

Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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Average All Statements (1-18)

Your Overall (168) 3.58	18.3%	42.2%	24.8%	8.7%	6%
Administration (17) 4.04	32.7%	47.9%	12.8%	4.3%	2.3%
Faculty (77) 3.33	15.2%	32.9%	30.7%	11.9%	9.3%
Exempt Prof'l Staff (45) 3.82	20.9%	50.8%	20.3%	4.9%	3%
Non-exempt Staff (19) 3.72	17.8%	47.6%	24.7%	8.4%	1.5%

1. Medical Insurance

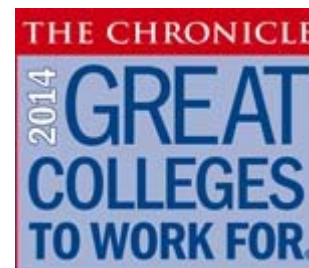
Your Overall (157) 3.68	17.2%	49%	20.4%	10.8%	2.5%
Administration (17) 4.24	35.3%	52.9%	11.8%	0%	0%
Faculty (75) 3.45	13.3%	38.7%	30.7%	14.7%	2.7%
Exempt Prof'l Staff (40) 3.88	20%	60%	10%	7.5%	2.5%
Non-exempt Staff (18) 3.83	16.7%	61.1%	11.1%	11.1%	0%

2. Dental Insurance

Your Overall (155) 3.47	13.5%	43.9%	23.2%	14.8%	4.5%
Administration (16) 4	31.3%	50%	6.3%	12.5%	0%
Faculty (73) 3.32	12.3%	35.6%	27.4%	20.5%	4.1%
Exempt Prof'l Staff (41) 3.46	12.2%	46.3%	24.4%	9.8%	7.3%
Non-exempt Staff (18) 3.78	11.1%	61.1%	22.2%	5.6%	0%

3. Vision Insurance

Your Overall (136) 3.5	17.6%	39%	23.5%	15.4%	4.4%
Administration (14) 4.29	35.7%	57.1%	7.1%	0%	0%
Faculty (61) 3.28	16.4%	27.9%	29.5%	19.7%	6.6%
Exempt Prof'l Staff (37) 3.76	18.9%	48.6%	24.3%	5.4%	2.7%
Non-exempt Staff (18) 3.33	11.1%	44.4%	11.1%	33.3%	0%



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4. Short-Term Disability Benefits

Your Overall (134) 3.69	17.2%	43.3%	33.6%	3.7%	2.2%
Administration (15) 4.07	26.7%	53.3%	20%	0%	0%
Faculty (57) 3.51	15.8%	33.3%	40.4%	7%	3.5%
Exempt Prof'l Staff (40) 3.93	22.5%	52.5%	22.5%	0%	2.5%
Non-exempt Staff (16) 3.56	6.3%	43.8%	50%	0%	0%

5. Long-Term Disability Benefits

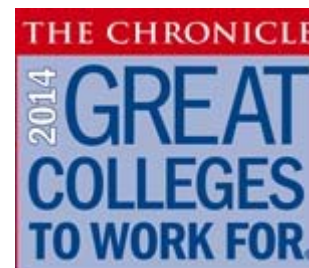
Your Overall (134) 3.68	15.7%	43.3%	35.8%	3.7%	1.5%
Administration (13) 4	23.1%	53.8%	23.1%	0%	0%
Faculty (59) 3.54	16.9%	32.2%	42.4%	5.1%	3.4%
Exempt Prof'l Staff (39) 3.92	17.9%	56.4%	25.6%	0%	0%
Non-exempt Staff (17) 3.47	5.9%	41.2%	47.1%	5.9%	0%

6. Life Insurance

Your Overall (152) 3.84	18.4%	53.3%	24.3%	2%	2%
Administration (17) 4.29	35.3%	58.8%	5.9%	0%	0%
Faculty (68) 3.66	16.2%	45.6%	30.9%	2.9%	4.4%
Exempt Prof'l Staff (44) 4	20.5%	59.1%	20.5%	0%	0%
Non-exempt Staff (17) 3.88	11.8%	64.7%	23.5%	0%	0%

7. Post Retirement Medical Benefits

Your Overall (127) 3.63	16.5%	40.2%	36.2%	3.9%	3.1%
Administration (13) 4.23	38.5%	46.2%	15.4%	0%	0%
Faculty (59) 3.42	16.9%	28.8%	40.7%	6.8%	6.8%
Exempt Prof'l Staff (34) 3.91	17.6%	55.9%	26.5%	0%	0%
Non-exempt Staff (15) 3.47	0%	46.7%	53.3%	0%	0%



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8. Vacation/PTO

Your Overall (140) 4.14	36.4%	45%	15%	2.9%	0.7%
Administration (17) 4.59	70.6%		17.6%	11.8%	0%
Faculty (53) 3.83	24.5%	39.6%	30.2%	5.7%	0%
Exempt Prof'l Staff (45) 4.36	42.2%	53.3%		2.2%	2.2%
Non-exempt Staff (19) 4.26	36.8%	52.6%		10.5%	0%

9. 403b/401k

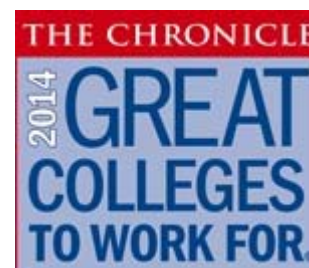
Your Overall (135) 3.66	15.6%	48.1%	25.2%	8.9%	2.2%
Administration (14) 4.14	35.7%	42.9%		21.4%	0%
Faculty (63) 3.57	15.9%	42.9%	25.4%	14.3%	1.6%
Exempt Prof'l Staff (39) 3.69	12.8%	53.8%	25.6%	5.1%	2.6%
Non-exempt Staff (14) 3.43	7.1%	50%	28.6%	7.1%	7.1%

10. Tuition Reimbursement for Employees

Your Overall (117) 3.12	17.9%	28.2%	22.2%	11.1%	20.5%
Administration (12) 3.33	25%	33.3%	8.3%	16.7%	16.7%
Faculty (47) 2.53	8.5%	17%	29.8%	8.5%	36.2%
Exempt Prof'l Staff (41) 3.71	24.4%	39%	22%	12.2%	2.4%
Non-exempt Staff (13) 3.62	30.8%	30.8%	15.4%	15.4%	7.7%

11. Tuition Reimbursement for Family Members

Your Overall (91) 2.2	7.7%	7.7%	22%	22%	40.7%
Administration (9) 2.56	11.1%	22.2%	11.1%	22.2%	33.3%
Faculty (45) 1.78	4.4%	0%	20%	20%	55.6%
Exempt Prof'l Staff (25) 2.76	12%	12%	36%	20%	20%
Non-exempt Staff (8) 2.63	12.5%	12.5%	12.5%	50%	12.5%



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12. Overall Satisfaction with Benefits

Your Overall (164) 3.68	14.6%	50%	26.2%	6.7%	2.4%
Administration (17) 4.18	23.5%	70.6%	5.9%	0%	0%
Faculty (77) 3.36	7.8%	39%	39%	10.4%	3.9%
Exempt Prof'l Staff (44) 4	20.5%	61.4%	15.9%	2.3%	0%
Non-exempt Staff (19) 3.95	26.3%	47.4%	21.1%	5.3%	0%

13. Professional/Career Development Programs

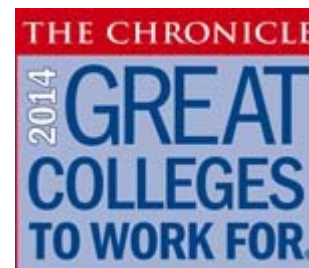
Your Overall (160) 3.28	17.5%	29.4%	26.3%	16.9%	10%
Administration (17) 3.76	29.4%	29.4%	29.4%	11.8%	0%
Faculty (74) 2.99	13.5%	21.6%	29.7%	20.3%	14.9%
Exempt Prof'l Staff (44) 3.52	20.5%	38.6%	20.5%	13.6%	6.8%
Non-exempt Staff (18) 3.61	22.2%	38.9%	22.2%	11.1%	5.6%

14. Tenure Clarity and Process

Your Overall (107) 3.51	17.8%	38.3%	28%	9.3%	6.5%
Administration (11) 4.27	36.4%	54.5%	9.1%	0%	0%
Faculty (72) 3.43	18.1%	38.9%	20.8%	12.5%	9.7%
Exempt Prof'l Staff (15) 3.4	6.7%	33.3%	53.3%	6.7%	0%
Non-exempt Staff (5) 3.6	20%	20%	60%	0%	0%

15. Housing Assistance Programs

Your Overall (40) 3.13	10%	17.5%	55%	10%	7.5%
Administration (6) 4	33.3%	50%	0%	16.7%	0%
Faculty (11) 2.27	0%	54.5%	18.2%	27.3%	0%
Exempt Prof'l Staff (15) 3.27	6.7%	20%	66.7%	6.7%	0%
Non-exempt Staff (6) 3.5	16.7%	16.7%	66.7%	0%	0%



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16. Physical Work Space Conditions

Your Overall (163) 3.79	21.5%	52.1%	14.1%	8%	4.3%
Administration (17) 3.76	23.5%	52.9%	5.9%	11.8%	5.9%
Faculty (76) 3.67	21.1%	43.4%	21.1%	10.5%	3.9%
Exempt Prof'l Staff (44) 3.89	25%	56.8%	6.8%	4.5%	6.8%
Non-exempt Staff (19) 3.95	21.1%	57.9%	15.8%	5.3%	0%

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

Your Overall (155) 3.92	27.1%	49%	16.1%	4.5%	3.2%
Administration (17) 4.35	41.2%	52.9%	5.9%	0%	0%
Faculty (67) 3.54	20.9%	34.3%	29.9%	7.5%	7.5%
Exempt Prof'l Staff (45) 4.27	33.3%	60%	6.7%	0%	0%
Non-exempt Staff (19) 4.05	31.6%	52.6%	5.3%	10.5%	0%

18. Work/Life Balance Programs

Your Overall (130) 3.61	16.9%	45.4%	25.4%	6.2%	6.2%
Administration (15) 3.93	20%	53.3%	26.7%	0%	0%
Faculty (57) 3.23	15.8%	28.1%	31.6%	12.3%	12.3%
Exempt Prof'l Staff (37) 3.89	16.2%	62.2%	18.9%	0%	2.7%
Non-exempt Staff (16) 4	25%	50%	25%	0%	0%