

## **Benefits Comparison: UW vs. other public U.S. research institutions**

May 2017

### Summary

Over the academic year 2016/17, the Faculty Council on Benefits and Retirement (FCBR) has performed a comprehensive review of benefits available to full-time faculty at the University of Washington (UW) in comparison to faculty benefits at other public research institutions in the U.S. Overall, faculty benefits at UW are similar to benefits offered by other public research institutions. However, FCBR has identified a few areas in which UW benefits are less generous and less competitive than those of other public institutions and has proposed several specific steps to further examine, monitor, or improve UW benefits in those areas. Finally, FCBR has also reviewed the livability and the cost of living of the Seattle area. While UW compares favorably to its peers in terms of livability, the cost of living, in particular housing, is higher than at peer institutions.

### Overview

Responding to an inquiry by the Senate Executive Committee (SEC) of the University of Washington, FCBR compared faculty benefits available at UW to those available at other U.S. public research institutions. During several FCBR meetings in 2016/17, FCBR reviewed benefits related to:

- Health care
- Retirement
- Tuition
- Other benefits:
  - Life, disability, and other insurance
  - Child care
  - Paid time off

For comparison with other institutions, FCBR obtained data from the 2016 “Benefits in Higher Education Survey” which was carried out by [CUPA-HR](#), an association for HR professionals in higher education that UW is a member of, and which reports benefits at a large number of U.S. colleges and universities as of January 1, 2016.

Since only five of the top 25 U.S. public research universities that UW uses for peer comparison were included in the survey data,<sup>1</sup> FCBR decided to use all up to 31 public U.S. research institutions included in the survey data as the main benchmark for comparison. However, FCBR also considered the benefits reported for the five top 25 institutions included in the survey as well as for a group of eight private research institutions that were included in the survey data as well. Appendix B lists all institutions

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<sup>1</sup> The top 25 U.S. public research institutions were identified by the [UW Office of Planning and Budgeting](#) based on the U.S. News ranking for 2015. They are listed in Appendix A.

included in the three groups, which FCBR considered, with “Public Research Institutions” serving as the main benchmark.

FCBR also reviewed the overall livability and cost of living data for the Seattle (MSA) area as well as for the areas of the top 25 U.S. public research institutions, listed in Appendix A. Livability scores were obtained in May 2016 from [AARP](#), while cost of living measures as of May 2016, which include “required income for a family of four,” house prices, as well as sales and income taxes, were collected from [MIT’s Living Wage Calculator](#), [Zillow](#), as well as the [Tax Foundation](#) and [TaxRate.com](#).

## Findings

Using data from the 2016 “Benefits in Higher Education Survey,” FCBR compared UW benefits to those offered by other Public Research Institutions that participated in the survey. The comparison was performed at a detailed level that included many aspects of each benefit category. Appendix C provides a complete list of all aspects considered. UW benefits and survey responses typically refer to January 1, 2016. However, in a few cases, such as UW life insurance benefits that changed at the beginning of 2017, UW benefits have been updated to reflect such changes. Finally, not all institutions responded to all survey questions. Appendix C therefore reports the number of institution (*N*) as well as the average response across those that responded. Based on these detailed benefits data, FCBR arrived at the following conclusions for each benefit category.

### *Health care*

- The health care plans offered by UW compare favorably with plans offered by other public research institutions.

### *Retirement*

- The average annual retirement contribution by UW for each covered employee is USD 5,287, below the average of USD 7,300 for other Public Research Institutions. However, the comparison of monetary amounts across institutions is difficult given different age and compensation profiles across universities.
- Based on contribution rates for 403b plans, UW’s contribution rates (5% for those under age 35, 7.5% for those under age 50, and 10% for those 50 or older) are below those of other Public Research Institutions (on average at 9% for all ages), except for participants at or over age 50. The gap is particularly pronounced for young participants under age 35 (5% vs. 9%).

### *Tuition*

- As many other Public Research Institutions, UW offers tuition benefits for faculty members. However, differently from about 75% of other Public Research Institutions, UW does not offer tuition benefits for spouses or children of faculty members.
- UW does offer in-state tuition for UW faculty members and their children and spouses who are not Washington state residents.

### *Other benefits: Life, disability, and other insurance*

- Using UW life insurance benefits in place since the beginning of 2017, life insurance benefits are in line with those of other public research institutions.

- UW does not offer a short-term disability insurance, as short-term disability is covered by [UW's paid sick leave policy](#).
- Relative to other public research institutions, the maximum monthly USD amount available under UW's long term disability insurance is relatively low (USD 6,000 compared to an average of USD 9,883). Such a low upper limit is problematic, given increasing costs of living, in particular housing costs in the Seattle area.
- While not part of the comparison table, FCBR also noted that UW currently does not offer a long term care insurance.

*Other benefits: Child Care*

- UW child care benefits are comparable to benefits offered by other Public Research Institutions.

*Other benefits: Paid time off*

- UW currently offers paid leave of up to 90 days for new birth parents only through UW's sick leave policy. UW does not offer paid leave for new parents beyond sick leave. While only 29% of Public Research Institutions offer additional paid leave (on average 8 weeks) for new parents, a separate comparison performed by FCBR's subcommittee on parental leave found that 69% of [UW's Global Challenge State Peer Institutions \(GCS\)](#) offer paid parental leave (through sick leave or separate parental leave) to all new parents, including non-birth parents.

FCBR also compared the livability and cost of living between the Seattle (MSA) area and the cities of the top 25 public research universities listed in Appendix A. FCBR found that in terms of overall livability Seattle ranks in the top 90<sup>th</sup> percentile relative to its peer institutions. Appendix D reports the details of the livability comparison. However, comparing the cost of living between Seattle and the cities of the top 25 public research institutions, FCBR also found that the required pre-tax income for a family of four is about 8% higher in Seattle relative to the median value of the peer group. In particular, as of May 2016 the price per square foot (sf) of a single family house in the Seattle area is at least 50% higher than the median value for the peer group.

Proposed actions

FCBR decided to take or propose the following actions. Only benefit categories with action items are listed.

*Retirement*

- FCBR decided to ask the administration to reconsider an earlier' request by FCBR and the SEC to change from an opt-in to an opt-out policy for the increased (from 7.5 to 10%) contribution level for those age 50 or older.
- FCBR plans to study the employer and employee contribution levels for those below age 35 at peer institutions in more detail.

*Tuition*

- FCBR will continue to monitor the faculty's interest in tuition waivers for faculty's spouses and children.

*Other benefits: Life, disability, and other insurance*

- Since UW's long term disability insurance is under control of the Health Care Authority (HCA) of Washington State, FCBR will express its support for a higher upper benefits amount with PEBB/HCA.
- Similarly, FCBR will contact PEBB/HCA to express its support for a group-policy for long term care insurance.

*Other benefits: Paid time off*

- FCBR has formed an ad-hoc subcommittee to propose changes to the Faculty Code that would provide paid leave for all new parents.

*Livability and Cost of Living*

- FCBR will look at the local housing market and explore possible housing benefits for UW faculty.

Conclusion

FCBR reviewed benefits available to UW faculty and compared them to benefits available at other public research institutions as of January 1, 2016. The comparison revealed that benefits at UW are overall similar to those offered by others institutions. However, FCBR identified a few areas in which UW benefits could be improved.

FCBR will continue to monitor UW benefits as well as U's faculty's priorities with respect to benefits. Where applicable and feasible, FCBR will take steps towards improving UW benefits by working with the Faculty Senate and the administration.

FCBR will share this report with the SEC, the Faculty Senate, as well as the UW faculty at large. FCBR welcomes benefits related questions and suggestions from all interested parties.

## Appendix A

### Top 25 U.S. Public Research Universities (2015)

U California-Berkeley  
U California-Los Angeles  
U Virginia  
U Michigan-Ann Arbor  
U North Carolina-Chapel Hill  
Georgia Inst Tech  
U California-Santa Barbara  
U California-Irvine  
U California-San Diego  
U Wisconsin-Madison  
U Illinois-Urbana-Champaign  
U California-Davis  
U Florida  
Penn St U-Main  
U Texas-Austin  
Ohio St U-Main  
U Maryland-College Park  
U Connecticut  
Purdue U-Main  
Clemson U  
U Georgia  
U Pittsburgh-Pittsburgh  
U Minnesota-Twin Cities  
Texas A&M U  
Virginia Tech

## Appendix B

### Comparison Groups with (Some) Non-missing Survey Data

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#### Peers - Group of 25

Clemson University  
Penn State University System Summary  
    Pennsylvania State University  
University Pennsylvania State University  
University of Maryland College Park  
University of Pittsburgh System Summary  
    University of Pittsburgh

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#### Public Research Institutions

California State University System Summary  
Clemson University  
Florida State University  
George Mason University  
Indiana University System Summary  
    Indiana University at Bloomington  
Kansas State University  
Michigan State University  
Michigan Technological University  
New Mexico State University System Summary  
    New Mexico State University Main Campus  
Oklahoma State University System Summary  
    Oklahoma State University  
Penn State University System Summary  
    Pennsylvania State University  
The University of Arizona  
University of Alabama at Birmingham  
University of Alaska Statewide System Summary  
    University of Alaska Fairbanks  
University of Central Florida  
University of Cincinnati System Summary  
    University of Cincinnati Main Campus  
University of Florida  
University of Hawaii System Summary  
    University of Hawaii at Manoa  
University of Idaho  
University of Louisiana at Lafayette  
University of Maryland College Park  
University of Missouri System Summary  
University of Nevada-Las Vegas  
University of New Mexico Main Campus  
University of Pittsburgh System Summary  
    University of Pittsburgh  
University of South Alabama  
University of South Carolina - Columbia  
University of Toledo  
University of Utah  
University of Vermont  
University of West Florida

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#### Private Institutions

Carnegie Mellon University  
DePaul University  
New York University  
Northwestern University  
Rice University  
The George Washington University  
University of Rochester  
Vanderbilt University

Note that in cases in which data is not available for a specific campus data for the entire system is used instead.

**Appendix C**

Benefits Comparison: Detail

	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16		N	Average	N	Average	N	Average
- Provide employees access to on-campus medical services		Yes	4	50%	30	53%	7	14%
- Provide employees access to on-campus fitness center(s)		Yes	4	75%	29	90%	7	100%
- Does institution have a formal employee wellness program?		Yes	4	50%	30	63%	7	71%
- Do participating employees receive discount on health ins or financial incentive?		Yes	2	50%	19	63%	5	60%
- Offer employees incentives of up to 30% of the cost of coverage for participating in a wellness program and meeting certain health related standards (increasing to 50% if appropriate). Is your institution offering incentives at this new level?		No	2	0%	19	11%	5	0%
<b>Plan Details: PPO</b>								
Employee only: Employee pays (monthly premium) (USD)		84	5	76	28	111	6	89
Employee only: Institution pays (monthly premium) (USD)		750	5	445	28	470	6	378
Employee only: Total Premium (USD)		834	5	521	28	581	6	466
Family: Employee pays (monthly premium) (USD)		241	5	254	28	372	6	343
Family: Institution pays (monthly premium) (USD)		593	5	1,088	28	1,208	6	1,093
Family: Total Premium (USD)		834	5	1,342	28	1,581	6	1,436
Plan has annual deductible: individual		250	4	361	24	489	6	533
Plan has annual deductible: family		750	4	723	24	1,160	6	1,167
Plan has annual out-of-pocket max: individual		2,000	5	2,628	27	2,696	6	2,858
Plan has annual out-of-pocket max: family		4,000	5	5,256	26	6,085	6	6,042
In-Network % of charges paid by plan		85%	5	86%	27	85%	6	82%
In-Network % of charges paid by member		15%	5	14%	22	18%	6	18%
Have out-of-network benefits		Yes	5	100%		93%		100%
Out-of-Network % of charges paid by plan		60%	5	66%	24	64%	6	57%
Out-of-Network % of charges paid by member		40%	5	34%	24	36%	6	43%
<b>Plan Details: HMO</b>								
Employee only: Employee pays (monthly premium)		81	3	62	13	96	3	88
Employee only: Institution pays (monthly premium)		753	3	457	15	499	3	409
Employee only: Total Premium		834	3	520	15	582	3	496

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	Year	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16	N	Average	N	Average	N	Average
Family: Employee pays (monthly premium)	233	3	228	13	339	3	359
Family: Institution pays (monthly premium)	601	3	1,074	15	1,123	3	1,093
Family: Total Premium	834	3	1,302	15	1,417	3	1,451
Plan has annual deductible: individual	350			4	256		
Plan has annual deductible: family	1,050			4	744		
Plan has annual out-of-pocket max: individual	2,000	3	3,133	11	2,727	3	1,333
Plan has annual out-of-pocket max: family	4,000	3	6,267	11	6,182	3	2,667
In-Network % of charges paid by plan	80%	2	100%	11	96%	3	100%
In-Network % of charges paid by member	20%	2	0%	2	20%	3	0%
Have out-of-network benefits	No	2	0%		7%	3	0%
Out-of-Network % of charges paid by plan				1	80%		
Out-of-Network % of charges paid by member				1	20%		
<b>Plan Details: HDHC</b>							
Employee only: Employee pays (monthly premium)	21	4	12	20	40	6	40
Employee only: Institution pays (monthly premium)	813	4	457	22	446	6	401
Employee only: Total Premium	834	4	469	22	482	6	442
Employee only: Employee pays (monthly premium)	68	4	73	20	143	6	181
Employee only: Institution pays (monthly premium)	766	4	1,128	22	1,048	6	1,173
Employee only: Total Premium	834	4	1,200	22	1,178	6	1,355
Plan has annual deductible: individual	1,400	4	1,925	22	1,789	6	1,467
Plan has annual deductible: family	2,800	4	3,850	22	3,577	6	2,933
Plan has annual out-of-pocket max: individual	4,200	4	3,775	22	3,527	6	3,417
Plan has annual out-of-pocket max: family	8,400	4	7,550	22	6,911	6	6,783
In-Network % of charges paid by plan	85%	4	80%	22	81%	6	83%
In-Network % of charges paid by member	15%	4	20%	21	20%	6	17%
Have out-of-network benefits	Yes	4	100%		95%		100%
Out-of-Network % of charges paid by plan	60%	4	60%	20	63%	6	55%
Out-of-Network % of charges paid by member	40%	4	40%	19	39%	6	45%



**Appendix C**

Benefits Comparison: Detail

**Retirement**

Funding:

	Year 2015/16	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
			N	Average	N	Average	N	Average
- Part of a state employee plan		-	4	75%	30	73%	7	0%
- Self-funded		Yes	4	25%	30	23%	7	100%
- Purchased insurance product		-	4	0%	30	3%	7	0%

Does the institution use more than one retirement services provider for institutionally-sponsored retirement plan?		Yes	5	80%	29	76%	7	86%
- If Yes, how many providers are authorized to receive institutional contributions to employee retirement accounts?		3.00	4	4.75	22	3.90	6	1.80

Institution offers employees Defined Benefits plan								
- Traditional plan		Yes	5	80%	31	81%	7	14%
- Cash balance plan		No	4	0%	28	4%	7	0%

Average retirement plan expenditure per covered employee		5,287	0	-	6	7,300	2	36,450
								<i>Average of 7,900 and 65,000</i>

Defined Contribution Plans: Details

403(b) plan: Faculty

Available		Yes	5	100%	31	100%	7	100%
Mandatory		Yes	5	20%	31	13%	7	14%
Primary Retirement Plan		Yes	5	60%	30	34%	6	50%
Institution contribution to plan		Yes	5	60%	31	35%	7	86%

*Maximum % of annual salary institution contributes:*

- under 35 years of age		5.0%	2	8.7%	5	9.0%	4	7.9%
- 35 - 50 years of age		7.5%	2	8.7%	5	9.0%	4	7.9%
- 50 years and older		10.0%	2	8.7%	5	9.0%	4	7.9%

**Appendix C**

Benefits Comparison: Detail

	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16		N	Average	N	Average	N	Average
<u>457(b) plan: Faculty</u>								
Available		Yes	4	100%	30	97%	5	100%
Mandatory		No	4	0%	28	11%	4	0%
Primary Retirement Plan		No	4	0%	28	0%	4	0%
Institution contribution to plan		No	4	0%	30	3%	5	0%
<i>Maximum % of annual salary institution contributes:</i>								
- under 35 years of age								
- 35 - 50 years of age								
- 50 years and older								
<u>401(a) plan: Faculty</u>								
Available		No	4	75%	18	83%	1	100%
Mandatory			3	33%	15	73%	1	100%
Primary Retirement Plan			3	100%	15	93%	1	100%
Institution contribution to plan			4	100%	16	100%	1	100%
<i>Maximum % of annual salary institution contributes:</i>								
- under 35 years of age			2	14.2%	9	11.3%	1	10.0%
- 35 - 50 years of age			2	14.2%	9	11.3%	1	10.0%
- 50 years and older			2	14.2%	9	11.3%	1	10.0%
<u>401(k) plan: Faculty</u>								
Available		No	2	100%	4	100%	1	100%
Mandatory			2	0%	4	0%	1	100%
Primary Retirement Plan			2	0%	5	0%	1	100%
Institution contribution to plan			2	0%	5	0%	1	100%
<i>Maximum % of annual salary institution contributes:</i>								
- under 35 years of age							1	8.0%
- 35 - 50 years of age							1	8.0%
- 50 years and older							1	8.0%

**Appendix C**

Benefits Comparison: Detail

	Year	Peers (Group of 25)		Public Research Institutions		Private Institutions		
	2015/16	N	Average	N	Average	N	Average	
<b>Tuition Benefits</b>								
Employees: Faculty								
Does institution offer full-time employees tuition assistance for courses taken at your institution?	Yes	5	100%	31	100%	7	100%	
Are employees allowed to attend classes during normal working	Yes	4	50%	30	77%	6	50%	
What % of eligible tuition-related fees is the tuition benefit?		4	91%	23	89%	6	88%	
Spouses								
Is undergraduate tuition assistance to attend your institution available for:								
- Spouse of full-time employee	No	5	60%	31	77%	7	71%	
- Same-sex partner of full-time employee	No	3	100%	22	100%	5	100%	
- Opposite-sex partner of full-time employee	No	3	33%	23	70%	5	100%	
What % of eligible tuition-related fees is the tuition benefit?		3	88%	16	77%	4	62%	
Children								
Is undergraduate tuition assistance to attend your institution available for children of full-time employees?	No	5	60%	31	74%	7	100%	
Is number of credit hours eligible for assistance per calendar year limited?		5	40%	29	29%	7	71%	
- If Yes: what is the number of credit hours eligible for assistance?		2	18	4	26	2	10	
What % of eligible tuition-related fees is the tuition benefit?		3	92%	16	76%	5	79%	
Other								
Does institution have any tuition benefit for employees that pays partially or fully for courses taken at other institutions?	Yes	5	20%	31	29%	5	57%	
Current usage								
Percentage of employees currently receiving tuition benefits for either self or family		1	21%	11	14%	5	14%	
Percentage of employees currently receiving tuition benefits who are exempt				9	65%	2	73%	
Percentage of employees currently receiving tuition benefits who are non-exempt				9	35%	2	27%	
Percentage of dependents currently receiving tuition benefits who are exempt				6	56%	2	73%	
Percentage of dependents currently receiving tuition benefits who are non-exempt				6	27%	2	27%	

**Appendix C**

Benefits Comparison: Detail

**Other Benefits**

	Year	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16	N	Average	N	Average	N	Average
<b>Life Insurance: Basic</b>							
Basic Life Insurance offered	Yes	5	100%	31	100%	7	100%
Basic life insurance plan includes Accidental D&D	Yes	5	60%	31	68%	7	71%
Employee pays any part of life insurance plan	No	5	60%	30	37%	7	0%
Institution's monthly premium per \$1,000 of insurance	\$0.11	2	\$0.13	20	\$0.26	7	\$0.12
Maximum amount							
If fixed: Maximum \$ amount	\$35,000	3	\$26,000	12	\$40,083		\$200,000
If based on salary: "X" multiplier	-	1	1.00	13	1.50		2.70
<b>Life Insurance: Supplemental</b>							
Employee can purchase "supplemental life insurance"	Yes	5	100%	31	97%	7	100%
If Yes: Medical evidence of insurability is required	Yes	5	80%	29	59%	6	83%
Maximum amount							
If additional amount fixed: Maximum \$ amount	\$1,000,000	3	\$533,333	8	\$762,500	3	\$1,166,667
If additional amount based on salary: "X" multiplier	-	2	7.00	19	4.95	4	4.50
Maximum \$ amount for spouse/domestic partner	\$500,000	5	\$200,000	26	\$142,654		\$224,000
Maximum \$ amount for eligible children	\$20,000	4	\$13,750	26	\$14,885		\$10,000
<b>Short Term Disability</b>							
Short-term disability offered	No -	5	40%	31	48%	7	86%
Enrollment in short-term disability is automatic	<a href="#">UW has</a>	2	50%	15	40%	6	83%
If Yes: Who pays the premium?	<a href="#">faculty sick</a>						
Institution only	<a href="#">leave</a>	2	50%	15	33%	6	67%
Employee only	<a href="#">policy.</a>	2	50%	15	60%	6	17%
Both contribute		2	0%	15	7%	6	17%
Short Term Disability benefit is							
Percentage of salary				15	79%	6	100%
Flat amount				15	21%	6	0%
If flat amount: \$ per week				1	\$250		

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Benefits Comparison: Detail

	Year	UW		Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16	N	Average	N	Average	N	Average	N	Average
<b>Long Term Disability</b>									
Long-term disability offered	Yes	5	100%	31	97%	7	100%		
If applicable: Who pays the premium?									
Institution only	No	5	20%	28	36%	6	50%		
Employee only	No	5	60%	28	32%	6	0%		
Both contribute	Yes	5	20%	28	32%	6	50%		
How is long-term disability defined?									
Can't perform OWN occupation	No	5	80%	28	39%	7	29%		
Can't perform ANY occupation	No	5	0%	28	14%	7	14%		
Can't perform OWN occupation after "X" weeks & ANY thereafter	Yes	5	20%	28	39%	7	57%		
Does LTD have a pre-existing clause?	Yes	5	80%	28	68%	7	57%		
If Yes: How many months duration	12	3	9	17	9.9	4	9.75		
Number of months employee on LTD can continue on ins plans at employee rate	3	2	12	11	10%	4	925%		
Percent of monthly earnings paid by LTD	60%	5	62%	26	62%	7	60%		
Does LTD plan have a maximum monthly benefit?	Yes	5	100%	28	89%	7	100%		
If Yes: maximum monthly \$ amount (comps: average)	\$6,000	5	\$11,600	23	\$9,883	6	\$15,283		
If Yes: maximum monthly \$ amount (comps: median)		5	\$10,000	23	\$10,000	6	\$13,250		
Does your LTD plan allow benefits to be paid free of Federal Tax?	Yes	5	60%	23	52%	6	33%		
<b>Child Care</b>									
Institution offers child daycare benefits	Yes	5	40%	30	43%	7	71%		
If Yes: Types of child daycare offered									
On-site daycare managed by employees	No	2	100%	13	77%	4	50%		
On-site daycare managed by contractor	Yes	2	50%	13	8%	5	20%		
Off-site daycare managed by employees	No	2	0%	13	8%	4	0%		
Off-site daycare managed by contractor	Yes	2	50%	13	15%	4	0%		
Institution offers sick-child daycare benefits	Yes	2	0%	13	15%	5	40%		
If Yes: Types of child daycare offered									
On-site sick-child daycare managed by employees	No	0		2	50%	2	0%		
On-site sick-child daycare managed by contractor	No	0		2	0%	2	0%		
Off-site sick-child daycare managed by employees	No	0		2	0%	2	0%		
Off-site sick-child daycare managed by contractor	Yes	0		2	50%	2	50%		
Institution subsidizes the cost of daycare	No	2	0%	13	23%	4	25%		
If Yes: Approximate % of cost paid by institution	-		-		-	1	25%		

**Appendix C**

Benefits Comparison: Detail

	Year	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16	N	Average	N	Average	N	Average
<b>Paid Time off</b>	<b>UW</b>						
Number of paid holidays each year (actual # of days)	10	4	13	30	11	7	10%
Paid time-off offered	Yes	5	80%	31	97%	7	100%
Institution has Sabbatical Leave (Faculty)	Yes	4	75%	27	93%	7	86%
If Yes: Typical number of years between each	7	2	4	13	5	1	4
Institution allows Unpaid Leave (Faculty)	Yes	4	100%	27	100%	6	100%
If Yes: Maximum number of days		1	365	8	131	3	303
Institution has paid leave (over and above vacation and sick leave) for new parents	No	4	25%	21	29%	7	57%
If Yes: For how many weeks		1	6	6	8	3	8

## Appendix D

### Livability and Cost of Living

Environment	Year	UW (MSA)	25 Peers (MSA)	
			Median	UW (%-ile)
<b>Overall Livability (AARP) (0 - 100)</b>	<b>2016</b>	<b>57.42</b>	<b>51.30</b>	93%
Neighborhood		<b>56.58</b>	<b>49.49</b>	82%
Housing		<b>54.03</b>	<b>48.39</b>	82%
Environment		<b>63.21</b>	<b>53.29</b>	97%
Health		<b>64.53</b>	<b>56.83</b>	76%
Transportation		<b>52.54</b>	<b>51.46</b>	65%
Opportunity		<b>57.99</b>	<b>52.20</b>	73%
Engagement		<b>53.07</b>	<b>52.10</b>	63%
<b>Cost of Living (Multiple Sources)</b>	<b>2016</b>			
Required pre-tax income (family of 4) (MIT)		<b>67,758</b>	<b>62,558</b>	69%
Max state income tax in % (Tax Foundation)		<b>0.00%</b>	<b>5.75%</b>	0%
Sales tax % (TaxRate.com)		<b>9.22%</b>	<b>7.00%</b>	100%
Median sf price single family home (Zillow): Seattle MSA		<b>247.4</b>	<b>162.6</b>	69%
Median sf price single family home (Zillow): City of Seattle		<b>359.8</b>	<b>162.6</b>	78%

#### Notes:

- The group of 25 Peers refers to the schools listed in Appendix A.
- Data have been collected for all ZIP codes that belong to the same MSA as each research institution. In the case of UW, the applicable MSA includes Seattle, Tacoma, and Bellevue.
- UW (%-ile) indicates the percentile rank of UW (specifically, the "Seattle, Tacoma, Bellevue" MSA) relative to its 25 Peers (specifically, the corresponding MSAs).