

ModernThink
2018 UNC System Employee Engagement Survey
Appalachian State University
Benefit Satisfaction Report



Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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Average All Statements (1-17)

Your Overall (1460) 3.59	15.6%	45.8%	25.4%	9%	4.3%
SAAO Tier 1 (11) 3.98	32.1%	43.2%	16%	7.4%	1.2%
SAAO Tier 2 (71) 3.72	17.7%	49.8%	21.3%	9.5%	1.7%
Faculty (484) 3.37	11.3%	40.8%	28.7%	12.2%	7.1%
EHRA IRPS (223) 3.74	19.8%	48.4%	20.7%	8%	3.2%
SHRA Exempt (136) 3.6	12.1%	51.4%	25.4%	6.7%	4.4%
SHRA Non-exempt (535) 3.71	17.9%	47.3%	25.2%	7.1%	2.6%

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1. Medical Insurance

Your Overall (1386) 3.32	11.6%	43.8%	18.5%	17.2%	8.9%
SAAO Tier 1 (11) 3.36	9.1%	36.4%	36.4%	18.2%	0%
SAAO Tier 2 (68) 3.21	10.3%	38.2%	16.2%	32.4%	2.9%
Faculty (465) 3.03	8.2%	36.8%	19.8%	20.6%	14.6%
EHRA IRPS (212) 3.56	17.9%	48.1%	12.7%	14.6%	6.6%
SHRA Exempt (127) 3.29	6.3%	51.2%	18.9%	12.6%	11%
SHRA Non-exempt (503) 3.5	13.7%	47.5%	19.5%	14.1%	5.2%

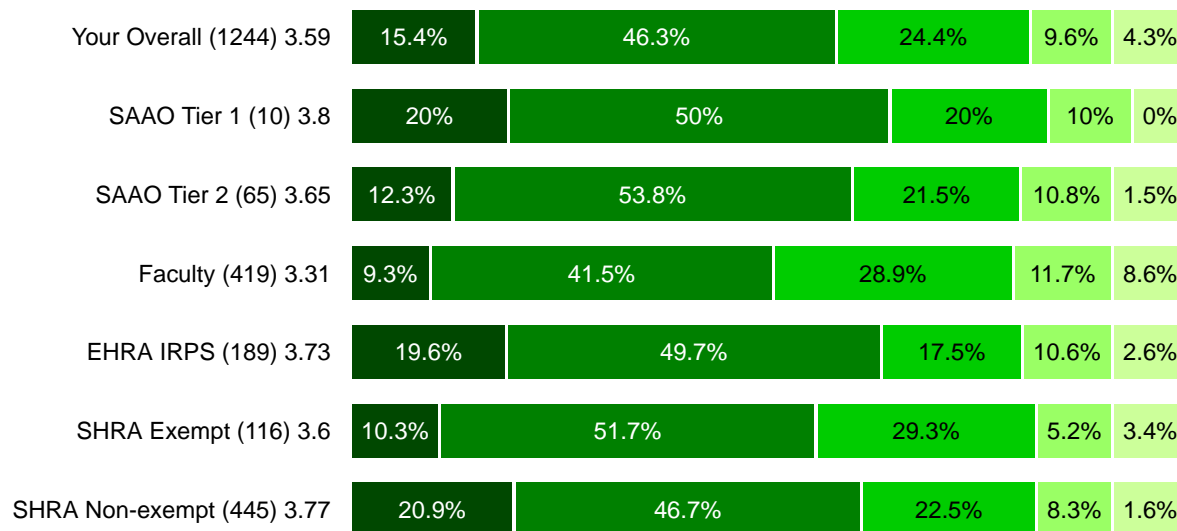
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
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2. Dental Insurance

Your Overall (1241) 3.33	11.7%	41.2%	23%	16.4%	7.7%
SAAO Tier 1 (11) 3.36	18.2%	27.3%	27.3%	27.3%	0%
SAAO Tier 2 (65) 3.37	6.2%	46.2%	26.2%	21.5%	0%
Faculty (426) 3.02	8.5%	32.9%	23.7%	21.8%	13.1%
EHRA IRPS (195) 3.56	17.4%	45.1%	17.9%	15.4%	4.1%
SHRA Exempt (110) 3.36	6.4%	48.2%	27.3%	11.8%	6.4%
SHRA Non-exempt (434) 3.51	14.3%	45.4%	23%	11.8%	5.5%

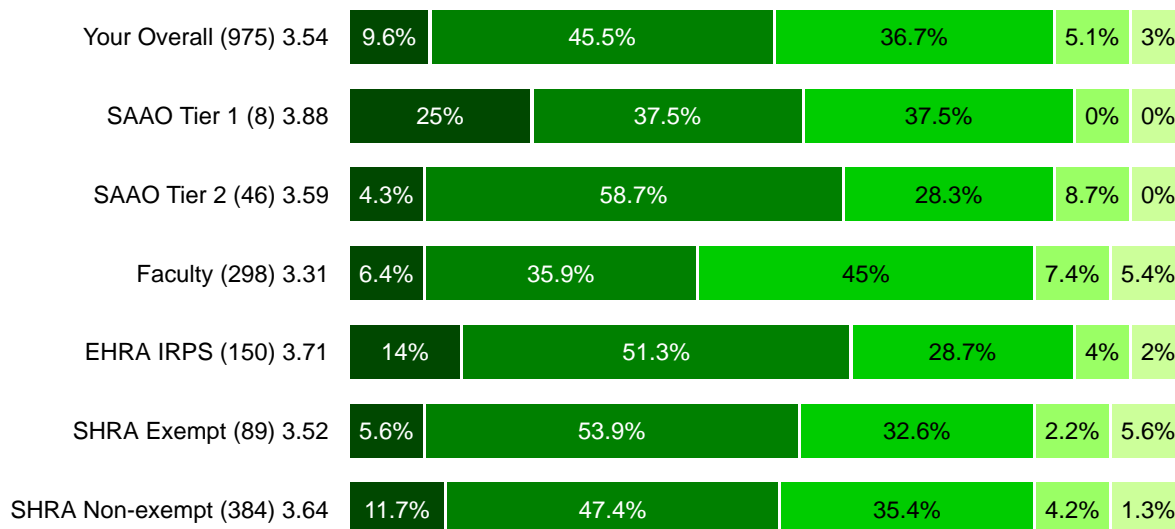
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3. Vision Insurance



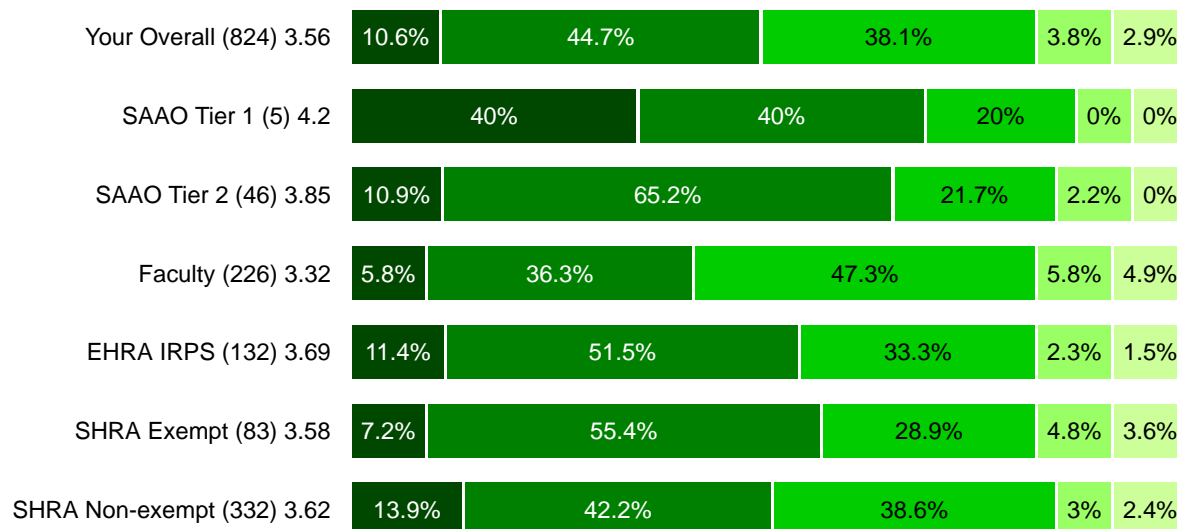
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4. Disability Benefits (Short-Term, Long-Term, and Supplemental)



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5. Employee Assistance Program (EAP)



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6. Life Insurance

Your Overall (1149) 3.61	11.2%	48.6%	32.8%	4.5%	2.9%
SAAO Tier 1 (10) 3.7	20%	40%	30%	10%	0%
SAAO Tier 2 (59) 3.64	1.7%	64.4%	30.5%	3.4%	0%
Faculty (360) 3.37	6.4%	41.1%	40.3%	7.2%	5%
EHRA IRPS (170) 3.72	15.3%	50.6%	28.2%	2.9%	2.9%
SHRA Exempt (111) 3.55	6.3%	52.3%	34.2%	4.5%	2.7%
SHRA Non-exempt (439) 3.77	15.9%	51%	28.5%	3%	1.6%

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7. Post-retirement Medical Benefits

Your Overall (864) 3.37	10%	37.3%	38%	9.5%	5.3%
SAAO Tier 1 (8) 3.88	25%	37.5%	37.5%	0%	0%
SAAO Tier 2 (46) 3.35	2.2%	47.8%	34.8%	13%	2.2%
Faculty (260) 3.11	7.3%	28.1%	42.7%	12.3%	9.6%
EHRA IRPS (131) 3.4	6.9%	42.7%	38.2%	8.4%	3.8%
SHRA Exempt (74) 3.36	6.8%	44.6%	32.4%	10.8%	5.4%
SHRA Non-exempt (345) 3.54	14.5%	39.1%	35.9%	7.2%	3.2%

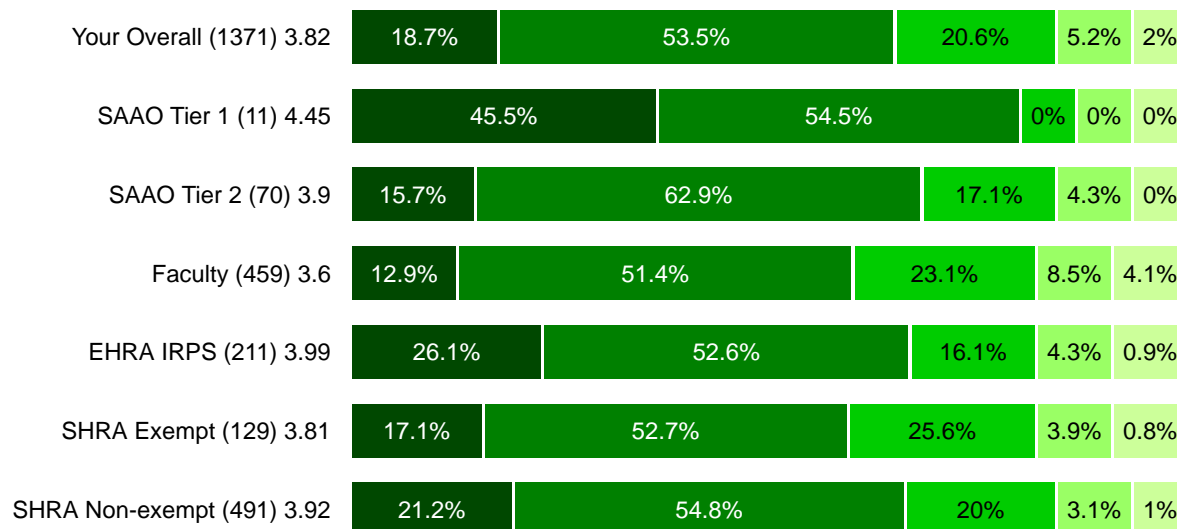
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8. Leave & Holidays (Vacation, Sick, Bonus, Community Service, etc.)

Your Overall (1232) 4.08	31.6%	51%	12.3%	3.8%	1.4%
SAAO Tier 1 (11) 4.55	54.5%	45.5%	0%	0%	0%
SAAO Tier 2 (70) 4.24	34.3%	57.1%	7.1%	1.4%	0%
Faculty (298) 3.88	25.2%	46%	22.8%	3.7%	2.3%
EHRA IRPS (214) 4.21	40.2%	46.3%	8.4%	4.7%	0.5%
SHRA Exempt (130) 4.09	23.8%	63.8%	10.8%	0.8%	0.8%
SHRA Non-exempt (509) 4.1	32.8%	51.9%	9%	4.7%	1.6%

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9. Retirement Savings (TSERS, ORP, 403(b), 401(k), 457)



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10. Educational Assistance Programs (Tuition Waiver, Educational Leave, etc.)

Your Overall (1120) 3.56	19.6%	40.7%	23.4%	8.9%	7.3%
SAAO Tier 1 (8) 4	50%	25%	0%	25%	0%
SAAO Tier 2 (59) 3.58	16.9%	42.4%	28.8%	5.1%	6.8%
Faculty (322) 2.86	7.5%	25.8%	29.5%	19.6%	17.7%
EHRA IRPS (188) 3.78	26.1%	43.6%	17.6%	7.4%	5.3%
SHRA Exempt (121) 3.85	19.8%	52.9%	21.5%	4.1%	1.7%
SHRA Non-exempt (422) 3.92	25.8%	47.4%	21.6%	3.1%	2.1%

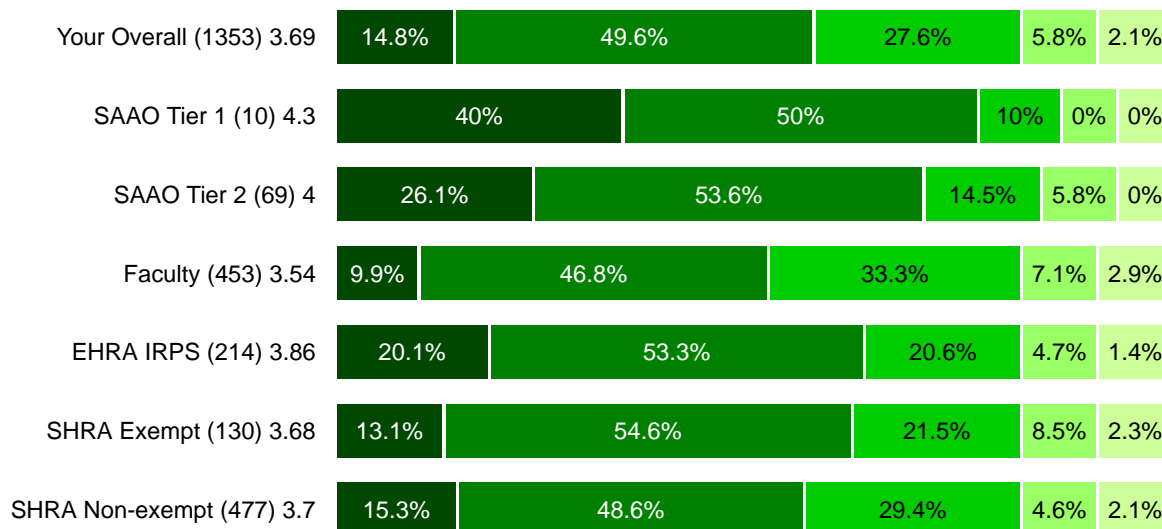
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11. Overall Satisfaction with Benefits

Your Overall (1403) 3.67	14.1%	52.5%	22.3%	8.7%	2.4%
SAAO Tier 1 (11) 3.82	18.2%	54.5%	18.2%	9.1%	0%
SAAO Tier 2 (70) 3.79	12.9%	58.6%	22.9%	5.7%	0%
Faculty (467) 3.3	6.4%	42.4%	31.3%	14.1%	5.8%
EHRA IRPS (215) 3.88	20%	56.7%	15.3%	7%	0.9%
SHRA Exempt (130) 3.75	12.3%	59.2%	20.8%	6.2%	1.5%
SHRA Non-exempt (510) 3.89	19.2%	57.3%	17.5%	5.5%	0.6%

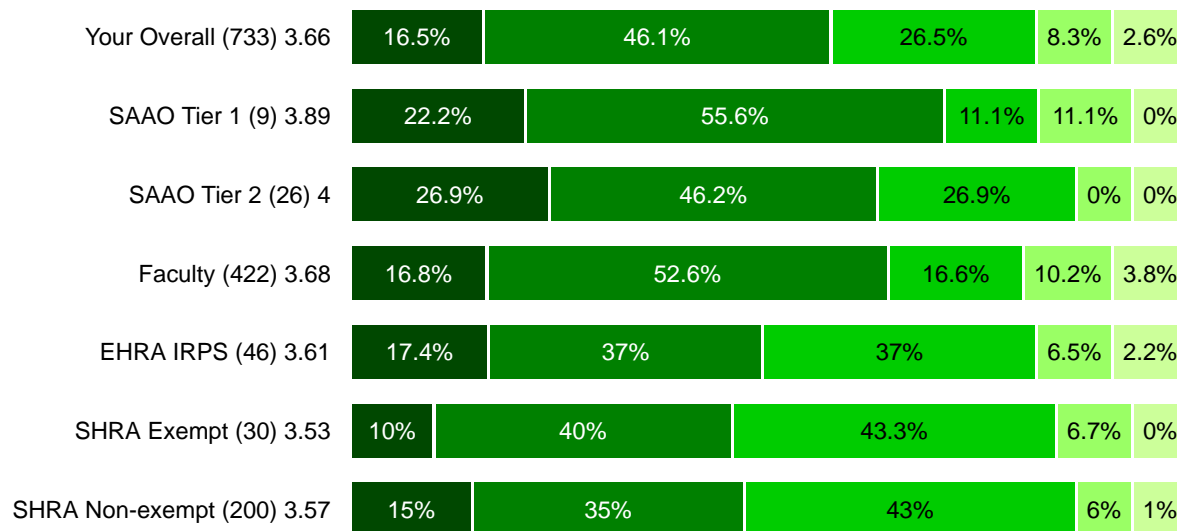
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12. Professional/Career Development Programs



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13. Tenure Clarity and Process



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14. Wellness Programs

Your Overall (1319) 3.78	17.3%	49.9%	27.4%	4.1%	1.3%
SAAO Tier 1 (11) 4.18	36.4%	45.5%	18.2%	0%	0%
SAAO Tier 2 (66) 3.98	34.8%	34.8%	24.2%	6.1%	0%
Faculty (437) 3.74	17.2%	47.6%	28.4%	5.5%	1.4%
EHRA IRPS (205) 3.84	17.1%	58%	18.5%	4.4%	2%
SHRA Exempt (127) 3.7	12.6%	52.8%	29.9%	1.6%	3.1%
SHRA Non-exempt (473) 3.77	15.9%	49.9%	30.4%	3.2%	0.6%

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15. Physical Work Space Conditions

Your Overall (1394) 3.47	15.7%	42.9%	20.7%	14.2%	6.5%
SAAO Tier 1 (11) 3.91	45.5%	36.4%	0%	0%	18.2%
SAAO Tier 2 (70) 3.69	31.4%	35.7%	11.4%	12.9%	8.6%
Faculty (467) 3.21	11.1%	36%	24.4%	19.5%	9%
EHRA IRPS (214) 3.7	21%	45.3%	19.6%	10.3%	3.7%
SHRA Exempt (130) 3.42	11.5%	48.5%	19.2%	12.3%	8.5%
SHRA Non-exempt (502) 3.59	15.9%	48%	19.7%	12%	4.4%

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16. Flexible Work Arrangements (Telecommuting, Compressed Work Weeks, etc.)

Your Overall (1220) 3.68	21.3%	44%	20.4%	10.1%	4.2%
SAAO Tier 1 (8) 4.5	50%	50%	0%	0%	0%
SAAO Tier 2 (65) 3.78	27.7%	40%	18.5%	10.8%	3.1%
Faculty (383) 3.89	23.2%	50.9%	18.8%	5.2%	1.8%
EHRA IRPS (199) 3.6	20.1%	44.7%	17.1%	11.1%	7%
SHRA Exempt (122) 3.48	18%	39.3%	23%	11.5%	8.2%
SHRA Non-exempt (443) 3.57	19.6%	39.5%	23.3%	13.5%	4.1%

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17. Work/Life Balance Programs (Relocation Services, Discount Programs, Child Care Programs/Support, etc.)

