

ModernThink  
 Your Voice, Your CC:  
 The Colorado College Employee Climate/Engagement  
 Survey  
 Colorado College  
 Benefit Satisfaction Survey



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

Your Overall (546) 3.88	23.1%	49.6%	20.9%	5% 1.4%
Administration (53) 4.15	35.4%	47%	14.6%	2.7% 0.3%
Exempt Staff (163) 3.96	23.3%	55.3%	16.2%	4% 1.1%
Non-exempt Staff (137) 3.83	21%	49.2%	23.2%	5% 1.6%
Faculty (131) 3.78	22.8%	43.3%	24.8%	7.1% 1.9%
Decline to answer (38) 3.71	15.4%	50.2%	27%	4.8% 2.7%

**1. Medical Insurance**

Your Overall (486) 4.03	27.2%	54.9%	12.1%	5.3% 0.4%
Administration (51) 4.2	39.2%	47.1%	7.8%	5.9% 0%
Exempt Staff (143) 4.03	21%	65.7%	9.1%	4.2% 0%
Non-exempt Staff (123) 4.07	30.1%	51.2%	14.6%	4.1% 0%
Faculty (128) 3.97	29.7%	47.7%	14.1%	7% 1.6%
Decline to answer (32) 3.94	18.8%	62.5%	12.5%	6.3% 0%

**2. Dental Insurance**

Your Overall (499) 3.94	24.4%	53.9%	13.8%	6.4% 1.4%
Administration (51) 4.12	35.3%	47.1%	11.8%	5.9% 0%
Exempt Staff (150) 4.01	20%	63.3%	14%	2.7% 0%
Non-exempt Staff (127) 3.87	22%	53.5%	15.7%	6.3% 2.4%
Faculty (128) 3.91	31.3%	43.8%	12.5%	10.2% 2.3%
Decline to answer (34) 3.74	14.7%	58.8%	14.7%	8.8% 2.9%

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**3. Vision Insurance**

Your Overall (450) 3.86	20.9%	51.8%	20%	6.7%	0.7%
Administration (46) 4.02	26.1%	54.3%	15.2%	4.3%	0%
Exempt Staff (139) 3.93	18.7%	59%	18.7%	3.6%	0%
Non-exempt Staff (118) 3.76	19.5%	48.3%	22.9%	7.6%	1.7%
Faculty (109) 3.88	26.6%	46.8%	15.6%	10.1%	0.9%
Decline to answer (30) 3.63	10%	50%	33.3%	6.7%	0%

**4. Sick Leave and Supplemental Sick Leave**

Your Overall (456) 4.1	30.7%	52.6%	13.6%	2.2%	0.9%
Administration (47) 4.17	36.2%	46.8%	14.9%	2.1%	0%
Exempt Staff (148) 4.21	33.1%	58.1%	6.8%	0.7%	1.4%
Non-exempt Staff (132) 4.1	28%	56.8%	12.1%	3%	0%
Faculty (83) 3.9	27.7%	42.2%	24.1%	4.8%	1.2%
Decline to answer (37) 4	29.7%	45.9%	21.6%	0%	2.7%

**5. Long-Term Disability Benefits**

Your Overall (444) 3.9	20.7%	50.5%	26.6%	2.3%	0%
Administration (43) 4.14	34.9%	46.5%	16.3%	2.3%	0%
Exempt Staff (135) 3.96	20%	57%	22.2%	0.7%	0%
Non-exempt Staff (121) 3.89	19.8%	50.4%	28.9%	0.8%	0%
Faculty (105) 3.75	19%	43.8%	30.5%	6.7%	0%
Decline to answer (34) 3.82	17.6%	47.1%	35.3%	0%	0%

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6. Life Insurance

Your Overall (461) 3.91	20.6%	52.9%	24.1%	2%0.4%
Administration (48) 4.25	35.4%	54.2%	10.4%	0%0%
Exempt Staff (141) 3.92	17%	59.6%	22%	1.4%0%
Non-exempt Staff (117) 3.91	19.7%	53.8%	24.8%	0.9%0.9%
Faculty (113) 3.82	22.1%	44.2%	28.3%	4.4%0.9%
Decline to answer (34) 3.74	14.7%	47.1%	35.3%	2.9%0%

7. Emeriti - Post Retirement Medical Benefits and Savings

Your Overall (399) 3.68	18.8%	43.6%	28.8%	4.5%4.3%
Administration (38) 4.08	34.2%	42.1%	21.1%	2.6%0%
Exempt Staff (108) 3.95	20.4%	59.3%	17.6%	0.9%1.9%
Non-exempt Staff (115) 3.52	19.1%	39.1%	25.2%	7.8% 8.7%
Faculty (97) 3.37	11.3%	30.9%	46.4%	6.2%5.2%
Decline to answer (33) 3.76	15.2%	48.5%	33.3%	3%0%

8. Prescription Drug Plan

Your Overall (428) 3.93	20.6%	55.1%	21%	3%0.2%
Administration (44) 4.05	29.5%	47.7%	20.5%	2.3%0%
Exempt Staff (126) 3.97	16.7%	65.9%	15.1%	2.4%0%
Non-exempt Staff (110) 3.94	20.9%	54.5%	21.8%	2.7%0%
Faculty (111) 3.86	23.4%	45.9%	25.2%	4.5%0.9%
Decline to answer (28) 3.82	14.3%	57.1%	25%	3.6%0%

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9. Vacation Leave

Your Overall (459) 4.07	32.5%	50.3%	11.1%	4.1%	2%
Administration (52) 4.44	51.9%	40.4%	7.7%	0%	0%
Exempt Staff (160) 4.26	36.3%	55.6%	6.9%	0.6%	0.6%
Non-exempt Staff (135) 3.93	23%	57%	12.6%	5.2%	2.2%
Faculty (66) 3.77	30.3%	34.8%	19.7%	12.1%	3%
Decline to answer (37) 3.76	24.3%	48.6%	13.5%	5.4%	8.1%

10. Retirement Plan (TIAA-CREF)

Your Overall (509) 4.23	37.9%	49.1%	11.6%	1%	0.4%
Administration (52) 4.48	55.8%	36.5%	7.7%	0%	0%
Exempt Staff (158) 4.31	40.5%	50%	9.5%	0%	0%
Non-exempt Staff (130) 4.21	35.4%	50.8%	13.1%	0.8%	0%
Faculty (123) 4.08	32.5%	48.8%	14.6%	2.4%	1.6%
Decline to answer (37) 4.11	27%	59.5%	10.8%	2.7%	0%

11. Tuition reimbursement employees

Your Overall (385) 4.1	35.1%	44.4%	16.1%	3.9%	0.5%
Administration (42) 4.29	45.2%	40.5%	11.9%	2.4%	0%
Exempt Staff (125) 4.19	37.6%	48%	10.4%	4%	0%
Non-exempt Staff (99) 3.94	30.3%	40.4%	23.2%	5.1%	1%
Faculty (86) 4.09	37.2%	40.7%	17.4%	3.5%	1.2%
Decline to answer (28) 3.93	17.9%	60.7%	17.9%	3.6%	0%

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12. Tuition reimbursement family members

Your Overall (367) 4.05	37.1%	40.9%	14.4%	5.7%	1.9%
Administration (39) 4.18	48.7%	30.8%	10.3%	10.3%	0%
Exempt Staff (112) 4.07	34.8%	46.4%	11.6%	5.4%	1.8%
Non-exempt Staff (90) 3.94	33.3%	38.9%	20%	4.4%	3.3%
Faculty (90) 4.13	41.1%	38.9%	13.3%	5.6%	1.1%
Decline to answer (29) 4.1	34.5%	48.3%	13.8%	0%	3.4%

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

Your Overall (356) 3.83	17.7%	49.7%	30.6%	1.7%	0.3%
Administration (38) 4.05	28.9%	47.4%	23.7%	0%	0%
Exempt Staff (113) 3.91	19.5%	53.1%	26.5%	0.9%	0%
Non-exempt Staff (92) 3.8	16.3%	48.9%	33.7%	1.1%	0%
Faculty (77) 3.69	16.9%	41.6%	36.4%	3.9%	1.3%
Decline to answer (29) 3.72	6.9%	62.1%	27.6%	3.4%	0%

14. Employee Assistance Program

Your Overall (375) 3.84	20.3%	47.2%	29.3%	2.4%	0.8%
Administration (41) 4.17	31.7%	53.7%	14.6%	0%	0%
Exempt Staff (120) 4.03	25.8%	53.3%	18.3%	2.5%	0%
Non-exempt Staff (102) 3.83	18.6%	46.1%	35.3%	0%	0%
Faculty (77) 3.47	13%	32.5%	45.5%	6.5%	2.6%
Decline to answer (28) 3.57	10.7%	46.4%	35.7%	3.6%	3.6%

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**15. Flexible Spending Accounts (Medical and Dependent)**

Your Overall (368) 3.95	25.3%	49.5%	21.7%	2.4%	1.1%
Administration (39) 4.15	30.8%	53.8%	15.4%	0%	0%
Exempt Staff (111) 4.11	29.7%	54.1%	14.4%	0.9%	0.9%
Non-exempt Staff (88) 3.84	21.6%	44.3%	30.7%	3.4%	0%
Faculty (95) 3.85	26.3%	43.2%	23.2%	4.2%	3.2%
Decline to answer (29) 3.86	13.8%	58.6%	27.6%	0%	0%

**16. Professional/Career Development Opportunities**

Your Overall (504) 3.75	20.8%	45.4%	23.4%	8.3%	2%
Administration (51) 4.18	37.3%	43.1%	19.6%	0%	0%
Exempt Staff (158) 3.78	21.5%	47.5%	19.6%	10.8%	0.6%
Non-exempt Staff (127) 3.66	17.3%	45.7%	24.4%	11%	1.6%
Faculty (122) 3.73	21.3%	42.6%	27.9%	4.1%	4.1%
Decline to answer (37) 3.49	10.8%	48.6%	24.3%	10.8%	5.4%

**17. Wellness Opportunities**

Your Overall (485) 3.87	17.5%	57.5%	20.4%	3.5%	1%
Administration (47) 4.11	23.4%	63.8%	12.8%	0%	0%
Exempt Staff (156) 3.9	16.7%	64.1%	14.1%	3.2%	1.9%
Non-exempt Staff (126) 3.91	19.8%	56.3%	19%	4.8%	0%
Faculty (111) 3.77	17.1%	48.6%	28.8%	4.5%	0.9%
Decline to answer (36) 3.61	11.1%	47.2%	36.1%	2.8%	2.8%

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

Your Overall (389) 3.42	16.5%	33.4%	31.6%	13.1%	5.4%
Administration (41) 3.61	17.1%	39%	31.7%	12.2%	0%
Exempt Staff (133) 3.5	18.8%	36.8%	26.3%	12%	6%
Non-exempt Staff (103) 3.4	15.5%	32%	34%	13.6%	4.9%
Faculty (73) 3.32	16.4%	26%	37%	13.7%	6.8%
Decline to answer (33) 3.27	12.1%	33.3%	33.3%	12.1%	9.1%

**19. Employee Events**

Your Overall (508) 3.72	13.2%	52.4%	29.3%	3.7%	1.4%
Administration (52) 3.96	25%	51.9%	19.2%	1.9%	1.9%
Exempt Staff (162) 3.81	14.8%	56.2%	25.3%	2.5%	1.2%
Non-exempt Staff (135) 3.71	10.4%	57%	27.4%	3.7%	1.5%
Faculty (113) 3.53	9.7%	41.6%	41.6%	6.2%	0.9%
Decline to answer (38) 3.63	10.5%	50%	34.2%	2.6%	2.6%

**20. Employee Recognition**

Your Overall (509) 3.51	11.8%	44%	30.6%	10.8%	2.8%
Administration (52) 3.87	23.1%	51.9%	17.3%	3.8%	3.8%
Exempt Staff (163) 3.58	11.7%	50.3%	23.9%	12.3%	1.8%
Non-exempt Staff (133) 3.43	10.5%	40.6%	33.8%	11.3%	3.8%
Faculty (115) 3.46	10.4%	39.1%	37.4%	12.2%	0.9%
Decline to answer (38) 3.32	7.9%	31.6%	50%	5.3%	5.3%

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21. Overall Satisfaction with Benefits

Your Overall (526) 4.07	22.4%	63.3%	12.7%	1.5%	0%
Administration (52) 4.38	44.2%	50%	5.8%	0%	0%
Exempt Staff (162) 4.08	19.8%	69.8%	9.3%	1.2%	0%
Non-exempt Staff (136) 4.07	20.6%	66.2%	13.2%	0%	0%
Faculty (129) 3.98	22.5%	58.1%	14.7%	4.7%	0%
Decline to answer (38) 3.89	13.2%	63.2%	23.7%	0%	0%

22. Tenure Clarity and Process

Your Overall (211) 3.65	15.6%	43.1%	33.2%	7.1%	0.9%
Administration (15) 3.6	20%	26.7%	46.7%	6.7%	0%
Exempt Staff (26) 3.5	15.4%	26.9%	50%	7.7%	0%
Non-exempt Staff (35) 3.29	5.7%	28.6%	54.3%	11.4%	0%
Faculty (118) 3.89	20.3%	55.1%	18.6%	5.1%	0.8%
Decline to answer (16) 3.06	0%	31.3%	50%	12.5%	6.3%

23. Physical Work Space Conditions

Your Overall (528) 3.67	22.3%	44.1%	16.5%	12.7%	4.4%
Administration (53) 4.32	43.4%	49.1%	3.8%	3.8%	0%
Exempt Staff (161) 3.71	24.2%	46%	12.4%	11.8%	5.6%
Non-exempt Staff (136) 3.65	18.4%	44.1%	25%	9.6%	2.9%
Faculty (131) 3.5	19.8%	39.7%	16%	19.8%	4.6%
Decline to answer (38) 3.34	10.5%	44.7%	21.1%	15.8%	7.9%