

Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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**Average All Statements (1-17)**

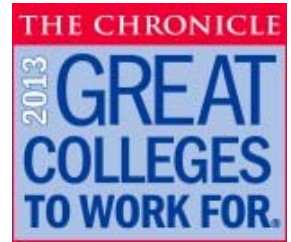
Your Overall (858) 3.29	11.9%	39.1%	26.6%	11.6%	10.9%
Administration (237) 3.62	17.5%	46.1%	22.3%	9.1%	4.9%
Affiliate Faculty (135) 2.32	5.4%	17.1%	22.9%	13.3%	41.3%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.34	9.1%	43.6%	28.2%	10.5%	8.6%
Classified Staff (132) 3.24	7.6%	38.5%	32.7%	13.2%	8%
Faculty (262) 3.33	11.7%	38.9%	28.6%	12.6%	8.3%

**1. Medical Insurance**

Your Overall (664) 3.44	17.2%	44.6%	14%	13.1%	11.1%
Administration (217) 3.83	23%	52.5%	11.5%	10.1%	2.8%
Affiliate Faculty (57) 1.54	5.3%	3.5%	7%	8.8%	75.4%
Category II Faculty (e.g. Visiting, Instructor) (29) 3.31	13.8%	37.9%	20.7%	20.7%	6.9%
Classified Staff (121) 3.55	14%	48.8%	18.2%	15.7%	3.3%
Faculty (232) 3.51	17.2%	45.7%	15.5%	14.2%	7.3%

**2. Dental Insurance**

Your Overall (664) 3.41	15.4%	44.3%	18.1%	10.4%	11.9%
Administration (217) 3.81	22.1%	50.7%	17.5%	5.1%	4.6%
Affiliate Faculty (57) 1.58	5.3%	3.5%	8.8%	8.8%	73.7%
Category II Faculty (e.g. Visiting, Instructor) (28) 3.32	7.1%	42.9%	32.1%	10.7%	7.1%
Classified Staff (124) 3.6	12.1%	53.2%	21.8%	8.9%	4%
Faculty (230) 3.4	14.8%	43%	17.4%	17%	7.8%



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### 3. Vision Insurance

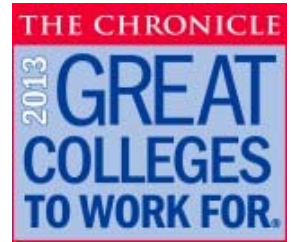
Your Overall (568) 3.1	12.7%	34.2%	21.3%	14.3%	17.6%
Administration (178) 3.71	20.2%	44.9%	21.9%	11.2%	1.7%
Affiliate Faculty (57) 1.53	1.8%	5.3%	10.5%	8.8%	73.7%
Category II Faculty (e.g. Visiting, Instructor) (24) 3.04	4.2%	37.5%	29.2%	16.7%	12.5%
Classified Staff (95) 2.49	5.3%	22.1%	20%	22.1%	30.5%
Faculty (209) 3.31	13.9%	37.8%	23.4%	14.8%	10%

### 4. Short-Term Disability Benefits

Your Overall (578) 3.35	10.6%	40%	33.9%	5%	10.6%
Administration (186) 3.82	17.7%	52.7%	25.3%	2.2%	2.2%
Affiliate Faculty (54) 1.54	1.9%	3.7%	14.8%	5.6%	74.1%
Category II Faculty (e.g. Visiting, Instructor) (29) 3.34	3.4%	41.4%	48.3%	0%	6.9%
Classified Staff (111) 3.45	7.2%	41.4%	43.2%	5.4%	2.7%
Faculty (188) 3.36	9.6%	35.6%	41%	8.5%	5.3%

### 5. Long-Term Disability Benefits

Your Overall (557) 3.32	10.4%	39.3%	33.8%	5.2%	11.3%
Administration (180) 3.85	17.8%	53.9%	25%	2.2%	1.1%
Affiliate Faculty (55) 1.53	1.8%	3.6%	14.5%	5.5%	74.5%
Category II Faculty (e.g. Visiting, Instructor) (29) 3.34	0%	51.7%	37.9%	3.4%	6.9%
Classified Staff (98) 3.4	8.2%	36.7%	45.9%	5.1%	4.1%
Faculty (185) 3.31	9.2%	34.1%	41.6%	8.6%	6.5%



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### 6. Life Insurance

Your Overall (634) 3.39	10.1%	43.2%	31.1%	6.5%	9.1%
Administration (209) 3.83	14.8%	57.4%	24.9%	1.9%	1%
Affiliate Faculty (54) 1.52	1.9%	3.7%	11.1%	11.1%	72.2%
Category II Faculty (e.g. Visiting, Instructor) (31) 3.39	3.2%	51.6%	32.3%	6.5%	6.5%
Classified Staff (117) 3.54	8.5%	44.4%	40.2%	6%	0.9%
Faculty (214) 3.35	9.8%	36.9%	37.4%	10.3%	5.6%

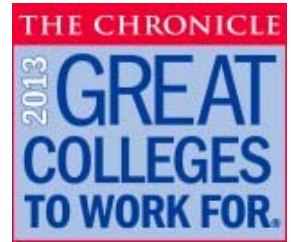
### 7. Post Retirement Medical Benefits

Your Overall (494) 3	7.3%	28.5%	37%	10.9%	16.2%
Administration (159) 3.52	11.9%	42.1%	35.8%	6.3%	3.8%
Affiliate Faculty (59) 1.71	0%	10.2%	15.3%	10.2%	64.4%
Category II Faculty (e.g. Visiting, Instructor) (23) 2.91	0%	21.7%	56.5%	13%	8.7%
Classified Staff (87) 2.98	5.7%	24.1%	43.7%	14.9%	11.5%
Faculty (161) 2.99	7.5%	24.8%	40.4%	13.7%	13.7%

### 8. Vacation/PTO

Your Overall (635) 3.67	22.4%	44.7%	18.6%	6.5%	7.9%
Administration (236) 4.19	35.2%	52.1%	9.7%	2.5%	0.4%
Affiliate Faculty (49) 1.86	4.1%	10.2%	16.3%	6.1%	63.3%
Category II Faculty (e.g. Visiting, Instructor) (18) 3.17	5.6%	38.9%	33.3%	11.1%	11.1%
Classified Staff (131) 3.6	15.3%	48.1%	19.1%	16%	1.5%
Faculty (191) 3.59	17.8%	41.9%	28.8%	4.7%	6.8%

**ModernThink**  
**2013 Campus Climate Survey**  
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**Benefit Satisfaction Report**  
**Full Data Set**



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**9. Retirement Plan**

Your Overall (739) 3.55	16.6%	45.3%	21.7%	9.6%	6.8%
Administration (231) 3.9	26%	49.8%	15.2%	6.1%	3%
Affiliate Faculty (81) 2.52	4.9%	24.7%	22.2%	13.6%	34.6%
Category II Faculty (e.g. Visiting, Instructor) (34) 3.71	20.6%	47.1%	20.6%	5.9%	5.9%
Classified Staff (128) 3.53	10.2%	47.7%	28.1%	13.3%	0.8%
Faculty (254) 3.58	15%	46.5%	24.8%	9.4%	4.3%

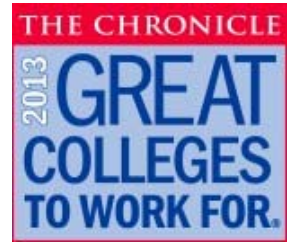
**10. Tuition Reimbursement for Employees**

Your Overall (580) 2.59	4.8%	21.9%	27.4%	19%	26.9%
Administration (201) 2.71	8.5%	25.4%	18.4%	24.4%	23.4%
Affiliate Faculty (55) 1.98	0%	7.3%	34.5%	7.3%	50.9%
Category II Faculty (e.g. Visiting, Instructor) (26) 2.77	3.8%	26.9%	34.6%	11.5%	23.1%
Classified Staff (118) 2.45	0.8%	19.5%	31.4%	20.3%	28%
Faculty (171) 2.74	5.3%	23.4%	33.3%	15.8%	22.2%

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

Your Overall (670) 3.43	12.4%	39.6%	34.2%	6.3%	7.6%
Administration (222) 3.65	16.2%	43.7%	31.5%	5.9%	2.7%
Affiliate Faculty (66) 2.48	3%	16.7%	39.4%	7.6%	33.3%
Category II Faculty (e.g. Visiting, Instructor) (32) 3.44	6.3%	53.1%	28.1%	3.1%	9.4%
Classified Staff (125) 3.54	13.6%	37.6%	41.6%	4%	3.2%
Faculty (215) 3.45	12.1%	40.9%	33%	7.4%	6.5%

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**12. Overall Satisfaction with Benefits**

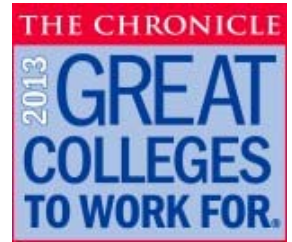
Your Overall (755) 3.37	9%	45.4%	28.7%	7.7%	9.1%
Administration (236) 3.84	17.8%	55.5%	20.8%	5.1%	0.8%
Affiliate Faculty (84) 1.82	1.2%	7.1%	19%	17.9%	54.8%
Category II Faculty (e.g. Visiting, Instructor) (34) 3.44	2.9%	61.8%	23.5%	0%	11.8%
Classified Staff (131) 3.44	3.8%	45.8%	43.5%	4.6%	2.3%
Faculty (259) 3.42	7.3%	46.7%	31.7%	9.7%	4.6%

**13. Professional/Career Development Programs**

Your Overall (770) 3.24	9.4%	37.9%	28.2%	16%	8.6%
Administration (232) 3.38	9.9%	43.1%	26.7%	15.5%	4.7%
Affiliate Faculty (108) 3.05	9.3%	29.6%	28.7%	21.3%	11.1%
Category II Faculty (e.g. Visiting, Instructor) (35) 3.43	11.4%	42.9%	28.6%	11.4%	5.7%
Classified Staff (126) 2.83	4%	23%	38.1%	21.4%	13.5%
Faculty (257) 3.36	11.7%	42%	25.3%	12.5%	8.6%

**14. Tenure Clarity and Process**

Your Overall (460) 3.1	7.2%	33%	31.5%	18.7%	9.6%
Administration (64) 3.48	12.5%	42.2%	31.3%	9.4%	4.7%
Affiliate Faculty (60) 2.6	0%	13.3%	48.3%	23.3%	15%
Category II Faculty (e.g. Visiting, Instructor) (17) 2.47	0%	23.5%	17.6%	41.2%	17.6%
Classified Staff (51) 3.1	2%	23.5%	60.8%	9.8%	3.9%
Faculty (262) 3.16	9.2%	37.4%	23.3%	20.6%	9.5%



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**15. Physical Work Space Conditions**

Your Overall (796) 3.26	11.2%	41.1%	20.1%	18.1%	9.5%
Administration (235) 3.48	15.7%	44.3%	20.4%	11.5%	8.1%
Affiliate Faculty (121) 2.91	9.1%	24.8%	25.6%	28.9%	11.6%
Category II Faculty (e.g. Visiting, Instructor) (36) 3.42	8.3%	55.6%	11.1%	19.4%	5.6%
Classified Staff (131) 3.14	6.1%	42.7%	20.6%	19.8%	10.7%
Faculty (261) 3.25	10.7%	42.1%	19.2%	17.6%	10.3%

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

Your Overall (689) 3.3	12.5%	39%	23.4%	16.3%	8.9%
Administration (213) 3.09	10.8%	33.3%	22.1%	22.1%	11.7%
Affiliate Faculty (93) 3.58	15.1%	47.3%	24.7%	6.5%	6.5%
Category II Faculty (e.g. Visiting, Instructor) (30) 3.97	33.3%	43.3%	13.3%	6.7%	3.3%
Classified Staff (121) 2.96	3.3%	38%	22.3%	24%	12.4%
Faculty (222) 3.5	15.3%	42.8%	24.8%	10.8%	6.3%

**17. Work/Life Balance Programs**

Your Overall (669) 3.24	9.6%	33.8%	35.4%	13.3%	7.9%
Administration (213) 3.29	9.9%	36.2%	33.8%	13.1%	7%
Affiliate Faculty (71) 3.3	14.1%	32.4%	32.4%	11.3%	9.9%
Category II Faculty (e.g. Visiting, Instructor) (31) 3.52	19.4%	38.7%	22.6%	12.9%	6.5%
Classified Staff (115) 3.23	3.5%	39.1%	40%	11.3%	6.1%
Faculty (228) 3.15	10.1%	28.5%	37.3%	14.9%	9.2%