
UCOP COVID-19 Pulse Survey Results

July 8, 2020

Response rates and survey background



3 weeks

Survey administration from
May 26 – June 12



48%
response rate

886

total responses
1837 invited



776

Comments made in response to
open-ended comment questions



7

survey questions

88%



Overall, I am satisfied with how UCOP is managing the COVID-19 situation.

Comment question:

You selected strongly disagree or disagree to the question, "I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff." Please tell us what you are dissatisfied with and/or what we might do to improve communications.

Comment question:

Please provide any additional feedback or comments regarding what is going well and what could be improved in terms of UCOP's response, communication, and support during the COVID-19 situation?

How to read results

Scores

Scores shown are the total Percent Favorable (typically the top two options), or the Top Box. For example:



Differences and Colors

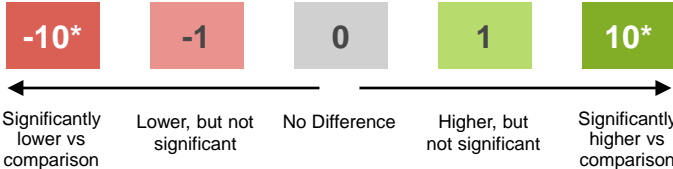
Differences to norms are shown as % points. Norms may include past surveys, parent groups, industry, national or high performance benchmarks.

For example:		Total Favorable Score	Historical	Parent Group	Company Overall	Industry Norm
Employee Engagement		76	-8*	3*	3*	-10*
3	I have a good understanding of our goals. ©	74	n/a	1	-9*	2*
12	I have a good understanding of how my job contributes to achieving our goals. ★	78	1	4*	-1	0

Icons (if applicable)

- # When a question number is shown in red it is a priority issue.
- © Strategic Priority Question
- ★ Key driver question.
- (N) On some questions disagreeing is the favorable response.
- n/a Score not available

* **Statistically significant** differences are indicated with asterisks and darker colors. They are meaningful differences, where we are 95% confident it did not occur by chance. The cut-off for significance varies according to the size of the groups being compared. Small groups require a bigger difference for it to be significant.



Responses

Overall (886)

	Total Favorable
My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92
I am well prepared to fulfill my job duties under the current conditions.	90
My department has been active in communicating how the current situation impacts our department.	89
Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88
UCOP cares about my well-being.	83
I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80



UCOP COVID-19 Response Pulse Survey - Questions by Contract Type

Differences based on Total Favorable

	Overall (886)	Policy covered (834)	represented (52)
UCOP COVID-19 Response Pulse Survey	87	0	-6
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	1	-11*
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80	0	1
4 UCOP cares about my well-being.	83	1	-8
5 I am well prepared to fulfill my job duties under the current conditions.	90	0	-2
6 My department has been active in communicating how the current situation impacts our department.	89	1	-14*
7 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92	0	-1

UCOP COVID-19 Response Pulse Survey - Questions by Tenure (1 of 2)

Differences based on Total Favorable

	Overall (886)	0 < 1 (121)	1 < 3 (170)	3 < 5 (130)	5 < 10 (200)	10 < 15 (113)	15 < 20 (78)
UCOP COVID-19 Response Pulse Survey	87	-2	-1	-4	1	0	4
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	-7*	1	-5	0	4	7
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80	-6	5	-3	1	-3	6
4 UCOP cares about my well-being.	83	0	-4	-5	3	2	5
5 I am well prepared to fulfill my job duties under the current conditions.	90	0	3	-4	1	-5	3
6 My department has been active in communicating how the current situation impacts our department.	89	-2	-4	-6	4	2	4
7 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92	3	-3	-2	0	-1	1

UCOP COVID-19 Response Pulse Survey - Questions by Tenure (2 of 2)

Differences based on Total Favorable

	Overall (886)	20 < 25 (39)	25 < 30 (16)	30+ (19)
UCOP COVID-19 Response Pulse Survey	87	7	9	-6
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	7	12	-3
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80	4	14	-22*
4 UCOP cares about my well-being.	83	7	4	-4
5 I am well prepared to fulfill my job duties under the current conditions.	90	7	4	-11
6 My department has been active in communicating how the current situation impacts our department.	89	9	11	-5
7 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92	6	8	8

UCOP COVID-19 Response Pulse Survey - Questions by Gender

Differences based on Total Favorable

	Overall (886)	FEML (593)	MALE (271)	UNKN (22)
UCOP COVID-19 Response Pulse Survey	87	0	1	-2
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	1	0	-15*
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80	1	-1	-3
4 UCOP cares about my well-being.	83	-1	4	-7
5 I am well prepared to fulfill my job duties under the current conditions.	90	0	-1	5
6 My department has been active in communicating how the current situation impacts our department.	89	-1	1	6
7 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92	-1	2	-1

UCOP COVID-19 Response Pulse Survey - Questions by Ethnicity

Differences based on Total Favorable

	Overall (886)	Asian/ American Indian/Pacific Islander (207)	Black/African American (not of Hispanic origin) (94)	Hispanic (136)	White (403)	Two or More races (18)	Unknown (28)
UCOP COVID-19 Response Pulse Survey	87	2	-5	-3	1	4	1
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	4	-5	-5	1	1	2
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80	3	-1	-3	-1	14	2
4 UCOP cares about my well-being.	83	4	-10*	-6	2	11	-1
5 I am well prepared to fulfill my job duties under the current conditions.	90	3	-2	0	-2	10	10
6 My department has been active in communicating how the current situation impacts our department.	89	2	-8*	-4	3	0	-7
7 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92	-2	-4	1	2	-14*	1

UCOP COVID-19 Response Pulse Survey - Questions by Role

Differences based on Total Favorable

	Overall (886)	Individual Contributor (Employee with no direct reports; not a Director, Manager, or Supervisor) (562)	Supervisor: (Employee who supervises activities of direct reports) (79)	Manager: (Employee with the job title of Manager, responsibility over a functional area) (115)	Director and above (130)
UCOP COVID-19 Response Pulse Survey	87	-1	-1	3	1
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	-2	6	5	1
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	80	2	-6	2	-7
4 UCOP cares about my well-being.	83	-2	2	6	4
5 I am well prepared to fulfill my job duties under the current conditions.	90	-1	1	2	1
6 My department has been active in communicating how the current situation impacts our department.	89	-1	-7	4	7*
7 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	92	0	-2	1	1

Questions?

Contact culture@ucop.edu