While they had largely positive relationships with their supervisors, staff members faced challenges with respect to career development, discrimination, and disclosing disabilities.

Overall, a vast majority of staff felt positively about their relationship with their supervisor both interpersonally...

93% agreed that their supervisor cares about their well-being

81% agreed that their supervisor advocates for them

82% disagreed that their supervisor lacks the skills or knowledge to support them in their job

78% disagreed that their supervisor sets unrealistic expectations for their job

...And professionally.

However, staff were not as happy with the overall support necessary to further their careers.

52% were satisfied with ongoing professional development

40% were satisfied with support for career advancement

Among those who reported having a disability/condition, less than half disclosed to their supervisor and even fewer did so with human resources.

46% Supervisor

19% Human Resources

27% Level of education

17% Gender/Gender identity

26% Psychological disorder (e.g., depression, anxiety, PTSD, etc.)

16% Chronic illness (e.g., cancer, diabetes, autoimmune disorders)

8% Attention deficit/hyperactivity disorder (ADHD)

All in all, most staff would still recommend their institution or department to a friend.

80% Their Institution

72% Current Department

The Staff Climate Survey is designed to assess the campus climate for diversity from the staff/administrator perspective.

Survey Source: Staff Climate Survey 2022
www.heri.ucla.edu/infographic/

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