1. How connected do you feel to DGSOM's mission?  

50% feel connected or very connected

No statistically significant change from July and November 2019 surveys; staff continue to report significantly higher scores than other groups.

No significant difference in reported mission-connectedness between participants who worked onsite, remotely or both.

2. Overall, I feel like my work/learning environment is:

A respectful and inclusive place.

64% agree or strongly agree

15% disagree or strongly disagree

21% neither agree or disagree

Odds of “strongly agree”: 80% less likely if Black; 66% less likely if Latina/o/Hispanic (compared to white)

66% less likely if self identified as a woman (compared to a man)

Positive and team-oriented.

61% agree or strongly agree

16% disagree or strongly disagree

23% neither agree or disagree

Odds of “strongly agree”: 68% less likely if Black; 48% less likely if Latina/o/Hispanic (compared to white)

35% less likely if self identified as a woman (compared to a man)

3. 67% of all respondents have heard of the Cultural North Star.

Those who had were asked: “How often do one or more of the Cultural North Star principles enter your thinking, work, studies, interactions or decision-making?”

53% Daily/weekly

25% Monthly/yearly

20% Never

A 16% increase since July 2019; a 9% drop from November 2019.

Highest engagement by faculty, followed by staff, students and trainees.

24% increase since July 2019

6% increase since November 2019

6% increase since November 2019

4. Have you recommended DGSOM as a place to work/learn in the past 12 months?

Breakdown excludes respondents who said they had not had an opportunity to do so.

Odds of recommending:

60% less likely if Black; 44% less likely if self identified as a woman (compared to a man)

41% less likely for faculty (compared to staff)

7% more likely if Latina/o/Hispanic (compared to white)

Yes: 55%  

No: 45%

Nearly 24 points higher than the industry-wide median.

This question measures our Employee Net Promoter Score (eNPS) – the gold standard in employee engagement – and is strongly correlated with numbers 1 and 2 above.

No statistically significant change to eNPS score since Nov 2019.

55% less likely if Black; 48% less likely if Latinx/Hispanic (compared to white)

35% less likely if self identified as a woman (compared to a man)

5% less likely if Asian/Asian American/Pacific Islander; 7% more likely if White

No statistically significant changes to eNPS score since Nov 2019.

Questions? Email culturalnorthstar@mednet.ucla.edu

Group differences statistically significant.

Questions? Email culturalnorthstar@mednet.ucla.edu

Group differences statistically significant.