

Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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Average All Statements (1-28)

Your Overall (1650) 3.69	20.3%	42.4%	26.3%	7.7%	3.4%
Faculty (466) 3.54	16.6%	39.7%	29.4%	9.3%	5%
Adjunct Faculty (108) 0	0%	0%	0%	0%	0%
Administration (21) 3.78	28.9%	33%	28.4%	6.6%	3.2%
Exempt Prof'l Staff (716) 3.76	22.1%	44.3%	24.1%	6.7%	2.9%
Non-exempt Staff (339) 3.73	21%	42.7%	26.6%	7.6%	2.2%

1. Medical Insurance

Your Overall (1324) 3.57	19.7%	44%	16.9%	12.1%	7.3%
Faculty (408) 3.47	15.9%	45.6%	16.9%	12.7%	8.8%
Adjunct Faculty -					
Administration (17) 3.06	11.8%	41.2%	5.9%	23.5%	17.6%
Exempt Prof'l Staff (611) 3.59	19.5%	46.3%	15.5%	11%	7.7%
Non-exempt Staff (288) 3.69	26%	37.2%	20.5%	12.8%	3.5%

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2. Dental Insurance

Your Overall (1255) 3.36	13.1%	39.4%	24.1%	17.1%	6.3%
Faculty (380) 3.06	8.9%	31.8%	25.5%	23.9%	9.7%
Adjunct Faculty - -					
Administration (16) 3.56	18.8%	50%	6.3%	18.8%	6.3%
Exempt Prof'l Staff (587) 3.51	13.6%	46.2%	22.7%	12.4%	5.1%
Non-exempt Staff (272) 3.44	17.3%	34.9%	26.1%	17.6%	4%

3. Vision Insurance

Your Overall (1096) 3.48	14.7%	40.1%	27.2%	14.1%	3.8%
Faculty (331) 3.2	8.5%	35.6%	29.6%	20.2%	6%
Adjunct Faculty - -					
Administration (12) 3.58	41.7%	16.7%	16.7%	8.3%	16.7%
Exempt Prof'l Staff (510) 3.63	16.1%	46.5%	24.7%	10.2%	2.5%
Non-exempt Staff (243) 3.52	18.9%	34.2%	29.6%	14.4%	2.9%

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4. Short-Term Disability Benefits

Your Overall (1088) 3.73	16.2%	46.4%	33.1%	3.3%	1%
Faculty (321) 3.62	14%	42.7%	36.8%	4.7%	1.9%
Adjunct Faculty -					
Administration (15) 3.67	13.3%	40%	46.7%	0%	0%
Exempt Prof'l Staff (517) 3.79	17.2%	48.9%	30.4%	2.7%	0.8%
Non-exempt Staff (235) 3.77	17%	46.4%	33.2%	3%	0.4%

5. Long-Term Disability Benefits

Your Overall (1026) 3.66	13.1%	45.5%	37%	3.4%	1%
Faculty (294) 3.52	9.9%	41.2%	41.8%	5.1%	2%
Adjunct Faculty -					
Administration (13) 3.69	15.4%	38.5%	46.2%	0%	0%
Exempt Prof'l Staff (491) 3.74	13.8%	49.7%	33.4%	2.4%	0.6%
Non-exempt Staff (228) 3.69	15.4%	42.5%	38.2%	3.5%	0.4%

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6. Life Insurance

Your Overall (1149) 3.63	11.7%	47.5%	33.9%	5.3%	1.5%
Faculty (333) 3.41	8.1%	39.6%	40.8%	8.4%	3%
Adjunct Faculty -					
Administration (16) 3	6.3%	25%	43.8%	12.5%	12.5%
Exempt Prof'l Staff (541) 3.72	12.2%	52.9%	30.7%	3.5%	0.7%
Non-exempt Staff (259) 3.74	15.8%	47.9%	31.3%	4.6%	0.4%

7. Alternative Treatment Options

Your Overall (862) 3.05	7.5%	24.7%	41.4%	17.6%	8.7%
Faculty (242) 2.81	5.4%	19%	39.7%	22.7%	13.2%
Adjunct Faculty -					
Administration (10) 3	20%	0%	50%	20%	10%
Exempt Prof'l Staff (410) 3.12	7.8%	28.3%	40.2%	15.9%	7.8%
Non-exempt Staff (200) 3.19	9%	25.5%	45.5%	15%	5%

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8. Long-term Care

Your Overall (820) 3.38	7.9%	33.8%	49.1%	6.5%	2.7%
Faculty (233) 3.16	4.3%	30%	48.1%	12.4%	5.2%
Adjunct Faculty -					
Administration (12) 3	8.3%	16.7%	50%	16.7%	8.3%
Exempt Prof'l Staff (380) 3.49	8.9%	37.6%	48.7%	3.2%	1.6%
Non-exempt Staff (195) 3.44	10.3%	31.8%	51.3%	5.1%	1.5%

9. Prescription Drug Plan

Your Overall (1057) 3.5	13.5%	39.9%	34.2%	8%	4.4%
Faculty (320) 3.34	10.9%	35.9%	37.2%	8.4%	7.5%
Adjunct Faculty -					
Administration (13) 3.85	23.1%	46.2%	23.1%	7.7%	0%
Exempt Prof'l Staff (490) 3.57	13.3%	43.5%	33.3%	7.1%	2.9%
Non-exempt Staff (234) 3.56	17.1%	37.6%	32.5%	9.4%	3.4%

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10. Voluntary Accidental Death & Dismemberment Insurance

Your Overall (971) 3.61	11.1%	44%	41.3%	2.4%	1.2%
Faculty (283) 3.47	9.9%	36.4%	47.7%	3.2%	2.8%
Adjunct Faculty - -					
Administration (14) 3.43	7.1%	35.7%	50%	7.1%	0%
Exempt Prof'l Staff (452) 3.67	10.4%	49.1%	38.3%	1.8%	0.4%
Non-exempt Staff (222) 3.68	14.4%	43.7%	38.7%	2.3%	0.9%

11. Employee Assistance program (HCC)

Your Overall (910) 3.54	12.1%	40.9%	38.7%	5.4%	3%
Faculty (237) 3.35	8.9%	31.6%	49.4%	5.5%	4.6%
Adjunct Faculty - -					
Administration (11) 3.73	27.3%	18.2%	54.5%	0%	0%
Exempt Prof'l Staff (446) 3.6	12.1%	46.4%	33.2%	5.8%	2.5%
Non-exempt Staff (216) 3.61	14.8%	40.7%	37.5%	4.6%	2.3%

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12. Vacation/PTO

Your Overall (1006) 3.94	28.9%	48.2%	13.1%	7.3%	2.5%
Faculty - -					
Adjunct Faculty - -					
Administration (17) 4.24	47.1%	29.4%	23.5%	0%	0%
Exempt Prof'l Staff (670) 3.9	28.4%	47%	14.2%	6.9%	3.6%
Non-exempt Staff (319) 4.01	29.2%	51.7%	10.3%	8.5%	0.3%

13. Retirement Plan

Your Overall (1410) 4.06	34.3%	45%	14.7%	4.3%	1.8%
Faculty (432) 3.88	26.2%	47.9%	16.4%	6.7%	2.8%
Adjunct Faculty - -					
Administration (20) 3.75	30%	45%	5%	10%	10%
Exempt Prof'l Staff (655) 4.18	40.3%	43.5%	11.8%	3.1%	1.4%
Non-exempt Staff (303) 4.06	33.3%	43.9%	19.1%	3%	0.7%

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14. Tuition Waiver for employees

Your Overall (1324) 4.29	47%	39.6%	10.1%	2.1%	1.2%
Faculty (373) 4.15	39.1%	43.2%	13.1%	2.7%	1.9%
Adjunct Faculty - -					
Administration (17) 4.41	52.9%	35.3%	11.8%	0%	0%
Exempt Prof'l Staff (626) 4.37	53%	35.9%	7.5%	2.4%	1.1%
Non-exempt Staff (308) 4.28	43.8%	42.9%	11.7%	1%	0.6%

15. Tuition Waiver for family members

Your Overall (1196) 4.11	41.3%	38%	13.7%	4.8%	2.2%
Faculty (362) 3.99	38.7%	36.5%	13.5%	7.5%	3.9%
Adjunct Faculty - -					
Administration (16) 4.19	43.8%	31.3%	25%	0%	0%
Exempt Prof'l Staff (556) 4.2	44.8%	37.1%	12.6%	4.1%	1.4%
Non-exempt Staff (262) 4.11	37.4%	42.4%	15.6%	3.1%	1.5%

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16. Sick Leave Policy

Your Overall (1320) 4.07	32.5%	47.3%	16.6%	2.4%	1.2%
Faculty (315) 3.83	24.4%	42.5%	27.6%	2.5%	2.9%
Adjunct Faculty - -					
Administration (17) 4.06	41.2%	23.5%	35.3%	0%	0%
Exempt Prof'l Staff (669) 4.19	37.7%	47.1%	12.4%	2.1%	0.7%
Non-exempt Staff (319) 4.08	29.2%	53.6%	13.5%	3.1%	0.6%

17. Holidays

Your Overall (1404) 4.13	37.5%	43.9%	13.6%	4%	1.1%
Faculty (393) 4.03	31%	46.1%	19.1%	2%	1.8%
Adjunct Faculty - -					
Administration (20) 4.2	50%	20%	30%	0%	0%
Exempt Prof'l Staff (670) 4.2	42.4%	41.6%	10.3%	4.6%	1%
Non-exempt Staff (321) 4.1	34.3%	47.4%	12.8%	5.3%	0.3%

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18. Flexible Spending Account

Your Overall (984) 3.95	26.4%	45%	26.3%	1.3%	0.9%
Faculty (321) 3.85	23.7%	43%	29.6%	1.9%	1.9%
Adjunct Faculty - -					
Administration (15) 4.27	40%	46.7%	13.3%	0%	0%
Exempt Prof'l Staff (449) 4.06	30.5%	47.2%	20.9%	0.9%	0.4%
Non-exempt Staff (199) 3.82	20.6%	43.2%	34.2%	1.5%	0.5%

19. Overall Satisfaction with Benefits

Your Overall (1453) 3.89	21.2%	54.9%	16.5%	6%	1.4%
Faculty (445) 3.67	15.5%	50.1%	23.1%	8.1%	3.1%
Adjunct Faculty - -					
Administration (20) 3.7	30%	25%	30%	15%	0%
Exempt Prof'l Staff (670) 3.96	23%	57.2%	13.7%	5.4%	0.7%
Non-exempt Staff (318) 4.04	24.8%	58.8%	12.3%	3.8%	0.3%

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20. Professional/Career Development Programs

Your Overall (1402) 3.54	14.5%	42.7%	28.4%	10.8%	3.6%
Faculty (425) 3.46	12.9%	39.5%	32%	11.8%	3.8%
Adjunct Faculty - -					
Administration (18) 3.83	22.2%	50%	22.2%	0%	5.6%
Exempt Prof'l Staff (651) 3.59	15.5%	44.9%	26.6%	9.4%	3.7%
Non-exempt Staff (308) 3.51	14%	42.2%	27.6%	13%	3.2%

21. Appointment Promotion & Tenure Process Clarity

Your Overall (438) 3.31	13.5%	38.6%	21.9%	17.4%	8.7%
Faculty (438) 3.31	13.5%	38.6%	21.9%	17.4%	8.7%
Adjunct Faculty - -					
Administration - -					
Exempt Prof'l Staff - -					
Non-exempt Staff - -					

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22. Physical Work Space Conditions

Your Overall (1461) 3.54	18.5%	42.1%	19.8%	13.8%	5.8%
Faculty (452) 3.51	19%	40.5%	20.6%	12.4%	7.5%
Adjunct Faculty - -					
Administration (20) 3.85	35%	35%	10%	20%	0%
Exempt Prof'l Staff (670) 3.53	18.2%	42.2%	19.6%	14.8%	5.2%
Non-exempt Staff (319) 3.56	17.2%	44.5%	20.1%	13.2%	5%

23. Flexible Work Arrangements (e.g. telecommuting, compressed work weeks)

Your Overall (1344) 3.59	22.3%	38%	22.2%	11%	6.4%
Faculty (405) 3.97	28.4%	47.7%	18.5%	3%	2.5%
Adjunct Faculty - -					
Administration (17) 4.18	35.3%	47.1%	17.6%	0%	0%
Exempt Prof'l Staff (635) 3.43	20.5%	33.7%	22.8%	14%	9%
Non-exempt Staff (287) 3.38	17.1%	33.4%	26.5%	16.4%	6.6%

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24. Work/Life Balance Programs

Your Overall (1311) 3.46	13.9%	37.8%	33.6%	10.1%	4.6%
Faculty (383) 3.4	12.8%	35.5%	36%	10.2%	5.5%
Adjunct Faculty -					
Administration (16) 3.94	31.3%	31.3%	37.5%	0%	0%
Exempt Prof'l Staff (623) 3.46	13.3%	39%	32.3%	10.9%	4.5%
Non-exempt Staff (289) 3.53	15.6%	38.4%	33.2%	9%	3.8%

25. Retirement Planning/Services

Your Overall (1311) 3.75	16.9%	48.5%	29.4%	3.6%	1.7%
Faculty (404) 3.66	15.1%	46.5%	30.7%	4.7%	3%
Adjunct Faculty -					
Administration (19) 3.79	31.6%	31.6%	26.3%	5.3%	5.3%
Exempt Prof'l Staff (607) 3.81	17.3%	51.1%	28%	2.3%	1.3%
Non-exempt Staff (281) 3.77	17.4%	47%	30.6%	4.6%	0.4%

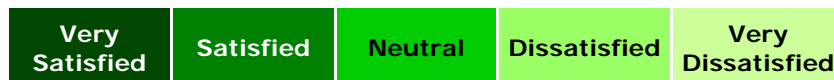
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26. Employee Activities (picnics, holiday celebrations, milestone rewards, community volunteer, etc.)

Your Overall (1389) 3.52	13.5%	40.3%	34.6%	8.1%	3.5%
Faculty (414) 3.43	10.9%	37.2%	39.9%	8.5%	3.6%
Adjunct Faculty - -					
Administration (20) 3.9	30%	35%	30%	5%	0%
Exempt Prof'l Staff (643) 3.56	14.3%	41.8%	33%	7.2%	3.7%
Non-exempt Staff (312) 3.55	14.4%	41.7%	31.1%	9.9%	2.9%

27. Employee Support Programs (employee discounts, Brown Bag Lunch and Learns, yoga, etc.)

Your Overall (1345) 3.51	11.4%	41.3%	37%	7.5%	2.8%
Faculty (398) 3.37	9.3%	36.4%	41%	8.5%	4.8%
Adjunct Faculty - -					
Administration (20) 3.7	20%	35%	40%	5%	0%
Exempt Prof'l Staff (619) 3.58	12.6%	43.1%	35.9%	6.3%	2.1%
Non-exempt Staff (308) 3.54	11%	44.2%	34.1%	8.8%	1.9%



28. Wellness Programs/Education and Initiatives

