

University of Northern Iowa

Professional and Scientific 2020 Salary and Benefits Survey

May 2020

Compiled by the Salary and Fringe Benefits Committee
On Behalf of the Professional and Scientific Council

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Preface

This report documents the findings of the P&S 2020 Salary and Benefits Survey.

Audience

The P&S 2020 Salary and Benefits Survey is written for the voting members of the Professional and Scientific Staff of the University of Northern Iowa and its Council.

Document Accessibility

The P&S 2020 Salary and Benefits Survey Report has been written so they may be distributed as an accessible PDF file (ANSI/AIIM/ISO 14289-1-2016, Document Management Applications — Electronic Document File Format Enhancement for Accessibility — Part 1: Use of ISO 32000-1 (PDF/UA-1)). Wherever possible, the following are utilized in order to assure the content is accessible:

- Headings and subheadings to outline content organization.
- Explicitly created lists.
- Alternate texts for all included images.

In the cases of graphs and charts, descriptive language will be used to summarize the represented data. When a chart shows specific numeric data, the sourced tabulated data will also be provided.

Alternate formats provided in a non-electronic format will be available upon request . Please submit such requests to:

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Introduction

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Background

In order to assist the Professional and Scientific Council in its directive to study, formulate, and recommend policies of interest to Professional and Scientific employees, the P&S Salary and Fringe Benefits Committee is regularly tasked with conducting a survey of P&S staff in regards to the benefits provided by UNI. This survey is the primary tool used to determine:

- The overall satisfaction with the scope of benefits.
- The benefits deemed most important.
- The familiarity with the benefits currently available.

Conclusions derived from this survey do not guarantee any changes to the benefit programs offered by the University.

Employee Benefits Survey

Survey Implementation

The P&S 2020 Salary and Benefits Survey was provided to all voting members of the University of Northern Iowa Professional and Scientific staff on Tuesday, March 3rd, 2020, and concluded on Monday, March 16th, 2020. The survey was distributed via direct email, with a follow-up email sent to non-respondents on Friday, March 6th, 2020.

In deviation from past surveys, the P&S 2020 Salary and Benefits Survey utilized Qualtrics as the survey platform. The survey was written with assistance from Human Resources to ensure the accuracy of the benefits and services provided to P&S employees by the University.

While surveys intended for internal use at UNI do not require Institutional Review Board approval, the following essential principles for participant rights and protections were observed:

- The right to privacy and anonymity must not be infringed.
- The confidentiality of information received shall be fully protected, both during its collection and in any derived report(s).
- Participation must be fully voluntary.

The complete list of **General Principles of IRB Review** may be found within the IRB Manual Ethical Principles located on the Office of Research & Sponsored Programs website (<https://rsp.uni.edu/irb-manual-ethical-principles>).

To this end, the P&S Salary and Fringe Benefits Committee is grateful for the assistance and guidance provided by Institutional Research & Effectiveness. The P&S Salary and Fringe Benefits Committee is

particularly indebted to Kristin Moser for handling the distribution of this survey - ensuring that the anonymity of the respondents was preserved.

The survey was written by the Salary and Fringe Benefits Committee based on surveys conducted in 2011, 2013, and 2016. When possible, the questions were left unmodified in order to measure trends over the last decade. The following questions appeared in all three of the previous surveys:

- How satisfied are each of these employer provided benefits to you?
- How satisfied are you with each of these employer provided financial benefits?
- How satisfied are you with each of these other university provided benefits?
- Overall, to the best of your knowledge, how well do you feel the benefits at UNI compare to those offered by other local employers?
- Are there any other benefits options that you would like to see UNI provide?

The P&S 2020 Salary and Benefits Survey was further expanded to collect self-reported demographic information. Such information ensures that the results collected by the survey accurately represent the makeup of the entire P&S body. Where appropriate, survey responses may be further delineated by demographic.

Summary of Results

Survey Efficacy

The survey was completed by 307 of 565 eligible participants, resulting in a 54% return. The estimated margin of error of the survey is 5% with a confidence level of 99%. The margin of error for individual questions was not calculated.

For comparison, the response rate for the previous surveys are:

Survey Response Rates					
Survey Year	Audience Size	Responses	Response Rate	Margin of Error (Confidence Level)	
2011	631	252	42%	5% (95%)	
2013	629	190	30%	6% (95%)	
2016	754	225	30%	5% (95%)	

By using Qualtrics, we were also able to monitor the number of surveys that were abandoned prior to completion. With this information, we are able to send a follow up email reminding the respondent that the survey was incomplete. Because of this, the survey had a completion rate of 97%.

Survey Completion Rate

Audience Size	Surveys Started	Responses	Completion Rate
565	316	307	97%

242 respondents were able to take the survey in under 15 minutes, at an average of 7 minutes.

Survey Response Times							
Longest 5 (in hours)	Average (all) (in minutes)	> 1 hour	30-59 minutes	15-29 minutes	<15 minutes	Average (<15 min) (in minutes)	Median (<15 min) (in minutes)
215:32	0:55	21	13	31	242	0:07	0:06
210:03							
56:10							
47:22							
26:53							

Demographic Information

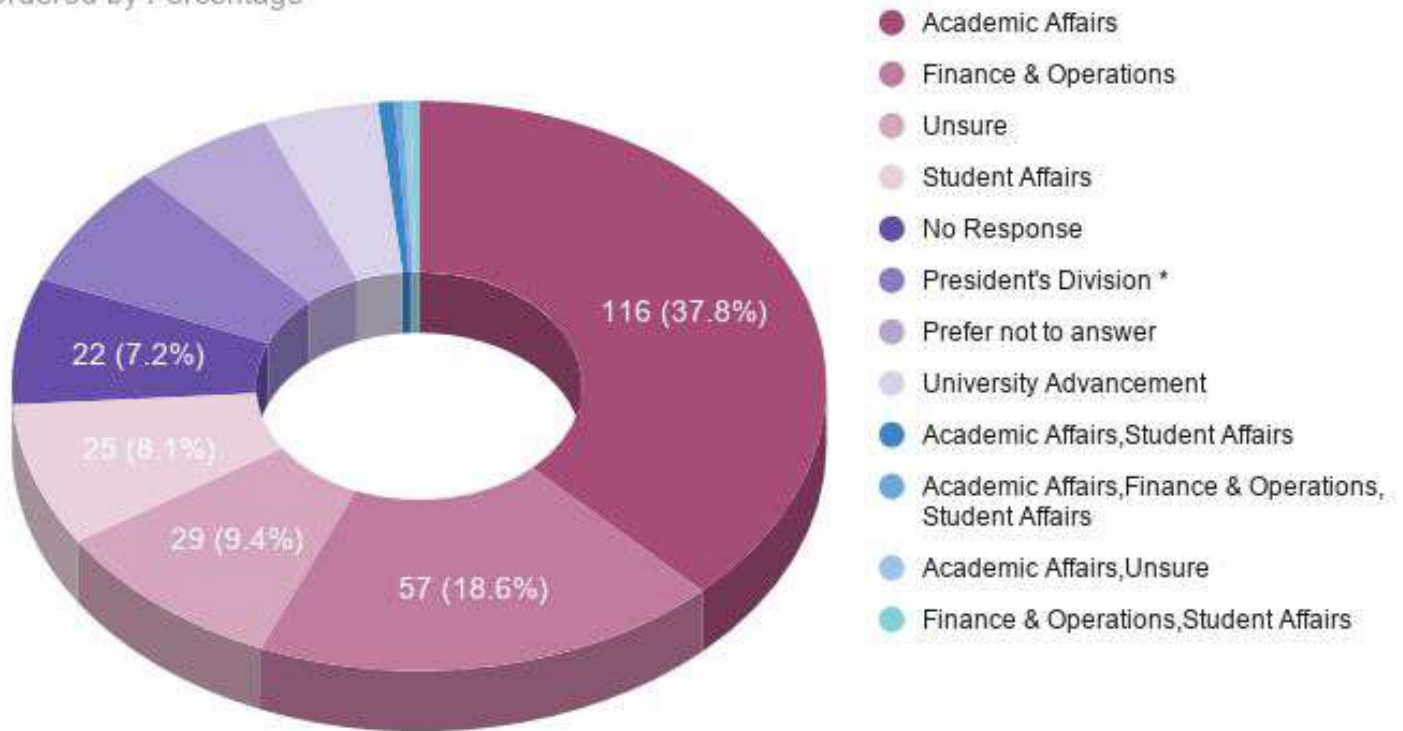
Division

With the addition of demographic information, we are able to determine which divisions were represented by the survey. It is interesting to note that almost 10% self-report as “unsure” of which division they are a part of.

Response by Division		
Academic Affairs	116	37.79%
Finance & Operations	57	18.57%
Unsure	29	9.45%
Student Affairs	25	8.14%
No Response	22	7.17%
President's Division *	22	7.17%
Prefer not to answer	17	5.54%
University Advancement	14	4.56%
Academic Affairs, Student Affairs	2	0.65%
Academic Affairs, Finance & Operations, Student Affairs	1	0.33%
Academic Affairs, Unsure	1	0.33%
Finance & Operations, Student Affairs	1	0.33%

Response By Division

Ordered by Percentage



* **NOTE:** President's Division includes the following:

- Athletics Administration
- Board & Governmental Relations
- Compliance & Equity Management
- Internal Audit
- Iowa Mathematics & Science Education Partnership
- President's Office
- University Counsel
- University Relations

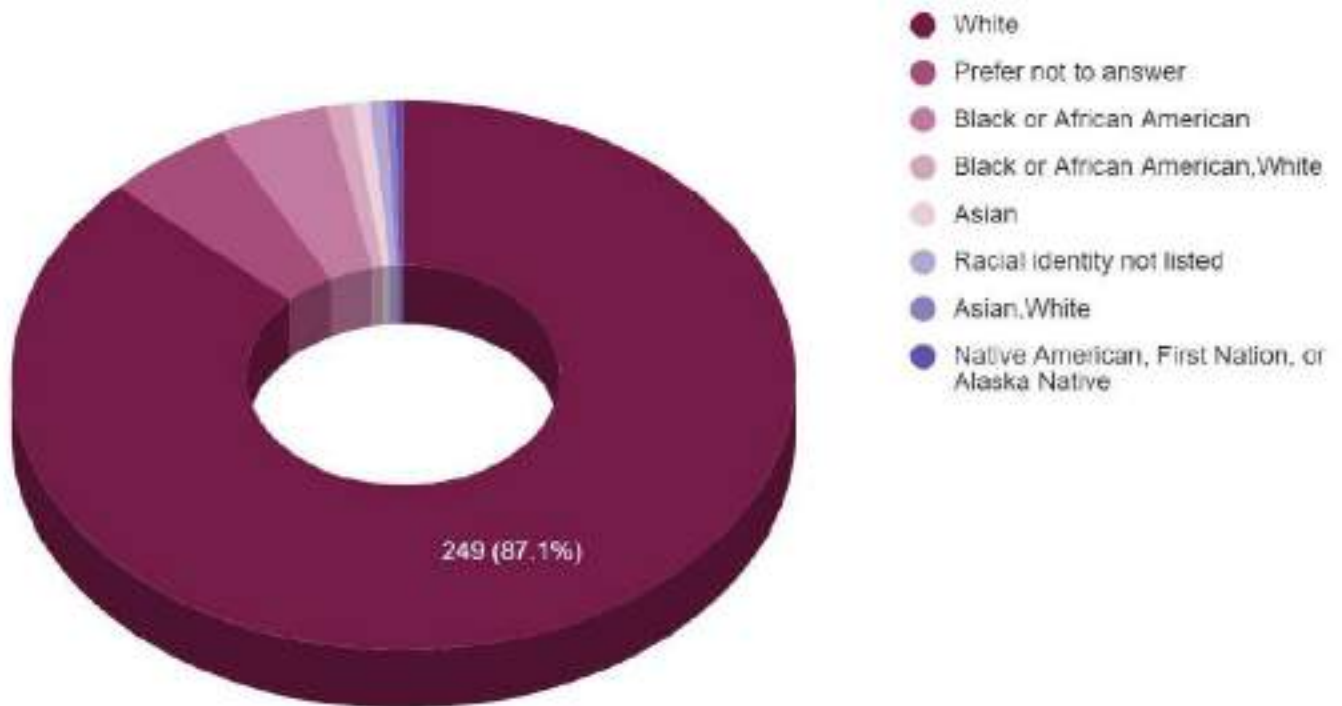
Race

Nearly 90% of the respondents self-reported as “white”.

Racial Identification		
Asian,White	1	0.35%
Native American, First Nation, or Alaska Native	1	0.35%
Asian	2	0.70%
Racial identity not listed	2	0.70%
Black or African American,White	3	1.05%
Black or African American	13	4.55%
Prefer not to answer	15	5.24%
White	249	87.06%

Racial Identification

Ordered by Percentage



Gender

Almost 60% of respondents self-reported as “Female”.

Response by Gender		
Gender not listed	6	2.06%
Female (Transgender)	2	0.69%
Female (Cisgender)	171	58.76%
Non-Binary	3	1.03%
Male (Cisgender)	74	25.43%
Prefer not to answer	35	12.03%

Years of Service

Over a third of respondents are within the first five (5) years of service at UNI. Over half have ten (10) years of service or less.

Years of Service		
1-5 years	110	37.67%
6-10 years	55	18.84%
11-15 years	41	14.04%
16-20 years	34	11.64%
21-25 years	24	8.22%
26-30 years	8	2.74%
31 or more years	10	3.42%
Prefer not to answer	10	3.42%

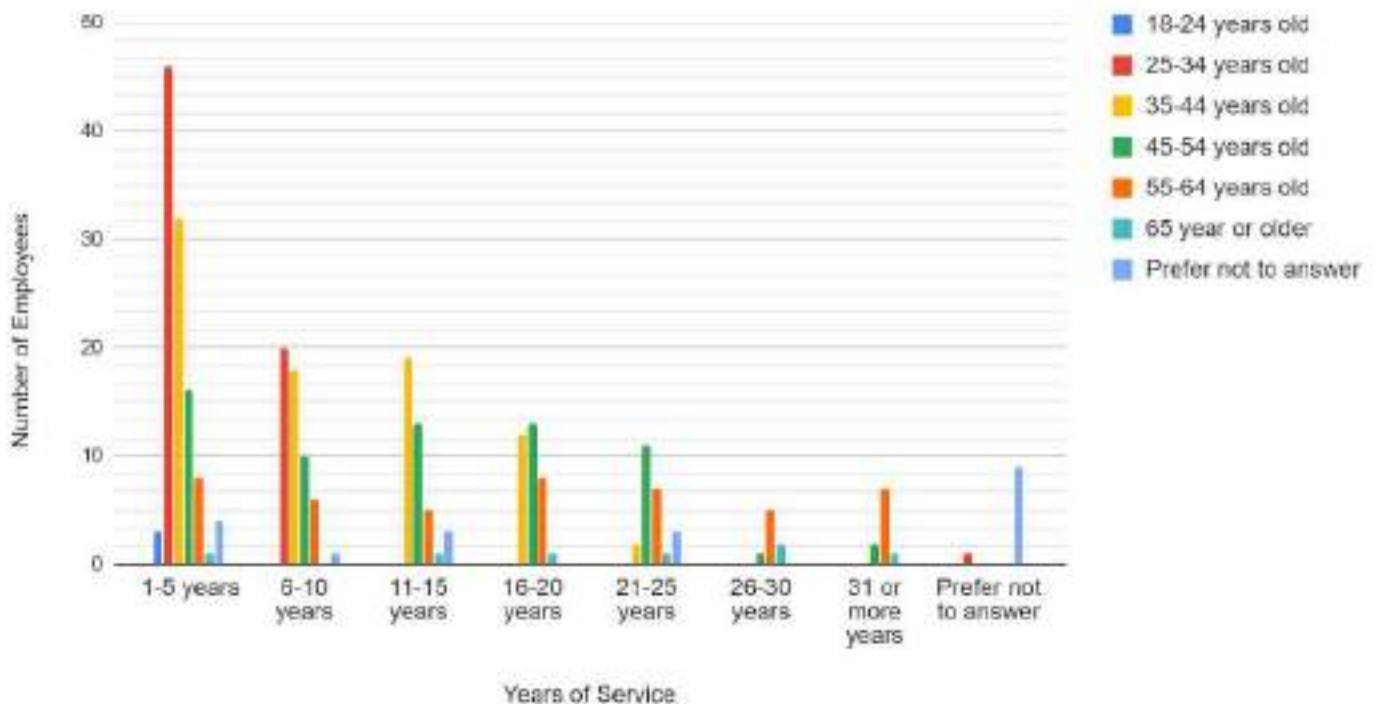
Over half of respondents are under the age of 45, with the largest respondent group being between 35-44 years of age.

Employee Age		
18-24 years old	3	1.03%
25-34 years old	67	22.95%
35-44 years old	83	28.42%
45-54 years old	66	22.60%
55-64 years old	46	15.75%
65 year or older	7	2.40%
Prefer not to answer	20	6.85%

When we compare the age of P&S employees with their years of service, we see that the single greatest block of P&S employees participating in this survey were between 25-34 years of age within their first 5 years of service.

Number of Employees							
Age of Employee by Years of Service							
	18-24 years old	25-34 years old	35-44 years old	45-54 years old	55-64 years old	65 year or older	Prefer not to answer
1-5 years	3	46	32	16	8	1	4
6-10 years	0	20	18	10	6	0	1
11-15 years	0	0	19	13	5	1	3
16-20 years	0	0	12	13	8	1	0
21-25 years	0	0	2	11	7	1	3
26-30 years	0	0	0	1	5	2	0
31 or more years	0	0	0	2	7	1	0
Prefer not to answer	0	1	0	0	0	0	9

Number of Employees
Age of Employee by Years of Service



Health Insurance Satisfaction

Health insurance remains the most popular benefit within the survey. However, with the expanded satisfaction scale provided with this survey, we are able to see the following growing trends:

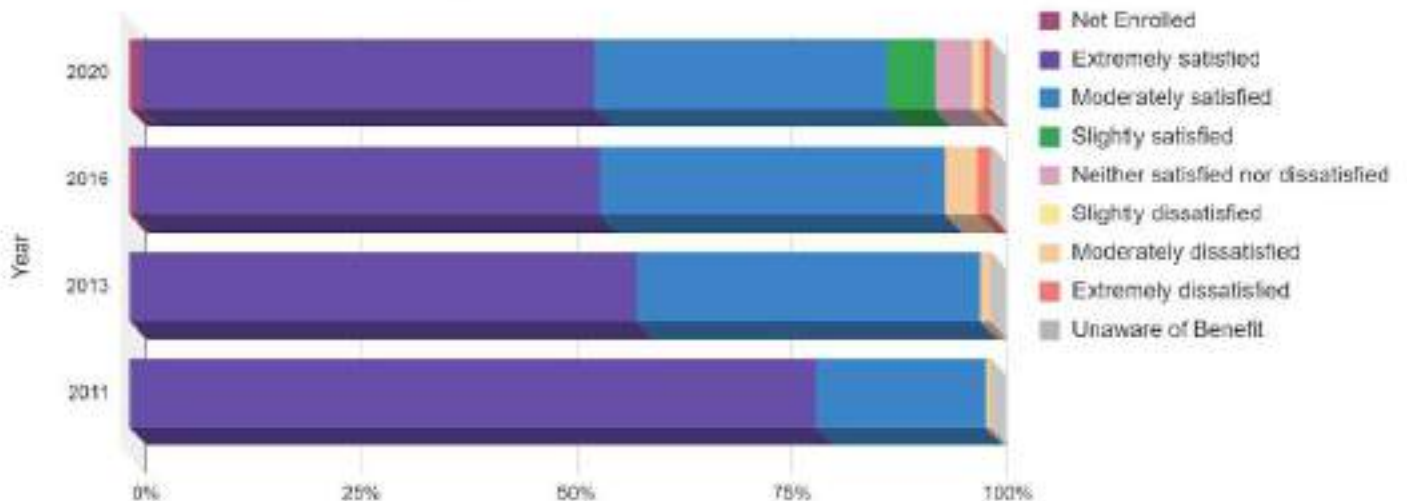
- The percentage of those opting out of employee-provided health insurance is increasing.
- The overall satisfaction is still trending downward, but appears to be leveling out.

Respondents that indicated they were not enrolled left no comments indicating the reason, nor were they clustered within a single group.

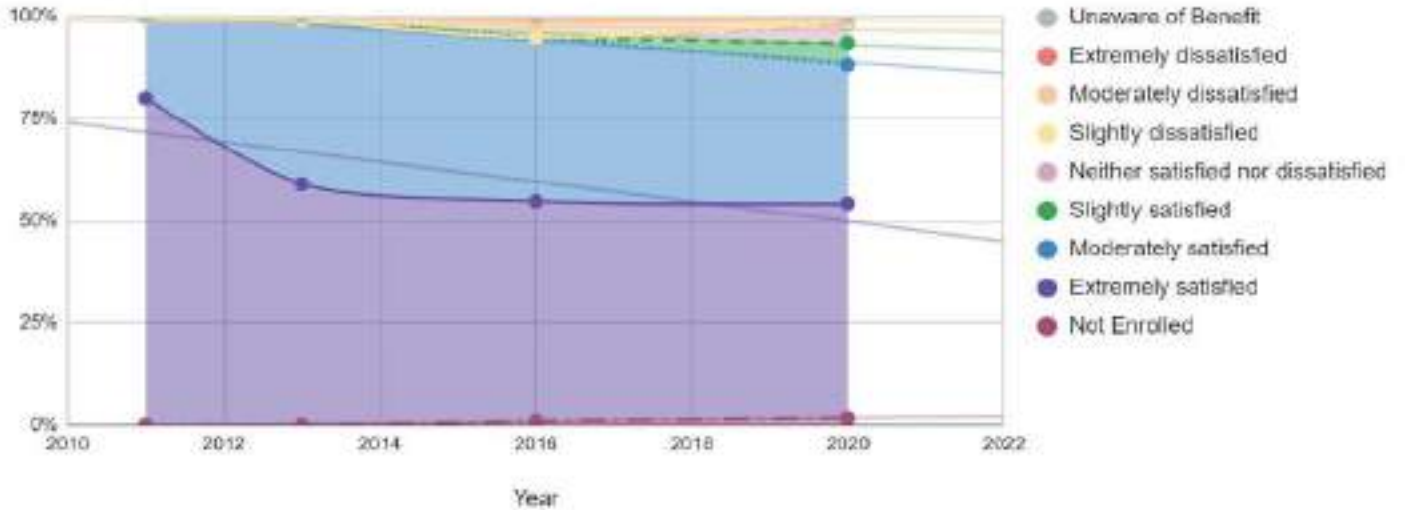
The biggest concern when reviewing the optional comments are about cost. Many comments indicated that increases in cost or decreases in coverage would negatively impact their satisfaction, especially in regards to the perceived lower pay / lack of adequate raises.

Health Insurance Satisfaction by Year									
Year	Not Enrolled	Extremely Satisfied	Moderately Satisfied	Slightly Satisfied	Neither Satisfied Nor Dissatisfied	Slightly Dissatisfied	Moderately Dissatisfied	Extremely Dissatisfied	Unaware of Benefit
2011		79.60%	19.60%				0.40%	0.00%	
2013		58.40%	39.50%				1.10%	0.00%	
2016	0.90%	53.90%	40.20%				3.70%	1.40%	0.00%
2020	1.68%	52.90%	34.13%	5.46%	4.44%	0.68%	0.68%	0.68%	0.00%

Health Insurance Satisfaction by Year



Trending Health Insurance Satisfaction by Year



Employees within their first 5 years of service and those who have served for 16-20 years appear to be the least satisfied with their health insurance. Based on the comments from those demographics, it appears that the cost is the biggest concern.

Satisfaction by Demographic		
Years of Service	Number Satisfied	Percentage of Demographic
1-5 years	94	85.45%
6-10 years	52	94.55%
11-15 years	38	92.68%
16-20 years	28	82.35%
21-25 years	22	91.67%
26-30 years	8	100.00%
31 or more years	10	100.00%
Prefer not to answer	8	80.00%

Dissatisfaction by Demographic		
Years of Service	Number Dissatisfied	Percentage of Demographic
1-5 years	9	8.18%
6-10 years	1	1.82%
11-15 years	1	2.44%
16-20 years	3	8.82%
21-25 years	2	8.33%
26-30 years	0	0.00%
31 or more years	0	0.00%
Prefer not to answer	1	10.00%

Comments

This survey requested P&S Staff provide comments after major questions.

A significant number of comments were left by participants in each category, helping to expand on the reported satisfaction of each benefit.

In general, if an employee was enrolled within a particular benefit, they were satisfied with that benefit. The single greatest cause for comment was in regards to the financial benefits provided by the University. Comments tended to indicate growing dissatisfaction in regards to wages, raises, and the growing amount of work required. These comments remain consistent with previous surveys, indicating that the following areas have remained inadequately addressed by the administration:

- Inconsistent pay rates / grades for the same work across the regent schools and between departments.
- Current employee pay does not keep pace with pay offered to new employees.
- Inconsistent / insufficient merit-based raises between departments and in some cases within the same teams.
- Raises not keeping pace with inflation / increases in employee benefit contributions.

Comments by Category		
Category	Number of Comments	As Percentage of Respondents
Employer-Provided Benefits	68	22.15%
Voluntary Benefits	55	17.92%
Financial Benefits	92	29.97%
Other University Provided Benefits	79	25.73%
Education of Benefits	59	19.22%
Other Benefits the University Could Provide	61	19.87%
Additional Comments	68	22.15%

Recommendations

Upon review of the survey results, the following recommendations are proposed:

1. The P&S Counsel will provide this survey report, along with the non-demographic raw results to:
 - The President’s Cabinet
 - HRS
 - President’s Benefits Advisory Committee
2. The P&S Counsel should work with HRS to review the effectiveness of current communication of, and education on, all non-wage benefits.
 - Ensure existing employees are given adequate information on changes to benefits that are on par with the information given to new employees during their orientation.
 - The P&S Salary and Fringe Benefits Committee should, with guidance from HRS, design a short presentation regarding the available benefits and where further information may be found regarding their use.
 - The P&S Salary and Fringe Benefits Committee should work with department heads to present this information to the P&S employees on a regular basis, especially as changes to those non-wage benefits occur.

3. The P&S Salary and Benefits Committee should conduct the Salary and Benefits Survey on no less than a biennial basis.
4. The P&S Salary and Benefits Committee should conduct a follow up climate survey that expands upon the following:
 - Perceived workload expectations and how it has changed over time.
 - Use and prevalence of “flex” time.
 - Total hours worked per week, and the expectations of management in the number of hours worked.
5. Present to the President’s Benefits Advisory Committee dissatisfaction with the ASI Flex, Dental, and Vision benefits.

Raw Results

Aggregated survey results are provided below.

The views and opinions expressed within the comments are those of the respondents, and are left in their entirety with the following exceptions:

- Comments that contain information that might easily identify any individual have been redacted.
- When needed, contextual additions are inserted (and clearly marked as such).

Respondent comments do not imply endorsement by the University of Northern Iowa, P&S Staff as a whole, the Salary and Fringe Benefits Committee, or the Professional and Scientific Council.

Redacted survey results will be available on the P&S website. In order to ensure the anonymity of the participants within the survey, all demographic information will be removed from the public individual results.

When reviewing these results, it is important to note that these are the **perceptions** of the respondents. They may or may not accurately reflect the actual availability, effectiveness, or overall satisfaction or worth of University benefits. However, this should not mean that critiques provided by the participants shall be disregarded. When working toward the most effective and desirable University outcomes, the intended value of a practice or benefit is inextricably linked to the employee perceptions of those policies or goals.

For more information on how Human Resource Management is impacted by employee perceptions, see:

Center for Advanced Human Resource Studies. (2011, June). *Perception is reality: How employees perceive what motivates HR practices affects their engagement, behavior and performance* (CAHRS ResearchLink No. 14). Ithaca, NY: Cornell University, ILR School.

https://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1021&context=cahrs_researchlink

This survey was conducted prior to the COVID-19 outbreak and was not influenced by the changes to the daily operations of the University. The satisfaction of University changes to available benefits, such as those implemented for family care of those diagnosed with the novel Coronavirus Disease 2019 are not reflected in this survey. For more details on the HRS benefit changes implemented during this pandemic, please see:

<https://forwardtogether.uni.edu/>

Employer Sponsored Benefits

Are you enrolled in any of the following employer sponsored benefits (i.e., fully or partially subsidized by the University)?			
	Enrolled	Not Enrolled	Unaware of Benefit
Health Insurance	293	5	0
Dental Insurance	279	17	0
Life Insurance	250	35	7
Long Term Disability	190	68	29

How satisfied are you with each of these employee sponsored benefits (i.e., fully or partially subsidized by the University)?							
	Extremely Satisfied	Moderately Satisfied	Slightly Satisfied	Neither Satisfied Nor Dissatisfied	Slightly Dissatisfied	Moderately Dissatisfied	Extremely Dissatisfied
Health Insurance	155	100	16	13	2	2	2
	(52.90%)	(34.13%)	(5.46%)	(4.44%)	(0.68%)	(0.68%)	(0.68%)
Dental Insurance	148	92	14	13	2	2	2
	(53.05%)	(32.97%)	(5.02%)	(4.66%)	(0.72%)	(0.72%)	(0.72%)
Life Insurance	134	82	11	10	2	1	2
	(53.60%)	(32.80%)	(4.40%)	(4.00%)	(0.80%)	(0.40%)	(0.80%)
Long Term Disability	107	58	8	8	2	1	2
	(56.32%)	(30.53%)	(4.21%)	(4.21%)	(1.05%)	(0.53%)	(1.05%)

Do you have any comments you would like to make regarding these employer sponsored benefits (i.e., fully or partially subsidized by the University)?
Love the health insurance. Just wish the PPO was cheaper so I go with the HMO version
The benefits at UNI are amazing compared to any other place in the Cedar Valley area. Healthcare alone is very impressive compared to other large companies in our area.
I definitely preferred the health plans when I first started but I still think the plans we have are generous. They are honestly what keeps me here. That and the great retirement benefits.
I wish dental insurance overall provided better coverage.
The switch to carry over benefits from previous year is great.
I like that there are two options for health insurance.
No

I wish the health insurance plans covered more chiropractors in the area. Many visit chiropractors to reduce sickness and injuries, therefore lessening the need to visit regular health care providers.

I would love to have a single parent and child health insurance option so as not to have to pay for full family coverage.

I think there should be a way for the PPO plan to be more affordable for families. As someone with a child, and who would prefer to be on the PPO plan it is not financially possible for me to get that plan.

Dental insurance could be better.

I am new to dental insurance, so don't really have an opinion on that, or long-term disability. I really appreciate the great health insurance available at UNI. While I do enjoy my job overall and am not really looking to leave, the benefits are one of the reasons that I would think twice before moving on.

I think that until I turned 26 I should have been able to stay on my Father's insurance and not been forced to enroll in benefits upon my hire. It would have saved the University money.

Being a newer employee I have not had much opportunity to use these benefits yet, but they seem to be "good" value for me as an employee.

The reality is health insurance used to be the largest benefit of working here, but things have changed - but if you talk to anyone who purchases health insurance personally, we are really lucky.

I will be satisfied as long as UNI continues to offer a PPO option for health insurance. I like the dental plan has vision benefits.

I am not particularly happy with the prescription coverage. My med may be \$60 at full cost and I still pay \$45. I have to take out loans to pay for prescriptions now. Eventually I will have to just stop taking them because I cannot afford it.

Health coverage is great, but their new scale is hard to do .

The cost of insurance is unconscionable, particularly considering P&S salaries.

The cost of premiums for PPO health insurance is very high

I would love to see some type of motivational opportunities between participating in fitness classes, for example, as a way to lower the out of pocket costs for health insurance premiums.

Need to offer an employee plus one plan. I still have my two adult children on my insurance plan to help them save money even tho they both have job that provide insurance. I do this because it saves them money and it does not cost me any more because i have to carry a family plan for my wife and it won't save me any money to take the kids off. So if I am going to pay for it I might just as well let someone get the benefit.

Dental PPO Covers less than previously, increasing co-pays. Alternative is losing my dentist. :(

University employees are very fortunate to have the benefits that are provided.

I wish I understood the coverages better

I am glad that the university has been able to offer the benefits that it has. They are far better than any place I have worked. Please note that I say I like the life insurance and LTD, but thankfully have not had to take advantage of it yet.

Please continue to maintain the high quality health insurances offerings and pricing as much as possible. It is a HUGE factor in my employment here and for my family.

The dental coverage is not adequate. The out of pocket costs are extremely high when you receive any services outside of the "routine" care.

Dental Insurance - Insurance will only cover a maximum amount per issue, say \$100 per cavity and pays 90%. The dentist charges more for filling cavities, \$200, so we are stuck paying the monthly deductible and only partial coverage of what the dentist charges. In this case, out of pocket would be \$110.

Dental insurance is just expensive. I don't think there is anything the university can do to lower premiums

This is the most expensive health and dental insurance I have ever had as a state employee. Every other state that I've worked in as a state employee did not have me paying ridiculously high deductibles and out-of-pocket expenses. Not to mention the lack of providers in the state of Iowa.

Much better than previous employer

I started with a low salary, but was told the benefits would compensate. The dental has never been good. A few years ago, the university made it impossible to keep the best BC/BS plan so we had to drop down to next plan. I think the U should have made it possible for long term employees to keep initial plan- particularly since salaries have never improved.

UNI benefits are some of the best in the Cedar Valley. A family member of mine needed some rehabilitation services recently and the person assisting us in getting started and after checking with Wellmark on our coverage said she's never seen a plan with as low of deductibles and out of pocket maximums as ours. Yet I hear fellow employees grumble at times if anything at all changes with the plans, especially those who have been at UNI a long time. They should do some checking on the plans offered by other local employers then see what they think.

Not currently

Keep working to keep the costs manageable.

Having worked at UNI for many years, the health insurance offering has changed. Although I think the coverage is good, it is not as good as it once was for the price we had to pay. I think the Merit staff really took a hit on how much they have to pay and typically they are not earning as much.

I am thankful for these benefits.

Honestly I have not had a chance to use these benefits yet but I appreciate what they cover

I would like to see short term disability offered.

Health benefits are good, just more expensive than I would like. We're better off than a lot of people though. I would prefer that the dental benefits cover a higher percentage of the dental work, but that program isn't really bad either.

The longer you are here, the more the Health and Dental benefits decrease!

It seems like these are really great benefits. I'm thankful for them!

More and more our rock star health insurance is being chipped away at. Honestly this has been the major attraction to working at UNI. The pay is average as well as state support of this University compared to the other two. If we keep taking things away this will keep us from hiring the better candidate!

By the way, I'm just male! No cisgender! I have no idea what that means. People are just making s*^t up now!

I really wish our health insurance would support procedures that have not been or cannot be performed by a doctor within the state of Iowa. Luckily we were able to find other ways to support a family member's procedure performed by another doctor out of state. We did everything in our power to use UNI's health insurance to cover these procedural costs, but our appeals and attempts were denied multiple times.

It's pretty sad that we have health insurance, a fairly good plan in comparison to other institutions and organizations, and yet we can't get the coverage we need. Instead, a place that is willing to provide us with financial assistance no matter what is needing to utilize their money and resources to fulfill our insured family's needs. In other words, the financial assistance we are being offered could have been utilized by other individuals and families in need.

I would prefer the option to choose a higher life insurance value. I don't have an opinion on LTD or Dental as I have not used either myself.

I think that the benefits are fair compensation, given me salary level. I am satisfied with that I have received for medical care and other services during this past year.

Not sure why there is a cap on term life insurance

The insurance provided by UNI has helped substantially with covering medical costs for my son.

\$1,000 cap means this insurance is irrelevant... thanks for the routine cleaning? I guess..

Very good benefits!

Health insurance for domestic partners that is added on as salary should NOT BE TAXED through the University. I have to pay additional taxes on \$8,000 plus at the end of year that married couples don't. The tax person I see in CF tells me that is terrible by UNI and needs to be changed. Our dental insurance does not pay enough as far as their share of procedures.

I feel the health insurance is good or better than many, I am in the PPO, but I use to have the UNI health plan that was basically the PPO with a low max out of pocket. I am still saddened that we lost access to that plan or basically were forced out of it by increased insurance rates and blocking new people from having access to it.

The changes needed to our healthcare system are not in the power of the University :-)

Dental insurance that covers more than just 50% of needs beyond preventative care would be appreciated.

I am very aware of family and friends who do not have access to this affordable insurance and how much it costs to get needed medical care and supplies. It is appalling to me how much out of pocket expense they have and how much of their income goes to cover the medical needs they have. I have only good things to say about the programs available at UNI as I feel so fortunate to have the coverage offered here. Even if the PPO option is chosen when there is a need to have coverage outside of the state, it is still an affordable option.

I see references to the Life Insurance and Long Term Disability but they do not impact the day to day of my life as does the Health and Dental Insurance (and Vision).

The life insurance policy seems a bit pricey in regard to the benefit amount. I got it because it was convenient.

This is my first year on HMO. I can't determine my satisfaction until year end

Life insurance should be like 3 times of annual base salary. University needs to cover more insurance costs

The dental insurance overall is fine, and I am thankful we have a dental plan for regular check ups. Anything beyond regular check ups regarding dental work seems like a lot of money out of pocket regardless.

Dental coverage is not great. 50% covered is a little thin

One of the biggest disadvantages to the UNI HMO plan is the lack of insurance support out of state. This is a major problem when traveling outside of Iowa. Adding coverage for this would be so useful.

I would like 'adult' braces/teeth aligning to be partially covered in the dental plan.

The benefits are a huge attraction for me, originally and to remain at UNI. Besides those listed, I also appreciate the access to Linda courses, ability to apply to take University courses (although I have not done this), on campus training, WW at Work, and other smaller benefits. I miss the ability to purchase full licences to Office and Adobe programs for home use for a lower fee. I did more work at home on weekends with that access too.

We are very fortunate to enjoy the benefits we do which are, by comparison with other local businesses and organizations, extremely generous.

I took insurance because it was no cost - however am covered under my spouses insurance, so could have fully declined. Would prefer a benefit (rebate, pay increase, etc.) to decline and not use insurance instead.

Keeping health insurance costs low has been/will be a great way to retain and attract future employees.

The things covered by the offered dental coverage do not keep up with current dental technology and practices. one specific example is that tooth implants are not covered but bridges are. but long term an implant is better for you then a bridge.

I am satisfied but do not want them to be reduced in quality of affordability

Thank you for these great benefits!

Voluntary Benefits

Are you enrolled in any of the following voluntary benefits?

	Enrolled	Not Enrolled	Unaware of Benefit
Vision Insurance	135	155	2
Voluntary Term Life Insurance	109	162	17
Flexible Spending Account (FSA)	129	157	3
Blue365 Health and Wellness Deals	71	128	85
DeltaVision Discount Plan	84	151	50
Principal Discounts and Services	16	146	119

How satisfied are you with each of these employer offered voluntary benefits?

	Extremely Satisfied	Moderately Satisfied	Slightly Satisfied	Neither Satisfied Nor Dissatisfied	Slightly Dissatisfied	Moderately Dissatisfied	Extremely Dissatisfied
Vision Insurance	30 (22.22%)	52 (38.52%)	24 (17.78%)	16 (11.85%)	11 (8.15%)	0 (0.00%)	2 (1.48%)
Voluntary Term Life Insurance	32 (29.36%)	43 (39.45%)	7 (6.42%)	24 (22.02%)	2 (1.83%)	1 (0.92%)	0 (0.00%)
Flexible Spending Account (FSA)	52 (40.31%)	54 (41.86%)	8 (6.20%)	8 (6.20%)	4 (3.10%)	1 (0.78%)	2 (1.55%)
Blue365 Health and Wellness Deals	12 (16.90%)	24 (33.80%)	12 (16.90%)	18 (25.35%)	5 (7.04%)	0 (0.00%)	0 (0.00%)
DeltaVision Discount Plan	17 (20.24%)	25 (29.76%)	17 (20.24%)	20 (23.81%)	3 (3.57%)	2 (2.38%)	0 (0.00%)
Principal Discounts and Services	8 (50.00%)	2 (12.50%)	2 (12.50%)	3 (18.75%)	1 (6.25%)	0 (0.00%)	0 (0.00%)

Do you have any comments you would like to make regarding these voluntary benefits?

The cost and coverage of vision insurance is an absolute joke. Even with insurance coverage, I spend on average over \$350 on a pair of glasses and/or contacts. Glass/contacts are not something I can just go without.

The Blue365 deals don't often align with my needs

I'm unaware of a few of them. It might be good to get more info about them.

I wish we could take more for flexible spending.
I wish we had a better vision plan overall. Eyemed would be great.
I often question whether the coverage justifies the cost.
The Flexible Spending Account does help with covering everyday medical supplies.
I don't like the deadline for selecting the FSA amounts. If you have sudden medical bills after the year is started you're screwed. If you take out too much and have no needs during the year you're screwed. It wouldn't be that hard to change the amounts to monthly or give more flexibility.
I wish it was easier to use the FSA on over the counter medications. I am thankful for the grace period from January to March!
ASI Flex website is not very user friendly. Other than that, benefit is fine. Wish dependent care spending limits were higher, but nothing UNI can do about that.
No
I wish flexible spending covered essential oils for medicinal purposes. I no longer purchase over-the-counter medicine and use oils for headaches, digestive issues and cold/flu.
The Delta Vision Discount Plan and Principal Discount and Services don't offer a lot of options useful to me. Same with the Blue 365 Health and Wellness Deals
Vision insurance could be better.
I really do not like ASI Flex and their communication when trying to upload proof of insurance usage.
I wish there were more gym options to attend under Blue365; Orange Theory, SportsPlex, JoyWheel, etc.
The FSA and Voluntary life both are good values, I have not had enough opportunity to utilize 365 Health and Wellness or Principal Discounts to evaluate them.
Please be clearer how to use this benefit, as it has been denied whenever I have tried to use it.
The cap for voluntary term life is too low
Does not make much impact at all as I wear daily contact lenses due to an eye condition and it won't cover the cost of disposable lenses at all.
I wish the platform (app) for claiming FSA reimbursement was more streamlined, but I assume this is out of our control.
I have yet to make an appointment or use the insurance.
Our FSA program isn't as good as others out there. Claims are reviewed as though under a microscope and I shouldn't have to pay for a debit card to claim my benefits.
Feel like delta keeps more money than what I get out of it. I'll be dropping this the next open enrollment date.
Vision insurance is expensive (>\$151) & adult eye exams are every other year, so thinking it's a waste of money!
The ASIFlex vendor that manages the FSA is not well managed. I have often had issues completing claims, where the documentation they requested was part of the original submission. The debit card does not work reliably so I had to forgo that option.

Please switch to a new vendor.
Would like to see a broader network with the Delta Vision Plan.
Often need to provide receipts when used at a hospital or clinic.
Re:Life Insurance Since people are living longer, I wish the payout in case of dying didn't decline so drastically at age 70. I'd like to know how much higher premiums would be if this were not the case. Or even if the age (when the payout is reduced) would occur later, say at age 75 or 80.
It would be nice if you could access previous claims to verify if something had already been submitted.
none at this time
My wife works at a private employer and they are able to carry over their FSA funds. I don't have a problem with our current system, but it would make it easier to manage if you didn't have to hurry to spend remaining year-end funds
This survey is confusing when it asks if I am enrolled in certain benefits that you don't have to "enroll" in. For example, the DeltaVision and Principal discounts. And on the earlier part of the survey where it asked if I was enrolled in Long Term Disability and Life Insurance. We don't have to enroll in those - they are automatic.
I am still stuck on trying to figure out how to go about being able to use the FSA. But from what I understand, reimbursement seems somewhat cumbersome- I can see how it can dissuade individuals from using if there is that step of having to mail in for reimbursement. But I need to do further investigating to see if this is my only choice.
My contacts aren't covered after a few hundred dollars, which doesn't account for the amount I need in a year... so that's a bit annoying, but overall it's fine as I use my HSA to pay for it.
Wellness deals really aren't deals so much as advertising -Amazon has better prices. I haven't used the vision service yet so I don't know how good/poor it is yet
I use massage therapy for treatment of injuries. This should be covered under medical, or at least allowed under flex spending
I have not used either very extensively.
Don't feel that the premiums paid provide much savings unless you have multiple people on the plan.
Having open enrollment for this voluntary term life insurance where pre-existing conditions were not a factor for eligibility was an incredible benefit to me and I appreciate this a lot.
N/A
I think the FSA is overly complicated compared to an HSA.
I am glad that they are voluntary and not required. I would like to learn more about Life Insurance from UNI as well as the Long Term Disability benefits.
Confusing for first time user.
Good benefit
Vision insurance hardly covers the glasses I need because of my prescription, so it's not that great of a benefit

for the monthly fee.

The ASI Flex website is outdated and requires repeated re-entry of the same information to make claims (for child care reimbursement). The site should be able to remember information about my dependents and care providers so that I don't have to retype all the information each time. Once submitted, the review and reimbursement has been quick, which I appreciate.

I have used the vision insurance and it is helpful.

I read the newsletters and look through the discount, but I have not used one yet.

I just started the FSA so I'm not so sure. Overall it so far seems like a lot of hoops, but I'm hoping once I'm more familiar it will be easier.

The vision insurance does not offer significant discounts, especially if you need contacts and glasses.

The cost/benefit for vision insurance is very poor compared to ordering glasses online. I can save so much more money doing this than ordering from an optometrist it makes me question the value of this insurance at all.

Thank you.

Very helpful to have such options to consider.

It's been a while since my new employee orientation. I could use a refresher on benefits, because I am in a very different place currently than when I started at UNI.

Employer Provided Benefits

Are you enrolled in any of the following employer provided benefits?			
	Enrolled	Not Enrolled	Unaware of Benefit
TIAA	235	56	0
IPERS	79	189	0
Professional Development	81	142	52
Staff Tuition Reimbursement	26	227	16

How satisfied are you with each of these employer provided financial benefits?							
	Extremely Satisfied	Moderately Satisfied	Slightly Satisfied	Neither Satisfied Nor Dissatisfied	Slightly Dissatisfied	Moderately Dissatisfied	Extremely Dissatisfied
Salary/Wages	32	103	50	13	38	41	16
	(10.92%)	(35.15%)	(17.06%)	(4.44%)	(12.97%)	(13.99%)	(5.46%)
TIAA	89	94	23	24	2	2	0
	(37.87%)	(40.00%)	(9.79%)	(10.21%)	(0.85%)	(0.85%)	(0.00%)
IPERS	23	34	8	12	1	0	1
	(29.11%)	(43.04%)	(10.13%)	(15.19%)	(1.27%)	(0.00%)	(1.27%)
Professional Development	14	45	10	6	4	2	0
	(17.28%)	(55.56%)	(12.35%)	(7.41%)	(4.94%)	(2.47%)	(0.00%)
Staff Tuition Reimbursement	12	8	2	4	0	0	0
	(46.15%)	(30.77%)	(7.69%)	(15.38%)	(0.00%)	(0.00%)	(0.00%)

Do you have any comments you would like to make regarding these financial benefits?

Professional develop is not something that is uniformly offered across departments, and even for the same employees year after year. I am able to ask for it, and regularly receive it, but people who are uncomfortable asking don't take advantage of these opportunities.

I wish and think I should be paid much more. The people in the same position at Iowa and Iowa State are paid \$50,000 more dollars than I am

Little to no raises every year and little to no chance of promotional opportunities. New staff just starting are making more than experienced staff simply because there are little to no raises every year.

If you look at DMACC or the other state schools, the salary of the exact same positions at those schools are higher than what we pay at UNI which I don't think is fair. I understand with ISU and U of Iowa that we have less students, but even DMACC pays at a higher level for the same type of positions offered at UNI. Our ability to recruit and retain good employees relies heavily on the actual pay at the end of the month. Most entry level positions as UNI are very difficult to live off of if you are living alone or a single parent household. If I didn't have my partner, I don't know how I would afford some of my bills.

It seems that many people leave because of low pay, then the university trains new people so they leave in a few years.

Love our TIAA matching and vesting. Please never change this. I also love the tuition reimbursement. I haven't used it but I'm thankful for it.

I believe a good majority of university employees need a decent bump in salary to get back in line with where the university should be as a whole. And then try to maintain at least a 3% annual increase. There also seems to be some inconsistency between salaries of those in similar positions.

I am significantly underpaid for the years of service I have put in here at UNI.

7 years is an extremely long time for benefits to be vested. Not many companies would pull their retirement contributions after leaving.

We are incredibly fortunate to have the great match that UNI offers. TIAA provides a variety of options, which I appreciate.

Pay scales generally seem to run lower than at other state universities for equivalent experience and functions. All have good benefits, so that doesn't really outweigh the differences.

Staff Tuition Reimbursement could use a revamp with paperwork. Is there a need to complete multiple paperwork for each year/semester. Combine those paper work for less confusion for those enrolled in program.

For most of my years of employment here at UNI, my salary was significantly lower than the same position at a peer institution. A correction was made to my salary within the last few years that has increased my satisfaction with my job. It's nice just to know that you are being paid a fair wage. However, I wonder how many employees here at being underpaid -- and how much of an effort is being made to help them. It took a long time for my salary to be corrected and it was not a welcomed change by "higher ups."

No

Need to do across the board increases. Discretionary increases are going to favorites. And for Merit, you need to fund step increases in some manner, we are losing young talent.

I wish there were the ability to switch from one retirement to another at least once. I now have funds in both as I am electing to have extra taken out of my check.

Raises have been super small and people just starting make more than people who have been here for a few years.

I understand that it is hard getting funding, but after working here for █ years and only getting 1% or 1.5% raise, while keeping an exceeds expectations and successful performance on my yearly reviews is very frustrating and disappointing. It's hard to keep justifying working here when we don't get a raise that at least

covers the increase in cost of living expenses.

I know of individuals with less advanced degrees getting paid more than me.

Also, last fiscal year when many staff received the 1.3 percent increase other administrators were getting larger salary increases. It seems like staff are not valued for the work they do. We are on the front lines, working with students, supporting them, and not doing it for the money. But it would be good to see and know that compensation reflects the work we do.

I am worth more than I make, and the struggle to stay afloat in this economy is a factor that is not considered. There are some individuals making upwards of 100,00 and not doing anything to actually earn what they are getting paid. We know it and we are not happy about it.

Salaries could be more uniform across campus, instead of departments being able to find loopholes to be able to pay their employees less. For example, I make under \$40k/year after 8 years here, while someone else in the same role across campus nears \$60k/year. Also the same internally.

While I accept that money is tight within the university, it's been tough to see several of my colleagues get changes to their jobs that include pay increases while I'm taking on more responsibilities because of these changes, but staying at the same pay. It would be nice to see a raise that actually makes a positive difference for me and my family.

I cannot tell you the last time I only worked 40 hours a week. It is usually closer to 60-70 and I do not feel that a salary less than \$40,000 is appropriately reflective of the amount of work expected from our position.

Would like to see an investment option for VanGuard mutual fund. Mutual fund options are very limited, and unless you have a supplemental contribution, limited to the TIAA option that keeps your money for 10 years.

Bottom line: Staff tuition reimbursement is the best thing since sliced bread. One of the best benefits UNI has to offer, even though tax codes have been infringing on employer education assistance programs which has resulted in the lowering of the awards from UNI to remain within or close to within that limit.

UNI needs to re-think extra compensation capped as a percentage. If you make less, you have the potential to earn less, with less capacity to serve students through teaching courses they need.

My salary is reasonable for the work I do as is the contribution to my retirement.

While I get money for professional development, it is less than half of what I received at my previous employer and makes conference attendance a challenge. It is also odd you cannot use it to pay for professional organization memberships. Staying current with trends and information is critical to do my job well. Being connected in the professional organization for my work area is the best way to stay up to date. UNI, by not allowing professional development funds to pay for membership, is actively discouraging employees from staying up-to-date with practices that can improve the student experience.

I plan to take advantage of the tuition benefits, but have not been at UNI long enough to qualify. I understand the year wait, but it means I will miss the start of the [REDACTED] program I was hoping to start in Fall 2020 that will not have another cohort until Fall 2022. I understand the desire to ensure individuals know their jobs at are invested at UNI before taking on additional schooling, but maybe add an option where individuals can start earlier with supervisor approval?

With minimal pay increases each year, the longer you work at UNI - well you are not rewarded for your loyalty. The pay increases do not keep up cost of living increases. I think a great question for future surveys would be do you have another job to bring in other income, as I know more and more P&S staff members getting a second income.

I have concerns that my salary is falling behind. My concern is that even though I do make more than I did when I first started (cost of inflation raises) it is still equivalent or less than when I first started.

It would be nice if salary increases kept up with cost of living increase and health insurance premium increases every year.

The restrictions on tuition reimbursement, especially for an institution that touts the benefits of higher education, makes the benefit essentially useless for anyone not interested in an MBA.

Wage levels can be a challenge keeping employees. Benefits used to be a selling point but not as much in recent years.

I have been here for a decade and a half. A male in my department who does not have an advanced degree and never works as a team was promoted to a higher title and pay. [REDACTED] in HR said there is nothing they can do about it. That's a gender pay gap. Women in our department are not happy, but what can we do?

Also, It would be nice, since the University encourages you to get your masters, that they actually give you a raise after you receive your masters. It seems hypocritical to promote higher education and not reward it.

UNI falls well below starting salaries of outside agencies in my field of work. In an effort to be more competitive, higher starting ranges must be provided as well as yearly fiscal and step increases. At this time, UNI (ISU & U of I included) starting salaries are woefully behind as many agencies start their employees out \$10,000 to \$20,000 more per year with standard raises ranging from 3%-5%. Retaining employees in my field continues to be a challenge.

The salary is no longer a livable wage given expenses such as mortgage, health care premiums and co-pays, and every day expenses.

Salary/Wages - Virtually impossible to move across the pay scale. The annual increase is very subjective, depends on the department head's desire to reward certain staff. Merit staff that report to me make almost as much as me and don't have the extra hours. P&S are expected to work whatever extra hours are necessary with no acknowledgement of efforts. Extra hours seem to be the norm.

I was satisfied with the salary upon hire, but have worked for 5+ years with little to no increase in salary although my responsibilities have increased in that time.

Staff Tuition Reimbursement - Staff is charged and has to pay for the student fees (buildings, wellness, etc.) Full-time staff qualifying for the benefit should be given an option to pay the fees. For example, if as a full-time employee, if an employee chooses to utilize the health services, they could pay that fee. Otherwise, employees with health insurance who do not need the Student Health Center would not be charged. It's like double dipping. Employees are paying health premiums for insurance and then also the student fees.

My understanding was that HR evaluated salaries across campus to make sure they were equitable. I recently found out that a new hire in [REDACTED] received a STARTING salary of approx. \$2-3,000 more than my CURRENT salary in my advising position and I have been here for almost 12 years. Starting salaries are critically important as our raises unfortunately amount to about \$25 extra dollars each year. This is extremely disheartening and I don't understand how that is at all equitable. It seems there is no benefit for long term loyalty to the University. I really hope that someone in HR takes a look at these salaries and can do something to make a difference.

We are very fortunate to have a 10% UNI contribution to our retirement.

Employee contributions should be the same for IPERS/TIAA employees. It's wrong that this contribution is a different % based on the plan selected. Also - employees should be given a one time opportunity to switch between the plans. Employees that start here young may not fully understand what they are choosing at the time of hire. A one time chance to switch should be advocated for.

Salary gets stretched a little thin in this economy.

University contribution to TIAA is very nice and helpful.

The expenses that we pay, as associated with TIAA, are expensive and not as good as other options, such as Vanguard. With regard to wages, it is impossible for employees who have been on campus for a number of years to advance, in terms of salary, in comparison with new hires. There is no benefit or reward for longevity on campus when it comes to salary!

Have been working for the university for going on 11 years, have not had bigger than a 1% pay increase a year ever. Cost of living goes up 2 to 3 percent a year, so we lose buying power every year we are here. This is sad.

TIAA is performing well, we would all like to see better but overall satisfied.

Salary is often based more on length of service and not on productivity or quality of work.

If there was a radio button between slightly dissatisfied and moderately dissatisfied, I would choose if for wages. Our workload has been ramping up for years and our wages have not increased enough to make up for inflation, much less to reflect the work being done. Same with the satisfied side, I would choose in between moderately and slightly for TIAA.

Challenging to see new hires start at higher rates.

There is a huge difference in starting pay for the same job in different departments. I was not allowed to negotiate my starting salary. People have been hired after me in different departments and were allowed to negotiate their salaries. I will never be able to catch up, even though I started with more experience.

Salary/wages - much better than at most employers in the geographic region, but feel my individual wage has been held back compared to others doing the same work across campus.

TIAA - would like to have more say about what investments are held in my retirement plan account

Since I am still decades away from retirement, I have to operate on the fact that IPERS will be there when I retire. I think the wages are acceptable, but am afraid they will continue to backslide.

Please continue the high quality professional development opportunities and the availability of staff tuition

reimbursement. It truly helps maintain and grow the quality of our staff which in turn helps our students.

Annual raises at UNI are a joke, doesn't even cover cost of living most years.

no thank you

For the amount of work, dedication, and passion that goes into my role the pay does not match. Others exist on this campus and make double what a lot of us actually putting the real work in do and it is unfair. That is why staff retention rates, especially those for staff of color, are low. Individuals are not paid their worth and no effort goes into even trying to compensate for that.

Again, it's confusing to ask if we are "enrolled" in things like Professional Development.

Pay in my field is not very competitive with private sector jobs.

I am currently satisfied with the benefits. I just need to make time to redistribute and take advantage of the matching program within TIAA and meet with a professional to help me do so.

The pay scales we've developed don't seem to match actual responsibilities.

I am not in tuition reimbursement now, but I have done it in the past and it is truly one of the absolute best benefits here.

It would be nice if there was more compensation allowed within the pay-grade for excellent performance reviews and work provided to the University. I can do amazing things or I can slide by and still receive the same pay. I enjoy my work, but there's little incentive to go the extra mile doing great things for just a pat on the back.

It would be nice to get more than a 2% raise each year

Unless you are in a management or above position our salaries are not keeping up. When hiring new employees we keep raising the starting salary but if employees are only getting a 1-2% increase soon new employees will start higher than existing employees.

I feel lucky that we are able to participate in most professional development opportunities I would like to.

I love the Tuition Reimbursement but wish there was not a hard cap at 12 hours per year. It would seem that if there are still funds available and only a limited number of people want to use the benefit in the summer, support could be offered past 12 credits in limited situations.

I'm too new to these benefits to provide a proper assessment

I marked Unenrolled for the Staff Training, but I did use that in past years - a great benefit, receiving tuition reimbursement for higher education. I'm not sure what you mean by PD specifically.

I suppose, like anyone, I'd rather be making more money at this point in my career, but I don't think it's really out of line with what the job entails.

I am personally still in the first quartile of my pay grade at 13 years of service. I feel this has more to do with departmental funding and allocations for P&S salary raises and less to do with the overall university pay grades and fairness in pay. But that's why I marked only slightly satisfied. I'm compensated well, but haven't seen industry-standard raises to keep pace with my years of service and where I should be for my pay grade and career level.

I am unhappy with TIAA. Nothing to do with UNI but with the previous institution I was at before UNI.

I wish we had another contact from TIAA to interact with. I haven't had much luck with our current contact.

Salary is not up to industry standards.

Compared to my peers outside of UNI with my same experience, education, certifications, and work load, my pay is not adequate and the pay level earning potential is not adequate. I believe this reflects UNI's dedication to what my position does and how it is not valued on campus. HR should be assessing earnings surveys that professional organizations publish when setting the pay level for my position.

I would have been enrolled in the Staff Tuition Reimbursement program this past year, but the process was confusing and I did not submit my paperwork correctly.

I am moderately satisfied with my salary, which is not commiserate with my peers outside of the university. However, the benefits package and ample vacation days make me overall satisfied with how I am compensated.

I am "Extrememly dissatisfied" in our annual salary increases. All of our Cost of Living expenses keep increasing, but our annual salary increases are not keeping up.

More on-campus professional development retreats would be great

I am probably the lowest reported salary in the region for my position, even though I am doing 2 positions I was denied the title for the second one and I get paid less that the lowest reported salary for the first one.

I have worked at UNI for 21 year and do not make \$70,000 as a Director. Slow earnings growth here. The new TIAA choices that were recently put into place are higher costs than what I was in. I am NOT happy with our new "better" selections. You should have asked for comments before make these sweeping changes and listing to an outside business.

Punitive policies to withhold meager raises contributes to employee stress and discontent with the University. Happy dedicated and well cared for employees live and serve your mission without hesitation. Stressed and Discontent employees do not.

I appreciate the staff tuition reimbursement program. AJ Behnke has been very prompt and helpful.

I would always prefer more money RE: tuition reimbursement. I'm enrolled in a program that is over double the cost of a UNI graduate credit and it would be amazing if those reimbursement dollars went further.

Can we get Vaguard Funds retirement option in addition to TIAA? They seem to have lower cost options

As a long term employee, I am stuck in a certain wage category and can no longer get salary increases. This amounts to, in effect, a wage cut. As I have lost any possibility to financial advancement here at UNI which is degrading and demotivating. I do have my 25 year sweater though which is a comfort.

Not enough overall training for university employees especially with Financial transactions.

Honestly, salary is terrible. I make less now than I did 6 years ago in a less advanced position with another organization, and I'm doing the work of more than 2 people.

Salary increases do not keep pace with cost of living increases. Very discouraging to work here a long time and not see a substantial raise. The merit portion of any increase is so minimal, there is no incentive to work harder.

Salary inequities abound within departments, simply because some staff have slightly more longevity than others. It's frustrating for managers that make less money than the employees they supervise just because they weren't here as long. Managers should at least make as much money as their highest paid employee or there needs to be a salary readjustment to bring their salary more in line with others in their department.

For the Staff Tuition reimbursement I think there needs to be more allotted to this as it seems to get used up pretty quickly.

It would be nice if each Of&S and Faculty member had an annual conference allowance to network and learn off campus. Maybe, like the catastrophic illness plan, each person who didn't use theirs could donate to pay for more pricy destinations. I think many feel that they can only travel if they are presenting AND have an external funding source but these experiences are essential for professional growth and establishing UNI as a place to be.

Believe my value is higher than my salary -- but I love what I do. Flexibility with hours/remote work could substitute for pay. Really wish winter break (for those departments that are slow/underused) would be time off with pay rather than having to take vacation. Am hoping to qualify for staff tuition reimbursement -- will be first time using this program. PD so far has been good -- but only have been able to participate in a few opportunities.

UNI's inability to provide competitive salaries results in staff turnover and the reduction of applications from qualified professionals.

I am satisfied though the ability to have merit increases seems limited

I'm unable to move my IPERS contributions to another plan. This was a short time employment benefit and I feel this money is stuck.

While I feel like I am treated well and compensated fairly at UNI, during times when enrollment is down and budget is a hot topic, I have seen in my short time here how P&S staff are the first line of cut back or left out of raises. I hope that does not happen again.

Professional development opportunities have been awesome - have traveled to [REDACTED] conferences twice already in [REDACTED] and [REDACTED]. TIAA is great as well.

Other University Provided Benefits

Are you currently enrolled in any other University provided benefits?			
	Enrolled	Not Enrolled	Unaware of Benefit
Sick Leave to Vacation Conversion	142	110	41

How satisfied are you with each of these other University provided benefits?							
	Extremely Satisfied	Moderately Satisfied	Slightly Satisfied	Neither Satisfied Nor Dissatisfied	Slightly Dissatisfied	Moderately Dissatisfied	Extremely Dissatisfied
Vacation and Personal Days	170 (57.82%)	72 (24.49%)	15 (5.10%)	23 (7.82%)	9 (3.06%)	3 (1.02%)	2 (0.68%)
Sick Leave Days	173 (58.84%)	69 (23.47%)	16 (5.44%)	26 (8.84%)	7 (2.38%)	2 (0.68%)	1 (0.34%)
Sick Leave to Vacation Conversion	68 (47.89%)	30 (21.13%)	22 (15.49%)	13 (9.15%)	3 (2.11%)	3 (2.11%)	3 (2.11%)

Do you have any comments you would like to make regarding these other University provided benefits?
I appreciate the ability to use sick time for caregiving, it is a tremendous benefit.
I wish there was more clarity about accumulation of vacation days on the leave report. I find it confusing that I don't accumulate vacation days until one month after / that there is a month lag. The system is not as transparent as it has been at previous institutions I have worked at.
I think it's unfortunate that if we do convert our sick leave to vacation we don't accrue either if we use any amount of sick leave during that pay period.
I would like to see employees given the option of using the value of their sick leave benefits to subscribe to other benefits during and/or after retirement. (Example - use value of unused SL to purchase health insurance until eligible medicare). This would entice people to retire.
Don't really use them
I almost think that the benefits we're provided with this is too much. People have so much sick time that they use it even when they're not sick because they can. However it does come in handy for maternity leave. I'd like to see a little bit more in vacation and a little less in sick leave, so still the overall same amount of leave time accrued each month.
All fantastic. UNI treats us so well in these areas.

I would like to see a change in the ability to use sick leave to care for a sick child. I shouldn't have to use vacation to sit in a hospital room or in a doctor's office.

At other institutions, they start everyone out with a certain number of days and then you accrue doing the year as well. This seems like a better plan, especially when employees are starting in December and we have reduced operations periods where they have to work because they have no leave. I also do not think it makes sense or it is fair that we are forced to use our personal leave when the university is closed for snow or other reasons. Other institutions I have worked at do not make employees do this.

Am very grateful for the amount of time off received. My guess is many are willing to sacrifice salary for the time off benefits.

Having many friends whose vacation and sick leave come from the same "pot", I am thankful that UNI continues to keep these separate.

I wish when you were close to maxing out on accrued vacation days that you received a notice.

Sick leave should convert to vacation at a 1:1 ratio, not at a loss as currently established. Perhaps it is time for a PTO model that does not differentiate between sick leave and vacation?

I wish there was a more-favorable conversion ratio than 12 hours of sick leave to 4 hours of vacation.

UNI provides generous vacation/personal/sick leave, but I think we would all be more efficient if there was a 4-day work week.

These are great until you have kids. I think we need to look at our maternity/paternity leave policy so someone does not have to drain all of their sick days and vacation days to recover from child birth and stay home with their new born.

Sick leave to vacation conversion is a nice option to have. Would be even better if it was a 1 to 1 conversion...

When the university chooses to close for the day, late or early for weather staff should not be punished and have to use vacation time. If it is unsafe for students then it is unsafe for staff and we have to make a decision to come in (risk lives) or use vacation time that some may not have.

Also, over holiday break when everything is shut down why do we have to use vacation time if students are not on campus and offices are closed.

Although the vacation and sick leave for my position are great, I find it troubling that UNI doesn't have any paid maternity/paternity leave benefits.

Please shut down the University over Christmas/New Years. This reduced operation nonsense has gotten ridiculous.

I feel that UNI is generous with these in comparison to other businesses. I also appreciate the ability to roll-over unused days.

I think the sick leave to vacation conversion is horrible especially when you have employees that take care of themselves and do not get rewarded for it. We should go to a pto style benefit where vacation and sick leave are combined. There is a lot of sick leave abuse at UNI.

It would be nice if these were converted at a 1:1 ratio. Both are earned time off. I use the conversion, but often wonder why instead of converting and losing time, I just don't call in sick and use the sick days.

One particular thorn in my side is when adverse weather hits Cedar Falls. Oftentimes the University decides not to close on days when travel to campus is treacherous at best, yet even if we have the technology to work from home and are on the off chance even if we are allowed to work at home, our department still requires us to use vacation time. That policy is not equally administered, however. Some staff (regardless of distance residing from campus) are allowed to work remotely even if the weather is not adverse, and on those days when it is hazardous to travel, those individuals are given permission to operate as usual without taking vacation. If staff can perform all their duties at home, and their request to work remotely is approved through the appropriate process, they should be allowed to do so without being penalized by having to use vacation. This winter we've lucked out as a university so far weather-wise, but there are still a few months yet where we could get days when travel to campus is not safe. This isn't 1976. We live in the 21st century with vast networks of technology to allow us to work anywhere. Let's be the modern university we aspire to be that attracts a modern workforce.

I know about sick leave to vacation conversion, but I cannot find details on the HRS website on how to convert these hours. It would be helpful if this benefit were a little more transparent.

I do not have enough sick leave to convert yet, but that is a very nice benefit and I do plan to use it when I become eligible.

As a new employee, earning leave each month is terribly taxing on balancing the needs/well-being of all involved, especially during cold and flu season. When you start you have no sick leave...so taking sick days for many people is not an option as they cannot financially afford to stay home with no pay. They come to work sick, which then gets others in the office sick and reduces the ability for the entire office to provide services to students.

One option would be to "allocate" 6 months of leave at a time (once in January and once in July) that way new employees or those who, for whatever reason, barely make it month to month for leave, have a bit more flexibility. Leave would still be "earned" each month, so if someone leaves in March but has already used all their leave through June, it is just prorated for the time they actually earned and the final paycheck is adjusted. While I recognize this is more work for some people, I strongly believe it would improve morale of all employees, but make new employees and those who have significant strain put on their leave feel more appreciated.

It is just hard to use all the benefits. It would be nice to have other ways to use up vacation - such as paid out when you hit you limit, etc.

I'd like to see the University utilize a sick leave conversion to medial premiums coverage upon an employee's retirement. The current policy only allows for an employee to get up to \$2000 of their sick leave balance upon retirement. Some employees have hundreds of sick days built up and choose not to use this benefit for one reason or another. For those who are in this situation, it would be a tremendous benefit if the sick leave (cash value) could be converted to cover medial premiums to allow those who can retire who may have 30-35 plus years of service but are still in their late 50's. The sick time balance could be used to fill the gap between the time the employee retires and when Medicare/Medicaid become available. Other Iowa state agencies have this process currently in place.

I appreciate that you can convert your sick leave to vacation days but I think that the ratio of 3 sick days make 1 vacation day is a little ridiculous. I could understand more if 2 sick to 1 vacation day would make more

sense to me.

The maximum accrued time for vacation hours should be higher.

Ratio of sick leave to vacation conversion is too low.

Also, would like to give sick days to a colleague for catastrophic illness instead of vacation.

Sick Leave: As someone with a long term permanent health condition, 12 hours per month does not go very far. I wish that we could get that raised to 16 hours per month.

Vacation: Again, there is nothing here that rewards long term loyalty to the University. I wish that after a certain number of years, we could receive additional vacation time accruals. I would also wish to mention here that I have a major issue with requiring your P&S staff to take vacation time if the University is closed due to dangerous weather. That is very unfair and has not been policy at ANY other university I have ever worked for. And yes I realize you can take it "unpaid", but found that then you just lose vacation from the other direction anyway - they take it out of your 16 hours earned for the month. So there is no way to win here.

I do not like that we have to use Vacation for snow days and etc.

It's nice to have personal and vacation days but when it's frowned upon to take them, what good are they?

Vacation and sick leave is very generous. I don't believe there are any "personal days", are there?

While I am appreciative of earning vacation, it is extremely difficult to take vacation (supervisor will only approve up to one week at a time.) For those of us who are conscious about taking vacation during down times, it can be difficult/impossible to take 2-3 weeks off at a time.

You didn't ask about University Holidays. Back when President Allen was here, he instigated a full week off for Thanksgiving which essentially gave faculty three extra days to be off work. P & S got nothing! It makes many of us feel unvalued when things like this happen. It would be nice to at least get the Wednesday of Thanksgiving week as a UNI holiday as this is often a day that many people end up having to take off to make it for family gatherings on Thanksgiving day. I would like to see the P & S council fight for this.

I think that it is sad how much vacation time we give to the merit staff and the P&S don't get anything close to the same. I guess we must not work as hard as the merit.

Sick leave is good.

Sick to vacation conversion works out well for the university, not so well for the employee so I guess it depends on who your looking out for.

Standard across all of the Regents' Institutions & reasonable.

Vacation benefits somewhat make up for salary scales.

I am not currently enrolled in the sick leave to vacation conversion, but I like that it is offered in case I need it. In fact, I might need to do it soon. I like the liberal vacation and sick time policy here.

Both of these are strong benefits. The concern with these comes into play with maternity leave. The maternity/paternity leave policy should be evaluated to help staff feel more supported. Having to use vacation and sick leave for maternity leave is tricky since you have to use medical leave for prenatal appointments and staff then struggle with determining how much time to take off and feel pressure to come back too soon. In addition, I encourage you to review research related to maternity/paternity leave policies that result in better

supported and retained staff that are then more focused on their job.
It would be nice to gift sick leave to coworkers in need, either for themselves or an ill family member.
no thank you
The amount of sick leave days can leave one wanting for more if they have a family they have to care for and also if snow/winter days are to be handled by using vacation time.
We need maternity/paternity leave. It should be a benefit...
We get a lot of time off, but who wouldn't take more? I think sick leave time off should mirror vacation day accrual. Family caregiving leave should only be limited by how much sick time we have. I'm more likely to have a family member sick than myself (because I'm only one person), so why is caregiving leave limited? Also, it's more important that I take care of family than myself.
The amount of vacation days are great - but I really wish UNI offered at least some level of paid maternity/paternity leave that doesn't need to come from sick days.
No added comments. I really do like the benefits. I feel they are competitive compared to other institutions including some in the private sector.
These seem good to me.
It would be nice if we could donate sick days to people with catastrophe medical/sick needs instead of vacation. Thank you for adding the caregiver hours - it's extremely helpful with kids and older parents to take care of on top of my own medical
Wondering why Hawkeye Community College gets Christmas break off for free and also snow days for free but we have to use vacation for the same days??
I honestly feel like we earn too much and would not be apposed to PTO. As a supervisor PTO would encourage people to call in sick only when they are sick since it would decrease what they can use as vacation.
Would like to be able to convert more SL to VA.
Do new employees know what their max of days for vacation is. I was never told and I lost time.
Vacation days should not have a maximum amount. I have missed out on a lot of vacation because of the cap and because I can get comp time under FLSA. I would like to see it accrued at a higher cap.
These are a solid benefit. I would be nice to be able to take extended periods of vacation all at once! For example a month at a time. But this proves difficult
I would like additional information about sick leave conversion to vacation.
i like the ability to donate leave if needed.
Vacation time is great but when we take a time off, the work load just builds up until I return. Not really sure if that's vacation.
Thank you for the sick leave to vacation conversion. I am happy with the amount of vacation and personal days and sick leave days we are provided.
I would like more information on Sick Leave to Vacation Days

Very good

We should be able to get paid out for more sick leave days when we retire from UNI and increase the number of VA days that can be paid out.

We have sacrificed a lot for UNI through the years not to take these and should be compensated better.

The policy to not allow employees to take sick time to care for a spouse / immediate family member is a slap in the face to a family going through a difficult time with serious medical concerns. The stress of having to figure out how to pay the bills when you're forced to take unpaid leave with sick leave in the bank because it's a family member and not yourself is stress that should not be on family at that time.

Would like to see 1 day conversion instead of 4 hours

Currently when someone retires, it is a maximum \$2,000 paid out for sick leave not used - while sick leave days granted is very good at UNI, I do feel that this maximum should be increased. This is a way of rewarding those who do not abuse sick leave by using it as "vacation".

I think the caps on vacation days are too low for any classification.

They are too hard to track since it takes so long to show up on our records. Also, is there a limit on how many hours can carry over? I think there is, but where do I find that information quickly?

It is nice to have these, but I am very much discouraged from using them. I come to work despite having the flu / cold / pneumonia as my supervisor gives me problems when I am ill and have doctor appointments. I was formally reprimanded last year on my yearly review for taking minimal sick days for flu/pneumonia and medical appointment days. There are ways to address this issue but the pathways are too onerous.

Considering the current situation, it would be wise to allow sick people to stay home and not infect students/colleagues.

I think the idea that we have to accrue days instead of installments is hard. I see this a lot as our area has a lot of new employees, it becomes difficult for them to take time if they need it. So that in turn has people showing up to work sick, because they can't afford to not be there. Thinking about our current global climate, how do we as an institution question this practice moving forward? Even if it was two 6 month installments (one in Jan and one in July).

The sick to vacation conversion, while a nice option, is a bit disheartening in general due to the ratio. I feel like it encourages people to fake sick, because their time is more valuable there than vacation. I would even suggest a system where you start earning more of vacation or sick based on years of service to the institution.

The benefits for time off today are excellent. Thank you!

The only issue I have with sick leave and vacation is about new to campus Merit staff. They begin with nothing and gain VERY slowly the first few years. Campus nearly shuts down over winter break, to the point that heating is even reduced but these staff can't really take time off until their 3, 4th or more years on campus. If winter weather forces them to take days, they may have no real vacation in the first couple years.

Am not aware of sick to leave to vacation conversion. For vacation/personal days, don't like the policy that comp time can't be earned in same week as sick leave or holiday – seems somewhat penalizing to employee who works as needed those weeks.

I am also very satisfied with the Family Medical Leave benefit.

The sick leave to vacation conversion should be greater.

I don't receive sick days or vacation.

Again satisfied...though reductions or changes would make me extremely dissatisfied in a hurry

The fact that I get sick days AND vacation days, and those sick days can cover family care or medical appointments is wonderful.

Review of Benefits

Overall, to the best of your knowledge, how well do you feel the benefits at UNI compare to those offered by other employers?

Much Better	68	23.21%
Better	121	41.44%
Same	36	12.37%
Worse	24	8.28%
Much Worse	1	0.35%
Not Sure	43	14.93%

In the past year, have you viewed/reviewed any of the following?

	Yes	No	Unaware of Information
Your payslip within e-Business Suite Employee Self Service	283	5	2
Your Fringe Benefit Statement within e-Business Suite Employee Self Service	235	42	13
Payslip Modeling tool within e-Business Suite Employee Self Service	94	108	87
The HRS My Benefits website	249	33	7
The benefits and well-being information sent to your home address	224	49	17
The benefits and/or well-being information within the P&S Council Newsletter	206	65	19

How often do you view/review any of the following?

	Daily	Weekly	Monthly	Yearly	Never	Not Sure / Prefer not to answer
Your payslip within e-Business Suite Employee Self Service	0	3	196	61	0	21
Your Fringe Benefit Statement within e-Business Suite Employee Self Service	0	2	72	141	2	16
Payslip Modeling tool within e-Business Suite Employee Self Service	0	1	22	54	5	11
The HRS My Benefits website	3	7	102	107	2	26
The benefits and well-being information sent to your home address	0	6	74	77	4	61
The benefits and/or well-being information within the P&S Council Newsletter	0	7	129	30	1	37

How often do you log into the Wellmark portal?

Daily	Weekly	Monthly	Yearly	Never	Not Sure / Prefer not to answer
0	7	91	70	81	35

How often do you log into the Delta Dental portal?

Daily	Weekly	Monthly	Yearly	Never	Not Sure / Prefer not to answer
0	0	8	49	191	22

How often do you log into the TIAA online portal?

Daily	Weekly	Monthly	Yearly	Never	Not Sure / Prefer not to answer
3	13	80	76	39	20

How often do you log into the IPERS online portal?

Daily	Weekly	Monthly	Yearly	Never	Not Sure / Prefer not to answer
0	0	9	30	35	4

Would you like to further elaborate on your previous answer(s)?

Should have option between monthly and yearly; some of these I do quarterly.

About 4 times a year

The options for how often do not accurately reflect my answers. Most I visit as needed, so not necessarily monthly, but probably more than yearly.

I wasn't aware that there is a Delta Dental portal.

"rarely", "as needed", or "occasionally" would be better options to include as responses above.

I log in as needed. As needed should be an option for the survey responses.

The first 5 I left as Not sure because my viewing of that information occurs sporadically only when I have a need. It falls somewhere between monthly and yearly depending.

How often I use the resources listed above varies... most are every few months (pay slip, fringe benefit statement, etc.).

Occasionally would be a more reasonable option. When I need to, so less than monthly, but more than once a

year.

The frequency options listed above do not match my preferred answers. For example, I have logged into the Wellmark portal a few times this year. However, I did not do this "monthly," and "yearly" also did not seem an appropriate choice.

No

Please push a monthly payslip notice out via email (with the link) as a reminder or I forget.

I put yearly or monthly for most of these answers, though neither is generally accurate. It's probably more like every few months.

For most of these, I am probably between monthly and yearly

Need a response option to these questions that is somewhere between monthly and yearly.

I don't log in monthly to some of the reports and websites, but somewhere between monthly and yearly. Should have been an option between the 2.

Make sure you proof your survey, you have several spelling mistakes.

If I receive something in my email or mail, I will open and read through the information. Additionally, I only go to the website when I need information.

The TIAA portal is challenging to maneuver. It's not a survey option, I log into some of these resources as needed. Sometimes, it's monthly if needed. Othertimes, maybe twice a year. So I feel my answers may not be accurate

I pay for the PPOs.

Yes I would. I had to respond Monthly to some of the above questions because I access them more than yearly, but not every month.

Was not aware that there is the capability to log into the Delta Dental portal.

I review all health/benefits information sent to my home address whenever it comes.

There is no Yearly + option for information that is needed just when you make or are considering making a change. That would probably apply better for me than "Yearly"

I find navigating the health insurance websites time-consuming and difficult to get to the one answer I am looking for.

I stopped online access to my TIAA account because of identity theft issues.

I rarely logon to the portals, unless I have too.

I'm so far out from retirement that I rarely log in to IPERS. I check my other retirement account more frequently than IPERS.

Reviewing benefits sent to home and P&S newsletter...would have been better to have an option that said "every time it comes out." I don't remember how often it is but always read it :)

Approximately every 6 months would have been my answer for most of these but that wasn't an option.

You really need more options than jumping from monthly to yearly - there are many months between those 2....
Almost all of these answers are between monthly and yearly. i look at my payslip each month and insurance portals when I go tot he doctor. TIAA portal is usually quarterly.
I would like to know what to look at if I were to log into these things on a regular basis...
I have just started working at UNI so I have yet to do all.
I wouldn't know how to access the portals - I am guessing on the HR website? Not sure what I would need to use them for.
Not a lot of wiggle room here on answers! Anything answered monthly is more like every 2-3 months and anything answered yearly is about 2-3 times yearly.
There needs to be another answer option for these - I don't log in every month, but do log in more than once per year
Some of the things coded as yearly are actually more the frequency of quarterly or as they are available to me.
Still new to benefits
I am logging into TIAA more often now that I'm nearing retirement. I really appreciate the consultant who visits campus, Mark Hagen.
I have been here longer, but make less than my exact counterparts at Iowa State and U of Iowa who do the same job.
I selected "not sure" for how often I review info sent to my home and P&S newsletter, but the more appropriate answer is whenever I receive it.
Some of this just depends more on the situation. If there is some kind of change I check it. Otherwise I don't
I need to do a better job of utilizing these tools.
I plan to make some investment changes soon, and will probably log onto TIAA more often because of that.
I log into the Wellmark a few times per year and the TIAA also a couple times a year. Didn't know there was a Delta Dental one.
I login to Delta Dental portal and Wellmark portal when I make a claim
I receive the TIAA statements in the mail.
I believe at ISU and Iowa a single person may get money back on their health insurance because everyone is given the same amount to use each month regardless if they are single or married.
If that is the case, UNI needs to get with the program and give single employees their money back.
Many of these would be between monthly and yearly for expample TIAA about 5-6 times per year
No
Too many portals and passwords to remember. Too many portals and passwords leaves one open to fraud.
Needs a better search tool on the HR site

If there was a response option for 2-3 times per year, that's what I would have selected for most of these (i.e. more than once a year, but less than monthly)

I would like the fringe benefits page to be up to date and easier to read. As when I look at it is confusing to understand.

I check a lot of these every about 3 months. I check leave balance usually the same time I turn in time sheet. I don't always read the newsletters but know I should.

There is little support for benefits information. You need to search the UNI website for it.

I'm not sure what the TIAA portal does for me.

you need an option between monthly and yearly. quarterly - every six months

I don't believe I am aware of a wellmark portal

I'm unsure how to navigate the portals.

I haven't created accounts yet on the portals but need to! Once I do create accounts, I'd view them at least yearly.

Well-Being

Have you utilized any of the following employee well-being services within the last year?

	Yes	No	Unaware of Service
Employee Assistance Program (EAP)	49	232	8
Flu Vaccination	173	114	2
Bio-metric Screening	122	165	2
Benefits and Well-being Fair	125	157	6
Retirement Readiness Sessions	66	217	5
Financial Wellness Sessions	71	211	7
Tobacco Cessation Services	1	281	6
Nurse Health Coaching	13	254	20

How satisfied are you with each of these employee well-being services?

	Extremely satisfied	Moderately satisfied	Slightly satisfied	Neither satisfied nor dissatisfied	Slightly dissatisfied	Moderately dissatisfied	Extremely dissatisfied
Employee Assistance Program (EAP)	24	15	7	3	0	0	0
Flu Vaccination	146	23	3	1	0	0	0
Bio-metric Screening	78	29	8	5	2	0	0

Benefits and Well-being Fair	61	47	12	5	0	0	0
Retirement Readiness Sessions	20	33	5	6	2	0	0
Financial Wellness Sessions	26	30	8	5	1	0	1
Tobacco Cessation Services	0	0	0	1	0	0	0
Nurse Health Coaching	3	6	3	0	1	0	0

Are there any other benefits options that you would like to see UNI provide?
Discounted rates to local gyms / fitness clubs
I appreciate the sessions that have been added in the past year or so. please keep providing them
Free access to the WRC. This would help people get healthy and potentially decrease costs associated with health insurance
I wish there were more financial sessions available for people with an intermediate knowledge of finance. It seems that all the finance sessions are for people who have no idea about how to manage their money and they're too basic.
I think flex scheduling would be great. I know in our office, we often work long hours outside of our typical schedule, but do not get to flex our schedule and so we are working extra time for no reward.
I wish they kept an annual log of the biometric screening so you could compare results.
Bio-metric screening that is held somewhere in the campus core, not out on Hudson Rd.
Offer discount to area physical fitness facilities. Faculty and staff want options that are not also available on the UNI campus but more so in the communities they live in.
Mental health counseling for employees not just students. Calling a help line for the employee assistance program isn't going to cut it.
Maybe a discount to use Healthbeat (a Healthbeat-only membership option). It is conveniently located for lunchtime exercise.
THANK YOU for offering flu vaccination throughout campus. This is a wonderful benefit.
No
A better vision program as part of the health insurance.
Gym benefits...possibly a discounted fee or help in paying for a membership. For example, I have joined Gentle Gym, which is focused on helping people with chronic pain. Most of us suffering from chronic pain let exercising go because of fear of re-injury or even because we hurt too bad. This gym is taking a holistic approach. I feel that my commitment to their program will lower what my healthcare expenses have become.
Professional development options could be vastly improved. Not all sessions pertain to every employee, and presentations from the campus community shouldn't be considered professional development.

Early retirement including health insurance.

While I know there are IPERS consultants for those about to retire, what about for the rest of us who are a third of the way to Rule of 88? The IPERS website is complicated at times and less helpful at other times than it would be to meet with someone individually (even just once a year) for a one-on-one consultation.

The EAP program is absolutely a necessary fringe benefit for the mental health wellbeing of employees, and should definitely continue to be offered. Thank you for it.

long-term disability insurance

The University should be closed more days of Winter Break with pay for the employees.

If there are weather related delays/closures, employees should not have to use vacation to be paid for those days.

Employees should be able to work within their departments to arrange work hours/locations. I.E. if it would be better for certain employees to do 4 x 10 hour days, or 4 on site and one remote each day, etc. Maybe this can already be done internally, but I was led to believe this was not true.

Legal advice or referral service. Do we still offer long term care insurance options?

The bio-metric screening data returned to us is provides less useful information than it did 4-5 years ago.

More for personal well being beyond just physical health.

More mental health appointments allowable than the max of 6

Free employee access to WRC

I would like to see more assistance in understanding IPERS

Tuition discount for employee children.
Discounted/Free tickets to athletic events.

I'd like to see more early retirement options offered to allow for a combination of years of service plus your age. If health insurance were offered as part of the package, I would definitely take advantage of it!

Yes, discounted cost for wellness/fitness classes

Would like to see UNI insurance cover hearing aids. We have an aging staff on campus and a lot of areas on campus are loud to work in and we don't do enough to protect from the noise. Then we also don't cover anything for hearing loss or hearing aid when much of it can be traced back to working in these areas.

It is helpful that individual counselors/representatives of our benefits providers will schedule individual sessions with UNI employees.

Not at this time. I might think of it after this survey, though.

Continuing the Healthy Weight at UNI program and explore other ways to keep those that completed their year engaged in the discussion.

A day off for volunteering in the community each year

Big difference between Moderately and Extremely.... need more options

Discount to the Wellness center.
Tuition deals for children of employees. It might help with low enrollment.
more significant discount to get into wellness/rec center
Campus wide PD things. Let's take a half day and do campus wide training. Or Let's do a budget saving a idea option. Like...closing on Friday afternoons in the summer. Brainstorm ideas campus wide!!
I appreciate that UNI has been offering the Healthy Weight program - it made a big difference for me.
I'd like it if WRC memberships were free for P&S staff. It costs so much to go there.
Not at the moment. I feel as a newcomer, I may not be in the best position to give much insight but so far, I cannot complain!
I went to a tax preparedness session - it was useless unless you're married/filing jointly with dependents -since the speaker was filing as such and would only talk about how it worked if this is how you were filing. He talked about how everything USED to work and gave lovely antidotes about past client situations BUT since they rules have changed for so much of what he was talking about - IT WAS USELESS. He rambled numbers endlessly with nothing but an outdated chart up to look at from last years taxes - EVERYTHING changed since 2018 - so everything on the chart was wrong! He apologized for having outdated info and didn't have time to put the new chart in his presentation he said. His presentation was only this one chart - what a waste of my time! And your money because likely you paid for this bozo to come
Allow us to attend fitness classes for free at the Wellness Center
Might be nice to let new employees know that there is some student loan forgiveness options.
The two retirement-related trainings I've attended were ok, but not really all that helpful. Meeting with Mark Hagen has been much more so, and reading benefits stuff online, and talking to HR folks.
Please do not allow vendors who aren't covered by our benefits into the Benefits & Well-being Fair.
Some positions on campus are basically on call 24/7. Child care for those individuals that can be called in at a moments notice is extremely difficult, if not impossible. I'm not sure the upper administration or HR really grasps this, or has the tools to deal with it. Nor does the employee. Back up for these types of position is also an issue.
Nope. However, I do want to make a comment regarding the bio-metric screening sessions. I know those are hectic and busy, but often times the individuals working have not been friendly. I don't think it takes much to be patient, kind, and assist people with the procedures taking place.
Comprehensive panel with options to get A1C and other more specific tests are really great. I enjoy having a yearly review of my biometrics. I think that the only thing that would be really beneficial to emphasize during these is that BMI is not a good measure for individuals, so that staff members undergoing the biometric screening gain education alongside the numbers. However, I know that the nurse coaching afterwards could help those who elect to do it clarify what is really meaningful in their biometrics anyways.
Tuition assistance for family members, including spouses
Pet health insurance

The RRS's that I have been to try to get us to contact the person that is presenting and get us to work with them regarding our finances. That was a waste of my time.

Provide funding to off set the cost of gym or fitness memberships. It was far more effective than anything else in improving my health, but the cost makes it unavailable to me now. Tie it to attendance - you have to prove you're using the membership to get the rebate / credit / etc.

Work from home is not properly allowed in the IT departments. Working in a cubicle environment is soul crushing

The whole experience is too public

Gym memberships, other discounts

It would be nice if part of our health insurance was receiving money towards a gym membership. Some institutions as part of their incentive to encourage healthy behavior give \$20 toward a gym membership (to qualifying gyms) if you go 8 times a month (roughly 2/ week). When I had this at a previous school, I used it and it made the gym a more accessible option (I also liked that I could work out where I wanted to).

Discounted passes to the UNI wellness center.

Stipend for fitness membership/passes

After talking to other retirement professionals, I've realized that the TIAA representative gave me inaccurate information and I do not trust that company.

Additional Comments

Please provide any additional comments on how the University can improve the benefit options for P&S staff.

Personally I work way more hours than I should north of 40 weekly and north of 60 hours all fall. I feel like even though I am a salaried employee this needs to be regulated. I also am underpaid compared to people at the same position at the other 2 state schools. That needs to be evened out. I am working probably more than those same people since I am required to do the same work but have less people helping me and get paid half of what they do

The only thing I would emphasize again is more actual pay to the employees. That's the biggest area I see lacking and the reason why people don't stay in entry-level positions very long.

Please continue our benefits. I don't need others added, I just don't want what we have to be subtracted.

It would be nice to see the University support our fitness and recreational options at a higher level so that facilities like the WRC and Health Beat could have broader open hours and no summer closures like Health Beat had in 2019.

Our salaries have been stagnant for the past 5-7 years and our responsibilities have increase consistently.

There is clearly a disconnect between the administration and the rest of the university. We constantly hire more managers and administrators, but do not replace faculty, support staff, or secretaries. And those people do the bulk of the work at UNI - not administrators. I continually see the word "salary savings," but no one has any clue where that money is going. It certainly isn't going to the people who have to pick up the work due to the lines the provost cuts. It seems to just go towards hiring new administrators, who then manage a dwindling

number of staff. We are all for efficiency, but efficiency and "making the current people do the work of the people we refuse to replace" are different things. Maybe we should be using those "salary savings" to increase the pay of the people who have had to double their workload to cover the positions the provost refuses to replace.

Provide better options for mental health well being, which is currently almost non-existent. The vision benefits are a joke as well, it's literally cheaper to pay for your glasses/contacts out of pocket rather than pay for the plan. The salary benefits are not aligned with my current responsibilities and are not competitive, which will ultimately be the reason for leaving UNI in the future.

I would like to see the Staff Tuition Reimbursement program be expanded so that staff could pursue advanced degrees that aren't directly related to their position at UNI (for example, someone working in IT who would want to get a Master's degree in Creative Writing).

Would be interested in an early retirement incentive if health insurance to 65 was included.

Great offerings, and good information available via website when needed and via phone when needed.

Offer paid maternity/paternity leave

No

Salary for those of us who are not "favorites" is lagging - please do only across the board increases. Maybe it is time to offer an early retirement program again.

One benefit I would like to see is closing campus on Fridays in the summer for the whole or a half day. Not only will this improve employee morale but have an institutional savings on utilities!!

Look at a way to increase salaries for staff that have been here at the same percentage that starting wages go up. It's almost better to quit, then get re-hired.

Again, salaries need to be reviewed across the board and how there are disparities from department to department, as well as inside each department.

Overall, I feel like things are good and I am happy with the benefits I receive. I also appreciate that the university is looking for other ways to add to our experience and better the workplace overall.

While it wasn't addressed in the survey, I would like to mention briefly the mandatory half-hour lunch break for salaried employees. Policy 4.22 states "Lunch breaks of 30 to 60 minutes are recommended for all staff based on operational needs." This statement is interpreted wildly different across campus, and is a question of how much time staff are expected to be in the office. For example, several colleagues of mine across campus reported their supervisors are flexible with the length of lunch and also when they leave the office for the day, and each works to some varying degree with staff, faculty, administrators, and students on a daily basis. Their departments allow for them to either take their lunch breaks anywhere between 30 and 60 minutes, per the policy, at the staff member's discretion with the understanding that the staff member must account for 40 hours of work (e.g. if the staff comes in at 8am and take a one hour lunch break, the staff member knows they must work at least until 5pm to make that a 8hr workday).

Understandably, each department is a little different and has a little different makeup in terms of P&S and merit staff and the reasoning is that we have to be fair to everyone, but in almost a decade of service to the university, I have felt far less connected to colleagues across campus with whom I had regular lunches prior to

the implementation of the 8:00-4:30 workday. In a time of declining enrollments and when we are trying to unify UNI through shared efforts like ConnectUNI, it sure feels like staff are divided more than ever. I've not felt this disconnected to my work and colleagues here since the workday policy and half-hour lunch mandate was implemented in 2018. Also, I haven't felt so regimented about my work and trying to squeeze in a lunch break in 30 minutes since being herded through the lunch line in grade school. Likely the ironclad grip on this issue will not relax anytime soon, but the fact that it is so tightly regulated in some departments yet not in others is a great point of disparity among the university's offices.

Overall the benefits are good at UNI, but it is the little things that make me feel under-appreciated. How leave is accrued, being open most of winter break though most work cannot get done because so many people take vacation and there are no students here (some buildings even run in reduced lights/heat but we are supposed to work?), when the College closes still having to use leave even though we have no say in the decision, etc.

Keep the Health Beat open in the summer for those of us who pay the membership fee. And don't close both the Health Beat and the Rec Center for maintenance at the same time. This shuts us out for at least 2 weeks of the year.

Perhaps allow us to audit classes which have room with faculty and supervisor approval. Especially as part of a professional development plan. Or have organized staff/faculty led Linda Training courses. The workplace is changing and older staff(like me) need the skills to keep up and stay relevant.

This University's salary is not in line for the amount of work, the hours worked, not the level of quality expected from its most productive workers. Management, especially in my division is micro-managed by its highest leadership, who are most removed from the day to day practices of the P&S staff.

The shifting of benefit costs to employees in recent years, without competitive pay to the market, is increasing potential employee retention and will cause challenges with recruitment of professionals.

Make prescriptions affordable.

For a couple years, the P&S employees received a much lower pay increase percentage than the faculty and merit staff. When the budget settles, good faith effort to compensate for the past reduction would be advantageous.

yearly increases in my pay have not kept up with the increases in industry to the point where I am applying and interviewing for employment outside the University.

For employees who have reached the top of their pay scale and unable to receive merit raises, perhaps something like free or reduced cost to utilize the WRC or other health/wellness activities, attend athletic events, or attend GBPAC events.

The potential for growth, including income growth, is very limited for P&S in certain areas. I am committed to UNI and would love to contribute more but I've reached the limit of my professional development. Really good benefits, compared to other places, keep me here until I find an appropriate opportunity to move on.

Not sure if Holidays are a part of this survey - Buildings are locked, gates are down during Winter Break. All other colleges I've worked for have just given the time off. Frustrating that P&S only receive 3 days and are otherwise expected to use all their vacation time or come to work in cold buildings. Could we at least get both December 24th & 26th off instead of just one?

Please advocate for a one time switch between IPERS/TIAA.

Provide Hearing aid coverage.

I would like to see a cafeteria style plan where credits can be applied to the different types of insurance. This would allow me to opt out of some options and apply those credits to ones that I would use.

Few opportunities for advancements in pay.

Overall, I am extremely happy with our Fringe Benefits. I do think there is an issue with salary and starting pay.

Overall, I like the benefits here, and although I am not currently enrolled in things like tuition benefit, they are awesome to have on hand.

My only issue is pay. There are staff on campus earning twice what I make and are not putting in the work that I do. This concern needs to be visited.

I am very happy with the salary and benefits I receive through my work at UNI, as well as the efforts on my behalf of the P & S Council. This is a great place to work.

Maternity/Paternity leave

Campus wide PD or training

Ways to share ideas freely without feeling protected (we are not a union so people don't feel like they are protected and therefore don't share ideas)

As I mentioned earlier, the benefits UNI offer are outstanding. Those that want to complain about the benefits or when benefits changes or increases are needed should look at what is being offered by other employers in our community.

Dual spouse health insurance option is a great benefit!

I was enrolled in the tuition reimbursement program in past years. I missed the enrollment date and was told that all of the money for the program was allocated and that I would not be able to use the surface this year. This put my program of study behind for an entire year. If the University is going to provide the service they need to provide it for all that are interested.

None. Thank you!

Would like to see a HSA as one of the options

Thank you for all your hard work, the benefits are pretty decent comparatively speaking with other companies.

Adding additional prescriptions to those covered would be great. Lowering the co-pay for an emergency room visit would be wonderful, if ever possible.

Please pay particular attention to the health insurance comments I made. I'm serious. It's an issue when you are insured and your insurance won't pay for a procedure or care that our state doesn't offer. Luckily we have other means to support our family member's needs, but that assistance could be put to use on those who are in greater need. Thanks!

For positions that only have 1-2 people on the entire campus, HR should be consulting professional organizations salary surveys to determine pay levels rather than choosing an arbitrary pay scale level that doesn't reflect national trends.

Benefit options could be improved upon by allowing more area chiropractors to be "in network".

Overall am pleased with our benefits. A little more explanation of them or when they change. Someone who has been here a while isn't aware of some of the new options we have as employees from what I hear from new people that are just starting when it comes to changes in the benefits.

Pay fair wages based on effort and output not years of service.

UNI is a great place to work!

UNI can do a lot better in the area's I have mentioned, thanks.

I am still satisfied with the benefits we receive, but I started at UNI when the health benefits were better. I made a conscious decision that I wanted to work at UNI due to the benefits and health insurance knowing I would make less financially working here than elsewhere. Now that I feel the health insurance has been eroded a little bit by losing the UNI health plan, I feel our pay was not adjusted to make up for that loss to keep fringe benefits at the same level. P&S raises I also feel are a second thought to faculty all the time as well and that raises don't keep at the level the private sector is.

I have not gone to biometric screening since they moved it to the training center across Hudson. Maybe once in awhile it could be closer to the center of campus.

Some sort of orientation for P&S staff when employed.

Keep on keeping costs down! You're doing great! Options to contribute more to retirement pre-tax other than annuity would be good, too.

Allow employees who are ill and contagious to stay home and recover without fear of reprimand.

It would be nice to see better maternity leave for employees other than using the sick leave. I've heard many of my coworkers not having any sick days left for when their baby comes because we don't accrue them quickly and have to use them all up with maternity leave.

I appreciate the benefits offered to me and my family. I feel fortunate to have them. I feel my benefits are the biggest perk to working here because my salary is not.

INCREASE OUR BASE SALARY!
2% INCREASE EACH YEAR IS A JOKE.

I would like to see some form of discount or scholarship for the dependents of parents who work at UNI, especially children. Doesn't necessarily have to be a tuition scholarship, but a discount off or free room and board.

Keeping our health insurance premiums at a reasonable rate without significant yearly increases or coverage changes is a huge benefit I appreciate.

UNI is a great place to work.

Ability to earn comp time during week that sick leave and/or holiday pay is used.

The health insurance options are the only thing keeping some staff at UNI, as the salaries offered are not competitive. If anything changes with health insurance where staff would need to pay more, staff turnover will result.

Benefits help to compensate for minor salary increases

If UNI can't give us a 3% raise, we should be off (as Holiday) between Christmas and New Year AND/OR Spring Break. Thanks!

Paid maternity leave

Free or highly discounted counseling services (besides EAP)

Free or highly discounted parking passes for employees

Larger discount for using wellness center

Some sort of discount for show tickets at the Gallagher

The salaries are very low and the rate of increases are not keeping up with other area employers. I enjoy the vacation time but it is getting to be hard to continue to work here when recruiters are contacting me with other high paying opportunities.