

EMPLOYEE BENEFITS PREFERENCES SURVEY

Frequently Asked Questions

What is the Employee Benefits Preferences Survey?

The Employee Benefits Preferences Survey is designed to collect the opinions of benefits-eligible employees on current and prospective benefits offerings. UW will use this data to incorporate employee preferences into benefits programs updates and enhancements.

Why should employees participate in the Benefits Preferences Survey?

This is an opportunity to express your thoughts about what benefits you need and want from UW. Your participation in the Employee Benefits Survey will help ensure that that we offer benefits that reflect the values and needs of our employees.

If you are an early career employee, it is important to participate because your responses to the survey will influence the benefits that will be available over the course of your career with UW.

If you are a mid-career employee, it is important to participate because you are very familiar with the benefits that are offered and can provide valuable insight as to where gaps have existed thus far in your career at UW.

If you are nearing retirement, it is important to participate because you have likely experienced changes in our benefits program over time and can provide perspective on the impact of benefits changes over the course of your career at UW.

What is included when we talk about ‘benefits’?

The term ‘benefits’ applies to a variety of offerings or programs that combined with pay make up an employee’s Total Compensation. These programs include leave, financial wellness, employee engagement, and professional growth opportunities. The survey will also include some questions related to non-benefit compensation, such as pay, and will include questions about health & wellness benefits.

Is UW planning to cut benefits based on the results?

No, UW does not plan to use the results of the Benefits Preferences Survey to make cuts to current benefits. The purpose of this survey is to evaluate how well our UW benefits programs are meeting the diverse needs of our faculty and staff and will help shape our benefits offerings in the future. We want to better understand which programs our employees value most – and how those programs align with UW’s goal: to attract and retain talented employees. Your responses will help enhance UW’s benefit programs in the future.

How will the survey be conducted?

The survey will be conducted online by a third party, Mercer Consulting, who specializes in employee benefit surveys. Mercer will email survey links directly to the UW email address of benefits eligible employees through their secure server.

Who will see my responses?

Only Mercer will have access to individual employee responses. The results of the survey will be aggregated and presented to UW leadership with no link to individual survey takers.

When will the survey happen?

The survey will launch on Monday, November 26th and close on Friday, January 4th.

If I do not have access to a computer or if I have accessibility issues, how do I take the survey?

Please contact your institution's Human Resources Department.

Do I have to do the survey during my break?

Employees may use paid time to complete the survey. Please, arrange a time to complete the survey during working hours in advance with your supervisor.

How long will it take to complete the survey?

The survey should take about 20 minutes to complete.

Will I be able to see the results of the survey?

Yes. UW will share a summary of survey results with employees when they are received from Mercer in 2019.

What sort of questions will I be asked?

The question formats vary throughout the survey and include questions in which you may be asked to:

- Select all that apply
- Select a level of agreement or disagreement with a statement
- Rank items by level of importance to you
- Rate your satisfaction with existing benefits.

Why are there questions asking people to rank seemingly unrelated items or statutory items against other items (i.e. WRS vs stable employment)?

The conjoint design is set up so that each element in the conjoint set is paired up against each other element at least once so that we can assess the relative importance/value respondents place on the different conjoint elements. Even though some elements may be statutory or certain pairings may seem unrelated, we use responses to then see how much value people place on each element when forced to assign importance/value relative to other elements.

Where can I find more information?

More information can be found on the [TTC Webpage](#). Information will also be available via portal articles and email communications.