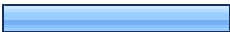




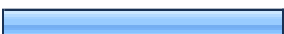



Administrative & Professional Welfare Committee Survey





1. If the new Wellness Center provides an incentive fee structure to employees, what should that structure look like?






		Response Percent	Response Count
Fees should be equal to the student fees		34.1%	194
Fees should decrease with the frequency employees use the center to increase their level of fitness		18.6%	106
No fees should be charged		47.3%	269
Additional ideas for a fee structure			86
answered question			569
skipped question			53



2. Would you participate in a sick bank, if available?



		Response Percent	Response Count
Yes, I would donate hours		42.3%	257
Yes, I would request hours		3.8%	23
No, I would not donate or request hours		16.6%	101
Don't know		37.3%	227
Additional Comments			99
answered question			608
skipped question			14

3. Are you aware that Auburn offers a tuition waiver to employees?			
		Response Percent	Response Count
Yes		96.6%	594
No		3.4%	21
answered question			615
skipped question			7






4. If you are aware of the tuition waiver and would like to use the benefit, are there barriers to taking advantage of the tuition waiver?		Response Count
		254
answered question		254
skipped question		368

5. How important is it that additional fees be included in the tuition waiver?			
		Response Percent	Response Count
Very important		38.0%	229
Important		27.0%	163
No opinion		24.7%	149
Not important		7.5%	45
Very unimportant		2.8%	17
Additional Comments			58
answered question			603
skipped question			19

6. If a benefit allowed you to participate in online courses, would you?			
		Response Percent	Response Count
Yes		82.5%	482
No		17.5%	102
Additional Comments			90
answered question			584
skipped question			38

7. Would you be interested in campus Childcare/Daycare if it were made available to you?			
		Response Percent	Response Count
Yes		36.3%	217
No		63.7%	381
Additional Comments			168
answered question			598
skipped question			24

8. How would you rate your feelings about the campus becoming smoke free?

		Response Percent	Response Count
Very positive		62.3%	381
Positive		15.7%	96
Don't care		11.9%	73
Negative		5.2%	32
Very negative		4.9%	30
Additional Comments			76
answered question			612
skipped question			10

9. Rate the 3 topics most important to you. (1 being the most important)

	1	2	3	Rating Average	Response Count
Sick Bank (pool or donation)	24.0% (50)	26.4% (55)	49.5% (103)	2.25	208
Tuition waivers	45.9% (156)	35.9% (122)	18.2% (62)	1.72	340
Additional course fees	7.8% (9)	42.2% (49)	50.0% (58)	2.42	116
On-line courses	27.3% (76)	31.3% (87)	41.4% (115)	2.14	278
Campus childcare/daycare	35.3% (53)	31.3% (47)	33.3% (50)	1.98	150
New Wellness Center discount/incentives for employees	40.6% (166)	35.7% (146)	23.7% (97)	1.83	409
Smoke-free campus	34.0% (97)	30.9% (88)	35.1% (100)	2.01	285
answered question					609
skipped question					13

10. Is there anything that you are extremely happy or concerned about regarding your benefits as an Auburn University employee?	
	Response Count
	253
answered question	253
skipped question	369

A&P Welfare Survey 2011

Question: If the new Wellness Center provides an incentive fee structure to employees, what should that structure look like?

- 34.1% Fees should be equal to the student fees
- 18.6% Fees should decrease with the frequency employees use the center to increase their level of fitness
- 47.3% No fees should be charged

Summary of Comments posted:

- What is Wellness Center?
- Employee fees should vary according to income level or to use of the Facility
- Pay as you go
- Use of Facility should be optional not mandatory for employees
- Employees should only pay for family plans
- Employees should pay higher fees than students pay
- Fees should be lower than local gyms
- Employees should pay fees equal to students fees

Summary of Sick Bank Survey - Additional Comments

Administrative & Professional Welfare Committee Survey, Spring 2010

Additional Comments Total = 99

<u>Number</u>	<u>Comment Theme</u>
7 (7%)	Sick Bank Fully Supported, Policy needed
19 (19%)	Problem with wording of survey, needed category “would donate and request”
6 (6%)	Mention that Sick Bank not needed because they think it is already covered by either Short-term disability, salary continuation, extended disability, or extended leave.
6 (6%)	Donating to Sick Bank would affect their retirement or “soft-dollar” projects.
4 (4%)	Would depend on whether employee had enough hours each year.
3 (3%)	This topic has been addressed on campus before without success.
2 (2%)	Employee would prefer to donate annual leave instead of sick leave.
14 (14%)	There must be accountability with Sick Bank system to prevent abuse.
2 (2%)	Employees should be able to donate to family members, especially to a spouse during pregnancy or for maternity leave.
5 (5%)	Employee doesn’t know what a Sick Bank is.
5 (5%)	Need more details about implementation of Sick Bank, especially from other institutions.
4 (4%)	Current AU employees, who worked at other institutions that had a Sick Bank, view a Sick Bank benefit favorably.
22 (22%)	Employees believe participating in a Sick Bank should be voluntary, would like to donate hours on a case-by-case basis, would like to choose who to donate to rather than to a generic bank, and would donate to co-workers or someone they know.
99 (99%)	Total Additional Comments

A& P Welfare Committee

Survey Summary

Summary of responses to question 4: If you are aware of the tuition waiver and would like to use the benefit are there barriers to taking advantage of the tuition waiver?

Most responses were concerns about the additional fees not being covered, getting the 5 hour limit raised to 6 hours (this would allow two courses to be taken in many cases), lack of offerings before or after standard working hours, not being able to register for courses until the first day and supervisors openly being negative about courses taken during standard working hours.

Question 5: How important is it that additional fees be included in the tuition waiver?

65% ranked this as important or very important, would like to see this extended to distance learning

Question 7(i think): If a benefit allowed you to participate in online courses would you?

82.5% said yes that this benefit would solve problems of classes during working hours and lack of seats, some concerns expressed about the quality of courses that would be available.

Submitted by
Tamara F Isaacs-Smith
April 20, 2011

A&P Welfare Committee

Survey Summary:

Question: Would you be interested in campus Childcare/Daycare if it were made available to you?

Answers:

Yes - 36.3 % (217 respondents)

No - 63.7 % (381 respondents)

Compliments /Benefits Cited by Employees:

- Invaluable to faculty and staff recruitment
- Summer camp activities and afterschool activities
- Price and operational hours would be a huge factor
- It would be very convenient
- Developmental programming
- Access to affordable, quality daycare

Criticisms / Concerns Cited by Employees:

- No daycare aged children or children grown up
- Liability of workers with kids
- Inconvenient hours
- Do not want their kids researched
- Worried about quality and price
- Very few spaces for those seeking care
- Competition with local businesses
- No need for this

A&P Welfare Committee Survey 2011

Question: How would you rate your feelings about the campus becoming smoke free?

Answer Options	Response percent	Response count
Very positive	62.3%	381
Positive	15.7%	96
Don't care	11.9%	73
Negative	5.2%	32
Very negative	4.9%	30
Additional comments		76

612 answered the question

10 skipped the question

The following are a sample of the positive comments regarding the campus becoming smoke-free:

There were a number of comments about the impact of smoking on non-smokers:

- I smell it thru my window every day and can't stand it.
- I hate walking past smokers.
- Second hand smoke can cause cancer.

General comments:

- Smoking should be illegal. References to EAMC going smoke-free.
- Great health and economic benefits to our insurance programs
- I lost both my parents to lung cancer.
- Best thing since sliced bread
- Yes, please do this soon.
- We must do this.

Summary (sample) of negative comments regarding the campus becoming smoke-free:

Enforcement issues:

- How would it be enforced?
- Not sure how you're going to enforce this.
- Who would enforce?

Infringement on Rights of smokers and too intrusive of personal habits:

- Should we also ban fatty foods or caffeine?
- I'm all for health but it is not the right of the university to impose this

- Not a smoker but we have gone far enough
- Smoking is not against the law.
- As long as the buildings are smoke-free, why go this route.
- Some mentioned having a designated place to smoke.

A&P Welfare Committee Survey Answer Summary

Question:

Is there anything that you are extremely happy or concerned about regarding your benefits as an Auburn University employee?

Compliments / Benefits Cited Favorably by Employees:

- AU Pharmacy/Harrison School of Pharmacy
- Healthy Tiger Screenings
- Free generic prescriptions for employees
- Holidays for employees
- Vacation time for employees
- 403b match for employees
- Tuition waiver for employees
- Tuition deduction for spouse and children
- Level of coverage by BCBS

Criticisms / Concerns / Suggestions Made by Employees:

- *Health insurance is too expensive (and premiums go up every year)*
- *Health insurance should have more tiers (e.g., married with no children)*
- *The dental and vision plans are bad*
- AU should offer supplemental insurance
- AU's contribution to healthcare should be higher (more covered by AU, less by employee)
- Domestic partners should have the same benefits as spouses
- Employees should have opportunities for exercise (time allowed, facilities available)
- AU appears to be using a significant amount of money on new buildings, etc., which should be used for employees
- Employee contributions to the pension plan should be optional
- AU should increase the match for 403b contributions
- Daycare should be provided
- *The Christmas break should not be shortened or discontinued*
- *Employees have not received pay increases*
- *AU has a lack of parking for employees*
- AU should consider a flex time policy
- AU should have a sick leave bank
- *Tuition waivers should be given to retirees*
- *Employee tuition waiver should cover all costs (books, fees, etc.)*
- *Employee tuition waiver should also cover online courses*
- Employees should be given more holidays (including Veterans Day)
- Benefits should be applied per individual, not by family

NOTE: Italicized items were cited numerous times.

A&P Welfare Survey 2011

Summary – Question *Is there anything that you are extremely happy or concerned about regarding your benefits as an Auburn University employee?*

Applicable Responses

112 positive

76 negative

50 neutral

Main comment categories

All over benefits: 74

Retirement: 9

Smoking: 3

Wellness Center: 7

Salary: 12

Flextime: 3

Childcare: 6

Parking: 4

Insurance: 44

Tuition Waivers: 26

Pharmacy/Healthy Tigers: 19

Most comments dealt with general happiness with the benefits program.

Primary areas of concern included: cost of benefits (medical, dental, and vision), tuition waiver program (for employee and dependents), and salary (lack of raises and low pay rate).

Submitted by Linda Shook, A&P Welfare Committee

April 15, 2010