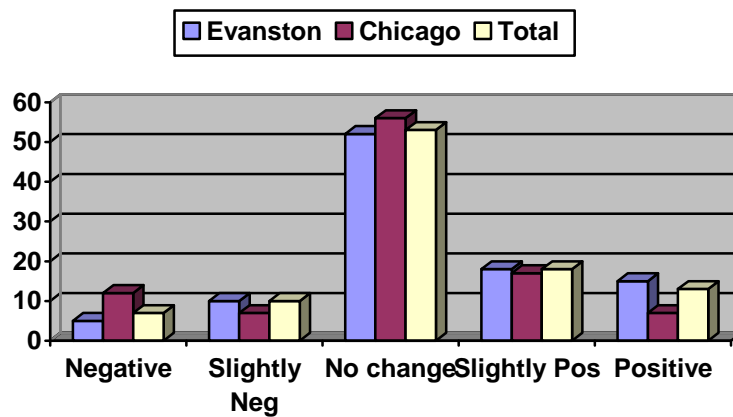




Benefits Fair Staff Survey

At the Health and Benefits Fairs on each campus (Evanston in late 2007 and Chicago in early 2008), NUSAC asked staff to complete a short survey on a few issues of interest. There were 125 staff from Evanston and 43 from Chicago who participated in the survey. A brief report of the results follows.

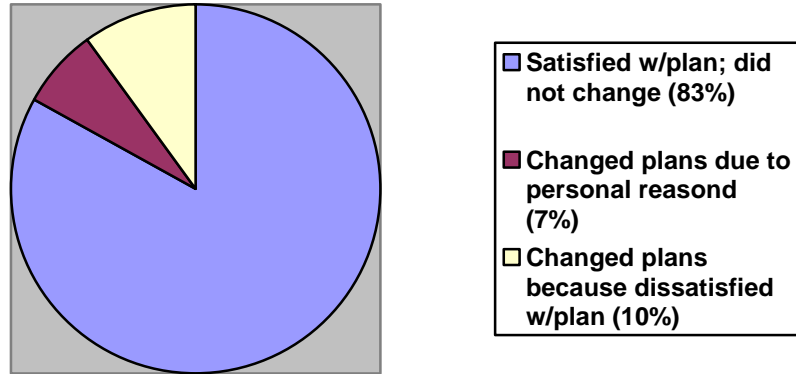
1. How has the change in the NU health care plans of a year ago impacted you?



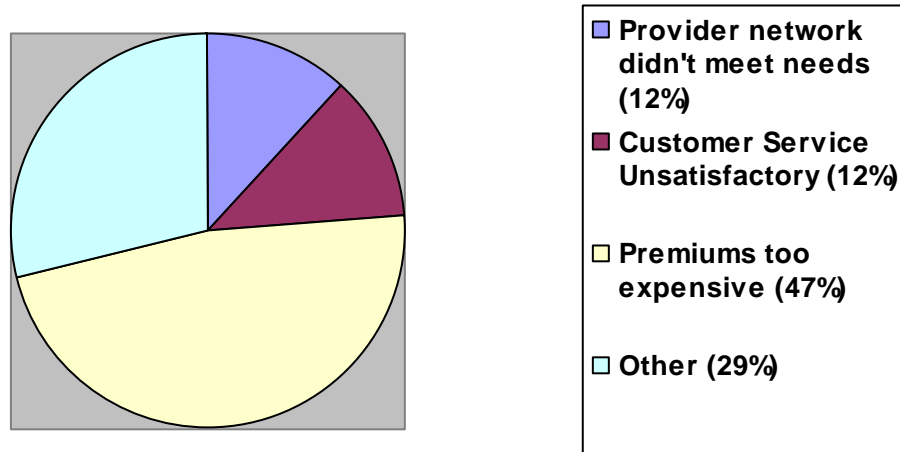
More than half of the staff on both campuses said the changes to the NU health plans did not affect them (52% of Evanston staff compared to 56% of Chicago staff; 53% overall). Thirty-one percent of all staff indicated that the change was a positive one, while 16% of staff were negatively impacted by the change. Compared to Evanston staff, Chicago staff were more likely to report a negative impact and less likely to report a positive impact.

2. *Did you continue your health care plan from last year?*

All Staff Health Plan Decisions for 2008 (%)

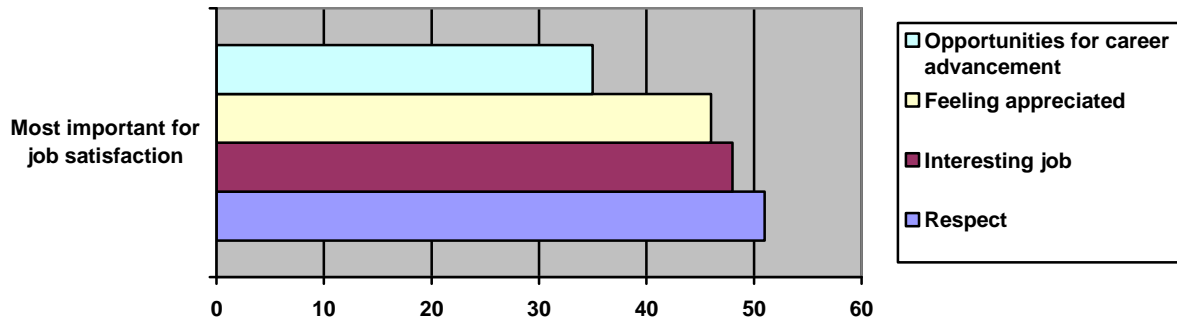


About 83% of staff were satisfied with last year's plan and did not change it this year. Ten percent of staff changed plans because they were not satisfied with their previous plan. (Slightly more Chicago employees were not satisfied with their plan compared to Evanston employees – 13% vs. 10%.) There were a few main reasons for this dissatisfaction:



3. *Rank the following in order of importance to you regarding job satisfaction.*

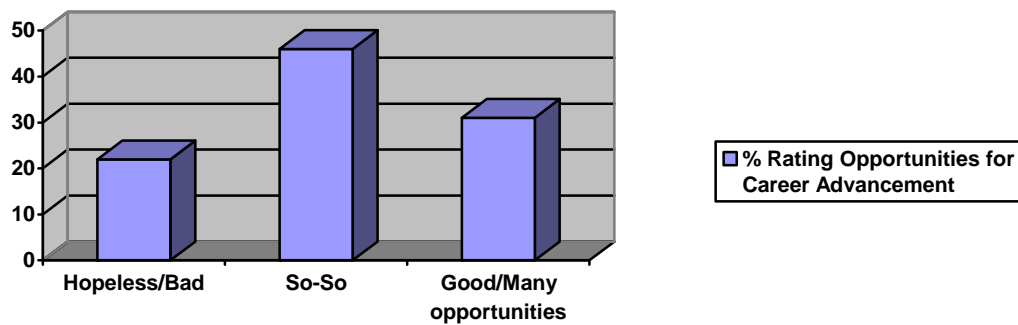
Job satisfaction can be about more than just money. We asked staff to rank the importance of the following items on job satisfaction (and gave room to write more):



“Other” answers included pay (9); flexibility (2); contribution of value; culture; social aspect; fun; benefits; supportive superiors; training opportunities; good start; value the Medical School; clear understanding of job responsibilities.

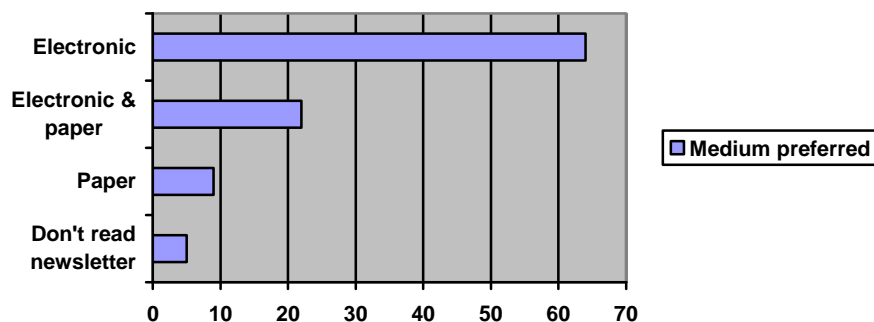
Northwestern staff consider job satisfaction related to many other factors beside salary – respect, having an interesting job, feeling appreciated, and having opportunities for advancement all contribute to high job satisfaction.

4. *How would you rate the opportunities for career advancement at Northwestern University?*



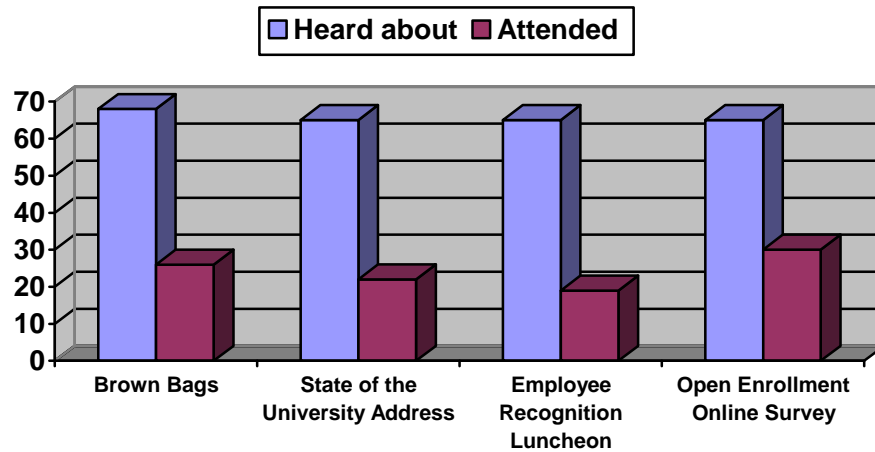
About 77% of staff believe that there are some or many opportunities for career advancement at Northwestern. There were no major differences by campus.

5. *NUSAC Newsletter: Would you be more likely to read the newsletter if it was . . .*



The majority of staff preferred to receive the newsletter electronically.

6. *Have you heard of these NUSAC-sponsored events and/or have you attended one?*



Most staff are aware of many of the NUSAC-promoted events on campus, but only a small percentage of them attend these events.

Survey Data

1. Over a year has gone by since the changes in the NU health care plans. How has the change impacted you on a scale of 1-5, (1= negative, 3 = no change, 5 = positive)

	1	2	3	4	5
Evanston	6	13	65	22	19
Chicago	5	3	23	7	3
Total	11	16	88	29	22

* NA = 10

* Don't Know = 1

2. Did you continue your health care plan from last year?

- Yes, I was satisfied with my choice from last year.
- No, I changed plans or waived coverage due to a change in my personal circumstances (a)
- No, I changed plans because I was not satisfied with my plan last year (b).
- Provider network did not meet my needs
- Customer service was not satisfactory
- Premiums were too expensive
- Other _____

	Yes	No (a)	No (b)	Other (b)
Evanston	105	9	12	A = 2, B = 2, C = 5, D = see *
Chicago	33	2	5	A = 0, B = 0, C = 3, D = see *
Total	138	11	17	A = 2, B = 2, C = 8, D = see *

* Hard to use; too difficult to get correct billing; too many other costs; part time pay more; too expensive; don't use (2); no complaints but found one to better suit my needs.

* NA = 7

3. Rank the following in order of importance to you regarding job satisfaction (1= least important, 5= most important) (Evanston + Chicago = Total)

- Respect

1 (2+0=2) 2 (7+2=9) 3 (21+4=25) 4 (45+9= 54) 5 (65+27=92)

- Opportunities for career advancement

1 (8+0=8) 2 (17+1=18) 3 (20+5=25) 4 (41+20=61) 5 (45+14=59)

- Feeling appreciated

1 (1+0=1) 2 (9+2=11) 3 (16+8=24) 4 (40+17=57) 5 (65+15=80)

- My job is interesting to me

1 (3+0=3) 2 (3+3=6) 3 (14+4=18) 4 (49+16=65) 5 (65+19=84)

- Other: contribution of value; culture; social aspect; fun; pay (9); benefits; supportive superiors; training opportunities; flexibility (2); good start; value the medical school; clear understanding of job responsibilities.

4. How would you rate the opportunities for career advancement at Northwestern University?
 Circle one (1= hopeless, 5= many opportunities)

	1	2	3	4	5
Evanston	7	22	60	31	9
Chicago	2	7	19	10	3
Total	9	29	79	41	12

5. NUSAC Newsletter: Would you be more likely to read the newsletter if it was . . .
 (Evanston + Chicago = Total)

- Electronic (78+32=110)
- Paper (13+2=15)
- Both electronic and paper (29+8=37)
- Doesn't matter; I don't read the newsletter (8+1=9)

6. Please check the boxes below if you have heard of the NUSAC-sponsored event and/or if you have attended one. (Evanston + Chicago = Total)

	Heard About	Attended
Brown Bags	79+36=115	33+10=43
State of the University Address	70+39=109	23+14=37
Employee Recognition Luncheon	74+35=109	22+10=32
Open Enrollment Online Survey	73+36=109	33+18=51

Feel free to use the back side for further comments.

- I would be strongly interested in a health care plan offering transsexual related benefits. Without this plan, I will leave the university ASAP.
- One of the things I really like with the new plan is that routine/wellness is actually now covered. Also I like Payflex.
- Angry about the increase in cost for BC/BS Premier – 7.7%. The increase impacted our paychecks last year and now more? Poor planning on Benefits part?
- NU sponsored Weight Watchers or equivalent weigh in/nutrition counseling on lunch time on campus – PLEASE!
- Graduate School Tuition Reduction – consider increase to \$8 k limit, given increases in tuition.