



MURRAY STATE
UNIVERSITY

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Staff Perspective Survey

Presented to:
MSU Board of Regents
June 07, 2019

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General Comments

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

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SUMMARY REPORT OF STAFF PERSPECTIVE SURVEY

I. Background and Data Collection

Since going to the on-line survey we have experienced great success in conducting our Staff Survey with over 50% of the surveys being returned 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 2017 with some revisions made to the survey. **Working with Willem Mathis, a staff member in the 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 851 staff, with 01 invalid email addresses (bounced back) (a 155 staff did not open the survey). The survey was open for approximately eight weeks during which time 522 staff responded to the survey giving a 61.5% response rate. The percentage of responses was up 7.9% from the previous year, even though the number of surveys sent out was down.

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	931	507	Varies by Question	54.4%
Fall 2016	824	471	Varies by Question	57.2%
Fall 2017	879	470	Varies by Question	53.5%
2018-19	850	522	Varies by Question	61.4%

II. Descriptive Statistics

The survey is divided into four sections. The first section asked general questions to determine demographics of the staff that are taking part in the survey. The second section asks questions 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 21 specific questions in three categories: overall impression of the Mid-Level Administration performance, staffing/work environment, and benefits/pay/recognition. A place for comments was provided at the end of each section. The third section asked three general open response questions to allow for employee feedback.

Based on the responses to the survey, the most representation of the employees by years of service as there has been for the past two years, with again the majority of 43.1% coming from employees who had 10 years or more of service (223 staff).

Also, again of the four employment categories listed, administrative assistant/clerical and executive/managerial/professional provide the most responses with 354 (68.3%). In addition, the majority of respondents were full-time employees (96.1%). When asked if working conditions were better, about the same, or worse compared to a year ago, the majority at (76.3%) said they were the same or better which was up from last year's (65.3%).

[illegible]

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Staff Demographic Questions

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

* 1. How long have you worked at MSU?

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

* 2. In which employment category do you work?

- ☐ Administrative Assistant/Clerical
- ☐ General or other operational staff (non-FM)
- ☐ Facilities Management
- ☐ Executive/Managerial/Professional

* 3. What is your job status?

- ☐ Part-time
- ☐ Full-time hourly (non-exempt)
- ☐ Full-time salary (exempt)

* 4. Compared to a year ago, are working conditions:

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

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Staff Congress

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

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

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

Please Explain:

I am aware of the following opportunities for staff:

6. Staff Recognition Luncheon and Awards

- ☐ Staff Recognition Luncheon and Awards / Vendor Fair
- ☐ Book Scholarship for staff members and dependents
- ☐ Children's Christmas Party
- ☐ Staff Holiday Gathering

* 7. I receive timely information from Staff Congress members.

- ☐ Yes
- ☐ No

8. What priorities do you have for the Staff Regent of Staff Congress to address in the upcoming year?

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Mid-Level Administration (Vice Presidents)

9. 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
The Vice Presidents and Provost listen to and are aware of major concerns of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Vice Presidents and Provost can be trusted to be straightforward and honest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Vice Presidents and Provost are doing a good job planning for the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Vice Presidents and Provost adequately communicate with staff in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Mid-Level Administration (Vice-Presidents) comments:

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Mid-Level Administration (Deans, Directors, & Chairs)

11. Deans, Directors, and Chairs:

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
Deans, Directors, and Chairs listen to and is aware of major concerns of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deans, Directors, and Chairs can be trusted to be straightforward and honest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deans, Directors, and Chairs are doing a good job planning for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deans, Directors, and Chairs adequately communicate with staff in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Mid-Level Administration (Dean, Directors, and Chairs) comments;

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STAFFING / WORK ENVIRONMENT:

13. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate personnel in my work area to accomplish tasks.	<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 would recommend MSU as an employer to my family and friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate equipment and resources to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work area is clear of health and safety hazards.	<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"/>
Overall, I feel good about the direction MSU is going.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Staffing/Work Environment comments:

* 15. Previously the summer hours were 7:30am-4:00pm. Is this something that you would like the administration to revisit?

☐ Yes

☐ No

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BENEFITS/PAY/RECOGNITION:

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

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

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
I feel policy, benefit, and employment-related information is adequately communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am paid adequately and 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"/>
I am satisfied with my opportunities to advance at the university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. 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

I am satisfied with the following benefits when compared to other employers:

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
Sick Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation Accrual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Holiday and University Closure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement Options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition Waivers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Benefits/Pay/Recognition comments:

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GENERAL COMMENTS:

19. What do you appreciate most about working for MSU?

20. What would make MSU a better place to work?

21. Please use this section to describe changes related to MSU policies and procedures that have impacted you over the past year.

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

Staff Demographics (Answered: 518 Skipped: 4):

How long have you worked at MSU?

ANSWER CHOICES	RESPONSES	
Less than 2 yrs.	21.04%	109
2 to 5 yrs.	19.69%	102
6 to 10 yrs.	16.22%	84
More than 10 yrs.	43.05%	223
TOTAL		518

In which employment category do you work?

ANSWER CHOICES	RESPONSES	
Administrative Assistant/Clerical	26.83%	139
General or other operational staff (non-FM)	19.69%	102
Facilities Management	11.97%	62
Executive/Managerial/Professional	41.51%	215
TOTAL		518

What is your job status?

ANSWER CHOICES	RESPONSES	
Part-time	3.09%	16
Full-time hourly (non-exempt)	59.27%	307
Full-time salary (exempt)	37.64%	195
TOTAL		518

Compared to a year ago, are working conditions:

ANSWER CHOICES	RESPONSES	
Better	13.51%	70
About the same	62.74%	325
Worse	17.95%	93
N/A	5.79%	30
TOTAL		518

I feel adequately represented by members of the Staff Congress.

Answered: 461 Skipped: 61

ANSWER CHOICES	RESPONSES	
Strongly Agree	13.45%	62
Tend to Agree	56.40%	260
Tend to Disagree	12.15%	56
Strongly Disagree	2.60%	12
N/A Please Explain:	Responses	15.40% 71
TOTAL		461

Responses to N/A:

I try to stay out of political and/or politically influenced situations.

I did not know there was a staff congress

I believe the same issues are submitted here annually with little to no progress on any of them.

I have been getting acclimated with a short staffed Campus Recreation and Wellness department that I haven't paid attention to Staff congress updates as I should.

I don't feel connected at all to the university

I don't know enough about the Staff Congress to have an opinion.

Very appreciative of the leadership exhibited by Staff Regent Phil Schooley and our Staff Congress!

Cost of living issues have never been discussed seriously nor has competitive wages.

I am not aware of the duties.

have no information about Staff Congress

I don't know what the staff congress is

I do not feel as if I have a well-enough knowledge of staff congress to determine if they represent staff as they should.

I have no idea what staff congress is or does

There are very few people of color that work at Murray State University.

I am a new employee and have not formed an opinion

As an employee with disabilities, I don't feel that the University makes an adequate effort to consider the impact of its decisions on our disabled peers. We are given additional requirements, such as providing yearly documentation for parking accommodations, that are not necessary and at least border on discrimination. We are denied certain benefits that are able-bodied peers receive due to a lack of knowledge on the part of the administration, such as the ever-increasing required number of visits to the Wellness Center in order to maintain free access (that is not a requirement many of are physically capable of meeting).

I've not paid close enough attention to give a proper response, I will have to look into the Staff Congress and exactly who they are and what they do.

No clue what the agenda or outcomes of staff congress are.

I only started in August

You never asked us a dang thing

I've been extremely shocked & disappointed by the yes votes by staff Congress - specifically the non-discussion regarding the fees for online classes not being covered by waivers, dining service employees, the increased parking fee ON TOP of the city tax. Employees took a hard hit in 2018 & it seems the staff Congress does see that as an issue. Plus the vote to allow the new interim president to not go through a real hiring process.

I am unaware if I am represented by Staff Congress.

Really not sure what staff Congress is able to influence?

Being a new faculty member, I am still learning about the Staff congress.

I'm not really sure. I don't have anyone reach out and ask me if I have any issues or give any possible issues that anyone else is facing.

Unaware of this

After watching our Staff Regent sit tongue-tied in a Board meeting rather than offering any cogent argument against doubling parking fees on employees who have not had even a cost-of-living increase in YEARS, I have no confidence at all in the rest of Staff Congress to represent us. If the Congress took a stand on curtailing of benefits, increasing the cost of employment, or outsourcing of numerous units, they did not make this known to the community.

Have no clue if I have any representation on the Staff Congress

I have only been here for a couple of months.

So many things get brought up by student council or faculty senate, but staff congress "waits to see" what the others do before proceeding forward.

I don't think that a lot of staff know about Staff Congress or understand what Staff Congress does. I know there were issues with staff trying to access the meetings online, but I'm not sure that it ever got resolved.

My position is part staff member and part tenure track faculty member, so it is confusing how to address and balance my seemingly unique role and expectations are mixed/blended between the two roles. I stay very busy at miss out on a variety of opportunities and events that arise on campus.

I am new and do not have a lot of understanding of staff congress.

I have no idea

I don't actually know who the members of Staff Congress are at the moment.

Never talk to any of them

No idea what staff congress even is!

not aware of how they represent us

I don't really know that they have much power to help with understaffing and work volume problems in my area.

They do the best they can with what they are aware of - I feel like it is getting better each day and will continue und Dr. Jackson's leadership

My position is split which means I do not fit with staff or faculty.

Not sure because I'm new here

I feel that people on the board of Regents level don't value or realize how important student retention is and having the Residential College system is a HUGE part as to why students love living on campus. Having a professor to work with is a huge benefit to the housing staff and the students who live in the building.

I don't know what the staff congress does, which I am sure is my fault. I am happy in my job and don't feel I have issues that need to be represented.

I don't know who is on the Staff Congress or what they do.

Because I do not attend the meetings, I'm not aware if I have adequate representation.

I have never heard of staff congress

I am one of the few women (with a child) in my department, in my time here I have not heard of any discussion for anything for someone with my situation - working full time mother (i.e. the unpaid maternity/paternity leave, options for working parents)

What did they do about the cost of our parking passes?

I am not quite sure what the Congress does or how it relates to me

I watched the board of regents' live stream. Such a divided board! So disappointing that they can't get along and work together for this presidential search.

I do not have an opinion.

Well, staff activism is pretty much nonexistent at MSU, and the Staff Congress doesn't seem equipped or interested in taking on a more aggressive role in advocating for staff. Organizing recognition luncheons, parties, and holiday gatherings are a far cry from organizing staff to advocate for better pay and benefits (or at least less reductions or higher "cost sharing").

No opinion about their representation.

Off main campus location. We find out about things too late and we lose out on many benefits that on-campus employees have.

I do not know what they do to represent me.

I think the members of the Staff Congress, I know personally, do everything they can to represent our staff and stand up for all of us.

Don't really see much improvement over the last year; things seem to be taken away constantly with no hope of benefits remaining or ever being increased.

seems that they only have their own agendas to consider

I don't feel that they advocate for the staff. They're too worried with planning events. The bookstore scholarship is great.

I don't know much about staff congress.

I don't really pay much attention.

I am too new in my position and have not had contact with Staff congress yet.

Haven't been here long enough to know.

Honestly, i am not sure what the staff congress does.

I don't know who is acting on Staff Congress.

Since my position is away from campus, I don't feel connected to the campus or it's procedures.

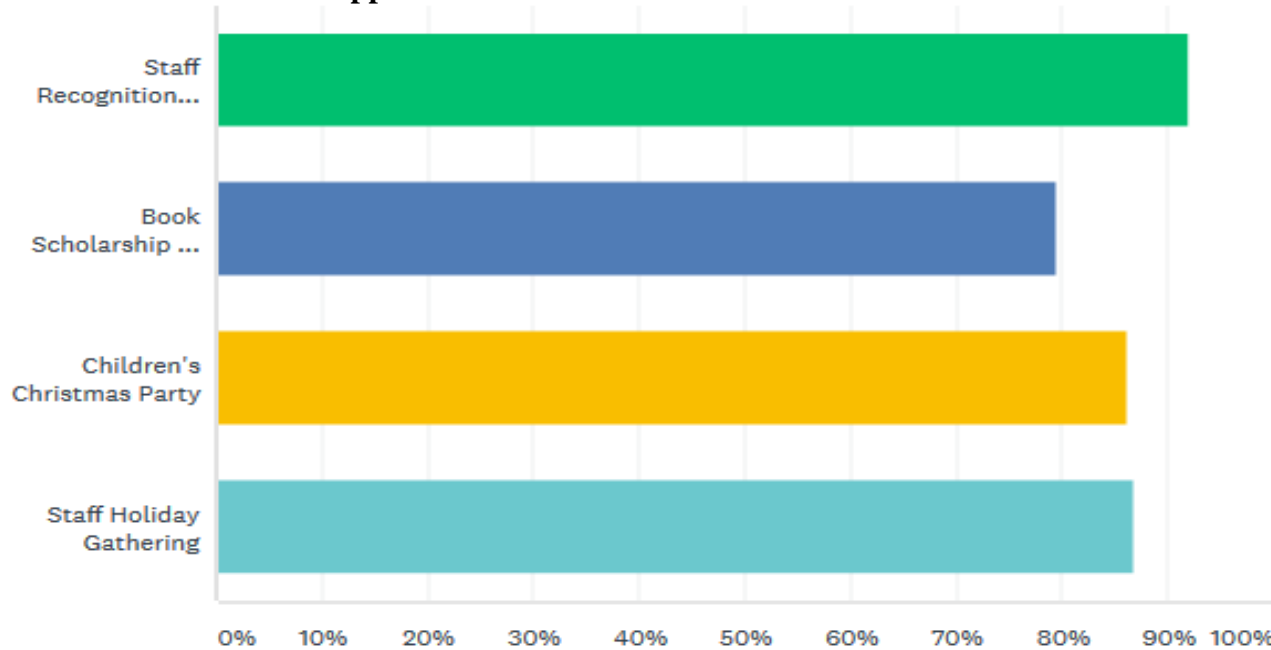
I don't know anything about the staff congress?

I'm not sure what exactly Staff Congress is or who/what they represent

Not applicable

Staff Congress Yearly Activities

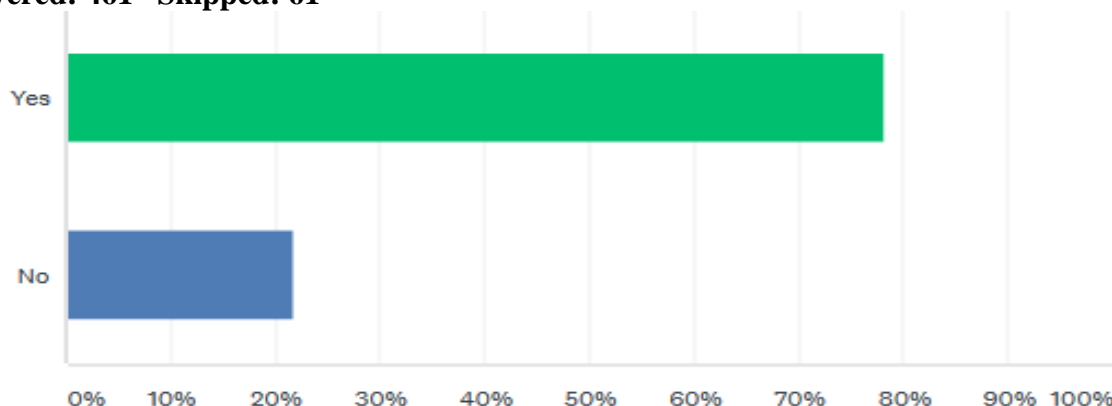
Answered 435 Skipped: 87



ANSWER CHOICES	RESPONSES	
Staff Recognition Luncheon and Awards / Vendor Fair	91.95%	400
Book Scholarship for staff members and dependents	79.54%	346
Children's Christmas Party	86.21%	375
Staff Holiday Gathering	86.90%	378
Total Respondents: 435		

I receive timely information from Staff Congress members.

Answered: 461 Skipped: 61



ANSWER CHOICES	RESPONSES	
Yes	78.31%	361
No	21.69%	100
TOTAL		461

What priorities do you have for the Staff Congress or Staff Regent to address in the upcoming year?

Answered 215 Skipped: 307

N/A

Benefits and wages

Increase in enrollment which I hope would mean an increase in salary

Facilities maintenance

Paid family leave Reversal of Davies era policies that damaged MSU and is still hurting enrollment: scholarship stacking, hourly tuition, no use of scholarships on programs abroad Put power over personnel decisions back in the hands of Deans and VPs. HR has garnered too much power and control over vital personnel decisions.

Advocate for raises. Work on keeping health insurance costs down, and continue working on issues that are important to staff.

Strategies for recruitment and retention of MSU students

High parking costs, raises, high insurance costs

Working conditions

Work toward restoring lost staff benefits. The staff have had a number of benefits cut in the name of saving money for the University. Work toward meaningful pay increases. I understand that the University has had financial problems. Many of us have come to work and done our jobs as professionally as possible. It isn't our fault that recruiting is unable to get more people to come to MSU. Maybe some of that staff needs to be replaced with people who can actually recruit people to Murray State.

pay raises

Lack of even a minimal raise (for 3 years) but parking has increased to \$200 - OUTRAGEOUS and health insurance keeps going up. It seems as though some in charge no longer care about MSU employees.

The budget shortfall - protecting jobs and advocating in a larger way for the staff.

N/A

To receive a pay, raise each year. It is very discouraging to have worked here the many years that I have and not get a yearly pay raise. At least a cost of living increase. Getting Woods Hall people back together in Blackburn in a TIMELY MANNER. Please look into getting Health Services back on Campus. The students are complaining and missing classes because they have to go off campus or cannot afford \$99 charge, especially since they don't even see a doctor or NPR just a computer screen. Students have also expressed the lack of services for "sexual contact"- the testing for diseases and supplies. Employees are missing work and having to claim vacation time to go to the dr. or they come to work sick and make the rest of the office sick because they cannot afford to go to a dr. or do not have any time to take off to go. Is anyone checking how much more MSU is having to pay for our Self Insured Health program since employees cannot be seen free on campus? A doctor visits off campus is costly to employees and MSU health insurance.

Not a thing

Adequately represent, fund, and support Athletics - specifically revenue producing athletics like football.

I do not receive any information from Staff Congress. I believe that one item on their agenda would be to go through and update their contact list for newer hires.

Budget funding

I literally don't know what staff Regents or staff congress are.

N/A

Continue to look at possible "get healthy and stay healthy" programs

None at this time

Retention.

Tell messages of staff get together sooner.

Keep Dr. Jackson as President of Murray State University. We seem to have a problem of being a stepping stone for presidents, and we get left hanging every time we hire an outsider. Dr. Jackson has ties to the community and will not run out on us. I firmly believe he will fight with all he has to bring Murray State back from this slump we are in.

Reinstating the class vouchers for retirees!

Improving awareness of the needs of employees and students with disabilities. Increasing awareness of the financial strain many employees are placed under by the rising cost of living not being matched by wages.

raising salaries for those who are receiving a sub-standard rate for their experience/position

Fairness in pay (many positions are overpaid while others are grossly underpaid) parking tags too expensive, keep our tuition waivers, keep health insurance costs down

Salary adjustments to comparable pay for employees working 5+ years.

Raises. Positions keep being taken away from departments, which is a cut in benefit costs. Some of the salary costs should be put into raises for everyone else. Especially those taking on more and more duties the smaller their department becomes.

Parking issues!! We pay \$200 a year to park where we work, yet there are hardly ever any parking spots available near our building. It is very frustrating.

Job security and pay

Lack of raises - Rising parking costs - Hire a president so things can get moving again.

Would like to see free access to Wellness Center reinstated for Faculty and Staff.

The staff regent needs to support President Bob Jackson as he and others work to return MSU to solid footing.

We need, and deserve a cost of living raise.

N/A

The extra responsibilities placed on admins from the closing or shifting of other departments, increasing our workload without compensation.

N/A

Benefits, salary, etc

Raises. Employees are losing money working for Murray State. timely information is a joke. Staff was not informed regarding parking discussions nor allowed to be part of the city's tax discussion. Regarding the new president - there isn't an opportunity for diversity to be introduced to the university. Additionally, it appears the staff are considered a means to boost the shortfall rather than seen as assets. What group will be laid off next?

Continue to fight for staff in areas of raises and working conditions. The economic divide between cost of living and our annual raises seem to grow further apart each year.

Number 1 priority; change the fact that, the university is not structured with the same process and procedures from department to department. We are a large bureaucratic institution, we should be more; like the, military, with process and procedure well defined and followed with consequence for not following procedure. #2 There is no training structure for management to be replaced by existing staff. #3 The university is not a meritocracy. There is no reward for being a good employee. I get paid the same or less than others of the same title regardless of my performance. Might as well be a communist state...

N/A

Improving salaries & benefits.

deferred maintenance

Not quite sure what Staff Congress does nor how athletics is represented so I cannot adequately answer this question.

None.

1. Improved wage/salary compensation. 2. Compensation for experience, need a program that will provide incentive compensation to retain good experienced employees. A step program within the grade system that will allow raises based

on good performance and service time (e.g. 2-3 years). With some companies paying \$15/hr for employees with high school diploma's it doesn't seem fair jobs requiring a 4-year degree or trade skill would start at less than \$15. Low starting wages does not put a premium on advanced education. Although generous benefits and time off make up some of the difference they don't pay bills or put food on the table. 3) Maintain benefits and reduce employee cost to work at Murray (e.g. parking) 4) Reevaluate grade system for hourly employees. Grades for some positions, especially those requiring degrees or special skills seem low for the experience and education needed for a successful employee.

Morale, more transparency in the budgeting process, benefit loss, job flexibility

Realizing the budget is an issue, COLA should be given yearly. It's been many years since merit has been received, we should figure out a way to reward employees---instead we're taking away benefits, raising parking, and ticketing like crazy--if we can't get merit can't we at least be treated nicely.

This is one of those areas where "I don't know what I need" applies. It would be helpful if I had some ideas of the types of things that have been done in the past or that others are expressing as a need.

none. they have no real power or authority.

Preserving the few benefits we have left. Reducing the cost of employment. Protecting the university from further outsourcing. Reining in campus police and their new adversarial relationship with the campus community.

Work better communicate with staff members on university issues

I don't know what the Staff Congress does.

Decent pay raises - I'm bringing home less money this fiscal year than last. My 67-year-old husband with disabilities is having to look for a job to help pay the bills.

- rising health care costs, but no pay increases - doubled parking fees, but no pay compensation - budget crisis means more work and no job security - equitable pay - BSTs are having significant pay increases. But people who began working here 15 years starting at minimum had to apply for promotions and merit increases to get to \$10-\$12 per hour, but now the brand new straight out of high school can begin at almost \$10 hour now.

Job Audits. The job description for my position and the work that I am doing do not match.

Buildings and facilities maintenance: water fountains, window leaks, wall patches

Annual salary increases or at least performance based raises.

Pay (we understand that budget cuts are necessary, but what other alternatives might exist for staff that haven't gotten a raise in several years and are being asked to do more but for *less* money - considering the increasing cost of and reduction of benefits); safety issues/working conditions (some buildings that staff occupy on campus are dangerous or not functional)

The possibility of raises...

making sure our medical contributions are not raised.

Salaries

facilities

None at this time

N/A

Parking cost and zones, keeping tuition waivers, quality health insurance options, cost of living raises, maintaining other staff benefits

1. Additional duties but no compensation - i.e. covering vacant positions with no hiring approval in sight 2. Stupidly expensive insurance when we are self-insured and had almost everything included in Obamacare. Insurance should not have gone up so much because we didn't add a lot. We already had no pre-existing conditions, the biggest supposed cost for rate hike. So why DID it go up and coverage go down??? 3. Compensation. Some of people never did get to the control point promised from the last compensation study and HR will not answer why. Promise broken - trust lost. And this is on top of minuscule raises that never make it to the bank because of stupidly expensive parking permits and insurance hikes.

NA

I would like to see a team spirit and understanding of each other's roles and responsibilities on campus. Truly for each of us to understand that we all have an effect and obligation to MSU when it comes to enrollment, retention, customer service (to our students and each other), and to always understand that our comments and actions reflect on the University either

positively or negatively. Also, that without our students none of us would have a job! To encourage everyone (faculty & staff) to remember our students are the reason we are all here!

Parking issues, tuition waivers should cover course fees as well

Pay raises

Cost of living increase to at least offset the parking increase. Make it easier to have staff jobs evaluated for change in position and increase in wages that correspond to the responsibility level of the duties.

My answer to question # 7 is not accurate at all. The previous question (#7) needs to have a N/A or unsure choice because I do not know if Staff Congress members get me information timely. I have no idea what he/she/they even do or whom the individual(s) is/are or their location on campus. Now #8. The priorities I have for the Staff Regent of Staff Congress to address in the upcoming year I am unsure of. I do not know what the title listed is responsible for or if my input would apply to this individual.

Healthcare for spouses at an affordable price even if they can get healthcare from their employer.

Salary, benefits, health care, retirement

Staff advancement and raises

Raises. I take home less now that I did last year thanks to insurance going up, parking pass going up, and taxes going up, but not my pay...

Making sure parking and other expenses don't continue to double and getting wages back in line. No increase and increased city taxes have made wages actually drop for most staff.

Keep up the good work - I feel like the Staff Regent does a good job expressing the staff concerns and needs.

Keep the doors open.

That tuition waivers should be added back as a benefit for retired staff members.

Pay increases, control cost increases in insurance, parking, etc. Have a place/specific time for faculty/staff to exercise. Getting to know the upper administration a little better.

Heat and cooling of the buildings! This has been my priority for the past 10 years.

The Staff Luncheon and other activities list above are all great, but what about representing us to the college to share our voice with the Regents and at other important meetings. Maybe I'm misinformed about what it is the regents do, but I felt that they were there to represent the staff to the university. I'm not sure that this is being done as I have not seen many emails updating us on issues that are important to the staff.

Cost of living raises and parking

Raises

1. Merit raises 2. Parking

Salary

Recognize several positions are underpaid

Salary increase

Tuition Waivers should fully cover all charges/fees for online classes, the change made this year to have to pay per credit hour changes the idea of benefits for some.

Parking zone changes have made parking more difficult on campus for faculty/staff. Would also like to see continued representation to maintain current health and campus-wide benefits.

Cost of Living raises!

complete the living wage \$10.10 promise to hourly staff. Get compensation study completed.

Lowering health insurance premiums, cost of living and/or raises, etc

Pointing out how often management is getting hired to 'not rock the boat' and they will literally tell us this that they would rather not fix problems because of the work involved which does not make this a great work environment.

Outsourcing, stagnant wages, increased employee contributions, reduction of benefits, and parking permits.

Communication. The BSTs never know what's going on.

Being able to bank tuition waivers.

pay what I'm worth - not what HR decides - when my bosses wanted to pay me more than 3 years ago and I'm still not making the amount I was promised by my boss at that time, parking and parking tickets, hours to 40 instead of 37.5, insurance issues (cannot afford to go to the doctor or get all of my prescriptions with copays, deductibles, etc... when I work literally two weeks as a single parent just to pay my rent). That "self-insurance" money that MSU supposedly pays would be better spent letting us buy our own insurance so that we can actually afford to get healthcare; our department is struggling to recruit and run our department well while the Dean's office takes the money from our empty lines to fund what they want to fund and the Provost's office takes our web money. I'm working the job of 1 1/2 people (literally) and not getting paid for it. How does MSU expect our loyalty when they do nothing to earn it?

Maintaining ALL benefits for employees and increasing them where possible.

Not losing employees. Very worried about budget cuts. It is all that seems to be in the news and information coming out and it is scary.

I am aware of the opportunities listed in #6. However, they are not relevant to me. The morale on the campus is at a low. Racer Pride is not evident as it was a few years ago. It is difficult for faculty and staff to not worry about their jobs and the future of the MSU, our benefits have been cut. Now retirement is threatened with the discontinuance of sick leave buy out. The new policy was placed within the transitional retirement section. This makes employees wonder if it is a hoax to get people to retire. The atmosphere is one of distrust. Staff Regent and Congress should speak up about what is happening on campus instead of believing everything that is said. Do your homework. Look at each line in the budget. Look at enrollment as it continues to decline. Find ways to increase enrollment. Faculty and staff are overworked. They cannot continue to do more with less. We need to work together to solve the many problems MSU is experiencing.

Continue to work for cost of living salary increases and adjustments as well as controlling costs in regards to health insurance.

N/A

Pay raise

Raises

cost of living increases in pay

They need to place value on the Residential College system. Murray State will be nothing without students, students need to be thought about first.

I think we need better transparency and communication in areas that affect the staff. Especially for those facing the possibility of outsourcing in the future. Morale on campus is at an all-time low while I've been here (23 years). Some of that is unavoidable in the present climate, but much of it could be mitigated with better communications.

Advocating for finding adequate space for our ESL program

bring back health services

Summaries of the meetings need to be sent out again. The lack of raises and advancement opportunities also needs to be addressed. Providing more help to those that are having trouble with the insurance changes in the past few years. Some people are paying more out of pocket than necessary because they are not being helped by the rx people

Improve working conditions by working to get additional perks that partially offset the lack of raises, under staffing and similar difficulties. Such perks would come under the heading of making the workplace more family-friendly and improving the work - family life balance.

Bring back the completely ZERO budget impacting summer hours. Free employee morale booster. Not having healthcare reflects a poor campus culture. This should be a priority benefiting students, faculty, and staff. Student retention, a 2012 study by Farmingdale State College (State University of New York) demonstrated that if students had not sought treatment at the campus Health and Wellness Center, 10.5 percent might not have completed the semester and 16 percent would not have completed the semester.

Raises. Facilities Management. Parking costs/availability. Health insurance rates.

I'm not sure what they do so it's hard to say what I think they're priorities should be. I guess that means some outreach should be in order.

To listen to the concerns and needs of staff and commit to representing those concerns and ideas as regent.

Building maintenance is very poor. There is always water leaking. I know FM is under staffed.

I'm not sure if this is a Staff Congress priority but I think it would be a great idea for the University look at ways of eliminating so much paper processing. Perhaps using google spreadsheets, google forms, using one form instead of three, utilizing electronic signatures, etc...

inadequate parking for staff

Good Freaking LUCK!!! Your gonna need it

The campus morale needs to be rebuilt.

salary increase

The continual reduction in benefits, lack of pay raises in 8+ years

1. Appropriate number of staff to keep campus operations running smoothly. 2. Salary commensurate with other similar-sized universities and/or the public sector. 3. More communication/contact with the decision-makers/administrators.

working on improving insurance. Ways to look at cheaper costs or other benefits. Raises for Faculty/Staff. Look at how to omit anymore fees for the students than what they already have to deal with. Feel like we're slowly "pushing" them away adding more fees, increasing parking, etc.

Better communication is needed across campus. When staff communicates that there are problems, they need to be listened to and the situation acted upon, not just set aside. We know our jobs. Changes should not be made in a department by someone outside of the department who doesn't know anything about what that department does. Facts should be obtained before a decision to make changes is made.

Work on better options for paid maternity leave for families, working in education makes it hard to plan for a family and that added stress of not having full payment when taking even a small amount of time away with your new child. My child was born shortly after I started here and I was only able to take the weekend before having to be back at work because we couldn't afford the FMLA payment of only a portion of my paycheck. Banking sick pay isn't an option until you are employed for a certain amount of time. Having to plan a family around how fast you can bank sick pay is hard.

With all the changes in insurance and other costs of living, the lowest paid employees are struggling. This needs to be addressed. The gap between paid employees is horrible, and the years when we actually GET a raise.. it's percentage based, which further increases the gap. 1% raise for those making \$100,000 is WAY more than 1% raise for those making \$20,000. Although raises would certainly be nice this year, something else to boost morale would be very appreciated. After work events, like cookouts, or family gatherings, something that would involve the employee and their Racer family. The only thing really left that is a great benefit to employees are the days off, and many employees now have to work during those breaks. It's not really a break for them.

Pay scales are not adequate and wages for workers are not livable.

Ensure that Interim President Jackson is selected as the next MSU President. Do not waste one more dime of this University's money doing a costly search for someone who does not know this institution.

fees on classes. I wish we had tuition waived on class course fees. Can that be put into our budget or department budget. Priority for my position is to find a full time job on campus instead of a 9-month contract. I have 25 years of service with Murray State and seniority in my department but that doesn't seem to help me..... Can this be modified to guarantee I will be able to finish my 27 years of service.

wellbeing of employees pays adjustments

Wellness Center Hours-during the holidays and on weekends are terrible. My husband is MSU Alumni and he joined Mega Gym due to the hours of operation.

Vacation

Job retention

Parking at the MSU games when have to move your car from the back of the Wellness Center.

parking, smoking (enforcing) , raises, quit taking things away from us as beni

Raises. Staff Discounts/Incentives.

Pay raises for bst's

More relevant communication to the staff

Flextime, tuition waivers for other KY schools or in neighboring states, reinstituting health services

Parking

Do a better job of all board members of getting along. Find the best presidential candidates and choose wisely to get this University back on track.

Budget

Re-instating the summer hours. When this announcement came last year, it was very disappointing and discouraging. As stated to my staff regent, 30 minutes is a life time for a working mother and to have 30 extra minutes in the afternoon with my child during the summer was something I was very much looking forward to. The university is losing no work time from the employees and helps boost moral when little things are given to all. I'd very much appreciate the consideration of re-instating the 7:30 am to 4:00 pm summer hour work schedule.

Staff Regent: stop being a yes-man to the Board of Regents.

Unknown how staff congress could aid in the problems that I feel are currently going on (enrollment, perceived high level administrator's opinion of employees, better opportunities for advancement, simplified paperwork steps in HR and other administrative tasks, etc.).

There is a push for higher minimum wage pay. Admin needs to be encouraged to cut money at the top, so that you won't have new hires making about the same wage as a seasoned employee or at a job that requires a degree. The lower end of the pay scale has suffered too many cuts; positions not being filled/deleted when someone leaves and others have to pick up the slack. However, that never seems to happen with the higher up positions.

our pay-- I love my job and I am very thankful to have a job at MSU I am bringing home less than I ever have with the payroll tax and the 200.00 parking tag it's hard to make ends meet. I've been here almost 18 years and I barely make 14.00 an hour

a raise.

I believe contracting Winslow out was a big mistake. Winslow had good food they were ranked fifth in the state for food quality. I believe this other company will have a lot of fast food places. The prices will go up, after they do all of the renovations. The University found out doing away with Health Services was a big mistake. There needs to be managers at Winslow that cares about the employees. Maybe that is why Winslow cannot keep good employees, people that care about their work. Sodexo needs to put some good managers into place at Winslow. Otherwise, the cafeteria will never be able to keep good help. That is not fair to the students or guests at the University. How many people want a bagel restaurant and a Steak and Shake and Chick-fil-A not me. I doubt if the students' parents and the govern scholars will appreciate the changes.

The priority for the upcoming year should be keeping the staff informed as quickly and fully as is possible with any number of changes, (i.e. pension reform, presidential selection, enrollment status, conditions on campus) and continuing to lobby for salary increases.

hiring a president good for MSU

Rally for more employee perks rather than reductions in pay for fees! Lower Parking Fees or at least designated parking for \$200. Raises since departments are reducing staff and job duties are always increasing with benefits being threatened and not even COL raises discussed.

raises, cost of living increases, flexible work schedules (some start at 7:30, 8:00, 8:30) this would allow for more hours in offices for students to have access, summer hours where we are closed on Fridays

Consideration for and of all regional campuses

The increase in health insurance. No increase in wages to offset either insurance or cost of living.

COLA and equitable pay

Keep us updated on the Presidential Search Petition for us to go back to summer hours of 7:30 - 4:00

Cost of Living raise at a min the money is out there, just being used for other things

Financial. Inflation, costs (parking, etc.), taxes (city) are going up, and wages are not. I realize this is an issue all around and sadly don't have a good recommendation for a fix short of a national one. I don't think this is necessarily something that you can address, but the option for religious minorities with objections to Social Security to reclassify positions so they can join the teacher's retirement (I think any position requiring a 4-year degree can qualify) would be great. Not sure how that

could be done, but would make my life easier and better off financially somewhat in the short term, and notably in the long run regarding retirement. Thank you.

ADVOCATE FOR RAISES. We were promised a cost-of-living raise until our salaries reached a living wage. We haven't received merit raises or cost of living adjustments for years now. GET THE PARKING FEES PRORATED BY INCOME. I should not have to pay the same parking fee as a Vice President.

Filling open positions Budget cuts and low enrollment

Help select the right President for this time we are all living in, and that is Dr. Bob Jackson.

Better communication.

Actually represent the interests of the staff on Board of regents, even if it means going against others. Take a lesson from the student regent.

Compensation levels for staff as well as workload. Staff are being asked to do more and more with fewer staff members. This is understood, but on top of this they are being pushed for earlier deadlines. Staff cannot continue to be asked to produce more work earlier than ever before with fewer staff members. Yes, everyone has to tighten up, but an understanding has to be reached that in order to run lean, we need more time to produce quality results.

fees for parking on campus

Parking issues

Salaries of employees, who have been here a long time. The new employees come in making more than we did and the gap has closed.

Parking permit increases, COLA, equal pay for women, voicing a strong opinion about Murray State's future president. The morale boost when Dr. Jackson was named interim was palpable and we need to continue building under his leadership.

Raises

Pay raises and not health insurance raises. How can the university expect us to survive with not even a cost of living increase???

Pay increase, lower parking cost, (parking is an absolute nightmare) find a way back to the old MSU, Meaning that faculty and staff matter. Working for MSU used to be one of the great things to do in Murray. But now Morale is so low people are leaving faster than ever.

-Parking Management decisions and transparency and reducing the cost of parking on campus -Selecting a president who will be a good leader to all - faculty, staff, students

Dont know.

Address childcare options for staff with young children (under age 5); I also believe that the parking pass rate should be reevaluated for staff to take salary levels into consideration. \$200 is not reasonable for someone who is making an hourly wage.

I would love to see Staff Congress begin to discuss how to foster diversity on campus from a staff perspective. Currently it feels like staff congress mostly plans events.

Cost of living raises. We get more and more taken out of our paycheck and are expected to carry on, but we are always faced with additional costs like an increase in parking fees and health insurance. How are we to take on those rising expenses when we are not given a raise. It feels like we are not valued by the university.

Lack of morale on campus.

If you earn your master's, you should be able to have a pay increase.

Being out sourced

Ways to increase morale

Pay raise would be nice

The work environment. Support within departments for employees.

No

Please continue to do what you can to preserve employee's jobs.

Mid-Level Administration (Vice-Presidents):

Answered 404 Skipped: 118

	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
The Vice Presidents and Provost listen to and are aware of major concerns of employees.	14.04% 56	55.14% 220	25.81% 103	5.01% 20	399	2.22
The Vice Presidents and Provost can be trusted to be straightforward and honest.	17.46% 70	59.10% 237	20.20% 81	3.24% 13	401	2.09
The Vice Presidents and Provost are doing a good job planning for the future.	16.25% 65	52.75% 211	26.25% 105	4.75% 19	400	2.19
The Vice Presidents and Provost adequately communicate with staff in a timely manner.	13.53% 54	49.62% 198	31.08% 124	5.76% 23	399	2.29

Comments:

Answered: 90 Skipped: 432

I hope this administration will do more to revive moral on campus.

am not aware of a list of concerns or how the vice presidents and provost plan to address the concerns

It seems the administration did nothing while our attendance declined. Now that we have financial problems they are taking it out on the staff by reducing our benefits, raising parking fees, raising insurance and giving no raises. Maybe its time to come up with different administrators. It seems many of these problems had been building for several years. Why did no

one get concerned enough to do something about them earlier? The current provost inherited this mess but the other VPs should be asked why they didn't do more before these problems became so big.

I have not been here long enough (less than 1 year) to have an opinion on Question 9.

Again, it seems as though some in charge no longer care about MSU employees.

Appreciative of our VP's, especially VP Dudley. She works hard, loves Murray State, and has many tough decisions to make in a tough budget environment.

It seems the upper management is blowing alot of smoke and false promises to raise the hopes for better working conditions but in the past years nothing has been delivered.

We should be ashamed of raising the parking fees on the heels of a payroll tax and no cost of living raise for several years.

I am happy with the guidance and leadership of the Provost. However, I am not satisfied with the leadership of the other VPs. There is a lack of accountability at all levels throughout the university. There is no real guidance or leadership that is taking place. Mid-level directors and supervisors are not being consulted and included in discussions on decisions that have an immediate impact in their respective areas. Higher Level administrators should be held accountable and most importantly, they should be give the ability to hold their employees accountable.

My program has unique needs that I don't feel are being addressed.

I have no ranking for the vice presidents and provost as I have no communications or contact with them.

We can't cut any more. Find another way.

The person we have in position to represent our department to the Vice Presidents and Provost does not have our best interest in mind but their own. In general, they are only here for a short term and they do not like to deal with hard issues that are needing to be dealt with to better the department.

I understand that you can't make everyone happy and of course there is so much that can be done. However, there is a strong lack of understanding what certain staff have to do and lack of budgets to do it with.

Where to start ... OK, look, Murray State needs to ignore the service region as we have defined our service region and define our own service region and market to that region. CPE is not going to help us thrive, as they cater to Governor Bevis. We need to be more accepting of neighboring states, offer in-state tuition to out-of-state students - at least to some extent. CPE is a failure, however, as they are negligent in advocating for funding, and negligent for not proposing ideas for increasing revenue. The Roads Program is a bust. Most schools around here have protocols which lock visitors into a specific time and or days of the week. I think funds should be given to specific programs needing assistance and targeted mailings to schools conducted. Chemistry, Physics, Earth and Environmental Sciences are a few that come to mind who need marketing help. Specific and target mailings to regional high schools may help.

MSU needs to maintain our buildings on campus. I don't feel molding falling out of the windows, holes in the bricks on the sidewalks, paint peeling on the walls, water leaking in the hallways, etc looks very appealing to students on their visits to campus. MSU needs to do a better job protecting our assets, instead of letting our buildings fall apart.

While everyone works very hard and is more than kind, we remain conveniently unaware of the needs of athletics. Murray State is a great place and school. It is an awesome place to raise a family and an outstanding community in which to invest one's self. However, Murray State University does not adequately support or invest or structure revenue producing athletics - specifically football. Simply put, we do not have all the things we need to sustain success. Similarly, it feels as if everyone keeps their heads in the sand. No one means harm. But, we have employees incurring debt and spending their own monies to keep the program running. Salary pool and budgets need to reflect some vision or goal for both football and the athletic program.

My responses are directed completely towards the provost. The Vice Presidents I have worked with and feel taken care of as an employee and I feel as though students are taken care of. I literally have never seen the Provost. Ever.

NA

this is an unfair question by lumping them all together. some do a great job and then some don't

Can't rate them as a group. I would rate two as Strongly Agree on all items and the other Strongly Disagree on all items.

It seems there is more collaboration between VPs and other administrative departments.

Yes, now that Dr. King has left University.

N/A

I feel like long time employees are just taxed with doing more for less and as benefits and pay have gone down, expectations have gone up.

The VPs cannot be trusted & I feel that is the main reason staff Congress can't be effective. When employees operate in a fear based environment they will protect themselves. We all have bills to pay & families to care for.

The focus is always on the Students. This seems odd seeing how the product we are selling are the staff and faculty.

Not quite sure if VPs and Provost know what the concerns are. I have not seen any information that would indicate this. Not sure about the future planning; again, I have not read or seen any info.

Dr. Arrant is effectively invisible on campus. Vice Presidents largely take decisions and then inform the campus afterwards. There is no communication with the community.

You should really separate these out instead of lumping all Vice Presidents and the Provost together.

Have never heard from anyone in Staff Congress. So, I have no clue what they are doing, how they are doing it, or if they are doing a good job.

I feel unappreciated. I don't think the upper administration cares about the employees, especially the staff members. They're just here for much larger salary than I make.

They are doing the best they can with what they have, but they do not always receive the truth. I have heard about people who are considered "essential faculty members" by someone, but in reality, the department is looking for classes to teach (sometimes out of their area / degree).

Regional campuses are left out of communication and events most of the time.

I feel the morale on campus has improved drastically since Bob Jackson stepped into his role as interim president. This is my reason for selecting that my work environment has improved.

n/a

There's a lot of double-speak and excuses. You don't keep quality staff with humiliating wages and broken promises. Maybe out-sourcing will help, but some of those savings need to go to the people who have suffered the most under the current economies and who make it possible for the professors to teach without cleaning their own offices and classrooms, get their paychecks, etc. 1.5% of \$19K is \$285 yr, \$25K \$375, \$45K \$675, \$90K \$1305. If the minimum wage goes to \$15 per hour, MSU's hourly staff will be almost uniformly below minimum wage, what then? More vacancies and uncompensated employees??

Na

Faculty and staff need to remember that without our students, we would not be Murray State University! We all need to learn better customer service skills and understand that our students are our customers. We need to be nice to each other and understand that everyone equally in their roles contribute to making this a great and happy place to work, so it is important to always be nice! Sometimes I think we forget to be nice to each other. Students can see that. They also can see when we are not being genuine and truly are not working for the betterment of everyone. There is no I in TEAM! Our TEAM is faculty, staff, students, and community. We are all equally responsible for making this the best (or worst) place to work and learn. Entitlement attitudes are not appropriate and have no place here at Murray State. We are RACERS! We all love MSU and should show it in all that we say and do. Remember the golden rule. If you can't say something nice-don't say anything! We have so much to be proud of here and should always remember our tradition and what MSU means to each of us and this community and act accordingly.

Would welcome more direct communication from the Provost and VPs. Hear about things second hand on campus more than by emails.

I would suggest a neutral option to these questions because again I have NO idea who VP/Provost is and they have certainly never taken the time to stop me to say hello a just ask about little ole me. Technically my answers here are also not accurate.

The Provost is wonderful. He listens to my concerns and has good plans for helping. The Vice President for Finance tends to block activity by my unit and has left items undone or unanswered for months. I realize that there are major finance problems within the university and she is scrambling to take care of things. However, I wish that she would respond to all inquiries and requests.

No exact issues with communication, but I don't feel like these people are accessible to faculty and staff. They are only available when something is needed from you.

I don't think they have any answers to improving workloads or these would have been addressed by now.

There could be more communications, explanations of what is going on though out the campus

Because I work in Student Affairs, I have no idea about the Provost or the other vice presidents. I only know about Dr. Robertson. He is great about all of the things listed above, but I have no idea if others are.

I like out VP's but I rarely hear from them. Never have. Not over the 30 years I've worked here. But I don't expect them to communicate with me. I have a job to do and so do they. I do my job and I'm sure they do theirs. No worries.

1. Communication is on their timeline. They withhold if they choose too and we are left in the dark. 2, I believe their main focus is on students and just upping numbers and budget (which I know is important). At the same time employees' needs and concerns need to be heard and at times for sure addressed (I personally believe that does NOT happen). 3. I believe trust of honesty and being straightforward is earned. If information was communicated better and an actual concern for employees was shown there would a higher level of trust from employees. I never have seen them just visiting offices to be visiting (no agenda) for a visit. It would go a long way. Concern comes across as fake when visits only happen in crisis or a need.

Upper administration is clearly more concerned with student concerns than with faculty and staff concerns. I understand the importance of recruiting and retaining students, but they need to be more concerned with recruiting and retaining faculty and staff.

Let us know what is happening that affects staff and their jobs and listen to staff to know what concerns them. As a professional staff member, I don't always feel like we are treated with the respect we deserve. I'm sure a lot of that depends on the job we hold.

Sometimes, mid-level administration does not take in to consideration the impact their decisions have on lower paid employees (like doubling the cost of a parking permit).

I don't want to say anything negative about the Provost. I don't want to say anything negative about Dr R and don't have many dealings directly with Jackie Dudley. It is a blessing to the University that Dr King is gone. She only cared about herself and not the employees unless it helped her directly.

Upper management needs to have respect for and value their employees and to ask about policies, any exceptions to policies, detailed information about a student's or department/college specific request to a policy exception before making any decisions. These decisions undermine offices that are expected to enforce and maintain university policy and procedures. If any faculty or student can go to the top of the food chain to get their desired outcome without any questions being asked of the office who enforces and maintains policy this practice is doing a great disservice to her/his employees and the credibility of that office. The University is not following policies as published in the University Bulletin, which is what is expected. Should exceptions be made? Potentially, yes, but discussion must take place with all parties affected. Upper management should be supporting their offices and staff, not making decisions based on perceived pressure from postings to any social media medium or just because someone asked for an exception.

I can't say as I've ever heard anything from them to the staff but there may not be much to say either.

It seems to be all politics at this point. Provost doesn't look at how much departments bring into MSU and isn't supportive.

This is difficult to answer with all VPs included together.

The VP is great. Jacky Dudley needs to think more about students and not about budgets. I get budgets are important but students need to be thought about and their money needs to be put to good use. I feel Jacky Dudley does not understand the Residential College system and why it's important.

I will repeat my previous comments here: I think we need better transparency and communication in areas that affect the staff. Especially for those facing the possibility of outsourcing in the future. Morale on campus is at an all-time low while I've been here (23 years). Some of that is unavoidable in the present climate, but much of it could be mitigated with better communications.

I'm not sure who all the Vice Presidents and Provosts are, nor do I understand fully what they do. Not sure how to answer these questions. I am aware of the Vice President of Student Affairs, Dr. Robertson. I would answer favorably to all items in regards to him, however, I don't feel informed enough to answer in regards to the others.

I would say yes to the Provost and one VP. But some VP's not so much listen to you. Feel some have their own agenda.

I really have no idea what upper administration does now. Since Dr. Davies left I don't feel like there is much communication. In my 14 months at MSU, I don't feel like there is much interaction between departments and definitely no interaction with Upper Administration.

Cuts to staff, programs, and outsourcing are all signs that the university does not value its employees. It will continue to lead to valuable employees seeking other opportunities away from the university. Without the ability to recruit, retain, and actively promote desired employees then the university will continue on a path of becoming a "revolving door" employer. This will result in more mistakes in key areas as well as potential damage to the university's reputation. The thing that gets people the most is that many think that upper administration is very aware of this and simply has chosen to not care or do anything about it.

Get out and really get to know the people who work for you--from the lowest position on up.

Same as on previous comment

Work on better options for paid maternity leave for families, working in education makes it hard to plan for a family and that added stress of not having full payment when taking even a small amount of time away with your new child. My child was born shortly after I started here and I was only able to take the weekend before having to be back at work because we couldn't afford the FMLA payment of only a portion of my paycheck. Banking sick pay isn't an option until you are employed for a certain amount of time. Having to plan a family around how fast you can bank sick pay is hard.

The upper Administration does not concern their self with the community concerns. I would like to see more outreach to Murray/Calloway Citizens and getting their input on campus and activities. They could be a very vital part of how we recruit and grow. No vision for future historical matters and letting the history of the past be represented on the Murray State campus. Let's look at what has been done in the past instead of reinventing the wheel with doing away with our heritage. We have some great supporters we just need to bring them to the table.

Honestly. I haven't heard anything or spoken to any of them

I feel like we don't hear enough about what upper administration is planning.

I feel like little to no communication comes from the VPs, and what is being given doesn't come with a tone that shows concern for the employees.

There needs to be people at the University that can manage money better. Upper Administration needs to over see the managers in different departments. They need to talk to the employees in different departments and see how the employees are being treated by the managers. That is why departments cannot keep good workers. Good workers need some say so in decisions that a departments make. The Upper Administration needs to care more about employees, maybe the University could keep good workers.

Don't know that I have heard from them at all would be a more appropriate answer to the above.

I do not have any knowledge of the above communications.

Hard to answer these questions when some of the VP/Provost are trustworthy and some are not.

The lack of shared governance, and even of communication when unilateral decisions are made, leave staff and faculty to face the consequences of poor decisions they were never even informed of. The upper administration is plenty aware of the challenges the university faces, but they're not interested in long-term solutions. They are plenty aware of the negative impact their decisions have on employees and students, but are unconcerned with morale or student satisfaction. Policy is over-zealously enforced where it hinders the university mission, and yet flouted on a whim. The budget becomes tighter and tighter because the administration refuses to make meaningful, long-term change, and the lowest-paid employees in the system suffer the most for it.

I am not sure, since we are in the process of searching for a new president. I don't feel like I know the Provost well enough yet. I think our Interim President is doing a great job, if others will let him.

at no time are we allowed to speak to VP or Provost, Don't know if you can trust VP or Provost since you can't speak to them, Don't know if there is a plan for the future.... no communication!!

I don't know if this is something that you can address, but the option for religious minorities with objections to Social Security to reclassify positions so they can join the teacher's retirement (I think any position requiring a 4-year degree can qualify) would be great. Not sure how that could be done, but would make my life easier and better off financially somewhat in the short term, and notably in the long run regarding retirement.

Very glad for the change in president. Provost Arrant is doing a fantastic job and I hope we can keep him at MSU for a very long time.

I would like the upper administrators to honor the agreements that have been made to the staff. I really like Provost Arant, and I think he listens, but I don't know if he really gets the message that many of us are struggling with increasing costs like parking, groceries, etc.

Bravo. The three of them are doing great.

1Lumping all VPs together doesn't do a good job of evaluating them. Some are better than others.

When the upper administration decides that giving the employees of the university at least a cost of living increase yearly is a priority then I feel like the above first three questions could either be answered with a 1 or a 2. Also, as far as getting students to come to MSU, the main thing that they should focus on is the scholarship office and streamlining the entire admission and enrollment process. Friendlier employees in offices such as scholarship, bursars, etc. would be helpful too. Also, when my daughter got admitted and she accepted, she continued for months to get mail from MSU trying to recruit her. She was already admitted. It was irritating to her and a waste of MSU's money.

Their hands have been tied by the previous administration in some cases.

I have no complaints about the current VPs.

MSU has somehow made a wrong turn with everything from enrollment to faculty and staff decisions

It's hard to answer the above questions because some VPs are good at communicating; some are not. It would be better to separate these out by VP and Provost.

It would be beneficial to reevaluate the procedures and process for employment for faculty spouses. The current system is difficult to navigate and complicated.

How do we really know what they are planning for the future? Nothing is communicated to the staff...only upper administration.

Our office works with the Provost office weekly and Dr. Duncan and Dr. Arrant are both great at what they do.

Mid-Level Administration (Dean, Directors, and Chairs):

Answered: 368 Skipped: 154

	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Deans, Directors, and Chairs listen to and is aware of major concerns of employees.	23.98% 88	56.13% 206	17.44% 64	2.45% 9	367	1.98
Deans, Directors, and Chairs can be trusted to be straightforward and honest.	23.37% 86	57.07% 210	16.85% 62	2.72% 10	368	1.99
Deans, Directors, and Chairs are doing a good job planning for the future	19.51% 71	56.32% 205	20.60% 75	3.57% 13	364	2.08
Deans, Directors, and Chairs adequately communicate with staff in a timely manner.	22.47% 82	48.77% 178	23.84% 87	4.93% 18	365	2.11

Comments:

New Director not sure how they will be yet.

The interim director of campus recreation and wellness, Ross Meloan, has been an exceptional mentor to me in my time here at MSU

These people are left to a certain degree dealing with the leadership mistakes of those above them.

I have a very good working relationship with the chair of my department.

False promises of improvements and then they never follow up with why they cannot fulfill or improve our situation.

For Dean position: I feel Dean can be trusted, Dean listens to my concerns and tries to problem solve, Dean does communicate very well and in a timely manner; however, Chair is aware of my concerns, but does not consistently

address the issues, Chair does not keep all programs equitable and focuses on Chairs program, Chair encourages gossip and strife and does not allow Directors to efficiently implement their programs. If my program has individual issues and I have reached out to Chair, Chair does not consistently communicate specifically with me regarding the issues.

mid-level non-academic directors are being asked to do more with less.

The trend for the last several years has been to sweep problems/issues to the side, which has led to more personnel/morale issues. If plans for the future are being made, they are not being disseminated to the larger group. Communication is very poor.

They need to change their strategies to meet changes in the university...the am approach will not work

Better communication and inclusion of faculty & staff.

I believe on this level we have a understanding of what's going on. However, lack of leadership to address those issues is a concern.

Great people. No clue if they know, understand, or care what we are doing in athletics - specifically football.

NA

again you have lumped them all together.

I believe they are aware, but have their hands tied to address concerns.

N/A

I was taking classes & brought up my concerns regarding the online fees. My advisor had no idea what I was talking about. Months later that advisor told me I could always take classes during work hours. Is the message that most employees have time to take classes during work hours?

I have no idea what they do. How is one to judge them?

Still feel behind the 8 ball when it comes to a plan or what might be coming in terms of budget, changes to personnel, etc.

I feel unappreciated. I don't think they care about the employees, especially the staff members. They're just here for their much larger salary than I make.

The department Chair and the Dean are always there for the staff and faculty.

We need more cooperation from specific departments to bring more programs online and to regional campuses.

n/a

See previous

Na

I wish I could put strongly agree. Unfortunately, some Deans, Directors, and Chairs are not doing these things. Those that are do a fabulous job and are great! Just wish I could say all of our Deans, Directors, and Chairs were.

More concerned with equity in faculty positions than with staff. No thought given to wage base for support staff. Need to be included in meetings. Information does not flow to staff that is needed for making arrangements and completing forms. No chance to have input that could help save time and money for the department/college.

Not with our department. They're very last minute in regards to their demands for our department. Other than that again this needs a neutral option as an answer because I really don't feel these answers are accurate.

Most Deans are too worried about finances and how their school will be affected to do a good job overseeing the scholastic content. Not their fault--that is a comment.

I actually have no idea how the deans, directors, and chairs are doing
great job supports faculty and staff

My Director takes care of their people as best they can with what they are given to work with. Other departments I have dealt with tend to be a bit more reluctant to work with other departments in a timely and efficient manner, but the heads don't see to really care.

Again because of budget cuts, the push is for more students to enroll but staff can only do so much to get those numbers and the stress over this goes both ways - to those in leadership all the way down to those support staff who are over worked and grossly underpaid.

My Chair and Dean show a great concern for those working in their college

It's very difficult to plan for the future when the budget is unknown, as that can affect everything.

A little closer to home. My Dean cares about the faculty and staff. Not sure about the other Deans. I don't know them.

Our director is a very poor communicator. Often, when she does communicate, the information is incorrect, and she has to correct herself later. She is somewhat aware of the concerns of her employees but does not seem to care.

I think the deans and chairs are doing their best to communicate with us, but they don't always have the answers.

I would not lump all Deans, Directors and Chairs together. I also do not like the survey not including only four options. The fact is the hiccup in most internal communication is at this level it seems but the questioning is not clear here.

My director told us that the group I work in works in a way that other groups do not like, then would not elaborate as to what that was or how we could fix the issue, leading me to believe there was no issue and it was just smoke and mirrors.

politics and smooth talk. we are brighter than that.

All deans, directors, and chairs grouped together makes this difficult to answer.

Some do a wonderful job, others do not. I wish there were across the campus rules and pushing out information to staff below you coming out of the upper administrators and dean/director meetings etc.

Our director is excellent. The Deans are generally good to work with, as well.

Every director in IS has been great to work with, and Keith as well.

Same as first comment

I admire the chair of my department and want to work with them on taking care of the vision and goals we have set for our department. Money is a hindrance but that's not their fault. It is the upper administration and State of Kentucky's decision to drop the ball on future planning.

My dean does but not so sure about others

Deans, Directors, and Chairs are doing the best they can with the resources that are given, however you can't do much when you don't have any resources.

Dr. Revell is great in chemistry. Dr. Flinn in Biology is a great person too.

It would be nice to be able to evaluate our directors.

At the departmental and college level, leaders do their best under the crushing failures of their superiors.

Some new administrators come in and what to change everything, even when it doesn't need it.

My dean does a great job keeping me informed.

we are not to express any concerns to director, they don't have time to deal with that. No plan for the future has EVER been shared with office. Yet again, no communication with the office, unless you are one of the select "pets"

I don't know if this is necessarily something that you can address, but the option for religious minorities with objections to Social Security to reclassify positions so they can join the teacher's retirement (I think any position requiring a 4-year degree can qualify) would be great. Not sure how that could be done, but would make my life easier and better off financially somewhat in the short term, and notably in the long run regarding retirement.

Dr. Washington is outstanding!

This group faces the full force of the budget cuts and has to deal with them head on; whereas, the upper management doesn't seem to really understand how these cuts affect the entire department. Kudos to deans/directors/chairs for doing the best they can to protect and stand up for their employees!

...

Staffing/Work Environment:

Answered: 113 Skipped: 409

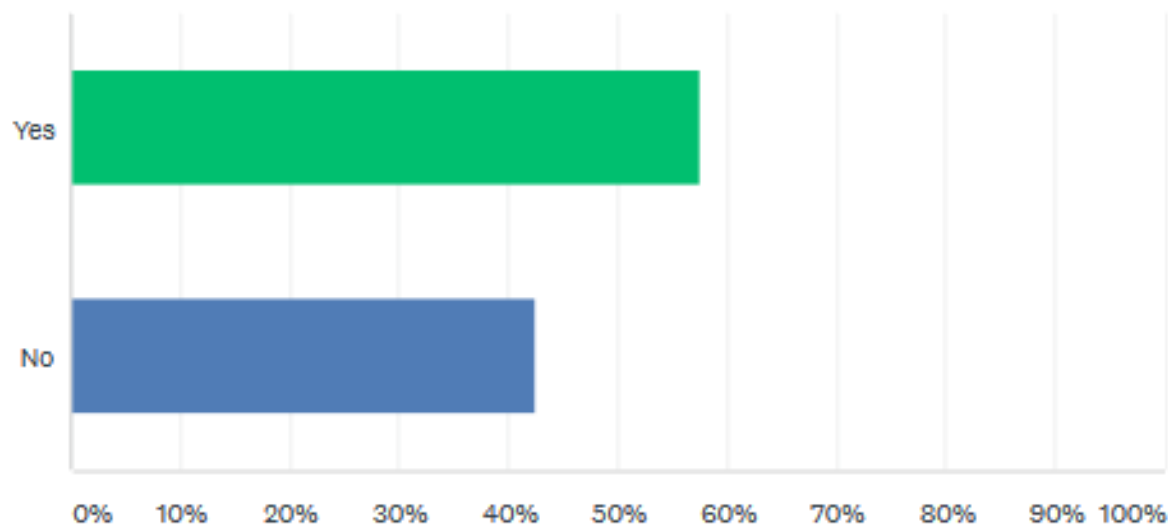
	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Vacancies are filled fairly.	11.52% 44	46.34% 177	28.01% 107	14.14% 54	382	2.45
There is adequate personnel in my work area to accomplish tasks.	11.62% 46	37.12% 147	30.56% 121	20.71% 82	396	2.60
I feel that the workload is evenly and fairly distributed across all personnel in my unit.	14.58% 57	46.29% 181	24.55% 96	14.58% 57	391	2.39
I would recommend MSU as an employer to my family and friends.	23.86% 94	49.24% 194	20.30% 80	6.60% 26	394	2.10
I have adequate equipment and resources to do my job.	24.94% 99	51.64% 205	16.88% 67	6.55% 26	397	2.05
My work area is clear of health and safety hazards.	40.76% 161	40.51% 160	12.15% 48	6.58% 26	395	1.85
I can express disagreement with my supervisor without fear of intimidation and/or reprisals	40.55% 161	42.07% 167	13.10% 52	4.28% 17	397	1.81
Overall, I feel good about the direction MSU is going.	17.74% 69	46.02% 179	27.51% 107	8.74% 34	389	2.27

Summer Hours:

Answered 407 Skipped: 115

Previously the summer hours were 7:30am-4:00pm.

Is this something that you would like the administration to revisit?



ANSWER CHOICES		RESPONSES	
Yes		57.49%	234
No		42.51%	173
TOTAL			407

Comments:

I feel there are just enough (bare minimum) of staff for each position, so when someone calls off or wants to take time off, it can become a problem.

There are not enough people in the department to safely and efficiently do our jobs

Campus Recreation & Wellness needs more back office/professional staffing than just two people. Most colleges have a minimum of four.

My office leaks and floods

I work in a building that will probably fall in on top of me one day, that is if I don't die from the black mold or aren't carried away by the flooding that regularly occurs in our offices.

It would be great if building temperatures could be regulated better. The University keeps my office far warmer in the winter than I keep my house. The University keeps my office far cooler in the summer than I keep my house. Maybe the university would have more money if they did a better job controlling building temperature. I try to take care of my office equipment and use it as efficiently as possible. Sometimes it is good to replace the equipment with faster equipment. I could probably get more done with a new computer than I can get done with one approaching 10 years old that I currently use.

My position has extensive responsibilities. My predecessor has been gracious when I have called her with job-related questions. Still, it would have been better if there had been paid overlap between my starting date and my predecessor's retirement date. That is something which my chair told me had been asked for, but had been denied by the administration.

Building consistently has mold and is often 58-65 in my office

N/A

Staffing positions are left empty for years and lower staff personal is left to do the job of higher paid positions without proper compensation or support. Disagreements about how situations were handled have led to hostile attitudes when Supervisors took criticism personal.

Our restrooms tend not to be cleaned properly and the air temp in our offices vary day to day with extreme differences. 62 one day and 74 the next.

There is literally black mold growing on the ceiling tiles in our offices... but nothing gets done about it. So frustrated!!!

Actually I do not feel very positive about MSU's direction overall. If we are pushing hybrid and online courses, maybe we could do away with the 2/3 in class and 1/3 out of class rule? I still have administrative assistant opening that can't be filled until next FY; I don't feel I have much input into hiring the faculty that I am required to work with--even though there's been quite a bit of strife with one faculty member. I am extremely limited on the supplies and equipment that my program needs. I feel that the Chair positions in some colleges should be eliminated and allow the Directors to perform their own program tasks and report to Dean/Assistant Deans directly--this is much more efficient process and eliminates confusion and the 'middle man'.

Due to budget cuts and the changes in the overall benefits package available to employees, I would no longer recommend MSU for employment.

the heating and A/C is outdated

because of deferred maintenance several of our buildings are in bad shape.

We're constantly asked to do more with less and we haven't gotten any salary increase in years. In my department, we have way too many people that don't do their jobs adequately and it's well known. However, they are not made to do their jobs and myself and others like me are asked to take on more and more and more.

Obvious favoritism at Breathitt Veterinary Center

Our department has had the worst cuts over any other departments on campus. We also have several major projects that need to be addressed for safety concerns. However, it is a constant turn the other eye kind of leadership.

Morale is at an all-time low at Murray State. Poor communication among units. One person controls this university and it isn't Bob Jackson, nor any former president. Jackie Dudley runs this place, with help from Joyce Gordon. Thank god Adrienne King is gone. Holy shit; what a disaster she was. Every unit runs by their own set of rules which is kept locked in the head of the person who has occupied the job the longest. We must have innovative thinking, ideas, and people willing to get outside and engage new faculty, new staff, new ideas, and MUST support academia, period. Sometimes, I think Sparks Hall thinks administration is why students come to Murray State, and without them, faculty would have no jobs.

Living in Woods Hall for the past year was awful and no employee or students should have been in that building. Employees on campus should be able to complain about the building the work in and get results instead of working in a sick, cold or wet building.

We have tarps and trashcans to catch the weekly leaks and floods. And we have to hide this from recruits on a weekly basis. Everyone has a great attitude about it. But, at a certain point, our commitment - or lack thereof - becomes evident.

One individual in my work environment makes it uncomfortable for me. They negatively affect the work environment for all employees; however, the rest of the staff is positive and is all working towards a common goal.

Staffing is not adequate in certain departments to keep up with the demand that the university is putting on them. If results are expected, then resources like adequate staffing must be provided.

I'm really unhappy with the high price of parking at Murray State. My husband and I both work here and we cannot afford \$400 to park here. It's unacceptable!

NA

With all the budget cuts, more responsibilities are piled onto those that are left, and they aren't receiving any compensation. While I know they are glad to have a job, it seems to be overwhelming for them, and then on top of that we keep cutting benefits.

If summer hours aren't an option, maybe longer hours in turn for a 4-day workweek in June and July to save energy (A/C)

N/A

The facilities are being neglected, classrooms, bathrooms, etc are not clean. The offices are not being thoroughly cleaned as they were just a few years back.

My specific area is understaffed and has been for a while. We are overworked, understaffed and underpaid. What I do started out being done by 3 full time workers and is now being done by just one full time worker.

My area has water damage & everyone suffers from frequent illnesses.

As the university adds new equipment on a daily basis for me to maintain I am not compensated even for a cost of living.

Buildings are deteriorating and HVAC is unreliable. In the summer, it is 67 degrees in my office and I have to run a space heater; in the winter it is 76 degrees and miserable.

Supervisor does not listen to concerns and does not give us our supplies we need to do our jobs.

facilities temperatures can vary by 12 degrees in the course of a day. Condition of some buildings is appalling.

Woods Hall was a disaster, and the problems should have been addressed earlier. Now, in Lovett Auditorium, it is a shame that the university doesn't consider this beautiful old building a priority for repairs and upkeep.

I think a compensation study would be a good thing.

The morale has really dropped in the last 3 years. Things seem to have evened out a little bit but still, Morale is low. It is becoming harder to keep folk and try to recruit staff (and faculty). Benefits to salary ratio too high; parking too high and harder to find a spot.

There needs to be more focus on compensation. Lower compensation and little to no flexibility to reward experience is making recruiting and retaining difficult.

My offices are very drafty as we are in an old building. Temperatures in a closed office has reached the fifties overnight. Recently there have been several leaks in the ceiling in our common area and down the hallway. This has caused

wet/sagging ceiling tiles and I am not sure if these tiles contain asbestos or not. We have also had to call FM due to multiple wasps finding their way in this past fall.

Dr. Davies was an unmitigated disaster for the university. It will take time to recover from his tenure. Outsourcing partnerships should be cancelled or terminated as soon as possible and those departments brought back under MSU's management. Dr. Jackson is the perfect President for the university at this time and should be offered the position immediately in order to rapidly create an atmosphere of stability and forward progress.

I go through my day knowing that anything I say or do can be used against me if someone decides they don't like something I've done or said.

I have watched people play video games on work computers or take extended breaks, while watching other people working well past designated hours (without compensation). If a person starts as a BST, they are placed in a particular area and will not get looked at for promotion unless they have a good ole' boy connection. It is very disheartening that even when someone receives degrees and outside experience, they will stay in their original category first hired into on campus.

There are 2 Administrative positions in my area, one is an Accounting person that handles all the bookkeeping, travel, and everything to do with the budget and the other is a receptionist. The jobs aren't close to equal nor the pay (the receptionist is much higher).

Enrollment is declining. Budget is not allocating enough for maintenance and repairs

My workload is not at all on par with the salary I earn. I am responsible for ALL advising and recruitment on this campus, yet I make less than 35K annually. The amount of work expected of me merits a much higher salary. And promotions should happen WITHIN the university rather than seeking outside candidates whenever possible. It's difficult to go out and promote higher education when my life experience at MSU proves that higher degrees do not result in better employment opportunities.

Short staffing is often a result of not being able to recruit the right people due to the pay scale.

being a mix of Staff and Faculty roles, I might feel more comfortable expressing opinions and concerns versus that of a person only in a staff role at the university.

n/a

As before, too many vacancies. My section is down by half and we all have lots of extra work, but no extra pay. We are perpetually behind because what we are expected to do is not possible. Director pays attention to one part of our operation and largely ignores the other, not making employees correct errors for months, sometimes years, gets mad when reminded as required. Does no good anyway, they aren't going to be corrected and the employees making them will not be held accountable.

NA

With recent cuts to higher education, unfortunately many areas are not adequately staffed. This contributes to many being overworked, frustrated, and affects the quality of service we can provide to our students. I feel the administration is doing a good job under the circumstances and that we as employees should support each other and our administration during this tough time. Our attitude is reflected in how we treat others and will directly impact the type of effects we experience. A supportive attitude and teamwork agenda from leaders in all areas of the university from the lowest to the highest will truly reveal what our tradition will be or become. We must remember that MSU is the greatest University in Kentucky and we need to reflect that in all we do!

We are in severe need of another full time position if not 2, however we will manage as we're instructed to.

I do believe the hiring process takes much longer than it should. In previous institutions the job was posted for two weeks and within 30 days a job would be filled. It takes almost 2x or 3x longer here. I believe some of our own internal policies work against what we are trying to accomplish.

My work space is okay, but not having to worry about spending \$200 for a needed replacement monitor or desktop or whatever would be nice.

I don't understand why it takes so long to hire replacements for people when supposedly we've been told that the positions are still available to us. There needs to be special provisions made when a department loses 1/2 its personnel

during it's busiest time of year so that new hires can be in place sooner or work can somehow be more evenly spread out - even if it has to go to another department or office.

I believe the change in the Presidency has made a great improvement on the moral and the direction that MSU is going now.

I don't blame anyone at Murray State for Murray State's current situation. Enrollment is down but I'd place that more on the backs of the folks who don't believe a college education is worth the effort.

At our facility, vacant positions have been audited and bumped up a grade so that certain employees could be promoted, even though their job duties and responsibilities remain the same. I would not recommend MSU as an employer simply due to the lack of raises and decrease in benefits. MSU has fallen way behind in this area.

The last one about direction MSU is going I marked tend to disagree because I believe employees' concerns are ignored and it is all about the mighty dollar with the university. Sometimes the feeling is we are puppets who have no voice. We are the ones on the front line making a difference with the students.

If we can keep Dr. Jackson as the President, I feel we can get back on track on campus.

As lines keep disappearing from budgets, employees are asked to fill their shoes without any regard to the amount of time or stress or any financial compensation. Any raises we've had have been negated due to increased costs to us or Murray's city payroll tax. I make less in my job here at MSU than I did in a similar position in 1996. That's sad.

I want to put I strongly agree that I feel good about the direction MSU is going IF Dr. Jackson is hired as our President. I hope you can take the feedback from the employees that WE WANT HIM to be hired. On the next question.... 100% want you to revisit the summer hours or give the department the flexibility to work either shift as long as the 7:30 -4 hours are covered. That was a benefit that didn't cost the University and it was taken away.

The last statement I would mention has moved forward vastly in recent months.

Temperature in the buildings needs to be evaluated. My building is very warm. Some days it is unbearable. If summer hours are kept at 8:00 - 4:30, they should be consistent for all applicable employees. Departments and employees should not have the option to choose whether they want to come in at the earlier hours. That is not fair. The President should send a clear message that all applicable employees are expected to abide by summer hours, not give employees the ability to choose what they want to do.

I have one workmate who is vastly underpaid for the work she does and her educational background. She has additional responsibilities placed on her each year.

When people get hired because their wife is a VP that's not filling a position fairly. When supervisors tell other groups to take workload because one workload can't do it accurately that's not evenly distributing work. I would never tell people to come work here for anything but the time off.

Expectations, responsibilities and amount of work keep getting loaded on admins. We do what HR used to do. What tech people used to do. What accounting used to do. What maintenance used to do. Requesting any kind of assistance has gotten more cumbersome and time-consuming (aim, service portal, etc...). Purchasing's contracts are costing my department crazy amounts of money (staples' prices are obscenely high for select items and we have to pay their prices or our orders are cancelled, through amazon, for example. Ricoh wants to charge me \$20 per month extra for a fax attached to a printer. Somebody didn't do a good job with that contract. Purchasing is not fiscally responsible. Is there any oversight I wonder...? My job keeps getting bigger and bigger and my pay gets smaller and smaller. I was literally better off making \$8 an hour. At least I had healthcare and my family could eat.

MSU needs to paint and update buildings and not leave it on departments to pay for this. We have some really rundown spots in the older buildings while BIO, CHE, and Physics have brand new buildings. No warm water to wash hands in much of Wells. Things are not being cleaned as well with the move in facilities management. I have had to call repeatedly as bathroom floors were not being cleaned and obviously dirty and very smelly (Wells multiple floors). Tiny bathroom you cannot fit through doors in Applied Science- not accessible at ALL.

I think we're doing pretty well with what we've been given, but we are stretched desperately thin, and much of our equipment and facilities are showing it. Our current staffing and funding is not able to keep up with our aging buildings. Hopefully the political climate will change and ease some of the budgetary pressures, but the challenges are of adjusting to shifting demographics will not.

I know things are difficult right now. I hope that we can work past it. I also hope that plans are being made to accommodate our ESL program because we are currently spread out in very temporary spaces. I understand that leaving Woods Hall was necessary and unexpected, but I sincerely hope plans are being made for the next step.

I've seen several people have to take on more work/roles (or continue doing more than one person can do) due to budget cuts. I understand that changes have to be made to make up for the financial loss, but overworking people (without additional compensation) to do so doesn't seem right to me.

There should be a Neutral option on these questions. Frankly, MSU is a decent place to work, but whether I would recommend hinges on many things. Even then, I can't strongly recommend MSU. We lose to cost of living increases, every year. The buildings are falling apart. I understand the fiscal issues, but how far can we let it go? Parking fees...yuck. Even then, shutting down two lots to raze Woods? Understandable. But for how long? And then, what? More green space? Put a big lot there. Put the blue spots back and add a couple of red rows. Sacrifice the ticket fees for some goodwill to your students and faculty/staff. I can't say I feel good about the direction we're going. That's not to say it's the administration's fault. We've got some very good people working as hard as they can. The state is killing us. The amount they demand back to repay the pension disaster of their creation is absolutely obscene. Morale is awful, though better than it was. Dr. Jackson is a breath of fresh air, but there's going to have to be some sign of positive momentum for that to sustain us.

Disagreement with my immediate supervisor is not an issue, but if disagreement occurs with other members of faculty, their response is less than professional and staff concerns are dismissed.

Unfortunately, the conditions at MSU are largely due to uncontrollable external forces. As that has developed over the past few years all of these answers have shifted from "strongly Agree" to the others as everyone's job has gotten more difficult and stressful.

Our office conditions in Blackburn are terrible. We've been told that our offices are supposed to be renovated, but that's already been pushed back a year, and will likely be pushed back at least another year.

Work Loads are increasing with fewer staff members

If the position is now a nonexempt it should go through the nonexempt hiring process.

Still understaffed.

First, MSU needs to reduce its tuition or we will continue to lose students. This is Murray, KY not Nashville or Lexington. Second, I now can say my work area is healthy and safe, but that is only after several of us took it into our own hands to fight for a different building. We should have been listened to 2-3 years ago, but everyone kept ignoring the problem. It is bad when you have to upset people just to get them to listen to you and your concerns.

Work conditions are horrible. Our office goes from 55 degrees to 78 degrees in a five-day period. We never know what the temperature will be. Related to Question 15 about the summer hours, it was a huge disappointment that we didn't do summer hours in 2018. I have young kids and I love having a little extra time in the summer to spend with them. I don't understand why the hours didn't change. It was poorly communicated and was very frustrating and we had to change a lot of printed materials that reflected those hours.

The vacancies are not the problem. The promotion within is the problem. When one staff is promoted and the other staff is decreased in hours or let go. I have a problem with the budget....I'm sure the person that was promoted received a raise, as they should, but why did it come in budget crisis time period? I do not understand how the promotion position was never in the budget (for over 10 years) but becomes a new position. I get cut and the person gets a raise, probably with the funds they saved by letting me have less hours at work.

hiring process should be easier to navigate and be quicker, especially after a candidate accepts a position. the process should be complete by the time they arrive for first day of work and payroll completed so they have a timesheet before their first time submitting arrives.

My area is technology and is always in need of updating and there is always more work than we can get done.

Great place to work just take too long to replace folks after they leave!

We have a great team.

Budgeting shortfalls are absolutely a concern. What are we spending on our new programs and whose line will be cut from the budget next? There's less security now. I don't feel like we can be confident of keeping our jobs long term.

The workload is not distributed across personnel in an even and fair manner. Some recent hires have not had the minimum skill requirements required to make application for the position(s), much less to be hired for them. However, interested persons have completed the application process and have affirmed they have the minimum skill requirements needed. Once in the position, it is discovered that new hires do not have the skills that were listed as a 'minimum requirement' of the position. This has created a strain on others in the office (other staff, managers, and directors) to make sure all tasks and duties are completed. Those who are capable and WILLING to help are overloaded to a point well beyond what is reasonable to finish during the workday and work week. Those who are capable but NOT WILLING to help do less. And, finally, those who are not capable -- who do not have the minimum skill requirements -- of completing the tasks for which they were hired are required to do very little. Remediation must take place. Skills should be tested when they are a 'minimum skill requirements.' Basic skills that are required for the individual jobs, such as basic computer skills, Microsoft Office (Word, Excel, Access, PowerPoint) skills, working in a server environment, should be tested when those skills are a requirement of the job. Remedial training to teach hires to perform basic job skills that were advertised as the minimum skill requirement of the job causes problems, not the least of which is an uneven distribution of workload.

The Racer Pride that has been on campus since August 2018 has been visible. The efforts to work together and promote Murray State even more than we had previously, shows the commitment to our Alma Mater, work place, and the students. I am glad the leadership is going back to the foundation on which this institution was created.

One of the things that really needs to be address is the hiring process at this university. It should not take 4 months and 100 steps to get a position filled.

Privatization as a cost-saving model has moderate short-term benefits, but is a long-term spiral toward greater cost, less employee satisfaction, and a reduction in quality and control.

There needs to be employees in facilities management that will work. The employees that do not care outnumber the good workers. It is not fair to the rest of the university population to have lazy people who do not do their job.

I have seen way to many favors in regards to positions and pay. Also with positions being deleted, when a co-worker is out and you have to work over the get the job the job done, OT is frowned upon. Also if someone leaves a position, it takes way too long to get a new hire in and they you have to train. By not having someone extra, at all times to "grew up" in a position, you have done a disservice to the employees. SO MANY things could be handled differently.

I have to feel good about the direction of MSU. I have always loved my job and I would hate to see it get worse. I love the students and what I do. When my coworker retired I was told I would get a raise because I took on all responsibility of my job and hers but I didn't. I stayed. I was told I would no longer be under a certain supervisor. I am still under her. I need my job. I don't dare complain to any supervisor because I need my job.

Sixteen years ago staffing and workloads seemed fairly distributed; in the last 8 years not so much. Feel there is no outlet for concerns as directors are not fair and honest. The entire feeling is that of fear of intimidation and loss of positions; especially for upcoming retirement age employees scared of losing benefits. Benefits for hourly staff years ago were the draw to work here; now no incentive of raises and loss of benefits makes it less attractive to advise to prospective staff. Pay is not distributed fairly!

Continue to improve campus grounds and buildings - it may seem cosmetic but it makes a much better environment to work in and much easier to sell Murray State to prospective students.

The requirement to post all vacancies is a joke, since many hiring decisions are already decided before the search ever reaches that stage. It's disingenuous toward the people who apply, and a waste of their time and effort.

It takes forever for our department to get the go ahead to interview people much less hire anyone. We need training but there is never time for it.

We need new buildings and leaders that give respect to old employees as much as they respect new employees and students.

Pay raises!

Our office environment and our morale has greatly increased since Dr. Jackson became Interim President and since our VP left.

My position was basically "dumped on" and now I'm struggling to do two full-time jobs in the same amount of time as my one "real" job, with no more money.

IF vacancies are filled, it is usually not fairly. We have more than enough people to do all tasks but in reality only about 3 people do any work. When we mention needing resources for our job we are told that is not a priority and we need to be team players. If you disagree, forget about ever getting any resources or evenly distributed workloads.

The faculty and staff in my department are amazing. There is definitely a difference in perception from those at the bottom (making around 20K a year), and those at the top (60-80+K) concerning personal finances that is hard to express, but otherwise they are good people. Why would we want different hours? If anything I'd rather earlier hours in the winter (or just keep it consistent). As a seventh day Sabbath keeper, getting off earlier on Friday's would be better, and being able to see the sun when I go home would be nice. In the summer its not an issue as sunset is later.

We are underpaid.

Environment is 100% better thanks to Dr. Bob Jackson.

Staff are constantly scared of being let go due to budget cuts. It's not healthy to have to live in fear for whether you'll have a job tomorrow or not.

Pay increase, lower parking cost, (parking is an absolute nightmare) find a way back to the old MSU, Meaning that faculty and staff matter. Working for MSU used to be one of the greats things to do in Murray. But now Morale is so low people are leaving faster than ever.

I feel that the posting of jobs is a formality and typically there is someone in mind for the position being filled. While there is supposed to be help for spouses of faculty in obtaining jobs on campus, little is done to help and consequently faculty and their unemployed spouse have to leave the university and find a place where both individuals can be supported.

Need versa desk installed in offices. This will help with overall health of employees. If items can be bought for faculty, and athletic students, then a versa desk should be bought for staff.

1/25/2019 11:09 AM

My job is wonderful and my Director and co-workers all get along great, but our building has some issues that have yet to be addressed.

Summer hours were a "free" and highly valued benefit. In an age when budgets are being diminished, a "free" benefit can drastically impact morale on campus.

Benefits/Pay/Recognition:

Answered: 397 Skipped: 125

	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I feel policy, benefit, and employment-related information is adequately communicated.	18.48% 73	53.16% 210	21.77% 86	6.58% 26	395	2.16
I am paid adequately and fairly for my work.	7.61% 30	29.95% 118	36.29% 143	26.14% 103	394	2.81
Adequate annual raises are built into the budgeting process.	2.04% 8	8.91% 35	37.66% 148	51.40% 202	393	3.38
I am satisfied with my opportunities to advance at the university.	8.23% 32	37.53% 146	33.42% 130	20.82% 81	389	2.67

Answered: 398 Skipped: 124

	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Sick Pay	54.06% 213	42.13% 166	2.54% 10	1.27% 5	394	1.51
Vacation Accrual	50.38% 199	43.29% 171	3.29% 13	3.04% 12	395	1.59
Holiday and University Closure	66.58% 263	30.63% 121	1.77% 7	1.01% 4	395	1.37
Health Insurance	29.23% 114	53.08% 207	13.85% 54	3.85% 15	390	1.92
Retirement Options	29.67% 116	54.99% 215	12.53% 49	2.81% 11	391	1.88
Tuition Waivers	42.97% 165	42.19% 162	10.68% 41	4.17% 16	384	1.76

Comments:

I love working at MSU. The only thing I would change is higher pay but I do understand. This not being a very specialized field. I think you guys should add a small electronics repair department. It would save the University 10's of 1000's of dollars and practically pay for itself. All I'd need is a small room for a workshop. I already own most of the tools needed for repairs and know how to use them.

Faculty/Staff need to receive adequate raises in the future. This has been lacking for a while now.

I have taken on more than what is in my job description with no increased pay incentives.

I have worked here for a long time and was told I would get a pay raise when my coworker retired. Now I am doing my job and hers and my paycheck is less than it ever has been since we have the payroll tax and the 200\$ parking fee

I have no problem with sick pay other than the fact none of it counts towards retirement any more. This benefit is being phased out. Maybe I need to start coming down with the 24-hour bug on nice days like some of my coworkers do. Having to come to work at 7:30 a.m. in the summer is NOT a benefit. MSU's summer hours start at some random time and end at some random time. We should have the option of keeping the normal hours if we want.

I came from industry, where the plant at which I had been working shut down production. My salary is over \$10,000 less than my last industrial position. I know that my predecessor made approx. \$10,000 more per year than what my starting salary is. I am hoping for a substantial pay raise following this, my first year.

Vacation accrual - after 20 years there is not additional incentive for additional days earned. Why not give additional days (2) for those beginning their 20th year; and another day (2) for those beginning their 25th year. In addition, more policy, benefit, and employment-related information should be emailed to staff. Not left to search and find in the weekly Racer Nation Information. That is fine for upcoming events or past events happening with guest speakers, concerts etc. Employment information should be emailed individually to employees. No information was given regarding the presidential or athletic director searches. So staff is left to wonder and guess as to what is going on.

I have seen a huge decline in health insurance coverage in the 13 years here

MSU provides really great benefits and generally I'm super happy with them (we never use all of our vacation time). I will say that I was a little disappointed/taken aback by the process of being out for Maternity Leave. We're only allowed to use 6 weeks of sick time (even if we've accrued more) and it required a doctor's note (even though I'd already submitted a certificate of birth from the hospital for the insurance changes). HR wasn't super helpful with the process (I called in advance of the birth). Insurance benefit changes had to be submitted online (not through them and the website was down for several days). For my husband, he had to have an additional doctor's note saying it was necessary to care for me even though he should have had the time to care for his newborn child regardless of that per HR handbook. Just seemed unnecessarily complicated and stressful in using time that we've accrued working here for over 5 years. Should be an easier way of doing this I think.

N/A

In a recent report the University counted Tuition Waivers as earned income. If I cannot use the Waivers to buy groceries or gasoline- I'm not sure why this is counted as income.? If the value of each Waiver was given as a check each year, I could understand.

In the current climate raises are difficult to arrange, but hopefully things will turn around in the future. Tuition Waivers are an extremely important benefit. It helps employees that wish to extend their education, and improve their job skills, and offers family assistance. I hope that benefit continues to help the employees of MSU. I also feel retirees should have the same benefit.

I feel that more vacation time should be accrued instead of limiting to the current number. I do not use tuition waivers, so I do not have an opinion.

It would be nice if employees were rewarded for the sick pay that they did not use. It is a shame that employees can not reimbursed and awarded for the sick time they have on file after retiring from the university.

There are no annual raises. There are pay cuts as my health insurance continues to rise. I disagree with the policy on holiday and university closures. I am not given a choice but to work on holidays, which is understandable for my position. However, then I am forced to either take that leave when my family and children are in work/school or to lose it. Again this year, I have lost over a week of time spent with my family because of this policy.

I should not be forced into a retirement plan.

I'm very happy with our benefits package.

I believe we have several ways that we could take these things to the next level and adapt to the current industry standards.

1. "I am paid adequately and fairly for my work." Are you kidding me? 2. "Adequate annual raises are built into the budgeting process." HAHAAHAHAHAHAHAH, like hell they are. Is this a joke? 3. "I am satisfied with my opportunities to advance at the university." Pretty sure this is a joke. Can someone give me an example of advancement opportunities? Is there such thing as a BST I, BST II, BST III? Is there such thing as a Admin I, Admin II, or Admin III? Is there such thing as a Network Engineer I, II, or III? Do I have my tuition waiver? And, how long will this last: "The tuition waiver may be used for undergraduate or graduate, specialist, and doctoral courses." As I have been told most of these options are going away to handle increasing budget cuts. Budget cuts are killing this place, by the way, and not a single college or university in the state seems to have the spine stand up to our idiot governor.

Athletics salary pool is drastically behind the other universities with which we compete. It makes staying at Murray State and having a family nearly impossible.

Not in favor of the extra cost per credit for online classes.

Pay raises do not apply to me in my position in my office. I haven't received health insurance from the university. I am BEYOND grateful for the tuition waivers and my monetary compensation, but I barely make enough to pay the fees per credit hour.

You should provide Maternity Leave separate from sick/vacation. Also I am not paid enough. We literally live pay check to pay check. I don't know how much longer we can survive like this. Something has to give.

NA

Parking charges should be prorated by how much you make.

I would be paid significantly more working at another facility, but continue to work here because I love my job. However, at a certain point, I will have to change that if pay does not increase. I can't survive on this forever, and I didn't become a highly-qualified licensed professional to just barely survive.

Tuition waivers should remain available for retirees that have put in 27 years at this institution. They were promised that from the start and it should remain.

2/18/2019 4:14 PM The VP of Student Affairs, both of my directors, and I have met with HR concerning my pay. Currently, I get paid over \$1 less per hour than everyone else in our program who has the exact same job title and responsibilities. I have many more years' experience than most of them do as well. HR REFUSES to adjust my pay to what every other Academic Coordinator makes because Mike Young put the wrong pay rate in when I was hired. To correct the problem, HR claims will be giving me a raise and no one (except HR) is allowed to receive a raise. The argument has been that I am NOT receiving a raise, I'm receiving an adjustment to pay me EQUAL as all my other co-workers. Every time my director submits a new PA with the correct pay rate, HR crosses it out and writes in the current rate. This is just wrong.

The insurance and parking are too expensive; at a decent pay rate I barely make it after deductions. No room for auto or home repair. Barely paying necessities. I feel the University is headed in a bad direction with maintenance, fees, costs. I do like and encourage the thank you program.

The fact that I have "benefits" like tuition waivers that I can't use seems like a waste to me.

I've discussed my issues with online tuition waivers & the fees employees are forced to pay if they wish to further their education & become greater, professional assets to the university.

facilities employees could definitely use a decent raise in the near future

more vacation accrual for essential employees who do not receive the same amount of days off as non-essential
Doctoral students should have the same six tuition waivers as master's level degrees. Currently, doctoral students can only use two tuition waivers.

Bring back merit increases!!!! I have two staff members that deserve an increase for the fantastic work they do. Look again at classification.... this really took the wind out of the sails here. Staff look at as being demoted from Salary to hourly. This is still something that comes up on a regular basis.

Without a promotion many employees have only seen approximately 4% raise in 5 years. Limited raises, increased health insurance cost and charges to work for Murray (e.g. parking) have left some with negative take home pay. This situation makes it difficult to recruit and retain employees. Budgetary discussions can't overlook the cost and time required to hire and train new employees.

Taking away the Sick Leave Option at retirement is unfair, I believe we are the only university doing away with it.

Our benefits are fairly generous, but an emphasis should be put on restoring and expanding tuition waivers and rolling back parking costs. Retirement is currently a nightmare in Kentucky, especially for those of us trapped in KTRS. MSU should advocate for allowing retirees to receive Social Security benefits for which we pay from every paycheck.

poor pay and no raises except for upper management.

A decent pay raise is well overdue.

Last time a pay raise was issued for the majority of campus was the 1% increase that the City of Murray ended up taking from each person. Prior to that increase, it had been several years since an increase was given.

Amazing benefits, the only thing I would change is no charge for using the fitness center.

It is insulting to have no annual raises with increasing pressure and accountability measures in place. No matter how well I perform, my salary does not budge. Being a regional campus employee, I feel there are no opportunities for advancement. And the time it takes to fill vacant positions is extremely frustrating and damaging to day to day operations.

Merit raises would be a welcome addition.

Low pay scale makes it hard to recruit good staff.

we are in a downturn. Nationally. Higher Ed can't keep up with industry.

n/a

Addressed previously. Pay inadequate, insurance and parking permits ridiculously expensive. There is no advancement opportunity. Internal postings are pro forma. More qualified people are overlooked for someone already in a department just because.

I would love to see tuition waivers cover course fees. I've been held back from taking two courses I'd like to take but do not feel like I should have to cover the \$300 course fee for EACH class.

There are many times that it seems positions are not advertised and filled with internal person without consideration of the other employees on campus. Pay is not equal to that of corporate positions and no raises for those that were borderline (ie 12.00/hr.) for HR's attempt to get lower paid employees adequate wages.

Part time really doesn't get shit in benefits and none of our time despite working for the state counts. We seriously just show up because needs have to be met for our families and services be paid for. We just come to work and spin our wheels hoping for someone above us to finally give up gossip calls, long lunches, obsolete training, and unwillingness to structure changes for success in exchange for retirement. Then we part timers might have a chance at their position or the person below the retirees newly vacated position. In all honestly I would have to take

into a great deal of consideration before recommending MSU as an employer to others. I myself am debating if I will stick it out to see if we continue to struggle short staffed, get outsourced, or I will be lead in a more opportune direction. OH and sick pay should allow people like myself (no siblings, my only parent is deceased and my other parent doesn't know I exist, and have no family to care of my only living Grandparents) We're not all cookie cutters. Some of us are oranges being forced to survive in a chocolate world...

As a part-time employee, tuition waivers were one of the few benefits I still received but these have been eliminated

Please continue the tuition waivers.

The minimum pay at this institution is less than minimum at similar institutions doing similar work. That is discouraging.

Benefits are pretty good here. Main thing would be if tuition waivers were taken out, I would find work elsewhere due to low pay.

I wish on line classes weren't \$300 each

We need to revisit the tuition waivers for retired and part time workers. Also, we need to go back to the summer hours 7:30 am to 4:00 pm

Anyone who says anything other than "strongly disagree" regarding annual raises is either ignorant or lying!

In my opinion Murray State still has the best employer benefits in Western Kentucky.

MSU has fallen far behind on the pay scale for my position. I have not had but one decent raise in the 12 years I've been employed by MSU. One percent does not cover cost of living.

Tuition waivers for retirees should be revisited and added back as a benefit. If sick pay accrual is going away as a benefit to be rolled into retirement, as we have heard, this should be revisited and grandfather in current employees. Make it a change for new employees hired in.

I am not satisfied with advancement opportunities. Many jobs that are posted could be filled with someone with experience rather than someone with a degree. Too many jobs are written with a specific person in mind making it difficult/impossible to obtain a higher paying position. Also, it seems as though changes are made but not passed on to the employees.

Tuition waivers need to include online course fees. Any increases in pay has been negated over the last 3-4 years due to increased costs passed on to your employees and the Murray City Payroll Tax. MSU needs to look at paying a fare wage to its employees if you want moral to increase. I understand there are budget cuts, but you can't keep piling more and more onto employees. Something has to give.

My salary is on the very low end of comparable in the region. Even with the benefits of tuition waivers, we (employees) still have to pay for class fees.

Benefits are great as far as Sick pay, vacation day etc. The tuition benefits are great except I know of employees that have multiple kids and it doesn't help them. Please look into that-

Though these are difficult times, these continued benefits have played a major roll in what makes MSU such a great place to work.

Annual cost of living increases should be worked into the budget, regardless of the budget issues. Also, as the minimum wage is increased for workers on campus, the wages being paid to exempt employees should be evaluated as well. As the minimum wage for unskilled workers increases, the relative wage for skilled workers is decreasing.

I was very disappointed not to get an annual raise last year. Moral will suffer if this practice is continued.

I'm fine with most all of this but I wish I could "sell" my tuition waivers for something else since I have no interest in using them. Or bring back the one class I did use on them, HEA189.

Employees should be able to bank their tuition waivers, so if they are here for a while, they can be saving up waivers for their kid's tuition.

Definitely not paid what I'm worth. HR decided what I would be paid and I did not get what my boss had promised me. Still am not at that amount and it's four years later. Insurance is a joke. I cannot afford healthcare or my prescriptions.

Mid-career professionals should have the option to join the university with more than 10 days of vacation. This should be eligible for negotiation.

I really think raises need to be dispersed according to pay levels. My apologies but faculty and staff making over 70 grands a year getting 1 percent raise is unfair to someone in the 30 grand range only getting 1 percent. Not saying people who make more do not deserve raises, but I think we all work hard and sometimes those making less deserve a bigger salary yet that is somehow overlooked or not possible. I am pretty sure we pay taxes based of income rates, so why can there not be a graduated raise so everyone is a bit more equal. Like we all get 200 extra a year versus a blanket 1 percent. We are all deserving of raises and I am not sure I like that it is link to how much we make. I am not a fan that the big majors and Athletics have more money to spread around their areas but required services like registrar, and bursar dependent on budget seem to be paid disproportionately.

Health insurance should go back to supporting all family members.

As 23-year employee I'm happy with my retirement options, but I am very concerned with the situation for our more recent hires. I have always felt that we should have full tuition waivers. To me it seems like an excellent benefit for young families that does not cost the university near as much in lost revenue as it benefits our faculty and staff.

With all the class fees and restrictions, tuition waivers aren't much of a benefit.

We would go a long way by figuring out how to at least keep up with cost-of-living. I don't expect to get rich by working here, but it would be nice to not lose worth by working here. Health insurance isn't great, but it's not MSU's fault. I appreciate the University doing what it can to help us.

The visits to satellite campuses to explain benefit changes should be brought back. We need an opportunity to ask questions and hear the questions others have.

Tuition Waivers are an amazing benefit. Please don't mess with them.

I don't like the fact that the university will no longer pay for unused sick time upon retirement for those that have been conscientiously saving their sick time for many, many, many years. I feel there should have been a grandfathering concept for current employees. I also don't agree with requiring a FAFSA to utilizing tuition waivers for dependents. I don't feel MSU needs to know everything about our financial situation in order to receive an employee benefit.

The only reason to stay at MSU is the Vac/Sick/Holiday pay!!!

I am a 30 hour a week employee and not offered insurance. My tuition waivers are not being utilized for the full amount because of MSU stacking order. We lose part of the benefit and after 6 years that is the only benefit I get.

The health insurance benefits are not near as good as they used to be.

Work on better options for paid maternity leave for families, working in education makes it hard to plan for a family and that added stress of not having full payment when taking even a small amount of time away with your new child. My child was born shortly after I started here and I was only able to take the weekend before having to be back at work because we couldn't afford the FMLA payment of only a portion of my paycheck. Banking sick pay isn't an option until you are employed for a certain amount of time. Having to plan a family around how fast you can bank sick pay is hard.

I feel that the tuition waivers and holiday/university closure are large pros when people look for employment at Murray State. Those two benefits help to offset the lower university pay.

There are very few opportunities to advance. People stay in their positions long, and the university seems to want to hire outside of the internal applicant pool really often. I think it is getting better, but so often, it seems to be who you know. Not what you can do. Pay rates for myself and my staff are pathetic. That's why we can't keep good people. They come here, get their years of experience in, and then leave for a better paying position elsewhere. We have a hard time getting diverse applicants, and are unable to hire student workers because they

find great jobs elsewhere - they don't have time to wait for a job to come available here. We can't create positions to keep student workers that we work so hard to train. If there is "adequate annual raises" that are "built into the budgeting process" then we certainly don't get to benefit from those. Perhaps the University should look at reducing the pay of some unneeded, excess upper administration before refusing to provide a raise. Even a cost-of-living raise would be extremely helpful. Enough to cover the \$500 tax that we now have to pay to the City of Murray.

It is hard to expect hourly staff to bear the brunt of the University losing students; simply said the hourly staff take the biggest deficit due to loss of any positions not being filled. It appears that the pay cuts mostly affect the hourly staff, the directors simply increase hourly workloads without even being upfront with staff regarding the future. This used to be a great place to work, but now we fear losing our jobs; losing health insurance; and losing the benefit of tuition waivers that draw in lots of prospective staff with children. We have to pay to park and then fight to get a parking place at our place of work; we can't leave for lunch for fear of walking a mile back when you lose your parking spot. We now pay a payroll tax even if we live in the county, but not the business owners in town, just the employees of those businesses. We are living in fear because we know we are losing students. That is a daunting thought for an hourly employee. We see our counterparts or salaried employees being promoted w/pay increases; and jobs that require the 4 year or also a grad degree; are now being offered to staff that haven't acquired those degrees. How is that even fair? Then expect the hourly staff to pick up part of those workloads; but no overtime to reflect your work load being "caught up". In the past we have seen Directors insist that staff approaching retirement hurry and retire; so that they can be replaced with more efficient or less paid staff. Efficiency maybe; but also maybe honor a longtime employee getting older with respect and appreciation if they aren't as fast as they used to be; or if they are struggling with new system changes. This university used to be admired from afar as an employer for honoring long time staff with encouragement and thanks; not move over if you can't learn it quick enough. There is also a pair of favoritism because there is a difference in treatment of staff that play the race card and then there is fear being accused of discrimination.

I would like to see better prices on high deductible co-pays for dr. visits. I pay full price for a visit to my dr. so I cannot afford a visit to the dr. every 3 months like she would like. I go twice a year. Once for a wellness visit and the other I pay full price which is over \$100! My retirement option is a joke right now. Until the state of Kentucky gets the pension worked out I cannot afford to retire. I'm not sure the money will be there.

Many employees at MSU have to take on second jobs just to earn a decent living. Upper management and administration receive great salaries yet other workers are left to struggle.

Human Resources should set up regular meetings where new and current employees can learn about the benefits offered. Being referred to the website doesn't give most employees the knowledge they need. This is the only company I've worked for that doesn't sit down and educate their employees about the benefits and how to take advantage of them. Everywhere else I've worked sat down with me every year to discuss them and make sure I know what is offered, how it works, and what would benefit me and my family the most. I've heard too many people here who've had the wrong information or just no knowledge, and just trying to muddle through hoping they are picking the right things.

Would like to see the tuition waiver benefit reinstated at KY public universities and extend to schools in neighboring states (SIU, SEMO, others?). Very disappointed that health services were cut.

Talented staff are willing to take home less total pay in exchange for the opportunity to earn a pension, receive reasonable health insurance and leave/holiday time, and the opportunity to continue their education via tuition waivers. As those benefits are eroded (some indirectly by state agencies/budgets/appropriations that the university does not control), the University will lose some of its appeal to talented sections of the workforce who will decide the tradeoffs are not worthwhile. This isn't a problem for technocratic solutions by administrators to solve, or for deals to be made among legislators. The only adequate response will have to come as a groundswell from the majority of staff/employees in affected state institutions, and I recommend Staff Congress explore ways to educate and "activate" MSU staff in that regard.

The earning of these benefits is excellent. The ability for you to transition these from job to job (grant funded vs university funded, retirement, etc.) could be improved.

Would like to see a pay schedule increase for team leaders and supervisors.

Separating tuition and fees has increased the amount I am paying out of pocket by hundreds. I wish this would be revisited so it's not such a financial hit to get my degree.

The custodians are under paid, the ones that work anyway. I have been here 12 years; I do not make 11.00 dollars an hour.

For my unit's skill set, the people that do the actual work are unpaid as compared to my colleagues doing that same job at other universities.

My pay is quite low, in comparison to what employees in my position at comparable universities make. Further, my work has extended vastly beyond my stated job duties, as more and more work falls on departments in the wake of budget cuts. I'm capable of taking on new tasks, but I should be fairly compensated for the increasingly skilled work I do. As the department's de facto graphic designer, web manager, and marketer, I am paid a low wage even for a secretary. In terms of advancement at the university, there is very little opportunity for that. I have seen dozens of jobs advertised that my skill and experience make me qualified for, but I am unable to apply because I do not have the specific degree listed. I understand that I will be in the same low-wage position until I go to another institution.

It was a benefit to staff and faculty to have health services available on campus. Strong consideration needs to be given to bringing back services as they were before this fiscal year began. This is a benefit the staff has lost. Tuition waivers need to be re-examined as well since each time they are eliminated (part time, retired) it is a benefit the staff has lost.

Not sure what the future retirement holds with our state Governor and Legislature.

I feel that the accrual of sick days is satisfactory, but changing the the policy so that employees will not be paid for unused sick days upon retirement is unfair.

All of the paid time off is a big morale booster for me. Please keep the two-week Christmas break.

As a religious minority that does not participate in Social Security, I am sadly forced to pay into the system without being able to collect. Ideally I would like to be re-classified so I could join the teacher's retirement program (any position requiring a 4-year degree can join I do believe). Instead of paying money into a system where I cannot collect, I could instead pay into the retirement program and actually benefit from my investments. Murray State would instead pay into the retirement program, and would not have to pay into SS. Win win, or at least a win break even.

Compared to other regional universities I am not even close to the same level of pay as my counterparts and I do twice the amount of work! Annual raises are a joke. Would love to be able to have a raise! And advancement in the university never happens. They always decide to see what is available outside but you are free to apply.

We need to advance in our categories. How long do you have to work here to get a raise?

Tuition Waivers are a benefit to only some employees and should be coupled with an option that is of benefit to employees that aren't able to benefit from the Tuition Waiver benefit.

I wish there were more options for maternity leave.

The benefits are good, but with rising costs. I understand rising costs must occur, but household suffer a double hit without raises.

compared to other universities in the state and surrounding states MSU has terrible pay and benefits

Healthcare in the United States is terrible, so I don't think it is any fault of HR that our insurance barely seems to cover anything.

Pay a living wage!

Better and more frequent communication about the opportunities to complete the Wellness Pledge and deadlines are necessary.

Please keep the tuition waivers for faculty and staff and their spouses. It is an incredibly helpful benefit to assist employees to continue with training, professional development or advancement in his/her position.

What do you appreciate most about working for MSU?

Answered: 244 Skipped: 278

I love the benefits and tuition waivers.

The relationships I have formed with students, co-workers, faculty and staff over the years. Feeling like you are part of family. I also appreciate the generous benefits that we receive.

Easy going atmosphere

The benefits are good

Coworkers. Adequate salary.

The opportunity to impact students and faculty

Close knit community, Holiday pay, Student first mindset

Murray State University is a great place to work.

The vacation and sick pay is huge for families.

The benefits and days off with my kids.

I appreciate the benefits and I also enjoy the opportunity to work with students

Benefits, vacation days, holidays, tuition waivers

Murray State is a good place to work. Although there is room for improvement I would still rather to be here than many other places.

I appreciate my boss and coworkers. I appreciate our paid vacation/holidays/sick days. I appreciate the \$5 lunches for staff at Winslow Dining Hall on Thursday. I appreciate Dr. Don Robertson. I appreciate the Board of Regents voting Bob Jackson as our new president.

Nearness to home; flexible working hours; good chairman as supervisor; friendly people to work with; good benefits time off and tuition waivers

The people. The commitment to education and art. The benefits.

The friendly atmosphere and support from our President and Vice Presidents.

Benefits

a job.

Holiday and tuition benefits.

Tuition waivers

I apparently am not here for the great pay lol- but i enjoy the paid leave to spend with my family.

The people are great to work with

Health insurance, sick days, vacation days and University closures.

good work environment, holiday/sick pay and professionalism when dealing with work issues

Working with students and assisting them with their education to enhance their futures. I also appreciate my benefits, the opportunity to learn and work on my education. Tuition waivers helping families.

Job security, work atmosphere, coworkers.

The people :)

I appreciate the staff I work with here. We really bring out each other's strengths in one another.

Honestly, the only thing that I currently appreciate are my colleagues. If it wasn't for them, I would not be here.

The benefits, low commuting distance, I have communicated with many other employees who are always willing to help and are very professional and friendly.

Community and excellent interim/permanent leadership

Working with students Time off

I like working on a team and being a part of the University community.

health insurance/ tuition waivers

the mission to educate the next generation of leaders. Family atmosphere and chance to be around young people.

Most of the staff is friendly

I like making a difference and being counted on.

Acknowledgement of holidays and closures.

Interacting with students, staff and potential students.

Steady work.

The people in my work area and the size of Murray, and the support for WKMS.

Having a job! I like my job and feel appreciated most of the time. I feel I am adequately compensated in pay and in benefits. They people are great and always willing to work out conflicts when having to take care of sick children.

The people. Extremely polite. Genuine in exchanges.

Atmosphere

I enjoy working for my alma mater and sharing that joy with others. I also love being able to help a new generation of students take the next step on their journeys in life. I couldn't think of a better place to work in education.

Benefits

The time off at holidays to spend with family.

Enjoy the students and alumni

I work with amazing people.

Good environment

I'm lucky enough to have an amazing boss who cares and goes the extra mile to provide a great working environment.

Fair working conditions with little drama.

That I am working to help the future leaders and workers of our country, love working with and for the students.

The opportunity to provide important services to students that they may not have access to elsewhere, and the chance to pour into young people as they are developing whom they want to be. I also appreciate my co-workers, who have been so wonderful to work beside thus far.

Health benefits and the family type atmosphere.

Genuine concern for employees. Flexibility - ability to use vacation/sick time as needed without hassle.

Overall, the benefits

The family-type atmosphere that is here makes for an incredible work environment.

Benefit package.

The strong supportive group of professionals I work with on a daily basis.

We have a very nice office and our staff is great to work with. I love all the benefits that we as employees receive. We have an excellent President that is doing great things for the University as a whole.

Wonderful people, for the most part.

The strong sense of community. The university has a great reputation in the region and is highly thought of nationally.

Holiday days off work.

My co-workers.

My fellow employees.

It is a good place to work

Holidays

the training that we are offered

I appreciate the number of days off we get (vacation and holiday combined). A close second is working with the other staff in my office; they are great.

The staff I work with are friendly, easy to talk to, and good listeners.

People I work around

Meeting new people. It's a job with set hours that pays fairly good.

People I work with.

The feeling of comradery in my college---basically the people I work with.

The benefits especially the generous time off.

The people I work directly with, the amount of time off, benefits.

The work schedule.

I appreciate the connectedness that feel with other employees and students. The opportunity to work with many different departments is also an asset. The tuition waivers were a large draw for me to come to work here. I also appreciate the staff time off with the university closures.

Higher education atmosphere. Lovely campus. Bright students. Supportive and interesting colleagues.

my co-workers

The immediate people I work with are kind and caring.

holiday closure, some opportunities to work on university-wide initiatives

The people

vacation time

The benefits, and I love and appreciate my students.

Health insurance. Flexibility in scheduling work hours.

I believe in our institution and I LOVE working with students. My unit is full of wonderful people. I get along VERY well with my colleagues and supervisors.

Mitch Stewart

The flexibility of taking time off.

The students and helpfulness of fellow faculty and staff.

camaraderie and friendly support

Available time off and low stress work environment.

good people.

Family environment

Most of the benefits.

Working with staff, faculty and students. Stability of employment.

I appreciate the people I work with and the ability to allow me to ask questions and continue to learn as I go.

Insurance and the amount of paid time off

Flexible with community

It's rewarding on a personal level.

Benefits.

Close to home, vacation time, tuition waiver

My co-workers and the overall atmosphere, plus the waivers. Without waivers, my son could not attend. I don't make enough money to make that happen.

It's been very good to me

How hard our administration works to be fair in making the tough decisions during these difficult financial times.

Tuition waivers are very useful and important. Motivating for employees not making adequate wage. Environment is good, people are great. Time off and vacation pay are very good and help to keep staff motivated.

I appreciate many things about working for MSU in example simply having the privilege for paying for my needs, being close to my sorority chapter, and the little diversity the community has is due to the Universities location. However, what I most appreciate about working for MSU is that I am able to use my natural problem solving and genuine desire to help others while gaining life experiences. I can never undo the smiles, the sense of accomplishment in diffusing a high stress situation with an unsatisfied client, bonds formed with my work family. While I can not undo any of those experiences I can take them other places in life and apply them.

Murray State University has a family friendly work environment and they truly care about their students and faculty/staff.
benefits

the communication and chance for advancement

my colleagues, working with students

I appreciate so much having Dr. Jackson as our Interim President and hope to see him hired as our permanent President. He has been a breath of fresh air to our campus. I appreciate his respect for MSU employees and students, his drive to accomplish things, and feeling like he truly cares about the future of MSU and not just the hear and now.

I like the smaller community feel within the departments and across the University!

The community of employees is great. the time off is great.

I do like the friendly environment and for the most part all departments on campus are very collaborative. It is a family friendly place to work.

My coworkers and department, tuition waivers, time off.

My Co-Workers

For the most part, great people. Like the "feel" of the university and the area. Family loves it here as well.

I love office work, using the computer and the people I work with. I enjoy the extra time off around holidays, especially the extended time around Christmas, Thanksgiving, and spring and fall breaks.

The staff and students that I work with The holiday days, sick days, & vacation days that we receive

My coworkers, working with the students, getting built-in time off during school breaks, the ebb and flow of students, and the excitement of a new year each fall.

The people.

Vacation and sick leave benefits

The people I work with, the paid time off, the opportunity for free/cost friendly access to a degree.

The one on one interaction I get to have with students and seeing the difference that is made whether it be small or large.

Being able to work on my degree.

The ability to work with a diverse group of people, grow professionally, and the ability to work with our students.

The benefits

The benefits are still good, although not as good as they used to be. Tuition waivers are great, but the cost of an online class fee is more than my budget allows for. The number of days off over and above vacation is great, but that doesn't pay the bills.

The benefits and working environment.

Overall, MSU is a great place to work. Compared to the public sector, we have decent benefits and a safe working environment. I am proud to say I work for the university.

The work is satisfying and rewarding

I very much appreciate working for and with wonderfully talented and supportive people. I also appreciate Murray State's emphasis on employee wellness and satisfaction. This enables the faculty and staff to provide a supportive and caring environment for the student body.

students, environment, sick and vacation pay and just the Racer Proud surrounding s

Good hours and vacation

The holiday closure schedule happens to be one of the most rewarding benefits.

Having the last two weeks of the year off.

The people, work environment, benefits, the time off.

The Time off.

The time off given, the benefits like tuition waivers and HSA contributions, and overall representation of MSU.

Feel like I am giving back to my alma matter and everyone at MSU is very nice, professional, and driven. I also feel treated like an actual human when working here unlike at other places.

My direct supervisor

Having a job with benefits

The people are awesome!

the people I work with

Holiday Closures

I think our staff and faculty have the student's best interests in mind.

Family atmosphere. Everyone seems to want to help one another whenever they can.

Paid holidays

Flexibility

Holiday vac.

I love the students and the relationships I have built with Casey Rowe, Dr. Wilson, Joanne Gunz, Dr. R, and the College Heads. They all make my job worth doing. I also finished my masters in Org Com and the org com department was the best program!!

I like being part of a team that is passionate about what they do, and appreciates my contributions.

Holiday closure

The atmosphere and benefits

Strong community, supportive staff, good benefits.

The work environment in my department, my co-workers, and having extra time off at the holidays.

Murray State has been home for nearly 16 years - as a student and professional. The relationships I've built across campus, the memories shared from generation to generation, the great traditions, and the loyalty of the faculty and staff who have been bit by the Racer bug. Murray State has been, is, and always will be a very special place.

I love Murray State; the people are always the key for me. I feel it a positive environment and the Honors College is a great fit for me.

family friendly

The people. The community. The students.

I love that I earn time off and still have University Holidays. Makes travel to see family easier.

I love my department. There is a huge sense of teamwork.

I like being part of the college community. MSU has a family atmosphere, and I am passionate about the work I do with students. I know that higher education can be a direct line out of poverty, from personal experience, and that informs the work I do for and with the university.

I feel like MSU is a well-respected employer in our region. I believe our reputation has taken a hit with the many budget woes but is still seen as a desirable place to work. I appreciate MSU's support of our community and I'm proud to work here.

The Holiday/Sick/Vac Pay are great. My Boss is pretty great too.

Leaving at 3:30

They will call closure when safety is concern for faculty, staff and students.

The generous paid time off, sick time and flexibility.

Great department to work in, personnel on the entire campus, benefits

The hours

The benefits

the environment.

For the most part, the atmosphere and the benefits

I appreciate the communication between departments, the willingness for different departments to work together and help each other out. The community itself has seemed to be more bought into Murray State in the last year which I think in part has to do with the Racer Proud Fridays and also the new sponsors that have on boarded in athletics in the last year.

time off

The days off. The friends I have made.

tradition and quality of the institution

I love the people I work with now. In years past I used to work with a very bad supervisor, it is extremely better now. Coming to work every day is not a tread. I love it and it is a good working environment

The ability to continue my education for little to no cost.

Benefits, holiday schedule, great working environment, great co-workers and supervisors.

The tuition wavers

my co-workers

The family like atmosphere.

Time off with my family

Friendly campus even with budget issues.

being able to do what i like for a living

Professional atmosphere

The people

The atmosphere a student!

Family feel. Pride for MSU.

time off with pay

Retirement and benefits.

The benefits

Tuition waivers, friendly atmosphere, academic environment, health insurance

The work environment, flexibility, and benefits

Benefits

Fairly inclusive culture, good leave time, and tuition waivers.

The benefits and talking to the professors in Chemistry and Biology and also the students. They are some of the nicest people that I know.

Holiday/closure and overtime pay

the extra time off

The security and stability of the job.

The people I work with are great and I like the environment.

The faculty and staff I work closely with on a daily basis are, almost without exception, committed to their work and to the success of the university and the quality of education it provides.

Working in higher education, benefits (especially health insurance), and holidays and paid leave

The paid holidays and sick/vacation time given. I enjoy my job and the department I work in.

The amount of time off (vacation and holiday) granted by the university. I am appreciative of the people that I work with - staff, faculty and the students - who all are interested in and care about others.

I am off campus, but you have a lot of get together for employees. Appreciate the holidays to spend with our families.

I love most of my professors and students and meeting prospective students.

The people, and holiday leave, are nice.

Great co-workers and a chance to help students.

Retirement benefits

I love the opportunities it gives me to work with students and to provide part of my daughter's college education at a discount.

My supervisors are great to work for.

paid holidays

The people.

The people I work with. The environment being fairly relaxed.

holiday/closure

Health Insurance and Closure Days

The people and feeling like I make a difference in the community.

The people I work with and the student

Co-workers that are team-players.

I appreciate the sick/vacation time accrual and the paid holidays.

The people who work for the university are amazing. If it were not for them i would be miserable and would have probably left by now.

That I get a steady paycheck.

The hours and benefits.

Many of the people I work with; holiday breaks.

I appreciate the support from administration, faculty and staff for my position.

The benefits and holiday closure time

The holiday closures and time off with my family.

I like the atmosphere and the idea of helping the students and community

The benefits and how I am treated

Family

the holidays off

Working with students.

The community of people that I work with.

Free classes

Flexibility Helping Others Tuition waiver

How friendly staff and faculty, also the students are fantastic!

The people are

I most appreciate MSU's employment benefits.

What would make MSU a better place to work?

Answered: 230 Skipped: 292

Adding a small electronics repair department and paying me \$12.50 an hour to work there.

I would love it if the university implemented "Dress Down Fridays", especially since we're being asked to wear blue & gold to show our Racer Pride on Fridays!!

Not charging for parking

Stop talking about being transparent and be that way. When decisions are to be made involving a program or personnel at least give the person an opportunity to have some input.

More forward thinking and less stonewalling creative initiatives that would advance MSU. Take total control away from HR regarding pay increases and job advancement - this should be up to the VPs of the areas. Human Resources should not be the office deciding if MSU will be able to accomplish certain goals based on whether approvals of positions or pay happen.

More incentives for pay/benefits. Professional development opportunities.

We just hired a great President.

Systematic review of policies and procedures to be completed by committee of stakeholders, not by an individual unit.

If all employees were treated fairly. Especially when it comes to the pay factor.

Better pay and a more substantial hierarchy

Annual salary increases

In the long term attention has to be paid to providing better staff compensation and benefits. It seems in the past few years the administration has worked to see how many benefits they can take. No employee should have to pay to park at their workplace. While many of us "career" employees will probably stay on and grumble about cuts, the newer employees are likely to look for greener pastures and move. Us long-term employees should have the "accumulated sick days counting toward retirement time" policy reinstated. The fact many of us long-term employees have a large number of sick days accumulated should show that we are reliable workers who put Murray State first. We don't call in sick on nice spring days just so we can enjoy doing something else. Employees are allowed to carry 180 days max. Counting up to 90 of them toward retirement doesn't seem to be too much to ask.

We need to get back to this university caring about its staff. I am very hopeful with the appointment of our new president. We want and need someone who cares about this university. Bring back the summer hours; Housing & Residence Life has been split and no longer under Student Affairs. Housing is now under finance and no longer student oriented. Those in charge have no housing experience. Murray State University needs for Housing & Residence Life to be put back together under Student Affairs.

In my particular case, it would be a substantial salary raise after my first year to bring it closer to what my predecessor's pay was when she retired.

more consideration for internal candidates (thankful for Bob Jackson being hired!), more consideration for individuals, the greater good is not usually that great.

Less fear about budget cuts.

Better heat/air control in the buildings.

Better communication among departments.

take a look at upper management, across the board. Including the new president to FM.

Not dissolving the little things that make being an employee easier: annual raise increase and summer hours. Creating a daycare for employees would be excellent for employees, students, and education students. Proper

allocation of funds for building maintenance so that employees are able to work in safe environment, and having adequate access to water during work hours.

Adequate pay and better working conditions

Better wages that competed with other Universities would draw a better trained level of worker. Better wages would make our department feel that this job was worth keeping. Our skilled workers can walk onto any laborer assembly line at a factory tomorrow and earn more money.

Adequate compensation and raises

Higher wages for BST's, pay raises.

Reviewing pay of each employee every so often based on a person's qualifications/experience in their respective work field/area

Hiring Dr. Bob Jackson.

It is pretty good the way it is.

Healthy work environments - currently have black mold growing on our ceiling tiles. More resources - we are completely under staffed it is so stressful.

Adequate pay and staffing in offices.

There needs to be a restructuring of personnel. You have many of the same people who have been employed way to long. There needs to be a better sense of accountability. I would like to see better pay and work conditions for employees who deserve them, thus a merit based promotion/raise process needs to be implemented. I am tired of hearing about the cost of living in this area as being an excuse for low pay. The "good old boy" mentality needs to be eliminated as well.

Streamline administration by removing current chairs and redistributing the workload and responsibilities to directors instead. Create more graduate and doctorate programs with emphases on online delivery. Decrease graduate teaching loads to 9 credit hours as full time.

Make interim president permanent; ; wish we had a way to provide merit raises for dedicated long-time employees who deserve and need additional pay - even a very small amount.

Adequate staffing On Campus Health Service Motor pool again Dr. Bob Jackson named President

I would like to be recognized as professional staff instead of as facilities management. I have eight years and two degrees of higher education. I would also like to be paid adequately for that mandated education and experience.

Adequate pay and opportunity for overtime if there's still work to be done. Also, if all departments were in the same area, I think team communication would improve.

pay raise

better pay, better buildings (not counting STEM), to build an atmosphere where everyone is valued and appreciated not just with words, but with better pay, working conditions, and concretely showing that all employees are valued.

if te departments worked with each other more and if faculty and staff had better connection

Replace our CIO with someone hungry. Hire someone with some passion, have them report directly to the President.

Willingness to be bold and be different. I tend to hear often that we do things the way we do because that's the way we've always done it. Instead of willing to look at things differently or ask questions, we are often stagnant because no one wants to change.

Honor GOD for everything.

More money. Less drama.

First, leadership that will go toe-to-toe with Governor Bevis and the negligent GOP who are ruining higher education in Kentucky. Why in the hell would anyone with 1/2-a-brain want to work and teach at any public

university with a governor and a GOP legislature making faculty and education into villains? And, actually, we are seeing more and more new faculty use Murray State as a stepping stone to a better teaching and research environment. The administration of students is an embarrassment, from recording-keeping to outreach, to financial aid counseling, to registering for classes. Does anyone in the administration visit any other regional school, like UTM, WKU, to look for best practices? Or, do they simply keep doing things the same way they have always been done, and keep doing that into the future? The windows of Wells Hall are an eyesore. If I was a parent, I would want to know why the building home to the Office of the President resembles a run-down asylum, with broken windows, peeling paint, cardboard keeping angry squirrels at bay. Ugh.

Job security. Not being afraid you will be the next one to get cut. I feel our university is staffed at the bare minimum and students are suffering already because of that. We have many employees that their salary is very minimal and work hard, but those are the employees that have been cut. Maybe it is time to look at some of the employees on campus, who are eligible to retire and make the big bucks. If a lower position can be eliminated so can upper positions. MSU needs are not being met by the state and the students and employees are paying for that.

A clear vision and an infrastructure and plan that are in alignment with that vision. Organizational structures and funding that reflect a plan to have long-term, sustained success.

Annual cost of living wages that keep up with other employers and the economy. Reduction in the "fear" factor in regards to constant budget cuts. It makes the university appear to not be a stable place to work.

Cost of living raises at the minimum.

Being paid more. Having access to the wellness center without having to deal with the racer wellness pledge. I've signed up to go 44 times (twice a week) but there is no way I can make this happen. It was hard enough to try and go the 22 times (once a week). I am wracked with guilt that I can't make it happen. I want working out to be an enjoyable thing...this isn't helping make that happen :(

Can't think of anything

Get serious about annual performance reviews and fire dead weight employees instead of constantly "relocating" them to be baggage in another department. Create training for middle management - give them the tools and decision power to enforce standards and expectations WITHOUT HR's intervention.

Can't think of anything.

the thought of getting performance raises. which means not everyone gets a raise, the ones who put forth the effort get the raises.

Improved awareness of the needs of those with disabilities. Increased wages or more payable hours offered.

Respect for workers and what they do, instead of adding more work responsibilities every year.

If salaries were industry standard.

Concerned the President position and many other positions at all levels are overpaid when so many employees are underpaid.

Better wages. If that can't be done the ability to flex work day/week hours would help.

I believe the university should recognize the amount of work that goes into a clinical supervisor's role and position including how much work that goes into the role compared to teaching a course. It is daily collaboration with students and constant communication.

Raises each year for all the employees.

Better potential for raises or increases.

Stability in administration. Need a President who knows Murray, Murray State University, state politics, and the region.

Free access to Wellness Center for employees and a return to summer hours.

More consistency with employees. For staff to stay and not leave as soon as they are trained.

I feel I've pretty much covered that, I know a lot of it is state funding issues but a lot of money is wasted on meaningless projects like changing the logo, it was fine the way it was and we wasted a lot of money on this during a time of budget cuts.

If we were paid accordingly or if the benefits made up for it, which they no longer do.

Better pay

If MSU's business policies reflected it's mission, statement of ethical principles, and code of conduct tradesmen at facilities getting a raise would boost morale that has been going down for years

Automating and/or using technology to make processes more efficient, both for the day-to-day work of staff and for students. Too much time is spent manually doing tasks that could be automated, or filling out paperwork for things that could be done online.

More employees and cleaner, safer environment. We have a lot of roof leaks in the stadium and the BST team does a poor job at helping keep the facility clean.

Better lines of communication

More staff or better division of staff duties

Would provide low cost/ on campus child care for employees, available to all shifts. Combine more parking with the idea of more green space. Create parking lots and incorporate plant life inside/around the parking lots

Better benefit to salary ratio, take away yearly contracts for most staff (When I came on, it was disconcerting to sign that contract for a non-faculty position...I called to make sure that I would have a job after the year was up. Gave me a moment of pause before moving here), consider staff when the big decisions are being made and remember that we are people, not numbers..... I would also like to have a wide discussion about being able to carry over funds between fiscal years.... we are punished for being fiscally responsible.

Improved wage/salary compensation with incentive to retain good employees for their loyalty demonstrated through years of service

Over the past 4 years, the morale at MSU has gone down considerably. In hopes of brighter days ahead, a new President should focus on this. Dr. Jackson has done an outstanding job in raising MSU visibility in the community in a positive light, he serves us well.

A slightly higher wage scale.

Reduced or eliminated parking costs for employees. Annual cost-of-living and merit raises. Restoration of tuition benefits. Options in the retirement programs. Reduced or eliminated health insurance cost-sharing. Recognize teaching personnel as faculty and eliminate the "staff" designation for those whose primary duties are instructional. Increase oversight of auxiliary units and bring them in line with the rest of the university.

better pay and decision making.

10 years ago a survey was completed comparing pay scales between Murray State and the area business. We were given a control point for each grade and were promised that Murray State would reach that control point. 10 years later and the pay scales are still way below that control point. Now think about the fact that the survey was completed 10 years ago and that the cost of goods and services has increased drastically. Most of your staff have to take on another full-time job just to make ends meet.

better communication and collaboration between administration and staff/faculty, better budgeting of priorities

Change the length of time allowed to use comp time. Should be at least 4 months. Preferably 6 months. Presently only 90 days are allowed. That does not allow enough time for Christmas closure comp days to reach April. Which is when most Secondary Schools have spring break. Also April May and June are prime time yard/garden work can be performed; which is a great time to comp days earned. When you earn comp hours in late December. using them by March is not much desired.

Incompetence from some employees is ignored, even awarded, at Breathitt Veterinary Center. I would feel better about my workplace if those of us who do a good job weren't made to suffer because some employees in key positions aren't capable of doing their job correctly.

Pay that is equal to the national averages of athletic trainers. Instead of significantly below.

1. An approach for honest growth and not what we have always done strategy. Ideas are brought up by junior faculty members, but their ideas are shot down by administration quickly. If you want to try some revenue generating ideas, if development is not on board, the idea is shot down. 2. Hiring people based on skills and knowledge and not who you know. We need to have an honest approach at hiring actions that look to see if the position is really needed prior to the action moving forward for advertisement.

Better parking situations, like a parking garage or two. In addition, job audits to ensure that each person is getting the right recognition and pay for the work they are producing.

Having a voice and making a decent living. I am a single mother of two and by the end of the month, I am counting change to buy groceries. Bi-weekly would make the paycheck to paycheck living situation a little bit easier.

Facility upgrade and safety

Getting cost of living raises, and better communication within our department.

Merit raises, more communication from upper administration, better parking options.

better salary & benefit costs in comparison to other state institutions

Higher pay scale.

better pay, better facilities.

Offer employees a discount at the food venues

More comparable pay with the surrounding area so we can attract and retain talented faculty and staff.

Resolution of pension crisis. Better support from current state legislature.

Making sure our vacant position in our office is filled.

Better pay and a raise that is more than the increase that we pay for insurance.

Selecting a president (Dr. Jackson) that is loyal to our university and our community with the best interest of our faculty/staff/students at heart.

COL salary increases and better advancement opportunities

More money to repair facilities properly.

Increased pay of course. And not dwelling on the fact every month of every year that MSU is in a budget crisis.

The ability to hire a replacement when a position is open, instead of losing that position to budget cuts; The ability to work on grants and other overload projects for extra compensation

1. Better pay, reasonable insurance, honesty from HR. 2. Since we seem hidebound to do a new compensation study, do it right. That last one was a farce. Supervisors completed the job responsibilities deliberately leaving out portions that would have classified the jobs higher - where they should be. Employees should fill in their own questionnaires. The WKCTC salary and wages scale was higher than ours - why is that? 3. Fill vacant positions or raise salaries. 4. Do something about the insurance. Maybe we need to administer it ourselves. Anthem doesn't use their own money and is not assuming the risk, we are, so why does it cost so much? 5. Keep your promises. If you are going to break them, have the decency to tell people. 6. HR needs to give answers - honest answers - when asked questions.

Merit raises

Better customer service awareness and to remember that we are all in this together. It takes each one of us to make this University a great place to work and go to school. Bad attitudes, unkind comments to each other, and forgetting that WE always wins over ME, ME, ME!

timely pay increases, being included in department meetings, more flow of information when decisions are made at the Provost and VP level

Communication! Every department on campus should have thorough, easily implemented, and quickly accessible Standard Operating Procedures (SOPs). Many are resistant and defend their lack of SOPs due to a department

having case by case unique resolutions. The beginning research process, email response templates, professional phone verbiage (i.e. Do not tell someone "I don't know." rather gather information, their contact information, and let them know "I would like to further research this for you in order to correctly assist you." or not telling someone you will put them "on hold for just a second" rather instead "May I place you on a brief hold.") Customer service training and workplace unity (all departments uniting...not just interdepartmental union) could FOR SURE use some attention!

allowing an individual with on hand experience in staff and facilities to make suggestions and participate in staff congress decisions and planning.

better communication, both employee and student appreciation

Updating necessary facilities

more appreciation for the work that is done by staff; yearly raises. the ability to move up by staff as the faculty has.

Continued communication about the climate of what is going on with budget, executive position hires etc.. It is interesting times when there are so many interim or higher level/critical positions that have not been filled. I know we are all used to doing more with less but it seems things just don't move very quick.

Pay increase that kept up with cost of living, and maybe not making staff pay \$200 for parking somewhere they basically have to. Also, please do not send out a breakdown of how much "you" cost the university to employ right around contract time... Seemed a bit in poor taste when done in the past.

Better Accident Coverage plus Short & Long term disability Insurances such as Aflac. The Voya coverage doesn't cover what Aflac does and its more expensive than Aflac.

Having a properly staffed department. Updated facilities - there's facilities I frequent daily that haven't had attention/updates in well over 40 years (literally).

Higher pay - raises each year. Not having to buy a parking permit.

Communications across campus

Better pay and less anxiety about future budget cuts.

Nothing I can think of. It's a great place to work.

True cost of living increases and a willingness to substitute experience for education when it makes sense to do so.

Raises, income based parking passes, affordable health services on campus.

Truly better pay which I know you hear over and over but it attributes to the low morale of employees.

More consideration about who the staff are and what they do. Not every staff member cleans a toilet and by the same token not every staff member can write computer programming. Having supervisors who go by university policy instead of making up their own. This is not good for the employees.

MSU would be a better place to work if we had the funds necessary to implement new programs, hire people to fill vacancies so we're better able to recruit new students, and serve our current students, and update some of our buildings. Having a true student center would be beneficial to our students, and would help draw new students to campus.

Have proper heating and cooling in the buildings so we are not freezing in the summer and roasting in the winter.

Better communication from the top. Treating us like valued employees, not just a number. Better wages. Allowing for trips to professional conferences out of state at least every 3 years to keep up with your profession.

Comparable salaries and cost of living raises. More parking options for staff (I can't leave for lunch because I can't find a spot when I return).

Merit raises! We need to be rewarded for going above and beyond in our jobs.

Better compensation/salary

Increased financial and overall support from the state level would greatly help our campus, as each year seems to bring more uncertainty and stress.

Pay is up to par
salary increase

MSU is continuing to see many great things it seems due to personal care and attention of Dr. Jackson.

Having a President who cares about and understands the university and its employees.

More substantial annual raises. Free parking pass for all employees, free membership to the gym.

Mandatory yearly raises.

Raises/cost of living increases

For the 8th year in a row I'm going to write hiring people into higher level positions that put real expectations on coworkers. I'm so tired of going through multiple higher ups that just want to ignore the problems and just want everyone to play nice until they get their five years in and can claim the retirement benefits.

Steady, long-term leadership.

More advancement opportunities and crossover hiring

equitable pay, compensation for amount of work done, transparency, and I think that certain people should be allowed to conceal carry on MSU premises. Working on weekends and/or nights is sometimes downright creepy. Not being forced to attend admin asst meetings that take away from my work, add little to my work knowledge, and give me additional stress and responsibility.

Fully Fund Deferred Maintenance

We need to retain our good people. These talk about budget cuts and outsourcing will drive away people. I know this is affecting higher ed across the state, but it is unnerving. While I am worried about the constant information discussing this, I am also not so certain enough is being shared about cuts. We have lost a position and had positions cut from 12 months to 10 and 11. What is happening to bigger departments like BIO, CHE, AGR and Athletics? Have they lost professors or a support staff? Again, I think if cuts are happening they need to be equal across all areas.

Cost of living increases in salaries/wages.

Problem: Accounting and Procurement are disconnected from academia. It would be better if academics made decisions for the students rather than the business side.

Raises based on merit

Increase in wages

More funding, and better communication.

Increased pay for administrative assistants because they handle the mundane day to day tasks so the higher-paid can do their own jobs efficiently

Better planning/foresight for sudden crises (like the current budget problems)

Resources. We are short people, funds, facilities

Adequate parking for staff. Going to off-campus meetings means I waste time driving around looking for an available spot. I have been late to other meetings/appointments due to this. Adequate staff to address the needs of the students who come to us. Competitive salaries.

Over the last few years, several little things were taken away or done away with and they add up. Little things add up quickly and when they keep getting chiseled away, it makes it hard to keep your spark for what you do. As stated before the summer hours was a big one for me, personally, the summer of 2018. I appreciate there being a question asked directly in this survey. At this moment, that is the one that sticks out to me as it was the final straw for me.

Better pay.

Higher expectations. The bare minimum is expected from employees and so that is what is provided. This leads to apathetic, disengaged employees that underperform.

Raises.

bring back summer hours, health services, raises, morale boosters

Cross-department teamwork seems to be lacking. Maybe some mindfulness classes offered? Could that be a wellness benefit? Can we hit up the kindness campaign again?

Mounting budget issues have caused a great deal of uncertainty among employees. I truly feel like MSU shows respect for employees and their needs but with the lack of any substantial raise in recent years, an incentive or bonus program would be a move toward alleviating employee stress and job security worries.

Building maintenance is needed all over campus. The amount of water leaks are outstanding. This causes mold. If your roof leaked at your house you would not let it continue for years. Why do we let it continue at MSU?

Cutting the HEADS off the Snakes you have created!!!! Would you like a LIST?

Pay that is commiserate with other institutions for the same positions. The camaraderie that was on this campus is gone, efforts should be made to regain the cohesion of the past.

Increase in salary for the position- as a single woman, it would be great if the salaries would increase

Faster hiring process, regular raises, fair hourly wage, discontinuation of the constant nibbling away of benefits (i.e. discontinuation of using sick leave toward retirement, etc)

Salary commensurate with similar jobs in other similar universities and/or private sector.

better communication. look at cost of living-for example raises. As prices, cost of living go up, one needs to reconsider the wages for every employee at MSU.

Better communication between departments and people willing to work with you and try to understand the needs of your department if they are different from normal needs. It would really help with recruiting students and retaining them.

II think looking at pay for schools similar to ours across the board and getting our pay closer to other schools in our area (Austin Peay, ECU, SIUC) would help to keep people working here. It is a small town and the cost of living isn't high but making the bare minimum makes it hard to do much more than that.

Over the past four years MSU has lost unity across campus. Things seem to be moving in a more positive direction and I hope it continues to do so. In order to reach the goals of the Board we will all have to work TOGETHER to achieve them. Dr. Jackson has been a breath of fresh air for the University and I hope we will be able to continue under his direction. To know and SEE a leader that isn't afraid to do the work he asks of his employees sets a tone for me to want to do all I can to propel MSU onward and upward.

competitive pay

Better working conditions. Better morale. Better pay.

bring back benefits that have been stripped from employees, like access to the Wellness Center (HEA 189 class). legacy tuition or reduced tuition for the dependents of employees

The moral of MSU employees has gone down the tubes. We have no pay raises and our salaries now are what the new employees are coming in and getting paid. The salary scale needs to be increased. I used to think I'm not working for the money I'm working for the benefits (free tuition, cheap health insurance and hopefully a good retirement one day) but now all of those benefits are going to pot. So, I think if we are not getting the benefits we should get better pay.

ago and felt it was an honor to be at this University. Faculty and Staff seemed to truly enjoy their work, and calling yourself a Murray State employee was an honorable recognition. Now, I have rarely encountered a soul on this campus that is genuinely happy to be here. With budget cuts and overworked employees, this has become a place to pass the time and gain a paycheck. There is so much `bitterness and childish grudges among many co-workers. I have yet to understand how this University fell so far. Maybe it is the budget/pay issue, maybe it was

former University leadership. I don't have the answers on how this can be fixed, but I hope careful thought will be taken on your end to look into what can be done.

Better pay

Pay that is more competitive with places off campus. Pay scale is extremely low compared to anything off campus.

better pay as it seems "they" have money for what they want but not the employees

More communication and transparency

Annual raises and better communication

More masters and doctoral tuition waivers for MSU employees.

Too many people are under-employed. People with masters degrees are being paid at an extremely low wage compared to their qualifications. Not enough assistant director positions that have salaries to match.

less division between the 'classes' of workers. there is a noticeable difference made between those with support/maintenance positions on campus and those with positions requiring higher education. Some support staff has to work over Christmas holiday to keep areas open. I don't think that is fair. If the university is closed NO ONE should have to work (except for emergency).

Fair pay for hourly staff and fair workloads when open positions are not filled because of loss of students. Not expecting salaried staff to work excessive hours because they aren't eligible for OT. Leadership that honors long time staff aging and nearing retirement with benefits; not fear of being replaced due to budget cuts. More encouragement of job well done for hourly staff as well as at-a-boys and girls!

Better fringe benefits, vacation, sick leave, and salary increases

Adequate raises

Better maintenance on buildings! I've been trying to get blinking outside lights fixed at physics for almost a year!

Salaries that reflect experience and are comparable to similar positions on campus/other Kentucky institutions. Maternity/Paternity Leave that is at least partially paid and more flexible. Better staff incentives/discounts for parking on campus, dining and meal plans, sporting events, CSFB events, etc.

raises, free parking

Need to pay more on our insurance.

Health services, tuition waivers.

Salary pay raises; more opportunities to connect with other employees

There are inefficiencies in staffing and management due to incompetence and/or pettiness, but I don't know where one would start in attempting to root that out.

Better managers who treat employees good, and to listen to employees comments about different things. Managers who will take action on different situations, if need be.

More places to advance in each department.

better parking, do away with budget cuts

Better hiring practices within areas.

Better leadership at the unit level.

A little higher wages would help me.

From the highest levels, decisions must center around long-term stability and viability, not just grabbing enough cash in the moment to keep budgets in the black until those administrators take other jobs.

Better funding from the state to provide annual salary increases

Organization and focus on the university's operations and future plans. Returning to being student focused rather than money oriented. Acknowledgement of employee contributions. Adequate compensation.

Bringing back summer hours and making the period of time they are observed from the Monday after May commencement to the Friday before the week classes begin.

Job security.

Better communication on campus and sometimes why is it done this way.

The knowledge that my job will be there down the road. The ability to re-classify to opt out of Social Security.

Hiring Dr. Bob Jackson as our president!

Better communication from higher ups when something changes. Most of the time we only find out that rules changed when we do something the wrong way and learn after the fact. I'd rather it be communicated up front.

MONEY for raises. The staff is very much underpaid.

Decent parking.

new management, someone to actually care

Hiring Dr. Bob Jackson as permanent President.

Cost of living raises - chance to move up within my specific department for pay raises. I love working in my current department and don't want to have to be forced to leave it to seek higher pay in another department on campus.

not having to pay for parking possible 4-day work weeks during summer/breaks (extended hours)

Better wages Improve overall campus employees' feelings about MSU. MSU no longer feels like a team, which I believe areas no longer being MSU employees greatly contributed to the feeling.

Merit-based raises.

A time machine to undo most decisions made in the last 5 or 6 years by upper admin staff.

Having better communication between directors and their staff. Having a fully staffed office. Receiving yearly raises.

More resources for all areas of campus. we really feel the budget cuts that have been handed down. I understand it is out of most people's control and i do not blame anyone for them. it just makes our jobs that much harder.

A cost of living raise to help offset the constant increase in fees for things like parking and health insurance.

Adequate and educated staffing; filling vacancies in a more timely manner

1. Childcare options for employees with young children.
2. A more transparent hiring process.

Better pay based upon ability not years worked and level of degree

Filling vacancies in a timely manner, ensuring ALL departments are treating equally. Finding ways to either compensate employees (raises) or allowing them to work flex schedules, etc.

Better morale. Bring back things that enhance campus life

Better communication

Better raises and more people. But I do understand the budget issues going on at the state level.

Better advancement for employees who work hard and earn a degree. Fall and Spring break to coincide with local schools.

Better pay

Improved job security

Please use this section to describe changes related to MSU policies and procedures that have impacted you over the past year.

Answered: 145 Skipped: 377

HR's failure to have policies and procedures that are followed from scenario to scenario has impacted almost everyone on this campus, whether they realize it or not. While HR staff is able to redefine positions and reassign funds to advance themselves, almost no other units are permitted to do so. HR should be advocating for staff and faculty, not be one of the impediments in their way of advancement.

Significant challenges related to Title IX related policies and procedures which prevent effective advocacy and support for students.

The financial aid office is under one person now. That makes it very difficult to have the days off you ask for and seniority means nothing. I was told when my coworker retired that I would get a raise. I have been here for 17 years and I have not gotten a raise in quite some time and I am doing double the responsibility that I had even a year ago. I love my job I love the people that I work with...now since my new director moved me on the first floor but it is very difficult to come to work already being behind from the day before. My vacation days were planned for me this year. I don't feel like there is much initiative left to make you look forward to anything anymore.

I feel that the recent AD search was poorly done, even though I am happy with the result. Interviews were done in another state, only one student-athlete and a former coach were on the committee, there was no communication to the athletics staff, the staff found out less than 24 hours before the announcement who their new boss was, there was no opportunity for the staff to meet the candidates and vice versa. Staff Regent Schooley was complicit in all this and I do not feel he represented his constituency AT ALL in this process. We need a more open and transparent hiring process, especially for top-level positions.

Loss of accumulated sick days counting toward retirement time. I hope to retire in 3 or 4 years. It would be nice if that could be put back into place before then. I'm not sure what other policies and procedures have changed. It seems these things aren't always that well publicized. I would question the financial wisdom of the University's contracts with Ricoh and Staples. I can understand how these contracts are good for Ricoh and Staples but they don't seem to be good for most departments' bottom lines. The Ricoh agreement seems to offer poor customer service in exchange for their being granted a monopoly on copiers and printers. It is easy to find less expensive sources for office supplies than what Staples charges. I have no problem keeping vendor relationships with these companies, but those of us who can find better deals should be allowed to do so.

\$200 parking permit to come to work; health insurance keeps increasing; no raise; plus when we do get a 1% raise my little 1% does not compare to those making way more money than I do. There is a big difference in their 1% raise than mine. Tuition waivers are now applied last to our dependent's MSU account. We make so little money working here my daughter qualifies for a Pell grant, KHEAA Cap grant and KEES money. Murray State takes all of it before my tuition waivers are applied. My daughter works very hard during the summer to earn enough money to pay for additional costs, etc. And then must continue to work throughout the year to be able to live.

Sure would be nice if she could keep some of that money to help with expenses like BOOKS etc. Or save it to help pay for a class abroad. NOPE - MSU takes all of it.

Appreciate the Wellness Center offerings through the Racer Wellness/Pledge. Much easier than having to go through the process of adding it as a class, etc. through Registrar's Office and HR.

No annual raise for cost of living.

The price of parking on campus continues to go up every year but this is not compensated by a raise. If my spouse is also an employee at MSU they must have a separate Insurance plan with a separate deductible instead of being on a family plan.

Chipping away of benefits such as tuition waivers, parking, library access after retirement

Pay raises cut from the budget.

You now cannot pull through or back into a parking spot anywhere on campus, which is frustrating.

Loss of staff members and positions not being filled make our jobs really really hard.

The new coding of exempt and non-exempt employees has impacted my area. My employees were to benefit from this new rule, but In fact, they are handcuffed and cannot be compensated accordingly.

NA

Missed summer hours; my staff had a difficult time with the changes in on-campus healthcare options.

Removal of Health Services and Motor Pool

Not sure if it's a policy, but not being able to get regular overtime when I only get 37.5 hours a week any way hinders my ability to get things done when they need to, but also discourages my work ethic because I know I will not be compensated for anything outside of 8-4:30.

we don't get any raises or increases and then you take our summer hours away. I feel the administration is only concerned about themselves.

Budget cuts have hampered growth and ability to take us to the next level.

NA

To many.

I don't have kids or family who work here. I listen to the complaints of people around me. One over-arching theme is how Murray State has now focused on its own employees for revenue. For instance, tuition waivers are not given to Murray State employees or their children until all other revenue options are explored. How insulting is that, really? If I have a tuition benefit, and I want to use it, why should have to complete a FASFA to use my tuition waiver? How many classes have students turned away? Would it not make sense to offer seats in a courses to a segment of the financially-challenged student population at a reduced rate (not free)? Would it not be better to receive \$300 for a seat in a course than \$0 and allowing the seat go empty? Much like the model hotels and cruise ships use for filling empty seats. Idea: If the course is required for the major/minor/area, student pays full price. Other students can pay a 50% discount if the course is outside their requires courses. For example, a History major may want to take a web programming course. The History student would pay a full-rate for their required courses, and would get a discount for the course on web programming. A faculty member in Business has been exploring these alternative funding models and I think they deserve examination.

Elimination of Health Services.

MSU Athletics have neglected facilities to the point that there is literally a tarp and trashcan in my office. In order to avoid messing up this "water-feature", I cannot let my kids come see me in my office any longer. More relevantly, I cannot do my job in recruiting players by bringing them into my office. Meanwhile, we have had interim Admin in athletics who may or may not have the authority to do anything to fix it. We have a tuition and scholarship model that makes it far more difficult than it has to be to estimate and budget the costs of college. This makes it extremely difficult to do what FCS level football programs have to do - recruit partial-scholarship student athletes. In the past year, it has not changed, enrollment and retention are declining, and it only becomes

harder to attract students to MSU. Finally, MSU has had several administrative positions created or individuals promoted within the last year. Meanwhile, individual sports salary pools apparently have not changed reflective of inflation. At a certain point, one cannot work at Murray State and have a family. If part of the vision for MSU is to have an athletic program with sustainable individual programs, it would be prudent to balance the investment of funds into the individuals who can best ensure sustained success.

Holiday pay reduction. Taking off sick after working an overtime event, or having a vacation day will result in the loss of overtime pay.

n/a

Summer hours going away

Please hire Bob Jackson as MSU president. If the BOR chooses another candidate not from Murray I fear what it'll do to this university.

NA

N/A

When I became an employee, I was not informed (at least to my knowledge) that the IDEA office offered support for those of us with disabilities. Due to this, I wasn't aware that it was a policy to continually provide documentation of my disabilities to the parking office each year in order to park receive parking accommodations. I was ticketed and threatened with a boot on my car for parking in spots meant for the disabled, despite having a state-issued placard (for which my doctor provided the same information she will provide for this additional, tedious paperwork). While this is being resolved, I have had to park much farther away at times, which has sharply increased the pain that I am in some days. When I asked why this policy was necessary when I have already been issued a long-term placard, the response was, "People might take advantage of the system." This offensive statement is a stereotype and a micro-aggression, suggesting that most of us requesting accommodations are faking to receive some kind of benefit, and is statistically untrue. Most with a disability actually don't request accommodations for fear of being treated that way. To complete the necessary paperwork, I will have to pay to see my doctor and have her sign forms very similar to what she has already done for me. This is an unnecessary expense and waste of her time. This policy isn't new, but it should change, because it discriminates against both employees and students with disabilities without providing any actual benefit.

Parking tag too expensive

See comments under Benefits/Pay

Parking costs are too high, summer hours are gone, enterprise contract has added extra of paperwork and time to make University travel work - it's cheaper, but it puts extra work/constraints on the user adding to our load. PLEASE consider a digital signing/routing system for all paperwork - PAs, expenses, Travel Vouchers, etc. It would speed things up and they would be less likely to be lost or sit on people's desks.

Very sad to see the loss of the benefits of summer hours and use of the Wellness Center. For people with children, that extra 30 minutes in the afternoon to play outside and enjoy family time means a lot.

tired...n/a

\$200.00 parking pass for a \$9.00 an hour job is ridiculous

Waivers, parking, city tax, no raise.... again

overtime policy

I have only been employed for 6 months so I cannot compare to last year.

Parking

The change of salary to hourly...still working through this; the parking increase to fight for a spot; the fact that hourly rates were calculated using leap year hours; hiring freezes; surrendering positions; approvals on lower level spending; no possibility to move up salary wise; no job audits as promised by HR when the classification

change occurred ...if they happened, none happened in my college that were mentioned and, in general, no info was shared to the university community...this just makes me feel sad.

Change in access to the Wellness Center, why should it be so restrictive to go to the Wellness Center? Taking away the Sick Leave buyback option. Parking-cost, locations, and tickets! Every year that we don't get a raise hurts. We've only received very small COLA adjustments over the past 4-5 years if anything, I've watched my salary get smaller every year due to the all the extra expenses (health care, parking, city taxes) very hard to stay at place when your salary continuously goes down instead of up-even though your required evaluations are outstanding!

Moving to the Enterprise rental contract has really saved my unit money. Our office travels extensively over the year for training and meetings. A trip that did cost \$250 has been reduced to \$75 or so with rental and gas. Not to mention I can now use that as a personal resource.

Parking fees are insupportable. My department has recently taken the decision to reduce compensation by almost 20% as a cost-containment measure.

no pay raise, but more responsibilities.

parking increase was rough

n/a

Wellness plan on-line assessment.

N/A aside from the reduction in tuition waivers and the lack of annual raises.

cut back on staff, difficult to complete tasks in a timely and professional manner, cut backs on budget seems to have created a lower morale, maybe this could be communicated in a more positive manner or let it be transparent that upper admin is has a plan in place and is working to lead in a "best" direction... less negativity and more neutral or positive delivery and info that seems to be in the right direction could benefit the overall morale of the campus community.

None I am aware of.

have no basis for comparison

Na

I am new, so I am unaware.

Job position revised so as to change title to reflect lower or entry personnel but I have been here 20 years and do higher level work. No pay increase but added workload.

We have lost a position in our department to budget cuts. This along with sickness and leave of other coworkers puts everyone in an even tougher position to cover all of the work that needs to be done and even cut out some non-essential tasks that were an important part of our mission.

There have been no changes for the better. At best things are the same as for the last several years, but this in itself is condemnation. We have lost many good and outstanding employees because of this. So in that regard I am impacted - when replacements are not allowed or it takes years to replace them (we have one of those going into the second year) morale goes down and people look for work elsewhere with pay commiserate with their responsibilities. MSU is not run as a BUSINESS and it must be or we will ultimately fail if things continue as they are.

Na

The higher education cuts have effected all of us. I think overall the University has done the best they can with what we have been faced with. Cuts in programs, staff, etc. have had negative impacts for all. I appreciate the administration trying hard to remain focused and professional in their decisions and working so very hard to minimize the impacts of these cuts.

I'm very disappointed to see the increase in parking fees, as well as, how the parking office is run and operated under harsh authority with very little communication to the faculty and staff. And also as mentioned previously, course fees not being covered by tuition waivers has affected me negatively within the past year. There are two courses I need to take that both have over \$300 course fees for each class. I feel these extraneous fees should be covered in addition to the tuition cost.

the cost of parking is a hardship on those making under 30k and should be lower according to ability to pay

Parking has impacted me tremendously. It would be nice if there was a canvas/mygate required course to make students/faculty/staff/adjuncts/etc. quick overview/quiz that makes the most important information need to know clear and make available the link to website. Also, campus tours/Summer O strolls should bring students into the Police department. It is alarming how many students/faculty/staff/adjuncts/etc. walk this campus daily and have no idea where their source of safety is at!

elimination of tuition-waivers for part-time employees

I believe we need to look at some processes as far Student Financial Services and their processes for communicating with internal constituents who are in need to know positions to help our students.

None

A significant increase in employee parking fees. Ludicrous that I pay my employer to park where I work in the first place. Thankfully, I don't have to pay myself to park in my own driveway.

Increase in cost of parking permit and the city tax actually and no raise made my salary actually drop. Loss of coworkers in my area has required most of my coworkers to work 50+ hours a week and increased the stress levels of everyone in the department because hiring to replace these people has taken much too long. We still aren't seeing anything done to fill the positions even though we've been assured we are not losing the positions due to budget cuts or anything.

I am so glad that Dr. Davies left! I am also not sad about Adrienne King leaving. If the power could now be distributed more equally among the vice presidents so that Jackie Dudley is not controlling everything, that would make things even better!

I'm easy. I've gotten used to the changes. If you don't adapt you'll fail. I don't plan on failing.

The increase in parking. Seems high, particularly for those at a low cost hourly rate. It's a lot different for a professor making annual \$70,000+ to pay that compared to someone making 9.50 an hour, which barely comes out to \$20,000 maybe if you aren't actually paying for health insurance. I think that losing health services was a mishap as well. I believe that all employees would have been happy to pay a "health services fee" to have the free access on campus for quick meds, and or services available to save the trouble of going to dr. and paying co-pay and having to schedule and appt. outside of work to do so. I think also really hard on poor students...I think having that service and mental health services makes MSU stand out, stripping all that down will bring hardship to those with less.

The tuition waivers being taken away from retirees. Still dealing with the changes made during the FLSA changes and they were never passed by the US President. So why did MSU still move forward with the changes.

It seems as though changes are made but not passed on until someone, who doesn't know about the changes, messes up. This is not very encouraging to the workers. Be more proactive in letting people know what is going on. We also need to keep in mind that if it were not for the students, we would not be here.

The lack of funds prohibiting a cost of living wage increase was an impact.

Not having the MSU auto inventory; increase in the number of times we have to be at the wellness center to not be penalized (some of us can't get there more than once a week, which doesn't fulfill the requirements this year) and fined.

Cutting budget lines then expecting other employees to pick up their duties. Wellness Center use. I would rather get a pay increase than go to a staff luncheon or other activity. Cut spending on re-branding. We don't have the

budget and our branding is fine. I've heard people in the community talking about how expensive MSU is and that they can't afford to send their kids to college here.

The outsourcing of Health Services has negatively impacted me personally and professionally.

The increase in the parking permit made a negative impact on my take home pay. I feel like upper administration saw this as an easy way to create a revenue stream. It is a shame that money is being taken away from employees in order for the university to meet budget numbers. It's one thing to pay more for health benefits but this is too much of an expense for most of the non-exempt employees. It has become a financial burden to work on campus.

Increased campus-wide fees, increased benefit costs and changes, and parking zone and fee changes have impacted myself and my family.

Love the wellness center benefit

The summer schedule remaining 8-4:30 was wonderful in 2018. It is really rare that the community supports the office closure of 4 p.m. and staff end up taking turns closing late each day. The only option to change it would be a "green" look at closing early on Fridays with extended days earlier in the week and shutting down electrical usage over the weekends.

Lack of an annual raise.

Having to use accrued compensatory time within 90 days of earning.

Nothing related to those things.

The calculation changes for figuring overtime. One will only get additional straight pay if called in on Christmas day. If one gets called in during the regular work week, they would get an additional 1 and 1/2 pay.

Parking. I have to pay to park while driving and running errands is literally part of my job description. I have also gotten a ticket for \$90 that I had to pay and was not forgivable - while depositing money at Sparks Hall.

Parking changes have

We need to have some support for employees pursuing advanced degrees at other institutions, especially given the statewide waivers have been rescinded.

I would prefer to speak for those I know were more affected than I have been. I think outsourcing is very disturbing even if the plan needed to happen with budget concerns. I am mad we had a president who came in and made all the decisions then bailed. It is absolutely appalling like being left holding the bag of someone else's decisions even though those changes were not one man. While I do like some of the new, it is sad that so many employees lost things like tuition waiver options- especially those in lower paid positions. Working for MSU allowed some who might not have been able to afford college to work and work towards a degree. So you basically stripped that chance outsourcing dining and cleaning. I think we should have done a better job making sure that those companies might offer their workers a tuition assistance program or comparable benefits. Not sure that is the case or not.

Not given a choice of summer hours. Sharing a parking lot with students.

200.00 parking pass Need employee lot that is free, even if we have to walk a bit to get to our work.

Adding the tobacco surcharge to our health insurance. I am a casual pipe smoker, at very low elevated risk for tobacco related health issues, but am lumped in with cigarette smokers, that are at much greater risk. In addition, obesity and a sedentary lifestyle are large drivers of increasing health care costs. If we are going to add surcharges for health coverage, we either need to start looking at all the drivers, or none of the drivers.

Discontinuing paying for unused sick time Higher parking permits Requiring FAFSA to be completed for a dependent tuition waiver

The increase in the parking permit was upsetting, especially considering there are not always parking places available during peak times of the day. Losing Health Services has meant that I spend more time away from the office going to the doctor in town. If I'm going to pay anyway, I'd rather go see a doctor in person that is familiar with me and my health history, rather than using tele-health on-campus.

none

The elimination of the application of sick leave to retirement seemed like a very sudden decision. Perhaps it was a communication problem? The changes to the retirement systems should probably have been made clear to employees also. There has just been a general lack of communication so I'm not sure I can tell you what policies or procedures changed.

Parking fees.

Parking Fees are crazy and then you waste gas trying to find a spot. I know they say other Universities pay more to park but keep in mind the OTHER Universities also Pay their employees More.

NO raises in the last several years, NEVER a cost of living raise!!! But please raise our insurance, parking, city taxes, etc. I'm GLAD to be Leaving. The last President and his band of idiots, The Jackie Dudleys, Kings, David Burdettes, Renee Fisters, and on and on also Joyce No help Gordon!!! You ALL are such Sick Puppets!!!! How about Woods Hall??? Subjected ALL OUR people to Asbestos, Mold, and who knows what Else!!! Shame on each and every one of YOU that played a part in this. They may not have Health issues now, but just wait. So that's just a Portion of what I could say, but realize, IT FALLS ON DEAF EARS!!!

The parking fee is too high. It should not have doubled in one shot. Perhaps a scale based upon wage would be helpful.

Not getting a raise in 2018 was about the only change that seemed to be impacted me.

Elimination of using accrued sick leave toward retirement

The outrageous increase in parking permits. How are the people making minimum wage or barely above supposed to afford that?

Parking fee is ridiculous.

The parking cost was a big impact and no longer being able to back into a parking spot. My insurance costs more. In fact, my check is now \$11 less than it was in December along with not getting a raise last year.

The process for tuition waivers for employees, maternity leave (keeping women in education/athletics)

The current interim president seems to be doing a much better job than the previous position holder. I hope he continues to be concerned about the University and University employees.

No increase in living wage benefits. Increasing cost of food items sold at MSU eateries, yet quality of those items has decreased significantly.

The biggest policy and procedure that has impacted me would be my job has been decreased from a 12-month contract to a 9-month contract. I will not get paid for 3 months of the summer! My department and building is closing. I will also not be receiving retirement months of service. This will put my retirement on the back burner and I will have to work longer and not get as good a retirement checks as planned b/c I will not have worked those 3 months. My retirement check is based on the last 3 years of my salary I will not be making as much as I did before the layoff.

too much to list

Parking pass increase in fees.

changes in the medical insurance copay and deductibles, over time pay for holiday pay was double time now it is not.

Policy for not even cost of living pay raises; when there are salaried professors that work 1 day a week; then let graduate students carry their classes; but yet their exorbitant salaries would hire several hourly staff that maybe didn't get all the opportunity to better themselves as easily. Sometimes it feels like discrimination of a different sort; not color or heritage.

The withdrawal of sick days for retirement

We're pretty worried about being contracted out after Winslow was!

Parking increase, not getting a raise in several years now.

Health services. As staff I would use health services on campus. It was very convenient and affordable and the staff was amazing. I can go other places and I am lucky to have health insurance, but I am really concerned about the multiple hardships this causes for our students. Also the outsourcing of dining services will decrease variety currently available. I don't want to eat bagels and chik fil a all the time. These aren't healthy or easy on the pocketbook. Thanks for the opportunity to share thoughts.

The price of parking permits doubling, that hurts employees who do not make very much money a hour. Closing Health Services down has impacted a lot of people. Doing away with Winslow cafeteria I enjoyed going to Winslow to eat.

Our insurance premiums went up but pay did not.

The tuition increase has increased the tax burden from using my tuition waivers. The waivers are the primary reason I wanted to work here, but between taxes and exorbitant course fees (in excess of \$1,200 each), my low pay can't sustain the cost of furthering my education. Other money-gouging tactics like the doubled parking fee and the elimination of Health Services make my full-time pay even less of a living wage.

The increase in parking costs. No increase in pay. Increased health insurance costs. Having summer hours changed. Our department's difficulty in hiring enough staff. The split in the departments of Housing and Residence Life.

The policy/procedure that impacted me the most was the drastic/dramatic increase in the cost of parking. The city had already been taking from my paycheck from the beginning of the year and in mid year the university decided I needed to pay even more to come to work for them. Bottom line is a large decrease in the amount of money going home.

N/A

new administrators that completely ignore old, loyal employees. Unsure retirement issues. Feeling like the monkey in the middle and when will the other shoe drop.

Parking cost increases and no raises, combined with local taxes and inflation have made things more difficult. You feel it more on the bottom of the pay scale. The removal of the workout class is also kind of a pain. It seems like every semester/year something changes regarding whether or not I can go to the gym, or what hoops I need to jump through. Just give employees gym membership. So what if some folks don't use it? Less wear and tear on the equipment. And I don't have to plan 6 or 12 months in advance if I want to go to a yoga class. Just my thoughts. Oh, and several hundred dollar fees to take online courses? For classes that are supposed to be free. I can't afford a month's rent to take a "free" course.

The removal of summer hours and the removal of payment for unused sick time upon retirement.

I'd like to go back to the old summer schedule (7:30 to 4:00). I enjoyed getting off a little earlier.

The parking fee has killed me. Not receiving the cost-of-living adjustment also hurt. Prices are up, and I cannot save a penny.

No OT rate pay allowed when work on Holidays if employees dedicated enough to work on holidays and time runs over 80 hours they deserve OT. Not the same as working extra hours so can take vacation days. Sick time falls somewhere in-between.

The change in summer hours and parking have impacted me most. Would love to see MSU explore a flexible work week with possible four day weeks during non-peak times. Because of the increased parking fees, I park off campus now and walk further. The cost is too high and should be revisited.

I miss the old MSU community and teamwork.

The elimination of Health Services has impacted our whole area - staff and students have gone without treatment for illnesses and injuries because they did not have \$85 to spend on a copay. Many staff and students struggled with the increase in parking permits, especially staff with multiple family members on campus.

really too many to list.

Not getting a yearly raise this year has hurt me as well as the cost of the parking pass. I find it absolutely ridiculous that staff/faculty members are required to spend \$200 just to park at their place of employment.

The removal of student health has really hit hard on my department. We utilized them very often. This is something that needs to be revisited. Even if you have the students pay a small fee and charge insurance.

Parking has changed the way my husband (a MSU faculty member) and I use our vehicles. We can't afford to pay for 2 vehicles to be on campus so we are using one car to get around campus now. Not entirely a big deal, but we don't want to pay \$400 for parking, especially when my car would only be here half the time due to my part-time status.

Parking costs increased too much and that has impacted me.

Parking pass cost

Health insurance increases, along with parking increases and the payroll tax, has been a huge burden. Especially when we haven't received a cost of living raise in years.

The budget crisis and not providing a raise on top of the payroll tax and 100% increase cost for parking essentially left employees making less money than the previous years. I don't feel there is a need to post a position externally if there are qualified candidates internally regardless of number of internal applicants. In addition, rumor has it that Human Resources did a job audit last year or something to that affect and gave themselves pay increases while other departments went without pay increases and don't have the knowledge or ability to do the same things as Human Resources. They also seem to fill roles without posting them unlike other departments.

Change in tuition waivers procedures.

N/a

n/a



MURRAY STATE UNIVERSITY

Staff Congress

Group Representation

2018-2019

Group A		Group C	
Secretarial/Clerical	Term Ends	Executive/Managerial/ Professional	Term Ends
Debbie Griffin	2019	Jeff Gentry	2019
Debbie Plummer	2019	Brian Purcell	2019
Marion Hale	2020	Duane Dycus	2020
Laura Lohr	2020	Maria Rosa	2020
LaDonna Hamontree	2021	S.G. Carthell*	2021
John Young	2021	J. David Wilson	2021

Group B		Group D	
General/Facilities Management	Term Ends	At-Large	
Kevin Crawford*	2019	Re'Nita Avery	2019
Jaclyn Morgan*	2019	James Barnett*	2019
Marty Anderson*	2020	Kendrick Quisenberry*	2019
Mark Prusaczyk	2020	Michele Sanders	2019
Jerry O'Bryan	2021	Jami Carroll, BVC	2020
Kenny Sanford	2021	Roy Dunaway	2020
		Leanna Linn McClure	2020
		Tim Williams	2020
		Jessica Evans	2021
		Orville Herndon	2021
		Trish Lofton	2021
		Matt Purdy	2021

* Appointed to fill an unexpired term vacated by an elected representative.	
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Staff Regent (ex officio)	
Phil Schooley	2021

2018-19 Meeting Schedule

304 North Applied Science, 1:30 p.m.

July 18	January 16
August 15	February 20
September 19	March 13*
October 17	April 17
November 14*	May 15
December 12*	June 19

* Second Wednesday of the month due to conflicts with the university calendar.
Staff Congress meetings are open to the public. Times and locations may be revised as necessary.

Descriptions of Staff Congress Standing Committees

(each member is on at least two of these committees)

I. Communications

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

II. Credentials and Elections

Certifies candidates and conducts election of representatives; conducts continuing studies relating to structure of university staff to insure that the Congress continues to represent all staff employees fairly.

III. Personnel Policies/Benefits

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

IV. Parliamentarian

(Appointed by President)

V. Staff Recognition

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

VI. Staff Special Events

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

VII. Working Conditions

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

VIII. Marie Jones Book Scholarship

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

IX. Grievance Committee

Committee members are chosen on an "as needed" basis.

Staff Congress Standing Committees		
Personnel Policies/Benefits Committee		Communications Committee
John Young	Debbie Plummer	Laura Lohr*
Jami Carrol	Orville Herndon	Jessica Evans
Jim Barnett	Brian Purcell	Michelle Sanders
Jessica Evans	Debbie Griffin	Jackie Morgan
Laura Lohr	Kenny Sanford	Duane Dycus
Duane Dycus		Matt Purdy
		Trish Lofton
Credentials and Elections Committee		Working Conditions Committee
Orville Herndon – co-chair		Jerry O'Bryan*
Brian Purcell – co-chair		Brian Purcell Marty Anderson
LaDonna Hammontree		Matt Purdy Roy Dunaway
John Young		Renita Avery Mark Prusaczyk
Debbie Griffin		Debbie Griffin
Kenny Sanford		Jim Barnett
J. David Wilson		
Grievance Committee		Other Committees
Committee members are chosen on an		Marie Jones Textbook Scholarship
"as needed" basis.		Renita Avery*
		Tim Williams
		Debbie Plummer
Staff Recognition Committee		Jessica Evans
Leanna McClure*		Marty Anderson
Tim Williams	Jim Barnett	Kendrick Quisenberry
Duane Dycus	Jeff Gentry	Maria Rosa
Renita Avery	Maria Rosa	
Jessica Evans		
Laura Lohr		
Staff Special Events Committee		Ad Hoc Bylaws Review/Revision
Jerry O'Bryan		Orville Herndon*
Jackie Morgan*		Laura Lohr
Duane Dycus		Duane Dycus
John Young		Trish Lofton
Orville Herndon		J. David Wilson
Matt Purdy		
S.G. Carthell		

Descriptions of University Committees

Faculty & Staff Insurance & Benefits Committee

PURPOSE: To evaluate and make recommendations concerning group health and life insurance and other benefits for faculty and staff to the Vice President for Finance and Administrative Services.

MEMBERSHIP: One faculty member elected from each academic college/school and the University Libraries; an equal number of representatives selected by Staff Congress; and ex-officio the Director of Human Resources and the Director of Procurement Services.

Intercollegiate Athletic Council

PURPOSE:

To facilitate continuous communication among the on-campus and off-campus constituencies interested in the intercollegiate athletic program and submits recommendations to the President.

MEMBERSHIP:

Appointments to the Council shall be made by the President.

The Director of Intercollegiate Athletics, Vice President for Finance and Administrative Services; Director of Equal Opportunity/Affirmative Action; and Academics Coordinator for Intercollegiate Athletics shall each serve as ex-officio, non-voting members.

Naming of Facilities, Programs & Activities

PURPOSE: Receives nominations for naming university buildings, rooms, sites, programs or other facilities or areas. Nominations approved by the committee shall be forwarded to the President for consideration and possible recommendation to the Board of Regents, who will make the final determination of the matter.

MEMBERSHIP: One representative each recommended by the Faculty Senate, the Staff Congress, the Student Government Association, and the MSU Alumni Association. These members shall be nominated by their respective organizations and appointed by the President for a term of one year; One or more of the following, as deemed appropriate by the President: The Provost/Vice President for Academic Affairs, (or designated representative), The Vice President for Student Affairs, (or designated representative), The Vice President for Institutional Advancement (or designated representative) will serve as ex-officio as Chairman of the Committee and be responsible for forwarding the recommendation of the Committee to the President, the Associate Vice President for Institutional Advancement, and/or the Vice President for Finance and Administrative Services.

Descriptions of University Committees

Sick Leave Bank Application and Approval Process

- a. The employee's application for Sick Leave Bank withdrawal shall be initially reviewed by the appropriate Human Resources personnel. The initial approval or rejection of the employee's application will be the responsibility of the Director of Human Resources.
- b. Should the employee disagree with the initial decision made by Human Resources, the employee may submit an appeal and application to the Director of Human Resources within 10 business days of receiving notice of the denial. Any Sick Leave Bank member may enter into an appeals process by submitting a signed statement to the Appeals Committee. Written guidelines for this process shall be administered by the Appeals Committee.
- c. The Appeals Committee shall submit a recommendation based on its findings to the Vice President for Finance and Administrative Services. This Vice President, in conjunction with all other Murray State University Vice Presidents, shall review the recommendation and make a determination on the appeal. The ruling of the University Vice Presidents shall be final.

Sick Leave Appeals Committee Members:

- a. The Sick Leave Bank Appeals Committee shall be composed of one (1) faculty member, one (1) exempt staff member, and one (1) hourly staff member, appointed by Faculty Senate and Staff Congress.
- b. Appeals Committee members shall initially serve staggered terms of one (1), two (2) and three (3) years. Thereafter, each committee member shall be appointed for a three (3) year term.
- c. Committee members shall not rule on any usage application of their own or that of a relative.
- d. The Appeals Committee shall be responsible for:
 - (1) Hearing and recommending action upon any Sick Leave Bank appeal.
 - (2) Recommending revisions to this policy to the University Insurance and Benefits Committee for review.

Judicial Board

PURPOSE:

- 1. To hear cases in which suspension or expulsion might eventually result; and
- 2. To act as appellate court in cases passed on to it by the Offices of Academic Affairs and/or Student Affairs and submits recommendations to the Vice President for Student Affairs.

MEMBERSHIP: Three members of the Student Judicial Board chosen by a random drawing for each hearing by the Chair of that board, three faculty member selected by the faculty as a whole for staggered three year terms, and one administrative staff member appointed by the President for a one-year term.

Descriptions of University Committees

International Studies Advisory Committee (ISAC)

PURPOSE: To function as an advisory body on international education policies and activities on campus, as well as the policies and procedures of the Institute and submits international education policy recommendations to the Director of the Institute for International Studies, the Provost and Vice-President for Academic Affairs, and the President.

MEMBERSHIP: IIS Director, Education Abroad Associate Director, International Enrollment Associate Director, International Student Services Associate Director, ESL Program Director, English Support Program Director, Marvin D. Mills Multicultural Center Director, one representative from the Offices of the President and each Vice President, international recruitment, each academic college/school, University Libraries, Faculty Senate, Staff Congress, SGA, Student Disability Services, Enrollment Management, BOR Academic Affairs Committee Chair, Faculty Regent, Study Abroad Consortia, representatives of units offering international degrees, and RAO Dean.

University Budget Advisory Committee

Purpose: Serves as an advisory committee to the President to discuss budgetary recommendations and priorities.

Membership:

1. Two members appointed by the Faculty Senate.
2. Two members appointed by the Staff Congress.
3. Two members appointed by the Student Government Association.
4. Vice President of Finance and Administration or his/her designee (ex officio).
5. President or his/her designee (ex officio).

The process for selection of the two members from each of the Faculty Senate, Staff Congress, and Student Government Association (SGA) is to be determined by the respective body. Members appointed by the Faculty Senate and Staff Congress will serve staggered, three-year terms. The SGA members appointed will serve a one-year term. The SGA members shall be eligible for reappointment. The Budget Officer, or other appointed staff member, will serve in a staffing role for the committee.

Shared Governance Committee

Purpose:

This policy establishes and/or clarifies the role of the Faculty Senate, the Academic Council, the Staff Congress, the Student Government Association, and the University Standing Committees in the University Governance System of Murray State University. This policy is designed to bring the special talents and expertise of the various elements of the university community to bear on policy matters of vital interest

Duties of Committee:

Periodically, no less than every three years and no more than every year, the governance system, or any part thereof, shall be formally reviewed by the Faculty Senate, the Student Government Association, the Staff Congress, the Provost and Vice President for Academic Affairs, and the Vice Presidents. Following the review, amendments or corrections may be recommended to the President of the university. This provision shall not preclude the Board of Regents from making changes in the governance system at any time; nor does it preclude ad hoc recommendations to the President by any individual or group.

University Committee Appointees
<i>Faculty and Staff Insurance and Benefits Committee</i>
Laura Lohr
Jamie Carroll
Jim Barnett
Jessica Evans
Duane Dycus
Debbie Plummer
Orville Herndon
John Young
<i>Intercollegiate Athletic Council</i>
Duane Dycus
<i>Naming Campus Facilities Committee</i>
Tim Williams
<i>Judicial Board</i>
Leanna McClure
<i>Sick Leave Appeals Committee</i>
Kevin Crawford
<i>International Studies Advisory Committee</i>
S.G. Carthell
<i>Budget Advisory Committee</i>
Brian Purcell
Jessica Evans
<i>Shared Governance Committee</i>
John Young
Laura Lohr