

UC Office of the President (UCOP)

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The University of California Office of the President (UCOP) survey contained 98 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from November 2, 2012 through November 23, 2012 through a secure on-line portal.ⁱⁱ Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UCOP

UCOP community members completed 1,051 surveys for a response rate of 73%. Response rates by constituent group varied: 64% for union staff ($n = 100$), 74% for non-union staff ($n = 951$), 67% for Men ($n = 355$), and 74% for Women ($n = 681$). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages reported in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.ⁱⁱⁱ Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. High levels of comfort with the climate at UCOP

- 66% of all respondents ($n = 688$) of all respondents were “comfortable” or “very comfortable” with the climate at UCOP while 12% ($n = 130$) were “uncomfortable” or “very uncomfortable.”
- 68% of all respondents ($n = 714$) of all respondents were “comfortable” or “very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 17% ($n = 178$) were “uncomfortable” or “very uncomfortable.”

2. Positive attitudes about work-life issues

- 68% of all respondents ($n = 694$) offered that the UCOP values a diverse Faculty/AES & CE Academics and 82% ($n = 842$) offered that the campus/location values a diverse staff.
- 66% of all respondents ($n = 682$) indicated that their supervisors provided them with resources to pursue professional development opportunities and 68% ($n = 705$) felt that their supervisors provided ongoing feedback to improve their performance.

Key Findings - Opportunities for Improvement

1. Some members of the community experience exclusionary conduct

- 29% of respondents ($n = 306$) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; Eleven percent of respondents ($n = 114$) indicated that the conduct interfered with their ability to work or learn.^{xxii}
- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example,
 - o A higher percentage of women respondents reported experiencing this conduct as compared to men respondents.
 - o A higher percentage of Professional and Support Staff respondents reported experiencing this conduct than did Senior Management Group/ Manager and Senior Professional respondents and Other Staff respondents.
 - o A higher percentage of Christian respondents reported experiencing this conduct than did respondents with other than Christian religious/spiritual affiliations.

Table 1. UC Office of the President Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Gender Identity	Women	681	64.8
	Men	355	33.8
	Transgender ^{ix}	0	0
	Genderqueer ^x	2	0.2
Racial Identity	White	503	47.9
	Underrepresented Minority ^{xi}	220	20.9
	Other People of Color ^{xii}	281	26.7
	Multi-Minority ^{xiii}	15	1.4
Sexual Identity	Heterosexual	857	86.0
	Lesbian, Gay, Bisexual, Queer	95	9.0
	Questioning ^{xiv}	0	0
	Asexual ^{xv}	31	3.1
Citizenship Status	U.S. Citizen	1041	99.0
	Non-U.S. Citizen	7	0.7
	Undocumented	0	0
Disability Status	No disability	868	86.1
	Disability (physical, learning, mental health/ Psychological condition)	140	13.9
Religious/Spiritual Affiliation	Christian affiliation ^{xvi}	382	36.3
	Other Religious/Spiritual affiliation ^{xvii}	66	6.3
	Muslim ^{xviii}	4	0.4
	Jewish ^{xix}	38	3.6
	No affiliation ^{xx}	410	39.0
	Multiple affiliations ^{xxi}	67	6.4
	Unknown	84	8.0

Note: The total *n* for each selected demographic characteristic differs due to missing data.

2. Several constituent groups indicated that they were less comfortable with the overall campus/location climate and workplace climate

- A higher percentage of heterosexual respondents were “very comfortable” with the overall climate than were LGBQ respondents; however, a higher percentage of LGBQ respondents were “comfortable” with the overall climate than were heterosexual respondents.
- Underrepresented Minority respondents were less comfortable than White respondents and Other People of Color respondents with the overall climate and the workplace climate.
- Respondents who self-identified as not having disabilities generally were more comfortable with the climate on campus/location and in their departments/work units than were respondents with disabilities.

3. A small but meaningful percentage of respondents experienced unwanted sexual contact

- a. 1% of respondents ($n = 15$) believed they had experienced unwanted sexual contact while at UCOP within the last five years. Subsequent analyses of the data revealed the following:
 - o Underrepresented Minority respondents (3%, $n = 7$) were more likely than other groups to have experienced unwanted sexual contact.

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

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Recent efforts in campus climate

- UCOP formed a **UCOP Climate Council** in 2010 to assess the climate and address issues of importance to the UCOP community.
- In 2012, the **Council of University of California Staff Assemblies Staff Engagement Initiative** conducted a survey to assess the working environment at the Office of the President and to learn how different organizational segments and demographics engage with one another. Based on the findings OP developed strategic initiatives and action plans to build on institutional successes, address climate challenges, and promote institutional change. Work teams were established in the areas of career development, performance management, and communications. Each work team was responsible for developing recommendations and action plans, as well as strategies to engage the larger UCOP community.
- UCOP sponsors several **employee affinity groups** that reflect the diverse employee population, foster camaraderie, and provide a forum for employees of similar interests. Among these groups are UCOP Staff Assembly; Black Staff and Faculty Organization (BSFO); Family Resource Network; Latino Staff Association; Young Professionals Association; Asian/Pacific Islander Staff Association; and UCOP Pride.
- The **PACSW (President's Advisory Committee on the Status of Women)** has a monthly **speaker series titled, "Women We Admire,"** and recently launched a brown bag series focused on leadership and workplace issues, loosely based on Sheryl Sandberg's book, *Lean In*.
- The **Presidential Speaker Series** and **Innovation and Impact Awards** recognize staff and teams who take initiative above and beyond their normal duties. OP Staff Assembly sponsors the Presidential Speaker Series along with local community engagement.
- UCOP also sponsors a **staff appreciation week** and a **diversity fair** to allow employees to be recognized for their work and accomplishments, network with each other, and share experiences with the affinity groups. A monthly breakfast also encourages employees to engage in an informal setting.
- UCOP promotes better communications and recognizes employees through **UC Link** (link.ucop.edu), a weekly e-newsletter that serves as the central communications tool for the UCOP community. It includes important announcements, features of interest, class and workshop listings, a calendar of events, and the "10-second bio" feature, which helps employees get to know each other better.
- UCOP's Human Resources office offers a **Faculty and Staff Assistance Program (FSAP)** to all UCOP employees. Services are voluntary, free, and confidential, and include individual counseling, consultation to managers and supervisors, and assisting in the investigation of threats and violence in the workplace (Behavioral Intervention Team).

Process and next steps for developing actions and initiatives based on survey findings

The Executive Vice Chancellor, Business Operations will convene the UCOP Climate Council to study the survey results, leveraging the affinity groups and the results of the UCOP staff engagement survey. The UCOP Climate Council will then identify important issues and create action plans to present to the President.

CONTACT

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