

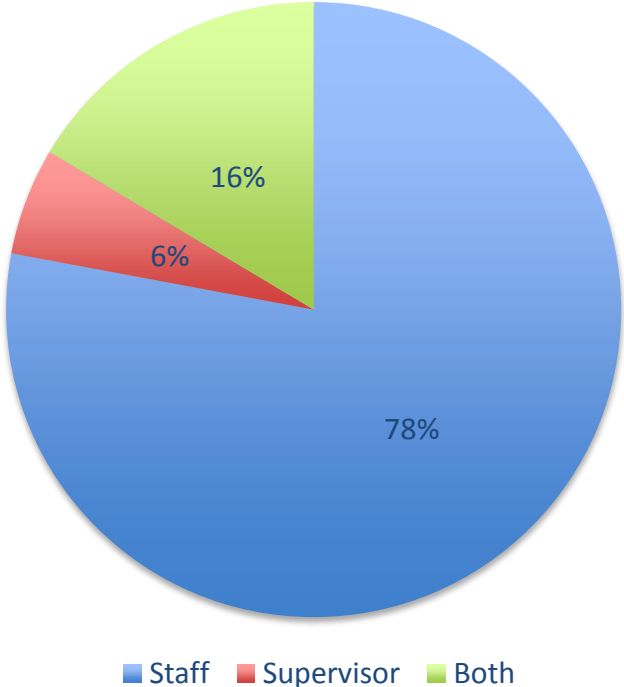
TEXAS WOMAN'S UNIVERSITY

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Performance Evaluation System and Merit-Based Compensation Program Survey

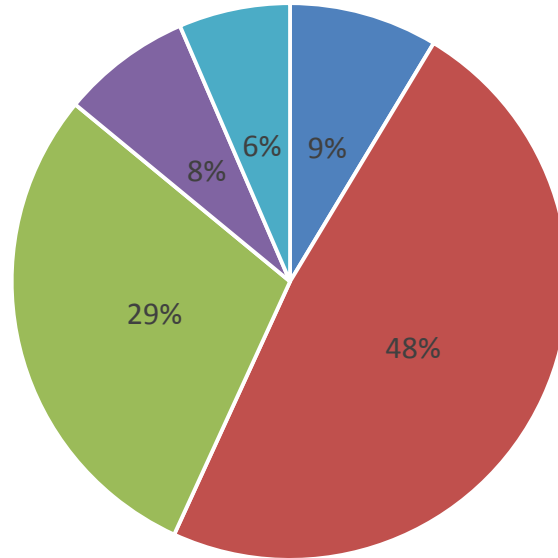
2017

Performance Evaluation System and Merit-Based Compensation Program Survey



Performance Evaluation System and Merit-Based Compensation Program Survey

The Performance Evaluation Committees did an effective job of developing the new Performance Evaluation System



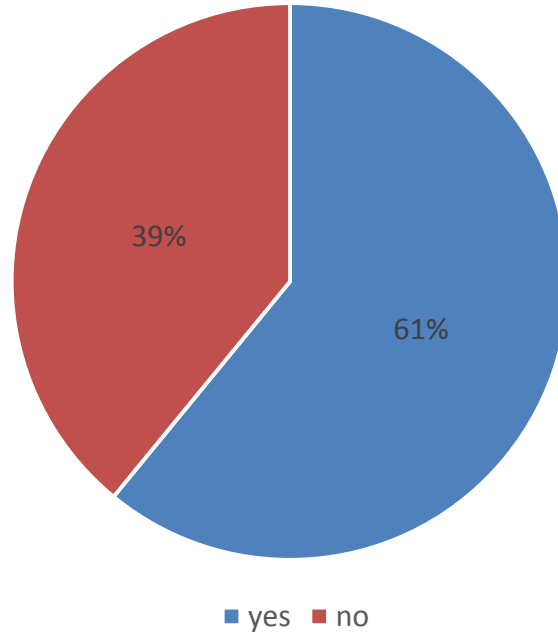
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

Did you participate in the training for the Performance Evaluation System?

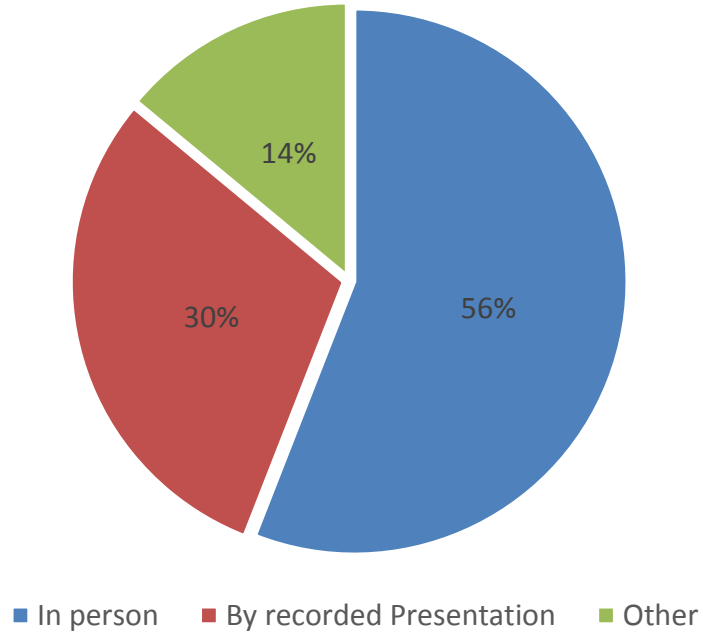


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Performance Evaluation System and Merit-Based Compensation Program Survey

How I was trained

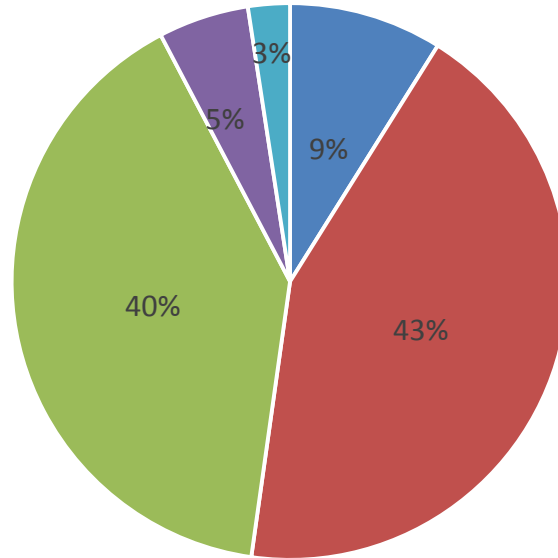


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Performance Evaluation System and Merit-Based Compensation Program Survey

The Performance Evaluation System training was effective



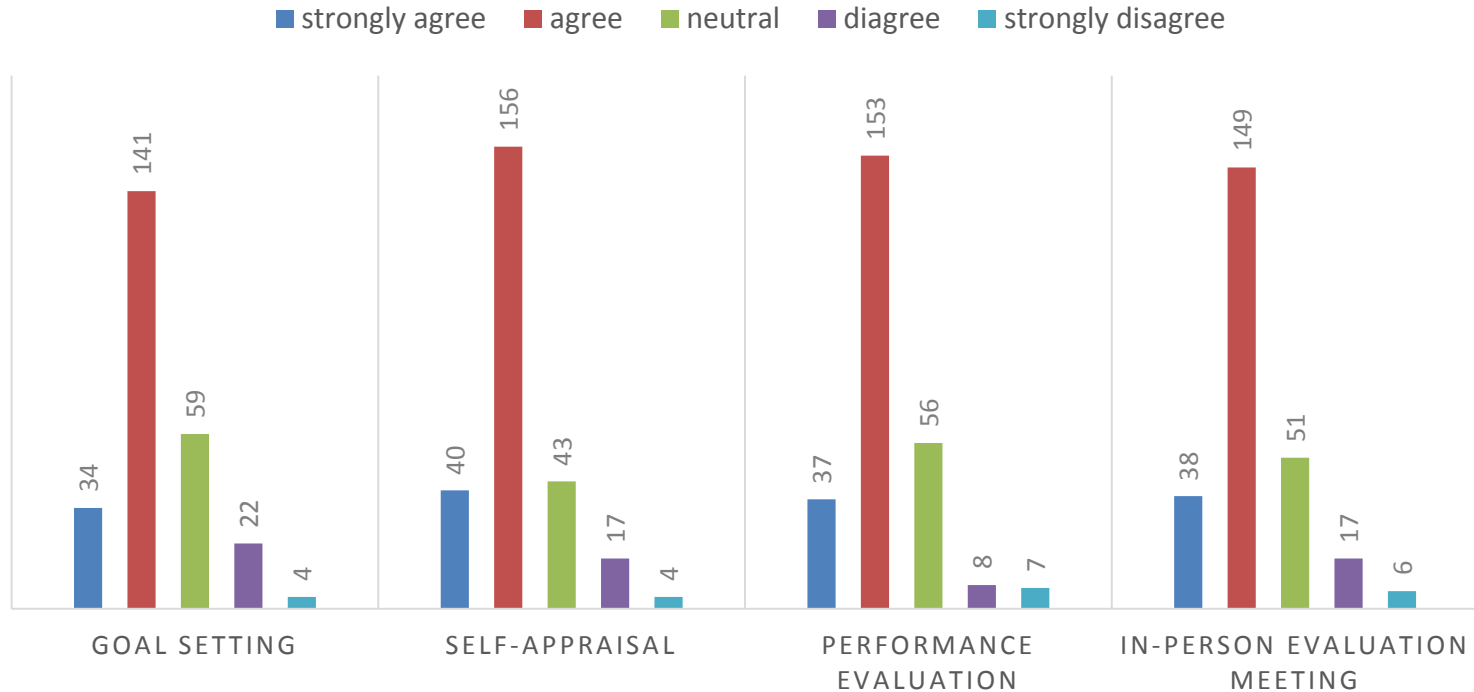
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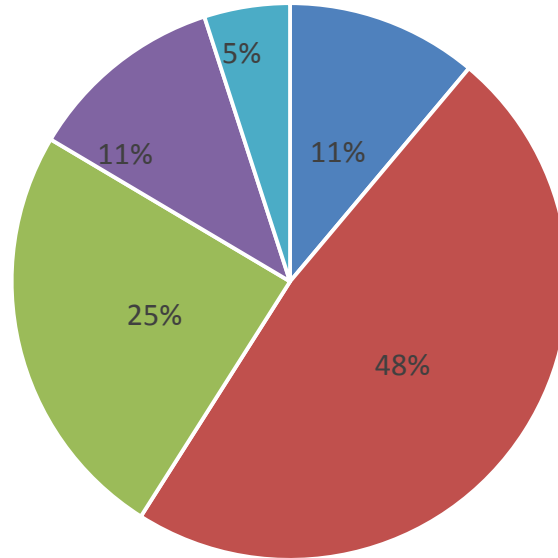
Performance Evaluation System and Merit-Based Compensation Program Survey

There was sufficient time to implement each of the following steps:



Performance Evaluation System and Merit-Based Compensation Program Survey

The technology for the new online system was easy to use



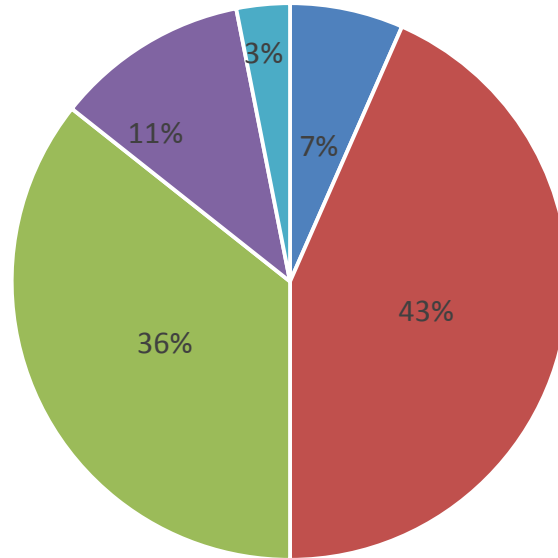
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Performance Evaluation System and Merit-Based Compensation Program Survey

The goals development process was sufficient and was effectively implemented



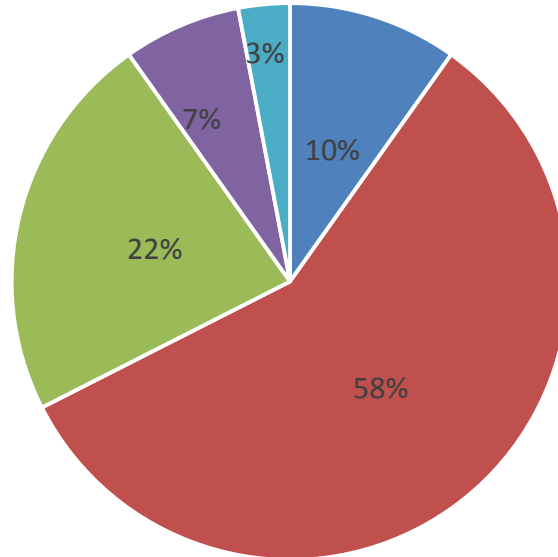
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Performance Evaluation System and Merit-Based Compensation Program Survey

The Self-Appraisal provided sufficient opportunity for my supervisor to effectively evaluate me (This question only given to Staff and those that answered Both supervisor and staff.)



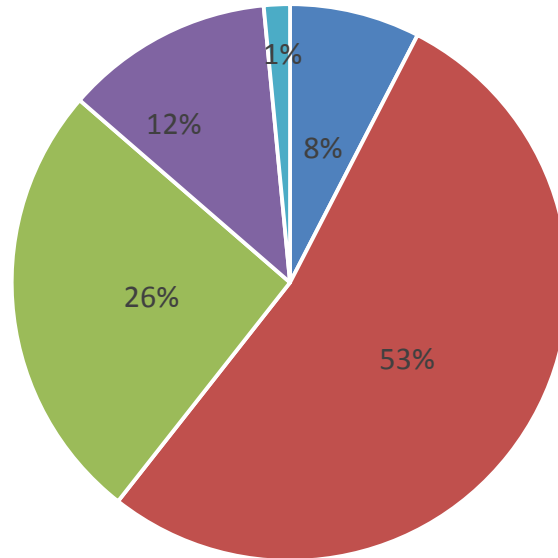
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

The Self-Appraisal provided sufficient opportunity to effectively evaluate my employee(s) (This question was only given to only supervisors.)



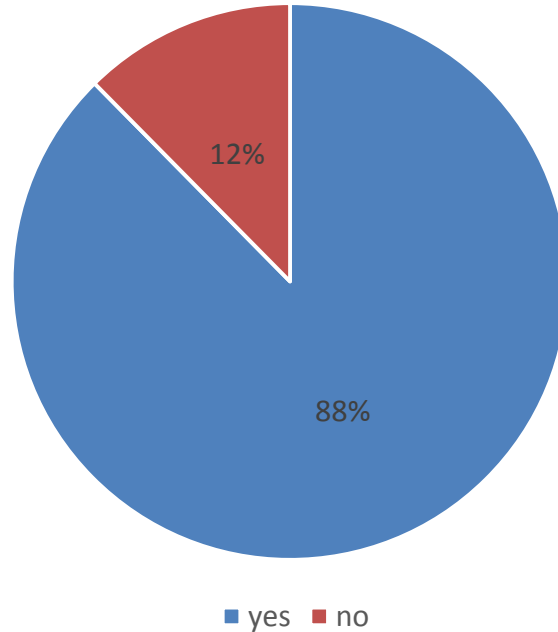
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

Were the Performance Evaluation ratings (Exceptional, Highly Effective, Proficient, Inconsistent, Unsatisfactory) adequate to describe performance levels at TWU?

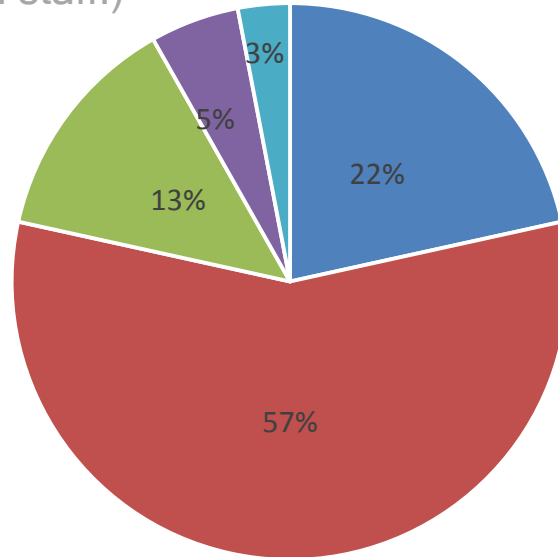


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Performance Evaluation System and Merit-Based Compensation Program Survey

There was effective communication between me and my supervisor related to the Performance Evaluation process (This question only given to Staff and those that answered Both supervisor and staff.)



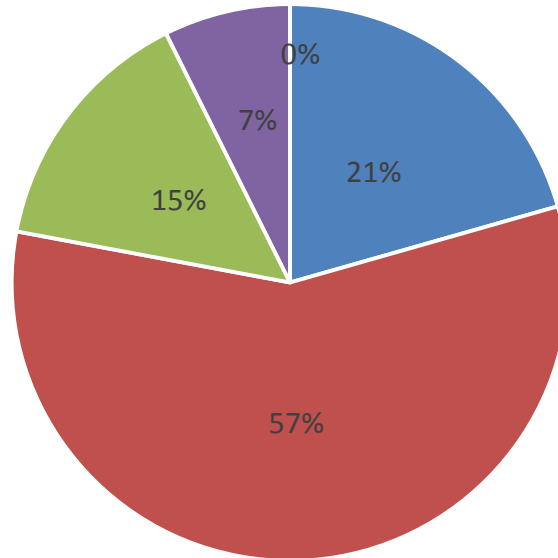
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Performance Evaluation System and Merit-Based Compensation Program Survey

There was effective communication between me and my employee(s) related to the Performance Evaluation process (This question was only given to only supervisors.)



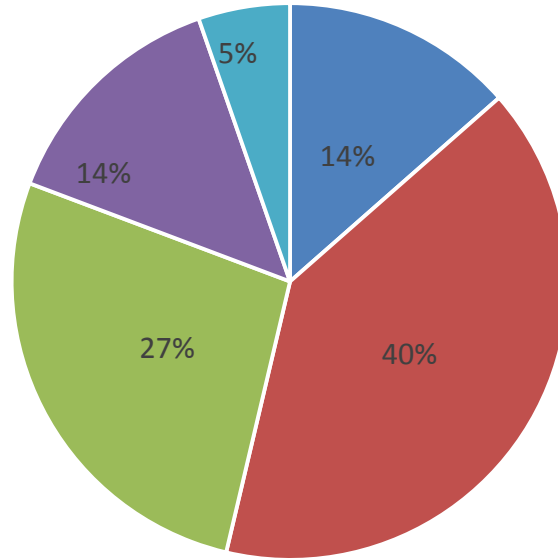
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Performance Evaluation System and Merit-Based Compensation Program Survey

The Performance Evaluation process was fair and equitable



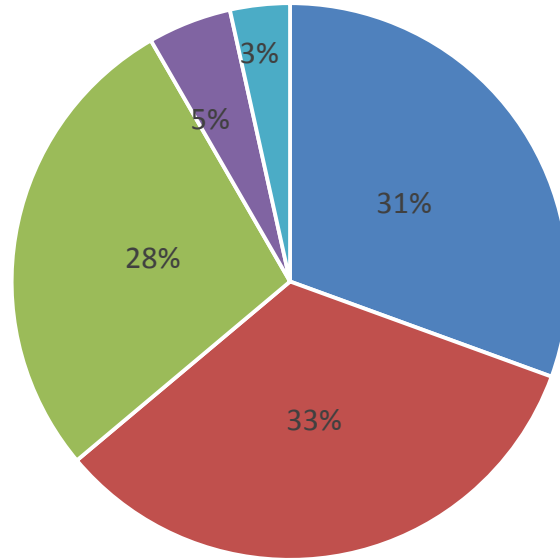
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Performance Evaluation System and Merit-Based Compensation Program Survey

The Performance Evaluation process was as confidential as necessary



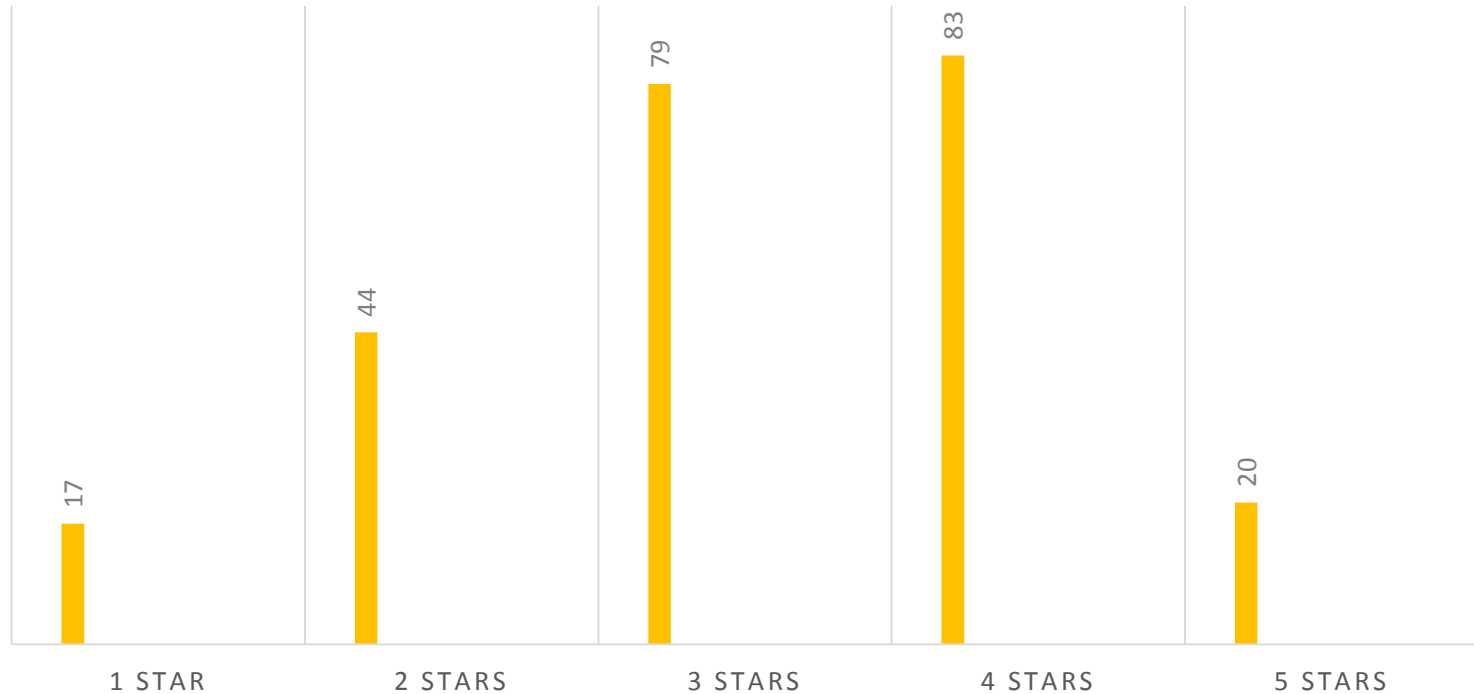
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Performance Evaluation System and Merit-Based Compensation Program Survey

Overall rating for the new Performance Evaluation System

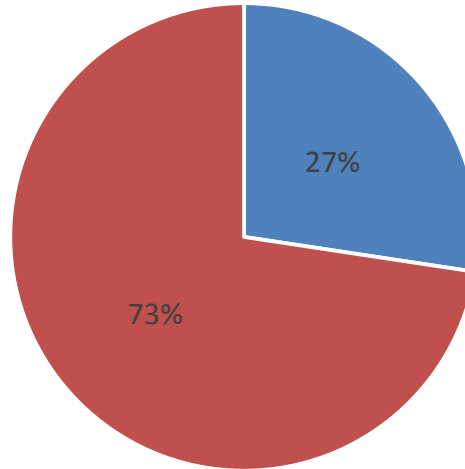


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Performance Evaluation System and Merit-Based Compensation Program Survey

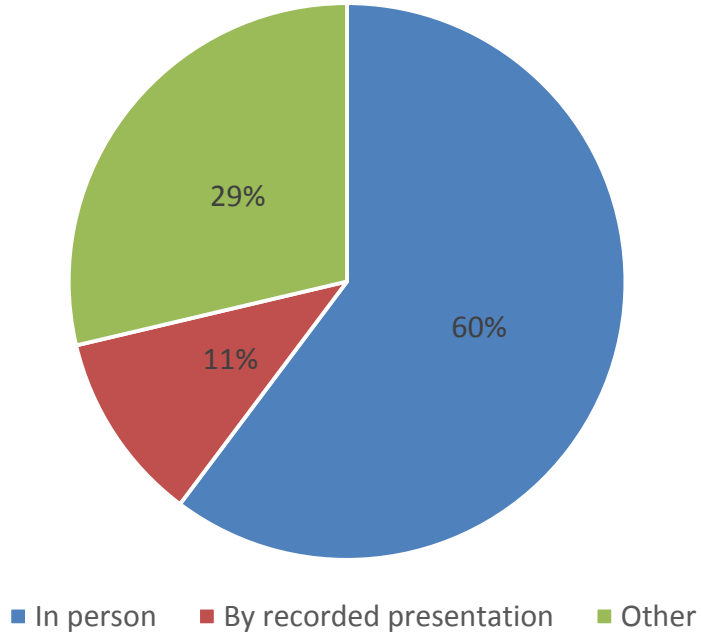
Merit Award Eligibility (self reporting)



- I was not eligible for a merit award this year. (Due to promotion, reclassification, or new hire.)
- I was eligible for a merit award this year.

Performance Evaluation System and Merit-Based Compensation Program Survey

I received merit-based compensation information via (Choose all that apply)

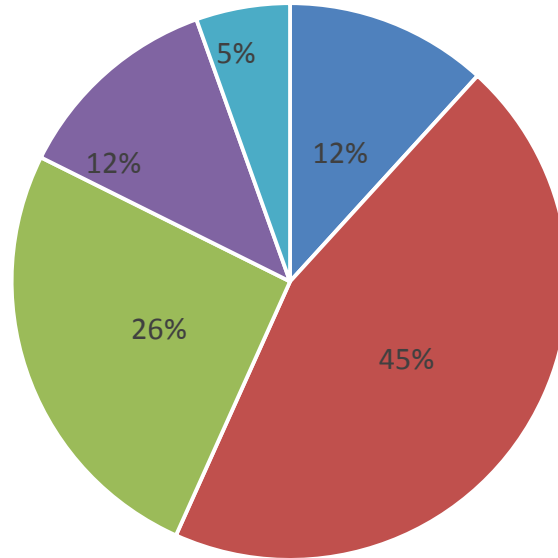


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Performance Evaluation System and Merit-Based Compensation Program Survey

Merit-based compensation information was effectively communicated



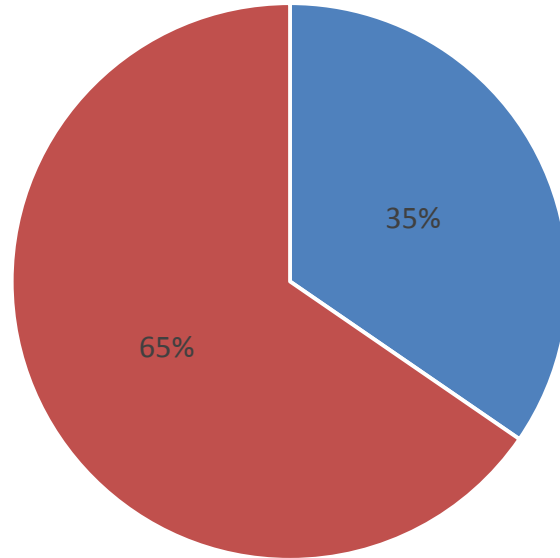
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

What is your FLSA status?



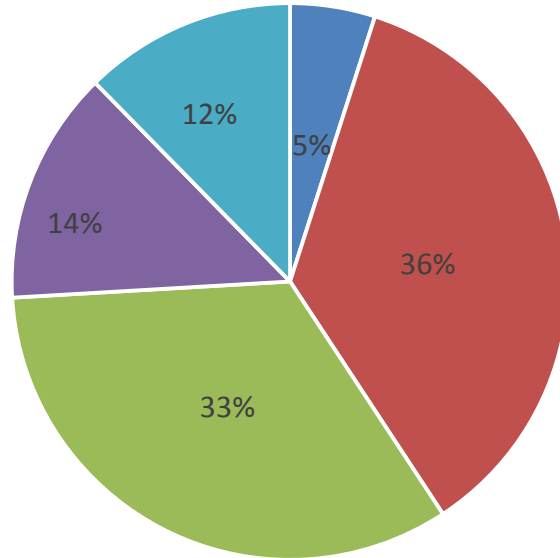
■ Non-exempt ■ Exempt

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Performance Evaluation System and Merit-Based Compensation Program Survey

The merit-based compensation program for non-exempt staff was effective



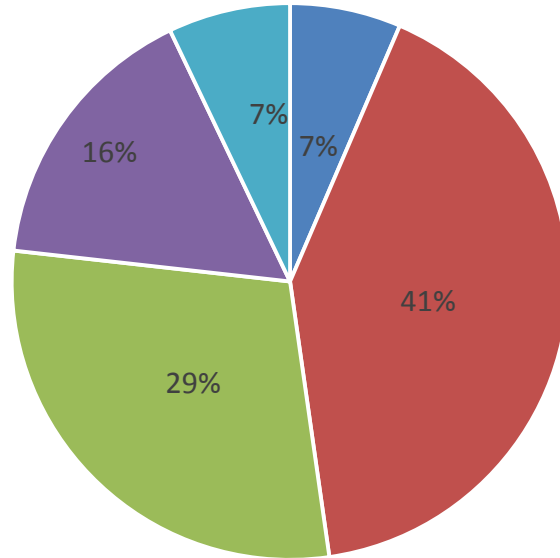
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

The merit-based compensation program for exempt staff was effective



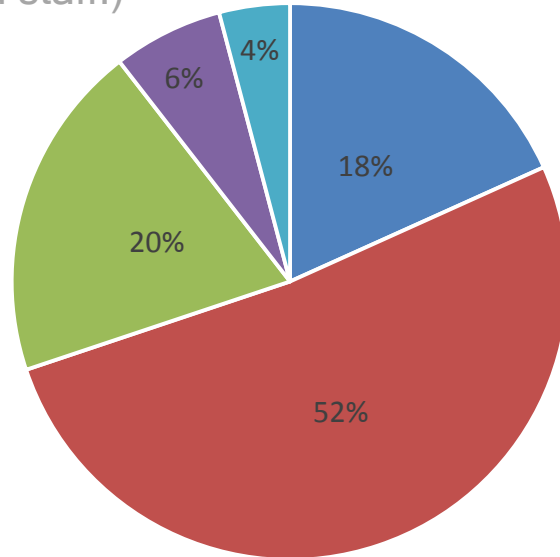
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Performance Evaluation System and Merit-Based Compensation Program Survey

There was effective communication between me and my supervisor related to the merit-based compensation program (This question only given to Staff and those that answered Both supervisor and staff.)



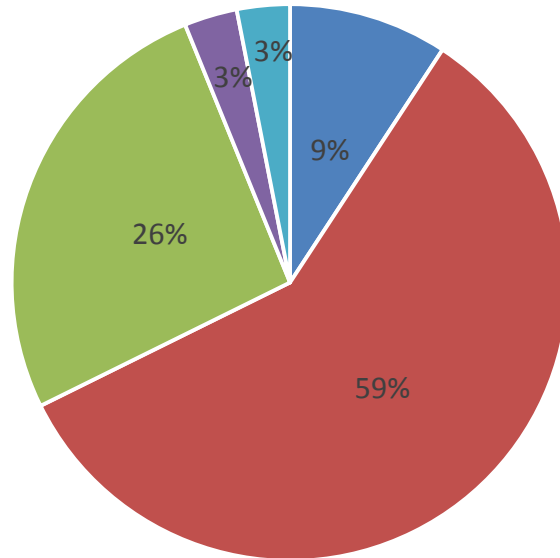
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

There was effective communication between me and my employee(s) related to the merit-based compensation program (This question was only given to supervisors.)



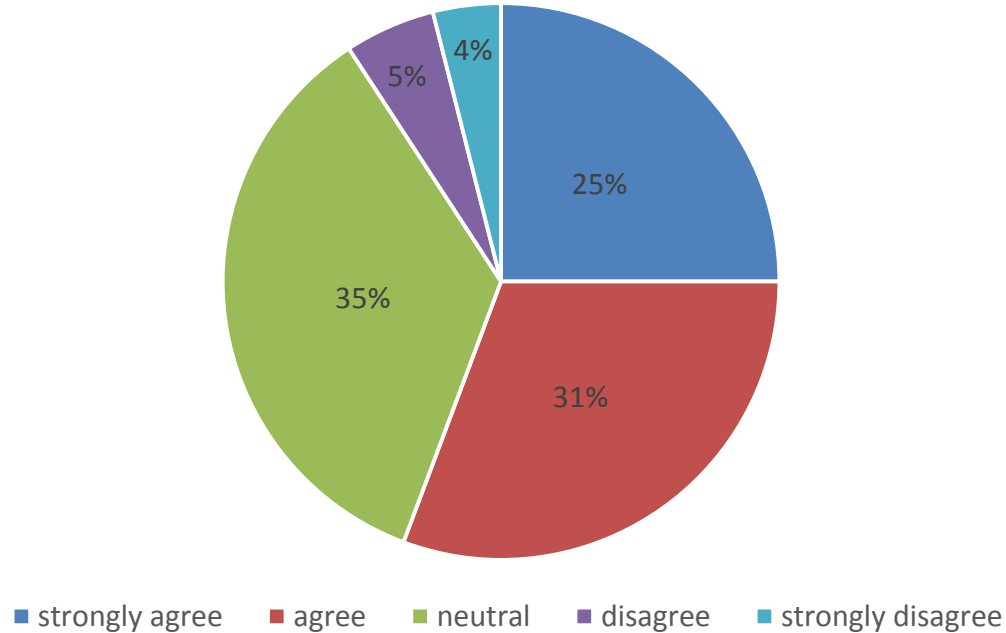
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Performance Evaluation System and Merit-Based Compensation Program Survey

The merit-based compensation program should be similar for faculty and staff

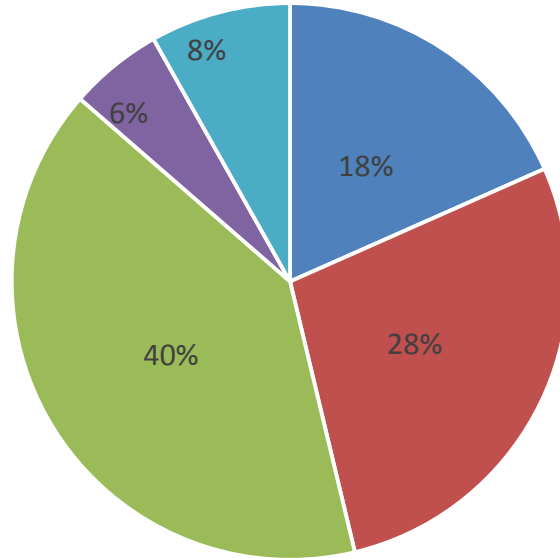


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Performance Evaluation System and Merit-Based Compensation Program Survey

The merit-based compensation process effectively communicated the final merit awards



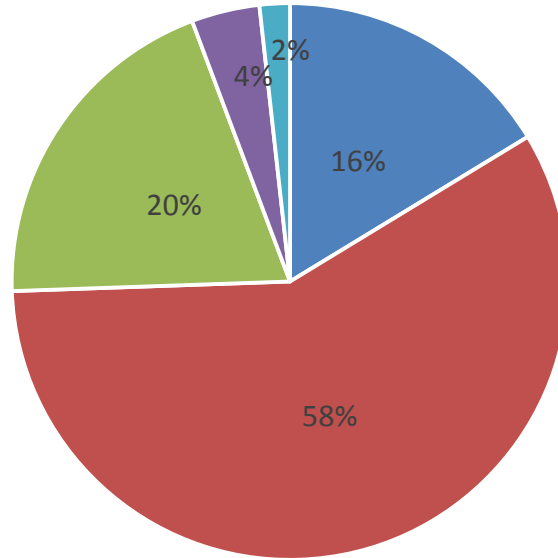
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

The merit-based compensation program was as confidential as necessary



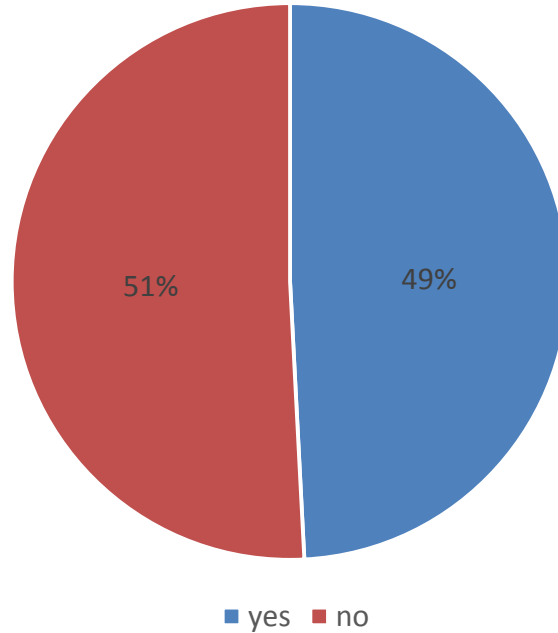
■ strongly agree ■ agree ■ neutral ■ disagree ■ strongly disagree

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Performance Evaluation System and Merit-Based Compensation Program Survey

Were supervisors given an opportunity to provide input regarding the merit-based compensation program?

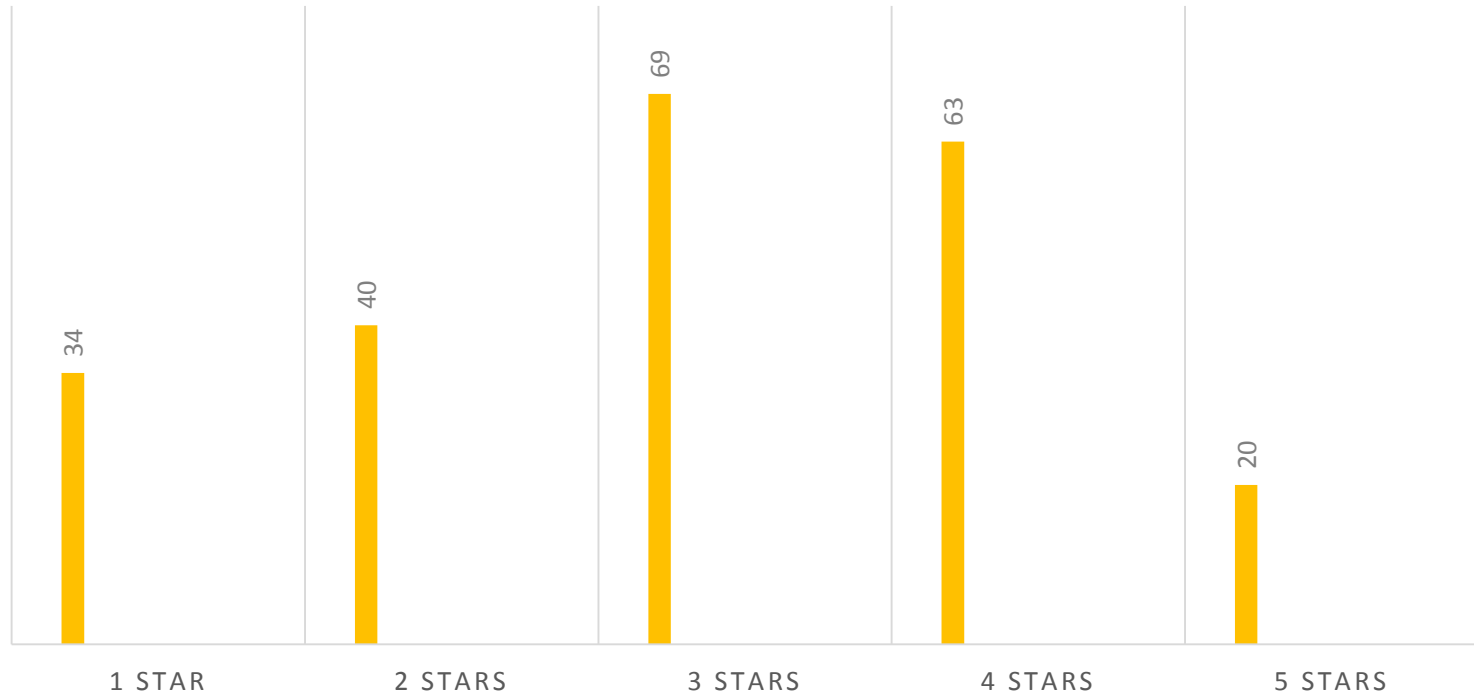


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Performance Evaluation System and Merit-Based Compensation Program Survey

Overall rating for the merit-based compensation program



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