

WSA 2007 Compensation Survey

Results Summary

# Response	Total Response	Composition of Respondents	Percent
79	N/A	Full time hourly staff – Main campus	28.3%
86	N/A	Full time salaried staff – Main campus	30.8%
41	N/A	Full time hourly staff – Extended campuses	14.7%
47	N/A	Full time salaried staff – Extended campuses	16.8%
5	N/A	Part time staff – Main campus	1.8%
21	N/A	Part time staff – Extended campuses	7.5%
Years of Service			
120	N/A	0 to < 5 years	43.0%
74	N/A	5 to < 10 years	26.5%
31	N/A	10 to < 15 years	11.1%
54	N/A	15 years or more	19.4%
Pride and Awareness			
253	278	Agreed: Proud to work at Webster	91.0%
255	277	Agreed: Aware of University mission/goals	92.0%
254	278	Agreed: Aware of Department/Campus goals	91.4%
Competitive Benefits			
224	250	Agreed: Competitive medical insurance	89.6%
232	250	Agreed: Competitive dental insurance	92.8%
222	250	Agreed: Competitive vision benefits	88.8%
141	250	Agreed: Competitive: Long-term disability bene	56.4%
183	250	Agreed: Competitive life insurance	73.2%
177	275	Agreed: Competitive retirement plan	64.4%
188	274	Neutral/Don't know - Competitive early retirem	68.6%
175	273	Agreed: Competitive Vacation/Sick leave	64.1%
Medical Insurance Premiums			
181	231	Individual coverage - Just right (7%)	83.8%
120	231	Employee + One coverage - Too high (44%)	71.9%
86	231	Family coverage - Too high (38%)	50.6%
Salary and Performance			
163	278	Disagreed: Salary competitive with local community	58.7%

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138	275	Agreed	50.2%
86	275	Neutral/Don't know	31.2%
# Response s	Total Response s	Miscellaneous	Percent
137	275	Neutral/Disagree/Don't know: Aware of WSA Staff Development Funds program and understand how to apply	64.4%
Ranking of Importance of Issues:			
176	264	Salary	#1
87	251	Insurance Benefits	#2
66	254	Retirement Plan	#3
91	259	Vacation/Sick Leave	#4
76	267	Adequate Staffing	#5
88	255	Performance Review Process	#6
49	88	Other (Management/Supervisors, Job classifications/descriptions, Communication, Part time benefits, Advancement opportunities, Work environment/conditions, Parking)	#7