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?
- 0 (Not well at all knowledgeable)
- 4 (Very knowledgeable)

6. How would you rate the amount of communication that was provided about the program?
- 0 (Not enough)
- 3 (Too much)

7. How helpful was the communication that was provided about the program?
- 0 (Not help at all)
- 3 (Very helpful)

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 that 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 that 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?

- 0 (Not at all effective) 2
- 5 (Very effective)

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?

- 0 (Not at all accurate) 3
- 5 (Very accurate)

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)
- I 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