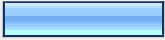


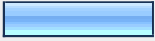
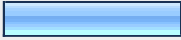
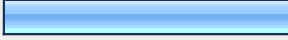
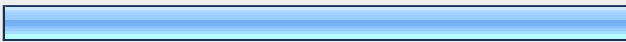



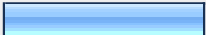

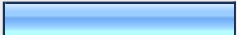


Performance Management Pilot Group Feedback Survey




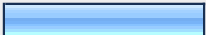
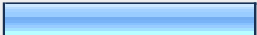
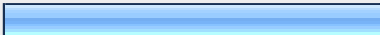
1. My Division is:			Response Percent	Response Count
Academic			17.2%	16
Administration & Planning			30.1%	28
Finance			17.2%	16
Student Life			16.1%	15
University Relations			19.4%	18
			answered question	93
			skipped question	0

2. I am a			Response Percent	Response Count
Supervisor			31.2%	29
Individual Contributor (non-supervisor)			68.8%	64
			answered question	93
			skipped question	0




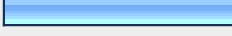

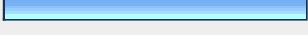
3. I found the self review form an effective means to summarize my performance over the previous review period.

		Response Percent	Response Count
N/A		2.3%	2
Disagree		9.2%	8
Somewhat Disagree		9.2%	8
Neutral		21.8%	19
Somewhat Agree		32.2%	28
Agree		25.3%	22
Please Add Comments			32
<i>answered question</i>			87
<i>skipped question</i>			6




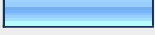


4. I found the self review form to provide an effective means to represent my goals for the next review period.

		Response Percent	Response Count
N/A		2.3%	2
Disagree		2.3%	2
Somewhat Disagree		4.6%	4
Neutral		21.8%	19
Somewhat Agree		27.6%	24
Agree		41.4%	36
Please Add Comments			21
<i>answered question</i>			87
<i>skipped question</i>			6

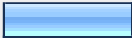


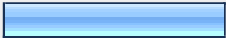
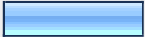
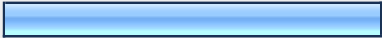
5. I found the self review form to provide an effective means to summarize any challenges and list professional development/additional resources that would benefit my ability to be successful in my position.

		Response Percent	Response Count
N/A		2.3%	2
Disagree		2.3%	2
Somewhat Disagree		6.9%	6
Neutral		25.3%	22
Somewhat Agree		29.9%	26
Agree		33.3%	29
Please Add Comments			11
answered question			87
skipped question			6




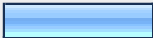
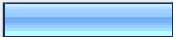

6. I found the annual review form to provide an effective means to summarize performance over the previous review period.

		Response Percent	Response Count
N/A		14.9%	13
Disagree		10.3%	9
Somewhat Disagree		6.9%	6
Neutral		16.1%	14
Somewhat Agree		26.4%	23
Agree		25.3%	22
Please Add Comments			31
answered question			87
skipped question			6

7. I found the annual review form to provide an effective means to establish goals for the next review period.

		Response Percent	Response Count
N/A		13.8%	12
Disagree		2.3%	2
Somewhat Disagree		3.4%	3
Neutral		24.1%	21
Somewhat Agree		14.9%	13
Agree		41.4%	36
Please Add Comments			21
<i>answered question</i>			87
<i>skipped question</i>			6

8. I found the annual review form to provide an effective means to formalize professional development opportunities.

		Response Percent	Response Count
N/A		14.9%	13
Disagree		4.6%	4
Somewhat Disagree		6.9%	6
Neutral		16.1%	14
Somewhat Agree		18.4%	16
Agree		39.1%	34
Please Add Comments			17
<i>answered question</i>			87
<i>skipped question</i>			6

9. The self review and annual review forms should use different rating scales. (e.g. the self review uses "Improvement Opportunity", "Satisfactory", "Exceptional", and the annual review uses numerical ratings 0 - 4.)

		Response Percent	Response Count
N/A		4.6%	4
Disagree		39.1%	34
Somewhat Disagree		9.2%	8
Somewhat Agree		20.7%	18
Agree		26.4%	23
Please Add Comments			40
<i>answered question</i>			87
<i>skipped question</i>			6

10. I found the annual performance review discussion to be an effective exercise to discuss performance and gain feedback.

		Response Percent	Response Count
N/A		18.4%	16
Disagree		4.6%	4
Somewhat Disagree		9.2%	8
Neutral		13.8%	12
Somewhat Agree		24.1%	21
Agree		29.9%	26
Please Add Comments			31
<i>answered question</i>			87
<i>skipped question</i>			6

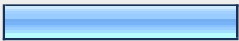
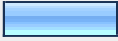
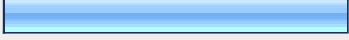
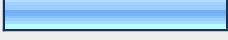
11. I think the numeric rating scale on the annual review is an effective method to differentiate performance.

		Response Percent	Response Count
Disagree		8.0%	7
Somewhat Disagree		19.5%	17
Neutral		20.7%	18
Somewhat Agree		29.9%	26
Agree		21.8%	19
Please Add Comments			34
answered question			87
skipped question			6

12. Given my pilot group training on the normalization process, I think it is an appropriate method for Gonzaga to utilize to ensure consistency in performance scores.

		Response Percent	Response Count
Disagree		18.4%	16
Somewhat Disagree		13.8%	12
Neutral		20.7%	18
Somewhat Agree		26.4%	23
Agree		20.7%	18
Please Add Comments			39
answered question			87
skipped question			6

13. Given my pilot group experience with the simulation of an across the board salary increase plus an opportunity for a base-building merit pay increase, I think this process should be implemented University wide.

		Response Percent	Response Count
Disagree		25.7%	19
Somewhat Disagree		12.2%	9
Somewhat Agree		37.8%	28
Agree		24.3%	18
Please Add Comments			32
answered question			74
skipped question			19

14. Do you consider any of these other salary increase methods a better alternative to an across the board salary increase plus an opportunity for a base-building merit pay increase?

	Yes	No	Response Count
across the board percentage only	25.7% (19)	74.3% (55)	74
across the board percentage plus non-base building bonus opportunity	32.4% (24)	67.6% (50)	74
merit only	10.8% (8)	89.2% (66)	74
other (describe in comments)	23.0% (17)	77.0% (57)	74
Please Add Comments INCLUDING OTHER SALARY INCREASE METHODS			28
answered question			74
skipped question			19