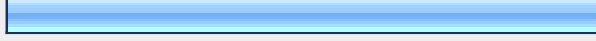

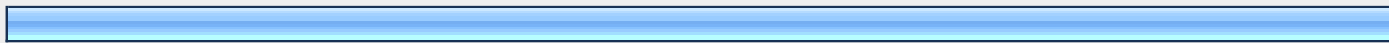


Work Reduction Options

1. The following information will be used to sort responses and will not be used to identify individual employees. Please select your response from the drop down menu.

Division										
	Academic Affairs	Admin & Finance	Athletics	Chancellor	Health Sciences (Clinical)	Health Sciences (Non-clinical)	Research and Grad Studies	Student Affairs	Univ Advancement	Response Count
-	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Select the Division where you are working.	29.8% (1,035)	20.5% (711)	1.6% (57)	1.5% (53)	17.6% (611)	17.7% (616)	4.2% (146)	5.4% (189)	1.6% (55)	3,473
<i>answered question</i>										3,473
<i>skipped question</i>										0

2. Select your employment category

	Response Percent	Response Count
Faculty (EPA) 	26.7%	923
Non-teaching EPA 	10.8%	372
SPA/CSS (Staff) 	62.7%	2,166
<i>answered question</i>		3,455
<i>skipped question</i>		18


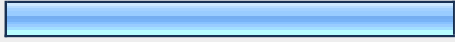
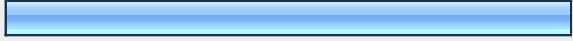

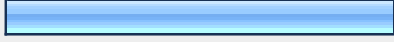

3. Select your type of appointment

		Response Percent	Response Count
Full-time/permanent (including tenured and tenure track faculty)		88.8%	3,066
Part-time		3.3%	114
Temporary		1.5%	52
Fixed Term Faculty		6.9%	239
		answered question	3,452
		skipped question	21

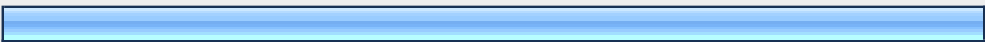

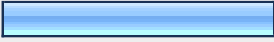
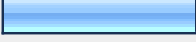
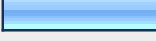
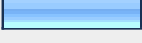
4. Select your pay range

		Response Percent	Response Count
Less than \$30,000		21.7%	749
\$30,000 to \$40,000		24.1%	830
\$40,000 to \$50,000		14.3%	493
\$50,000 to \$60,000		12.3%	422
\$60,000 to \$70,000		9.4%	323
More than \$70,000		18.4%	634
		answered question	3,444
		skipped question	29

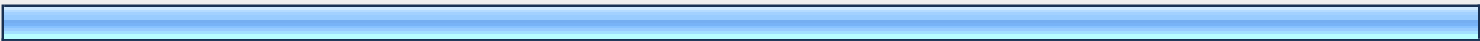

5. Select your age group

		Response Percent	Response Count
under 25		3.0%	104
26-35		20.2%	693
36-45		25.6%	878
46-55		31.8%	1,092
56-65		17.5%	602
over 65		2.0%	70
		<i>answered question</i>	3,435
		<i>skipped question</i>	38

6. Select your years of service at ECU.

		Response Percent	Response Count
5 or less		44.5%	1,532
6-10		21.9%	754
11-15		12.1%	418
16-20		8.6%	297
21-25		6.9%	237
more than 25		6.2%	212
		answered question	3,446
		skipped question	27

7. Your gender

		Response Percent	Response Count
Female		66.8%	2,273
Male		33.3%	1,132
		answered question	3,402
		skipped question	71

8. While answering the questions below, keep in mind that the **OVERALL OBJECTIVE IS TO IDENTIFY COST-SAVING ALTERNATIVES THAT WILL ENABLE CURRENT FILLED JOBS TO BE MAINTAINED AND AVOID POTENTIAL LAYOFFS**. Indicate your level of support for **EACH** of the following workforce cost-reduction options that are currently feasible in accordance with State and University policy. Please enter a response for each option.

	7-Strongly Support	6	5	4-Neutral	3	2	1-Strongly Oppose	Rating Average	Response Count
Voluntary unpaid leave of 5 days or less during the next year	27.7% (945)	18.2% (622)	14.2% (483)	13.6% (463)	4.5% (152)	4.2% (143)	17.7% (603)	4.68	3,411
Voluntary unpaid leave of 6-12 days during the next year	11.7% (395)	9.7% (329)	10.4% (352)	12.5% (425)	10.2% (345)	8.8% (298)	36.8% (1,246)	3.27	3,390
Voluntary reduction in hours per week (e.g. work 32 or 36 hours per week instead of 40 during the next year)	14.9% (504)	10.4% (353)	10.8% (366)	14.6% (496)	7.7% (260)	9.1% (307)	32.5% (1,102)	3.53	3,388
Phased retirement	26.8% (863)	11.9% (382)	9.0% (289)	28.4% (913)	2.9% (94)	4.6% (148)	16.4% (527)	4.52	3,216
							Other (please specify)		521
							answered question		3,437
							skipped question		36

9. While answering the questions below, keep in mind that the OVERALL OBJECTIVE IS TO IDENTIFY COST-SAVING ALTERNATIVES THAT WILL ENABLE CURRENT FILLED JOBS TO BE MAINTAINED AND AVOID POTENTIAL LAYOFFS. Indicate your level of support for EACH of the following workforce cost-reduction options that MAY be feasible if authorized by legislative action (note that these options are NOT available without legislative approval). Please enter a response for each option.

	7-Strongly Support	6	5	4-Neutral	3	2	1-Strongly Oppose	Rating Average	Response Count
Mandatory unpaid leave of 5 days or less (Furlough) during the next year	17.2% (588)	14.6% (498)	14.3% (489)	13.1% (448)	6.9% (237)	6.0% (205)	27.9% (955)	3.92	3,420
Mandatory unpaid leave of 6-12 days (Furlough) during the next year	6.0% (206)	6.4% (218)	9.5% (324)	9.2% (314)	11.1% (378)	9.5% (324)	48.2% (1,642)	2.66	3,406
Mandatory unpaid leave based on salary level (higher salary positions have more unpaid leave days) during the next year	17.2% (588)	12.7% (435)	12.4% (422)	12.7% (434)	8.2% (279)	7.5% (257)	29.3% (1,000)	3.78	3,415
As an alternative to unpaid leave, a TEMPORARY decrease in salary (for instance, 2% salary reduction for a fiscal year).	5.3% (180)	6.0% (205)	8.2% (279)	8.7% (295)	8.1% (276)	10.4% (354)	53.4% (1,820)	2.47	3,409
As an alternative to unpaid leave, a PERMANENT decrease in salary (for instance, ongoing 2% salary reduction).	1.7% (59)	1.5% (51)	2.5% (86)	3.8% (128)	5.0% (169)	7.3% (249)	78.3% (2,671)	1.56	3,413
Incentives for Early Retirement (for instance, additional service credit)	38.4% (1,306)	16.3% (555)	11.9% (405)	18.4% (626)	3.1% (105)	2.7% (91)	9.1% (309)	5.24	3,397
							Other (please specify)		438
							answered question		3,459
							skipped question		14

10. Please indicate other options that you support for reducing overall salary costs for YOU, specifically.

		Response Count
		1,052
	<i>answered question</i>	1,052
	<i>skipped question</i>	2,421

11. Please indicate other options that you support for reducing overall salary costs for the UNIVERSITY.

		Response Count
		1,376
	<i>answered question</i>	1,376
	<i>skipped question</i>	2,097

12. Please indicate ways in which you or the University can reduce the impact of budget reduction options on student education.

		Response Count
		901
	<i>answered question</i>	901
	<i>skipped question</i>	2,572

13. Please indicate any other options for budget reduction that the University should consider.

		Response Count
		1,270
	<i>answered question</i>	1,270
	<i>skipped question</i>	2,203