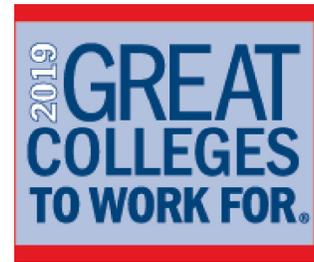


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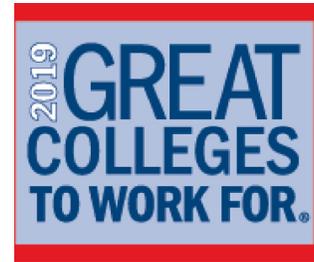
	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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Average All Statements (1-18)

Your Overall (1147) 3.62	14.3%	47.8%	26.4%	8.4%	3.2%
Administration (100) 3.68	15.5%	49.8%	25%	7.1%	2.6%
Faculty (330) 3.57	12.9%	47.3%	27%	9.3%	3.4%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (299) 3.68	16.3%	48.3%	24.9%	7.6%	2.9%
Non-exempt Staff (324) 3.59	13.2%	47.5%	27.7%	8.6%	3%

1. Medical Insurance

Your Overall (1042) 3.67	14.2%	54.3%	18.7%	10%	2.8%
Administration (95) 3.79	14.7%	58.9%	20%	3.2%	3.2%
Faculty (323) 3.66	14.6%	52.9%	19.5%	10.2%	2.8%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (287) 3.63	16%	49.8%	18.8%	12.2%	3.1%
Non-exempt Staff (310) 3.69	12.3%	59%	16.5%	10.3%	1.9%



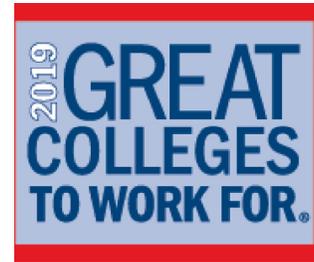
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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2. Dental Insurance

Your Overall (1067) 3.78	17.1%	55.8%	17.2%	7.8%	2.2%
Administration (99) 3.83	18.2%	55.6%	17.2%	9.1%	0%
Faculty (327) 3.72	16.8%	52.9%	19%	8.6%	2.8%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (294) 3.82	17.7%	57.5%	16%	7.1%	1.7%
Non-exempt Staff (319) 3.8	16.6%	58.3%	16%	6.9%	2.2%

3. Vision Insurance

Your Overall (1052) 3.75	16%	54.8%	19.5%	7.5%	2.2%
Administration (96) 3.78	16.7%	53.1%	22.9%	6.3%	1%
Faculty (318) 3.73	17.3%	51.3%	21.1%	8.2%	2.2%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (293) 3.74	14.3%	56.3%	20.1%	7.8%	1.4%
Non-exempt Staff (319) 3.78	16%	58.3%	16.3%	6.9%	2.5%



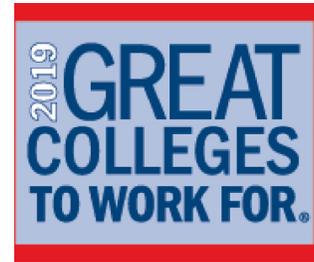
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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4. Short-Term Disability Benefits

Your Overall (920) 3.68	10.9%	51.8%	32.9%	3.4%	1%
Administration (91) 3.82	11%	61.5%	26.4%	1.1%	0%
Faculty (279) 3.63	10.4%	48.7%	34.8%	5.4%	0.7%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (249) 3.7	10%	55%	31.3%	2.4%	1.2%
Non-exempt Staff (276) 3.67	12.3%	48.6%	34.8%	2.9%	1.4%

5. Long-Term Disability Benefits

Your Overall (911) 3.67	10.6%	51.2%	34.1%	3%	1.1%
Administration (90) 3.78	10%	60%	27.8%	2.2%	0%
Faculty (274) 3.63	10.9%	47.8%	35.4%	4.7%	1.1%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (251) 3.7	9.2%	54.6%	33.9%	1.6%	0.8%
Non-exempt Staff (271) 3.66	12.2%	48.3%	35.1%	2.6%	1.8%



Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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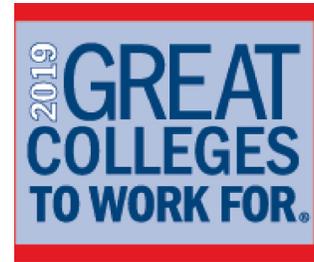
6. Life Insurance

Your Overall (980) 3.72	12.3%	53.5%	29.1%	4.1%	1%
Administration (91) 3.79	13.2%	56%	27.5%	3.3%	0%
Faculty (299) 3.69	12%	52.8%	28.4%	5.7%	1%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (271) 3.75	10.7%	57.6%	28%	3.3%	0.4%
Non-exempt Staff (293) 3.71	14%	49.5%	31.7%	3.1%	1.7%

7. Post Retirement Medical Benefits

Your Overall (742) 3.09	7.7%	29.6%	36.8%	15.6%	10.2%
Administration (72) 2.9	6.9%	25%	33.3%	20.8%	13.9%
Faculty (214) 3.04	6.5%	29%	36.4%	17.8%	10.3%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (202) 3.16	8.9%	29.7%	39.1%	13.4%	8.9%
Non-exempt Staff (236) 3.17	7.6%	32.6%	36.9%	14.4%	8.5%

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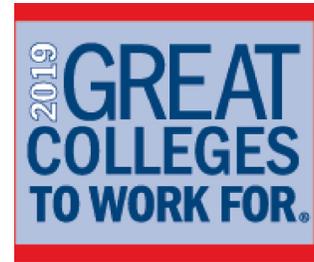
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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8. Vacation/PTO

Your Overall (981) 3.8	20.9%	52.1%	16.4%	7.7%	2.9%
Administration (94) 3.85	24.5%	52.1%	11.7%	7.4%	4.3%
Faculty (239) 3.77	21.8%	46.4%	21.8%	7.5%	2.5%
Adjunct Faculty (1) ***	***				
Exempt Prof'l Staff (296) 4.04	28.4%	53.7%	12.5%	4.4%	1%
Non-exempt Staff (324) 3.62	12.7%	55.2%	17%	11.4%	3.7%

9. 403b/401k

Your Overall (928) 3.76	14.7%	53.2%	27%	3.9%	1.2%
Administration (90) 3.89	17.8%	56.7%	23.3%	1.1%	1.1%
Faculty (298) 3.76	13.8%	56%	23.5%	5.7%	1%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (264) 3.77	15.2%	52.7%	28%	2.7%	1.5%
Non-exempt Staff (253) 3.71	13.8%	49%	32%	4.3%	0.8%



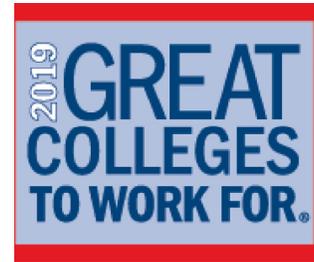
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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10. Tuition Reimbursement for Employees

Your Overall (860) 4.02	28.6%	51%	15.5%	3.5%	1.4%
Administration (79) 4.09	31.6%	51.9%	11.4%	3.8%	1.3%
Faculty (236) 3.84	20.3%	53.8%	18.2%	5.1%	2.5%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (255) 4.15	34.1%	51%	12.2%	1.6%	1.2%
Non-exempt Staff (267) 4.02	28.8%	49.1%	17.6%	4.1%	0.4%

11. Tuition Reimbursement for Family Members

Your Overall (801) 3.62	21.1%	41.4%	21.3%	10.2%	5.9%
Administration (76) 3.57	22.4%	36.8%	21.1%	14.5%	5.3%
Faculty (235) 3.38	14.5%	41.3%	21.3%	13.6%	9.4%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (234) 3.85	27.8%	45.3%	15.4%	6.8%	4.7%
Non-exempt Staff (237) 3.67	20.7%	40.9%	26.6%	8.4%	3.4%



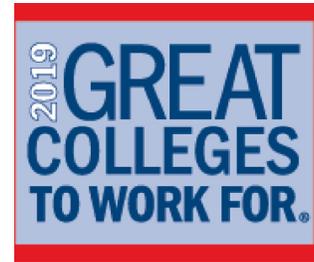
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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12. Overall Satisfaction with Benefits

Your Overall (1078) 3.79	13.9%	58.5%	20.5%	6.4%	0.6%
Administration (99) 3.88	18.2%	57.6%	18.2%	6.1%	0%
Faculty (328) 3.73	11.6%	57.6%	23.5%	6.4%	0.9%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (298) 3.83	16.8%	56.4%	20.1%	6%	0.7%
Non-exempt Staff (323) 3.78	12.7%	60.7%	19.2%	6.8%	0.6%

13. Professional/Career Development Programs

Your Overall (1040) 3.28	7.3%	36.8%	37.3%	14.1%	4.4%
Administration (97) 3.49	9.3%	43.3%	37.1%	8.2%	2.1%
Faculty (310) 3.32	7.7%	37.7%	36.5%	14.5%	3.5%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (291) 3.3	8.9%	37.8%	32.6%	15.1%	5.5%
Non-exempt Staff (314) 3.16	4.1%	33.1%	42%	15.6%	5.1%



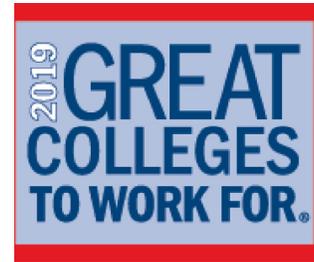
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14. Tenure Clarity and Process

Your Overall (537) 3.37	9.3%	41.5%	31.7%	11.7%	5.8%
Administration (56) 3.54	8.9%	51.8%	26.8%	8.9%	3.6%
Faculty (307) 3.38	9.1%	48.2%	22.1%	12.7%	7.8%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (82) 3.3	9.8%	25.6%	52.4%	9.8%	2.4%
Non-exempt Staff (76) 3.25	7.9%	26.3%	51.3%	11.8%	2.6%

15. Housing Assistance Programs

Your Overall (334) 2.98	6.6%	14.1%	56.9%	15.9%	6.6%
Administration (34) 3.03	2.9%	14.7%	64.7%	17.6%	0%
Faculty (113) 2.84	6.2%	8.8%	56.6%	19.5%	8.8%
Adjunct Faculty (1) ***	***				
Exempt Prof'l Staff (93) 3.1	9.7%	17.2%	52.7%	14%	6.5%
Non-exempt Staff (82) 3	3.7%	17.1%	59.8%	14.6%	4.9%



Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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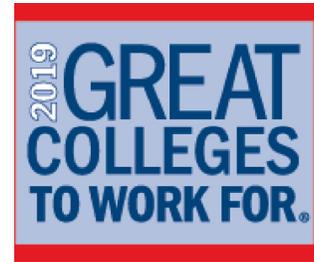
16. Physical Work Space Conditions

Your Overall (1060) 3.44	11.2%	45.8%	23.5%	14.7%	4.7%
Administration (99) 3.53	13.1%	48.5%	20.2%	14.1%	4%
Faculty (321) 3.42	9.7%	45.8%	26.2%	14%	4.4%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (294) 3.49	13.9%	46.9%	19%	14.3%	5.8%
Non-exempt Staff (317) 3.37	8.5%	44.2%	26.8%	16.4%	4.1%

17. Flexible Work Arrangements (e.g. telecommuting, compressed work weeks)

Your Overall (951) 3.67	18.6%	46.2%	23.4%	7.4%	4.4%
Administration (86) 3.7	19.8%	46.5%	23.3%	4.7%	5.8%
Faculty (274) 3.89	20.4%	54.4%	20.4%	3.3%	1.5%
Adjunct Faculty (3) ***	***				
Exempt Prof'l Staff (278) 3.65	20.5%	43.2%	23%	7.9%	5.4%
Non-exempt Staff (288) 3.48	14.6%	42%	26%	11.5%	5.9%

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18. Work/Life Balance Programs

Your Overall (945) 3.39	10.1%	36.5%	39.6%	9.9%	3.9%
Administration (96) 3.46	10.4%	37.5%	42.7%	6.3%	3.1%
Faculty (259) 3.24	6.2%	34%	42.5%	12.7%	4.6%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (281) 3.45	12.1%	38.1%	35.9%	10.7%	3.2%
Non-exempt Staff (284) 3.43	10.9%	37%	40.1%	7.7%	4.2%