

# Report

# Medical Benefits Survey 2017

Project of:

Retirement and Professional Benefits Subcommittee

Chair: Shelley Newman



# Q1. Do you accrue medical leave?

Question	Yes	No	Don't Know	Total
12 month	82.22% (148)	8.33% (15)	9.44% (17)	180
9 month	6.13% (22)	74.65% (268)	19.22% (69)	359

For 12 month faculty, there is misinformation since almost 20% don't know or don't think they accrue leave.

For 9 month faculty, there is misinformation in that 6% think they accrue leave and almost 20% don't know that they don't.

Approximately twice as many 9 month faculty responded to the question than 12 month faculty.

## Q2. Have you used medical leave?

Question	Yes	No	Don't Know	Total
12 month	55% (99)	37.22% (67)	7.78% (14)	180
9 month	5.28% (19)	91.67% (330)	3.06% (11)	360

For 12 month faculty, over half the respondents had used the sick leave benefit.

For the 9 month faculty, only 19/360 (5.28%) of respondents had used sick leave. In some ways they represent the population we specifically want details from on how well the process worked etc.

Q3. How satisfied were you with the handling of your leave request? [1 = extremely dissatisfied to 5 = extremely satisfied.]

Question	1	2	3	4	5	Total	Average
12 month	13.27% (13)	4.08% (4)	4.08% (4)	10.20% (10)	68.37% (67)	98	4.16
9 month	15.97% (3)	5.26% (1)	5.26% (1)	36.84% (7)	36.84% (7)	19	3.74

Surprisingly, even for 12 month faculty there was nearly 20% that were dissatisfied with the handling of their request.

For the 9 month faculty, only 4 individuals, assumingly of the 19 previously identified that utilized sick leave, were dissatisfied. The total number of respondents hence is very small and it is hard to draw conclusions on the overall satisfaction of the current process.

\*\*In the written comments from this question, much of the angst was related to misinformation, confusion, lack of a straight-forward policy, and inappropriate work requirements during maternity leave.

Q4. Whether you have used medical leave or not, how satisfied were you with the way it was handled? [1 = extremely dissatisfied, 5 = extremely satisfied]

Question	1	2	3	4	5	Total	Average
12 month	7.95% (14)	2.27% (4)	32.95% (58)	11.36% (20)	45.45% (80)	176	3.84
9 month	6.96% (24)	7.83% (27)	53.33% (184)	15.65% (54)	16.23% (56)	345	3.26

Less than 10% of 12 month faculty were dissatisfied with the way medical leave was handled. 15% of 9 month faculty were dissatisfied. Approximately 84% of 9 month faculty were satisfied. So despite small numbers of respondents it may suggest that for the minority that have needed or used it, the process seemed to work relatively well.

# Trends

- Some suggest a policy is needed, in order to keep it consistent across the board
- To facilitate leave, departments have asked individuals to cover for the person's absence – including teaching needs etc. Could be deemed an excessive stress on departmental colleagues
- Could create precarious position for some that need leave and have variable relationships with department head/dean
- The lack of maternity leave time, has resulted in the need for strategic timing of pregnancies
- Maternity leave should not require continued university service and consistent policies for maintain insurance is needed (bank a semester)
- When granted are these leaves, paid or unpaid and how are benefits accrued?

# Q5. Have you ever needed medical leave and not had any accrued?

Question	Yes	No	Don't Know	Total
12 month	1.13% (2)	96.05% (170)	2.82% (5)	177
9 month	10.36% (37)	82.07% (293)	7.56% (27)	357

Most 12 month faculty have access to monthly accrual and therefore can utilize sick leave time appropriately. 1% found themselves in need without the time accrued – this is a minority and could be circumvented by joining the leave bank.

Approximately 10% of respondents in the 9 month faculty category have had no leave accrued when needed. Considering 9 month faculty don't accrue leave, it would seem that this reported number could have been much higher. Any policy change would be addressing this group.

# Trends from this open ended question

- Most never took leave
- Had surgery during summer
- Taught distance education instead of in person if out sick/surgical recovery
- TA covered course responsibilities while out
- External coverage was organized
- A course release was negotiated
- Some took pay reduction to keep insurance
- Waited it out until semester over – had surgery
- Delayed treatment for the condition



# Q6. Are you a member of the sick leave bank?

Question	Yes	No	Don't Know
12 month	48.9% (87)	47.8% (85)	3.4% (6)
9 month	1.39% (5)	81.3% (292)	17.3% (62)
Total	92	377	68

Half of the 12 month faculty respondents, were members of the sick leave bank, a benefit that is only available to 12 month faculty. 9 month faculty do not have this option and it seemed like there was misinformation in that some thought they were and many did not know (67/360 = approximately 18%)

# Q7. Would you like to accrue medical benefits?

Question	9 month		
Yes	49.06%	131	
No	13.86%	37	
Don't Know	37.08%	99	
Total		267	

Seemingly, the 9 month faculty are split about 50:50 as to whether they wish to accrue benefits. Since this is a new concept it may just be that not everyone knows the positive or negatives associated with that change.

# Q8. How did medical leave benefits affect your decision to work at UT [1 = none, 5 = a great deal]

Question	1	2	3	4	5	
12 month	21.65% (76)	47.89% (34)	54.79% (40)	65.38% (17)	73.33% (11)	178
9 month	78.35% (275)	52.11% (37)	45.21% (33)	34.62% (9)	26.67% (4)	348
Total	351	71	73	26	15	

For 12 month faculty, it was important for only a small percentage.

Similarly, for 9 month faculty it had little affect on recruitment. This might be a benefit that if in place would be a lucrative recruiting tool.

# Comments

- Medical leave is a necessity
- Every employee should have leave regardless of status
- Need a concise document explaining leave benefits and a quarterly statement for employees with leave and sick bank totals
- UT needs a simple website to provide an overview of employee benefits
- Too much power of interpretation in the hands of the department head currently
- Personal conflict could prevent leave for an individual
- Family-friendly leave policy needed
- Accrual should be at 0.75% of time
- Grandfather clause for long time 9 month employees so that they don't start from scratch
- Sick bank available that was commensurate with one's years of service
- Opportunity to work that medical leave back after return to service

# Survey trends

- Disgruntlement about maternity
- Pay for maternity leave
- Responsibilities during maternity leave
- Equality during maternity/paternity leave
- Coverage of work during maternity leave
- Coverage of insurance benefits during maternity leave

# Future Directions

- Follow up with John Zomchek and Tim Cross
- Consider survey/discussion about maternity/paternity benefits
- Monitor climate on other disparities in benefits between term employees