

After the implementation of non-represented employee merit awards in July 2016, UCI HR conducted a staff survey to gain feedback on the merit program. The survey was sent out twice – first in August and then again in September. The survey was sent to approximately 3,500 non-represented employees across the UCI enterprise – main campus, medical center and Health Sciences. Of those employees, 21% or 728 participated. The detailed results of the survey are shown below.

1. Please select your school/division/department:

2. The following statement best reflects your understanding that a new merit program was recently implemented and used to distribute the July 2016 non-represented salary increases:

- I did not know that a new merit program was implemented - **3% (23)**
 - I learned about the new merit program when my supervisor met with me to discuss my merit increase - **7% (53)**
 - I was aware of the new merit program before my supervisor met with me to discuss my merit increase - **78% (589)**
 - Other - **12% (89)**
-

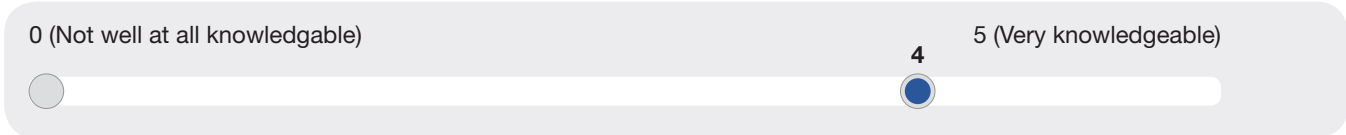
3. Select the individual or resource that provided the most helpful information about the new merit program:

- My school/division/department leadership - **14% (104)**
- My supervisor - **17% (128)**
- Zotmail from Ramona Agrela, Associate Chancellor & Chief Human Resources Executive - **16% (120)**
- Human Resources - **7% (51)**
- Merit web page - **21% (160)**
- In-person information session - **13% (100)**
- Co-workers/friends - **4% (28)**
- I did not know about the new merit program - **3% (20)**
- Other - **3% (20)**

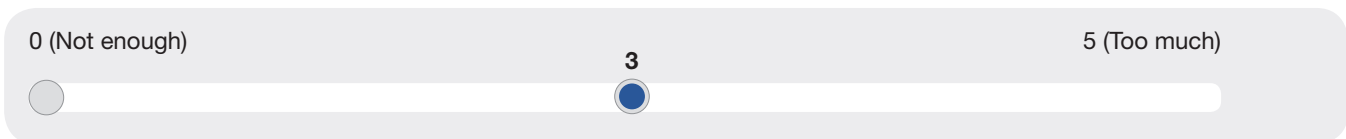
4. Did you and your supervisor meet to discuss your merit award?

- Yes - **72% (537)**
 No - **28% (205)**

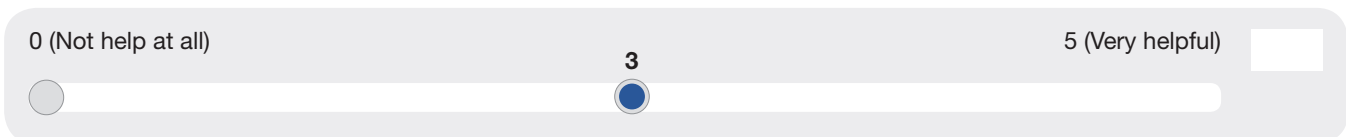
5. How knowledgeable do you feel your supervisor was about the merit program?



6. How would you rate the amount of communication that was provided about the program?



7. How helpful was the communication that was provided about the program?



8. Did you visit the merit web page? (if “no”, skip to question 12)

- Yes - **72% (518)**
 No - **28% (198)**

9. Did you find the merit web page helpful? (if “no”, skip to question 12)

- Yes - **80% (457)**
 No - **20% (114)**

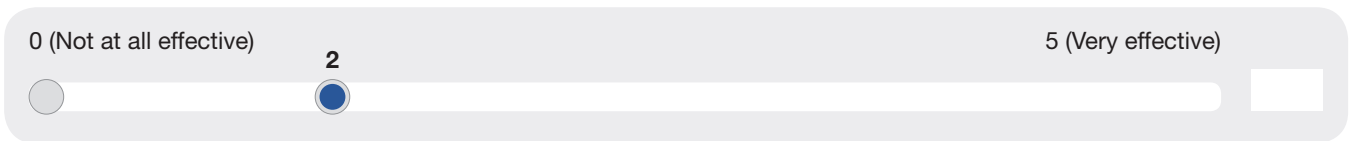
10. Which resource(s) did you find **most** helpful on the merit web page? (check all the apply)

- Information displayed on the primary merit page - **64% (303)**
 Informative Video - **26% (122)**
 FAQs - **53% (252)**
 Timeline - **31% (148)**
 Questions Link - **11% (52)**
 Performance management related on-line training courses (UC Learning Center) - **12% (60)**

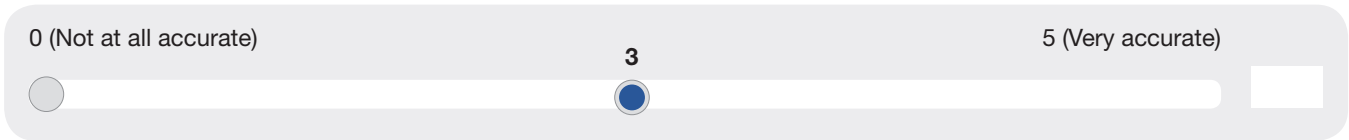
11. Which resource(s) did you find **least** helpful on the merit web page? (check all the apply)

- Information displayed on the primary merit page - **10% (31)**
- Informative Video - **29% (94)**
- FAQs - **9% (28)**
- Timeline - **18% (58)**
- Questions Link - **17% (56)**
- Performance management related on-line training courses (UC Learning Center) - **36% (114)**

12. How effectively do you think the program will recognize individual performance?



13. How accurately do you believe your merit level (i.e., Above Target, On Target, or Below Target) reflects your performance over the previous twelve months?



14. Which statement do you identify with most?

- I now feel more motivated to perform well at my job because I know my performance will be recognized and rewarded - **14% (105)**
- feel the same as I did before the new merit program - **59% (431)**
- I am less motivated to perform as a result of the new merit program - **27% (201)**

15. What change(s) would you recommend to next year's merit program?

Top 3 Responses:

1. Larger fund
2. Release program information earlier
3. Communicate performance criteria earlier