

# Berkeley People & Culture

## State of the Workplace

**October 2022**

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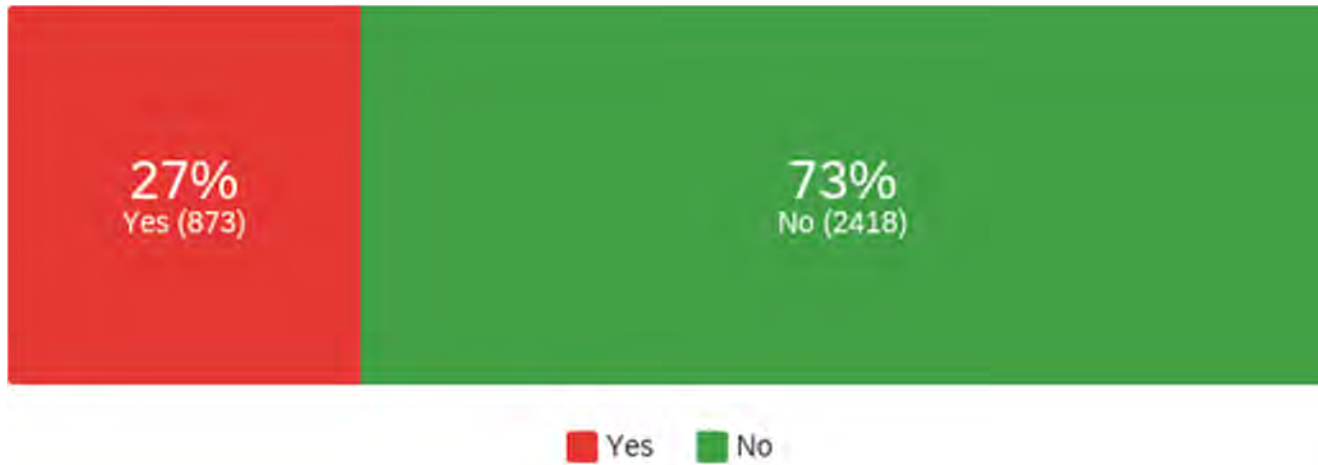
# Berkeley People & Culture

## State of the Workplace Survey

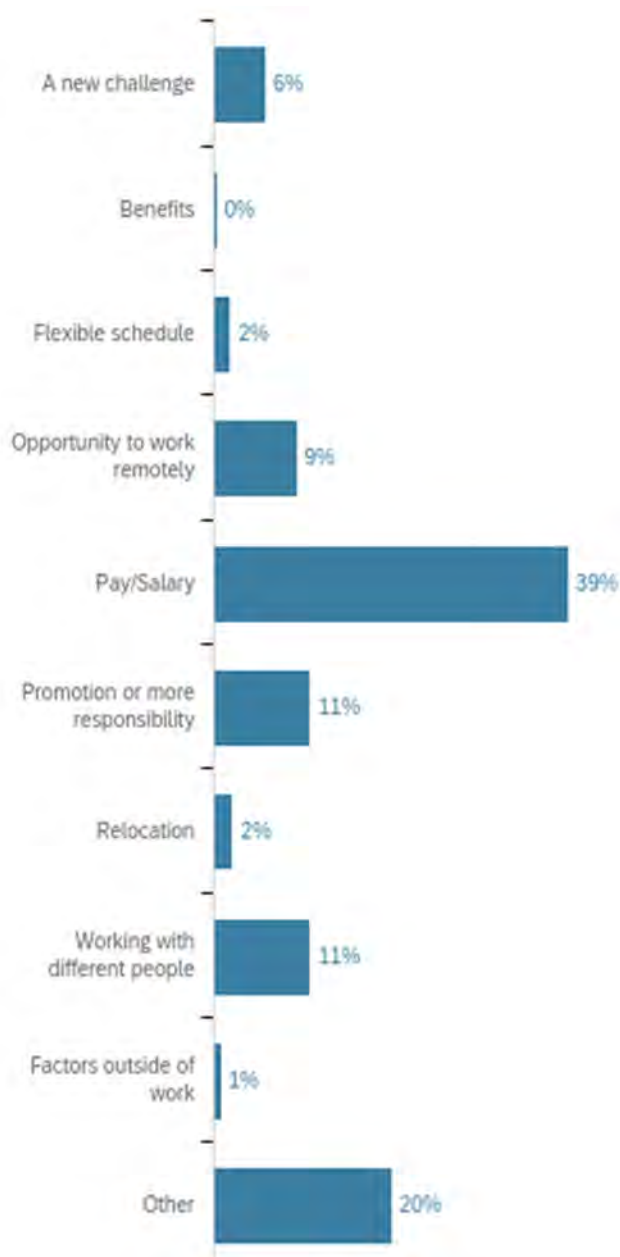
October 2022

Recipients	Responses	Response Rate
13,950	3,291	24%

### Are you currently searching for a new job?



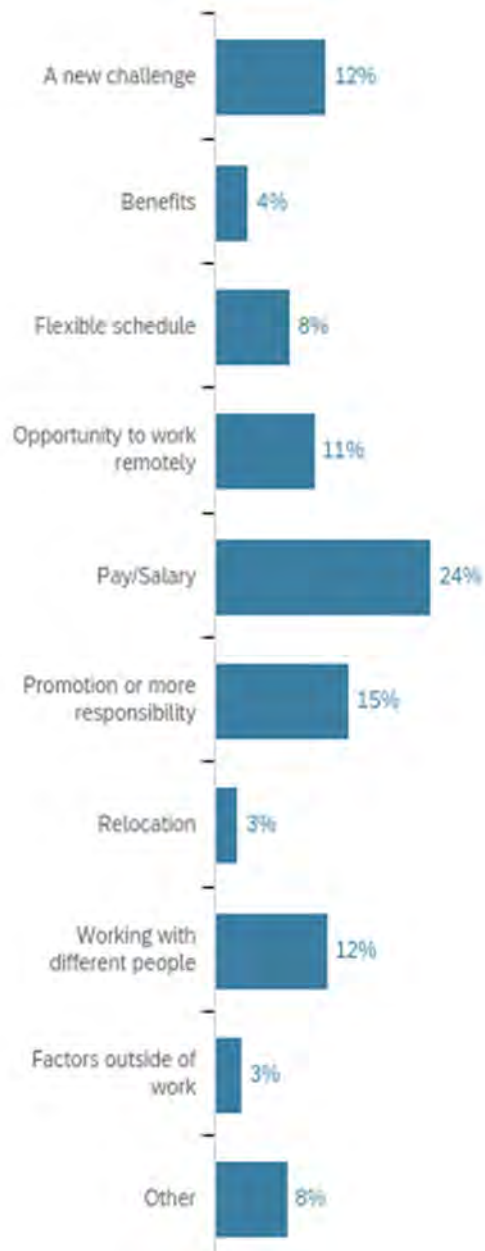
### What is the MAIN reason you're searching for a new job?



The write in for the Other category had 148 responses. **15%** mentioned feeling burned out or having excessive workloads. **14%** mentioned dissatisfaction with leadership or their managers. **13%** were dissatisfied with their work environment/culture.

Answer	%	Count
A new challenge	6%	46
Benefits	0%	2
Flexible schedule	2%	15
Opportunity to work remotely	9%	74
Pay/Salary	39%	319
Promotion or more responsibility	11%	87
Relocation	2%	17
Working with different people	11%	87
Factors outside of work	1%	6
Other	20%	160
<b>Total</b>	<b>100%</b>	<b>813</b>

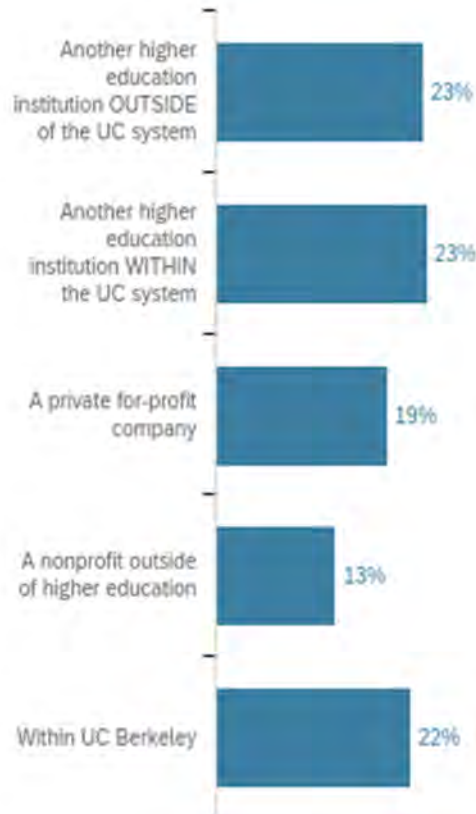
**What are the reasons you're searching for a new job? (Select all that apply)**



The write in for the Other category had 154 responses **16%** mentioned dissatisfaction with leadership or their managers. . **14%** mentioned feeling burned out or having excessive workloads. **8%** were dissatisfied with their work environment/culture.

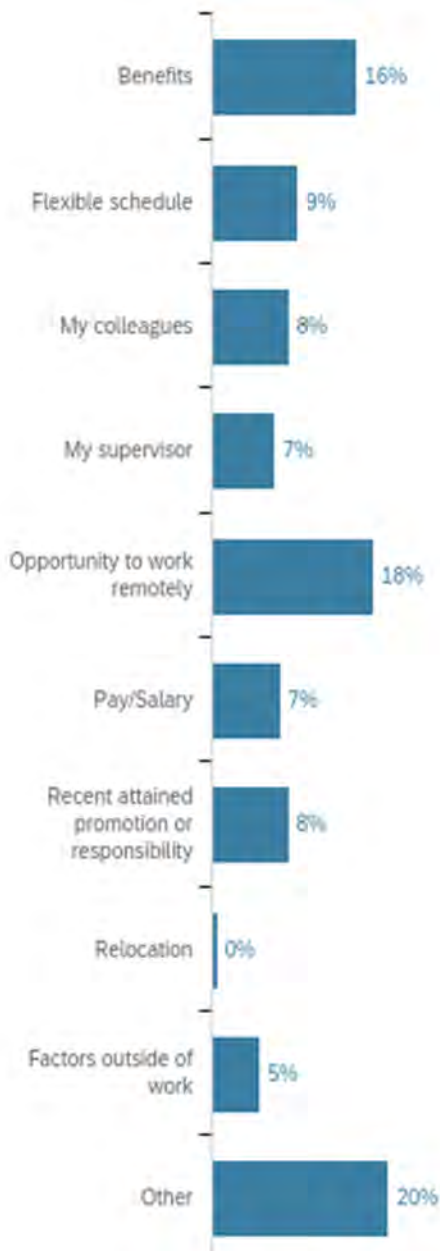
Answer	%	Count
A new challenge	12%	274
Benefits	4%	83
Flexible schedule	8%	185
Opportunity to work remotely	11%	245
Pay/Salary	24%	534
Promotion or more responsibility	15%	331
Relocation	3%	56
Working with different people	12%	276
Factors outside of work	3%	65
Other	8%	178
<b>Total</b>	<b>100%</b>	<b>2227</b>

Where do you plan on looking for other employment opportunities? (Select all that apply)



Answer	%	Count
Another higher education institution OUTSIDE of the UC system	23%	435
Another higher education institution WITHIN the UC system	23%	443
A private for-profit company	19%	359
A nonprofit outside of higher education	13%	251
Within UC Berkeley	22%	408
<b>Total</b>	<b>100%</b>	<b>1896</b>

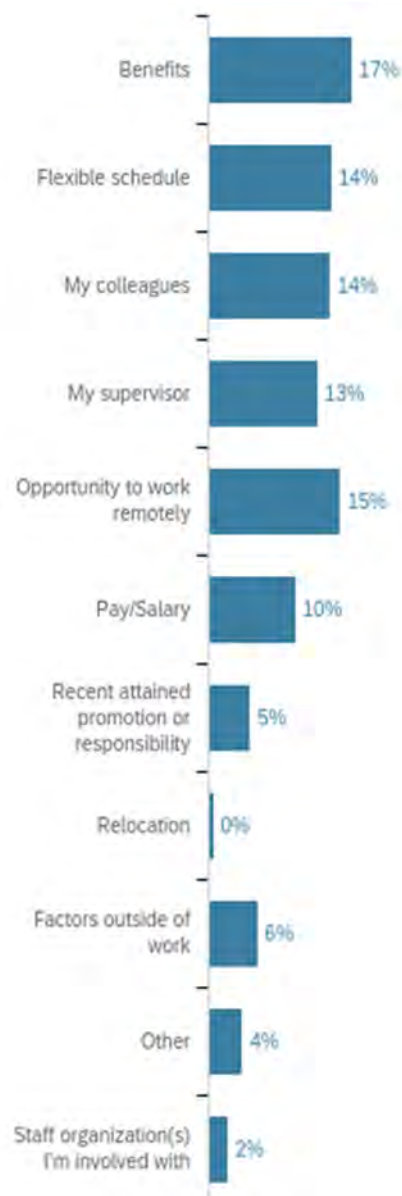
What is the MAIN reason you're staying in your job?



The write in for the Other category had 400 responses **32%** mentioned that they enjoyed their work, **9%** mentioned that they were retiring soon, and **6%** believed in/supported the campus or their unit's mission.

Answer	%	Count
Benefits	16%	358
Flexible schedule	9%	212
My colleagues	8%	189
My supervisor	7%	155
Opportunity to work remotely	18%	399
Pay/Salary	7%	167
Recent attained promotion or responsibility	8%	188
Relocation	0%	11
Factors outside of work	5%	118
Other	20%	437
Total	100%	2234

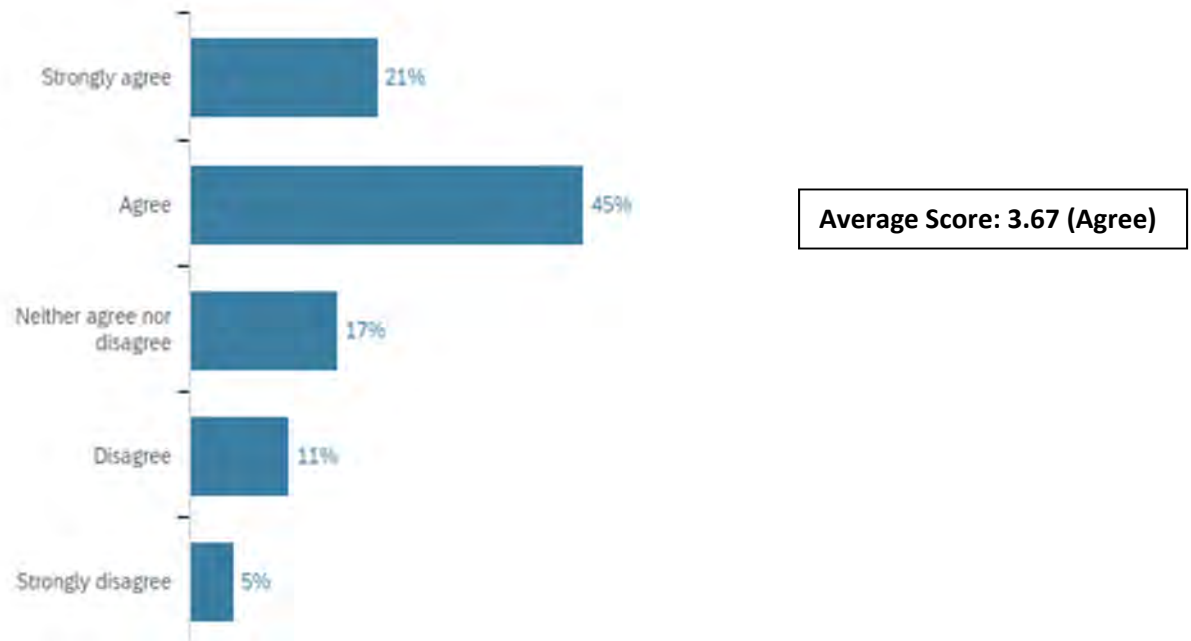
**What are the reasons you're staying in your job? (Select all that apply)**



The write in for the Other category had 308 responses **31%** enjoyed their work and **8%** believed in/supported the campus or their unit's mission.

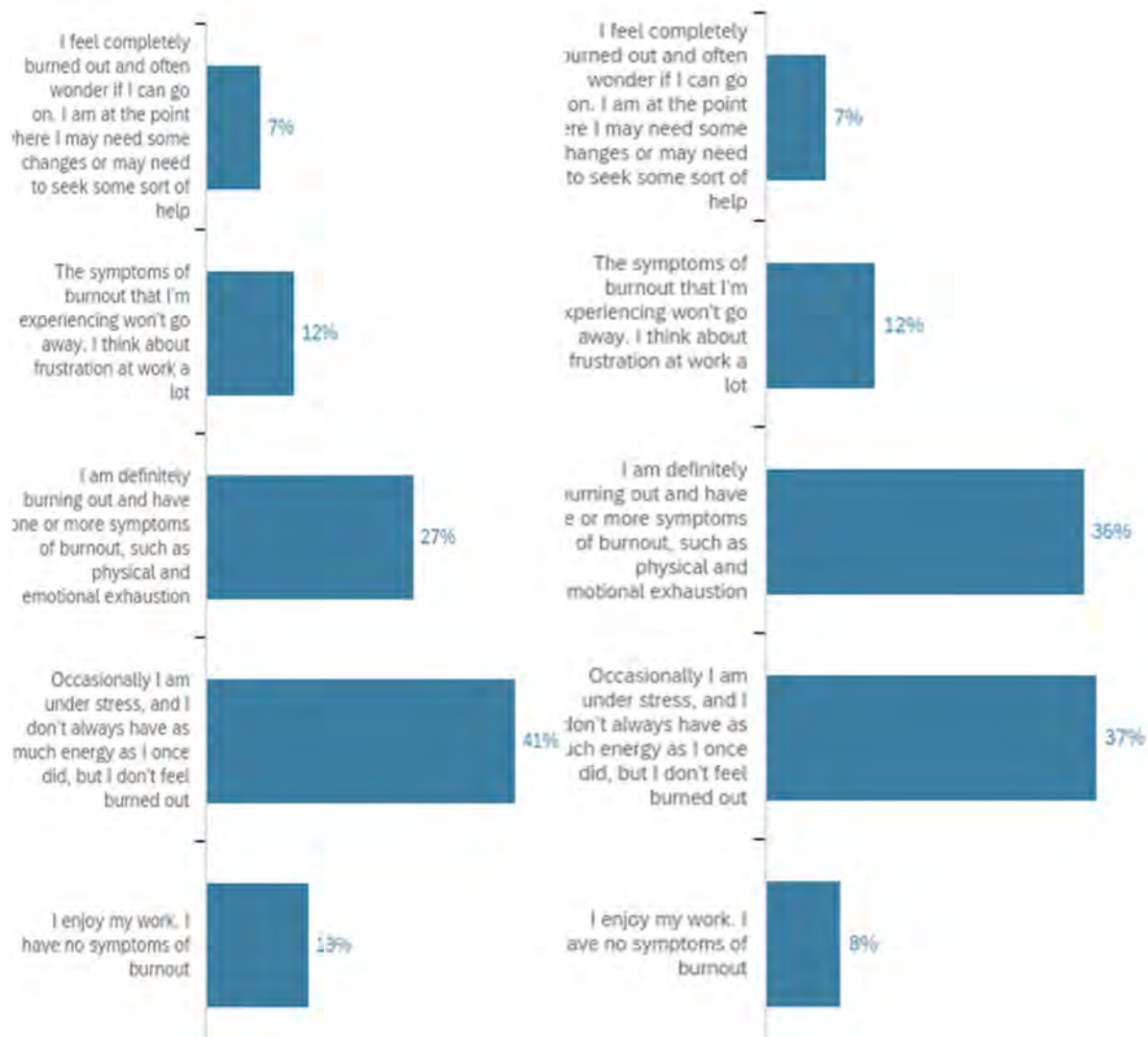
Answer	%	Count
Benefits	17%	1505
Flexible schedule	14%	1287
My colleagues	14%	1276
My supervisor	13%	1140
Opportunity to work remotely	15%	1380
Pay/Salary	10%	907
Recent attained promotion or responsibility	5%	432
Relocation	0%	43
Factors outside of work	6%	510
Other	4%	357
Staff organization(s) I'm involved with	2%	196
<b>Total</b>	<b>100%</b>	<b>9033</b>

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



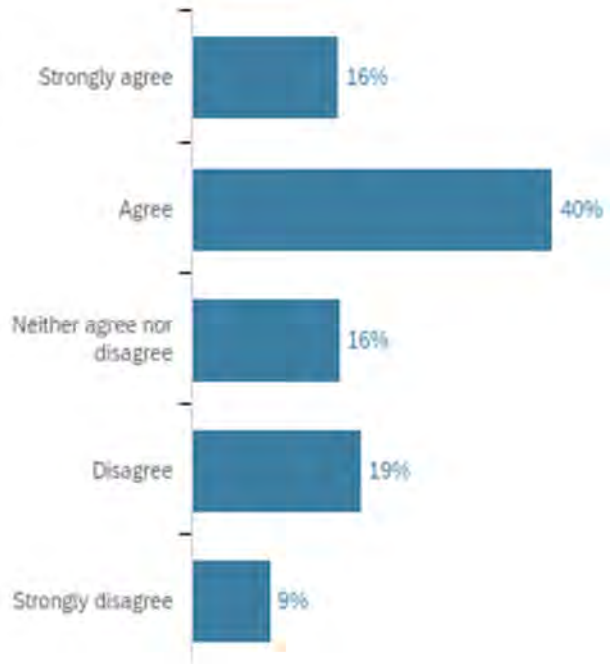
Answer	%	Count
Strongly agree	21%	646
Agree	45%	1361
Neither agree nor disagree	17%	510
Disagree	11%	343
Strongly disagree	5%	150
<b>Total</b>	<b>100%</b>	<b>3010</b>

Overall, based on your definition of burnout, how would you rate your level of burnout? (SoW Oct. 2022 vs. Employee Morale Survey Nov. 2020)



Answer	Oct. 2022		Nov. 2020	
	%	Count	%	Count
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help	7%	218	7%	280
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot	12%	351	12%	515
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	27%	819	36%	1494
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	41%	1224	37%	1556
I enjoy my work. I have no symptoms of burnout	13%	405	8%	352
<b>Total</b>	<b>100%</b>	<b>3017</b>	<b>100%</b>	<b>4197</b>

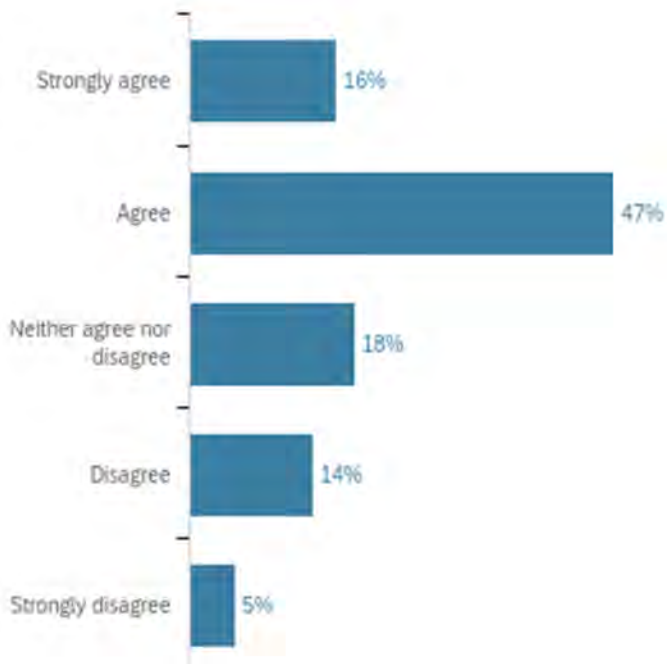
**My job description and title accurately reflect my current responsibilities.**



**Average Score: 3.37 (Neither agree nor disagree)**

Answer	%	Count
Strongly agree	16%	491
Agree	40%	1212
Neither agree nor disagree	16%	494
Disagree	19%	567
Strongly disagree	9%	261
<b>Total</b>	<b>100%</b>	<b>3025</b>

**I am satisfied with the level of community I experience with my colleagues.**

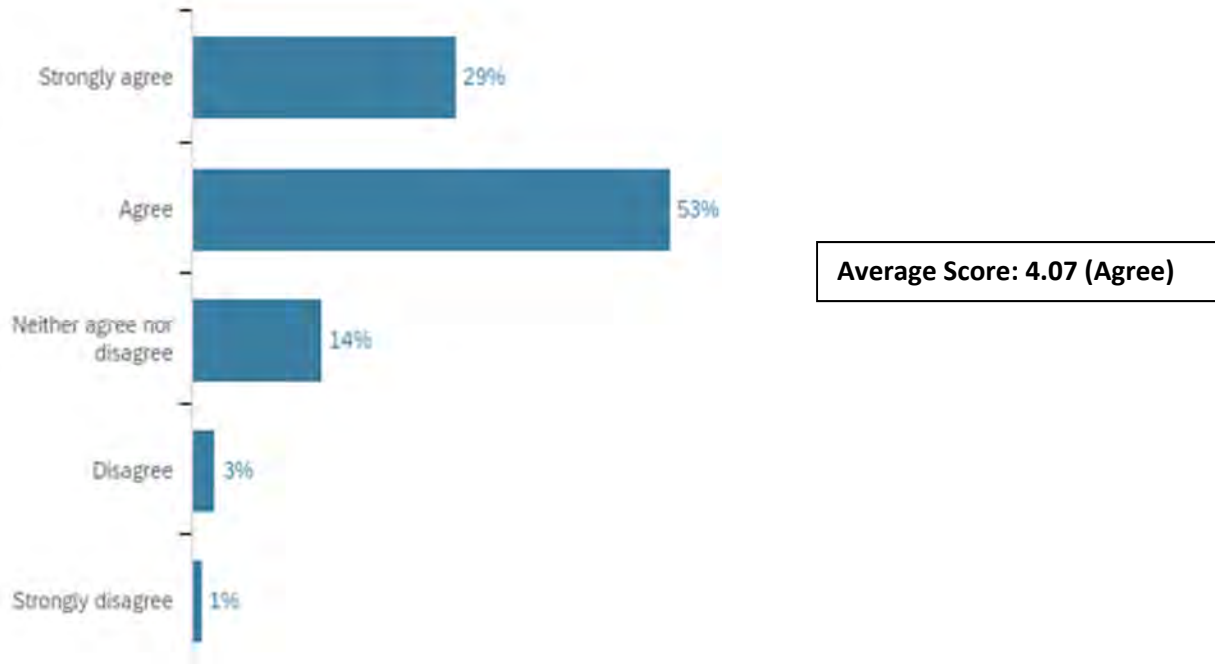


**Average Score: 3.56 (Neither agree nor disagree/Agree)**

Answer	%	Count
Strongly agree	16%	485
Agree	47%	1407
Neither agree nor disagree	18%	545
Disagree	14%	407
Strongly disagree	5%	148
<b>Total</b>	<b>100%</b>	<b>2992</b>



**Building community with my colleagues is important to me.**



Answer	%	Count
Strongly agree	29%	872
Agree	53%	1582
Neither agree nor disagree	14%	428
Disagree	3%	76
Strongly disagree	1%	28
<b>Total</b>	<b>100%</b>	<b>2986</b>

**I have enough time during the work day to build community with my colleagues.**



Answer	%	Count
Strongly agree	6%	181
Agree	32%	943
Neither agree nor disagree	28%	847
Disagree	25%	756
Strongly disagree	9%	260
<b>Total</b>	<b>100%</b>	<b>2987</b>

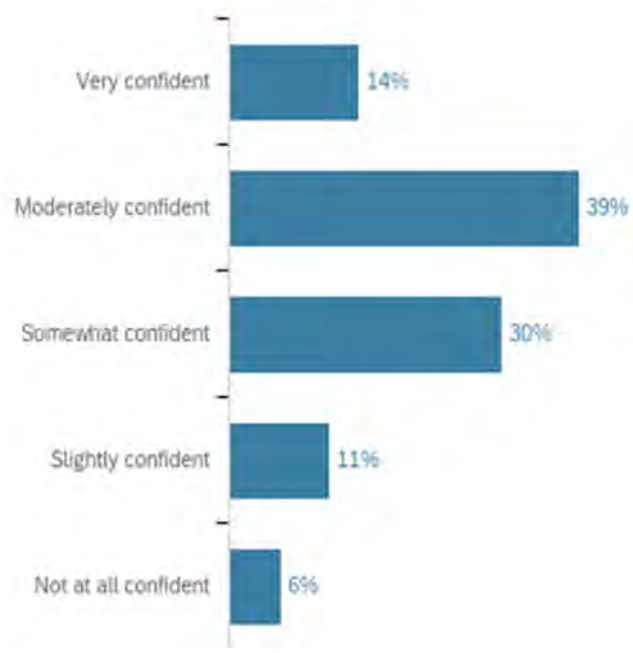


**What would need to happen for you to experience a satisfactory level of community?**

**Total Comments 783**

<b>Categories</b>	<b>Count (%)</b>	<b>Examples</b>
Prioritize time for community building/reduced workload to make time for community building	134 (17%)	<ul style="list-style-type: none"> <li>• “More time to focus on community. Current workload does not allow any time to even have casual "water cooler" talks”</li> <li>• “Have some work time set aside where I can connect and participate in community-building activities.”</li> <li>• “Decreased workload. I cannot keep up so any connection to the community is always on the back burner.”</li> <li>• “Adequate time to connect without worrying that I’ll have to stay late to “make up” that time and get my work done.”</li> </ul>
Have more community events/social interactions	80 (10%)	<ul style="list-style-type: none"> <li>• “More opportunities created by my department to get to know my colleagues.”</li> <li>• “More department led social/team building meetings or activities.”</li> <li>• “More opportunities to interact as a full group. It's a small team but we don't often come together as a group.”</li> </ul>
More in-person interactions/events	67 (9%)	<ul style="list-style-type: none"> <li>• “Bring back low-key in-person social events like floor coffee hour. a lot of this is the fault of COVID, community was great before, but we're still coming back.”</li> <li>• “I need face to face interactions. I can't get what I prefer to have when everyone is remote.”</li> <li>• “I paradoxically really appreciate the flexibility of remote work and desire more in-person interaction with my colleagues.”</li> </ul>
Support from leadership for community building	53 (7%)	<ul style="list-style-type: none"> <li>• “Explicit approval to take time during the week for organic interactions between myself and my colleagues which would engender a greater sense of community.”</li> <li>• “Hear that this is a priority from the leadership within the organization. I have not heard that ever being communicated as a priority.”</li> <li>• “More active engagement by leadership in the community”</li> </ul>
More people physically present at workplace	50 (6%)	<ul style="list-style-type: none"> <li>• “For my colleagues to show up at work in-person at a reasonable rate.”</li> <li>• “More people would need to be working onsite and showing-up in-person for things like divisional town halls that include a social component.”</li> <li>• “More people would need to be on campus. Perhaps 2 days a week.”</li> </ul>
Cross unit collaboration/interactions	26 (3%)	<ul style="list-style-type: none"> <li>• “More opportunities to engage in cross functional work or collaboration”</li> <li>• “More opportunities to bring together staff with similar classifications to connect and collaborate on pet projects to explore different interests.”</li> </ul>
Hire more employees	24 (3%)	<ul style="list-style-type: none"> <li>• “Hire an additional person so I have free cycles to engage with my co-workers.”</li> <li>• “More staff to spread ownership of challenging projects”</li> </ul>
Availability of common space/employees' physical workspace located near colleagues	23 (3%)	<ul style="list-style-type: none"> <li>• “We need to have access to a unifying physical space for our team to work together.”</li> <li>• “Enough office space where everyone is close by to work collaboratively. “</li> </ul>

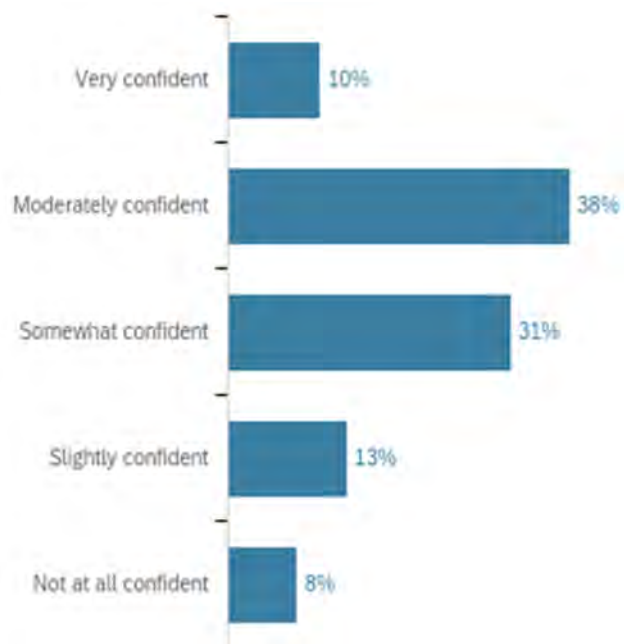
**How confident are you that you can realize what causes the coworker to feel a negative emotion?**



**Average Score: 3.45 (Somewhat confident)**

Answer	%	Count
Very confident	14%	413
Moderately confident	39%	1114
Somewhat confident	30%	868
Slightly confident	11%	318
Not at all confident	6%	162
<b>Total</b>	<b>100%</b>	<b>2875</b>

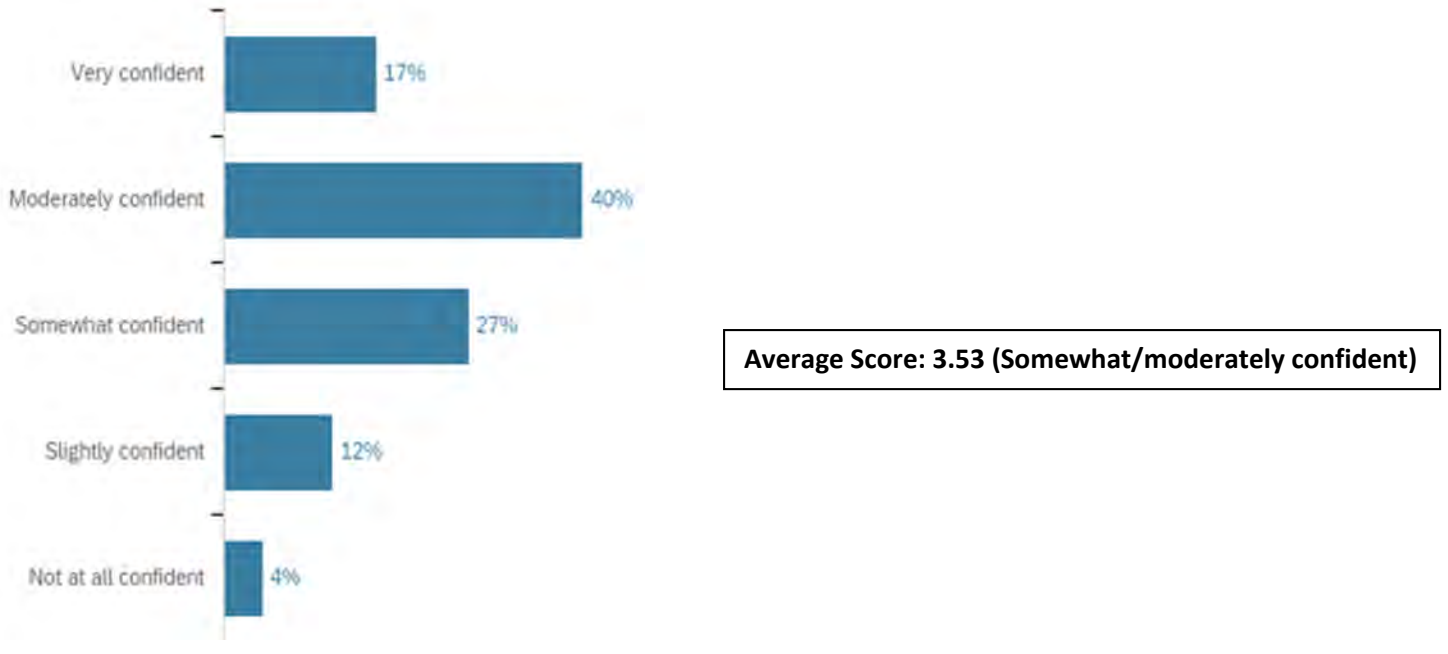
**How confident are you that you can understand what causes that coworker's emotions to change?**



**Average Score: 3.30 (Somewhat confident)**

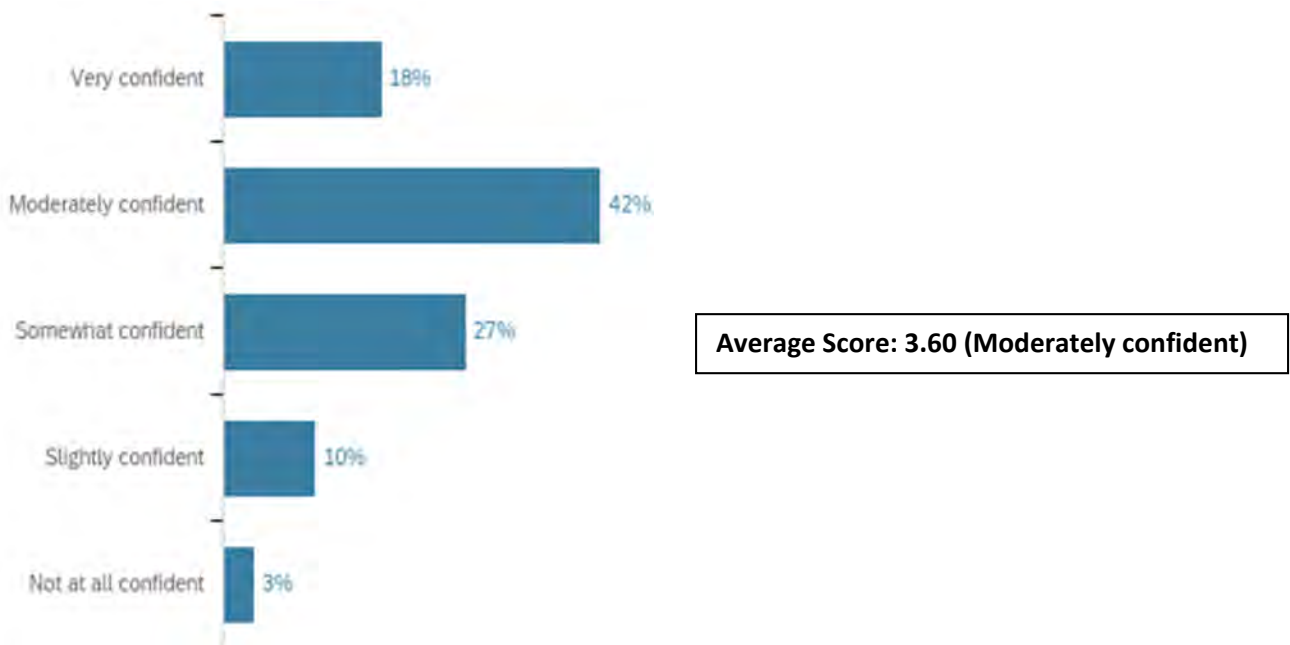
Answer	%	Count
Very confident	10%	292
Moderately confident	38%	1085
Somewhat confident	31%	897
Slightly confident	13%	376
Not at all confident	8%	218
<b>Total</b>	<b>100%</b>	<b>2868</b>

How confident are you that you can notice the emotion that coworker's body language is portraying?



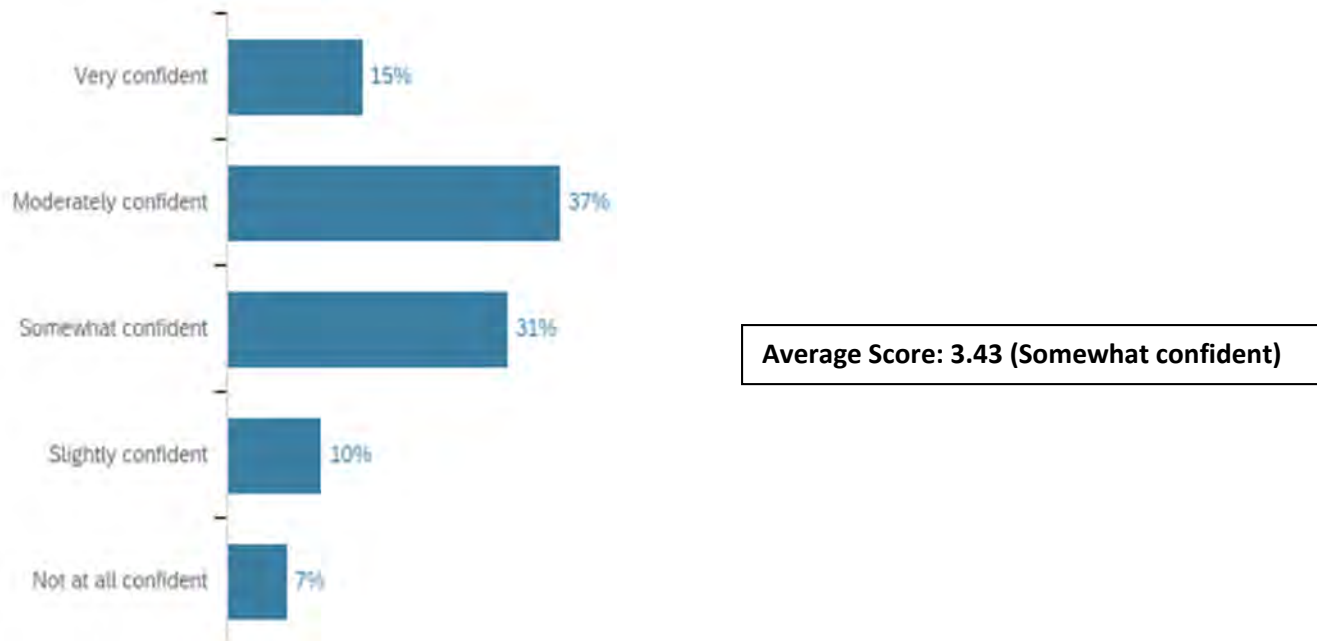
Answer	%	Count
Very confident	17%	472
Moderately confident	40%	1117
Somewhat confident	27%	759
Slightly confident	12%	337
Not at all confident	4%	119
<b>Total</b>	<b>100%</b>	<b>2804</b>

How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?



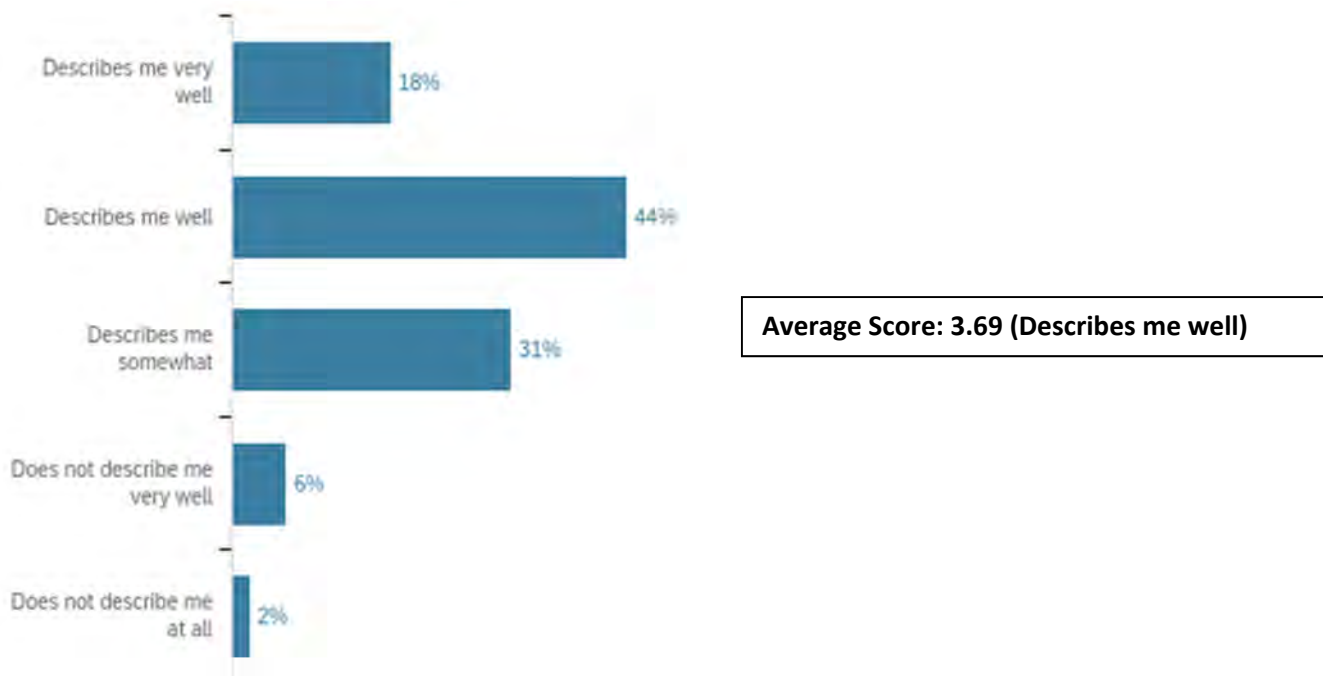
Answer	%	Count
Very confident	18%	490
Moderately confident	42%	1175
Somewhat confident	27%	752
Slightly confident	10%	286
Not at all confident	3%	96
<b>Total</b>	<b>100%</b>	<b>2799</b>

**How confident are you that you can generate in yourself the emotion that coworker is feeling?**



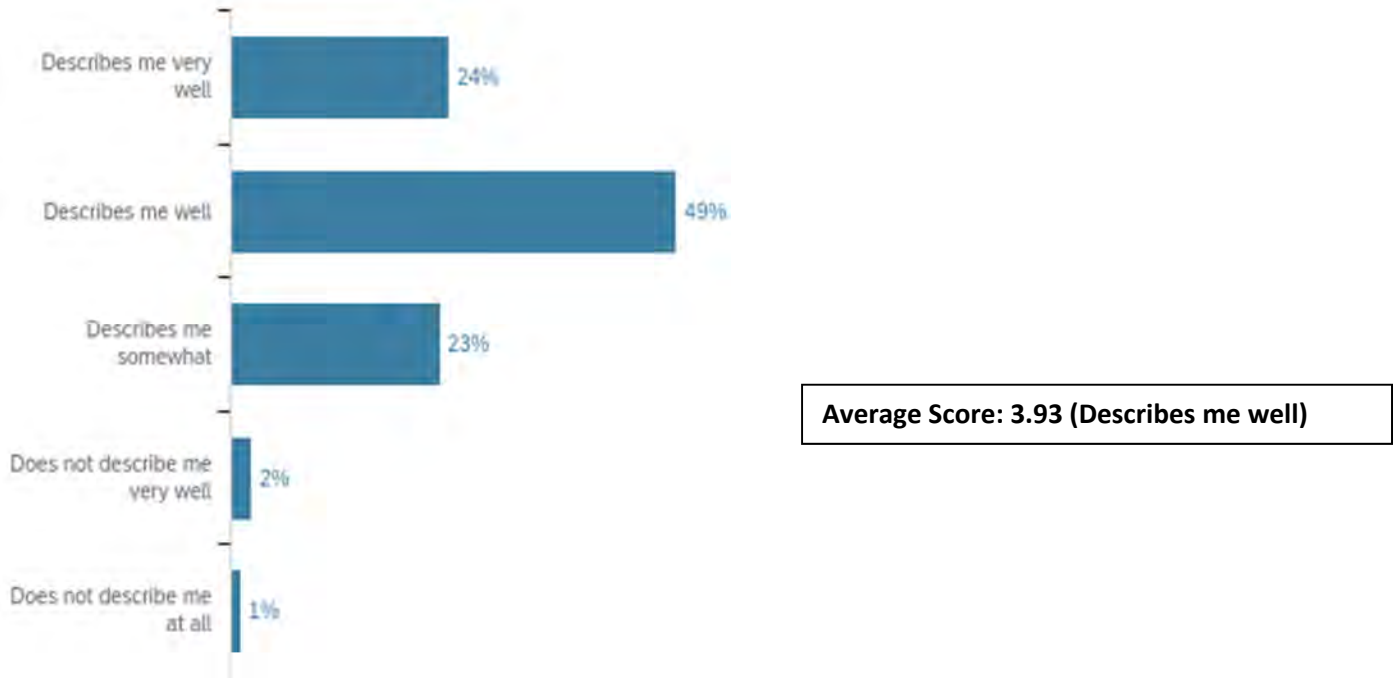
Answer	%	Count
Very confident	15%	411
Moderately confident	37%	1015
Somewhat confident	31%	855
Slightly confident	10%	288
Not at all confident	7%	180
<b>Total</b>	<b>100%</b>	<b>2749</b>

**I often have tender, concerned feelings for coworkers less fortunate than I am.**



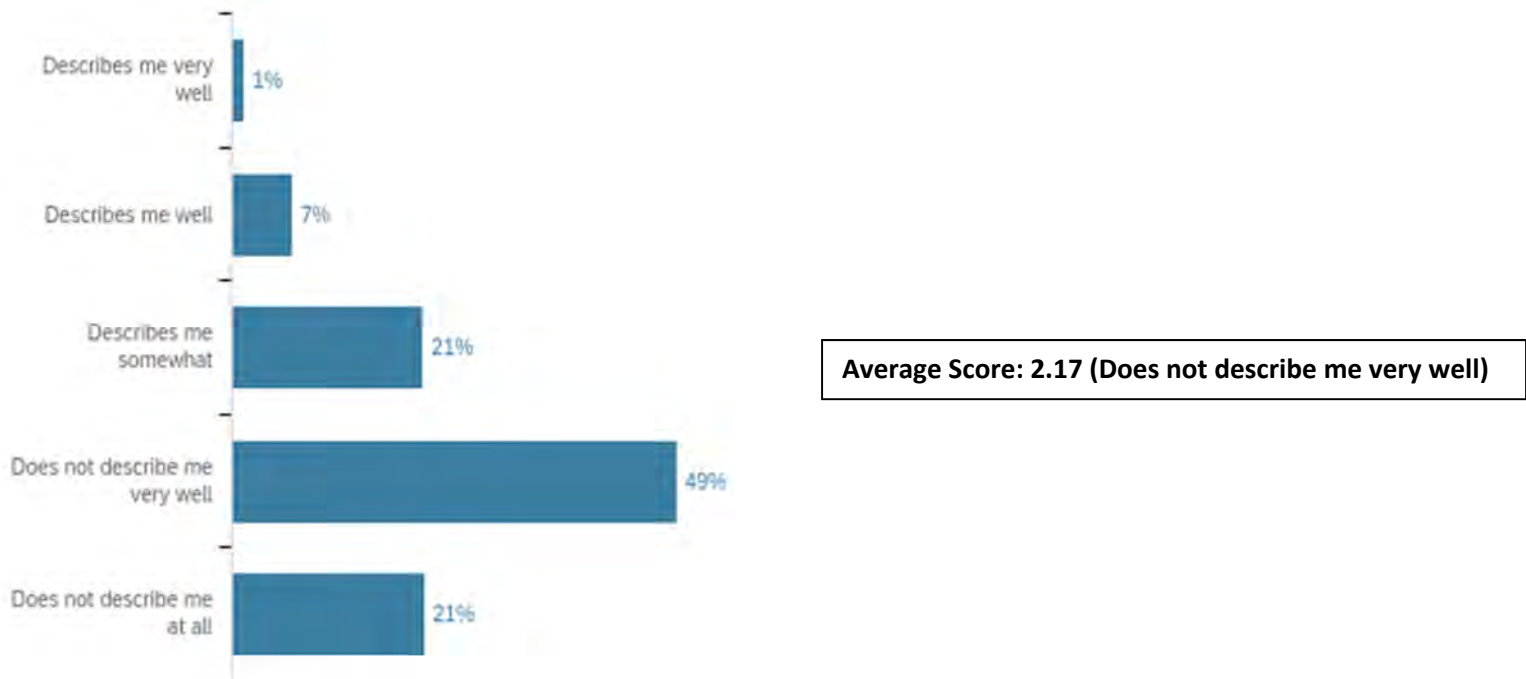
Answer	%	Count
Describes me very well	18%	467
Describes me well	44%	1166
Describes me somewhat	31%	824
Does not describe me very well	6%	159
Does not describe me at all	2%	51
<b>Total</b>	<b>100%</b>	<b>2667</b>

I sometimes try to understand my coworkers better by imagining how things look from their perspective.



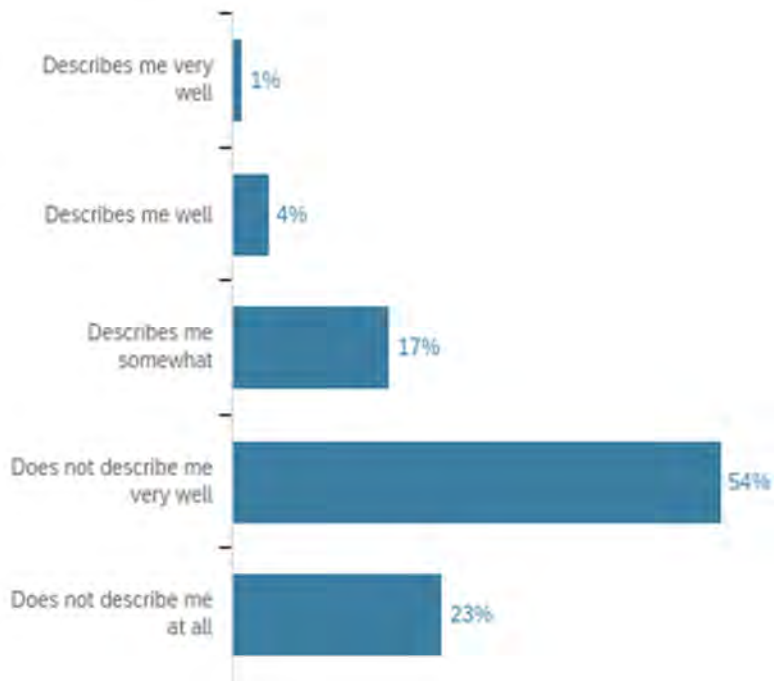
Answer	%	Count
Describes me very well	24%	651
Describes me well	49%	1332
Describes me somewhat	23%	623
Does not describe me very well	2%	60
Does not describe me at all	1%	28
<b>Total</b>	<b>100%</b>	<b>2694</b>

Coworkers' misfortunes do not usually disturb me a great deal.



Answer	%	Count
Describes me very well	1%	37
Describes me well	7%	180
Describes me somewhat	21%	571
Does not describe me very well	49%	1328
Does not describe me at all	21%	575
<b>Total</b>	<b>100%</b>	<b>2691</b>

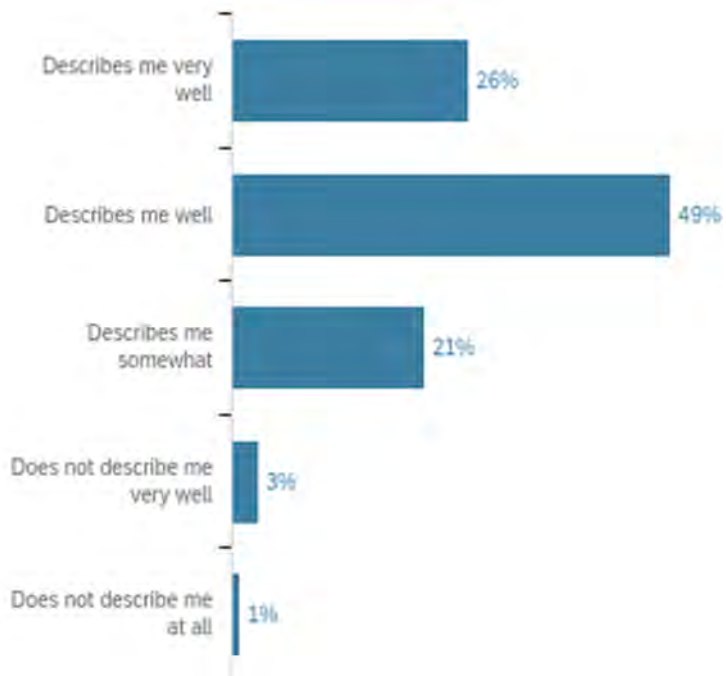
If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.



Average Score: 2.06 (Does not describe me very well)

Answer	%	Count
Describes me very well	1%	30
Describes me well	4%	108
Describes me somewhat	17%	470
Does not describe me very well	54%	1456
Does not describe me at all	23%	626
<b>Total</b>	<b>100%</b>	<b>2690</b>

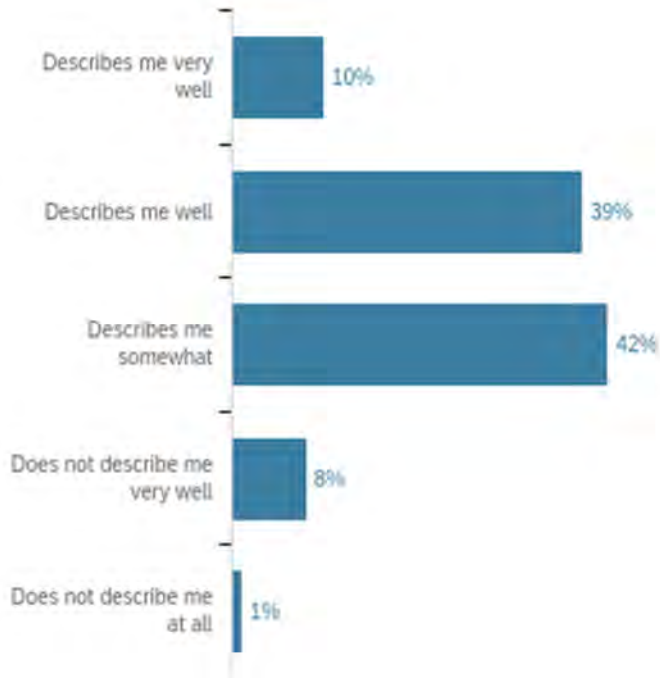
When I see a coworker being taken advantage of, I feel kind of protective towards them.



Average Score: 3.97 (Describes me well)

Answer	%	Count
Describes me very well	26%	705
Describes me well	49%	1308
Describes me somewhat	21%	574
Does not describe me very well	3%	78
Does not describe me at all	1%	22
<b>Total</b>	<b>100%</b>	<b>2687</b>

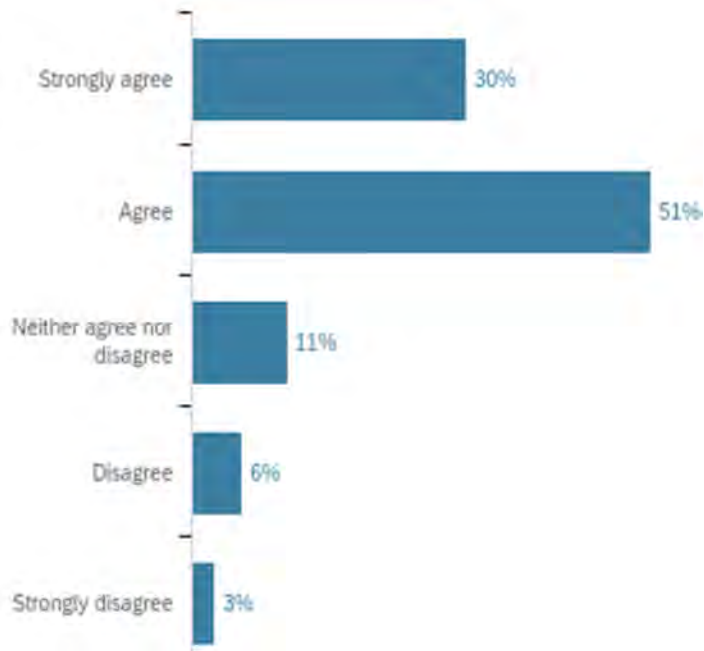
When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".



Average Score: 3.49 (Describes me somewhat/Describes me well)

Answer	%	Count
Describes me very well	10%	273
Describes me well	39%	1045
Describes me somewhat	42%	1122
Does not describe me very well	8%	221
Does not describe me at all	1%	29
<b>Total</b>	<b>100%</b>	<b>2690</b>

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

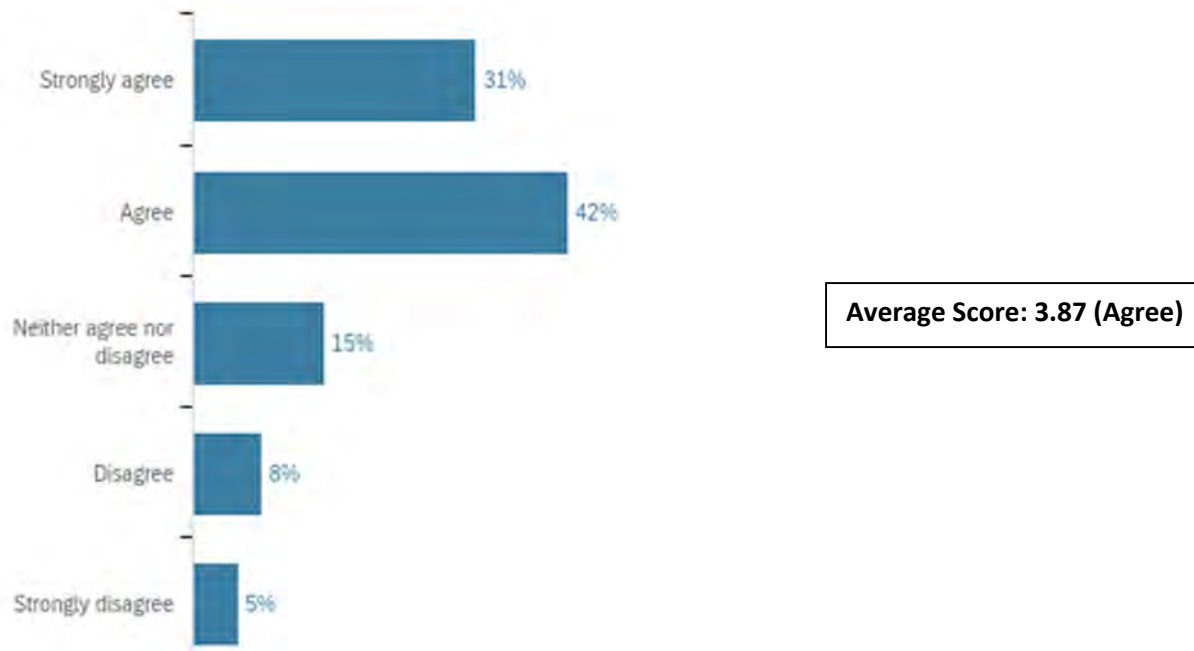


Average Score: 4.01 (Agree)

Answer	%	Count
Strongly agree	30%	811
Agree	51%	1358
Neither agree nor disagree	11%	280
Disagree	6%	148
Strongly disagree	3%	67
<b>Total</b>	<b>100%</b>	<b>2664</b>

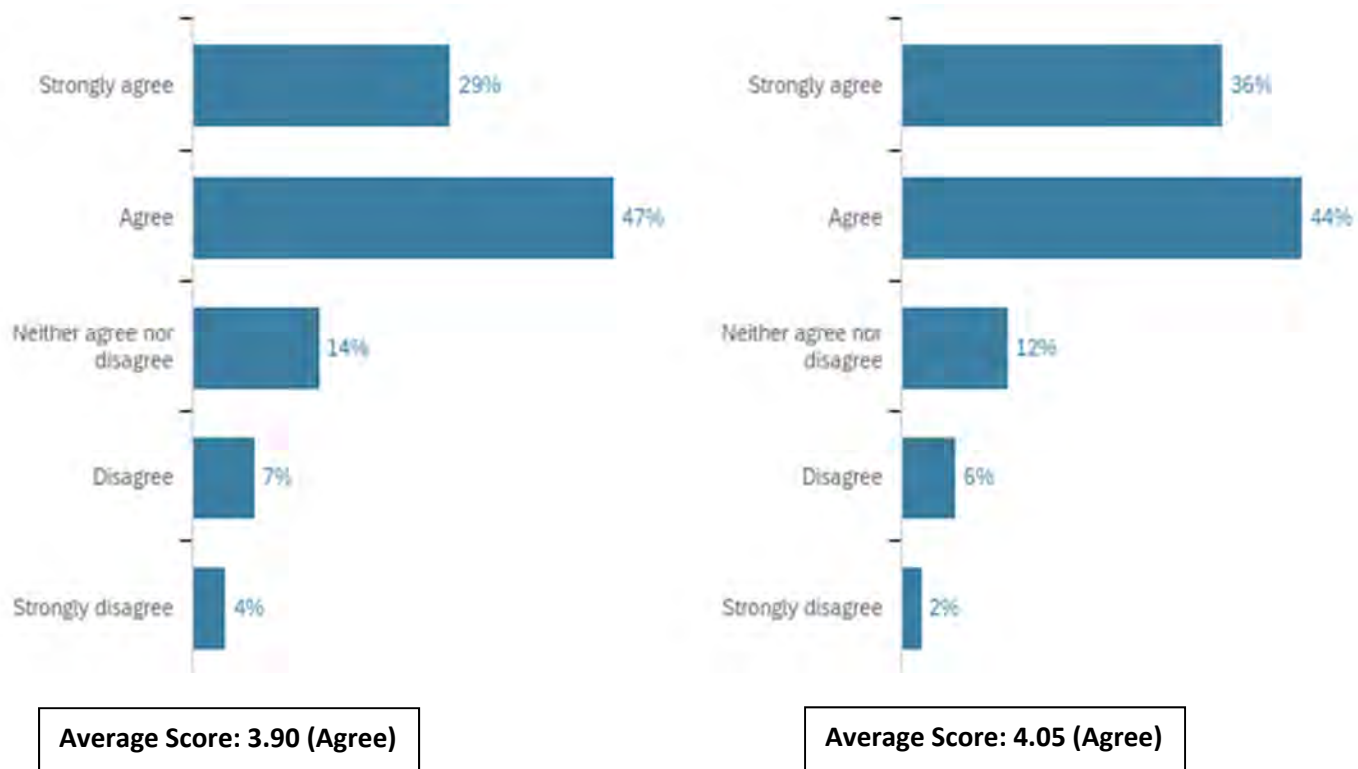


**Within my team, I feel my personal contributions are recognized by my supervisor**



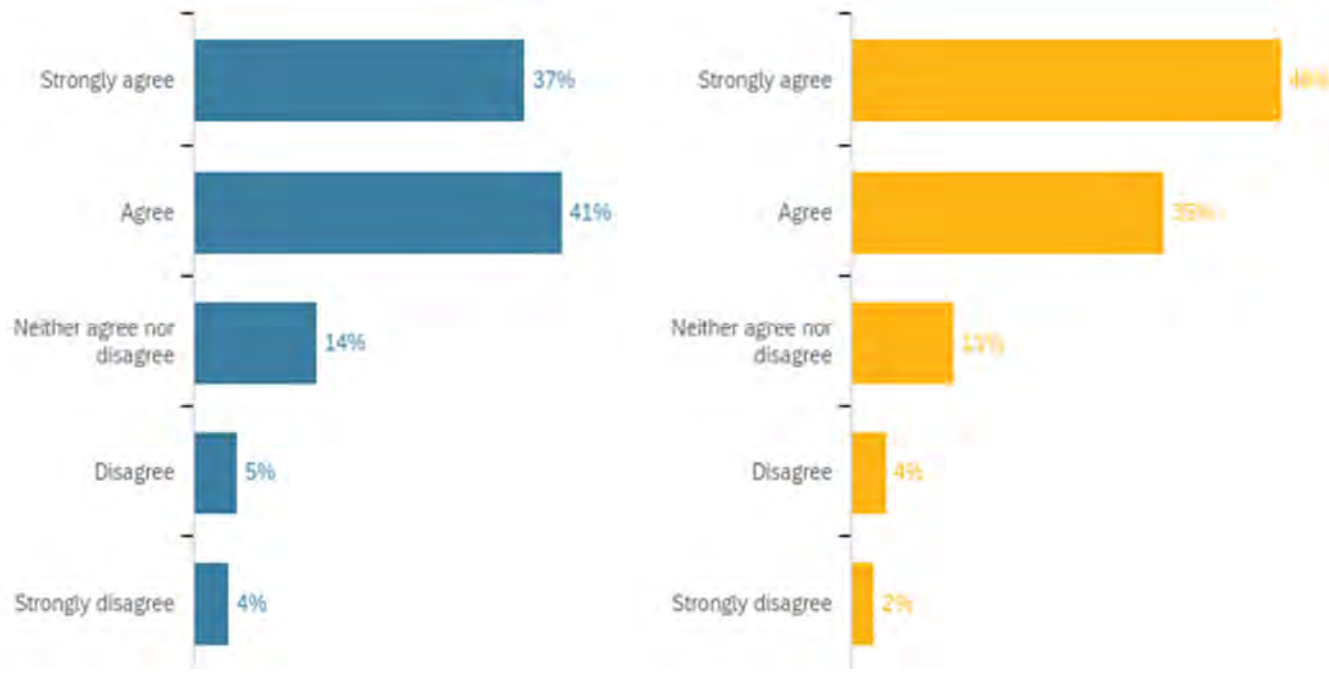
Answer	%	Count
Strongly agree	31%	838
Agree	42%	1110
Neither agree nor disagree	15%	387
Disagree	8%	201
Strongly disagree	5%	131
<b>Total</b>	<b>100%</b>	<b>2667</b>

**Within my team, my opinions seem to count. (SoW Oct. 2022 vs. Feb. 2022)**



Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	29%	764	36%	850
Agree	47%	1246	44%	1059
Neither agree nor disagree	14%	373	12%	280
Disagree	7%	182	6%	143
Strongly disagree	4%	99	2%	51
<b>Total</b>	<b>100%</b>	<b>2664</b>	<b>100%</b>	<b>2383</b>

**My well-being is important to my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)**

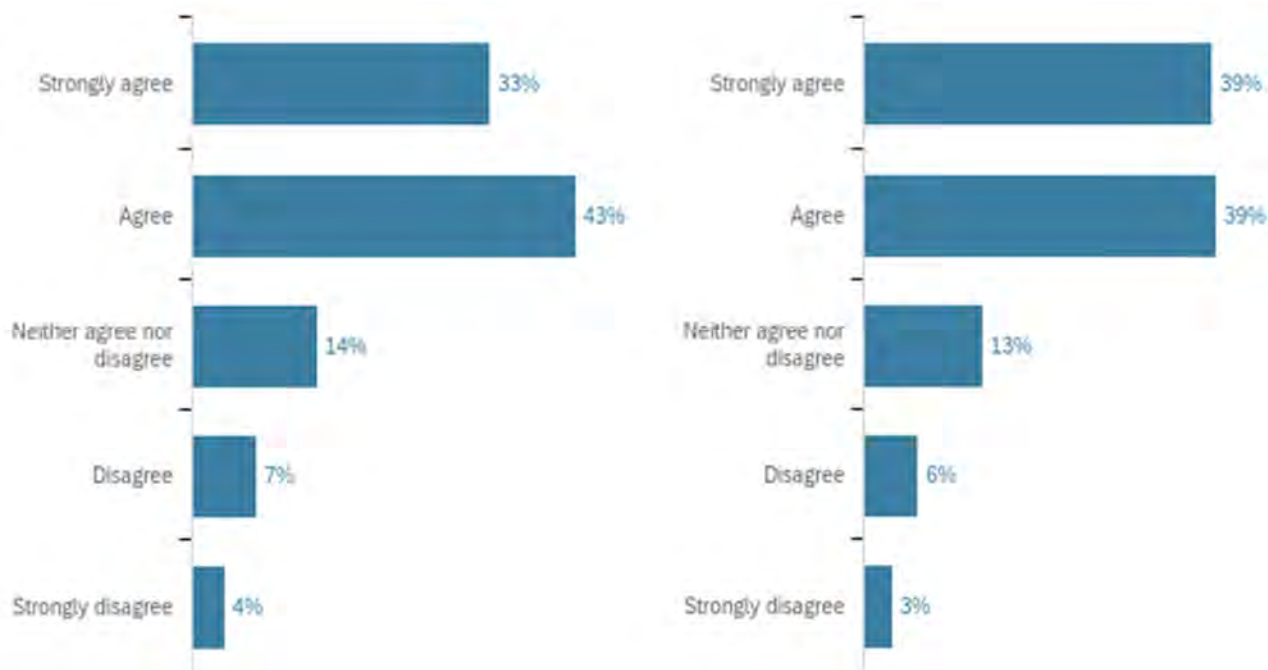


**Average Score: 4.02 (Agree)**

**Average Score: 4.21 (Agree)**

Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	37%	982	48%	1107
Agree	41%	1091	35%	806
Neither agree nor disagree	14%	363	11%	264
Disagree	5%	128	4%	87
Strongly disagree	4%	103	2%	58
<b>Total</b>	<b>100%</b>	<b>2667</b>	<b>100%</b>	<b>2322</b>

**Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.). (SoW Oct. 2022 vs. Feb. 2022)**

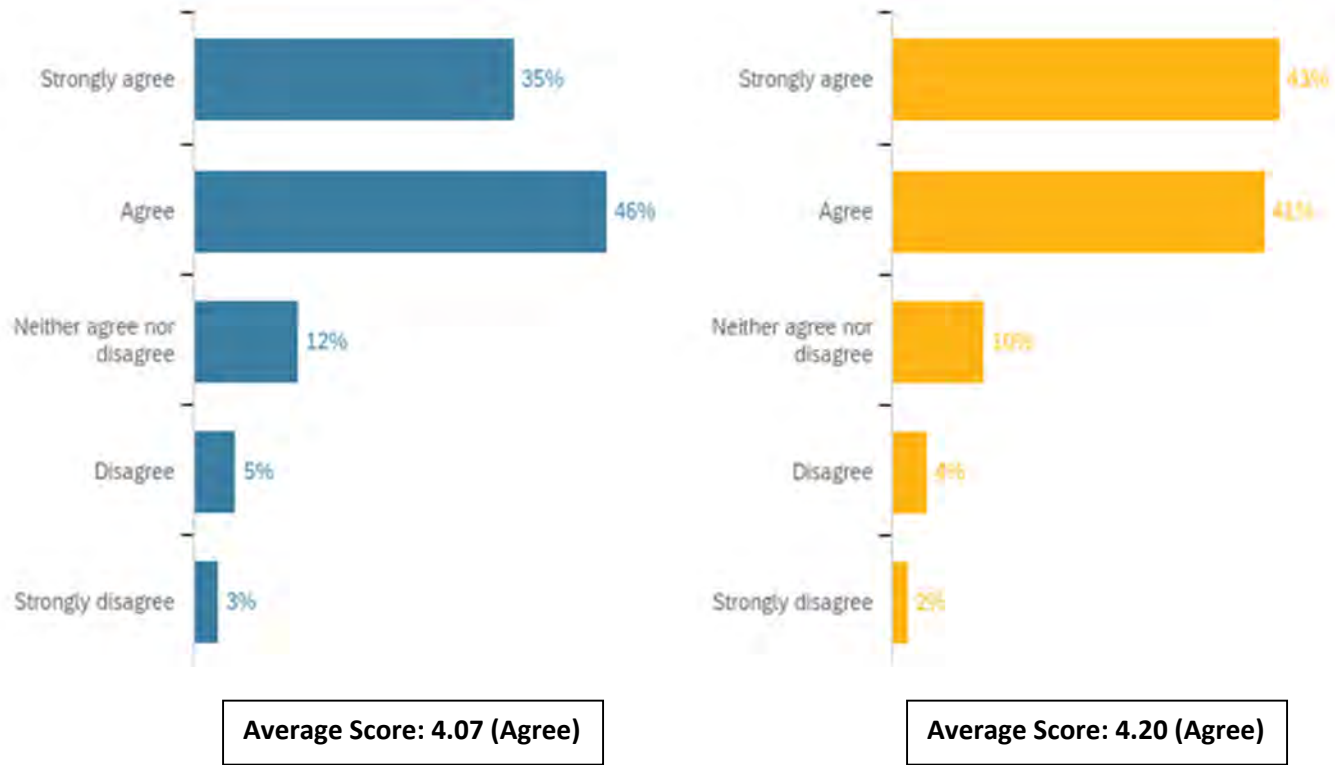


**Average Score: 3.94 (Agree)**

**Average Score: 4.04 (Agree)**

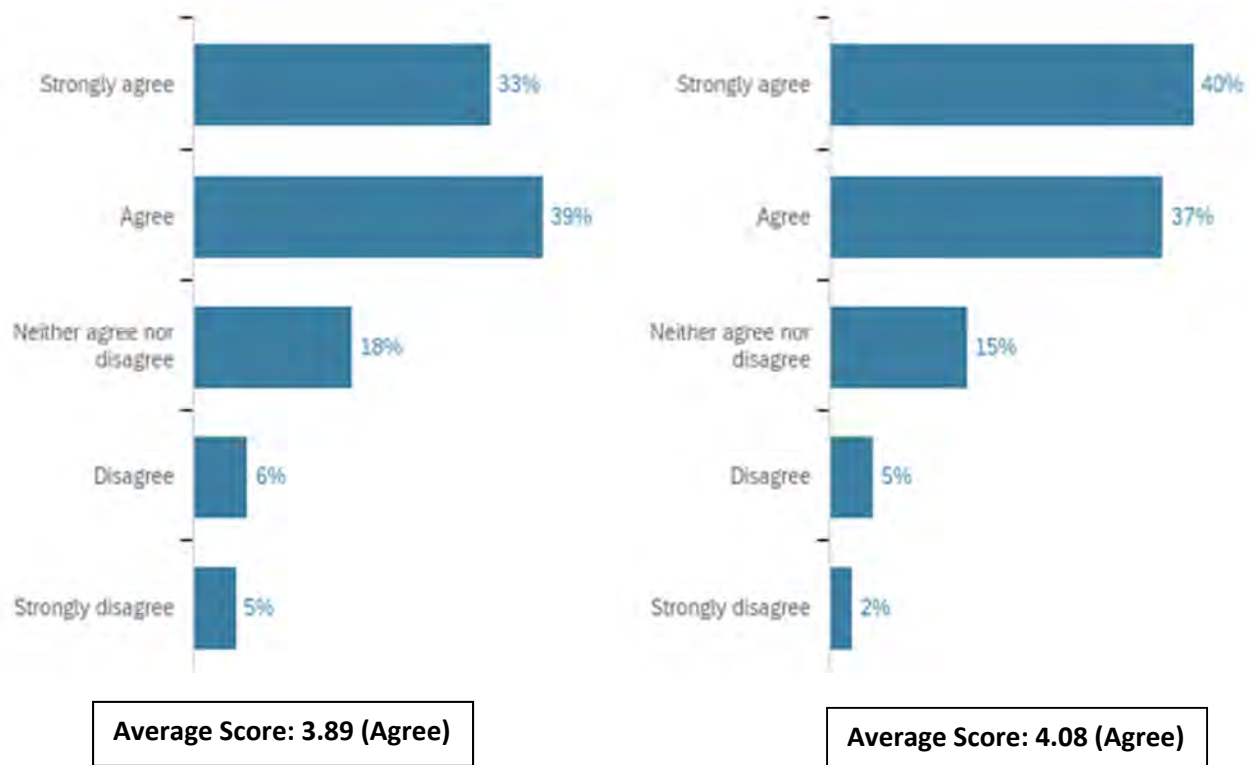
Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	33%	881	39%	921
Agree	43%	1135	39%	932
Neither agree nor disagree	14%	369	13%	313
Disagree	7%	189	6%	144
Strongly disagree	4%	95	3%	74
<b>Total</b>	<b>100%</b>	<b>2669</b>	<b>100%</b>	<b>2384</b>

**Within my team, I am treated with dignity and respect. (SoW Oct. 2022 vs. Feb. 2022)**



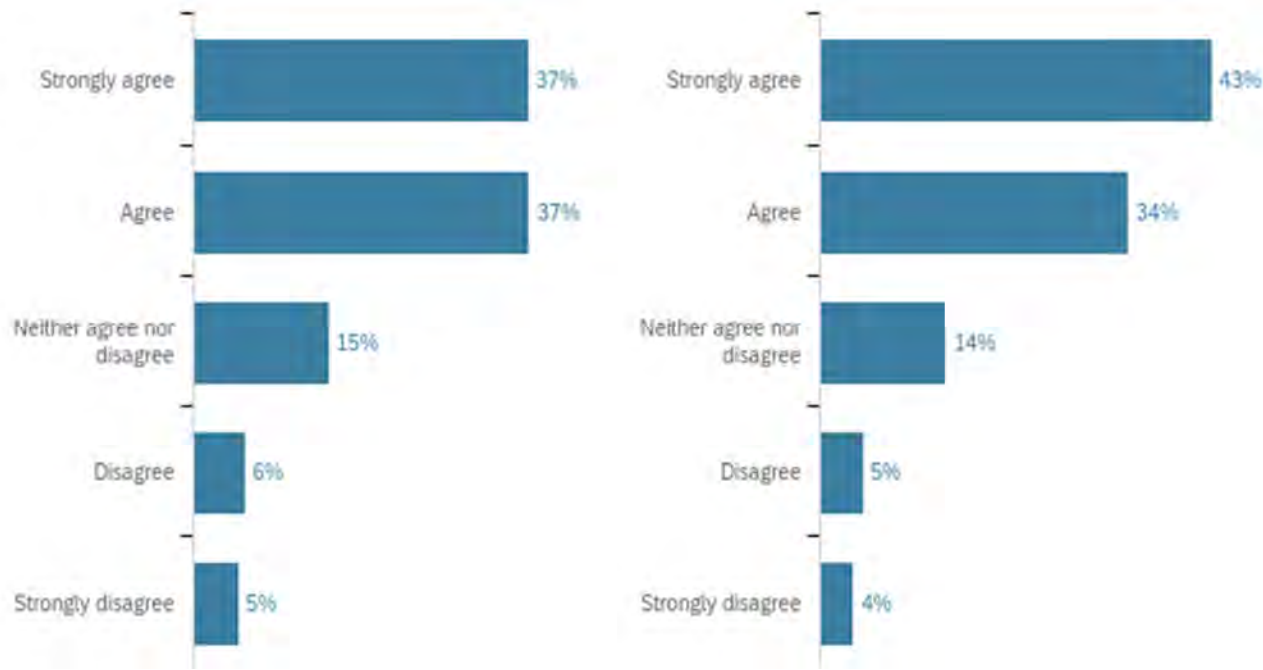
Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	35%	947	43%	1023
Agree	46%	1220	41%	984
Neither agree nor disagree	12%	307	10%	242
Disagree	5%	123	4%	91
Strongly disagree	3%	71	2%	41
<b>Total</b>	<b>100%</b>	<b>2668</b>	<b>100%</b>	<b>2381</b>

**My immediate supervisor promotes an inclusive team environment through their actions. (SoW Oct. 2022 vs. Feb. 2022)**



Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	33%	875	40%	936
Agree	39%	1029	37%	859
Neither agree nor disagree	18%	468	15%	353
Disagree	6%	160	5%	112
Strongly disagree	5%	125	2%	57
<b>Total</b>	<b>100%</b>	<b>2657</b>	<b>100%</b>	<b>2317</b>

I trust my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)

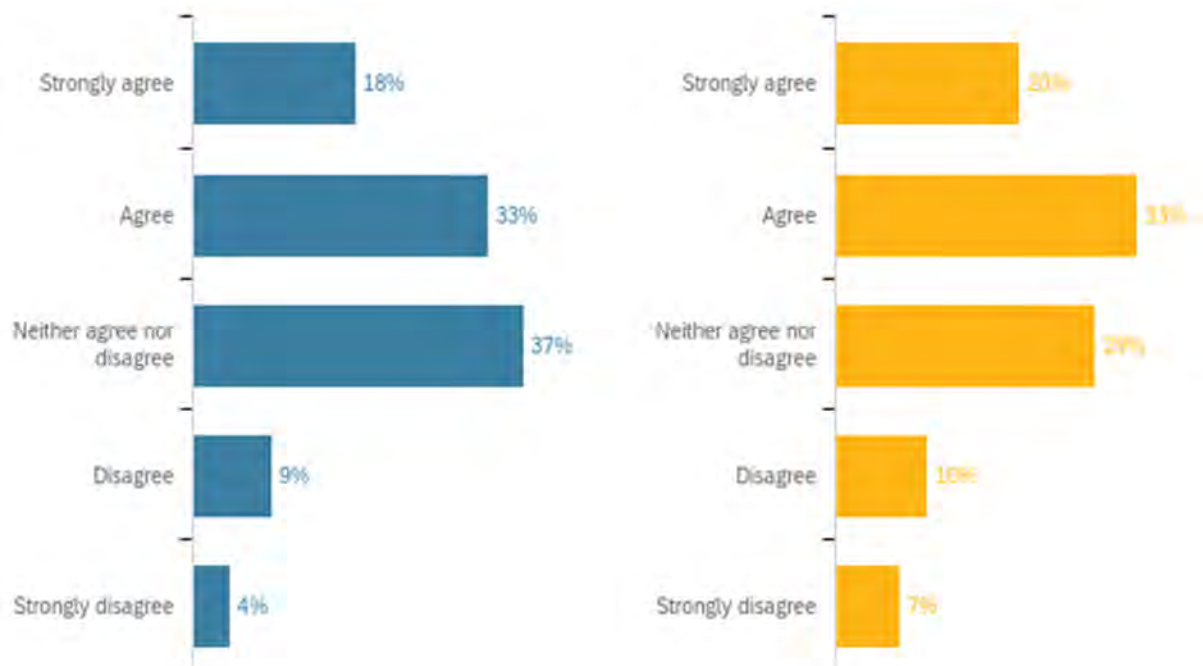


Average Score: 3.96 (Agree)

Average Score: 4.09 (Agree)

Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	37%	989	43%	1005
Agree	37%	994	34%	792
Neither agree nor disagree	15%	399	14%	323
Disagree	6%	151	5%	108
Strongly disagree	5%	132	4%	86
<b>Total</b>	<b>100%</b>	<b>2665</b>	<b>100%</b>	<b>2314</b>

I trust the leader of my school, college, division or equivalent (SoW Oct. 2022) vs. (For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division. (SoW Feb. 2022)

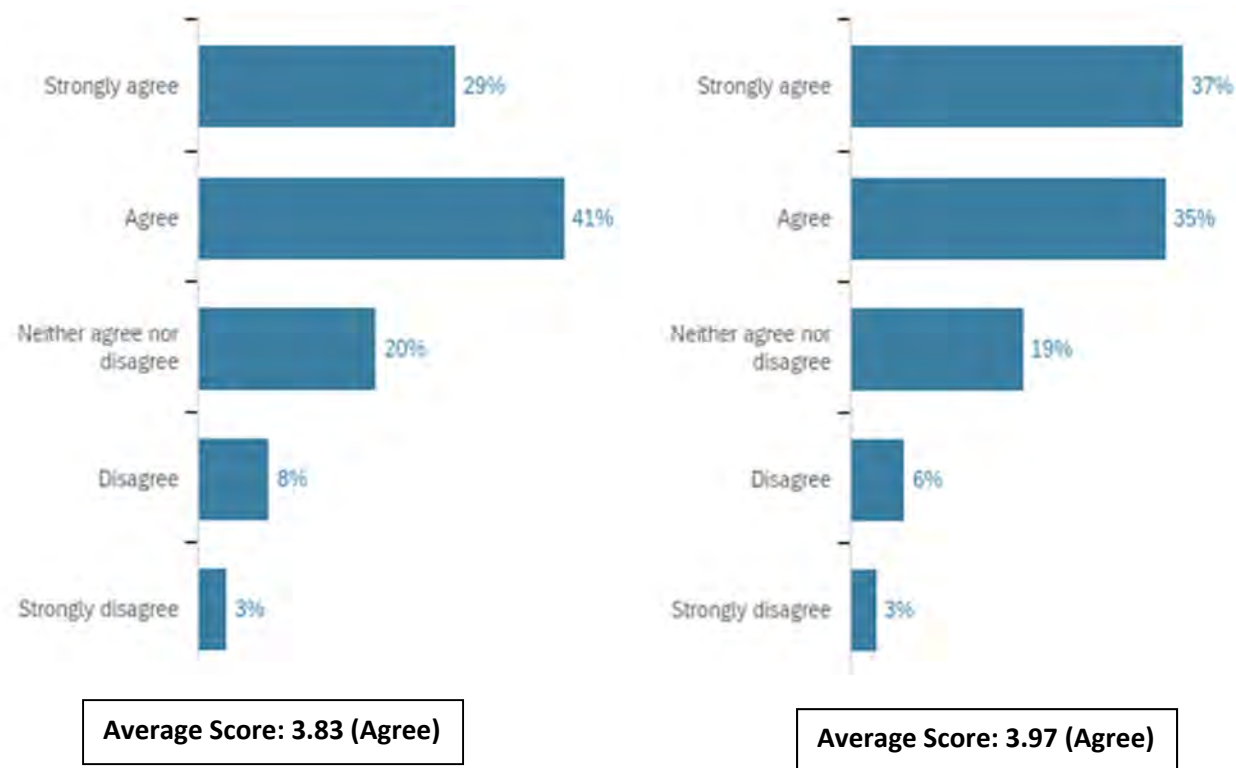


Average Score: 3.52 (Neither Agree nor Disagree/Agree)

Average Score: 3.5 (Neither Agree nor Disagree/Agree)

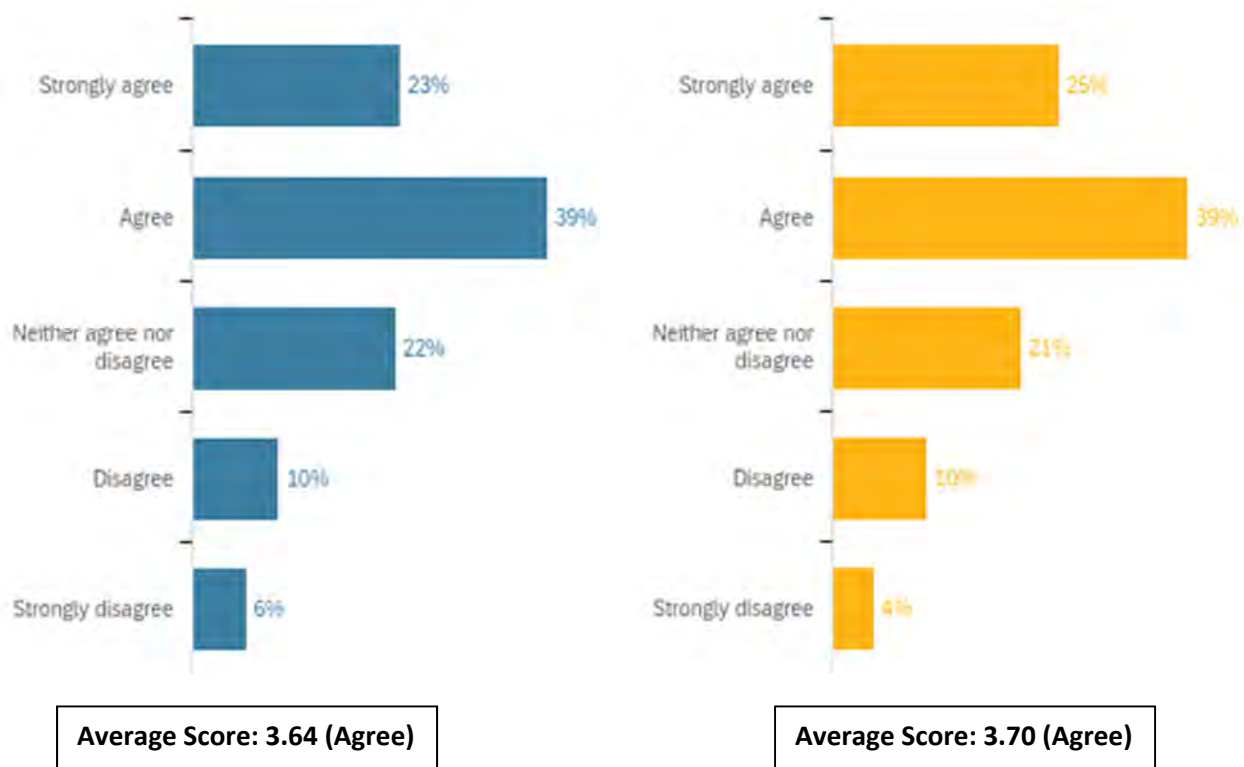
Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	18%	416	20%	471
Agree	33%	757	33%	773
Neither agree nor disagree	37%	847	29%	667
Disagree	9%	200	10%	235
Strongly disagree	4%	93	7%	164
<b>Total</b>	<b>100%</b>	<b>2313</b>	<b>100%</b>	<b>2310</b>

**My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement). (SoW Oct. 2022 vs. Feb. 2022)**



Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	29%	752	37%	856
Agree	41%	1069	35%	810
Neither agree nor disagree	20%	521	19%	443
Disagree	8%	208	6%	140
Strongly disagree	3%	84	3%	65
<b>Total</b>	<b>100%</b>	<b>2634</b>	<b>100%</b>	<b>2314</b>

**Regardless of my background, I have an equal opportunity to succeed. (SoW Oct. 2022 vs. Feb. 2022)**



Answer	Oct. 2022		Feb. 2022	
	%	Count	%	Count
Strongly agree	23%	606	25%	595
Agree	39%	1037	39%	938
Neither agree nor disagree	22%	592	21%	496
Disagree	10%	252	10%	248
Strongly disagree	6%	154	4%	107
<b>Total</b>	<b>100%</b>	<b>2641</b>	<b>100%</b>	<b>2384</b>

**What actions, policies, or other indicators would undeniably prove to you that you have an equal opportunity to succeed within UC Berkeley?**

**Total Comments 560**

<b>Categories</b>	<b>Count (%)</b>	<b>Examples</b>
Better/more equitable pay	<b>75 (14%)</b>	<ul style="list-style-type: none"> <li>• “Pay equity - we are not paid enough to live in the very community (Berkeley) that we serve.”</li> <li>• “I am unfairly being paid less than colleagues in the same position”</li> <li>• “Generally speaking, I would say more/successful efforts to bring salaries/pay more in line with private sector equivalents (or at least keep up with cost of living inflation)”</li> <li>• “Equitable pay for the work that is expected to be done.”</li> </ul>
Equal professional growth/promotion/hiring/training opportunities.	<b>41 (7%)</b>	<ul style="list-style-type: none"> <li>• “Equal job opportunities for employees that want to grow within their position.”</li> <li>• “Seeing more under represented staff members receive promotion and other opportunities to succeed.”</li> <li>• “Holding open recruitments for all positions instead of allowing hiring managers to just put people in roles.”</li> </ul>
Diversity in leadership roles	<b>34 (6%)</b>	<ul style="list-style-type: none"> <li>• “Increase in women and/or historically marginalized folks in managerial:leadership positions.”</li> <li>• “Diversity in the campus leadership pipeline”</li> <li>• “Seeing more BIPOC staff in higher management positions around campus.”</li> </ul>
More professional growth /training/advancement opportunities	<b>24 (4%)</b>	<ul style="list-style-type: none"> <li>• “Opportunities for advancement, for training and professional development, diverse opportunities,”</li> <li>• “Leadership training opportunities; promotion; ability to move into a new position and take on more responsibility.”</li> <li>• “Promotions within my organization and recruitment/hiring process.”</li> </ul>
Communication of growth opportunities/clear path to advancement	<b>24 (4%)</b>	<ul style="list-style-type: none"> <li>• “Clear paths for promotion and skill building.”</li> <li>• “A career path, defined and achievable steps within the career path,”</li> </ul>
Transparency in hiring, promotion, or salary decisions	<b>16 (3%)</b>	<ul style="list-style-type: none"> <li>• “More transparency around roles and responsibilities, equity decisions, promotions and hires.”</li> <li>• “Relentless transparency about hiring, compensation, and promotions at the unit-level and university-level.”</li> </ul>

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

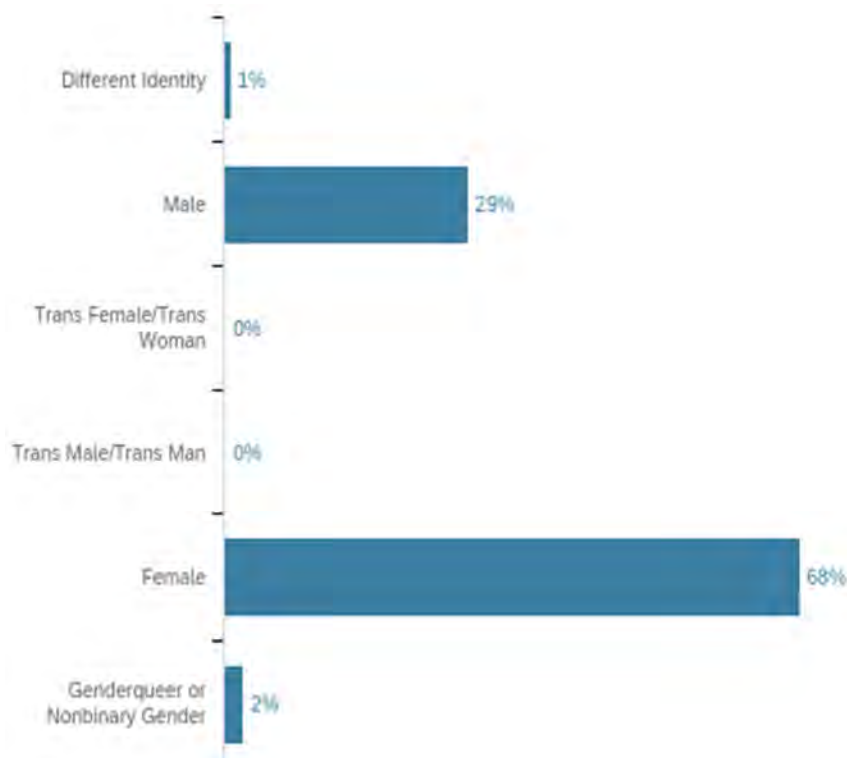
<b>Answer</b>	<b>%</b>	<b>Count</b>
African-American/Black	7%	140
American Indian/Alaskan Native	1%	12
Chinese	6%	116
Filipino	3%	54
Hispanic/Latino	13%	246
Japanese	1%	12
Korean	1%	11
Middle Eastern/Southwest Asian/North African (SWANA)	2%	37
Other Asian	2%	38
Pacific Islander	0%	5
South Asian	1%	24
Two Or More Races	8%	157
Vietnamese	1%	12
White	55%	1057
<b>Total</b>	<b>100%</b>	<b>1921</b>



**(Optional) Which staff organizations are you a part of? (select all)**

Answer	%	Count
Alianza	4%	80
Asian Pacific American Systemwide Alliance (APASA)	4%	79
Berkeley Administrative Management Professionals (AMP)	2%	50
Berkeley Events Network	6%	123
Berkeley Facilitators Network (BFN)	5%	109
Berkeley International Group (BIG)	1%	27
Berkeley Research Administrators Group (BRAG)	1%	31
Black Staff & Faculty Organization (BSFO)	3%	75
BSA (Berkeley Staff Assembly)	8%	170
Cal Coaching Network (CCN)	4%	94
Cal Women's Network	11%	246
Campus User-Centered Design (UCD)	0%	7
Coalition for Education & Outreach (CEO)	1%	13
Filipinx Faculty & Staff Association	2%	38
LavenderCal	5%	102
MENASA	0%	10
Native & Indigenous Council	1%	14
Staff Alliance for Disability Access (ADA)	1%	19
UC Berkeley Instructional Designers	1%	16
UCB Professional Development Providers	0%	2
N/A - I'm not a part of any staff organization	35%	777
Other	7%	151
<b>Total</b>	<b>100%</b>	<b>2233</b>

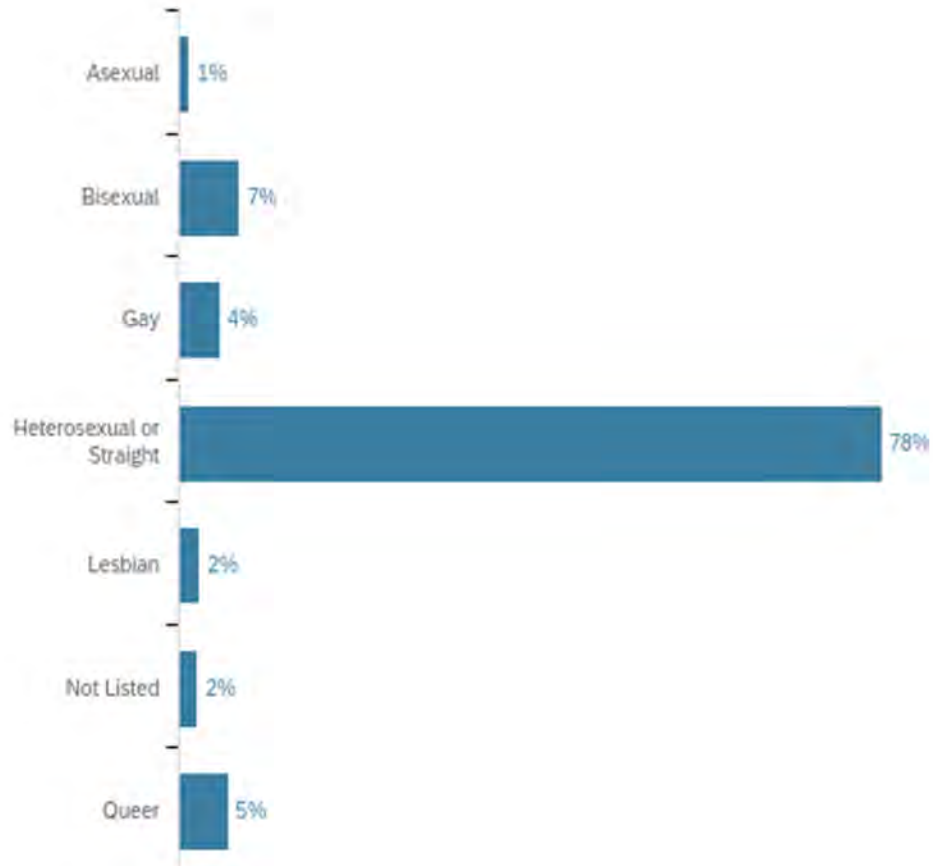
**(Optional) What is your gender identity:**



Answer	%	Count
Different Identity	1%	15
Male	29%	593
Trans Female/Trans Woman	0%	4
Trans Male/Trans Man	0%	4
Female	68%	1401
Genderqueer or Nonbinary Gender	2%	46
<b>Total</b>	<b>100%</b>	<b>2063</b>

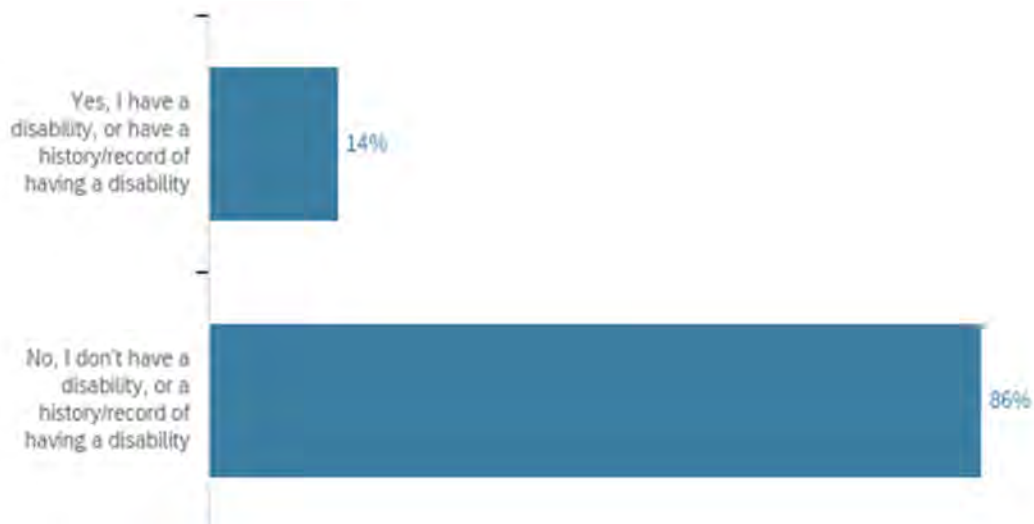


(Optional) Do you consider yourself:



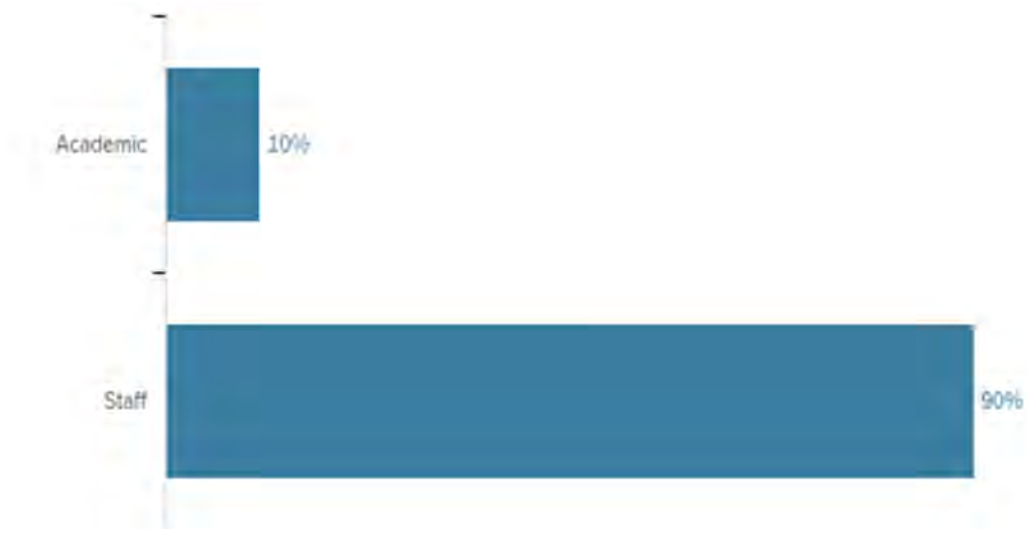
Answer	%	Count
Asexual	1%	22
Bisexual	7%	132
Gay	4%	88
Heterosexual or Straight	78%	1540
Lesbian	2%	46
Not Listed	2%	41
Queer	5%	107
<b>Total</b>	<b>100%</b>	<b>1976</b>

(Optional) Do you have a disability?



Answer	%	Count
Yes, I have a disability, or have a history/record of having a disability	14%	295
No, I don't have a disability, or a history/record of having a disability	86%	1773
<b>Total</b>	<b>100%</b>	<b>2068</b>

(Optional) Are you academic or staff?



Answer	%	Count
Academic	10%	241
Staff	90%	2074
<b>Total</b>	<b>100%</b>	<b>2315</b>

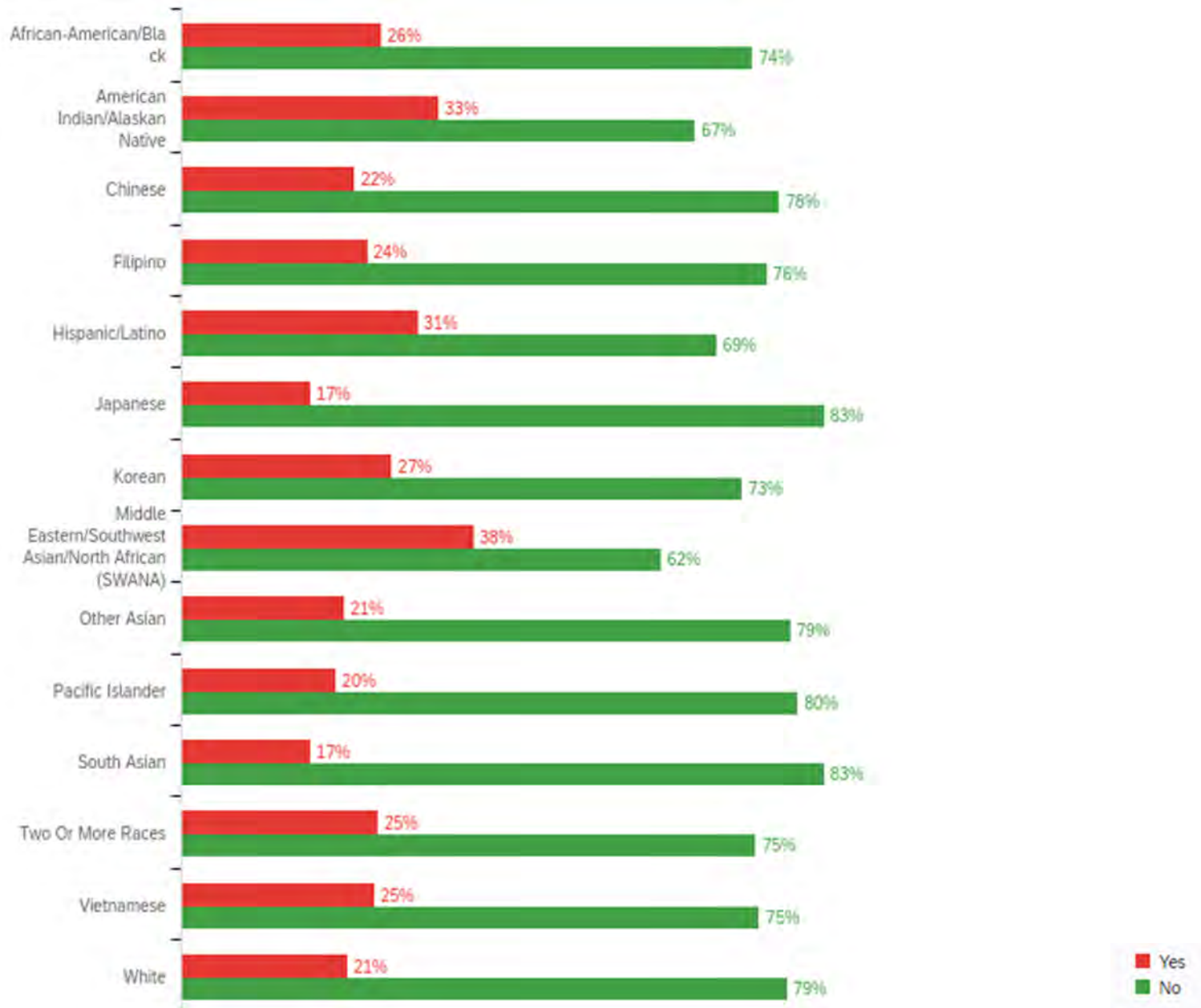
# Berkeley People & Culture

## State of the Workplace Survey

October 2022

### Ethnicity

Are you currently searching for a new job?



Question	Yes		No		Total
	%	Count	%	Count	
African-American/Black	26%	36	74%	103	139
American Indian/Alaskan Native	33%	4	67%	8	12
Chinese	22%	26	78%	90	116
Filipino	24%	13	76%	41	54
Hispanic/Latino	31%	75	69%	170	245
Japanese	17%	2	83%	10	12
Korean	27%	3	73%	8	11
Middle Eastern/Southwest Asian/North African (SWANA)	38%	14	62%	23	37
Other Asian	21%	8	79%	30	38
Pacific Islander	20%	1	80%	4	5
South Asian	17%	4	83%	20	24
Two Or More Races	25%	40	75%	117	157
Vietnamese	25%	3	75%	9	12
White	21%	227	79%	829	1056

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

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	6%	2	0%	0	0%	0	3%	1	43%	15	9%	3	0%	0	11%	4	0%	0	29%	10	<b>35</b>
American Indian/Alaskan Native	0%	0	0%	0	0%	0	0%	0	75%	3	0%	0	0%	0	0%	0	0%	0	25%	1	<b>4</b>
Chinese	14%	3	0%	0	0%	0	5%	1	59%	13	9%	2	0%	0	9%	2	0%	0	5%	1	<b>22</b>
Filipino	0%	0	0%	0	8%	1	0%	0	62%	8	8%	1	0%	0	8%	1	0%	0	15%	2	<b>13</b>
Hispanic/Latino	7%	5	0%	0	0%	0	15%	11	47%	35	9%	7	1%	1	1%	1	3%	2	16%	12	<b>74</b>
Japanese	0%	0	0%	0	50%	1	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	<b>2</b>
Korean	0%	0	0%	0	0%	0	0%	0	33%	1	33%	1	33%	1	0%	0	0%	0	0%	0	<b>3</b>
Middle Eastern/Southwest Asian/North African (SWANA)	0%	0	0%	0	7%	1	0%	0	57%	8	14%	2	0%	0	7%	1	0%	0	14%	2	<b>14</b>
Other Asian	0%	0	0%	0	13%	1	0%	0	50%	4	38%	3	0%	0	0%	0	0%	0	0%	0	<b>8</b>
Pacific Islander	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	<b>1</b>
South Asian	0%	0	0%	0	0%	0	0%	0	75%	3	0%	0	0%	0	0%	0	0%	0	25%	1	<b>4</b>
Two Or More Races	8%	3	0%	0	3%	1	13%	5	33%	13	5%	2	3%	1	10%	4	0%	0	28%	11	<b>40</b>
Vietnamese	0%	0	0%	0	0%	0	0%	0	33%	1	33%	1	0%	0	0%	0	0%	0	33%	1	<b>3</b>
White	8%	17	0%	1	3%	6	9%	21	32%	72	11%	25	2%	4	14%	31	0%	1	21%	48	<b>226</b>

**What are the reasons you're searching for a new job? (Select all that apply)**

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	12%	11	1%	1	7%	6	11%	10	26%	24	16%	15	2%	2	13%	12	2%	2	9%	8	<b>91</b>
American Indian/Alaskan Native	0%	0	0%	0	0%	0	0%	0	38%	3	0%	0	25%	2	13%	1	13%	1	13%	1	<b>8</b>
Chinese	21%	15	11%	8	7%	5	6%	4	24%	17	11%	8	0%	0	13%	9	3%	2	6%	4	<b>72</b>
Filipino	10%	4	0%	0	15%	6	13%	5	28%	11	15%	6	0%	0	13%	5	0%	0	5%	2	<b>39</b>
Hispanic/Latino	15%	26	4%	7	7%	13	12%	22	26%	47	15%	26	1%	2	9%	17	3%	5	8%	14	<b>179</b>
Japanese	0%	0	0%	0	20%	2	20%	2	20%	2	10%	1	0%	0	10%	1	20%	2	0%	0	<b>10</b>
Korean	13%	1	0%	0	0%	0	13%	1	38%	3	13%	1	13%	1	0%	0	13%	1	0%	0	<b>8</b>
Middle Eastern/Southwest Asian/North African (SWANA)	3%	1	3%	1	13%	4	13%	4	29%	9	13%	4	3%	1	16%	5	0%	0	6%	2	<b>31</b>
Other Asian	9%	2	0%	0	18%	4	14%	3	32%	7	18%	4	0%	0	5%	1	0%	0	5%	1	<b>22</b>
Pacific Islander	0%	0	0%	0	20%	1	20%	1	20%	1	20%	1	20%	1	0%	0	0%	0	0%	0	<b>5</b>
South Asian	15%	2	0%	0	0%	0	0%	0	23%	3	31%	4	0%	0	15%	2	0%	0	15%	2	<b>13</b>
Two Or More Races	12%	17	3%	4	9%	13	15%	21	22%	31	13%	18	4%	6	9%	13	2%	3	9%	12	<b>138</b>
Vietnamese	9%	1	0%	0	18%	2	18%	2	18%	2	27%	3	0%	0	0%	0	0%	0	9%	1	<b>11</b>
White	14%	90	3%	19	7%	49	10%	66	22%	146	16%	105	3%	17	14%	91	3%	21	8%	55	<b>659</b>

**Where do you plan on looking for other employment opportunities? (Select all that apply)**

Question	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
	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	20%	15	27%	20	20%	15	11%	8	23%	17	<b>75</b>
American Indian/Alaskan Native	40%	4	20%	2	20%	2	10%	1	10%	1	<b>10</b>
Chinese	21%	11	27%	14	21%	11	6%	3	25%	13	<b>52</b>
Filipino	20%	7	23%	8	14%	5	14%	5	29%	10	<b>35</b>
Hispanic/Latino	20%	36	28%	50	14%	24	12%	21	26%	45	<b>176</b>
Japanese	0%	0	0%	0	50%	1	0%	0	50%	1	<b>2</b>
Korean	33%	1	33%	1	0%	0	0%	0	33%	1	<b>3</b>
Middle Eastern/Southwest Asian/North African (SWANA)	28%	10	22%	8	19%	7	3%	1	28%	10	<b>36</b>
Other Asian	22%	6	22%	6	22%	6	19%	5	15%	4	<b>27</b>
Pacific Islander	0%	0	100%	1	0%	0	0%	0	0%	0	<b>1</b>
South Asian	30%	3	20%	2	20%	2	10%	1	20%	2	<b>10</b>
Two Or More Races	16%	16	21%	22	20%	21	16%	16	27%	28	<b>103</b>
Vietnamese	0%	0	50%	3	0%	0	0%	0	50%	3	<b>6</b>
White	23%	126	21%	118	21%	119	15%	82	20%	113	<b>558</b>

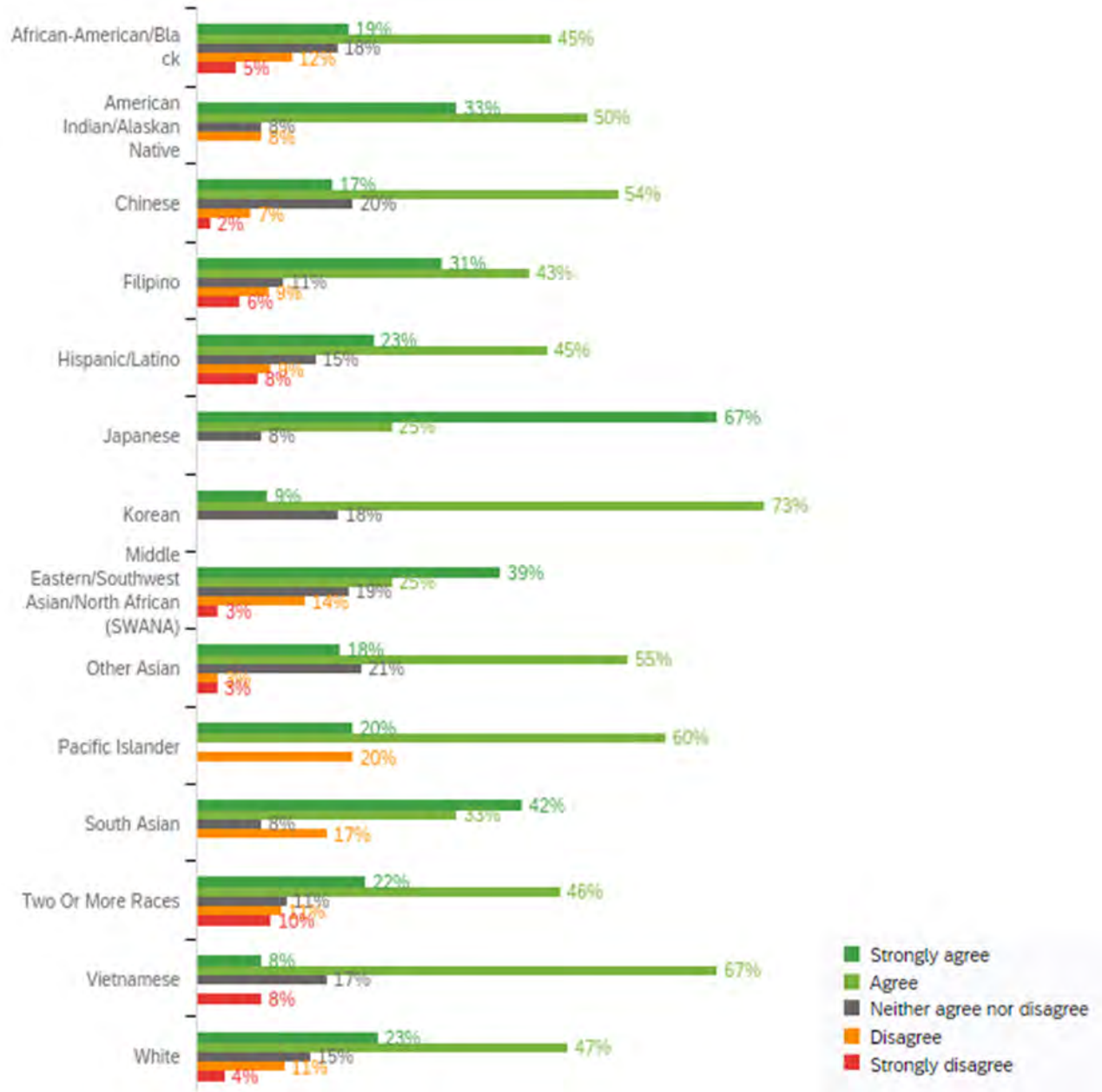
### What is the MAIN reason you're staying in your job?

Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	12%	12	13%	13	2%	2	7%	7	23%	23	11%	11	6%	6	0%	0	5%	5	22%	22	<b>101</b>
American Indian/Alaskan Native	13%	1	13%	1	0%	0	25%	2	0%	0	13%	1	25%	2	0%	0	0%	0	13%	1	<b>8</b>
Chinese	23%	18	13%	10	11%	9	5%	4	16%	13	6%	5	10%	8	0%	0	3%	2	13%	10	<b>79</b>
Filipino	32%	13	7%	3	10%	4	0%	0	22%	9	7%	3	17%	7	0%	0	2%	1	2%	1	<b>41</b>
Hispanic/Latino	26%	41	9%	15	4%	6	6%	10	21%	34	9%	15	5%	8	1%	1	4%	6	15%	24	<b>160</b>
Japanese	10%	1	10%	1	10%	1	10%	1	0%	0	10%	1	10%	1	0%	0	0%	0	40%	4	<b>10</b>
Korean	0%	0	13%	1	0%	0	25%	2	38%	3	0%	0	13%	1	0%	0	0%	0	13%	1	<b>8</b>
Middle Eastern/Southwest Asian/North African (SWANA)	13%	3	9%	2	17%	4	13%	3	22%	5	4%	1	4%	1	0%	0	4%	1	13%	3	<b>23</b>
Other Asian	7%	2	7%	2	4%	1	7%	2	43%	12	7%	2	4%	1	0%	0	14%	4	7%	2	<b>28</b>
Pacific Islander	0%	0	0%	0	0%	0	0%	0	50%	2	25%	1	25%	1	0%	0	0%	0	0%	0	<b>4</b>
South Asian	5%	1	15%	3	5%	1	10%	2	20%	4	5%	1	20%	4	0%	0	10%	2	10%	2	<b>20</b>
Two Or More Races	18%	21	9%	11	11%	13	8%	9	19%	22	6%	7	8%	9	1%	1	3%	4	16%	19	<b>116</b>
Vietnamese	0%	0	11%	1	11%	1	22%	2	11%	1	0%	0	11%	1	0%	0	11%	1	22%	2	<b>9</b>
White	15%	121	10%	79	10%	86	7%	58	14%	117	8%	64	8%	69	0%	4	6%	46	22%	183	<b>827</b>

### What are the reasons you're staying in your job? (Select all that apply)

Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Staff organization(s) I'm involved with		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	17%	69	14%	55	13%	50	14%	55	17%	66	11%	45	5%	21	1%	2	4%	15	2%	8	4%	14	<b>400</b>
American Indian/Alaskan Native	16%	5	13%	4	13%	4	19%	6	16%	5	10%	3	6%	2	0%	0	6%	2	0%	0	0%	0	<b>31</b>
Chinese	22%	71	13%	43	14%	45	13%	43	14%	46	11%	35	5%	16	0%	1	4%	14	2%	6	3%	10	<b>330</b>
Filipino	15%	30	15%	29	13%	26	13%	26	17%	33	12%	23	4%	8	1%	2	4%	7	4%	8	2%	4	<b>196</b>
Hispanic/Latino	19%	113	15%	94	13%	80	12%	73	16%	97	11%	69	4%	24	0%	2	4%	27	2%	14	2%	15	<b>608</b>
Japanese	19%	9	11%	5	15%	7	15%	7	13%	6	11%	5	4%	2	0%	0	4%	2	4%	2	4%	2	<b>47</b>
Korean	14%	5	20%	7	20%	7	17%	6	14%	5	3%	1	9%	3	0%	0	3%	1	0%	0	0%	0	<b>35</b>
Middle Eastern/Southwest Asian/North African (SWANA)	13%	14	14%	15	16%	17	17%	18	13%	14	10%	10	2%	2	0%	0	6%	6	4%	4	5%	5	<b>105</b>
Other Asian	15%	20	14%	18	12%	16	13%	17	20%	26	11%	14	5%	6	1%	1	8%	10	2%	3	0%	0	<b>131</b>
Pacific Islander	20%	4	20%	4	5%	1	10%	2	20%	4	15%	3	5%	1	0%	0	5%	1	0%	0	0%	0	<b>20</b>
South Asian	14%	12	16%	14	15%	13	14%	12	17%	15	7%	6	5%	4	1%	1	6%	5	3%	3	1%	1	<b>86</b>
Two Or More Races	15%	72	15%	71	15%	75	13%	64	14%	69	10%	46	5%	26	0%	0	5%	25	2%	11	5%	25	<b>484</b>
Vietnamese	15%	7	15%	7	15%	7	13%	6	13%	6	7%	3	9%	4	0%	0	7%	3	2%	1	4%	2	<b>46</b>
White	17%	593	14%	499	15%	539	13%	448	15%	522	10%	364	5%	168	0%	14	6%	208	2%	64	5%	162	<b>3581</b>

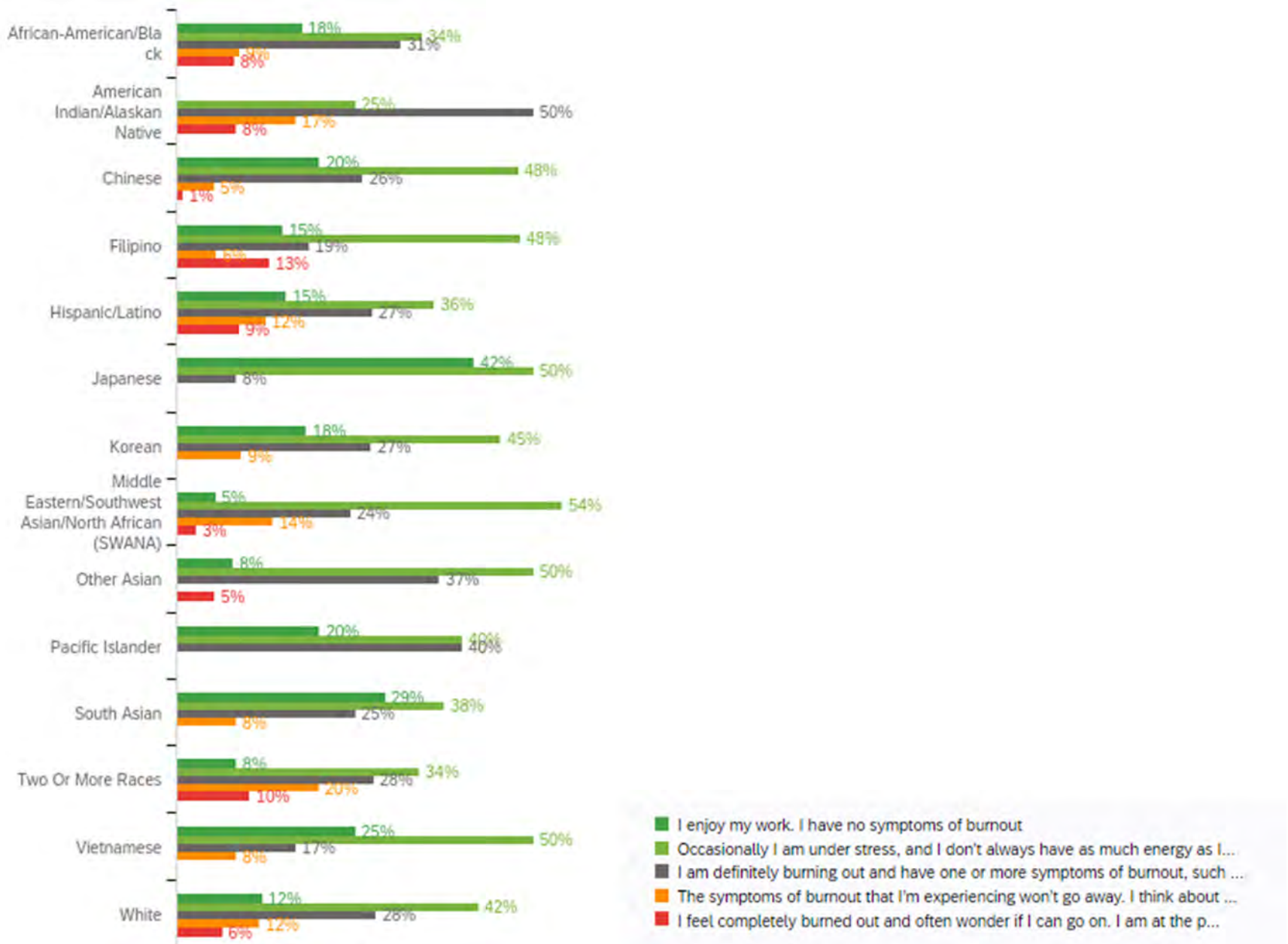
The amount of work my supervisor expects me to complete is reasonable.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	19%	27	45%	63	18%	25	12%	17	5%	7	3.62	139
American Indian/Alaskan Native	33%	4	50%	6	8%	1	8%	1	0%	0	4.08	12
Chinese	17%	20	54%	62	20%	23	7%	8	2%	2	3.78	115
Filipino	31%	17	43%	23	11%	6	9%	5	6%	3	3.85	54
Hispanic/Latino	23%	55	45%	109	15%	37	9%	23	8%	19	3.65	243
Japanese	67%	8	25%	3	8%	1	0%	0	0%	0	4.58	12
Korean	9%	1	73%	8	18%	2	0%	0	0%	0	3.91	11
Middle Eastern/Southwest Asian/North African (SWANA)	39%	14	25%	9	19%	7	14%	5	3%	1	3.83	36
Other Asian	18%	7	55%	21	21%	8	3%	1	3%	1	3.84	38
Pacific Islander	20%	1	60%	3	0%	0	20%	1	0%	0	3.80	5
South Asian	42%	10	33%	8	8%	2	17%	4	0%	0	4.00	24
Two Or More Races	22%	34	46%	73	11%	18	11%	17	10%	15	3.60	157
Vietnamese	8%	1	67%	8	17%	2	0%	0	8%	1	3.67	12
White	23%	244	47%	500	15%	153	11%	118	4%	38	3.75	1053

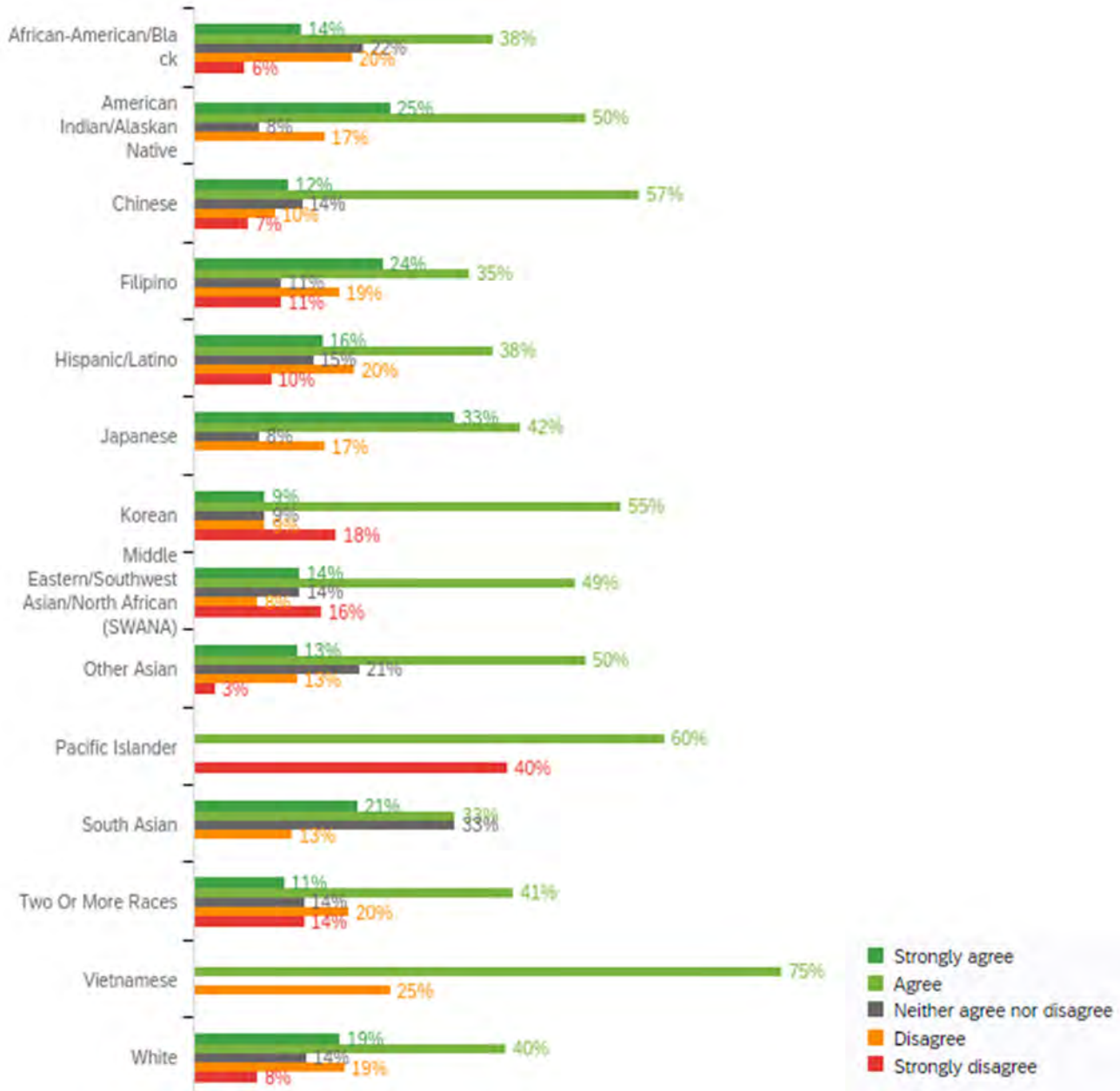


Overall, based on your definition of burnout, how would you rate your level of burnout?



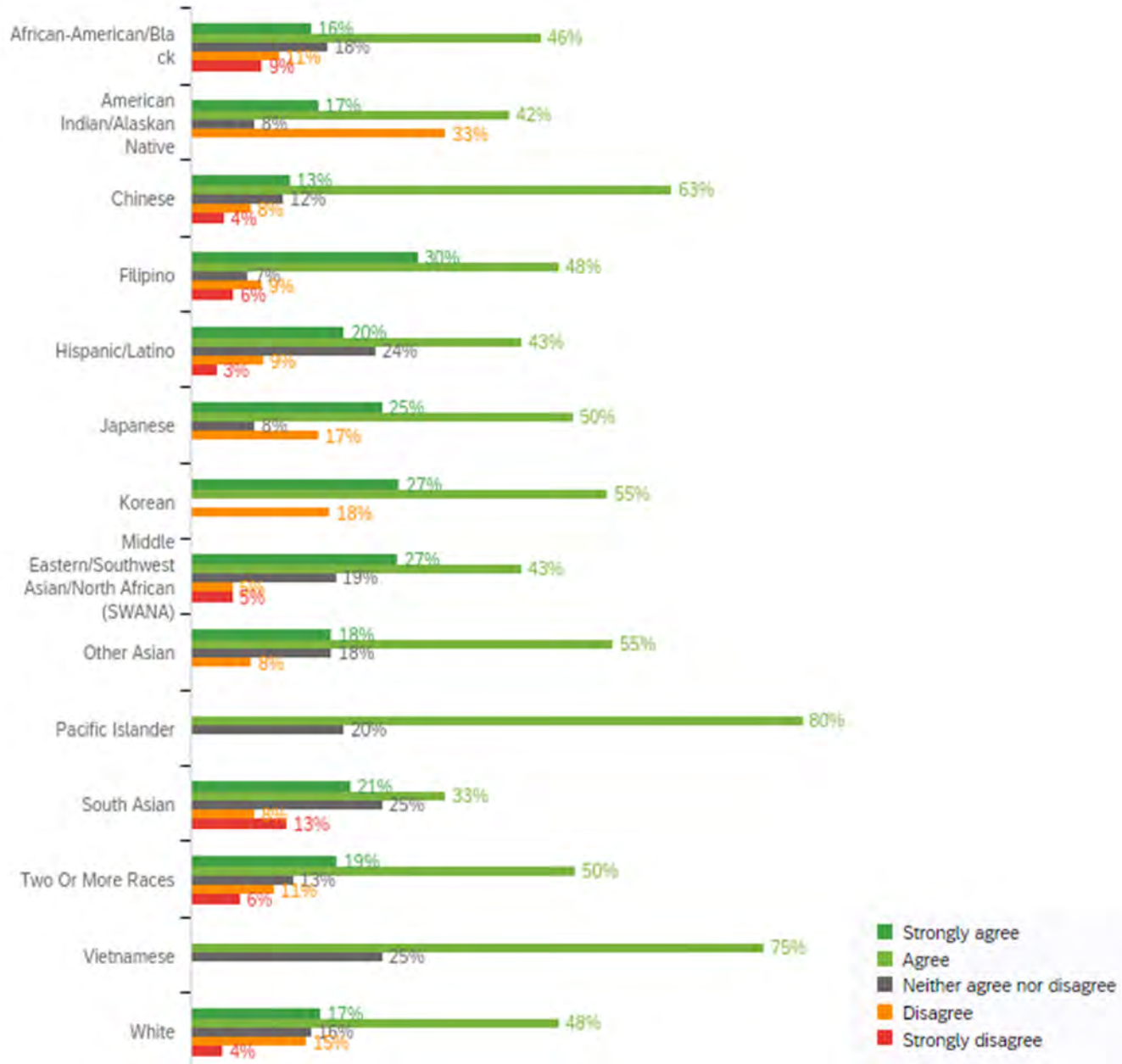
Question	I enjoy my work. I have no symptoms of burnout		Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out		I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion		The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot		I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
African-American/Black	18%	24	34%	47	31%	43	9%	12	8%	11	137
American Indian/Alaskan Native	0%	0	25%	3	50%	6	17%	2	8%	1	12
Chinese	20%	23	48%	55	26%	30	5%	6	1%	1	115
Filipino	15%	8	48%	26	19%	10	6%	3	13%	7	54
Hispanic/Latino	15%	37	36%	87	27%	66	12%	30	9%	21	241
Japanese	42%	5	50%	6	8%	1	0%	0	0%	0	12
Korean	18%	2	45%	5	27%	3	9%	1	0%	0	11
Middle Eastern/Southwest Asian/North African (SWANA)	5%	2	54%	20	24%	9	14%	5	3%	1	37
Other Asian	8%	3	50%	19	37%	14	0%	0	5%	2	38
Pacific Islander	20%	1	40%	2	40%	2	0%	0	0%	0	5
South Asian	29%	7	38%	9	25%	6	8%	2	0%	0	24
Two Or More Races	8%	13	34%	53	28%	43	20%	31	10%	16	156
Vietnamese	25%	3	50%	6	17%	2	8%	1	0%	0	12
White	12%	126	42%	446	28%	295	12%	122	6%	67	1056

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



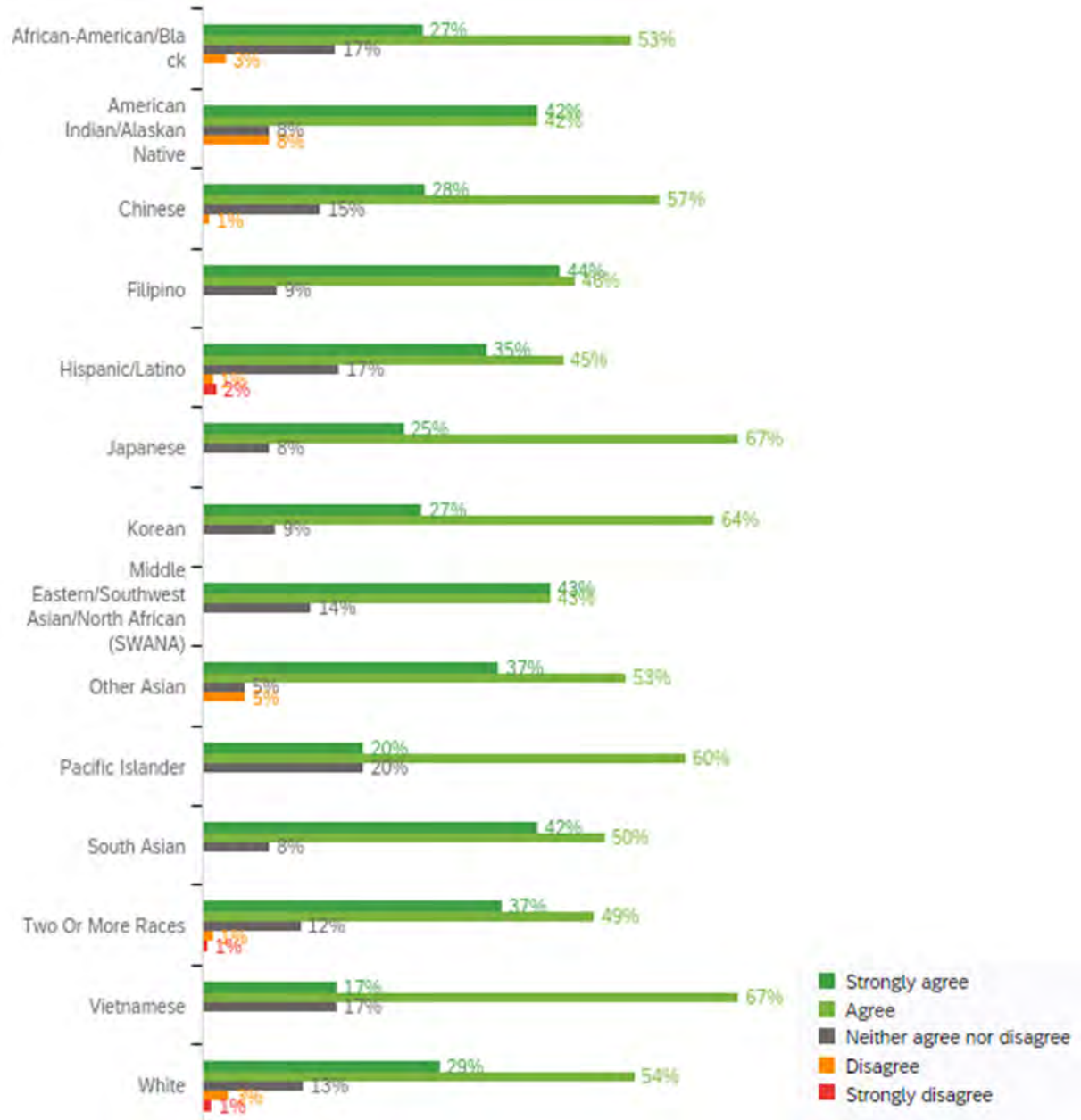
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	14%	19	38%	53	22%	30	20%	28	6%	9	3.32	<b>139</b>
American Indian/Alaskan Native	25%	3	50%	6	8%	1	17%	2	0%	0	3.83	<b>12</b>
Chinese	12%	14	57%	66	14%	16	10%	12	7%	8	3.57	<b>116</b>
Filipino	24%	13	35%	19	11%	6	19%	10	11%	6	3.43	<b>54</b>
Hispanic/Latino	16%	40	38%	93	15%	37	20%	50	10%	24	3.31	<b>244</b>
Japanese	33%	4	42%	5	8%	1	17%	2	0%	0	3.92	<b>12</b>
Korean	9%	1	55%	6	9%	1	9%	1	18%	2	3.27	<b>11</b>
Middle Eastern/Southwest Asian/North African (SWANA)	14%	5	49%	18	14%	5	8%	3	16%	6	3.35	<b>37</b>
Other Asian	13%	5	50%	19	21%	8	13%	5	3%	1	3.58	<b>38</b>
Pacific Islander	0%	0	60%	3	0%	0	0%	0	40%	2	2.80	<b>5</b>
South Asian	21%	5	33%	8	33%	8	13%	3	0%	0	3.63	<b>24</b>
Two Or More Races	11%	18	41%	64	14%	22	20%	31	14%	22	3.16	<b>157</b>
Vietnamese	0%	0	75%	9	0%	0	25%	3	0%	0	3.50	<b>12</b>
White	19%	197	40%	420	14%	151	19%	202	8%	86	3.42	<b>1056</b>

I am satisfied with the level of community I experience with my colleagues.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	16%	22	46%	64	18%	25	11%	16	9%	13	3.47	140
American Indian/Alaskan Native	17%	2	42%	5	8%	1	33%	4	0%	0	3.42	12
Chinese	13%	15	63%	73	12%	14	8%	9	4%	5	3.72	116
Filipino	30%	16	48%	26	7%	4	9%	5	6%	3	3.87	54
Hispanic/Latino	20%	49	43%	106	24%	59	9%	23	3%	8	3.67	245
Japanese	25%	3	50%	6	8%	1	17%	2	0%	0	3.83	12
Korean	27%	3	55%	6	0%	0	18%	2	0%	0	3.91	11
Middle Eastern/Southwest Asian/North African (SWANA)	27%	10	43%	16	19%	7	5%	2	5%	2	3.81	37
Other Asian	18%	7	55%	21	18%	7	8%	3	0%	0	3.84	38
Pacific Islander	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	5
South Asian	21%	5	33%	8	25%	6	8%	2	13%	3	3.42	24
Two Or More Races	19%	30	50%	79	13%	21	11%	17	6%	10	3.65	157
Vietnamese	0%	0	75%	9	25%	3	0%	0	0%	0	3.75	12
White	17%	179	48%	508	16%	166	15%	159	4%	44	3.59	1056

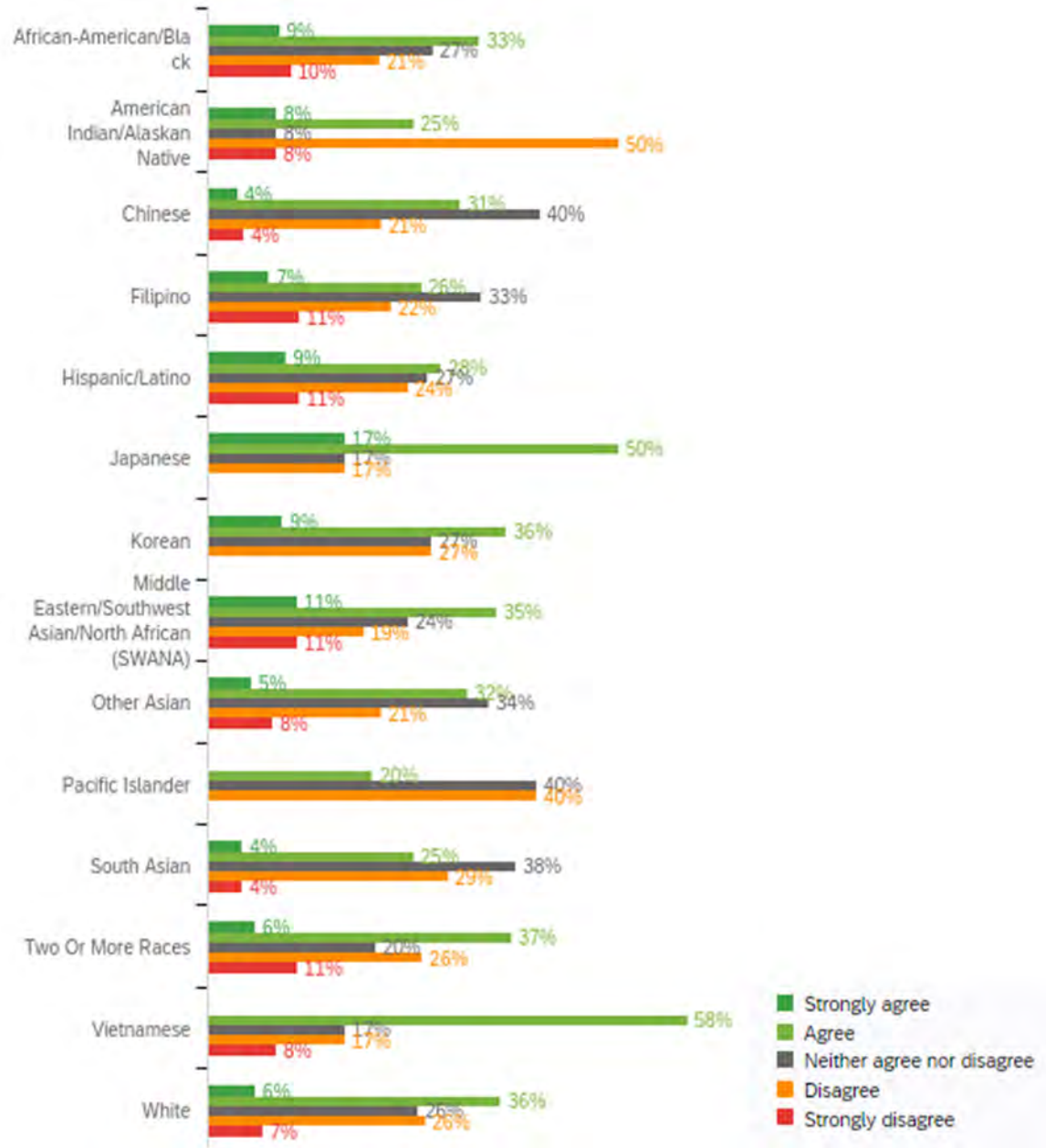
**Building community with my colleagues is important to me.**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	27%	38	53%	74	17%	23	3%	4	0%	0	4.05	139
American Indian/Alaskan Native	42%	5	42%	5	8%	1	8%	1	0%	0	4.17	12
Chinese	28%	32	57%	66	15%	17	1%	1	0%	0	4.11	116
Filipino	44%	24	46%	25	9%	5	0%	0	0%	0	4.35	54
Hispanic/Latino	35%	85	45%	108	17%	41	1%	3	2%	4	4.11	241
Japanese	25%	3	67%	8	8%	1	0%	0	0%	0	4.17	12
Korean	27%	3	64%	7	9%	1	0%	0	0%	0	4.18	11
Middle Eastern/Southwest Asian/North African (SWANA)	43%	16	43%	16	14%	5	0%	0	0%	0	4.30	37
Other Asian	37%	14	53%	20	5%	2	5%	2	0%	0	4.21	38
Pacific Islander	20%	1	60%	3	20%	1	0%	0	0%	0	4.00	5
South Asian	42%	10	50%	12	8%	2	0%	0	0%	0	4.33	24
Two Or More Races	37%	58	49%	76	12%	19	1%	2	1%	1	4.21	156
Vietnamese	17%	2	67%	8	17%	2	0%	0	0%	0	4.00	12
White	29%	310	54%	566	13%	132	3%	34	1%	12	4.07	1054

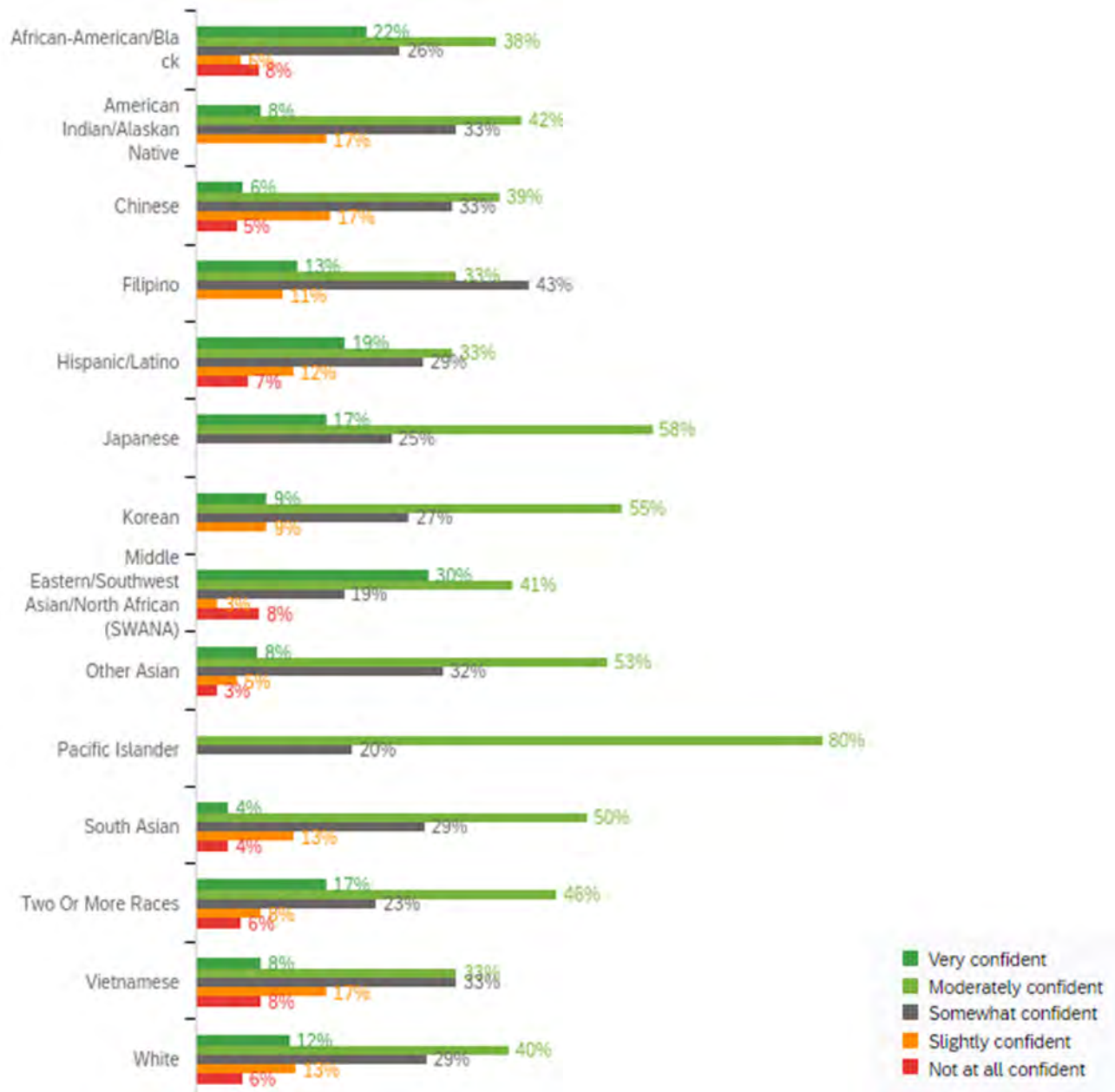


I have enough time during the work day to build community with my colleagues.



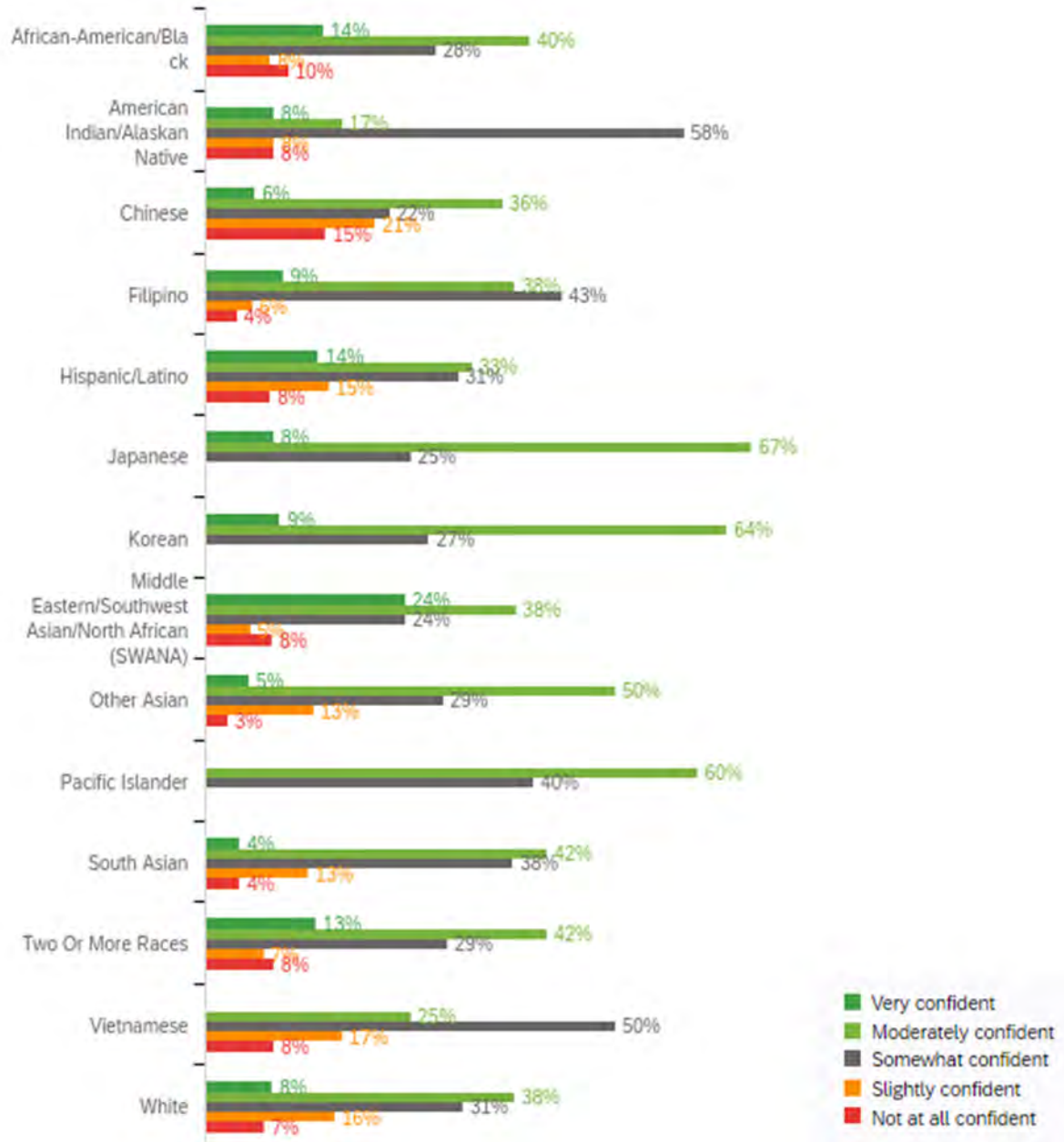
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	9%	12	33%	46	27%	38	21%	29	10%	14	3.09	139
American Indian/Alaskan Native	8%	1	25%	3	8%	1	50%	6	8%	1	2.75	12
Chinese	4%	4	31%	35	40%	46	21%	24	4%	5	3.08	114
Filipino	7%	4	26%	14	33%	18	22%	12	11%	6	2.96	54
Hispanic/Latino	9%	23	28%	69	27%	65	24%	59	11%	27	3.01	243
Japanese	17%	2	50%	6	17%	2	17%	2	0%	0	3.67	12
Korean	9%	1	36%	4	27%	3	27%	3	0%	0	3.27	11
Middle Eastern/Southwest Asian/North African (SWANA)	11%	4	35%	13	24%	9	19%	7	11%	4	3.16	37
Other Asian	5%	2	32%	12	34%	13	21%	8	8%	3	3.05	38
Pacific Islander	0%	0	20%	1	40%	2	40%	2	0%	0	2.80	5
South Asian	4%	1	25%	6	38%	9	29%	7	4%	1	2.96	24
Two Or More Races	6%	9	37%	58	20%	32	26%	41	11%	17	3.01	157
Vietnamese	0%	0	58%	7	17%	2	17%	2	8%	1	3.25	12
White	6%	61	36%	377	26%	270	26%	279	7%	70	3.08	1057

How confident are you that you can realize what causes the coworker to feel a negative emotion?



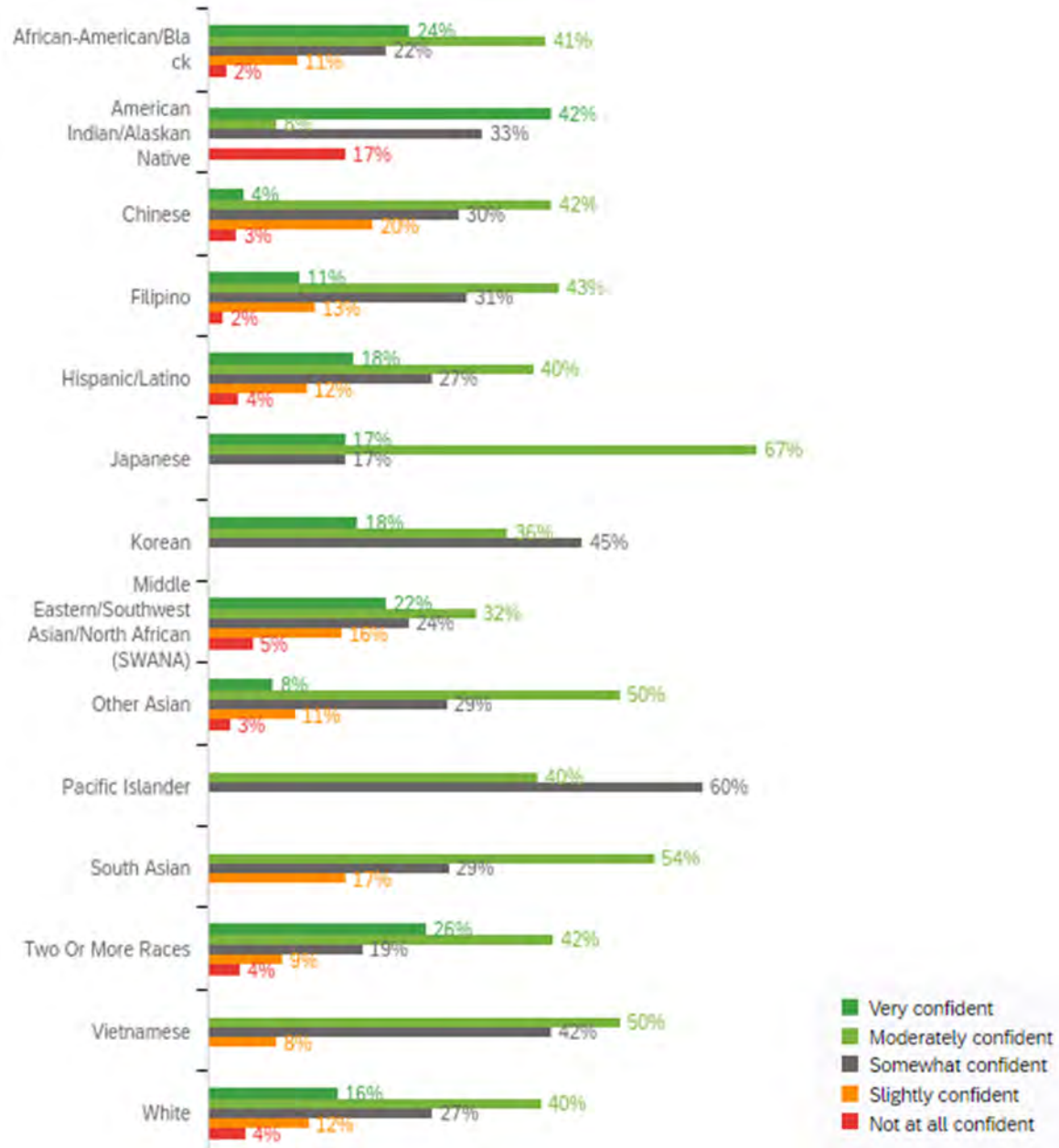
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	22%	30	38%	53	26%	36	6%	8	8%	11	3.60	138
American Indian/Alaskan Native	8%	1	42%	5	33%	4	17%	2	0%	0	3.42	12
Chinese	6%	7	39%	45	33%	38	17%	20	5%	6	3.23	116
Filipino	13%	7	33%	18	43%	23	11%	6	0%	0	3.48	54
Hispanic/Latino	19%	46	33%	79	29%	70	12%	30	7%	16	3.45	241
Japanese	17%	2	58%	7	25%	3	0%	0	0%	0	3.92	12
Korean	9%	1	55%	6	27%	3	9%	1	0%	0	3.64	11
Middle Eastern/Southwest Asian/North African (SWANA)	30%	11	41%	15	19%	7	3%	1	8%	3	3.81	37
Other Asian	8%	3	53%	20	32%	12	5%	2	3%	1	3.58	38
Pacific Islander	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	5
South Asian	4%	1	50%	12	29%	7	13%	3	4%	1	3.38	24
Two Or More Races	17%	26	46%	72	23%	36	8%	13	6%	9	3.60	156
Vietnamese	8%	1	33%	4	33%	4	17%	2	8%	1	3.17	12
White	12%	125	40%	419	29%	309	13%	134	6%	62	3.39	1049

How confident are you that you can understand what causes that coworker's emotions to change?



Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	14%	20	40%	55	28%	39	8%	11	10%	14	3.40	139
American Indian/Alaskan Native	8%	1	17%	2	58%	7	8%	1	8%	1	3.08	12
Chinese	6%	7	36%	42	22%	26	21%	24	15%	17	2.98	116
Filipino	9%	5	38%	20	43%	23	6%	3	4%	2	3.43	53
Hispanic/Latino	14%	33	33%	78	31%	74	15%	36	8%	19	3.29	240
Japanese	8%	1	67%	8	25%	3	0%	0	0%	0	3.83	12
Korean	9%	1	64%	7	27%	3	0%	0	0%	0	3.82	11
Middle Eastern/Southwest Asian/North African (SWANA)	24%	9	38%	14	24%	9	5%	2	8%	3	3.65	37
Other Asian	5%	2	50%	19	29%	11	13%	5	3%	1	3.42	38
Pacific Islander	0%	0	60%	3	40%	2	0%	0	0%	0	3.60	5
South Asian	4%	1	42%	10	38%	9	13%	3	4%	1	3.29	24
Two Or More Races	13%	21	42%	65	29%	46	7%	11	8%	13	3.45	156
Vietnamese	0%	0	25%	3	50%	6	17%	2	8%	1	2.92	12
White	8%	85	38%	395	31%	329	16%	165	7%	74	3.24	1048

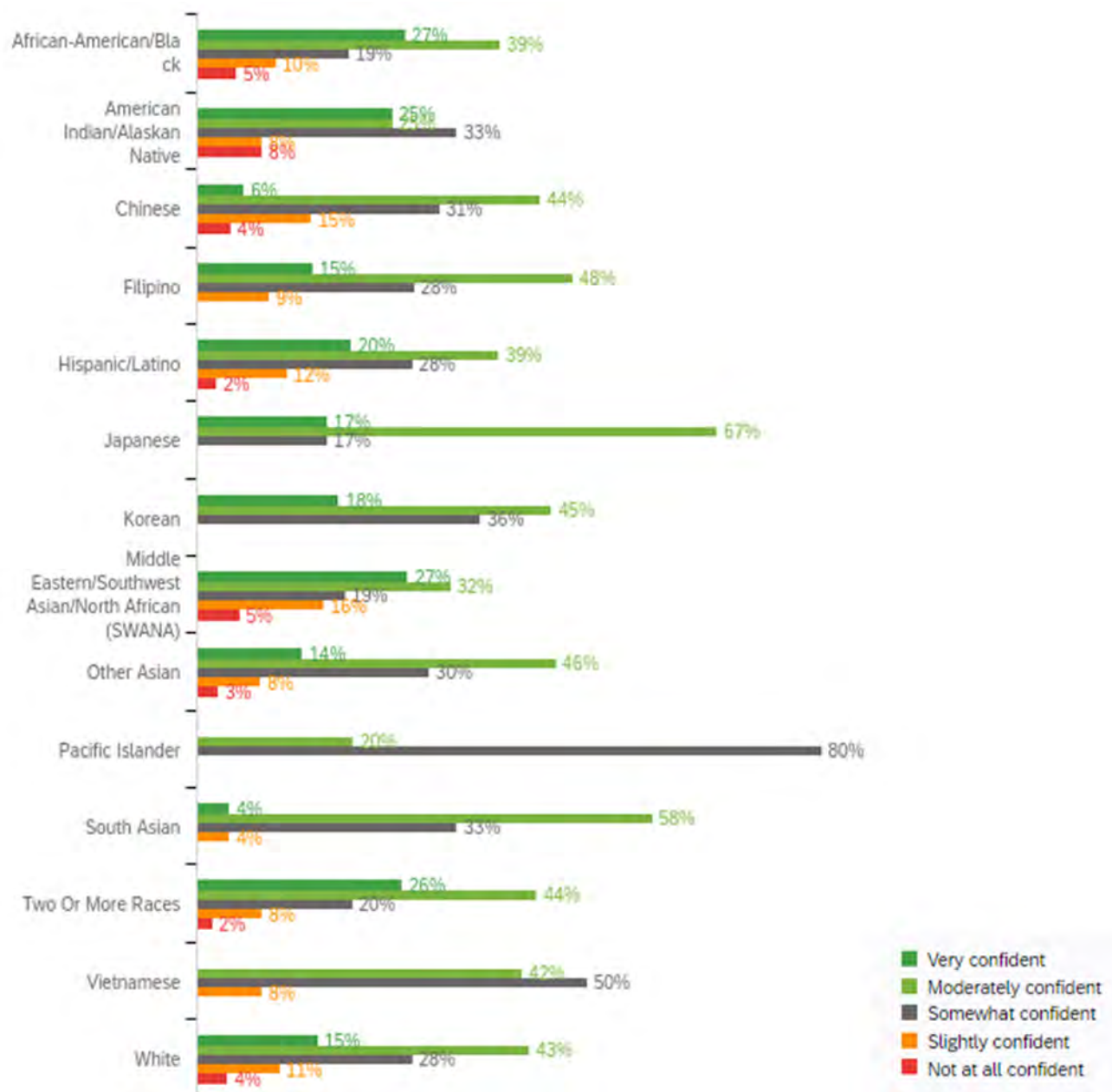
How confident are you that you can notice the emotion that coworker's body language is portraying?



Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	24%	34	41%	57	22%	30	11%	15	2%	3	3.75	139
American Indian/Alaskan Native	42%	5	8%	1	33%	4	0%	0	17%	2	3.58	12
Chinese	4%	5	42%	48	30%	35	20%	23	3%	4	3.23	115
Filipino	11%	6	43%	23	31%	17	13%	7	2%	1	3.48	54
Hispanic/Latino	18%	43	40%	96	27%	66	12%	29	4%	9	3.56	243
Japanese	17%	2	67%	8	17%	2	0%	0	0%	0	4.00	12
Korean	18%	2	36%	4	45%	5	0%	0	0%	0	3.73	11
Middle Eastern/Southwest Asian/North African (SWANA)	22%	8	32%	12	24%	9	16%	6	5%	2	3.49	37
Other Asian	8%	3	50%	19	29%	11	11%	4	3%	1	3.50	38
Pacific Islander	0%	0	40%	2	60%	3	0%	0	0%	0	3.40	5
South Asian	0%	0	54%	13	29%	7	17%	4	0%	0	3.38	24
Two Or More Races	26%	41	42%	65	19%	29	9%	14	4%	6	3.78	155
Vietnamese	0%	0	50%	6	42%	5	8%	1	0%	0	3.42	12
White	16%	164	40%	422	27%	285	12%	127	4%	47	3.51	1045

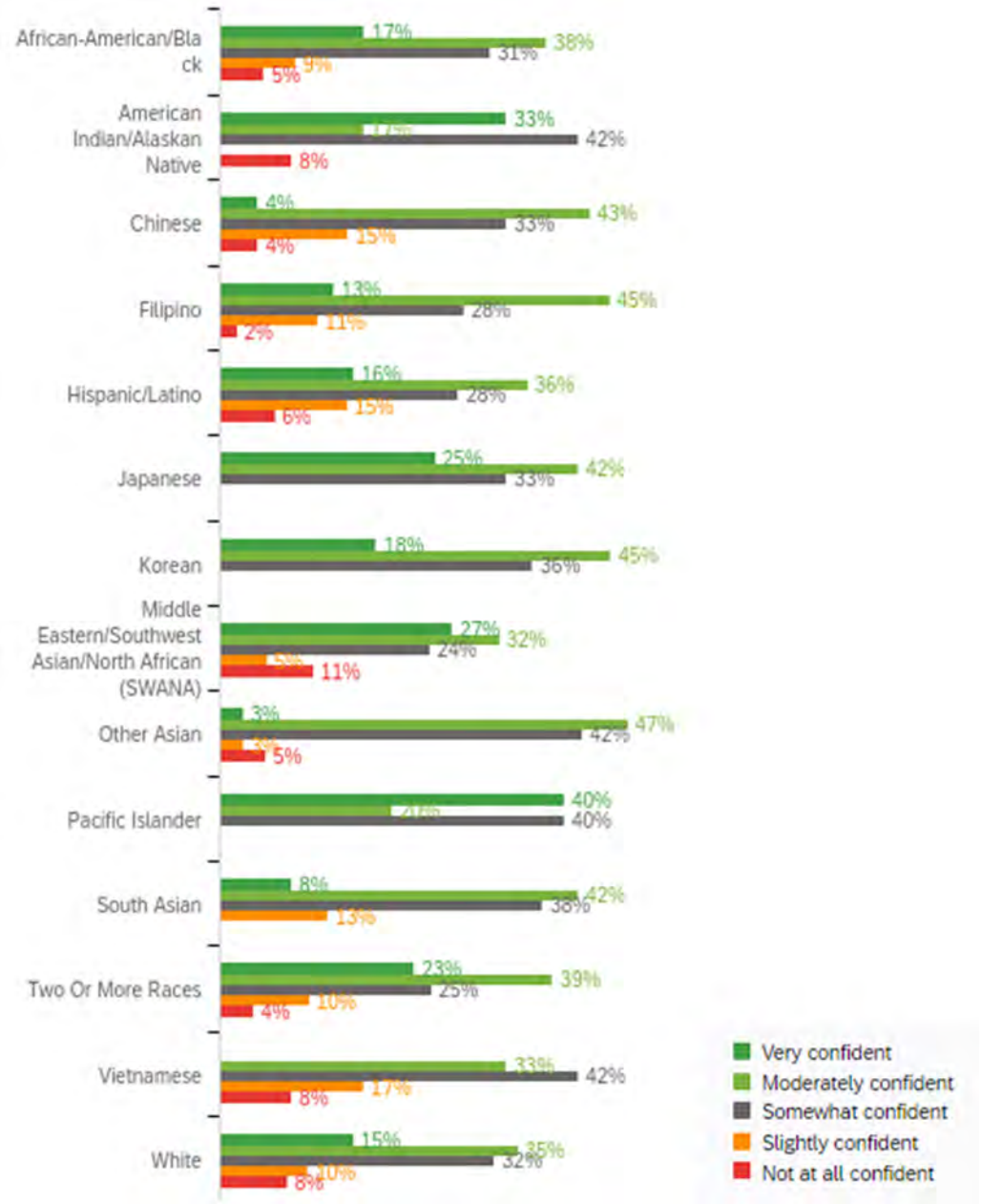


## How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?



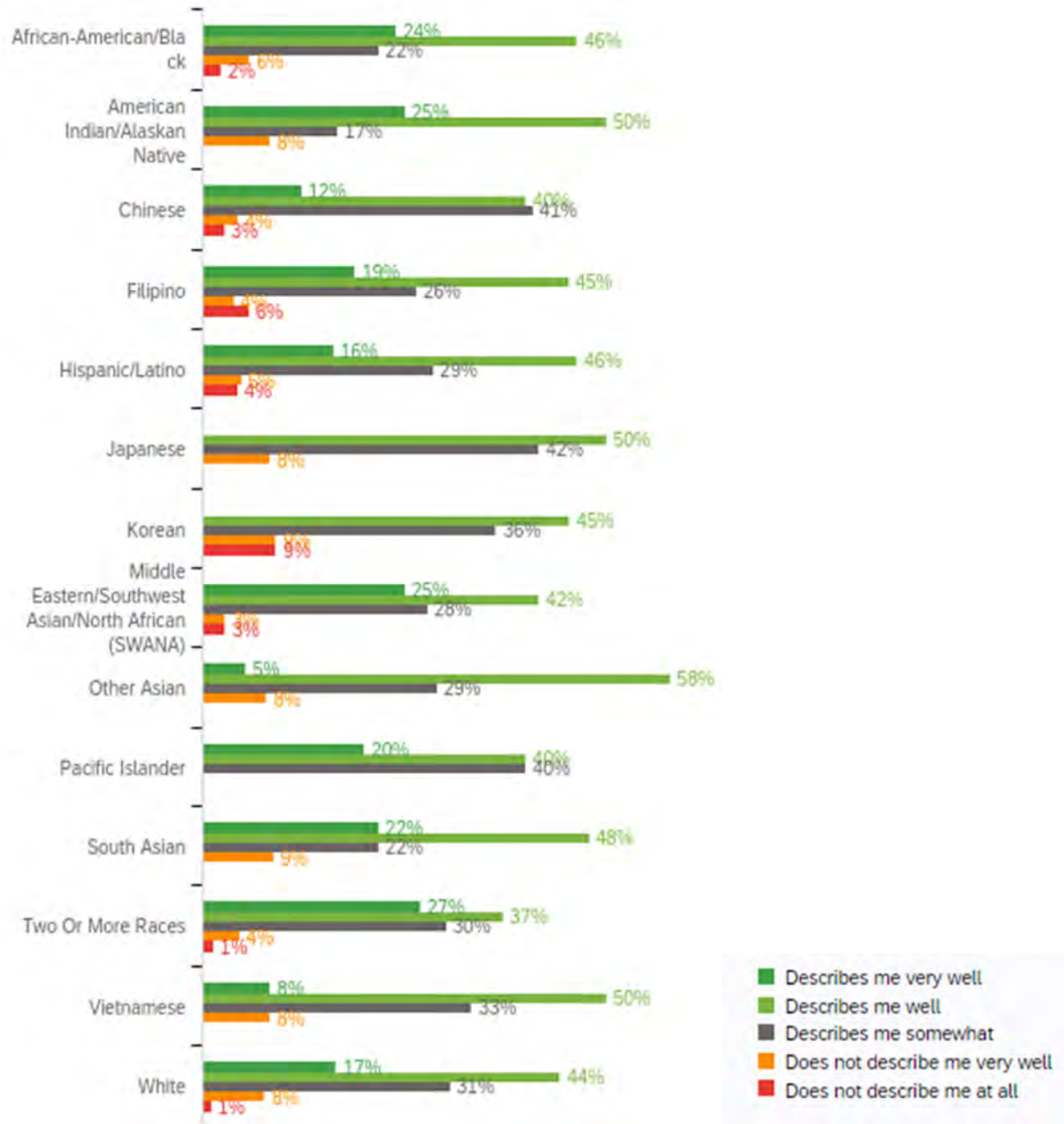
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	27%	37	39%	54	19%	27	10%	14	5%	7	3.72	139
American Indian/Alaskan Native	25%	3	25%	3	33%	4	8%	1	8%	1	3.50	12
Chinese	6%	7	44%	51	31%	36	15%	17	4%	5	3.33	116
Filipino	15%	8	48%	26	28%	15	9%	5	0%	0	3.69	54
Hispanic/Latino	20%	48	39%	94	28%	67	12%	28	2%	6	3.62	243
Japanese	17%	2	67%	8	17%	2	0%	0	0%	0	4.00	12
Korean	18%	2	45%	5	36%	4	0%	0	0%	0	3.82	11
Middle Eastern/Southwest Asian/North African (SWANA)	27%	10	32%	12	19%	7	16%	6	5%	2	3.59	37
Other Asian	14%	5	46%	17	30%	11	8%	3	3%	1	3.59	37
Pacific Islander	0%	0	20%	1	80%	4	0%	0	0%	0	3.20	5
South Asian	4%	1	58%	14	33%	8	4%	1	0%	0	3.63	24
Two Or More Races	26%	41	44%	68	20%	31	8%	13	2%	3	3.84	156
Vietnamese	0%	0	42%	5	50%	6	8%	1	0%	0	3.33	12
White	15%	161	43%	445	28%	288	11%	110	4%	41	3.55	1045

How confident are you that you can generate in yourself the emotion that coworker is feeling?



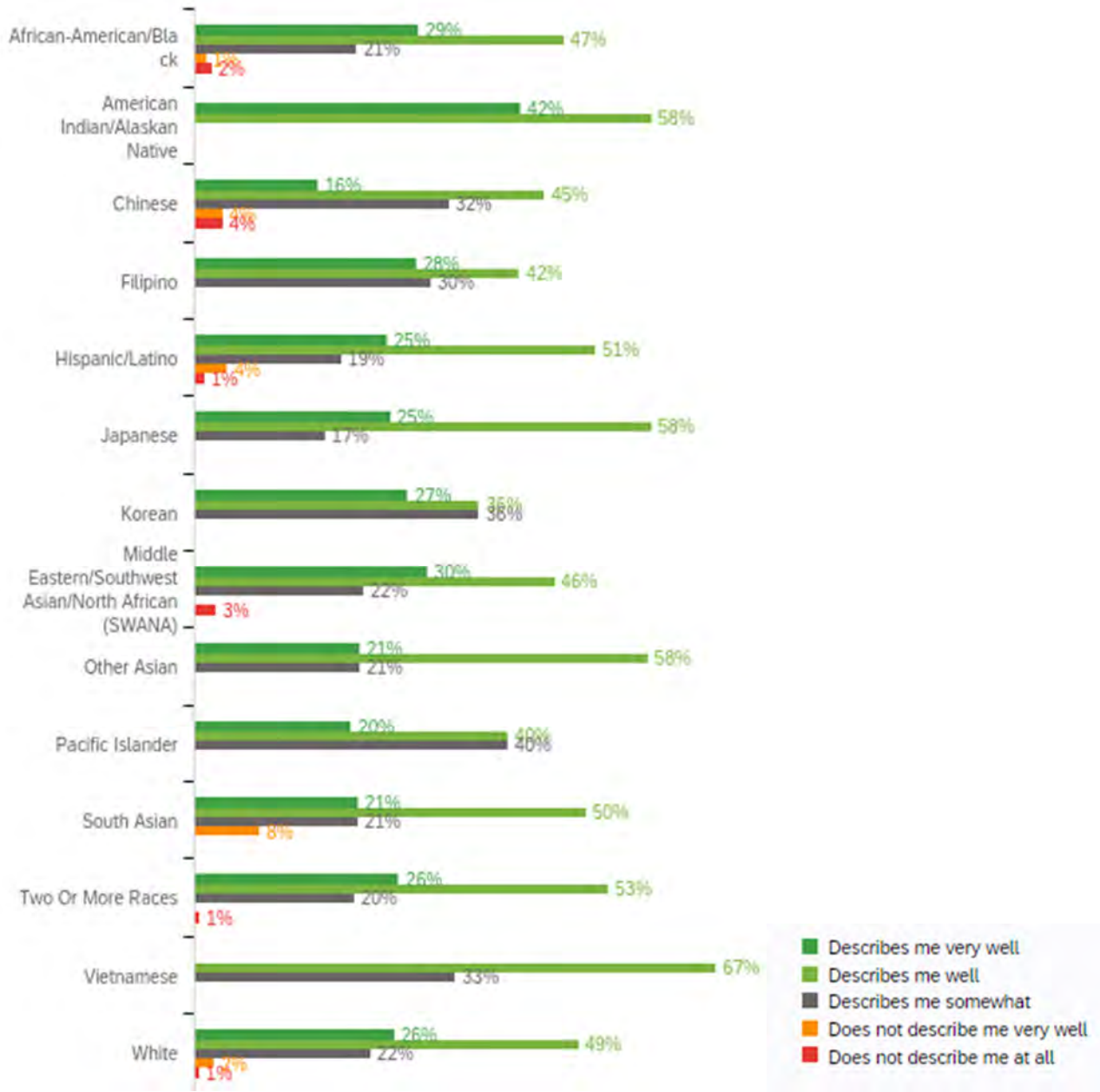
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	17%	23	38%	52	31%	43	9%	12	5%	7	3.53	137
American Indian/Alaskan Native	33%	4	17%	2	42%	5	0%	0	8%	1	3.67	12
Chinese	4%	5	43%	49	33%	38	15%	17	4%	5	3.28	114
Filipino	13%	7	45%	24	28%	15	11%	6	2%	1	3.57	53
Hispanic/Latino	16%	37	36%	85	28%	66	15%	35	6%	15	3.39	238
Japanese	25%	3	42%	5	33%	4	0%	0	0%	0	3.92	12
Korean	18%	2	45%	5	36%	4	0%	0	0%	0	3.82	11
Middle Eastern/Southwest Asian/North African (SWANA)	27%	10	32%	12	24%	9	5%	2	11%	4	3.59	37
Other Asian	3%	1	47%	18	42%	16	3%	1	5%	2	3.39	38
Pacific Islander	40%	2	20%	1	40%	2	0%	0	0%	0	4.00	5
South Asian	8%	2	42%	10	38%	9	13%	3	0%	0	3.46	24
Two Or More Races	23%	35	39%	60	25%	38	10%	16	4%	6	3.66	155
Vietnamese	0%	0	33%	4	42%	5	17%	2	8%	1	3.00	12
White	15%	159	35%	355	32%	328	10%	105	8%	80	3.40	1027

I often have tender, concerned feelings for coworkers less fortunate than I am.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	24%	33	46%	64	22%	30	6%	8	2%	3	3.84	138
American Indian/Alaskan Native	25%	3	50%	6	17%	2	8%	1	0%	0	3.92	12
Chinese	12%	14	40%	46	41%	47	4%	5	3%	3	3.55	115
Filipino	19%	10	45%	24	26%	14	4%	2	6%	3	3.68	53
Hispanic/Latino	16%	38	46%	109	29%	67	5%	11	4%	10	3.66	235
Japanese	0%	0	50%	6	42%	5	8%	1	0%	0	3.42	12
Korean	0%	0	45%	5	36%	4	9%	1	9%	1	3.18	11
Middle Eastern/Southwest Asian/North African (SWANA)	25%	9	42%	15	28%	10	3%	1	3%	1	3.83	36
Other Asian	5%	2	58%	22	29%	11	8%	3	0%	0	3.61	38
Pacific Islander	20%	1	40%	2	40%	2	0%	0	0%	0	3.80	5
South Asian	22%	5	48%	11	22%	5	9%	2	0%	0	3.83	23
Two Or More Races	27%	42	37%	58	30%	47	4%	7	1%	2	3.84	156
Vietnamese	8%	1	50%	6	33%	4	8%	1	0%	0	3.58	12
White	17%	173	44%	463	31%	320	8%	80	1%	10	3.68	1046

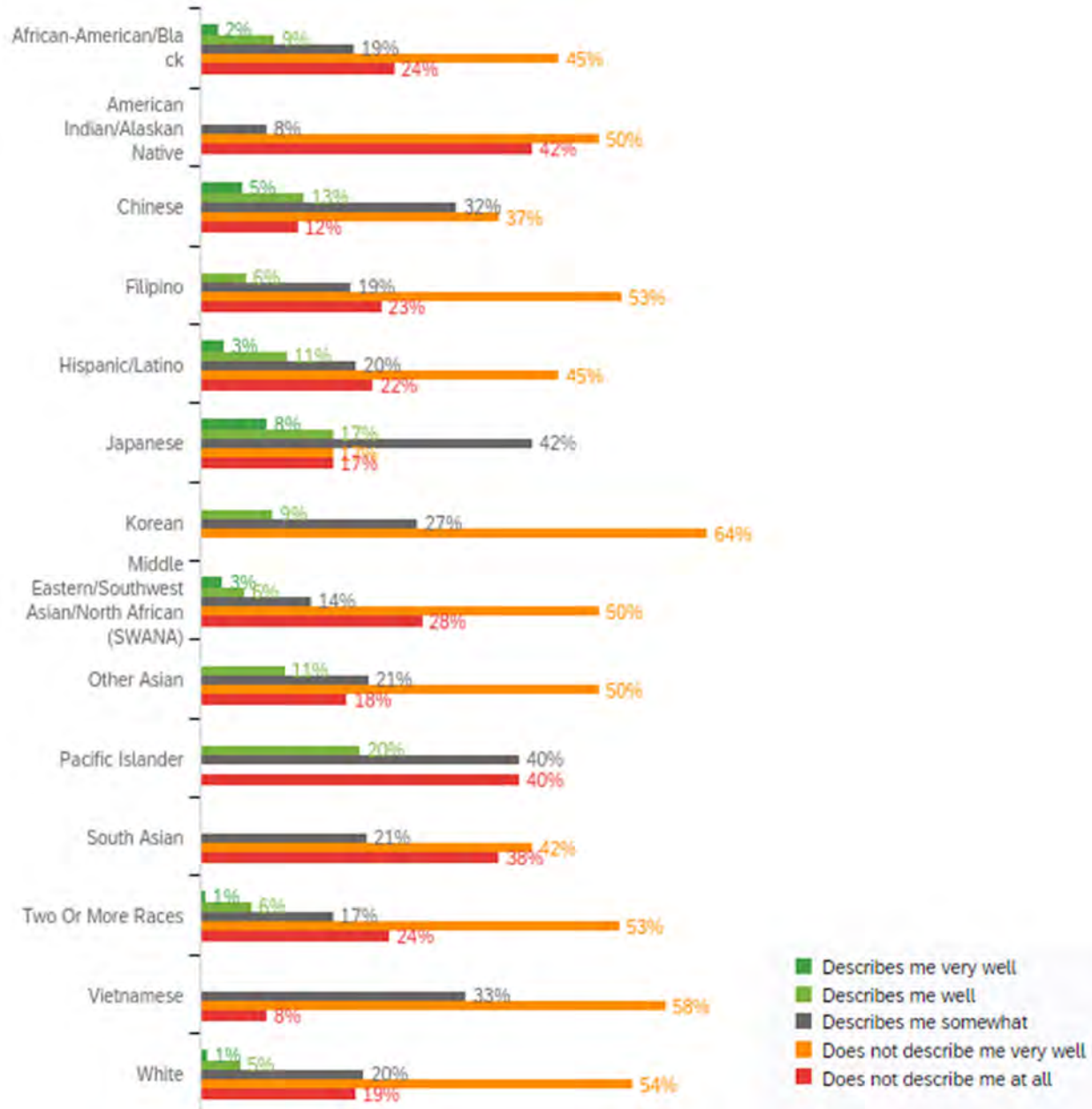
I sometimes try to understand my coworkers better by imagining how things look from their perspective.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	29%	40	47%	66	21%	29	1%	2	2%	3	3.99	140
American Indian/Alaskan Native	42%	5	58%	7	0%	0	0%	0	0%	0	4.42	12
Chinese	16%	18	45%	51	32%	37	4%	4	4%	4	3.66	114
Filipino	28%	15	42%	22	30%	16	0%	0	0%	0	3.98	53
Hispanic/Latino	25%	59	51%	123	19%	45	4%	10	1%	3	3.94	240
Japanese	25%	3	58%	7	17%	2	0%	0	0%	0	4.08	12
Korean	27%	3	36%	4	36%	4	0%	0	0%	0	3.91	11
Middle Eastern/Southwest Asian/North African (SWANA)	30%	11	46%	17	22%	8	0%	0	3%	1	4.00	37
Other Asian	21%	8	58%	22	21%	8	0%	0	0%	0	4.00	38
Pacific Islander	20%	1	40%	2	40%	2	0%	0	0%	0	3.80	5
South Asian	21%	5	50%	12	21%	5	8%	2	0%	0	3.83	24
Two Or More Races	26%	41	53%	83	20%	32	0%	0	1%	1	4.04	157
Vietnamese	0%	0	67%	8	33%	4	0%	0	0%	0	3.67	12
White	26%	267	49%	513	22%	235	2%	26	1%	6	3.96	1047

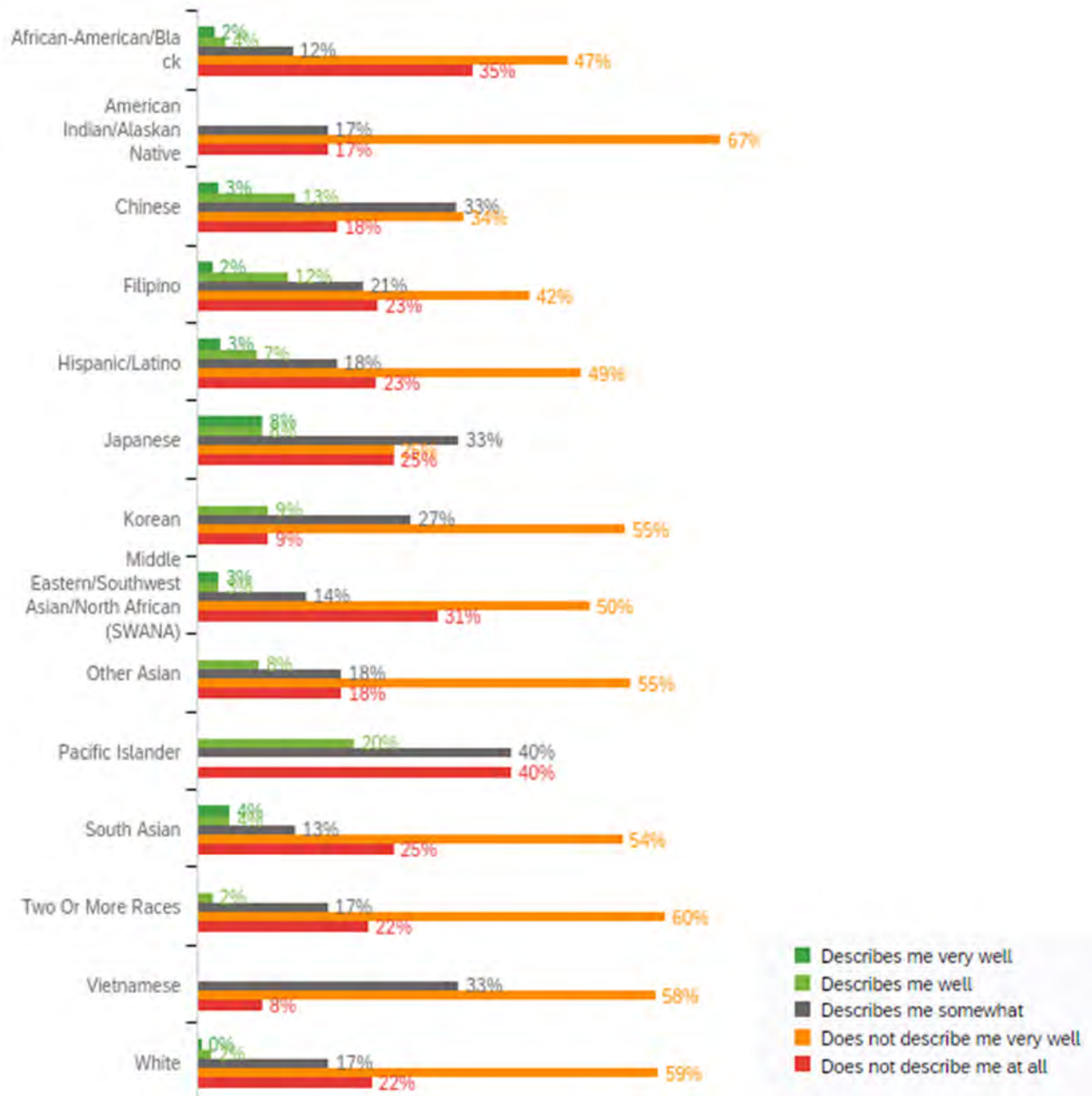


**Coworkers' misfortunes do not usually disturb me a great deal.**



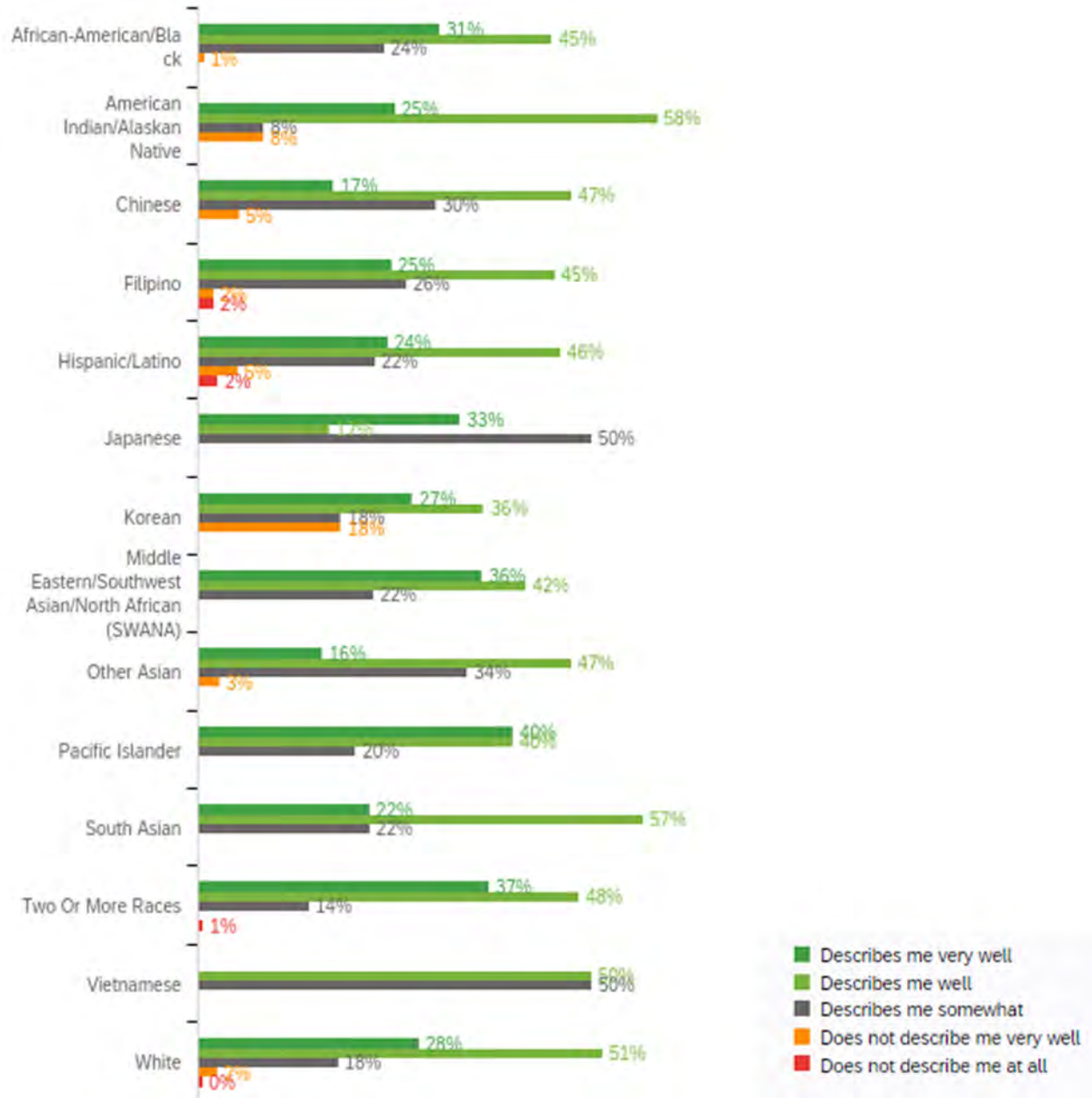
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
African-American/Black	2%	3	9%	13	19%	27	45%	63	24%	34	2.20	140
American Indian/Alaskan Native	0%	0	0%	0	8%	1	50%	6	42%	5	1.67	12
Chinese	5%	6	13%	15	32%	37	37%	43	12%	14	2.62	115
Filipino	0%	0	6%	3	19%	10	53%	28	23%	12	2.08	53
Hispanic/Latino	3%	7	11%	26	20%	47	45%	108	22%	52	2.28	240
Japanese	8%	1	17%	2	42%	5	17%	2	17%	2	2.83	12
Korean	0%	0	9%	1	27%	3	64%	7	0%	0	2.45	11
Middle Eastern/Southwest Asian/North African (SWANA)	3%	1	6%	2	14%	5	50%	18	28%	10	2.06	36
Other Asian	0%	0	11%	4	21%	8	50%	19	18%	7	2.24	38
Pacific Islander	0%	0	20%	1	40%	2	0%	0	40%	2	2.40	5
South Asian	0%	0	0%	0	21%	5	42%	10	38%	9	1.83	24
Two Or More Races	1%	1	6%	10	17%	26	53%	82	24%	37	2.08	156
Vietnamese	0%	0	0%	0	33%	4	58%	7	8%	1	2.25	12
White	1%	9	5%	52	20%	215	54%	569	19%	204	2.14	1049

Q16 - If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	2%	3	4%	5	12%	17	47%	66	35%	49	1.91	140
American Indian/Alaskan Native	0%	0	0%	0	17%	2	67%	8	17%	2	2.00	12
Chinese	3%	3	13%	14	33%	37	34%	38	18%	20	2.48	112
Filipino	2%	1	12%	6	21%	11	42%	22	23%	12	2.27	52
Hispanic/Latino	3%	7	7%	18	18%	43	49%	118	23%	55	2.19	241
Japanese	8%	1	8%	1	33%	4	25%	3	25%	3	2.50	12
Korean	0%	0	9%	1	27%	3	55%	6	9%	1	2.36	11
Middle Eastern/Southwest Asian/North African (SWANA)	3%	1	3%	1	14%	5	50%	18	31%	11	1.97	36
Other Asian	0%	0	8%	3	18%	7	55%	21	18%	7	2.16	38
Pacific Islander	0%	0	20%	1	40%	2	0%	0	40%	2	2.40	5
South Asian	4%	1	4%	1	13%	3	54%	13	25%	6	2.08	24
Two Or More Races	0%	0	2%	3	17%	26	60%	93	22%	34	1.99	156
Vietnamese	0%	0	0%	0	33%	4	58%	7	8%	1	2.25	12
White	0%	5	2%	19	17%	176	59%	616	22%	233	2.00	1049

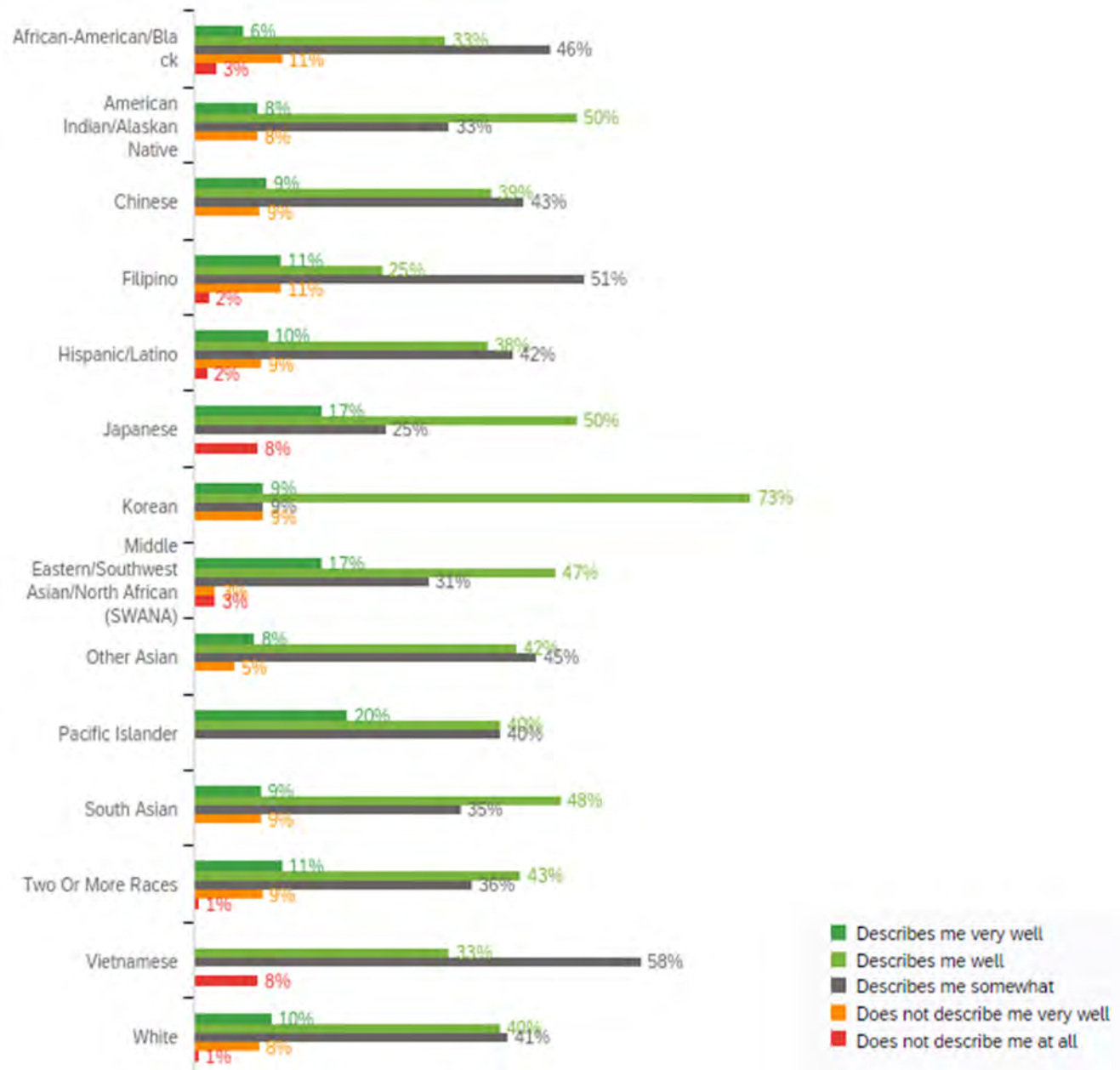
When I see a coworker being taken advantage of, I feel kind of protective towards them.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	31%	43	45%	63	24%	33	1%	1	0%	0	4.06	140
American Indian/Alaskan Native	25%	3	58%	7	8%	1	8%	1	0%	0	4.00	12
Chinese	17%	20	47%	55	30%	35	5%	6	0%	0	3.77	116
Filipino	25%	13	45%	24	26%	14	2%	1	2%	1	3.89	53
Hispanic/Latino	24%	58	46%	111	22%	54	5%	12	2%	6	3.84	241
Japanese	33%	4	17%	2	50%	6	0%	0	0%	0	3.83	12
Korean	27%	3	36%	4	18%	2	18%	2	0%	0	3.73	11
Middle Eastern/Southwest Asian/North African (SWANA)	36%	13	42%	15	22%	8	0%	0	0%	0	4.14	36
Other Asian	16%	6	47%	18	34%	13	3%	1	0%	0	3.76	38
Pacific Islander	40%	2	40%	2	20%	1	0%	0	0%	0	4.20	5
South Asian	22%	5	57%	13	22%	5	0%	0	0%	0	4.00	23
Two Or More Races	37%	58	48%	76	14%	22	0%	0	1%	1	4.21	157
Vietnamese	0%	0	50%	6	50%	6	0%	0	0%	0	3.50	12
White	28%	294	51%	539	18%	186	2%	25	0%	5	4.04	1049

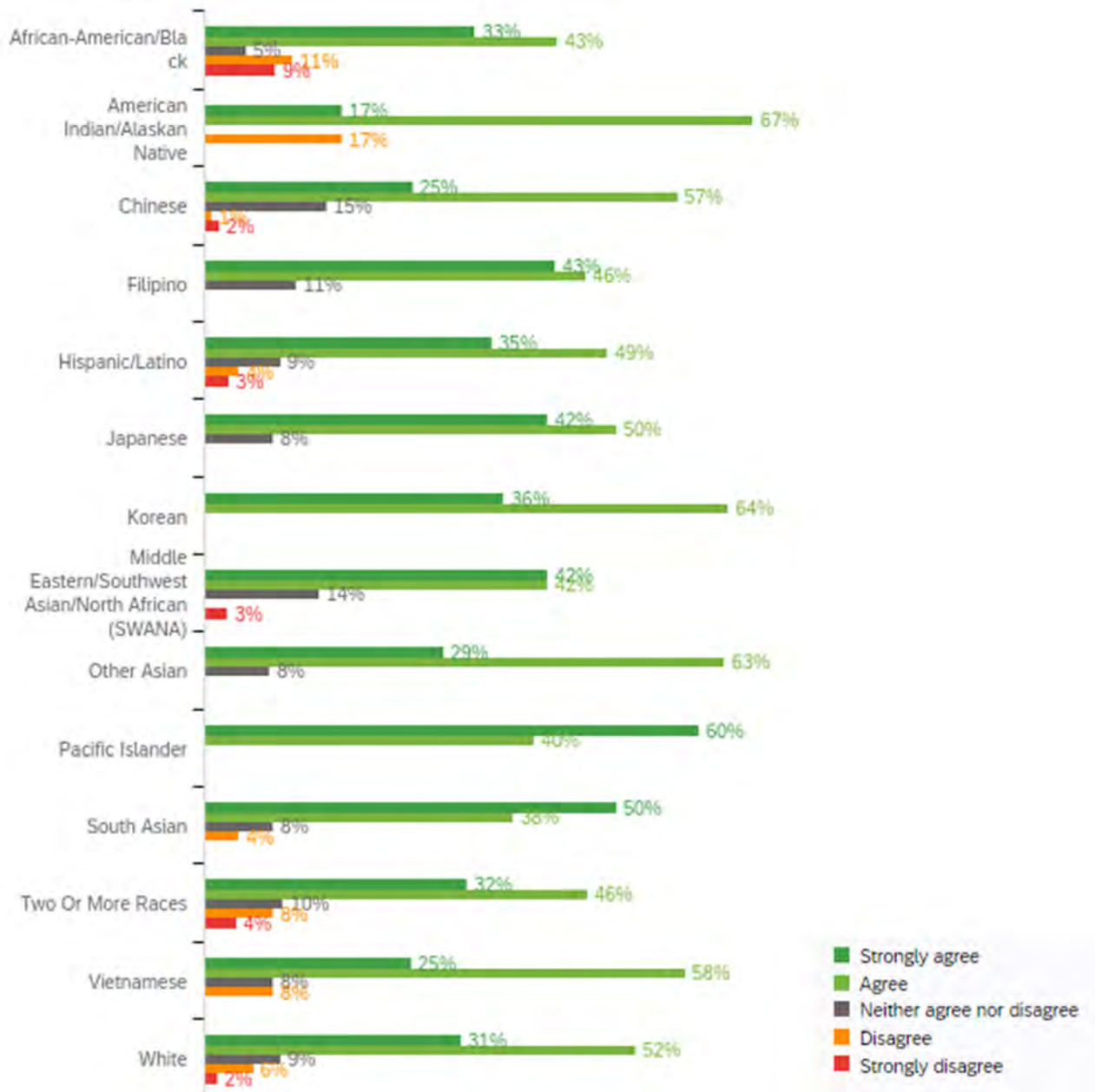


When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
African-American/Black	6%	9	33%	46	46%	65	11%	16	3%	4	3.29	140
American Indian/Alaskan Native	8%	1	50%	6	33%	4	8%	1	0%	0	3.58	12
Chinese	9%	11	39%	45	43%	50	9%	10	0%	0	3.49	116
Filipino	11%	6	25%	13	51%	27	11%	6	2%	1	3.32	53
Hispanic/Latino	10%	23	38%	92	42%	100	9%	21	2%	4	3.45	240
Japanese	17%	2	50%	6	25%	3	0%	0	8%	1	3.67	12
Korean	9%	1	73%	8	9%	1	9%	1	0%	0	3.82	11
Middle Eastern/Southwest Asian/North African (SWANA)	17%	6	47%	17	31%	11	3%	1	3%	1	3.72	36
Other Asian	8%	3	42%	16	45%	17	5%	2	0%	0	3.53	38
Pacific Islander	20%	1	40%	2	40%	2	0%	0	0%	0	3.80	5
South Asian	9%	2	48%	11	35%	8	9%	2	0%	0	3.57	23
Two Or More Races	11%	18	43%	67	36%	57	9%	14	1%	1	3.55	157
Vietnamese	0%	0	33%	4	58%	7	0%	0	8%	1	3.17	12
White	10%	106	40%	418	41%	429	8%	89	1%	6	3.50	1048

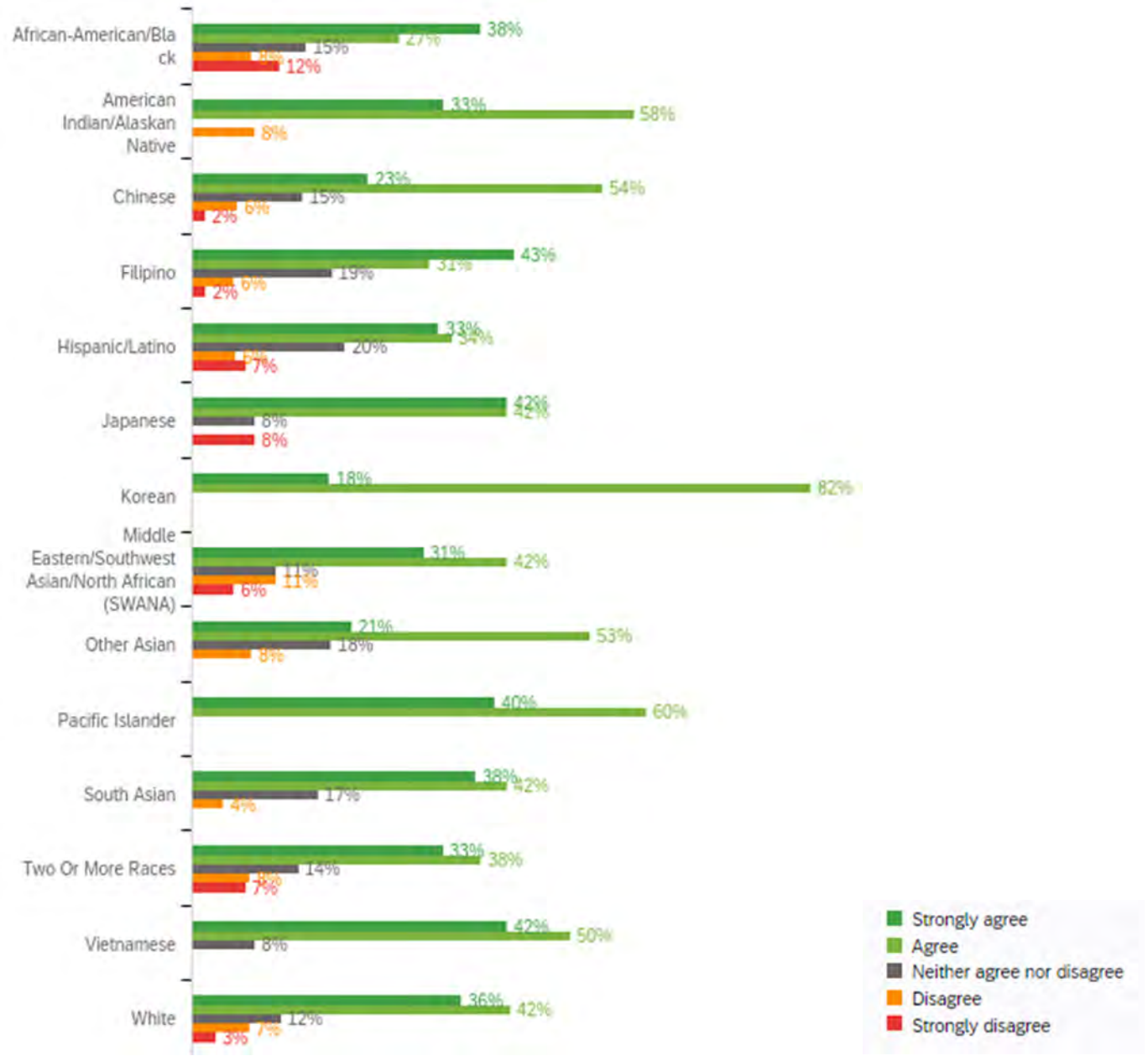
I know what my supervisor expects of me to perform my responsibilities effectively. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	33%	46	43%	60	5%	7	11%	15	9%	12	3.81	-0.3	140
American Indian/Alaskan Native	17%	2	67%	8	0%	0	17%	2	0%	0	3.83	0.03	12
Chinese	25%	29	57%	66	15%	17	1%	1	2%	2	4.03	-0.03	115
Filipino	43%	23	46%	25	11%	6	0%	0	0%	0	4.31	0.06	54
Hispanic/Latino	35%	84	49%	118	9%	22	4%	10	3%	7	4.09	-0.03	241
Japanese	42%	5	50%	6	8%	1	0%	0	0%	0	4.33	0.52	12
Korean	36%	4	64%	7	0%	0	0%	0	0%	0	4.36	-0.04	11
Middle Eastern/Southwest Asian/North African (SWANA)	42%	15	42%	15	14%	5	0%	0	3%	1	4.19	0.14	36
Other Asian	29%	11	63%	24	8%	3	0%	0	0%	0	4.21	0.34	38
Pacific Islander	60%	3	40%	2	0%	0	0%	0	0%	0	4.60	-0.4	5
South Asian	50%	12	38%	9	8%	2	4%	1	0%	0	4.33	0.37	24
Two Or More Races	32%	50	46%	73	10%	15	8%	13	4%	6	3.94	-0.08	157
Vietnamese	25%	3	58%	7	8%	1	8%	1	0%	0	4.00	-0.67	12
White	31%	329	52%	553	9%	97	6%	62	2%	16	4.06	-0.02	1057

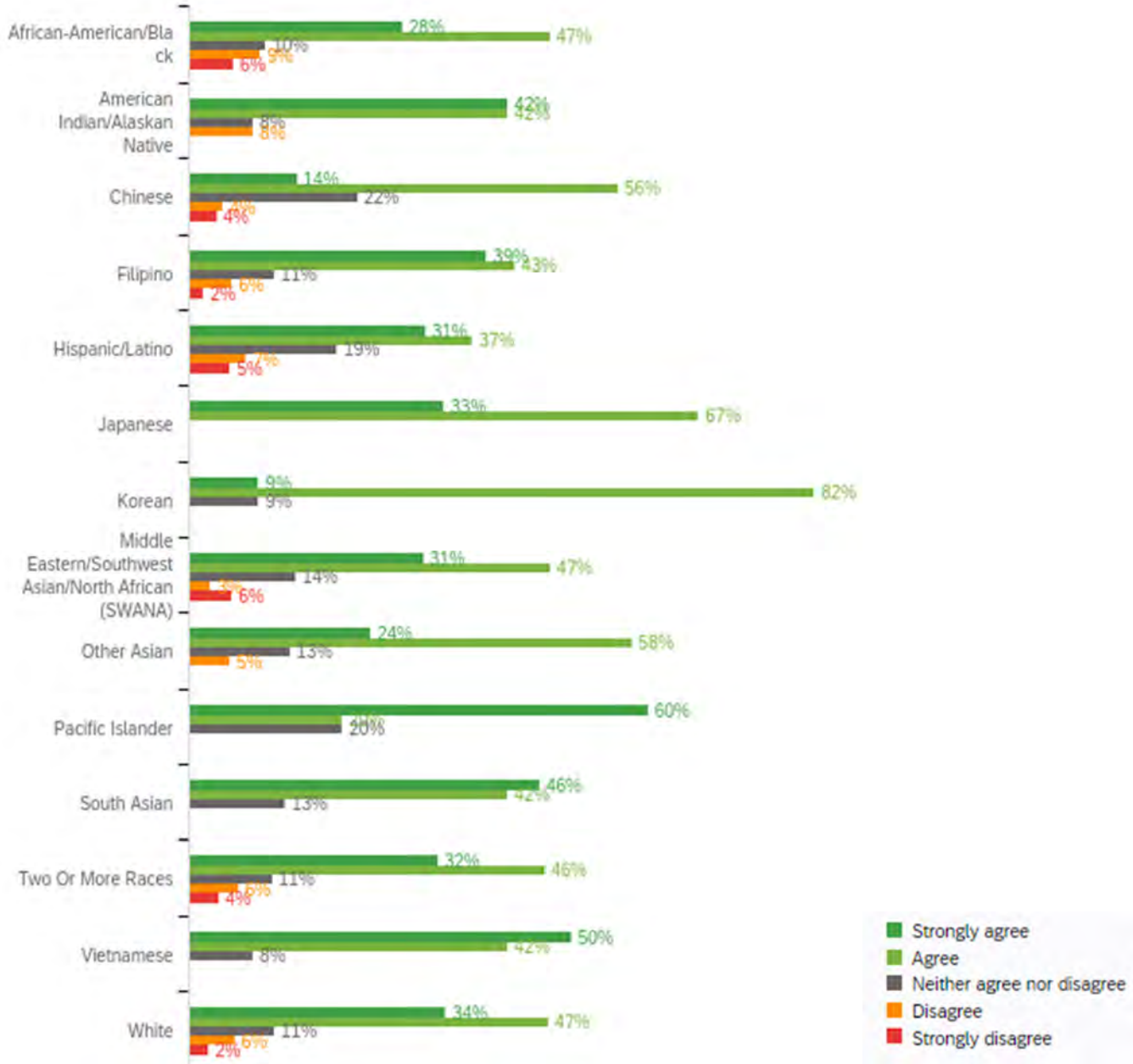
\*Difference in average score from the Feb. 2022 State of the Workplace survey

Within my team, I feel my personal contributions are recognized by my supervisor (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
African-American/Black	38%	53	27%	38	15%	21	8%	11	12%	16	3.73	139
American Indian/Alaskan Native	33%	4	58%	7	0%	0	8%	1	0%	0	4.17	12
Chinese	23%	27	54%	63	15%	17	6%	7	2%	2	3.91	116
Filipino	43%	23	31%	17	19%	10	6%	3	2%	1	4.07	54
Hispanic/Latino	33%	79	34%	83	20%	49	6%	14	7%	17	3.80	242
Japanese	42%	5	42%	5	8%	1	0%	0	8%	1	4.08	12
Korean	18%	2	82%	9	0%	0	0%	0	0%	0	4.18	11
Middle Eastern/Southwest Asian/North African (SWANA)	31%	11	42%	15	11%	4	11%	4	6%	2	3.81	36
Other Asian	21%	8	53%	20	18%	7	8%	3	0%	0	3.87	38
Pacific Islander	40%	2	60%	3	0%	0	0%	0	0%	0	4.40	5
South Asian	38%	9	42%	10	17%	4	4%	1	0%	0	4.13	24
Two Or More Races	33%	52	38%	60	14%	22	8%	12	7%	11	3.83	157
Vietnamese	42%	5	50%	6	8%	1	0%	0	0%	0	4.33	12
White	36%	376	42%	444	12%	124	7%	79	3%	33	4.00	1056

Within my team, my opinions seem to count. (SoW Oct. 2022 vs. Feb. 2022)

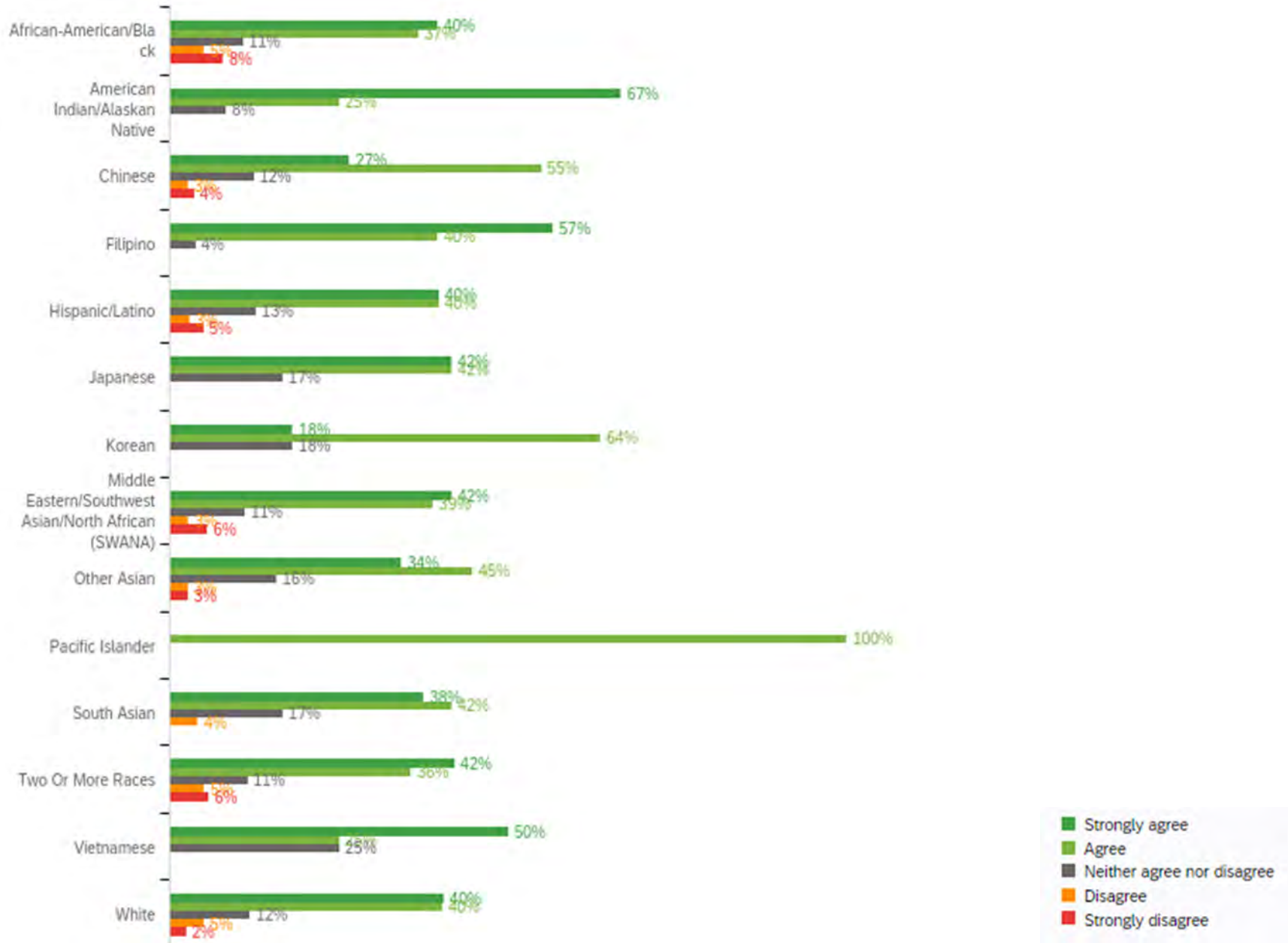


Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	28%	39	47%	66	10%	14	9%	13	6%	8	3.82	-0.18	140
American Indian/Alaskan Native	42%	5	42%	5	8%	1	8%	1	0%	0	4.17	0.17	12
Chinese	14%	16	56%	64	22%	25	4%	5	4%	4	3.73	-0.4	114
Filipino	39%	21	43%	23	11%	6	6%	3	2%	1	4.11	-0.16	54
Hispanic/Latino	31%	75	37%	90	19%	47	7%	18	5%	13	3.81	-0.23	243
Japanese	33%	4	67%	8	0%	0	0%	0	0%	0	4.33	0.2	12
Korean	9%	1	82%	9	9%	1	0%	0	0%	0	4.00	-0.2	11
Middle Eastern/Southwest Asian/North African (SWANA)	31%	11	47%	17	14%	5	3%	1	6%	2	3.94	-0.2	36
Other Asian	24%	9	58%	22	13%	5	5%	2	0%	0	4.00	0	38
Pacific Islander	60%	3	20%	1	20%	1	0%	0	0%	0	4.40	-0.6	5
South Asian	46%	11	42%	10	13%	3	0%	0	0%	0	4.33	0.33	24
Two Or More Races	32%	51	46%	73	11%	17	6%	10	4%	6	3.97	-0.12	157
Vietnamese	50%	6	42%	5	8%	1	0%	0	0%	0	4.42	-0.31	12
White	34%	353	47%	494	11%	117	6%	62	2%	26	4.03	-0.16	1052

\*Difference in average score from the Feb. 2022 State of the Workplace survey



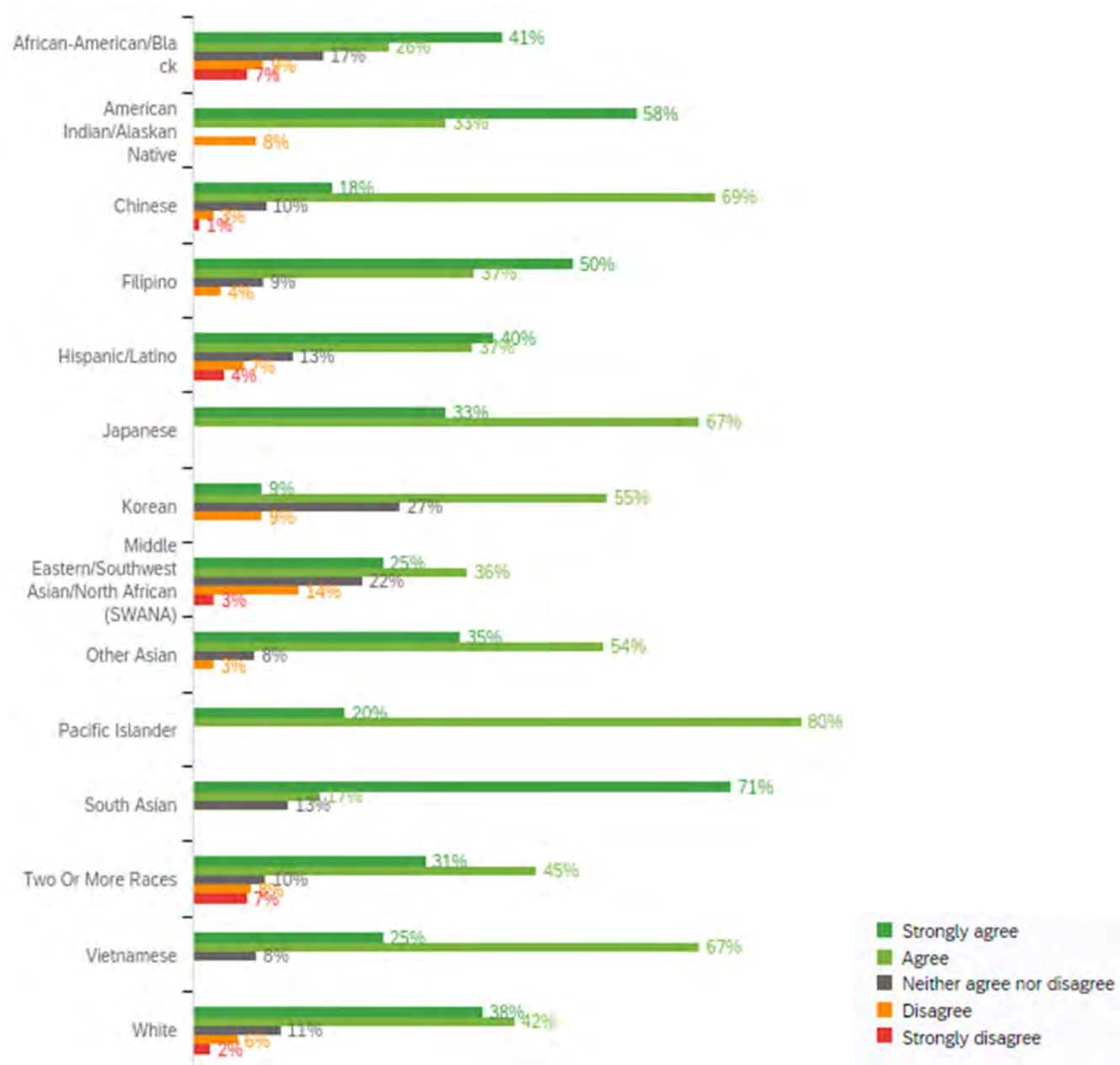
My well-being is important to my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
	%	n	%	n	%	n	%	n	%	n			
African-American/Black	40%	55	37%	51	11%	15	5%	7	8%	11	3.95	-0.26	139
American Indian/Alaskan Native	67%	8	25%	3	8%	1	0%	0	0%	0	4.58	0.38	12
Chinese	27%	30	55%	62	12%	14	3%	3	4%	4	3.98	-0.35	113
Filipino	57%	30	40%	21	4%	2	0%	0	0%	0	4.53	0.05	53
Hispanic/Latino	40%	97	40%	97	13%	31	3%	7	5%	12	4.07	-0.16	244
Japanese	42%	5	42%	5	17%	2	0%	0	0%	0	4.25	-0.13	12
Korean	18%	2	64%	7	18%	2	0%	0	0%	0	4.00	-0.3	11
Middle Eastern/Southwest Asian/North African (SWANA)	42%	15	39%	14	11%	4	3%	1	6%	2	4.08	-0.33	36
Other Asian	34%	13	45%	17	16%	6	3%	1	3%	1	4.05	-0.14	38
Pacific Islander	0%	0	100%	5	0%	0	0%	0	0%	0	4.00	-0.75	5
South Asian	38%	9	42%	10	17%	4	4%	1	0%	0	4.13	0.09	24
Two Or More Races	42%	66	36%	56	11%	18	5%	8	6%	9	4.03	-0.22	157
Vietnamese	50%	6	25%	3	25%	3	0%	0	0%	0	4.25	-0.62	12
White	40%	426	40%	424	12%	125	5%	53	2%	25	4.11	-0.2	1053

\*Difference in average score from the Feb. 2022 State of the Workplace survey

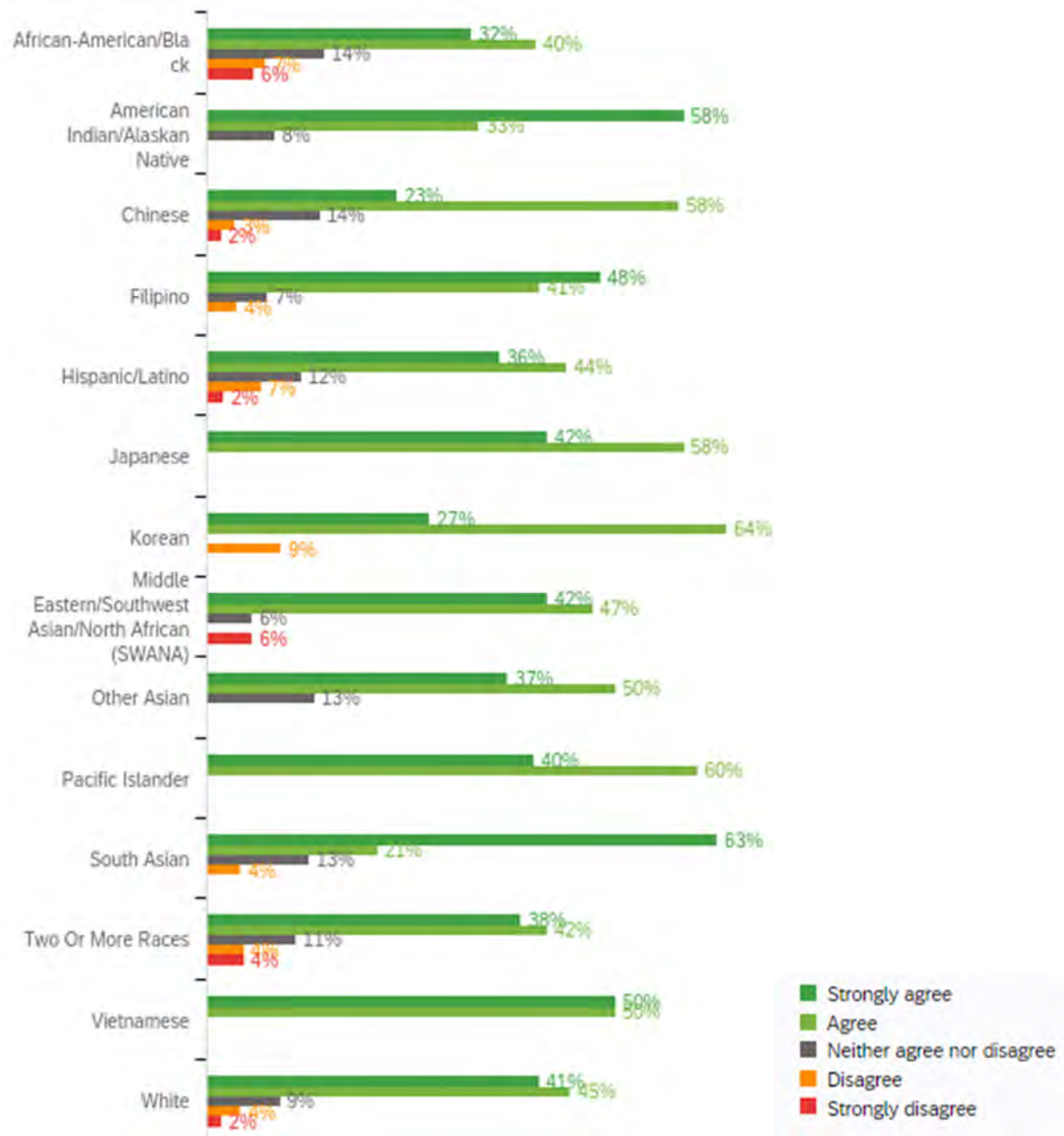
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.). (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	41%	57	26%	36	17%	24	9%	13	7%	10	3.84	-0.13	140
American Indian/Alaskan Native	58%	7	33%	4	0%	0	8%	1	0%	0	4.42	0.42	12
Chinese	18%	21	69%	79	10%	11	3%	3	1%	1	4.01	-0.17	115
Filipino	50%	27	37%	20	9%	5	4%	2	0%	0	4.33	0	54
Hispanic/Latino	40%	97	37%	90	13%	32	7%	16	4%	10	4.01	-0.09	245
Japanese	33%	4	67%	8	0%	0	0%	0	0%	0	4.33	0.2	12
Korean	9%	1	55%	6	27%	3	9%	1	0%	0	3.64	-0.56	11
Middle Eastern/Southwest Asian/North African (SWANA)	25%	9	36%	13	22%	8	14%	5	3%	1	3.67	-0.49	36
Other Asian	35%	13	54%	20	8%	3	3%	1	0%	0	4.22	0.39	37
Pacific Islander	20%	1	80%	4	0%	0	0%	0	0%	0	4.20	-0.8	5
South Asian	71%	17	17%	4	13%	3	0%	0	0%	0	4.58	0.97	24
Two Or More Races	31%	48	45%	71	10%	15	8%	12	7%	11	3.85	-0.09	157
Vietnamese	25%	3	67%	8	8%	1	0%	0	0%	0	4.17	-0.23	12
White	38%	402	42%	446	11%	121	6%	62	2%	24	4.08	-0.14	1055

\*Difference in average score from the Feb. 2022 State of the Workplace survey

Within my team, I am treated with dignity and respect. (SoW Oct. 2022 vs. Feb. 2022)

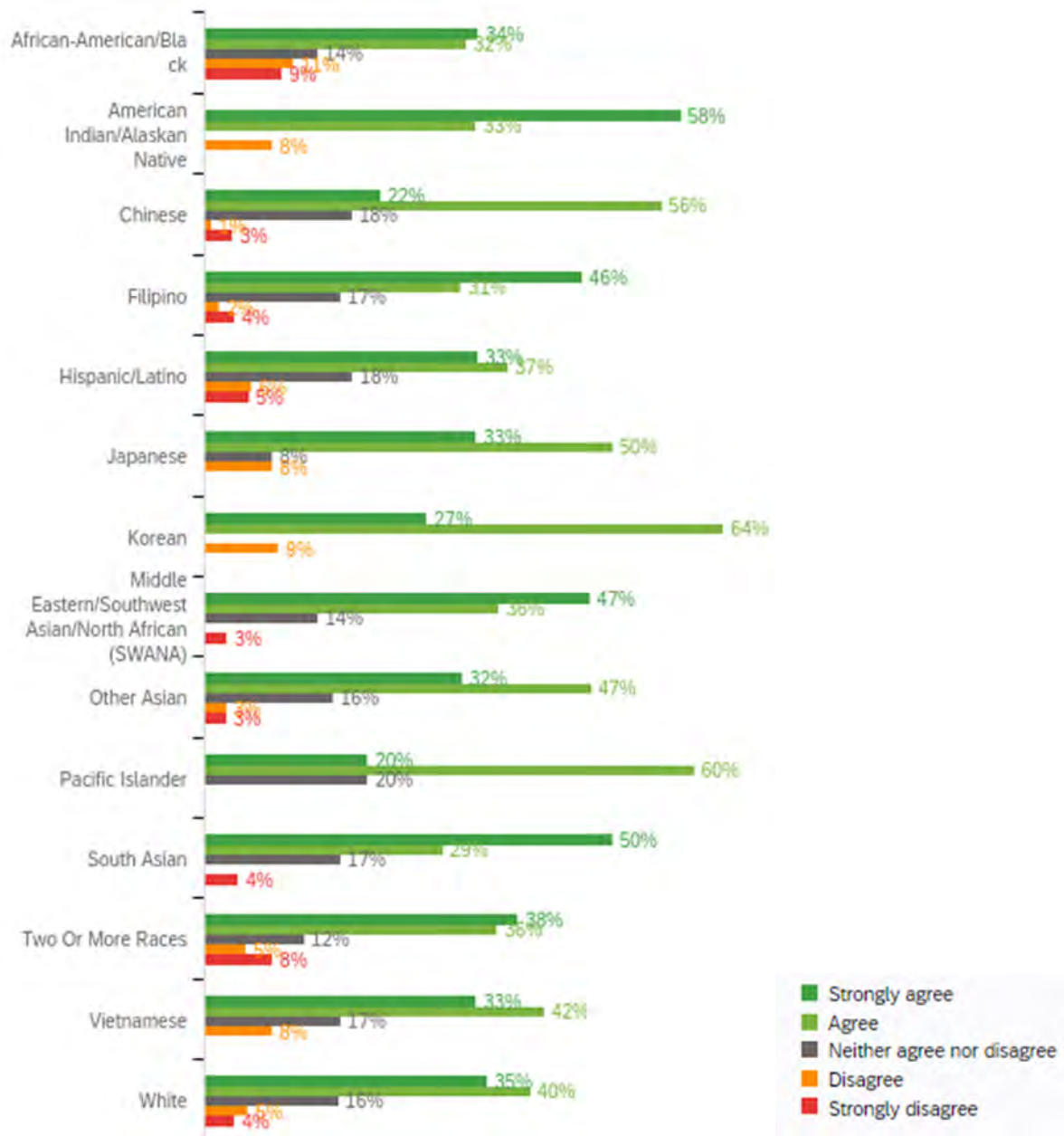


Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	32%	45	40%	56	14%	20	7%	10	6%	8	3.86	-0.35	139
American Indian/Alaskan Native	58%	7	33%	4	8%	1	0%	0	0%	0	4.50	0.5	12
Chinese	23%	27	58%	67	14%	16	3%	4	2%	2	3.97	-0.34	116
Filipino	48%	26	41%	22	7%	4	4%	2	0%	0	4.33	-0.15	54
Hispanic/Latino	36%	87	44%	107	12%	28	7%	16	2%	5	4.05	-0.19	243
Japanese	42%	5	58%	7	0%	0	0%	0	0%	0	4.42	0.11	12
Korean	27%	3	64%	7	0%	0	9%	1	0%	0	4.09	-0.31	11
Middle Eastern/Southwest Asian/North African (SWANA)	42%	15	47%	17	6%	2	0%	0	6%	2	4.19	-0.08	36
Other Asian	37%	14	50%	19	13%	5	0%	0	0%	0	4.24	0.1	38
Pacific Islander	40%	2	60%	3	0%	0	0%	0	0%	0	4.40	-0.6	5
South Asian	63%	15	21%	5	13%	3	4%	1	0%	0	4.42	0.25	24
Two Or More Races	38%	60	42%	65	11%	17	4%	7	4%	7	4.05	-0.18	156
Vietnamese	50%	6	50%	6	0%	0	0%	0	0%	0	4.50	-0.37	12
White	41%	429	45%	470	9%	94	4%	44	2%	19	4.18	-0.15	1056

\*Difference in average score from the Feb. 2022 State of the Workplace survey



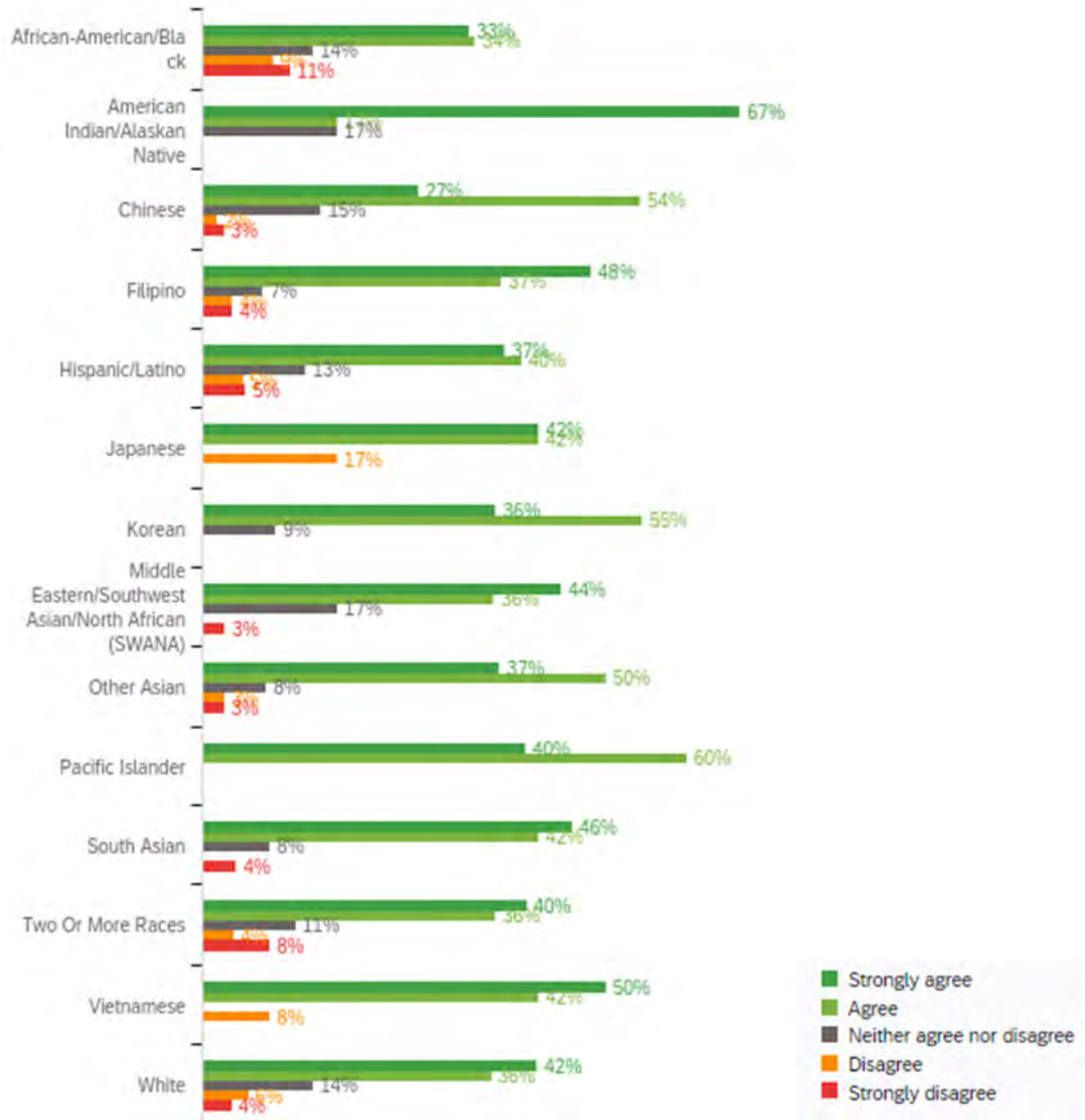
**My immediate supervisor promotes an inclusive team environment through their actions. (SoW Oct. 2022 vs. Feb. 2022)**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	34%	46	32%	44	14%	19	11%	15	9%	13	3.69	-0.34	<b>137</b>
American Indian/Alaskan Native	58%	7	33%	4	0%	0	8%	1	0%	0	4.42	0.02	<b>12</b>
Chinese	22%	25	56%	65	18%	21	1%	1	3%	4	3.91	-0.29	<b>116</b>
Filipino	46%	25	31%	17	17%	9	2%	1	4%	2	4.15	-0.06	<b>54</b>
Hispanic/Latino	33%	81	37%	90	18%	44	6%	14	5%	13	3.88	-0.25	<b>242</b>
Japanese	33%	4	50%	6	8%	1	8%	1	0%	0	4.08	-0.36	<b>12</b>
Korean	27%	3	64%	7	0%	0	9%	1	0%	0	4.09	-0.01	<b>11</b>
Middle Eastern/Southwest Asian/North African (SWANA)	47%	17	36%	13	14%	5	0%	0	3%	1	4.25	-0.1	<b>36</b>
Other Asian	32%	12	47%	18	16%	6	3%	1	3%	1	4.03	0.09	<b>38</b>
Pacific Islander	20%	1	60%	3	20%	1	0%	0	0%	0	4.00	-0.75	<b>5</b>
South Asian	50%	12	29%	7	17%	4	0%	0	4%	1	4.21	0.25	<b>24</b>
Two Or More Races	38%	60	36%	56	12%	19	5%	8	8%	13	3.91	-0.21	<b>156</b>
Vietnamese	33%	4	42%	5	17%	2	8%	1	0%	0	4.00	-0.67	<b>12</b>
White	35%	364	40%	419	16%	172	5%	56	4%	39	3.96	-0.22	<b>1050</b>

\*Difference in average score from the Feb. 2022 State of the Workplace survey

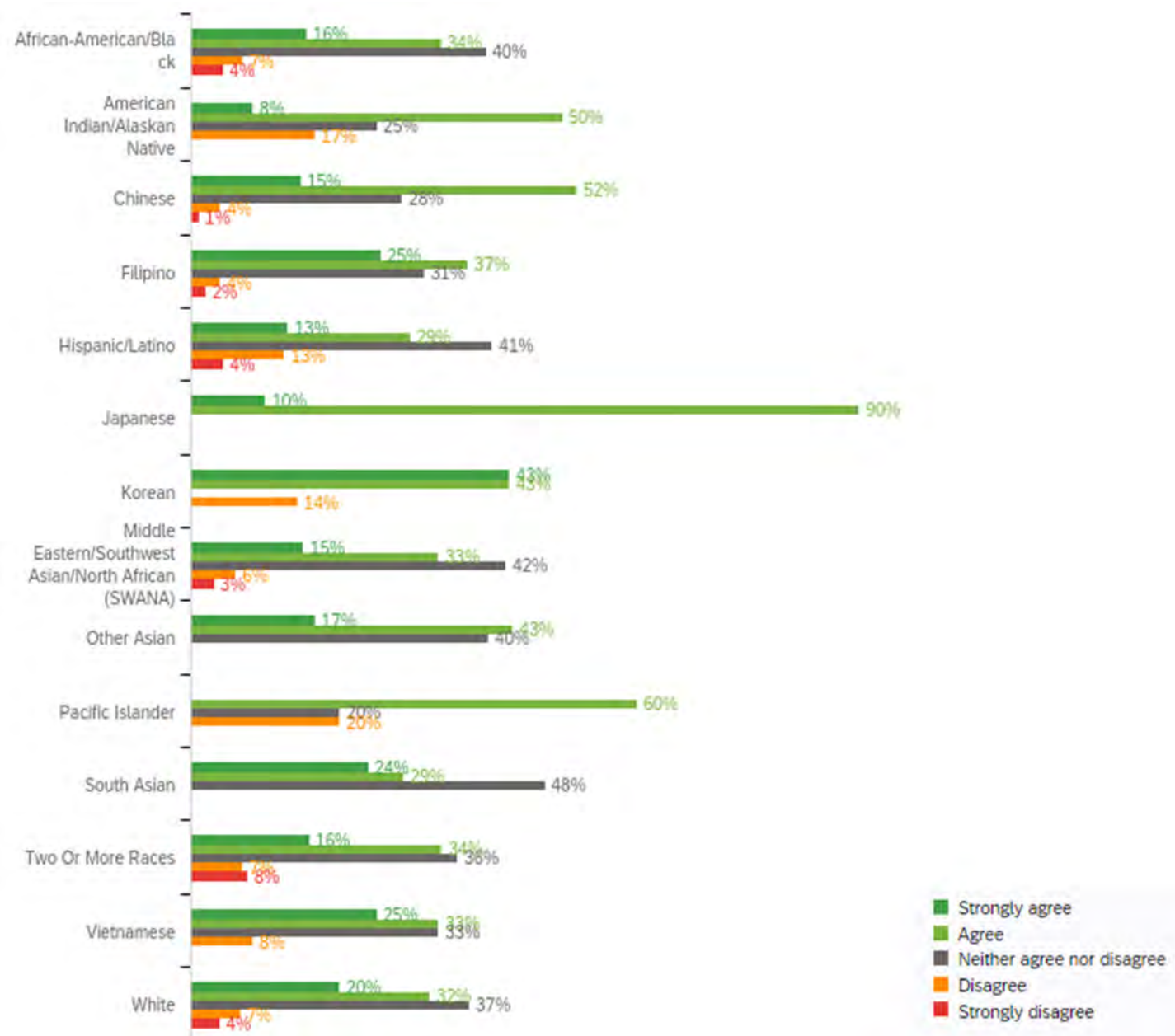
I trust my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	33%	46	34%	47	14%	19	9%	12	11%	15	3.70	-0.23	139
American Indian/Alaskan Native	67%	8	17%	2	17%	2	0%	0	0%	0	4.50	1.1	12
Chinese	27%	31	54%	63	15%	17	2%	2	3%	3	4.01	-0.27	116
Filipino	48%	26	37%	20	7%	4	4%	2	4%	2	4.22	-0.11	54
Hispanic/Latino	37%	91	40%	96	13%	31	5%	12	5%	13	3.99	-0.05	243
Japanese	42%	5	42%	5	0%	0	17%	2	0%	0	4.08	-0.36	12
Korean	36%	4	55%	6	9%	1	0%	0	0%	0	4.27	-0.03	11
Middle Eastern/Southwest Asian/North African (SWANA)	44%	16	36%	13	17%	6	0%	0	3%	1	4.19	-0.08	36
Other Asian	37%	14	50%	19	8%	3	3%	1	3%	1	4.16	0.16	38
Pacific Islander	40%	2	60%	3	0%	0	0%	0	0%	0	4.40	-0.1	5
South Asian	46%	11	42%	10	8%	2	0%	0	4%	1	4.25	0.16	24
Two Or More Races	40%	63	36%	57	11%	18	4%	6	8%	13	3.96	-0.19	157
Vietnamese	50%	6	42%	5	0%	0	8%	1	0%	0	4.33	-0.4	12
White	42%	437	36%	376	14%	144	6%	59	4%	37	4.06	-0.18	1053

\*Difference in average score from the Feb. 2022 State of the Workplace survey

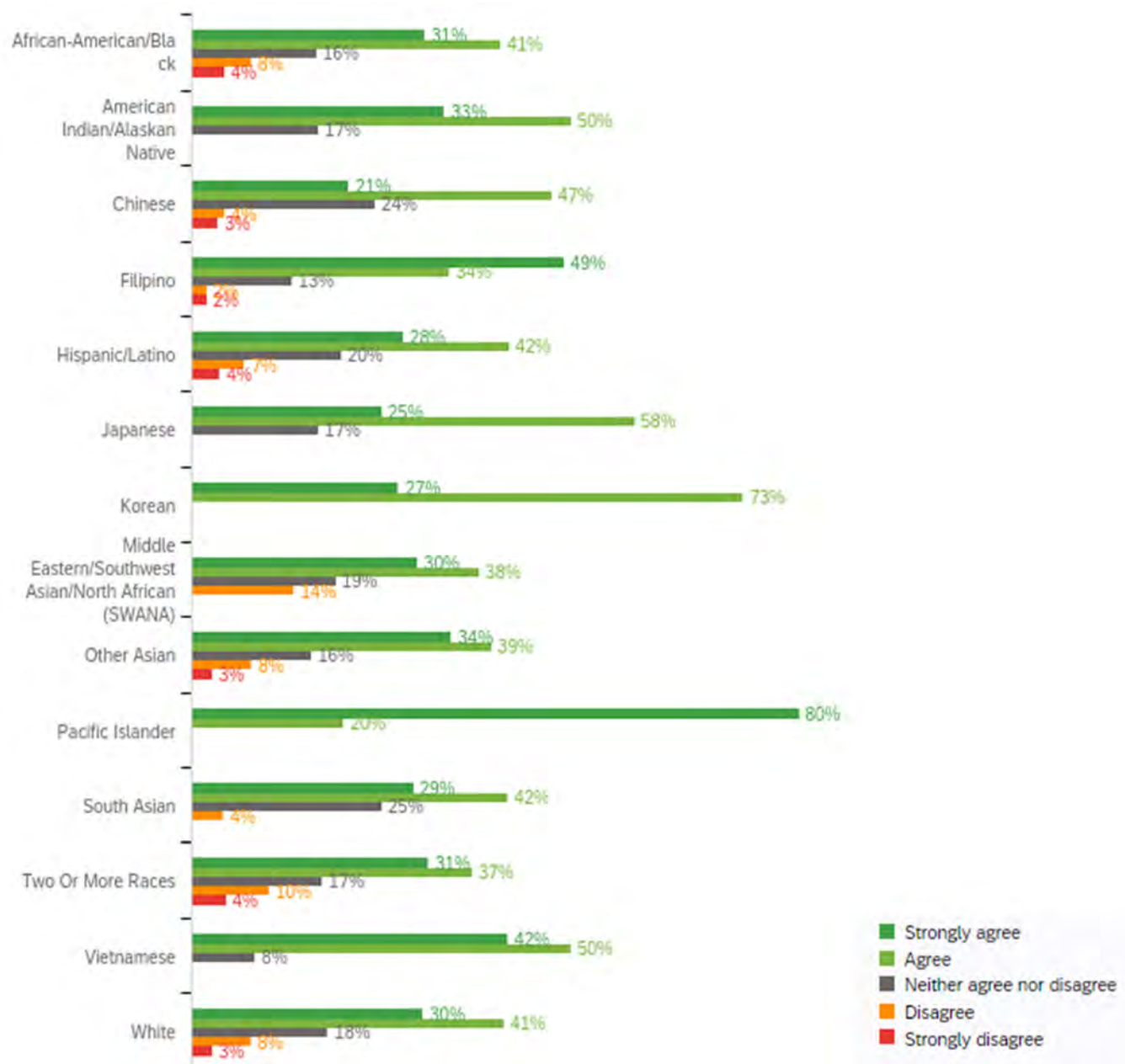
I trust the leader of my school, college, division or equivalent (SoW Oct. 2022) vs. (For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.  
(SoW Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
African-American/Black	16%	18	34%	39	40%	46	7%	8	4%	5	3.49	0.09	116
American Indian/Alaskan Native	8%	1	50%	6	25%	3	17%	2	0%	0	3.50	-0.1	12
Chinese	15%	15	52%	53	28%	29	4%	4	1%	1	3.75	-0.1	102
Filipino	25%	13	37%	19	31%	16	4%	2	2%	1	3.80	0.2	51
Hispanic/Latino	13%	27	29%	61	41%	84	13%	26	4%	9	3.34	-0.07	207
Japanese	10%	1	90%	9	0%	0	0%	0	0%	0	4.10	0.41	10
Korean	43%	3	43%	3	0%	0	14%	1	0%	0	4.14	0.24	7
Middle Eastern/Southwest Asian/North African (SWANA)	15%	5	33%	11	42%	14	6%	2	3%	1	3.52	-0.02	33
Other Asian	17%	5	43%	13	40%	12	0%	0	0%	0	3.77	0.42	30
Pacific Islander	0%	0	60%	3	20%	1	20%	1	0%	0	3.40	0.15	5
South Asian	24%	5	29%	6	48%	10	0%	0	0%	0	3.76	0.35	21
Two Or More Races	16%	23	34%	49	36%	52	7%	10	8%	11	3.43	0.21	145
Vietnamese	25%	3	33%	4	33%	4	8%	1	0%	0	3.75	-0.11	12
White	20%	195	32%	313	37%	365	7%	64	4%	37	3.58	-0.04	974

\*Difference in average score from the Feb. 2022 State of the Workplace survey

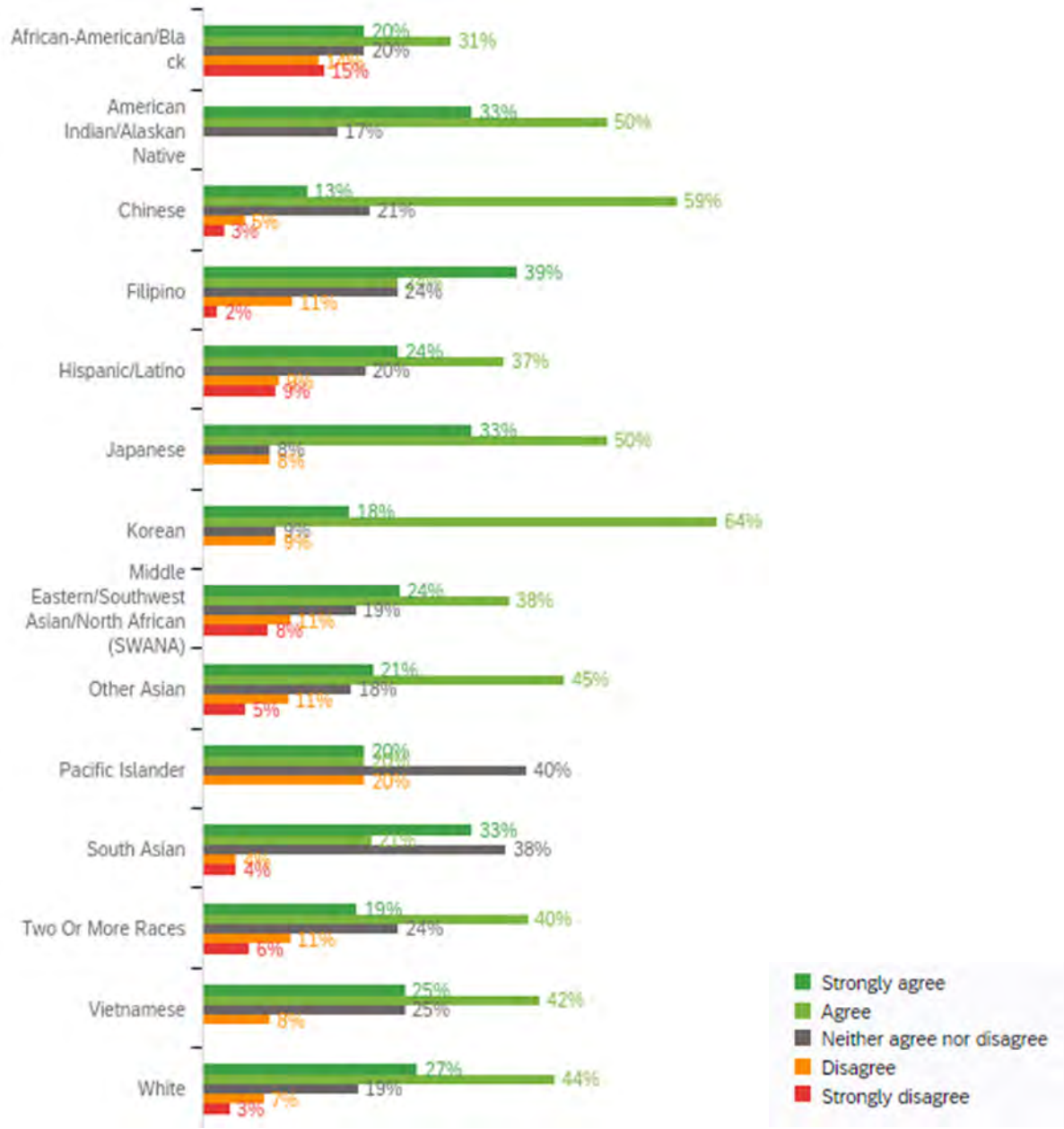
**My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement). (SoW Oct. 2022 vs. Feb. 2022)**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	31%	43	41%	57	16%	23	8%	11	4%	6	3.89	-0.17	<b>140</b>
American Indian/Alaskan Native	33%	4	50%	6	17%	2	0%	0	0%	0	4.33	0.73	<b>12</b>
Chinese	21%	24	47%	55	24%	28	4%	5	3%	4	3.80	-0.24	<b>116</b>
Filipino	49%	26	34%	18	13%	7	2%	1	2%	1	3.96	-0.41	<b>53</b>
Hispanic/Latino	28%	68	42%	102	20%	48	7%	17	4%	9	4.80	0.81	<b>244</b>
Japanese	25%	3	58%	7	17%	2	0%	0	0%	0	3.95	-0.05	<b>12</b>
Korean	27%	3	73%	8	0%	0	0%	0	0%	0	3.84	-0.26	<b>11</b>
Middle Eastern/Southwest Asian/North African (SWANA)	30%	11	38%	14	19%	7	14%	5	0%	0	4.27	-0.03	<b>37</b>
Other Asian	34%	13	39%	15	16%	6	8%	3	3%	1	4.08	0.27	<b>38</b>
Pacific Islander	80%	4	20%	1	0%	0	0%	0	0%	0	3.83	-0.92	<b>5</b>
South Asian	29%	7	42%	10	25%	6	4%	1	0%	0	4.26	0.52	<b>24</b>
Two Or More Races	31%	49	37%	58	17%	27	10%	16	4%	7	3.78	-0.28	<b>157</b>
Vietnamese	42%	5	50%	6	8%	1	0%	0	0%	0	4.17	-0.7	<b>12</b>
White	30%	321	41%	433	18%	189	8%	82	3%	28	3.86	-0.15	<b>1053</b>



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



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
African-American/Black	20%	28	31%	43	20%	28	14%	20	15%	21	3.26	-0.07	140
American Indian/Alaskan Native	33%	4	50%	6	17%	2	0%	0	0%	0	4.17	0.77	12
Chinese	13%	15	59%	68	21%	24	5%	6	3%	3	3.74	-0.13	116
Filipino	39%	21	24%	13	24%	13	11%	6	2%	1	3.87	0.06	54
Hispanic/Latino	24%	59	37%	91	20%	49	9%	23	9%	22	3.58	0.02	244
Japanese	33%	4	50%	6	8%	1	8%	1	0%	0	4.08	0.27	12
Korean	18%	2	64%	7	9%	1	9%	1	0%	0	3.91	-0.09	11
Middle Eastern/Southwest Asian/North African (SWANA)	24%	9	38%	14	19%	7	11%	4	8%	3	3.59	-0.44	37
Other Asian	21%	8	45%	17	18%	7	11%	4	5%	2	3.66	0.08	38
Pacific Islander	20%	1	20%	1	40%	2	20%	1	0%	0	3.40	-0.6	5
South Asian	33%	8	21%	5	38%	9	4%	1	4%	1	3.75	0.18	24
Two Or More Races	19%	30	40%	63	24%	38	11%	17	6%	9	3.56	-0.02	157
Vietnamese	25%	3	42%	5	25%	3	8%	1	0%	0	3.83	-0.1	12
White	27%	280	44%	459	19%	202	7%	79	3%	35	3.82	-0.08	1055

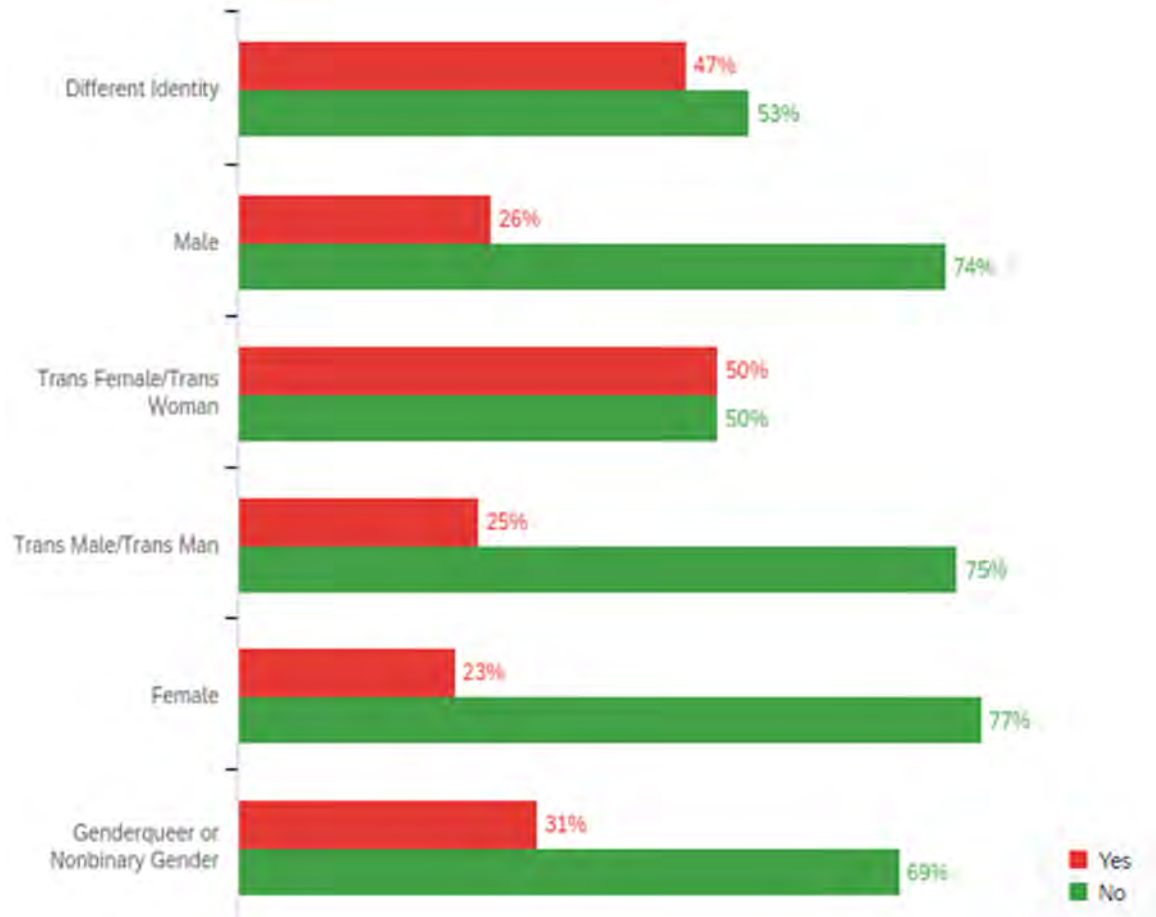
# Berkeley People & Culture

## State of the Workplace Survey

October 2022

### Gender Identity

Are you currently searching for a new job?



Question	Yes		No		Total
Different Identity	47%	7	53%	8	15
Male	26%	156	74%	437	593
Trans Female/Trans Woman	50%	2	50%	2	4
Trans Male/Trans Man	25%	1	75%	3	4
Female	23%	316	77%	1084	1400
Genderqueer or Nonbinary Gender	31%	14	69%	31	45

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

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
Different Identity	0%	0	0%	0	0%	0	14%	1	14%	1	14%	1	0%	0	43%	3	0%	0	14%	1	7
Male	5%	7	0%	0	1%	1	7%	10	40%	61	12%	18	1%	2	10%	16	1%	2	24%	36	153
Trans Female/Trans Woman	0%	0	0%	0	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	50%	1	2
Trans Male/Trans Man	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1
Female	7%	23	0%	1	3%	9	11%	33	41%	128	9%	29	3%	8	10%	32	1%	2	15%	48	313
Genderqueer or Nonbinary Gender	0%	0	0%	0	7%	1	7%	1	57%	8	14%	2	0%	0	0%	0	0%	0	14%	2	14

**What are the reasons you're searching for a new job? (Select all that apply)**

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Different Identity	5%	1	0%	0	11%	2	16%	3	21%	4	11%	2	0%	0	26%	5	5%	1	5%	1	<b>19</b>
Male	13%	55	3%	12	7%	29	7%	29	26%	108	15%	63	4%	15	12%	51	3%	14	10%	41	<b>417</b>
Trans Female/Trans Woman	25%	2	0%	0	0%	0	13%	1	25%	2	13%	1	0%	0	0%	0	13%	1	13%	1	<b>8</b>
Trans Male/Trans Man	50%	1	0%	0	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	<b>2</b>
Female	13%	120	3%	28	9%	79	12%	112	23%	208	15%	137	3%	23	12%	107	3%	23	8%	68	<b>905</b>
Genderqueer or Nonbinary Gender	11%	4	3%	1	9%	3	14%	5	26%	9	11%	4	0%	0	11%	4	6%	2	9%	3	<b>35</b>

**Where do you plan on looking for other employment opportunities? (Select all that apply)**

Question	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
	%	Count	%	Count	%	Count	%	Count	%	Count	
Different Identity	27%	6	18%	4	14%	3	23%	5	18%	4	<b>22</b>
Male	23%	81	23%	83	23%	81	11%	38	21%	73	<b>356</b>
Trans Female/Trans Woman	0%	0	0%	0	67%	2	0%	0	33%	1	<b>3</b>
Trans Male/Trans Man	50%	1	50%	1	0%	0	0%	0	0%	0	<b>2</b>
Female	21%	159	23%	175	19%	141	14%	107	24%	179	<b>761</b>
Genderqueer or Nonbinary Gender	24%	9	27%	10	19%	7	5%	2	24%	9	<b>37</b>



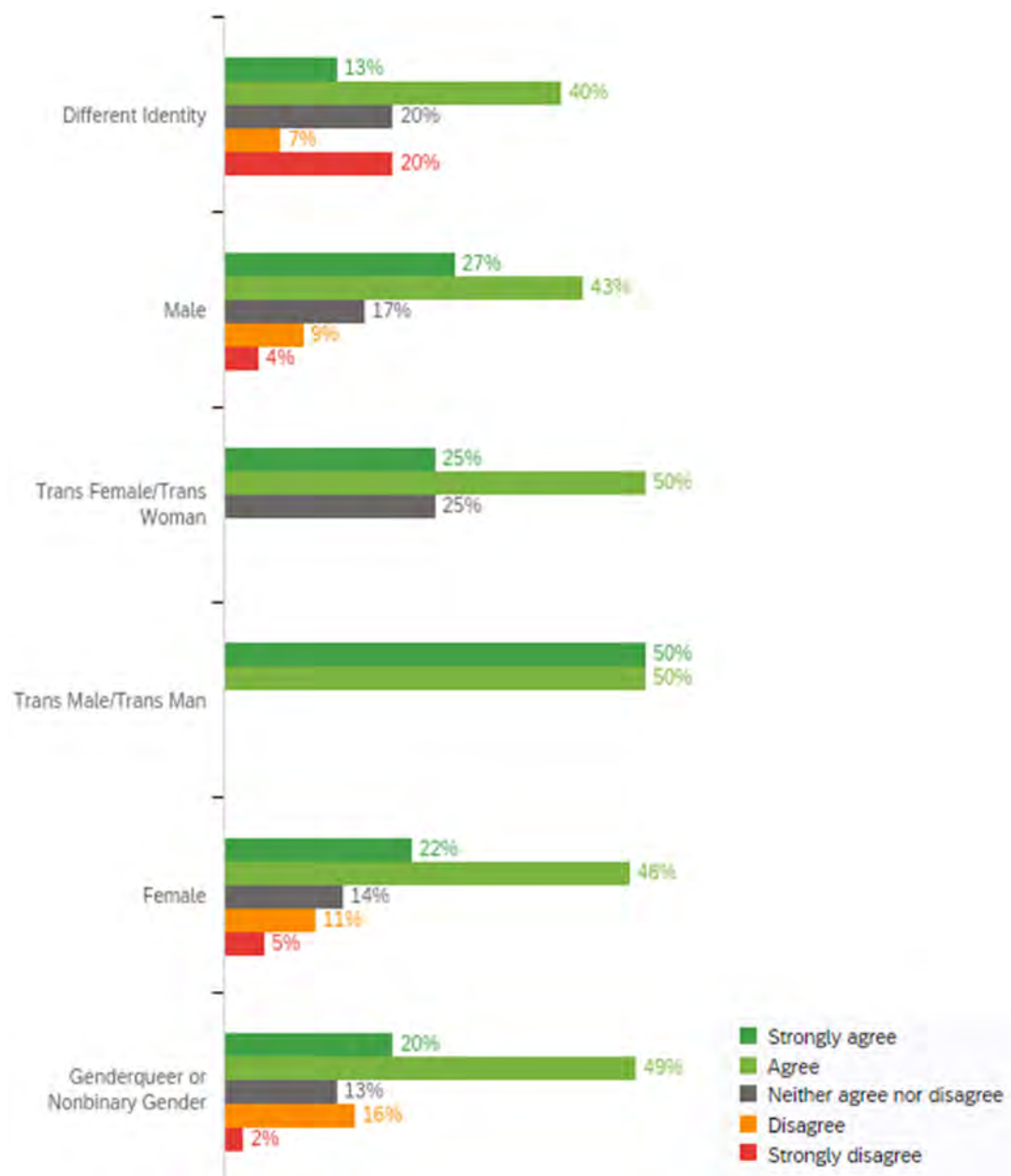
### What is the MAIN reason you're staying in your job?

Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Other		Total		
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count			
Different Identity	0%	0	13%	1	13%	1	0%	0	13%	1	0%	0	0%	0	0%	0	0%	0	13%	1	50%	4	<b>8</b>
Male	18%	77	9%	37	7%	30	8%	34	12%	52	9%	37	7%	32	0%	2	6%	26	24%	103		<b>430</b>	
Trans Female/Trans Woman	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	<b>2</b>
Trans Male/Trans Man	0%	0	0%	0	0%	0	0%	0	33%	1	0%	0	67%	2	0%	0	0%	0	0%	0	0%	0	<b>3</b>
Female	16%	167	10%	104	9%	97	7%	80	19%	208	8%	82	9%	98	0%	4	4%	45	17%	183		<b>1068</b>	
Genderqueer or Nonbinary Gender	6%	2	23%	7	13%	4	6%	2	13%	4	6%	2	6%	2	0%	0	6%	2	19%	6		<b>31</b>	

### What are the reasons you're staying in your job? (Select all that apply)

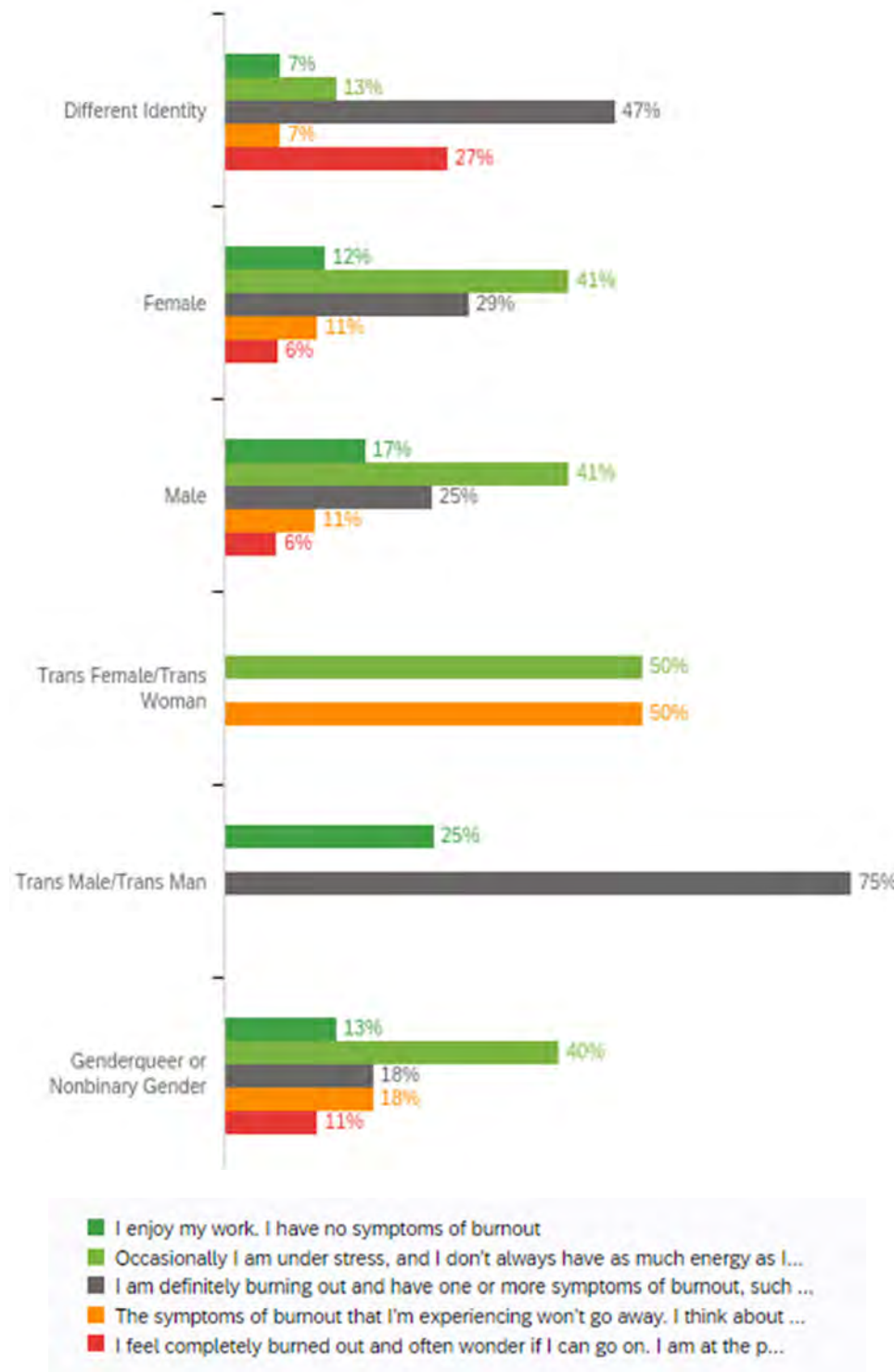
Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Staff organization(s) I'm involved with		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Different Identity	15%	5	15%	5	15%	5	12%	4	12%	4	9%	3	9%	3	0%	0	6%	2	0%	0	6%	2	<b>33</b>
Male	17%	308	13%	232	15%	265	13%	228	13%	229	11%	192	4%	77	0%	8	6%	110	3%	46	5%	87	<b>1782</b>
Trans Female/Trans Woman	13%	1	13%	1	13%	1	13%	1	0%	0	25%	2	13%	1	0%	0	13%	1	0%	0	0%	0	<b>8</b>
Trans Male/Trans Man	14%	2	7%	1	21%	3	14%	2	7%	1	14%	2	14%	2	0%	0	0%	0	7%	1	0%	0	<b>14</b>
Female	17%	762	15%	665	14%	661	13%	595	16%	735	10%	457	5%	229	0%	15	5%	229	2%	80	3%	158	<b>4586</b>
Genderqueer or Nonbinary Gender	14%	17	15%	18	11%	13	11%	14	16%	19	13%	16	4%	5	1%	1	6%	7	4%	5	6%	7	<b>122</b>

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



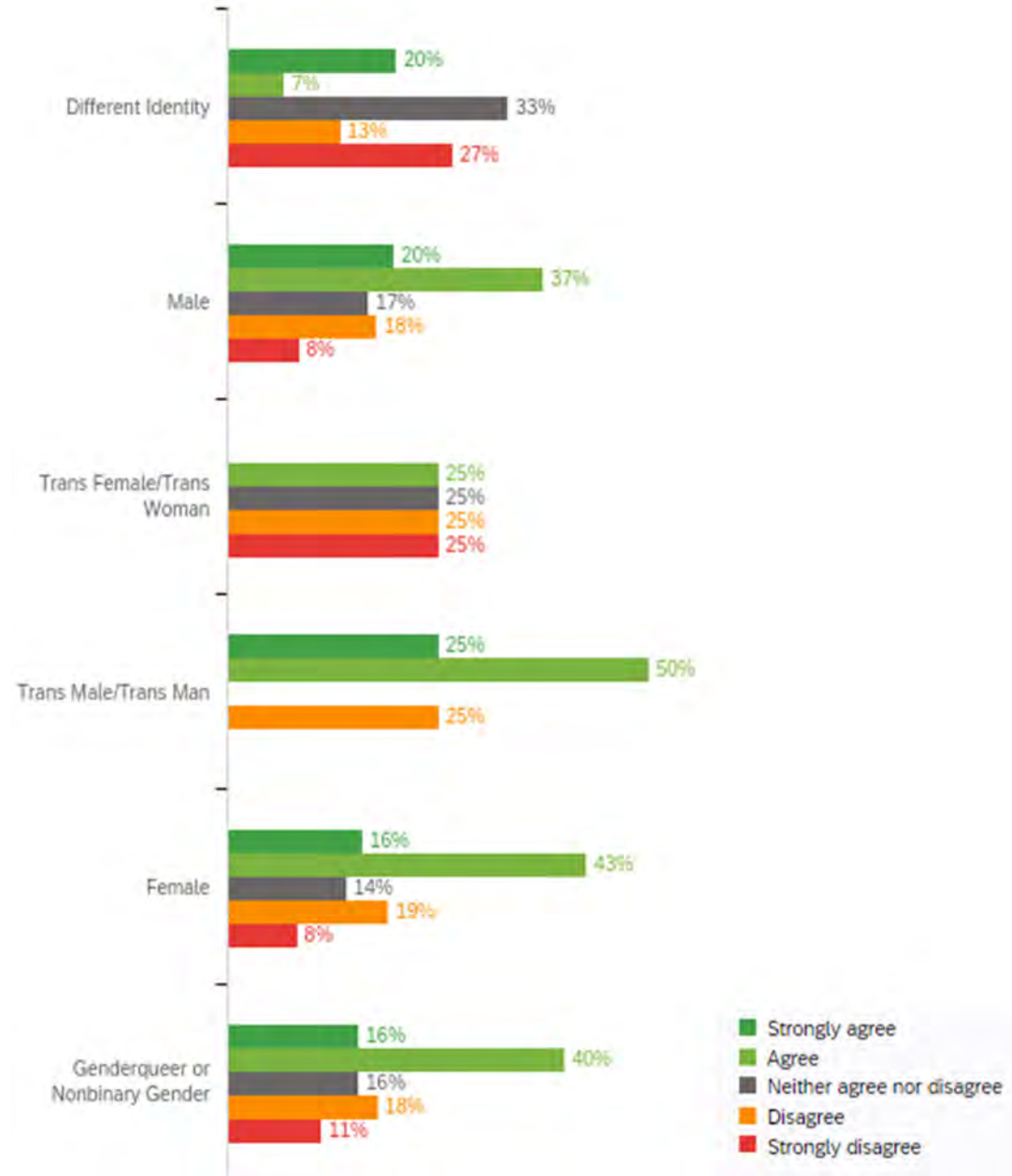
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	13%	2	40%	6	20%	3	7%	1	20%	3	3.20	15
Male	27%	161	43%	251	17%	98	9%	55	4%	24	3.80	589
Trans Female/Trans Woman	25%	1	50%	2	25%	1	0%	0	0%	0	4.00	4
Trans Male/Trans Man	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	4
Female	22%	310	48%	671	14%	196	11%	151	5%	66	3.72	1394
Genderqueer or Nonbinary Gender	20%	9	49%	22	13%	6	16%	7	2%	1	3.69	45

Overall, based on your definition of burnout, how would you rate your level of burnout?



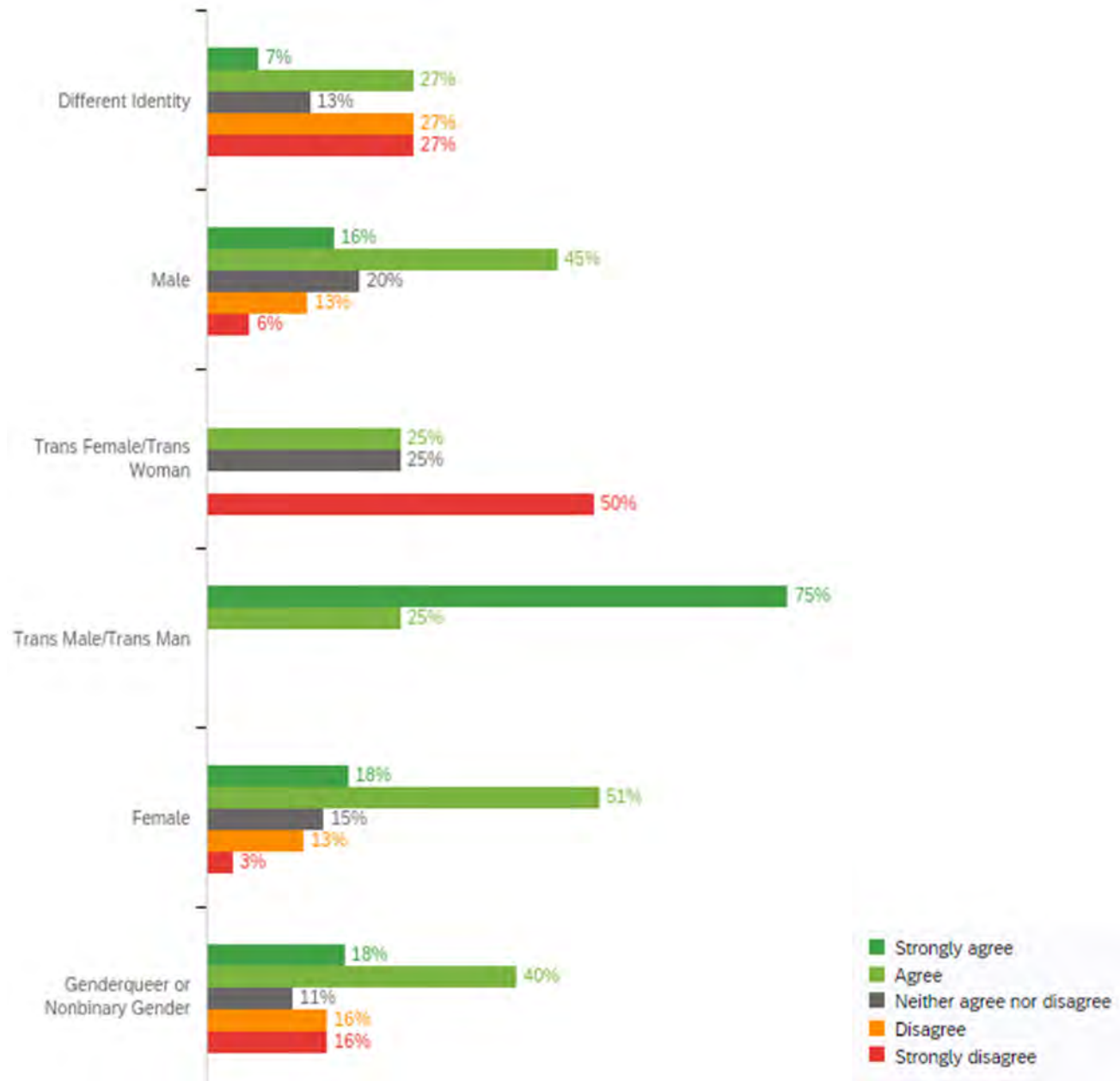
Question	I enjoy my work. I have no symptoms of burnout		Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out		I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion		The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot		I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Different Identity	7%	1	13%	2	47%	7	7%	1	27%	4	15
Male	17%	99	41%	243	25%	146	11%	64	6%	37	589
Trans Female/Trans Woman	0%	0	50%	2	0%	0	50%	2	0%	0	4
Trans Male/Trans Man	25%	1	0%	0	75%	3	0%	0	0%	0	4
Female	12%	168	41%	577	29%	408	11%	156	6%	89	1398
Genderqueer or Nonbinary Gender	13%	6	40%	18	18%	8	18%	8	11%	5	45

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



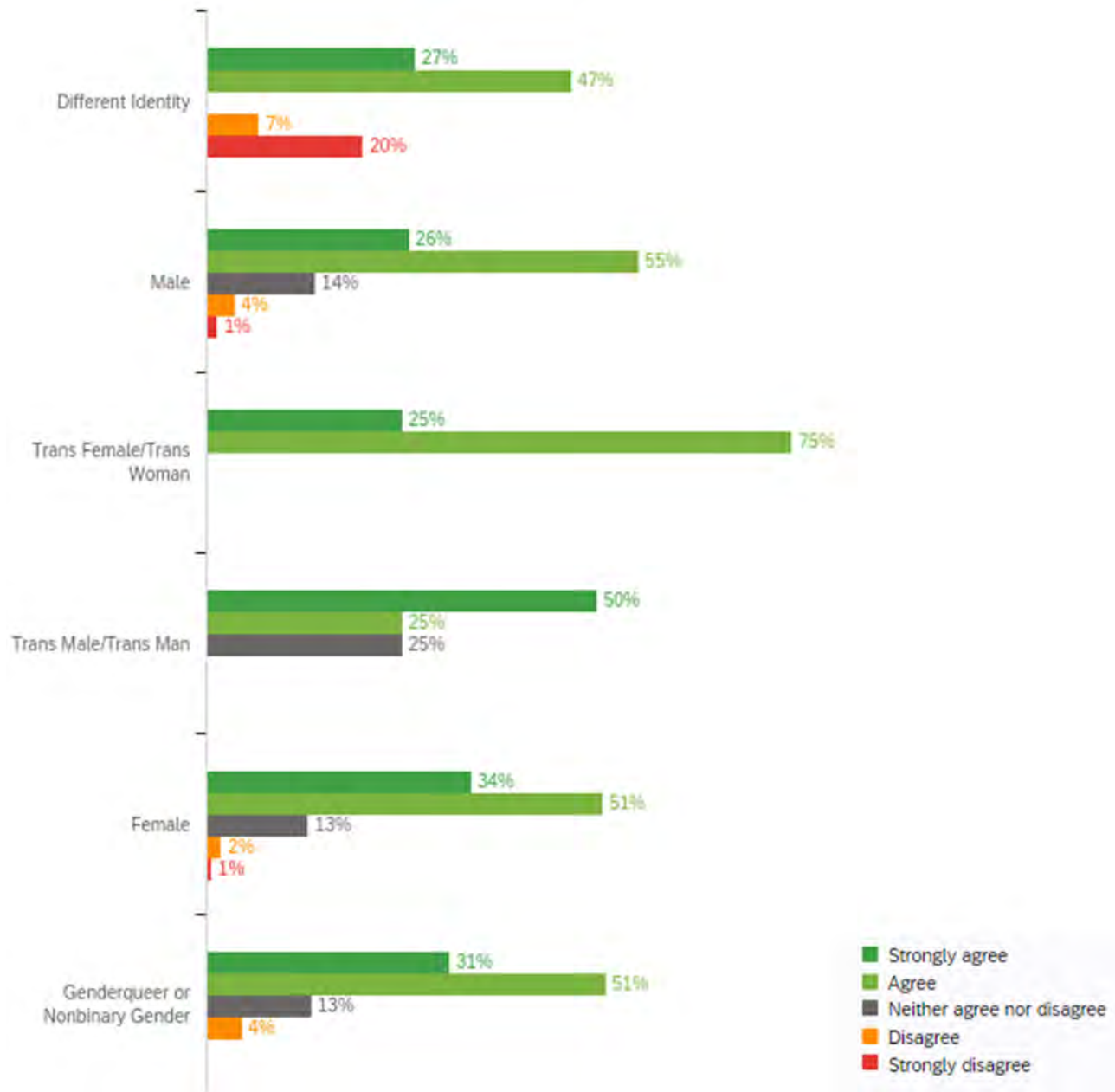
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Different Identity	20%	3	7%	1	33%	5	13%	2	27%	4	2.80	15
Male	20%	117	37%	222	17%	99	18%	105	8%	50	3.42	593
Trans Female/Trans Woman	0%	0	25%	1	25%	1	25%	1	25%	1	2.50	4
Trans Male/Trans Man	25%	1	50%	2	0%	0	25%	1	0%	0	3.75	4
Female	16%	224	43%	597	14%	197	19%	267	8%	115	3.39	1400
Genderqueer or Nonbinary Gender	16%	7	40%	18	16%	7	18%	8	11%	5	3.31	45

I am satisfied with the level of community I experience with my colleagues.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Different Identity	7%	1	27%	4	13%	2	27%	4	27%	4	2.60	15
Male	16%	97	45%	268	20%	117	13%	77	6%	33	3.54	592
Trans Female/Trans Woman	0%	0	25%	1	25%	1	0%	0	50%	2	2.25	4
Trans Male/Trans Man	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	4
Female	18%	256	51%	710	15%	212	13%	176	3%	47	3.68	1401
Genderqueer or Nonbinary Gender	18%	8	40%	18	11%	5	16%	7	16%	7	3.29	45

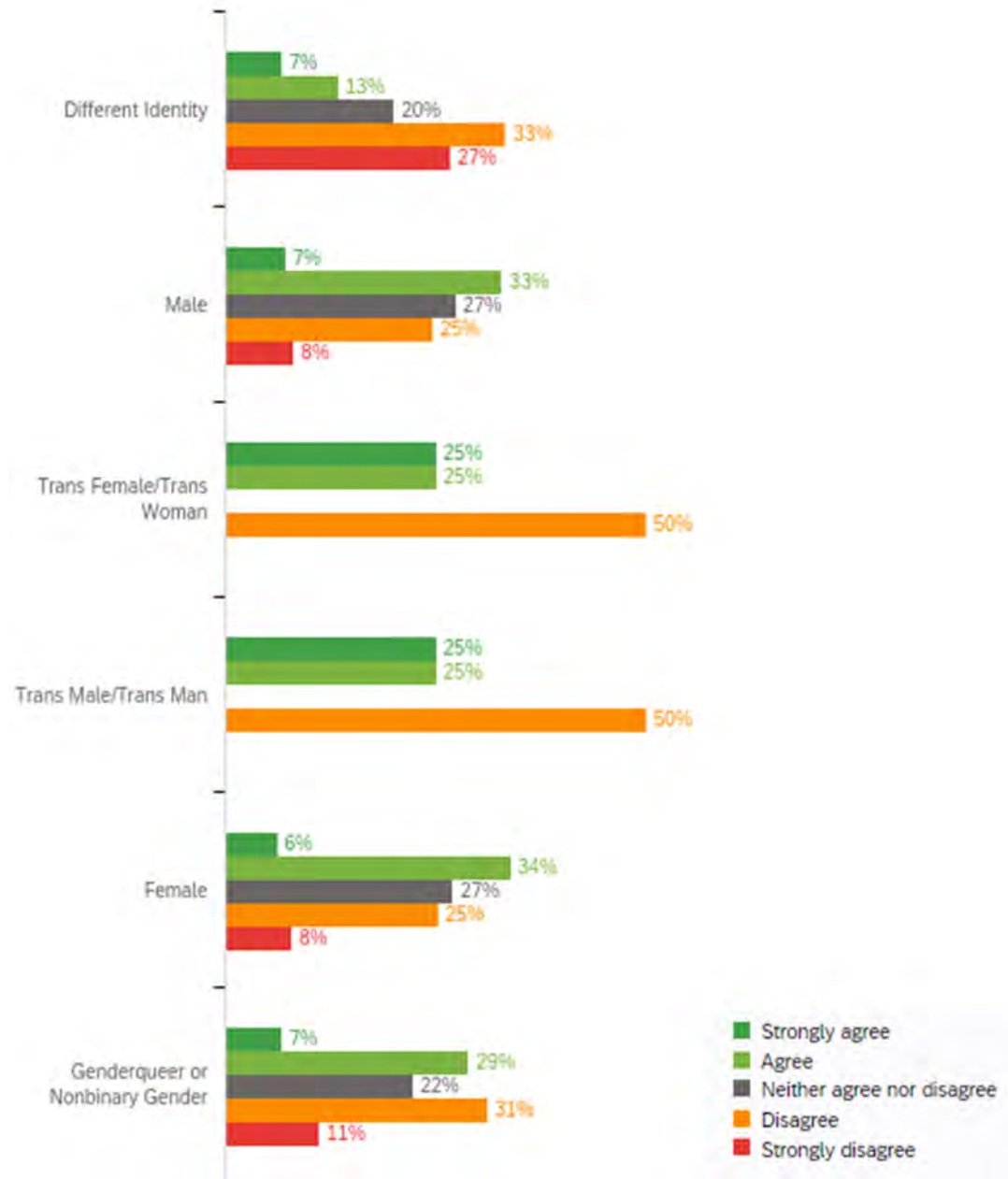
**Building community with my colleagues is important to me.**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Different Identity	27%	4	47%	7	0%	0	7%	1	20%	3	3.53	15
Male	26%	153	55%	327	14%	82	4%	21	1%	8	4.01	591
Trans Female/Trans Woman	25%	1	75%	3	0%	0	0%	0	0%	0	4.25	4
Trans Male/Trans Man	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	4
Female	34%	473	51%	709	13%	181	2%	26	1%	8	4.25	1397
Genderqueer or Nonbinary Gender	31%	14	51%	23	13%	6	4%	2	0%	0	4.09	45

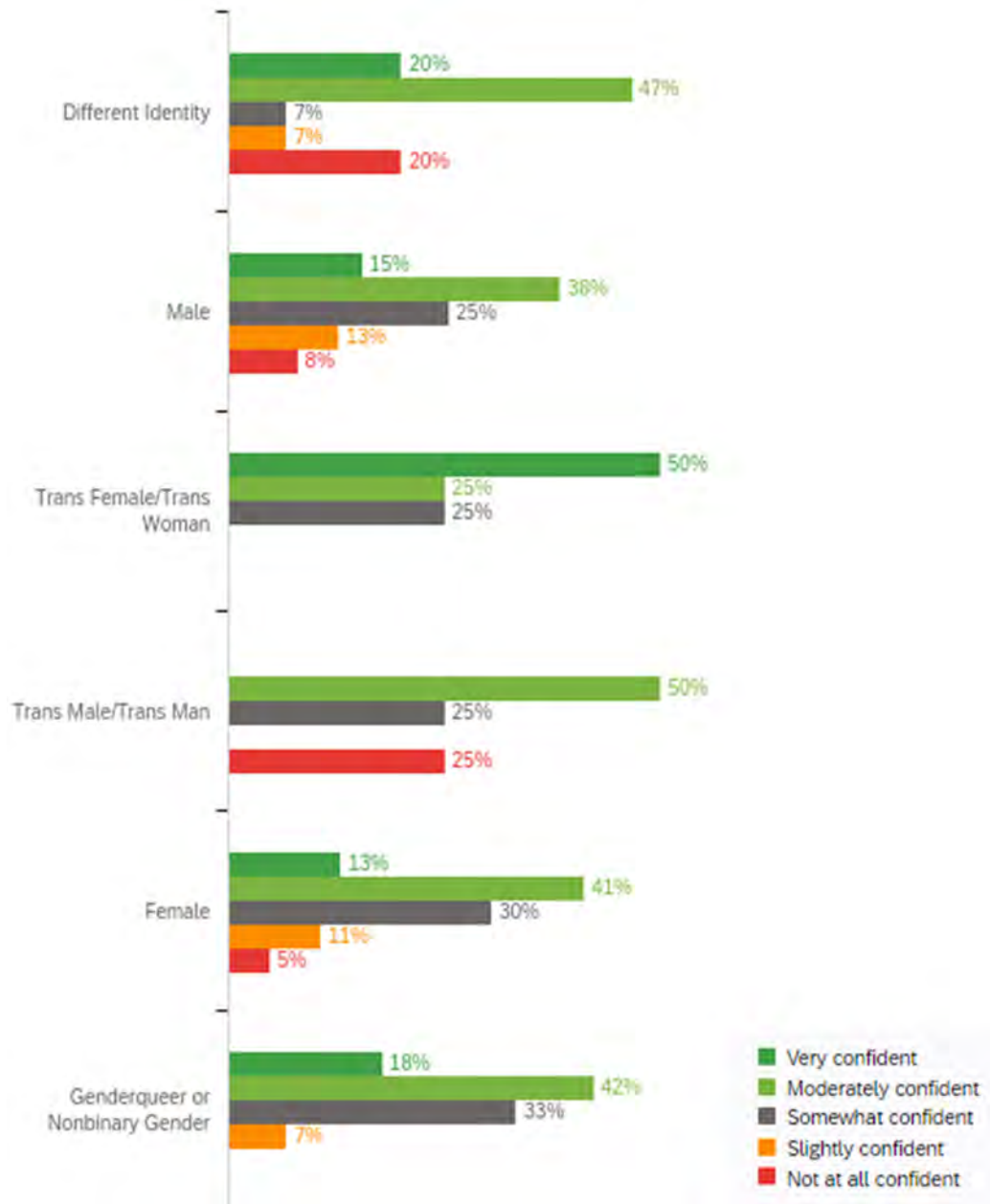


I have enough time during the work day to build community with my colleagues.



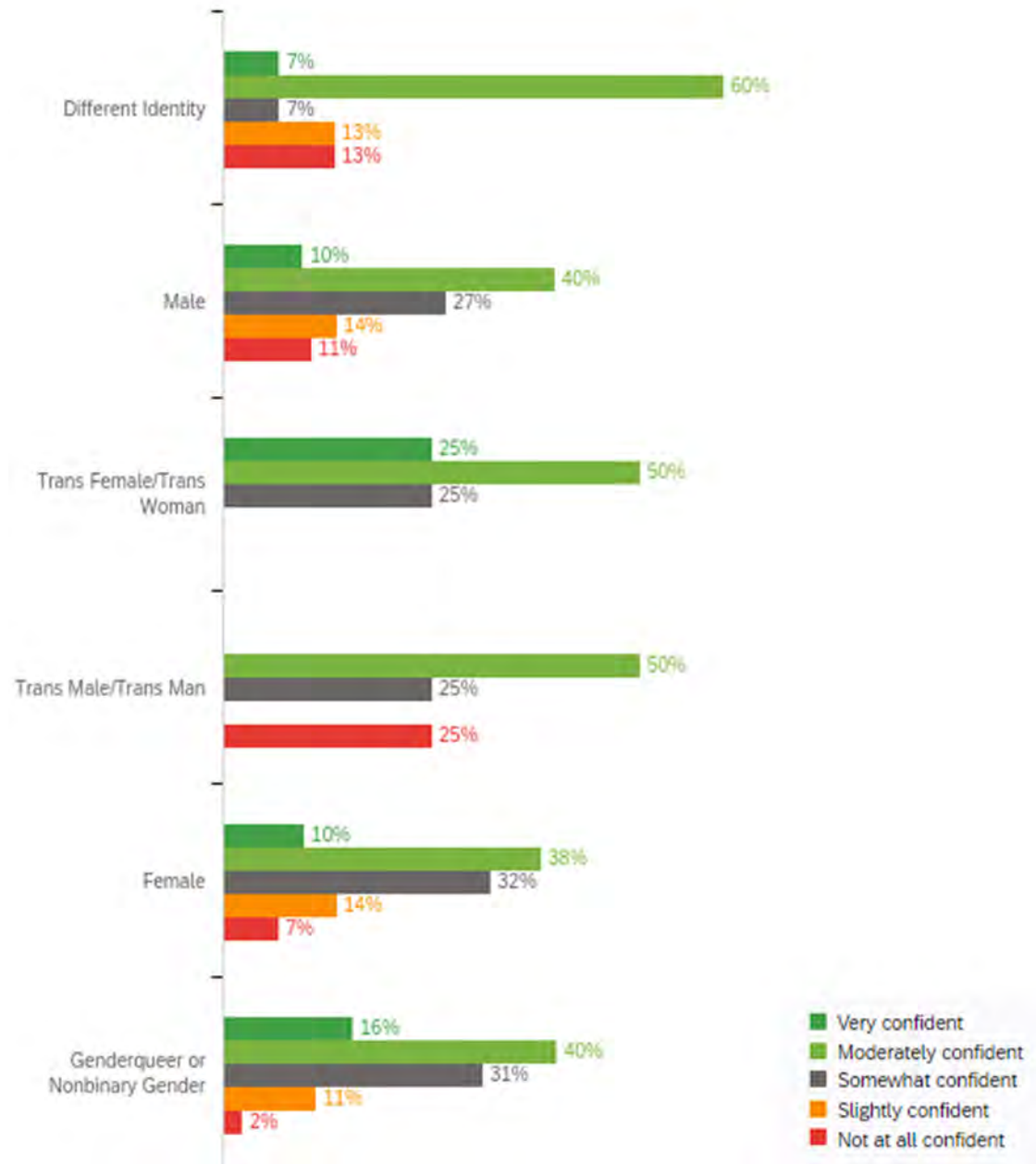
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Different Identity	7%	1	13%	2	20%	3	33%	5	27%	4	2.40	15
Male	7%	42	33%	195	27%	162	25%	146	8%	48	3.06	593
Trans Female/Trans Woman	0%	0	25%	1	0%	0	50%	2	0%	0	3.25	4
Trans Male/Trans Man	0%	0	25%	1	0%	0	50%	2	0%	0	3.25	4
Female	6%	85	34%	474	27%	378	25%	353	8%	110	3.05	1400
Genderqueer or Nonbinary Gender	7%	3	29%	13	22%	10	31%	14	11%	5	2.89	45

How confident are you that you can realize what causes the coworker to feel a negative emotion?



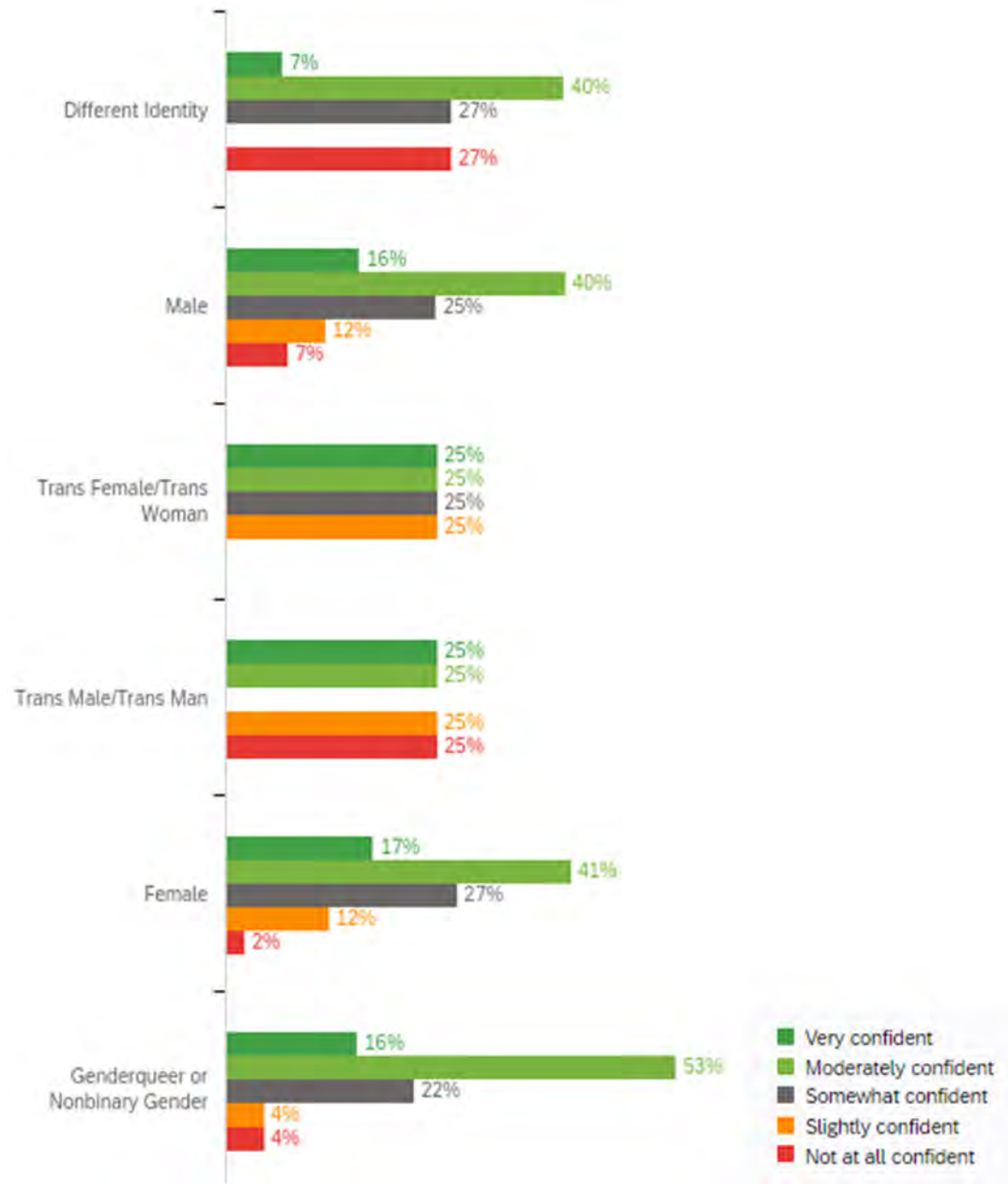
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	20%	3	47%	7	7%	1	7%	1	20%	3	3.40	15
Male	15%	91	38%	226	25%	150	13%	75	8%	47	3.41	589
Trans Female/Trans Woman	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	4
Trans Male/Trans Man	0%	0	50%	2	25%	1	0%	0	25%	1	3.00	4
Female	13%	180	41%	572	30%	423	11%	148	5%	66	3.47	1389
Genderqueer or Nonbinary Gender	18%	8	42%	19	33%	15	7%	3	0%	0	3.71	45

How confident are you that you can understand what causes that coworker's emotions to change?



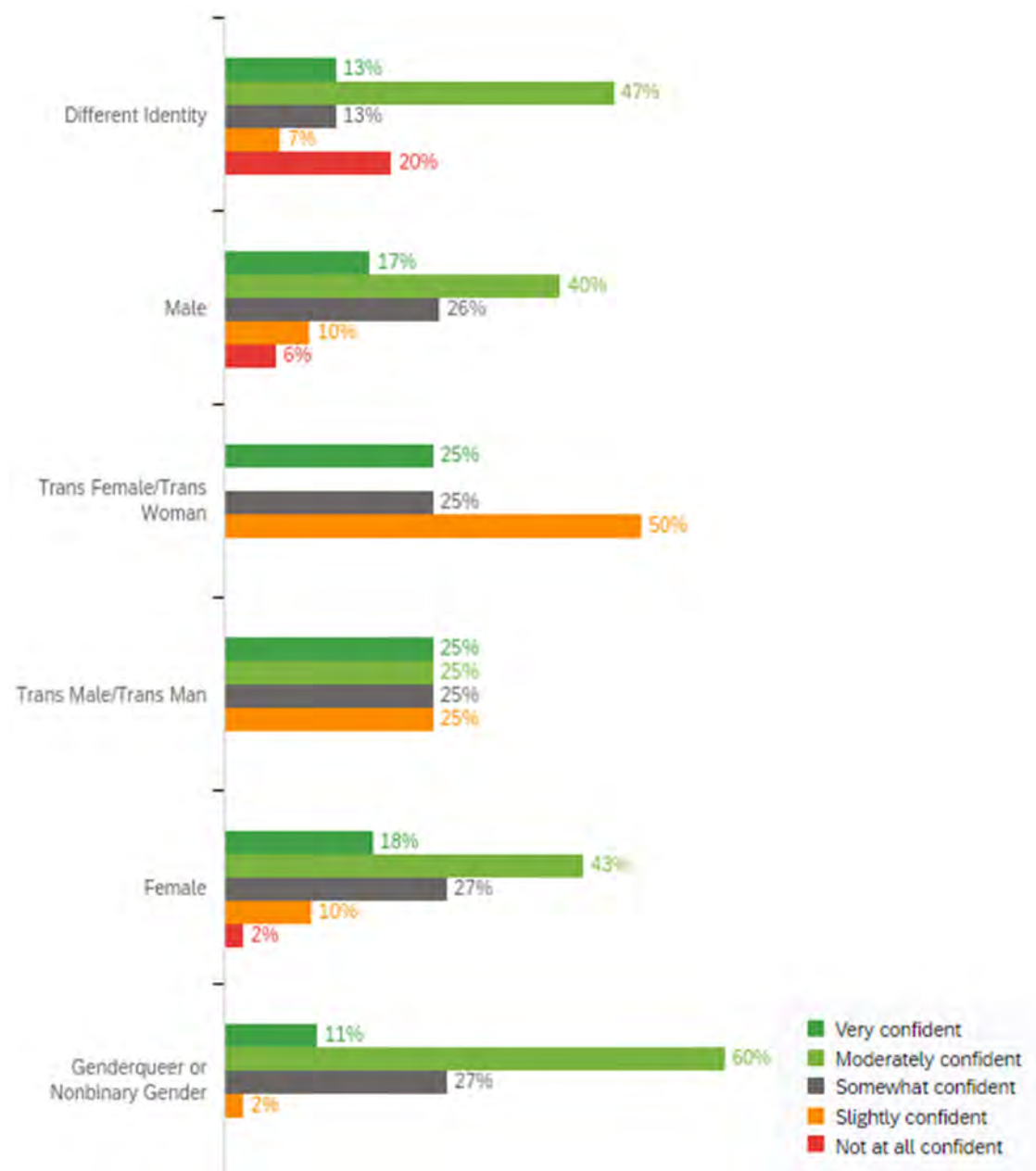
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	7%	1	60%	9	7%	1	13%	2	13%	2	3.33	<b>15</b>
Male	10%	56	40%	234	27%	157	14%	80	11%	62	3.24	<b>589</b>
Trans Female/Trans Woman	25%	1	50%	2	25%	1	0%	0	0%	0	4.00	<b>4</b>
Trans Male/Trans Man	0%	0	50%	2	25%	1	0%	0	25%	1	3.00	<b>4</b>
Female	10%	134	38%	528	32%	444	14%	188	7%	91	3.31	<b>1385</b>
Genderqueer or Nonbinary Gender	16%	7	40%	18	31%	14	11%	5	2%	1	3.56	<b>45</b>

How confident are you that you can notice the emotion that coworker's body language is portraying?



Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	7%	1	40%	6	27%	4	0%	0	27%	4	3.00	15
Male	16%	93	40%	236	25%	146	12%	69	7%	43	3.45	587
Trans Female/Trans Woman	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	4
Trans Male/Trans Man	25%	1	25%	1	0%	0	25%	1	25%	1	3.00	4
Female	17%	242	41%	566	27%	379	12%	169	2%	30	3.59	1386
Genderqueer or Nonbinary Gender	16%	7	53%	24	22%	10	4%	2	4%	2	3.71	45

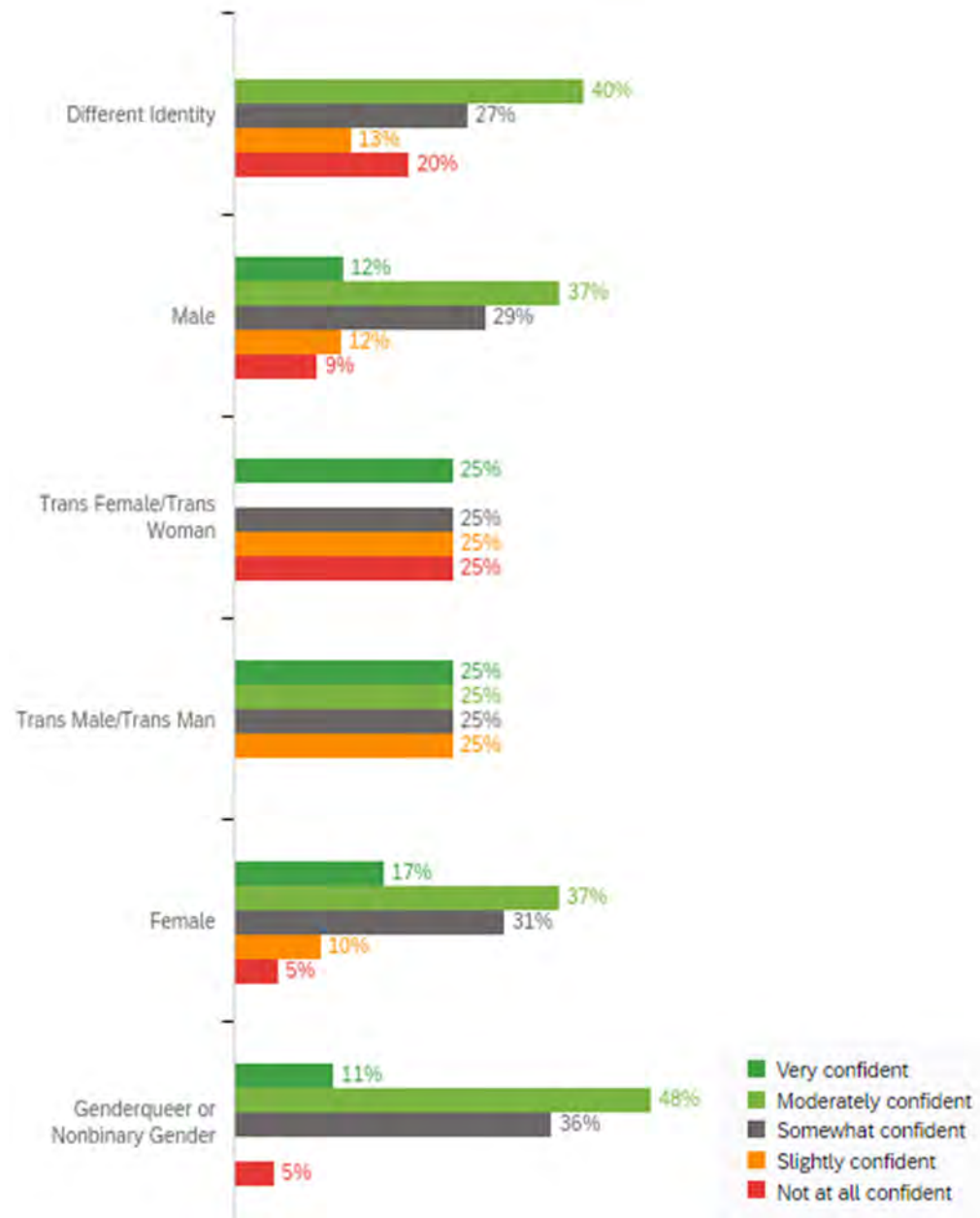
How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?



Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	13%	2	47%	7	13%	2	7%	1	20%	3	3.27	<b>15</b>
Male	17%	102	40%	236	26%	151	10%	60	6%	36	3.53	<b>585</b>
Trans Female/Trans Woman	25%	1	0%	0	25%	1	50%	2	0%	0	3.00	<b>4</b>
Trans Male/Trans Man	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	<b>4</b>
Female	18%	246	43%	597	27%	369	10%	144	2%	31	3.64	<b>1387</b>
Genderqueer or Nonbinary Gender	11%	5	60%	27	27%	12	2%	1	0%	0	3.80	<b>45</b>

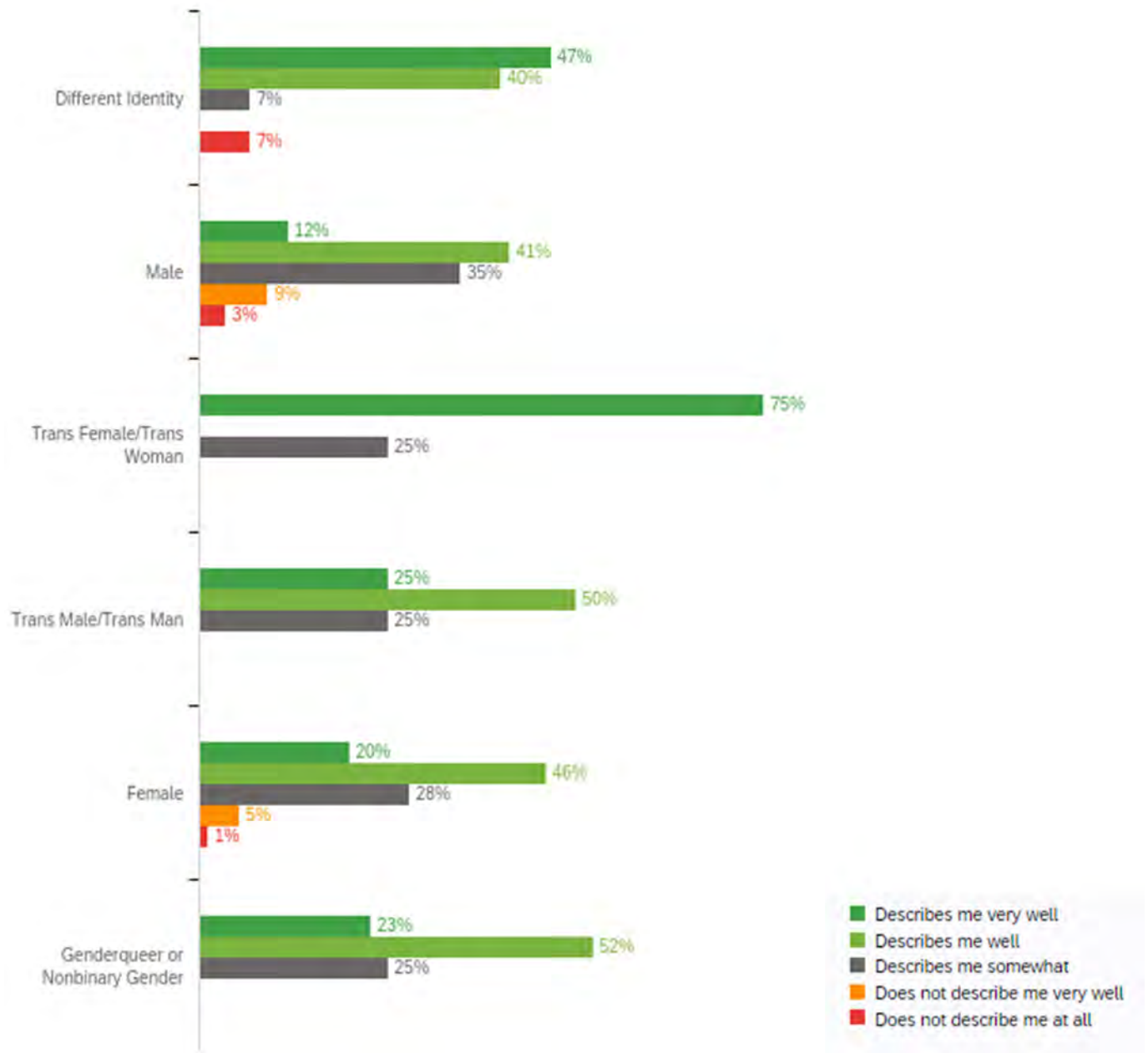


How confident are you that you can generate in yourself the emotion that coworker is feeling?



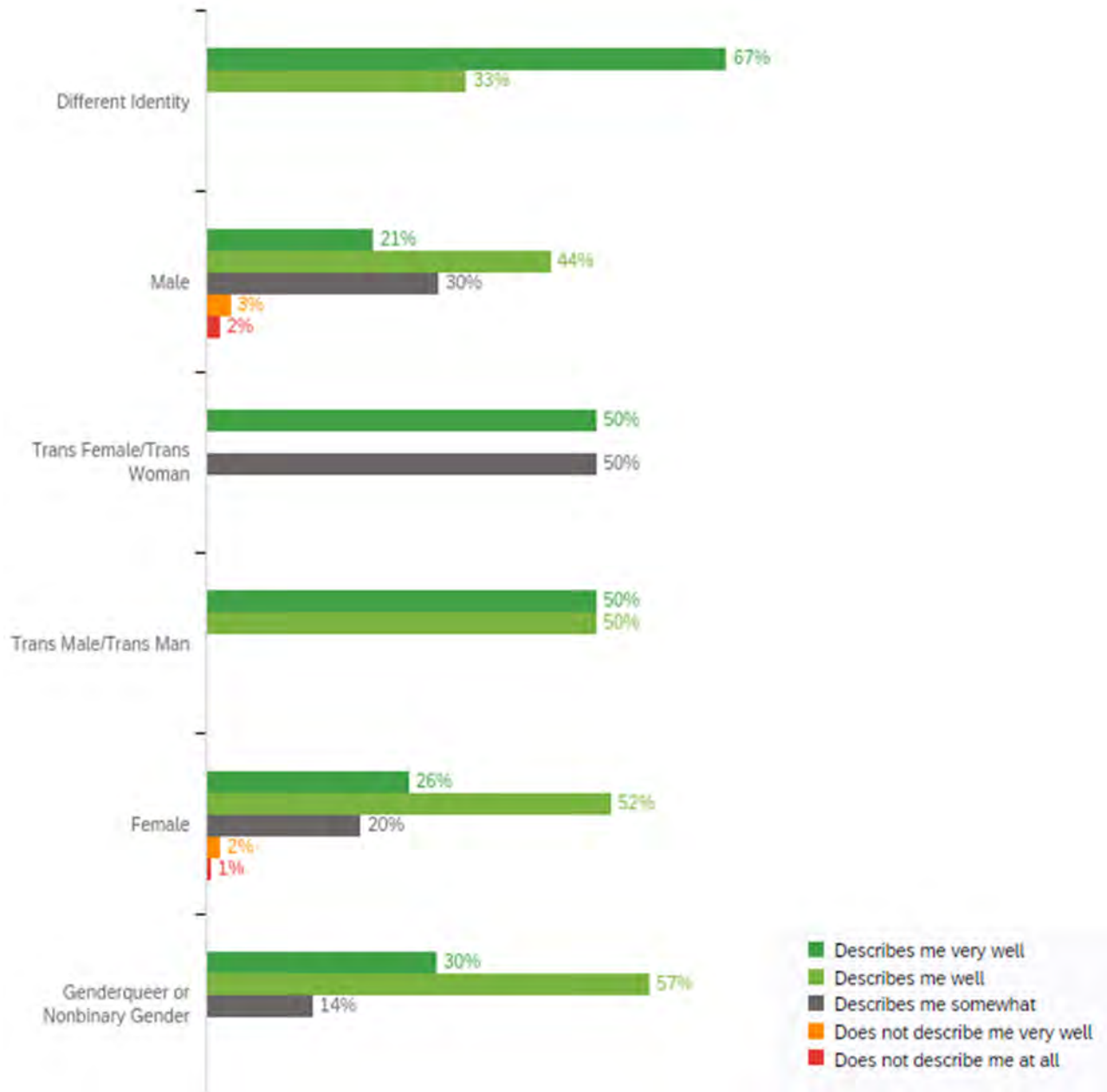
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	0%	0	40%	6	27%	4	13%	2	20%	3	2.87	<b>15</b>
Male	12%	72	37%	217	29%	167	12%	71	9%	55	3.31	<b>582</b>
Trans Female/Trans Woman	25%	1	0%	0	25%	1	25%	1	25%	1	2.75	<b>4</b>
Trans Male/Trans Man	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	<b>4</b>
Female	17%	233	37%	506	31%	421	10%	134	5%	68	3.52	<b>1362</b>
Genderqueer or Nonbinary Gender	11%	5	48%	21	36%	16	0%	0	5%	2	3.61	<b>44</b>

I often have tender, concerned feelings for coworkers less fortunate than I am.



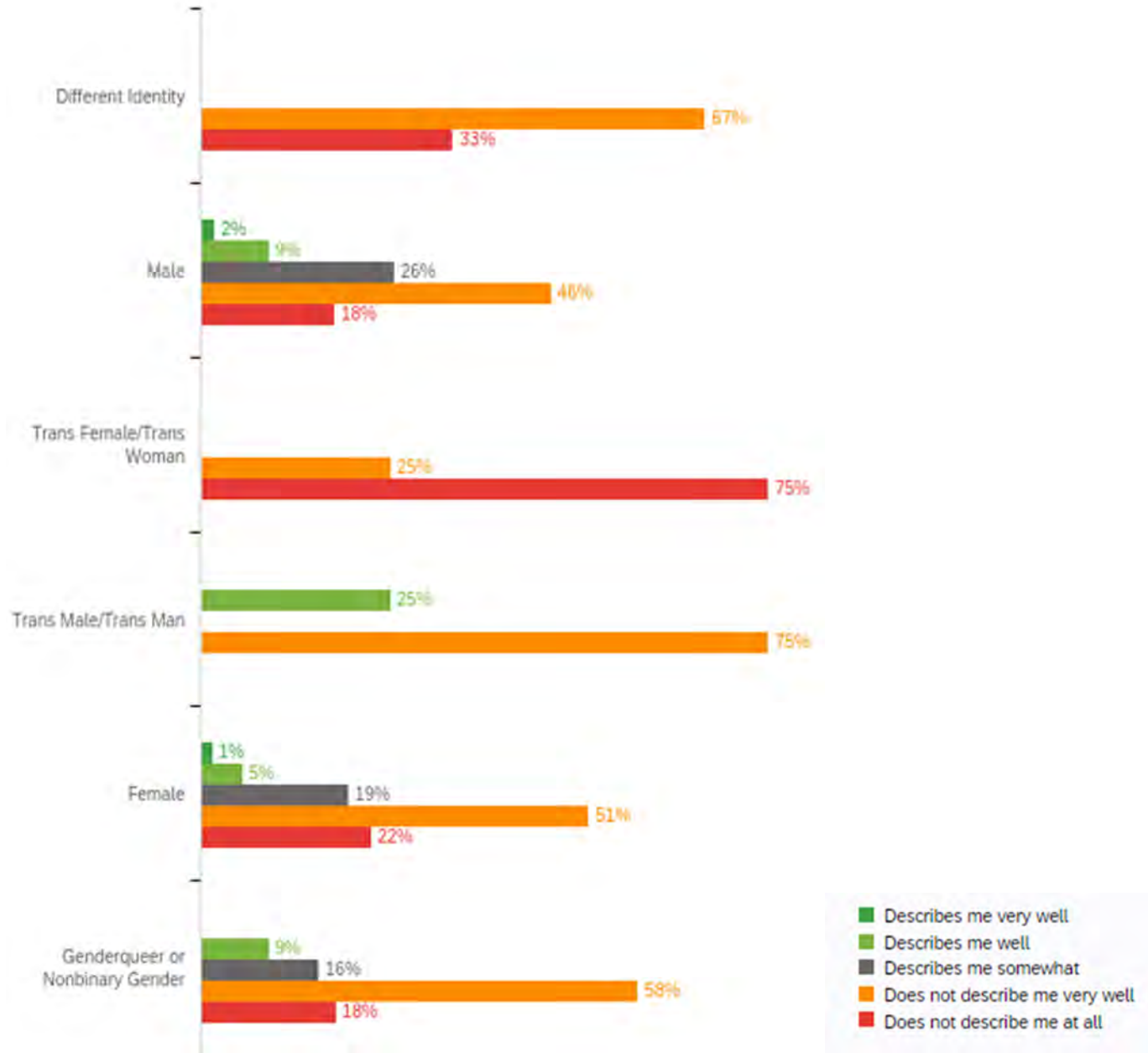
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	47%	7	40%	6	7%	1	0%	0	7%	1	4.20	15
Male	12%	68	41%	240	35%	202	9%	53	3%	20	3.49	583
Trans Female/Trans Woman	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	4
Trans Male/Trans Man	25%	1	50%	2	25%	1	0%	0	0%	0	4.00	4
Female	20%	273	46%	634	28%	383	5%	72	1%	15	3.78	1377
Genderqueer or Nonbinary Gender	23%	10	52%	23	25%	11	0%	0	0%	0	3.98	44

I sometimes try to understand my coworkers better by imagining how things look from their perspective.



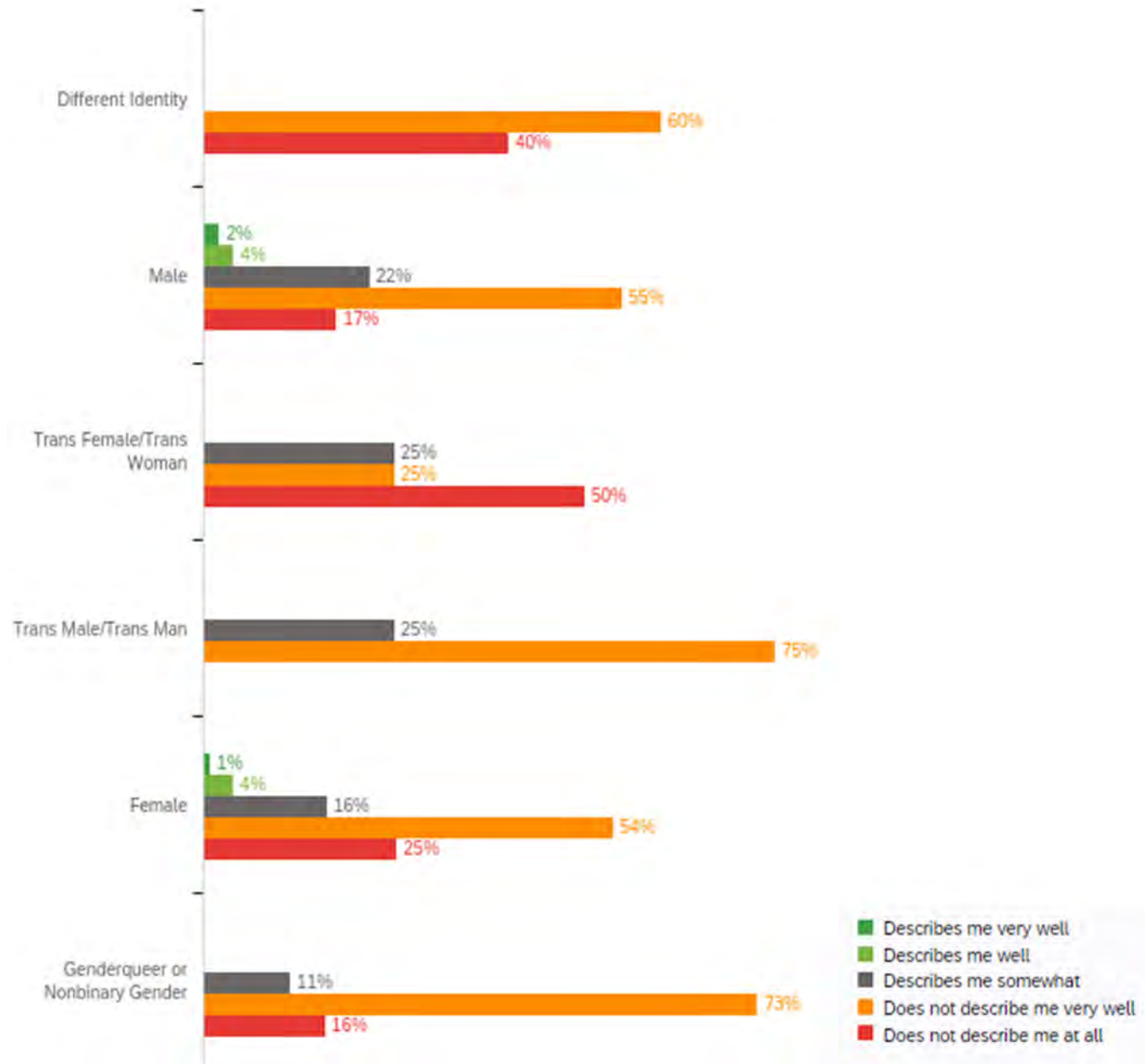
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	67%	10	33%	5	0%	0	0%	0	0%	0	4.67	15
Male	21%	125	44%	258	30%	174	3%	18	2%	10	3.80	585
Trans Female/Trans Woman	50%	2	0%	0	50%	2	0%	0	0%	0	4.00	4
Trans Male/Trans Man	50%	2	50%	2	0%	0	0%	0	0%	0	4.50	4
Female	26%	360	52%	719	20%	274	2%	25	1%	8	4.01	1386
Genderqueer or Nonbinary Gender	30%	13	57%	25	14%	6	0%	0	0%	0	4.16	44

**Coworkers' misfortunes do not usually disturb me a great deal.**



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Different Identity	0%	0	0%	0	0%	0	67%	10	33%	5	1.67	<b>15</b>
Male	2%	10	9%	52	26%	149	46%	270	18%	103	2.31	<b>584</b>
Trans Female/Trans Woman	0%	0	0%	0	0%	0	25%	1	75%	3	1.25	<b>4</b>
Trans Male/Trans Man	0%	0	25%	1	0%	0	75%	3	0%	0	2.50	<b>4</b>
Female	1%	20	5%	75	19%	270	51%	712	22%	311	2.12	<b>1388</b>
Genderqueer or Nonbinary Gender	0%	0	9%	4	16%	7	58%	26	18%	8	2.16	<b>45</b>

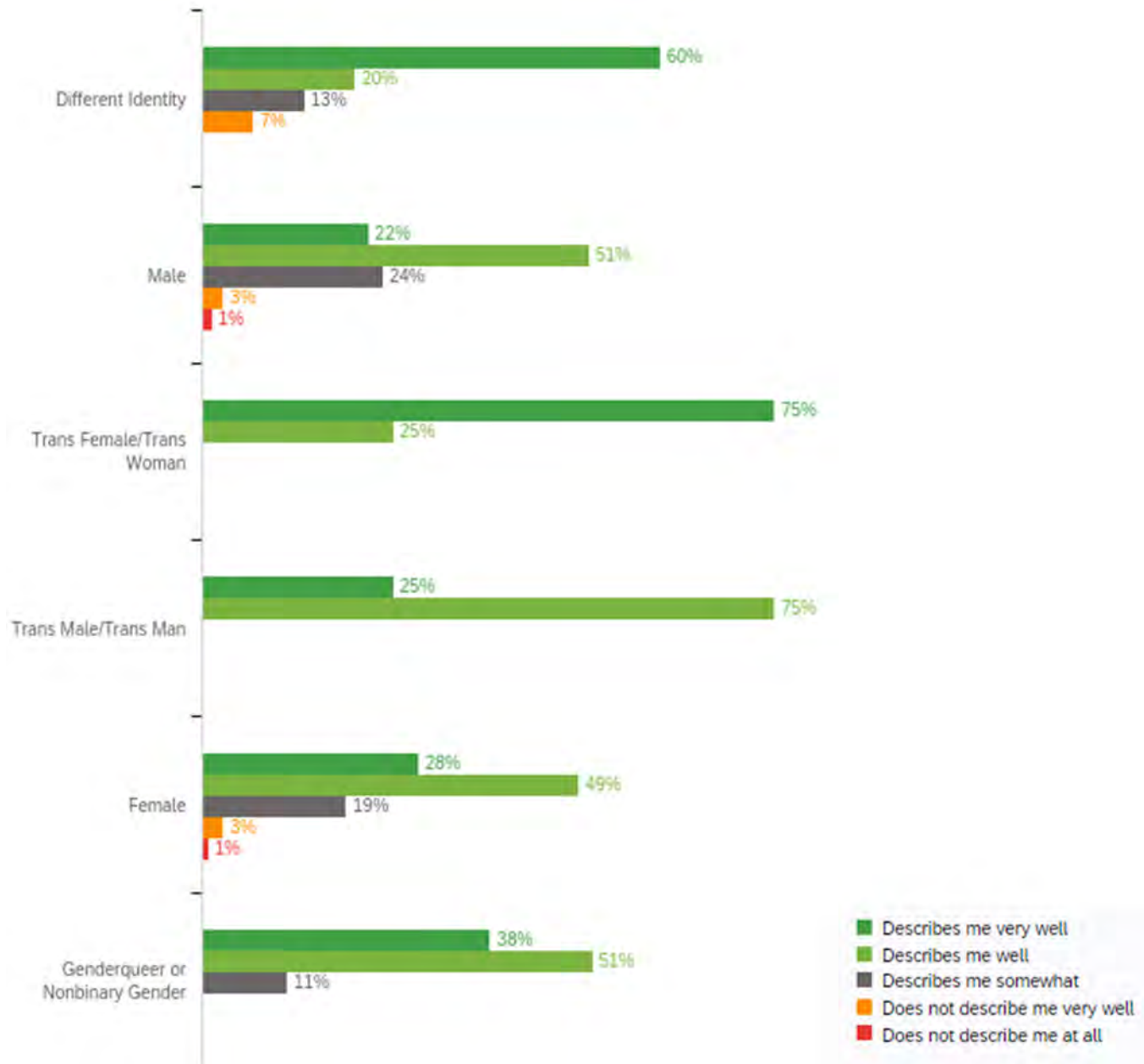
If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Different Identity	0%	0	0%	0	0%	0	60%	9	40%	6	1.60	<b>15</b>
Male	2%	12	4%	23	22%	127	55%	321	17%	102	2.18	<b>585</b>
Trans Female/Trans Woman	0%	0	0%	0	25%	1	25%	1	50%	2	1.75	<b>4</b>
Trans Male/Trans Man	0%	0	0%	0	25%	1	75%	3	0%	0	2.25	<b>4</b>
Female	1%	12	4%	54	16%	224	54%	744	25%	351	2.01	<b>1385</b>
Genderqueer or Nonbinary Gender	0%	0	0%	0	11%	5	73%	32	16%	7	1.95	<b>44</b>

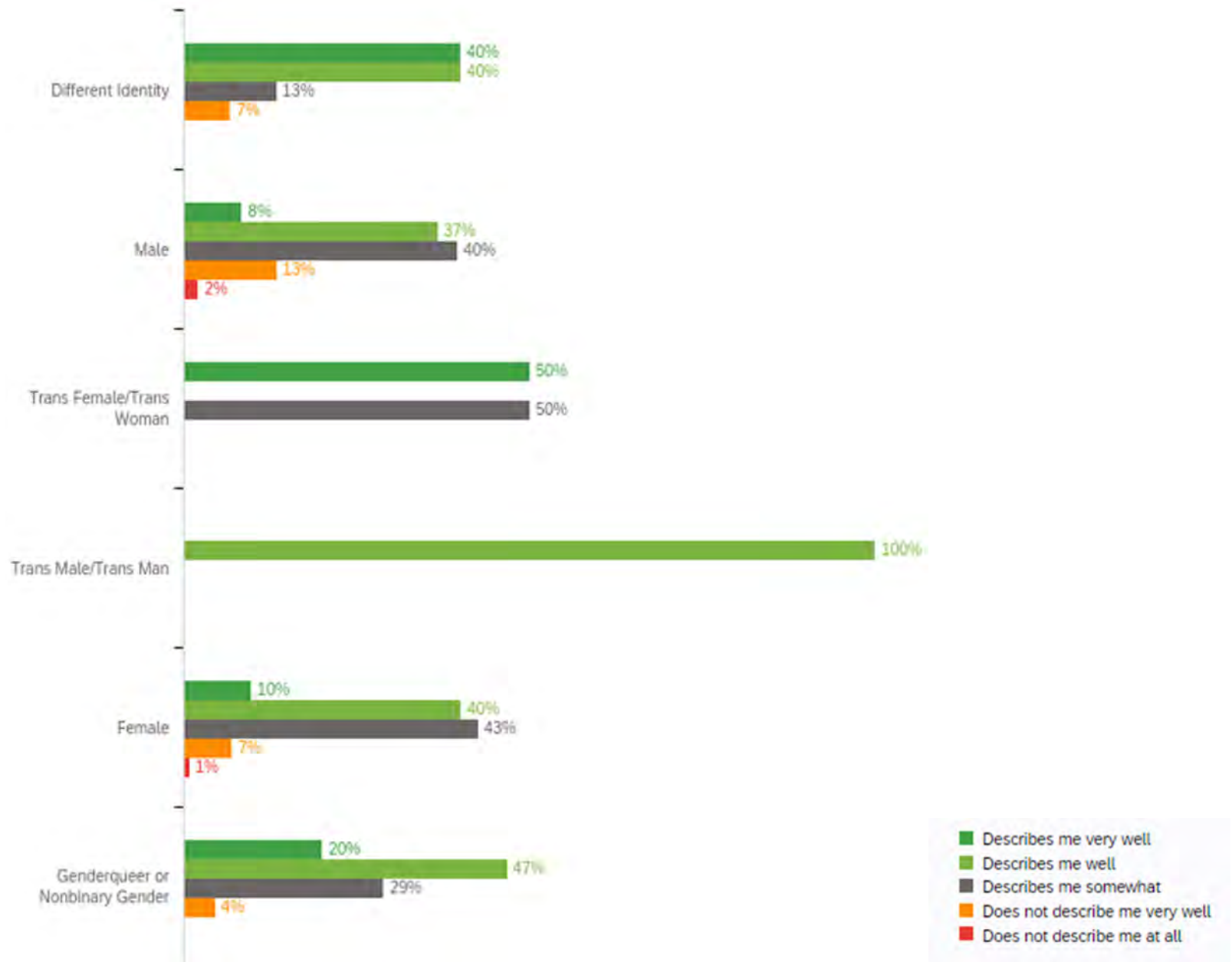


When I see a coworker being taken advantage of, I feel kind of protective towards them.



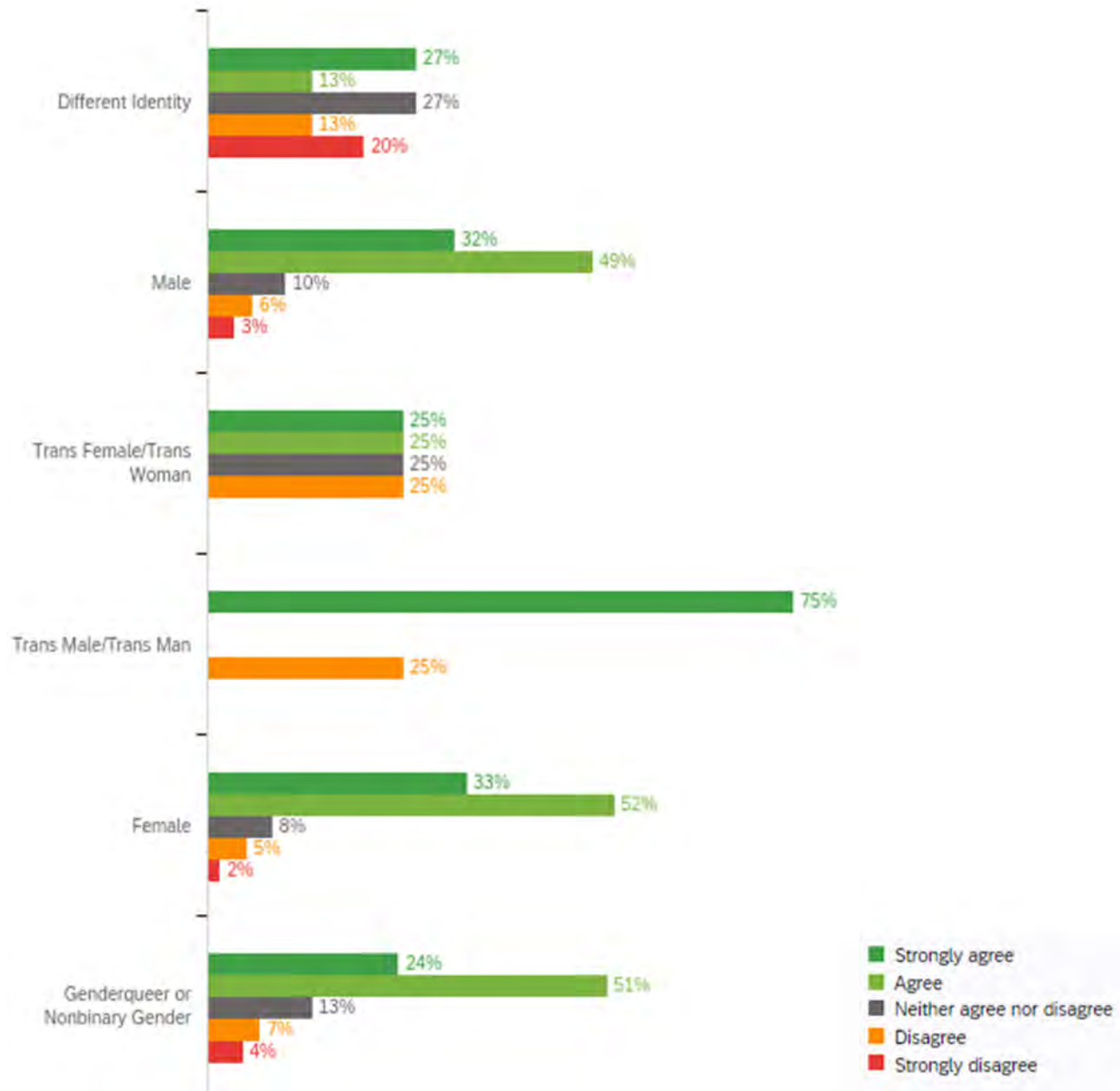
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Different Identity	60%	9	20%	3	13%	2	7%	1	0%	0	4.33	<b>15</b>
Male	22%	127	51%	296	24%	138	3%	16	1%	7	3.89	<b>584</b>
Trans Female/Trans Woman	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	<b>4</b>
Trans Male/Trans Man	25%	1	75%	3	0%	0	0%	0	0%	0	4.25	<b>4</b>
Female	28%	393	49%	685	19%	262	3%	38	1%	10	4.02	<b>1388</b>
Genderqueer or Nonbinary Gender	38%	17	51%	23	11%	5	0%	0	0%	0	4.27	<b>45</b>

When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Different Identity	40%	6	40%	6	13%	2	7%	1	0%	0	4.13	<b>15</b>
Male	8%	49	37%	214	40%	231	13%	78	2%	12	3.36	<b>584</b>
Trans Female/Trans Woman	50%	2	0%	0	50%	2	0%	0	0%	0	4.00	<b>4</b>
Trans Male/Trans Man	0%	0	100%	4	0%	0	0%	0	0%	0	4.00	<b>4</b>
Female	10%	135	40%	556	43%	590	7%	96	1%	10	3.51	<b>1387</b>
Genderqueer or Nonbinary Gender	20%	9	47%	21	29%	13	4%	2	0%	0	3.82	<b>45</b>

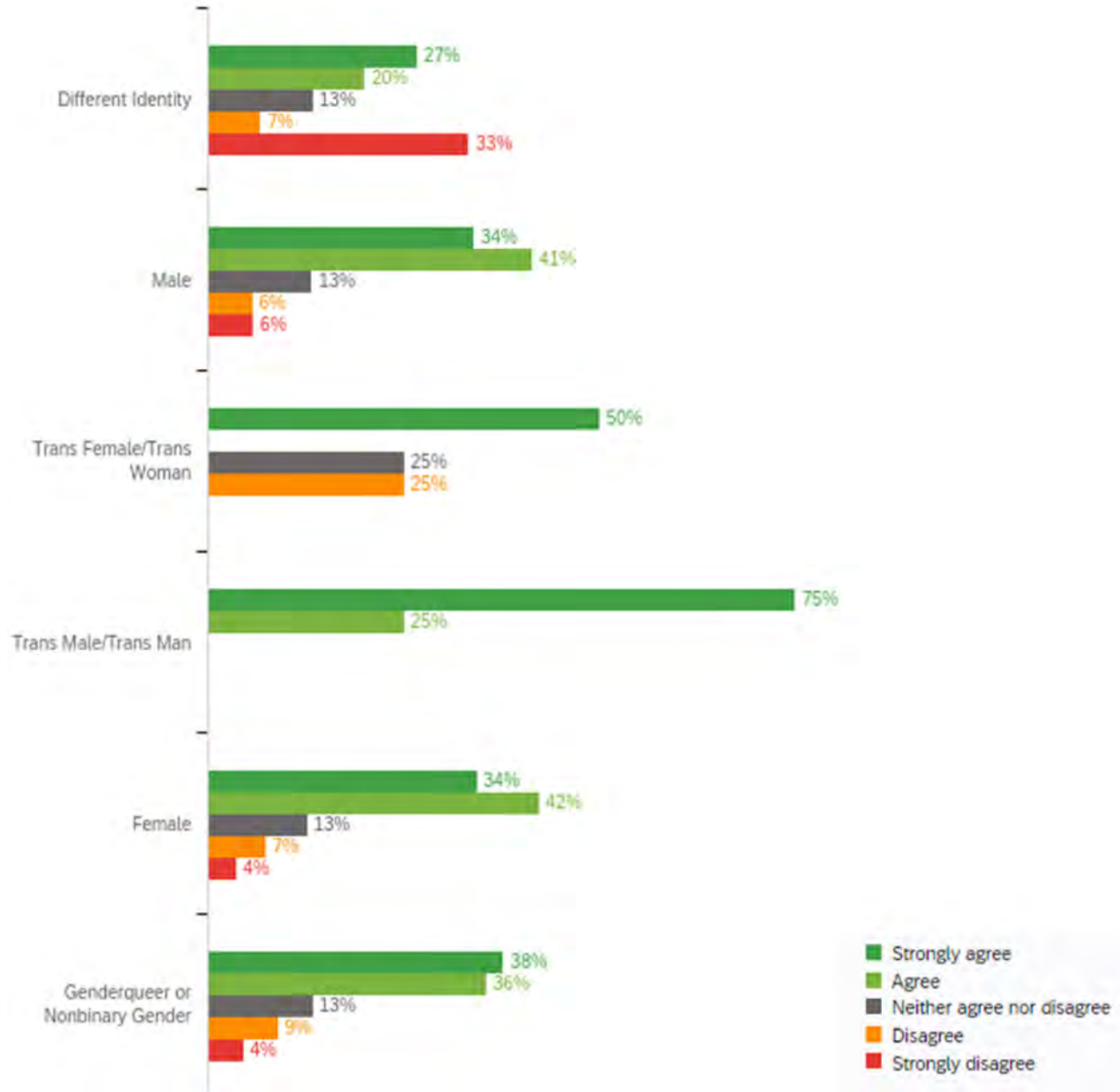
I know what my supervisor expects of me to perform my responsibilities effectively. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	27%	4	13%	2	27%	4	13%	2	20%	3	3.13	-0.51	15
Male	32%	186	49%	290	10%	59	6%	34	3%	20	4.00	-0.33	589
Trans Female/Trans Woman	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	-1	4
Trans Male/Trans Man	75%	3	0%	0	0%	0	25%	1	0%	0	4.25	-0.42	4
Female	33%	463	52%	727	8%	115	5%	70	2%	22	4.10	-0.22	1397
Genderqueer or Nonbinary Gender	24%	11	51%	23	13%	6	7%	3	4%	2	3.84	-0.28	45

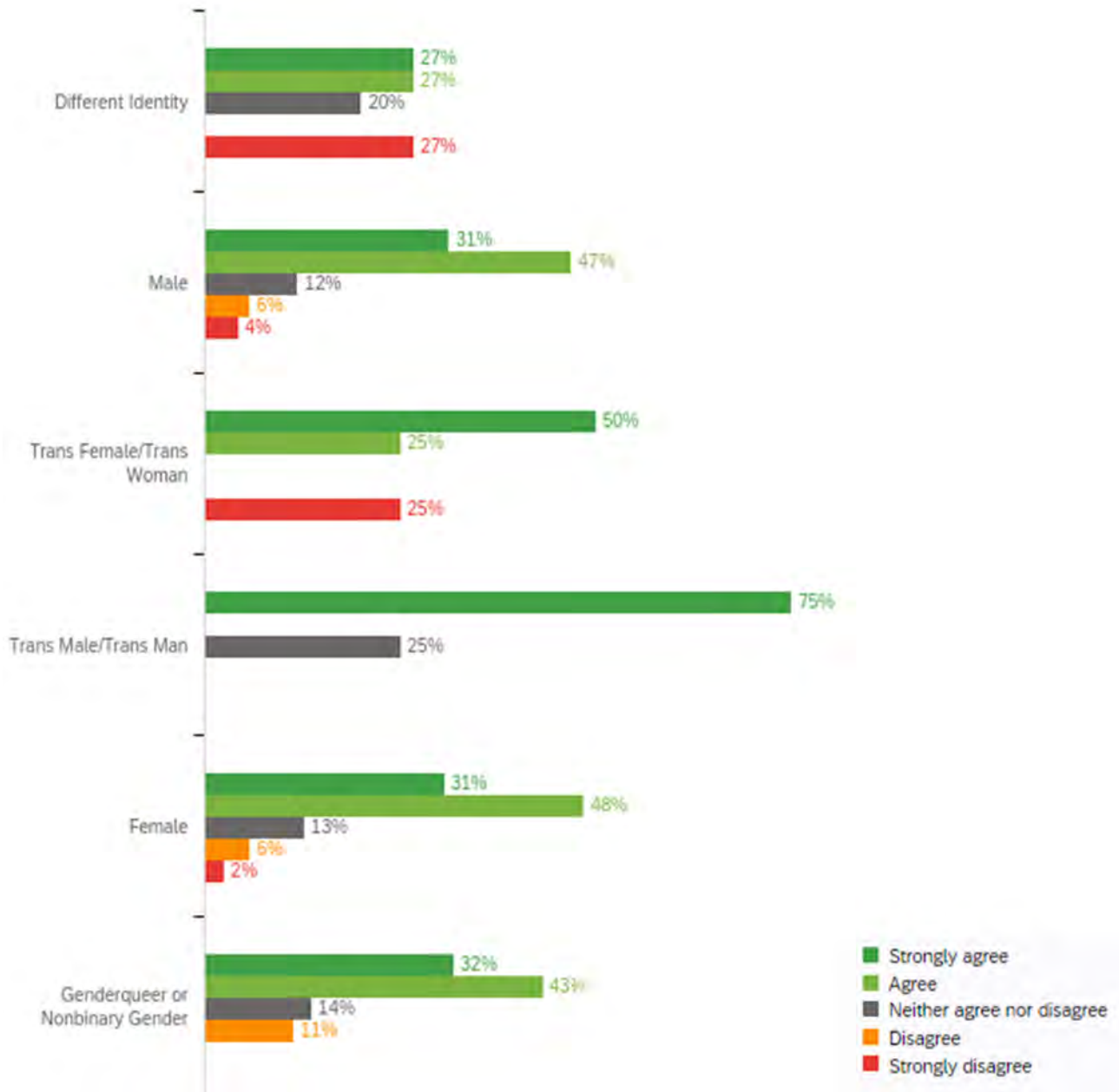
\*Difference in average score from Feb. 2022 State of the Workplace survey

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



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Different Identity	27%	4	20%	3	13%	2	7%	1	33%	5	3.00	15
Male	34%	200	41%	244	13%	78	6%	33	6%	34	3.92	589
Trans Female/Trans Woman	50%	2	0%	0	25%	1	25%	1	0%	0	3.75	4
Trans Male/Trans Man	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	4
Female	34%	479	42%	590	13%	176	7%	102	4%	50	3.96	1397
Genderqueer or Nonbinary Gender	38%	17	36%	16	13%	6	9%	4	4%	2	3.93	45

Within my team, my opinions seem to count. (SoW Oct. 2022 vs. Feb. 2022)

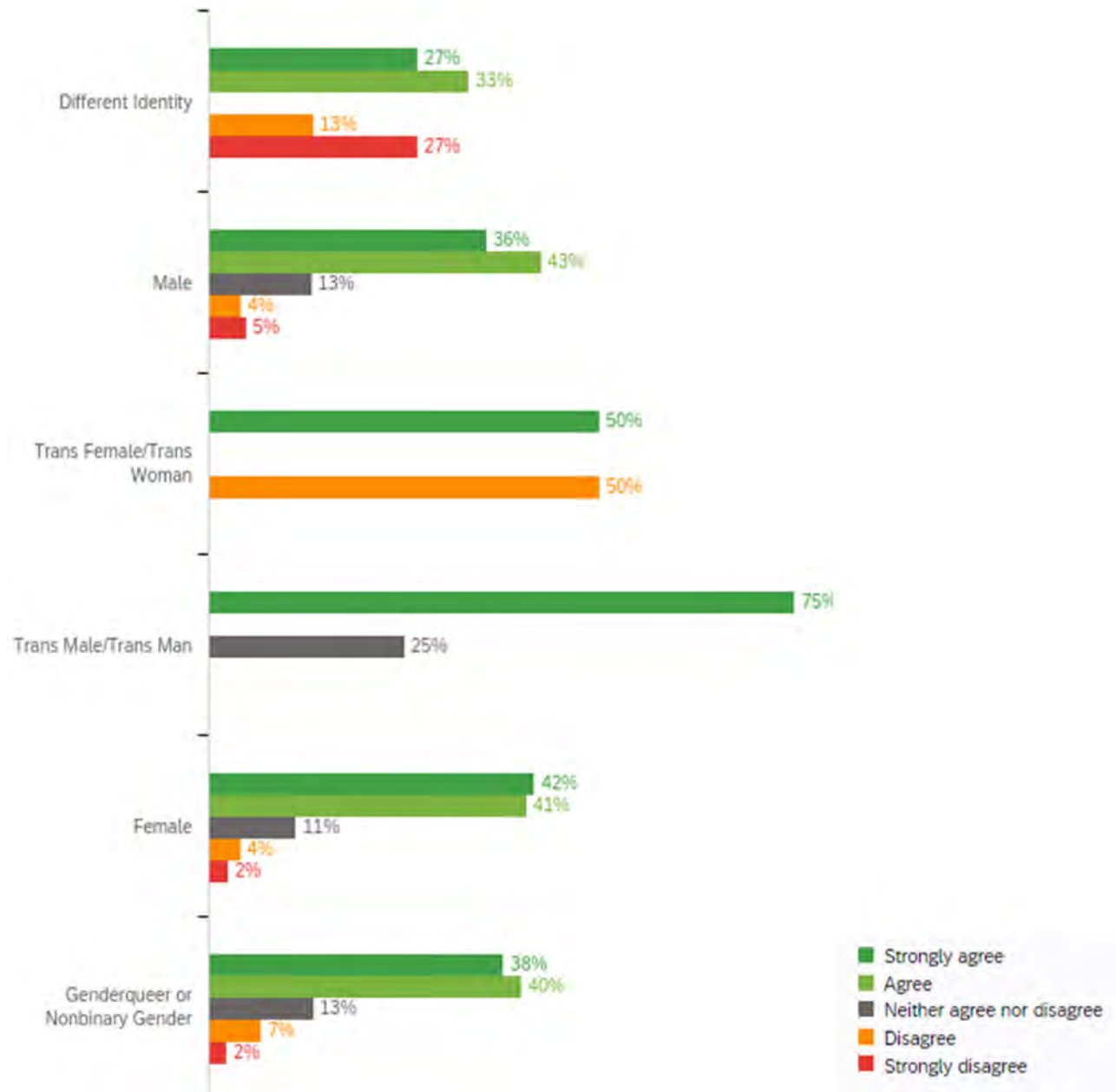


Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	27%	4	27%	4	20%	3	0%	0	27%	4	3.27	-0.37	15
Male	31%	184	47%	276	12%	70	6%	34	4%	25	3.95	-0.24	589
Trans Female/Trans Woman	50%	2	25%	1	0%	0	0%	0	25%	1	3.75	-0.5	4
Trans Male/Trans Man	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	-0.17	4
Female	31%	426	48%	675	13%	177	6%	81	2%	34	3.99	-0.12	1393
Genderqueer or Nonbinary Gender	32%	14	43%	19	14%	6	11%	5	0%	0	3.95	-0.28	44

\*Difference in average score from Feb. 2022 State of the Workplace survey



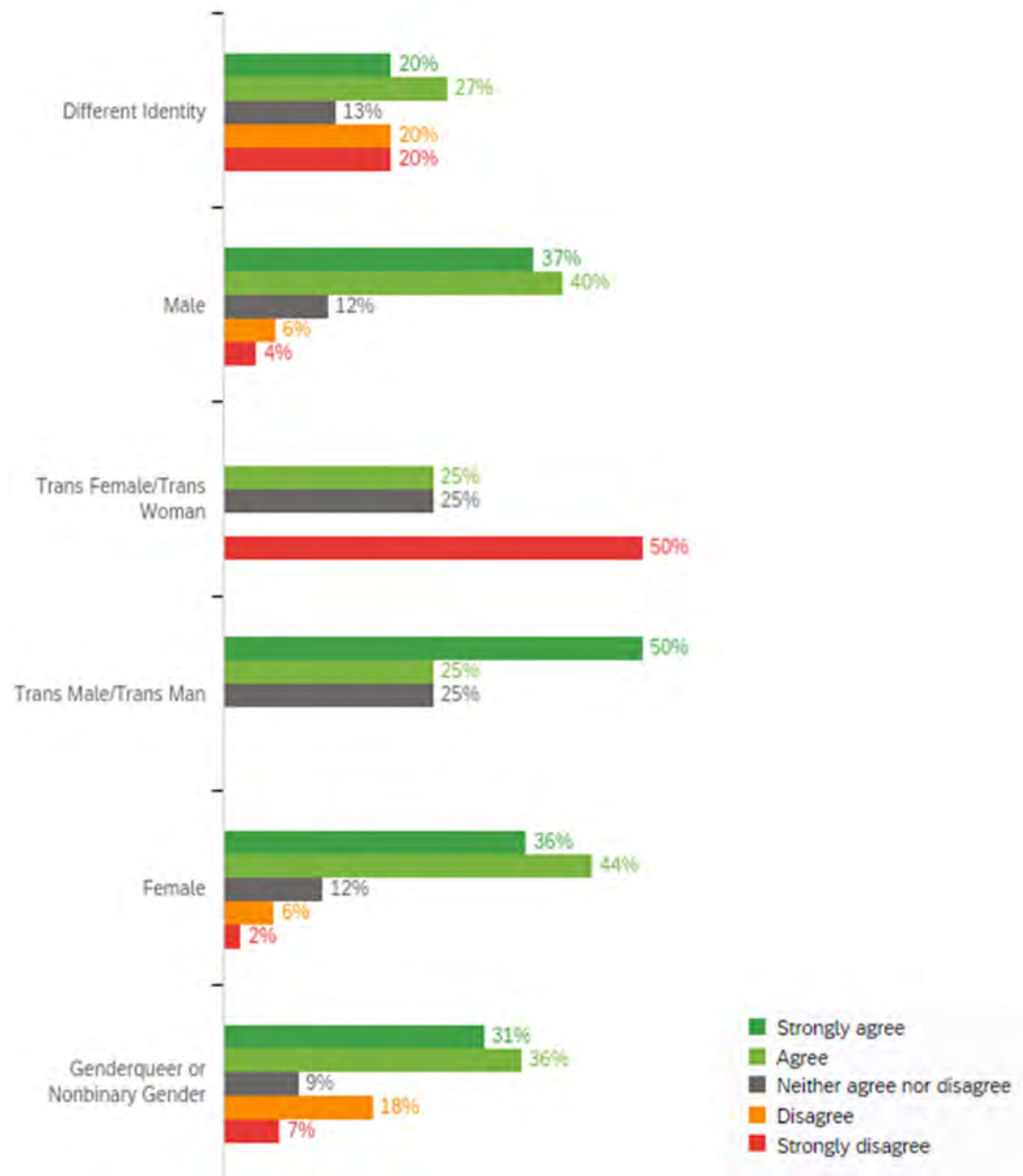
My well-being is important to my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	27%	4	33%	5	0%	0	13%	2	27%	4	3.20	-0.8	15
Male	36%	209	43%	250	13%	77	4%	24	5%	28	4.00	-0.29	588
Trans Female/Trans Woman	50%	2	0%	0	0%	0	50%	2	0%	0	3.50	-1	4
Trans Male/Trans Man	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	-0.5	4
Female	42%	582	41%	567	11%	156	4%	56	2%	34	4.15	-0.14	1395
Genderqueer or Nonbinary Gender	38%	17	40%	18	13%	6	7%	3	2%	1	4.04	-0.24	45

\*Difference in average score from Feb. 2022 State of the Workplace survey

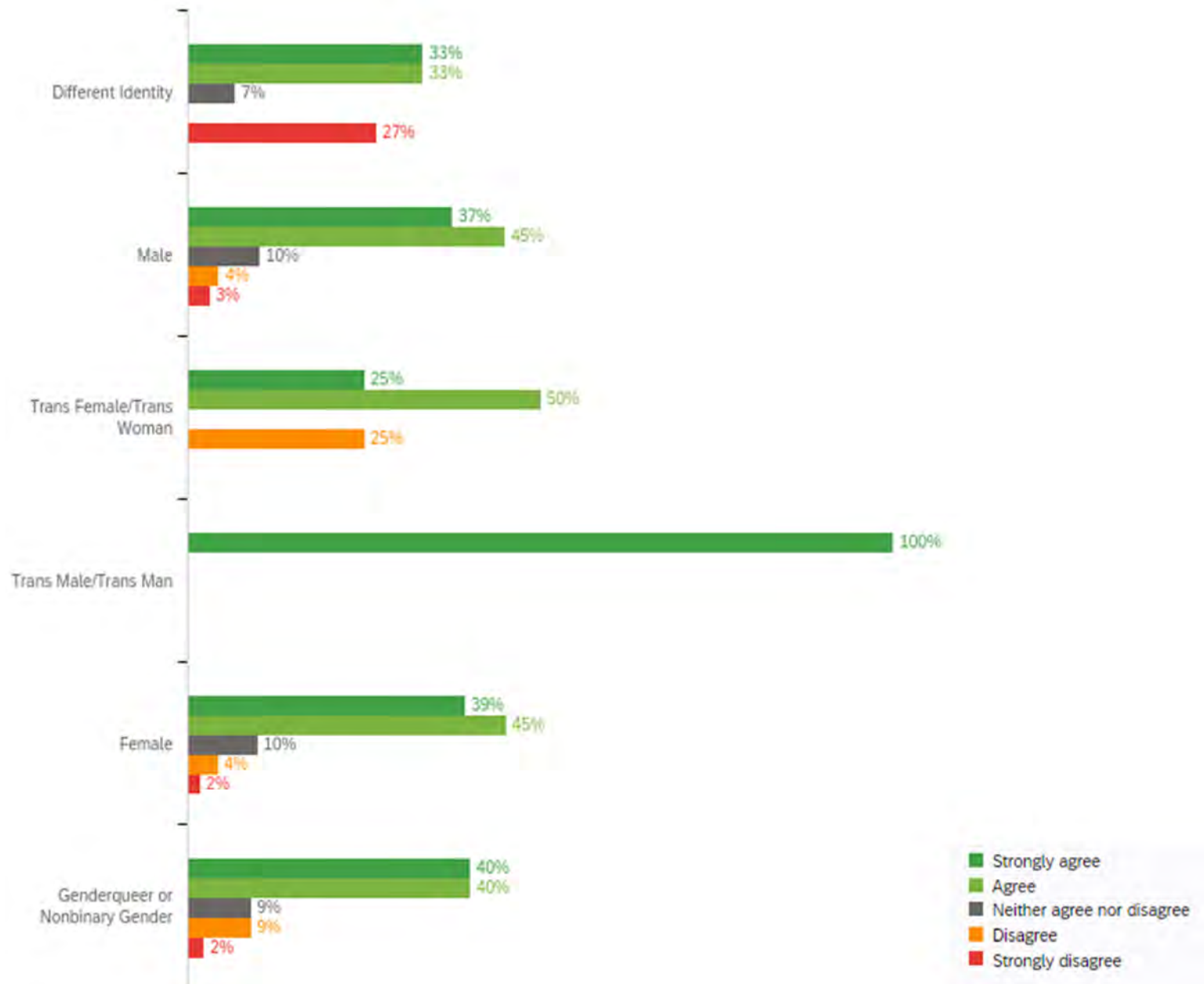
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.). (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	20%	3	27%	4	13%	2	20%	3	20%	3	3.07	-0.14	15
Male	37%	218	40%	238	12%	73	6%	36	4%	23	4.01	-0.19	588
Trans Female/Trans Woman	0%	0	25%	1	25%	1	0%	0	50%	2	2.25	-2.25	4
Trans Male/Trans Man	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	-0.08	4
Female	36%	505	44%	615	12%	165	6%	84	2%	29	4.06	-0.06	1398
Genderqueer or Nonbinary Gender	31%	14	36%	16	9%	4	18%	8	7%	3	3.67	-0.24	45

\*Difference in average score from Feb. 2022 State of the Workplace survey

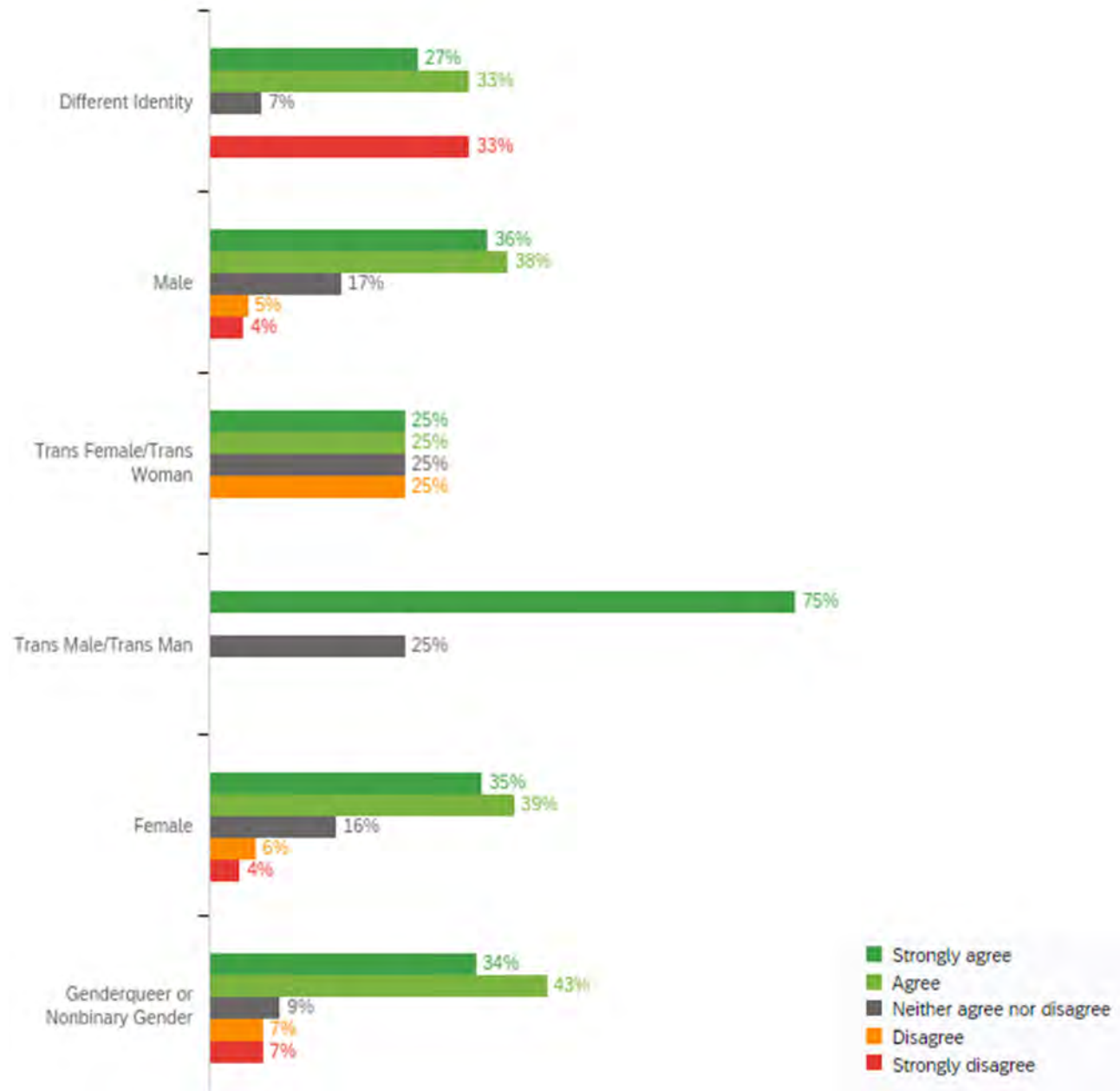
Within my team, I am treated with dignity and respect. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	33%	5	33%	5	7%	1	0%	0	27%	4	3.47	-0.24	<b>15</b>
Male	37%	221	45%	265	10%	60	4%	26	3%	18	4.09	-0.23	<b>590</b>
Trans Female/Trans Woman	25%	1	50%	2	0%	0	25%	1	0%	0	3.75	-1	<b>4</b>
Trans Male/Trans Man	100%	4	0%	0	0%	0	0%	0	0%	0	5.00	0.33	<b>4</b>
Female	39%	549	45%	630	10%	137	4%	59	2%	23	4.16	-0.12	<b>1398</b>
Genderqueer or Nonbinary Gender	40%	18	40%	18	9%	4	9%	4	2%	1	4.07	-0.16	<b>45</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey

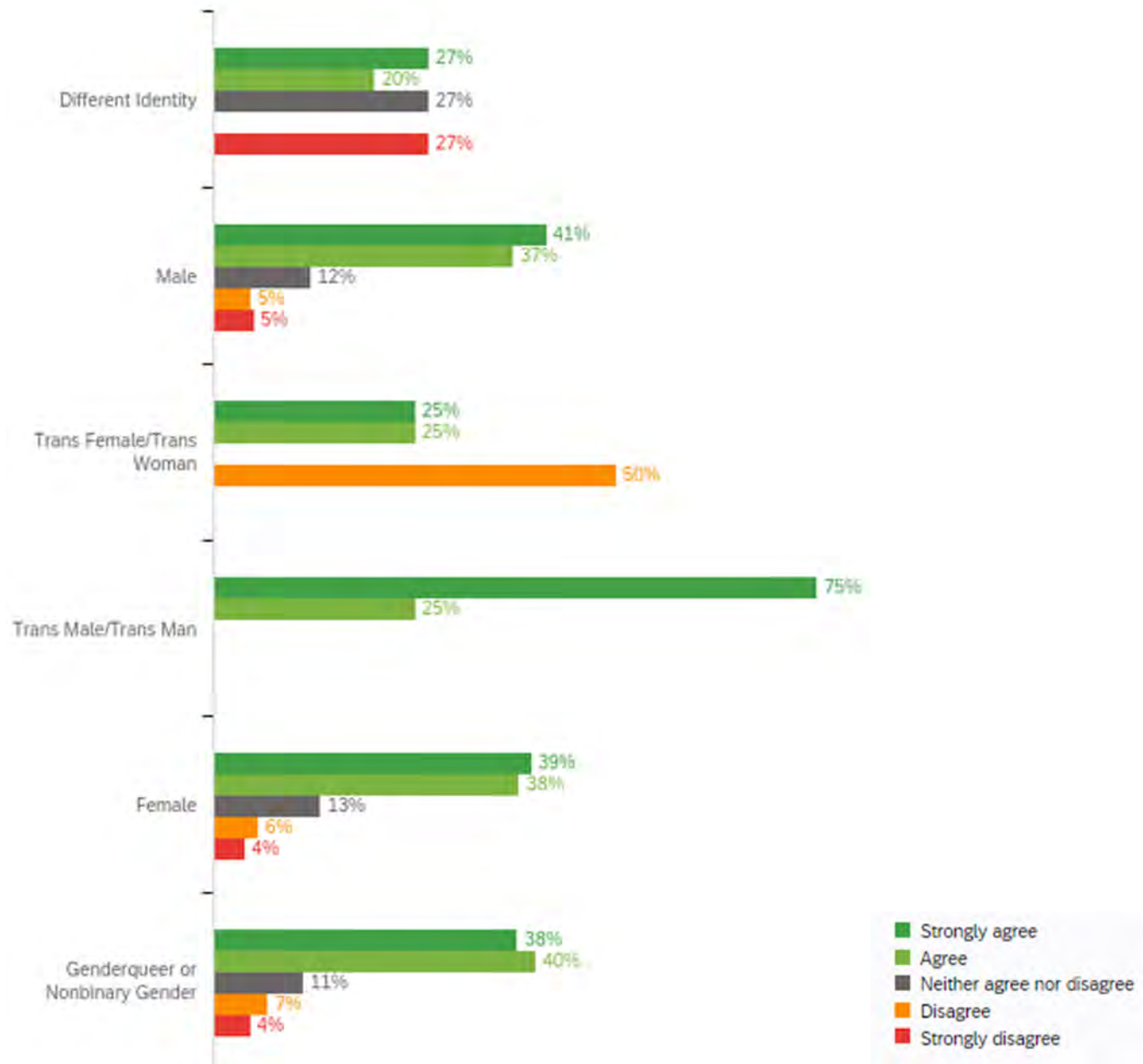
**My immediate supervisor promotes an inclusive team environment through their actions. (SoW Oct. 2022 vs. Feb. 2022)**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	27%	4	33%	5	7%	1	0%	0	33%	5	3.20	-0.87	<b>15</b>
Male	36%	210	38%	225	17%	99	5%	29	4%	26	3.96	-0.25	<b>589</b>
Trans Female/Trans Woman	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	-1	<b>4</b>
Trans Male/Trans Man	75%	3	0%	0	25%	1	0%	0	0%	0	4.50	0.17	<b>4</b>
Female	35%	486	39%	543	16%	226	6%	82	4%	55	3.95	-0.18	<b>1392</b>
Genderqueer or Nonbinary Gender	34%	15	43%	19	9%	4	7%	3	7%	3	3.91	-0.38	<b>44</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey

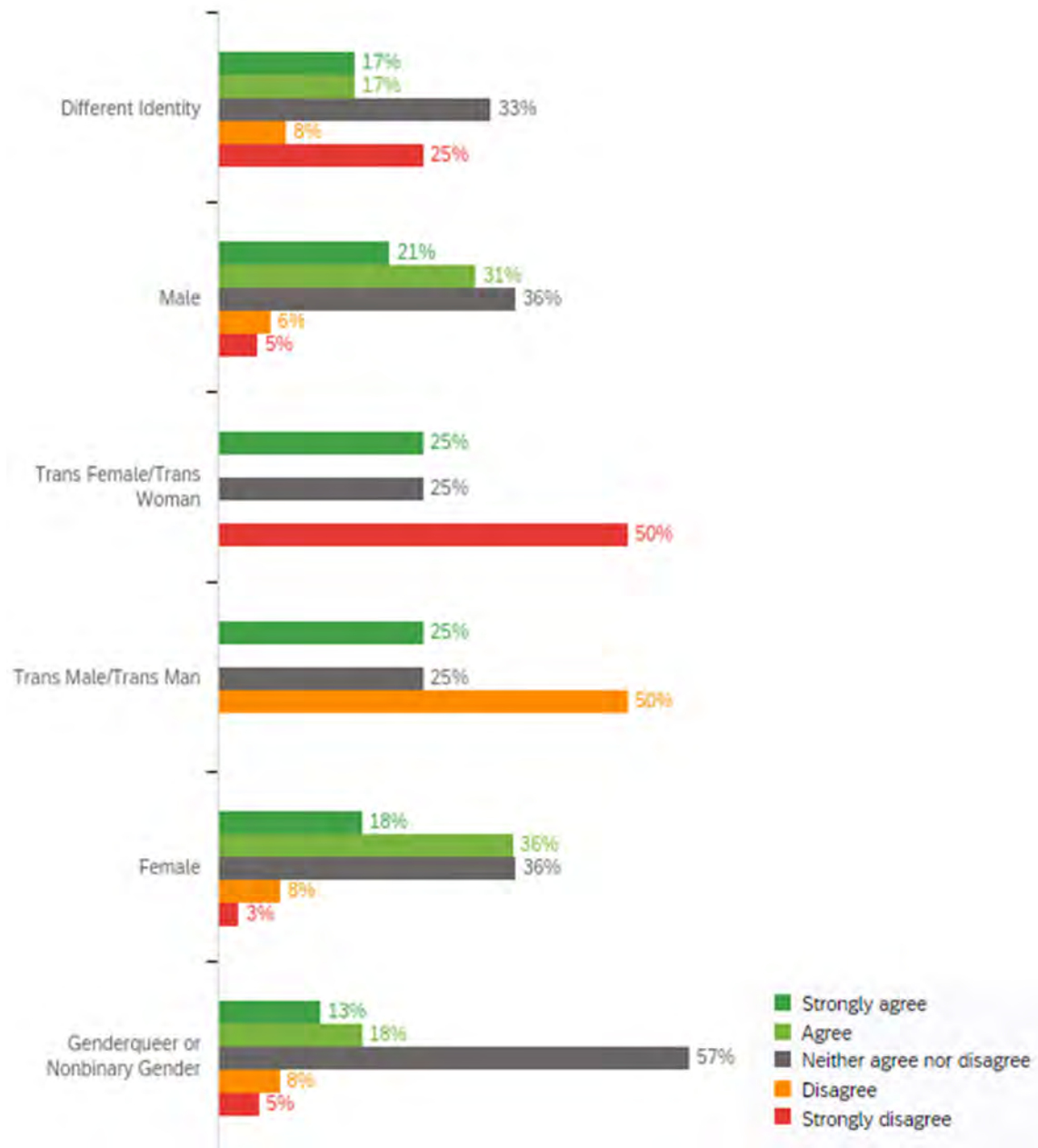
I trust my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	27%	4	20%	3	27%	4	0%	0	27%	4	3.20	-0.73	<b>15</b>
Male	41%	244	37%	220	12%	71	5%	27	5%	29	4.05	-0.17	<b>591</b>
Trans Female/Trans Woman	25%	1	25%	1	0%	0	50%	2	0%	0	3.25	-1.5	<b>4</b>
Trans Male/Trans Man	75%	3	25%	1	0%	0	0%	0	0%	0	4.75	-0.25	<b>4</b>
Female	39%	551	38%	531	13%	185	6%	77	4%	53	4.04	-0.11	<b>1397</b>
Genderqueer or Nonbinary Gender	38%	17	40%	18	11%	5	7%	3	4%	2	4.00	-0.3	<b>45</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey

I trust the leader of my school, college, division or equivalent (SoW Oct. 2022) vs. (For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.  
(SoW Feb. 2022)

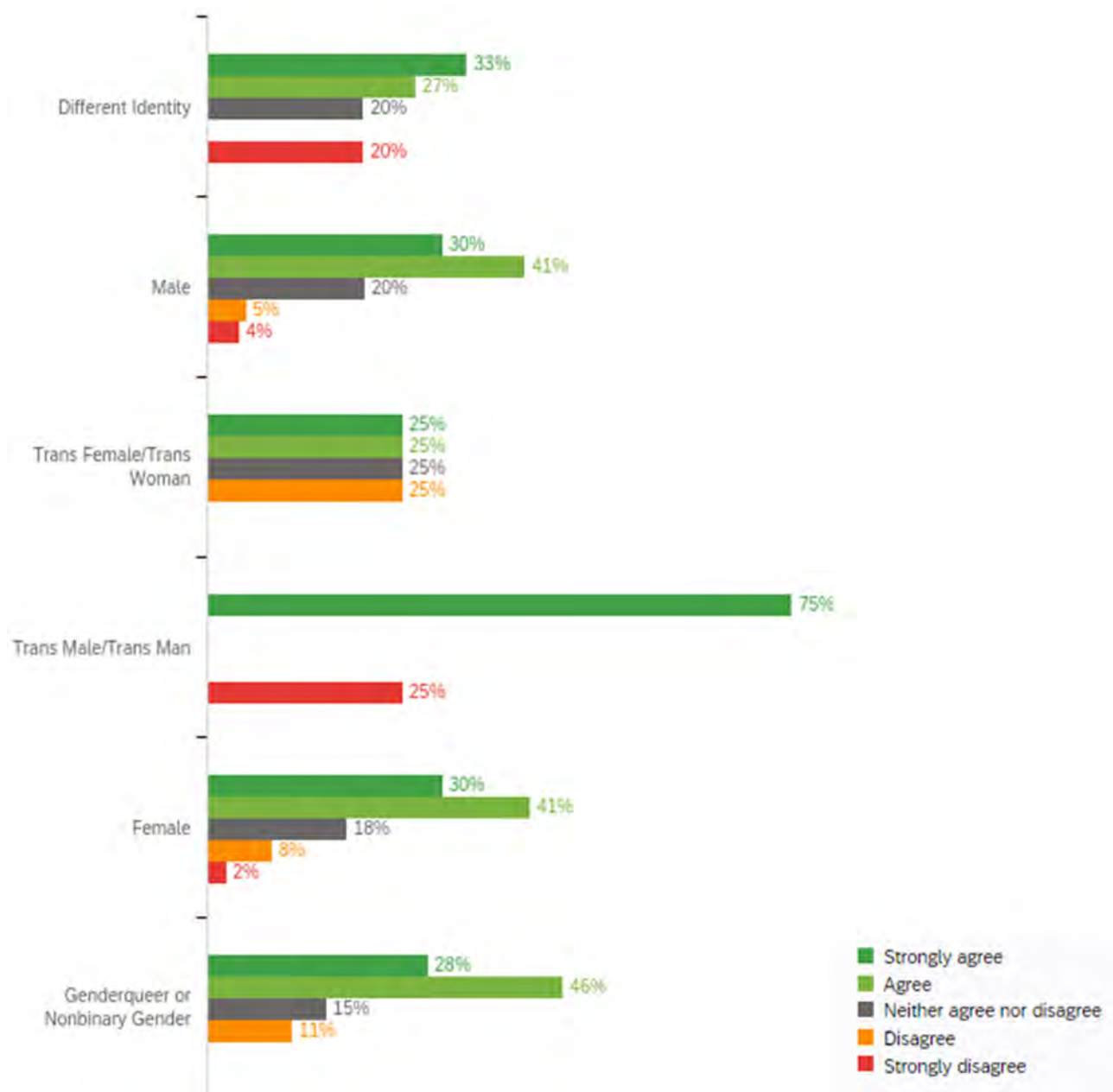


Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	17%	2	17%	2	33%	4	8%	1	25%	3	2.92	-0.72	15
Male	21%	108	31%	162	36%	187	6%	33	5%	25	3.57	-0.06	591
Trans Female/Trans Woman	25%	1	0%	0	25%	1	0%	0	50%	2	2.50	-1	4
Trans Male/Trans Man	25%	1	0%	0	25%	1	50%	2	0%	0	3.00	-1.67	4
Female	18%	220	36%	450	36%	454	8%	95	3%	32	3.58	0.03	1397
Genderqueer or Nonbinary Gender	13%	5	18%	7	57%	23	8%	3	5%	2	3.25	0.45	45

\*Difference in average score from Feb. 2022 State of the Workplace survey



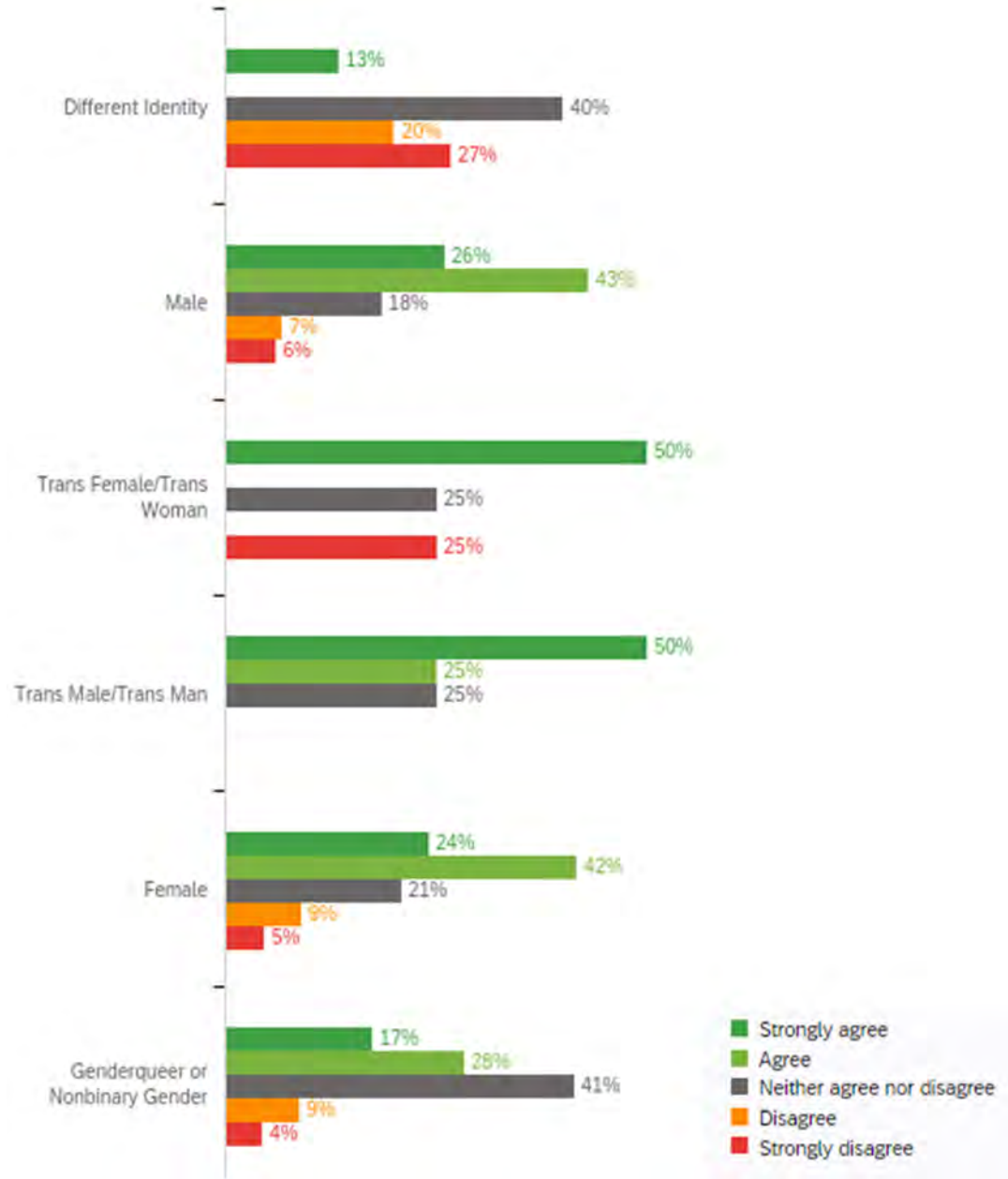
**My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement). (SoW Oct. 2022 vs. Feb. 2022)**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	33%	5	27%	4	20%	3	0%	0	20%	3	3.53	-0.04	<b>15</b>
Male	30%	178	41%	241	20%	119	5%	29	4%	24	3.88	-0.16	<b>591</b>
Trans Female/Trans Woman	25%	1	25%	1	25%	1	25%	1	0%	0	3.50	-1	<b>4</b>
Trans Male/Trans Man	75%	3	0%	0	0%	0	0%	0	25%	1	4.00	-1	<b>4</b>
Female	30%	420	41%	578	18%	249	8%	115	2%	33	3.89	-0.15	<b>1397</b>
Genderqueer or Nonbinary Gender	28%	13	46%	21	15%	7	11%	5	0%	0	3.91	-0.11	<b>45</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey

Regardless of my background, I have an equal opportunity to succeed (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Different Identity	13%	2	0%	0	40%	6	20%	3	27%	4	2.53	-0.61	<b>15</b>
Male	26%	153	43%	254	18%	109	7%	39	6%	35	3.76	-0.12	<b>590</b>
Trans Female/Trans Woman	50%	2	0%	0	25%	1	0%	0	25%	1	3.50	-1.25	<b>4</b>
Trans Male/Trans Man	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	-0.08	<b>4</b>
Female	24%	336	42%	582	21%	290	9%	125	5%	64	3.72	-0.03	<b>1397</b>
Genderqueer or Nonbinary Gender	17%	8	28%	13	41%	19	9%	4	4%	2	3.46	0.16	<b>46</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey

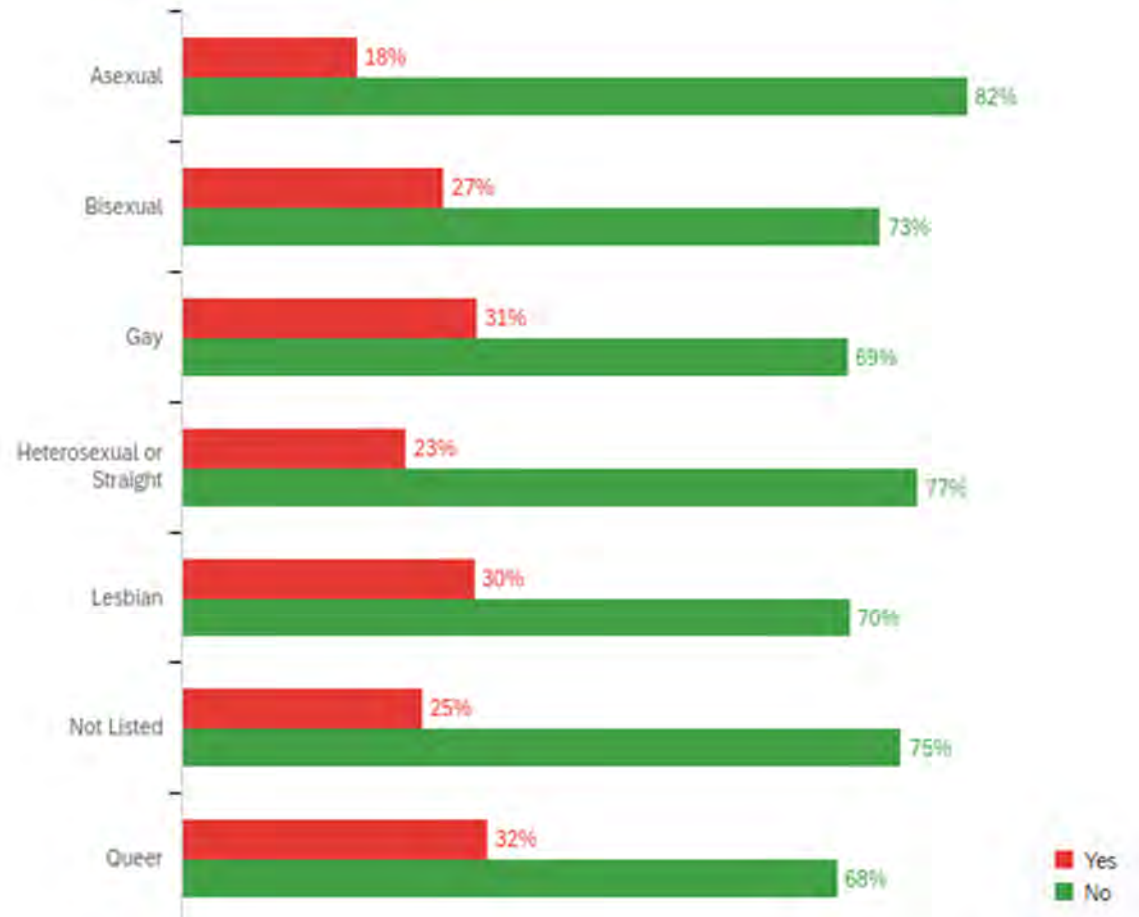
# Berkeley People & Culture

## State of the Workplace Survey

October 2022

### Sexual Orientation

Are you currently searching for a new job?



Question	Yes		No		Total
	%	Count	%	Count	
Asexual	18%	4	82%	18	<b>22</b>
Bisexual	27%	36	73%	96	<b>132</b>
Gay	31%	27	69%	61	<b>88</b>
Heterosexual or Straight	23%	359	77%	1180	<b>1539</b>
Lesbian	30%	14	70%	32	<b>46</b>
Not Listed	25%	10	75%	30	<b>40</b>
Queer	32%	34	68%	73	<b>107</b>

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

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	0%	0	0%	0	25%	1	0%	0	75%	3	0%	0	0%	0	0%	0	0%	0	0%	0	<b>4</b>
Bisexual	6%	2	0%	0	0%	0	11%	4	44%	16	3%	1	3%	1	14%	5	0%	0	19%	7	<b>36</b>
Gay	7%	2	0%	0	0%	0	4%	1	44%	12	4%	1	0%	0	15%	4	4%	1	22%	6	<b>27</b>
Heterosexual or Straight	7%	24	0%	0	2%	8	9%	33	39%	138	12%	43	2%	7	9%	31	1%	3	19%	66	<b>353</b>
Lesbian	8%	1	8%	1	0%	0	8%	1	23%	3	8%	1	0%	0	15%	2	0%	0	31%	4	<b>13</b>
Not Listed	0%	0	0%	0	0%	0	10%	1	30%	3	30%	3	0%	0	20%	2	0%	0	10%	1	<b>10</b>
Queer	3%	1	0%	0	6%	2	9%	3	38%	13	12%	4	3%	1	9%	3	0%	0	21%	7	<b>34</b>

**What are the reasons you're searching for a new job? (Select all that apply)**

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	20%	2	0%	0	10%	1	10%	1	20%	2	20%	2	0%	0	10%	1	0%	0	10%	1	<b>10</b>
Bisexual	14%	14	3%	3	9%	9	13%	13	24%	24	13%	13	2%	2	13%	13	1%	1	9%	9	<b>101</b>
Gay	5%	3	5%	3	8%	5	6%	4	32%	21	9%	6	5%	3	18%	12	3%	2	9%	6	<b>65</b>
Heterosexual or Straight	14%	141	3%	26	8%	81	11%	110	24%	236	16%	156	2%	22	12%	118	3%	30	8%	81	<b>1001</b>
Lesbian	14%	5	8%	3	5%	2	8%	3	27%	10	16%	6	0%	0	14%	5	3%	1	5%	2	<b>37</b>
Not Listed	9%	2	5%	1	9%	2	9%	2	36%	8	9%	2	0%	0	18%	4	0%	0	5%	1	<b>22</b>
Queer	10%	11	2%	2	10%	11	15%	16	21%	23	15%	16	6%	7	10%	11	5%	5	6%	6	<b>108</b>

**Where do you plan on looking for other employment opportunities? (Select all that apply)**

Question	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
	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	24%	4	18%	3	24%	4	18%	3	18%	3	<b>17</b>
Bisexual	19%	16	22%	19	19%	16	14%	12	27%	23	<b>86</b>
Gay	27%	17	27%	17	22%	14	6%	4	17%	11	<b>63</b>
Heterosexual or Straight	21%	175	23%	197	20%	169	13%	111	23%	190	<b>842</b>
Lesbian	18%	6	21%	7	18%	6	12%	4	30%	10	<b>33</b>
Not Listed	29%	5	18%	3	0%	0	18%	3	35%	6	<b>17</b>
Queer	26%	23	23%	20	18%	16	11%	10	21%	18	<b>87</b>

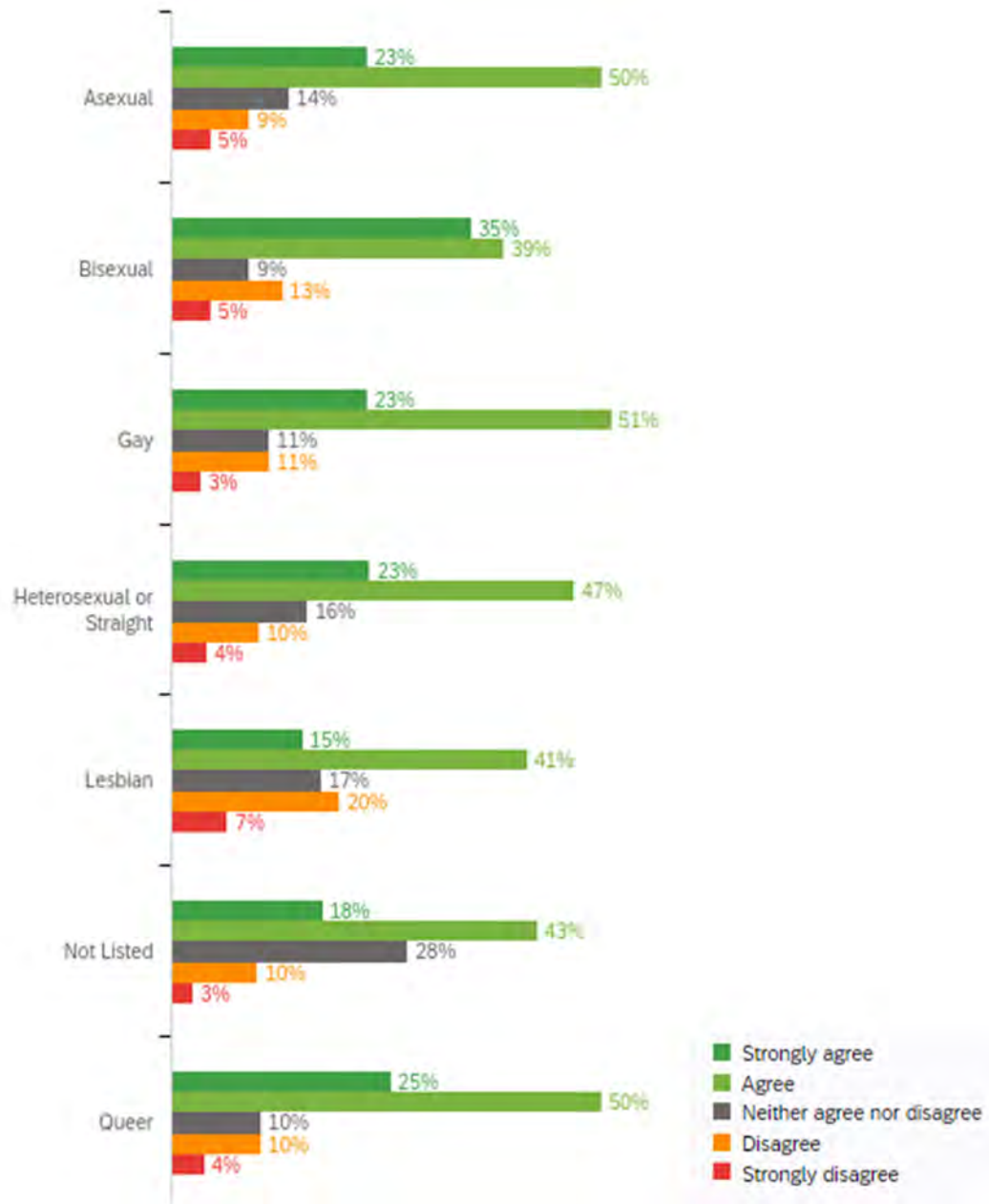
### What is the MAIN reason you're staying in your job?

Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	17%	3	6%	1	11%	2	6%	1	17%	3	11%	2	0%	0	0%	0	11%	2	22%	4	<b>18</b>
Bisexual	13%	12	8%	8	8%	8	16%	15	17%	16	6%	6	7%	7	0%	0	5%	5	19%	18	<b>95</b>
Gay	23%	14	5%	3	11%	7	7%	4	16%	10	8%	5	10%	6	2%	1	5%	3	13%	8	<b>61</b>
Heterosexual or Straight	16%	182	10%	117	8%	95	7%	86	17%	203	9%	100	8%	98	0%	5	5%	56	19%	221	<b>1163</b>
Lesbian	9%	3	9%	3	9%	3	6%	2	31%	10	0%	0	16%	5	0%	0	3%	1	16%	5	<b>32</b>
Not Listed	24%	6	4%	1	8%	2	0%	0	8%	2	8%	2	28%	7	0%	0	4%	1	16%	4	<b>25</b>
Queer	13%	9	13%	9	18%	13	4%	3	13%	9	3%	2	7%	5	0%	0	3%	2	28%	20	<b>72</b>

### What are the reasons you're staying in your job? (Select all that apply)

Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Staff organization(s) I'm involved with		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Asexual	16%	10	18%	11	13%	8	8%	5	19%	12	13%	8	3%	2	2%	1	0%	0	3%	2	5%	3	<b>62</b>
Bisexual	15%	61	13%	56	15%	61	16%	65	14%	57	9%	38	4%	18	0%	0	7%	30	3%	12	4%	17	<b>415</b>
Gay	15%	41	14%	38	17%	45	15%	39	13%	35	10%	26	5%	13	0%	1	4%	12	2%	5	5%	13	<b>268</b>
Heterosexual or Straight	17%	834	14%	709	14%	716	13%	638	15%	758	10%	511	5%	231	0%	19	5%	259	2%	95	4%	188	<b>4958</b>
Lesbian	16%	22	12%	16	15%	21	11%	15	17%	23	12%	16	7%	9	0%	0	4%	5	2%	3	5%	7	<b>137</b>
Not Listed	23%	23	11%	11	14%	14	11%	11	8%	8	12%	12	8%	8	0%	0	9%	9	2%	2	3%	3	<b>101</b>
Queer	16%	50	14%	45	15%	46	12%	39	15%	46	11%	34	5%	15	0%	1	6%	20	2%	7	4%	14	<b>317</b>

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



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Asexual	23%	5	50%	11	14%	3	9%	2	5%	1	3.77	<b>22</b>
Bisexual	35%	46	39%	51	9%	12	13%	17	5%	6	3.86	<b>132</b>
Gay	23%	20	51%	45	11%	10	11%	10	3%	3	3.78	<b>88</b>
Heterosexual or Straight	23%	353	47%	717	16%	242	10%	156	4%	63	3.75	<b>1531</b>
Lesbian	15%	7	41%	19	17%	8	20%	9	7%	3	3.39	<b>46</b>
Not Listed	18%	7	43%	17	28%	11	10%	4	3%	1	3.63	<b>40</b>
Queer	25%	27	50%	53	10%	11	10%	11	4%	4	3.83	<b>106</b>

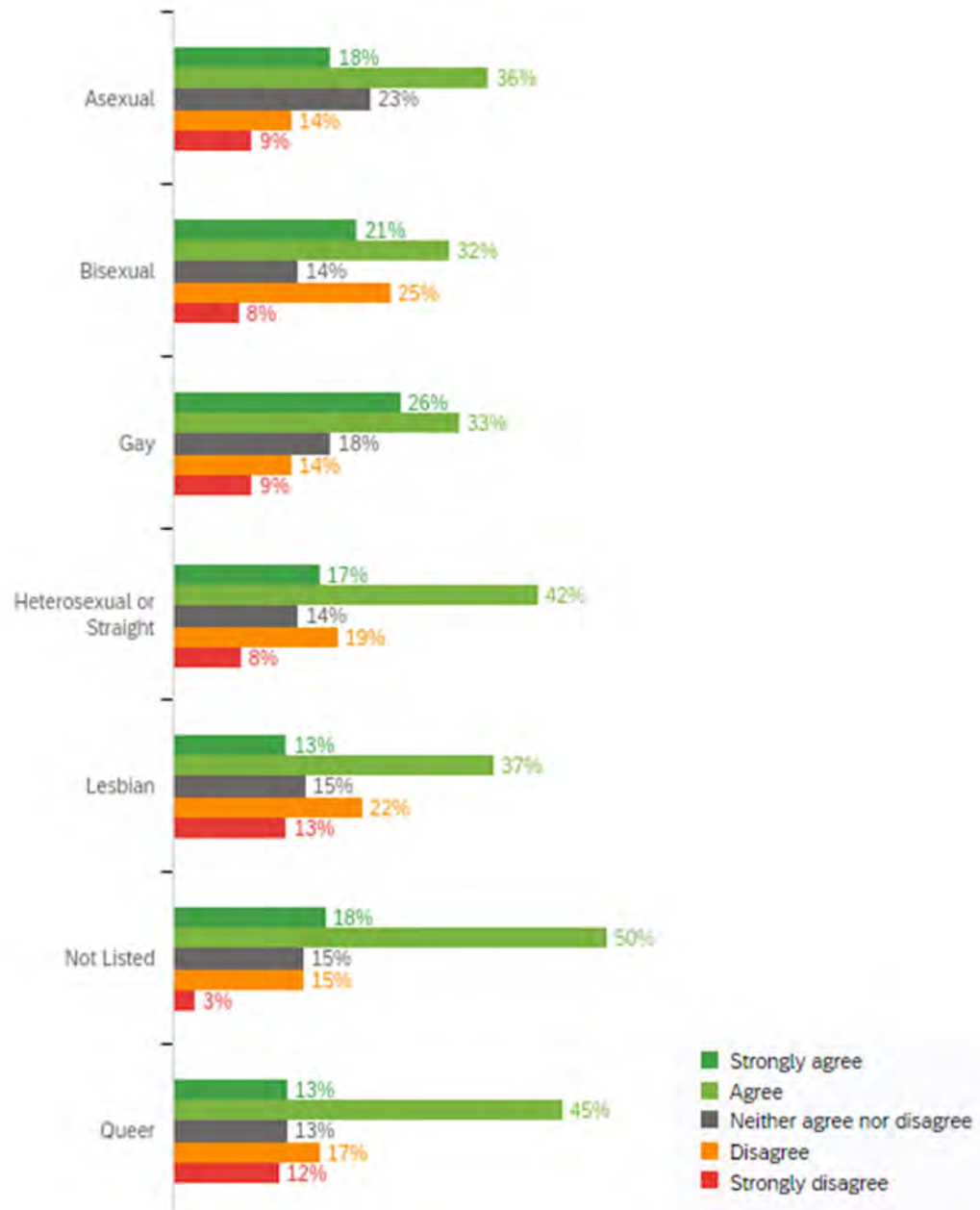


Overall, based on your definition of burnout, how would you rate your level of burnout?



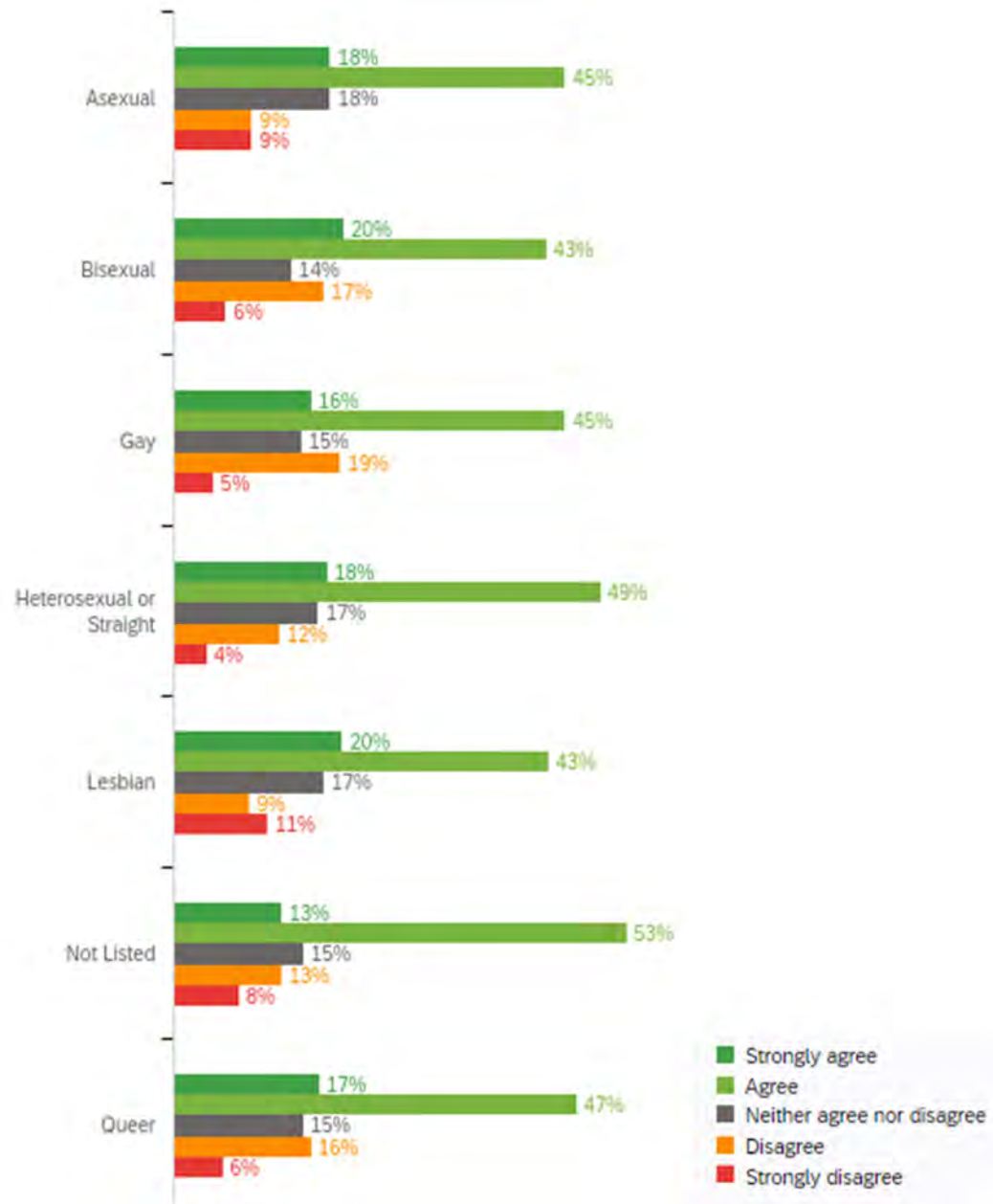
#	Question	I enjoy my work. I have no symptoms of burnout		Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out		I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion		The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot		I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help		Total
		14%	3	45%	10	23%	5	14%	3	5%	1	
1	Asexual	14%	3	45%	10	23%	5	14%	3	5%	1	<b>22</b>
2	Bisexual	11%	15	36%	48	32%	42	13%	17	8%	10	<b>132</b>
3	Gay	20%	17	36%	31	30%	26	7%	6	8%	7	<b>87</b>
4	Heterosexual or Straight	13%	199	42%	651	28%	430	11%	165	6%	90	<b>1535</b>
5	Lesbian	9%	4	37%	17	33%	15	15%	7	7%	3	<b>46</b>
6	Not Listed	24%	9	30%	11	32%	12	11%	4	3%	1	<b>37</b>
8	Queer	8%	9	44%	47	20%	21	17%	18	11%	12	<b>107</b>

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



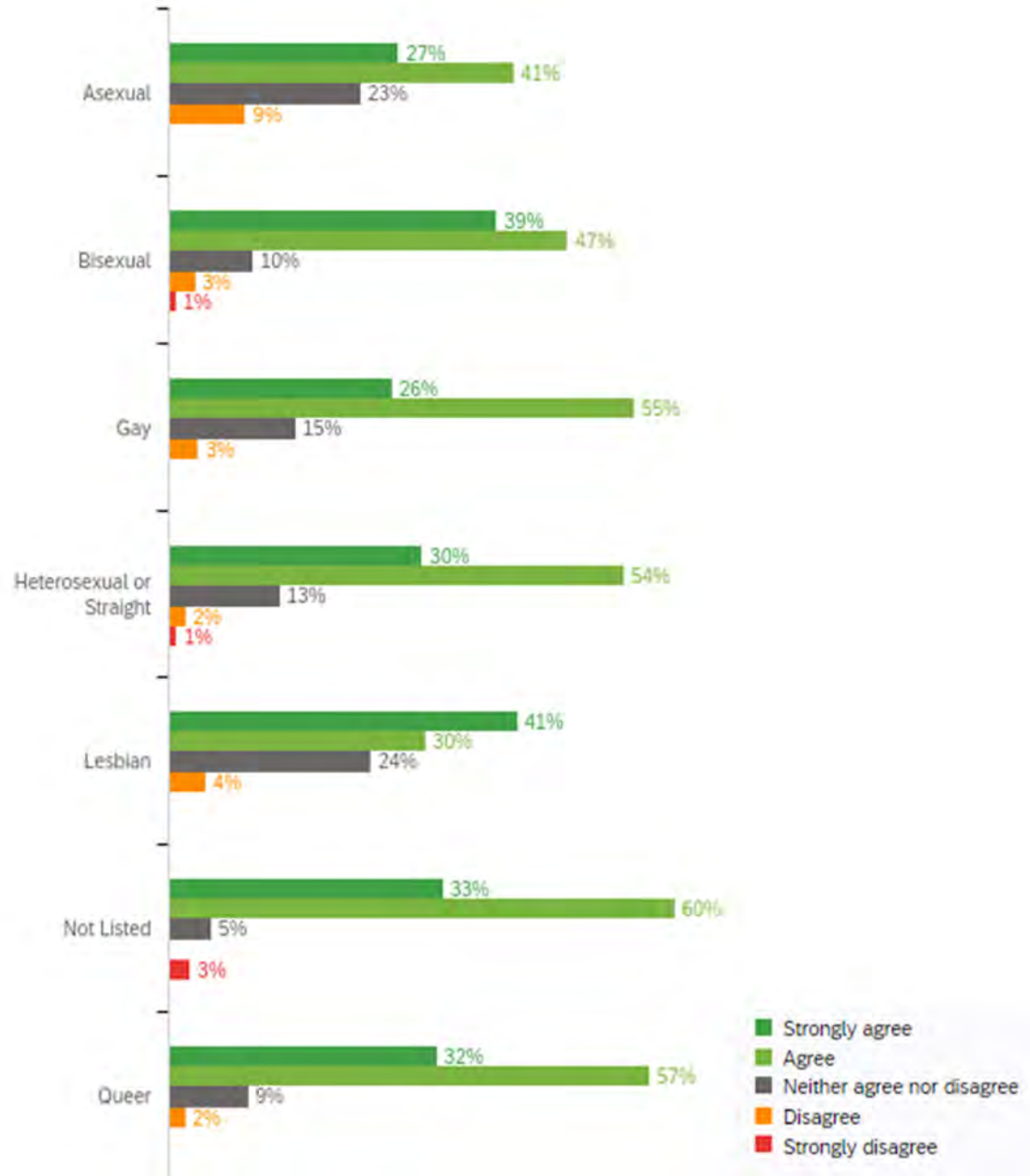
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Asexual	18%	4	36%	8	23%	5	14%	3	9%	2	3.41	<b>22</b>
Bisexual	21%	28	32%	42	14%	19	25%	33	8%	10	3.34	<b>132</b>
Gay	26%	23	33%	29	18%	16	14%	12	9%	8	3.53	<b>88</b>
Heterosexual or Straight	17%	259	42%	646	14%	222	19%	291	8%	120	3.41	<b>1538</b>
Lesbian	13%	6	37%	17	15%	7	22%	10	13%	6	3.15	<b>46</b>
Not Listed	18%	7	50%	20	15%	6	15%	6	3%	1	3.65	<b>40</b>
Queer	13%	14	45%	48	13%	14	17%	18	12%	13	3.30	<b>107</b>

I am satisfied with the level of community I experience with my colleagues.



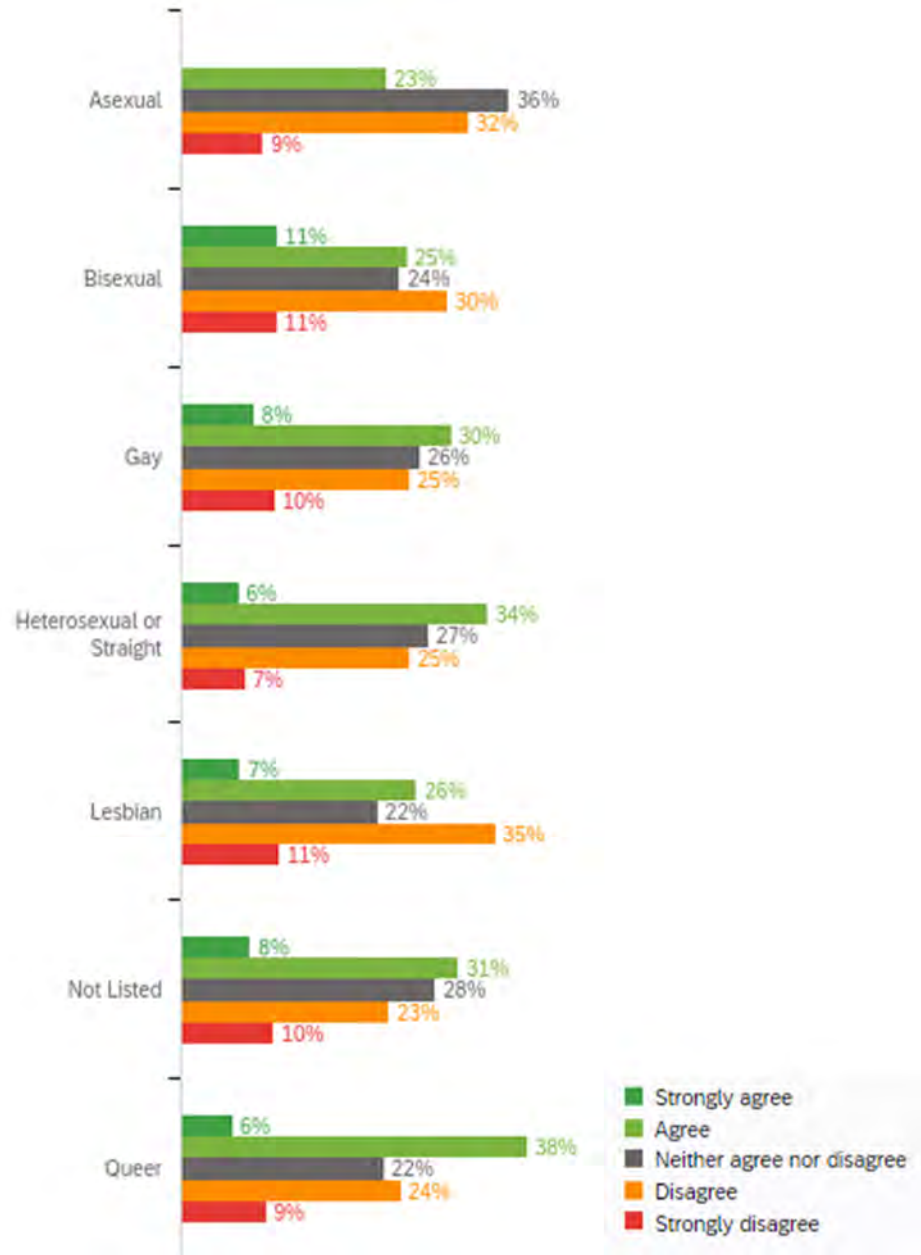
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Asexual	18%	4	45%	10	18%	4	9%	2	9%	2	3.55	<b>22</b>
Bisexual	20%	26	43%	57	14%	18	17%	23	6%	8	3.53	<b>132</b>
Gay	16%	14	45%	40	15%	13	19%	17	5%	4	3.49	<b>88</b>
Heterosexual or Straight	18%	273	49%	761	17%	258	12%	189	4%	58	3.65	<b>1539</b>
Lesbian	20%	9	43%	20	17%	8	9%	4	11%	5	3.52	<b>46</b>
Not Listed	13%	5	53%	21	15%	6	13%	5	8%	3	3.50	<b>40</b>
Queer	17%	18	47%	50	15%	16	16%	17	6%	6	3.53	<b>107</b>

**Building community with my colleagues is important to me.**



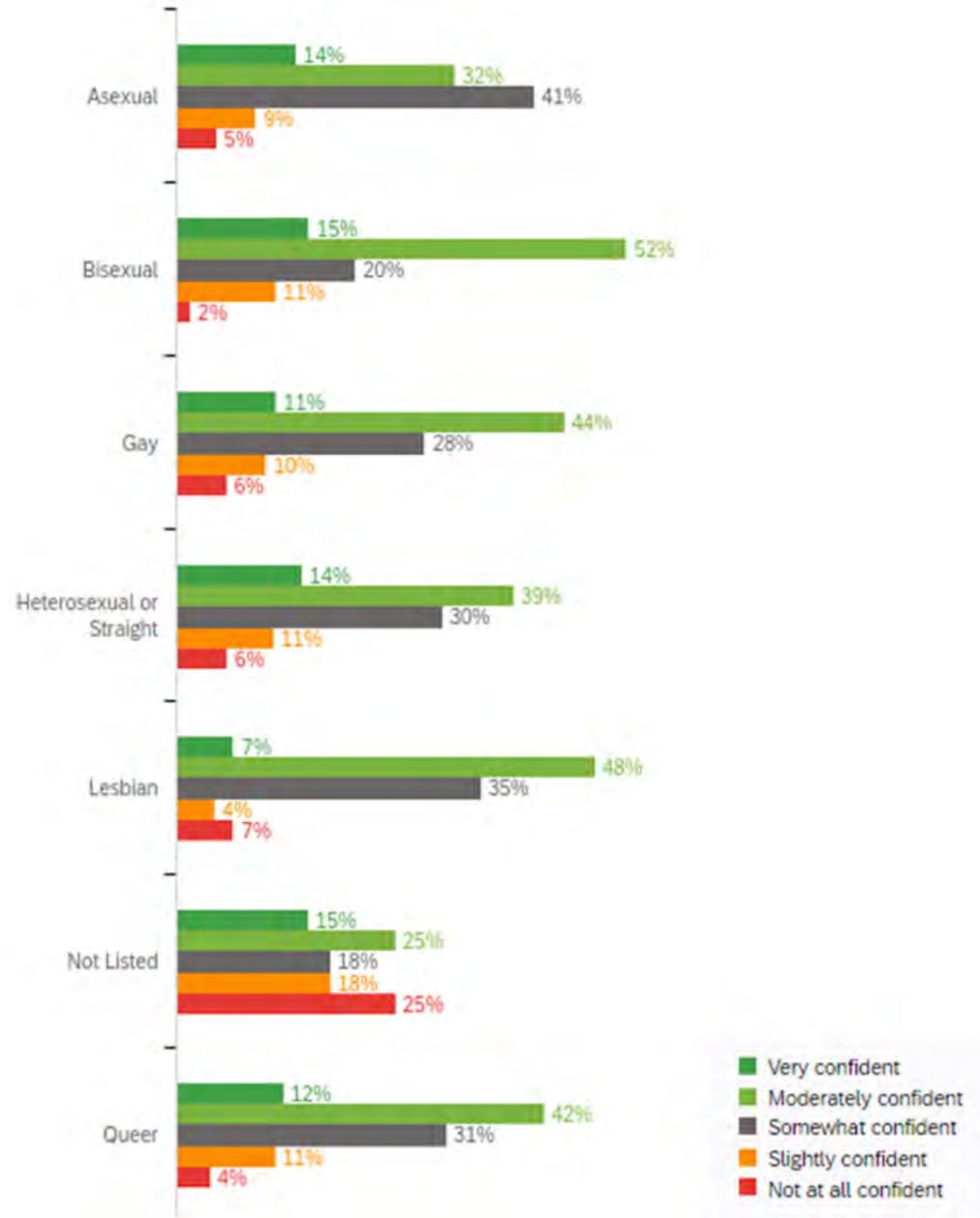
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Asexual	27%	6	41%	9	23%	5	9%	2	0%	0	3.86	<b>22</b>
Bisexual	39%	51	47%	62	10%	13	3%	4	1%	1	4.21	<b>131</b>
Gay	26%	23	55%	48	15%	13	3%	3	0%	0	4.05	<b>87</b>
Heterosexual or Straight	30%	462	54%	829	13%	201	2%	30	1%	14	4.10	<b>1536</b>
Lesbian	41%	19	30%	14	24%	11	4%	2	0%	0	4.09	<b>46</b>
Not Listed	33%	13	60%	24	5%	2	0%	0	3%	1	4.20	<b>40</b>
Queer	32%	34	57%	61	9%	10	2%	2	0%	0	4.19	<b>107</b>

I have enough time during the work day to build community with my colleagues.



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Asexual	0%	0	23%	5	36%	8	32%	7	9%	2	2.73	<b>22</b>
Bisexual	11%	14	25%	33	24%	32	30%	39	11%	14	2.95	<b>132</b>
Gay	8%	7	30%	26	26%	23	25%	22	10%	9	3.00	<b>87</b>
Heterosexual or Straight	6%	97	34%	523	27%	421	25%	390	7%	108	3.07	<b>1539</b>
Lesbian	7%	3	26%	12	22%	10	35%	16	11%	5	2.83	<b>46</b>
Not Listed	8%	3	31%	12	28%	11	23%	9	10%	4	3.03	<b>39</b>
Queer	6%	6	38%	41	22%	24	24%	26	9%	10	3.07	<b>107</b>

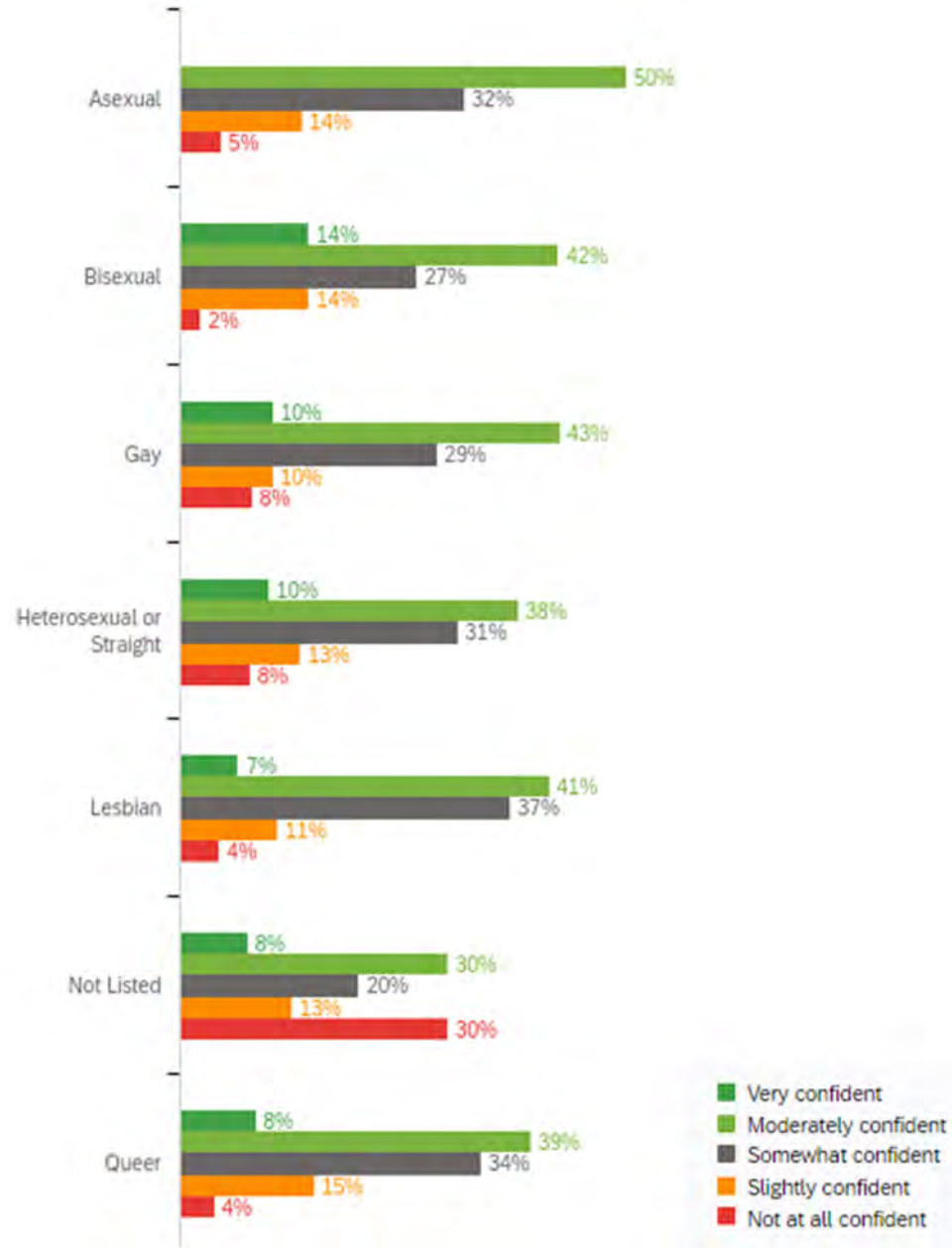
How confident are you that you can realize what causes the coworker to feel a negative emotion?



Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
Asexual	14%	3	32%	7	41%	9	9%	2	5%	1	3.41	<b>22</b>
Bisexual	15%	20	52%	68	20%	27	11%	15	2%	2	3.67	<b>132</b>
Gay	11%	10	44%	39	28%	25	10%	9	6%	5	3.45	<b>88</b>
Heterosexual or Straight	14%	219	39%	588	30%	463	11%	169	6%	88	3.45	<b>1527</b>
Lesbian	7%	3	48%	22	35%	16	4%	2	7%	3	3.43	<b>46</b>
Not Listed	15%	6	25%	10	18%	7	18%	7	25%	10	2.88	<b>40</b>
Queer	12%	13	42%	45	31%	33	11%	12	4%	4	3.48	<b>107</b>

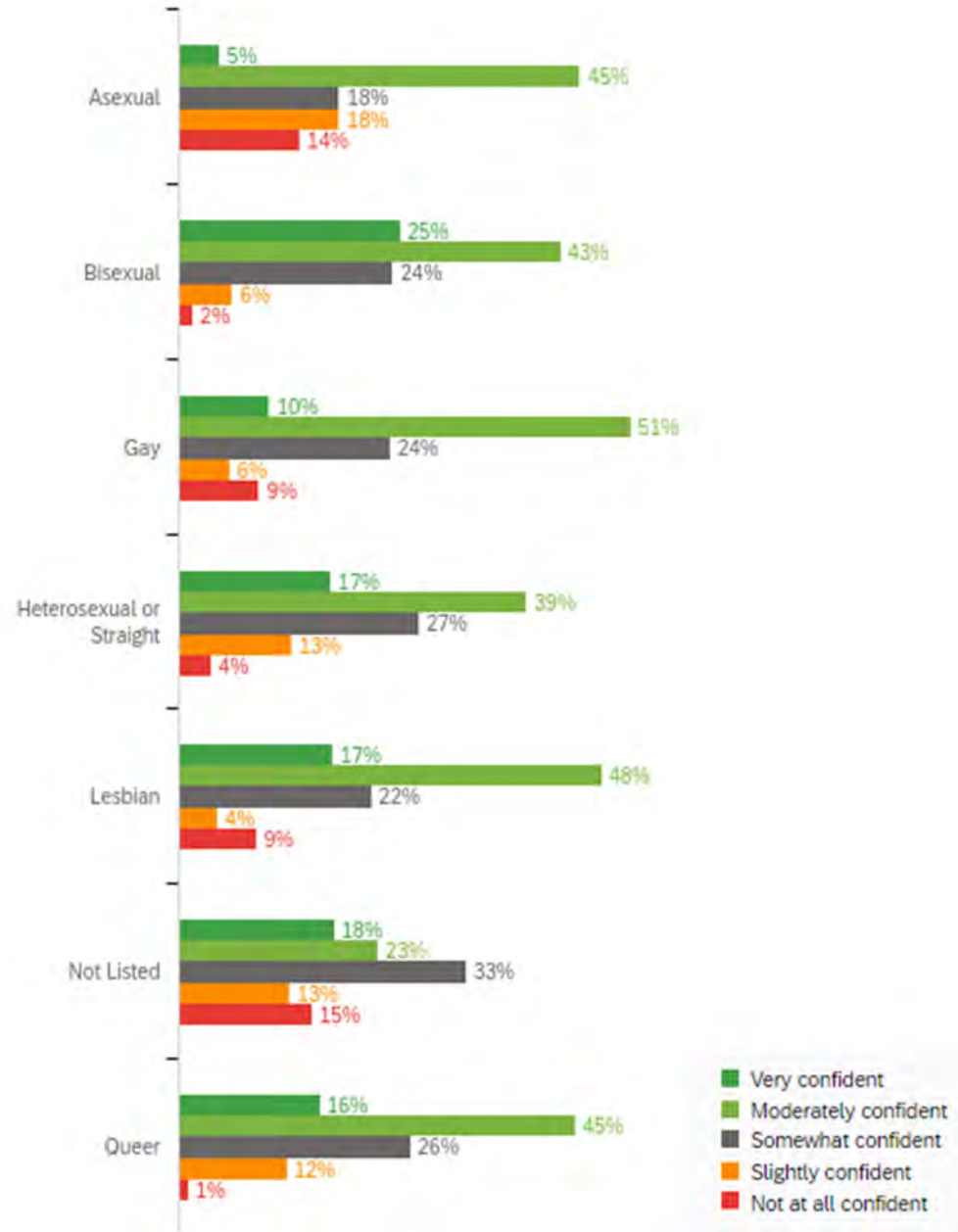


How confident are you that you can understand what causes that coworker's emotions to change?



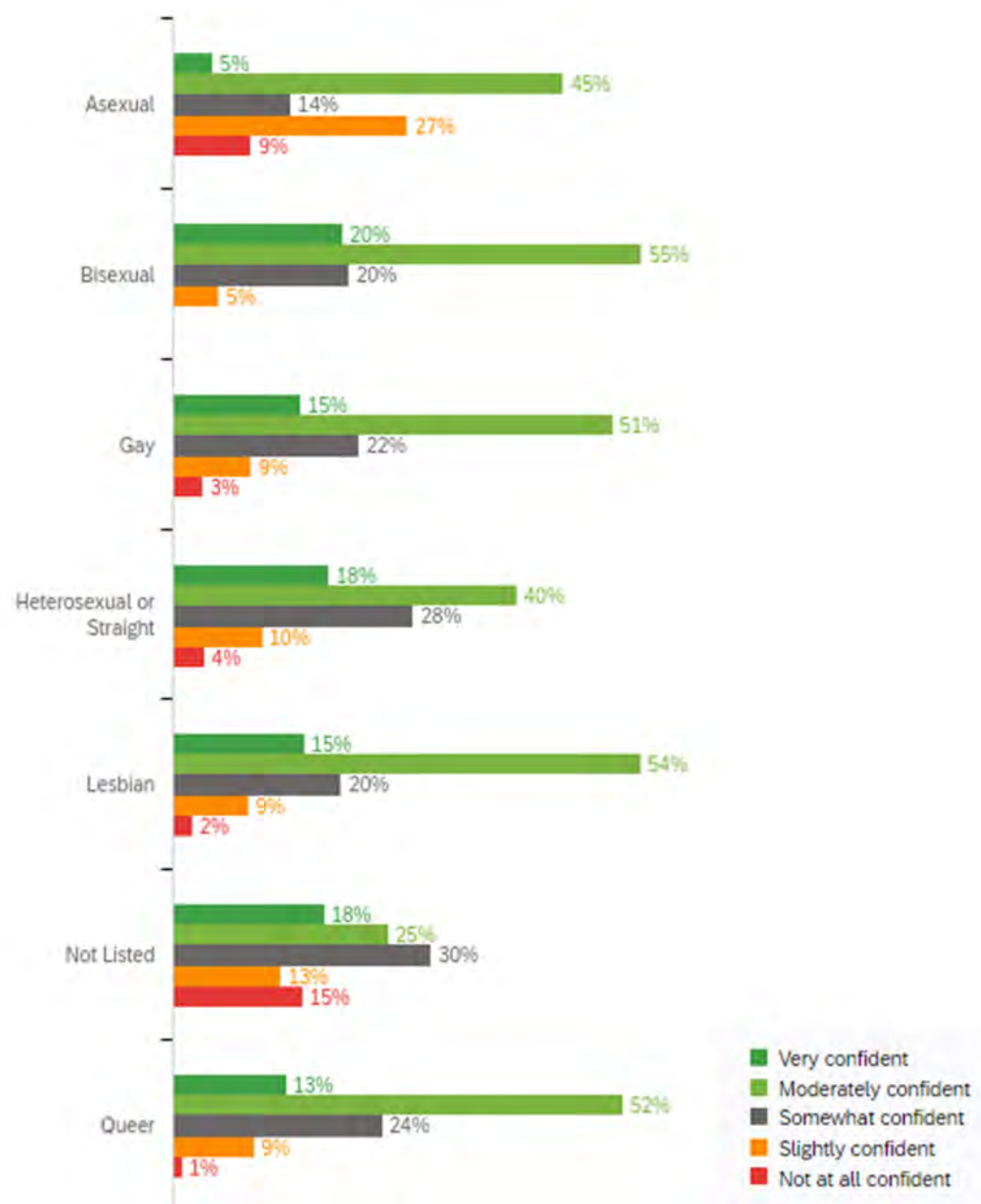
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Asexual	0%	0	50%	11	32%	7	14%	3	5%	1	3.27	<b>22</b>
Bisexual	14%	19	42%	56	27%	35	14%	19	2%	3	3.52	<b>132</b>
Gay	10%	9	43%	37	29%	25	10%	9	8%	7	3.37	<b>87</b>
Heterosexual or Straight	10%	151	38%	577	31%	474	13%	205	8%	119	3.29	<b>1526</b>
Lesbian	7%	3	41%	19	37%	17	11%	5	4%	2	3.35	<b>46</b>
Not Listed	8%	3	30%	12	20%	8	13%	5	30%	12	2.73	<b>40</b>
Queer	8%	9	39%	42	34%	36	15%	16	4%	4	3.34	<b>107</b>

How confident are you that you can notice the emotion that coworker's body language is portraying?



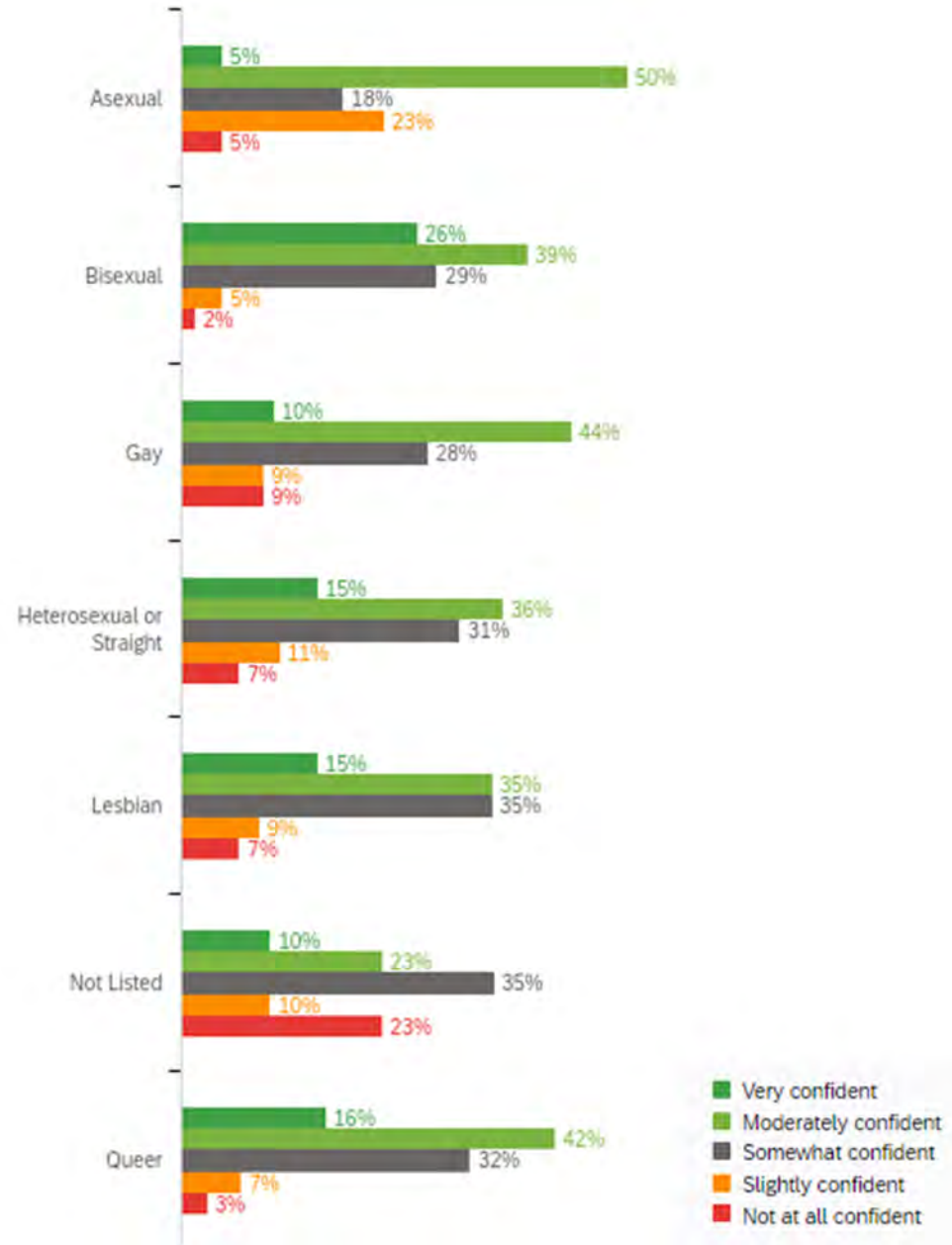
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
Asexual	5%	1	45%	10	18%	4	18%	4	14%	3	3.09	<b>22</b>
Bisexual	25%	33	43%	57	24%	32	6%	8	2%	2	3.84	<b>132</b>
Gay	10%	9	51%	45	24%	21	6%	5	9%	8	3.48	<b>88</b>
Heterosexual or Straight	17%	261	39%	600	27%	413	13%	194	4%	55	3.54	<b>1523</b>
Lesbian	17%	8	48%	22	22%	10	4%	2	9%	4	3.61	<b>46</b>
Not Listed	18%	7	23%	9	33%	13	13%	5	15%	6	3.15	<b>40</b>
Queer	16%	17	45%	48	26%	28	12%	13	1%	1	3.63	<b>107</b>

How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?



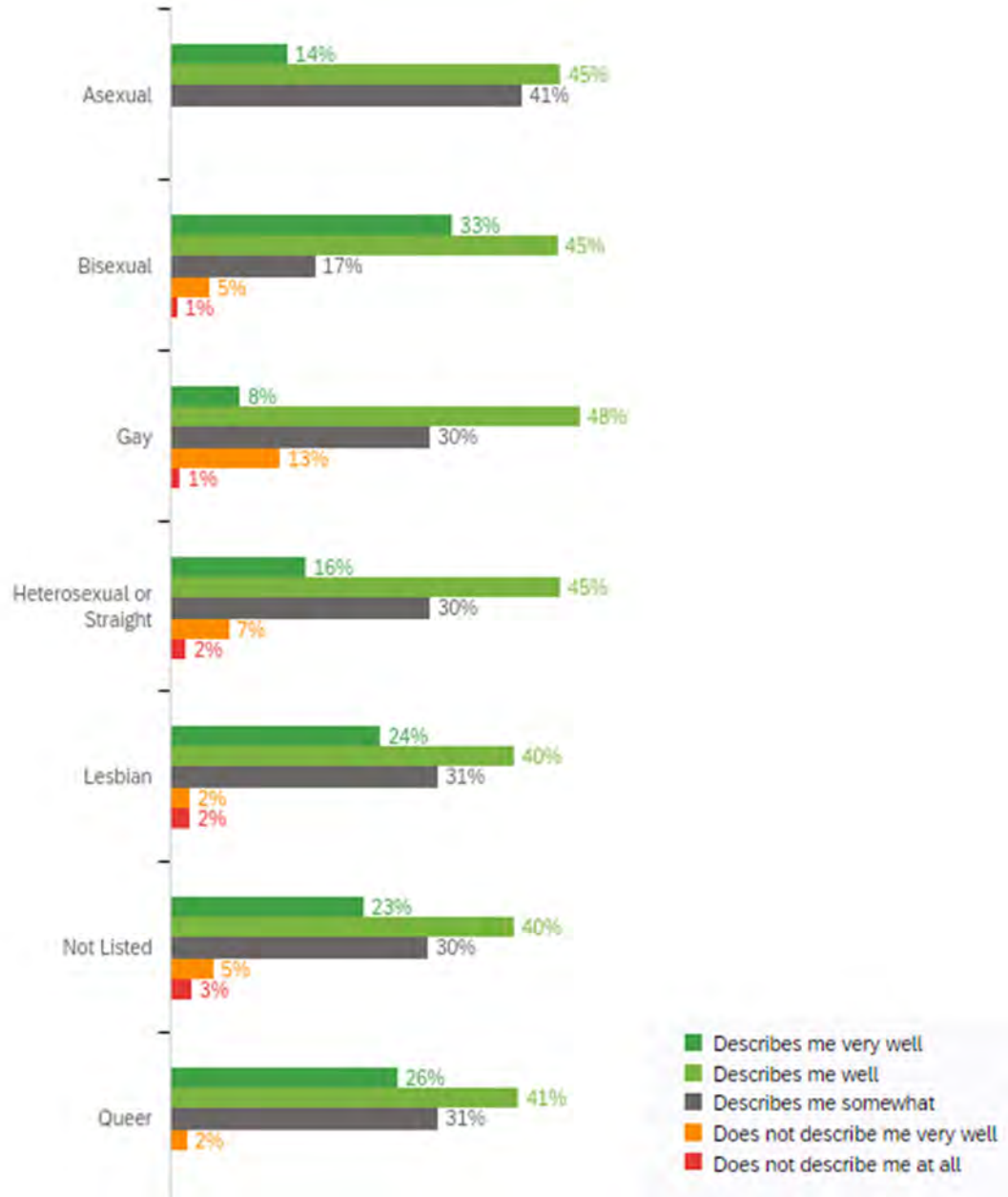
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
Asexual	5%	1	45%	10	14%	3	27%	6	9%	2	3.09	<b>22</b>
Bisexual	20%	26	55%	72	20%	27	5%	7	0%	0	3.89	<b>132</b>
Gay	15%	13	51%	45	22%	19	9%	8	3%	3	3.65	<b>88</b>
Heterosexual or Straight	18%	276	40%	609	28%	426	10%	157	4%	55	3.59	<b>1523</b>
Lesbian	15%	7	54%	25	20%	9	9%	4	2%	1	3.72	<b>46</b>
Not Listed	18%	7	25%	10	30%	12	13%	5	15%	6	3.17	<b>40</b>
Queer	13%	14	52%	56	24%	26	9%	10	1%	1	3.67	<b>107</b>

How confident are you that you can generate in yourself the emotion that coworker is feeling?



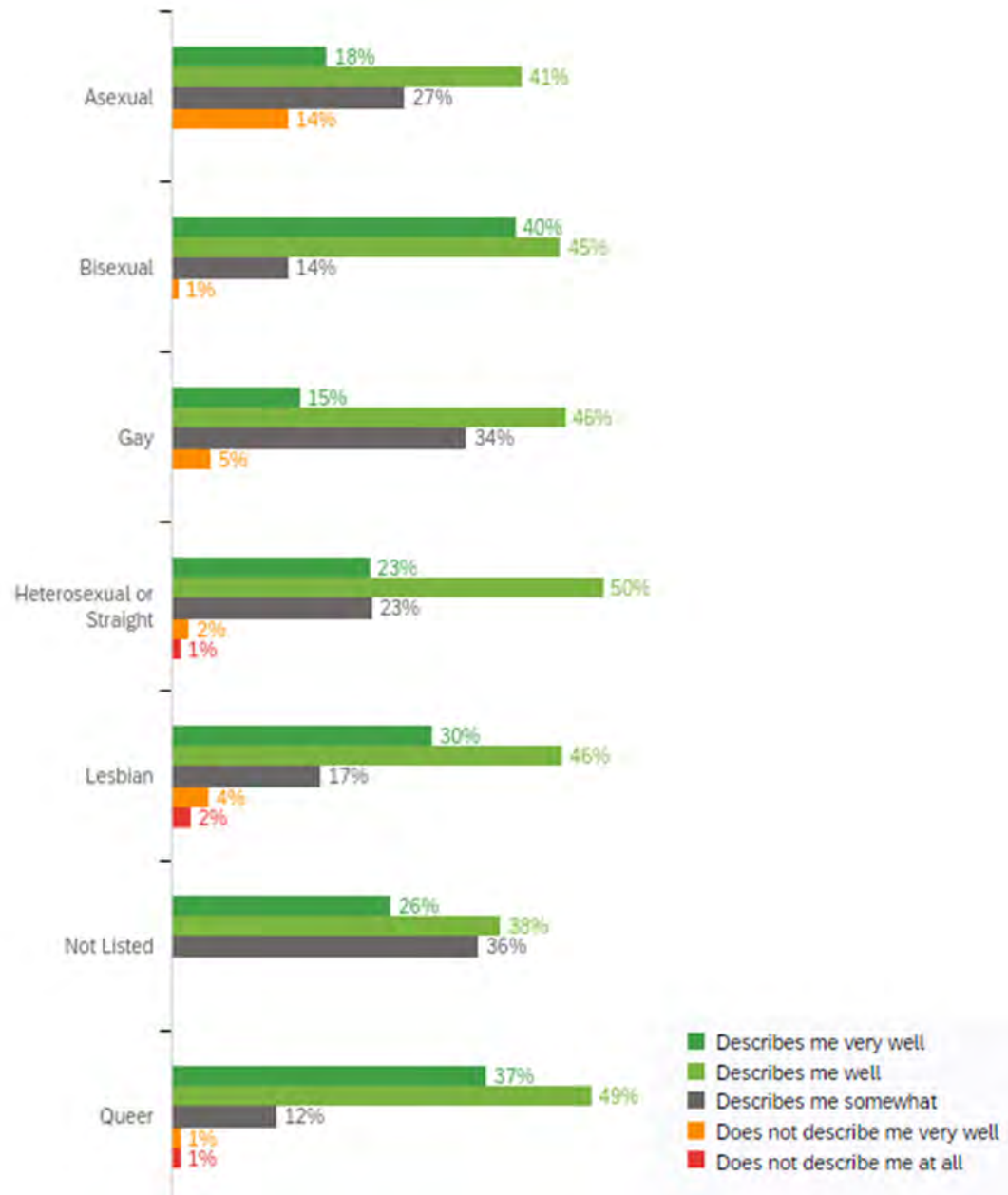
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Total
Asexual	5%	1	50%	11	18%	4	23%	5	5%	1	3.27	<b>22</b>
Bisexual	26%	34	39%	50	29%	37	5%	6	2%	2	3.84	<b>129</b>
Gay	10%	9	44%	38	28%	24	9%	8	9%	8	3.37	<b>87</b>
Heterosexual or Straight	15%	229	36%	542	31%	470	11%	165	7%	98	3.42	<b>1504</b>
Lesbian	15%	7	35%	16	35%	16	9%	4	7%	3	3.43	<b>46</b>
Not Listed	10%	4	23%	9	35%	14	10%	4	23%	9	2.88	<b>40</b>
Queer	16%	17	42%	44	32%	34	7%	7	3%	3	3.62	<b>105</b>

I often have tender, concerned feelings for coworkers less fortunate than I am.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Asexual	14%	3	45%	10	41%	9	0%	0	0%	0	3.73	<b>22</b>
Bisexual	33%	43	45%	59	17%	22	5%	6	1%	1	4.05	<b>131</b>
Gay	8%	7	48%	41	30%	26	13%	11	1%	1	3.49	<b>86</b>
Heterosexual or Straight	16%	239	45%	689	30%	459	7%	103	2%	28	3.66	<b>1518</b>
Lesbian	24%	11	40%	18	31%	14	2%	1	2%	1	3.82	<b>45</b>
Not Listed	23%	9	40%	16	30%	12	5%	2	3%	1	3.75	<b>40</b>
Queer	26%	28	41%	43	31%	33	2%	2	0%	0	3.92	<b>106</b>

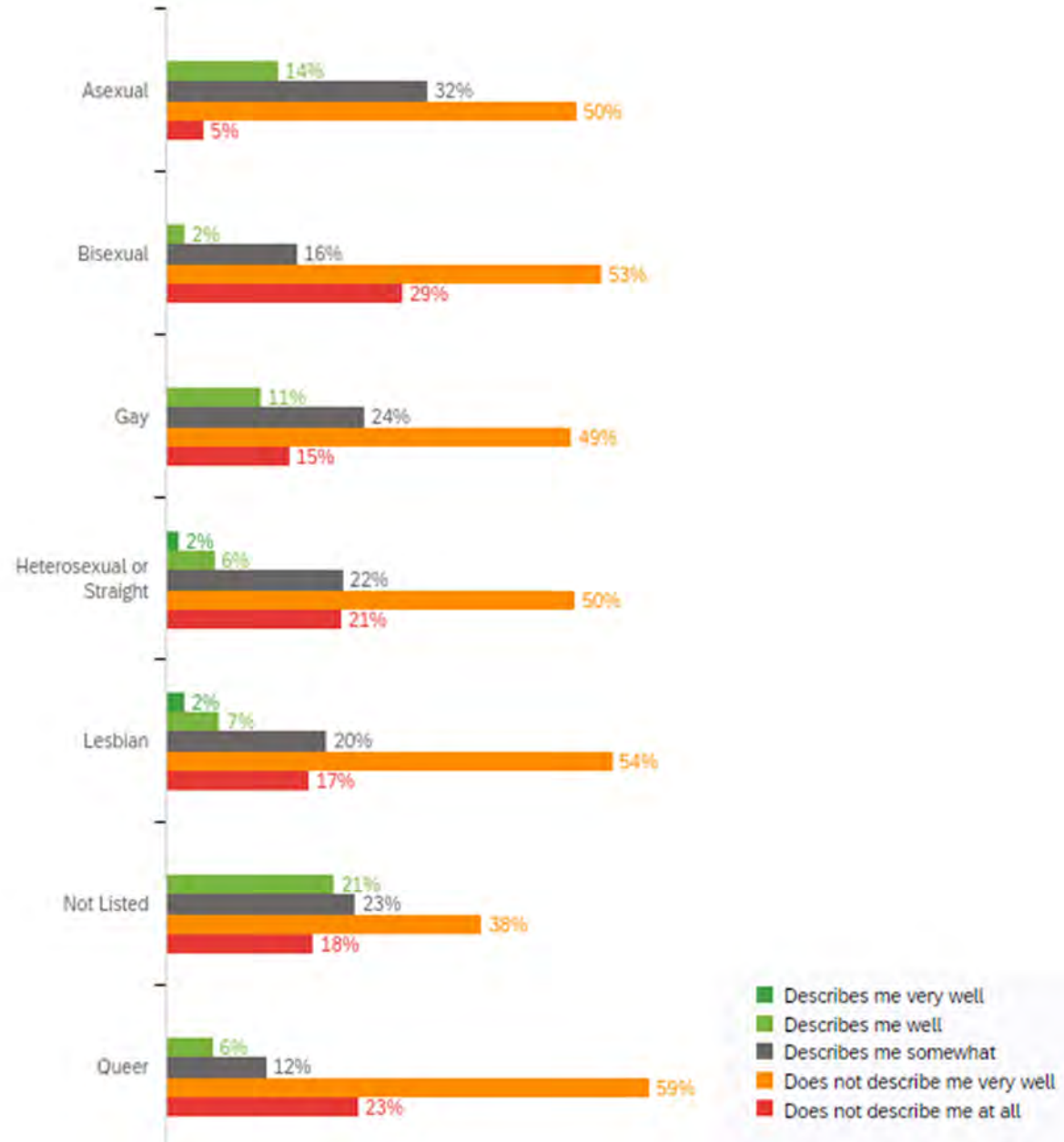
I sometimes try to understand my coworkers better by imagining how things look from their perspective.



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Asexual	18%	4	41%	9	27%	6	14%	3	0%	0	3.64	<b>22</b>
Bisexual	40%	53	45%	60	14%	18	1%	1	0%	0	4.25	<b>132</b>
Gay	15%	13	46%	40	34%	30	5%	4	0%	0	3.71	<b>87</b>
Heterosexual or Straight	23%	352	50%	767	23%	356	2%	31	1%	15	3.93	<b>1521</b>
Lesbian	30%	14	46%	21	17%	8	4%	2	2%	1	3.98	<b>46</b>
Not Listed	26%	10	38%	15	36%	14	0%	0	0%	0	3.90	<b>39</b>
Queer	37%	39	49%	52	12%	13	1%	1	1%	1	4.20	<b>106</b>

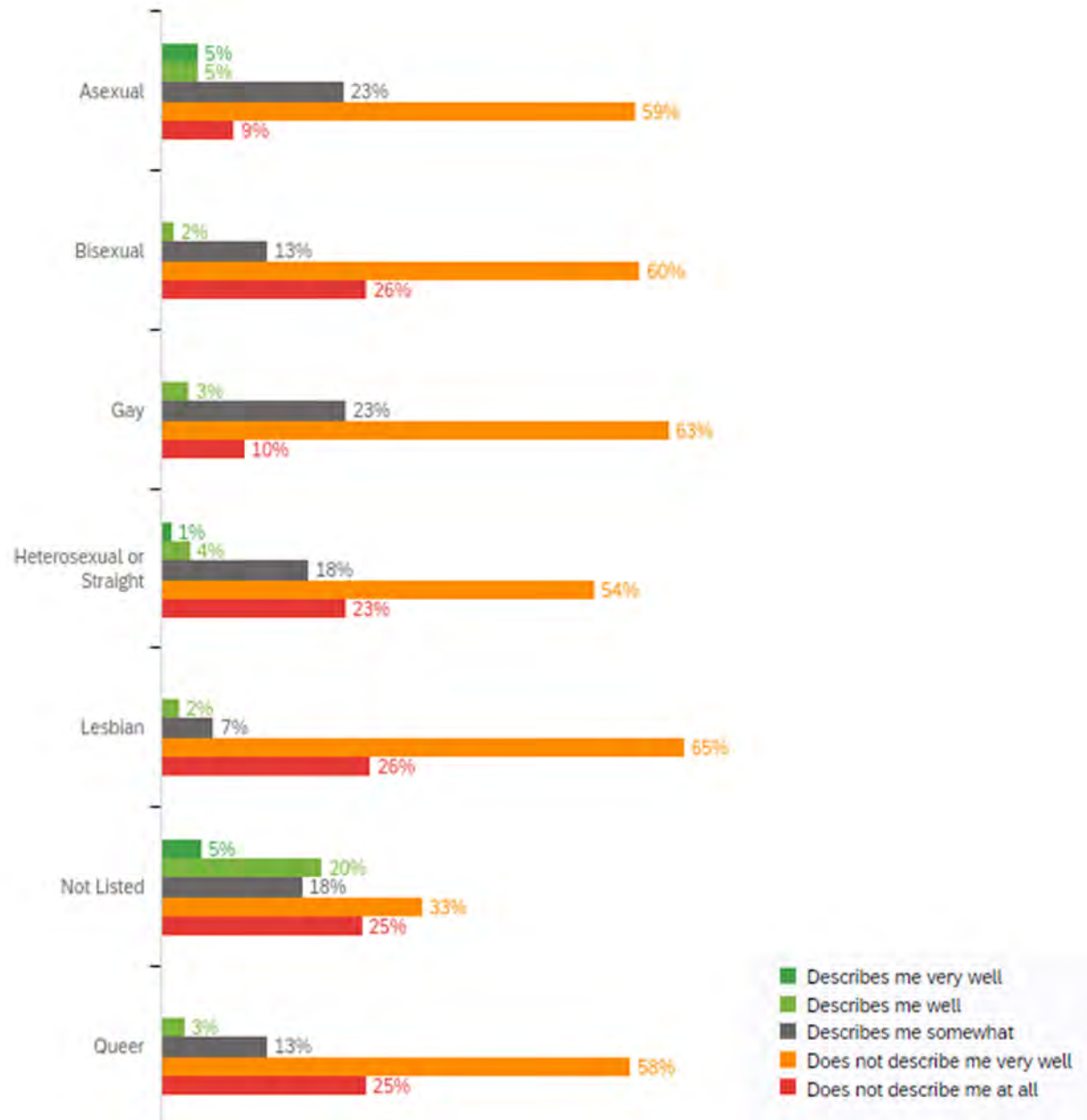


**Coworkers' misfortunes do not usually disturb me a great deal.**



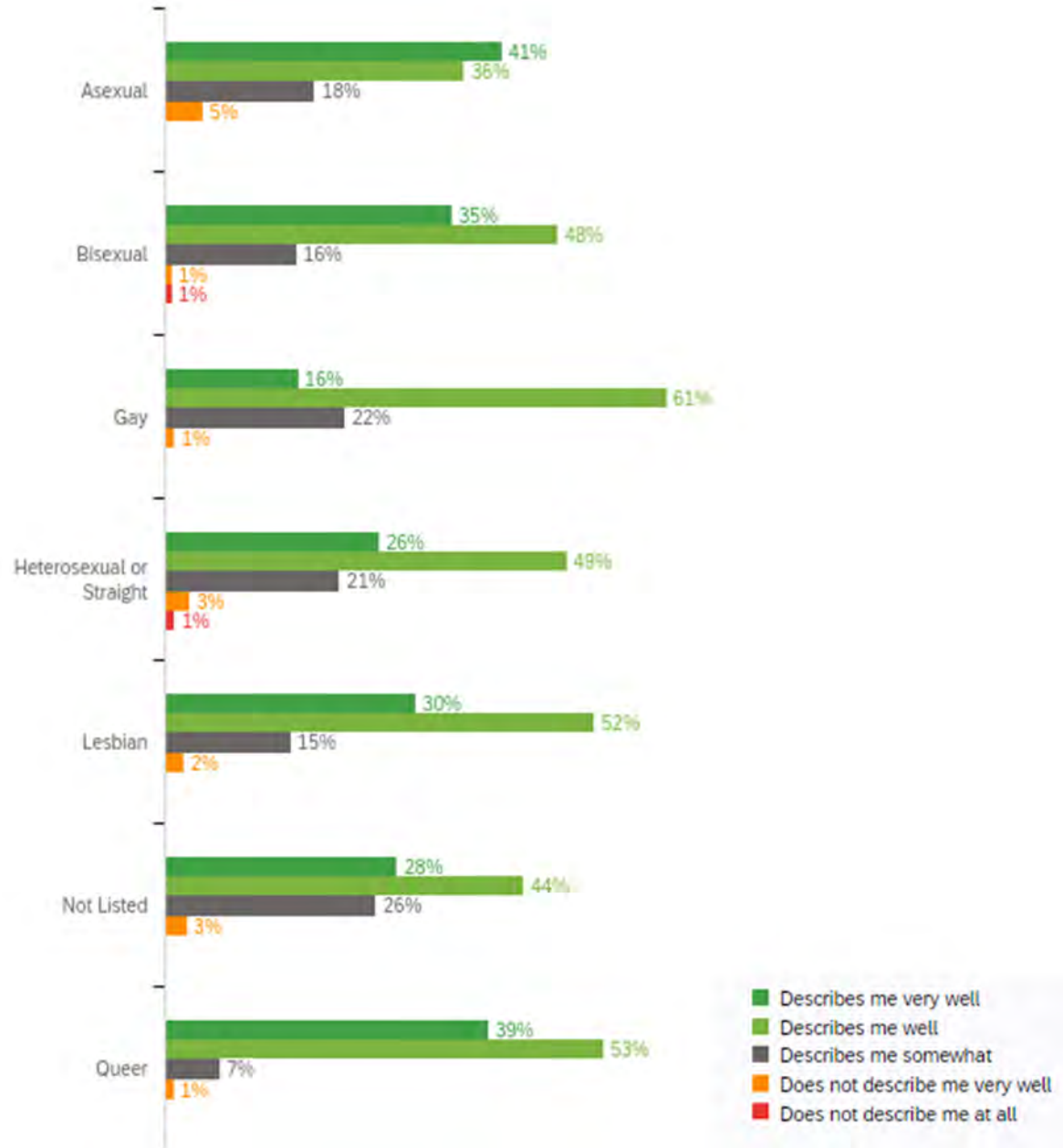
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	0%	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage			
Asexual	0%	0	14%	3	32%	7	50%	11	5%	1	2.55	<b>22</b>
Bisexual	0%	0	2%	3	16%	21	53%	70	29%	38	1.92	<b>132</b>
Gay	0%	0	11%	10	24%	21	49%	43	15%	13	2.32	<b>87</b>
Heterosexual or Straight	2%	23	6%	89	22%	327	50%	757	21%	324	2.16	<b>1520</b>
Lesbian	2%	1	7%	3	20%	9	54%	25	17%	8	2.22	<b>46</b>
Not Listed	0%	0	21%	8	23%	9	38%	15	18%	7	2.46	<b>39</b>
Queer	0%	0	6%	6	12%	13	59%	63	23%	25	2.00	<b>107</b>

If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.



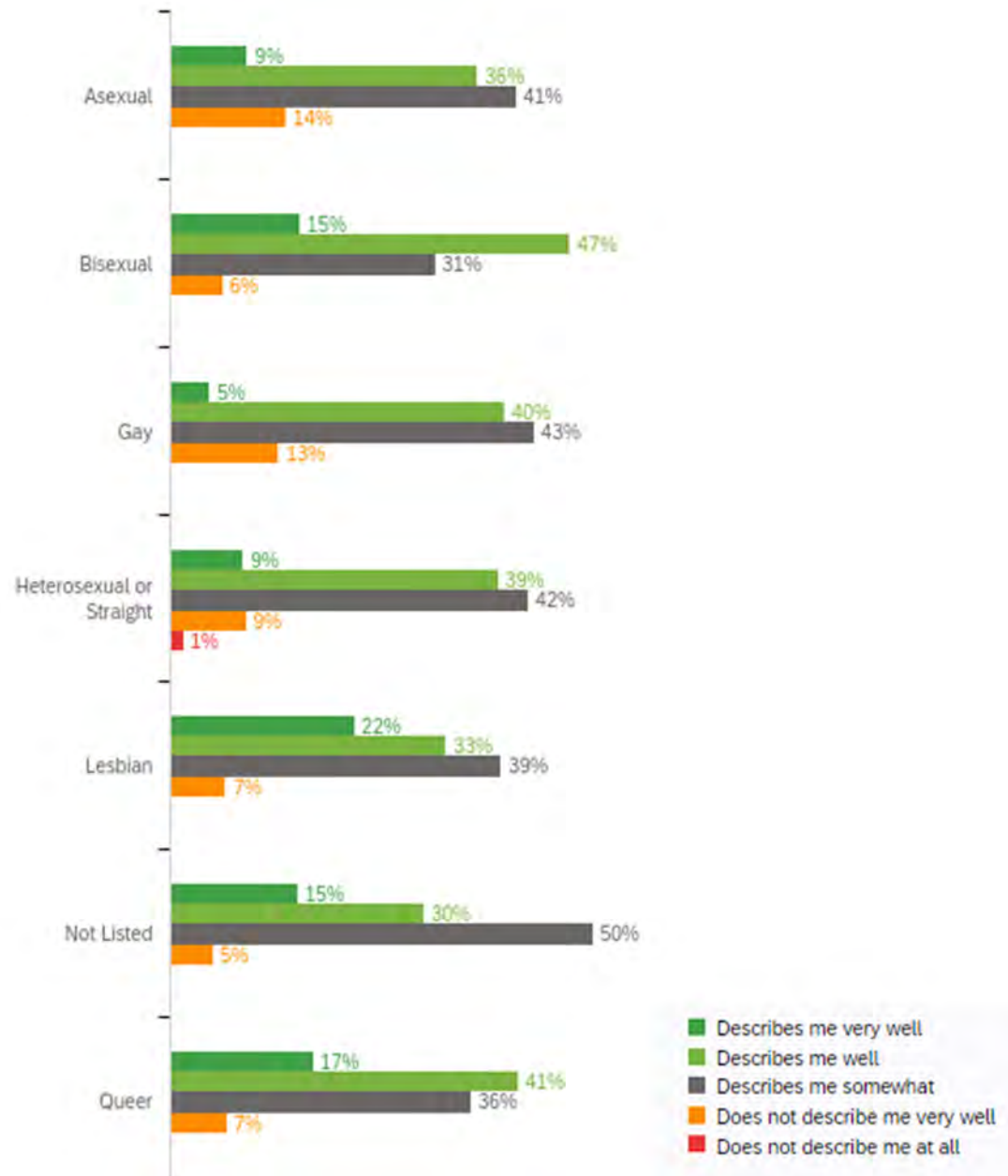
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
	%	Count	%	Count	%	Count	%	Count	%	Count		
Asexual	5%	1	5%	1	23%	5	59%	13	9%	2	2.36	<b>22</b>
Bisexual	0%	0	2%	2	13%	17	60%	77	26%	33	1.91	<b>129</b>
Gay	0%	0	3%	3	23%	20	63%	55	10%	9	2.20	<b>87</b>
Heterosexual or Straight	1%	18	4%	54	18%	279	54%	821	23%	349	2.06	<b>1521</b>
Lesbian	0%	0	2%	1	7%	3	65%	30	26%	12	1.85	<b>46</b>
Not Listed	5%	2	20%	8	18%	7	33%	13	25%	10	2.48	<b>40</b>
Queer	0%	0	3%	3	13%	14	58%	62	25%	27	1.93	<b>106</b>

When I see a coworker being taken advantage of, I feel kind of protective towards them.



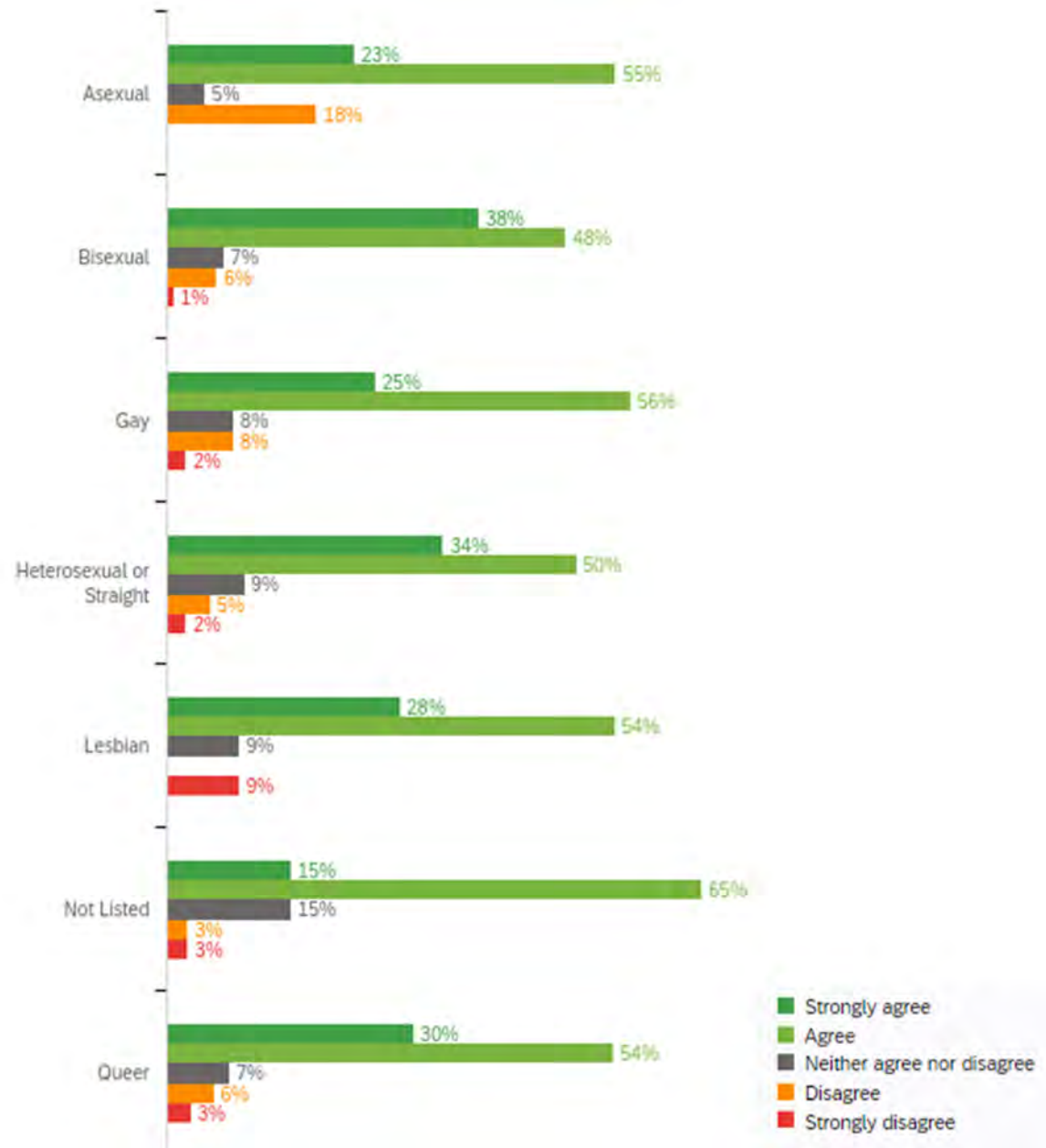
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Asexual	41%	9	36%	8	18%	4	5%	1	0%	0	4.14	<b>22</b>
Bisexual	35%	46	48%	63	16%	21	1%	1	1%	1	4.15	<b>132</b>
Gay	16%	14	61%	53	22%	19	1%	1	0%	0	3.92	<b>87</b>
Heterosexual or Straight	26%	395	49%	742	21%	323	3%	45	1%	17	3.95	<b>1522</b>
Lesbian	30%	14	52%	24	15%	7	2%	1	0%	0	4.11	<b>46</b>
Not Listed	28%	11	44%	17	26%	10	3%	1	0%	0	3.97	<b>39</b>
Queer	39%	42	53%	57	7%	7	1%	1	0%	0	4.31	<b>107</b>

When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".



Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Total
Asexual	9%	2	36%	8	41%	9	14%	3	0%	0	3.41	22
Bisexual	15%	20	47%	62	31%	41	6%	8	0%	0	3.72	131
Gay	5%	4	40%	34	43%	37	13%	11	0%	0	3.36	86
Heterosexual or Straight	9%	131	39%	590	42%	645	9%	135	1%	22	3.44	1523
Lesbian	22%	10	33%	15	39%	18	7%	3	0%	0	3.70	46
Not Listed	15%	6	30%	12	50%	20	5%	2	0%	0	3.55	40
Queer	17%	18	41%	44	36%	38	7%	7	0%	0	3.68	107

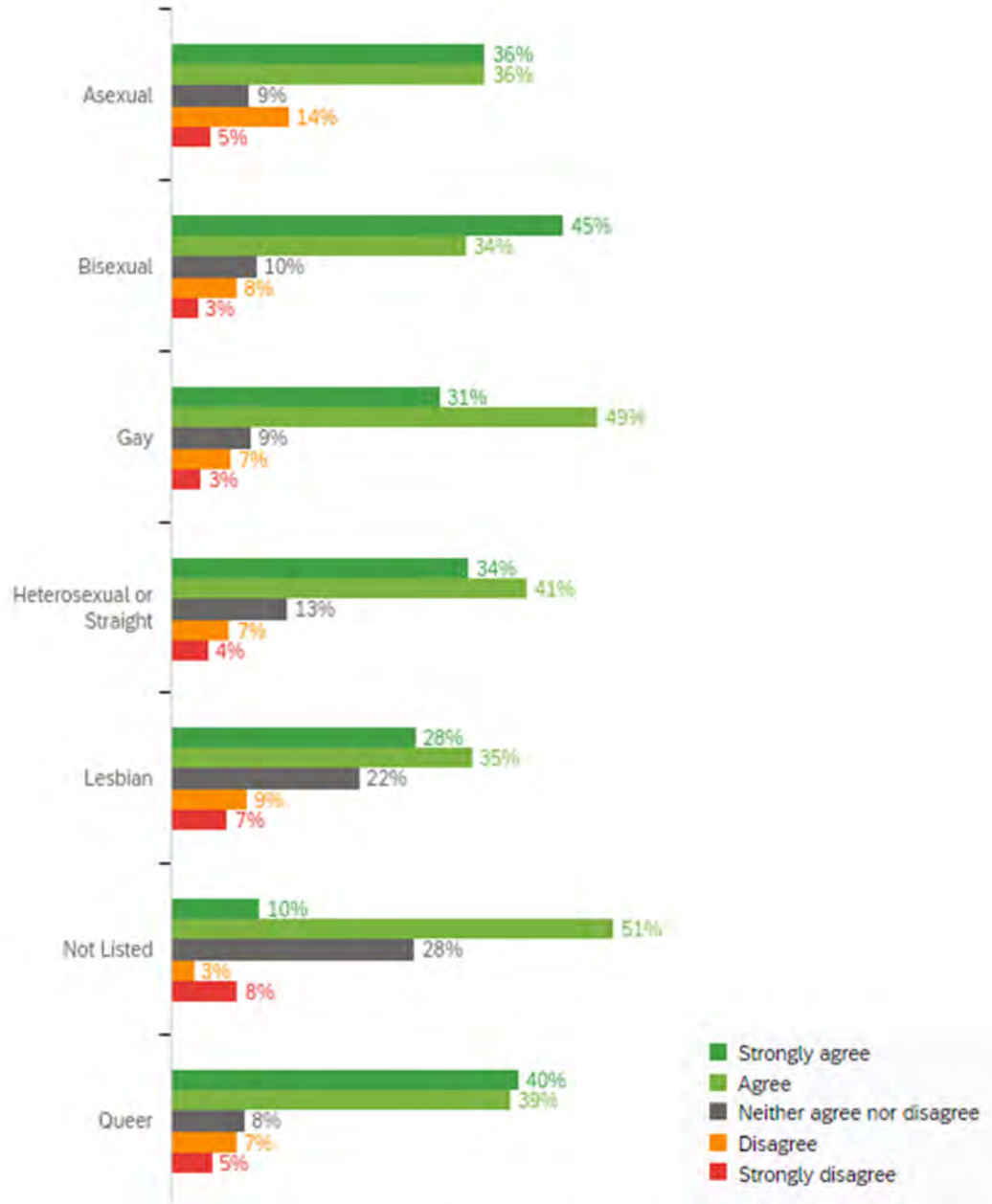
I know what my supervisor expects of me to perform my responsibilities effectively. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	23%	5	55%	12	5%	1	18%	4	0%	0	3.82	-0.51	<b>22</b>
Bisexual	38%	50	48%	64	7%	9	6%	8	1%	1	4.17	-0.03	<b>132</b>
Gay	25%	22	56%	49	8%	7	8%	7	2%	2	3.94	-0.33	<b>87</b>
Heterosexual or Straight	34%	514	50%	762	9%	143	5%	79	2%	35	4.07	-0.26	<b>1533</b>
Lesbian	28%	13	54%	25	9%	4	0%	0	9%	4	3.93	-0.53	<b>46</b>
Not Listed	15%	6	65%	26	15%	6	3%	1	3%	1	3.88	-0.4	<b>40</b>
Queer	30%	32	54%	58	7%	8	6%	6	3%	3	4.03	-0.3	<b>107</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

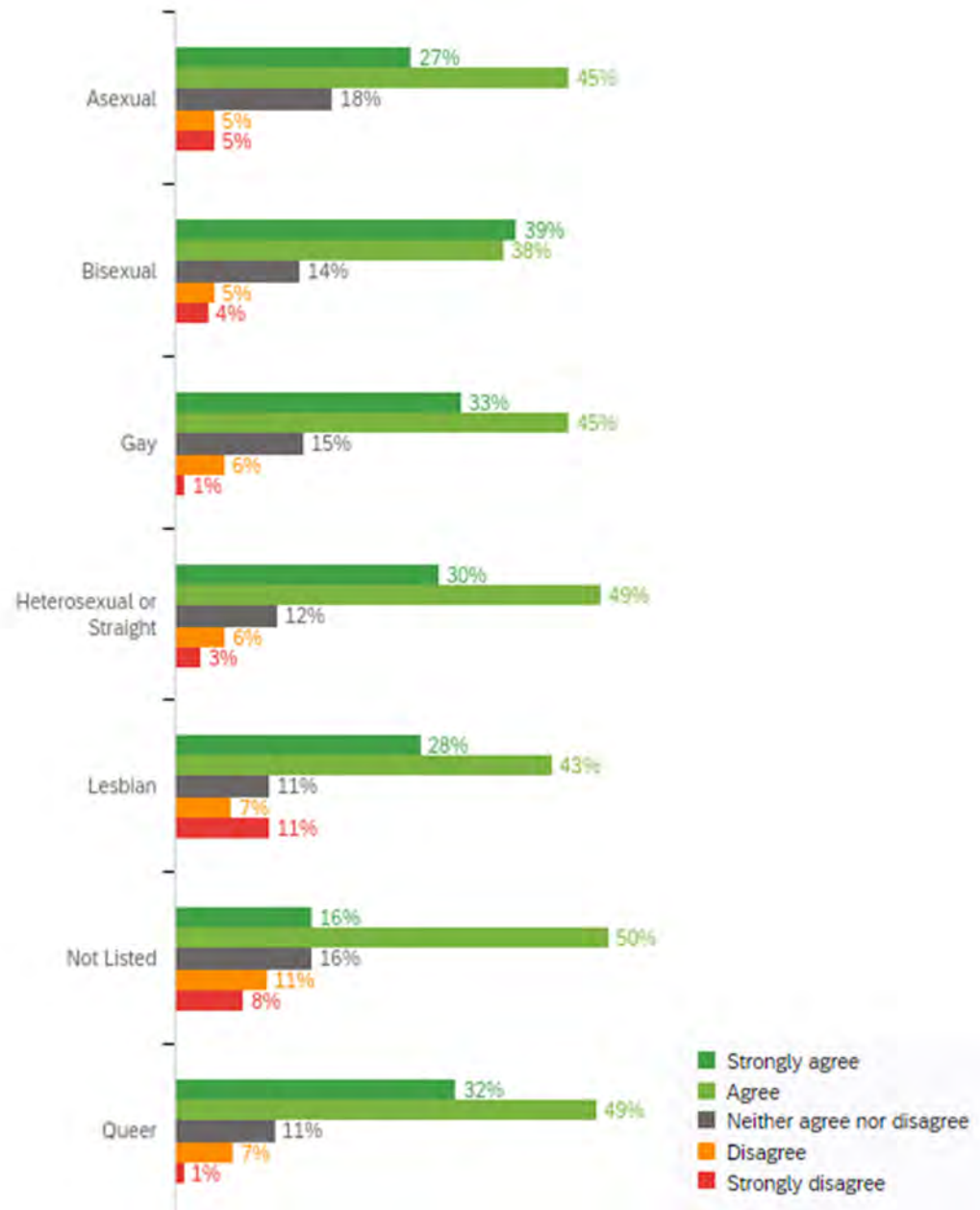
Within my team, I feel my personal contributions are recognized by my supervisor



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Total
Asexual	36%	8	36%	8	9%	2	14%	3	5%	1	3.86	22
Bisexual	45%	60	34%	45	10%	13	8%	10	3%	4	4.11	132
Gay	31%	27	49%	43	9%	8	7%	6	3%	3	3.98	87
Heterosexual or Straight	34%	528	41%	632	13%	206	7%	103	4%	65	3.95	1534
Lesbian	28%	13	35%	16	22%	10	9%	4	7%	3	3.70	46
Not Listed	10%	4	51%	20	28%	11	3%	1	8%	3	3.54	39
Queer	40%	43	39%	42	8%	9	7%	8	5%	5	4.03	107



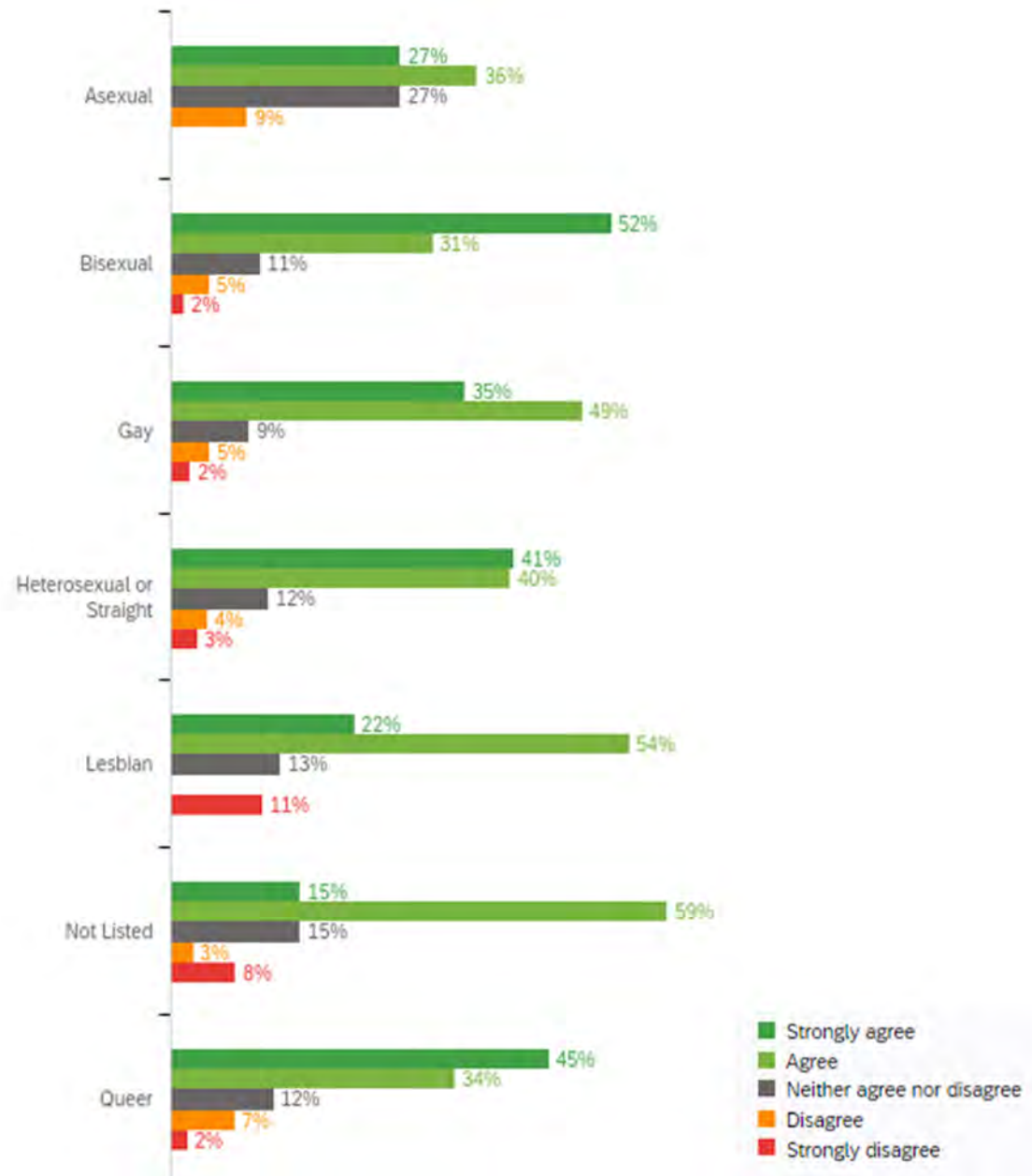
Within my team, my opinions seem to count. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	27%	6	45%	10	18%	4	5%	1	5%	1	3.86	-0.67	22
Bisexual	39%	52	38%	50	14%	19	5%	6	4%	5	4.05	0	132
Gay	33%	29	45%	40	15%	13	6%	5	1%	1	4.03	-0.12	88
Heterosexual or Straight	30%	466	49%	753	12%	180	6%	89	3%	45	3.98	-0.16	1533
Lesbian	28%	13	43%	20	11%	5	7%	3	11%	5	3.72	-0.46	46
Not Listed	16%	6	50%	19	16%	6	11%	4	8%	3	3.55	-0.51	38
Queer	32%	34	49%	51	11%	12	7%	7	1%	1	4.05	-0.16	105

\*Difference in average score from Feb. 2022 State of the Workplace survey.

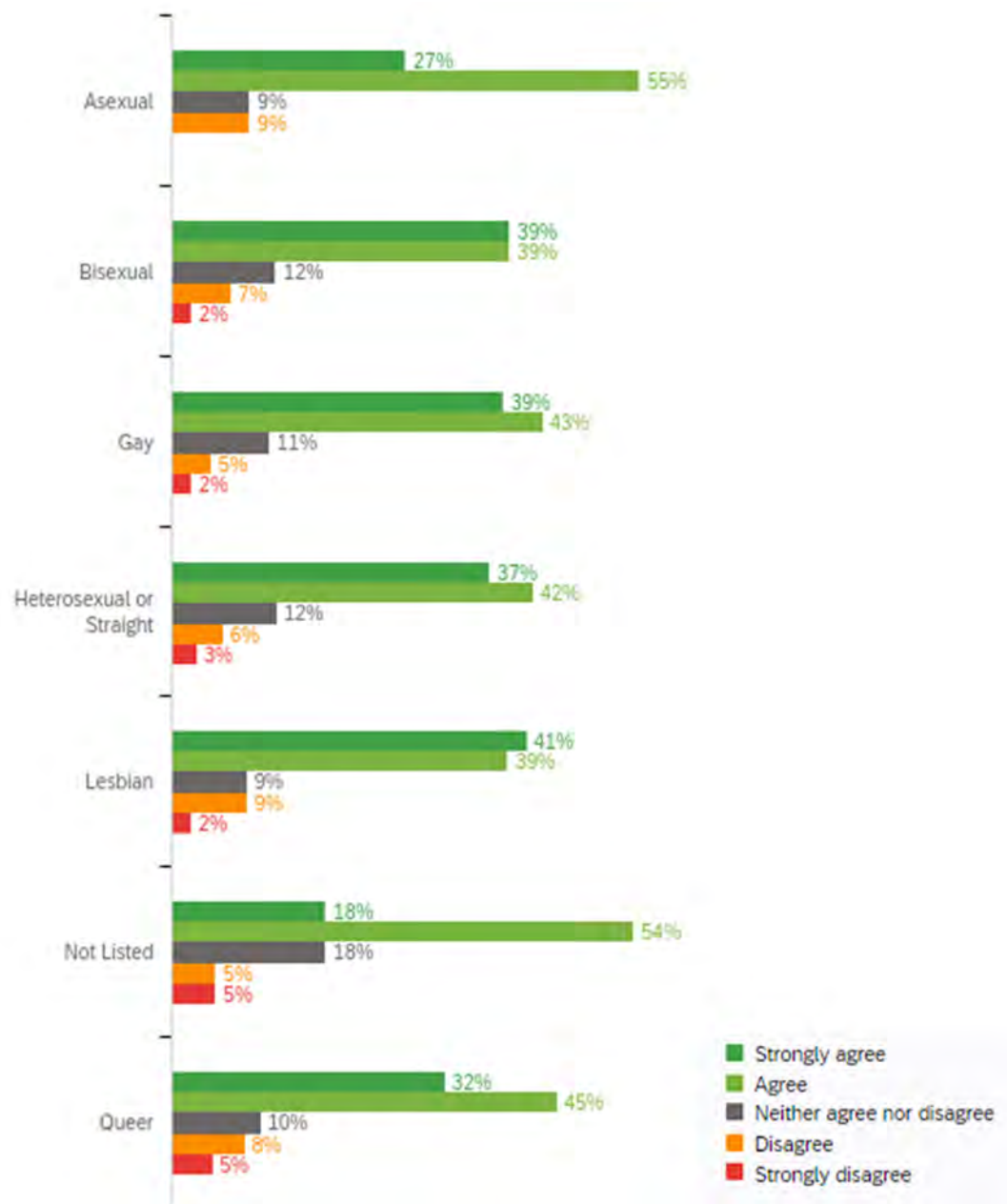
My well-being is important to my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	27%	6	36%	8	27%	6	9%	2	0%	0	3.82	-0.71	<b>22</b>
Bisexual	52%	69	31%	41	11%	14	5%	6	2%	2	4.28	0.15	<b>132</b>
Gay	35%	30	49%	42	9%	8	5%	4	2%	2	4.09	-0.26	<b>86</b>
Heterosexual or Straight	41%	624	40%	617	12%	177	4%	66	3%	47	4.11	-0.2	<b>1531</b>
Lesbian	22%	10	54%	25	13%	6	0%	0	11%	5	3.76	-0.49	<b>46</b>
Not Listed	15%	6	59%	23	15%	6	3%	1	8%	3	3.72	-0.66	<b>39</b>
Queer	45%	48	34%	36	12%	13	7%	8	2%	2	4.12	-0.11	<b>107</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

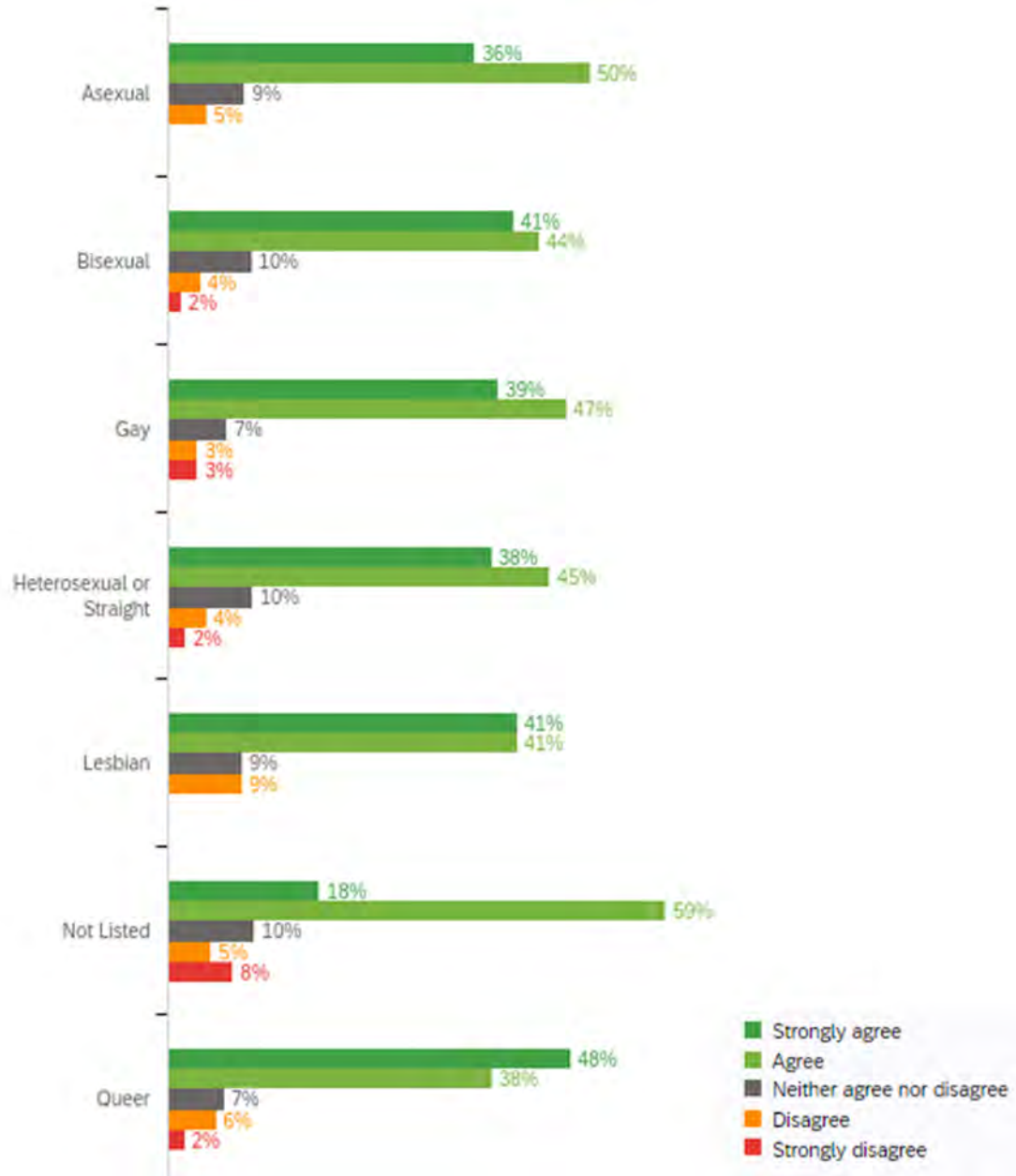
Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.). (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	27%	6	55%	12	9%	2	9%	2	0%	0	4.00	-0.27	<b>22</b>
Bisexual	39%	52	39%	52	12%	16	7%	9	2%	3	4.07	-0.01	<b>132</b>
Gay	39%	34	43%	38	11%	10	5%	4	2%	2	4.11	-0.03	<b>88</b>
Heterosexual or Straight	37%	568	42%	645	12%	186	6%	91	3%	43	4.05	-0.13	<b>1533</b>
Lesbian	41%	19	39%	18	9%	4	9%	4	2%	1	4.09	-0.23	<b>46</b>
Not Listed	18%	7	54%	21	18%	7	5%	2	5%	2	3.74	-0.2	<b>39</b>
Queer	32%	34	45%	48	10%	11	8%	9	5%	5	3.91	-0.08	<b>107</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

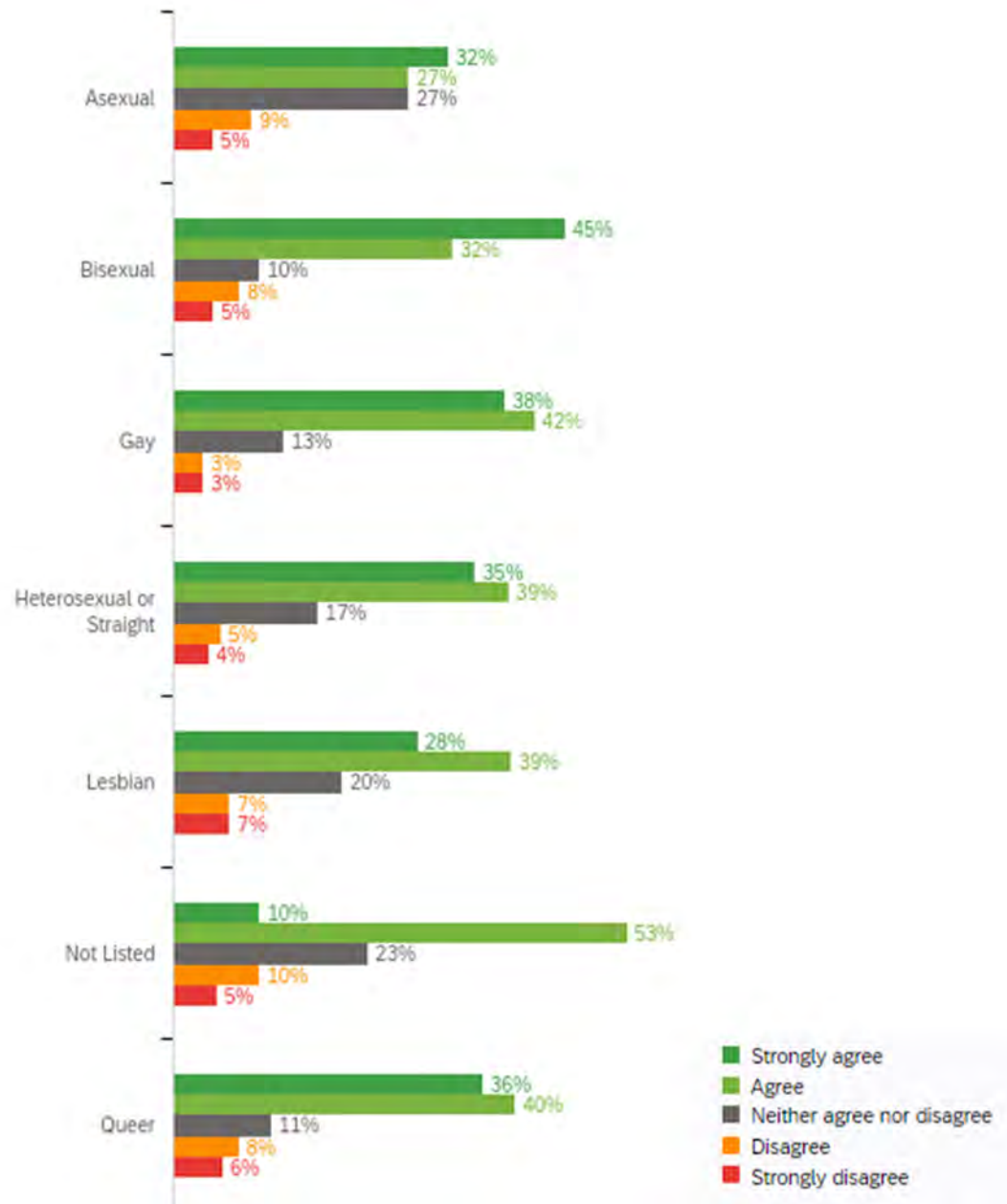
Within my team, I am treated with dignity and respect. (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	36%	8	50%	11	9%	2	5%	1	0%	0	4.18	-0.42	<b>22</b>
Bisexual	41%	54	44%	58	10%	13	4%	5	2%	2	4.19	-0.02	<b>132</b>
Gay	39%	34	47%	41	7%	6	3%	3	3%	3	4.15	-0.11	<b>87</b>
Heterosexual or Straight	38%	587	45%	694	10%	153	4%	68	2%	32	4.13	-0.17	<b>1534</b>
Lesbian	41%	19	41%	19	9%	4	9%	4	0%	0	4.15	-0.17	<b>46</b>
Not Listed	18%	7	59%	23	10%	4	5%	2	8%	3	3.74	-0.48	<b>39</b>
Queer	48%	51	38%	41	7%	7	6%	6	2%	2	4.24	-0.09	<b>107</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

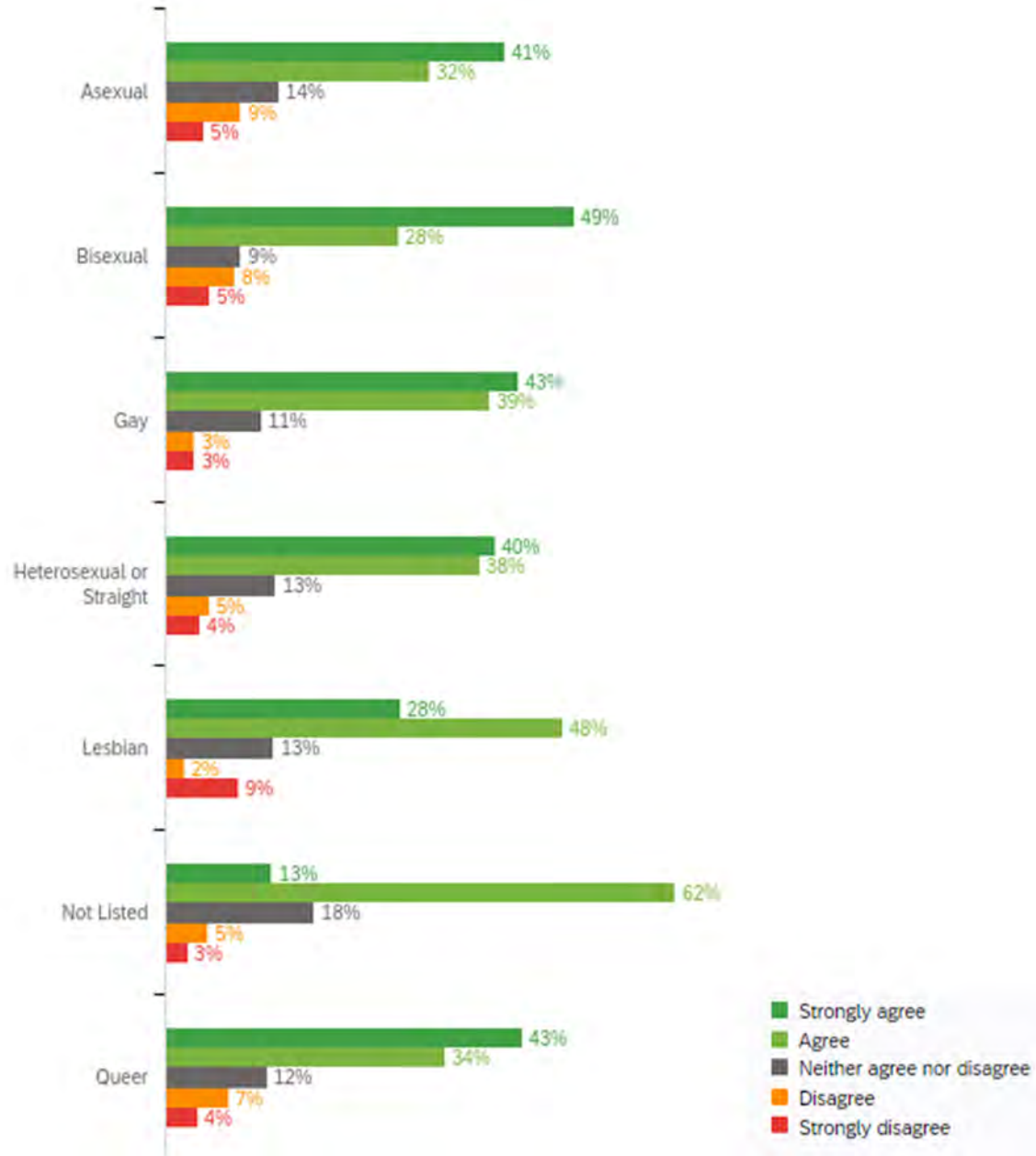
**My immediate supervisor promotes an inclusive team environment through their actions. (SoW Oct. 2022 vs. Feb. 2022)**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	32%	7	27%	6	27%	6	9%	2	5%	1	3.73	-0.74	<b>22</b>
Bisexual	45%	59	32%	42	10%	13	8%	10	5%	6	4.06	0.08	<b>130</b>
Gay	38%	33	42%	36	13%	11	3%	3	3%	3	4.08	-0.23	<b>86</b>
Heterosexual or Straight	35%	535	39%	594	17%	256	5%	83	4%	62	3.95	-0.21	<b>1530</b>
Lesbian	28%	13	39%	18	20%	9	7%	3	7%	3	3.76	-0.35	<b>46</b>
Not Listed	10%	4	53%	21	23%	9	10%	4	5%	2	3.52	-0.61	<b>40</b>
Queer	36%	38	40%	42	11%	12	8%	8	6%	6	3.92	-0.23	<b>106</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

I trust my immediate supervisor. (SoW Oct. 2022 vs. Feb. 2022)

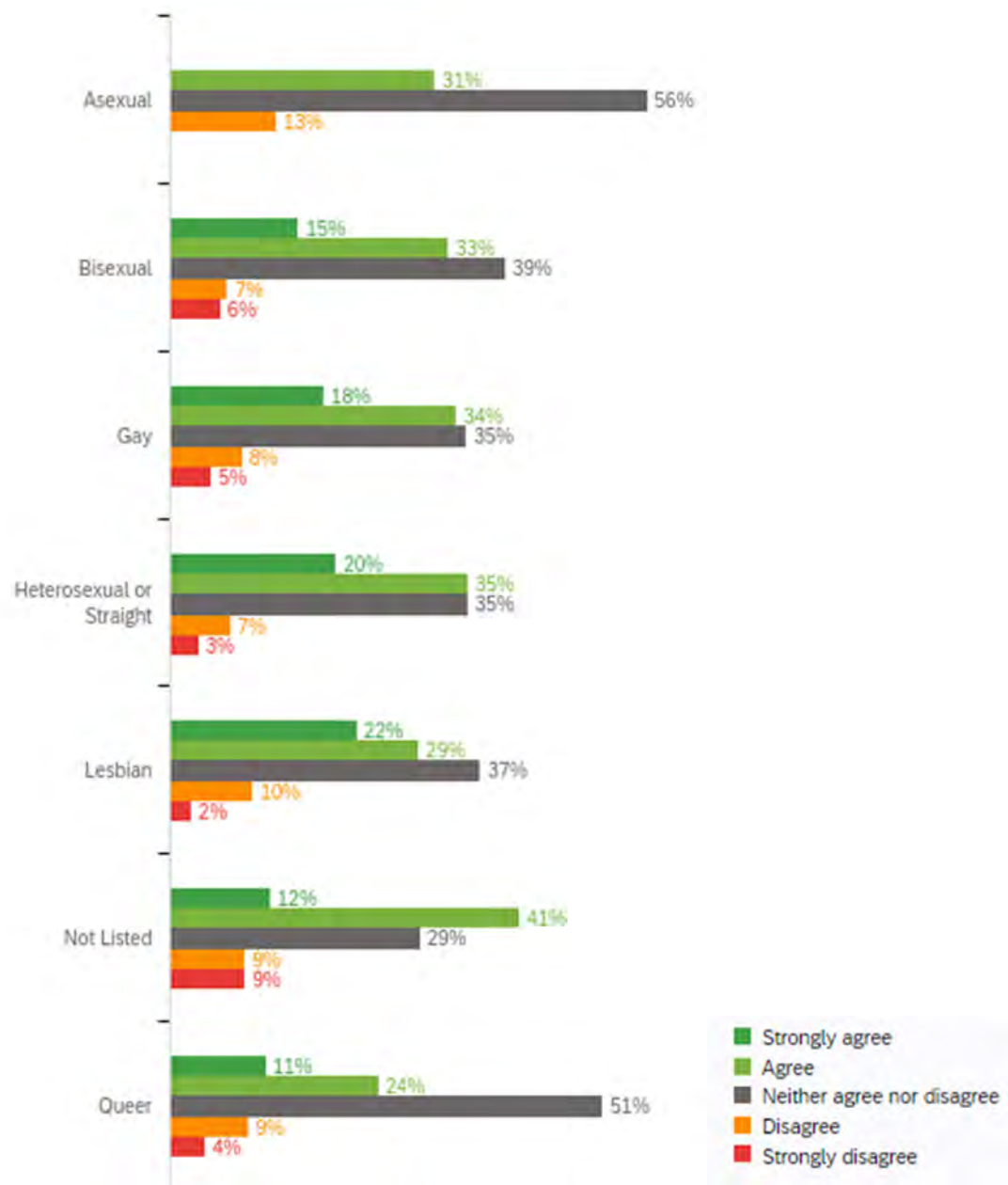


Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	41%	9	32%	7	14%	3	9%	2	5%	1	3.95	-0.52	<b>22</b>
Bisexual	49%	65	28%	37	9%	12	8%	11	5%	7	4.08	-0.03	<b>132</b>
Gay	43%	37	39%	34	11%	10	3%	3	3%	3	4.14	-0.11	<b>87</b>
Heterosexual or Straight	40%	608	38%	580	13%	203	5%	80	4%	62	4.04	-0.14	<b>1533</b>
Lesbian	28%	13	48%	22	13%	6	2%	1	9%	4	3.85	-0.33	<b>46</b>
Not Listed	13%	5	62%	24	18%	7	5%	2	3%	1	3.77	-0.54	<b>39</b>
Queer	43%	46	34%	36	12%	13	7%	8	4%	4	4.05	-0.17	<b>107</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.



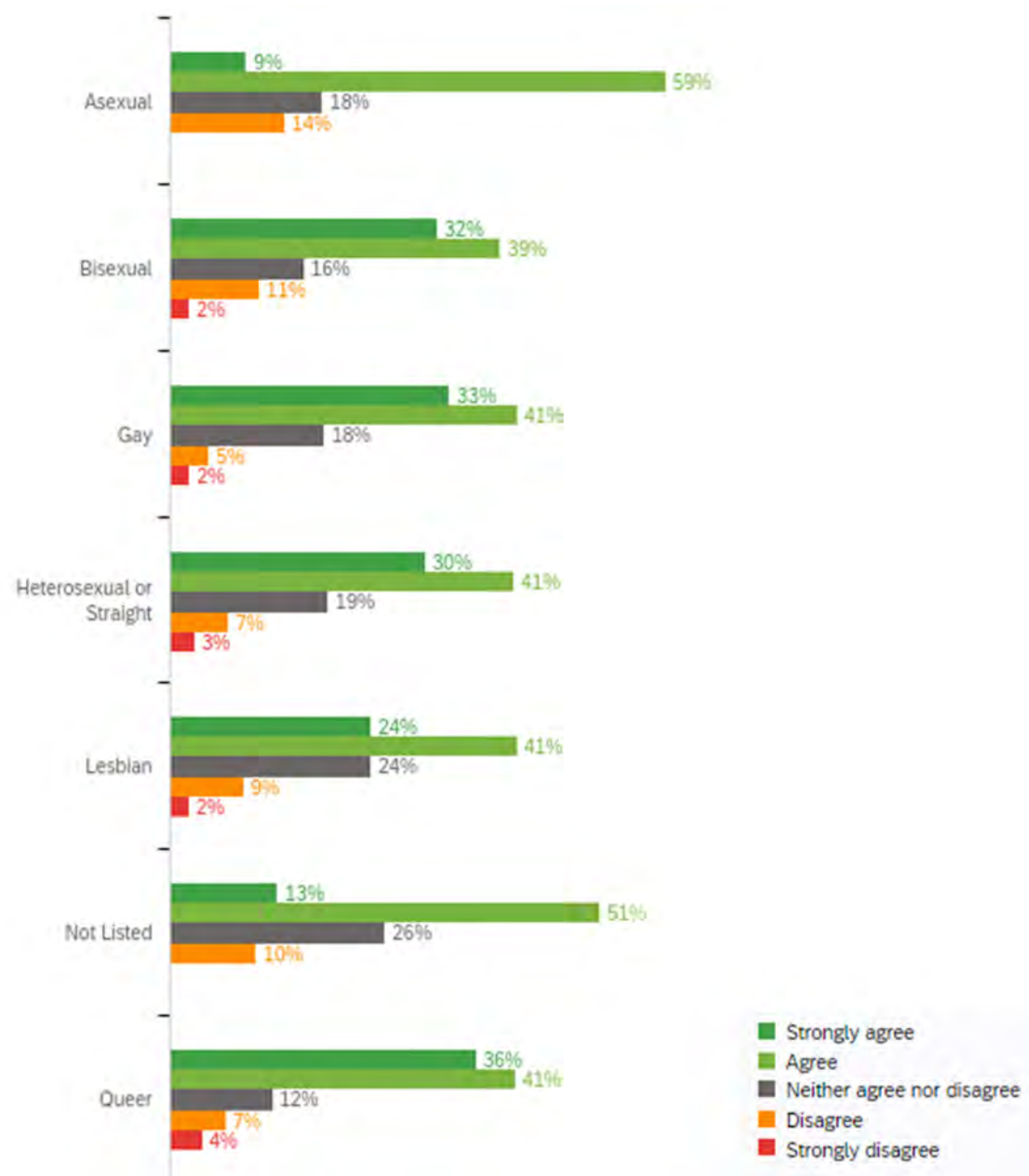
I trust the leader of my school, college, division or equivalent (SoW Oct. 2022) vs. (For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division.  
(SoW Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	0%	0	31%	5	56%	9	13%	2	0%	0	3.19	-0.14	<b>16</b>
Bisexual	15%	18	33%	39	39%	47	7%	8	6%	7	3.45	0.16	<b>119</b>
Gay	18%	15	34%	28	35%	29	8%	7	5%	4	3.52	-0.07	<b>83</b>
Heterosexual or Straight	20%	267	35%	479	35%	479	7%	96	3%	45	3.61	0.01	<b>1366</b>
Lesbian	22%	9	29%	12	37%	15	10%	4	2%	1	3.59	-0.09	<b>41</b>
Not Listed	12%	4	41%	14	29%	10	9%	3	9%	3	3.38	0.32	<b>34</b>
Queer	11%	11	24%	24	51%	50	9%	9	4%	4	3.30	-0.12	<b>98</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

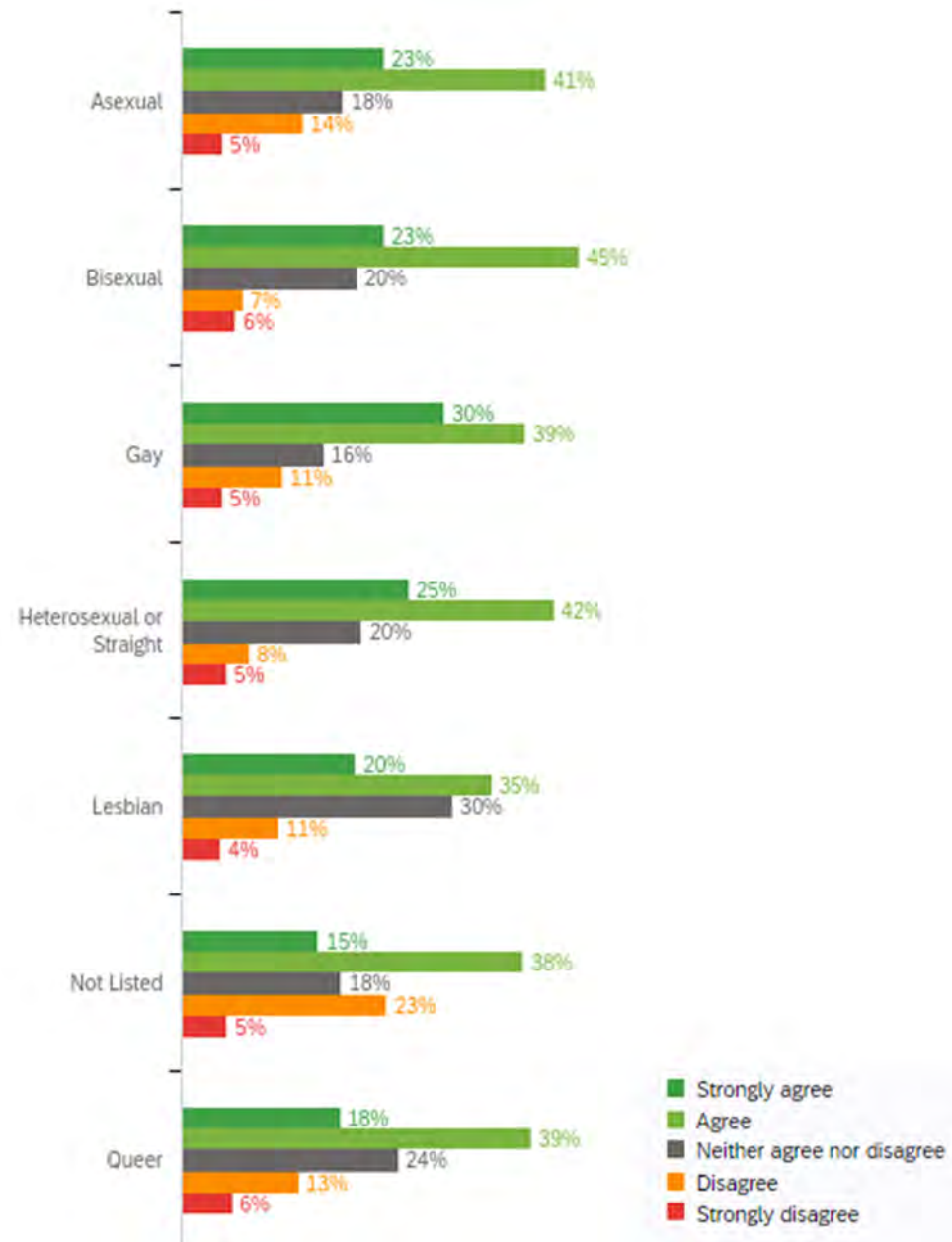
**My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement). (SoW Oct. 2022 vs. Feb. 2022)**



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	9%	2	59%	13	18%	4	14%	3	0%	0	4.00	-0.14	<b>107</b>
Bisexual	32%	42	39%	52	16%	21	11%	14	2%	3	3.67	0.16	<b>39</b>
Gay	33%	29	41%	36	18%	16	5%	4	2%	2	3.76	-0.07	<b>46</b>
Heterosexual or Straight	30%	467	41%	629	19%	289	7%	106	3%	44	3.89	0.01	<b>1535</b>
Lesbian	24%	11	41%	19	24%	11	9%	4	2%	1	3.99	-0.09	<b>87</b>
Not Listed	13%	5	51%	20	26%	10	10%	4	0%	0	3.88	0.32	<b>132</b>
Queer	36%	39	41%	44	12%	13	7%	7	4%	4	3.64	-0.12	<b>22</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

Regardless of my background, I have an equal opportunity to succeed (SoW Oct. 2022 vs. Feb. 2022)



Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff*	Total
Asexual	23%	5	41%	9	18%	4	14%	3	5%	1	3.64	-0.03	<b>22</b>
Bisexual	23%	30	45%	59	20%	26	7%	9	6%	8	3.71	-0.04	<b>132</b>
Gay	30%	26	39%	34	16%	14	11%	10	5%	4	3.77	-0.1	<b>88</b>
Heterosexual or Straight	25%	391	42%	642	20%	311	8%	116	5%	77	3.75	-0.06	<b>1537</b>
Lesbian	20%	9	35%	16	30%	14	11%	5	4%	2	3.54	-0.32	<b>46</b>
Not Listed	15%	6	38%	15	18%	7	23%	9	5%	2	3.36	-0.14	<b>39</b>
Queer	18%	19	39%	42	24%	26	13%	14	6%	6	3.50	-0.02	<b>107</b>

\*Difference in average score from Feb. 2022 State of the Workplace survey.

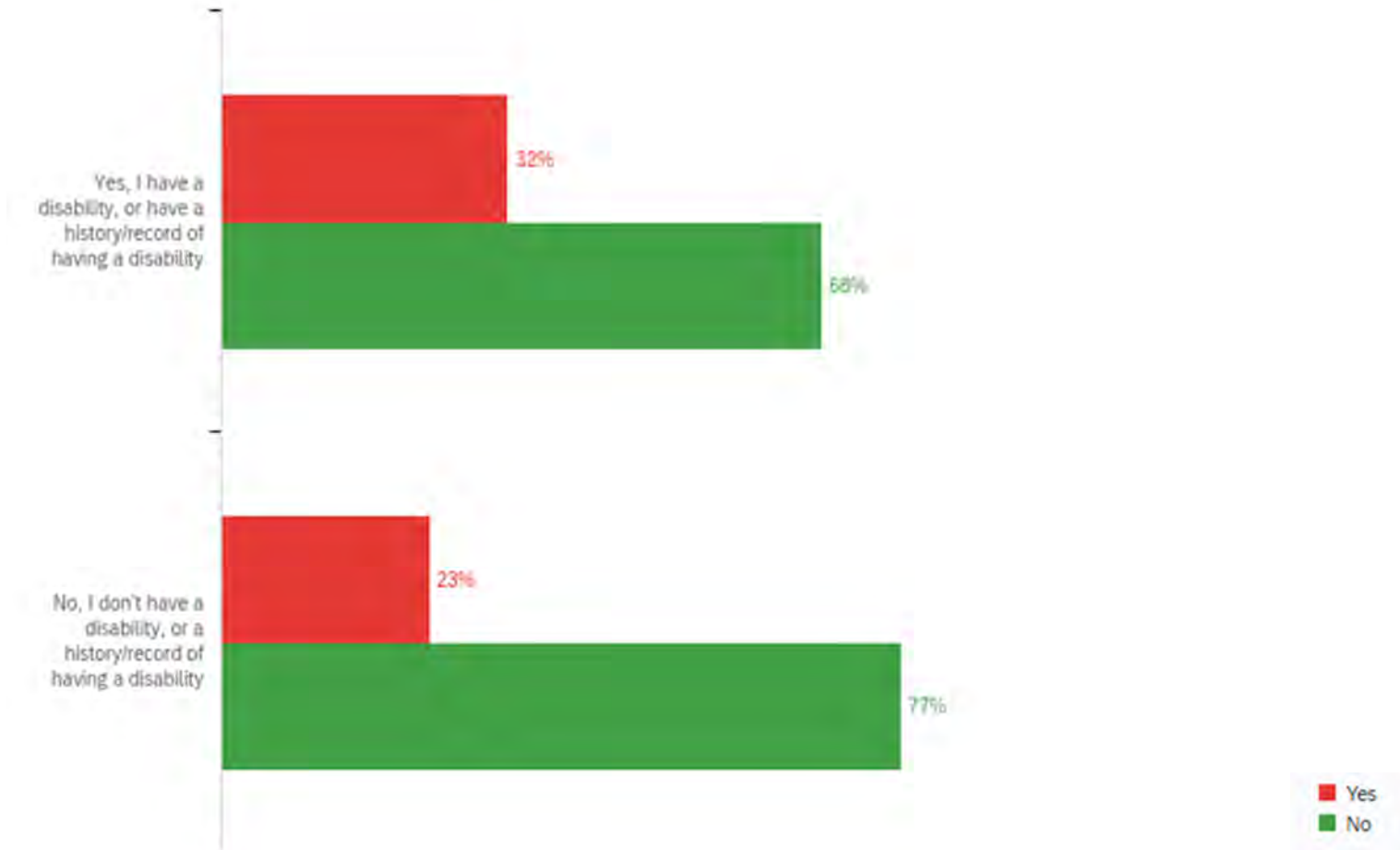
# Berkeley People & Culture

## State of the Workplace Survey

October 2022

### Disability Status

Are you currently searching for a new job?



Question	Yes		No		Total
	%	Count	%	Count	
Yes, I have a disability, or have a history/record of having a disability	32%	95	68%	199	<b>294</b>
No, I don't have a disability, or a history/record of having a disability	23%	415	77%	1357	<b>1772</b>

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

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
	%	Count	%	Count
Pay/Salary	43%	40	38%	157
Other	22%	21	18%	73
Promotion or more responsibility	11%	10	11%	45
Opportunity to work remotely	6%	6	10%	42
Working with different people	10%	9	10%	42
A new challenge	3%	3	7%	28
Flexible schedule	1%	1	2%	9
Relocation	4%	4	2%	8
Factors outside of work	0%	0	1%	5
Benefits	0%	0	0%	1
<b>Total</b>	<b>Total</b>	<b>94</b>	<b>Total</b>	<b>410</b>

**What are the reasons you're searching for a new job? (Select all that apply)**

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
A new challenge	11%	30	14%	160
Benefits	2%	7	3%	30
Flexible schedule	9%	24	8%	91
Opportunity to work remotely	12%	33	11%	122
Pay/Salary	23%	64	24%	271
Promotion or more responsibility	14%	40	15%	175
Relocation	3%	8	3%	33
Working with different people	12%	33	12%	140
Factors outside of work	4%	11	3%	32
Other	11%	31	7%	82
<b>Total</b>	<b>Total</b>	<b>281</b>	<b>Total</b>	<b>1136</b>

**Where do you plan on looking for other employment opportunities? (Select all that apply)**

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Another higher education institution OUTSIDE of the UC system	22%	53	21%	206
Another higher education institution WITHIN the UC system	21%	51	24%	229
A private for-profit company	19%	46	20%	191
A nonprofit outside of higher education	15%	35	13%	127
Within UC Berkeley	22%	53	23%	219
<b>Total</b>	<b>Total</b>	<b>238</b>	<b>Total</b>	<b>972</b>

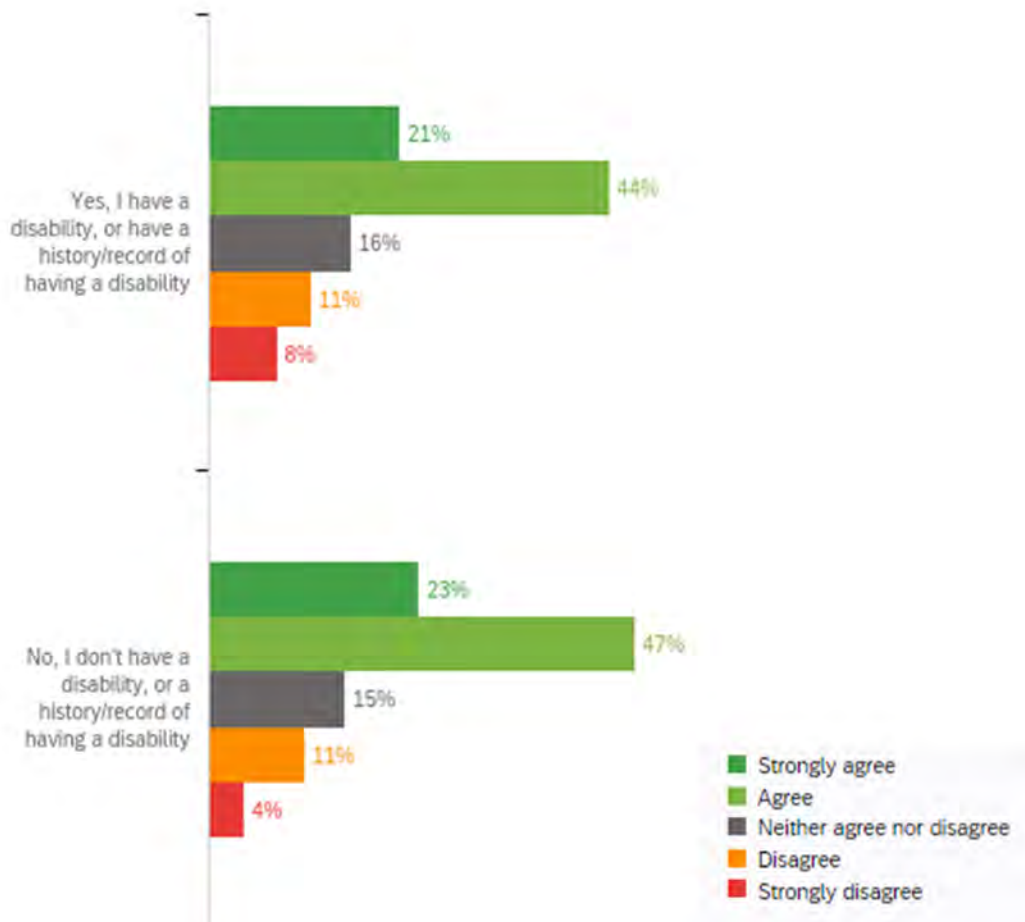
**What is the MAIN reason you're staying in your job?**

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Benefits	18%	35	16%	214
Flexible schedule	11%	21	9%	126
My colleagues	6%	11	9%	125
My supervisor	8%	16	8%	101
Opportunity to work remotely	21%	42	17%	222
Pay/Salary	9%	17	8%	103
Recent attained promotion or responsibility	6%	11	9%	121
Relocation	1%	1	0%	6
Factors outside of work	6%	11	4%	59
Other	17%	34	19%	259
<b>Total</b>	<b>Total</b>	<b>199</b>	<b>Total</b>	<b>1336</b>

**What are the reasons you're staying in your job? (Select all that apply)**

Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Benefits	15%	127	17%	955
Flexible schedule	14%	117	14%	800
My colleagues	14%	119	15%	827
My supervisor	13%	114	13%	731
Opportunity to work remotely	15%	132	15%	844
Pay/Salary	10%	89	10%	577
Recent attained promotion or responsibility	5%	41	5%	271
Relocation	1%	6	0%	20
Factors outside of work	6%	55	5%	293
Staff organization(s) I'm involved with	2%	17	2%	115
Other	5%	40	4%	209
<b>Total</b>	<b>Total</b>	<b>857</b>	<b>Total</b>	<b>5642</b>

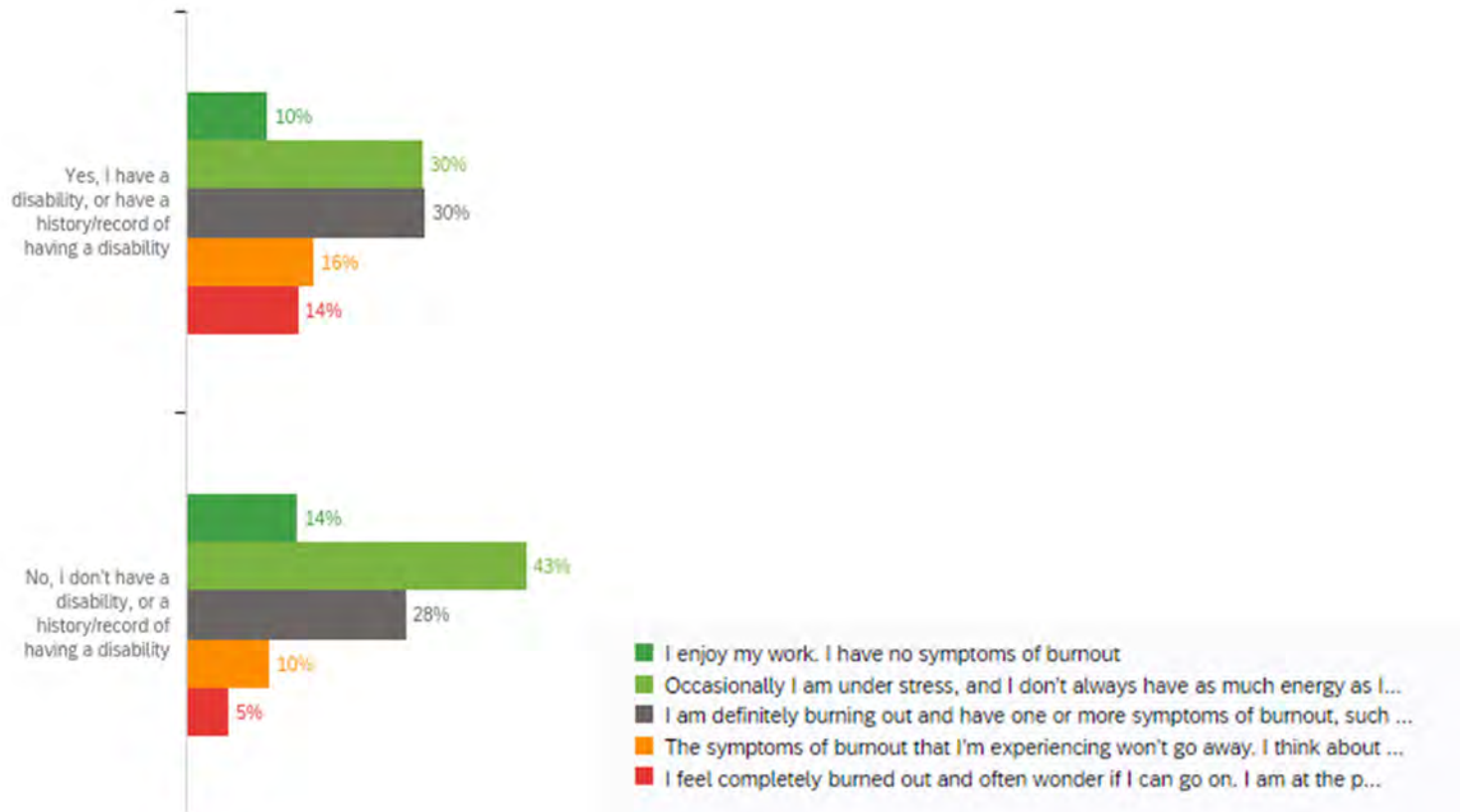
**The amount of work my supervisor expects me to complete is reasonable.**



Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	21%	62	23%	410
Agree	44%	130	47%	832
Neither agree nor disagree	16%	46	15%	266
Disagree	11%	33	11%	186
Strongly disagree	8%	22	4%	68
Average Score	3.60		3.75	
<b>Total</b>	<b>Total</b>	<b>293</b>	<b>Total</b>	<b>1762</b>

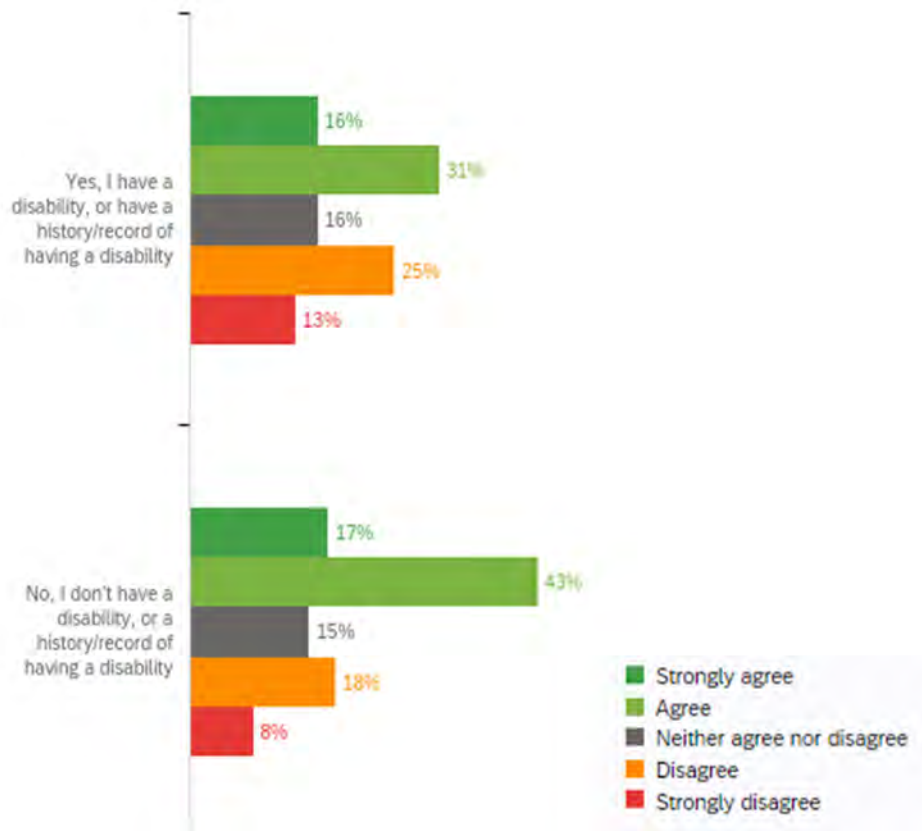


Overall, based on your definition of burnout, how would you rate your level of burnout?



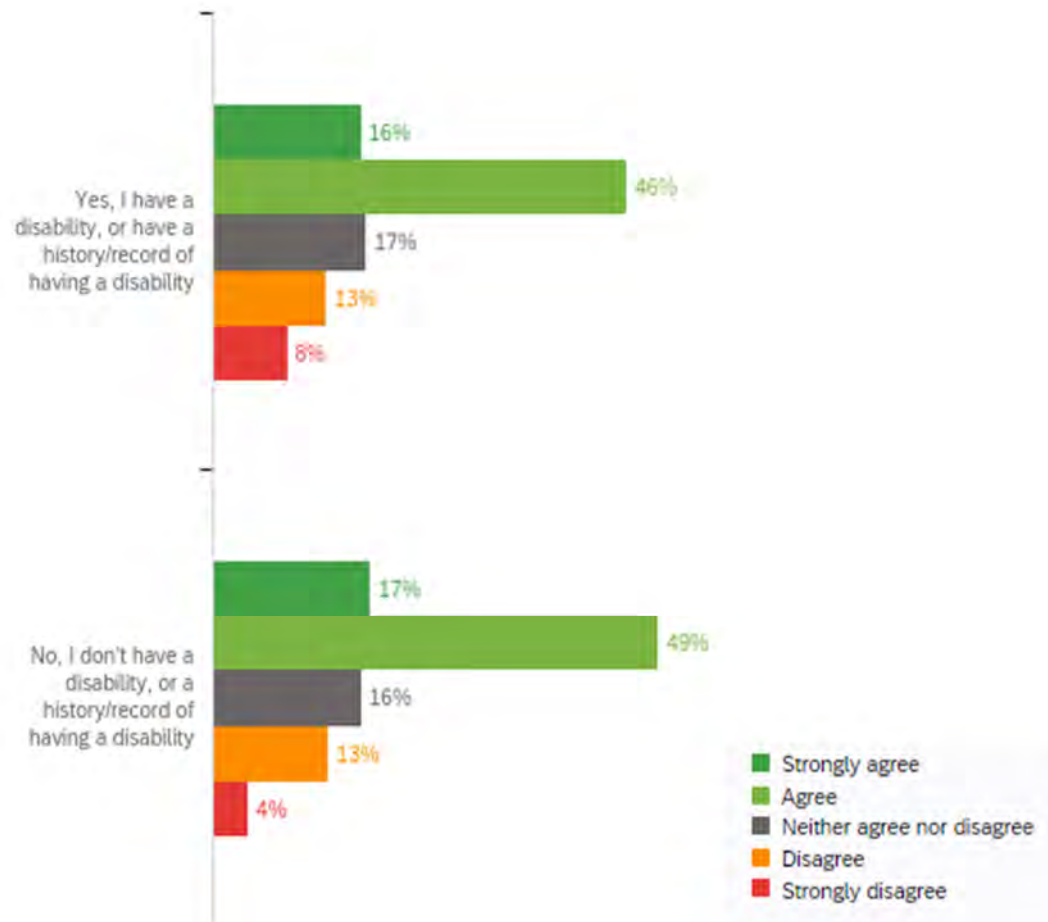
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
I enjoy my work. I have no symptoms of burnout	10%	30	14%	247
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	30%	87	43%	755
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	30%	88	28%	487
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot	16%	47	10%	185
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help	14%	41	5%	94
<b>Total</b>	<b>Total</b>	<b>293</b>	<b>Total</b>	<b>1768</b>

My job description and title accurately reflect my current responsibilities.



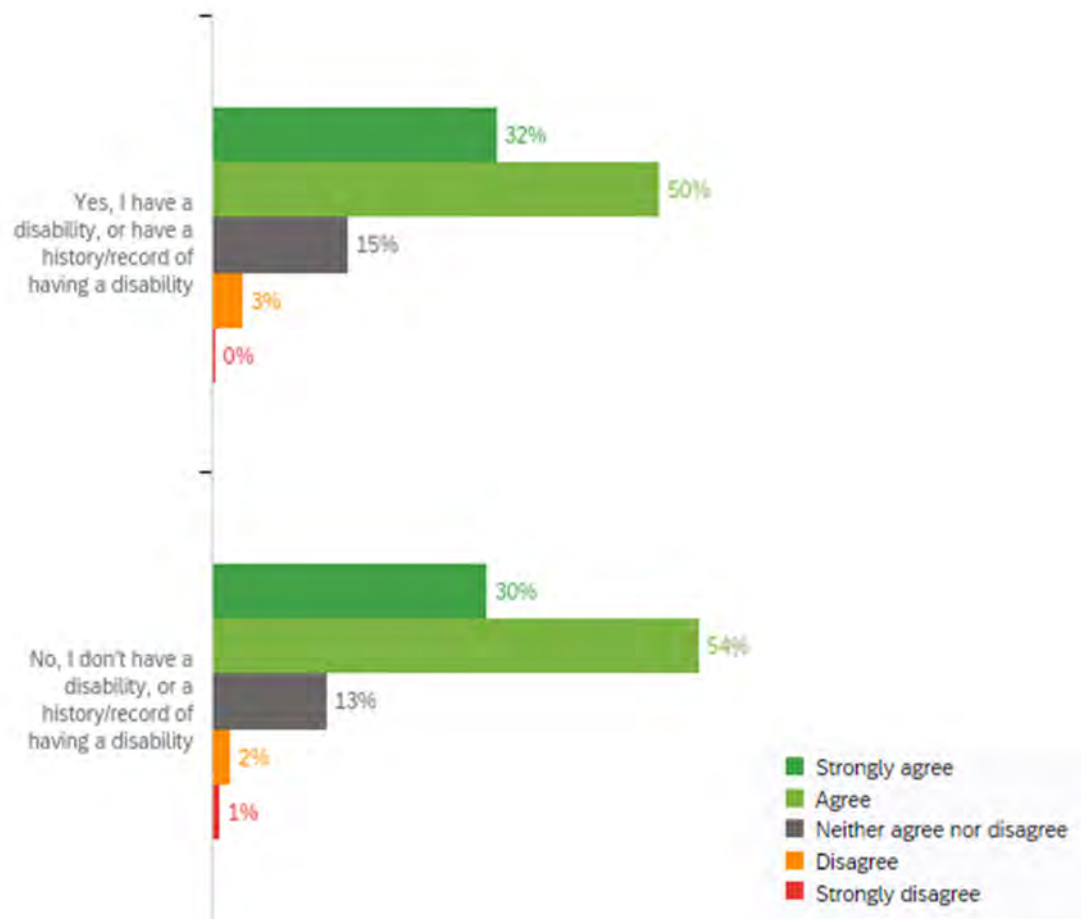
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	16%	46	17%	301
Agree	31%	90	43%	757
Neither agree nor disagree	16%	46	15%	260
Disagree	25%	74	18%	316
Strongly disagree	13%	38	8%	137
Average Score	3.11		3.43	
<b>Total</b>		<b>294</b>		<b>1771</b>

I am satisfied with the level of community I experience with my colleagues.



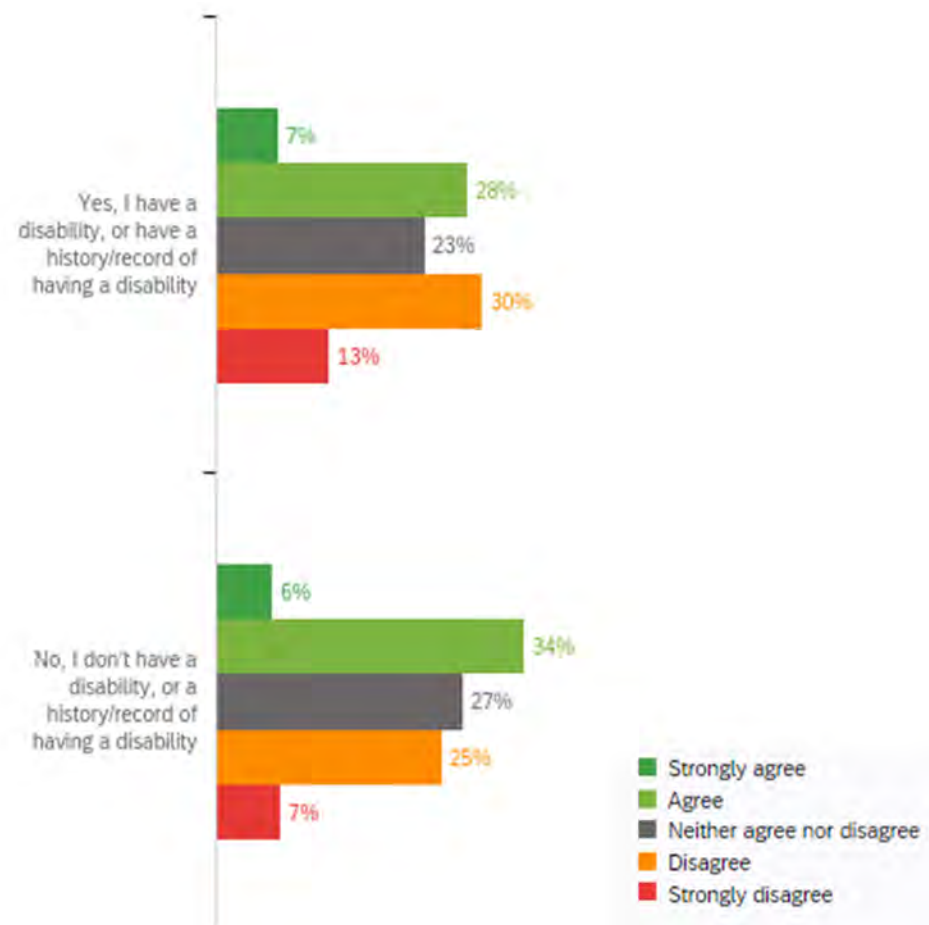
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	16%	48	16%	48
Agree	46%	135	46%	135
Neither agree nor disagree	17%	50	17%	50
Disagree	13%	37	13%	37
Strongly disagree	8%	24	8%	24
Average Score	3.50		3.64	
<b>Total</b>		<b>294</b>		<b>1771</b>

Building community with my colleagues is important to me.



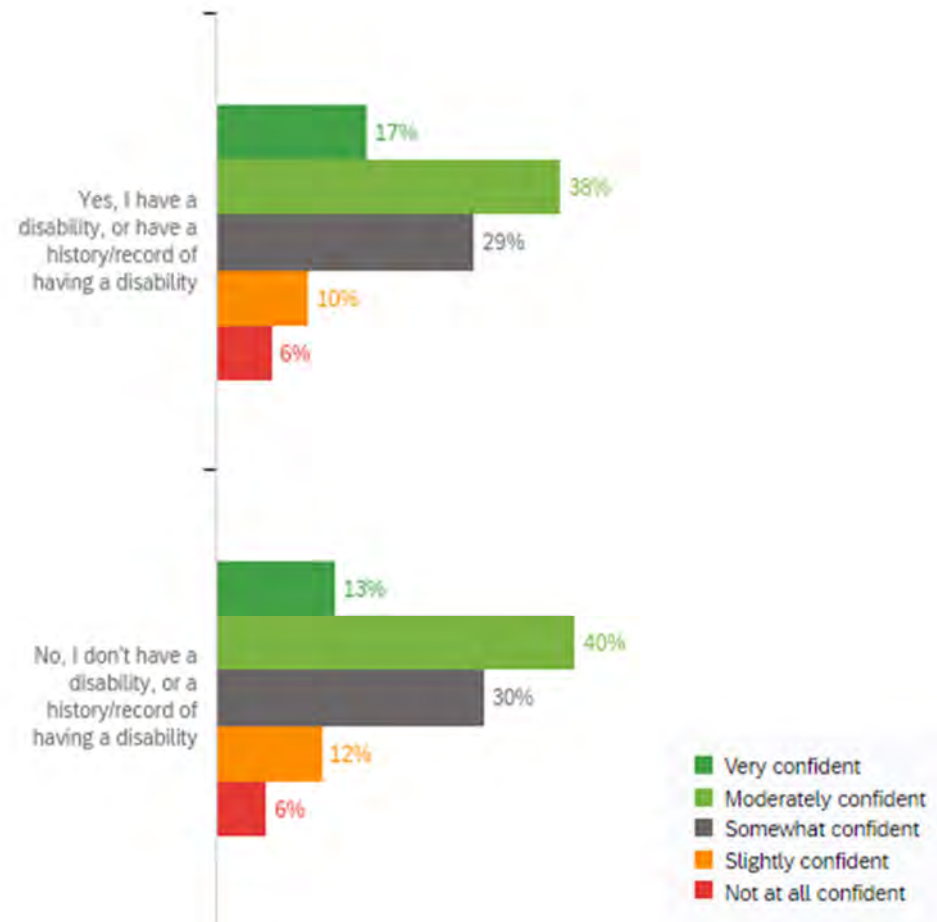
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	32%	92	30%	539
Agree	50%	145	54%	955
Neither agree nor disagree	15%	44	13%	224
Disagree	3%	10	2%	36
Strongly disagree	0%	1	1%	15
Average Score	4.09		4.11	
<b>Total</b>		<b>292</b>		<b>1769</b>

**I have enough time during the work day to build community with my colleagues.**



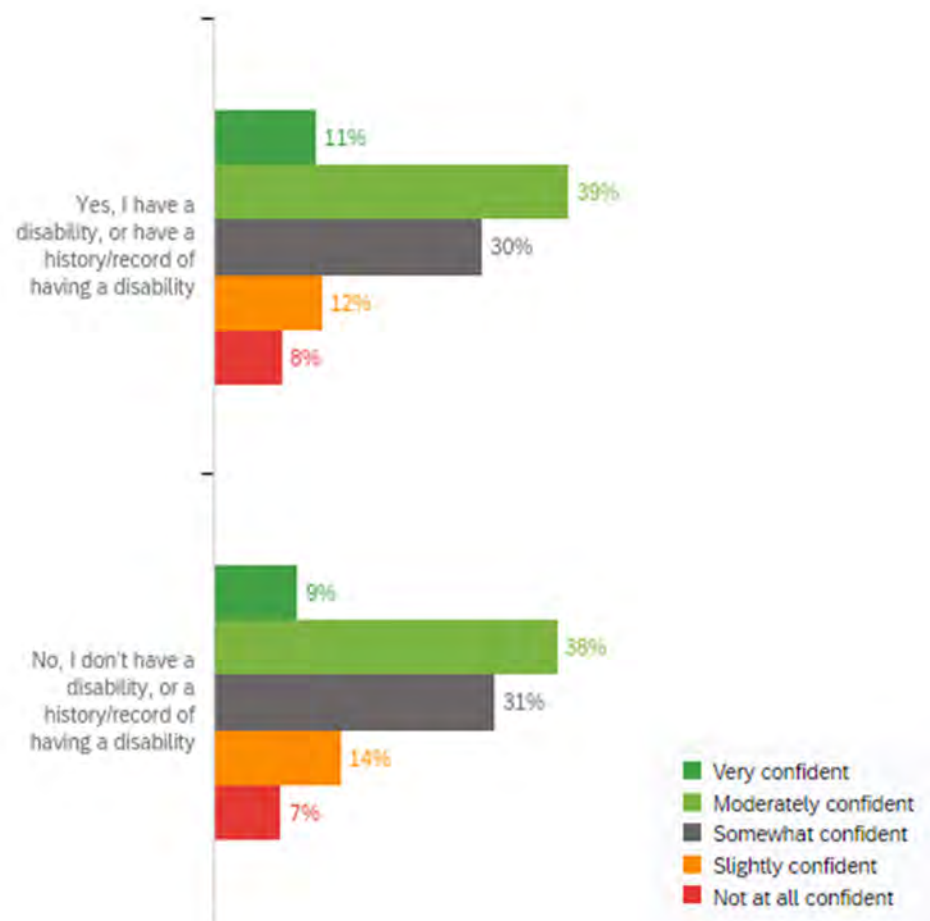
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	7%	20	6%	111
Agree	28%	82	34%	607
Neither agree nor disagree	23%	68	27%	485
Disagree	30%	87	25%	443
Strongly disagree	13%	37	7%	126
Average Score	2.87		3.08	
<b>Total</b>		<b>294</b>		<b>1772</b>

How confident are you that you can realize what causes the coworker to feel a negative emotion?



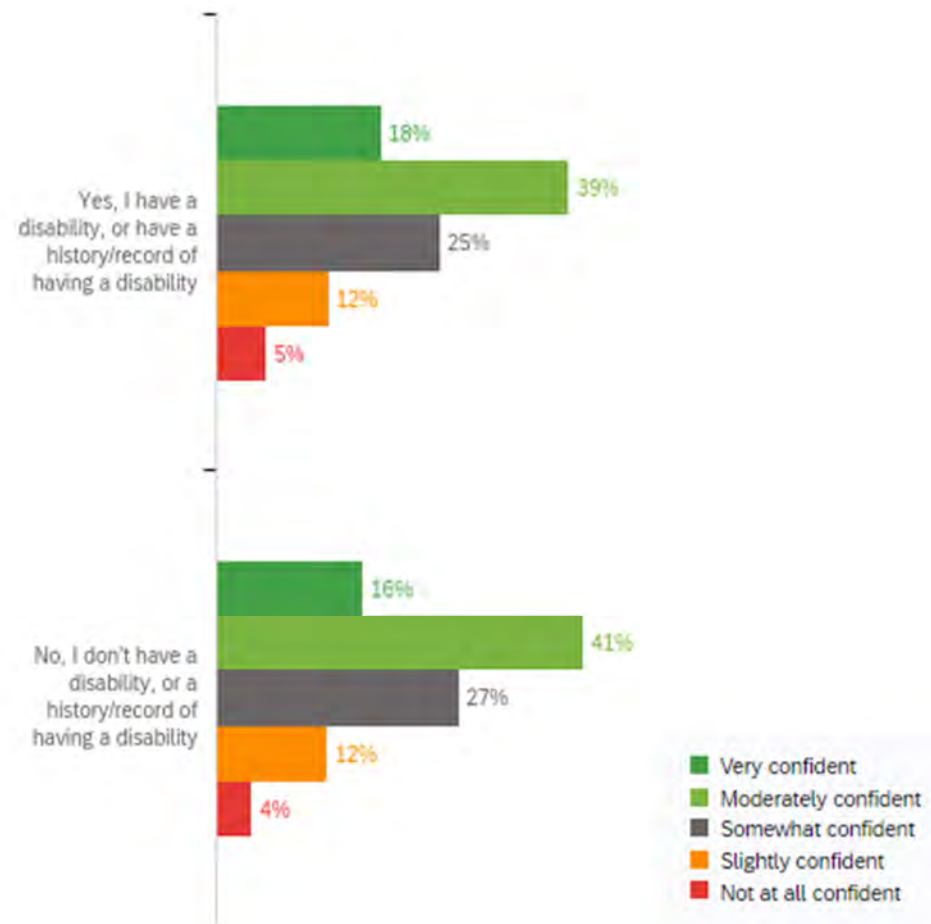
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Very confident	17%	49	13%	232
Moderately confident	38%	112	40%	701
Somewhat confident	29%	84	30%	522
Slightly confident	10%	30	12%	205
Not at all confident	6%	18	6%	98
Average Score	3.49		3.43	
<b>Total</b>		<b>293</b>		<b>1758</b>

How confident are you that you can understand what causes that coworker's emotions to change?



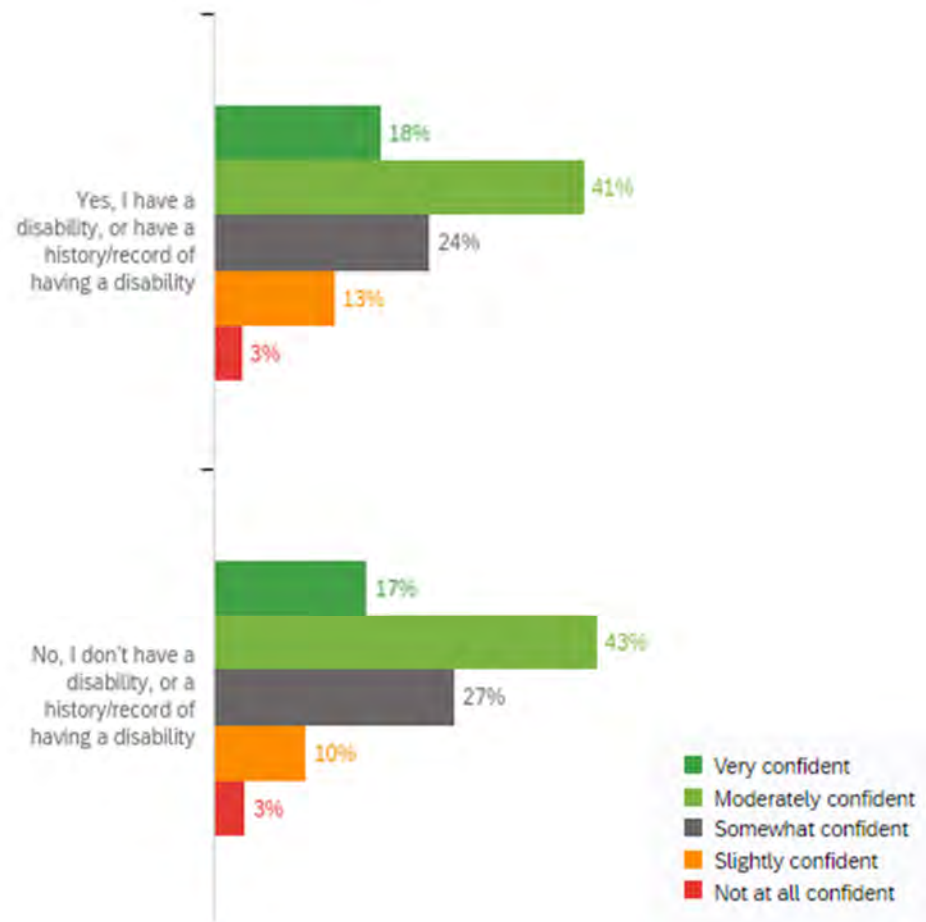
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Very confident	11%	33	9%	163
Moderately confident	39%	115	38%	668
Somewhat confident	30%	87	31%	547
Slightly confident	12%	35	14%	247
Not at all confident	8%	22	7%	131
Average Score	3.35		3.82	
<b>Total</b>		<b>292</b>		<b>1756</b>

**How confident are you that you can notice the emotion that coworker's body language is portraying?**



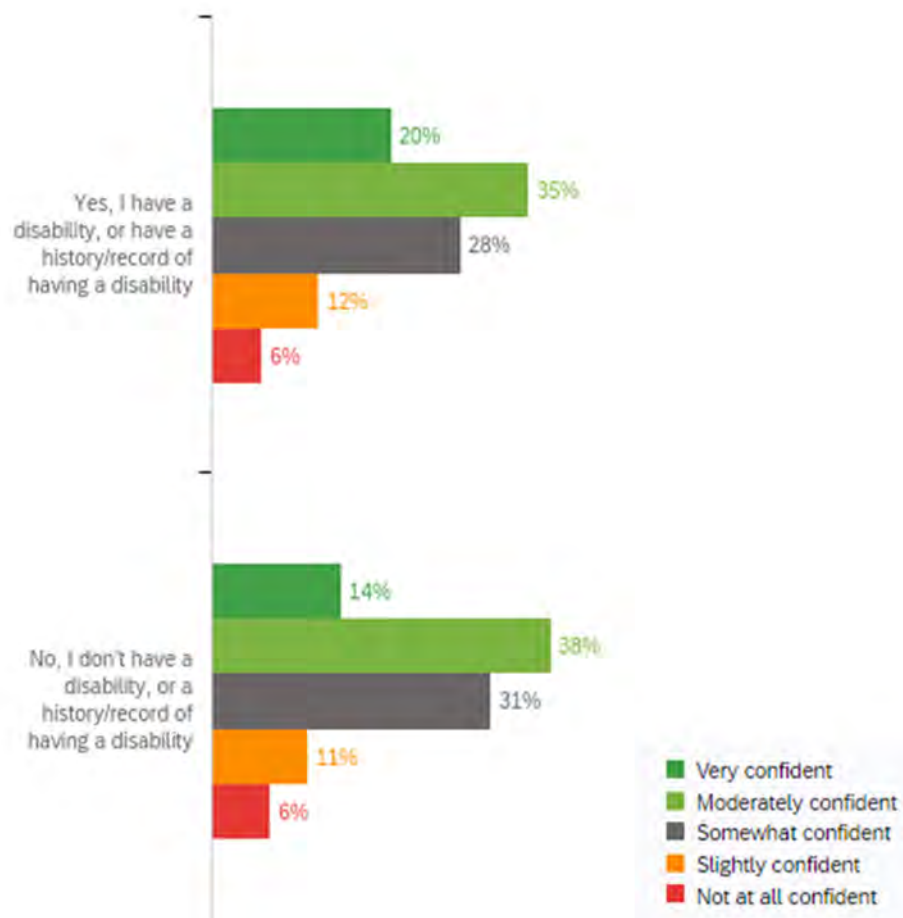
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Very confident	18%	53	16%	285
Moderately confident	39%	114	41%	714
Somewhat confident	25%	72	27%	471
Slightly confident	12%	36	12%	215
Not at all confident	5%	16	4%	69
Average Score	3.52		3.53	
<b>Total</b>		<b>291</b>		<b>1754</b>

How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?



Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Very confident	18%	54	17%	298
Moderately confident	41%	120	43%	746
Somewhat confident	24%	70	27%	469
Slightly confident	13%	39	10%	179
Not at all confident	3%	9	3%	61
Average Score	3.59		3.59	
<b>Total</b>		<b>292</b>		<b>1753</b>

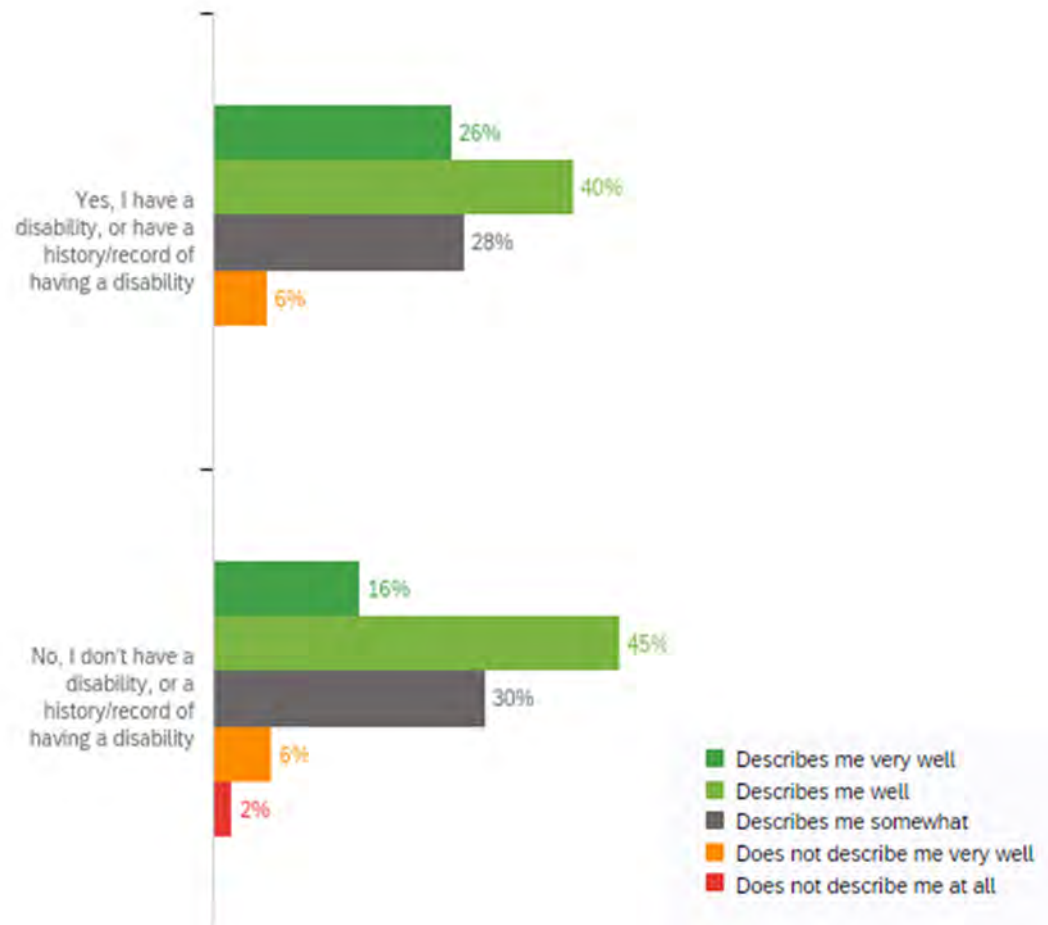
How confident are you that you can generate in yourself the emotion that coworker is feeling?





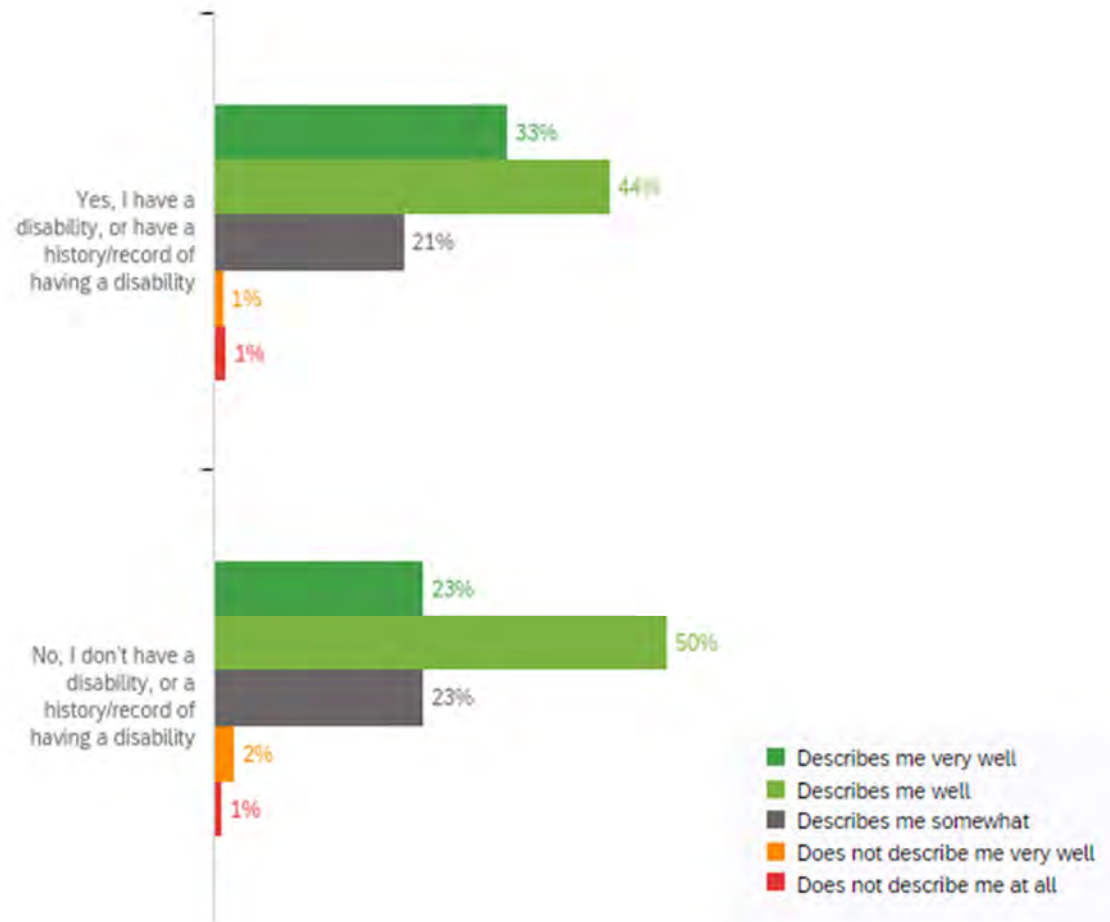
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Very confident	20%	57	14%	248
Moderately confident	35%	101	38%	650
Somewhat confident	28%	79	31%	536
Slightly confident	12%	34	11%	184
Not at all confident	6%	16	6%	112
Average Score	3.52		3.43	
<b>Total</b>		<b>287</b>		<b>1730</b>

**I often have tender, concerned feelings for coworkers less fortunate than I am.**



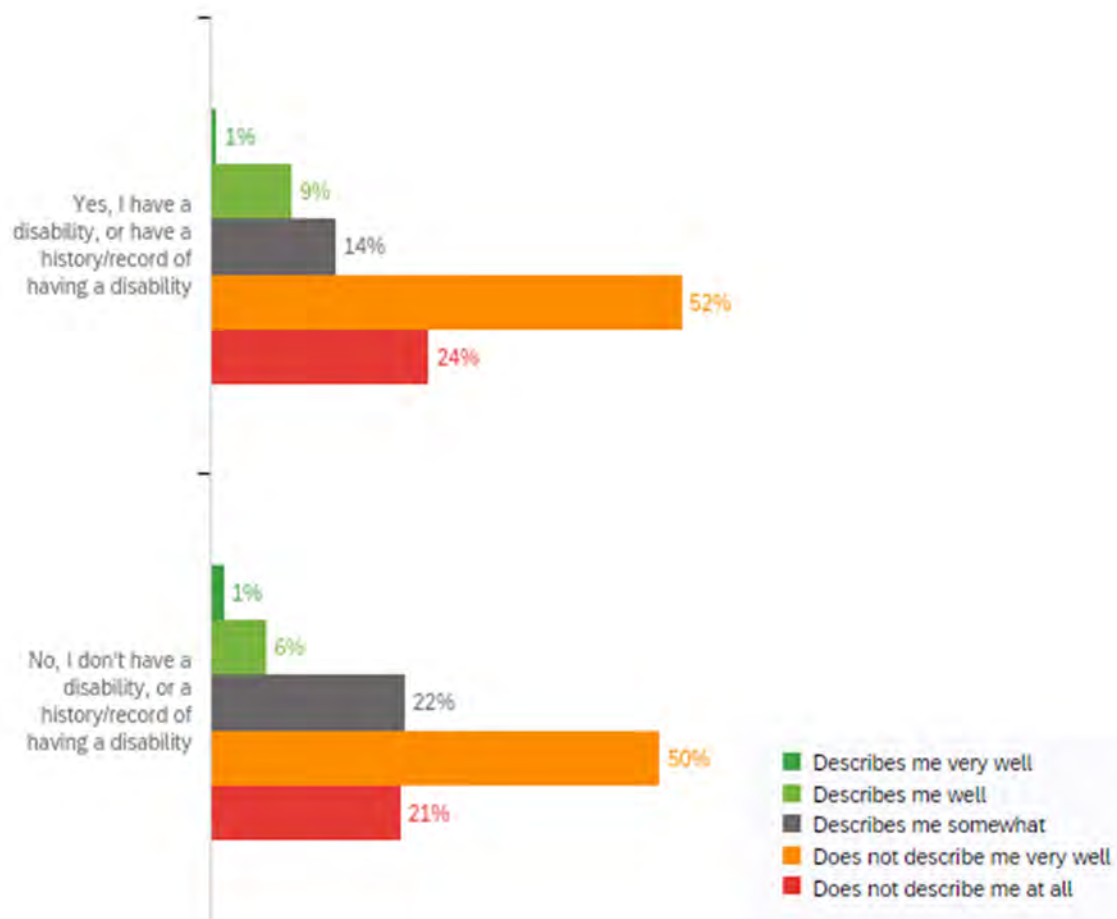
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Describes me very well	26%	76	16%	284
Describes me well	40%	115	45%	788
Describes me somewhat	28%	80	30%	526
Does not describe me very well	6%	17	6%	113
Does not describe me at all	0%	0	2%	36
Average Score	3.87		3.67	
<b>Total</b>		<b>288</b>		<b>1747</b>

I sometimes try to understand my coworkers better by imagining how things look from their perspective.



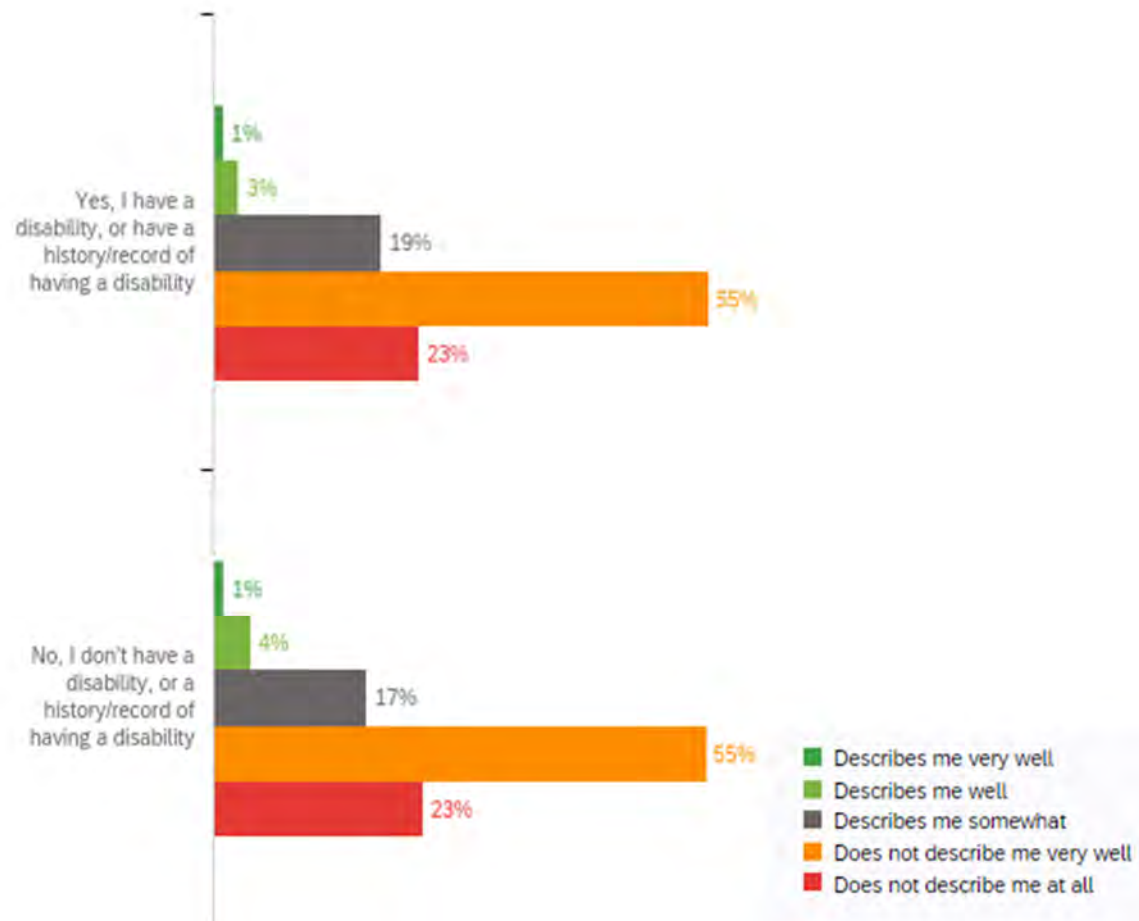
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Describes me very well	33%	94	23%	408
Describes me well	44%	127	50%	882
Describes me somewhat	21%	61	23%	407
Does not describe me very well	1%	3	2%	40
Does not describe me at all	1%	4	1%	16
Average Score	4.05		3.93	
<b>Total</b>	<b>289</b>		<b>1753</b>	

Coworkers' misfortunes do not usually disturb me a great deal.



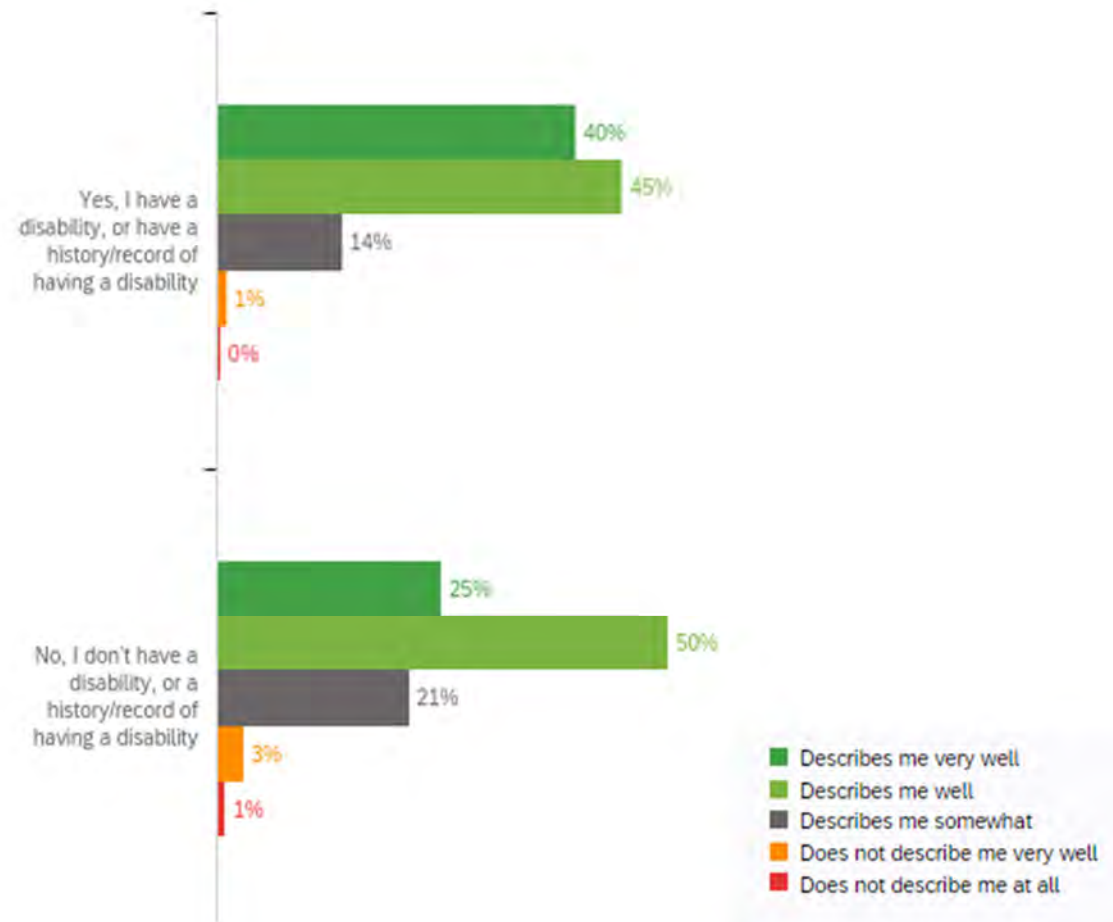
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Describes me very well	1%	2	1%	25
Describes me well	9%	26	6%	108
Describes me somewhat	14%	40	22%	378
Does not describe me very well	52%	151	50%	874
Does not describe me at all	24%	70	21%	368
Average Score	2.10		2.17	
<b>Total</b>		<b>289</b>		<b>1753</b>

If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.



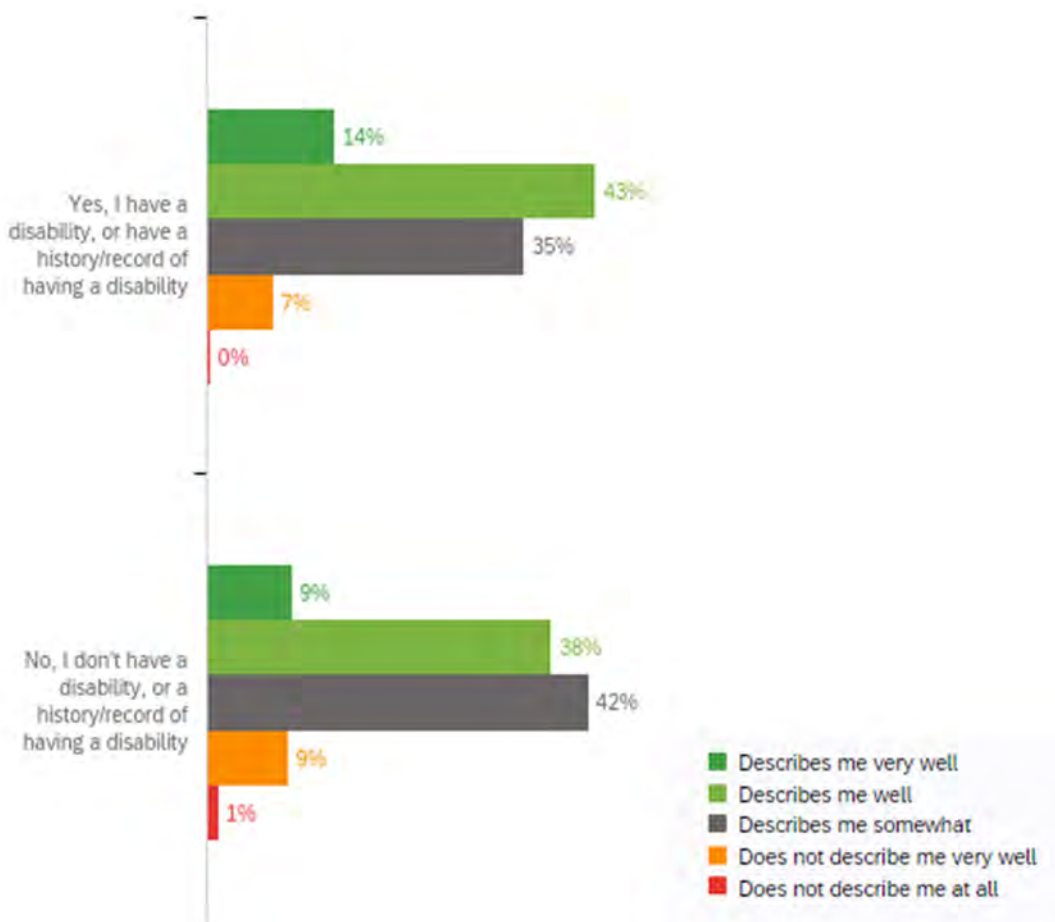
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Describes me very well	1%	3	1%	20
Describes me well	3%	8	4%	72
Describes me somewhat	19%	54	17%	297
Does not describe me very well	55%	159	55%	954
Does not describe me at all	23%	66	23%	405
Average Score	2.04		2.05	
<b>Total</b>		<b>290</b>		<b>1748</b>

**When I see a coworker being taken advantage of, I feel kind of protective towards them.**



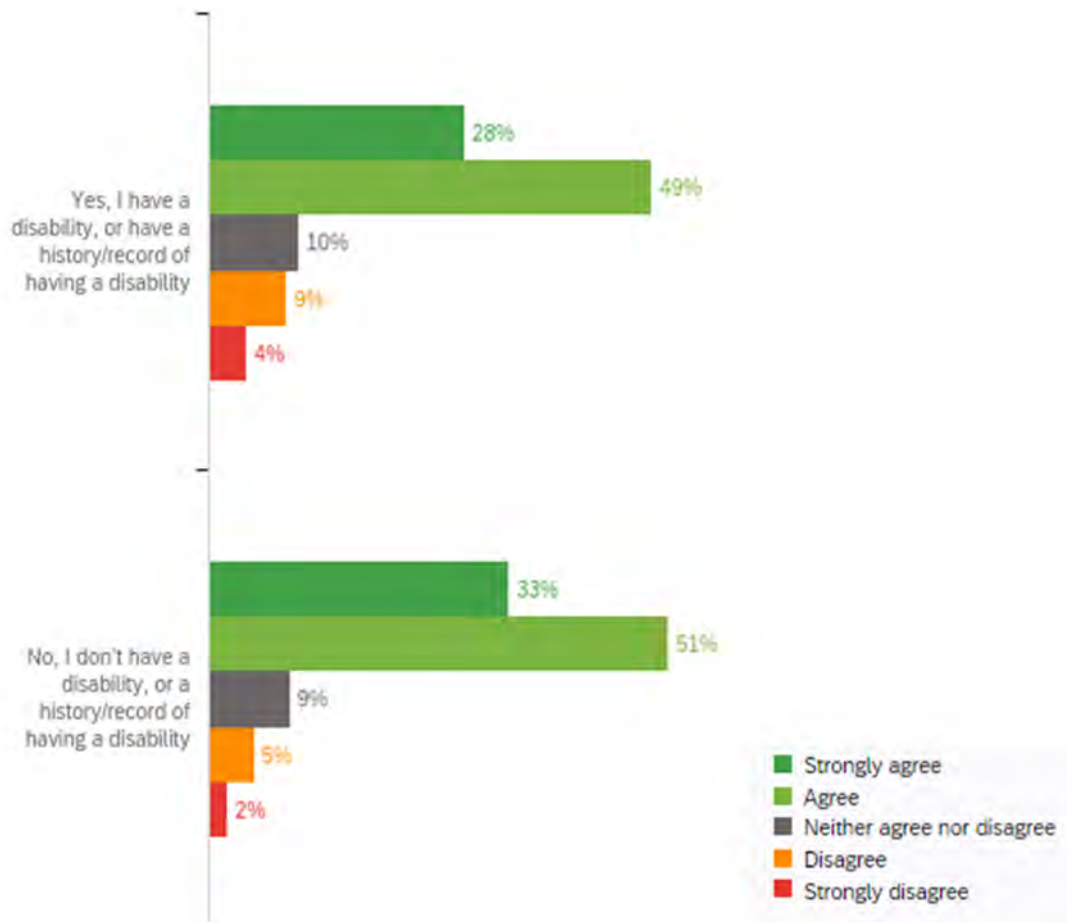
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Describes me very well	40%	115	25%	437
Describes me well	45%	130	50%	879
Describes me somewhat	14%	40	21%	373
Does not describe me very well	1%	3	3%	51
Does not describe me at all	0%	1	1%	16
Average Score	4.23		3.95	
<b>Total</b>	<b>289</b>		<b>1756</b>	

**When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".**



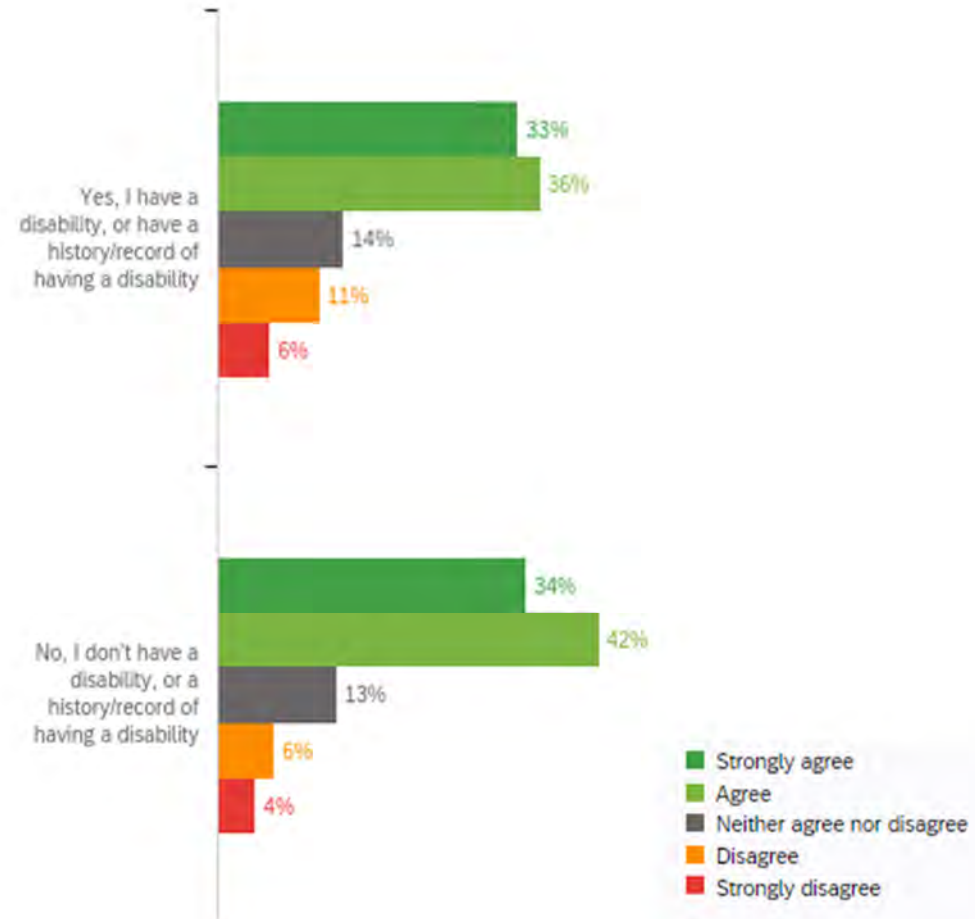
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Describes me very well	14%	41	9%	164
Describes me well	43%	125	38%	670
Describes me somewhat	35%	102	42%	741
Does not describe me very well	7%	21	9%	157
Does not describe me at all	0%	1	1%	21
Average Score	3.63		3.46	
<b>Total</b>	<b>290</b>		<b>1753</b>	

**I know what my supervisor expects of me to perform my responsibilities effectively. (SoW Oct. 2022 vs. Feb. 2022)**



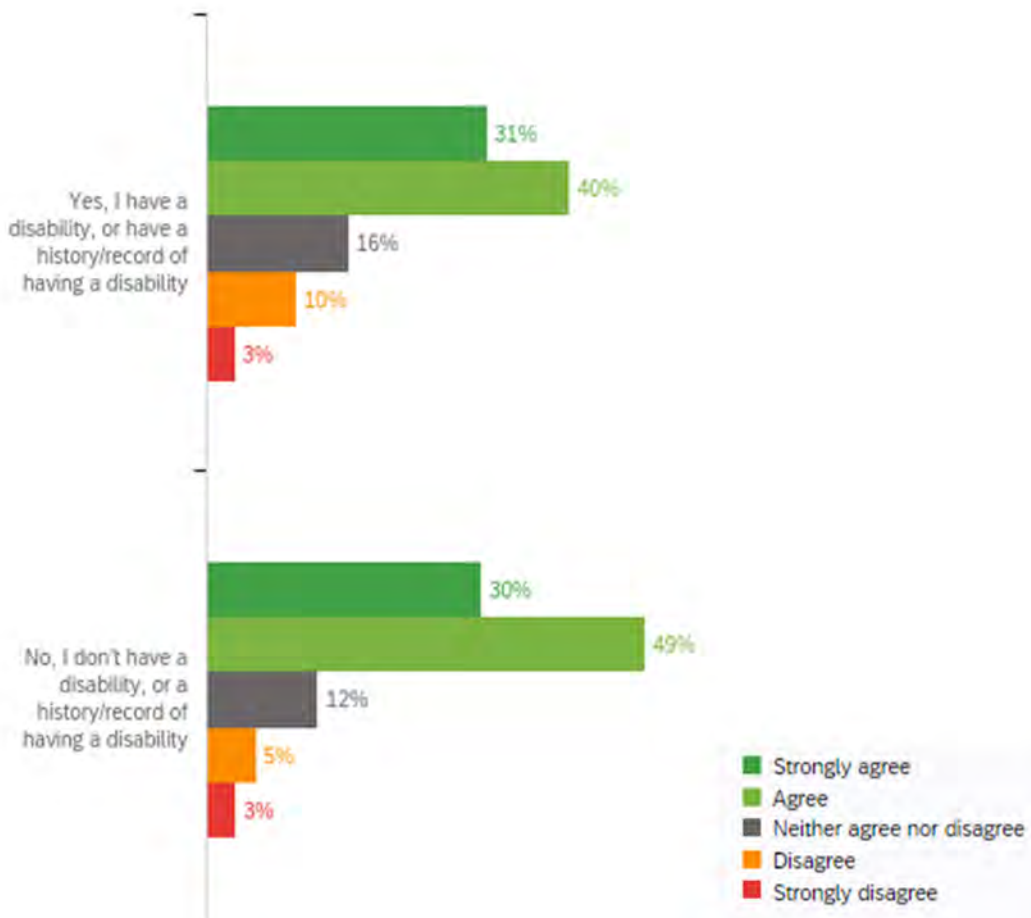
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	28%	83	33%	587
Agree	49%	144	51%	900
Neither agree nor disagree	10%	29	9%	157
Disagree	9%	25	5%	87
Strongly disagree	4%	12	2%	35
Average Score	3.89		4.09	
Difference from SoW Feb. 2022	-0.24		-0.24	
<b>Total</b>	<b>293</b>		<b>1766</b>	

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



Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	33%	98	34%	33%
Agree	36%	105	42%	36%
Neither agree nor disagree	14%	41	13%	14%
Disagree	11%	33	6%	11%
Strongly disagree	6%	17	4%	6%
Average Score	3.80		3.96	
<b>Total</b>		<b>294</b>		<b>1767</b>

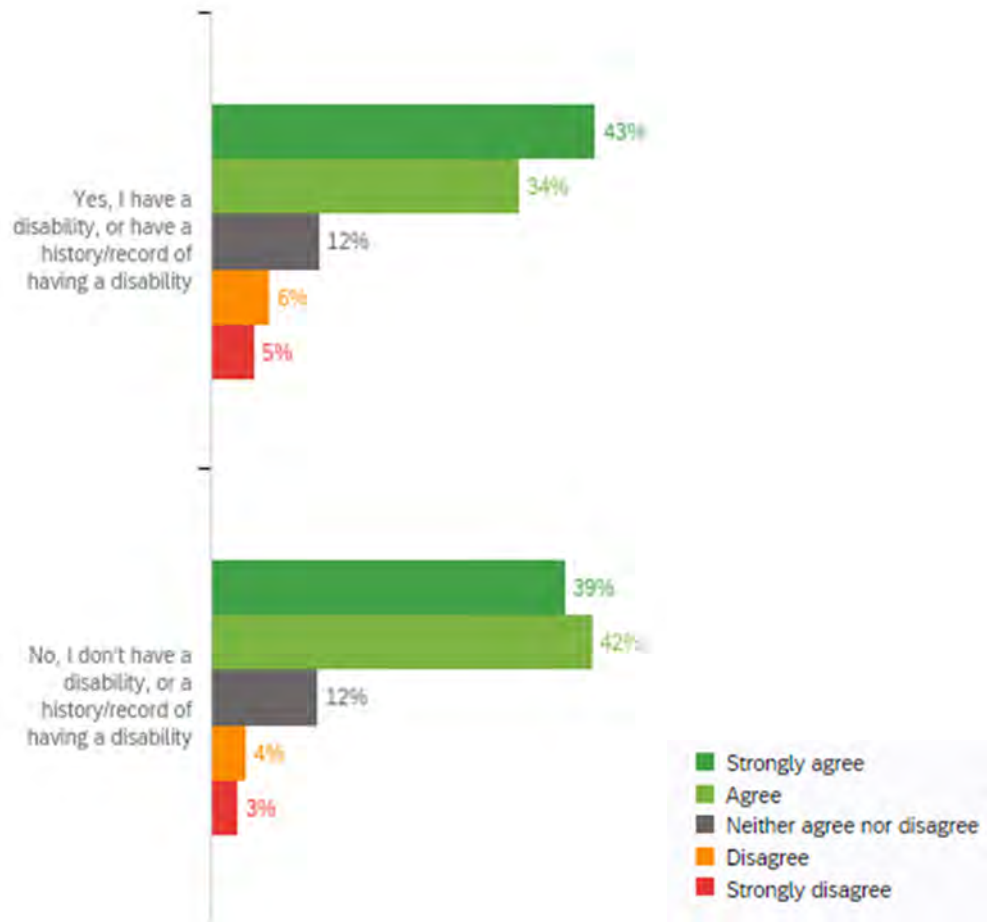
Within my team, my opinions seem to count.





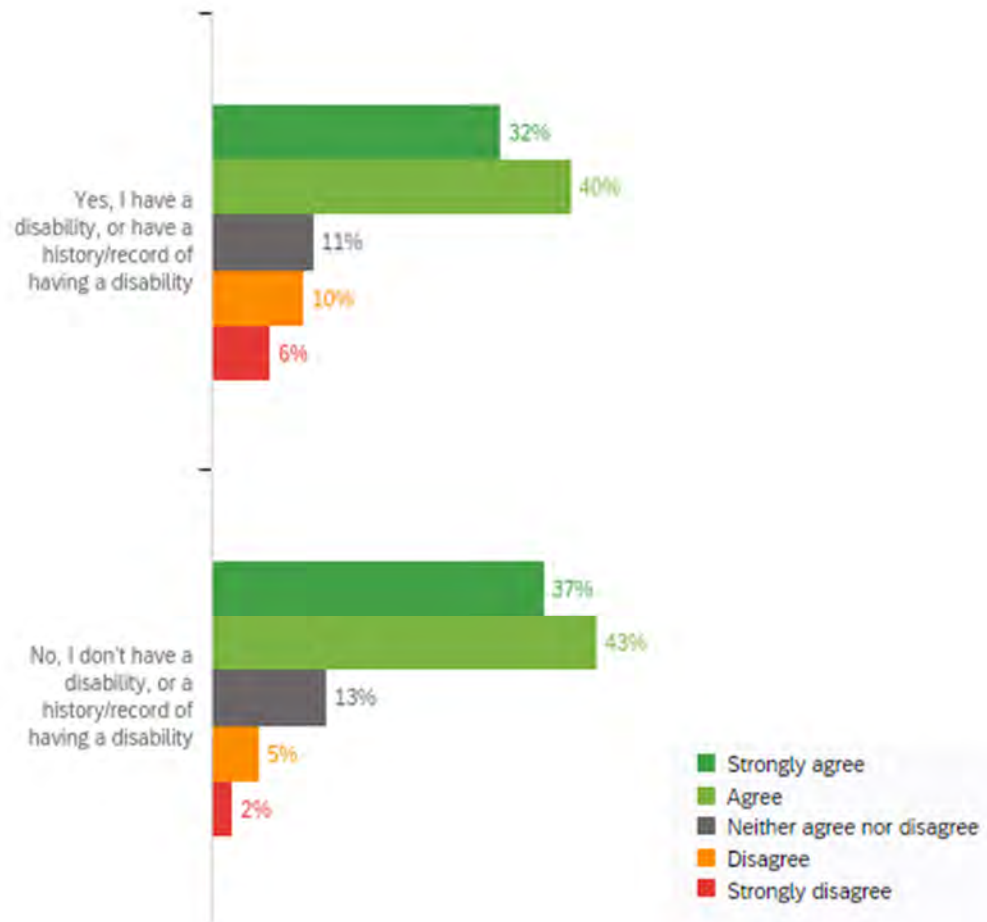
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	31%	91	30%	537
Agree	40%	118	49%	858
Neither agree nor disagree	16%	46	12%	218
Disagree	10%	29	5%	95
Strongly disagree	3%	9	3%	56
Average Score	3.86		3.98	
Difference from SoW Feb. 2022	-0.12		-0.17	
<b>Total</b>		<b>293</b>		<b>1764</b>

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



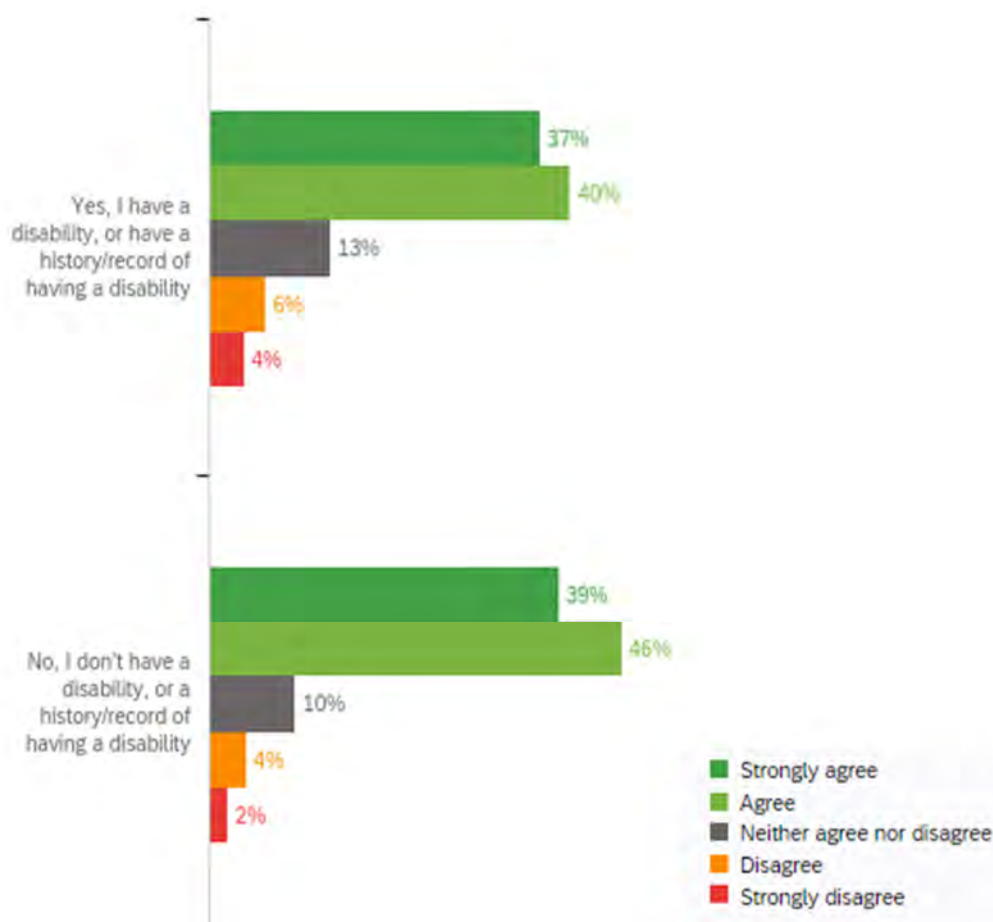
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	43%	125	39%	692
Agree	34%	100	42%	745
Neither agree nor disagree	12%	35	12%	208
Disagree	6%	19	4%	67
Strongly disagree	5%	14	3%	52
Average Score	4.03		4.11	
Difference from SoW Feb. 2022	-0.18		-0.18	
<b>Total</b>		<b>293</b>		<b>1764</b>

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



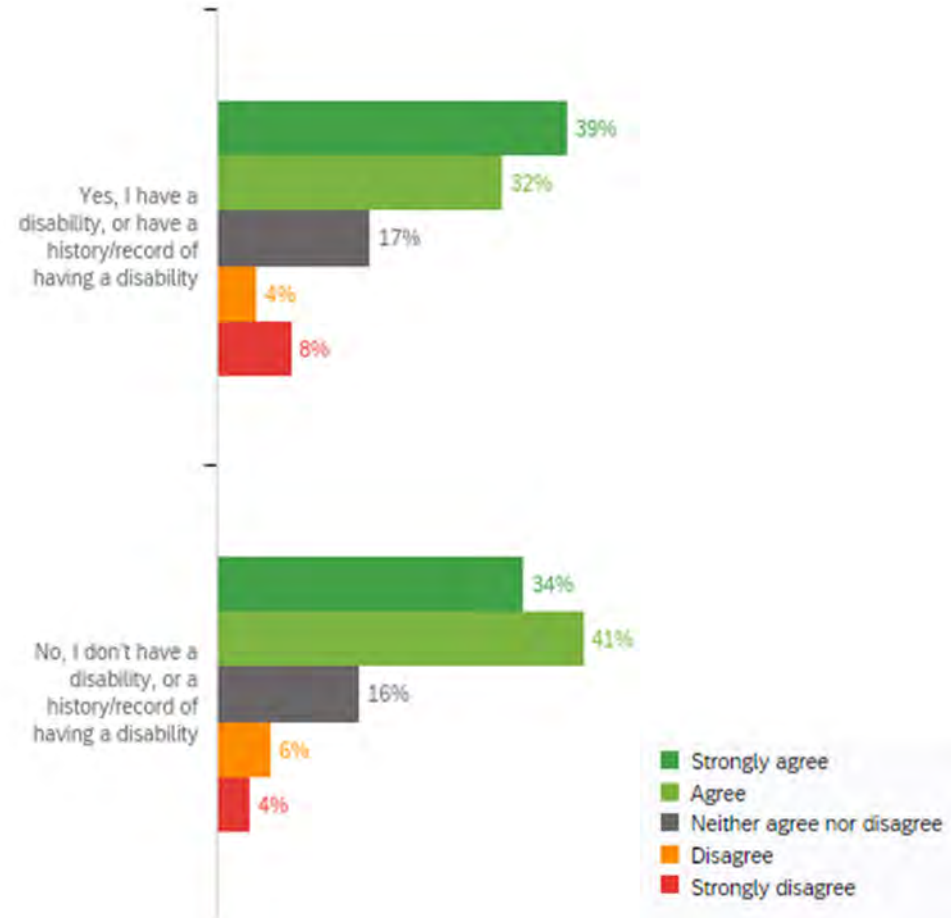
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	32%	94	37%	651
Agree	40%	117	43%	756
Neither agree nor disagree	11%	33	13%	225
Disagree	10%	30	5%	93
Strongly disagree	6%	19	2%	41
Average Score	3.81		4.07	
Difference from SoW Feb. 2022	-0.01		-0.11	
<b>Total</b>		<b>293</b>		<b>1766</b>

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



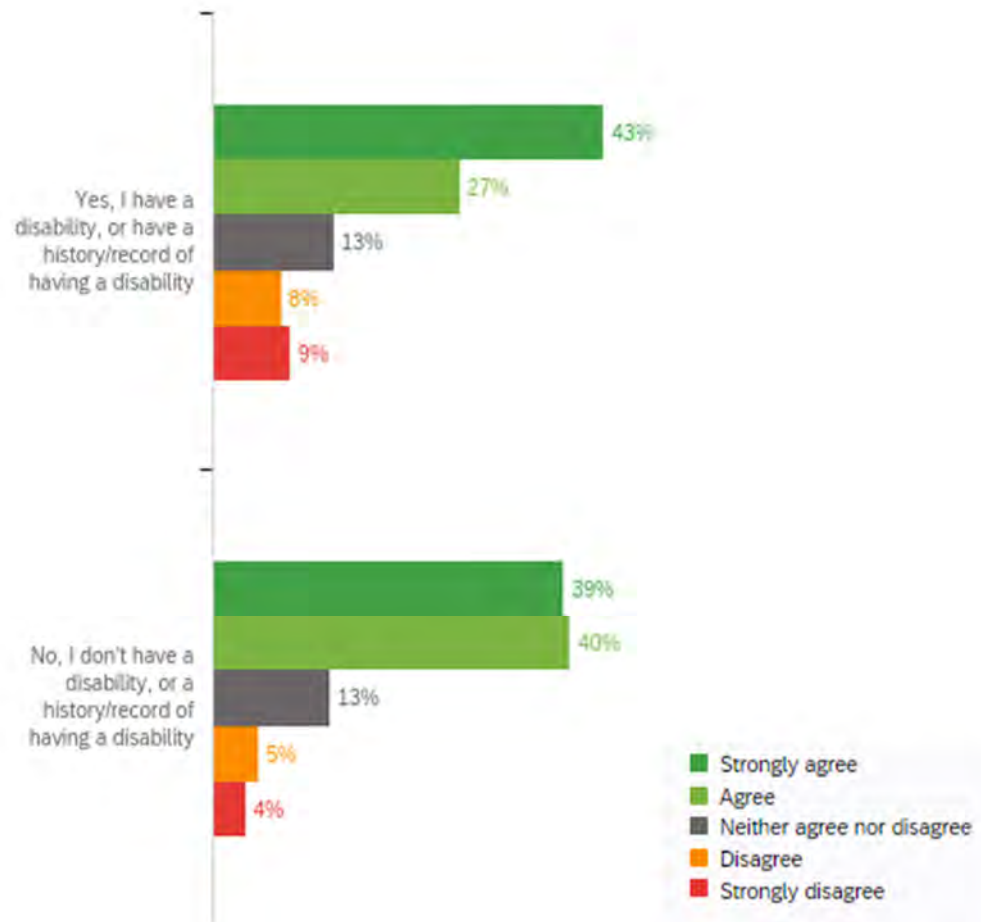
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	37%	107	39%	685
Agree	40%	117	46%	809
Neither agree nor disagree	13%	39	10%	168
Disagree	6%	18	4%	71
Strongly disagree	4%	11	2%	35
Average Score	4.00		4.15	
Difference from SoW Feb. 2022	-0.06		-0.17	
<b>Total</b>		<b>292</b>		<b>1768</b>

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



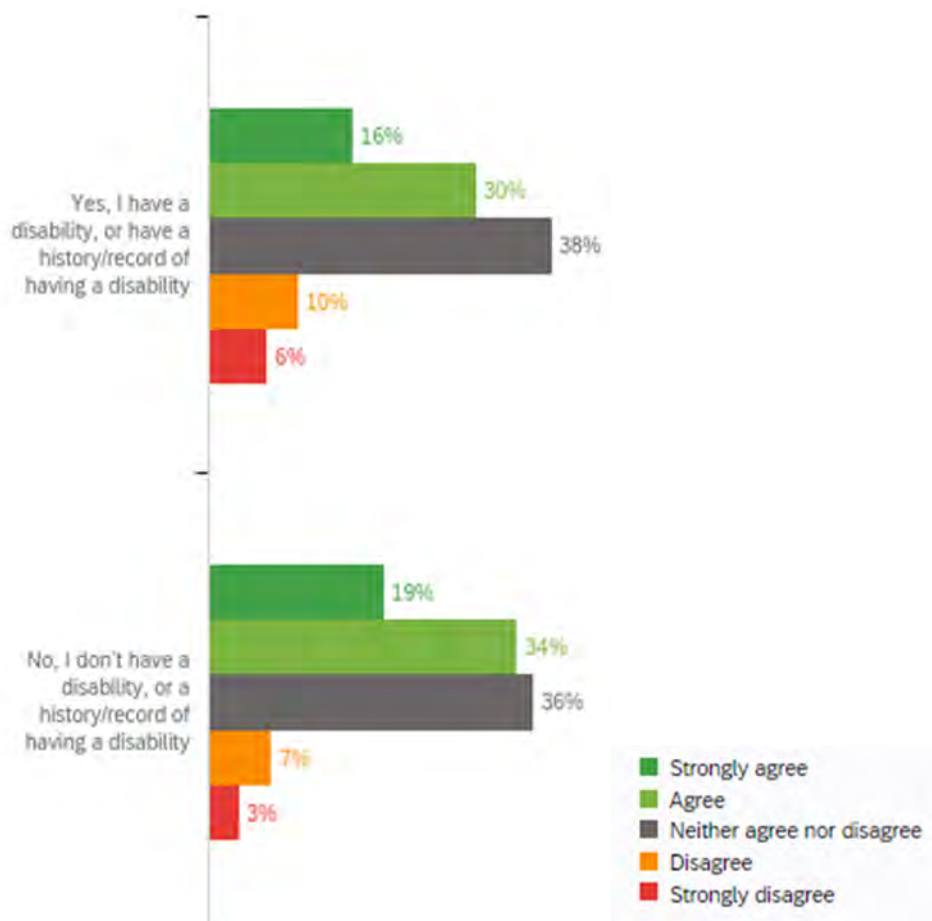
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	39%	114	34%	598
Agree	32%	93	41%	714
Neither agree nor disagree	17%	50	16%	277
Disagree	4%	13	6%	105
Strongly disagree	8%	24	4%	64
Average Score	3.88		3.95	
Difference from SoW Feb. 2022	-0.21		-0.21	
<b>Total</b>		<b>294</b>		<b>1758</b>

### I trust my immediate supervisor.



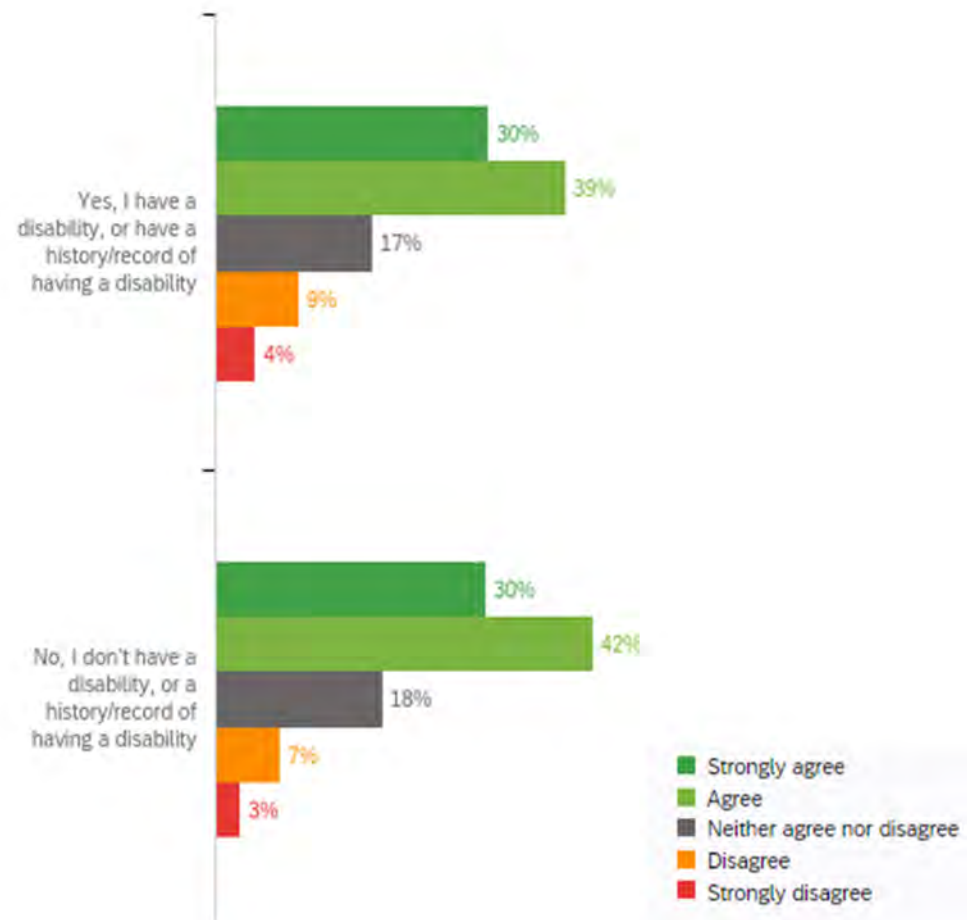
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	43%	127	39%	687
Agree	27%	80	40%	699
Neither agree nor disagree	13%	39	13%	228
Disagree	8%	22	5%	88
Strongly disagree	9%	25	4%	63
Average Score	3.89		4.05	
Difference from SoW Feb. 2022	-0.21		-0.21	
<b>Total</b>		<b>293</b>		<b>1765</b>

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



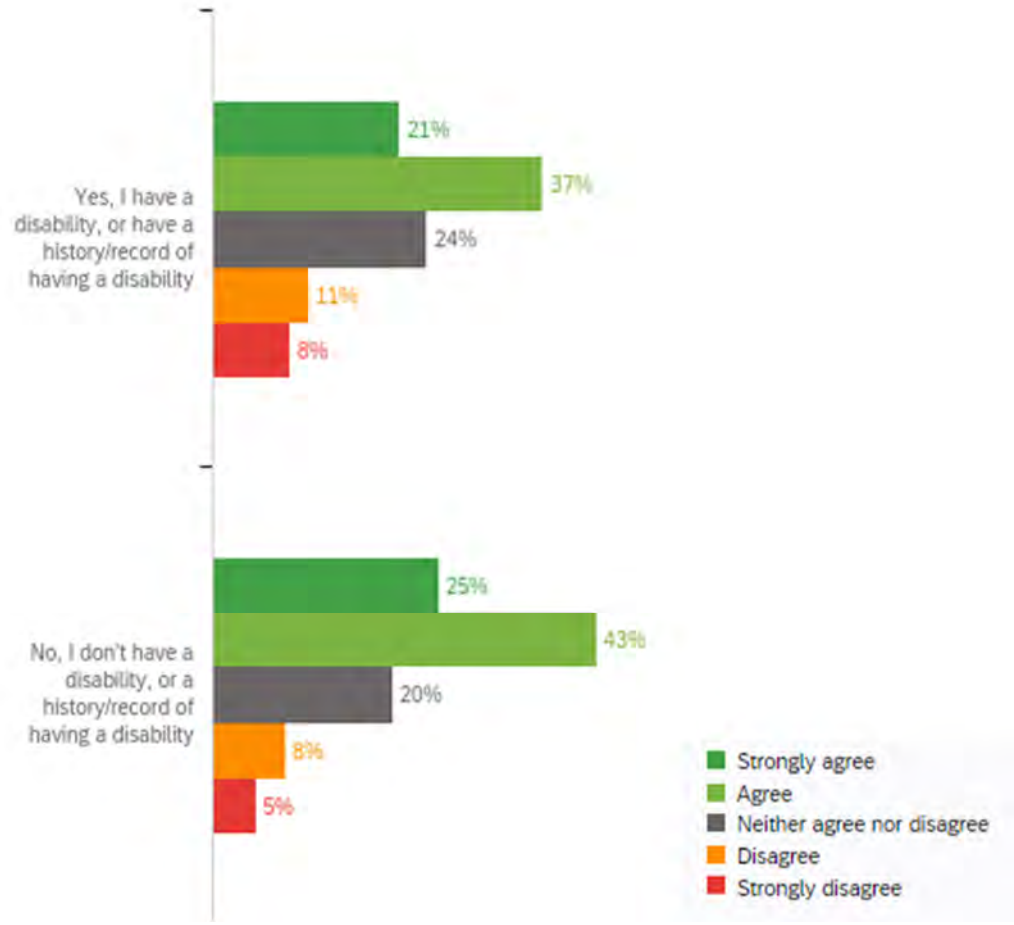
Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	16%	42	19%	303
Agree	30%	78	34%	535
Neither agree nor disagree	38%	100	36%	563
Disagree	10%	26	7%	109
Strongly disagree	6%	17	3%	51
Average Score	3.39		3.60	
Difference from SoW Feb. 2022	0.06		0.01	
<b>Total</b>		<b>263</b>		<b>1561</b>

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



Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	30%	89	30%	529
Agree	39%	114	42%	739
Neither agree nor disagree	17%	51	18%	326
Disagree	9%	27	7%	125
Strongly disagree	4%	13	3%	48
Average Score	3.81		3.89	
Difference from SoW Feb. 2022	-0.10		-0.15	
<b>Total</b>		<b>294</b>		<b>1767</b>

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



Question	Yes, I have a disability, or have a history/record of having a disability		No, I don't have a disability, or a history/record of having a disability	
Strongly agree	21%	61	25%	441
Agree	37%	108	43%	751
Neither agree nor disagree	24%	70	20%	351
Disagree	11%	31	8%	141
Strongly disagree	8%	25	5%	83
Average Score	3.51		3.75	
Difference from SoW Feb. 2022	0.09		-0.08	
<b>Total</b>		<b>295</b>		<b>1767</b>



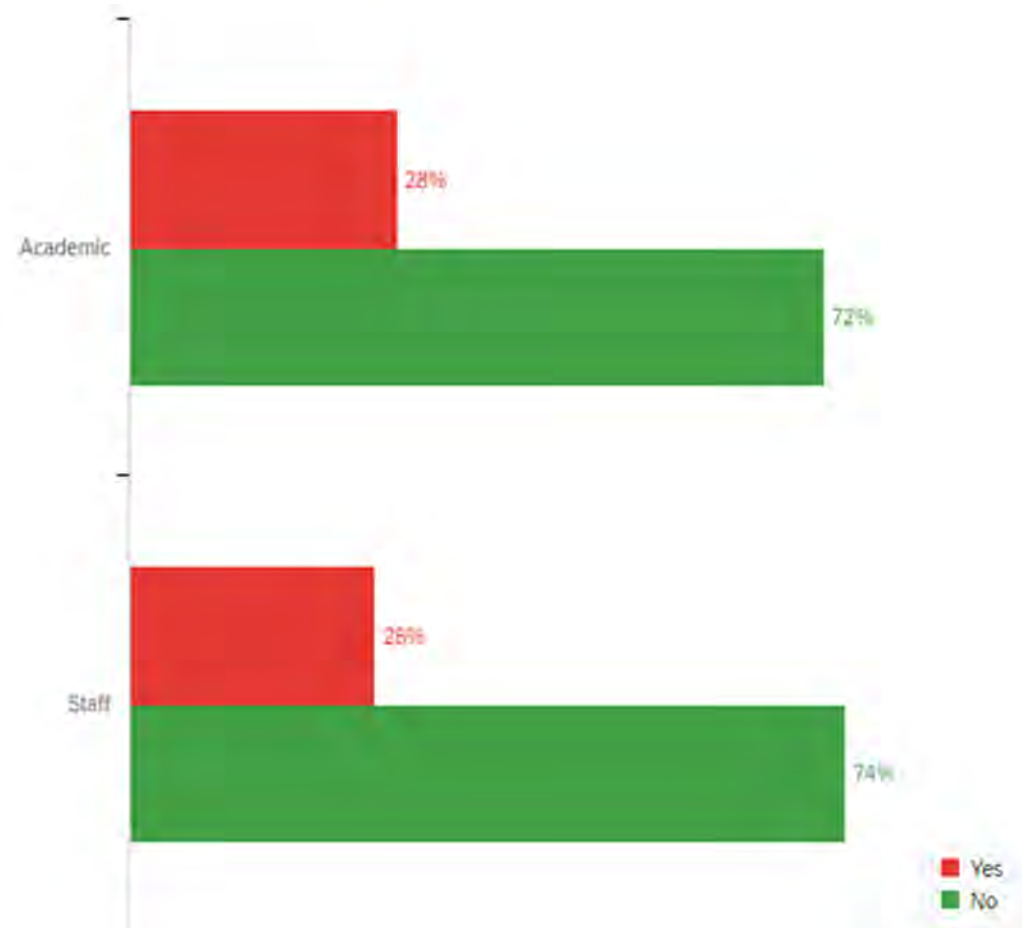
# Berkeley People & Culture

## State of the Workplace Survey

October 2022

### Academic vs. Staff

Are you currently searching for a new job?



Question	Yes		No		Total
	%	Count	%	Count	
Academic	28%	67	72%	174	<b>241</b>
Staff	26%	529	74%	1541	<b>2070</b>

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

Question	Academic		Staff	
	%	Count	%	Count
Other	30%	20	18%	94
Factors outside of work	1%	1	1%	4
Working with different people	12%	8	11%	55
Relocation	3%	2	2%	10
Promotion or more responsibility	3%	2	11%	57
Pay/Salary	42%	28	40%	208
Opportunity to work remotely	4%	3	9%	49
Flexible schedule	0%	0	2%	11
Benefits	1%	1	0%	1
A new challenge	3%	2	6%	31
<b>Total</b>		<b>67</b>		<b>520</b>

**What are the reasons you're searching for a new job? (Select all that apply)**

Question	Academic		Staff	
A new challenge	10%	16	13%	191
Benefits	7%	12	3%	43
Flexible schedule	3%	5	8%	126
Opportunity to work remotely	5%	8	12%	171
Pay/Salary	27%	43	24%	352
Promotion or more responsibility	12%	19	15%	230
Relocation	5%	8	2%	34
Working with different people	14%	22	12%	184
Factors outside of work	3%	5	3%	42
Other	15%	24	8%	113
<b>Total</b>		<b>162</b>		<b>1486</b>

**Where do you plan on looking for other employment opportunities? (Select all that apply)**

Question	Academic		Staff	
Another higher education institution OUTSIDE of the UC system	39%	55	20%	257
Another higher education institution WITHIN the UC system	23%	32	24%	298
A private for-profit company	18%	25	20%	249
A nonprofit outside of higher education	12%	17	13%	164
Within UC Berkeley	9%	13	24%	298
<b>Total</b>		<b>142</b>		<b>1266</b>

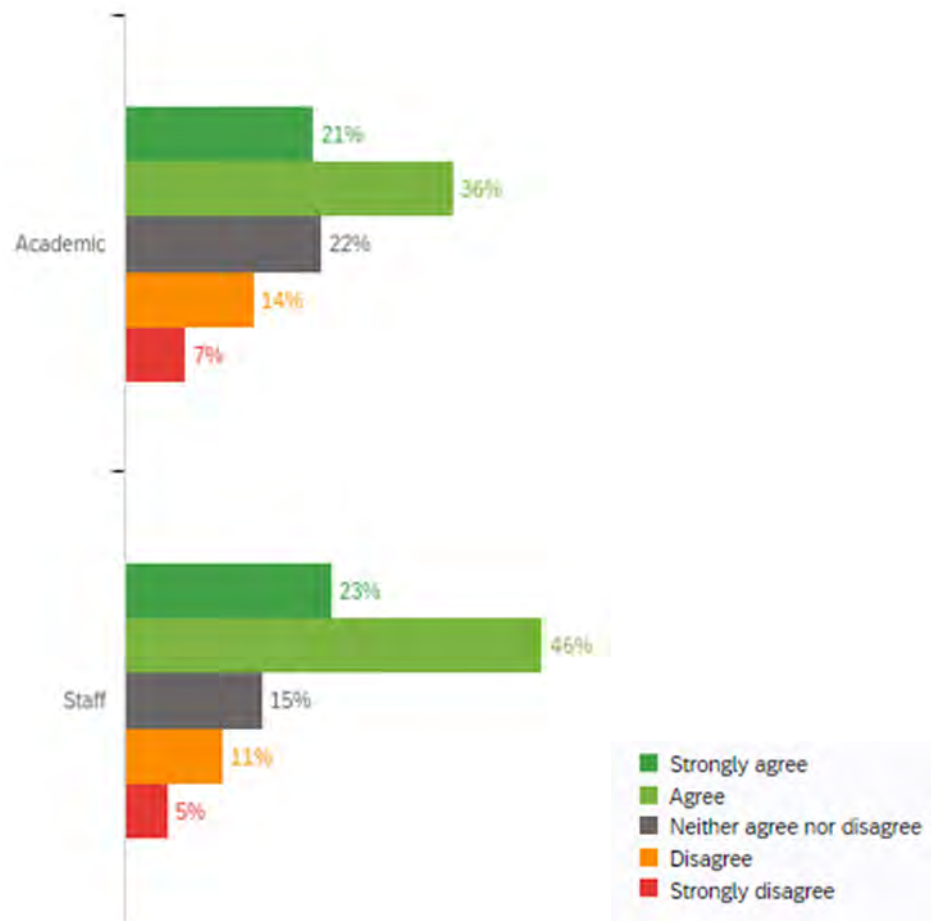
**What is the MAIN reason you're staying in your job?**

Question	Academic		Staff	
Benefits	8%	14	17%	249
Flexible schedule	4%	7	10%	155
My colleagues	13%	23	8%	121
My supervisor	5%	9	8%	115
Opportunity to work remotely	6%	10	19%	281
Pay/Salary	8%	14	8%	117
Recent attained promotion or responsibility	9%	15	9%	130
Relocation	2%	3	0%	3
Factors outside of work	10%	18	4%	67
Other	35%	60	18%	267
<b>Total</b>		<b>173</b>		<b>1505</b>

**What are the reasons you're staying in your job? (Select all that apply)**

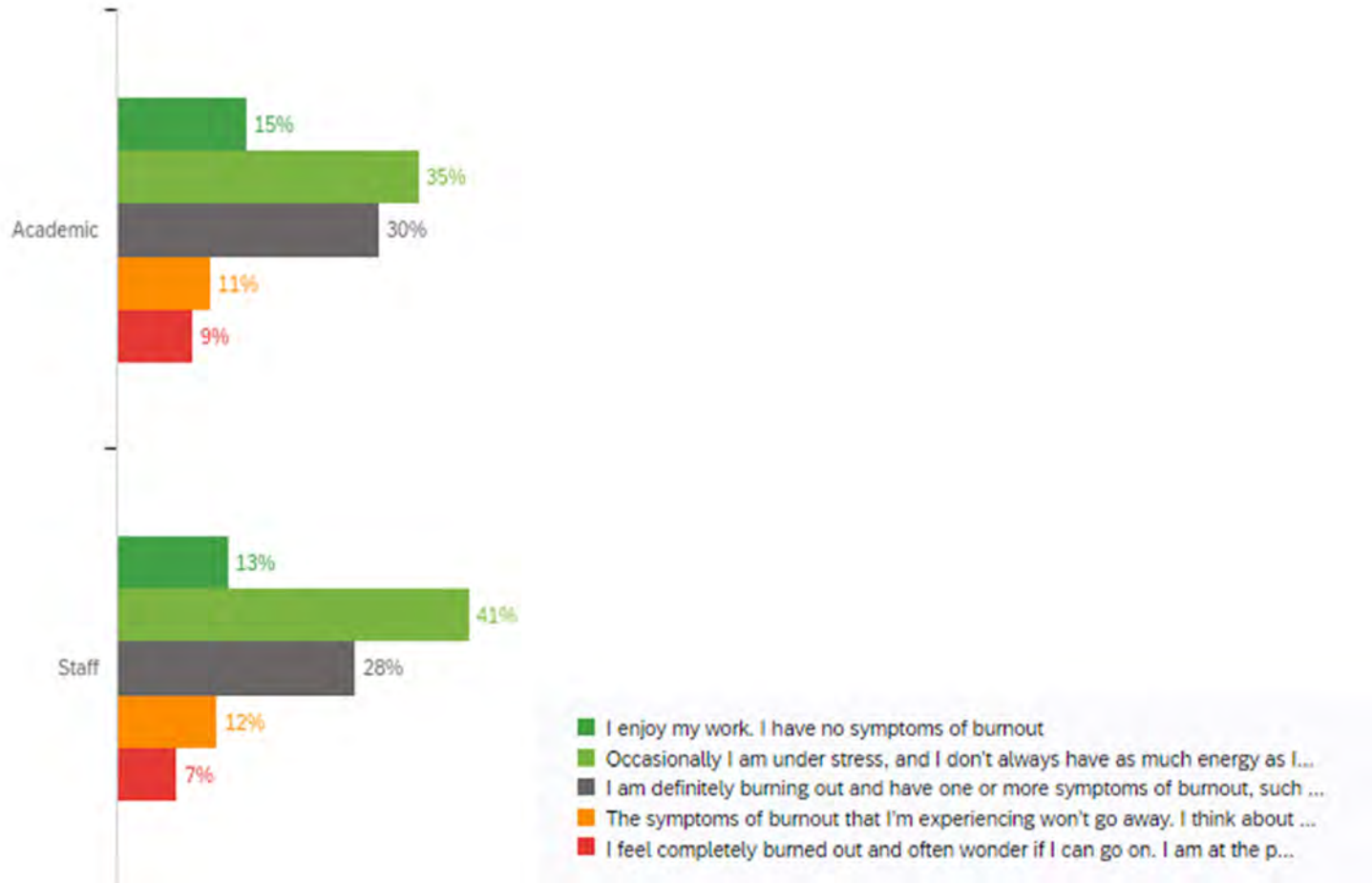
Question	Academic		Staff	
	%	Count	%	Count
Benefits	15%	93	17%	1091
Flexible schedule	14%	91	14%	908
My colleagues	17%	106	14%	912
My supervisor	9%	60	13%	852
Opportunity to work remotely	9%	59	16%	1010
Pay/Salary	13%	82	10%	649
Recent attained promotion or responsibility	5%	33	5%	309
Relocation	1%	7	0%	22
Factors outside of work	7%	46	5%	343
Staff organization(s) I'm involved with	2%	14	2%	127
Other	8%	49	3%	222
<b>Total</b>		<b>640</b>		<b>6445</b>

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



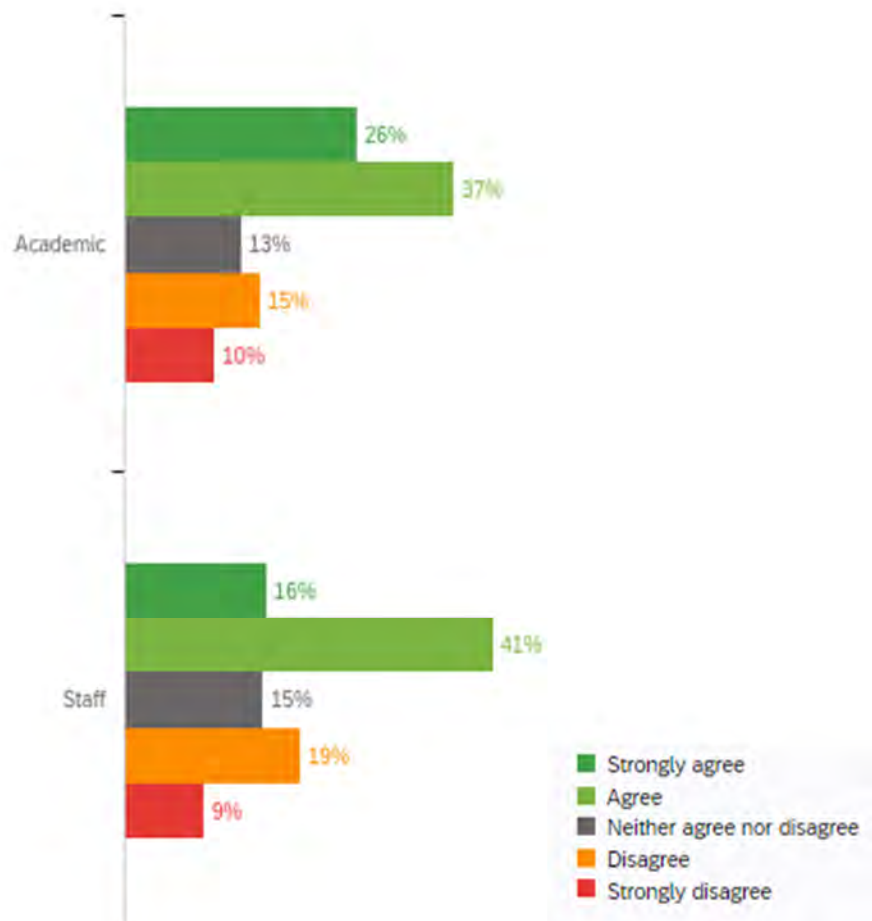
Question	Academic		Staff	
	%	Count	%	Count
Strongly agree	21%	50	23%	471
Agree	36%	87	46%	956
Neither agree nor disagree	22%	52	15%	313
Disagree	14%	34	11%	223
Strongly disagree	7%	16	5%	97
Average Score	3.51		3.72	
<b>Total</b>		<b>239</b>		<b>2060</b>

Overall, based on your definition of burnout, how would you rate your level of burnout?



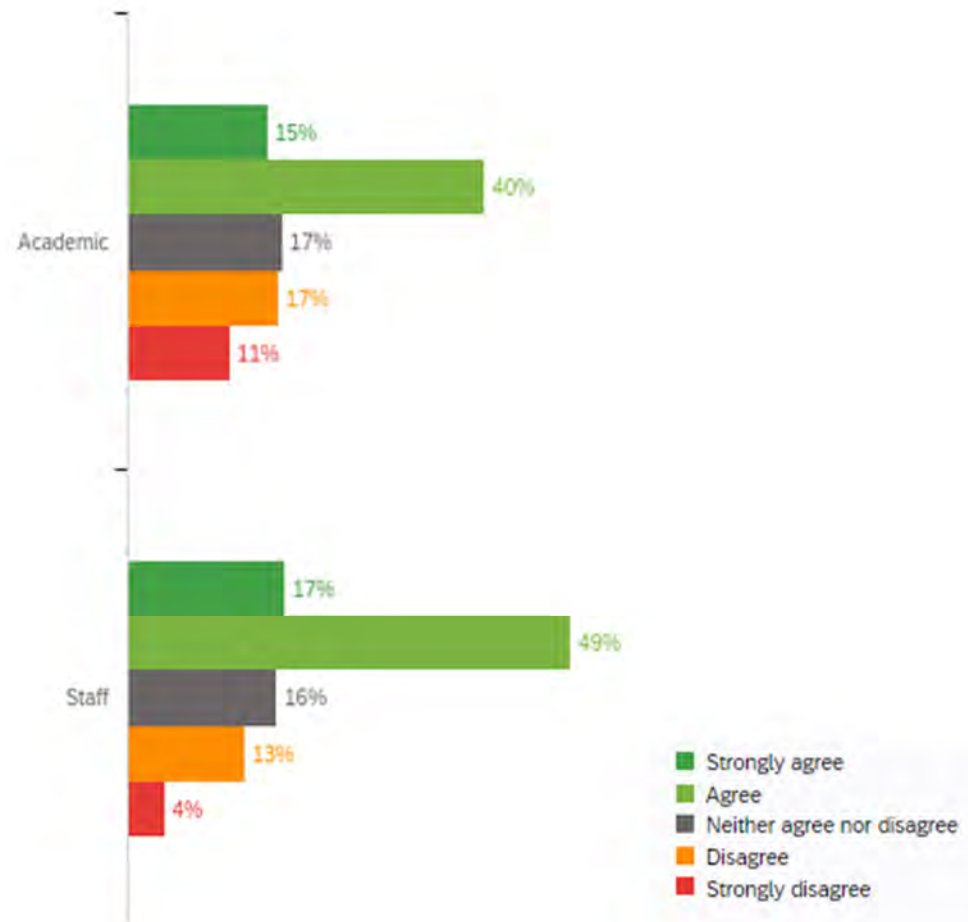
Question	Academic		Staff	
I enjoy my work. I have no symptoms of burnout	15%	36	13%	264
Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out	35%	84	41%	842
I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion	30%	73	28%	570
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot	11%	26	12%	239
I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help	9%	21	7%	143
<b>Total</b>		<b>240</b>		<b>2058</b>

My job description and title accurately reflect my current responsibilities.



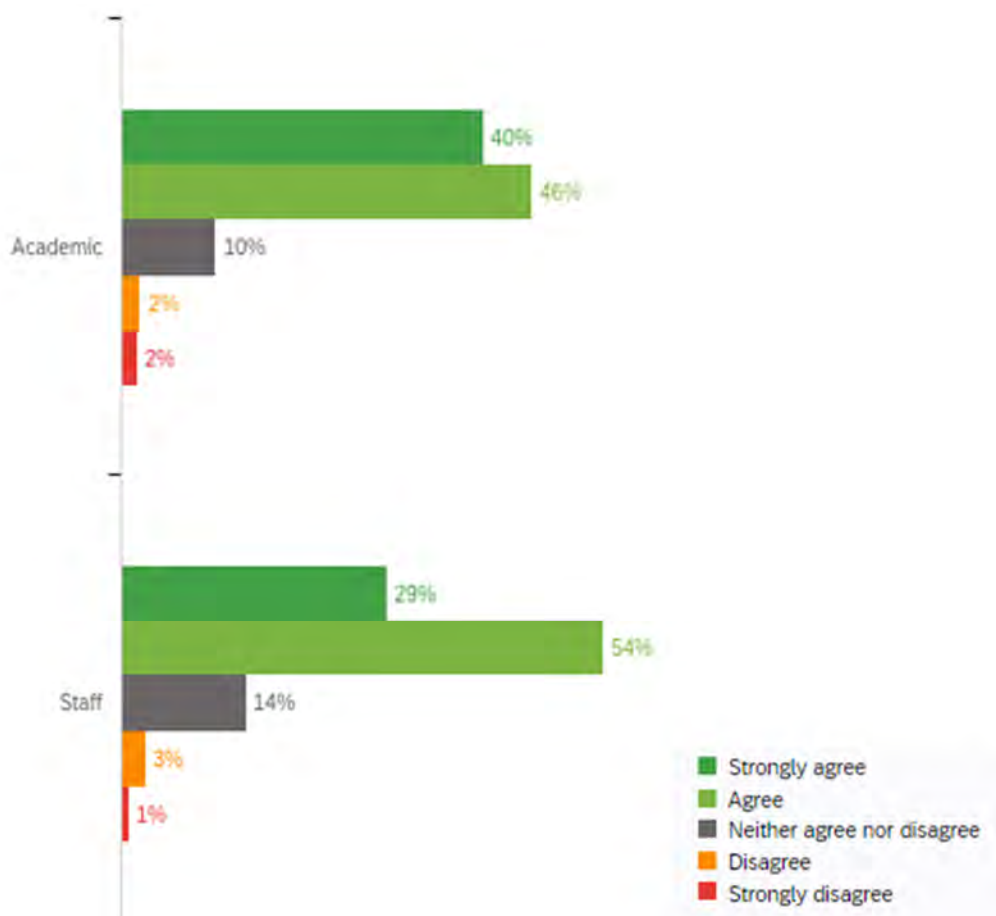
Question	Academic		Staff	
Strongly agree	26%	62	16%	324
Agree	37%	88	41%	844
Neither agree nor disagree	13%	31	15%	316
Disagree	15%	36	19%	402
Strongly disagree	10%	24	9%	181
Average Score	3.53		3.35	
<b>Total</b>		<b>241</b>		<b>2067</b>

I am satisfied with the level of community I experience with my colleagues.



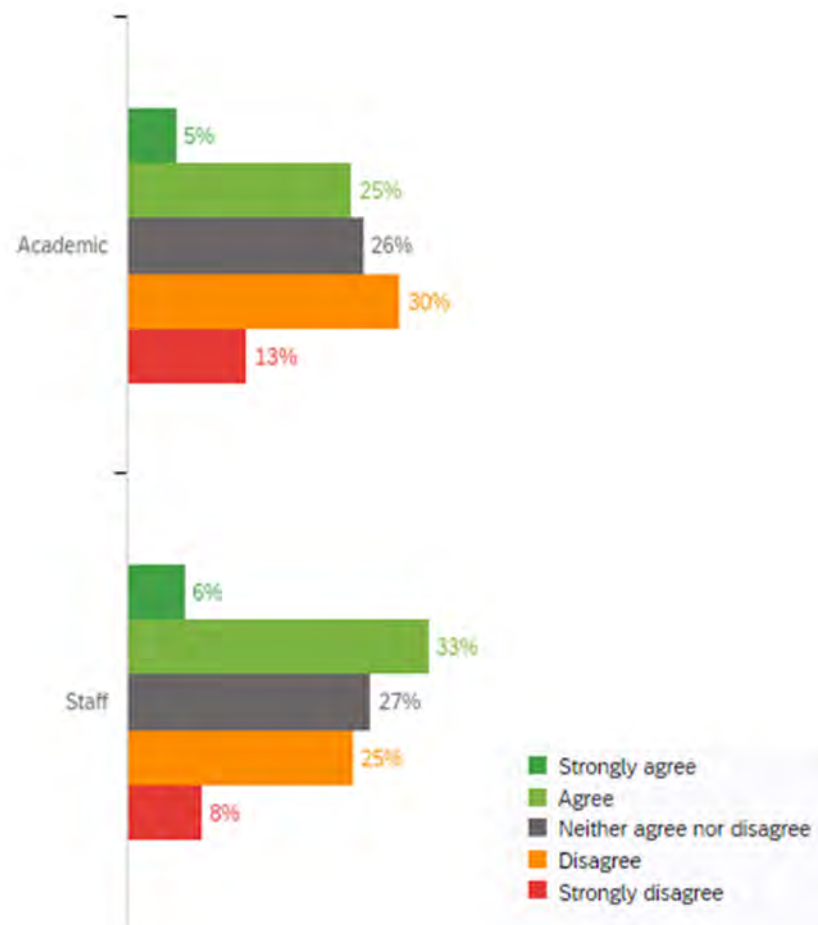
Question	Academic		Staff	
Strongly agree	15%	37	17%	360
Agree	40%	95	49%	1017
Neither agree nor disagree	17%	41	16%	341
Disagree	17%	40	13%	267
Strongly disagree	11%	27	4%	84
Average Score	3.31		3.63	
<b>Total</b>		<b>241</b>		<b>2067</b>

Building community with my colleagues is important to me.



Question	Academic		Staff	
Strongly agree	40%	96	29%	607
Agree	46%	109	54%	1105
Neither agree nor disagree	10%	25	14%	284
Disagree	2%	5	3%	53
Strongly disagree	2%	4	1%	15
Average Score	4.21		4.08	
<b>Total</b>		<b>239</b>		<b>2064</b>

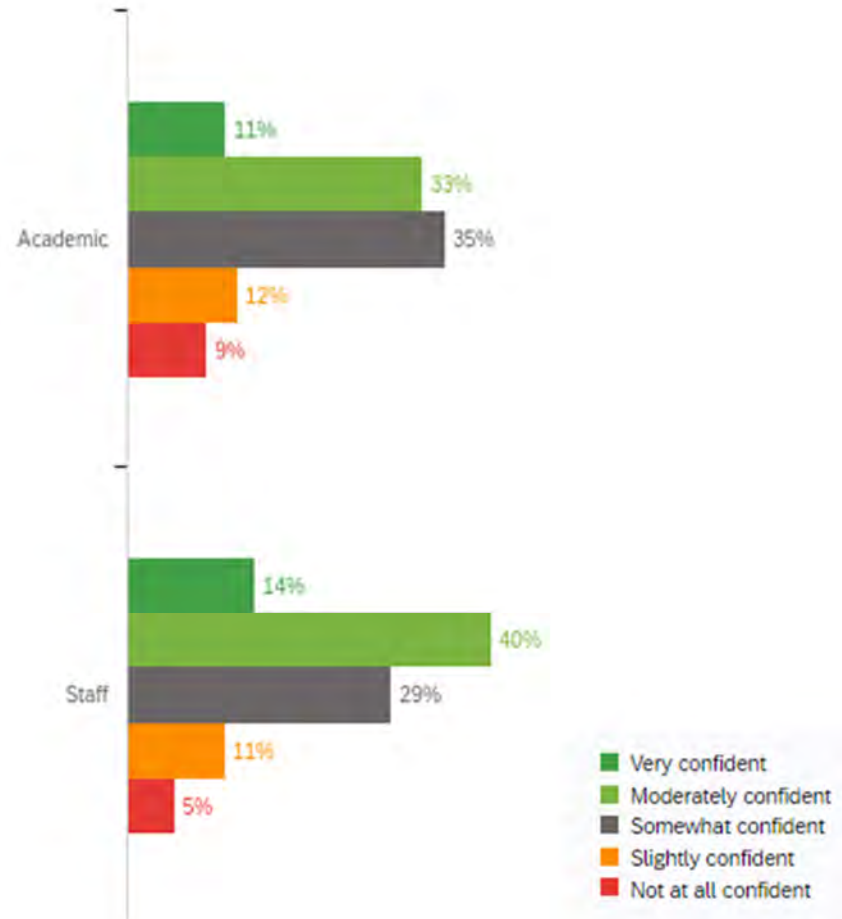
**I have enough time during the work day to build community with my colleagues.**



Question	Academic		Staff	
Strongly agree	5%	13	6%	131
Agree	25%	60	33%	690
Neither agree nor disagree	26%	63	27%	558
Disagree	30%	73	25%	517
Strongly disagree	13%	32	8%	170
Average Score	2.79		3.05	
<b>Total</b>		<b>241</b>		<b>2066</b>

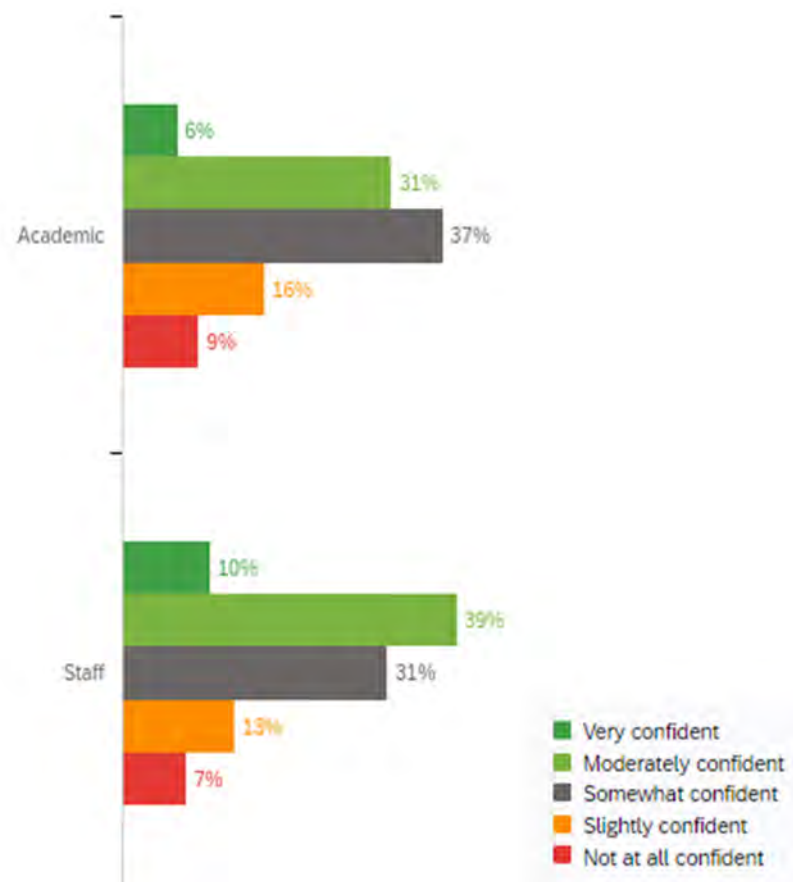


How confident are you that you can realize what causes the coworker to feel a negative emotion?



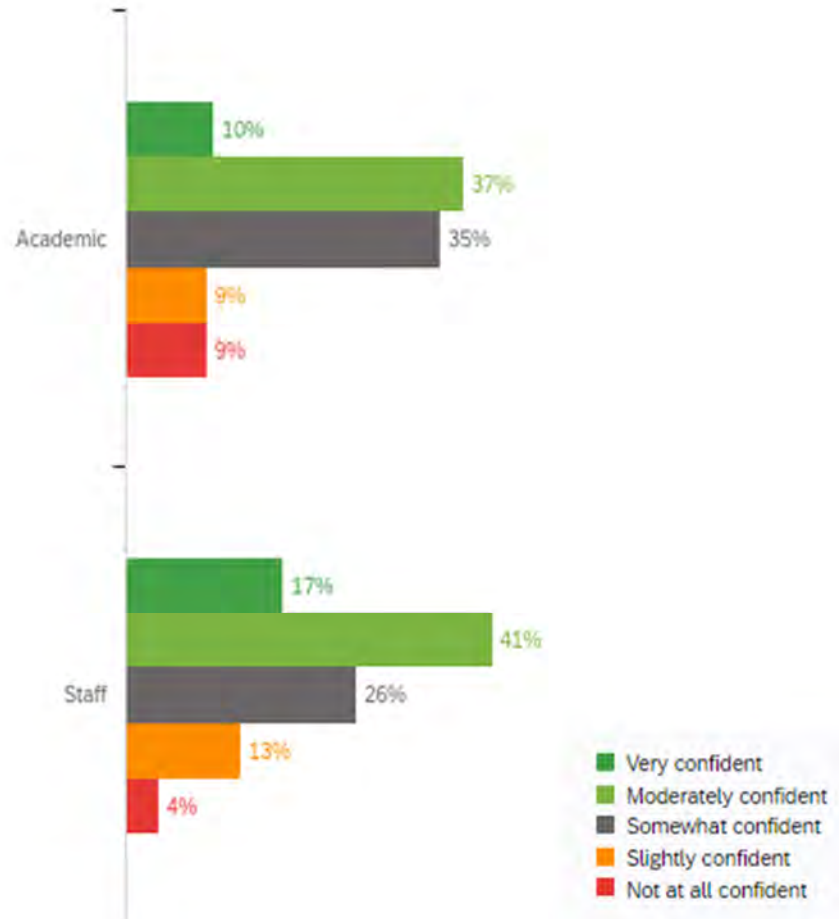
Question	Academic		Staff	
Very confident	11%	26	14%	290
Moderately confident	33%	78	40%	828
Somewhat confident	35%	84	29%	601
Slightly confident	12%	29	11%	221
Not at all confident	9%	21	5%	107
Very confident	3.25		3.48	
<b>Total</b>		<b>238</b>		<b>2047</b>

How confident are you that you can understand what causes that coworker's emotions to change?



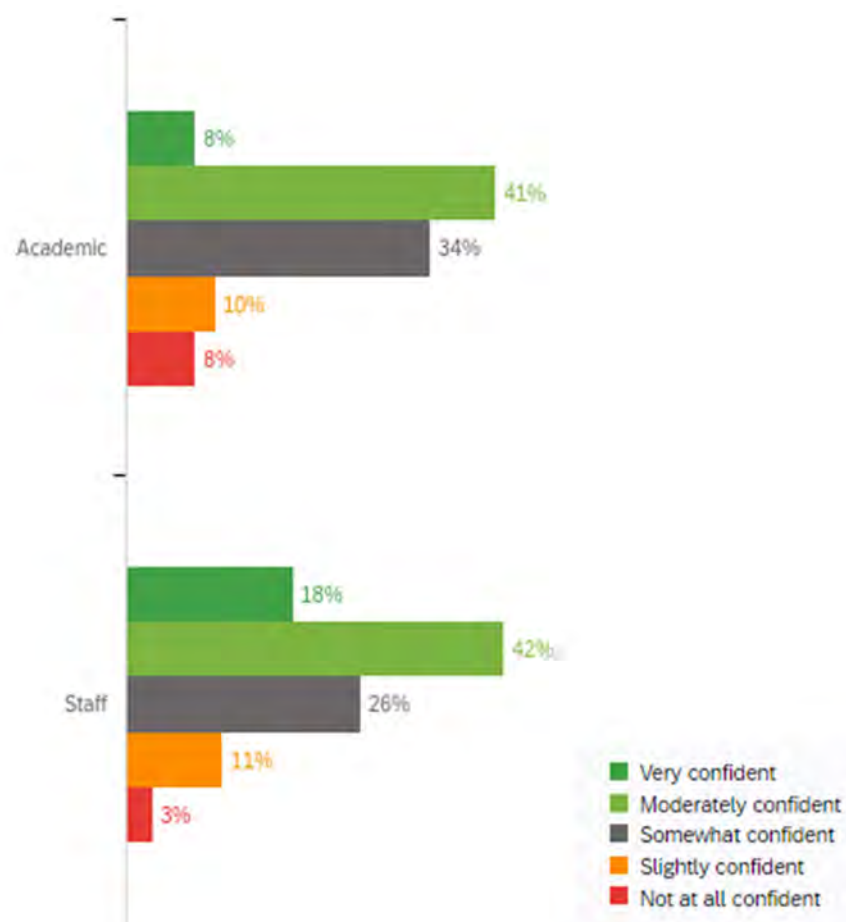
Question	Academic		Staff	
Very confident	6%	15	10%	207
Moderately confident	31%	74	39%	792
Somewhat confident	37%	88	31%	629
Slightly confident	16%	39	13%	265
Not at all confident	9%	21	7%	151
Very confident	3.10		3.31	
<b>Total</b>		<b>237</b>		<b>2044</b>

How confident are you that you can notice the emotion that coworker's body language is portraying?



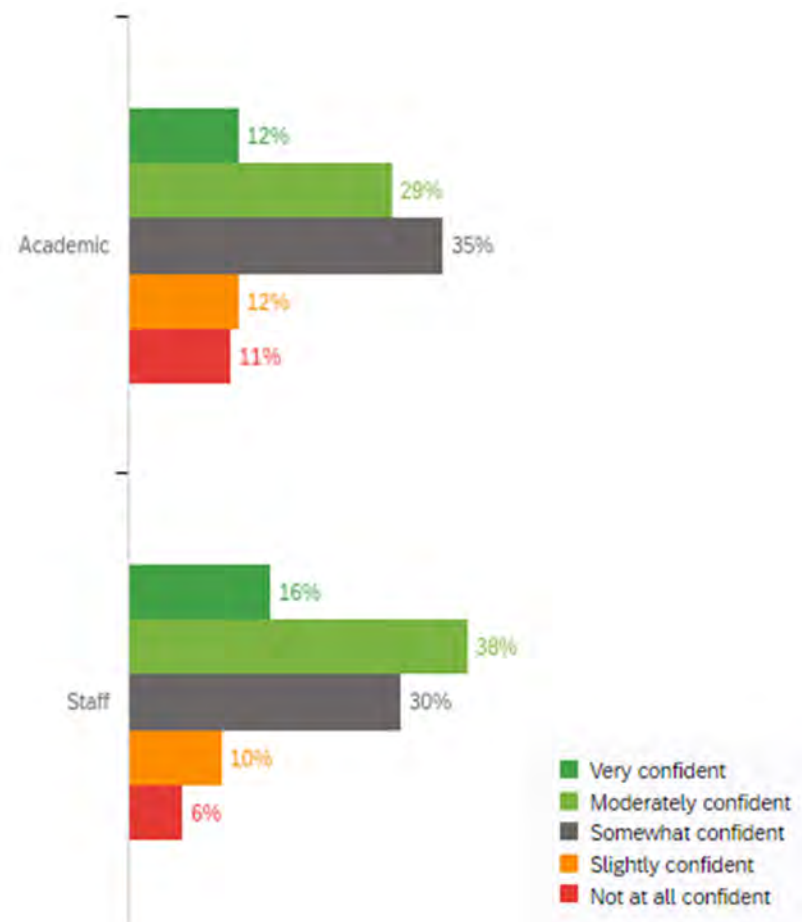
Question	Academic		Staff	
Very confident	10%	23	17%	357
Moderately confident	37%	88	41%	829
Somewhat confident	35%	82	26%	522
Slightly confident	9%	21	13%	260
Not at all confident	9%	21	4%	74
Very confident	3.30		3.56	
<b>Total</b>		<b>235</b>		<b>2042</b>

How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?



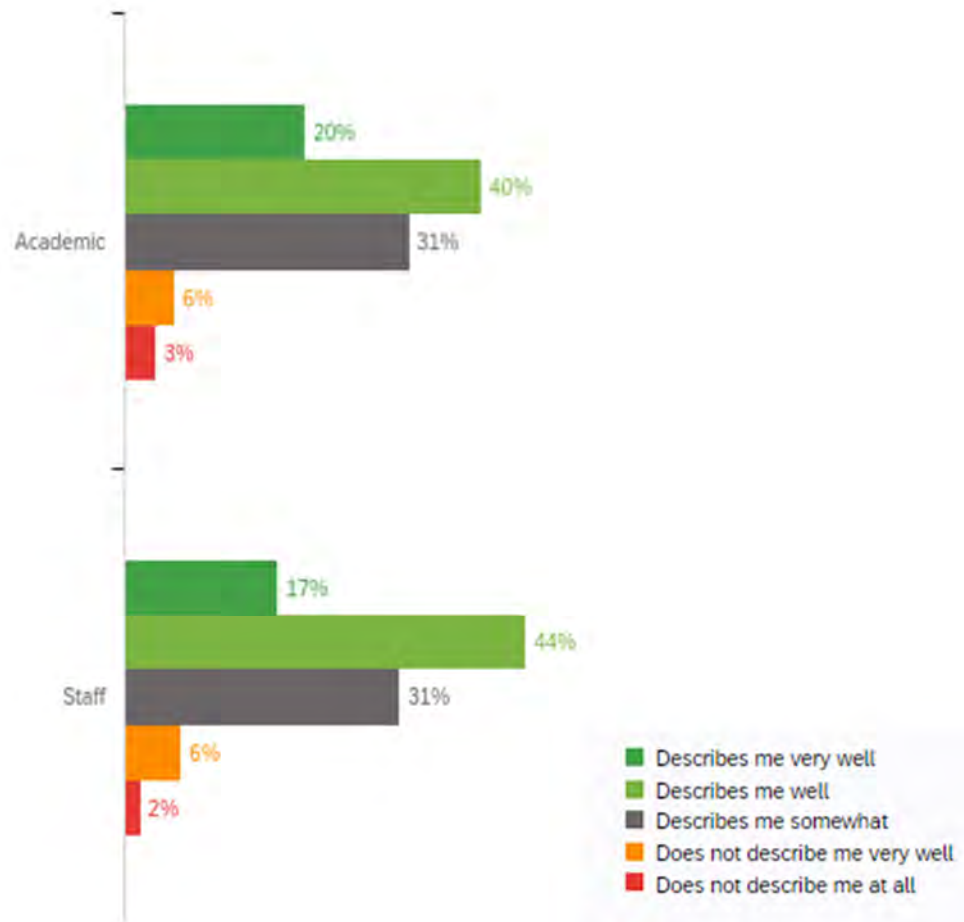
Question	Academic		Staff	
Very confident	8%	18	18%	377
Moderately confident	41%	96	42%	857
Somewhat confident	34%	79	26%	530
Slightly confident	10%	23	11%	219
Not at all confident	8%	18	3%	59
Very confident	3.31		3.62	
<b>Total</b>		<b>234</b>		<b>2042</b>

How confident are you that you can generate in yourself the emotion that coworker is feeling?



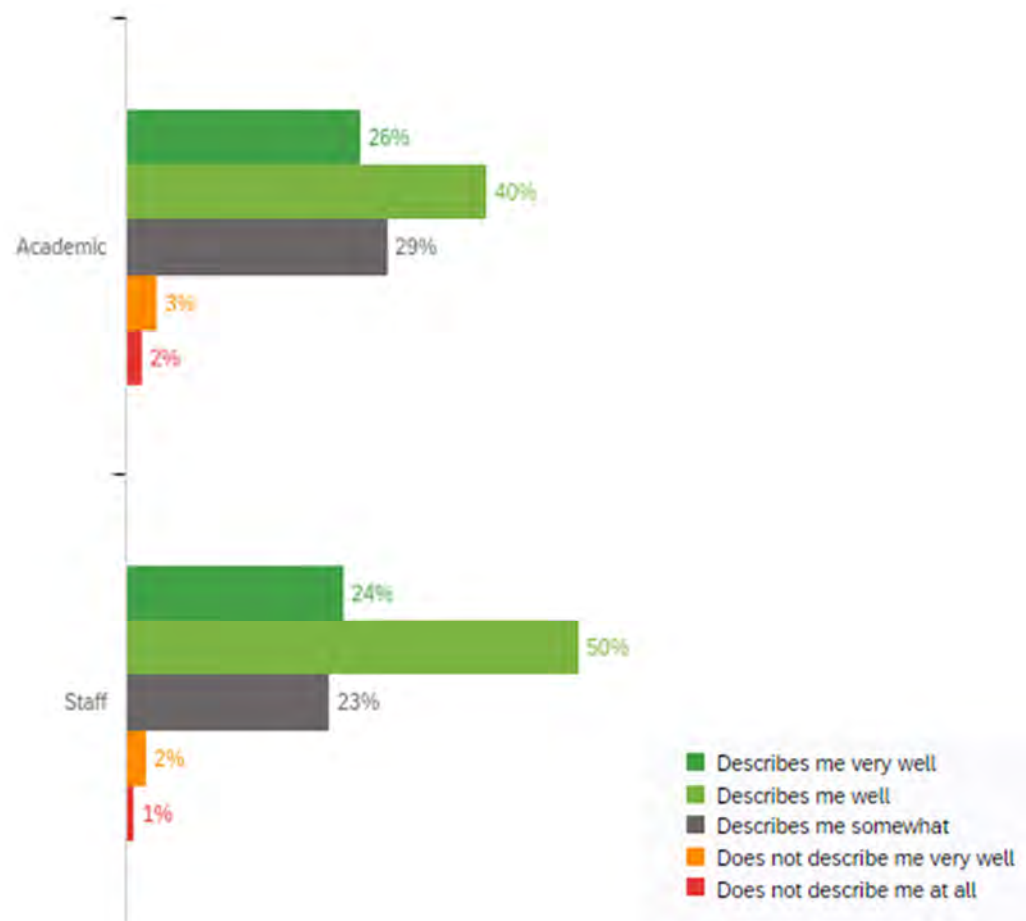
Question	Academic		Staff	
Very confident	12%	28	16%	316
Moderately confident	29%	67	38%	755
Somewhat confident	35%	80	30%	607
Slightly confident	12%	28	10%	208
Not at all confident	11%	26	6%	121
Very confident	3.19		3.47	
<b>Total</b>		<b>229</b>		<b>2007</b>

I often have tender, concerned feelings for coworkers less fortunate than I am.



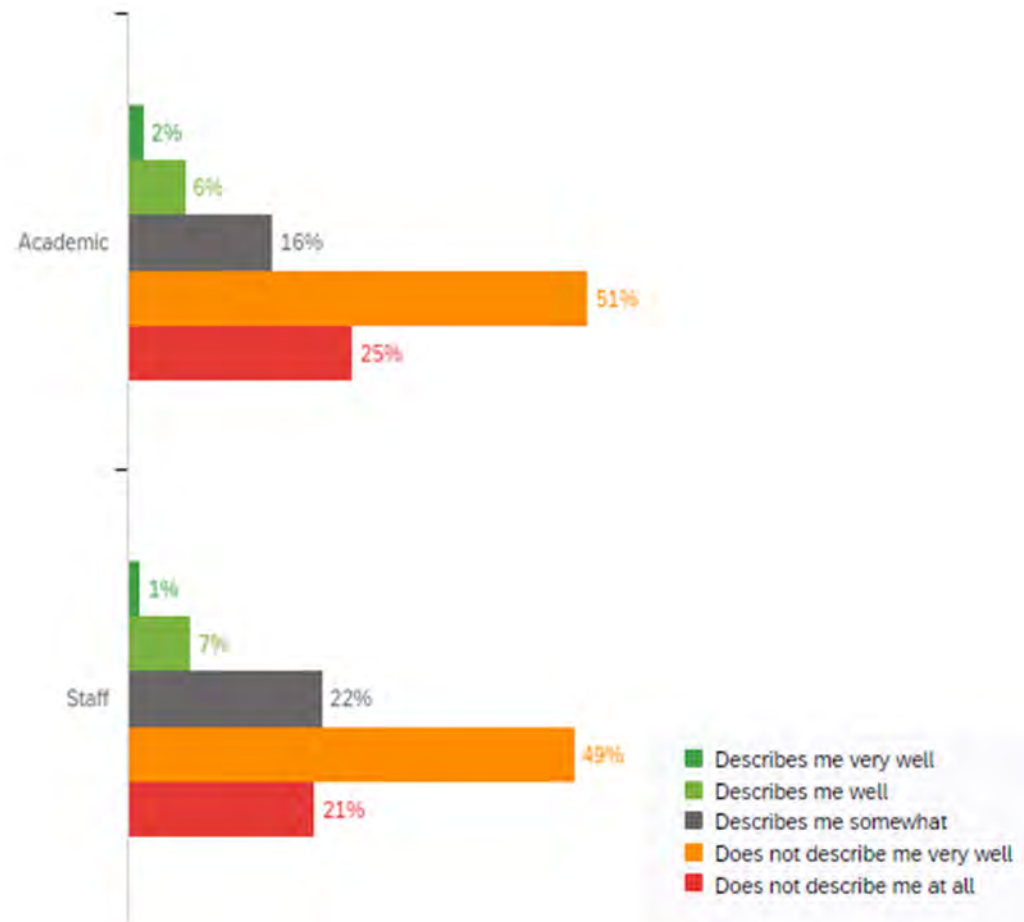
Question	Academic		Staff	
Describes me very well	12%	28	16%	316
Describes me well	29%	67	38%	755
Describes me somewhat	35%	80	30%	607
Does not describe me very well	12%	28	10%	208
Does not describe me at all	11%	26	6%	121
Average Score	3.67		3.69	
<b>Total</b>		<b>235</b>		<b>2018</b>

I sometimes try to understand my coworkers better by imagining how things look from their perspective.



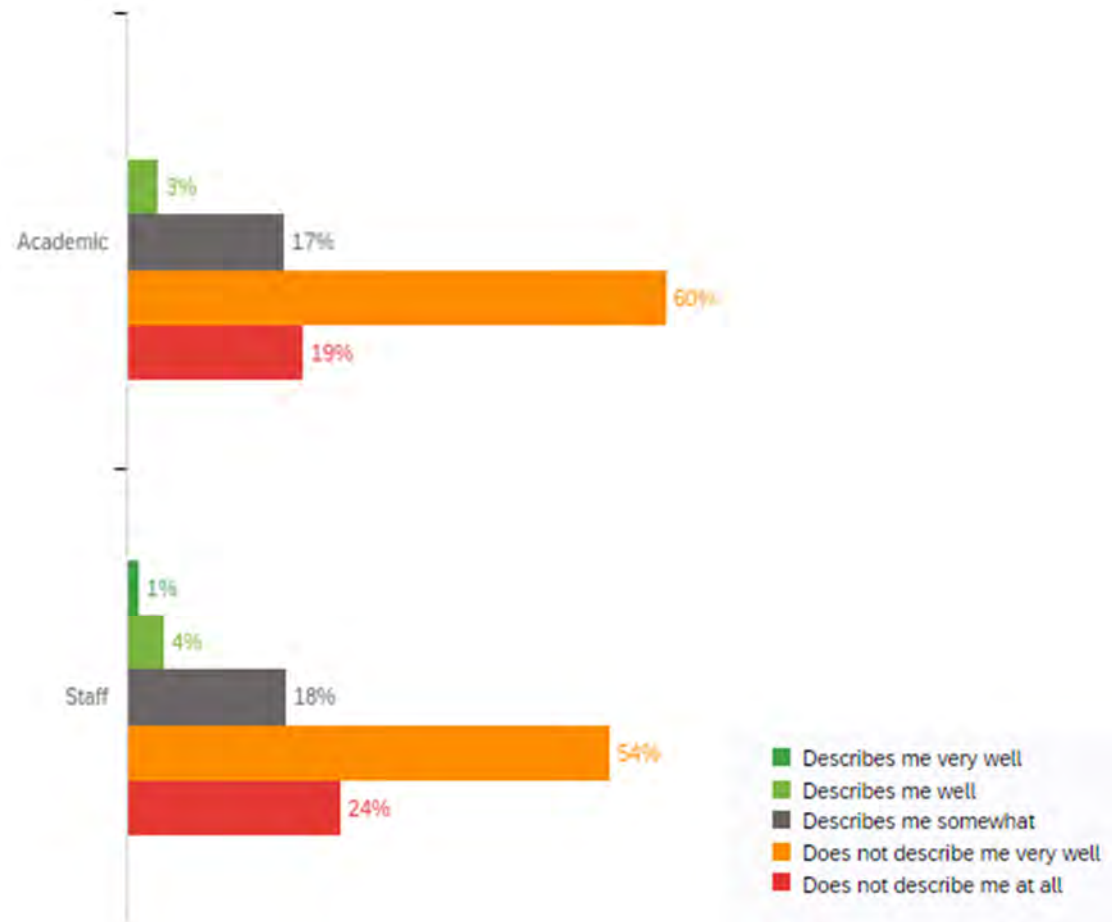
Question	Academic		Staff	
Describes me very well	26%	61	24%	492
Describes me well	40%	94	50%	1025
Describes me somewhat	29%	68	23%	460
Does not describe me very well	3%	8	2%	45
Does not describe me at all	2%	4	1%	18
Average Score	3.85		3.95	
<b>Total</b>		<b>235</b>		<b>2040</b>

**Coworkers' misfortunes do not usually disturb me a great deal.**



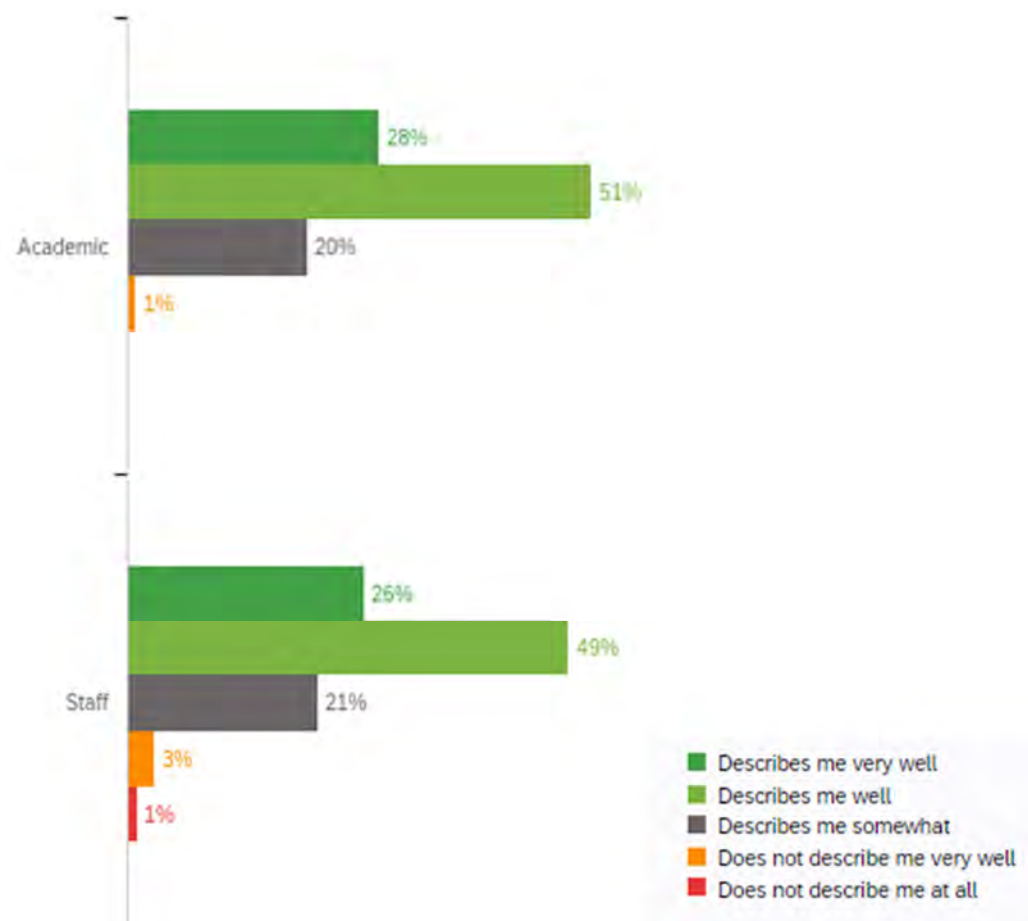
Question	Academic		Staff	
Describes me very well	2%	4	1%	28
Describes me well	6%	15	7%	141
Describes me somewhat	16%	38	22%	438
Does not describe me very well	51%	121	49%	1007
Does not describe me at all	25%	59	21%	422
Average Score	2.09		2.19	
<b>Total</b>		<b>237</b>		<b>2036</b>

If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.



Question	Academic		Staff	
Describes me very well	2%	4	1%	28
Describes me well	6%	15	7%	141
Describes me somewhat	16%	38	22%	438
Does not describe me very well	51%	121	49%	1007
Does not describe me at all	25%	59	21%	422
Average Score	2.05		2.06	
<b>Total</b>		<b>236</b>		<b>2037</b>

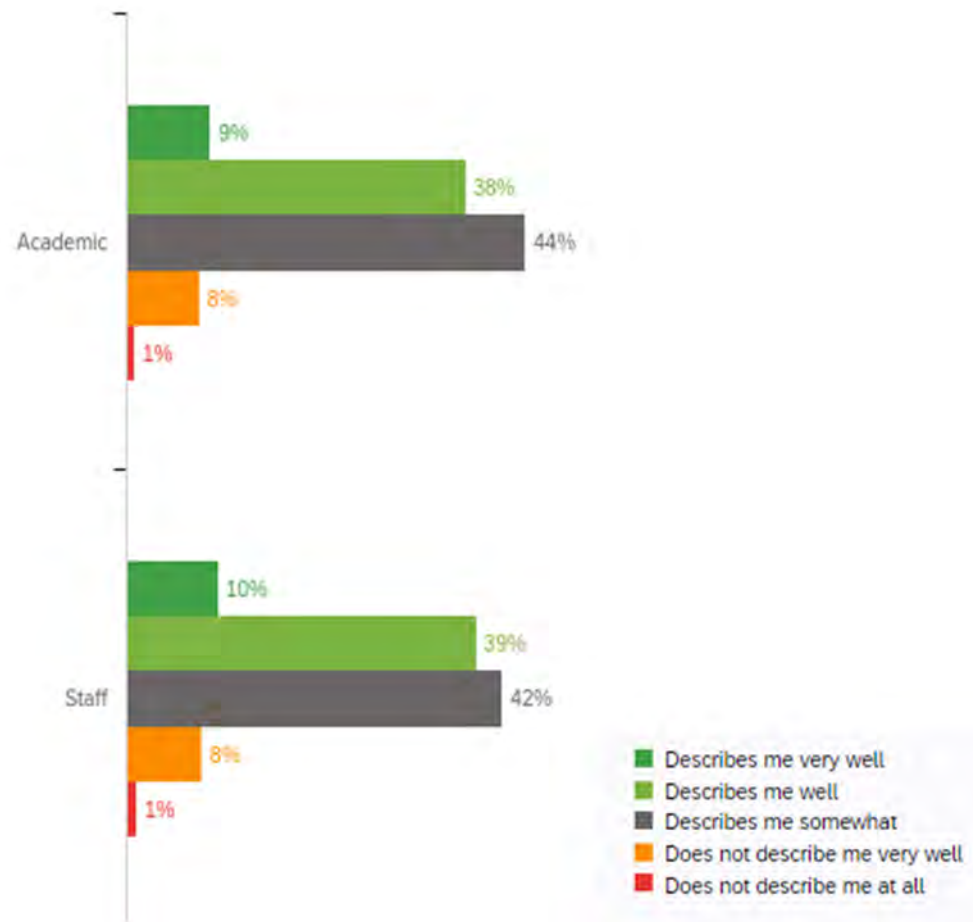
When I see a coworker being taken advantage of, I feel kind of protective towards them.





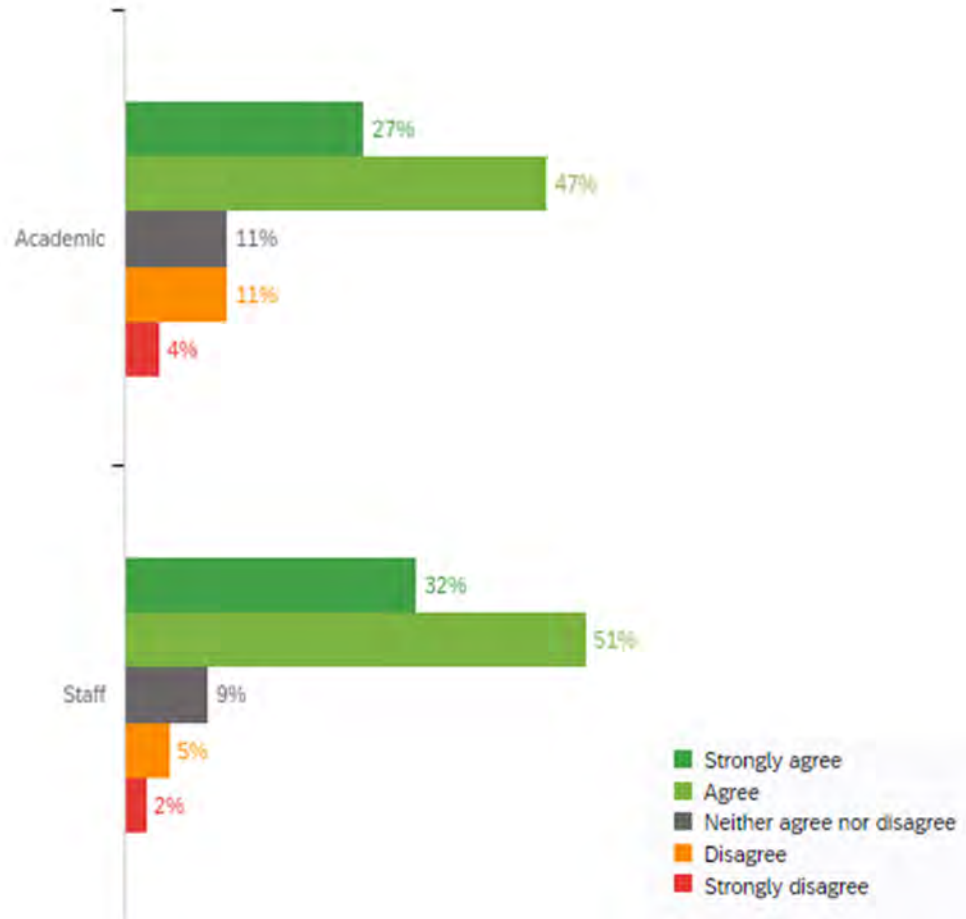
Question	Academic		Staff	
Describes me very well	28%	66	26%	533
Describes me well	51%	122	49%	998
Describes me somewhat	20%	47	21%	428
Does not describe me very well	1%	2	3%	60
Does not describe me at all	0%	0	1%	19
Average Score	4.06		3.96	
<b>Total</b>		<b>237</b>		<b>2038</b>

When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".



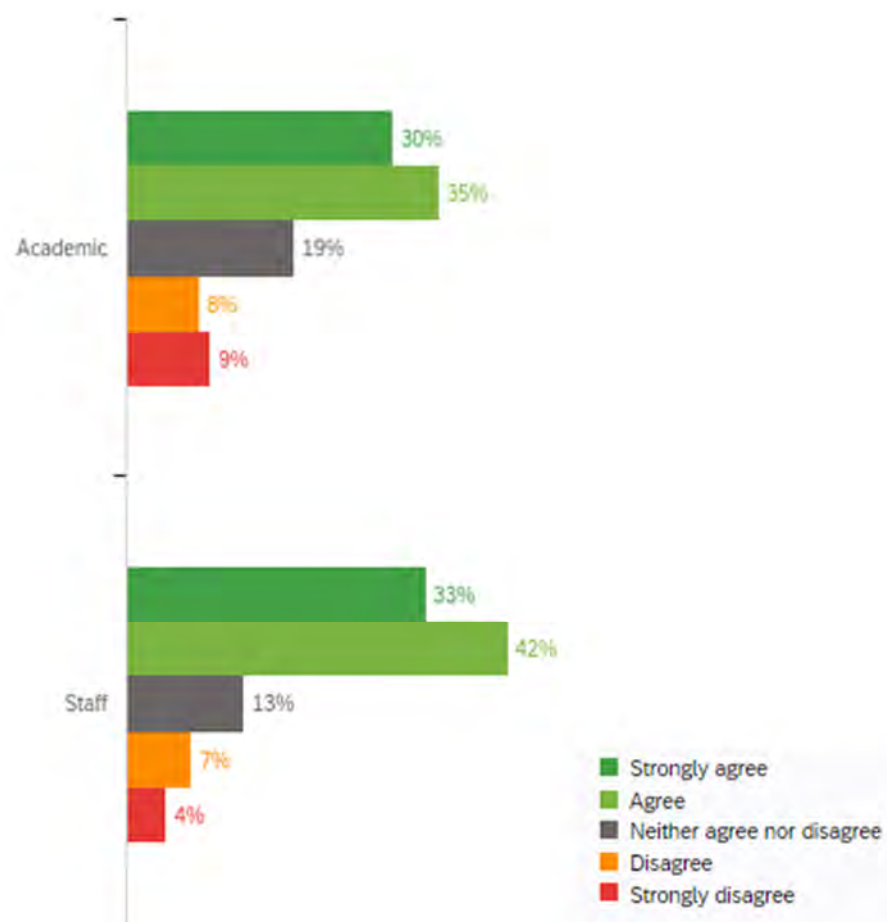
Question	Academic		Staff	
Describes me very well	9%	22	10%	206
Describes me well	38%	89	39%	791
Describes me somewhat	44%	105	42%	851
Does not describe me very well	8%	19	8%	170
Does not describe me at all	1%	2	1%	22
Average Score	3.46		3.48	
<b>Total</b>		<b>237</b>		<b>2040</b>

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



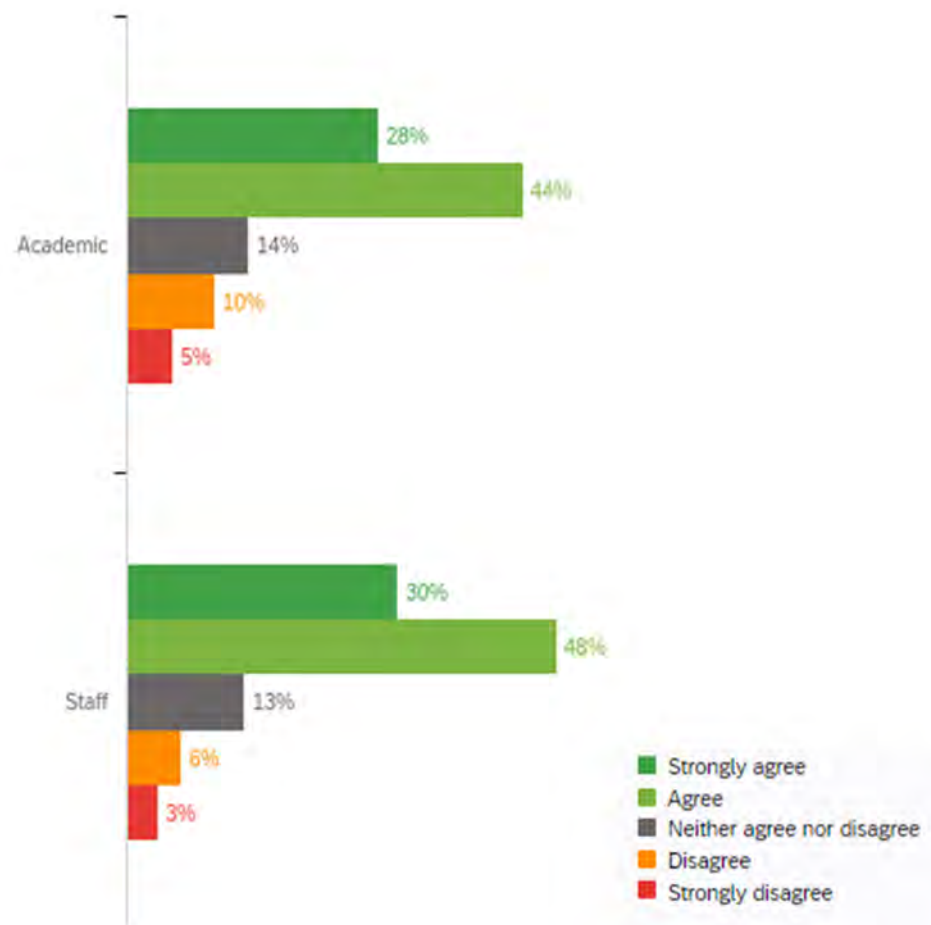
Question	Academic		Staff	
Strongly agree	27%	63	32%	666
Agree	47%	111	51%	1054
Neither agree nor disagree	11%	27	9%	190
Disagree	11%	27	5%	101
Strongly disagree	4%	9	2%	48
Average Score	3.81		4.06	
Difference from SoW Feb. 2022	-0.34		-0.25	
<b>Total</b>		<b>237</b>		<b>2059</b>

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



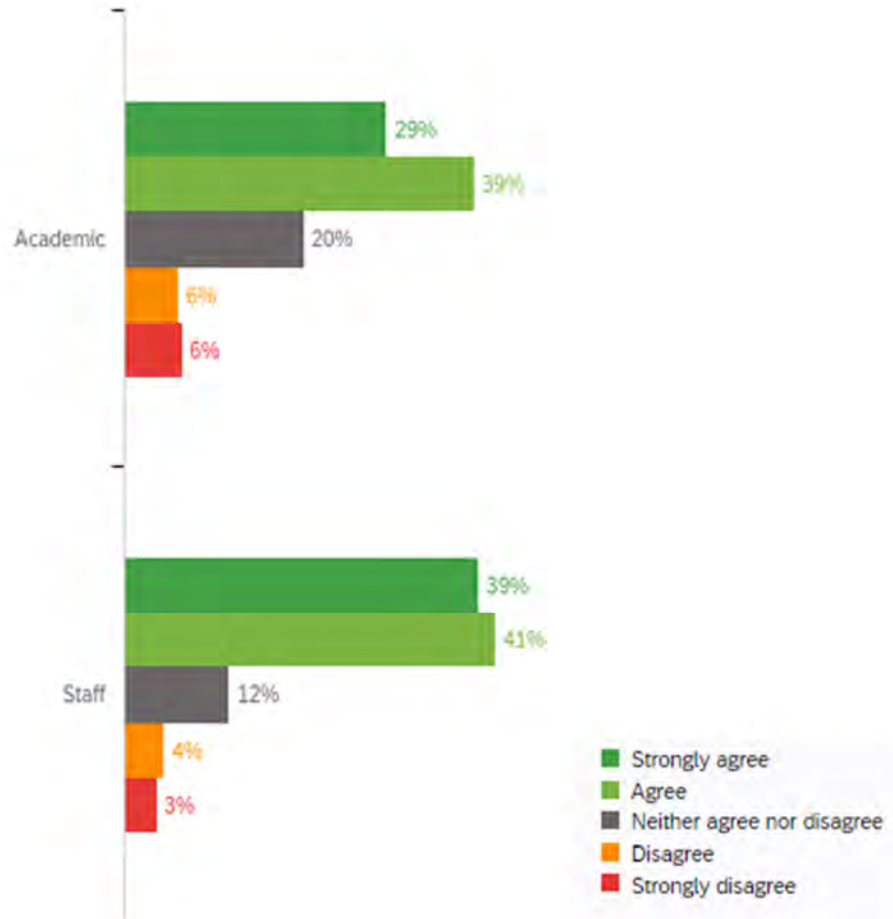
Question	Academic		Staff	
Strongly agree	30%	70	33%	683
Agree	35%	82	42%	871
Neither agree nor disagree	19%	44	13%	269
Disagree	8%	19	7%	148
Strongly disagree	9%	22	4%	91
Average Score	3.67		3.92	
<b>Total</b>		<b>237</b>		<b>2062</b>

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



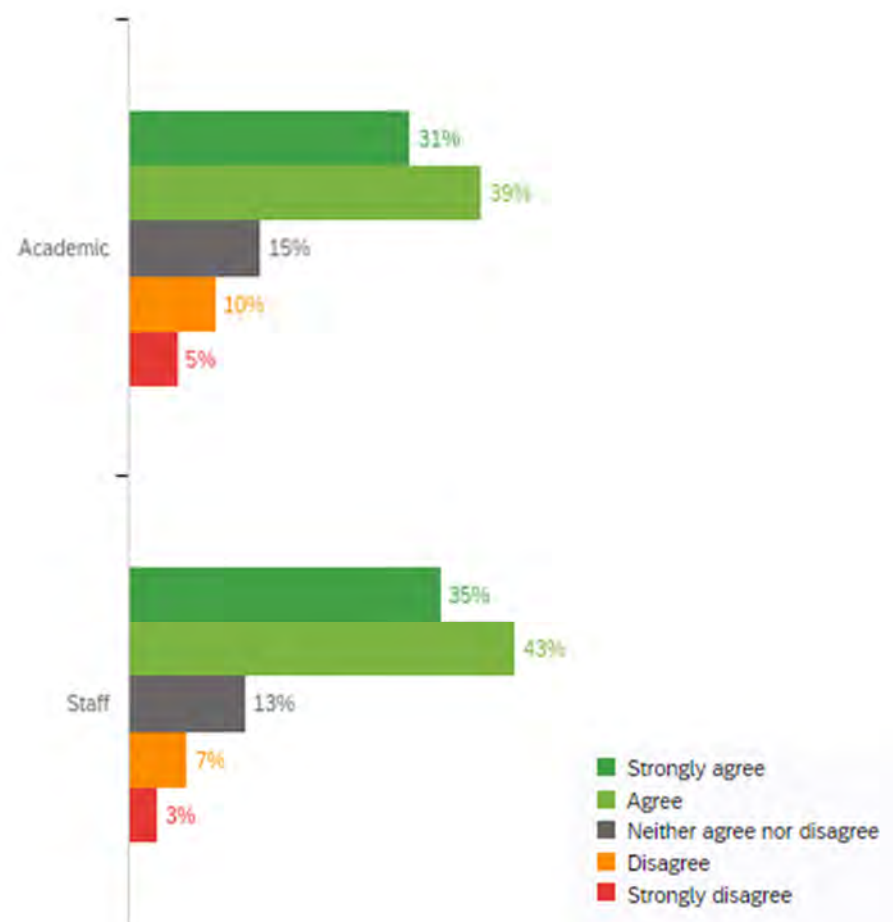
Question	Academic		Staff	
Strongly agree	28%	66	30%	618
Agree	44%	104	48%	980
Neither agree nor disagree	14%	32	13%	268
Disagree	10%	23	6%	123
Strongly disagree	5%	12	3%	69
Average Score	3.80		3.95	
Difference from SoW Feb. 2022	-0.16		-.019	
<b>Total</b>		<b>237</b>		<b>2058</b>

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



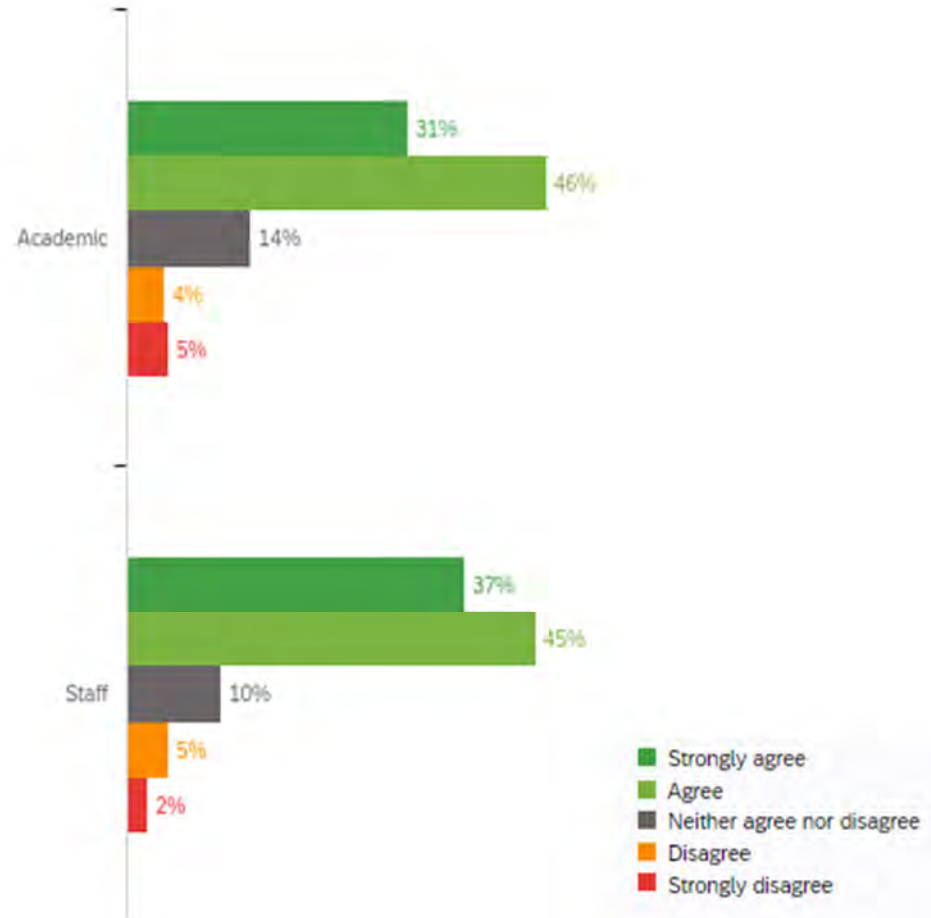
Question	Academic		Staff	
Strongly agree	29%	69	39%	809
Agree	39%	92	41%	848
Neither agree nor disagree	20%	47	12%	239
Disagree	6%	14	4%	91
Strongly disagree	6%	15	3%	72
Average Score	3.78		4.08	
Difference from SoW Feb. 2022	-0.26		-0.21	
<b>Total</b>		<b>237</b>		<b>2059</b>

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



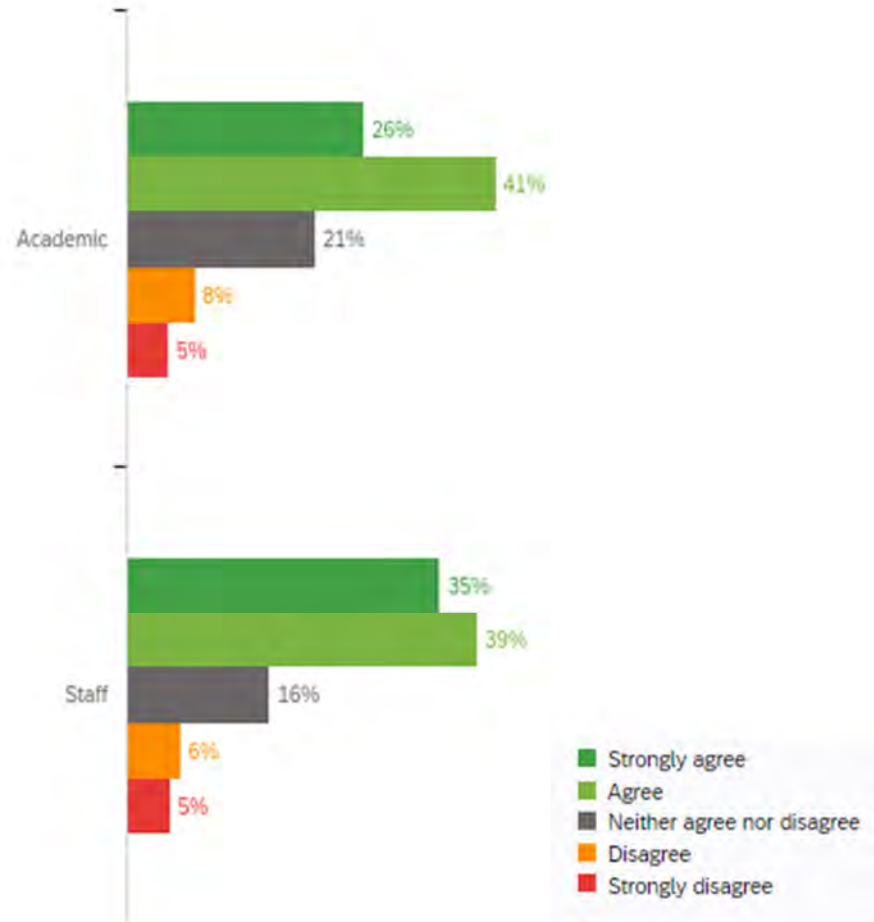
Question	Academic		Staff	
Strongly agree	31%	75	35%	712
Agree	39%	94	43%	884
Neither agree nor disagree	15%	35	13%	266
Disagree	10%	23	7%	134
Strongly disagree	5%	13	3%	65
Average Score	3.81		3.99	
Difference from SoW Feb. 2022	-0.14		-0.13	
<b>Total</b>		<b>240</b>		<b>2061</b>

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



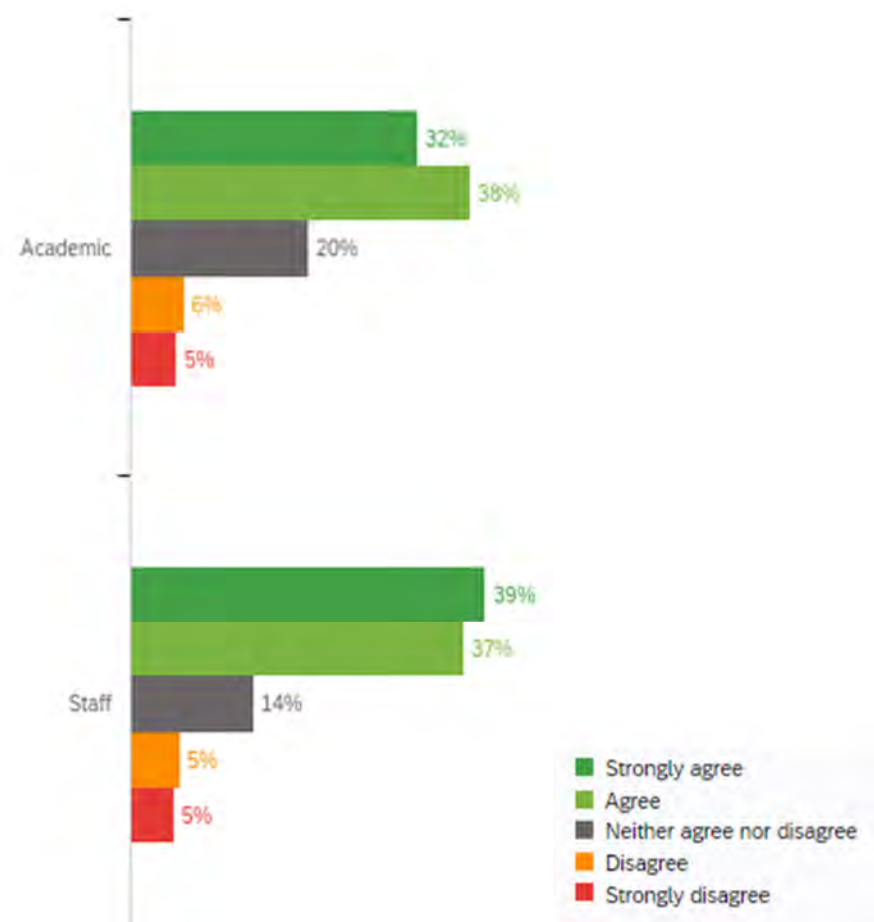
Question	Academic		Staff	
Strongly agree	31%	75	37%	771
Agree	46%	112	45%	934
Neither agree nor disagree	14%	33	10%	214
Disagree	4%	10	5%	94
Strongly disagree	5%	11	2%	46
Average Score	3.95		4.11	
Difference from SoW Feb. 2022	-0.16		-0.17	
<b>Total</b>		<b>241</b>		<b>2059</b>

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



Question	Academic		Staff	
Strongly agree	26%	63	35%	713
Agree	41%	98	39%	797
Neither agree nor disagree	21%	50	16%	325
Disagree	8%	18	6%	121
Strongly disagree	5%	11	5%	97
Average Score	3.77		3.93	
Difference from SoW Feb. 2022	-0.21		-0.22	
<b>Total</b>		<b>240</b>		<b>2053</b>

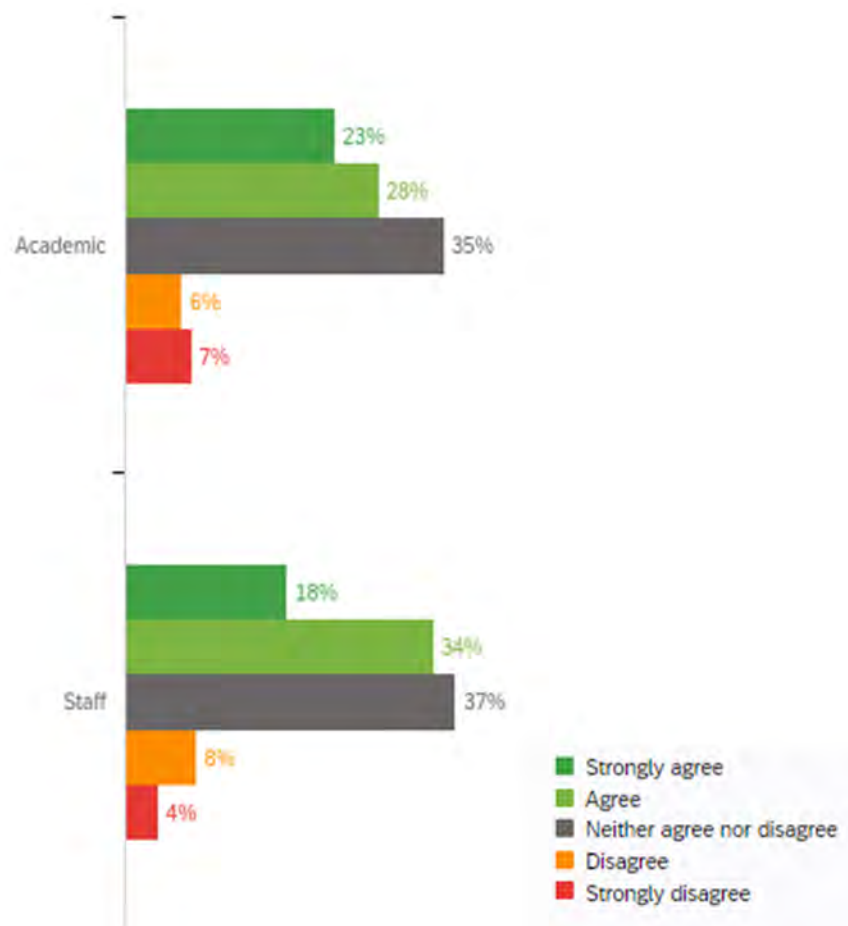
**I trust my immediate supervisor.**





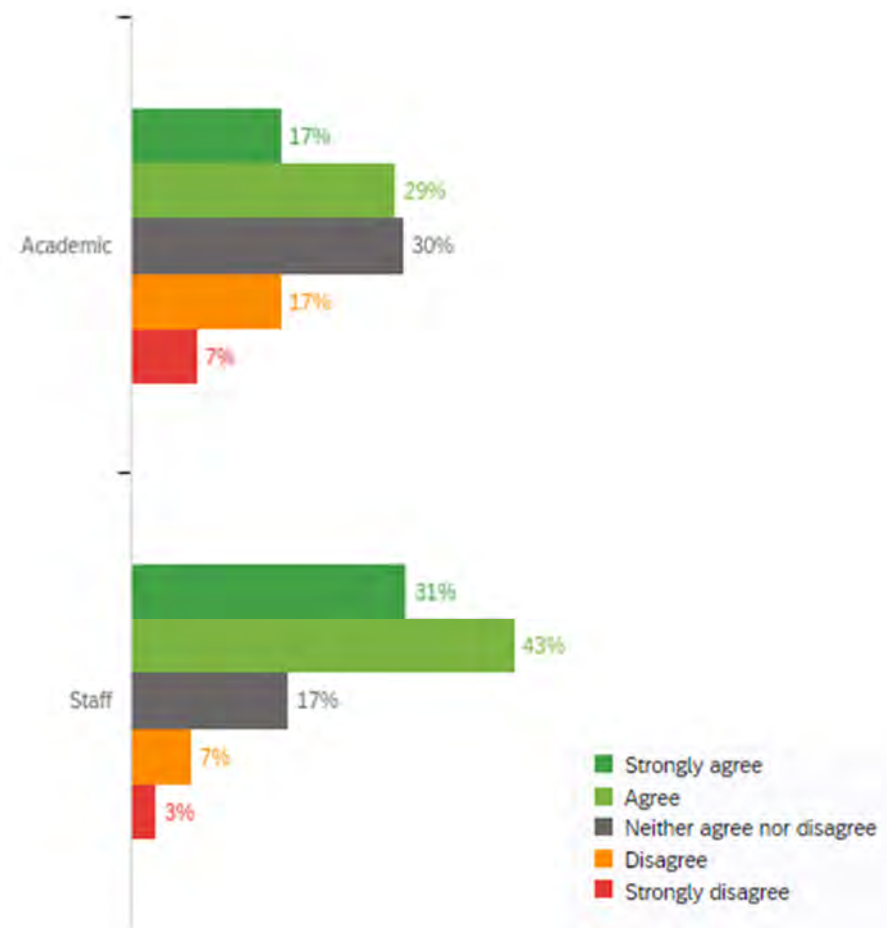
Question	Academic		Staff	
Strongly agree	32%	76	39%	812
Agree	38%	90	37%	761
Neither agree nor disagree	20%	47	14%	279
Disagree	6%	14	5%	111
Strongly disagree	5%	12	5%	98
Average Score	3.85		4.01	
Difference from SoW Feb. 2022	-0.17		-0.16	
<b>Total</b>		<b>239</b>		<b>2061</b>

I trust the leader of my school, college, division or equivalent (SoW Oct. 2022) vs. (For this statement think about the most senior leader of your academic unit, division or equivalent) I trust the most senior leader of my school/college/division. (SoW Feb. 2022)



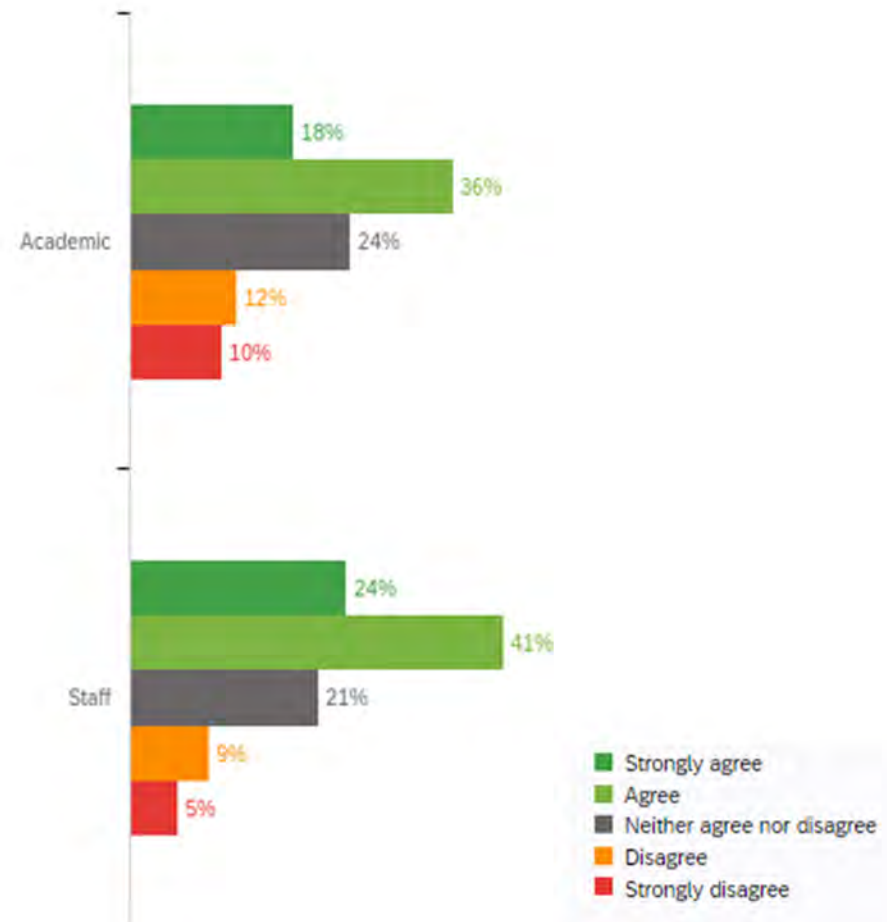
Question	Academic		Staff	
Strongly agree	23%	48	18%	327
Agree	28%	58	34%	622
Neither agree nor disagree	35%	73	37%	668
Disagree	6%	13	8%	143
Strongly disagree	7%	15	4%	66
Average Score	3.54		3.55	
Difference from SoW Feb. 2022	0.01		0.01	
<b>Total</b>		<b>207</b>		<b>1826</b>

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



Question	Academic		Staff	
	Percentage	Count	Percentage	Count
Strongly agree	17%	39	31%	629
Agree	29%	69	43%	877
Neither agree nor disagree	30%	71	17%	360
Disagree	17%	39	7%	138
Strongly disagree	7%	17	3%	57
Average Score	3.31		3.91	
Difference from SoW Feb. 2022	-0.30		-0.16	
<b>Total</b>		<b>235</b>		<b>2061</b>

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

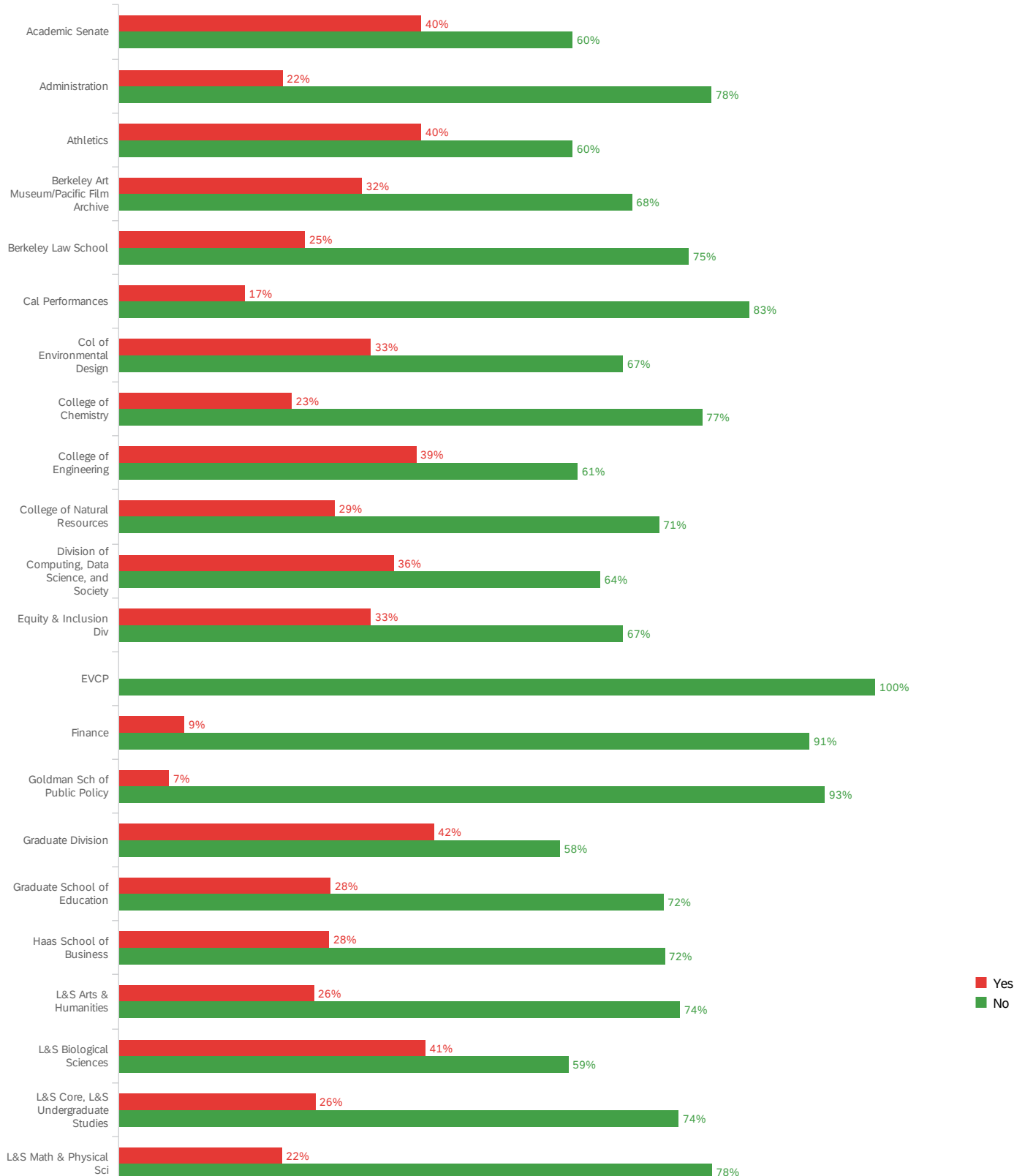


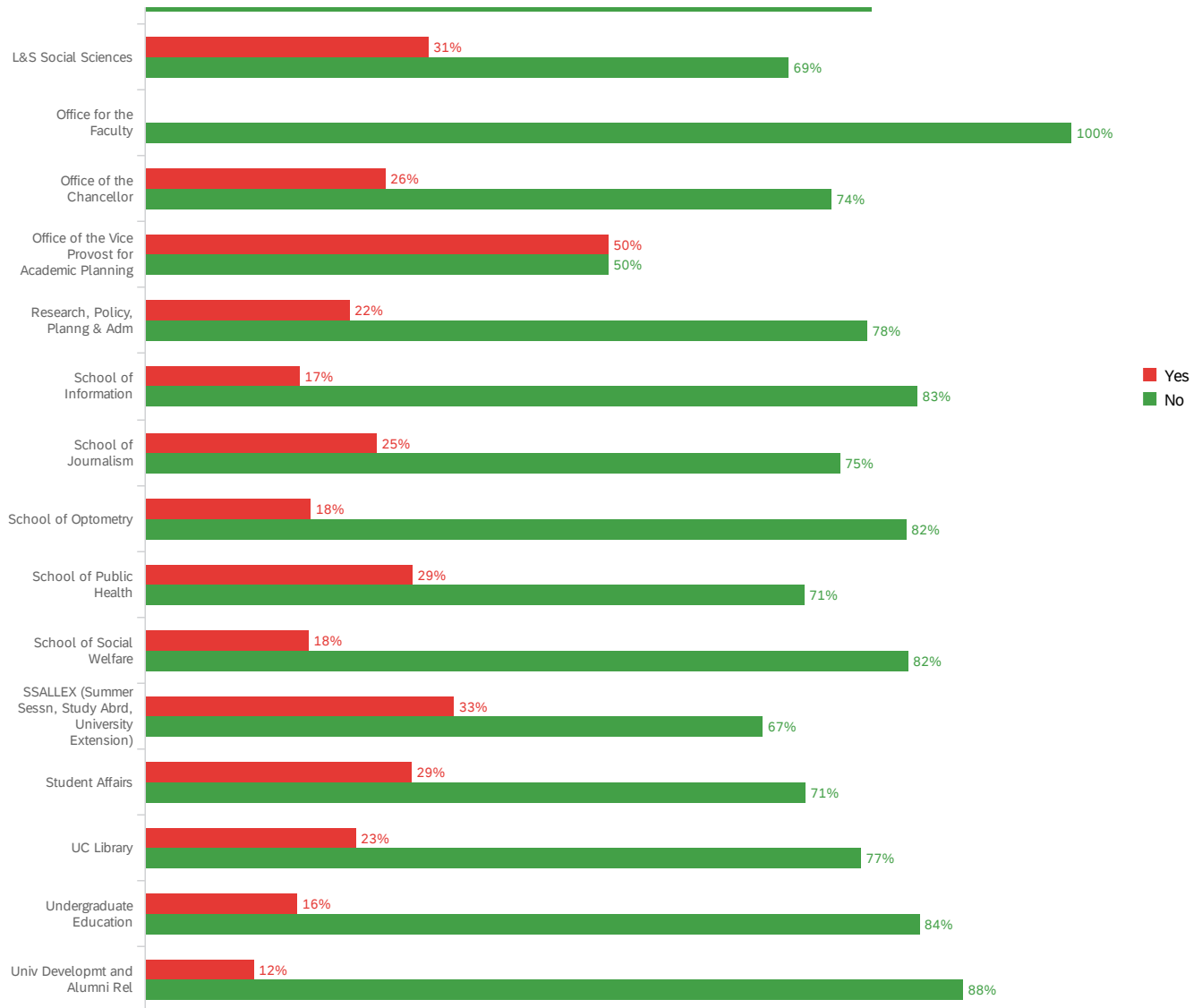
Question	Academic		Staff	
Strongly agree	18%	43	24%	495
Agree	36%	85	41%	854
Neither agree nor disagree	24%	58	21%	430
Disagree	12%	28	9%	179
Strongly disagree	10%	24	5%	108
Average Score	3.40		3.70	
Difference from SoW Feb. 2022	-0.16		-0.06	
<b>Total</b>		<b>238</b>		<b>2066</b>

# Berkeley People & Culture

## State of the Workplace Survey October 2022 Divisions

Are you currently searching for a new job?





### Are you currently searching for a new job?

Question	Yes		No		Diff from Campus %	Total
Academic Senate	40%	2	60%	3	13%	<b>5</b>
Administration	22%	81	78%	293	-5%	<b>374</b>
Athletics	40%	8	60%	12	13%	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	32%	9	68%	19	5%	<b>28</b>
Berkeley Law School	25%	17	75%	52	-2%	<b>69</b>
Cal Performances	17%	6	83%	30	-10%	<b>36</b>
Col of Environmental Design	33%	4	67%	8	6%	<b>12</b>
College of Chemistry	23%	8	77%	27	-4%	<b>35</b>
College of Engineering	39%	59	61%	91	12%	<b>150</b>
College of Natural Resources	29%	14	71%	35	2%	<b>49</b>
Division of Computing, Data Science, and Society	36%	8	64%	14	9%	<b>22</b>
Equity & Inclusion Div	33%	12	67%	24	6%	<b>36</b>
EVCP	0%	0	100%	8	-27%	<b>8</b>
Finance	9%	4	91%	42	-18%	<b>46</b>
Goldman Sch of Public Policy	7%	1	93%	14	-20%	<b>15</b>
Graduate Division	42%	5	58%	7	15%	<b>12</b>
Graduate School of Education	28%	7	72%	18	1%	<b>25</b>
Haas School of Business	28%	37	72%	96	1%	<b>133</b>
L&S Arts & Humanities	26%	16	74%	46	-1%	<b>62</b>
L&S Biological Sciences	41%	30	59%	44	14%	<b>74</b>
L&S Core, L&S Undergraduate Studies	26%	13	74%	37	-1%	<b>50</b>
L&S Math & Physical Sci	22%	11	78%	40	-5%	<b>51</b>
L&S Social Sciences	31%	22	69%	50	4%	<b>72</b>
Office for the Faculty	0%	0	100%	10	-27%	<b>10</b>
Office of the Chancellor	26%	7	74%	20	-1%	<b>27</b>
Office of the Vice Provost for Academic Planning	50%	5	50%	5	23%	<b>10</b>
Research, Policy, Planng & Adm	22%	30	78%	106	-5%	<b>136</b>
School of Information	17%	2	83%	10	-10%	<b>12</b>
School of Journalism	25%	4	75%	12	-2%	<b>16</b>
School of Optometry	18%	5	82%	23	-9%	<b>28</b>
School of Public Health	29%	15	71%	37	2%	<b>52</b>
School of Social Welfare	18%	6	82%	28	-9%	<b>34</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	33%	43	67%	86	6%	<b>129</b>
Student Affairs	29%	71	71%	176	2%	<b>247</b>
UC Library	23%	25	77%	85	-4%	<b>110</b>
Undergraduate Education	16%	11	84%	56	-11%	<b>67</b>
Univ Developmt and Alumni Rel	12%	15	88%	113	-15%	<b>128</b>



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

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Academic Senate	0%	0	0%	0	0%	0	0%	0	100%	2	0%	0	0%	0	0%	0	0%	0	0%	0	<b>2</b>
Administration	6%	5	0%	0	1%	1	9%	7	42%	34	12%	10	1%	1	10%	8	0%	0	19%	15	<b>81</b>
Athletics	13%	1	0%	0	0%	0	25%	2	50%	4	0%	0	0%	0	0%	0	0%	0	13%	1	<b>8</b>
Berkeley Art Museum/Pacific Film Archive	0%	0	0%	0	0%	0	0%	0	44%	4	11%	1	0%	0	11%	1	0%	0	33%	3	<b>9</b>
Berkeley Law School	12%	2	0%	0	12%	2	24%	4	47%	8	0%	0	0%	0	0%	0	0%	0	6%	1	<b>17</b>
Cal Performances	0%	0	0%	0	0%	0	0%	0	67%	4	17%	1	0%	0	0%	0	17%	1	0%	0	<b>6</b>
Col of Environmental Design	0%	0	0%	0	0%	0	25%	1	25%	1	0%	0	0%	0	25%	1	0%	0	25%	1	<b>4</b>
College of Chemistry	13%	1	0%	0	0%	0	13%	1	38%	3	13%	1	0%	0	13%	1	0%	0	13%	1	<b>8</b>
College of Engineering	2%	1	0%	0	2%	1	17%	10	36%	21	5%	3	5%	3	16%	9	0%	0	17%	10	<b>58</b>
College of Natural Resources	0%	0	0%	0	0%	0	0%	0	29%	4	14%	2	7%	1	0%	0	0%	0	50%	7	<b>14</b>
Division of Computing, Data Science, and Society	0%	0	0%	0	0%	0	0%	0	13%	1	13%	1	0%	0	38%	3	0%	0	38%	3	<b>8</b>
Equity & Inclusion Div	8%	1	0%	0	0%	0	8%	1	58%	7	0%	0	8%	1	0%	0	0%	0	17%	2	<b>12</b>
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	<b>0</b>
Finance	0%	0	0%	0	0%	0	0%	0	75%	3	25%	1	0%	0	0%	0	0%	0	0%	0	<b>4</b>
Goldman Sch of Public Policy	0%	0	0%	0	0%	0	0%	0	100%	1	0%	0	0%	0	0%	0	0%	0	0%	0	<b>1</b>
Graduate Division	0%	0	0%	0	0%	0	0%	0	40%	2	20%	1	0%	0	0%	0	0%	0	40%	2	<b>5</b>
Graduate School of Education	0%	0	0%	0	0%	0	14%	1	57%	4	0%	0	0%	0	0%	0	0%	0	29%	2	<b>7</b>
Haas School of Business	5%	2	0%	0	5%	2	11%	4	32%	12	14%	5	3%	1	14%	5	0%	0	16%	6	<b>37</b>
L&S Arts & Humanities	0%	0	6%	1	0%	0	6%	1	19%	3	6%	1	6%	1	31%	5	0%	0	25%	4	<b>16</b>
L&S Biological Sciences	7%	2	0%	0	0%	0	17%	5	47%	14	0%	0	7%	2	7%	2	0%	0	17%	5	<b>30</b>
L&S Core, L&S Undergraduate Studies	0%	0	0%	0	0%	0	8%	1	8%	1	31%	4	8%	1	31%	4	0%	0	15%	2	<b>13</b>
L&S Math & Physical Sci	18%	2	0%	0	9%	1	0%	0	18%	2	18%	2	0%	0	0%	0	9%	1	27%	3	<b>11</b>
L&S Social Sciences	5%	1	0%	0	0%	0	5%	1	50%	11	9%	2	5%	1	5%	1	0%	0	23%	5	<b>22</b>
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	<b>0</b>
Office of the Chancellor	0%	0	0%	0	0%	0	0%	0	57%	4	29%	2	0%	0	0%	0	0%	0	14%	1	<b>7</b>
Office of the Vice Provost for Academic Planning	0%	0	0%	0	0%	0	40%	2	20%	1	0%	0	0%	0	20%	1	0%	0	20%	1	<b>5</b>
Research, Policy, Plannng & Adm	17%	5	0%	0	0%	0	0%	0	30%	9	13%	4	0%	0	13%	4	0%	0	27%	8	<b>30</b>
School of Information	50%	1	0%	0	0%	0	0%	0	50%	1	0%	0	0%	0	0%	0	0%	0	0%	0	<b>2</b>
School of Journalism	0%	0	0%	0	0%	0	75%	3	0%	0	0%	0	0%	0	0%	0	0%	0	25%	1	<b>4</b>
School of Optometry	0%	0	0%	0	0%	0	20%	1	40%	2	0%	0	0%	0	20%	1	0%	0	20%	1	<b>5</b>
School of Public Health	7%	1	0%	0	0%	0	13%	2	47%	7	13%	2	0%	0	7%	1	0%	0	13%	2	<b>15</b>
School of Social Welfare	20%	1	0%	0	0%	0	20%	1	40%	2	20%	1	0%	0	0%	0	0%	0	0%	0	<b>5</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	7%	3	0%	0	0%	0	5%	2	53%	23	14%	6	0%	0	5%	2	2%	1	14%	6	<b>43</b>
Student Affairs	2%	1	2%	1	5%	3	9%	6	48%	31	6%	4	2%	1	13%	8	3%	2	11%	7	<b>64</b>
UC Library	0%	0	0%	0	4%	1	4%	1	36%	9	8%	2	0%	0	12%	3	4%	1	32%	8	<b>25</b>
Undergraduate Education	9%	1	0%	0	0%	0	9%	1	27%	3	9%	1	0%	0	27%	3	0%	0	18%	2	<b>11</b>
Univ Developmt and Alumni Rel	7%	1	0%	0	0%	0	0%	0	40%	6	27%	4	0%	0	20%	3	0%	0	7%	1	<b>15</b>

**What are the reasons you're searching for a new job? (Select all that apply)**

Question	A new challenge		Benefits		Flexible schedule		Opportunity to work remotely		Pay/Salary		Promotion or more responsibility		Relocation		Working with different people		Factors outside of work		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Academic Senate	33%	2	0%	0	0%	0	0%	0	33%	2	33%	2	0%	0	0%	0	0%	0	0%	0	6
Administration	12%	25	1%	3	7%	14	9%	19	26%	53	17%	35	1%	3	15%	30	1%	3	9%	19	204
Athletics	4%	1	4%	1	11%	3	15%	4	19%	5	15%	4	7%	2	11%	3	7%	2	7%	2	27
Berkeley Art Museum/Pacific Film Archive	9%	3	0%	0	6%	2	12%	4	24%	8	21%	7	3%	1	18%	6	0%	0	9%	3	34
Berkeley Law School	7%	4	0%	0	17%	9	24%	13	24%	13	13%	7	4%	2	7%	4	0%	0	4%	2	54
Cal Performances	13%	2	0%	0	0%	0	0%	0	20%	3	27%	4	7%	1	27%	4	7%	1	0%	0	15
Col of Environmental Design	13%	2	0%	0	13%	2	13%	2	19%	3	13%	2	6%	1	19%	3	0%	0	6%	1	16
College of Chemistry	13%	3	8%	2	8%	2	8%	2	29%	7	17%	4	0%	0	4%	1	4%	1	8%	2	24
College of Engineering	12%	21	2%	4	10%	17	14%	23	23%	39	14%	24	2%	4	11%	18	4%	6	8%	13	169
College of Natural Resources	13%	5	5%	2	3%	1	8%	3	26%	10	13%	5	5%	2	16%	6	0%	0	11%	4	38
Division of Computing, Data Science, and Society	17%	5	3%	1	3%	1	14%	4	14%	4	17%	5	0%	0	21%	6	3%	1	7%	2	29
Equity & Inclusion Div	18%	5	7%	2	4%	1	11%	3	18%	5	11%	3	7%	2	18%	5	4%	1	4%	1	28
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Finance	17%	2	0%	0	8%	1	0%	0	33%	4	25%	3	0%	0	17%	2	0%	0	0%	0	12
Goldman Sch of Public Policy	33%	1	0%	0	0%	0	0%	0	33%	1	0%	0	0%	0	33%	1	0%	0	0%	0	3
Graduate Division	0%	0	10%	1	0%	0	20%	2	30%	3	0%	0	10%	1	20%	2	0%	0	10%	1	10
Graduate School of Education	0%	0	0%	0	8%	1	25%	3	25%	3	8%	1	0%	0	25%	3	0%	0	8%	1	12
Haas School of Business	15%	16	5%	5	9%	10	10%	11	24%	25	14%	15	1%	1	11%	12	2%	2	8%	9	106
L&S Arts & Humanities	9%	4	5%	2	9%	4	9%	4	16%	7	16%	7	7%	3	16%	7	2%	1	11%	5	44
L&S Biological Sciences	13%	11	4%	3	7%	6	11%	9	24%	20	16%	13	4%	3	6%	5	6%	5	9%	7	82
L&S Core, L&S Undergraduate Studies	11%	5	2%	1	7%	3	11%	5	22%	10	22%	10	0%	0	13%	6	0%	0	11%	5	45
L&S Math & Physical Sci	14%	5	3%	1	8%	3	16%	6	22%	8	14%	5	5%	2	11%	4	0%	0	8%	3	37
L&S Social Sciences	9%	5	4%	2	6%	3	15%	8	26%	14	15%	8	2%	1	9%	5	2%	1	13%	7	54
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
Office of the Chancellor	21%	3	0%	0	7%	1	7%	1	21%	3	14%	2	0%	0	14%	2	7%	1	7%	1	14
Office of the Vice Provost for Academic Planning	6%	1	6%	1	12%	2	24%	4	24%	4	12%	2	6%	1	6%	1	6%	1	0%	0	17
Research, Policy, Planng & Adm	13%	11	2%	2	9%	7	7%	6	24%	20	15%	12	0%	0	12%	10	5%	4	12%	10	82
School of Information	20%	1	0%	0	20%	1	20%	1	0%	0	0%	0	0%	0	40%	2	0%	0	0%	0	5
School of Journalism	9%	1	0%	0	9%	1	18%	2	27%	3	9%	1	9%	1	0%	0	0%	0	18%	2	11
School of Optometry	0%	0	0%	0	0%	0	14%	1	29%	2	14%	1	0%	0	0%	0	0%	0	43%	3	7
School of Public Health	11%	4	5%	2	5%	2	11%	4	24%	9	18%	7	0%	0	16%	6	3%	1	8%	3	38
School of Social Welfare	15%	2	0%	0	8%	1	8%	1	31%	4	15%	2	0%	0	23%	3	0%	0	0%	0	13
SSALLEX (Summer Sessn, Study Abrd, University Extension)	16%	24	3%	5	8%	12	10%	15	25%	37	17%	25	3%	5	11%	16	1%	2	6%	9	150
Student Affairs	10%	19	9%	17	10%	19	9%	17	26%	51	13%	25	3%	6	10%	19	4%	8	7%	13	194
UC Library	11%	7	2%	1	11%	7	14%	9	20%	13	13%	8	2%	1	13%	8	5%	3	11%	7	64
Undergraduate Education	11%	4	0%	0	11%	4	11%	4	23%	8	14%	5	0%	0	20%	7	9%	3	0%	0	35
Univ Developmt and Alumni Rel	23%	10	5%	2	5%	2	5%	2	23%	10	18%	8	5%	2	14%	6	2%	1	2%	1	44

**Where do you plan on looking for other employment opportunities? (Select all that apply)**

Question	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
	%	Count	%	Count	%	Count	%	Count	%	Count	
Academic Senate	20%	1	20%	1	20%	1	20%	1	20%	1	5
Administration	18%	36	30%	60	23%	46	7%	15	22%	44	201
Athletics	31%	5	19%	3	25%	4	6%	1	19%	3	16
Berkeley Art Museum/Pacific Film Archive	19%	5	19%	5	15%	4	23%	6	23%	6	26
Berkeley Law School	21%	10	23%	11	19%	9	17%	8	21%	10	48
Cal Performances	8%	1	15%	2	23%	3	31%	4	23%	3	13
Col of Environmental Design	29%	2	14%	1	29%	2	14%	1	14%	1	7
College of Chemistry	22%	4	33%	6	11%	2	6%	1	28%	5	18
College of Engineering	23%	32	21%	29	20%	27	13%	18	23%	32	138
College of Natural Resources	27%	7	15%	4	31%	8	19%	5	8%	2	26
Division of Computing, Data Science, and Society	16%	4	28%	7	16%	4	12%	3	28%	7	25
Equity & Inclusion Div	23%	7	23%	7	27%	8	17%	5	10%	3	30
EVCP	0%	0	0%	0	0%	0	0%	0	0%	0	0
Finance	14%	2	29%	4	21%	3	14%	2	21%	3	14
Goldman Sch of Public Policy	0%	0	0%	0	50%	1	50%	1	0%	0	2
Graduate Division	29%	4	21%	3	29%	4	14%	2	7%	1	14
Graduate School of Education	15%	2	38%	5	8%	1	15%	2	23%	3	13
Haas School of Business	22%	20	20%	19	25%	23	13%	12	20%	19	93
L&S Arts & Humanities	32%	13	22%	9	15%	6	10%	4	22%	9	41
L&S Biological Sciences	24%	20	21%	17	18%	15	17%	14	20%	16	82
L&S Core, L&S Undergraduate Studies	21%	7	26%	9	12%	4	12%	4	29%	10	34
L&S Math & Physical Sci	25%	5	20%	4	10%	2	10%	2	35%	7	20
L&S Social Sciences	31%	16	25%	13	14%	7	12%	6	18%	9	51
Office for the Faculty	0%	0	0%	0	0%	0	0%	0	0%	0	0
Office of the Chancellor	14%	2	21%	3	29%	4	14%	2	21%	3	14
Office of the Vice Provost for Academic Planning	22%	2	11%	1	11%	1	11%	1	44%	4	9
Research, Policy, Planng & Adm	22%	14	13%	8	27%	17	21%	13	17%	11	63
School of Information	25%	1	25%	1	25%	1	0%	0	25%	1	4
School of Journalism	30%	3	20%	2	30%	3	10%	1	10%	1	10
School of Optometry	14%	2	14%	2	21%	3	21%	3	29%	4	14
School of Public Health	24%	9	34%	13	11%	4	11%	4	21%	8	38
School of Social Welfare	30%	3	20%	2	10%	1	10%	1	30%	3	10
SSALLEX (Summer Sessn, Study Abrd, University Extension)	26%	27	22%	22	20%	20	11%	11	22%	22	102
Student Affairs	26%	36	24%	34	14%	19	14%	20	22%	30	139
UC Library	21%	14	25%	17	16%	11	18%	12	19%	13	67
Undergraduate Education	25%	7	25%	7	14%	4	14%	4	21%	6	28
Univ Developmt and Alumni Rel	27%	9	27%	9	9%	3	15%	5	21%	7	33

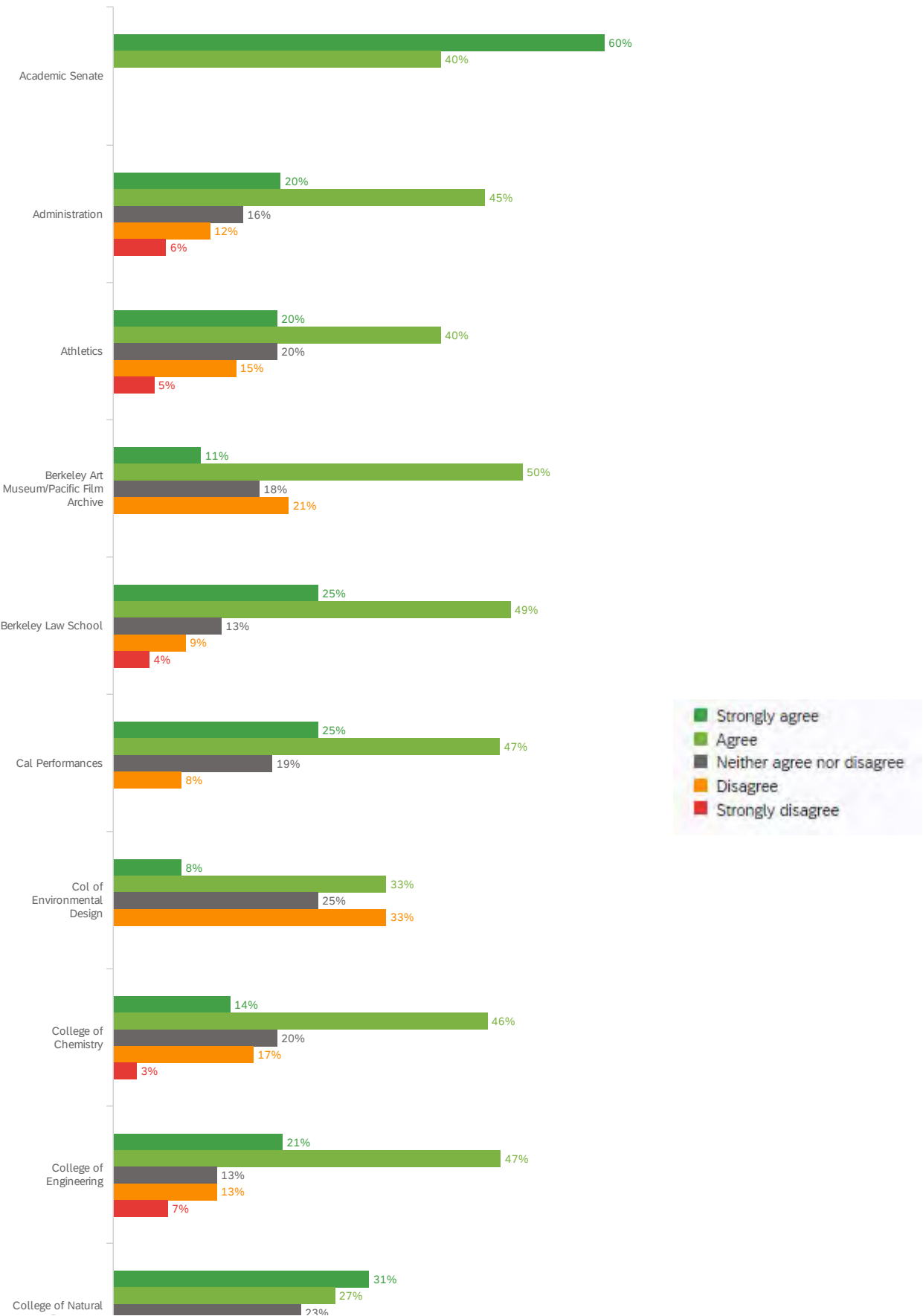
## What is the MAIN reason you're staying in your job?

Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Other		Total		
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	0%	0	33%	1	33%	1	0%	0	33%	1	0%	0	0%	0	0%	0	0%	0	0%	0	3
Administration	16%	47	11%	33	3%	10	6%	18	31%	92	5%	15	5%	16	0%	0	4%	11	17%	51		293	
Athletics	33%	4	8%	1	8%	1	8%	1	0%	0	0%	0	0%	0	0%	0	0%	0	42%	5		12	
Berkeley Art Museum/Pacific Film Archive	16%	3	0%	0	16%	3	5%	1	0%	0	16%	3	5%	1	5%	1	0%	0	37%	7		19	
Berkeley Law School	13%	7	4%	2	12%	6	8%	4	8%	4	6%	3	13%	7	2%	1	13%	7	21%	11		52	
Cal Performances	14%	4	14%	4	3%	1	14%	4	10%	3	10%	3	3%	1	0%	0	3%	1	28%	8		29	
Col of Environmental Design	25%	2	0%	0	0%	0	13%	1	0%	0	13%	1	25%	2	0%	0	13%	1	13%	1		8	
College of Chemistry	15%	4	7%	2	4%	1	0%	0	19%	5	0%	0	11%	3	0%	0	11%	3	33%	9		27	
College of Engineering	13%	12	13%	12	11%	10	9%	8	18%	16	6%	5	8%	7	0%	0	3%	3	19%	17		90	
College of Natural Resources	14%	5	3%	1	14%	5	6%	2	6%	2	6%	2	14%	5	3%	1	3%	1	31%	11		35	
Division of Computing, Data Science, and Society	14%	2	7%	1	14%	2	7%	1	0%	0	7%	1	14%	2	0%	0	14%	2	21%	3		14	
Equity & Inclusion Div	8%	2	8%	2	21%	5	17%	4	13%	3	8%	2	0%	0	0%	0	4%	1	21%	5		24	
EVCP	13%	1	0%	0	13%	1	13%	1	13%	1	0%	0	13%	1	0%	0	25%	2	13%	1		8	
Finance	21%	9	17%	7	0%	0	5%	2	36%	15	5%	2	7%	3	0%	0	2%	1	7%	3		42	
Goldman Sch of Public Policy	0%	0	14%	2	7%	1	14%	2	7%	1	14%	2	7%	1	0%	0	7%	1	29%	4		14	
Graduate Division	29%	2	14%	1	0%	0	0%	0	0%	0	14%	1	14%	1	0%	0	0%	0	29%	2		7	
Graduate School of Education	6%	1	6%	1	11%	2	0%	0	11%	2	11%	2	11%	2	0%	0	0%	0	44%	8		18	
Haas School of Business	14%	13	15%	14	9%	9	8%	8	17%	16	7%	7	14%	13	0%	0	3%	3	14%	13		96	
L&S Arts & Humanities	11%	5	9%	4	17%	8	2%	1	11%	5	9%	4	9%	4	0%	0	13%	6	20%	9		46	
L&S Biological Sciences	2%	1	9%	4	16%	7	25%	11	7%	3	7%	3	11%	5	0%	0	2%	1	20%	9		44	
L&S Core, L&S Undergraduate Studies	14%	5	3%	1	11%	4	3%	1	8%	3	14%	5	19%	7	0%	0	3%	1	27%	10		37	
L&S Math & Physical Sci	13%	5	8%	3	18%	7	10%	4	15%	6	5%	2	8%	3	0%	0	10%	4	15%	6		40	
L&S Social Sciences	14%	7	10%	5	14%	7	6%	3	4%	2	14%	7	10%	5	0%	0	6%	3	22%	11		50	
Office for the Faculty	30%	3	0%	0	30%	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	40%	4		10	
Office of the Chancellor	5%	1	15%	3	0%	0	15%	3	35%	7	10%	2	5%	1	0%	0	0%	0	15%	3		20	
Office of the Vice Provost for Academic Planning	20%	1	0%	0	20%	1	0%	0	20%	1	20%	1	0%	0	0%	0	0%	0	20%	1		5	
Research, Policy, Plannng & Adm	10%	11	10%	11	11%	12	9%	9	19%	20	7%	7	6%	6	0%	0	7%	7	21%	22		105	
School of Information	0%	0	20%	2	10%	1	10%	1	40%	4	0%	0	10%	1	0%	0	0%	0	10%	1		10	
School of Journalism	8%	1	17%	2	0%	0	8%	1	8%	1	17%	2	8%	1	8%	1	0%	0	25%	3		12	
School of Optometry	22%	5	17%	4	17%	4	0%	0	9%	2	17%	4	9%	2	0%	0	0%	0	9%	2		23	
School of Public Health	16%	6	19%	7	8%	3	5%	2	19%	7	0%	0	14%	5	0%	0	3%	1	16%	6		37	
School of Social Welfare	14%	4	14%	4	4%	1	11%	3	21%	6	7%	2	7%	2	0%	0	7%	2	14%	4		28	
SSALLEX (Summer Sessn, Study Abrd, University Extension)	16%	14	8%	7	6%	5	1%	1	27%	23	12%	10	8%	7	0%	0	5%	4	17%	15		86	
Student Affairs	30%	42	6%	9	7%	10	7%	10	11%	16	8%	12	8%	12	2%	3	4%	6	15%	22		142	
UC Library	22%	19	6%	5	6%	5	6%	5	14%	12	6%	5	6%	5	1%	1	6%	5	27%	23		85	
Undergraduate Education	14%	8	13%	7	11%	6	9%	5	23%	13	4%	2	14%	8	0%	0	5%	3	7%	4		56	
Univ Developmt and Alumni Rel	18%	20	10%	11	7%	8	5%	6	19%	22	12%	14	9%	10	0%	0	2%	2	18%	20		113	

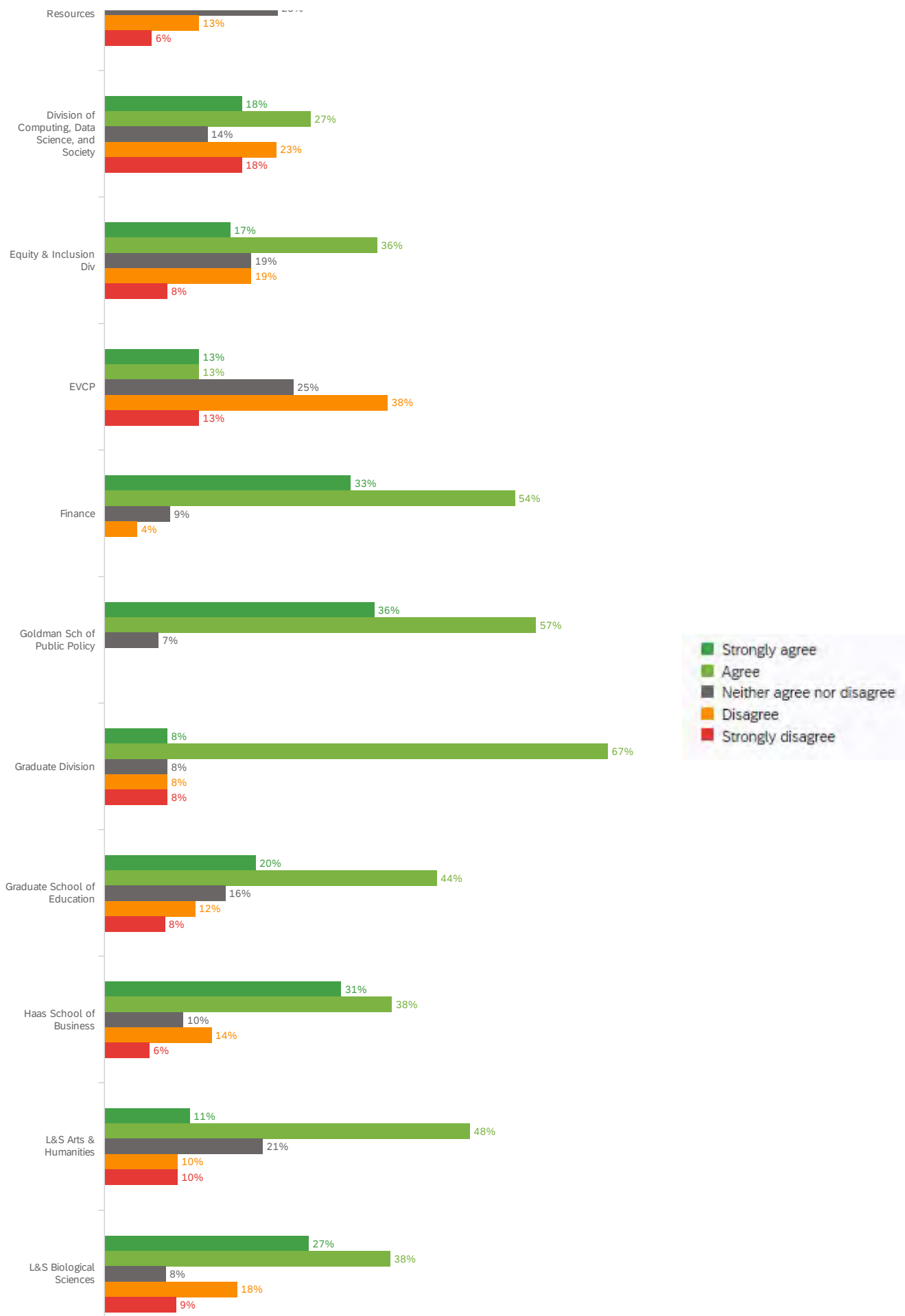
## What are the reasons you're staying in your job? (Select all that apply)

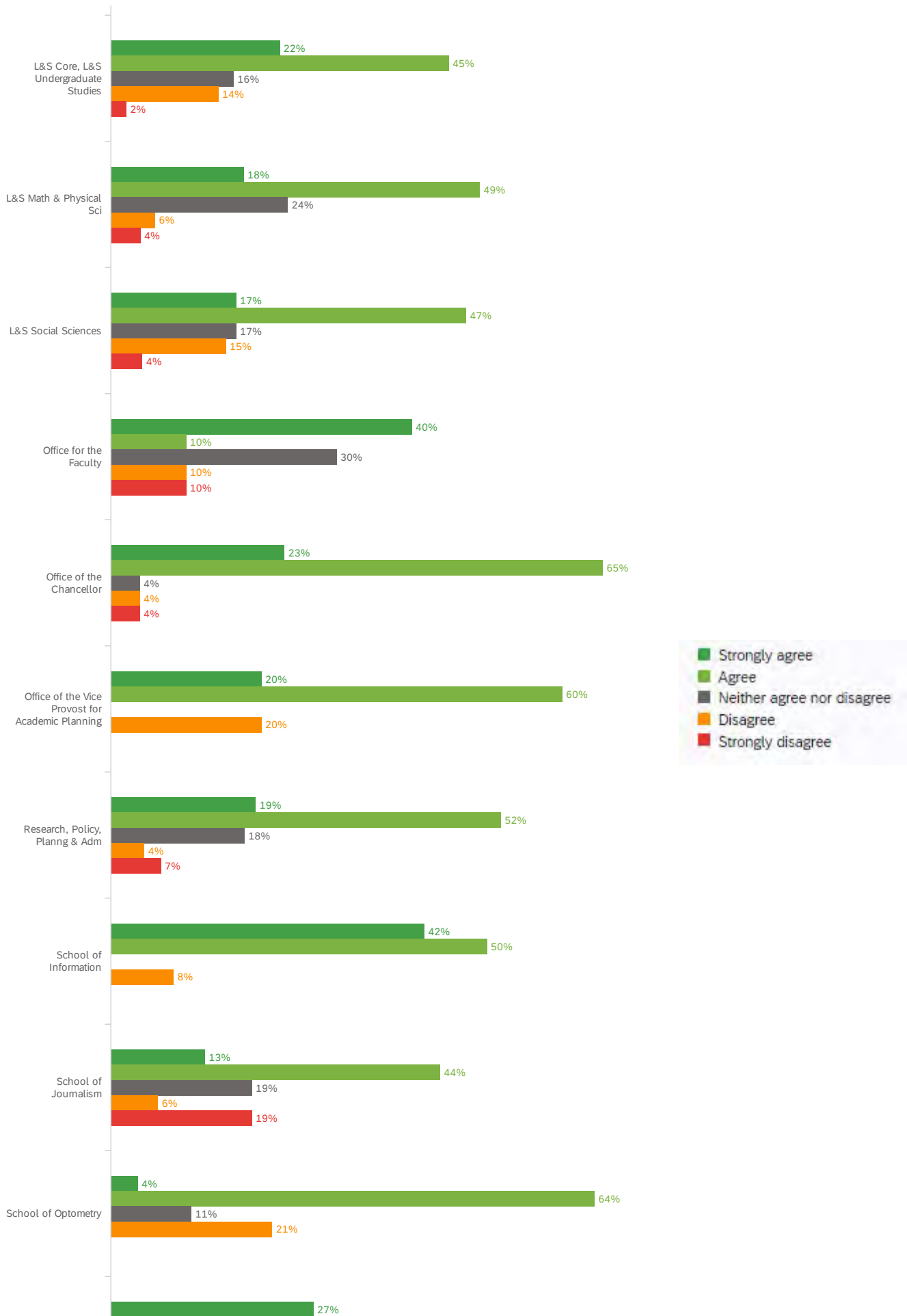
Question	Benefits		Flexible schedule		My colleagues		My supervisor		Opportunity to work remotely		Pay/Salary		Recent attained promotion or responsibility		Relocation		Factors outside of work		Staff organization(s) I'm involved with		Other		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	
Academic Senate	15%	2	15%	2	23%	3	8%	1	8%	1	15%	2	0%	0	0%	0	8%	1	8%	1	0%	0	13
Administration	17%	212	14%	180	13%	164	13%	161	18%	233	10%	133	4%	46	1%	7	5%	69	2%	22	3%	41	1268
Athletics	13%	5	13%	5	15%	6	18%	7	5%	2	8%	3	10%	4	0%	0	3%	1	3%	1	13%	5	39
Berkeley Art Museum/Pacific Film Archive	24%	13	7%	4	15%	8	11%	6	7%	4	7%	4	4%	2	2%	1	13%	7	4%	2	7%	4	55
Berkeley Law School	17%	36	13%	27	15%	31	14%	29	8%	18	10%	21	6%	13	1%	2	9%	19	4%	8	4%	8	212
Cal Performances	17%	24	14%	20	14%	19	10%	14	19%	26	12%	17	5%	7	0%	0	4%	6	3%	4	2%	3	140
Col of Environmental Design	21%	6	10%	3	14%	4	14%	4	7%	2	17%	5	7%	2	3%	1	3%	1	3%	1	0%	0	29
College of Chemistry	17%	14	16%	13	11%	9	5%	4	14%	12	12%	10	5%	4	1%	1	8%	7	2%	2	8%	7	83
College of Engineering	15%	54	16%	56	15%	52	11%	39	17%	59	10%	34	6%	22	0%	1	4%	14	3%	10	4%	13	354
College of Natural Resources	16%	23	16%	23	16%	24	14%	20	11%	16	8%	12	6%	9	1%	1	7%	10	3%	4	3%	5	147
Division of Computing, Data Science, and Society	12%	7	15%	9	12%	7	15%	9	14%	8	10%	6	8%	5	0%	0	7%	4	2%	1	5%	3	59
Equity & Inclusion Div	17%	16	14%	13	19%	18	14%	13	12%	11	8%	8	4%	4	0%	0	3%	3	1%	1	8%	8	95
EVCP	19%	5	0%	0	19%	5	15%	4	15%	4	4%	1	7%	2	0%	0	11%	3	0%	0	11%	3	27
Finance	14%	27	15%	29	14%	27	16%	31	20%	39	9%	17	4%	8	1%	1	4%	7	2%	3	2%	4	193
Goldman Sch of Public Policy	11%	7	18%	11	11%	7	13%	8	15%	9	15%	9	2%	1	2%	1	7%	4	3%	2	3%	2	61
Graduate Division	15%	4	15%	4	12%	3	0%	0	19%	5	12%	3	8%	2	0%	0	12%	3	4%	1	4%	1	26
Graduate School of Education	16%	12	19%	14	13%	10	8%	6	16%	12	9%	7	4%	3	0%	0	4%	3	4%	3	7%	5	75
Haas School of Business	16%	68	17%	72	15%	63	15%	63	16%	68	8%	36	6%	27	0%	0	3%	14	1%	6	4%	16	433
L&S Arts & Humanities	17%	31	16%	28	16%	29	11%	19	12%	21	9%	16	6%	11	1%	2	7%	13	2%	3	3%	6	179
L&S Biological Sciences	13%	19	22%	33	15%	22	14%	21	11%	16	9%	14	7%	11	1%	1	4%	6	1%	1	3%	5	149
L&S Core, L&S Undergraduate Studies	18%	31	15%	25	13%	23	12%	21	14%	24	12%	21	4%	7	0%	0	6%	10	2%	3	4%	7	172
L&S Math & Physical Sci	18%	27	12%	18	14%	22	13%	19	13%	19	11%	16	5%	7	1%	1	7%	10	3%	5	5%	8	152
L&S Social Sciences	18%	35	14%	27	12%	24	11%	21	12%	23	12%	24	4%	8	1%	1	7%	14	4%	7	6%	12	196
Office for the Faculty	15%	6	13%	5	18%	7	20%	8	13%	5	10%	4	0%	0	0%	0	3%	1	3%	1	8%	3	40
Office of the Chancellor	15%	13	17%	15	13%	11	15%	13	17%	15	10%	9	2%	2	1%	1	2%	2	3%	3	5%	4	88
Office of the Vice Provost for Academic Planning	16%	4	16%	4	12%	3	16%	4	16%	4	8%	2	4%	1	0%	0	4%	1	0%	0	8%	2	25
Research, Policy, Plannng & Adm	17%	76	14%	64	13%	62	13%	62	17%	76	10%	46	5%	22	0%	1	6%	28	1%	6	4%	17	460
School of Information	12%	6	15%	8	15%	8	13%	7	15%	8	12%	6	8%	4	0%	0	4%	2	2%	1	4%	2	52
School of Journalism	13%	8	12%	7	12%	7	12%	7	15%	9	8%	5	10%	6	0%	0	5%	3	3%	2	10%	6	60
School of Optometry	16%	17	13%	14	14%	15	13%	14	10%	11	14%	15	5%	5	0%	0	8%	8	5%	5	2%	2	106
School of Public Health	13%	20	13%	21	16%	25	12%	19	15%	23	9%	14	8%	12	1%	1	7%	11	3%	5	4%	6	157
School of Social Welfare	14%	17	16%	20	13%	16	12%	15	19%	23	11%	13	4%	5	0%	0	7%	8	2%	2	3%	4	123
SSALLEX (Summer Sessn, Study Abrd, University Extension)	17%	60	12%	44	14%	51	16%	56	19%	69	8%	28	4%	15	0%	0	5%	19	2%	6	2%	6	354
Student Affairs	22%	131	11%	67	17%	97	12%	71	10%	61	12%	68	5%	31	1%	3	5%	31	2%	12	3%	15	587
UC Library	18%	60	11%	36	16%	52	13%	45	13%	43	10%	32	4%	14	1%	3	8%	26	1%	4	6%	20	335
Undergraduate Education	15%	41	15%	42	15%	41	13%	35	15%	40	11%	30	6%	17	0%	0	6%	16	1%	2	3%	8	272
Univ Developmt and Alumni Rel	16%	86	15%	78	14%	77	14%	72	18%	97	10%	55	3%	18	0%	1	4%	21	2%	8	4%	19	532

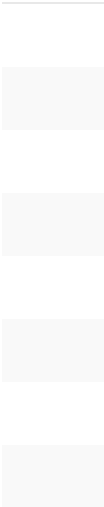
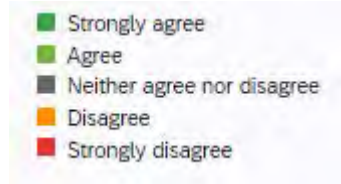
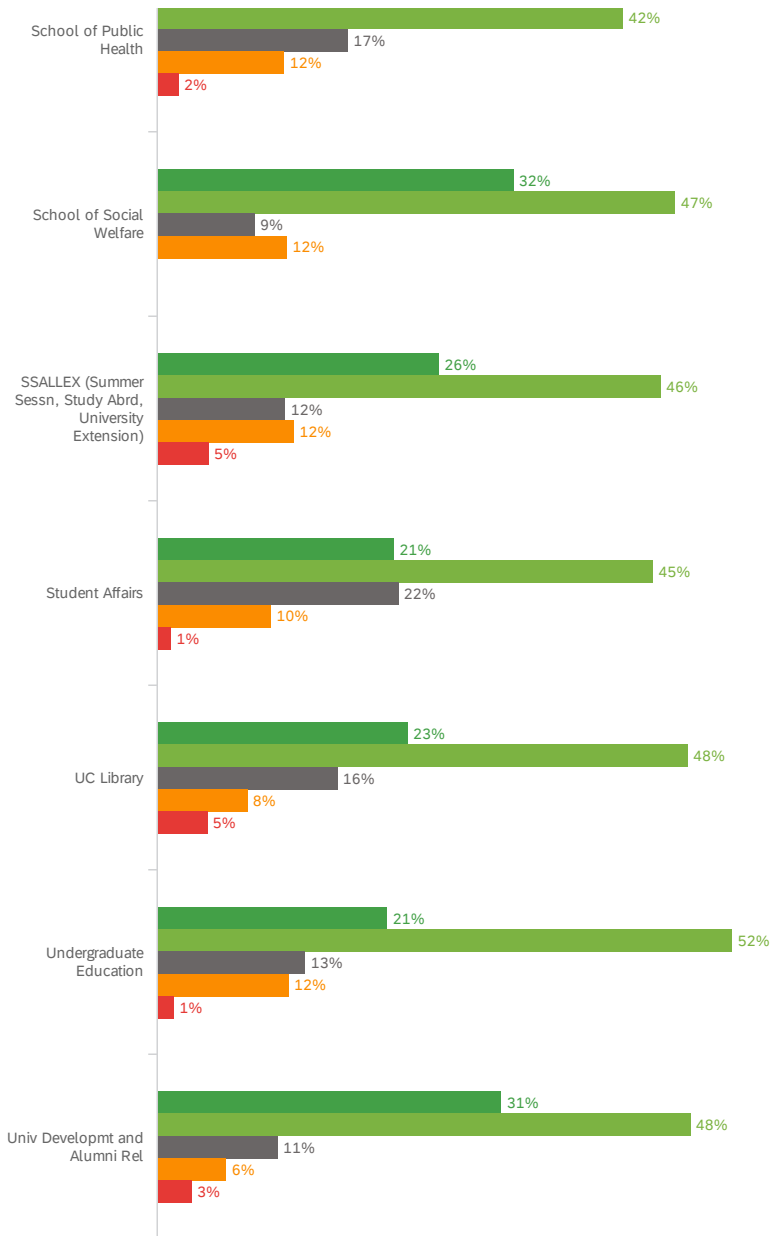
# The amount of work my supervisor expects me to complete is reasonable.







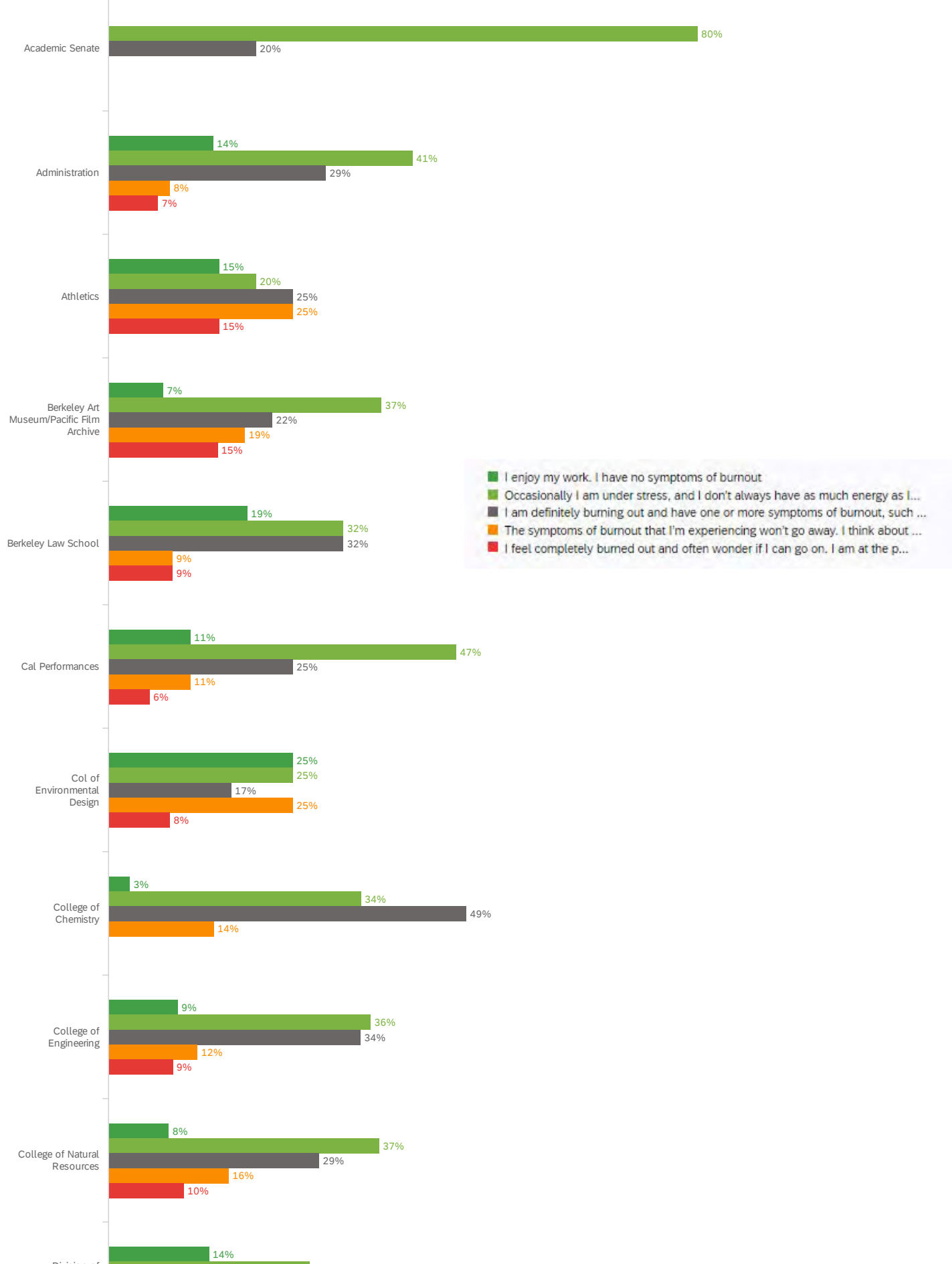


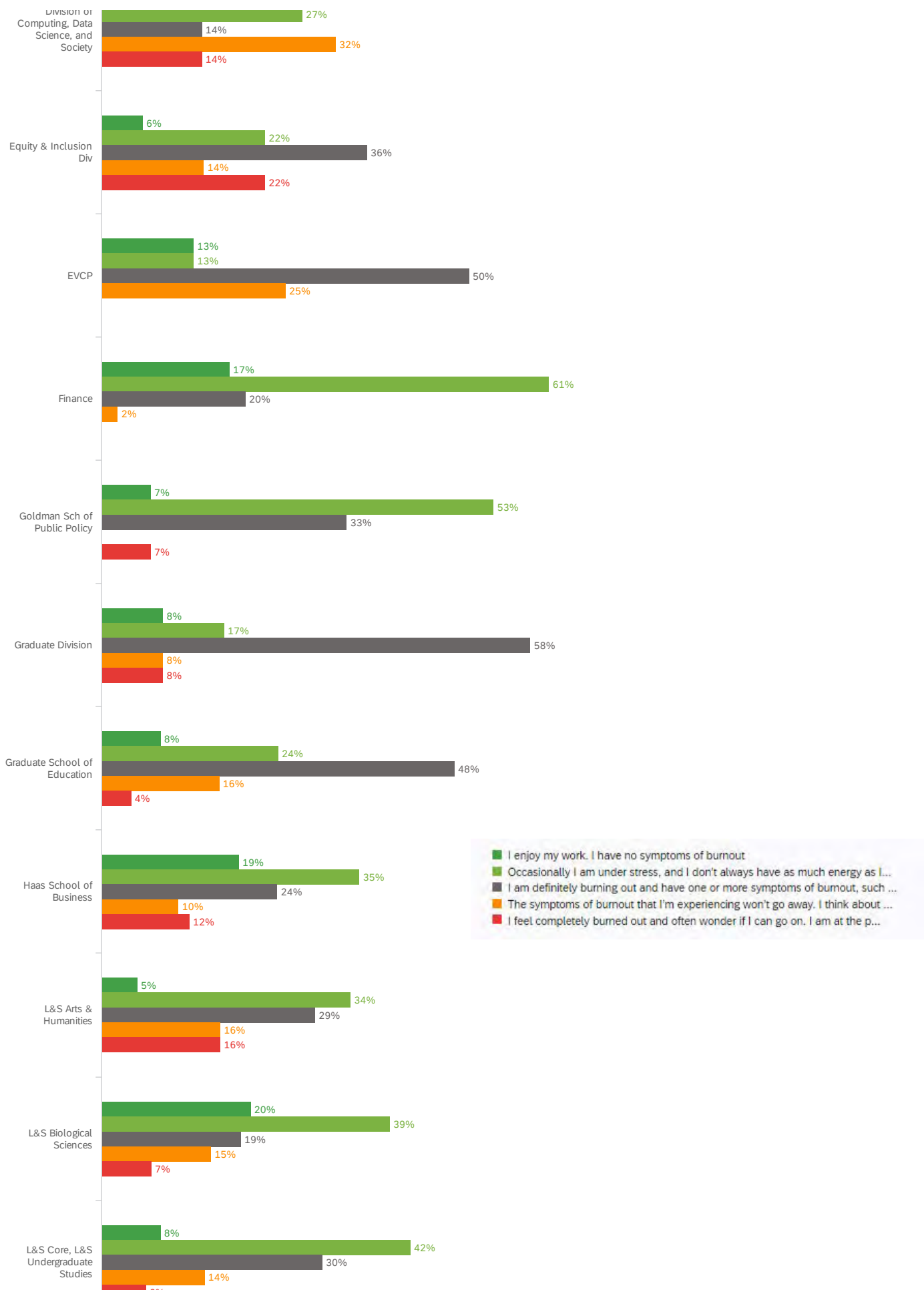


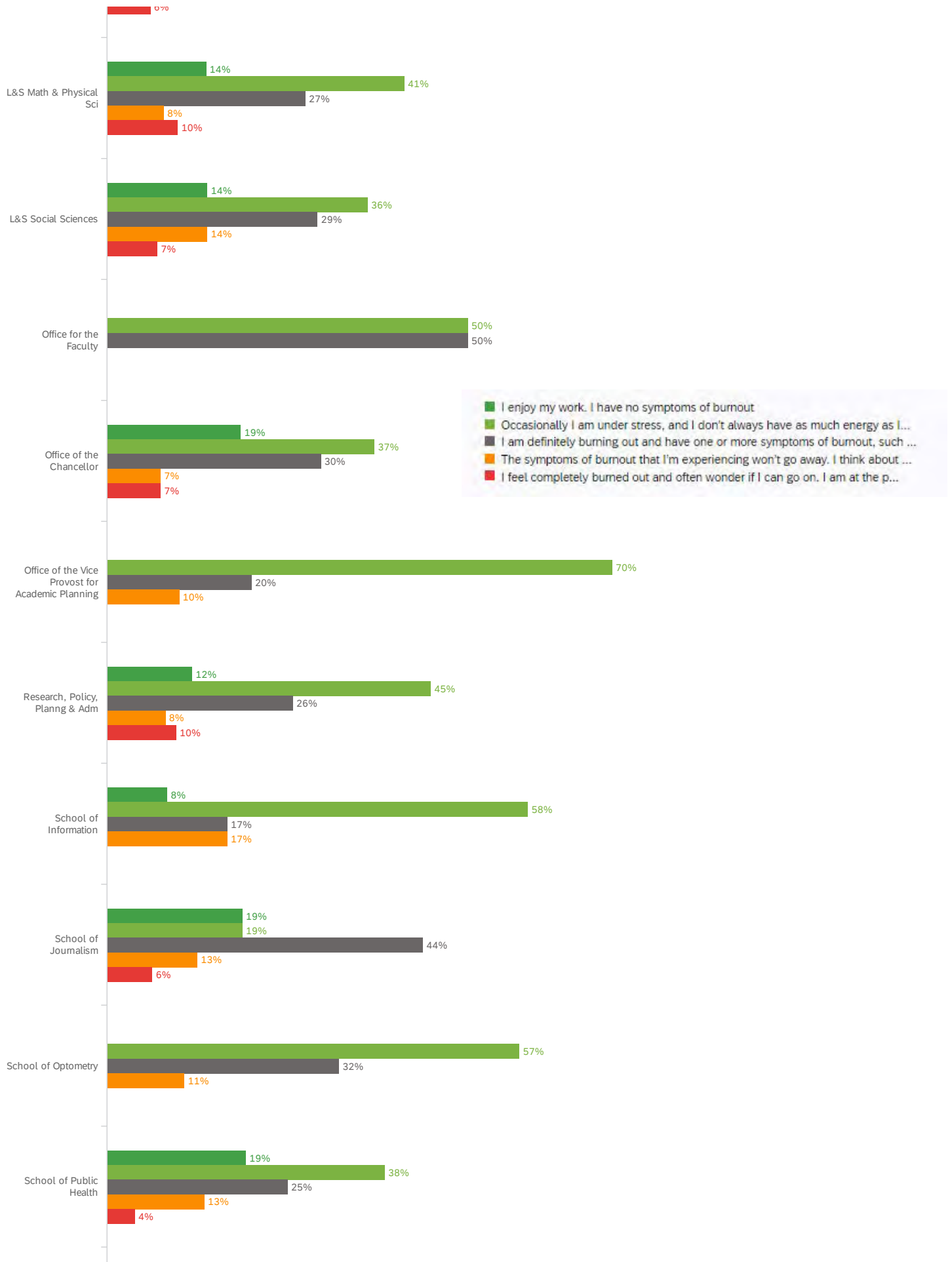
**The amount of work my supervisor expects me to complete is reasonable.**

Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff from Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	60%	3	40%	2	0%	0	0%	0	0%	0	4.60	0.93	5
Administration	20%	76	45%	169	16%	59	12%	44	6%	24	3.62	-0.05	372
Athletics	20%	4	40%	8	20%	4	15%	3	5%	1	3.55	-0.12	20
Berkeley Art Museum/Pacific Film Archive	11%	3	50%	14	18%	5	21%	6	0%	0	3.50	-0.17	28
Berkeley Law School	25%	17	49%	33	13%	9	9%	6	4%	3	3.81	0.14	68
Cal Performances	25%	9	47%	17	19%	7	8%	3	0%	0	3.89	0.22	36
Col of Environmental Design	8%	1	33%	4	25%	3	33%	4	0%	0	3.17	-0.50	12
College of Chemistry	14%	5	46%	16	20%	7	17%	6	3%	1	3.51	-0.16	35
College of Engineering	21%	31	47%	71	13%	19	13%	19	7%	10	3.63	-0.04	150
College of Natural Resources	31%	15	27%	13	23%	11	13%	6	6%	3	3.65	-0.02	48
Division of Computing, Data Science, and Society	18%	4	27%	6	14%	3	23%	5	18%	4	3.05	-0.62	22
Equity & Inclusion Div	17%	6	36%	13	19%	7	19%	7	8%	3	3.33	-0.34	36
EVCP	13%	1	13%	1	25%	2	38%	3	13%	1	2.75	-0.92	8
Finance	33%	15	54%	25	9%	4	4%	2	0%	0	4.15	0.48	46
Goldman Sch of Public Policy	36%	5	57%	8	7%	1	0%	0	0%	0	4.29	0.62	14
Graduate Division	8%	1	67%	8	8%	1	8%	1	8%	1	3.58	-0.09	12
Graduate School of Education	20%	5	44%	11	16%	4	12%	3	8%	2	3.56	-0.11	25
Haas School of Business	31%	42	38%	51	10%	14	14%	19	6%	8	3.75	0.08	134
L&S Arts & Humanities	11%	7	48%	30	21%	13	10%	6	10%	6	3.42	-0.25	62
L&S Biological Sciences	27%	20	38%	28	8%	6	18%	13	9%	7	3.55	-0.12	74
L&S Core, L&S Undergraduate Studies	22%	11	45%	22	16%	8	14%	7	2%	1	3.71	0.04	49
L&S Math & Physical Sci	18%	9	49%	25	24%	12	6%	3	4%	2	3.71	0.04	51
L&S Social Sciences	17%	12	47%	34	17%	12	15%	11	4%	3	3.57	-0.10	72
Office for the Faculty	40%	4	10%	1	30%	3	10%	1	10%	1	3.60	-0.07	10
Office of the Chancellor	23%	6	65%	17	4%	1	4%	1	4%	1	4.00	0.33	26
Office of the Vice Provost for Academic Planning	20%	2	60%	6	0%	0	20%	2	0%	0	3.80	0.13	10
Research, Policy, Planng & Adm	19%	26	52%	70	18%	24	4%	6	7%	9	3.73	0.06	135
School of Information	42%	5	50%	6	0%	0	8%	1	0%	0	4.25	0.58	12
School of Journalism	13%	2	44%	7	19%	3	6%	1	19%	3	3.25	-0.42	16
School of Optometry	4%	1	64%	18	11%	3	21%	6	0%	0	3.50	-0.17	28
School of Public Health	27%	14	42%	22	17%	9	12%	6	2%	1	3.81	0.14	52
School of Social Welfare	32%	11	47%	16	9%	3	12%	4	0%	0	4.00	0.33	34
SSALLEX (Summer Sessn, Study Abrd, University Extension)	26%	33	46%	59	12%	15	12%	16	5%	6	3.75	0.08	129
Student Affairs	21%	52	45%	109	22%	53	10%	25	1%	3	3.75	0.08	242
UC Library	23%	25	48%	53	16%	18	8%	9	5%	5	3.76	0.09	110
Undergraduate Education	21%	14	52%	35	13%	9	12%	8	1%	1	3.79	0.12	67
Univ Developmt and Alumni Rel	31%	40	48%	62	11%	14	6%	8	3%	4	3.98	0.31	128

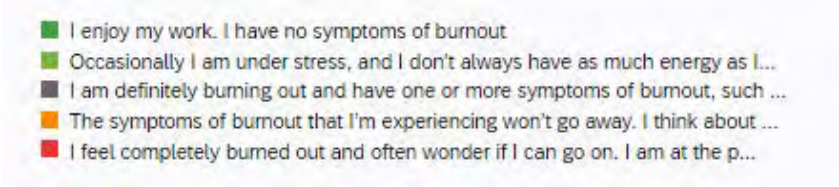
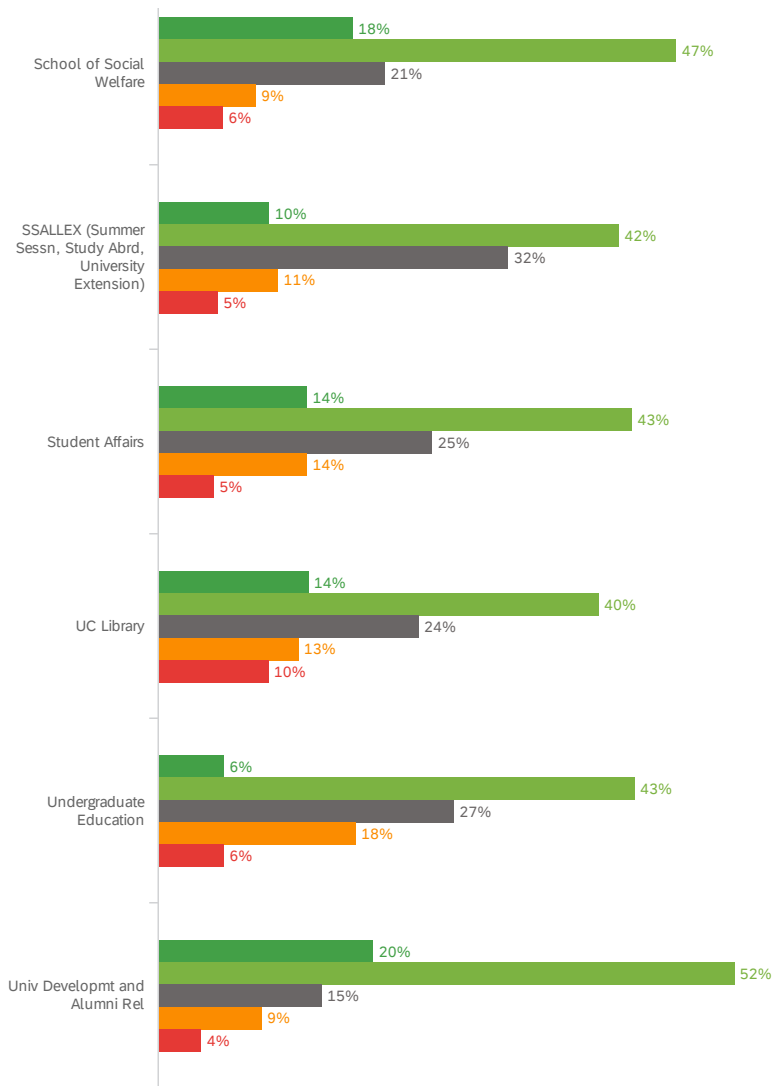
# Overall, based on your definition of burnout, how would you rate your level of burnout?







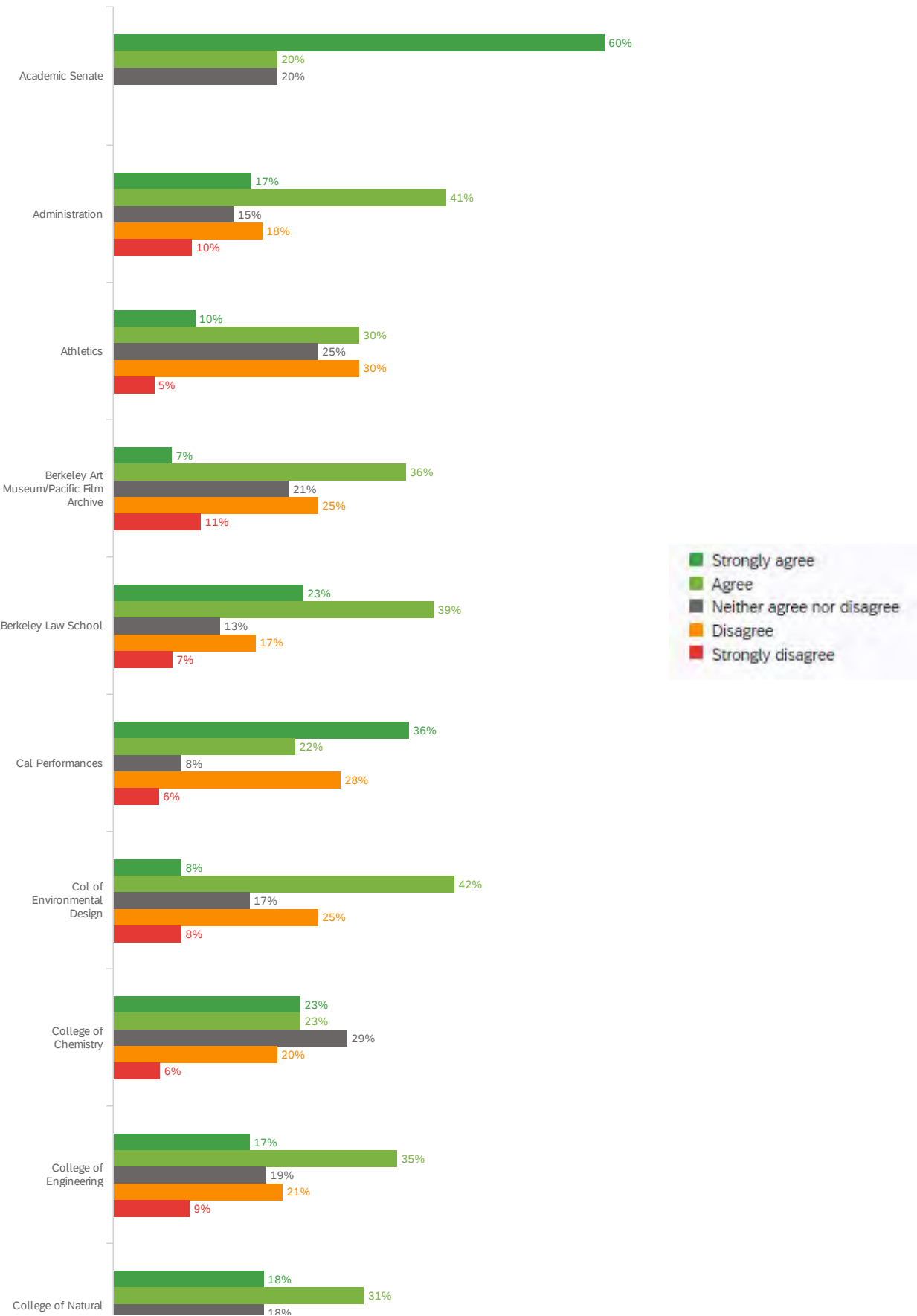


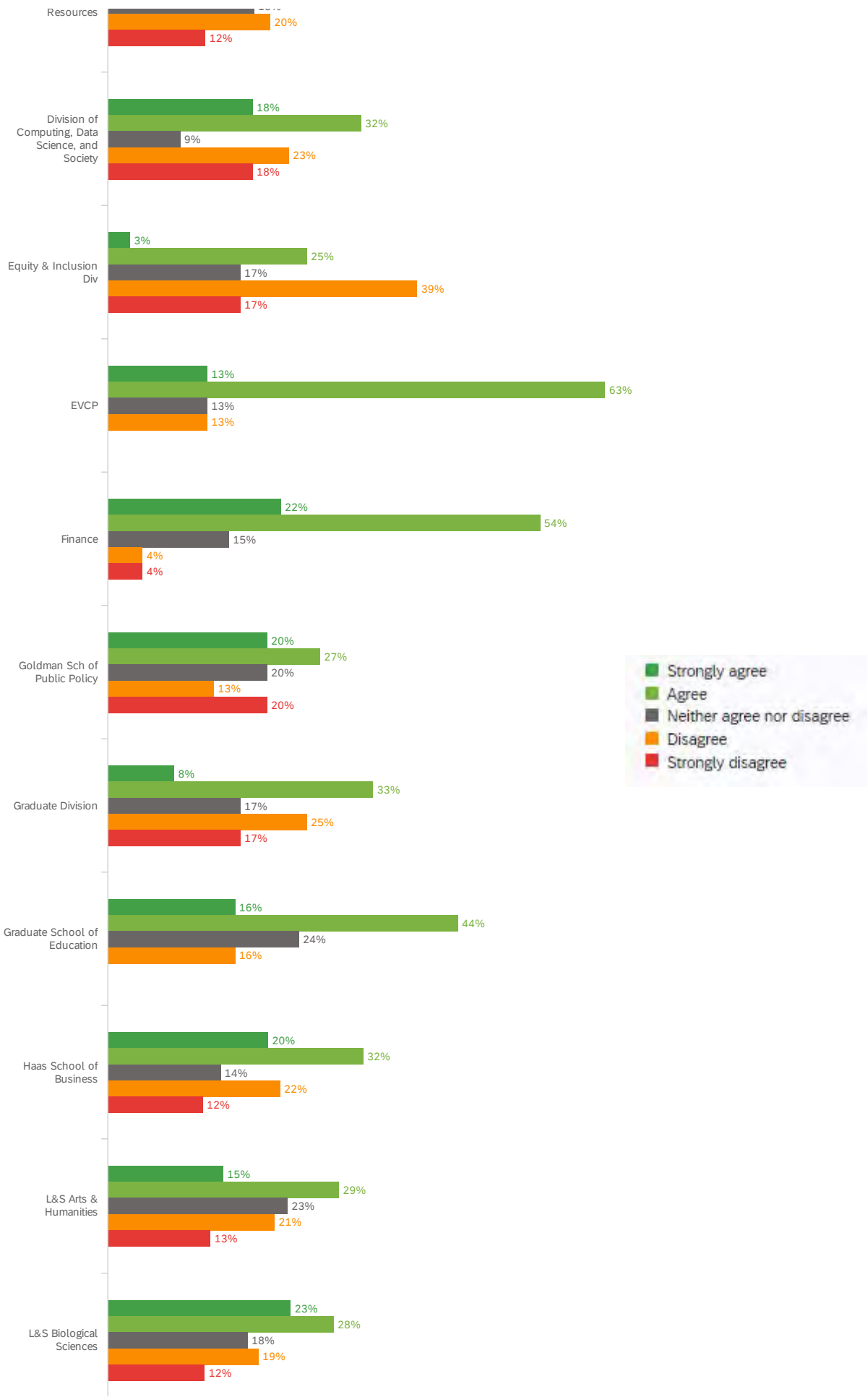


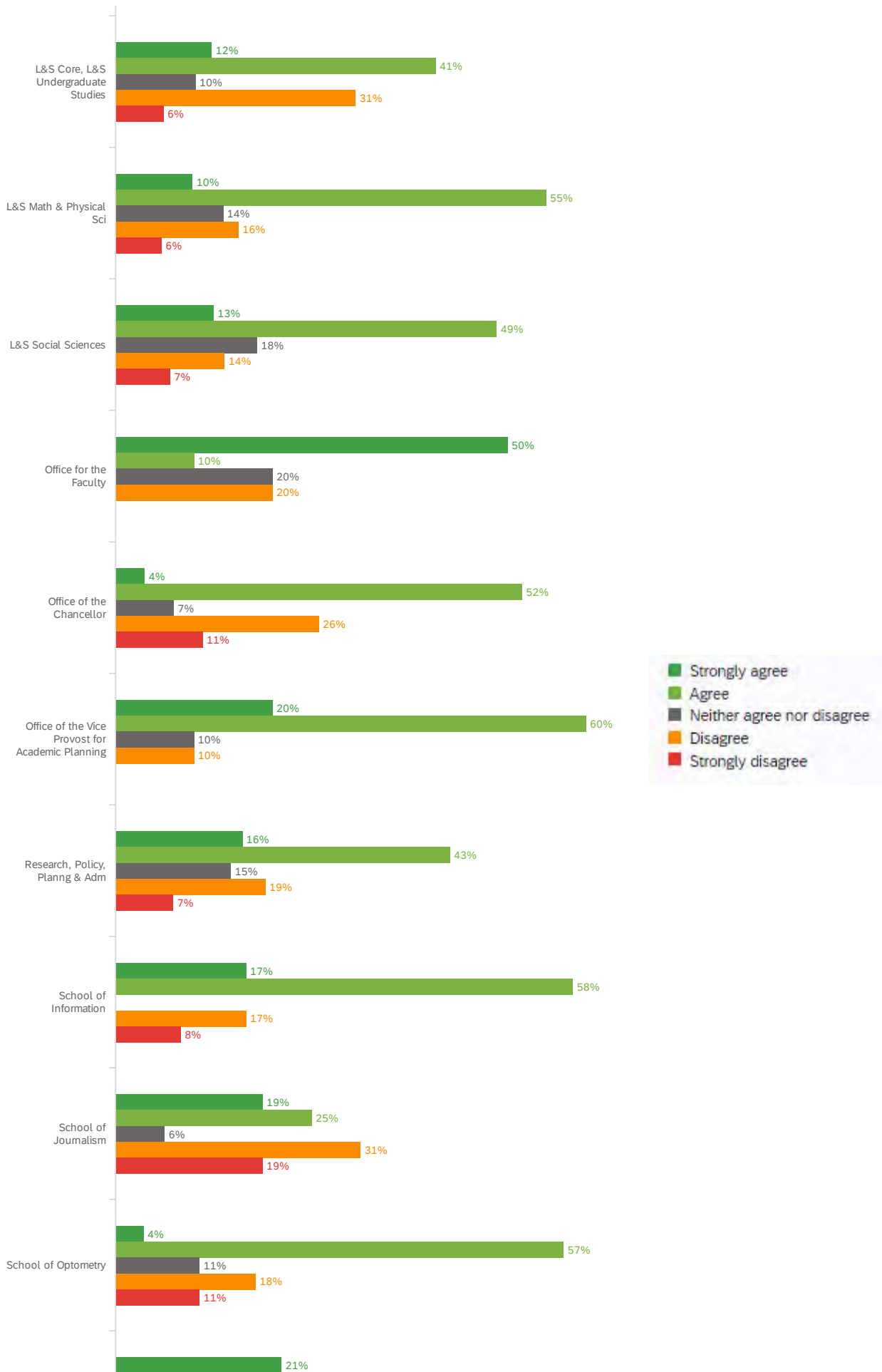
**Overall, based on your definition of burnout, how would you rate your level of burnout?**

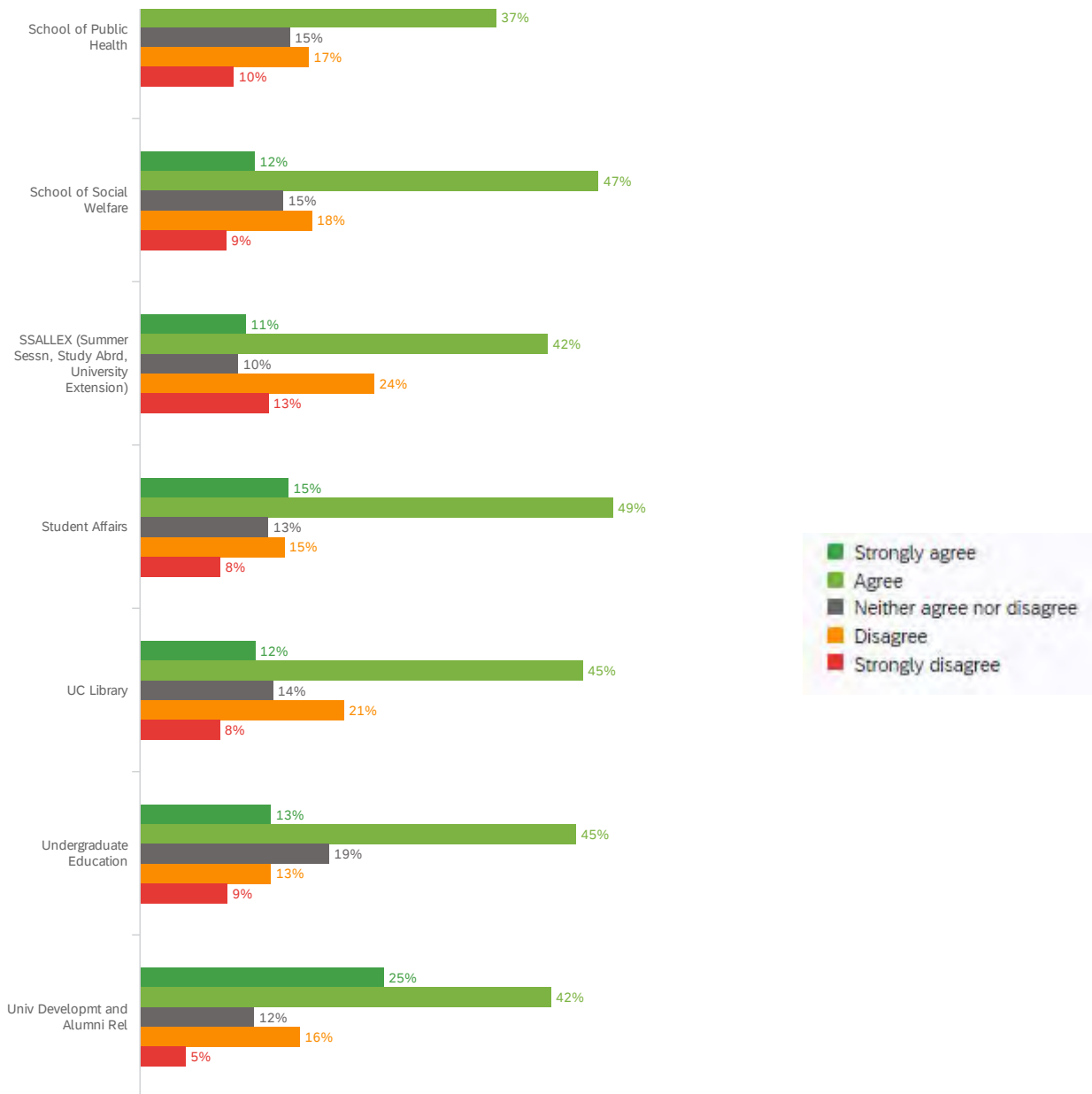
Question	I enjoy my work. I have no symptoms of burnout		Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out		I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion		The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot		I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Academic Senate	0%	0	80%	4	20%	1	0%	0	0%	0	5
Administration	14%	53	41%	154	29%	110	8%	31	7%	25	373
Athletics	15%	3	20%	4	25%	5	25%	5	15%	3	20
Berkeley Art Museum/Pacific Film Archive	7%	2	37%	10	22%	6	19%	5	15%	4	27
Berkeley Law School	19%	13	32%	22	32%	22	9%	6	9%	6	69
Cal Performances	11%	4	47%	17	25%	9	11%	4	6%	2	36
Col of Environmental Design	25%	3	25%	3	17%	2	25%	3	8%	1	12
College of Chemistry	3%	1	34%	12	49%	17	14%	5	0%	0	35
College of Engineering	9%	14	36%	53	34%	51	12%	18	9%	13	149
College of Natural Resources	8%	4	37%	18	29%	14	16%	8	10%	5	49
Division of Computing, Data Science, and Society	14%	3	27%	6	14%	3	32%	7	14%	3	22
Equity & Inclusion Div	6%	2	22%	8	36%	13	14%	5	22%	8	36
EVCP	13%	1	13%	1	50%	4	25%	2	0%	0	8
Finance	17%	8	61%	28	20%	9	2%	1	0%	0	46
Goldman Sch of Public Policy	7%	1	53%	8	33%	5	0%	0	7%	1	15
Graduate Division	8%	1	17%	2	58%	7	8%	1	8%	1	12
Graduate School of Education	8%	2	24%	6	48%	12	16%	4	4%	1	25
Haas School of Business	19%	25	35%	47	24%	32	10%	14	12%	16	134
L&S Arts & Humanities	5%	3	34%	21	29%	18	16%	10	16%	10	62
L&S Biological Sciences	20%	15	39%	29	19%	14	15%	11	7%	5	74
L&S Core, L&S Undergraduate Studies	8%	4	42%	21	30%	15	14%	7	6%	3	50
L&S Math & Physical Sci	14%	7	41%	21	27%	14	8%	4	10%	5	51
L&S Social Sciences	14%	10	36%	26	29%	21	14%	10	7%	5	72
Office for the Faculty	0%	0	50%	5	50%	5	0%	0	0%	0	10
Office of the Chancellor	19%	5	37%	10	30%	8	7%	2	7%	2	27
Office of the Vice Provost for Academic Planning	0%	0	70%	7	20%	2	10%	1	0%	0	10
Research, Policy, Planng & Adm	12%	16	45%	61	26%	35	8%	11	10%	13	136
School of Information	8%	1	58%	7	17%	2	17%	2	0%	0	12
School of Journalism	19%	3	19%	3	44%	7	13%	2	6%	1	16
School of Optometry	0%	0	57%	16	32%	9	11%	3	0%	0	28
School of Public Health	19%	10	38%	20	25%	13	13%	7	4%	2	52
School of Social Welfare	18%	6	47%	16	21%	7	9%	3	6%	2	34
SSALLEX (Summer Sessn, Study Abrd, University Extension)	10%	13	42%	54	32%	41	11%	14	5%	7	129
Student Affairs	14%	32	43%	102	25%	59	14%	32	5%	12	237
UC Library	14%	15	40%	44	24%	26	13%	14	10%	11	110
Undergraduate Education	6%	4	43%	29	27%	18	18%	12	6%	4	67
Univ Developmt and Alumni Rel	20%	25	52%	67	15%	19	9%	12	4%	5	128

# My job description and title accurately reflect my current responsibilities.







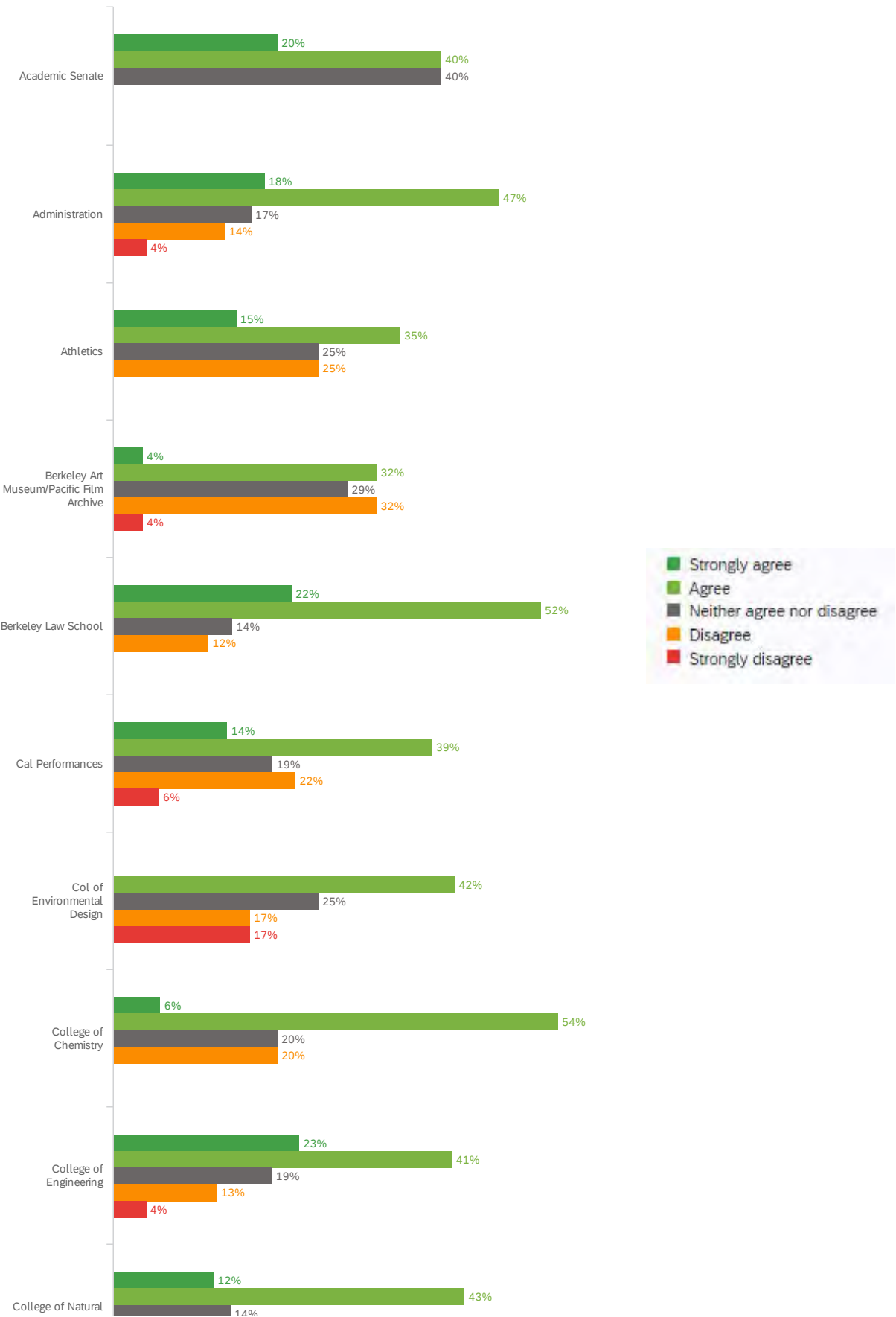


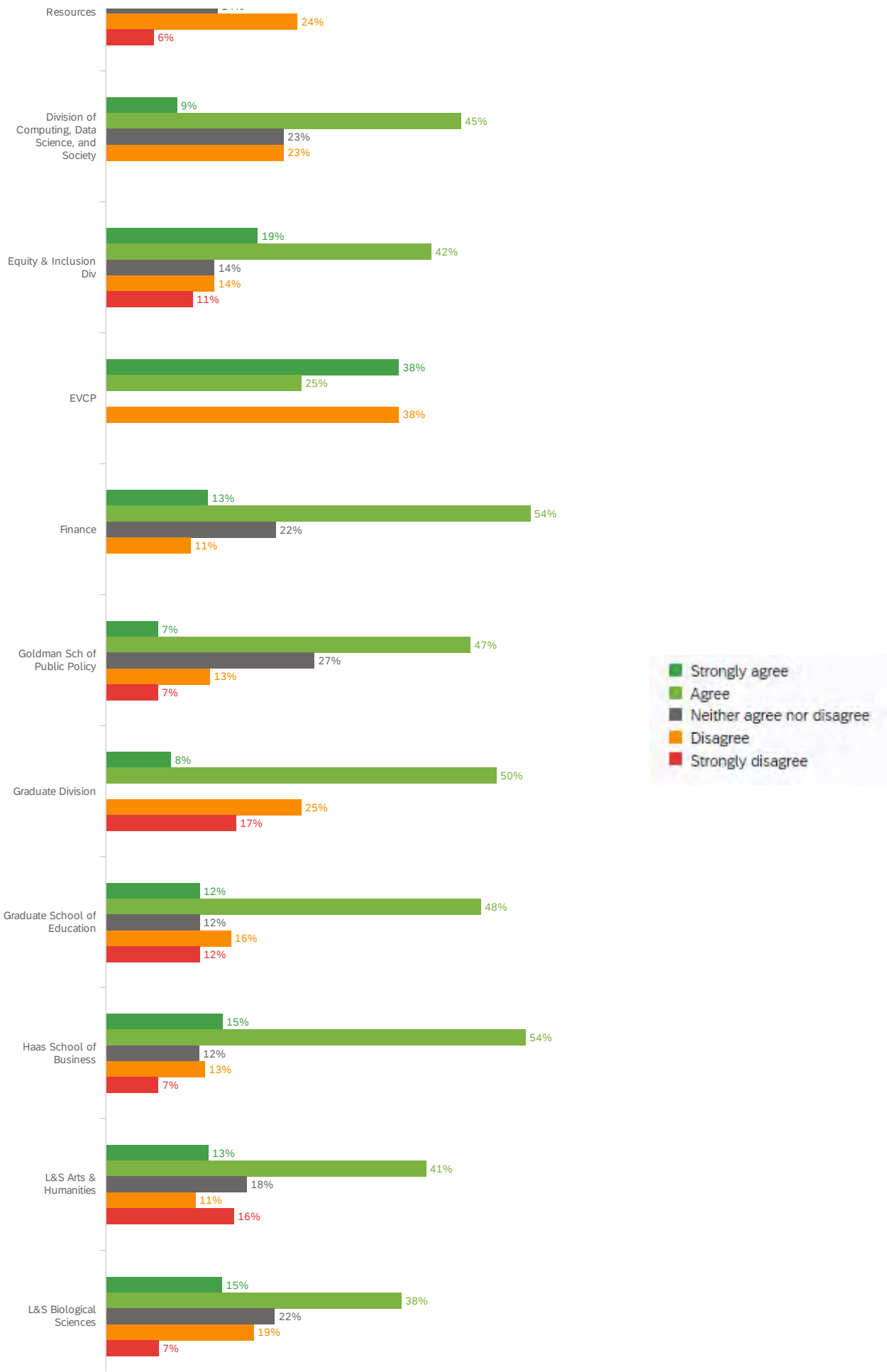
**My job description and title accurately reflect my current responsibilities.**

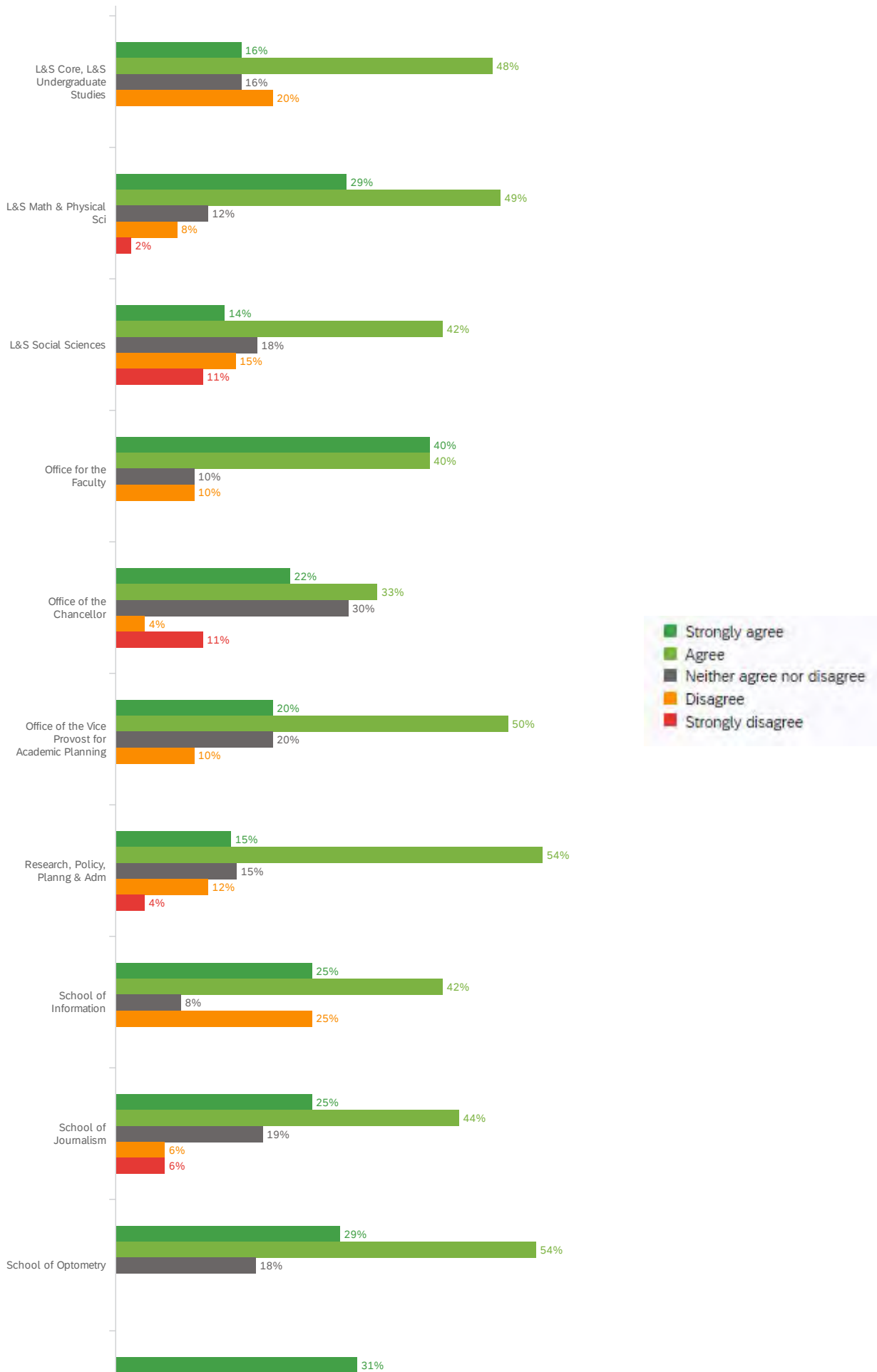
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	60%	3	20%	1	20%	1	0%	0	0%	0	4.40	1.03	5
Administration	17%	63	41%	152	15%	55	18%	68	10%	36	3.37	0.00	374
Athletics	10%	2	30%	6	25%	5	30%	6	5%	1	3.10	-0.27	20
Berkeley Art Museum/Pacific Film Archive	7%	2	36%	10	21%	6	25%	7	11%	3	3.04	-0.33	28
Berkeley Law School	23%	16	39%	27	13%	9	17%	12	7%	5	3.54	0.17	69
Cal Performances	36%	13	22%	8	8%	3	28%	10	6%	2	3.56	0.19	36
Col of Environmental Design	8%	1	42%	5	17%	2	25%	3	8%	1	3.17	-0.20	12
College of Chemistry	23%	8	23%	8	29%	10	20%	7	6%	2	3.37	0.00	35
College of Engineering	17%	25	35%	52	19%	28	21%	31	9%	14	3.29	-0.08	150
College of Natural Resources	18%	9	31%	15	18%	9	20%	10	12%	6	3.22	-0.15	49
Division of Computing, Data Science, and Society	18%	4	32%	7	9%	2	23%	5	18%	4	3.09	-0.28	22
Equity & Inclusion Div	3%	1	25%	9	17%	6	39%	14	17%	6	2.58	-0.79	36
EVCP	13%	1	63%	5	13%	1	13%	1	0%	0	3.75	0.38	8
Finance	22%	10	54%	25	15%	7	4%	2	4%	2	3.85	0.48	46
Goldman Sch of Public Policy	20%	3	27%	4	20%	3	13%	2	20%	3	3.13	-0.24	15
Graduate Division	8%	1	33%	4	17%	2	25%	3	17%	2	2.92	-0.45	12
Graduate School of Education	16%	4	44%	11	24%	6	16%	4	0%	0	3.60	0.23	25
Haas School of Business	20%	27	32%	43	14%	19	22%	29	12%	16	3.27	-0.10	134
L&S Arts & Humanities	15%	9	29%	18	23%	14	21%	13	13%	8	3.11	-0.26	62
L&S Biological Sciences	23%	17	28%	21	18%	13	19%	14	12%	9	3.31	-0.06	74
L&S Core, L&S Undergraduate Studies	12%	6	41%	20	10%	5	31%	15	6%	3	3.22	-0.15	49
L&S Math & Physical Sci	10%	5	55%	28	14%	7	16%	8	6%	3	3.47	0.10	51
L&S Social Sciences	13%	9	49%	35	18%	13	14%	10	7%	5	3.46	0.09	72
Office for the Faculty	50%	5	10%	1	20%	2	20%	2	0%	0	3.90	0.53	10
Office of the Chancellor	4%	1	52%	14	7%	2	26%	7	11%	3	3.11	-0.26	27
Office of the Vice Provost for Academic Planning	20%	2	60%	6	10%	1	10%	1	0%	0	3.90	0.53	10
Research, Policy, Planng & Adm	16%	22	43%	58	15%	20	19%	26	7%	10	3.41	0.04	136
School of Information	17%	2	58%	7	0%	0	17%	2	8%	1	3.58	0.21	12
School of Journalism	19%	3	25%	4	6%	1	31%	5	19%	3	2.94	-0.43	16
School of Optometry	4%	1	57%	16	11%	3	18%	5	11%	3	3.25	-0.12	28
School of Public Health	21%	11	37%	19	15%	8	17%	9	10%	5	3.42	0.05	52
School of Social Welfare	12%	4	47%	16	15%	5	18%	6	9%	3	3.35	-0.02	34
SSALLEX (Summer Sessn, Study Abrd, University Extension)	11%	14	42%	54	10%	13	24%	31	13%	17	3.13	-0.24	129
Student Affairs	15%	37	49%	118	13%	32	15%	36	8%	20	3.48	0.11	243
UC Library	12%	13	45%	50	14%	15	21%	23	8%	9	3.32	-0.05	110
Undergraduate Education	13%	9	45%	30	19%	13	13%	9	9%	6	3.40	0.03	67
Univ Developmt and Alumni Rel	25%	32	42%	54	12%	15	16%	21	5%	6	3.66	0.29	128

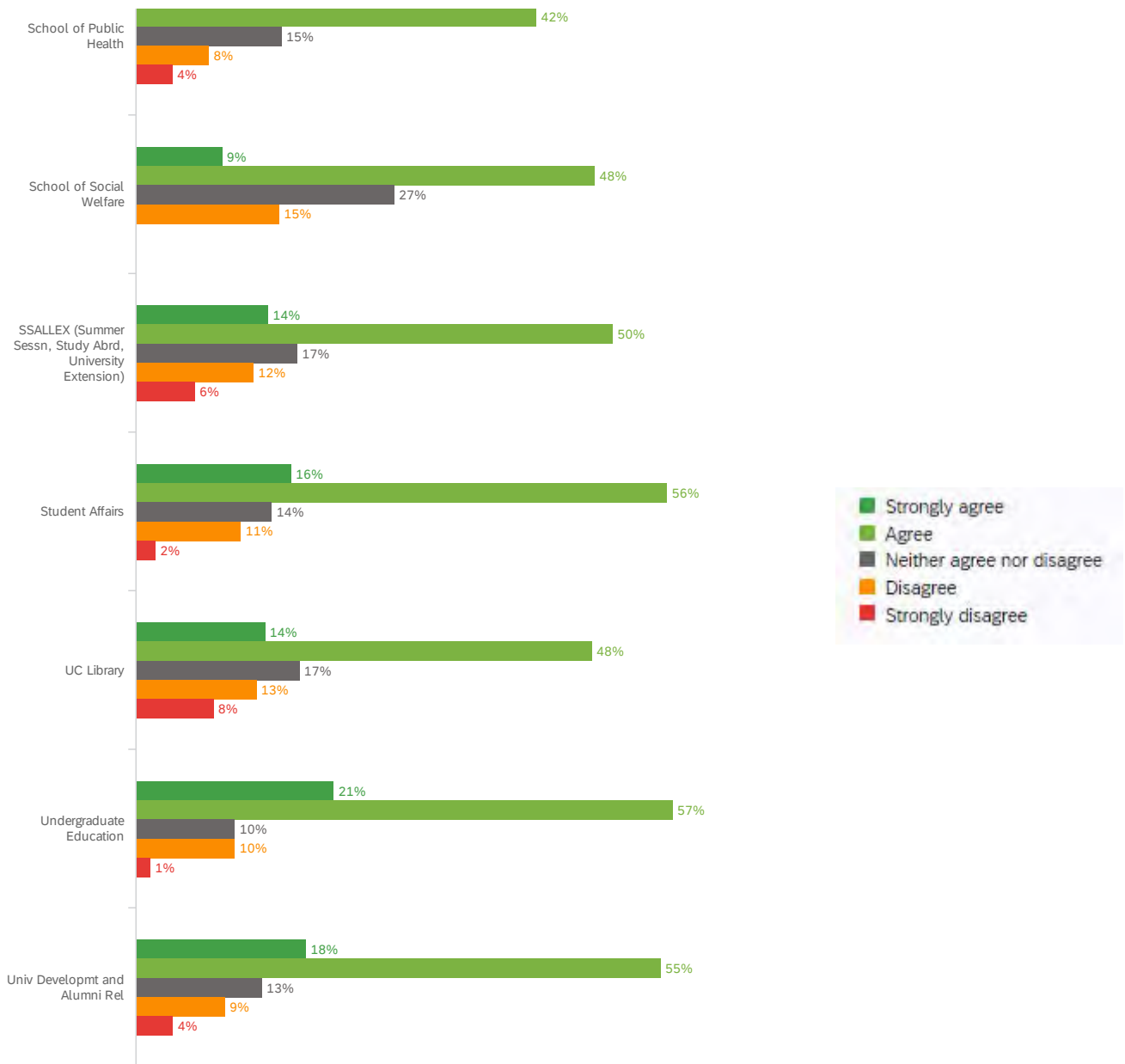


# I am satisfied with the level of community I experience with my colleagues.





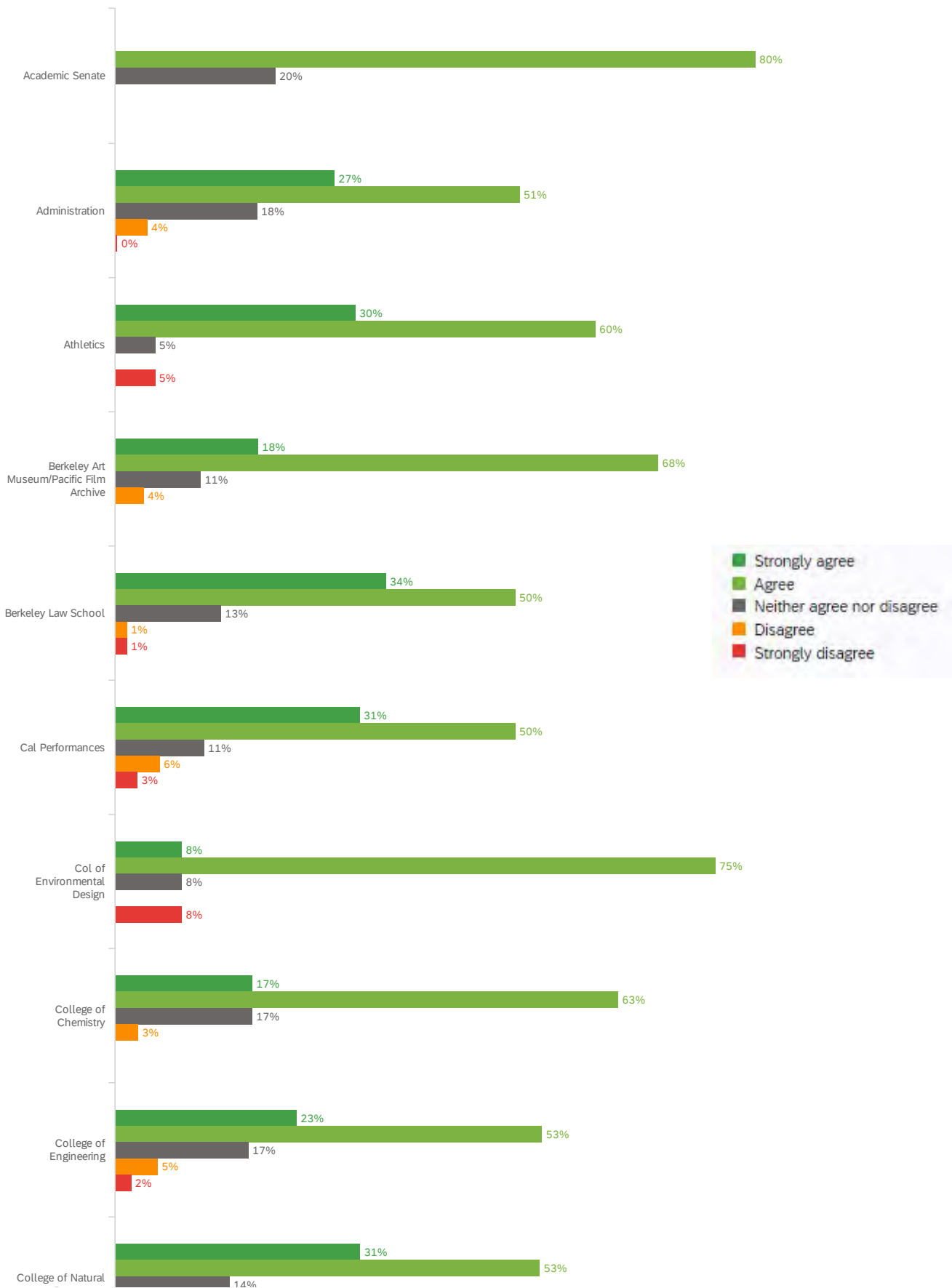


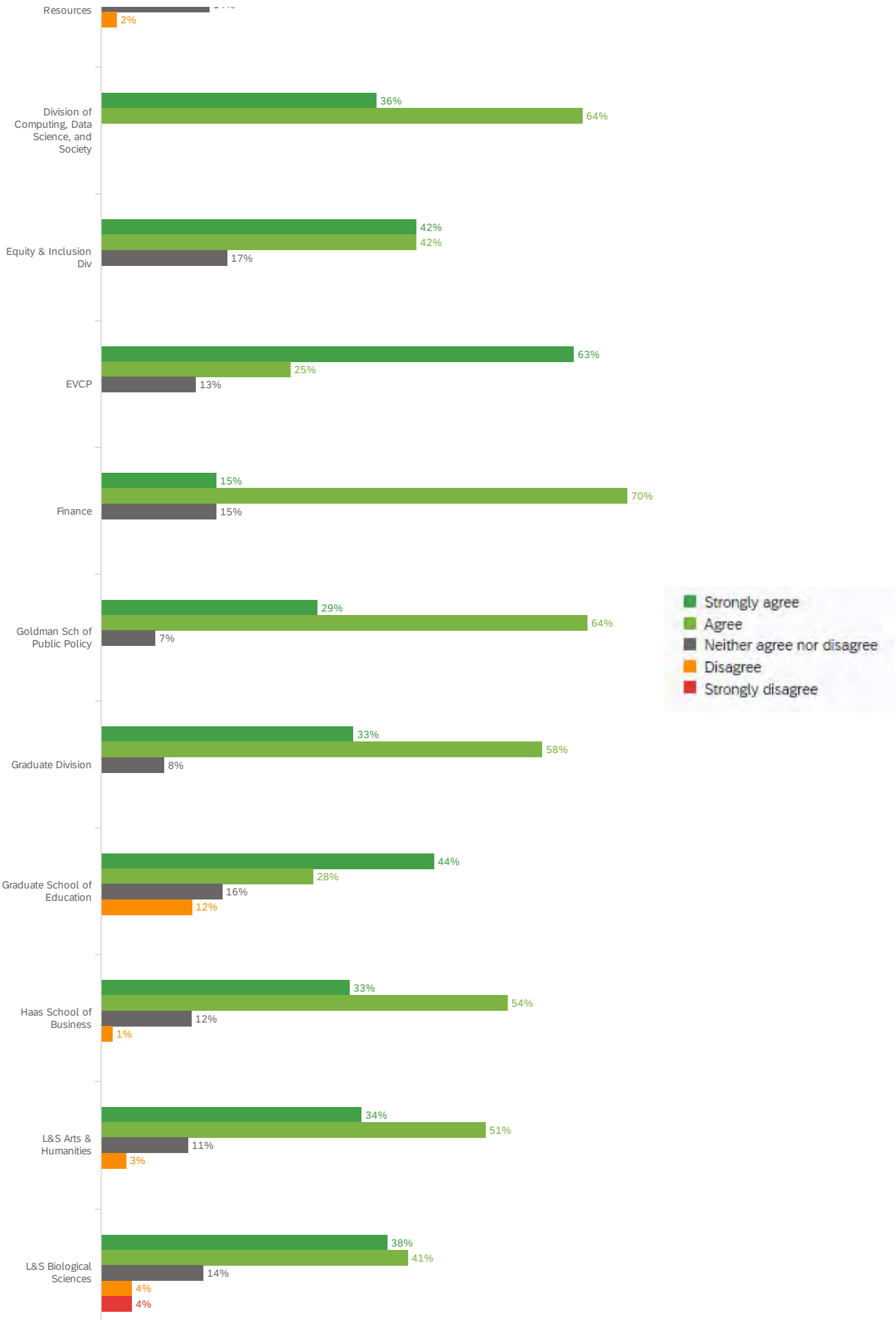


**I am satisfied with the level of community I experience with my colleagues.**

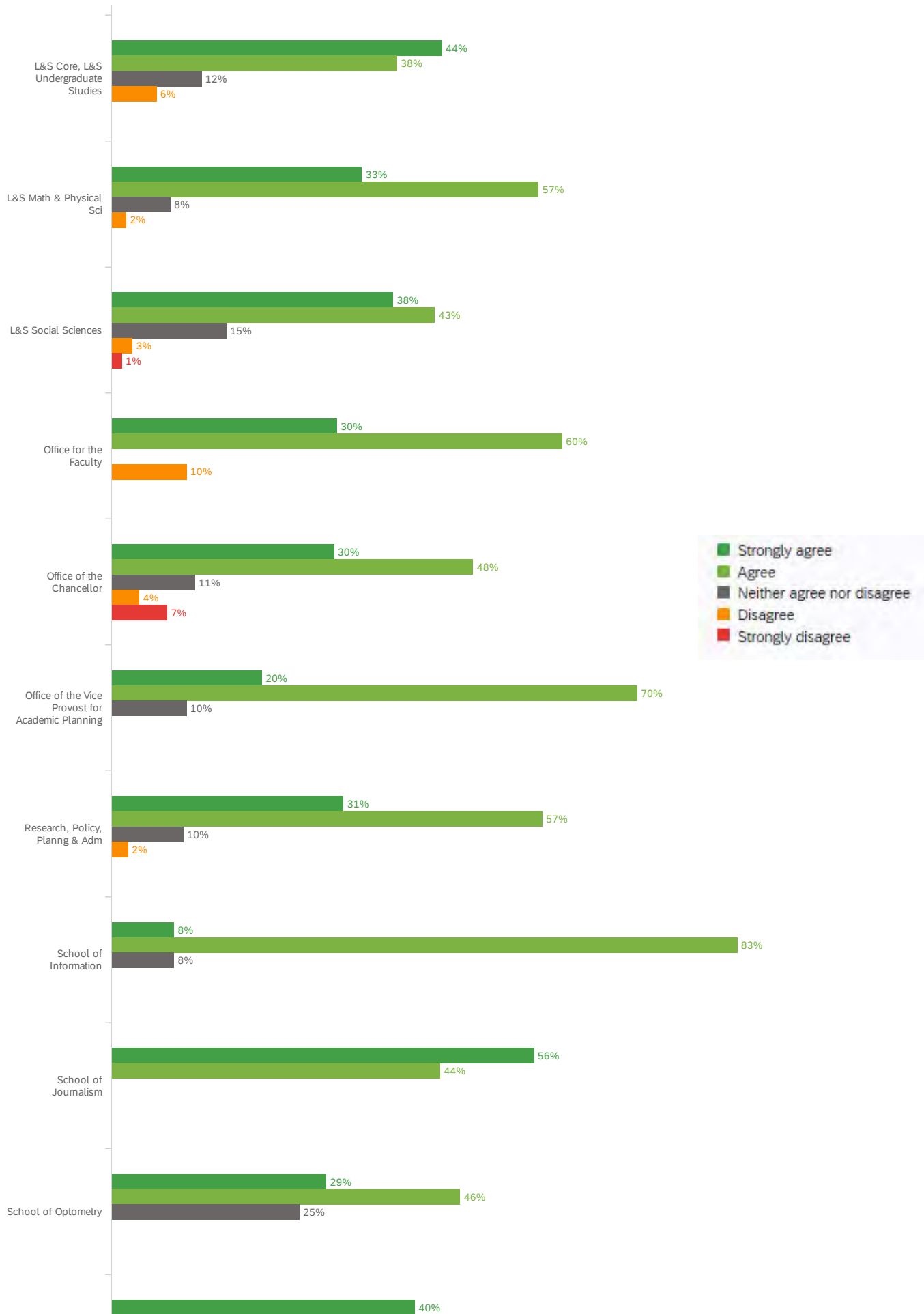
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	20%	1	40%	2	40%	2	0%	0	0%	0	3.80	0.24	<b>5</b>
Administration	18%	69	47%	176	17%	63	14%	51	4%	15	3.62	0.06	<b>374</b>
Athletics	15%	3	35%	7	25%	5	25%	5	0%	0	3.40	-0.16	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	4%	1	32%	9	29%	8	32%	9	4%	1	3.00	-0.56	<b>28</b>
Berkeley Law School	22%	15	52%	36	14%	10	12%	8	0%	0	3.84	0.28	<b>69</b>
Cal Performances	14%	5	39%	14	19%	7	22%	8	6%	2	3.33	-0.23	<b>36</b>
Col of Environmental Design	0%	0	42%	5	25%	3	17%	2	17%	2	2.92	-0.64	<b>12</b>
College of Chemistry	6%	2	54%	19	20%	7	20%	7	0%	0	3.46	-0.10	<b>35</b>
College of Engineering	23%	34	41%	62	19%	29	13%	19	4%	6	3.66	0.10	<b>150</b>
College of Natural Resources	12%	6	43%	21	14%	7	24%	12	6%	3	3.31	-0.25	<b>49</b>
Division of Computing, Data Science, and Society	9%	2	45%	10	23%	5	23%	5	0%	0	3.41	-0.15	<b>22</b>
Equity & Inclusion Div	19%	7	42%	15	14%	5	14%	5	11%	4	3.44	-0.12	<b>36</b>
EVCP	38%	3	25%	2	0%	0	38%	3	0%	0	3.63	0.07	<b>8</b>
Finance	13%	6	54%	25	22%	10	11%	5	0%	0	3.70	0.14	<b>46</b>
Goldman Sch of Public Policy	7%	1	47%	7	27%	4	13%	2	7%	1	3.33	-0.23	<b>15</b>
Graduate Division	8%	1	50%	6	0%	0	25%	3	17%	2	3.08	-0.48	<b>12</b>
Graduate School of Education	12%	3	48%	12	12%	3	16%	4	12%	3	3.32	-0.24	<b>25</b>
Haas School of Business	15%	20	54%	72	12%	16	13%	17	7%	9	3.57	0.01	<b>134</b>
L&S Arts & Humanities	13%	8	41%	25	18%	11	11%	7	16%	10	3.23	-0.33	<b>61</b>
L&S Biological Sciences	15%	11	38%	28	22%	16	19%	14	7%	5	3.35	-0.21	<b>74</b>
L&S Core, L&S Undergraduate Studies	16%	8	48%	24	16%	8	20%	10	0%	0	3.60	0.04	<b>50</b>
L&S Math & Physical Sci	29%	15	49%	25	12%	6	8%	4	2%	1	3.96	0.40	<b>51</b>
L&S Social Sciences	14%	10	42%	30	18%	13	15%	11	11%	8	3.32	-0.24	<b>72</b>
Office for the Faculty	40%	4	40%	4	10%	1	10%	1	0%	0	4.10	0.54	<b>10</b>
Office of the Chancellor	22%	6	33%	9	30%	8	4%	1	11%	3	3.52	-0.04	<b>27</b>
Office of the Vice Provost for Academic Planning	20%	2	50%	5	20%	2	10%	1	0%	0	3.80	0.24	<b>10</b>
Research, Policy, Planng & Adm	15%	20	54%	74	15%	21	12%	16	4%	5	3.65	0.09	<b>136</b>
School of Information	25%	3	42%	5	8%	1	25%	3	0%	0	3.67	0.11	<b>12</b>
School of Journalism	25%	4	44%	7	19%	3	6%	1	6%	1	3.75	0.19	<b>16</b>
School of Optometry	29%	8	54%	15	18%	5	0%	0	0%	0	4.11	0.55	<b>28</b>
School of Public Health	31%	16	42%	22	15%	8	8%	4	4%	2	3.88	0.32	<b>52</b>
School of Social Welfare	9%	3	48%	16	27%	9	15%	5	0%	0	3.52	-0.04	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	14%	18	50%	65	17%	22	12%	16	6%	8	3.53	-0.03	<b>129</b>
Student Affairs	16%	40	56%	137	14%	35	11%	27	2%	5	3.74	0.18	<b>244</b>
UC Library	14%	15	48%	53	17%	19	13%	14	8%	9	3.46	-0.10	<b>110</b>
Undergraduate Education	21%	14	57%	38	10%	7	10%	7	1%	1	3.85	0.29	<b>67</b>
Univ Developmt and Alumni Rel	18%	23	55%	71	13%	17	9%	12	4%	5	3.74	0.18	<b>128</b>

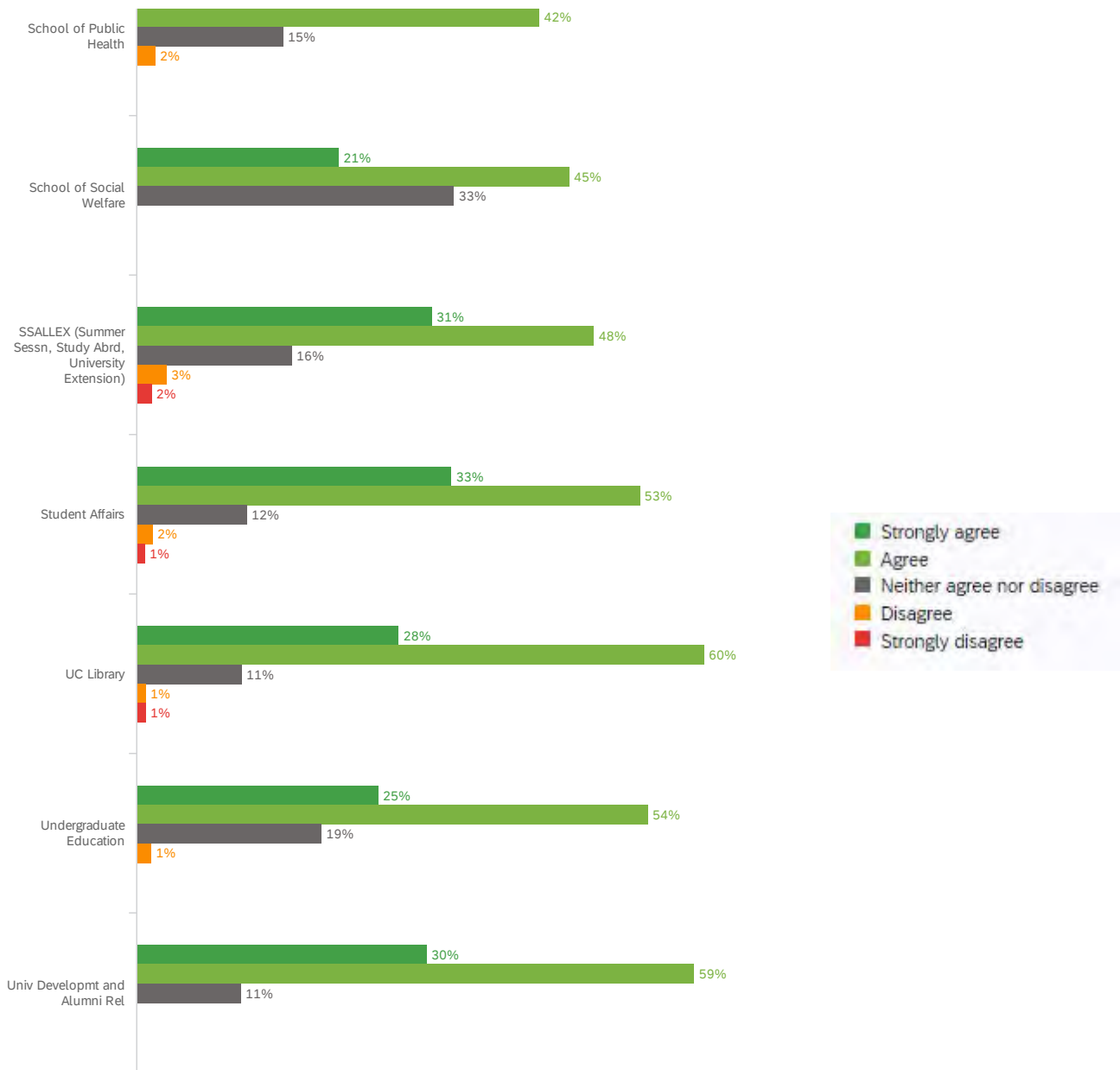
## Building community with my colleagues is important to me.







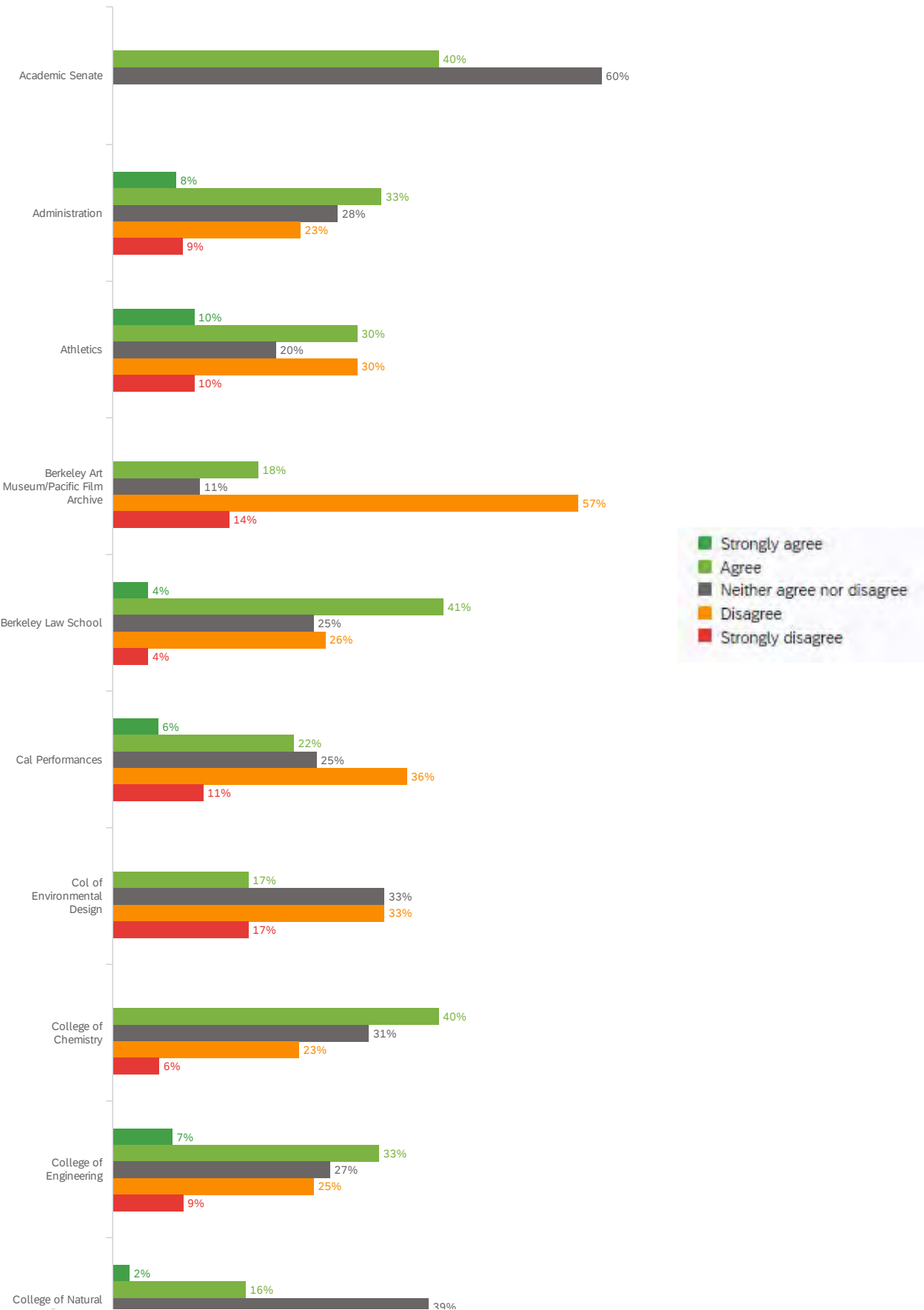


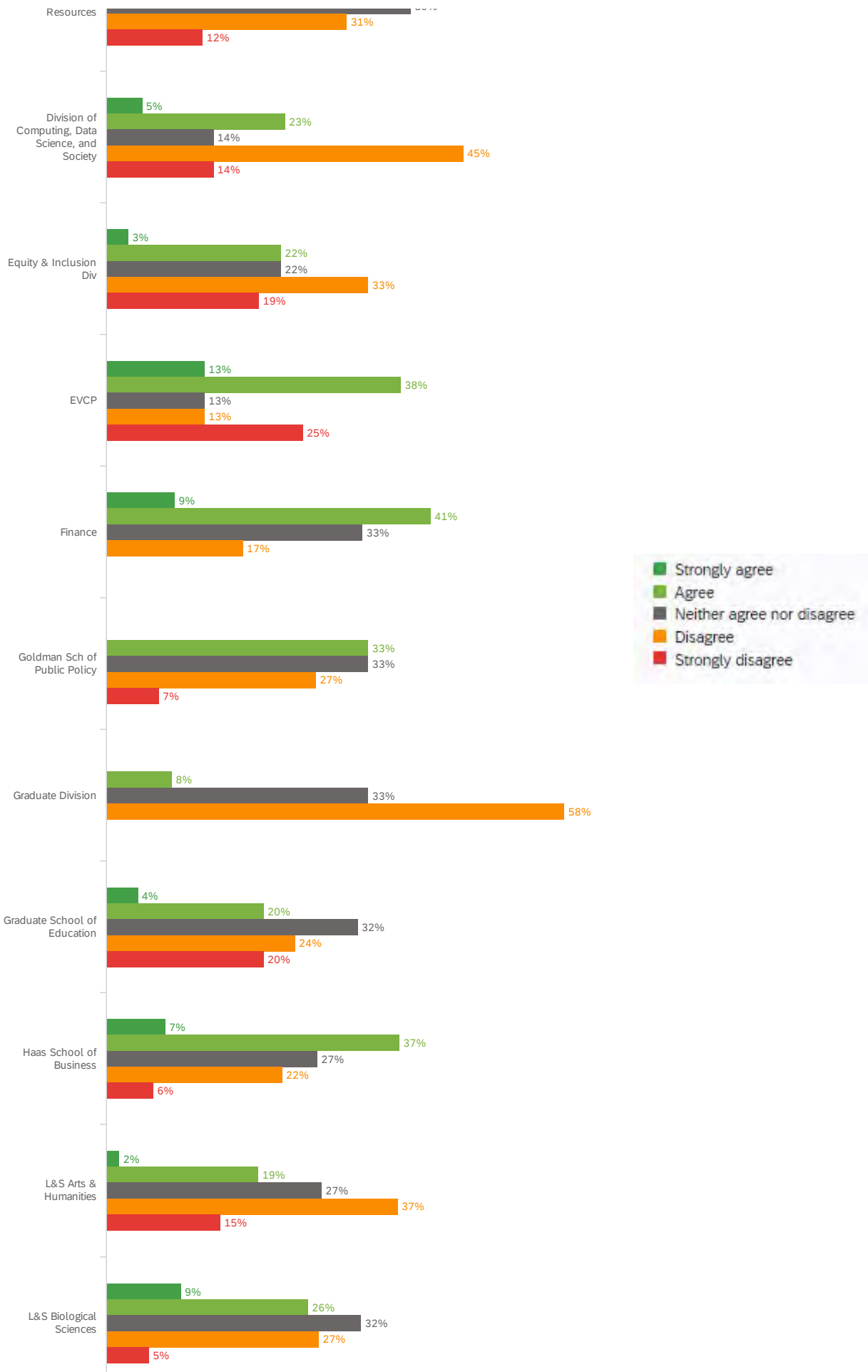


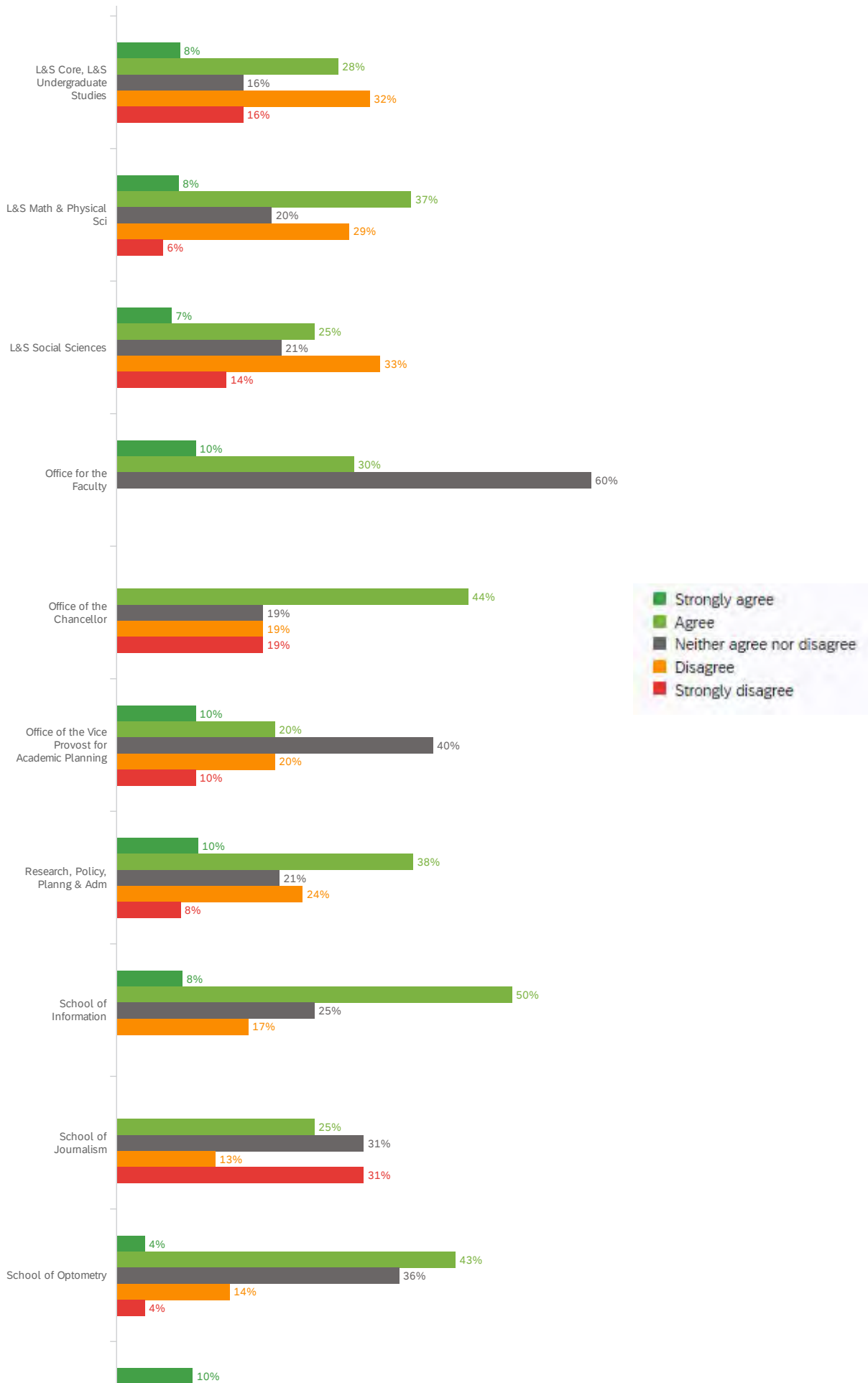
**Building community with my colleagues is important to me.**

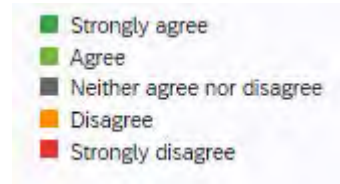
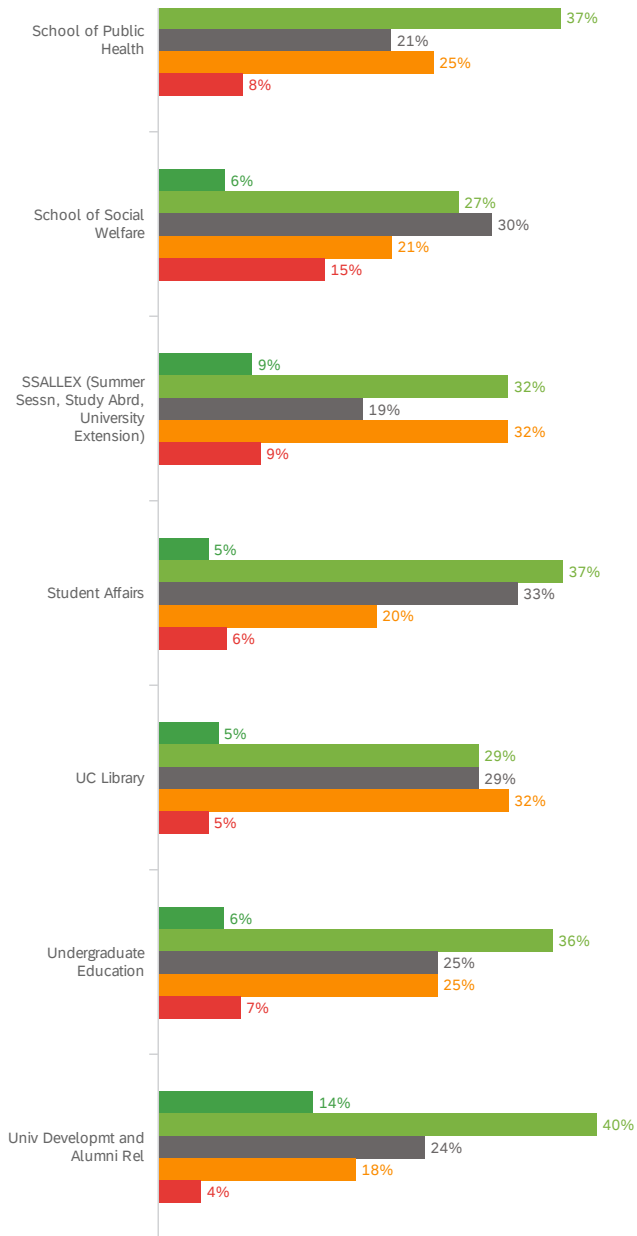
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	-0.27	<b>5</b>
Administration	27%	102	51%	188	18%	66	4%	15	0%	1	4.01	-0.06	<b>372</b>
Athletics	30%	6	60%	12	5%	1	0%	0	5%	1	4.10	0.03	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	18%	5	68%	19	11%	3	4%	1	0%	0	4.00	-0.07	<b>28</b>
Berkeley Law School	34%	23	50%	34	13%	9	1%	1	1%	1	4.13	0.06	<b>68</b>
Cal Performances	31%	11	50%	18	11%	4	6%	2	3%	1	4.00	-0.07	<b>36</b>
Col of Environmental Design	8%	1	75%	9	8%	1	0%	0	8%	1	3.75	-0.32	<b>12</b>
College of Chemistry	17%	6	63%	22	17%	6	3%	1	0%	0	3.94	-0.13	<b>35</b>
College of Engineering	23%	34	53%	80	17%	25	5%	8	2%	3	3.89	-0.18	<b>150</b>
College of Natural Resources	31%	15	53%	26	14%	7	2%	1	0%	0	4.12	0.05	<b>49</b>
Division of Computing, Data Science, and Society	36%	8	64%	14	0%	0	0%	0	0%	0	4.36	0.29	<b>22</b>
Equity & Inclusion Div	42%	15	42%	15	17%	6	0%	0	0%	0	4.25	0.18	<b>36</b>
EVCP	63%	5	25%	2	13%	1	0%	0	0%	0	4.50	0.43	<b>8</b>
Finance	15%	7	70%	32	15%	7	0%	0	0%	0	4.00	-0.07	<b>46</b>
Goldman Sch of Public Policy	29%	4	64%	9	7%	1	0%	0	0%	0	4.21	0.14	<b>14</b>
Graduate Division	33%	4	58%	7	8%	1	0%	0	0%	0	4.25	0.18	<b>12</b>
Graduate School of Education	44%	11	28%	7	16%	4	12%	3	0%	0	4.04	-0.03	<b>25</b>
Haas School of Business	33%	44	54%	72	12%	16	1%	2	0%	0	4.18	0.11	<b>134</b>
L&S Arts & Humanities	34%	21	51%	31	11%	7	3%	2	0%	0	4.16	0.09	<b>61</b>
L&S Biological Sciences	38%	28	41%	30	14%	10	4%	3	4%	3	4.04	-0.03	<b>74</b>
L&S Core, L&S Undergraduate Studies	44%	22	38%	19	12%	6	6%	3	0%	0	4.20	0.13	<b>50</b>
L&S Math & Physical Sci	33%	17	57%	29	8%	4	2%	1	0%	0	4.22	0.15	<b>51</b>
L&S Social Sciences	38%	27	43%	31	15%	11	3%	2	1%	1	4.13	0.06	<b>72</b>
Office for the Faculty	30%	3	60%	6	0%	0	10%	1	0%	0	4.10	0.03	<b>10</b>
Office of the Chancellor	30%	8	48%	13	11%	3	4%	1	7%	2	3.89	-0.18	<b>27</b>
Office of the Vice Provost for Academic Planning	20%	2	70%	7	10%	1	0%	0	0%	0	4.10	0.03	<b>10</b>
Research, Policy, Planng & Adm	31%	42	57%	78	10%	13	2%	3	0%	0	4.17	0.10	<b>136</b>
School of Information	8%	1	83%	10	8%	1	0%	0	0%	0	4.00	-0.07	<b>12</b>
School of Journalism	56%	9	44%	7	0%	0	0%	0	0%	0	4.56	0.49	<b>16</b>
School of Optometry	29%	8	46%	13	25%	7	0%	0	0%	0	4.04	-0.03	<b>28</b>
School of Public Health	40%	21	42%	22	15%	8	2%	1	0%	0	4.21	0.14	<b>52</b>
School of Social Welfare	21%	7	45%	15	33%	11	0%	0	0%	0	3.88	-0.19	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	31%	40	48%	62	16%	21	3%	4	2%	2	4.04	-0.03	<b>129</b>
Student Affairs	33%	80	53%	128	12%	28	2%	4	1%	2	4.16	0.09	<b>242</b>
UC Library	28%	30	60%	65	11%	12	1%	1	1%	1	4.12	0.05	<b>109</b>
Undergraduate Education	25%	17	54%	36	19%	13	1%	1	0%	0	4.03	-0.04	<b>67</b>
Univ Developmt and Alumni Rel	30%	39	59%	75	11%	14	0%	0	0%	0	4.20	0.13	<b>128</b>

# I have enough time during the work day to build community with my colleagues.







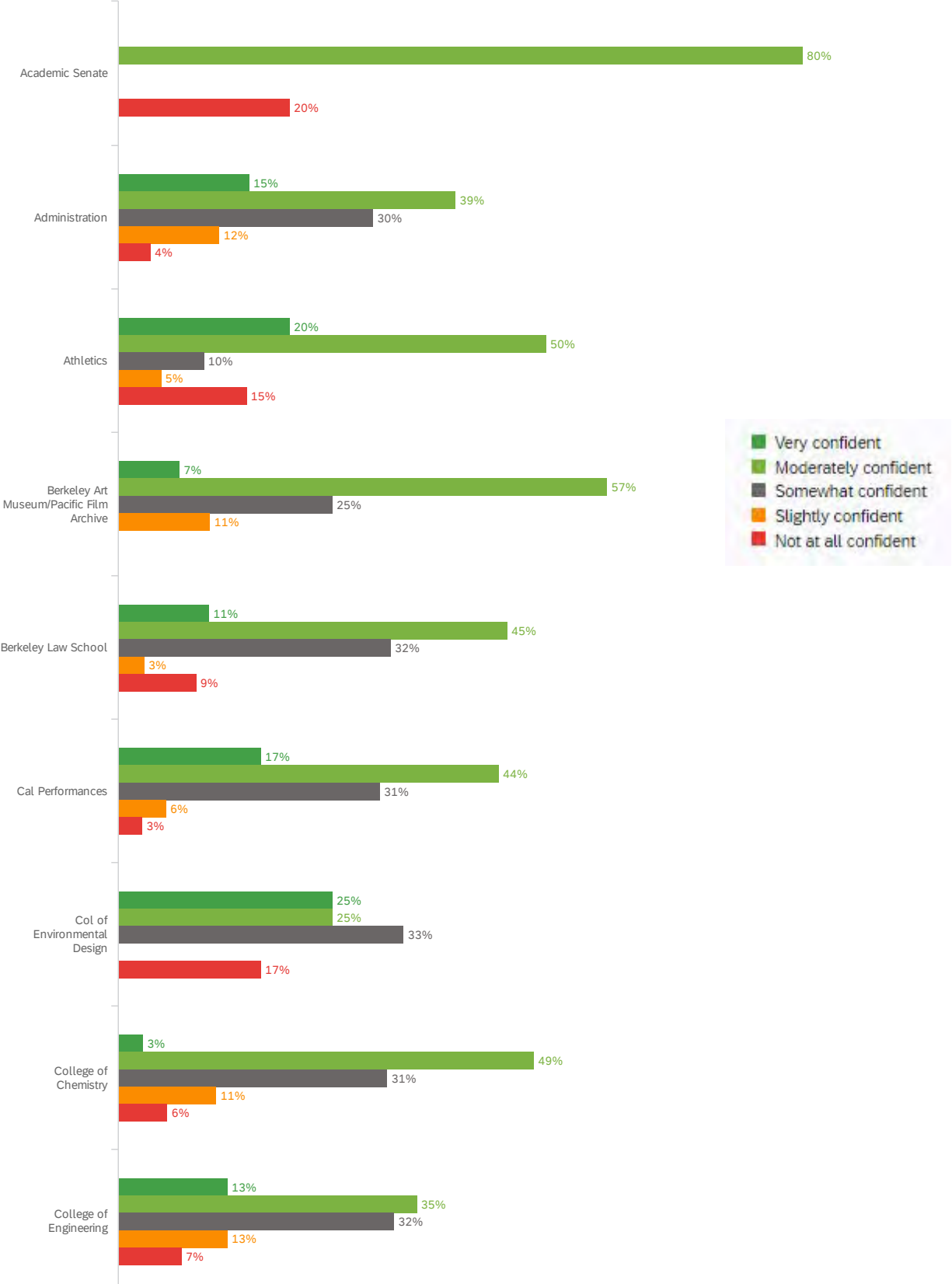


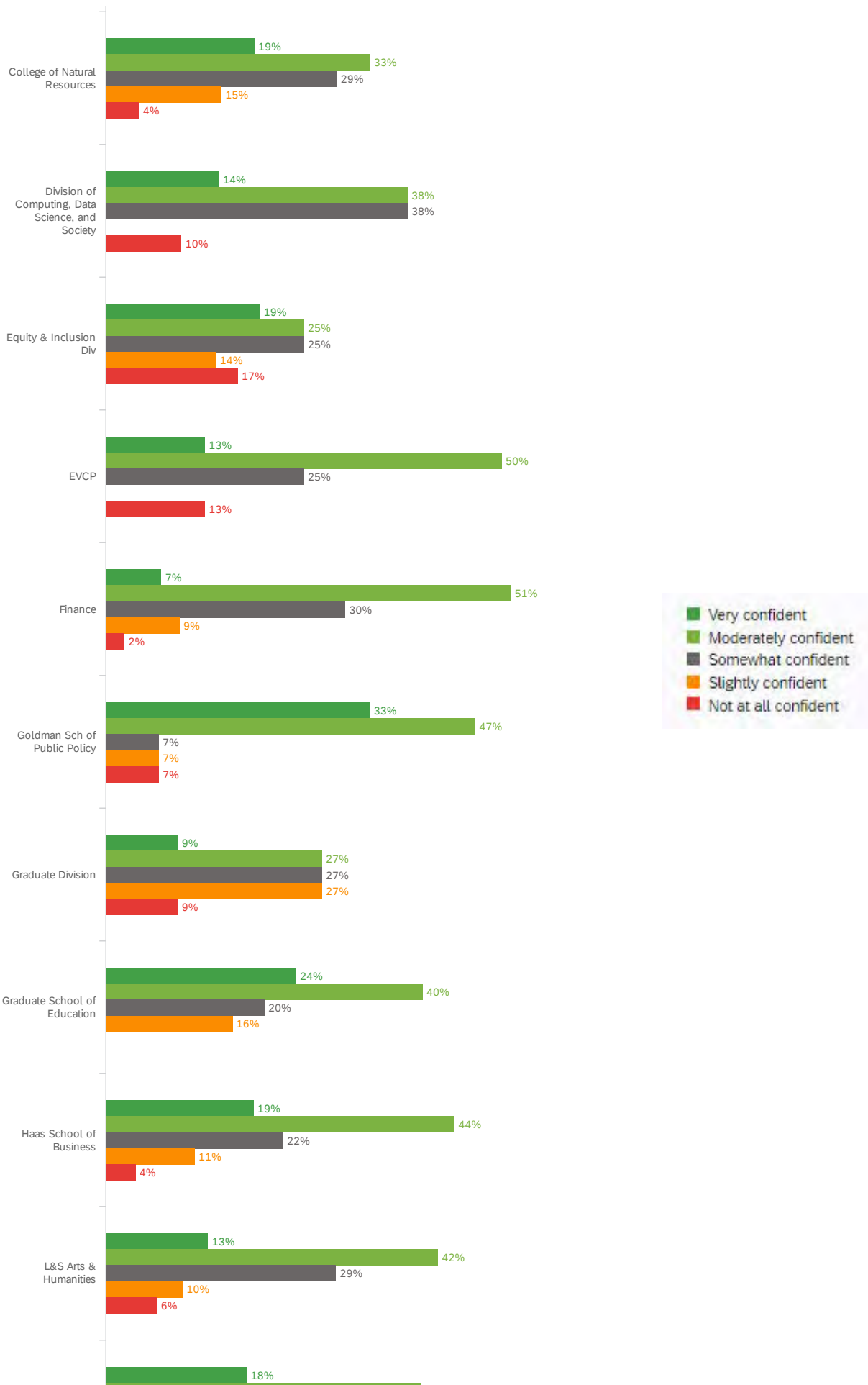


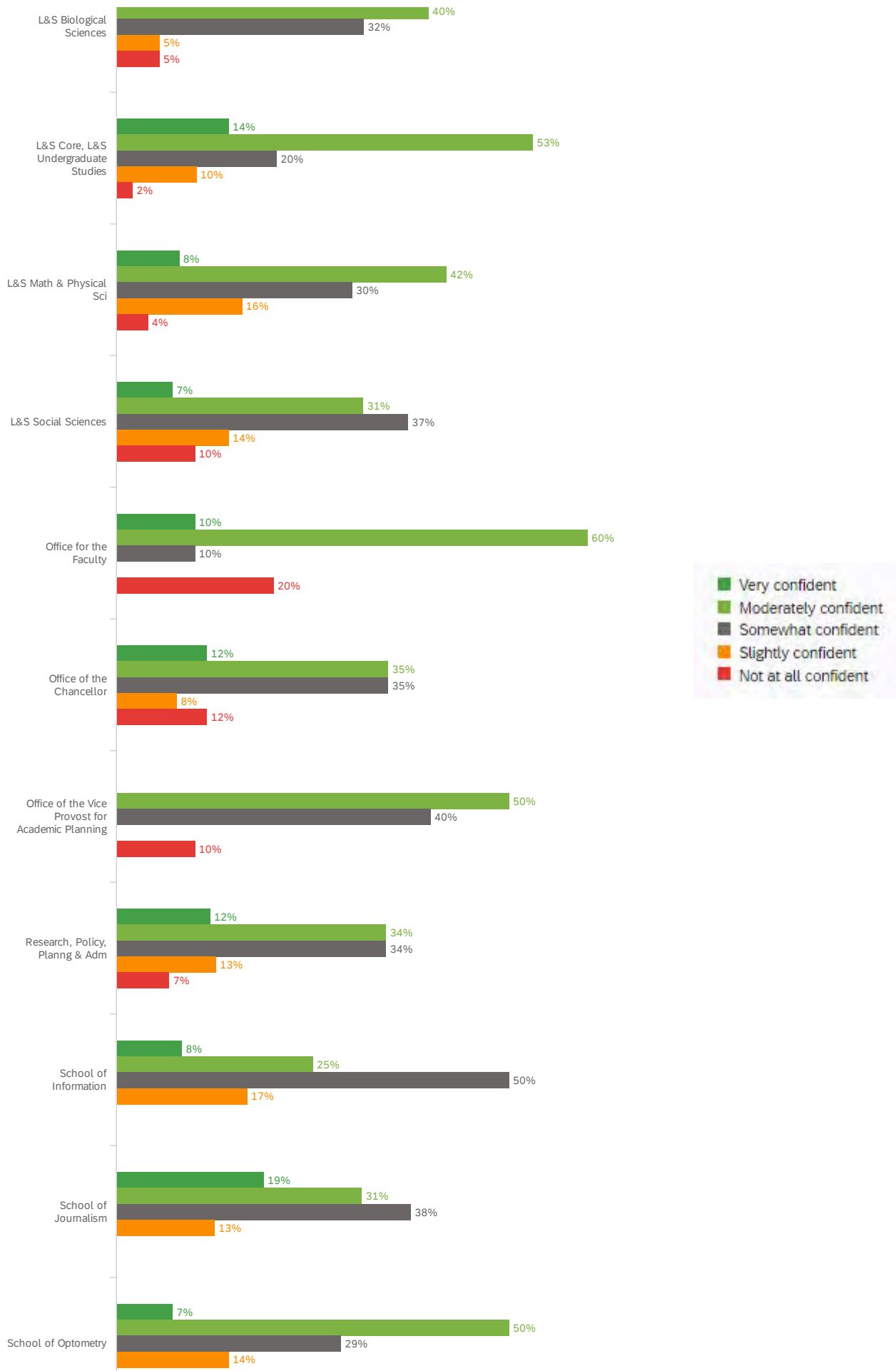
**I have enough time during the work day to build community with my colleagues.**

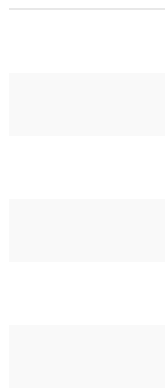
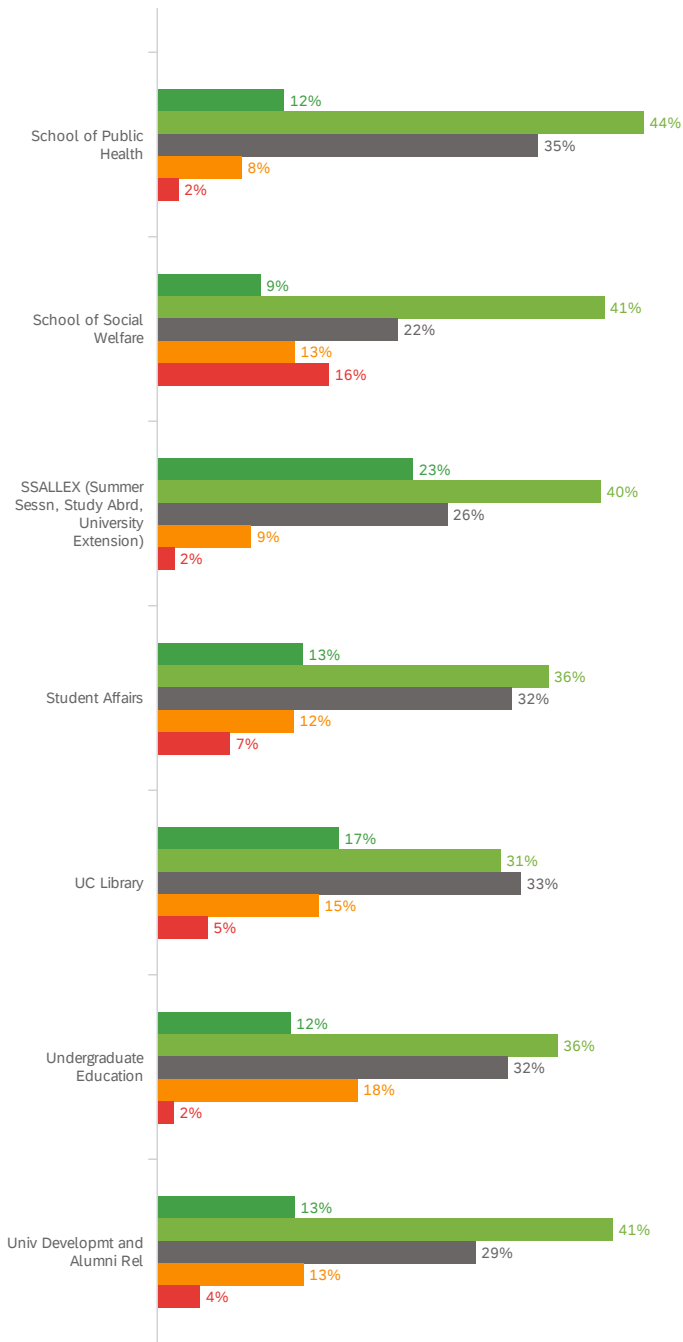
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	40%	2	60%	3	0%	0	0%	0	3.40	0.39	<b>5</b>
Administration	8%	29	33%	123	28%	103	23%	86	9%	32	3.08	0.07	<b>373</b>
Athletics	10%	2	30%	6	20%	4	30%	6	10%	2	3.00	-0.01	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	0%	0	18%	5	11%	3	57%	16	14%	4	2.32	-0.69	<b>28</b>
Berkeley Law School	4%	3	41%	28	25%	17	26%	18	4%	3	3.14	0.13	<b>69</b>
Cal Performances	6%	2	22%	8	25%	9	36%	13	11%	4	2.75	-0.26	<b>36</b>
Col of Environmental Design	0%	0	17%	2	33%	4	33%	4	17%	2	2.50	-0.51	<b>12</b>
College of Chemistry	0%	0	40%	14	31%	11	23%	8	6%	2	3.06	0.05	<b>35</b>
College of Engineering	7%	11	33%	49	27%	40	25%	37	9%	13	3.05	0.04	<b>150</b>
College of Natural Resources	2%	1	16%	8	39%	19	31%	15	12%	6	2.65	-0.36	<b>49</b>
Division of Computing, Data Science, and Society	5%	1	23%	5	14%	3	45%	10	14%	3	2.59	-0.42	<b>22</b>
Equity & Inclusion Div	3%	1	22%	8	22%	8	33%	12	19%	7	2.56	-0.45	<b>36</b>
EVCP	13%	1	38%	3	13%	1	13%	1	25%	2	3.00	-0.01	<b>8</b>
Finance	9%	4	41%	19	33%	15	17%	8	0%	0	3.41	0.40	<b>46</b>
Goldman Sch of Public Policy	0%	0	33%	5	33%	5	27%	4	7%	1	2.93	-0.08	<b>15</b>
Graduate Division	0%	0	8%	1	33%	4	58%	7	0%	0	2.50	-0.51	<b>12</b>
Graduate School of Education	4%	1	20%	5	32%	8	24%	6	20%	5	2.64	-0.37	<b>25</b>
Haas School of Business	7%	10	37%	50	27%	36	22%	30	6%	8	3.18	0.17	<b>134</b>
L&S Arts & Humanities	2%	1	19%	12	27%	17	37%	23	15%	9	2.56	-0.45	<b>62</b>
L&S Biological Sciences	9%	7	26%	19	32%	24	27%	20	5%	4	3.07	0.06	<b>74</b>
L&S Core, L&S Undergraduate Studies	8%	4	28%	14	16%	8	32%	16	16%	8	2.80	-0.21	<b>50</b>
L&S Math & Physical Sci	8%	4	37%	19	20%	10	29%	15	6%	3	3.12	0.11	<b>51</b>
L&S Social Sciences	7%	5	25%	18	21%	15	33%	24	14%	10	2.78	-0.23	<b>72</b>
Office for the Faculty	10%	1	30%	3	60%	6	0%	0	0%	0	3.50	0.49	<b>10</b>
Office of the Chancellor	0%	0	44%	12	19%	5	19%	5	19%	5	2.89	-0.12	<b>27</b>
Office of the Vice Provost for Academic Planning	10%	1	20%	2	40%	4	20%	2	10%	1	3.00	-0.01	<b>10</b>
Research, Policy, Planng & Adm	10%	14	38%	51	21%	28	24%	32	8%	11	3.18	0.17	<b>136</b>
School of Information	8%	1	50%	6	25%	3	17%	2	0%	0	3.50	0.49	<b>12</b>
School of Journalism	0%	0	25%	4	31%	5	13%	2	31%	5	2.50	-0.51	<b>16</b>
School of Optometry	4%	1	43%	12	36%	10	14%	4	4%	1	3.29	0.28	<b>28</b>
School of Public Health	10%	5	37%	19	21%	11	25%	13	8%	4	3.15	0.14	<b>52</b>
School of Social Welfare	6%	2	27%	9	30%	10	21%	7	15%	5	2.88	-0.13	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	9%	11	32%	41	19%	24	32%	41	9%	12	2.98	-0.03	<b>129</b>
Student Affairs	5%	11	37%	89	33%	79	20%	48	6%	15	3.14	0.13	<b>242</b>
UC Library	5%	6	29%	32	29%	32	32%	35	5%	5	2.99	-0.02	<b>110</b>
Undergraduate Education	6%	4	36%	24	25%	17	25%	17	7%	5	3.07	0.06	<b>67</b>
Univ Developmt and Alumni Rel	14%	18	40%	51	24%	31	18%	23	4%	5	3.42	0.41	<b>128</b>

# How confident are you that you can realize what causes the coworker to feel a negative emotion?





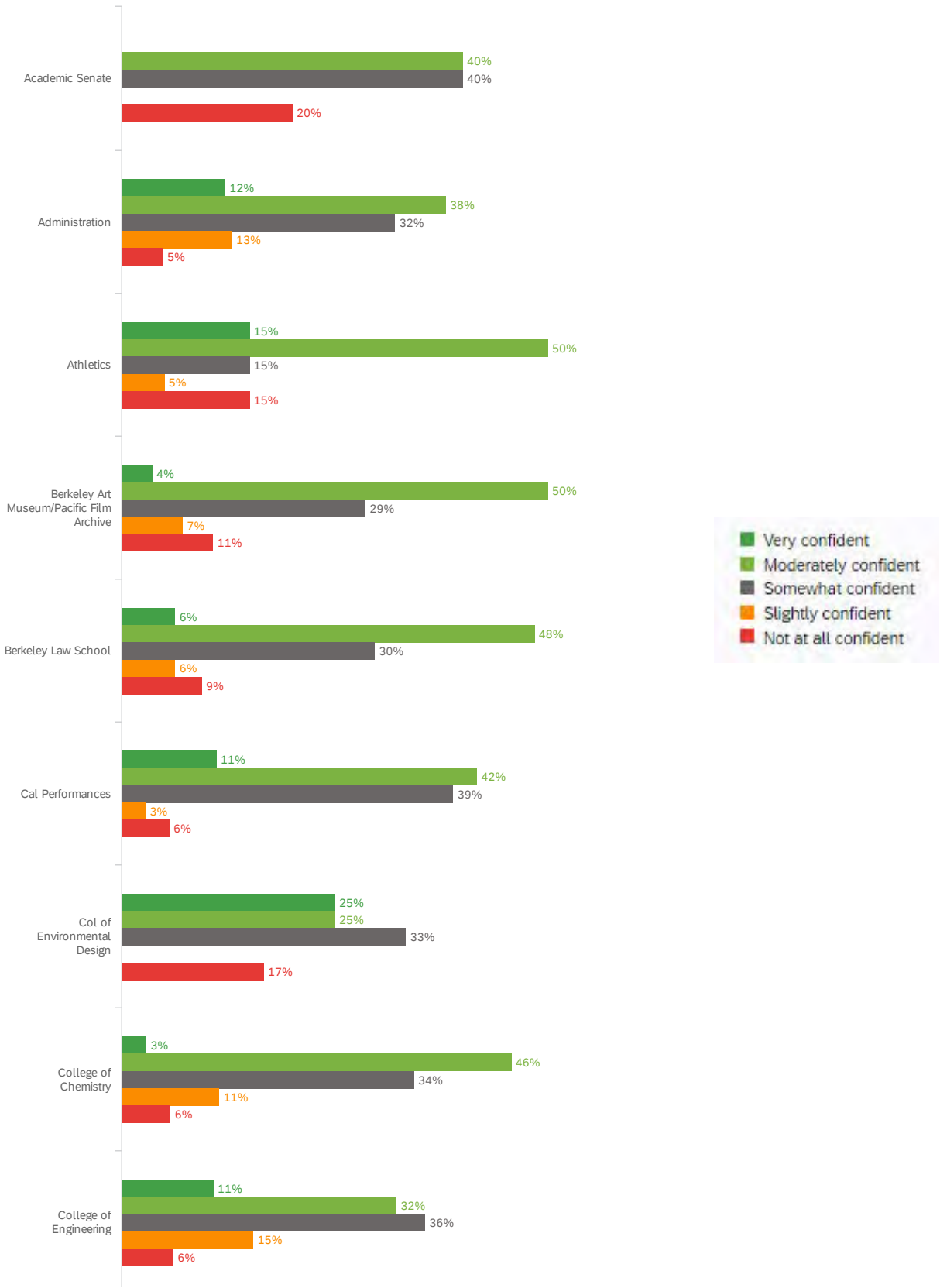




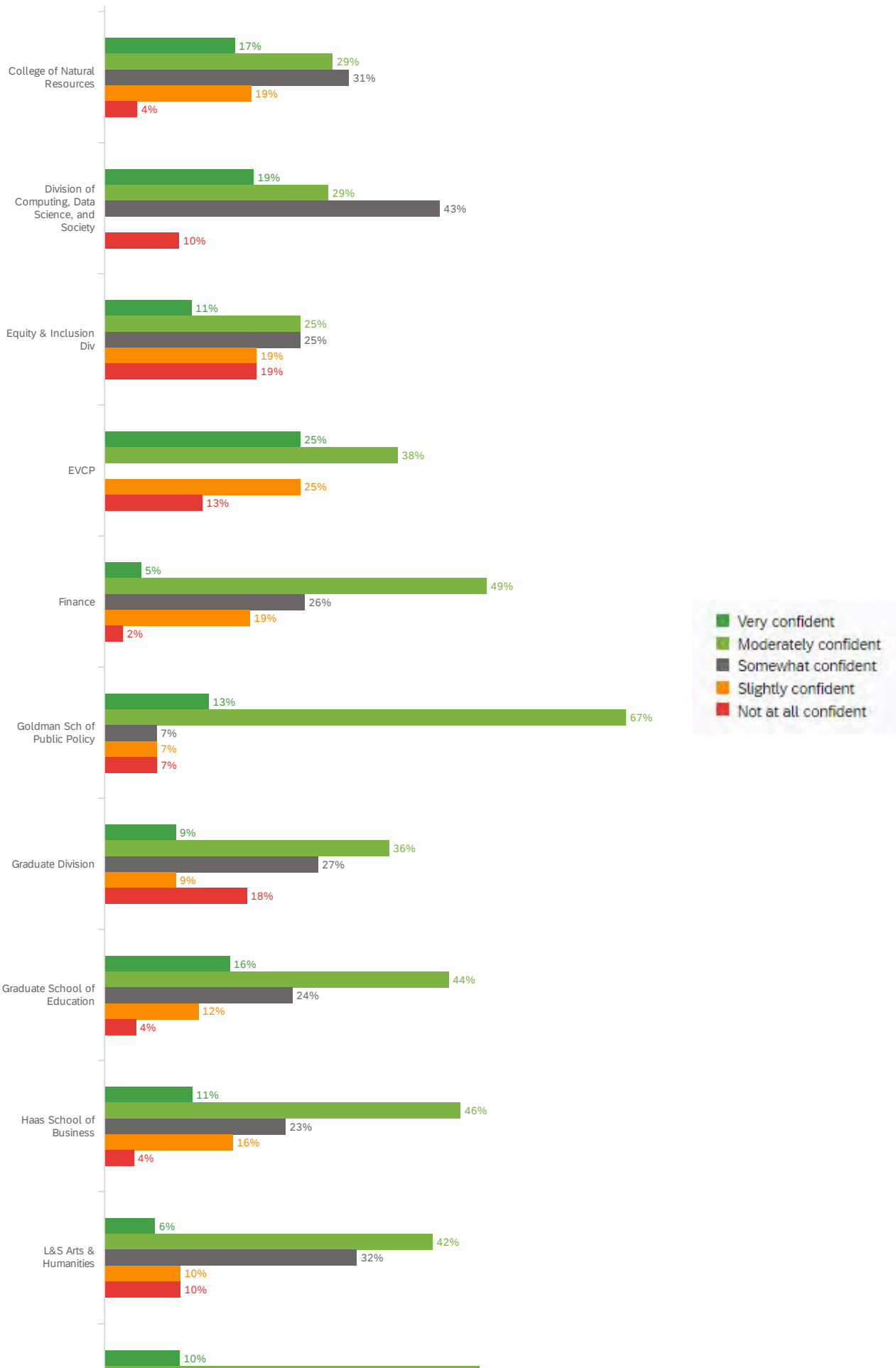
**How confident are you that you can realize what causes the coworker to feel a negative emotion?**

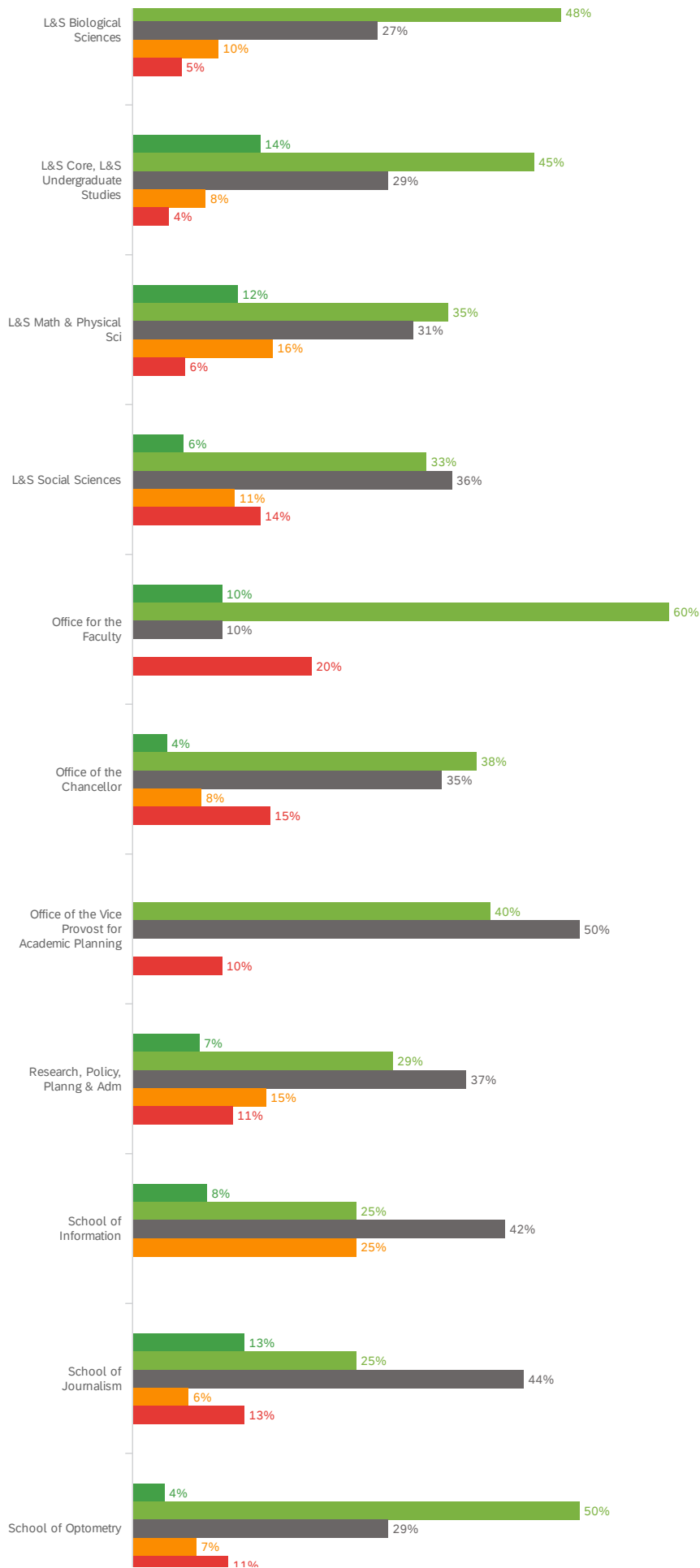
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	80%	4	0%	0	0%	0	20%	1	3.40	-0.05	<b>5</b>
Administration	15%	57	39%	147	30%	111	12%	44	4%	14	3.51	0.06	<b>373</b>
Athletics	20%	4	50%	10	10%	2	5%	1	15%	3	3.55	0.10	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	7%	2	57%	16	25%	7	11%	3	0%	0	3.61	0.16	<b>28</b>
Berkeley Law School	11%	7	45%	30	32%	21	3%	2	9%	6	3.45	0.00	<b>66</b>
Cal Performances	17%	6	44%	16	31%	11	6%	2	3%	1	3.67	0.22	<b>36</b>
Col of Environmental Design	25%	3	25%	3	33%	4	0%	0	17%	2	3.42	-0.03	<b>12</b>
College of Chemistry	3%	1	49%	17	31%	11	11%	4	6%	2	3.31	-0.14	<b>35</b>
College of Engineering	13%	19	35%	52	32%	48	13%	19	7%	11	3.33	-0.12	<b>149</b>
College of Natural Resources	19%	9	33%	16	29%	14	15%	7	4%	2	3.48	0.03	<b>48</b>
Division of Computing, Data Science, and Society	14%	3	38%	8	38%	8	0%	0	10%	2	3.48	0.03	<b>21</b>
Equity & Inclusion Div	19%	7	25%	9	25%	9	14%	5	17%	6	3.17	-0.28	<b>36</b>
EVCP	13%	1	50%	4	25%	2	0%	0	13%	1	3.50	0.05	<b>8</b>
Finance	7%	3	51%	22	30%	13	9%	4	2%	1	3.51	0.06	<b>43</b>
Goldman Sch of Public Policy	33%	5	47%	7	7%	1	7%	1	7%	1	3.93	0.48	<b>15</b>
Graduate Division	9%	1	27%	3	27%	3	27%	3	9%	1	3.00	-0.45	<b>11</b>
Graduate School of Education	24%	6	40%	10	20%	5	16%	4	0%	0	3.72	0.27	<b>25</b>
Haas School of Business	19%	25	44%	59	22%	30	11%	15	4%	5	3.63	0.18	<b>134</b>
L&S Arts & Humanities	13%	8	42%	26	29%	18	10%	6	6%	4	3.45	0.00	<b>62</b>
L&S Biological Sciences	18%	13	40%	29	32%	23	5%	4	5%	4	3.59	0.14	<b>73</b>
L&S Core, L&S Undergraduate Studies	14%	7	53%	26	20%	10	10%	5	2%	1	3.67	0.22	<b>49</b>
L&S Math & Physical Sci	8%	4	42%	21	30%	15	16%	8	4%	2	3.34	-0.11	<b>50</b>
L&S Social Sciences	7%	5	31%	22	37%	26	14%	10	10%	7	3.11	-0.34	<b>70</b>
Office for the Faculty	10%	1	60%	6	10%	1	0%	0	20%	2	3.40	-0.05	<b>10</b>
Office of the Chancellor	12%	3	35%	9	35%	9	8%	2	12%	3	3.27	-0.18	<b>26</b>
Office of the Vice Provost for Academic Planning	0%	0	50%	5	40%	4	0%	0	10%	1	3.30	-0.15	<b>10</b>
Research, Policy, Planng & Adm	12%	16	34%	46	34%	46	13%	17	7%	9	3.32	-0.13	<b>134</b>
School of Information	8%	1	25%	3	50%	6	17%	2	0%	0	3.25	-0.20	<b>12</b>
School of Journalism	19%	3	31%	5	38%	6	13%	2	0%	0	3.56	0.11	<b>16</b>
School of Optometry	7%	2	50%	14	29%	8	14%	4	0%	0	3.50	0.05	<b>28</b>
School of Public Health	12%	6	44%	23	35%	18	8%	4	2%	1	3.56	0.11	<b>52</b>
School of Social Welfare	9%	3	41%	13	22%	7	13%	4	16%	5	3.16	-0.29	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	23%	30	40%	52	26%	34	9%	11	2%	2	3.75	0.30	<b>129</b>
Student Affairs	13%	32	36%	86	32%	78	12%	30	7%	16	3.36	-0.09	<b>242</b>
UC Library	17%	18	31%	34	33%	36	15%	16	5%	5	3.40	-0.05	<b>109</b>
Undergraduate Education	12%	8	36%	24	32%	21	18%	12	2%	1	3.39	-0.06	<b>66</b>
Univ Developmt and Alumni Rel	13%	16	41%	53	29%	37	13%	17	4%	5	3.45	0.00	<b>128</b>

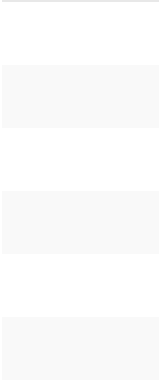
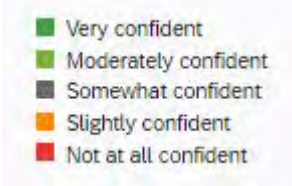
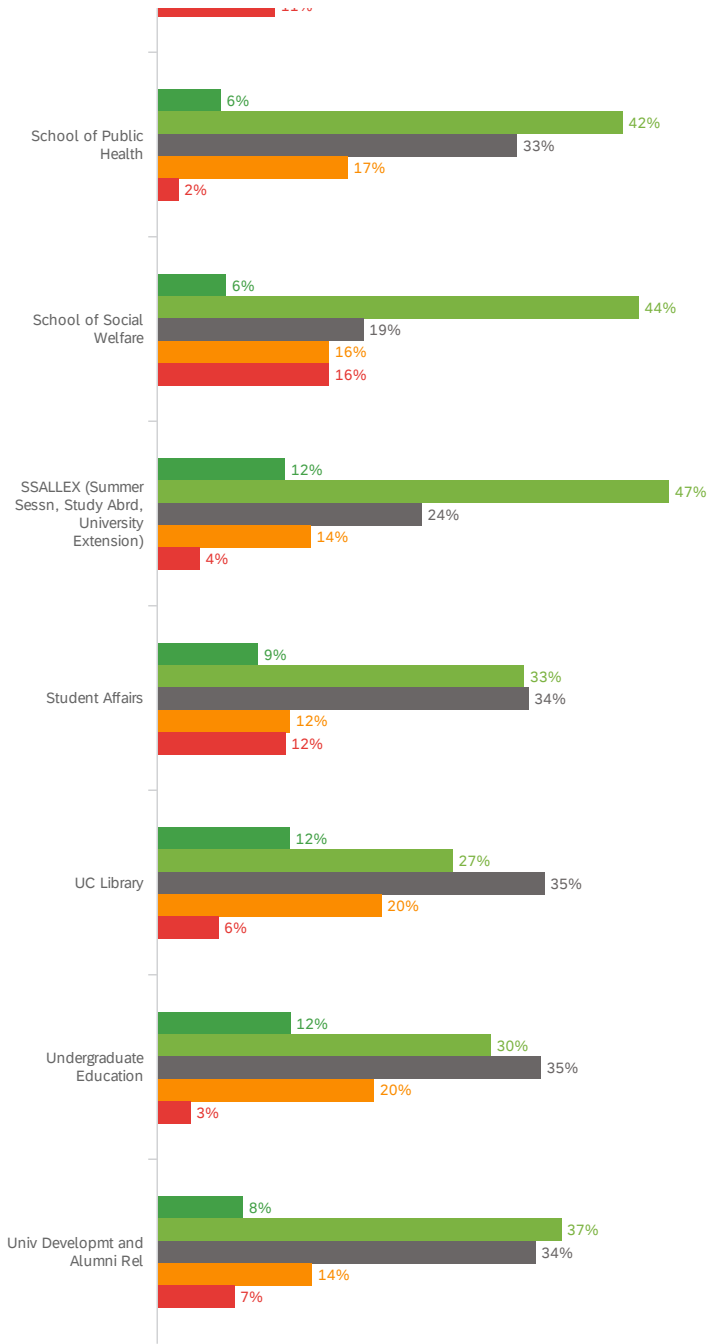
# How confident are you that you can understand what causes that coworker's emotions to change?







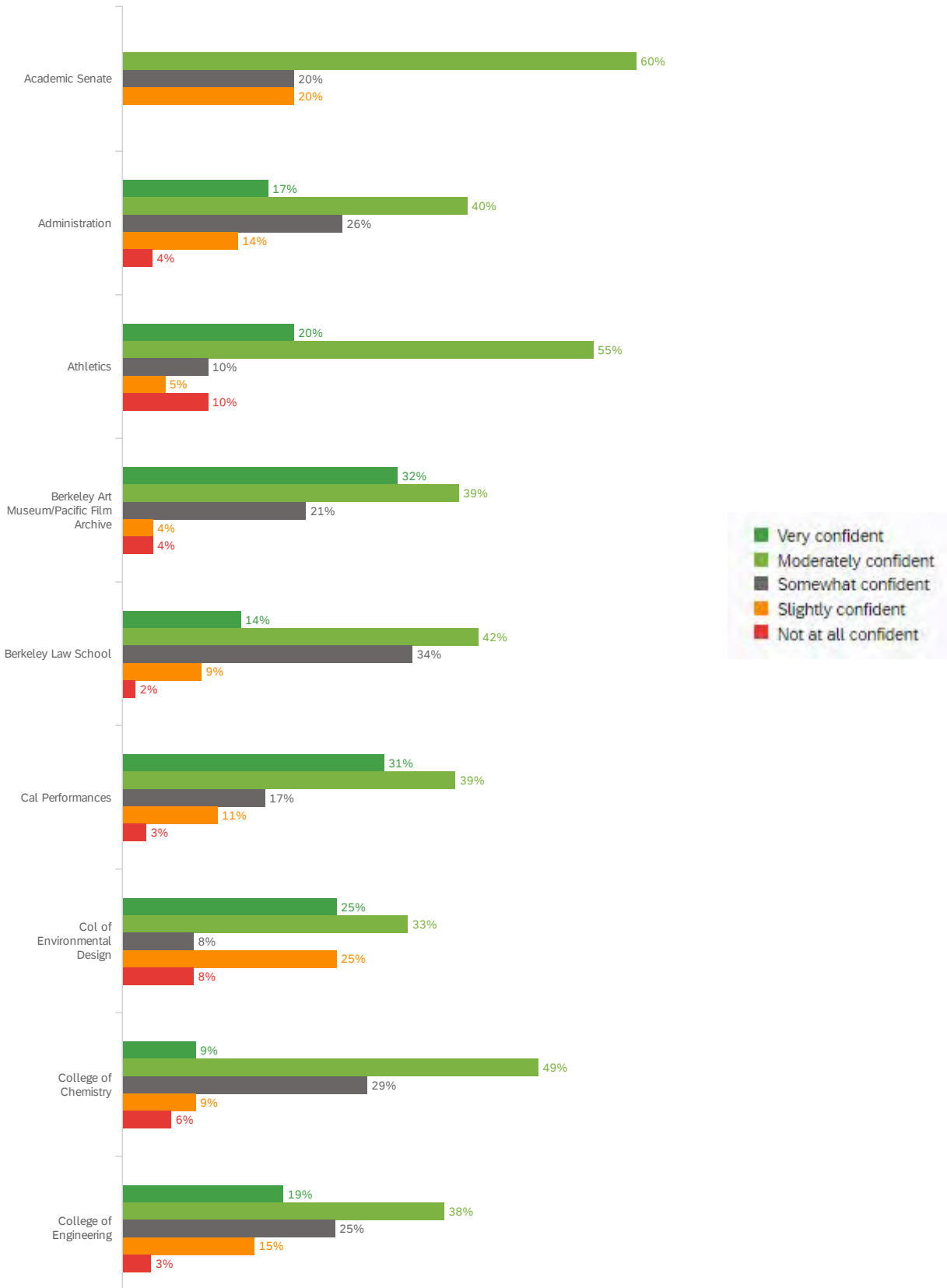


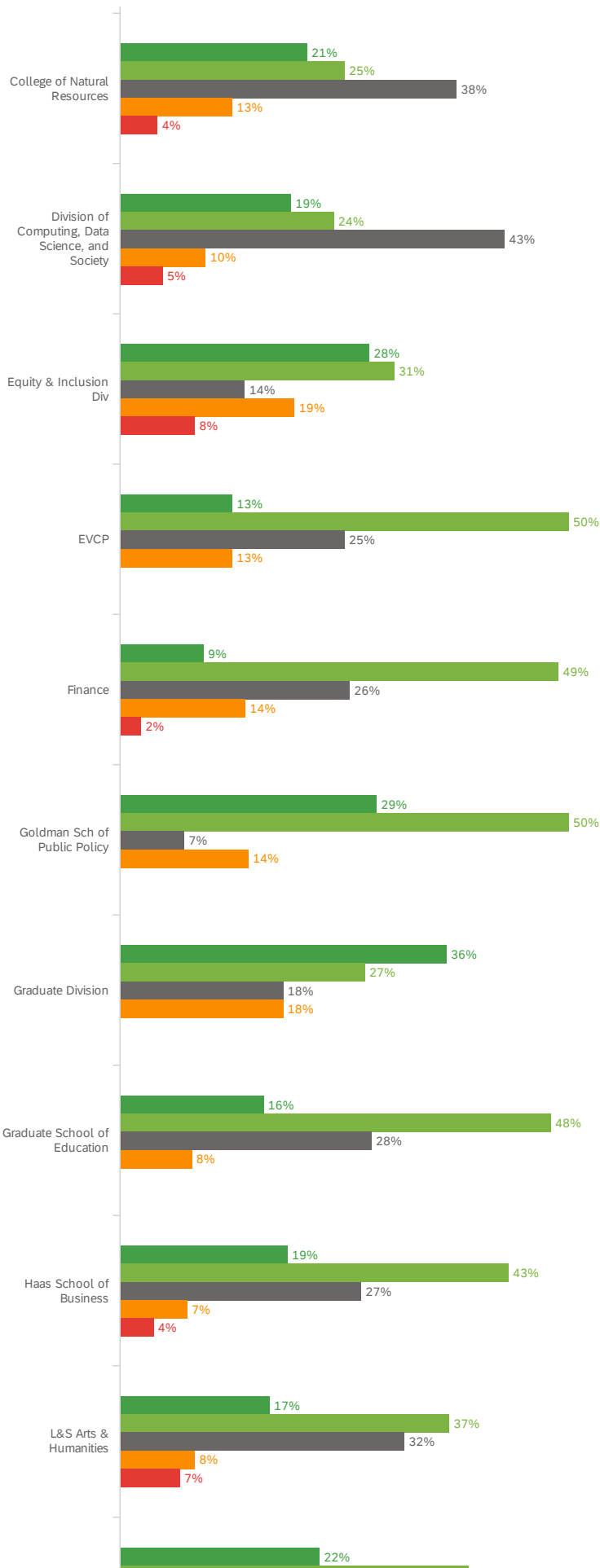


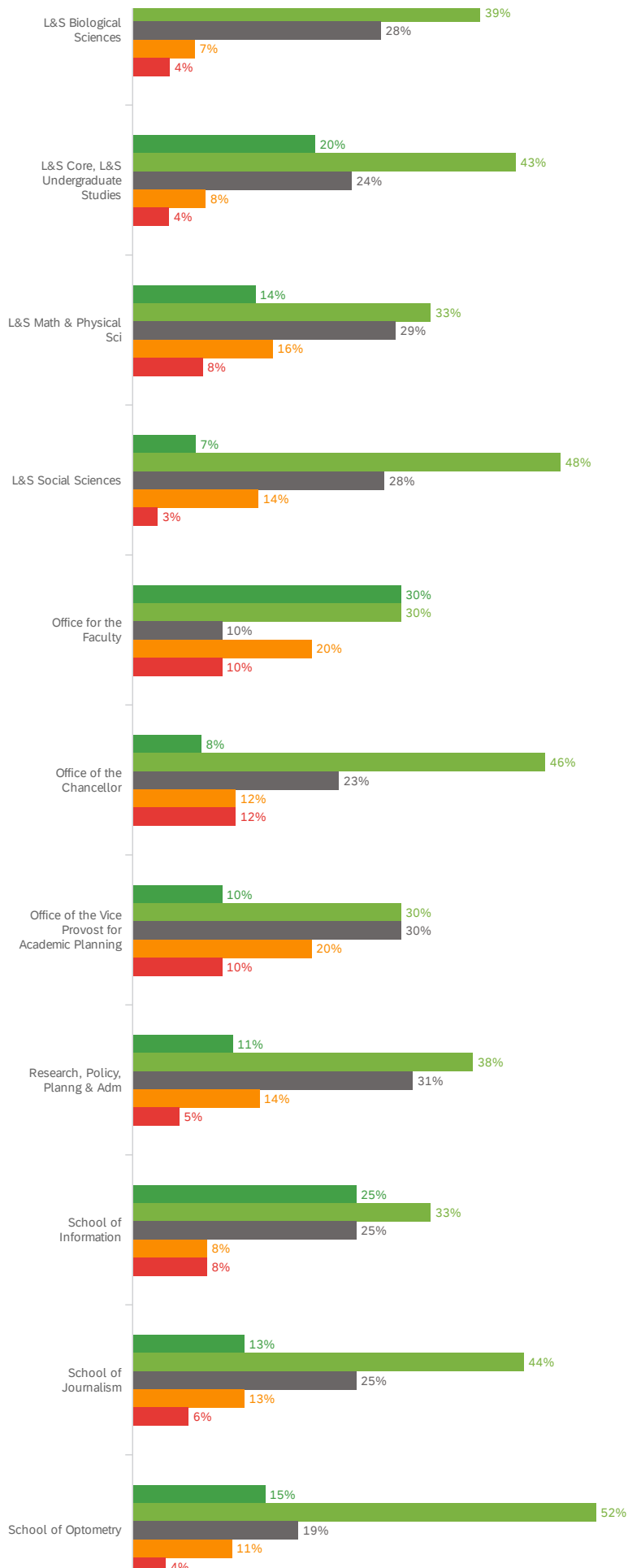
**How confident are you that you can understand what causes that coworker's emotions to change?**

Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	40%	2	40%	2	0%	0	20%	1	3.00	-0.30	<b>5</b>
Administration	12%	45	38%	141	32%	119	13%	48	5%	18	3.40	0.10	<b>371</b>
Athletics	15%	3	50%	10	15%	3	5%	1	15%	3	3.45	0.15	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	4%	1	50%	14	29%	8	7%	2	11%	3	3.29	-0.01	<b>28</b>
Berkeley Law School	6%	4	48%	31	30%	19	6%	4	9%	6	3.36	0.06	<b>64</b>
Cal Performances	11%	4	42%	15	39%	14	3%	1	6%	2	3.50	0.20	<b>36</b>
Col of Environmental Design	25%	3	25%	3	33%	4	0%	0	17%	2	3.42	0.12	<b>12</b>
College of Chemistry	3%	1	46%	16	34%	12	11%	4	6%	2	3.29	-0.01	<b>35</b>
College of Engineering	11%	16	32%	48	36%	53	15%	23	6%	9	3.26	-0.04	<b>149</b>
College of Natural Resources	17%	8	29%	14	31%	15	19%	9	4%	2	3.35	0.05	<b>48</b>
Division of Computing, Data Science, and Society	19%	4	29%	6	43%	9	0%	0	10%	2	3.48	0.18	<b>21</b>
Equity & Inclusion Div	11%	4	25%	9	25%	9	19%	7	19%	7	2.89	-0.41	<b>36</b>
EVCP	25%	2	38%	3	0%	0	25%	2	13%	1	3.38	0.08	<b>8</b>
Finance	5%	2	49%	21	26%	11	19%	8	2%	1	3.35	0.05	<b>43</b>
Goldman Sch of Public Policy	13%	2	67%	10	7%	1	7%	1	7%	1	3.73	0.43	<b>15</b>
Graduate Division	9%	1	36%	4	27%	3	9%	1	18%	2	3.09	-0.21	<b>11</b>
Graduate School of Education	16%	4	44%	11	24%	6	12%	3	4%	1	3.56	0.26	<b>25</b>
Haas School of Business	11%	15	46%	61	23%	31	16%	22	4%	5	3.44	0.14	<b>134</b>
L&S Arts & Humanities	6%	4	42%	26	32%	20	10%	6	10%	6	3.26	-0.04	<b>62</b>
L&S Biological Sciences	10%	7	48%	35	27%	20	10%	7	5%	4	3.47	0.17	<b>73</b>
L&S Core, L&S Undergraduate Studies	14%	7	45%	22	29%	14	8%	4	4%	2	3.57	0.27	<b>49</b>
L&S Math & Physical Sci	12%	6	35%	18	31%	16	16%	8	6%	3	3.31	0.01	<b>51</b>
L&S Social Sciences	6%	4	33%	23	36%	25	11%	8	14%	10	3.04	-0.26	<b>70</b>
Office for the Faculty	10%	1	60%	6	10%	1	0%	0	20%	2	3.40	0.10	<b>10</b>
Office of the Chancellor	4%	1	38%	10	35%	9	8%	2	15%	4	3.08	-0.22	<b>26</b>
Office of the Vice Provost for Academic Planning	0%	0	40%	4	50%	5	0%	0	10%	1	3.20	-0.10	<b>10</b>
Research, Policy, Planng & Adm	7%	10	29%	39	37%	50	15%	20	11%	15	3.07	-0.23	<b>134</b>
School of Information	8%	1	25%	3	42%	5	25%	3	0%	0	3.17	-0.13	<b>12</b>
School of Journalism	13%	2	25%	4	44%	7	6%	1	13%	2	3.19	-0.11	<b>16</b>
School of Optometry	4%	1	50%	14	29%	8	7%	2	11%	3	3.29	-0.01	<b>28</b>
School of Public Health	6%	3	42%	22	33%	17	17%	9	2%	1	3.33	0.03	<b>52</b>
School of Social Welfare	6%	2	44%	14	19%	6	16%	5	16%	5	3.09	-0.21	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	12%	15	47%	60	24%	31	14%	18	4%	5	3.48	0.18	<b>129</b>
Student Affairs	9%	22	33%	80	34%	81	12%	29	12%	28	3.16	-0.14	<b>240</b>
UC Library	12%	13	27%	29	35%	38	20%	22	6%	6	3.19	-0.11	<b>108</b>
Undergraduate Education	12%	8	30%	20	35%	23	20%	13	3%	2	3.29	-0.01	<b>66</b>
Univ Developmt and Alumni Rel	8%	10	37%	47	34%	44	14%	18	7%	9	3.24	-0.06	<b>128</b>

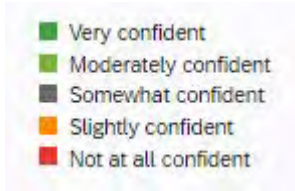
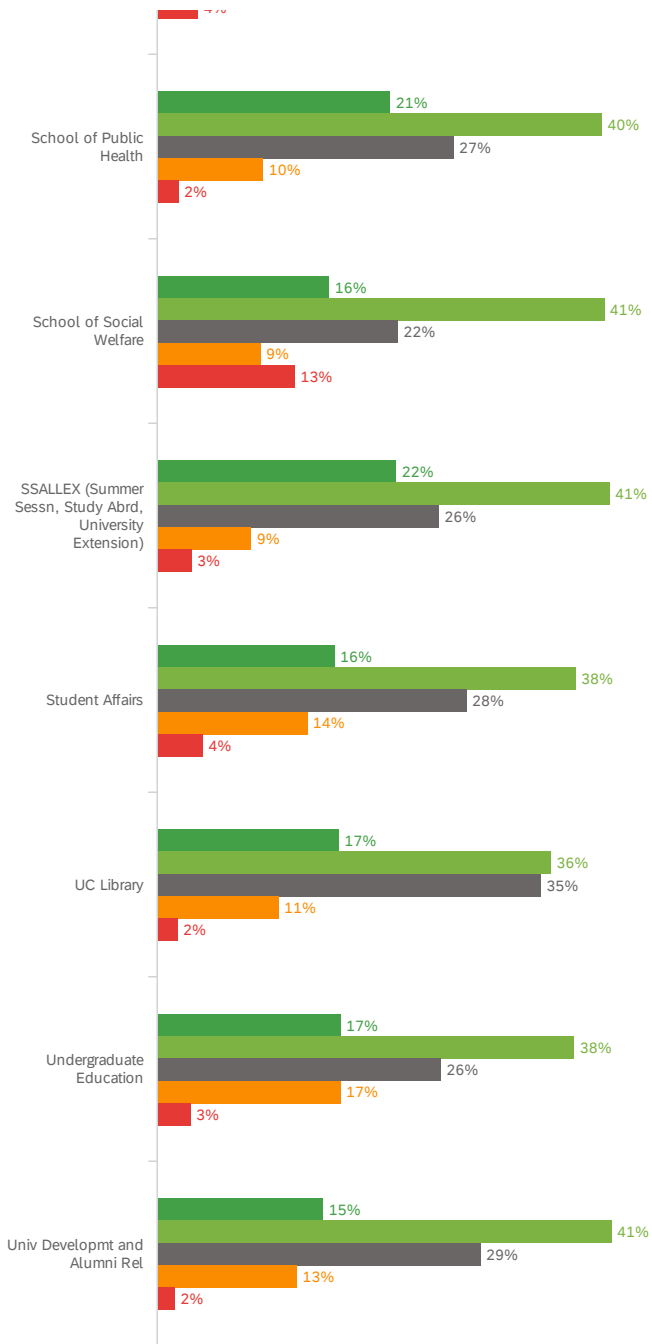
## How confident are you that you can notice the emotion that coworker's body language is portraying?







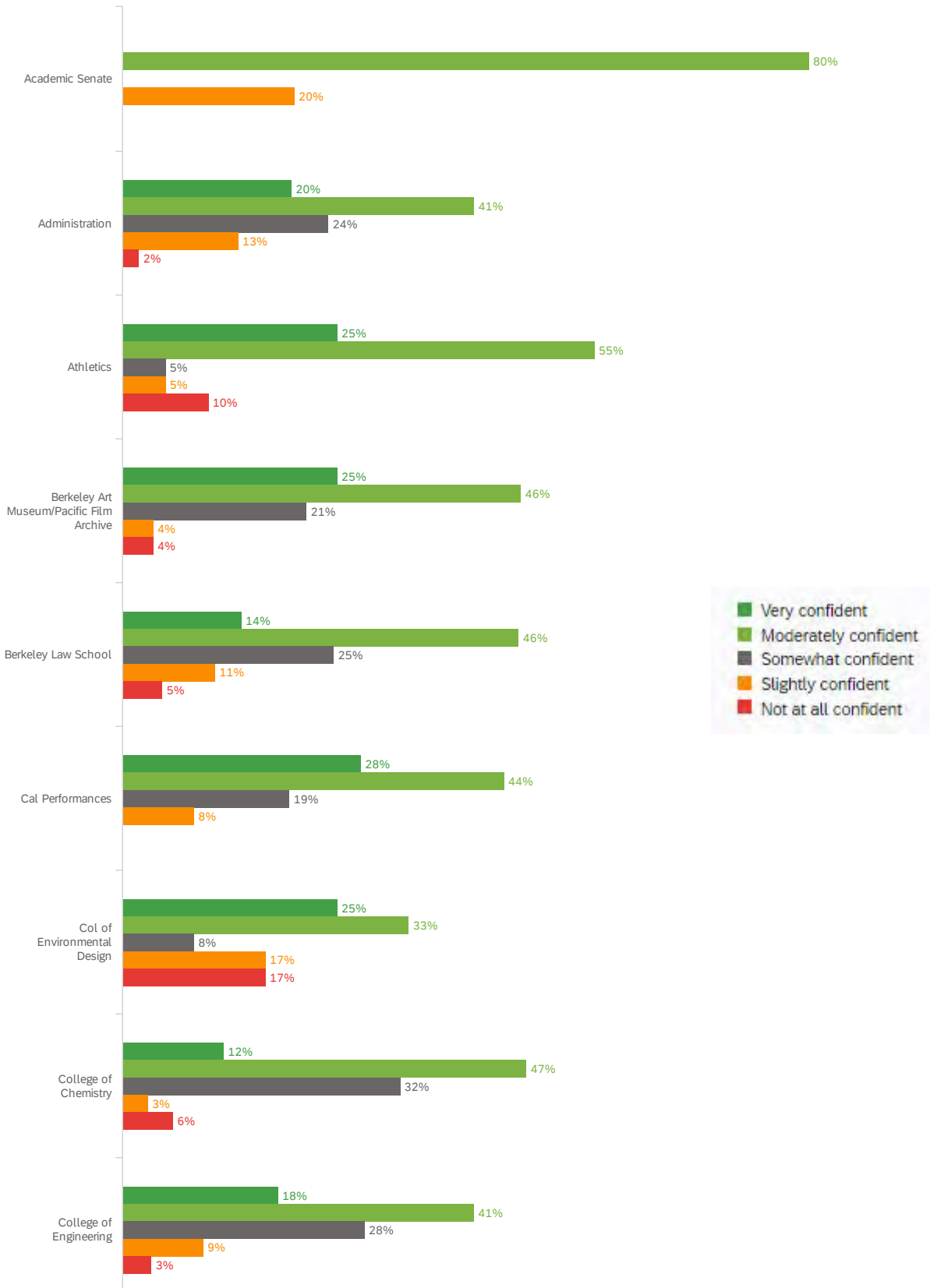


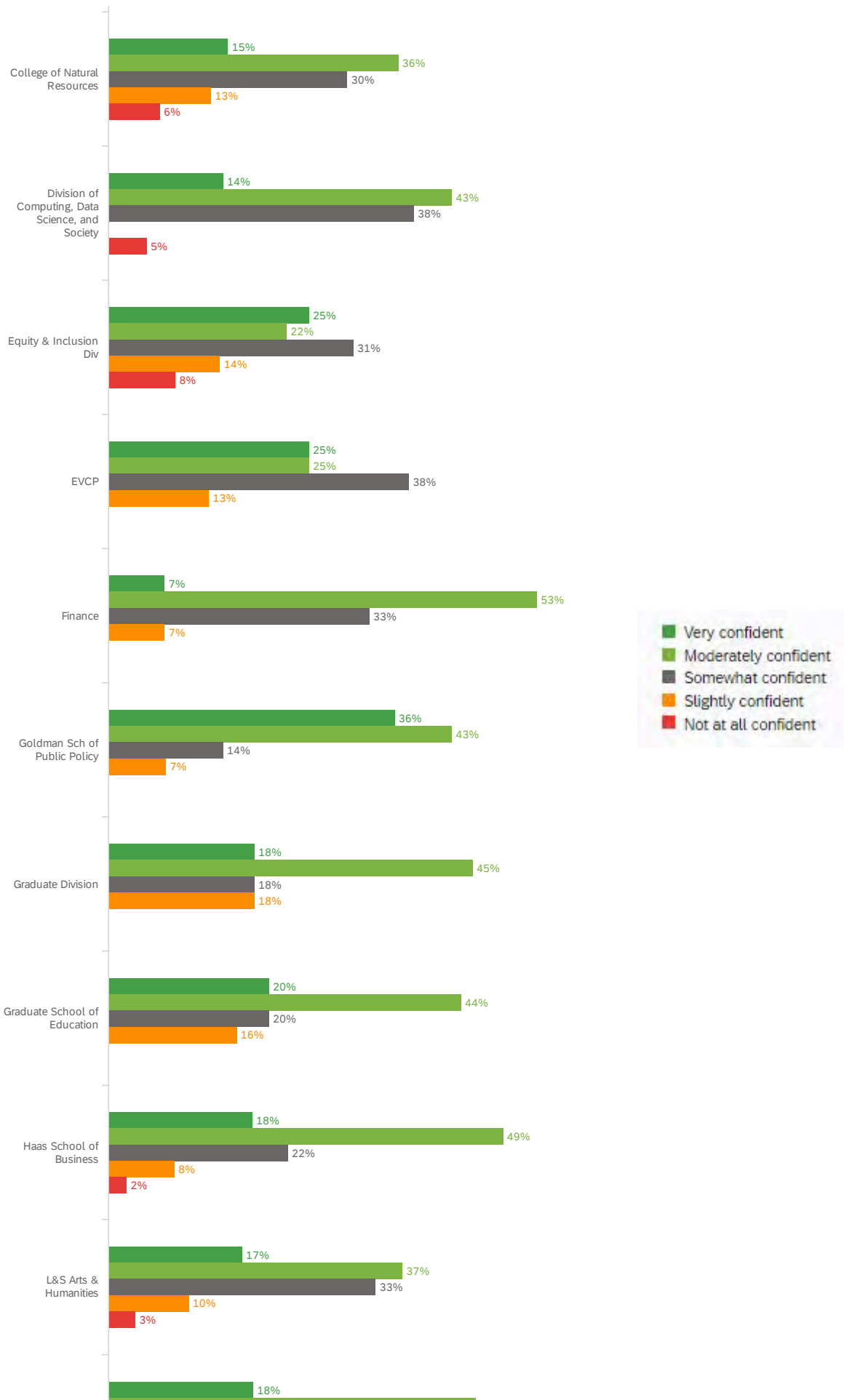


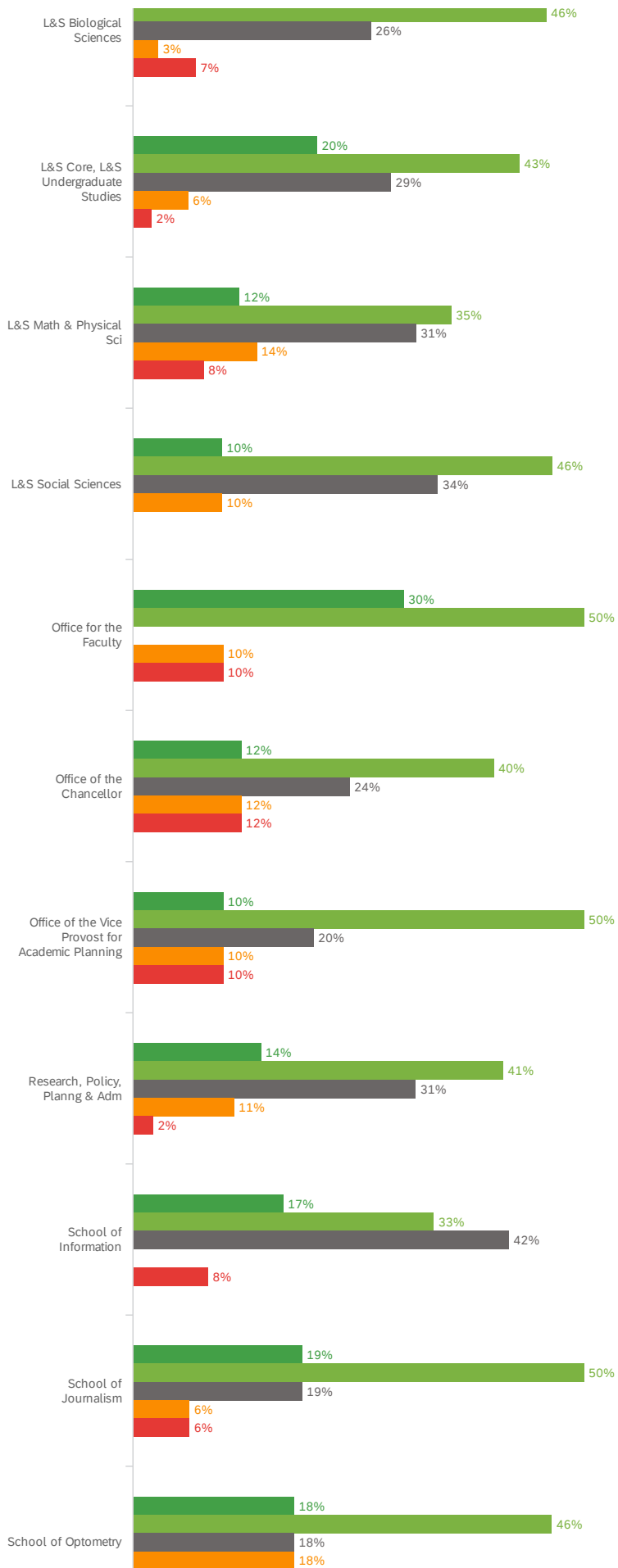
**How confident are you that you can notice the emotion that coworker's body language is portraying?**

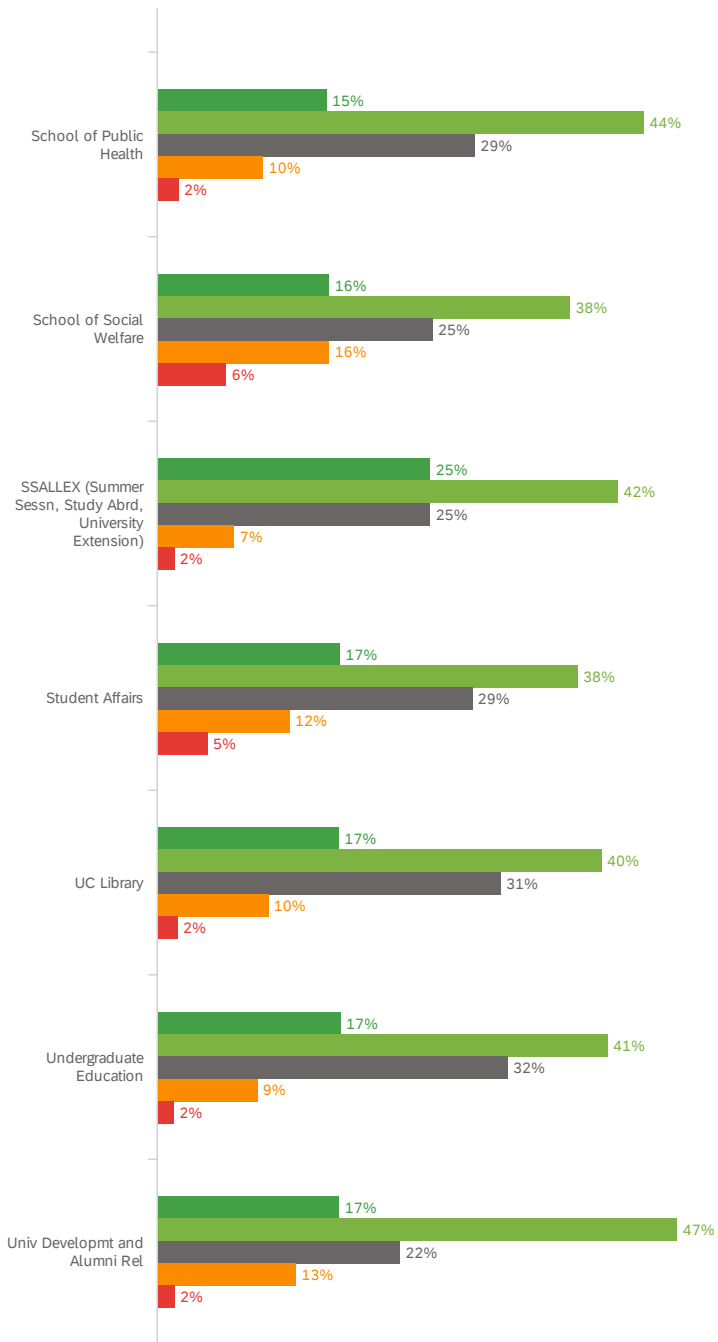
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	60%	3	20%	1	20%	1	0%	0	3.40	-0.13	<b>5</b>
Administration	17%	63	40%	149	26%	95	14%	50	4%	13	3.54	0.01	<b>370</b>
Athletics	20%	4	55%	11	10%	2	5%	1	10%	2	3.70	0.17	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	32%	9	39%	11	21%	6	4%	1	4%	1	3.93	0.40	<b>28</b>
Berkeley Law School	14%	9	42%	27	34%	22	9%	6	2%	1	3.57	0.04	<b>65</b>
Cal Performances	31%	11	39%	14	17%	6	11%	4	3%	1	3.83	0.30	<b>36</b>
Col of Environmental Design	25%	3	33%	4	8%	1	25%	3	8%	1	3.42	-0.11	<b>12</b>
College of Chemistry	9%	3	49%	17	29%	10	9%	3	6%	2	3.46	-0.07	<b>35</b>
College of Engineering	19%	28	38%	56	25%	37	15%	23	3%	5	3.53	0.00	<b>149</b>
College of Natural Resources	21%	10	25%	12	38%	18	13%	6	4%	2	3.46	-0.07	<b>48</b>
Division of Computing, Data Science, and Society	19%	4	24%	5	43%	9	10%	2	5%	1	3.43	-0.10	<b>21</b>
Equity & Inclusion Div	28%	10	31%	11	14%	5	19%	7	8%	3	3.50	-0.03	<b>36</b>
EVCP	13%	1	50%	4	25%	2	13%	1	0%	0	3.63	0.10	<b>8</b>
Finance	9%	4	49%	21	26%	11	14%	6	2%	1	3.49	-0.04	<b>43</b>
Goldman Sch of Public Policy	29%	4	50%	7	7%	1	14%	2	0%	0	3.93	0.40	<b>14</b>
Graduate Division	36%	4	27%	3	18%	2	18%	2	0%	0	3.82	0.29	<b>11</b>
Graduate School of Education	16%	4	48%	12	28%	7	8%	2	0%	0	3.72	0.19	<b>25</b>
Haas School of Business	19%	25	43%	58	27%	36	7%	10	4%	5	3.66	0.13	<b>134</b>
L&S Arts & Humanities	17%	10	37%	22	32%	19	8%	5	7%	4	3.48	-0.05	<b>60</b>
L&S Biological Sciences	22%	16	39%	28	28%	20	7%	5	4%	3	3.68	0.15	<b>72</b>
L&S Core, L&S Undergraduate Studies	20%	10	43%	21	24%	12	8%	4	4%	2	3.67	0.14	<b>49</b>
L&S Math & Physical Sci	14%	7	33%	17	29%	15	16%	8	8%	4	3.29	-0.24	<b>51</b>
L&S Social Sciences	7%	5	48%	34	28%	20	14%	10	3%	2	3.42	-0.11	<b>71</b>
Office for the Faculty	30%	3	30%	3	10%	1	20%	2	10%	1	3.50	-0.03	<b>10</b>
Office of the Chancellor	8%	2	46%	12	23%	6	12%	3	12%	3	3.27	-0.26	<b>26</b>
Office of the Vice Provost for Academic Planning	10%	1	30%	3	30%	3	20%	2	10%	1	3.10	-0.43	<b>10</b>
Research, Policy, Planng & Adm	11%	15	38%	51	31%	42	14%	19	5%	7	3.36	-0.17	<b>134</b>
School of Information	25%	3	33%	4	25%	3	8%	1	8%	1	3.58	0.05	<b>12</b>
School of Journalism	13%	2	44%	7	25%	4	13%	2	6%	1	3.44	-0.09	<b>16</b>
School of Optometry	15%	4	52%	14	19%	5	11%	3	4%	1	3.63	0.10	<b>27</b>
School of Public Health	21%	11	40%	21	27%	14	10%	5	2%	1	3.69	0.16	<b>52</b>
School of Social Welfare	16%	5	41%	13	22%	7	9%	3	13%	4	3.38	-0.15	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	22%	28	41%	53	26%	33	9%	11	3%	4	3.70	0.17	<b>129</b>
Student Affairs	16%	39	38%	92	28%	68	14%	33	4%	10	3.48	-0.05	<b>242</b>
UC Library	17%	18	36%	39	35%	38	11%	12	2%	2	3.54	0.01	<b>109</b>
Undergraduate Education	17%	11	38%	25	26%	17	17%	11	3%	2	3.48	-0.05	<b>66</b>
Univ Developmt and Alumni Rel	15%	19	41%	52	29%	37	13%	16	2%	2	3.56	0.03	<b>126</b>

## How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?





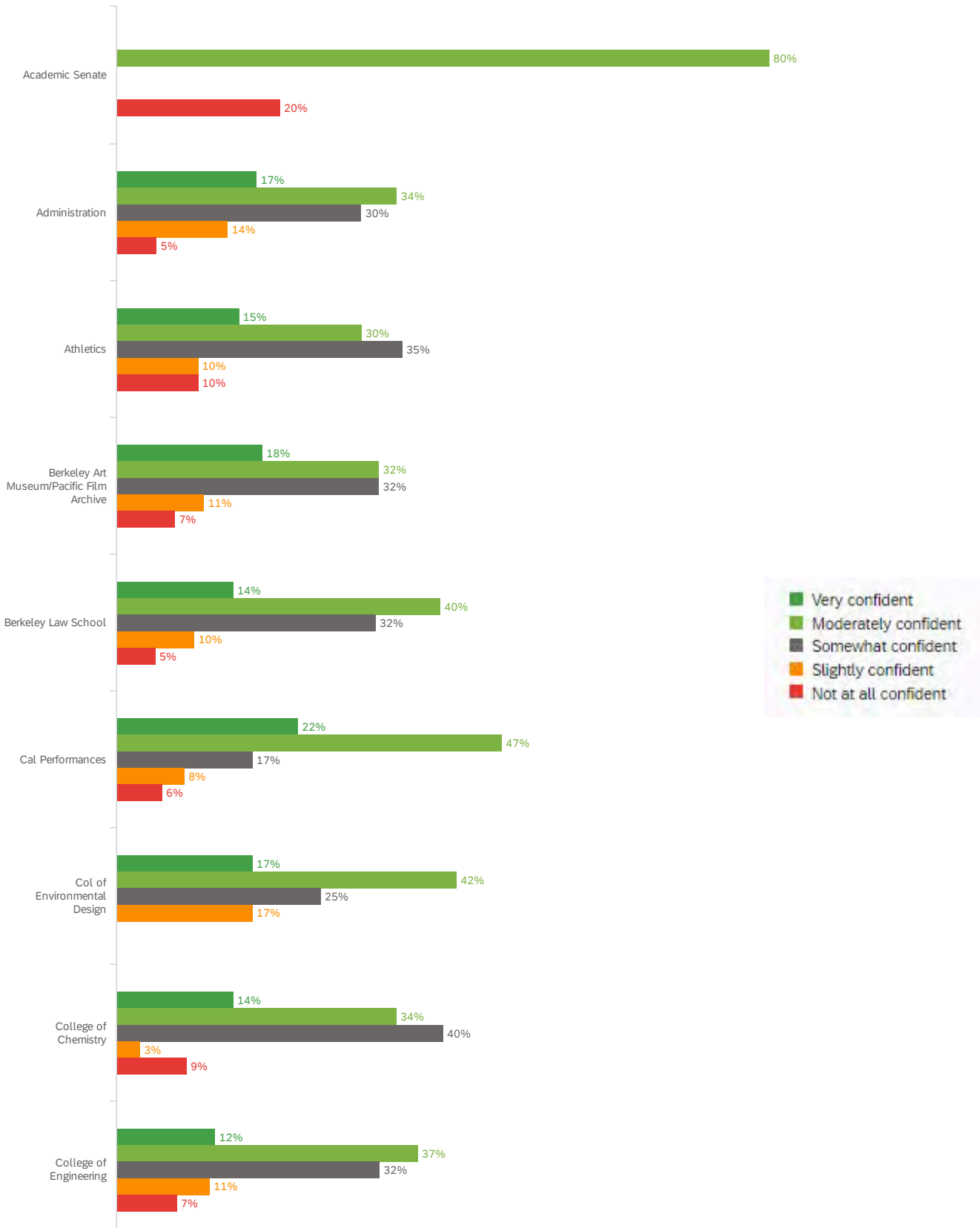




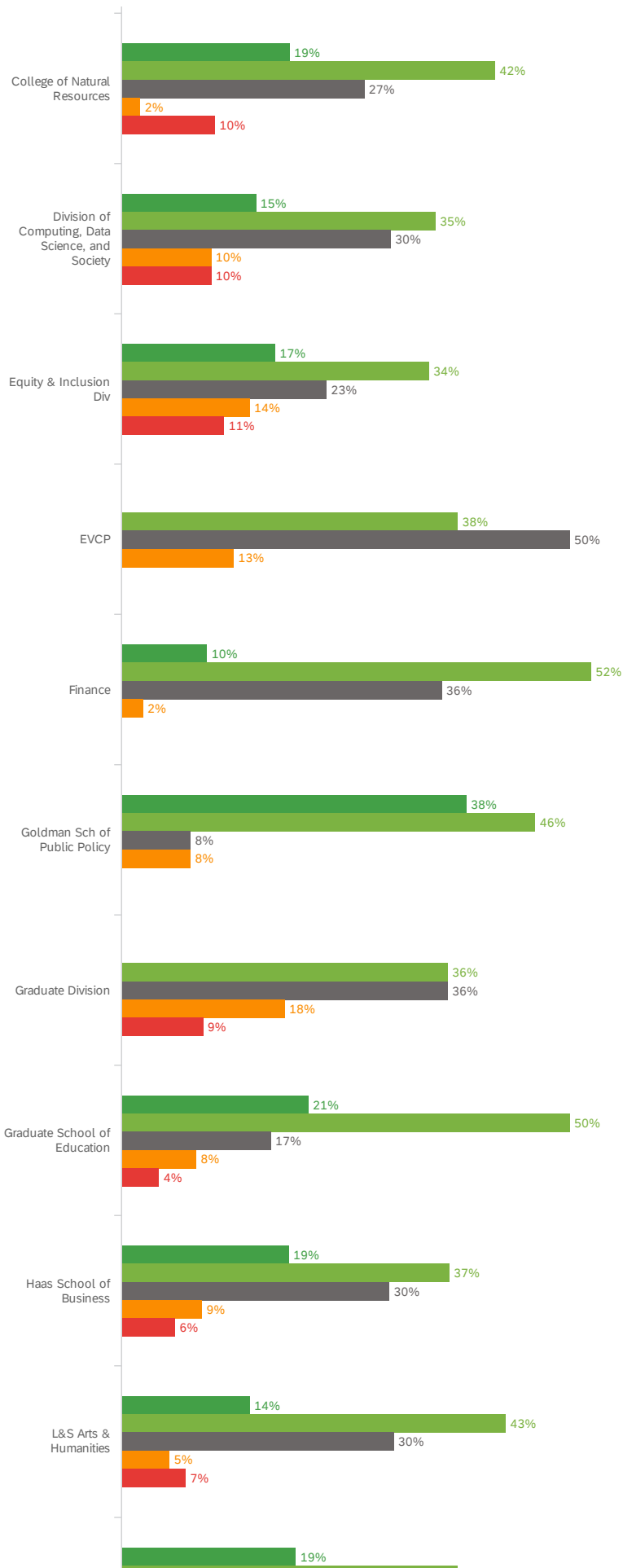
**How confident are you that you can recognize what emotion that coworker is communicating through his or her facial expressions?**

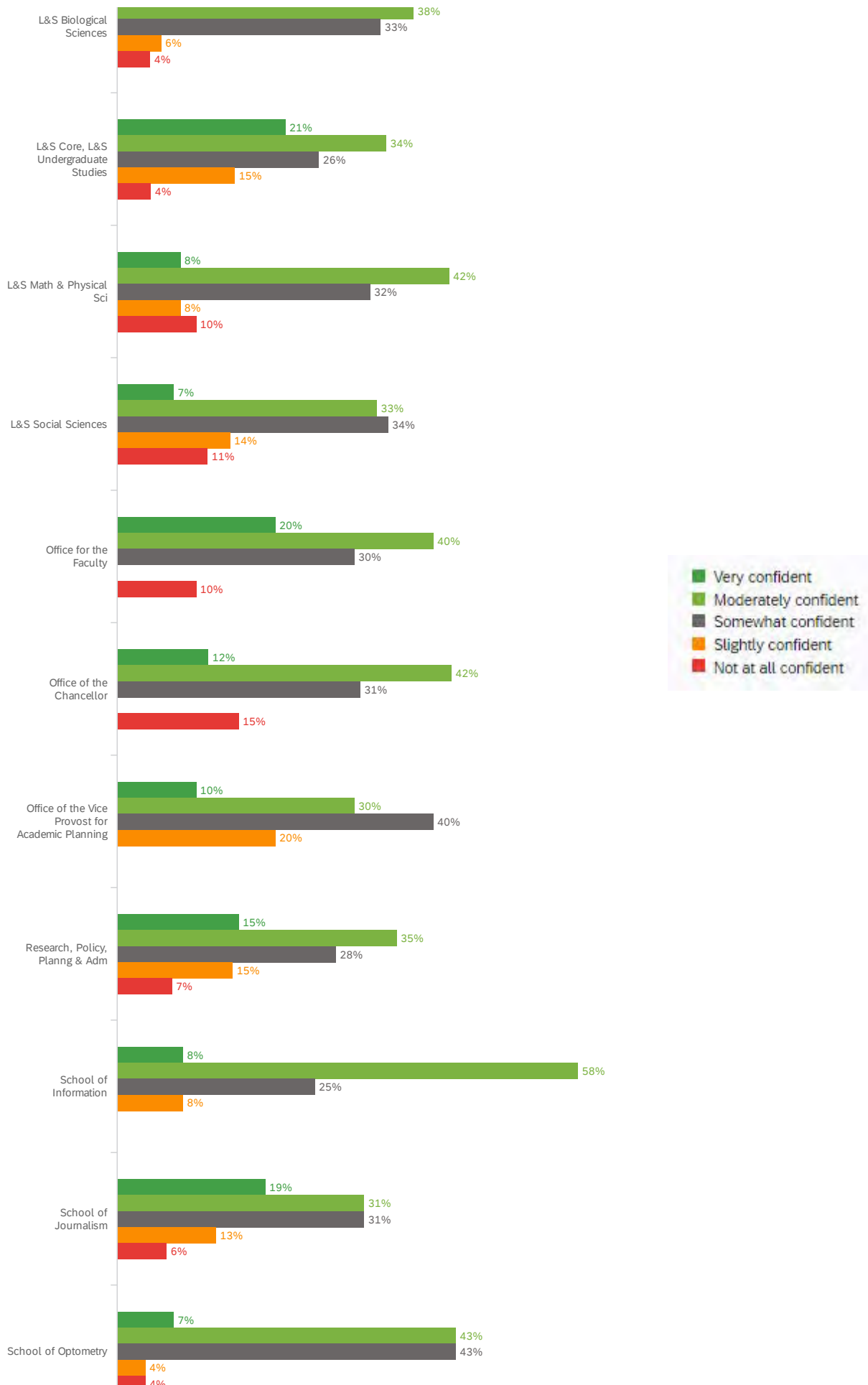
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Diff. From Campus Avg.	Total
	%	N	%	N	%	N	%	N	%	N			
Academic Senate	0%	0	80%	4	0%	0	20%	1	0%	0	3.60	0.00	<b>5</b>
Administration	20%	73	41%	152	24%	89	13%	50	2%	7	3.63	0.03	<b>371</b>
Athletics	25%	5	55%	11	5%	1	5%	1	10%	2	3.80	0.20	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	25%	7	46%	13	21%	6	4%	1	4%	1	3.86	0.26	<b>28</b>
Berkeley Law School	14%	9	46%	30	25%	16	11%	7	5%	3	3.54	-0.06	<b>65</b>
Cal Performances	28%	10	44%	16	19%	7	8%	3	0%	0	3.92	0.32	<b>36</b>
Col of Environmental Design	25%	3	33%	4	8%	1	17%	2	17%	2	3.33	-0.27	<b>12</b>
College of Chemistry	12%	4	47%	16	32%	11	3%	1	6%	2	3.56	-0.04	<b>34</b>
College of Engineering	18%	27	41%	61	28%	42	9%	14	3%	5	3.61	0.01	<b>149</b>
College of Natural Resources	15%	7	36%	17	30%	14	13%	6	6%	3	3.40	-0.20	<b>47</b>
Division of Computing, Data Science, and Society	14%	3	43%	9	38%	8	0%	0	5%	1	3.62	0.02	<b>21</b>
Equity & Inclusion Div	25%	9	22%	8	31%	11	14%	5	8%	3	3.42	-0.18	<b>36</b>
EVCP	25%	2	25%	2	38%	3	13%	1	0%	0	3.63	0.03	<b>8</b>
Finance	7%	3	53%	23	33%	14	7%	3	0%	0	3.60	0.00	<b>43</b>
Goldman Sch of Public Policy	36%	5	43%	6	14%	2	7%	1	0%	0	4.07	0.47	<b>14</b>
Graduate Division	18%	2	45%	5	18%	2	18%	2	0%	0	3.64	0.04	<b>11</b>
Graduate School of Education	20%	5	44%	11	20%	5	16%	4	0%	0	3.68	0.08	<b>25</b>
Haas School of Business	18%	24	49%	66	22%	30	8%	11	2%	3	3.72	0.12	<b>134</b>
L&S Arts & Humanities	17%	10	37%	22	33%	20	10%	6	3%	2	3.53	-0.07	<b>60</b>
L&S Biological Sciences	18%	13	46%	33	26%	19	3%	2	7%	5	3.65	0.05	<b>72</b>
L&S Core, L&S Undergraduate Studies	20%	10	43%	21	29%	14	6%	3	2%	1	3.73	0.13	<b>49</b>
L&S Math & Physical Sci	12%	6	35%	18	31%	16	14%	7	8%	4	3.29	-0.31	<b>51</b>
L&S Social Sciences	10%	7	46%	33	34%	24	10%	7	0%	0	3.56	-0.04	<b>71</b>
Office for the Faculty	30%	3	50%	5	0%	0	10%	1	10%	1	3.80	0.20	<b>10</b>
Office of the Chancellor	12%	3	40%	10	24%	6	12%	3	12%	3	3.28	-0.32	<b>25</b>
Office of the Vice Provost for Academic Planning	10%	1	50%	5	20%	2	10%	1	10%	1	3.40	-0.20	<b>10</b>
Research, Policy, Planng & Adm	14%	19	41%	55	31%	42	11%	15	2%	3	3.54	-0.06	<b>134</b>
School of Information	17%	2	33%	4	42%	5	0%	0	8%	1	3.50	-0.10	<b>12</b>
School of Journalism	19%	3	50%	8	19%	3	6%	1	6%	1	3.69	0.09	<b>16</b>
School of Optometry	18%	5	46%	13	18%	5	18%	5	0%	0	3.64	0.04	<b>28</b>
School of Public Health	15%	8	44%	23	29%	15	10%	5	2%	1	3.62	0.02	<b>52</b>
School of Social Welfare	16%	5	38%	12	25%	8	16%	5	6%	2	3.41	-0.19	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	25%	32	42%	54	25%	32	7%	9	2%	2	3.81	0.21	<b>129</b>
Student Affairs	17%	40	38%	92	29%	69	12%	29	5%	11	3.50	-0.10	<b>241</b>
UC Library	17%	18	40%	44	31%	34	10%	11	2%	2	3.60	0.00	<b>109</b>
Undergraduate Education	17%	11	41%	27	32%	21	9%	6	2%	1	3.62	0.02	<b>66</b>
Univ Developmt and Alumni Rel	17%	21	47%	60	22%	28	13%	16	2%	2	3.65	0.05	<b>127</b>

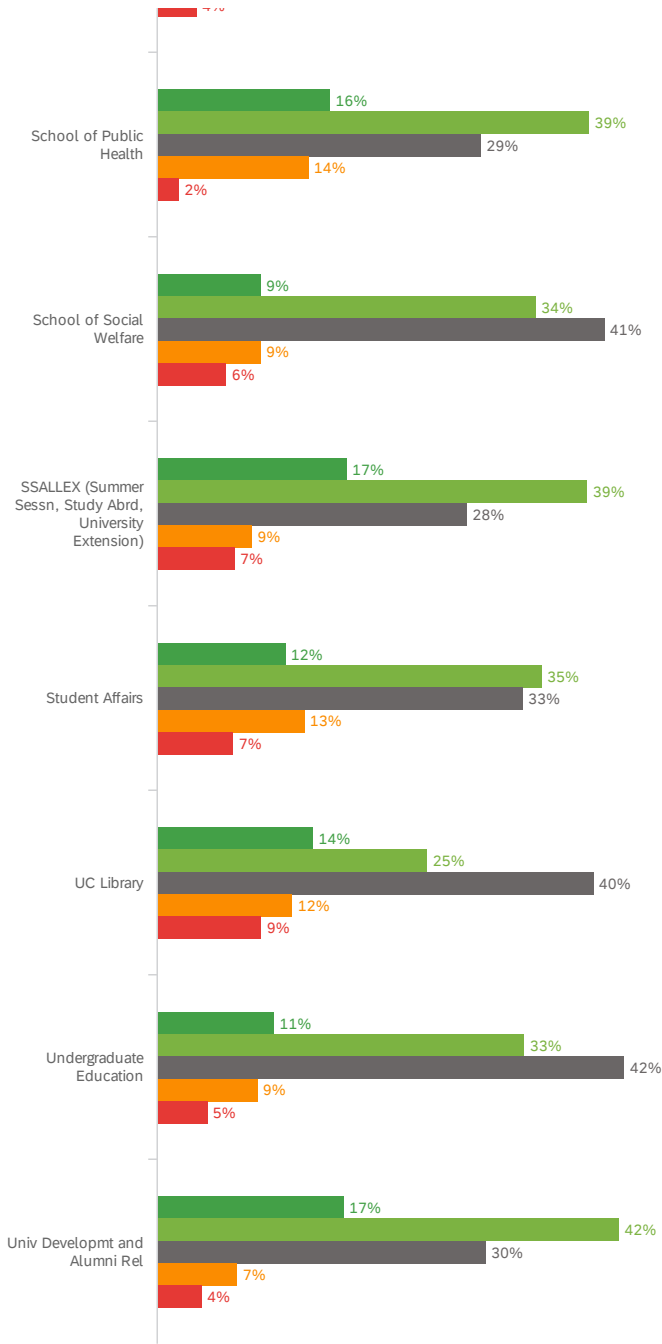
# How confident are you that you can generate in yourself the emotion that coworker is feeling?







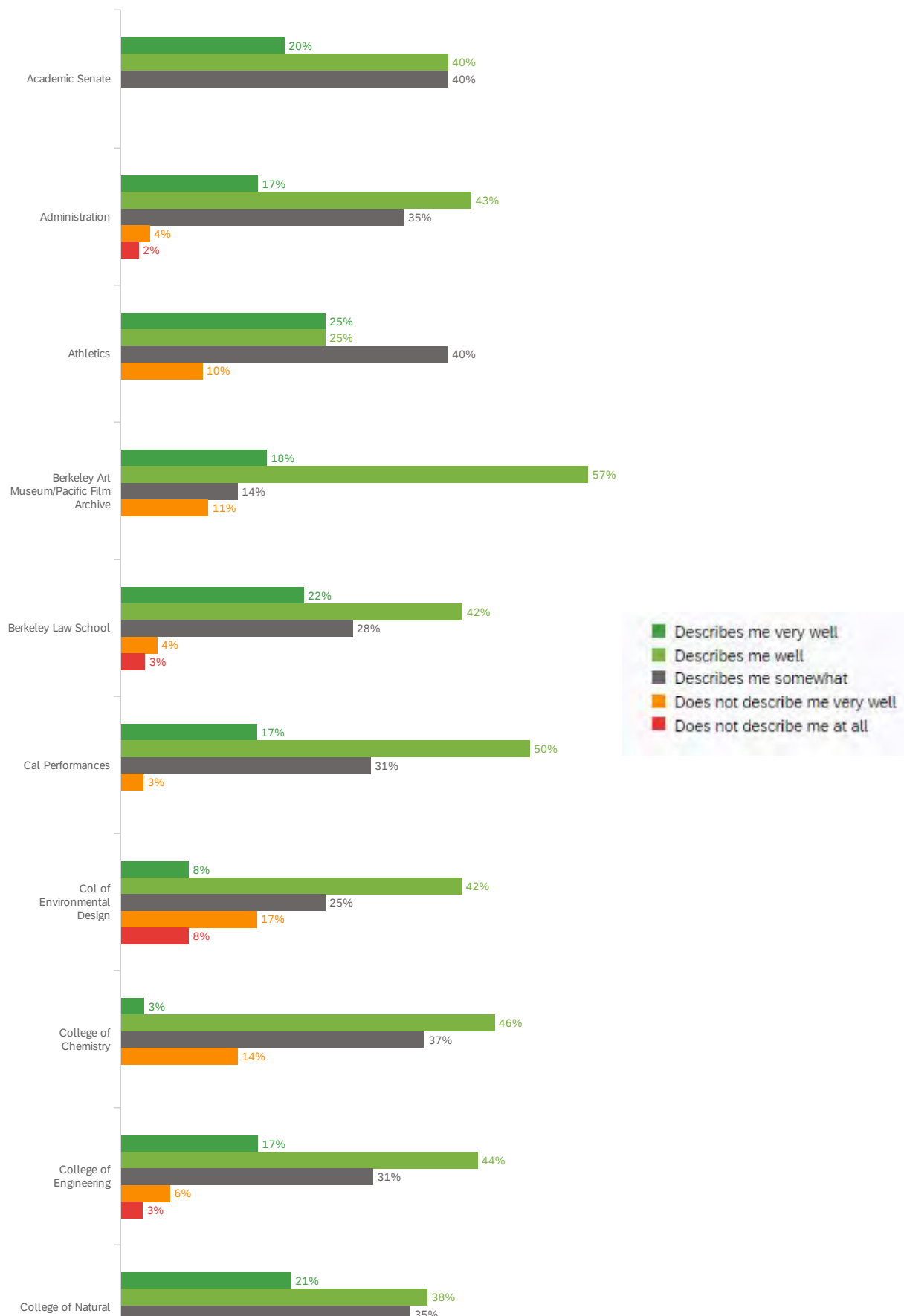


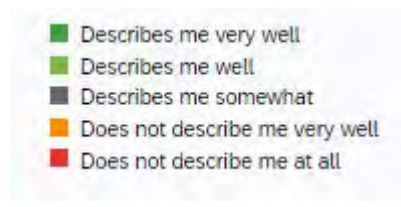
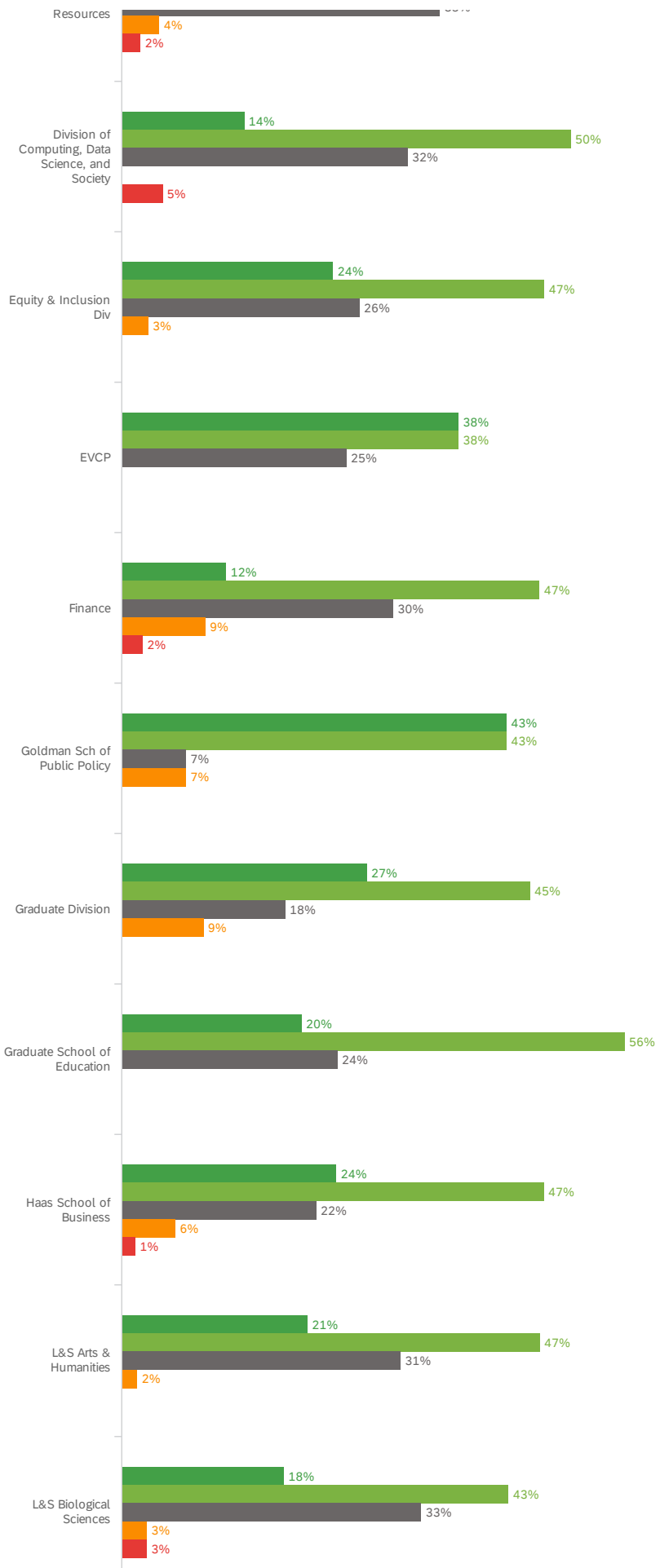


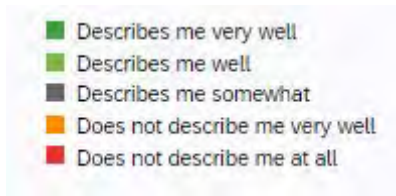
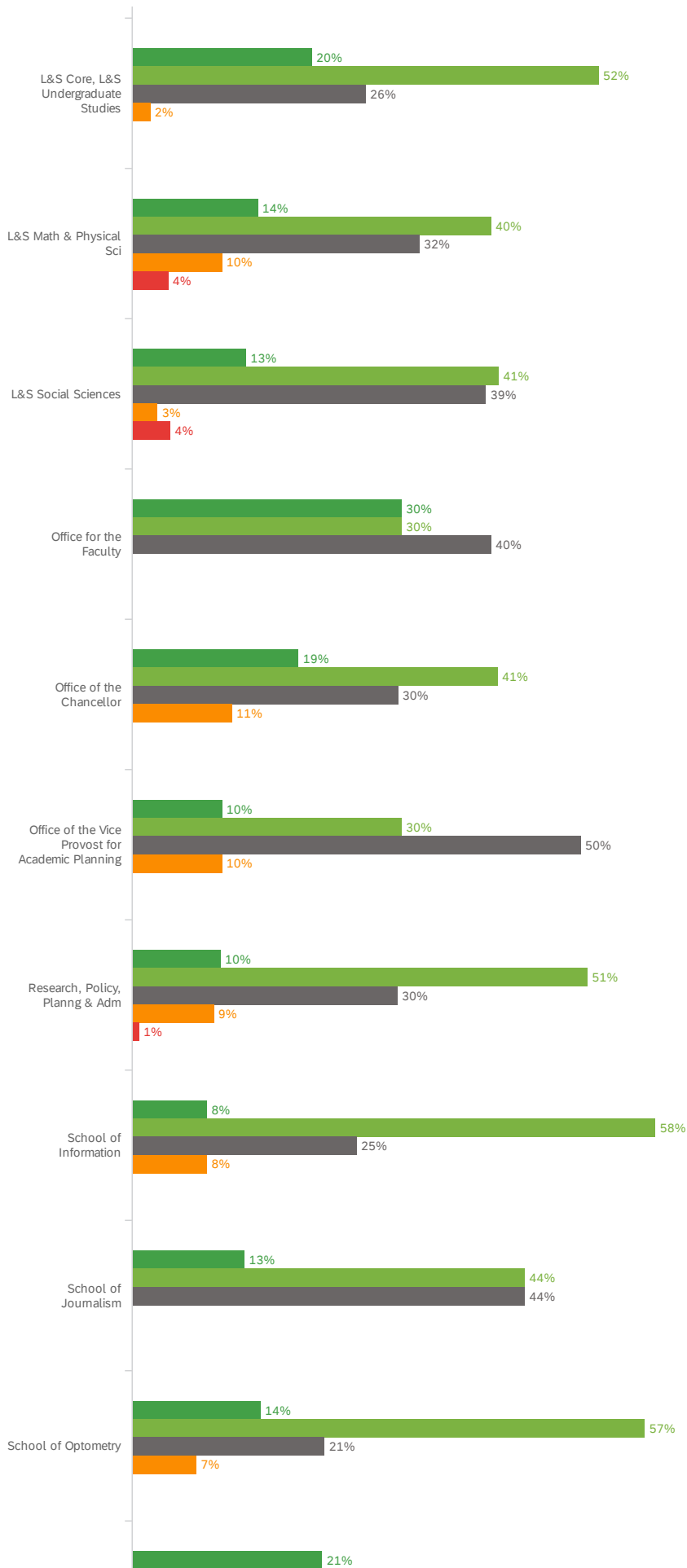
**How confident are you that you can generate in yourself the emotion that coworker is feeling?**

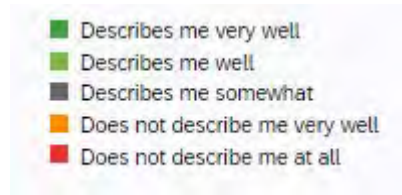
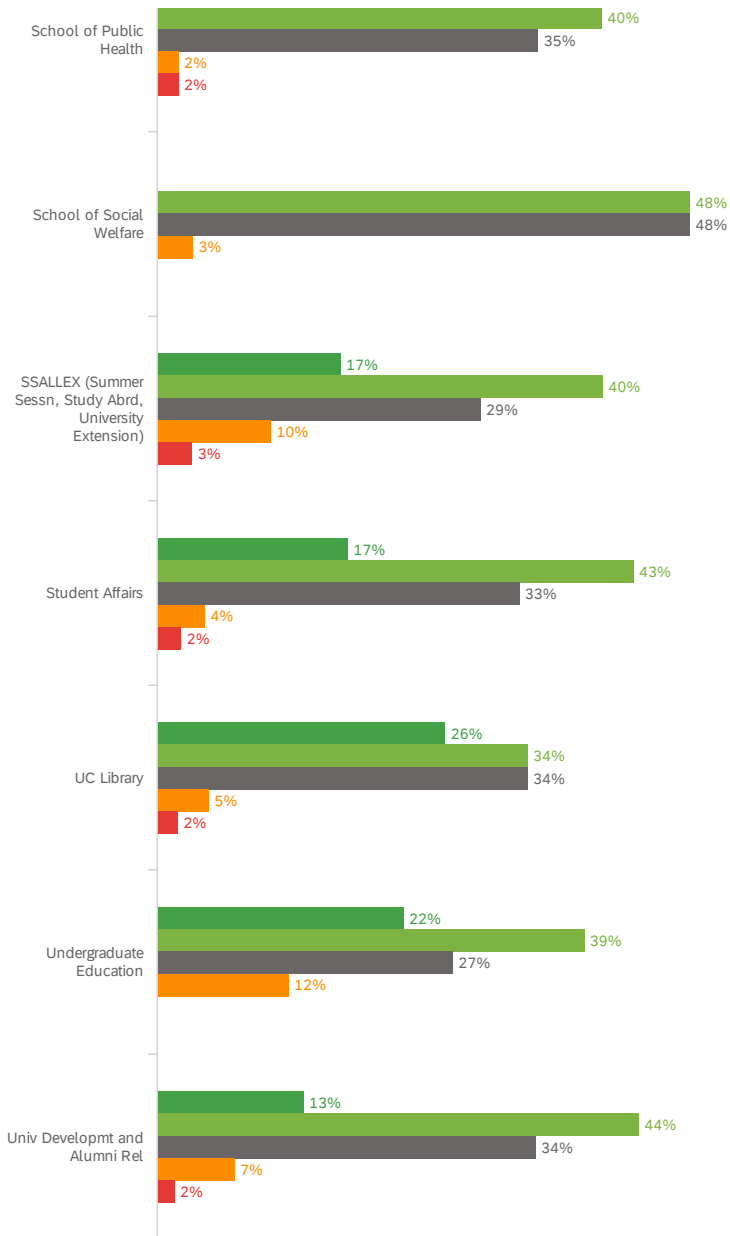
Question	Very confident		Moderately confident		Somewhat confident		Slightly confident		Not at all confident		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	80%	4	0%	0	0%	0	20%	1	3.40	-0.03	<b>5</b>
Administration	17%	63	34%	126	30%	110	14%	50	5%	18	3.45	0.02	<b>367</b>
Athletics	15%	3	30%	6	35%	7	10%	2	10%	2	3.30	-0.13	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	18%	5	32%	9	32%	9	11%	3	7%	2	3.43	0.00	<b>28</b>
Berkeley Law School	14%	9	40%	25	32%	20	10%	6	5%	3	3.49	0.06	<b>63</b>
Cal Performances	22%	8	47%	17	17%	6	8%	3	6%	2	3.72	0.29	<b>36</b>
Col of Environmental Design	17%	2	42%	5	25%	3	17%	2	0%	0	3.58	0.15	<b>12</b>
College of Chemistry	14%	5	34%	12	40%	14	3%	1	9%	3	3.43	0.00	<b>35</b>
College of Engineering	12%	18	37%	55	32%	48	11%	17	7%	11	3.35	-0.08	<b>149</b>
College of Natural Resources	19%	9	42%	20	27%	13	2%	1	10%	5	3.56	0.13	<b>48</b>
Division of Computing, Data Science, and Society	15%	3	35%	7	30%	6	10%	2	10%	2	3.35	-0.08	<b>20</b>
Equity & Inclusion Div	17%	6	34%	12	23%	8	14%	5	11%	4	3.31	-0.12	<b>35</b>
EVCP	0%	0	38%	3	50%	4	13%	1	0%	0	3.25	-0.18	<b>8</b>
Finance	10%	4	52%	22	36%	15	2%	1	0%	0	3.69	0.26	<b>42</b>
Goldman Sch of Public Policy	38%	5	46%	6	8%	1	8%	1	0%	0	4.15	0.72	<b>13</b>
Graduate Division	0%	0	36%	4	36%	4	18%	2	9%	1	3.00	-0.43	<b>11</b>
Graduate School of Education	21%	5	50%	12	17%	4	8%	2	4%	1	3.75	0.32	<b>24</b>
Haas School of Business	19%	25	37%	49	30%	40	9%	12	6%	8	3.53	0.10	<b>134</b>
L&S Arts & Humanities	14%	8	43%	24	30%	17	5%	3	7%	4	3.52	0.09	<b>56</b>
L&S Biological Sciences	19%	14	38%	27	33%	24	6%	4	4%	3	3.63	0.20	<b>72</b>
L&S Core, L&S Undergraduate Studies	21%	10	34%	16	26%	12	15%	7	4%	2	3.53	0.10	<b>47</b>
L&S Math & Physical Sci	8%	4	42%	21	32%	16	8%	4	10%	5	3.30	-0.13	<b>50</b>
L&S Social Sciences	7%	5	33%	23	34%	24	14%	10	11%	8	3.10	-0.33	<b>70</b>
Office for the Faculty	20%	2	40%	4	30%	3	0%	0	10%	1	3.60	0.17	<b>10</b>
Office of the Chancellor	12%	3	42%	11	31%	8	0%	0	15%	4	3.35	-0.08	<b>26</b>
Office of the Vice Provost for Academic Planning	10%	1	30%	3	40%	4	20%	2	0%	0	3.30	-0.13	<b>10</b>
Research, Policy, Planng & Adm	15%	20	35%	46	28%	36	15%	19	7%	9	3.38	-0.05	<b>130</b>
School of Information	8%	1	58%	7	25%	3	8%	1	0%	0	3.67	0.24	<b>12</b>
School of Journalism	19%	3	31%	5	31%	5	13%	2	6%	1	3.44	0.01	<b>16</b>
School of Optometry	7%	2	43%	12	43%	12	4%	1	4%	1	3.46	0.03	<b>28</b>
School of Public Health	16%	8	39%	20	29%	15	14%	7	2%	1	3.53	0.10	<b>51</b>
School of Social Welfare	9%	3	34%	11	41%	13	9%	3	6%	2	3.31	-0.12	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	17%	22	39%	50	28%	36	9%	11	7%	9	3.51	0.08	<b>128</b>
Student Affairs	12%	27	35%	81	33%	77	13%	31	7%	16	3.31	-0.12	<b>232</b>
UC Library	14%	15	25%	26	40%	42	12%	13	9%	10	3.22	-0.21	<b>106</b>
Undergraduate Education	11%	7	33%	22	42%	28	9%	6	5%	3	3.36	-0.07	<b>66</b>
Univ Developmt and Alumni Rel	17%	21	42%	52	30%	37	7%	9	4%	5	3.60	0.17	<b>124</b>

# I often have tender, concerned feelings for coworkers less fortunate than I am.







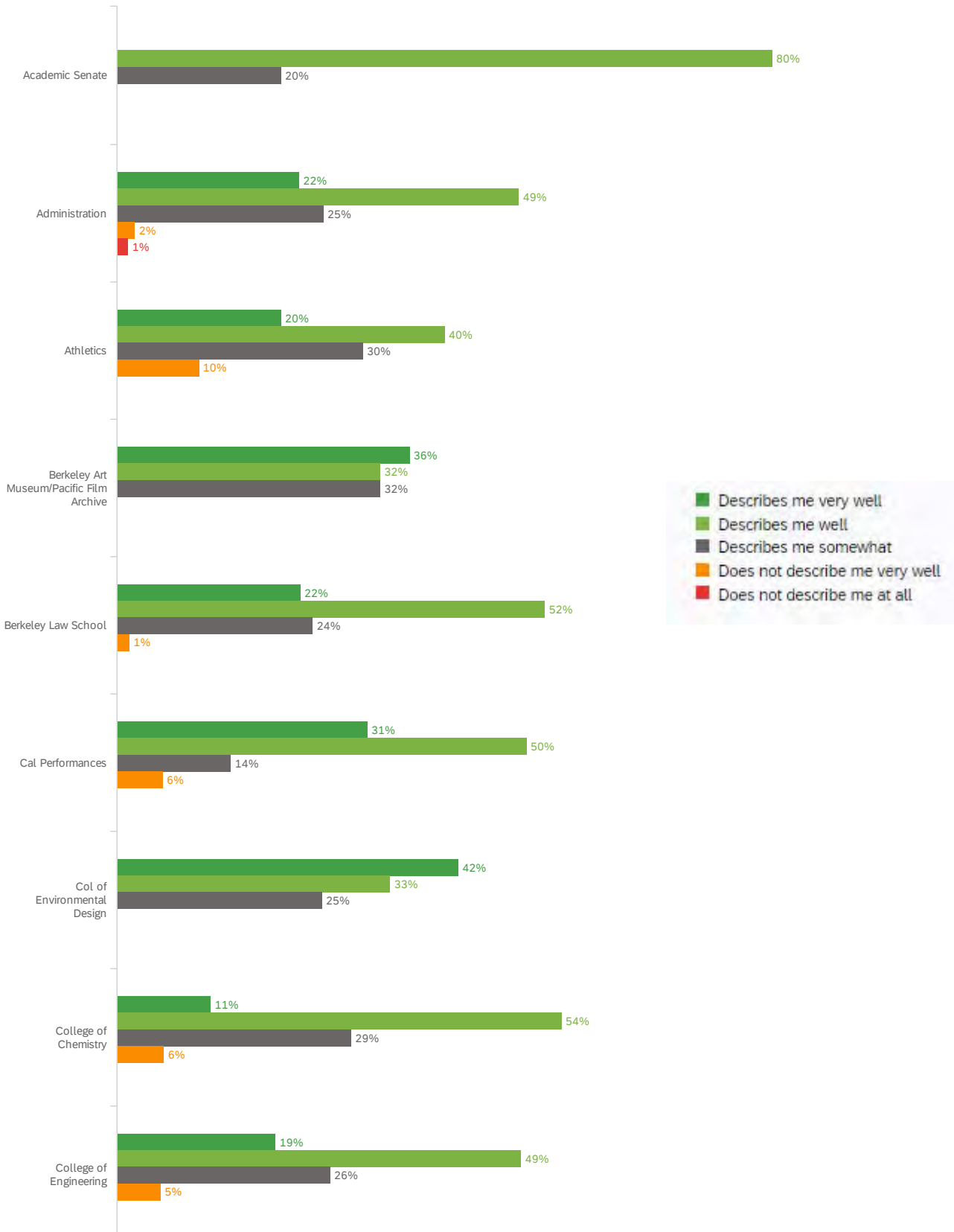


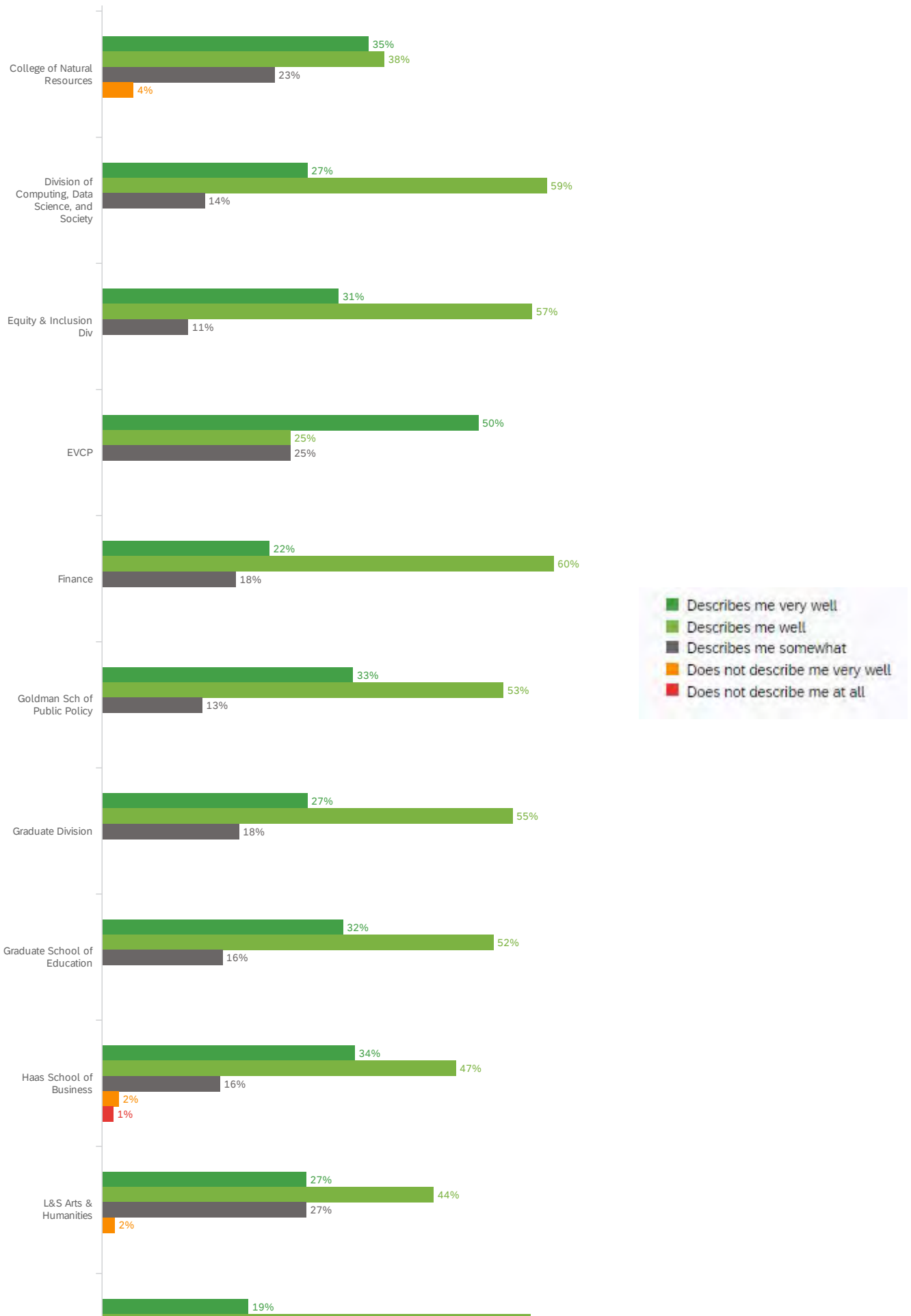


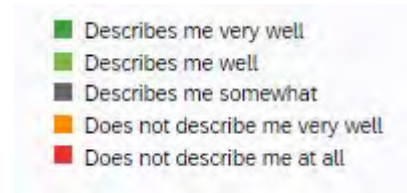
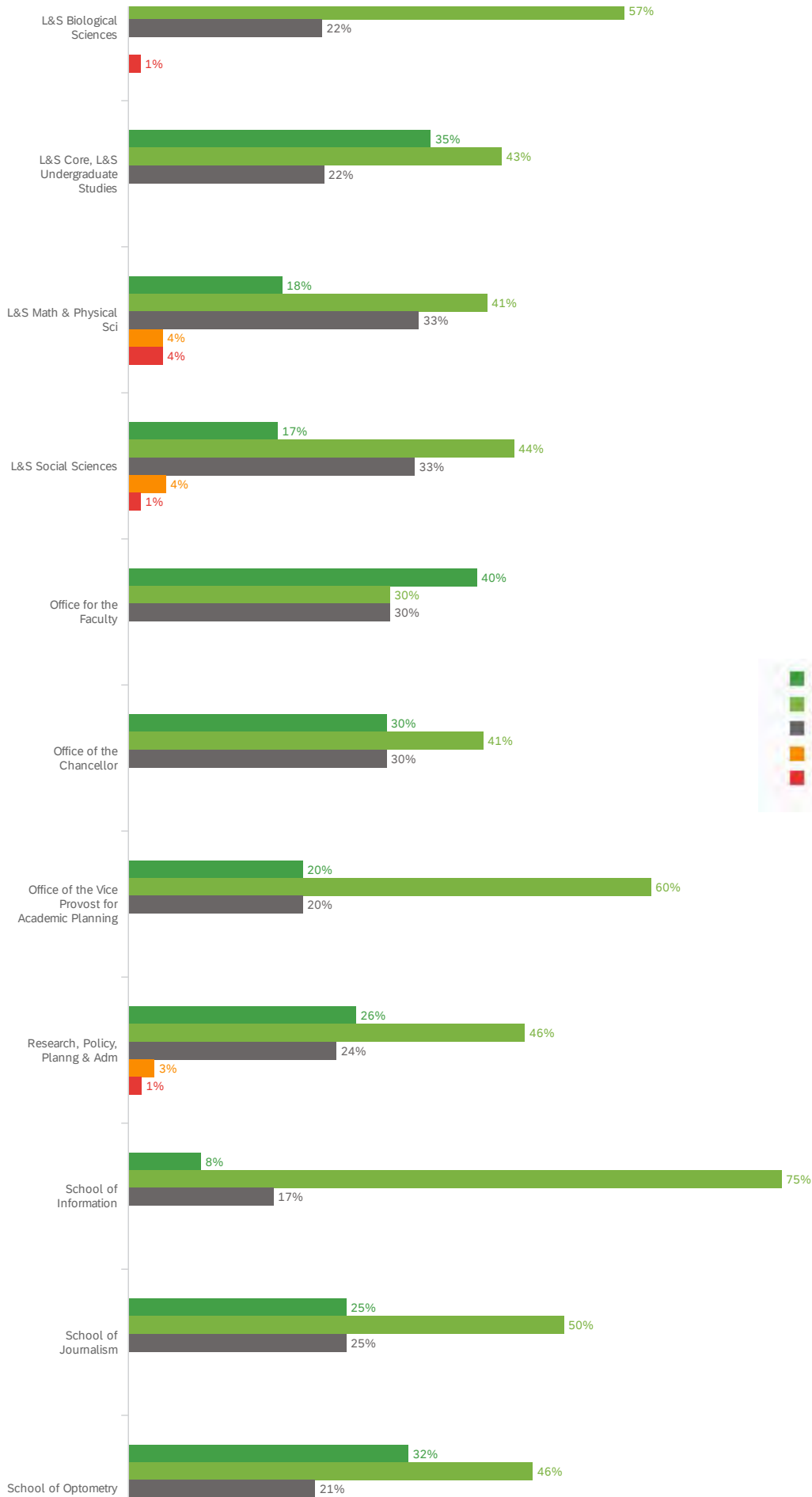
**I often have tender, concerned feelings for coworkers less fortunate than I am.**

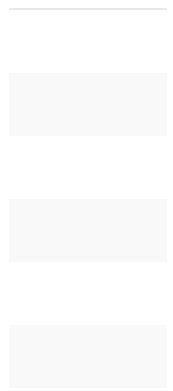
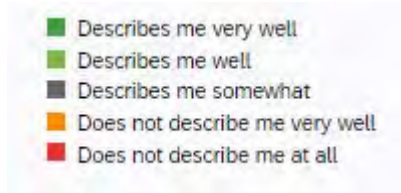
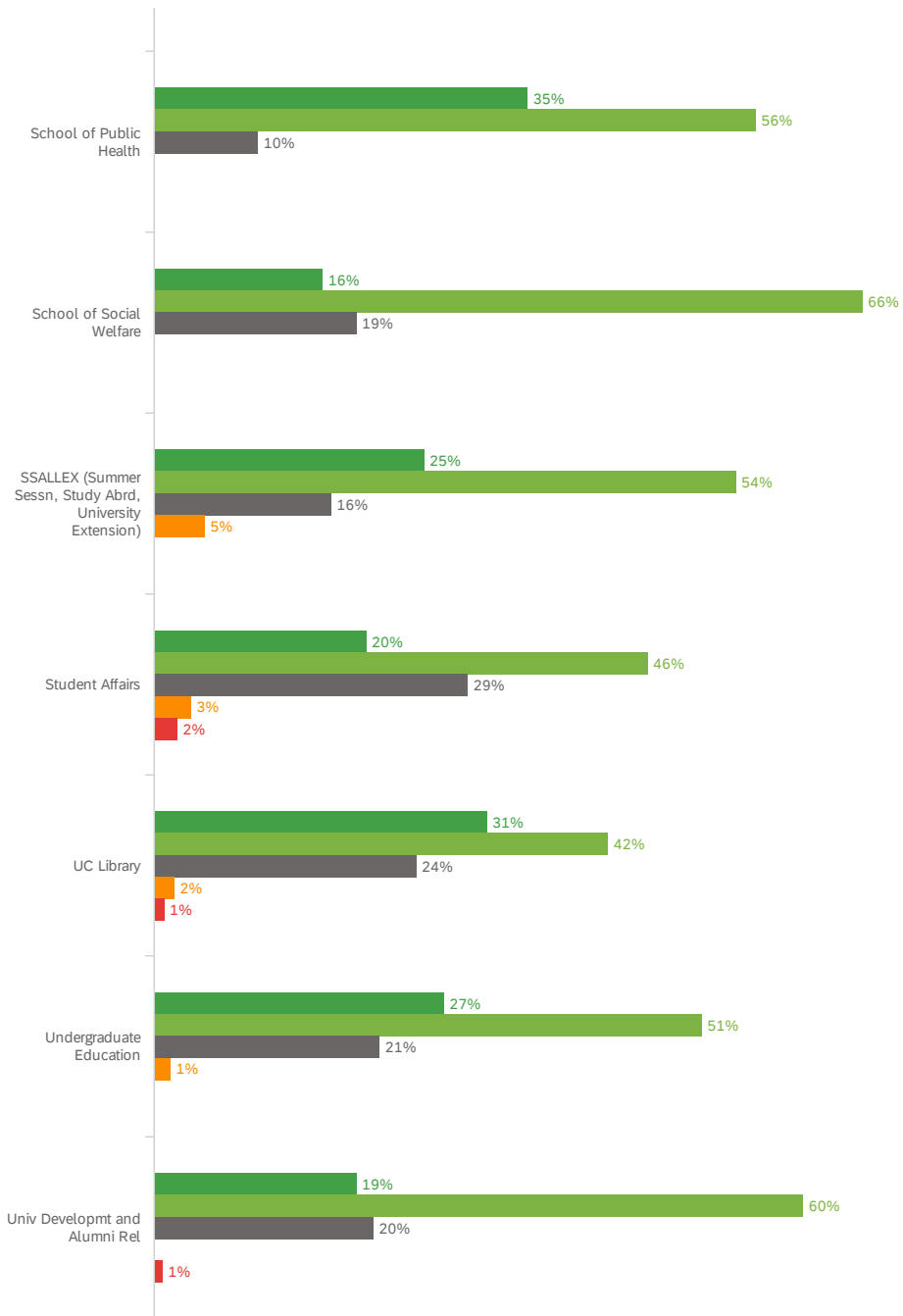
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Diff. From Campus Avg.	Total
Academic Senate	20%	1	40%	2	40%	2	0%	0	0%	0	3.80	0.11	5
Administration	17%	61	43%	156	35%	126	4%	13	2%	8	3.68	-0.01	364
Athletics	25%	5	25%	5	40%	8	10%	2	0%	0	3.65	-0.04	20
Berkeley Art Museum/Pacific Film Archive	18%	5	57%	16	14%	4	11%	3	0%	0	3.82	0.13	28
Berkeley Law School	22%	15	42%	28	28%	19	4%	3	3%	2	3.76	0.07	67
Cal Performances	17%	6	50%	18	31%	11	3%	1	0%	0	3.81	0.12	36
Col of Environmental Design	8%	1	42%	5	25%	3	17%	2	8%	1	3.25	-0.44	12
College of Chemistry	3%	1	46%	16	37%	13	14%	5	0%	0	3.37	-0.32	35
College of Engineering	17%	25	44%	65	31%	46	6%	9	3%	4	3.66	-0.03	149
College of Natural Resources	21%	10	38%	18	35%	17	4%	2	2%	1	3.71	0.02	48
Division of Computing, Data Science, and Society	14%	3	50%	11	32%	7	0%	0	5%	1	3.68	-0.01	22
Equity & Inclusion Div	24%	8	47%	16	26%	9	3%	1	0%	0	3.91	0.22	34
EVCP	38%	3	38%	3	25%	2	0%	0	0%	0	4.13	0.44	8
Finance	12%	5	47%	20	30%	13	9%	4	2%	1	3.56	-0.13	43
Goldman Sch of Public Policy	43%	6	43%	6	7%	1	7%	1	0%	0	4.21	0.52	14
Graduate Division	27%	3	45%	5	18%	2	9%	1	0%	0	3.91	0.22	11
Graduate School of Education	20%	5	56%	14	24%	6	0%	0	0%	0	3.96	0.27	25
Haas School of Business	24%	32	47%	63	22%	29	6%	8	1%	2	3.86	0.17	134
L&S Arts & Humanities	21%	12	47%	27	31%	18	2%	1	0%	0	3.86	0.17	58
L&S Biological Sciences	18%	13	43%	31	33%	24	3%	2	3%	2	3.71	0.02	72
L&S Core, L&S Undergraduate Studies	20%	10	52%	26	26%	13	2%	1	0%	0	3.90	0.21	50
L&S Math & Physical Sci	14%	7	40%	20	32%	16	10%	5	4%	2	3.50	-0.19	50
L&S Social Sciences	13%	9	41%	29	39%	28	3%	2	4%	3	3.55	-0.14	71
Office for the Faculty	30%	3	30%	3	40%	4	0%	0	0%	0	3.90	0.21	10
Office of the Chancellor	19%	5	41%	11	30%	8	11%	3	0%	0	3.67	-0.02	27
Office of the Vice Provost for Academic Planning	10%	1	30%	3	50%	5	10%	1	0%	0	3.40	-0.29	10
Research, Policy, Planng & Adm	10%	13	51%	67	30%	39	9%	12	1%	1	3.60	-0.09	132
School of Information	8%	1	58%	7	25%	3	8%	1	0%	0	3.67	-0.02	12
School of Journalism	13%	2	44%	7	44%	7	0%	0	0%	0	3.69	0.00	16
School of Optometry	14%	4	57%	16	21%	6	7%	2	0%	0	3.79	0.10	28
School of Public Health	21%	11	40%	21	35%	18	2%	1	2%	1	3.77	0.08	52
School of Social Welfare	0%	0	48%	15	48%	15	3%	1	0%	0	3.45	-0.24	31
SSALLEX (Summer Sessn, Study Abrd, University Extension)	17%	21	40%	51	29%	37	10%	13	3%	4	3.57	-0.12	126
Student Affairs	17%	40	43%	100	33%	76	4%	10	2%	5	3.69	0.00	231
UC Library	26%	28	34%	36	34%	36	5%	5	2%	2	3.78	0.09	107
Undergraduate Education	22%	15	39%	26	27%	18	12%	8	0%	0	3.72	0.03	67
Univ Developmt and Alumni Rel	13%	17	44%	56	34%	44	7%	9	2%	2	3.60	-0.09	128

# I sometimes try to understand my coworkers better by imagining how things look from their perspective.





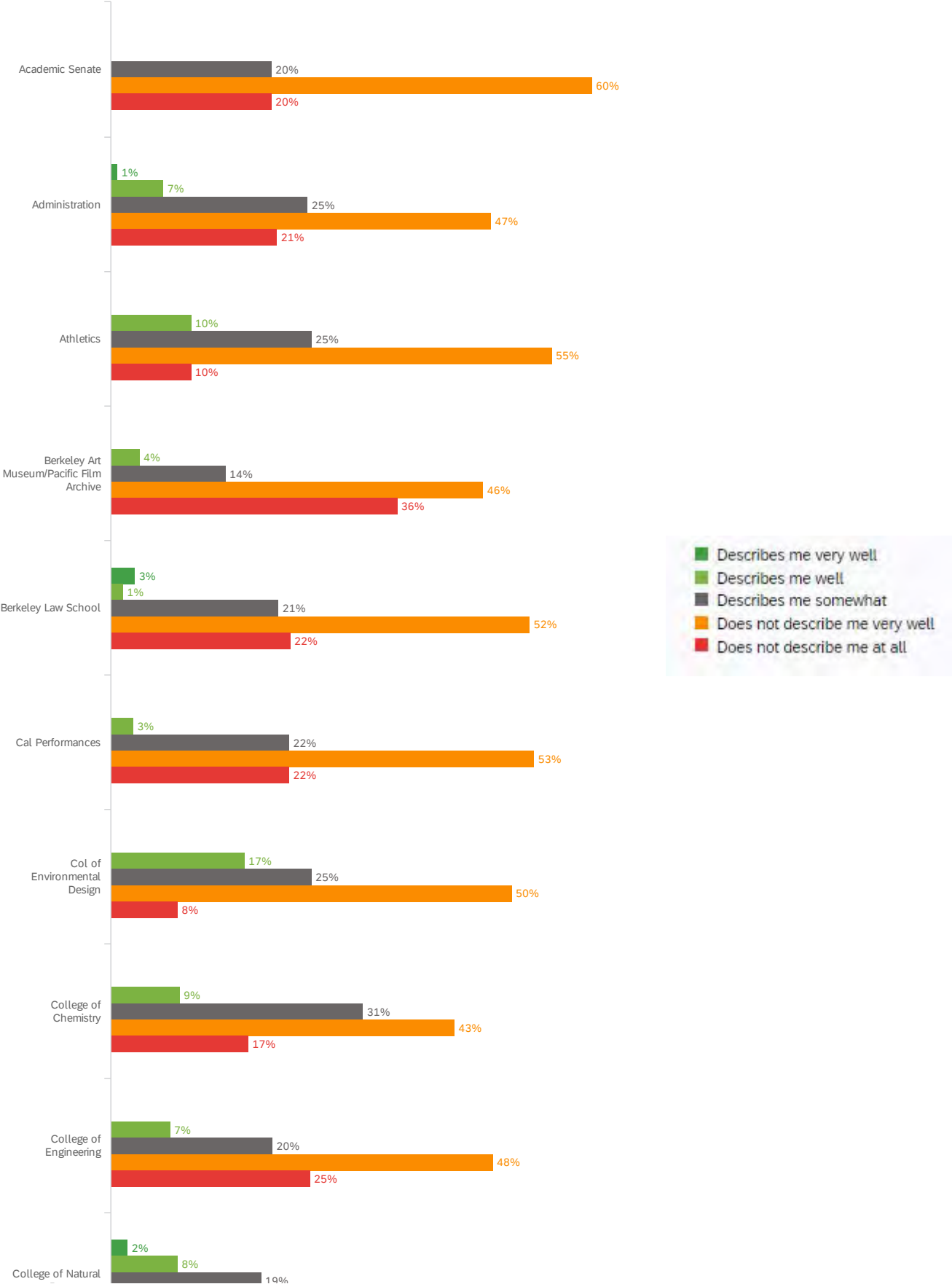


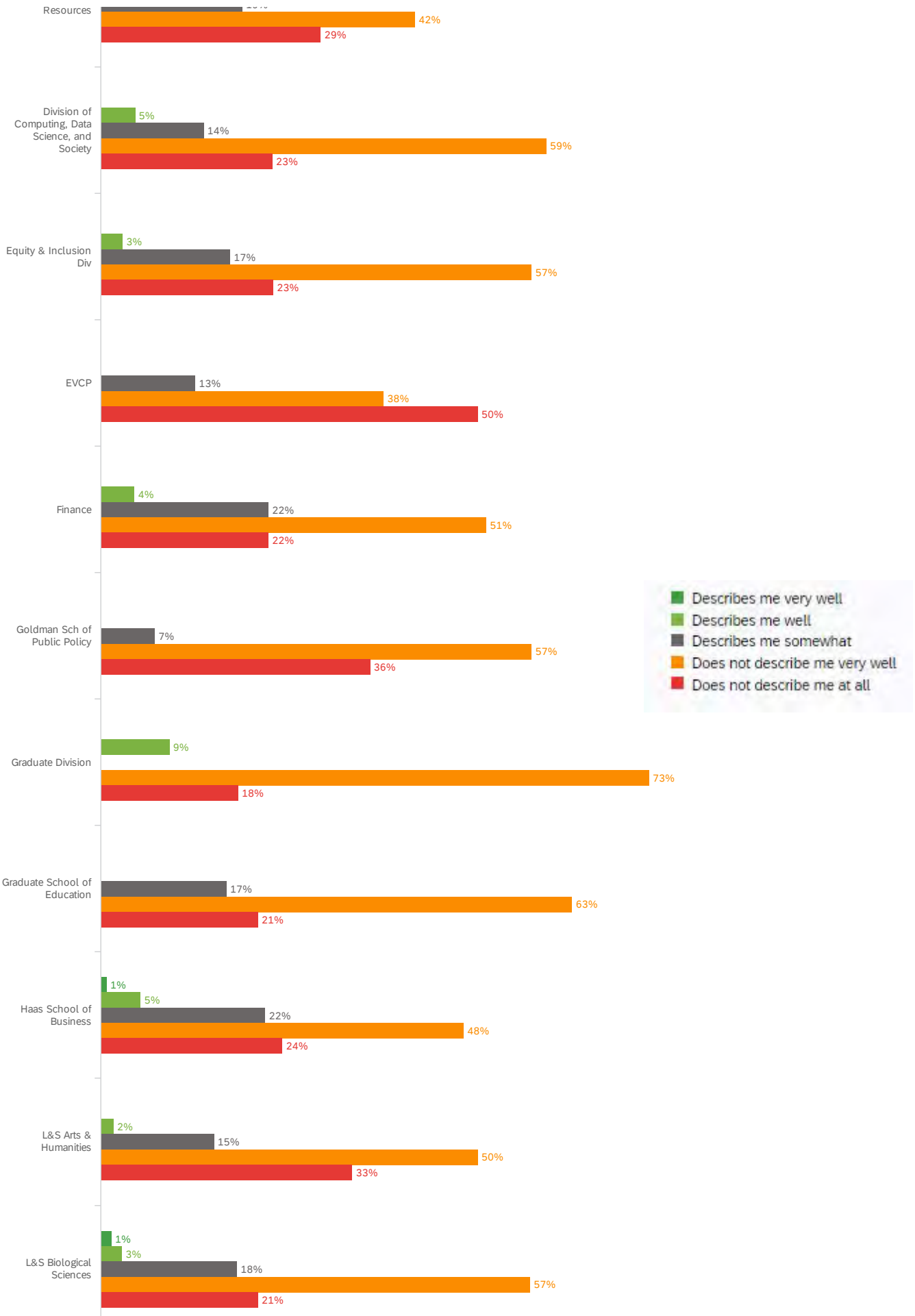


I sometimes try to understand my coworkers better by imagining how things look from their perspective.

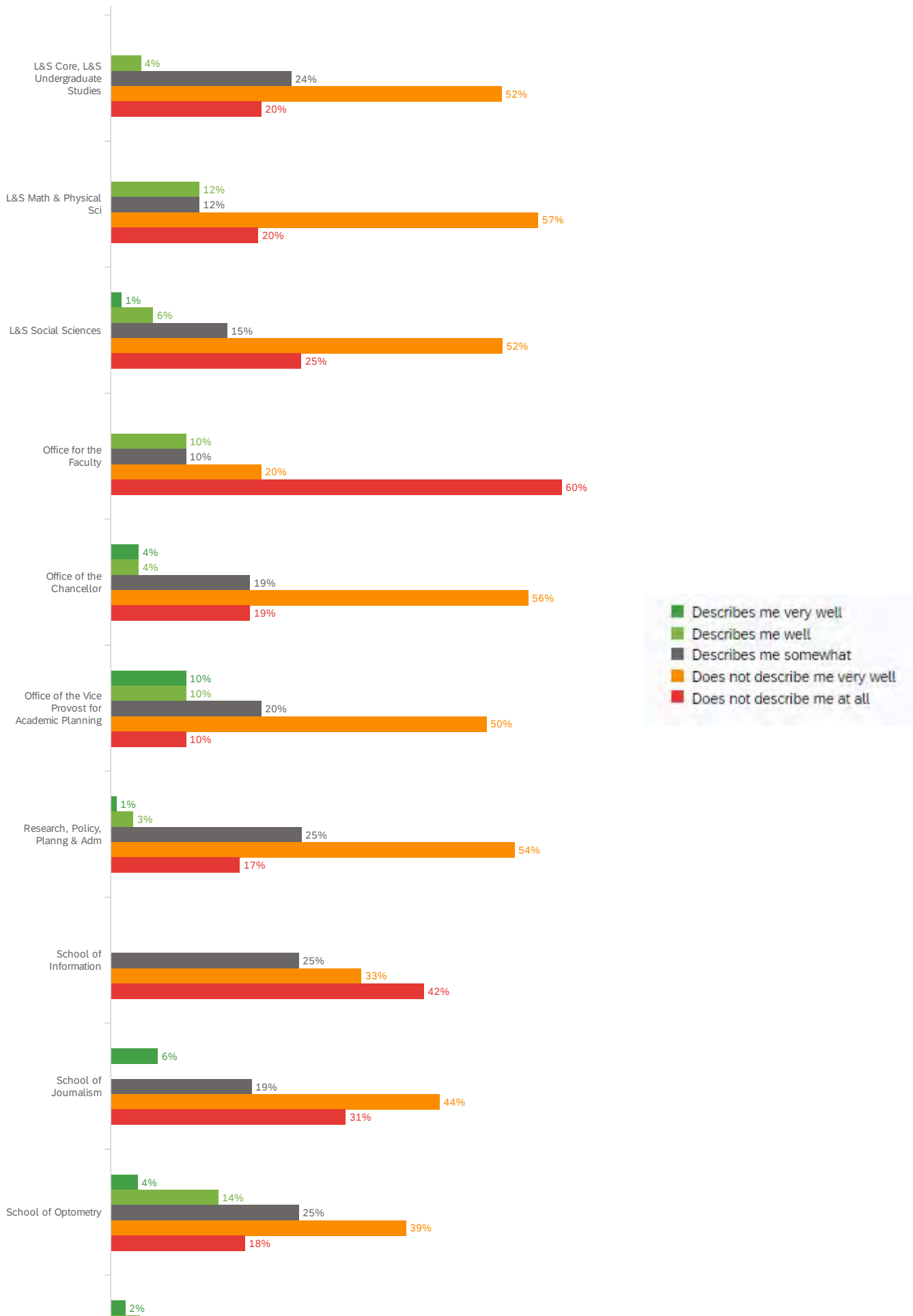
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Diff. From Campus Avg.	Total
Academic Senate	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	-0.13	5
Administration	22%	82	49%	181	25%	93	2%	8	1%	5	3.89	-0.04	369
Athletics	20%	4	40%	8	30%	6	10%	2	0%	0	3.70	-0.23	20
Berkeley Art Museum/Pacific Film Archive	36%	10	32%	9	32%	9	0%	0	0%	0	4.04	0.11	28
Berkeley Law School	22%	15	52%	35	24%	16	1%	1	0%	0	3.96	0.03	67
Cal Performances	31%	11	50%	18	14%	5	6%	2	0%	0	4.06	0.13	36
Col of Environmental Design	42%	5	33%	4	25%	3	0%	0	0%	0	4.17	0.24	12
College of Chemistry	11%	4	54%	19	29%	10	6%	2	0%	0	3.71	-0.22	35
College of Engineering	19%	29	49%	74	26%	39	5%	8	0%	0	3.83	-0.10	150
College of Natural Resources	35%	17	38%	18	23%	11	4%	2	0%	0	4.04	0.11	48
Division of Computing, Data Science, and Society	27%	6	59%	13	14%	3	0%	0	0%	0	4.14	0.21	22
Equity & Inclusion Div	31%	11	57%	20	11%	4	0%	0	0%	0	4.20	0.27	35
EVCP	50%	4	25%	2	25%	2	0%	0	0%	0	4.25	0.32	8
Finance	22%	10	60%	27	18%	8	0%	0	0%	0	4.04	0.11	45
Goldman Sch of Public Policy	33%	5	53%	8	13%	2	0%	0	0%	0	4.20	0.27	15
Graduate Division	27%	3	55%	6	18%	2	0%	0	0%	0	4.09	0.16	11
Graduate School of Education	32%	8	52%	13	16%	4	0%	0	0%	0	4.16	0.23	25
Haas School of Business	34%	45	47%	63	16%	21	2%	3	1%	2	4.09	0.16	134
L&S Arts & Humanities	27%	16	44%	26	27%	16	2%	1	0%	0	3.97	0.04	59
L&S Biological Sciences	19%	14	57%	41	22%	16	0%	0	1%	1	3.93	0.00	72
L&S Core, L&S Undergraduate Studies	35%	17	43%	21	22%	11	0%	0	0%	0	4.12	0.19	49
L&S Math & Physical Sci	18%	9	41%	21	33%	17	4%	2	4%	2	3.65	-0.28	51
L&S Social Sciences	17%	12	44%	31	33%	23	4%	3	1%	1	3.71	-0.22	70
Office for the Faculty	40%	4	30%	3	30%	3	0%	0	0%	0	4.10	0.17	10
Office of the Chancellor	30%	8	41%	11	30%	8	0%	0	0%	0	4.00	0.07	27
Office of the Vice Provost for Academic Planning	20%	2	60%	6	20%	2	0%	0	0%	0	4.00	0.07	10
Research, Policy, Planng & Adm	26%	35	46%	61	24%	32	3%	4	1%	2	3.92	-0.01	134
School of Information	8%	1	75%	9	17%	2	0%	0	0%	0	3.92	-0.01	12
School of Journalism	25%	4	50%	8	25%	4	0%	0	0%	0	4.00	0.07	16
School of Optometry	32%	9	46%	13	21%	6	0%	0	0%	0	4.11	0.18	28
School of Public Health	35%	18	56%	29	10%	5	0%	0	0%	0	4.25	0.32	52
School of Social Welfare	16%	5	66%	21	19%	6	0%	0	0%	0	3.97	0.04	32
SSALLEX (Summer Sessn, Study Abrd, University Extension)	25%	32	54%	69	16%	21	5%	6	0%	0	3.99	0.06	128
Student Affairs	20%	46	46%	107	29%	68	3%	8	2%	5	3.77	-0.16	234
UC Library	31%	33	42%	45	24%	26	2%	2	1%	1	4.00	0.07	107
Undergraduate Education	27%	18	51%	34	21%	14	1%	1	0%	0	4.03	0.10	67
Univ Developmt and Alumni Rel	19%	24	60%	77	20%	26	0%	0	1%	1	3.96	0.03	128

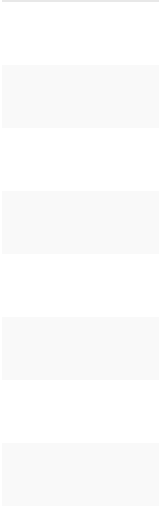
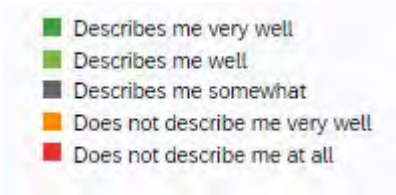
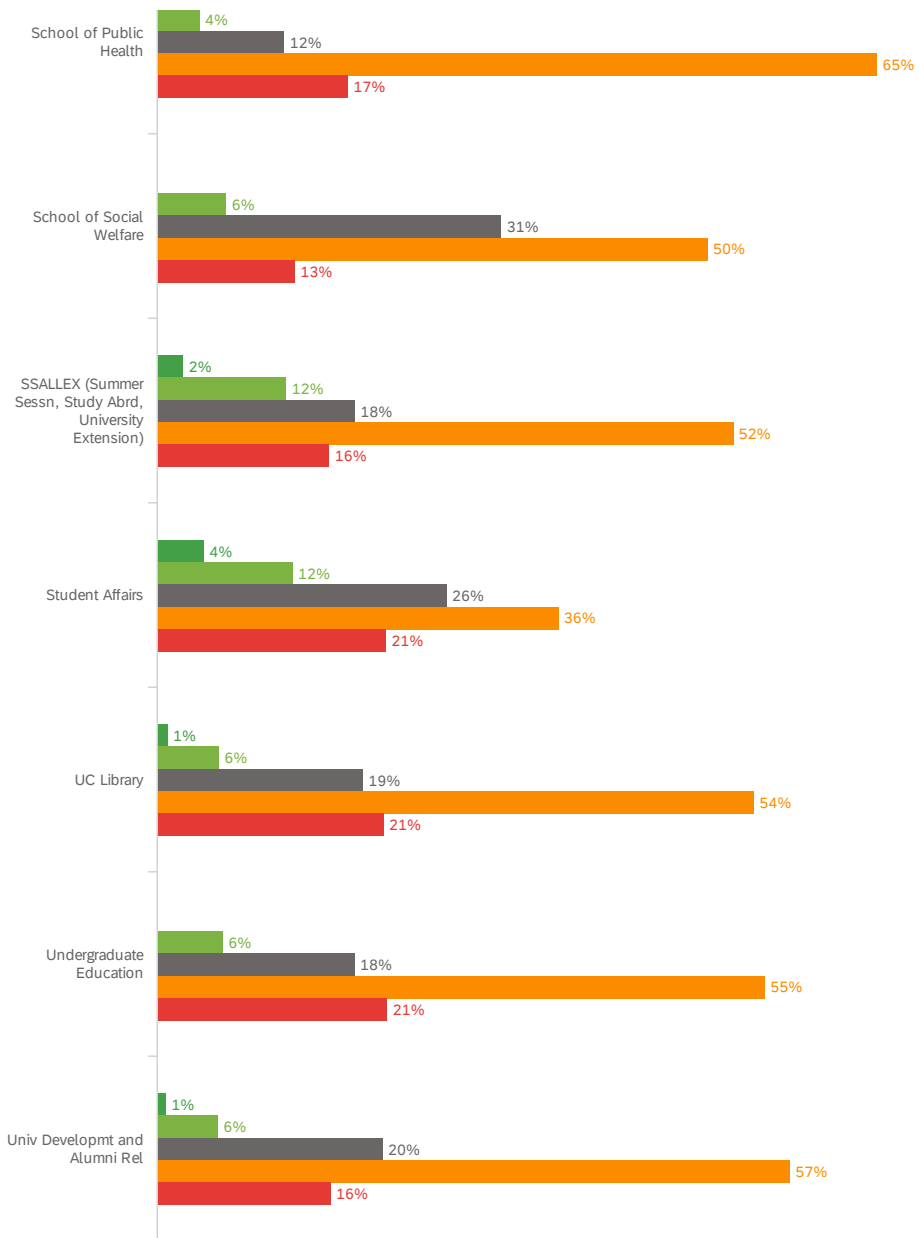
# Coworkers' misfortunes do not usually disturb me a great deal.







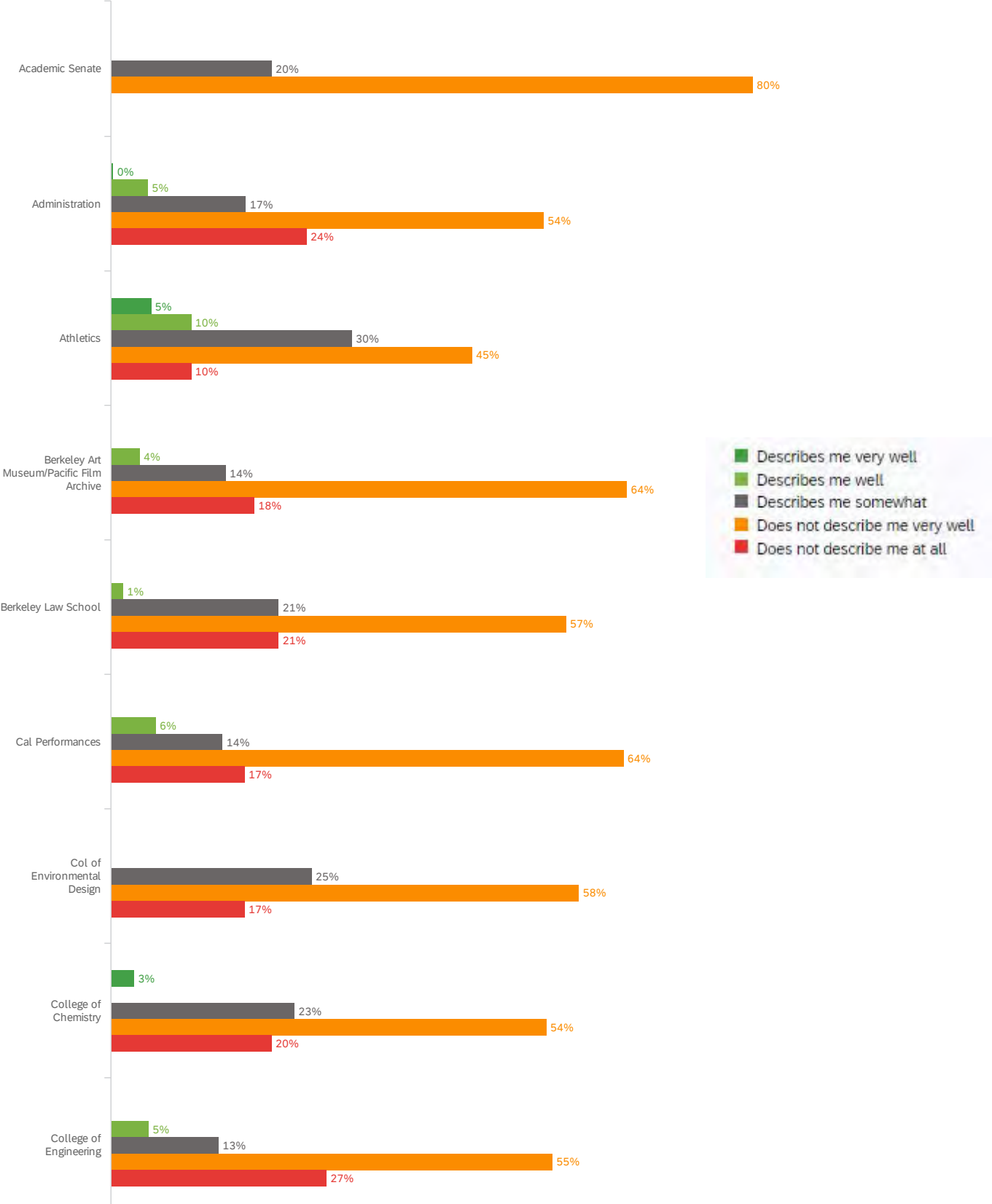


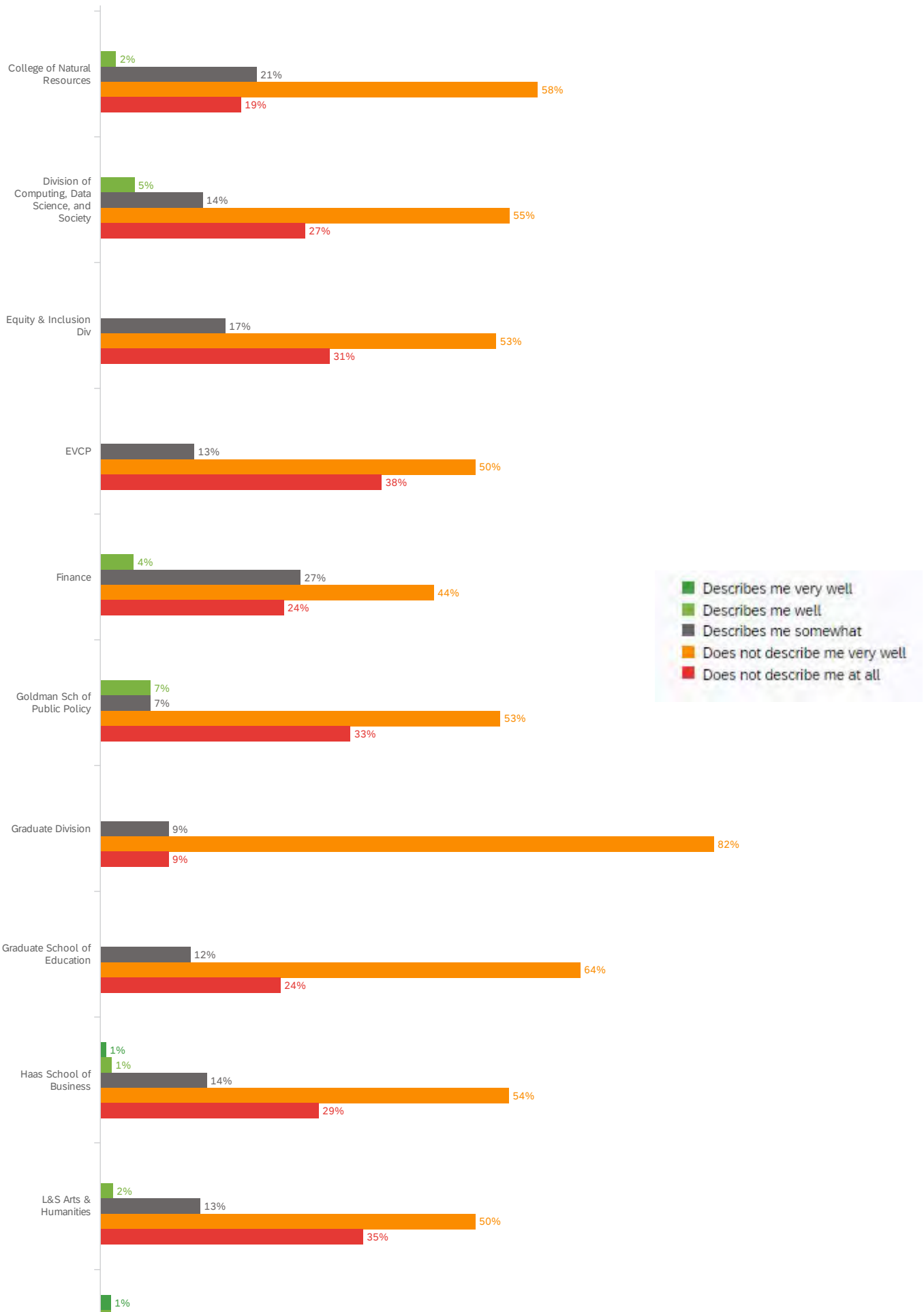


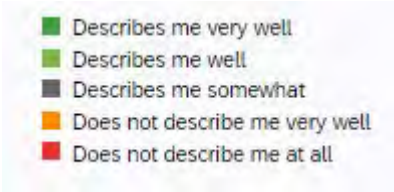
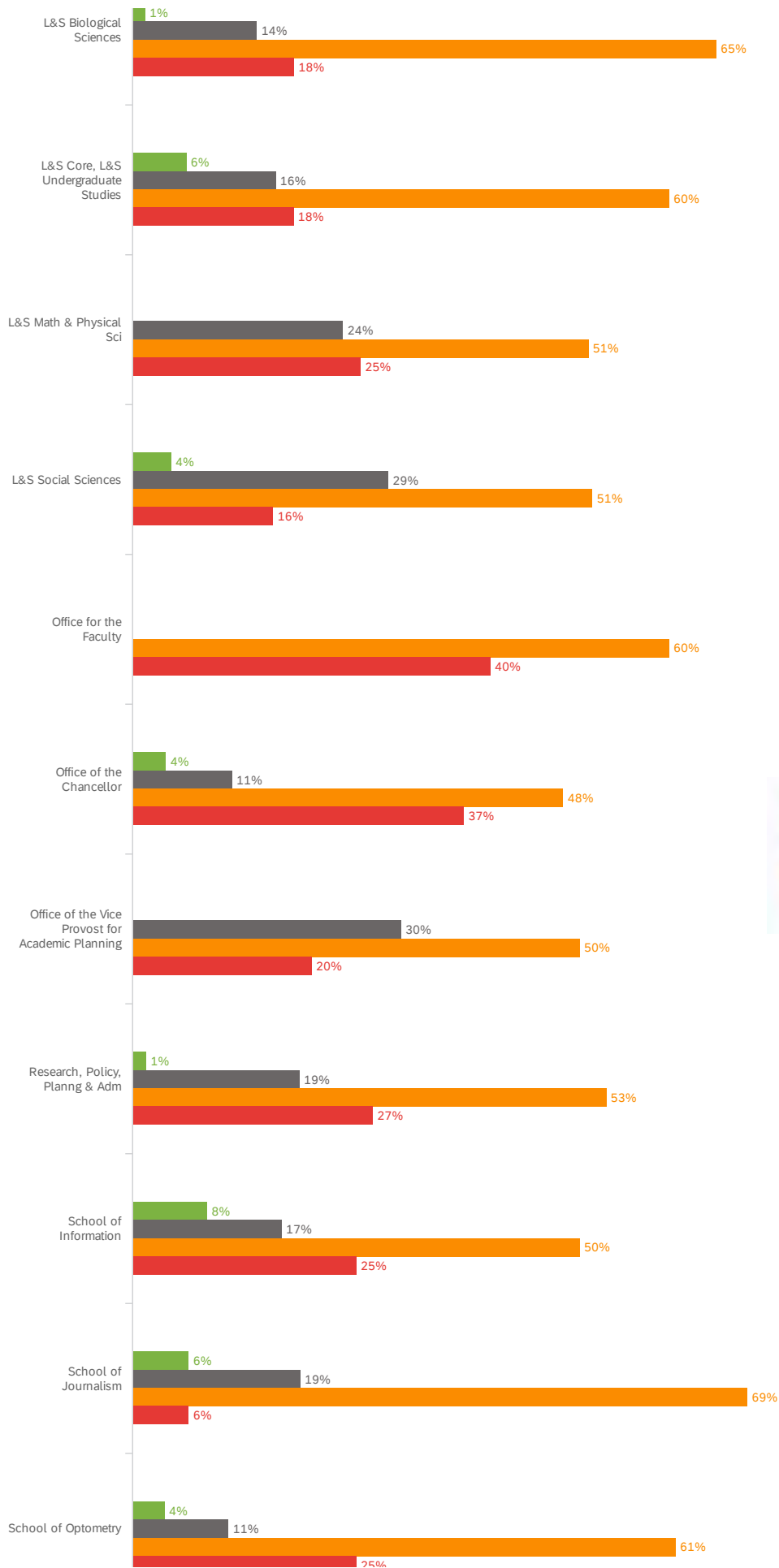
**Coworkers' misfortunes do not usually disturb me a great deal.**

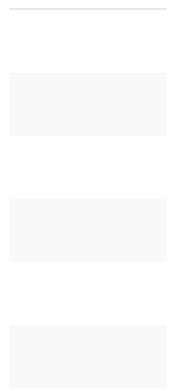
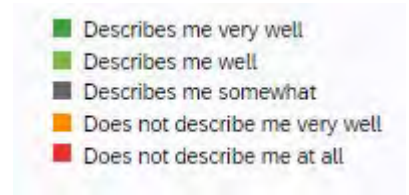
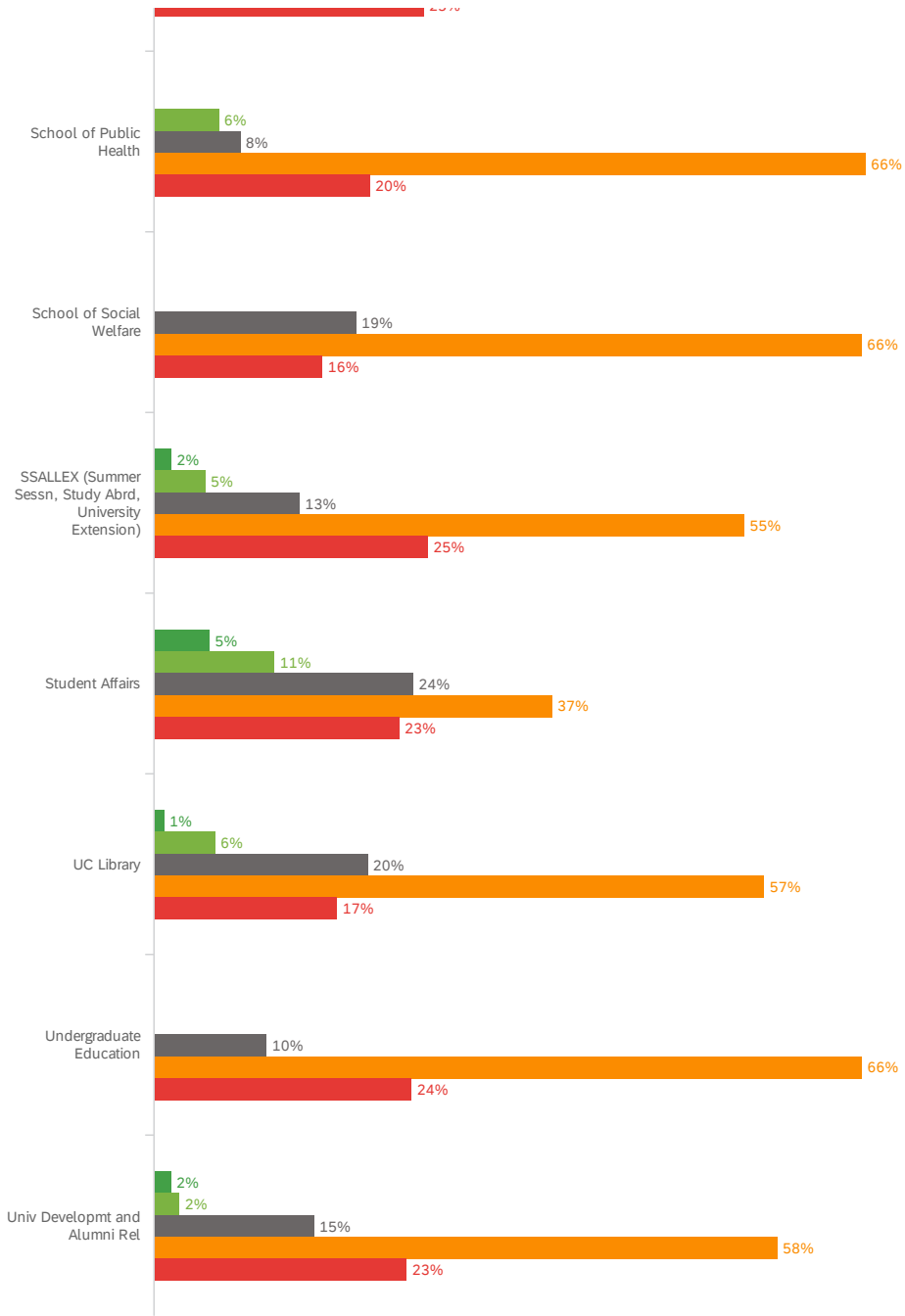
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	0%	0	20%	1	60%	3	20%	1	2.00	-0.17	<b>5</b>
Administration	1%	3	7%	24	25%	90	47%	174	21%	76	2.19	0.02	<b>367</b>
Athletics	0%	0	10%	2	25%	5	55%	11	10%	2	2.35	0.18	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	0%	0	4%	1	14%	4	46%	13	36%	10	1.86	-0.31	<b>28</b>
Berkeley Law School	3%	2	1%	1	21%	14	52%	35	22%	15	2.10	-0.07	<b>67</b>
Cal Performances	0%	0	3%	1	22%	8	53%	19	22%	8	2.06	-0.11	<b>36</b>
Col of Environmental Design	0%	0	17%	2	25%	3	50%	6	8%	1	2.50	0.33	<b>12</b>
College of Chemistry	0%	0	9%	3	31%	11	43%	15	17%	6	2.31	0.14	<b>35</b>
College of Engineering	0%	0	7%	11	20%	30	48%	71	25%	37	2.10	-0.07	<b>149</b>
College of Natural Resources	2%	1	8%	4	19%	9	42%	20	29%	14	2.13	-0.04	<b>48</b>
Division of Computing, Data Science, and Society	0%	0	5%	1	14%	3	59%	13	23%	5	2.00	-0.17	<b>22</b>
Equity & Inclusion Div	0%	0	3%	1	17%	6	57%	20	23%	8	2.00	-0.17	<b>35</b>
EVCP	0%	0	0%	0	13%	1	38%	3	50%	4	1.63	-0.54	<b>8</b>
Finance	0%	0	4%	2	22%	10	51%	23	22%	10	2.09	-0.08	<b>45</b>
Goldman Sch of Public Policy	0%	0	0%	0	7%	1	57%	8	36%	5	1.71	-0.46	<b>14</b>
Graduate Division	0%	0	9%	1	0%	0	73%	8	18%	2	2.00	-0.17	<b>11</b>
Graduate School of Education	0%	0	0%	0	17%	4	63%	15	21%	5	1.96	-0.21	<b>24</b>
Haas School of Business	1%	1	5%	7	22%	29	48%	64	24%	32	2.11	-0.06	<b>133</b>
L&S Arts & Humanities	0%	0	2%	1	15%	9	50%	30	33%	20	1.85	-0.32	<b>60</b>
L&S Biological Sciences	1%	1	3%	2	18%	13	57%	41	21%	15	2.07	-0.10	<b>72</b>
L&S Core, L&S Undergraduate Studies	0%	0	4%	2	24%	12	52%	26	20%	10	2.12	-0.05	<b>50</b>
L&S Math & Physical Sci	0%	0	12%	6	12%	6	57%	29	20%	10	2.16	-0.01	<b>51</b>
L&S Social Sciences	1%	1	6%	4	15%	11	52%	37	25%	18	2.06	-0.11	<b>71</b>
Office for the Faculty	0%	0	10%	1	10%	1	20%	2	60%	6	1.70	-0.47	<b>10</b>
Office of the Chancellor	4%	1	4%	1	19%	5	56%	15	19%	5	2.19	0.02	<b>27</b>
Office of the Vice Provost for Academic Planning	10%	1	10%	1	20%	2	50%	5	10%	1	2.60	0.43	<b>10</b>
Research, Policy, Planng & Adm	1%	1	3%	4	25%	34	54%	72	17%	23	2.16	-0.01	<b>134</b>
School of Information	0%	0	0%	0	25%	3	33%	4	42%	5	1.83	-0.34	<b>12</b>
School of Journalism	6%	1	0%	0	19%	3	44%	7	31%	5	2.06	-0.11	<b>16</b>
School of Optometry	4%	1	14%	4	25%	7	39%	11	18%	5	2.46	0.29	<b>28</b>
School of Public Health	2%	1	4%	2	12%	6	65%	34	17%	9	2.08	-0.09	<b>52</b>
School of Social Welfare	0%	0	6%	2	31%	10	50%	16	13%	4	2.31	0.14	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	2%	3	12%	15	18%	23	52%	67	16%	20	2.33	0.16	<b>128</b>
Student Affairs	4%	10	12%	29	26%	62	36%	86	21%	49	2.43	0.26	<b>236</b>
UC Library	1%	1	6%	6	19%	20	54%	58	21%	22	2.12	-0.05	<b>107</b>
Undergraduate Education	0%	0	6%	4	18%	12	55%	37	21%	14	2.09	-0.08	<b>67</b>
Univ Developmt and Alumni Rel	1%	1	6%	7	20%	26	57%	73	16%	20	2.18	0.01	<b>127</b>

# If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.







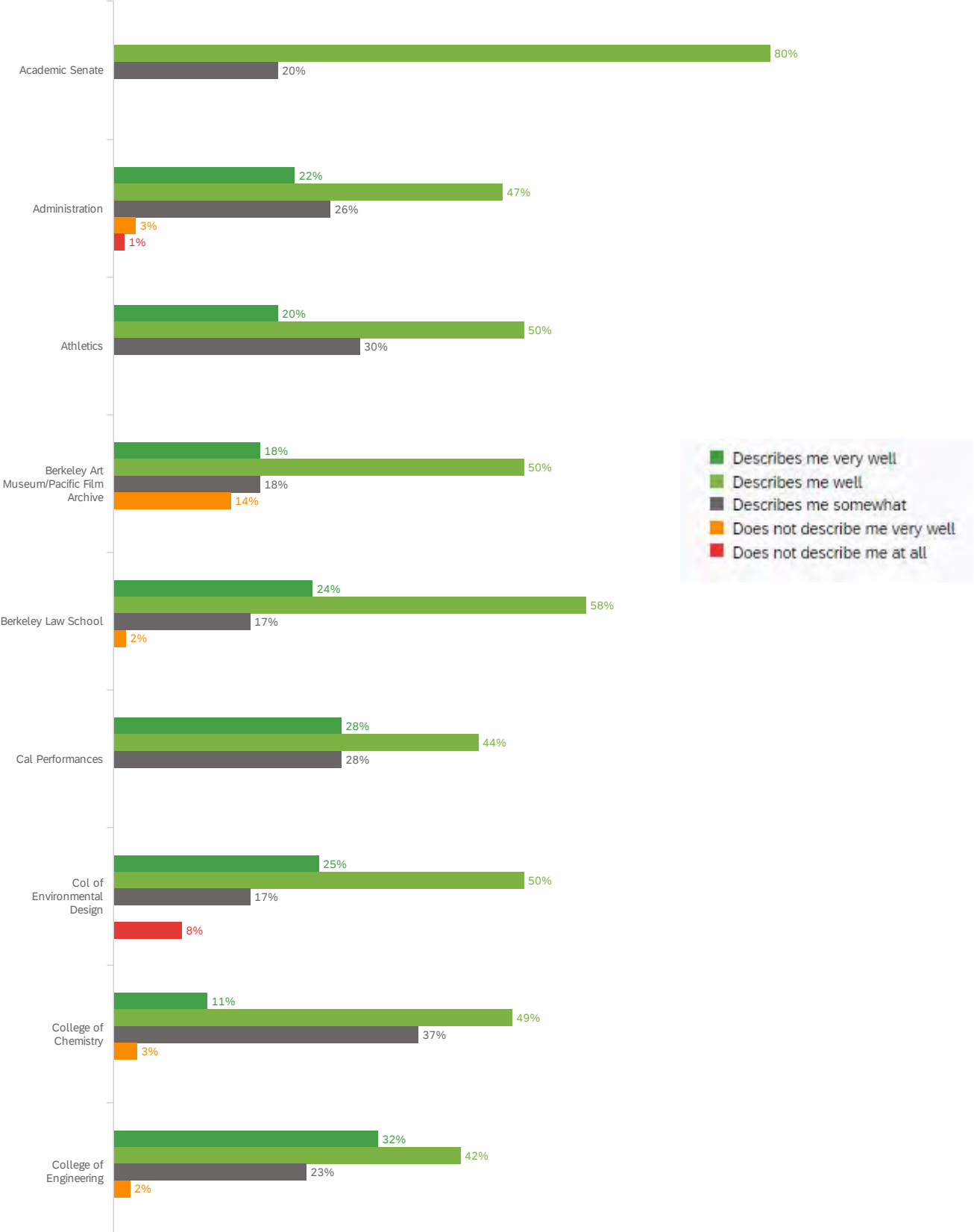


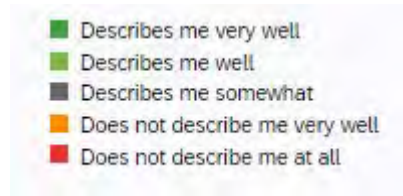
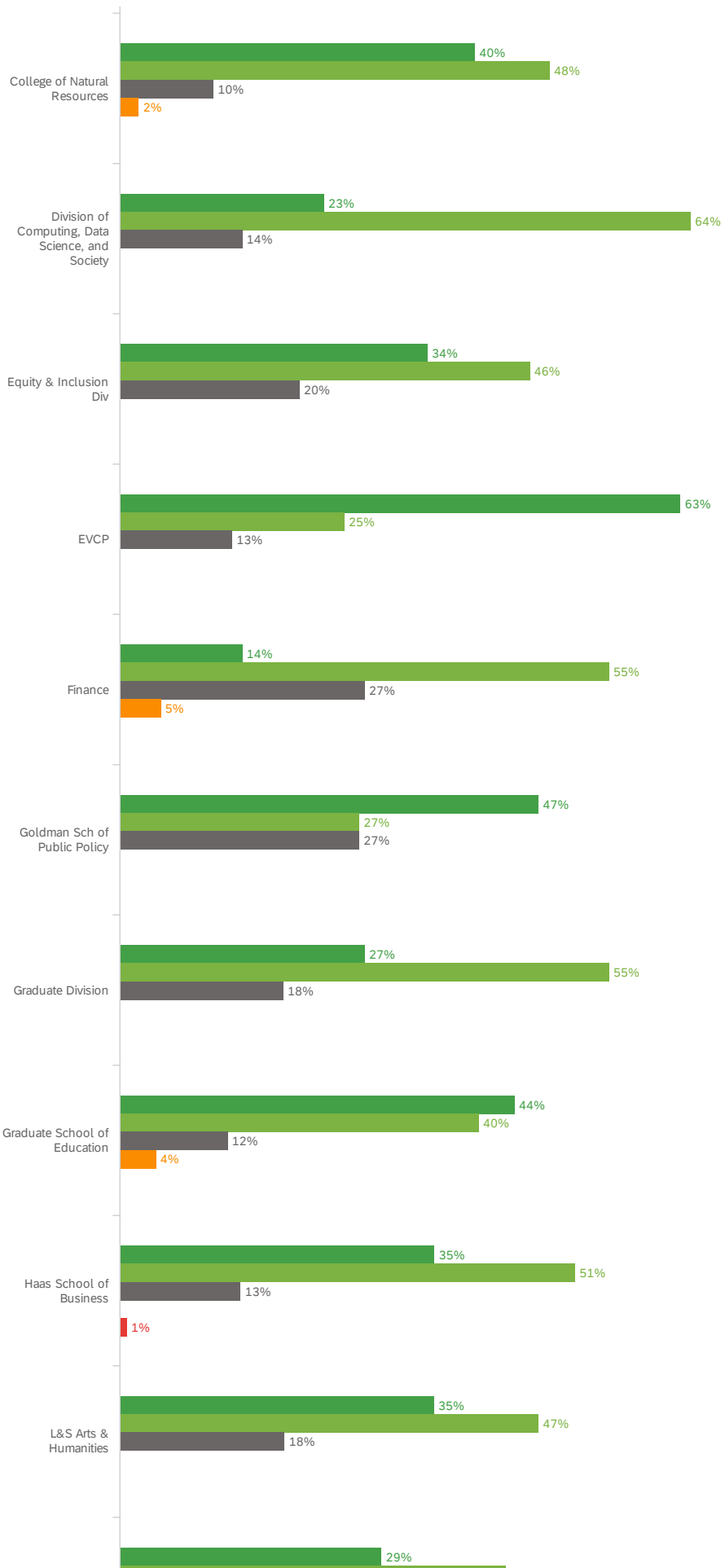
**If I'm sure I'm right about something, I don't waste much time listening to coworkers' arguments.**

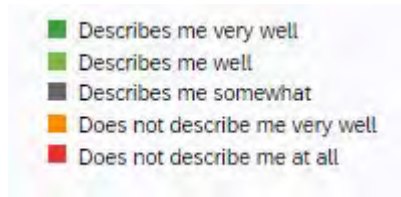
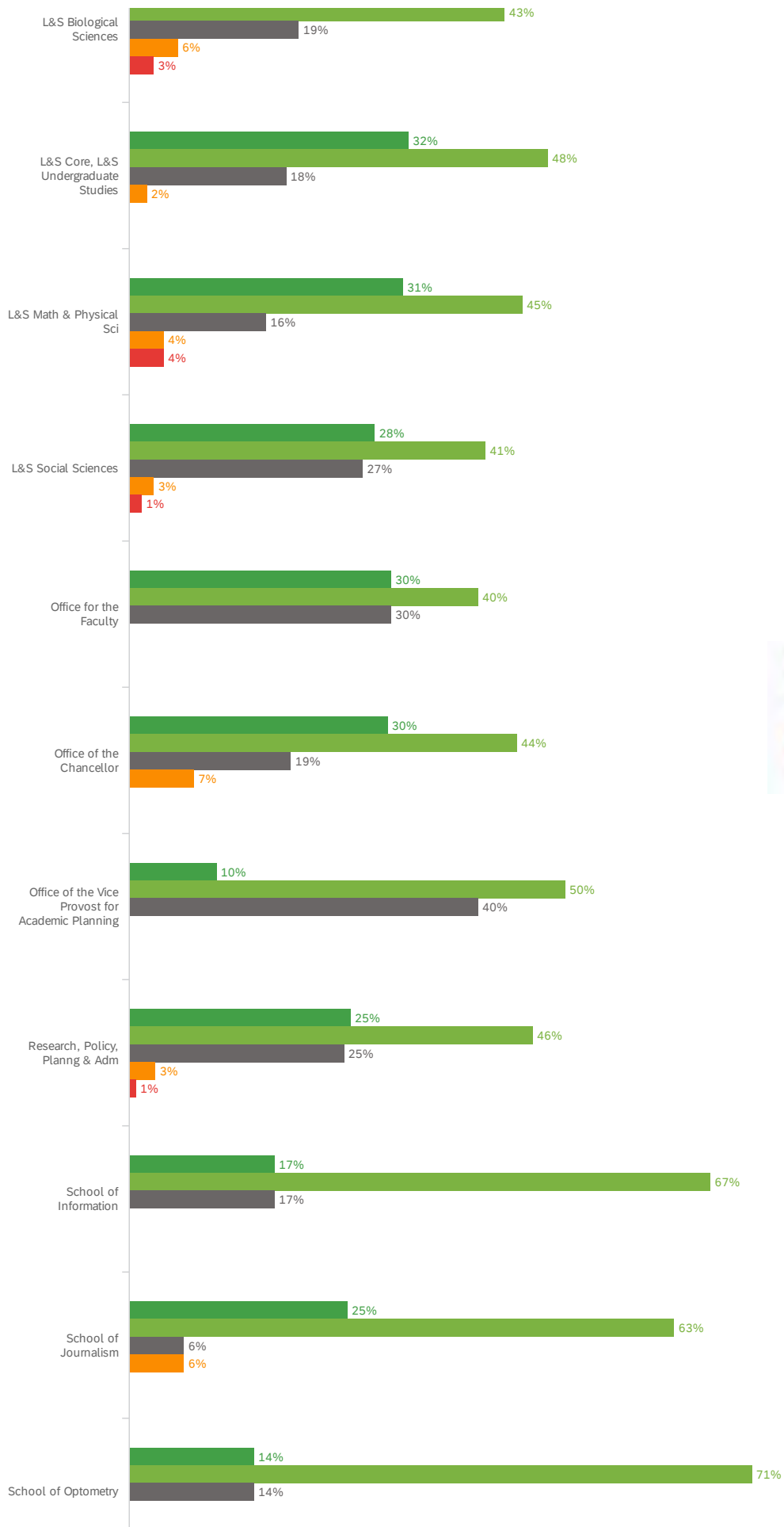
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Diff. From Campus Avg.	Total
Academic Senate	0%	0	0%	0	20%	1	80%	4	0%	0	2.20	0.14	<b>5</b>
Administration	0%	1	5%	17	17%	62	54%	199	24%	90	2.02	-0.04	<b>369</b>
Athletics	5%	1	10%	2	30%	6	45%	9	10%	2	2.55	0.49	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	0%	0	4%	1	14%	4	64%	18	18%	5	2.04	-0.02	<b>28</b>
Berkeley Law School	0%	0	1%	1	21%	14	57%	38	21%	14	2.03	-0.03	<b>67</b>
Cal Performances	0%	0	6%	2	14%	5	64%	23	17%	6	2.08	0.02	<b>36</b>
Col of Environmental Design	0%	0	0%	0	25%	3	58%	7	17%	2	2.08	0.02	<b>12</b>
College of Chemistry	3%	1	0%	0	23%	8	54%	19	20%	7	2.11	0.05	<b>35</b>
College of Engineering	0%	0	5%	7	13%	20	55%	82	27%	40	1.96	-0.10	<b>149</b>
College of Natural Resources	0%	0	2%	1	21%	10	58%	28	19%	9	2.06	0.00	<b>48</b>
Division of Computing, Data Science, and Society	0%	0	5%	1	14%	3	55%	12	27%	6	1.95	-0.11	<b>22</b>
Equity & Inclusion Div	0%	0	0%	0	17%	6	53%	19	31%	11	1.86	-0.20	<b>36</b>
EVCP	0%	0	0%	0	13%	1	50%	4	38%	3	1.75	-0.31	<b>8</b>
Finance	0%	0	4%	2	27%	12	44%	20	24%	11	2.11	0.05	<b>45</b>
Goldman Sch of Public Policy	0%	0	7%	1	7%	1	53%	8	33%	5	1.87	-0.19	<b>15</b>
Graduate Division	0%	0	0%	0	9%	1	82%	9	9%	1	2.00	-0.06	<b>11</b>
Graduate School of Education	0%	0	0%	0	12%	3	64%	16	24%	6	1.88	-0.18	<b>25</b>
Haas School of Business	1%	1	1%	2	14%	19	54%	73	29%	39	1.90	-0.16	<b>134</b>
L&S Arts & Humanities	0%	0	2%	1	13%	8	50%	30	35%	21	1.82	-0.24	<b>60</b>
L&S Biological Sciences	1%	1	1%	1	14%	10	65%	47	18%	13	2.03	-0.03	<b>72</b>
L&S Core, L&S Undergraduate Studies	0%	0	6%	3	16%	8	60%	30	18%	9	2.10	0.04	<b>50</b>
L&S Math & Physical Sci	0%	0	0%	0	24%	12	51%	26	25%	13	1.98	-0.08	<b>51</b>
L&S Social Sciences	0%	0	4%	3	29%	20	51%	36	16%	11	2.21	0.15	<b>70</b>
Office for the Faculty	0%	0	0%	0	0%	0	60%	6	40%	4	1.60	-0.46	<b>10</b>
Office of the Chancellor	0%	0	4%	1	11%	3	48%	13	37%	10	1.81	-0.25	<b>27</b>
Office of the Vice Provost for Academic Planning	0%	0	0%	0	30%	3	50%	5	20%	2	2.10	0.04	<b>10</b>
Research, Policy, Planng & Adm	0%	0	1%	2	19%	25	53%	71	27%	36	1.95	-0.11	<b>134</b>
School of Information	0%	0	8%	1	17%	2	50%	6	25%	3	2.08	0.02	<b>12</b>
School of Journalism	0%	0	6%	1	19%	3	69%	11	6%	1	2.25	0.19	<b>16</b>
School of Optometry	0%	0	4%	1	11%	3	61%	17	25%	7	1.93	-0.13	<b>28</b>
School of Public Health	0%	0	6%	3	8%	4	66%	33	20%	10	2.00	-0.06	<b>50</b>
School of Social Welfare	0%	0	0%	0	19%	6	66%	21	16%	5	2.03	-0.03	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	2%	2	5%	6	13%	17	55%	69	25%	32	2.02	-0.04	<b>126</b>
Student Affairs	5%	12	11%	26	24%	56	37%	86	23%	53	2.39	0.33	<b>233</b>
UC Library	1%	1	6%	6	20%	21	57%	60	17%	18	2.17	0.11	<b>106</b>
Undergraduate Education	0%	0	0%	0	10%	7	66%	44	24%	16	1.87	-0.19	<b>67</b>
Univ Developmt and Alumni Rel	2%	2	2%	3	15%	19	58%	74	23%	30	2.01	-0.05	<b>128</b>

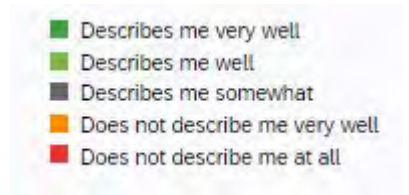
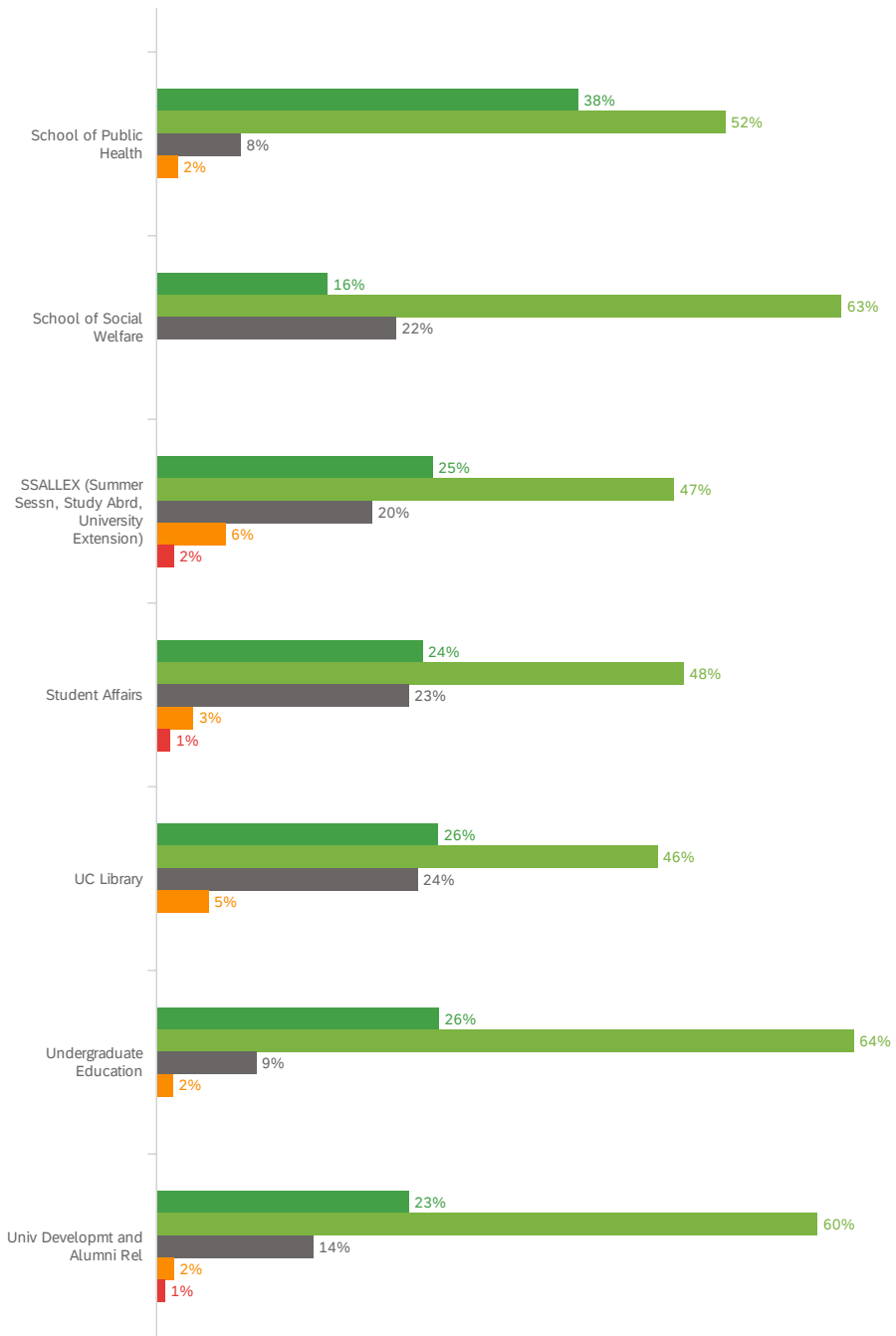


# When I see a coworker being taken advantage of, I feel kind of protective towards them.





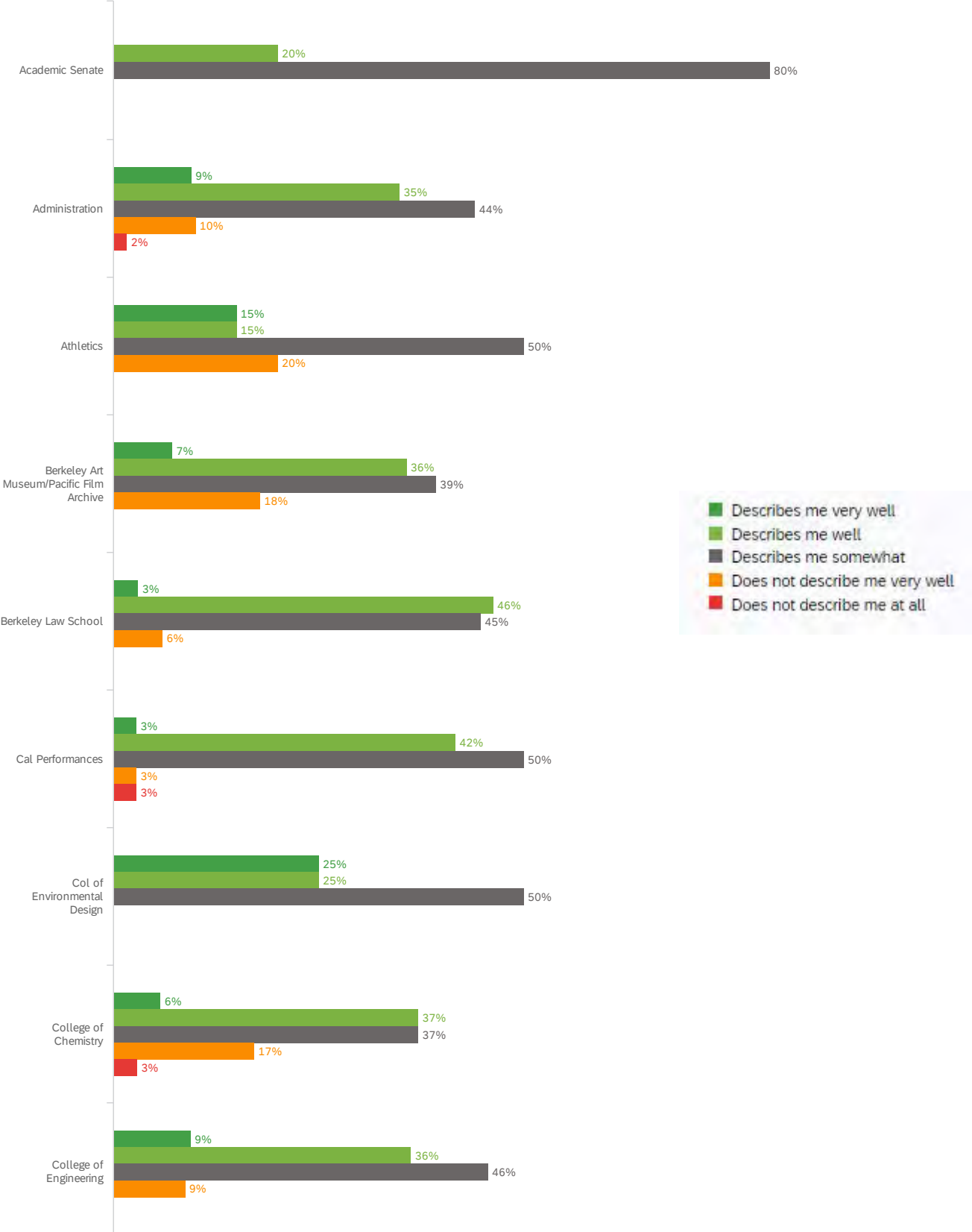


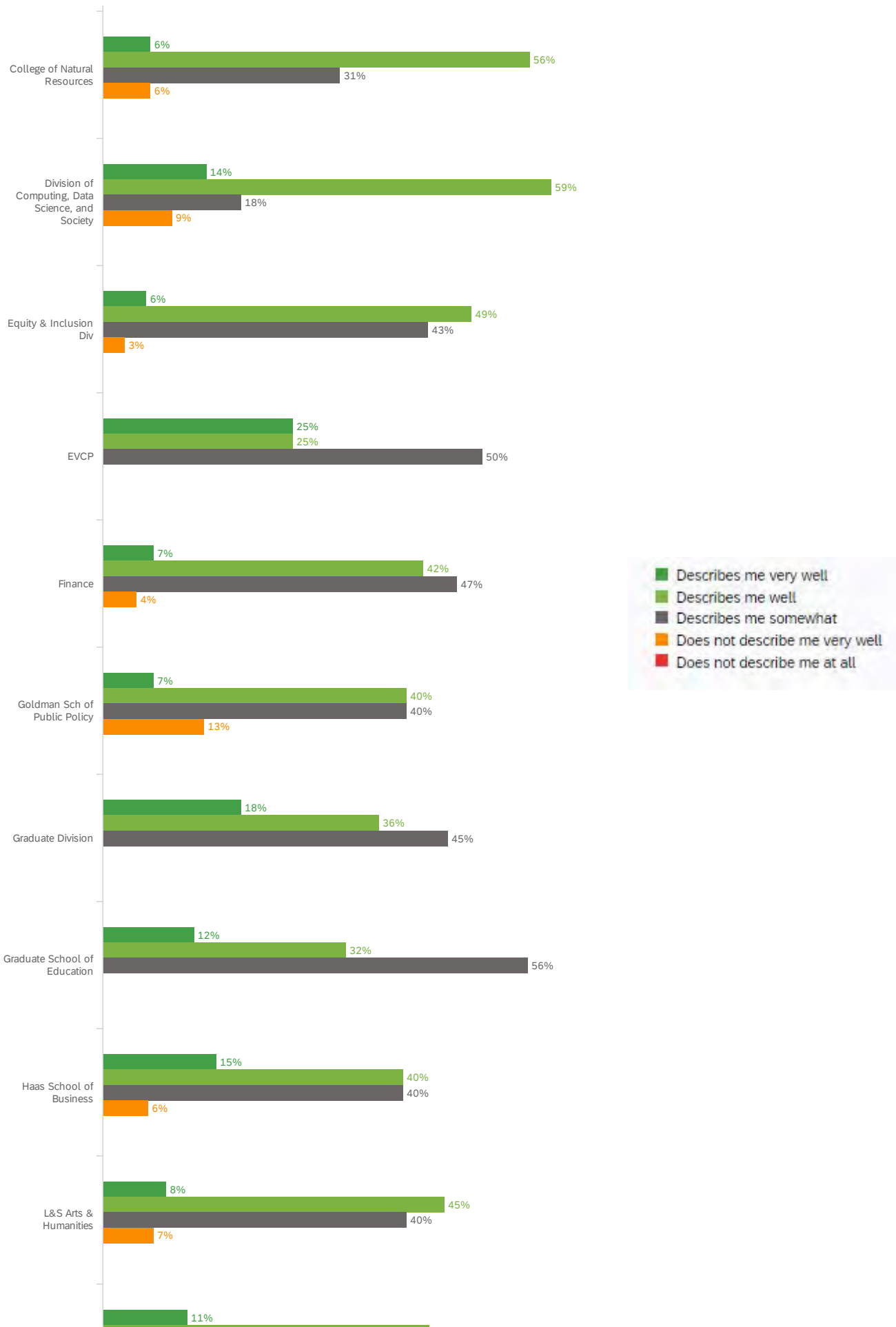


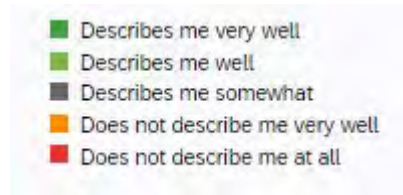
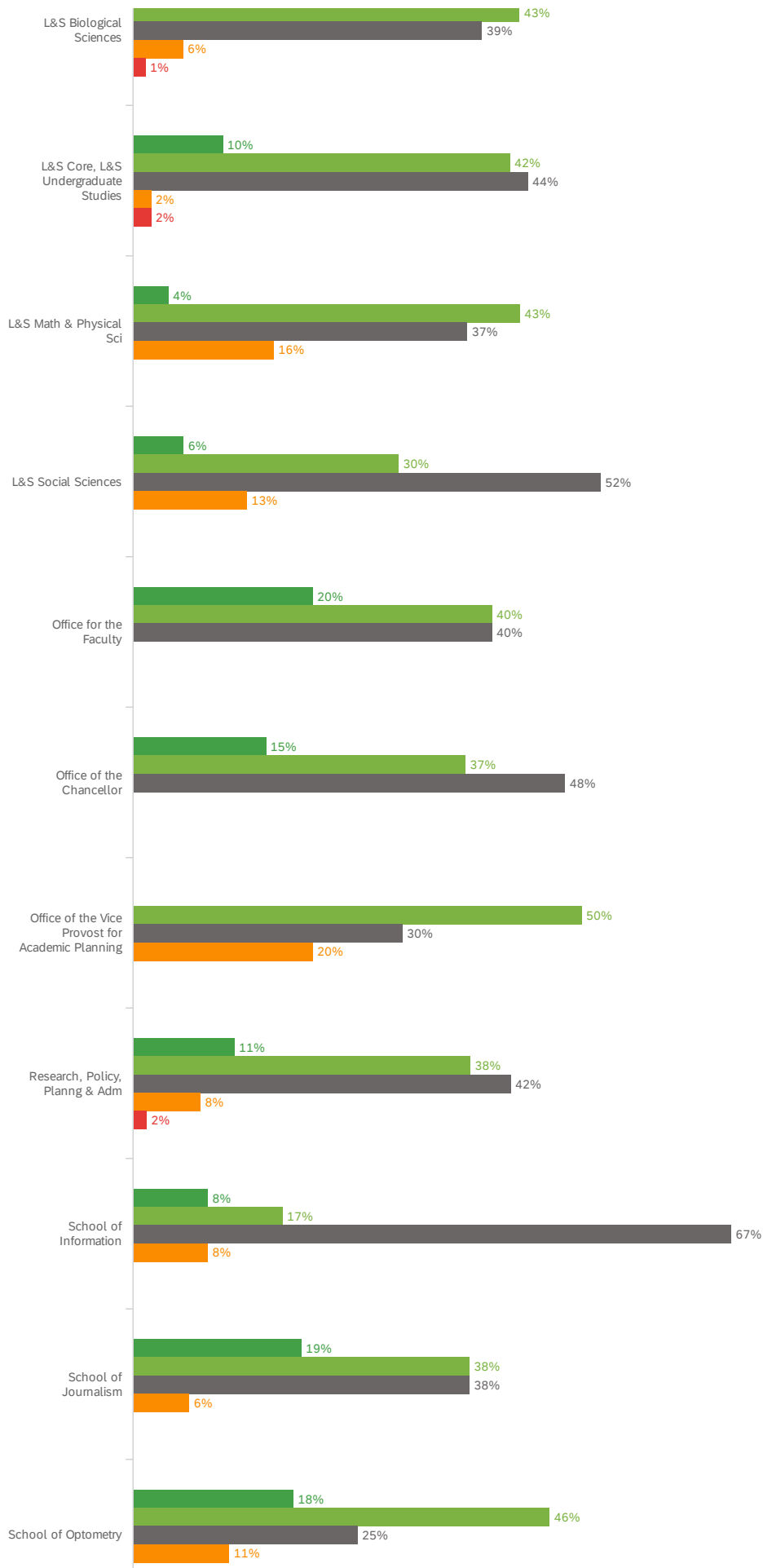
**When I see a coworker being taken advantage of, I feel kind of protective towards them.**

Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Diff. From Campus Avg.	Total
Academic Senate	0%	0	80%	4	20%	1	0%	0	0%	0	3.80	-0.17	<b>5</b>
Administration	22%	81	47%	174	26%	97	3%	10	1%	5	3.86	-0.11	<b>367</b>
Athletics	20%	4	50%	10	30%	6	0%	0	0%	0	3.90	-0.07	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	18%	5	50%	14	18%	5	14%	4	0%	0	3.71	-0.26	<b>28</b>
Berkeley Law School	24%	16	58%	38	17%	11	2%	1	0%	0	4.05	0.08	<b>66</b>
Cal Performances	28%	10	44%	16	28%	10	0%	0	0%	0	4.00	0.03	<b>36</b>
Col of Environmental Design	25%	3	50%	6	17%	2	0%	0	8%	1	3.83	-0.14	<b>12</b>
College of Chemistry	11%	4	49%	17	37%	13	3%	1	0%	0	3.69	-0.28	<b>35</b>
College of Engineering	32%	48	42%	63	23%	35	2%	3	0%	0	4.05	0.08	<b>149</b>
College of Natural Resources	40%	19	48%	23	10%	5	2%	1	0%	0	4.25	0.28	<b>48</b>
Division of Computing, Data Science, and Society	23%	5	64%	14	14%	3	0%	0	0%	0	4.09	0.12	<b>22</b>
Equity & Inclusion Div	34%	12	46%	16	20%	7	0%	0	0%	0	4.14	0.17	<b>35</b>
EVCP	63%	5	25%	2	13%	1	0%	0	0%	0	4.50	0.53	<b>8</b>
Finance	14%	6	55%	24	27%	12	5%	2	0%	0	3.77	-0.20	<b>44</b>
Goldman Sch of Public Policy	47%	7	27%	4	27%	4	0%	0	0%	0	4.20	0.23	<b>15</b>
Graduate Division	27%	3	55%	6	18%	2	0%	0	0%	0	4.09	0.12	<b>11</b>
Graduate School of Education	44%	11	40%	10	12%	3	4%	1	0%	0	4.24	0.27	<b>25</b>
Haas School of Business	35%	47	51%	68	13%	18	0%	0	1%	1	4.19	0.22	<b>134</b>
L&S Arts & Humanities	35%	21	47%	28	18%	11	0%	0	0%	0	4.17	0.20	<b>60</b>
L&S Biological Sciences	29%	21	43%	31	19%	14	6%	4	3%	2	3.90	-0.07	<b>72</b>
L&S Core, L&S Undergraduate Studies	32%	16	48%	24	18%	9	2%	1	0%	0	4.10	0.13	<b>50</b>
L&S Math & Physical Sci	31%	16	45%	23	16%	8	4%	2	4%	2	3.96	-0.01	<b>51</b>
L&S Social Sciences	28%	20	41%	29	27%	19	3%	2	1%	1	3.92	-0.05	<b>71</b>
Office for the Faculty	30%	3	40%	4	30%	3	0%	0	0%	0	4.00	0.03	<b>10</b>
Office of the Chancellor	30%	8	44%	12	19%	5	7%	2	0%	0	3.96	-0.01	<b>27</b>
Office of the Vice Provost for Academic Planning	10%	1	50%	5	40%	4	0%	0	0%	0	3.70	-0.27	<b>10</b>
Research, Policy, Planng & Adm	25%	34	46%	62	25%	33	3%	4	1%	1	3.93	-0.04	<b>134</b>
School of Information	17%	2	67%	8	17%	2	0%	0	0%	0	4.00	0.03	<b>12</b>
School of Journalism	25%	4	63%	10	6%	1	6%	1	0%	0	4.06	0.09	<b>16</b>
School of Optometry	14%	4	71%	20	14%	4	0%	0	0%	0	4.00	0.03	<b>28</b>
School of Public Health	38%	20	52%	27	8%	4	2%	1	0%	0	4.27	0.30	<b>52</b>
School of Social Welfare	16%	5	63%	20	22%	7	0%	0	0%	0	3.94	-0.03	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	25%	32	47%	60	20%	25	6%	8	2%	2	3.88	-0.09	<b>127</b>
Student Affairs	24%	58	48%	115	23%	55	3%	8	1%	3	3.91	-0.06	<b>239</b>
UC Library	26%	27	46%	48	24%	25	5%	5	0%	0	3.92	-0.05	<b>105</b>
Undergraduate Education	26%	17	64%	42	9%	6	2%	1	0%	0	4.14	0.17	<b>66</b>
Univ Developmt and Alumni Rel	23%	29	60%	76	14%	18	2%	2	1%	1	4.03	0.06	<b>126</b>

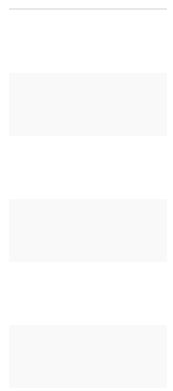
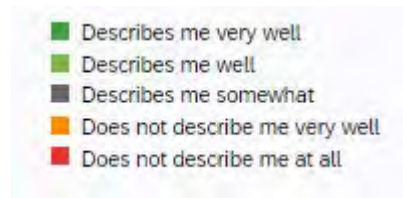
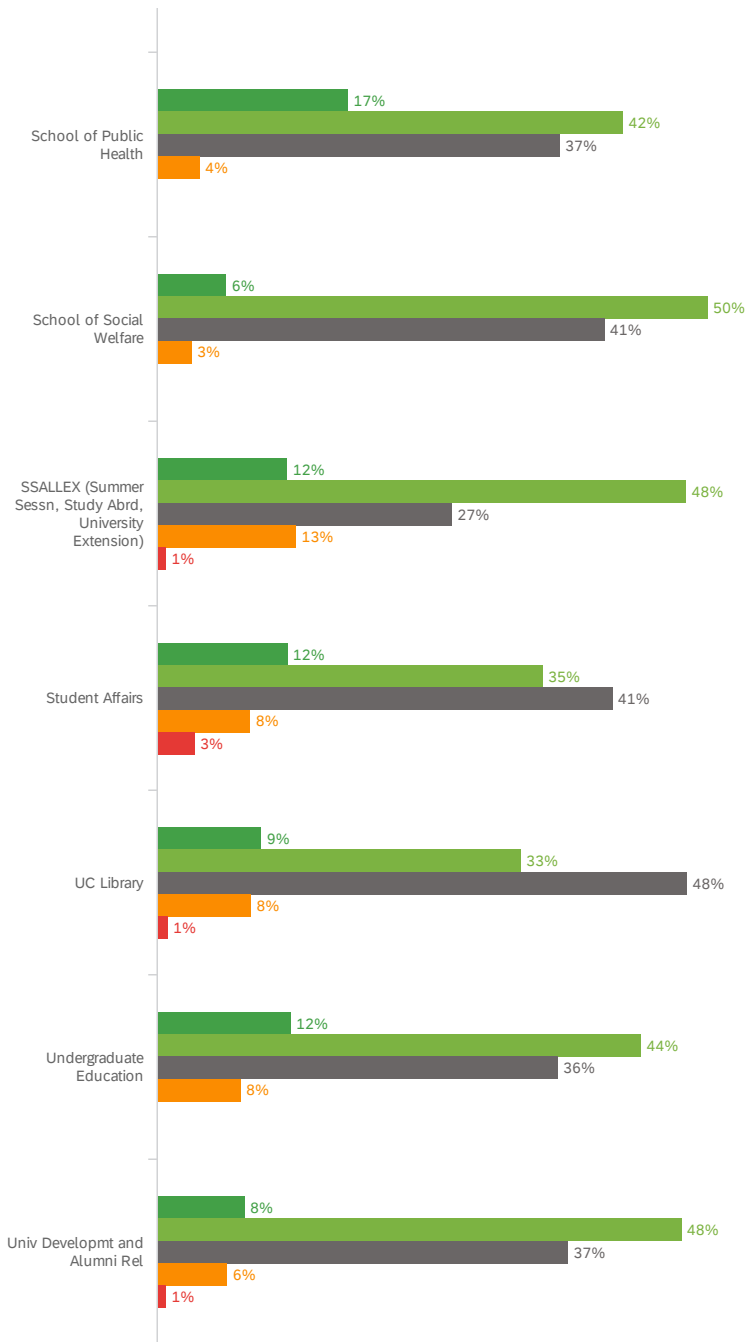
# When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".







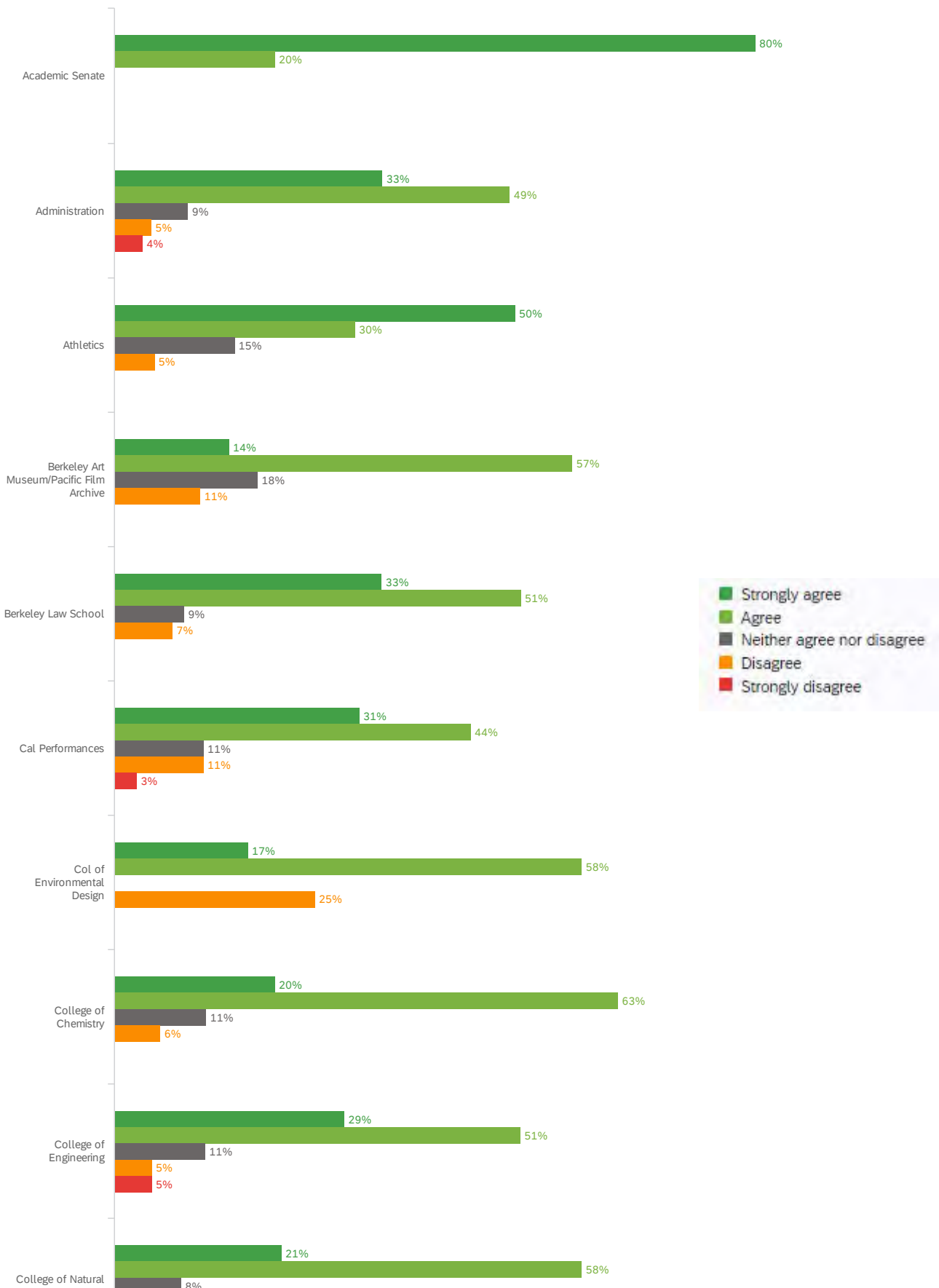


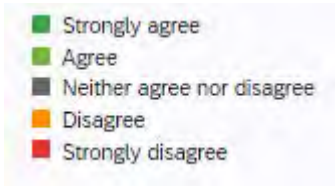
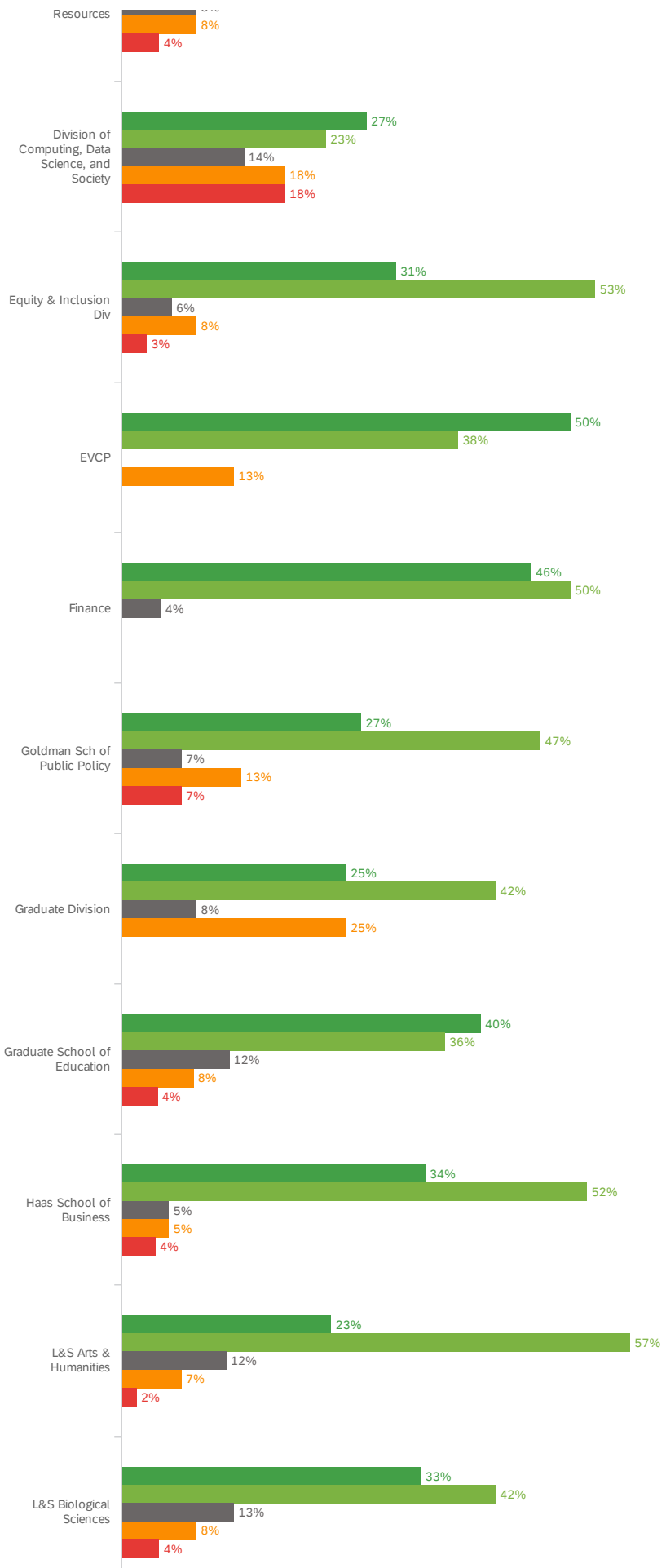


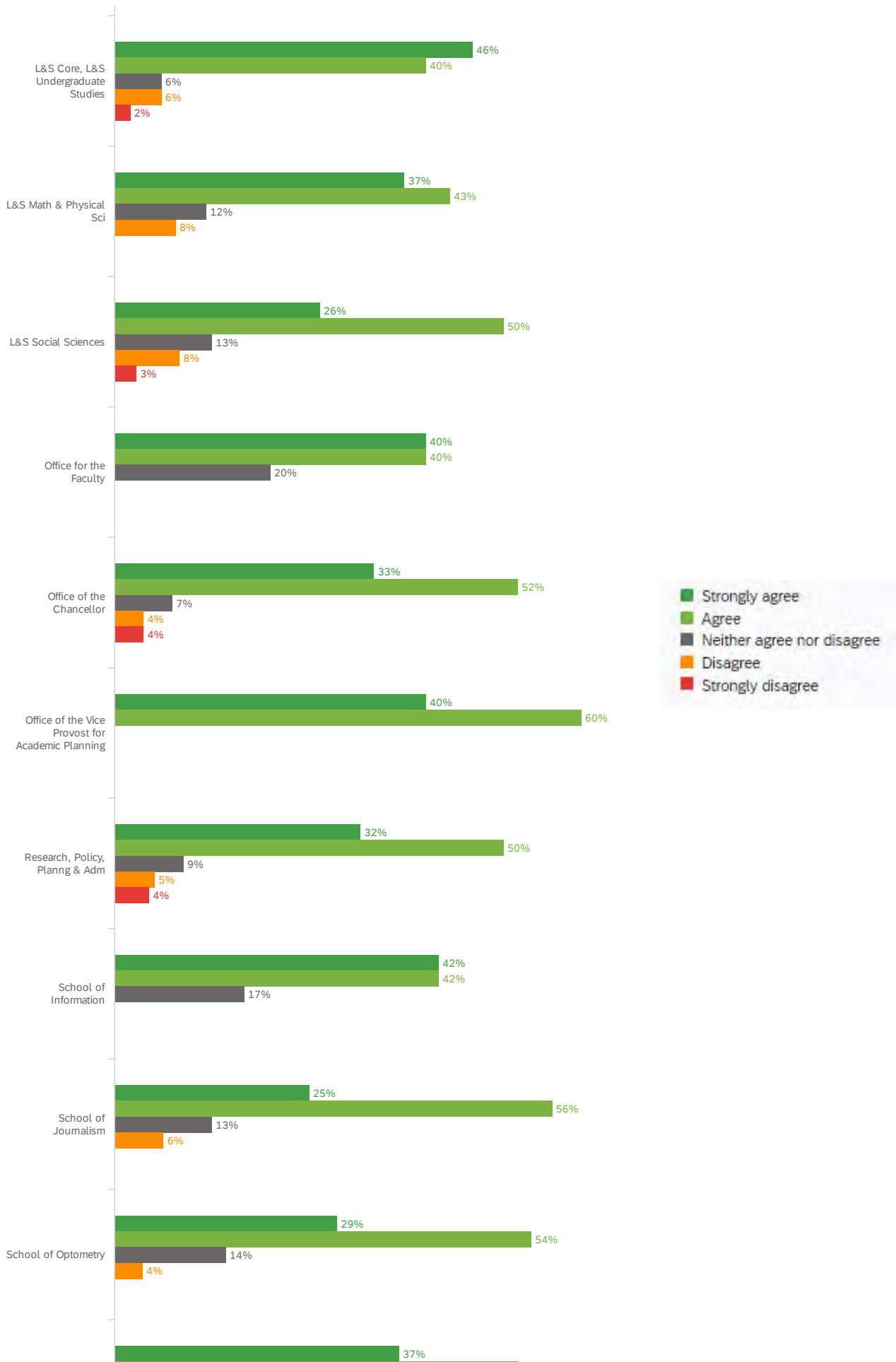
**When I'm upset at a coworker, I usually try to "put myself in their shoes for a while".**

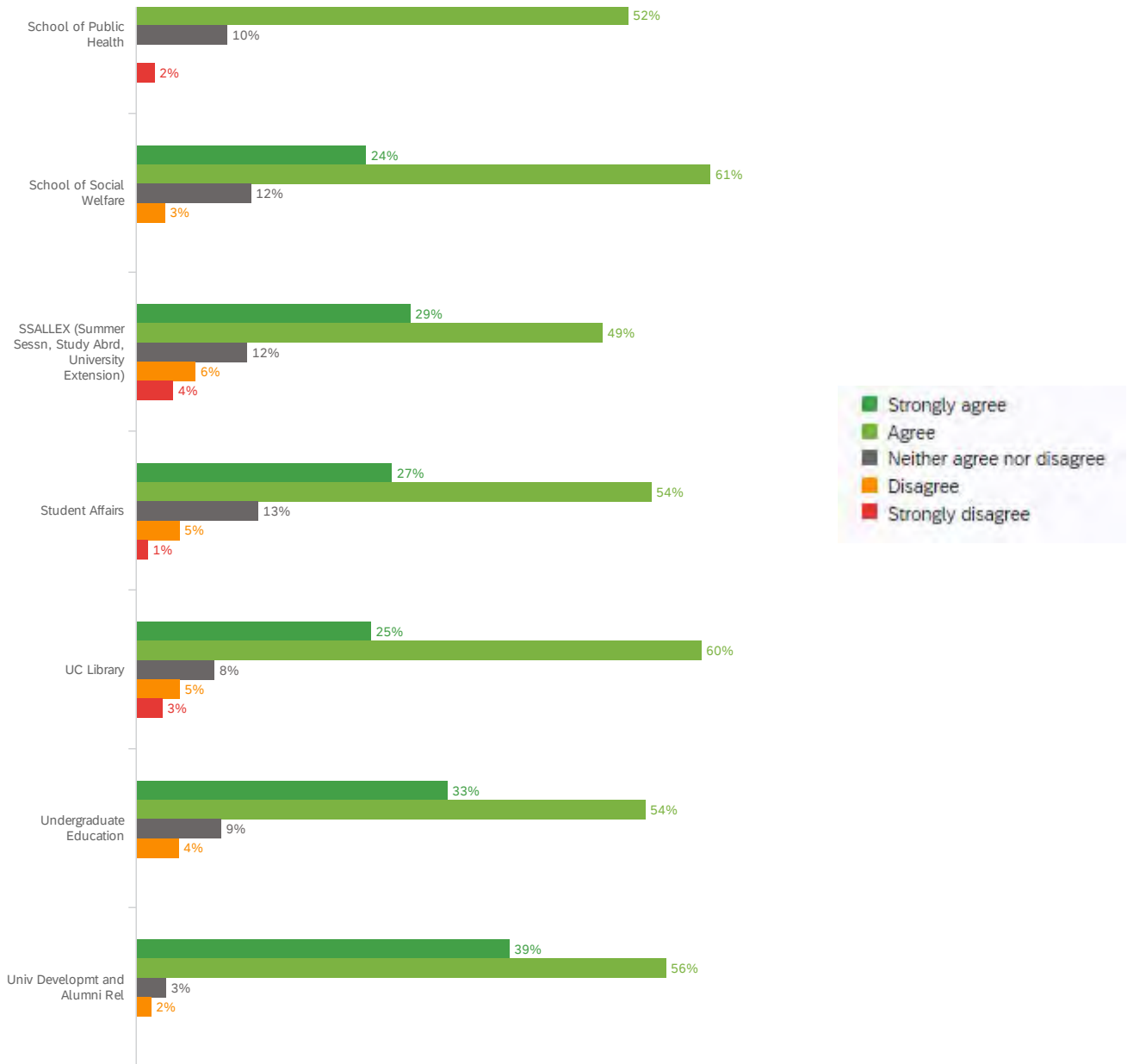
Question	Describes me very well		Describes me well		Describes me somewhat		Does not describe me very well		Does not describe me at all		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	0%	0	20%	1	80%	4	0%	0	0%	0	3.20	-0.29	<b>5</b>
Administration	9%	35	35%	129	44%	163	10%	37	2%	6	3.41	-0.08	<b>370</b>
Athletics	15%	3	15%	3	50%	10	20%	4	0%	0	3.25	-0.24	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	7%	2	36%	10	39%	11	18%	5	0%	0	3.32	-0.17	<b>28</b>
Berkeley Law School	3%	2	46%	31	45%	30	6%	4	0%	0	3.46	-0.03	<b>67</b>
Cal Performances	3%	1	42%	15	50%	18	3%	1	3%	1	3.39	-0.10	<b>36</b>
Col of Environmental Design	25%	3	25%	3	50%	6	0%	0	0%	0	3.75	0.26	<b>12</b>
College of Chemistry	6%	2	37%	13	37%	13	17%	6	3%	1	3.26	-0.23	<b>35</b>
College of Engineering	9%	14	36%	54	46%	68	9%	13	0%	0	3.46	-0.03	<b>149</b>
College of Natural Resources	6%	3	56%	27	31%	15	6%	3	0%	0	3.63	0.14	<b>48</b>
Division of Computing, Data Science, and Society	14%	3	59%	13	18%	4	9%	2	0%	0	3.77	0.28	<b>22</b>
Equity & Inclusion Div	6%	2	49%	17	43%	15	3%	1	0%	0	3.57	0.08	<b>35</b>
EVCP	25%	2	25%	2	50%	4	0%	0	0%	0	3.75	0.26	<b>8</b>
Finance	7%	3	42%	19	47%	21	4%	2	0%	0	3.51	0.02	<b>45</b>
Goldman Sch of Public Policy	7%	1	40%	6	40%	6	13%	2	0%	0	3.40	-0.09	<b>15</b>
Graduate Division	18%	2	36%	4	45%	5	0%	0	0%	0	3.73	0.24	<b>11</b>
Graduate School of Education	12%	3	32%	8	56%	14	0%	0	0%	0	3.56	0.07	<b>25</b>
Haas School of Business	15%	20	40%	53	40%	53	6%	8	0%	0	3.63	0.14	<b>134</b>
L&S Arts & Humanities	8%	5	45%	27	40%	24	7%	4	0%	0	3.55	0.06	<b>60</b>
L&S Biological Sciences	11%	8	43%	31	39%	28	6%	4	1%	1	3.57	0.08	<b>72</b>
L&S Core, L&S Undergraduate Studies	10%	5	42%	21	44%	22	2%	1	2%	1	3.56	0.07	<b>50</b>
L&S Math & Physical Sci	4%	2	43%	22	37%	19	16%	8	0%	0	3.35	-0.14	<b>51</b>
L&S Social Sciences	6%	4	30%	21	52%	37	13%	9	0%	0	3.28	-0.21	<b>71</b>
Office for the Faculty	20%	2	40%	4	40%	4	0%	0	0%	0	3.80	0.31	<b>10</b>
Office of the Chancellor	15%	4	37%	10	48%	13	0%	0	0%	0	3.67	0.18	<b>27</b>
Office of the Vice Provost for Academic Planning	0%	0	50%	5	30%	3	20%	2	0%	0	3.30	-0.19	<b>10</b>
Research, Policy, Planng & Adm	11%	15	38%	50	42%	56	8%	10	2%	2	3.50	0.01	<b>133</b>
School of Information	8%	1	17%	2	67%	8	8%	1	0%	0	3.25	-0.24	<b>12</b>
School of Journalism	19%	3	38%	6	38%	6	6%	1	0%	0	3.69	0.20	<b>16</b>
School of Optometry	18%	5	46%	13	25%	7	11%	3	0%	0	3.71	0.22	<b>28</b>
School of Public Health	17%	9	42%	22	37%	19	4%	2	0%	0	3.73	0.24	<b>52</b>
School of Social Welfare	6%	2	50%	16	41%	13	3%	1	0%	0	3.59	0.10	<b>32</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	12%	15	48%	61	27%	34	13%	16	1%	1	3.57	0.08	<b>127</b>
Student Affairs	12%	28	35%	83	41%	98	8%	20	3%	8	3.43	-0.06	<b>237</b>
UC Library	9%	10	33%	35	48%	51	8%	9	1%	1	3.42	-0.07	<b>106</b>
Undergraduate Education	12%	8	44%	29	36%	24	8%	5	0%	0	3.61	0.12	<b>66</b>
Univ Developmt and Alumni Rel	8%	10	48%	60	37%	47	6%	8	1%	1	3.56	0.07	<b>126</b>

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





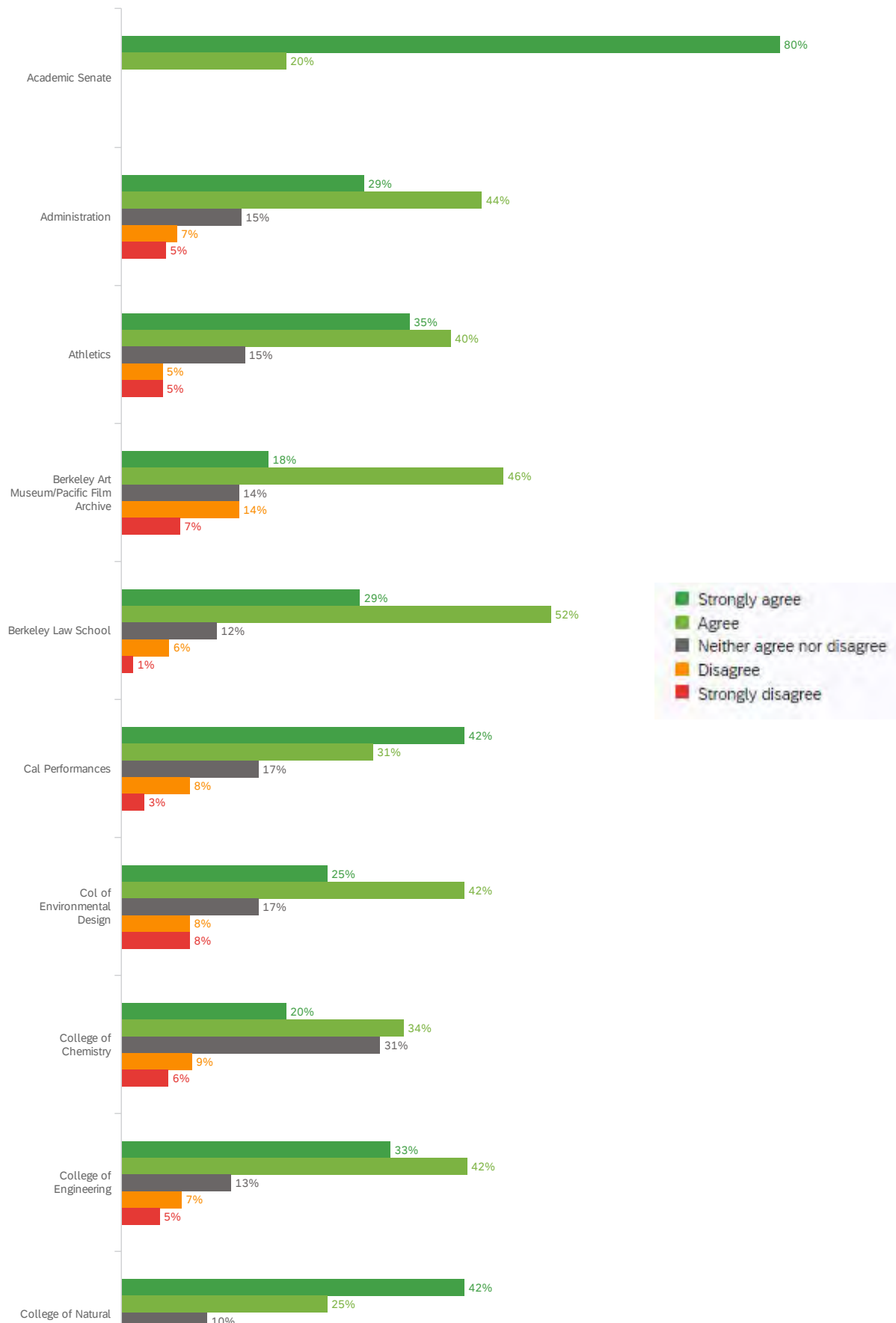




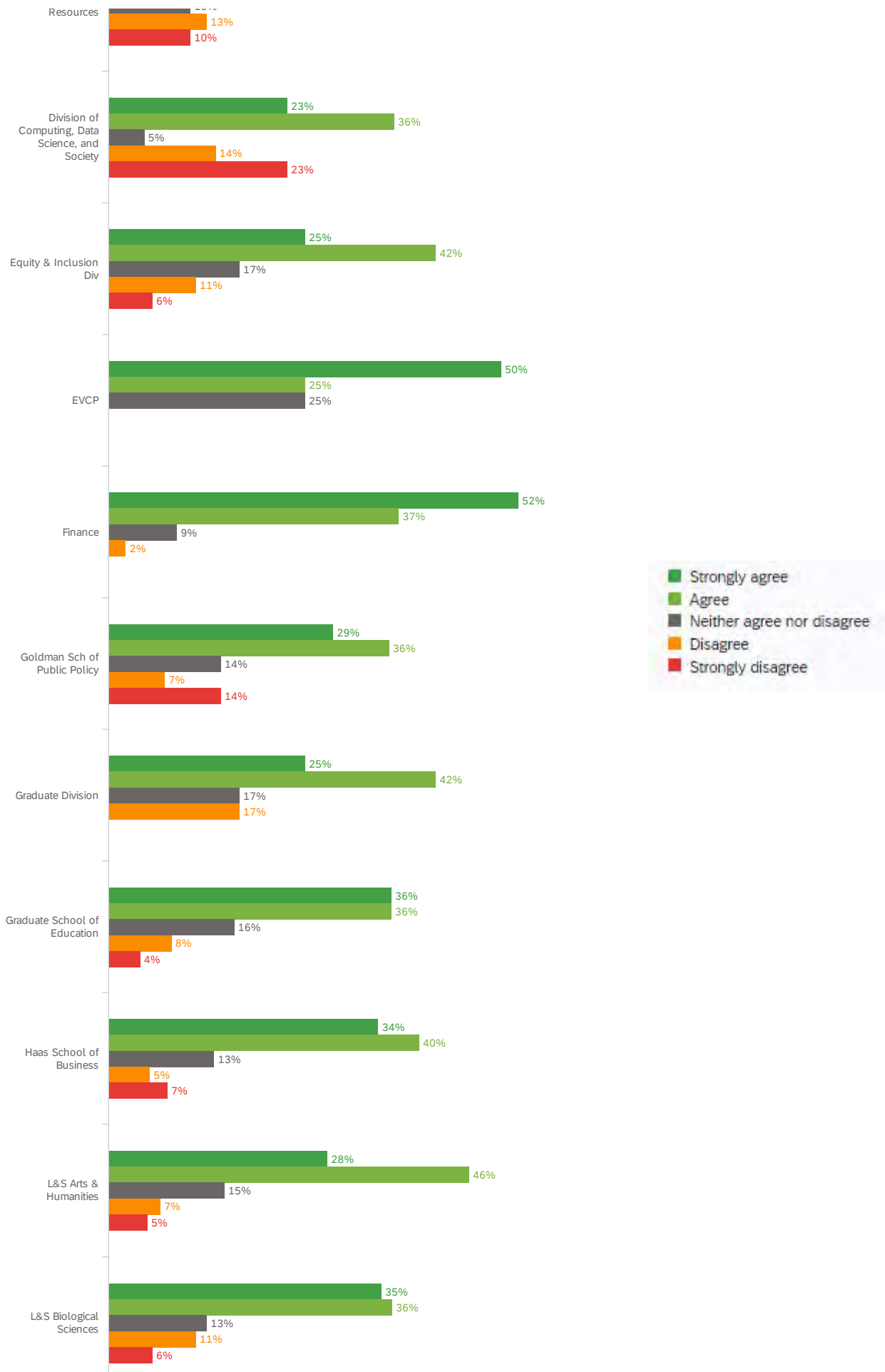
**I know what my supervisor expects of me to perform my responsibilities effectively.**

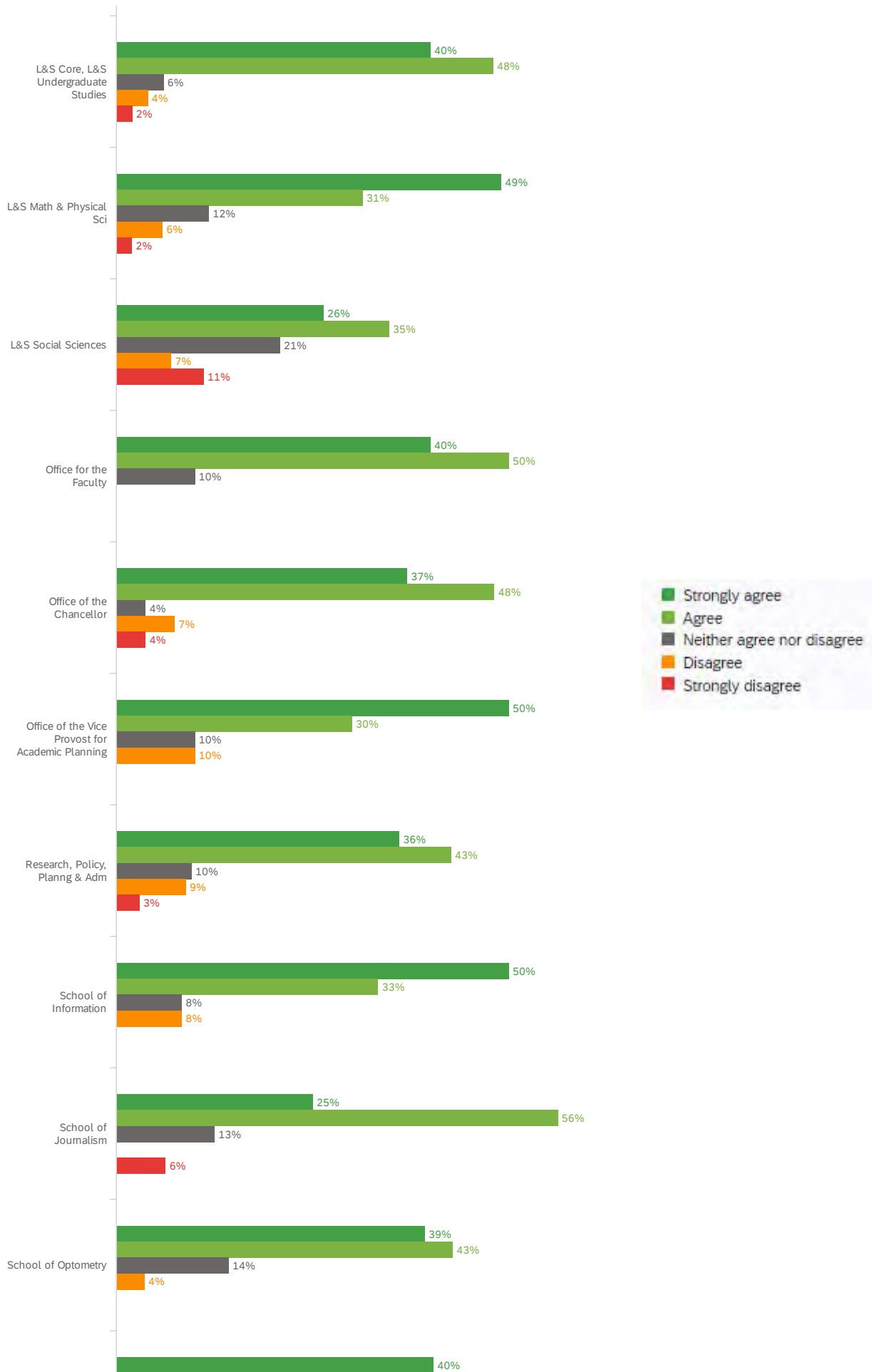
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	80%	4	20%	1	0%	0	0%	0	0%	0	4.80	0.79	<b>5</b>
Administration	33%	124	49%	183	9%	34	5%	17	4%	13	4.05	0.04	<b>371</b>
Athletics	50%	10	30%	6	15%	3	5%	1	0%	0	4.25	0.24	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	14%	4	57%	16	18%	5	11%	3	0%	0	3.75	-0.26	<b>28</b>
Berkeley Law School	33%	23	51%	35	9%	6	7%	5	0%	0	4.10	0.09	<b>69</b>
Cal Performances	31%	11	44%	16	11%	4	11%	4	3%	1	3.89	-0.12	<b>36</b>
Col of Environmental Design	17%	2	58%	7	0%	0	25%	3	0%	0	3.67	-0.34	<b>12</b>
College of Chemistry	20%	7	63%	22	11%	4	6%	2	0%	0	3.97	-0.04	<b>35</b>
College of Engineering	29%	43	51%	76	11%	17	5%	7	5%	7	3.94	-0.07	<b>150</b>
College of Natural Resources	21%	10	58%	28	8%	4	8%	4	4%	2	3.83	-0.18	<b>48</b>
Division of Computing, Data Science, and Society	27%	6	23%	5	14%	3	18%	4	18%	4	3.23	-0.78	<b>22</b>
Equity & Inclusion Div	31%	11	53%	19	6%	2	8%	3	3%	1	4.00	-0.01	<b>36</b>
EVCP	50%	4	38%	3	0%	0	13%	1	0%	0	4.25	0.24	<b>8</b>
Finance	46%	21	50%	23	4%	2	0%	0	0%	0	4.41	0.40	<b>46</b>
Goldman Sch of Public Policy	27%	4	47%	7	7%	1	13%	2	7%	1	3.73	-0.28	<b>15</b>
Graduate Division	25%	3	42%	5	8%	1	25%	3	0%	0	3.67	-0.34	<b>12</b>
Graduate School of Education	40%	10	36%	9	12%	3	8%	2	4%	1	4.00	-0.01	<b>25</b>
Haas School of Business	34%	45	52%	69	5%	7	5%	7	4%	5	4.07	0.06	<b>133</b>
L&S Arts & Humanities	23%	14	57%	34	12%	7	7%	4	2%	1	3.93	-0.08	<b>60</b>
L&S Biological Sciences	33%	24	42%	30	13%	9	8%	6	4%	3	3.92	-0.09	<b>72</b>
L&S Core, L&S Undergraduate Studies	46%	23	40%	20	6%	3	6%	3	2%	1	4.22	0.21	<b>50</b>
L&S Math & Physical Sci	37%	19	43%	22	12%	6	8%	4	0%	0	4.10	0.09	<b>51</b>
L&S Social Sciences	26%	19	50%	36	13%	9	8%	6	3%	2	3.89	-0.12	<b>72</b>
Office for the Faculty	40%	4	40%	4	20%	2	0%	0	0%	0	4.20	0.19	<b>10</b>
Office of the Chancellor	33%	9	52%	14	7%	2	4%	1	4%	1	4.07	0.06	<b>27</b>
Office of the Vice Provost for Academic Planning	40%	4	60%	6	0%	0	0%	0	0%	0	4.40	0.39	<b>10</b>
Research, Policy, Planng & Adm	32%	43	50%	68	9%	12	5%	7	4%	6	3.99	-0.02	<b>136</b>
School of Information	42%	5	42%	5	17%	2	0%	0	0%	0	4.25	0.24	<b>12</b>
School of Journalism	25%	4	56%	9	13%	2	6%	1	0%	0	4.00	-0.01	<b>16</b>
School of Optometry	29%	8	54%	15	14%	4	4%	1	0%	0	4.07	0.06	<b>28</b>
School of Public Health	37%	19	52%	27	10%	5	0%	0	2%	1	4.21	0.20	<b>52</b>
School of Social Welfare	24%	8	61%	20	12%	4	3%	1	0%	0	4.06	0.05	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	29%	37	49%	63	12%	15	6%	8	4%	5	3.93	-0.08	<b>128</b>
Student Affairs	27%	65	54%	131	13%	31	5%	11	1%	3	4.01	0.00	<b>241</b>
UC Library	25%	27	60%	65	8%	9	5%	5	3%	3	3.99	-0.02	<b>109</b>
Undergraduate Education	33%	22	54%	36	9%	6	4%	3	0%	0	4.15	0.14	<b>67</b>
Univ Developmt and Alumni Rel	39%	50	56%	71	3%	4	2%	2	0%	0	4.33	0.32	<b>127</b>

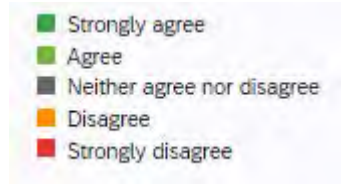
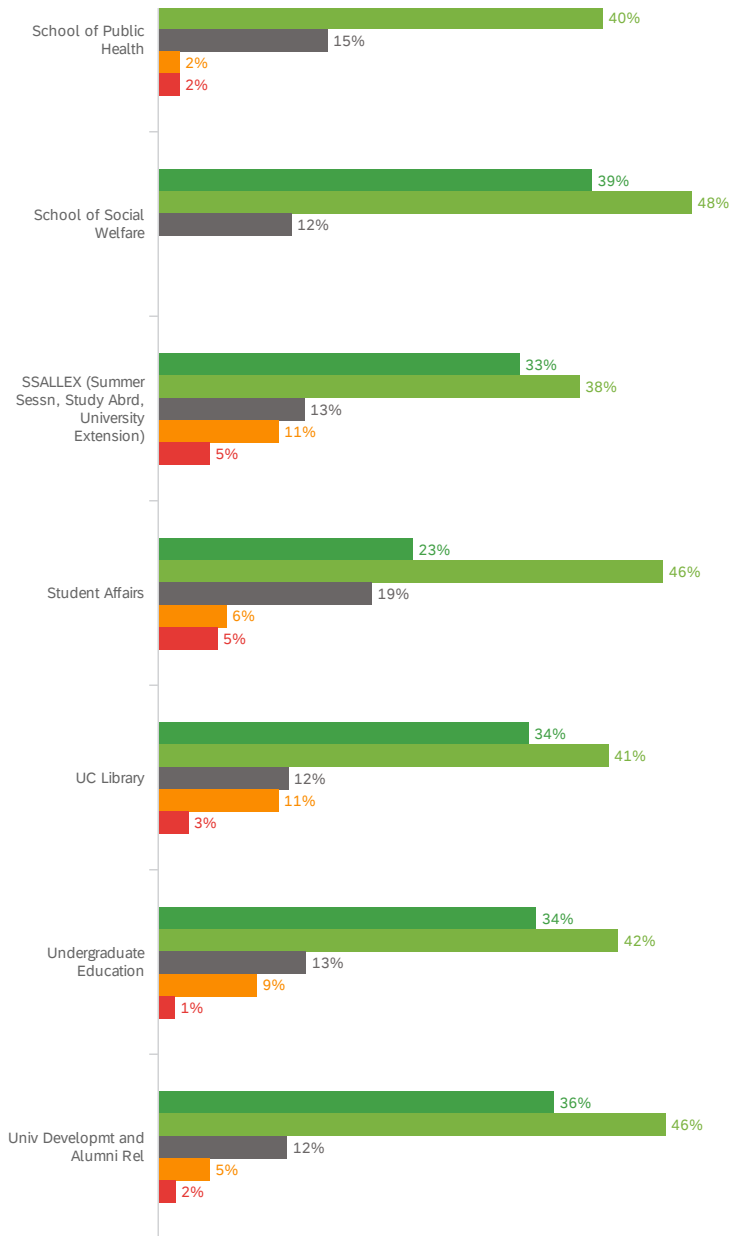
# Within my team, I feel my personal contributions are recognized by my supervisor







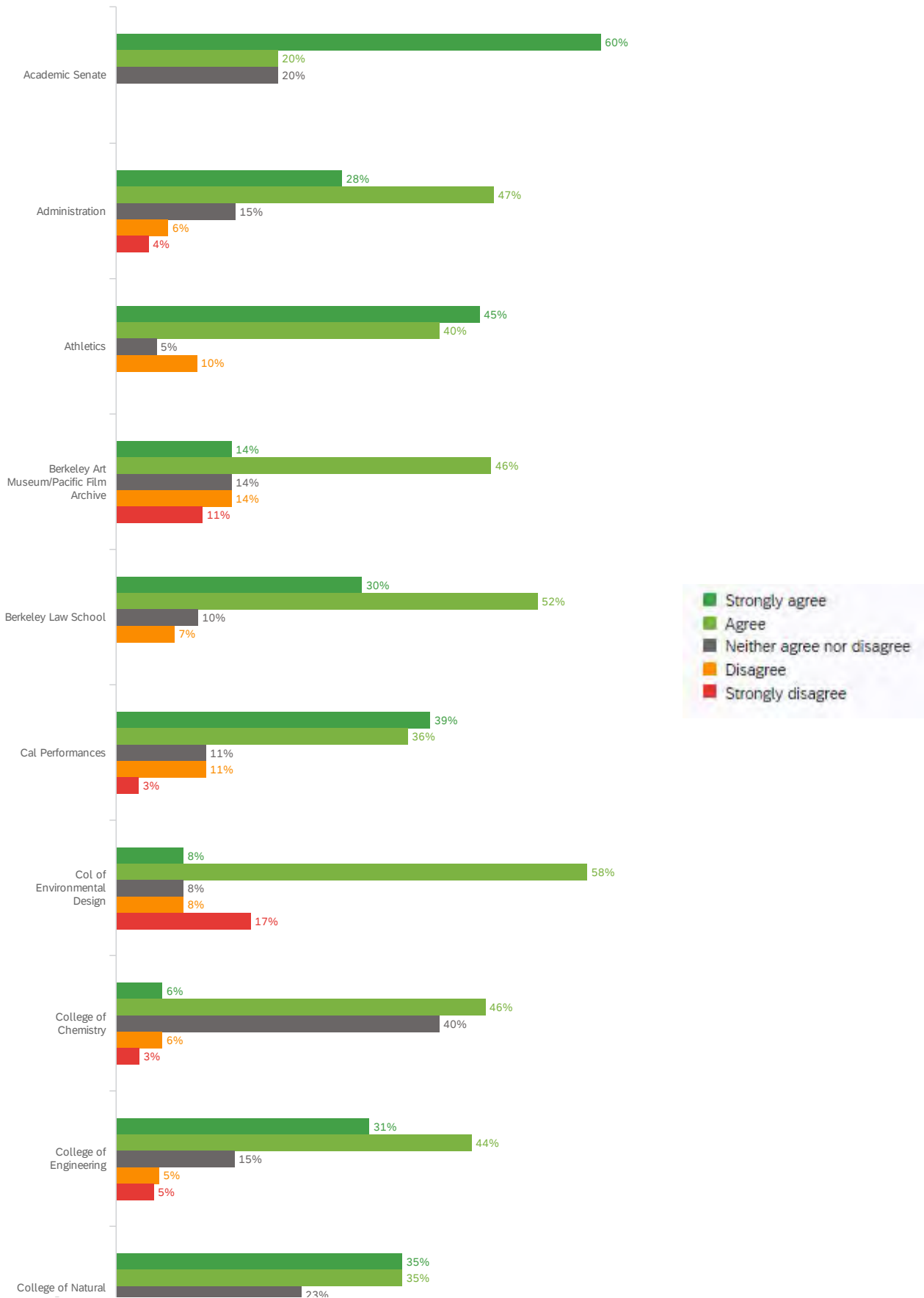


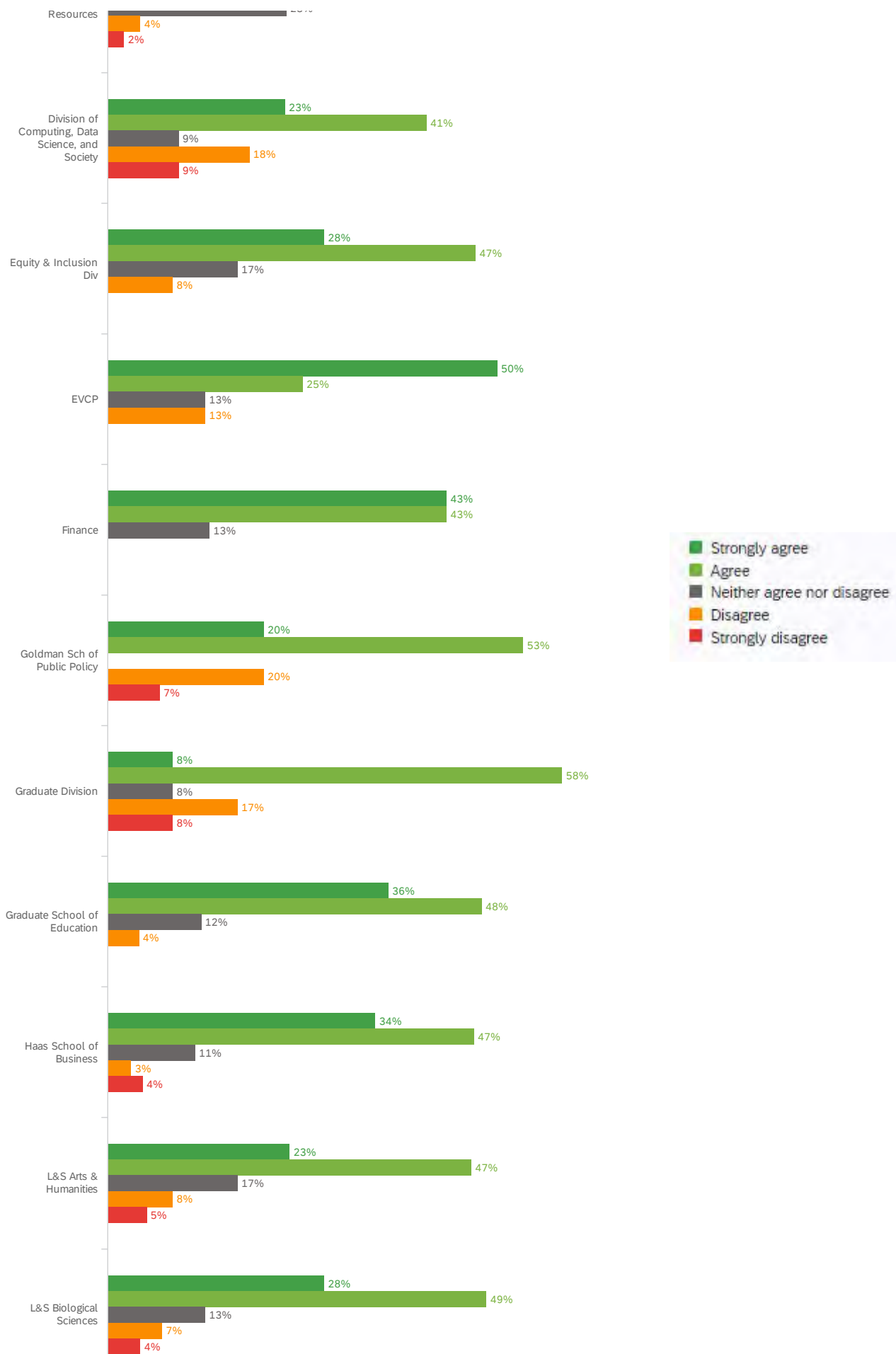


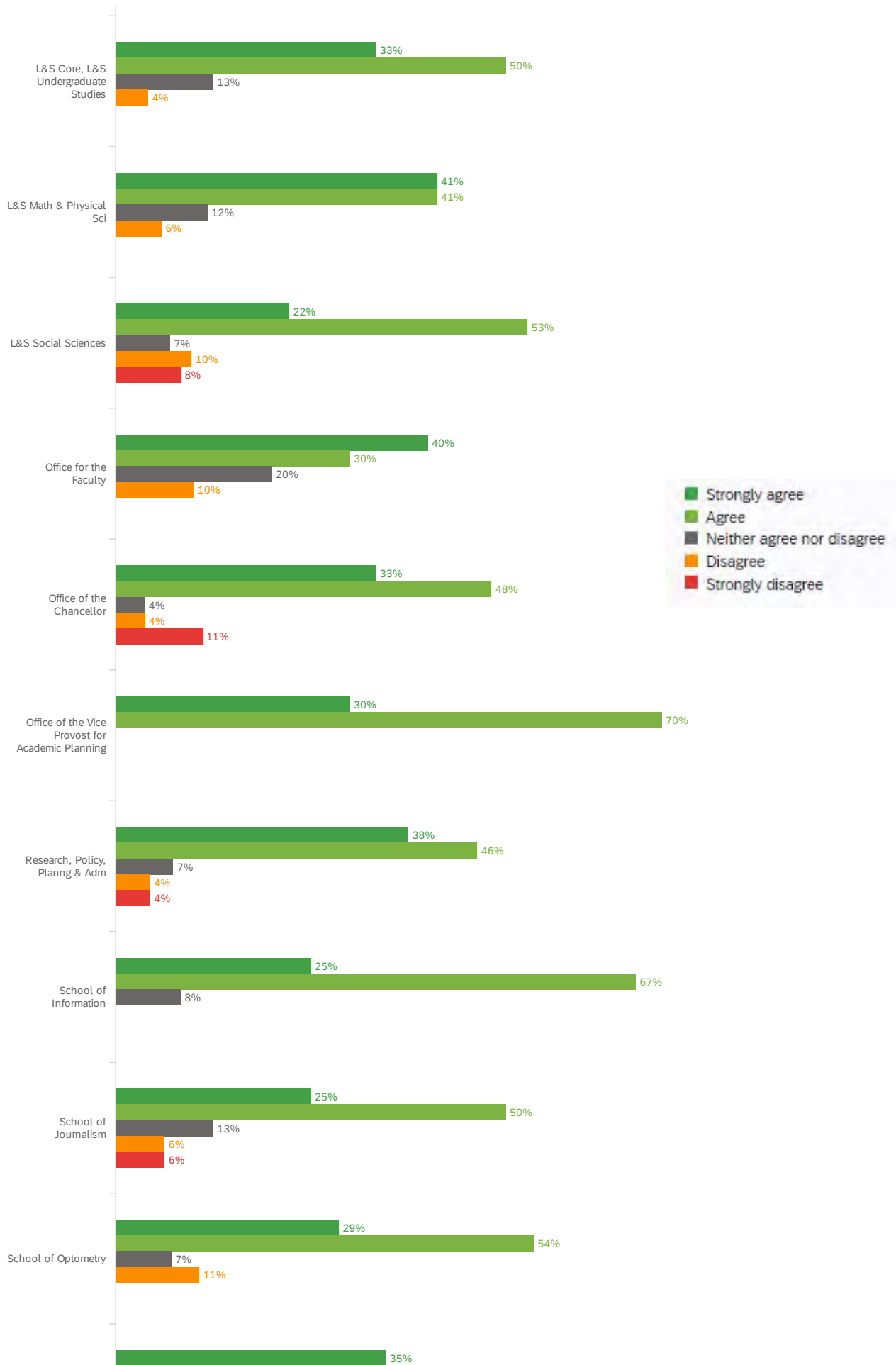
**Within my team, I feel my personal contributions are recognized by my supervisor**

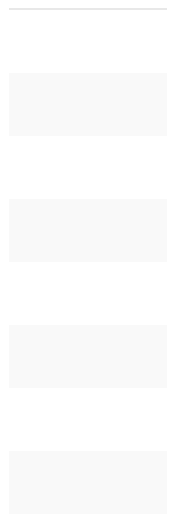
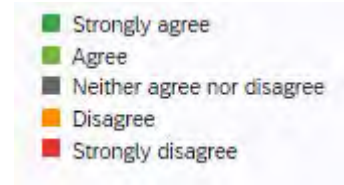
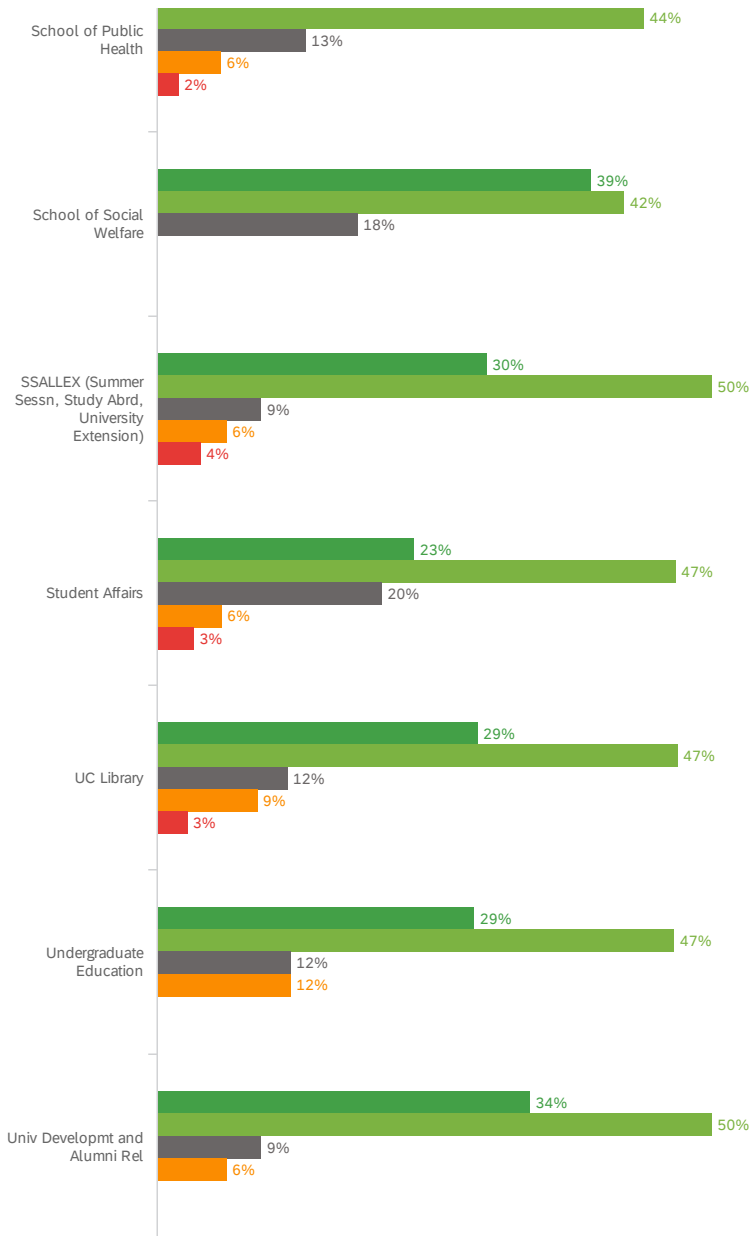
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	80%	4	20%	1	0%	0	0%	0	0%	0	4.80	0.93	<b>5</b>
Administration	29%	109	44%	162	15%	54	7%	25	5%	20	3.85	-0.02	<b>370</b>
Athletics	35%	7	40%	8	15%	3	5%	1	5%	1	3.95	0.08	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	18%	5	46%	13	14%	4	14%	4	7%	2	3.54	-0.33	<b>28</b>
Berkeley Law School	29%	20	52%	36	12%	8	6%	4	1%	1	4.01	0.14	<b>69</b>
Cal Performances	42%	15	31%	11	17%	6	8%	3	3%	1	4.00	0.13	<b>36</b>
Col of Environmental Design	25%	3	42%	5	17%	2	8%	1	8%	1	3.67	-0.20	<b>12</b>
College of Chemistry	20%	7	34%	12	31%	11	9%	3	6%	2	3.54	-0.33	<b>35</b>
College of Engineering	33%	49	42%	63	13%	20	7%	11	5%	7	3.91	0.04	<b>150</b>
College of Natural Resources	42%	20	25%	12	10%	5	13%	6	10%	5	3.75	-0.12	<b>48</b>
Division of Computing, Data Science, and Society	23%	5	36%	8	5%	1	14%	3	23%	5	3.23	-0.64	<b>22</b>
Equity & Inclusion Div	25%	9	42%	15	17%	6	11%	4	6%	2	3.69	-0.18	<b>36</b>
EVCP	50%	4	25%	2	25%	2	0%	0	0%	0	4.25	0.38	<b>8</b>
Finance	52%	24	37%	17	9%	4	2%	1	0%	0	4.39	0.52	<b>46</b>
Goldman Sch of Public Policy	29%	4	36%	5	14%	2	7%	1	14%	2	3.57	-0.30	<b>14</b>
Graduate Division	25%	3	42%	5	17%	2	17%	2	0%	0	3.75	-0.12	<b>12</b>
Graduate School of Education	36%	9	36%	9	16%	4	8%	2	4%	1	3.92	0.05	<b>25</b>
Haas School of Business	34%	46	40%	53	13%	18	5%	7	7%	10	3.88	0.01	<b>134</b>
L&S Arts & Humanities	28%	17	46%	28	15%	9	7%	4	5%	3	3.85	-0.02	<b>61</b>
L&S Biological Sciences	35%	25	36%	26	13%	9	11%	8	6%	4	3.83	-0.04	<b>72</b>
L&S Core, L&S Undergraduate Studies	40%	20	48%	24	6%	3	4%	2	2%	1	4.20	0.33	<b>50</b>
L&S Math & Physical Sci	49%	25	31%	16	12%	6	6%	3	2%	1	4.20	0.33	<b>51</b>
L&S Social Sciences	26%	19	35%	25	21%	15	7%	5	11%	8	3.58	-0.29	<b>72</b>
Office for the Faculty	40%	4	50%	5	10%	1	0%	0	0%	0	4.30	0.43	<b>10</b>
Office of the Chancellor	37%	10	48%	13	4%	1	7%	2	4%	1	4.07	0.20	<b>27</b>
Office of the Vice Provost for Academic Planning	50%	5	30%	3	10%	1	10%	1	0%	0	4.20	0.33	<b>10</b>
Research, Policy, Planng & Adm	36%	49	43%	58	10%	13	9%	12	3%	4	4.00	0.13	<b>136</b>
School of Information	50%	6	33%	4	8%	1	8%	1	0%	0	4.25	0.38	<b>12</b>
School of Journalism	25%	4	56%	9	13%	2	0%	0	6%	1	3.94	0.07	<b>16</b>
School of Optometry	39%	11	43%	12	14%	4	4%	1	0%	0	4.18	0.31	<b>28</b>
School of Public Health	40%	21	40%	21	15%	8	2%	1	2%	1	4.15	0.28	<b>52</b>
School of Social Welfare	39%	13	48%	16	12%	4	0%	0	0%	0	4.27	0.40	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	33%	42	38%	49	13%	17	11%	14	5%	6	3.84	-0.03	<b>128</b>
Student Affairs	23%	56	46%	111	19%	47	6%	15	5%	13	3.75	-0.12	<b>242</b>
UC Library	34%	37	41%	45	12%	13	11%	12	3%	3	3.92	0.05	<b>110</b>
Undergraduate Education	34%	23	42%	28	13%	9	9%	6	1%	1	3.99	0.12	<b>67</b>
Univ Developmt and Alumni Rel	36%	46	46%	59	12%	15	5%	6	2%	2	4.10	0.23	<b>128</b>

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







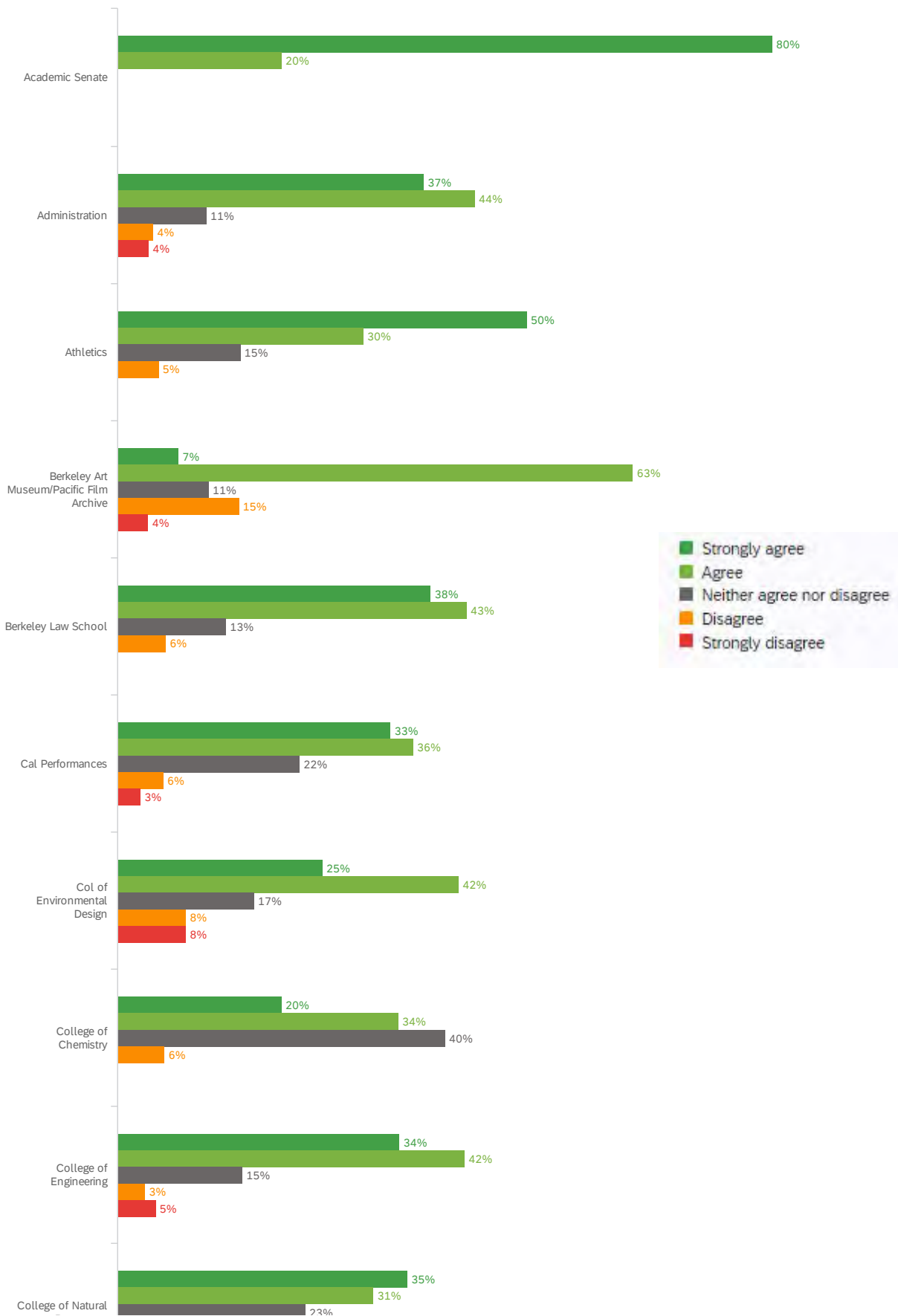


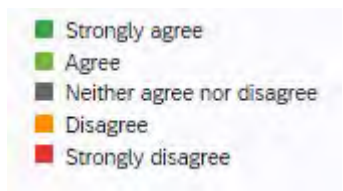
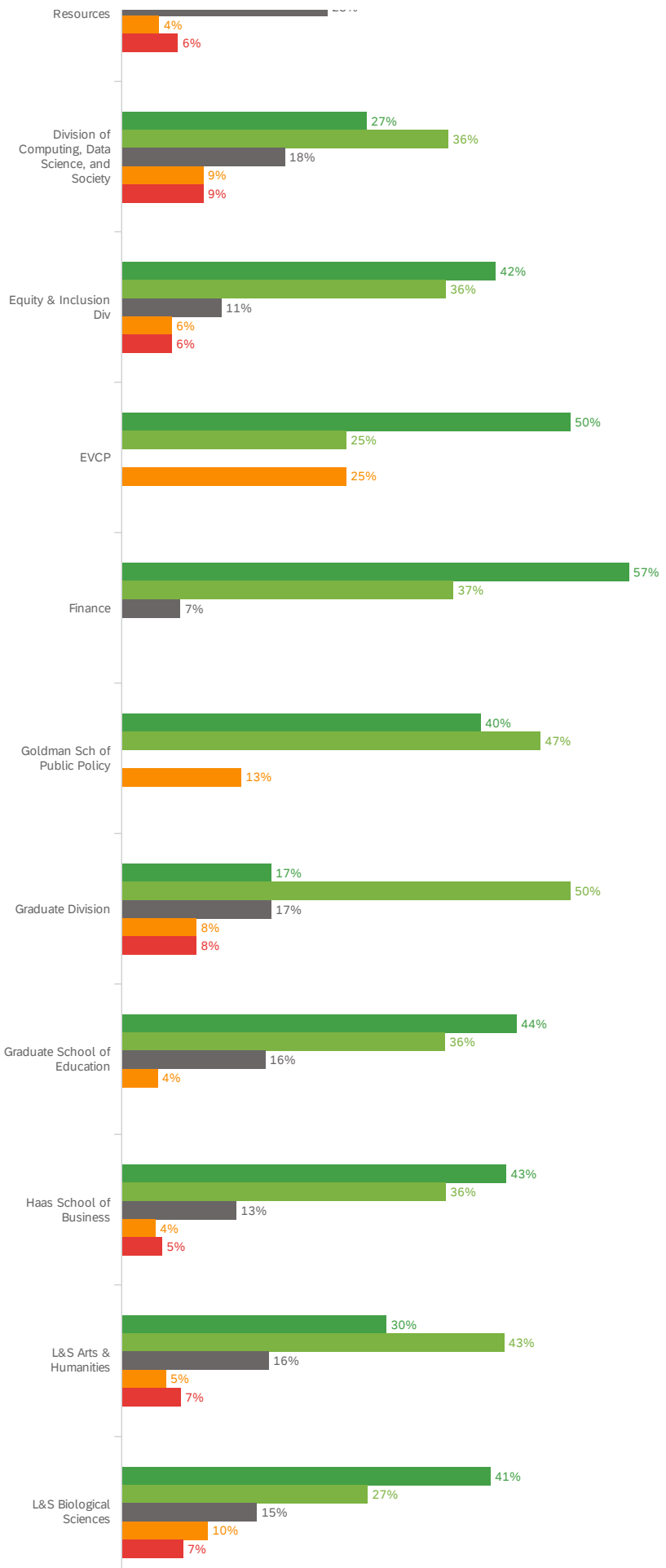


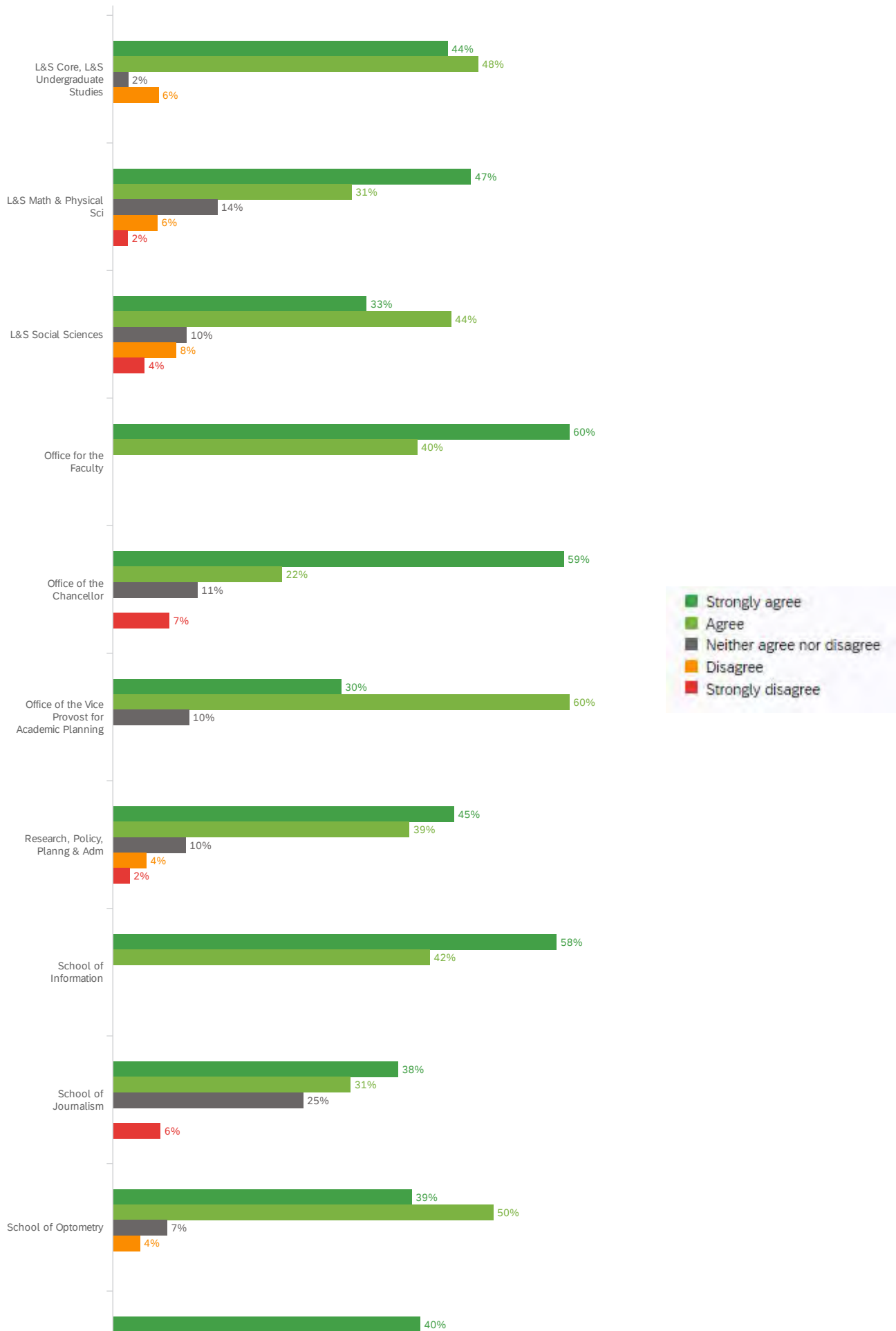
**Within my team, my opinions seem to count.**

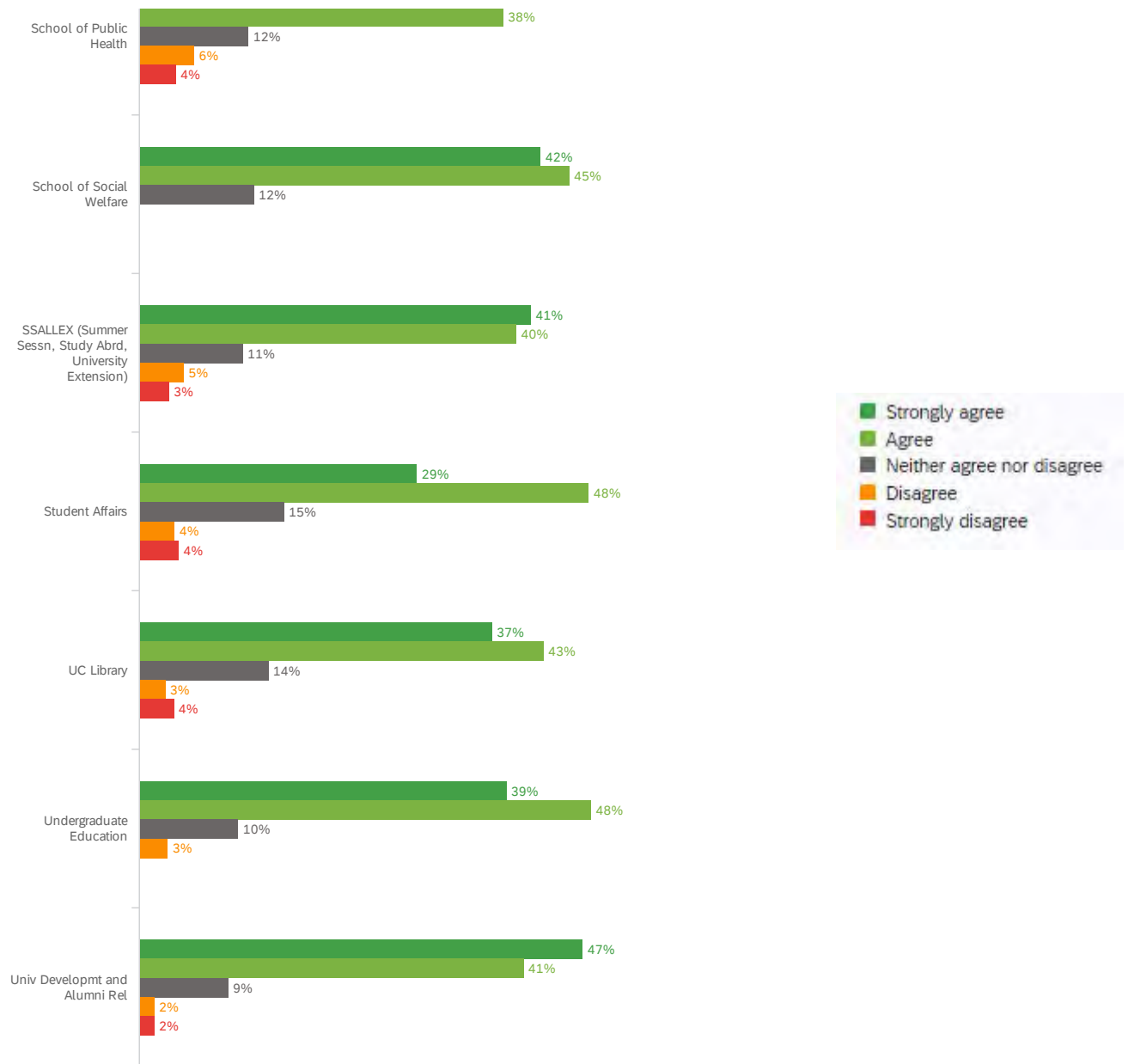
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	60%	3	20%	1	20%	1	0%	0	0%	0	4.40	0.50	<b>5</b>
Administration	28%	104	47%	174	15%	55	6%	24	4%	15	3.88	-0.02	<b>372</b>
Athletics	45%	9	40%	8	5%	1	10%	2	0%	0	4.20	0.30	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	14%	4	46%	13	14%	4	14%	4	11%	3	3.39	-0.51	<b>28</b>
Berkeley Law School	30%	21	52%	36	10%	7	7%	5	0%	0	4.06	0.16	<b>69</b>
Cal Performances	39%	14	36%	13	11%	4	11%	4	3%	1	3.97	0.07	<b>36</b>
Col of Environmental Design	8%	1	58%	7	8%	1	8%	1	17%	2	3.33	-0.57	<b>12</b>
College of Chemistry	6%	2	46%	16	40%	14	6%	2	3%	1	3.46	-0.44	<b>35</b>
College of Engineering	31%	47	44%	66	15%	22	5%	8	5%	7	3.92	0.02	<b>150</b>
College of Natural Resources	35%	17	35%	17	23%	11	4%	2	2%	1	3.98	0.08	<b>48</b>
Division of Computing, Data Science, and Society	23%	5	41%	9	9%	2	18%	4	9%	2	3.50	-0.40	<b>22</b>
Equity & Inclusion Div	28%	10	47%	17	17%	6	8%	3	0%	0	3.94	0.04	<b>36</b>
EVCP	50%	4	25%	2	13%	1	13%	1	0%	0	4.13	0.23	<b>8</b>
Finance	43%	20	43%	20	13%	6	0%	0	0%	0	4.30	0.40	<b>46</b>
Goldman Sch of Public Policy	20%	3	53%	8	0%	0	20%	3	7%	1	3.60	-0.30	<b>15</b>
Graduate Division	8%	1	58%	7	8%	1	17%	2	8%	1	3.42	-0.48	<b>12</b>
Graduate School of Education	36%	9	48%	12	12%	3	4%	1	0%	0	4.16	0.26	<b>25</b>
Haas School of Business	34%	46	47%	63	11%	15	3%	4	4%	6	4.04	0.14	<b>134</b>
L&S Arts & Humanities	23%	14	47%	28	17%	10	8%	5	5%	3	3.75	-0.15	<b>60</b>
L&S Biological Sciences	28%	20	49%	35	13%	9	7%	5	4%	3	3.89	-0.01	<b>72</b>
L&S Core, L&S Undergraduate Studies	33%	16	50%	24	13%	6	4%	2	0%	0	4.13	0.23	<b>48</b>
L&S Math & Physical Sci	41%	21	41%	21	12%	6	6%	3	0%	0	4.18	0.28	<b>51</b>
L&S Social Sciences	22%	16	53%	38	7%	5	10%	7	8%	6	3.71	-0.19	<b>72</b>
Office for the Faculty	40%	4	30%	3	20%	2	10%	1	0%	0	4.00	0.10	<b>10</b>
Office of the Chancellor	33%	9	48%	13	4%	1	4%	1	11%	3	3.89	-0.01	<b>27</b>
Office of the Vice Provost for Academic Planning	30%	3	70%	7	0%	0	0%	0	0%	0	4.30	0.40	<b>10</b>
Research, Policy, Planng & Adm	38%	51	46%	63	7%	10	4%	6	4%	6	4.08	0.18	<b>136</b>
School of Information	25%	3	67%	8	8%	1	0%	0	0%	0	4.17	0.27	<b>12</b>
School of Journalism	25%	4	50%	8	13%	2	6%	1	6%	1	3.81	-0.09	<b>16</b>
School of Optometry	29%	8	54%	15	7%	2	11%	3	0%	0	4.00	0.10	<b>28</b>
School of Public Health	35%	18	44%	23	13%	7	6%	3	2%	1	4.04	0.14	<b>52</b>
School of Social Welfare	39%	13	42%	14	18%	6	0%	0	0%	0	4.21	0.31	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	30%	38	50%	64	9%	12	6%	8	4%	5	3.96	0.06	<b>127</b>
Student Affairs	23%	56	47%	113	20%	49	6%	14	3%	8	3.81	-0.09	<b>240</b>
UC Library	29%	32	47%	52	12%	13	9%	10	3%	3	3.91	0.01	<b>110</b>
Undergraduate Education	29%	19	47%	31	12%	8	12%	8	0%	0	3.92	0.02	<b>66</b>
Univ Developmt and Alumni Rel	34%	43	50%	64	9%	12	6%	8	0%	0	4.12	0.22	<b>127</b>

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





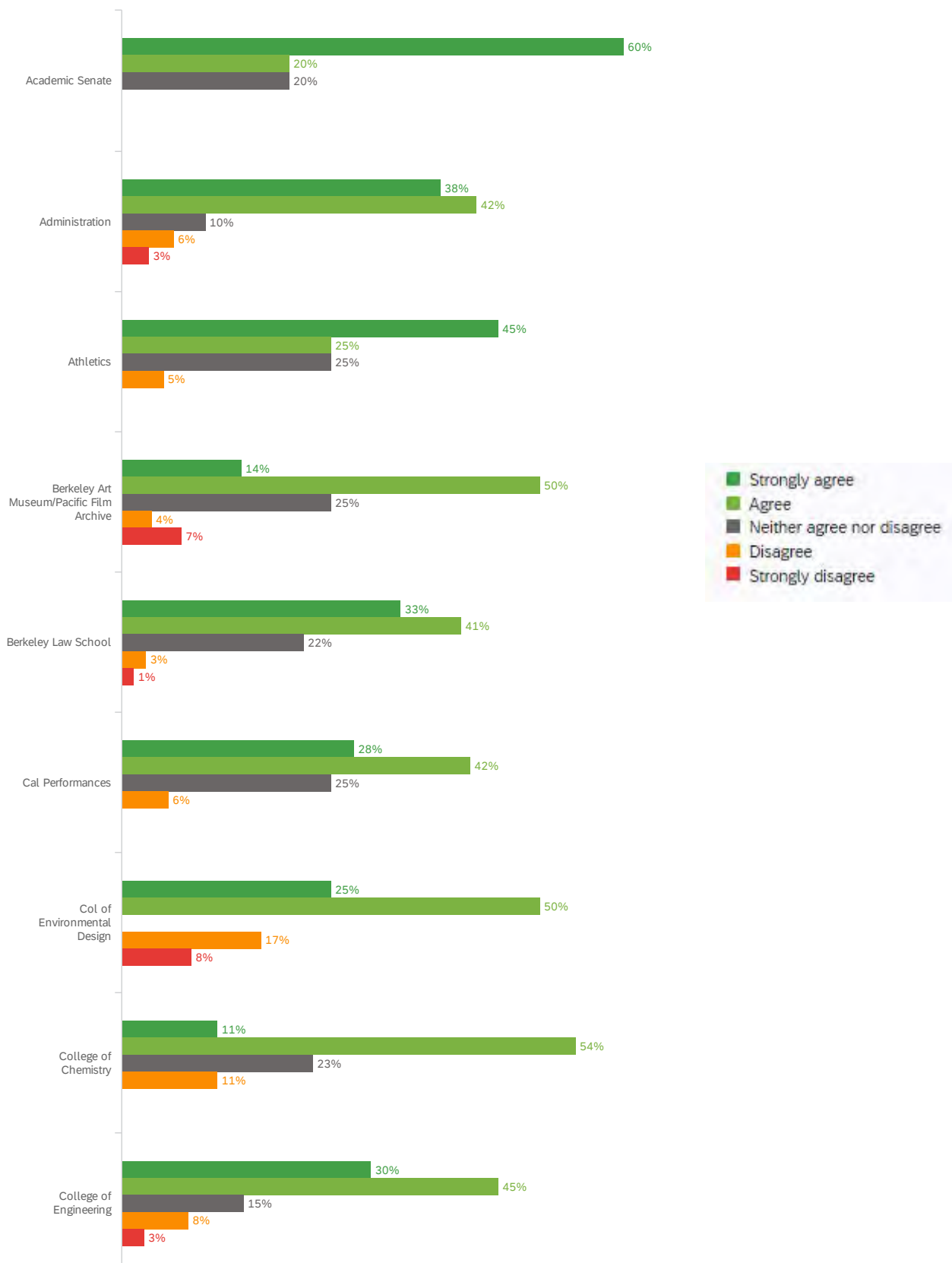


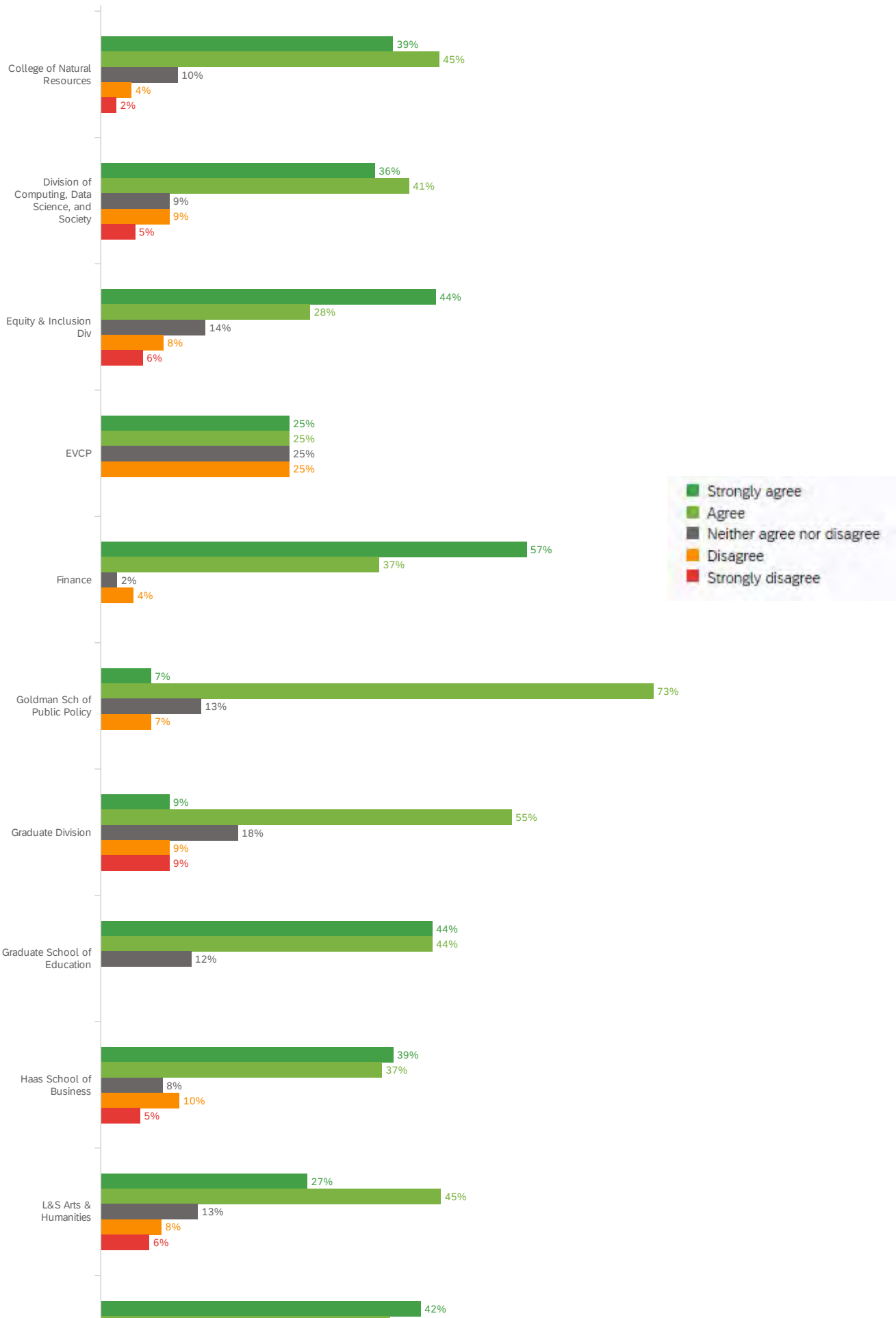


**My well-being is important to my immediate supervisor.**

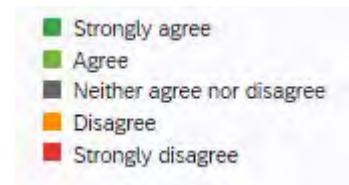
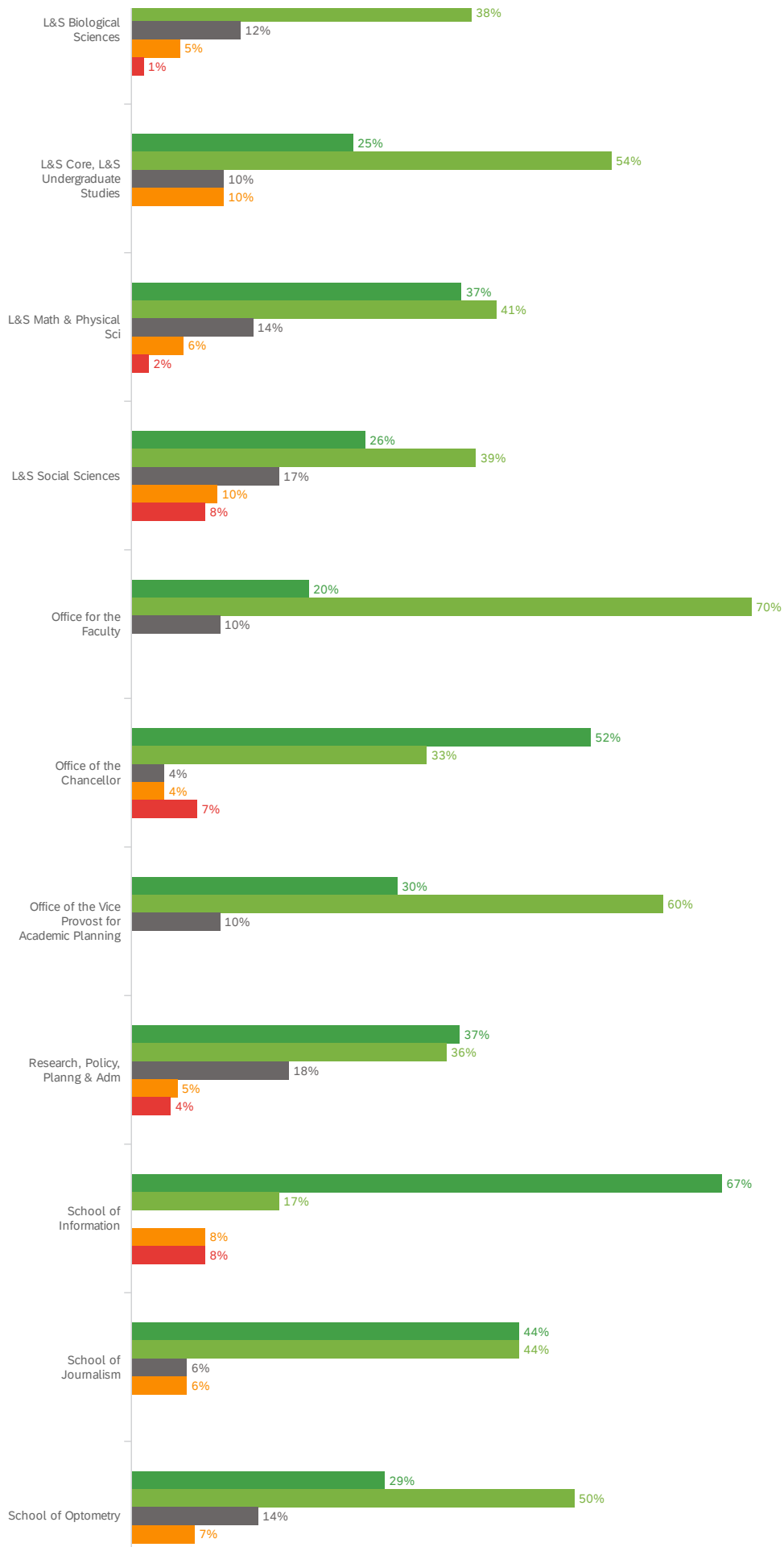
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	80%	4	20%	1	0%	0	0%	0	0%	0	4.80	0.78	<b>5</b>
Administration	37%	138	44%	161	11%	40	4%	16	4%	14	4.07	0.05	<b>369</b>
Athletics	50%	10	30%	6	15%	3	5%	1	0%	0	4.25	0.23	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	7%	2	63%	17	11%	3	15%	4	4%	1	3.56	-0.46	<b>27</b>
Berkeley Law School	38%	26	43%	29	13%	9	6%	4	0%	0	4.13	0.11	<b>68</b>
Cal Performances	33%	12	36%	13	22%	8	6%	2	3%	1	3.92	-0.10	<b>36</b>
Col of Environmental Design	25%	3	42%	5	17%	2	8%	1	8%	1	3.67	-0.35	<b>12</b>
College of Chemistry	20%	7	34%	12	40%	14	6%	2	0%	0	3.69	-0.33	<b>35</b>
College of Engineering	34%	52	42%	64	15%	23	3%	5	5%	7	3.99	-0.03	<b>151</b>
College of Natural Resources	35%	17	31%	15	23%	11	4%	2	6%	3	3.85	-0.17	<b>48</b>
Division of Computing, Data Science, and Society	27%	6	36%	8	18%	4	9%	2	9%	2	3.64	-0.38	<b>22</b>
Equity & Inclusion Div	42%	15	36%	13	11%	4	6%	2	6%	2	4.03	0.01	<b>36</b>
EVCP	50%	4	25%	2	0%	0	25%	2	0%	0	4.00	-0.02	<b>8</b>
Finance	57%	26	37%	17	7%	3	0%	0	0%	0	4.50	0.48	<b>46</b>
Goldman Sch of Public Policy	40%	6	47%	7	0%	0	13%	2	0%	0	4.13	0.11	<b>15</b>
Graduate Division	17%	2	50%	6	17%	2	8%	1	8%	1	3.58	-0.44	<b>12</b>
Graduate School of Education	44%	11	36%	9	16%	4	4%	1	0%	0	4.20	0.18	<b>25</b>
Haas School of Business	43%	57	36%	48	13%	17	4%	5	5%	6	4.09	0.07	<b>133</b>
L&S Arts & Humanities	30%	18	43%	26	16%	10	5%	3	7%	4	3.84	-0.18	<b>61</b>
L&S Biological Sciences	41%	30	27%	20	15%	11	10%	7	7%	5	3.86	-0.16	<b>73</b>
L&S Core, L&S Undergraduate Studies	44%	22	48%	24	2%	1	6%	3	0%	0	4.30	0.28	<b>50</b>
L&S Math & Physical Sci	47%	24	31%	16	14%	7	6%	3	2%	1	4.16	0.14	<b>51</b>
L&S Social Sciences	33%	24	44%	32	10%	7	8%	6	4%	3	3.94	-0.08	<b>72</b>
Office for the Faculty	60%	6	40%	4	0%	0	0%	0	0%	0	4.60	0.58	<b>10</b>
Office of the Chancellor	59%	16	22%	6	11%	3	0%	0	7%	2	4.26	0.24	<b>27</b>
Office of the Vice Provost for Academic Planning	30%	3	60%	6	10%	1	0%	0	0%	0	4.20	0.18	<b>10</b>
Research, Policy, Planng & Adm	45%	61	39%	53	10%	13	4%	6	2%	3	4.20	0.18	<b>136</b>
School of Information	58%	7	42%	5	0%	0	0%	0	0%	0	4.58	0.56	<b>12</b>
School of Journalism	38%	6	31%	5	25%	4	0%	0	6%	1	3.94	-0.08	<b>16</b>
School of Optometry	39%	11	50%	14	7%	2	4%	1	0%	0	4.25	0.23	<b>28</b>
School of Public Health	40%	21	38%	20	12%	6	6%	3	4%	2	4.06	0.04	<b>52</b>
School of Social Welfare	42%	14	45%	15	12%	4	0%	0	0%	0	4.30	0.28	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	41%	53	40%	51	11%	14	5%	6	3%	4	4.12	0.10	<b>128</b>
Student Affairs	29%	71	48%	115	15%	37	4%	9	4%	10	3.94	-0.08	<b>242</b>
UC Library	37%	41	43%	47	14%	15	3%	3	4%	4	4.07	0.05	<b>110</b>
Undergraduate Education	39%	26	48%	32	10%	7	3%	2	0%	0	4.22	0.20	<b>67</b>
Univ Developmt and Alumni Rel	47%	60	41%	52	9%	12	2%	2	2%	2	4.30	0.28	<b>128</b>

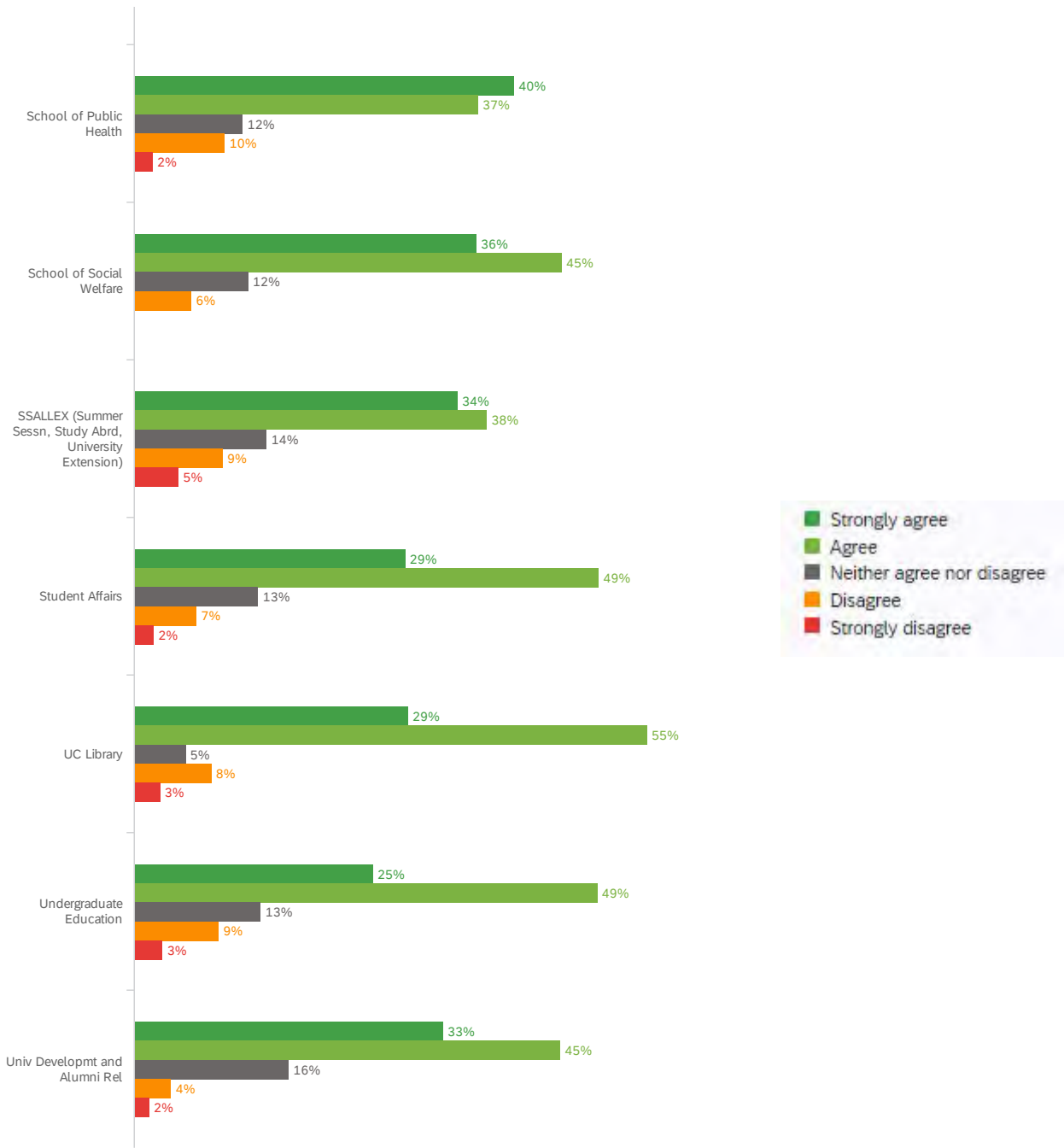
## Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).







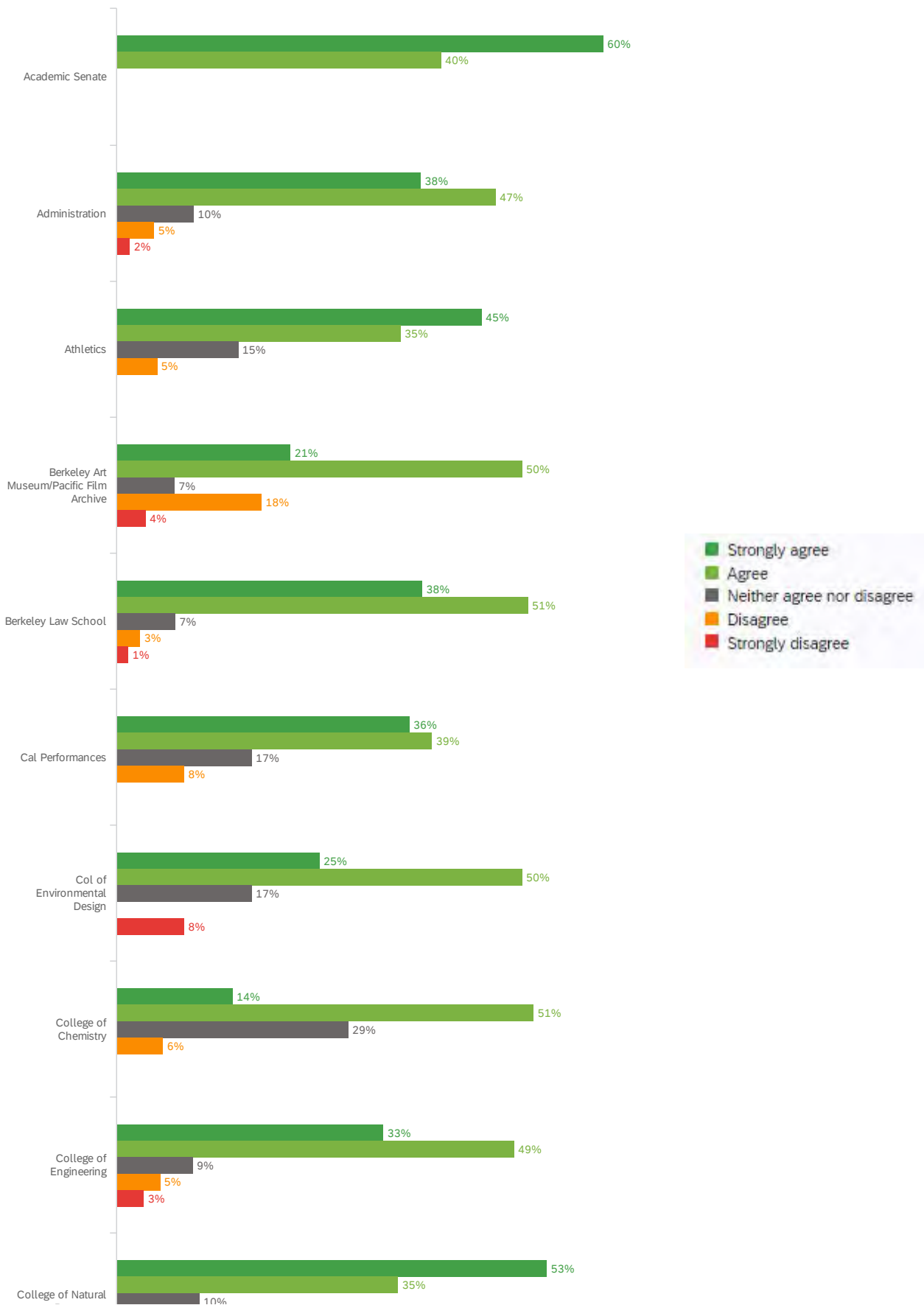


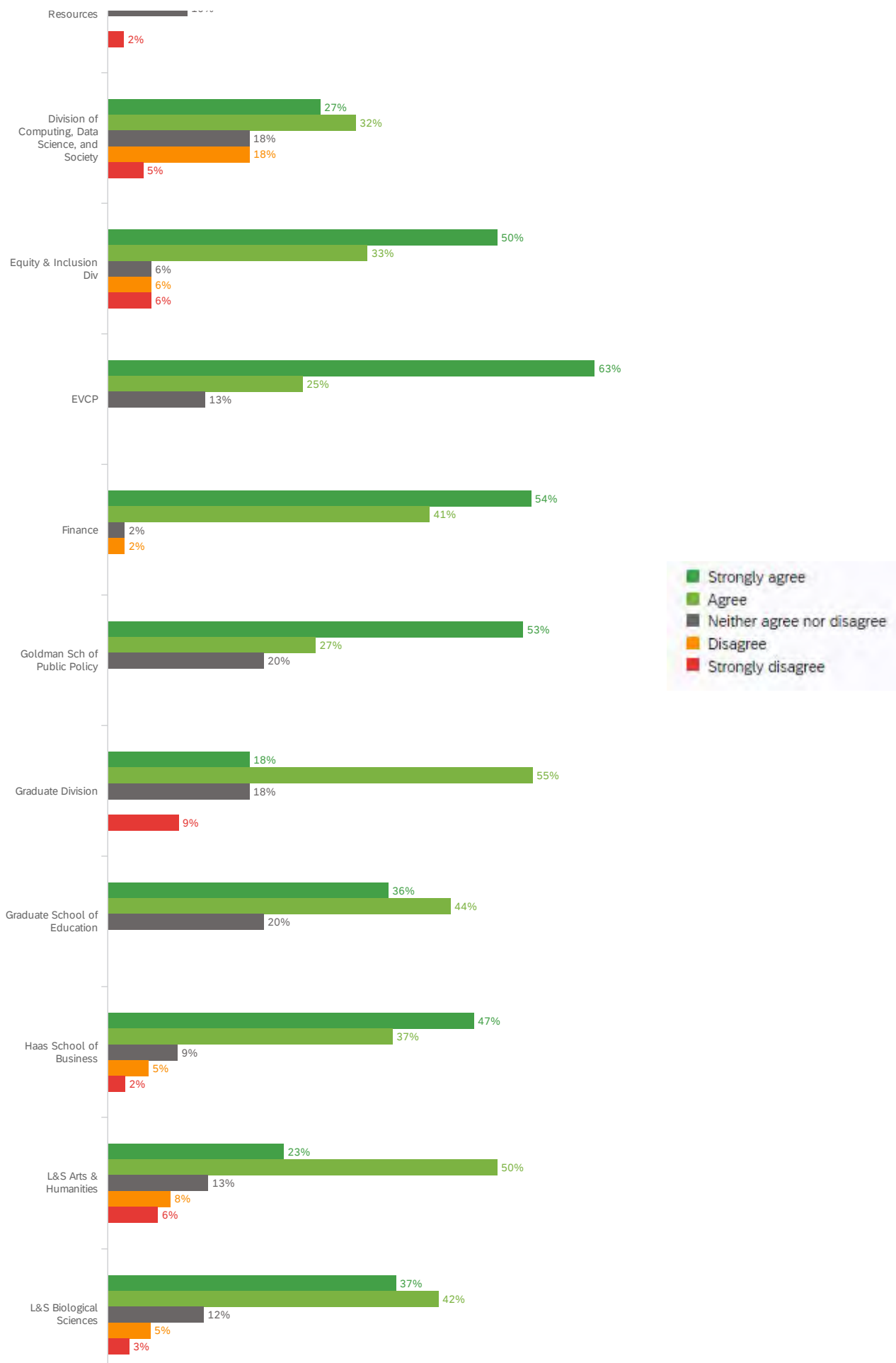


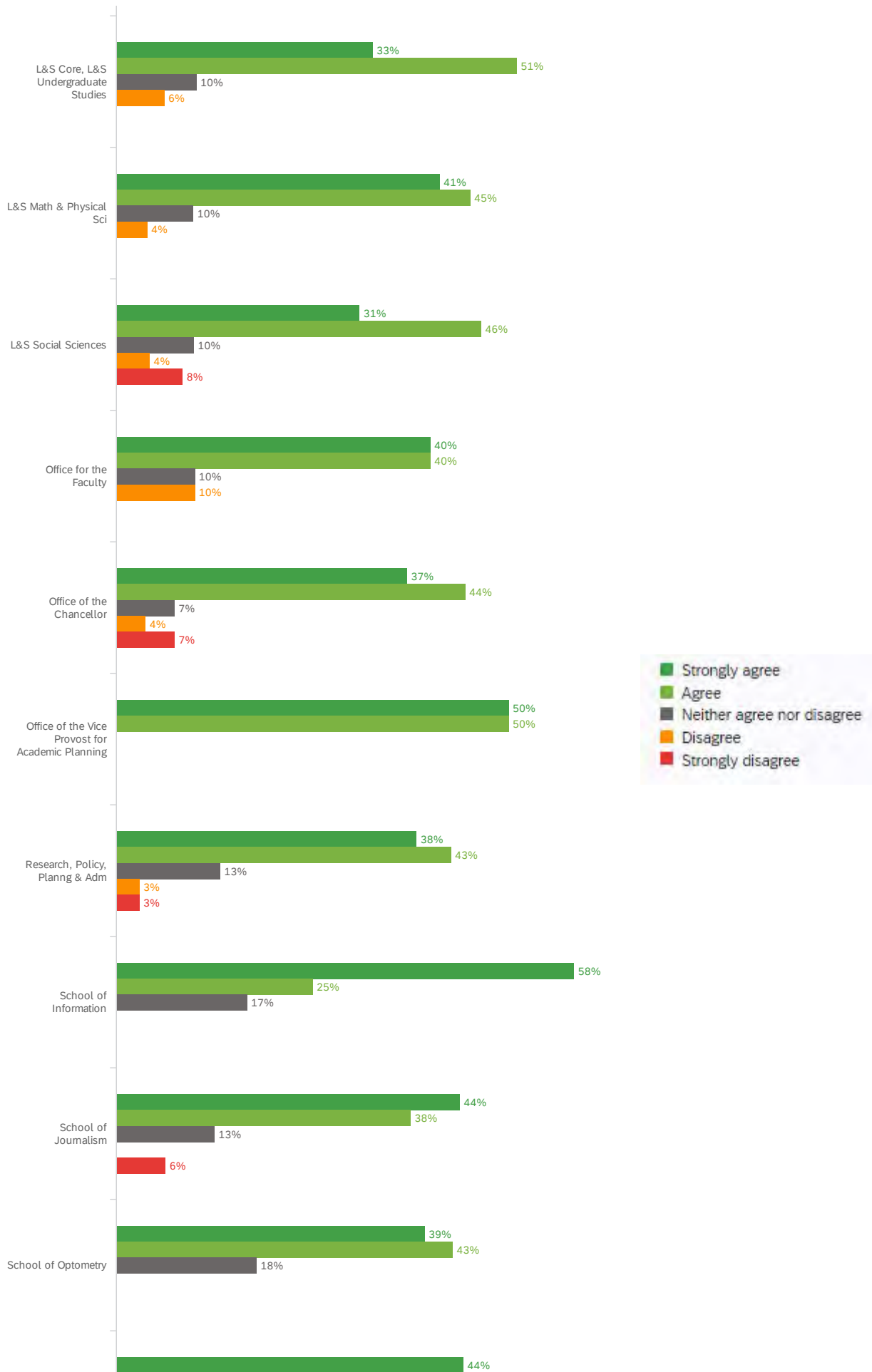
**Within my team, I can show up as my authentic self (regardless of race, gender, sexual orientation, religion, etc.).**

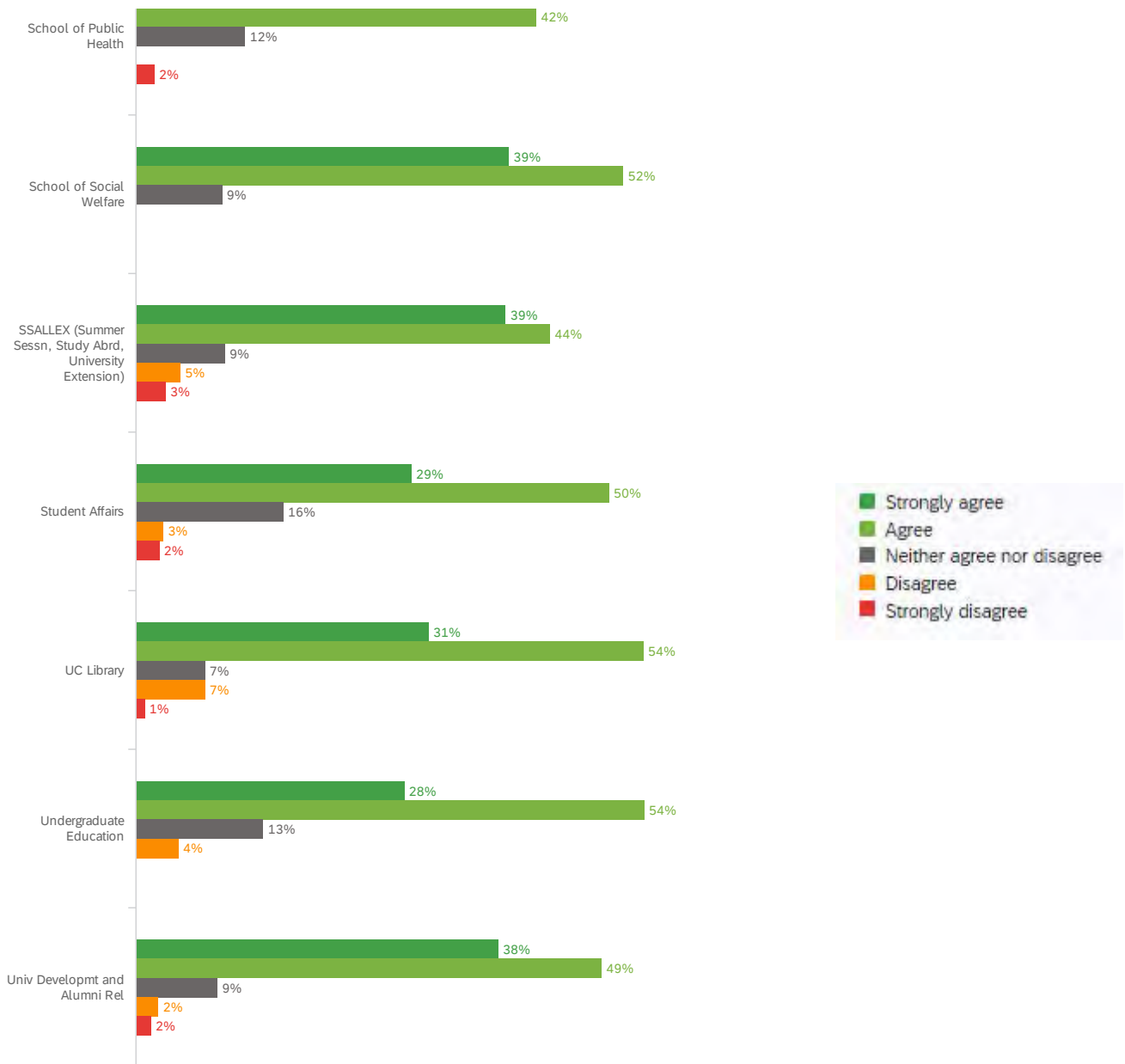
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg.	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	60%	3	20%	1	20%	1	0%	0	0%	0	4.40	0.46	<b>5</b>
Administration	38%	141	42%	157	10%	37	6%	23	3%	12	4.06	0.12	<b>370</b>
Athletics	45%	9	25%	5	25%	5	5%	1	0%	0	4.10	0.16	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	14%	4	50%	14	25%	7	4%	1	7%	2	3.61	-0.33	<b>28</b>
Berkeley Law School	33%	23	41%	28	22%	15	3%	2	1%	1	4.01	0.07	<b>69</b>
Cal Performances	28%	10	42%	15	25%	9	6%	2	0%	0	3.92	-0.02	<b>36</b>
Col of Environmental Design	25%	3	50%	6	0%	0	17%	2	8%	1	3.67	-0.27	<b>12</b>
College of Chemistry	11%	4	54%	19	23%	8	11%	4	0%	0	3.66	-0.28	<b>35</b>
College of Engineering	30%	45	45%	68	15%	22	8%	12	3%	4	3.91	-0.03	<b>151</b>
College of Natural Resources	39%	19	45%	22	10%	5	4%	2	2%	1	4.14	0.20	<b>49</b>
Division of Computing, Data Science, and Society	36%	8	41%	9	9%	2	9%	2	5%	1	3.95	0.01	<b>22</b>
Equity & Inclusion Div	44%	16	28%	10	14%	5	8%	3	6%	2	3.97	0.03	<b>36</b>
EVCP	25%	2	25%	2	25%	2	25%	2	0%	0	3.50	-0.44	<b>8</b>
Finance	57%	26	37%	17	2%	1	4%	2	0%	0	4.46	0.52	<b>46</b>
Goldman Sch of Public Policy	7%	1	73%	11	13%	2	7%	1	0%	0	3.80	-0.14	<b>15</b>
Graduate Division	9%	1	55%	6	18%	2	9%	1	9%	1	3.45	-0.49	<b>11</b>
Graduate School of Education	44%	11	44%	11	12%	3	0%	0	0%	0	4.32	0.38	<b>25</b>
Haas School of Business	39%	52	37%	50	8%	11	10%	14	5%	7	3.94	0.00	<b>134</b>
L&S Arts & Humanities	27%	17	45%	28	13%	8	8%	5	6%	4	3.79	-0.15	<b>62</b>
L&S Biological Sciences	42%	31	38%	28	12%	9	5%	4	1%	1	4.15	0.21	<b>73</b>
L&S Core, L&S Undergraduate Studies	25%	12	54%	26	10%	5	10%	5	0%	0	3.94	0.00	<b>48</b>
L&S Math & Physical Sci	37%	19	41%	21	14%	7	6%	3	2%	1	4.06	0.12	<b>51</b>
L&S Social Sciences	26%	19	39%	28	17%	12	10%	7	8%	6	3.65	-0.29	<b>72</b>
Office for the Faculty	20%	2	70%	7	10%	1	0%	0	0%	0	4.10	0.16	<b>10</b>
Office of the Chancellor	52%	14	33%	9	4%	1	4%	1	7%	2	4.19	0.25	<b>27</b>
Office of the Vice Provost for Academic Planning	30%	3	60%	6	10%	1	0%	0	0%	0	4.20	0.26	<b>10</b>
Research, Policy, Planng & Adm	37%	50	36%	48	18%	24	5%	7	4%	6	3.96	0.02	<b>135</b>
School of Information	67%	8	17%	2	0%	0	8%	1	8%	1	4.25	0.31	<b>12</b>
School of Journalism	44%	7	44%	7	6%	1	6%	1	0%	0	4.25	0.31	<b>16</b>
School of Optometry	29%	8	50%	14	14%	4	7%	2	0%	0	4.00	0.06	<b>28</b>
School of Public Health	40%	21	37%	19	12%	6	10%	5	2%	1	4.04	0.10	<b>52</b>
School of Social Welfare	36%	12	45%	15	12%	4	6%	2	0%	0	4.12	0.18	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	34%	44	38%	48	14%	18	9%	12	5%	6	3.88	-0.06	<b>128</b>
Student Affairs	29%	70	49%	120	13%	32	7%	16	2%	5	3.96	0.02	<b>243</b>
UC Library	29%	32	55%	60	5%	6	8%	9	3%	3	3.99	0.05	<b>110</b>
Undergraduate Education	25%	17	49%	33	13%	9	9%	6	3%	2	3.85	-0.09	<b>67</b>
Univ Developmt and Alumni Rel	33%	42	45%	58	16%	21	4%	5	2%	2	4.04	0.10	<b>128</b>

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







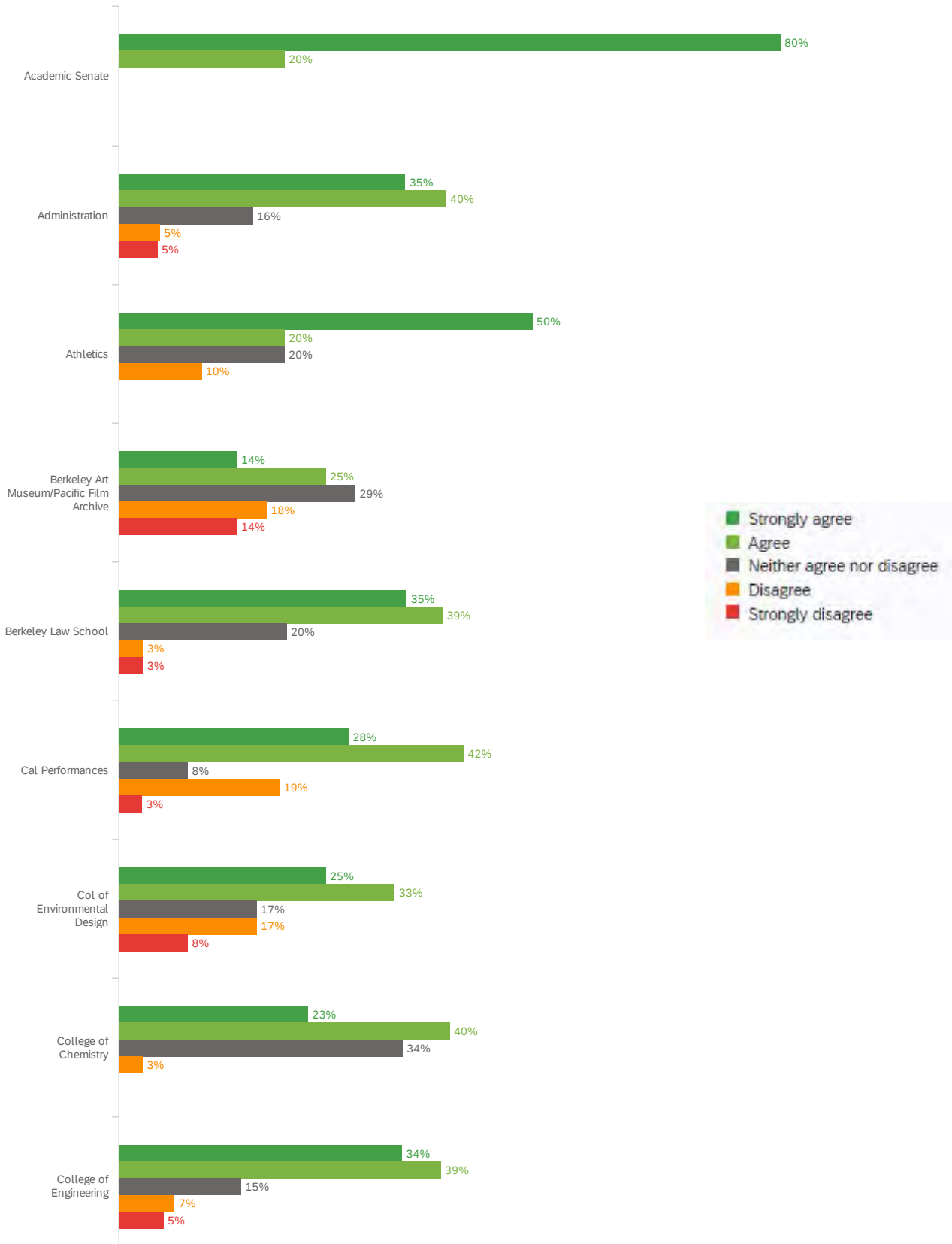


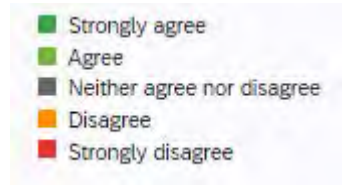
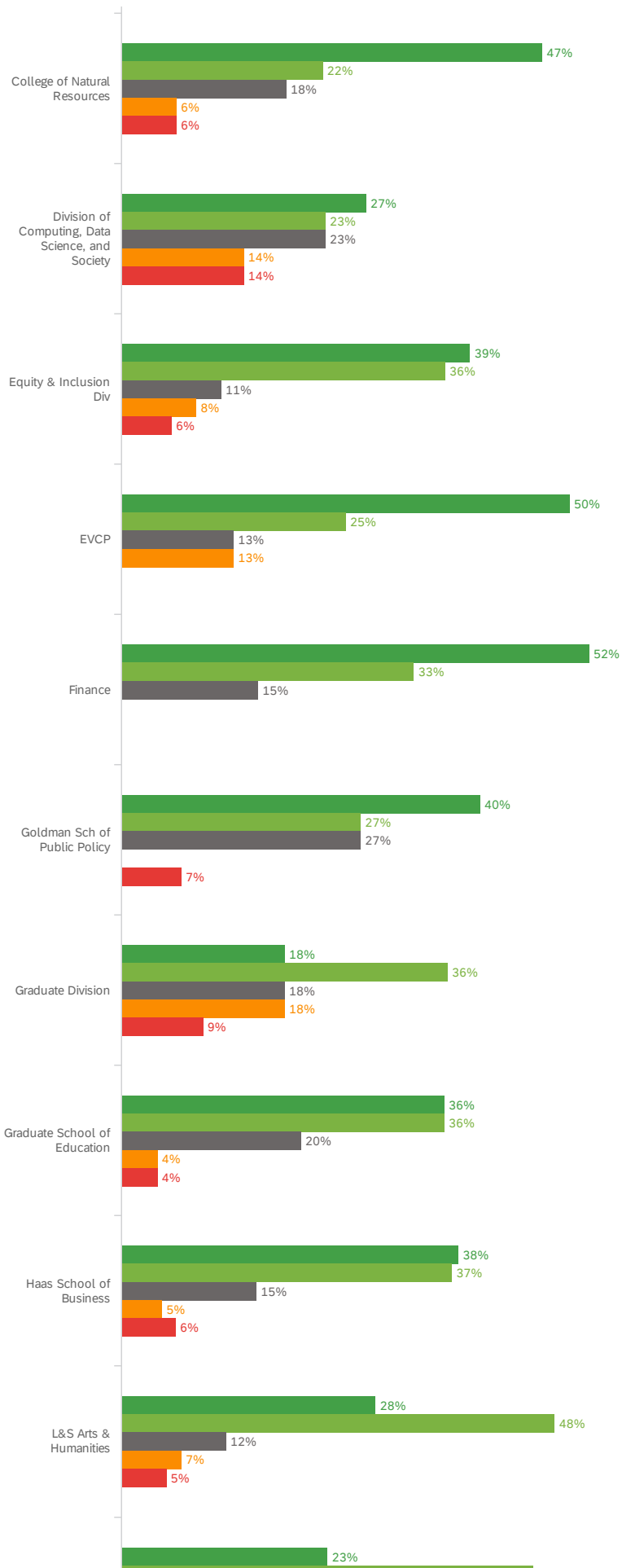
**Within my team, I am treated with dignity and respect.**

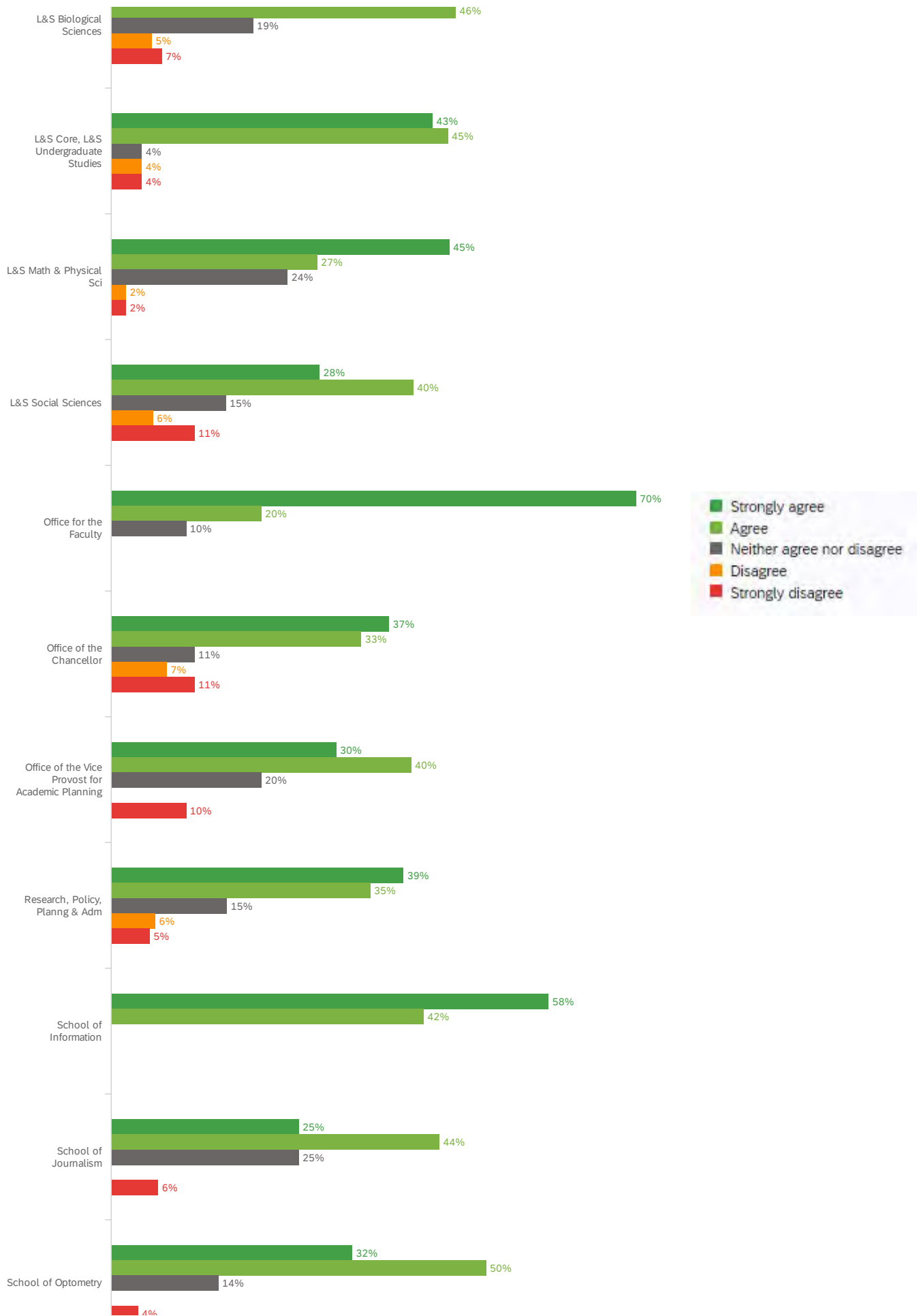
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	60%	3	40%	2	0%	0	0%	0	0%	0	4.60	0.53	<b>5</b>
Administration	38%	138	47%	172	10%	35	5%	17	2%	6	4.14	0.07	<b>368</b>
Athletics	45%	9	35%	7	15%	3	5%	1	0%	0	4.20	0.13	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	21%	6	50%	14	7%	2	18%	5	4%	1	3.68	-0.39	<b>28</b>
Berkeley Law School	38%	26	51%	35	7%	5	3%	2	1%	1	4.20	0.13	<b>69</b>
Cal Performances	36%	13	39%	14	17%	6	8%	3	0%	0	4.03	-0.04	<b>36</b>
Col of Environmental Design	25%	3	50%	6	17%	2	0%	0	8%	1	3.83	-0.24	<b>12</b>
College of Chemistry	14%	5	51%	18	29%	10	6%	2	0%	0	3.74	-0.33	<b>35</b>
College of Engineering	33%	49	49%	73	9%	14	5%	8	3%	5	4.03	-0.04	<b>149</b>
College of Natural Resources	53%	26	35%	17	10%	5	0%	0	2%	1	4.37	0.30	<b>49</b>
Division of Computing, Data Science, and Society	27%	6	32%	7	18%	4	18%	4	5%	1	3.59	-0.48	<b>22</b>
Equity & Inclusion Div	50%	18	33%	12	6%	2	6%	2	6%	2	4.17	0.10	<b>36</b>
EVCP	63%	5	25%	2	13%	1	0%	0	0%	0	4.50	0.43	<b>8</b>
Finance	54%	25	41%	19	2%	1	2%	1	0%	0	4.48	0.41	<b>46</b>
Goldman Sch of Public Policy	53%	8	27%	4	20%	3	0%	0	0%	0	4.33	0.26	<b>15</b>
Graduate Division	18%	2	55%	6	18%	2	0%	0	9%	1	3.73	-0.34	<b>11</b>
Graduate School of Education	36%	9	44%	11	20%	5	0%	0	0%	0	4.16	0.09	<b>25</b>
Haas School of Business	47%	63	37%	49	9%	12	5%	7	2%	3	4.21	0.14	<b>134</b>
L&S Arts & Humanities	23%	14	50%	31	13%	8	8%	5	6%	4	3.74	-0.33	<b>62</b>
L&S Biological Sciences	37%	27	42%	31	12%	9	5%	4	3%	2	4.05	-0.02	<b>73</b>
L&S Core, L&S Undergraduate Studies	33%	16	51%	25	10%	5	6%	3	0%	0	4.10	0.03	<b>49</b>
L&S Math & Physical Sci	41%	21	45%	23	10%	5	4%	2	0%	0	4.24	0.17	<b>51</b>
L&S Social Sciences	31%	22	46%	33	10%	7	4%	3	8%	6	3.87	-0.20	<b>71</b>
Office for the Faculty	40%	4	40%	4	10%	1	10%	1	0%	0	4.10	0.03	<b>10</b>
Office of the Chancellor	37%	10	44%	12	7%	2	4%	1	7%	2	4.00	-0.07	<b>27</b>
Office of the Vice Provost for Academic Planning	50%	5	50%	5	0%	0	0%	0	0%	0	4.50	0.43	<b>10</b>
Research, Policy, Planng & Adm	38%	52	43%	58	13%	18	3%	4	3%	4	4.10	0.03	<b>136</b>
School of Information	58%	7	25%	3	17%	2	0%	0	0%	0	4.42	0.35	<b>12</b>
School of Journalism	44%	7	38%	6	13%	2	0%	0	6%	1	4.13	0.06	<b>16</b>
School of Optometry	39%	11	43%	12	18%	5	0%	0	0%	0	4.21	0.14	<b>28</b>
School of Public Health	44%	23	42%	22	12%	6	0%	0	2%	1	4.27	0.20	<b>52</b>
School of Social Welfare	39%	13	52%	17	9%	3	0%	0	0%	0	4.30	0.23	<b>33</b>
SSALLEX (Summer Sessn, Study Abrid, University Extension)	39%	50	44%	56	9%	12	5%	6	3%	4	4.11	0.04	<b>128</b>
Student Affairs	29%	71	50%	122	16%	38	3%	7	2%	6	4.00	-0.07	<b>244</b>
UC Library	31%	34	54%	59	7%	8	7%	8	1%	1	4.06	-0.01	<b>110</b>
Undergraduate Education	28%	19	54%	36	13%	9	4%	3	0%	0	4.06	-0.01	<b>67</b>
Univ Developmt and Alumni Rel	38%	49	49%	63	9%	11	2%	3	2%	2	4.20	0.13	<b>128</b>

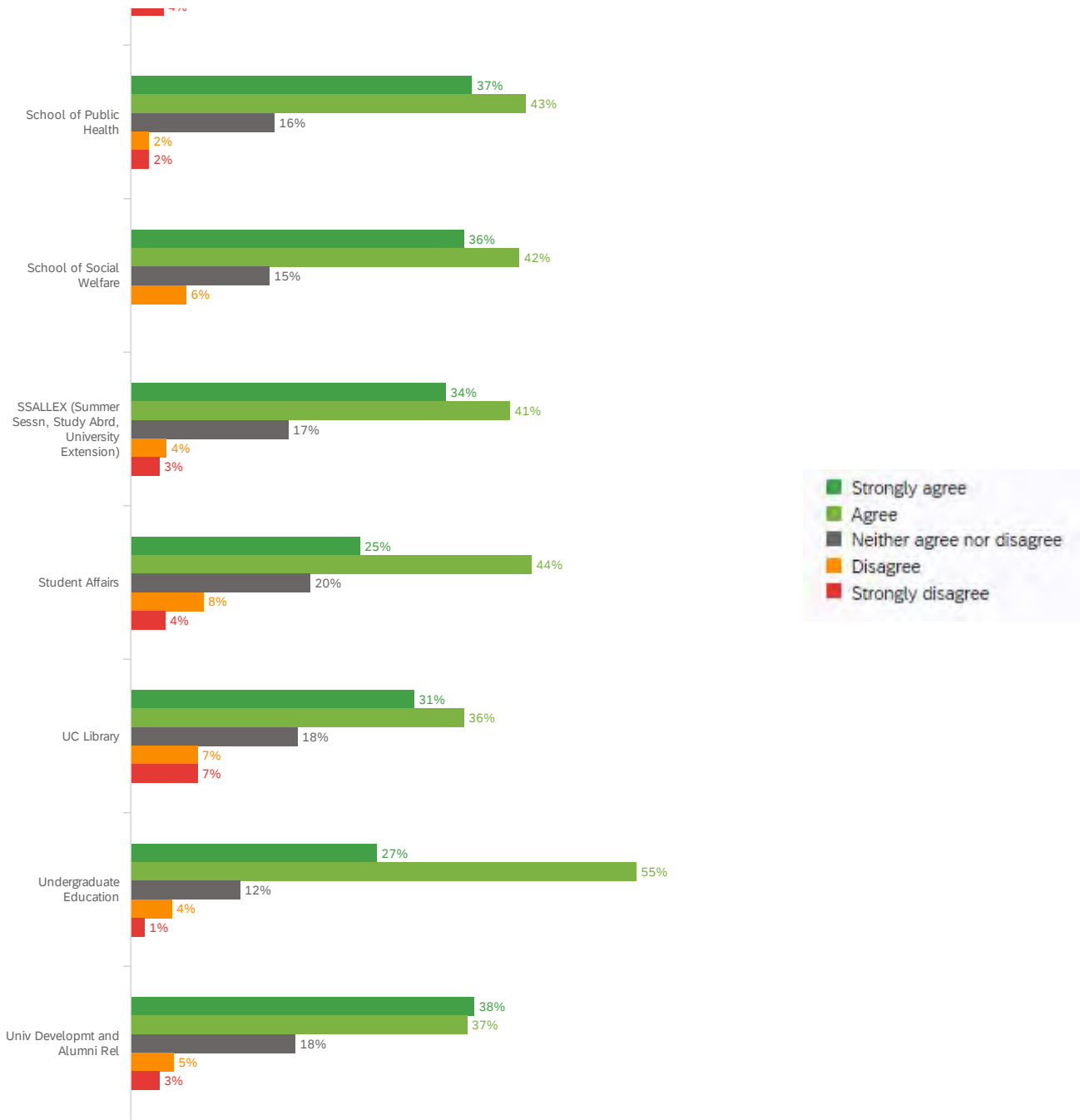


# My immediate supervisor promotes an inclusive team environment through their actions.





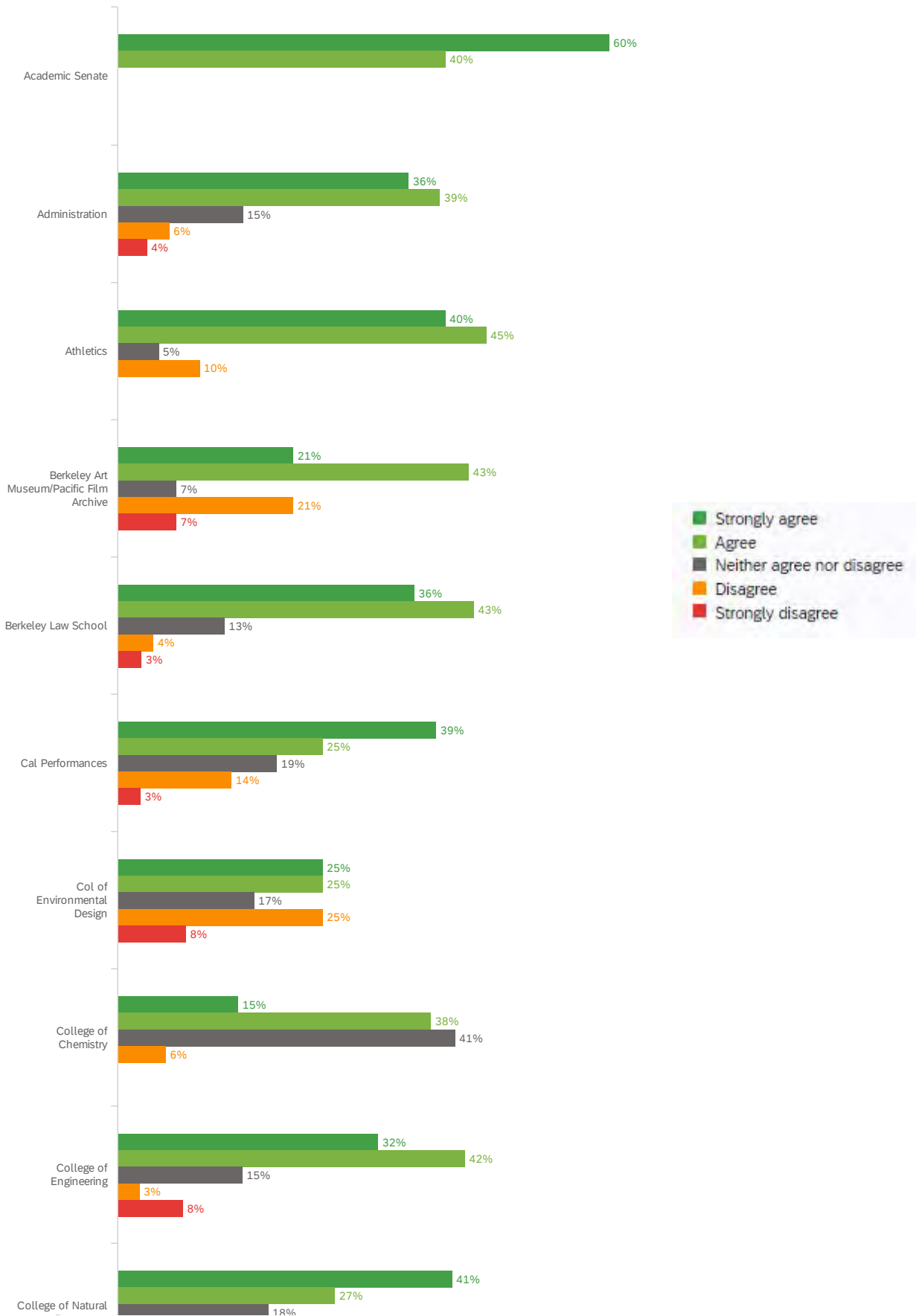


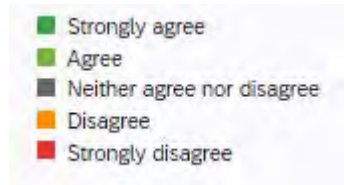
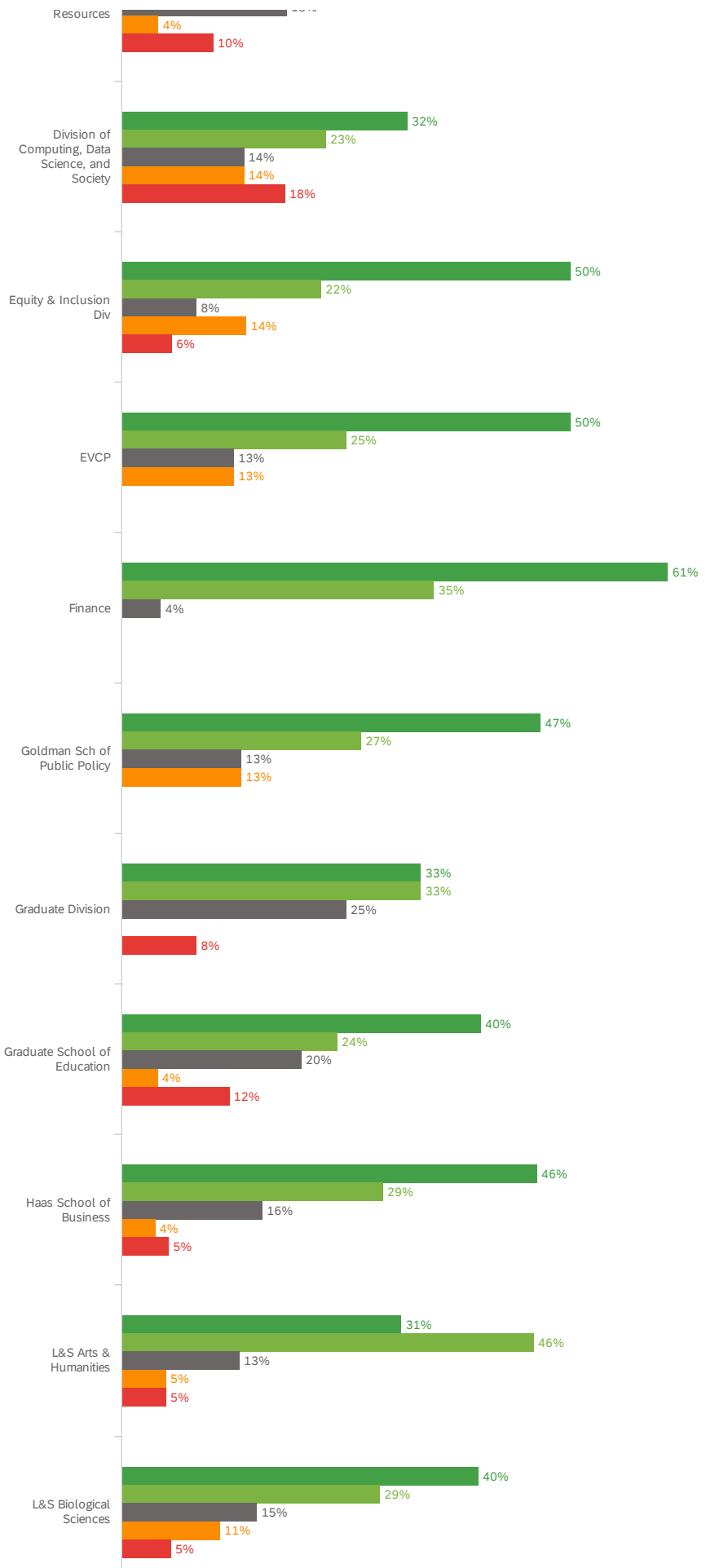


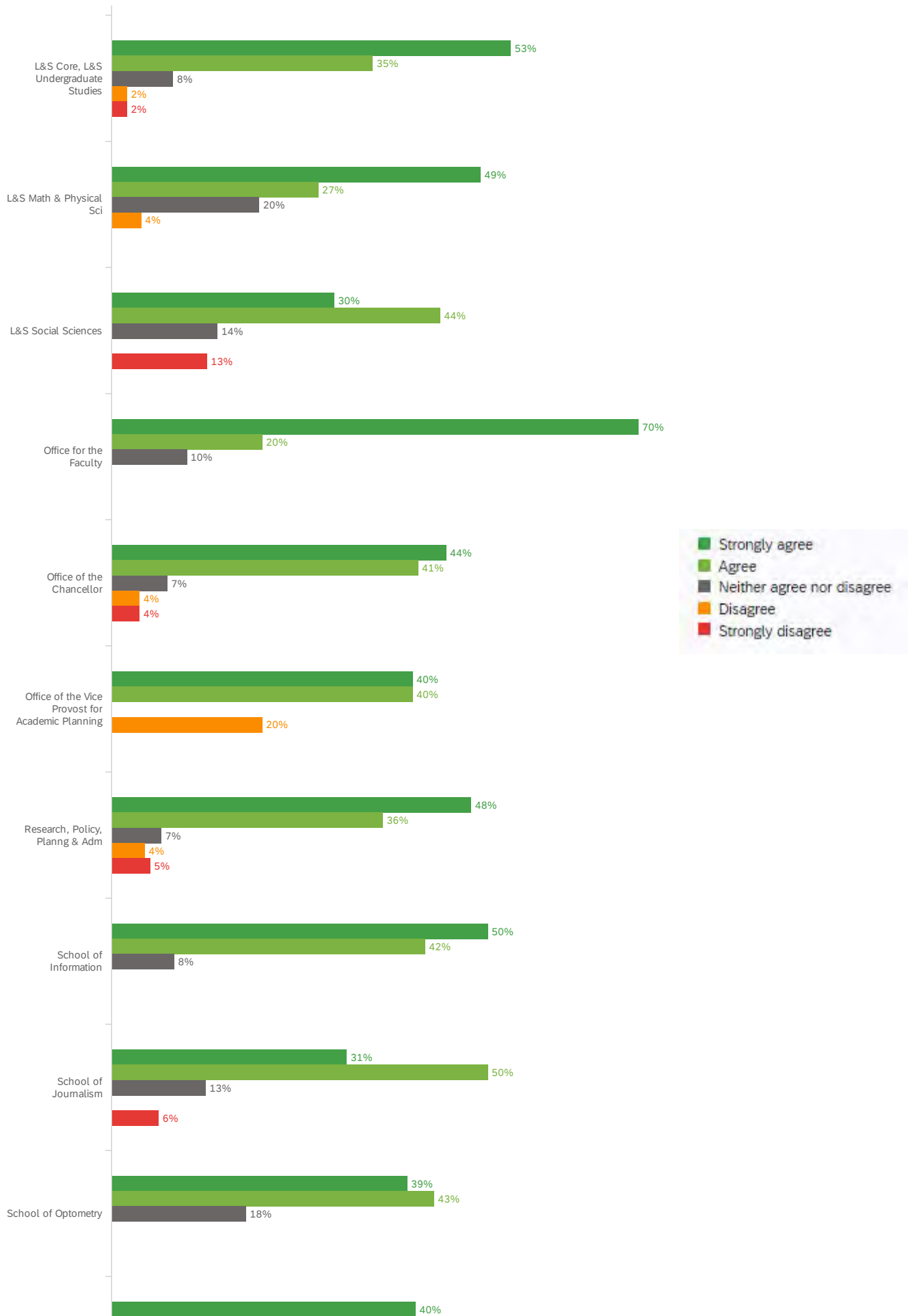
**My immediate supervisor promotes an inclusive team environment through their actions.**

Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	80%	4	20%	1	0%	0	0%	0	0%	0	4.80	0.91	<b>5</b>
Administration	35%	126	40%	144	16%	59	5%	18	5%	17	3.95	0.06	<b>364</b>
Athletics	50%	10	20%	4	20%	4	10%	2	0%	0	4.10	0.21	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	14%	4	25%	7	29%	8	18%	5	14%	4	3.07	-0.82	<b>28</b>
Berkeley Law School	35%	24	39%	27	20%	14	3%	2	3%	2	4.00	0.11	<b>69</b>
Cal Performances	28%	10	42%	15	8%	3	19%	7	3%	1	3.72	-0.17	<b>36</b>
Col of Environmental Design	25%	3	33%	4	17%	2	17%	2	8%	1	3.50	-0.39	<b>12</b>
College of Chemistry	23%	8	40%	14	34%	12	3%	1	0%	0	3.83	-0.06	<b>35</b>
College of Engineering	34%	51	39%	58	15%	22	7%	10	5%	8	3.90	0.01	<b>149</b>
College of Natural Resources	47%	23	22%	11	18%	9	6%	3	6%	3	3.98	0.09	<b>49</b>
Division of Computing, Data Science, and Society	27%	6	23%	5	23%	5	14%	3	14%	3	3.36	-0.53	<b>22</b>
Equity & Inclusion Div	39%	14	36%	13	11%	4	8%	3	6%	2	3.94	0.05	<b>36</b>
EVCP	50%	4	25%	2	13%	1	13%	1	0%	0	4.13	0.24	<b>8</b>
Finance	52%	24	33%	15	15%	7	0%	0	0%	0	4.37	0.48	<b>46</b>
Goldman Sch of Public Policy	40%	6	27%	4	27%	4	0%	0	7%	1	3.93	0.04	<b>15</b>
Graduate Division	18%	2	36%	4	18%	2	18%	2	9%	1	3.36	-0.53	<b>11</b>
Graduate School of Education	36%	9	36%	9	20%	5	4%	1	4%	1	3.96	0.07	<b>25</b>
Haas School of Business	38%	50	37%	49	15%	20	5%	6	6%	8	3.95	0.06	<b>133</b>
L&S Arts & Humanities	28%	17	48%	29	12%	7	7%	4	5%	3	3.88	-0.01	<b>60</b>
L&S Biological Sciences	23%	17	46%	34	19%	14	5%	4	7%	5	3.73	-0.16	<b>74</b>
L&S Core, L&S Undergraduate Studies	43%	21	45%	22	4%	2	4%	2	4%	2	4.18	0.29	<b>49</b>
L&S Math & Physical Sci	45%	23	27%	14	24%	12	2%	1	2%	1	4.12	0.23	<b>51</b>
L&S Social Sciences	28%	20	40%	29	15%	11	6%	4	11%	8	3.68	-0.21	<b>72</b>
Office for the Faculty	70%	7	20%	2	10%	1	0%	0	0%	0	4.60	0.71	<b>10</b>
Office of the Chancellor	37%	10	33%	9	11%	3	7%	2	11%	3	3.78	-0.11	<b>27</b>
Office of the Vice Provost for Academic Planning	30%	3	40%	4	20%	2	0%	0	10%	1	3.80	-0.09	<b>10</b>
Research, Policy, Planng & Adm	39%	53	35%	47	15%	21	6%	8	5%	7	3.96	0.07	<b>136</b>
School of Information	58%	7	42%	5	0%	0	0%	0	0%	0	4.58	0.69	<b>12</b>
School of Journalism	25%	4	44%	7	25%	4	0%	0	6%	1	3.81	-0.08	<b>16</b>
School of Optometry	32%	9	50%	14	14%	4	0%	0	4%	1	4.07	0.18	<b>28</b>
School of Public Health	37%	19	43%	22	16%	8	2%	1	2%	1	4.12	0.23	<b>51</b>
School of Social Welfare	36%	12	42%	14	15%	5	6%	2	0%	0	4.09	0.20	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	34%	44	41%	53	17%	22	4%	5	3%	4	4.00	0.11	<b>128</b>
Student Affairs	25%	60	44%	105	20%	47	8%	19	4%	9	3.78	-0.11	<b>240</b>
UC Library	31%	34	36%	40	18%	20	7%	8	7%	8	3.76	-0.13	<b>110</b>
Undergraduate Education	27%	18	55%	37	12%	8	4%	3	1%	1	4.01	0.12	<b>67</b>
Univ Developmt and Alumni Rel	38%	48	37%	47	18%	23	5%	6	3%	4	4.01	0.12	<b>128</b>

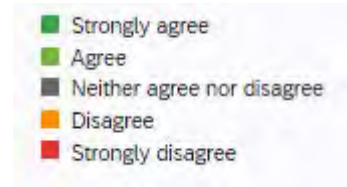
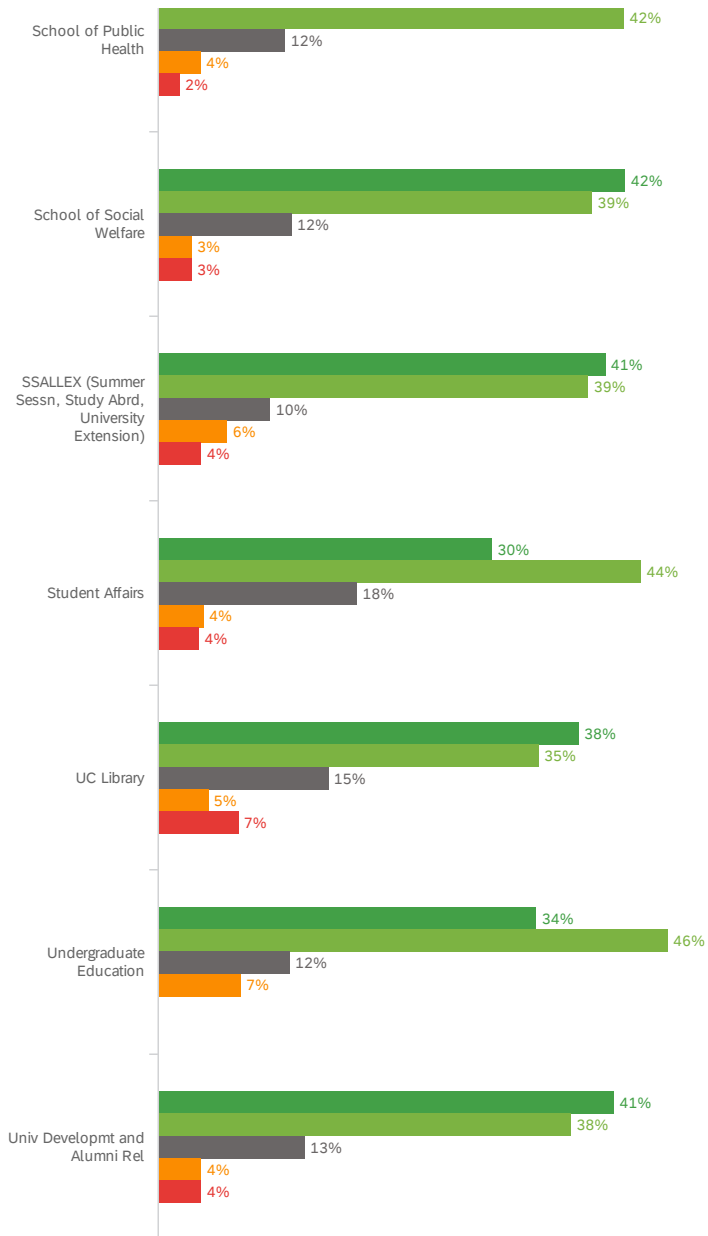
## I trust my immediate supervisor.







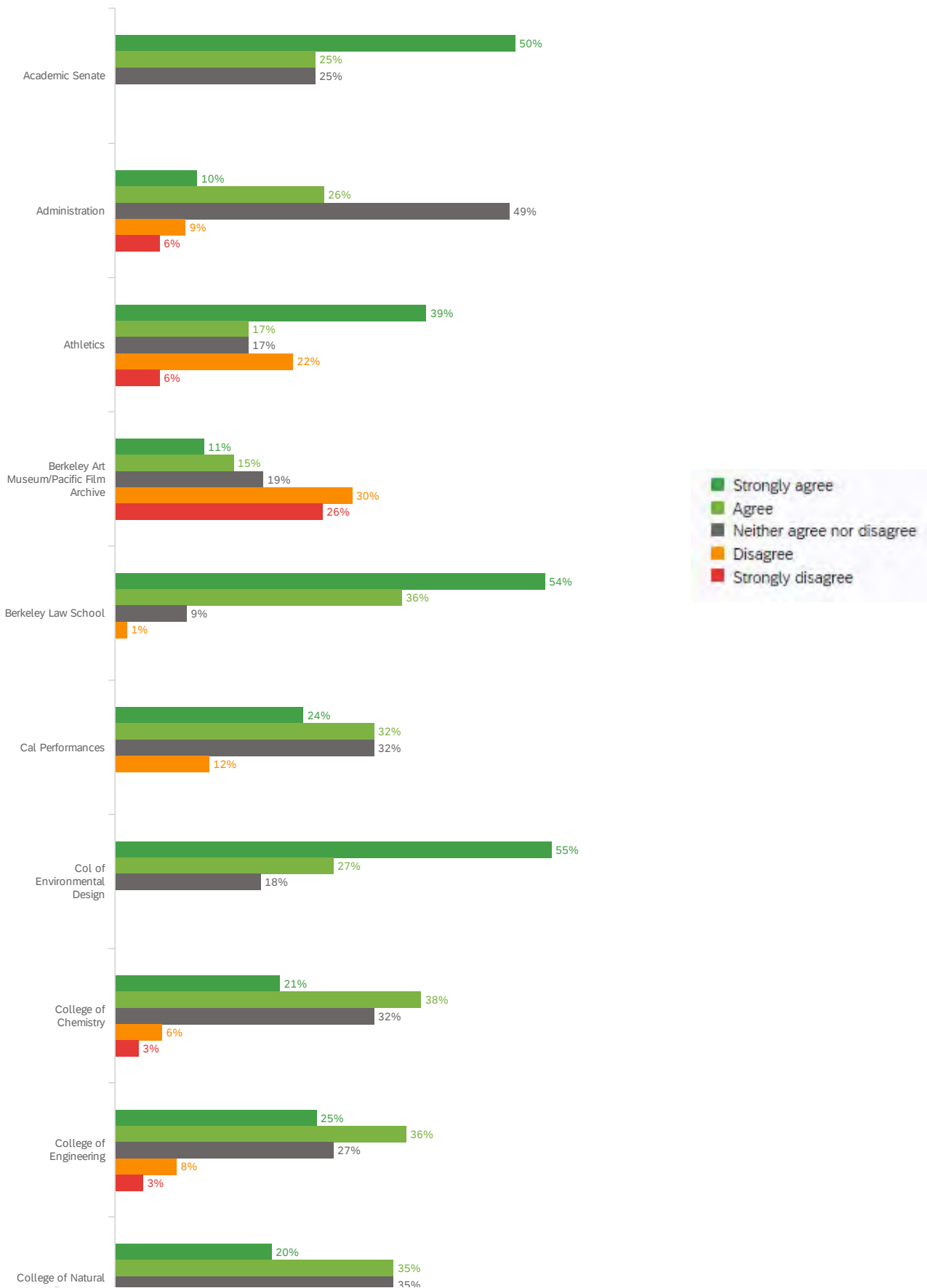


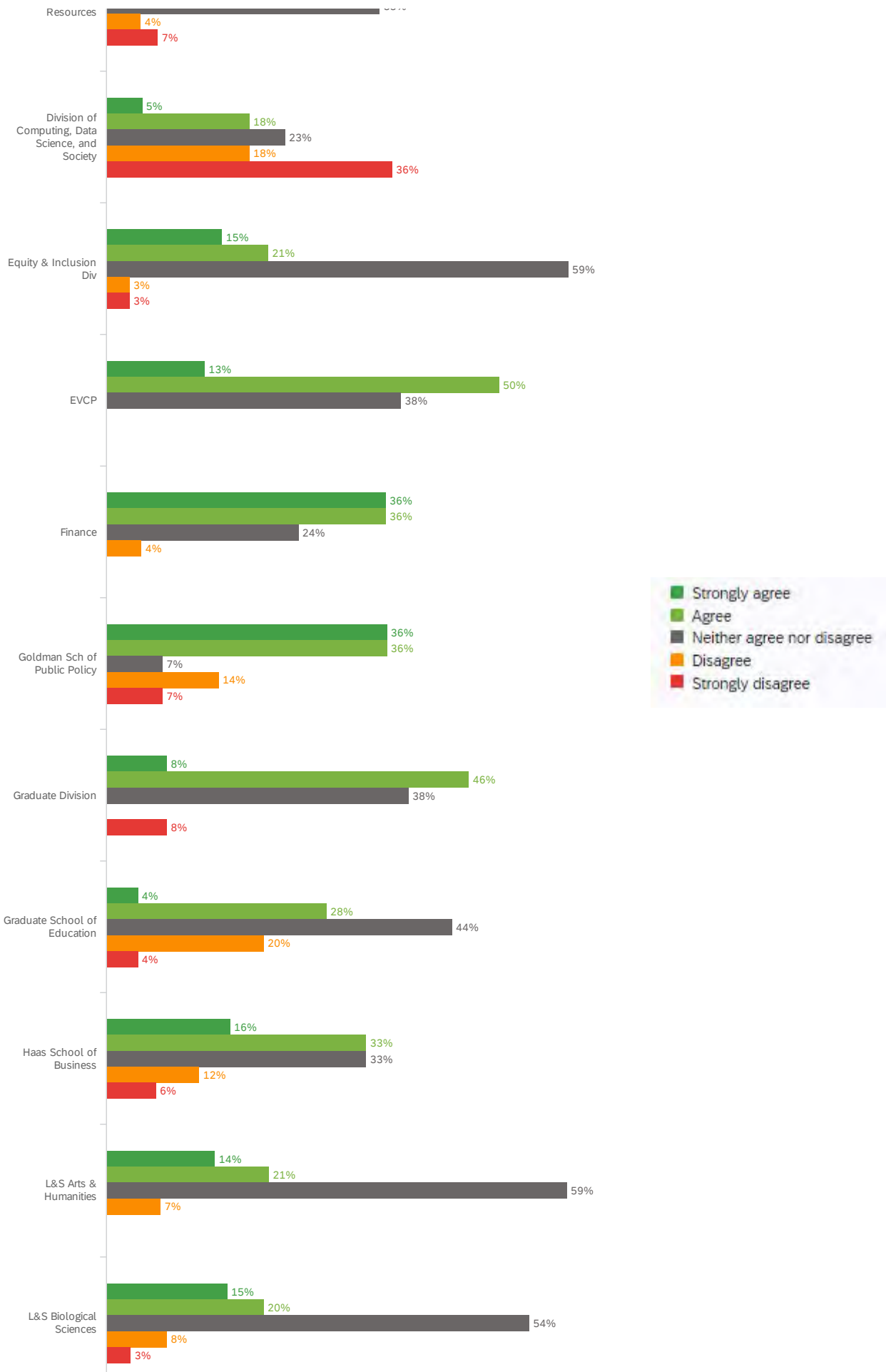


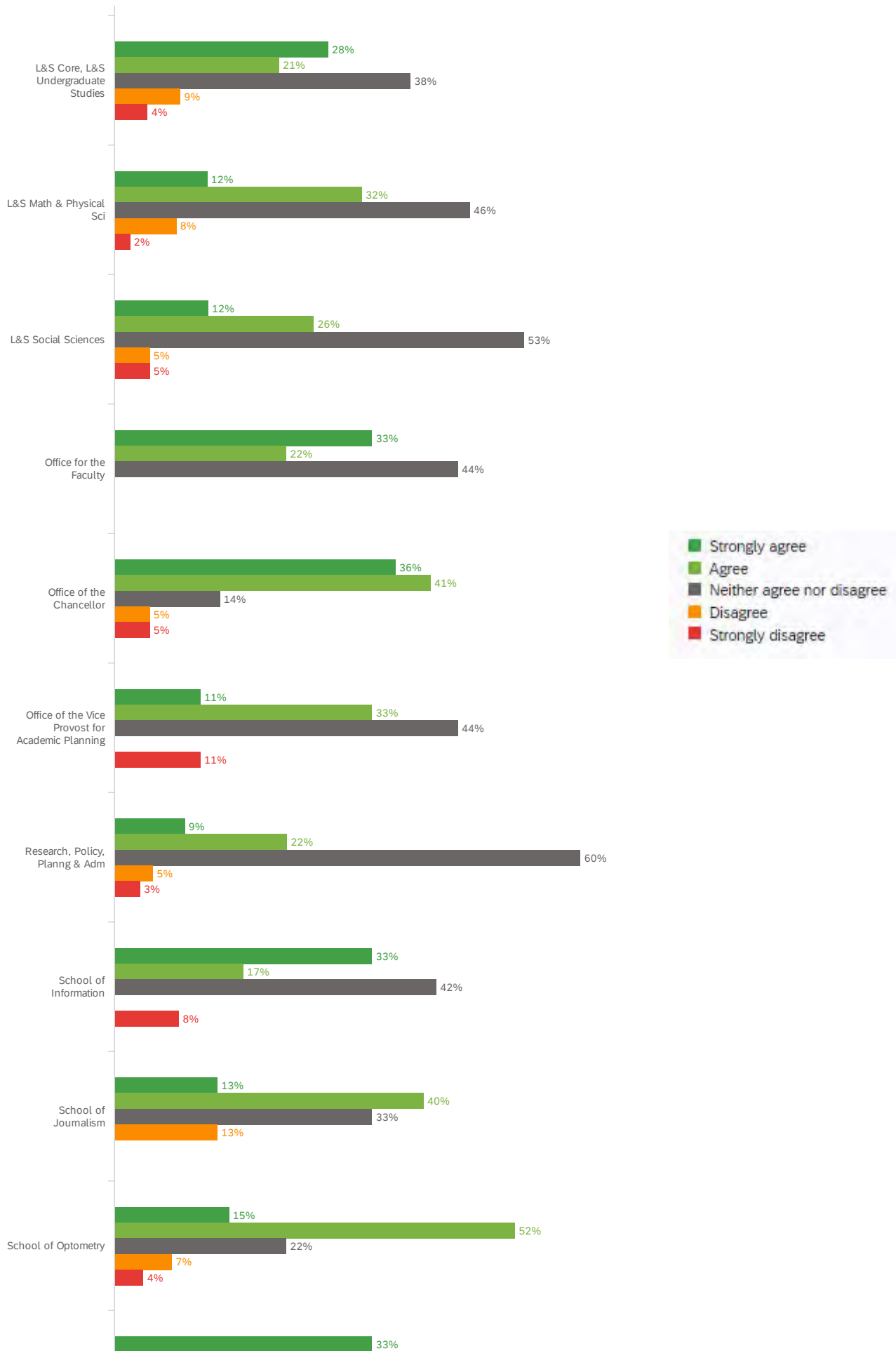
**I trust my immediate supervisor.**

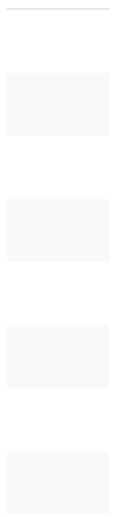
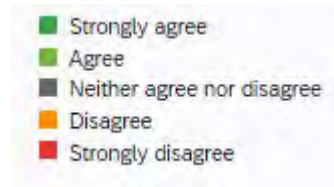
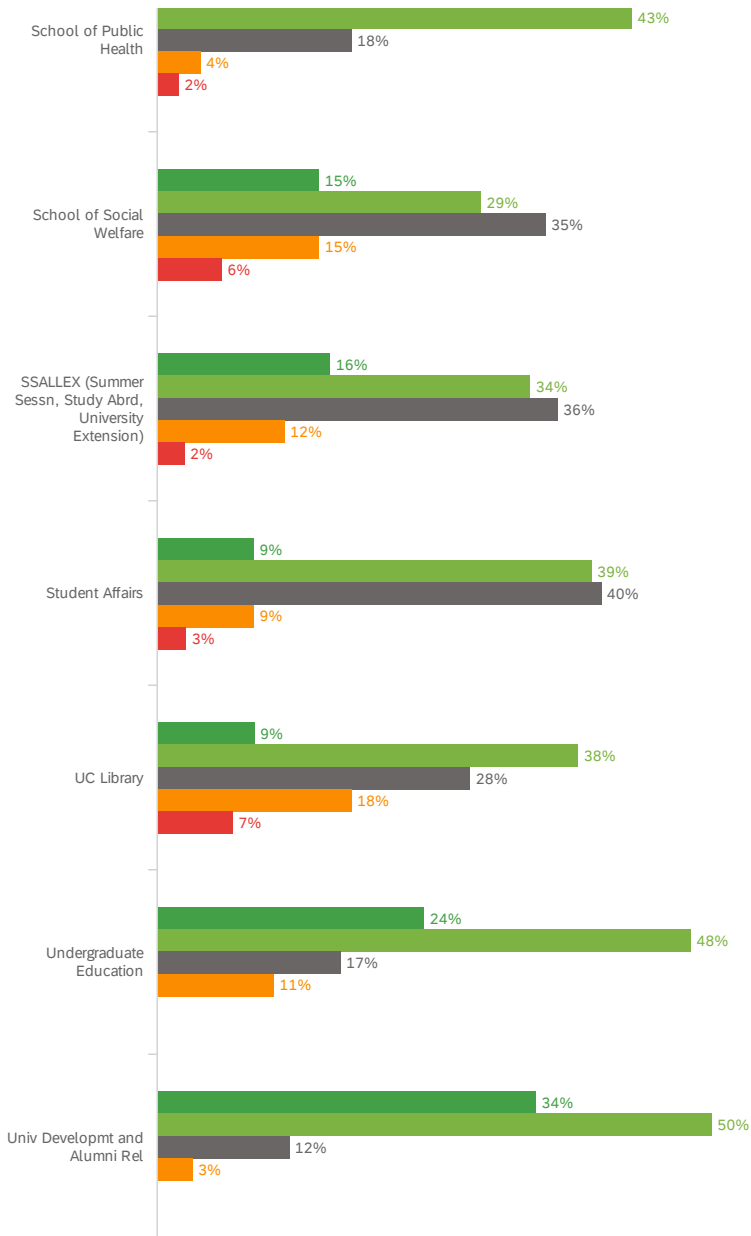
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	60%	3	40%	2	0%	0	0%	0	0%	0	4.60	0.64	<b>5</b>
Administration	36%	130	39%	144	15%	56	6%	23	4%	13	3.97	0.01	<b>366</b>
Athletics	40%	8	45%	9	5%	1	10%	2	0%	0	4.15	0.19	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	21%	6	43%	12	7%	2	21%	6	7%	2	3.50	-0.46	<b>28</b>
Berkeley Law School	36%	25	43%	30	13%	9	4%	3	3%	2	4.06	0.10	<b>69</b>
Cal Performances	39%	14	25%	9	19%	7	14%	5	3%	1	3.83	-0.13	<b>36</b>
Col of Environmental Design	25%	3	25%	3	17%	2	25%	3	8%	1	3.33	-0.63	<b>12</b>
College of Chemistry	15%	5	38%	13	41%	14	6%	2	0%	0	3.62	-0.34	<b>34</b>
College of Engineering	32%	48	42%	64	15%	23	3%	4	8%	12	3.87	-0.09	<b>151</b>
College of Natural Resources	41%	20	27%	13	18%	9	4%	2	10%	5	3.84	-0.12	<b>49</b>
Division of Computing, Data Science, and Society	32%	7	23%	5	14%	3	14%	3	18%	4	3.36	-0.60	<b>22</b>
Equity & Inclusion Div	50%	18	22%	8	8%	3	14%	5	6%	2	3.97	0.01	<b>36</b>
EVCP	50%	4	25%	2	13%	1	13%	1	0%	0	4.13	0.17	<b>8</b>
Finance	61%	28	35%	16	4%	2	0%	0	0%	0	4.57	0.61	<b>46</b>
Goldman Sch of Public Policy	47%	7	27%	4	13%	2	13%	2	0%	0	4.07	0.11	<b>15</b>
Graduate Division	33%	4	33%	4	25%	3	0%	0	8%	1	3.83	-0.13	<b>12</b>
Graduate School of Education	40%	10	24%	6	20%	5	4%	1	12%	3	3.76	-0.20	<b>25</b>
Haas School of Business	46%	62	29%	39	16%	21	4%	5	5%	7	4.07	0.11	<b>134</b>
L&S Arts & Humanities	31%	19	46%	28	13%	8	5%	3	5%	3	3.93	-0.03	<b>61</b>
L&S Biological Sciences	40%	29	29%	21	15%	11	11%	8	5%	4	3.86	-0.10	<b>73</b>
L&S Core, L&S Undergraduate Studies	53%	26	35%	17	8%	4	2%	1	2%	1	4.35	0.39	<b>49</b>
L&S Math & Physical Sci	49%	25	27%	14	20%	10	4%	2	0%	0	4.22	0.26	<b>51</b>
L&S Social Sciences	30%	21	44%	31	14%	10	0%	0	13%	9	3.77	-0.19	<b>71</b>
Office for the Faculty	70%	7	20%	2	10%	1	0%	0	0%	0	4.60	0.64	<b>10</b>
Office of the Chancellor	44%	12	41%	11	7%	2	4%	1	4%	1	4.19	0.23	<b>27</b>
Office of the Vice Provost for Academic Planning	40%	4	40%	4	0%	0	20%	2	0%	0	4.00	0.04	<b>10</b>
Research, Policy, Planng & Adm	48%	65	36%	49	7%	9	4%	6	5%	7	4.17	0.21	<b>136</b>
School of Information	50%	6	42%	5	8%	1	0%	0	0%	0	4.42	0.46	<b>12</b>
School of Journalism	31%	5	50%	8	13%	2	0%	0	6%	1	4.00	0.04	<b>16</b>
School of Optometry	39%	11	43%	12	18%	5	0%	0	0%	0	4.21	0.25	<b>28</b>
School of Public Health	40%	21	42%	22	12%	6	4%	2	2%	1	4.15	0.19	<b>52</b>
School of Social Welfare	42%	14	39%	13	12%	4	3%	1	3%	1	4.15	0.19	<b>33</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	41%	52	39%	50	10%	13	6%	8	4%	5	4.06	0.10	<b>128</b>
Student Affairs	30%	74	44%	107	18%	44	4%	10	4%	9	3.93	-0.03	<b>244</b>
UC Library	38%	42	35%	38	15%	17	5%	5	7%	8	3.92	-0.04	<b>110</b>
Undergraduate Education	34%	23	46%	31	12%	8	7%	5	0%	0	4.07	0.11	<b>67</b>
Univ Developmt and Alumni Rel	41%	53	38%	48	13%	17	4%	5	4%	5	4.09	0.13	<b>128</b>

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





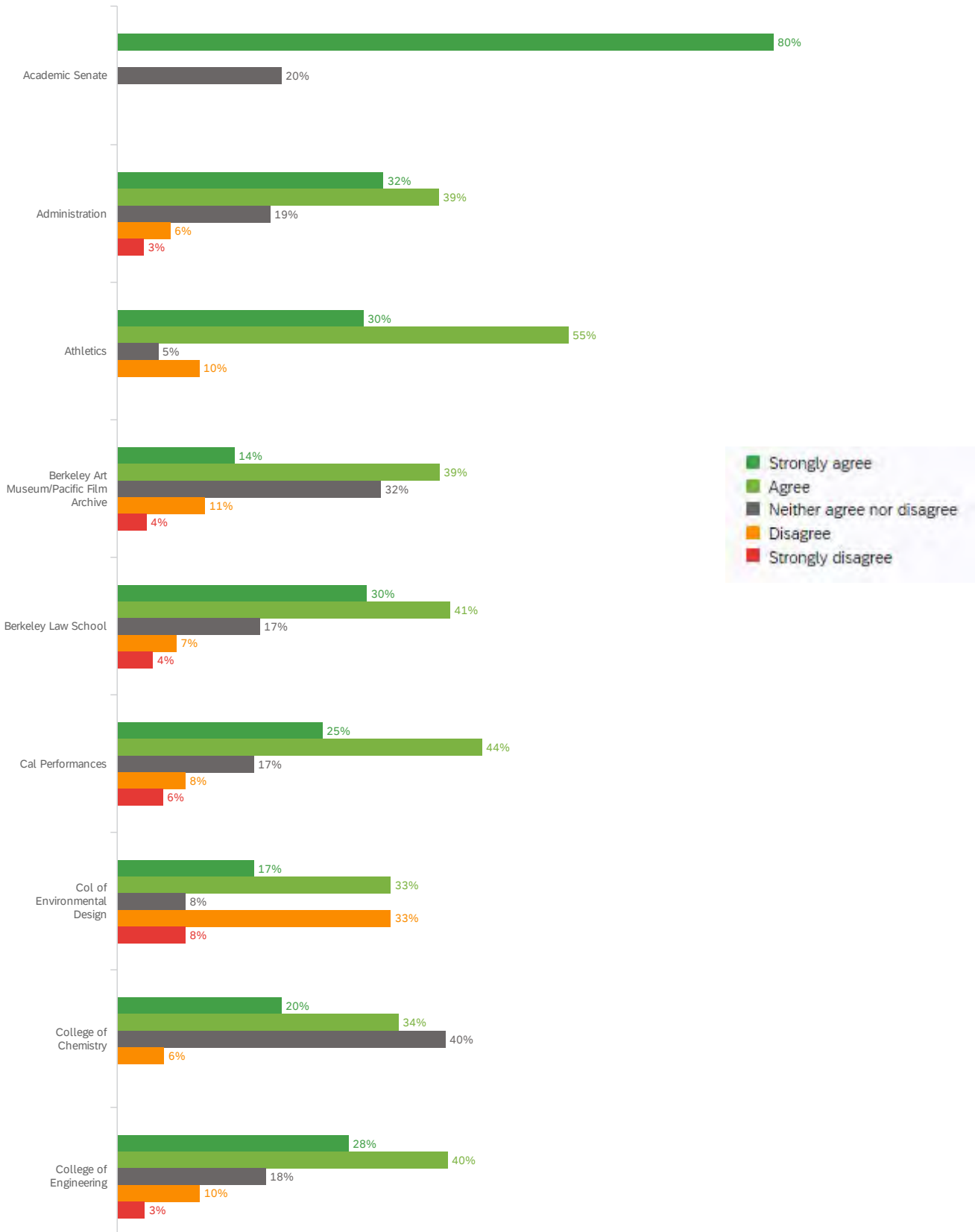




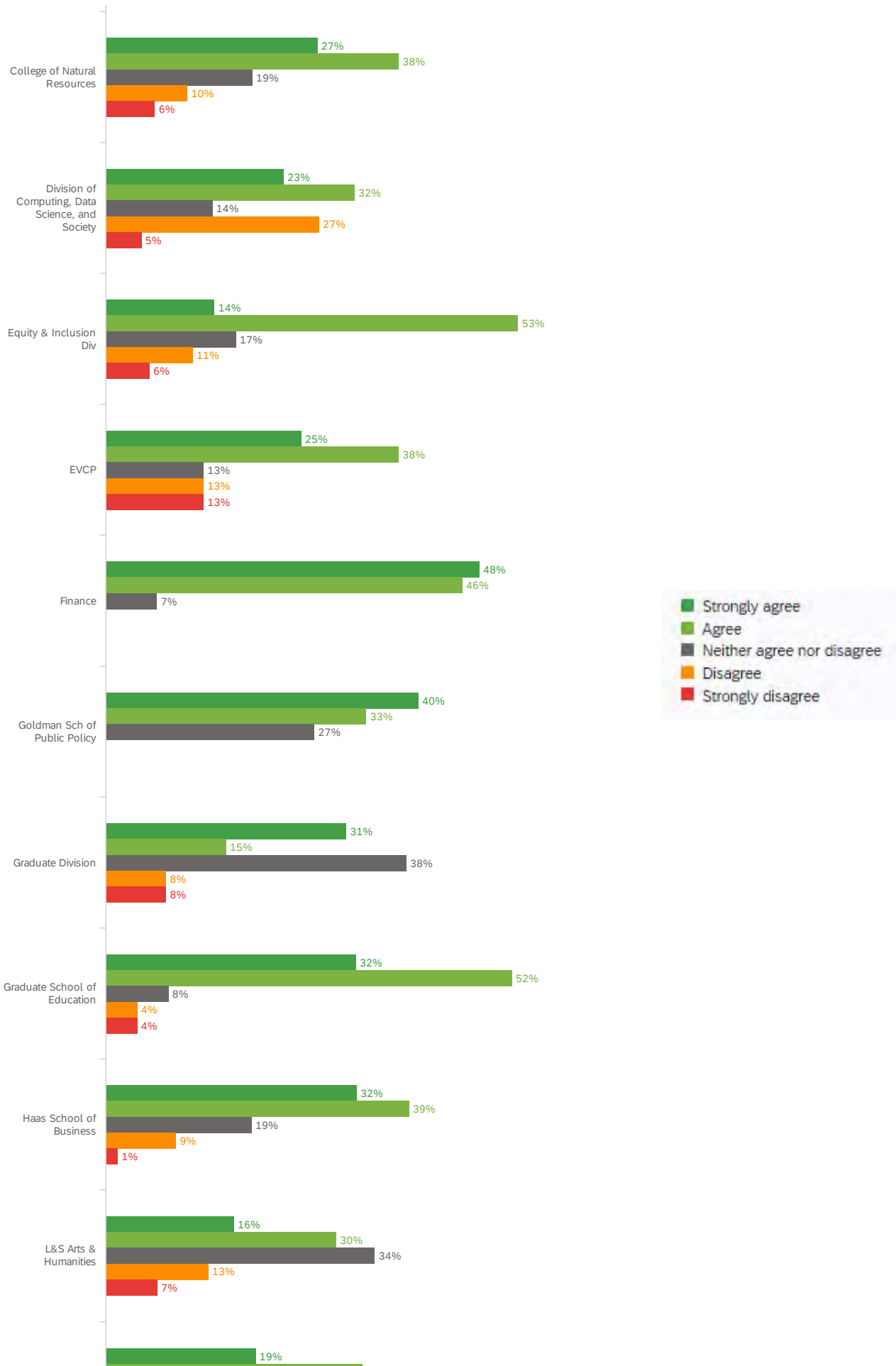
**I trust the leader of my school, college, division, or equivalent**

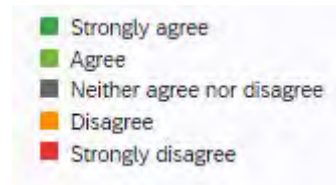
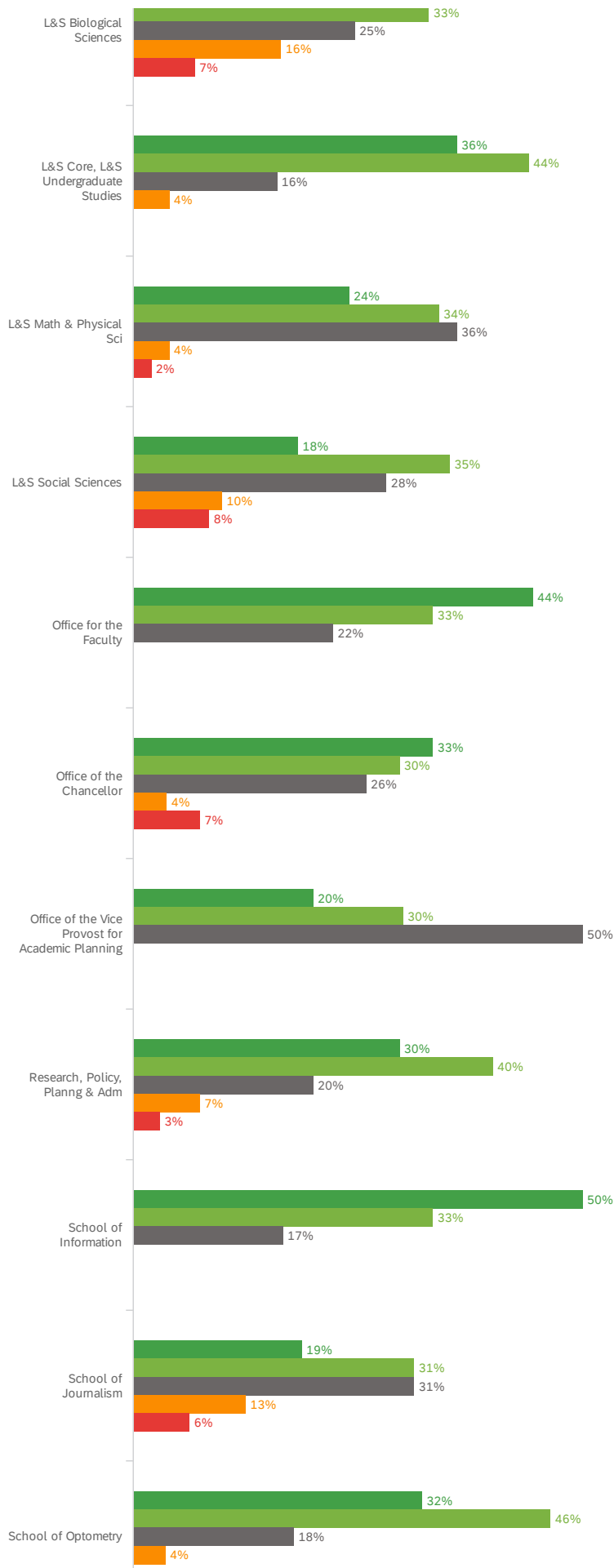
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	50%	2	25%	1	25%	1	0%	0	0%	0	4.25	0.73	<b>4</b>
Administration	10%	35	26%	89	49%	168	9%	30	6%	19	3.27	-0.25	<b>341</b>
Athletics	39%	7	17%	3	17%	3	22%	4	6%	1	3.61	0.09	<b>18</b>
Berkeley Art Museum/Pacific Film Archive	11%	3	15%	4	19%	5	30%	8	26%	7	2.56	-0.96	<b>27</b>
Berkeley Law School	54%	36	36%	24	9%	6	1%	1	0%	0	4.42	0.90	<b>67</b>
Cal Performances	24%	8	32%	11	32%	11	12%	4	0%	0	3.68	0.16	<b>34</b>
Col of Environmental Design	55%	6	27%	3	18%	2	0%	0	0%	0	4.36	0.84	<b>11</b>
College of Chemistry	21%	7	38%	13	32%	11	6%	2	3%	1	3.68	0.16	<b>34</b>
College of Engineering	25%	36	36%	52	27%	39	8%	11	3%	5	3.72	0.20	<b>143</b>
College of Natural Resources	20%	9	35%	16	35%	16	4%	2	7%	3	3.57	0.05	<b>46</b>
Division of Computing, Data Science, and Society	5%	1	18%	4	23%	5	18%	4	36%	8	2.36	-1.16	<b>22</b>
Equity & Inclusion Div	15%	5	21%	7	59%	20	3%	1	3%	1	3.41	-0.11	<b>34</b>
EVCP	13%	1	50%	4	38%	3	0%	0	0%	0	3.75	0.23	<b>8</b>
Finance	36%	16	36%	16	24%	11	4%	2	0%	0	4.02	0.50	<b>45</b>
Goldman Sch of Public Policy	36%	5	36%	5	7%	1	14%	2	7%	1	3.79	0.27	<b>14</b>
Graduate Division	8%	1	46%	6	38%	5	0%	0	8%	1	3.46	-0.06	<b>13</b>
Graduate School of Education	4%	1	28%	7	44%	11	20%	5	4%	1	3.08	-0.44	<b>25</b>
Haas School of Business	16%	20	33%	42	33%	42	12%	15	6%	8	3.40	-0.12	<b>127</b>
L&S Arts & Humanities	14%	8	21%	12	59%	34	7%	4	0%	0	3.41	-0.11	<b>58</b>
L&S Biological Sciences	15%	10	20%	13	54%	35	8%	5	3%	2	3.37	-0.15	<b>65</b>
L&S Core, L&S Undergraduate Studies	28%	13	21%	10	38%	18	9%	4	4%	2	3.60	0.08	<b>47</b>
L&S Math & Physical Sci	12%	6	32%	16	46%	23	8%	4	2%	1	3.44	-0.08	<b>50</b>
L&S Social Sciences	12%	8	26%	17	53%	35	5%	3	5%	3	3.36	-0.16	<b>66</b>
Office for the Faculty	33%	3	22%	2	44%	4	0%	0	0%	0	3.89	0.37	<b>9</b>
Office of the Chancellor	36%	8	41%	9	14%	3	5%	1	5%	1	4.00	0.48	<b>22</b>
Office of the Vice Provost for Academic Planning	11%	1	33%	3	44%	4	0%	0	11%	1	3.33	-0.19	<b>9</b>
Research, Policy, Planng & Adm	9%	11	22%	27	60%	73	5%	6	3%	4	3.29	-0.23	<b>121</b>
School of Information	33%	4	17%	2	42%	5	0%	0	8%	1	3.67	0.15	<b>12</b>
School of Journalism	13%	2	40%	6	33%	5	13%	2	0%	0	3.53	0.01	<b>15</b>
School of Optometry	15%	4	52%	14	22%	6	7%	2	4%	1	3.67	0.15	<b>27</b>
School of Public Health	33%	17	43%	22	18%	9	4%	2	2%	1	4.02	0.50	<b>51</b>
School of Social Welfare	15%	5	29%	10	35%	12	15%	5	6%	2	3.32	-0.20	<b>34</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	16%	19	34%	41	36%	44	12%	14	2%	3	3.49	-0.03	<b>121</b>
Student Affairs	9%	20	39%	90	40%	92	9%	20	3%	6	3.43	-0.09	<b>228</b>
UC Library	9%	9	38%	39	28%	29	18%	18	7%	7	3.25	-0.27	<b>102</b>
Undergraduate Education	24%	16	48%	32	17%	11	11%	7	0%	0	3.86	0.34	<b>66</b>
Univ Developmt and Alumni Rel	34%	43	50%	63	12%	15	3%	4	0%	0	4.16	0.64	<b>125</b>

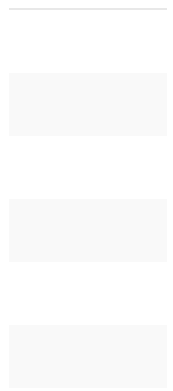
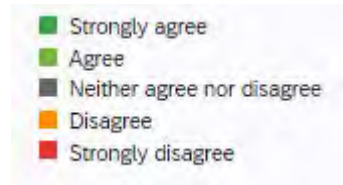
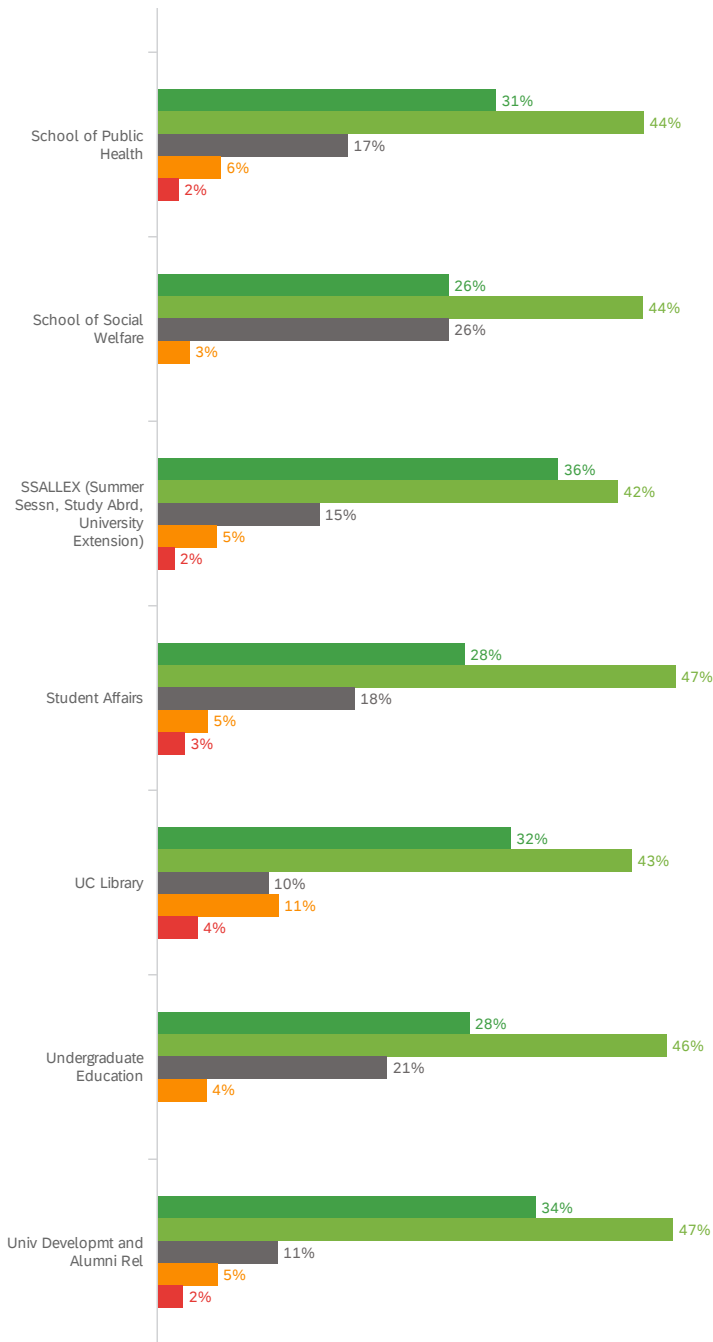
## My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).







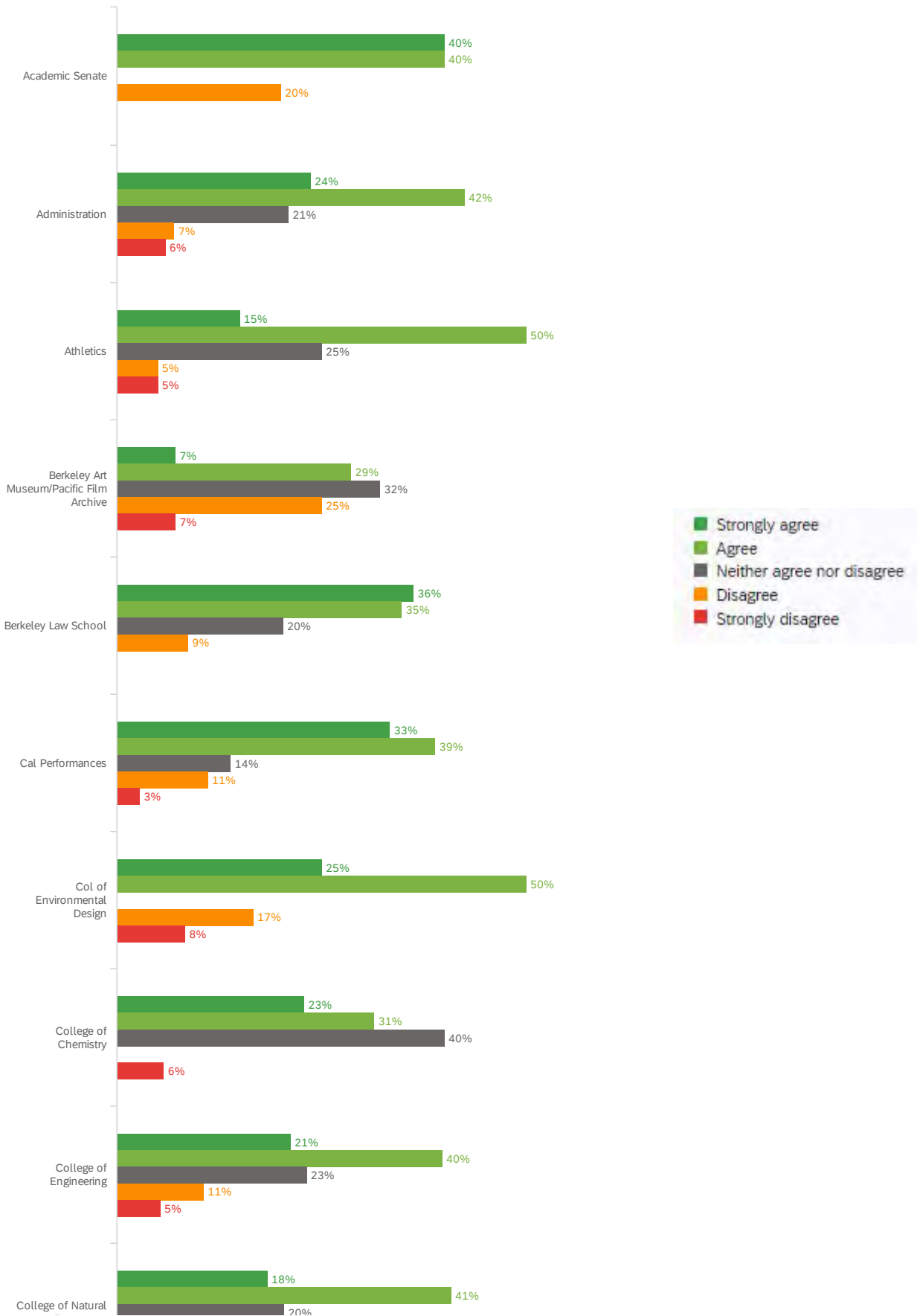


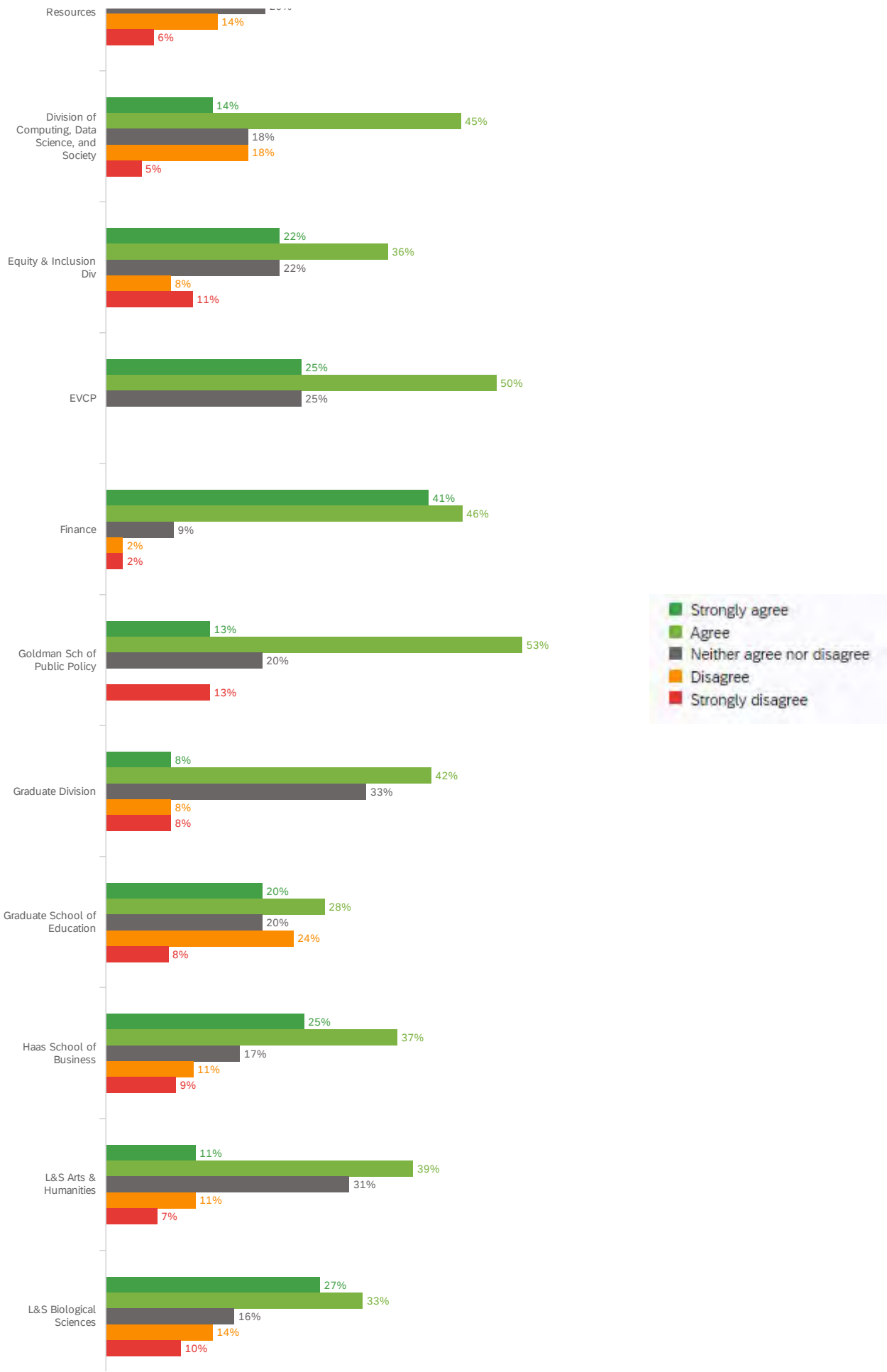


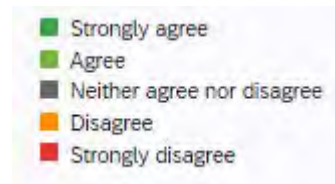
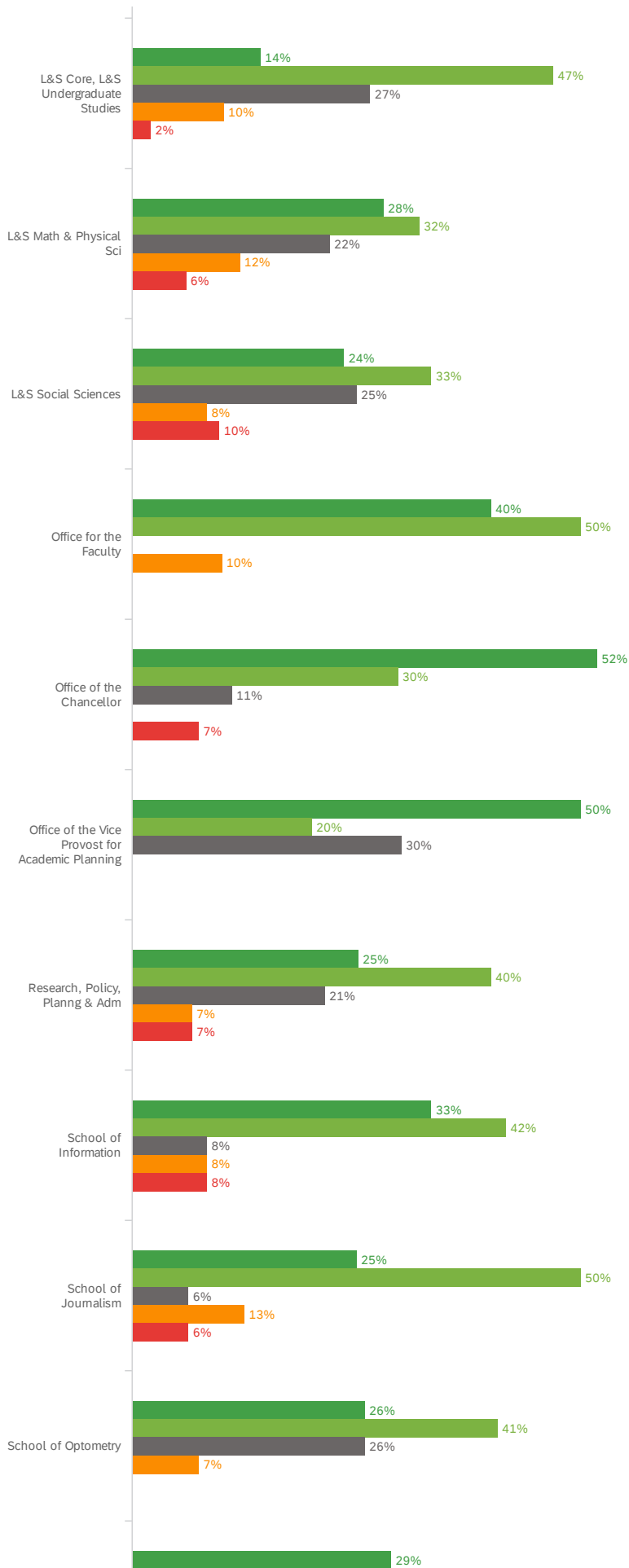
**My supervisor helps me make time to participate in trainings and professional development activities (including staff organization involvement).**

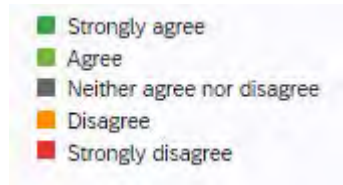
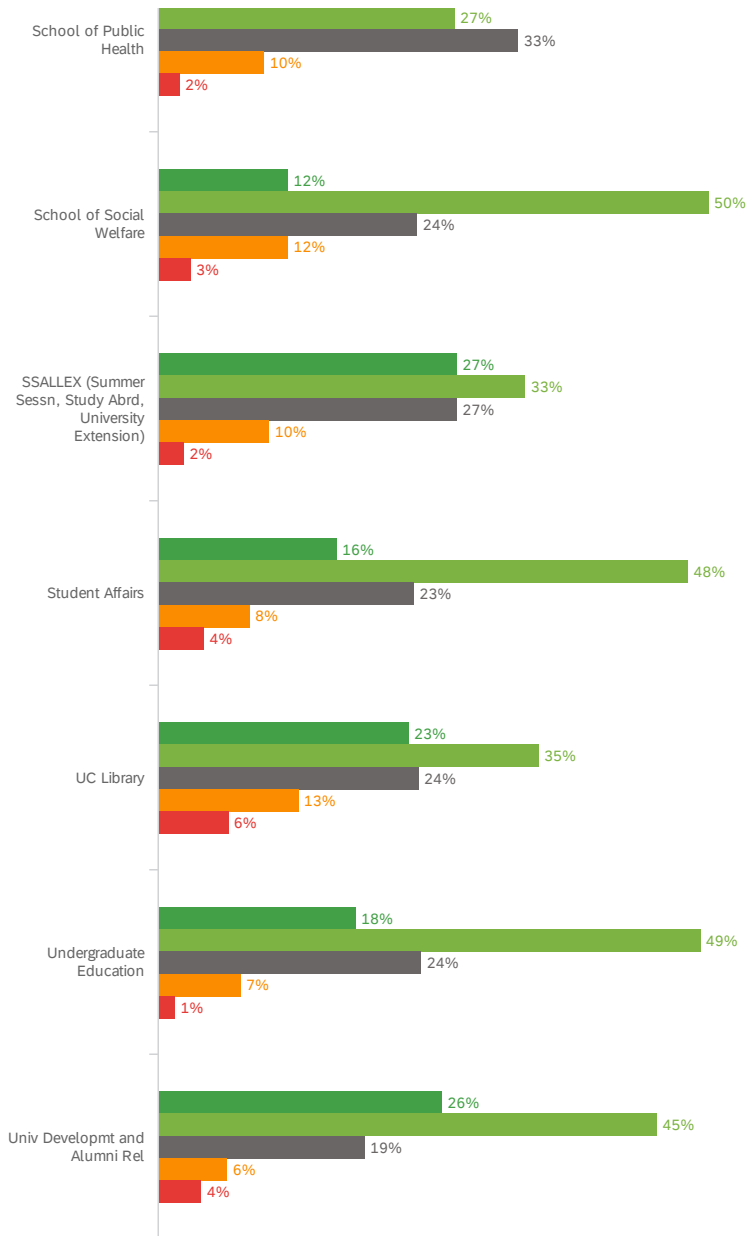
Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	80%	4	0%	0	20%	1	0%	0	0%	0	4.05	0.22	<b>128</b>
Administration	32%	120	39%	145	19%	69	6%	24	3%	12	3.99	0.16	<b>67</b>
Athletics	30%	6	55%	11	5%	1	10%	2	0%	0	3.89	0.06	<b>109</b>
Berkeley Art Museum/Pacific Film Archive	14%	4	39%	11	32%	9	11%	3	4%	1	3.93	0.10	<b>240</b>
Berkeley Law School	30%	21	41%	28	17%	12	7%	5	4%	3	3.94	0.11	<b>34</b>
Cal Performances	25%	9	44%	16	17%	6	8%	3	6%	2	3.96	0.13	<b>52</b>
Col of Environmental Design	17%	2	33%	4	8%	1	33%	4	8%	1	4.07	0.24	<b>28</b>
College of Chemistry	20%	7	34%	12	40%	14	6%	2	0%	0	3.44	-0.39	<b>16</b>
College of Engineering	28%	42	40%	60	18%	27	10%	15	3%	5	4.33	0.50	<b>12</b>
College of Natural Resources	27%	13	38%	18	19%	9	10%	5	6%	3	4.06	0.23	<b>129</b>
Division of Computing, Data Science, and Society	23%	5	32%	7	14%	3	27%	6	5%	1	3.86	0.03	<b>135</b>
Equity & Inclusion Div	14%	5	53%	19	17%	6	11%	4	6%	2	3.70	-0.13	<b>10</b>
EVCP	25%	2	38%	3	13%	1	13%	1	13%	1	3.78	-0.05	<b>27</b>
Finance	48%	22	46%	21	7%	3	0%	0	0%	0	4.22	0.39	<b>9</b>
Goldman Sch of Public Policy	40%	6	33%	5	27%	4	0%	0	0%	0	3.45	-0.38	<b>71</b>
Graduate Division	31%	4	15%	2	38%	5	8%	1	8%	1	3.74	-0.09	<b>50</b>
Graduate School of Education	32%	8	52%	13	8%	2	4%	1	4%	1	4.12	0.29	<b>50</b>
Haas School of Business	32%	43	39%	52	19%	25	9%	12	1%	2	3.41	-0.42	<b>73</b>
L&S Arts & Humanities	16%	10	30%	18	34%	21	13%	8	7%	4	3.36	-0.47	<b>61</b>
L&S Biological Sciences	19%	14	33%	24	25%	18	16%	12	7%	5	3.91	0.08	<b>134</b>
L&S Core, L&S Undergraduate Studies	36%	18	44%	22	16%	8	4%	2	0%	0	4.04	0.21	<b>25</b>
L&S Math & Physical Sci	24%	12	34%	17	36%	18	4%	2	2%	1	3.54	-0.29	<b>13</b>
L&S Social Sciences	18%	13	35%	25	28%	20	10%	7	8%	6	4.13	0.30	<b>15</b>
Office for the Faculty	44%	4	33%	3	22%	2	0%	0	0%	0	4.41	0.58	<b>46</b>
Office of the Chancellor	33%	9	30%	8	26%	7	4%	1	7%	2	3.58	-0.25	<b>36</b>
Office of the Vice Provost for Academic Planning	20%	2	30%	3	50%	5	0%	0	0%	0	3.50	-0.33	<b>8</b>
Research, Policy, Planng & Adm	30%	40	40%	54	20%	27	7%	10	3%	4	3.41	-0.42	<b>22</b>
School of Information	50%	6	33%	4	17%	2	0%	0	0%	0	3.69	-0.14	<b>48</b>
School of Journalism	19%	3	31%	5	31%	5	13%	2	6%	1	3.80	-0.03	<b>149</b>
School of Optometry	32%	9	46%	13	18%	5	4%	1	0%	0	3.69	-0.14	<b>35</b>
School of Public Health	31%	16	44%	23	17%	9	6%	3	2%	1	3.17	-0.66	<b>12</b>
School of Social Welfare	26%	9	44%	15	26%	9	3%	1	0%	0	3.75	-0.08	<b>36</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	36%	47	42%	54	15%	19	5%	7	2%	2	3.86	0.03	<b>69</b>
Student Affairs	28%	67	47%	113	18%	43	5%	11	3%	6	3.50	-0.33	<b>28</b>
UC Library	32%	35	43%	47	10%	11	11%	12	4%	4	4.05	0.22	<b>20</b>
Undergraduate Education	28%	19	46%	31	21%	14	4%	3	0%	0	3.91	0.08	<b>370</b>
Univ Developmt and Alumni Rel	34%	44	47%	60	11%	14	5%	7	2%	3	4.60	0.77	<b>5</b>

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











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

Question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Average Score	Diff. From Campus Avg	Total
	%	Count	%	Count	%	Count	%	Count	%	Count			
Academic Senate	40%	2	40%	2	0%	0	20%	1	0%	0	4.00	0.36	<b>5</b>
Administration	24%	88	42%	158	21%	78	7%	26	6%	22	3.71	0.07	<b>372</b>
Athletics	15%	3	50%	10	25%	5	5%	1	5%	1	3.65	0.01	<b>20</b>
Berkeley Art Museum/Pacific Film Archive	7%	2	29%	8	32%	9	25%	7	7%	2	3.04	-0.60	<b>28</b>
Berkeley Law School	36%	25	35%	24	20%	14	9%	6	0%	0	3.99	0.35	<b>69</b>
Cal Performances	33%	12	39%	14	14%	5	11%	4	3%	1	3.89	0.25	<b>36</b>
Col of Environmental Design	25%	3	50%	6	0%	0	17%	2	8%	1	3.67	0.03	<b>12</b>
College of Chemistry	23%	8	31%	11	40%	14	0%	0	6%	2	3.66	0.02	<b>35</b>
College of Engineering	21%	32	40%	60	23%	35	11%	16	5%	8	3.61	-0.03	<b>151</b>
College of Natural Resources	18%	9	41%	20	20%	10	14%	7	6%	3	3.51	-0.13	<b>49</b>
Division of Computing, Data Science, and Society	14%	3	45%	10	18%	4	18%	4	5%	1	3.45	-0.19	<b>22</b>
Equity & Inclusion Div	22%	8	36%	13	22%	8	8%	3	11%	4	3.50	-0.14	<b>36</b>
EVCP	25%	2	50%	4	25%	2	0%	0	0%	0	4.00	0.36	<b>8</b>
Finance	41%	19	46%	21	9%	4	2%	1	2%	1	4.22	0.58	<b>46</b>
Goldman Sch of Public Policy	13%	2	53%	8	20%	3	0%	0	13%	2	3.53	-0.11	<b>15</b>
Graduate Division	8%	1	42%	5	33%	4	8%	1	8%	1	3.33	-0.31	<b>12</b>
Graduate School of Education	20%	5	28%	7	20%	5	24%	6	8%	2	3.28	-0.36	<b>25</b>
Haas School of Business	25%	34	37%	50	17%	23	11%	15	9%	12	3.59	-0.05	<b>134</b>
L&S Arts & Humanities	11%	7	39%	24	31%	19	11%	7	7%	4	3.38	-0.26	<b>61</b>
L&S Biological Sciences	27%	20	33%	24	16%	12	14%	10	10%	7	3.55	-0.09	<b>73</b>
L&S Core, L&S Undergraduate Studies	14%	7	47%	23	27%	13	10%	5	2%	1	3.61	-0.03	<b>49</b>
L&S Math & Physical Sci	28%	14	32%	16	22%	11	12%	6	6%	3	3.64	0.00	<b>50</b>
L&S Social Sciences	24%	17	33%	24	25%	18	8%	6	10%	7	3.53	-0.11	<b>72</b>
Office for the Faculty	40%	4	50%	5	0%	0	10%	1	0%	0	4.20	0.56	<b>10</b>
Office of the Chancellor	52%	14	30%	8	11%	3	0%	0	7%	2	4.19	0.55	<b>27</b>
Office of the Vice Provost for Academic Planning	50%	5	20%	2	30%	3	0%	0	0%	0	4.20	0.56	<b>10</b>
Research, Policy, Planng & Adm	25%	34	40%	54	21%	29	7%	9	7%	9	3.70	0.06	<b>135</b>
School of Information	33%	4	42%	5	8%	1	8%	1	8%	1	3.83	0.19	<b>12</b>
School of Journalism	25%	4	50%	8	6%	1	13%	2	6%	1	3.75	0.11	<b>16</b>
School of Optometry	26%	7	41%	11	26%	7	7%	2	0%	0	3.85	0.21	<b>27</b>
School of Public Health	29%	15	27%	14	33%	17	10%	5	2%	1	3.71	0.07	<b>52</b>
School of Social Welfare	12%	4	50%	17	24%	8	12%	4	3%	1	3.56	-0.08	<b>34</b>
SSALLEX (Summer Sessn, Study Abrd, University Extension)	27%	35	33%	43	27%	35	10%	13	2%	3	3.73	0.09	<b>129</b>
Student Affairs	16%	39	48%	116	23%	56	8%	20	4%	10	3.64	0.00	<b>241</b>
UC Library	23%	25	35%	38	24%	26	13%	14	6%	7	3.55	-0.09	<b>110</b>
Undergraduate Education	18%	12	49%	33	24%	16	7%	5	1%	1	3.75	0.11	<b>67</b>
Univ Developmt and Alumni Rel	26%	33	45%	58	19%	24	6%	8	4%	5	3.83	0.19	<b>128</b>