Staff Survey Update
April 2014
AGENDA

- History
- Pay-Related Initiatives
- Performance-Related Initiatives
- Promotion-Related Initiatives
- Next Steps
Commissioned by President Sullivan in 2011 to hear what staff had to say about working at UVa.

Staff Survey Committee formed from staff across Grounds, survey administered by the Center for Survey Research.

Anonymous and voluntary.

Response Rate: 63% (3,076 of 4,857).
Positive Feedback

- 85% were satisfied with UVa as a place to work
- 86.9% agreed that people they work with behave ethically
- 82% would be happy to spend their career at UVa
- 92% agree that UVa treats all employees with fairness and respect
Staff Survey Committee, in consultation with the Employee Communication Councils, identified the top eight high priority recommendations in three areas:

- PAY
- PERFORMANCE EVALUATION
- PROMOTION

First update released last December
PAY

- Communications
- Request BOV money for specific sets of employees
- Rewards and Recognition
- Total Rewards/Comp statements
# Total Comp Statement

## Estimated Employer Paid Compensation

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Estimated Compensation</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Salary</td>
<td>$350,000.00</td>
<td>53.95%</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>$9,122.00</td>
<td>11.74%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>$10,12.00</td>
<td>0.96%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>$30,660.00</td>
<td>0.76%</td>
</tr>
<tr>
<td>Long Term Disability</td>
<td>$3,200.00</td>
<td>0.50%</td>
</tr>
<tr>
<td>Retirement</td>
<td>$4,380.00</td>
<td>0.59%</td>
</tr>
<tr>
<td>Social Security/Medicare</td>
<td>$3,820.00</td>
<td>4.56%</td>
</tr>
<tr>
<td>Retiree Health Credit</td>
<td>$3,000.00</td>
<td>0.09%</td>
</tr>
</tbody>
</table>

**Total:** $593,980.00

## Estimated Employer Leave Compensation

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Estimated Compensation</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Leave</td>
<td>$5,384.62</td>
<td>0.88%</td>
</tr>
<tr>
<td>Holidays</td>
<td>$2,000.00</td>
<td>3.16%</td>
</tr>
</tbody>
</table>

**Total:** $7,384.62

## Optional Employer Paid Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Estimated Compensation</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFC Membership</td>
<td>$50.00</td>
<td>0.06%</td>
</tr>
<tr>
<td>Cash Match 50% annual TISP up to $450</td>
<td>$400.00</td>
<td>0.91%</td>
</tr>
<tr>
<td>Hour’s Well Screening Incentive</td>
<td>$400.00</td>
<td>0.91%</td>
</tr>
</tbody>
</table>

**Total:** $1,910.00

**Total Compensation:** $76,383.62
• Resolve Lead@UVa technical issues
  – Reorganize existing system to be more user friendly
  – Optimize for printing
  – Make common tasks easier
  – “send forward/back” buttons
PROMOTION

• Loosen restrictions on mid-year salary increases
• Create a class for supervisors on developing skills and talent of their direct reports; starting with an inventory of classes already offered
• Communications
A Dean Caulfield – Operations

A Dean Caulfield - "I enjoy being the tone setter for students as the first person they see in the morning. From the music we provide (often by request) to the reception they receive, the brief moments we share makes my day... and I hope it makes their day as..."

Each day our dedicated and talented staff bring the University’s mission to life.
Title Summary Comparison Tool

Select a job family, subfamily, and title from each of the two menu groups below, then press Go.

Job Family:  Select a family...  
Subfamily:  Select a family first...  
Title:  Select a subfamily first...

Job Family 2:  Select a family...  
Subfamily 2:  Select a family first...  
Title 2:  Select a subfamily first...
What’s Next?

- In addition to these University-wide priorities, schools/units received individual reports
- Wrap up last remaining priorities
- Focus on Staff Development initiatives in the Cornerstone Plan
- Begin planning for follow up survey