

Spring 2011 Professional & Scientific Staff Survey

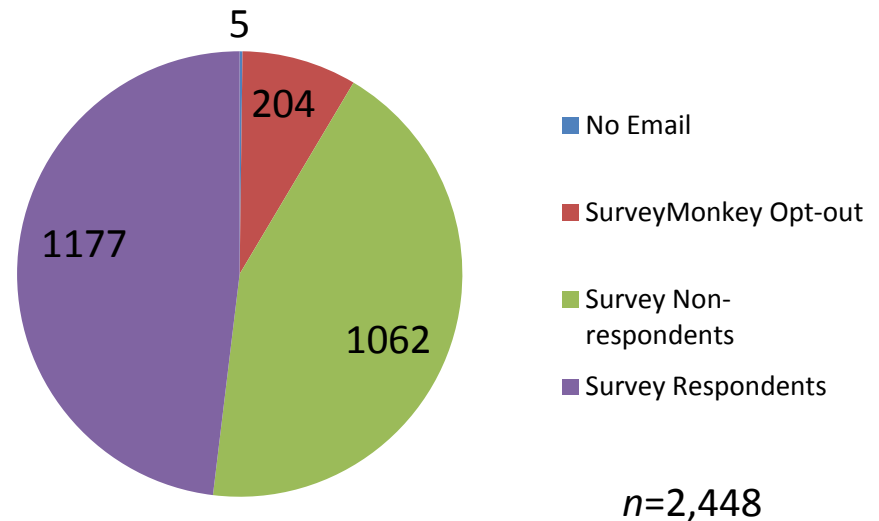
Selected Results

Survey Details

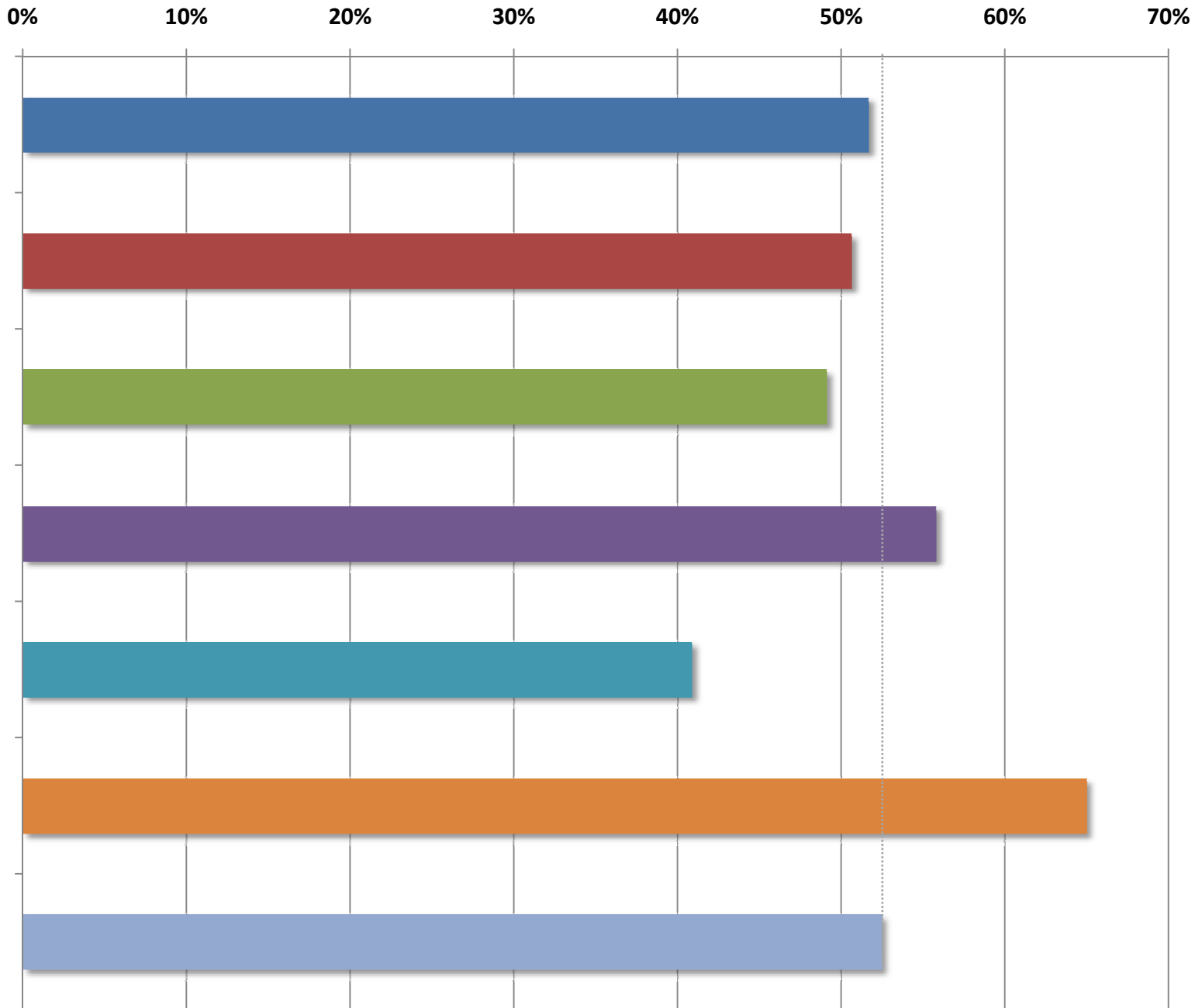
- Survey began as an assessment of performance appraisal process from C&B
- Staff retention items were added from R&R
 - Expanded to include salary policy
 - Expanded to include recreation facility fee

Survey Details

- Population
 - 2,448 Staff (March 2011 listing)
 - 5 had no email address
 - 204 had previously opted out of SurveyMonkey
- Survey Sample = 2,239
- Survey Responses = 1,177
- Survey Response Rate = 52.6%
- Pct. Pop. Resp. = 48.1%

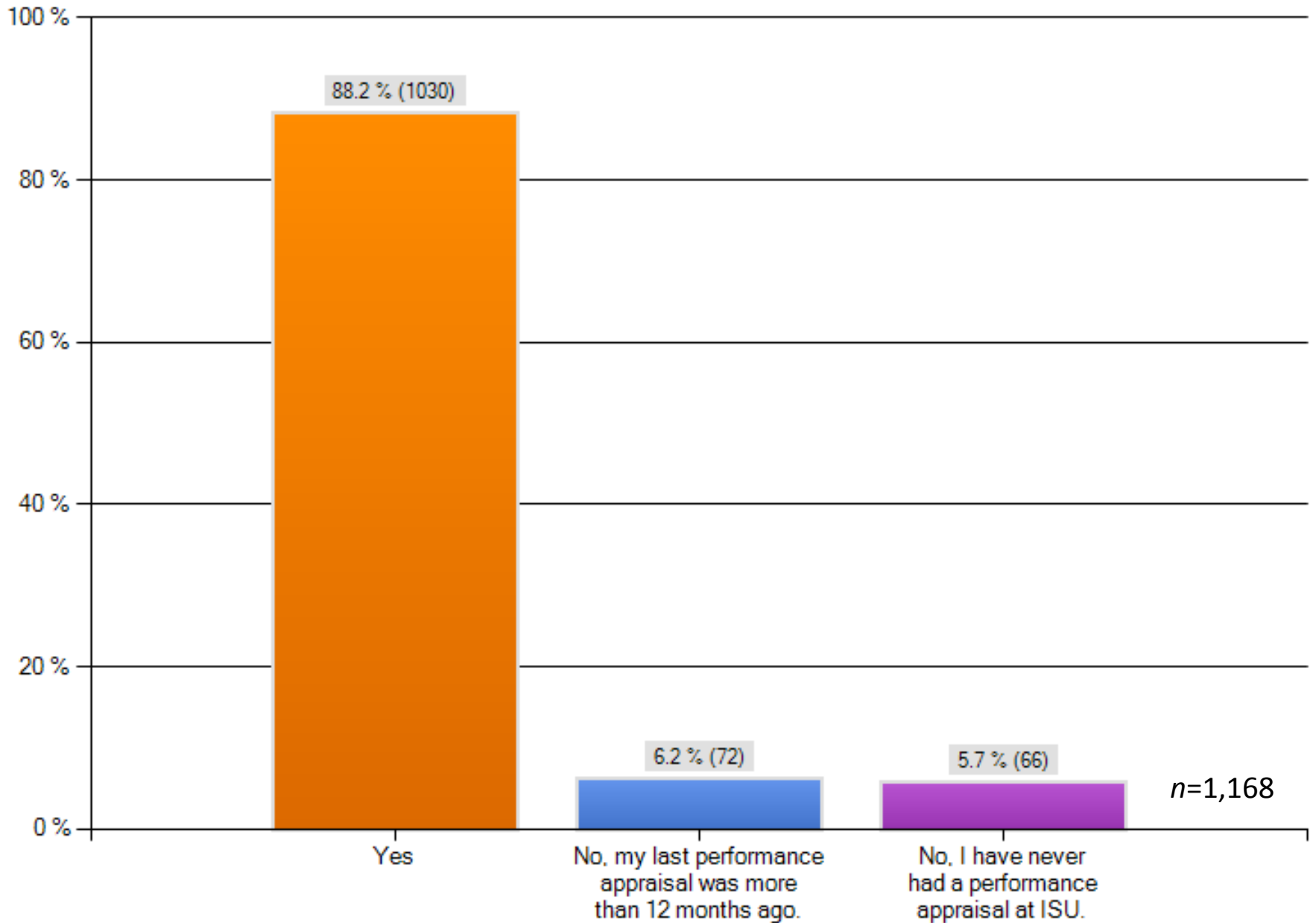


Response Rate by Area of P&S Representation

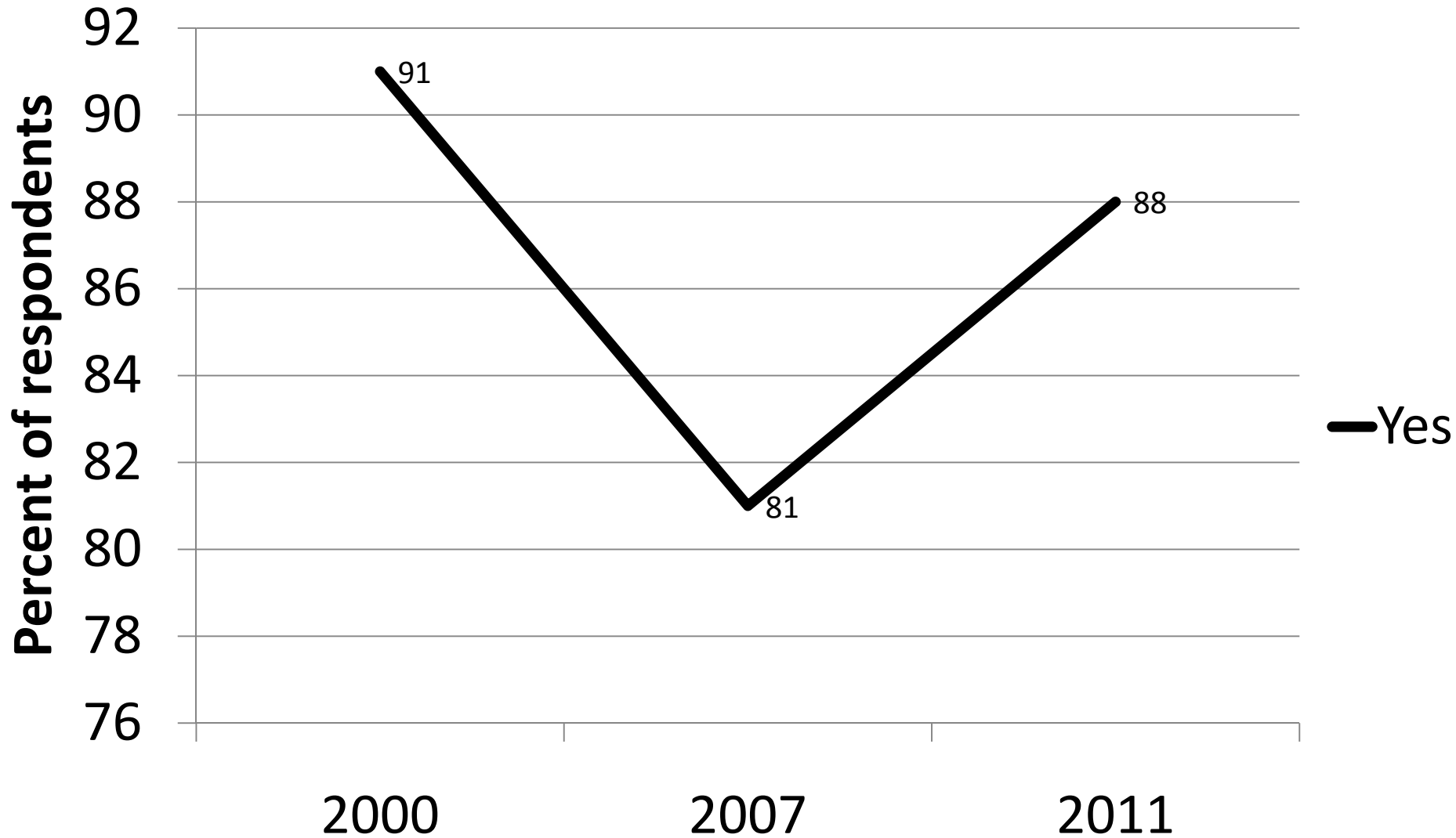


PERFORMANCE APPRAISALS

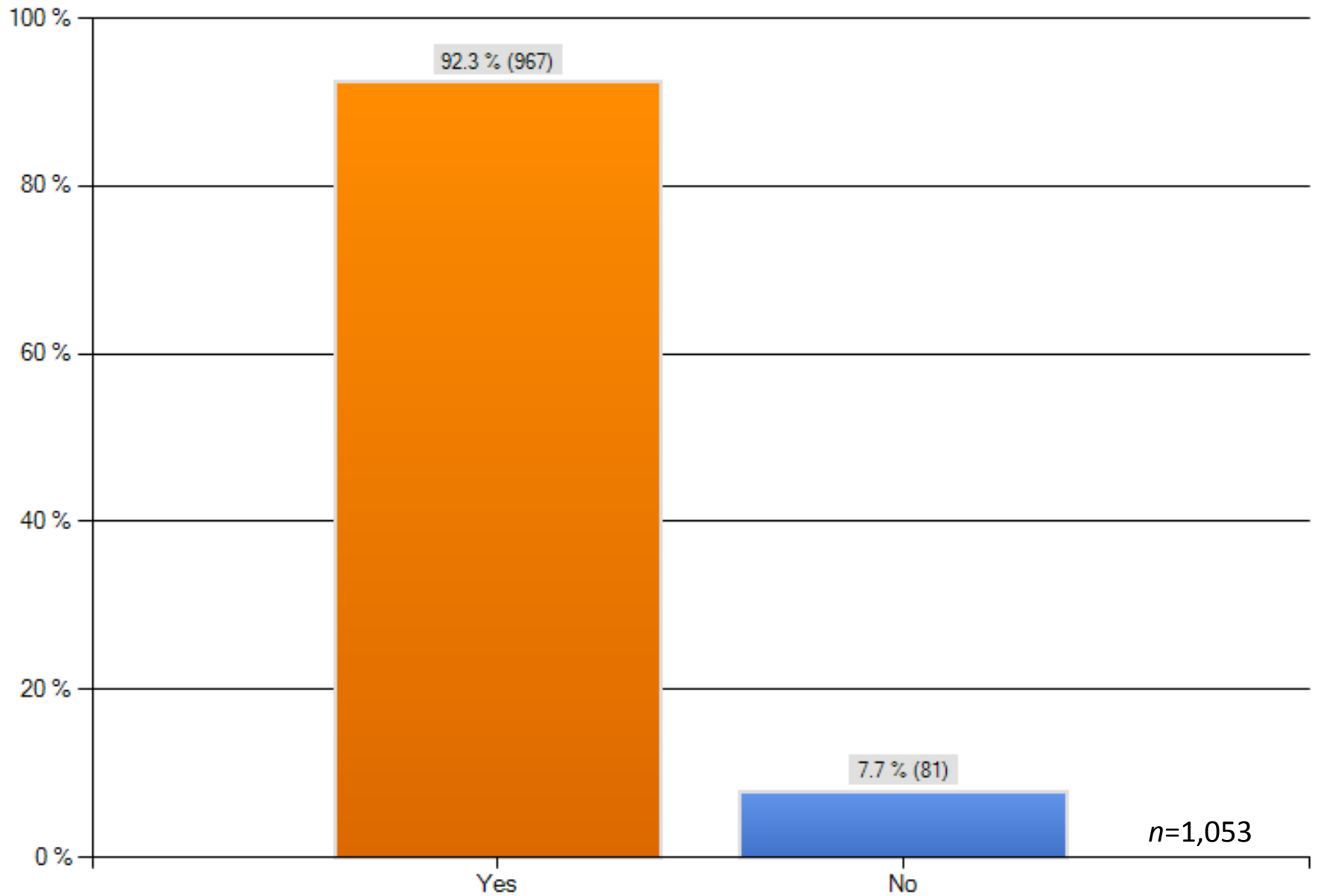
Have you received a performance appraisal within the last 12 months?



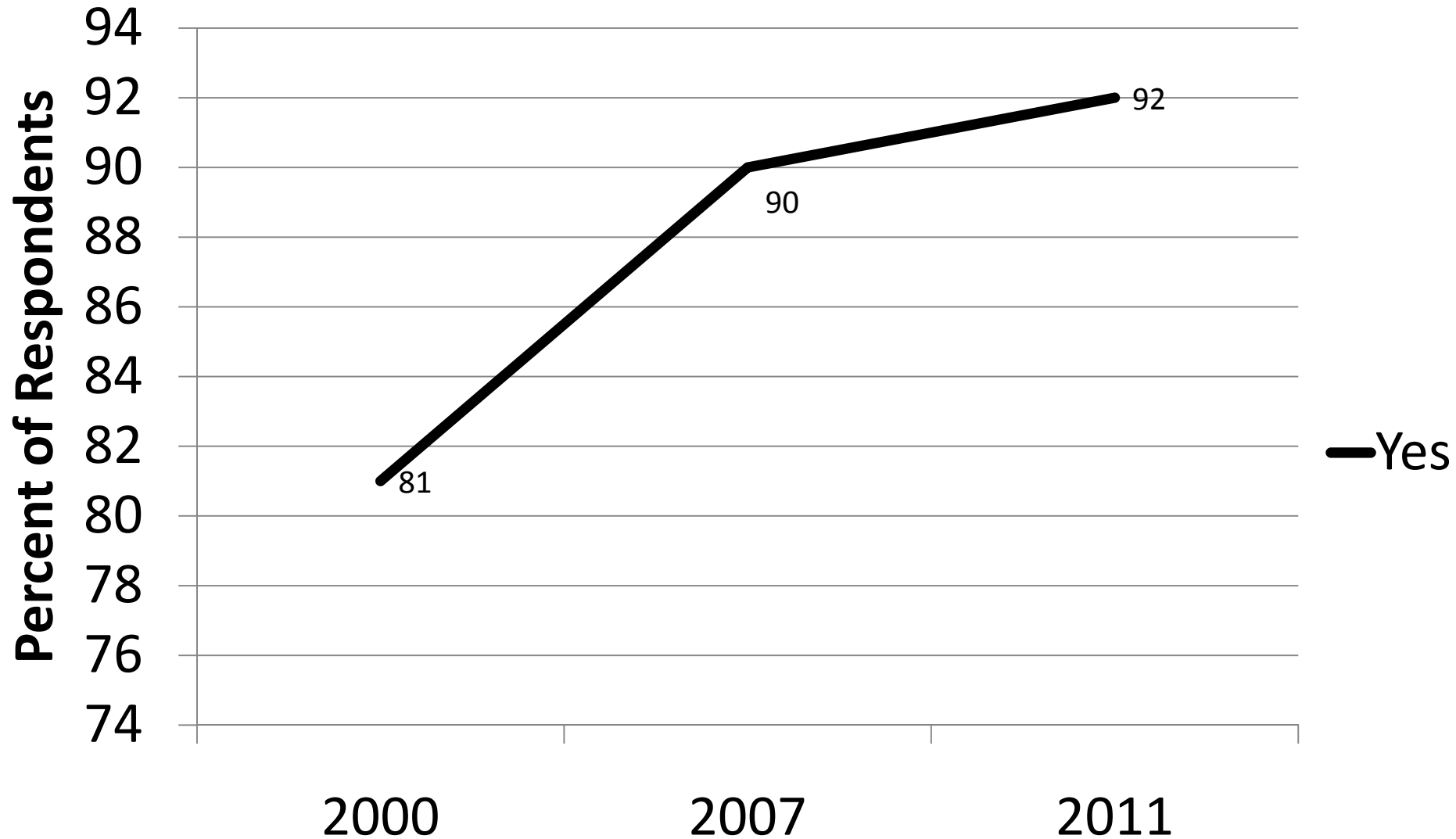
Received Performance Appraisal within 12 Months



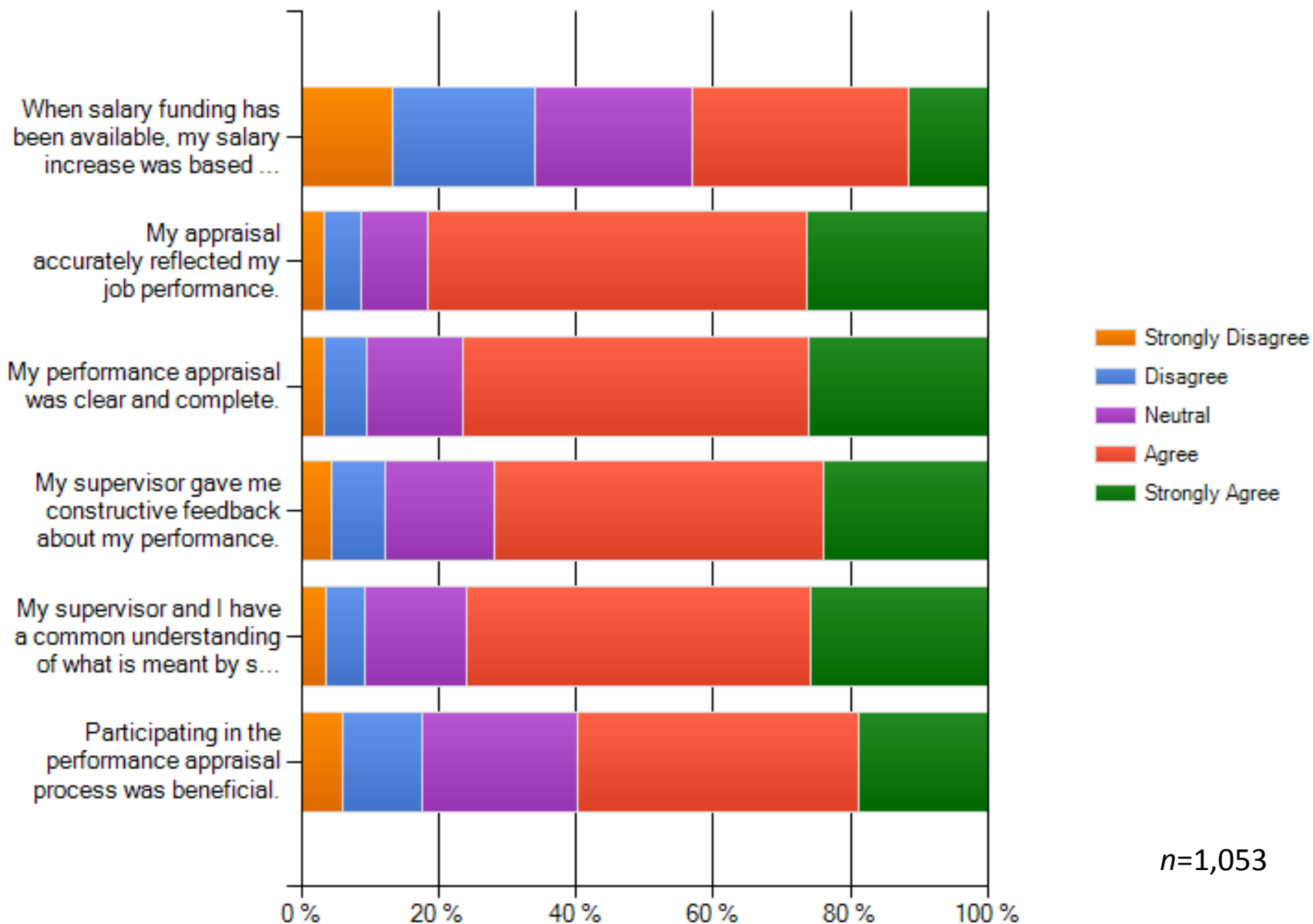
At your most recent performance appraisal, did you provide your supervisor with input on your performance as part of the appraisal process?



Provided Performance Appraisal Input

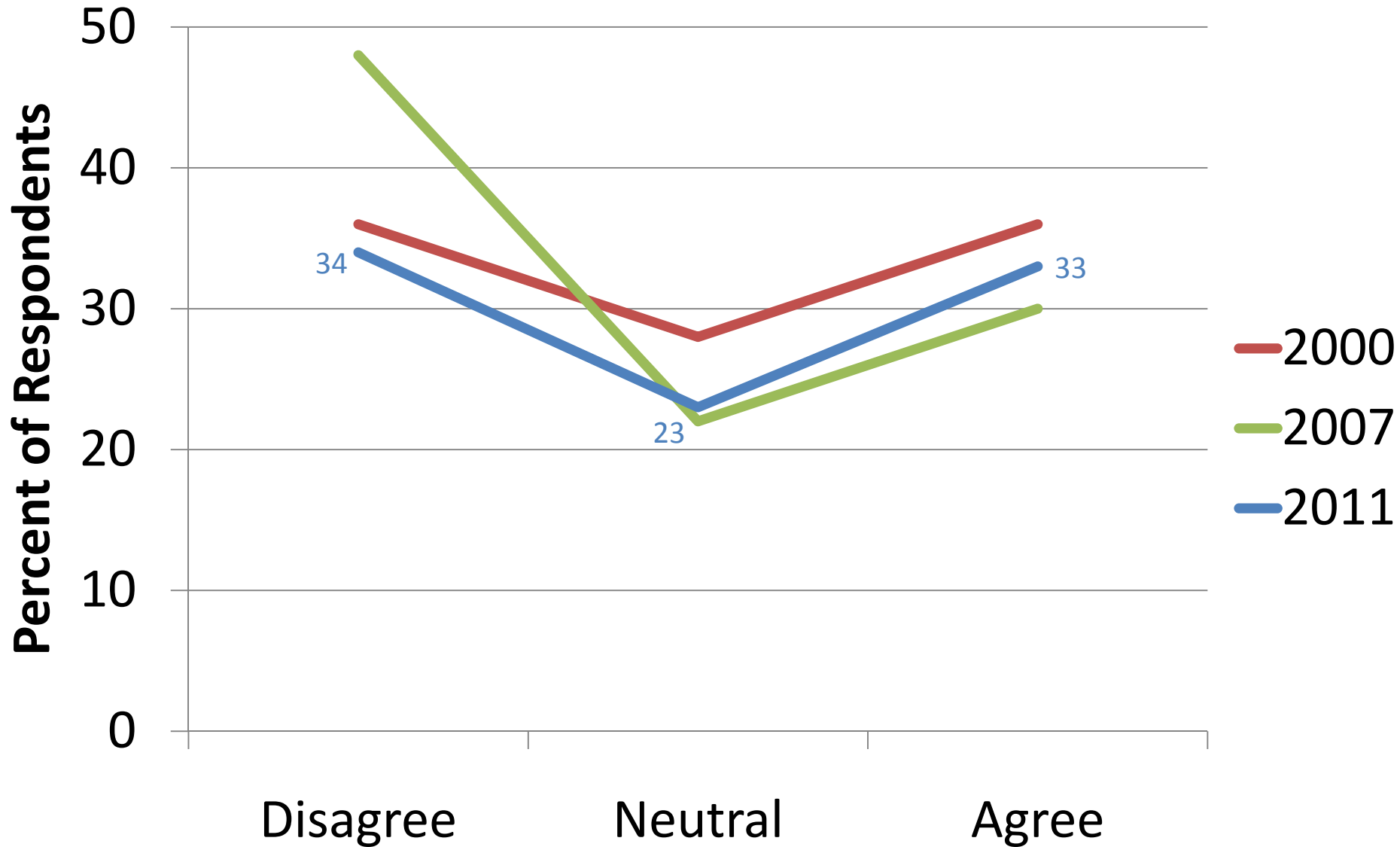


Please indicate your level of agreement with each of the following statements about your most recent performance appraisal.



n=1,053

Salary Increase Based on Performance



Performance Appraisal Repeats Agreed / Strongly Agreed

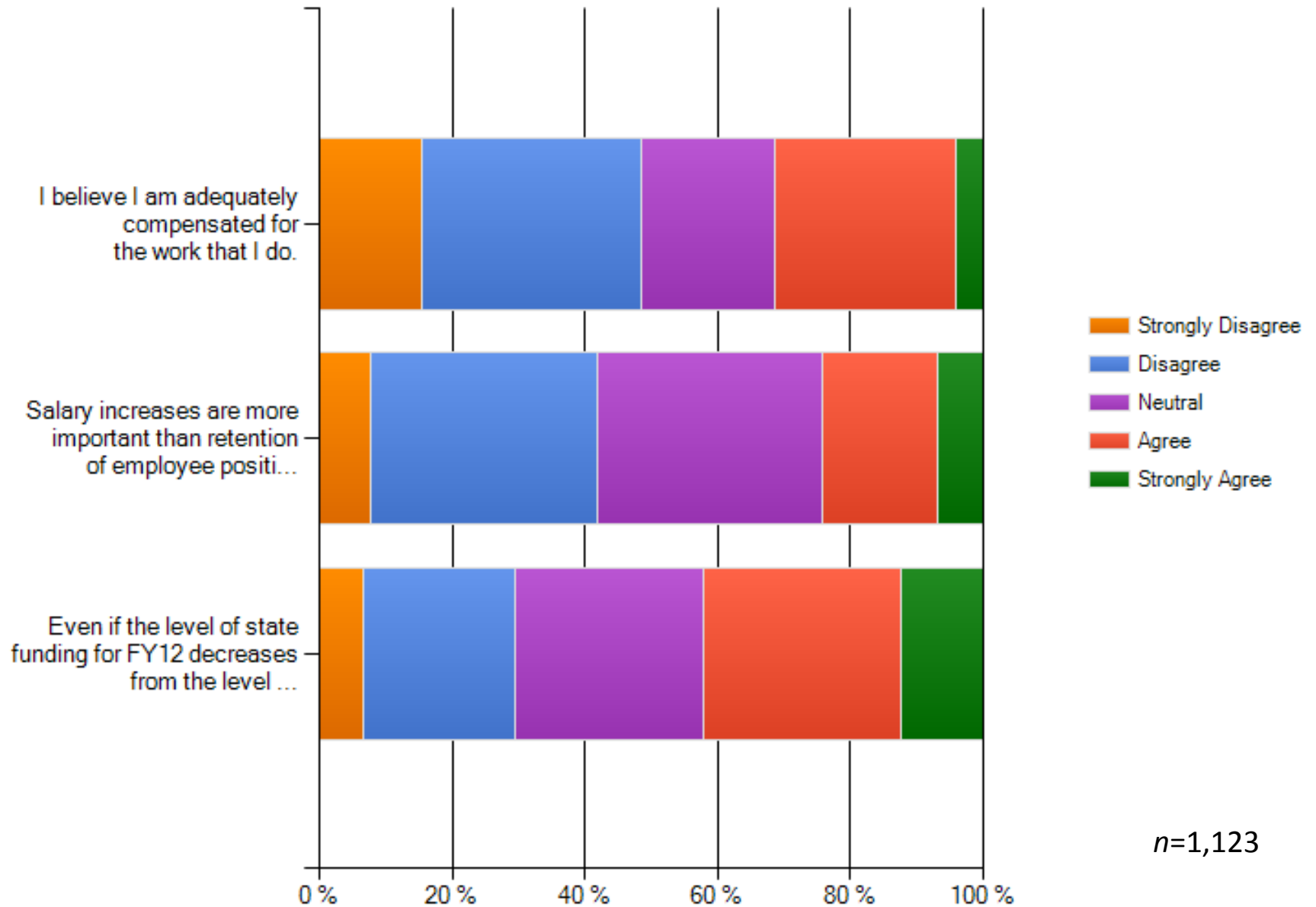
	2007	2011
My appraisal accurately reflected my job performance.	69%	82%
My performance appraisal was clear and complete.	66%	77%
My supervisor gave me constructive feedback about my performance.	66%	72%
My supervisor and I have a common understanding of what is meant by satisfactory performance.	----	76%
Participating in the performance appraisal process was beneficial.	51%	60%

The Committee's Impression

- Since the implementation of the Performance Management Policy, ISU is making progress in the **quantity** and **quality** of performance appraisals
- ISU needs to **continue** this **progress**.

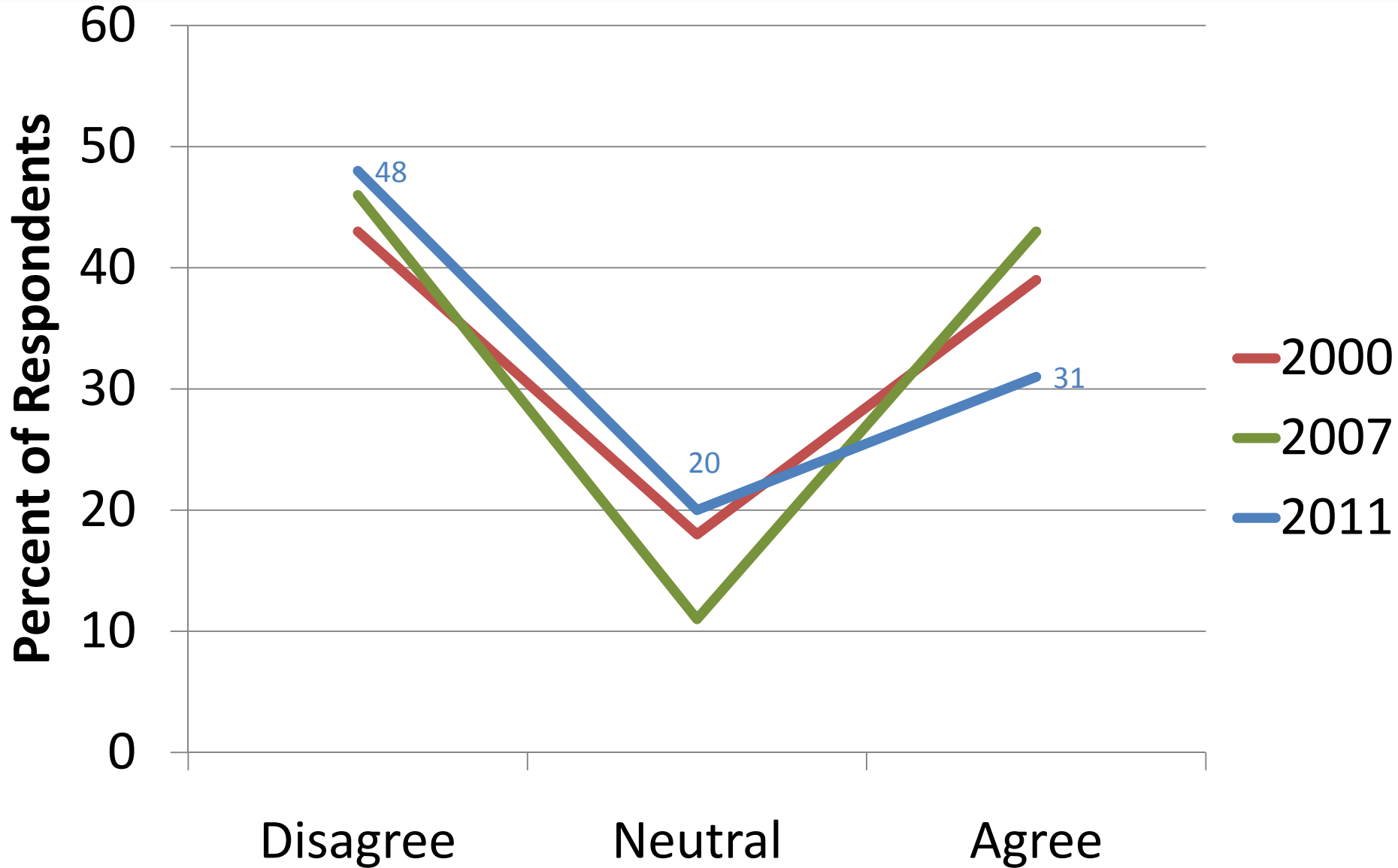
SALARY POLICY

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

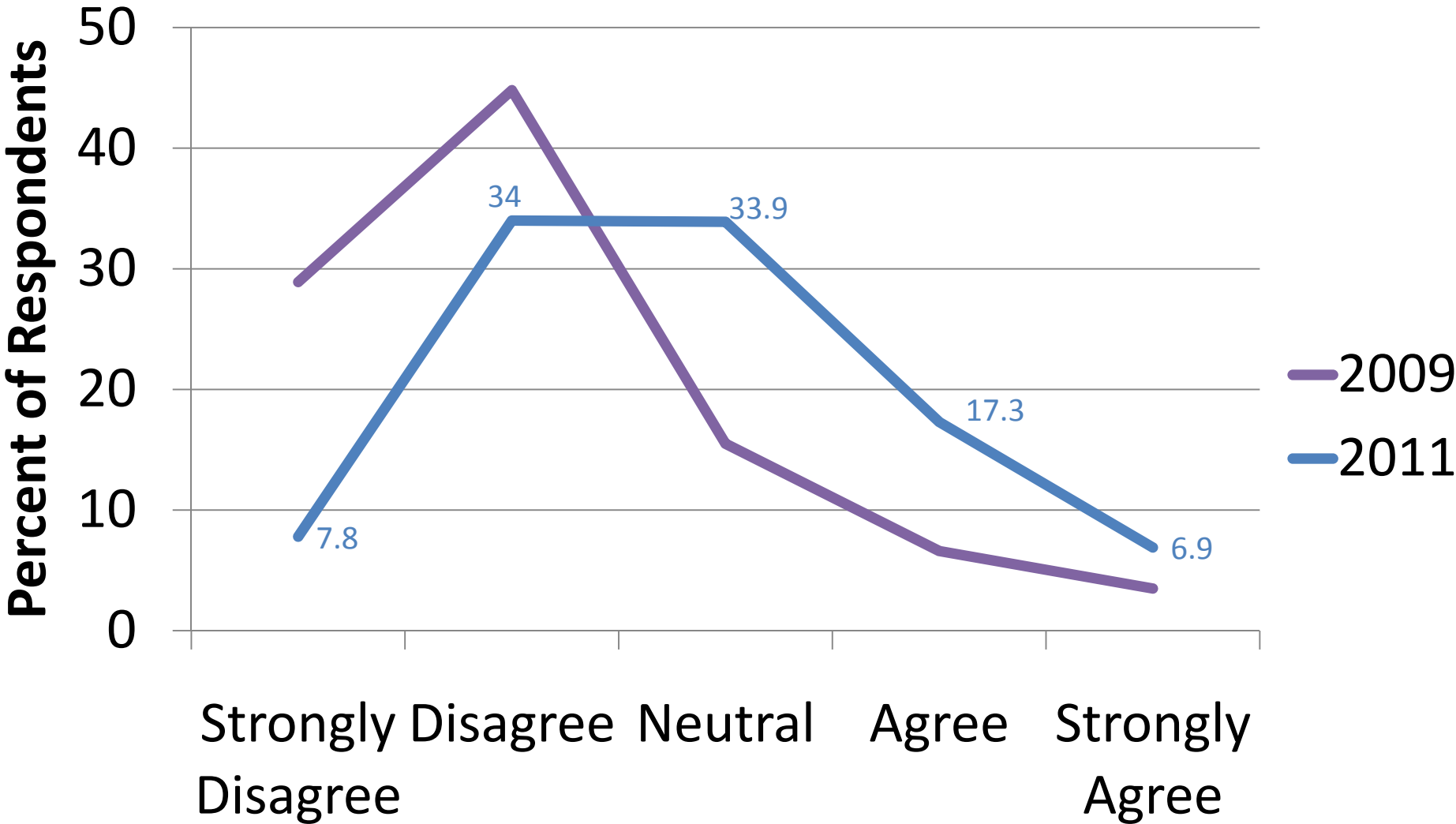


n=1,123

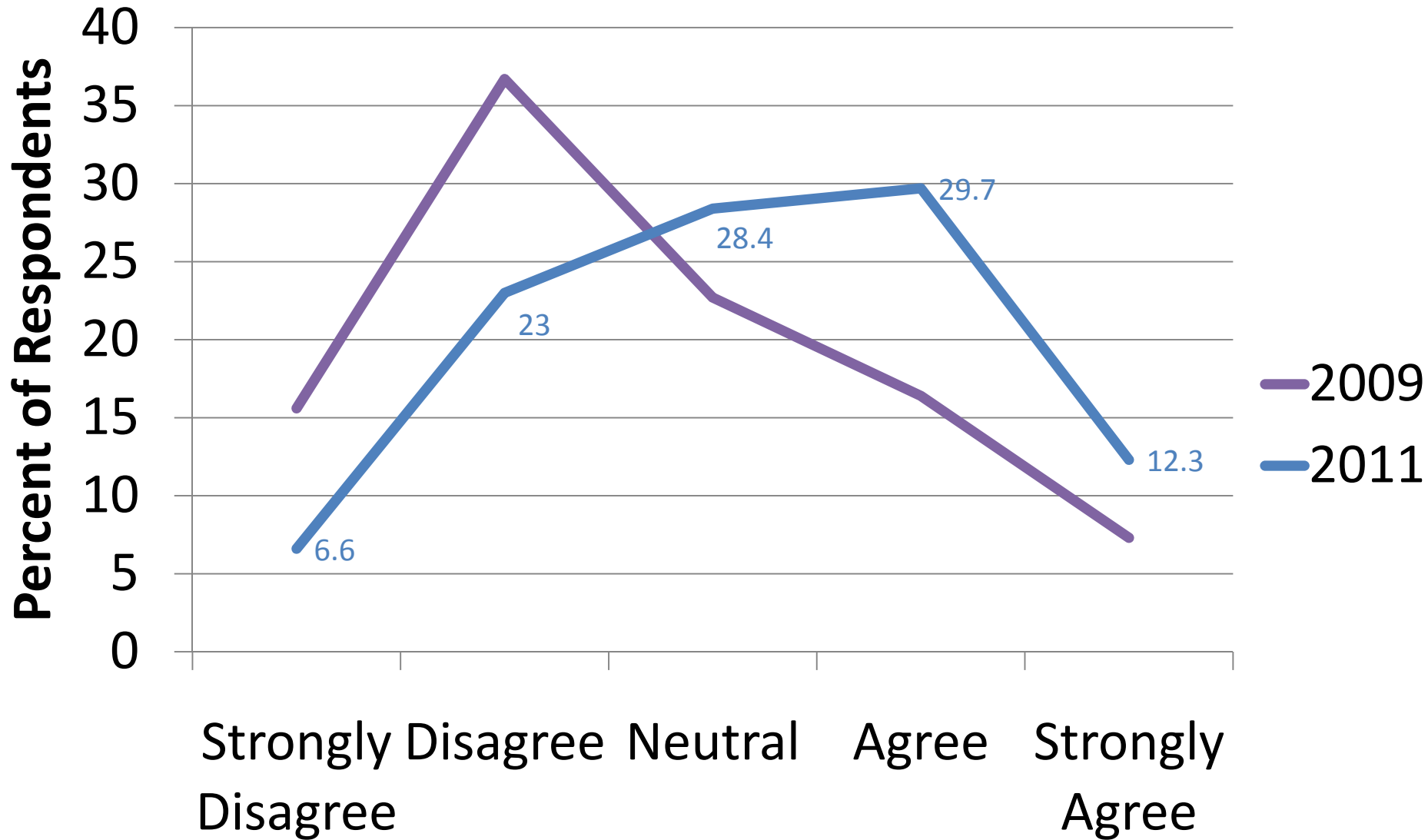
I am Adequately Compensated



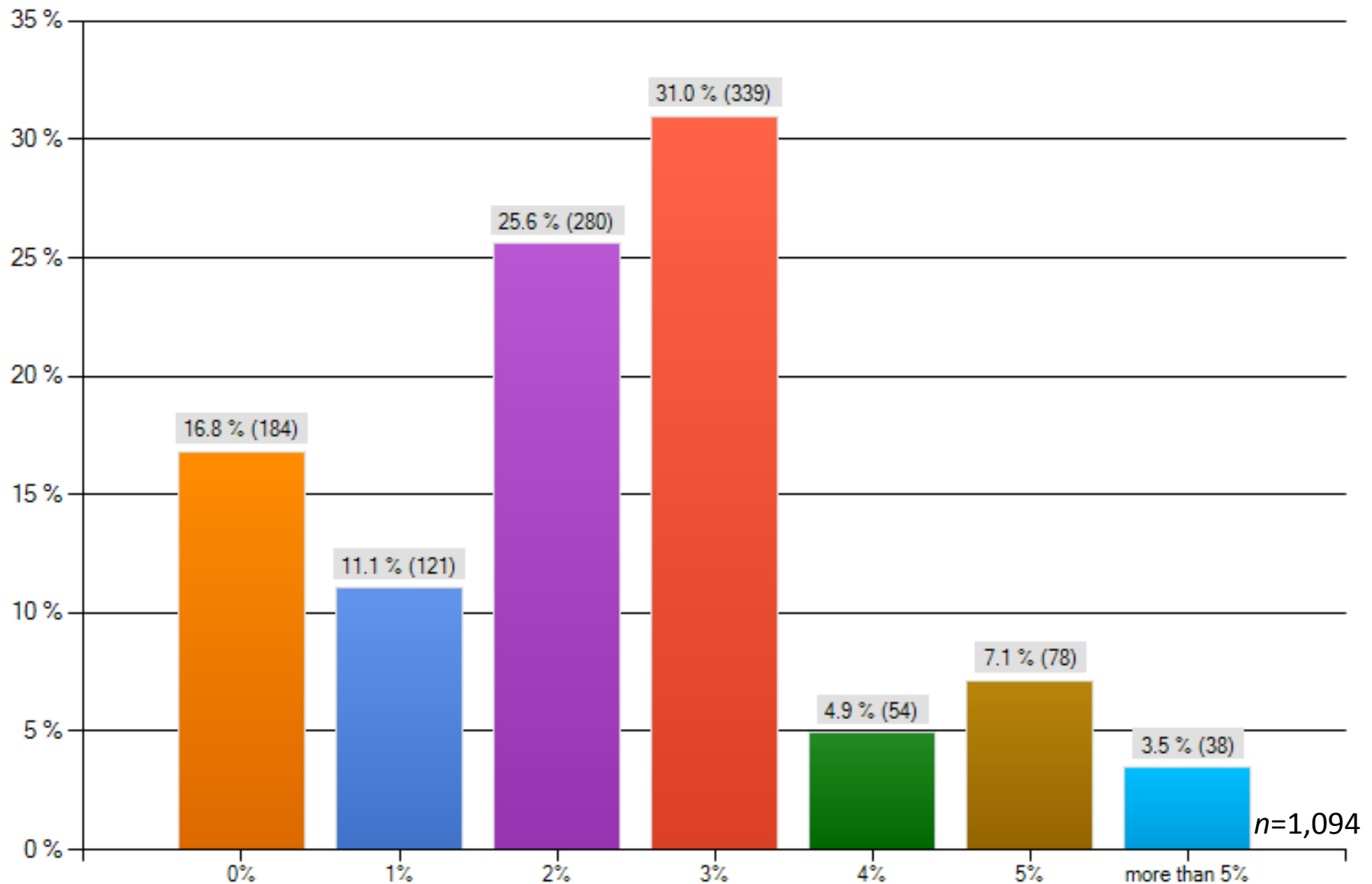
Salary Increases are More Important than Retaining Positions



I Expect a Salary Increase



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?



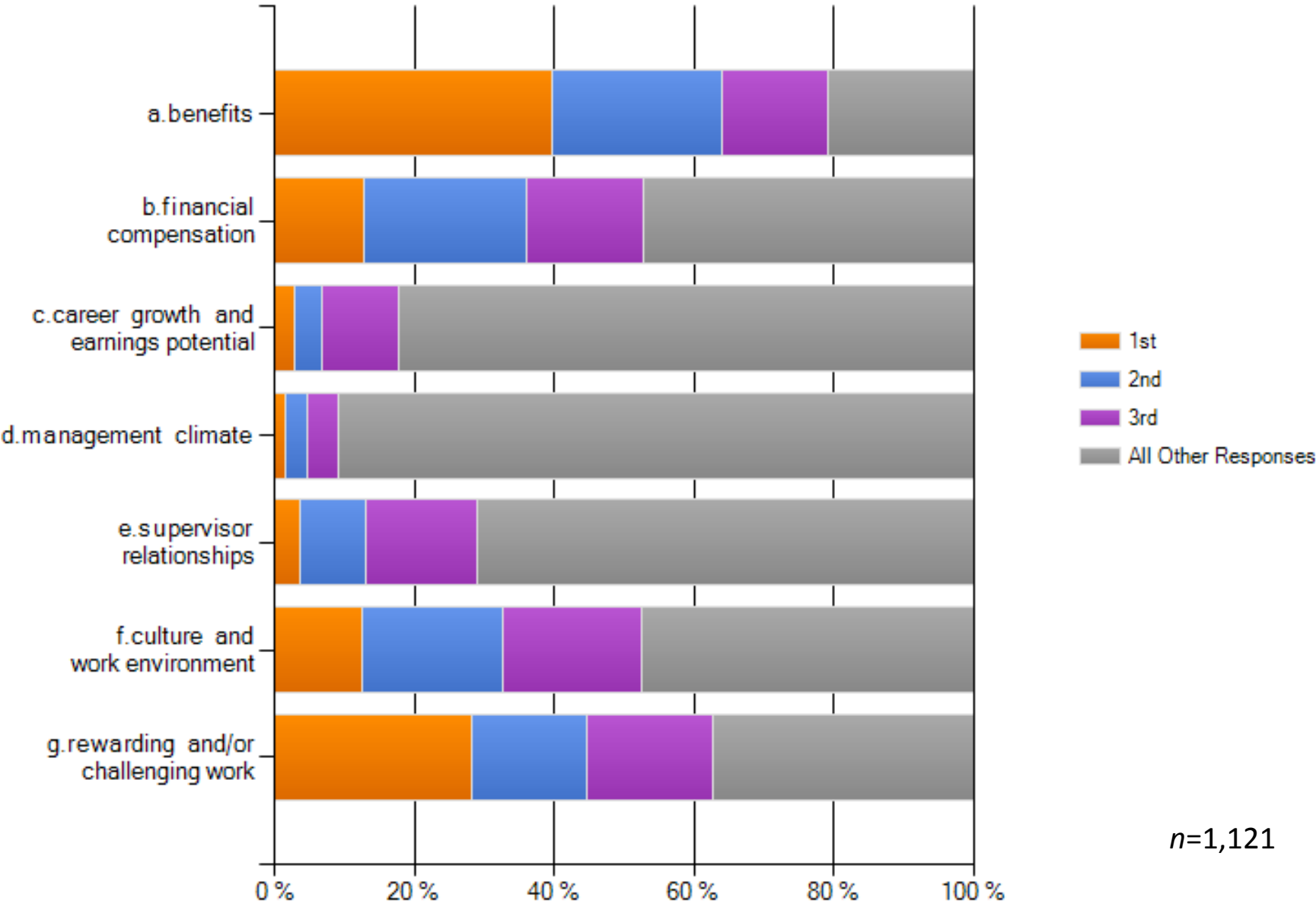
The Committee's Impressions

- Satisfaction with current salary levels is dwindling.
- While a significant portion of the staff would rather receive no salary increase in order to support more P&S positions, P&S staff are shifting away from that philosophy.
- In turn, P&S staff are increasingly expecting to receive a salary increase even if state funding declines.
- P&S employees generally expect a salary increase in the 2 – 3% range.

Climate & Supervision

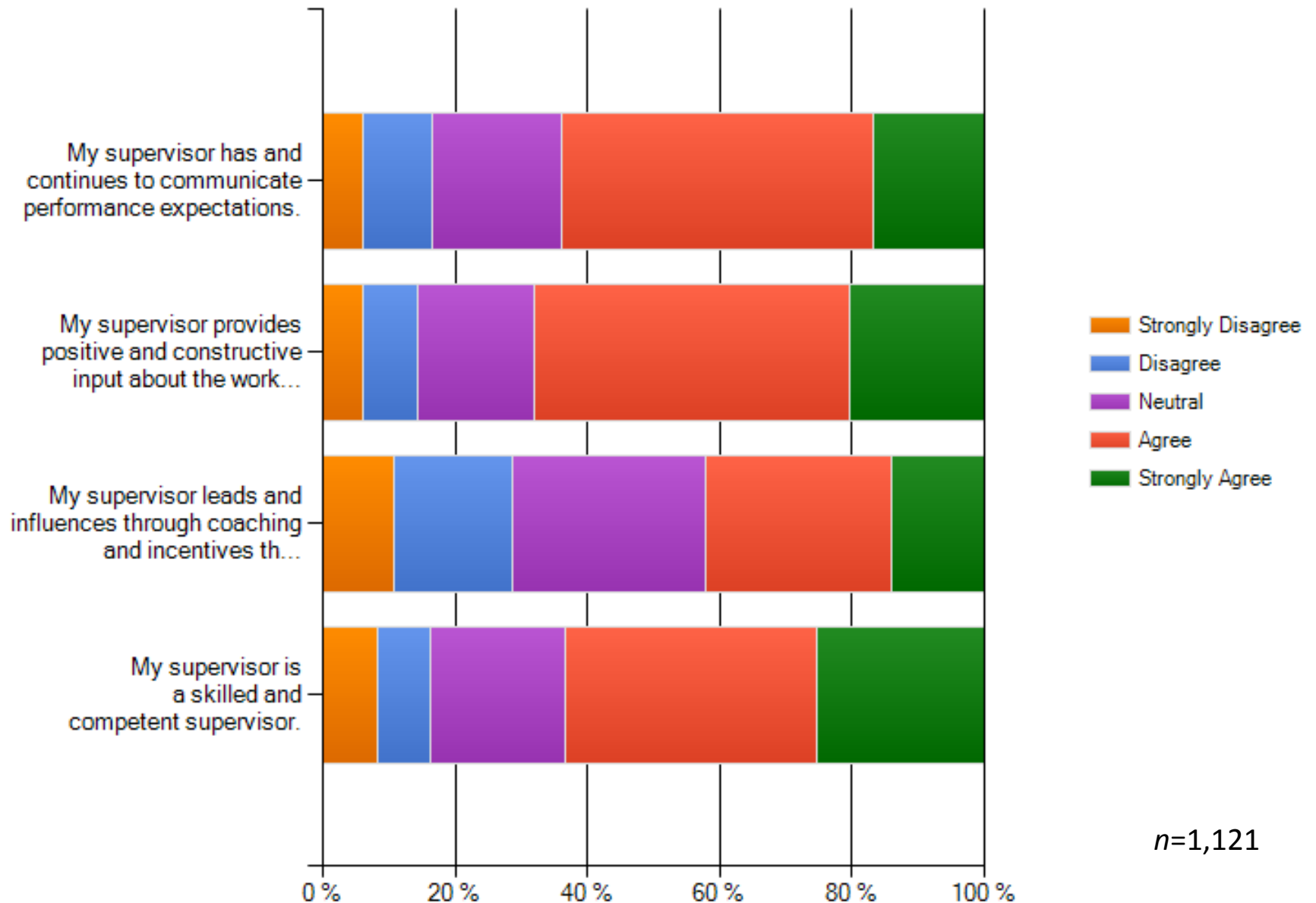
STAFF RETENTION

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



n=1,121

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



n=1,121

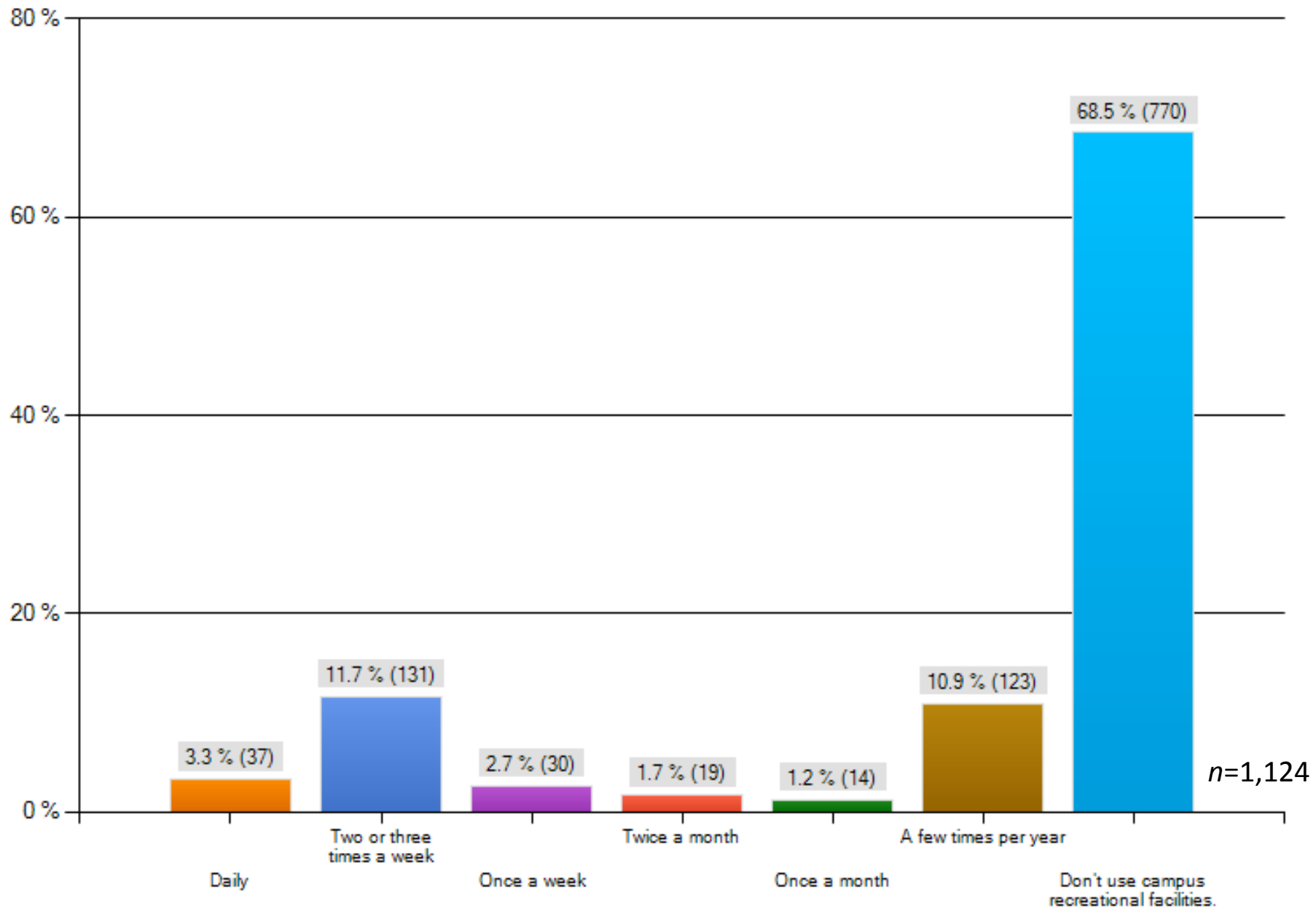
Committee Reactions...

- Interesting that financial compensation is ranked as high as it is as a reason for staying at ISU
- Respondents are not necessarily saying that they are adequately compensated but rather that salaries are important to them
- It is apparent that employees are not experiencing incentives other than salary
- There is an unacceptable high percentage of supervisors viewed as unskilled or incompetent in their management roles

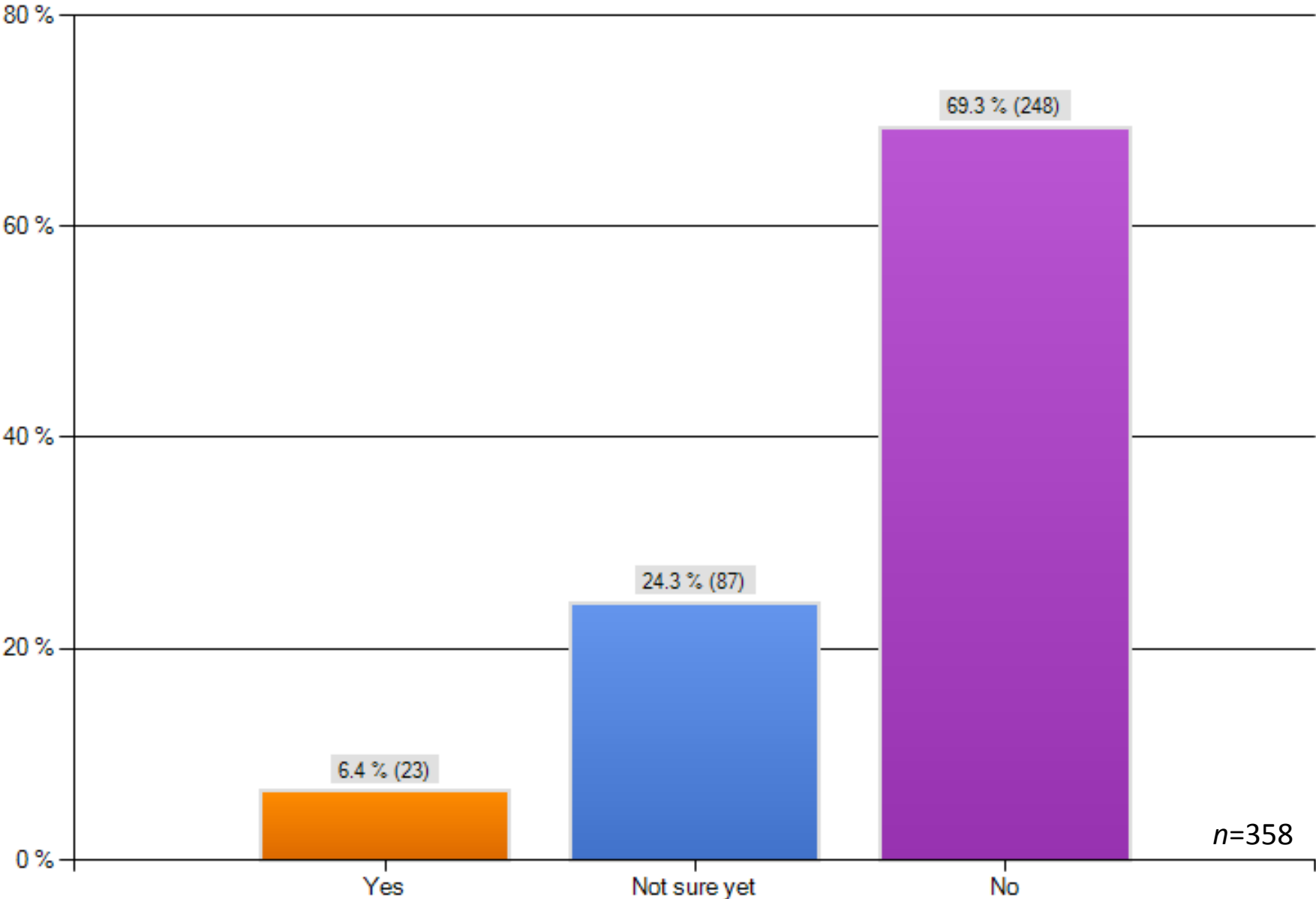
Recreation Facility Fee

STAFF RETENTION

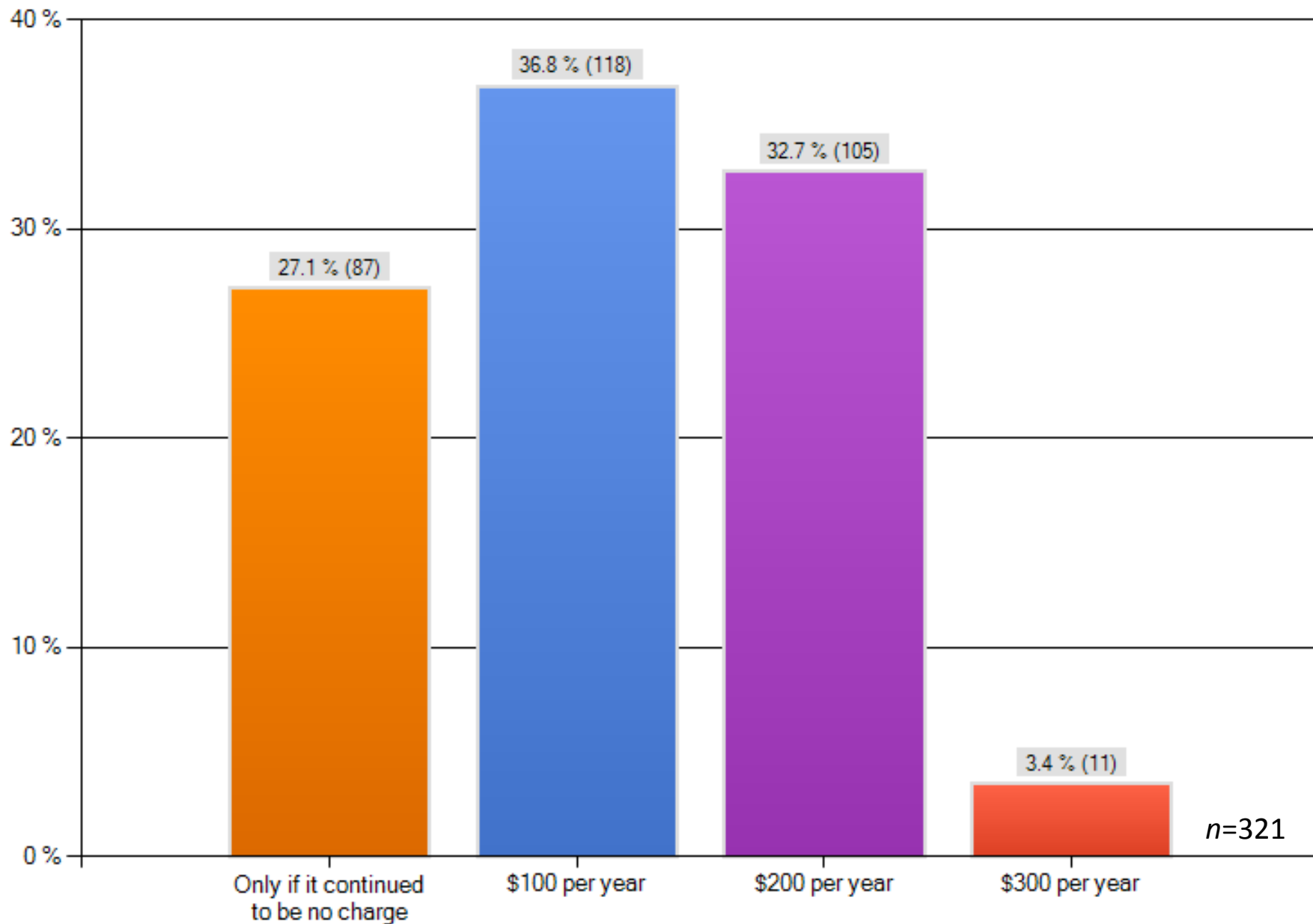
How often have you used campus recreational facilities in the past:



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

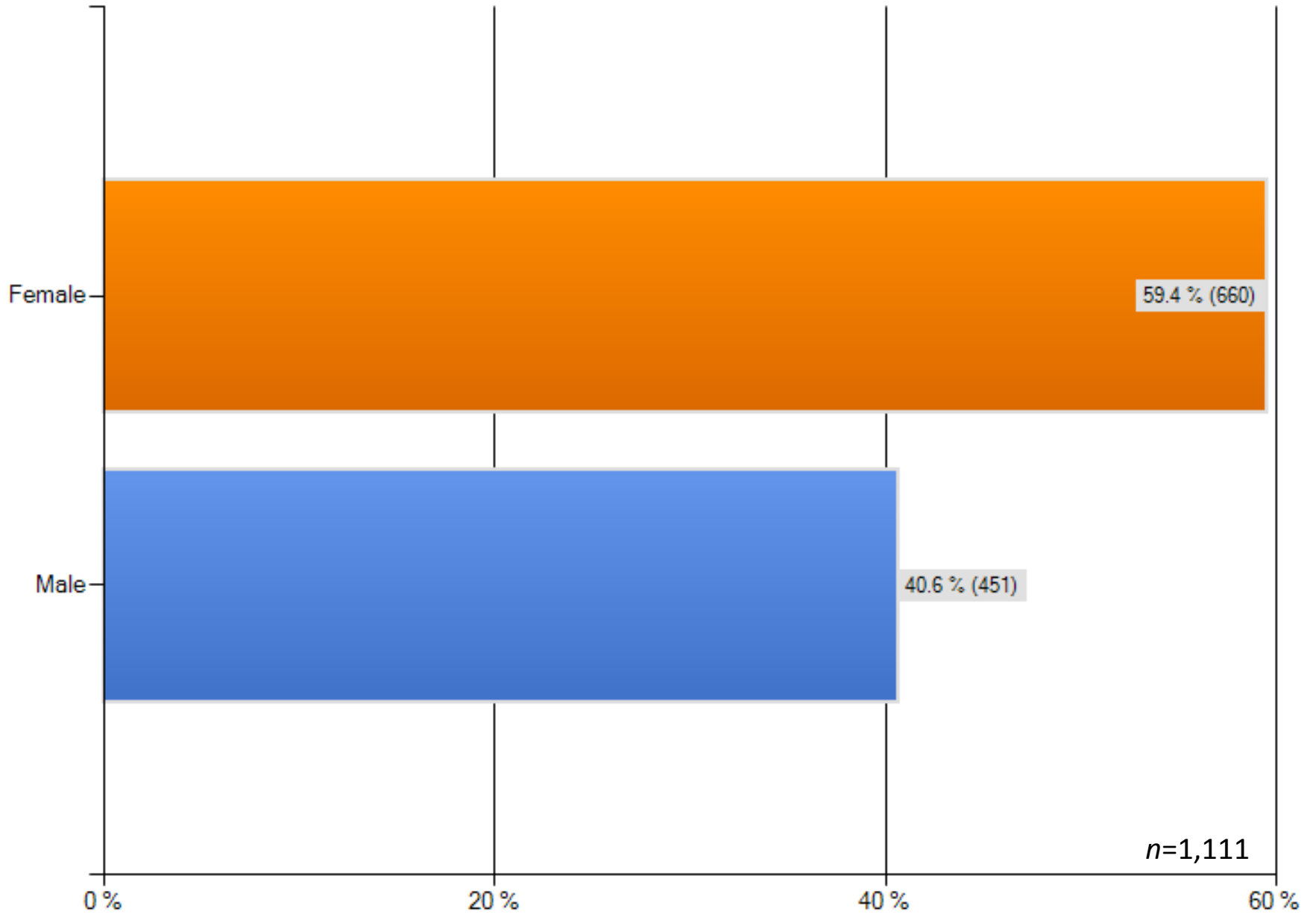


At what yearly fee would you consider continuing to use campus recreational facilities?

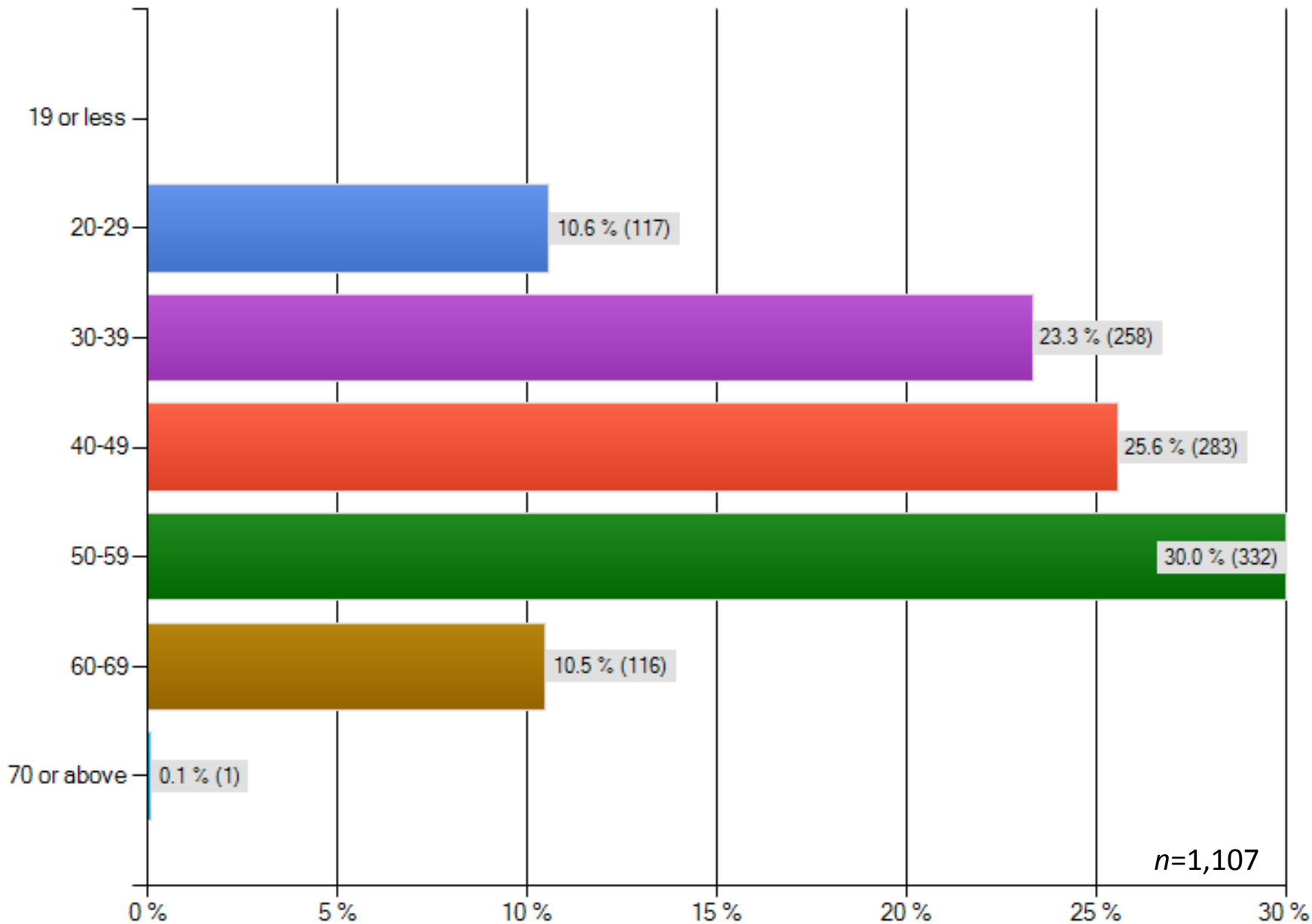


DEMOGRAPHIC DATA

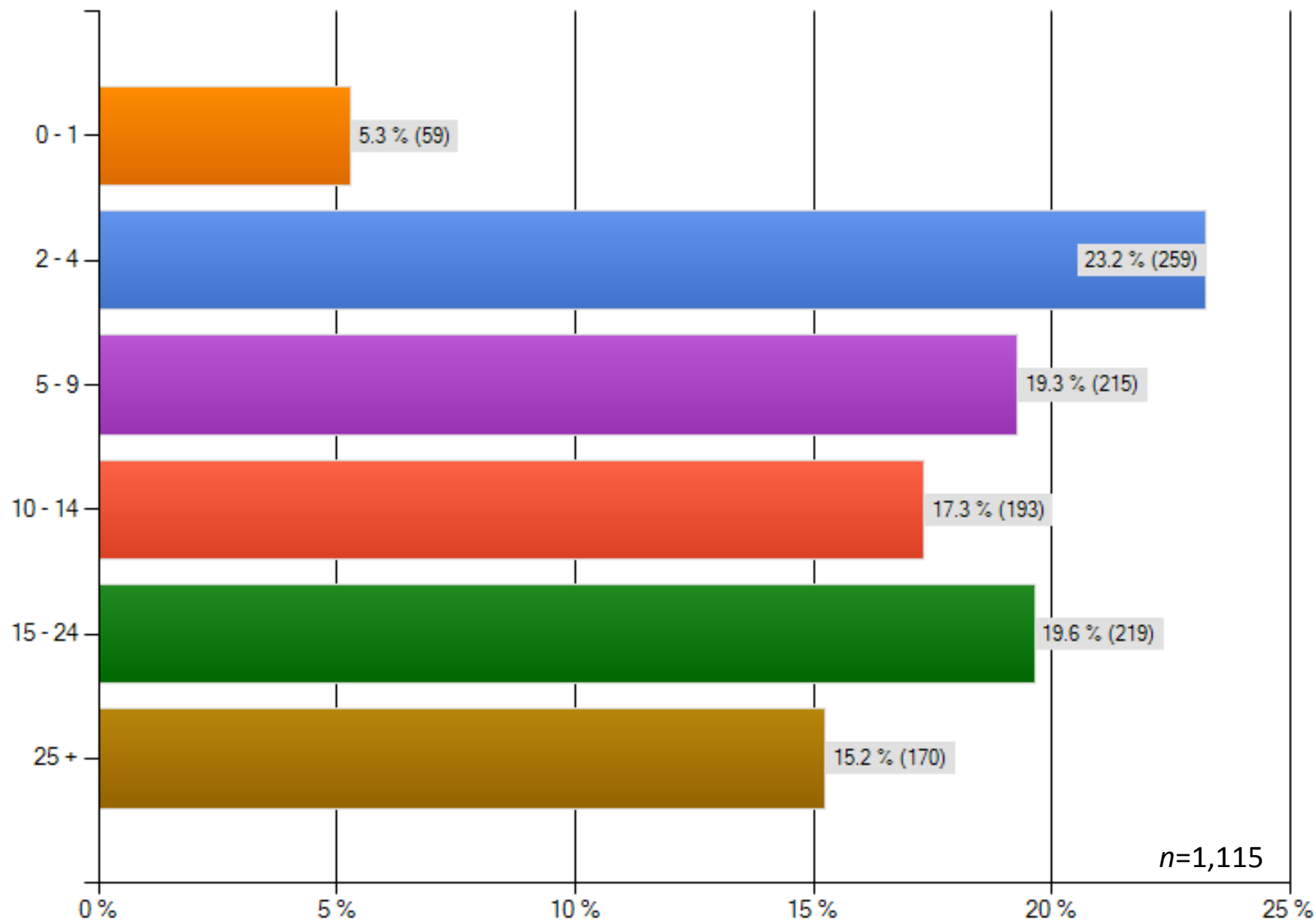
What is your gender?



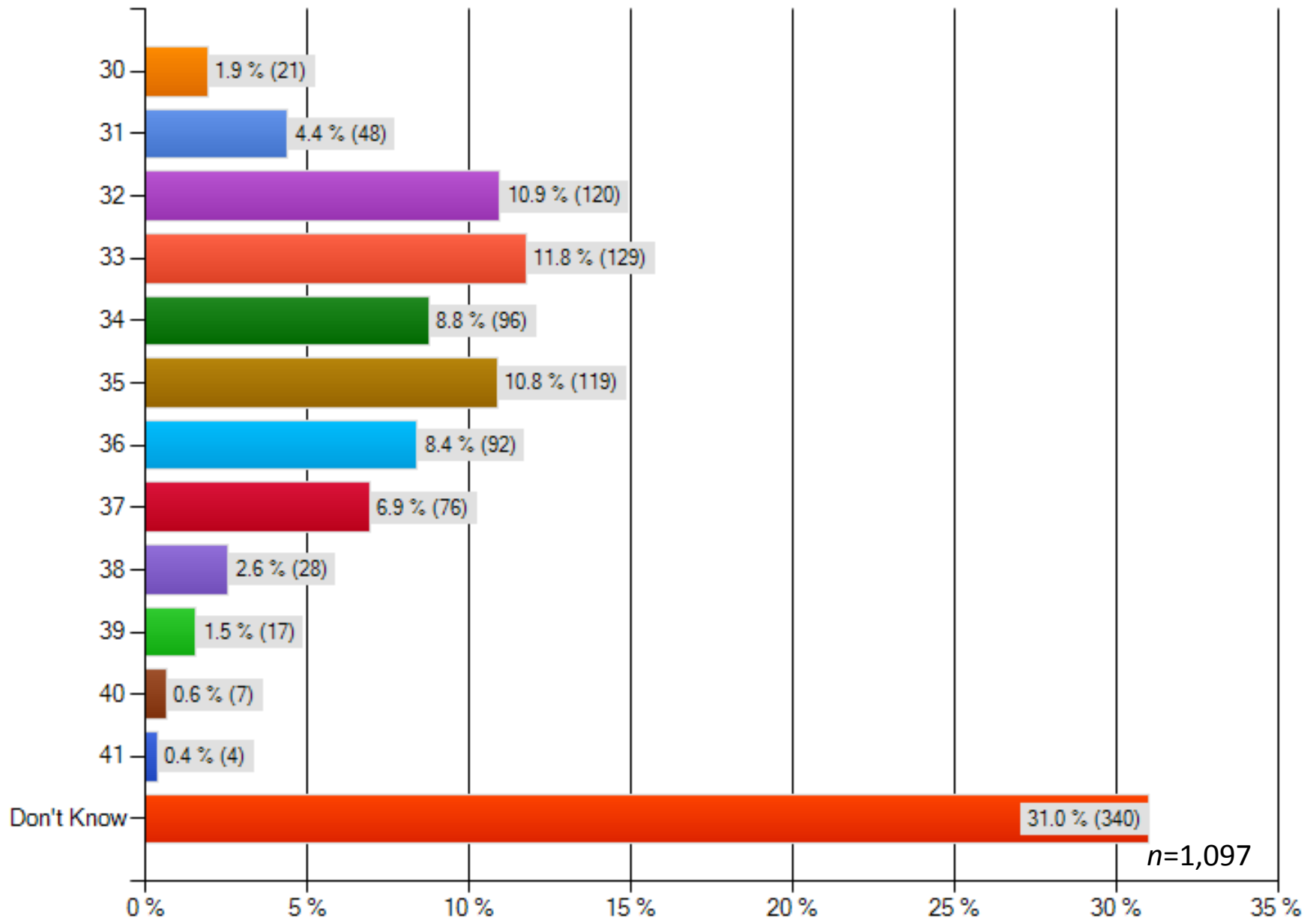
What is your age?



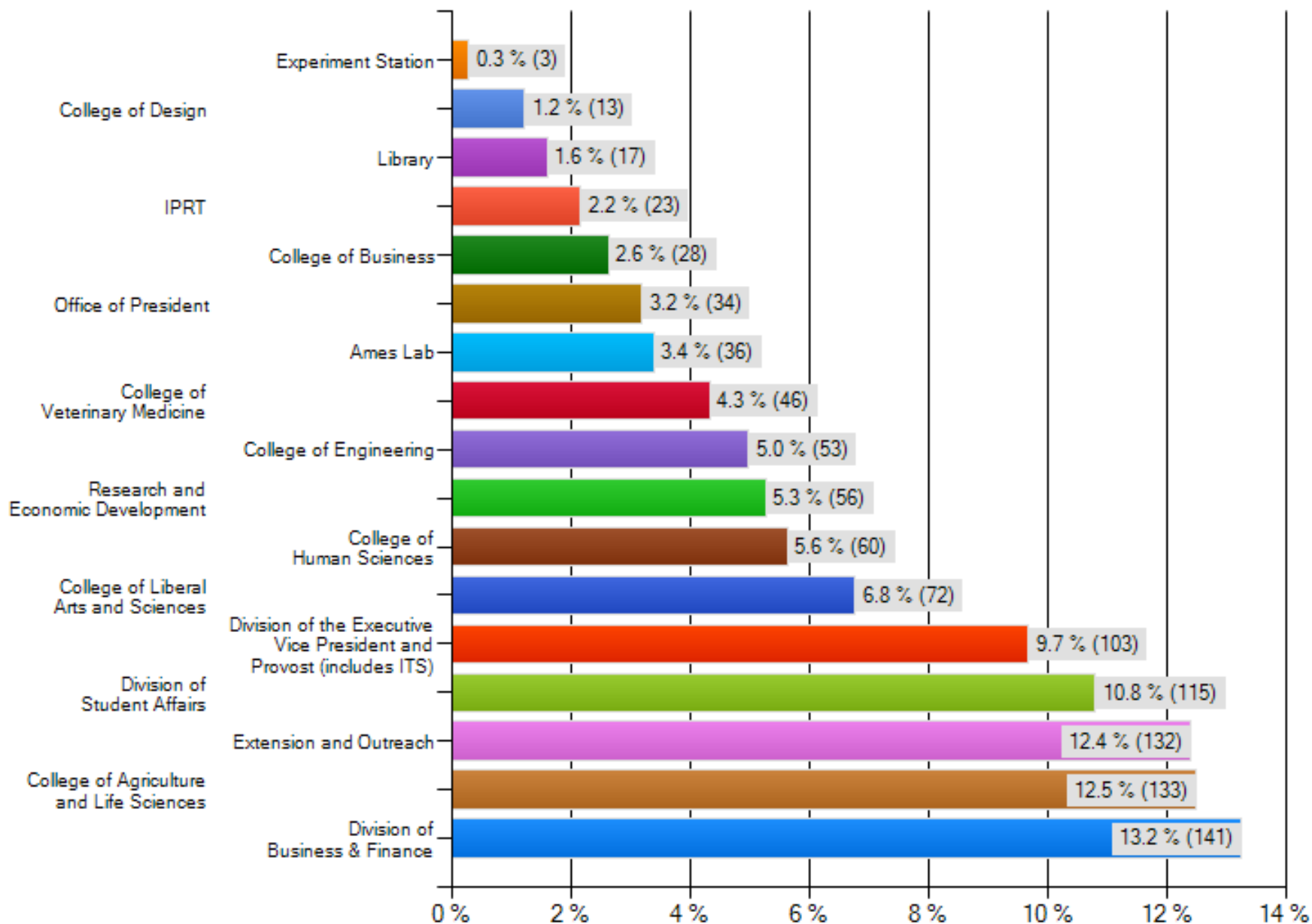
How many years in total have you worked for Iowa State University?



What is your current p-level classification?

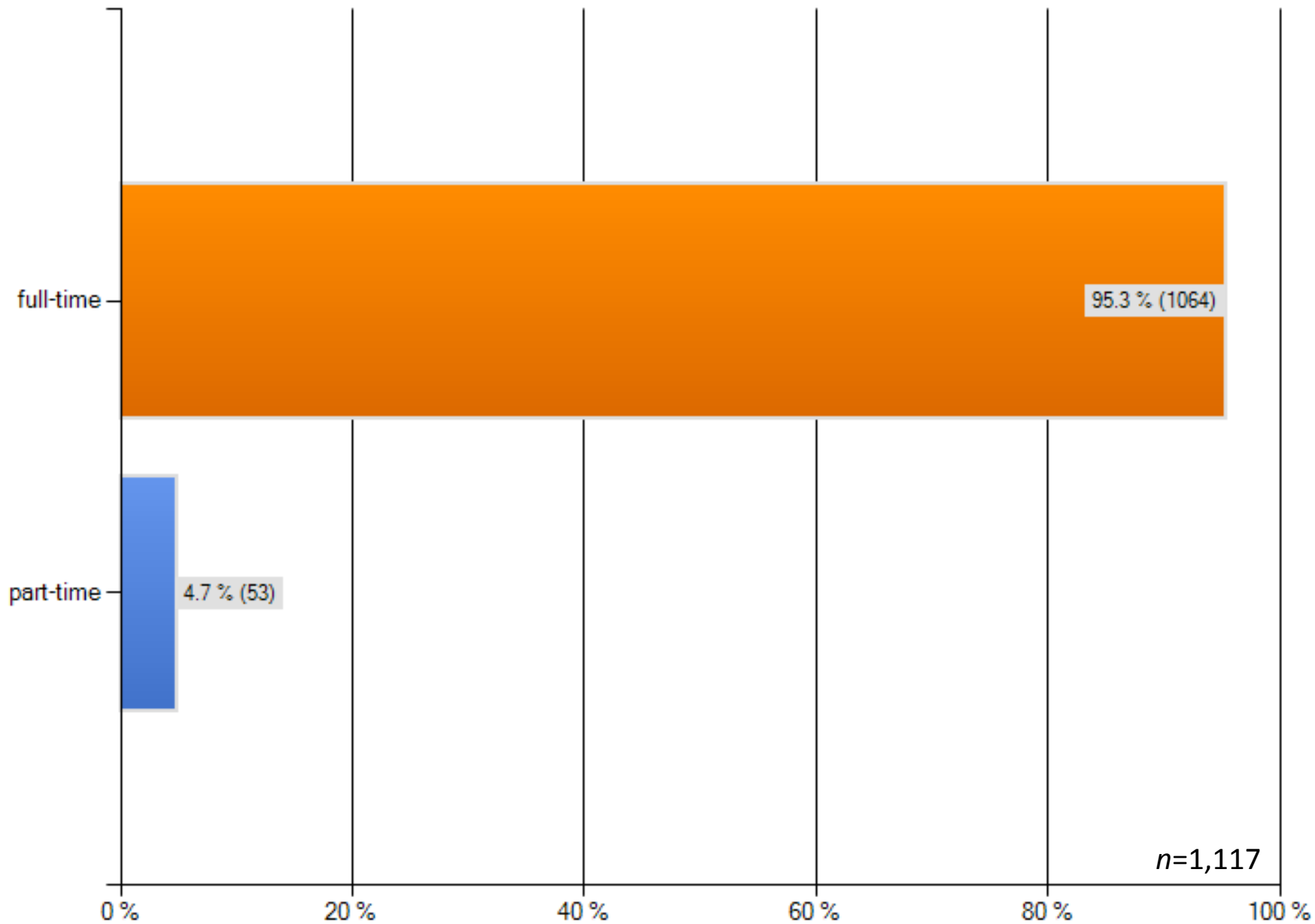


What primary area of the University do you work in?

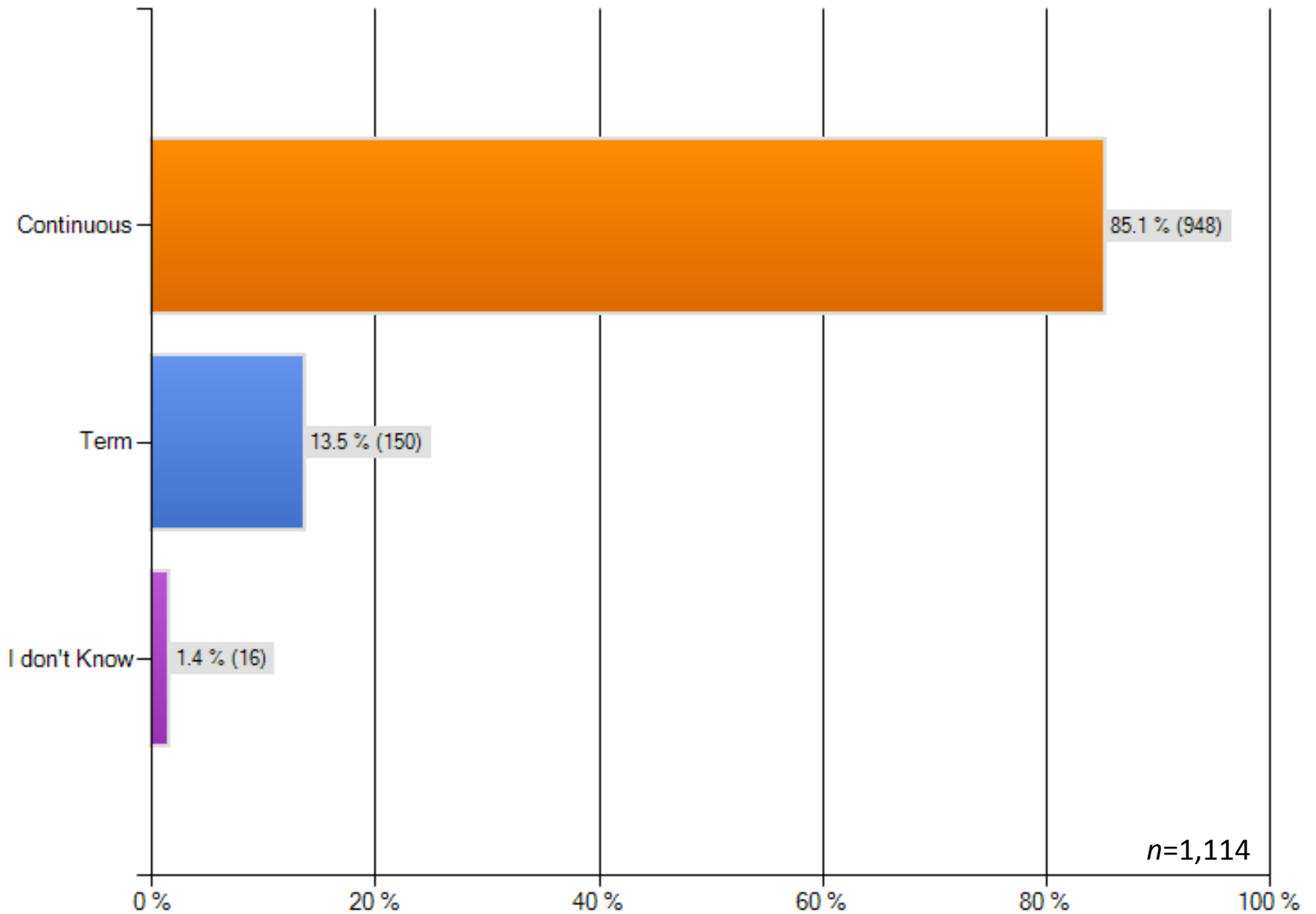


n=1,065

What type of appointment is your position?



Is your appointment continuous or term?



What is the source of funding for your position?

