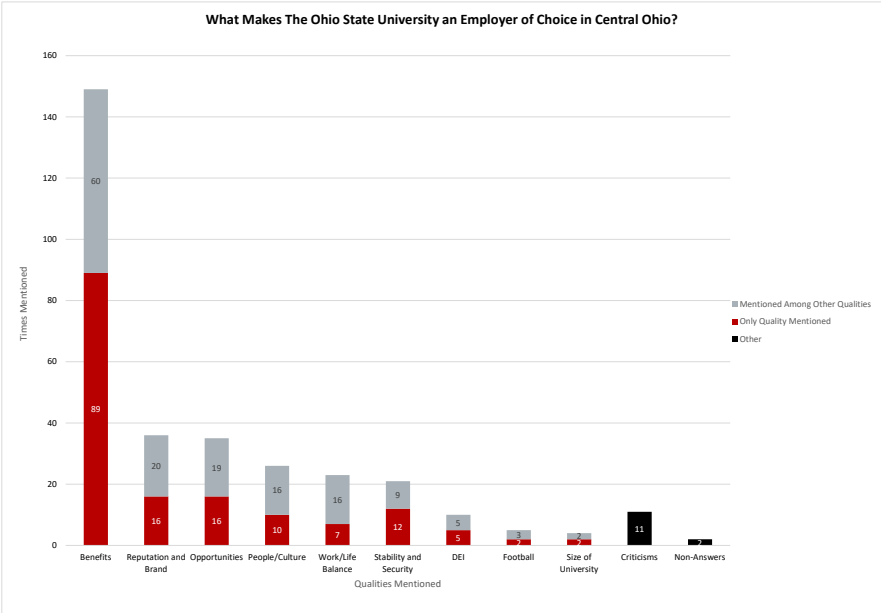


Response Overview			
Quality	Only Quality Mentioned	Mentioned Among Other Qualities	Other
Benefits	89	60	
Reputation and Brand	16	20	
Opportunities	16	19	
People/Culture	10	16	
Work/Life Balance	7	16	
Stability and Security	12	9	
DEI	5	5	
Football	2	3	
Size of University	2	2	
Criticisms			11
Non-Answers			2



Only Benefits Mentioned (n=90)	
Benefits	Medicine
good health insurance	MSC
Benefits	Medicine
health benefits	
Reputation for good benefits, specifically retirement and health care	
Education Benefit	OTDI
The benefits	Business and Finance
Health benefits (although those aren't as good as they used to be)	
Health and additional HR benefits.	Engineering
Benefits	Advancement
Benefits (Good healthcare)	CFAES Horticulture division
Benefits	
Benefits	College of Nursing
The numerous staff/faculty benefits and resources available.	Fisher
Great health insurance	Office of Research
The benefits packages are second to none in this time in our society.	Athletic Department
Great benefits for employees	
Benefits	
OPERS only. Many other benefits OSU offers can be found at other employers along with better pay	
benefits	Fisher College of Business
benefits	
Benefits! Tuition assistance and now the LSA are huge!	Human Resources
The perception that Ohio State has better benefits than other organizations.	Mortiz College of Law
insurance and other benefits	OSU Extension, Union County
Dependent tuition benefit, state retirement	College of Pharmacy
People want the tuition waiver	OAA- SEM
OPERS	Hospital - Brain and Spine
The benefits, no doubt.	Neurology
Retirement/ benefits	OSUWMC
Benefits	UHE
Benefits	OSUMC, EEI
Benefits	College of Medicine
Decent benefits	Med Center
the many holidays we get paid for	
Great Benefits	Dept of Psychiatry

Benefits Mentioned Among Other Qualities (n=59)	
Benefits, work flexibility, the people	Engineering
Benefits, Brand	
reputation, great benefits	Office of Academic Affairs
Benefits, opportunities for career growth	
the benefits and job security	Office of Marketing and Communications
There are a lot of jobs, and OPERS is a strong perk	Arts & Sciences
Great benefits, flexibility, autonomy, security	Engineering
have worked with in different areas. Generally, folks seem to work well together and it's nice to feel like	OTDI
Benefits and career opportunities	Office of International Affairs
health care programs and retirement support. Also provides a place to work with a strong purpose and	Advancement
benefits, work environment, security	
name recognition, benefits package, definitely NOT competitive pay	Office of Academic Affairs
opportunities, benefits, colleagues	wexner medical center
Reputation, Benefits, Opportunity	
learning opportunities, growth and benefits	The James
The name, but The benefits (i.e. tuition assistance) helps too	endoscopy
Great opportunities and benefits	Ross ACC
Opportunities for growth & development, flexible workplace and great benefits	College of Medicine
The benefits offered and breadth of areas to work in.	
Uniqueness in work environment and benefits	COM
job security. transparency. benefits	
retirement, tuition benefits, and career development	Shared Services/Supply Chain
Reputation, benefits	The James
Excellent benefits, very good work life balance and meaningful work	Administration and Planning
Job security & Health Benefits	MedCtr Business Offices
Positive culture, great work/life and other benefits.	Athletics
football tickets. For me it's the insurance, though that is going downhill lately.	COM/SHRS
large percentage are Alumni. There is a strong sense of pride in being employed with OSU. Additionally, if	Department of Radiation Oncology
State to connect with the community. Central Ohio is so diverse in it's people but also in the job sector	University Exploration
treating it's employees with good benefits always working to maintain good working conditions.	
Working somewhere with a purpose, holiday break, benefits, stability and Jeff Risinger	Human Resources
Benefits, room for growth due to size, tuition benefits, diversity of departments & offices.	College of Engineering
Name recognition, perception of vast availability of jobs/benefits, idealism around "government work"	
great focus on health benefits, employee health and wellness and work/life balance	The Office of International Affairs - Global Education
Benefits, recognizable name in community	Clinical Laboratory

Good benefits	
benefits	WMC at OSU
Benefits	OSUP
Benefits	The James Clinical Epidemiology
Insurance	Observation
The benefits are good (health care, dental, vision, OPERS)	OSUWMC
retirement benefits	
Retirement 14% contribution	Student Life
Health Benefits	Health Sciences
OPERS	
Benefits (other than salaries & wages)	Newark
The benefits	Population Health
Lucrative benefits	Medical Center
self and dependent tuition benefits	Advancement
Benefits package	Academic Affairs
Benefits (insurance and OPERS)	
Benefits and Opportunities	Emergency Medicine
Benefits	Medicine
benefits package	College of Medicine
benefits but that is becoming secondary there needs to be a cost of living increase plus merit	medicine
Benefits (healthcare, tuition coverage, LSA, OPERS)	Office of Diversity and Inclusion
Benefits	Advancement
Immediate access to health care benefits	OSUWMC
Benefits	James Cancer Hospital
benefits, flexibility of moving positions, education/tuition	
benefits	ERIK
Pension and benefits (tuition coverage, health insurance, etc.)	Medical Center
Benefits	
Excellent benefits	Extension office
benefits	osuwmc
The fact that it is part of the OPERS.	Wexner Medical Center
Health benefits	Medicine
benefits package	Health system informatics
benefits	VMC
health and retirement benefits	ERIK
The benefits are great (health, dental, vision, gym membership, etc.)	International Affairs

health insurance and overall stability as an institution	Arts and Sciences
Work life balance and good medical benefits	College of Nursing
Branding, Benefits, Reputation, Inovation	College of Nursing
Steady work, misc benefits, brand affinity	pharmacy
Reputation, benefits, transparent pay structure, family friendly employer, DEI	College of Nursing
Prestige and dependable benefits.	COM
centered attitude, alongside work achievements, benefits, opportunities to help students and	Nursing
Great Benefits and Family-Comes-First Managers	OSUWMC IT
Benefits/Unique opportunities	
Benefits and my leadership	A&P FOD
work (i.e., impact); tuition waiver for staff 75% FTE or greater	Institute and Center of Microbiome Science
Pride in the organization; wonderful benefits; everyone has some sort of a connection	EHE
positions because it is a big place with quite a few job openings. However, I think we are not retaining	
be a respected and reputable work place, with fair (eye roll) salaries and benefits.	Marion campus
The university environment, football, education benefits	Office of Strategic Enrollment Management
Location, benefits...	The College of Nursing
size, benefits	
benefits, flexibility, location	Dentistry
Flexibility and benefits	CFAES
importance of work, work/life balance, benefits	Office of Marketing and Communications
Benefits, pay, location, atomsphere	OLA
Benefits and flexible work arrangements	COM-Dept of Psychiatry
I think OSU is one of the few institutions that offers maternal leave to both parents. The retirement	survey, expand the boxes so we can see our
The benefits of continuing education, attending games and the atmosphere.	College of Medicine
The positive, nurturing culture. Good benefits. Access to resources.	Social Work

Health benefits and tuition reimbursement.	Student Life
Benefits package is competitive	Nisonger Center
Benefits	Mohs Surgery
Good benefits	Engineering
Great benefits	College of Engineering
healthcare benefits/access, flexibility of hours/location, and retirement benefits.	John Glenn College
Benefits	Medicine
the benefits (health and dental insurance)	
Benefits	Technology and Digital Innovation
Good benefits	Office of Legal Affairs
Unique benefits.	Wexner
Benefits	Nursing
All of the benefits (paid SICK time especially), leaves/insurance	Nursing
It's a great place due to benefits and environment. Plus I am a huge Buckeye fan!	College of Nursing
The benefits	Social Work
Health insurance is pretty affordable even if you don't have choice of hospitals.	A&P
Health benefits, retirement benefits, leave benefits	College of Education
Pay and benefits	Dodd 3

Only Opportunities Mentioned (n=16)	
The many different types of jobs available and the opportunity for advancement within those jobs	College of Engineering
Wide array of opportunities!	Student Life
Vast opportunities available	Wexner Medical Center
Large academic institution with opportunities to teach, continually learn, and make an impact on a large number of patient lives	College of Medicine
The many opportunities and open mindset	James Cancer Hospital
Opportunities	Wexner Medical
Large institution means opportunities for career advancement	OSUWMC Shared Services
The opportunities for growth	James Comprehensive Cancer Center
Resources and opportunity for growth	Rehab
The opportunities that Ohio State provides.	
It's resources and opportunities	Medical center
It's an exciting hub of activity, and it keeps you young.	A&P/Transportation & Traffic Management
Different job opportunities and connections: lots of opportunity to move up or laterally and stay at the same place	
education	
The diverse range of employment opportunities while still remaining under the same employer/retirement umbrella.	
If your passion is to help students, OSU is a great place to do this.	

Opportunities Mentioned Among Other Qualities (n=20)	
Benefits, opportunities for career growth	
There are a lot of jobs, and OPERS is a strong perk	Arts & Sciences
Benefits and career opportunities	Office of International Affairs
opportunities, benefits, colleagues	wexner medical center
Work/life balance; access to opportunities to engage beyond the office	
Reputation, Benefits, Opportunity	
learning opportunities, growth and benefits	The James
Great opportunities and benefits	Ross ACC
Opportunities for growth & development, flexible workplace and great benefits	College of Medicine
The benefits offered and breadth of areas to work in.	
retirement, tuition benefits, and career development	Shared Services/Supply Chain
There are so many different opportunities at Ohio State to connect with the community. Central Ohio is so diverse in it's people but also in the job sector and it is nice that OSU has it's hands in all of it. The benefits are also amazing and OSU creates an environment that is accomodating and flexible.	University Exploration
Benefits, room for growth due to size, tuition benefits, diversity of departments & offices.	College of Engineering
Name recognition, perception of vast availability of jobs/benefits, idealism around "government work"	
Prestige, reach, ample opportunities	College of Nursing
Flexibility for employees' work situations, a wellness-centered attitude, alongside work achievements, benefits, opportunities to help students and contribute to bodies of research	Nursing
Benefits/Unique opportunities	
Advancement opportunities; meaningful/purposeful work (i.e., impact); tuition waiver for staff 75% FTE or greater	The Infectious Diseases Institute and Center of Microbiome Science (Enterprise for Research, Innovation, and Knowledge)
For staff, I think it is a good place to find entry level positions because it is a big place with quite a few job openings. However, I think we are not retaining high achieving staff; reputation (although I think we are starting to lose our strong workplace reputation because some of the unsuccessful transitions we have had with Workday and CRM); benefits	

Only Stability and Security Mentioned (n=12)	
stability	student life
consistency	medicine
Stability in the community	College of Medicine
Familiarity	Shared Services
I feel needed and appreciated in my job.	The Office of the Advanced Practice Providers
Job security	
Job stability	Ambulatory Services
The stability of state jobs	
Stability	FOD
stability	
stability	Physics
Stability	Business and Finance

Stability and Security Mentioned Among Other Qualities (n=9)	
the benefits and job security	Office of Marketing and Communications
Great benefits, flexibility, autonomy, security	Engineering
benefits, work environment, security	
job security, transparency, benefits	
Job security & Health Benefits	MedCtr Business Offices
Working somewhere with a purpose, holiday break, benefits, stability and Jeff Risinger	Human Resources
employment stability and flexible remote work options.	Engineering, CSE.
health insurance and overall stability as an institution	Arts and Sciences
Steady work, misc benefits, brand affinity	pharmacy

only stability	12
stability+smth	9
total	21

the benefits and job security	Office of Marketing and Communications
Great benefits, flexibility, autonomy, security	Engineering
benefits, work environment, security	
job security, transparency, benefits	
Job security & Health Benefits	MedCtr Business Offices
Working somewhere with a purpose, holiday break, benefits, stability and Jeff Risinger	Human Resources
employment stability and flexible remote work options.	Engineering, CSE.
health insurance and overall stability as an institution	Arts and Sciences
Steady work, misc benefits, brand affinity	pharmacy

Only Reputation and Brand Mentioned (n=16)	
Honestly, I think mostly what we have going for us at this point is name recognition and a sort of "prestige" factor, but in reality, I would rather work somewhere else.	Fisher College of Business
The name recognition	Fisher
reputation	Academic Advising
It is a prestige to work for The Ohio State University	Patient Experience
Knowing we are helping with research, the "prestige" of working for OSU	James MIM
reputation	med center
Reputation	
The pride of being associated with our university	College of Arts and Sciences/Advancement
The name	COM
The name/notoriety of OSU draws people in	
There is a sense of pride in working with the university	Student Life
Reputation	
It's reputation	College of Veterinary Medicine
The name recognition.	
Working for an institution that is bettering citizens; their efforts in making the workplace equitable, diverse, safe.	College of Veterinary Medicine / Veterinary Biosciences
The reputation the football team has built for the institution.	

Reputation and Brand Mentioned Among Other Qualities (n=20)	
Benefits, Brand	
reputation, great benefits	Office of Academic Affairs
Quality of work life balance, staff support through health care programs and retirement support. Also provides a place to work with a strong purpose and impact on the state, country and world	Advancement
name recognition, benefits package, definitely NOT competitive pay	Office of Academic Affairs
Some great things about working for OSU include name recognition in the region, state and nation which makes me proud to say I work here because people immediately know what I'm talking about. Another great thing is OSU's DEI commitment through inclusiveness programs and the standards upheld by the Office of Institutional Equity.	OSUWMC HR
Reputation, Benefits, Opportunity	
The name, but The benefits (i.e. tuition assistance) helps too	endoscopy
It is highly respected and also it offers continuing education on diversity, equity and inclusion	Laboratory
Reputation, benefits	The James
Name recognition, perception of vast availability of jobs/benefits, idealism around "government work"	
Benefits, recognizable name in community	Clinical Laboratory
Branding, Benefits, Reputation, Innovation	College of Nursing
Prestige, reach, ample opportunities	College of Nursing
Steady work, misc benefits, brand affinity	pharmacy
Reputation, benefits, transparent pay structure, family friendly employer, DEI	College of Nursing
Prestige and dependable benefits.	COM
Prioritizing quality of patient care that is provided.	MIM
For staff, I think it is a good place to find entry level positions because it is a big place with quite a few job openings. However, I think we are not retaining high achieving staff; reputation (although I think we are starting to lose our strong workplace reputation because some of the unsuccessful transitions we have had with Workday and CRM); benefits	
From a regional campus employee, it's considered to be a respected and reputable work place, with fair (eye roll) salaries and benefits.	Marion campus
Externally I think OSU draws interest from prospective employees based on its name and size, not necessarily it's competitive pay.	Engineering

Only Work/Life Balance Mentioned (n=7)	
flexible work schedules	College of Engineering
remote work options	
Flexibility - both working hybrid and not feeling bad about taking time off for kids	
Flex work schedule	Office of research
Flexibility and Wellness Proactivity	OMC
work/life balance	EHE
Work/life balance; access to opportunities to engage beyond the office	

Work/Life Balance Mentioned Among Other Qualities (n=16)	
Benefits, work flexibility, the people	Engineering
Great benefits, flexibility, autonomy, security	Engineering
Quality of work life balance, staff support through health care programs and retirement support. Also provides a place to work with a strong purpose and impact on the state, country and world	Advancement
Opportunities for growth & development, flexible workplace and great benefits	College of Medicine
Excellent benefits, very good work life balance and meaningful work	Administration and Planning
Positive culture, great work/life and other benefits.	Athletics
There are so many different opportunities at Ohio State to connect with the community. Central Ohio is so diverse in it's people but also in the job sector and it is nice that OSU has it's hands in all of it. The benefits are also amazing and OSU creates an environment that is accomodating and flexible.	University Exploration
employment stability and flexible remote work options.	Engineering, CSE.
great focus on health benefits, employee health and wellness and work/life balance	The Office of International Affairs - Global Education
Work life balance and good medical benefits	College of Nursing
Flexibility for employees' work situations, a wellness-centered attitude, alongside work achievements, benefits, opportunities to help students and contribute to bodies of research	Nursing
benefits, flexibility, location	Dentistry
Flexibility and benefits	CFAES
importance of work, work/life balance, benefits	Office of Marketing and Communications
Benefits and flexible work arrangements	COM-Dept of Psychiatry
For a public institution, the benefits are not horrible. I think OSU is one of the few institutions that offers maternal leave to both parents. The retirement benefits are great and the free education is a big plus. I like that I have flexibility and so far in my career OSU has offered me the most work/home life balance. I do think OSU is a good place to work, but OSU can still be doing a lot to support their staff, especially women planning to have children.	Next time you make a survey, expand the boxes so we can see our answers better. You can do that in Qualtrics.

Only DEI Mentioned (n=5)	
Diversity	Undergraduate Admissions
diversity	orthopaedics
Diversity	11 East Rhodes
Diversity of people and innovation	FAES
Diverse staff and feeling of inclusion.	

DEI Mentioned Among Other Qualities (n=5)	
Some great things about working for OSU include name recognition in the region, state and nation which makes me proud to say I work here because people immediately know what I'm talking about. Another great thing is OSU's DEI commitment through inclusiveness programs and the standards upheld by the Office of Institutional Equity.	OSUWMC HR
It is highly respected and also it offers continuing education on diversity, equity and inclusion	Laboratory
Diversity, Postive environment	College of Medicine/Division of General Internal Medicine
There are so many different opportunities at Ohio State to connect with the community. Central Ohio is so diverse in it's people but also in the job sector and it is nice that OSU has it's hands in all of it. The benefits are also amazing and OSU creates an environment that is accomodating and flexible.	University Exploration
Benefits, room for growth due to size, tuition benefits, diversity of departments & offices.	College of Engineering

Only People and Culture Mentioned (n=10)	
I think it is being surrounded by intelligent, passionate coworkers who care about important issues facing the world.	Education and Human Ecology
The people	Arts and Sciences
the people and their support	
The value that OSU places on its employees.	College of Food, Agriculture and Environmental Sciences - Extension
An exciting work environment and an innovative culture	Wexner Medical Center
The people and the Buckeye Spirit	College of Medicine
The positivity, empathy, and genuine kindness toward everyone.	CTO
The successful divisions that have good leadership out number the non performers	Medicine
The staff	
Great University / Seem to care about employees	University / Payroll

People and Culture Mentioned Among Other Qualities (n=16)	
Benefits, work flexibility, the people	Engineering
The benefits are good, I really like the people that I have worked with in different areas. Generally, folks seem to work well together and it's nice to feel like we contribute to an organization that helps a lot of different people.	OTDI
opportunities, benefits, colleagues	wexner medical center
Uniqueness in work environment and benefits	COM
Diversity, Postive environment	College of Medicine/Division of General Internal Medicine
Positive culture, great work/life and other benefits.	Athletics
Most people in Columbus are Buckeye Fans and a large percentage are Alumni. There is a strong sense of pride in being employed with OSU. Additionally, if you are seeking to advance your education, you can attend here as an employee not to mention having the discount for children attending is a huge help to curb rising tuition expenses. There are few employers offering pensions any longer and that is attractive as well.	Department of Radiation Oncology
It has a youthful outlook on work, education, treating it's employees with good benefits always working to maintain good working conditions.	
Reputation, benefits, transparent pay structure, family friendly employer, DEI	College of Nursing
Great Benefits and Family-Comes-First Managers	OSUWMC IT
Benefits and my leadership	A&P FOD
Pride in the organization; wonderful benefits; everyone has some sort of a connection	EHE
The university environment, football, education benefits	Office of Strategic Enrollment Management
Benefits, pay, location, atomsphere	OLA
The benefits of continuing education, attending games and the atmosphere.	College of Medicine
The positive, nurturing culture. Good benefits. Access to resources.	Social Work

Only Size of University Mentioned (n=2)	
Large employer	
The size.	Mechanical and Aerospace Engineering

Size of University Mentioned Among Other Qualities (n=2)	
size, benefits	
Externally I think OSU draws interest from prospective employees based on its name and size, not necessarily it's competitive pay.	Engineering

Only Football Mentioned (n=2)	
the football team	pharmacy
Football tickets	OSUWMC

Football Mentioned Among Other Qualities (n=3)	
For most people honestly it seems to be access to football tickets. For me it's the insurance, though that is going downhill lately.	COM/SHRS
The university environment, football, education benefits	Office of Strategic Enrollment Management
The benefits of continuing education, attending games and the atmosphere.	College of Medicine

Criticisms/Disagreements (n=11)

I'm not sure it is anymore. Last I heard, most posted jobs get very few applications.	ASC
OSU is no longer an employer of choice. Current employees feel undervalued due to the roll out of career roadmapping. Most employee salaries are at the low end of the pay band which optically makes the employee feel undervalued. The market is moving faster than OSU is keeping up with. Career Roadmapping should have been postponed until the market settled down after Covid. Workday was enough of a challenge for employees.	
I don't feel like OSU is an employer of choice anymore. OSU doesn't value staff or our opinions. We must do better. We are losing staff to other companies especially due to career roadmap. Outside companies are offering more and we are losing people left and right	
I'm not sure Ohio State is any longer the employer of choice	
I am not sure	Academic Advising
I don't think it is anymore	Engineering
I think the benefits used to bring and keep people, but honestly I don't think OSU is an employer of choice anymore.	OSUMC OCE East
i dont	na
not the medical center managers	
Not really	
It used to be good treatment of their staff. that is no longer the case.	The Medical Center.

Non-Answers (n=2)	
tba	tba
yes	human resources