

Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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Average All Statements (1-23)

Your Overall (525) 3.69	17.3%	47.5%	25.5%	6.7%	3%
Administration (43) 3.81	24.1%	49.2%	15.4%	6.1%	5.2%
Exempt Staff (131) 3.76	17.8%	50.1%	24.4%	5.9%	1.8%
Non-exempt Staff (139) 3.65	14.5%	47.4%	28.8%	6.6%	2.7%
Faculty (126) 3.64	18%	42.8%	28.2%	7.4%	3.6%
Decline to answer (56) 3.6	13.5%	49.8%	23.4%	9.3%	4%

1. Medical Insurance

Your Overall (439) 3.82	19.6%	54.7%	16.9%	5.9%	3%
Administration (39) 3.9	20.5%	66.7%	2.6%	2.6%	7.7%
Exempt Staff (119) 3.75	14.3%	58%	19.3%	5%	3.4%
Non-exempt Staff (110) 3.95	20%	60%	16.4%	2.7%	0.9%
Faculty (118) 3.76	25.4%	43.2%	17.8%	9.3%	4.2%
Decline to answer (43) 3.74	16.3%	53.5%	18.6%	11.6%	0%

2. Dental Insurance

Your Overall (454) 3.76	16.7%	55.1%	17.6%	8.1%	2.4%
Administration (39) 3.49	12.8%	53.8%	10.3%	15.4%	7.7%
Exempt Staff (124) 3.81	12.9%	62.1%	19.4%	4%	1.6%
Non-exempt Staff (120) 3.74	15.8%	53.3%	20.8%	9.2%	0.8%
Faculty (118) 3.76	22%	48.3%	17.8%	7.6%	4.2%
Decline to answer (44) 3.84	18.2%	59.1%	11.4%	11.4%	0%

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3. Vision Insurance

Your Overall (402) 3.7	15.4%	53%	20.6%	8.2%	2.7%
Administration (37) 3.62	13.5%	59.5%	10.8%	8.1%	8.1%
Exempt Staff (111) 3.69	11.7%	57.7%	20.7%	8.1%	1.8%
Non-exempt Staff (104) 3.66	13.5%	50%	26.9%	8.7%	1%
Faculty (101) 3.69	19.8%	48.5%	17.8%	8.9%	5%
Decline to answer (39) 3.79	17.9%	51.3%	23.1%	7.7%	0%

4. Sick Leave and Supplemental Sick Leave

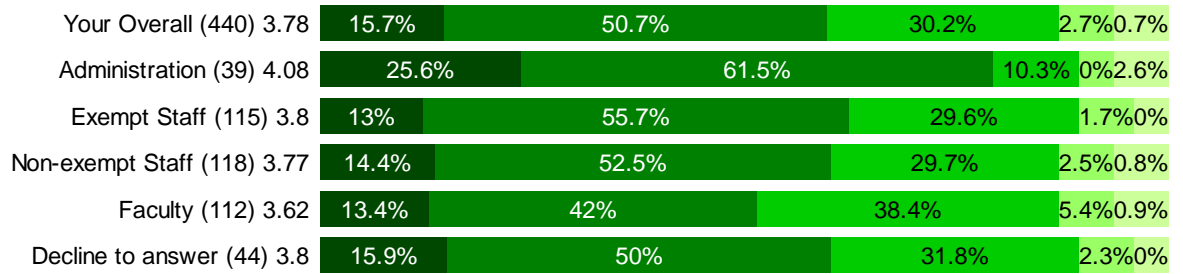
Your Overall (410) 4.01	27.6%	51.7%	16.6%	2.7%	1.5%
Administration (36) 4.11	38.9%	44.4%	11.1%	0%	5.6%
Exempt Staff (108) 4.15	31.5%	54.6%	11.1%	2.8%	0%
Non-exempt Staff (128) 4.05	26.6%	56.3%	14.1%	2.3%	0.8%
Faculty (78) 3.64	15.4%	44.9%	32.1%	3.8%	3.8%
Decline to answer (47) 4.02	27.7%	51.1%	17%	4.3%	0%

5. Long-Term Disability Benefits

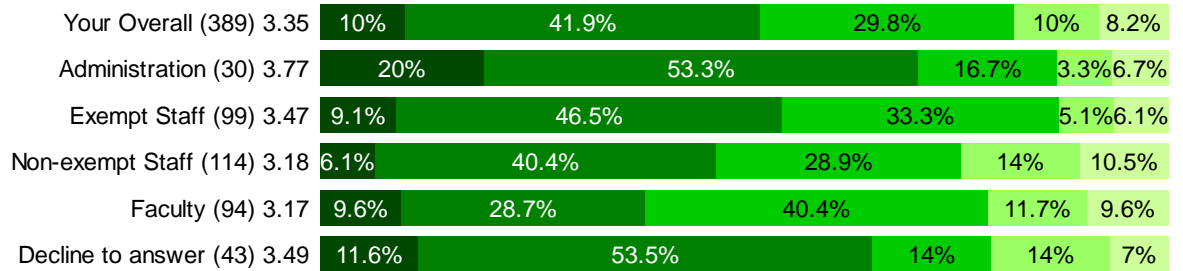
Your Overall (408) 3.77	15%	50.5%	31.6%	2.5%	0.5%
Administration (38) 3.89	21.1%	52.6%	21.1%	5.3%	0%
Exempt Staff (109) 3.81	12.8%	56.9%	28.4%	1.8%	0%
Non-exempt Staff (107) 3.75	14%	51.4%	31.8%	0.9%	1.9%
Faculty (100) 3.61	13%	38%	46%	3%	0%
Decline to answer (43) 3.88	16.3%	60.5%	18.6%	4.7%	0%

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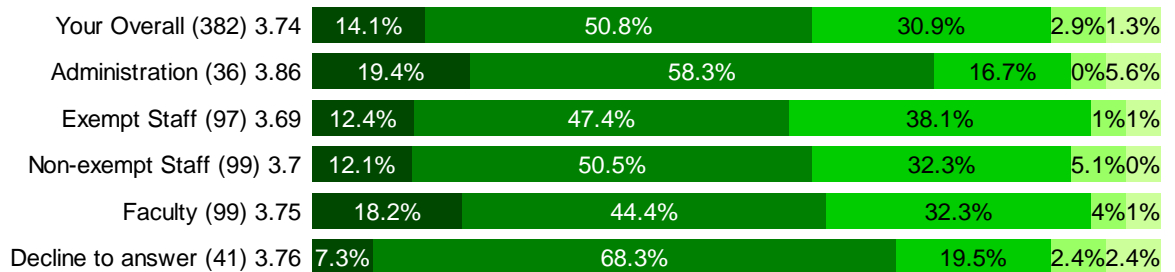
6. Life Insurance



7. Emeriti - Post Retirement Medical Benefits and Savings



8. Prescription Drug Plan



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9. Vacation Leave

Your Overall (392) 4.07	32.4%	50.8%	10.5%	4.6%	1.8%
Administration (39) 4.31	51.3%	38.5%	2.6%	5.1%	2.6%
Exempt Staff (118) 4.37	43.2%	50.8%	5.9%	0%	0%
Non-exempt Staff (126) 3.89	23.8%	54%	11.1%	9.5%	1.6%
Faculty (53) 3.77	24.5%	43.4%	22.6%	3.8%	5.7%
Decline to answer (45) 3.91	20%	60%	13.3%	4.4%	2.2%

10. Retirement Plan (TIAA-CREF)

Your Overall (470) 4.07	31.9%	50.2%	12.6%	3.8%	1.5%
Administration (41) 4.02	41.5%	43.9%	0%	4.9%	9.8%
Exempt Staff (125) 4.14	32%	53.6%	10.4%	4%	0%
Non-exempt Staff (126) 4.11	31.7%	50%	16.7%	0.8%	0.8%
Faculty (117) 3.98	29.9%	46.2%	17.1%	6%	0.9%
Decline to answer (49) 4.06	26.5%	59.2%	8.2%	6.1%	0%

11. Tuition reimbursement employees

Your Overall (346) 3.87	26.6%	42.5%	24.6%	4.3%	2%
Administration (30) 4.03	36.7%	43.3%	10%	6.7%	3.3%
Exempt Staff (98) 3.95	27.6%	44.9%	22.4%	5.1%	0%
Non-exempt Staff (99) 3.76	21.2%	42.4%	30.3%	3%	3%
Faculty (75) 3.97	29.3%	41.3%	26.7%	2.7%	0%
Decline to answer (36) 3.58	19.4%	38.9%	27.8%	8.3%	5.6%

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12. Tuition reimbursement family members

Your Overall (338) 3.88	28.7%	41.1%	22.5%	5%2.7%
Administration (28) 3.96	32.1%	53.6%	0%7.1%	7.1%
Exempt Staff (89) 3.9	29.2%	39.3%	24.7%	5.6%1.1%
Non-exempt Staff (92) 3.78	25%	35.9%	33.7%	3.3%2.2%
Faculty (83) 4.01	33.7%	42.2%	16.9%	6% 1.2%
Decline to answer (38) 3.66	21.1%	44.7%	21.1%	5.3% 7.9%

13. Voluntary Benefits (legal, long term care, auto/home/renters insurance, optional life)

Your Overall (338) 3.72	12.4%	50%	34.9%	2.1%0.6%
Administration (29) 4.1	27.6%	55.2%	17.2%	0%0%
Exempt Staff (92) 3.84	13%	57.6%	29.3%	0%0%
Non-exempt Staff (88) 3.52	8%	43.2%	44.3%	2.3%2.3%
Faculty (82) 3.65	13.4%	41.5%	41.5%	3.7%0%
Decline to answer (39) 3.72	7.7%	61.5%	25.6%	5.1%0%

14. Employee Assistance Program

Your Overall (362) 3.67	13.3%	47%	34.3%	4.1%1.4%
Administration (33) 3.85	21.2%	51.5%	21.2%	3%3%
Exempt Staff (104) 3.82	16.3%	52.9%	26.9%	3.8%0%
Non-exempt Staff (101) 3.65	12.9%	44.6%	39.6%	1%2%
Faculty (73) 3.42	11%	32.9%	46.6%	6.8%2.7%
Decline to answer (41) 3.61	4.9%	61%	24.4%	9.8% 0%

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15. Flexible Spending Accounts (Medical and Dependent)

Your Overall (355) 3.8	20%	45.9%	29.6%	2.8%	1.7%
Administration (31) 3.71	22.6%	41.9%	22.6%	9.7%	3.2%
Exempt Staff (98) 3.82	20.4%	44.9%	31.6%	2%	1%
Non-exempt Staff (85) 3.72	17.6%	38.8%	42.4%	0%	1.2%
Faculty (91) 3.89	25.3%	48.4%	19.8%	3.3%	3.3%
Decline to answer (41) 3.76	9.8%	61%	24.4%	4.9%	0%

16. Professional/Career Development Opportunities

Your Overall (460) 3.43	12%	42%	28.7%	12.4%	5%
Administration (41) 3.59	17.1%	48.8%	14.6%	14.6%	4.9%
Exempt Staff (125) 3.54	14.4%	46.4%	21.6%	14.4%	3.2%
Non-exempt Staff (123) 3.2	4.9%	35%	40.7%	13.8%	5.7%
Faculty (112) 3.63	17%	46.4%	25%	6.3%	5.4%
Decline to answer (47) 3.02	4.3%	29.8%	38.3%	19.1%	8.5%

17. Wellness Opportunities

Your Overall (463) 3.69	12.3%	51.8%	29.8%	4.8%	1.3%
Administration (41) 3.8	17.1%	56.1%	19.5%	4.9%	2.4%
Exempt Staff (122) 3.84	13.9%	59.8%	22.1%	4.1%	0%
Non-exempt Staff (124) 3.7	8.1%	55.6%	34.7%	1.6%	0%
Faculty (113) 3.51	13.3%	37.2%	39.8%	7.1%	2.7%
Decline to answer (49) 3.65	14.3%	53.1%	20.4%	8.2%	4.1%

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

Your Overall (397) 3.4	13.4%	39.5%	28.2%	11.6%	7.3%
Administration (39) 3.38	17.9%	33.3%	28.2%	10.3%	10.3%
Exempt Staff (108) 3.55	13.9%	39.8%	35.2%	9.3%	1.9%
Non-exempt Staff (114) 3.32	10.5%	38.6%	29.8%	14%	7%
Faculty (78) 3.45	14.1%	43.6%	24.4%	9%	9%
Decline to answer (45) 3	8.9%	37.8%	15.6%	20%	17.8%

19. Employee Events

Your Overall (480) 3.54	10%	45.8%	34.8%	6.7%	2.7%
Administration (42) 3.71	21.4%	38.1%	33.3%	4.8%	2.4%
Exempt Staff (129) 3.57	10.9%	45%	36.4%	5.4%	2.3%
Non-exempt Staff (136) 3.52	7.4%	50%	31.6%	9.6%	1.5%
Faculty (105) 3.53	8.6%	46.7%	37.1%	4.8%	2.9%
Decline to answer (53) 3.28	7.5%	37.7%	37.7%	9.4%	7.5%

20. Employee Recognition

Your Overall (482) 3.13	5.2%	32.6%	40.5%	13.9%	7.9%
Administration (41) 3.29	9.8%	39%	34.1%	4.9%	12.2%
Exempt Staff (128) 3.04	4.7%	30.5%	35.9%	21.9%	7%
Non-exempt Staff (134) 3.18	3%	35.1%	44%	12.7%	5.2%
Faculty (111) 3.23	7.2%	31.5%	46.8%	5.4%	9%
Decline to answer (53) 2.81	3.8%	22.6%	35.8%	26.4%	11.3%

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21. Overall Satisfaction with Benefits

Your Overall (497) 3.84	14.7%	61.2%	19.1%	3.6%	1.4%
Administration (41) 4	29.3%	53.7%	7.3%	7.3%	2.4%
Exempt Staff (129) 3.93	14.7%	65.1%	18.6%	1.6%	0%
Non-exempt Staff (135) 3.84	12.6%	65.2%	18.5%	1.5%	2.2%
Faculty (124) 3.73	12.1%	59.7%	19.4%	7.3%	1.6%
Decline to answer (54) 3.67	11.1%	51.9%	31.5%	3.7%	1.9%

22. Tenure Clarity and Process

Your Overall (217) 3.26	9.7%	32.3%	37.8%	15.2%	5.1%
Administration (12) 3.25	8.3%	33.3%	41.7%	8.3%	8.3%
Exempt Staff (25) 3.08	4%	16%	68%	8%	4%
Non-exempt Staff (40) 3.03	2.5%	12.5%	72.5%	10%	2.5%
Faculty (114) 3.39	15.8%	38.6%	20.2%	19.3%	6.1%
Decline to answer (19) 3.26	0%	47.4%	36.8%	10.5%	5.3%

23. Physical Work Space Conditions

Your Overall (507) 3.57	21.5%	41.6%	15.2%	15.8%	5.9%
Administration (43) 3.7	23.3%	44.2%	16.3%	11.6%	4.7%
Exempt Staff (129) 3.53	24%	37.2%	14%	17.1%	7.8%
Non-exempt Staff (137) 3.47	16.8%	43.8%	15.3%	18.2%	5.8%
Faculty (126) 3.65	25.4%	40.5%	12.7%	16.7%	4.8%
Decline to answer (55) 3.45	14.5%	41.8%	25.5%	10.9%	7.3%