Survey Results on AUBURN UNIVERSITY PERFORMANCE MANAGEMENT

Almost half of AU non-faculty employees responded

49% 1,936 responses

1/3 of AU supervisors responded

35% 368 responses

SPECIFIC FINDINGS

97% of BOTH Supervisors & Employees said, “Supervisors should be appraised on leadership.”

95% “Performance and values should be appraised.”

37% “Performance related conversations are not happening.”

35% “Planning/Goal setting are not happening.”

ACCORDING TO AU EMPLOYEES, THE MOST IMPORTANT ASPECTS OF PERFORMANCE MANAGEMENT ARE:

- 26% Job Clarity
- 29% Coaching and Feedback
- 10% Planning and Goal setting
- 5% Development
- 16% Appraisal
- 14% Regular Communication

1,606 of you took the time to write comments, make suggestions, and share your thoughts.

HERE’S WHAT WE LEARNED:

- Supervisor Leader Development and a new template are both a necessity.
- A new template should be simple and enable communication.

KEEP UP WITH OUR PROGRESS aub.ie/performance

You thought 10 behaviors and values were important... communication, teamwork, and integrity among them.