Fringe Benefits Committee Survey Results
Prepared by Erin Pischke, December 2016

The following document presents the results from the University Senate’s Fringe Benefits Committee Survey. The findings are broken down by total number of responses and non-responses for any one question (labeled by blue headings), then presented by age, position at Tech and household income for each question. There were 536 total survey respondents. Graphs of each question’s findings can be found in Appendix A at the end of this document.

Age
There were 529 responses (7 skipped/no responses) for the question “What is your age?,” with the 36-45 age category/question response representing the majority of responses with 28.4% of the total.

Position at Tech
There were 533 responses (3 skipped/no responses) for the question “What is your employment status at Michigan Tech?,” with the “Professional staff (exempt)” category/question response representing the majority of responses with 47.8% of the total.

Household income
There were 519 responses (17 skipped/no responses) for the question “What is your annual household income?,” with the $60,000-89,999 category/question response representing the majority of responses with 31.8% of the total.

Time worked at Tech
There were 530 responses (6 skipped/no responses) for the question “How long have you worked at Michigan Tech?,” with the 11-20 years category/question response representing the majority of responses with 24.7% of the total.

When responses are broken down by age, the 1-5 years category with the 26-35 age bracket had the most responses with 74 (14%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the 1-5 years category with the Professional staff (exempt) position at Tech category had the most responses with 70 (13%). See Appendix A for visualized data in graph form.

When responses are broken down by household income, the 1-5 years category with the $60,000-89,999 income bracket had the most responses with 65 (12%). See Appendix A for visualized data in graph form.

Insured dependents
There were 532 responses (4 skipped/no responses) for the question “How many insured dependents do you have?,” with the “0” category/question response representing the majority of responses with 26.1% of the total.
When responses are broken down by **age**, the None category with the 26-35 age bracket had the most responses with 46 (9%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the None category with the Professional staff (exempt) position at Tech category had the most responses with 79 (15%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the None category with the $30,000-59,999 income bracket had the most responses with 48 (9%). See Appendix A for visualized data in graph form.

**Health plan**

There were 535 responses (1 skipped/no responses) for the question “What health plan do you currently have?,” with the HuskyCare High Deductible category/question response representing the majority of responses with 66.0% of the total.

When responses are broken down by **age**, the HuskyCare High Deductible Health Plan (HDHP) category with the 36-45 age bracket had the most responses with 106 (20%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the HuskyCare High Deductible Health Plan (HDHP) category with the Professional staff (exempt) position at Tech category had the most responses with 176 (33%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the HuskyCare High Deductible Health Plan (HDHP) category with the $60,000-89,999 income bracket had the most responses with 116 (22%). See Appendix A for visualized data in graph form.

**Importance of benefits package**

There were 512 responses (24 skipped/no responses) for the question “How important was the benefits package in making your decision to accept employment at Michigan Tech?,” with the “Important” category/question response representing the majority of responses with 36.1% of the total.

When responses are broken down by **age**, the Very important category with the 46-55 age bracket had the most responses with 55 (10%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Important category with the Professional staff(exempt) position at Tech category had the most responses with 101 (19%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Important category with the $60,000-89,999 income bracket had the most responses with 65 (12%). See Appendix A for visualized data in graph form.

**Competitiveness of benefits**

There were 481 responses (55 skipped/no responses) for the question “How competitive is Michigan Tech in terms of benefits when compared to institutions that directly compete with Michigan Tech in
hiring and retaining faculty?,” with the “Similar” category/question response representing the majority of responses with 34.1% of the total.

When responses are broken down by age, the Similar category with the 36-45 age bracket had the most responses with 53 (10%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the Similar category with the Professional staff (exempt) position at Tech category had the most responses with 85 (16%). See Appendix A for visualized data in graph form.

When responses are broken down by household income, the Somewhat competitive category with the $60,000-89,999 income bracket had the most responses with 51 (10%). See Appendix A for visualized data in graph form.

Delayed healthcare?
There were 513 responses (23 skipped/no responses) for the question “Have deductibles and co=pays associated with your health plan caused you or someone in your family to delay receiving healthcare?,” with the “Yes” category/question response representing the majority of responses with 53.6% of the total.

When responses are broken down by age, the Yes category with the 46-55 age bracket had the most responses with 89 (17%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the Yes category with the Professional staff (exempt) position at Tech category had the most responses with 146 (27%). See Appendix A for visualized data in graph form.

When responses are broken down by household income, the Yes category with the $60,000-89,999 income bracket had the most responses with 102 (19%). See Appendix A for visualized data in graph form.

Concern about benefits
There were 514 responses (22 skipped/no responses) for the question “How concerned are you about the status of benefits at Michigan Tech?,” with the “Very Concerned” category/question response representing the majority of responses with 33.9% of the total.

When responses are broken down by age, the Concerned category with the 36-45 age bracket had the most responses with 58 (11%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the Concerned category with the Professional staff (exempt) position at Tech category had the most responses with 90 (17%). See Appendix A for visualized data in graph form.

When responses are broken down by household income, the Very concerned category with the $60,000-89,999 income bracket had the most responses with 66 (12%). See Appendix A for visualized data in graph form.
Competitiveness of salary
There were 499 responses (37 skipped/no responses) for the question “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?,” with the “Somewhat Competitive” category/question response representing the majority of responses with 38.3% of the total.

When responses are broken down by age, the Somewhat competitive category with the 46-55 age bracket had the most responses with 54 (10%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the Somewhat competitive category with the Professional staff position at Tech category had the most responses with 98 (18%). See Appendix A for visualized data in graph form.

When responses are broken down by household income, the Somewhat competitive category with the $60,000-89,999 income bracket had the most responses with 63 (12%). See Appendix A for visualized data in graph form.

Concern about salary
There were 512 responses (24 skipped/no responses) for the question “How concerned are you about the status of salaries at Michigan Tech?,” with the “Concerned” category/question response representing the majority of responses with 29.7% of the total.

When responses are broken down by age, the Concerned category with the 36-45 age bracket had the most responses with 46 (9%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the Concerned category with the Professional staff (exempt) position at Tech category had the most responses with 86 (16%). See Appendix A for visualized data in graph form.

When responses are broken down by household income, the Very concerned category with the $60,000-89,999 income bracket had the most responses with 44 (8%). See Appendix A for visualized data in graph form.

Transparency at Tech
There were 506 responses (30 skipped/no responses) for the question “How would you characterize the degree of transparency and shared governance associated with salary and benefits decisions made at Michigan Tech?,” with the “Adequate” category/question response representing the majority of responses with 33% of the total.

When responses are broken down by age, the Poor category with the 46-55 age bracket had the most responses with 57 (11%). See Appendix A for visualized data in graph form.

When responses are broken down by position at Tech, the Adequate category with the Professional staff (exempt) position at Tech category had the most responses with 86 (16%). See Appendix A for visualized data in graph form.
When responses are broken down by **household income**, the Poor category with the $90,000-89,999 income bracket had the most responses with 53 (10%). See Appendix A for visualized data in graph form.

**Looking for another job?**
There were 510 responses (26 skipped/no responses) for the question “Have you considered looking for and/or actively sought another position due to dissatisfaction with the benefits and/or salary at Michigan Tech?,” with the “No” category/question response representing the majority of responses with 53.5% of the total.

When responses are broken down by **age**, the No category with the 36-45 age bracket had the most responses with 74 (14%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the No category with the Professional staff (exempt) position at Tech category had the most responses with 141 (26%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Yes category with the $60,000-89,999 income bracket had the most responses with 80 (15%). See Appendix A for visualized data in graph form.

**Tuition importance**
There were 514 responses (22 skipped/no responses) for the question “Tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses,” with the “Important” category/question response representing the majority of responses with 29.4% of the total.

When responses are broken down by **age**, the Important category with the 36-45 age bracket had the most responses with 46 (9%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Important category with the Professional staff (exempt) position at Tech category had the most responses with 75 (14%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Important category with the $60,000-89,999 income bracket had the most responses with 52 (10%). See Appendix A for visualized data in graph form.

**Parking importance**
There were 515 responses (21 skipped/no responses) for the question “Employee Parking,” with the “Important” category/question response representing the majority of responses with 35.9% of the total.

When responses are broken down by **age**, the Important category with the 46-55 age bracket had the most responses with 55 (10%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Important category with the Professional staff (exempt) position at Tech category had the most responses with 90 (17%). See Appendix A for visualized data in graph form.
When responses are broken down by **household income**, the Important category with the $60,000-89,999 income bracket had the most responses with 63 (12%). See Appendix A for visualized data in graph form.

**SDC fees**
There were 512 responses (24 skipped/no responses) for the question “Access fees for faculty and staff to the Student Development Complex (SDC),” with the “Important” category/question response representing the majority of responses with 33.0% of the total.

When responses are broken down by **age**, the Important category with the 36-45 age bracket had the most responses with 58 (11%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Important category with the Professional staff (exempt) position at Tech category had the most responses with 79 (15%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Important category with the $60,000-89,999 income bracket had the most responses with 53 (10%). See Appendix A for visualized data in graph form.

**Importance of hearing care**
There were 512 responses (24 skipped/no responses) for the question “Hearing care coverage under Michigan Tech healthcare plans,” with the “Important” category/question response representing the majority of responses with 29.1% of the total.

When responses are broken down by **age**, the Important category with the 46-55 age bracket had the most responses with 46 (9%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Neutral category with the Professional staff (exempt) position at Tech category had the most responses with 77 (14%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Neutral category with the $60,000-89,999 income bracket had the most responses with 47 (9%). See Appendix A for visualized data in graph form.

**Importance of childcare benefits**
There were 514 responses (22 skipped/no responses) for the question “Childcare benefits, e.g. pre-tax flexible spending accounts (FSA), back-up childcare, expanded childcare options, childcare assistance programs, etc.,” with the “Not important” category/question response representing the majority of responses with 31.9% of the total.

When responses are broken down by **age**, the Not important category with the 46-55 age bracket had the most responses with 57 (11%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Not important category with the Professional Staff (exempt) position at Tech category had the most responses with 91 (17%). See Appendix A for visualized data in graph form.
When responses are broken down by **household income**, the Not important category with the $60,000-89,999 income bracket had the most responses with 43 (8%). See Appendix A for visualized data in graph form.

**Importance of university procedures**
There were 512 responses (24 skipped/no responses) for the question “University-wide procedures and policies for employee accommodations, including circumstances related to spousal accommodation (e.g. dual-career) and professional accommodation (e.g., how non-union/non-tenured faculty positions are created, advertised and staffed),” with the “Neutral” category/question response representing the majority of responses with 28.1% of the total.

When responses are broken down by **age**, the Neutral category with the 46-55 age bracket had the most responses with 45 (8%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Neutral category with the Professional staff (exempt) position at Tech category had the most responses with 76 (14%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Important and Neutral categories, with the $60,000-89,999 income brackets having the most responses, both with 43 (8% each). See Appendix A for visualized data in graph form.

**Overall satisfaction with benefits**
There were 514 responses (22 skipped/no responses) for the question “Overall, how satisfied are you with Michigan Tech’s benefit package?,” with the “Satisfied” category/question response representing the majority of responses with 36.0% of the total.

When responses are broken down by **age**, the Satisfied category with the 36-45 age bracket had the most responses with 53 (10%). See Appendix A for visualized data in graph form.

When responses are broken down by **position at Tech**, the Satisfied category with the Professional staff (exempt) position at Tech category had the most responses with 95 (18%). See Appendix A for visualized data in graph form.

When responses are broken down by **household income**, the Satisfied category with both, the $60,000-89,999 and $90,000-120,000 income brackets having the most responses with 49 each (9% each). See Appendix A for visualized data in graph form.
Appendix A

What is your Age?

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 - 25</td>
<td>8</td>
</tr>
<tr>
<td>26 - 35</td>
<td>105</td>
</tr>
<tr>
<td>36 - 45</td>
<td>150</td>
</tr>
<tr>
<td>46 - 55</td>
<td>148</td>
</tr>
<tr>
<td>56 - 65</td>
<td>108</td>
</tr>
<tr>
<td>&gt;65</td>
<td>10</td>
</tr>
</tbody>
</table>

No response: 7

What is your employment status at Michigan Tech?

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
<td>43</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
<td>48</td>
</tr>
<tr>
<td>Tenured Faculty</td>
<td>119</td>
</tr>
<tr>
<td>Research Faculty</td>
<td>5</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
<td>63</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
<td>255</td>
</tr>
</tbody>
</table>

No response: 3
In the following tables, the “no responses” are not reported when there is no response for either of the variables presented (i.e., if there was no response for satisfaction with benefits AND no response for age).

**Gender**

<table>
<thead>
<tr>
<th>What is your sex?</th>
<th>Female</th>
<th>Male</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>231</td>
<td>292</td>
<td>2</td>
</tr>
</tbody>
</table>

No response: 11
**Time worked at Tech**

**How long have you worked at Michigan Tech?**

- <1 year: 31 responses
- 1 - 5 years: 161 responses
- 6 - 10 years: 114 responses
- 11 - 20 years: 131 responses
- 21+ years: 93 responses

No response: 6
Time worked at Michigan Tech, by Position at Tech

- Professional Staff (exempt)
- Professional Staff (non-exempt)
- Tenure-Track Faculty
- Tenured Faculty
- Research Faculty
- Untenured Faculty (lecturers or adjuncts)
- Professional Staff (exempt)
- Professional Staff (non-exempt)
- Research Faculty
- Tenured Faculty
- Tenure-Track Faculty
- Untenured Faculty (lecturers or adjuncts)
- No response

Number of responses

- 21+ years
- 11-20 years
- 6-10 years
- 1-5 years
- <1 year
How many insured dependents do you have?

- One: 117
- Two: 131
- Three: 86
- None: 139
- Four: 35
- Five or More: 24

No response: 4
Number of insured dependents, by income

<table>
<thead>
<tr>
<th>Number of Insured Dependents</th>
<th>Income Range</th>
<th>No Response</th>
<th>&gt;$120,000</th>
<th>&lt;$30,000</th>
<th>$90,000 - $120,000</th>
<th>$60,000 - $89,999</th>
<th>$30,000 - $59,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td>6</td>
<td>19</td>
<td>1</td>
<td>23</td>
<td>42</td>
<td>48</td>
</tr>
<tr>
<td>One</td>
<td></td>
<td>2</td>
<td>21</td>
<td></td>
<td>33</td>
<td>33</td>
<td>41</td>
</tr>
<tr>
<td>Two</td>
<td></td>
<td>4</td>
<td>31</td>
<td></td>
<td>35</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td>Three</td>
<td></td>
<td>1</td>
<td>21</td>
<td></td>
<td>22</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Four</td>
<td></td>
<td></td>
<td>13</td>
<td>6</td>
<td>14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Five or More</td>
<td></td>
<td></td>
<td>4</td>
<td>6</td>
<td>12</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

Number of responses

Health plan
What health plan do you currently have?

- Non-MTU Health Plan: 48 responses
- HuskyCare Preferred Provider Organization (PPO): 134 responses
- HuskyCare High Deductible Health Plan (HDHP): 353 responses

No response: 1

Type of health plan, by age

- HuskyCare High Deductible Health Plan (HDHP):
  - 56 - 65: 65 responses
  - 46 - 55: 98 responses
  - 36 - 45: 106 responses
- Non-MTU Health Plan:
  - 56 - 65: 7 responses
  - 46 - 55: 16 responses
  - 36 - 45: 12 responses
  - 26 - 35: 9 responses
  - 18 - 25: 2 responses
  - >65: 2 responses
- HuskyCare Preferred Provider Organization (PPO):
  - 56 - 65: 36 responses
  - 46 - 55: 34 responses
  - 36 - 45: 32 responses
  - 26 - 35: 23 responses
  - 18 - 25: 1 response
  - >65: 6 responses
- No response:
  - 56 - 65: 4 responses
  - 46 - 55: 12 responses
  - 36 - 45: 10 responses
  - 26 - 35: 7 responses
  - 18 - 25: 1 response
  - >65: 2 responses
Importance of benefits package

How important was the benefits package in making your decision to accept employment at Michigan Tech?

- Very Important: 174
- Somewhat Important: 59
- Not Important: 21
- Neutral: 73
- Important: 185

No response: 24
### Importance of benefits package in making your decision to accept employment at Michigan Tech, by age

<table>
<thead>
<tr>
<th>Importance of Benefits Package</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Important</td>
<td></td>
</tr>
<tr>
<td>56-65</td>
<td>49</td>
</tr>
<tr>
<td>46-55</td>
<td>49</td>
</tr>
<tr>
<td>36-45</td>
<td>49</td>
</tr>
<tr>
<td>26-35</td>
<td>47</td>
</tr>
<tr>
<td>18-25</td>
<td>2</td>
</tr>
<tr>
<td>&gt;65</td>
<td>2</td>
</tr>
<tr>
<td>Important</td>
<td></td>
</tr>
<tr>
<td>56-65</td>
<td>36</td>
</tr>
<tr>
<td>46-55</td>
<td>49</td>
</tr>
<tr>
<td>36-45</td>
<td>49</td>
</tr>
<tr>
<td>26-35</td>
<td>47</td>
</tr>
<tr>
<td>18-25</td>
<td>2</td>
</tr>
<tr>
<td>&gt;65</td>
<td>2</td>
</tr>
<tr>
<td>Neutral</td>
<td></td>
</tr>
<tr>
<td>56-65</td>
<td>15</td>
</tr>
<tr>
<td>46-55</td>
<td>14</td>
</tr>
<tr>
<td>36-45</td>
<td>25</td>
</tr>
<tr>
<td>26-35</td>
<td>15</td>
</tr>
<tr>
<td>18-25</td>
<td>1</td>
</tr>
<tr>
<td>&gt;65</td>
<td>2</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td></td>
</tr>
<tr>
<td>56-65</td>
<td>10</td>
</tr>
<tr>
<td>46-55</td>
<td>17</td>
</tr>
<tr>
<td>36-45</td>
<td>17</td>
</tr>
<tr>
<td>26-35</td>
<td>12</td>
</tr>
<tr>
<td>18-25</td>
<td>3</td>
</tr>
<tr>
<td>Not Important</td>
<td></td>
</tr>
<tr>
<td>56-65</td>
<td>6</td>
</tr>
<tr>
<td>46-55</td>
<td>5</td>
</tr>
<tr>
<td>36-45</td>
<td>7</td>
</tr>
<tr>
<td>26-35</td>
<td>3</td>
</tr>
</tbody>
</table>

Number of responses
Importance of benefits package in making your decision to accept employment at Michigan Tech, by position at Tech

<table>
<thead>
<tr>
<th>Importance of Benefits Package</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>No response</td>
<td>1</td>
</tr>
<tr>
<td>Untenured Faculty</td>
<td></td>
</tr>
<tr>
<td>Lecturers or adjuncts</td>
<td>13</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
<td>12</td>
</tr>
<tr>
<td>Tenured Faculty</td>
<td>43</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
<td>27</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
<td>78</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
<td></td>
</tr>
<tr>
<td>Research Faculty</td>
<td></td>
</tr>
<tr>
<td>Tenured Faculty</td>
<td>28</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
<td>20</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
<td>101</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
<td></td>
</tr>
<tr>
<td>Number of responses</td>
<td></td>
</tr>
<tr>
<td>0</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td></td>
</tr>
<tr>
<td>60</td>
<td></td>
</tr>
<tr>
<td>80</td>
<td></td>
</tr>
<tr>
<td>100</td>
<td></td>
</tr>
<tr>
<td>120</td>
<td></td>
</tr>
</tbody>
</table>
Importance of benefits package in making your decision to accept employment at Michigan Tech, by household income

<table>
<thead>
<tr>
<th>Household Income</th>
<th>Not Important</th>
<th>Somewhat Important</th>
<th>Important</th>
<th>Very Important</th>
<th>No response</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;$30,000</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>$30,000 - $59,999</td>
<td>3</td>
<td>7</td>
<td>1</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>$60,000 - $89,999</td>
<td>8</td>
<td>11</td>
<td>18</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>$90,000 - $120,000</td>
<td>8</td>
<td>8</td>
<td>11</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>$120,000+</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Number of responses

- Very Important: $90,000 - $120,000: 47, $30,000 - $59,999: 41, >$120,000: 65
- Important: $90,000 - $120,000: 35, $30,000 - $59,999: 40
- Neutral: $90,000 - $120,000: 16, $30,000 - $59,999: 12
- Somewhat Important: $90,000 - $120,000: 18, $30,000 - $59,999: 21
- Not Important: $90,000 - $120,000: 10, $30,000 - $59,999: 17
Competitiveness of benefits

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

- Very Competitive: 19
- Competitive: 82
- Similar: 164
- Somewhat Competitive: 137
- Not Competitive: 79

No response: 55
Competitiveness of Michigan Tech's benefits, by position at Tech

- Very Competitive
  - Tenure-Track Faculty: 3
  - Tenured Faculty: 2
  - Professional Staff (non-exempt): 3
  - Professional Staff (exempt): 11

- Competitively
  - Tenured Faculty: 12
  - Research Faculty: 1
  - Professional Staff (non-exempt): 14
  - Professional Staff (exempt): 47

- Similar
  - Untenured Faculty (lecturers or adjuncts): 11
  - Tenure-Track Faculty: 13
  - Tenured Faculty: 28
  - Research Faculty: 2
  - Professional Staff (non-exempt): 25
  - Professional Staff (exempt): 85

- Competitive
  - No response: 1
  - Untenured Faculty (lecturers or adjuncts): 12
  - Tenure-Track Faculty: 11
  - Tenured Faculty: 35
  - Research Faculty: 1
  - Professional Staff (non-exempt): 13
  - Professional Staff (exempt): 64

- Not Competitive
  - Untenured Faculty (lecturers or adjuncts): 8
  - Tenure-Track Faculty: 16
  - Tenured Faculty: 32
  - Professional Staff (non-exempt): 5
  - Professional Staff (exempt): 18

Number of responses
Competitiveness of Michigan Tech's benefits, by household income

- **>$120,000**: 7 responses
- **$90,000 - $120,000**: 2 responses
- **$60,000 - $89,999**: 4 responses
- **$30,000 - $59,999**: 6 responses
- **No response**
  - **>$120,000**: 1 response
  - **$90,000 - $120,000**: 21 responses
  - **$60,000 - $89,999**: 19 responses
  - **$30,000 - $59,999**: 22 responses
- **< $30,000**: 32 responses
- **$90,000 - $120,000**: 43 responses
- **$60,000 - $89,999**: 50 responses
- **$30,000 - $59,999**: 31 responses
- **No response**
  - **>$120,000**: 2 responses
  - **$90,000 - $120,000**: 27 responses
  - **$60,000 - $89,999**: 35 responses
  - **$30,000 - $59,999**: 22 responses
- **<$30,000**: 2 responses
- **Not Competitive**
  - **>$120,000**: 16 responses
  - **$90,000 - $120,000**: 26 responses
  - **$60,000 - $89,999**: 26 responses
  - **$30,000 - $59,999**: 9 responses
Delayed healthcare?

Have deductibles and co-pays associated with your health plan caused you or someone in your family to delay receiving healthcare?

- Yes: 275
- No: 238

No response: 23

Delayed healthcare visit, by age

- 18-25: 3 (No), 5 (Yes), 0 (No response)
- 26-35: 52 (No), 44 (Yes)
- 36-45: 68 (No), 79 (Yes)
- 46-55: 3 (No), 51 (Yes)
- 56-65: 89 (Yes)
- >65: 0 (No), 6 (Yes), 4 (No response), 1 (No response)
- No response: 14
Delayed healthcare visit, by position at Tech

- Professional staff (exempt): 146 (No), 103 (Yes), 6 (No response)
- Professional staff (non-exempt): 25 (No), 36 (Yes), 6 (No response)
- Tenured faculty: 66 (No), 45 (Yes), 8 (No response)
- Tenure-track faculty: 24 (No), 22 (Yes), 2 (No response)
- Un-tenured faculty: 18 (No), 22 (Yes), 3 (No response)
- No response: 0, 2, 1

Delayed healthcare visit, by household income

- <$30K: 1 (No), 0 (Yes), 0 (No response)
- $30-59K: 4 (No), 7 (Yes), 2 (No response)
- $60-89K: 56 (No), 102 (Yes), 7 (No response)
- $90-120K: 4 (No), 74 (Yes), 4 (No response)
- >$120K: 5 (No), 69 (Yes), 5 (No response)
- No response: 10, 4, 3
Concern about benefits

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

- Very Concerned: 174
- Concerned: 186
- Neutral: 68
- Somewhat Concerned: 66
- Not Concerned: 20

No response: 22
Concern about benefits at Michigan Tech, by age

- **Very Concerned**
  - No response: 3
  - 56-65: 41
  - 46-55: 49
  - 36-45: 18
  - 26-35: 10
  - >65: 6

- **Concerned**
  - No response: 1
  - 56-65: 38
  - 46-55: 51
  - 36-45: 30
  - 26-35: 25
  - 18-25: 4
  - >65: 4

- **Neutral**
  - No response: 1
  - 56-65: 10
  - 46-55: 10
  - 36-45: 20
  - 26-35: 25
  - 18-25: 2

- **Somewhat Concerned**
  - No response: 1
  - 56-65: 12
  - 46-55: 17
  - 36-45: 17
  - 26-35: 18
  - 18-25: 2

- **Not Concerned**
  - No response: 6
  - 56-65: 4
  - 46-55: 3
  - 36-45: 7
  - 26-35: 7
<table>
<thead>
<tr>
<th>Concern about benefits at Michigan Tech, by position at Tech</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Concern level</td>
</tr>
<tr>
<td>No response</td>
</tr>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
</tr>
<tr>
<td>Tenured Faculty</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
</tr>
<tr>
<td>Very Concerned</td>
</tr>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
</tr>
<tr>
<td>Tenured Faculty</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
</tr>
<tr>
<td>Concerned</td>
</tr>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
</tr>
<tr>
<td>Tenured Faculty</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
</tr>
<tr>
<td>Neutral</td>
</tr>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
</tr>
<tr>
<td>Tenured Faculty</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
</tr>
<tr>
<td>Somewhat Concerned</td>
</tr>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
</tr>
<tr>
<td>Tenured Faculty</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
</tr>
<tr>
<td>Not Concerned</td>
</tr>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
</tr>
<tr>
<td>Tenured Faculty</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
</tr>
</tbody>
</table>
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?

- Very Competitive: 7
- Competitive: 61
- Similar: 107
- Somewhat Competitive: 191
- Not Competitive: 133

No response: 37
Competitiveness of salary, by age

| Age Group | Very Competitive | Competitive | Similar | No response | Somewhat Competitive | Not Competitive
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>56 - 65</td>
<td>4</td>
<td>2</td>
<td>16</td>
<td>0</td>
<td>32</td>
<td>27</td>
</tr>
<tr>
<td>46 - 55</td>
<td>1</td>
<td>11</td>
<td>31</td>
<td>1</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>26 - 35</td>
<td>2</td>
<td>12</td>
<td>25</td>
<td>2</td>
<td>34</td>
<td>23</td>
</tr>
<tr>
<td>18 - 25</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>&gt;65</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>5</td>
</tr>
</tbody>
</table>

Number of responses
Competitiveness of salary, by position at Tech

- **Very Competitive**
  - Tenured Faculty: 1
  - Professional Staff (non-exempt): 1
  - Professional Staff (exempt): 5
- **Competitive**
  - Untenured Faculty (lecturers or adjuncts): 5
  - Tenure-Track Faculty: 10
  - Tenured Faculty: 12
  - Professional Staff (non-exempt): 7
  - Professional Staff (exempt): 27
- **Similar**
  - No response: 1
  - Untenured Faculty (lecturers or adjuncts): 7
  - Tenure-Track Faculty: 9
  - Tenured Faculty: 16
  - Research Faculty: 2
  - Professional Staff (non-exempt): 16
  - Professional Staff (exempt): 56
- **Somewhat Competitive**
  - Untenured Faculty (lecturers or adjuncts): 16
  - Tenure-Track Faculty: 18
  - Tenured Faculty: 35
  - Professional Staff (non-exempt): 24
  - Professional Staff (exempt): 98
- **Not Competitive**
  - Untenured Faculty (lecturers or adjuncts): 11
  - Tenure-Track Faculty: 9
  - Tenured Faculty: 47
  - Research Faculty: 2
  - Professional Staff (non-exempt): 14
  - Professional Staff (exempt): 50
Competitiveness of salary, by household income

Not Competitive

No response

>$120,000

$90,000 - $120,000

$30,000 - $59,999

Somewhat Competitive

No response

>$120,000

$90,000 - $120,000

$60,000 - $89,999

$30,000 - $59,999

Competitive

No response

>$120,000

$90,000 - $120,000

$60,000 - $89,999

$30,000 - $59,999

Very Competitive

No response

>$120,000

$90,000 - $120,000

$30,000 - $59,999

Number of responses

$30,000 - $59,999

$60,000 - $89,999

$90,000 - $120,000

>$120,000

<$30,000
Concern about salary

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

- Very Concerned: 128
- Concerned: 152
- Neutral: 123
- Somewhat Concerned: 85
- Not Concerned: 24

No response: 24
Concern about the status of salaries, by age

- **No response**
  - 56 - 65: 3
  - 46 - 55: 30
  - 36 - 45: 7
  - 26 - 35: 1
  - 18 - 25: 1
  - >65: 7

- **Very Concerned**
  - 56 - 65: 37
  - 46 - 55: 33
  - 36 - 45: 17
  - 26 - 35: 1
  - 18 - 25: 7
  - >65: 1

- **Concern**
  - 56 - 65: 43
  - 46 - 55: 46
  - 36 - 45: 28
  - 26 - 35: 2
  - 18 - 25: 2
  - >65: 1

- **Neutral**
  - 56 - 65: 41
  - 46 - 55: 28
  - 36 - 45: 28
  - 26 - 35: 1
  - 18 - 25: 2
  - >65: 1

- **Somewhat Concerned**
  - 56 - 65: 26
  - 46 - 55: 20
  - 36 - 45: 15
  - 26 - 35: 3
  - 18 - 25: 1
  - >65: 3

- **Not Concerned**
  - 56 - 65: 9
  - 46 - 55: 7
  - 36 - 45: 5
  - 26 - 35: 3

Number of responses
Concerned about salaries, by household income

<table>
<thead>
<tr>
<th>Household Income</th>
<th>Very Concerned</th>
<th>Concerned</th>
<th>Neutral</th>
<th>Somewhat Concerned</th>
<th>Not Concerned</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; $30,000</td>
<td>1</td>
<td></td>
<td>6</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>$30,000 - $59,999</td>
<td>26</td>
<td>34</td>
<td>30</td>
<td>20</td>
<td>5</td>
</tr>
<tr>
<td>$60,000 - $89,999</td>
<td>22</td>
<td>35</td>
<td>30</td>
<td>17</td>
<td>8</td>
</tr>
<tr>
<td>$90,000 - $120,000</td>
<td>4</td>
<td>42</td>
<td>38</td>
<td>26</td>
<td>5</td>
</tr>
<tr>
<td>&gt; $120,000</td>
<td>1</td>
<td>42</td>
<td>42</td>
<td>27</td>
<td>6</td>
</tr>
</tbody>
</table>

Number of responses
How would you characterize the degree of transparency and shared governance associated with salary and benefits decisions made at Michigan Tech?

- Very Good: 18
- Good: 72
- Adequate: 167
- Poor: 155
- Very Poor: 94

No response: 30
<table>
<thead>
<tr>
<th>Degree of transparency and shared governance associated with salary and benefits, by age</th>
<th>18 - 25</th>
<th>26 - 35</th>
<th>36 - 45</th>
<th>46 - 55</th>
<th>56 - 65</th>
<th>&gt;65</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Good</td>
<td>3</td>
<td>7</td>
<td>13</td>
<td>17</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Good</td>
<td>3</td>
<td>3</td>
<td>20</td>
<td>18</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>Adequate</td>
<td>3</td>
<td>3</td>
<td>47</td>
<td>37</td>
<td>29</td>
<td>1</td>
</tr>
<tr>
<td>Poor</td>
<td>1</td>
<td>4</td>
<td>43</td>
<td>32</td>
<td>29</td>
<td>2</td>
</tr>
<tr>
<td>Very Poor</td>
<td>1</td>
<td>9</td>
<td>27</td>
<td>23</td>
<td>27</td>
<td>2</td>
</tr>
<tr>
<td>No response</td>
<td>2</td>
<td>2</td>
<td>32</td>
<td>32</td>
<td>32</td>
<td>2</td>
</tr>
</tbody>
</table>
### Degree of transparency and shared governance associated with salary and benefits, by position at Tech

<table>
<thead>
<tr>
<th>Position</th>
<th>Very Poor</th>
<th>Poor</th>
<th>Adequate</th>
<th>Good</th>
<th>Very Good</th>
</tr>
</thead>
<tbody>
<tr>
<td>Untenured Faculty (lecturers or adjuncts)</td>
<td>31</td>
<td>2</td>
<td>22</td>
<td>16</td>
<td>1</td>
</tr>
<tr>
<td>Tenure-Track Faculty</td>
<td>30</td>
<td>12</td>
<td>22</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>Tenured Faculty</td>
<td>30</td>
<td>12</td>
<td>22</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>Professional Staff (non-exempt)</td>
<td>30</td>
<td>12</td>
<td>22</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>Professional Staff (exempt)</td>
<td>30</td>
<td>12</td>
<td>22</td>
<td>13</td>
<td>3</td>
</tr>
</tbody>
</table>

Number of responses

- No response: 86
- Professional Staff (exempt): 73
- Tenured Faculty: 40
- Tenure-Track Faculty: 40
- Untenured Faculty (lecturers or adjuncts): 31
Degree of transparency and shared governance associated with salary and benefits, by household income

- **Very Good**
  - >$120,000: 7
  - $90,000 - $120,000: 3
  - $60,000 - $89,999: 6
  - $30,000 - $59,999: 2
  - No response: 1

- **Good**
  - >$120,000: 18
  - $90,000 - $120,000: 17
  - $60,000 - $89,999: 19
  - $30,000 - $59,999: 17
  - No response: 6

- **Adequate**
  - >$120,000: 29
  - <$30,000: 1
  - $90,000 - $120,000: 45
  - $60,000 - $89,999: 45
  - $30,000 - $59,999: 41

- **Poor**
  - >$120,000: 29
  - $90,000 - $120,000: 45
  - $60,000 - $89,999: 53
  - $30,000 - $59,999: 24

- **Very Poor**
  - >$120,000: 33
  - $90,000 - $120,000: 20
  - $60,000 - $89,999: 25
  - $30,000 - $59,999: 14

Number of responses
Looking for another job?

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

Sought another job, by age

- **Yes**
- **No**
- **No response**

No response: 26
Sought another job, by position at Tech

- Professional staff (exempt): 141
- Professional staff (non-exempt): 107
- Tenured faculty: 53
- Tenure-track faculty: 27
- Research faculty: 3
- Tenure-track faculty: 7
- Un-tenured faculty: 4
- No response: 0

Sought another job, by age

- Number of responses: 160
- Professionals staff (exempt): 141
- Professionals staff (non-exempt): 107
- Tenured faculty: 53
- Tenure-track faculty: 27
- Research faculty: 3
- Tenure-track faculty: 7
- Un-tenured faculty: 4
- No response: 0

Sought another job, by household income

- Number of responses: 90
- <$30K: 100
- $30-59K: 50
- $60-89K: 48
- $90-120K: 77
- >$120K: 80
- No response: 64

Sought another job, by household income

- Number of responses: 90
- <$30K: 100
- $30-59K: 50
- $60-89K: 48
- $90-120K: 77
- >$120K: 80
- No response: 64
Importance of tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses

- Very Important: 139
- Important: 151
- Neutral: 93
- Somewhat Important: 46
- Not Important: 85

No response: 22
Importance of tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by age
<table>
<thead>
<tr>
<th>Importance</th>
<th>Professional Staff (exempt)</th>
<th>Professional Staff (non-exempt)</th>
<th>Tenured Faculty</th>
<th>Tenure-Track Faculty</th>
<th>Untenured Faculty (lecturers or adjuncts)</th>
<th>Research Faculty</th>
<th>Professional Staff (non-exempt)</th>
<th>Professional Staff (exempt)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Important</td>
<td>61</td>
<td>22</td>
<td>29</td>
<td>1</td>
<td>14</td>
<td>12</td>
<td>1</td>
<td>29</td>
</tr>
<tr>
<td>Important</td>
<td>35</td>
<td>16</td>
<td>10</td>
<td>10</td>
<td>9</td>
<td>9</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>Neutral</td>
<td>45</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>25</td>
<td>6</td>
<td>2</td>
<td>5</td>
<td>2</td>
<td>2</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Not Important</td>
<td>43</td>
<td>8</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

Importance of Tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by position at Tech
### Importance of Tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by household income

<table>
<thead>
<tr>
<th>Importance</th>
<th>$&lt;30,000</th>
<th>$30,000 - $59,999</th>
<th>$60,000 - $89,999</th>
<th>$90,000 - $120,000</th>
<th>&gt;$120,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Important</td>
<td>6</td>
<td>16</td>
<td>22</td>
<td>22</td>
<td>0</td>
</tr>
<tr>
<td>Neutral</td>
<td>3</td>
<td>31</td>
<td>37</td>
<td>44</td>
<td>52</td>
</tr>
<tr>
<td>Important</td>
<td>3</td>
<td>31</td>
<td>37</td>
<td>44</td>
<td>52</td>
</tr>
<tr>
<td>Very Important</td>
<td>2</td>
<td>24</td>
<td>37</td>
<td>37</td>
<td>52</td>
</tr>
<tr>
<td>No response</td>
<td>3</td>
<td>31</td>
<td>37</td>
<td>44</td>
<td>52</td>
</tr>
</tbody>
</table>
Importance of Employee Parking

- Very Important: 130
- Important: 185
- Neutral: 89
- Somewhat Important: 49
- Not Important: 62

No response: 21
<table>
<thead>
<tr>
<th>Importance of Employee Parking, by age</th>
<th>Number of responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>No response</td>
<td>1</td>
</tr>
<tr>
<td>Very Important</td>
<td></td>
</tr>
<tr>
<td>56 - 65</td>
<td>26</td>
</tr>
<tr>
<td>46 - 55</td>
<td>32</td>
</tr>
<tr>
<td>36 - 45</td>
<td>39</td>
</tr>
<tr>
<td>26 - 35</td>
<td>3</td>
</tr>
<tr>
<td>18 - 25</td>
<td>3</td>
</tr>
<tr>
<td>&gt;65</td>
<td>3</td>
</tr>
<tr>
<td>Important</td>
<td></td>
</tr>
<tr>
<td>56 - 65</td>
<td>34</td>
</tr>
<tr>
<td>46 - 55</td>
<td>49</td>
</tr>
<tr>
<td>36 - 45</td>
<td>36</td>
</tr>
<tr>
<td>26 - 35</td>
<td>21</td>
</tr>
<tr>
<td>18 - 25</td>
<td>29</td>
</tr>
<tr>
<td>&gt;65</td>
<td>3</td>
</tr>
<tr>
<td>Neutral</td>
<td></td>
</tr>
<tr>
<td>56 - 65</td>
<td>17</td>
</tr>
<tr>
<td>46 - 55</td>
<td>21</td>
</tr>
<tr>
<td>36 - 45</td>
<td>19</td>
</tr>
<tr>
<td>26 - 35</td>
<td>19</td>
</tr>
<tr>
<td>&gt;65</td>
<td>3</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td></td>
</tr>
<tr>
<td>56 - 65</td>
<td>13</td>
</tr>
<tr>
<td>46 - 55</td>
<td>12</td>
</tr>
<tr>
<td>36 - 45</td>
<td>17</td>
</tr>
<tr>
<td>26 - 35</td>
<td>5</td>
</tr>
<tr>
<td>&gt;65</td>
<td>1</td>
</tr>
<tr>
<td>Not Important</td>
<td></td>
</tr>
<tr>
<td>56 - 65</td>
<td>17</td>
</tr>
<tr>
<td>46 - 55</td>
<td>16</td>
</tr>
<tr>
<td>36 - 45</td>
<td>18</td>
</tr>
<tr>
<td>26 - 35</td>
<td>11</td>
</tr>
</tbody>
</table>
### Importance of Employee Parking, by position at Tech

<table>
<thead>
<tr>
<th>Importance</th>
<th>Untenured Faculty (lecturers or adjuncts)</th>
<th>Tenure-Track Faculty</th>
<th>Tenured Faculty</th>
<th>Professional Staff (non-exempt)</th>
<th>Professional Staff (exempt)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Important</td>
<td>12</td>
<td>10</td>
<td>30</td>
<td>15</td>
<td>63</td>
</tr>
<tr>
<td>Important</td>
<td>11</td>
<td>21</td>
<td>33</td>
<td>25</td>
<td>90</td>
</tr>
<tr>
<td>Neutral</td>
<td>9</td>
<td>7</td>
<td>21</td>
<td>11</td>
<td>40</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>5</td>
<td>3</td>
<td>11</td>
<td>5</td>
<td>25</td>
</tr>
<tr>
<td>Not Important</td>
<td>3</td>
<td>5</td>
<td>17</td>
<td>6</td>
<td>31</td>
</tr>
</tbody>
</table>

**Number of responses**
Importance of Employee Parking, by household income

- **$30,000 - $59,999**
  - No response: 3
  - Very Important: 24
  - Important: 35
  - Neutral: 32
  - Somewhat Important: 35
  - Not Important: 6

- **$60,000 - $89,999**
  - No response: 6
  - Very Important: 30
  - Important: 50
  - Neutral: 30
  - Somewhat Important: 18
  - Not Important: 15

- **$90,000 - $120,000**
  - No response: 3
  - Very Important: 23
  - Important: 30
  - Neutral: 18
  - Somewhat Important: 17
  - Not Important: 17

- **>$120,000**
  - No response: 1
  - Very Important: 22
  - Important: 20
  - Neutral: 13
  - Somewhat Important: 20
  - Not Important: 6
Importance of access fees for faculty and staff to the Student Development Complex (SDC)

- Very Important: 122
- Important: 169
- Neutral: 110
- Somewhat Important: 42
- Not Important: 69

No response: 24
Importance of Access fees for faculty and staff to the Student Development Complex, by age

No response

Very Important

Important

Neutral

Somewhat Important

Not Important

Number of responses
Importance of Access fees for faculty and staff to the Student Development Complex, by position at Tech

- Professional Staff (exempt)
- Professional Staff (non-exempt)
- Research Faculty
- Tenured Faculty
- Tenure-Track Faculty
- Untenured Faculty (lecturers or adjuncts)

No response

Important

Neutral

Somewhat Important

Not Important

Number of responses
Importance of Access fees for faculty and staff to the Student Development Complex, by household income

- **Not Important**: 1
  - $30,000 - $59,999: 2
  - $60,000 - $89,999: 8
  - $90,000 - $120,000: 1
- **Somewhat Important**: 1
  - $30,000 - $59,999: 1
  - $60,000 - $89,999: 7
  - $90,000 - $120,000: 10
- **Neutral**: 1
  - $30,000 - $59,999: 8
  - $60,000 - $89,999: 16
- **Important**: 1
  - $30,000 - $59,999: 11
  - $60,000 - $89,999: 16
- **Very Important**: 1
  - $30,000 - $59,999: 14
- **>$120,000**: 1
  - $30,000 - $59,999: 1
  - $60,000 - $89,999: 7
  - $90,000 - $120,000: 10
- **No response**: 1
  - $30,000 - $59,999: 2
  - $60,000 - $89,999: 22
  - $90,000 - $120,000: 37
- **<$30,000**: 1
  - $30,000 - $59,999: 2
  - $60,000 - $89,999: 22
  - $90,000 - $120,000: 37
- **$30,000 - $59,999**: 1
  - $30,000 - $59,999: 37
  - $60,000 - $89,999: 35
- **$60,000 - $89,999**: 1
  - $30,000 - $59,999: 38
- **$90,000 - $120,000**: 1
  - $30,000 - $59,999: 38
- **>120,000**: 1
  - $30,000 - $59,999: 53
Importance of hearing care coverage under Michigan Tech healthcare plans

- Very Important: 103
- Important: 149
- Neutral: 142
- Somewhat Important: 48
- Not Important: 70

No response: 24
Importance of hearing care, by age

Number of responses
Importance of childcare benefits

Importance of childcare benefits, e.g. pre-tax flexible spending accounts (FSA), back-up childcare, expanded childcare options, childcare assistance programs, etc.

No response: 22
Importance of childcare benefits, by position at Tech

- Not Important
  - Untenured Faculty (lecturers or adjuncts)
  - Tenure-Track Faculty
  - Tenured Faculty
  - Research Faculty
  - Professional Staff (non-exempt)
  - Professional Staff (exempt)
  - Number of responses: 91

- Important
  - Untenured Faculty (lecturers or adjuncts)
  - Tenure-Track Faculty
  - Tenured Faculty
  - Research Faculty
  - Professional Staff (non-exempt)
  - Professional Staff (exempt)
  - Number of responses: 53

- Somewhat Important
  - Untenured Faculty (lecturers or adjuncts)
  - Tenure-Track Faculty
  - Tenured Faculty
  - Professional Staff (non-exempt)
  - Professional Staff (exempt)
  - Number of responses: 17

- Neutral
  - Untenured Faculty (lecturers or adjuncts)
  - Tenure-Track Faculty
  - Tenured Faculty
  - Research Faculty
  - Professional Staff (non-exempt)
  - Professional Staff (exempt)
  - Number of responses: 27

- Important
  - Untenured Faculty (lecturers or adjuncts)
  - Tenure-Track Faculty
  - Tenured Faculty
  - Research Faculty
  - Professional Staff (non-exempt)
  - Professional Staff (exempt)
  - Number of responses: 49

- Very Important
  - Untenured Faculty (lecturers or adjuncts)
  - Tenure-Track Faculty
  - Professional Staff (exempt)
  - Number of responses: 39

- Professional Staff (exempt)
  - Number of responses: 22

- Professional Staff (non-exempt)
  - Number of responses: 12

- Tenured Faculty
  - Number of responses: 21

- Tenure-Track Faculty
  - Number of responses: 12

- Research Faculty
  - Number of responses: 1

- Untenured Faculty (lecturers or adjuncts)
  - Number of responses: 6

- Not Important
  - Number of responses: 8

- Important
  - Number of responses: 4

- Somewhat Important
  - Number of responses: 4

- Neutral
  - Number of responses: 3

- Very Important
  - Number of responses: 1
Importance of childcare benefits, by household income

<table>
<thead>
<tr>
<th>Income Range</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>$30,000 - $59,999</td>
<td>27</td>
</tr>
<tr>
<td>$60,000 - $89,999</td>
<td>29</td>
</tr>
<tr>
<td>$90,000 - $120,000</td>
<td>23</td>
</tr>
<tr>
<td>$120,000+</td>
<td>22</td>
</tr>
<tr>
<td>No response</td>
<td>1</td>
</tr>
</tbody>
</table>

Importance Levels:
- Very Important
- Important
- Neutral
- Somewhat Important
- Not Important
Importance of university procedures

Importance of university-wide procedures and policies for employee accommodations, including circumstances related to spousal accommodation and professional accommodation

<table>
<thead>
<tr>
<th>Importance Level</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Important</td>
<td>90</td>
</tr>
<tr>
<td>Important</td>
<td>138</td>
</tr>
<tr>
<td>Neutral</td>
<td>144</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>51</td>
</tr>
<tr>
<td>Not Important</td>
<td>89</td>
</tr>
</tbody>
</table>

No response: 24
Importance of university-wide procedures and policies for employee accommodations, by position at Tech

- Very Important:
  - Untenured Faculty (lecturers or adjuncts): 4
  - Tenure-Track Faculty: 20
  - Tenured Faculty: 25
  - Research Faculty: 1
  - Professional Staff (non-exempt): 7
  - Professional Staff (exempt): 33

- Important:
  - Untenured Faculty (lecturers or adjuncts): 17
  - Tenure-Track Faculty: 11
  - Tenured Faculty: 41
  - Professional Staff (non-exempt): 15
  - Professional Staff (exempt): 54

- Neutral:
  - No response: 1
  - Untenured Faculty (lecturers or adjuncts): 12
  - Tenure-Track Faculty: 7
  - Tenured Faculty: 20
  - Research Faculty: 3
  - Professional Staff (non-exempt): 25
  - Professional Staff (exempt): 76

- Somewhat Important:
  - Untenured Faculty (lecturers or adjuncts): 2
  - Tenure-Track Faculty: 5
  - Tenured Faculty: 15
  - Professional Staff (non-exempt): 5
  - Professional Staff (exempt): 24

- Not Important:
  - Untenured Faculty (lecturers or adjuncts): 5
  - Tenure-Track Faculty: 3
  - Tenured Faculty: 10
  - Professional Staff (non-exempt): 10
  - Professional Staff (exempt): 61
Importance of university-wide procedures and policies for employee accommodations, by household income

- **No response**
  - $30,000 - $59,999: 21
  - $60,000 - $89,999: 18
  - $90,000 - $120,000: 16
  - $120,000 or more: 3

- **Very Important**
  - $30,000 - $59,999: 10
  - $60,000 - $89,999: 9
  - $90,000 - $120,000: 8
  - $120,000 or more: 7

- **Important**
  - $30,000 - $59,999: 7
  - $60,000 - $89,999: 7
  - $90,000 - $120,000: 7
  - $120,000 or more: 6

- **Neutral**
  - $30,000 - $59,999: 5
  - $60,000 - $89,999: 5
  - $90,000 - $120,000: 5
  - $120,000 or more: 5

- **Somewhat Important**
  - $30,000 - $59,999: 4
  - $60,000 - $89,999: 4
  - $90,000 - $120,000: 4
  - $120,000 or more: 4

- **Not Important**
  - $30,000 - $59,999: 3
  - $60,000 - $89,999: 3
  - $90,000 - $120,000: 3
  - $120,000 or more: 3

**Number of responses**

- $30,000 - $59,999: 17
- $60,000 - $89,999: 27
- $90,000 - $120,000: 31
- $120,000 or more: 36
Overall, how satisfied are you with Michigan Tech's benefit package?

- Very Satisfied: 20
- Satisfied: 185
- Neutral: 120
- Somewhat Unsatisfied: 133
- Very Unsatisfied: 56

No response: 22
Overall satisfaction with Michigan Tech’s benefit package, by age

Number of responses

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Somewhat Unsatisfied</th>
<th>Unsatisfied</th>
<th>Very Unsatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>56 - 65</td>
<td>4</td>
<td>32</td>
<td>25</td>
<td>28</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>46 - 55</td>
<td>2</td>
<td>44</td>
<td>25</td>
<td>28</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>36 - 45</td>
<td>6</td>
<td>46</td>
<td>26</td>
<td>36</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>26 - 35</td>
<td>8</td>
<td>53</td>
<td>26</td>
<td>36</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>18 - 25</td>
<td>1</td>
<td>41</td>
<td>26</td>
<td>36</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>&gt; 65</td>
<td>2</td>
<td>52</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

No response

Overall satisfaction with Michigan Tech’s benefit package, by age.
Overall satisfaction with Michigan Tech’s benefit package, by position at Tech

- Untenured Faculty (lecturers or adjuncts)
  - Very Unsatisfied: 7
  - Unhappy: 8
  - Neutral: 12
  - Happy: 10
- Tenure-Track Faculty
  - Very Unsatisfied: 9
  - Unhappy: 11
  - Neutral: 17
  - Happy: 33
- Tenured Faculty
  - Very Unsatisfied: 25
  - Unhappy: 23
  - Neutral: 30
  - Happy: 33
- Professional Staff (non-exempt)
  - Very Unsatisfied: 30
  - Unhappy: 10
  - Neutral: 14
  - Happy: 63
- Professional Staff (exempt)
  - Very Unsatisfied: 95
  - Unhappy: 64
  - Neutral: 33
  - Happy: 1
- Research Faculty
  - Very Unsatisfied: 1
  - Unhappy: 1
  - Neutral: 1
  - Happy: 5
- Tenured Faculty
  - Very Unsatisfied: 1
  - Unhappy: 5
  - Neutral: 13
  - Happy: 25
- Untenured Faculty (lecturers or adjuncts)
  - Very Unsatisfied: 1
  - Unhappy: 7
  - Neutral: 8
  - Happy: 25
- Tenure-Track Faculty
  - Very Unsatisfied: 3
  - Unhappy: 13
  - Neutral: 1
  - Happy: 25
- Tenured Faculty
  - Very Unsatisfied: 3
  - Unhappy: 13
  - Neutral: 1
  - Happy: 25
- Professional Staff (non-exempt)
  - Very Unsatisfied: 3
  - Unhappy: 13
  - Neutral: 1
  - Happy: 25
- Professional Staff (exempt)
  - Very Unsatisfied: 3
  - Unhappy: 13
  - Neutral: 1
  - Happy: 25

Number of responses
Overall satisfaction with Michigan Tech's benefit package, by household income

Number of responses

Overall satisfaction with Michigan Tech's benefit package, by household income

Very Satisfied

-$30,000 - $59,999

-$60,000 - $89,999

-$90,000 - $120,000

>$120,000

Satisfied

<$30,000

-$90,000 - $120,000

-$60,000 - $89,999

-$30,000 - $59,999

No response

Neutral

-$90,000 - $120,000

-$60,000 - $89,999

-$30,000 - $59,999

No response

Somewhat Unsatisfied

-$90,000 - $120,000

-$60,000 - $89,999

-$30,000 - $59,999

No response

Very Unsatisfied

-$90,000 - $120,000

-$60,000 - $89,999

-$30,000 - $59,999