

## CIC Benefits Survey Data Spring 2005

**2005 updates: Purdue, IU, IA, WI**

### I. Health Care

#### Q1

<b>Is Health Care provided to professional staff at your Institution?</b>			
	YES	NO	N/A
Ohio State	X		
Penn State	X		
Northwestern	X		
Wisconsin	X		
Michigan State	X		
Indiana University	X		
Univ. Chicago	X		
Illinois	X		
U of Iowa	X		
U of Michigan	X		
Minnesota	X		
Purdue	X		

#### Q2

<b>What portion of Health care premiums are professional employees responsible for and what portion of the premium is paid by your Institution? Please use real dollars rather than percentages (if available).</b>		
	STAFF	INSTITUTION
Ohio State	<b>15% of base plan \$41.15-128.59/mo depending upon plan and dependent coverage</b>	<b>85% of base plan \$233.18-728.69/mo depending upon plan and dependent coverage</b>
Penn State	<b>\$26.23 - \$258.89/mo</b>	<b>\$150.99 - \$734.59/month</b>
Northwestern	<b>24%</b>	<b>74%</b>
Wisconsin	Three Tier Plans Single \$22-100 mo. Family \$55-250 mo.	<b>Three Tier Plan Single \$402-808 mo Family \$1003-2017 mo</b>
Michigan State	<b>\$11.31-\$5713/mo depending upon plan and dependent coverage</b>	
Indiana University	\$1-\$507.24/mo depending upon plan and dependent coverage*	\$3,856-\$8,765.04

Univ. Chicago	\$12-201/mo based on salary sliding scale	<b>N/A</b>
Illinois	\$25-45.50/mo for employee with additional cost of \$54/160/mo for additional dependents	\$211.58-894.40/mo state contribution
University of Iowa	\$0-\$448/mo	\$305-\$534/mo
U of Michigan		100% Inst.
Minnesota (coming)	<b>6% of low cost option for family coverage.</b>	<b>For employees employed 75% or greater, U of MN pays. 100% of low-cost option for employee-only coverage.</b>
Purdue	\$188 to \$2,357/year for salaries under \$38,000 \$501 to \$3,178/year for salaries over \$38,000. These are effective 2005	

\*Additional IU subsidy is provided for nonexempt Staff employees with a base salary of less than \$23,005.

\*\*Flex credits are involved with these plans and unsure of costs to employee (from 0 to \$527/month) need to verify by calling.

### Q3

<b>How many choices of HC plans are available to professional employees at your Institution?</b>	
Ohio State	4
Penn State	4
Northwestern	6
Wisconsin	5
Michigan State	3
Indiana University	2
Univ. Chicago	4
Illinois	4+ (depends upon county of residence)
U of Iowa	4
U of Michigan	4
Minnesota	4
Purdue	4+ opt out

### Q4

<b>Do you have tax saving benefits (TBS) available to you?</b>		
	YES	NO
Ohio State	X	
Penn State	X	
Northwestern	X	
Wisconsin	X	
Michigan	X	

Indiana University	X	
Univ. Chicago	X	
Illinois	X	
U of Iowa	X	
U of Michigan	X	
Minnesota	X	
Purdue	X	

## Q5

<b>Is health care provided upon retirement and available to retirees of your Institution?</b>		
	YES	NO
Ohio State	Yes through retirement system, if enrolled in an eligible plan	
Penn State	Yes	
Northwestern	Yes	
Wisconsin	Yes	
Michigan State	Yes	
Indiana University	Yes	
Univ. Chicago	Yes	
Illinois	Yes – through state-wide employee retirement system	
U of Iowa	Yes	
U of Michigan	Yes	
Minnesota	Yes	
Purdue	Yes – employee pays full cost	

## Q6

<b>What is the average cost per month for continued health care for professional staff in retired status with your Institution?</b>		
Ohio State	A portion of the university's contribution to the retirement system applies towards the retiree's health care (if eligible through state retirement system). This percentage is currently 5% of the 13.31% total contribution.	
Penn State	\$72 a year over the age of 65	
Northwestern	\$210/mo HMO IL over age 65 \$214/mo PPO over age 65 \$221/mo HMO IL under age 65 \$343/mo PPO under age 65	
Wisconsin	5 premium categories ranging	

	from \$430-2017	
Michigan State	Average of 0 to \$29.41 per month	
Indiana University	All retirees have a \$750 deductible, 8 premium categories ranging from \$401.32 to \$1,123.76/month	
Univ. Chicago	\$88-681/mo	
Illinois	5%/yr of service is paid by state (20 yrs+ then 100% paid by state)	
U of Iowa	\$15-\$159/mo over age 65.	
U of Michigan	\$269-\$537 *Change in 2004.	
Minnesota	\$283 - \$1063 per month.	
Purdue	\$298/month over 65 for 2005	

## II. Dental Care

### Q1

Are there dental plans provided to professional staff at your Institution?		
	YES	NO
Ohio State	X	
Penn State	X	
Northwestern	X	
Wisconsin	X	
Michigan State	X	
Indiana University	X	
Univ. Chicago	X	
Illinois	X	
U of Iowa	X	
U of Michigan	X	
Minnesota	X	
Purdue	X	

### Q2

What portion of the dental care premium is professional staff responsible for? Please use real dollars where those numbers are known		
	STAFF	INSTITUTION
Ohio State	\$0-\$24.60/mo based on dependent plan selected	\$20.41-\$45.02/mo
Penn State	\$4.26/month for employee, \$14.28/month for family	76%
Northwestern	45%	55%
Wisconsin	100%	
Michigan State	50%	50%
Indiana University	\$1.52-\$16.80/mo	\$195-\$529/year
Univ. Chicago	\$15.27-139.26/mo (2 plans)	Unknown
Illinois	\$0-15/mo	Unknown
U of Iowa	\$0-\$66/mo	\$25-\$64
U of Michigan		100% after 1 Year
Minnesota		100% of Employee Only; 70% for Family Coverage
Purdue	\$12 to \$73/mo based on dependent plan selected (for 2005)	

\*Additional IU subsidy is provided for nonexempt Staff employees with a base salary of less than \$23,005.

### Q3

What is the maximum coverage per person provided by your dental plan?		
Ohio State	\$1,000	
Penn State	\$1,000	
Northwestern	\$2,500	
Wisconsin	\$1,250	
Michigan State	\$600	
Indiana University	\$1,000	
Univ. Chicago	Unlimited/\$1500 per yr (2 plans)	
Illinois	Unlimited/\$2000 per yr (1 plans)	
U of Iowa	\$1,200	
U of Michigan	1,000	
Minnesota	\$1,250 - \$1,500 depends plan	
Purdue	\$1,000	

### III. Optical Care

#### Q1

Is there an Optical Plan provided to professional staff at your institution?		
	YES	NO
Ohio State	X	
Penn State	X	
Northwestern	X -In some health plans	
Wisconsin	X - Partial in the health plan	
Michigan State		X
Indiana University	X-Partial in some health plans	
Univ. Chicago		X
Illinois	X	
U of Iowa	X	
U of Michigan	X	
Minnesota		X
Purdue	X	

#### Q2

What portion of the optical plan premium is the professional staff responsible for?		
	STAFF	INSTITUTION
Ohio State	\$0-\$15.70/mo based on dependent care plan selected	\$6.68/mo for all levels of coverage
Penn State	24%	76%
Northwestern	Included in health plans	
Wisconsin	Some included in health plan	
Michigan State	N/A	
Indiana University	N/A	
Univ. Chicago		
Illinois	Included in health plans	
U of Iowa	100%	
U of Michigan		100%
Minnesota		
Purdue	Included in Health Plans	

#### Q3

What is the maximum coverage provided by your optical plan?		
Ohio State	Eye exam, lenses/contacts one per plan year, frames every other year.	
Penn State	\$100 per person annually	
Northwestern	One pair of glasses every two	

	years. Annual eye exam.	
Wisconsin	Eye exam – check provider	
Michigan State	N/A	
Indiana University	N/A	
Univ. Chicago	N/A	
Illinois	1 exam/yr; lenses & frames 1 per 2 yrs	
U of Iowa	Exam, lenses, frames, contacts	Max. \$300/per year
U of Michigan	Exam, lenses, frames, contacts	**Call to verify.
Minnesota		N/A
Purdue	Exam/1 year, lenses 1/year;frames, ½ year	

## IV. Retirement & Long Range Goals

### Q1

What is the percentage contribution made on your behalf for a retirement plan?		
Ohio State	8% employee and 13.31% employer	
Penn State	9.29% institution and 5% employee	
Northwestern	2-10%	
Wisconsin	11.1% Half employer/half employee but is also employer contribution	
Michigan State	Employee = 5%: when eligible university 10%	
Indiana University	4 levels: depending upon hire date 15% 12% 11.25% 10%	
Univ. Chicago	Employee = 5% + 7.5% university	
Illinois	Employee = 8% + 6.6% state	
U of Iowa	5% Employee – 10% university	
U of Michigan	5% Employee – 10% university	
Minnesota	13%	
Purdue	Formula = 11% of first 9,000 pay + 15% of salary over \$9,000 + 15% of “summer salary” for 12 month contract employees	

### Q2

What retirement plan is available to professional staff?		
Ohio State	OPERS & ARP	
Penn State	State employee retirement & TIAA-CREF	
Northwestern	Fidelity & TIAA-CREF	
Wisconsin	State employee retirement + TSA + Deferred Comp plans	
Michigan State	Fidelity & TIAA-CREF/Vanguard 457b & 403b	
Indiana University	PERF or Fidelity or TIAA-CREF	
Univ. Chicago	TIAA-CREF/Vanguard	
Illinois	Trad benefit (state plan like PERF) or defined contribution (TIAA-CREF, Aetna, ICMA)	
U of Iowa	State IPERS & TIAA-CREF	
U of Michigan	Fidelity & TIAA-CREF	
Minnesota	Minnesota Life & TIAA-CREF	

Purdue	TIAA/CREF – exempt PERF – non exempt	
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### Q3

What are requirements for retirement status for professional staff?		
Ohio State	State retirement systems: 5 years – age 60; 25 years-age 55 30 years – any age Alternate plan: Any age	
Penn State	25 years – if under age 60 15 years – if over age 60 <b>These ranges are to continue healthcare into retirement.</b> <b>SERS has set retirement at age 60 with at least five years of service or if under 60, 35 years of service.</b>	
Northwestern	10 years age 55-57 9 years age 58 8 years age 59 7 years age 60 6 years age 61 5 years age 62 4 years age 63 3 years age 64 2 years age 65+	
Wisconsin	Minimum age 55	
Michigan State	15 yrs.– at least age 62; 25 years-any age	
Indiana University	Range from 10 years – 65 or over to 30 years – age 55	
Univ. Chicago	Could not locate information	
Illinois	30 yr service any age; 8-29 yr service age 55-60; 5+ years service age 62	
U of Iowa	State=At least 15 years of service-57 years old, TIAA=55+	
U of Michigan	Phased in Plan on Approval	
	Range of 10 years – 60 years old or over	
	50 or younger – 30 years	
Minnesota	Age 55 – 5 years of service Age 50 – 15 years of service Any age with 30 years of service	
Purdue	Min. age 55. Combined age + years of service to equal or exceed 70 for exempt staff and 85 for non-exempt.	

# Life Insurance

## Q1

Is basic life insurance provided to professional staff?		
	YES	NO
Ohio State	X	
Penn State	X	
Northwestern	X	
Wisconsin	X	
Michigan State	X	
Indiana University	X	
Univ. Chicago	X	
Illinois	X	
U of Iowa	X	
U of Michigan	X	
Minnesota	X	
Purdue	X	

## Q2

What is the maximum amount of coverage?		
Ohio State	2.5 times salary maximum of \$250,000	
Penn State	\$5,000 – paid by Penn State. The employee may purchase additional amounts up to 5X salary.	
Northwestern	2 ½ times salary maximum of \$175,000	
Wisconsin	2 times salary – difference multiples based on employee coverage requested	
Michigan State	\$50,000	
Indiana University	2 times salary maximum \$50,000	
Univ. Chicago	\$12,000 basic; 1-4X salary is optional	
Illinois	1 times salary basic; 2-4X salary optional	
U of Iowa	3 times salary	
U of Michigan	\$30,000 – more available by employee	
Minnesota	1 x salary rounded to nearest \$5000	
Purdue	3 times salary up to age 55, then decreases in age at 1 times salary at age 70 and over.	

## Q3

What is the amount of coverage in retirement status?		
Ohio State	\$1000 to \$2500 death benefit based on	

	years of service. University life insurance may be continued until age 70 for \$69 per quarter. Coverage amount is subject to age reduction formula.	
Penn State	No coverage available.	
Northwestern	Portability feature, insurance can be converted	
Wisconsin	Optional	
Michigan State	Optional term life available at employee expense.	
Indiana University	\$6,000	
Univ. Chicago		
Illinois		
U of Iowa	\$2,000-\$4,000	
U of Michigan		
Minnesota		
Purdue	N/A	

## V. Salary Comparison

### Q1

<b>How does your institution address salary/pay increases for professional staff? Are there separate funds for professional staff &amp; faculty salary increases?</b>		
	<b>Salary Increase</b>	<b>Determination</b>
Ohio State	Separate Pool	Tracked separately
Penn State	Pooled Together	
Northwestern	Separate Pool and salary plans are checked to address lower paid employees	Department Determines
Wisconsin	Pooled Together	Faculty & Academic Staff are Separate
Michigan State	Pooled Together	Department Determines
Indiana University	Separate for faculty & staff	Departments Determines
Univ. Chicago	Unknown	
Illinois	Unknown	
U of Iowa	Pooled – averaged	Department determines, faculty and staff increases tracked separately
U of Michigan	Pooled	
Minnesota	Separate pools; dept. determines	
Purdue	Pooled	

### Q2

<b>Are you given a cost of living or merit increase yearly (or both)?</b>		
Ohio State	Market-based approach & selected benchmarks.	
Penn State	Merit only	
Northwestern	See table above	
Wisconsin	Merit generally	
Michigan State	Merit	
Indiana University	Based on % -- equity is sometimes addressed. – some merit-based depending upon responsibility center	
Univ. Chicago	Unknown	
Illinois	Unknown	
U of Iowa	Merit with equity and promotional adjustments	
U of Michigan	Unknown	
Minnesota	Merit/some market – dept. determines	

Purdue	Merit only	
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### Q3

Is salary benchmarking used? Against private sector?		
Ohio State	Yes – depends on position.	
Penn State	Yes – depends on position.	
Northwestern	Yes	
Wisconsin	Peer only never private sector.	
Michigan State	National market for faculty; local-staff	
Indiana University	No	
Univ. Chicago	Unknown	
Illinois	Unknown	
U of Iowa	No, generally	
U of Michigan	Unknown	
Minnesota	Unknown (uses certain places – but unknown)	
Purdue	Yes	

Faculty is ranked 8<sup>th</sup> in “Big 10” – where are professional staff?

## VI. PAID TIME OFF BENEFITS

### Q1

How many paid holidays are given to professional staff?		
Ohio State	10	
Penn State	11 plus a personal holiday	
Northwestern	9 plus 3 personal floating holidays	
Wisconsin	9 plus 4.5 floating holidays	
Michigan State	6	
Indiana University	9	
Univ. Chicago	7 + 5 personal	
Illinois	11	
U of Iowa	9	
U of Michigan	9	
Minnesota	13	
Purdue	10 + 3 paid personal days	

### Q2

How many days of paid time off a year are available to professional staff?		
Ohio State	0-3 years=12 days; 3-10 years=15 days; 10-24 years=22 days; 24+ years=25 days	
Penn State	24 vacation and 12 sick days are accrued – can carry a max of 30 vacation days – no cap on number of sick days that can be carried.	
Northwestern	5 after 6 months, 10 more after the 1 <sup>st</sup> year, then 15 days through 10 yrs service, then 20 days through 20 <sup>th</sup> year, then 25 days	
Wisconsin	22 vacation, 12 sick leave that can be carried over each year	
Michigan State	22	
Indiana University	30 or 36 (to be used for sick as well)	
Univ. Chicago	1-8 years = 3 wks 9-20 yrs = 4 wks 21+ = 5 weeks plus each gets 2 weeks sick leave per year	
Illinois	24 days + 25 days sick leave (first 12 days may accumulate yr to yr)	
U of Iowa	24 days	
U of Michigan	Unclear – 25 days	

Minnesota	22 Vacation; 2 weeks sick leave	
Purdue	15 in first year, 22 thereafter. Sick leave separate: 2 weeks 1st year up to 3 months after 3 years at full salary + 3 months @ 75% salary.	

### Q3

What is the policy for carryover of unused time for professional staff?		
Ohio State	240 hours	
Penn State	220 hours <b>can carry a max of 30 vacation days – no cap on number of sick days that can be carried.</b>	
Northwestern	1.5 times annual accrual	
Wisconsin	176 hours vacation, sick leave accumulates	
Michigan State	No carry over	
Indiana University	220 or 240 hours	
Univ. Chicago	1.5 times annual accrual	
Illinois	48 days	
U of Iowa	Twice annual accrual	
U of Michigan	Unclear (need to verify)	
Minnesota	No carryover	
Purdue	44 days	

## VII. Educational Opportunities

### Q1

Is fee courtesy/tuition waiver in the benefit plan offered to professional staff?		
	YES	NO
Ohio State	X	
Penn State	X	
Northwestern	X (partial)	
Wisconsin	X	
Michigan State	X	
Indiana University	X	
Univ. Chicago	X	
Illinois	X	
U of Iowa		X
U of Michigan	X	
Minnesota	X	
Purdue	X	

### Q2

What does this plan provide (fee courtesy or tuition waiver)?		
Ohio State	100% Tuition waiver for Employee; 50% waiver for dependents up to 12 quarters or 200 credit hours	
Penn State	Employee pays 25% of tuition up to 16 credits a year for themselves. <b>Employee pays 25% of tuition for spouse and children attending Penn State – no credit limitation.</b>	
Northwestern	75-85% Tuition for staff & dependent — amount based on tenure.	
Wisconsin	Reimbursement for one course per semester with approval of department; no family coverage.	
Michigan State	Course fee courtesy (elective and competitive)	
Indiana University	Staff can take 3 credit hours free; additional credit hours @ 50% each semester. 50% for undergraduate dependents; spouse 3 hours @ 50%. Grade level required.	
Univ. Chicago	50% tuition up to 2 classes/quarter; up to 75% for UG degree outside UChi with yearly and lifetime limits; children: 50% tuition for K-12 in UChi	

	school and 50% UG at UChi	
Illinois	100% staff tuition waiver – no spouse benefit; children: if employed with UIll for 7 yrs then 50% for UG at Ill state institution	
U of Iowa	None	
U of Michigan	3 credit hours free addition credits 50%	
Minnesota	Tuition benefit for staff with 75% appointments, no family benefit. Generally covers 1 course per semester – at department request, can be used for additional courses.	
Purdue	Staff pay \$60.00 credit hr. with a max. of 7 hours/semesters (fall/spring); 4 hrs. in summer. Spouse/child fee program as well – fees set yearly	

### Q3

Are sabbatical leaves/professional development leaves available for professional staff?		
	YES	NO
Ohio State		X
Penn State		X
Northwestern		X
Wisconsin	X but unpaid	
Michigan State	X	
Indiana University		X
Univ. Chicago		X
Illinois		X
U of Iowa		X
U of Michigan	X	
Minnesota	X	
Purdue		X

\*\*Investigate to include non-credit University courses as part of benefit.  
Investigate to make the availability of course work “more” employee friendly.

Seek other schools “sabbatical leave” policies and review and keep on the table as an option.

## VIII. OTHER

### Q1

What other benefits not mentioned are provided by your Institution?		
Ohio State	Adoption assistance program, child-care center with fee based on income level, credit union, direct deposit, Reach 1 classes (obtain GED, or help with reading, writing, math, skills), recreational facilities, campus shuttle service, COTA bus discount, EAP program, LTD and Select Term Disability benefits, Leave programs, Discount at local restaurants with ID Care, Flexible Spending Accounts, athletic tickets/discounts on special events, parking waivers/lifetime e-mail forwarding for OSU grads/alumni	Athletic tickets available.
Penn State	Seven child care centers established at five locations. Dependent and Medical Care Spending Accounts. Employee Assistance Program. LTD. Health Screening programs twice a year and a variety of wellness programs. Flexible scheduling/telecommuting. Leave of absence for family care or personal illness up to two years.	
Northwestern	Childcare benefits including matching on Childcare FSA based on income levels. Discounted childcare options and free access to Day Care Action Council Free faculty and staff assistance programs. Long term care insurance Qualified Transportation Program (pretax mass transit deduction), Mortgage Program – home mortgages at below market rates to qualified employees Long term disability Discounted local vendors, restaurants, services, etc.	

	EAP programs Shuttle service between campuses	
Wisconsin	Recreational facilities available for a fee, Employee Reimbursement Account (medical expenses and dependant care), Qualified Transportation Program, Short Term Disability, Disability Retirement, Employee Assistance Program, Tax Sheltered Annuities/Deferred Compensation Plans,	
Michigan State	Dependent Care Spending Account Health Care Spending Account Prescription Drugs Plan	
Indiana University	Employee Assistance Program; Retirees: parking, email, course credit still available.	
Univ. Chicago	Child and elder care referral, Long-term care insurance (5% disc with TIAA + payroll deduction; 10% disc with John Hancock), Qualified Transportation Program (pretax mass transit deduction), Employee Assistance Program	
Illinois	Employee Assistance Program, Child care referral	
U of Iowa	EAP, Long Term Care, AD&D, Dependent Life, Fsa, LTD, Qualified Transportation Program, Athletic Tickets/Discounts	
U of Michigan	Unsure – call to verify	
Minnesota	Metro pass – pretax bus passes-- Mortgage Program – home mortgages at below market rates to qualified employees. U-save program – discounted special events & movie tickets. EAP programs. Dependent Care flexible Spending Accounts. Personal family access to IU modem pool – 50 hours per month.	
Purdue	Long term disability, AD&D, Universal Life Insurance with Living Benefits, Auto and Homeowners Insurance, Employee Assistance Program, Recreational Sports Center, free use of city buses, reduced prices	

	for athletic and cultural tickets, dependent fee remission	
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## Q2

Is there a cafeteria plan for benefits available at your Institution for staff?		
	YES	NO
Ohio State		X
Penn State		X
Northwestern		X
Wisconsin		X
Michigan State		X
Indiana University		X
Univ. Chicago		X
Illinois		X
U of Iowa	X	
U of Michigan		X
Minnesota		X
Purdue	X	

## Q3

Is the professional group at your Institution unionized?		
	YES	NO
Ohio State		X
Penn State		X
Northwestern		X
Wisconsin		X
Michigan State		X
Indiana University		X
Univ. Chicago		X
Illinois		X
U of Iowa	Patient Care Areas of Health Sciences	
U of Michigan		X (verify)
Minnesota		X
Purdue		X

\*\*Wisconsin – it is worth noting that academic staff, along with faculty and students, has statutory rights to participate in the governance of the University. (Wis. Stats 36.09 (4m))

\*Information from Michigan was mostly unavailable – need to call to verify.