



2016 Employee Benefits Survey

University Senate Fringe Benefits Committee

Respondents

536 total responses

Approximately 50% of total number of Senate Constituents responded

Approximately 48% of respondents were Professional/Exempt Staff

Approximately 22% of respondents were Tenured Faculty

Approximately 18% of respondents were Other Faculty



Important Summary Points

Importance of Benefit Plan in Accepting Employment

359 respondents deemed it Important or Very Important

153 respondents deemed it Somewhat, Neutral, or Not Important

Competitiveness of Michigan Technological University Benefits

Majority feel that benefits offered are similar or somewhat competitive, not a ringing endorsement



Important Summary Points

HealthCare Benefit

Type of Plan

Majority in High Deductible, 353 respondents vs 134 respondents

High Deductible Plan

Majority enrolled in this plan are in 35-55 age categories

PPO enrollment is fairly even across age groups

Vast majority are Professional Staff Exempt

- Although keep in mind that ½ of respondents are in this category.
Approximately 2:1 ratio for both faculty and staff enrolled in this plan
Approximately 3:1 ratio for the \$60 to \$89K income group

Important Summary Points

Delayed Healthcare due to cost

- Over ½ of total respondents have delayed care
- Substantial amount in the 46-55 age category
- Majority are Professional Staff exempt

Concerned about Benefits

360 versus 154 Very Concerned or Concerned about Benefits

More concern among older respondents

Similar responses ratios among all employment category types



Important Summary Points

How competitive is Michigan Tech in terms of salary when compared to institutions that directly compete with Michigan Tech in hiring and retaining faculty and staff?

- 64.9 % (324) respondents deemed it competitive or somewhat competitive

How concerned are you about the status of salaries at Michigan Tech?

- 54.7 % (280) respondents are either very concerned or concerned
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Important Summary Points

Have you considered looking for and/or actively sought another position due to dissatisfaction with the benefits and/or salary at Michigan Tech?

- 46.5 % (237) respondents answered 'Yes'




Important Summary Points

Childcare

Overall, 37% of respondents indicated that childcare is a Very Important or Important issue to them, with 44% indicating some level of importance to the issue.

Age is a significant factor in defining childcare as an important issue.

Of respondents between 18-45 years old, 66% view the issue of childcare as being Very Important, Important, or Somewhat Important.



Important Summary Points

Women (49%) and Men (43%) almost equally view childcare as an important issue.

Interest in childcare is nearly equal across employment positions at the University: Tenured/Tenure-Track Faculty 48%; Untenured Faculty 46%; Professional Staff (exempt) 43%; and Professional Staff (non-exempt) 48%.

In their comments, respondents frequently mentioned frustration with the paucity of quality childcare in terms of limited options, limited space, and long wait lists.



Important Summary Points

Parking

” I strongly feel that faculty and staff should not have to pay for parking on campus to get to work.”

“Parking should be made free again, or the additional costs should be covered with a raise. If parking is not free, than the fees should go towards building a parking garage.”

“Parking: We now pay for parking but still struggle to find parking spots that don't require us to walk the full length of campus. I currently avoid any off-campus meetings between 9:00 and noon because I know I won't be able to get a parking spot again until people leave for lunch.”

Important Summary Points

TRIP Benefit

Approximately 60% of the respondents indicated that a larger (free) TRIP benefit is important or very important. These correspond primarily to mid-career employees.

The demography of the responses may suggest that an improved TRIP benefit as part of a comprehensive benefits package could help improve employee retention.



Important Summary Points

SDC Fee

Approximately 60% of the respondents indicated that free SDC membership is important or very important. These correspond primarily to early and mid-career employees.

Less than 15% of the respondents indicated that the SDC benefit was unimportant.

