

P&S FY10 Budget Reversion Options Survey (v3) Final

1. At a special meeting of the Iowa Board of Regents on October 14th, Board President Miles outlined options that the universities might consider in developing plans to cut 10% from this year's budget. Iowa State University's cut is approximately \$24.5 million. The options are listed below.

Please choose the response that best matches your opinion of using each option to meet ISU's budget reductions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or No Opinion	Rating Average	Response Count
1. Temporary salary reductions.	34.8% (519)	25.7% (384)	11.8% (176)	21.0% (313)	6.6% (99)	0.1% (2)	2.39	1,493
2. Temporary lay-offs/furloughs.	10.5% (156)	11.9% (178)	14.6% (217)	40.9% (610)	21.9% (327)	0.2% (3)	3.52	1,491
3. Benefit revisions of a temporary or permanent nature.	35.4% (524)	27.8% (411)	13.0% (192)	18.8% (278)	4.7% (70)	0.3% (5)	2.29	1,480
4. A tuition surcharge for the spring semester of 2010.	6.7% (100)	14.4% (216)	18.6% (279)	33.8% (507)	24.8% (371)	1.7% (25)	3.57	1,498
5. Postponing non-essential deferred maintenance and repairs.	1.3% (19)	3.8% (57)	6.6% (99)	32.7% (491)	53.8% (807)	1.8% (27)	4.36	1,500
6. Refocusing efforts, including potential program eliminations.	2.9% (43)	8.6% (127)	17.3% (257)	39.5% (587)	30.0% (446)	1.7% (25)	3.87	1,485
7. Permanent lay-offs.	36.4% (537)	30.2% (445)	15.9% (234)	13.2% (195)	3.8% (56)	0.5% (8)	2.17	1,475
8. Selling non-essential assets to generate one-time funds.	5.7% (85)	11.3% (168)	17.8% (266)	32.6% (486)	29.9% (446)	2.7% (40)	3.72	1,491
	answered question							1,507
	skipped question							10

2. Are there other budget reduction alternatives you would like the Iowa State administrators to consider?		
		Response Count
		472
	<i>answered question</i>	472
	<i>skipped question</i>	1,045

3. Salary & Benefits

(please choose the one response that best applies to each statement)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or No Opinion	Rating Average	Response Count
a) P&S employees funded by soft money (non-state appropriations) should not be subjected to changes in their salaries or benefits.	14.0% (208)	24.3% (362)	15.1% (224)	20.8% (310)	23.2% (345)	2.6% (39)	3.15	1,488
b) I would personally choose that P&S Staff as a group reduce our individual salary/benefits temporarily rather than reduce the number of P&S staff.	13.5% (201)	20.6% (306)	16.1% (239)	36.2% (537)	13.0% (193)	0.5% (8)	3.15	1,484
c) I would be willing to pay a greater portion of my health insurance premium temporarily.	14.0% (208)	22.8% (339)	20.1% (300)	35.9% (535)	6.3% (94)	0.9% (13)	2.98	1,489
d) Retaining current health insurance benefits is more important than maintaining the University's contribution to retirement benefits.	9.3% (138)	24.6% (364)	19.5% (289)	30.5% (452)	14.6% (216)	1.6% (23)	3.17	1,482
	<i>answered question</i>							1,493
	<i>skipped question</i>							24

4. Are there any other salary/benefit options not discussed above that you would like to have considered?		Response Count
		195
	<i>answered question</i>	195
	<i>skipped question</i>	1,322

5. Furloughs




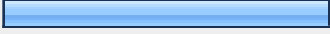
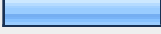
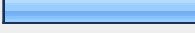
(please choose the one response that best applies to each statement)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or No Opinion	Rating Average	Response Count
a) I would favor a furlough plan if number of days furloughed were relative to salary.	4.0% (59)	7.7% (113)	13.5% (200)	45.2% (667)	26.4% (390)	3.2% (48)	3.85	1,477
b) Mandatory furloughs are preferable to eliminating positions.	5.9% (88)	7.9% (117)	10.0% (148)	42.7% (635)	33.1% (492)	0.5% (7)	3.90	1,487
c) I would favor a furlough over a reduction in my retirement contributions by Iowa State.	4.6% (69)	12.9% (192)	12.5% (185)	39.0% (579)	29.8% (443)	1.1% (17)	3.77	1,485
d) Furloughs should be administered centrally at the university level rather than at the unit level (college, division, department, etc.)	12.5% (185)	16.7% (247)	23.5% (348)	22.5% (333)	19.4% (288)	5.5% (82)	3.21	1,483
	<i>answered question</i>							1,490
	<i>skipped question</i>							27

6. Are there any other furlough options not discussed above that you would like to have considered?		Response Count
		195
	<i>answered question</i>	195
	<i>skipped question</i>	1,322

7. Retirement Options <i>(please choose the one response that best applies to each statement)</i>								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or No Opinion	Rating Average	Response Count
a) I would favor a reduction in the employer's portion of my retirement contribution (eg. 10% to 8%) as a budget reduction tool if such a reduction had a specific end date (eg. 8-12 months).	11.9% (176)	14.2% (210)	10.4% (153)	45.3% (668)	17.5% (259)	0.7% (10)	3.43	1,476
b) I am in favor of another Retirement Incentive Option program offered by Iowa State.	5.8% (85)	5.1% (75)	23.1% (340)	24.4% (358)	32.0% (470)	9.7% (142)	3.79	1,470
	<i>answered question</i>							1,486
	<i>skipped question</i>							31

8. What age and years of service would you most prefer for a Retirement Incentive Option (RIO)?
(Last fiscal year's RIO terms were 60 years of age and 10 years of service)

		Response Percent	Response Count
Age 60 with 5 years of service		8.1%	111
Age 60 with 10 years of service		26.7%	365
Age 57 with 5 years of service		6.0%	82
Age 57 with 10 years of service		28.7%	392
Age 55 with 10 years of service		13.8%	189
Age 55 with 15 years of service		16.7%	229
		<i>answered question</i>	1,368
		<i>skipped question</i>	149


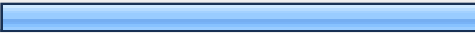
9. Are there any other retirement options not discussed above that you would like to have considered including what specific incentives should be part of the package?


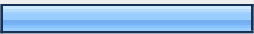
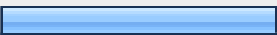
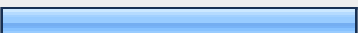
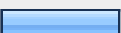

		Response Count
		159
		<i>answered question</i>
		159
		<i>skipped question</i>
		1,358



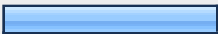
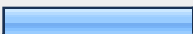
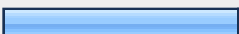
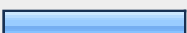
10. Communication



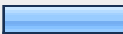
(please choose the one response that best applies to each statement)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or No Opinion	Rating Average	Response Count
a) Periodic communication about the budget situation from university administration is important.	0.3% (5)	0.1% (1)	1.3% (19)	25.2% (374)	73.1% (1,087)	0.0% (0)	4.71	1,486
b) I have access to enough information on the University budget situation to meet my needs.	4.5% (67)	21.1% (312)	22.3% (330)	41.7% (617)	9.0% (134)	1.4% (21)	3.30	1,481
c) My college/unit is doing a good job of communicating the budget situation to its employees.	7.8% (116)	15.4% (228)	20.1% (298)	40.3% (597)	15.2% (226)	1.2% (18)	3.40	1,483
d) The P&S Council is doing a good job of communicating the budget situation to P&S staff.	1.1% (17)	4.3% (63)	22.1% (327)	54.6% (808)	16.5% (244)	1.4% (21)	3.82	1,480
	<i>answered question</i>							1,489
	<i>skipped question</i>							28



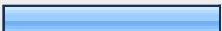
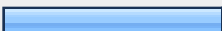
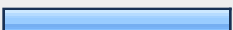

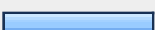



11. What is your gender?			
		Response Percent	Response Count
Female		58.1%	861
Male		41.9%	620
		<i>answered question</i>	1,481
		<i>skipped question</i>	36



12. What is your age?			
		Response Percent	Response Count
19 or less		0.0%	0
20-29		12.1%	178
30-39		22.1%	326
40-49		24.2%	357
50-59		31.2%	461
60-69		10.1%	149
70 or above		0.4%	6
		<i>answered question</i>	1,477
		<i>skipped question</i>	40

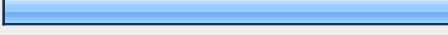
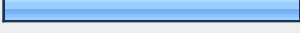
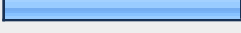
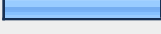
13. How many years in total have you worked for Iowa State University?			Response Percent	Response Count
0 - 1			8.1%	120
2 - 4			20.2%	300
5 - 9			18.8%	278
10 - 14			16.5%	245
15 - 24			20.6%	305
25 +			15.8%	234
			<i>answered question</i>	1,482
			<i>skipped question</i>	35

14. Does your spouse/partner also work for the university?			Response Percent	Response Count
no			69.0%	1,020
yes			20.6%	305
n/a			10.4%	154
			<i>answered question</i>	1,479
			<i>skipped question</i>	38










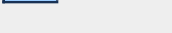


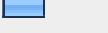
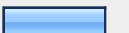
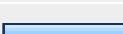
15. What is your current p-level classification?

		Response Percent	Response Count
11		6.5%	88
12		5.7%	78
13		18.9%	258
14		19.3%	263
15		19.9%	271
16		10.9%	149
17		13.0%	178
18		3.4%	47
19		1.4%	19
20		1.0%	13
		<i>answered question</i>	1,364
		<i>skipped question</i>	153

16. What type of appointment is your position?			Response Percent	Response Count
full-time			95.3%	1,407
part-time			4.7%	69
			<i>answered question</i>	1,476
			<i>skipped question</i>	41

17. What is the source of funding for your position?			Response Percent	Response Count
state funded			39.3%	575
externally funded			26.0%	380
both state and externally funded			20.9%	306
I don't know			13.7%	201
			<i>answered question</i>	1,462
			<i>skipped question</i>	55

18. What primary area of the University do you work in?

		Response Percent	Response Count
College of Agriculture and Life Sciences		14.3%	202
College of Business		1.4%	20
College of Design		1.5%	21
College of Engineering		5.6%	79
College of Human Sciences		5.6%	79
College of Liberal Arts and Sciences		7.4%	104
College of Veterinary Medicine		5.3%	75
Library		0.9%	13
Research and Economic Development		4.6%	65
Extension and Outreach		14.7%	208
Experiment Station		0.5%	7
Office of President		3.3%	46
Division of the Executive Vice President and Provost		8.8%	124
Division of Business & Finance		10.8%	153
Division of Student Affairs		10.2%	144

Ames Lab	<input type="checkbox"/>	3.5%	50
IPRT	<input type="checkbox"/>	1.5%	21
		answered question	1,411
		skipped question	106

19. Do you have comments, concerns or questions that you would like the P&S Council to share with the administration?		
		Response Count
		207
		answered question
		207
		skipped question
		1,310