



MURRAY STATE
UNIVERSITY

Opportunity afforded

2016 Staff Perspective Survey

Presented to:
MSU Board of Regents
February 24, 2017

Presented by:

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2016 Survey Questions

Staff Demographics

Impression of Staff Congress

Suggestions for Staff Regent or Staff Congress

Upper Administration

Staffing/Work Environment

Benefits/Pay/Recognition

General Comments

What do you appreciate most about working for MSU?

General Comments

What would make MSU a better place to work?

General Comments

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

Staff Congress Members

Staff Congress Committees

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 each year since the Fall of 2009. So, it was the desire of the Staff Congress to conduct the survey again in the fall of 2016 with some revisions made to the survey. **Working again this year with Beth Sloan, a staff member in Technology Support and Consulting Services (TSCS)**, 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 861 staff, with 13 invalid email addresses (bounced back) and 24 opting out of taking the survey for a total of 824 staff receiving the email. Approximately six weeks allowed 471 staff to respond giving a 57.2% 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%
Fall 2016	824	471	Varies by Question	57.2%

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 agree and four representing strongly disagree. It contains 20 specific questions in three categories: upper administration, staffing/work environment, and benefits/pay/recognition. A place for comments was provided at the end of each section. The fourth 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 45.22% 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 376 (79.8%). In addition, the majority of respondents were full-time employees (96.4%). When asked if working conditions were better, about the same, or worse compared to a year ago, the majority at (74.1%) said they were the same or better which was down from last year's (81.9%).

III. 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.

EMPLOYMENT CATEGORY	FALL 2016	FALL 2015	FALL 2014	FALL 2013	FALL 2012	FALL 2011	FALL 2010	FALL 2009	FALL 2008	FALL 2007
Administrative Assistant/ Clerical	158	154	165	174	175	220	209	208	148	122
General (Food Service, Public Safety)	53	62	62	50	48	65	67	88	33	22
Facilities Management	42	36	43	45	48	51	53	54	50	47
Executive/Managerial/ Professional	218	255	243	255	260	274	338	295	164	152
answered question	471	507	513	524	531	610	667	645	395	343
skipped question	0	0	0	0	0	7	9	9	7	27
TOTAL RETURNED	471	507	513	524	531	617	676	654	402	370
TOTAL SENT OUT	824	932	972	1008	1038	1206	1228	1136	959	973
RESPONSE RATE (%)	57.2%	54.5%	52.8%	52.0%	51.2%	51.2%	55.1%	57.6%	41.9%	38.0%
Total Sent out – from Email List	861	1014								
Invalid Email Addresses (bounced back)	13	52								
Opted out of taking survey	24	31								
Total emails sent out	824	931								

MSU Staff Perspective Survey 2016

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

MSU Staff Perspective Survey 2016**Staff Congress**

Directions: For each question, please select the answer that best represents your knowledge of Staff Congress.

*** I feel adequately represented by members of the Staff Congress.**

- ☐ Strongly Agree
- ☐ Tend to Agree
- ☐ Tend to Disagree
- ☐ Strongly Disagree
- ☐ N/A

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 2016

Upper Administration

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 am aware of and have knowledge of the University'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 is doing a good job planning for the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Advancement does a good job of communicating major developments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Upper Administration/President comments:

MSU Staff Perspective Survey 2016

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
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 feel our policy, benefit and employment-related information is adequately communicated.	<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 the recent insurance enrollment online changes, availability of computer workspaces and HR assistance were provided.	<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"/>
I can express disagreement with my supervisor without fear of intimidation and/or reprisals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I would welcome the opportunity to evaluate my immediate supervisor and provide feedback:

- ☐ Yes
☐ No

Staffing/Work Environment comments:

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MSU Staff Perspective Survey 2016

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"/>
Adequate annual raises are built into the budgeting process.	<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"/>

I feel I have been adequately informed about how the FLSA changes will affect me:

- ☐ Yes
☐ No

I am aware that there is a dual employment spousal policy:

- ☐ Yes
☐ No

Benefits/Pay/Recognition comments:

MSU Staff Perspective Survey 2016**GENERAL COMMENTS:**

What do you appreciate most about working for MSU?

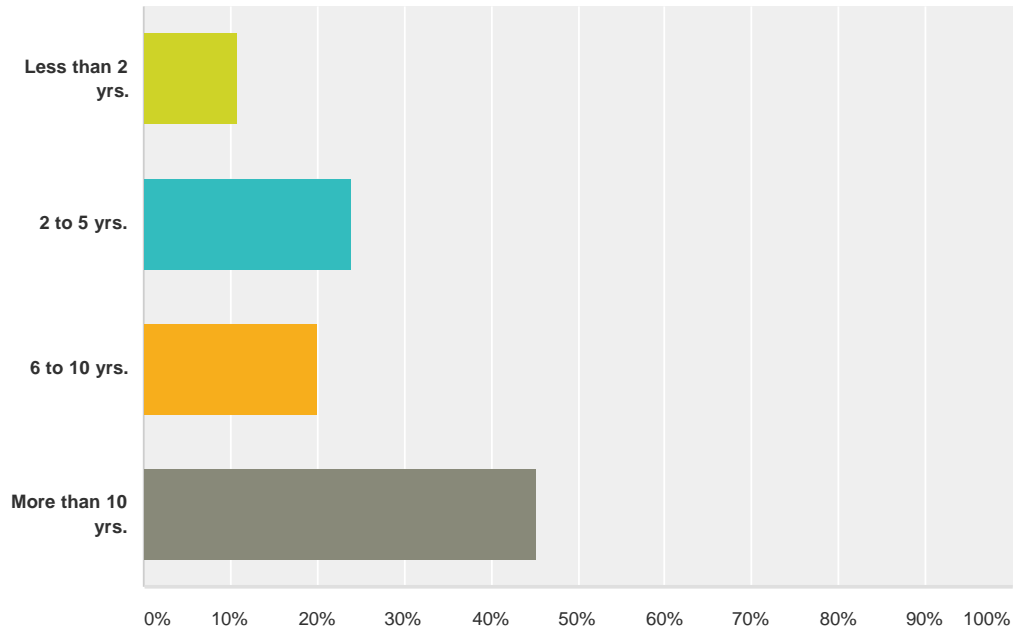
What would make MSU a better place to work?

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.

Q1 How long have you worked at MSU?

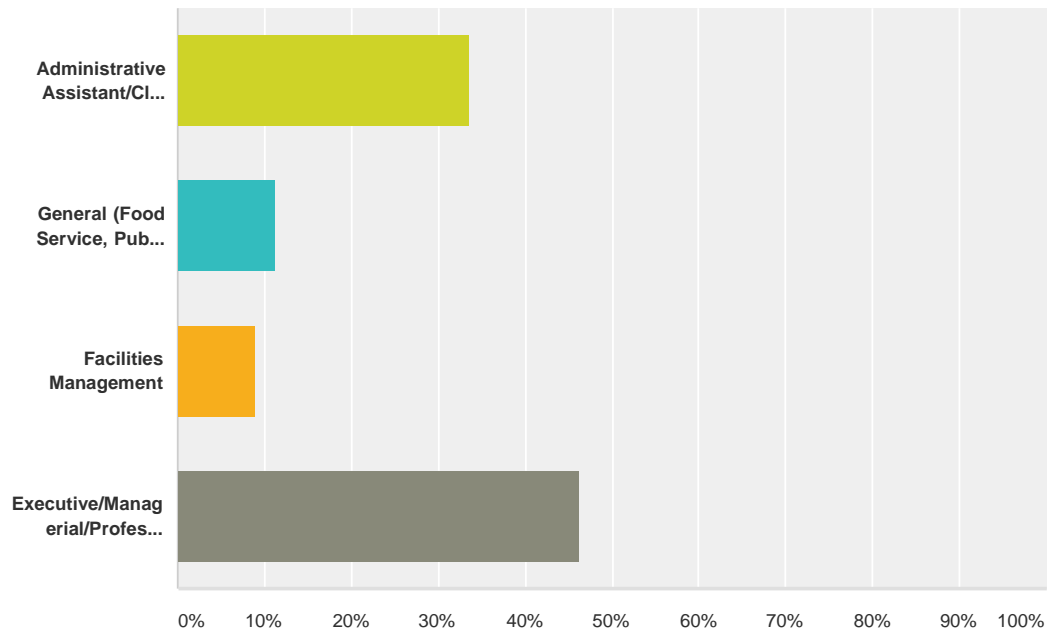
Answered: 471 Skipped: 0



Answer Choices	Responses
Less than 2 yrs.	10.83% 51
2 to 5 yrs.	23.99% 113
6 to 10 yrs.	19.96% 94
More than 10 yrs.	45.22% 213
Total	471

Q2 In which employment category do you work?

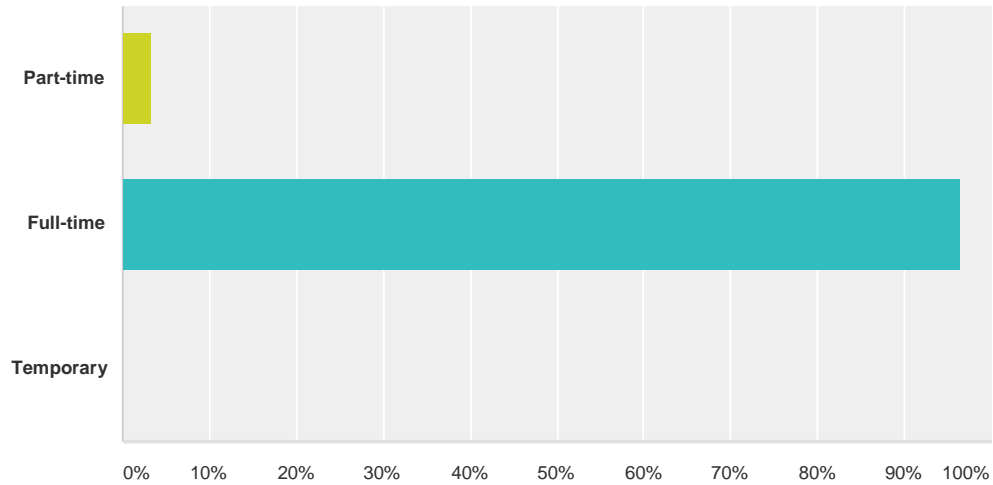
Answered: 471 Skipped: 0



Answer Choices	Responses	
Administrative Assistant/Clerical	33.55%	158
General (Food Service, Public Safety, etc.)	11.25%	53
Facilities Management	8.92%	42
Executive/Managerial/Professional	46.28%	218
Total		471

Q3 What contract type do you work?

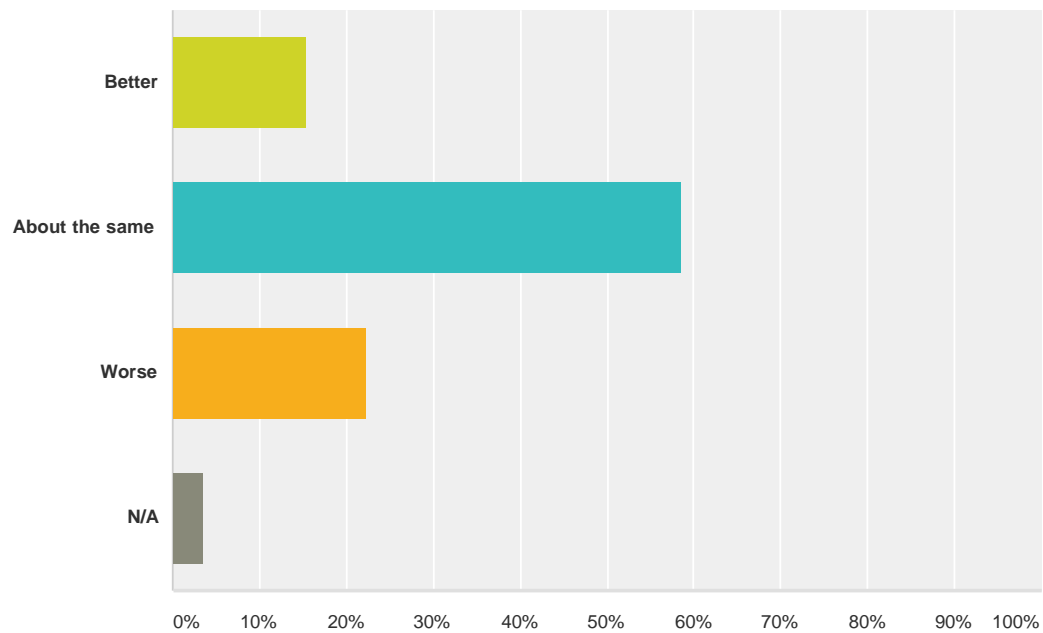
Answered: 471 Skipped: 0



Answer Choices	Responses	
Part-time	3.40%	16
Full-time	96.39%	454
Temporary	0.21%	1
Total		471

Q4 Compared to a year ago, are working conditions in your work group:

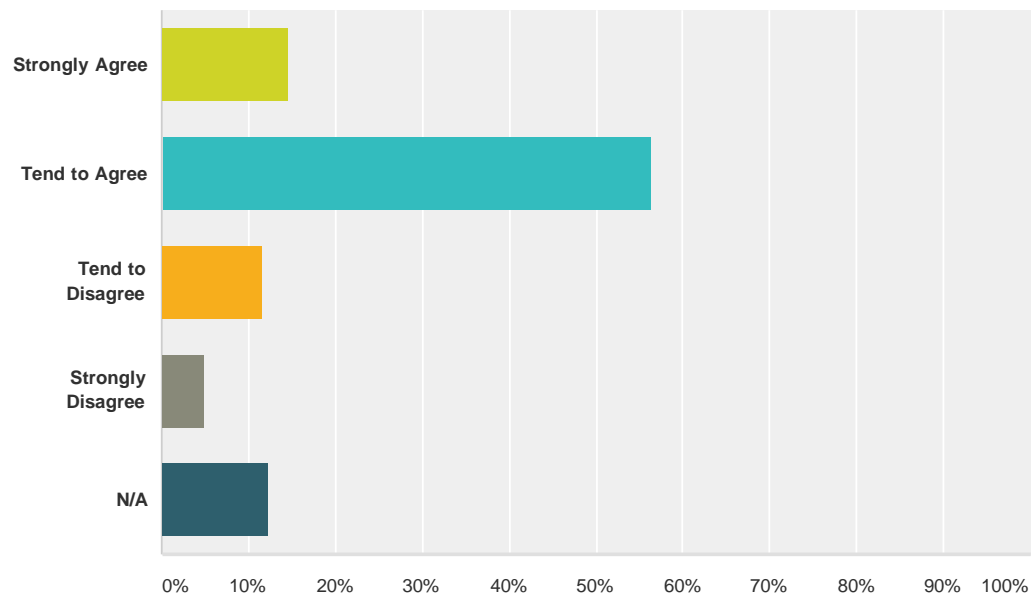
Answered: 471 Skipped: 0



Answer Choices	Responses	
Better	15.50%	73
About the same	58.60%	276
Worse	22.29%	105
N/A	3.61%	17
Total		471

Q5 I feel adequately represented by members of the Staff Congress.

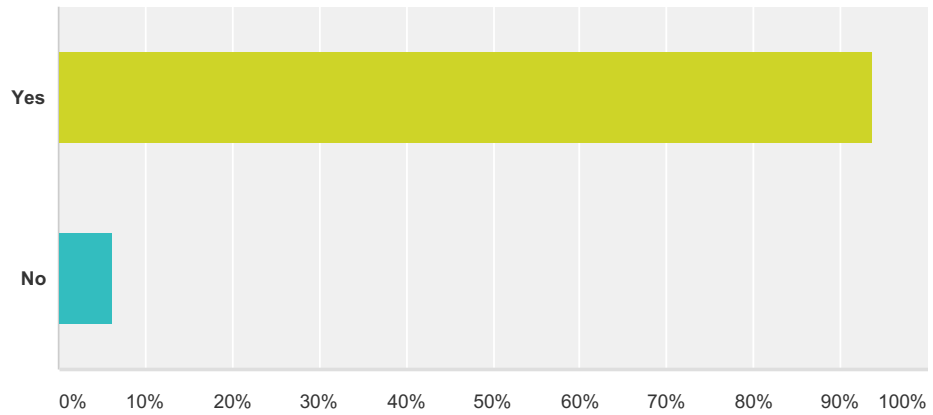
Answered: 463 Skipped: 8



Answer Choices	Responses	
Strongly Agree	14.69%	68
Tend to Agree	56.37%	261
Tend to Disagree	11.66%	54
Strongly Disagree	4.97%	23
N/A	12.31%	57
Total		463

Q6 Staff Recognition Luncheon and Awards

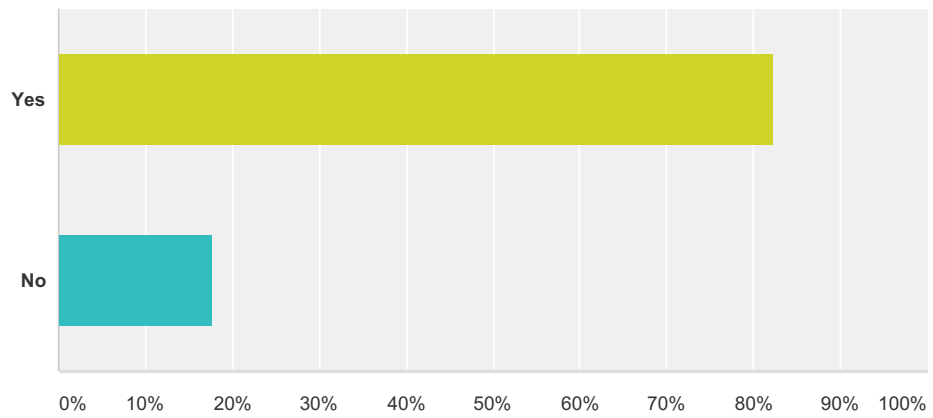
Answered: 463 Skipped: 8



Answer Choices	Responses	
Yes	93.74%	434
No	6.26%	29
Total		463

Q7 Book Scholarship for staff members and dependents

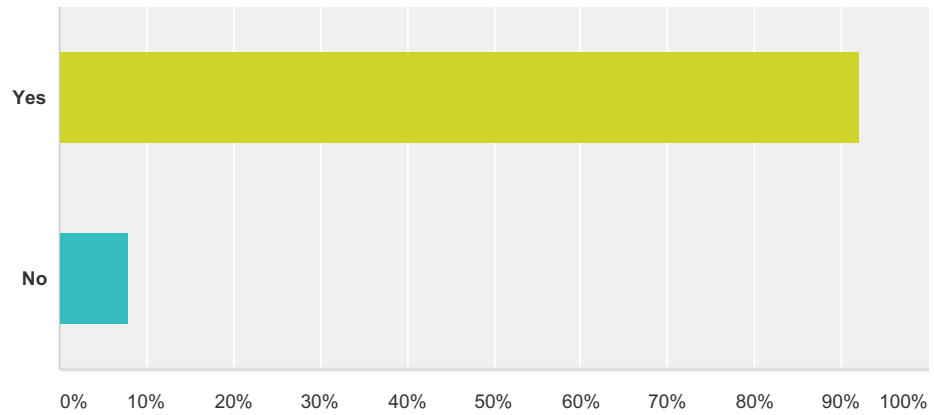
Answered: 463 Skipped: 8



Answer Choices	Responses	
Yes	82.29%	381
No	17.71%	82
Total		463

Q8 Children's Christmas Party

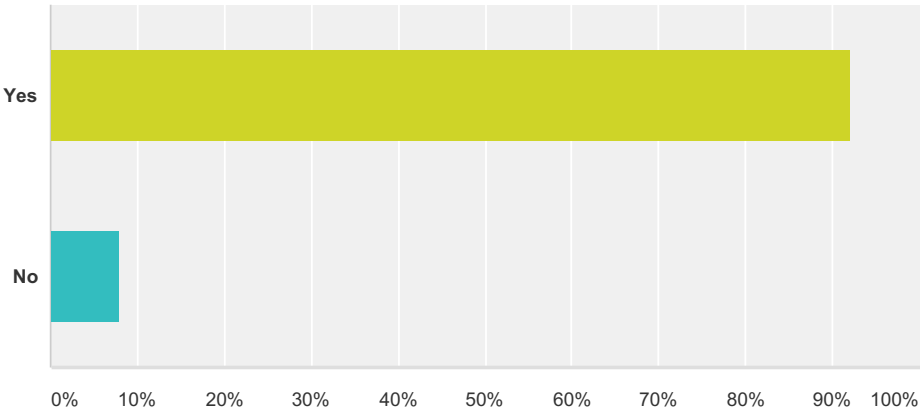
Answered: 463 Skipped: 8



Answer Choices	Responses	
Yes	92.01%	426
No	7.99%	37
Total		463

Q9 Staff Holiday Gathering

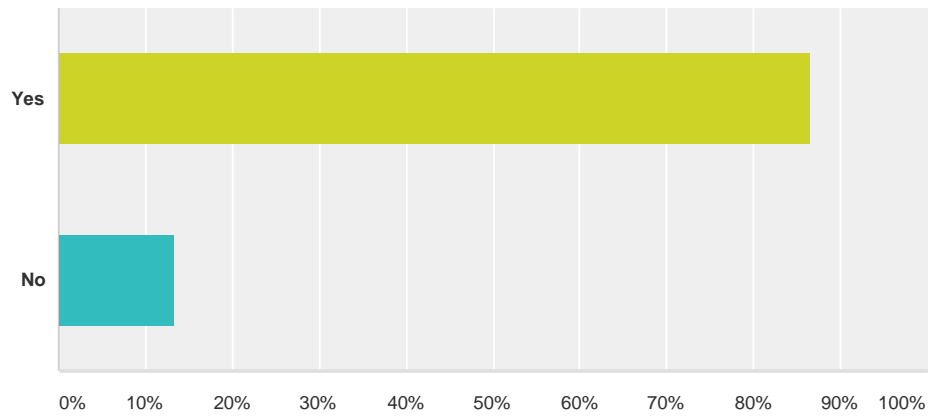
Answered: 463 Skipped: 8



Answer Choices	Responses	
Yes	92.01%	426
No	7.99%	37
Total		463

Q10 I receive timely information from Staff Congress members.

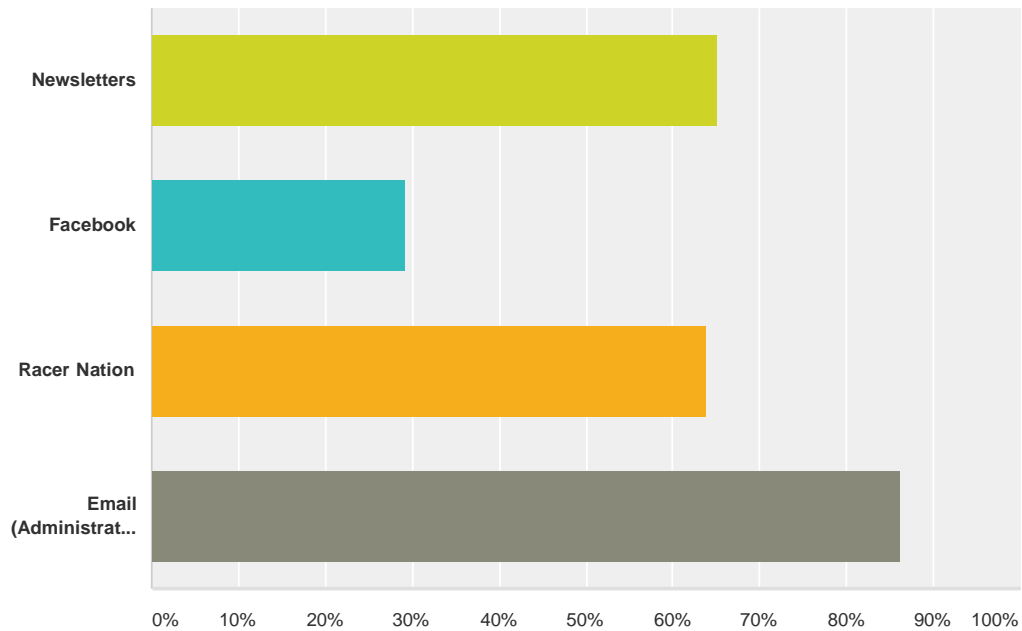
Answered: 463 Skipped: 8



Answer Choices	Responses	
Yes	86.61%	401
No	13.39%	62
Total		463

Q11 I am aware of the following Staff Congress contact/social media platforms:

Answered: 463 Skipped: 8



Answer Choices	Responses	
Newsletters	65.23%	302
Facebook	29.16%	135
Racer Nation	63.93%	296
Email (Administration/Staff Regent/Staff Congress member)	86.18%	399
Total Respondents: 463		

Q12 What suggestions do you have for the Staff Regent or Staff Congress?

Answered: 61 Skipped: 410

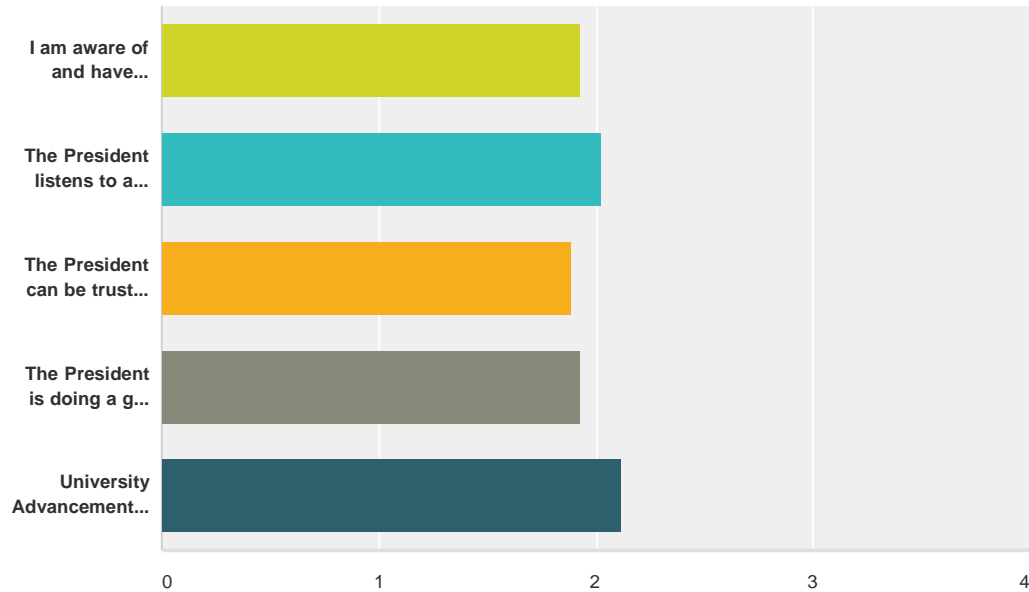
#	Responses
1	Survey employees for their opinions prior to discussing items with administration.
2	Not any
3	Report Each mtg.
4	Bring down the parking tag price
5	Keep up the good work. We do not have a parking problem on campus. I think the current fee system for parking tags is fine.
6	None
7	great job keep up the good work of trying to represent the staff
8	Push administrative offices NOT to make up policies out of whole cloth. Look, most wheels have been invented and we have a dozen sister schools - our benchmark universities. Before we implement some policy, oh, I don't know, like FLSA, we need to examine what is going on at other benchmarks. Too often, we make up a policy without much rationale which runs contrary to good policies at other institutions. We need to stop this effort and start making better decisions.
9	Continue working on issues that concern staff. I feel like some issues that have been brought up year after year on these survey's are never addressed.
10	I think they do a wonderful job. They put in a lot of time on all of these events and it really shows.
11	When the FLSA change happened, it would have been nice to hear from someone, so they could voice our opinions.
12	Who are you and the purpose of the group is unclear. no mission statement, having no idea who the members are, are an insurmountable object to understand the vision/ forethought of the Staff of Regent or Staff Congress
13	Free beer and naked ladies.
14	All good
15	Organize community engagement activities
16	It would be nice if members actually made an effort to engage and ask questions of the staff they represent.
17	Walk a mile in the workers shoes, or so to say. Seems that people forget where they came from.
18	doing a great job. I may be unique but since I am both faculty & staff it is often difficult to navigate requirements for both. More information would be helpful.
19	I would like to hear more about advocacy for issues that we are facing every day. Things like child care, paid family leave, equal pay for females, the HR audit of positions that still hasn't taken place. Staff Congress is in a position to pressure the university to deal with these issues but I hear about social gatherings more than the issues that are much more pressing.
20	You need to strongly get the employees to be able to rate their boss..its bad if you have a death of your father or a medical emergency and have to beg to get time off and then if you do get sick time they do not allow you to use it because you will do overtime..but allowed another to do it...
21	I haven't received a Staff Congress newsletter in several years. It seems like they used to be on yellow paper.
22	na
23	Be more visible; keep staff involved in what issues you're addressing
24	None.
25	As a newer full-time employee, I don't have an understanding of what Staff Congress does. A yearly recap or updates from time to time would be nice. (Perhaps that's done through the newsletter mentioned above, but I haven't received that.)

26	like for you to explore the possibility of banking unused tuition waivers. Thanks!
27	To reach out to new employees with this information. I have just picked up on it through emails and word of mouth.
28	N/A
29	I'd like to know about more inner workings of MSU governance. The FICA changes would've been great to hear about prior to December, a month before the changes began.
30	Please address salaries in a more proactive fashion.
31	I don't think they will fit!!!
32	The language used by Staff Congress in their notes about the specialty prescription drug review was alarming. To state 'we all need to do our part' insinuates that patients have some control over what their doctors are prescribing or over drug costs. For some, those specialty drugs, are the only avenue to a good quality of life and not some frivolous decision on the part of the patient. It was at that point, I really no longer felt represented by Staff Congress, instead, it seemed to me were looking more out for the institution than the employees. It was very disappointing.
33	Much of the feedback I get from customers (usually on personal orders) is about how expensive it is to order food from us, but I don't think many people realize that we actually provide much of the food for the above events at our cost or sometimes even for free. I try to educate people about all that Dining Services does to give back to the University but I think it would help if people were made aware of that.
34	When someone brings to you an idea, follow-up on it and let that person know of the results. Even if no action was taken. I rarely receive newsletters anymore. Are you not doing them as often?
35	I believe that the Staff Regent and Staff Congress let down staff who were moved over from exempt to non-exempt in not fighting to make the transition easier for staff. A deeply cut paycheck in December (when people need it the most) would have never happened to faculty. I understand that FLSA was mandated (until the injunction put it on hold), however, the way that HR and Administration handled how staff was moved was ridiculous. They showed no sympathy for staff members, other than offering a "payroll loan" which resulted in even more money being taken out monthly. In addition, those of us who were moved already will receive less PER month. I understand that more pay periods result in more paychecks, however, it did not have to be handled that way. A family makes a budget for the month not for the annual year. I felt let down that Staff Congress and the "Staff Regent" did not try to fight the fight harder for the administration to understand how staff felt extremely let down and unimportant to the university during this process. Many of us expressed concerns to HR that our budgets would be messed up (I purchased a home years ago because of my budget for the month NOT the year, so I would prefer that I am paid the same amount of money each month as I have been for the past 5 years) and was shown no sympathy or alternative options. I felt like our administration handled this very poorly compared to other universities and overall, I would have liked to have seen Staff Congress and the Regent participate more actively about this.
36	Weren't there summaries of the meetings emailed out before? I don't think I have gotten one in a while.
37	Next time the Staff Regent presents the survey results to the Board of Regents, please don't be so flippant in your remarks. The Board got a good chuckle about the staff asking for better pay. Meanwhile, they were all too sympathetic about the ranking of the President's salary. It is demoralizing, at the very least. Revolting, really.
38	N/a
39	Solicit information from those you represent more frequently.
40	Pay, Pay, Pay.....It only takes 5 minutes on the Web to get comparable paycales from other Universities! The last time our Payscale was addressed by an outside research company they made suggested increases to be competitive with other Campuses. Human Resources laughed at the suggestion and rewrote the New Pay Format to their likings and then informed the employees in a meeting that MSU wanted to be in the 35% pay bracket. OUCH! It seems simple enough that to draw in and maintain a professional Staff an employer would want to be higher in the field of competitive Pay. Cost of living increases is a real thing that MSU refuses to accept as a reality, also. It happens..the cost of gasoline, utilities, rent, insurance, parking stickers, etc.....
41	Keep up the good work!
42	The Regional Campuses do not receive invites or flyers until after the event.
43	No City Payroll Taxes
44	Involve people from the administrative side of the University. The business offices (Bursar, Scholarship, Financial Aid, Human Resources, Registrar, Accounting, etc.) are often talked about but not talked to or involved in the discussion.
45	Better communication from the Staff Congress on what is being discussed at meetings and how they are advocating on our behalf to the University administration.
46	ore frequent and consistent communication regarding university affairs related to Staff Members. Please also seek to get the input of other staff members ore frequently. Some do not know who is on Staff Congress, who to talk to about campus climate issues, or how to get involved. This would be good to know.
47	I would like the staff congress to work toward obtaining full tuition waivers for staff, spouses, and children (including adult children).
48	Push for a reversal of the FLSA ruling until a final decision has been made.
49	Stay in closer contact with the staff.

50	If msu is going to recognize any religion(holidays) it should recognize ALL religions.
51	I am a recent hire in august. however I did not know there was a staff congress.
52	Make it fair that if an hourly person can work overtime, so can others. An employee who has a masters degree should still be able to teach to make extra money. Right now, all we hear is "we just need to get everyone moved to hourly". HR stated in the beginning that no one would make less, but if we, as hourly, cannot teach, we will be making less. Also, we are hearing it is "too hard to figure how to pay extra comp for teaching to hourly people." So since it is "hard" we are just not going to do it?
53	Represent staff when issues such as the changes in FSLA occur. We feel that there is no one looking out for us.
54	Keep up the good work.
55	Nothing
56	I would suggest that communication to members remain at or above the level it is now. Representation and communication are key.
57	Be more involved with the staff. Do more than just host events.
58	There needs to be more information disbursed to staff. Recently, with the new hourly structure, those of us who teach classes are now unable to do. This needed to be realized and addressed before the new hourly structure came into effect.
59	Need to attend more community involved events
60	Not sure you can....but the remote campus folks like me rarely can join in the activities. Not sure if that can be changed - just sharing.
61	.

Q13 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

Answered: 444 Skipped: 27



	1 - Strongly Agree	2 - Tend to Agree	3 -Tend to Disagree	4 - Strongly Disagree	Total	Weighted Average
I am aware of and have knowledge of the University's Strategic Plan.	28.25% 124	53.99% 237	14.12% 62	3.64% 16	439	1.93
The President listens to and is aware of major concerns of employees.	30.23% 133	44.55% 196	17.27% 76	7.95% 35	440	2.03
The President can be trusted to be straightforward and honest.	37.84% 165	41.74% 182	13.99% 61	6.42% 28	436	1.89
The President is doing a good job planning for the future.	34.41% 149	44.80% 194	14.55% 63	6.24% 27	433	1.93
University Advancement does a good job of communicating major developments.	22.58% 98	47.70% 207	24.42% 106	5.30% 23	434	2.12

Q14 Upper Administration/President comments:

Answered: 59 Skipped: 412

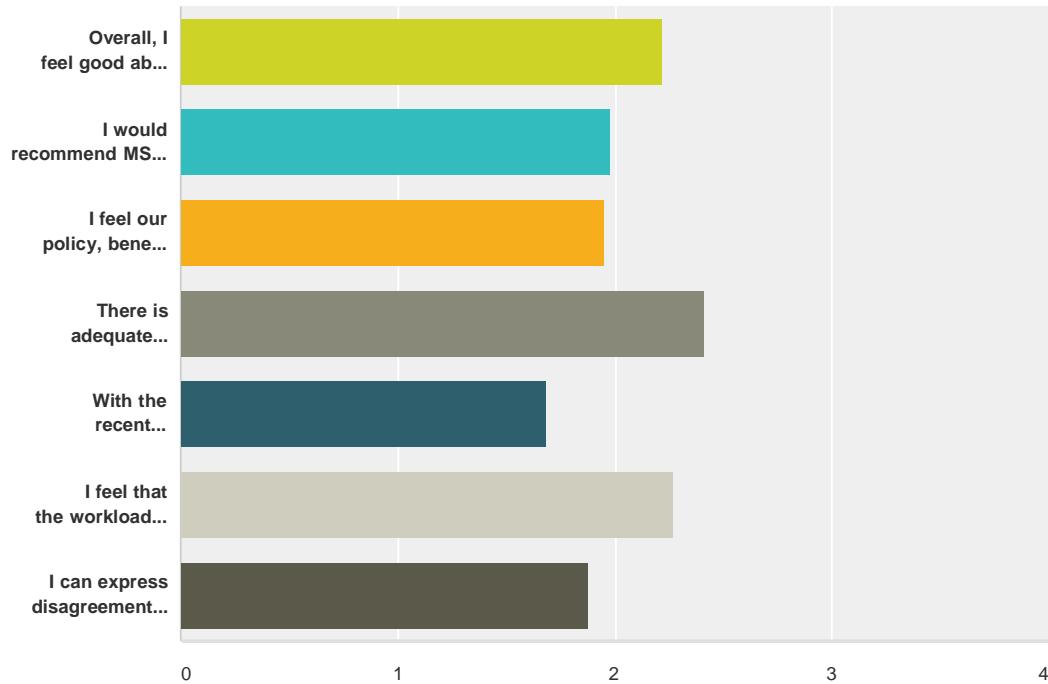
#	Responses
1	Does well with students. Don't feel he is completely transparent with employees about true developments that deal with employees.
2	no comments
3	None
4	Better informed lack of communications across campus
5	I think custodial workers should get a higher wage and cost of living raise like all other jobs for instance like factory's they do tend to do more work than cleaning buildings to make sure the facility is safe and secure for staff and students
6	<p>In my opinion FLSA was horribly implemented. In general terms, FLSA was a horrible idea, impossible to implement and manage for the private sector and nearly impossible to manage within universities. I was directly lied to my face during my FLSA meeting and I did not appreciate that nonsense. A few people responsible were extremely disingenuous with their approach to FLSA, were rude and dismissive to other professionals on this campus. Faculty and professional staff are not enemies and our administration needs to understand by being toxic themselves they encourage that atmosphere.</p> <p>We...Murray State...need to be so very careful how we engage new and untenured faculty, especially in light of a very unfriendly governor and hostile legislature. We risk losing good people because admins make shitty choices based on ego rather than good research of working policies at benchmarks.</p> <p>We have to build a good climate for new faculty here, work on fairness, follow the positive policies we have, and work on making older policies more rational and fairly applied.</p>
7	Come talk to lower paid workers. Don't take them for granted.
8	The buildings on campus are not being maintained. When it rains most of the buildings on campus get water damage. When you call it in.... They only come change the ceiling tile and say your roof is not scheduled for repair. We now have mold growing in our offices. If the water leak would have been fixed 10 years ago that could have been avoided. They never wash the outside of our building anymore. The pigeon poo is growing. If it was your house you would have fixed it years ago instead of just putting a band-aid on it.
9	Just was made aware of University's Strategic Plan and University Advancement, by which having no understanding of because just been made aware of these groups. More research is needed.
10	The question 'The President is doing a good job planning for the future' is vague and obscure. I have no idea what his plans are for the 'future'. But I don't believe there are any plans for improving the staff's future.
11	It is good that the President had a learning experience about the shallow ignorant Politically Correct rubbish called "tolerance and diversity" when the Traditionalist Worker's Party came to campus and he had to confess that "tolerance" applies to what he already likes. "A moment of truth is worth a thousand prayers", that is the greatest line from the film "Natural Born Killers". It is a blessing to the students and Faculty that the President has the honor and character that the Communists, Satanists, and anti-male Feminists do not have when their secret agenda is disguised as teaching. The Upper Administration/President (and Faculty) are all Human, and it is Human to err, so it is wise to objectively examine one's orientation and presumptions. The present commentator is Human as well, and the present commentator needs to follow this advice also, and to be mindful of the example of honor and character that the President has set.
12	President Davis is an awesome person.
13	There has been no explanation presented to the greater campus about any of the development projects (cutting down of trees near the Arts buildings and pavement replacement that is non-porous surface. The university has serious drainage issues surrounding the main gates and stamped concrete was implemented without considering more efficient alternatives.
14	It would seem as though the president is out of touch with administrative staff on campus. There is a lack of transparency on major issues.
15	Tends to micro-manage and be involved in a level of detail that isn't necessary for someone at the top of the organization. Paperwork and requests take a long time to be returned or fulfilled.
16	We have jobs in our community that pay \$20.00 + per hour as factory workers, and yet most of us earn a lot less per hour with skills vital to the running of the campus. Many people ask me why don't you quit and go to one of the factories. Frankly I do not have an answer for them. I am always hoping that we will get raises to bring us up to the middle class wage, but it seems futile.
17	I am concerned about the ability of the President to be fair and honest. Personal vendettas hamper advancement of hard working university staff. Budget cuts, position elimination, and position/office creation are decisions that are made behind closed doors without input of those who will endure the cuts or could contribute to the office/position creation. MSU has lost the culture we held when Dr. Davies came here. We used to be open and trust one another and trust our President's leadership. However, now, though we have a Strategic Plan that is supposed to guide us, policy and practice consistently undermine the efforts of the plan we are all tasked with. There is a general feeling of fear and misunderstanding across campus and a "keep your head down" culture. It is sad to see the university I love take such a misdirected turn.
18	President's Office and Student Support all work hard

19	I'm not sure what "University Advancement" is.
20	The president has his own agenda and really doesn't care about this university. Only about making himself look good with his friends and students.
21	Dr. Davies is the most visible MSU president I've known. He seems to be a nice guy.
22	I feel that there is a great deal of duplicity in the upper administration. The President seems far more interested in selfie PR opportunities than addressing the real and present concerns of faculty and staff. Morale is the lowest I've ever experienced in any workplace; some of Murray State's most valuable assets are being forced out or simply leaving to escape this atmosphere. We are on a precipice right now: the few safeguards we had to protect the employees seem to be taken away, and there is an overwhelming sense of uncertainty about the future. The way the FLSA changes were handled was disastrous, causing immense suffering right at the holidays for many families on this campus; while I was not directly impacted by this change, it is astounding to me that the President should fail to address this. I also oppose the president's passive endorsements of white nationalism. While I am for a "marketplace of ideas," there must be a limit on who can recruit in campus buildings to students. If this group were simply contained to the Free Speech Zone, perhaps that would be another story. By renting them space in the most populated building on campus and giving them free reign to talk to students and attempt to recruit them, you support their ideals, even if that's the last thing you intended to do. In the current political climate, the University must be willing to be a beacon for truth, equality, compassion; instead we cater to those whose base views contradict our stated purpose. It is no surprise that not long afterwards someone carved swastikas into the stall of a bathroom in my building: the President sent a clear message that white supremacy will be tolerated and defended on this campus, granting legitimacy to this abhorrent cause that is antithetical to our institution's state purpose.
23	I find communications from the President to be meandering and confusing. The President has done a good job standing up for the University in regard to statewide budget cuts, and I think he's doing the best he can in these circumstances.
24	Would like for you to explore the possibility of banking unused tuition wavers. Thanks!
25	N/A
26	From the actions I have seen thus far, Dr. Davies is doing a fantastic job!!!!
27	While I feel the President is a very friendly and charismatic man who sends many letters out, I feel that many things that should be addressed are still largely ignored, such as the lack of a cost of living adjustment that keeps up with the economy, issues related to diversity on campus beyond a superficial and empty statements in the news. Personally, I feel that of all the minority communities on campus, the LGBT group receives the majority of support and attention, and I think that is to the detriment of other groups represented on this campus.
28	Please address the fact that I cannot live on my current salary without working another job.
29	I feel that the Administration does not care about use at all. They don't care enough to tell us the truth.
30	The President appears to have a bias against administrators who have a history with Murray State. While "fresh blood" is good, it is also important to promote and retain employees and administrators who know the institution, our history, and our culture.
31	They have their own little Click and who cares!! Worst bunch I have encountered .FAKE-NEXT
32	There is a certain air of secrecy with big-picture things going on at the university that I have never felt before. It feels as if there are details being left out of decision making that staff are not aware of.
33	If the blanket decision was going to be made not to raise any employees to the threshold to be exempt from overtime it should have been communicated to us instead of making us go through the process of filling out those surveys. We could've had more time to plan for the transition to 26 annual paychecks instead of 12, especially right here at the holiday season. It is really going to affect how I budget my money and pay my bills each month.
34	Almost every upper-level position (say, Director level and higher) hired in the last couple of years has been an outside person, not an internal hire or promotion. This has significantly decreased morale, desire to work hard for promotions, and has contributed to a negative change in the culture at Murray State. Those making important decisions are unaware of the history of their department and it's role at the University. As upper-level positions come open, more of them need to be filled via internal hire or promotion.
35	It is nice to see Dr. Davies be out and about on campus and in the community.
36	I don't know what university advancement is.
37	Why did we waste our time completing job assessments only to find out that no one would be bumped up to the exempt salary minimum? Was it to build a tinge of hope, then watch it be crushed, knowing that we would never receive overtime pay or a reasonable salary increase? Is the upper administration that power hungry?
38	The Managers over Facilities Management have done nothing but drive the morale of employees there into the ground. They are so consumed with making changes in operating procedures and leaving their mark that they are blind to whether or not it will work.
39	The president is too busy with social media instead of running the university.
40	There have been times when the President has told students what they want to hear, but he makes a decision that totally contradicts what he has told the students making us look incompetent. He has never even met me or bothered to talk to me. I emailed him about one concern I had and never received a reply. As far as I can see, he is all about image but there is no substance.
41	Involve people from the administrative side of the University. The business offices (Bursar, Scholarship, Financial Aid, Human Resources, Registrar, Accounting, etc.) are often talked about and decisions are made about changes to their departments without solid data to justify the new direction, but they are not talked to or involved in the discussion, merely told what they need to do next.

42	I would like to see more of a robust effort in using technology in the following areas: 1-Administrative forms (Option A=route via email instead of manual paper via campus mail; option B=e-signing an email form; Option C=creating e- forms for all administrative paperwork; not fill in and print out but fill in and send electronically). Constantly shuffling paper instead of allowing for electronic signatures or electronic means to distribute paperwork to is not economical, nor is it efficient. I know some strides have been started in this area but I think we need this moving along quickly. 2-Data (it would be ideal to receive data via electronic media (ex. spreadsheets via email or network drive) instead of paper lists. Data is very powerful but cannot be massaged to view in different ways if it is paper (ex. course lists) 3-The "Red tape" requirements at MSU are way too much. Many, many levels of administration are required to sign, however, many signatures only a "rubber stamp".
43	Communication is frequent but does not appear to be of substance. The letter send regarding the election, for example, was sent prior to and included language that almost legitimized the views of discriminatory groups/individuals. It is hard to tell when the President is being honest in most cases. Moral is low, and does not seem to be of major concern to upper administration. Many of us feel disposable and not part of the university. Staff tend to have the lowest salaries, least recognition, and tremendous job duties. This is not a complaint, just an observation.
44	We were told that there would communication between our director's and ourselves about the decisions of the new FLSA ruling. However we received an email that told us what decision had been made regarding our classification. We were then told in the private meetings that no-one was bumped up to the new threshold. We worked diligently to put together the employment position analysis and it seemed to be for no reason. If the decision was always going to be that no-one would be raised up this could have been communicated much sooner allowing us more time to budget our money which is significantly lower each month until the 2 months we get 3 paychecks
45	I'm very impressed with Dr. Davies. I think he is doing a fantastic job!
46	We need a president who does something beyond taking selfies with students. get out among the classrooms and work areas on campus.
47	Its nice to see how involved the current president is with the student body and staff. It really helps make this campus feel like a family when the upper administration gets their hands involved instead of sitting in an office.
48	The President should visit every building within each department and see the sad shape our buildings are in. When maintenance is not budgeted and scheduled this is what happens, the buildings fall down around us. Heating and cooling in Fine Arts is a joke.
49	The President sometimes communicates about impending legislation that might directly benefit many on the University staff - FLSA changes, the distant potential of a minimum wage increase - as if the legislation is an existential threat to the university, instead of a boon to staff members. We all know how dire the budget atmosphere is now, but the way that these issues are discussed matters.
50	The Presidents states he is always willing to listen, but I feel that is as far as it gets. It sometimes seems like he will state want we want to hear but, I really don't know what goes on behind closed doors. Actions do not seem the same as the words. What is the upper administration going to do about the ruling of the judge blocking the order to move us all to hourly? How long will that decision take HR to make?
51	Changes to FLSA just moved many professional staff from salary to hourly. This not only meant that we had to start keeping track of our hours, but that we would be paid on a bi-weekly basis. This meant we went from 12 pay periods to 26 and our typical monthly pay decreased by several hundred dollars. Many of us do not make a lot of money to start with, but this reduction on a monthly basis hurt. I understand that we make the same amount in a year, but when it is distributed like this, it makes it hard to pay bills that we had taken on due to our previous monthly take home amount. The waiting period was covered by a zero percent payroll loan, but this also added to our monthly bills for the term of the loan. When I worked as a salaried employee, I did what needed to be done to do my job, but as an hourly employee there aren't enough hours in my day to do it well. Is this what the university wants. Many of our jobs just don't fit into an hourly time frame and many of us are underpaid for the jobs we do anyway. We feel that the university just doesn't care.
52	President - HA!
53	Dr. Davies has changed the "feel" of the University to make people feel more valued.
54	Academic units need to keep their funds that carry over year-to-year. The president needs to be more involved and not let the top areas do as they wish. Accounting has too much power and control.
55	Very thankful for my job at MSU!
56	The new tuition structure was sneaky done during finals week this summer so the students were not made aware of the additional fees that would be charged for >15 hours. Even though the fee is slightly reduced for enrolled students, they were told that the new tuition structure would not affect them...this was untrue. If we are "student centered", let's make sure the saying is true first.
57	What is University Advancement?
58	Need to know when money changes are coming good or bad.
59	Keep on working hard for us!

Q15 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

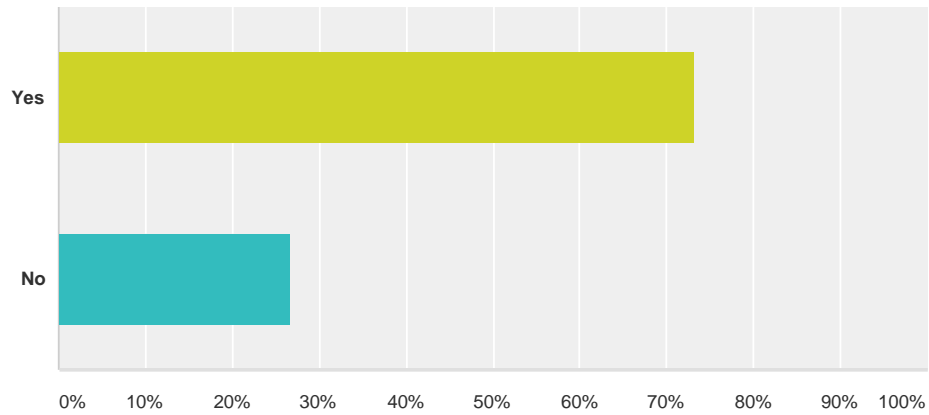
Answered: 437 Skipped: 34



	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.	16.16% 69	53.40% 228	22.48% 96	7.96% 34	427	2.22
I would recommend MSU as an employer to my family and friends.	28.84% 124	50.47% 217	14.65% 63	6.05% 26	430	1.98
I feel our policy, benefit and employment-related information is adequately communicated.	25.35% 110	57.14% 248	14.98% 65	2.53% 11	434	1.95
There is adequate staffing, equipment and resources in my work area to allow me to provide quality service.	16.82% 73	40.55% 176	26.96% 117	15.67% 68	434	2.41
With the recent insurance enrollment online changes, availability of computer workspaces and HR assistance were provided.	37.35% 158	57.68% 244	3.78% 16	1.18% 5	423	1.69
I feel that the workload is evenly and fairly distributed across all personnel in my unit.	19.12% 83	46.08% 200	23.04% 100	11.75% 51	434	2.27
I can express disagreement with my supervisor without fear of intimidation and/or reprisals	41.34% 179	38.11% 165	11.55% 50	9.01% 39	433	1.88

**Q16 I would welcome the opportunity to
evaluate my immediate supervisor and
provide feedback:**

Answered: 419 Skipped: 52



Answer Choices	Responses	
Yes	73.27%	307
No	26.73%	112
Total		419

Q17 Staffing/Work Environment comments:

Answered: 64 Skipped: 407

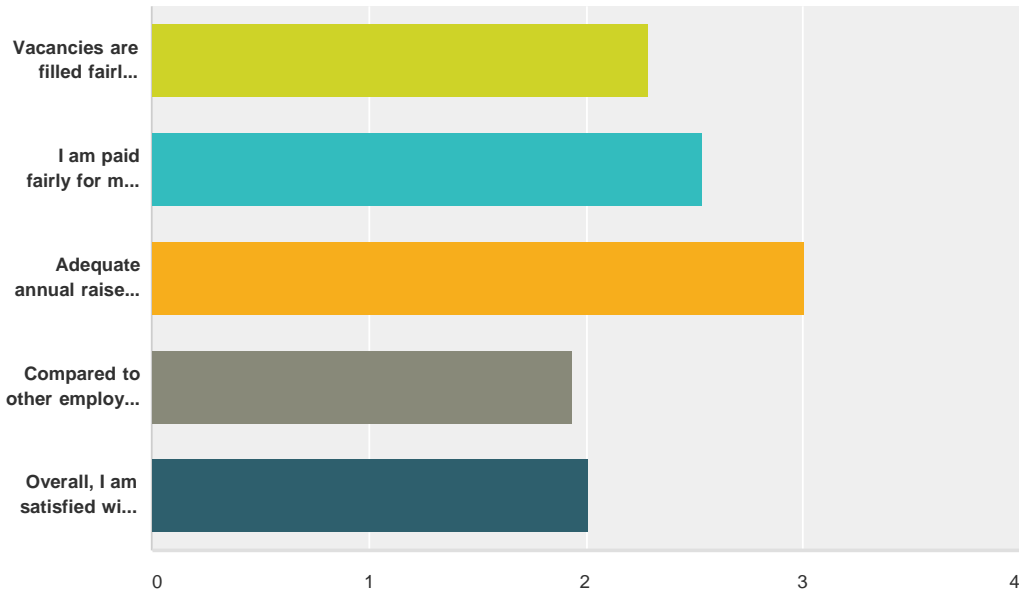
#	Responses
1	There are some custodians that do not do their fair share of work. It makes the whole crew look bad. It is not fair to the students and teachers to have dirty buildings. These people should be fired, they are over paid. It creates frustration among other employees. Murray state should be drug testing people before they are hired and then every so often while they are employed.
2	Recent University changes have made it much more difficult to create a team environment that we worked so hard to achieve. Notably the salaried employees that have now become hourly. Having little or no flexibility with their scheduling is a new challenge given the seasonal nature of our work. Similarly, the additional challenges we face having part time staff only be eligible to work 20 hours per week. Having the need for additional staff, additional training and complex scheduling of these staff makes us less efficient.
3	no comments
4	None
5	larger raises than just the 1% which doesn't touch the add expenses of trying to provide for family these days
6	Not always provided the updated equipment as seen with other departments on campus.
7	Upper management adds workers to their group, while cutting jobs in our area and increase our work load.. Way to many chiefs and not enough Indians !!
8	Director is very partial to one employee; all others are demeaned and treated like we just aren't good enough. Director of our Dept was a bad hire. We used to have a happy working relationship with out director, but now the director just barks orders and demeans.
9	My immediate supervisor isn't the problem in my group its my supervisors supervisor and his lack of providing what appears to be adequate feedback to issues that have arisen within our work unit.
10	Since the change from salary to hourly, it has been very stressful.
11	Would like to recommend to rotate certain jobs with in work group.
12	I do not believe campus staff is valued or paid commensurate with their job responsibilities.
13	Free beer and naked ladies would contribute to Nirvana, Enlightenment, and Satori.
14	Would like the opportunity to evaluate my supervisors.
15	We need more people on the Building Services night shift. People that are willing to work, not just 'warm bodies'. It is taking a toll on group leaders that we cannot depend on these people, and the ones we have are not held accountable because we are not allowed to issue write-ups for insubordination.
16	Underpaid for the amount of work performed compared to other places I've worked. HR decided how much I was to be paid while they were away on a conference with no discernible reason. My department wanted to pay me \$1500 more per year and HR vetoed that. Training was abysmal when I first started. Support site way behind reality of policies and procedures.
17	I believe we should have yearly evaluations of our supervisors as well as having them evaluate us.
18	I know how this works. Hiring of people who have no experience and / or ability to do the job so the person hired rides on the coat tails of the actual workers that know their job and the inner workings of the day to day operation of the campus. If i evaluate it would be rough on me...
19	We have bare minimum staffing at this time and require at least one additional person. At this time if we have one or two people out at a time it results in considerable overtime for those of us who are left. The morale of my department would be greatly improved if we were able to increase our staffing.
20	Budget cuts have eliminated positions that I feel were needed to meet work load.
21	I have given my notice but I would like to help the ones that are left behind.
22	We have been short staffed for almost a year. No explanation has been given to us about why open positions have not been filled. All of the positions have been adequately advertised, but no interviews have been scheduled. We're supposed to handle student problems as if we are fully staffed. This is not possible.
23	If unproductivity was an olympic sport some of the employees at Murray State would be in the running for a gold medal. I'm not sure that evaluating immediate supervisors is a good idea. It seems that MSU evaluations are seldom used to lay out plans for improvement.
24	It seems to be more difficult in the past 2 years to hire/keep quality employees. Not sure the cause, could be pay rates, benefits, etc. Could also be related to the amount of time it takes to hire employees making it difficult to hire before someone else does.
25	It has already been done and nothing changed.

26	<p>There seems to be the idea that everyone has worked here for years or went to school here and therefore already knows everything. Because of this, information is not communicated effectively, which makes the learning curve for new employees even bigger and more difficult to get past. Also, HR is terrible at communicating accurate information. I can think of at least three times in which incorrect benefit information was conveyed to me. In one instance, the incorrect information they provided resulted in me paying over \$1,000 in yearly insurance costs that I wouldn't have had to pay otherwise. I do feel that I can express disagreement to my supervisor, though I don't believe that any change will come of it. I am also afraid to ask him for opportunities (e.g. asking him to sign off on classes I want to take or asking to attend conferences). I also know from experience that I can't go to him with concerns. When concerns have been expressed to him in the past, he hasn't seemed to grasp the concern, and he responded in a way that worsened the situation. When employees have gone to him in confidence, he has thrown us under the bus, so to speak, and therefore made interpersonal relations awkward and uncomfortable. A possible way to alleviate these issues could be to offer/require manager training to those who have no prior managerial experience but are in roles that require them to manage a team.</p>
27	More communication
28	With the new FLSA regulations the overtime work has been left up to the four people that were left salary. Four people, three of them that will actually do the work, will not be able to keep up with all of the work that is required to keep the department running effectively.
29	The issues with our staffing are more of a problem with HR's timeframes with getting someone hired coupled with delays from the budget crisis. My supervisor has been pushing for more staff for a long time and the main delay has been with the administrative side of fulfilling this.
30	My boss is great.
31	I think budget cuts and the FLSA process has hurt morale and undercut any feeling of job security in a lot of MSU staffers.
32	But what good will it do? Didn't make a dam bit of difference,Aka Whistle blower program-bullshit!
33	It is still hard to understand why we even do evaluations when there are no benefits that come from them with people who have worked hard many years and done well with their work.
34	<p>The workload is absolutely not evenly and fairly distributed across all personnel in my unit. We currently have a manager acting in another position leaving their regular unit to be run by an assistant manager who is expected to do much more than what their job description entails without compensation. In the office, there are people who spend much of the day without enough to keep them busy while others are barely able to complete their duties within the time allotted, especially since being limited to 40 hours a week. I've tried to delegate some of my duties to others in the office but things have been missed or done incorrectly or things just get put on my desk for me to do when I get in which makes more work for me. I also feel like I'm not being allowed to do my job the way I feel like it needs to be done for fear of going over 37.5 hours a week. I'm not even allowed to check my e-mail unless I'm on the clock and I've already had one instance of missing an e-mail from a customer the evening before their event so we didn't have enough plates with us. That would not have happened before I was moved to hourly.</p>
35	Heating and air issues continue to be a major problem in my building, particularly with the unregulated nature of them. In the wintertime, I wear short sleeves to work, as it is way too hot to work comfortably. In fact, when I walked in this morning, it was 78 degrees in my office (in December), and will continue to go up from there. Conversely, in the summer, it's very cold in the office - sometimes it will be 65 degrees in the morning.
36	I do not feel that my supervisor has my back.
37	Rumors spread well before policy, benefits and other information is released. More frequent small updates would help to dispell some of these.
38	Our benefits are no longer a significant selling point. This year, my spouse had to find work so we could cover our family's financial needs. The silver lining: it turns out my spouse's employer has better insurance coverage.
39	It is difficult to recruit and retain quality staff members do to the high workload and low compensation compared with equivalent positions in the region within a 50-mile radius.
40	Staffing levels at the BVC are at a bare minimum. Our work requires a lot of quality assurance/adherence to our quality system for our accreditation. For my section, often time the caseload is too heavy to make sure all the quality "i's are dotted and t' are crossed." Adequate staffing (like we used to have) would be MOST helpful.
41	Understaffed, underpaid ,and under appreciated is the common attitude. Why?, because the Dock at facilities has many unfilled position. The Front office wants the remaining employees to have a heavier workload without any compensation. Instead of a bonus for stepping up and taking on more responsibilities Management creates policies that make daily tasks more of a burden. When asked if there were any job openings by "Friends" looking for employment I warn them of less than 1% raises per year averages. The Retirement Package has been cut to the bone and Insurance rates go up and the coverages go down.
42	I feel that our department is understaffed and that we are stretched to limits. Open positions are not being promoted from within, but the jobs are put out to the general public.
43	Just feel that we at the BVC are second nature, unless it's something that benefits main campus. We are definitely underappreciated salary wise when compared to our counterparts (who do the same type of work) at other universities.

44	In our current budget and political climate I feel very unsure about the direction MSU is heading. For the same reasons, I'm not sure if I would recommend a person come to work at Murray State. If you remove those concerns, however, I am very pleased with Murray.
45	I have been stepped over for jobs to less experienced individuals in my office and feel this is unfair.
46	The hiring process must be changed - it can take 6 months or more to get through the process and in the meantime, the remaining staff members become burnt out and disillusioned.
47	Now that the FLSA law has gone into affect we have Assistant Managers that are scheduled for OT each week while some managers are being required to take the OT. This could cause Asst. Mgrs to make more than Mgrs and it definitely makes some of feel less than.
48	<p>Please consider these comments to make actionable changes in how MSU operates and effectively treats staff members. There is much fear and intimidation on campus with many veteran staff members feeling they do not have a space to talk to supervisors or other administration without reprisal. The fear of loosing a job for speaking out is real.</p> <p>The increasing job duties among many staff have become far too taxing but because MSU is one a few employers in the area with benefits, it is very difficult for many in the area to find suitable comparable employment elsewhere. The direction of MSU is becoming much to elitist for a small-regional public university that is meant to serve a rural population. Many of the recent policy changes-while targeting the "high-performing" students, do little to assist low-income, first-gen, and non-traditional students in furthering their education. It is pleasing to see a strategic plan that is focused on these efforts, but little success or reporting of these metrics has been told to the staff--who do a lot to serve these students.</p>
49	I report to the Chair of the music department. She is fantastic! I also feel well supported by our Interim Dean. The faculty and staff in the music department work hard to make the best use of our limited resources. We are stretched thin in terms of faculty, staff, and budget. Like elsewhere on campus, our resources have not kept up with the increasing enrollment and the impact of inflation.
50	Upper level admins do not even know what the staff does on a day to day basis
51	My department (FM) is dangerously understaffed & employee stress has grown exponentially in the effort to maintain the campus in accordance with university needs.
52	This is a great university to work for.
53	Heating and Air Conditioning need to be addressed for our building, in the summer we freeze and in the winter (except this year) we roast. This year we do not have any noticeable heat.
54	Now that I am hourly, I am expected to complete the same amount of work I did as exempt, without any overtime. That will be impossible.
55	I already feel like I can give my immediate supervisor feedback
56	Without overtime, it is hard for us to do the same job we did when we were hourly. We may not have agreed with the pay, but we didn't watch every minute because we were professionals.
57	Since the FLSA change, it's become increasingly difficult to get all duties/jobs/projects finished in a timely manner. Supervisors are so worried about overtime that things just aren't getting done across campus.
58	Our unit has suffered greatly this year with communication issues with our supervisor.
59	I have always believed that supervisors should be evaluated by subordinates. They above all others can provide accurate feedback. In my former career, this was done annually.
60	Knowledgeable supervisor would be welcome.
61	Work environment conditions were altered by FLSA changes and the implementation of these changes is inequitable. Specifically, supervisors enforce federal labor standards to different degrees. Furthermore, the FLSA changes were introduced as ~"not a big deal and will not affect the way you carry out your daily activities" whereas the reality is that it does feel like expectations and enforcement of the law does change how an employee might feel in the work environment.
62	I wouldn't recommend others to work here because of how low salaries are compared to other Universities.
63	Until Murray State University recognizes and addresses the fact that the pay scale is not competitive, and the benefits no longer attractive or relevant enough to many at the lower end of the pay scale, it is going to be impossible to attract and retain qualified staff so that the students and campus community can be properly served.
64	work environment is stressful at times. do not hear or see from supervisor sometimes days at a time. When I do hear it's usually bad feedback.

Q18 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

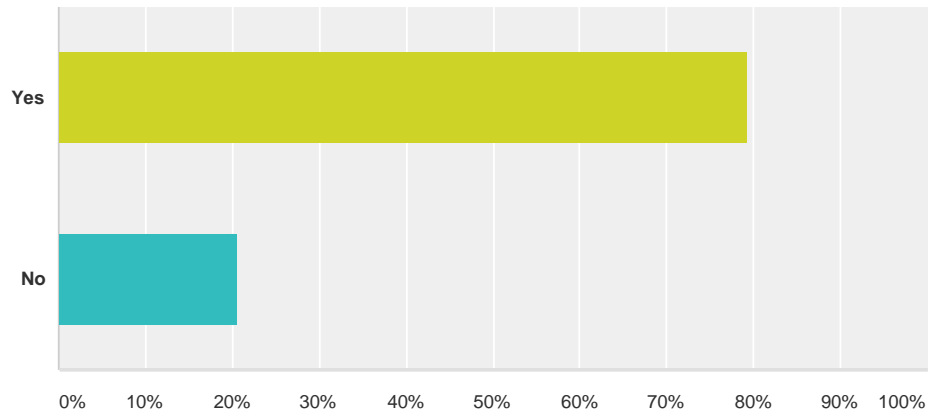
Answered: 434 Skipped: 37



	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.	16.16% 69	50.59% 216	21.08% 90	12.18% 52	427	2.29
I am paid fairly for my work.	10.65% 46	40.74% 176	32.18% 139	16.44% 71	432	2.54
Adequate annual raises are built into the budgeting process.	4.88% 21	21.63% 93	40.70% 175	32.79% 141	430	3.01
Compared to other employers our benefits are good.	27.40% 117	55.04% 235	13.35% 57	4.22% 18	427	1.94
Overall, I am satisfied with our benefit program.	22.43% 96	58.64% 251	14.49% 62	4.44% 19	428	2.01

**Q19 I feel I have been adequately informed
about how the FLSA changes will affect
me:**

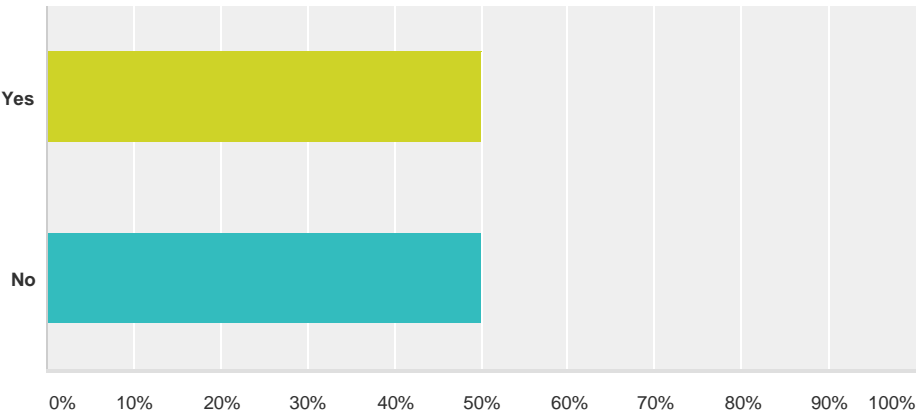
Answered: 427 Skipped: 44



Answer Choices	Responses	
Yes	79.39%	339
No	20.61%	88
Total		427

Q20 I am aware that there is a dual employment spousal policy:

Answered: 431 Skipped: 40



Answer Choices	Responses	
Yes	49.65%	214
No	50.35%	217
Total		431

Q21 Benefits/Pay/Recognition comments:

Answered: 91 Skipped: 380

#	Responses
1	The good workers are under paid, while the workers who do not work very hard are over paid. The university needs to be checking on people to see if they are telling the truth about smoking, because they are not. The university is cheating itself out of money by not doing this people are not telling the truth, some people. They are punishing the ones who are telling the truth by making them pay. If you ask something and do not back it it is not a policy, why ask?
2	I absolutely think it is wrong that some employees are forced to use Express Scripts/Acreedo for specialty drugs. Their customer service is absolutely awful and they are not cheaper.
3	no comments
4	Raises don't seem to be built into yearly budgets
5	None
6	The tuition waivers and access to Health Services are a wonderful benefit. The health insurance coverage continues to decline. Without Health Services most employees may not be able to afford to go to the doctor. Outside of teaching, universities historically pay less than the private sector for the same type of work. The difference has always been the security and benefits of universities. Economic challenges have forced the university to cut jobs, reduce benefits, and increase the workload and pressure on existing staff.
7	dual employment for spouse is wrong
8	We are paid somewhat fairly but it would help with our low wages as custodians if we didn't have to pay just to come to work it's bad. Enough that insurance is high and I think we should have better dental insurance that pays for false teeth
9	FLSA was a lie, I was lied to, and people in my unit were lied to. The implementation at Murray State was FUBARed from the start and Joyce and Jackie knew it, and they allowed that debacle to happen, anyway, and pushed their employees to lie or otherwise hid details. When they treat a 15+ year employee like an idiot, it's insulting, and their treatment of people in my unit and other units has forced me to revoke recommending Murray State as an employer. I also do not approve of some of the issues new faculty are faced with, and whimsical nature of their reviews. Between GOP-KY killing higher ed and chairs, deans, and program directors whimsically applying policies - or not - we are running the risk of damaging our academic reputation.
10	Performance evaluations don't appear to factor in to our annual raise. Despite receiving very good performance evaluations, it seems like we all get the same across the board raise.
11	Raises are not always an adequate amount. Cost of living goes up each year. Not always compensated each year.
12	MORE MONEY for increasing workload.
13	You guys are being beaten as far as benefits and pay go not just outside the city but from within now. This is clearly starting to be seen in multiple units across campus.
14	Since the change from salary to hourly, it has been very difficult. I feel that this should have been handled differently.
15	I continue to remain nervous about my financial situation. I feel I should receive more pay for my work. My family struggles to make ends meet and hasn't taken a vacation in years. We just don't feel secure financially.
16	Be tolerant of Free Beer and naked ladies. I have to be tolerant of Moslems and the ignorant hysterical anti-male puritanical Feminist bitches who are tolerant of Islam, that which would not be permitted in Moslem countries. Free beer and promiscuous ladies would relieve the tension of not being able to pay bills with benefits. Of course being an MSU employee is better than McDonald's or Wal-Mart and I appreciate that. Tuition waivers and Insurance are the lifeblood of my soul.
17	I wish that MSU could influence the insurance companies to have lower rates! The 110% increase January 2016 was absolutely ridiculous and forced me to find second employment.
18	Mental health options are unsatisfactory. An hour phone call with a stranger on the other line is only beneficial if there is some form of episodic psychosis. The alternatives, as I have been told, are to seek guidance on campus which is amongst peers and often lead by psych students. Again, unsatisfactory. There should also be more opportunities for child care on campus. Since there is no paid maternity leave, there should be permanent options for expecting parents.
19	Parents and children should be allowed to have different coverages as they have different needs. Should have a retirement savings account.
20	Pay is not adequate for most workers as we are in the below middle class wage earners.
21	A couple of questions on benefits were very dependent upon one's starting date. Some benefits are beyond the university's control.

22	The policy for internal promotions of non-exempt hourly staff who transfer into new positions with higher pay grades that states that the employee in their new position may only receive the minimum pay amount in that pay grade is abasing and discourages upward mobility within Murray State as an organization. The aforementioned policy does not take into consideration the experience or professional changes that have contributed to the promoted individual being the most desirable candidate for the position including: attainment of a higher level of education, or circumstances such as the individual being the only one who knows how to use the appropriate systems required for the job. Simply put, the fact that an external candidate who may possess identical or lesser credentials can negotiate pay commensurate with their qualifications for a position when an internal candidate seeking a promotion through the same position is not afforded a similar opportunity, reflects negatively upon the university, is offensive, and is disheartening to employees seeking to better their situation.
23	I am disappointed that the reported HR review of staff positions and equal pay still has not taken place. The university still has not addressed underpaid employees though the administration indicated on multiple occasions in multiple venues this would be a priority. It clearly is not, though the Board has indicated a desire to continue to audit the President's job and pay him a higher salary to match other university Presidents in KY. I hope that the Board has also indicated a desire to look at other staff positions related to the same positions throughout KY. I think they would be in for a shock if they took a look at how underpaid MSU staff are.
24	I once tried to go to take college courses and was told there was nothing I could take to better my job. and they went to school and left to get a better job after their funds were used to pay for the education for them to leave.
25	I think the FLSA changes may have been overly communicated causing some issues.
26	Dual Employment policy does NOT have good communication from HR to the hiring departments. I've been on a search committee that posted to both Internal and External at the same time. The outcome of this was that internal spouses were not given any priority.
27	There is a system in place for faculty to get pay raises and promotions (instructor, assistant professor, associate professor, professor). It seems the only way for staff to get promoted is to change jobs.
28	Our pay, when compared to every other institution in Murray, is pathetic. Ultimately, an unskilled laborer who dropped out of high school and went to work at one of the factories in Murray makes more annually than someone hired by the University whose position requires a Bachelor and Master's degrees. With a college degree and in an administrative role, I make approximately enough to pay rent, utilities, groceries, and my student loan payment; saving is an impossibility, and the idea of buying a car (let alone a house) is far removed from me. In a skilled position requiring college education and years of experience, that's crazy. As far as benefits go, the tuition waivers are incredibly important; they are our greatest asset at this university. I think HR did a good job of rolling out the new platform for insurance. FLSA does not impact my current position, but the way it was explained was full of flaws. It seemed as though we waited until the last possible minute to discuss and implement these changes rather than making a smooth transition. In their individual meetings, my coworkers were told wildly differing versions of what was going to happen; it was incredibly hard for anyone to develop an accurate picture of what was truly happening. Making these changes right before the holidays was financially devastating to many of my coworkers, especially those with large families. Getting positions filled is a major problem. The time from an employee's retirement or resignation to the time the position is filled is frequently 4-6 months, making it incredibly difficult to function. I personally have had to "fill in" for various positions--AKA do both my job and the job of one or two retired/resigned coworkers with no additional compensation--for over half of the time I have been employed here. The workload in these situations is truly untenable, and HR roadblocks the hiring process so frequently that even when we have qualified individuals to fill the positions, HR refuses to let us pay them reasonable wages, so the truly skilled, qualified people choose to work places where their work will be rewarded.
29	Scheduled salary increases or the opportunity for pay increases through performance is sorely missed. For example if the payroll tax were to go through our last 2 1% raises would be for naught. Already the cost of parking permits for employees in campus continually increase and hurt whatever raises we receive. I am also not pleased with the way the dual employment policy was implemented or at least presented, it promotes nepotism. It makes sense to consider family for open positions but they should not be considered about other applicants that maybe better qualified.
30	Thanks so all of the outstanding work from the HR staff on Open Enrollment and FLSA. As someone who has changed from exempt to non-exempt, I greatly appreciate the wonderful communication and work that went in to the transition.
31	I am grossly underpaid compared to the national average, and the same goes for many positions at the University. I am incredibly grateful to have a job, since I moved here for my spouse's job and wasn't expecting to find employment in the area, but what I'm making here is a 40% pay cut from what I was making at my previous position. (And the cost of living is not 40% less here. In fact, it's comparable, if not more.) I've only had merit raises in previous positions that I've held. I'd be fine with the idea of an across-the-board raise in theory, except that some people in my department work much harder than others. It's too bad that those of us who are working hard and doing a good job don't get compensated for it via merit-based raises or bonuses. Also, a 1% across-the-board pay increase doesn't even cover the increased cost of living. There's no way I'll be able to stay here for long, knowing that my pay will not increase much from what I started making.
32	Would like for you to explore the possibility of banking unused tuition wavers. Thanks!
33	People are leaving because of pay
34	I think that employees should be able to "bank" their educational hours, so if they have been here several years, then they can save them up for their children instead of just having the 6 hours a semester.
35	The annual raises are not in line with the cost of living increases.

36	I have a BS degree and people with only a high school diploma, including my step-son who works at Wal-Mart, make for money than I do. That's very disappointing.
37	Since beginning at Murray State in 2009, the benefits here have steadily declined. We do not receive an adequate CoL adjustment each year, and it seems like each year when we do receive a small raise, other items such as rising insurance, taxes on the free class benefit, FICA changes, parking tag increases, or any other number of things have almost immediately eaten into what little increase we did receive. Also, compared to other employers with positions equivalent to mine, I make anywhere from 33% to 50% less than people doing the same or less duties than I am currently performing. I have been extremely displeased with my health insurance package. Since the PPO package became too costly to feasibly consider, I've been forced to go with a phantom health insurance policy that provides me with basically no benefits unless I pay \$1000's out of my pocket. There are many more attractive jobs out there now, and it is only for reasons outside of Murray State that I continue to work in this position.
38	There are no annual raises for staff! How can you even ask such a question? I have worked since I was 15 years old, and this is the first place there's not an annual raise. What kind of precedent does that set? New hires should not make more than people who have worked here for years.
39	I believe I was lied to about the change from salary to hourly. I feel that they don't care enough about it. I have looked at other benefits similar place are giving especially insurance and we fall very far behind the cost to benefit ratio.
40	Too much health insurance cost has been transferred to employees. Personnel who were forced at hiring into the state retirement system face an intolerable level of uncertainty due to decisions made by this and previous governors.
41	Vacancies are not filled in a timely fashion, the process is very overdrawn.
42	Vacation/Sick time!!! Good All else SUCKS
43	Our vacation time and and insurance rates have become the only comparable benefits for university staff to others I know at local companies. Our pay (for most but not all positions) has become increasingly undesirable and most companies in this area have a lot of other wellness and family benefits it seems.
44	The way that The FLSA was handled and rolled out was a complete disaster. This plan was not well thought out and was a complete slap in the face. I was very very disappointed in the way the university handled this "plan"
45	I am disappointed that our insurance benefits are not as good as they were previously.
46	We did a request to fill a position on November 28 and it has still not posted (December 9). People who are qualified for positions we aren't allowed to interview. Any raise we get is more than eaten up by the increase of our health insurance premiums. I've gone to a high deductible plan and am paying more out of pocket to avoid high premiums.
47	Raises are not given fairly, someone who does little or mediocre work gets the same raise as those going above and beyond when raises are given. Merit for those that work hard are never given, only across the board raises are given.
48	Internal candidates, while technically considered, I suppose, are not getting promoted to upper level positions at the University. A vast majority of Director-level positions and higher that have been hired in the last few years have gone to outside candidates. This has really hurt morale on campus, and contributes to the idea that an employee cannot move up in their department and advance their career. For the work I do, I am underpaid compared to similar positions in the private sector, as well as compared to other universities. Raises are not keeping up with factors like cost of living increases and increased medical premiums. In addition, there are other financial pressures being applied, such as having to pay FICA and Medicare taxes on retirement contributions going forward. These result in a significant DECREASE in the amount of money I am effectively earning, which in turn decreases morale and has caused me to look for employment opportunities outside of the University.
49	Benefits are good. However, pay is lagging behind. More emphasis is needed on annual salary and wage increases. In some cases take home pay is equal or less than take home pay from 3-5 years ago (due to increased benefit costs, deductibles, etc.) This is especially true for lower wage earners. Experience is valuable and should be rewarded. One suggestion is to have wage increases, for employees meeting expectations, at predetermined experience levels (e.g., 2, 4, 6.....year points).
50	I understand that insurance premiums had to increase last year, but now I'm paying about the same amount that I was two years ago for a PPO policy. I now have a high deductible plan just so that I can afford the premium. I would also like to be able to add one child at a cheaper rate than the current "children."
51	It has been known in the past few years that internal candidates are no longer valued. I have seen several positions lately where qualified internal candidates are not selected over unqualified external candidates.
52	The annual raises are not enough to cover the annual increases in cost of living, insurance, and parking.
53	I feel underpaid for the position I have compared to others in the same field in Western Kentucky.
54	Our pay continues to be lower than comparable jobs not only at other Universities in the state but even in the immediate area. We just lost yet another skilled employee to a local business due to better pay and benefits. Not only is the pay behind comparable jobs, it continues to get worse instead of better.
55	Dual employment spousal policy may benefit faculty, but there is no reason to expect the same considerations would be given to a staff member's spouse. The timing of the FLSA changes made for another stressful winter season.

56	While I feel that I am paid fairly, the other staff members in my group that report to me are not. We keep losing good people and good prospects to other employers within a 50-mile radius. Increasing costs for parking permits and healthcare are outpacing meager salary increases. Now there will be an increase in federal tax on my state retirement, which means I will bring home \$30-\$40 less per month starting in January. If the payroll tax for the city goes through next year, I will have to consider whether to downsize my home or seek employment elsewhere.
57	The University does NOT pay adequately, nor does it provide adequate annual raises into the budget. For technical jobs like mine, MSU does not pay on a balanced scale. At other universities similar to ours, my counterparts are paid much higher. It's difficult to determine if its a gender/race issue, or if MSU really doesn't adequately compensate its employees. Insurance changes and KTRS changes and life changes (having a baby) and product inflation, etc, all just keep going up. My husband and I have cut costs where we can, but now it's time for me to consider either getting a second job (which will be difficult with three young children) or leaving MSU.
58	I feel that in the past, the Office of Human Resources was here for the benefit of the employees, but there seems to have been a shift in representation. Human Resources seems to do what is best for the University and the employees just have to accept it. I understand that the financial well being of the univeristy of has to be maintained, but it feels like it is most often at the expense of the employee.
59	It's unfair when two people are not (on paper) qualified to apply for a position, but "special permission" is granted so that one can apply for the one job, but the other person for the other position, even though the person is not given "special permission" to apply is actually doing the job they have been told they aren't qualified to do. Fair???, I think NOT.
60	I am aware that "IF" both spouses work at MSU they CANNOT be on the same FAMILY Ins plan. This causes an extra deductible to be met before lower rates are available. Not much benefit there.... The current Pay is not competitive and is very outdated. As far as recognition goes; hard work is not ever rewarded with incentive\$ for duties performed above the regular job duties.
61	While I believe our benefits to be fair and in line with other employers, I do not believe lab technicians at the BVC are paid anywhere near what someone with our levels of education and skill sets should be making. Compared to jobs elsewhere we are certainly underpaid. Add that to the issue of small (or no) raises and increasing benefit costs, and we are actually moving backwards in total compensation.
62	It is common knowledge that MSU is a good place to work for when it comes to benefits, but as far as salary barely cover the basics. Raises are useless, when there is a raise because insurance goes up more than the little raise that is given. There are many employees who are working two jobs just to make ends meet.
63	Again, when compared to other Laboratory workers at other university labs, vastly underappreciated. When the salary analysis was done several years back, not sure why we should be compared to some positions on main campus who don't do the same type of work I do. IMO should have been compared to other laboratory workers in comparable positions from other university laboratories.
64	Our 1% raise this year just covered the increased amount I pay for a parking pass. The cost of living continues to rise but I am barely able to get by since our compensation does not even come close to that increase. I love my job and I work hard and I do a good job. It would be nice to have that reflected a tiny bit in my compensation package.
65	The new FLSA changes have greatly affected me in a negative manner. It has put my family and I in a financial hole to start the new year, and will continue to last until I have paid off the loan I had to take out just to pay my bills. Although, FLSA was blocked by a Federal judge just before the deadline, MSU is still going through with these changes, even though it is clearly not well received by the MSU staff it affects and the state of Kentucky leadership. Very disappointing to say the least.
66	I am very disappointment that now I can't teach because I have been changed to hourly. I got my Master's just so I could teach and teaching gave me extra income. I have lost money and I lost doing what I love.
67	The amount insurance went up compared to the raise was not adequate enough.
68	We have been informed, but the information has been pretty crappy. It's not all the university's fault, but they could have been more sympathetic.
69	As stated before, the hiring policy needs to change - it must be streamlined and allow for a speedier hiring process. The annual raises do not come close to meeting the cost of living increases so in effect; employees are making less money every year.
70	I am increasingly concerned about our retirement funds, and really hope KY finds a long term solution to follow through on their commitment to our retirement plans. I think we have reasonable health care options considering the challenges, but as a pipe smoker that does not inhale I resent being lumped in with much riskier of tobacco users, and especially having to pay the same tobacco use surcharge in spite of pipe smoking being a much healthier practice.
71	As everyone will say, I feel we are underpaid and understaffed. A research student worker makes just a few cents shy of what I make and I have a B.S. and an M.B.A.
72	Overall I think we have great benefits, but this new law with FLSA has really made me have to become creative with how I budget each month. The loan that was given to me will only help in the short term, long term I am not sure how my ever growing family with make it. We literally only have \$200 at the end of month assuming we have no emergencies or out of the ordinary expenses.
73	I once believed MSU had a comparable benefits package, but after reviewing several other regional businesses and universities, am finding this to not be the case. One local employer in Benton contributes 1,000 annually to each employees HSA and allows salaried employees opportunities for overtime. The university operates on a limited budget, understandably, but discretionary spending should be more closely observed. Please also stop treating raises as an passive alternative to layoffs; it is demoralizing.

74	I tried Googling the "dual employment spousal policy" to learn about it and found no results.
75	We get a 1% raise and then the insurance and retirement payments puts us even lower than we were before.
76	We are not paid the going wage for our job classification, compared to other universities in Kentucky. WKU pays \$3.00 more per hour for the same position and they have comparable benefits. Annual raises are not automatically built into the budget, but we do usually, not always, get a miniscule raise.
77	The decision to spread a university minimum wage increase over three years to gradually boost all employees above 10.10 an hour was excellent. I hope that plan will continue forward.
78	Raises should be given to those under \$30K at a higher rate.
79	FLSA is currently being blocked by a judge. So where do I stand now? Do I get to teach again, or for the sake of not having to revisit the issue, will HR leave it the same? Also, some people in my area, needed to be moved to hourly, but weren't because of a small part of their job. These people work many hours, and will not benefit from overtime pay.
80	I am not aware of raises ever being given for merit and across the board 1% raises do nothing for morale.
81	There is an underlying issue with promotions and applications in other areas. If someone has an issue with you, they may taint a pool (even if the issue is completely wrong). It is VERY disheartening that after so many years, bad information continues to flow.
82	Spouses of employees should NOT be given the same consideration as internal candidates. This leads to pressure on the hiring committee (whether intentional or just perceived it still happens), it sends a message to internal candidates that their years of service and experience is equivalent to just being married to someone who works at MSU, and it promotes the notion of "it isn't what you know it is who know that matters"; a notion that an institution of higher learning should be striving to eliminate, not perpetuate.
83	How will salaried employees pay stay competitive and fair now that formerly salaried employees will now earn more money for doing the same, if not less, work as before? Especially now that many salaried employees will be performing more duties to compensate for those that formerly salaried employees performed.
84	My main concern is that cost of living continues to rise (childcare, groceries, utilities, possible payroll tax, parking, etc.) and our pay continues to stay right around the same due to an increase in insurance.
85	Raises are not fairly given, and we not fairly paid for the work given.
86	HR has done a great job!
87	I am aware of the dual employment policy, but don't know details, do not have a spouse.
88	Being self insured is very difficult to manage with very few resources to help you with things that are not run of the mill.
89	Due to Health Insurance increases, annual raises do not keep up with cost of living, while it is understandable the result is less take home pay.
90	Need pay raises or rewards for employees that earn a degree whether it be a two-year or four-year --- even if it's just a \$25.00 Wal-Mart gift card!
91	don't think that sexual orientation should be covered under insurance as it is cosmetic and not something that is life threatening

Q22 What do you appreciate most about working for MSU?

Answered: 227 Skipped: 244

#	Responses
1	Benefits and vacation
2	Having a job in the community where I live. The people I work with in my department.
3	Working with the students and seeing them succeed.
4	I do feel that working for MSU is like working for a family. Most everyone takes pride in that fact.
5	work hours
6	Benefits
7	Vacation days and holidays off
8	Employment.
9	It is a wonderful place to work, provides retirement benefits, health insurance benefits, vacation and holiday time above most places. I am a retiree of 30 plus years back working part-time and I still love MSU!
10	The benefits are excellent
11	Tuition waivers and the staff I work with.
12	I appreciate the extra time given at Christmas to spend with my loved ones. I appreciate that recognition coupled with a monetary award is set up for an extraordinary employee, an even more so that there are employees who are willing to recognize their co-workers and celebrate with them.
13	I like to live in the town
14	Tuition Waivers
15	The people I work with are wonderful, and I truly feel like they care about me. It means a lot to me that they never give me a hard time or make me feel bad if I have to miss work due to sickness for myself or my child. I love the support I have at MSU. I also appreciate the benefits we receive.
16	Benefits
17	My job and the boss and supervisor I have at the Wellness Center
18	I enjoy and appreciate the sense of community on our campus.
19	The benefits of the time off with pay and the help with the health insurance.
20	I love the people I work with & how working for the university feels like a community. I really enjoy the benefits & paid time off that wouldn't be found at other places of work.
21	I like that if I need a personal day off for whatever reason, I am able to take that day as long as I do not take advantage of that privilege in the future. My supervisors are always sympathetic to family and personal needs.
22	The people I work with.
23	It's a job that is probably not going any where.
24	It used to be a wonderful place to work, I have been here 15 years and loved it until the last year and there have been some very unfair things that have happened in that year, and it doesn't seem to get better, it all stems from a new director hire, I do appreciate the benefits that are given by the university, no so much by how our rites are messed with in our dept,
25	Our president, my boss, Dave Winder and his boss Allen Ward.
26	The days off and tuition vouchers
27	How slow most things go so I don't have a rushed work load
28	I appreciate the hours of operation. I appreciate the relationships I have developed. I had thought that it would be more of a team spirit before I came here. I thought sports would be a big deal and everyone would be supportive of MSU in all ways. I though everyone would be proud to work here but that is not the case.
29	Vacation and Holiday time
30	Paid Holidays

31	Flexible work schedule is available to me if needed. When kids get sick or situations pop up unexpectedly I feel I can use my time off without retribution.
32	Love the amount of paid time off...holidays, breaks plus personal vacation time and sick leave and I appreciate the benefit of being a part of the sick bank should I ever need it.
33	The people are great and the university is great to work for.
34	the chance to improve tech skills and cross train to other positions, and co workers
35	The amount of paid time off, the tuition waiver benefit for employees and dependents, intellectual atmosphere
36	Tuition waivers, good coworkers, Health Services
37	I changed positions a little over a year ago and appreciate the work atmosphere and willingness to help each other.
38	I enjoy working with very professional and knowledgeable people.
39	Better than a stick in the eye. Working for MSU is better than being in jail.
40	Having benefits.
41	The tuition waivers formmy classes
42	State job with state benefits.
43	I appreciate the the benefits the human resources help health services
44	Holidays, atmosphere, wellness clinic, health & wellness center with free classes and low membership for my child, free classes if I choose to take them, paid sick and vacation, parking close to building,
45	Generous holidays and time off
46	The only words that explains what I appreciate about BVC and MSU is the Family Atmosphere.
47	I used to appreciate everything , but as the years went by and the promises made were not delivered, has changed everyone's outlook. Watching other employees not being treated right / fairly just because they do not agree with some of the ways money is wasted or the way management covers their mistakes and blames workers is a travesty.
48	The holiday leave.
49	Benefits.
50	What I appreciate most about working for MSU is working in my department. I enjoy the work I do and the people I work with. I feel as though we are like an extended family. I also enjoy the work because it is different everyday and offers new challenges each day.
51	the people I work with and benefits.
52	The benefits, sick bank, sick time off, vacation time off, and very fair about Holiday time.
53	I appreciate the opportunities that allow me to work with various offices and the outreach that supports the students in my program.I believe that most of the time the offices are very supportive and helpful.
54	contact with students and encouraging work environment
55	Location
56	Time off at Christmas and summer work hours
57	The tier one retirement plan.
58	Benefits, especially tuition waivers and paid time off
59	The vacation, holiday, and sick policies Health care Transparent communication and trust within my work unit The opportunity to complete work I enjoy doing
60	Time off to be with my family
61	I love the "family" feel of MSU. Working in the academic community is wonderful
62	Vacation time
63	The people on campus with the exception of a few ...they are like my family.
64	The ability for my children to attend the University with the use of tuition waivers.
65	Meeting different people, building new relationships and trying to be a positive influence to people that I come in contact with.
66	The benefits

67	I appreciate the job I have. Love what I do. And the benefits are outstanding.
68	Our campus is a community.
69	the benefits and getting to work with the students
70	The people, flexibility and benefits..
71	The flexibility, and the extra time off in addition to earning vacation and sick leave.
72	The time off, tuition waivers.
73	I enjoy the generally friendly atmosphere on campus.
74	The environment of learning and the people
75	Tuition waivers; getting to interact with students
76	Great people!
77	the people.and time off
78	There is plenty of time off to be able to see family over the holidays and being able to further my education with the somewhat free tuition waivers.
79	Benefits
80	Adequate time off
81	very tight knit community and excellent people I work with.
82	The environment of working with professionals.
83	MSU has a very positive working environment, which is the type of environment I work best in. People are very friendly here and often seem appreciative when I help them on projects. There are also some really great perks to working here, such as the ability to take classes for lifelong learning.
84	sense of community breaks/time off during holidays; spring/fall breaks
85	I appreciate the benefits.
86	That it is a close nit community that values all individuals and furthering the education of students and employees alike.
87	The satisfaction I get from the work I do. Having respect for the people in my division and them respecting me as a supervisor.
88	president Bob Davis
89	The people and positive atmosphere!
90	The benefits.
91	The people and the atmosphere!!!
92	Benefits
93	Over the years, the relationships and people I have worked with have made this job worth-while.
94	The benefits provided
95	Having a position that accommodates my health issues.
96	Days off for bad weather.
97	I really appreciate my director, my co-workers and the groups that I interact with on a daily basis. MSU is a very laid- back environment compared to the corporate world, and I value that highly.
98	Right now, I don't appreciate anything about Murray State except for the fact that we get decent insurance.
99	Good people to work with and for. Stability of employment.
100	I appreciate the time off during holidays and breaks to be with my family.
101	My boss. The class benefits for my children.
102	The family atmosphere, the number of days off, and the many extras including the health fairs, luncheons, etc.
103	The people in my depart and college.
104	Good campus morale, supportive administrators and supervisors, interesting and interested students.
105	Quitting time

106	I appreciate the two week break at Christmas time.
107	Nothing at this point.
108	I love the environment of thee University. I love being around the students. I appreciate the vacation time during the Holidays and also the vacation/sick time that is available. I feel it keeps employees fresh.
109	The time off! Holidays and vacation time are excellent! Very kind and positive work environment!
110	The staff that I work with and benefits
111	The department I work for, insurance, and the paid holidays
112	Working environment
113	The schedule, the benefits, the time off.
114	I no I had a lot of negative comments but I do love my job and the people I work with are amazing. I count it as a blessing to be able to do something that I enjoy and make a living at it while being here with my family, which is not something I thought would happen when I went into this field.
115	good working conditions. positive atmosphere in my department.
116	The people I work with in my department and the other Administrative Assistants in my college, as well as the Dean of my college.
117	Environment, time off, flexibility.
118	I am grateful to work in a field where you get to see firsthand the fruits of your labor - students entering college, growing, and then walking across the stage at Commencement. MSU has a ton of incredible benefits for employees, and I love the family atmosphere. Our campus is beautiful, and I am very proud of the hard work the Facilities Management employees put forth. Our President is more available and visible than any other President in MSU's history, and I'm so glad our students have such a positive connection through him.
119	Doing a job I enjoy.
120	The people I work with.
121	The extra paid holiday days, tuition waivers and insurance
122	The students that work for us in the office or other areas in the department. Students that come in the office that need help. I work with a good group of faculty.
123	Time off. Holidays and vacation time are an outstanding benefit
124	Outstanding leadership and positive work environment.
125	The free paring after 20 years of service and all of the paid holidays.
126	The people that I work with. They are a great group of people.
127	I enjoy working on campus, being around students and the overall "feel" of the work environment.
128	Great staff
129	benefits, retirement
130	I love my job! What more can I say!!!!????
131	The benefits (with the exception of actual pay)
132	I appreciate the care and concern MSU seems to have for their employees.
133	Holidays and vacation
134	That I can do what I do in Murray, KY.
135	The time off that matches my school-aged children's school schedules.
136	lots of paid time off
137	Opportunity to advance and continue education if needed
138	I enjoy helping students.
139	Flexibility
140	The opportunities to use Tuition Waivers is the most appreciated of the few benefits.
141	Paid time off to be with my family and insurance.
142	I overall enjoy all the people I work with and the time off we receive.

143	Friendly, collaborative culture
144	Paid time off, vacation and sick time. I enjoy working with the staff in my department and I think what we do is important to our students.
145	Being close to home
146	I appreciate the flexibility and the work that MSU does.
147	The time off, the school vouchers, and my immediate supervisor.
148	The people and working environment is second to none.
149	My co-workers and the paid time off, especially at Christmas.
150	Sense of community.
151	MSU is an excellent employer. I feel our jobs are well respected in our community and we are paid fairly, especially when considering our benefit package.
152	Benefits - holiday pay, vacation, tuition waivers, retirement, etc.
153	I appreciate the opportunity to help students achieve their goal of obtaining a degree and help alumni stay connected to their alma mater. The relationships that are built while at MSU last a lifetime and the long time employees at MSU help keep that in perspective.
154	the number of paid holidays
155	I appreciate working for a place of business that respects me.
156	Friendly staff and good benefits.
157	Great working environment. Faculty, staff and students all make MSU a positive campus to work on and community to be a part of.
158	holidays
159	Paid Holidays
160	I appreciate the holiday time we receive, the camaraderie felt being a member of MSU and the vacation/sick time we earn.
161	Breaks and the academic calendar
162	The people. I like most of the people I work with. I love the students! They help with making it to work every morning!
163	The ability to assist students in fulfilling their dream of attaining a college education.
164	PEOPLE
165	I enjoy my work. MSU is a nice place to be. I like working with my colleagues and with the students. I think we provide the opportunity for an excellent education at an affordable price.
166	Having the time off during the holidays is the most beneficial. Other employers do this, so keeping in trend with them has been very encouraging.
167	I am thankful for the time off for Christmas.
168	benefits
169	I appreciate the holiday breaks and benefit packages
170	working for a reputable organizationa
171	The students, its great to meet so many great interesting and diverse people no matter how fleeting it may be
172	The people :)
173	I get to work closely with people I love and trust.
174	My department is amazing and we all work very well together.
175	Flexibility and benefits
176	It used to be a great place to work but not anymore.
177	Tuition waivers.
178	Tuition waivers. Without those I would not be working here anymore!
179	The quantity of paid days off
180	The close knit group of people that work to represent this university in a positive light.
181	The hours, holiday benefits, vacation and sick time.

182	I appreciate the university's flexibility with tuition waivers and scheduling around class times that fall during the work day. I hope that no changes are made to tuition wavers for employees or their families.
183	The people. Most of us tend to get along. I like coming to work. I love what you as a group accomplish and think you do a great job fighting the big guys for us.
184	The people and community are great. Very honest, hard working good people.
185	benefits and the students
186	- the interaction with educated professionals who inspire me to learn and grow - being involved with students as they work through the process of reaching their potential
187	Good benefits (e.g. holiday closings plus accrued vacation time)
188	Still good people here, sense of community
189	The feeling of belonging to an institute of higher learning that appreciates the efforts of the administrative assistants.
190	Good environment.
191	The benefits.
192	The time we get off for vacation, sick and holidays.
193	After being here so many years, I appreciate the vacation time and also the tuition waivers.
194	Overall there is a sense of community and trying to help each other. Also all areas do whatever they can for the students. Even those not directly involved with students do care about them and try in their own way to aid the students.
195	Benefits
196	its a great placeto work
197	Paid time off for holidays
198	Work schedule, people, campus, breaks, prestige.
199	flexibility. vacation and sick time. holiday pay. great people
200	I appreciate the work we are doing.
201	Extra time off available - university closure time.
202	I appreciate the good benefits we get such as time off and tuition waivers.
203	The sense of family and caring for the campus community.
204	I appreciate having a job and having one that does not require a commute.
205	Time at Thanksgiving and Christmas to be with family. To have fall break with the public schools and spring break time off.
206	The people and the commitment to students
207	The time off to spend with family around the holidays and the overall environment.
208	Holiday time off
209	The staff I work with are great and I love my job.
210	The Benifits
211	I appreciate the time off that MSU gives to their employees.
212	MSU's reputation and staff benefits.
213	The ability to spend time off with my kids.
214	To work with students the best part of our job. I do feel like the direction of the university is not in the right interests of our student population.
215	The employees!
216	The pride I feel for this University, as a graduate and and a Murray Native.
217	I really like where I work, tuition waivers, benefits
218	benefits and working to help students
219	Time off
220	Health Insurance Benefits & Holiday Schedule

221	the time off at holidays
222	Paid leave
223	personnel i work directly with and the time off that still allows you time with your family
224	The health insurance, benefits, vacation time, sick days, course credit hours, availability of resources, and general security felt by working for the University are all much appreciated!
225	Helping the students
226	The people. I have a great team.
227	Excellent working conditions and the students always come first - and appreciate that when it comes to interacting with the staff.

Q23 What would make MSU a better place to work?

Answered: 196 Skipped: 275

#	Responses
1	Higher hourly wage, merit raises, firing of employees who don't do their share of work
2	Respect for the job people do. Changing the organizational climate back to the way it was--when employees felt valued; when employees' opinions mattered: when employees' concerns were heard; when there was a climate that indicated that we were a MSU family; when we helped each other across the whole campus; when we were actually student centered (now we saying we are student centered. The meaning of student centered seems to have changed to give the students what they want); when employees were contacted by the President's office if someone complained about an employee and the employee was able to state their side of the story; when employees were not threatened by budget cuts; and when academics were valued;when we had competitive graduate tuition rates; when the top administration realized that low enrollment could be caused by the new undergraduate admission standards, graduate tuition rates that cannot compete with other KY universities; and when the budget cuts came from places other than academic departments so programs and services to students were not cut.
3	Honesty and open communication with the employees from upper management (President, VPs, Provost, etc.)
4	better pay
5	More incentive to stay at MSU
6	Additional staffing
7	Not being in the poverty income bracket
8	Complete overhaul of personnel and philosophy, new regents without hostility to workers, new state government without hostility to education.
9	Better pay
10	Better pay and better health insurance
11	we need a mall in town
12	I feel that some are making too much money and others not enough
13	Being rewarded with better raises every year.
14	Raises larger than 1 per cent
15	Cheaper insurance for workers insurance that helps pays for false teeth and not to have to pay to park just to work there
16	Consider flex time schedules for some departments, especially in summer months.
17	More parking available for everyone. A parking garage would be great.
18	Better pay and less politics.
19	Enough pay to actually not need a second job to get by. See too many employees having to suffer through that. It has turned into a sick running joke. More opportunities for advancement. Seems to only exist for office workers and accountants.
20	Raises for merit, and staff having an opinion before a director is removed or hired,
21	More fringe benefits like a discounted meal plan, free wellness memberships for staff (not spouses or children), more than a 10% discount at the bookstore since many of us are required to wear Murray State items and they are not given to us.
22	less expensive health care
23	Maintenance on the buildings needs to be improved.
24	A faster work environment where people welcome change a bit better. I'm tired of dealing with people begging to keep things the old way because it's what they understand
25	I wish that there were more interaction between departments. I graduated from MSU but that is not even recognized. I went to school here and then came back and am working here. I do not feel valued at all.
26	Pay raises to compensate for rising cost of living
27	Better pay

28	Increased wage.
29	More parking at no cost to the employee. Flex hours - I love summer hours and would like to work 7:30 to 4:00 year round. Also I'd rather take only a 1/2 hour lunch and get off earlier in the afternoon. I realize office coverage would be a must but there are offices where there are enough people that this could work. This kind of thing is of no cost but could really be a morale booster because it would give employees the ability to do more things outside of work if they had this flexibility in their daily schedule.
30	More resources to do the best job we can do
31	Salary for the job accurately reflected the job duties; more communication within and between departments; and if upper management would actually spend a day in the 'shoes' of staff to see what they really do and what challenges they face on a daily basis.
32	In general, state budget cuts are affecting morale across campus. People are worried about their jobs.
33	better communications between departments and faculty.
34	Free beer and naked ladies.
35	Being a smoker, I would like to not be discriminated against or face punishment and possible job loss for violation of the tobacco policy. Tobacco is not an impairing substance such as illegal drugs and alcohol. Designated areas would be so much more fair.
36	Others being held accountable for their actions
37	Better mental health options. Child care consideration.
38	How about merit and annual raises instead the of the 1% cost of living raise? Accountability of high level administrators?
39	Regulated temperature in building. Today it is 75.5 degrees in my office. Hard to work when one is almost unconscious. :) Fair pay for staff and amount of work done (I technically do job of two people). Opportunity to work more than 40 hours (grant work, etc...) and earn extra income as faculty do. I already work one grant but cannot go over 40 hours. Also, 37.5 hour workweek, really?? Who really works 37.5 hours? I feel we're getting robbed as I always work 40 or more hours per week and I think administration knows this and expects it. Who takes an hour lunch every day? Flexible work hours would be good and working from home once in a while would also be great when there are no students.
40	Higher pay, more recognition for work done, consistent policies related to tuition, student billing, financial aid use, etc. so that we don't have to reinvent the wheel each cycle. On-site childcare.
41	Better wages, and fair treatment, and respect for the skilled workers that devote their lives to a trade.
42	Don't penalize the students, faculty, and staff by making it a requirement to pay such a high cost for parking when it's not enough adequate parking to begin with. Sure it costs, but the price should be reconsidered. The price of parking permit is ridiculous.
43	MSU would be a better place to work if manning was improved. At this time I feel as though each department I am familiar with, including my own, is working at their absolute minimum manning. This is frustrating because people here really care about the work they do, but people can only do such much when they don't have the proper manning. This means duties get put to the wayside, which causes people to be stressed and upset because they do care so much about their work. People also get burned out easy, because they are expected to do so much more then what a single person can be expected to do.
44	better pay especially for the lower paid staff.
45	A little more money per hour, but, the all mentioned above, does help the pay issue.
46	more realistic workload and better pay
47	Higher pay Better work distribution across departments due to more employees
48	More competitive wages.
49	Transparent communication from the top down Policy and procedure that supports efforts of the strategic plan and the QEP Raises Equal Pay Paid maternity/paternity leave
50	More consistent pay raises. Murray State is behind on staff pay. We are paid far below other places in the area and Murray State now requires degrees for less pay.
51	Better pay for hourly employees. Some us of still haven't gotten to our control point, or whatever it's called, and it's been several years now since that promise was made. It's sad that I made more in the 1980s without a degree, less responsibility, and less experience than I do now. MSU doesn't keep its best staff or attract the best staff because the pay is almost insulting. Unskilled line workers at Pella make more than most hourly employees do.
52	Smoking area
53	I realize that funding is hard ...but it is sad to be scared of a Boss...that thinks that anyone can be easily replaced...but employees should have a place to really go and know they couldnt lose their job or like me ..be made to be so unbearable that I had to leave for my health.
54	Without trying to sound greedy or unappreciative, a yearly cost of living raise.

55	If we weren't having to deal with budget cuts every year, but there's not much we can do about that besides reaching out to politicians.
56	Adequate staffing and direction.
57	not using increases in parking to help balance the budget. Need a better way than taking from the employee. I do realize that paying more to park is better than losing jobs.
58	Murray State often loses opportunities to hire quality employees because the hiring process on our campus takes way too long. Candidates often accept positions at other institutions while MSU is waiting for permission to interview or extend an offer.
59	Better raises.
60	I don't understand why those working on the main campus have to buy parking tags but the same requirement doesn't exist at the campuses in other towns.
61	Better evaluation of performance, raises and optimized spending.
62	Strong institutional support of minorities, including resources for LGBT employees.
63	Add one or two more % to annual raises.
64	If my supervisor was a nice person and actually knew how to manage people.
65	Communication could be better amongst all departments so that collaborated efforts were more cohesive.
66	Merit raises
67	More transparency and development. I do not feel that there are many opportunities to learn new technologies and further my responsibilities.
68	Adequate raised and more stability in funding.
69	HR seriously needs to do a better job of communicating. Increasing pay for those who deserve it and decreasing the enormous wage gap from those at the top to those at the bottom would help to increase morale, job satisfaction and employee retention. The President is very friendly and genuinely seems to care about the people who work here. However, I'd recommend that he do a better job of getting to know staff and understanding what they do. Faculty get a lot of attention and accolades, and it is deserved, but staff are working hard and getting very little recognition. The people who do get recognized seem to be the same ones over and over again. Recruiting more diverse faculty and staff would also be beneficial.
70	raises adequate to help with cost of living increases fewer fees/lower fees for parking
71	competitive wages
72	I feel like qualified internal candidates were not hired into better or different positions. Perhaps people have been blackballed. .
73	Streamlining the process to fill vacancies.
74	Getting someone that wanted to be here as our department head. It's time to move on and put someone in the position permanently.
75	Pay and communication
76	Merit compensation! Additional state funding!
77	Annual cost of living raises. Pay rates that are in line with the rest of the area. MSU's hourly rates are way too low, making it very difficult to hire employees. The benefit package used to be more than enough to draw new hires to the University, but not anymore. People are more interested in the amount of money that is going into their accounts.
78	Be able to bank the educational hours so we could save them up for our children!!!!
79	Fair comparison wages
80	I believe morale is at an all-time low. People don't feel appreciated or held up and there is a higher feeling of stress across units. People in every area of campus feel it so it is not specific to any one type of job. Having been here for a long time, I know there are years of good and bad but this is the worst I have ever seen on our campus. There is as certain amount of passion that is gone from people's work and a lack of community that people have noticed. That is what used to make Murray State very special and if the campus as a whole loses that, it will be a very different place. Morale needs to be built and people need to feel a part of that family/community again. People need to feel valued and appreciated.
81	Better pay.
82	I think investing more in the faculty and staff that make this place great would be a nice place to start. It's great to prioritize the student experience, but they will only stay here for 5-6 years on average, whereas the faculty and staff are here for many years beyond that.
83	Better management and a better pay scale for ALL full-time employees.....not just admin and professors.
84	Being able to employ and retain a staff that is highly skilled, competitively compensated and appropriate in numbers for the work that is necessary.
85	Raises. Address the money!

86	NA
87	Ensure that all personnel with principally instructional duties are classified as faculty regardless of department or unit. Require less sharing of health insurance cost. Reduce parking rates.
88	Retire early, and get rid of the morons attempting to operate this MSU
89	Do not take any more benefits away. Give staff a better sense of job security. I also wish administration would entertain an energy savings plan in the summer with a shorter or modified work week (as WKU has done in the past) during the 8 weeks of summer. There are other creative ways to save money other than cutting positions.
90	Start concerting real pay raises. If you're going to change the way people get paid make sure it's fair and done in a timely matter. Not during the hardest months for most employees. I can't understand who thought this was plan. I have talked with several people affected by this change and they had the same things to say. I have never been so disappointed and ashamed in my Alma Mater and place of employment.
91	I appreciate the tuition wavers also. I would like for send more of my kids to Murray State and would appreciate it if there were an additional discount for multiple children going to MSU at the same time.
92	Better health insurance.
93	Childcare options
94	Complaints about supervisors taken seriously, regardless if they have tenure. There is still a marked line between staff and faculty.
95	We need to be able to offer more competitive pay for quality employees. The low wages that we offer make it so hard for us to recruit qualified employees who are willing to stay here for any length of time when they can go work at Hardee's for more money and not have to by a parking tag. I also wish that performance reviews counted for something besides "back up" for disciplinary measures or terminations. I have some really great employees and some not so great ones who are in the same position and make the same amount of money but I can't do anything for the ones who consistently go above and beyond their job description.
96	a more competitive salary
97	More accurate heating and cooling. We tend to fry in the winter and freeze in the summer. It's no wonder we can never stay healthy!
98	Adequately regulated heating and air in buildings. I would appreciate it if my boss, or middle-manager, would go to bat for their employees. They currently do not fight for us, and will not make a case or argue for our best interests (which we also feel are the students' best interests) with upper management.
99	Competitive salaries.
100	I honestly feel employees receive many more benefits than people working at other places. I'm very happy with my job.
101	More communication between departments.
102	I really enjoy my job, nothing to add.
103	Better raises
104	Communication of personal leaving or changing jobs like in H.R. or accounting etc. Just communication in general. It seams like some of the Administrative Assistants are not informed about what is going on in their department, college, or university.
105	More emphasis on wage increases and rewarding experience. Streamlining administrative processes especially the hiring process, automating forms for electronic coordination and tracking.
106	Better benefits and pay raises to keep up with inflation.
107	Raises, I understand the budget crunch we are in but with my skills and experience I could easily find a job in the area making 25-40% more. It is hard to get/keep good people when the salaries are lagging that far behind.
108	A pay increase
109	better pay
110	I've only worked there since August so not sure! Overall, I'm satisfied.
111	Mandatory communication training for supervisory employees.
112	Better compensation.
113	Adequate pay. More staff to share the workload. Supervisors who reasoned out what was best for employees and the university.
114	Better recognition for staff who excel, like merit pay for example, along with regular salary increases that would preferably be more than cost-of-living increases.
115	Departments working together instead of having goals that conflict.
116	Better pay.

117	Adequate, or more than adequate compensation for our jobs. I have a Masters degree in a technology field. My wages and my husbands are no longer enough to cover a house payment, (our vehicles are paid off, our student loans are paid off), cover food and living expenses for two adults and three small children. Yet MSU can afford to plant new trees and flowers on a regular basis, "beautify" our campus, over heat some buildings while under heating others, give our president a salary of a half-million dollars (ridiculous when we have people in FM and Dining Services who can't even afford the taxes that come out of their paychecks). There is little to no concern giving to the lower end of the staffing spectrum.
118	Competitive pay, free parking, and better service vehicles.
119	Equality in salary. Financial recognition for those who have taken it upon themselves to further education when their does not require it.
120	I feel like if each department wasn't so eager to "throw another department under the bus" it would be a much better place to work. I feel like there is less and less working together on this campus.
121	Stronger commitment to meeting deadlines & less 'red tape'
122	Adequate financial compensation.
123	Having the proper amount of staff to get jobs completed
124	Make the pay increases enough to balance the increases in insurances, and taxing our FICA and Medicare. Many jobs on campus are more important than the pay reflects.
125	Higher pay increases based on workload and performance.
126	To be able to work in a building that I could take pride in. Better raises. People who have been hired in the last few years already make almost as much as I do after being here over 15 years!
127	A full examination of salaries and comparison to other universities in our same bracket. Also a reexamination of paid maternity/paternity leave.
128	Our building is old has a number of issues. It is not a great building to work in.
129	I believe there are some lower tier jobs (food service, custodial, facilities/grounds) that need improvement in their wages.
130	Better pay and raises. Better customer service.
131	more staff support through raises and having adequate numbers of employees to perform duties. More training opportunities that are funded from higher up versus departmental budget. We are too limited on travel because of not having adequate departmental funding.
132	Random drug screenings that could occur often.
133	Internal department communications
134	More competitive wages, more opportunities for staff to participate in campus activities.
135	more professional development and staff to help implement changes
136	MSU would be a better place to work if all of its employees would be more understanding that things happen outside of work on a personal level and that sometimes people need some space to deal with those things that happen in life.
137	Appreciation from the administration. Not just talk, but actual appreciation.
138	Good help
139	Base decisions on facts, not a few parental complaints that make it to the President's office. Find a way to improve the communication between the Academic side of the University and the Administrative side of the University - there appears to be a sizeable disconnect.
140	AS ALWAYS MORE MONEY AND LESS DEMANDS
141	More motivated students, and more resources to for their education.
142	Better inclusion of Staff in decision making (not as token staff, but as valued members of the university). Consideration of annual raises and increase in minimum wage pay (a cheese maker at WKCTC and food cart attendant at SIU make more than some positions that are categorized as "executive/managerial" at MSU; severely disappointing. More diversity among faculty and staff, allowing and promoting more professional development opportunities for staff members (this is almost nonexistent). Equal consideration for when faculty and staff are supposed to remain on campus. I frequently hear " Faculty are on contract, so they are supposed to be here" but seldom are faculty actually present. Staff, on the other hand, are reprimanded if they are not at their post exactly when their shift begins. This is a huge double standard and leads to a great amount of resentment. Talk to some of the senior staff members--ones that have been here for 10+ years and ask them why they have decided to stay. Please treat staff with sincerity and respect, we deserve it.
143	Utilizing electronic resources for administrative paperwork to streamline processes and reduce paper consumption. Higher pay for nonexempt personnel; just because nonexempt doesn't mean not important.
144	Transparency from upper level administration

145	More competitive wages for employees and more concern for employees. I understand the FLSA was something that had to be done but it would have nice if we had been a part of the decision making, especially since it affects our monthly income.
146	more money
147	Raises... not just for my self but for the benefit of my employees and the work they do. Not that, for the most part, they don't do a good job but there is no incentive to do better and improve at what they do.
148	Streamlining of severe bureaucratic paperwork that slows the process down.
149	The culture could be more team-oriented and compassionate.
150	LISTEN to the problems your staff are facing instead of just making sweeping changes.
151	I do not support the current living wage argument but wages should be higher to attract & keep higher caliber employees.
152	An opportunity to evaluate supervisors.
153	Being consistent in the hiring processes. Making the process quicker for all parties involved. More flexible in the working hours for jobs that do not have public interaction on a daily basis. Comparable pay.
154	Raises...The lack of them have REALLY affected morale. This affects an overall work ethic. Either people are calling in sick more often or when they are here, they are not very productive.
155	Wages should be higher and comparable with other universities. An Administrative Assistance should be making more than \$22,000 per year, that is barely above poverty level.
156	The current discussion about merit pay increases for faculty should be extended to staff as well. Currently the only way to get a real raise as an MSU staff member is to climb the ladder and change jobs. Loyalty and years of service aren't rewarded, and the only current way to get ahead involves hopping from department to department.
157	HR and payroll stop saying it is "too hard" to do something if, we the employees would like a change. Pay the still exempt people, who didn't meet the threshold of the \$ amount, the overtime pay they deserve. Stop the "if you have to work OT, you have to take your days off within one week. " Is that a law or HR? If you had to work OT in the first place, how would have the time to take off in 7 days? Could it at least be in the same month?
158	Main drawback is salary at the bottom end of spectrum in my field.
159	Fair salary across the board for everyone -
160	I think it's a pretty good place!
161	Upfront about where the money is going and how things are determined. work with the units and colleges instead of making across the board decisions that hurt and could have been better handled at the college/unit level
162	More incentives for extra income that would also benefit the university.
163	Better wages to keep up with the cost of living. I can not buy today what I bought 5 years ago. Following the FLSA changes, I had to sell my car for an older, more economical car. Does that make sense?
164	Fair wage compensation. Working at the community colleges or other 4-year universities in the area pay a considerable amount more.
165	Building a raise structure into the budget that would all employees to at least keep up with inflation rates. Over the past few years increases in parking and healthcare have decreased take home pay for some employees.
166	40 hour work weeks.
167	better pay
168	redecorating our office
169	Better pay
170	Paid maternity leave.
171	If MSU took the position of empowerment across the board - equal pay for women, making a concerted effort to hire and retain diverse faculty, staff and students.
172	Receiving cost of living adjustments would make MSU a better place to work.
173	Better pay for all staff.
174	If the State valued public education.
175	Salary keeping pace with all the withholdings, parking cost, insurance cost, increase in taxes on retirement, possible payroll tax.
176	State funding increases--too bad government doesn't understand that

177	adequate pay increase to not just cover insurance increases
178	Making the health and wellness of students, faculty, and staff a priority.
179	Higher salaries to compete with similar jobs at similar Universities. Murray State puts WAY TOO much work on the staff we have and don't have enough positions to get the job done.
180	cost of living raises
181	Paying what the market dictates so that vacant positions can be filled.
182	Adequate pay for all employees. MSU pays a lot less than other universities (APSU, UK, Louisville).
183	Although benefits are good, monetary compensation would greatly impact employees' morale.
184	Actual cost of living raises
185	Transparency in regards to policy changes and salary assessments.
186	State Government assisting us more.
187	???
188	Communication could be better from the administration to the faculty/staff on certain items. For instance, I did not agree with bringing in an outside consulting firm for the Provost hiring process as this cost money. We were told about it after the firm had been hired.
189	More money
190	Actual cost of living raises
191	to have equipment working correctly, especially the heating and cooling
192	Annual pay raises, and not being self insured
193	to get our spring break to coincide with the surrounding K-12 schools so parents can spend more quality time with their children.
194	Departments working together and the University become seamless and work more together. We are so individualized always have to send people on a run around to get an answer. Wish other departments would extend a helping hand when dealing with students and not pass them off to someone else. Wish we were paid fairly and actually got a decent raise. Benefits are starting to dwindle and the pay is not increasing. It is going to get harder and harder not only to attract good quality people to the university but retain good quality people.
195	Raises that come close to cost-of-living increases, annually.
196	Things have improved greatly over the past 2 years - so no specific changes at this point.

Q24 Feel free to use this section to provide any additional comments/concerns.

Answered: 63 Skipped: 408

#	Responses
1	When people miss in our department, out sick. Some people are asked to bring a doctors excuse, some are not you either ask everyone to bring one or nobody to bring one. That is putting an extra burden on the insurance by people going to the doctor to get an excuse say for the flu, and charging them. If a person has built up sick hours those are their hours to use. That is my opinion.
2	I love everything about working for MSU, I always have, and take pride in working for this University. My concerns stem from ever changing policies that get implemented and they always seem to create greater challenges verses making management, operations and administration easier.
3	no comments or concerns
4	the cost of parking is ridiculous
5	It is very difficult to get a position upgraded based on the current criteria that is used. Position upgrades only seem to be considered if you take on a different responsibility from something you are already doing. If you have an increased load of the same type of work, then it doesn't seem to factor into the equation, when clearly this would require more work and responsibility. My supervisors have tired more than once to get my position upgraded, and it continues to be denied.
6	Thankful for Staff Congress and Staff Regent who try and watch out for the staff.
7	My concerns are weapons and back packs being brought into the facility such as wellness center
8	Get some real maintenance people to run facilities management and less 'bean counters' and other management people who have no real knowledge of the work that needs to be done.
9	I think there needs to be an open avenue for staff to speak freely without being treated unfairly and their jobs threatened. I think policy for sick time, time off and other benefits to also apply to directors as well as staff under them.
10	Why you don't listen anyway.
11	I have been very disappointed in the supervisors rolls. I feel that if you are a supervisor over anyone you should have the knowledge of what you should or shouldn't say to your employees legally. I absolutely disagree with how it is handled when the hourly staff go to the IDEA office or HR and complain about management. Those employees are not always right. I think that things have happened and people just turn a blind eye to it. This ruins the work ethic in that department. I am a salary employee surrounded by newly appointed hourly manager/supervisors. I work through lunch and come in early. I get to be on call instead of the hourly managers. I think this is crap. They are all getting OT but I get the same pay and extra work. I understand how salaried management works but not when you switch all of them to hourly but still leave some salary.
12	It'd be great if MSU had a daycare/child care available to employees. Policy to allow dogs to come to work.
13	<p>I totally get the financial hardship resulting from state funding cuts and how that hits MSU's operating budget. I also understand why Dr. Davies is pushing so hard for higher enrollment numbers/increased income. However, I do not appreciate the unrealistic expectations that are being placed on the "worker bees" in Admissions. I'm thankful that this year overtime pay for hours worked was authorized - unlike in years past when I have seen people work extra without extra compensation - because the workload was so high and deadlines had to be met. Changes have been made that may help spread the workload - but these changes and demands to learn new jobs and new programs were implemented in the middle of the busiest time of year which added additional unneeded stress and hardship. Even with paid overtime, there is only so much a person can do and so long one can work effectively before mentally it becomes impossible. Providing additional manpower, or changing Admissions and Scholarship deadlines or the Spring Term start date or something needs to be done so that EVERYTHING is not happening at the same time.</p> <p>Additionally, the implementation of new Admissions/Recruitment computer systems remains a nightmare after even after 2 years of using RECRUITER. Our people are still not able to do the job efficiently because they are having to do so in systems that do not work as they are supposed to work. When you have to do everything at least 3 times to start with because you're working with 3 different systems and then also have to go back and double check your work 2- 3 times after the fact because the systems don't work like they are supposed to and you have to correct errors caused by the programs -- it is no wonder it is humanly impossible to keep up. We have a great team of people, who work hard and work well together. We help each other and we get through the tough times because we do have each other's backs. This kind of stress hurts morale. It is unhealthy and the powers that be of MSU should not let it continue. Thank you for the opportunity to voice my concerns and for seriously considering some options that might offer some solutions to these unfortunate situations.</p>
14	The hope of Democracy depends upon the diffusion of knowledge. And as well, an Army marches on its stomach.
15	I have worked with foreign students who are lost about how to do change of address and going hungry they are not informed about the help they need I feel like they need more help in the summer months I don't like seeing these students going hungry and one student couldn't get help with her staying and going to stay here and go to school was given a ticket to go home but at first not a ride to Nashville to fly back home if you want to keep students here to go to college here help them adjust to our culture
16	I understand how the campus works but enrollment will drop off without a good staff to maintain the campus, it will be easier for prospective students to take an online course instead.

17	Only concern I have is the parking costs. This is unfair to the students, who have already tuition costs, and books to pay for that are outrageous. Also, I feel it is unfair to the faculty, and staff because it seems like that anytime we get a small raise, all of that goes towards the increase in the parking, so doesn't seem like one is getting ahead on wages. The university needs more food court options to provide for the students, faculty, and staff.
18	I feel as though MSU needs to work on providing raises and rewards for employees who are loyal to MSU and prove to be quality employees. MSU needs to invest in its employees who continue to work for them and prove quality work.
19	Thank you for the opportunity...
20	I applaud the administration for working to keep health care costs affordable. Eventually the minimum wage is likely to go up. I hope the administration will plan to give similar percentage pay increases to those of us who are paid above minimum wage.
21	It would be good to have a forum to make suggestions for improvements to this campus, not just in learning but also the grounds, buildings and surrounding areas. For example, Woods Hall and the international programs facilities are in poor condition and an embarrassment. The programs and those that work with them are so good, yet their facilities are terrible. Also, there is a need for a sidewalk or partitioned off walking path between 16th street and the I&T bldg. It is dangerous in the mornings as the sun blinds drivers and the students walk in the middle of the parking lot roadway.
22	I love the people and the community, but I have noticed there is a large dip in Morale. Turn over has been high in our part of the university and many people have begun looking for second/backup jobs as they do not feel there is room for advancement or that they are valued by their superiors. I have had multiple people have concerns that positions that will be opening up will be externally hired or be dissolved causing more responsibilities to be dumped on people with plenty to do all ready.
23	Making everyone that was below the FSLA threshold hourly was not the best for all. I think it should have been left up to the departments. Departments know if they have the funds to raise an employee to the threshold.
24	Overall I love this place!!!
25	I love working g at MSU, when you like your job that means alot the only complaint is the pay which I feel is not fair for what I do
26	It used to be an honor to say that you work at Murray State but even farther into the region it appears that the reputation of Murray State is becoming less and less positive as far as how people view the employment. For the first time ever, people have told me they weren't interested in applying for jobs here for that reason. I think administration needs to take a look at that trend and try to understand what is causing that. Whether it be relationships in the community and region, decisions that impact faculty and staff and/or lack of growth internally, there has to be some common factor that is changing the way that people look at the university as a whole.
27	Our lab director is a complete joke and does not believe in treating ALL lab employees fairly. She always gives preference to her buddies and is more concerned about getting people to like her than actually doing her job. I was hired on here five years ago with a Masters degree from Murray State and, not only have I barely gotten any kind of a raise, I'm still considered a Lab Tech. 1.....even after receiving numerous employee evaluations marked "exceptional" by my immediate supervisor. I am currently in the process of looking for alternative employment elsewhere, as I am still trying to repay student loans and am not being paid enough in my current position to cover those monthly payments as well as cover basic living expenses such as utilities and groceries.
28	I love my job but can't live on the salary. I am very frugal, but who can live on 800 a month after benefits are deducted. ADDRESS SALARIES.
29	I love working for MSU and with the students that we assist every day.
30	I am a grunt and they don't get a voice.
31	I use to sell Murray State University, NOW I wouldn't buy it!
32	See above comments.
33	I love my job and the college surrounding. It would be great for multiple kid discount.
34	Morale is not great in our department lately. Tensions have been very high among employees, as they are every year at this time. It's hard to stay motivated when we don't feel like we have the support of the university behind us. Also, for the love of all that is good, WHY can't we regulate the temperatures on this campus? It is ridiculous that we freeze in the summer and roast in the winter!
35	Couldn't answer some questions thru the survey as I have only been employed there since August so don't know a lot of the employees or about them. Or been in some of the situations pertaining to the question.
36	Dr. Davies does a very good job keeping in communication with everyone. Perhaps he could lead communications training!
37	The budget cuts and state's lack of funding for higher ed has everyone pretty concerned. We're not sure if there are more MSU cuts coming and what those would look like. I think everyone is a little on edge and the FLSA changes have impacted that too. MSU is a great place to work and I know we have no control over performance funding/etc. Just hope that we continue to provide the services that better our community and our students.
38	I would love to retire from MSU in the future, but I can no longer provide adequately for my family on just this job.
39	I feel that the general moral of employees is very very low. They see more coming out of their paychecks when they are asked to do more and more. Departmental promotions are not happening which leads to people leaving to find better jobs away from the university.
40	I don't understand why we continue to hire consultants at huge fees to look for new employees. The university pays consultation firms to look at departments and how to reduce spending. That seems like a waste of money if the goal is to save money. Moral in some departments (not mine) is very low and there is a high turnover. That may reduce the budget but it is inefficient.

41	I am overall very happy working at MSU and would recommend them as an employer to anyone. The FLSA changes were the only negative, in an otherwise great working year. Hopefully, these changes will be resolved on the Federal level, and MSU will rescind the FLSA changes it has implemented.
42	I appreciate my job and love it very much. I just wish I could take more pride in showing visitors around our building instead of feeling embarrassed. I also wish that the morale in our department was better, but it's very difficult in this old building, and also when we try our best to do our jobs but roadblocks are being thrown up all around us, keeping our hands tied as to what we can do, but then we get admonished for the numbers dropping when it's these roadblocks from the university causing the numbers to drop!
43	I feel like employees should be drug screened often and randomly.
44	I don't trust the administration. I feel like they say/do one thing in public and something else in private.
45	THE OVERALL MORALE HAS CHANGED ALOT IN THE LAST 20 PLUS YEARS..... KINDA SAD!!!!!!!
46	Thank you very much for your work, and for making MSU a better place to be for all of us!
47	Rather than addressing comments very snidely at the next Board meeting, with many concerns being dismissed as "pay and parking", please seriously take into consideration the comments that are being made in this survey. Talk with members of Staff Congress who are interested and willing to make this a better place to work. Listen to staff members, openly and without judgment. Do not retaliate if a staff member states an opinion that may be unpopular; there may be validity to their point. Please take time to do real investigating and talk with groups. We will say things are fine on the surface, but like any employee fearful for their job, it is often opportunities such as this survey that allow for more evidence that things are not always OK.
48	Thank you for your consideration and providing an avenue for comments.
49	Prefer not to as this is tracked to my email address. "This link is uniquely tied to this survey and your email address. Please do not forward this message."
50	I feel the morale on campus is the lowest I have ever seen it in many years working on this campus.
51	There is a huge disconnect between academics and administration. It gets worse every year. There is too much of a reliance on VP of Accounting and Finance and not enough reliance on VP Academics (Provost) and VP Student Affairs.
52	I enjoy working a MSU, but feel the wages should be better and also the working conditions. Our building is in terrible shape and during the winter the heat is barely there. My office is usually 60 degrees or less (it's been as low as 55) when I come in at 7:00 am and if I'm lucky will get up to 68 degrees (if I turn on a space heater). The space heater will blow a breaker if anything else kicks in while I have it on (2 rooms on one circuit). I have had to work in my winter coat and gloves some mornings, because it is so cold. This is not a health environment.
53	I hope that ongoing budget discussions don't involve outsourcing Dining Services or Facilities and Grounds. The current situation at WKU shows the danger of outsourcing - I hope that Murray State employees won't likewise lose their retirement vesting and benefits like many at Western did.
54	Really frustrated with the change in the law, but not the change in the law. Where do we stand? I just want everyone to be treated fairly. Why can't coworkers make a comment to HR on a person who should get OT? Also, expecting exempt/supervisors to pick up the slack because there will not be enough funding for OT is ridiculous. They work enough hours as it is.
55	I hope you will fairly audit jobs and salaries across campus. I love what I do, but I can't live on what I make.
56	When people have their positions eliminated, we should try everything possible to find them another opportunity on campus. But it appears if the person is not well liked by some administrators, then they cannot be given a fair deal. It is very sad to know someone worked hard for 10-15 years at MSU with a great personality, but the open position they interviewed for is filled by someone that has no experience. I have witnessed this process several times in the past two years and I realize staff are disposable, and do not really matter.
57	MSU needs to develop a consistent policy when it comes to decisions effecting employee pay. When dealing with raises the attitude in the past has seemed to be a "treat everyone equal" attitude resulting in a static percentage raise given across the board. This isn't necessarily bad or wrong. However, when re-designing the health plan this same "treat everyone equal" attitude was not employed, and instead much heavier consideration was given to the high deductible plans, which were the plans that lower paid employees would presumably gravitate towards, while leaving those for whom the PPO was the most economical choice to shoulder a greater percentage of the cost burden. Again, this might not be necessarily wrong, but it is inconsistent and has lead to little or no burden for some employees (i.e. their take home pay is not effected) while others have seen great decreases. Given this disparity it would be nice if MSU took these past effects on take home pay into consideration before giving another across the board raise.
58	This is the best place I've ever worked.
59	Have never seen the faculty and staff morale as low as it is at this time
60	Really bummed if the overtime law does not pass, we were finally starting to feel like we would get paid for the work we do!
61	I just want to say that at Murray State there are people who are favored by their supervisors and they do as they please and for the rest in the department they work with a fear of reprisal if they say anything to the Director.
62	would like to see provost or President come around every once in a while to see each dept. or office -- just to see how things are going. Staff Congress could do this also. Thank you.
63	I would hope that if the FLSA changes are reversed by the federal government that MSU will reverse those as well.

2016-2017 Staff Congress Members		
First Name	Last Name	Group
Amy	Watters	A-Secretarial/Clerical
John	Young	A-Secretarial/Clerical
Debbie	Griffin	A-Secretarial/Clerical
Debbie	Plummer	A-Secretarial/Clerical
Marion	Hale	A-Secretarial/Clerical
Laura	Lohr	A-Secretarial/Clerical
Jerry	O'Bryan	B-General/Facilities Management
Kenny	Sanford	B-General/Facilities Management
Terry	Stalls	B-General/Facilities Management
	Vacant	B-General/Facilities Management
Timothy	Jaeger	B-General/Facilities Management
Robert	Long-Mendez	B-General/Facilities Management
Dana	Howard	C-Executive/Managerial/Professional
Sheri	Riddle	C-Executive/Managerial/Professional
Brian	Purcell	C-Executive/Managerial/Professional
Jeff	Gentry	C-Executive/Managerial/Professional
Shanna	Burgess	C-Executive/Managerial/Professional
Maria	Rosa	C-Executive/Managerial/Professional
Jessica	Evans	D-At-Large
Orville	Herndon	D-At-Large
Robyn	Pizzo	D-At-Large
David	Wilson	D-At-Large
Michele	Sanders	D-At-Large
Brittney	Stinnett	D-At-Large
Stephanie	Totty	D-At-Large
Re'nita	Avery-Meriwether	D-At-Large
Jami	Carroll	D-At-Large
Tressa	Ross	D-At-Large
Rhonda	Timmons	D-At-Large
Tim	Williams	D-At-Large
Phil	Schooley	Staff Regent
Kim	Cottingham	Secretary

2016-17 Staff Congress Meeting Schedule

Date	Time	Location
03/15/17	1:30 PM	304 Applied Science- North
04/19/17	1:30 PM	304 Applied Science- North
05/17/17	1:30 PM	304 Applied Science- North
06/21/17	1:30 PM	304 Applied Science- North

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2016 – 2017 Staff Congress Committees											
A. Personnel Policies/Benefits Committee				D. Staff Recognition Committee				G. Working Conditions Committee			
1*	Jami	Carrol		1	Re'Nita	Avery-Meriwether		1	Re'nita	Avery-Meriwether	
2*	Jessica	Evans		2	Jami	Carroll		2	Jeff	Gentry	
3*	Orville	Herndon		3	Debbie	Griffin		3	Debbie	Griffin	
4*	Dana	Howard		4	Robert	Long-Mendez		4	Timothy	Jaeger	
5*	Laura	Lohr		5	Laura	Lohr	Chair	5	Jerry	O'Bryan	Chair
6*	Debbie	Plummer		6	Jerry	O'Bryan		6	Brian	Purcell	
7*	Stephanie	Totty		7	Maria	Rosa		7	Sheri	Riddle	
8*	John	Young	Chair	8	Tressa	Ross		8	Kenny	Sanford	
9	Jeff	Gentry		9	Michele	Sanders		9	Terry	Stalls	
10	Debbie	Griffin		10	Rhonda	Timmons		10	Rhonda	Timmons	
11	Brian	Purcell									
12	Sheri	Riddle		E. Staff Special Events Committee				H. Marie Jones Textbook Scholarship			
13	Michele	Sanders		1	Shanna	Burgess		1	Re'Nita	Avery-Meriwether	
				2	Jessica	Evans		2	Shanna	Burgess	
B. Credentials and Elections Committee				3	Jeff	Gentry		3	Jessica	Evans	
1	Marion	Hale		4	Marion	Hale		4	Laura	Lohr	
2	Orville	Herndon	Chair	5	Robert	Long-Mendez		5	Robyn	Pizzo	Chair
3	Dana	Howard		6	Sheri	Riddle		6	Debbie	Plummer	
4	Brian	Purcell		7	Maria	Rosa					
5	Tressa	Ross	Vice-Chair	8	Britteny	Stinnet		Naming Campus Facilities			
6	Tim	Williams		9	Stephanie	Totty	Chair	1	Marion	Hale	
				10	Tim	Williams		Judicial Board			
								1	Tressa	Ross	
C. Parliamentarian				F. Communications Committee				Athletic Council			
1	Marion	Hale		1	Shanna	Burgess		1	Sheri	Riddle	
				2	Dana	Howard		Insurance and Benefits			
				3	Laura	Lohr		1*-8*			
				4	Michele	Sanders		Sick Leave Appeals			
				5	Britteny	Stinnet	Chair	1	Jerry	O'Bryan	

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Descriptions of Staff Congress Standing Committees

A. Personnel Policies/Benefits

Functions in an advisory and coordinating capacity to continuously make recommendation for adjustments, improvements and refinements in all personnel matters.

B. 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.

C. Parliamentarian

(Appointed by President)

D. Staff Recognition

Coordinates staff recognition activities such as Staff Recognition Day Luncheon and Staff Excellence Awards.

E. Staff Special Events

Coordinates any special event activities determined by the Staff Congress such as Kids' Christmas Party and Staff Holiday Brunch.

F. Communications

Assists Staff Congress secretary with production and distribution of Staff Congress Newsletter and special publicity; also maintains internet functions.

G. Working Conditions

Functions in an advisory and coordinating capacity to continuously make recommendations for improvements and refinements in working conditions.

H. Marie Jones Book Scholarship

Coordinates all activities associated with advertising, applications, awards, and fund raising for the Staff Congress scholarship.

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