




P&S Performance & Retention (Final)



1. Have you received a performance appraisal within the last 12 months?

		Response Percent	Response Count
Yes		88.2%	1,030
No, my last performance appraisal was more than 12 months ago.		6.2%	72
No, I have never had a performance appraisal at ISU.		5.7%	66
		answered question	1,168
		skipped question	9

2. When was your last performance appraisal?

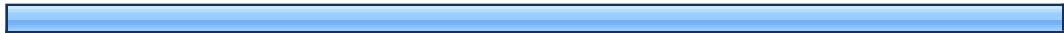

Month

	January	February	March	April	May	June	July	August	September
(Month & Year)	1.5% (15)	4.3% (42)	16.1% (156)	25.0% (242)	20.5% (198)	20.5% (198)	4.9% (47)	2.8% (27)	0.5% (5)

Year

	2011	2010	2009	2008	2007
(Month & Year)	17.8% (170)	77.6% (742)	3.3% (32)	0.5% (5)	0.5% (5)

3. At your most recent performance appraisal, did you provide your supervisor with input on your performance as part of the appraisal process?

		Response Percent	Response Count
Yes		92.3%	967
No		7.7%	81
		answered question	1,048
		skipped question	129

4. Please indicate your level of agreement with each of the following statements about your most recent performance appraisal.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Count
When salary funding has been available, my salary increase was based on my performance appraisal.	13.3% (138)	20.7% (214)	23.0% (238)	31.5% (326)	11.6% (120)	1,036
My appraisal accurately reflected my job performance.	3.4% (36)	5.3% (56)	9.7% (102)	55.1% (580)	26.4% (278)	1,052
My performance appraisal was clear and complete.	3.2% (34)	6.2% (65)	14.0% (147)	50.6% (531)	26.0% (273)	1,050
My supervisor gave me constructive feedback about my performance.	4.3% (45)	7.8% (82)	16.0% (168)	48.0% (503)	23.9% (251)	1,049
My supervisor and I have a common understanding of what is meant by satisfactory performance.	3.7% (39)	5.6% (59)	14.8% (155)	50.1% (526)	25.7% (270)	1,049
Participating in the performance appraisal process was beneficial.	6.0% (63)	11.7% (123)	22.4% (235)	41.0% (430)	18.9% (198)	1,049
answered question						1,053
skipped question						124

5. Please rank the following reasons that you remain at your job at ISU: (1st is highest, 7th is lowest)

	1st	2nd	3rd	4th	5th	6th	7th	Response Count
a. benefits	39.6% (437)	24.4% (269)	15.2% (168)	9.1% (101)	6.4% (71)	3.3% (36)	2.0% (22)	1,104
b. financial compensation	12.8% (141)	23.1% (255)	16.8% (186)	14.8% (163)	9.4% (104)	11.3% (125)	11.8% (130)	1,104
c. career growth and earnings potential	2.6% (28)	3.9% (42)	10.8% (117)	13.3% (144)	20.4% (220)	19.7% (213)	29.3% (316)	1,080
d. management climate	1.3% (14)	3.2% (35)	4.4% (47)	12.7% (137)	19.3% (208)	29.7% (320)	29.3% (316)	1,077
e. supervisor relationships	3.5% (38)	9.2% (99)	15.8% (171)	16.4% (177)	20.7% (224)	18.6% (201)	15.8% (171)	1,081
f. culture and work environment	12.5% (137)	20.0% (219)	19.6% (215)	17.6% (193)	13.8% (151)	10.1% (111)	6.4% (70)	1,096
g. rewarding and/or challenging work	28.2% (312)	16.4% (182)	18.0% (199)	16.0% (177)	10.2% (113)	6.7% (74)	4.5% (50)	1,107
							Other (please specify)	78
							answered question	1,121
							skipped question	56



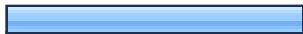




6. Please give your level of agreement with the following statements about your immediate supervisor:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Count
My supervisor has and continues to communicate performance expectations.	6.2% (69)	10.3% (115)	19.7% (220)	47.1% (527)	16.8% (188)	1,119
My supervisor provides positive and constructive input about the work I do on a fair and equitable basis.	6.2% (69)	8.2% (92)	17.5% (196)	47.7% (534)	20.4% (229)	1,120
My supervisor leads and influences through coaching and incentives that are not necessarily salary related.	10.7% (119)	18.0% (201)	29.1% (325)	28.3% (316)	14.0% (156)	1,117
My supervisor is a skilled and competent supervisor.	8.2% (92)	8.1% (91)	20.3% (227)	38.0% (425)	25.4% (284)	1,119
answered question						1,121
skipped question						56

7. Please give your level of agreement with the following statements about your salary and general salary policy:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Count
I believe I am adequately compensated for the work that I do.	15.4% (173)	33.0% (370)	20.2% (227)	27.1% (304)	4.2% (47)	1,121
Salary increases are more important than retention of employee positions.	7.8% (87)	34.0% (379)	33.9% (378)	17.3% (193)	6.9% (77)	1,114
Even if the level of state funding for FY12 decreases from the level of funding in FY11, I still expect to receive a salary increase based on my performance.	6.6% (74)	23.0% (257)	28.4% (317)	29.7% (332)	12.3% (138)	1,118
answered question						1,123
skipped question						54








8. What do you feel is an appropriate minimum salary percent increase for satisfactory performance this year, given the fact that departments will not receive any additional funding to fund the salary increase?

		Response Percent	Response Count
0%		16.8%	184
1%		11.1%	121
2%		25.6%	280
3%		31.0%	339
4%		4.9%	54
5%		7.1%	78
more than 5%		3.5%	38
answered question			1,094
skipped question			83




9. If there were something about your job that you could change, what would it be?

	Response Count
	575
answered question	575
skipped question	602





10. How often have you used campus recreational facilities in the past:

		Response Percent	Response Count
Daily		3.3%	37
Two or three times a week		11.7%	131
Once a week		2.7%	30
Twice a month		1.7%	19
Once a month		1.2%	14
A few times per year		10.9%	123
Don't use campus recreational facilities.		68.5%	770
		answered question	1,124
		skipped question	53



11. If the university charges the new \$403 per year facilities charge, will you pay the yearly fee to use campus recreational facilities?

		Response Percent	Response Count
Yes		6.4%	23
Not sure yet		24.3%	87
No		69.3%	248
		answered question	358
		skipped question	819




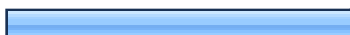


12. At what yearly fee would you consider continuing to use campus recreational facilities?

		Response Percent	Response Count
Only if it continued to be no charge		27.1%	87
\$100 per year		36.8%	118
\$200 per year		32.7%	105
\$300 per year		3.4%	11
		answered question	321
		skipped question	856


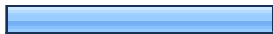




13. What is your gender?

		Response Percent	Response Count
Female		59.4%	660
Male		40.6%	451
		answered question	1,111
		skipped question	66



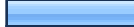
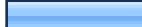
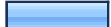








14. What is your age?

		Response Percent	Response Count
19 or less		0.0%	0
20-29		10.6%	117
30-39		23.3%	258
40-49		25.6%	283
50-59		30.0%	332
60-69		10.5%	116
70 or above		0.1%	1
		answered question	1,107
		skipped question	70















15. How many years in total have you worked for Iowa State University?




		Response Percent	Response Count
0 - 1		5.3%	59
2 - 4		23.2%	259
5 - 9		19.3%	215
10 - 14		17.3%	193
15 - 24		19.6%	219
25 +		15.2%	170
		answered question	1,115
		skipped question	62

16. What is your current p-level classification?

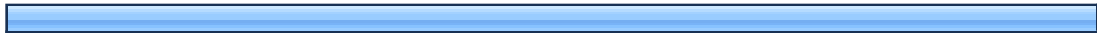

		Response Percent	Response Count
30		1.9%	21
31		4.4%	48
32		10.9%	120
33		11.8%	129
34		8.8%	96
35		10.8%	119
36		8.4%	92
37		6.9%	76
38		2.6%	28
39		1.5%	17
40		0.6%	7
41		0.4%	4
Don't Know		31.0%	340
		answered question	1,097
		skipped question	80

17. What primary area of the University do you work in?




		Response Percent	Response Count
College of Agriculture and Life Sciences		12.5%	133
College of Business		2.6%	28
College of Design		1.2%	13
College of Engineering		5.0%	53
College of Human Sciences		5.6%	60
College of Liberal Arts and Sciences		6.8%	72
College of Veterinary Medicine		4.3%	46
Library		1.6%	17
Research and Economic Development		5.3%	56
Extension and Outreach		12.4%	132
Experiment Station		0.3%	3
Office of President		3.2%	34
Division of the Executive Vice President and Provost (includes ITS)		9.7%	103
Division of Business & Finance		13.2%	141

Division of Student Affairs		10.8%	115
Ames Lab		3.4%	36
IPRT		2.2%	23
		answered question	1,065
		skipped question	112





18. What type of appointment is your position?

		Response Percent	Response Count
full-time		95.3%	1,064
part-time		4.7%	53
		answered question	1,117
		skipped question	60

19. Is your appointment continuous or term?

		Response Percent	Response Count
Continuous		85.1%	948
Term		13.5%	150
I don't Know		1.4%	16
		answered question	1,114
		skipped question	63

20. What is the source of funding for your position?

		Response Percent	Response Count
state funded		41.4%	457
externally funded (non-state appropriated, eg. contract, grant, self-funded)		26.2%	290
both state and externally funded		19.9%	220
I don't know		12.5%	138
		answered question	1,105
		skipped question	72

21. Do you have comments, concerns or questions that you would like the P&S Council to share with the administration?

	Response Count
	267
answered question	267
skipped question	910