
UCOP COVID-19 Pulse Survey #2 Results

April 2021

Response rates and survey background



3 weeks

Survey administration from
January 19 – February 6



41% response rate



7% from previous

789

1837 invited



538

Comments made in response to
open-ended comment questions



14 survey questions

88%



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

New questions:

- Morale in my department/team is generally high.
- I am comfortable discussing my work-life challenges with my supervisor for assistance and guidance with balancing my workload
- I have the flexibility I need (when, where, how I work) to balance my work and personal responsibilities.
- I am comfortable using leave options if necessary without fear of losing my job
- I know where to go for information and who to contact if I need assistance balancing work and personal
- As a manager or supervisor, I am well informed on the options available to support my staff in balancing work and personal commitments.
- There are no substantial obstacles to doing my job well that are a result of the way UCOP or my department is managing work during the COVID-19 pandemic.
- The health or wellness-related initiatives and programs (webinars, learning sessions, Culture and Connectivity website, LinkedIn Learnings, etc.) offered by OP have encouraged me to maintain a healthy lifestyle.

How to read results

Scores

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



Top Box + Other Favorable

Differences and Colors

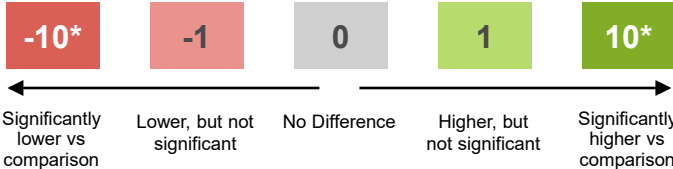
Differences to norms are shown as % points. Norms may include past surveys, parent groups, industry, national or high performance benchmarks.

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.



UCOP COVID-19 Pulse Survey #2 Results Compared to Initial Survey June 2020

(1 of 2)

Overall (789)

	Total Favorable	Comparison to Previous Survey (886)
UCOP COVID-19 Pulse Survey #2	78	-2
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	0
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	88	8*
4 My department has been active in communicating how the current situation impacts our department.	81	-8*
5 Morale in my department/team is generally high.	60	n/a
6 UCOP cares about my well-being.	78	-5*
7 I am well prepared to fulfill my job duties under the current conditions.	88	-2
9 I am comfortable discussing my work-life challenges with my supervisor for assistance and guidance with balancing my workload.	81	n/a
11 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	87	-4*
12 I have the flexibility I need (when, where, how I work) to balance my work and personal responsibilities.	85	n/a
13 I am comfortable using leave options if necessary without fear of losing my job.	78	n/a

UCOP COVID-19 Pulse Survey #2 Results Compared to Initial Survey June 2020

(2 of 2)

Overall (789)

		Total Favorable	Comparison to Previous Survey (886)
UCOP COVID-19 Pulse Survey #2		78	-2
14	I know where to go for information and who to contact if I need assistance balancing work and personal commitments.	75	n/a
15	As a manager or supervisor, I am well informed on the options available to support my staff in balancing work and personal commitments.	71	n/a
16	There are no substantial obstacles to doing my job well that are a result of the way UCOP or my department is managing work during the COVID-19 pandemic.	84	n/a
18	The health or wellness-related initiatives and programs (webinars, learning sessions, Culture and Connectivity website, LinkedIn Learnings, etc.) offered by OP have encouraged me to maintain a healthy lifestyle.	52	n/a

UCOP COVID-19 Pulse Survey #2 - Questions by Role (1 of 2)

Differences based on Total Favorable

	Overall (789)	Individual Contributor (Employee with no direct reports; not a Director, Manager, or Supervisor) (567)	Supervisor: (Employee who supervises activities of direct reports) (60)	Manager: (Employee with the job title of Manager, responsibility over a functional area) (80)	Director and above (82)
UCOP COVID-19 Pulse Survey #2	79	1	-5	-2	-4
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	2	-6	-5	-3
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	88	2	-10*	1	-9*
4 My department has been active in communicating how the current situation impacts our department.	81	0	1	-1	2
5 Morale in my department/team is generally high.	60	1	-1	0	-5
6 UCOP cares about my well-being.	78	2	-11	-4	-1
7 I am well prepared to fulfill my job duties under the current conditions.	88	1	-1	-6	-3
9 I am comfortable discussing my work-life challenges with my supervisor for assistance and guidance with balancing my workload.	81	2	-2	-3	-6

UCOP COVID-19 Pulse Survey #2 - Questions by Role (2 of 2)

Differences based on Total Favorable

	Overall (789)	Individual Contributor (Employee with no direct reports; not a Director, Manager, or Supervisor) (567)	Supervisor: (Employee who supervises activities of direct reports) (60)	Manager: (Employee with the job title of Manager, responsibility over a functional area) (80)	Director and above (82)
UCOP COVID-19 Pulse Survey #2	79	1	-5	-2	-4
11 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	87	0	-2	1	-3
12 I have the flexibility I need (when, where, how I work) to balance my work and personal responsibilities.	85	1	-8	4	-6
13 I am comfortable using leave options if necessary without fear of losing my job.	78	0	-3	3	1
14 I know where to go for information and who to contact if I need assistance balancing work and personal commitments.	75	1	-6	-2	1
15 As a manager or supervisor, I am well informed on the options available to support my staff in balancing work and personal commitments.	71	n/a	0	0	n/a
16 There are no substantial obstacles to doing my job well that are a result of the way UCOP or my department is managing work during the COVID-19 pandemic.	84	2	-1	-9*	-4
18 The health or wellness-related initiatives and programs (webinars, learning sessions, Culture and Connectivity website, LinkedIn Learnings, etc.) offered by OP have encouraged me to maintain a healthy lifestyle.	52	3	-7	-6	-13*

UCOP COVID-19 Pulse Survey #2 - Questions by Gender (1 of 2)

Differences based on Total Favorable

	Overall (789)	F (522)	M (211)	U (56)
UCOP COVID-19 Pulse Survey #2	78	0	1	-5
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	1	-1	-9
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	88	0	1	-4
4 My department has been active in communicating how the current situation impacts our department.	81	-1	1	2
5 Morale in my department/team is generally high.	60	-1	4	-2
6 UCOP cares about my well-being.	78	0	5	-15*
7 I am well prepared to fulfill my job duties under the current conditions.	88	-1	3	-6
9 I am comfortable discussing my work-life challenges with my supervisor for assistance and guidance with balancing my workload.	81	-1	6	-9

UCOP COVID-19 Pulse Survey #2 - Questions by Gender (2 of 2)

Differences based on Total Favorable

		Overall (789)	F (522)	M (211)	U (56)
UCOP COVID-19 Pulse Survey #2		78	0	1	-5
11	My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	87	-1	1	0
12	I have the flexibility I need (when, where, how I work) to balance my work and personal responsibilities.	85	-2	6*	-5
13	I am comfortable using leave options if necessary without fear of losing my job.	78	-2	4	4
14	I know where to go for information and who to contact if I need assistance balancing work and personal commitments.	75	1	1	-12*
15	As a manager or supervisor, I am well informed on the options available to support my staff in balancing work and personal commitments.	71	4	-9	2
16	There are no substantial obstacles to doing my job well that are a result of the way UCOP or my department is managing work during the COVID-19 pandemic.	84	1	0	-7
18	The health or wellness-related initiatives and programs (webinars, learning sessions, Culture and Connectivity website, LinkedIn Learnings, etc.) offered by OP have encouraged me to maintain a healthy lifestyle.	52	2	-1	-13

UCOP COVID-19 Pulse Survey #2 - Questions by Ethnicity (1 of 2)

Differences based on Total Favorable

	Overall (789)	Asian (160)	Black/African American (84)	Hispanic (150)	Two or More races (25)	Unknown (22)	White (343)
UCOP COVID-19 Pulse Survey #2	79	4	2	-1	-5	2	-1
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	2	0	-3	4	3	-1
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	88	3	5	-1	8	3	-3
4 My department has been active in communicating how the current situation impacts our department.	81	5	2	-9*	-9	-3	2
5 Morale in my department/team is generally high.	60	3	-5	3	0	-5	-1
6 UCOP cares about my well-being.	78	7*	-4	-3	10	4	-2
7 I am well prepared to fulfill my job duties under the current conditions.	88	1	1	-1	-8	7	0
9 I am comfortable discussing my work-life challenges with my supervisor for assistance and guidance with balancing my workload.	81	3	1	-3	-17*	10	0

UCOP COVID-19 Pulse Survey #2 - Questions by Ethnicity (2 of 2)

Differences based on Total Favorable

	Overall (789)	Asian (160)	Black/African American (84)	Hispanic (150)	Two or More races (25)	Unknown (22)	White (343)
UCOP COVID-19 Pulse Survey #2	79	4	2	-1	-5	2	-1
11 My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	87	3	0	-2	-15*	4	1
12 I have the flexibility I need (when, where, how I work) to balance my work and personal responsibilities.	85	0	4	-3	-5	6	1
13 I am comfortable using leave options if necessary without fear of losing my job.	78	0	5	-4	-2	3	1
14 I know where to go for information and who to contact if I need assistance balancing work and personal commitments.	75	3	4	3	-23*	-7	-1
15 As a manager or supervisor, I am well informed on the options available to support my staff in balancing work and personal commitments.	71	8	0	-5	-21	n/a	0
16 There are no substantial obstacles to doing my job well that are a result of the way UCOP or my department is managing work during the COVID-19 pandemic.	84	1	-1	1	-8	2	0
18 The health or wellness-related initiatives and programs (webinars, learning sessions, Culture and Connectivity website, LinkedIn Learnings, etc.) offered by OP have encouraged me to maintain a healthy lifestyle.	52	13*	10	3	4	2	-11*

UCOP COVID-19 Pulse Survey #2 - Questions by Contract Type (1 of 2)

Differences based on Total Favorable

	Overall (789)	Policy covered (721)	represented (68)
UCOP COVID-19 Pulse Survey #2	79	0	1
1 Overall, I am satisfied with how UCOP is managing the COVID-19 situation.	88	0	-4
2 I am satisfied with UCOP communications regarding the COVID-19 situation's impact on UCOP operations and staff.	88	0	2
4 My department has been active in communicating how the current situation impacts our department.	81	1	-6
5 Morale in my department/team is generally high.	60	0	4
6 UCOP cares about my well-being.	78	0	0
7 I am well prepared to fulfill my job duties under the current conditions.	88	0	-3
9 I am comfortable discussing my work-life challenges with my supervisor for assistance and guidance with balancing my workload.	81	0	0

UCOP COVID-19 Pulse Survey #2 - Questions by Contract Type (2 of 2)

Differences based on Total Favorable

		Overall (789)	Policy covered (721)	represented (68)
UCOP COVID-19 Pulse Survey #2		79	0	1
11	My supervisor is supportive of balancing work and personal commitments that arise during the COVID-19 situation.	87	1	-11*
12	I have the flexibility I need (when, where, how I work) to balance my work and personal responsibilities.	85	0	3
13	I am comfortable using leave options if necessary without fear of losing my job.	78	0	-3
14	I know where to go for information and who to contact if I need assistance balancing work and personal commitments.	75	0	3
15	As a manager or supervisor, I am well informed on the options available to support my staff in balancing work and personal commitments.	71	0	n/a
16	There are no substantial obstacles to doing my job well that are a result of the way UCOP or my department is managing work during the COVID-19 pandemic.	84	0	5
18	The health or wellness-related initiatives and programs (webinars, learning sessions, Culture and Connectivity website, LinkedIn Learnings, etc.) offered by OP have encouraged me to maintain a healthy lifestyle.	52	-2	23*

Questions?

Contact culture@ucop.edu