
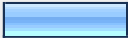
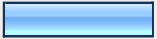


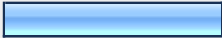




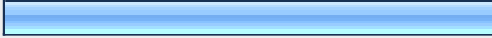




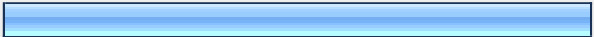
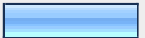





HECCP We Need Your Input! (5 minute survey)

1. Years of Service with UMS			Response Percent	Response Count
< 1 Year			7.3%	45
1-3 Years			13.4%	83
3-6 Years			16.2%	100
6-10 Years			18.6%	115
10-20 Years			20.7%	128
20+			23.9%	148
			answered question	619
			skipped question	0

2. Campus:			Response Percent	Response Count
UMA			9.0%	56
UMF			9.2%	57
UMFK			3.9%	24
UMM			3.6%	22
UM			54.0%	334
USM			12.9%	80
UMPI			4.5%	28
UCO			0.5%	3
SWS			2.4%	15
			answered question	619
			skipped question	0

3. Unit			Response Percent	Response Count
COLT			64.8%	401
Service & Maintenance			14.5%	90
Police			1.9%	12
Confidential Non-Represented			9.7%	60
University Supervisor			9.0%	56
		answered question		619
		skipped question		0

4. Classification Job Title:			Response Count
			619
		answered question	619
		skipped question	0

5. Please respond to each of the following questions with your level of agreement.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know	Rating Average	Response Count
a) I understand how the current job classification and compensation system works.	5.8% (36)	17.8% (110)	18.3% (113)	41.6% (257)	13.3% (82)	3.2% (20)	3.40	618
b) The current job classification and compensation system works well for our University.	21.4% (132)	33.2% (205)	23.9% (148)	10.4% (64)	1.3% (8)	9.9% (61)	2.30	618
c) My job is fairly graded/evaluated relative to other jobs in our organization.	22.5% (139)	29.2% (180)	19.6% (121)	16.5% (102)	2.6% (16)	9.6% (59)	2.42	617
d) My total compensation (base pay plus benefits) is fair given the job I do.	26.2% (161)	35.8% (220)	16.3% (100)	17.1% (105)	3.4% (21)	1.3% (8)	2.35	615
e) My total compensation (base pay plus benefits) is fair when compared to others within my department.	19.3% (119)	25.4% (157)	20.6% (127)	24.3% (150)	2.8% (17)	7.8% (48)	2.63	618
f) My total compensation (base pay plus benefits) is fair when compared to others outside my department, within our organization.	19.4% (120)	29.1% (180)	20.2% (125)	14.9% (92)	2.1% (13)	14.2% (88)	2.43	618
g) My total compensation (base pay plus benefits) is fair when compared to similar positions at other organizations.	30.1% (186)	31.9% (197)	12.9% (80)	11.5% (71)	2.3% (14)	11.3% (70)	2.14	618
h) Job progressions and career paths are clearly defined.	22.2% (137)	37.3% (230)	20.8% (128)	15.1% (93)	2.4% (15)	2.1% (13)	2.37	616
i) I understand how my job contributes to the University's mission.	3.1% (19)	4.1% (25)	13.8% (85)	52.8% (325)	23.3% (143)	2.9% (18)	3.92	615
j) Performance expectations are documented and clearly understood.	12.6% (77)	19.2% (118)	18.9% (116)	35.7% (219)	11.4% (70)	2.1% (13)	3.15	613
k) I am satisfied with the amount of feedback I receive on my performance.	13.8% (85)	17.6% (109)	18.8% (116)	33.0% (204)	16.0% (99)	0.8% (5)	3.20	618
	answered question							619
	skipped question							0

6. I receive VERBAL performance feedback (e.g., On what I'm doing well; Ways I could improve; etc.) from my supervisor...			Response Percent	Response Count
at least daily			6.6%	41
at least weekly			23.4%	145
at least monthly			20.4%	126
at least quarterly			9.5%	59
at least annually			20.8%	129
never			19.2%	119
			Comment	153
			answered question	619
			skipped question	0

7. I receive WRITTEN performance feedback (e.g., formal reviews; e-mails; etc.) from my supervisor (e.g., On what I am doing well; Ways I could improve; etc.)...			Response Percent	Response Count
at least daily			0.6%	4
at least weekly			2.9%	18
at least monthly			5.0%	31
at least quarterly			4.8%	30
at least annually			55.9%	346
never			30.7%	190
			Comment	146
			answered question	619
			skipped question	0

8. What features of the current classification and compensation system do you LIKE?		Response Count
		371
<i>answered question</i>		371
<i>skipped question</i>		248

9. What features of the current classification and compensation system do you DISLIKE?		Response Count
		457
<i>answered question</i>		457
<i>skipped question</i>		162

10. If you were President for a day what would you Keep, Stop and Start doing to create a better classification and compensation system for the UMS?			
		Response Percent	Response Count
Keep doing?		73.5%	297
Stop doing?		71.3%	288
Start doing?		95.0%	384
<i>answered question</i>			404
<i>skipped question</i>			215

11. What additional thoughts do you have that might be useful to the HECCP Project Team in their efforts to build a new and improved classification and compensation program?		Response Count
		309
<i>answered question</i>		309
<i>skipped question</i>		310