

Your benefits are designed to help you and your family stay healthy and financially secure. It's important to us to make sure that your benefits help you do just that! That's why in September 2023, we conducted a series of online employee focus groups to gauge how we're doing. All employees were invited to participate. Participation was voluntary and feedback was anonymous. Ninety-six employees participated, and we talked with classified staff (43%), exempt staff (37%), and faculty (19%) (1% preferred not to provide their job classification). Here's a snapshot of what you told us.

What You Told Us

At the University of Idaho,
we value what employees think.

Overall, you're in agreement about why the University of Idaho is a great place to work.

You like your colleagues, being around students, and the flexibility and feel of a college campus.

89%



Eighty-nine percent of you said that your university benefits are very important to you. And a slightly lower percentage of you, 81%, said that salary is very important to you. Leave options and culture and environment matter to you too, with more than 70% of you telling us those benefits are very important to you.

56%

Fifty-six percent of you said that you think the university's benefits are the same or better than other universities.

EVERYONE AGREES



Health benefits, which include medical, dental and vision, were ranked as the most important benefits.

Gender influenced feedback.

Males ranked the importance of retirement benefits higher than females. Females ranked paid time off benefits higher than males.

In some situations, perceptions varied by where you live.

For instance, Employee Assistance Program benefits were ranked higher in importance among employees who live outside Moscow.

61%

Sixty-one percent of you said you're very satisfied, satisfied or somewhat satisfied with your medical benefits.

71%

And 71% of you said you're very satisfied, satisfied or somewhat satisfied with your prescription drug benefits.

57%

More than half of you said you'd be interested in seeing the university expand its telehealth offerings.

You're satisfied with dental benefits.

Eighty-two percent of you said you're very satisfied, satisfied or somewhat satisfied with your dental benefits. You ranked satisfaction of vision benefits similarly with an overall satisfaction rating of 77%.

DIGITAL IS THE WAY TO GO.

Email and the university's benefits website rank highest as the preferred way to receive benefit communications.

39%



Thirty-nine percent of you said you wouldn't know where to turn if you needed mental health assistance.

28%

Only 28% of you have worked with a retirement counselor to help you prepare for retirement.

42%

Forty-two percent of you said you don't receive enough information about your benefits. And 45% of you said it's difficult or somewhat difficult to find benefits information.

54%



Fifty-four percent of you said you'd be likely to attend an info session or webinar about a benefits- or HR-related topic. You provided great ideas for future topic areas.

Words are powerful.

You provided a wealth of firsthand feedback that we'll consider as we look for ways to further improve our benefit offerings.

If you didn't get a chance to participate in a focus group and you want to share feedback, please email benefits@uidaho.edu.

THANK YOU FOR YOUR FEEDBACK.