

# SFA ★ ENVISIONED

## Attracting and Supporting High-Quality Faculty and Staff (ASHQFS)

### Non-Salary Compensation Survey

Survey Period: March 10-29, 2016

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# Demographic Information

## 1. What is your primary job category?

#	Answer	Response	%
1	Faculty - Tenured	93	18%
2	Faculty - Tenure-track	59	11%
3	Faculty - Non-tenure track	40	8%
4	Staff - Executive or Division Administration	10	2%
5	Staff - Dean, Chair, or Director	44	8%
6	Staff - Other Exempt Professional	125	24%
7	Staff - Non-exempt	157	30%
	Total	528	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.62
Variance	5.44
Standard Deviation	2.33
Total Responses	528

## 2. Please identify your employment status.

#	Answer	Response	%
1	Full time	511	97%
2	Part time	15	3%
	Total	526	100%

Statistic	Value
Min Value	1
Max Value	2
Mean	1.03
Variance	0.03
Standard Deviation	0.17
Total Responses	526

### 3. I identify my gender as \_\_\_\_\_.

#	Answer	Response	%
1	Man	183	35%
2	Woman	342	65%
3	Trans	0	0%
4	Other	2	0%
	Total	527	100%

Statistic	Value
Min Value	1
Max Value	4
Mean	1.66
Variance	0.25
Standard Deviation	0.50
Total Responses	527

### 4. How many years have you worked at SFA?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Years at SFA	0.00	41.00	9.77	8.35	522

## 5. Do you have children?

#	Answer	Response	%
1	No	102	19%
2	No, but I hope to have children in the next few years	30	6%
3	No, but I hope to have children at some point in the future	19	4%
4	Yes, a very young child (age 0-2)	54	10%
5	Yes, a toddler (ages 2-5)	51	10%
6	Yes, an elementary school-aged child (ages 5-11)	107	20%
7	Yes, a middle school-aged child (ages 11-14)	54	10%
8	Yes, a high school-aged child (ages 14-18)	68	13%
9	Yes, a college-aged child	83	16%
10	Yes, an adult child not living at home	159	30%

Statistic	Value
Min Value	1
Max Value	10
Total Responses	527

**6. In the future how likely are you or any of your family members to use the educational tuition benefits (which currently covers up to \$1500/term and \$3000/year) reserved for employees?**

#	Answer		Response	%
1	Extremely unlikely		124	24%
2	Moderately unlikely		46	9%
3	Slightly unlikely		22	4%
4	Neither likely nor unlikely		33	6%
5	Slightly likely		65	12%
6	Moderately likely		75	14%
7	Extremely likely		162	31%
	Total		527	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.41
Variance	5.81
Standard Deviation	2.41
Total Responses	527

**7. Approximately, what is your annual salary (in thousands)?**

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Annual Salary	0.00	321.00	55.32	30.68	507

# Parking Benefits



**8. At SFA, employees pay for parking privileges (\$3/month for every \$20,000 earned). How satisfied are you with the current cost of parking?**

#	Answer	Response	%
1	1 - Not at all satisfied	171	33%
2	2	70	14%
3	3	62	12%
4	4	97	19%
5	5	47	9%
6	6	29	6%
7	7 - Very satisfied	35	7%
	Total	511	100%

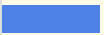






Statistic	Value
Min Value	1
Max Value	7
Mean	3.01
Variance	3.65
Standard Deviation	1.91
Total Responses	511

**9. How important is it to you that SFA consider offering reduced rate parking?**

#	Answer	Response	%
1	1 - Not at all important to me	40	8%
2	2	16	3%
3	3	22	4%
4	4	68	13%
5	5	77	15%
6	6	63	12%
7	7 - Very important to me	224	44%
	Total	510	100%

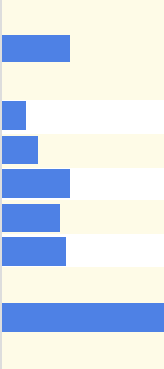
Statistic	Value
Min Value	1
Max Value	7
Mean	5.37
Variance	3.59
Standard Deviation	1.89
Total Responses	510

## 10. How important is it to you that SFA consider offering flat rate parking?

#	Answer		Response	%
1	1 - Not at all important to me		103	20%
2	2		38	8%
3	3		41	8%
4	4		128	25%
5	5		63	12%
6	6		46	9%
7	7 - Very important to me		87	17%
	Total		506	100%








Statistic	Value
Min Value	1
Max Value	7
Mean	3.98
Variance	4.26
Standard Deviation	2.06
Total Responses	506

**11. How important is it to you that SFA consider offering universal parking privileges that would allow all employees to park in any parking spots (including student and garage spots) on campus?**

#	Answer		Response	%
1	1 - Not at all important to me		73	14%
2	2		25	5%
3	3		39	8%
4	4		72	14%
5	5		62	12%
6	6		67	13%
7	7 - Very important to me		173	34%
	Total		511	100%







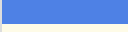
Statistic	Value
Min Value	1
Max Value	7
Mean	4.80
Variance	4.63
Standard Deviation	2.15
Total Responses	511

## 12. How important is it to you that SFA consider offering free parking?

#	Answer		Response	%
1	1 - Not at all important to me		67	13%
2	2		27	5%
3	3		18	4%
4	4		58	11%
5	5		56	11%
6	6		62	12%
7	7 - Very important to me		221	43%
	Total		509	100%

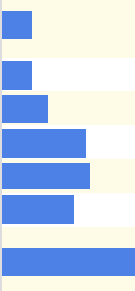
Statistic	Value
Min Value	1
Max Value	7
Mean	5.12
Variance	4.69
Standard Deviation	2.17
Total Responses	509

## 13. Overall, how important is the issue of the cost of parking to you?

#	Answer		Response	%
1	1 - Not at all important to me		52	10%
2	2		39	8%
3	3		37	7%
4	4		82	16%
5	5		90	18%
6	6		73	14%
7	7 - Very important to me		136	27%
	Total		509	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.73
Variance	3.92
Standard Deviation	1.98
Total Responses	509

## 14. How important do you think parking costs are to potential new employees?

#	Answer		Response	%
1	1 - Not at all important		31	6%
2	2		31	6%
3	3		49	10%
4	4		89	17%
5	5		93	18%
6	6		76	15%
7	7 - Very important		142	28%
	Total		511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.91
Variance	3.33
Standard Deviation	1.83
Total Responses	511

# Childcare Benefits

## 15. How satisfied are you with the current childcare benefits SFA?

#	Answer	Response	%
1	1 - Not at all satisfied	91	19%
2	2	40	9%
3	3	37	8%
4	4	223	48%
5	5	37	8%
6	6	11	2%
7	7 - Very satisfied	28	6%
	Total	467	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.47
Variance	2.61
Standard Deviation	1.62
Total Responses	467

## 16. How important is it to you that SFA consider offering a reduced rate for childcare at the Early Childhood Lab?

#	Answer	Response	%
1	1 - Not at all important to me	123	25%
2	2	18	4%
3	3	17	3%
4	4	92	19%
5	5	60	12%
6	6	50	10%
7	7 - Very important to me	133	27%
	Total	493	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.28
Variance	5.31
Standard Deviation	2.31
Total Responses	493

### 17. How important is it to you that SFA consider offering a childcare stipend (to be used at any location) to reduce childcare costs for employees?

#	Answer		Response	%
1	1 - Not at all important to me		137	28%
2	2		13	3%
3	3		14	3%
4	4		85	17%
5	5		53	11%
6	6		49	10%
7	7 - Very important to me		145	29%
	Total		496	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.27
Variance	5.69
Standard Deviation	2.39
Total Responses	496

### 18. Overall, how important is the issue of childcare benefits to you?

#	Answer		Response	%
1	1 - Not at all important to me		161	32%
2	2		27	5%
3	3		20	4%
4	4		61	12%
5	5		48	10%
6	6		45	9%
7	7 - Very important to me		135	27%
	Total		497	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.97
Variance	6.09
Standard Deviation	2.47
Total Responses	497



## 19. How important do you think childcare benefits are to potential new employees?

#	Answer	Response	%
1	1 - Not at all important	9	2%
2	2	4	1%
3	3	14	3%
4	4	64	13%
5	5	68	13%
6	6	96	19%
7	7 - Very important	249	49%
	Total	504	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.90
Variance	1.95
Standard Deviation	1.40
Total Responses	504

# Educational Tuition Benefits

**20. At SFA, employees, their dependents, and spouses are eligible to receive up to \$1500 per semester and \$3000 per year in tuition scholarships. Currently, this covers the cost of approximately four hours of coursework per semester. How satisfied are you with the current tuition scholarship support?**

#	Answer		Response	%
1	1 - Not at all satisfied		71	14%
2	2		55	11%
3	3		72	14%
4	4		118	23%
5	5		86	17%
6	6		35	7%
7	7 - Very satisfied		66	13%
	Total		503	100%


Statistic	Value
Min Value	1
Max Value	7
Mean	3.92
Variance	3.48
Standard Deviation	1.87
Total Responses	503

**21. How important is it to you that SFA consider offering an overall increase in tuition assistance available to employees, their dependents, and spouses?**

#	Answer		Response	%
1	1 - Not at all important to me		40	8%
2	2		12	2%
3	3		17	3%
4	4		65	13%
5	5		87	17%
6	6		84	17%
7	7 - Very important to me		200	40%
	Total		505	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.37
Variance	3.36
Standard Deviation	1.83
Total Responses	505

**22. How important is it to you that SFA consider offering graduated tuition assistance for employees, their dependents, and spouses based on years of service at SFA?**

#	Answer		Response	%
1	1 - Not at all important to me		65	13%
2	2		20	4%
3	3		33	7%
4	4		72	14%
5	5		95	19%
6	6		86	17%
7	7 - Very important to me		135	27%
	Total		506	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.80
Variance	4.02
Standard Deviation	2.00
Total Responses	506

**23. If tuition assistance were increased, how likely would you, your spouse, or your dependents be to use it?**

#	Answer	Response	%
1	We'd be much less likely to use tuition assistance.	28	6%
2	We'd be somewhat less likely to use tuition assistance.	3	1%
3	We'd be no more or less likely to use tuition assistance.	114	22%
4	We'd be somewhat more likely to use tuition assistance.	133	26%
5	We'd be much more likely to use tuition assistance.	229	45%
	Total	507	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	4.05
Variance	1.20
Standard Deviation	1.09
Total Responses	507

## 24. Overall, how important is the issue of educational tuition benefits to you?

#	Answer	Response	%
1	1 - Not at all important to me	45	9%
2	2	20	4%
3	3	21	4%
4	4	68	13%
5	5	67	13%
6	6	84	17%
7	7 - Very important to me	203	40%
	Total	508	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.28
Variance	3.77
Standard Deviation	1.94
Total Responses	508

## 25. How important do you think educational tuition benefits are to potential new employees?

#	Answer	Response	%
1	1 - Not at all important	4	1%
2	2	5	1%
3	3	15	3%
4	4	63	12%
5	5	93	18%
6	6	105	21%
7	7 - Very important	223	44%
	Total	508	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.84
Variance	1.72
Standard Deviation	1.31
Total Responses	508

# Family Benefits



**26. SFA employees are allowed 12 weeks of unpaid leave upon the birth or adoption of a child as mandated by the Family and Medical Leave Act (FMLA) of 1993. How satisfied are you with the current parental leave policy?**

#	Answer		Response	%
1	1 - Not at all satisfied		46	9%
2	2		33	7%
3	3		38	8%
4	4		130	26%
5	5		54	11%
6	6		59	12%
7	7 - Very satisfied		139	28%
	Total		499	100%

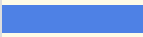






Statistic	Value
Min Value	1
Max Value	7
Mean	4.70
Variance	3.78
Standard Deviation	1.94
Total Responses	499

**27. How important is it to you that SFA consider offering additional maternal leave beyond what is allowed by the FMLA?**

#	Answer		Response	%
1	1 - Not at all important to me		153	30%
2	2		27	5%
3	3		29	6%
4	4		83	16%
5	5		70	14%
6	6		58	11%
7	7 - Very important to me		85	17%
	Total		505	100%

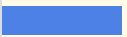






Statistic	Value
Min Value	1
Max Value	7
Mean	3.80
Variance	5.08
Standard Deviation	2.25
Total Responses	505

## 28. How important is it to you that SFA consider offering additional paternal leave beyond what is allowed by the FMLA?

#	Answer		Response	%
1	1 - Not at all important to me		149	30%
2	2		32	6%
3	3		33	7%
4	4		86	17%
5	5		69	14%
6	6		52	10%
7	7 - Very important to me		81	16%
	Total		502	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.75
Variance	4.94
Standard Deviation	2.22
Total Responses	502

## 29. How important is it to you that SFA consider offering financial dependent travel care benefits to employees who must travel as part of their jobs?

#	Answer		Response	%
1	1 - Not at all important to me		126	25%
2	2		31	6%
3	3		22	4%
4	4		105	21%
5	5		92	18%
6	6		48	10%
7	7 - Very important to me		79	16%
	Total		503	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.93
Variance	4.53
Standard Deviation	2.13
Total Responses	503

### 30. How important is it to you that SFA consider offering a college savings account match for employees to save for their dependents' college-related expenses?

#	Answer		Response	%
1	1 - Not at all important to me		88	17%
2	2		24	5%
3	3		13	3%
4	4		61	12%
5	5		77	15%
6	6		76	15%
7	7 - Very important to me		166	33%
	Total		505	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.80
Variance	4.87
Standard Deviation	2.21
Total Responses	505

### 31. Overall, how important is the issue of family benefits to you?

#	Answer		Response	%
1	1 - Not at all important to me		49	10%
2	2		16	3%
3	3		16	3%
4	4		54	11%
5	5		66	13%
6	6		74	15%
7	7 - Very important to me		231	46%
	Total		506	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.41
Variance	3.88
Standard Deviation	1.97
Total Responses	506

### 32. How important do you think family benefits are to potential new employees?

#	Answer	Response	%
1	1 - Not at all important	4	1%
2	2	2	0%
3	3	6	1%
4	4	39	8%
5	5	61	12%
6	6	106	21%
7	7 - Very Important	292	57%
	Total	510	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	6.21
Variance	1.32
Standard Deviation	1.15
Total Responses	510

# Relocation Reimbursement Benefits

### 33. Some SFA employees are offered \$750 to cover relocation costs. How satisfied are you with the current relocation reimbursement?

#	Answer		Response	%
1	1 - Not at all satisfied		114	23%
2	2		56	11%
3	3		64	13%
4	4		179	36%
5	5		36	7%
6	6		22	4%
7	7 - Very satisfied		28	6%
	Total		499	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.29
Variance	2.89
Standard Deviation	1.70
Total Responses	499

### 34. How important is it to you that SFA consider offering additional relocation compensation?

#	Answer		Response	%
1	1 - Not at all important to me		137	27%
2	2		27	5%
3	3		32	6%
4	4		105	21%
5	5		80	16%
6	6		47	9%
7	7 - Very important to me		75	15%
	Total		503	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.81
Variance	4.58
Standard Deviation	2.14
Total Responses	503

### 35. How important do you think relocation reimbursement benefits are to potential new employees?

#	Answer		Response	%
1	1 - Not at all important		17	3%
2	2		14	3%
3	3		18	4%
4	4		76	15%
5	5		77	15%
6	6		101	20%
7	7 - Very important		207	41%
	Total		510	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.57
Variance	2.57
Standard Deviation	1.60
Total Responses	510

# Rec Center Benefits



**36. SFA employees pay \$30 per month to use the Rec Center on campus. How satisfied are you with the current cost of employee Rec Center Membership?**

#	Answer		Response	%
1	1 - Not at all satisfied		225	44%
2	2		80	16%
3	3		58	11%
4	4		75	15%
5	5		26	5%
6	6		26	5%
7	7 - Very satisfied		20	4%
	Total		510	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	2.52
Variance	3.13
Standard Deviation	1.77
Total Responses	510

**37. How important is it to you that SFA consider offering reduced rates for employee memberships at the Rec Center?**

#	Answer		Response	%
1	1 - Not at all important to me		39	8%
2	2		14	3%
3	3		19	4%
4	4		46	9%
5	5		88	17%
6	6		92	18%
7	7 - Very important to me		213	42%
	Total		511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.46
Variance	3.35
Standard Deviation	1.83
Total Responses	511

### 38. How important is it to you that SFA consider offering free employee memberships at the Rec Center?

#	Answer		Response	%
1	1 - Not at all important to me		36	7%
2	2		12	2%
3	3		11	2%
4	4		34	7%
5	5		63	12%
6	6		72	14%
7	7 - Very important to me		283	55%
	Total		511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.79
Variance	3.23
Standard Deviation	1.80
Total Responses	511

### 39. Overall, how important is the issue of Rec Center benefits to you?

#	Answer		Response	%
1	1 - Not at all important to me		33	7%
2	2		14	3%
3	3		16	3%
4	4		53	10%
5	5		101	20%
6	6		82	16%
7	7 - Very important to me		208	41%
	Total		507	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.47
Variance	3.11
Standard Deviation	1.76
Total Responses	507

### 40. How important do you think Rec Center benefits are to potential new employees?

#	Answer	Response	%
1	1 - Not at all important	2	0%
2	2	8	2%
3	3	16	3%
4	4	74	14%
5	5	103	20%
6	6	113	22%
7	7 - Very important	195	38%
	Total	511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.71
Variance	1.71
Standard Deviation	1.31
Total Responses	511

# Professional Development Benefits

**41. Some SFA employees are allocated professional development resources (e.g., funds and/or release time). How satisfied are you with the current resources allocated for professional development?**

#	Answer		Response	%
1	1 - Not at all satisfied		83	17%
2	2		63	13%
3	3		69	14%
4	4		154	31%
5	5		73	15%
6	6		34	7%
7	7 - Very satisfied		27	5%
	Total		503	100%








Statistic	Value
Min Value	1
Max Value	7
Mean	3.56
Variance	2.83
Standard Deviation	1.68
Total Responses	503

**42. How important is it to you that SFA consider offering more funding allocated for professional development?**

#	Answer		Response	%
1	1 - Not at all important to me		38	8%
2	2		8	2%
3	3		20	4%
4	4		67	13%
5	5		96	19%
6	6		104	21%
7	7 - Very important to me		172	34%
	Total		505	100%








Statistic	Value
Min Value	1
Max Value	7
Mean	5.33
Variance	3.11
Standard Deviation	1.76
Total Responses	505

### 43. How important is it to you that SFA consider offering more release time for professional development?

#	Answer		Response	%
1	1 - Not at all important to me		48	10%
2	2		21	4%
3	3		23	5%
4	4		100	20%
5	5		91	18%
6	6		79	16%
7	7 - Very important to me		142	28%
	Total		504	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.92
Variance	3.56
Standard Deviation	1.89
Total Responses	504

### 44. How important is it to you that SFA consider offering funds to cover the costs of professional memberships?

#	Answer		Response	%
1	1 - Not at all important to me		50	10%
2	2		21	4%
3	3		18	4%
4	4		73	14%
5	5		78	15%
6	6		84	17%
7	7 - Very important to me		185	36%
	Total		509	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.16
Variance	3.83
Standard Deviation	1.96
Total Responses	509

### 45. Overall, how important is the issue of support for professional development to you?

#	Answer		Response	%
1	1 - Not at all important to me		32	6%
2	2		7	1%
3	3		17	3%
4	4		61	12%
5	5		77	15%
6	6		87	17%
7	7 - Very important to me		225	44%
	Total		506	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.58
Variance	3.01
Standard Deviation	1.74
Total Responses	506

### 46. How important do you think professional development resources are to potential new employees?

#	Answer		Response	%
1	1 - Not at all important		6	1%
2	2		6	1%
3	3		16	3%
4	4		65	13%
5	5		82	16%
6	6		110	22%
7	7 - Very important		226	44%
	Total		511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.83
Variance	1.85
Standard Deviation	1.36
Total Responses	511

# Employee Lounges



**47. Discussion has occurred regarding available student-free space where SFA employees can congregate. How satisfied are you with the current employee lounge situation?**

#	Answer		Response	%
1	1 - Not at all satisfied		116	23%
2	2		48	10%
3	3		50	10%
4	4		140	28%
5	5		48	10%
6	6		43	9%
7	7 - Very satisfied		57	11%
	Total		502	100%

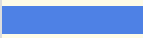






Statistic	Value
Min Value	1
Max Value	7
Mean	3.62
Variance	3.89
Standard Deviation	1.97
Total Responses	502

**48. How important is it to you that SFA considers providing one employee lounge on campus?**

#	Answer		Response	%
1	1 - Not at all important to me		183	36%
2	2		69	14%
3	3		41	8%
4	4		104	20%
5	5		48	9%
6	6		32	6%
7	7 - Very important to me		31	6%
	Total		508	100%

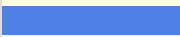






Statistic	Value
Min Value	1
Max Value	7
Mean	2.97
Variance	3.71
Standard Deviation	1.93
Total Responses	508

### 49. How important is it to you that SFA consider providing several employee lounges in different areas of campus?

#	Answer		Response	%
1	1 - Not at all important to me		153	30%
2	2		66	13%
3	3		38	7%
4	4		82	16%
5	5		73	14%
6	6		37	7%
7	7 - Very important to me		61	12%
	Total		510	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.41
Variance	4.47
Standard Deviation	2.11
Total Responses	510

### 50. Overall, how important is the issue of employee lounges to you?

#	Answer		Response	%
1	1 - Not at all important to me		191	37%
2	2		72	14%
3	3		39	8%
4	4		74	14%
5	5		60	12%
6	6		32	6%
7	7 - Very important to me		44	9%
	Total		512	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.02
Variance	4.19
Standard Deviation	2.05
Total Responses	512

## 51. How important do you think employee lounge spaces are to potential new employees?

#	Answer		Response	%
1	1 - Not at all important		108	21%
2	2		94	18%
3	3		63	12%
4	4		108	21%
5	5		69	14%
6	6		27	5%
7	7 - Very important		40	8%
	Total		509	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	3.35
Variance	3.41
Standard Deviation	1.85
Total Responses	509

# Benefits of Work Flexibility

**52. Discussion has occurred regarding flexibility in work hours, days, locations, or schedules for SFA employees. How satisfied are you with your current work flexibility?**

#	Answer		Response	%
1	1 - Not at all satisfied		46	9%
2	2		30	6%
3	3		38	7%
4	4		75	15%
5	5		108	21%
6	6		96	19%
7	7 - Very satisfied		118	23%
	Total		511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.82
Variance	3.50
Standard Deviation	1.87
Total Responses	511

**53. How important is it to you that SFA consider offering flexible work hours for employees?**

#	Answer		Response	%
1	1 - Not at all important to me		19	4%
2	2		16	3%
3	3		20	4%
4	4		62	12%
5	5		96	19%
6	6		125	24%
7	7 - Very important to me		173	34%
	Total		511	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.48
Variance	2.53
Standard Deviation	1.59
Total Responses	511

### 54. How important is it to you that SFA consider offering flexible work days for employees?

#	Answer		Response	%
1	1 - Not at all important to me		22	4%
2	2		24	5%
3	3		24	5%
4	4		74	15%
5	5		90	18%
6	6		111	22%
7	7 - Very important to me		161	32%
	Total		506	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.30
Variance	2.87
Standard Deviation	1.69
Total Responses	506

### 55. How important is it to you that SFA consider offering flexible work locations for employees?

#	Answer		Response	%
1	1 - Not at all important to me		50	10%
2	2		34	7%
3	3		27	5%
4	4		83	16%
5	5		103	20%
6	6		71	14%
7	7 - Very important to me		140	28%
	Total		508	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.83
Variance	3.77
Standard Deviation	1.94
Total Responses	508

## 56. Overall, how important is the issue of job flexibility benefits to you?

#	Answer	Response	%
1	1 - Not at all important to me	23	5%
2	2	18	4%
3	3	18	4%
4	4	77	15%
5	5	105	21%
6	6	89	18%
7	7 - Very important to me	177	35%
	Total	507	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.36
Variance	2.79
Standard Deviation	1.67
Total Responses	507

## 57. How important do you think job flexibility benefits are to potential new employees?

#	Answer	Response	%
1	1 - Not at all important	6	1%
2	2	8	2%
3	3	14	3%
4	4	78	15%
5	5	107	21%
6	6	115	23%
7	7 - Very important	181	36%
	Total	509	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	5.63
Variance	1.84
Standard Deviation	1.36
Total Responses	509

# Sports and Arts Ticket Benefits



**58. SFA employees are eligible for discounted tickets to some sporting and fine arts events. How satisfied are you with the current cost of employee tickets?**

#	Answer		Response	%
1	1 - Not at all satisfied		40	8%
2	2		40	8%
3	3		56	11%
4	4		171	34%
5	5		86	17%
6	6		44	9%
7	7 - Very satisfied		71	14%
	Total		508	100%








Statistic	Value
Min Value	1
Max Value	7
Mean	4.26
Variance	2.85
Standard Deviation	1.69
Total Responses	508

**59. How important is it to you that SFA consider offering free tickets to employees to sporting events?**

#	Answer		Response	%
1	1 - Not at all important to me		92	18%
2	2		34	7%
3	3		27	5%
4	4		70	14%
5	5		87	17%
6	6		72	14%
7	7 - Very important to me		132	26%
	Total		514	100%







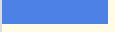
Statistic	Value
Min Value	1
Max Value	7
Mean	4.50
Variance	4.73
Standard Deviation	2.17
Total Responses	514

### 60. How important is it to you that SFA consider offering free tickets to employees to fine arts events?

#	Answer		Response	%
1	1 - Not at all important to me		54	11%
2	2		29	6%
3	3		31	6%
4	4		91	18%
5	5		106	21%
6	6		68	13%
7	7 - Very important to me		134	26%
	Total		513	100%








Statistic	Value
Min Value	1
Max Value	7
Mean	4.77
Variance	3.74
Standard Deviation	1.93
Total Responses	513

### 61. Overall, how important is the issue of free tickets to sporting and fine arts events to you?

#	Answer		Response	%
1	1 - Not at all important to me		57	11%
2	2		36	7%
3	3		33	6%
4	4		91	18%
5	5		112	22%
6	6		72	14%
7	7 - Very important to me		113	22%
	Total		514	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.62
Variance	3.72
Standard Deviation	1.93
Total Responses	514

## 62. How important do you think free tickets to sporting and fine arts events are to potential new employees?

#	Answer		Response	%
1	1 - Not at all important		31	6%
2	2		31	6%
3	3		48	9%
4	4		101	20%
5	5		123	24%
6	6		87	17%
7	7 - Very important		91	18%
	Total		512	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.72
Variance	2.89
Standard Deviation	1.70
Total Responses	512

# Top Three Benefits for Current Employees

**64. Of the non-salary benefits discussed previously, please identify the three benefits that you would most like to see SFA offer to employees. Drag the benefits from the left column and rank them in the box on the right.**

Answer	Number of Appearances in List
Educational Tuition Benefits	243
Rec Center Benefits	241
Professional Development Benefits	211
Parking Benefits	210
Benefits of Work Flexibility	171
Childcare Benefits	130
Family Benefits	125
Sports and Arts Ticket Benefits	85
Other Non-salary Benefits	29
Employee Lounges	28
Relocation Reimbursement Benefits	24

Answer	Mean Rank
Childcare Benefits	1.57
Professional Development Benefits	1.80
Educational Tuition Benefits	1.87
Benefits of Work Flexibility	1.94
Parking Benefits	2.04
Rec Center Benefits	2.21
Family Benefits	2.22
Sports and Arts Ticket Benefits	2.49
Employee Lounges	2.50
Relocation Reimbursement Benefits	2.63
Other Non-salary Benefits	2.93

# Top Three Benefits for New Employees

**65. Of the non-salary benefits discussed previously, please identify the three benefits that you think new employees would most like to see SFA offer. Drag the benefits from the left column and rank them in the box on the right.**

Answer	Number of Appearances in List
Childcare Benefits	267
Professional Development Benefits	219
Relocation Reimbursement Benefits	208
Educational Tuition Benefits	204
Family Benefits	202
Benefits of Work Flexibility	152
Parking Benefits	94
Rec Center Benefits	82
Sports and Arts Ticket Benefits	23
Other Non-salary Benefits	10
Employee Lounges	8

Answer	- Mean Rank
Relocation Reimbursement Benefits	1.72
Professional Development Benefits	1.93
Childcare Benefits	1.98
Educational Tuition Benefits	2.06
Family Benefits	2.07
Parking Benefits	2.10
Benefits of Work Flexibility	2.12
Sports and Arts Ticket Benefits	2.48
Rec Center Benefits	2.51
Other Non-salary Benefits	3.10
Employee Lounges	3.13

## Consented Responses:

Are there other non-salary benefits you would like SFA to consider that were not discussed previously?



- (1) Most jobs on campus require sitting behind a desk. This is one of the most damaging things for a person to do. I feel that if an employee chooses they should be provided with a desk that can be raised for working while standing. (Vari-Desk). (2) I would like to serve on committees. Along with being an employee I am also a graduate of SFA and I greatly care about this campus. Yet it seems to me, when you read the list of names for committees...they seem to be PHd's, department heads, etc. (3) I also would like to see departments be held accountable to the same rules (ie, wearing blue jeans, being able to use the Wellness 30 minutes after work, etc.). Our department can only wear blue jeans on Friday and we can't use the 30 minutes of wellness after work, only during lunch. Who wants to get all sweaty and nasty and then have to work 4 more hours? (4) Make the pay more equitable and in line with the industry standards. (This may have been intended in the flexible hours portion, so if that is the case, I apologize for any repetition.) I think looking into possibly being able to claim more than 80 hours of comp time per year would be helpful for those whose positions require hundreds of additional hours. It's not a matter of not wanting to put in the additional hours, but it is somewhat disheartening to see the email come through that you've just lost 150+ hours of comp time, as it makes it feel like those hours aren't really valued. More clarity in terms of policies related to stopping the tenure clock + maternal/paternal leave. Right now, as I understand it, this can happen, but it's dependent upon chairs/deans. This isn't good enough. Faculty members (women especially) need to know that they can get their tenure clock paused as a matter of course. / / 2) Spousal hiring policies - this is huge. It is VERY difficult for many spouses to find work in Nacogdoches. I think creating a rigorous spousal hiring policy would be huge in terms of recruitment and retention.
- 1. Larger phone stipends for the required use of personal cell phones for work / 2. Unrestricted use of comp time / 3. Reinstating per diem for day trips outside of a 60 mile radius (Texas allows a max of \$36) / 4. Increasing per diem for overnight travel (Texas allows a max of \$51) / 5. Matching the state's reimbursement for miles (Texas allows 54 cents but SFA pays 40 cents) / Increased discount at cafeteria, \$6 is too high. / 2. Larger discounts at retail on campus; increase to 15 or 20% instead of 10%. / 3. Negotiate rates at local cell phone providers like Cricket or Cellular one for SFA employees. / /
- 1. Additional types of insurance policies offered for employee to purchase: Aflac accident, Cancer policies, adoption assistance, fertility coverage etc. / 2. Go back to BCBS Insurance or at least something better than United Health Care. United Health Care denies claims easily until you fight for the correct processing of your claims. Very difficult to deal with and Very unsatisfied with the current health insurance! / 3. \*\*\*Offer non-degree seeking classes/workshops through Art: Acrylic Painting, Drawing, Pastels, etc, / Scuba workshop/class, etc., cooking classes, etc. / /
- 1. Unlimited use of comp time earned each fiscal year. / 2. Larger phone stipends for employees required to exclusively use their personal cell phones for work to cover wear and tear, data used, and the convenience of not having to provide a phone line. / 3. Reinstating per diem for those who make day trips for work (over 60 miles) / 4. Match the state of Texas reimbursement for mileage
- A better connection with HR to help deal with abusive supervisors like mine.
- Access to software/electronic services at reduced pricing (Adobe, Microsoft Office & OS Software, Amazon Prime, etc.)

- Additional funding should be provided to a department which would be responsible for writing brief (1500 words ish) articles and news stories about the work that is going on at SFA in a monthly or bi-monthly feature. There are so many good things being done by our employees on and around campus that need to be highlighted. We need to tell our stories of success and achievement and it will require a dedicated, creative, writer to do so. This could be published as a stand alone item or included as part of SFAToday.
- Adjustment to membership dues for the Rec Center when it is closed / - Adjustment to membership dues for the Rec Center when it is on abbreviated holiday hours. / /
- Appreciation goes a long way!
- Being able to apply employee scholarship to Early Childhood Lab tuition. It would only help me for part of one month, but it would be better than nothing. Also, the current tuition rates for the Early Childhood Lab discourage having multiple children, they are astronomical.
- Being able to use the on-campus Health Clinic, campus dining discounts.
- Benefits best when applied to things all can benefit from--parking, flexibility, prof development, etc.
- Better benefits in our Health Insurance (eye check up w/free pair of glasses every other year and better dental insurance).
- Better meal options and go back to \$4 in cafeteria
- Better medical, dental, and vision benefit coverage. More coverage for same cost and/or same coverage for lower cost.
- Better research databases or recompense for individual subscriptions.
- Clearer policies on sick leave for faculty-- as-is the policies are implemented differently by department. This could be covered by the portion of the survey for flexibility. In my current department, if I miss one scheduled office hour to take my child to the doctor, my department requires me to take 8 hours of sick leave (even if I only have 2 office hours scheduled, I make the other office hour, and remain in my office the rest of the day available to students or attend other classes or scheduled meetings). As it is, I have lost many hours of sick leave in the ten years I have been here. If I ever need those hours for a personal or family illness that actually take me off the job site for 8 full hours in the day, they will not be there. This vague policy implementation alone is enough to make me consider leaving. / / It is not so much the non-salary benefits, but the manner in which different department chairs or deans implement them to the university's advantage (the "letter of the law" or policy) and not the faculty/staff member's benefit (the "spirit of the law" or policy). As a result, even when we have benefits in place, many faculty have developed such a sense of distrust, we don't take advantage of them. When we go to use the benefits and we start learning the fine print, we learn they really aren't beneficial. / / For child-care: there need to be clearer admission policies into the lab school. I tried for five years to get my minority children into the lab school. Each year they were denied entrance and each year I watched new faculty/staff/community members' children gain entrance. Rather than raise flags, I put my children where they would be loved, appreciated, and taught appropriately. If you do develop policies related to child care, be sure those policies provide equitable access for admission.
- Consider offering release time for employees to attend classes that directly benefit their department/job as professional development.

- Currently, we are not compensated in comp time for travel time. I think this should be taken into consideration as many conferences are on weekends and require a significant amount of time in travel to and from.
- Discounted meals. The current prices at most food establishments in the BPSC is far above the cost of similar (and in some cases the same) food establishments in town. Discounted meals would encourage people to stay on campus and could increase cultural engagement with one another.
- Don't make us use vacation/comp time on Christmas and Spring Break. Employees should decide when to use their vacation/comp time, not the university. If SFA decides to be closed for a week - employees should not be forced to pay for that decision.
- Employee Tuition Scholarship is great; however, the rules are very restrictive. Too many rules like if still undergrad and want o finish degree but have at least 150 hours can't use. Isn't this supposed to be a type of aid that helps employees finish when they can't find other help? How about lowering the GPA requirement from 2.5 to 2.0. This would allow employees to finish.
- Excessive tuition and Fulltime employees no longer being eligible fort the employee scholarship and not being able to afford to finish school because there is no longer anything offered to help out other than doing an appeal but taking a risk of getting stuck paying 4,000 plus that you can't afford.
- Expectant mother parking, nursing rooms - it seemed like both of these were set to be in place a couple of years ago. What happened?
- Family insurance costs are heavy, needs to be supported. Especially eye and dental.
- Flex days, flex hours, multiple employee lounges, more wellness offerings that are not at lunch time, flexibility to take your wellness release time besides at lunch, the ability for staff that are non-exempt to receive professional development opportunities.
- For those of us who are full-time staff and work during the summer, it would be nice if we could move to a four-day work week during the summer school time! :-)
- Free or reduced faculty/staff meal plans
- Guaranteed entrance into the ECRC
- Having to take the entire week of Spring Break off and being required to use either vacation or comp time to cover two of those days is unfair. This also happens for a couple of days at the Christmas holidays. Give us the time off. We all work hard and we deserve the time to rest and be with our families without having to take precious vacation and/or comp time.
- I am very happy that you are asking employees these questions!
- I appreciate this survey; the committee understands there are non-salary related adjustments that can be made to improve the quality of life for faculty. That said, the real problem is low salaries across the board, and non-salary benefits are merely a bandaid. Colleagues of similar rank at comparable institutions are making roughly \$6,000-\$12,000 more. Free parking at SFA is nice but won't make this fact disappear. Provided the non-salary benefits in this survey are supplemental to salary increases, then I can get on board with some of them. Thanks to the committee for all their work.
- I believe the university is very generous with non-salary benefits at this time. I am very interested in flexible work hours/days. I hope this is something that will happen soon. Thank you.

- I do not believe the dependent tuition stipend is organized as originally. If a dependent child earns a scholarship from SFA then the dependent stipend is not offered. / / When originally approved, dependents were supposed to receive both. This does not happen. / if a student receives a \$400 scholarship the \$1500 walks out the door. It was appealed, no slack.
- I don't like the idea of "flat rate" parking, because I would feel bad if someone who made less than me had to pay the same amount for parking. However, if parking is not free, I think it might be nice to adjust the cost based on years of service to SFA. This could become complicated, but it would be nice if after 10 years, the cost of a permit was reduced by 50 percent, and after 20 years of service, parking could be free. / /
- I have been a working mother all my life. That is my choice. I did not then, nor do I now with my children who have children feel there should be preferential treatment because someone decided to have children. I feel that is discrimination against those who do not have children.
- I know this is not about salary issues, but when the administrators lower our pay (summer school), they could at the same time reduce parking fees or rec center fees or something else to compensate for the reduced salaries. The same offset could work if we don't get sufficient raises for a year or two. / And, quit saying, "We appreciate what you do for SFA" or "We appreciate what you do for us". We do not work here for the administrators. We work for the students and their parents, not the suits in the Austin Building. The plantation owners appreciated the slaves, too, but what did the slaves think about the situation? Not that it is that extreme, but you get the point!! Morale is pretty low around here among faculty, and the only way to really like your job is to ignore what the upper admin folks do. Thank goodness we older faculty can do that, and by the way, we do ignore a lot about what is done and said from the "powers that be". Get some board members who did not graduate from here to infuse some new ideas about how to manage a university. We are not all enamored by the sports folks.
- I like the idea of a meal plan for staff and faculty, but I wish that there was a cheaper plan or other options.
- I like the reduced cost to eat in the cafeteria. Six dollars is great. / / Travel for professional development (or out reach) is hit or miss. For instance, I've asked for travel funds to go to a local high school to do chemical demonstrations and had problems getting it. On the other hand, I've taken a group of students to a national conference and had no problems getting money. / / The biggest issue for me is a fall break. The fall semester is too long. A break in early October would be helpful to students, faculty and staff alike.
- I think Charter school should not be on a lottery system and kids of SFA employees should have the right to go there if they choose.
- I think if sick leave were paid out upon leaving employment, there would be a lot less abuse of sick leave. Or, if you leave, you could give your leave to certain people instead of it going into a pool. Also, I don't see how wearing jeans would be detrimental to our image and it would not cost the university anything.
- I think potential new hires compare salary and professional workspace far more than parking costs, gym fees, or lounge space
- I think the biggest issue is not the actual benefit it is the NEGATIVE attitude toward faculty and staff.
- I think the dental and vision insurance options are pretty terrible. These could use a revisit.

- I think time and food are enormous motivators/treats. What about a voucher for a free cookie or coffee from the UC for an employee's employment anniversary or their birthday? Years ago there was often an early (noon) release the day before a holiday such as Thanksgiving and Christmas - sometimes this was mandated by the Governor, sometimes by the University president. I don't know if Administration realizes how much that was appreciated and how much of a morale boost that is! Getting all of Good Friday off, for example, is a wonderful gesture and cause of a lot of cheerfulness.
- I think we may be better able to retain faculty and staff if there were some benefits SFA could offer that would encourage people to become more a part of the Nacogdoches community as a whole. Not sure if that would be possible or not, but I think the more ties people have to a community or area, the more likely they are to stay.
- I would appreciate having free access to the student recreation center and pool. In addition, I think professors should be allowed to choose their own computers for their office. For example, most of the programs I use are for a Mac, but I currently have a PC in my office, which means I cannot use it for my research.
- I would be thrilled if any of these non-salary benefits were to come to fruition. We are a household with 1.5 family incomes (my husband is an adjunct at SFA) and every little bit helps.
- I would just like to add that salary issues outweigh all of the issues in this survey. SFA will NEVER solve its salary issues by continuing to increase salaries at 2%-3% per year. A dedicated, large adjustment is needed. A school I previously taught at finally realized this and mortgaged a ton of other programs and enhancements to sweep across and give an 18% raise to faculty in one year. This was a state school (not Texas) slightly larger than us. Of all the non-salaried benefits listed here, the one that is the most important to me is clearly tuition assistance for children. The current "4 hour" coverage is unbelievably pathetic. Children of employees that are qualified college students should attend SFA tuition free. Period.
- I would like for SFA to consider tuition assistance for graduate school. / One of our children was able to take advantage of the assistance while he was an undergraduate. It is a valuable benefit. / I do not use the Rec. Center at this time, but I hope to. Having a reasonable fee seems okay. / I confess that I do not understand some of the questions that refer to childcare. The EC Lab is very expensive. I know that there is some priority given to the children of faculty with regard to admittance, but without a break in the price, some probably cannot take advantage of that benefit. / I'd like a benefit for grandchildren. In the best of all possible worlds, there would be excellent childcare (like the Early Childhood Lab) for the preschool children of undergraduate and graduate students and faculty. That is a benefit that would truly be valuable to the entire SFA community. / I can't say enough about how wonderful the Charter School is.
- I would like to go back to only taking one day vacation during holiday breaks and Spring break instead of 2.
- I would like to see a mentoring culture in departments for employees who are upwardly motivated to continue their education and build their experience. It would be nice if departments encouraged growth in their employees through offering career path guidance and cross training opportunities.
- I would like to see an increase in retirement contribution to match the minimum contribution of the employee

- I would like to see some sort of program whereby SFA employees' children could attend state (or even beyond the state) public universities for free.
- I would rather see increased annual salaries instead of several individual increases based on stipulations. If that is not possible I would rather everyone be offered a set amount to use for whatever they choose. For example, \$3000 per year to each employee to be used for childcare, tuition, parking, or professional development depending on their personal preference.
- I would really like re-location costs benefits to be extended to all full-time employees. I'm very happy with my job, I plan on being here for a long long time. I did move for this job, and the extra funds would have been helpful.
- If at all possible, Healthcare cost reduction. The monthly costs of the Health Select Family plan has become one of my largest monthly expenditures. In the time that I've been at SFA the monthly costs have nearly doubled. My Salary has not increased at the same pace. / / Also an optional vision insurance would be nice. (HealthSelect gives a modest discount)
- Increased sabbatical/research opportunities (currently competitive across entire college, not department); increased funding for ORSP (they run out of funds and faculty are denied support); increased professional travel funds (current funds often do not cover full travel costs for conferences, etc.); increased/updated classroom technology (new and well-outfitted classrooms could attract new faculty); increased funding for facilities upgrades (physical spaces, faculty offices).
- Increased travel funds, increase funds to pursue and write federal grants, increased health insurance and dental insurance contribution, more time for research built into teaching schedule, stipends for helping with student organizations, stipends for teaching online courses, stipends for helping with dissertations and master's thesis.
- Increases/Introduction of employee discounts at Campus retail/food spots. The discount at Barnes and Noble is almost useless as even with the discount you can find better prices at off-campus locations. Furthermore, I think offering discounts at campus vendor locations would not only increase sales but create an environment of inclusion in which staff and students sit, eat and congregate together.
- It is rather sad that as an educational institution that we provide so little opportunity for A)Professional development, B)Continuing Education that is not necessarily degree oriented, and, C) Adult Education in new skills (which could be anything from Art to Zymurgy). Especially for non-faculty. Staff are people too, and salary is not the only motivator. Investing in your employees could pay huge dividends.
- It would be a tremendous boost to faculty recruitment to have initial pay upon employment begin September 1st and not October 1st as has been the practice. I can confirm as a former administrator involved in recruiting new faculty that the current practice is a huge disincentive: over the years we have lost numerous top candidates to other institutions for this reason—a most unfortunate situation, which is also exacerbated by the long waiting period for insurance coverage to begin. This is a burden for many, especially young couples with children and huge debts from their recently completed graduate school programs. We need to be more welcoming of new faculty into the community, rather than burdening them with concerns at a time when they are most feeling most vulnerable. They have enough to think about in settling into work and a new community. These things matter: they matter a lot.

- Less Emphasis on the bean counters. Rules and regulations are really becoming counterproductive. / / More O & M money and capital equipment money for academic departments. / / More and better technical services.
- Lower food prices on campus. The cafeteria should be \$5 or less. Maybe some free days to eat on campus. / / More parking!
- Maybe in the Summer when students are only in classes Monday thru Thursday we can change our office hours to maybe 4 10 hour days this may save cost for energy
- Me and my husband have worked for SFA for 10 plus years. He is faculty and I am staff. I have been told we can only use one tuition scholarship \$3000 for our daughters to take classes. I feel that we are being punished for being a 2 person SFA employee household. Can discussion occur on each employee getting the tuition scholarship not one scholarship per married couple thus regarding my family my daughter could get two 3000 scholarships. / / Also, I have been told that both of us have to purchase parking tags even though since we are married we could technically drive one car to work. Again I feel that we are being punished for being a 2 person SFA employee family. Can discussion occur on this issue? / / Both of these relate to benefits that are denied to couples working on campus and I feel that we could loss good employees future and current based on these issues.
- Meal plans at a reduced or even no charge. Right now 10% is not cutting it.
- Mental health benefits -not counseling- but opportunity to learn and release stress -not physical activities as gym. If we are thinking about new employees, they come here for a job and building a sense of community is tough. Especially in Nac, where people are friendly but unwilling to become a friend.
- Meritorious time off.
- More course release time for research or professional development / The CLAA needs a professional advising office for ALL students to be advised so that the faculty don't have to continuously be overworked from doing students' course advisement.
- Offer totally free tuition to faculty interested in taking classes.
- Open parking lots (equal faculty/student access) should NOT be considered. The issue is worded incorrectly and confusingly in the survey.
- options for faculty who DO NOT have children
- Other companies in Nacogdoches offer vision benefits at 100% along with much, much better dental benefits at a fraction of the cost. The cost of glasses and frames is on average \$500.00 per pair. Our vision insurance is a joke and the small amount it covers is not excepted at most vision companies. The pay here is one of the lowest in the Nation. We cannot afford to pay for glasses, or dental, much less parking or health benefits like the rec center or continued education. I have to buy used tires for my car instead of new ones, that should tell you how I feel about employees paying for things their employer should provide at no cost.

- Paid leave for maternity leave and an extremely reduced rate for child care at SFA are critical to our family and many new families. I didn't know until we had our first child that maternity leave was coming out of our sick hours. I was shocked about the price of childcare at the Early Childhood development center for faculty; considering the size of our city and the salaries that we make after 8 years of service, childcare is such a concern that we are still uncertain how we are going to make ends meet in our family. Many universities provide free childcare or an extremely reduced rate, so that we can spend the time and energy to produce high quality research, service and teaching. The cost of childcare is just another indication that the university is comfortable asking for more from their employees and equally comfortable offering less for high quality endeavors.
- Paid maternity leave, atleast a portion.
- Paid parental leave.
- paid parental leave; campus rec would be more valuable if it were open 24/7 (even if it were free, my schedule wouldn't allow me to use) OR have a discounted rate with a local gym for employees; paid personal leave days; relocation benefits offered starting at assistant/associate director positions; free SFA t-shirt or other item each year (all employees receive the same item - even better if designed by SFA student or employee); separate employee dining area at one cafeteria (in addition to more employee lounge space throughout campus) or even free lunch on occasion; allow 1-2 hours a week of paid volunteer time with local nonprofits; private breast feeding lounge;
- Pay a bigger share of family medical/dental insurance
- personal computing devices (laptops, iPads, phones) that belong to the employee, don't make us take vacation/comp time for Christmas and Spring Break: when we couldn't come to work even if we wanted to (new hires end up having to give half their vacation back because of this), try to sync ECHL holidays with SFA holidays (If the lab is going to be closed for a week, I sometimes have to take a week of vacation. This year, I had to come in for an hour or two at a time during that week because there were meetings I could not miss. I had to pay a babysitter money on top of what I paid the lab for the month - lab does not offer reduced rates for months when it is closed for a week or more at a time). Better on-campus counseling resources for faculty/staff (where we don't have to see our own students for counseling)
- Possibly some Jack Bucks each semester would be a nice benefit.
- Preferential treatment in regards to the Early Childhood Lab would be a great benefit
- Rec Center would be a great perk if it were open earlier and not closed for weeks at a time. / Parking fees are a disgrace, even more so when one pays more based on earnings. / SFA should try to compensate faculty in more areas given the low salary and inability to match inflation.
- Reconsider FMLA benefits when 2 family members work at university. Don't think it should be shared. They should each have the 12 weeks allotted if needed. Feel families are punished with current policy.
- reduced-rate group travel opportunities during school breaks



- reduction in child care at the lab school is an actual thing. / there needs to be a better offer for furthering education for faculty family members - \$1500/ semester is a flat out joke. It's almost insulting; why offer anything if what is offered is so little?? go big or go home. several universities allow full-time family members full tuition waivers. that's big / parking here is a non-issue. but actually enforce (with tow trucks) students who park in faculty/ handicapped spots illegally. there is no reason to fear the parking people - - you get out of so many tickets already. / family leave time is fine as it is / resources need to be allocated to faculty for (perhaps) one professional membership each year, and faculty who have presentations/ talks at conferences should have the cost of that presentation covered in full. If you want to attract high caliber faculty, give them the tools to succeed. / all sporting event and cultural event tickets should be free to faculty / Rec center should be free to faculty. / treat all of these other things as in-kind compensation and allocate a dollar amount to them. include that in compensation equations and have that speak for itself. folks just want to know that they are valued and not nickel and dimed. / nickling and diming is what makes hard-working faculty lose steam - - they don't feel valued and then leave. / also, and let me be honest, worry about how the faculty view the non-faculty administration - - follow protocol and chill out on pay increases for non-faculty. they notice that and don't always feel valued when administration gets theirs first. / this is an academic institution; prioritize the Academics. / sometimes this feels like an administration institution that pushes athletics with some academics thrown in to keep appearances
- Sabbaticals and reassigned time with pay for research and for professional development to enhance teaching and research for highly productive and meritorious faculty. Once you reach full professor, there are few incentives to increase productivity. Also, SFA continues to restrict funding for faculty compensation for serving on federally funded extramural grant funding, which is a disincentive to write grants that would also provide monies for continuing professional development.
- SFA employees should NEVER have to pay parking tickets for parking on the campus, unless they park in a handicapped space.
- Similar to professional dues, the physicians and nurse practitioners have additional significant license fees for state licenses and state controlled substance licenses. They should be guaranteed these are covered, plus one professional dues, in addition to some money for Continuing Medical Education, as this is all required for continued employment.
- Some academic journals are moving towards models that require authors to pay publication fees. This issue needs to be addressed, especially if peer-reviewed publication is a job expectation.
- Some type of on campus child care for employees. Many of our employees have 1-2 children in a household where both parents work. For those who qualify for financial assistance, childcare is available at a reasonable or very low/no cost in several places in town. However, for those who do not qualify, rates for childcare are extremely high which creates financial burdens on a household and creates challenges in the work schedule. Also, the quality of childcare centers in town are very poor (security, care, location, facilities, etc...).
- specifically to my department - i'd like it to be less difficult, and less drama involved, for professional development. it feels a bit like the hunger games...
- specified hours in the recreation center when only staff is allowed, no college students / / specified hours in the recreation center when child care is provided while parents exercise / /

- Survey never asked if I had more than one child in the range.
- Thank you for doing this. Also I am very satisfied with SFA and the work environment it already has. / Any Certification or test that is to better benefit an employee and their job or future should be paid for.
- The ECHL is an amazing center for faculty/staff children. However, let's be real.....its the MOST expensive place in town and is closed the MOST.
- The faculty use hours in the HPE are too limited and restricted.
- The most important issue is tuition assistance. I would love to SFA do more to support the faculty. I think it would go a long way to increase morale which in turn would increase productivity and community.
- The opportunity for chairs to choose 10/11-month vs. 12-month contracts.
- The professional development aspect would really help current employees who are looking to get certifications and additional training. In my opinion, this would be very beneficial for both the employees and SFA in the short term and long term. It would provide a boost in morale, help employees perform better, and the improved performance would make SFA a better university.
- The rate for faculty/staff meals on campus has increased. I would dine on-campus (traditional all-you-can-eat) more often, if the lunch rate was back to the original \$5.
- The survey asked about reduced rates at the early childhood lab, but I would like to see the rates as free and for faculty/staff to be first on the list to have a spot for their child. This would allow more employees to be able to keep their kids closer. I have a 10 month old that I have to leave in day care in Lufkin every time I come to work. We live in Lufkin and the day care centers are cheaper than Nacogdoches so I have to have my son in a Lufkin day care. I can't afford the childhood lab fees because it would literally be half of my pay check every month. / / I would also like to see some ort of program started to help faculty/staff members in need. For instance, my son has to have surgery next week to have tubes put in both of his ears. I thankfully have the money to pay for this, but there are some months where I wouldn't have had the money. When you get paid only \$30,000 a year it is hard to save money to pay when things like this occur. I would like to see SFA start up some kind of employee emergency fund where they allow employees to apply for some financial assistance from SFA. My husband and I watch Undercover Boss a lot and see where companies start up funds like this or some kind of down payment assistance for a home. It would be nice to see both of those options available at SFA. / / I would also like to see where lower people on the totem pole are able to participate on committees like these. Having all of the higher ups plan these things and make decisions don't necessarily come up with a resolution that benefits the most people. Like professors complaining about how they need raises. They make way more money than I ever will in my position, but staff members don't seem to be on the receiving end of any financial benefits. Don't get me wrong I love working for SFA, but I wish that some changes would be made.

- The survey discussed additional unpaid maternity leave, but did not include questions regarding paid leave. Offering even a few weeks of paid parental leave would boost the morale and satisfaction of SFA's working mothers. / / Many working mothers expend all of their vacation and sick time during maternity leave, and have no paid time to use for sick children, etc. upon returning to work. Offering a flexible working schedule for a period upon returning to work would also be extremely helpful. I believe many supervisors on campus would like to support their employees in this manner, but the absence of an official university policy restricts them from doing so.
- The unfortunate thing about this survey is that it does not compare cost and benefits. I think that free (and paperwork free) parking and gym memberships for new faculty represent low cost benefits that would signal that faculty are valued on campus. I also think that income tiered charges signal the wrong thing. / Also, I feel that some of the current benefits would be much more useful if we could cut the red tape (tuition reimbursement). I do not see why there needs to be extra paperwork for a faculty member to take a class or two. Also, we should reduce the lag for faculty research funding and allow faculty to be paid for time. New faculty, in research driven areas, should receive one, or two, summer course releases to cover progress toward tenure. /
- Tuition benefits should be by academic year, not semester. The current plan puts Maymester and both summer sessions lumped into one session for tuition benefits. Employees that have transient students that would like to attend SFA in the summer are limited by the current plan.
- wellness program
- While the issue of professional development was raised earlier, it was generally raised making it difficult to comment on the particular problem that many faculty may be experiencing with it. Receiving a flat \$750-800 for professional development per year does not cover the cost of one conference travel and professional membership for me. Additionally, there are a number of professional affiliations that greatly benefit both faculty and their students that are highly cost prohibitive. Even if faculty receive additional funding for travel through ORSP, it often runs out for faculty who do not find out they are accepted at conferences until the Spring semester and travel in summer. This is not fair to faculty who have professional affiliations and connections with conferences only held during the summer. If SFA wants faculty to be involved with peers, sharing research, forging research and professional partnerships, and maintaining networks, then this must be better supported by increasing departmental funds and ORSP funds for travel and memberships.
- Work with local insurance agents, retailers to offer discounts (and not the nominal 10-15%).
- Yes the University Christmas Party and Picnic are a waste of money. I think it would be better to give all full time employees a Turkey at Christmas so people can put food on the table during the holidays. It could be managed through Kroger's etc. People who don't make a lot of money are more interested in feeding their families than attending a party during the holidays.
- Yes, a smoking lounge would be a welcomed place to not discriminate against smokers. I pay extra on my insurance and have people in the past that fought for our individual rights and would like to not be discriminated against at my workplace. I respect people that dont smoke but I live and work here too.

Consented Responses:  
Please feel free to share any additional  
comments you have about non-salary  
compensation.

- 1. There is not sufficient opportunity for some of the staff to pursue professional development. There are memberships in state affiliated organizations that hold conferences which would benefit SFA. The level of the staff's outlook and future planning would be much improved if staff were allowed to go. 2. The rec center is basically the same price as another gym in town which does not have as much to offer as SFA. However, the opportunity to use it is hard to schedule in the regular work day. The amount of time needed to 1) walk to, 2) use the facilities, 3) clean up and 4) return to your workday exceeds the time allowed for this activity. If a small portion of the wellness goal is to be met, or even understood by employees, it will need to be very accessible in time and financial output for the employee and possibly partly mandatory because it is so accessible.
- A lot of SFA employees have children or grandchildren that would benefit from the early childhood development facility on site. However, the expense of putting them here is impossible as most of us don't make enough money to do so. Our children deserve the best just like all salaried employees children do. When it comes to a child's education, there should be NO great divide because of income. Are we not all as important as the rest? Are our children not as important as theirs? We all understand that we are at the bottom here and not considered as anything really, yet would there be anyone at the top without all that are at the bottom supporting them? A strong foundation is the key to anything or anyone being successful. OUR children deserve the same strong foundation as Baker Patillas. / As for the Rec. Center, we are only allowed to use it for 2 hours per day. One hour before clock in and one hour after we clock out. It is not worth the expense for non-salaried employees. Why should we, the employees, have to pay anything for parking? This is the only place that any of us have ever worked that we have had to pay for parking. Most of the time there is not enough parking spaces for us to use. This makes people late for work as we sometimes have to park 2-3 blocks away. / As for the break rooms, we have to eat lunch where ever we can. We have no break rooms available for us to use except the residents kitchens or living areas.
- All the ideas presented in this survey could add value for new employees. Remember that there are many different life-stages that employees are in, and that what may be important to new, young employees, is not necessarily to older employees. Maybe the ability to participate in university sponsored group travel (not necessarily univ. funded, but possibly group rates?), or exclusive/preferred access to events not necessarily on campus(concerts, art exhibitions) ? Let's think outside the box here!
- Anything that can be done to foster the development of a good 6-12 school district would be a strong draw for faculty.
- As a young professional moving cross country to Nacogdoches for one of my first jobs relocation expenses where the biggest financial strain, especially with a new born.

- As an educational institution, it's extremely important to have an educated and qualified staff putting out accurate and well-written information. That is one reason I believe the education tuition benefits are essential. I understand limits in funding and I'm pleased that it is even an offered program at SFA. Personally, that is one the main reasons why I accepted the job at SFA and believe if that program could be expanded in any way, it would be a great pull for inherently eager and enthusiastic employees, and a chance to attract a more diverse age range of employees. / / I would also like to see a better use of space, both for offices and lounges. In my office, nearly 10 people are crammed in an area the size of one classroom. It's not the most conducive to focused work. I'd also like more opportunity for faculty and staff space away from students - a place to get away from my desk and eat my lunch or take a break in relative quiet. Currently, my office has no such area.
- As an incoming faculty member, it was really a lot to have to work with the \$750 relocation costs, as that also covered "house hunting." Luckily I have family in east Texas who were able to help out with letting me stay with them while I searched for a place to leave, and the chair was supportive. The waiting until October 1 is also not acceptable as a starting salary date, particularly for individuals who are just graduating from their doctoral programs. Again, I was lucky because my advisers were supportive and talked the department into allowing me additional summer funding (even though I had graduated in May, per SFA's request), but it seems like SFA relies on faculty to support each other and figure it out on their own. This would be fine if we weren't expected to hold the hands of the students for everything and not treat them like adults because they need that "extra touch."
- Being able to support the University, i.e. attending sports events or the Fine Art events, shouldn't come at a price for the employees who work at the University. / / An employee should be able to park at one's work without being charged. / / A faculty member has to keep current, keep developing, keep adding to one's knowledge, the alternative is being outdated; funds have to be there to support all faculty members in development. / / Family and education are core values to our culture, one does not want to sacrifice those values to earn a living in hopes of supporting those values.
- Considering the current state of affairs at SFA in regard to the lack of growth in enrollment, I appreciate the administration looking for alternative forms of compensation as a way to make up for the inability to grant sizable merit increases. We have reached our ceiling on raising tuition and fees to generate new revenue.
- Couldn't answer all questions because survey wouldn't let me drag answers
- Doing anything is better than doing nothing!!!
- Don't make us pay you in order to work here. / / Parking should be free, the Recreation Center should be free, and we shouldn't be forced to use vacation/comp time when SFA closes for week-long breaks.

- Fine arts and sports tickets would be a very low-cost way to boost attendance at meaningful events on campus. This kind of benefit would give employees at all different pay levels a way to share SFA's events with their families, and to support the activities of our students (recitals, athletics, exhibits). / / I agree that some things provided for employees, such as parking, should be scaled to salary compensation. That is the fairest way. / / Like many other long-time staff people, I find the separation into "staff" versus "faculty" for campus events divisive, snobby, and somewhat insulting. Examples include recognizing retirements/service years and Christmas celebrations. I have no problem attending events where employees of ALL kinds are invited to recognize and celebrate the members of our campus community. But separating out the faculty for separate events is artificial and harmful to morale. Many staff members also work as adjunct faculty and have close relationships with faculty members, or at least more of those relationships than with non-instructional employees. Given how severe our "silo" problems are here, dividing employees like this sends a clear signal to non-faculty that they're just not important.
- Flex time would be awesome!!! and the ability to do some work at home.
- Flexibility is important. Also having a place to go for lunch that isn't at your desk or a dark cramped break room. Employee lounges would be a great thing to have. I see people every day in their cars at lunch since they have no place to go for lunch. I would also like it if we had the ability to have a desk that converts from sitting to standing. If the goal is to have a healthier work force, then not having this ability to stand while working is a direct detriment to this goal. I would love the ability to not sit for 7+ hours a day.
- Flexible hours
- Food cost reduction to create more interaction
- I am older and closer to retirement so the benefits that would attract new employees aren't as important to me as more job flexibility. Having said that, I love our University and think that we need to attract quality candidates for employment and have benefits that would sway them to work here such as great retirement packages, family care and leave benefits, personal and professional growth benefits. But the one thing that always attracted me to a job as a single mom was child care and job flexibility.
- I am really glad you are conducting this survey. Too many faculty and staff feel left out of the strategic planning initiatives.
- I am skeptical that any SFA employee will view any of these non-salary benefits in a positive light if they still believe their salary is lower than what they perceive their effort for the university to be worth. This is classic Herzberg (Herzberg, Frederick (January–February 1964). "The Motivation-Hygiene Concept and Problems of Manpower". *Personnel Administrator* (27): 3–7.) - higher salary is not an aspect of the job that creates job satisfaction, but lower salary is most definitely a factor that creates job dissatisfaction. Until that specific dissatisfaction with their salary is addressed, it is difficult (if not impossible) to offset it with other factors, especially other factors (such as these "fringe benefits") that are not firmly in the "motivators" group identified by Herzberg. / / Thank you for the opportunity to share - Bob Henderson (I am not a fan of anonymous feedback :-))
- I am surprised to learn that there is a relocation cost at the time of my employment 2 years ago I was told that this option wasn't offered.
- I appreciate the administration looking into and considering options to help recruit and retain SFA employees. Thank you!

- I believe that a stipend for childcare would be a GREAT benefit for employees. I have 3 young children and the cost of childcare is unimaginable. I also feel like this benefit would be VERY enticing to prospective new hires that have small children.
- I believe that free parking for employees is a must as having transportation to work is a must not an option. Second, I believe that childcare support is important but SFA employees should not have priority over the community when it comes to enrollment at the charter school. Third, the concept of a 'student free' zone is abhorrent and goes against the very principle of what we do here. The primary, and often sole, responsibility of employees of this University is to provide the best education possible for students. If you do not wish to engage with or be around students you need to find another place to work. From a student perspective, some of the best learning and engagement opportunities happen outside of the classroom. Faculty and Staff need to be available and approachable for such interactions to occur.
- I do feel that making some positive changes would help SFA attract and keep new employees. If we cannot offer more in salary, let us offer perks.
- I don't understand the option for "work flexibility" unless it is intended for staff. Faculty already have the most flexible work schedule of any occupation (besides work-from-home jobs) including basically an 8-month work contract (including a month off for Christmas, and a week for spring break).
- I feel that I personally hear a lot of people saying that they would be a lot happier to have free use of the recreation center, as a faculty or staff member at SFA. I also think the employee lounge is a great idea for new employees!
- I feel the benefits as SFA are generally very good compared to other employers in the area. The issue is with the internet, we are competing with employers that are not in the area and people can still live and work in Nacogdoches and get better benefits. Some of the questions needed a comment field. For Rec Center benefits, I do not have a membership but I would be more inclined to use the facility if it were free to me. In my case I don't know that I will ever be a regular workout person but it might be nice to give 4 - 8 free workouts/month until someone decided they wanted to workout more often and felt the need to purchase a membership.
- I for one would very much appreciate the free membership to the Recreation center. I live paycheck to paycheck and cannot even afford the \$30 membership fee. After sitting at a desk 5 days a week, 8-5 pm, my body requires exercise. Do you like that SFA employees are using Planet Fitness now? It's a little embarrassing to hear this is happening from other co-workers. As a representative of SFA in our community, we want to always boast about SFA. This is not one area that we can. / Also, it is great that we can have 30 minutes of release time to work out/walk on campus, but the flexibility to do this is not there. With having to "constantly cover the phones" I don't even feel like I can ask my boss to approve this. What an oxymoron! / Flexibility in working hours and work locations (i.e...home?) would also allow for quiet time to meet deadlines when they stack up. / Mainly in my opinion, the flexibility on our working hours and the free membership to the Rec center would help my overall mental and well being.



- I have always thought it was odd that employees had to pay to park at our job. I don't really think that is employee friendly. Also, we have a hard time finding parking anyway while the students are on campus, we should be able to park where we want/can find a place. I feel its kind of strange that whoever is higher up on the ladder gets the most convenient parking spot. / The rec center is outrageous at \$30 a month. We have gyms all over town that are much less expensive and also offer SFA discounts to faculty and staff. But SFA doesn't offer that to it's employees. / Some kind of assistance for childcare would be amazing. I can't afford the ECL so I use an off campus sitter. I pay \$125 a week and that is pretty reasonable for our area. But I think it is sad that I have a really good job and make an alright salary, but after over \$1000 in taxes, insurance, TRS is taken out I can't afford a car payment, child care, and just regular bills. Some relief with child care would be great. Or even a cost of living raise each year that was more realistic to what the cost of living is in our area. / My husband and I both have full time jobs and work 40+ hours a week. My check literally only covers child care, and car payments. I wish with a job like mine I was able to live a little less paycheck to paycheck.
- I think any non-salary options (if separate from salary budgets) should be treated like a flex account and you can spend the funds on a number of approved items so that everyone can benefit.
- I think offering non-salary compensation would improve morale, especially among those at the lower end of the salary range. These benefits should also be extended to full-time or long-term adjuncts, who perform a large amount of work but are often excluded from consideration for rewards.
- I think the \$750 relocation reimbursement should be available to all new employees who move regardless of unencumbered funds in that departments budget.
- I understand that this survey is about benefits other than salary, but the most important benefits are salary and insurance. The other important benefits, for young families especially, are excellent, affordable childcare and family leave benefits. Given those benefits, I can see that the Rec Center, free tickets to sports and arts events can really be important to faculty. These are important to support the physical and intellectual health of the SFA faculty. / I have complained about having to pay to park to go to work since I came here to attend graduate school many years ago, but after paying the fee all these years, I don't regard it as more than a minor irritation. I hope something important is done with the money. / I don't have much patience with the professional development questions. I have been to professional meetings that were wonderful, refreshing, really helpful in sustaining my enthusiasm for my teaching, but that was quite a few years ago. Now those meetings are very expensive. There is a real problem for faculty who are required to do professional development but cannot afford the travel and the cost of the meetings. Now I depend on the local professional development events planned by my department.
- I wish comp time could role over like it used to and that we could use more than 80 hours a year.

- If salary equity increases aren't going to happen, a couple of these may help ease that pain. Don't misunderstand; salary increases NEED to happen, and there's no substitution for them. One other thing that may help ease that pain for faculty is a teaching load reduction, even if it's just on a rotational basis (e.g. every three semesters, I could have a 2-2 load instead of a 4-4 load). / / An employee lounge sure does seem like it would be a low-cost solution that would address concerns about the previous lounge not being replaced after construction of the BPSC. I also strongly believe that if an employee lounge is going to become a reality, there should be ONE lounge somewhere that is not "claimed" territory (e.g. all of the academic buildings are "claimed" territory; the BPSC is not). We have enough of a silo mentality here; multiple lounges would only reinforce that. / / Also, with respect to several of the question sets on this survey, please remember that not all of us have spouses or kids. Whatever non-salary benefits might come to fruition, please try to balance between benefits that will affect all employees positively, not just those with families.
- If we would give up on the low student-to-professor ratio, we could probably save a lot of money to invest in faculty and staff.
- I'm not in the habit of answering for others. I have no way to know what benefits potential employees would desire. As for employee lounge areas, it would be nice if each facility had it's own lounge area or break room before building something else new for faculty or high level staff. My current location doesn't even have a break room or proper sink to wash items. So we are forced to use an old small bathroom sink or take items home.
- It is hard to go to school to finish the degree and have very little work flexibility to go to class for course not offered online or at night. Only being allowed out of the office for 1 class a week. there is not a lot of flexibility with trying to complete my education that would benefit my current position. It is becoming increasingly hard to be able to afford it when there are next to no Scholarships and only being able to use the scholarship for one class after my probation period after being hired and then the next semester being told I am no longer eligible for it. I can understand holding dependents and spouses to this rule of so many attempted hours but the scholarship pays last with loans even, I don't understand why I am not eligible for something that would benefit the university considering I would stay on with the university until I retire 20+years from now. Maybe just change the policy to you must be seeking a degree and after your degree is received you agree to stay on with the university for a minimum of 2 years ( except for getting fired or anything like that) or just some length of time. it will be increasingly difficult with a house payment, child care issues and then having to handle excessive tuition rates. I've been told that I would need to go through the appeals process like everyone else but it is a risk and pushes my graduation date back a year or two as it is a gamble to be stuck with that kind of bill and then run the risk of being turned over to a collections agency.
- It shouldn't cost employees more to join the SFA rec center than to join Planet Fitness. If attracting and retaining quality employees is truly important, then offering more to incoming employees for relocation and for professional development should be priorities.
- It's extremely problematic to think of prospective employees as a monolith. They don't all care about the same things. Some care about family issues; others don't have families. Some want faculty lounges; others couldn't care less. What affects us all (or, rather, all faculty): professional development and parking.
- Most of the discussed benefits are good, just make them even better!
- Most of this stuff doesn't matter because we don't have any time to take advantage of it.

- My age and my children's age has so much to do with the answers to this survey. I feel I am not much help. I do like the way retiring employees get insurance benefits if they have met years of service qualifications. Is that going to be available in 5-10 years?
- My children are grown but if my children were still school age: flexible 40 hour work week so you could work 10 or more hours one day and less on game day, school activity days such as class parties, field trips, UIL competition etc. I never had to miss any activities that my children were involved in while they attended school and I worked at a bank and a oil and gas company due to flexible 40 hour work weeks. Parents should never have to choose between paying the electric bill or watching there children's events. / Daycare would be important if my children were young. / Also, my son used the tuition assistance to receive his Masters so that was extremely important at that time.
- My husband is a faculty member and I am a staff member. As a result, my husband has a lot more free time than I do. We do not have children, but we enjoy traveling. My job consists almost entirely of computer-related activities which could easily be done any place where computer/Wi-Fi access is available. Having more flexible working times and being able to occasionally work off-campus (either from home or elsewhere) would greatly increase my enthusiasm for my work, with the added benefit of being able to spend more time with my husband. More flexible hours during the summer would be fabulous!
- Non-salary benefits can be extraordinarily important at a university that offers lower overall pay. This is important work, and I hope the results will be used to increase benefits where possible.
- One of the main reasons now that many employees continue to work at SFA are for the benefits. The standard are the main reasons, however; I think employee satisfaction would improve greatly if benefits like flex time and childcare benefits were added. I think you will also be able to attract a higher caliber of employees. The Rec Center is another benefit that I know many employees are very interested in. It's all about fitness and being healthy and being able to use the Rec Center facilities for a reduced price is an excellent idea or offer the use of the outside pool in the summer free to employees!
- Other companies in Nacogdoches offer vision benefits at 100% along with much, much better dental benefits at a fraction of the cost. The cost of glasses and frames is on average \$500.00 per pair. Our vision insurance is a joke and the small amount it covers is not excepted at most vision companies. The pay here is one of the lowest in the Nation. We cannot afford to pay for glasses, or dental, much less parking or health benefits like the rec center or continued education. I have to buy used tires for my car instead of new ones, that should tell you how I feel about employees paying for things their employer could provide at no cost.
- Overall dont over promise and under deliver. Strategic plans have been done for several times in the years I've been here please do something, such as salary equity.
- Pay is, of course, the primary need and necessity. While a typical SFA salary may allow one to pay the bills, really getting ahead with savings and being able to buy a home, etc, is agonizingly slow and prompts a lot of excellent workers to leave SFA. I do realize that funds are not always available, so I am really happy to see other compensation being discussed. I know a lot of us do basically the same work every day - it is easy to get in a rut and not feel like our efforts to keep things running smoothly are noticed and appreciated.

- Personally, I feel that \$30.00 Rec Center Monthly Fees is preposterous. In my experience, SFA is the only institution in which I have worked for that makes employees pay for membership to their Rec Center. Previous employers point to the direct ties between employee fitness and happiness as reason enough to offer the service for free. This isn't to mention that it is such a small concession on the school's end, and would assuredly increase employees perception of SFA employee benefits. / I can understand the argument that the \$30.00 fee also works as a deterrent since the Rec Center already finds itself short of resources at certain times of the day just from students. The obvious solution to this would be just to offer free employee entrance from 11:30-1:30 (or something of the like) so employees can work out during lunch - a time in which the Rec Center has plenty of vacancy anyways.
- Please increase the tuition scholarship to dependents that that earn SFA scholarships. My daughter went elsewhere and graduated cum laude. / We are losing good students that already have a stake in SFA.
- Please keep in mind that some of these non-salary compensations are irrelevant for some of us. For instance, I am not married and don't have children. Therefore, family/child/spouse benefits are not helpful to me. Perhaps individual employees should be given options of non-salary compensation from which to choose so that they can maximize benefits that are most pertinent to them. I heavily support professional development time off/reimbursement, free/reduced parking, and flexible time to work from home.
- Release time and support for research is very important. Having access to good graduate students and good research facilities will improve faculty and faculty morale. / / Recent emphasis on audits and constant harping about university rules and regulations has really really depressed faculty morale. / / Costs for small renovation and or construction projects appear to be unnecessarily high. Example: a project that should have cost about \$34,000 wound up costing over \$50,000. Is someone getting bribed here?
- SFA is a great place to work because of the people. I'm glad that we are looking at increasing the benefits. I believe a (relatively) small additions of money placed into these programs will make the employees more productive.
- Shoot for comfort, flexibility, perks, and happiness since SFA has little funding to offer! Attract (and keep) new high level faculty (and students) by offering free REC center, flex hours and locations, FREE "arts" tickets (and maybe reduced sports event tickets), Free tuition for family members, free parking, and free & quality child care for both faculty and students. And once you attract the high quality students, support the School of Honors to attract even higher levels.
- Since the students only have classes four days in the summer, I think the university should be closed or have a reduced staff work on Fridays during the summer. This should save on utility bills as well as boost morale!
- Since this is a state institution, could a faculty family get reduced tuition (credits or vouchers) that could be applied at other Texas state universities. For example, perhaps a son or daughter wanted to go to Texas Tech or Texas State, but the faculty worked here--could a reduced rate go to that family? We had two sons who grew up in Nac, but they wanted to leave town to go to college because they grew up here. I wonder how typical that situation is? I wonder if SFA could make that happen? Just a thought.
- Some of these questions did not apply to me. Might have been good to have a N/A bullet to check.

- Some of us are given access to the dining facilities but the quality of food is lacking in areas like the way they cook vegetables. They are typically overcooked, fried or covered in oil/butter. Dining improvements on campus is a great tool for not only student but staff as we try to connect with the campus and students.
- Staff and faculty should have free access or discounted access to ALL parking garages. These paid garages by the student center are empty every day on the third and fourth floor, etc. I would be willing to pay just a little more on the parking permit
- Thank you for at least discussing these issues. Some of the questions gave me a spark of hope for a brighter workplace at SFA. I think there really needs to be a faculty care staff person (beyond faculty benefits) that can assist faculty who are struggling. Some months are tight, and even little perks really would help.
- The cost of campus childcare is extremely high, when faculty, and many staff, have the lowest comparable wages in the state to be able to pay for such care. Benefits make SFA more attractive (i.e. insurance, etc...). However, if a faculty member is having to pay for so much out of pocket to be successful (i.e. childcare, professional development travel, memberships, parking, etc...), then it makes low wages difficult to attract new faculty because the benefits do not outweigh the additional costs of professional success.
- The costs of the many of the non-salary benefits has less to do with the actual cost and more to do with the perception of value for faculty and staff. In other words, it seems that SFA Administration has little respect for faculty and staff when charging them for things that could be greatly reduced in price or given away freely.
- The salaries at SFASU are so low compared to rest of the state that the non-salary compensation needs to be extremely attractive to recruit high quality faculty.
- The strict rules about where staff members can and cannot work is a bit ridiculous. An institution should trust their employees to make work decisions best for their departments. I am required to work 50+ hours/week and it is crazy that ALL 50 hours have to be in the office, despite the fact they are not normal working hours. This is 2016. SFA needs to move out of this traditionalist phase and needs to be progressive to keep up with industry. All over the country, flexibility is one of the most negotiated and sought after benefits. In addition, as millennials begin to enter the workforce, this is one benefit they are all after. We need to keep up with the times or we will miss the boat. We have a hard enough time attracting young talent to Nacogdoches, the least we can do is offer additional benefits to fit the lifestyle they are after. I understand it needs to be within reason, but offering flexibility would be a major perk to SFA.
- The university has a long way to go improve the morale of the faculty as a whole. Our salaries are below the national average, and yet, we are paying for benefits that most other schools allow their faculty as a sign of appreciation. Please stop making the funds you make from the faculty for parking violations, parking tags, and the campus recreation part of your bottom line. It is just not right.
- These are great topics to consider especially parking and family benefits. Family benefits are a big driving point to KEEP great SFA employees. I don't mind having less of a salary if that meant some family benefits are available especially Child Care at a discount especially the ECHL that is close to campus and a great environment. I hope others feel the same way regarding Family and Child Care benefits since this will keep many SFA employees.
- These benefits would demonstrate the value SFA has for employees. We spend money on Christmas receptions and trinkets and other things that have no value.

- These items are nice but the bottom line is more salary is the most important thing to most employees. When additional salary is given, it gives the employee discretion to do some of the non-salary things you have mentioned or to make other selections.
- This is a GREAT survey!
- This is Heather Olson Beal. / / olsonbehk@sfasu.edu / / I would relish the opportunity to talk to anyone about these issues.
- Those of us in my department that requested funds for professional development on average received about \$500.00. This covered my attendance at a state meeting. However, if I would have attended a national meeting like I did last year, the \$500 would not even cover the registration fee. Seems if we have enough money to cover sending our basketball team and their coaches and other officials to NYC and pay for stays at high dollar hotels, then there should be more money allocated to academic pursuits!
- Tuition for employees should be cheaper or we should get more money to attend class.
- Very pleased with the option of employee wellness time offered. This is a great program and hope to see it continue. Would be nice to have less expensive Rec Center membership or free membership so that I may cancel my Planet Fitness membership.
- With relocation expenses it has been highly unfair in the current practices where some employees hired by a department in the same year receive relocation compensation and others do not. SFA has a history of treating some people differently (sometimes it appears to be based on race/gender) and quite frankly I am surprised there has not been lawsuits. There needs to be fairness in the benefits otherwise it probably could create issues (potential legal ones) and has created issues in some departments with resentment and conflict among employees
- Would rather have salary increased than any of the non-salary benefits you listed.....don't have family need for benefits and think employees without children at home anymore just want salary increases or matches to retirement increased.