



2015

Staff Perspective Survey

Presented to:
MSU Board of Regents
February 26, 2016

Presented by:

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General Comments

Feel free to use this section to provide any additional comments/concerns.

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SUMMARY REPORT OF STAFF PERSPECTIVE SURVEY

I. Background and Data Collection

Since going to the on-line survey we have experienced great success in conducting our Staff Survey with over 50% of the surveys being returned. So, it was the desire of the Staff Congress to conduct the survey again in the fall of 2015 with some revisions made to the survey. Working again this year with Beth Sloan, a staff member in the Technology Support and Consulting Services (TSCS) formally Center for Teaching, Learning, and Technology (CTLT), we were again able to submit the survey on-line with the use of Survey Monkey. An email listing was obtained with the help of Human Resources, and the survey was sent to 1014 staff, with 51 invalid email addresses (bounced back) and 31 opted out of taking the survey for a total of 932 staff receiving the email. Approximately six weeks for allowed 507 staff to respond giving a 54.4% response rate. The percentage of responses was up from the previous year, but the number of surveys sent out was again lower than the previous years. See results below:

	Total Mailed	Total Returned	Total Comments	Response Rate
Fall 2006	973	406	284	41.7%
Fall 2007	973	370	271	38.0%
Fall 2008	959	402	272	41.9%
Fall 2009	1,136	654	Varies by Question	57.6%
Fall 2010	1,228	676	Varies by Question	55.1%
Fall 2011	1,206	617	Varies by Question	51.2%
Fall 2012	1,038	531	Varies by Question	51.2%
Fall 2013	1,008	524	Varies by Question	52.0%
Fall 2014	972	513	Varies by Question	52.8%
Fall 2015	932	507	Varies by Question	54.4%

II. Descriptive Statistics

The survey is divided into four sections. The first section asked general questions to determine demographics of the staff that are taking part in the survey. The second section asks question about the staff's Impression of Staff Congress. The third section is weighted on a scale of 1 to 4 with one representing strongly disagree and four representing strongly agree. It contains 17 specific questions in three categories: overall institutional impression, staffing/work environment, and benefits/pay/recognition. A place for comments was provided at the end of each section. The third section asked three general open response questions to allow for employee feedback.

Based on the responses to the survey, there was almost identical representation of the employees by years of service as there has been for the past two years, with again the majority of 42.4% coming from employees who had 10 years or more of service. Also, again of the four employment categories listed, administrative assistant/clerical and executive/managerial/professional provide the most responses with 409 (80.7%). In addition, the majority of respondents were full-time employees (96.5%). When asked if working conditions were better, about the same, or worse compared to a year ago, the majority at (81.9%) said they were the same or better which was up from last year's (78.0%).

III. Results and Interpretations

From the second section with the weighted questions the overall responses to the questions were positive. However, there were statistically significant results noted:

Of the 17 questions the two that staff agreed most strongly with this year were:

1. The President does a good job of communicating major developments. (Strongly Agree/Tend to Agree 92.0%)
2. The President can be trusted to be straight forward and honest.. (Strongly Agree/Tend to Agree 90.60%)

The one question that MSU staff most strongly disagreed with again this year was:

1. Raises are given adequately and fairly for job performance.
(Strongly Disagree/Tend to Disagree 68.4%)
(The % of those disagreeing was up from the previous year's 60.4%)

One different question that was added this year to the Overall Institutional Impression Category which was agreed with strongly is:

1. I am aware of and have knowledge of the President's Strategic Plan.?
(Strongly Agree/Tend to Agree 87.2%)

IV. Summary of Comments

Individual comments were collected from five categories as well as three specific questions listed at the end of the survey. Complete lists of all submitted comments are included in this report. Below summarizes each section and question:

Impressions of Staff Congress – Although there was 83.4% (408) of the staff that took the survey that found Staff Congress adequately represented them, down from last year's 86.1% (429) but 90.0% (441) said they receive timely information from Staff Congress members. Also, 80.2% were aware of the Staff Congress book scholarship up from last year's 72.3%, and the highest percentage 95.3% that Staff Congress hosts the Staff Recognition Luncheon and the highest contact/social media platform that the Staff is aware of is Email (Administration/Staff Regent/Staff Congress member) 87.1%.

What suggestions do you have for the Staff Regent or Staff Congress?

Work to raise the pay of MSU general workers. Competitive wages and regular cost of living increases. Keep working to improve conditions and benefits for our staff. Meet with staff on more regular bases. Come talk to employees directly. Live stream Staff Congress meetings. Keep up the good work. Do quarterly or bi-annual surveys that are smaller or more specific to working conditions. Find a way to impact health insurance costs. Do something for staff morale.

Overall Institutional Impression Comments & Comments Regarding the President –

We could not be better represented. He stops and greets students regularly; this builds our students' self-esteem. Best place to work in Murray. Most Staff would recommend MSU as an employer to their family and friends. He is very friendly and engaging and I like that he remembers names/roles of employees. He is a very personable man and is thoughtful of others. He is a pleasure to work with.

Staffing/Work Environment – The majority of Staff feel our policy, benefit and employment-related information is adequately communicated (82.7%). There is a need for more staff in some areas and the sharing of responsibility among this staff. (We continue to be understaffed while demands just keep growing, and compensation remains stagnant.) Some departments do a great job with helping one another. But do think the University could do a better job with new hire training.

Benefits/Pay/Recognition – The majority of comments again this year reflected the need/desire to increase wages. Benefits – the cost of Health insurance increase has put a burden on a large number of the Staff.

GENERAL COMMENTS:

What do you appreciate most about working for MSU?

The people here are great to work with and quality of character of the Staff is great. We have good vacation, sick days, holidays, and tuition waivers plans – they are greatly appreciated along with the friendliness of upper administration. The Staff enjoy working with young people and being a part of college environment. Also, appreciate having access to all the activities on campus (sporting events, cultural events, concerts, etc.).

What would make MSU a better place to work?

The number one comment for this questions, as in the past, was better pay.

Higher pay always helps. Better raises. The return of wellness incentives. Better employee recognition. Better health insurance premiums. Many people are struggling with the even higher costs of healthcare this year. Open communication among and within all departments – Collaborate across departments, engage with other departments on events, projects, etc. Childcare and flex working time.

And the standard suggestion better parking.

Feel free to use this section to provide any additional comments/concerns:

This section has all type of suggestions/concerns ranging from: MSU align their spring break with the surrounding K-12 systems. MSU align their spring break with the surrounding K-12 systems. Appreciate the time that individuals devote to Staff Congress, it is time consuming. A four-day work week option in June and July or a week-long University summer closure would be a great employee benefit and break for 12-month staff. Murray State is the BEST place to work in Murray, KY in my opinion! I'm so proud to tell people I work for MSU!

MSU Staff Perspective Survey 2015

General Questions

Directions: For each question, please select the answer that best describes your work situation.

* How long have you worked at MSU?

- ☐ Less than 2 yrs.
- ☐ 2 to 5 yrs.
- ☐ 6 to 10 yrs.
- ☐ More than 10 yrs.

* In which employment category do you work?

- ☐ Administrative Assistant/Clerical
- ☐ General (Food Service, Public Safety, etc.)
- ☐ Facilities Management
- ☐ Executive/Managerial/Professional

* What contract type do you work?

- ☐ Part-time
- ☐ Full-time
- ☐ Temporary

* Compared to a year ago, are working conditions in your work group:

- ☐ Better
- ☐ About the same
- ☐ Worse
- ☐ N/A

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Staff Congress

I feel adequately represented by members of the Staff Congress.

- ☐ Strongly Agree
- ☐ Tend to Agree
- ☐ Tend to Disagree
- ☐ Strongly Disagree

I am aware that the Staff Congress sponsors these activities:

Staff Recognition Luncheon and Awards

- ☐ Yes
- ☐ No

Book Scholarship for staff members and dependents

- ☐ Yes
- ☐ No

Children's Christmas Party

- ☐ Yes
- ☐ No

Staff Holiday Gathering

- ☐ Yes
- ☐ No

I receive timely information from Staff Congress members.

- ☐ Yes
- ☐ No

I am aware of the following Staff Congress contact/social media platforms:

- ☐ Newsletters
- ☐ Facebook
- ☐ Racer Nation
- ☐ Email (Administration/Staff Regent/Staff Congress member)

What suggestions do you have for the Staff Regent or Staff Congress?

MSU Staff Perspective Survey 2015

OVERALL INSTITUTIONAL IMPRESSION:

Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank.

1 = Strongly Agree

2 = Tend to Agree

3 = Tend to Disagree

4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
Overall, I feel good about the direction MSU is going.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend MSU as an employer to my family and friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of and have knowledge of the President's Strategic Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President listens to and is aware of major concerns of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President can be trusted to be straightforward and honest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President does a good job of communicating major developments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall Institutional Impression comments and Comments regarding the President

MSU Staff Perspective Survey 2015

STAFFING / WORK ENVIRONMENT:

Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank.

- 1 = Strongly Agree
 2 = Tend to Agree
 3 = Tend to Disagree
 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
I feel our policy, benefit and employment-related information is adequately communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel individual unit/department orientation and training is sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate staffing, equipment and resources in my work area to allow me to provide quality service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With health insurance enrollment online, instruction in basic computer skills is needed on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the workload is evenly and fairly distributed across all personnel in my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Staffing/Work Environment comments:

MSU Staff Perspective Survey 2015

BENEFITS/PAY/RECOGNITION:

Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank.

1 = Strongly Agree

2 = Tend to Agree

3 = Tend to Disagree

4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
Vacancies are filled fairly, and internal candidates are given adequate consideration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am paid fairly for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raises are given fairly for job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with my salary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compared to other employers our benefits are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with our benefit program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Benefits/Pay/Recognition comments:



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GENERAL COMMENTS:

What do you appreciate most about working for MSU?

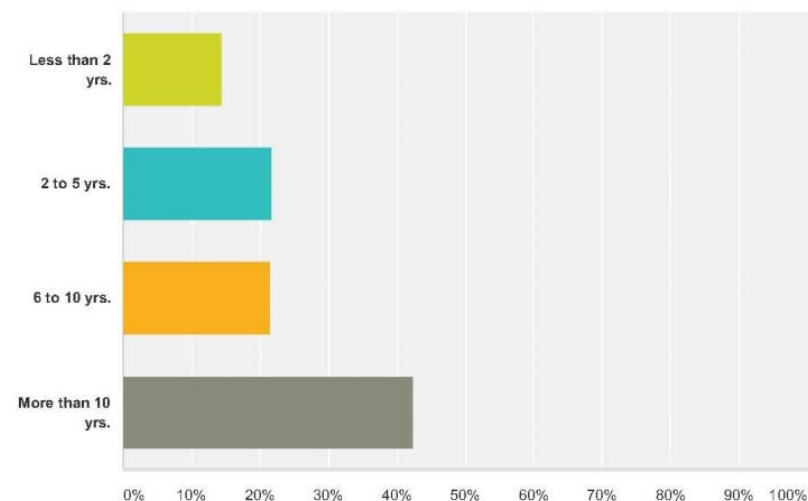
What would make MSU a better place to work?

Feel free to use this section to provide any additional comments/concerns.

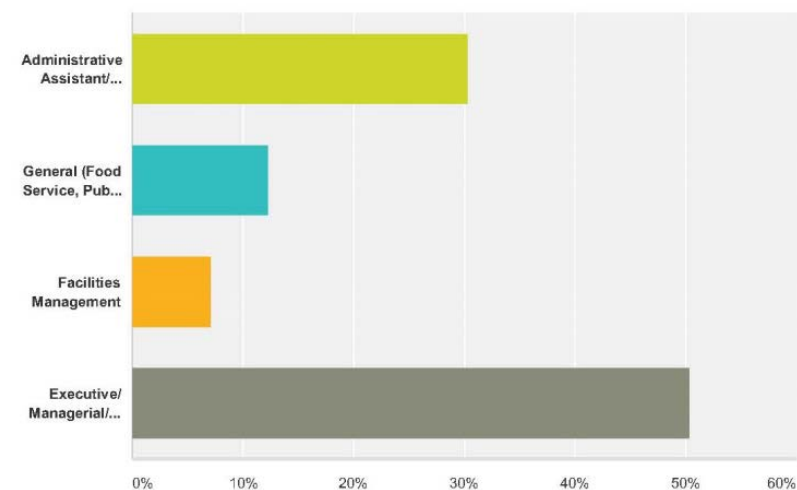
Thank you for taking the time to complete this Staff Survey. All comments will remain confidential, but the results will be shared with Administration and Board of Regents and will be posted to the Staff Congress website. If you have other ideas or concerns, please feel free to contact the Staff Regent and/or Staff Congress.

Staff Demographics

How long have you worked at MSU?	How long have you worked at MSU?	How long have you worked at MSU?	How long have you worked at MSU?
Answer Options	Answer Options	Response Percent	Response Count
Less than 2 yrs.	Less than 2 yrs.	14.4%	73
2 to 5 yrs.	2 to 5 yrs.	21.7%	110
6 to 10 yrs.	6 to 10 yrs.	21.5%	109
More than 10 yrs.	More than 10 yrs.	42.4%	215
<i>answered question</i>	<i>answered question</i>		<i>507</i>

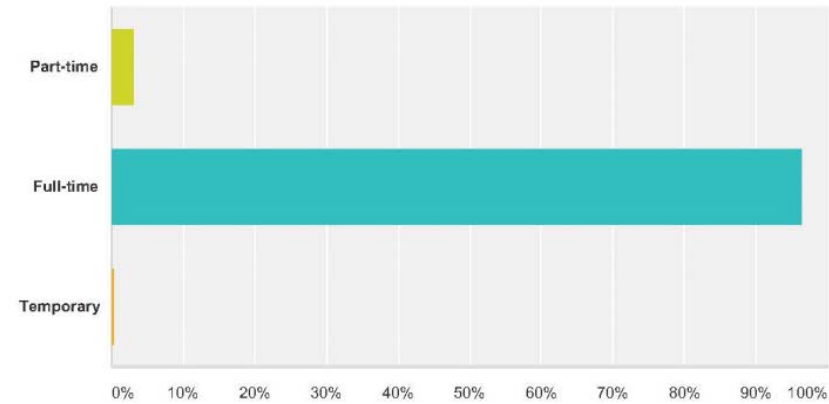


In which employment category do you work?		
Answer Options	Response Percent	Response Count
Administrative Assistant/Clerical	30.4%	154
General (Food Service, Public Safety, etc.)	12.2%	62
Facilities Management	7.1%	36
Executive/Managerial/Professional	50.3%	255
answered question		507

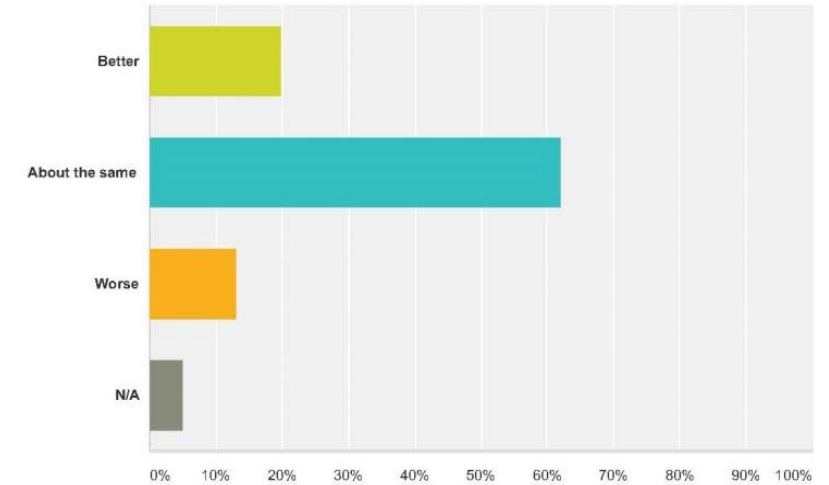


Staff Demographics

What contract type do you work?		
Answer Options	Response Percent	Response Count
Part-time	3.2%	16
Full-time	96.4%	489
Temporary	0.4%	2
answered question		507



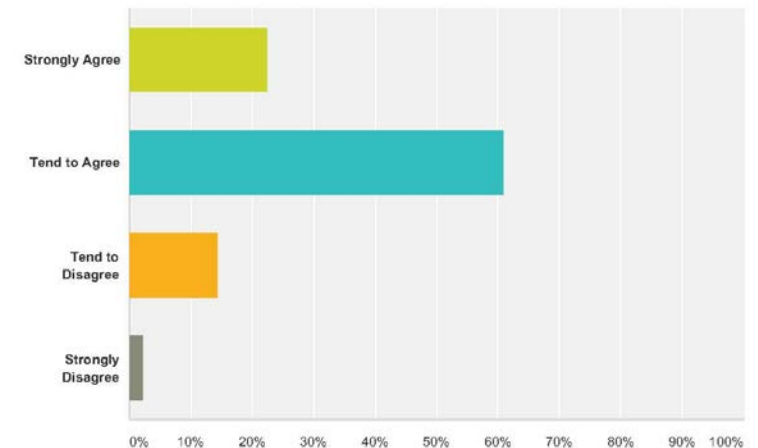
Compared to a year ago, are working conditions in your work group:		
Answer Options	Response Percent	Response Count
Better	19.9%	101
About the same	61.9%	314
Worse	13.2%	67
N/A	4.9%	25
answered question		507
skipped question		0



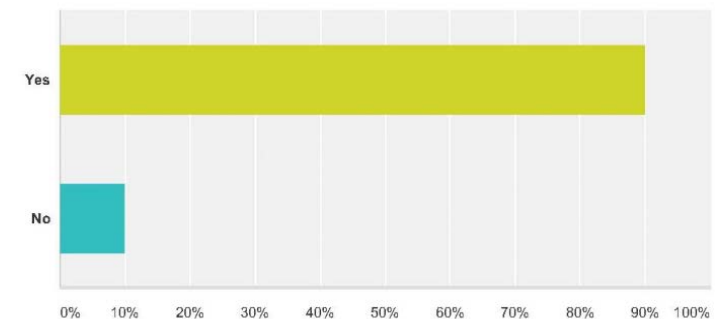
EMPLOYMENT CATEGORY	FALL 2014	FALL 2014	FALL 2013	FALL 2012	FALL 2011	FALL 2010	FALL 2009	FALL 2008	FALL 2007	FALL 2006
Administrative Assistant/ Clerical	154	165	174	175	220	209	208	148	122	144
General (Food Service, Public Safety)	62	62	50	48	65	67	88	33	22	43
Facilities Management	36	43	45	48	51	53	54	50	47	58
Executive/Managerial/ Professional	255	243	255	260	274	338	295	164	152	157
answered question	507	513	524	531	610	667	645	395	343	402
skipped question	0	0	0	0	7	9	9	7	27	4
TOTAL RETURNED	507	513	524	531	617	676	654	402	370	406
TOTAL SENT OUT	931	972	1008	1038	1206	1228	1136	959	973	973
RESPONSE RATE (%)	54.5%	52.8%	52.0%	51.2%	51.2%	55.1%	57.6%	41.9%	38.0%	41.7%
Total Sent out – from Email List	1014									
Invalid Email Addresses (bounced back)	52									
Opted out of taking survey	31									
Total emails sent out	931									

Impression of Staff Congress

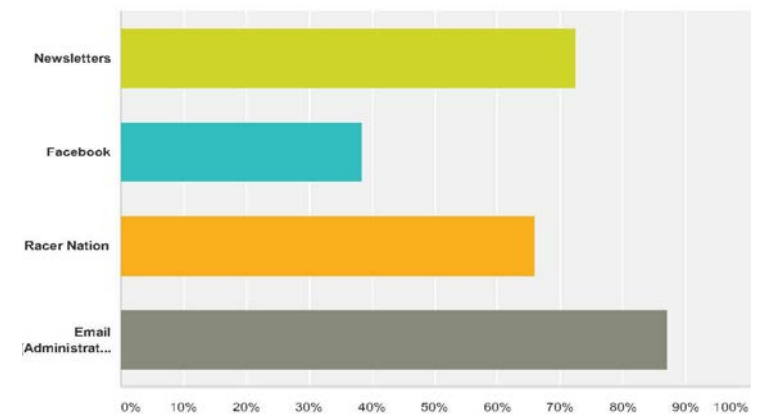
I feel adequately represented by members of the Staff Congress.		
Answer Options	Response Percent	Response Count
Strongly Agree	22.5%	110
Tend to Agree	60.9%	298
Tend to Disagree	14.3%	70
Strongly Disagree	2.2%	11
<i>answered question</i>		489
<i>skipped question</i>		18



I receive timely information from Staff Congress members.		
Answer Options	Response Percent	Response Count
Yes	90.0%	441
No	10.0%	49
<i>answered question</i>		490
<i>skipped question</i>		17

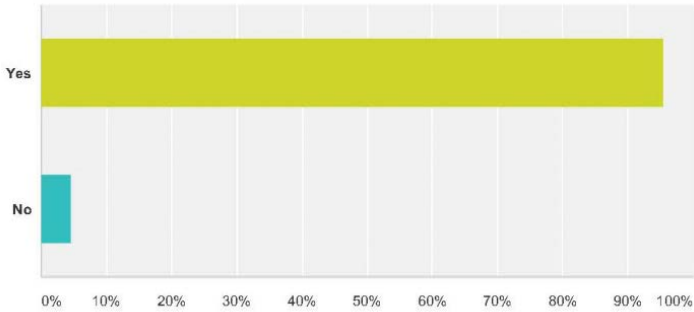


I am aware of the following Staff Congress contact/social media platforms:		
Answer Options	Response Percent	Response Count
Newsletters	72.5%	338
Facebook	38.4%	179
Racer Nation	65.9%	307
Email (Administration/Staff Regent/Staff Congress member)	87.1%	406
<i>answered question</i>		466
<i>skipped question</i>		41

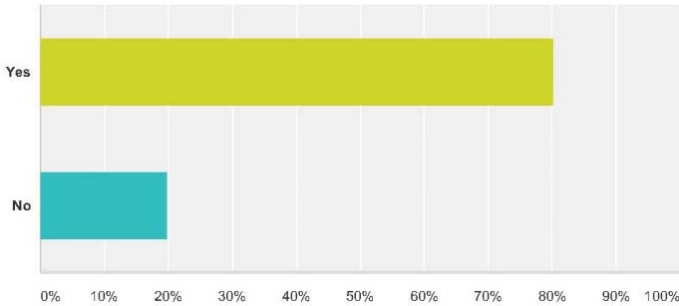


Impression of Staff Congress

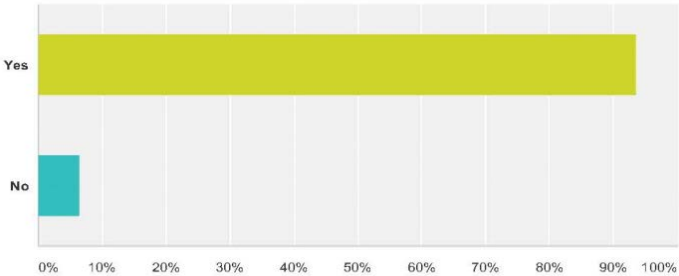
Staff Recognition Luncheon and Awards		
Answer Options	Response Percent	Response Count
Yes	95.3%	470
No	4.7%	23
answered question		493
skipped question		14



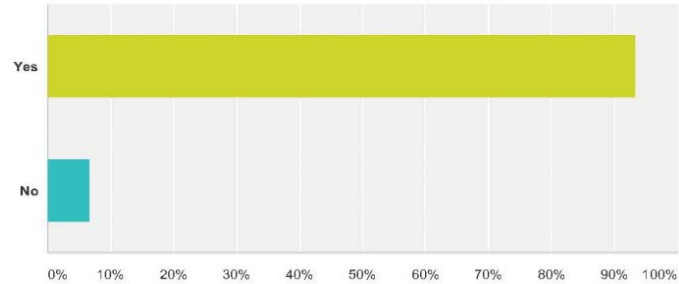
Book Scholarship for staff members and dependents		
Answer Options	Response Percent	Response Count
Yes	80.2%	396
No	19.8%	98
answered question		494
skipped question		13



Children's Christmas Party		
Answer Options	Response Percent	Response Count
Yes	93.5%	459
No	6.5%	32
answered question		491
skipped question		16



Staff Holiday Gathering		
Answer Options	Response Percent	Response Count
Yes	93.3%	461
No	6.7%	33
answered question		494
skipped question		13



What suggestions do you have for the Staff Regent or Staff Congress? (57 Comments)

Maybe come and actually talk to staff members of facilities management and see how things really are

The Staff Regent need to keep up the good work he does representing the Staff and Staff Congress needs to keep on top of what is going on now with the budget cut talks.

Would it be possible to live stream Staff Congress meetings?

Interact with their colleagues more and more avocation.

None

Push for full staffing levels

Do away with tier wages. They inhibit wage increases and devalue work ethics by having wage gaps for same job being done. Also it is not good to say you cannot base wage on other colleges pay for same services then give increases to administration saying you are keeping par with other colleges pay for same positions

NA

Staff Regent & Staff Congress needs a Canvas site or something similar. On this page, the Staff Regent and/or Staff Congress could post "Frequently Asked Questions," and better communicate issues and concerns which directly impact staff. Please do not fall back on, "Oh, well, some staff don't have computers. We don't want to do this." This is not for them; this is for people who really want to interact, to learn, to understand, and participate.

Drop the heck what your doing, it's like the union, was meant for a cause, but in reality is sucking money's that could be used else where ! It's only taking away from universities time and money. A lot of good ideals are thought of , but nothing is ever done for anyone except taking up the jobs, time, and money. Leave the thinking to the ones that are really responsible for the university!

It's been a long time since I have received a Staff Congress newsletter.

The staff regent term needs to be shortened and restricted. It is all about the perks for them, not really representing the staff.

Which ever faction of the BOR that gives the SR the most attention, is the one he will vote with.

Nothing Cause It Doesn't Matter. It Doesn't Matter Who Is In Staff Congress The Same Things Never Get Done!!

Work to raise the pay of MSU general workers. MSU is losing good workers who leave because of the low pay.

It seems there isn't much change on Staff Congress. Possibly have a time limit of being allowed to serve without a break even with an election such as; a waiting period of 2 years after serving a maximum set (ex: 6yrs) a member can't run again for a waiting period of 2 years. This would give new blood on Staff Congress with new ideas.

Keep up the good work.

none

Maybe once a year have a meeting with each of dean's departments especially the University Libraries. Not sure if that is possible with every dept. but it would be good to get a face with the name and what you represent. Most departments have kick off get together's in August and this would be a good time to have the staff regent or staff congress representative introduced.

N/A

Care more about BSTs. They don't need recognition, they need support. Everyone seems to forget about that group.

none

Do quarterly or bi-annual surveys that are smaller or more specific to working conditions. A lot can happen in a year that affect morale in the work place.

It'd be great to have more parking. It'd be great to have better conditions in Carr Health for our Racer Wellness programs. The option of childcare on campus for 0-10 year olds. Maybe an "after school program" for folks who work until 4:30pm.

Actually make a difference

Communication is very good!

While the BOR took pity on our president for being the lowest paid in the state, only the Faculty Regent spoke up to ask the BOR to also consider the salaries of the faculty, which are also below other institutions. The BOR didn't blink to improve the President's standard of living. Meanwhile, my family was scraping to get by even before the huge hit from the medical insurance changes. Please stand up for the staff and point out the discrepancies between administration salaries and the lower and middle wage salaries. If not, you are going to lose more of your quality staff.

There is a need for competitive wages and regular cost of living increases.

No suggestions at this time.

Staff Congress, include regent, does an excellent job of representing the staff's interest.

Try to keep insurance down.deductible is too high for low wages.khz

Partner more with Faculty Senate on similar issues. FS is becoming VERY ACTIVE in the strategic plan but I haven't seen anything from SC about it.

having representatives from my work area really makes a huge difference. we receive much more communication than before.

None at this time.

Healthcare. My spouse was on our health care since I started at MSU. This year he was required to be on his companies health care which is terrible. He has very high deductibles and premiums. As a family we will be out of pocket thousands more \$\$\$\$ up to \$5,000+. This is a huge hit to us.

None at this time.

None

A regional campus representative is needed to address the faculty and staff concerns at these campuses, which operated a little differently than the main campus.

periodic reminders of where to find things for staff members better methods of finding staff information and adding pictures for People Finder. As a person who is both faculty & staff some assistance with the transition between 9 month & 12 month contracts would be helpful.

I wish Staff Congress meetings were less informational and more about the issues facing employees of the university. The results of this survey, individual questions from employees, or more town-hall style meetings could be used to try to make change in a more effective way.

none in particular

Go out and meet those you are representing. Find out what can be done to make it better. No improvement causes stagnation.

Face to face - not a survey. Be more personable!

I would like to see full tuition waived entirely for all faculty and staff, and their immediate families (spouses and children). This is one way we can reward our hard working faculty and staff by improving their finances and opportunities, while also benefiting from their new knowledge. Murray State has not been able to raise salaries and wages to keep up with the rising cost of our own health care plans, let alone inflation in general. Full tuition waivers would increase morale, enrollment numbers, and our employee's finances without adding significantly to the cost of employment.

No suggestions, just praise! I think both the Staff Regent and Staff Congress are doing a great job for all of us! Thank you!

Please continue to work on raises. In the last two years I have seen multiple staff and faculty leave due to higher paying jobs at other Universities.

RAISES FOR CHRIST SAKE!!!!!!!!!!!!!!

None

I think Staff Congress does a WONDERFUL JOB!

Would you consider a multiple kid discount?

Do something for staff morale. Mine is especially low after the insurance changes. Now I'm paying the same premium for a high deductible plan that I used to for the standard plan. One of my meds went from costing me \$40 for a 90-day supply to \$850! The benefit package used to be a nice thing for retention, but this is no longer the case.

None at this time

None

Vote for issues that will better the working conditions and pay for staff not the upper level administrators. The BOR wants the president to be at the pay level of the other universities in the state but could care less about the lowly staff members.

none

To improve communications can you please add a section to the newsletter or Racer Nation or MyGate about any changes to policies or staff? This would be changes made by Accounting, Procurement, HR etc. each month, if applicable.

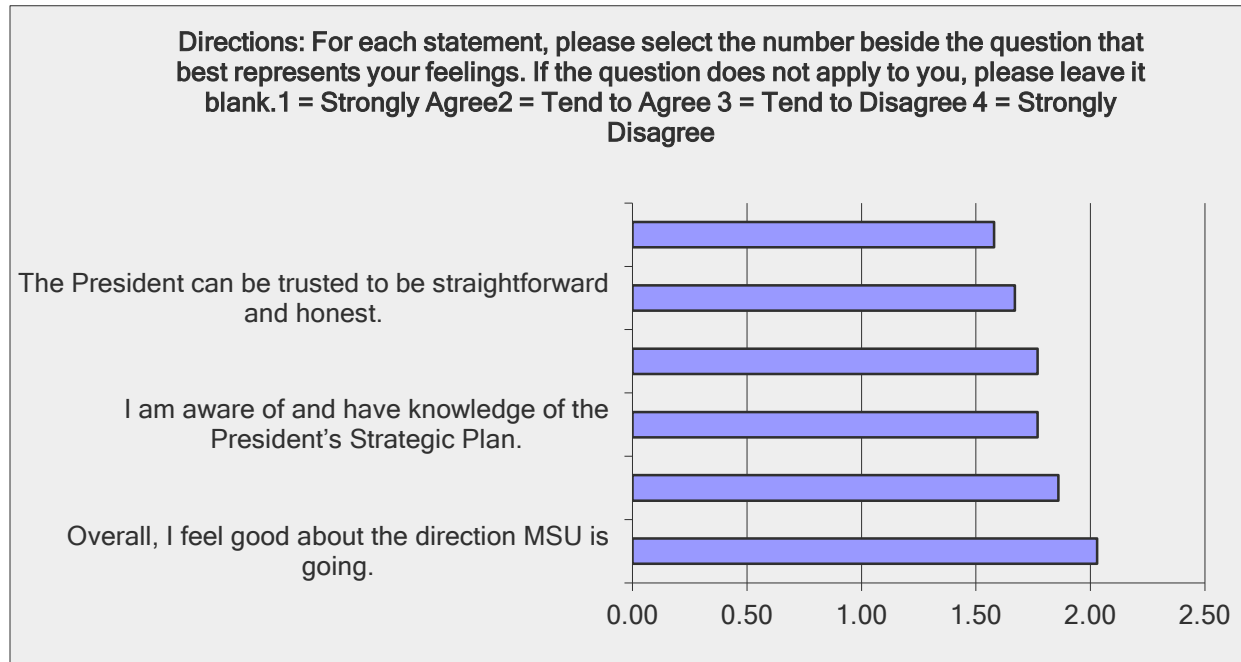
Find a way to impact health insurance costs. As the largest employer around, we ought to have a voice in insurance costs and hikes. Mine was raised over 100% per month. Seems without us, the fat cat insurance people would not be able to make 6 figures a year and take multiple vacations. We as employees are exploited for our money leaving not enough for us to survive. For instance, due to the rise in costs, my vehicle has been repossessed and i am buming vehicles to get back and forth to work. Thanks...

None at this time

With the increased parking cost and gutting of the health insurance program, it has become increasingly expensive to work here. These changes effectively amount to salary reductions. Limiting the number of tuition waivers available to employees who wish to pursue advanced degrees feels like MSU has reneged on a social contract. Morale is damaged by these university actions. Staff Congress could do more to address these concerns with the president and regent.

Overall Institutional Impression

Answer Options	1 - Strongly Agree –	2 - Tend to Agree –	3 -Tend to Disagree –	4 - Strongly Disagree –	Total –	Weighted Average –
– Overall, I feel good about the direction MSU is going.	21.26% 101	58.32% 277	16.84% 80	3.58% 17	475	2.03
– I would recommend MSU as an employer to my family and friends.	34.31% 164	48.33% 231	14.02% 67	3.35% 16	478	1.86
– I am aware of and have knowledge of the President's Strategic Plan.	38.32% 182	48.84% 232	10.53% 50	2.32% 11	475	1.77
– The President listens to and is aware of major concerns of employees.	41.70% 196	42.55% 200	12.55% 59	3.19% 15	470	1.77
– The President can be trusted to be straightforward and honest.	45.30% 212	45.30% 212	6.62% 31	2.78% 13	468	1.67
– The President does a good job of communicating major developments.	52.22% 247	39.75% 188	6.13% 29	1.90% 9	473	1.58
					<i>answered question</i>	480
					<i>skipped question</i>	27



Overall Institutional Impression Comments and Comments Regarding the President:

(83 Comments)

I like President Davies a lot, I think he is honest and has great intentions. But I don't think he has a true grasp of what the employees of facilities have to deal with.

Very outgoing and forward-thinking! Great traits for a leader at Murray State.

I have been very impressed with and appreciate the President's transparency and inclusiveness.

I love President Davis and think he is one of the best things to happen to MSU!

I feel like he wants to be everybody's friend and that he focuses too much on the students and not enough on the employees.

Does great with social communications

The only reason I am worried about MSU is not related to the President and more with the governor..

I consider the fact that the president received such a large raise to be a direct slap in the face to many people on campus who were barely making it before the increase of insurance and who are likely not going to receive a raise at all considering the email sent out about the cutbacks.

He is a awesome man

He hasn't been here long enough for me to form an educated opinion as yet, but seems like he cares.

Some thoughts: as for weather, the President was very proactive in making a choice to start late or close. Many people thought this was odd. I pointed out that we've been trained to think good choices are "odd," and bad choices are normal. The budgetary notices sent over Xmas were very informative, though I'm not sure how many people actually bothered to read his email. I like these emails and I'd like for them to continue. I also think "Dinners with Bob," and "Coffee with Bob," are very good ideas. This is a small university and no president should think he or she is above mingling with students, staff, or faculty. In this sense, Bob is very pleasant, and people I know in the Murray community feel Bob is a doing a good job as being a public face of the university. Budget cuts are going to completely demoralize Murray State. The election of Bevin I predict will be nothing shy of catastrophic for higher education in Kentucky. Hourly workers will never see a raise. Salaried workers will never see a raise. Faculty may or may not see raises. Health care costs will increase. Benefits will remain stagnant or decline. Our stagnating salaries will be eroded as more of our health care and other costs eat away at our take home pay. As a result not only will staff moral suffer but attracting well-qualified faculty and staff will be extremely challenging. Forget keeping well-qualified faculty. We are already geographically challenged; add to the fact salaries and departmental budgets will suffer and new faculty will simply use Murray State as a 1- to 2-year stepping stone to another institution. New faculty will then find any insinuation of research being paramount to teaching ludicrous, since research requires funding and achieving funding has become ridiculously competitive for fewer and fewer funds. Part of the message communicated to new faculty concerning research and teaching needs to be honest, open, and truthful. Nothing makes professional staff or new faculty more bitter than people being less than forthcoming about teaching or administration responsibility. One of the issues many colleges and universities are examining is bloat among professional staff and admin. The notion that every problem, issue, or concern is solved by hiring a new admin to address. These types of concerns really need to be evaluated. Murray State is really getting down to crunch time, especially when the FY17-18 Academic Year rolls around.

I like Dr. Davies. I am very concerned about higher ed in the state of Kentucky. Our budgets have been cut considerably and there seems to be no end in sight. There will soon come a tipping point where faculty and staff won't be able to do more with less, which is what we've been asked to do for years. I fear that my job/office will simply be cut out of existence. What a huge disservice to our students to undercut support for faculty and staff who are charged with mentoring young adults into the work force. Why would anyone want to move here to teach, to be a student, to make a career here if we can't adequately support MSU's employees and the diverse liberal arts education we purport to offer? There also seems to be an attack on the arts and humanities which I find deeply disturbing.

Great job!

We have an awesome president. MSU is in good hands.

Wasn't fond of the idea of asking faculty and staff for money during the holidays, when we haven't had decent raises and insurance costs skyrocketed for many! Also, the idea of the Board of Regents giving Dr. Davies several "benefits" (dollars) to bring his salary in line with others in the state was very disappointing, given the budget. We can only hope (and am not holding my breath) that the Board would give that same consideration to the faculty/staff when considering their raises be in line with others in the state!!

Dr. Davies is a great leader and very approachable.

The President is very student oriented, and I get that, but somewhere down the line he needs to reward the staff that keep the University operating on a daily basis. The choice to pass on the increase in the health insurance is a prime example of not taking care of your staff.

The President receives emails from students who tell their side of the story. We are not given the opportunity to tell the rest of the story. Our bosses are contacted to fix the problem. This is done without our being able to explain why the situation was as it is. This is a major change from how things were handled in the past. Policies that are in place are not being followed for the students who complain to the president. These students receive special treatment.

Notices on policies and announcements generally take the feel of "this is what it is" instead of "I hear you." Generally the feeling I get through conversations across campus with others is that we see the President everywhere but we don't hear him saying anything. We have a Strategic Plan with funding that has been set aside for it - but at what cost? Colleges and departments are giving back every year through lack of carry forwards, siphoning of lines, for one-time strategic plan money. I'm eager to see where that money actually ends up going...

With increase in Health Care costs at Murray State there needs to be an evaluation of salaries for Staff. The current salaries do not relate to the added cost of the new health care plans.

Every year there are rumors that our insurance premiums will go up. This did not prepare me for the enormous cost increase this year. Even the cheapest plan is not small enough to be covered by my miniscule raise this year. Our raises are never large but this year has significantly impacted my life financially.

communicates well and wants to create transparency through participation but not afraid to make tough decisions when necessary

The President does an excellent job.

I think Bob is doing a good job.

He is a very personable man and is thoughtful of others. He is a pleasure to work with.

Very active in the community and is always approachable.

President Davies is a very involved president. I have no problems with him. As far as suggesting other work at MSU, I would suggest anywhere but Facilities Management.

Keep up the great work. We know it is hard, but we appreciate your efforts, your leadership and your willingness to assist. He is very student and faculty friendly! Best president I have ever worked for!

Unless you read your email or are in a management position you may never hear about what the president is doing. Staff should have the option of how they wish to receive this type of information. Some people might prefer to get a printed version.

I think our President is very personable . I believe he is probably the best President this University has ever had. He shows he is a very compassionate person by interacting with the students and staff. I hope he stays for a very long time. It would be a loss to the University if he were to move on.

He seems to be in the middle of everything. I think he is good for the university.

As a member of an athletic staff, I have worked for five different university/college presidents and Dr. Davies is by far the best.

President seems to be very approachable and intelligent. The majority of other high ranking officials do not.

While I understand that it was the Board of Regents that gave the President his ridiculously-high raise and not his own "fault," it upsets me that he got nearly a \$150,000 raise while the rest of the staff are supposed to be satisfied with our 1% and a lapel pin. The Board said that the raise was to make his salary comparable with the pay of other University presidents across the state - if that is the case, where is the initiative to raise all staff salaries so they are comparable to staff at other state institutions? I know I'm paid less than my counterparts at other state schools.

I think the President does a good job. But there are some things I feel he is not aware of, or at least I hope not otherwise it would change my perception of him. Still things are not being handled well in Facilities Management, there is no fairness with respect to employees.

How can anyone believe that the President listens to the concerns of his employees when he pushes hikes to our medical insurance plans, accepts more money for himself from the BOR, and does not seek to pay his staff comparably to other institutions? He may act nice, but the aristocracy is decreasing morale as his workers have a harder time making ends meet.

I feel that the President is too busy with "social media" than actually working toward the betterment of the university. The salary/benefits that he receives are an embarrassment especially when comparing it to other universities the same size as Murray.

No comments at this time.

I have heard several people question the president's work as it appears he is "playing" a lot

The strategic direction of the University does not seem to be embraced by the colleges, academic units nor non-academic units. More buy in from all levels are necessary if the strategic plan is to really be implemented and successful. Also, it doesn't appear that staff opinions are considered or valued as much as most other stakeholder groups.

Good job so far.

I appreciate all Dr. Davies has done for the university community. He has a genuine interest in the well-being of faculty, students and staff.

He's good for the university

Not personally dealt with him but he seems to be doing a good job as far as employees are concerned. I may not agree with all the ongoings of the university but this is because of my personal beliefs. (such as a bathroom for boys/girls together)

I like the President. He is visible in the community, is very open, friendly and helpful. He definitely is a people person. How he handles the administrative side of the business I can't say, but some of the changes he has initiated have proven to be positive. I don't think he is afraid to "buck the system" - and that's what MSU needs right now - the good ole boys club needs to go away and new blood with fresh ideas and new ways of doing things need to be brought in. It's holding us back!

Dr. Davies is doing a fantastic job! I sometimes wonder if he ever sleeps, or does anything other than work! Seriously, though, I could not be more impressed with what I have seen so far. He is very visible on campus. and in social media, which has become the most significant way to reach or current and future students. He is also working hard to improve both the quality of our students, and their opportunities both on and off campus. I also think he has had a very positive impact on the morale on campus among faculty, staff, and students.

He is doing a good job. Is very available, approachable, and energetic with students and employees.

Too involved in the minutiae of the university's operations.

one of the most personable people i've ever met.

I am not happy with where the money is being placed. Those at the top of the pay scale have it much better than the rest of us. I'll leave it at that.

Good

He is one of the best presidents we have had!

I think the President is taking us in the right direction and that he is very involved with the students, faculty and staff.

I truly appreciate this President. I respect him and believe he is doing what is best for the University, students and employees.

I don't think the direction the university is going is entirely the President's doing. Much of where we are is the BOR. I think Dr. Davies has done what he can, so far, and has done a nice job of trying to get "outside the box" but there are limits to where he can go and what he can do.

He is always active and approachable with staff and students.

I'm really disappointed in the recent increases in the health insurance costs, especially since our staff are paid so little. A little over a year ago we did a comparison of pay rates for comparable jobs in our department and Murray State University fell severely short of the local school systems and state parks. We tried to "sell" prospective employees on the benefits that they would receive but benefits don't put food on the table and clothes on your back. Now with the increase in health insurance premiums it is even harder for our employees to make ends meet. Unless they need tuition waivers there just isn't much incentive for people to work here.

We could not be more well represented. He stops and greets students regularly. This builds our students self-esteem.

While I understand that we are all here for the students and they are the first priority, it often feels like staff and their needs take a back seat. It is the staff and faculty that serve the students, and if they're not well taken care of and considered it definitely has an impact on the quality of the students' experiences here.

He is very personable and is very pleasant. I believe he is leading MSU in the right direction and I hope he stays for years to come. ??

I think we have a wonderful President. He is friendly and easy to approach if you need to talk. A wonderful asset to the MSU community

He is very friendly and engaging and I like that he remembers names/roles of employees.

I can speak on behalf of an employee and from the mother of a student. I have enjoyed him as a President, I think he does a great job at communicating with the employees. From a mothers point of view the kids love him and enjoy seeing him and listening to him.

Having not attended any strategic plan meetings, I feel the plan has only been presented in broad strokes, without information on how it will improve or impact the workplace. It seems the focus of the plan is on the students, which it should be as they are the customer in this case. However, the employees should be given adequate consideration and attention also.

I love that we now have a President who is genuinely concerned and takes the time to listen and get to know campus constituents.

I have never met him, therefore, he has never had a chance to listen to me. I have no idea yet if he is straightforward and honest and I'm not sure about the communicating of major developments.

None at this time

Murray State University is a great place, and the administration cares about the employees.

Dr. Davies is an exceptional President. While he holds a very prestigious position at Murray State, he is still very approachable, caring, and understanding. Having a President with these qualities makes the environment at MSU much friendlier.

He needs to walk around the offices and hallways and get to know the staff not just trying to be buddies with students only.

he is very student oriented which I feel is important

I think many of the challenges affecting MSU are out of the President's control. I believe major changes will continue to occur within education, and I feel like monetary challenges have put MSU and many of our peer institutions at a major disadvantage in comparison to major metropolitan institutions. I work with data, and the fact that we are getting overwhelmed with data requests, yet do not currently have a data warehouse, is an example of a disadvantage that we have in comparison to a major university such as UK, which has undoubtedly had this technology for many years.

President is pretty cool. But he can only do what he is allowed therefore it makes it seem like he does not try hard enough. I do not know how good a listener he is because i have not spoken with him in length.

Dr. Davies does an excellent job with everyone on campus - very friendly and accessible.

It is unclear whether the president understands or cares about the circumstances of university personnel. His proposal to make tuition much more expensive, cumbersome, and confusing for students and parents is unlikely to increase enrollment.

His enthusiasm is great

Favorable

President Davies does an excellent job of communicating with the MSU community, especially through social media. Every time I've interacted with him, he has been friendly and eager to talk about the university. I find him to be a great asset to MSU.

The President is Awesome!

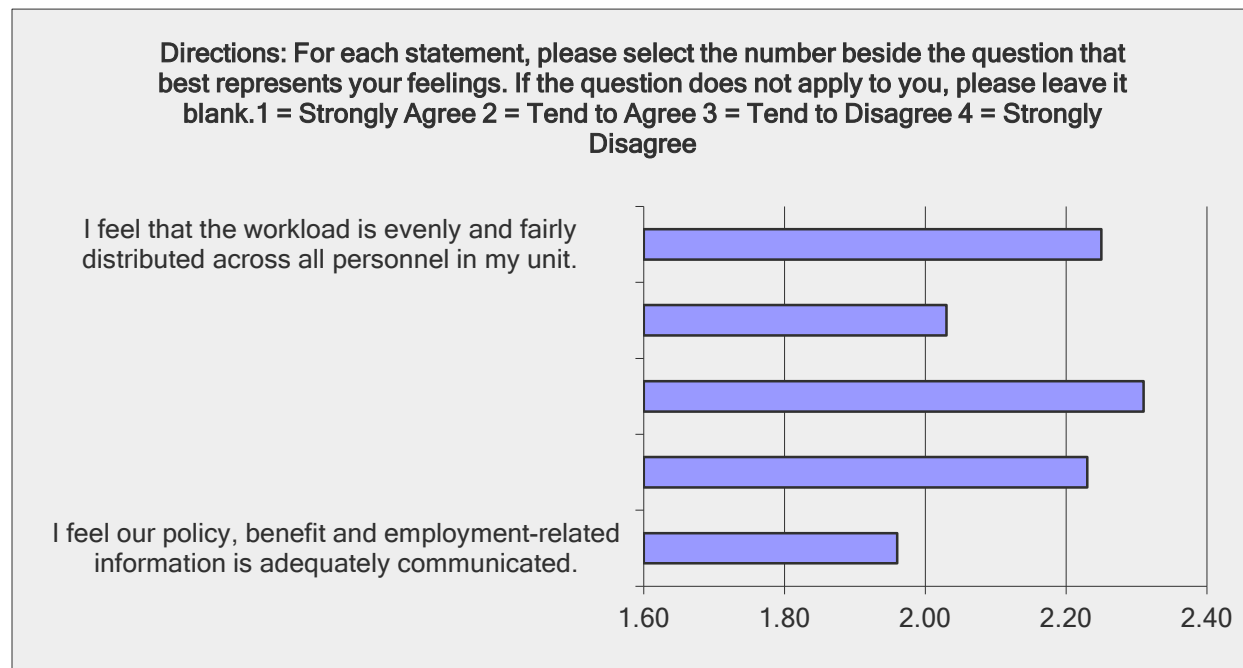
I think he's the best President we've had since I first came to MSU back in 1990. I've never seen another president be as visible, available, or as involved as he is with our students, staff, and faculty. The most frequent comment I hear about him is, "I hope he stays here in Murray for a good, long time."

The President continues to impress me. His communication about the directions/initiatives/programs/etc. are clear and engaging. I feel good about where MSU is headed under his direction. He is extremely personable in his emails and in-person interactions. I have personally seen the President at least 3 times in 2015, and I've never met the President at the three other universities where I've worked.

Bob Davies does not genuinely care about the employees of Murray State University. MANY employees, including myself, are currently looking to leave the university.

Staffing/Work Environment

Answer Options	1 - Strongly Agree –	2 - Tend to Agree –	3 - Tend to Disagree –	4 - Strongly Disagree –	Total –	Weighted Average –
– I feel our policy, benefit and employment-related information is adequately communicated.	24.79% 116	57.91% 271	14.10% 66	3.21% 15	468	1.96
– I feel individual unit/department orientation and training is sufficient.	16.13% 75	50.54% 235	27.74% 129	5.59% 26	465	2.23
– There is adequate staffing, equipment and resources in my work area to allow me to provide quality service.	18.16% 85	42.74% 200	28.85% 135	10.26% 48	468	2.31
– With health insurance enrollment online, instruction in basic computer skills is needed on campus.	26.20% 120	47.38% 217	23.80% 109	2.62% 12	458	2.03
– I feel that the workload is evenly and fairly distributed across all personnel in my unit.	18.49% 86	47.96% 223	23.66% 110	9.89% 46	465	2.25
					<i>answered question</i>	469
					<i>skipped question</i>	38



Staffing/Work Environment Comments: (63 Comments)

Short handed and under paid for services performed and it is getting worse.

There's just a lot to do and we can all feel "spread thin" at times to keep the priorities straight, some items fall to the side and it takes a long time to get back to them or never get catching up to bottom of the list tasks.

I work at FastTrack and love it. The only thing is I wish I got paid more. This is why I am trying to transfer to the university store.

Short staffed Student workers not properly trained Front of house is undertrained In the past 2 years communication has been minimal. Some Supervisors are unprofessional and often yell and demean those under their level.

I feel information is harder to find or missing on the redesigned website. Specifically HR, benefits and health.

Grounds and moving shop seem to be there work groups with two leaders and divided by job requirements but shuffle employees between and assign duties like it's one big shop. What's up with that.

we should be able to smoke on our breaks if we want. we all work very very hard and i dont think a smoke break is too much to ask for.

NA

I'm sure in light of pending budgets problems staffing will not get better. Staff will be required to shoulder more duties, more responsibilities. Some positions I'm sure will be lost; some units will be required to merge with others. One of the concerns I have is when these merges occur, when these money-saving actions occur, some of the savings seem not to end up where they were initially billed as going. "Oh, so we have to give up a secretary line. I'm sure the savings will help." And then the reply is, "Oh, no. I'm just going to give the money to another unit." What?! I thought we were sacrificing to help support the university's budget crisis? When everyone is on-board and willing to help, and the message is sent we have to make changes in the face of less money, we expect everyone to be on-board. So, when

a dean, for example, says we need to cut, and then takes money from one unit to pay for something from another unit, that simply sours everyone's experience and undermines confidence people are being fairly communicated with.

We have some in our department that do very little. The rest of us have to work harder to pick up the slack or the work doesn't get done.

A closer eye should be kept on some employees by their supervisors to ensure they are actually working the hours they are reporting.

Health Insurance changes were very confusing and poorly communicated this past year.

Reduction in staffing (deaths and retirements) due to budget constraints has reached the point in which it is harder to deal with "crisis" situations. All employees are needed on a daily basis to ensure that ALL work is completed within the business hours. While a large amount of vacation time is a valued benefit, we spend approximately 5 months short-staffed in order to utilize the time off. This coupled with an unbalanced workflow across the unit is causing long-term productive staff to consider other job options.

heat and air in our building is a joke...running a heater in the summer when the air is on, and having to run a fan now that the heat is on.....seems an area that could save the campus a lot of money in energy costs if the issue was fixed.

I work in an environment where it is hard to have enough employees. However, our chief is doing an excellent job with what he has.

MSU needs to stop freezing positions in departments that are already low manned to start. It is especially frustrating to be told to keep overtime down, but then have positions frozen. MSU can not have it both ways. If they want to reduce overtime then they need to allow for departments to be properly manned to ensure overtime does not have to frequently occur. The under staffing also puts additional stress on current employees, which causes them to leave MSU employment.

Compression and pay is a joke at MSU. I'm sick of hearing the administration talk about salary studies in lieu of doing anything about it. Hiring someone in who makes what I do to manage fewer people with fewer responsibilities is unacceptable and is a slap in the face to your loyal employees who have been here carrying the banner for years. It's time to actually do something about salary inequity around here and stop talking about it. This "study" will undoubtedly take a year while we all sit around twiddling our thumbs and watching new hires make more - it's incredibly disheartening. We work hard for MSU and we expect MSU to be as loyal to us as we are to it.

During our busiest times (Aug - Jan) overtime should be allowed a whole lot more than it is. Stress levels are very high and this would greatly help.

Environment is good most of the time, but when your supervisor is not around in person to get directions when crisis is happening then you are left with decision making choices that the supervisor does not like after it is over.

Concern about safety and security at the 4 remote campuses - no training or guidance provided in light of recent events.

I received no orientation to the University when I started here and had no type of formal training in the operations of the University

I feel that group leaders among the BST do not get any respect from their subordinates. BSTs have been allowed to get away with not performing to job requirements. Everyone should be held to the same standard, the same level of quality in their work, and I feel that group leaders no longer have the ability to enforce this because BSTs are allowed to show little to no respect for this position.

Our environment is satisfactory. It would be nice to have new painted walls and new carpet. It is very old compared to the other buildings. It also would be nice to have an actual office. There is so much distraction setting in the middle of everyone.

people don't think it's worth it to work here anymore for such low wages

Health insurance enrollment online isn't the only reason basic computer skills are needed on campus. It's should be a full requirement before any job on campus.

I feel everyone in my department are extremely under paid for what is required from them.

10% of the people do 90% of the work.

Our department is grossly understaffed. We currently have 2 positions open, which have been for almost 2 months. We have constant turn over in our department due to inadequate training and leadership. This creates a huge burden for the remaining workers.

I believe we have the equipment but not the staff to handle the number of students coming to our office.

The heating and cooling control systems need a major overhaul. Some buildings on campus are OK, but in the building I work in, it is consistently 78-80 degrees in the winter, and 65-67 in the summer (coincidentally, we cannot open the windows in our building to help, so we are sweating in the winter and running space heaters in the summer). There is no telling what the University could save if HVAC systems were properly regulated.

Jobs have been vacated for what ever reason and not filled, causing a shortage of staff and increasing the need for outside contractors.

There are so many surprises in the new medical insurance plans. The multiple materials being sent from the companies are confusing...perhaps on purpose. The representatives could not answer direct questions at the health fair; nor did they

follow up later. I expect more surprises will be uncovered throughout the year, and many will be shocked at the lack of support and coverage that we actually have now.

There are too many employees on campus who need to be taught the basics of computer use. I feel that this is something that should be provided to them at no cost and no reduction of their work time.

Facilities management (Grey Shirts) are very under staffed. When employees retire or leave for better employment- their job positions are dissolved or never filled. The crews are operating on skeleton sized crews.

No comments at this time.

It has been helpful knowing trainings in Banner and university forms are available throughout the year, I think it would be great if those offerings continued in the future.

I love my job

Definitely a lot better than last year.

Staffing needs to be looked at; the busiest areas seem to have the smallest staffs. After all, these are usually hourly employees and they are the ones actually performing the work.

Part of my work responsibilities suffer because of a lack of resources. I can do the work I put the highest priority on with the resources I have, but I could be much more effective across the broad scope of my responsibilities with more staff, equipment, and supplies.

Woods Hall is a poor physical work environment - there is mold, rodents, asbestos, leaks, poor heating/cooling, etc. More transparent information about benefits and policies (particularly leave, vacation, holiday pay) is needed, and further training of supervisors that will hopefully filter down to their employees. I feel Murray State would benefit from more progressive and flexible work environments such as telecommuting, job-sharing, alternative work schedules (e.g., flex time and compressed workweeks).

we need more staff in our department as we have 4 programs and one administrative person.

I work at the BVC. I feel strongly that we are a unique unit, although supported by the university. I would like to see a method whereby technicians can advance not unlike academic employees.

Overworked for not enough pay. Most staff on this campus will tell you (in person, maybe not on a survey) that the University expects you to have so many extra duties in addition to your job that everyone feels over worked. And now we might have budget cuts which will cut any of the extra help we have and make things even harder on hard working employees. Working anywhere from 65-80 hours a week from August until May for less than the Kentucky State Average salary is hard. It's a good thing I really really love my job, I just feel overworked.

When you are a department of one, supporting multiple units, and been told you're not getting any full time help, it's hard to feel that there is "adequate staffing" or the workload is fairly distributed.

Oh they have a pulse is the new FM motto

There is a large amount of favoritism in my department and backbiting by one of the management staff. The political situation is awful. I feel like I have to watch my back all the time even though I am doing nothing wrong and get excellent reviews from my own manager.

There are several people in our department who don't use computers regularly so it's really difficult for them to do things like Title IX training and open enrollment online.

cuts to my department have made it hard to take a day off much less a vacation. and cuts to the budget have made it hard to operate department.

We are currently working to address the discrepancies in workloads so expect this to improve.

After meeting Chief Roy Dunaway and Jeff Gentry, I wanted to work at MSU Police, due to their leadership qualities and professionalism.

Staffing is a perpetual problem, especially when wages here are not competitive within the community, making it very difficult to attract and retain good staff.

The hiring process is lengthy and burdensome.

Feel there should be someone in each office to train new employees. Often times new employees have to find their own way which results in numerous errors, phone calls, and confusion. Would save time and money.

Our dept does a great job with helping one another. I do think the University could do a better job with new hire training.

Staffing and funding for equipment in my area has greatly improved in the past year.

Beyond Inadequately staffed

All good!

I feel that there have been changes through the years that have added workload in the department that one time did not exist. This workload was added despite the fact that funding for increasing technology is basically unavailable. Increase workload along with antiquated technology results in low performance and low employee morale.

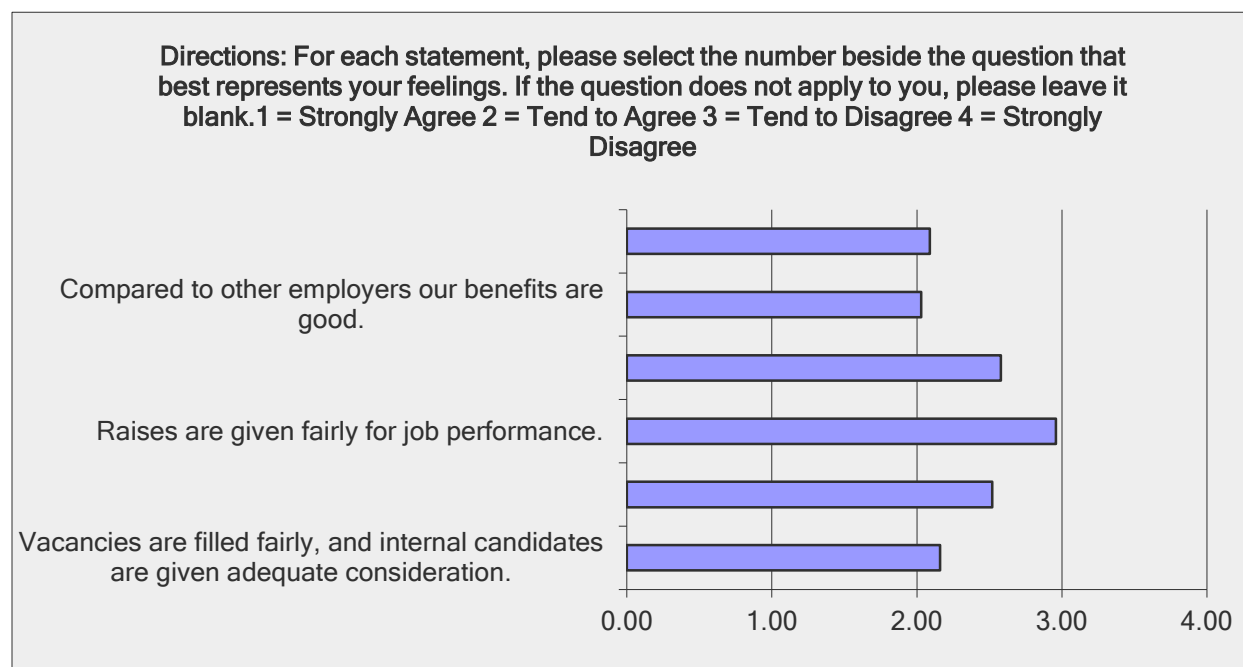
Changes to the insurance benefit have made working here much more expensive. Limiting the number of tuition waivers available for pursuit of advanced degrees is similarly unlikely to help in retaining staff. The expectation that exempt staff will keep full time office hours as well as working any time that the university chooses to demand outside of those hours is unfair. These are not conducive to retaining qualified staff.

Health insurance. dont get me started. I'm blown away by the new costs. MSU should of never allowed our insurance people to hurt all its employees like it has...

We continue to be understaffed while demands just keep growing, and compensation remains stagnant.

Benefits/Pay/Recognition

Answer Options	1 - Strongly Agree –	2 - Tend to Agree –	3 - Tend to Disagree –	4 - Strongly Disagree –	Total –	Weighted Average –
– Vacancies are filled fairly, and internal candidates are given adequate consideration.	17.35% 80	57.48% 265	16.92% 78	8.24% 38	461	2.16
– I am paid fairly for my work.	11.61% 54	39.78% 185	33.55% 156	15.05% 70	465	2.52
– Raises are given fairly for job performance.	6.10% 28	25.49% 117	34.86% 160	33.55% 154	459	2.96
– Overall, I am satisfied with my salary.	10.00% 46	38.70% 178	34.35% 158	16.96% 78	460	2.58
– Compared to other employers our benefits are good.	23.48% 108	55.22% 254	16.52% 76	4.78% 22	460	2.03
– Overall, I am satisfied with our benefit program.	21.17% 98	55.72% 258	15.98% 74	7.13% 33	463	2.09
					<i>answered question</i>	469
					<i>skipped question</i>	38



Benefits/Pay/Recognition Comments:

(92 Comments)

We are short staffed, and have been told the position won't be filled.

The benefits are good, its just the costs. Other universities must have negotiated better health plan costs and I don't think we have the state plan option that city schools are given. Insurance is not my forte, and as such, gets placed on the back burner to other tasks, so maybe the deadline to sign during a busy time restrict me from giving it my full attention and I just signed up.

I wish we were paid more. I mean anyone to walk in to Walmart and get hired, starts off at \$10 an hour. We get \$7 something

After working for this campus 16 years, I looked at open clerical staff positions and the salary here on campus and found where I'm underpaid! I would make more money per hour by quitting my current position and getting rehired for the same type of job! That is what I have a problem with! I started to look at my salary compared to others with comparable positions and I am paid unfairly.

Very under paid for grounds, food services and building service technicians

I make minimum wage for 20 dollar an hour work. Its very hard to support a family on basically 800 dollars a month.

The benefits have greatly diminished in the 6+ years I have worked here. Pay and recognition are practically non- existent in some of the more demanding jobs on campus.

Compared to similar jobs in other industries, higher ed as a whole is greatly less as far as salaries. Plus, what few raises are given, they are not even close to cost of living. One year, several years back, we were given a 4% raise and appreciated it very much (the first raise in a few years then), but the cost of our insurance went up 7%.

I'm going to say at this point I'm beginning to question whether or not good choices have been made at Murray State regarding our health care costs. If Murray State really has a funding crisis - and we really do, no doubt - then if a staff line is lost, or a faculty line is lost, should that budgetary item then not be fed back into overall personnel costs to keep health care costs down? Why does the money for this line then end up within another unit? Should we not be looking to keep health care costs under better control, really? New hires require insurance coverage. Do we need to hire someone new? Or, can we hire an adjunct? Or, can we add one extra course to a 3-course teaching load? Or a 4-

course teaching load? In other words, what are our funding priorities? Do we have funding priorities? Are there ways of finding better efficiencies within our system? Are our extended campuses performing well? For example, what does MSU's Henderson's campus cost to operate? When Madisonville is 30 minutes down the road does Henderson

capture enough use to justify the cost of keeping Henderson open? I think we really need to examine these circumstances. As long as Kentucky continues to elect representatives into state government who are derelict and negligent in being stewards of education, we will have to have a constant process of self-evaluation and assessment to watch for and prevent unnecessary spending while continuing to fight for and support areas and units necessary to attracting and maintaining students.

Salary has been stagnant, despite good job performance reviews. I have been working here full-time almost 5 years (plus an additional 3 years prior to that part time) and I still make at least \$5000 less per year than I made as a starting salary at previous similar or less demanding positions in other parts of the country. It's depressing and not good for morale. I like working in a university setting but I feel like there's not much chance for advancement or at the very

least decent raises every once in a while. Salaries/wages have definitely not increased to cover the cost of inflation. There's also disparity among faculty salaries which doesn't make sense to me. Just want things to be fair.

Blanket raises are horrible. Merit based raises are needed. Salary should accurately reflect job performance. The salary of a full time admin with 2 children and a college degree should not be at the poverty line for Calloway County.

Faculty have an established path to promotion and pay increases. Many of us on staff don't have the same opportunity. It is good to give current employees a chance to fill a vacancy, but sometimes it would be better to hire someone outside the University. People should not automatically get promoted to fill a vacancy because they are next in line.

Sometimes fresh faces brings new ideas and better visions of how to do a job.

My spouse lost health insurance per the new regulations this year. It definitely complicates life a bit to have two deductibles and two insurance companies to manage in one household. I had no idea raises were even given for job performances and I've always had a positive evaluation each year I've worked at MSU.

I find it ironic that our president was given a raise to bring him closer to level of presidents of other universities in the state, but no consideration seems to be given to the fact that the staff/faculty are some of the lowest paid university employees in the state.

Our positions are not being paid with a competitive wage for the job and education required. Two employees have left in the past 9 months to take other comparative local positions making \$2 plus more an hour. Similar position at UK is paying \$6 more an hour. Raises are not given based on performance. Raises have been given, but only when open positions have been evaluated. If people are not leaving the University then raises are not given. Without more competitive salaries, it is very difficult to bring in the type of work that is needed to continue are excellent reputation.

Benefits are great but pay is not.

what pay/ paying huge amount for my benefits/ no recognition to speak of.....

What few raises we have received in the past have been a percent across the board and I do not feel like that is based on job performance.

I have had access to all budget areas in my unit for eight+ years and have only seen my boss suggest that there was merit money (available for performance) one time and he gave it to the 3 lowest paid employees. I am not satisfied with the insurance changes this year.

The increase in health insurance was too much at one time.

MSU does not award employees with raises for loyalty or hard work. The recent "raise" we were provided as a "cost of living" raise was insulting for those of us who do not make 6 figures. This is one reason why MSU has an issue with retention, they will not invest in loyal employees who show satisfactory and above performance. The benefits program MSU initiated this year will only "benefit" MSU. The benefit program forced persons who make 30,000 and less a year to choose between two health programs which will ultimately place their health and financial stability at risk. Many of these employees can not afford the third option, which was closer to our original benefits; the cost of this package would have placed too much of a financial strain on the employee. Instead they had to choose from two high deductible plans which means they will seek less health care, placing their overall health at risk and resulting in more sick time, or when they are forced to seek health care they will be placed in a financial strain. The financial strain will add significant stress to their lives, which will also ultimately negatively affect their health. Prescription medications are also too expensive with these two plans, which forces employees to choose to pay their bills for the month or take the prescriptions they have been prescribed by their doctor. I have already heard of employees who are making the decision to live without their prescription medications, including insulin, because they can not afford the medications. This is again placing their overall health at risk. MSU's benefit package previously was why many employees came to MSU and stayed at MSU. Since MSU has chosen to ignore the current wages of their staff members, forcing them into lesser benefit packages, I believe many employees will start seeking employment at other locations and MSU will find it difficult to find quality employees to replace these employees. MSU needs to analyze the pay scale and MSU and make decision based on the lowest wage they pay and not on the highest wage they pay. Their decisions lately in reference to a "cost of living" allowance and benefit packages only seem to support those employees who make a higher wage and do not benefit those who make a lower

wage at all. MSU needs the employees who make the lower wages to keep this campus running. MSU needs to ensure they are benefiting all employees on campus when making decisions about wages and benefits.

See previous comments. Raise for performance? Who are we kidding? That ended years ago.

I must disagree with the vacancies are filled fairly. It has been brought to the attention of personnel that if you have someone move to Murray and they get a job on campus, MSU should NOT just put their spouse into a position because it is negotiated before they move here, nor should they receive an interview just because their spouse works here. Also, just because someone does not have a "degree" yet performs their job above better than someone that does, they should receive the same pay as the person with the degree. There are many here on campus this applies to and it is not fair to the one performing at same level or above performance. While I am thankful and happy to even have a job, it is a sad fact that MSU hourly employees do not receive fair "raises". The hourly employees really have not had a REAL raise in many many years, not even a "cost of living raise" yearly. Times are tough for many families and rather than only give Faculty raises (and who are already making two or three times more than most on campus

for doing as little as possible to get by doing their jobs), a fair and adequate raise should be given to hourly employees. I can't imagine how lower paid staff even gets by on what they make. "They" can find money to give FACULTY raises, but can't find the money to give the hourly Staff raises?? This is not how you keep the campus moral UP. I hear frequent complaints about how employees don't feel valued, yet its the regular staff that keeps our University going.

It's time the University did something about this issue. Next time, give Staff a raise and not the Faculty. Our benefits as an employee are good-tuition waivers are VERY helpful if you have a child that is about to enter college, but I think

that if you have a child that is still living with you even after they graduate and would like to continue on to get a Grad or Masters, they should be allowed to continue to use your waivers to go on to do so. Again, families are barely making ends meet without adequate yearly cost of living raises. Our insurance is now terribly lacking and we are paying more out of pocket, which leads to the previous statement about the lack of yearly raises. Overall, MSU is a wonderful place to work, but too many times, they place importance on issues in the wrong areas.

Pay is not balanced across the department. There is also a big difference between male and female staff salaries.

I don't think it is fair that I work very hard all day and get the same raise percentage as the person across from me who does almost nothing every day.

High deductible insurance is really hurting the little man. I understand it from MSU's side, but when you make less than \$20 an hr and work less than a 40 hr week, insurance premiums or health care costs eat up most of what one earns.

Benefits are good. Pay is crap...

The changes to the health benefit plans this year leave a lot to be desired. The top tier plan can not be afforded by a very large percentage of the lower tier employees. What kind of workplace equality is that? I think it's very selfish of this institution to have taken that path.

BSTs are not fairly compensated for the work they do. Other than food services, they are severely behind every other department on campus.

None

We used to give merit raises and I think it was an incentive for employees to do a better job. As long as managers are fair and honest with evaluation this is a good way to give raises. If employees don't receive a good eval then they should not receive a raise but if they receive a good eval they should. All employees should receive raises equally because they quality of work is not equal.

The recent changes to the healthcare options negatively affected my family. Since my husband has an option for health insurance and was forced to take it, he lost his flex account reimbursement from his employer, which was

\$2,200.00 per year. This, combined with an increase in our monthly cost for insurance, significantly impacted our family's budget. As a result, I have taken more part-time work beyond my full-time appointment at MSU.

It does not matter if you give your 110 percent every day, and go above and beyond your call of duty. You still will not get a raise for your effort. Even when your boss tries to get you a raise. It stops at HR. I know that if you are single it would be hard to live on an Admins Salary. There are several Admins I know that have two and three jobs to make ends meet. It is pretty sad when you have a college degree that you can not make a decent wage.

My husband and I still haven't been able to purchase a home. We both work full time. I think it's crazy I'm paying so much more for my family health insurance plan this year.

people that are making low wages here are struggling to make it here at Murray State

I disagree that many people aren't paid fairly for their work because for some reason there is an ideal that people shouldn't be punished and fired for doing a bad job, and that needs to change.

Coming from a job outside of higher ed, the amount of knowledge and things you have to keep up with in the role of just a level one administrative assistant is greatly underpaid for all the duties and responsibilities required. The minimum education level is a bit low for these positions as well. If someone doesn't have a 4-year degree and relatable experience, I could see where they would struggle greatly.

Salaries for exempt employees are unfairly low when compared to industry averages. Even when funds can be found to correct this problem here and there, we're told that we can't adjust salaries to industry norms because it will cause problems in areas where salaries aren't likewise adjusted. So, if we can't fix them ALL, we can't fix ANY. This is frustrating. We're unable to provide raises for outstanding performance, and coupled with the generally weak response to underperforming colleagues, we have an institutional tendency towards mediocrity. Note that university policy is clear on how to measure performance & how to work towards performance improvement; however, it's clear that at lower and mid-level management, these policies are often either misunderstood or ignored. I feel this is partly because the university puts little to no effort into actual training and education of management personnel. Get the unit leaders on the same page by cycling them through quarterly or semi-annual workshops/seminars, make sure they know what the tools are and how they should make use of them, and make sure they understand that when they follow policy, the institution is 100% behind them all the way. Good things will happen.

Years of NO raises have severely hurt everyone. New employees are coming in making almost as much (or more) than I make. People who have been here 15 years are getting punished for dedication. Merit pay is a joke. Managers can't (or won't) give extra money to those deserving, because of fear that other employees will be mad. Promotion raises is a joke, HR should have salary bands and it should be easy to get a adequate raise for the promotion. Instead the department must find money internally, perhaps from a person who has left. Take some of that money to give for the promotion. This means that the promotion increase is limited to what can be found internally. There should be dedicated money for promotion.

Merit raises are not fairly given. Employees who do the bare minimum each day, receive the same raise when raises are given, as those who work long hours and go above and beyond their job descriptions.

A year ago my answer would have been strongly agree, but the new health plans are a joke and a slap in the face to hard working employees. For a University that, otherwise, takes very good care of its employees, these new health plans are a disgrace.

I would like to see the University adopt a policy where employees can bank their awarded tuition credits and allow them to build over time if they go unused.

It appears to me that no raises are given by work quality in my department at all.

Due to the vacancies in our department, two or three individuals are responsible for the bulk of the workload. There is no compensation for this, no raise, no overtime...it is just an expectation we work until the extra work is completed.

Then hopefully the positions will be filled and we can keep the people employed.

I completely understand why our benefits changed so much this year. However, I now feel that benefits are no longer a selling point for MSU. They aren't much different than other places, and with lower salaries for comparable jobs, a major incentive for working here has been removed.

Pay is low and it is very hard to attract and keep employees because of it. It seems the harder you work the less respect you get, you should not be taken advantage of.

What a huge change we have seen in our benefits this year. I'm not sure how much more the employees can afford to sacrifice.

It would be nice to get merit raises. It is disheartening and discouraging to have an under-performing coworker get the same amount of raise. I am appreciative of the "across the board" raises, it would be great to actually earn a raise because of your work performance.

Many employees have worked hard to better themselves by getting their 2-year or 4-year degrees and even taking after hours training to better perform their jobs even though their jobs do not require them to do this. I feel that these employees should see some kind of monetary increases for all their effort.

I feel that the university made a huge mistake in not making changes to the health benefits over the past several years. It is turning out to feel like a much worse hit by all of the changes being implemented at the same time. It's a

struggle to feel like your only working to pay for insurance and day care. As a family of 4, I feel like we live paycheck to paycheck because of low pay and higher cost of benefits.

Job Audits requested by employees are stopped before Human Resources ever sees them. Employees who have worked every Summer O and Move-In are never given bonuses or raises. There is no Recognition! The mean income for "Middle Class" for this area is around \$50,000 and our wages are NOWHERE near that. Why should employees be forced to pay for parking at their place of employment? Some benefit that is? Human Resources said in a meeting at Wrather Hall to all employees that the Job Audits completed by a private contractor were irrelevant. HR also stated it decided to only be in the 35% bracket of the going competitive wages for each job description.

While I appreciate the tuition waiver program, the new changes to the insurance program is outrageous. I do not make enough hourly to pay for the best plan that actually fits my healthcare needs nor do I make enough hourly to pay for the out of pocket costs that the other two options require. I am shocked at how MSU would allow this to happen.

Every year more benefits are eliminated or benefits are reduced. At one point the benefits made up for the lack of pay, but that is no longer the case.

Regarding the removal of the Standard PPO - in my opinion the one that both balanced benefit and cost. The cheap, high deductible plan was not possible due to a normal but needed monthly medication. The HSA nor the FSA would have helped. After calling the Know Your RX rep it was clear I could not afford the affordable plan and had to take the Enhanced PPO. (The cost was hundreds of dollars a month (almost \$1000) and the rep informed me that price could and had increased. She also asked me if I was sure I needed my doctor prescribed medication because she could tell they would lose a sale with me. That fact might have been in the HR benefits information but I've not found it.) Previously, our benefits plan had always been an incentive to working at MSU - in spite of the fact that salaries are below the national average - now a major incentive is not longer available. My monthly cost increased significantly. I also noticed on the Enhanced PPO - the co-pay for a specialist has increased from the Standard PPO of last year of

\$25 to \$40, even on the more expensive plan. There are services that I will no longer be able to afford and therefore will not receive the same level of care previously.

Insurance cost is an issue, however, i am not sure that anything can be done. Every employer seems to have the same issue.

I'd like to see the maximum number of waivers allotted each year be increased for dependents/spouses. Staff/faculty don't need more than six waivers a year, but if our dependents were allowed to have more waivers, I think we'd have a much better chance of recruiting and retaining employee dependents.

The changes to the Health Insurance pretty much stink!

Some of my counterparts are not paid fairly. According to the work they are doing, they should be at a higher pay scale. In one case, a job audit was not granted after being requested. In another, job audits have been completed but no change. Job audits need more attention.

Healthcare. My spouse was on our health care since I started at MSU. This year he was required to be on his companies health care which is terrible. He has very high deductibles and premiums. As a family we will be out of pocket thousands more \$\$\$\$ up to \$5,000+. This is a huge hit to us. There is only across the board raises. There are no merit raises.

Not at this time.

In 27 years I've had one noticeable raise. I feel my raises over the years have not kept up with the overall inflation rate. I lost a percentage one year (they initially took 2 percent of pay away from me) and I've never recovered from that loss. I feel with my experience and with an ever increasing work load I'm due for a decent raise... say 3 to 4 percent. Only the ability of new technology (faster computers and software) has allowed me to keep up with my growing work load.

Not happy about the co-pay going away. Not everyone can afford to pay the bill up front which is why several people don't go to the doctor as often as they should.

In my unit, others with the same job title are paid more. Our office collectively makes less than any of the other offices in our unit. I am paid less than people with a bachelor's degree and I have completed a master's degree. We were told there would be no new director or assistant director positions created one year, and the next year one of my coworkers was given a director position supervising only himself and one employee. The hiring process is incredibly slow - we have had an open position since August and only hired someone in December for the position, meaning for the whole fall semester, two of us were doing the work of three people. Raises, when they come at all, are not based on job performance.

Due to my spouse no longer being able to be on Murray State insurance (because he has "comparable" insurance but in reality it is terrible), we now have to pay over \$293 a month extra for his insurance and instead I now have the cheapest Murray State offers which gives me less coverage. It is really hard for our family financially.

I make around \$10-15k less than other individuals ON THIS CAMPUS that do the same job as I do, then I do feel I'm paid unfairly for my work.

RAISES PLEASE

I used to feel much better until the latest round with insurance and the lack of raises to even try to keep up with inflation. It's a sad commentary when a full-time employee at Murray State cannot afford decent insurance and qualifies for Medicaid- the high deductible plans would take most of my income before I would have any real benefit from it and I can't afford the "standard" plan now, I barley could before. I also feel like we were misled on the last compensation study. WKCTC employees start higher than we do and they are a 2-year institution, so exactly which other colleges and universities in the area were surveyed? Many of us are not at our control point and it's been four years, yet newer employees still come very close to matching our wages, if not already there. Our measly little raises were wiped out by the insurance increase last year and not only wiped out by it this year, but our wages were effectively CUT by insurance increases. I realize more than most that times have been tough for us, but when new buildings go up and new furnishings go in, when some departments spend, spend, spend, and salaries remain stagnant or slide backwards, something is amiss. Capital improvements are funded differently, that's true, but you can't effectively run an institution when the image you project is one of not caring about your employees and you have constant turnover due to inadequate wages and salaries. It does not build morale or employee loyalty.

Although I do tend to agree that our benefits are good compared to other employers, I think it's too soon to agree or disagree on whether I am satisfied with our benefit program since we just changed it.

Employees are vastly underpaid for their work. If compared to a corporate environment, employees at MSU could earn at least double what they are currently making. MSU will not get the "cream of the crop" and it's quite possible that retention levels are lower. If paid more, I believe stronger candidates would be attracted.

Our pay scale is drastically lower than other universities in Kentucky. I know for a fact Western pays about \$3.00 more per hour (starting wage) for the same job.

There have not been any merit-based raises since I started working here. I also think the increased cost for health insurance has been a very negative development for staff, and makes it more difficult to "sell" the benefits here as compensation for the low hourly wages.

I lift 10000 lbs a day by hand and some days alot more i bet if you listed that in the job ad and that you would make under 10 dollars an hour to do it you would have 0 applicants try exhausting yourself everyday at work making less than 10 an hour and providing for a family of 4 when your benefits cost more for less coverage it is a sad day especially when they tell you there is no money for raises but you see 6million dollars of buildings being built.

No pay raises based on job performance in several years for staff. Faculty can receive raises if Dean adjusts budget but as far as I know this is not allowed for staff. Wish dental insurance was better - costs more than it pays out.

I think the benefits and the time off at MSU is wonderful and much appreciated. I do know that the study that was done a few years ago helped but with the raises we (the University) was only half of what the study showed where we should be.

Recently, one of our unit supervisors wanted to give his employees a raise for taking on extra work. He was told, by HR, that he cannot give them a raise of any kind without doing a job audit and changing the job title and description. He was told, by HR, raises can only be given equally across the board. So, how do you ask your employees to excel if you cannot compensate them for it? You can't even give a merit raise anymore. So, how can you say that raises are given fairly for job performance when it can't even be done???? How do you encourage your employees if you can't reward them???? If you do a job audit, and change the job description, then you run the risk of not being able to fill the position if it becomes empty because no one will be able to meet the requirements.

I clearly don't do my job for the pay. It's the lowest salary I've made since I graduated from MSU 16 years ago. I believe our office salaries are extremely low and very off compared to other universities. However, I do love my students, I feel good about helping them daily and continue to do what I do because I feel purpose in my work.

I have not seen since being hired, raises given based on performance. The only raises I have seen are blanket, university wide pay increases. Job vacancies seem to take an extremely long time to fill. I think it would be more fair to promote current employees into vacant positions when appropriate and post job openings internally and externally at the same time.

I am not happy with the new insurance plans. I was forced into taking a high deductible plan or else pay double the premium. Now just one of my meds that used to cost me \$40 for a 90-day supply now costs \$850! My daughter also sees several doctors and this new plan is not good for her either, but I could not afford to stay on the standard plan. I hope we receive a decent raise to help off-set the increase in costs.

I am extremely satisfied with most of the benefits. However, As an ESL instructor with a Master's degree, I would like to be considered faculty, rather than professional staff.

grossly underpaid compared to others with the same title.

Awesome benefits!

Salaries need to be aligned correctly...starting lose good people because we can't compete. To get a 1.5% COLA or their about is embarrassing. Doesn't even cover increase in Health Insurance. Hard to keep employees motivated to do a good job.

We have suffered so many pay cuts and increases in insurance premiums we are actually making less take home money than years ago. The huge increase in insurance premiums have seriously hurt our lower paid employees, Some work here for the benefits but that is rapidly fading as a reason to work here.

Health insurance increase was to Expensive .

The benefits are excellent at MSU, and I think staff salaries are good for the region, but I also think better opportunities and salaries exist abroad for many faculty and staff, which would explain turnover. Again, I feel this is out of MSU's control.

Benefit costs are through the roof. My tiny little raise covered an insignificant percentage of the over 100% insurance increase. I am much more poor now. Its like i work for nothing and have lost my vehicle to the bank because i can no longer afford the payments.

Raises are in no way associated with performance. At Breathitt Veterinary Center, we are paid less than others in similar fields because there are no comparable jobs at Murray.

My position is paid significantly (~15%) below national averages for the same type of position. I have never received a raise for job performance despite excellent performance reviews.

I'm not upset one way or the other. I'm glad I have a job that provides benefits, no they aren't the greatest but the insurance covered what I needed it to and I was able to afford the rest. As far as pay goes, I'm not upset with my pay even though I do know others in my field at other equivalent institutions are paid more for less qualifications and experience. I KNOW depending on who the VP (etc.) is positions are filled based on who is wanted not who is qualified.

My position at other universities has considerably higher pay, than at Murray State. If you want to retain quality employees, you HAVE to PAY them...It's 2016, not 1964.

The health insurance benefits, which were one of MSU's strongest selling points, took a major step backward this year with the addition of the two high deductible plans and the retention of a high cost PPO. We (my family) were forced to take the PPO because the high deductible plans would have cost us thousands out of pocket to meet our prescriptions. But even the PPO plan will cost us an additional \$3,000 annually, and I'm positive we aren't the only people this effected. It may result in savings for the University, but at the cost of hurting some employees' individual income.

I have never received, nor heard of anyone receiving a raise for job performance.

GENERAL COMMENTS:

What do you appreciate most about working for MSU?

(228 Comments)

The people are great here. There's not a lot of waste or areas where multiple people are doing the same job like where I worked before MSU.

We get a great amount of vacation and sick days and holidays. Those are all great things and greatly appreciated.

tuition waivers, vacation and sick time, friendliness of upper administration

The quality of character of the people.

Benefits, paid time/holidays off. I enjoy working with young people and being a part of college environment. I also appreciate having access to all the activities on campus (sporting events, cultural events, concerts, etc.).

The benefits are great and they help me pay for school

Benefits

There are so many things that I like about MSU. Since I love basketball I appreciate being able to buy season tickets at buy one get on free, I would have never been able to complete my Graduate degree if not for the tuition waivers, and I appreciate being off some during spring break and during Thanksgiving. I have been very fortunate in having great managers to work under.

Benefits; sick time, vacation time, retirement, health insurance, tuition wavers.

I work under a grant and most of my time is spent away from campus out in the state. Everyone that I have met on campus is helpful and welcoming.

The sense of unity on campus.

Hours worked and hours paid and on not worked

having a job

Job atmosphere is positive.

The people

benefits

The holidays can be spent with family while still getting paid is nice!!

The people I work with and the retirement.

The additional paid time off for fall break, Christmas and spring break, plus the holidays. The friendliness and helpfulness of all the employees and the way the University is concerned not only for the students, but the faculty and staff too.

The opportunity to meet people of all nations

the benefits

Honestly, the best thing is the benefits, Health Services, the amount of paid time off, and the educational opportunities.

Some of the best people I've met in my life work here. Some of the most ignorant, stubborn, hard-headed people I've ever met in my life work here. We have really good, concerned people on Staff Congress. Faculty Senate is worthless as tits on a boar hog.

Murray State has a good track record of treating its workers fairly.

Tuition waivers, good benefits, safe environment, nice people

The paid time off

Being able to adjust my schedule in order to attend family functions and take off when my kids are sick.

Great people, great holidays

The amount of leave time that we are given.

As my alma mater, it is a place I believe in and feel is making a positive impact on our students and graduates.

Strong Leadership

The people and great benefits

The benefits are great.

The benefits

I appreciate the flexibility that working for a University allows. I also appreciated the benefits extended to new hires within the first year of employment.

The people that call Murray State home.

The benefits especially the tuition waiver.

The friendly working environment. Adequate time off for Vacations, and Sick time, Holidays. The Benefits.

I enjoy keeping busy and learning more in my position

I have wonderful, positive & supportive coworkers who work diligently to fulfill the university's mission and who are a joy to be around every day.

having a job that helps students and faculty

Good benefits

I love working for an institution of higher learning because of the impact we have on so many lives. I also love MSU because of the safe, friendly, caring work environment.

The paid holiday/vacation time off is VERY much appreciated. My colleagues are my second family.

The retirement pension.

The environment, working with polite and professional individuals across the campus.

I like the small community and team oriented environment. I also enjoy the consistently changing environment.

The family atmosphere.

I appreciate the sense of community on the Murray State campus.

Tuition waivers

The ability to innovate; built in holidays that enable us to put our families first; camaraderie and support amongst my immediate working group but also others across campus with whom I work closely.

Being on a college campus and having annual days where the university is closed.

I am treated as a professional and my voice is heard.

That we have a fairly decent environment to work in. (I myself have a pretty good one) Time off during the year.

Tuition waivers are a wonderful thing and allowed our children to come to college and leave debt free. The fact that we have a President that seems to care about us and our campus.

having a job, benefits.

I enjoy my job and the people I work with. I also wanted to work for a company that provides a pension.

Being able to provide Insurance for my Family. Also able to afford College for them at a great school. I also enjoy helping others and being part of a team that has meaning. As the president says "Go Racers"

Holidays

The numerous Paid holidays that we receive. The overall friendly, professional work environment. I appreciate the health services we have. I always go there first for mild health concerns.

prestige of the name of the university; vacation breaks

I am thankful that I have a job.

The benefit of time off is great. I appreciate the time off through Christmas especially.

Holiday Time

Phil Schooley he always their for everyone !

Professional relationships with teachers and others.

The community and campus is a great atmosphere to live and work in. Great people.

The environment in my workplace.

great working environment

I appreciate MSU for allowing tuition waivers for employees and having time off during holidays and breaks in order to be with family and friends.

The university is a great place to work, friendly and welcoming.

I appreciate job security and the fact that I will draw a pension when I retire from Murray State.

The environment is one of growth and the students are fantastic.

Some of the benefits are really nice like vacation, sick, and comp time.

Good people to work with. Great students to get to know.

retirement and days w/pay

The people I work with.

The fact that I am allowed course tuition waivers to help me finish my degree.

benefits

The people. I enjoy each day at work!

Tuition wavers are big bonus to me.

Pay and benefits. I work in a great department with a great chair, dean and associate dean!

The benefits are what I appreciate most: tuition waivers, holiday pay, vacation time, insurance availability, and retirement benefits.

The people

The sense of community, pride in our institution, and common goals make MSU a great place to work.

The time off is excellent. It is nice to have a break every now and then.

My department team members are the best people I've ever worked with.

I love the work I do. I like my office team.

I work with great people in a great place.

Helping students reach their educational goals.

I appreciate all the benefits the University has to offer myself and my family.

long Christmas break

It's easy to do the job since everyone in upper management seems lazy and doesn't seem to care what really happens as long as they don't get in the news

The benefits

The vacation days.

Having insurance, the men i work along side with

The effort our President takes to not only make this a better place each and every day, but the care he shows by keeping an open line of communication between him, staff and faculty/

flexibility around Holidays to be able to spend more time with my family

The people, atmosphere and making a difference in the lives of our students.

Having such a long extended Christmas break without having to use vacation time.

I love the paid time off.

My department allows for quite a lot of flexibility as we spend a lot of time traveling.

The benefits.

fellow co-workers

Health benefits, holiday breaks, and most of the employees are great to work with

The college atmosphere

I appreciate the people at MSU the most. University pride is strong - we work hard and we care for each other and for our students. We always seem to find the time to accomplish more than we thought we could. We thrive on our success. Our President is clearly passionate and cares about us all - he leads by example. I also value the time off around the holidays!

Benefits

It is a great community, and I believe we truly care about our students.

I used to feel a family type atmosphere that has waned in the past 5 years. I was very proud to tell anyone I worked at Murray State, till I saw things happening around me that was not fair to other employees. Personal comments made about employees, degrading the way they look, Hair, weight, clothing. Those things do not make a good employee. You can not judge a book by it's cover.....

Holiday breaks, great office environment

days off.

The warm atmosphere and friendliness of campus.

1. Our insurance is very fair. 2. Waivers for employees and their family members. 3. Paid time off. 4. Paid sick leave.

Not having to travel out of town for employment for extended times. Having scheduled Holidays and Vacation allowances.

Ability to take classes

Tuition waiver program.

The benefits are the best.

I value the work that we do and the impact that we have on individuals.

Students and my job

I appreciate the benefits and the opportunity to work.

Benefits.

time off when school is out

I really enjoy the university closures. Not many employers give that many paid days off.

The tuition waivers are coming in handy as I have two undergrad students working towards their bachelors degrees.

Paid time off and paid sick leave

Health Insurance, Tuition Waivers, Vacation and Sick Leave and the paid Holidays.

Wonderful benefits such as paid holidays, vacation, & sick time, insurance, etc. Lots of events and activities to be involved in across campus.

The people

I love Murray State. I love my job and I think I make a positive difference. The people are amazing. The benefits in the past have been great.

It is great to be part of the MSU community. I enjoy working with those not only in my department but throughout the university because of the team-like environment. Everyone is very helpful, knowledgeable and share in a positive mindset.

The overall environment is conducive to learning and skill development. People are generally friendly and easy to work with.

In some ways, I appreciate the direction MSU is going. We have a president that seems to have the best interests of his students, faculty and staff in mind and is working towards bettering their time at MSU.

The time off that we receive for holidays.

Supporting and facilitating the work of the faculty, staff, and students I work with is extremely rewarding. My work is appreciated and supported, and I enjoy doing most of the work. It's pretty hard to imagine a better situation to be in.

Location.

I appreciate the benefits offered at MSU.

The benefit of extended breaks and expanded vacation and leave policies

The breaks when the university are closed are a nice benefit. I appreciate working with intelligent and like-minded individuals who value education and are committed to the same mission.

opportunity to teach and work with students

Work schedule is most reasonable. Most everyone is kind and willing to help when there are concerns or problems.

the benefit of generous time off.

Flexible work schedule when necessary.

I like and enjoy my job.

The people are amazing!!! We have a great sense of Racer pride. The town is supportive and is covered in Racer blue and gold.

The community, the breaks.

The days off, especially during the holidays. Being so close to my spouse.

Benefits, Vacation-Sick time specifically

The faculty and students are absolutely the greatest to work for and with. There is none better.

I love the overall atmosphere of the campus and the work I do, in spite of the political climate in the office. We seriously believe in customer service and strive to deliver the best possible. That makes working here a joy as it matches my own personal goals and belief that I should always do the very best I can.

Paid Holiday, sick and vacation time

The knowledge that I am appreciated for what I do in my department, by the faculty and Chair of my department.

Appreciate the family and helpful atmosphere.

sense of community, benefits, time off on holidays

The great holiday time off!

I enjoy the atmosphere at MSU. Most of the people on campus are friendly and helpful to both student and staff. I also enjoy the time off we have. I appreciate the tuition waivers because without them I could not afford to send my children to college. I like the enthusiasm of our new president.

family atmosphere collaborative efforts students are a priority

Paid Holiday time off and benefits.

Benifits

Paid time off to spend with my family during the holidays.

I truly love MSU, my mother worked here for many years and I have been a part of this University as a volunteer, student or employee, most of my life. It's a great place to work, has wonderful benefits, and I'm proud to be a RACER!

Good environment along with great benefits.

Dependability of continuing

The benefits are decent. I enjoy what I do and the people I work with. I like working for a university that has a great reputation.

I appreciate being able to make improvements in the lives of the young people that we are responsible for.

Working for an great institution

My co-workers.

Tuition waivers are excellent and should be advertised heavily during hiring, I was not told about them until I was hired.
the benefits

The flexibility, family-orientated atmosphere.

I love being able to take free courses. I LOVE paid breaks. I appreciate sick and vacation time and benefits. I appreciate the atmosphere and beautiful campus. I appreciate the mail and delivery guys and the maintenance and grounds workers.

General atmosphere of inclusion and friendliness.

I love my job, I have a good time at work most days.

the holidays off!

The friendly environment and the chance to meet people from all over the globe.

The pension plan, and only needing 5 years to get vested.

I love my job. I like the time off during the holidays with pay to spend with my family.

The people who work across campus, from various departments, that are willing to work together as a team.

The students and people

The amount of responsibilities that I am trusted with.

I love the paid time off. I have worked in jobs where you almost kill yourself, just to get Christmas day off. Now I get 2 weeks off and it is sooooo nice. I wish I had worked here while my kids were growing up. I appreciate the helpfulness across campus in most departments. I appreciate the little things done for staff such as the staff recognition luncheon and the staff Christmas reception. And, I like the health fairs. And we couldn't survive without the Help Desk! Love those people.

Benefits are a major plus especially the tuition waivers - thank you!

I love the holiday schedule. I appreciate that when I walk around campus I see folks I know and everyone speaks to one another--I don't know that this kind of camaraderie is possible on a bigger campus.

I feel that MSU is a fair and equitable employer and has a great reputation as such in the Murray area. I'm proud to say that I work for MSU. I greatly appreciate our benefit package as well.

My coworkers and supervisors. The family atmosphere.

Flexibility, sense of community.

The flexible time; the time off; and the opportunity to learn from the students. They keep us young!

The paid holidays are a huge plus for being an employee at MSU.

I love the atmosphere. I love working with the students. I appreciate sick time and the time off.

My department is amazing and everyone puts in a huge team effort.

All of the time off. Free parking for those with over 20 years of service.

I appreciate seeing our students progress through our program and graduate to become successful professionals in the field.

It's my alma mater. I'm proud of what we do, from our beautiful campus, to our caring faculty, to our strong academic programs. I'm truly proud to represent this university. I appreciate our flexibility with the time off we are allowed during various breaks, holidays and shut down times. I also appreciate the opportunity to take classes here or to use vouchers for children, when needed.

I retired from MSU from 30 years of service and have returned to work part-time because it is such a great place to work. The time off is a big plus (holidays, vacation, sick accrual).

The benefits are very good

The campus as a whole is friendly, safe, and offers decent health benefits in a nice community. Mostly, I like the students I teach.

The people I work with.

The supportive environment, the benefits package

Not much anymore.

The appreciation for furthering ones education

Benefits

Time off and benefits

Retirement

The people with whom I work on a daily basis.

The students and college environment

MSU is a family!

paid time off

The benefits and the people.

Its stable, less subject to the sudden changes in management than other places I've worked.

I like the ebb and flow of the academic year, with natural breaks and the excitement of each new school year.

time off at Christmas break

That i have a job.

holidays given to us

I love the work I do, the people I work with are nice, and the benefits are excellent in comparison to my previous job. In addition to just the health insurance benefits, I love having access to the gym and the library, and the tuition waiver program is allowing me to finish my M.A.

I like the family atmosphere of the college campus.

Clean campus, safe community.

Campus environment, people, students.

We are very informed.

Since moving positions on campus in July I am really enjoying my new position much better

Good work environment , time off , holidays

I appreciate my co-workers and their hard work and dedication to our students.

There aren't many people who can say they love the place they work for, the employees they work with, and the kind of work they do. I know I'm very blessed.

The feeling of community, the people.

My free graduate degree.

The time off and the flexibility.

I appreciate our benefits, and the continued drive for diversity.

I appreciate the benefits and resources available to staff and faculty.

Close to home; prestigious; pride

Paid time off.

GENERAL COMMENTS:

What would make MSU a better place to work?

(203 Comments)

The worst thing is benefits. I think its total shit that a 9\$-an-hour janitor has to pay the same for health insurance as a 80-100k professor. I'm also not a particularly big fan of the health insurance being heavily weighted against people with families. Hell, even our national tax codes are weighted against single people. I just expect a more socialist leaning health care plan at a university to make up for the pay. From what I can tell dental and eye insurance here are a total waste of money unless you have 3+ kids. These shouldn't be optional, they should be mandatory and far cheaper.

Pay raises. The return of wellness incentives.

More pay, not feeling like the people in the front office is working against us.

give the employees confidence in their job security, and a little more competitive salary.

Make the minimum pay for all employees \$10 an hour. After having to pay for benefits for my family, I only bring home \$600 a month. No family can live off that.

Raises

Better salary, raises by job performance and not across the board raises.

Better heating and cooling within older buildings. 55/85 in and office environment is unacceptable.

Better health insurance premiums. Many people are struggling with the even higher costs of healthcare this year.

Same job, same pay !

better pay

Well now with the budget issues knowing our jobs are safe

better employee recognition

If people would treat each other fairly! A little bit of respect goes a long way!! An not having multiple bosses/ supervisors that do nothing but play with and look out for their buddies!!! It's nice to work for someone who will actually get out an work with you an help when needed instead of against you!

Better pay especially for lower payed staff.

I still feel the pay scale is below what it should be.

Salaries for jobs that are comparable to those positions in other companies, businesses or industries.

A fresher hog. Less stove-piping. Look, universities are full of bright people but no one wants to use our bright people. They want to go outside the university and hire consultants and such. Fine, do that if we really don't have experience in some matter. Many universities hire students, train them, give them experience ("experiential learning") in marketing, programming, application design and development. We have to stop giving lip-service to "out of the box" thinking and really embrace new ideas, new concepts and such.

Murray State should consider offering job-related training opportunities for staff. One possibility would be online training through places like Lynda.com or Pryor Seminars.

Better pay, more graduate programs, more support from the state. We need to be able to project and uphold a broad and rigorous academic experience for our students. How can we do that if we can't attract and retain the best and brightest faculty and staff?

Better pay, cheaper insurance. Lower grade level pay is not adequate at all.

Higher pay.

If all areas were properly staffed.

Sometimes, I feel that the students are not our main concerns. If we did not have the students, we would not be employed.

Salaries that match that job responsibilities.

The pay scale increasing. With two degrees, my pay scale is very low.

Fair pay for the job. My position has added more and more responsibility, but because of MSU's policy I cannot be adequately compensated. The 5% increase does not compensate me for the amount of responsibility that has been added.

Better handle on health care benefits. These savings plans are not what the employees wanted. If so more would have taken advantage before being forced into it. Adequate cost of living and merit raises.

I think we can always use more good staff people across the board.

Paying workers a more livable wage.

Collaborate across departments, engage with other departments on events, projects, etc.

I think there's a pretty constant underlying fear of budget cuts resulting in job losses. I think most wish they could feel a better sense of job security instead of feeling uneasy every spring and summer until contracts are renewed.

better pay, benefits, working conditions - such as heat/air at a comfortable temperature

If all employees were treated equally/fairly

More support staff to fill the positions that have been lost through the budget cuts.

Yearly raises for one. Also it really depends on who you are if you are interested in moving to a different position on campus. So many times we hear, you have to advertise for that position and apply for it like everyone else. Then the next thing you know someone is in a different job and it was never advertised. How is that fair? The same rules should apply to everyone.

MSU would be a better place to work if raises were awarded to employees for loyalty and quality job performance. MSU would also be a better place to work if the manning for departments was improved.

Rules followed by all. International students have special privileges that are not given to other students.

More institutional support of administration areas.

Open communication among and within departments

FMLA that actually gives a damn about employees (so, paid) and puts support structures in place instead of roadblocks to taking leave that is federally guaranteed. Annual raises. Performance raises. Overload pay for staff. It's really disheartening that I can't pay staff extra comp for "simply more work." How can we expect overstretched staff to keep adding work if we can't compensate them for it? Staff really are given the short end of the stick and it makes it incredibly difficult to keep up morale and keep staff here.

Salary evaluations

I know that a certain amount of bureaucracy and paperwork is necessary in an organization as large as MSU. But the process of getting things paid and accounts set up and managed is quite daunting.

As mentioned previously, raises are essential to any employee and hourly employees have not had a REAL decent raise in too many years. Faculty seem to be consistently taken care of though. Look at giving a yearly cost of living raise to help hourly people. BETTER Insurance. Our health care benefits are a joke now and we will be paying more out of pocket, which leads to the previous statement about the lack of yearly raises. Overall, MSU is a wonderful place to work, but too many times, they place importance on issues in the wrong areas. Too many times I hear MSU is acquiring more land or buildings. The dorms are a necessity, a new building in Paducah, or Hopkinsville or other satellite campus is not. We need to concentrate on yearly raises, and renovating the existing building that people work in or students live in here on the main campus. Or depts. that have inner structure issues and squabble between themselves, refuse to get along or work well with others. Work should be a pleasant environment for folks to be in. I love MSU and wouldn't want to work anywhere else, but there are many who can't say the same thing because of issues internally.

having better pay, even though the insurance is great, the pay needs to be adjusted somewhat in accordance to cost of living standards in the world we live in.

Better pay. Less hostility between offices.

More mentoring for those that are working now but will retire or move on. We are losing valuable knowledge as we bring people that have not worked on a University.

Free parking for employees

Higher pay always helps. Better raises.

childcare; higher salaries for employees

To treat people fairly and listen to all sides before placing judgment on someone.

Income equality. Benefit equality. In the past decade I've worked here the top tier employees have seen substantial increases in pay while lower tier has seen very little. Even middle tier employees have seen little increase.

Better Communication across campus and departments Fair treatment of all employees No favoring of employees from supervisors and deans of departments

To treat every one as equals!

Better planning when special events take place and more staff is needed to cover a 10 hour event with a 7.5 hour work day.

In my specific area that I work in resources are spread extremely thin.

more competitive salary

MSU would be a better place to work if my boss was a better leader/manager.

Competitive hourly rate.

pay raises to offset the cost of living

Raises by years of service.

comparable wages

More resources for success. Compared to fellow institutions in our region, we have room to grow.

A pay increase, and more respect among my coworkers.

pay and raises

Can't think of anything off the top of my head. I think people don't realize how good we have it. Heck, we get two weeks off at Christmas, we get paid on time, I feel respected by most of the others. Sure, could we have higher wages, but we have a job at a place that cares.

Higher pay for experienced employees. We are behind the gap in some areas.

higher pay and more help with work load

To make MSU a better place to work, I feel we need to provide cost of living raises every year.

Reinstating lost benefits, including allowing partners to enroll in MSU insurance regardless of their other options, as well as increasing educational benefits at the master's level for employees and their partners would make employees feel valued.

Pay raises would be nice.

FREE access to the wellness center. I'm tired of signing up to HEA 189 or paying for it. The "class" is simply paperwork.

give people some kind of incentives to stay here

Better parking. Warmer buildings- or better to regulate temps. I wish I got paid enough to purchase a home or take my family on a vacation. Could we get an actual Starbucks on campus? Or Duncan Donuts?

Better salaries

Better pay or more staffing to even distribute workloads.

Being newly hired, I feel the University could work on new employee trainings and formal orientation to the different systems and departments used across campus.

option for staff to choose reduced hours in summers

Stricter enforcement of policy and a stronger willingness to fire those that can not perform

Better pay with the pay being equal across the board for those who do the same type of job. Job audits are needed to better determine the responsibilities and expectations for positions on campus. Some positions appear to not be paid for the amount of responsibility their unit has as a whole. Better communication when job audits are submitted, received, and reviewed. Many times it appears job audits are submitted and lost in a black hole creating an environment of disappointment and staff feeling their value work for their work at the University is not appreciated causing dissatisfaction and turn over from employees who can find positions that are less stressful, require less work, etc. that pay better both on and off MSU campus. This creates an inconsistency in the services these units are able to provide due to the turn over and training required to successfully function in these positions.

More staff in IT dept.

Appropriate pay.

Health plans that weren't found at the bottom of a Cracker Jack box.

Better Health benefits. Job evaluations by outside audits to determining pay raises at least every 2 years. In 3 years I have had about a .32 cents pay raise. My title is listed as Receptionist and I do the work of of an Admin 2.

Equity raises for staff.

I would

More supportive of work/life balance, allowing women to use sick bank for maternity leave.

better management

Provide an affordable child care center for students, staff and faculty

Competitive salaries

There is tremendous pressure across the campus in regard to budget issues. It is most difficult to set ourselves up for success when we do not have the resources (or appropriate allocations) to support adequate staffing numbers or staff training needs. The size of our University is working against us in regard to economies of scale - we need more students or we need to have the ability to substantially raise tuition. Merit based raises rather than annual adjustments would be better and likely less expensive to the University as well.

More staffing

We are expected to do more with less... I understand there are budget issues but we cannot go at the pace of putting more on people's plate. Murray has several good hearted people who work hard without reimbursement. I think we're at a tipping point of losing good people and decreasing motivation. For it to be a better place to work, you'll have to address how thin we have stretched people.

Having management that had knowledge of the work they are overseeing so they could hire qualified workers and be able to make decisions to get the work done and done right. Fairness in pay and advancement.

Raises based on performance

Adequate pay. Adequate benefits. Adequate respect.

When decisions are made regarding employee benefits (such as the insurance this year) and costs to employees, committee members need to remember the lower paid staff. Sometimes those decisions are create a hardship.

A complete restructuring of the pay scale. Retirement should mean retirement. A job should not be "created" just to bring that employee back. All jobs should be open to bid and not just kept within a department.

Competitive wages! Updating fleet vehicles at 80,000 miles; many are very high miles and in poor running condition. Not being forced to pay where one works.

The new insurance for 2016 needs to be re-evaluated for those with lower pay. I am sure the higher paid employees are fine with the changes but the differences in cost and coverage for those lower paid employees are requiring us to chose between heat and electricity or insulin.

Real raises through evaluation of job performance

More job specific training for employees. Most changes to my job have not come with any sort of training on the new computer programs. Please have the trainers come here. Don't send my supervisor to training and then have him "try" to train us.

HUMAN RESOURCES HOLDING PEOPLE ACCOUNTABLE FIRST PLACE I HAVE EVER WORKED THAT PEOPLE AREN'T MADE TO DO THEIR JOB.THEY LET PEOPLE GET BY WITH TOO MUCH Job

I believe that we should make upward job mobility more feasible for current employees. I do not have proof, but I feel overlooked possibly due to age, personality preferences, and pre-chosen applicants.

Higher pay.

easier access to student records across campus. not all necessary staff has access to banner and it is NOT user friendly.

as always...more pay. I understand that higher salaries isn't always an option, but at least give me a cost of living raise or half days on Fridays...something is better than nothing!

Overall for this area, I feel it is already the best place to work. I do wish MSU could implement a short summer break or working 4 days and off on a Friday or a Monday at least in the Summer months. I also feel that we should stay with one time or another either 7:30 to 4 or 8:00-4:30 year round.

Breaks being the same as the public school systems.

More cooperation between units.

A raise

Increasing salaries to comparable Universities. Letting spouses back on our insurance or bumping up salaries.

A commitment by the university to continue making this a great place to work through benefits, salary, encouragement for growth and support.

If the legislature raised funding to a reasonable level it would help.

It seems MSU needs to take a serious look at our budget. Yes, we need to progress and grow, but we don't need to do it at the expense of our employees. Every year this survey asks questions about merit raises, yet there haven't been merit raises at MSU in years. For the past few years, many of us have even seen a decline in compensation as benefit rates have increased at a rate not equal to salary increases. In my unit, employees are grossly underpaid for the work we do. We do specialized jobs that require specialized degrees and training, yet we are paid very little. Also, because there are no merit raises, people who work hard and go above and beyond are paid the same as those who just manage to get by. Sometimes the hard workers are even paid less if they haven't been with MSU for decades.

This does not promote a healthy work attitude. It can quickly lead to apathetic employees who see no reason to work hard since they're going to get paid the same no matter what. If MSU wants to get and keep quality employees, we are going to have to compensate them fairly and offer incentives for them to stay.

Making our fall and spring break schedule the same as the surrounding schools. It only causes more havoc when they are not synced.

More motivated and talented students that are trying to get the most out of their time here, and less students trying to get a degree of some kind with as little work as possible.

Better pay for people who aren't in sports.

Increasing the number of tuition waivers allowed for the year.

Facility upgrades - environmental issues - old buildings - heat, allergens, window and sidewalk upgrades badly needed.

Higher pay, raises and promotions based on performance, pay equality within and among units on campus, flexible work schedules and arrangements.

pay increases and return of merit pay for faculty & incentives for staff performance

Communication. Seems main offices and department offices are constantly struggling for effective communication.

The ability to advance staff members The ability to hire and fire more easily

Betty coordination between functional units. For example International Student office and academic units for academic advising.

Better pay and insurance.

Giving offices who are understaffed more help because it really wears on you throughout the school year.

Better staffing. Beyond myself, there are too many people working too many hours for too little pay.

RAISES And re-invest in employees

A pay raise. Recognition (pay) for going above and beyond the required duty. Allow staff to work overtime when needed and be able to pay them for their work. Pay us more than a few dollars over minimum wage. Student workers make as much per hour as do some of our staff members.

Fair wages and more respect for staff. Staff is every bit as important as faculty. There are some staff positions that could cause the university to close. Look at Mid-Continent, that was a staff problem that, sadly, shuttered the university permanently. Professors not doing their job, or doing it poorly, would not have the same affect. Please know, I love and respect our faculty - they are wonderful and I cannot conceive that any would perform poorly - but

they are only one face of MSU. The rest of us count, too. I don't need to be told once a year at a banquet that I matter. I need to see it regularly.

Changing the health insurance back to the way it was in 2015

More regulated heating and cooling and elevators that work.

Policies in regards to work time allowed outside of university hours, particularly during certain times of the year. (This is department based).

Slightly better pay.

More money. I think some departments/offices/areas on campus are ok, but some of your smaller offices are understaffed and underpaid. I think professors should be held accountable when they do not do a sufficient job. We

still have faculty on campus not using Canvas and some do not even use email. It is unacceptable that students do not know what their grades are without having to go to some professor's office when that is one of the purposes of Canvas. Also, there is no where to report that and no office doing anything about it. Some of the chairs do not, so they do not enforce the use with their faculty members. If you want to boost retention, students must know exactly how well or how poorly they are doing.

adequate staffing to allow for job duties to be done correctly

Better pay scale.

Increase in pay according to how many years you have worked. example: 1-5,6-10,11-14,15-20

New bosses coming in with power trips not being allowed.

Nothing that is in the control of the University itself. I just wish that the Faculty and Staff could learn to appreciate on another more. Instead of one or the other thinking they are superior over the other.

Department internal communications

High enough salaries to live comfortably and be able to afford to buy a car when you need one (not necessarily brand new or top of the line, but a decent car), maybe take a short vacation, buy a steak occasionally, be able to afford presents at Christmastime, have cable TV at home, etc. At \$35,000 a year for a family of 2 it is hard to make ends meet and I don't have a house payment. Many have a husband's salary to depend on as well, but not all.

An increase in communication across the university.

Better pay.

Better pay for hourly workers

Removing all special treatment or other types of good ole boy politics, across the board. Removed from the top to the bottom. This practice removes initiative from capable employees who could and would earnestly make a difference throughout the entire campus.

I really don't know, I am very pleased with my job.

Better training. Up to date support site. You don't know you've done something wrong until it's too late and there isn't an accurate manual to find out procedures and policies. Everyone does everything slightly differently and there's no 100% correct way to do something depending on who you ask. Very frustrating. HR has too much power in deciding who gets a certain salary and why. It's not objective and way too subjective. Department should be able to give a deserved salary if it's in their budget. I appreciate being able to take free courses, but the courses that fit into my working schedule or online are sooooo few, it's terribly disappointing.

Improve the IT department and their effectiveness in responding to the needs of all departments. If you have to pay more to attract staff and fill long open positions, then please do, other departments are paying the price for not filling these positions.

Staff and management need better communication skills.

alittle more money but that wont change everything

Better pay, especially for workers in the lower pay grades.

We need to be Student Family friendly. I have helped students work through process that they do not understand and I understand that during some times it is stressful at our jobs. But the customer is always right...even when they are wrong. Sometimes when you call across campus the people who are there to help are short and rude. If I feel it I know the students do too.

If we could give merit raises to hourly employees who go above and beyond.

Fair compensation for work and smoking areas

equal pay rates for same titles

Director's should be able to give a raise to employees who have gone above and beyond without changing the job description. Better communication between departments would help, but that's an age old problem.

More communication with staff on changes made to policies or procedures!

I feel like the lower level entry pay grades could use improvement. Those that are barely more than minimum wage such as custodial and food service are surely challenged to make ends meet. Our benefits package certainly makes up much of that lower pay issue but there seems to be a huge span between the very highest and the very lowest paid workers. Often, these lowest paid workers are some of the ones we turn to in times of crisis (bad weather, etc) and it seems there should be a way to recognize their value in their pay scale.

MSU once prided itself on its benefits. Sure, we weren't the highest paid, but it's education. It was said that the benefits really balanced that out and were vital for recruiting diverse, excellent, faculty and staff. As our health insurance has increased in price or decreased in coverage, the point of pride once bestowed upon our benefits is suffering. Couple that with the ever-decreasing state support and, subsequently, consistent lack of even cost-of-living raises, MSU employees are paying the price for being loyal to MSU. I realize this is a big, complex, issue with no easy answers. But, I fear a time when dedication to MSU will be too costly for faculty and staff.

Either wage increase or improved benefits - especially in the lower wage brackets. Erosion of benefits is hurting retention of qualified employees, who previously viewed this as ample compensation offsetting lower wages compared to the private sector.

Fill vacancies quicker.

Salaries and raises need to be adjusted.

I would like to have flex if you want to work from 7:30 to 4:00 all year or 8:00 to 4:30

I wish that there was more of a team feeling across the University. Sometimes other departments don't seem concerned with putting forth an overall MSU unity. It doesn't matter if we are in different departments we are all MSU employees and when one succeeds we all do.

Some type of employee morale booster. For example, having birthday off with pay. Larger discount at campus bookstore, dining services, and athletic events.

better salary

In some areas, upper management isn't fit to lead people out of a wet paper bag. (Look in Facilities Management, prime example)

Better pay and fairness among department positions in regards to pay and workload/duties Better performance reviews of administrators such as directors and deans by the faculty/staff they supervise especially if they are not tenured.

Slightly higher compensation (salary)

Stop the BOR from micromanaging the day to day work of the university. There is no real shared governance on this campus anymore. A handful of people are dictating what the direction of the university is now.

I have not been employed long enough to make a decision

Fill vacant positions sooner

Merit based raises.

If committees, such as the benefits committee, would gather info from the employees, students, etc... before making decisions. Also, town hall meetings are helpful but only if they allow for the exchange of ideas, questions, and thoughts. They do no good (or at least don't serve their purpose) if they are only used to convey information regarding plans which have already been locked in and will be put in place. That can be done through informational e-mails or meetings. Calling something a "town hall meeting" then telling participants that nothing can be changed we are just "passing along some information" is a misrepresentation of the town hall format, which is expected to be more along the lines of public discussion and debate not an informational lecture.

Departments need to work together and stop passing students and parents around to someone else

We are the best!

better pay

There are some processes that are highly inefficient at MSU, and most information is in a department silo. In reference to my job, it shouldn't take 40 people a week to process a last minute data request by CPE, even though it is nice to see the president acknowledge our effort through email. In a perfect world, this should be done by 1 person querying a database. I hope a university leader starts trying to move MSU towards that perfect world, which will not take place overnight. The current state of data requests causes a great waste of resources, in my opinion, and I fear for the long term survival of MSU if this does not start to become a priority.

Make sure the pay rates are fair. They seem rather random.

Better salaries for staff. I am satisfied with my salary as a Director, but I wish I could pay my staff more.

more flexibility in work hours, lower insurance costs, lower parking fees, and of course higher salary

Lower health insurance costs!!!

if you could get paid for any vacation days in excess of those you can't carry over and you don't have time to use in a year...rather than lose the days

I had a difficult time learning how to do my job at first. The previous employee retired over two months before I was hired, so there wasn't really anyone to train me. Fortunately my department was patient and I had friends in other departments who were willing to answer questions, but it was pretty difficult to learn Banner and all our other departmental software, even though I'm good with computers. I wish there were some kind of standardized orientation/introductory training provided to new hires upon employment -- those first few weeks were rough!

Better technology, competitive pay and fair pay across departments.

Alexander Hall is an amazing building and looks so new and clean. I wish other buildings, hallways, and offices would look as nice. It would increase morale. Maybe put in the expense to repaint hallways in other buildings - such as the 1st floor of Wells Hall.

Lower employee share of insurance cost. Reinstate PPO insurance plans at affordable rates. Allow employees to use all tuition waivers as required by state law. Bring salaries in line with industry averages.

Closer attention to hiring practices. Opportunities for promotion not based on vacancies.

The evaluation system for staff needs to be overhauled. Allow staff to evaluate their chairman or directors.

More affordable health insurance

I feel a salary increase would benefit all employees and maintain retention at the university.

I honestly can't think of anything. I know people sometimes complain about insurance changes and other issues, but I think we really have it good here. Younger people think the pay is especially low, but they don't have enough experience to value the big picture - the paid days off we enjoy, the retirement benefits, insurance benefits, tuition waivers, the interaction with students and the role they play in our community, etc.

A president who appreciates the faculty and staff. A president who treats the faculty and staff with respect all of the time, NOT just when students are present. PAYING employees a better wage. People, besides upper level administrators, need a salary they can actually live on.

I'm happy with MSU.

Raises based on job performance. Recognition for good work is nice, but it only goes so far.

Hiring enough faculty and staff to complete necessary tasks, rather than overloading existing staff with unrealistic workloads. Adequate cost of living adjustments each year. Merit raises.

?

Free parking for employees!!!!

Better salary

Stronger investigations in evaluation performances.

More competitive pay; more institutional support for LGBTQ staff.

GENERAL COMMENTS:

Feel free to use this section to provide any additional comments/concerns: (67 Comments)

I would like to see MSU align their spring break with the surrounding K-12 systems.

I love working for MSU, but I know I am not alone when I say a lot of us are struggling to serve on the lil we make. Please consider making minimum pay to employees \$10 an hour.

I applied for a position with MSU because I knew president had a strong vision for the growth and success of MSU faculty and students. I also explored the benefits compared to other universities in the state.

Best do some pay adjustments. There is some talk of union being solution

With the recent budget issues if MSU decides to let people they need to let these people know MONTHS in advance so they can prepare themselves and their households

Being Short staffed in some shops makes it extremely difficult to get all jobs completed in a timely manner! Granted there are some who will only do what they want when they want!;(. Wich makes it a lot harder on the other ones who have to go out an do the work!

One of my biggest concerns is when someone leaves, particularly those who retire, MSU tries to save money by not replacing that position. Instead, they just divide up the duties among other employees, thereby increasing their workload and then do not compensate them adequately for taking on those extra duties.

Murray State is a small enough university where truly radical thinking could really change the overall climate and make this an exciting and energetic place to learn and work. Too many of us have the "its been done this way for years and I have no plans on changing" mentality. Nope. This is the 21st century. Adapt or move on. We need make registering

for classes as easy and simple as possible. We need to be sensitive to students financial issues and make that process as easy and as simply as possible. We need to expand our market area much like Austin Peay has done. We need to be active and truly listen to staff, faculty, and student ideas for learning and growth. Too many times, ideas die in the chair's office, or the dean's office, and one person - one single solitary person - defeats an idea. This is not how innovative places work. Innovative places work but encouraging conversation and interact, by helping people feel valued for their contribution. That is why I thank my BSTs all the time for the work they do. I tell them, "No one may notice what you do, but they will sure notice if you stop doing what you do. The first impression a family may have of Murray State is if they see garbage in parking lots, garbage in buildings, and a lack of care and consideration. They will get that sense well before their child ever meets a faculty person or takes a class." And, while some of us may have BA/BS, Master's Degrees, or Ph.Ds, who is to say the next good idea won't come from a BST who is in a

building every day? Yet, there are many on this campus that because of their academic hubris would dismiss out of hand any idea set for by a BST. Google doesn't work this way. Nor Apple. No tech company worth anything is going to be completely dismissive of employee ideas. But, ironically enough, these attitudes pervade Higher Education and Murray State is not immune. How can any institution building an educated 21st century workforce progressing into the future while clinging to old ways and 1950's conservative mentalities? Encourage ideas and scrutinize them. Educate staff and faculty by creating web sites that take and answer questions. Encourage supervisors, chairs, deans to manage by "get out and walk around." Go visit units. Go shadow BSTs. Go work in the Registrar's Office for a day.

Bevin has no idea how education works; simply because one has a degree does not make one an expert in education. And his kids are home-schooled. How can any administrator make good choices without walking around and seeing to the needs of the constituent units? Finally, and this is really directed at faculty but it does demonstrate how flawed the faculty tenure process is. Professional staff are monitored. We answer to supervisors we work shoulder to shoulder with many times. Staff also work shoulder to shoulder with faculty. In my judgment staff are sometimes in as good of positions and perhaps better whether or not a faculty member is competent. The tenure process here, and most everywhere, is complete

and utter bullshit. The evaluation process is a sham. Never have I been asked to evaluate a faculty person, their conduct, or communication. In my area, I probably should have some contribution as I work with faculty every day, and most need to work through me to accomplish work in their courses. If a faculty person doesn't speak or communicate with me, that is a red flag something is amiss. The tenure process is cannot simply be about a person with a Ph.D checking off boxes, then a chair makes sure boxes are checked, and a dean making sure the chair is checking to make sure boxes are checked. We are hiring a co-worker, a peer, and we want a competent peer who is going to contribute and work within our environment in healthy and constructive ways. You know who has an idea about that? Department secretaries, that's who. Why are department secretaries not part of the tenure process?

Student evals are important. Peer evals are important. Yet no one considers staff. And, furthermore, faculty up for tenure need to be visited while in a live teaching environment with students by someone not a member of the same department. Perhaps 2 or 3 times over the course of a semester or academic year. Don't tell me about teaching excellence if a chair or a dean or other peer has never witnessed their peers teach. My point in all of this diatribe is we really need to turn the lens on ourselves, and be open, honest, reasonable, and fair. Otherwise, I can see the atmosphere becoming very toxic.

The rich get rich and the poor get poorer. All common sense has gone out the window. The money that has been spent on needless pet projects; a cute little all-terrain vehicle for a position that has "walk" in the description; not

hurting any one's feelings; giving every last sub-segment of a subject its own "coordinator"; buying property to amass a kingdom; and on and on is mind boggling. There isn't a voice a reason. Murray State used to be a community within

the community. The leaders (president, vice presidents, directors) represented and worked for the progress of the community as a whole. Now the oligarchy are self-serving and narcissistic. They just try to cover it up with mass emails and promotional campaigns.

MSU faces more financial challenges thanks to the politicians in Frankfort. It is difficult for the administration to do much for staff when Frankfort keeps taking money away from us. Maybe MSU needs to do something to get people to call the governor to demand that he stops cutting higher education funding. The tobacco free campus policy doesn't seem to be working. Maybe its time to put up signs that say No tobacco use on campus. The please avoid personal tobacco use signs make it sound like that it is okay to smoke on campus as long as it is done as part of a group.

Murray State spent a lot of money to save the front of Ordway Hall. Something should be done to keep what is left from looking like an eyesore.

N/A

The University needs to take a step back and look at the overall picture of where money is being spent and why. I would rather work at a University that has more limitations on what it is offering, then one that is very broad, but cannot avoid to pay employees adequate salaries.

Manning and wages are extremely important for retention. MSU needs to re-examine the manning and wages for each department. Employees are a tool for the university that need to be invested in and not discarded as "replaceable." Manning is also a concern for providing quality customer service.

I love MSU - as much as these comments may make it sound like I don't. But inequality between faculty and staff and between new hires and those of us who have helped build these walls has become really tough to stomach.

I appreciate the time that individuals devote to Staff Congress. It is time consuming!

Something seldom addressed-OTHER than the lack of fair wage increase- is the wasted money by depts. on traveling. As an "administrative personnel" classified employee, I see MUCH wasted money on travel. Is there really a need to send 6-7 people from the same dept. to a conference and then those people not come back and USE what they learned within that dept. or helping the campus? Myself and others as well, have seen thousands of dollars wasted by numerous depts.

sending folks out on trips and they do not come back and use information they have learned. A halt on travel was in place at one time and had to have upper level approval. I think this needs to be revisited. That is money that could be used within the dept. on other things rather than just sending 6 people to a conference or a country and then they come back and just talk about who they saw or what they did, yet not implement what they were supposed to learn.

The communication between offices needs to be improved.

Doing away with having to pay for parking. Where else in Murray, KY do you have to pay to park your car at your workplace?

polices and procedures should be in place for each employee and their specific job description should be given to them when they begin a new job.

This institution has the same problem this country has just on a smaller scale. Income inequality. If your faculty or professional here your more likely to receive a much better raise. The salary gap between upper and lower paid employees grows more every year. This was never more evident than when pay raises were revealed for the previous year. 4.X percent for top tier employee group vs. 1.X percent for lower tier group. This is being talked about a lot and needs to change.

I have been at msu for 18 years I got hurt on the job in catering now I am a chasher and I am not allowed to work in catering its almost like that I am not worthy to be here at msu anymore I am sorry I got hurt and if I do I won't report it because now I am a nobody !!!

Students have expressed concern about their safety at the 4 remote campuses - is the staff trained and prepared in the event of any kind of emergency or even natural disaster?

N/A

It is extremely difficult to make ends meet on current hourly wages. Minimum wage should be minimum of \$10. People in labor position are paid the same as student workers. It is getting progressively more difficult to stay with MSU at low wages. People do not want to leave but are often forced by economics to find higher paying jobs outside the university.

It would be nice if the sick leave bank could be used for employees who have a spouse or child sick with major illnesses like cancer. Family medical leave is a great thing but It is hard to take care of your loved one without a paycheck.

I would love to be able to talk to the President about problems but feel like he may not have time.

none

Customer service training should be mandatory for all clerical/administrative staff member and student workers. Too often we fail to provide adequate customer service to our customers (students, parents, other departments).

We need to build our work force up,or the quality of campus is going to fail.

It is a real shame that University promotes education for good paying job, yet has job that requires Masters and pays \$30,000 (very low). It's also a real shame that a large percentage of the workforce would be considered poverty level.

The manage at facilities management does a poor job of communicating with their subordinates as adults. It seems to me they treat us more like children.

I don't know if I have mentioned this, but the new health plans are a joke. My guess is that whatever person thought they would be a good idea can afford the ONE PPO option and doesn't have to try and make it on either of the absolutely garbage HDHP.

my superior is not able to run a cash register, find products in the computer system, and may ask but does not consider opinions of others. is only hands on if there is a problem

A four-day work week option in June and July or a week-long University summer closure would be a great employee benefit and break for 12-month staff. Yes, we have vacation time - but work piles up when we are out of the office. Additionally, with 24/7 connection due to smart phones, employee burnout is a concern. An additional University closure or reduction in office hours would help refresh staff over the summer months. I would be very willing to accept a reduction in pay for this perk - or earn vacation time at a lower rate, providing cost savings to the University as well.

I guess I have said enough.

Morale seems to be lower among staff, faculty, students and alumni than in recent memory. It is of large concern and one that needs to be examined to determine the root causes if we are to make MSU great again.

In the past, you could pick up the phone, talk with someone, try to resolve an issue and get cooperation. Now, everything requires meetings, everyone seems to be out for themselves and not for the good of the university.

Although I feel MSU is my home away from home I'd still like a real raise. One that puts me ahead of inflation. I don't believe economists who say we have a zero inflation rate. They obviously do not shop where I do. And I don't think it's fair to lump everyone into categories or groups putting an artificial cap on what that group should earn, not the amount and quality of work each individual does.

N/A

I recently transitioned from 9 month faculty to 12 month faculty/staff and had to figure things out on my own with help from Chair and administrative assistant in my unit. The move to 12 month and reason were not clearly explained until I had asked several times and would have been good policy to have someone from HR explain all this clearly in person or at least in an email. Now I am considered both faculty and staff and trying to figure out what that means. An orientation and clear understanding of who my staff contact/representative is would be nice. Thanks.

It is my opinion that the administrative assistants are completely underrated and underpaid. These employees have most contact with students, families, people of the outside community and are often the face of the University, yet don't seemed to be compensated for being such an important representative.

There needs to be more respect from the top for those that actually keeps this place going.

I. Need. Help. but I'm not going to get it.

SOS

Communication classes should be annual requirements or at least every 5 years. New staff members tend to be rude....perhaps because they are overwhelmed and under-trained.

I feel the president is more concerned about making the students happy and a good name for hisself, than helping the staff, faculty, etc that makes the campus run

Although there are new buildings going up on campus, I believe we need to look at some of the older buildings and either build new ones in their place or get the old ones remodeled so that elevators do work and there is a middle ground temperature in these buildings. Right now, faculty, staff, and students are either freezing or roasting in the buildings such as Faculty Hall. For those employees that can not take the stairs, getting to the higher floors is often a challenge when the elevators don't work properly.

Murray State is the BEST place to work in Murray, KY in my opinion! I'm so proud to tell people I work for MSU!

Remember you must take care of your staff so they take care of the students. I feel sometimes that all the focus is put on improving student life with little regard for taking care of those in charge of taking care of students.

Health insurance was better than it is now. I took a salary cut to pay for my insurance and couldn't go with the high deductible because I don't have any savings to pay my deductible out of pocket before I am able to build up money into the HSA account. And when I paid myself back, I would always be in the hold. I would have had to put about

\$400 a month or more into my HSA to just keep my head above water. I take a prescription that is expensive. I did not want to run up my credit card. The PPO was not much better with the increased price and only having the option for the lower deductible. I liked the PPO I was on last year.

Take better care of the facilities - inside and out the buildings are falling apart, run down, and becoming shabby. Image matters.

MSU is a blessing to me and my lovely wife, I am honored to be a part of the MSU family. Thank you for giving me this opportunity.

I would have liked an option among the answer choices of "neutral" or "neither agree or disagree", I felt almost forced to provide an answer in some cases that really didn't reflect how I felt about the question being asked.

When a department is asked to increase the number of students they are bringing in to the university, the powers that be need to notify all programs what is going on and give them the financial support needed to have additional instructors for the increase in students, if needed. All programs need to leave room for incoming students who haven't been through Orientation yet. (example, international students who cannot attend an early orientation. They can't buy a \$2,000 ticket to come for orientation, go home and then buy another one to come back a few months later.)

I love working at MSU and really appreciate my job. Thank you to Staff Congress and the Staff Regent for all your work to support and help us.

I understand it would be hard to monitor but I do think raises should be given on performance also not an across the board raise for all employees. If employee does a good job they should be rewarded for their effort and loyalty to the University.

I feel MSU is regressing rather than progressing with many of the proposed changes forthcoming for 2016. I am alumni and proud to work for MSU, but I find my work no longer fulfilling or valued by my department. I don't feel I have voice represented since I am not allowed to be on Staff Congress or Faculty Senate, although I am both faculty and staff.

Changes in my department have created a toxic work culture. I perceive this to be in another departments also with the high turnover in the faculty/staff over the past year compared to previous years. Still, I believe MSU is a fine university and overall (depending what department you work in) is generally a great place to work.

I am very happy to be an MSU employee

Morale is as low as I can remember even when the pay cut was instituted in the early nineties. We are pouring money into things that do not help either students, faculty or staff and don't think people are not talking about it all over campus and the community.

I have not heard about all of the different departments and all they have to offer. I have only been employed here approximately a month and a half.

In observing the December Board of Regents meeting I felt extremely under-represented as a staff member. While I recognize that our staff regent puts in a lot of work, attends a lot of meetings and functions, and works diligently for the staff of the university, the regent was out classed by both the faculty regent and student regent. Both the faculty and student regents gave excellent presentations highlighting the many accomplishments of their constituents as a whole and speaking passionately on behalf of those they represented. I would ask that our staff regent re-watch those presentations and listen to them speaking and please try to match their preparation, enthusiasm, and passion when representing the entire staff of MSU.

I used to enjoy coming to work and felt that I was a contributing factor in our office. Now I dread coming in the door because upper management will not allow us an opportunity to share our knowledge or experiences with others in the office.

My health benefits went way up this time should be a better way to regulate this.

I've said enough. Thank you for letting me work here. I came here jobless and am grateful for what i have.

I see about 2-4 dead cockroaches a day in the 1st floor hallway in Wells Hall. There's usually one live one found in the women's bathroom every week on the 1st floor of Wells Hall.

I felt very unappreciated in my previous position and was given an extremely low evaluation. I did go to the IDEA and expressed my concerns, but nothing was done. I felt that the chairman wanted me to leave and the evaluation showed this level. Therefore, I found a much better position on campus that I am happy. My health was affected by the previous position, but much better now. I just think the evaluation process is one-sided.

GO RACERS!

MURRAY STATE UNIVERSITY

Staff Congress

Group Representation 2015-2016

Group A		Group C	
Secretarial/Clerical	Term Ends	Executive/Managerial/ Professional	Term Ends
Debbie Griffin	2016	Brian Purcell	2016
Debbie Plummer	2016	Chad Wortham	2016
Marion Hale	2017	Shanna Burgess	2017
Laura Lohr	2017	Maria Rosa	2017
Ann Matheny	2018	Dana Howard	2018
John Young	2018	Sheri Riddle	2018
Group B		At-Large	
General/Facilities Management			
Joshua Mathis*	2016	James Barnett	2016
Joseph Wilson	2016	Ashley Rogers*	2016
Timothy Jaeger	2017	Stephanie Totty	2016
Robert Long-Mendez	2017	Dwayne Willoughby*	2016
Jerry O'Bryan	2018	Tressa Ross	2017
Kenny Sanford	2018	Rhonda Timmons	2017
		Tim Williams	2017
		Jami Carroll, BVC	2017
		Jessica Evans	2018
		Orville Herndon	2018
		Robyn Pizzo	2018
		Logan Stout	2018
* Appointed to fill an unexpired term vacated by an elected representative.			
Staff Regent (ex officio)			
Phil Schooley	2018		

2015-16 Meeting Schedule

July 22	304 North Applied Science	1:30 p.m.
August 26	304 North Applied Science	1:30 p.m.
September 16	304 North Applied Science	1:30 p.m.
October 21	304 North Applied Science	1:30 p.m.
November 18	304 North Applied Science	1:30 p.m.
December 16	304 North Applied Science	1:30 p.m.
January 20	304 North Applied Science	1:30 p.m.
February 17	304 North Applied Science	1:30 p.m.
March 16	304 North Applied Science	1:30 p.m.
April 20	304 North Applied Science	1:30 p.m.
May 18	304 North Applied Science	1:30 p.m.
June 15	304 North Applied Science	1:30 p.m.

Staff Congress meetings are open to the public. Times and locations may be revised as necessary.

2015 June 3

2015-2016 STAFF CONGRESS COMMITTEES AND APPOINTMENTS	
STANDING COMMITTEES	
(Each member is to serve on two committees.)	
I. Communications	V. Staff Recognition
Assists Staff Congress secretary with production and distribution of Staff Congress Newsletter and special publicity as well as the website.	Coordinates staff recognition activities such as Staff Recognition Day ceremony and appreciation meal and Staff Excellence Awards.
Chair: Dana Howard	Chair: Ashley Rogers
Vice-Chair: Maria Rosa	Vice Chair: Tressa Ross
Ann Matheny	Debbie Griffin
Shanna Burgess	Shanna Burgess
Logan Stout	Jerry O'Bryan
	Jessica Evans
	Rhonda Timmons
	Robert-Long Mendez
	Jami Carroll - BVC
	Maria Rosa
II. Credentials and Elections	
Certifies candidates and conducts election of representatives; conducts continuing studies relating to structure of university staff to insure that the Congress continues to represent all staff employees fairly.	VI. Staff Special Events
Chair: Orville Herndon	Coordinates any special event activities determined by the Staff Congress such as Kids' Christmas party and Staff Holiday Gathering.
Vice-Chair: Tressa Ross	Chair: Shanna Burgess
John Young	Vice-Chair: Sheri Riddle
Brian Purcell	Marion Hale
Marion Hale	Dana Howard
Tim Williams	Ann Matheny
Dana Howard	Jami Carroll - BVC
Ashley Rogers	Tim Williams
Joseph Wilson	Stephanie Totty
	Robert Long-Mendez
	Maria Rosa
	Joseph Wilson
III. Personnel Policies/Benefits	
Functions in an advisory and coordinating capacity to continuously make recommendation for adjustments, improvements and refinements in all personnel matters.	VII. Working Conditions
Chair: John Young*	Functions in an advisory and coordinating capacity to continuously make recommendations for adjustments, improvements, and refinements in working conditions.
Vice-Chair: Stephanie Totty*	Chair: Rhonda Timmons
James Barnett*	Vice-Chair: James Barnett
Dana Howard	Debbie Griffin
Debbie Griffin	Timothy Jaeger
Jessica Evans*	Chad Wortham
Debbie Plummer*	Joseph Wilson
Sheri Riddle*	Dwaine Willoughby
Chad Wortham	Joshua Mathis
Orville Herndon*	Brian Purcell
Dwaine Willoughby	Kenny Sanford
Jami Carroll*	Jerry O'Bryan
Robyn Pizzo	Robyn Pizzo
*Appointed to University-wide Faculty and Staff Insurance and Benefits Committee	
IV. Parliamentarian	
Chair: Marion Hale	VIII. Foundation Book Scholarship
Vice Chair: John Young	Coordinates all activities associated with advertising, applications, awards and fundraising for the scholarship.
	Chair: Jessica Evans
	Vice Chair: Debbie Plummer
	Robyn Pizzo
	Joshua Mathis
AD HOC COMMITTEES	UNIVERSITY-WIDE COMMITTEES
Appointed by Staff Congress President, in consultation with the Executive Council, when necessary for accomplishment of certain specific projects and for special purposes.	The President of Staff Congress, in consultation with the Executive Council, may temporarily appoint staff members as necessary to serve on committees or other groups with designated staff representation, or submit a list of names to requesting committee or group for selection.
Review Staff Handbook, Constitution & Bylaws	
Orville Herndon	I. Athletic Council
John Young	Sheri Riddle
Marion Hale	
Tressa Ross	II. Faculty/Staff Insurance & Benefits (#)
Dana Howard	Staff Representatives (appointed from Staff Congress Personnel Policies/Benefits):
James Barnett	John Young
Phil Schooley-ex-officio	James Barnett
Laura Lohr-ex-officio	Orville Herndon
	Debbie Plummer
	Sheri Riddle
	Stephanie Tottv
	Jami Carroll
	Jessica Evans
	III. Judicial Board
	Tressa Ross
	IV. Naming Campus Facilities
	Logan Stout
	V. Sick Leave Appeals
	Jerry O'Bryan
	VI. Dual Employment
	Debbie Plummer*

8/11/2017