

**Professional and Scientific Council Survey Results**  
**August, 1995**

**Question #1:** In Inside Iowa State in September 1993, President Jischke stated that "All faculty and staff should have the opportunity for at least one development or training experience each year."

\*\*\*Did you have an opportunity during 1994-1995

\*\*\*Did you take advantage of that opportunity?

	<b>Academic &amp; Research</b>	<b>Business &amp; Finance</b>	<b>External Affairs</b>	<b>Extension</b>	<b>IPRT/Ames Lab</b>	<b>Student Affairs</b>	<b>Other</b>	<b>TOTAL</b>
yes								
yes	251 (65.0%)	144 (85.7%)	84 (85.7%)	177 (86.8%)	71 (61.7%)	88 (86.3%)	18 (75.0%)	833 (75.9%)
yes								
no	59 (15.3%)	7 (4.2%)	6 (6.1%)	8 (3.9%)	16 (13.9%)	8 (7.8%)	3 (12.5%)	107 (9.8%)
yes								
no response	8 (2.1%)	4 (2.4%)	1 (1.0%)	12 (5.9%)	2 (1.7%)	2 (2.0%)	2 (8.3%)	31 (2.8%)
no								
no	17 (4.4%)	4 (2.3%)	1 (1.0%)	3 (1.5%)	9 (7.8%)	0	0	34 (3.1%)
no								
no response	39 (10.1%)	7 (4.2%)	6 (6.1%)	2 (.9%)	16 (13.9%)	2 (2.0%)	1 (4.1%)	73 (6.6%)
no response								
no	2 (.5%)	0	0	0	1 (.9%)	0	0	3 (.3)
no response	10 (2.6%)	2 (1.2%)	0	2 (1.0%)	0	2 (2.0%)	0	16 (1.5%)
<b>TOTAL</b>	<b>386</b>	<b>168</b>	<b>98</b>	<b>204</b>	<b>115</b>	<b>102</b>	<b>24</b>	<b>1,097</b>
<b>Total Mailed</b>	<b>777</b>	<b>262</b>	<b>130</b>	<b>342</b>	<b>234</b>	<b>186</b>		<b>1,931</b>
<b>% Returned</b>	<b>49.7%</b>	<b>64.1%</b>	<b>75.4%</b>	<b>59.6%</b>	<b>49.1%</b>	<b>54.8%</b>		<b>56.8%</b>

**Question #2:** At the P&S Council meeting in May 1994, President Jischke indicated that all P&S employees should have a performance evaluation each year. If not, employees should talk to their supervisors, a dean, vice president, the provost, or Jischke himself. "I'm quite sincere in my commitment to that," Jischke said.

\*\*\*Did you have a performance evaluation in 1995?

\*\*\*Did you ask for a performance evaluation in 1995?

	Academic & Research	Business & Finance	External Affairs	Extension	IPRT/Ames Lab	Student Affairs	Other	TOTAL
yes yes	51 (13.2%)	20 (11.9%)	16 (16.3%)	43 (21.1%)	16 (13.9%)	20 (19.6%)	2 (8.3%)	168 (15.3%)
yes no	201 (52.1%)	114 (67.9%)	61 (62.2%)	131 (64.2%)	71 (61.7%)	56 (54.9%)	13 (54.2%)	647 (59.0%)
yes no response	74 (19.2%)	31 (18.5%)	17 (17.3%)	21 (10.3%)	14 (12.2%)	23 (22.5%)	3 (12.5%)	183 (16.7%)
no yes	7 (1.8%)	0	1 (1.0%)	1 (.5%)	2 (1.7%)	1 (1.0%)	1 (4.2%)	13 (1.2%)
no no	32 (8.3%)	1 (.6%)	3 (3.1%)	4 (2.0%)	10 (8.7%)	1 (1.0%)	5 (20.8%)	56 (5.1%)
no no response	11 (2.8%)	1 (.6%)	0	0	1 (.9%)	0	0	13 (1.2%)
no response no	0	0	0	0	1 (.9%)	0	0	1 (.1%)
no response yes	0	0	0	1 (.5%)	0	0	0	1 (.1%)
no response	10 (2.6%)	1 (.6%)	0	3 (1.5%)	0	1 (1.0%)	0	15 (1.4%)
<b>TOTAL</b>	<b>386</b>	<b>168</b>	<b>98</b>	<b>204</b>	<b>115</b>	<b>102</b>	<b>24</b>	<b>1,097</b>

**Question #3:** In President Jischke's memo dated June 6, 1995 which was sent to University Administrators concerning FY96 Salary Policies he stated: "Approval of Iowa State University's fiscal FY96 budget is scheduled for the July 19, 1995 meeting of the State Board of Regents. Following approval of our FY96 budget at that meeting, but not before then, each faculty and P&S Staff employee should be informed by the employee's supervisor of his or her salary increase and the reasons for it. This should be done before FY96 paychecks are issued."

\*\*\*Did your supervisor inform you of your salary increase before you received your paycheck at the end of July?

\*\*\*Were you informed of the reasons for your salary increase?

	Academic & Research	Business & Finance	External Affairs	Extension	IPRT/Ames Lab	Student Affairs	Other	TOTAL
yes								
yes	199 (51.6%)	122 (72.6%)	65 (66.3%)	151 (74.0%)	64 (55.7%)	40 (39.2%)	14 (58.3%)	655 (59.7%)
no	91 (23.6%)	26 (15.5%)	19 (19.4%)	29 (14.2%)	25 (21.7%)	49 (48.0%)	4 (16.7%)	243 (22.2%)
no response	13 (3.4%)	4 (2.4%)	2 (2.1%)	11 (5.4%)	4 (3.5%)	4 (3.9%)	2 (8.3%)	40 (3.6%)
no								
yes	11 (2.8%)	1 (.6%)	3 (3.1%)	4 (2.0%)	6 (5.2%)	0	2 (8.3%)	27 (2.5%)
no								
no	61 (15.8%)	14 (8.3%)	8 (8.2%)	6 (2.9%)	14 (12.2%)	7 (6.9%)	2 (8.3%)	112 (10.2%)
no								
no response	1 (.3%)	1 (.6%)	1 (1.0%)	1 (.5%)	1 (.9%)	1 (1.0%)	0	6 (.5%)
no response								
no	1 (.3%)	0	0	0	0	0	0	1 (.1%)
no response	9 (2.3%)	0	0	2 (1.0%)	1 (.9%)	1 (1.0%)	0	13 (1.2%)
<b>TOTAL</b>	<b>386</b>	<b>168</b>	<b>98</b>	<b>204</b>	<b>115</b>	<b>102</b>	<b>24</b>	<b>1,097</b>