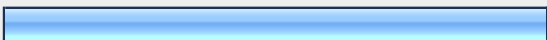
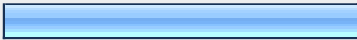



Faculty Survey: Benefits Satisfaction

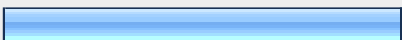
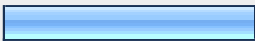

1. The following information will be used to sort responses and will not be used to identify individual respondents. Please select your

School/College					
	Allied Health	Arts & Sciences	Business	Education	Fine Arts/Communication
Select the academic unit associated with your primary appointment.	6.4% (27)	25.0% (106)	7.3% (31)	12.0% (51)	8.0% (34)



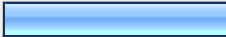

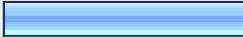

2. Select your appointment type

		Response Percent	Response Count
Annual 9 month		60.0%	252
Annual 12 month		38.8%	163
Semester only		1.4%	6
	<i>answered question</i>		420
	<i>skipped question</i>		4







3. Select your faculty status

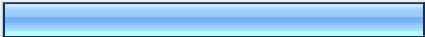
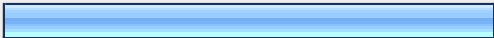
		Response Percent	Response Count
Tenured		43.7%	184
Tenure-track		27.6%	116
Fixed Term		28.7%	121
	<i>answered question</i>		421
	<i>skipped question</i>		3

4. Select your age group

		Response Percent	Response Count
under 25		0.5%	2
26-35		10.0%	42
36-45		24.8%	104
46-55		34.8%	146
56-65		26.4%	111
over 65		3.8%	16
		answered question	420
		skipped question	4

5. Select your years of service at ECU.

		Response Percent	Response Count
5 or less		41.1%	173
6-10		20.4%	86
11-15		14.7%	62
16-20		10.2%	43
21-25		6.2%	26
more than 25		7.4%	31
		answered question	421
		skipped question	3

6. Your gender			
		Response Percent	Response Count
Male		46.4%	193
Female		53.8%	224
		answered question	416
		skipped question	8

7. Please answer the following questions to assist in analyzing the responses.			
	Yes	No	Response Count
Are you enrolled in the NC State Retirement Plan (TSERS)?	32.9% (136)	67.1% (277)	413
Are you enrolled in the Optional Retirement Plan (TIAA; Fidelity; etc.)?	79.0% (332)	21.0% (88)	420
Are you currently enrolled in State PPO healthplan (BCBS)?	85.8% (364)	14.2% (60)	424
Are you married?	71.8% (293)	28.2% (115)	408
Is your spouse covered by another healthplan outside of ECU?	35.4% (122)	64.6% (223)	345
Do you have dependent children?	45.2% (188)	54.8% (228)	416
		answered question	424
		skipped question	0

8. Please indicate your priority ranking of the following benefits.

	Highest						Lowest	N/A	Rating Average	Response Count
Health Insurance	91.2% (385)	5.2% (22)	1.2% (5)	0.7% (3)	0.9% (4)	0.2% (1)	0.5% (2)	0.0% (0)	1.18	4
Dental Insurance	29.7% (124)	35.2% (147)	18.7% (78)	7.4% (31)	3.6% (15)	2.2% (9)	2.2% (9)	1.2% (5)	2.34	4
Vision Insurance	20.2% (84)	26.4% (110)	24.3% (101)	13.2% (55)	7.0% (29)	3.6% (15)	3.1% (13)	2.2% (9)	2.83	4
Cancer Insurance	9.6% (39)	18.2% (74)	16.2% (66)	21.4% (87)	9.6% (39)	8.4% (34)	12.3% (50)	4.4% (18)	3.81	4
Life Insurance	18.6% (76)	21.5% (88)	16.4% (67)	14.7% (60)	6.4% (26)	8.6% (35)	11.2% (46)	2.7% (11)	3.40	4
Longterm Care Insurance	12.4% (51)	28.7% (118)	18.2% (75)	16.1% (66)	8.8% (36)	6.1% (25)	6.6% (27)	3.2% (13)	3.25	4
Retirement Plan	80.8% (337)	12.5% (52)	2.2% (9)	1.9% (8)	0.0% (0)	0.5% (2)	0.7% (3)	1.4% (6)	1.30	4
On-campus Childcare	13.6% (56)	7.5% (31)	5.8% (24)	8.0% (33)	3.6% (15)	6.1% (25)	21.8% (90)	33.5% (138)	4.30	4
Off-campus Childcare	7.0% (29)	7.0% (29)	7.5% (31)	8.7% (36)	4.9% (20)	7.3% (30)	23.1% (95)	34.5% (142)	4.70	4
Adultcare/Eldercare	4.9% (20)	6.2% (25)	10.6% (43)	10.4% (42)	6.2% (25)	8.6% (35)	24.2% (98)	28.9% (117)	4.82	4
Domestic Partner benefit eligibility	13.8% (57)	7.0% (29)	6.0% (25)	7.5% (31)	2.4% (10)	3.9% (16)	21.0% (87)	38.4% (159)	4.19	4
Tuition support for spouse	13.0% (54)	10.3% (43)	7.5% (31)	10.3% (43)	2.6% (11)	8.7% (36)	20.0% (83)	27.6% (115)	4.18	4
Tuition support for children	26.3% (109)	16.6% (69)	6.5% (27)	8.2% (34)	2.9% (12)	3.6% (15)	10.6% (44)	25.3% (105)	2.97	4
Time off for illness/disability	35.1% (144)	29.3% (120)	14.1% (58)	10.7% (44)	3.2% (13)	1.7% (7)	1.7% (7)	4.1% (17)	2.26	4
Other (please specify)										
answered question										4
skipped question										

9. How satisfied are you with each of the following benefits currently available for YOU as an individual?							
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Rating Average	Response Count
Health Insurance for you only	7.9% (33)	17.7% (74)	51.7% (216)	21.1% (88)	1.7% (7)	2.87	418
Dental Insurance	12.0% (50)	25.4% (106)	38.4% (160)	8.2% (34)	16.1% (67)	2.51	417
Retirement Program	3.7% (15)	11.9% (48)	59.8% (241)	22.1% (89)	2.5% (10)	3.03	403
Other (please specify)							25
answered question							418
skipped question							6

10. How satisfied are you with spousal benefits for each of the following?							
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Rating Average	Response Count
Health Insurance	14.0% (57)	15.0% (61)	21.4% (87)	5.2% (21)	44.5% (181)	2.32	407
Dental Insurance	12.2% (48)	13.2% (52)	18.8% (74)	4.6% (18)	51.3% (202)	2.32	394
Other (please specify)							11
answered question							410
skipped question							14

11. How satisfied are you with benefits available for your children for each of the following?								
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Rating Average	Response Count	
Health Insurance	7.8% (32)	9.6% (39)	20.6% (84)	6.6% (27)	55.4% (226)	2.58	408	
Dental Insurance	9.1% (36)	12.4% (49)	14.9% (59)	3.5% (14)	60.1% (238)	2.32	396	
Other (please specify)							9	
							answered question	412
							skipped question	12

12. The State Health Plan is eliminating its traditional indemnity plan on June 30, 2008 and transitioning to the PPO plan currently administered by Blue Cross/Blue Shield of NC. Please respond to the following questions regarding the PPO plan.										
	Not Concerned						Very Concerned	N/A	Rating Average	R
Doctors available via the PPO plan.	16.5% (69)	9.8% (41)	3.8% (16)	9.6% (40)	7.2% (30)	10.0% (42)	38.5% (161)	4.5% (19)	4.73	
Services available via the PPO plan.	12.2% (51)	8.9% (37)	4.5% (19)	7.7% (32)	8.4% (35)	12.0% (50)	42.1% (176)	4.3% (18)	5.04	
Out-of-pocket costs of PPO plan.	6.2% (26)	5.3% (22)	5.3% (22)	6.5% (27)	8.2% (34)	11.8% (49)	52.8% (220)	4.1% (17)	5.62	
Administration of the PPO plan.	7.5% (31)	8.9% (37)	6.0% (25)	12.3% (51)	10.8% (45)	14.7% (61)	34.6% (144)	5.3% (22)	5.03	
Other (please specify)										
										answered question
										skipped question

13. If you could add or change services to the current benefits program, which of the following would be at the top of your list? (Rank each item using the priority scale)

	Highest priority						Lowest priority	N/A	Rating Average	Respo Cou
Health Insurance--Coverage	61.5% (243)	15.7% (62)	8.6% (34)	7.8% (31)	2.5% (10)	1.0% (4)	1.3% (5)	1.5% (6)	1.80	
Health Insurance--Cost	63.9% (258)	15.6% (63)	9.4% (38)	5.7% (23)	1.2% (5)	1.0% (4)	1.2% (5)	2.0% (8)	1.70	
Dental Insurance	27.8% (110)	27.8% (110)	19.5% (77)	10.9% (43)	3.8% (15)	2.8% (11)	4.8% (19)	2.5% (10)	2.62	
Vision Insurance	16.7% (66)	25.0% (99)	20.2% (80)	15.9% (63)	8.3% (33)	5.6% (22)	6.3% (25)	2.0% (8)	3.16	
Cancer Insurance	9.0% (35)	15.2% (59)	17.5% (68)	17.5% (68)	9.0% (35)	12.4% (48)	15.2% (59)	4.1% (16)	4.05	
Life Insurance	14.9% (58)	17.3% (67)	16.5% (64)	16.8% (65)	7.5% (29)	8.8% (34)	15.2% (59)	3.1% (12)	3.74	
Longterm Care Insurance	15.4% (60)	19.0% (74)	16.7% (65)	20.1% (78)	8.0% (31)	8.0% (31)	9.8% (38)	3.1% (12)	3.51	
Retirement Plan--Vendors	24.4% (93)	12.9% (49)	14.7% (56)	16.3% (62)	7.1% (27)	7.6% (29)	12.6% (48)	4.5% (17)	3.44	
Retirement Plan--ECU contribution (6.84%)	54.9% (218)	17.4% (69)	8.3% (33)	8.8% (35)	2.3% (9)	1.8% (7)	4.0% (16)	2.5% (10)	2.05	
Retirement Plan--Vesting period (5 yrs)	28.2% (110)	14.1% (55)	10.3% (40)	11.8% (46)	6.9% (27)	6.2% (24)	14.9% (58)	7.7% (30)	3.36	
On-campus Childcare	16.8% (67)	6.5% (26)	5.0% (20)	7.3% (29)	3.3% (13)	6.0% (24)	17.6% (70)	37.4% (149)	3.99	
Off-campus Childcare	8.1% (32)	7.1% (28)	4.8% (19)	8.1% (32)	4.3% (17)	8.7% (34)	20.6% (81)	38.2% (150)	4.65	
Adultcare/Eldercare	5.1% (20)	7.9% (31)	8.2% (32)	13.0% (51)	7.2% (28)	9.0% (35)	19.7% (77)	29.9% (117)	4.64	
Domestic Partner benefit eligibility	13.8% (54)	6.1% (24)	5.6% (22)	6.6% (26)	3.3% (13)	4.3% (17)	20.7% (81)	39.4% (154)	4.24	
Tuition support for spouse	13.2% (51)	12.4% (48)	5.2% (20)	9.8% (38)	4.4% (17)	8.0% (31)	18.3% (71)	28.7% (111)	4.08	
Tuition support for children	28.0% (110)	16.8% (66)	6.6% (26)	5.3% (21)	2.5% (10)	3.6% (14)	8.7% (34)	28.5% (112)	2.76	

Time off for illness/disability	27.1% (105)	27.8% (108)	14.4% (56)	12.9% (50)	4.1% (16)	2.6% (10)	4.1% (16)	7.0% (27)	2.61	
Other (please specify)										
answered question										
skipped question										

14. After you retire, please indicate the level of interest you expect to have in the following:										
	Highest Interest						Lowest Interest	N/A	Rating Average	Respo Cou
Participation in the State Health Plan for you	87.8% (360)	7.8% (32)	1.0% (4)	1.5% (6)	0.2% (1)	0.2% (1)	0.5% (2)	1.0% (4)	1.19	
Participation in the State Health Plan for your spouse/family	58.9% (236)	8.5% (34)	3.0% (12)	3.2% (13)	0.5% (2)	1.2% (5)	7.0% (28)	17.7% (71)	1.90	
Participation in the State Dental Plan	49.8% (201)	23.3% (94)	9.4% (38)	7.2% (29)	1.7% (7)	3.0% (12)	3.2% (13)	2.5% (10)	2.07	
Access to Vision Plan services	45.0% (180)	22.0% (88)	10.8% (43)	9.0% (36)	3.3% (13)	2.5% (10)	4.3% (17)	3.3% (13)	2.26	
Ongoing access to ECU email	38.1% (155)	19.4% (79)	11.5% (47)	8.4% (34)	5.9% (24)	4.2% (17)	11.5% (47)	1.0% (4)	2.83	
Continued access to the Student Recreation Center	23.1% (93)	13.4% (54)	10.7% (43)	13.6% (55)	4.5% (18)	7.9% (32)	22.8% (92)	4.0% (16)	3.81	
Continued access to parking privileges	23.7% (97)	16.1% (66)	12.7% (52)	13.2% (54)	6.4% (26)	8.8% (36)	16.1% (66)	2.9% (12)	3.55	
Continued access to employee discounts (Athletics; Fine Arts; etc.)	30.4% (123)	16.0% (65)	14.8% (60)	9.6% (39)	6.2% (25)	5.9% (24)	14.8% (60)	2.2% (9)	3.23	
Other (please specify)										
answered question										
skipped question										

15. Please provide any comments or suggestions to improve the University's benefit program.

		Response Count
		96
	<i>answered question</i>	96
	<i>skipped question</i>	328