Non-Monetary Recognition Survey Results
Q1 - In what settings do you prefer to be recognized for your accomplishments? (1 being the most preferred)

<table>
<thead>
<tr>
<th>Setting</th>
<th>1 (Most Preferred)</th>
<th>2</th>
<th>3</th>
<th>4 (Least Preferred)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written public praise</td>
<td>146</td>
<td>137</td>
<td>189</td>
<td>126</td>
</tr>
<tr>
<td>Written private praise</td>
<td>178</td>
<td>190</td>
<td>132</td>
<td>98</td>
</tr>
<tr>
<td>Verbal public praise</td>
<td>102</td>
<td>99</td>
<td>149</td>
<td>248</td>
</tr>
<tr>
<td>Verbal private praise</td>
<td>172</td>
<td>172</td>
<td>128</td>
<td>126</td>
</tr>
</tbody>
</table>

* Total # of responses to Q1 = 598
Q2 - Which of the following recognition ideas are meaningful to you? (select all that apply)

<table>
<thead>
<tr>
<th>Recognition Idea</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>professional development</td>
<td>415</td>
</tr>
<tr>
<td>celebrate milestones (e.g., birthdays, work anniversaries, project completions)</td>
<td>359</td>
</tr>
<tr>
<td>treats in the office (e.g., donuts, cupcakes, etc.)</td>
<td>327</td>
</tr>
<tr>
<td>casual dress/jean day</td>
<td>296</td>
</tr>
<tr>
<td>team building activity (e.g., athletics games, theatre productions, etc.)</td>
<td>274</td>
</tr>
<tr>
<td>year end recognition celebration with all employees...</td>
<td>265</td>
</tr>
<tr>
<td>department/division newsletter highlighting accomplishments</td>
<td>213</td>
</tr>
<tr>
<td>certificates, trophies and or plaques of appreciation</td>
<td>206</td>
</tr>
<tr>
<td>staff/team meetings</td>
<td>203</td>
</tr>
<tr>
<td>coffee/lunch with manager</td>
<td>191</td>
</tr>
<tr>
<td>informal meet &amp; greet with executive leadership</td>
<td>177</td>
</tr>
<tr>
<td>employee recognition day/week</td>
<td>163</td>
</tr>
<tr>
<td>university-wide events</td>
<td>158</td>
</tr>
<tr>
<td>department/division meetings</td>
<td>154</td>
</tr>
<tr>
<td>spotlight (e.g., newsletter, online, social media, etc.)</td>
<td>154</td>
</tr>
<tr>
<td>one on one meetings</td>
<td>139</td>
</tr>
<tr>
<td>employee of the month/quarter</td>
<td>139</td>
</tr>
<tr>
<td>peer-to-peer</td>
<td>100</td>
</tr>
</tbody>
</table>

* Total # of responses to Q2= 665
Q3 – Who would you prefer to be recognized by? (1 being the most preferred)

* Total # of responses to Q3 = 601
Open Ended Questions

Q4 - What additional ideas do you have for non-monetary employee recognition?

• Themes
  – 3 or more mentions
  – Consistent with focus group feedback

• # of comments (excluding N/A or None)
  – Q4: 240 Total
  – Q5: 167 Total

Q5 - Do you have any additional comments or thoughts we should consider as we develop a strategy for non-monetary employee recognition at DePaul?
Q4 - What additional ideas do you have for non-monetary employee recognition?

- Time Off
  - Telecommuting/Working from Home
- Recognize employees with perks
- Recognize employees with tangible tokens
- DePaul Sponsored Events
* Total # of comments in response to Q4 = 240
Q5 - Do you have any additional comments or thoughts we should consider as we develop a strategy for non-monetary employee recognition at DePaul?

What we heard?

- Market Value Pay
- Time Off
- Recognition needs to be consistent, ongoing, earned and genuine
- Telecommuting/Working from Home
- Professional Development
Recognition initiatives should be benchmarked against other institutions
Buy in needed from Sr. Leadership
Recognize employees with benefits
Less frequent (quarterly/annual) formal recognition to maintain value and build traditions
Unhappy with timing/language of survey
Focus on recognition for individual or individuals involved in team, not everyone in department
Simplify recognition to allow it to be timely and easy to do
Recognize employees with perks
Market Value Pay/Money/Equity between FT and PT
Telecommuting/Working from home
Time Off
Professional development

* Total # of comments in response to Q5 = 167