6%
Goldman Sch of Public Policy	65%	13%	6	52%	25	19%	9	15%	7	2%	1	48	8.7%

Graduate Division	50%	7%	2	43%	13	27%	8	20%	6	3%	1	30	10.2%
Graduate School of Education	38%	14%	3	24%	5	48%	10	10%	2	5%	1	21	18.8%
Haas School of Business	38%	4%	4	34%	32	43%	40	15%	14	4%	4	94	8.8%
L&S Arts & Humanities	31%	0%	0	31%	14	42%	19	22%	10	4%	2	45	12.3%
L&S Biological Sciences	41%	11%	5	30%	14	37%	17	13%	6	9%	4	46	13.3%
L&S Core, L&S Undergraduate Studies	52%	2%	1	50%	22	25%	11	18%	8	5%	2	44	11.6%
L&S Math & Physical Sci	32%	0%	0	32%	12	45%	17	21%	8	3%	1	38	16.3%
L&S Social Sciences	41%	10%	5	31%	15	31%	15	20%	10	8%	4	49	12.1%
Office for the Faculty	33%	0%	0	33%	3	56%	5	11%	1	0%	0	9	27.2%
Office of the Chancellor	60%	13%	4	47%	14	27%	8	13%	4	0%	0	30	14.6%
Office of the Vice Provost for Academic Planning	56%	17%	3	39%	7	28%	5	17%	3	0%	0	18	17.2%
Res Museum & Field Stations	23%	4%	2	19%	9	54%	26	19%	9	4%	2	48	12.5%
Research Administrative Units	38%	4%	2	34%	18	42%	22	15%	8	6%	3	53	11.7%
School of Information	50%	11%	2	39%	7	39%	7	6%	1	6%	1	18	19.5%
School of Journalism	10%	0%	0	10%	1	30%	3	40%	4	20%	2	10	26.8%

School of Optometry	49%	7%	3	41%	17	34%	14	15%	6	2%	1	41	11.3%
School of Public Health	49%	13%	7	36%	20	35%	19	13%	7	4%	2	55	10.9%
School of Social Welfare	31%	8%	1	23%	3	54%	7	8%	1	8%	1	13	23.5%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	47%	13%	9	35%	25	42%	30	10%	7	1%	1	72	8.6%
Student Affairs	42%	8%	12	34%	50	33%	49	18%	27	7%	11	149	7.8%
UC Library	30%	7%	5	23%	17	51%	37	15%	11	4%	3	73	9.4%
Undergraduate Education	45%	9%	6	36%	25	41%	28	13%	9	1%	1	69	8.4%
Univ Developmt and Alumni Rel	48%	8%	7	40%	35	32%	28	19%	17	1%	1	88	8.7%

Q25 - Are you currently searching for a new job?

Divisions	Yes		No		Total	Margin of Error
Academic Research Units	22%	20	78%	70	90	9.4%
Academic Senate	17%	1	83%	5	6	26.7%
Administration	17%	19	83%	96	115	8.8%

Athletics	23%	11	77%	36	47	13.6%
Berkeley Art Museum/Pacific Film Archive	42%	5	58%	7	12	24.9%
Berkeley Law School	18%	7	82%	31	38	14.7%
Cal Performances	23%	6	77%	20	26	17.5%
College of Chemistry	20%	5	80%	20	25	17.1%
College of Computing, Data Science, and Society	31%	4	69%	9	13	25.0%
College of Engineering	30%	27	70%	63	90	9.1%
College of Natural Resources	27%	9	73%	24	33	15.1%
Col of Environmental Design	26%	7	74%	20	27	15.1%
EVCP	0%	0	100%	6	6	24.5%
Equity & Inclusion Div	36%	27	64%	47	74	9.0%
Finance	10%	5	90%	43	48	11.8%
Goldman Sch of Public Policy	11%	5	89%	39	44	9.7%
Graduate Division	31%	9	69%	20	29	10.7%

Graduate School of Education	35%	6	65%	11	17	21.5%
Haas School of Business	28%	25	72%	64	89	9.1%
L&S Arts & Humanities	43%	16	57%	21	37	14.1%
L&S Biological Sciences	36%	16	64%	29	45	13.4%
L&S Core, L&S Undergraduate Studies	24%	10	76%	32	42	12.0%
L&S Math & Physical Sci	26%	9	74%	25	34	14.4%
L&S Social Sciences	39%	17	61%	27	44	13.0%
Office for the Faculty	11%	1	89%	8	9	27.2%
Office of the Chancellor	24%	7	76%	22	29	15.0%
Office of the Vice Provost for Academic Planning	33%	6	67%	12	18	17.2%
Res Museum & Field Stations	23%	11	77%	36	47	12.7%
Research Administrative Units	29%	15	71%	37	52	11.9%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	18%	12	82%	56	68	9.2%

Administration	17%	9	4%	2	2%	1	2%	1	26%	14	19%	10	2%	1	9%	5	6%	3	0%	0	6%	3	8%	4	53
Athletics	6%	2	3%	1	9%	3	3%	1	24%	8	9%	3	3%	1	21%	7	3%	1	12%	4	0%	0	9%	3	34
Berkeley Art Museum/Pacific Film Archive	16%	4	12%	3	12%	3	4%	1	16%	4	8%	2	0%	0	4%	1	4%	1	8%	2	8%	2	8%	2	25
Berkeley Law School	10%	3	3%	1	13%	4	7%	2	23%	7	17%	5	3%	1	7%	2	7%	2	0%	0	10%	3	0%	0	30
Cal Performances	16%	3	5%	1	0%	0	0%	0	21%	4	11%	2	11%	2	11%	2	0%	0	5%	1	5%	1	16%	3	19
College of Chemistry	7%	1	0%	0	7%	1	0%	0	29%	4	7%	1	0%	0	7%	1	0%	0	7%	1	29%	4	7%	1	14
College of Computing, Data Science, and Society	18%	2	0%	0	0%	0	18%	2	18%	2	9%	1	0%	0	9%	1	9%	1	0%	0	0%	0	18%	2	11
College of Engineering	11%	10	4%	4	9%	8	12%	11	20%	19	10%	9	3%	3	6%	6	3%	3	3%	3	9%	8	10%	9	93
College of Natural Resources	9%	2	4%	1	9%	2	4%	1	35%	8	17%	4	0%	0	4%	1	0%	0	4%	1	9%	2	4%	1	23
Col of Environmental Design	12%	2	0%	0	12%	2	12%	2	24%	4	0%	0	0%	0	12%	2	6%	1	0%	0	0%	0	24%	4	17
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Equity & Inclusion Div	10%	9	3%	3	11%	10	14%	12	22%	19	11%	10	1%	1	9%	8	5%	4	3%	3	1%	1	9%	8	88
Finance	11%	2	11%	2	0%	0	0%	0	22%	4	17%	3	0%	0	17%	3	11%	2	6%	1	0%	0	6%	1	18
Goldman Sch of Public Policy	11%	1	0%	0	0%	0	22%	2	44%	4	0%	0	11%	1	0%	0	0%	0	0%	0	0%	0	11%	1	9
Graduate Division	18%	5	4%	1	4%	1	0%	0	25%	7	14%	4	4%	1	11%	3	4%	1	4%	1	4%	1	11%	3	28
Graduate School of Education	5%	1	0%	0	5%	1	14%	3	23%	5	23%	5	5%	1	0%	0	5%	1	5%	1	9%	2	9%	2	22
Haas School of Business	13%	9	6%	4	7%	5	9%	6	28%	19	13%	9	1%	1	4%	3	6%	4	0%	0	3%	2	9%	6	68

L&S Arts & Humanities	12%	6	10%	5	4%	2	10%	5	24%	12	8%	4	0%	0	8%	4	6%	3	2%	1	2%	1	14%	7	50
L&S Biological Sciences	11%	6	5%	3	5%	3	9%	5	21%	12	9%	5	4%	2	5%	3	12%	7	5%	3	4%	2	11%	6	57
L&S Core, L&S Undergraduate Studies	9%	3	9%	3	9%	3	6%	2	28%	9	22%	7	0%	0	3%	1	3%	1	0%	0	3%	1	6%	2	32
L&S Math & Physical Sci	5%	2	5%	2	11%	5	14%	6	16%	7	14%	6	0%	0	18%	8	2%	1	0%	0	7%	3	9%	4	44
L&S Social Sciences	7%	4	4%	2	5%	3	7%	4	21%	12	13%	7	4%	2	13%	7	5%	3	4%	2	9%	5	9%	5	56
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
Office of the Chancellor	11%	2	0%	0	6%	1	0%	0	33%	6	28%	5	0%	0	6%	1	11%	2	0%	0	6%	1	0%	0	18
Office of the Vice Provost for Academic Planning	19%	3	0%	0	6%	1	6%	1	25%	4	6%	1	6%	1	13%	2	0%	0	6%	1	0%	0	13%	2	16
Res Museum & Field Stations	13%	6	4%	2	11%	5	11%	5	22%	10	15%	7	0%	0	7%	3	4%	2	2%	1	7%	3	4%	2	46
Research Administrative Units	10%	6	3%	2	0%	0	0%	0	22%	13	17%	10	3%	2	10%	6	7%	4	7%	4	5%	3	15%	9	59
SSALLEX (Summer Sessn, Study Abrd, University Extension)	18%	8	9%	4	2%	1	5%	2	23%	10	11%	5	0%	0	5%	2	9%	4	5%	2	9%	4	5%	2	44
School of Information	0%	0	17%	1	0%	0	17%	1	33%	2	17%	1	0%	0	0%	0	0%	0	0%	0	17%	1	0%	0	6
School of Journalism	7%	1	0%	0	7%	1	13%	2	20%	3	7%	1	0%	0	13%	2	7%	1	0%	0	13%	2	13%	2	15
School of Optometry	10%	5	8%	4	8%	4	8%	4	14%	7	16%	8	0%	0	12%	6	6%	3	4%	2	6%	3	6%	3	49
School of Public Health	10%	4	2%	1	5%	2	5%	2	32%	13	10%	4	10%	4	2%	1	5%	2	5%	2	2%	1	12%	5	41
School of Social Welfare	0%	0	0%	0	8%	1	8%	1	17%	2	8%	1	0%	0	8%	1	17%	2	0%	0	17%	2	17%	2	12

Student Affairs	11%	14	5%	6	7%	9	9%	11	21%	27	9%	12	5%	6	8%	10	6%	8	4%	5	6%	8	9%	12	128
UC Library	11%	6	6%	3	6%	3	7%	4	22%	12	11%	6	7%	4	6%	3	2%	1	7%	4	6%	3	9%	5	54
Undergraduate Education	9%	5	6%	3	7%	4	11%	6	17%	9	17%	9	2%	1	9%	5	6%	3	4%	2	6%	3	7%	4	54
Univ Developmt and Alumni Rel	11%	8	1%	1	5%	4	7%	5	20%	15	18%	13	3%	2	9%	7	11%	8	4%	3	3%	2	8%	6	74

Q25b - What is the MAIN reason you're searching for a new job?

Divisions	Want a new challenge		Better benefits		More flexible work schedule		Opportunity to work remotely		Pay/Salary increase		Promotion/mo re responsibility		Relocation to a different geographical area		Want a new supervisor		Want to work with different colleagues		Factors outside of work		I don't enjoy my work		Other		Total
Academic Research Units	5%	1	0%	0	0%	0	5%	1	26%	5	5%	1	0%	0	16%	3	11%	2	0%	0	5%	1	26%	5	19
Academic Senate	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	1
Administration	17%	3	0%	0	0%	0	0%	0	44%	8	6%	1	0%	0	11%	2	0%	0	0%	0	0%	0	22%	4	18
Athletics	0%	0	0%	0	0%	0	0%	0	36%	4	18%	2	0%	0	18%	2	0%	0	0%	0	0%	0	27%	3	11
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	0%	0	0%	0	60%	3	20%	1	0%	0	0%	0	0%	0	0%	0	0%	0	20%	1	5
Berkeley Law School	0%	0	0%	0	0%	0	14%	1	71%	5	14%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	7
Cal Performances	33%	2	0%	0	0%	0	0%	0	0%	0	17%	1	0%	0	17%	1	0%	0	0%	0	0%	0	33%	2	6
College of Chemistry	0%	0	0%	0	0%	0	0%	0	20%	1	0%	0	0%	0	0%	0	0%	0	0%	0	40%	2	40%	2	5

College of Computing, Data Science, and Society	0%	0	0%	0	0%	0	25%	1	0%	0	25%	1	0%	0	0%	0	0%	0	0%	0	0%	0	50%	2	4
College of Engineering	4%	1	4%	1	4%	1	11%	3	30%	8	4%	1	4%	1	11%	3	0%	0	0%	0	7%	2	22%	6	27
College of Natural Resources	11%	1	0%	0	0%	0	0%	0	44%	4	11%	1	0%	0	0%	0	0%	0	0%	0	11%	1	22%	2	9
Col of Environmental Design	0%	0	0%	0	0%	0	0%	0	14%	1	0%	0	0%	0	14%	1	0%	0	14%	1	14%	1	43%	3	7
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Equity & Inclusion Div	11%	3	0%	0	4%	1	4%	1	33%	9	0%	0	0%	0	15%	4	7%	2	4%	1	4%	1	19%	5	27
Finance	20%	1	0%	0	0%	0	0%	0	60%	3	0%	0	0%	0	20%	1	0%	0	0%	0	0%	0	0%	0	5
Goldman Sch of Public Policy	20%	1	0%	0	0%	0	0%	0	60%	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	20%	1	5
Graduate Division	11%	1	0%	0	0%	0	0%	0	22%	2	11%	1	0%	0	22%	2	0%	0	0%	0	11%	1	22%	2	9
Graduate School of Education	0%	0	0%	0	0%	0	17%	1	33%	2	0%	0	17%	1	0%	0	0%	0	0%	0	0%	0	33%	2	6
Haas School of Business	8%	2	0%	0	4%	1	4%	1	32%	8	4%	1	0%	0	4%	1	0%	0	0%	0	16%	4	28%	7	25
L&S Arts & Humanities	0%	0	7%	1	0%	0	0%	0	27%	4	7%	1	0%	0	7%	1	7%	1	0%	0	7%	1	40%	6	15
L&S Biological Sciences	6%	1	0%	0	6%	1	0%	0	38%	6	6%	1	0%	0	13%	2	6%	1	6%	1	6%	1	13%	2	16
L&S Core, L&S Undergraduate Studies	0%	0	0%	0	0%	0	0%	0	40%	4	10%	1	0%	0	0%	0	10%	1	0%	0	0%	0	40%	4	10
L&S Math & Physical Sci	0%	0	0%	0	0%	0	11%	1	0%	0	0%	0	0%	0	44%	4	0%	0	0%	0	11%	1	33%	3	9
L&S Social Sciences	0%	0	0%	0	0%	0	6%	1	29%	5	0%	0	0%	0	18%	3	6%	1	0%	0	0%	0	41%	7	17

Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
Office of the Chancellor	14%	1	0%	0	0%	0	0%	0	43%	3	29%	2	0%	0	14%	1	0%	0	0%	0	0%	0	0%	0	7
Office of the Vice Provost for Academic Planning	0%	0	0%	0	0%	0	0%	0	67%	4	0%	0	17%	1	17%	1	0%	0	0%	0	0%	0	0%	0	6
Res Museum & Field Stations	18%	2	0%	0	9%	1	0%	0	45%	5	9%	1	0%	0	9%	1	0%	0	0%	0	9%	1	0%	0	11
Research Administrative Units	0%	0	0%	0	0%	0	0%	0	20%	3	7%	1	0%	0	20%	3	0%	0	0%	0	0%	0	53%	8	15
SSALLEX (Summer Sessn, Study Abrd, University Extension)	17%	2	0%	0	0%	0	0%	0	58%	7	8%	1	0%	0	8%	1	0%	0	0%	0	0%	0	8%	1	12
School of Information	0%	0	0%	0	0%	0	0%	0	100%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	2
School of Journalism	0%	0	0%	0	17%	1	0%	0	17%	1	17%	1	0%	0	17%	1	0%	0	0%	0	0%	0	33%	2	6
School of Optometry	9%	1	0%	0	9%	1	9%	1	18%	2	0%	0	0%	0	27%	3	9%	1	0%	0	9%	1	9%	1	11
School of Public Health	14%	2	0%	0	0%	0	0%	0	50%	7	0%	0	7%	1	0%	0	0%	0	0%	0	0%	0	29%	4	14
School of Social Welfare	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	25%	1	25%	1	0%	0	0%	0	50%	2	4
Student Affairs	3%	1	0%	0	5%	2	8%	3	29%	11	0%	0	5%	2	13%	5	5%	2	3%	1	5%	2	24%	9	38
UC Library	13%	2	0%	0	0%	0	0%	0	56%	9	0%	0	0%	0	6%	1	0%	0	0%	0	6%	1	19%	3	16
Undergraduate Education	0%	0	0%	0	6%	1	0%	0	38%	6	19%	3	0%	0	0%	0	0%	0	6%	1	0%	0	31%	5	16
Univ Developmt and Alumni Rel	5%	1	0%	0	5%	1	0%	0	32%	7	9%	2	5%	1	5%	1	0%	0	0%	0	5%	1	36%	8	22

Division	Another higher education institution OUTSIDE of the UC system		Another higher education institution WITHIN the UC system		A private for-profit company		A nonprofit outside of higher education		Within UC Berkeley		Total
Academic Research Units	5%	1	11%	2	16%	3	21%	4	47%	9	19
Academic Senate	0%	0	0%	0	100%	1	0%	0	0%	0	1
Administration	11%	2	22%	4	17%	3	11%	2	39%	7	18
Athletics	45%	5	0%	0	27%	3	9%	1	18%	2	11
Berkeley Art Museum/Pacific Film Archive	20%	1	0%	0	20%	1	60%	3	0%	0	5
Berkeley Law School	29%	2	0%	0	29%	2	14%	1	29%	2	7
Cal Performances	17%	1	0%	0	33%	2	33%	2	17%	1	6
College of Chemistry	0%	0	0%	0	20%	1	20%	1	60%	3	5
College of Computing, Data Science, and Society	25%	1	50%	2	25%	1	0%	0	0%	0	4
College of Engineering	11%	3	15%	4	33%	9	0%	0	41%	11	27
College of Natural Resources	11%	1	11%	1	22%	2	11%	1	44%	4	9

Col of Environmental Design	29%	2	0%	0	29%	2	29%	2	14%	1	7
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0
Equity & Inclusion Div	15%	4	30%	8	11%	3	7%	2	37%	10	27
Finance	0%	0	40%	2	20%	1	0%	0	40%	2	5
Goldman Sch of Public Policy	0%	0	20%	1	80%	4	0%	0	0%	0	5
Graduate Division	11%	1	33%	3	11%	1	0%	0	44%	4	9
Graduate School of Education	0%	0	33%	2	0%	0	0%	0	67%	4	6
Haas School of Business	20%	5	20%	5	32%	8	8%	2	20%	5	25
L&S Arts & Humanities	20%	3	7%	1	13%	2	7%	1	53%	8	15
L&S Biological Sciences	19%	3	13%	2	44%	7	0%	0	25%	4	16
L&S Core, L&S Undergraduate Studies	0%	0	40%	4	0%	0	10%	1	50%	5	10
L&S Math & Physical Sci	11%	1	0%	0	11%	1	33%	3	44%	4	9
L&S Social Sciences	12%	2	12%	2	24%	4	0%	0	53%	9	17
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	100%	1	1
Office of the Chancellor	0%	0	43%	3	0%	0	14%	1	43%	3	7
Office of the Vice Provost for Academic Planning	17%	1	17%	1	0%	0	0%	0	67%	4	6

Res Museum & Field Stations	18%	2	9%	1	0%	0	55%	6	18%	2	11
Research Administrative Units	27%	4	47%	7	0%	0	13%	2	13%	2	15
SSALLEX (Summer Sessn, Study Abrd, University Extension)	17%	2	8%	1	33%	4	8%	1	33%	4	12
School of Information	0%	0	0%	0	0%	0	0%	0	100%	2	2
School of Journalism	0%	0	17%	1	33%	2	33%	2	17%	1	6
School of Optometry	36%	4	9%	1	18%	2	9%	1	27%	3	11
School of Public Health	7%	1	36%	5	21%	3	7%	1	29%	4	14
School of Social Welfare	0%	0	25%	1	0%	0	0%	0	75%	3	4
Student Affairs	18%	7	24%	9	26%	10	3%	1	29%	11	38
UC Library	25%	4	25%	4	13%	2	6%	1	31%	5	16
Undergraduate Education	31%	5	19%	3	31%	5	13%	2	6%	1	16
Univ Developmt and Alumni Rel	18%	4	41%	9	9%	2	14%	3	18%	4	22

Q25d - Why are you staying on your job? (Select all)

Division	A new challenge	Benefits	Flexible schedule	Opportunity to work remotely	Mission of UC Berkeley	Pay/Salary	Promotion or more responsibility	Can't geographically relocate	Supervisor	Colleagues	Factors outside of work	I enjoy my work	Other	Total
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Academic Research Units	4%	13	13%	45	13%	46	13%	45	10%	35	8%	27	3%	9	2%	8	8%	27	10%	35	5%	17	13%	48	1%	4	359
Academic Senate	0%	0	9%	2	18%	4	14%	3	9%	2	0%	0	0%	0	0%	0	18%	4	18%	4	0%	0	14%	3	0%	0	22
Administration	3%	13	12%	58	12%	59	14%	72	8%	40	8%	38	2%	10	1%	4	12%	61	10%	52	3%	14	15%	75	1%	6	502
Athletics	8%	10	10%	13	6%	8	3%	4	7%	9	8%	10	5%	6	2%	3	8%	11	16%	21	4%	5	23%	30	1%	1	131
Berkeley Art Museum/Pacific Film Archive	7%	2	11%	3	7%	2	0%	0	7%	2	4%	1	0%	0	4%	1	7%	2	7%	2	19%	5	26%	7	0%	0	27
Berkeley Law School	5%	7	13%	19	9%	13	5%	7	10%	15	9%	13	3%	5	3%	4	11%	17	10%	15	7%	11	15%	22	1%	2	150
Cal Performances	0%	0	17%	20	9%	11	12%	14	8%	9	11%	13	2%	2	2%	2	11%	13	11%	13	3%	3	13%	16	3%	3	119
College of Chemistry	4%	3	12%	10	11%	9	15%	12	5%	4	6%	5	2%	2	4%	3	7%	6	7%	6	6%	5	15%	12	5%	4	81
College of Computing, Data Science, and Society	7%	3	10%	4	10%	4	14%	6	7%	3	7%	3	2%	1	5%	2	5%	2	14%	6	2%	1	17%	7	0%	0	42
College of Engineering	3%	8	13%	39	14%	43	11%	35	8%	26	6%	19	2%	5	3%	8	9%	29	12%	37	5%	16	13%	42	2%	5	312
College of Natural Resources	4%	5	12%	16	10%	14	10%	14	9%	13	4%	6	4%	6	4%	5	9%	13	12%	17	4%	6	15%	20	1%	2	137
Col of Environmental Design	6%	6	15%	15	5%	5	10%	10	8%	8	11%	11	3%	3	3%	3	7%	7	13%	13	4%	4	10%	10	2%	2	97
EVCP	0%	0	13%	5	10%	4	10%	4	13%	5	10%	4	0%	0	0%	0	13%	5	13%	5	5%	2	13%	5	0%	0	39
Equity & Inclusion Div	4%	8	12%	27	8%	18	10%	22	6%	14	9%	19	3%	6	3%	6	11%	23	9%	20	6%	14	16%	35	3%	6	218
Finance	5%	13	11%	29	9%	23	15%	38	10%	26	9%	22	2%	5	0%	0	11%	28	10%	26	2%	5	15%	37	1%	2	254
Goldman Sch of Public Policy	4%	9	9%	20	10%	24	9%	22	10%	23	9%	20	4%	10	2%	4	11%	26	13%	31	3%	8	14%	32	2%	5	234
Graduate Division	6%	7	8%	9	12%	14	13%	15	11%	13	8%	10	2%	2	2%	2	12%	14	9%	11	3%	3	14%	17	3%	3	120
Graduate School of Education	2%	1	14%	8	16%	9	9%	5	9%	5	9%	5	2%	1	0%	0	7%	4	12%	7	4%	2	16%	9	2%	1	57

Haas School of Business	3%	11	11%	39	12%	41	10%	34	10%	36	5%	18	3%	10	2%	8	10%	34	13%	45	5%	17	14%	49	3%	11	353
	L&S Arts & Humanities	5%	5	15%	16	9%	9	10%	10	6%	6	10%	11	2%	2	2%	2	10%	10	10%	11	4%	4	14%	15	4%	4
L&S Biological Sciences	5%	6	14%	18	13%	17	6%	8	5%	7	6%	8	5%	7	2%	3	10%	13	9%	12	2%	3	19%	25	3%	4	131
L&S Core, L&S Undergraduate Studies	1%	2	12%	23	11%	20	12%	22	10%	19	5%	10	4%	7	1%	1	11%	20	13%	25	4%	8	14%	26	2%	3	186
	L&S Math & Physical Sci	4%	5	11%	14	9%	11	8%	10	10%	12	7%	9	2%	3	2%	2	13%	16	12%	15	6%	7	14%	17	2%	3
L&S Social Sciences	2%	3	8%	11	12%	16	14%	18	9%	12	5%	6	5%	7	1%	1	11%	15	11%	15	6%	8	14%	18	2%	3	133
Office for the Faculty	6%	3	10%	5	13%	6	10%	5	6%	3	8%	4	2%	1	4%	2	8%	4	13%	6	4%	2	13%	6	2%	1	48
Office of the Chancellor	4%	5	8%	9	8%	9	14%	16	10%	11	11%	12	3%	3	1%	1	12%	14	11%	12	2%	2	16%	18	2%	2	114
Office of the Vice Provost for Academic Planning	2%	1	10%	6	10%	6	11%	7	6%	4	11%	7	3%	2	3%	2	8%	5	13%	8	6%	4	16%	10	2%	1	63
Res Museum & Field Stations	4%	7	13%	24	9%	16	8%	15	6%	11	6%	11	3%	5	4%	8	8%	15	13%	23	6%	11	17%	31	2%	3	180
Research Administrative Units	2%	5	12%	24	10%	20	13%	26	8%	17	9%	19	4%	8	1%	3	10%	20	14%	29	3%	7	13%	26	0%	1	205
SSALLEX (Summer Sessn, Study Abrd, University Extension)	3%	10	9%	27	11%	33	14%	44	11%	34	6%	18	3%	10	2%	5	11%	34	13%	39	5%	14	13%	39	1%	4	311
	School of Information	4%	4	10%	10	9%	9	11%	11	8%	8	8%	8	5%	5	3%	3	8%	8	11%	11	6%	6	13%	13	1%	1
School of Journalism	0%	0	10%	2	10%	2	14%	3	10%	2	5%	1	0%	0	0%	0	19%	4	10%	2	0%	0	19%	4	5%	1	21
School of Optometry	2%	3	12%	15	9%	11	6%	7	8%	10	6%	7	6%	8	2%	3	12%	15	14%	18	2%	2	18%	22	3%	4	125
School of Public Health	1%	3	11%	23	13%	27	13%	27	10%	20	5%	10	3%	6	1%	2	10%	22	11%	24	5%	10	16%	33	1%	3	210
School of Social Welfare	4%	2	10%	5	10%	5	10%	5	10%	5	14%	7	2%	1	2%	1	6%	3	12%	6	2%	1	16%	8	4%	2	51

Student Affairs	3%	16	15%	75	10%	51	9%	48	8%	43	8%	39	3%	15	2%	11	11%	54	11%	58	1%	6	16%	79	2%	12	507
UC Library	2%	4	16%	39	6%	15	5%	13	9%	21	7%	16	2%	4	7%	17	8%	19	12%	30	8%	20	15%	36	5%	12	246
Undergraduate Education	4%	14	12%	37	9%	27	10%	31	11%	34	8%	26	2%	7	2%	6	12%	37	12%	38	3%	8	14%	45	1%	3	313
Univ Developmt and Alumni Rel	3%	10	11%	40	10%	38	14%	49	10%	38	8%	29	2%	9	2%	7	10%	36	11%	40	3%	10	14%	52	1%	4	362

Q25e - What is the MAIN reason you're staying in your job?

Division	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Mission of UC Berkeley		Pay/Salary		Promotion or more responsibility		Can't geographically relocate		Supervisor		Colleagues		Factors outside of work		I enjoy my work		Other		Total
Academic Research Units	0%	0	9%	6	17%	12	10%	7	1%	1	11%	8	0%	0	0%	0	1%	1	4%	3	7%	5	33%	23	6%	4	70
Academic Senate	0%	0	0%	0	0%	0	20%	1	0%	0	0%	0	0%	0	0%	0	0%	0	20%	1	0%	0	60%	3	0%	0	5
Administration	2%	2	8%	8	7%	7	30%	29	5%	5	10%	10	1%	1	1%	1	2%	2	4%	4	2%	2	19%	18	7%	7	96
Athletics	3%	1	3%	1	0%	0	6%	2	3%	1	0%	0	6%	2	0%	0	11%	4	11%	4	9%	3	46%	16	3%	1	35
Berkeley Art Museum/Pacific Film Archive	14%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	14%	1	0%	0	14%	1	57%	4	0%	0	7
Berkeley Law School	0%	0	13%	4	6%	2	0%	0	10%	3	13%	4	0%	0	3%	1	10%	3	3%	1	3%	1	39%	12	0%	0	31
Cal Performances	0%	0	25%	5	0%	0	10%	2	0%	0	15%	3	0%	0	0%	0	0%	0	10%	2	0%	0	30%	6	10%	2	20
College of Chemistry	5%	1	15%	3	5%	1	15%	3	5%	1	15%	3	5%	1	0%	0	0%	0	0%	0	10%	2	15%	3	10%	2	20
College of Computing, Data Science, and Society	22%	2	11%	1	0%	0	22%	2	11%	1	0%	0	0%	0	0%	0	0%	0	0%	0	11%	1	22%	2	0%	0	9
College of Engineering	2%	1	10%	6	14%	9	14%	9	13%	8	10%	6	0%	0	2%	1	5%	3	6%	4	6%	4	16%	10	3%	2	63

College of Natural Resources	4%	1	4%	1	13%	3	4%	1	4%	1	9%	2	0%	0	0%	0	9%	2	9%	2	4%	1	35%	8	4%	1	23
Col of Environmental Design	5%	1	25%	5	10%	2	0%	0	0%	0	15%	3	0%	0	0%	0	10%	2	0%	0	5%	1	15%	3	15%	3	20
EVC	0%	0	0%	0	0%	0	0%	0	0%	0	17%	1	0%	0	0%	0	0%	0	17%	1	0%	0	33%	2	33%	2	6
Equity & Inclusion Div	2%	1	6%	3	4%	2	13%	6	0%	0	2%	1	0%	0	4%	2	6%	3	9%	4	9%	4	36%	17	9%	4	47
Finance	0%	0	7%	3	5%	2	26%	11	9%	4	7%	3	2%	1	0%	0	9%	4	0%	0	5%	2	28%	12	2%	1	43
Goldman Sch of Public Policy	5%	2	3%	1	8%	3	10%	4	0%	0	3%	1	0%	0	0%	0	3%	1	10%	4	5%	2	41%	16	13%	5	39
Graduate Division	5%	1	5%	1	20%	4	5%	1	5%	1	5%	1	0%	0	0%	0	15%	3	15%	3	0%	0	15%	3	10%	2	20
Graduate School of Education	0%	0	9%	1	18%	2	18%	2	18%	2	27%	3	0%	0	0%	0	0%	0	0%	0	0%	0	9%	1	0%	0	11
Haas School of Business	2%	1	10%	6	5%	3	14%	9	8%	5	8%	5	3%	2	0%	0	5%	3	6%	4	3%	2	32%	20	5%	3	63
L&S Arts & Humanities	5%	1	10%	2	0%	0	19%	4	5%	1	10%	2	5%	1	0%	0	5%	1	14%	3	5%	1	19%	4	5%	1	21
L&S Biological Sciences	7%	2	4%	1	11%	3	7%	2	14%	4	4%	1	0%	0	0%	0	18%	5	7%	2	0%	0	29%	8	0%	0	28
L&S Core, L&S Undergraduate Studies	0%	0	6%	2	0%	0	28%	9	0%	0	6%	2	0%	0	0%	0	3%	1	3%	1	6%	2	44%	14	3%	1	32
L&S Math & Physical Sci	4%	1	17%	4	4%	1	8%	2	0%	0	8%	2	0%	0	0%	0	4%	1	0%	0	4%	1	42%	10	8%	2	24
L&S Social Sciences	0%	0	12%	3	0%	0	12%	3	4%	1	12%	3	0%	0	0%	0	15%	4	4%	1	4%	1	31%	8	8%	2	26
Office for the Faculty	0%	0	0%	0	0%	0	13%	1	0%	0	25%	2	0%	0	0%	0	25%	2	0%	0	0%	0	38%	3	0%	0	8
Office of the Chancellor	9%	2	0%	0	5%	1	27%	6	9%	2	14%	3	0%	0	0%	0	5%	1	0%	0	0%	0	32%	7	0%	0	22
Office of the Vice Provost for Academic Planning	0%	0	0%	0	0%	0	17%	2	0%	0	8%	1	0%	0	8%	1	0%	0	8%	1	17%	2	33%	4	8%	1	12

Res Museum & Field Stations	0%	0	3%	1	3%	1	6%	2	0%	0	9%	3	3%	1	0%	0	0%	0	0%	0	9%	3	69%	24	0%	0	35
Research Administrative Units	5%	2	11%	4	5%	2	24%	9	0%	0	11%	4	0%	0	0%	0	3%	1	3%	1	3%	1	30%	11	5%	2	37
SSALLEX (Summer Sessn, Study Abrd, University Extension)	4%	2	9%	5	4%	2	19%	10	6%	3	2%	1	0%	0	2%	1	2%	1	4%	2	4%	2	39%	21	7%	4	54
School of Information	0%	0	13%	2	20%	3	0%	0	0%	0	7%	1	7%	1	0%	0	7%	1	0%	0	0%	0	47%	7	0%	0	15
School of Journalism	0%	0	25%	1	0%	0	0%	0	0%	0	25%	1	0%	0	0%	0	25%	1	0%	0	0%	0	25%	1	0%	0	4
School of Optometry	0%	0	8%	2	4%	1	0%	0	0%	0	8%	2	4%	1	0%	0	8%	2	4%	1	4%	1	44%	11	16%	4	25
School of Public Health	0%	0	10%	4	13%	5	10%	4	5%	2	3%	1	3%	1	3%	1	3%	1	5%	2	5%	2	41%	16	0%	0	39
School of Social Welfare	0%	0	0%	0	0%	0	13%	1	0%	0	13%	1	13%	1	0%	0	13%	1	0%	0	0%	0	25%	2	25%	2	8
Student Affairs	0%	0	15%	15	12%	12	7%	7	2%	2	6%	6	1%	1	1%	1	3%	3	4%	4	2%	2	44%	45	5%	5	103
UC Library	2%	1	17%	9	0%	0	6%	3	8%	4	6%	3	0%	0	2%	1	2%	1	2%	1	10%	5	31%	16	15%	8	52
Undergraduate Education	0%	0	6%	3	6%	3	15%	8	4%	2	6%	3	2%	1	0%	0	8%	4	6%	3	2%	1	37%	19	10%	5	52
Univ Developmt and Alumni Rel	2%	1	11%	7	5%	3	23%	14	11%	7	7%	4	2%	1	0%	0	2%	1	7%	4	0%	0	30%	18	2%	1	61

Q26 - UC Berkeley's Principles of Community guide my actions and decisions at work.

Divisions	Total Agree %	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Response Count	Margin of Error

Academic Research Units	61%	14%	11	46%	35	34%	26	3%	2	3%	2	76	10.4%
Academic Senate	83%	33%	2	50%	3	17%	1	0%	0	0%	0	6	26.7%
Administration	69%	23%	26	46%	51	26%	29	2%	2	3%	3	111	9.0%
Athletics	58%	3%	1	55%	21	42%	16	0%	0	0%	0	38	15.2%
Berkeley Art Museum/Pacific Film Archive	55%	0%	0	55%	6	45%	5	0%	0	0%	0	11	27.5%
Berkeley Law School	66%	20%	7	46%	16	31%	11	3%	1	0%	0	35	15.4%
Cal Performances	48%	16%	4	32%	8	48%	12	4%	1	0%	0	25	17.9%
Col of Environmental Design	50%	9%	2	41%	9	50%	11	0%	0	0%	0	22	17.6%
College of Chemistry	57%	14%	3	43%	9	38%	8	5%	1	0%	0	21	19.2%
College of Computing, Data Science, and Society	90%	10%	1	80%	8	10%	1	0%	0	0%	0	10	29.2%
College of Engineering	64%	15%	12	49%	40	30%	24	1%	1	5%	4	81	9.8%
College of Natural Resources	77%	27%	8	50%	15	23%	7	0%	0	0%	0	30	16.1%
Equity & Inclusion Div	68%	22%	13	46%	27	27%	16	2%	1	3%	2	59	10.6%
EVCP	83%	33%	2	50%	3	17%	1	0%	0	0%	0	6	24.5%
Finance	83%	30%	14	52%	24	15%	7	2%	1	0%	0	46	12.2%

Goldman Sch of Public Policy	77%	33%	13	44%	17	23%	9	0%	0	0%	0	39	11.1%
Graduate Division	84%	16%	4	68%	17	16%	4	0%	0	0%	0	25	13.0%
Graduate School of Education	75%	19%	3	56%	9	25%	4	0%	0	0%	0	16	22.3%
Haas School of Business	65%	19%	15	45%	35	26%	20	9%	7	0%	0	77	10.0%
L&S Arts & Humanities	60%	17%	5	43%	13	40%	12	0%	0	0%	0	30	16.1%
L&S Biological Sciences	55%	18%	6	36%	12	36%	12	6%	2	3%	1	33	16.1%
L&S Core, L&S Undergraduate Studies	78%	22%	8	57%	21	22%	8	0%	0	0%	0	37	13.3%
L&S Math & Physical Sci	80%	27%	8	53%	16	20%	6	0%	0	0%	0	30	15.6%
L&S Social Sciences	83%	26%	9	57%	20	17%	6	0%	0	0%	0	35	15.0%
Office for the Faculty	78%	44%	4	33%	3	22%	2	0%	0	0%	0	9	27.2%
Office of the Chancellor	78%	22%	6	56%	15	22%	6	0%	0	0%	0	27	15.8%
Office of the Vice Provost for Academic Planning	78%	33%	6	44%	8	22%	4	0%	0	0%	0	18	17.2%
Res Museum & Field Stations	54%	15%	6	39%	16	44%	18	2%	1	0%	0	41	13.8%
Research Administrative Units	84%	20%	10	65%	33	14%	7	2%	1	0%	0	51	12.0%
School of Information	75%	19%	3	56%	9	19%	3	6%	1	0%	0	16	21.2%

School of Journalism	70%	20%	2	50%	5	20%	2	0%	0	10%	1	10	26.8%
School of Optometry	78%	28%	9	50%	16	22%	7	0%	0	0%	0	32	13.9%
School of Public Health	83%	19%	9	65%	31	17%	8	0%	0	0%	0	48	12.2%
School of Social Welfare	67%	33%	3	33%	3	33%	3	0%	0	0%	0	9	29.8%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	71%	24%	14	47%	27	26%	15	2%	1	2%	1	58	10.4%
Student Affairs	73%	21%	27	52%	66	20%	25	2%	3	5%	7	128	8.4%
UC Library	73%	22%	13	52%	31	25%	15	2%	1	0%	0	60	10.8%
Undergraduate Education	73%	25%	15	47%	28	25%	15	2%	1	0%	0	59	9.7%
Univ Developmt and Alumni Rel	60%	18%	14	43%	34	35%	28	4%	3	1%	1	80	9.3%

Q26a - How have you encountered UC Berkeley's Principles of Community? (Select all that apply)

Division	During New Employee Resource &	UC Berkeley's website	Through meetings with my supervisor, a	Campus-wide communications (emails,	I have not encountered them	Total

	Orientation (NERO)				colleague or my department		newsletters, etc.)				
Academic Research Units	34%	19	55%	31	0%	0	0%	0	11%	6	56
Academic Senate	33%	1	67%	2	0%	0	0%	0	0%	0	3
Administration	29%	28	59%	57	0%	0	0%	0	12%	12	97
Athletics	41%	11	44%	12	0%	0	0%	0	15%	4	27
Berkeley Art Museum/Pacific Film Archive	18%	2	73%	8	0%	0	0%	0	9%	1	11
Berkeley Law School	26%	8	55%	17	0%	0	0%	0	19%	6	31
Cal Performances	19%	4	62%	13	0%	0	0%	0	19%	4	21
Col of Environmental Design	44%	7	50%	8	0%	0	0%	0	6%	1	16
College of Chemistry	29%	5	47%	8	0%	0	0%	0	24%	4	17

College of Computing, Data Science, and Society	17%	1	83%	5	0%	0	0%	0	0%	0	6
College of Engineering	26%	18	48%	33	0%	0	0%	0	26%	18	69
College of Natural Resources	36%	10	64%	18	0%	0	0%	0	0%	0	28
Equity & Inclusion Div	36%	17	60%	28	0%	0	0%	0	4%	2	47
EVCP	0%	0	100%	4	0%	0	0%	0	0%	0	4
Finance	29%	14	60%	29	0%	0	0%	0	10%	5	48
Goldman Sch of Public Policy	35%	13	65%	24	0%	0	0%	0	0%	0	37
Graduate Division	35%	7	60%	12	0%	0	0%	0	5%	1	20
Graduate School of Education	31%	4	54%	7	0%	0	0%	0	15%	2	13
Haas School of Business	31%	21	54%	36	0%	0	0%	0	15%	10	67

L&S Arts & Humanities	42%	11	50%	13	0%	0	0%	0	8%	2	26
L&S Biological Sciences	25%	7	46%	13	0%	0	0%	0	29%	8	28
L&S Core, L&S Undergraduate Studies	21%	7	68%	23	0%	0	0%	0	12%	4	34
L&S Math & Physical Sci	16%	3	74%	14	0%	0	0%	0	11%	2	19
L&S Social Sciences	21%	6	75%	21	0%	0	0%	0	4%	1	28
Office for the Faculty	0%	0	100%	6	0%	0	0%	0	0%	0	6
Office of the Chancellor	25%	5	65%	13	0%	0	0%	0	10%	2	20
Office of the Vice Provost for Academic Planning	43%	6	50%	7	0%	0	0%	0	7%	1	14
Res Museum & Field Stations	45%	14	45%	14	0%	0	0%	0	10%	3	31

Research Administrative Units	37%	19	57%	29	0%	0	0%	0	6%	3	51
School of Information	25%	3	67%	8	0%	0	0%	0	8%	1	12
School of Journalism	38%	3	38%	3	0%	0	0%	0	25%	2	8
School of Optometry	33%	8	54%	13	0%	0	0%	0	13%	3	24
School of Public Health	36%	15	60%	25	0%	0	0%	0	5%	2	42
School of Social Welfare	43%	3	43%	3	0%	0	0%	0	14%	1	7
SSALLEX (Summer Sessn, Study Abrd, University Extension)	36%	17	57%	27	0%	0	0%	0	6%	3	47
Student Affairs	38%	43	46%	52	0%	0	0%	0	16%	18	113
UC Library	30%	13	57%	25	0%	0	0%	0	14%	6	44
Undergraduate Education	19%	8	71%	30	0%	0	0%	0	10%	4	42

Univ Developmt and Alumni Rel	29%	18	65%	41	0%	0	0%	0	6%	4	63
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Q28 - Over the last three months, I've felt a state of physical, mental, and emotional exhaustion that's caused by chronic stress at work.

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	38%	16%	14	22%	20	24%	21	29%	26	9%	8	89	9.5%
Academic Senate	33%	17%	1	17%	1	17%	1	17%	1	33%	2	6	26.7%
Administration	37%	17%	19	20%	23	23%	26	25%	29	15%	17	114	8.9%
Athletics	57%	22%	10	35%	16	17%	8	20%	9	7%	3	46	13.7%
Berkeley Art Museum/Pacific Film Archive	58%	25%	3	33%	4	8%	1	25%	3	8%	1	12	27.5%
Berkeley Law School	37%	8%	3	29%	11	24%	9	29%	11	11%	4	38	14.7%
Cal Performances	38%	19%	5	19%	5	35%	9	15%	4	12%	3	26	17.5%
Col of Environmental Design	73%	42%	11	31%	8	12%	3	12%	3	4%	1	26	15.6%

College of Chemistry	42%	13%	3	29%	7	21%	5	38%	9	0%	0	24	17.6%
College of Computing, Data Science, and Society	50%	33%	4	17%	2	33%	4	8%	1	8%	1	12	26.2%
College of Engineering	47%	21%	19	26%	23	20%	18	19%	17	13%	12	89	9.2%
College of Natural Resources	31%	16%	5	16%	5	38%	12	25%	8	6%	2	32	15.4%
Equity & Inclusion Div	61%	36%	26	25%	18	18%	13	17%	12	4%	3	72	9.1%
EVCP	50%	17%	1	33%	2	17%	1	33%	2	0%	0	6	24.5%
Finance	23%	8%	4	15%	7	25%	12	33%	16	19%	9	48	11.8%
Goldman Sch of Public Policy	32%	7%	3	25%	11	20%	9	27%	12	20%	9	44	9.7%
Graduate Division	48%	24%	7	24%	7	21%	6	24%	7	7%	2	29	10.7%
Graduate School of Education	35%	12%	2	24%	4	35%	6	24%	4	6%	1	17	21.5%
Haas School of Business	44%	22%	19	23%	20	18%	16	27%	24	10%	9	88	9.2%
L&S Arts & Humanities	61%	28%	10	33%	12	14%	5	22%	8	3%	1	36	14.3%
L&S Biological Sciences	48%	19%	8	29%	12	19%	8	24%	10	10%	4	42	14.0%
L&S Core, L&S Undergraduate Studies	55%	12%	5	43%	18	14%	6	19%	8	12%	5	42	12.0%
L&S Math & Physical Sci	52%	24%	8	27%	9	24%	8	21%	7	3%	1	33	14.7%

L&S Social Sciences	50%	24%	10	26%	11	14%	6	26%	11	10%	4	42	13.4%
Office for the Faculty	22%	11%	1	11%	1	33%	3	44%	4	0%	0	9	27.2%
Office of the Chancellor	38%	17%	5	21%	6	21%	6	28%	8	14%	4	29	15.0%
Office of the Vice Provost for Academic Planning	44%	28%	5	17%	3	17%	3	28%	5	11%	2	18	17.2%
Res Museum & Field Stations	51%	18%	8	33%	15	16%	7	20%	9	13%	6	45	13.0%
Research Administrative Units	58%	21%	11	37%	19	15%	8	25%	13	2%	1	52	11.9%
School of Information	47%	0%	0	47%	8	24%	4	29%	5	0%	0	17	20.3%
School of Journalism	70%	10%	1	60%	6	10%	1	20%	2	0%	0	10	26.8%
School of Optometry	47%	18%	6	29%	10	12%	4	24%	8	18%	6	34	13.3%
School of Public Health	42%	13%	7	28%	15	30%	16	19%	10	9%	5	53	11.4%
School of Social Welfare	73%	27%	3	45%	5	9%	1	0%	0	18%	2	11	26.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	26%	5%	3	21%	14	36%	24	24%	16	14%	9	66	9.4%
Student Affairs	49%	25%	35	24%	33	22%	30	18%	25	12%	16	139	8.1%
UC Library	37%	15%	10	22%	15	28%	19	28%	19	7%	5	68	9.9%

Undergraduate Education	37%	16%	11	21%	14	21%	14	24%	16	10%	13	68	8.6%
Univ Developmt and Alumni Rel	47%	14%	12	33%	27	18%	15	33%	27	2%	2	83	9.1%

Q28a - Which of the following would most reduce your state of physical, mental, and emotional exhaustion that's caused by your chronic work stress?

Divisions	My immediate supervisor reducing my workload		My lab/unit/department's leader reducing our workload		Hiring more team members		Improving my time/stress management, or other skills (ex. communication)		Different deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor		More respectful treatment from my immediate supervisor		More respectful treatment from colleagues I work with		Nothing, the nature of my work is inherently stressful		Other		Total
Academic Research Units	3%	1	3%	1	35%	12	3%	1	3%	1	6%	2	9%	3	12%	4	26%	9	34
Academic Senate	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	50%	1	2
Administration	0%	0	10%	4	17%	7	2%	1	5%	2	10%	4	7%	3	19%	8	31%	13	42
Athletics	0%	0	0%	0	27%	7	15%	4	0%	0	12%	3	23%	6	12%	3	12%	3	26
Berkeley Art Museum/Pacific Film Archive	0%	0	14%	1	71%	5	0%	0	0%	0	0%	0	0%	0	0%	0	14%	1	7
Berkeley Law School	14%	2	0%	0	43%	6	0%	0	0%	0	0%	0	0%	0	7%	1	36%	5	14
Cal Performances	0%	0	0%	0	0%	0	10%	1	0%	0	20%	2	20%	2	0%	0	50%	5	10
College of Chemistry	10%	1	0%	0	30%	3	0%	0	0%	0	0%	0	10%	1	0%	0	50%	5	10

[illegible]

Office of the Chancellor	0%	0	0%	0	36%	4	0%	0	0%	0	0%	0	0%	0	55%	6	9%	1	11
Office of the Vice Provost for Academic Planning	0%	0	0%	0	38%	3	13%	1	0%	0	13%	1	0%	0	38%	3	0%	0	8
Res Museum & Field Stations	4%	1	4%	1	30%	7	4%	1	4%	1	9%	2	17%	4	4%	1	22%	5	23
Research Administrative Units	0%	0	7%	2	47%	14	0%	0	0%	0	13%	4	7%	2	7%	2	20%	6	30
SSALLEX (Summer Sessn, Study Abrd, University Extension)	0%	0	0%	0	24%	4	12%	2	0%	0	12%	2	0%	0	24%	4	29%	5	17
School of Information	0%	0	0%	0	25%	2	13%	1	0%	0	13%	1	25%	2	13%	1	13%	1	8
School of Journalism	14%	1	14%	1	14%	1	0%	0	14%	1	0%	0	14%	1	0%	0	29%	2	7
School of Optometry	6%	1	0%	0	38%	6	6%	1	6%	1	19%	3	13%	2	0%	0	13%	2	16
School of Public Health	14%	3	5%	1	32%	7	9%	2	5%	1	9%	2	0%	0	14%	3	14%	3	22
School of Social Welfare	13%	1	0%	0	50%	4	13%	1	0%	0	0%	0	0%	0	13%	1	13%	1	8
Student Affairs	10%	7	4%	3	24%	16	3%	2	4%	3	7%	5	3%	2	10%	7	34%	23	68
UC Library	4%	1	4%	1	12%	3	8%	2	4%	1	20%	5	12%	3	8%	2	28%	7	25
Undergraduate Education	20%	5	0%	0	36%	9	12%	3	8%	2	4%	1	4%	1	12%	3	4%	1	25
Univ Developmt and Alumni Rel	10%	4	5%	2	23%	9	5%	2	0%	0	5%	2	18%	7	10%	4	23%	9	39

Q28b - Which of the following most contributes to your lack of physical, mental, and emotional exhaustion that could be caused by chronic work stress?

Divisions	My immediate supervisor ensures a manageable workload		My lab/unit/department's leader ensures a manageable workload		My time/stress management, or other skills (ex. communication)		Having sufficient team members		Manageable deadlines/turnaround times for my responsibilities set by or enforced by, my immediate supervisor		Respectful treatment from my immediate supervisor		Respectful treatment from colleagues I work with		The nature of my work inherently lacks stress		Other		Total
Academic Research Units	16%	9	4%	2	22%	12	9%	5	9%	5	18%	10	7%	4	7%	4	7%	4	55
Academic Senate	75%	3	0%	0	0%	0	0%	0	0%	0	0%	0	25%	1	0%	0	0%	0	4
Administration	17%	12	3%	2	13%	9	7%	5	18%	13	19%	14	10%	7	1%	1	13%	9	72
Athletics	5%	1	10%	2	25%	5	15%	3	5%	1	10%	2	10%	2	10%	2	10%	2	20
Berkeley Art Museum/Pacific Film Archive	20%	1	0%	0	40%	2	0%	0	0%	0	20%	1	20%	1	0%	0	0%	0	5
Berkeley Law School	17%	4	0%	0	22%	5	4%	1	13%	3	17%	4	13%	3	0%	0	13%	3	23
Cal Performances	0%	0	0%	0	13%	2	6%	1	6%	1	19%	3	25%	4	6%	1	25%	4	16
College of Chemistry	7%	1	0%	0	36%	5	0%	0	0%	0	14%	2	21%	3	7%	1	14%	2	14
College of Computing, Data Science, and Society	0%	0	0%	0	33%	2	17%	1	17%	1	17%	1	17%	1	0%	0	0%	0	6
College of Engineering	13%	6	2%	1	19%	9	4%	2	19%	9	23%	11	6%	3	2%	1	11%	5	47
College of Natural Resources	18%	4	0%	0	27%	6	0%	0	0%	0	32%	7	9%	2	9%	2	5%	1	22
Col of Environmental Design	29%	2	14%	1	29%	2	0%	0	0%	0	14%	1	14%	1	0%	0	0%	0	7
EVCP	33%	1	0%	0	33%	1	0%	0	0%	0	33%	1	0%	0	0%	0	0%	0	3

Equity & Inclusion Div	25%	7	0%	0	14%	4	11%	3	18%	5	14%	4	14%	4	0%	0	4%	1	28
Finance	27%	10	3%	1	16%	6	11%	4	19%	7	8%	3	5%	2	0%	0	11%	4	37
Goldman Sch of Public Policy	23%	7	3%	1	10%	3	13%	4	17%	5	20%	6	7%	2	0%	0	7%	2	30
Graduate Division	7%	1	0%	0	13%	2	13%	2	13%	2	27%	4	20%	3	0%	0	7%	1	15
Graduate School of Education	0%	0	0%	0	27%	3	0%	0	18%	2	18%	2	27%	3	0%	0	9%	1	11
Haas School of Business	16%	8	2%	1	29%	14	8%	4	4%	2	16%	8	18%	9	2%	1	4%	2	49
L&S Arts & Humanities	14%	2	14%	2	21%	3	7%	1	7%	1	14%	2	7%	1	7%	1	7%	1	14
L&S Biological Sciences	14%	3	5%	1	14%	3	5%	1	9%	2	9%	2	23%	5	0%	0	23%	5	22
L&S Core, L&S Undergraduate Studies	16%	3	11%	2	32%	6	0%	0	21%	4	0%	0	16%	3	5%	1	0%	0	19
L&S Math & Physical Sci	6%	1	0%	0	19%	3	13%	2	0%	0	31%	5	25%	4	0%	0	6%	1	16
L&S Social Sciences	19%	4	0%	0	29%	6	10%	2	14%	3	10%	2	5%	1	0%	0	14%	3	21
Office for the Faculty	14%	1	0%	0	14%	1	0%	0	14%	1	29%	2	29%	2	0%	0	0%	0	7
Office of the Chancellor	0%	0	6%	1	44%	8	6%	1	17%	3	22%	4	0%	0	0%	0	6%	1	18
Office of the Vice Provost for Academic Planning	10%	1	0%	0	10%	1	20%	2	30%	3	0%	0	10%	1	0%	0	20%	2	10
Res Museum & Field Stations	23%	5	0%	0	27%	6	18%	4	9%	2	5%	1	14%	3	0%	0	5%	1	22
Research Administrative Units	27%	6	5%	1	14%	3	0%	0	14%	3	32%	7	9%	2	0%	0	0%	0	22

SSALLEX (Summer Sessn, Study Abrd, University Extension)	14%	7	2%	1	24%	12	10%	5	10%	5	22%	11	6%	3	6%	3	4%	2	49
School of Information	11%	1	0%	0	33%	3	0%	0	11%	1	33%	3	0%	0	11%	1	0%	0	9
School of Journalism	67%	2	0%	0	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	3
School of Optometry	11%	2	0%	0	22%	4	17%	3	6%	1	17%	3	11%	2	11%	2	6%	1	18
School of Public Health	19%	6	0%	0	19%	6	10%	3	10%	3	26%	8	13%	4	0%	0	3%	1	31
School of Social Welfare	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	33%	1	0%	0	33%	1	3
Student Affairs	10%	7	3%	2	17%	12	11%	8	10%	7	21%	15	10%	7	6%	4	13%	9	71
UC Library	17%	7	5%	2	14%	6	2%	1	7%	3	17%	7	17%	7	10%	4	12%	5	42
Undergraduate Education	21%	9	2%	1	12%	5	7%	3	21%	9	19%	8	9%	4	0%	0	9%	4	43
Univ Developmt and Alumni Rel	16%	7	0%	0	19%	8	9%	4	14%	6	19%	8	12%	5	2%	1	9%	4	43

Q29 - I feel comfortable asking my immediate supervisor for time off when I need it.

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	89%	36%	32	53%	47	8%	7	2%	2	1%	1	89	9.5%
Academic Senate	83%	67%	4	17%	1	0%	0	17%	1	0%	0	6	26.7%

Administration	93%	60%	68	33%	38	3%	3	4%	4	1%	1	114	8.9%
Athletics	65%	37%	17	28%	13	24%	11	2%	1	9%	4	46	13.7%
Berkeley Art Museum/Pacific Film Archive	67%	25%	3	42%	5	17%	2	17%	2	0%	0	12	27.5%
Berkeley Law School	86%	35%	13	51%	19	8%	3	5%	2	0%	0	37	14.7%
Cal Performances	77%	35%	9	42%	11	19%	5	0%	0	4%	1	26	17.5%
Col of Environmental Design	81%	42%	11	38%	10	12%	3	4%	1	4%	1	26	17.6%
College of Chemistry	75%	25%	6	50%	12	17%	4	4%	1	4%	1	24	26.2%
College of Computing, Data Science, and Society	92%	42%	5	50%	6	0%	0	0%	0	8%	1	12	9.3%
College of Engineering	81%	43%	38	38%	34	13%	12	4%	4	1%	1	89	15.4%
College of Natural Resources	88%	69%	22	19%	6	9%	3	3%	1	0%	0	32	15.6%
Equity & Inclusion Div	89%	49%	35	40%	29	7%	5	3%	2	1%	1	72	24.5%
EVCP	100%	83%	5	17%	1	0%	0	0%	0	0%	0	6	9.2%
Finance	94%	67%	32	27%	13	6%	3	0%	0	0%	0	48	11.8%
Goldman Sch of Public Policy	91%	57%	25	34%	15	7%	3	2%	1	0%	0	44	9.7%
Graduate Division	86%	59%	17	28%	8	14%	4	0%	0	0%	0	29	11.3%

Graduate School of Education	88%	35%	6	53%	9	12%	2	0%	0	0%	0	17	21.5%
Haas School of Business	90%	51%	45	39%	34	7%	6	2%	2	1%	1	88	9.3%
L&S Arts & Humanities	81%	28%	10	53%	19	11%	4	8%	3	0%	0	36	14.3%
L&S Biological Sciences	76%	45%	19	31%	13	10%	4	10%	4	5%	2	42	14.0%
L&S Core, L&S Undergraduate Studies	95%	48%	20	48%	20	5%	2	0%	0	0%	0	42	12.0%
L&S Math & Physical Sci	73%	30%	10	42%	14	15%	5	9%	3	3%	1	33	14.7%
L&S Social Sciences	81%	45%	19	36%	15	7%	3	5%	2	7%	3	42	13.4%
Office for the Faculty	100%	56%	5	44%	4	0%	0	0%	0	0%	0	9	27.2%
Office of the Chancellor	83%	59%	17	24%	7	14%	4	3%	1	0%	0	29	15.0%
Office of the Vice Provost for Academic Planning	67%	39%	7	28%	5	17%	3	11%	2	6%	1	18	17.2%
Res Museum & Field Stations	84%	42%	19	42%	19	9%	4	7%	3	0%	0	45	13.0%
Research Administrative Units	92%	40%	21	52%	27	4%	2	2%	1	2%	1	52	12.0%
School of Information	94%	41%	7	53%	9	6%	1	0%	0	0%	0	17	9.6%
School of Journalism	70%	30%	3	40%	4	20%	2	0%	0	10%	1	10	20.3%
School of Optometry	74%	32%	11	41%	14	6%	2	6%	2	15%	5	34	26.8%

School of Public Health	94%	45%	24	49%	26	6%	3	0%	0	0%	0	53	13.3%
School of Social Welfare	82%	36%	4	45%	5	0%	0	9%	1	9%	1	11	11.4%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	89%	45%	30	44%	29	8%	5	3%	2	0%	0	66	26.3%
Student Affairs	83%	46%	64	37%	51	10%	14	6%	8	1%	2	139	8.1%
UC Library	94%	52%	35	42%	28	3%	2	3%	2	0%	0	67	10.0%
Undergraduate Education	93%	60%	41	32%	22	4%	3	3%	2	0%	0	68	8.6%
Univ Developmt and Alumni Rel	88%	52%	43	35%	29	10%	8	2%	2	0%	0	82	9.2%

Q30 - In the past 12 months, have you experienced abusive conduct (e.g. bullying), discrimination, or harassment in your Unit/Department/Division/School/College?

Divisions	Yes		No		Total	Margin of Error
Academic Research Units	6%	5	94%	84	89	9.5%
Academic Senate	0%	0	100%	6	6	26.7%

Administration	8%	9	92%	104	113	8.9%
Athletics	13%	6	87%	40	46	13.7%
Berkeley Art Museum/Pacific Film Archive	0%	0	100%	12	12	27.5%
Berkeley Law School	3%	1	97%	36	37	14.7%
Cal Performances	15%	4	85%	22	26	17.5%
College of Chemistry	4%	1	96%	23	24	17.6%
College of Computing, Data Science, and Society	8%	1	92%	11	12	26.2%
College of Engineering	11%	10	89%	77	87	9.3%
College of Natural Resources	3%	1	97%	31	32	15.4%
Col of Environmental Design	15%	4	85%	22	26	15.6%
EVCP	0%	0	100%	6	6	24.5%
Equity & Inclusion Div	21%	15	79%	56	71	9.2%
Finance	2%	1	98%	47	48	11.8%
Goldman Sch of Public Policy	7%	3	93%	41	44	9.7%

Graduate Division	4%	1	96%	27	28	11.3%
Graduate School of Education	12%	2	88%	15	17	21.5%
Haas School of Business	9%	8	91%	79	87	9.3%
L&S Arts & Humanities	19%	7	81%	29	36	14.3%
L&S Biological Sciences	19%	8	81%	34	42	14.0%
L&S Core, L&S Undergraduate Studies	2%	1	98%	41	42	12.0%
L&S Math & Physical Sci	12%	4	88%	29	33	14.7%
L&S Social Sciences	12%	5	88%	37	42	13.4%
Office for the Faculty	0%	0	100%	9	9	27.2%
Office of the Chancellor	3%	1	97%	28	29	15.0%
Office of the Vice Provost for Academic Planning	6%	1	94%	17	18	17.2%
Res Museum & Field Stations	16%	7	84%	38	45	13.0%
Research Administrative Units	12%	6	88%	45	51	12.0%

SSALLEX (Summer Sessn, Study Abrd, University Extension)	6%	4	94%	60	64	9.6%
School of Information	6%	1	94%	16	17	20.3%
School of Journalism	30%	3	70%	7	10	26.8%
School of Optometry	24%	8	76%	26	34	13.3%
School of Public Health	11%	6	89%	47	53	11.4%
School of Social Welfare	9%	1	91%	10	11	26.3%
Student Affairs	10%	14	90%	124	138	8.1%
UC Library	10%	7	90%	60	67	10.0%
Undergraduate Education	6%	4	94%	64	68	8.6%
Univ Developmt and Alumni Rel	7%	6	93%	76	82	9.2%

Q30a - Which types of adverse treatment have you experienced in your Unit/Department/Division/School/College within the last 12 months? (Select all that apply)

Divisions	Abusive conduct (e.g. bullying)		Discrimination		Harassment		Total
Academic Research Units	44%	4	22%	2	33%	3	9
Academic Senate	0%	0	0%	0	0%	0	0
Administration	60%	6	20%	2	20%	2	10
Athletics	63%	5	25%	2	13%	1	8
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	0%	0	0
Berkeley Law School	100%	1	0%	0	0%	0	1
Cal Performances	100%	4	0%	0	0%	0	4
College of Chemistry	100%	1	0%	0	0%	0	1
College of Computing, Data Science, and Society	100%	1	0%	0	0%	0	1
College of Engineering	78%	7	22%	2	0%	0	9
College of Natural Resources	100%	1	0%	0	0%	0	1
Col of Environmental Design	75%	3	0%	0	25%	1	4
EVCP	0%	0	0%	0	0%	0	0
Equity & Inclusion Div	43%	10	30%	7	26%	6	23

Finance	100%	1	0%	0	0%	0	1
Goldman Sch of Public Policy	33%	1	0%	0	67%	2	3
Graduate Division	100%	1	0%	0	0%	0	1
Graduate School of Education	100%	2	0%	0	0%	0	2
Haas School of Business	56%	5	22%	2	22%	2	9
L&S Arts & Humanities	71%	5	29%	2	0%	0	7
L&S Biological Sciences	50%	5	30%	3	20%	2	10
L&S Core, L&S Undergraduate Studies	50%	1	50%	1	0%	0	2
L&S Math & Physical Sci	75%	3	0%	0	25%	1	4
L&S Social Sciences	57%	4	29%	2	14%	1	7
Office for the Faculty	0%	0	0%	0	0%	0	0
Office of the Chancellor	100%	1	0%	0	0%	0	1
Office of the Vice Provost for Academic Planning	100%	1	0%	0	0%	0	1
Res Museum & Field Stations	42%	5	25%	3	33%	4	12
Research Administrative Units	45%	5	18%	2	36%	4	11

SSALLEX (Summer Sessn, Study Abrd, University Extension)	60%	3	20%	1	20%	1	5
School of Information	100%	1	0%	0	0%	0	1
School of Journalism	50%	2	50%	2	0%	0	4
School of Optometry	45%	5	27%	3	27%	3	11
School of Public Health	71%	5	14%	1	14%	1	7
School of Social Welfare	50%	1	50%	1	0%	0	2
Student Affairs	45%	10	27%	6	27%	6	22
UC Library	63%	5	13%	1	25%	2	8
Undergraduate Education	17%	1	67%	4	17%	1	6
Univ Developmt and Alumni Rel	71%	5	0%	0	29%	2	7

Q30b - Which of the following best describes the position(s) of the person(s) responsible for the adverse treatment you experienced in your Unit/Department/Division/School/College within the last 12 months?

Divisions	Supervisor		Coworker		Direct report		Student		Faculty		Other		Total
Academic Research Units	43%	3	43%	3	0%	0	0%	0	14%	1	0%	0	7

Academic Senate	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Administration	22%	2	11%	1	0%	0	0%	0	11%	1	56%	5	9
Athletics	38%	3	25%	2	0%	0	0%	0	0%	0	38%	3	8
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Berkeley Law School	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1
Cal Performances	0%	0	75%	3	25%	1	0%	0	0%	0	0%	0	4
College of Chemistry	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	1
College of Computing, Data Science, and Society	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
College of Engineering	22%	2	33%	3	0%	0	0%	0	44%	4	0%	0	9
College of Natural Resources	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	1
Col of Environmental Design	0%	0	0%	0	50%	2	0%	0	50%	2	0%	0	4
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Equity & Inclusion Div	35%	6	0%	0	12%	2	0%	0	12%	2	41%	7	17
Finance	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1
Goldman Sch of Public Policy	0%	0	33%	1	0%	0	0%	0	67%	2	0%	0	3
Graduate Division	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1

Graduate School of Education	50%	1	50%	1	0%	0	0%	0	0%	0	0%	0	2
Haas School of Business	0%	0	50%	4	13%	1	13%	1	0%	0	25%	2	8
L&S Arts & Humanities	29%	2	29%	2	0%	0	14%	1	29%	2	0%	0	7
L&S Biological Sciences	30%	3	20%	2	0%	0	20%	2	10%	1	20%	2	10
L&S Core, L&S Undergraduate Studies	0%	0	50%	1	0%	0	0%	0	0%	0	50%	1	2
L&S Math & Physical Sci	75%	3	0%	0	0%	0	0%	0	0%	0	25%	1	4
L&S Social Sciences	57%	4	14%	1	0%	0	14%	1	14%	1	0%	0	7
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Office of the Chancellor	0%	0	0%	0	0%	0	0%	0	0%	0	100%	1	1
Office of the Vice Provost for Academic Planning	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	1
Res Museum & Field Stations	22%	2	56%	5	0%	0	0%	0	0%	0	22%	2	9
Research Administrative Units	71%	5	29%	2	0%	0	0%	0	0%	0	0%	0	7
SSALLEX (Summer Sessn, Study Abrd, University Extension)	29%	2	29%	2	0%	0	0%	0	14%	1	29%	2	7
School of Information	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	1
School of Journalism	60%	3	40%	2	0%	0	0%	0	0%	0	0%	0	5

School of Optometry	42%	5	17%	2	17%	2	0%	0	0%	0	25%	3	12
School of Public Health	33%	3	22%	2	11%	1	0%	0	22%	2	11%	1	9
School of Social Welfare	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1
Student Affairs	47%	9	26%	5	5%	1	0%	0	0%	0	21%	4	19
UC Library	50%	4	25%	2	0%	0	0%	0	0%	0	25%	2	8
Undergraduate Education	75%	3	25%	1	0%	0	0%	0	0%	0	0%	0	4
Univ Developmt and Alumni Rel	43%	3	29%	2	0%	0	0%	0	0%	0	29%	2	7

Q30c - How many instances of abusive conduct (e.g. bullying), discrimination, or harassment you experienced in your Unit/Department/Division/School/College did you report within the last 12 months?

Divisions	None		Less than 50%		More than 50%		All of them		Total
Academic Research Units	20%	1	60%	3	20%	1	0%	0	5
Academic Senate	0%	0	0%	0	0%	0	0%	0	0
Administration	56%	5	22%	2	11%	1	11%	1	9
Athletics	83%	5	0%	0	17%	1	0%	0	6

Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	0%	0	0%	0	0
Berkeley Law School	50%	1	50%	1	0%	0	0%	0	2
Cal Performances	25%	1	75%	3	0%	0	0%	0	4
College of Chemistry	0%	0	100%	1	0%	0	0%	0	1
College of Computing, Data Science, and Society	100%	1	0%	0	0%	0	0%	0	1
College of Engineering	44%	4	22%	2	0%	0	33%	3	9
College of Natural Resources	100%	1	0%	0	0%	0	0%	0	1
Col of Environmental Design	0%	0	50%	2	0%	0	50%	2	4
EVCP	0%	0	0%	0	0%	0	0%	0	0
Equity & Inclusion Div	27%	4	27%	4	13%	2	33%	5	15
Finance	100%	1	0%	0	0%	0	0%	0	1
Goldman Sch of Public Policy	100%	3	0%	0	0%	0	0%	0	3
Graduate Division	0%	0	100%	1	0%	0	0%	0	1
Graduate School of Education	50%	1	0%	0	0%	0	50%	1	2
Haas School of Business	57%	4	14%	1	14%	1	14%	1	7
L&S Arts & Humanities	43%	3	29%	2	14%	1	14%	1	7

L&S Biological Sciences	50%	4	13%	1	0%	0	38%	3	8
L&S Core, L&S Undergraduate Studies	0%	0	100%	1	0%	0	0%	0	1
L&S Math & Physical Sci	50%	2	0%	0	0%	0	50%	2	4
L&S Social Sciences	100%	5	0%	0	0%	0	0%	0	5
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0
Office of the Chancellor	100%	1	0%	0	0%	0	0%	0	1
Office of the Vice Provost for Academic Planning	100%	1	0%	0	0%	0	0%	0	1
Res Museum & Field Stations	29%	2	29%	2	29%	2	14%	1	7
Research Administrative Units	33%	2	33%	2	33%	2	0%	0	6
SSALLEX (Summer Sessn, Study Abrd, University Extension)	50%	2	25%	1	25%	1	0%	0	4
School of Information	0%	0	100%	1	0%	0	0%	0	1
School of Journalism	33%	1	0%	0	67%	2	0%	0	3
School of Optometry	50%	4	38%	3	13%	1	0%	0	8
School of Public Health	33%	2	33%	2	33%	2	0%	0	6
School of Social Welfare	0%	0	100%	1	0%	0	0%	0	1

Student Affairs	27%	4	47%	7	13%	2	13%	2	15
UC Library	29%	2	57%	4	0%	0	14%	1	7
Undergraduate Education	100%	4	0%	0	0%	0	0%	0	4
Univ Developmt and Alumni Rel	67%	4	17%	1	0%	0	17%	1	6

Q31 - I feel comfortable reporting workplace harassment made by a coworker.

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	72%	25%	22	47%	42	20%	18	4%	4	3%	3	89	9.5%
Academic Senate	67%	50%	3	17%	1	17%	1	0%	0	17%	1	6	26.7%
Administration	79%	33%	37	46%	51	11%	12	5%	6	5%	5	111	9.0%
Athletics	85%	35%	16	50%	23	9%	4	2%	1	4%	2	46	13.7%
Berkeley Art Museum/Pacific Film Archive	83%	25%	3	58%	7	17%	2	0%	0	0%	0	12	27.5%
Berkeley Law School	95%	41%	15	54%	20	5%	2	0%	0	0%	0	37	14.7%
Cal Performances	62%	31%	8	31%	8	15%	4	19%	5	4%	1	26	17.5%

Col of Environmental Design	85%	50%	13	35%	9	12%	3	0%	0	4%	1	26	15.6%
College of Chemistry	71%	21%	5	50%	12	17%	4	13%	3	0%	0	24	17.6%
College of Computing, Data Science, and Society	75%	33%	4	42%	5	25%	3	0%	0	0%	0	12	26.2%
College of Engineering	72%	26%	22	47%	40	22%	19	3%	3	2%	2	86	9.4%
College of Natural Resources	81%	34%	11	47%	15	16%	5	3%	1	0%	0	32	15.4%
Equity & Inclusion Div	73%	37%	26	37%	26	18%	13	6%	4	3%	2	71	9.2%
EVCP	83%	67%	4	17%	1	0%	0	0%	0	17%	1	6	24.5%
Finance	88%	50%	24	38%	18	10%	5	2%	1	0%	0	48	11.8%
Goldman Sch of Public Policy	80%	36%	16	43%	19	16%	7	5%	2	0%	0	44	9.7%
Graduate Division	75%	29%	8	46%	13	18%	5	4%	1	4%	1	28	11.3%
Graduate School of Education	59%	18%	3	41%	7	29%	5	6%	1	6%	1	17	21.5%
Haas School of Business	77%	36%	31	41%	35	12%	10	8%	7	3%	3	86	9.4%
L&S Arts & Humanities	67%	22%	8	44%	16	19%	7	11%	4	3%	1	36	14.3%
L&S Biological Sciences	68%	27%	11	41%	17	15%	6	10%	4	7%	3	41	14.2%
L&S Core, L&S Undergraduate Studies	79%	24%	10	55%	23	17%	7	2%	1	2%	1	42	12.0%

L&S Math & Physical Sci	73%	27%	9	45%	15	15%	5	12%	4	0%	0	33	14.7%
L&S Social Sciences	76%	33%	14	43%	18	14%	6	10%	4	0%	0	42	13.4%
Office for the Faculty	67%	33%	3	33%	3	33%	3	0%	0	0%	0	9	27.2%
Office of the Chancellor	86%	50%	14	36%	10	7%	2	0%	0	7%	2	28	15.4%
Office of the Vice Provost for Academic Planning	67%	22%	4	44%	8	17%	3	17%	3	0%	0	18	17.2%
Res Museum & Field Stations	76%	20%	9	56%	25	22%	10	2%	1	0%	0	45	13.0%
Research Administrative Units	75%	27%	14	47%	24	16%	8	8%	4	2%	1	51	12.0%
School of Information	65%	35%	6	29%	5	24%	4	12%	2	0%	0	17	20.3%
School of Journalism	30%	0%	0	30%	3	40%	4	20%	2	10%	1	10	26.8%
School of Optometry	76%	29%	10	47%	16	12%	4	12%	4	0%	0	34	13.3%
School of Public Health	79%	34%	18	45%	24	13%	7	4%	2	4%	2	53	11.4%
School of Social Welfare	82%	36%	4	45%	5	0%	0	9%	1	9%	1	11	26.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	72%	20%	13	52%	33	19%	12	6%	4	3%	2	64	9.6%
Student Affairs	75%	24%	32	51%	70	15%	21	4%	6	5%	7	136	8.1%
UC Library	64%	24%	16	40%	27	27%	18	7%	5	1%	1	67	10.0%

Undergraduate Education	76%	26%	18	50%	34	15%	10	7%	5	1%	1	68	8.6%
Univ Developmt and Alumni Rel	77%	26%	21	51%	42	10%	8	10%	8	4%	3	82	9.2%

Q32 - I feel comfortable reporting workplace harassment made by a supervisor.

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	67%	22%	20	45%	40	26%	23	4%	4	2%	2	89	9.5%
Academic Senate	50%	33%	2	17%	1	50%	3	0%	0	0%	0	6	26.7%
Administration	71%	26%	29	45%	50	17%	19	5%	6	6%	7	111	9.0%
Athletics	70%	28%	13	41%	19	22%	10	7%	3	2%	1	46	13.7%
Berkeley Art Museum/Pacific Film Archive	75%	25%	3	50%	6	17%	2	0%	0	8%	1	12	27.5%
Berkeley Law School	62%	22%	8	41%	15	32%	12	5%	2	0%	0	37	14.7%
Cal Performances	65%	35%	9	31%	8	31%	8	0%	0	4%	1	26	17.5%
Col of Environmental Design	65%	31%	8	35%	9	15%	4	15%	4	4%	1	26	15.6%

College of Chemistry	58%	21%	5	38%	9	29%	7	4%	1	8%	2	24	17.6%
College of Computing, Data Science, and Society	75%	33%	4	42%	5	25%	3	0%	0	0%	0	12	26.2%
College of Engineering	50%	21%	18	29%	25	37%	32	8%	7	5%	4	86	9.4%
College of Natural Resources	72%	25%	8	47%	15	25%	8	3%	1	0%	0	32	15.4%
Equity & Inclusion Div	46%	15%	11	31%	22	35%	25	10%	7	8%	6	71	9.2%
EVCP	50%	33%	2	17%	1	33%	2	0%	0	17%	1	6	24.5%
Finance	85%	46%	22	40%	19	13%	6	2%	1	0%	0	48	11.8%
Goldman Sch of Public Policy	70%	43%	19	27%	12	20%	9	7%	3	2%	1	44	9.7%
Graduate Division	75%	25%	7	50%	14	21%	6	0%	0	4%	1	28	11.3%
Graduate School of Education	59%	12%	2	47%	8	24%	4	12%	2	6%	1	17	21.5%
Haas School of Business	67%	35%	30	33%	28	23%	20	7%	6	2%	2	86	9.4%
L&S Arts & Humanities	50%	19%	7	31%	11	44%	16	0%	0	6%	2	36	14.3%
L&S Biological Sciences	71%	22%	9	49%	20	12%	5	2%	1	15%	6	41	14.2%
L&S Core, L&S Undergraduate Studies	57%	17%	7	40%	17	31%	13	12%	5	0%	0	42	12.0%
L&S Math & Physical Sci	61%	18%	6	42%	14	21%	7	9%	3	9%	3	33	14.7%

L&S Social Sciences	55%	29%	12	26%	11	31%	13	7%	3	7%	3	42	13.4%
Office for the Faculty	44%	33%	3	11%	1	44%	4	11%	1	0%	0	9	27.2%
Office of the Chancellor	82%	46%	13	36%	10	14%	4	4%	1	0%	0	28	15.4%
Office of the Vice Provost for Academic Planning	72%	33%	6	39%	7	28%	5	0%	0	0%	0	18	17.2%
Res Museum & Field Stations	62%	20%	9	42%	19	27%	12	7%	3	4%	2	45	13.0%
Research Administrative Units	69%	29%	15	39%	20	20%	10	6%	3	6%	3	51	12.0%
School of Information	59%	24%	4	35%	6	41%	7	0%	0	0%	0	17	20.3%
School of Journalism	30%	10%	1	20%	2	50%	5	0%	0	20%	2	10	26.8%
School of Optometry	82%	29%	10	53%	18	9%	3	6%	2	3%	1	34	13.3%
School of Public Health	79%	32%	17	47%	25	13%	7	6%	3	2%	1	53	11.4%
School of Social Welfare	64%	27%	3	36%	4	27%	3	9%	1	0%	0	11	26.3%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	61%	19%	12	42%	27	30%	19	8%	5	2%	1	64	9.6%
Student Affairs	63%	24%	32	39%	53	21%	29	10%	13	7%	9	136	8.1%
UC Library	61%	22%	15	39%	26	25%	17	10%	7	3%	2	67	10.0%

Undergraduate Education	66%	21%	14	46%	31	22%	15	7%	5	4%	3	68	8.6%
Univ Developmt and Alumni Rel	61%	20%	16	41%	34	26%	21	10%	8	4%	3	82	9.2%

Q33 - I believe UC Berkeley takes workplace harassment complaints made by staff seriously.

Divisions	Total Agree %	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Response Count	Margin of Error
Academic Research Units	67%	22%	20	45%	40	26%	23	4%	4	2%	2	89	9.5%
Academic Senate	50%	33%	2	17%	1	50%	3	0%	0	0%	0	6	26.7%
Administration	71%	26%	29	45%	50	17%	19	5%	6	6%	7	111	9.0%
Athletics	70%	28%	13	41%	19	22%	10	7%	3	2%	1	46	13.7%
Berkeley Art Museum/Pacific Film Archive	75%	25%	3	50%	6	17%	2	0%	0	8%	1	12	27.5%
Berkeley Law School	62%	22%	8	41%	15	32%	12	5%	2	0%	0	37	14.7%
Cal Performances	65%	35%	9	31%	8	31%	8	0%	0	4%	1	26	17.5%
College of Chemistry	58%	21%	5	38%	9	29%	7	4%	1	8%	2	24	17.6%

College of Computing, Data Science, and Society	75%	33%	4	42%	5	25%	3	0%	0	0%	0	12	26.2%
College of Engineering	50%	21%	18	29%	25	37%	32	8%	7	5%	4	86	9.4%
College of Natural Resources	72%	25%	8	47%	15	25%	8	3%	1	0%	0	32	15.4%
Col of Environmental Design	65%	31%	8	35%	9	15%	4	15%	4	4%	1	26	15.6%
EVCP	50%	33%	2	17%	1	33%	2	0%	0	17%	1	6	24.5%
Equity & Inclusion Div	46%	15%	11	31%	22	35%	25	10%	7	8%	6	71	9.2%
Finance	85%	46%	22	40%	19	13%	6	2%	1	0%	0	48	11.8%
Goldman Sch of Public Policy	70%	43%	19	27%	12	20%	9	7%	3	2%	1	44	9.7%
Graduate Division	75%	25%	7	50%	14	21%	6	0%	0	4%	1	28	11.3%
Graduate School of Education	59%	12%	2	47%	8	24%	4	12%	2	6%	1	17	21.5%
Haas School of Business	67%	35%	30	33%	28	23%	20	7%	6	2%	2	86	9.4%
L&S Arts & Humanities	50%	19%	7	31%	11	44%	16	0%	0	6%	2	36	14.3%
L&S Biological Sciences	71%	22%	9	49%	20	12%	5	2%	1	15%	6	41	14.2%
L&S Core, L&S Undergraduate Studies	57%	17%	7	40%	17	31%	13	12%	5	0%	0	42	12.0%
L&S Math & Physical Sci	61%	18%	6	42%	14	21%	7	9%	3	9%	3	33	14.7%

L&S Social Sciences	55%	29%	12	26%	11	31%	13	7%	3	7%	3	42	13.4%
Office for the Faculty	44%	33%	3	11%	1	44%	4	11%	1	0%	0	9	27.2%
Office of the Chancellor	82%	46%	13	36%	10	14%	4	4%	1	0%	0	28	15.4%
Office of the Vice Provost for Academic Planning	72%	33%	6	39%	7	28%	5	0%	0	0%	0	18	17.2%
Res Museum & Field Stations	62%	20%	9	42%	19	27%	12	7%	3	4%	2	45	13.0%
Research Administrative Units	69%	29%	15	39%	20	20%	10	6%	3	6%	3	51	12.0%
SSALLEX (Summer Sessn, Study Abrd, University Extension)	61%	19%	12	42%	27	30%	19	8%	5	2%	1	64	9.6%
School of Information	59%	24%	4	35%	6	41%	7	0%	0	0%	0	17	20.3%
School of Journalism	30%	10%	1	20%	2	50%	5	0%	0	20%	2	10	26.8%
School of Optometry	82%	29%	10	53%	18	9%	3	6%	2	3%	1	34	13.3%
School of Public Health	79%	32%	17	47%	25	13%	7	6%	3	2%	1	53	11.4%
School of Social Welfare	64%	27%	3	36%	4	27%	3	9%	1	0%	0	11	26.3%
Student Affairs	63%	24%	32	39%	53	21%	29	10%	13	7%	9	136	8.1%
UC Library	61%	22%	15	39%	26	25%	17	10%	7	3%	2	67	10.0%

Undergraduate Education	66%	21%	14	46%	31	22%	15	7%	5	4%	3	68	8.6%
Univ Developmt and Alumni Rel	61%	20%	16	41%	34	26%	21	10%	8	4%	3	82	9.2%