### Demographic Information

<table>
<thead>
<tr>
<th>Job Status:</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>28%</td>
<td>72%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender:</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>37%</td>
<td>62%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Less than 1</th>
<th>1-3</th>
<th>4-6</th>
<th>7-9</th>
<th>10-15</th>
<th>16-20</th>
<th>21+</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6%</td>
<td>15%</td>
<td>25%</td>
<td>12%</td>
<td>15%</td>
<td>13%</td>
<td>14%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age:</th>
<th>18-29</th>
<th>30-39</th>
<th>40-49</th>
<th>50-59</th>
<th>60+</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10%</td>
<td>20%</td>
<td>26%</td>
<td>34%</td>
<td>10%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level of Benefit Coverage:</th>
<th>Employee Only</th>
<th>Employee + 1 dependent</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>53%</td>
<td>23%</td>
<td>24%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of Dependent Children:</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4+</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>58%</td>
<td>17%</td>
<td>20%</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Do you know the function of the Benefits Committee?</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>59%</td>
<td>41%</td>
</tr>
</tbody>
</table>
## Communication About Benefit Program:

Do you agree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Don’t Know</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. A Human Resources representative is available to answer benefits questions.</td>
<td>29%</td>
<td>57%</td>
<td>9%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>b. Benefits updates and notices are available via the internet/ecampus</td>
<td>25%</td>
<td>49%</td>
<td>24%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>c. The open enrollment time period was sufficient time to make changes.</td>
<td>30%</td>
<td>54%</td>
<td>9%</td>
<td>6%</td>
<td>1%</td>
</tr>
<tr>
<td>d. The benefits communications are easy to understand.</td>
<td>11%</td>
<td>62%</td>
<td>11%</td>
<td>14%</td>
<td>2%</td>
</tr>
<tr>
<td>e. The benefits communications are delivered in a timely manner.</td>
<td>19%</td>
<td>58%</td>
<td>16%</td>
<td>6%</td>
<td>1%</td>
</tr>
</tbody>
</table>

## General Benefits Questions

Do you agree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Don’t Know</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Overall, SCU’s total benefits program meets my needs.</td>
<td>28%</td>
<td>57%</td>
<td>1%</td>
<td>12%</td>
<td>2%</td>
</tr>
<tr>
<td>b. SCU’s total benefits program meets the needs of my family.</td>
<td>19%</td>
<td>47%</td>
<td>17%</td>
<td>15%</td>
<td>2%</td>
</tr>
<tr>
<td>c. The number of choices in SCU’s current benefits program is sufficient.</td>
<td>18%</td>
<td>50%</td>
<td>9%</td>
<td>19%</td>
<td>4%</td>
</tr>
<tr>
<td>d. SCU’s benefits are better than the benefits offered by other universities</td>
<td>7%</td>
<td>11%</td>
<td>69%</td>
<td>10%</td>
<td>3%</td>
</tr>
<tr>
<td>e. SCU works hard to manage costs as medical costs continue to rise.</td>
<td>16%</td>
<td>40%</td>
<td>42%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>f. SCU should consider a less comprehensive medical plan to increase benefits in other areas.</td>
<td>1%</td>
<td>5%</td>
<td>24%</td>
<td>36%</td>
<td>34%</td>
</tr>
<tr>
<td>g. I would be willing to contribute more money to improve benefits that are important to me.</td>
<td>4%</td>
<td>29%</td>
<td>29%</td>
<td>30%</td>
<td>8%</td>
</tr>
<tr>
<td>h. The benefits program at SCU is the reason I came to work at SCU.</td>
<td>11%</td>
<td>19%</td>
<td>6%</td>
<td>45%</td>
<td>19%</td>
</tr>
<tr>
<td>i. The benefits program at SCU is the reason I continue to work at SCU.</td>
<td>12%</td>
<td>29%</td>
<td>8%</td>
<td>37%</td>
<td>15%</td>
</tr>
</tbody>
</table>
### Current Benefits:

Please indicate level of importance for each benefit listed below:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Very Important</th>
<th>Important</th>
<th>Not Important</th>
<th>N/A</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Medical Plan.</td>
<td>93%</td>
<td>5%</td>
<td>1%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>b. Dental Plan.</td>
<td>80%</td>
<td>18%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>c. Vision Plan</td>
<td>56%</td>
<td>33%</td>
<td>7%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>d. Disability Income – Long-term</td>
<td>38%</td>
<td>46%</td>
<td>8%</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>e. Disability Income – Short-term</td>
<td>36%</td>
<td>46%</td>
<td>10%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>f. Childcare</td>
<td>16%</td>
<td>11%</td>
<td>34%</td>
<td>36%</td>
<td>3%</td>
</tr>
<tr>
<td>g. Employee Assistance Program</td>
<td>16%</td>
<td>36%</td>
<td>23%</td>
<td>7%</td>
<td>18%</td>
</tr>
<tr>
<td>h. Long-term Care Program</td>
<td>22%</td>
<td>37%</td>
<td>14%</td>
<td>7%</td>
<td>20%</td>
</tr>
<tr>
<td>i. Basic Term Life Insurance</td>
<td>25%</td>
<td>46%</td>
<td>22%</td>
<td>3%</td>
<td>4%</td>
</tr>
<tr>
<td>j. Supplemental Term Life Insurance</td>
<td>14%</td>
<td>35%</td>
<td>34%</td>
<td>6%</td>
<td>11%</td>
</tr>
<tr>
<td>k. Dependent Life Insurance</td>
<td>9%</td>
<td>23%</td>
<td>41%</td>
<td>20%</td>
<td>7%</td>
</tr>
<tr>
<td>l. Retirement Plans</td>
<td>88%</td>
<td>11%</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>m. Medical Flexible Spending Account</td>
<td>23%</td>
<td>31%</td>
<td>25%</td>
<td>9%</td>
<td>12%</td>
</tr>
<tr>
<td>n. Dependent Flexible Spending Account</td>
<td>11%</td>
<td>18%</td>
<td>32%</td>
<td>24%</td>
<td>15%</td>
</tr>
<tr>
<td>o. Paid Time Off – Sick Time (staff only)</td>
<td>66%</td>
<td>13%</td>
<td>2%</td>
<td>18%</td>
<td>1%</td>
</tr>
<tr>
<td>p. Paid Time Off – Vacation Time (staff only)</td>
<td>70%</td>
<td>10%</td>
<td>1%</td>
<td>18%</td>
<td>1%</td>
</tr>
<tr>
<td>q. Vacation Donation Program</td>
<td>12%</td>
<td>23%</td>
<td>25%</td>
<td>16%</td>
<td>24%</td>
</tr>
<tr>
<td>r. Tuition Remission</td>
<td>52%</td>
<td>26%</td>
<td>11%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>s. Cancer Plans</td>
<td>18%</td>
<td>24%</td>
<td>14%</td>
<td>9%</td>
<td>35%</td>
</tr>
</tbody>
</table>
Please indicate how frequent you or your family use the following benefits:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Often</th>
<th>Limited</th>
<th>Never</th>
<th>N/A</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Medical Plan</td>
<td>73%</td>
<td>23%</td>
<td>2%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>b. Dental Plan</td>
<td>75%</td>
<td>23%</td>
<td>1%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>c. Vision Plan</td>
<td>42%</td>
<td>38%</td>
<td>16%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>d. Disability Income – Long-term</td>
<td>0%</td>
<td>4%</td>
<td>85%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>e. Disability Income – Short-term</td>
<td>1%</td>
<td>17%</td>
<td>72%</td>
<td>8%</td>
<td>2%</td>
</tr>
<tr>
<td>f. Childcare</td>
<td>6%</td>
<td>5%</td>
<td>63%</td>
<td>25%</td>
<td>1%</td>
</tr>
<tr>
<td>g. Employee Assistance Program</td>
<td>5%</td>
<td>20%</td>
<td>65%</td>
<td>6%</td>
<td>4%</td>
</tr>
<tr>
<td>h. Long-term Care Program</td>
<td>1%</td>
<td>2%</td>
<td>83%</td>
<td>11%</td>
<td>3%</td>
</tr>
<tr>
<td>i. Medical Flexible Spending Account</td>
<td>20%</td>
<td>10%</td>
<td>61%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>j. Dependent Life Insurance</td>
<td>9%</td>
<td>4%</td>
<td>66%</td>
<td>18%</td>
<td>3%</td>
</tr>
<tr>
<td>k. Paid Time Off – Sick Time (staff only)</td>
<td>32%</td>
<td>43%</td>
<td>8%</td>
<td>16%</td>
<td>1%</td>
</tr>
<tr>
<td>I. Paid Time Off – Vacation Time (staff only)</td>
<td>51%</td>
<td>26%</td>
<td>6%</td>
<td>16%</td>
<td>1%</td>
</tr>
<tr>
<td>m. Vacation Donation Program</td>
<td>1%</td>
<td>9%</td>
<td>69%</td>
<td>16%</td>
<td>5%</td>
</tr>
<tr>
<td>n. Tuition Remission</td>
<td>22%</td>
<td>15%</td>
<td>47%</td>
<td>14%</td>
<td>2%</td>
</tr>
<tr>
<td>o. Cancer Plans</td>
<td>2%</td>
<td>2%</td>
<td>74%</td>
<td>15%</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How much of the cost of your total benefits program do you think is paid by SCU?</th>
<th>0-15%</th>
<th>16%-25%</th>
<th>26%-50%</th>
<th>51%-75%</th>
<th>More than 75%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1%</td>
<td>11%</td>
<td>24%</td>
<td>36%</td>
<td>28%</td>
</tr>
</tbody>
</table>
Medical Benefits

Which medical plan are you enrolled in at SCU?

<table>
<thead>
<tr>
<th>Medical Plan</th>
<th>Blue Cross HMO</th>
<th>Blue Cross POS</th>
<th>Kaiser HMO</th>
<th>Waived Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>48%</td>
<td>7%</td>
<td>42%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Based on your current medical plan, do you agree with the following statements?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The office visit co-payments are reasonable and fair.</td>
<td>86%</td>
<td>10%</td>
<td>1%</td>
<td>3%</td>
</tr>
<tr>
<td>b. The cost of family coverage is reasonable and fair.</td>
<td>46%</td>
<td>12%</td>
<td>13%</td>
<td>29%</td>
</tr>
<tr>
<td>c. Insurance claim forms are understandable and easy to file.</td>
<td>32%</td>
<td>5%</td>
<td>32%</td>
<td>31%</td>
</tr>
<tr>
<td>d. Reimbursement of insurance claims is received in a timely manner.</td>
<td>25%</td>
<td>7%</td>
<td>34%</td>
<td>34%</td>
</tr>
<tr>
<td>e. There are enough participating physicians in the Network.</td>
<td>61%</td>
<td>18%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>f. The cost of prescription drug coverage is reasonable and fair.</td>
<td>66%</td>
<td>25%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>g. The out-of-pocket costs are low</td>
<td>64%</td>
<td>24%</td>
<td>8%</td>
<td>4%</td>
</tr>
<tr>
<td>h. The lifetime maximum for my medical plan is sufficient.</td>
<td>26%</td>
<td>9%</td>
<td>58%</td>
<td>7%</td>
</tr>
</tbody>
</table>

- Page 5 of 13 -
### Dental Benefits
Based on your current dental plan, do you agree with the following statements?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The annual benefit maximum for my dental plan is reasonable and fair.</td>
<td>72%</td>
<td>13%</td>
<td>14%</td>
<td>1%</td>
</tr>
<tr>
<td>b. The orthodontia lifetime maximum is adequate.</td>
<td>21%</td>
<td>16%</td>
<td>45%</td>
<td>18%</td>
</tr>
<tr>
<td>c. Insurance claim forms are understandable and easy to file.</td>
<td>46%</td>
<td>3%</td>
<td>31%</td>
<td>20%</td>
</tr>
<tr>
<td>d. There are enough participating dentists in the Network.</td>
<td>73%</td>
<td>7%</td>
<td>17%</td>
<td>3%</td>
</tr>
</tbody>
</table>

### Life & Disability Benefits
Based on your current life and disability benefits, do you agree with the following statements?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The basic life insurance provided for me is adequate.</td>
<td>46%</td>
<td>19%</td>
<td>35%</td>
</tr>
<tr>
<td>b. The supplemental life insurance offered is adequate.</td>
<td>33%</td>
<td>6%</td>
<td>61%</td>
</tr>
<tr>
<td>c. The supplemental life insurance offered for dependent coverage is adequate.</td>
<td>19%</td>
<td>4%</td>
<td>77%</td>
</tr>
<tr>
<td>d. The short-term disability benefit provided is adequate.</td>
<td>34%</td>
<td>5%</td>
<td>61%</td>
</tr>
<tr>
<td>e. The long-term disability benefit provided is adequate.</td>
<td>26%</td>
<td>5%</td>
<td>69%</td>
</tr>
</tbody>
</table>
Retirement Benefits

Based on your current retirement benefits, do you agree with the following statements?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Yes (%)</th>
<th>No (%)</th>
<th>Don’t Know (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. SCU is committed to helping me meet my retirement goals.</td>
<td>76</td>
<td>7</td>
<td>17</td>
</tr>
<tr>
<td>b. I understand how the retirement plans work at SCU</td>
<td>76</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>c. The University’s retirement contribution is reasonable and fair</td>
<td>82</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>d. Employees have a responsibility to provide part of their own retirement income through personal savings.</td>
<td>83</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>e. SCU’s retirement plans offer more than enough investment options.</td>
<td>68</td>
<td>12</td>
<td>20</td>
</tr>
</tbody>
</table>

Top 5 Benefits that SCU employees value the most:
1. Medical Plan
2. Dental Plan
3. Retirement Plans
4. Vision Plan
5. Paid Time Off – Vacation Time (staff only)
Other Benefits not listed that SCU employees would be interested in:

**First Choice**

- 1 or 2 unplanned personal days
- Ability to take classes at SCU
- Access to legal advice
- Accrual of unused sick days for faculty members
- Additional tax deferral options - 457 plans
- Affordable childcare
- Alternative medical plan
- Better coverage for physical therapy
- Better out-of-network flexibility and coverage
- Better prescription co-pay
- Better salary (More $$$)!!!
- Better subsidy for childcare - it is still quite expensive.
- Better vision plan
- Bridge benefits for retirees
- Cafeteria plan approach
- Child care emergency subsidy
- Childcare (2)
- Continued medical after retirement
- Disability Income
- Disability Income - Long Term (2)
- DISCOUNT DSL ON-LINE SERVICE
- Early retirement health insurance
- Elder care program
- Family Leave
- Financial/Retirement Planning
- Flex Time (4)
- Free parking! (4)
- Free train fares
- Free/assisted childcare
- Full coverage Vision-no copay
- Gender reassignment surgery package
- Greater public transportation subsidy
- Group health plan after retirement
- Guidance - help planning retirement
- Health care after retirement
- Health care for family over 24
- Health care for retirees
- Health care in retirement
- Health care in retirement as at other Jesuit schools
- Health care post retirement
- Health coverage for older children
- Health insurance after retirement
- Health Maintenance Plan
- Health Spending Acct
2005 Summary of Benefits Satisfaction Survey Results

Housing
Housing Assistance Program
Increased Orthodontia
job sharing
Legal Assistance
life insurance
Like partner to be able to get medical insurance
Long Term Care (4)
Med Flex Account
Medical (3)
medical after retirement
Medical benefits of some sort after retirement
medical care after retirement
medical coverage after retirement
Medical Coverage for retired staff and faculty
medical for life-partner
medical for retired employees
medical for retirees
medical plan after retirement
Medical Plan after Retirement
medical reimbursement
medical/retirement
Mental Health
MENTOR TRAINING
Military leave & Deployment options
more $$ off on train pass
More choice with retirement plans
more discounts using access card
more pay for reduced benefits
More Personal Time Off with Pay
more vacation time
Mortgage assistance
n/a
None (2)
Orthodontia (2)
Orthodontic (not only for dependents)
Other PPO medical options
paid sick leave
Paid Time off for Staff Immersion Trips ie. El Salvador
Paid Time off Vacation (2)
Pension Plan (2)
Pensooms
personal time off
personal time off instead of separate sick and vacation
pet health insurance (2)
Pet Insurance
post retirement medical benefits (3)
preferred provider medical plan
professional development program
raises based on performance - not just cost of living increases
Recreation Center
Retiree health care (12)
Retirement (4)
retirement benefits
Retirement Contributions
Retirement Plan (4)
sabbatical
Sabbaticals for Staff (7)
Shuttle service from train station, specially on bad weather days.
Sick Donation Program (2)
stock
Supplemental childcare
time off elder parent care
Tuition Remission (5)
tuition remission for extended family (e.g., my nephews)
Tuition remission for staff at other Jesuit institutions
Tuition remission for summer camp for dependent children
Tuition remission upon hire
vacation
vacation buy (extra)
Vested or Retired Medical / Dental Plan
Vision Plan (5)
vision-annual instead every 2- yrs
weight watchers

Second Choice
(greater) housing assistance
A PPO plan that doesn't cost extra
Access to on-campus events in arts & athletics
access to SCU website from home
Affinity (SCU) credit card with favorable terms
availability of coverage for more prevention strategies (yoga, pilates, mindfulness)
better chiropractic coverage
cancer insurance
Cancer Plan
cash out when retiring -unused sick time
Childcare (2)
Costco memberships
coverage for doctors of my choice, in or out of network
Dental (4)
dental care after retirement
dental for retirement (2)
Disability (3)
Disability - long term (2)
Disability Income
disability plans
Disability short term (2)
Discounted childcare at kids on campus
Easier Admission for Staff to SCU
elder care
EMPLOYEE ASSISTANCE PROGRAM
expand dependent tuition plan to include nieces/nephews of childless faculty or get rid of it--discrim
Family Death Medical Leave Program
Family leave
flex-time
Golf Club memberships
Group discounts
Housing & Cost of Living Allowance
Increased Life Insurance
Increased retirement coverage
job sharing
legal consulting
long term disability
long/short term disability
Lower Kaiser Drug Copays
Medical after Retirement
medical benefits after 20 years of service
Medical Flexible
Medical Flexible Spending account
mental health coverage
more flex vision plan
More health insurance options
mutual funds/stock investments
n/a
on campus food discounts
on-site medical care for faculty
optional health savings plan
paid time off - personal time
Paid Time off Sick
paid vacation
pet insurance
PROMOTION FROM WITHIN
PTO (2)
Reduce Rate for Daycare (KOC)
Retirement dental plan
retirement medical (2)
Retirement Supplemental Account
sabbatical like leave for administrative staff
Short term Disability
Sick Time
staff research sabbaticals
staff sabbatical for research
staff sabbaticals (2)
term insurance
Tuition Remission (3)
Tuition remission for health program
up to 2 yrs vacation accrual
vision for life-partner
2005 Summary of Benefits Satisfaction Survey Results

Vision Plan (2)  
Workers Comp

Third Choice

(more) options for alternative transportation (or a greater subsidy for those using alternative transportation  
7 days a week Parking Permits  
basic computer classes  
benefit to send children to private elementary or secondary schools  
Better discounts at the bookstore (2)  
Cancer plan (2)  
Childcare  
combined sick and vacation leave plan  
Continue Employee Assistance Program  
defined benefit retirement  
Dental  
dental for life-partner  
Dependent Flexible Spending Account  
dependent life insurance  
Disability Income - Long Term (4)  
Disability Income - Short Term  
discounts on food service  
Employee Assistance  
free parking for workers  
Free Pass to SJ city events  
Improved Sabbatical Plan  
increase retirement contribution by the U  
life insurance (2)  
LONG TERM CARE PROGRAM  
Long term Disability  
medical  
Medical flexible spending  
medicare supplement  
more complete dental coverage  
more financial planning with Joe Crowley  
n/a  
Paid time off - sick  
partnerships with off campus establishments to offer us discounts  
Pet Insurance  
Retirement Plan  
travel/vacation packages at discounts  
Tuition Remission  
Tuition remission covers any colleges & Universities in U.S.  
vision  
vision for retirement
Fourth Choice

Basic Life Insurance
Basic Term Life Insurance (2)
Cancer Plan
cildcare
deals on theatre/ballet, etc.
dental
disability long term (3)
disability-short (2)
domestic partner benefits
Employee Assistance Plan (3)
Financial Planning (which we do now have but it isn't listed above)
flexible work schedule during the summer
housing subsidies or assistance
Life Insurance
long-term care program
medical flexible spending account
n/a
orthodontia coverage for adults
Paid Time Off - Sick Leave
pro bono/reduced fee legal services
Reasonably priced food service
Tuition Remission (2)
Tuition remission for private piano lesson at SCU
Vacation (3)
Vacation travel funds
Vision (2)

Fifth Choice

Cancer Plan
Childcare (2)
disability income
disability short term (2)
disability-long
Employee Assistance
Employee Assistance Program (6)
Free/Less Expensive parking (2)
Health Insurance cover any cosmetic surgery
life insurance
Medical Flexible Spending Account (2)
monthly faculty/staff functions to promote community
n/a
Retirement (2)
tax preparation services
tuition remission
vision