2020 - Postdocs@UCSD Survey
UC SAN DIEGO

2020
317 respondents
27% of 1,190 invited

2019
432 respondents
36% of 1,190 invited

2018
423 respondents
38% of 1,121 invited

4.04 mean score for 57 questions (scale 1-5)
7 questions in the excellent range (4.3 or greater)

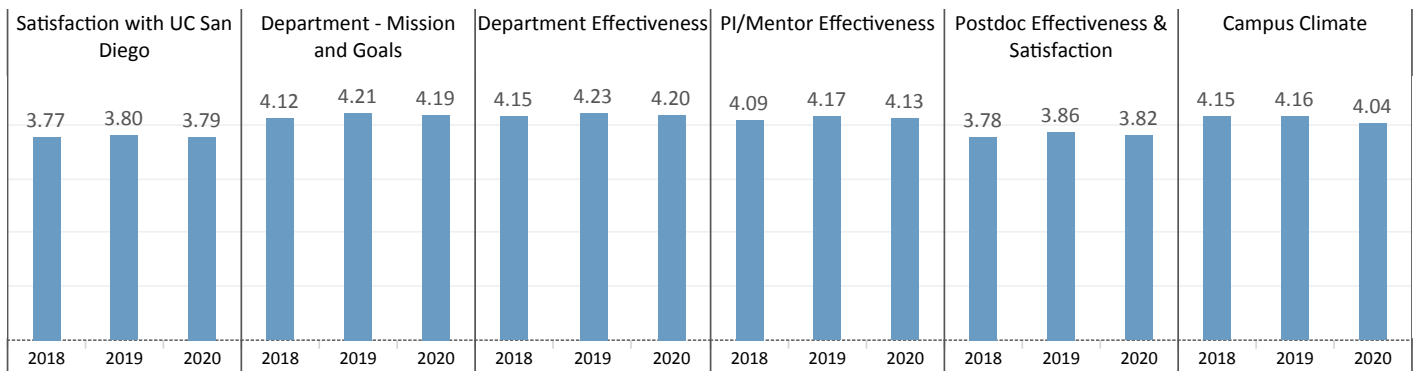| Influential Strengths		Primary Opportunities	
48	Feel Valued	2	Valued Member
13	Understand my Role	4	Faculty Value Contributions
24	Dept/Team Treats me with Respect	9	Career & Professional Development
14	Opportunities to Share Work	44	Maximize Development Opps
33	Understands Role of Mentor	40	Appropriate Stress

Overall, I am a satisfied UC San Diego Postdoc.

Strongly Agree	28.9%	91
Agree	52.4%	165
Neutral	12.4%	39
Disagree	4.4%	14
Strongly Disagree	1.9%	6
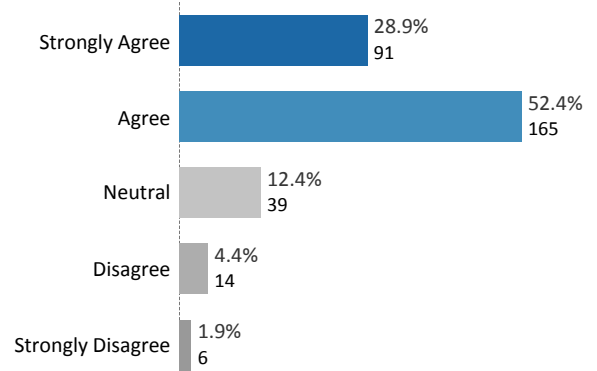
Mean = 4.02, Std Dev = 0.87

Dimension Mean Score Trending   Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Satisfaction with UC San Diego	Department - Mission and Goals	Department Effectiveness	PI/Mentor Effectiveness	Postdoc Effectiveness & Satisfaction	Campus Climate
3.77 / 3.80 / 3.79	4.12 / 4.21 / 4.19	4.15 / 4.23 / 4.20	4.09 / 4.17 / 4.13	3.78 / 3.86 / 3.82	4.15 / 4.16 / 4.04
2018 / 2019 / 2020	2018 / 2019 / 2020	2018 / 2019 / 2020	2018 / 2019 / 2020	2018 / 2019 / 2020	2018 / 2019 / 2020

Employee Net Promoter Score (eNPS)

"Overall, I am a satisfied employee...." by "How likely is it that you would recommend working..."

74 eNPS*

78.1% - **3.9%**

Below 40 - Low
40 to 59 - Marginal
60 to 79 - Good
80 & above - Excellent

		Likelihood to Recommend											Total
		0	1	2	3	4	5	6	7	8	9	10	
Satisfied Employee	5							1	2	13	27	46	89
	4			1		1	7		27	53	45	26	160
	3	1		1	3	3	7	5	9	7	2		38
	2	2		2	2	2	2	2	1		1		14
	1	1		2	1				1				5
Total		4		5	7	5	10	15	40	73	75	72	306

*How eNPS Works ▶

Satisfied Promoters score 4-5 on the "Satisfied" item and 7-10 on the "Recommend" item. **Dissatisfied Non-Promoters** score 1-2 on the "Satisfied" item and 0-4 on the "Recommend" item. Subtract the percentage of Dissatisfied Non-Promoters from the percentage of Satisfied Promoters to calculate eNPS. Passives score 3 on the "Satisfied" item and 5-6 on the "Recommend" item.

Background

- 2020 was the third annual Postdocs@UCSD Survey
- 1,190 Postdocs were invited to take the survey. 317 (27%) responded
- Survey Period: August 12 to September 11, 2020
- Survey consisted of 57 satisfaction (including 10 Campus Climate and diversity), 1 eNPS, 8 Background, 4 Postdoc Experience, 20 Conduct and Behavioral, 4 Family Care, 14 Covid-19, and 6 open-ended questions
- Contact postdocsurvey@ucsd.edu if you have any questions about this report

2020 - Postdocs@UCSD Survey
UC SAN DIEGO

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

★ Change from 2019 to 2020 is statistically significant (p<0.01)

● Mean score greater than that of UC SAN DIEGO (rounded to two decimal places)

Change from 2019 to 2020
Arrows indicate change of .09 or greater

⬇ 11   🟨 41   ⬆ 2

UC SAN DIEGO
1,190 Invited (N)
317 Responded (n)
27% Response Rate

	#		2018	2019	2020		2020
Satisfaction with UC San Diego	1	Overall Satisfaction	4.01	3.97	4.02		4.02
	2	Valued Member	3.75	3.74	3.81		3.81
	3	University Leadership			3.57		3.57
	4	Faculty Value Contributions	3.87	3.95	4.02		4.02
	5	Staff Value Contributions	3.86	3.89	3.96		3.96
	6	Understand UCSD's Mission	3.78	3.86	3.79		3.79
	7	Contribute to UCSD's Mission	3.92	3.97	3.93		3.93
	8	Have a Voice	3.40	3.37	3.45		3.45
	9	Career & Professional Development	3.81	3.82	3.77		3.77
Department - Mission and Goals	10	Understand Department's Mission	3.76	3.88	3.90		3.90
	11	Understand Team's Mission	4.38	4.43	4.33	⬇	4.33
	12	Contributes to Mission	4.35	4.41	4.35		4.35
	13	Understand my Role	4.11	4.21	4.18		4.18
	14	Opportunities to Share Work	4.11	4.25	4.24		4.24
	15	Opportunities to Interact	4.02	4.05	4.14	⬆	4.14
Department Effectiveness	16	Access to Address Needs	4.14	4.21	4.21		4.21
	17	Have Access to Tools	4.11	4.24	4.13	⬇	4.13
	18	Physical Work Environment	4.04	4.14	4.11		4.11
	19	Safe Environment	4.39	4.43	4.29	⬇	4.29
	20	Spirit of Cooperation	3.86	3.96	3.95		3.95
	21	Encourages Research Integrity	4.20	4.31	4.31		4.31
	22	Ethical Research Practices	4.41	4.45	4.53		4.53
	23	Dutiful in Responsibilities	4.24	4.29	4.27		4.27
	24	Dept/Team Treats me with Respect	4.25	4.31	4.33		4.33
	25	Participate in Making Decisions	4.16	4.16	4.18		4.18
	26	Values Input and Contributions	4.13	4.23	4.18		4.18
	27	Contact for Assistance	3.90	4.03	3.95		3.95
PI/Mentor Effectiveness	28	Recommends without Fear	4.30	4.35	4.25	⬇	4.25
	29	Sufficient Freedom	4.28	4.33	4.24	⬇	4.24
	30	Communicates Essential Info	4.10	4.23	4.22		4.22
	31	Work Assigned Equitably	4.07	4.19	4.15		4.15
	32	Positive Work Environment	4.12	4.23	4.18		4.18
	33	Understands Role of Mentor	4.14	4.22	4.20		4.20
	34	Involved in IDP and Training	3.66	3.75	3.67		3.67
	35	Discuss IDP and Training Plan	3.65	3.77	3.72		3.72
	36	Resolves Personnel Issues	3.80	3.94	3.93		3.93
	37	Supports Professional Development	4.12	4.19	4.18		4.18
	38	Treats with Respect	4.44	4.44	4.43		4.43
	39	Supportive of Personal Issues	4.31	4.36	4.37		4.37
Postdoc Effectiveness & Satisfaction	40	Appropriate Stress	3.73	3.72	3.77		3.77
	41	Total Compensation	2.87	3.01	3.00		3.00
	42	Well Prepared - Work and Plan	4.13	4.19	4.11		4.11
	43	IDP Effectiveness	3.78	3.88	3.75	⬇	3.75
	44	Maximize Development Opps	3.69	3.80	3.69	⬇	3.69
	45	Develop Independent Projects	3.99	4.02	4.14	⬆	4.14
	46	Opportunities to Supervise Others	4.07	4.14	4.09		4.09
	47	Training Prepares for my Career	4.02	4.13	4.06		4.06
Campus Climate	48	Feel Valued	4.03	4.08	4.09		4.09
	49	Satisfied with Diversity Programs	3.99	3.96	3.81	⬇	3.81
	50	All Welcomed	4.15	4.14	4.07		4.07
	51	Department All Welcomed			4.07		4.07
	52	Department Diversity Programs			3.79		3.79
	53	Leaders Committed to Diversity	3.95	3.95	3.81	⬇	3.81
	54	All Cultures - Fair	4.27	4.27	4.20		4.20
	55	Sexual Orientation - Fair	4.31	4.36	4.24	⬇	4.24
	56	Support Diverse Environment	4.24	4.25	4.16		4.16
	57	Practices Principles of Community	4.23	4.29	4.16	⬇	4.16

ST - Strength | IS - Influential Strength | PO - Primary Opportunity | SO - Secondary Opportunity

Strengths and Opportunities by Survey Question With Axes at the Average Dimension Mean and Average Dimension by Overall Satisfaction Correlation

Correlation Coefficient Average = **0.66**, Mean Average = **4.03**

n/N = 317/1,190

| Dim	Question	Mean	Corr	Str/Opps
SAT	Satisfaction with UC San Diego	3.79	0.70	PO
DEP	Department Effectiveness	4.20	0.70	IS
DIV	Campus Climate	4.04	0.60	ST
EMP	Postdoc Effectiveness & Satisfaction	3.82	0.69	PO
MIS	Department - Mission and Goals	4.19	0.67	IS
SUP	PI/Mentor Effectiveness	4.13	0.61	ST
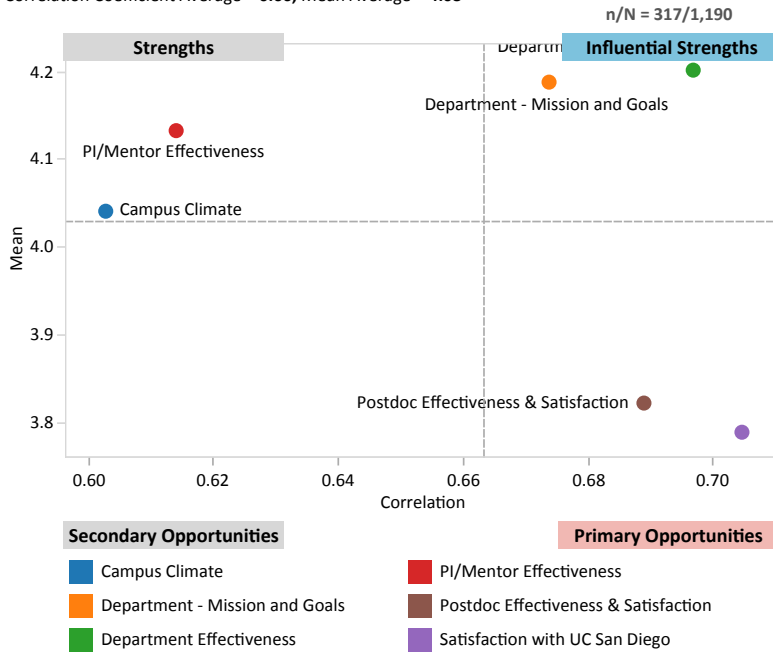
Strengths and Opportunities by Survey Question With Axes at the Average Question Mean and Average Question by Overall Satisfaction Correlation

Correlation Coefficient Average = **0.51**, Mean Average = **4.04**

n/N = 317/1,190
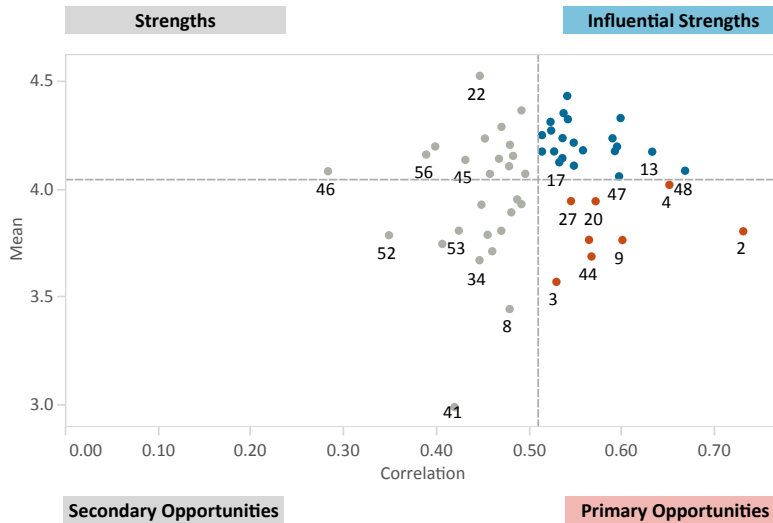
	Strengths
Strengths Higher than average mean score, lower than average correlation. "Keep up the good work"	**Influential Strengths** Higher than average mean score, higher than average correlation "Keep an eye on"
Secondary Opps Lower than average mean score, lower than average correlation. "Low Priority"	**Primary Opps** Lower than average mean score, higher than average correlation. "Concentrate Efforts"

Dim	Question	Mean	Corr	Str/Opps
EMP	47. Training Prepares for my Career	4.06	0.60	IS
DIV	48. Feel Valued	4.09	0.67	IS
EMP	42. Well Prepared - Work and Plan	4.11	0.55	IS
DEP	17. Have Access to Tools	4.13	0.53	IS
SUP	31. Work Assigned Equitably	4.15	0.54	IS
MIS	13. Understand my Role	4.18	0.63	IS
SUP	37. Supports Professional Development	4.18	0.51	IS
DEP	25. Participate in Making Decisions	4.18	0.53	IS
DEP	26. Values Input and Contributions	4.18	0.59	IS
SUP	32. Positive Work Environment	4.18	0.56	IS
SUP	33. Understands Role of Mentor	4.20	0.59	IS
SUP	30. Communicates Essential Info	4.22	0.55	IS
MIS	14. Opportunities to Share Work	4.24	0.59	IS
SUP	29. Sufficient Freedom	4.24	0.54	IS
SUP	28. Recommends without Fear	4.25	0.51	IS
DEP	23. Dutiful in Responsibilities	4.27	0.52	IS
DEP	21. Encourages Research Integrity	4.31	0.52	IS
MIS	11. Understand Team's Mission	4.33	0.54	IS
DEP	24. Dept/Team Treats me with Respect	4.33	0.60	IS
MIS	12. Contributes to Mission	4.35	0.54	IS
SUP	38. Treats with Respect	4.43	0.54	IS
SAT	3. University Leadership	3.57	0.53	PO
EMP	44. Maximize Development Opps	3.69	0.57	PO
SAT	9. Career & Professional Development	3.77	0.60	PO
EMP	40. Appropriate Stress	3.77	0.56	PO
SAT	2. Valued Member	3.81	0.73	PO
DEP	20. Spirit of Cooperation	3.95	0.57	PO
DEP	27. Contact for Assistance	3.95	0.54	PO
SAT	4. Faculty Value Contributions	4.02	0.65	PO
EMP	41. Total Compensation	3.00	0.42	SO
SAT	8. Have a Voice	3.45	0.48	SO
SUP	34. Involved in IDP and Training	3.67	0.45	SO
SUP	35. Discuss IDP and Training Plan	3.72	0.46	SO
EMP	43. IDP Effectiveness	3.75	0.41	SO
DIV	52. Department Diversity Programs	3.79	0.35	SO
SAT	6. Understand UCSD's Mission	3.79	0.45	SO
DIV	49. Satisfied with Diversity Programs	3.81	0.47	SO
DIV	53. Leaders Committed to Diversity	3.81	0.42	SO
MIS	10. Understand Department's Mission	3.90	0.48	SO
SAT	7. Contribute to UCSD's Mission	3.93	0.45	SO
SUP	36. Resolves Personnel Issues	3.93	0.49	SO
SAT	5. Staff Value Contributions	3.96	0.49	SO
DIV	50. All Welcomed	4.07	0.50	ST
DIV	51. Department All Welcomed	4.07	0.46	ST
EMP	46. Opportunities to Supervise Others	4.09	0.28	ST
DEP	18. Physical Work Environment	4.11	0.48	ST
EMP	45. Develop Independent Projects	4.14	0.43	ST
MIS	15. Opportunities to Interact	4.14	0.47	ST
DIV	57. Practices Principles of Community	4.16	0.48	ST
DIV	56. Support Diverse Environment	4.16	0.39	ST
DIV	54. All Cultures - Fair	4.20	0.40	ST
DEP	16. Access to Address Needs	4.21	0.48	ST
DIV	55. Sexual Orientation - Fair	4.24	0.45	ST
DEP	19. Safe Environment	4.29	0.47	ST
SUP	39. Supportive of Personal Issues	4.37	0.49	ST
DEP	22. Ethical Research Practices	4.53	0.45	ST

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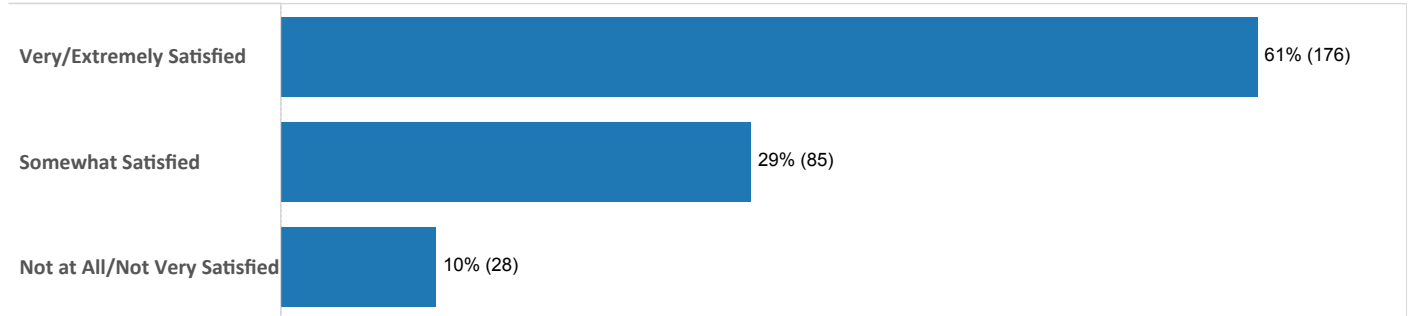
Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.

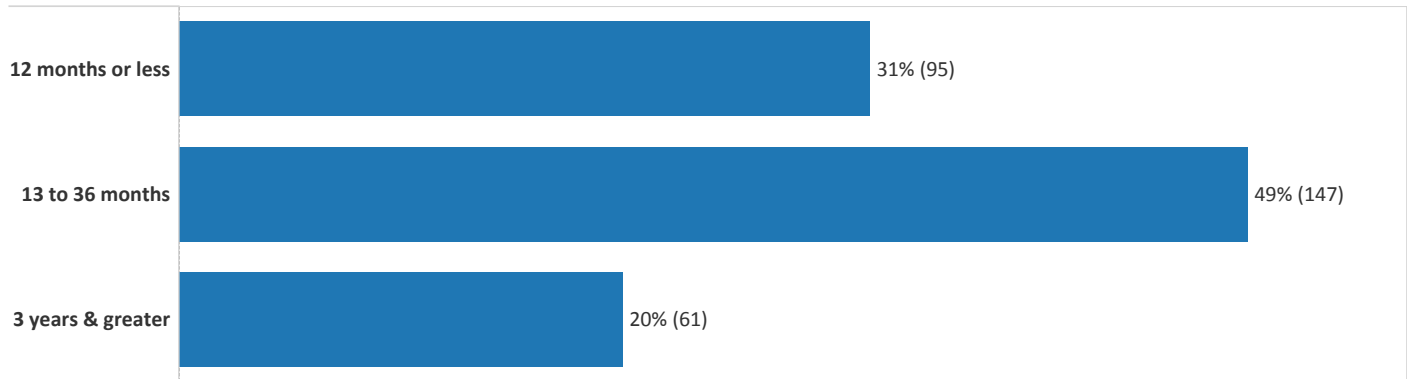|		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A

	1	Overall, I am a satisfied UC San Diego Postdoc.
Satisfaction with UC San Diego	2	I feel valued as a member of the UC San Diego community.
	3	University leadership is genuinely interested in hearing the ideas and opinions of staff members.
	4	Faculty members at UC San Diego value my contributions.
	5	Staff members at UC San Diego value my contributions.
	6	I understand UC San Diego's mission.
	7	I understand how my performance positively contributes to UC San Diego's mission.
	8	I feel I have a voice on campus to provide my ideas and suggestions on how to improve UC San Diego.
	9	I am satisfied with my opportunities for career and professional development at UC San Diego.
Department - Mission and Goals	10	I understand my department's mission and goals.
	11	I understand my mentor/research team's mission and goals.
	12	I understand how my performance positively contributes to my research team/department's mission.
	13	My research team/department understands my role as a postdoctoral scholar.
	14	My research team/department provides me opportunities to share my work.
	15	My research team/department provides me opportunities to interact with faculty, students, and other scholars.
Department Effectiveness	16	My research team/department provides me access to staff who responds to or addresses my administrative questions and needs.
	17	I have access to tools (i.e., equipment and technology) and resources to perform my work effectively.
	18	My physical work environment (e.g., office, lab) is adequate for the job that I do.
	19	I feel physically safe in my work environment.
	20	There is a spirit of cooperation within my department.
	21	My research team/department communicates and encourages a high standard of research integrity.
	22	People in my research team/department engage in ethical research practices.
	23	Most people in my research team/department are dutiful in their responsibilities.
	24	My research team/department treats me with respect.
	25	I have the opportunity within my research team/department to participate in making decisions that affect my work.
	26	My research team/department values my input and contributions.
	27	If problems or issues occur, I know who to contact for assistance.
PI/Mentor Effectiveness	28	I can make recommendations to my PI/mentor without fear of negative consequences.
	29	I have sufficient freedom to decide how to best perform my work.
	30	My PI/mentor communicates essential information on a timely basis.
	31	Work is assigned equitably by my PI/mentor.
	32	My PI/mentor creates a positive and constructive work environment.
	33	My PI/mentor understands his/her role as a mentor.
	34	My PI/mentor was actively involved in developing my Individual Development Plan (IDP) and/or training plan.
	35	My PI/mentor regularly meets with me to discuss the progress of my Individual Development Plan (IDP) and/or training plan.
	36	My PI/mentor effectively resolves personnel-related issues (i.e., work interactions).
	37	My PI/mentor actively supports my professional development by providing me opportunities to expand my skills and knowledge.
	38	My PI/mentor treats me with respect.
	39	My PI/mentor is supportive when personal issues arise.
Postdoc Effectiveness & Satisfaction	40	I feel that the amount of stress associated with my work is appropriate for my position.
	41	I believe my total compensation, including salary and benefits, is appropriate for my level of experience.
	42	I believe I am well prepared to carry out my work/training plan.
	43	I understand that Individual Development Plan (IDP) is an effective tool and important to guide my professional development.
	44	I have been able to maximize my training and professional development opportunities.
	45	I have been given opportunities to develop independent projects and/or lead my own research.
	46	I have been given opportunities to supervise, provide work direction and/or mentor others.
	47	The training and experience that I receive at UC San Diego is preparing me for my career.
Campus Climate	48	I feel valued by my research team/department.
	49	Overall, I am satisfied with the diversity related programs and services available campus-wide.
	50	UC San Diego promotes a work environment where all people are welcomed.
	51	My department promotes a work environment where all people are welcomed.
	52	I am satisfied with the diversity related initiatives within my department.
	53	Top leaders of the University are committed to diversity.
	54	People of all ethnic groups, cultures, and backgrounds are treated fairly in my research team/department.
	55	People of all sexual orientations are treated fairly in my research team/department.
	56	My research team/department actively supports a diverse work environment.
	57	My research team/department practices UC San Diego's Principles of Community.
Employee NPS	58	How likely is it that you would recommend being a Postdoc at UC San Diego to a friend or colleague?

2020 - Postdocs@UCSD Survey
UC SAN DIEGO

Postdoc Experience

2020
317 respondents
27% of 1,190 invited

Overall, I would rate my Postdoc experience as:

Very/Extremely Satisfied	61% (176)
Somewhat Satisfied	29% (85)
Not at All/Not Very Satisfied	10% (28)

How Long have you been a Postdoc at UC San Diego?

12 months or less	31% (95)
13 to 36 months	49% (147)
3 years & greater	20% (61)

What is your career goal?

Academia	68% (206)
Industry	18% (56)
Unknown, Other	12% (37)
Government	1% (3)
Nonprofit	1% (3)
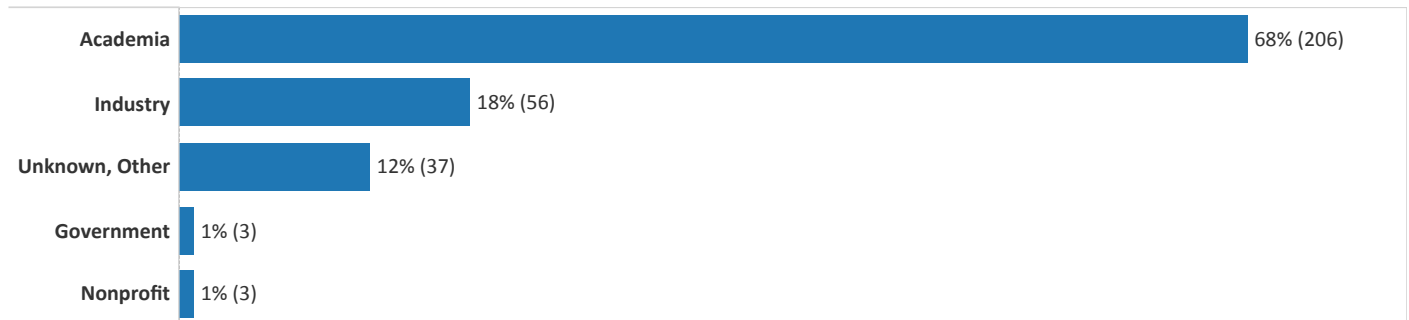
I have attended the following professional development workshops (check all that apply):

Postdoc and Visiting Scholar Affairs Office	51% (112)
My department or division	26% (58)
GradAdvantage	14% (30)
Other Workshops	7% (15)
The Commons	2% (5)

Survey and analytics powered by Triton*lytics*™ Organizational Assessments and Strategy, UC San Diego

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2020
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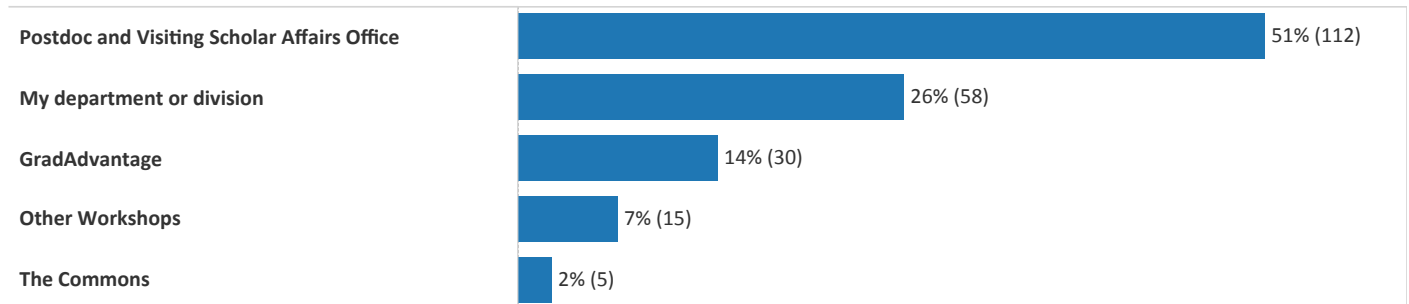
Satisfaction Mean Scores by Gender

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
Mean scores are not displayed for groups that have fewer than 5 respondents.

Category	#	Item	Female 2018	Female 2019	Female 2020	Male 2018	Male 2019	Male 2020
Satisfaction with UC San Diego	1	Overall Satisfaction	4.01	3.92	4.12	4.10	4.06	3.99
	2	Valued Member	3.68	3.61	3.87	3.84	3.88	3.80
	3	University Leadership			3.60			3.60
	4	Faculty Value Contributions	3.80	3.77	4.05	3.98	4.11	4.07
	5	Staff Value Contributions	3.86	3.76	4.01	3.90	4.01	3.98
	6	Understand UCSD's Mission	3.82	3.80	3.90	3.75	3.94	3.73
	7	Contribute to UCSD's Mission	3.92	3.90	4.04	3.91	4.05	3.92
	8	Have a Voice	3.45	3.31	3.43	3.38	3.51	3.47
	9	Career & Professional Development	3.89	3.75	3.91	3.81	3.91	3.73
Department - Mission and Goals	10	Understand Department's Mission	3.72	3.72	4.01	3.78	4.03	3.86
	11	Understand Team's Mission	4.36	4.36	4.43	4.43	4.48	4.25
	12	Contributes to Mission	4.32	4.30	4.42	4.37	4.51	4.29
	13	Understand my Role	4.05	4.07	4.22	4.20	4.33	4.16
	14	Opportunities to Share Work	4.02	4.13	4.24	4.21	4.35	4.28
	15	Opportunities to Interact	3.88	3.93	4.17	4.14	4.17	4.17
Department Effectiveness	16	Access to Address Needs	4.13	4.13	4.31	4.18	4.30	4.19
	17	Have Access to Tools	4.10	4.15	4.22	4.17	4.33	4.08
	18	Physical Work Environment	4.04	4.06	4.12	4.12	4.20	4.15
	19	Safe Environment	4.34	4.33	4.21	4.49	4.50	4.42
	20	Spirit of Cooperation	3.75	3.86	4.03	3.98	4.08	3.94
	21	Encourages Research Integrity	4.18	4.20	4.27	4.29	4.42	4.38
	22	Ethical Research Practices	4.38	4.39	4.49	4.48	4.52	4.57
	23	Dutiful in Responsibilities	4.21	4.23	4.31	4.30	4.36	4.25
	24	Dept/Team Treats me with Respect	4.20	4.20	4.30	4.32	4.41	4.40
	25	Participate in Making Decisions	4.11	4.11	4.16	4.20	4.23	4.20
	26	Values Input and Contributions	4.08	4.15	4.17	4.21	4.32	4.20
	27	Contact for Assistance	3.86	3.97	3.90	3.96	4.13	4.06
PI/Mentor Effectiveness	28	Recommends without Fear	4.21	4.22	4.23	4.40	4.48	4.33
	29	Sufficient Freedom	4.24	4.23	4.26	4.35	4.45	4.29
	30	Communicates Essential Info	4.11	4.15	4.24	4.16	4.33	4.27
	31	Work Assigned Equitably	4.03	4.10	4.21	4.16	4.28	4.11
	32	Positive Work Environment	4.02	4.09	4.21	4.24	4.35	4.20
	33	Understands Role of Mentor	3.99	4.08	4.25	4.32	4.38	4.18
	34	Involved in IDP and Training	3.54	3.62	3.68	3.84	3.90	3.69
	35	Discuss IDP and Training Plan	3.62	3.69	3.73	3.76	3.88	3.72
	36	Resolves Personnel Issues	3.70	3.72	3.94	3.92	4.11	3.97
	37	Supports Professional Development	4.10	4.09	4.14	4.20	4.28	4.27
	38	Treats with Respect	4.45	4.34	4.37	4.50	4.53	4.52
	39	Supportive of Personal Issues	4.33	4.24	4.37	4.36	4.48	4.44
Postdoc Effectiveness & Satisfaction	40	Appropriate Stress	3.91	3.67	3.80	3.66	3.82	3.84
	41	Total Compensation	2.97	2.80	2.95	2.78	3.19	3.04
	42	Well Prepared - Work and Plan	4.14	4.12	4.15	4.18	4.26	4.14
	43	IDP Effectiveness	3.91	3.83	3.91	3.67	3.93	3.62
	44	Maximize Development Opps	3.73	3.72	3.67	3.73	3.88	3.75
	45	Develop Independent Projects	3.96	3.94	4.08	4.03	4.12	4.25
	46	Opportunities to Supervise Others	4.09	4.09	4.19	4.05	4.20	4.02
	47	Training Prepares for my Career	4.08	4.04	4.10	3.99	4.24	4.11
Campus Climate	48	Feel Valued	3.98	4.00	4.09	4.11	4.16	4.14
	49	Satisfied with Diversity Programs	4.04	3.79	3.80	4.02	4.12	3.90
	50	All Welcomed	4.13	4.04	4.02	4.21	4.22	4.14
	51	Department All Welcomed			3.99			4.21
	52	Department Diversity Programs			3.61			4.01
	53	Leaders Committed to Diversity	3.94	3.82	3.75	3.99	4.04	3.95
	54	All Cultures - Fair	4.18	4.12	4.07	4.38	4.38	4.36
	55	Sexual Orientation - Fair	4.27	4.22	4.15	4.37	4.47	4.36
	56	Support Diverse Environment	4.23	4.11	4.05	4.27	4.35	4.29
	57	Practices Principles of Community	4.21	4.19	4.07	4.28	4.37	4.24

2020 - Postdocs@UCSD Survey
UC SAN DIEGO

2020
317 respondents
27% of 1,190 invited

White	136
Black	7
Latino	27
Asian/PI	88
Multi-Ethnic	7

Satisfaction Mean Scores by Race/Ethnicity
Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
Mean scores are not displayed for groups that have fewer than 5 respondents.

Category	#	Question	White 2018	White 2019	White 2020	Black 2018	Black 2019	Black 2020	Latino 2018	Latino 2019	Latino 2020	Asian/PI 2018	Asian/PI 2019	Asian/PI 2020	Am I.. 2018	Am I.. 2019	Am I.. 2020	Multi-Ethnic 2018	Multi-Ethnic 2019	Multi-Ethnic 2020
Satisfaction with UC San Diego	1	Overall Satisfaction	3.95	3.86	4.00	4.33	4.10	3.57	4.19	4.26	4.26	4.12	4.16	4.14				3.93	4.13	4.14
	2	Valued Member	3.56	3.55	3.66	4.17	3.90	3.57	3.85	4.15	3.93	3.96	3.99	4.11				3.60	3.57	3.86
	3	University Leadership			3.33			3.60			3.72			3.94						3.33
	4	Faculty Value Contributions	3.77	3.84	4.01	4.00	3.67	3.33	3.85	4.07	4.04	4.07	4.06	4.17				3.80	4.43	4.29
	5	Staff Value Contributions	3.78	3.78	3.91	4.00	3.78	3.50	3.96	3.96	3.96	3.99	4.05	4.16				3.64	4.07	4.17
	6	Understand UCSD's Mission	3.69	3.70	3.62	3.86	4.25	3.71	4.00	4.11	4.04	3.84	3.99	4.02				3.47	3.71	3.86
	7	Contribute to UCSD's Mission	3.72	3.82	3.78	4.14	4.10	3.86	4.22	4.22	4.26	4.05	4.10	4.22				3.87	3.73	3.86
	8	Have a Voice	3.28	3.22	3.24	3.67	3.50	3.43	3.69	3.56	3.40	3.52	3.59	3.80				3.13	3.47	2.80
	9	Career & Professional Development	3.72	3.71	3.76	4.14	4.00	3.50	3.92	4.00	3.74	3.98	4.00	3.98				3.60	4.00	3.57
Department - Mission and Goals	10	Understand Department's Mission	3.64	3.75	3.88	4.00	4.10	4.14	4.00	4.00	3.93	3.83	4.03	4.06				3.47	3.93	4.00
	11	Understand Team's Mission	4.37	4.37	4.37	4.29	4.50	4.29	4.30	4.48	4.22	4.43	4.46	4.35				4.27	4.73	4.43
	12	Contributes to Mission	4.30	4.37	4.37	4.57	4.50	4.00	4.33	4.56	4.52	4.39	4.45	4.35				4.47	4.73	4.43
	13	Understand my Role	4.03	4.17	4.22	4.43	4.10	4.17	4.07	4.19	4.30	4.23	4.27	4.20				4.07	4.67	4.00
	14	Opportunities to Share Work	4.03	4.22	4.25	4.43	4.20	3.67	3.96	4.41	4.48	4.19	4.27	4.34				3.93	4.60	4.00
	15	Opportunities to Interact	3.96	4.02	4.06	3.86	4.10	3.83	4.00	4.15	4.41	4.05	4.12	4.33				3.86	4.53	4.00
Department Effectiveness	16	Access to Address Needs	4.14	4.07	4.18	4.43	4.50	4.00	4.48	4.44	4.48	4.10	4.36	4.27				3.73	4.47	4.57
	17	Have Access to Tools	4.08	4.15	4.03	3.86	4.40	4.00	4.15	4.37	4.15	4.18	4.40	4.33				3.87	4.40	4.71
	18	Physical Work Environment	3.95	3.99	4.03	4.00	4.00	4.00	4.15	4.30	4.26	4.14	4.28	4.24				4.20	4.67	4.29
	19	Safe Environment	4.40	4.35	4.32	4.50	4.40	3.83	4.52	4.59	4.26	4.43	4.51	4.42				4.20	4.71	3.86
	20	Spirit of Cooperation	3.77	3.77	3.87	4.00	4.22	4.20	3.78	4.15	4.04	4.04	4.23	4.20				3.27	4.27	4.14
	21	Encourages Research Integrity	4.20	4.20	4.32	4.14	4.50	4.50	4.44	4.33	4.41	4.26	4.44	4.29				3.60	4.53	4.57
	22	Ethical Research Practices	4.41	4.39	4.61	4.14	4.80	4.71	4.63	4.69	4.44	4.44	4.49	4.43				4.07	4.67	4.57
	23	Dutiful in Responsibilities	4.24	4.17	4.25	4.29	4.40	4.14	4.38	4.33	4.33	4.28	4.44	4.26				3.93	4.53	4.43
	24	Dept/Team Treats me with Respect	4.26	4.25	4.35	4.50	4.40	4.17	4.33	4.56	4.48	4.26	4.39	4.34				4.20	4.73	4.43
	25	Participate in Making Decisions	4.14	4.06	4.12	4.29	4.20	4.80	4.12	4.46	4.30	4.18	4.26	4.24				4.00	4.73	4.43
	26	Values Input and Contributions	4.13	4.15	4.16	4.29	4.20	4.60	3.96	4.44	4.19	4.17	4.36	4.26				4.20	4.67	4.14
	27	Contact for Assistance	3.81	3.91	3.89	4.00	4.00	3.57	3.96	4.19	4.04	4.02	4.23	4.15				3.47	4.13	4.43
PI/Mentor Effectiveness	28	Recommends without Fear	4.29	4.28	4.36	4.86	4.44	4.83	4.37	4.67	4.22	4.27	4.34	4.17				4.50	4.73	4.29
	29	Sufficient Freedom	4.27	4.35	4.31	4.86	4.50	5.00	4.37	4.52	4.27	4.22	4.29	4.19				4.57	4.80	4.14
	30	Communicates Essential Info	3.97	4.02	4.19	4.57	4.20	4.00	4.12	4.44	4.27	4.31	4.47	4.42				3.86	4.47	4.00
	31	Work Assigned Equitably	3.98	4.08	4.11	4.33	4.20	4.80	4.19	4.52	4.04	4.23	4.30	4.27				3.73	4.47	3.71
	32	Positive Work Environment	3.99	4.10	4.21	4.86	4.20	4.67	4.15	4.59	4.11	4.27	4.33	4.24				4.07	4.67	4.00
	33	Understands Role of Mentor	3.97	4.12	4.21	4.71	4.40	4.14	4.11	4.63	4.30	4.33	4.31	4.25				3.93	4.57	4.29
	34	Involved in IDP and Training	3.49	3.59	3.51	4.14	3.78	4.17	3.65	4.04	3.62	3.88	3.97	3.99				3.36	3.86	3.86
	35	Discuss IDP and Training Plan	3.48	3.56	3.53	4.00	3.90	4.00	3.54	4.15	3.69	3.92	4.02	4.08				3.27	3.71	3.50
	36	Resolves Personnel Issues	3.67	3.76	3.84	4.50	3.89	4.00	3.79	4.15	3.96	3.92	4.13	4.17				3.57	4.20	4.14
	37	Supports Professional Development	4.13	4.08	4.17	4.29	4.30	4.14	4.00	4.48	4.26	4.15	4.28	4.33				4.21	4.53	4.14
	38	Treats with Respect	4.42	4.42	4.51	4.71	4.60	4.14	4.67	4.70	4.44	4.44	4.41	4.44				4.53	4.87	4.43
	39	Supportive of Personal Issues	4.28	4.38	4.55	4.67	4.22	4.00	4.59	4.63	4.56	4.34	4.34	4.27				4.33	4.80	4.00
Postdoc Effectiveness & Satisfaction	40	Appropriate Stress	3.62	3.52	3.69	4.00	3.90	4.29	3.89	4.11	3.65	3.94	3.99	4.05				3.53	4.07	3.57
	41	Total Compensation	2.69	2.66	2.69	3.29	2.70	3.00	2.85	3.37	2.93	3.18	3.44	3.47				2.47	3.13	2.86
	42	Well Prepared - Work and Plan	4.12	4.13	4.11	4.00	4.40	3.86	4.41	4.37	4.19	4.13	4.22	4.21				3.93	4.53	4.43
	43	IDP Effectiveness	3.61	3.67	3.55	3.86	4.10	4.00	4.00	4.15	4.07	3.93	4.05	3.96				3.79	3.57	3.86
	44	Maximize Development Opps	3.68	3.66	3.53	3.29	3.80	3.67	3.58	4.07	3.74	3.79	3.94	3.98				3.33	3.93	4.14
	45	Develop Independent Projects	3.91	4.04	4.16	3.57	3.89	4.83	4.00	4.11	4.19	4.10	4.08	4.13				4.00	4.27	4.43
	46	Opportunities to Supervise Others	4.05	4.15	4.03	3.67	3.56	3.83	4.12	4.23	4.12	4.04	4.14	4.16				4.20	4.60	4.71
	47	Training Prepares for my Career	3.95	4.09	4.05	4.29	4.20	4.20	4.22	4.48	4.22	4.04	4.15	4.12				3.93	4.60	4.14
Campus Climate	48	Feel Valued	3.99	3.97	4.12	4.29	4.44	4.00	4.04	4.37	4.04	4.10	4.19	4.22				3.80	4.40	4.14
	49	Satisfied with Diversity Programs	3.96	3.75	3.66	3.33	3.63	3.40	4.13	4.04	3.85	4.10	4.21	4.13				3.69	4.29	4.00
	50	All Welcomed	4.14	3.99	3.93	3.67	4.11	3.83	4.46	4.41	4.30	4.20	4.31	4.22				4.00	4.21	4.17
	51	Department All Welcomed			4.05			4.00			4.26			4.13						4.17
	52	Department Diversity Programs			3.64			3.20			3.89			4.09						2.83
	53	Leaders Committed to Diversity	3.83	3.80	3.76	3.67	3.50	3.17	4.33	4.12	3.85	4.09	4.12	4.07				3.62	3.93	3.33
	54	All Cultures - Fair	4.30	4.23	4.20	4.14	4.33	4.20	4.54	4.35	4.26	4.28	4.33	4.24				4.14	4.53	3.83
	55	Sexual Orientation - Fair	4.34	4.31	4.20	4.14	4.44	4.20	4.50	4.56	4.31	4.30	4.38	4.28				4.31	4.54	5.00
	56	Support Diverse Environment	4.17	4.10	4.13	4.29	4.44	4.50	4.41	4.37	4.07	4.27	4.37	4.27				4.27	4.53	3.67
	57	Practices Principles of Community	4.17	4.21	4.09	4.29	4.44	4.50	4.54	4.58	4.00	4.26	4.35	4.29				4.36	4.23	3.83

2020
317 respondents
27% of 1,190 invited

Heterosexual 242

LGBTQ 19

Satisfaction Mean Scores by Sexual Orientation

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
Mean scores are not displayed for groups that have fewer than 5 respondents.

			Heterosexual			LGBTQ		
			2018	2019	2020	2018	2019	2020
Satisfaction with UC San Diego	1	Overall Satisfaction	4.04	4.03	4.08	4.03	4.07	4.05
	2	Valued Member	3.74	3.79	3.87	3.71	3.79	3.84
	3	University Leadership			3.62			3.33
	4	Faculty Value Contributions	3.90	4.00	4.09	3.77	4.00	4.05
	5	Staff Value Contributions	3.89	3.90	4.01	3.80	4.21	4.11
	6	Understand UCSD's Mission	3.77	3.88	3.83	3.73	3.83	3.74
	7	Contribute to UCSD's Mission	3.89	3.99	3.99	3.83	3.93	3.95
	8	Have a Voice	3.41	3.44	3.46	3.28	3.41	3.53
	9	Career & Professional Development	3.87	3.84	3.86	3.55	3.86	3.74
Department - Mission and Goals	10	Understand Department's Mission	3.74	3.90	3.93	3.67	4.00	4.11
	11	Understand Team's Mission	4.38	4.44	4.35	4.39	4.41	4.42
	12	Contributes to Mission	4.34	4.44	4.37	4.43	4.52	4.32
	13	Understand my Role	4.12	4.24	4.22	4.13	4.29	4.05
	14	Opportunities to Share Work	4.13	4.31	4.26	3.90	4.10	4.42
	15	Opportunities to Interact	4.03	4.10	4.19	3.87	4.17	4.11
Department Effectiveness	16	Access to Address Needs	4.14	4.24	4.28	4.03	4.31	4.21
	17	Have Access to Tools	4.12	4.27	4.17	4.10	4.31	4.32
	18	Physical Work Environment	4.11	4.17	4.17	3.74	4.21	4.17
	19	Safe Environment	4.44	4.47	4.33	4.29	4.46	4.58
	20	Spirit of Cooperation	3.86	3.99	3.98	3.77	4.03	4.16
	21	Encourages Research Integrity	4.23	4.33	4.33	4.13	4.41	4.53
	22	Ethical Research Practices	4.44	4.48	4.53	4.39	4.61	4.74
	23	Dutiful in Responsibilities	4.26	4.32	4.28	4.33	4.31	4.32
	24	Dept/Team Treats me with Respect	4.29	4.34	4.38	4.23	4.48	4.32
	25	Participate in Making Decisions	4.14	4.19	4.17	4.26	4.24	4.44
	26	Values Input and Contributions	4.14	4.27	4.19	4.13	4.34	4.16
	27	Contact for Assistance	3.93	4.08	4.02	3.65	3.97	3.68
PI/Mentor Effectiveness	28	Recommends without Fear	4.31	4.39	4.30	4.55	4.24	4.32
	29	Sufficient Freedom	4.29	4.36	4.29	4.29	4.39	4.47
	30	Communicates Essential Info	4.11	4.27	4.25	4.06	4.07	4.47
	31	Work Assigned Equitably	4.06	4.21	4.15	4.23	4.25	4.22
	32	Positive Work Environment	4.13	4.25	4.19	4.16	4.38	4.42
	33	Understands Role of Mentor	4.14	4.28	4.20	4.13	4.14	4.42
	34	Involved in IDP and Training	3.66	3.78	3.68	3.57	3.88	3.75
	35	Discuss IDP and Training Plan	3.65	3.80	3.71	3.42	3.81	3.75
	36	Resolves Personnel Issues	3.81	3.96	3.95	3.71	4.00	3.88
	37	Supports Professional Development	4.15	4.21	4.22	4.00	4.21	4.32
	38	Treats with Respect	4.47	4.45	4.47	4.58	4.48	4.47
	39	Supportive of Personal Issues	4.34	4.39	4.40	4.38	4.52	4.33
Postdoc Effectiveness & Satisfaction	40	Appropriate Stress	3.78	3.77	3.83	3.58	3.90	3.79
	41	Total Compensation	2.85	3.03	3.02	2.71	2.83	2.84
	42	Well Prepared - Work and Plan	4.14	4.19	4.14	4.17	4.41	4.32
	43	IDP Effectiveness	3.78	3.87	3.77	3.52	3.93	3.94
	44	Maximize Development Opps	3.71	3.84	3.75	3.42	3.64	3.84
	45	Develop Independent Projects	4.00	4.04	4.19	3.87	4.21	4.21
	46	Opportunities to Supervise Others	4.05	4.14	4.14	4.00	4.27	4.11
	47	Training Prepares for my Career	4.05	4.18	4.11	3.77	4.11	4.21
Campus Climate	48	Feel Valued	4.05	4.12	4.14	4.06	4.28	4.16
	49	Satisfied with Diversity Programs	4.02	4.00	3.88	3.97	3.89	3.71
	50	All Welcomed	4.19	4.17	4.11	4.23	4.04	4.00
	51	Department All Welcomed			4.12			4.16
	52	Department Diversity Programs			3.85			3.59
	53	Leaders Committed to Diversity	3.96	3.98	3.87	3.89	3.73	3.87
	54	All Cultures - Fair	4.30	4.30	4.24	4.23	4.17	4.21
	55	Sexual Orientation - Fair	4.33	4.38	4.31	4.33	4.45	4.17
	56	Support Diverse Environment	4.26	4.28	4.17	4.07	4.14	4.39
	57	Practices Principles of Community	4.24	4.32	4.17	4.36	4.22	4.27

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UC SAN DIEGO

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Interpersonal Behaviors Mean Scores by Gender
Below 2 - Excellent | **2.0 to 2.3 - Good** | **2.4 to 2.6 - Marginal** | **2.70 & above - Low**
Mean scores are not displayed for groups that have fewer than 5 respondents.

During the past year, how often have you experienced the following conduct where someone:

#	Question Text	Female 2018	2019	2020	Male 2018	2019	2020
1	Was condescending to you.	2.06	2.14	1.80	1.77	1.68	1.64
2	Paid little attention to your statement or showed little interest in your opinion.	2.02	2.09	1.90	1.91	1.76	1.78
3	Made demeaning or derogatory remarks about you.	1.47	1.42	1.31	1.42	1.35	1.24
4	Made jokes at your expense.	1.35	1.35	1.26	1.47	1.37	1.21
5	Interrupted or spoke over you.	1.85	1.83	1.85	1.54	1.49	1.65
8	Kept you out-of-the-loop on information that is important.	1.82	1.93	1.65	1.68	1.56	1.56
9	Put in a position where you felt powerless to advocate for yourself.	1.59	1.73	1.56	1.52	1.42	1.39
10	Asked you to do something that was inappropriate for your job duties (e.g. pick up dry cleaning, babysit their children, rub their shoulders) and made you feel uncomfortable and could not refuse?	1.14	1.14	1.12	1.16	1.15	1.05
11	Treated you differently because of your gender.	1.39	1.54	1.40	1.10	1.09	1.12
12	Made derogatory comments about your gender.	1.14	1.22	1.15	1.11	1.06	1.05
14	Treated you differently because of your race/ethnicity.	1.19	1.23	1.19	1.18	1.22	1.16
15	Made derogatory comments about your race/ethnicity.	1.08	1.11	1.18	1.13	1.17	1.14
17	Treated you differently because of your sexual orientation.			1.02			1.07
18	Made derogatory comments about your sexual orientation.			1.02			1.02
19	Made you feel as if you have to give up your sexual orientation to get along at work.			1.02			1.07
20	Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.25	1.41	1.22	1.33	1.32	1.12

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White	136
Black	7
Latino	27
Asian/PI	88
Multi-Ethnic	7

Interpersonal Behaviors Mean Scores by Ethnicity

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
Mean scores are not displayed for groups that have fewer than 5 respondents.

	During the past year, how often have you experienced the following conduct where someone:	White			Black			Latino			Asian/PI			Am In/AN	Multi-Ethnic		
		2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2018	2019	2020
1	Was condescending to you.	1.96	2.03	1.72	1.83	1.70	1.17	1.83	1.68	2.08	1.86	1.73	1.65		2.00	1.71	1.71
2	Paid little attention to your statement or showed little interest in your opinion.	2.06	2.08	1.86	2.00	1.70	1.33	2.04	1.70	2.32	1.89	1.73	1.68		2.07	1.80	2.00
3	Made demeaning or derogatory remarks about you.	1.44	1.41	1.27	1.50	1.22	1.00	1.24	1.41	1.37	1.47	1.35	1.29		1.73	1.13	1.43
4	Made jokes at your expense.	1.43	1.45	1.25	1.33	1.10	1.17	1.36	1.28	1.19	1.39	1.26	1.24		1.43	1.20	1.43
5	Interrupted or spoke over you.	1.81	1.80	1.90	1.50	1.40	1.33	1.76	1.52	1.92	1.52	1.44	1.49		1.73	1.40	1.71
8	Kept you out-of-the-loop on information that is important.	1.90	1.93	1.69	1.20	1.80	1.40	1.88	1.69	1.81	1.59	1.42	1.39		1.64	1.60	1.67
9	Put in a position where you felt powerless to advocate for yourself.	1.65	1.68	1.39	1.17	1.60	1.00	1.56	1.46	2.00	1.50	1.39	1.43		1.57	1.20	1.71
10	Asked you to do something that was inappropriate for your job duties (e.g. pick up dry cleaning, babysit their children, rub their shoulders) and made you feel uncomfortable and ..	1.18	1.17	1.06	1.00	1.00	1.00	1.12	1.26	1.07	1.16	1.12	1.13		1.40	1.07	1.29
11	Treated you differently because of your gender.	1.32	1.42	1.27	1.00	1.00	1.00	1.28	1.30	1.26	1.14	1.17	1.22		1.60	1.27	1.71
12	Made derogatory comments about your gender.	1.16	1.14	1.07	1.00	1.00	1.00	1.12	1.22	1.07	1.12	1.11	1.13		1.27	1.13	1.43
14	Treated you differently because of your race/ethnicity.	1.11	1.16	1.10	1.00	1.50	1.00	1.12	1.19	1.37	1.27	1.25	1.26		1.07	1.13	1.14
15	Made derogatory comments about your race/ethnicity.	1.08	1.10	1.11	1.00	1.00	1.00	1.00	1.15	1.26	1.15	1.18	1.24		1.07	1.13	1.29
17	Treated you differently because of your sexual orientation.			1.06			1.00			1.00			1.05				1.00
18	Made derogatory comments about your sexual orientation.			1.01			1.00			1.00			1.05				1.00
19	Made you feel as if you have to give up your sexual orientation to get along at work.			1.05			1.00			1.00			1.05				1.00
20	Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.25	1.28	1.16	1.80	1.80	1.00	1.29	1.30	1.26	1.42	1.42	1.18		1.20	1.33	1.29

Survey and analytics powered by Triton*lytics*™ Organizational Assessments and Strategy, UC San Diego

2020
317 respondents
27% of 1,190 invited

Heterosexual 242

LGBTQ   19

Interpersonal Behaviors Mean Scores by Sexual Orientation
Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
Mean scores are not displayed for groups that have fewer than 5 respondents.

	During the past year, how often have you experienced the following conduct where someone:	Heterosexual			LGBTQ		
		2018	2019	2020	2018	2019	2020
1	Was condescending to you.	1.86	1.83	1.73	1.93	1.97	1.42
2	Paid little attention to your statement or showed little interest in your opinion.	1.94	1.86	1.83	2.18	1.90	1.84
3	Made demeaning or derogatory remarks about you.	1.41	1.35	1.27	1.61	1.41	1.16
4	Made jokes at your expense.	1.36	1.31	1.24	1.64	1.52	1.16
5	Interrupted or spoke over you.	1.63	1.57	1.75	2.07	1.69	1.63
8	Kept you out-of-the-loop on information that is important.	1.73	1.65	1.58	1.81	1.86	1.68
9	Put in a position where you felt powerless to advocate for yourself.	1.53	1.50	1.45	1.75	1.62	1.37
10	Asked you to do something that was inappropriate for your job duties (e.g. pick up dry cleaning, babysit their children, rub their shoulders) and made you feel uncomfortable and could not refuse?	1.14	1.14	1.09	1.39	1.17	1.00
11	Treated you differently because of your gender.	1.19	1.24	1.23	1.57	1.42	1.42
12	Made derogatory comments about your gender.	1.11	1.10	1.11	1.29	1.10	1.00
14	Treated you differently because of your race/ethnicity.	1.15	1.20	1.17	1.14	1.10	1.16
15	Made derogatory comments about your race/ethnicity.	1.07	1.12	1.17	1.14	1.14	1.05
17	Treated you differently because of your sexual orientation.			1.02			1.16
18	Made derogatory comments about your sexual orientation.			1.02			1.00
19	Made you feel as if you have to give up your sexual orientation to get along at work.			1.02			1.11
20	Made you feel the need to minimize aspects of your identify (e.g., language, dress) to fit in.	1.27	1.33	1.18	1.43	1.45	1.00

2020 - Postdocs@UCSD Survey
UC SAN DIEGO

2020
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Family Care - All
# of respondents with
family care responsibility.

69

1. Please select the option(s) that best describes your family care responsibilities. Check all that apply.

I have a dependent child or children 5 years or under	58% (47)
I manage care for an adult dependent	17% (14)
I have a dependent child or children between 6 and 17 years of age	16% (13)
I manage care for an elderly person	4% (3)
Other family care responsibility.	2% (2)
I manage care for a disabled child	2% (2)

2. How many more hours per week do you personally spend on your caregiving activities during what would be your normal working hours, compared to what you spent prior to the COVID-19 restrictions beginning in March 2020?

1 to 3 (hours)	25% (17)
15 or more	24% (16)
About the same	19% (13)
4 to 6	18% (12)
10 to 12	9% (6)
7 to 9	3% (2)
13 to 15	1% (1)

3. How do you think your current caregiving needs will affect your career development?

Some negative effect	37% (25)
Little or no effect	36% (24)
Significant negative effect	16% (11)
Extreme negative effect	9% (6)
It will cause me to leave my job	1% (1)

	Gender	
	Female	Male

1. Please select the option(s) that best describes your family care responsibilities. Check all that apply.

	Female	Male
I have a dependent child or children 5 years or under	63% (20)	54% (26)
I manage care for an adult dependent	13% (4)	21% (10)
I have a dependent child or children between 6 and 17 years of age	19% (6)	15% (7)
I manage care for an elderly person	3% (1)	4% (2)
Other family care responsibility.		4% (2)
I manage care for a disabled child	3% (1)	2% (1)

2. How many more hours per week do you personally spend on your caregiving activities during what would be your normal working hours, compared to what you spent prior to the COVID-19 restrictions beginning in March 2020?

	Female	Male
1 to 3 (hours)	19% (5)	31% (12)
15 or more	33% (9)	18% (7)
About the same	19% (5)	18% (7)
4 to 6	22% (6)	15% (6)
10 to 12	7% (2)	10% (4)
7 to 9		5% (2)
13 to 15		3% (1)

3. How do you think your current caregiving needs will affect your career development?

	Female	Male
Some negative effect	30% (8)	44% (17)
Little or no effect	33% (9)	36% (14)
Significant negative effect	22% (6)	13% (5)
Extreme negative effect	11% (3)	8% (3)
It will cause me to leave my job	4% (1)	

2020 - Postdocs@UCSD Survey
UC SAN DIEGO

2020
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Famil Care - Types of Care

Care for Children	Care for Adult
53	16

Care for Children

		Female	Male
1. Please select the option(s) that best describes your family care responsibilities. Check all t..	I have a dependent child or children 5 years or under	79% (19)	81% (25)
	I have a dependent child or children between 6 and 17 years of age	21% (5)	19% (6)
2. How many more hours per week do you personally spend on your caregiving activities during what would be your normal working hours, compared to what you spent prior to the COVID-19 restrictions beginning in March 2020?	15 or more	39% (9)	18% (5)
	1 to 3 (hours)	22% (5)	32% (9)
	4 to 6	17% (4)	18% (5)
	About the same	13% (3)	14% (4)
	10 to 12	9% (2)	7% (2)
	7 to 9		7% (2)
	13 to 15		4% (1)
3. How do you think your current caregiving needs will affect your career development?	Some negative effect	30% (7)	50% (14)
	Little or no effect	26% (6)	32% (9)
	Significant negative effect	26% (6)	11% (3)
	Extreme negative effect	13% (3)	7% (2)
	It will cause me to leave my job	4% (1)	

Care for Adult

		Female	Male
1. Please select the option(s) that best describes your family care responsibilities. Check all that apply.	I manage care for an adult dependent	80% (4)	83% (10)
	I manage care for an elderly person	20% (1)	17% (2)
2. How many more hours per week do you personally spend on your caregiving activities during what would be your normal working hours, compared to what you spent prior to the COVID-19 restrictions beginning in March 2020?	About the same	50% (2)	27% (3)
	4 to 6	50% (2)	9% (1)
	1 to 3 (hours)		27% (3)
	15 or more		18% (2)
	10 to 12		18% (2)
3. How do you think your current caregiving needs will affect your career development?	Little or no effect	75% (3)	45% (5)
	Some negative effect	25% (1)	27% (3)
	Significant negative effect		18% (2)
	Extreme negative effect		9% (1)

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COVID-19 Remote Work Locations

2020
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Overall, I am satisfied with how UC San Diego is managing the pandemic.

Means (Scale 1-5)

On-site entirely	75% (49)	15% (10)	9% (6)
Split between remote/campus/satellite location	63% (61)	23% (22)	14% (14)
Remote full-time	79% (98)	13% (16)	8% (10)
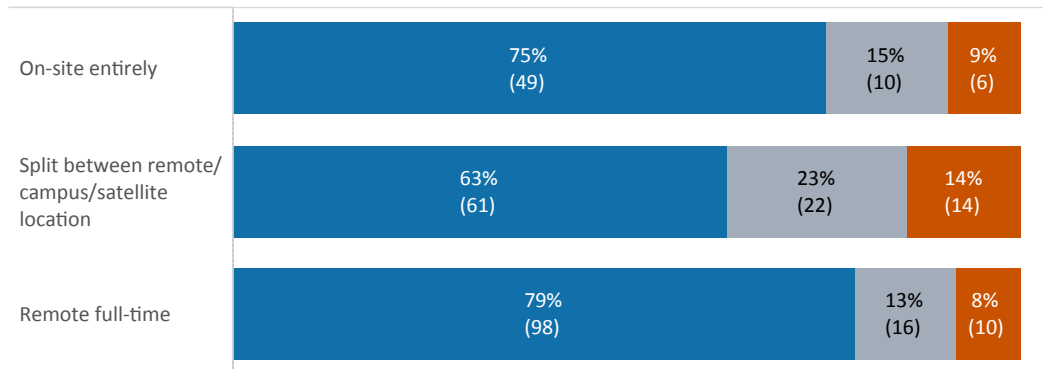
Total	3.84
On-site entirely	3.83
Split between remote/campus/satellite location	3.65
Remote full-time	3.99

I have been able to collaborate well with co-workers as needed while working remotely.
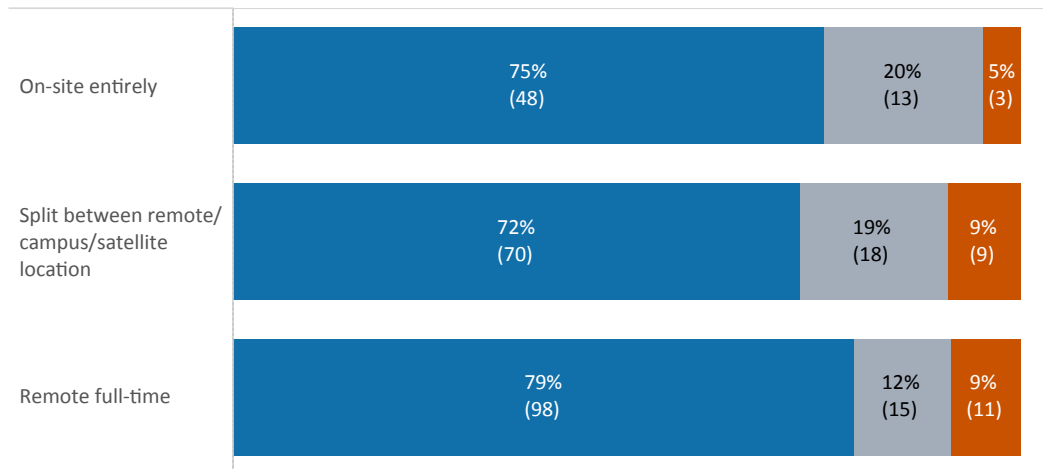
Total	3.98

On-site entirely	75% (48)	20% (13)	5% (3)
Split between remote/campus/satellite location	72% (70)	19% (18)	9% (9)
Remote full-time	79% (98)	12% (15)	9% (11)

On-site entirely	3.91
Split between remote/campus/satellite location	3.88
Remote full-time	4.10

■ Agree/Strongly Agree ■ Neutral ■ Disagree/Strongly Disagree

Work Location

Before the Pandemic			During the Pandemic			After the Pandemic (Preferred)		
On-site entirely	204	71%	On-site entirely	66	23%	On-site entirely	67	23%
Remote occasionally as needed	57	20%	Split between remote/campus/satellite location	98	34%	Remote occasionally as needed	155	53%
Remote regularly (at least 1/wk)	22	8%				Remote regularly (at least 1/wk)	46	16%
Remote full-time	6	2%	Remote full-time	126	43%	Remote full-time	22	8%

2020 - Postdocs@UCSD Survey
UC SAN DIEGO

Return to Work

2020
317 respondents
27% of 1,190 invited

Current Work Location

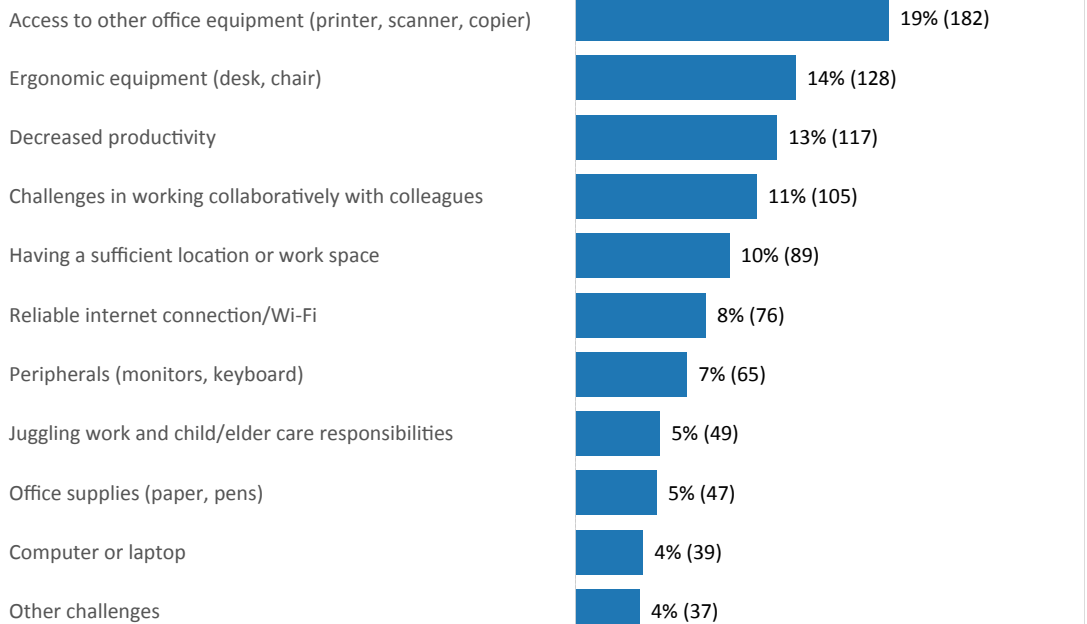|	
On-site entirely	66
Split between remote/ campus/satellite location	98
Remote full-time	126

I believe my PI/Mentor would support me if I chose to continue working remotely after COVID-19 restrictions are lifted.

	Agree/Strongly Agree	Neutral	Disagree/Strongly Disagree
On-site entirely	49% (30)	26% (16)	25% (15)
Split between remote/ campus/satellite location	51% (46)	28% (25)	21% (19)
Remote full-time	83% (100)	12% (15)	5% (6)

- ■ Agree/Strongly Agree
- ■ Neutral
- ■ Disagree/Strongly Disagree
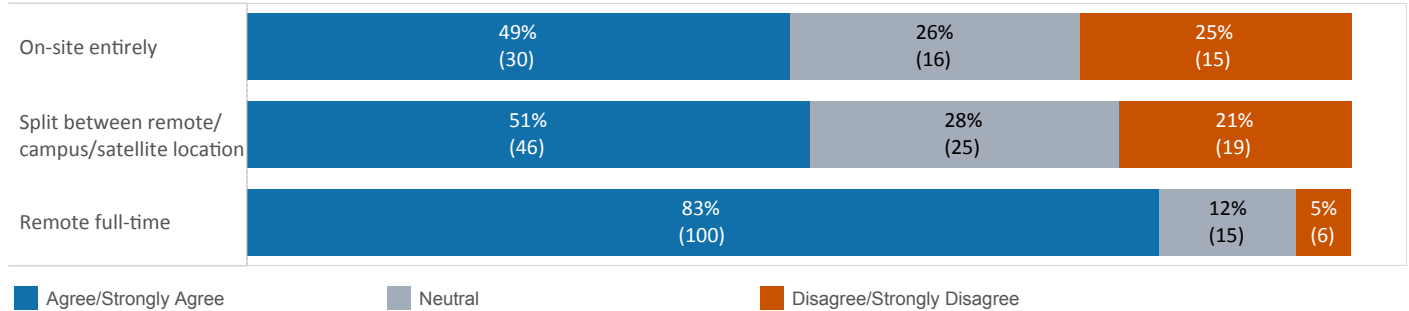
5. The following are examples of commonly cited benefits of remote work. What have been the most positive aspects of remote work for you? Check all that apply.

Flexible work schedules	24% (221)
Less time spent commuting	19% (180)
Work-life balance	14% (135)
Money savings	13% (119)
Positive environmental impact	10% (96)
Increased productivity	9% (81)
Workspace customizability	7% (63)
Improved collaboration with colleagues	3% (25)
Other benefits	2% (15)
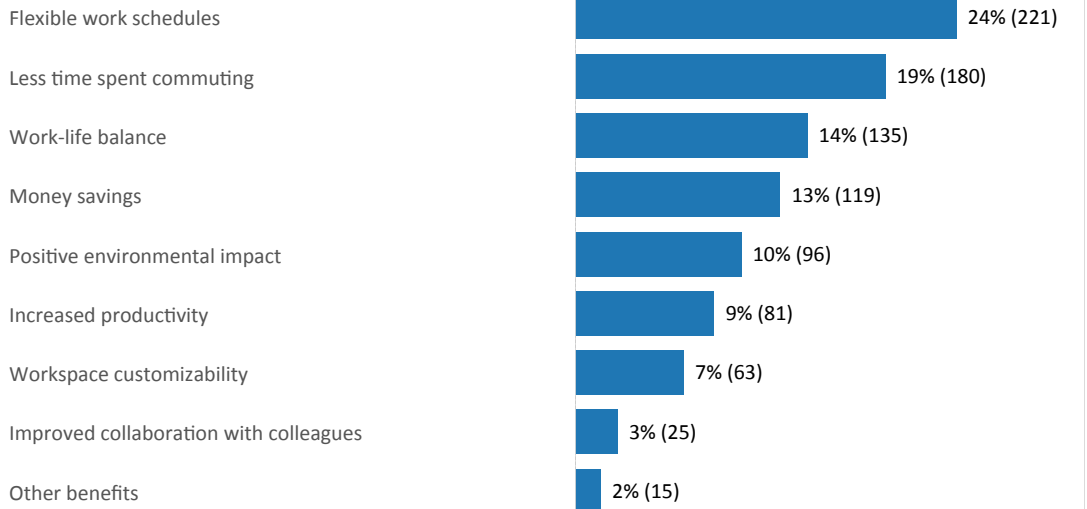
6. The following are examples of commonly cited challenges of remote work. What have been the biggest challenges you have faced with working remote? Check all that apply.

Access to other office equipment (printer, scanner, copier)	19% (182)
Ergonomic equipment (desk, chair)	14% (128)
Decreased productivity	13% (117)
Challenges in working collaboratively with colleagues	11% (105)
Having a sufficient location or work space	10% (89)
Reliable internet connection/Wi-Fi	8% (76)
Peripherals (monitors, keyboard)	7% (65)
Juggling work and child/elder care responsibilities	5% (49)
Office supplies (paper, pens)	5% (47)
Computer or laptop	4% (39)
Other challenges	4% (37)

Safer Campus

2020
317 respondents
27% of 1,190 invited

On-site entirely	66
Split between remote/ campus/satellite location	98
Remote full-time	126

1. How likely are you to take a COVID-19 test if you are asymptomatic, if offered at no cost by UC San Diego?
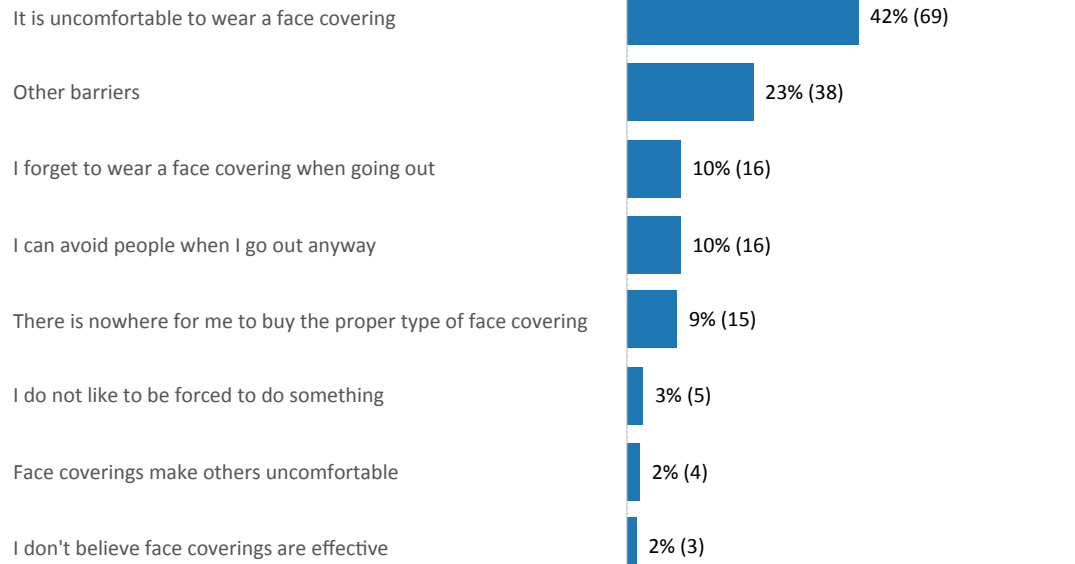
82% (232) | 10% (28) | 8% (23)
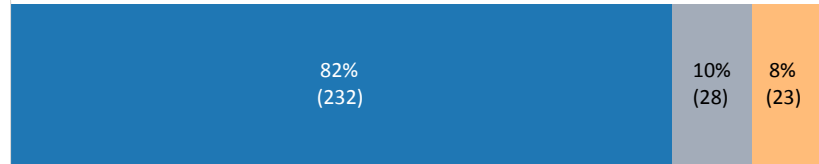
2. UC San Diego is considering enhancing the UC San Diego mobile app to keep track of people's movement, anonymously, on campus. This will be a voluntary, opt-in mobile service and will help the University control potential outbreaks. You would also get advice regarding COVID-19 issues we see on campus. Would you opt-in to this mobile app service?

68% (189) | 10% (28) | 21% (59)

■ Extremely Likely/Likely   ■ Neutral   ■ Extremely Unlikely/Unlikely

3. Following the California mandate, face coverings (surgical mask or cloth material that covers the nose and mouth) are required on campus– outdoors and in shared indoor spaces. What barriers do you see to adhering to the face covering requirement. Check all that apply.

It is uncomfortable to wear a face covering	42% (69)
Other barriers	23% (38)
I forget to wear a face covering when going out	10% (16)
I can avoid people when I go out anyway	10% (16)
There is nowhere for me to buy the proper type of face covering	9% (15)
I do not like to be forced to do something	3% (5)
Face coverings make others uncomfortable	2% (4)
I don't believe face coverings are effective	2% (3)

4. Academic, staff, and student employees who are required to report to campus or any other physical UC San Diego location for work must conduct a self-screening for COVID-19 symptoms and report any symptoms. What barriers do you see to adhering to this requirement of daily symptom reporting? Check all that apply.

Self-screening check list does not adequately identifies the sick	36% (100)
I forget to conduct the self-screening	31% (86)
I am concerned about how my privacy will be protected	16% (45)
Other barriers	9% (24)
I am concerned about the security of my employment if I am sick	6% (18)
I do not like being forced to do something	3% (7)