

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




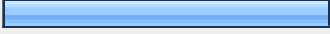
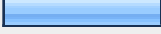
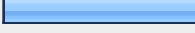
(please choose the one response that best applies to each statement)

| | 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 <u>one</u> 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 |


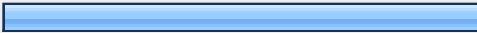
9. Are there any other retirement options not discussed above that you would like to have considered including what specific incentives should be part of the package?


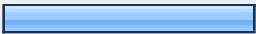
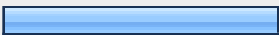
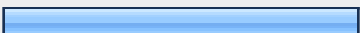
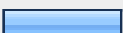

| | | Response Count |
|--|--|--------------------------|
| | | 159 |
| | | <i>answered question</i> |
| | | 159 |
| | | <i>skipped question</i> |
| | | 1,358 |

10. Communication



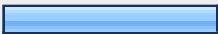
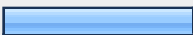
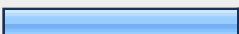
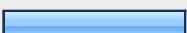
(please choose the one response that best applies to each statement)

| | 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 |


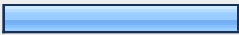
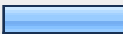
| 11. What is your gender? | | | |
|--------------------------|--|--------------------------|----------------|
| | | Response Percent | Response Count |
| Female |  | 58.1% | 861 |
| Male |  | 41.9% | 620 |
| | | <i>answered question</i> | 1,481 |
| | | <i>skipped question</i> | 36 |

| 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 |



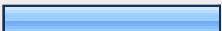
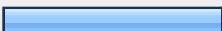
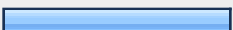

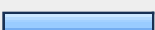



13. How many years in total have you worked for Iowa State University?



| | | 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 |

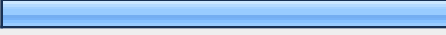
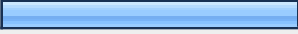

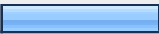
14. Does your spouse/partner also work for the university?

| | | 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 |










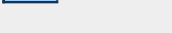


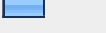
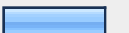
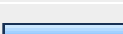
15. What is your current p-level classification?



| | | 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 |  | 3.5% | 50 |
| IPRT |  | 1.5% | 21 |
| | | <i>answered question</i> | 1,411 |
| | | <i>skipped question</i> | 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 |
| | | <i>answered question</i> |
| | | 207 |
| | | <i>skipped question</i> |
| | | 1,310 |