

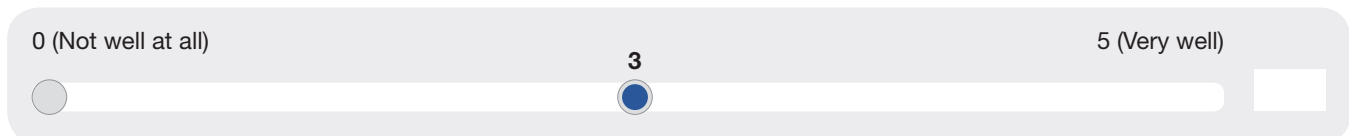
After the implementation of non-represented employee merit awards in July 2016, UCI HR conducted a supervisory survey to gain feedback from our people leaders on the merit program. The survey was sent out twice – first in September and then again in October. The survey was sent to approximately 2,400 supervisors across the UCI enterprise – main campus, medical center and Health Sciences. Of those employees, 7% or 166 participated. The detailed results of the survey are shown below.

1. Please select the area in which you are assigned:

2. How important is it for you as a supervisor or manager to be able to differentiate merit awards based on performance?



3. How well did the new merit program allow you to recognize your top performers?



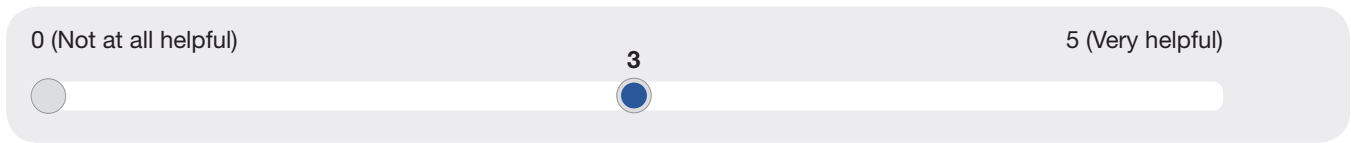
4. Did you meet with your staff to discuss their merit awards?

- Yes - **81% (135)**
- No - **19% (31)**

5. Did you utilize the resources located on the merit web page to help you maneuver through the merit process?

- Yes - **80% (128)**
- No - **20% (33)**

6. How helpful were the resources located on the merit web page?



7. What additional or different resources would have been more helpful?

Top 3 Responses:

1. More in-person training
2. More funding
3. Streamlined information

8. How well do you believe your school/division/department managed the implementation of the new merit program?



9. Please share feedback about your department implementation of the merit program.

Top 3 Responses:

1. Did the best they could with new program and limited time
2. Lack of clear protocols
3. Calibration process was unclear

10. Do you feel you had the appropriate level of influence in the merit process?

- Yes - **58% (93)**
- No - **42% (67)**

11. What change(s) would you recommend for next year's merit program?

Top 3 Responses:

1. Larger budget that allows for more differentiation
2. Determine merit at the end of performance cycle
3. Need more time