

ModernThink
2017 Campus Climate Survey
Metropolitan State University of Denver
Excluding Pre-loaded Student Employees
Benefit Satisfaction Report
Full Data Set



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

2017 Excluding Other (1000) 3.34	14.6%	37.1%	26.6%	11.1%	10.6%
Administrator (364) 3.57	18.4%	41.1%	25%	10.1%	5.5%
Affiliate Faculty (161) 2.33	6.7%	16.1%	23%	11.4%	42.8%
Category II or III Faculty (60) 3.55	15.3%	44.1%	27.3%	7%	6.3%
Classified Staff (91) 3.35	10.7%	38.1%	32.4%	13.1%	5.7%
Faculty (239) 3.29	12.6%	36.1%	28.6%	12.6%	10.1%

1. Medical Insurance

2017 Excluding Other (743) 3.57	21.9%	42.1%	16.8%	9.6%	9.6%
Administrator (332) 3.83	25.9%	45.5%	16.9%	8.7%	3%
Affiliate Faculty (54) 1.43	3.7%	1.9%	7.4%	7.4%	79.6%
Category II or III Faculty (51) 3.94	31.4%	39.2%	23.5%	3.9%	2%
Classified Staff (82) 3.63	15.9%	50%	19.5%	11%	3.7%
Faculty (209) 3.6	20.1%	45%	16.3%	12%	6.7%

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2. Dental Insurance

2017 Excluding Other (740) 3.57	18.8%	45%	19.3%	8.2%	8.6%
Administrator (332) 3.83	22.3%	49.1%	19.6%	6.9%	2.1%
Affiliate Faculty (54) 1.44	3.7%	1.9%	7.4%	9.3%	77.8%
Category II or III Faculty (51) 3.96	25.5%	49%	21.6%	3.9%	0%
Classified Staff (82) 3.8	20.7%	48.8%	20.7%	9.8%	0%
Faculty (206) 3.5	14.1%	47.1%	20.9%	10.7%	7.3%

3. Vision Insurance

2017 Excluding Other (679) 3.31	14%	38.9%	23.4%	11.8%	11.9%
Administrator (300) 3.68	18.3%	46%	24%	8.3%	3.3%
Affiliate Faculty (55) 1.42	1.8%	1.8%	10.9%	7.3%	78.2%
Category II or III Faculty (47) 3.77	23.4%	40.4%	27.7%	6.4%	2.1%
Classified Staff (69) 3.04	8.7%	33.3%	21.7%	26.1%	10.1%
Faculty (194) 3.24	9.3%	40.2%	25.8%	14.9%	9.8%

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4. Short-Term Disability Benefits

2017 Excluding Other (638) 3.46	14.1%	41.8%	29%	5.6%	9.4%
Administrator (287) 3.78	18.8%	47.4%	28.9%	3.1%	1.7%
Affiliate Faculty (53) 1.45	1.9%	3.8%	9.4%	7.5%	77.4%
Category II or III Faculty (45) 3.69	13.3%	46.7%	35.6%	4.4%	0%
Classified Staff (75) 3.6	12%	46.7%	34.7%	2.7%	4%
Faculty (167) 3.41	11.4%	40.7%	31.1%	10.8%	6%

5. Long-Term Disability Benefits

2017 Excluding Other (609) 3.44	13.5%	40.6%	32%	4.8%	9.2%
Administrator (272) 3.78	16.9%	48.5%	32%	1.1%	1.5%
Affiliate Faculty (52) 1.4	1.9%	1.9%	9.6%	7.7%	78.8%
Category II or III Faculty (43) 3.74	16.3%	44.2%	37.2%	2.3%	0%
Classified Staff (70) 3.53	12.9%	38.6%	40%	5.7%	2.9%
Faculty (160) 3.4	11.3%	38.8%	34.4%	10%	5.6%

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6. Life Insurance

2017 Excluding Other (707) 3.51	15%	43.1%	28.7%	4.7%	8.5%
Administrator (315) 3.86	20%	50.8%	26%	1.9%	1.3%
Affiliate Faculty (52) 1.44	1.9%	1.9%	11.5%	7.7%	76.9%
Category II or III Faculty (48) 3.79	16.7%	52.1%	25%	6.3%	0%
Classified Staff (79) 3.62	12.7%	45.6%	36.7%	1.3%	3.8%
Faculty (197) 3.39	11.2%	38.1%	35%	9.6%	6.1%

7. Post Retirement Medical Benefits

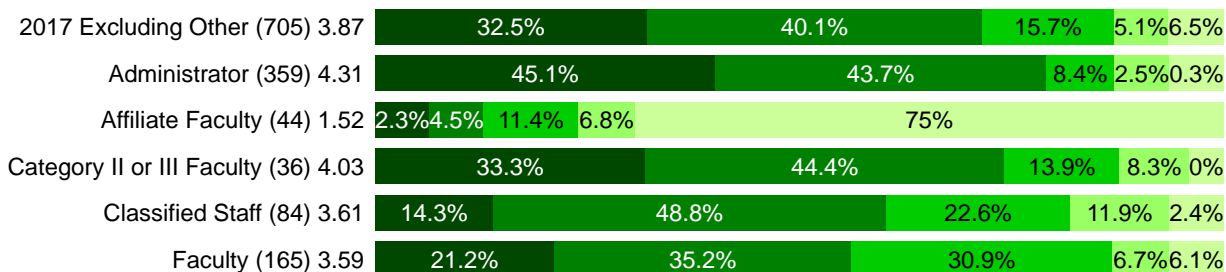
2017 Excluding Other (509) 3.08	11.4%	26.1%	37.9%	8.1%	16.5%
Administrator (219) 3.53	16.4%	34.2%	39.3%	6.4%	3.7%
Affiliate Faculty (58) 1.69	5.2%	6.9%	10.3%	6.9%	70.7%
Category II or III Faculty (35) 3.54	8.6%	40%	48.6%	2.9%	0%
Classified Staff (52) 3.21	9.6%	26.9%	44.2%	13.5%	5.8%
Faculty (132) 2.73	6.8%	17.4%	40.9%	11.4%	23.5%

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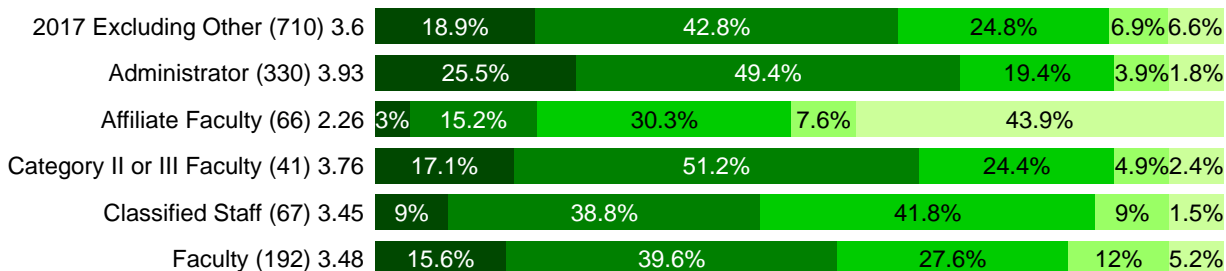


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8. Vacation/PTO



9. 403b/401k



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10. Tuition Reimbursement for Employees

2017 Excluding Other (672) 2.58	6.1%	18.8%	25.7%	25.6%	23.8%
Administrator (321) 2.64	8.4%	19%	21.8%	30.2%	20.6%
Affiliate Faculty (62) 2.06	4.8%	11.3%	21%	11.3%	51.6%
Category II or III Faculty (37) 2.68	8.1%	24.3%	21.6%	18.9%	27%
Classified Staff (73) 2.7	2.7%	26%	26%	28.8%	16.4%
Faculty (165) 2.58	3%	17.6%	35.8%	21.2%	22.4%

11. Tuition Reimbursement for Family Members

2017 Excluding Other (609) 2.2	4.3%	9.7%	25.1%	23.2%	37.8%
Administrator (282) 2.36	7.1%	11%	24.8%	24.8%	32.3%
Affiliate Faculty (60) 1.93	3.3%	8.3%	18.3%	18.3%	51.7%
Category II or III Faculty (33) 2.18	3%	15.2%	24.2%	12.1%	45.5%
Classified Staff (54) 2.59	3.7%	18.5%	29.6%	29.6%	18.5%
Faculty (167) 1.9	0.6%	4.2%	26.9%	21.6%	46.7%

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12. Wellness Benefits (Healthy moves, counseling services, Annual Health fair, etc.)

2017 Excluding Other (750) 3.4	11.1%	39.6%	34.3%	8.4%	6.7%
Administrator (339) 3.66	14.5%	46%	31.6%	7.1%	0.9%
Affiliate Faculty (71) 2.54	8.5%	19.7%	25.4%	9.9%	36.6%
Category II or III Faculty (45) 3.64	8.9%	55.6%	28.9%	4.4%	2.2%
Classified Staff (81) 3.47	11.1%	39.5%	38.3%	7.4%	3.7%
Faculty (200) 3.21	7.5%	32%	42.5%	9.5%	8.5%

13. Overall Satisfaction with Benefits

2017 Excluding Other (835) 3.43	9.5%	48.7%	25.1%	8.1%	8.5%
Administrator (359) 3.77	13.6%	57.4%	22.8%	5%	1.1%
Affiliate Faculty (87) 1.9	4.6%	6.9%	20.7%	9.2%	58.6%
Category II or III Faculty (56) 3.73	8.9%	62.5%	21.4%	7.1%	0%
Classified Staff (85) 3.48	5.9%	48.2%	36.5%	7.1%	2.4%
Faculty (231) 3.34	6.5%	46.3%	27.7%	13.4%	6.1%

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14. Professional/Career Development Programs

2017 Excluding Other (863) 3.26	8.9%	37.9%	30.1%	16%	7.1%
Administrator (355) 3.3	11.3%	36.6%	28.7%	17.7%	5.6%
Affiliate Faculty (119) 2.96	4.2%	29.4%	36.1%	18.5%	11.8%
Category II or III Faculty (58) 3.36	5.2%	53.4%	22.4%	10.3%	8.6%
Classified Staff (83) 2.95	2.4%	26.5%	42.2%	21.7%	7.2%
Faculty (230) 3.44	11.3%	44.8%	27.4%	10%	6.5%

15. Tenure Clarity and Process

2017 Excluding Other (442) 3.29	12.7%	34.6%	30.5%	13.1%	9%
Administrator (81) 3.47	14.8%	30.9%	44.4%	6.2%	3.7%
Affiliate Faculty (56) 2.71	1.8%	17.9%	46.4%	17.9%	16.1%
Category II or III Faculty (36) 3.03	5.6%	30.6%	41.7%	5.6%	16.7%
Classified Staff (28) 2.93	0%	28.6%	39.3%	28.6%	3.6%
Faculty (233) 3.44	16.7%	41.6%	19.7%	12.9%	9%

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16. Physical Work Space Conditions

2017 Excluding Other (899) 3.29	11.5%	38.8%	25.5%	16.2%	8%
Administrator (363) 3.48	13.2%	44.9%	24.2%	12.4%	5.2%
Affiliate Faculty (137) 3.09	10.2%	27.7%	32.8%	19.7%	9.5%
Category II or III Faculty (58) 2.95	1.7%	41.4%	24.1%	15.5%	17.2%
Classified Staff (87) 3.22	8%	39.1%	28.7%	14.9%	9.2%
Faculty (236) 3.23	13.6%	33.9%	22.9%	21.2%	8.5%

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

2017 Excluding Other (786) 3.57	23.4%	35.1%	22.5%	12.8%	6.1%
Administrator (340) 3.36	19.7%	31.8%	21.2%	19.1%	8.2%
Affiliate Faculty (97) 3.62	21.6%	36.1%	28.9%	9.3%	4.1%
Category II or III Faculty (51) 4.14	35.3%	47.1%	13.7%	3.9%	0%
Classified Staff (79) 3.52	21.5%	31.6%	30.4%	10.1%	6.3%
Faculty (202) 3.8	28.7%	38.6%	20.8%	7.9%	4%

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18. Work/Life Balance Programs

2017 Excluding Other (773) 3.38	13.2%	33%	37.6%	10.5%	5.7%
Administrator (340) 3.4	13.2%	33.5%	37.4%	11.8%	4.1%
Affiliate Faculty (89) 3.42	16.9%	34.8%	31.5%	6.7%	10.1%
Category II or III Faculty (54) 3.46	11.1%	37%	42.6%	5.6%	3.7%
Classified Staff (80) 3.31	11.3%	31.3%	40%	12.5%	5%
Faculty (194) 3.36	13.9%	30.9%	38.7%	10.3%	6.2%