

myPerformance:

what you need to know

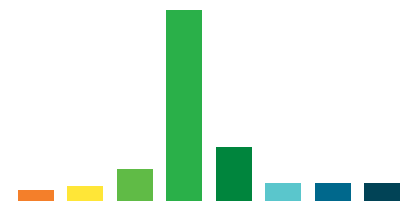
In 2015, Missouri S&T adopted myPerformance to provide a more consistent approach to performance reviews for staff evaluated in this system.

By design, myPerformance allows supervisors to track performance and accomplishments year-round and provides better monitoring and reporting. The result is greater consistency within and across departments and divisions. Recent improvements to the system have also resulted in a more streamlined approach — one that makes it easier for staff and supervisors to use.

While the primary purpose of myPerformance is to improve management operations, the system also provides a more consistent approach for determining pay increases when funding is available. Should funding be available this year, pay increases will be determined based on merit — that is, employee performance, as measured by annual reviews. Also this year we will address market adjustments separately from merit, as funding is available.

Merit increases are determined through the myPerformance's rating system. Staff evaluated in this system may receive overall ratings of unacceptable, improvement expected, low successful, successful, high successful, low exceeds expectations, high exceeds expectations and outstanding. Regardless of whether funding is available for pay increases, annual performance appraisals are required for all staff evaluated through myPerformance.

HOW A NORMAL DISTRIBUTION OF PERFORMANCE SCORES MIGHT APPEAR USING 2015 CATEGORIES (EXAMPLE)



Legend

- unacceptable
- improvement expected
- low successful
- successful
- high successful
- low exceeds expectations
- high exceeds expectations
- outstanding

WHAT IS 'COMPA RATIO'?

Prior to implementing myPerformance last year, the average "compa ratio" for Missouri S&T employees was 0.81 in 2015. That rating was 0.19 below the mid-range compa ratio of 1.0. (A compa ratio is calculated as an employee's current salary divided by the mid-range.) After last fall's salary increases, the Missouri S&T average compa ratio improved to 0.86 — or 0.14 below the mid-range compa ratio — for the current year.

We still have progress to make to ensure that our highest performers are paid at a competitive level, and given budget uncertainties, funding for annual pay increases may not always be available. Nevertheless, our approach to merit-based pay is moving S&T in the right direction. It's all part of an effort to recruit and reward our best staff.

COMPA RATIO SNAPSHOT

