

# Menu of Perquisites Task Force Report

## Executive Summary

### Introduction:

In September of 2005 the Menu of Perquisites Task Force was established to respond to the suggestions brought forward in the February 2005 Campus Conversations that a variety of perquisites might be appealing to employees, and thus further enhance the idea that UNI is a great place to work.

### **I. The Charge**

- a. Recognize that what makes one employee feel valued may not be the same for another employee.
- b. Establish a menu of perquisites from which faculty/staff could select items that would respond to individual needs and interests.
  - a. Employees were the ones that should express what “perks” were important to them.
- c. Determine costs associated with providing those perks so that decision makers would not only know what was important to employees but also have an estimate of cost implications associated with implementation.

### **II. Approach to Task:**

- A. Gather suggestions from constituents as to what perks would be of interest, including:
  - a. Individual conversations.
  - b. Queries at department meetings by task force members.
  - c. Queries made over e-mail to various constituencies.
  - d. Contact all those who indicated they wanted to be a part of the perks task force conversation (i.e., names provided by the Campus Conversations group).
- B. Generate a list of possible perks for review by the task force, task force chairs, and the larger Campus Conversations group.
- C. Develop a survey to gain input from all full time employees (benefit eligible) as to what perks would be most important to the broadest number of employees.
- D. Survey draft was approved by Campus Advisory Group, cognizant of the requirements of the Collective Bargaining Process.

### **III. Findings & Recommendations:**

- A. A survey was distributed in January 2006 with a response rate of approximately 44%.

1. Questions were raised by United Faculty relative to the ability to do any survey and thus the responses to all areas of perquisites, except parking, have been restricted.
  2. The task force could not solicit input at the February 17, 2006, Campus Conversations meeting.
- B. Without benefit of survey results, the Menu of Perquisites Task Force cannot make further progress.
- C. Recommendations:
1. Should the legal questions be resolved in a timely manner, and the data become available, the task force should be reconvened to complete their work which would answer the following questions:
    - a. What (if any) perks have broad-based support among staff? Faculty? Both?
    - b. What perks do not have broad-based support among staff? Faculty? Both?
    - c. Of those perks that have broad-based support, what are the associated costs for implementation?
  2. A final report would be drafted that included details on the entire process, including survey construction, data collection, results, and recommendations.

***Members of the Menu of Perquisites Task Force***

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