

ModernThink 2010 Campus Climate Survey Metropolitan State College of Denver Job Category Benefit Satisfaction Report

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

Overall (793) 3.17	10.5%	33.5%	30%	14.5%	11.6%
Administration (190) 3.49	17.2%	40.9%	22.7%	12.1%	7%
Faculty (297) 3.15	9.5%	33.5%	31.1%	14.7%	11.3%
Affiliate Faculty (105) 2.48	5.2%	16.5%	32%	13.2%	33.1%
Classified Staff (142) 3.04	5.5%	30.6%	36.8%	16.8%	10.3%

1. Medical Insurance

Overall (619) 3.45	17.8%	43.1%	15.3%	13.4%	10.3%
Administration (174) 3.85	26.4%	48.9%	11.5%	9.8%	3.4%
Faculty (267) 3.52	16.9%	47.6%	15%	11.6%	9%
Affiliate Faculty (34) 1.71	2.9%	23.5%	11.8%	61.8%	0%
Classified Staff (128) 3.23	10.9%	40.6%	18.8%	19.5%	10.2%

2. Dental Insurance

Overall (620) 3.44	15.6%	44.4%	18.1%	11.9%	10%
Administration (173) 3.84	25.4%	48.6%	13.9%	9.2%	2.9%
Faculty (267) 3.44	14.6%	45.3%	18%	13.5%	8.6%
Affiliate Faculty (32) 1.69	3.1%	21.9%	12.5%	62.5%	0%
Classified Staff (132) 3.3	6.8%	49.2%	22%	11.4%	10.6%

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3. Vision Insurance

Overall (530) 3.17	13.6%	31.5%	26%	15.7%	13.2%
Administration (145) 3.72	22.1%	46.2%	17.9%	9.7%	4.1%
Faculty (233) 3.31	13.7%	34.8%	28.8%	14.2%	8.6%
Affiliate Faculty (31) 1.74	3.2%	0%	25.8%	9.7%	61.3%
Classified Staff (107) 2.5	4.7%	14%	30.8%	28%	22.4%

4. Short-Term Disability Benefits

Overall (551) 3.44	12%	37.7%	39.2%	4.5%	6.5%
Administration (151) 3.84	21.9%	46.4%	27.8%	2%	2%
Faculty (225) 3.41	8.4%	38.2%	42.7%	7.1%	3.6%
Affiliate Faculty (34) 1.85	2.9%	2.9%	29.4%	5.9%	58.8%
Classified Staff (124) 3.42	8.9%	34.7%	50%	2.4%	4%

5. Long-Term Disability Benefits

Overall (536) 3.39	11.2%	34.7%	42.4%	5.2%	6.5%
Administration (146) 3.81	20.5%	45.2%	30.8%	1.4%	2.1%
Faculty (227) 3.39	8.4%	35.7%	44.9%	8.4%	2.6%
Affiliate Faculty (34) 1.85	2.9%	2.9%	29.4%	5.9%	58.8%
Classified Staff (112) 3.27	7.1%	26.8%	57.1%	3.6%	5.4%

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6. Life Insurance

Overall (571) 3.42	9.3%	42.6%	35.6%	6.3%	6.3%
Administration (156) 3.8	18.6%	49.4%	27.6%	2.6%	1.9%
Faculty (242) 3.39	6.6%	41.7%	39.7%	7.9%	4.1%
Affiliate Faculty (33) 1.79	3%	0%	30.3%	6.1%	60.6%
Classified Staff (122) 3.43	4.9%	45.9%	38.5%	8.2%	2.5%

7. Post Retirement Medical Benefits

Overall (461) 2.95	6.5%	21.5%	44.3%	15.8%	11.9%
Administration (116) 3.33	12.9%	31.9%	35.3%	14.7%	5.2%
Faculty (202) 2.94	4.5%	22.8%	45.5%	16.3%	10.9%
Affiliate Faculty (34) 1.97	5.9%	2.9%	29.4%	5.9%	55.9%
Classified Staff (97) 2.91	4.1%	14.4%	56.7%	17.5%	7.2%

8. Vacation/PTO

Overall (598) 3.75	22.2%	46.3%	20.6%	6.4%	4.5%
Administration (187) 4.2	33.2%	57.2%	5.9%	3.7%	0%
Faculty (221) 3.61	20.8%	35.7%	31.7%	7.2%	4.5%
Affiliate Faculty (31) 2.06	3.2%	6.5%	35.5%	3.2%	51.6%
Classified Staff (141) 3.72	13.5%	56.7%	19.1%	9.9%	0.7%

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9. Retirement Plan

Overall (675) 3.45	14.2%	42.2%	25%	11.1%	7.4%
Administration (186) 3.8	21.5%	52.7%	12.9%	10.2%	2.7%
Faculty (287) 3.49	13.9%	43.9%	25.4%	10.5%	6.3%
Affiliate Faculty (50) 2.76	10%	16%	42%	4%	28%
Classified Staff (133) 3.14	6%	35.3%	33.8%	16.5%	8.3%

10. Tuition Reimbursement for Employees

Overall (537) 2.54	6.1%	14.9%	31.1%	22.3%	25.5%
Administration (162) 2.67	9.3%	17.3%	27.2%	23.5%	22.8%
Faculty (200) 2.62	6.5%	14%	37.5%	19%	23%
Affiliate Faculty (35) 2.09	0%	11.4%	28.6%	17.1%	42.9%
Classified Staff (124) 2.41	4%	15.3%	25.8%	27.4%	27.4%

11. Tuition Reimbursement for Family Members

Overall (480) 2.25	4.2%	9%	29.6%	21.9%	35.4%
Administration (138) 2.36	9.4%	9.4%	23.2%	23.9%	34.1%
Faculty (198) 2.19	3%	8.1%	30.3%	22.2%	36.4%
Affiliate Faculty (33) 2.09	0%	9.1%	33.3%	15.2%	42.4%
Classified Staff (98) 2.29	1%	11.2%	35.7%	19.4%	32.7%

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12. Overall Satisfaction with Benefits

Overall (697) 3.27	7.3%	41.3%	30.1%	13.3%	7.9%
Administration (188) 3.65	12.2%	55.9%	19.7%	9.6%	2.7%
Faculty (294) 3.33	7.5%	41.2%	33.7%	12.2%	5.4%
Affiliate Faculty (55) 1.84	0%	7.3%	21.8%	18.2%	52.7%
Classified Staff (141) 3.18	4.3%	34%	40.4%	17.7%	3.5%

13. Professional/Career Development Programs

Overall (697) 3.18	7.3%	37.6%	29.8%	16.6%	8.6%
Administration (186) 3.38	12.4%	44.1%	19.9%	16.7%	7%
Faculty (289) 3.18	6.9%	38.4%	31.1%	13.1%	10.4%
Affiliate Faculty (73) 3.25	5.5%	39.7%	32.9%	17.8%	4.1%
Classified Staff (130) 2.92	2.3%	27.7%	38.5%	22.3%	9.2%

14. Tenure Clarity and Process

Overall (450) 2.79	5.8%	23.3%	30.4%	24.7%	15.8%
Administration (70) 3.24	11.4%	27.1%	40%	17.1%	4.3%
Faculty (282) 2.63	5.3%	25.2%	18.4%	29.8%	21.3%
Affiliate Faculty (41) 2.73	2.4%	19.5%	43.9%	17.1%	17.1%
Classified Staff (46) 3.02	0%	15.2%	71.7%	13%	0%

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15. Housing Assistance Programs

Overall (211) 2.68	3.3%	7.1%	61.1%	11.4%	17.1%
Administration (51) 2.92	5.9%	11.8%	60.8%	11.8%	9.8%
Faculty (91) 2.36	3.3%	3.3%	49.5%	14.3%	29.7%
Affiliate Faculty (22) 2.95	4.5%	9.1%	72.7%	4.5%	9.1%
Classified Staff (42) 2.93	0%	7.1%	83.3%	4.8%	4.8%

16. Physical Work Space Conditions

Overall (728) 2.93	6.6%	30.9%	24.6%	24.9%	13%
Administration (188) 3.35	13.3%	39.4%	23.4%	17%	6.9%
Faculty (293) 2.74	3.8%	27%	25.6%	26.6%	17.1%
Affiliate Faculty (89) 2.73	5.6%	21.3%	27%	32.6%	13.5%
Classified Staff (139) 2.96	4.3%	35.3%	23.7%	25.2%	11.5%

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

Overall (596) 3.17	11.9%	32.7%	25.8%	19.1%	10.4%
Administration (165) 3.04	11.5%	29.7%	22.4%	24.2%	12.1%
Faculty (234) 3.44	15.8%	38.9%	26.1%	11.5%	7.7%
Affiliate Faculty (59) 3.51	13.6%	44.1%	27.1%	10.2%	5.1%
Classified Staff (125) 2.72	4.8%	20.8%	29.6%	31.2%	13.6%

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18. Work/Life Balance Programs

Overall (607) 3.11	6.4%	30.5%	39.4%	15%	8.7%
Administration (177) 3.21	8.5%	35%	33.9%	14.7%	7.9%
Faculty (234) 3.05	6%	29.1%	38.5%	16.7%	9.8%
Affiliate Faculty (54) 3.5	13%	37%	40.7%	5.6%	3.7%
Classified Staff (127) 2.98	2.4%	24.4%	50.4%	14.2%	8.7%