
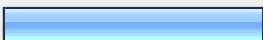
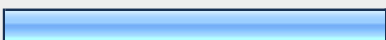
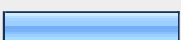




# Pre Bargaining Faculty Survey

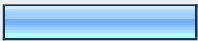
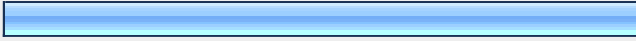


**1. Please rank in order of importance with 1 = most important and 3 = least important the following areas in negotiating a new contract?**

	1 = Most Important	2	3 = Least Important	Response Count
Salary	<b>57.6% (254)</b>	19.0% (84)	23.4% (103)	441
Health Benefits	27.1% (119)	<b>49.9% (219)</b>	23.0% (101)	439
Retirement Benefits	20.0% (87)	32.9% (143)	<b>47.0% (204)</b>	434
Prefer not to answer	<b>66.7% (2)</b>	0.0% (0)	33.3% (1)	3
Don't know	<b>40.0% (2)</b>	20.0% (1)	<b>40.0% (2)</b>	5
Other (please specify)				28
<b>answered question</b>				<b>470</b>
<b>skipped question</b>				<b>6</b>


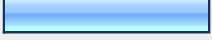
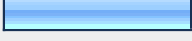
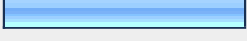
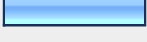

**2. Which annual salary increase would be most appropriate during the next contract period? Choose only one.**

		Response Percent	Response Count
3%		4.3%	20
4%		28.3%	133
5%		<b>41.9%</b>	197
More than 5%		19.1%	90
Prefer not to answer		0.9%	4
Don't know		5.5%	26
<b>answered question</b>			<b>470</b>
<b>skipped question</b>			<b>6</b>


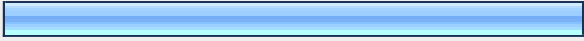





3. In comparable universities, TIAA-CREF (retirement plan) contributions range from 8-14%. UD's contribution is currently 11%. Would you like to see UD's contribution to the retirement plan change in the next contract?

		Response Percent	Response Count
No		21.2%	99
<b>Yes, increase</b>		<b>69.9%</b>	327
Prefer not to answer		1.1%	5
Don't know		7.9%	37
		<b>answered question</b>	<b>468</b>
		<b>skipped question</b>	<b>8</b>

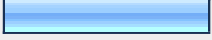
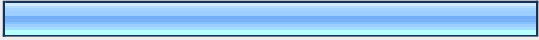




4. Please indicate your agreement with the following statement: "I would prefer that the University spend an additional \$100 on benefits rather than add \$100 to my salary."

		Response Percent	Response Count
Strongly disagree		14.6%	69
Disagree		22.5%	106
Not sure		20.6%	97
<b>Agree</b>		<b>26.5%</b>	125
Strongly agree		15.5%	73
Prefer not to answer		0.4%	2
		<b>answered question</b>	<b>472</b>
		<b>skipped question</b>	<b>4</b>

**5. In which health insurance plan are you a member?**

		Response Percent	Response Count
Blue Cross/Blue Shield of DE: Basic Plan		7.2%	34
<b>Blue Cross/Blue Shield of DE: PPO</b>		<b>63.8%</b>	302
Blue Cross/Blue Shield of DE: Blue Care (HMO)		15.4%	73
Aetna HMO		9.7%	46
Prefer not to answer		0.2%	1
Don't know		1.1%	5
Not enrolled in any of UD's Health Insurance plans		2.5%	12
		<b>answered question</b>	<b>473</b>
		<b>skipped question</b>	<b>3</b>


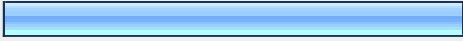
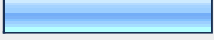
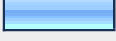
**6. How satisfied are you with your health insurance plan?**

		Response Percent	Response Count
Very satisfied		22.5%	106
<b>Satisfied</b>		<b>58.7%</b>	277
Not sure		9.3%	44
Dissatisfied		5.9%	28
Very Dissatisfied		0.8%	4
Prefer not to answer		0.0%	0
Not enrolled in any of UD's Health Insurance plans		2.8%	13
		<b>answered question</b>	<b>472</b>
		<b>skipped question</b>	<b>4</b>

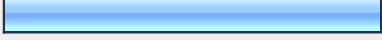
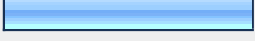
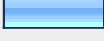



**7. Please rank in the order of importance with 1 = most important and 6 = least important the portions of the benefits program you would like to see improved?**

	<b>1 = Most Important</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6 = Least Important</b>	<b>Response Count</b>
Health Plan Benefits	<b>51.1% (223)</b>	30.0% (131)	10.8% (47)	4.6% (20)	3.0% (13)	0.5% (2)	436
Vision Plan	5.7% (24)	8.7% (37)	20.5% (87)	<b>41.5% (176)</b>	20.3% (86)	3.3% (14)	424
Course fee waiver, tuition remission, tuition exchange	6.1% (25)	7.9% (32)	8.4% (34)	14.0% (57)	<b>34.2% (139)</b>	29.5% (120)	407
Dental Plan	7.2% (31)	23.6% (101)	<b>40.7% (174)</b>	21.0% (90)	6.8% (29)	0.7% (3)	428
TIAA/CREF or Fidelity Retirement Program	<b>33.8% (149)</b>	32.2% (142)	18.1% (80)	10.7% (47)	4.5% (20)	0.7% (3)	441
Wellness Program	0.0% (0)	1.7% (7)	3.2% (13)	6.5% (26)	26.1% (105)	<b>62.5% (252)</b>	403
Prefer not to answer	<b>66.7% (2)</b>	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	0.0% (0)	3
Don't know	<b>50.0% (5)</b>	0.0% (0)	0.0% (0)	0.0% (0)	10.0% (1)	40.0% (4)	10
						Other (please specify)	26
						<b>answered question</b>	<b>468</b>
						<b>skipped question</b>	<b>8</b>

**8. Over the past three years, the AAUP has worked with Administration to improve parking. Have the parking conditions in your area**

		Response Percent	Response Count
Improved		15.0%	69
<b>Remained the same</b>		<b>50.4%</b>	232
Worsened		22.6%	104
Prefer not to answer		12.0%	55
		Comments:	122
		<b><i>answered question</i></b>	<b>460</b>
		<b><i>skipped question</i></b>	<b>16</b>

**9. Please indicate your level of agreement with the following statement: "The AAUP should continue to bargain for domestic partner benefits."**


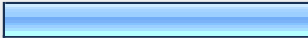
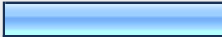
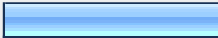



		Response Percent	Response Count
<b>Strongly agree</b>		<b>41.6%</b>	196
Agree		27.4%	129
Not sure		10.8%	51
Disagree		8.7%	41
Strongly disagree		7.6%	36
Prefer not to answer		3.8%	18
		<b><i>answered question</i></b>	<b>471</b>
		<b><i>skipped question</i></b>	<b>5</b>


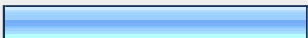
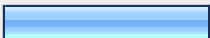



**10. How satisfied are you with your unit's workload policy?**

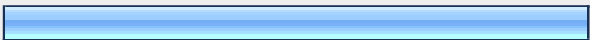





		Response Percent	Response Count
Very satisfied		11.7%	55
<b>Satisfied</b>		<b>45.5%</b>	214
Not sure		14.3%	67
Dissatisfied		20.0%	94
Very dissatisfied		6.0%	28
I am not familiar with my unit's workload policy		1.5%	7
Prefer not to answer		1.1%	5
Comments:			90
<b>answered question</b>			<b>470</b>
<b>skipped question</b>			<b>6</b>


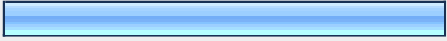







**11. Please indicate your level of agreement with the following statement: "My unit has a clear policy for awarding merit pay."**

		Response Percent	Response Count
Strongly agree		16.9%	80
<b>Agree</b>		<b>36.0%</b>	170
Not sure		20.3%	96
Disagree		18.9%	89
Strongly disagree		7.0%	33
Prefer not to answer		0.8%	4
Comments:			47
<b>answered question</b>			<b>472</b>
<b>skipped question</b>			<b>4</b>

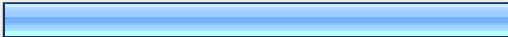
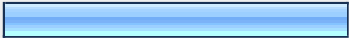

12. How satisfied are you with your unit's merit pay policy?				
			Response Percent	Response Count
Very satisfied			7.6%	36
<b>Satisfied</b>			<b>33.5%</b>	158
Not sure			24.2%	114
Dissatisfied			23.6%	111
Very dissatisfied			5.5%	26
I am not familiar with my unit's merit policy			4.2%	20
Prefer not to answer			1.3%	6
			Comments:	48
			<b><i>answered question</i></b>	<b>471</b>
			<b><i>skipped question</i></b>	<b>5</b>

13. My rank is				
			Response Percent	Response Count
Professor			33.0%	153
<b>Associate Professor</b>			<b>33.3%</b>	154
Assistant Professor			22.5%	104
Instructor			6.9%	32
Prefer not to answer			2.8%	13
Other (please specify)			1.5%	7
			<b><i>answered question</i></b>	<b>463</b>
			<b><i>skipped question</i></b>	<b>13</b>

14. My appointment is			Response Percent	Response Count
tenured			64.4%	298
tenure track			16.8%	78
continuing nontenure track			15.8%	73
temporary			0.4%	2
Prefer not to answer			2.2%	10
Other (please specify)			0.4%	2
			<b>answered question</b>	<b>463</b>
			<b>skipped question</b>	<b>13</b>

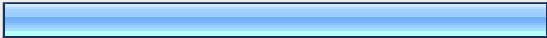
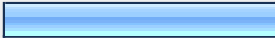


15. In what college is your primary faculty appointment?			Response Percent	Response Count
Agriculture and Natural Resources			5.7%	26
<b>Arts and Sciences</b>			48.5%	223
Business and Economics			5.7%	26
Engineering			7.8%	36
Health Sciences			8.7%	40
Human Services, Education and Public Policy			17.0%	78
Marine and Earth Sciences			2.2%	10
Prefer not to answer			3.5%	16
Other (please specify)			1.1%	5
			<b>answered question</b>	<b>460</b>
			<b>skipped question</b>	<b>16</b>







16. Please indicate your sex.			
		Response Percent	Response Count
Male		55.6%	253
Female		37.8%	172
Prefer not to answer		6.6%	30
<i>answered question</i>			<b>455</b>
<i>skipped question</i>			<b>21</b>

17. Please indicate your age.				
		Response Average	Response Total	Response Count
Years		50.08	20081	401
<i>answered question</i>			<b>401</b>	
<i>skipped question</i>			<b>75</b>	

18. Please indicate how long you have been employed at the university.				
		Response Average	Response Total	Response Count
Years		15.23	6290	413
<i>answered question</i>			<b>413</b>	
<i>skipped question</i>			<b>63</b>	

19. Are you a member of the AAUP?			Response Percent	Response Count
Yes			59.9%	272
No			29.7%	135
Prefer not to answer			8.4%	38
Don't know			2.0%	9
			<b>answered question</b>	<b>454</b>
			<b>skipped question</b>	<b>22</b>

20. If you answered No to question #7, do you intend to join the AAUP this year?			Response Percent	Response Count
Yes			18.0%	31
No			32.6%	56
Not sure			34.9%	60
Prefer not to answer			14.5%	25
			Comments:	17
			<b>answered question</b>	<b>172</b>
			<b>skipped question</b>	<b>304</b>

21. Please identify any other high priority issues of which the AAUP should be aware.		Response Count
		142
		<b>answered question</b>
		<b>142</b>
		<b>skipped question</b>
		<b>334</b>

22. If you could ask your local AAUP Chapter to do one thing for you, what would it be?

		Response Count
		142
	<i>answered question</i>	142
	<i>skipped question</i>	334