

## 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

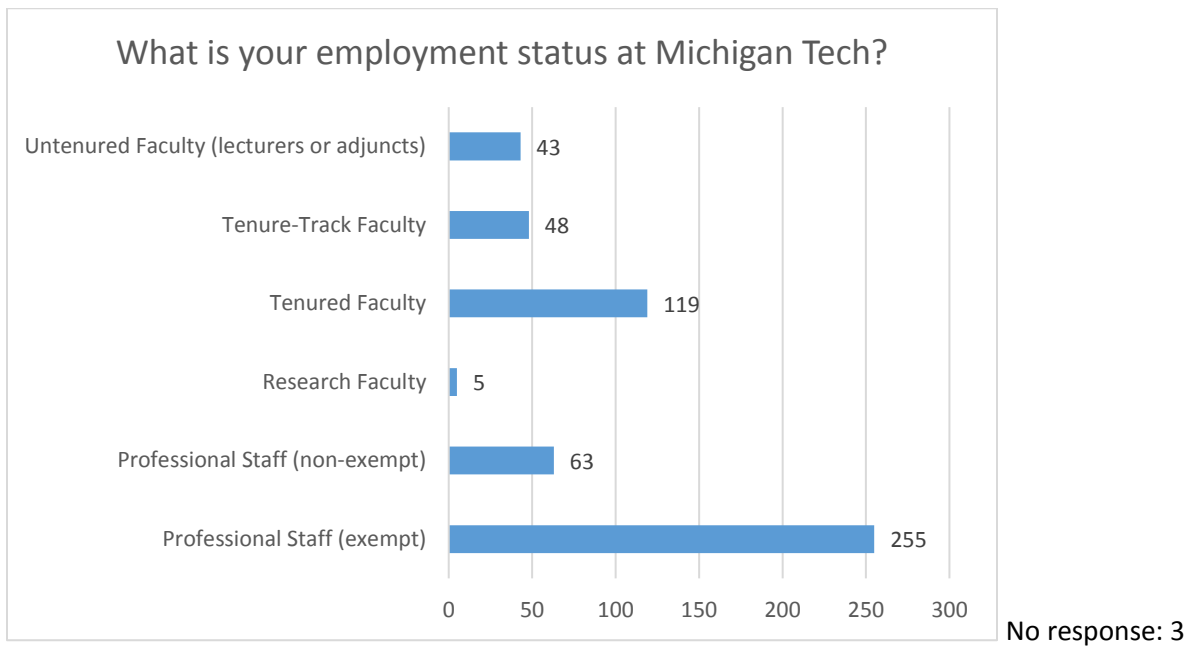
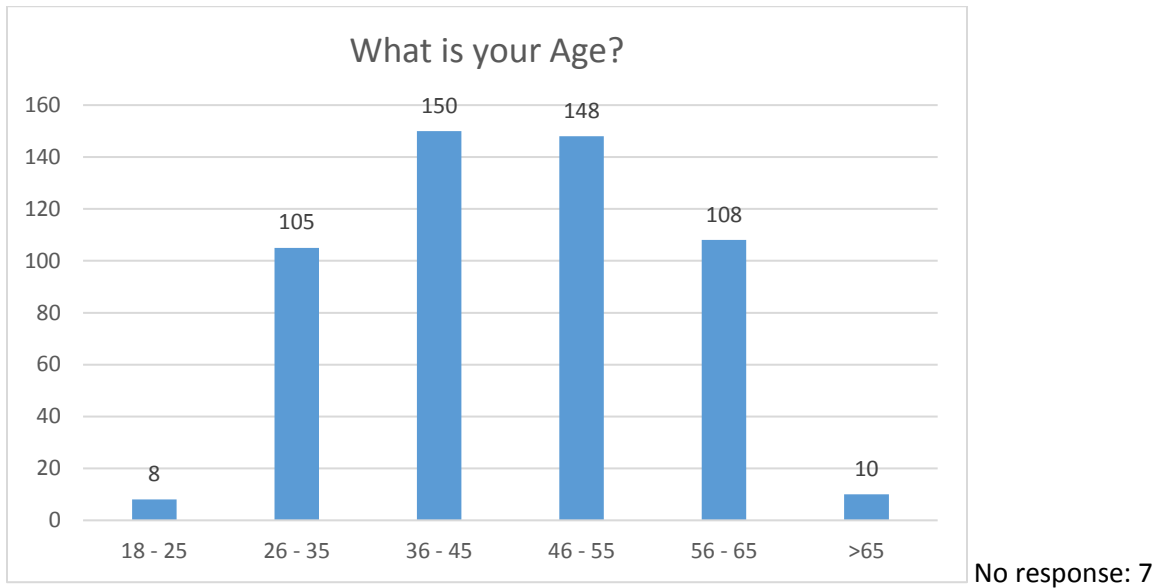
There were 514 responses (22 skipped/no responses) for the question “Overall, how satisfied are you with Michigan Tech’s benefit package?,” with the “Satisfied” category/question response representing the majority of responses with 36.0% of the total.

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.

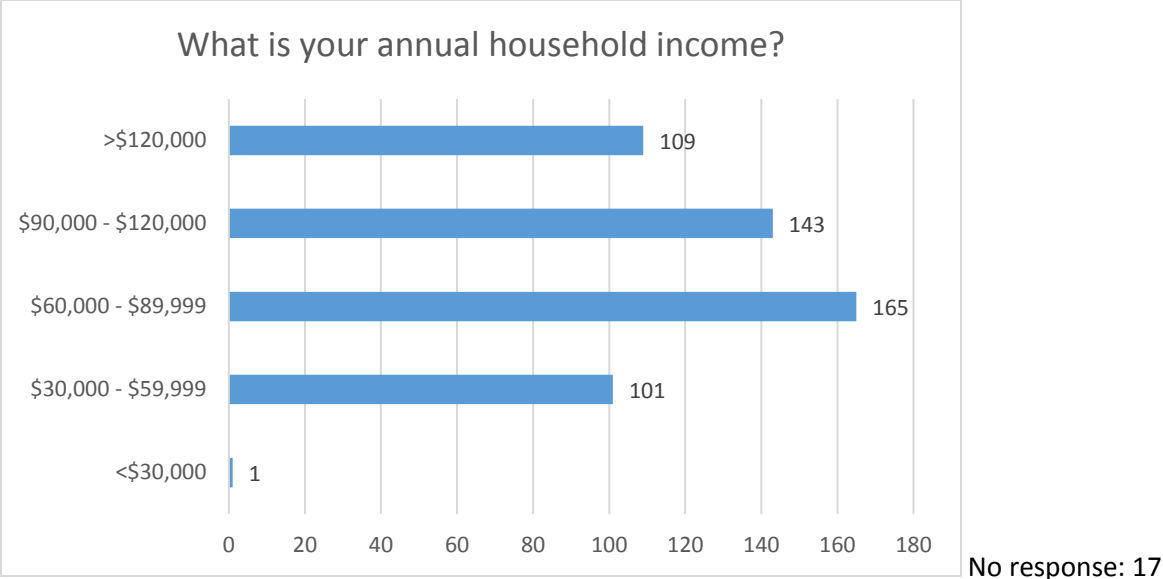
When responses are broken down by **position at Tech**, the Satisfied category with the Professional staff (exempt) position at Tech category had the most responses with 95 (18%). See Appendix A for visualized data in graph form.

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

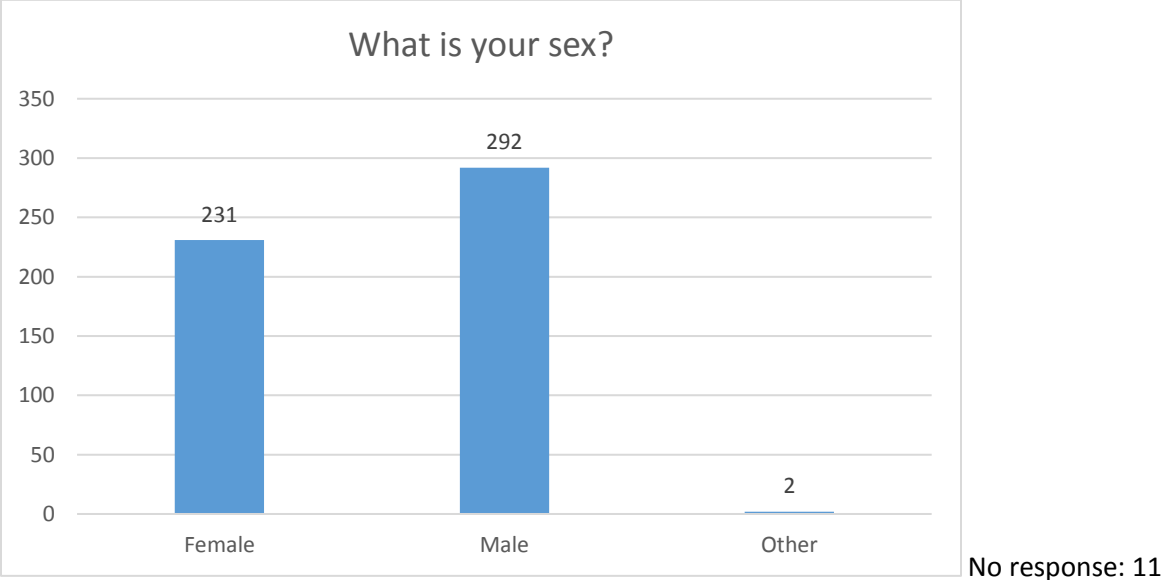


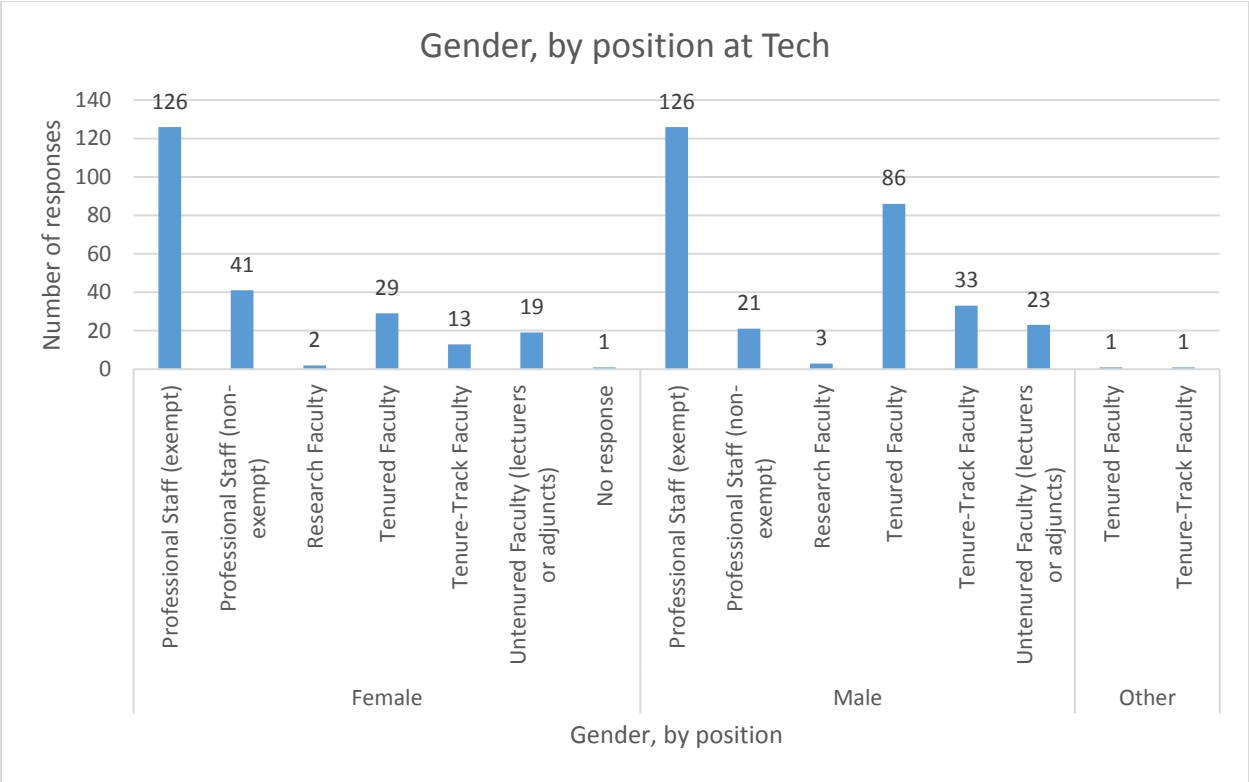
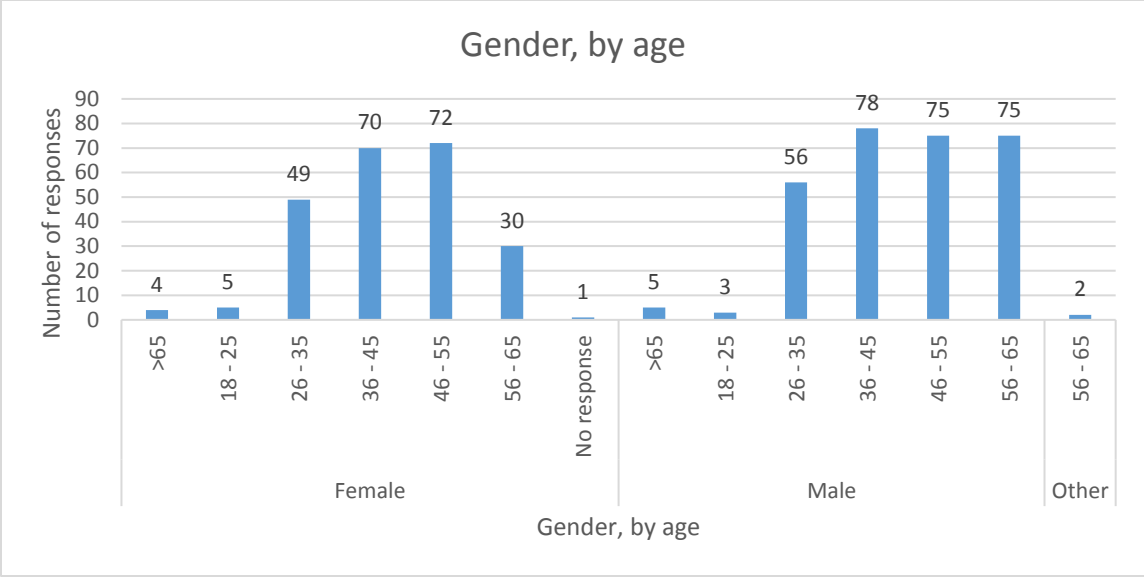


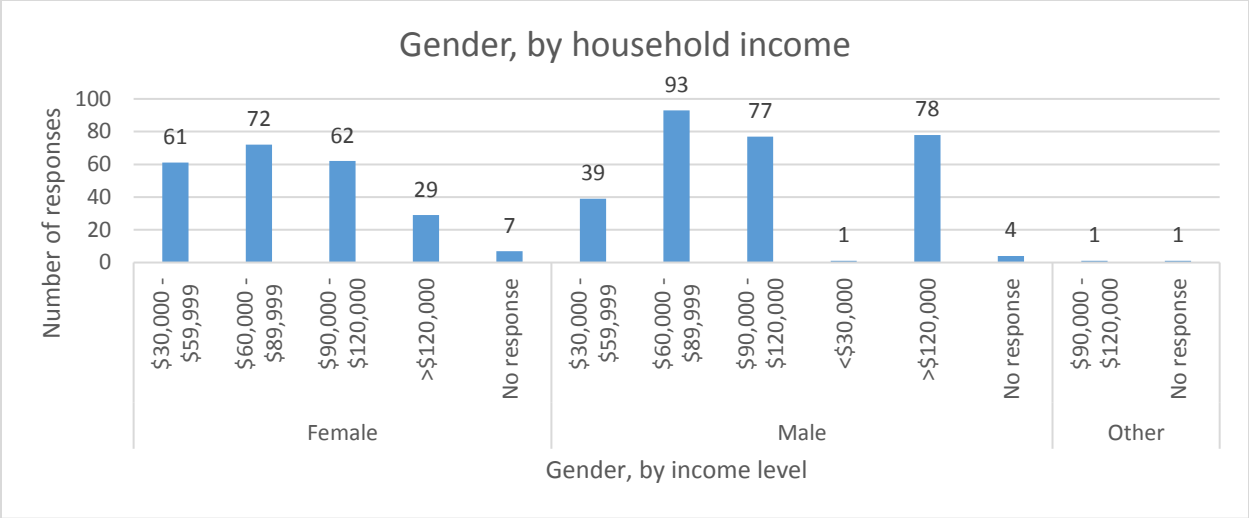


In the following tables, the “no responses” are not reported when there is no response for either of the variables presented (i.e, if there was no response for satisfaction with benefits AND no response for age).

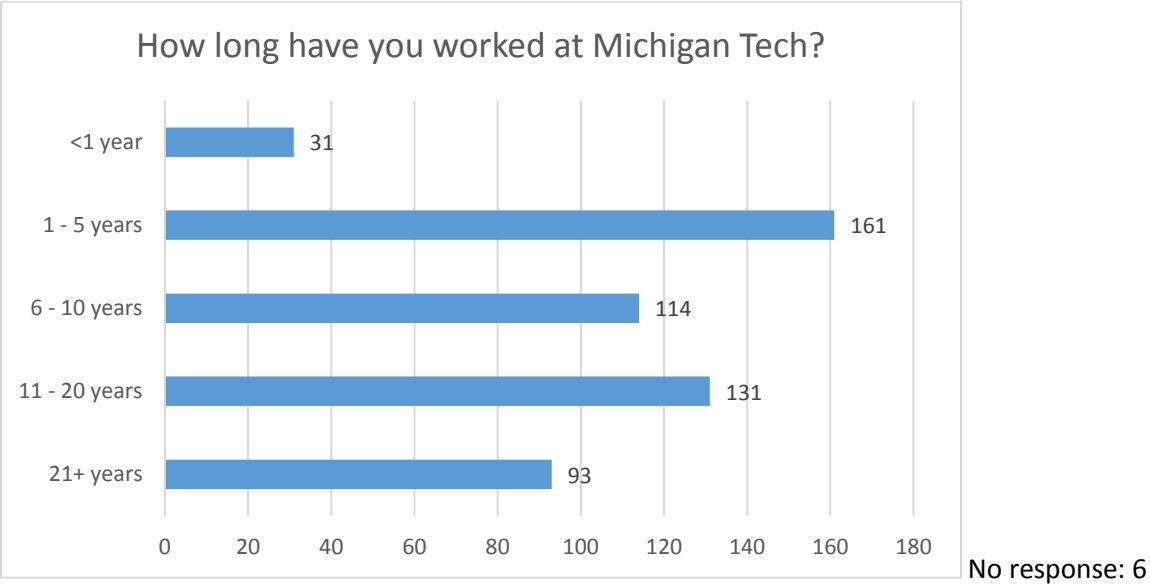
### Gender



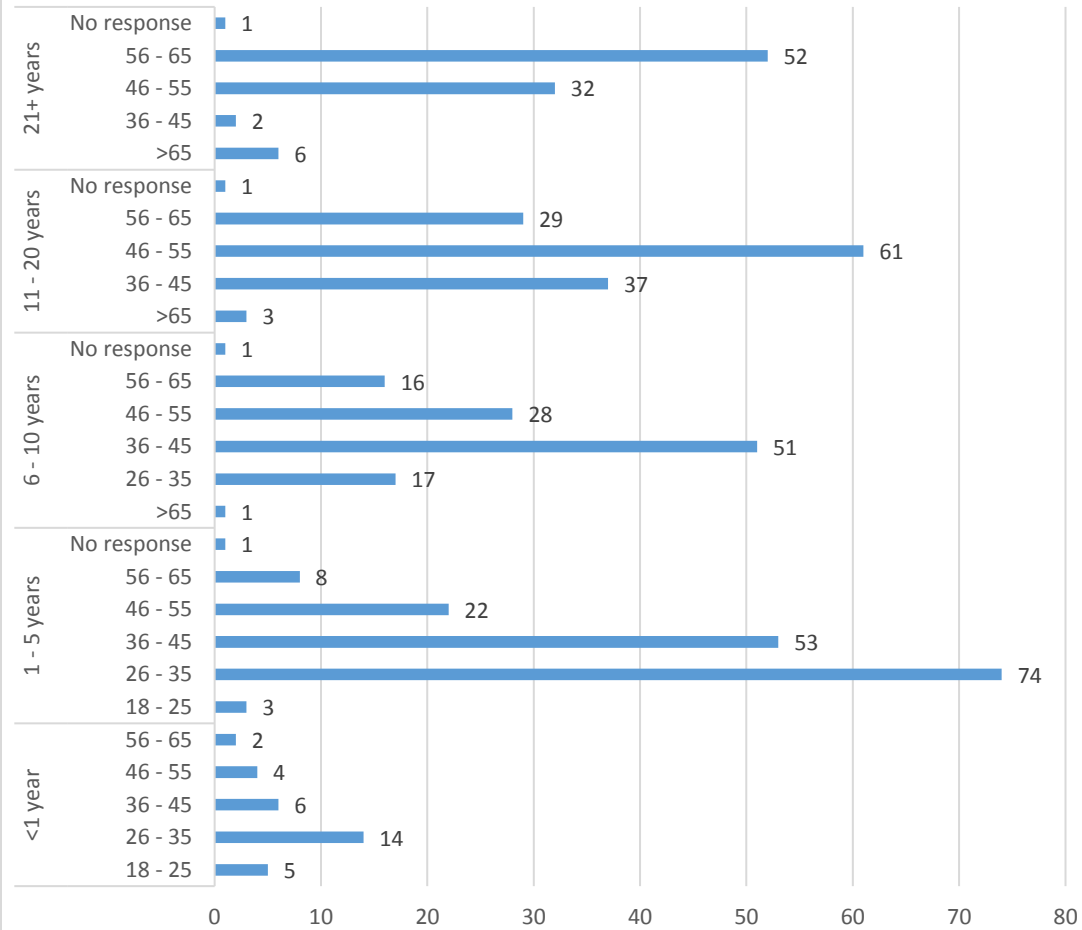




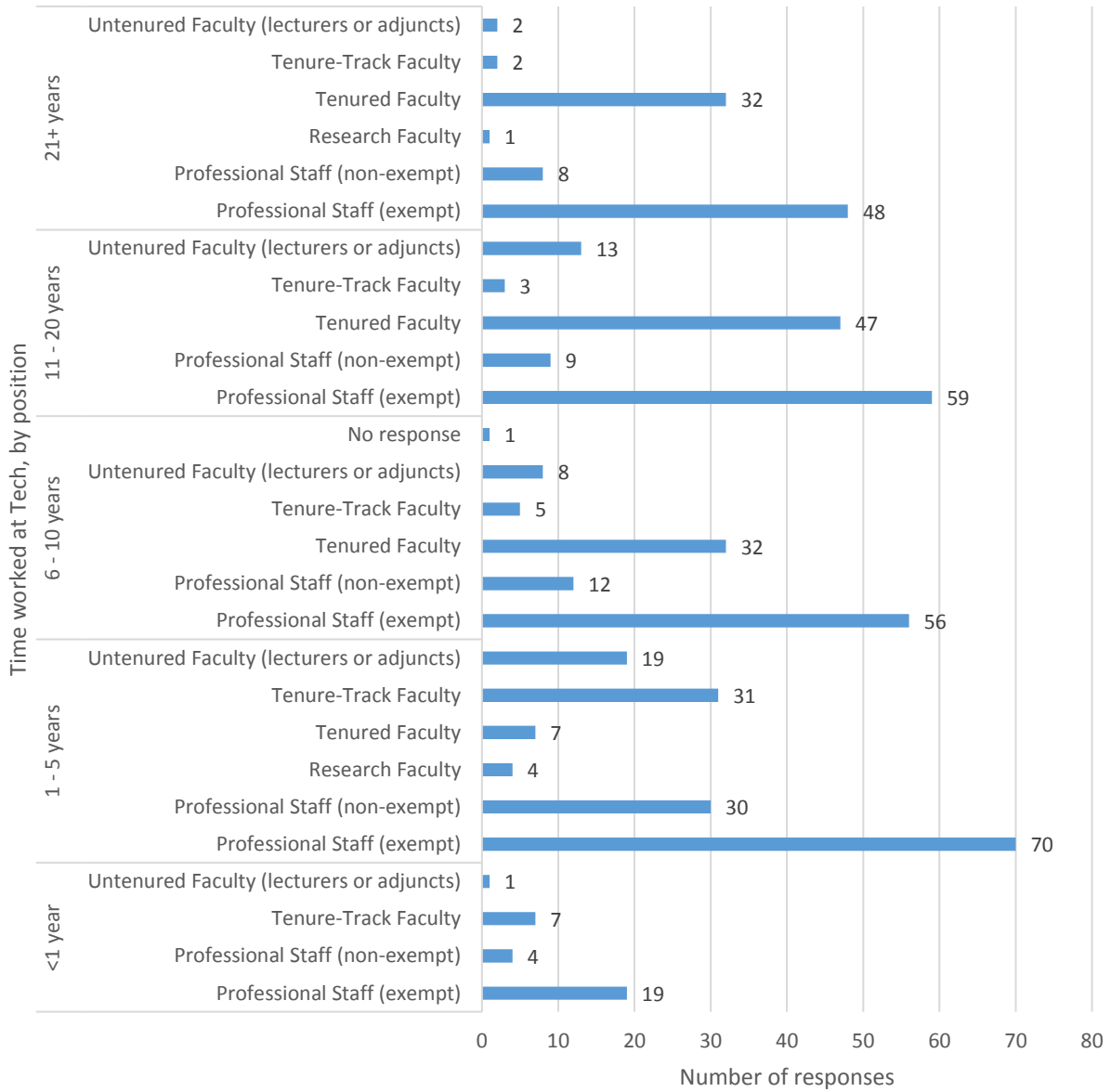
### Time worked at Tech



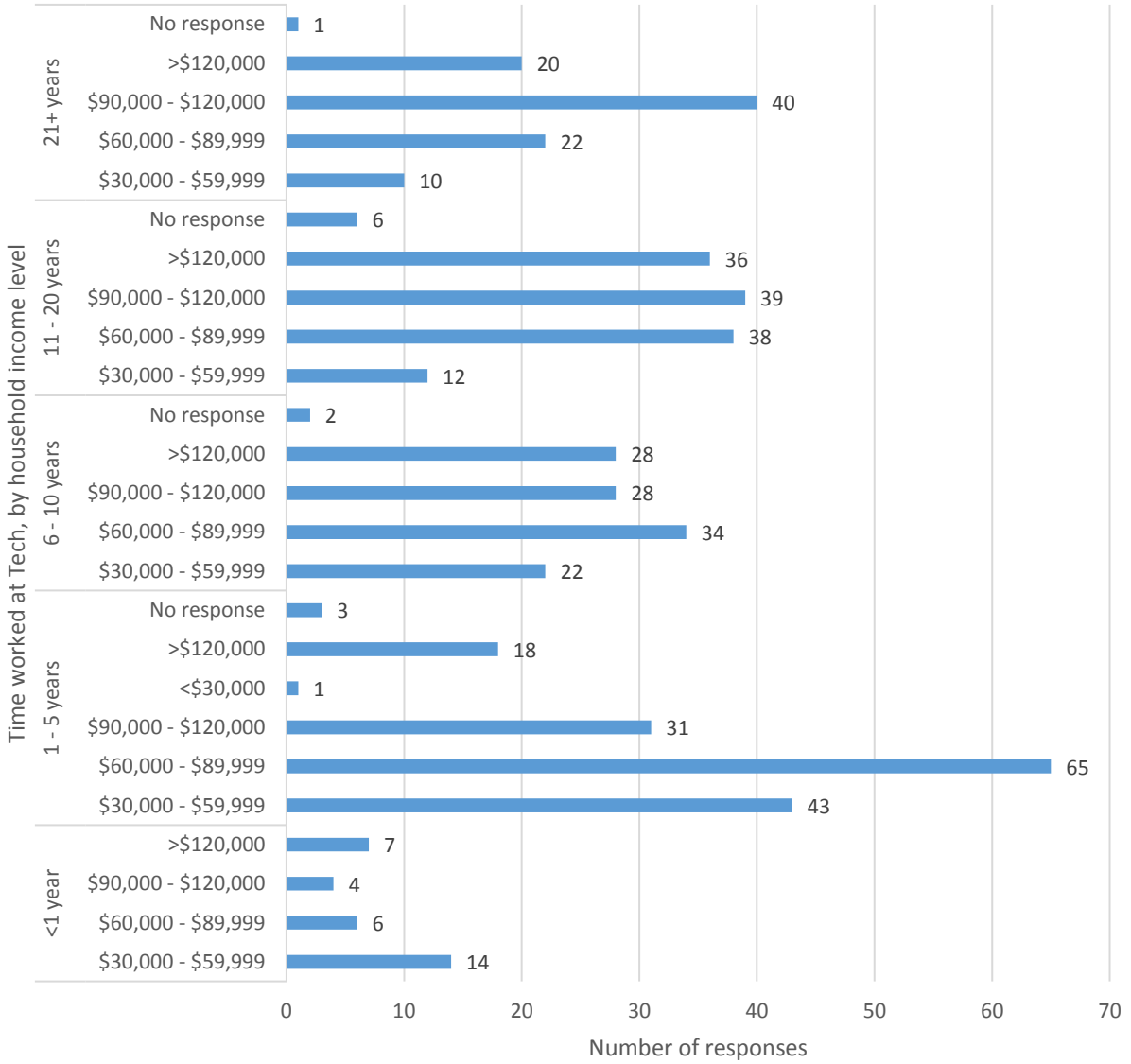
### Time worked at Michigan Tech, by age



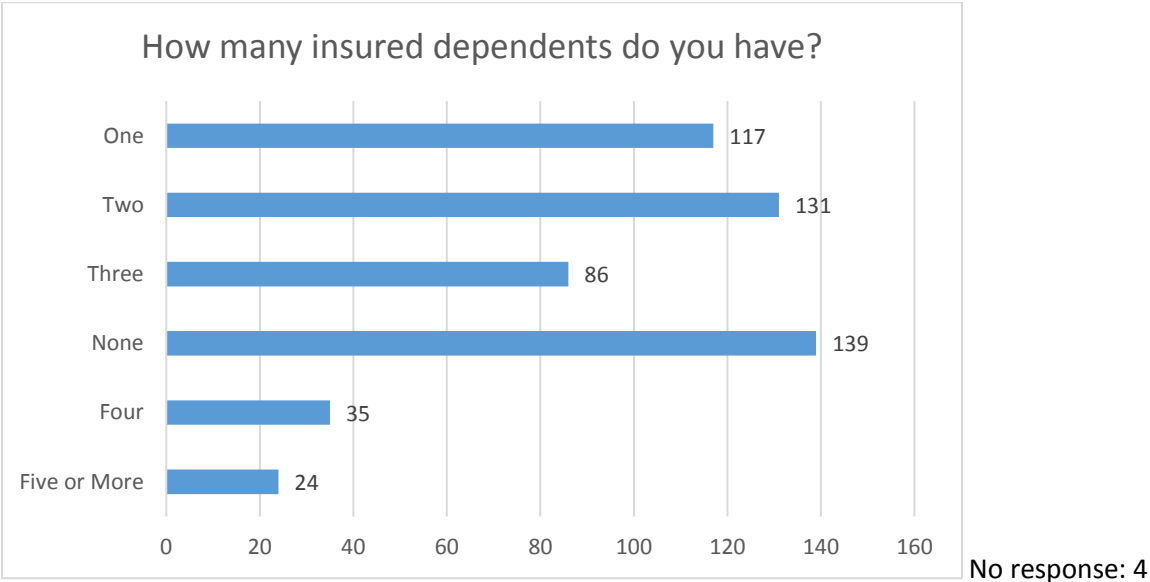
## Time worked at Michigan Tech, by Position at Tech



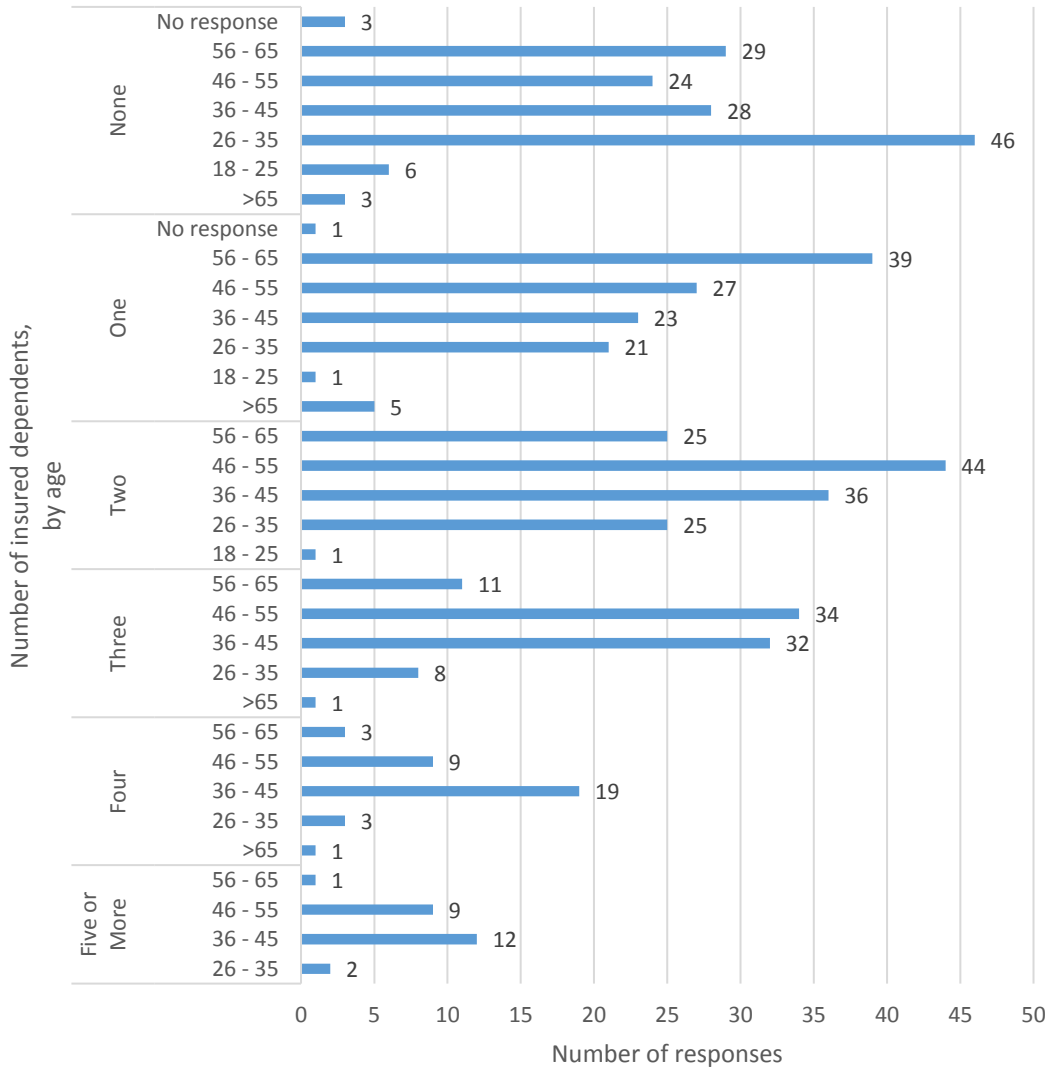
## Time worked at Michigan Tech, by household income



# Insured dependents

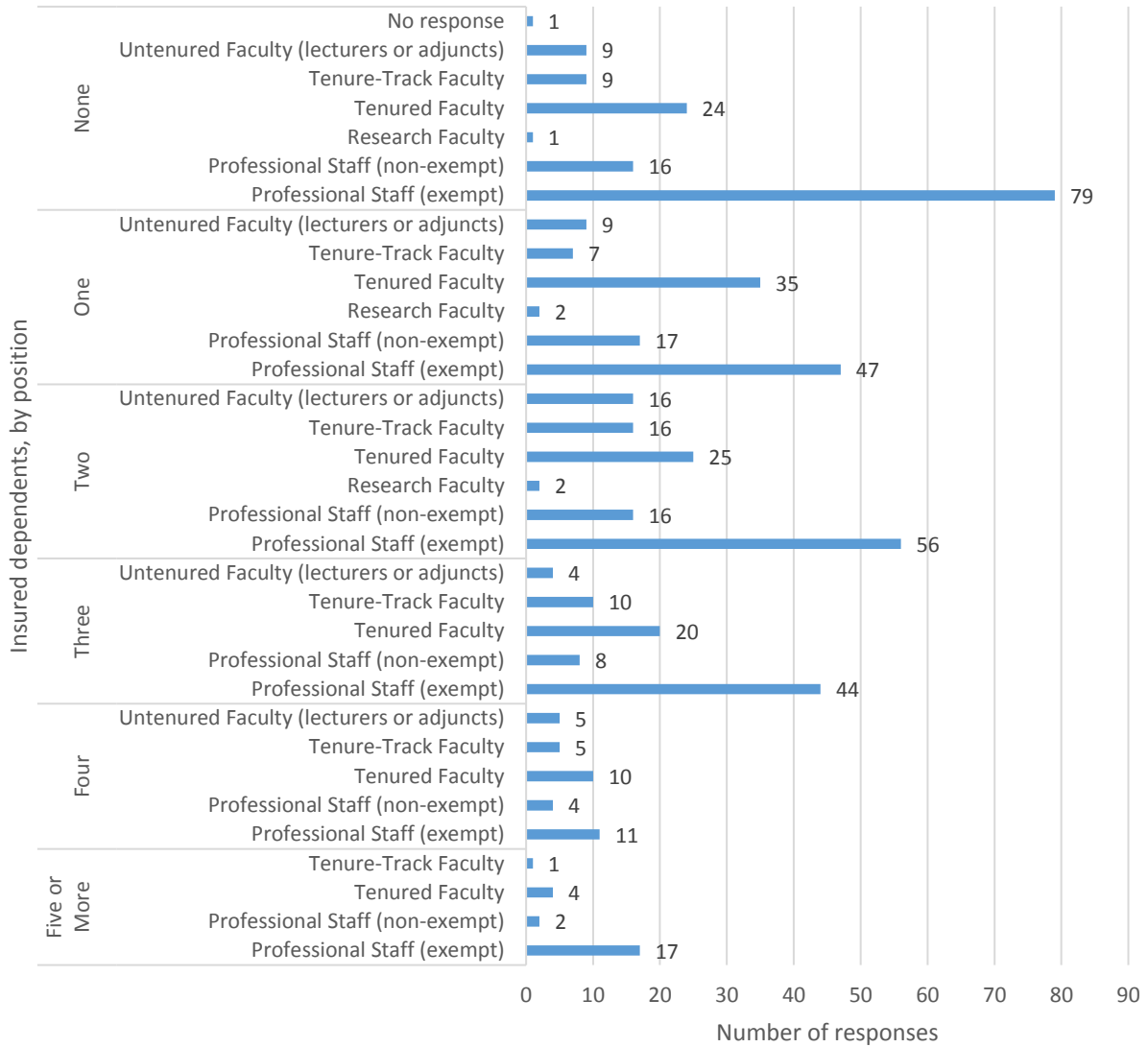


## Number of insured dependents, by age

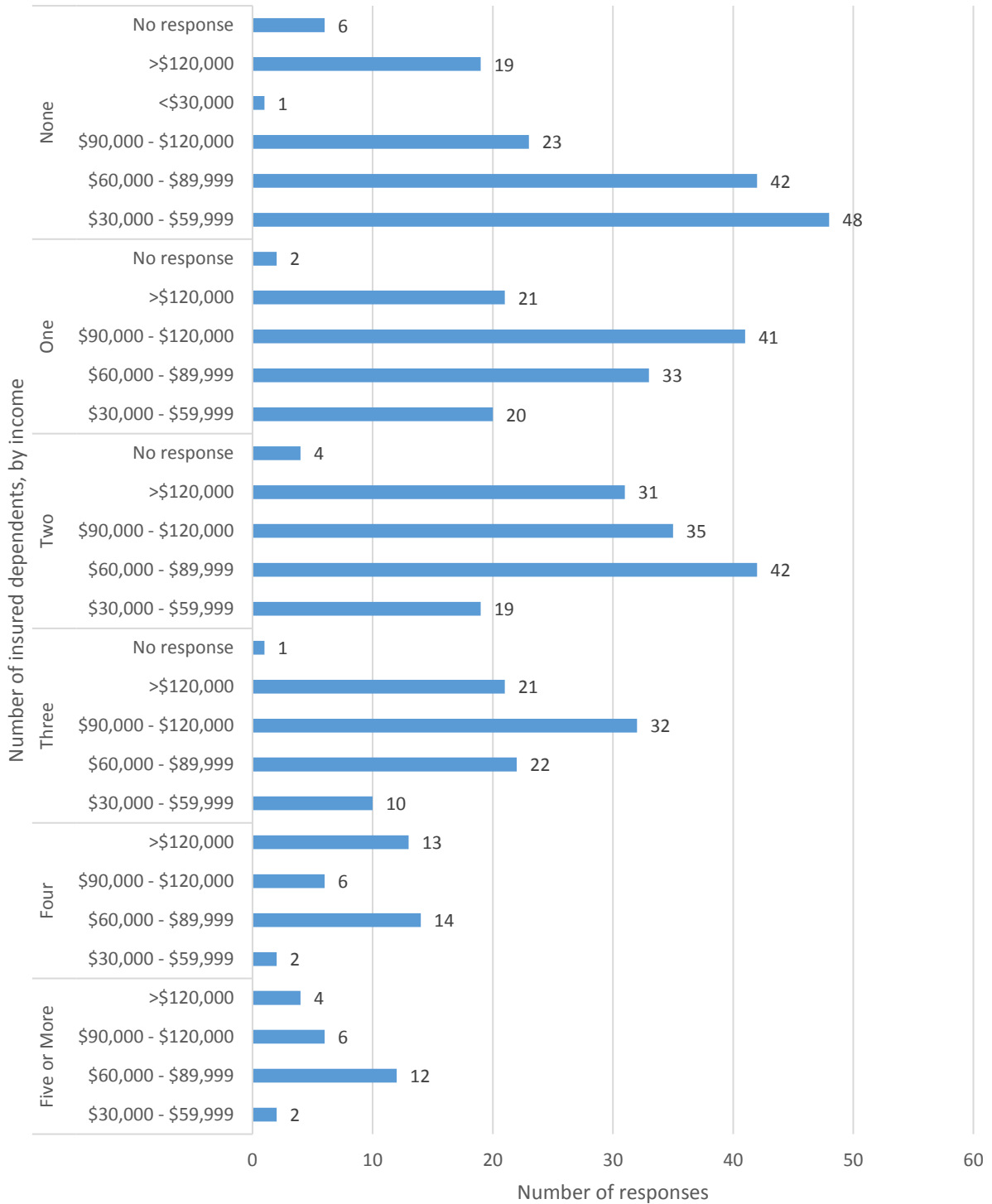




## Number of insured dependents, by position at Tech

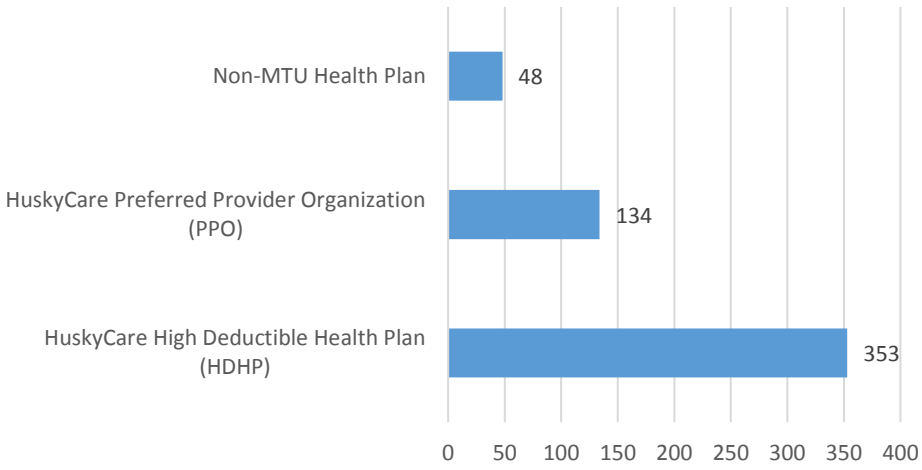


### Number of insured dependents, by income



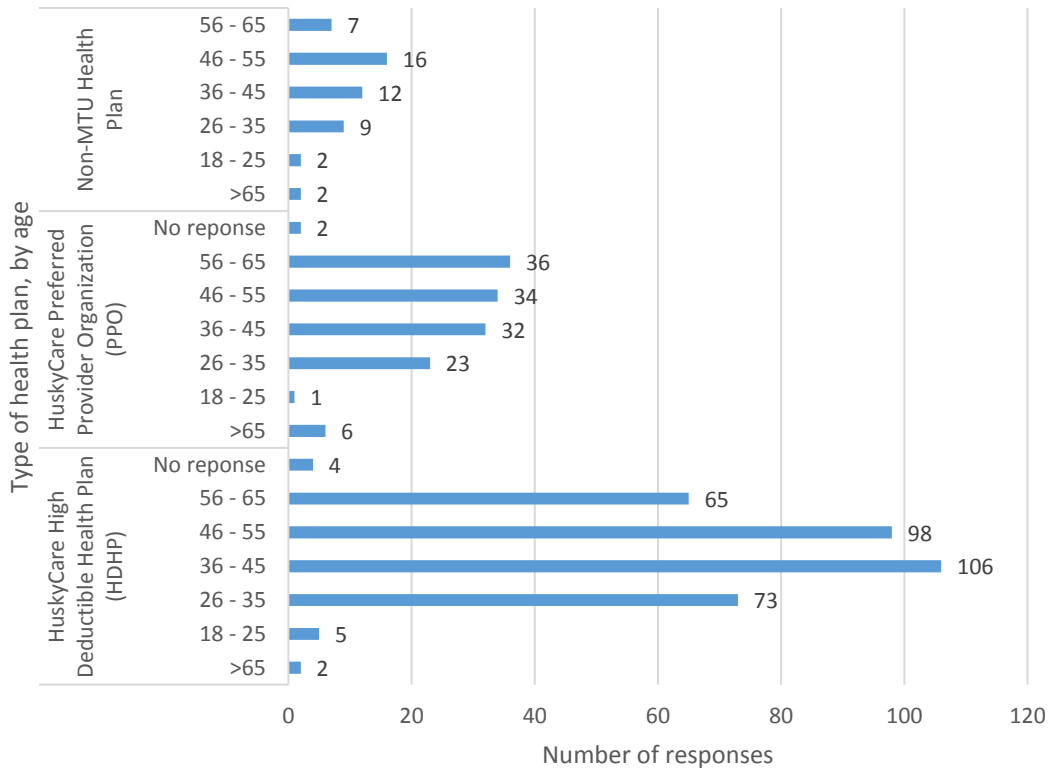
Health plan

### What health plan do you currently have?

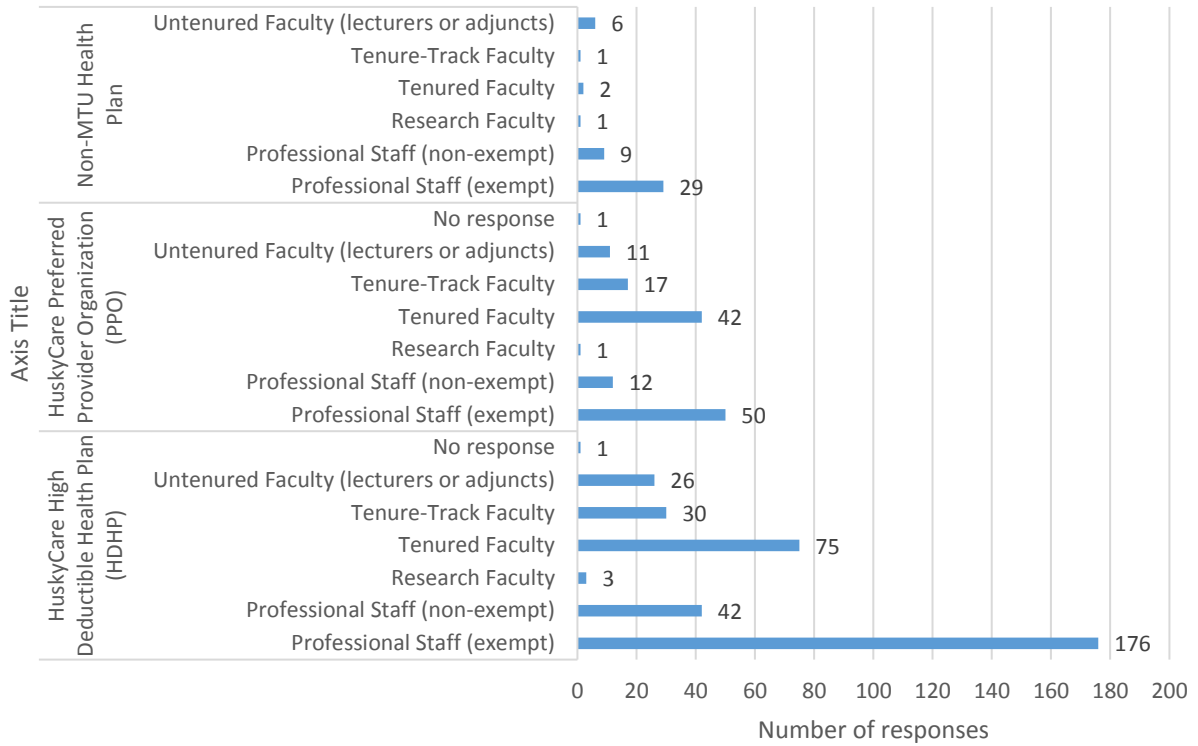


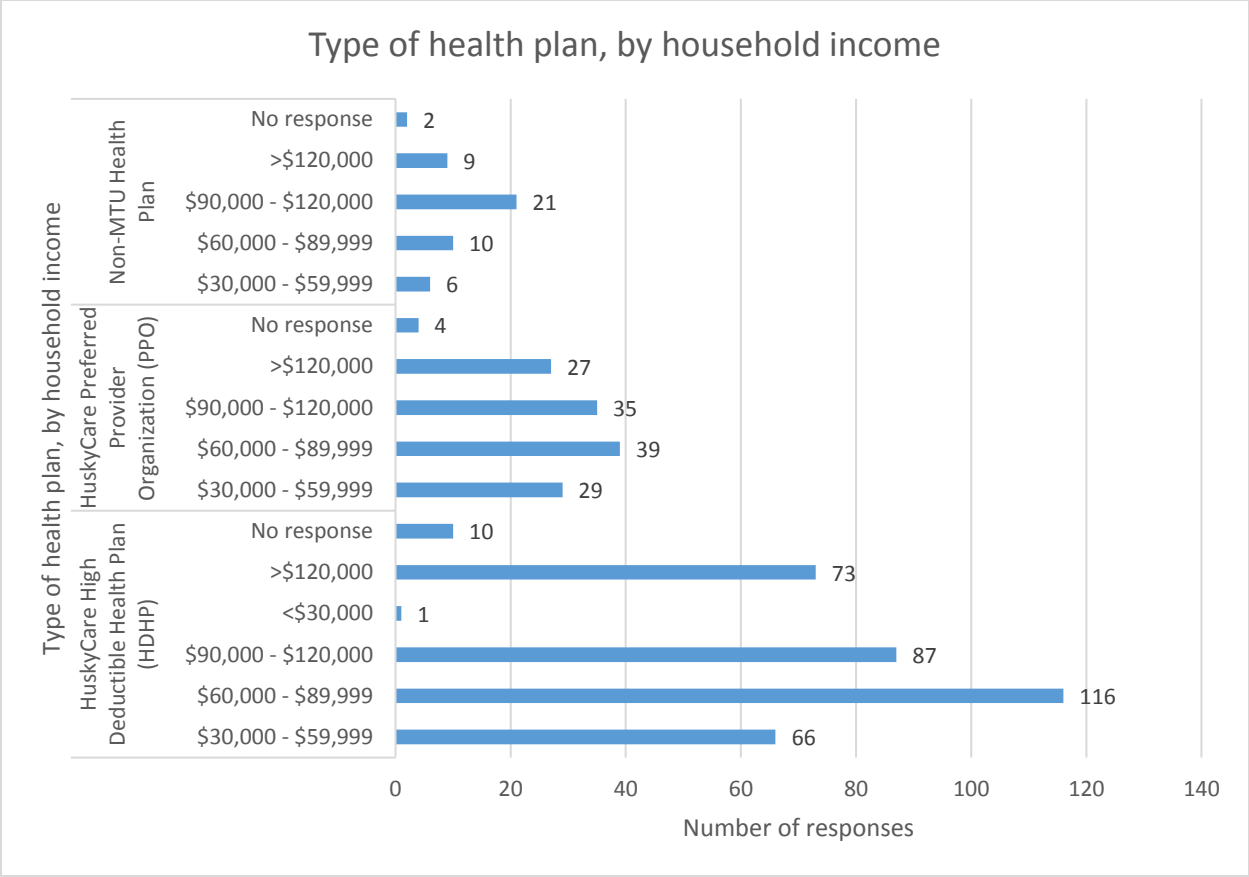
No response: 1

### Type of health plan, by age

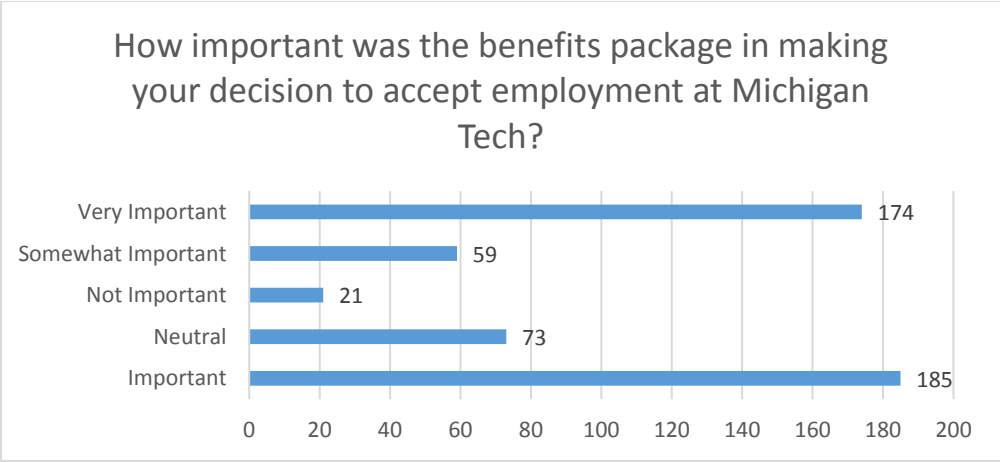


## Type of health plan, by position at Tech



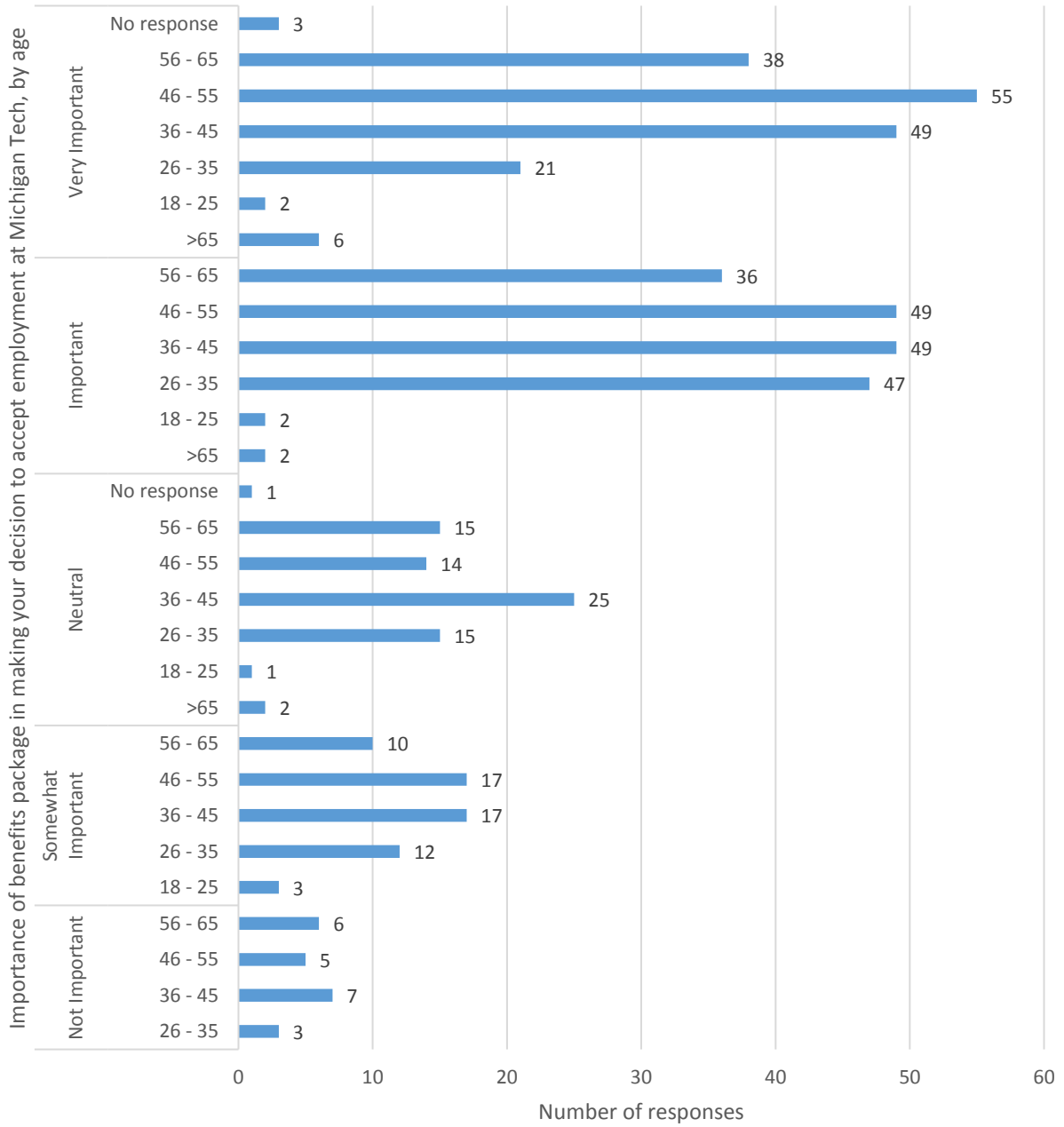


### Importance of benefits package

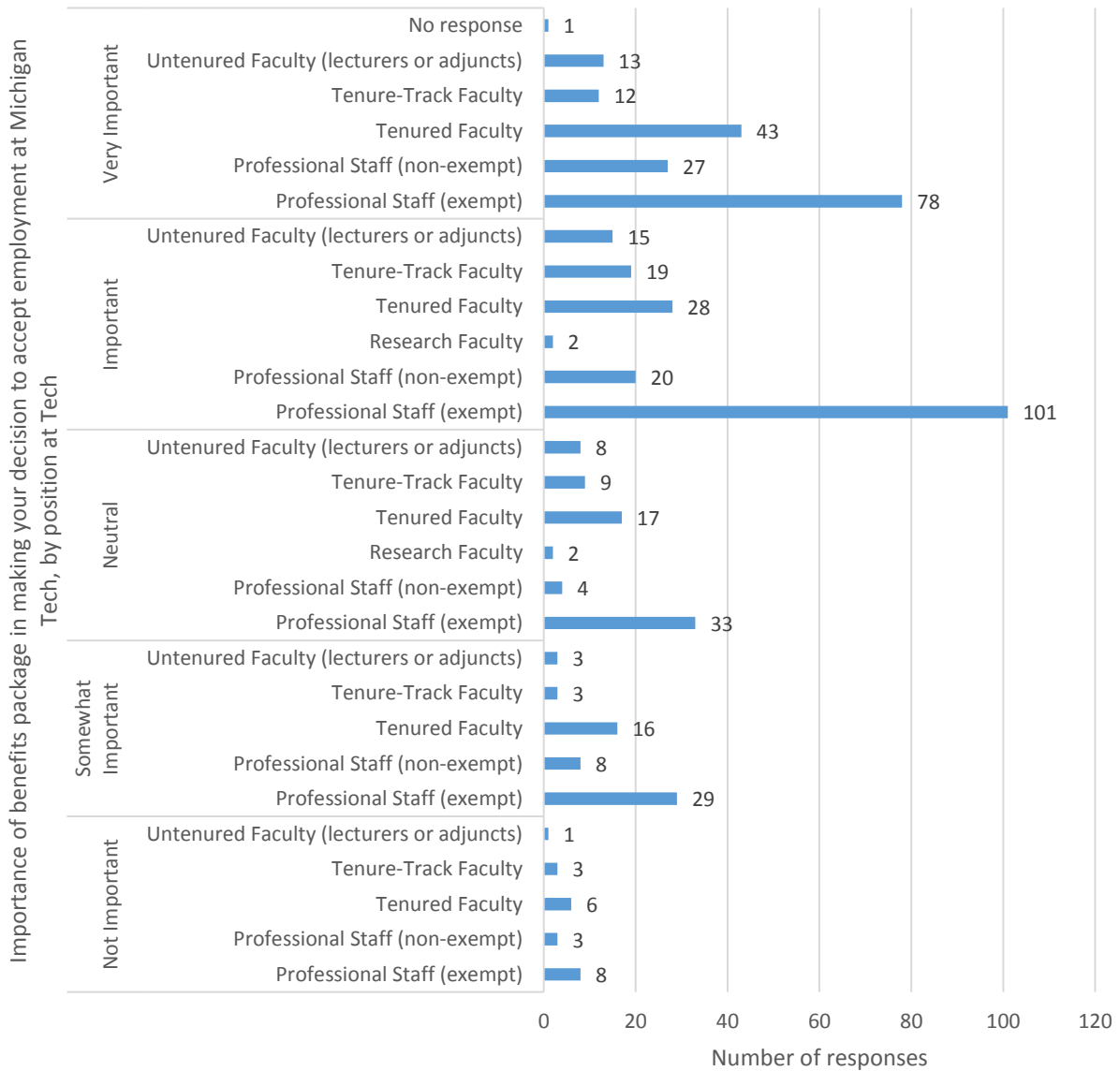


No response: 24

## Importance of benefits package in making your decision to accept employment at Michigan Tech, by age

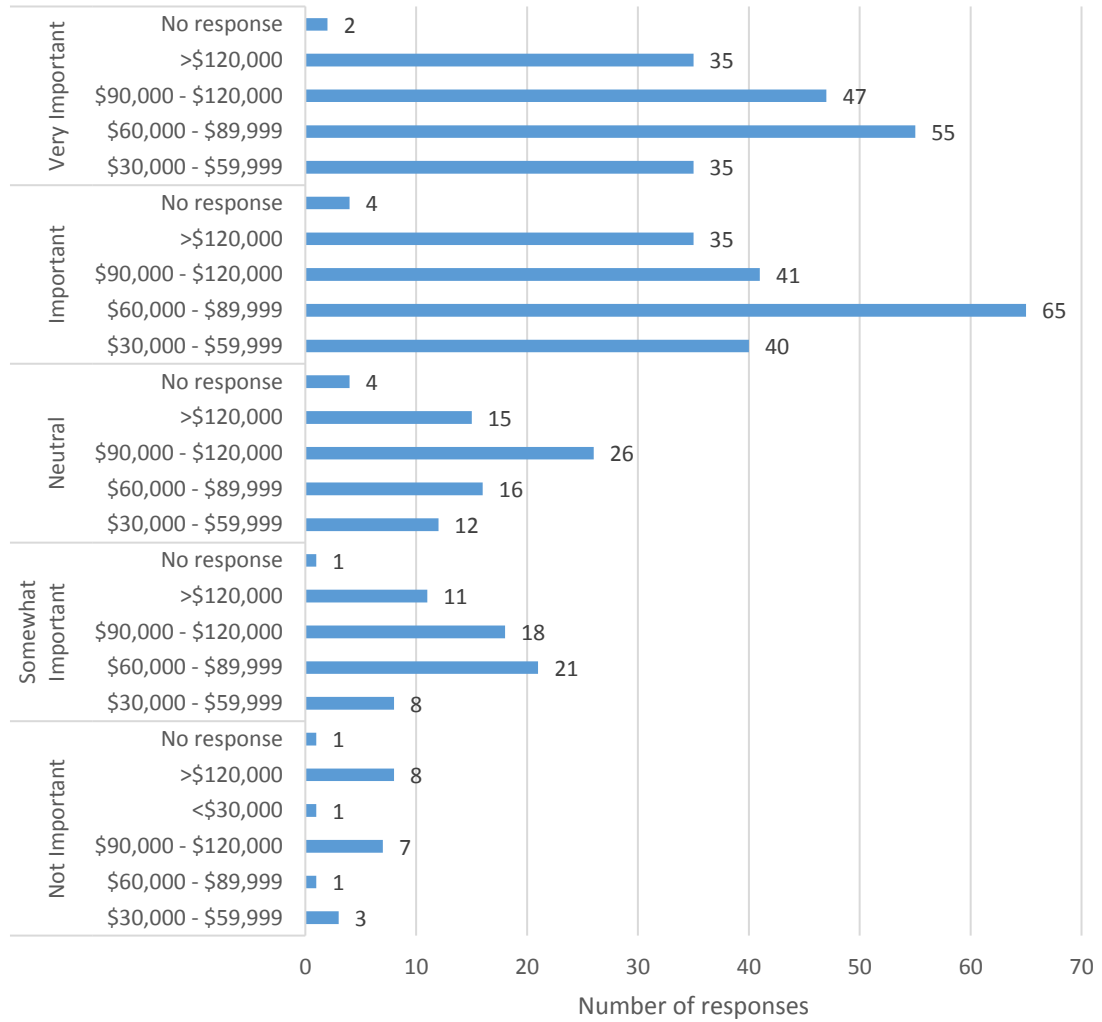


## Importance of benefits package in making your decision to accept employment at Michigan Tech, by position at Tech



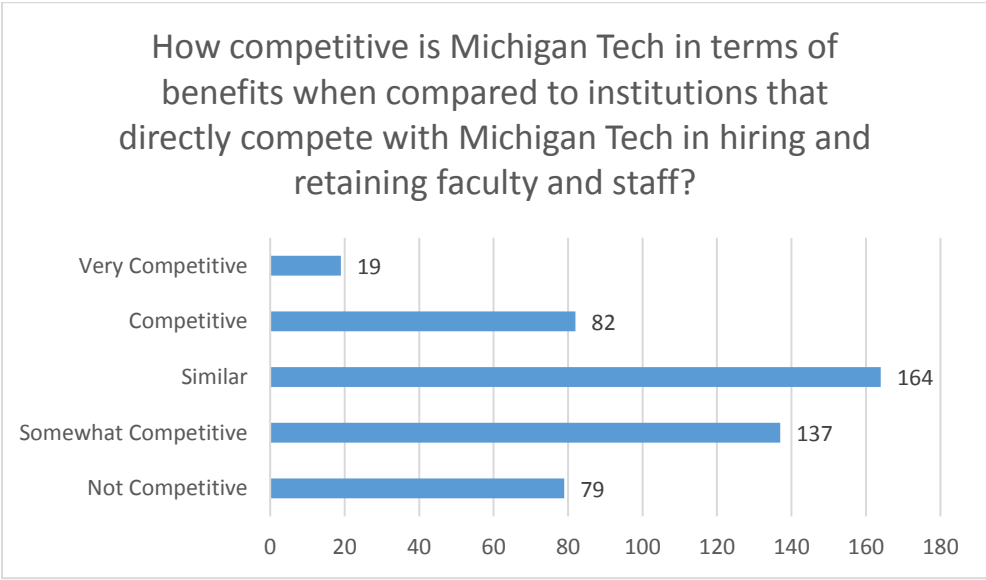
## Importance of benefits package in making your decision to accept employment at Michigan Tech, by household income

Importance of benefits package in making your decision to accept employment at Michigan Tech, by household income



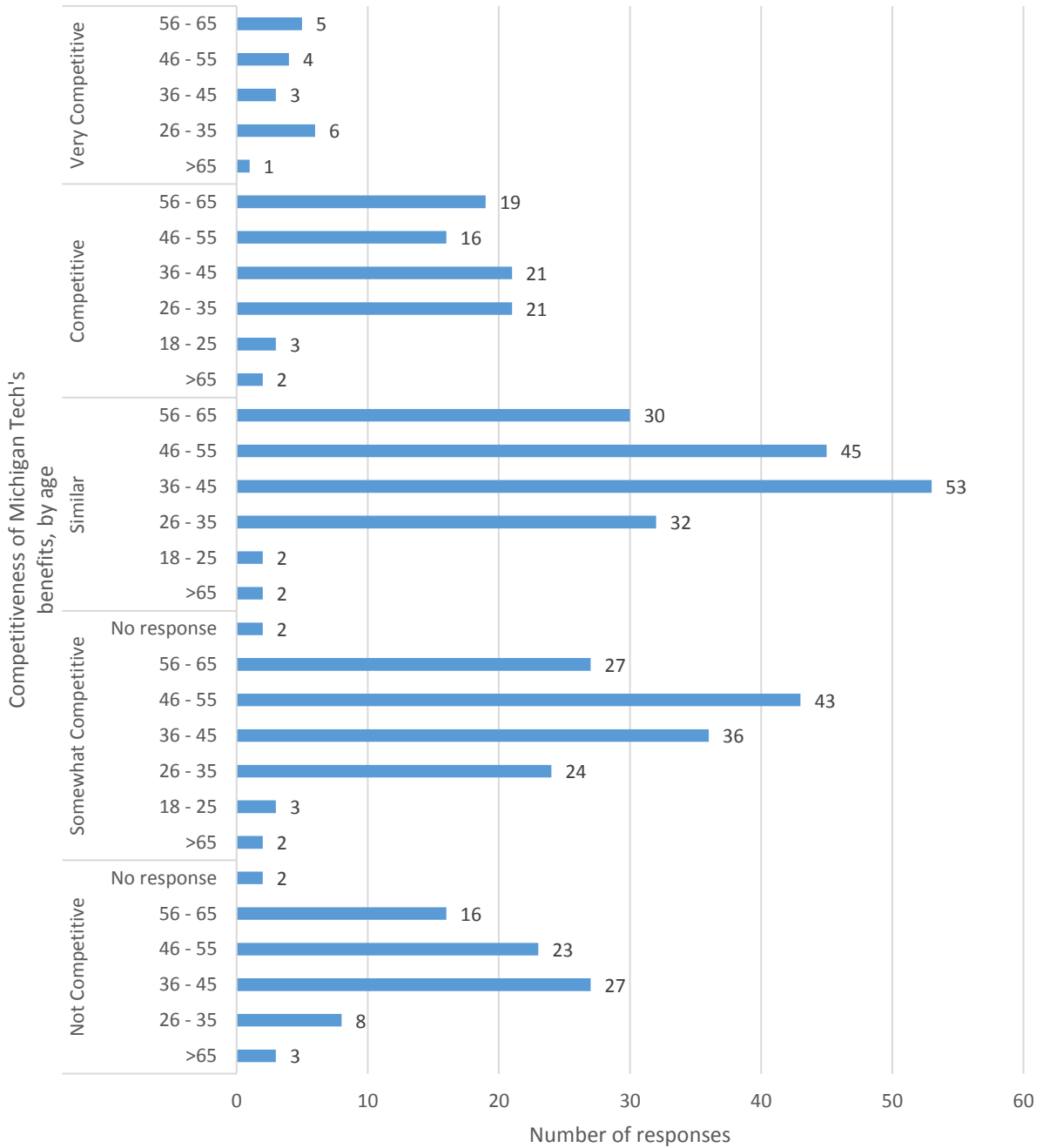


# Competitiveness of benefits

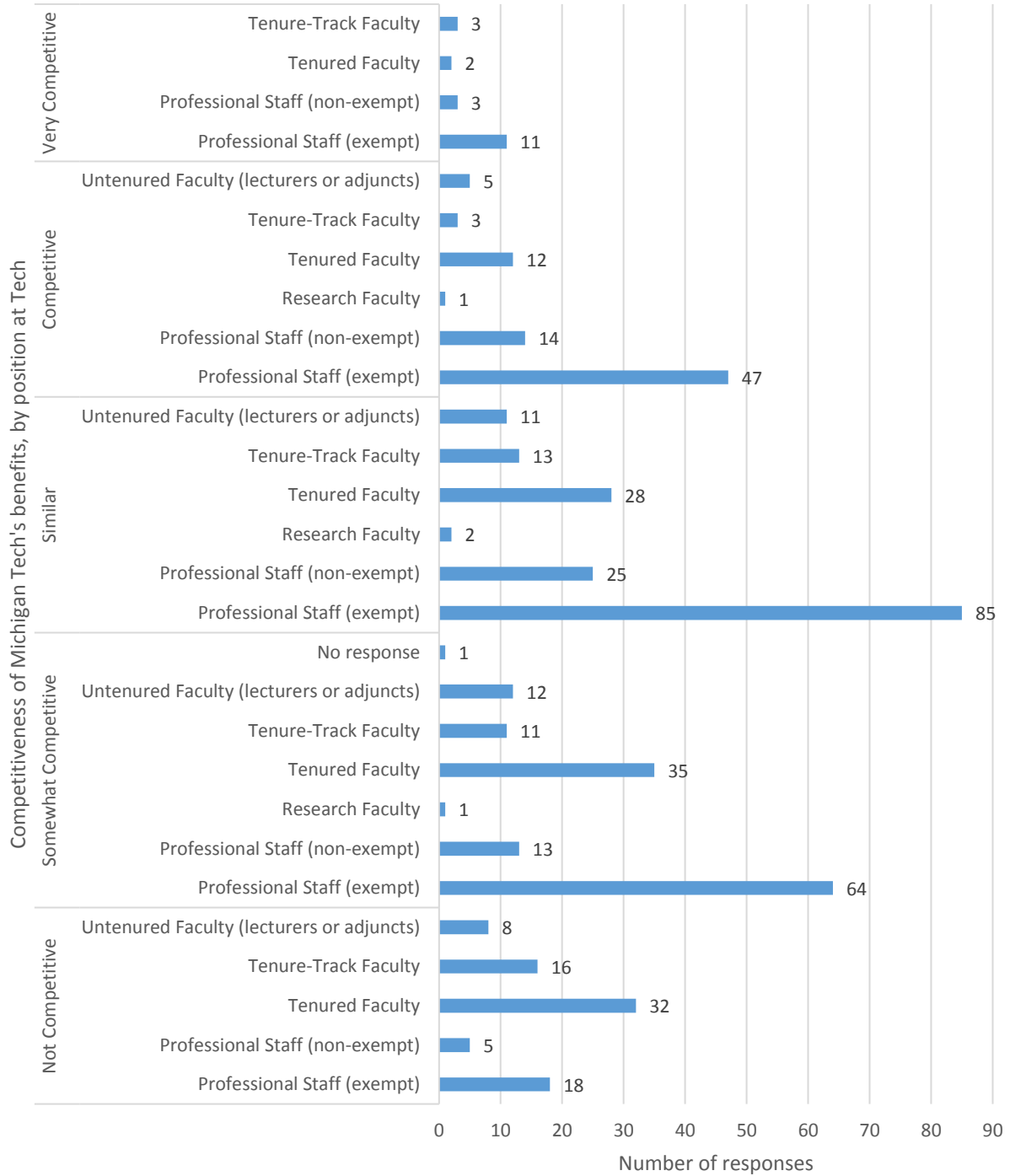


No response: 55

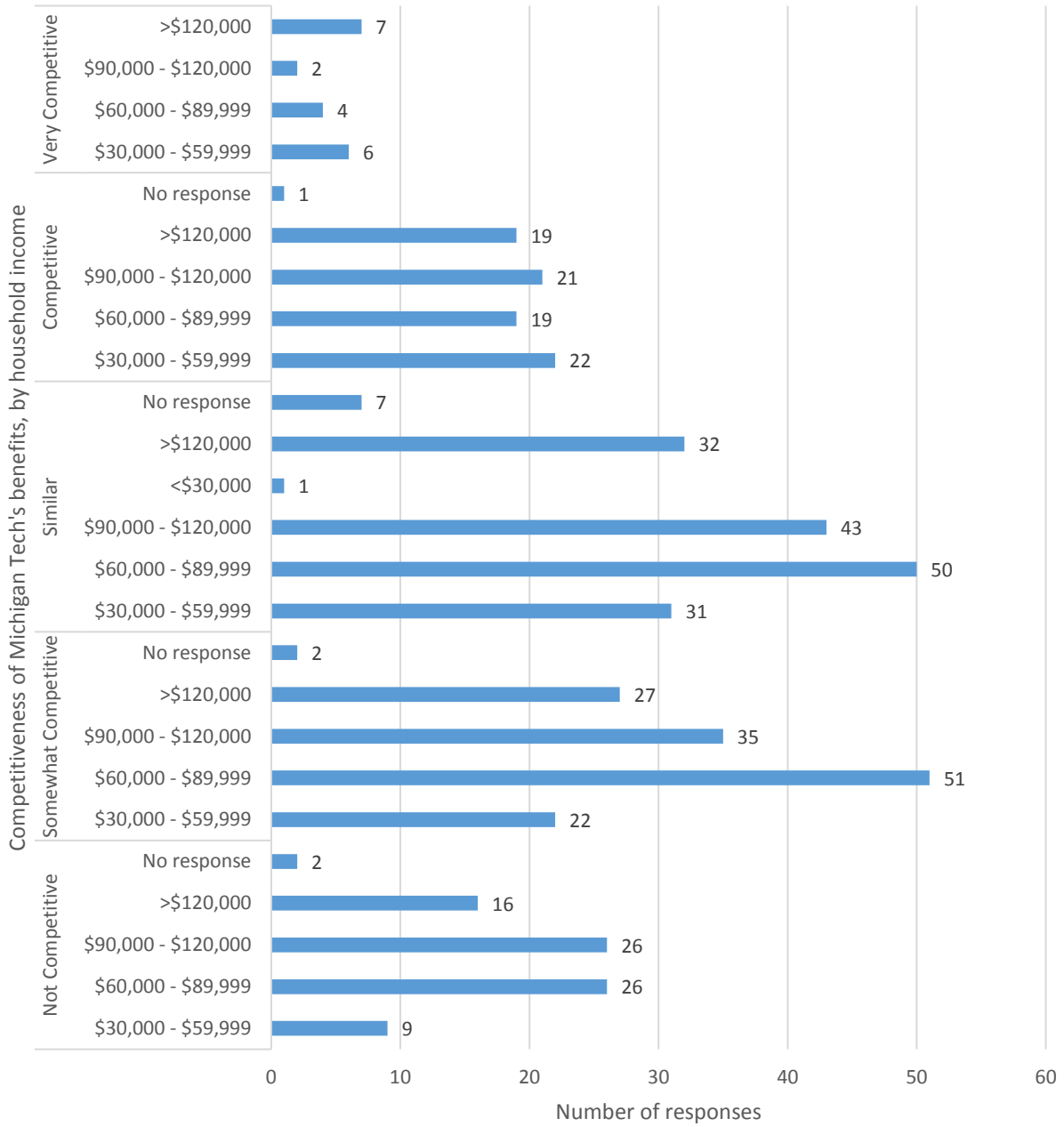
### Competitiveness of Michigan Tech's benefits, by age



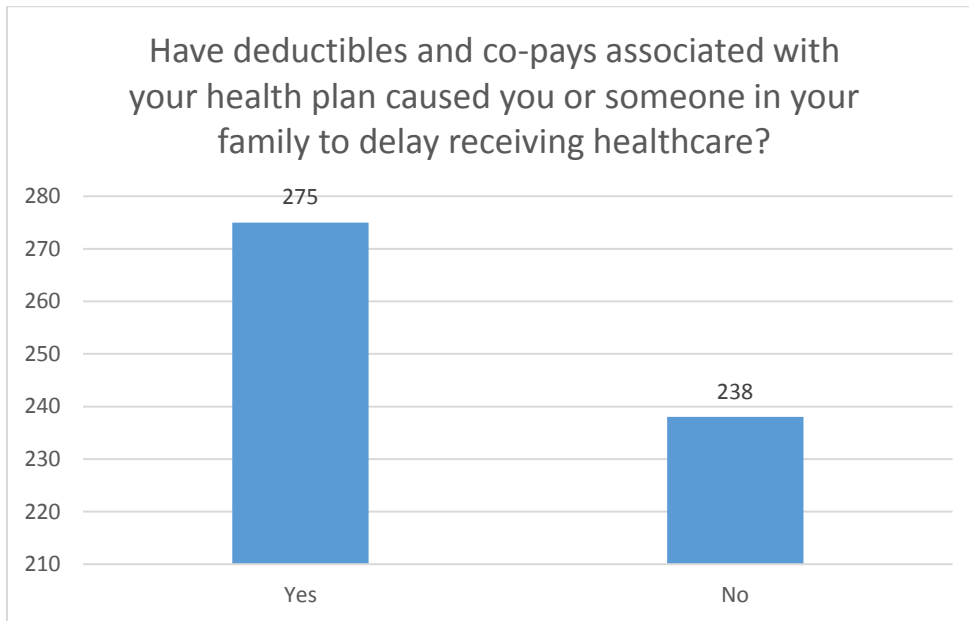
## Competitiveness of Michigan Tech's benefits, by position at Tech



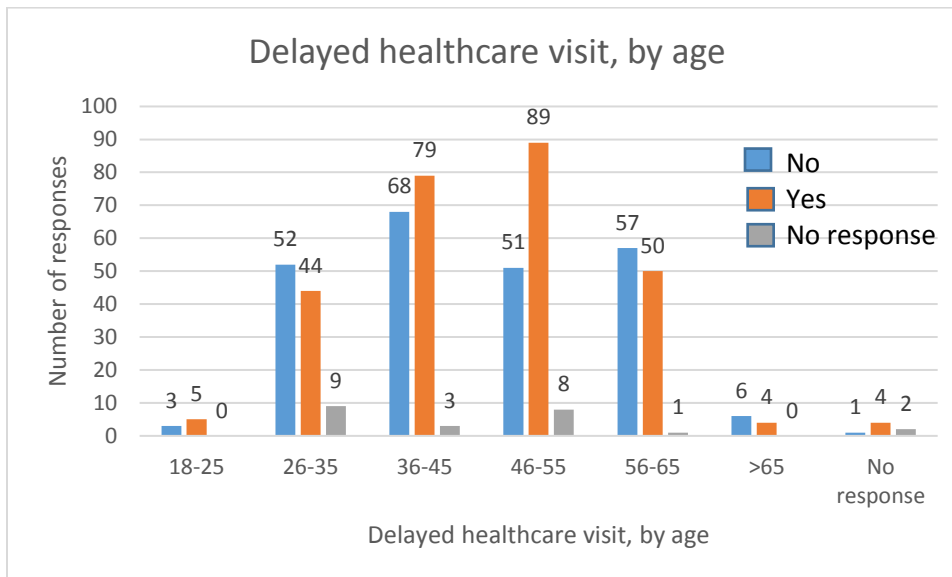
## Competitiveness of Michigan Tech's benefits, by household income



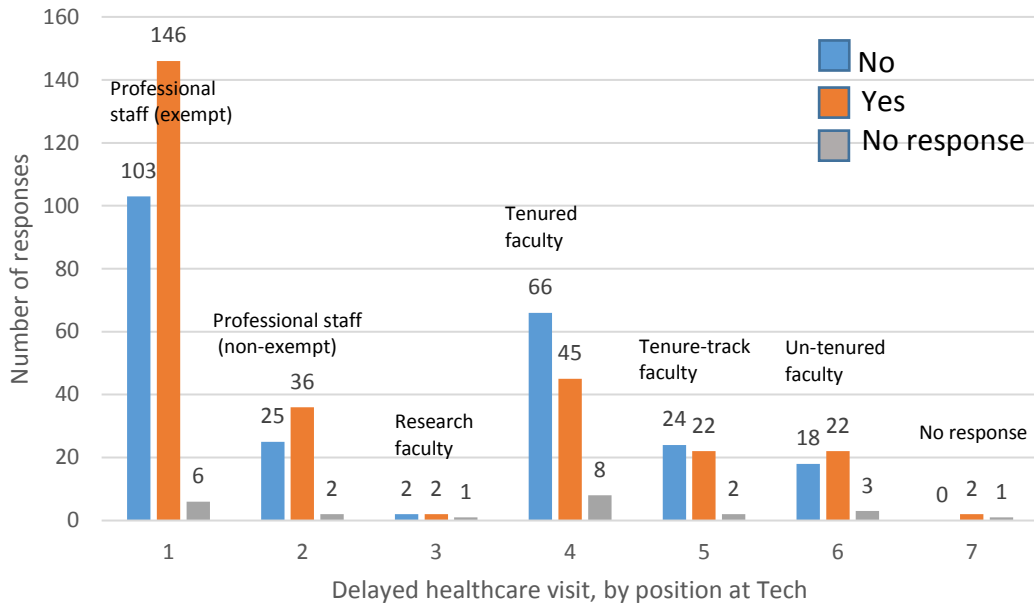
## Delayed healthcare?



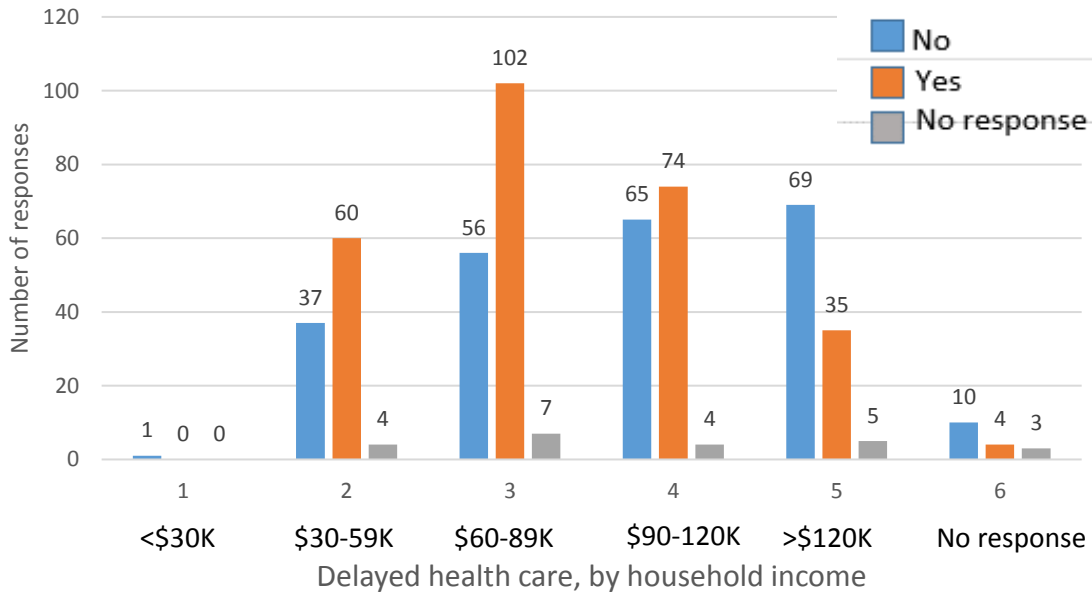
No response: 23



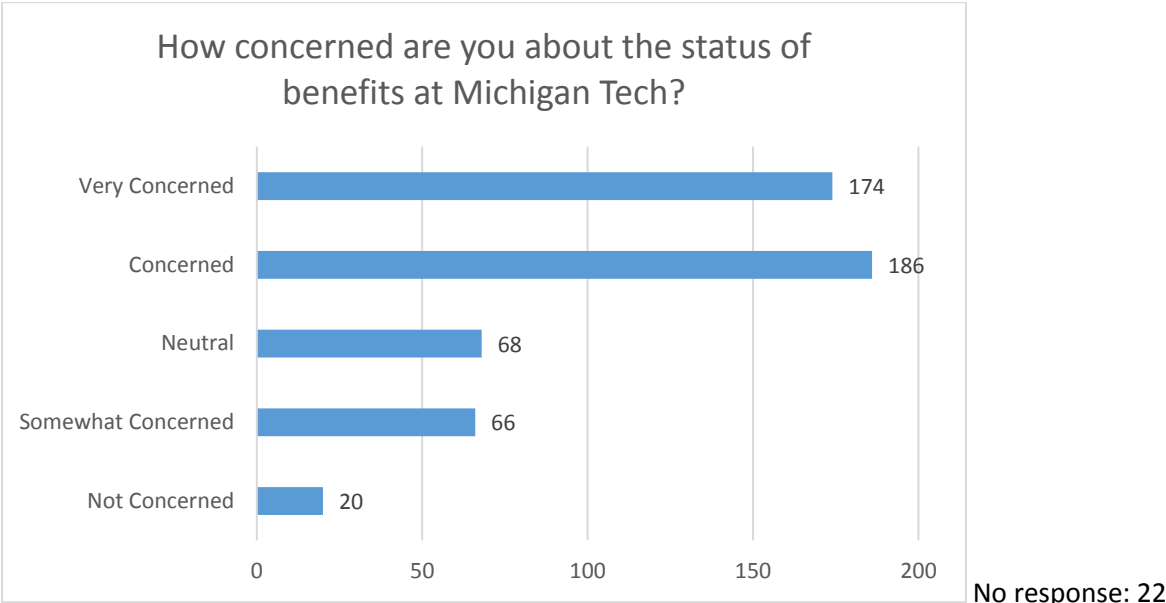
### Delayed healthcare visit, by position at Tech



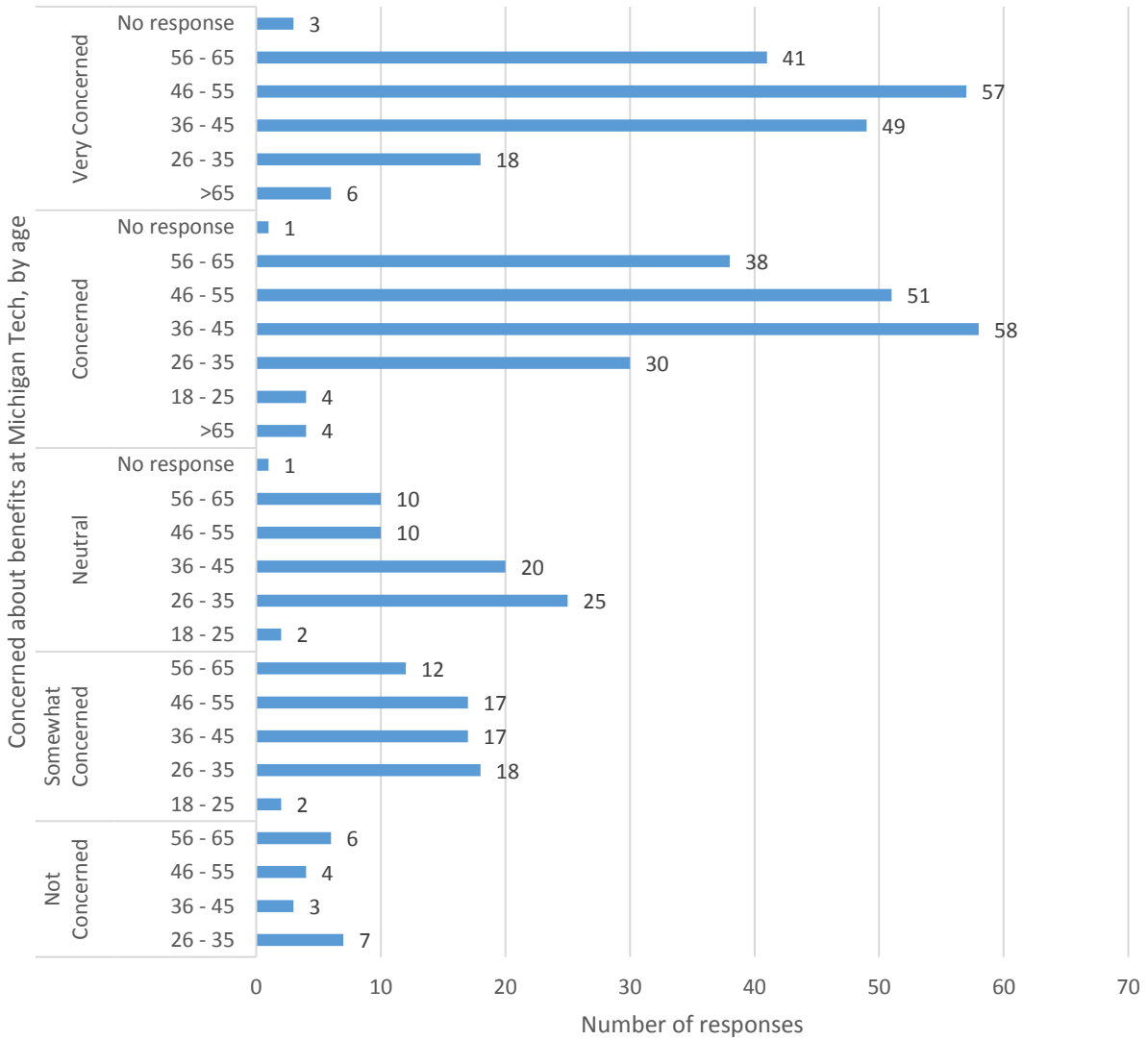
### Delayed health care, by household income



# Concern about benefits

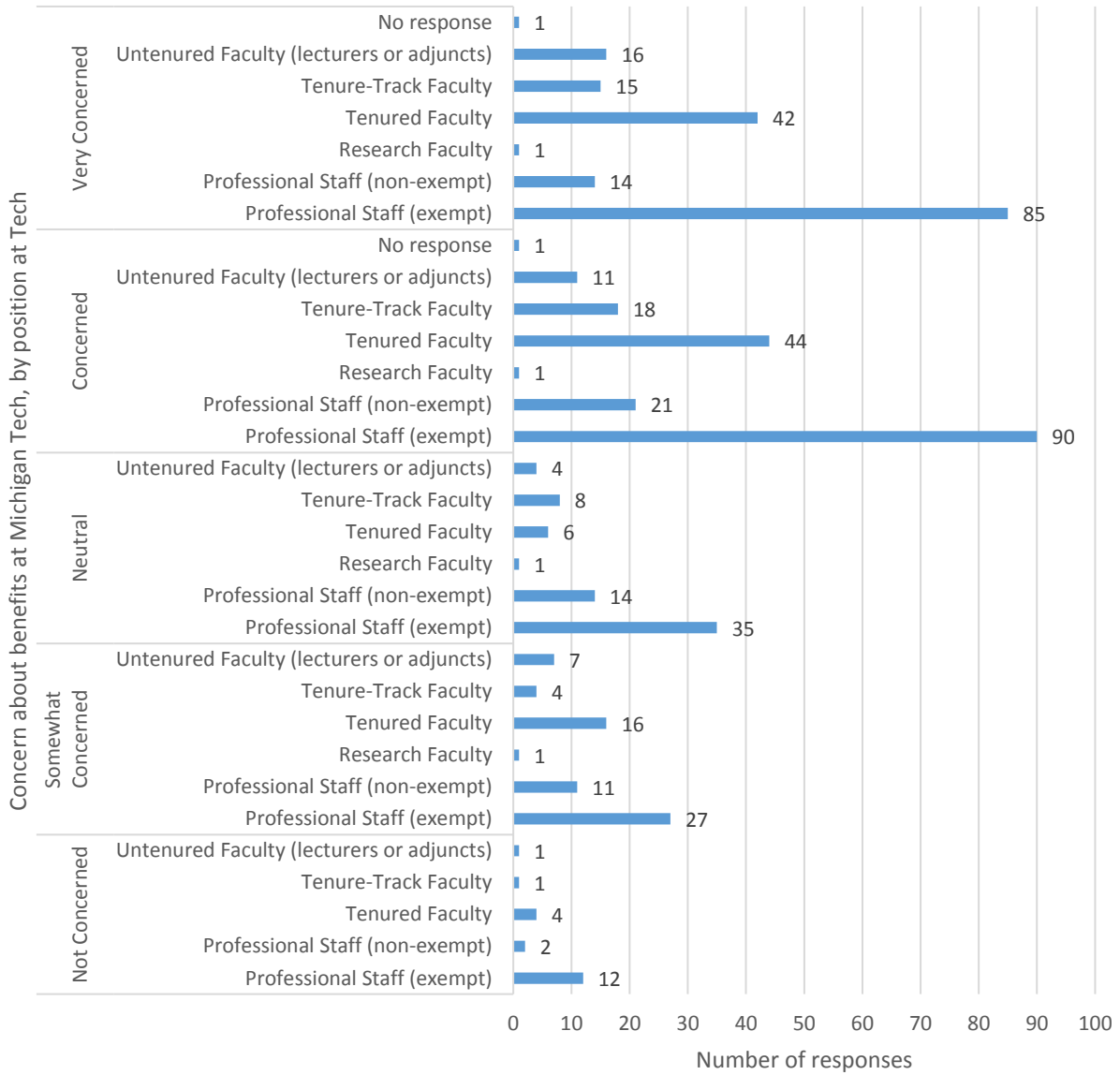


### Concern about benefits at Michigan Tech, by age

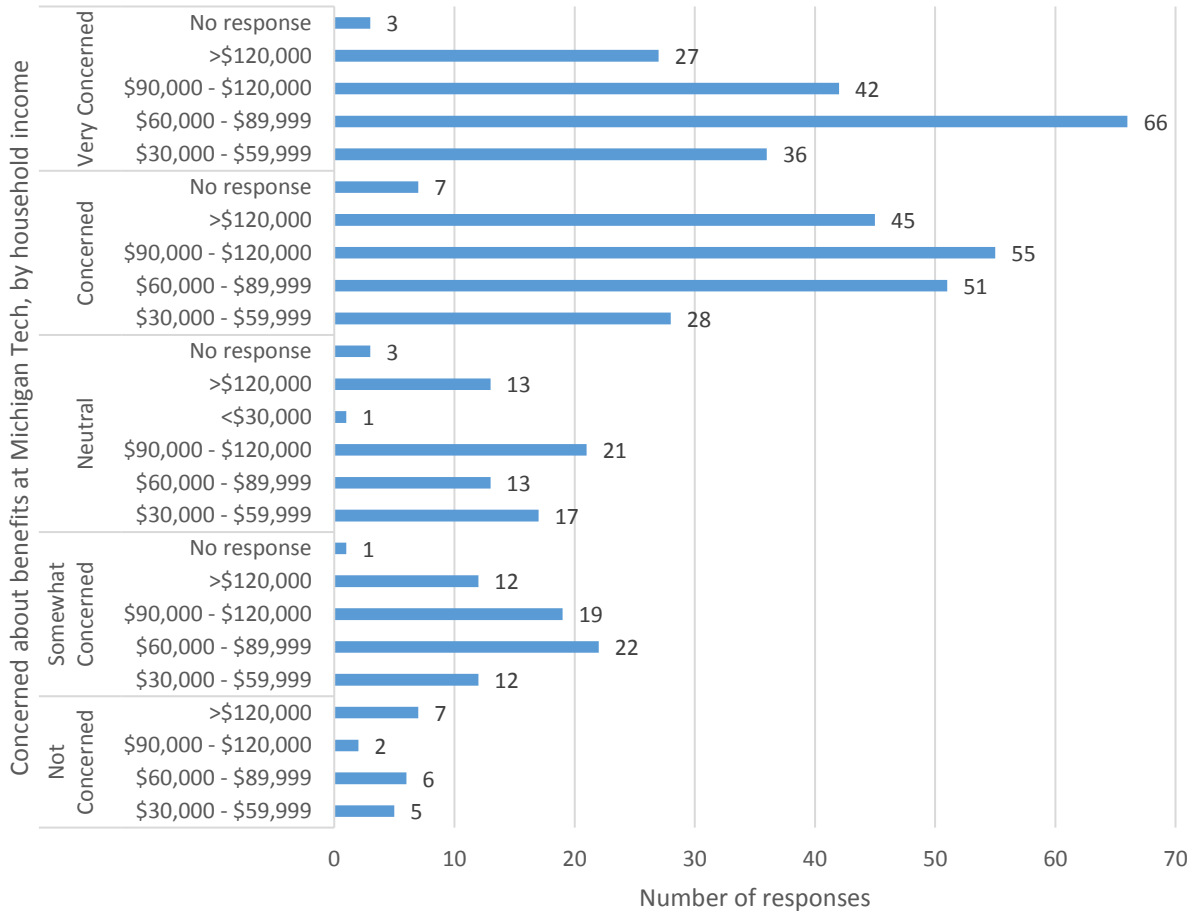




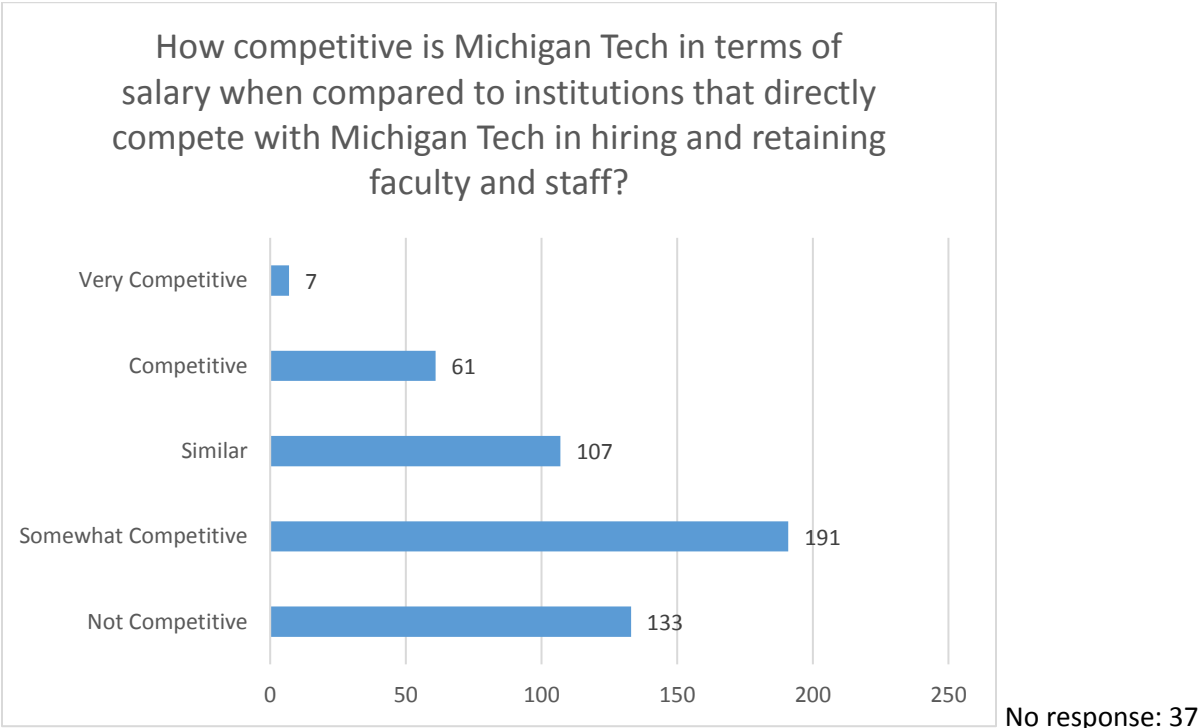
## Concern about benefits at Michigan Tech, by position at Tech



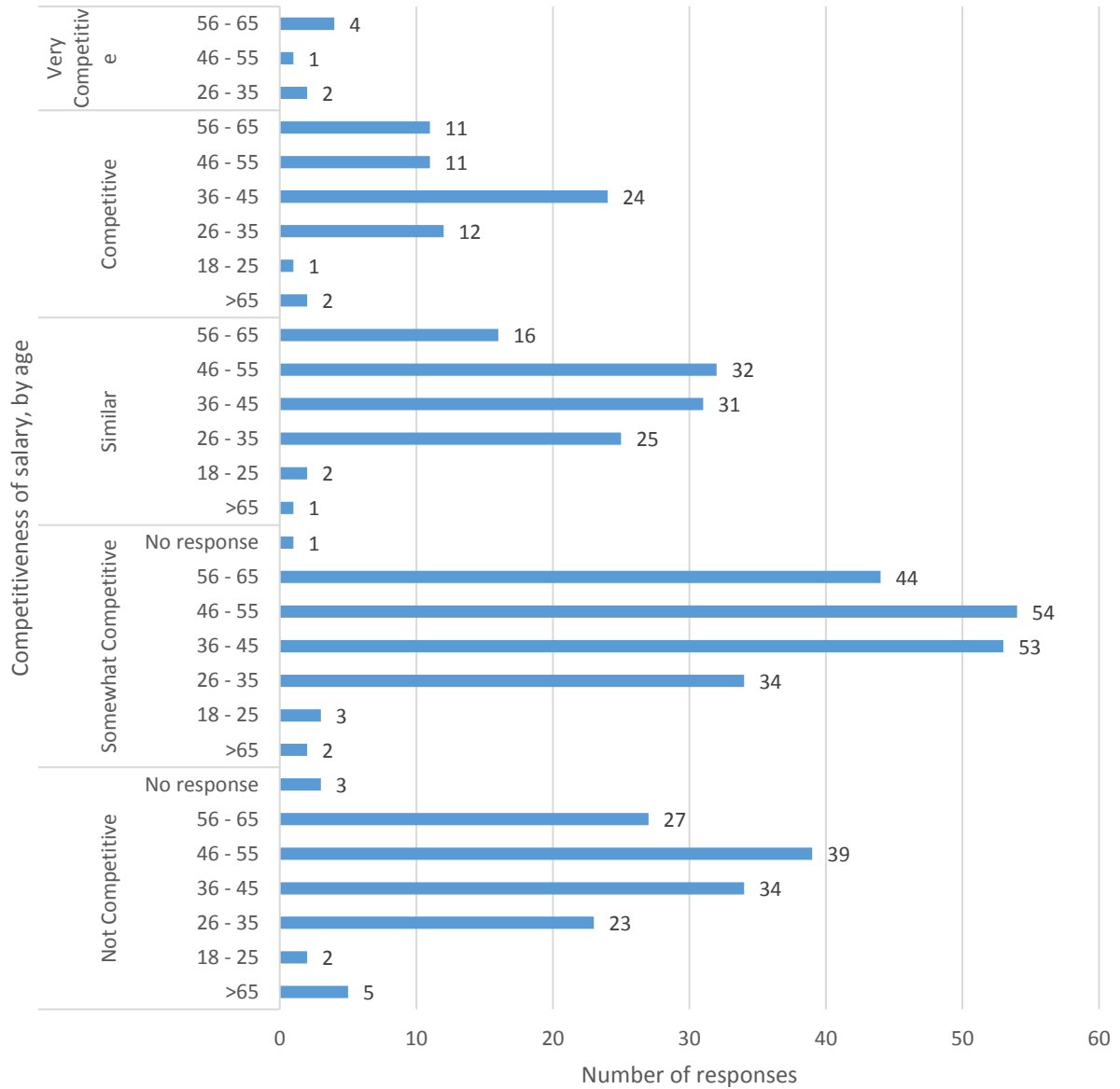
## Concerned about benefits at Michigan Tech, by household income



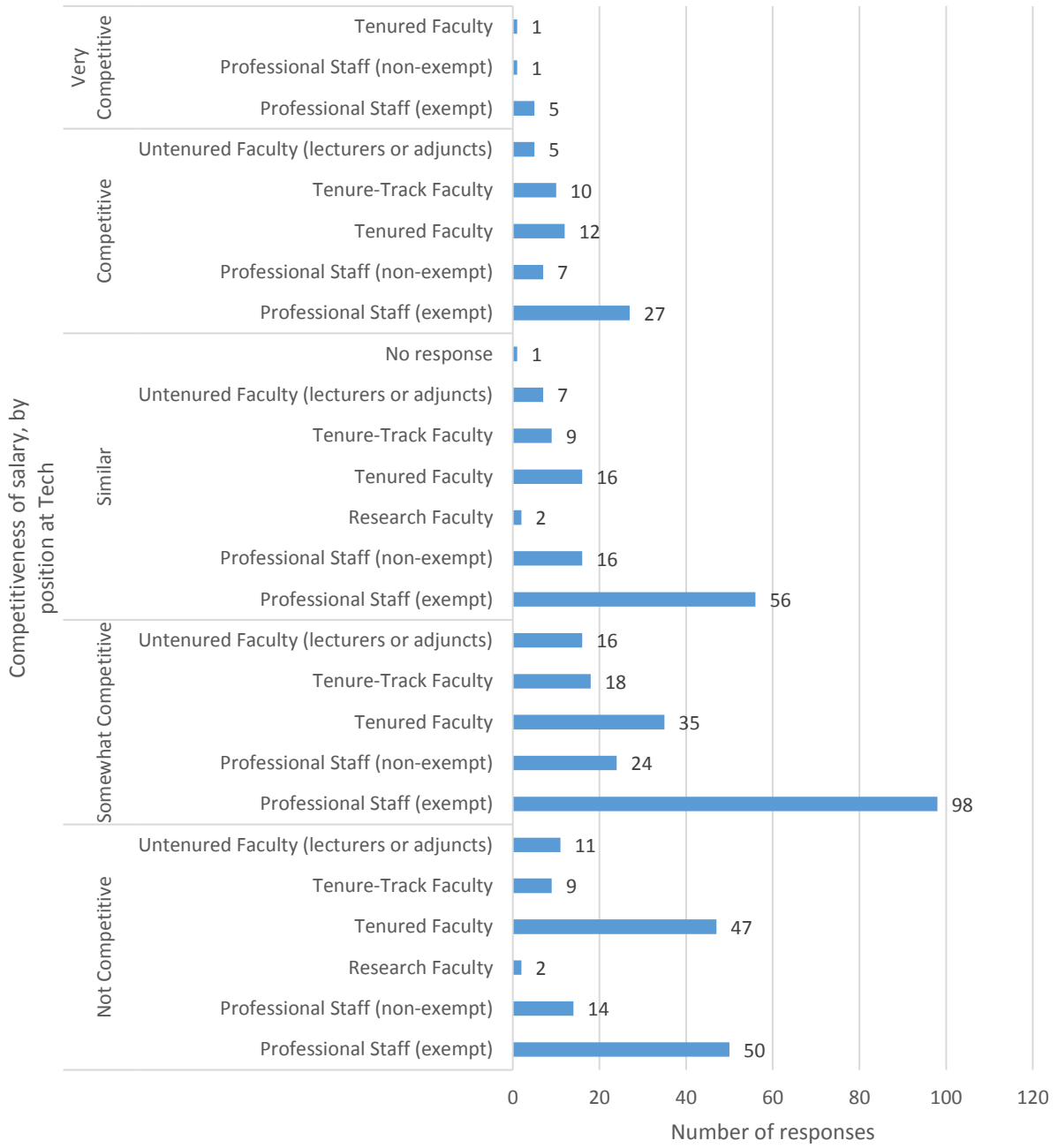
# Competitiveness of salary



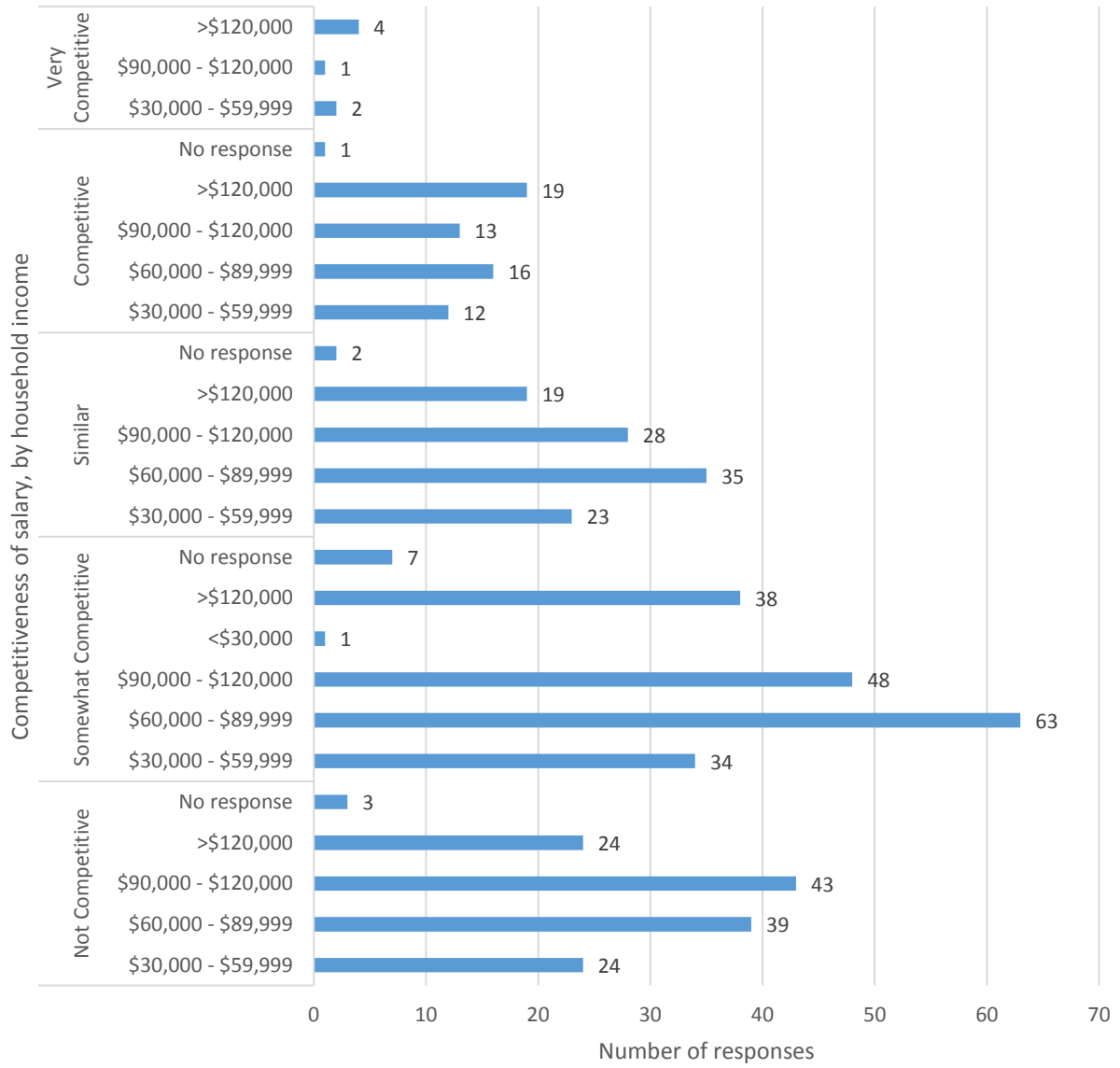
## Competitiveness of salary, by age



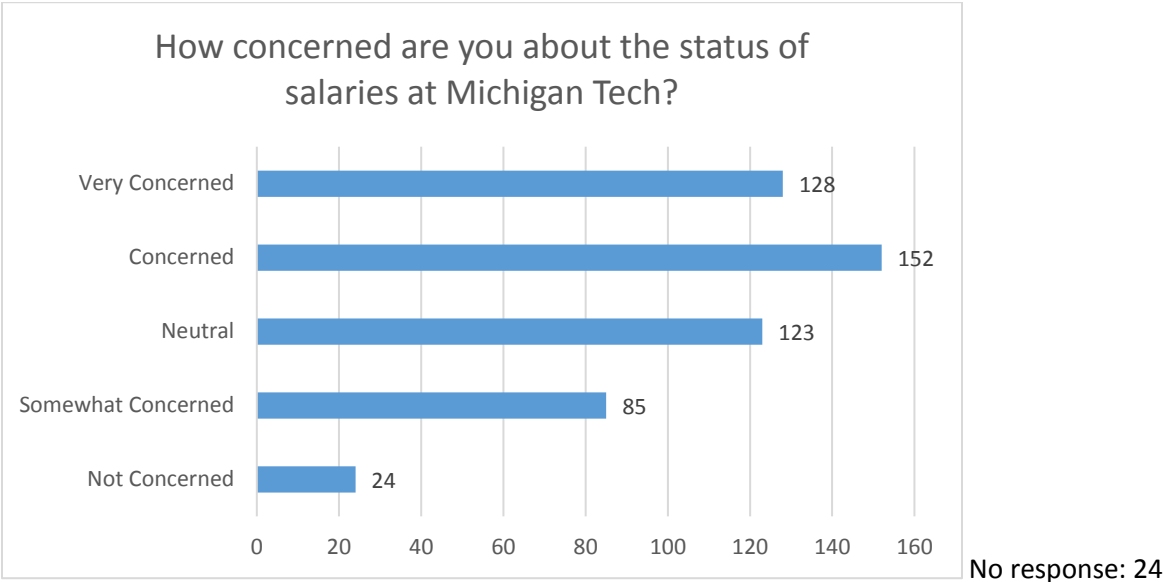
## Competitiveness of salary, by position at Tech



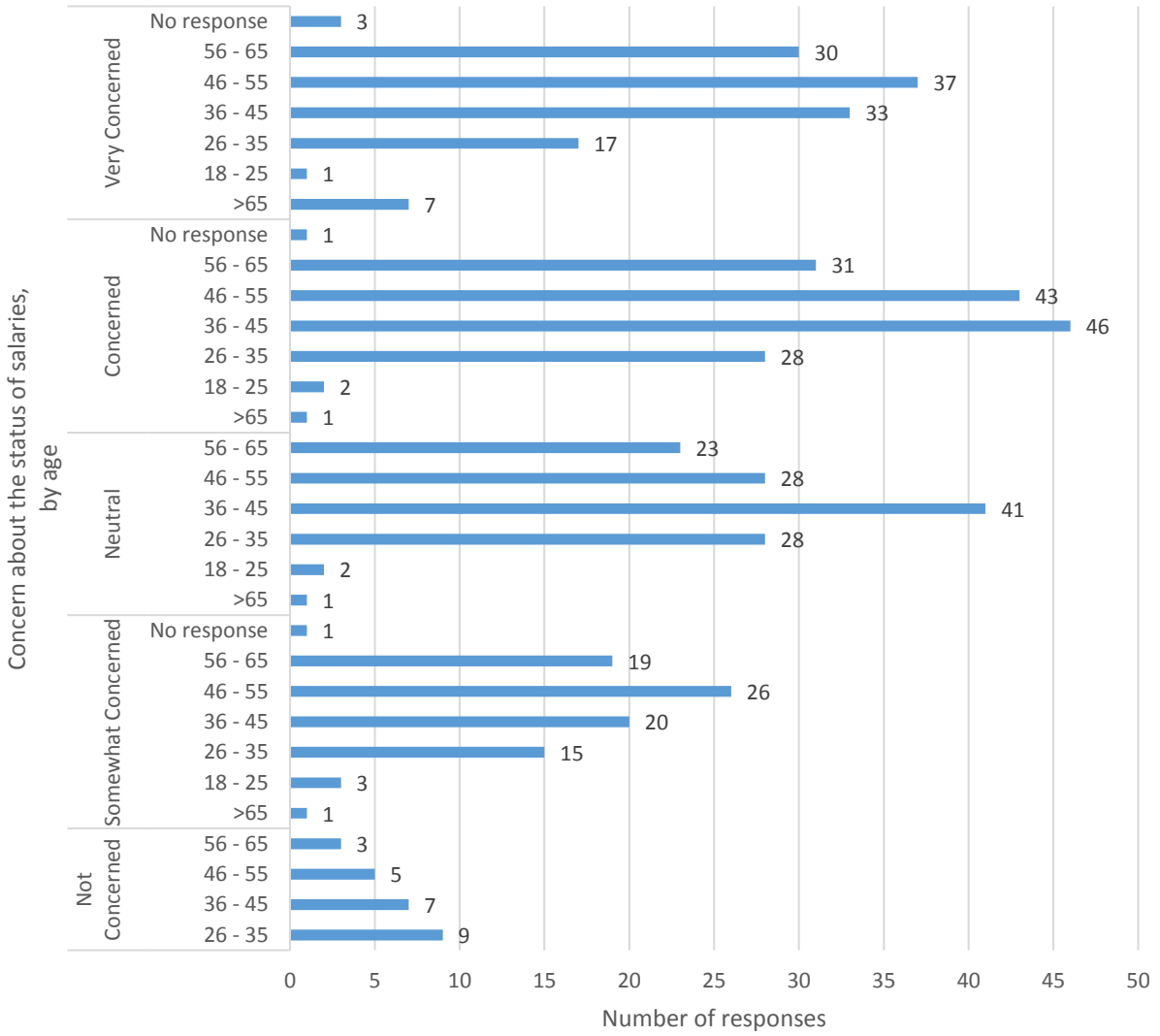
## Competitiveness of salary, by household income



# Concern about salary

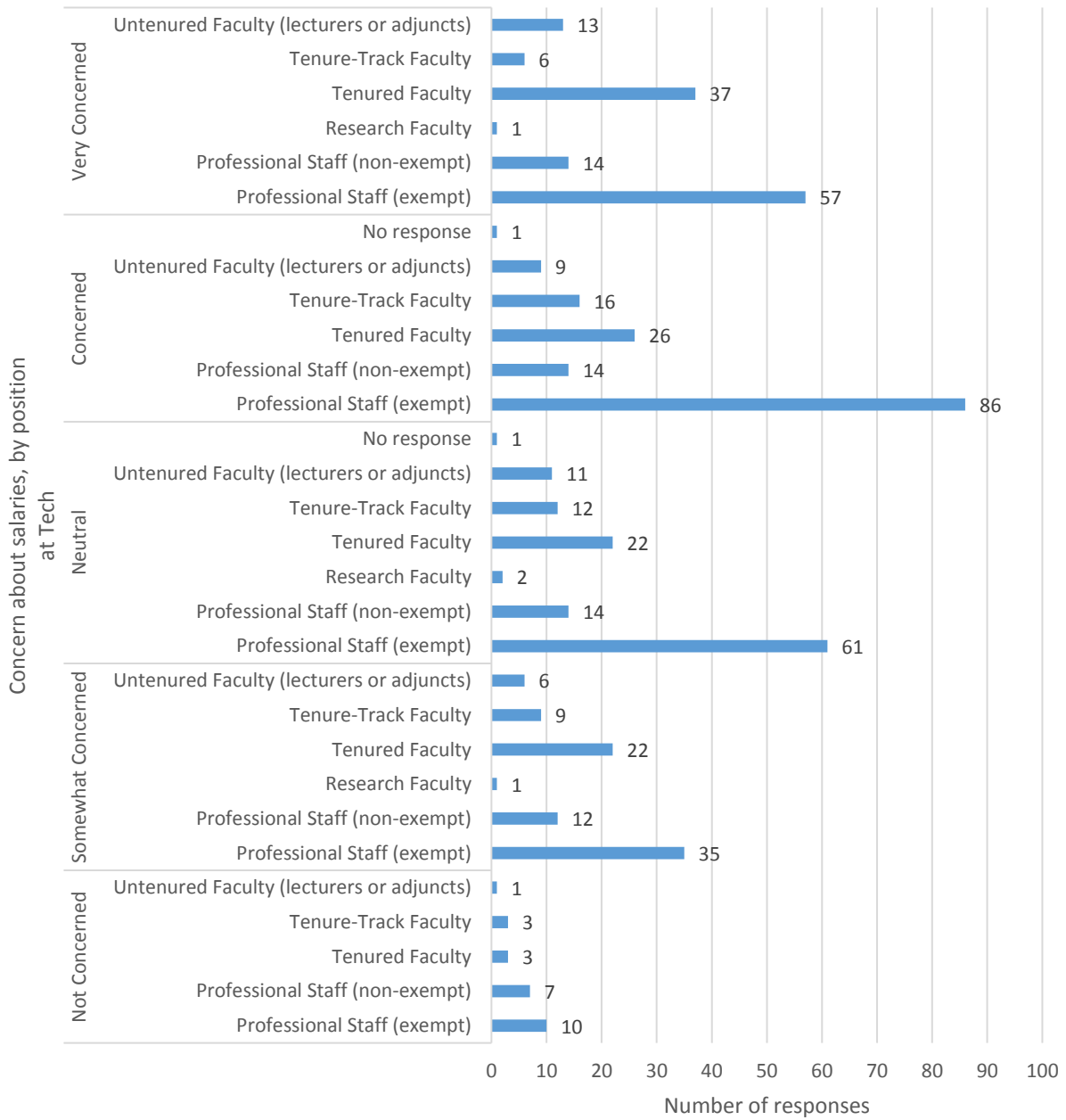


## Concern about the status of salaries, by age

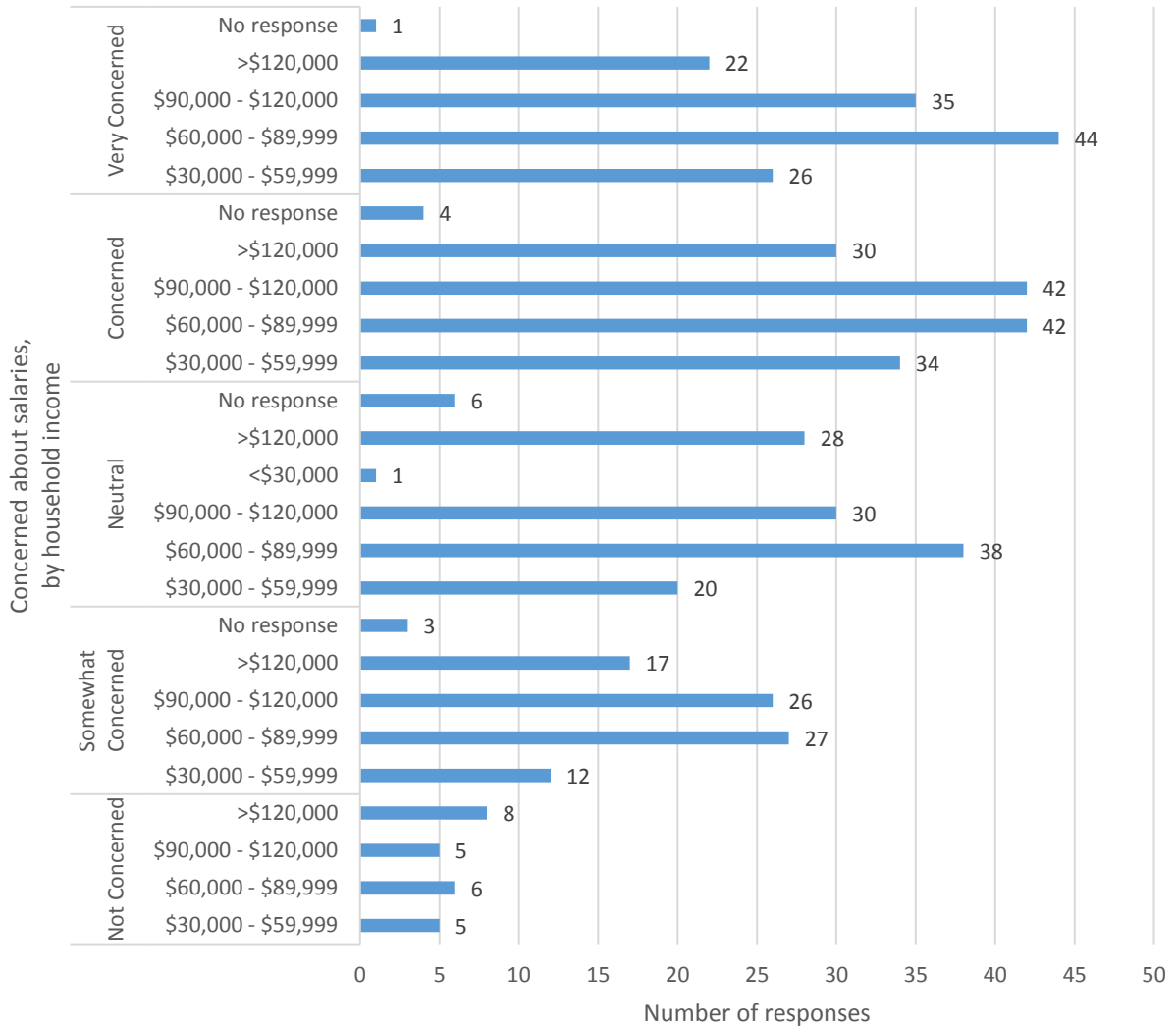




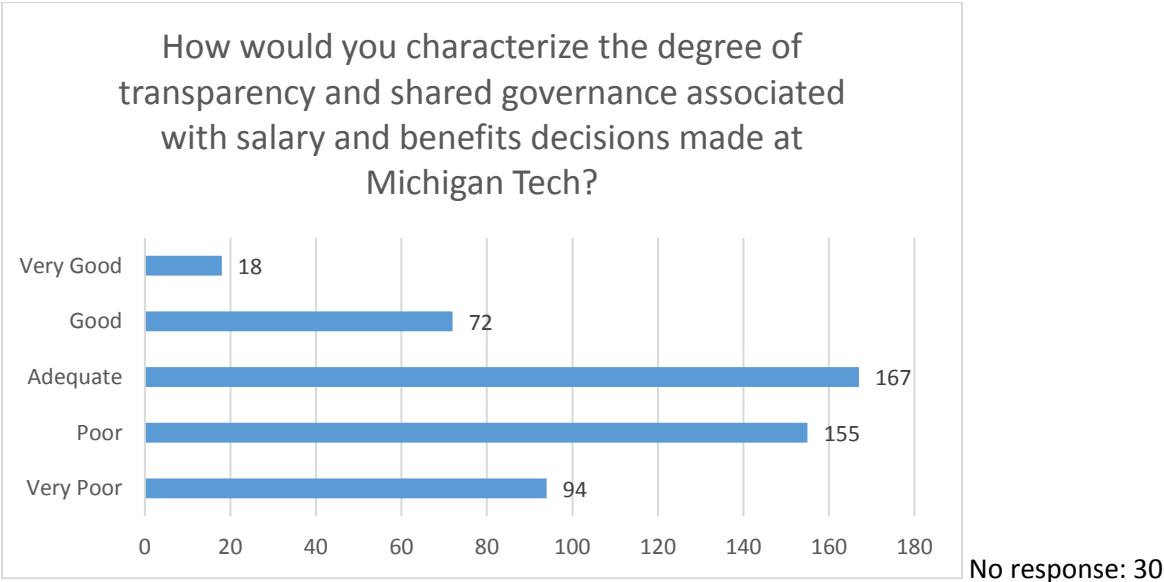
## Concern about salaries, by position at Tech



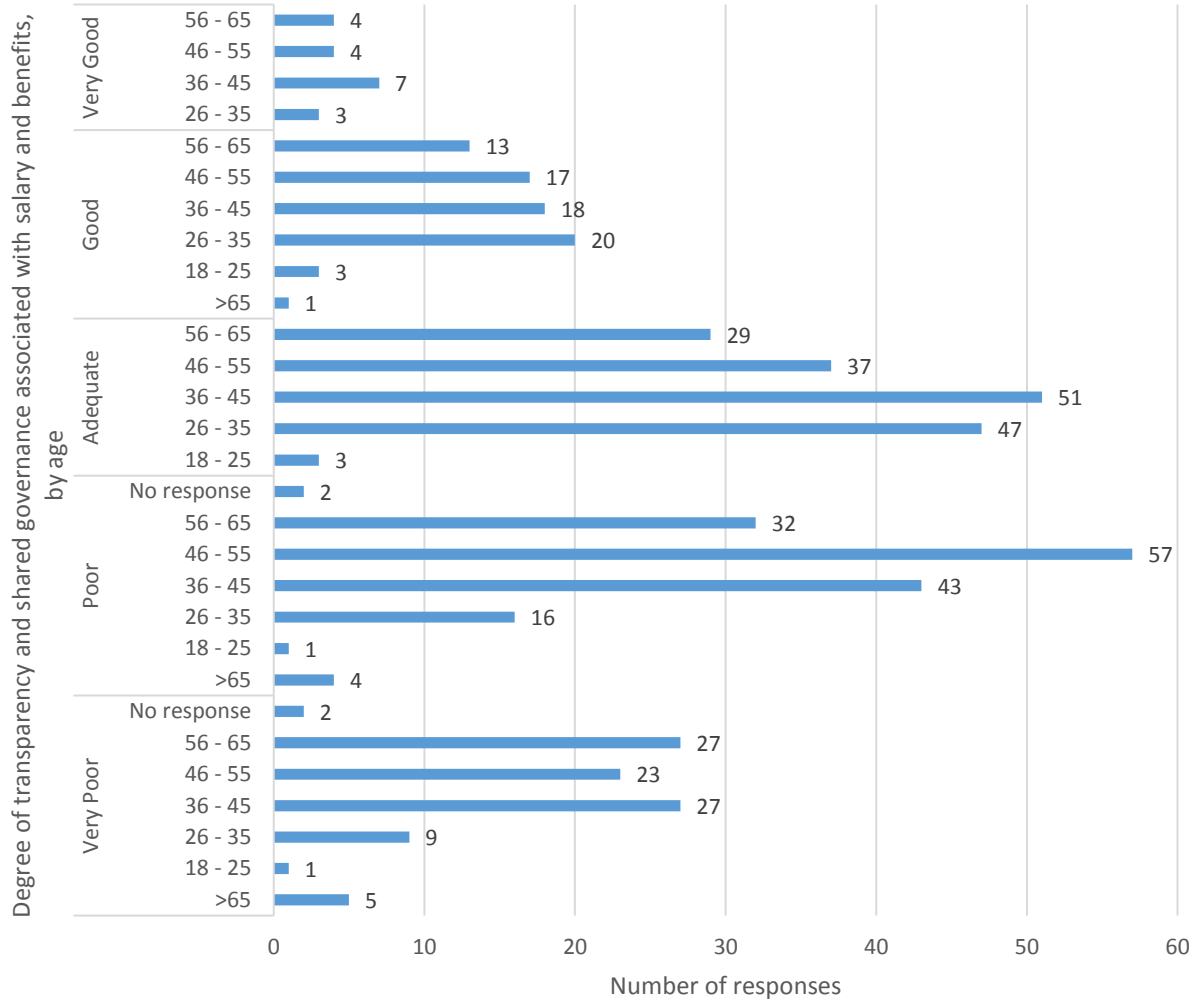
## Concerned about salaries, by household income



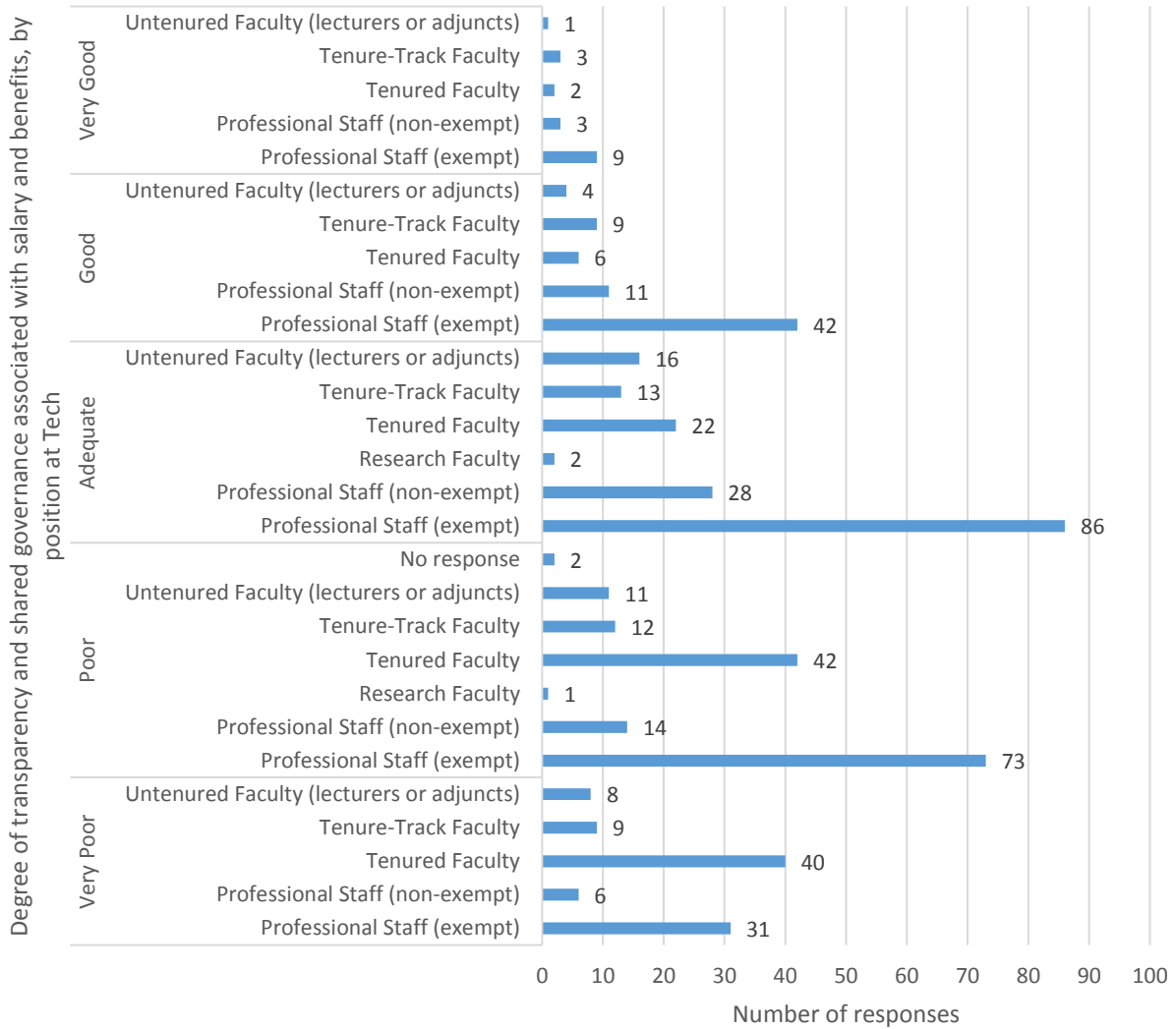
# Transparency at Tech



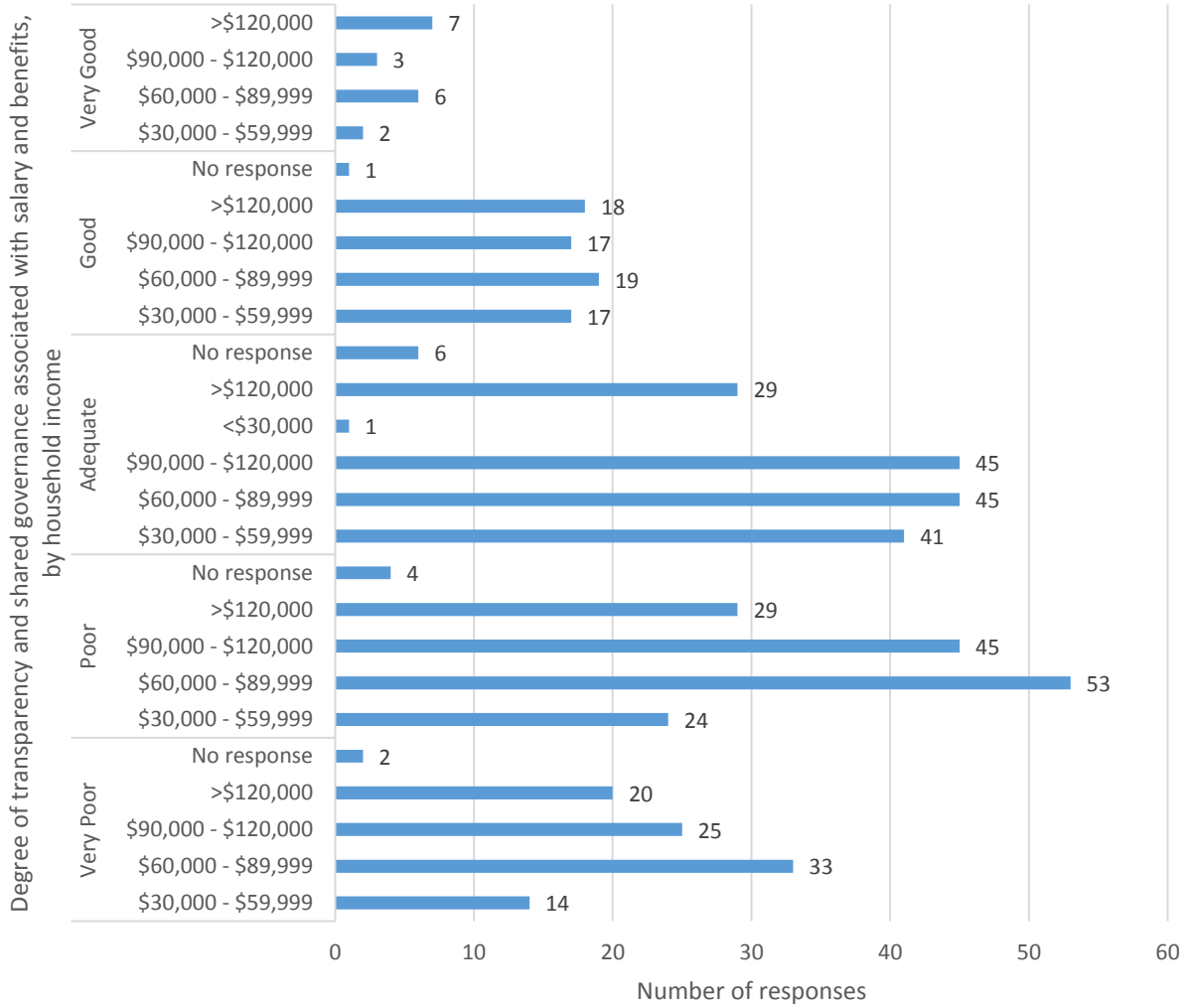
## Degree of transparency and shared governance associated with salary and benefits, by age



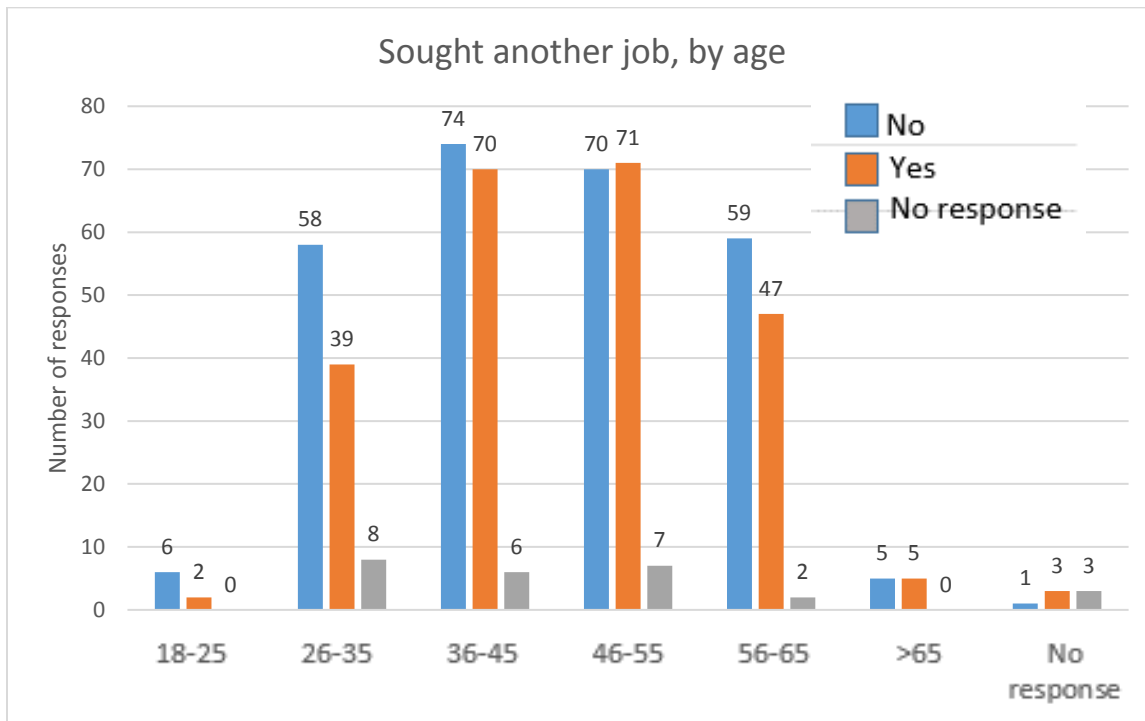
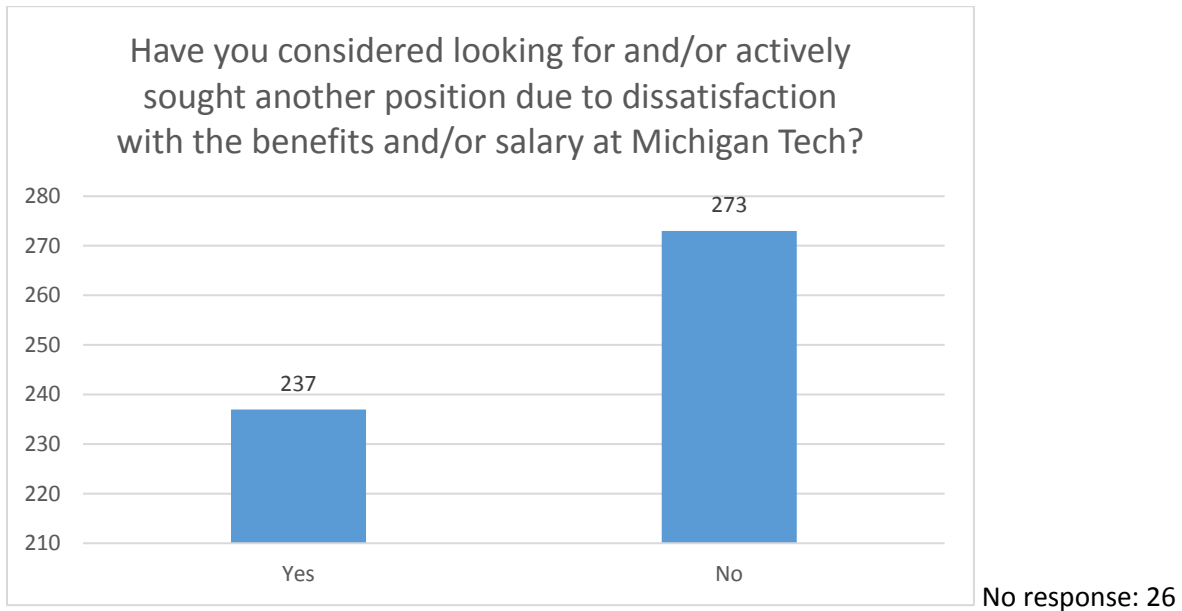
## Degree of transparency and shared governance associated with salary and benefits, by position at Tech



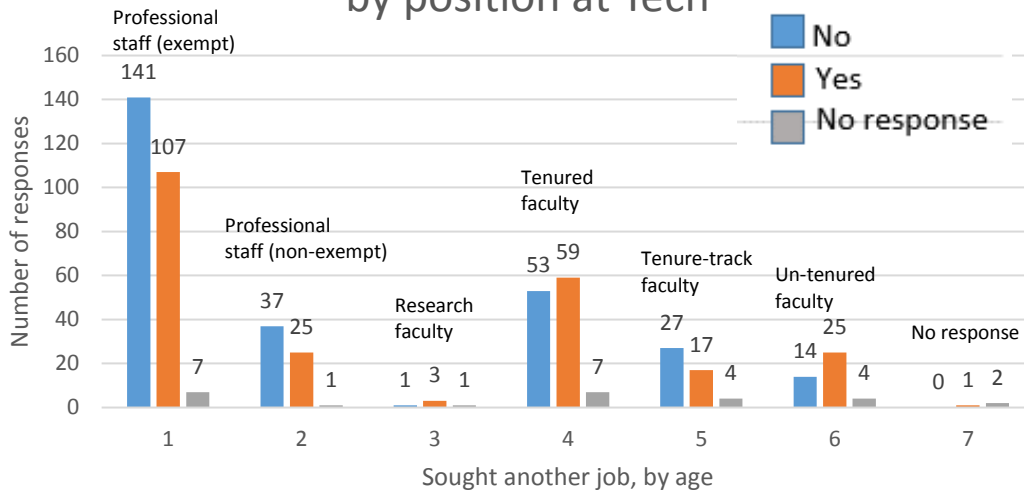
## Degree of transparency and shared governance associated with salary and benefits, by household income



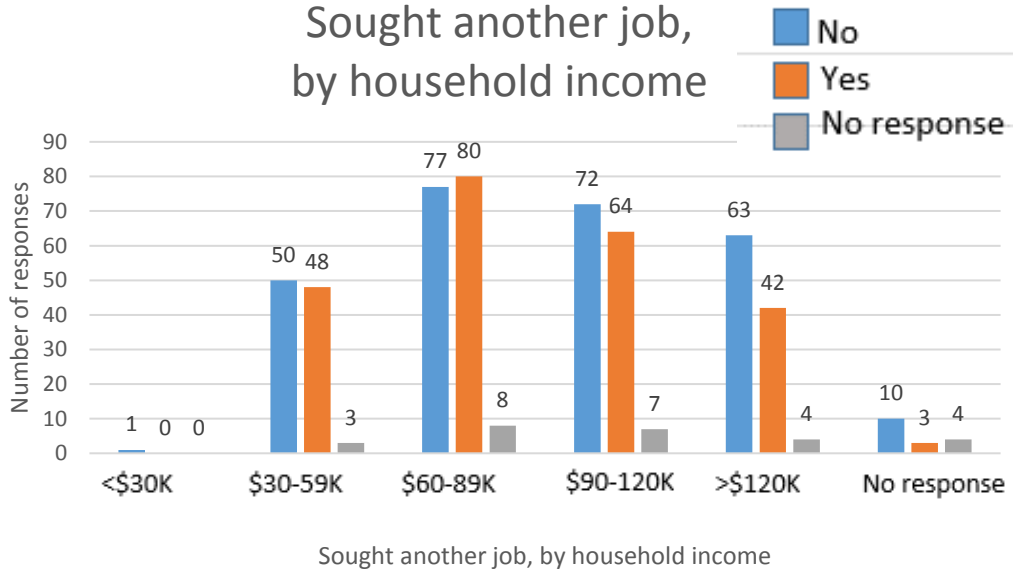
## Looking for another job?



## Sought another job, by position at Tech

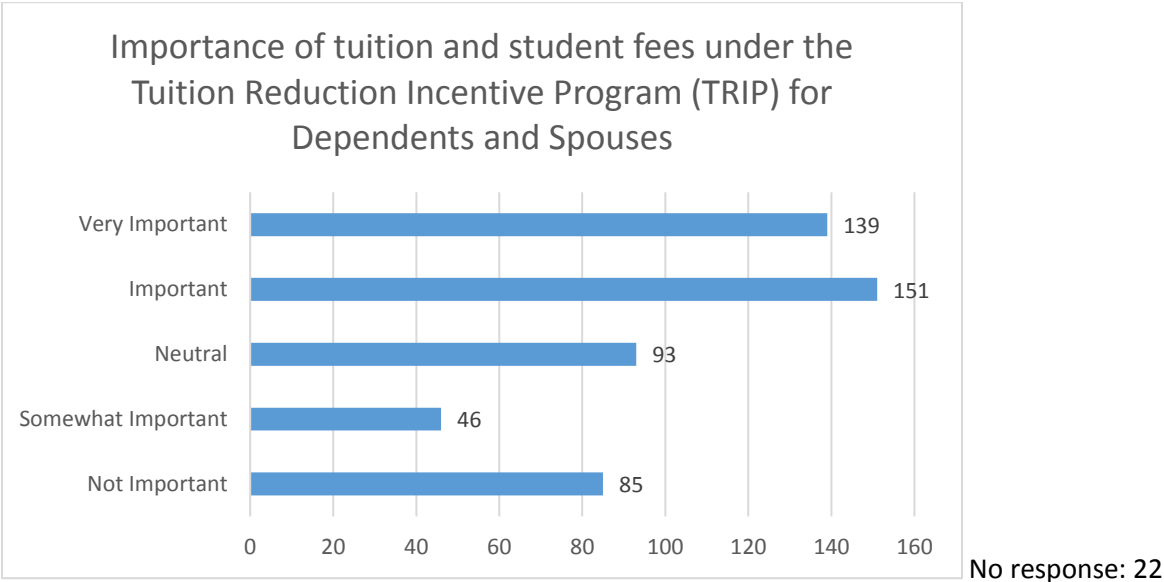


## Sought another job, by household income



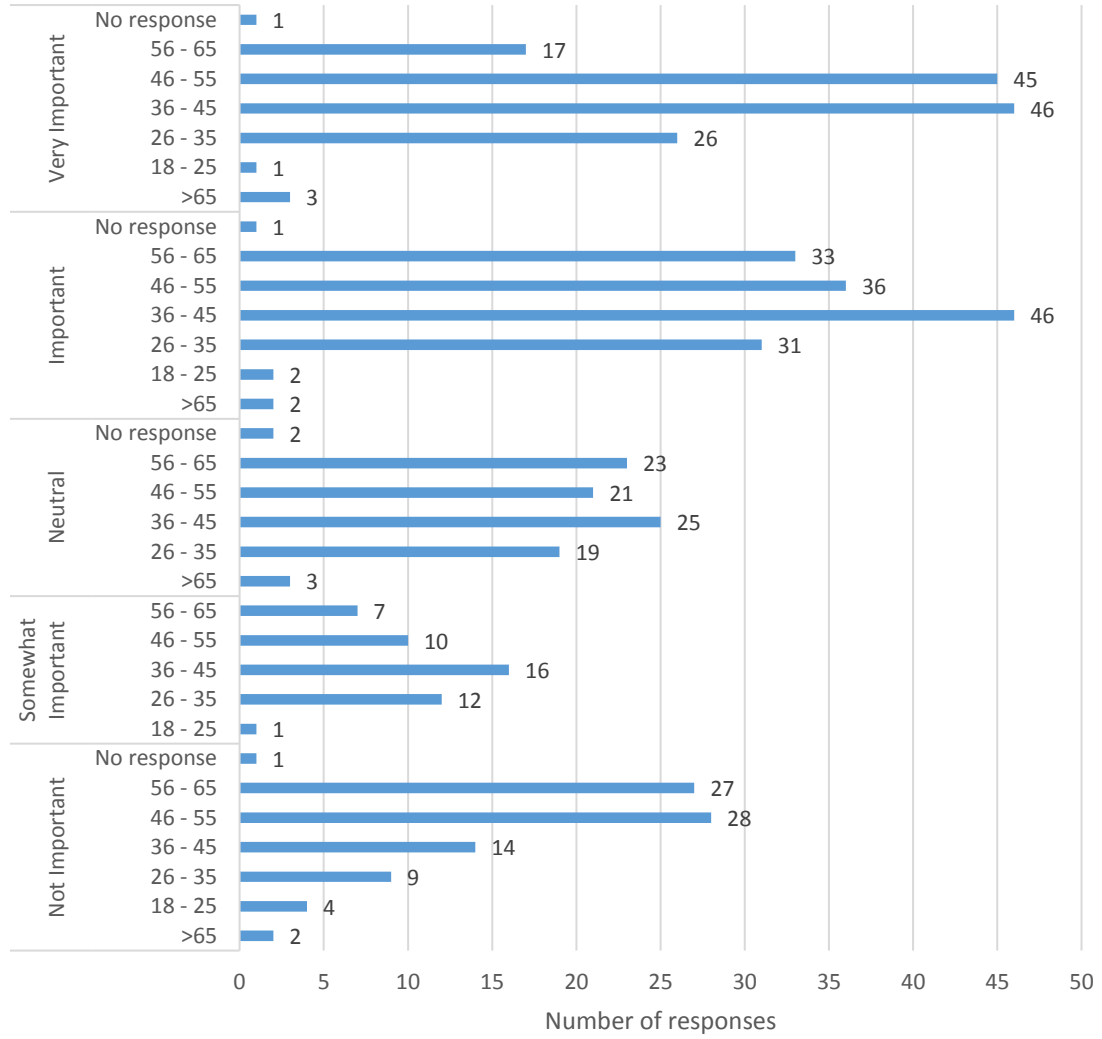


# Tuition importance

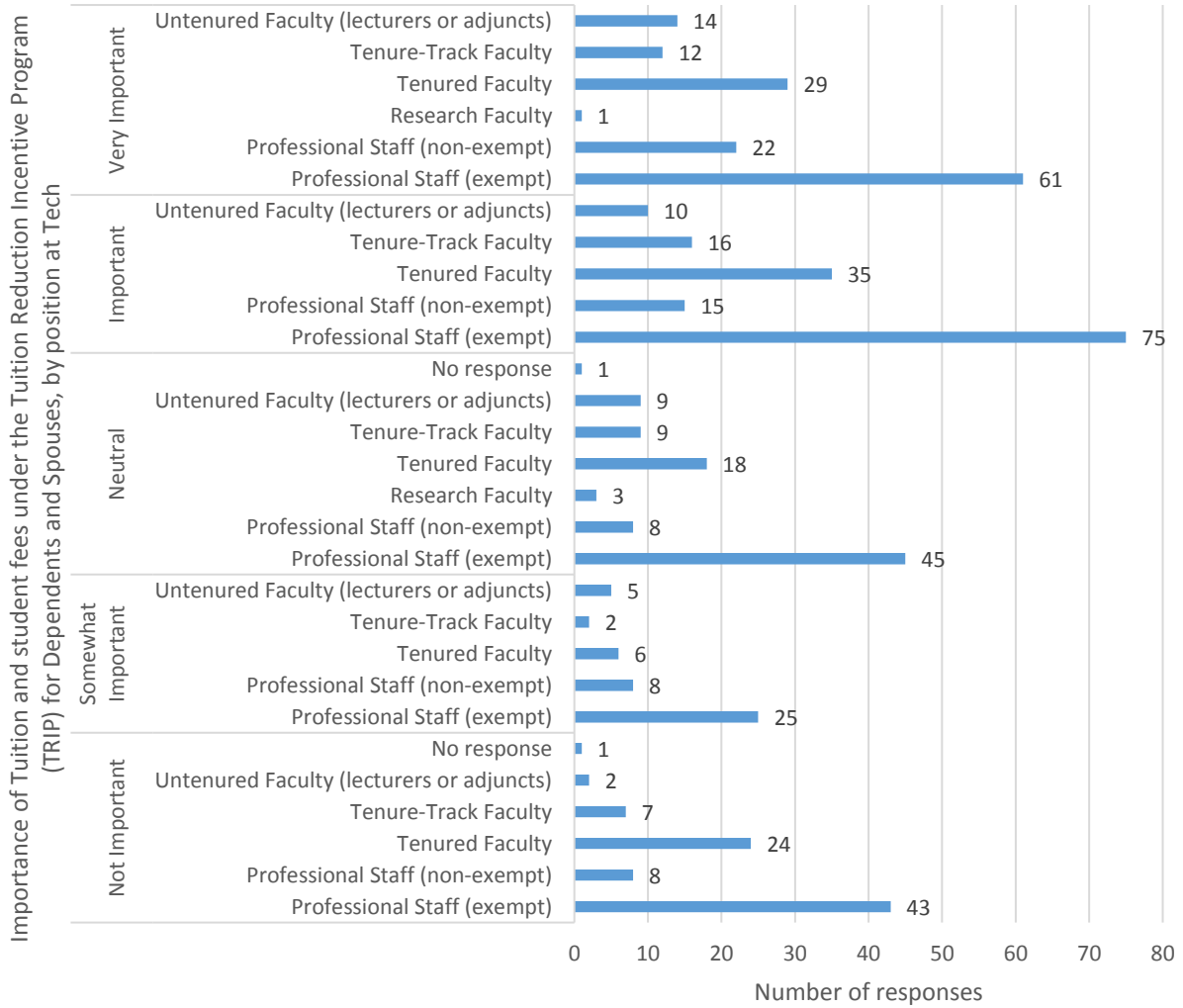


## Importance of tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by age

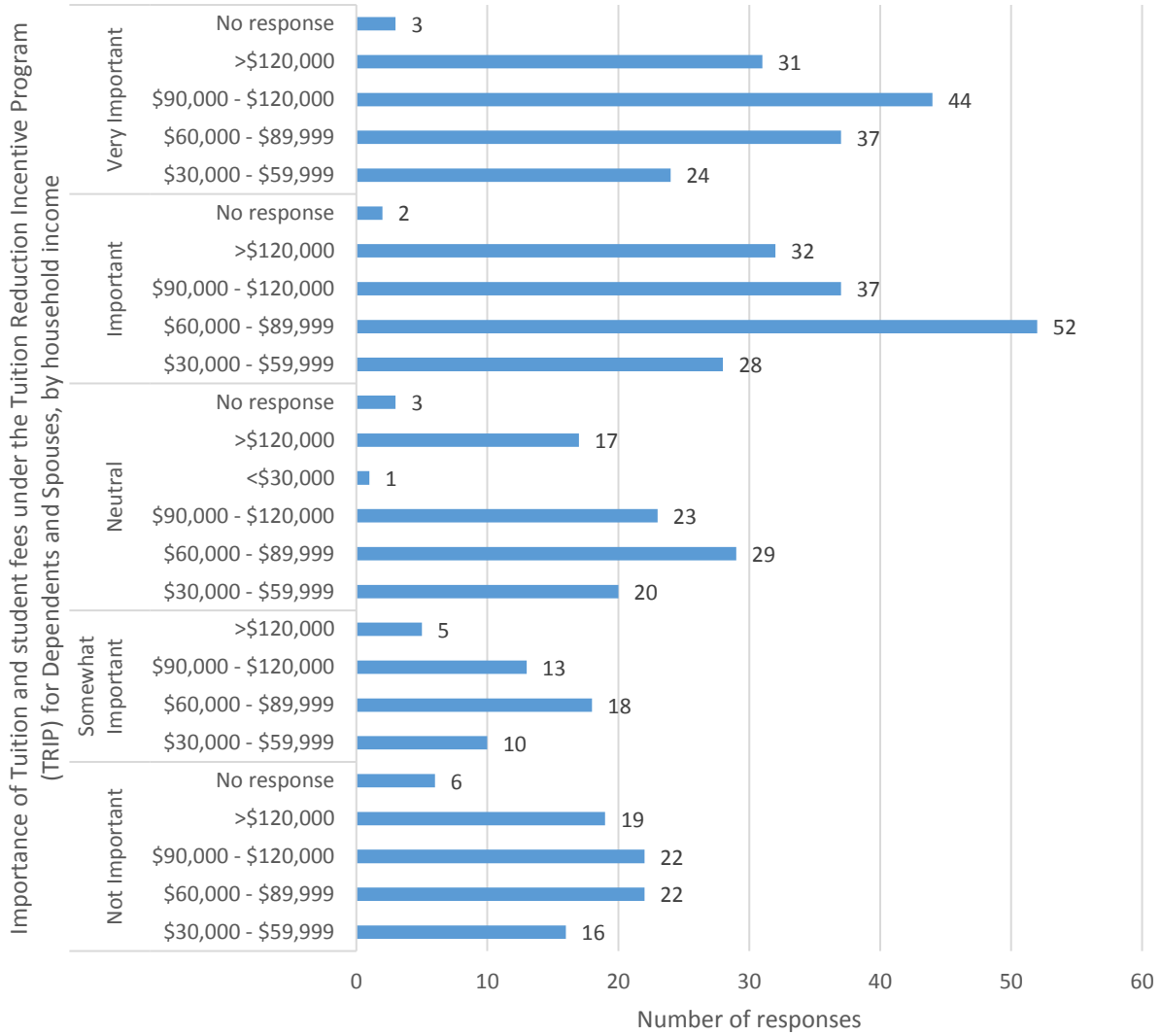
Importance of tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by age



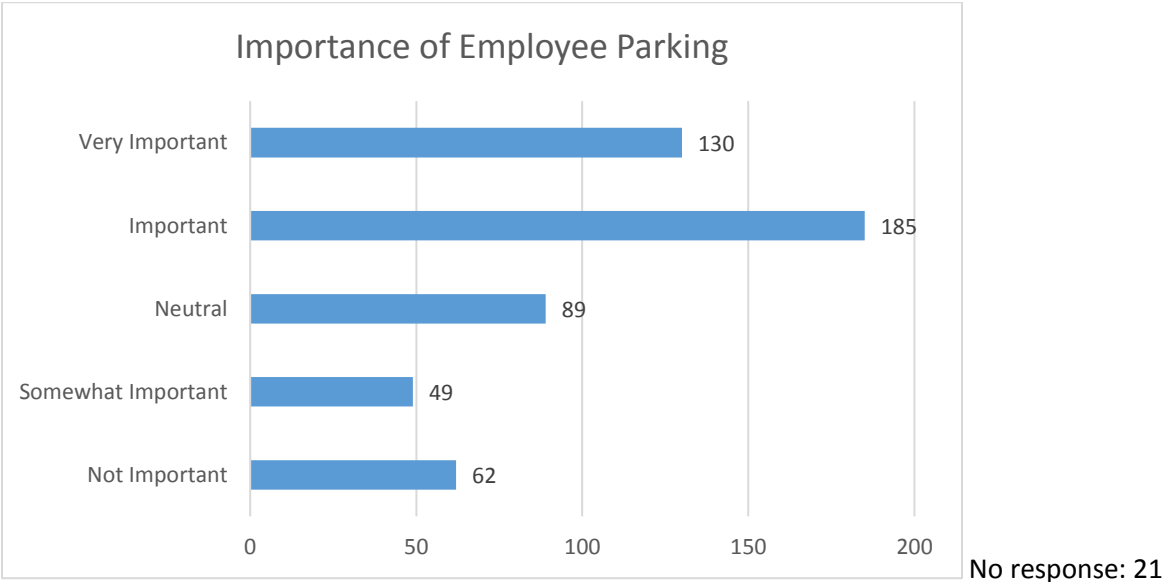
## Importance of Tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by position at Tech



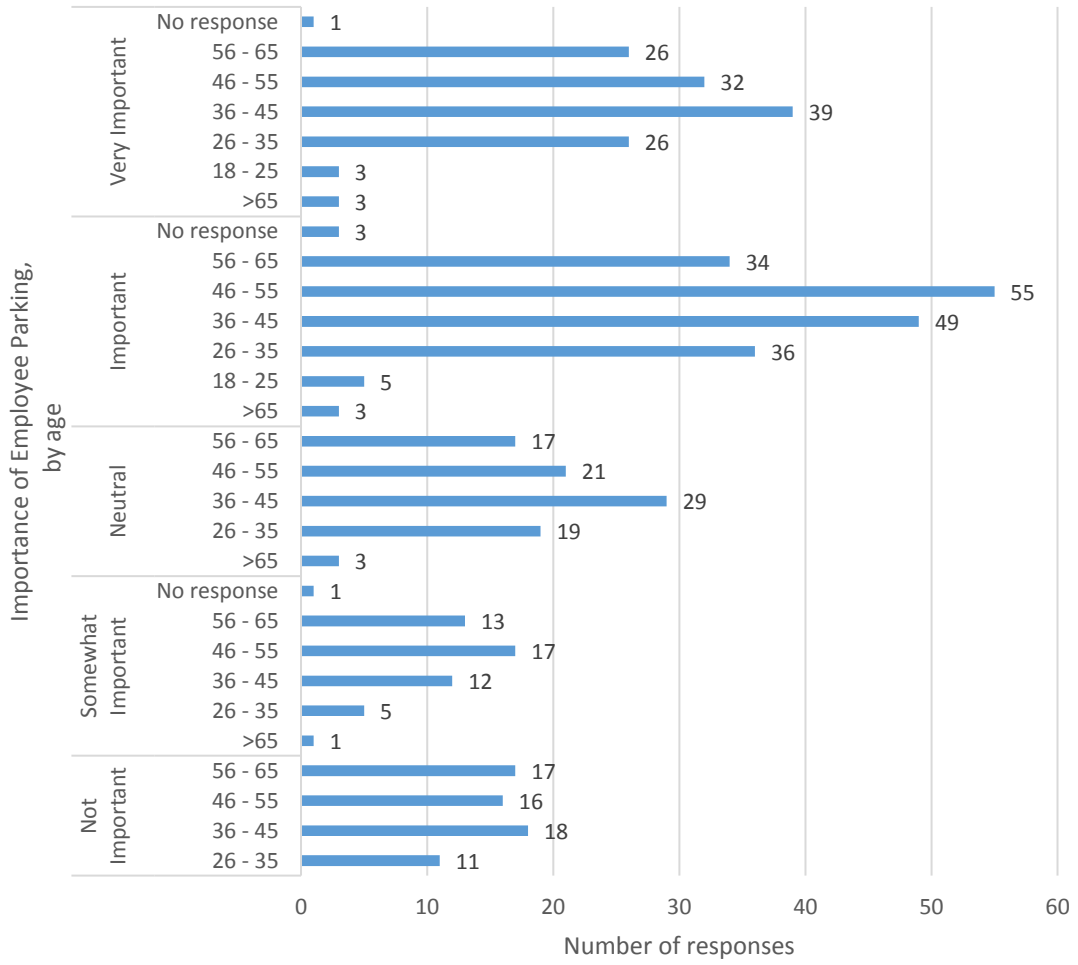
## Importance of Tuition and student fees under the Tuition Reduction Incentive Program (TRIP) for Dependents and Spouses, by household income



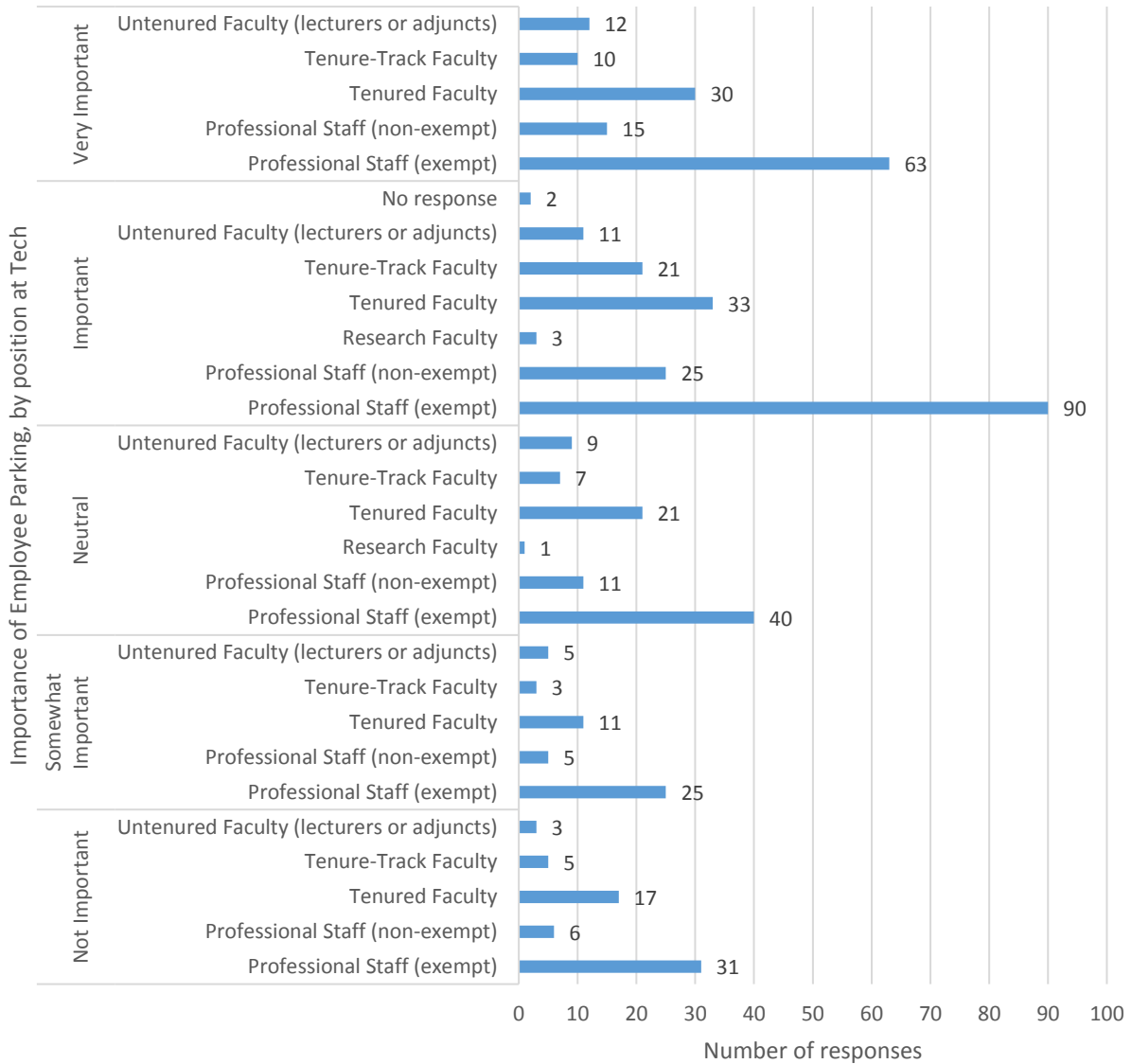
# Parking importance



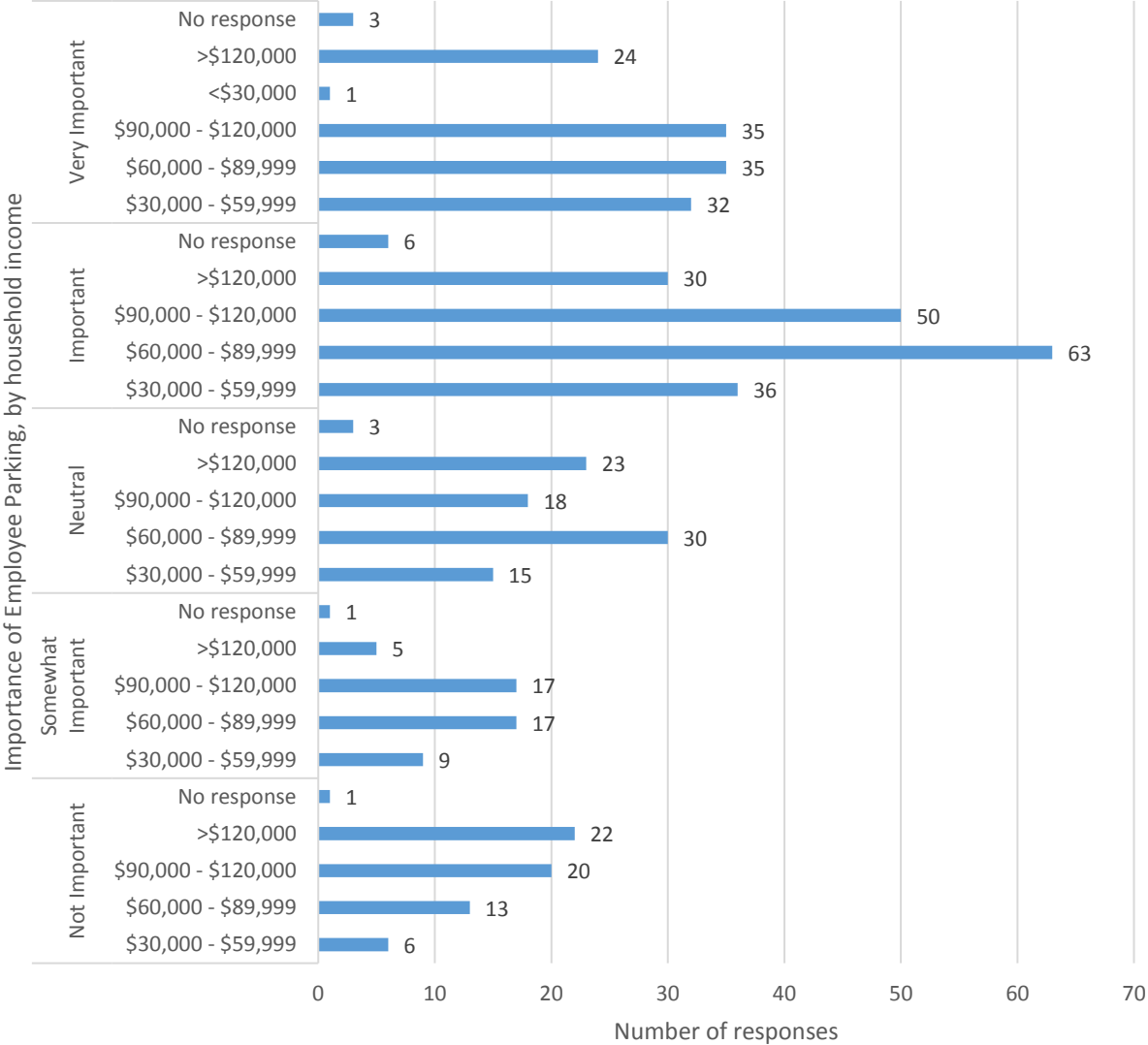
## Importance of Employee Parking, by age



## Importance of Employee Parking, by position at Tech

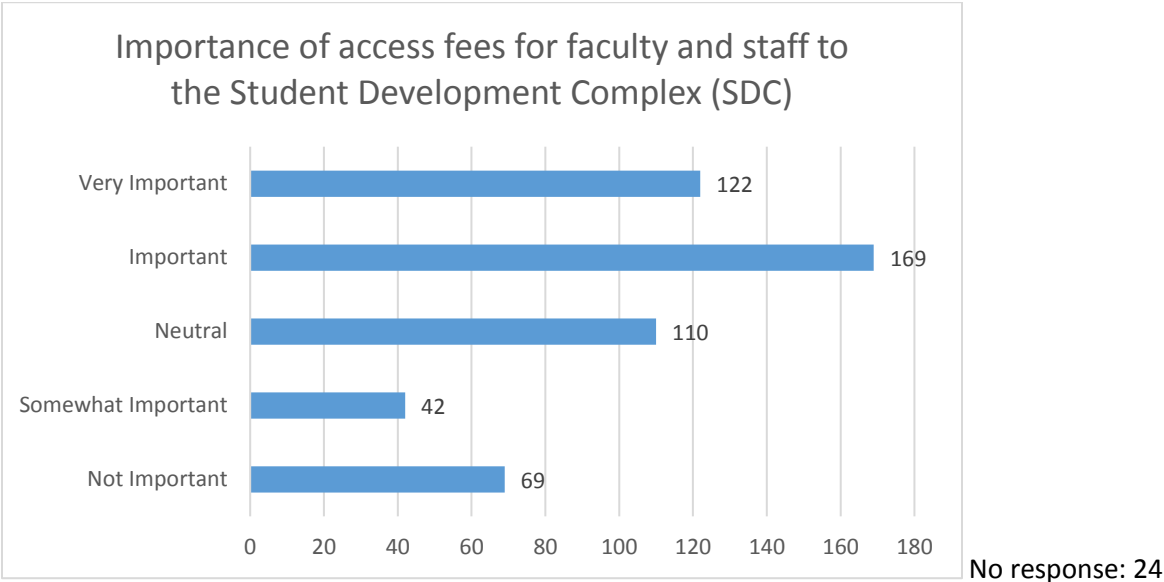


### Importance of Employee Parking, by household income

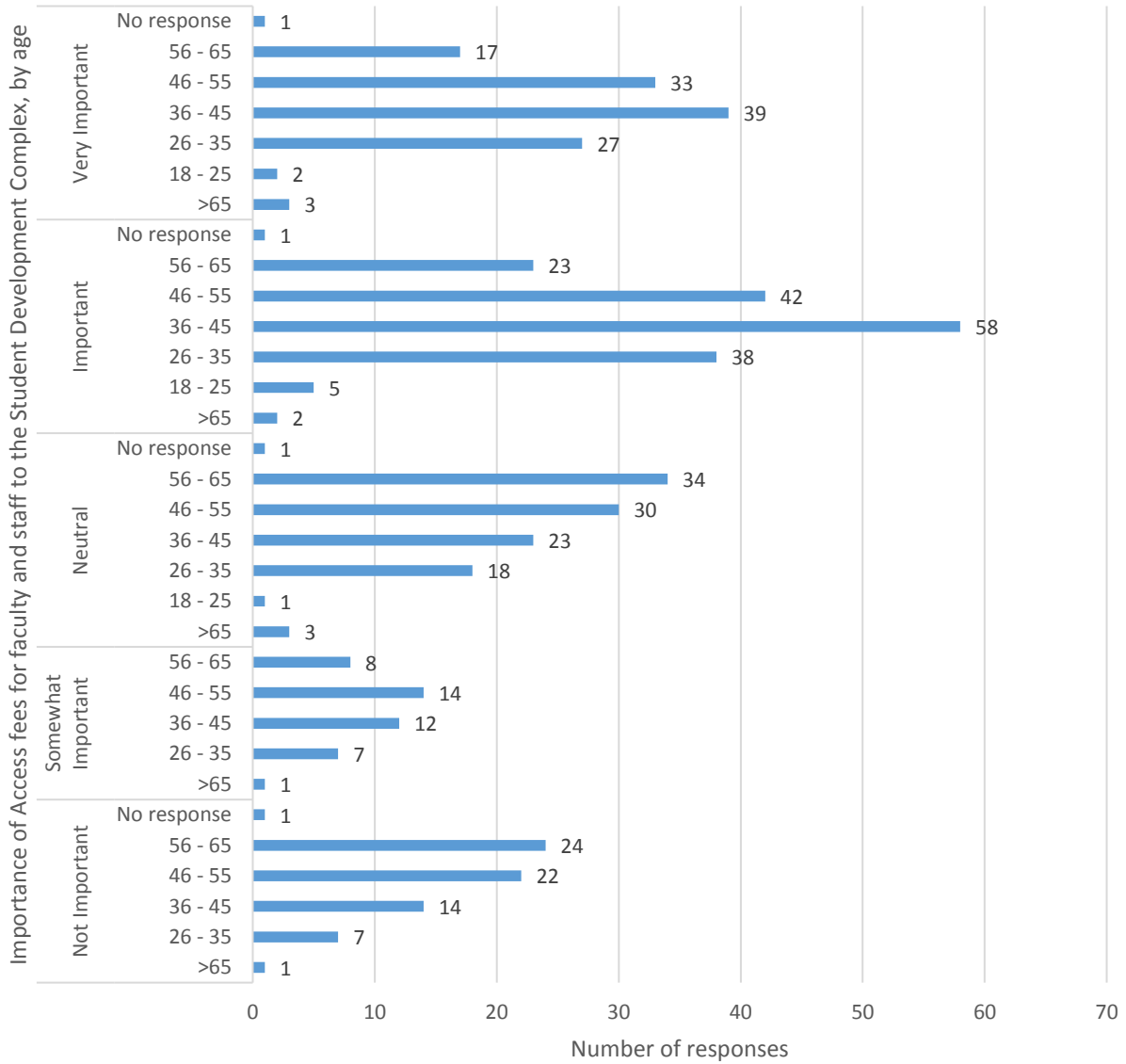




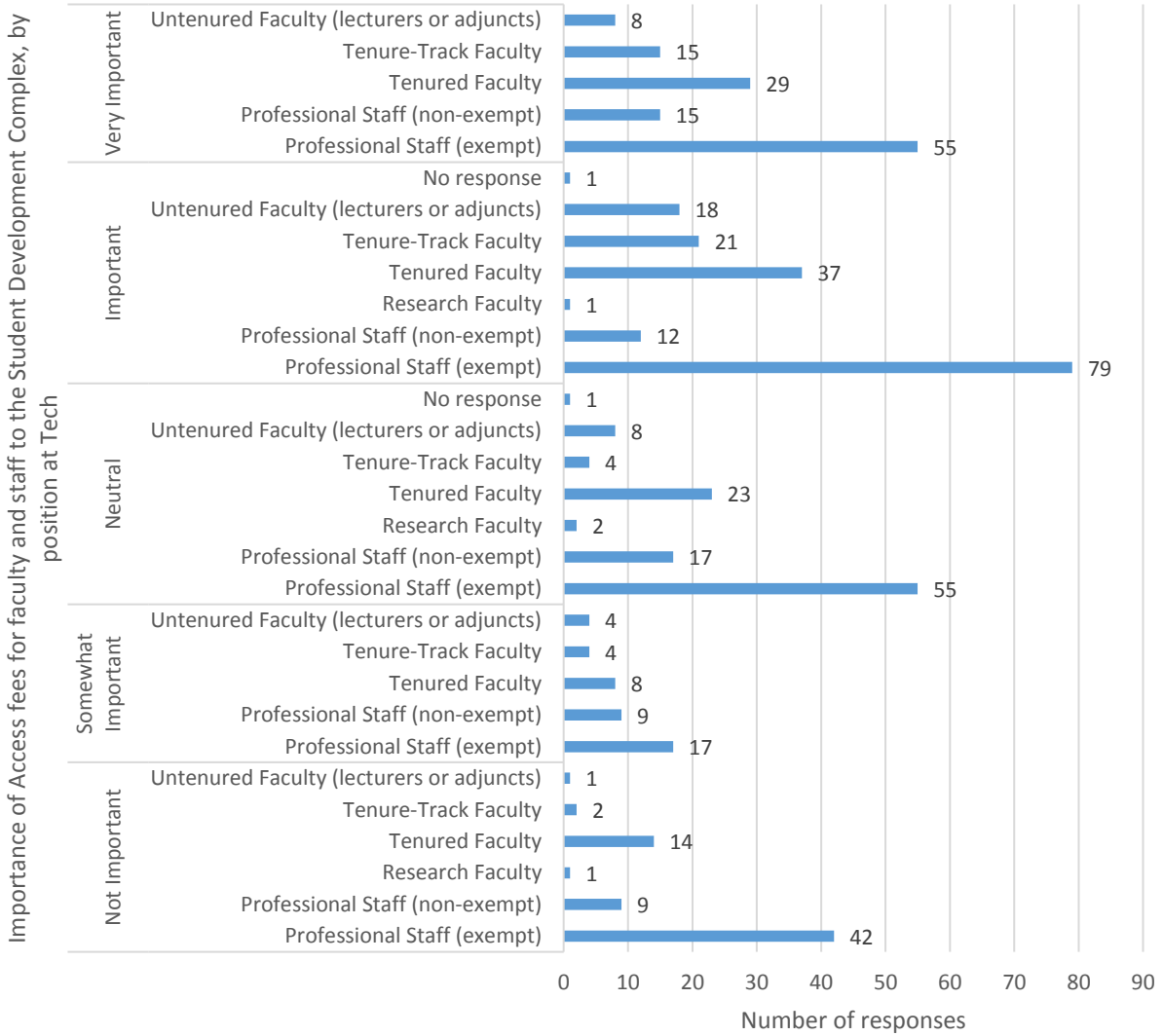
SDC fees



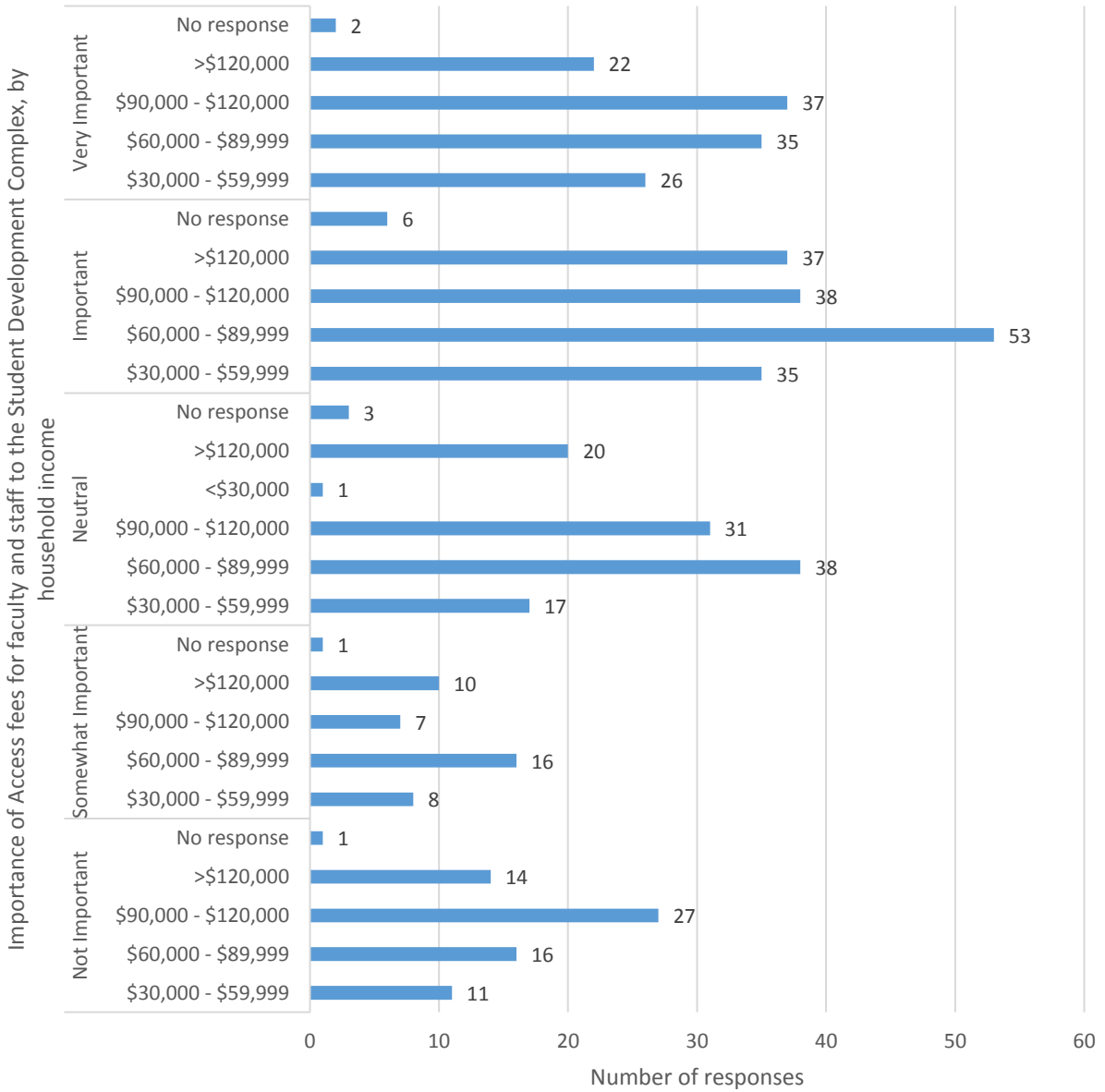
## Importance of Access fees for faculty and staff to the Student Development Complex, by age



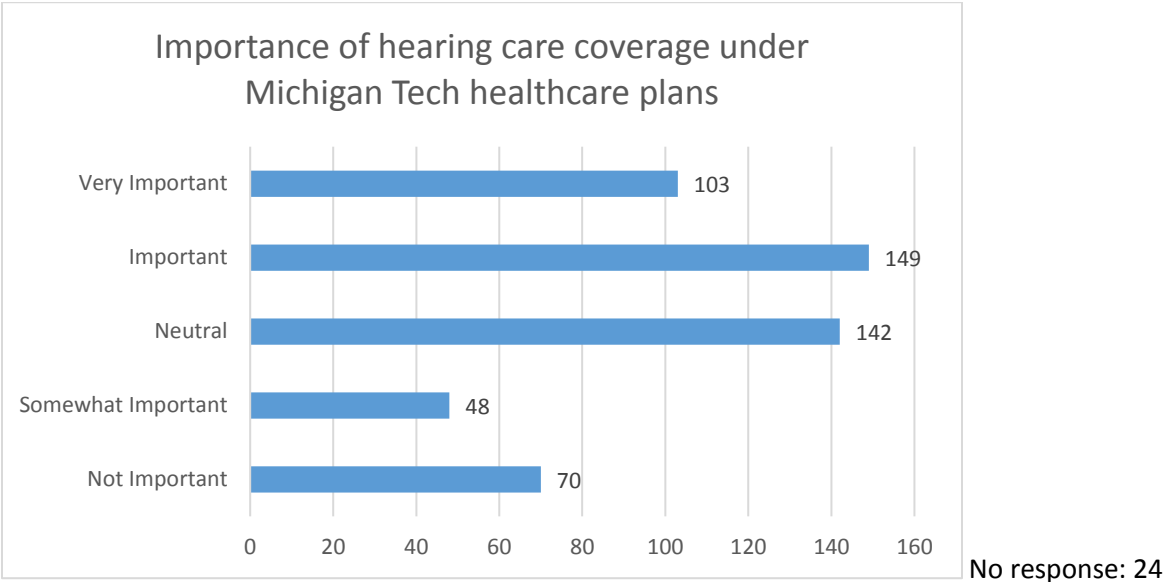
## Importance of Access fees for faculty and staff to the Student Development Complex, by position at Tech



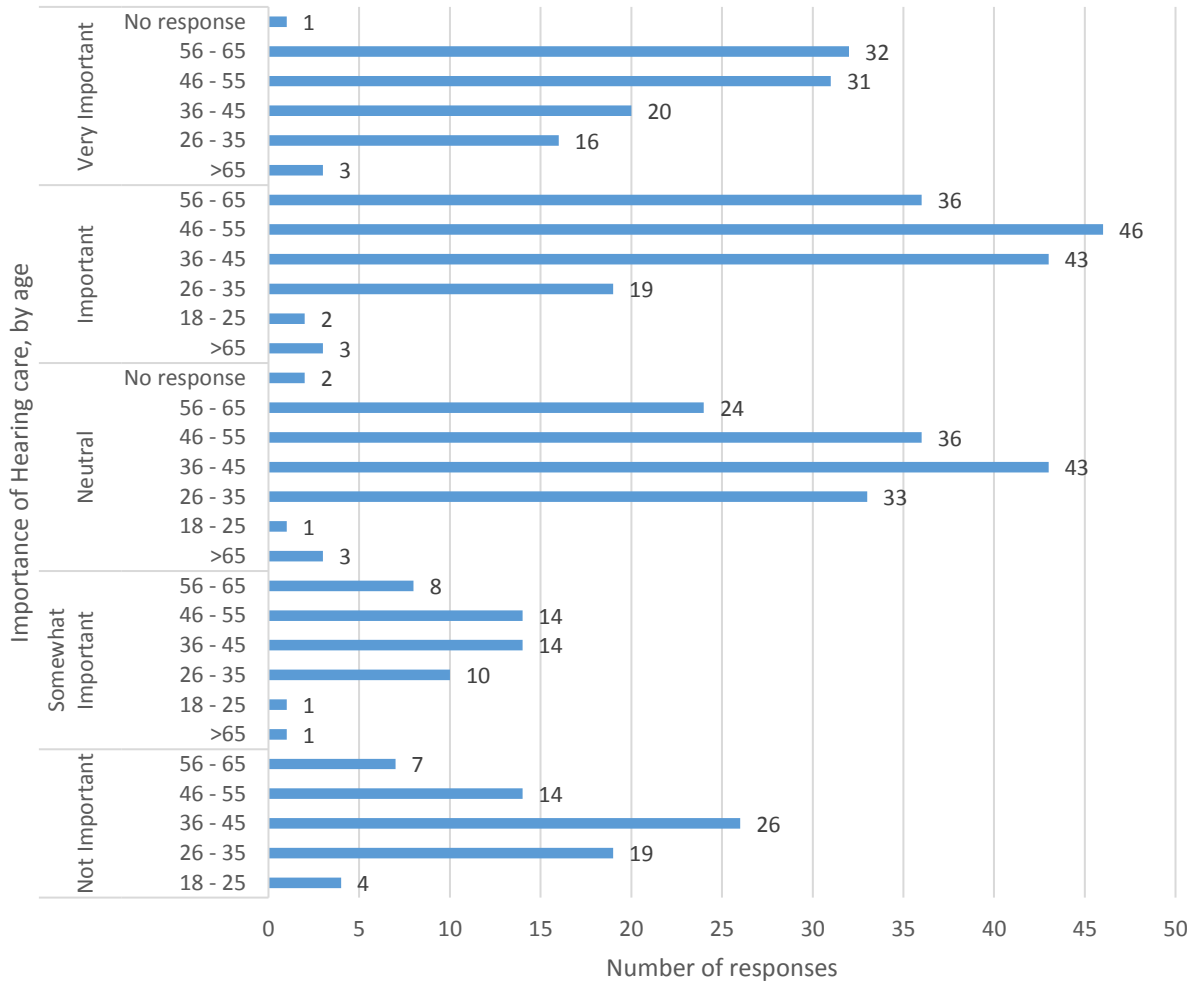
## Importance of Access fees for faculty and staff to the Student Development Complex, by household income



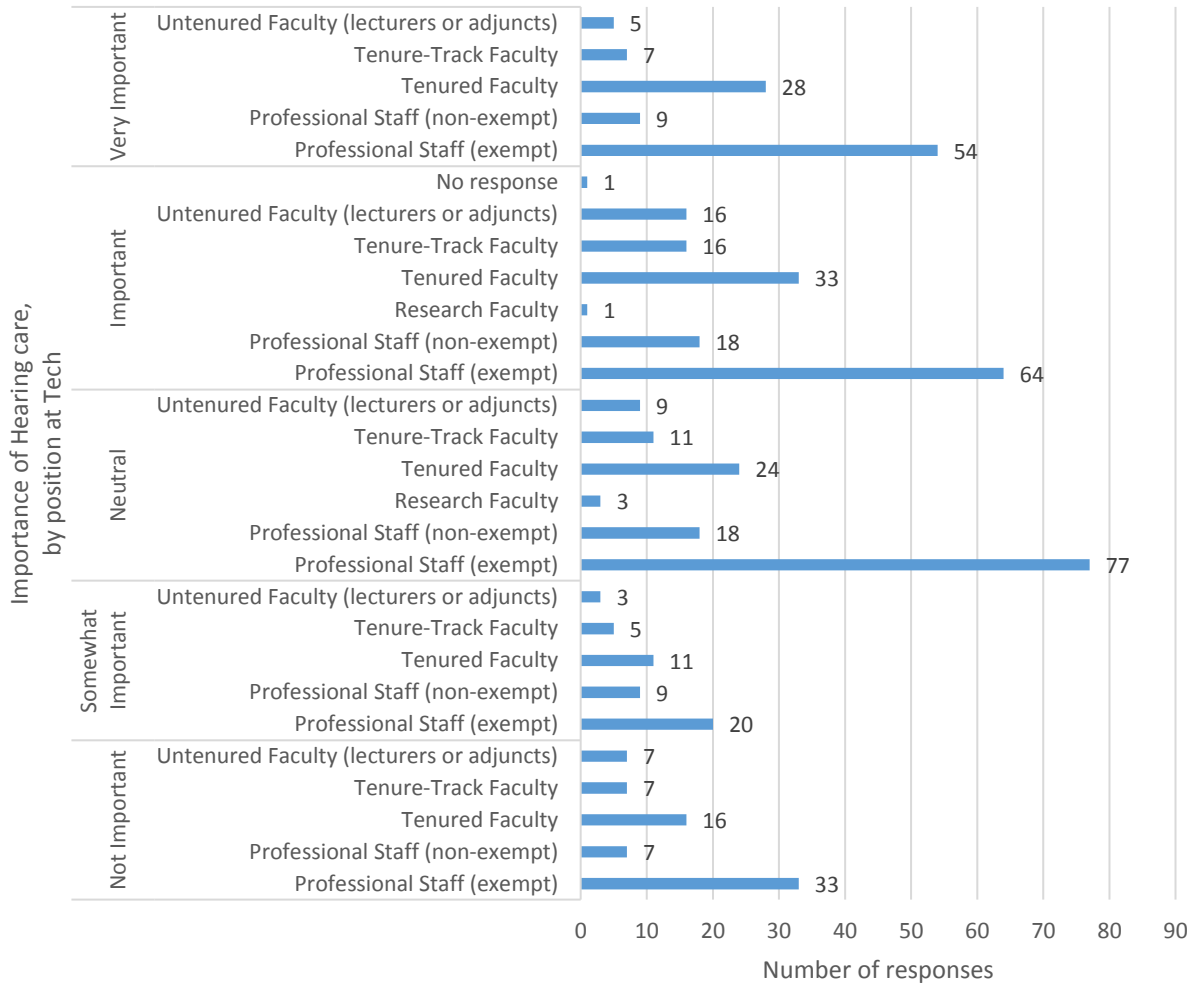
# Importance of hearing care



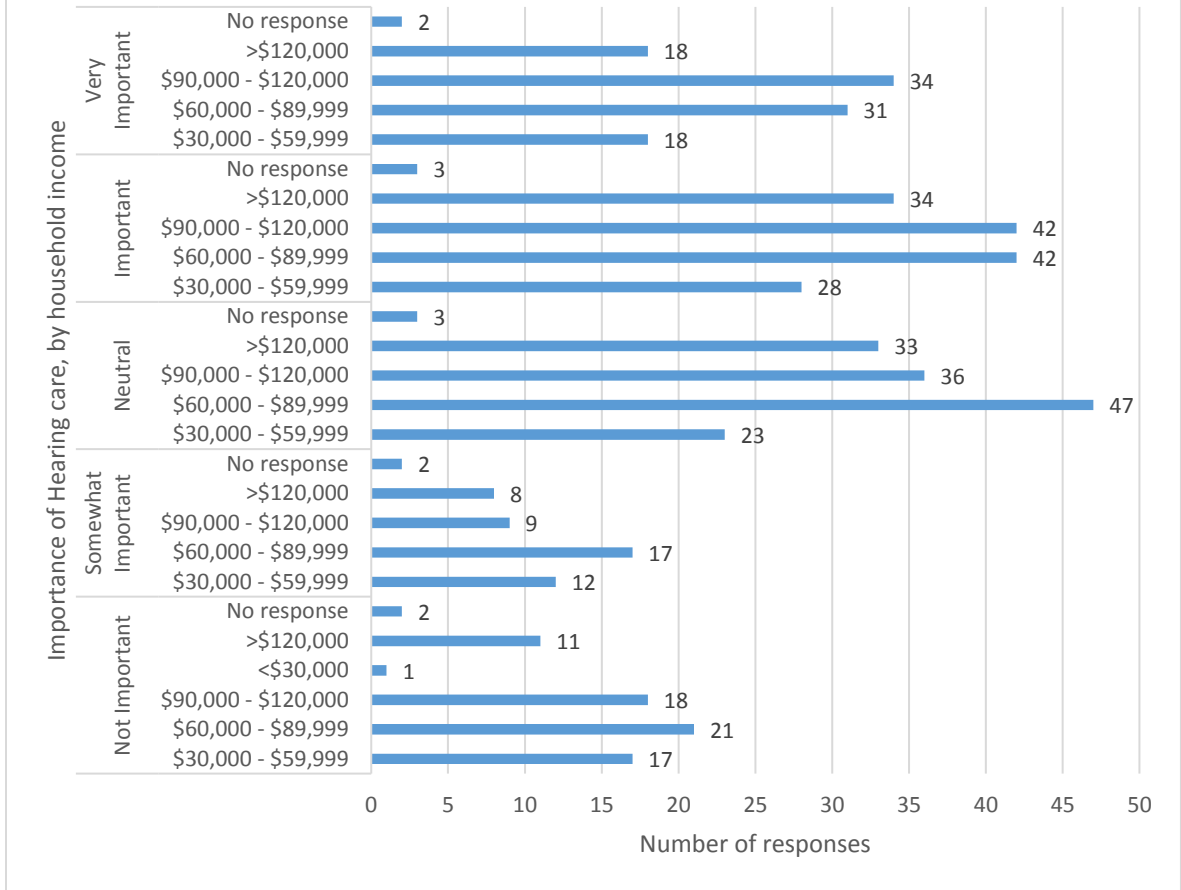
### Importance of hearing care, by age



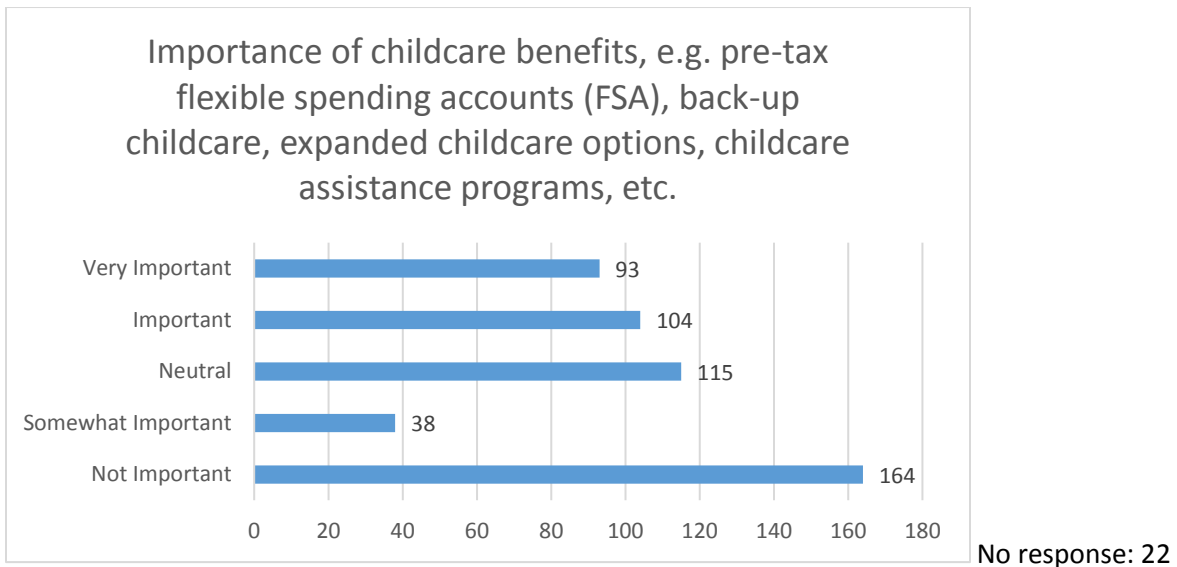
## Importance of hearing care, by position at Tech



### Importance of hearing care, by household income

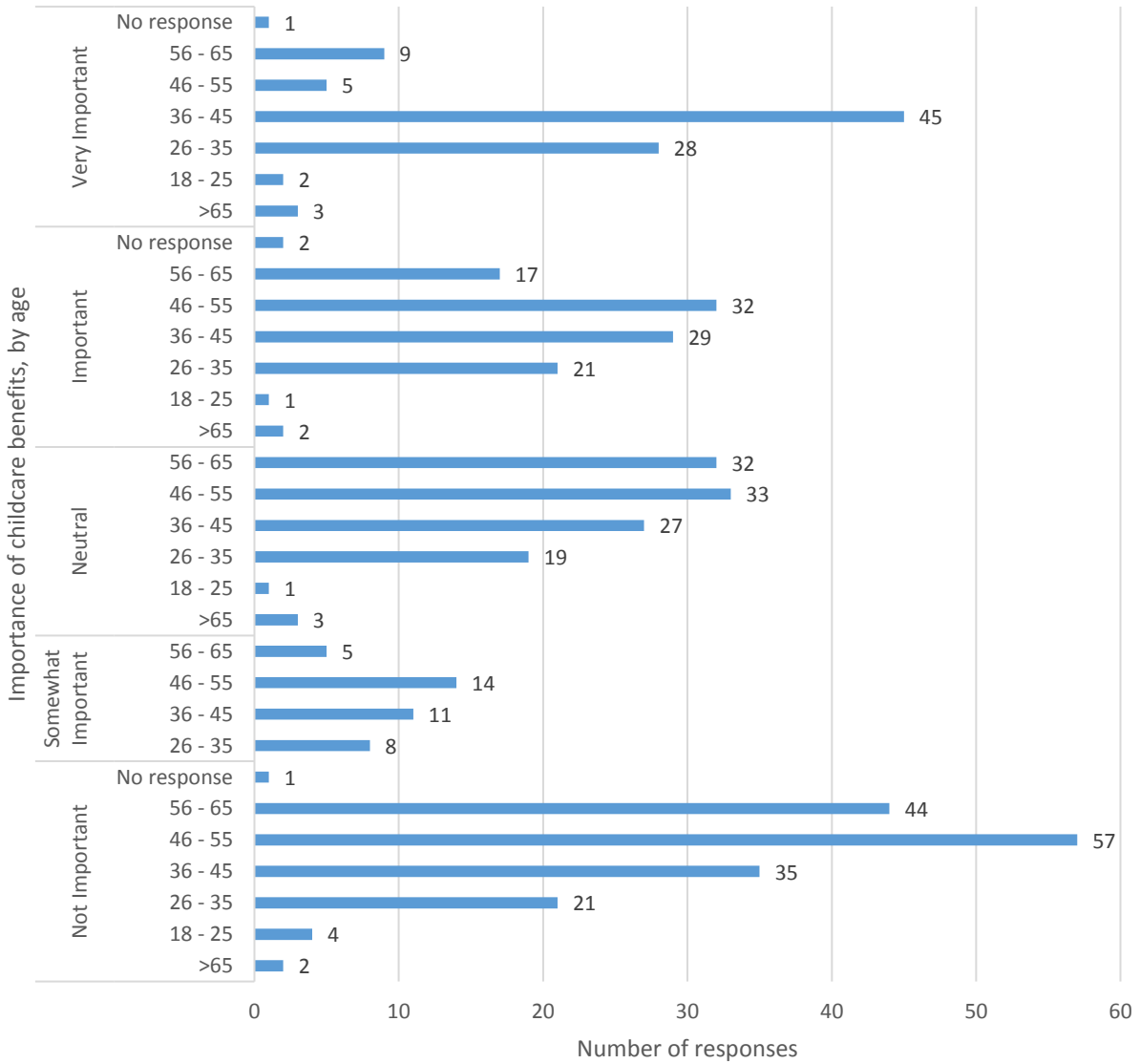


### Importance of childcare benefits

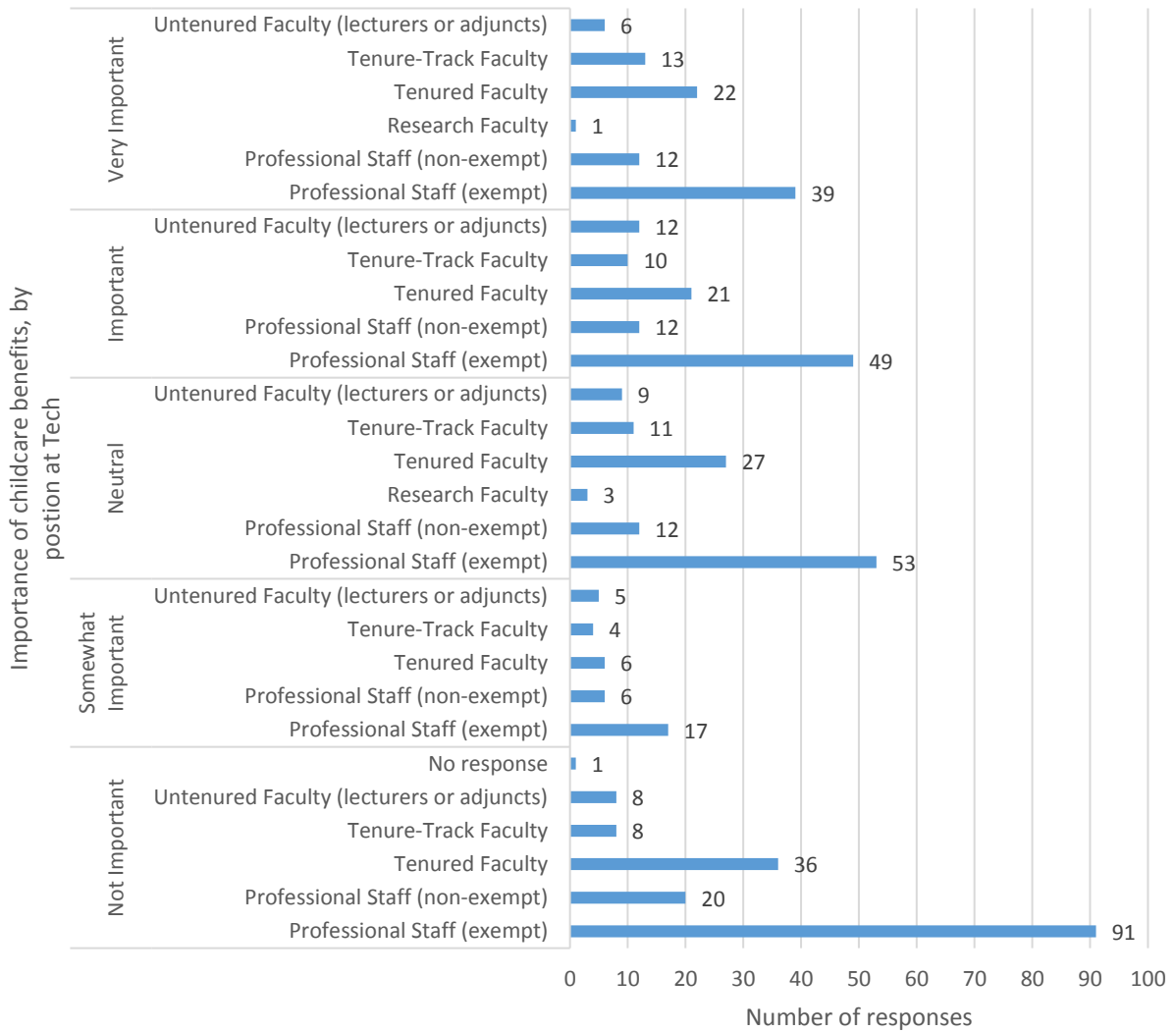




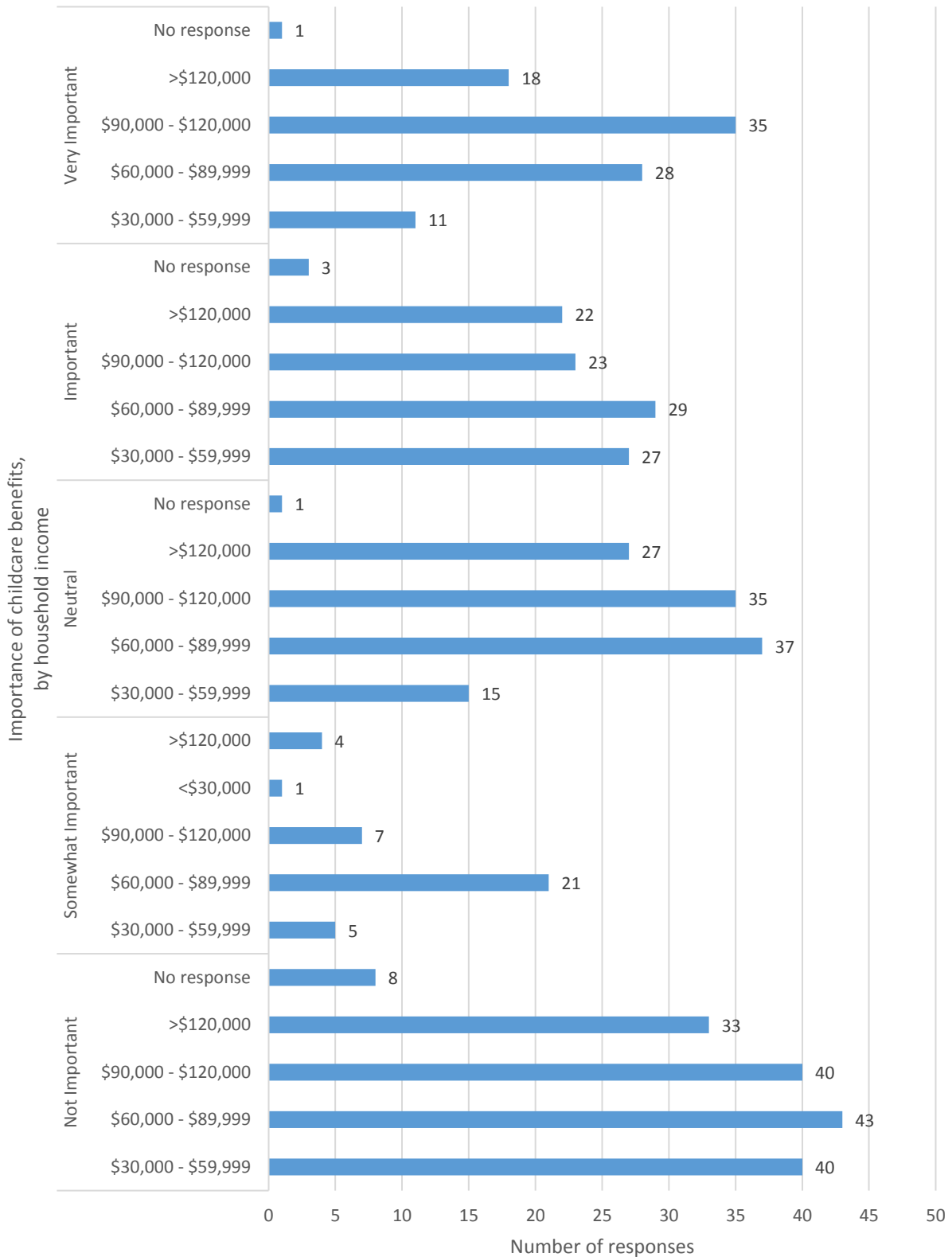
### Importance of childcare benefits, by age



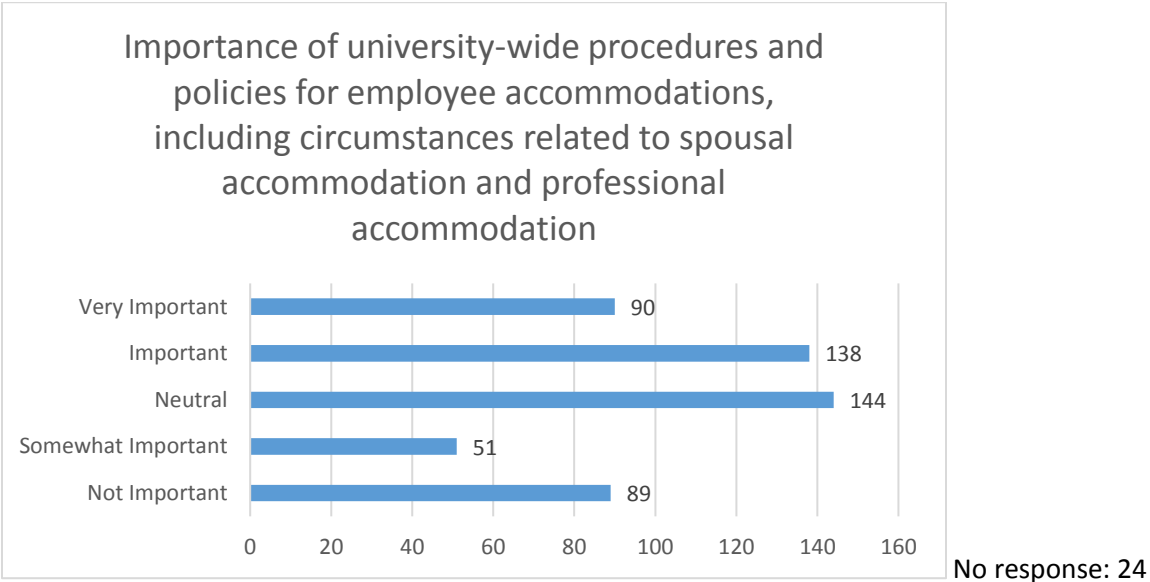
## Importance of childcare benefits, by position at Tech



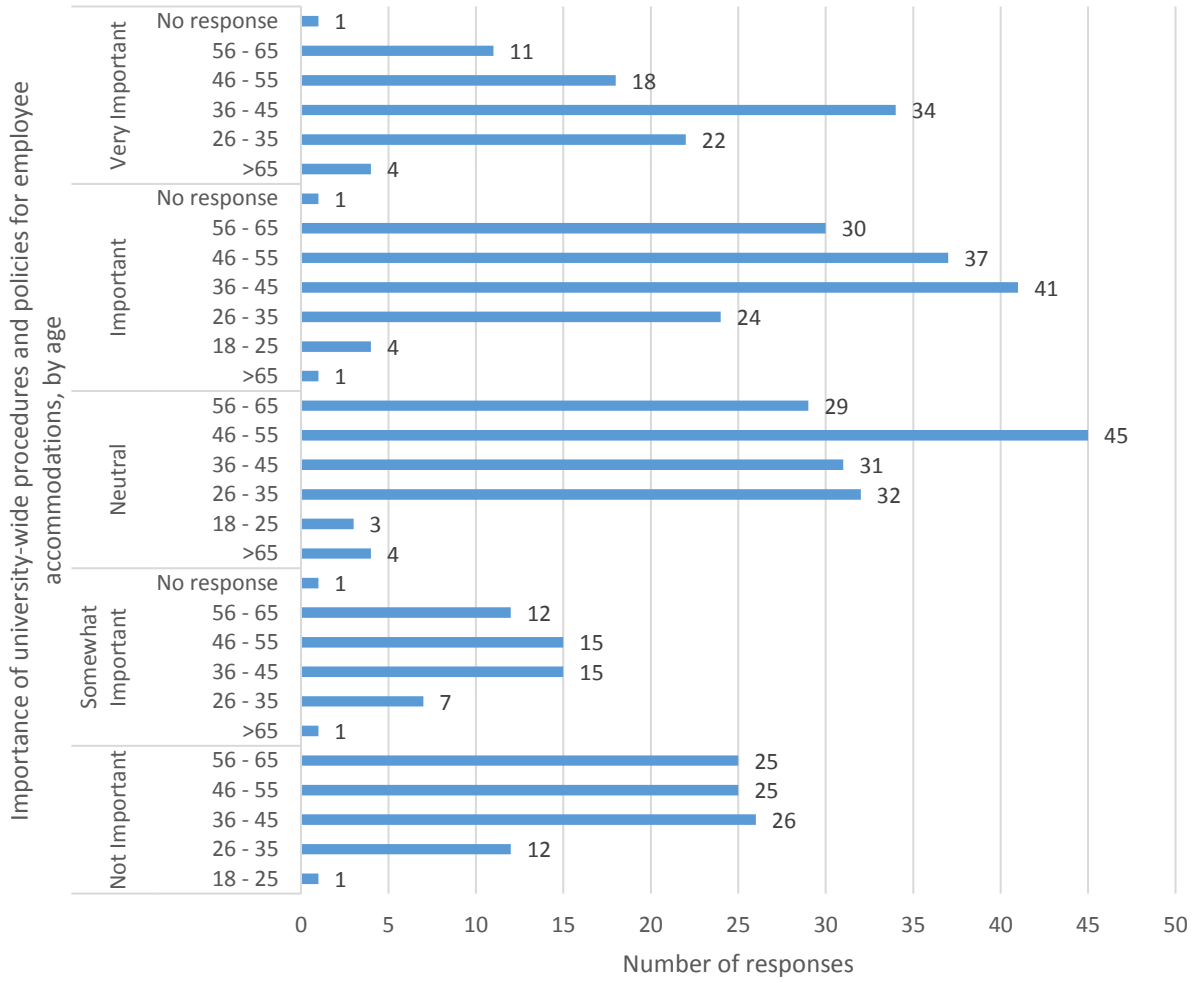
## Importance of childcare benefits, by household income



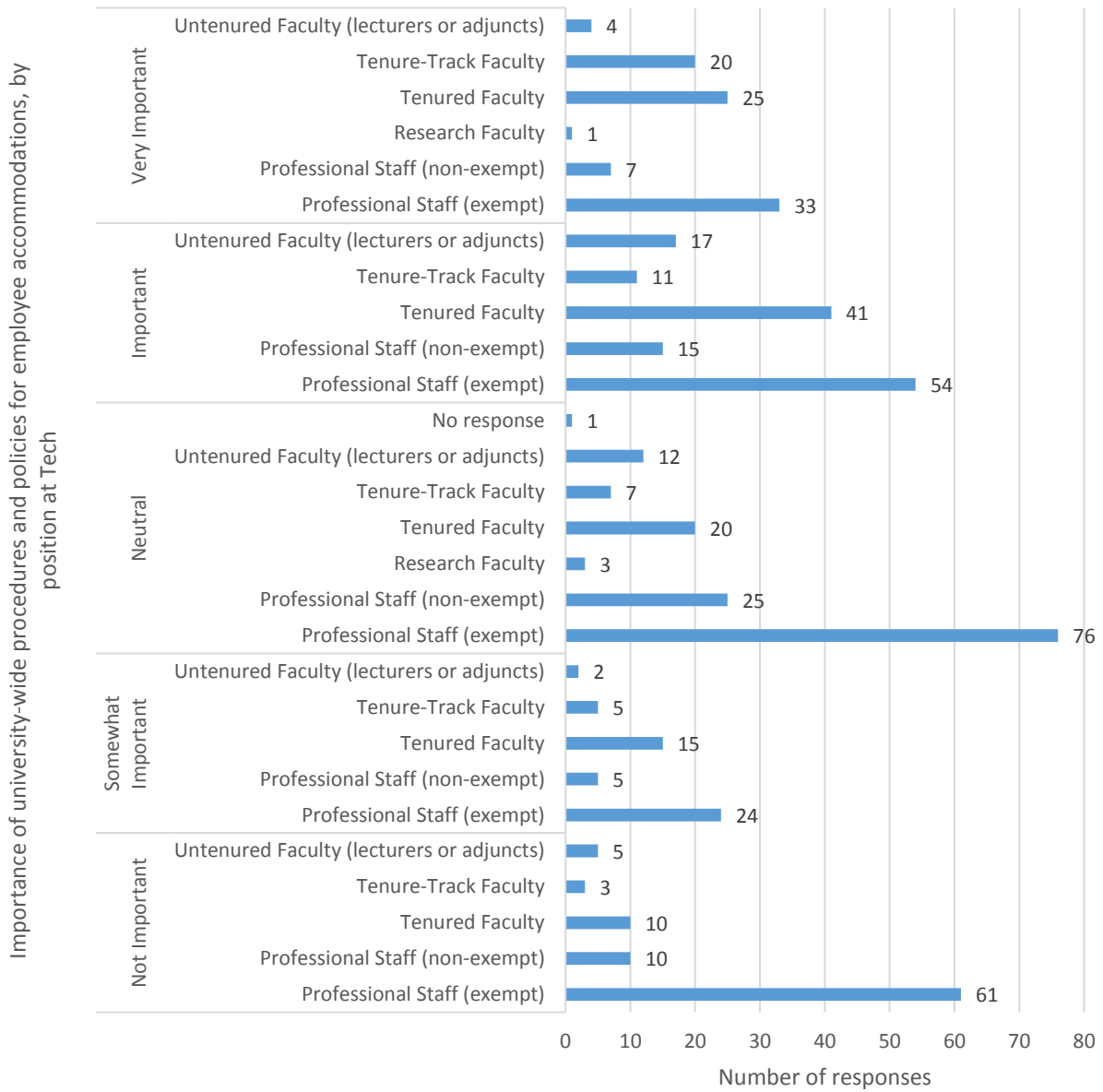
# Importance of university procedures



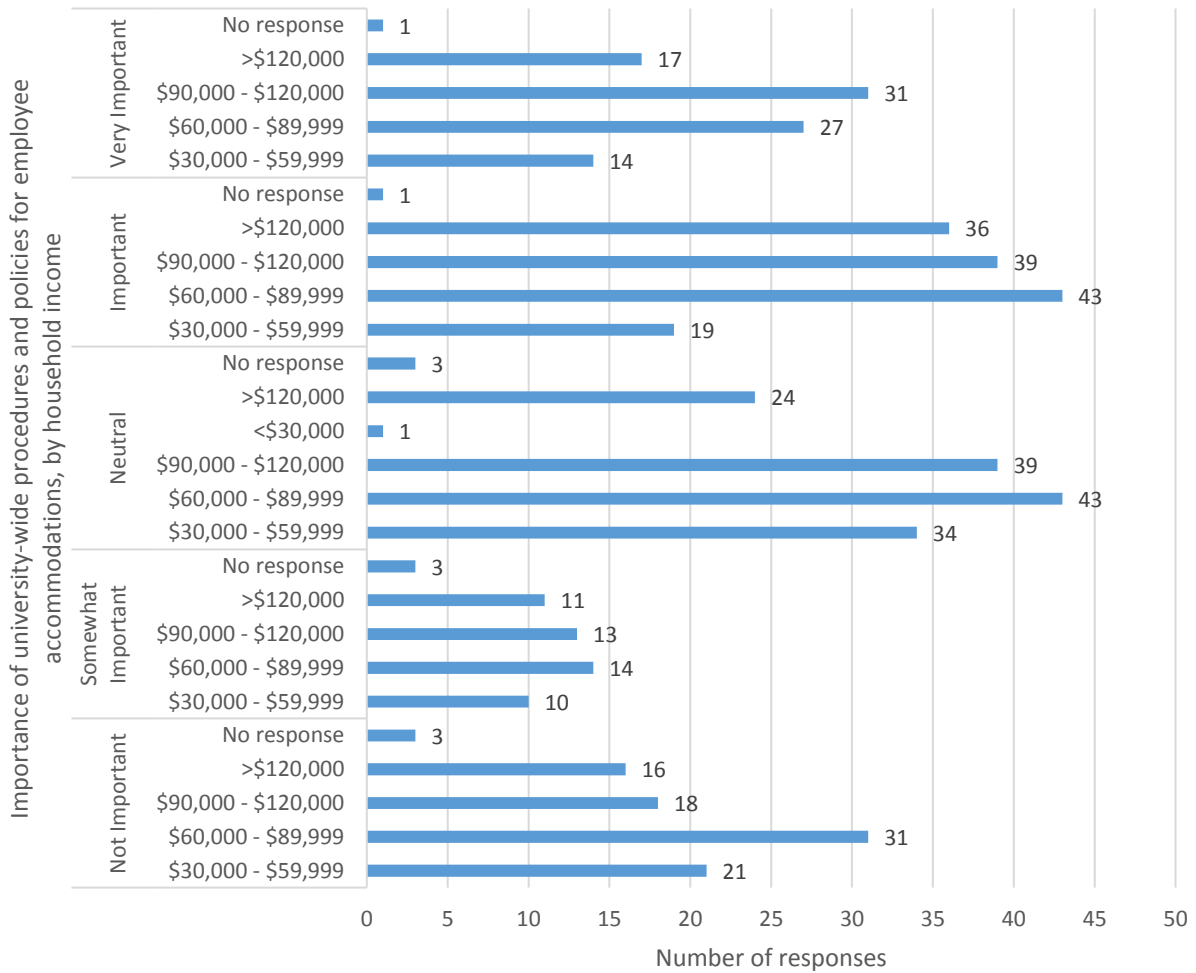
## Importance of university-wide procedures and policies for employee accommodations, by age



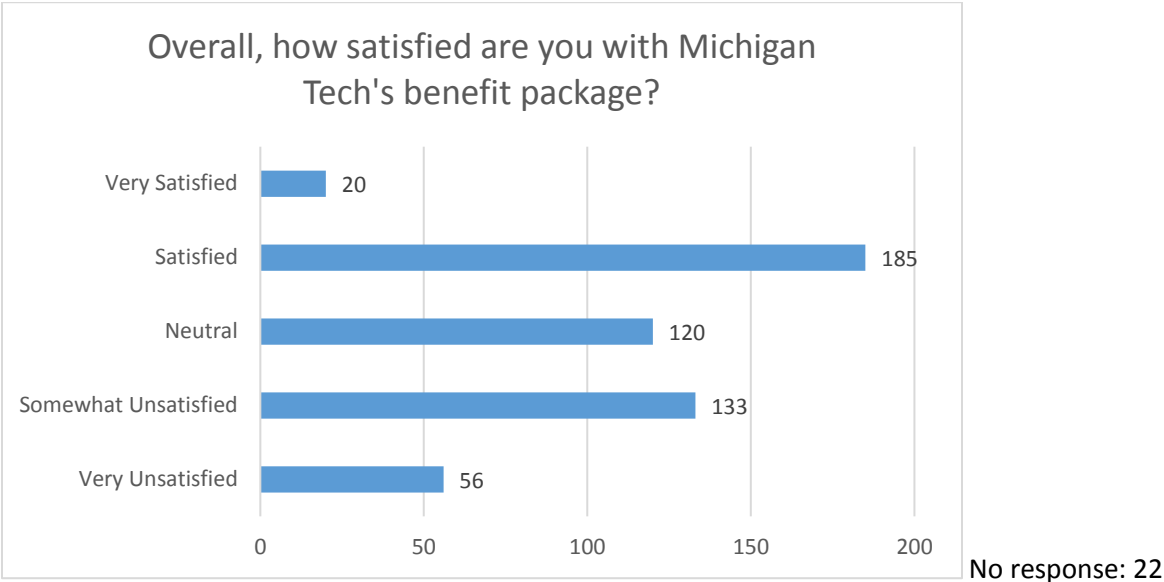
## Importance of university-wide procedures and policies for employee accommodations, by position at Tech



## Importance of university-wide procedures and policies for employee accommodations, by household income

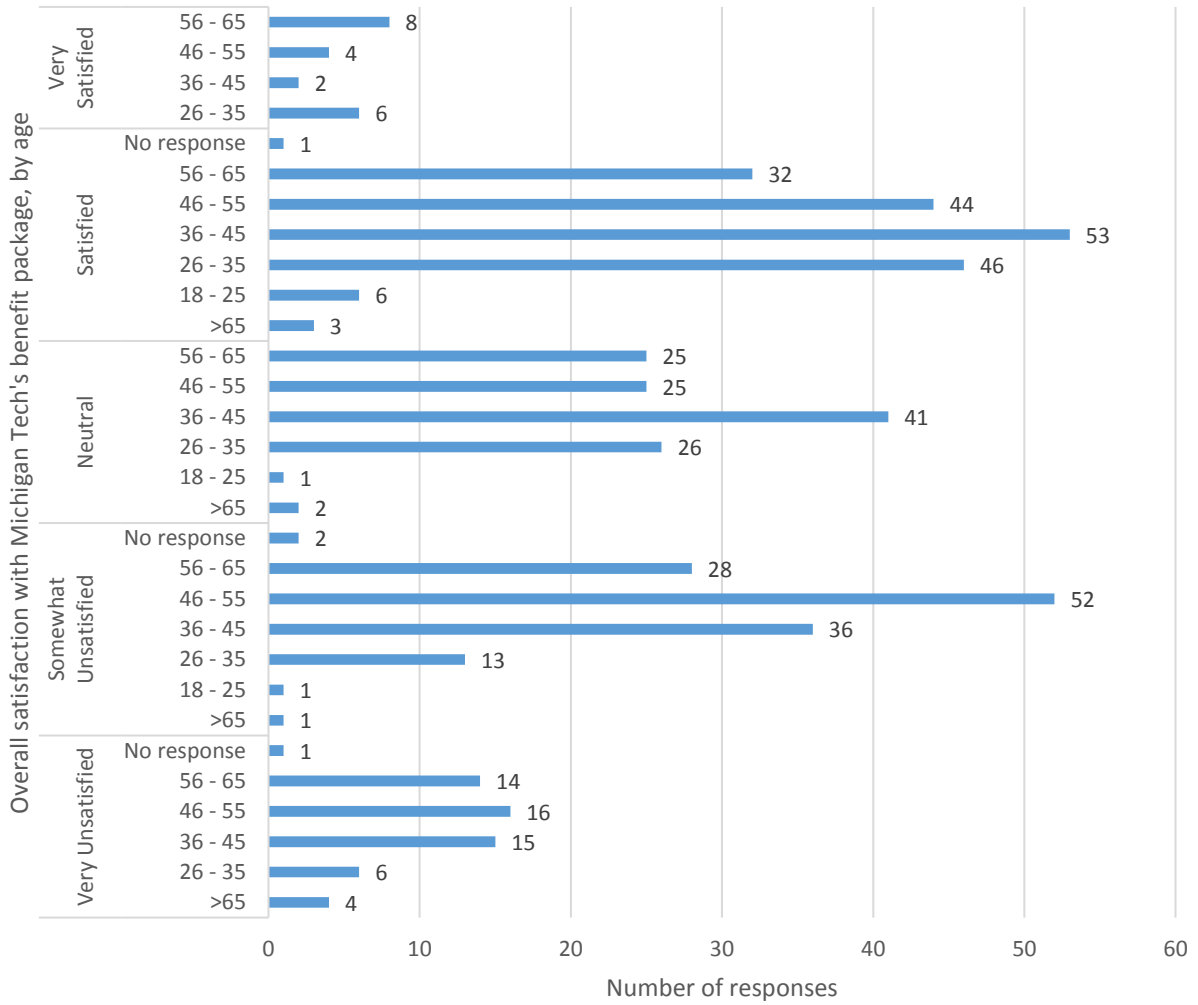


# Overall satisfaction with benefits

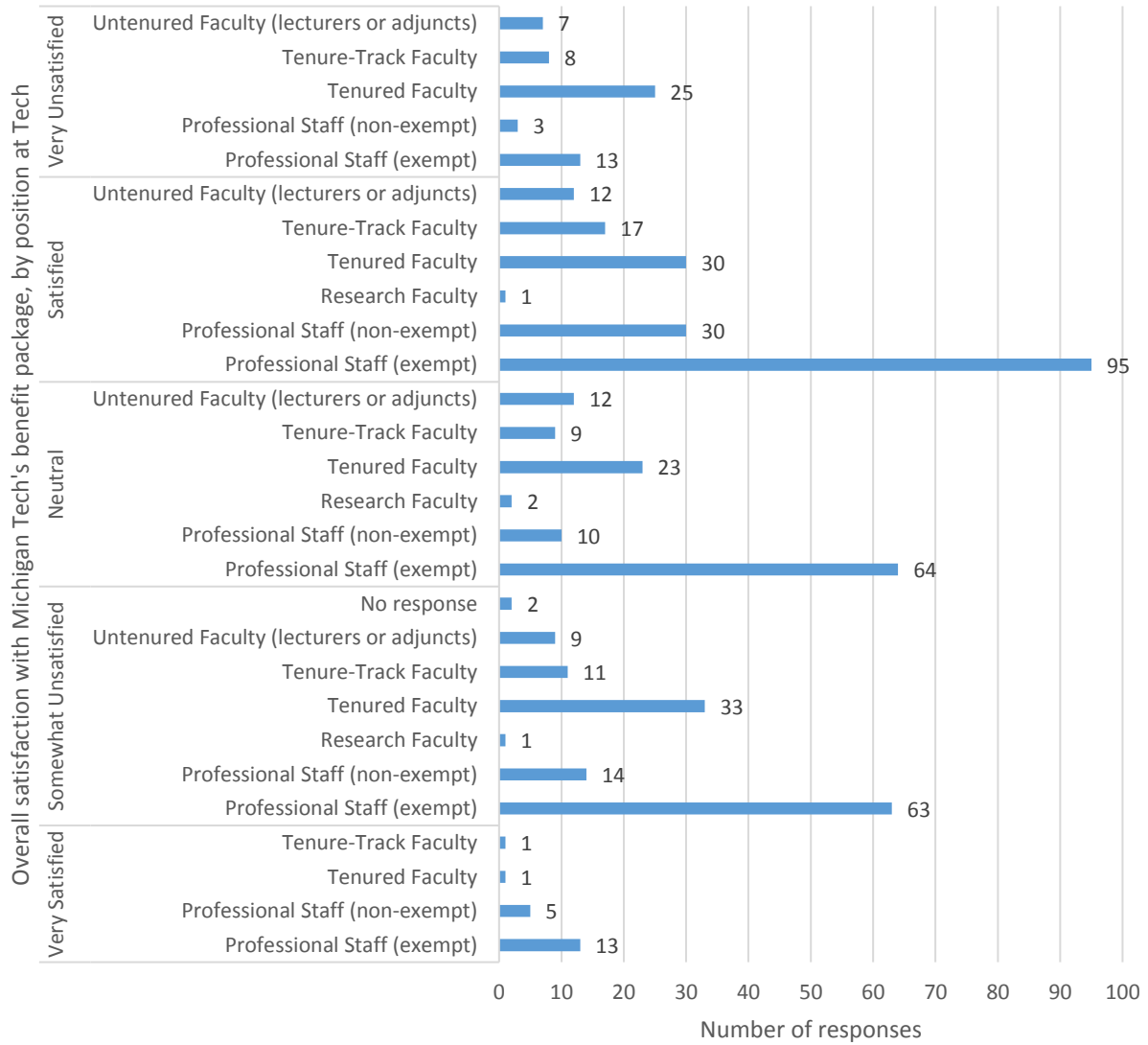




## Overall satisfaction with Michigan Tech's benefit package, by age



## Overall satisfaction with Michigan Tech's benefit package, by position at Tech



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

