



2021-2022

Staff Perspective Survey

Presented by:

Jessica Evans, Staff Regent

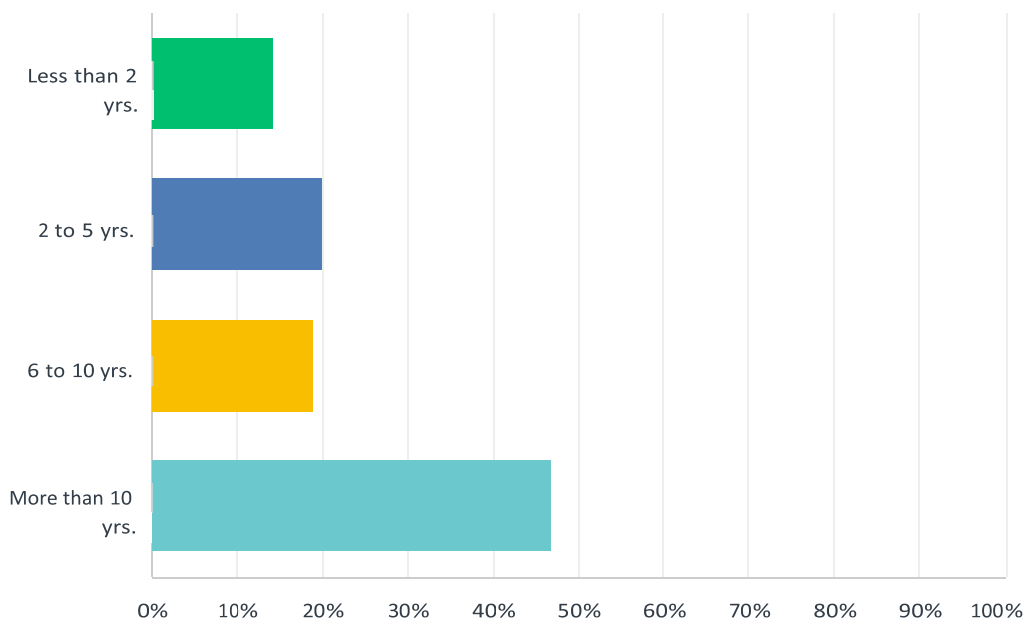
Dr. David Wilson, Staff Congress President

Matthew Jones, Staff Congress Vice-President

Trish Lofton, Staff Congress Treasurer

Q1 How long have you worked at MSU?

Answered: 461 Skipped: 0

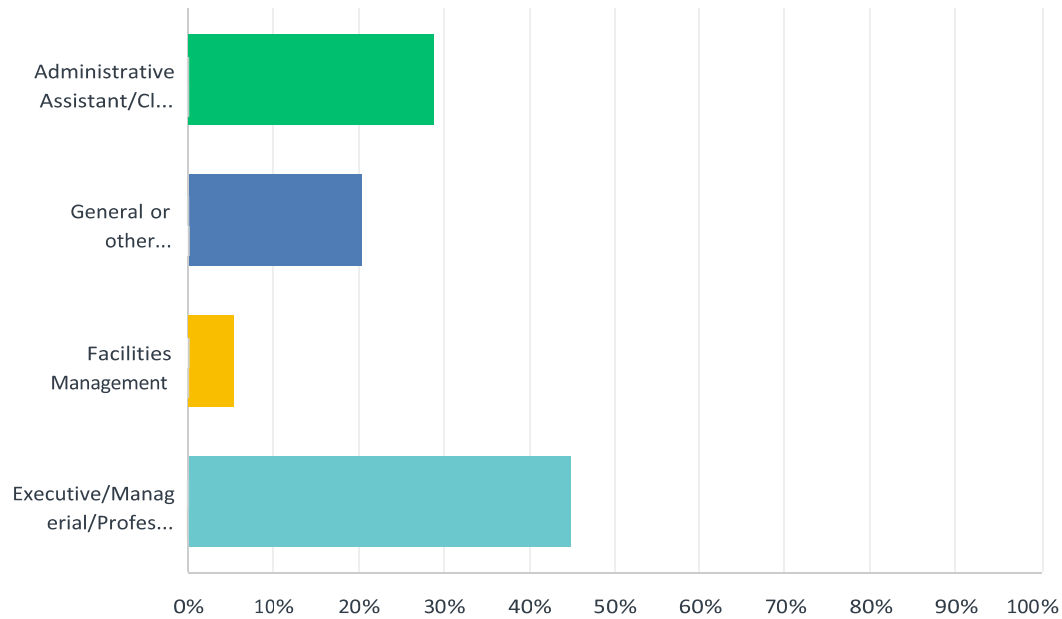


ANSWER CHOICES	RESPONSES	
Less than 2 yrs.	14.32%	66
2 to 5 yrs.	19.96%	92
6 to 10 yrs.	18.87%	87
More than 10 yrs.	46.85%	216
TOTAL		461

Q2 In which employment category do you work?

Answered: 461 Skipped: 0

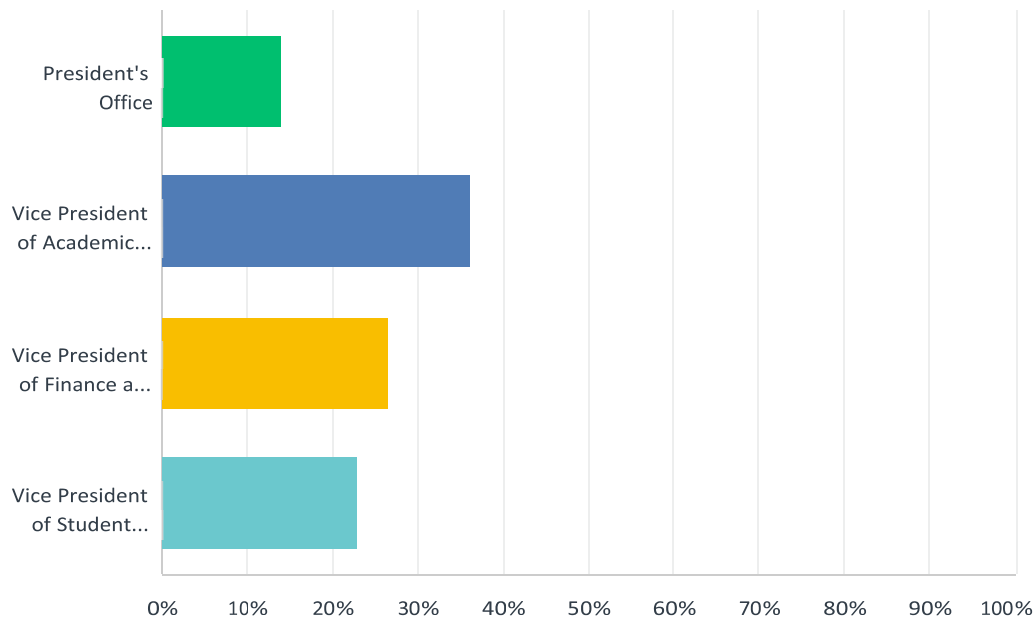
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ANSWER CHOICES	RESPONSES	
Administrative Assistant/Clerical	29.07%	134
General or other operational staff (non-FM)	20.39%	94
Facilities Management	5.64%	26
Executive/Managerial/Professional	44.90%	207
TOTAL		461

Q3 In what division do you work?

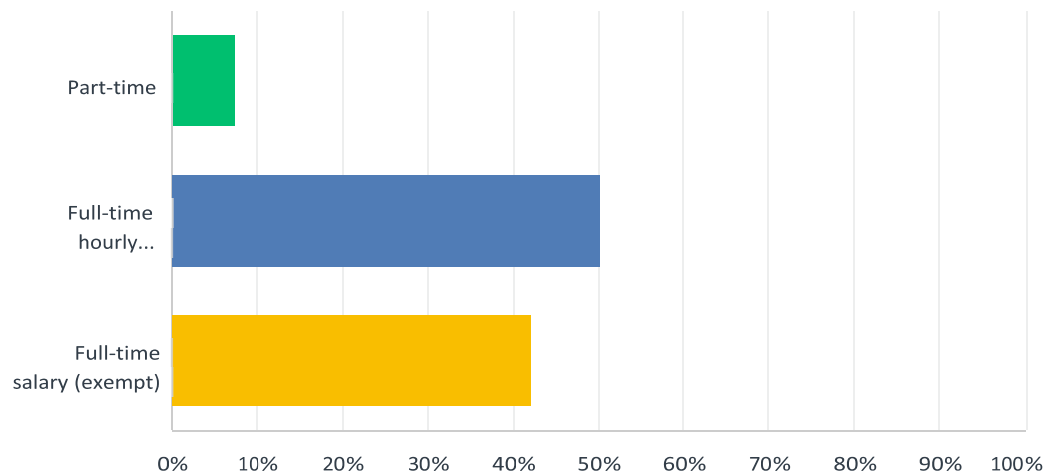
Answered: 461 Skipped: 0



ANSWER CHOICES	RESPONSES	
President's Office	14.10%	65
Vice President of Academic Affairs	36.23%	167
Vice President of Finance and Administrative Services	26.68%	123
Vice President of Student Affairs	22.99%	106
TOTAL		461

Q4 What is your job status?

Answered: 461 Skipped: 0

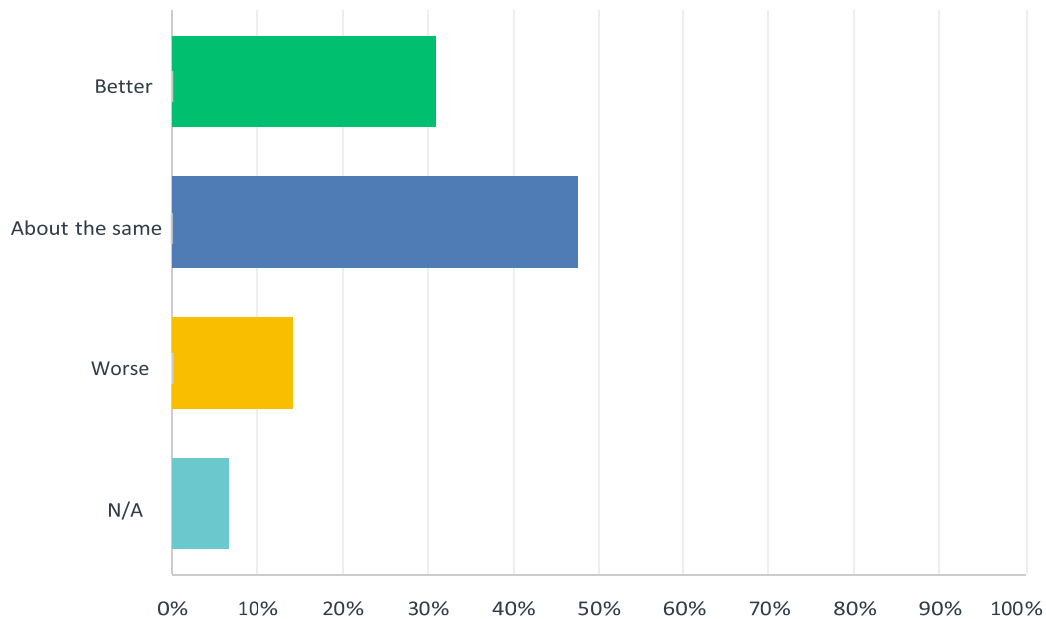


ANSWER CHOICES	RESPONSES	
Part-time	7.38%	34
Full-time hourly (non-exempt)	50.33%	232
Full-time salary (exempt)	42.30%	195
TOTAL		461

Q5 Compared to a year ago, during COVID-19, are working conditions:

Answered: 461 Skipped: 0

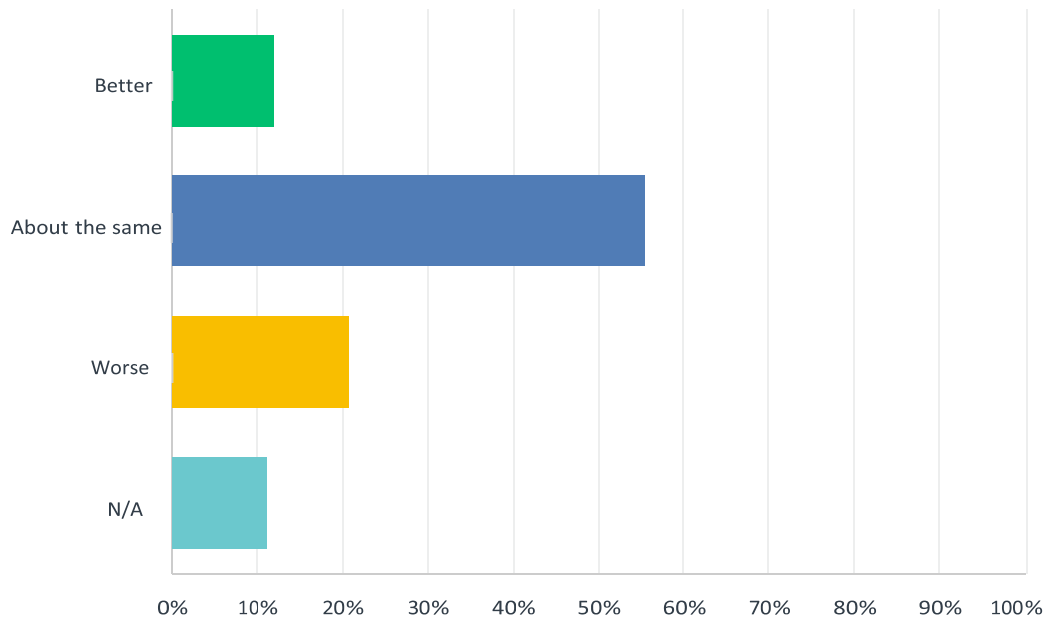
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ANSWER CHOICES	RESPONSES	
Better	31.24%	144
About the same	47.72%	220
Worse	14.32%	66
N/A	6.72%	31
TOTAL		461

Q6 Compared to working conditions before COVID-19, are working conditions:

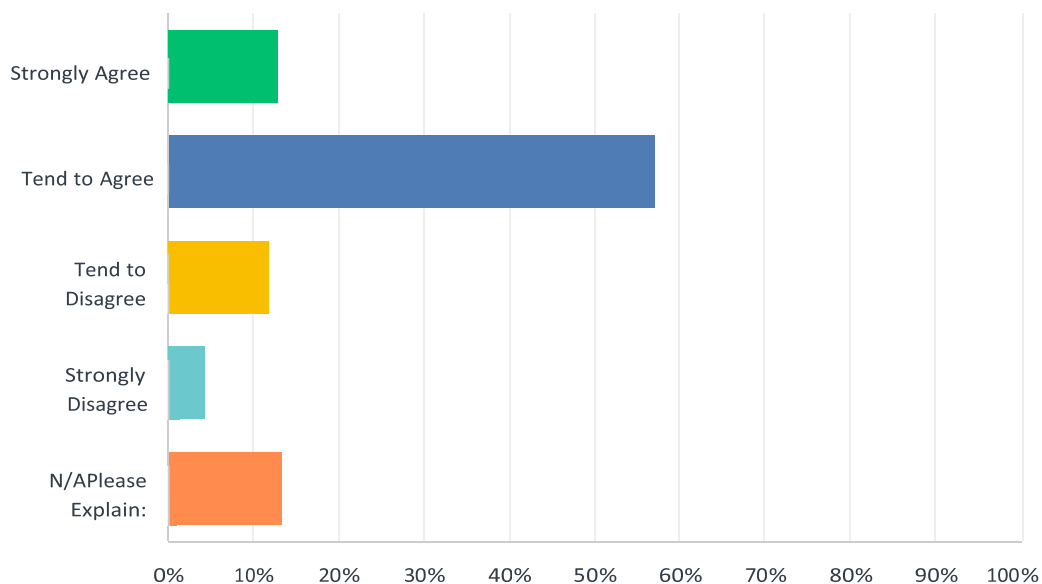
Answered: 460 Skipped: 1



ANSWER CHOICES	RESPONSES	
Better	12.17%	56
About the same	55.65%	256
Worse	20.87%	96
N/A	11.30%	52
TOTAL		460

Q7 I feel adequately represented by members of the Staff Congress.

Answered: 402 Skipped: 59



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.94%	52
Tend to Agree	57.21%	230
Tend to Disagree	11.94%	48
Strongly Disagree	4.48%	18
N/A Please Explain:	13.43%	54
TOTAL		402
#	N/APLEASE EXPLAIN:	DATE

1 I never hear from my rep nor the congress as a whole. They never announce support or distain for actions of the university. 5/30/2022 2:36 PM

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2	If I didn't feel represented it would be because I don't speak up to the proper representatives.	5/27/2022 1:45 PM
3	don't know enough about staff congress to make a judgement	5/27/2022 1:16 PM
4	I'm new to MSU and not familiar with staff congress.	5/26/2022 11:01 PM
5	I don't know what they do for me.	5/26/2022 3:40 PM
6	I have not had the opportunity to work directly with the Staff Congress yet.	5/26/2022 3:33 PM
7	I don't feel I have been here long enough to adequately say.	5/26/2022 3:04 PM
8	I have only been employed for a month.	5/26/2022 1:10 PM
9	unable to determine.	5/18/2022 2:23 PM
10	I get a monthly email from Staff Congress with meeting minutes.	5/18/2022 11:59 AM
11	The synopsis of information is provided but it is difficult to relate this data to every day staff dealings.	5/17/2022 9:26 PM
12	I have never have any communication with staff congress unless I notify them of something but I consistently get emails and invitations to meetings, etc.	5/16/2022 2:30 PM
13	This is tough, because I know the opportunity is there. However Staff Congress is only really promoted to athletics in the email we get about activities. Who are representatives are isn't communicated without seeking them out. So I think a lot of people are un-informed on who they are.	5/16/2022 11:26 AM
14	Jessica does an exemplary job of keeping us informed of everything that is happening at Murray State. I appreciate her thoroughness and professionalism in giving us feedback from the Board meetings.	5/13/2022 8:59 AM
15	I have no knowledge of the Staff Congress	5/12/2022 3:58 PM
16	I appreciate Staff Congress, but they are just one voice among many.	5/12/2022 11:30 AM
17	I don't really know the members of staff congress or how they are supposed to serve staff.	5/12/2022 11:09 AM
18	Haven't been here long enough to really know.	5/12/2022 10:19 AM
19	I feel like I am being represented well by members of the Staff Congress but I feel like that representation tends to fall on deaf ears.	5/12/2022 10:14 AM
20	I do not feel represented by members of the Staff Congress due to the low visibility that Student Support Services receives overall as a program.	5/12/2022 10:06 AM
21	Staff Congress needs to be fighting to get better pay, benefits and retirement for the staff. I know it's a hard process, but that's a big concern for so many. Too many are leaving because the COLA is not what it should be and hasn't been in a long time.	5/12/2022 9:44 AM
22	I seldom hear their voice	5/12/2022 8:52 AM
23	I'm not sure how much influence the Staff Congress has on the decisions that the University administration makes.	5/12/2022 8:46 AM
24	Nothing ever changes	5/12/2022 8:39 AM
25	I feel WKMS-FM remains an afterthought and a stepchild among the various constituent parts of Murray State University, kicked to the curb and left to fend for itself.	5/11/2022 3:08 PM
26	No comment	5/11/2022 2:23 PM

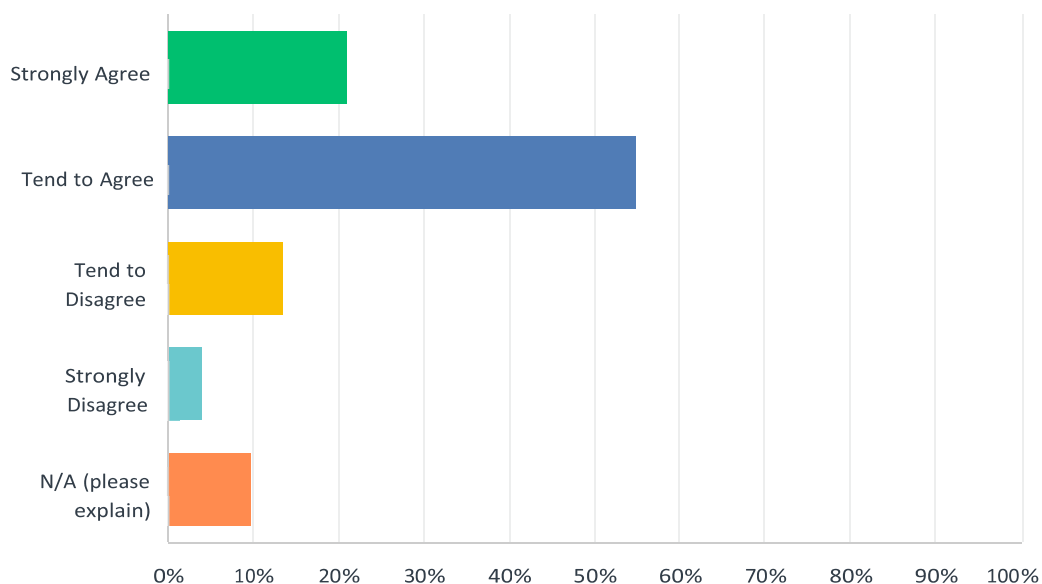
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27	I understand there was an attempt to increase membership of a finance committee and Jackie Dudley said, No.	5/11/2022 12:56 PM
28	Doesn't pertain	5/11/2022 11:30 AM
29	We don't hear from members of staff congress except for one member. No one else bothers to find out or ask about anything going on in our department.	5/11/2022 11:00 AM
30	There tends to be lots of updates about what has been discussed, but I do not see exactly what agenda items are coming up for discussion/being pushed for.	5/11/2022 10:58 AM
31	I feel well represented by our Staff Congress and that all members take the responsibility seriously. I feel like they serve with the staff's well-being in mind.	5/11/2022 10:33 AM
32	Not ever really sure what they are doing.	5/11/2022 9:54 AM
33	I don't know this individual.	5/11/2022 9:52 AM
34	I would answer neither agree or disagree. They give a brief report at directors' meetings but I don't hear from them at other times throughout the semester. Sometimes I think I'm not on the staff email distribution list. Sometimes my colleagues get messages and I don't. I don't feel comfortable going to them with a concern.	5/11/2022 9:47 AM
35	I work for the station, WKMS. I don't know if we have representation.	5/11/2022 9:45 AM
36	I don't feel like grant program staff are well represented. There is also little to no information on how to become more involved.	5/11/2022 9:45 AM
37	I'm not certain what the Staff Congress does to represent employees	5/11/2022 9:44 AM
38	always informed and know who my reps are	5/11/2022 9:39 AM
39	Regional campus needs and situations are different from those of main campus and are not always considered. We also are not afforded the same extracurricular benefits as main campus workers	5/11/2022 9:39 AM
40	I started to work in October 2021, so I feel I can't adequately answer these question.	5/11/2022 9:36 AM
41	I am a member of staff congress. It's not what I thought it would be, we have very little actual influence and say in the governance of Murray State University.	5/11/2022 9:35 AM
42	Until recently I haven't seen anything the SC does or how it benefits the staff. Wat I do see is some radical members using their position to do things like recruit for unions and making political statements not approved of by the staff. The Staff Congress should not have the audacity to speak for me politically , or even politically at all. That is not its function. My opinion may change, though.	5/11/2022 9:31 AM
43	I waver between N/A and tend to agree. I feel like our staff regent is doing well supporting our staff and concerns, but I don't know enough about staff congress and what it does to feel represented. I do not typically feel included or invited to the process and am unsure how to gain more information in a timely manner about the way staff congress works.	5/11/2022 9:30 AM
44	I don't know.	5/11/2022 9:29 AM
45	Staff congress representative provides timely reports and updates following meetings.	5/11/2022 9:25 AM
46	Feel like staff congress is out of touch of what the university is actually about.	5/11/2022 9:25 AM
47	I am not really sure what Staff Congress does. I don't necessarily think they represent the ideas of the majority of the campus. Just the ideas of a few.	5/11/2022 9:21 AM
48	I have been at MSU for 10 years and have no benefits offered besides the worst insurance and only make a little over \$12 an hour.	5/11/2022 9:20 AM
49	I'm not sure I feel that Staff Congress really gets the opportunity to represent staff needs.	5/11/2022 9:20 AM

50	I think Dr. Evans supports us well, but I think the university as a whole, including the VPs and higher ups don't care about staff at all. Faculty have tons of support while staff such as admin are abused daily. We work more than our job duties and longer hours and yet do not get paid properly. Also, the wage is not comporable to the work or cost of living (even with the COL adjustments announced).	5/11/2022 9:20 AM
51	Not necessarily that Staff Congress isn't trying, but I just don't think they have any real power to affect change.	5/11/2022 9:18 AM
52	I've not kept up with it enough to know if I have or haven't been.	5/11/2022 9:15 AM
53	Not applicable	5/11/2022 9:14 AM
54	I'm a bit neutral.	5/11/2022 9:13 AM

Q8 I feel adequately represented by the Staff Regent.

Answered: 398 Skipped: 63



ANSWER CHOICES	RESPONSES
Strongly Agree	21.11% 84
Tend to Agree	55.03% 219
Tend to Disagree	13.57% 54
Strongly Disagree	4.02% 16
N/A (please explain)	9.80% 39

Total Respondents: 398

#	N/A (PLEASE EXPLAIN)	DATE
1	don't know enough about staff congress to make a judgement	5/27/2022 1:16 PM
2	I'm new to MSU and not familiar with staff regent.	5/26/2022 11:01 PM

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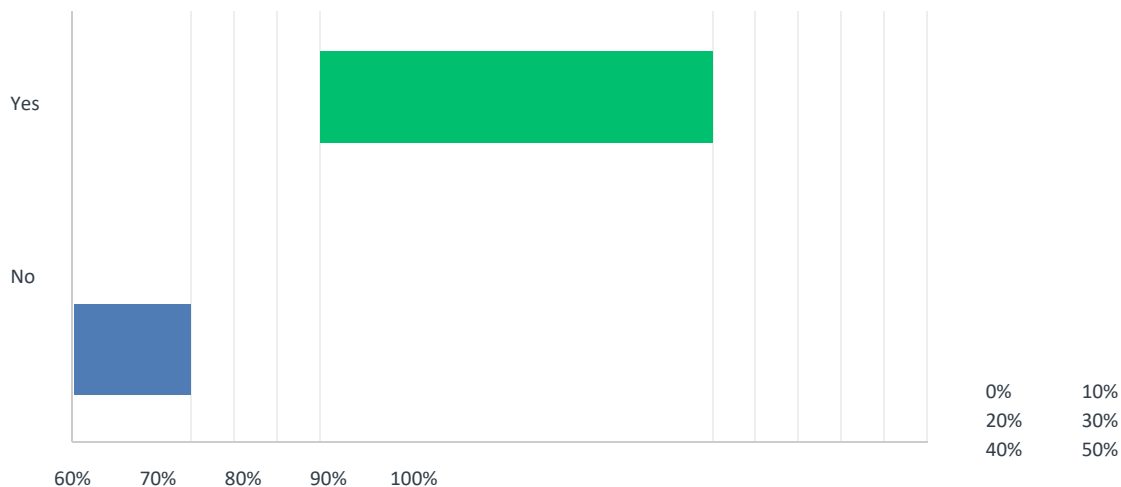
3	I don't know what they do for me.	5/26/2022 3:40 PM
4	N/A	5/26/2022 3:33 PM
5	I don't feel I have been here long enough to adequately say.	5/26/2022 3:04 PM
6	I have only been employed for a month.	5/26/2022 1:10 PM
7	n/a	5/18/2022 2:23 PM
8	Since Phil passed away I haven't seen much of an opportunity yet for Jessica to fully represent.	5/18/2022 11:59 AM
9	I am not sure exactly what the Staff Regent does for staff members.	5/17/2022 9:26 PM
10	It seems that I have received more from Staff Regent since Jessica Evans has joined	5/16/2022 2:30 PM
11	The position has been filled recently so to soon to tell.	5/16/2022 12:22 PM
12	Too early to tell.	5/12/2022 4:12 PM
13	Off campus, I have no idea what is happening	5/12/2022 2:42 PM
14	Too soon to tell.	5/12/2022 1:49 PM
15	Jessica has been very engaging and informative.	5/12/2022 11:09 AM
16	Haven't been here long enough to really know.	5/12/2022 10:19 AM
17	Our Staff Regent is new to her role and I don't feel it is fair to rate her representation of staff yet.	5/12/2022 9:17 AM
18	I seldom hear their voice	5/12/2022 8:52 AM
19	No	5/11/2022 8:59 PM
20	NA	5/11/2022 7:37 PM
21	No comment	5/11/2022 2:23 PM
22	Doesn't pertain	5/11/2022 11:30 AM
23	Unknown as Staff Regent is still fairly new	5/11/2022 10:34 AM
24	It is still early so I don't want to make a decision one way or the other.	5/11/2022 10:12 AM
25	Current staff Regent has not been in position long enough to judge	5/11/2022 10:08 AM
26	Not ever really sure what they are doing	5/11/2022 9:54 AM
27	Again I don't know	5/11/2022 9:45 AM
28	Regional campus needs and situations are different from those of main campus and are not always considered. We also are not afforded the same extracurricular benefits as main campus workers	5/11/2022 9:39 AM
29	Jessica is an awesome representative!	5/11/2022 9:38 AM
30	I started to work in October 2021, so I feel I can't adequately answer these question.	5/11/2022 9:36 AM
31	Same as above, but this may be changing	5/11/2022 9:31 AM
32	Not sure	5/11/2022 9:29 AM

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33	Full time staff and Faculty are cared for way more than part time staff like RDs.	5/11/2022 9:25 AM
34	Our Staff Regent is to new for me to make a decision	5/11/2022 9:21 AM
35	no	5/11/2022 9:20 AM
36	Other than surveys not sure how they know staff's real needs.	5/11/2022 9:18 AM
37	See above.	5/11/2022 9:15 AM
38	Not Applicable	5/11/2022 9:14 AM
39	Staff is not allowed to speak out on campus	5/11/2022 9:13 AM

Q9 I receive timely information from Staff Congress members.

Answered: 402 Skipped: 59



ANSWER CHOICES	RESPONSES	
Yes	86.07%	346
No	13.93%	56
TOTAL		402

Q10 What priorities do you have for the Staff Regent of Staff Congress to address in the upcoming year?

Answered: 207 Skipped: 254

#	RESPONSES	DATE
1	More announcements dealing with the actions of upper administration. Also they should collect submissions of retaliatory actions taken to staff positions and individuals.	5/30/2022 2:36 PM
2	Increased benefit, especially for those making under a living wage More information sharing about what is going on around campus- the new staff regent has made tremendous strides in this area Regular town hall meetings for staff, focus group meetings on specific topics, or even surveys when information is needed about the staff viewpoint to allow feedback on specific issues straight from the source instead of the Staff Congress making recommendations based on their personal interests or through assumptions that they make about what the staff members want	5/27/2022 6:36 PM
3	n/a	5/27/2022 1:45 PM
4	Compensation - adjustments for cost of living.	5/27/2022 1:45 PM
5	adjust wages - especially for lower level staff - to be more competitive with other employers.	5/27/2022 1:16 PM
6	N/A	5/27/2022 10:05 AM
7	- Improve technological efficiencies on campus - to much hard mail and signatures - bring critical services staffing back to full levels	5/27/2022 9:00 AM
8	None	5/26/2022 11:01 PM
9	A raise.	5/26/2022 3:40 PM
10	I have not had the opportunity to work directly with the Staff Congress yet.	5/26/2022 3:33 PM
11	None at this time.	5/26/2022 3:01 PM
12	Hiring process is time consuming and take way too long for approvals to go through.	5/26/2022 2:42 PM
13	It doesn't matter the board of regents doesn't seem concerned about the underlings	5/26/2022 2:25 PM
14	I do not expect any changes to be made in favor of the faculty and staff that are hourly, this has been proven year after year. Clearly the amount of administrative positions that have been added has affected any type of compensation for hourly employees. There has not been any new hires in over a year and we (FM) are expected to do the jobs that once were done by a shop of 10 or more individuals without being compensated or acknowledged. We feel we have NO say in any matter concerning the maintenance and preventative maintenance that we provide that keeps our campus running on a day in day out basis. I expect staff regent of staff congress to at the bare minimum acknowledge how underpaid and unappreciated we facilities maintenance workers are/feel. Upper management does not seem to acknowledge this, yet we stay loyal and do our best everyday to keep the college students comfortable and to have peace of mind from their classrooms to their dorm rooms.	5/26/2022 2:15 PM
15	RAISE WAGES	5/26/2022 2:02 PM
16	Cost of Living Adjustment for staff.	5/26/2022 1:42 PM
17	Salary increase	5/26/2022 1:27 PM

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18	I have no clue. I'm not even sure what Staff Congress or the Staff Regent does aside from what's listed in #11 on this survey (below). Are these events considered part of our "incentive/perks" package?	5/26/2022 1:21 PM
19	equitable working conditions (in person versus remote), staffing numbers - more or same work for less employees	5/26/2022 1:19 PM
20	Faster hiring for vacancies and pay raises. Items which affect ALL staff members, not just a smaller percentage	5/26/2022 1:06 PM
21	Not all viewpoints get equal representation. It seems that only those with extreme positions receive attention.	5/26/2022 1:05 PM
22	Pay increases, particularly with inflation being higher this year than in recent years	5/26/2022 10:47 AM
23	I want the staff regent to ensure and fight for actual staff issues. There is a lot of talk recently about faculty and how upset faculty are. Faculty do not rule this university. The faculty are not the most important part of this university. It is 1-1-1 (faculty, staff and students). We should continue to update and host better programming. This university is stuck in the 20th. Also, should be advocating for ALL staff. This university has a hard time with diversity. The only time the university cares about diversity is when they are forced to. Even then the administration picks a token black or African American male/woman to put on a pedestal. There are other races, ethnicities, religions, sexual orientations, genders, etc. that need representation.	5/24/2022 2:12 PM
24	COLA	5/23/2022 12:36 PM
25	Wages. Lack of transparency surrounding MSU financial and HR processes.	5/21/2022 12:09 PM
26	Allow more working remotely opportunities	5/19/2022 2:33 PM
27	Specifically, Fm staff recruitment and retention.	5/19/2022 8:44 AM
28	1. yearly raises 2. Health and Wellness - Wellness Center should be a free perk for faculty/staff like students. They shouldn't have to meet an attendance requirement in order to use the facility free. (wellness incentives are imperative to prevent burnout and promote physical and mental health).	5/18/2022 3:45 PM
29	I would like to see employees that exceed 15 years be rewarded with increased vacation time. There is zero rewards for an employee once they have served 15 years. Nothing is currently added after 15 yrs of service.	5/18/2022 11:59 AM
30	Look into being called at home and not getting paid for it. If I pickup my phone to help the employer I should get paid 1-2 hours. Then if I get called in it should be a 4 hour call in. Also there has been times that it has taken over 3 pay cycles to get paid when we called in to help MSU our employer .	5/18/2022 11:51 AM
31	Top priority is the cola situation.	5/18/2022 11:28 AM
32	Pay, equal treatment for ALL employees, abolish intimidation and retaliation culture. The university seems to have an expenditure problem.	5/18/2022 10:27 AM
33	Murray State does not appear to be comparable to other universities (within this area or in general) in relation to general staffing and salaries.	5/17/2022 9:26 PM
34	Improving working conditions at MSU, including leading efforts to improve office conditions and getting more opportunities to work remotely	5/17/2022 11:05 AM
35	fair pay, job audits/filling lines to cover work, vacation cap (can we please take this off of a fiscal year requirement and just have a general cap for vac? Many time, we can't take off and lose days because someone has to cover office in June and everyone is trying to "spend" their vacation days), better benefits (specifically health insurance---ours is pretty lame compared to other institutions), really looking at remote work--there are haves and have nots here--not equitable across divisions, etc.	5/16/2022 3:53 PM

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36	Fair wages. Admin I's have lots of responsibilities with little if no way to advance to Admin II. If their director/dean is not open because of their budgets - it's not ever going to happen.	5/16/2022 2:30 PM
37	Continued growth in the aspect of representation that is genuine from those in the position.	5/16/2022 12:22 PM
38	I am aware of the below opportunities because I read emails about them. Often they are not at times that work in my sports schedule, but glad we have those things.	5/16/2022 11:26 AM
39	Salary, allowing staff to be Residential College Heads, incentives for working with the residential college that you are assigned	5/13/2022 9:06 AM
40	COL raises please!	5/13/2022 8:59 AM
41	Treating Staff and Faculty equally and fairly. Cost of living increase for all employees.	5/12/2022 4:12 PM
42	None	5/12/2022 3:58 PM
43	Working conditions, pay, and inclusion	5/12/2022 3:54 PM
44	PAY!!! Our pay for the education required to have the job certainly has not kept up with the state of the economy. The benefits used to make up somewhat for lack of pay. I can't even say that anymore. Too far in to leave now, but thank goodness I can retire soon and get a job that pays better.	5/12/2022 2:42 PM
45	staffing shortages, leave time.	5/12/2022 2:36 PM
46	Better working relationships/communication between faculty and staff. Staff seems to be not always appreciated by the faculty.	5/12/2022 1:49 PM
47	Wages !!! The lack of communication from department to department.	5/12/2022 1:34 PM
48	I believe MSU is going in the right direction. I'm thankful for the benefits and time off we receive at MSU. I'm blessed to have a great job when others do not have a job. Thankful for our administration.	5/12/2022 12:38 PM
49	Fairness of pay increases across the board - increase by percentage means that the higher paid ppl get bigger raises than those paid less. It's really not fair and should be addressed again. Steps were made a few years ago, but now we're back to not doing better for the lowest paid people on campus.	5/12/2022 12:25 PM
50	I suppose the most important thing is to revise the budget for departments that are currently unable to afford operation.	5/12/2022 12:06 PM
51	I would like to see people being paid fair market wages based upon the area.	5/12/2022 11:30 AM
52	Job audits to assure the job rating matches the job duties, which change regularly.	5/12/2022 11:14 AM
53	Pay increases to match the increasing cost of living.	5/12/2022 11:12 AM
54	A substantial cost of living adjustment would be helpful during the stressful times of inflation and high gas prices. Cost for everything has gone up, but our pay has not increased.	5/12/2022 11:09 AM
55	Haven't been here long enough to really know.	5/12/2022 10:19 AM
56	I feel like we are working for pennies. We work hard all the time and are basically working to pay for insurance. I make \$1000 a month after taxes and have a family to provide for. It's hard to get motivated to come to work when you know you will be living paycheck to paycheck forever.	5/12/2022 10:14 AM
57	The impact and importance of Student Support Services program and staff's pivotal role in students lives. As well as how our program staff are the lowest paid employees across the states.	5/12/2022 10:06 AM

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58	+ *Stop overloading one person with other job responsibilities. It has not gone unnoticed that people are retiring or quitting and the dept. is not replacing a person in that job, rather shifting their job responsibilities to another in that area. Yes that saves the university money, but that also means an overload on that one person with no added ADEQUATE pay being given for more duties. *PAY* The cost of living wage needs to be more substantial! Whoever it was in the budget townhall said it well. Basically WE haven't gotten a REAL COL increase in years. Stop spending it in needless places and put it on your STAFF! Sure, we need our teachers and professors to instruct, but let's face it, Faculty/Directors/Dept. Heads have always gotten more and better increases and retirement benefits than Staff. Without the staff there wouldn't be a smoothly run university. People are quitting to go other places because MSU won't give a better cost of living raise. It's as if we work for nothing now. As food, gas and all amenities increase, that means a low income worker is losing what little they do have or will get because of inflation. You have a Faculty/Director/Dept. Head making well over 100-150,000 in some areas, this where there might be only one or two people in the dept. (including the director/Dept. Head) while the lower admin or assistant MIGHT make it home with less than 20-25,000 and that admin or assistant is handling more and more with no extra compensation nor are they able to feed and shelter their family while having to do with much less or completely doing without.	5/12/2022 9:44 AM
59	Staff retention, COLA pay increases	5/12/2022 9:38 AM
60	COLA & INFLATION	5/12/2022 9:29 AM
61	Please continue to be our voice regarding current salary rates as compared to the cost of living. I would like the Wellness Pledge to be reviewed; access to the facility should not require a set number of visits, it should be part of the benefits package. Tuition waiver utilization at other Kentucky schools should be considered. Thank you!	5/12/2022 9:17 AM
62	Pay increase	5/12/2022 9:05 AM
63	working flexibility, remote options, and salary raising	5/12/2022 8:52 AM
64	Pay (is terrible): We have not even had an adequate cost of living adjustment each year. Inflation is through the roof and MSU does not adequately compensate its employees. Benefits have decreased in my time here. Benefits like Health Services (could go in for free as an employee to get many services) went away. Parking Passes: should be free for employees. That should be a part of our employee package. If we get a COLA then we will probably see parking passes increase and possibly health insurance. Thus, making us back to square one.	5/12/2022 8:46 AM
65	Raises	5/12/2022 8:39 AM
66	Well i think that we are not paid enough for the work that we do. I work in the schools and travel most days to my schools. I think that the pay should be raised more for the work and effort that we do in our line of work.	5/12/2022 8:39 AM
67	Continual COLA raises. Allowing departments to fill vacant positions to decrease individuals having to work extra.	5/12/2022 8:22 AM
68	Filling positions in a timely manner to reduce strain on departments that are short staffed, increased pay/cost of living focus, continued push for benefits.	5/12/2022 8:18 AM
69	Pay Raises that are sufficient to offset inflation. Murray State University has not given sufficient pay raises over the course of the years and MSU is falling behind on taking care of their Faculty and Staff. We were told that outsourcing as much as they did, would lead to pay raises to support remaining faculty and staff. That has not occurred. There also needs to be some form of incentive to stay. Currently I have been here 9 years come July 8th. I make the same as the employees who started last year. There is no incentive to stay a full career here.	5/12/2022 8:16 AM
70	Appreciate the level of transparency.	5/12/2022 8:14 AM
71	None	5/12/2022 8:06 AM
72	No	5/11/2022 8:59 PM
73	Increased salary	5/11/2022 3:20 PM

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74	Please try to address the implementation of a flexible remote work policy for employees whose jobs can be done from other locations. We have positions on campus that are going unfilled because the pay is too low to tempt people with the required skill sets to relocate to Murray; some of these are jobs that could be completely remote. It would be in the best interest of the institution as a whole to consider allowing remote work.	5/11/2022 3:08 PM
75	I have worked part-time for Murray State for a decade come July 2022 without once being given a pay raise. I'd like \$2 more per hour. That's my priority I'd like addressed. I don't feel much appreciation for my years of faithful service.	5/11/2022 3:08 PM
76	Cola raises,ayscale parking pass adjustment. Policy and procedure not clear enough for upper management.	5/11/2022 3:07 PM
77	To campaign for higher salaries and higher annual raises	5/11/2022 2:51 PM
78	1. Working 7:30-4:00 during summer months is likely going to be difficult. I can't go to bed any earlier, in fact it will likely be later due to kids being out for summer. So, getting up earlier will be hard, and it seems like it's unnecessary. I would like to see a true democratic vote on this. If it has already been done, can you provide those numbers? 2. During the last tornado threat, offices were closed at a very inconvenient time. I have a 45-55 minute drive, and I know I'm not the only one this applies to. The storm that day was already forming and very much active on my route home when the offices closed. Luckily, I had a way to drive around that particular storm via a different route. But, I believe if offices are going to be closed, don't wait until the last minute. Time must be given or people will be out on the roads driving. 3. The COLA is not enough to compensate for the ongoing inflation. This is probably going to be driven into the ground with no real action. So, I am not going to expand any further.	5/11/2022 2:51 PM
79	Cost of living raises fully staffed safety bonuses a discounted meal plan or meals with food service	5/11/2022 2:42 PM
80	Work load and staffing	5/11/2022 2:23 PM
81	Keep good insurance, have some continuing education classes for staff, anything from new computer programs to guidance/advice/support classes for us to help students.	5/11/2022 1:36 PM
82	The smoking policy needs to continue to be addressed from time to time just as a reminder. Reasons for outsourcing on campus. Why? This is not a good idea, because of the lack of employment. What I mean is, if you outsource too many departments, I feel like that a lot of staff will leave , but not all. There would be some. Also, I feel like that as a university, what the person has worked for , for a long time has been taken away due to different companies taking over. That being said because, people wouldn't have the same benefits any longer that they have earned.	5/11/2022 1:35 PM
83	No priorities to recommend at this time. Thank you.	5/11/2022 1:16 PM
84	Pay increases.	5/11/2022 1:14 PM
85	Remote work should still be an option. Less fanfare about awards and listen to what your colleagues need.	5/11/2022 12:02 PM
86	pay raises for staff	5/11/2022 12:01 PM
87	COLA	5/11/2022 11:58 AM
88	A stronger push for cost of living adjustments and a more flexible workplace (i.e. work from home or hybrid options)	5/11/2022 11:41 AM
89	Better pay, COLA yearly increases, years of service raises, work from home options	5/11/2022 11:37 AM
90	Pay - the same position would pay 30% - 50% more almost anywhere else even locally.	5/11/2022 11:29 AM
91	the extreme lack of morale.	5/11/2022 11:28 AM
92	Adequate salary. My department is the lowest paid such department of all public universities in the state.	5/11/2022 11:24 AM

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93	The same concerns that are brought up every year: inadequate parking, low pay compared to all other Kentucky universities, no advancement opportunities or salary increases for additional training/specialization, poor building maintenance, long and time-consuming hiring processes, inadequate staffing. It seems these issues are never addressed or improve.	5/11/2022 11:24 AM
94	Bringing back the tuition waiver for employees children. That was such an awesome perk! My daughter graduates high school this year and we were looking forward to that tuition assistance	5/11/2022 11:22 AM
95	The cost of living increases, more affordable health insurance, better facilities for adequate working environments, and more flexible working hours.	5/11/2022 11:17 AM
96	We need some kind of relief from the outrageous gas prices and inflation. Four-day work weeks need to be installed immediately and some type of remote/flexible schedule needs to be worked out. Several people in my area drive 20 plus miles to work every day. We have not seen adequate raises in MANY MANY YEARS. Morale is way down. Since covid, I've seen markedly higher absenteeism among my coworkers. The purchasing policies at this university are INSANE. Departments are being made to SEVERELY overpay for office furniture and other items due to "state contracts" with vendors. The printing contract with Ricoh is costing departments more money. So many things are broken that need to be fixed. We can't keep talented and skilled employees because our wages are not competitive. AND jobs here that require a bachelor's degree that pay very little when the same type of work at other companies that pay more need to be audited and fixed. I think all of the above should be immediate priorities.	5/11/2022 11:10 AM
97	Salary inequity	5/11/2022 11:07 AM
98	Compensation for faculty and staff. It is understandable that difficult decisions need to be made during budget shortfalls, but for an employee that has invested 15 years of their life to this institution they have been rewarded with a pay cut of almost 10% adjusting for COLA. This creates salary compression, inability to hire quality staff and faculty, and results in real challenges for employees. Importantly, maybe most importantly, over the last 15 years the University has put millions of dollars in the rainy day fund. I'll admit that I don't have all the data, but the message from the University to employees is that investing in this rainy day fund is more important than expected compensation (COLA/raises/benefits that cost more and cover less etc.).	5/11/2022 11:05 AM
99	Salaries - not keeping up with costs or other employers	5/11/2022 11:03 AM
100	To make sure we aren't living in the fear that at any time our jobs will be outsourced. And also that we are losing benefits and perks to our jobs that have made up for sub par pay in the past but aren't receiving any compensation for the loss. Then just told to deal with it. Also that our front office be told that they have to go by campus policy and stop trying to make up new rules and policies as they go. Then threaten people's jobs that don't do what they want.	5/11/2022 11:00 AM
101	Competitive pay. Like I said above, I also manage student workers on the farm. We can not find student workers willing to work hard for \$7.25 per hour.	5/11/2022 10:53 AM
102	Living wages and affordable healthcare, including COLA, and a \$15/hr minimum wage. Support for parents and caregivers on parents. More transparency from the upper administration regarding decisions.	5/11/2022 10:47 AM
103	Inadequate salaries	5/11/2022 10:46 AM
104	It would be awesome for tuition waivers to be applied to a Masters level program for dependents.	5/11/2022 10:42 AM
105	Filling vacancies that are being left open. The uneasy atmosphere at the University.	5/11/2022 10:39 AM
106	Inflation raise	5/11/2022 10:37 AM
107	COLAS indexed to the index of inflation baked into the budget. As to the functions in the next question, most of these have been systematically defunded	5/11/2022 10:32 AM

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108	As inflation has sky rocketed, including gas, food, literally everything; the staff here at MSU have yet to receive a COLA in years. This must be addressed. The Curris Center bathrooms are an absolute embarrassment, as the sinks drip constantly, there is mold around the sink areas, and they are not properly cleaned daily. The custodians do not clean and vacuum the offices, and on many evenings they do not even get the garbage.	5/11/2022 10:32 AM
109	Flexible work schedule (especially for summer); CoLA; Additional pay for added job responsibilities/duties	5/11/2022 10:27 AM
110	insurance, COLA	5/11/2022 10:25 AM
111	Staff raises and adequate equipment, access, etc. for days when working from home.	5/11/2022 10:25 AM
112	Reclassification of jobs. Some of the Admins have more to do than others. Since the pandemic, there is more work to do in my particular unit with 25+ faculty and now two more are being added in the 22-23 year. There is too much work for 1 person, yet we get paid less than others because of our job classification.	5/11/2022 10:24 AM
113	Pay increases for the hourly non-exempt employees. The cost of living has sky-rocketed. We have not received an increase to match. I am required to have a degree for my position; however, a high schooler working at a fast food restaurant makes a higher hourly wage than I do. There is something fundamentally wrong with this. An institution of higher learning can do better.	5/11/2022 10:23 AM
114	Increase of job duties with no raises, etc.	5/11/2022 10:14 AM
115	I'd like them to continue to advocate for the flexibility to do remote work if that work meets standards and is possible to do remotely.	5/11/2022 10:13 AM
116	Improving financial compensation Working on ways to retain experienced workers (e.g. adequately compensating employees for experience and loyalty, promotion opportunities based on experience, etc.) Streamlining administrative actions (e.g., more automation for coordination, use of electronic signatures, etc.).	5/11/2022 10:13 AM
117	I understand that not all positions can work remotely. What I would like to see is for MSU to leave the "ability" to work remote but allow each department to decide what suits them. I understand some people want to work remote but can't so they think it isn't fair. The same could be said for air conditioning or working while sitting down. Not everyone on campus can work in the air conditioning or from a seated position. Does that mean that we should make everyone work without AC or while standing? I think we can agree that the answer is no.	5/11/2022 10:12 AM
118	Unite the staff on commonalities. There are too many things trying to divide everyone into sides. MSU is a great place to work with offerings and benefits that no other employer in our area offers. No one seems to be praising those things. The loudest voice right now is the minority of staff who keep telling everyone how bad MSU is to work for.	5/11/2022 10:08 AM
119	Dining options in the Curris Center.	5/11/2022 10:06 AM
120	If we can't get big things, continue to fight for the little things- family tuition waivers, paid breaks (spring, ext Christmas, etc), add discounted parking, merit raises	5/11/2022 10:05 AM
121	COAL wage adjustments and filling of vacant job positions	5/11/2022 10:02 AM
122	Cost of living adjustment, and making sure we continue to get our class waivers.	5/11/2022 10:02 AM
123	I would like MSU as a whole to recognize all religions, freedom of speech without insult, everyone's political views without insult, and MSU should not force people to accept organizations that go against their religious beliefs.	5/11/2022 10:02 AM
124	We desperately need a COLA! DESPERATELY!!! People are struggling!!! I've been here over 13 years and still don't make \$14/hour. That's absurd! My friends and family are shocked I've been here so long and not making any more than I do.	5/11/2022 10:01 AM

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125	Our buildings are embarrassing. Water leaks causing damage that only get Band-Aids. New ceiling tile and paint will not fix the problem. This has been going on in our building for years and now it is a serious problem. We have to tear down buildings because the real problems never get fixed.	5/11/2022 10:00 AM
126	Advocate for temporary flexible work schedules for staff who can perform their duties outside of regular work times; more streamlined processes and procedures with Accounting and Financial Services, Procurement, and conversion to electronic record keeping; salary increases for non-exempt professional staff to meet salaries for similar jobs at other universities in Kentucky; the importance of maintaining office spaces for professional staff	5/11/2022 10:00 AM
127	Of course everyone needs a pay increase. The cost of living is ridiculous and our pay checks haven't went up. I have a family of 4 my husband and I both work and we struggle making ends meet. I have been at the University 21 years in June I love working here. I love my job.	5/11/2022 9:59 AM
128	Creating a better environment rather than creating a divide as it seems is happening.	5/11/2022 9:59 AM
129	I think the Staff Regent has our best interest in mind. Not sure if the Congress is working to support or represent or what.	5/11/2022 9:54 AM
130	The Cost of Living and the wage compression that occurs at BVC.	5/11/2022 9:52 AM
131	Adequate pay, and back dated cost of living increases. Performance raises as well. Better insurance plans.	5/11/2022 9:52 AM
132	Equal pay	5/11/2022 9:50 AM
133	1. COLA raises 2. Constant budget cuts 3. Too many upper administrators	5/11/2022 9:50 AM
134	-Boost morale! Recognize ALL staff for their accomplishments - large or small. I saw where a school put up framed notes in the cafeteria for students to see how each one of the teachers and school staff have done something worth recognizing throughout the year. It may have been volunteering, helping a family, or getting an advanced degree - it didn't matter -they were all recognized for an accomplishment. -Ensure that supervisors have support of HR when making difficult decisions about poor performing employees. We should be trusted and supported. We are employees too! -Ensure salary equality	5/11/2022 9:47 AM
135	COLA	5/11/2022 9:47 AM
136	continued emphasis on timely pay raises; keep insurance affordable.	5/11/2022 9:45 AM
137	Available childcare. Opportunities for promoting part time staff who over perform to full time staff.	5/11/2022 9:45 AM
138	Compensation, flexible work schedule, work from home, work-life balance	5/11/2022 9:45 AM
139	More competitive pay for our employees.	5/11/2022 9:43 AM
140	More discussion with Board of Regents regarding the staff morale and issues that were addressed in the spring meeting. Jessica has done a great job so far and look forward to seeing her work in the upcoming year.	5/11/2022 9:43 AM
141	Pay- pay scale and raises. MSU is no longer competitive with other businesses. Items which affect ALL staff members, not only a small percentage of staff members (ie: pay affects EVERY staff person; child care may benefit 25 - 50%).	5/11/2022 9:43 AM
142	More events to bring staff and faculty together. Departments seem very out of touch with one another. We seem to be keeping Zoom meetings over in person, which I like in many ways. However, I would like to see more interaction. Please remember some of your events do not take ALL departments into consideration. Events scheduled during finals week exclude MANY staff.	5/11/2022 9:43 AM
143	1) Reduce the number of outsourced services on campus. 2) Allow more decision making by departments on supplies/equipment needed and which vendors with whom to do business.	5/11/2022 9:42 AM

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144	More progress on flexible schedule and remote work options. More push for financial transparency...would like to know more about where the COLAs are coming from. It seems like departments are being asked to shoulder more and more financial burden for salaries/wages and continue to be asked to do more with less. It's not sustainable. Would like to hear more explanation about this type of stuff.	5/11/2022 9:42 AM
145	Parking Work Life Balance for employees with irregular hours COLA	5/11/2022 9:40 AM
146	why do we have a state contract for office supplies and they are sometimes 2x the price of walmart. not very budget friendly.... tuition waivers for retirees - I've been here long enough that when I can retire, I will still have 2 in college.....	5/11/2022 9:39 AM
147	Gaining back the sick leave benefit upon retirement-currently when we retire the sick leave does not count towards are years of service nor do we reap any benefit from not taking off sick. I would like to see that benefit reinstated. Remote work and/or flexible working schedules for staff would be wonderful.	5/11/2022 9:39 AM
148	Salaries, health care coverage, doing away with the change in summer hours, more flexibility in work hours, and an all around greater appreciation of staff	5/11/2022 9:39 AM
149	Continue to keep us informed.	5/11/2022 9:38 AM
150	Staff needs a pay raise desperately!	5/11/2022 9:38 AM
151	Working on benefits for staff to include: 1. Staff, part time or full time, with college students attending MSU, should have a benefit discount of some kind, especially if the staff member has been at MSU for an extended length of time - for example 10 years.	5/11/2022 9:36 AM
152	COLA and no compensation for taking on additional duties.	5/11/2022 9:35 AM
153	Flexible remote work options and annual raises	5/11/2022 9:35 AM
154	At minimum, COLAs that actually reflect the cost of living. This is the baseline, 0% increase in our standard of living. Right now, we absorb roughly half of the actual costs, i.e. every year we take a pay decrease equal to half of inflation since the "raises"/COLAs are on average only half of what we need to keep our buying power at what it was the prior year. This is unsustainable. Mental health support. One, one-hour session with a counselor costs me roughly 1.5 days of take home pay. Even with six free sessions, this is not sustainable with weekly or bi-weekly meetings. Clarify on whether we can take a mental health day by using sick days. Raises. Not COLAs, actual raises above and beyond the 0% baseline (i.e. what a COLA should be, not what MSU actually does). If we work hard, take on more responsibilities, etc. and become more skilled workers, the buying power of our paycheck should reflect that. Just like it should/does in the real world. I don't care if it's the "biggest 'raise' MSU has offered since X." It's also the worst inflation since X, and the so called "raise" still requires us to absorb half of the loss. I don't work to absorb loss. I work to survive, and every year this has become increasingly more difficult. I can't even afford to address the mental health issues that are partially exacerbated by the situation. I have accepted I will probably never be a homeowner. The money I put aside is growing slower than inflation is eating it away, and everyyear I effectively take a pay cut on top of that. It's hard to buy into a community when you can't afford to live in the community.	5/11/2022 9:35 AM
155	Fine Arts heating and cooling! Appropriate cola	5/11/2022 9:35 AM
156	As in years past, COLA. As well as expanding Flexible work opportunities.	5/11/2022 9:31 AM

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157	<p>1. Remote/flexible work options for hourly not just salaried. We've proven we can do the job remotely for MANY positions. The idea that hourly workers require constant supervision is moot after COVID. 2. Insurance - it's ridiculous to have to pay so much more when pre-Obamacare our insurance already provided the vast majority of what was required. We are selfinsured so Anthem should not be using our premiums to shore up the rest of their business. They raised the price of administration and no one from MSU challenged this. They raised our premiums when there was no real reason to do so - we already had it covered and no one challenged this. 3. Get empty positions filled immediately. I am tired of working two jobs and not being compensated for it. I am tired of being overworked and not appreciated for it. I am tired of upper management cutting costs to the detriment of the work force. We have had about 90% turn over now. THAT should be a trigger that gets the Administration's notice but has not. 4. Management training for manager's and director's. Things happen in our department that should NEVER happen, like people being publicly reprimanded, work not being completed because of delays at the top, not because we didn't do our jobs and do them well. It reflects poorly on us, not management, although the blame lies there. 5. Cross training so all employees have a back up and work can be completed in their absence.</p>	5/11/2022 9:31 AM
158	<p>Priorities: Ensuring all staff are able, even distantly, to become part of the process. Ensuring that staff receive pay proportionate to the work we perform and that we are able to survive on that income. Coming to a consensus on whether to endorse the university employee union or not. Recognizing all staff for the work they do and how it benefits the university as a whole-especially staff that operate behind the scenes.</p>	5/11/2022 9:30 AM
159	<p>staff recognition and incentives, salary and wage inequalities, opportunities for increased benefits (free membership to Wellness Center for all faculty/staff, for example)</p>	5/11/2022 9:30 AM
160	<p>I would like to address the weather partial closures, where students and faculty are given permission to cancel class and go home but staff are expected to remain on campus. Apparently the rule is "because the university isn't closed, your offices are expected to remain open." If it's not safe for students to be on campus, why is it safe for staff? And if no students are on campus, why do our offices need to be open? Why can't we work from home?</p>	5/11/2022 9:28 AM
161	<p>- Poor treatment of staff by the administration, faculty, and other staff. The abuse that staff and other employees are expected to endure from the university at large is inexcusable. Establishing an actual plan to ensure pay raises for all university employees. - Renewing protections and programs established during the height of the pandemic (ability to work from home, emergency relief/time off, etc.). - Working alongside the United Campus Workers of Kentucky union chapter at MSU to achieve the above and more.</p>	5/11/2022 9:27 AM
162	<p>Pathway for advancement within University. Or at the very least compensation to highlight years of service.</p>	5/11/2022 9:25 AM
163	<p>Find a way to cut the high cost of office supplies and go back to being able to purchase printers that our offices can afford.</p>	5/11/2022 9:25 AM
164	<p>All staff need to receive a raise. The university is no longer competitive in it's pay scale, makes it difficult to obtain and retain quality employees. The university needs to implement step raises for years of service. This way people can be rewarded for staying with the university. Step raises are also important because it allows people to receive additional pay for years of service without having to move into a supervisory position. Everyone does not want to take on a supervisory position and everyone should not take on a supervisory position. People should have the opportunity to obtain additional pay for remaining loyal to the university and providing quality service to the university. The university needs to create a day care facility for employees and students. This would allow employees and students to attend work/classes more regularly, remove the stress of child care from employees and students and allow for a better work/life balance. The university needs to allow departments to go back to purchasing cleaning supplies for their spaces. The cleaning supplies being purchased by the university are not quality supplies. The cleaning wipes for example are for killing bacteria, but not for sanitizing against viruses. This means these wipes are not disinfecting our spaces for viruses such as the common cold, much less the flu and Covid-19. If the university is not going to buy cleaning supplies that disinfect bacteria and viruses, then they need to just let the departments go back to buying these supplies so we can obtain the right ones. In my work space the staff has been buying cleaning supplies this way we know our work spaces are disinfected.</p>	which 5/11/2022 9:25 AM

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165	Actually caring about completing goals instead of listing goals they won't or even care to achieve.	5/11/2022 9:25 AM
166	COLA, Cost of living has changed significantly in the past few years and my hourly pay isn't enough to maintain a family.	5/11/2022 9:24 AM
167	Salary compression. Pay raises for those making less than \$100k a year. A 2 percent raise is not enough to combat salary compression and cost of living increases. If those making over 100k did not receive the annual raise or the same amount as others then more raises could go to those making extremely low wages.	5/11/2022 9:24 AM
168	COLA increase, building are crazy dirty, alignment of spring break with k-12	5/11/2022 9:23 AM
169	Salary gaps, pay increases, better representation (i.e. last storm, faculty and students were allowed to leave but staff wasn't allowed to leave until the storm was present and if we used vacation or sick time). This was told by HR.	5/11/2022 9:22 AM
170	Pay has to be increased it's shameful how little staff are compensated.	5/11/2022 9:21 AM
171	Salary gaps and pay increases.	5/11/2022 9:21 AM
172	Since there are huge budget cuts, and we are not going back to work from home, focus on being creative with suggestions. Flex schedules, etc. The majority of the people do not care about kleenex or cleaning supplies. We care about funding, equal pay, time off, insurance.	5/11/2022 9:21 AM
173	Pay compression, pay equity	5/11/2022 9:20 AM
174	Raising pay to meet other universities. Tuition waivers returned for part time employees.	5/11/2022 9:20 AM
175	There are some pretty significant inconsistencies across campus including pay, schedule flexibility, autonomy, decision-making power, etc. I see and hear faculty advocating for themselves, but do not necessarily see this happening for staff members. I formal process of collecting staff needs, sharing that information, and some type of strategic plan (that is shared with all staff) to work toward improvements would be good to see.	5/11/2022 9:20 AM
176	Wage/Salary- Admin are not paid appropriately and the job descriptions state that wages would commiserate with experience/education, but it does not. There are tons of problems with this category Benefits- all of them need an overhaul; especially tuition waivers for ESL classes, and the cost of insurance. By the time I pay for the PPO and the other insurances, I earn \$400 every two weeks. That is absolutely unacceptable. Make staff a priority, too- they never bothered to do the staff luncheon but they made sure to do the faculty one. Staff are treated poorly and not respected.	5/11/2022 9:20 AM
177	Salary increases	5/11/2022 9:19 AM
178	Keeping faculty and staff informed of recent and pending developments and events.	5/11/2022 9:19 AM
179	to be our voice	5/11/2022 9:19 AM
180	Better opportunities for promotion or advancement in the administrative/clerical positions. A flexible schedule during the summer. One remote day a week would be very much appreciated. Myself and others have small children that are out of school during the summer and that one day a week with our kids would be an amazing help towards a better work/life balance.	5/11/2022 9:19 AM
181	To be aware of staff issues as they arise and present them to the governing body so that a solution can be found.	5/11/2022 9:18 AM
182	A raise in wages. Keeping insurance costs where they are or lower. Lowering cost of parking permit. The year that the price of a parking permit was increased, staff got no raises so actually took a loss in wages.	5/11/2022 9:18 AM
183	WAGES!!! I suggest employees making \$100,000+ get no more than a 1% raise; employees making between \$50,000 and \$100,000 get a 3% raise and everyone under \$50,000 get at least a 7% raise. The way it's been with a 1% raise doesn't get it. After all, 1% of \$100,000 is a lot more than 1% of \$20,000.	5/11/2022 9:18 AM
184	promote flexible work options, especially for summer months.	5/11/2022 9:17 AM

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185	Raises	5/11/2022 9:17 AM
186	facilities and salary compression	5/11/2022 9:17 AM
187	Lobby to restore tuition-free courses for retirees. If you are going to recognize faculty and staff for years served, give them the opportunity to shake the President's hand. Do not send them to a table where an indifferent person hands them their certificate.	5/11/2022 9:17 AM
188	Increase salaries and help with work-life balance	5/11/2022 9:16 AM
189	Pay	5/11/2022 9:16 AM
190	Paycheck, salary, COLA, money, finances	5/11/2022 9:16 AM
191	Remote work, pay increases related to workload increases	5/11/2022 9:15 AM
192	Livable wages	5/11/2022 9:15 AM
193	Salary and morale issues that go hand in hand	5/11/2022 9:15 AM
194	I would like Staff Congress to focus on the positives of Murray State and not just what they view as being negative.	5/11/2022 9:15 AM
195	I have two master's degrees and make ~31k a year. The pay does not reflect my education level, the responsibilities I have, and does not equal the pay of others in my field. I know money is tight but I imagine it would be hard to keep anyone in this position for a long time with that kind of salary. They would almost have to have a higher earning spouse or partner.	5/11/2022 9:15 AM
196	Part-time remote work possibilities (1-2 days/week)	5/11/2022 9:14 AM
197	Adequate pay raises for staff to match COL, Adequate staffing to spread workload evenly.	5/11/2022 9:14 AM
198	SALARY. BENEFITS. AWARENESS. The staff recognition luncheon, the book scholarship, the Christmas party, and the staff holiday party are frills. What is needed is basic payment for services.	5/11/2022 9:14 AM
199	Not Applicable	5/11/2022 9:14 AM
200	Payment discrepancy. Parameters around work expectations regarding virtual work environment. The frequent devaluing of campus staff compared to faculty.	5/11/2022 9:14 AM
201	Wages that are consistent with inflation.	5/11/2022 9:13 AM
202	Salary reviews and opportunities for advancement, keep the tuition waiver benefits for faculty/staff and dependents	5/11/2022 9:13 AM
203	I would like for you to address procurement policies.	5/11/2022 9:13 AM
204	Keeping pay competitive with people's professional fields. CoL increases being insufficient during massive inflation when all other state workers are getting 8~12% increases and we've had none for years. Erosion of staff benefits.	5/11/2022 9:13 AM
205	Pay. Concerns of HR functioning to cover up campus problems/a lack of confidentiality . IDEA functioning to cover up campus problems/a lack of confidentiality.	5/11/2022 9:13 AM

206 Pay equity, remote work options

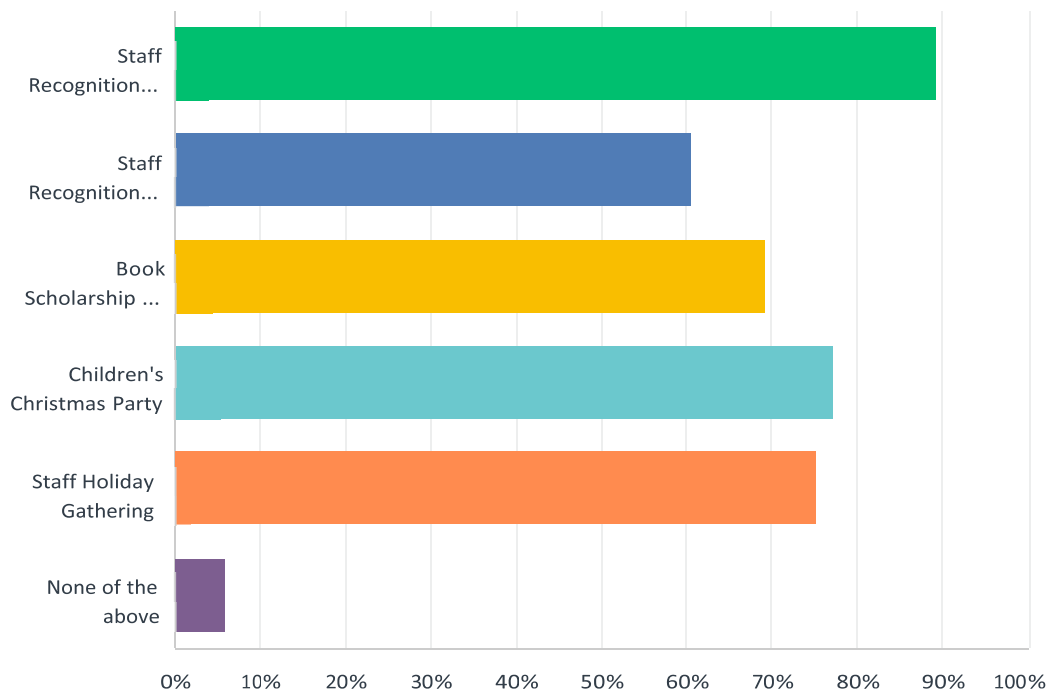
5/11/2022 9:12 AM

207 Annual raises. It is critically important that faculty and staff receive consistent raises/COLA for employee retention and institutional morale.

5/11/2022 9:12 AM

Q11 I am aware of the following opportunities for staff:

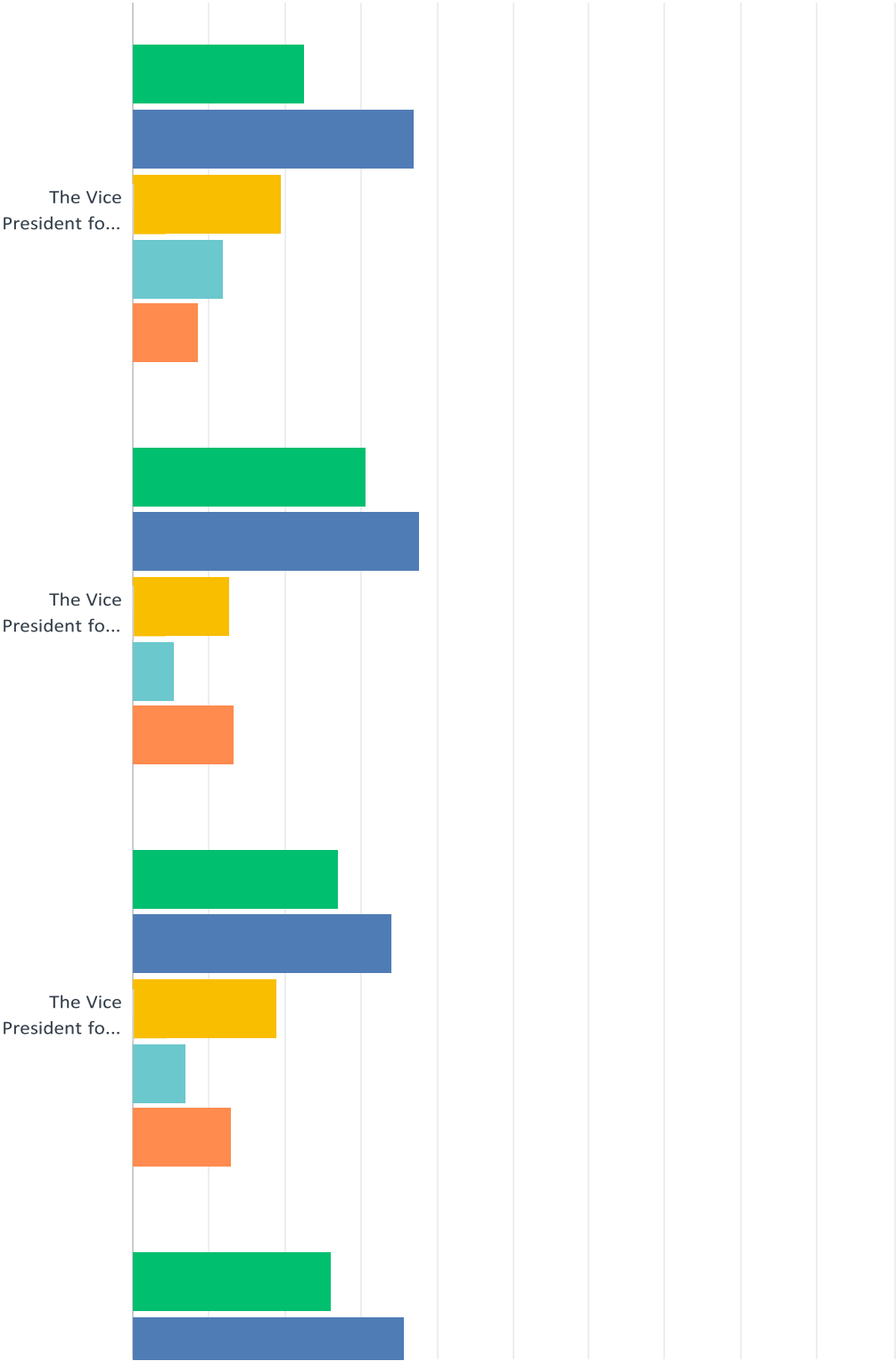
Answered: 395 Skipped: 66



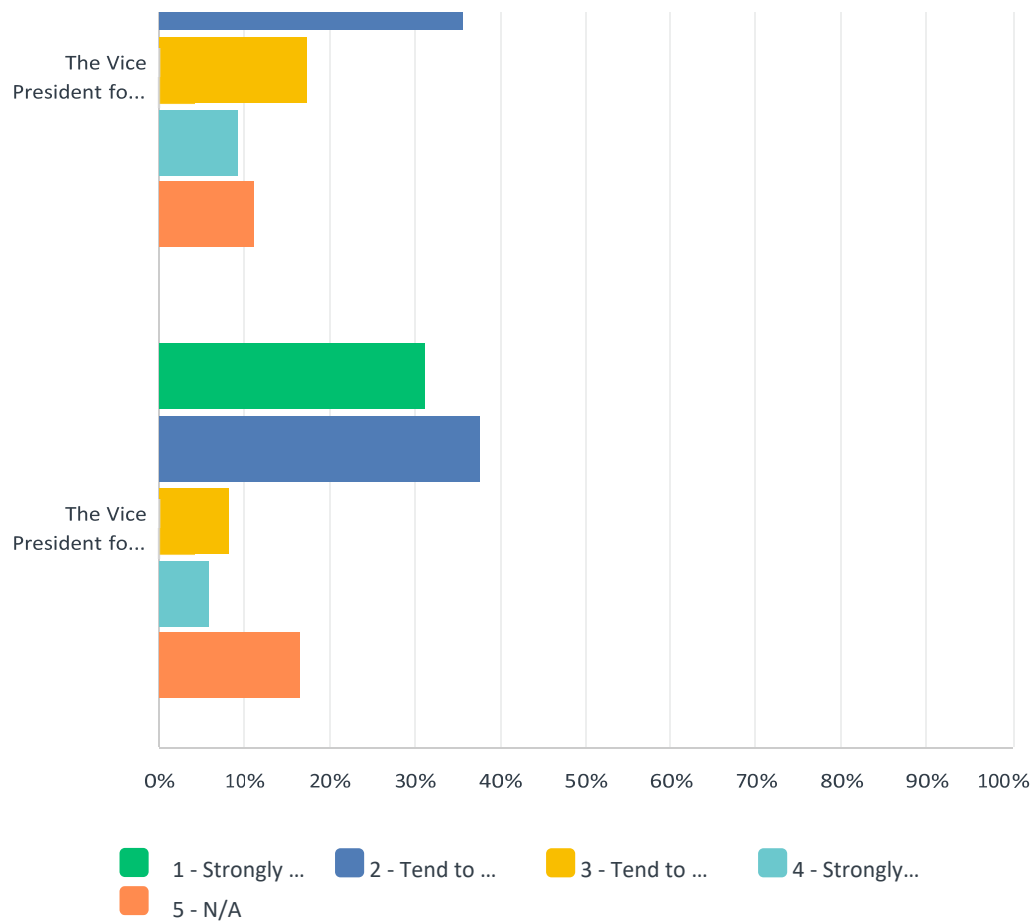
ANSWER CHOICES	RESPONSES	
Staff Recognition Luncheon and Awards	89.37%	353
Staff Recognition Luncheon and Awards / Vendor Fair	60.51%	239
Book Scholarship for staff members and dependents	69.37%	274
Children's Christmas Party	77.22%	305
Staff Holiday Gathering	75.19%	297
None of the above	6.08%	24
Total Respondents: 395		

Q12 Vice President: 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
 5 = N/A

Answered: 346 Skipped: 115



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	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	5 - N/A	TOTAL	WEIGHTED AVERAGE
The Vice President for my division or area is aware of major concerns of employees.	22.61% 78	37.10% 128	19.71% 68	11.88% 41	8.70% 30	345	2.47
The Vice President for my division or area can be trusted to be straightforward and honest.	30.72% 106	37.68% 130	12.75% 44	5.51% 19	13.33% 46	345	2.33
The Vice President for my division or area is doing a good job planning for the future.	27.03% 93	34.01% 117	18.90% 65	6.98% 24	13.08% 45	344	2.45
The Vice President for my division or area adequately communicates with staff in a timely manner.	26.16% 90	35.76% 123	17.44% 60	9.30% 32	11.34% 39	344	2.44
The Vice President for my division or area helps foster diversity at the university.	31.38% 107	37.83% 129	8.21% 28	5.87% 20	16.72% 57	341	2.39

Q13 Vice President comments:

Answered: 85 Skipped: 376

#	RESPONSES	DATE
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MSU Staff Perspective Survey 2021-2022

1	The Vice President of my area has no idea what my job entails or requires. They also do not provide the tools needed to perform at an adequate level. They have taken on too many roles to be effective at any one of them.	5/30/2022 2:40 PM
2	Dr. Robertson is an extremely involved Vice President with a high level of commitment to those under his supervision. He makes himself aware of the issues at hand and does his best to provide an empathetic ear. He provides a role model for excellence. That being said, I have felt that he doesn't always advocate when he feels there will be pushback from others. He tries to help us work with the scraps that Student Affairs is given, but I wish that others saw our value and gave us the support we so desperately need instead of having us all do multiple jobs with minimal compensation.	5/27/2022 6:36 PM
3	Admins do not care for any of the faculty and staff because of the ridiculous, embarrassing salaries!!! Jackie Dudley needs to retire, and assessments need to be made to only have positions that are vital to the universities and students so that salaries and benefits of vital employees can be paid the average. A 2-3% raise with a 8% inflation rate is beyond embarrassing for the admins at MSU. Also, the fact that they bragged that it is the biggest raise in 10 years is a definite sign that admin is clueless.	5/27/2022 3:44 PM
4	na	5/27/2022 1:18 PM
5	None	5/26/2022 3:42 PM
6	I have not had the opportunity to work directly with the VP of Staff Congress yet.	5/26/2022 3:34 PM
7	Athletics wasn't on the organizational chart so I don't really know who my vice president is?	5/26/2022 3:04 PM
8	I know at this time there are a lot of things happening, but we have open positions in our office that need to get filled and the paperwork has not been signed yet. We have already had a position cut from our office and we have others leaving. We need to move forward with the hiring.	5/26/2022 2:46 PM
9	Not concerned with the well being of the peasants	5/26/2022 2:26 PM
10	We've been down people in our shops for as long as I can remember.. they don't even take care of the ones that stay here and continue to be over whelmed with work!!	5/26/2022 1:36 PM
11	There should be #6 "I don't know, but would love to"	5/26/2022 1:32 PM
12	Unsure	5/26/2022 1:07 PM
13	I don't know the Vice President in my division well enough to comment beyond "Tend to Agree". I get much more information from the Chair and Dean levels.	5/26/2022 10:52 AM
14	Dr. Todd is kind and always speaks when you see him. I find him honest and I believe he genuinely cares for his employees. We don't see him much in our area but I feel we receive appropriate communication in a timely manner.	5/18/2022 11:59 AM
15	Although I believe intentions are for the betterment of the university, some of those decisions impact the university employees negatively. This creates a culture that is counter intuitive to that "betterment".	5/18/2022 10:43 AM
16	My understanding, without confirmation, the Vice President has regular meetings with the Director, Student Financial Services. However, if there are things that are discussed that would make for an easier day and transition into the many obstacles our office faces, nothing is being communicated directly or indirectly. Without knowing is this is truly a potential, staff has no opportunity to provide insight to the general concerns. There is currently inadequately communications and knowledge to determine 'helps foster diversity at the university'.	5/17/2022 9:27 PM
17	I have never met the vp of this area.	5/16/2022 2:35 PM

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18	Who is the VP for my division?? Pretty sure they haven't been to the BVC.	5/12/2022 2:46 PM
19	My unit does not have a Vice President.	5/12/2022 1:50 PM
20	I could not ask for a better VP.	5/12/2022 12:41 PM
21	<p>When a position is vacated, it takes WAY TOO LONG to fill that position. The best candidates are picked up by other companies while MSU is bogged down in processes and procedures. There is little done to boost the morale of those of us who have stuck around and have to keep picking up slack of vacated (and sometimes vacated then DEFUNDED positions). More responsibilities and no compensation. On question 11, I marked that YES i am aware of things like the Staff Recognition Reception and Staff Christmas party..but over the last few years due to COVID, we weren't provided these morale boosters or even offered anything as a thank you.</p> <p>I am aware that the mints and cards that were given came out of STAFF CONGRESS MEMBERS PERSONAL POCKETS. That is COMPLETELY unfair to Staff Congress and should be addressed.And then the recognition luncheon was postponed multiple times and then combined with the Christmas party which was reduced to a fraction of the benefit it used to be. I get there are budget constraints - we are all feeling and reeling from it, but come on. Take care of your people who are continuing to work hard at MSU even through the difficulties.</p> <p>WE ARE HERE BECAUSE WE CARE, BUT THE ADMINISTRATION DOESN'T SEEM TO CARE ABOUT US.</p>	5/12/2022 12:34 PM
22	Academics if very fortunate to have Dr. Todd. He has been an advocate for programs and personnel. He is willing to meet with people and really is very open administrator to work for / with.	5/12/2022 11:33 AM
23	Little to no communication from the VP to regional campus employees.	5/12/2022 11:16 AM
24	Haven't been here long enough to really know.	5/12/2022 10:20 AM
25	I think the Vice President in ALL areas needs to have a discussion with each and every person in their dept. without their supervisors present so they can speak freely (and without retribution) IF they REALLY care about what they think. There are many supervisors that don't want that to happen on campus.	5/12/2022 9:52 AM
26	MSU Staff needs pay raises. Positions get merged with no additional compensation to the employees doing 2-3 jobs.	5/12/2022 8:49 AM
27	I have rarely ever seen the vice president, nor does he take the time to visit my department. He needs to fight more for not only higher pay and raises for employees, but also equal pay for men and women.	5/11/2022 2:55 PM
28	Never had a meeting with the VP	5/11/2022 2:25 PM
29	I know the director of our office meets regularly with the Vice President but no information is ever relayed. Our staff does not get regular updates. There is very minimal communication.	5/11/2022 11:38 AM
30	I think she is doing the best with what she has but I still think things could be better with more open communication.	5/11/2022 11:32 AM
31	At the BVC we have very little interaction with Main Campus, the VP included	5/11/2022 11:30 AM
32	I think our VP is aware of our issues, but is unwilling to make necessary changes in order to avoid rocking the boat. This isn't the kind of leadership we need.	5/11/2022 11:24 AM

MSU Staff Perspective Survey 2021-2022

33	Few things have changed for the better. The decentralization of the University is killing the departments. From facilities and work orders, to usage of web fees, robbing of departmental and college funds from one fiscal year to solve issues in future years without any planned way to replace those funds is going to create more severe issues in the future. Employees are asked to do more and more and are compensated less from year to year (actual pay cuts), all while the University is sticking "saved" money in the rainy day fund. If the budget crisis is real, at least explain to the employees what the alternatives are. As in, what will happen if we are not saving this money (rainy day fund).	5/11/2022 11:22 AM
34	Dr. R visits our office daily, and has great discussions with students, and the staff.	5/11/2022 11:11 AM
35	I don't think the Vice President of our division actually cares about anything to do with our department. They have not once in the past several years came down and spoke to or been around anyone. There doesn't seem to be any appreciation for anything. Even though we were pretty much the only department that had to come to work every day through the whole pandemic, now because of that they are trying to call us critical and force us to work on closures that we didn't have to do in the past.	5/11/2022 11:05 AM
36	Seriously...if your goal was to have the most vague, innocuous questions, you succeeded. 'Doing a good job planning for the future'??? How are we supposed to answer that??? The Vice President is a very nice man whose top priority is the students, but who has little to no real knowledge or understanding of the majority of actual jobs that staff perform.	5/11/2022 11:03 AM
37	I think Dr. Todd does an amazing job. I feel supported and valued as a staff member under his leadership.	5/11/2022 10:36 AM
38	The VP for my division is very focused on staff. I feel like all concerns or situations are a very high priority for him and that he makes every effort to find the best solution available.	5/11/2022 10:36 AM
39	underperforming	5/11/2022 10:34 AM
40	I have never met the guy. I have been told that he has never been to BVC. Not enough information to form an actual opinion.	5/11/2022 10:29 AM
41	Dr. Todd does an awesome job.	5/11/2022 10:26 AM
42	Dr. Todd and Dr. Pervine are always right on top of things and supports the faculty and staff in every way. I am fairly certain that they are aware of major concerns. I am not sure about planning for the future or helps foster diversity but I chose "tend to agree" because of the way they have handled the past years.	5/11/2022 10:25 AM
43	The VP and Provost are the same person for Academic Affairs so I will answer questions below.	5/11/2022 10:20 AM
44	I can not comment because I do not receive any emails from the Vice president, nor do I know anything about what they are doing.	5/11/2022 10:19 AM
45	I don't feel like I know the VP of my division enough to answer the above questions. As a grant funded program, we are not a traditional university department and I don't know our VP really knows what we do.	5/11/2022 10:16 AM
46	When communication is only passed down to directors and department deans or heads, it is hard to know where communication failure lies.	5/11/2022 10:08 AM
47	I would like to see our VP take stronger stances when it comes to conveying issues to upper administration. You can be cooperative but still take a stand for concerns and real problems that affect the entirety of department staff.	5/11/2022 10:06 AM
48	Jackie Dudley communicates expectations and is very transparent.	5/11/2022 10:04 AM
49	I don't know that the Vice President is aware of any concerns from our department and I, for one, would not be comfortable sharing those concerns for fear of retaliation.	5/11/2022 10:03 AM

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50	With the recent 2 years of COVID-19, VP Dudley has worked diligently to keep things running with the loss of money the university has experienced.	5/11/2022 10:02 AM
51	Dr Robertson exemplifies everything you would want in a leader. I feel blessed to work for and with him and his staff.	5/11/2022 10:01 AM
52	I don't have any insight into how my VP is doing in any of these areas. I'm sure he communicates with his direct reports (?) but there has literally never been any indication to staff that we are part of the mission of Academic Affairs, or any sort of communication to staff about what that Academic Affairs is doing, plans for the future, and our part in those plans. Maybe that kind of communication is reserved for all the Deans (and maybe faculty) and that's where it stops? I don't think staff are considered part of that conversation.	5/11/2022 9:58 AM
53	No idea what the VP is working towards.	5/11/2022 9:56 AM
54	Dr. Robertson is a kind man and has a gentle, calming spirit. He has visited me in my office and has remembered my name if we cross paths on campus. I have felt a warm welcome from him and his staff.	5/11/2022 9:56 AM
55	I think the longer anyone is in the upper administration, the more they tend to spout the "company" line. It is a bit disappointing.	5/11/2022 9:54 AM
56	There needs to be a neutral answer for this. Our VP does well except in employee concerns and seeing to it that vacant staff positions are filled immediately - 6 to 9 months to get a position filled creates a huge hardship. The diversity issue is a non-issue. MSU is diverse as a whole except when it comes to men in the administrative fields. I'm heartily tired of the White Privilege thing. It is a socially constructed lie and needs to be debunked, but it seems we have jumped on the politically correct bandwagon rather than looking at it rationally and penalizing people for being white. For some reason, it is alright to discriminate against white but not okay for anyone else to be discriminated against. The same thing applies to people being straight. Being straight has become something to be harassed over and discriminated against, while it's not okay for the "other" community. None of this is diversity. It is active, political correctness and protected discrimination.	5/11/2022 9:53 AM
57	great VP to work with and for	5/11/2022 9:48 AM
58	I feel like the vice president of my area is only concerned with faculty issues and does not consider the implications that actions might have on staff.	5/11/2022 9:48 AM
59	The VP needs to allow higher pay/COLA to keep long-standing loyal employees. Perhaps considering an additional percentage increase for number of years at MSU.	5/11/2022 9:47 AM
60	Our office is understaffed, underappreciated, and underpaid and I do not feel as though anyone at the University is aware of our frustration.	5/11/2022 9:44 AM
61	Comes through the department regularly. Will stop and speak with staff, is always rounding with a purpose.	5/11/2022 9:40 AM
62	I believe the Vice President for my area is doing the best they can based on the information they are provided. However, I have concerns they are not provided with all necessary information or with information that is completely honest as to the true circumstances. I think people often try to paint negative information as more positive than what it is so as not to look bad or make a situation appear as bad as it actually is. This means the Vice President is only able to address situations based on the information provided. However, I feel as though our Vice President is incredibly capable and often demonstrates how much they care for the employees under their charge. I appreciate how they recognize the work performed by all staff under their supervision.	5/11/2022 9:39 AM
63	Provost Todd seems like a solid person to me. I rarely have any direct, or indirect, communication with him, however.	5/11/2022 9:38 AM
64	I don't really know the VP. I'm not near campus, so I've never met the VP. I work with my immediate supervisor and the director.	5/11/2022 9:37 AM

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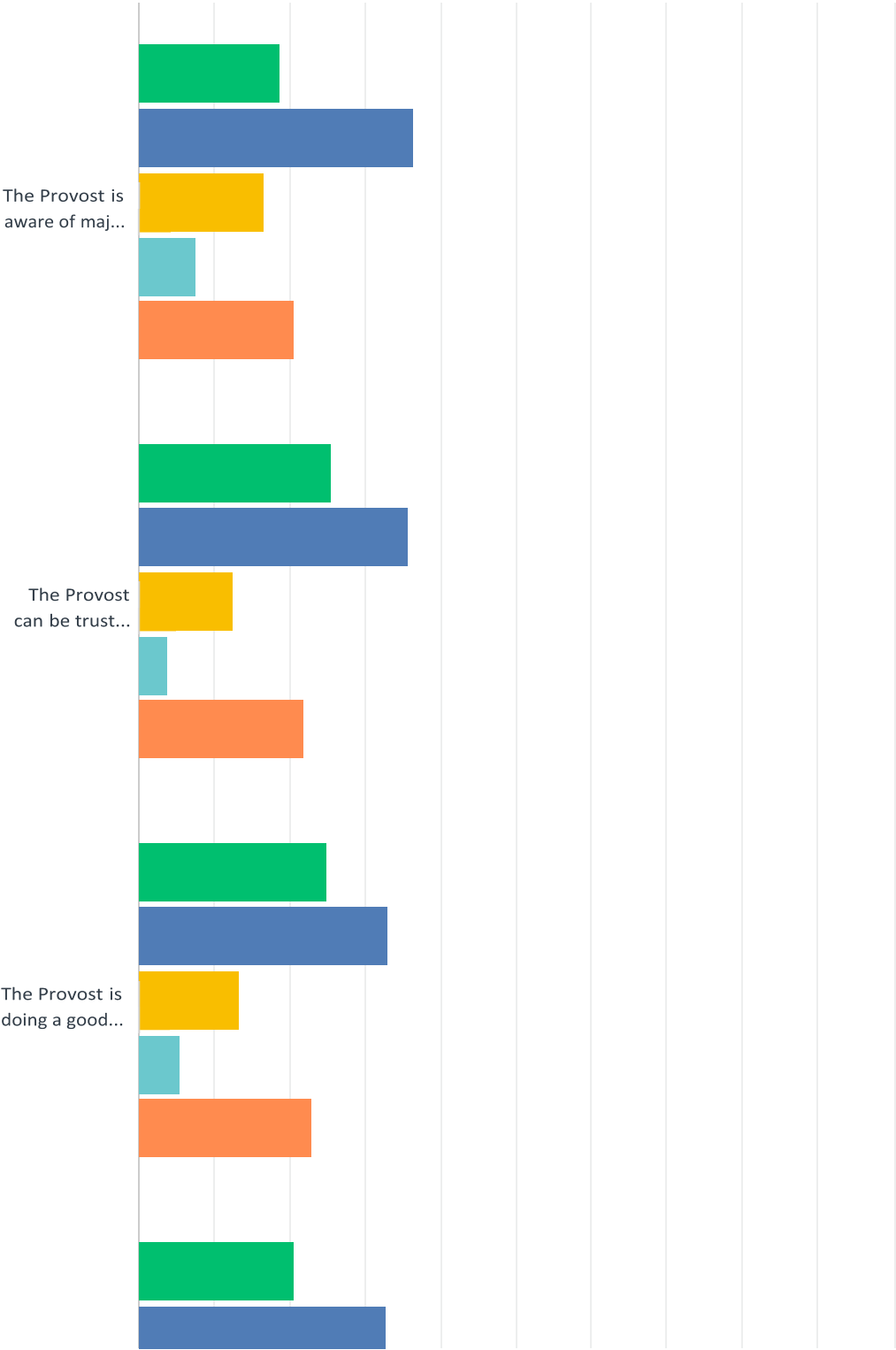
65	Dr Robertson does his best, but I am not sure he realizes how demoralizing the salaries are. The low salaries, as well as the inconsistency across campus, have a negative impact on recruitment of new staff, retention of current staff, and morale at work. Also, the treatment of staff as second-class citizens is incredibly frustrating. I'm not sure what Dr. Robertson can do about this, but I'm not sure he understands the impact this has on our staff. (For one example, see my previous comment about weather days.)	5/11/2022 9:36 AM
66	I feel like my Vice President does not adapt to change and he is still promoting similar ideas from 20 years ago. He disregards concerns of employees and if you question policies, then you are questioned about the services you provide as an employee. I do not feel comfortable going to my VP with concerns and I definitely do not believe he is straightforward. Each time I addressed my concern, they are turned against me.	5/11/2022 9:36 AM
67	The organizational system of our department allows for very little communication with the Vice President. Information is relayed in a trickle-down system, and the large, generalized department makes it so that there is no real cohesion or teamwork across offices.	5/11/2022 9:32 AM
68	VP does not adapt to change and we are not moving forward. He is still promoting the same ideas from 20 years ago. He does not understand his staff and has no idea what our jobs are. He makes decisions in areas that he has no expertise in.	5/11/2022 9:31 AM
69	Needs to advocate better for faculty and staff needs.	5/11/2022 9:30 AM
70	We really don't have much contact with our vice president. We principally deal with our Dean.	5/11/2022 9:30 AM
71	It is extremely difficult to answer these questions about the Vice President/Provost/President. Working at a satellite location ensures zero contact with these individuals with the exception of University wide emails.	5/11/2022 9:28 AM
72	Dr. Todd only shows up at important events to show his face. I have not heard about his goals and solutions for the issues we are facing. I doubt that he is familiar with what it is like to be a non-exempt staff member.	5/11/2022 9:28 AM
73	The upper administration are concerned with the wellbeing of the institution, but not the faculty and staff that are vital to creating an environment that students want to attend. For the future they need to really reevaluate how they support the faculty and staff. When cuts are made it is mostly at the expense of the faculty and staff. Especially the staff. I think they are aware of the issues in an abstract way; but how can someone making over 100K understand the struggles of someone making 30K, if they're lucky. It's also not a priority to support staff at a level they deserve. The priority is on maintaining their status and that of the institution.	5/11/2022 9:28 AM
74	Dr. Robertson is the only Vice President that actually cares about students. I have met other Vice Presidents in my role and they only care about profits or their own interests and not the students. VP of Finance doesn't actually care. When a sprinkler head was broken at regents and damaged students stuff, all she cared about was cost then left the scene. She couldn't care less if students had issues.	5/11/2022 9:28 AM
75	My VP communicates only with the Directors, which is fine. But the directors do not necessarily communicate the staff concerns to the VP.	5/11/2022 9:25 AM
76	I don't feel like I have communication.	5/11/2022 9:23 AM
77	I feel my VP is straightforward and enjoy working with them, but also feel like everyone in executive areas is content to ask current employees to remain miracle workers instead of fostering a beneficial work environment - especially concerning work/life balance. Communications are also often dissipated instead of directed, but I understand C-level and higher executives are all quite busy.	5/11/2022 9:21 AM
78	I've voiced concerns multiple times about the lack of support in my department. There is only one other full-time position and it has been vacant since Feb. 2020. There has been an open job search for months without any qualified applicants. I have talked to him about the amount of stress and pressure I am under and asked him to consider options that might help. He rarely communicates with me and has done nothing to follow-up.	5/11/2022 9:20 AM

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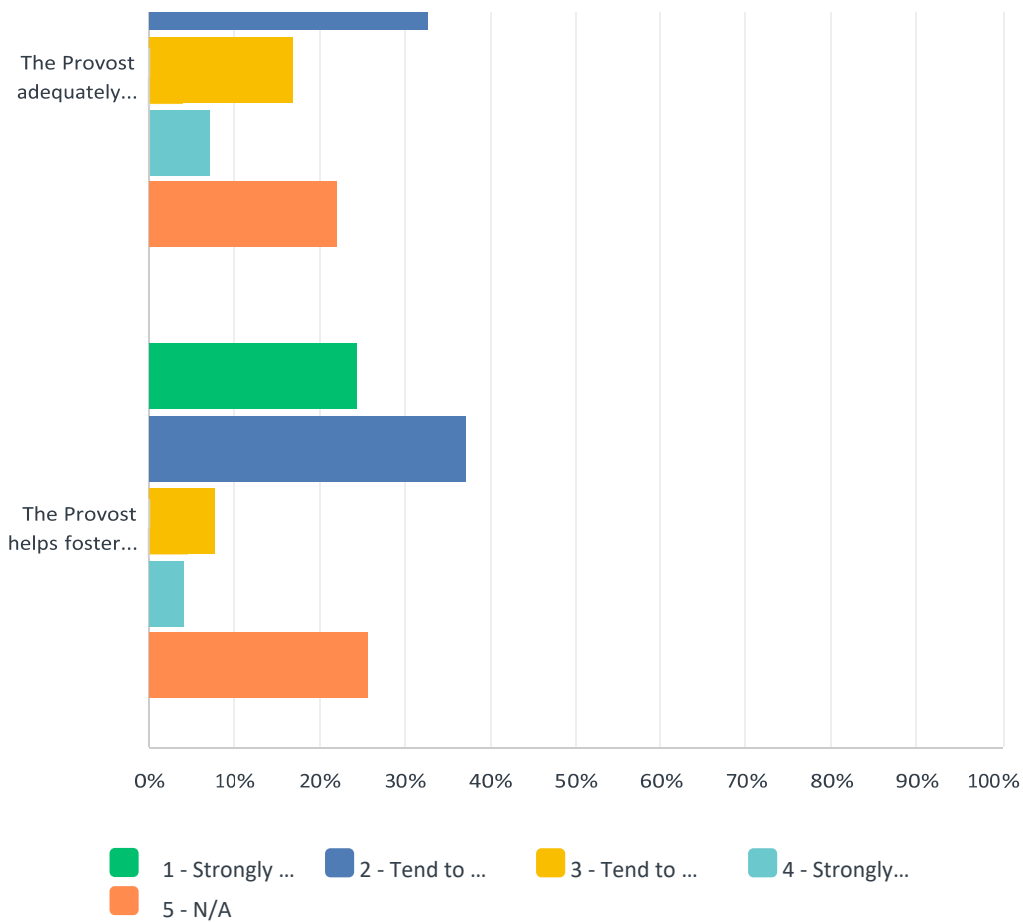
79	Dr. Robertson is completely blind to the dissatisfaction of staff, even when he is told so. We are underpaid and overworked. He does not really talk directly to us, but rather sends all information through our supervisors.	5/11/2022 9:17 AM
80	The Staff Congress has made its concerns known to the VPs on campus. I have no idea how the VP of this area is responding.	5/11/2022 9:17 AM
81	I have no concerns about Dr. R's performance. He communicates effectively, develops relationships across campus with students, faculty and staff and is always finding ways to make Murray State University a better work environment. We would be lost without him.	5/11/2022 9:16 AM
82	My division does not have a VP. My division does not function well.	5/11/2022 9:16 AM
83	Dr. Todd is a wonderful VP. I consider myself lucky to work with him.	5/11/2022 9:16 AM
84	No interactions	5/11/2022 9:15 AM
85	Dr R is simply the best. He represents the students and the employees so well!	5/11/2022 9:11 AM

Q14 Provost: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 Agree2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree5 = N/A

Answered: 333 Skipped: 128



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	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	5 - N/A	TOTAL	WEIGHTED AVERAGE
The Provost is aware of major concerns of employees.	18.79% 62	36.36% 120	16.67% 55	7.58% 25	20.61% 68	330	2.75
The Provost can be trusted to be straightforward and honest.	25.60% 85	35.84% 119	12.65% 42	3.92% 13	21.99% 73	332	2.61
The Provost is doing a good job planning for the future.	24.92% 82	33.13% 109	13.37% 44	5.47% 18	23.10% 76	329	2.69
The Provost adequately communicates with staff in a timely manner.	20.67% 68	32.83% 108	17.02% 56	7.29% 24	22.19% 73	329	2.78
The Provost helps foster diversity at the university.	24.62% 81	37.39% 123	7.90% 26	4.26% 14	25.84% 85	329	2.69

Q15 Provost comments:

Answered: 67 Skipped: 394

#	RESPONSES	DATE
1	Dr. Todd is the best Provost MSU has had in recent history.	5/27/2022 3:44 PM
2	na	5/27/2022 1:18 PM

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3	I am strongly confident in the performance and leadership of Provost Todd. He is doing an excellent job leading our division of academic affairs and is, to my understanding, fair and extremely helpful.	5/27/2022 11:31 AM
4	None	5/26/2022 3:42 PM
5	I have not had the opportunity to work directly with the Provost yet.	5/26/2022 3:34 PM
6	My position has very little contact with the provost.	5/26/2022 2:46 PM
7	Also not concerned with the well being of the peasants	5/26/2022 2:26 PM
8	I have very little or no contact with the Provost to answer the questions	5/26/2022 2:14 PM
9	We've been down people in our shops for as long as I can remember.. they don't even take care of the ones that stay here and continue to be over whelmed with work!!	5/26/2022 1:36 PM
10	#6 "No clue, would like more information"	5/26/2022 1:32 PM
11	as a staff member under Academic Affairs many times I feel we are left out and only the faculty is kept in the loop	5/26/2022 1:22 PM
12	Unsure	5/26/2022 1:07 PM
13	Same approach. I don't know the Provost well enough to comment beyond "Tend to Agree".	5/26/2022 10:52 AM
14	Provost Todd is an asset to Murray State University.	5/18/2022 2:26 PM
15	There is currently inadequately communications and knowledge to determine 'helps foster diversity at the university'.	5/17/2022 9:27 PM
16	I have never met the provost	5/16/2022 2:35 PM
17	I think the provost is doing the best he can given the leadership he reports to and financial constraints of the university.	5/12/2022 3:13 PM
18	Who is the Provost? Pretty they haven't been to the BVC.	5/12/2022 2:46 PM
19	I have very little interaction with the Provost.	5/12/2022 12:34 PM
20	Same comments as above.	5/12/2022 11:33 AM
21	Again, the provost barely communicates with regional campus employees aside from a rare and brief appearance on campus. I don't feel like our unique concerns are understood by administration in general.	5/12/2022 11:16 AM
22	Haven't been here long enough to really know.	5/12/2022 10:20 AM
23	I have always found that the Provost has been straightforward for the most part, but in planning for the future, you need to ASK your people. I think the Provost needs to have a discussion with each and every person in their dept. in person, not email, not town hall, not in a group-without their supervisors present so they can speak freely (and without retribution) IF they REALLY care about what they think. There are many supervisors that don't want that to happen on campus. I know this would take much time but IT IS IMPORTANT.	5/12/2022 9:52 AM
24	Dr. Todd is excellent and works very hard. He truly cares about Murray State and its staff, and I trust him to make decisions that are in the best interest of us all. I think most of the criticism that comes his way has little to do with him personally or with the quality of his work; it seems	5/11/2022 3:37 PM

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like the faculty members who complain are frustrated by larger systemic issues and take it out on him.

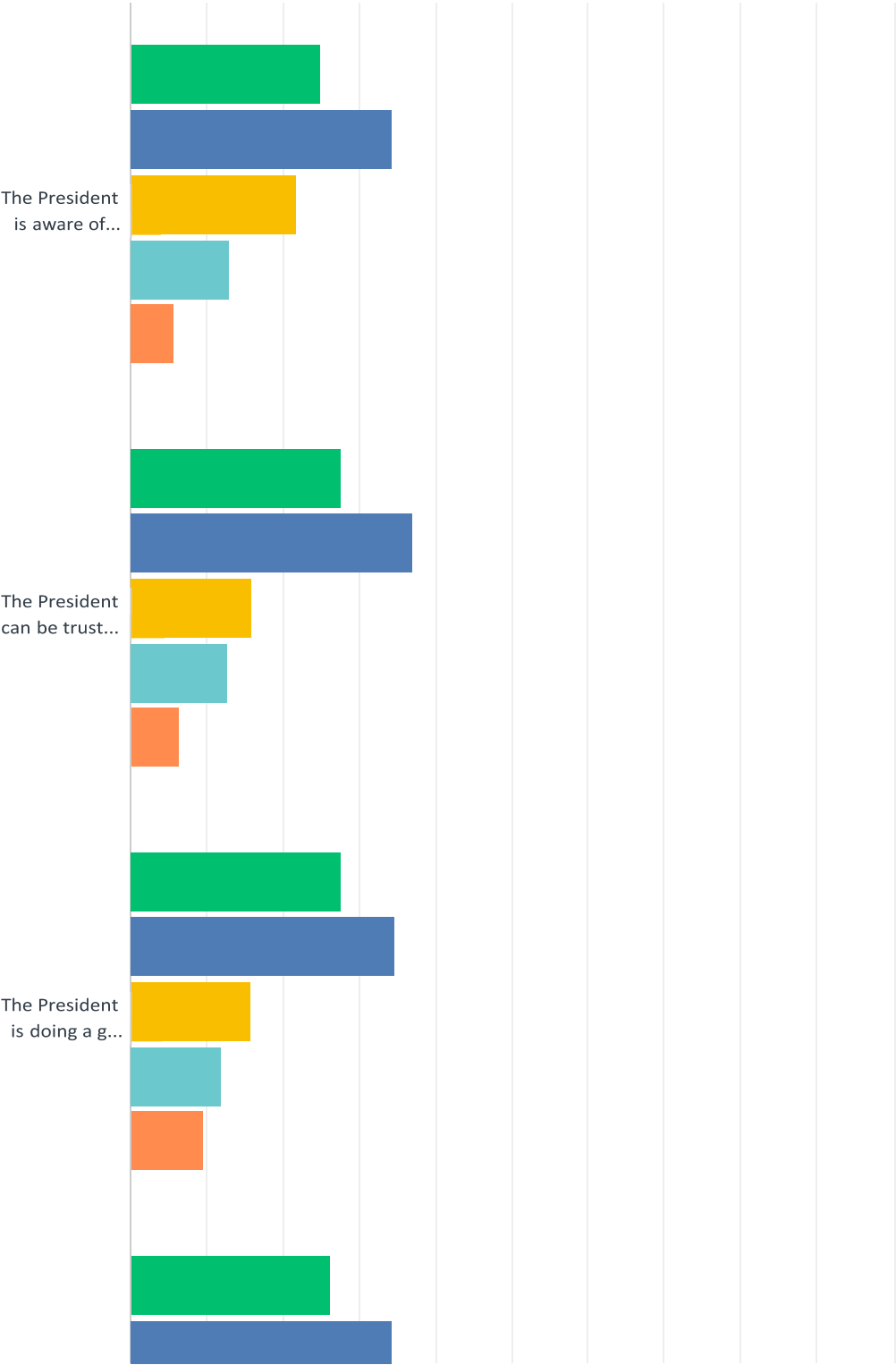
25	same as above	5/11/2022 2:55 PM
26	Never had a meeting with the Provost	5/11/2022 2:25 PM
27	The updates provided by provost are appreciated.	5/11/2022 11:38 AM
28	At the BVC we have very little interaction with Main Campus, the VP included	5/11/2022 11:30 AM
29	I know nothing about what the Provost knows or does.	5/11/2022 11:24 AM
30	Few things have changed for the better. The decentralization of the University is killing the departments. From facilities and work orders, to usage of web fees, robbing of departmental and college funds from one fiscal year to solve issues in future years without any planned way to replace those funds is going to create more severe issues in the future. Employees are asked to do more and more and are compensated less from year to year (actual pay cuts), all while the University is sticking "saved" money in the rainy day fund. If the budget crisis is real, at least explain to the employees what the alternatives are. As in, what will happen if we are not saving this money (rainy day fund). I would feel better if the transparency of the upper administration included an explanation about how the employees of this University were subsidizing future budgets if I knew what the alternatives were. What is the risk to not sticking money in the rainy day fund? Will we have to take pay cuts in the future? I understand that this can and has happened. But when a 3% COLA raise costs us 2 million dollars, then why not explain to the University why we can't give a 6% raise. What are the real risks. Will this bankrupt us?	5/11/2022 11:22 AM
31	I do not see or have discussions with our Provost.	5/11/2022 11:11 AM
32	I feel sorry for him. He has been turned into the President's hatchet man. I know he doesn't agree with what he is required to carry out for the real leader, Jackie Dudley.	5/11/2022 11:10 AM
33	Same really stupid questions.	5/11/2022 11:03 AM
34	I am not under the provost, but I answered the second question as strongly disagree after seeing his conduct at the budget town hall meeting.	5/11/2022 10:40 AM
35	(Same as VP over my area)	5/11/2022 10:36 AM
36	underperforming	5/11/2022 10:34 AM
37	I don't know who the Provost is. Not enough information to form an accurate opinion.	5/11/2022 10:29 AM
38	My comments are the same as #13.	5/11/2022 10:25 AM
39	I can not comment because I do not receive any emails from the Provost, nor do I know anything about what they are doing.	5/11/2022 10:19 AM
40	The provost and my division VP are the same - please see above comments.	5/11/2022 10:16 AM
41	Same answer as before, I don't know that the Provost is aware and wouldn't feel comfortable expressing my concerns.	5/11/2022 10:03 AM
42	I am not as familiar with the Provost, but have not had any bad experiences with him.	5/11/2022 10:02 AM
43	There needs to be inclusion on campus for LGBTQ+ individuals and more diversity classes offered to students for credit towards degree	5/11/2022 10:01 AM
44	I don't have any insight into how the provosts are doing in any of these areas. I'm sure they communicates with their direct reports (?) but there has literally never been any indication to staff that we are part of the mission of Academic Affairs, or any sort of communication to staff about what that Academic Affairs is doing, plans for the future, and our part in those plans. Maybe that kind of communication is reserved for all the Deans (and maybe faculty) and that's where it stops? I don't think staff are considered part of that conversation.	5/11/2022 9:58 AM
45	No idea.	5/11/2022 9:56 AM

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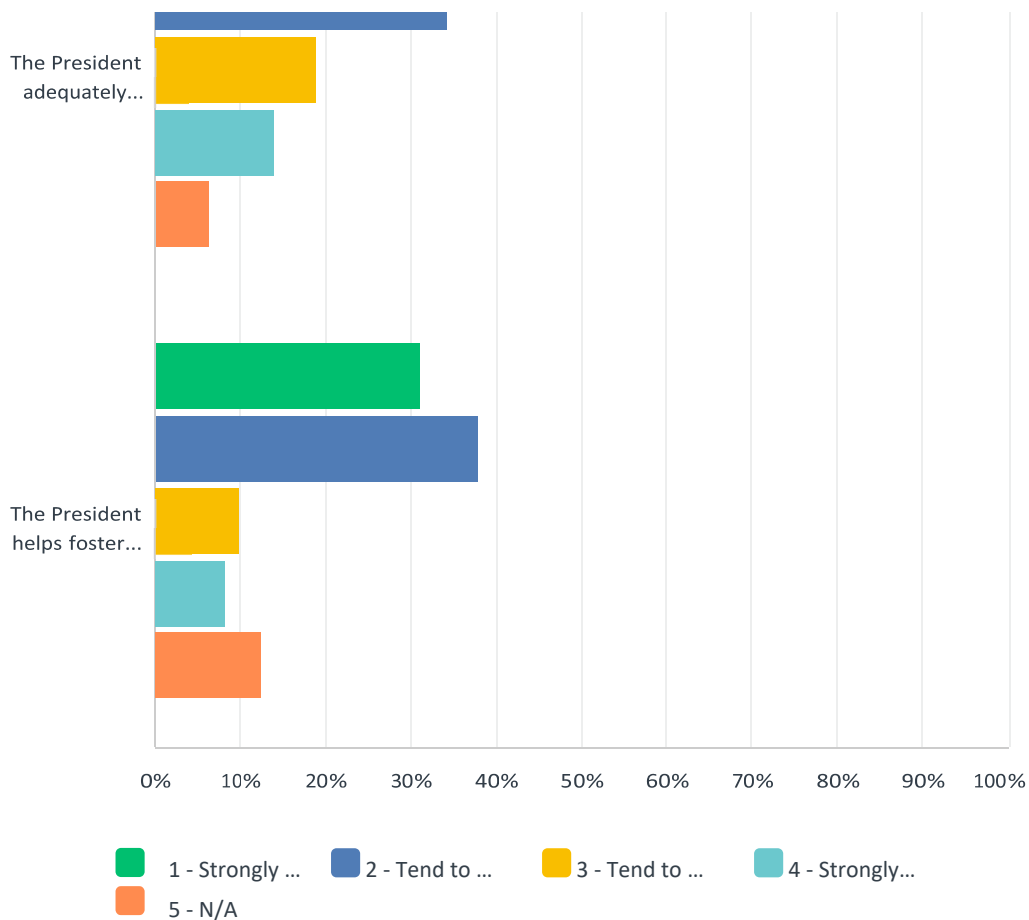
46	I really don't know much about the Provost.	5/11/2022 9:56 AM
47	Again, this needs a neutral answer. See above for comments. They apply here, too.	5/11/2022 9:53 AM
48	Most of the actions taken by the university are reactive and a delayed reaction at that. Many things could be done to head off issues that are already indicated as being a problem in the near future.	5/11/2022 9:48 AM
49	Our office is understaffed, underappreciated, and underpaid and I do not feel as though anyone at the University is aware of our frustration.	5/11/2022 9:44 AM
50	The Provost office does not often address all staff on campus, so I am not aware of the regular operations of the Provost office.	5/11/2022 9:39 AM
51	Provost Todd seems like a solid person to me. I rarely have any direct, or indirect, communication with him, however.	5/11/2022 9:38 AM
52	I have no interaction with provost	5/11/2022 9:37 AM
53	I feel comfortable talking to the Provost and relaying any concerns that I have.	5/11/2022 9:36 AM
54	Our Provost is a good man who adapts to change really well.	5/11/2022 9:31 AM
55	none	5/11/2022 9:30 AM
56	No transparency in communication. No ability to actually advocate for departmental concerns.	5/11/2022 9:29 AM
57	Dr. Todd only shows up at important events to show his face. I have not heard about his goals and solutions for the issues we are facing. I doubt that he is familiar with what it is like to be a non-exempt staff member.	5/11/2022 9:28 AM
58	Diversity doesn't seem to be more than a talking point of the university. If it was an actual priority more of the upper administration would be more diverse. It is a majority of white men.	5/11/2022 9:28 AM
59	Don't even know who the Provost is.	5/11/2022 9:28 AM
60	I do not work directly with the Provost, and cannot comment on his performance.	5/11/2022 9:25 AM
61	I don't feel like I have communication.	5/11/2022 9:23 AM
62	I have no work experience with the Provost.	5/11/2022 9:21 AM
63	I have literally never heard from the Provost once.	5/11/2022 9:17 AM
64	The Provost is aware of what the staff needs and concerns are. How this is handled will be up to the Board of Regents.	5/11/2022 9:17 AM
65	The Provost is capable when not strapped. I suspect he is not made fully aware of the issues in the division of advancement.	5/11/2022 9:16 AM
66	Dont even know who it is	5/11/2022 9:15 AM
67	Very approachable and so caring!	5/11/2022 9:11 AM

Q16 President: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 Agree2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree5 = N/A

Answered: 344 Skipped: 117



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	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	5 - N/A	TOTAL	WEIGHTED AVERAGE
The President is aware of major concerns of employees.	25.00% 86	34.30% 118	21.80% 75	13.08% 45	5.81% 20	344	2.40
The President can be trusted to be straightforward and honest.	27.70% 95	37.03% 127	16.03% 55	12.83% 44	6.41% 22	343	2.33
The President is doing a good job planning for the future.	27.78% 95	34.80% 119	15.79% 54	11.99% 41	9.65% 33	342	2.41
The President adequately communicates with staff in a timely manner.	26.24% 90	34.40% 118	18.95% 65	13.99% 48	6.41% 22	343	2.40
The President helps foster diversity at the university.	31.18% 106	37.94% 129	10.00% 34	8.24% 28	12.65% 43	340	2.33

Q17 President comments:

Answered: 79 Skipped: 382

#	RESPONSES	DATE
1	The president takes retaliatory actions against departments who do not flatter him or agree with his vision. He also does not feed back into consideration when making decisions.	5/30/2022 2:40 PM

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2	I completely agree with what was said at the town hall a month or so ago. President Jackson himself is very personable, seems to care about students, is true to his word, and has been a remarkable asset to our university through the unprecedented circumstances we've seen the last few years. However, I feel some of the team that advise him are not trustworthy and do not work in the best interests of the university or the students we serve, and I hope that he is able to take caution with their council.	5/27/2022 6:36 PM
3	I watched the board of regents meeting where a serious concern was raised about how unhappy employees were about their compensation and benefits. It was brushed off during the meeting. Mr. Aguiar reintroduced the topic and the President's response was to brush it off again.	5/27/2022 1:56 PM
4	na	5/27/2022 1:18 PM
5	President Jackson is doing an absolutely phenomenal job in his duties as President. Murray State is extremely well-positioned to accomplish amazing feats and this is a direct correlation to President Jackson's performance. The President is insightful, strategic and well-prepared to continue leading our institution as we begin the second century of our existence.	5/27/2022 11:31 AM
6	Best president we have ever had. Really supports the university at all times and loves his alma mater	5/27/2022 9:01 AM
7	None	5/26/2022 3:42 PM
8	I have not had the opportunity to work directly with the President.	5/26/2022 3:34 PM
9	I know these past few years have been difficult, but when trying to fill position, it is hard to stay motivated when positions do not get approved to be filled or positions are consolidated and the pay for the position is still cut.	5/26/2022 2:46 PM
10	Once again not concerned with the well being of the peasants	5/26/2022 2:26 PM
11	We've been down people in our shops for as long as I can remember.. they don't even take care of the ones that stay here and continue to be over whelmed with work!!	5/26/2022 1:36 PM
12	Again, #6 "Beats me"	5/26/2022 1:32 PM
13	I would suggest more town meetings and not just around budget to let people have an opportunity to ask questions and have discussions	5/26/2022 1:22 PM
14	President Jackson's position is more visible than that of Vice President or Provost. I have liked what I have seen and read from his communications but more of my interactions are at the Chair's and Dean's levels..	5/26/2022 10:52 AM
15	The president runs his political game and that's it. He does a good job with the political side, but needs to remember the everyday people that actually make this university run. The only diversity this president cares about is for African American students....forget anybody else.	5/24/2022 2:14 PM
16	President Jackson is a tireless advocate for the university, and through his leadership the university's regional and national standing has improved greatly.	5/18/2022 2:26 PM
17	The only communication I have seen really from the President is the COVID updates that are the same information each time sent. I can't answer any of the other questions because I personally have never seen him in our area and have no idea what he is aware of on our front line level and honestly don't know if he is honest and straightforward because I have never spoke to him.	5/18/2022 11:59 AM

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18	I think the President is looking more towards expanding campus than he is about taking care of what we already have. Growth should not be the biggest objective. Quality faculty and staff with community pride should be our biggest attractor. We can not have pride while outsourcing and having stagnant wages with benefit losses. These are all occurring from constantly building and spending. When is the board going to say NO.	5/18/2022 10:43 AM
19	There is currently inadequately communications and knowledge to determine 'helps foster diversity at the university'. There is currently a great number of complaints and dissatisfied employees to believe the President has 'no' knowledge of some potential situations that may be causing these feelings. I would have thought (hoped) he would have reached out to various campus groups to determine why so many employees are unhappy and ready to leave and obtain employment elsewhere.	5/17/2022 9:27 PM
20	I have never met the president	5/16/2022 2:35 PM
21	Under Dr. Jackson's leadership, I believe the staff feel safe, valued, and trust his leadership. He entered his presidency with an uphill climb (i.e. low enrollment numbers) and has not slowed down rebuilding regional and local relationships. He also was thrown into a health crisis no one had a play book for and his calm, straightforward leadership was what kept MSU open, very few loss of jobs, and kept our students, faculty, and students as safe as possible. I would follow his lead any day! I'm very thankful Dr. Bob Jackson is leading our university right now.	5/13/2022 8:33 AM
22	The president has in recent months worked to interfere with the journalism produced by WKMS. Additionally he, through the provost, threatened my position because we sent authorized (through our dean) donor communications. The president then required I send the update to donors despite the Dean willing to author the "update." It is unclear why those "update" communications (which were arguably inaccurate) had to be sent from me other than to damage my credibility with our donor base.	5/12/2022 3:13 PM
23	Few of the past Presidents have seemed concerned with taking care of the employees. There is more to running a university than shiny new buildings and raising tuition. Without happy employees, does any of it matter?	5/12/2022 2:46 PM
24	Dr. Jackson is very approachable unlike other president's during my tenure here. I think he does a good job of leading MSU forward, despite the parameters given by the state legislature, which are sometime not geared toward smaller schools. He cares about MSU and its employees.	5/12/2022 1:50 PM
25	The President is doing an outstanding job at MSU. I'm so thankful to have a president who cares deeply for the university, students, faculty and staff and the community we live in. Dr. Jackson is the best president MSU has ever had! Truly thankful for his service and commitment to education.	5/12/2022 12:41 PM
26	I have little interaction with the President. He did a great job during COVID with communication, but communication has slacked off in my opinion.	5/12/2022 12:34 PM
27	President Jackson works well balancing all the duties and has really brought a cohesiveness to campus since he took office.	5/12/2022 11:33 AM
28	We would like to see more of the president in our regional communities in an effort to foster stronger relationships between local businesses/organizations and MSU.	5/12/2022 11:16 AM
29	Never would I think the President of a State University would force a staff member to lie to the public. I understand there will be budget cuts, but I am ashamed of President Jackson's actions of handling and communicating the budget cuts not just to our department, but moreover that he forced our department leader to lie to the public, and made threats that things would get worse if the department leader didn't lie. Absolutely shameful and heartbreaking. It really crushed our team's spirits, more than budget cuts.	5/12/2022 11:13 AM
30	Haven't been here long enough to really know.	5/12/2022 10:20 AM

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31	I've known Bob Jackson from way back "when". He's been a good President. He's a good man and has done many great things for MSU. But I believe he needs to start focusing more on Staff now, how to pay them more adequately, listen to THEIR suggestions, without their supervisors present, because THESE people do the day to day. They SEE & KNOW what really works in their depts. and can help. BUT as more is loaded on them without the pay being better, quality of work slips, they start to not care about the university and it's ALL Staff who keep this place running smoothly daily, both degreed and non-degreed, not just Faculty.	5/12/2022 9:52 AM
32	Dr. Jackson is simply excellent. I think the university has institution-wide systemic issues that he is not able to address since he is only one person working within the confines of state funding, but I am confident he is doing everything he can.	5/11/2022 3:37 PM
33	He needs to fight more for not only higher pay and raises for employees, but also equal pay for men and women. Needs to actually visit departments in person to get to know his employees. He is rarely seen.	5/11/2022 2:55 PM
34	I see lest diversity	5/11/2022 2:25 PM
35	It is my belief Murray State needs to be more vocal within the state and challenge the GOP and Republicans who continue to punish higher education each and every year. It is disgusting how Republicans in Kentucky treat higher education as an enemy, as worthless, cut our budgets every single opportunity and diminish our economic and social role in Kentucky. Robert Stivers and his ilk have zero respect for our institutions of higher learning. They need to be challenged daily, held accountable. And Murray State staff and faculty need to be educated regarding their livelihoods are directly challenged and absolutely threatened by Republican attacks and utter disregard for education in this state.	5/11/2022 1:00 PM
36	I believe that the President focuses a lot of his time on what will recruit students, which is a good thing as the University cannot function without students. However, the University cannot function without faculty and staff either. When employees don't make what they are worth, they will consider looking elsewhere for a job. Similarly, there are job openings that have been open for months because qualified individuals don't want to work for less than they deserve. This problem could be solved with cost of living adjustments, but as it stands, Murray State isn't worth committing to long-term.	5/11/2022 11:50 AM
37	I'm regards to planning for the future, I would like reassurance from president that he understands how essential it is to have faculty and staff that feel appreciated so we can adequately assist the student body. With staff and faculty feeling the way they currently do, I see more resignations which will result in a worse future for University. It is very concerning.	5/11/2022 11:38 AM
38	The same as the VP, I think he is doing the best with what he has but communication could be much better.	5/11/2022 11:32 AM
39	I felt as though the President's response to Covid over this last year was ineffective and seemed more focused on dollars than the safety of others.	5/11/2022 11:24 AM
40	Few things have changed for the better. The decentralization of the University is killing the departments. From facilities and work orders, to usage of web fees, robbing of departmental and college funds from one fiscal year to solve issues in future years without any planned way to replace those funds is going to create more severe issues in the future. Employees are asked to do more and more and are compensated less from year to year (actual pay cuts), all while the University is sticking "saved" money in the rainy day fund. If the budget crisis is real, at least explain to the employees what the alternatives are. As in, what will happen if we are not saving this money (rainy day fund). I would feel better if the transparency of the upper administration included an explanation about how the employees of this University were subsidizing future budgets if I knew what the alternatives were. What is the risk to not sticking money in the rainy day fund? Will we have to take pay cuts in the future? I understand that this can and has happened. But when a 3% COLA raise costs us 2 million dollars, then why not explain to the University why we can't give a 6% raise. What are the real risks. Will this bankrupt us?	5/11/2022 11:22 AM
41	I do not communicate or see our President often enough to accurately and confidently choose #1, on a few of these.	5/11/2022 11:11 AM

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42	I think he wants to do well but is getting bad advise and worrying about the wrong things. I think strengthening the work force would make a better university. But they only seem to want to have fewer employees and more work but provide no extra compensation	5/11/2022 11:05 AM
43	Please see Question 15 comments	5/11/2022 11:03 AM
44	The president has made me feel dismissed and disregarded as a non-Christian (not disclosing faith for privacy), LGBT woman and even more so as a staff member. Dr. Jackson made \$325,000 in 2020--and I don't fault him for being a higher paid member of the university (especially in the role as its leader), but I do fault him for allowing that income to blind him to the realities of pay disparity at this university. He has no conception of being low-income in the 2020's, he does not understand the situations of every staff member under his leadership who lives below the poverty line. Murray, KY has a relatively low cost of living, but my spouse and I (both university employees) live with my parent because the idea of affording rent or a mortgage right now is unrealistic at best, laughable at worst. It is degrading, insulting, and disrespectful for a man who makes almost 15 times more than the average employee at this university to stand up and, with pride, say that--even though the Kentucky legislature endorsed an 8% raise for public employees--we should be happy to possibly receive a 2.5% to 3% increase. It is even more disrespectful that, underpaid as our employees are, in that same town hall, Dr. Jackson dared to say every department needs to assign someone to the role of recruitment--that we need to add more unpaid labor onto a person with no promise of added compensation. I have never felt so poorly represented by leadership as I do under the current president--which is disappointing to say as I had high, and apparently misplaced, hopes for him when he started operating in this role.	5/11/2022 10:40 AM
45	I support Dr. Jackson and I think he does a great job of advancing MSU. I do wish that staff had more communication from the top leadership at MSU, but I understand that is also the responsibility of VPs to disseminate certain information.	5/11/2022 10:36 AM
46	underperforming	5/11/2022 10:34 AM
47	I believe the President is aware of major concerns, however the Campus advice and actions seem to come from one person (other than the President) and don't seem to in the best interest of the employees, or students.	5/11/2022 10:19 AM
48	The President pulled us out of a dark place after the resignation of his predecessor. Sadly, I feel that we have seen the shared governance go by the wayside. There may be opportunities for discussion but it is never even considered. The President has lost touch with what is really concerning staff and it's not always money. The climate across campus has become stifling and the level of micromanagement from upper administration has driven morale in the dirt. I know the importance of having a balanced budget and difficult cuts that has to be made. Unfortunately, some of those cuts by attrition have severely impacted the remaining staff by taking on another person's workload without addition compensation. It has been demonstrated that the President does not want to acknowledge that fact. Most recently at the Budget Town Hall Forum. There is also an undercurrent of fear to speak out because some form of retaliation is soon to follow.	5/11/2022 10:06 AM
49	Same as above.	5/11/2022 10:03 AM
50	I feel President Jackson is doing a great job here at MSU.	5/11/2022 10:02 AM
51	I used to have a better view of President Jackson. I think communication during COVID was very poor.	5/11/2022 9:58 AM
52	I don't really know much about the President. I did hear some of his recent ideas. I do think as a President, he cares about the school and has a rich heritage and knowledge of the past.	5/11/2022 9:56 AM
53	The president may listen to comments from the staff. However, they do not seem to be given enough thought and energy. Don't get me wrong, I am not for a union, but this place would have a tough time functioning without the staff. Even if it was for one day.	5/11/2022 9:54 AM
54	Makes decisions for departments and areas without asking the input of that department	5/11/2022 9:54 AM

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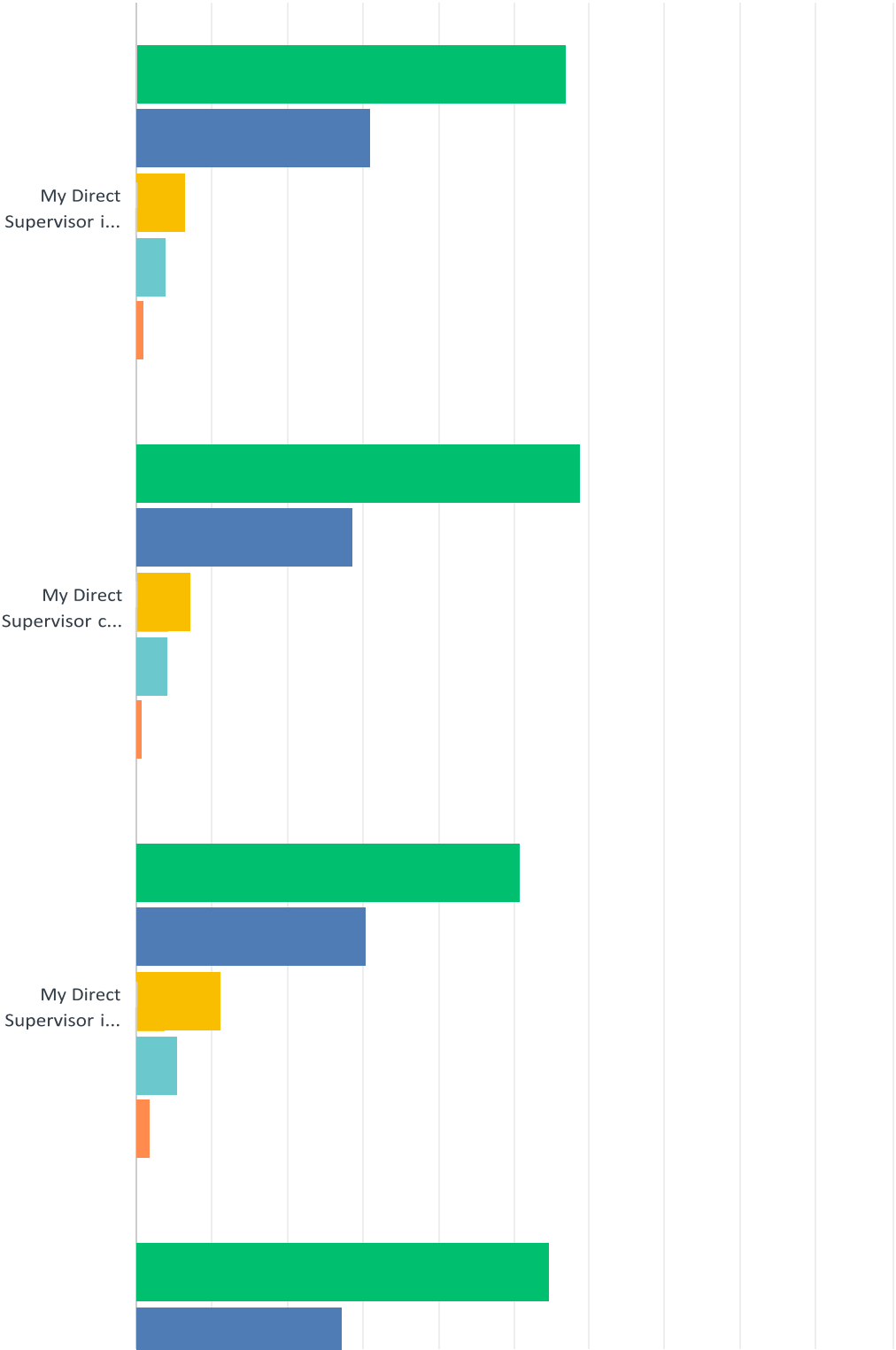
55	MSU is not just an educational institution. It is also a business and needs to be run like a business. It is not run like a business. . We miss opportunities like being able to get a degree at night. Our class schedule includes few night classes that non-traditional students can attend to attain a degree. We miss out by having so few degrees that can be done fully online and what classes we have have exorbitant fees. I realize that some degrees must have classroom attendance, but many do not. We also don't advertise this area. Online is the immediate future and we need to adapt. Additionally, online should be the same price for everyone like it used to be. That is a big draw. There are other missed opportunities, too, but looking at MSU as a school and not as a business is detrimental to MSU.	5/11/2022 9:53 AM
56	Most of the actions taken by the university are reactive and a delayed reaction at that. Many things could be done to head off issues that are already indicated as being a problem in the near future.	5/11/2022 9:48 AM
57	Our office is understaffed, underappreciated, and underpaid and I do not feel as though anyone at the University is aware of our frustration.	5/11/2022 9:44 AM
58	I think the President has done well getting the university back on track with increased enrollment. We needed a President to focus on advertising our school to the local area and nearby states. I think in previous administrations so much focus was placed on International student recruitment that our local area and nearby states forgot that we existed. I know Covid19 is still an issue, but in the future I would like to see a better balance between local area and nearby states and international student recruitment. I think our international students bring cultural experiences to our campus that would be otherwise unavailable. I think the only area the president is lacking in future planning is with obtaining and retaining quality university employees. The years of ignoring our pay scale, flexible work schedules and benefits has come to a head and we now see the university losing a large amount of employees to other businesses with more competitive pay and benefits. I would like to see the university return as a competitive employer and see the return of talented and loyal employees.	5/11/2022 9:39 AM
59	The president is a politician. And while an overall okay guy, often answers sincere questions as a politician. Dancing around or avoiding the question. It's hard to trust someone who won't take the hard questions head on. I don't envy the man, it's a tough job, but it is what it is. 300K a year comes with some downsides.	5/11/2022 9:38 AM
60	I really have no interaction with the President.	5/11/2022 9:37 AM
61	I had hopes for the president, but I have been gravely disappointed. He seeks the counsel of a few select individuals. I am disappointed that he does not talk to necessary individuals before making decisions that affect those individuals. I truly believe he is out of touch with staff.	5/11/2022 9:36 AM
62	While the President is certainly aware of major concerns of employees, he has done nothing to show that he cares about these concerns. Multiple petitions and articles have been directed to him and his administration, but he has not acknowledged these publicly and seems to be content to let them collect dust. He has a responsibility to the entire campus community, and he needs to show that he is dedicated to making marked change at Murray State.	5/11/2022 9:32 AM
63	Finally a MSU Alum as President of Murray State University! Dr. Jackson took office at a difficult time and has made sure no one lost their job or had to be furloughed when other Kentucky Universities did.	5/11/2022 9:31 AM
64	Our President is out of the loop. He seems to have no regard towards the well being of the staff at MSU.	5/11/2022 9:31 AM
65	Needs to listen to the needs of the faculty and staff. We have had way too much turn over in both areas. I have seen some many great faculty and staff member leave MSU do to lack of pay and leadership. I feel like this campus is going down a bad road. We have way to many unhappy people working for MSU. The students need to be treated better after they are here. It's a real shame.	5/11/2022 9:30 AM

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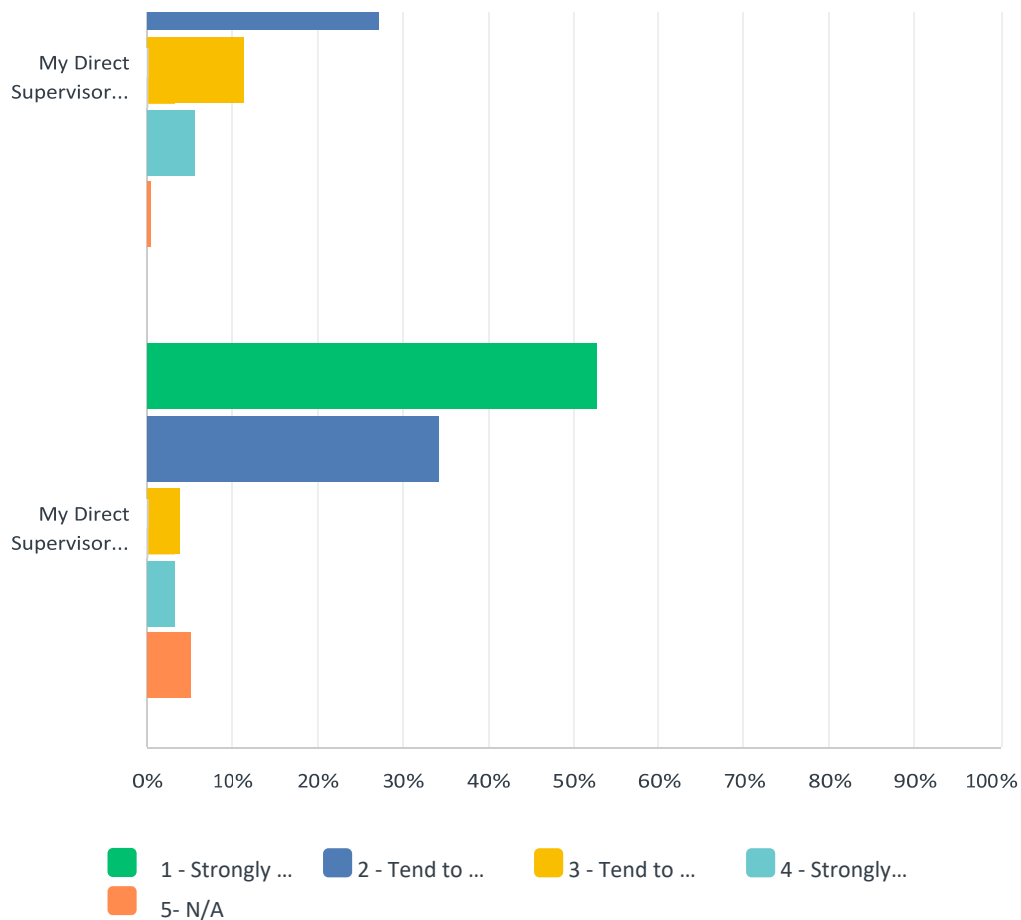
66	I think Dr. Jackson is doing the best he can with the situation he is in. However I believe the university needs to look at the salary and pay levels for staff. The staff is tired, is worn out and enduring high levels of stress due to many factors including COVID. It appears to many staff that administration is hiding funds or not being sympathetic to the needs of the staff members. Either increase tuition to support staff salary increases or let go of some emergency funds to increase staff salaries. The situation is at a critical point, at a breaking point for many.	5/11/2022 9:30 AM
67	Truly abysmal handling of the COVID 19 pandemic. Will lie straight to your face. No transparency about decision making, strategic priorities, or financial outlook for the university. Completely unable to respond to the demands of the current labor market.	5/11/2022 9:29 AM
68	He does not communicate effectively regarding weather issues. He allowed for faculty and students to go home during a severe weather event, but required staff to stay. Information after the tornado was severely delayed. The administrators as a whole, including the president, need to be straightforward and communicate honestly about the reality of budgets. It feels like we are playing poker. The president and Jackie Dudley do not want to give up their cards regarding the budget while staff are stuck praying we have the right cards to at least make it through this round. Be upfront about what you really want to do with the money instead of being coy. In addition, there is always growth opportunities for diversity. I want to see him involved in our diverse student, faculty, and staff communities so that he can understand how the university can support them better.	5/11/2022 9:28 AM
69	Diversity doesn't seem to be more than a talking point of the university. If it was an actual priority more of the upper administration would be more diverse. It is a majority of white men.	5/11/2022 9:28 AM
70	He protects the Pikes even though they are actively committing felonies.	5/11/2022 9:28 AM
71	I think the President is doing a good job during an incredibly difficulty time. I am just not sure the staff concerns are able to reach the President.	5/11/2022 9:25 AM
72	He continuously claims to be transparent while hiding information that the staff discover later. This President continuously gaslights those who know the job while talking over and presenting his own "knowledge" that is based on a cursory review of Insert field here. He needs to trust the people hired to do the work - it is not his job to know every field of every employee, that's why we are here.	5/11/2022 9:23 AM
73	I don't feel like I have communication.	5/11/2022 9:23 AM
74	I feel the President exists to stay the course and drive ever increasingly demanded profits. I cannot speak for the student experience as I do not communicate with them, and I assume that it is acceptable, but the employee experience has decayed greatly during his tenure.	5/11/2022 9:21 AM
75	The president is so far removed from the concerns of employees that it's laughable to think that he would concern himself with employee concerns.	5/11/2022 9:17 AM
76	I think President Jackson truly cares about MSU and its staff. I don't know that he is getting the best support or advice. Money should be spent, not saved for a "rainy day." It's a drought right now.	5/11/2022 9:17 AM
77	Dr. Jackson is out of touch with the regular employee, and I'm not honestly sure he cares. He continues to foster the culture of retaliation, and makes it a very uncomfortable working environment. I wish the Board of Regents would listen to the faculty and staff about the working conditions and concerns of faculty and staff, and actually hold the President accountable. Until they hold him accountable, the working conditions and institutional morale will continue to deteriorate.	5/11/2022 9:16 AM
78	Not aware of who that is	5/11/2022 9:15 AM
79	He is committed to MSU and to assuring the success of the campus.	5/11/2022 9:11 AM

Q18 Direct Supervisor: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 Disagree5 = N/A

Answered: 349 Skipped: 112



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	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	5- N/A	TOTAL	WEIGHTED AVERAGE
My Direct Supervisor is aware of major concerns of employees.	57.02% 199	31.23% 109	6.59% 23	4.01% 14	1.15% 4	349	1.61
My Direct Supervisor can be trusted to be straightforward and honest.	58.79% 204	28.82% 100	7.20% 25	4.32% 15	0.86% 3	347	1.60
My Direct Supervisor is doing a good job planning for the future.	50.86% 177	30.46% 106	11.21% 39	5.46% 19	2.01% 7	348	1.77
My Direct Supervisor adequately communicates with staff in a timely manner.	54.76% 190	27.38% 95	11.53% 40	5.76% 20	0.58% 2	347	1.70
My Direct Supervisor helps foster diversity at the university.	52.91% 182	34.30% 118	4.07% 14	3.49% 12	5.23% 18	344	1.74

Q19 Direct Supervisor comments:

Answered: 63 Skipped: 398

#	RESPONSES	DATE
1	My direct supervisor's choices are as limited as mine in terms of how they can do their job.	5/30/2022 2:45 PM

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2	Those in my supervisory line are the reason I stay at Murray State. I've never worked for a better group. We may not be perfect, but I would go to hell and back for any one of them.	5/27/2022 6:36 PM
3	na	5/27/2022 1:21 PM
4	I am extremely thankful to my direct supervisor. She ensures my professional needs are met and does a superb job at communicating with both me and other staff members. She is a wonderful advocate and I am thankful for her leadership.	5/27/2022 11:35 AM
5	None	5/26/2022 3:44 PM
6	My direct supervisor is great and always willing to lend a helpful hand.	5/26/2022 3:39 PM
7	My director supervisor is open and honest. He does try to field information before coming to us with concerns.	5/26/2022 2:49 PM
8	[redacted] is a great example of how a human being should be. Respectful to others and truly listens to others	5/26/2022 2:30 PM
9	These comments are directed toward my work position from Aug '21 to he beginning of May '22.	5/26/2022 2:20 PM
10	We've been down people in our shops for as long as I can remember.. they don't even take care of the ones that stay here and continue to be over whelmed with work!!	5/26/2022 1:38 PM
11	I have a great supervisor (the Chair of the Department).	5/26/2022 10:57 AM
12	Does well, but is overridden on many occasions by the FM Director about petty stuff	5/18/2022 10:56 AM
13	With heavy workload and budgets constraints - there is no positive information regarding promotions or an increase to salaries.	5/16/2022 2:41 PM
14	My direct supervisor is absolutely why I enjoy my position at Murray State and want to continue my tenure with MSU.	5/16/2022 12:26 PM
15	My unit supervisor seems to not care at all about anything. There is no level of expectation for new hires. The bus is going over the cliff and only us seasoned employees seem to notice or care. and at this rate, we are losing interest, too.	5/12/2022 3:28 PM
16	Our office could not ask for a better supervisor. She works extremely hard to further her employees and the university, sometimes with little or no recognition.	5/12/2022 1:53 PM
17	I have seen what I would consider bullying by the higher up in the office to certain workers which has resulted in one coworker leaving.	5/12/2022 1:51 PM
18	My director supervisor welcomes feedback, positive and negative. Often, his hands are tied to improve situations or issues, but he does at least sympathize with us and offers advice and potential solutions as he is able.	5/12/2022 12:49 PM
19	No complaints.	5/12/2022 12:41 PM
20	We are very fortunate and I tell people all over campus how great it is to be a part of this team. I really like my supervisor a lot.	5/12/2022 11:38 AM
21	I couldn't ask for a better supervisor. Unfortunately, her hands are tied in many ways.	5/12/2022 11:19 AM
22	My direct supervisor (my director is who I consider my supervisor), while being a good person, doesn't concern themselves with my concerns about pay or want to make waves by speaking up, or bringing attention to anything. They do not feel moved to speak on things that have no	5/12/2022 11:05 AM

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direct bearing to their own situation. Therefore things do not improve and we have lost one person in our dept. because of it.

23	Haven't been here long enough to really know.	5/12/2022 10:22 AM
24	[redacted] is a very valuable asset for the electrical structure of the university, but he is not being able to use his knowledge of this because of the FM director in which know nothing about the electrical infrastructure of MSU, so much more in could say but won't	5/12/2022 8:46 AM
25	[redacted] is easily the best manager I've ever worked for. I have complete confidence in her ability to lead our department successfully.	5/11/2022 3:42 PM
26	Great direct supervisor who fights and listens to his staff.	5/11/2022 2:57 PM
27	Really now!	5/11/2022 2:28 PM
28	There are no expectations for supervisors to plan or communicate. These activities do not happen	5/11/2022 11:33 AM
29	[redacted] is very kind and honest. He makes sure he is correct prior to announcing details or changes. He always takes time to assist me in my job.	5/11/2022 11:29 AM
30	I feel that my supervisor understands what is needed to make our department effective and tries to enact change on our behalf.	5/11/2022 11:26 AM
31	Questions are still innocuous.	5/11/2022 11:26 AM
32	My direct supervisors are very up front, and have an open line of communication. I see and work with them on a daily basis.	5/11/2022 11:18 AM
33	He seems to do the best he can with what he's given. Lack of communication from above him is a problem.	5/11/2022 11:11 AM
34	I am very fortunate to have a direct supervisor who communicates frequently and honestly with our department.	5/11/2022 10:42 AM
35	Underperforming	5/11/2022 10:37 AM
36	Previously answered questions about work conditions since Covid are directly related to moving departments and having better working conditions in my new department, largely due to the Director and staff.	5/11/2022 10:35 AM
37	I don't think my direct supervisor is dishonest, just that he has a hard time addressing difficult conversations head on in a straightforward way.	5/11/2022 10:20 AM
38	My direct supervisor is one of the best that I have worked for in my 40+ years of being in the workforce.	5/11/2022 10:18 AM
39	My direct supervisor is amazing!! She always encourages us to seek continuous improvement through continuing education courses as well as webinars and online conferences.	5/11/2022 10:08 AM
40	Supervisor has "pets" that he only wants to deal with. He tends to hold grudges, won't answer emails to those he does not like to deal with. Ignores major concerns of staff and students.	5/11/2022 10:02 AM
41	My direct supervisor was hired because no one else wanted the job. The supervisor received readily admits he received no training or orientation to do the job. The supervisor has no problem with getting input on decisions of little consequences, but he insists on making major decisions without any input from those under him. We are generally kept in the dark as to what is going on.	5/11/2022 10:00 AM
42	Many times, I feel as though I do not receive communication that directly relates to the scope of my job.	5/11/2022 9:54 AM

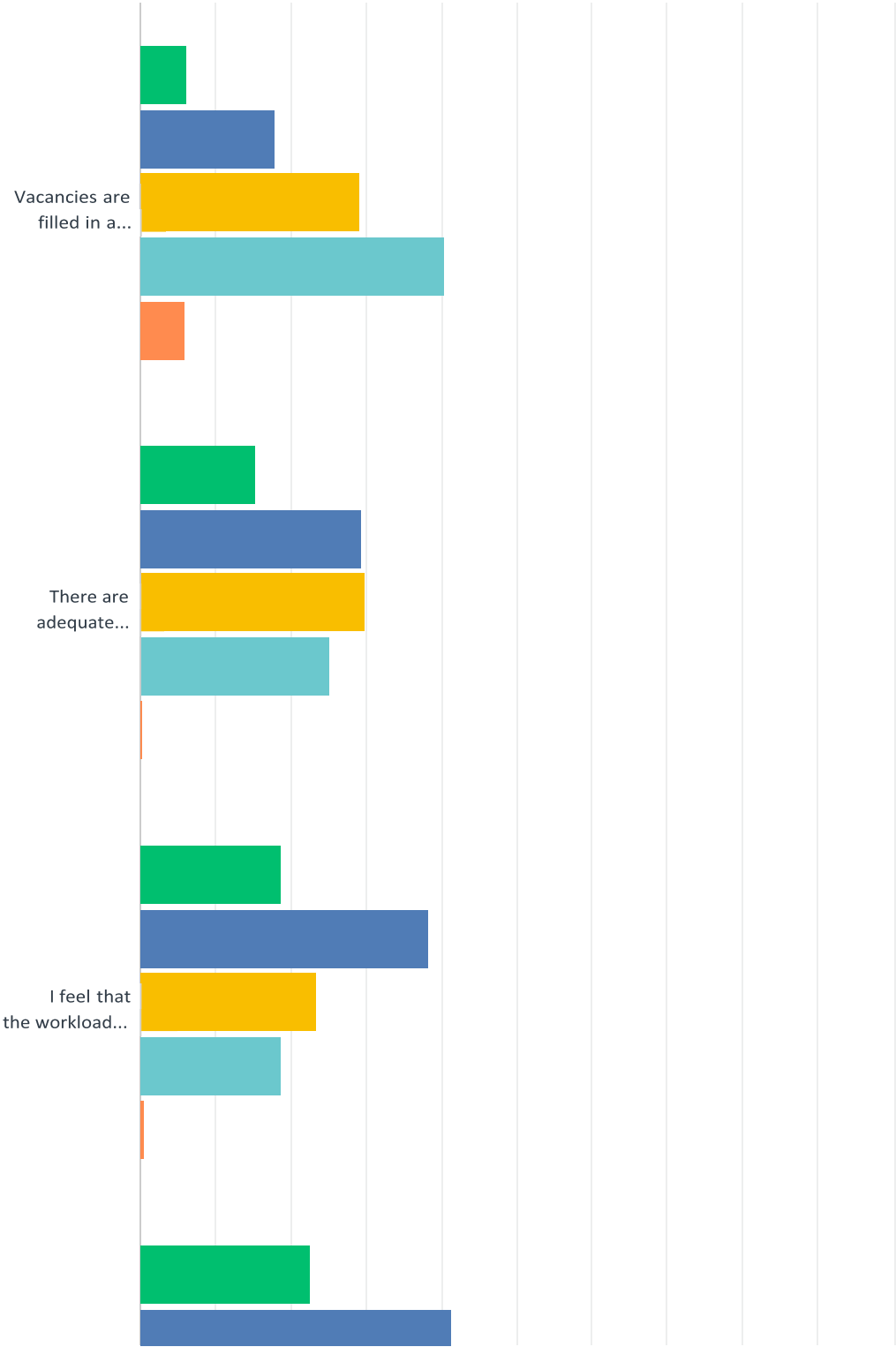
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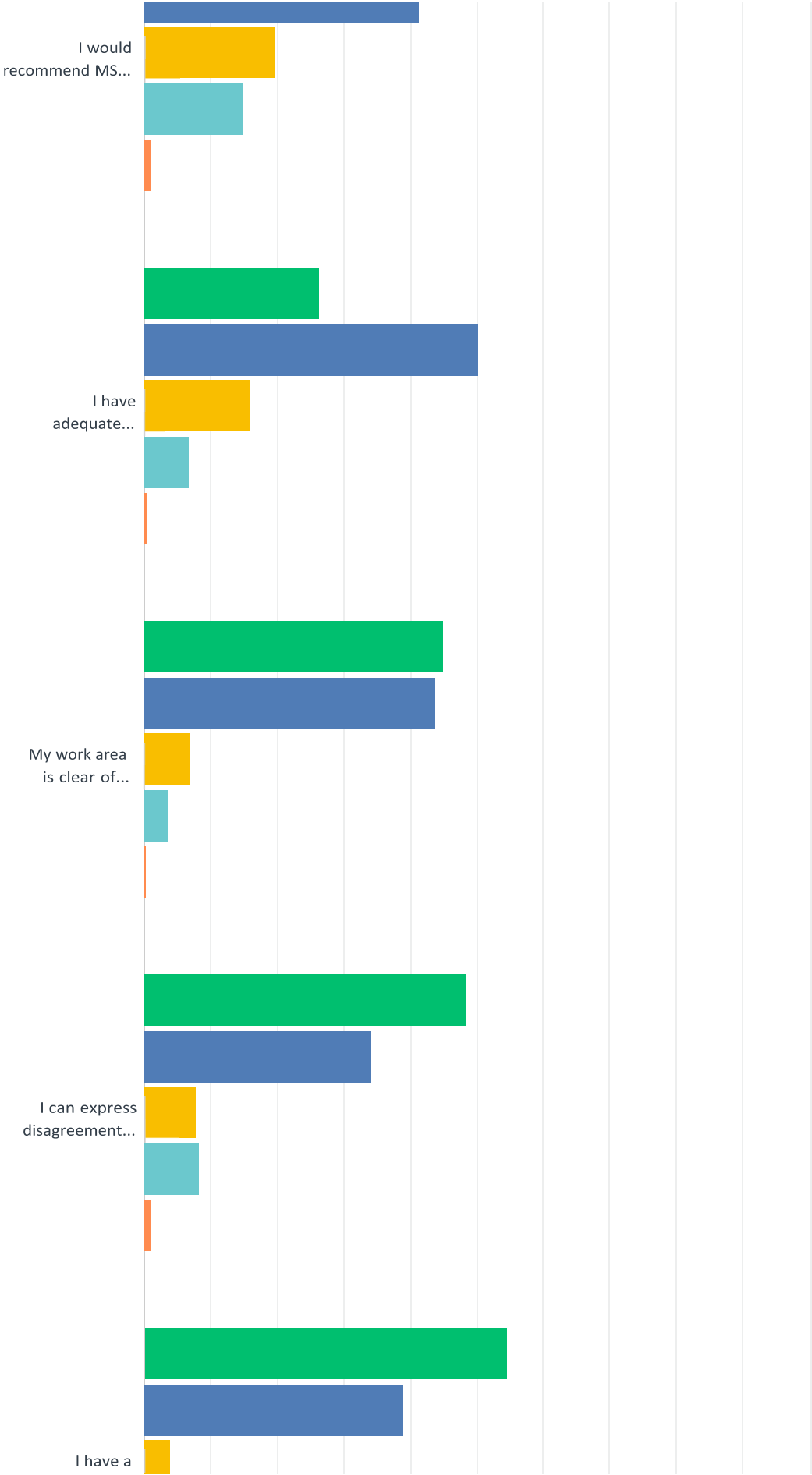
43	I have had two direct supervisor over the past year during reorganization of my department. Since the first time I started working at MSU I can finally say that my response fit both of these supervisors. I am very satisfied with my previous and current direct supervisors. My supervisor is experienced, capable and offers to assist me with anything I need. He also provides valuable insight which I have been able to learn from.	5/11/2022 9:53 AM
44	My direct supervisor works with my daily to address these concerns in our department and throughout the university.	5/11/2022 9:51 AM
45	So many things to say... don't assume you know what everyone is thinking/wants. Get both sides of the story. Ask questions before you judge. Pay more attention. Don't put your paws in everything and instead focus on doing your main tasks with fidelity.	5/11/2022 9:49 AM
46	The director of the BVC listens to concerns but does nothing about them and does not plan for the future. It seems as if she doesn't really care about the BVC or the future.	5/11/2022 9:48 AM
47	I couldn't be more disappointed with my direct supervisor. He has no vision for the future, does not communicate with staff and leadership, and is out of touch with employees. I honestly have no idea what he does on a daily basis except sit in his office, conducts worthless Zoom meetings every two weeks, and takes no accountability for his actions.	5/11/2022 9:47 AM
48	I am 100% certain that my supervisor listens to concerns and does his best to address them.	5/11/2022 9:46 AM
49	My direct supervisor I think is very in touch with faculty needs. I am not sure she is as in touch with staff needs, at least not lower paid staff.	5/11/2022 9:42 AM
50	Will often give us little notice of mandatory over-time. Example, two hours notice on a Friday. Takes advantage of individuals that want to do a good job by over-working and under-paying them. Thinks people just "don't want to work these days" in reference to open positions offering \$15 starting pay, that requires a bachelors degree. Very out of touch with the issues and struggles of the workers. Very worried about their reputation, but disregards subordinates that are required to repeatedly tell students to follow up for months to fix an issue.	5/11/2022 9:41 AM
51	Crystal Dillard is phenomenal!	5/11/2022 9:39 AM
52	Communication was not great before COVID, but since has become almost non-existent. If my supervisor is aware of major concerns or is planning for the future, then it is not being demonstrated to staff below them.	5/11/2022 9:38 AM
53	My direct supervisor cares about the students, employees, college experience, mental health, physical health, and the university as a whole. The Assistant Director of Residence Education works extremely hard to improve the university with little to no recognition.	5/11/2022 9:38 AM
54	[redacted] is my direct supervisor. He adapts to change, cares are MSU, and cares about my concerns. He comes out with ideas that helps the future of our department.	5/11/2022 9:37 AM
55	Our direct supervisor, like many others on campus, takes direct responsibility over our office and leads us even in the wake of a severe lack of communication or direction from those higher in our chain of command.	5/11/2022 9:35 AM
56	She is doing an amazing job with the amount of resources that are available to her.	5/11/2022 9:34 AM
57	My direct supervisor is a dream to work with, and I have no complaints. They are doing the best they can with the current work environment.	5/11/2022 9:33 AM
58	She is amazing!	5/11/2022 9:24 AM
59	Though my direct supervisor is aware of staff being overworked and underpaid, she does nothing to change this. In fact, when the opportunity for raises came up, she did not fight for us to receive the adequate raises we deserve, yet she expects us to dedicate our lives to these positions.	5/11/2022 9:21 AM
60	[redacted] encourages communication and builds relationships. He is always looking two, 10 and 20 steps ahead for our purposes. He is amazing and I wouldn't be here without him.	5/11/2022 9:21 AM

61	My supervisor may be strapped by leadership but also makes choices to not plan ahead and should not blame the staff.	5/11/2022 9:20 AM
62	[redacted] is the best supervisor I've ever had. He truly cares for each of his employees. I consider myself extremely lucky to work with him.	5/11/2022 9:19 AM
63	She is great – [redacted]	5/11/2022 9:16 AM

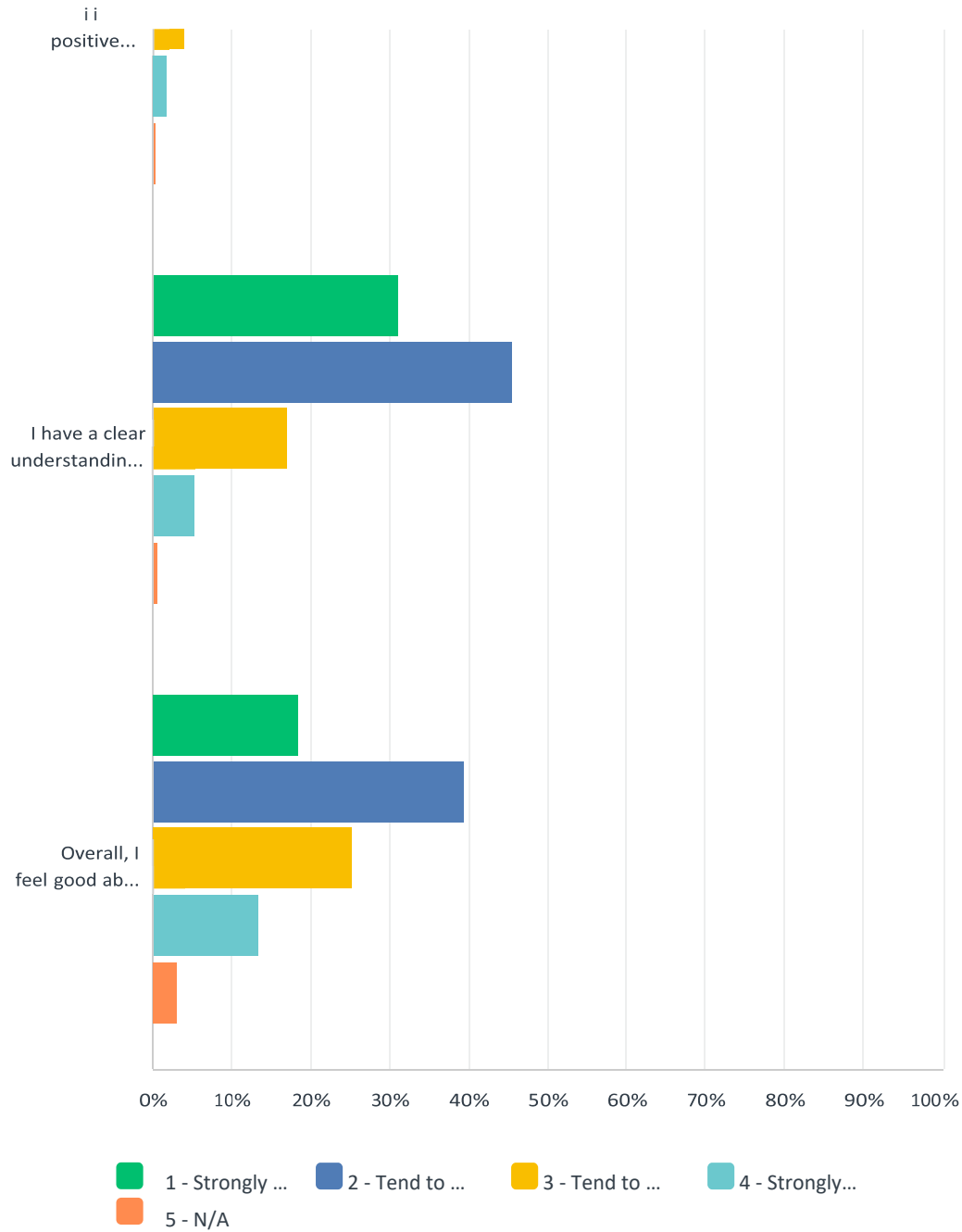
Q20 Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree 5 = N/A

Answered: 353 Skipped: 108





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	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	5 - N/A	TOTAL	WEIGHTED AVERAGE
Vacancies are filled in a timely manner.	6.29% 22	18.00% 63	29.14% 102	40.57% 142	6.00% 21	350	3.22
There are adequate personnel in my work area to accomplish tasks.	15.38% 54	29.34% 103	29.91% 105	25.07% 88	0.28% 1	351	2.66
I feel that the workload is evenly and fairly distributed across all personnel in my unit.	18.80% 66	38.46% 135	23.36% 82	18.80% 66	0.57% 2	351	2.44

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I would recommend MSU as an employer to my family and friends.	22.66% 80	41.36% 146	19.83% 70	15.01% 53	1.13% 4	353	2.31
I have adequate equipment and resources to do my job.	26.42% 93	50.28% 177	15.91% 56	6.82% 24	0.57% 2	352	2.05
My work area is clear of health and safety hazards.	45.01% 158	43.87% 154	7.12% 25	3.70% 13	0.28% 1	351	1.70
I can express disagreement with my supervisor without fear of intimidation and/or reprisals.	48.43% 170	34.19% 120	7.98% 28	8.26% 29	1.14% 4	351	1.79
I have a positive working relationship with my co-workers.	54.67% 193	39.09% 138	3.97% 14	1.98% 7	0.28% 1	353	1.54
I have a clear understanding of our institution's strategic goals.	31.14% 109	45.71% 160	17.14% 60	5.43% 19	0.57% 2	350	1.99
Overall, I feel good about the direction MSU is going.	18.57% 65	39.43% 138	25.43% 89	13.43% 47	3.14% 11	350	2.43

Q21 Staffing/Work Environment comments:

Answered: 110 Skipped: 351

#	RESPONSES	DATE
1	There are no provisions to provide professional development. Staff positions are not filled in a timely manner and workload is handed to those who can "take" it but not by fair workload with no room for merit pay.	5/30/2022 2:45 PM
2	I love Murray State, and I wish our office had the support and resources to be working at its ideal efficiency. The process of filling vacancies is a nightmare, and cutting budgets constantly requires us to do more with less on all fronts.	5/27/2022 6:36 PM
3	When my department is fully staffed, we generally have adequate personnel to accomplish our duties. However, the majority of the last 5+ years we have not been fully staffed, primarily because vacancies take so long to get filled - this is not only related to the time the actual hiring process takes (around 2 months), but also because simply getting approval to fill a position takes so long.	5/27/2022 4:04 PM
4	Pay employees what they are worth. It is embarrassing to Jackie Dudley that Walmart pays more than MSU and does not require the levels of education.	5/27/2022 3:47 PM
5	We are understaffed within the athletic department which directly impacts the student-athletes experience. We need more medical personnel (athletic trainers) as well as media / marketing employees. Having GA's and interns won't cut it.	5/27/2022 2:01 PM
6	Very disappointed in cleaning services from SSC. The bathrooms are rarely clean and are out of soap, toilet paper, etc often. I also got an email saying that our building has to take out our own trash during the summer, which is ridiculous! What are we even paying them for if they aren't doing the job?	5/27/2022 1:41 PM
7	na	5/27/2022 1:21 PM
8	Filling vacancies are an extreme issue here at Murray State. The hiring procedures are outdated and extremely inefficient. The excuse for these reasons being that we are a state institution is no longer acceptable. We need to do better and we must do better.	5/27/2022 11:35 AM
9	None	5/26/2022 3:44 PM
10	I have water damage/mold in my tile ceilings growing in my office and I have requested to get it replaced multiple times. Bug carcasses have greatly accumulated behind my desk in front of the window.	5/26/2022 3:39 PM
11	My department is significantly understaffed and in need of both personnel and salary increases. There are also some outdated systems that increase the time it takes to complete a task and increases the workload.	5/26/2022 3:17 PM
12	Again, we have vacancies in our office and we have put forth paperwork to fill, but no response at this time. We need the resources so we can do futuristic thinking and creating new ideas and welcoming presence on campus instead of only being able to complete the day to day function of our position.	5/26/2022 2:49 PM
13	Administration at Breathitt Veterinary Center does not enforce MSU policies. No one is expected to come to work on time or perform their actual job if they don't want to, leaving it to those of us with actual work ethic to actually do the work.	5/26/2022 1:53 PM
14	We've been down people in our shops for as long as I can remember.. they don't even take care of the ones that stay here and continue to be over whelmed with work!!	5/26/2022 1:38 PM

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15	The University should be focused on the BEST candidates for each position rather than using the buzzword DIVERSITY and filling a vacancy based on a "quota of diversity."	5/26/2022 1:11 PM
16	Paid overlap would be helpful in at least some cases so that a new hire can train with someone before that person retires. Salary raises would be helpful to not fall behind inflation. There is an unfilled position in the department that hopefully gets filled soon.	5/26/2022 10:57 AM
17	Vacancies are not filled in a timely manner because of HRs policies - not my supervisor. I would only recommend working at Murray State if the person was interviewing for a job in my office.	5/24/2022 2:18 PM
18	I marked disagree for "adequate equipment and resources to do my job" not because of a lack of supplies, but because institutional support is limited. It is unnecessarily hard to navigate our own internal processes.	5/21/2022 12:10 PM
19	Murray States employees are dedicated to the students and the institution itself. My hopes are that that dedication and loyalty are recognized and rewarded in such a way to boost moral and continued service.	5/19/2022 9:00 AM
20	Murray State University has done an excellent job of navigating the COVID-19 pandemic; and the university is to be commended for avoiding furloughs and layoffs during this time. In addition, maintaining enrollment in a national climate where fewer students are pursuing higher education opportunities is a great outcome for Murray State.	5/18/2022 2:27 PM
21	The FM director tends to be bias and doesn't have much support of his staff. He tends to interpret policy differently and has also violated labor laws. He worries more about minuscule amounts of money than his personnel. He's altered individuals timecards on many occasions. Our department also has a Administrative Support Assistant that is inconsistent with rules and doesn't help get employees paid in a timely manner over holidays.	5/18/2022 10:56 AM
22	I still don't feel like from the President down, this university cares about its employees.	5/17/2022 9:00 AM
23	I have a great relationship with my immediate co-workers but those above us feel out of touch and deaf to the needs of those in the trenches.	5/16/2022 3:56 PM
24	The department that I work in is different than most academic departments.	5/16/2022 2:41 PM
25	The office I work for creates a space of inclusion and teamwork that I feel is so positive, it helps make the tough work I do easier.	5/16/2022 12:26 PM
26	Mold and Cleanliness as always been an issue. Facility upgrades are great, but we need to take care of what we have as well. New buildings aren't happening soon, so for the students we should be doing what we can with what we have.	5/16/2022 12:24 PM
27	"Vacancies are filled in a timely manner," has to be the biggest joke of a question unless you're a basketball coach.	5/12/2022 4:22 PM
28	Lack of qualified candidates have left major gaps. Pay has a lot to do with the lack of candidates (even pre-Covid). Now if you are qualified on paper, but can't do the work, you still get to stay. So what if you are only taking up a space, you are a warm body.	5/12/2022 3:28 PM
29	The lack of transparency, and the forsaking of personal and professional relationships for political gains is troubling.	5/12/2022 3:16 PM
30	I am appreciative of the COLA raise, the cost of benefits not going up for several years and the generous amount of paid time off we receive. People sometimes only look at salary and not the benefits as a whole compensation package. Overall MSU is still a good place to work. Most employers do not give paid sick time and are not as flexible as MSU.	5/12/2022 1:53 PM

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31	<p>We have just taken over another department which merged with ours. The work load on my coworkers and I is a lot and we have not received a raise or any composition for this even though we have been learning and doing the work for months now. The one person that came over from that department is making a considerable amount more and is doing mostly the same work as my coworkers and I. We asked about composition was told HR would not approve the raise. It is my opinion more work than was hired to do deserves more money. Not to mention the fact that we could go to a fast food restaurant and make what some of us are making. If you have good employees that show up for work and work hard while they are hear you should hang on to them or you may end up paying for employees that do not show up and then barely work while they are here. You could give that raise to the employees you know work hard for it or hire 2 new people who do work near as hard and you would be out more money.</p>	5/12/2022 1:51 PM
32	<p>Vacancies are NOT filled in a timely manner. There are several positions open in my department and some have been open for nearly a year now. Money is taking out of position lines and funding removed, and yet we are expected to do more work with less people. Completely unrealistic expectations. There are NOT adequate personnel to accomplish tasks. We are expected to work modified schedules to support students and the University, which spreads our few filled positions even thinner throughout the work day. Staff are overworked. The workload is not evenly distributed: as some positions are vacated, those tasks are assigned to others who do not have the training or knowledge or time to accomplish those tasks. Those who do have the knowledge are given more but are left overworked. MSU is great to get your feet wet and get your years of experience in so you can move elsewhere after a few years. That and the holidays are about the only benefits to working at MSU. I would not recommend people to apply here unless they are just needing experience so they can qualify for positions outside of MSU. In my office alone (my area), I have a lamp, a space heater, a fan, my computer and multiple monitors, and several other electronic items plugged into daisy-chained powerstrips because there is not enough power on our floor. Our office temperature is usually either very cold (a few weeks ago it was 55 degrees) or 85 degrees (a week later) and very humid. We are probably working in an area where there is hidden black mold because the buildings do not have adequate air circulation or consistent temperatures throughout the the year. I remember a news story aired on WPSD TV about 10-ish years ago where FM and MSU were bragging on a way they can control building and room temperatures from a computer.</p> <p>NOT FOR MY BUILDING. WE CANNOT CONTROL ANYTHING. Our bathrooms are tiny, the elevators hardly work, and I have watched other staff members have to take vacation days because the elevator was out of order and they cannot walk up stairs due medical/age issues.</p>	5/12/2022 12:49 PM
33	<p>Best job ever. I would challenge anyone to find a better job with the benefits we have. The working environment at MSU is absolutely the best.</p>	5/12/2022 12:41 PM
34	<p>Our department's budget has been slashed to the point that, we are not able to afford operation without assistance from elsewhere. Our department has had more responsibilities allotted to us over the past three years, without an increase in personnel or pay. If you increase the workload, expand responsibilities, without additional support, no one can be happy with that.</p>	5/12/2022 12:09 PM
35	<p>As time goes on, the workload increases, but there is no money to fairly pay people their value. It is a challenge to work for a place that you love, but also be able to afford gas at over \$4.00 a gallon to work and pay for parking.</p>	5/12/2022 11:38 AM
36	<p>Vacancies not filled timely. The university is not rehiring and putting more work on others in the dept. and that money line is allocated elsewhere. Usually, it ends up being bigger pay for already higher paid staff members, faculty member or director/supervisor/dept. head. Not being paid for doing job duties that are not in ones job description is always concerning and should be addressed and compensated fairly.</p>	5/12/2022 11:05 AM
37	<p>Haven't been here long enough to really know.</p>	5/12/2022 10:22 AM
38	<p>Overall, our work environment is fine but our office chairs are old and cause pain to several of the employees/co-workers in my area.</p>	5/12/2022 10:19 AM
39	<p>Lack of competitive salaries is an impediment to attracting new hires. This issue is magnified by the hiring process taking months to complete. Time and again I have witnessed prospective hires take other positions because they received job offers from other companies while waiting to hear back from MSU.</p>	5/12/2022 9:47 AM

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40	I believe the lower than average pay keeps quality candidates from applying for the positions. I also believe we lose a great number of potential employees because it takes so long to fill a position.	5/11/2022 7:13 PM
41	Our hiring processes are often restrictive and sometimes prevent us from getting the best candidates.	5/11/2022 3:42 PM
42	Outsourcing has been a major failure for students and faculty. The outsourced company that took over grounds has outsourced itself. Further outsourcing through p3 is going to have a lasting negative affect on the campus atmosphere.	5/11/2022 3:19 PM
43	I have a great working environment and love the people I work with.	5/11/2022 2:57 PM
44	Really, really. Overworked and underpaid.	5/11/2022 2:28 PM
45	I feel that some departments at MSU are really understaffed. I think this is due to budget cuts in the past. I feel like the university could have made cuts in other larger departments rather than the smaller ones. With fewer staff, more work has been required of our staff, which isn't right. That is by helping other departments do their work. and visa versa.	5/11/2022 1:42 PM
46	As I stated before, the Republican leadership in Kentucky is absolute garbage. Robert Stivers and his cohort of anti-education goons are doing everything possible to ensure no one wants to work in higher education in Kentucky. HE in Kentucky, outside of the darlings of UK and U of L, has become a wasteland of opportunity. Each year, employing competent faculty and staff is harder and harder. Each year, the legislature finds new and divisive ways to reduce health care, insurance, and retirement. Each year, the GOP in Kentucky finds new reasons to hack away at budgets, yet increase demands for enrollment and so-called "performance." Stivers inhales his own hubris, mocks legalizing even medical marijuana, and needs to examine higher education policies abroad and how actual societies appreciate education, from preschool through university. It is absolutely beyond the pale we have such retrogressive people and backward attitudes managing the state. Thank goodness for Andy Beshear or Kentucky would be royally screwed.	5/11/2022 1:09 PM
47	We should have an option to stay remotely and only come into the office minimally.	5/11/2022 12:07 PM
48	There is a huge turnover rate in my department alone, which i believe is due to wage amounts not being enough to compensate for the type and amount of work done to keep employees long term.	5/11/2022 11:45 AM
49	Quality of staff has significantly declined over the years. There are uneven expectations for employees. Some employees have no expectations while others have too many.	5/11/2022 11:33 AM
50	Our department is small, but all the members have been very kind, welcoming and helpful.	5/11/2022 11:29 AM
51	I have good rapport with my supervisor and co-workers. We have been understaffed for a long time and it is extremely difficult to get enough employees to do the job. And when we do have an opening, the hiring process is so long that we lose a lot of good candidates to other jobs that hire more quickly. Our building is not in the best shape. Our bathrooms are falling apart. There are moldy ceiling tiles and broken/missing floor tiles.	5/11/2022 11:26 AM
52	Those in power will blame the pandemic, and it has truly been impactful, but the pandemic simply exacerbated issues that have already been here for many years before it occurred.	5/11/2022 11:26 AM
53	See statement within priorities for the upcoming year.	5/11/2022 11:22 AM
54	Been woking 13 years in an office that the AC does not reach. The heat is ruining my health.	5/11/2022 11:12 AM
55	We all feel as though they are purposefully slow at hiring people and replacing positions because they want to get rid of most of us so they have a excuse to outsource our positions. It's what happened with food services, janitorial , heavy equipment and grounds department. Stopped hiring people to fill spots then outsourced them.	5/11/2022 11:11 AM
56	Vacancant positions are left unfilled or taken out of the budget altogether. But yet those job responsibilities are handed to another person to complete. Or staff may be required to fill in or help in a different department. Why is this a thing now?	5/11/2022 11:05 AM

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57	The filling vacancies is not a fair question. My experience is getting qualified individuals to apply for open positions has been the problem. If you can get a qualified applicant, the process to fill the position is not difficult.	5/11/2022 10:57 AM
58	I think every department on this campus is short-staffed, partly because the university won't let us have enough positions and partly because we all have difficulty filling new positions due to the low salaries.	5/11/2022 10:50 AM
59	I wish we had the flexibility to work remotely 1 or 2 days per week, as long as there is sufficient coverage in the office.	5/11/2022 10:49 AM
60	I feel like there's a general fatigue among faculty/staff and that many seem not to feel valued. MSU's best asset its professors. If we make them lose their will to teach exceptionally by not filling vacancies, giving them adequate pay, etc. - I feel like we're going to lose what makes Murray State special. And that affects enrollment. Personally, I'm happy with my pay and work environment because I love the department I'm in as a staff member. I realize that Murray State still offers great benefits/hours compared to many other workplaces in the region. I just feel like if the faculty especially don't feel listened to/appreciated - I worry.	5/11/2022 10:47 AM
61	I get the impression that it is taking quite a long time to fill vacancies for positions and that has been communicated to me directly from other departments that I work with frequently but that has not been my personal experience.	5/11/2022 10:42 AM
62	If the goals are hoarding money, then the strategic goals are being met.	5/11/2022 10:37 AM
63	As I noted before, when there are so many faculty in one department and only one administrative assistant to do all their paperwork and do what the chair needs done, our job position should be elevated to a II.	5/11/2022 10:30 AM
64	Filling vacancies at BVC tends to take a long time. Some BVC departments are understaffed with no plans to bring on anyone else.	5/11/2022 10:29 AM
65	The only vacancies filled in a timely manner are in the athletics department. It takes quite a while and a lot of paperwork to fill a vacancy and there are restrictions in May preventing filling a position until the next fiscal year. We've had trouble getting our technology updated as our IT support staff position is vacant and the interim does not have access to all he needs to assist us. MSU pay rates are quite a lot less than neighboring states (namely Illinois and Tennessee) in similar positions so I cannot recommend it to family and friends.	5/11/2022 10:20 AM
66	I have a great work environment with great co-workers. MSU is one of the best places to work and I encourage anyone to apply. We have great benefits and coming from private sector, the time off we get even for me as being here only a short time is a wonderful perk.	5/11/2022 10:18 AM
67	The pay scale is outdated, has not kept up with inflation, and does not reward outstanding performances. Supervisors are told not to give above average performance reviews. Job positions are not filled; thus, those workers left are expected to carry the extra load without compensation.	5/11/2022 10:13 AM
68	Most of the older buildings had major issues in the past year with temperature variations. I saw 52-88 in my office with an extended stretch of below 64.	5/11/2022 10:12 AM
69	I have incredible coworkers that build each other up and is always supportive. I am very fortunate not to have a fear of retaliation from my supervisor or coworkers.	5/11/2022 10:08 AM
70	I don't feel good about where MSU is going. If MSU can't give adequate raises or COLA, we are going to lose faculty and staff. We already can't get people to apply to open positions because of the amount of work they are expected to perform vs the amount of pay they are being offered.	5/11/2022 10:06 AM
71	We are under staffed.	5/11/2022 10:05 AM

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72	There is a lot of favoritism in my area. The rules for vacations/time off/sick leave only apply to some of us. The rules apply not at all to management who take vacations during peak times when hourly employees are not allowed to, as well as in conjunction with spring and fall breaks when most of us are not allowed to. What applies to hourly employees must also apply to management. Managers are supposed to set a good example, not a bad one. In fact, managerial behavior should be far and away above the hourly standard.	5/11/2022 10:05 AM
73	There is one person in our office that constantly talks about people and our employees and many have been to the director and nothing is ever done about it and the friend just follows her. I read a list of negative things the friend had said about me but I just prayed about it and try to push forward. I refuse to allow anyone to determine my happiness. It hurt me but everything is ok.	5/11/2022 10:04 AM
74	Somewhat in disbelief that I am responsible for taking out the trash in the summer, when it is definitely not part of my particular job. Outsourcing has not worked well it seems in some areas. A continued scar of services and perks of the past gone by.	5/11/2022 10:03 AM
75	It takes too long to fill a staff vacancy here. There is no training between the person leaving and the incoming person. The training provided by HR is no training at all. The university would be better off to let outgoing staff train their replacements. It would save a lot of time and money in the long run.	5/11/2022 10:02 AM
76	I do believe that the infrastructure of older buildings does not necessarily promote a safe and healthy working environment. Dampness, poor ventilation, peeling paint, lack of working fountains or bottle fillers, temperature that cannot be controlled (it's either hot and dry or humid and cold enough to hang meat) and restrooms that have not been updated are all things that affect the people who work in the older buildings.	5/11/2022 10:01 AM
77	It seems sometimes relevant information and input is not considered when seeking to fill a vacancy. Jobs often evolve over time; the job description listed on paper may not match the actual job. It seems job searches are either tailored to fit a specific candidate.	5/11/2022 10:00 AM
78	We have the smallest professional Campus Recreation Staff in the country. On top of that, we are underpaid to the national average for our two positions.	5/11/2022 9:56 AM
79	Work is unevenly split. Not all employees are held to the same standard of excellence and professionalism.	5/11/2022 9:55 AM
80	A newly-hired employee outside of MSU is able to successfully negotiate higher pay but a long-standing employee gets more duties added but cannot get a pay raise for their position. When supervisors are finally convinced to submit a job audit, HR only approves an insulting pay increase. There are many non-managerial positions on campus where the employee handles quite a bit and makes strong decisions to ensure the office/department/university run efficiently but their pay doesn't reflect it.	5/11/2022 9:54 AM
81	Staff positions have been cut and reduced over the years with no increase in pay to those left in the office. Employees are constantly dealing with increased workloads at less pay. Work loads have not decreased over the years so why are raises for those doing the work not supported?	5/11/2022 9:54 AM
82	MSU's currently policies of waiting until an employee is gone before the beginning the process of filling their position greatly hurts the staff of the university. When an employee resigns from their position it should be possible to start attempting to fill their position that same day. If an employee resigns their position and gives a last day that is longer than two weeks out, it may be possible to fill their position and have them start to train their replacement. If an employee could at least begin the training of their replacement this would make the transition process easier. Also, the delay that occurs with filling positions takes a great hit to morale in departments that are already getting by with minimal staffing. The lose of even a single employee can mean extended hours and greater work loads until the position is filled.	5/11/2022 9:53 AM
83	I don't know the whole story, but I get a strong sense of unrest from my colleagues and supervisor. I often feel like it's my fault, that I did something wrong or pushed too hard for product quality. But I imagine this could be due to other unmentioned dealings.	5/11/2022 9:52 AM
84	We need adequate pay, and back dated cost of living increases. Performance raises as well. Better insurance plans.	5/11/2022 9:52 AM

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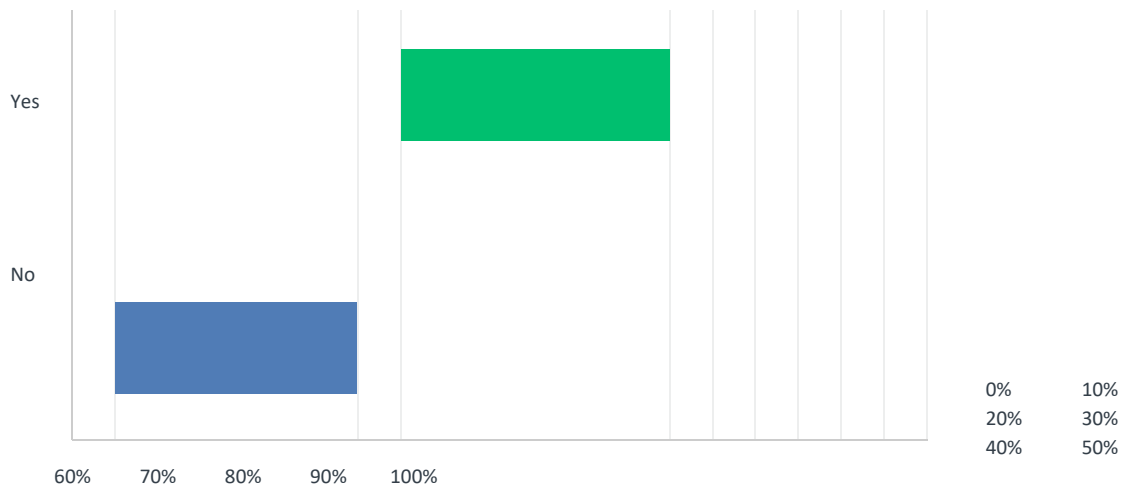
85	Work load has increased; vacancies are not being filled quickly or at all.	5/11/2022 9:51 AM
86	It is well-known that I am being bullied by my team even though I am the backbone that holds everything together. I can't trust anybody in COEHS. I am happy to be at MSU because there are good qualities such as tuition waivers, vacation and holidays, and the opportunity to work in education. However, I would not recommend anyone to take an admin job and I actually feel guilty about being on a search committee and telling the candidate about how great it was to work here.	5/11/2022 9:49 AM
87	Our open positions are never filled in a timely manner. We have had open positions for a year that still are not filled. We get excellent qualified candidates for the position. However since there is so much bureaucracy and paperwork, our first choice ALWAYS takes a position somewhere else due to the amount of time it takes. Then we end up with the second and sometimes the third choice. The second and third choice candidates are hard to train and are very lacking compared to our first choice. For example, we recently hired the third choice for a position and this person has no focus and does not retain skills that have been taught to them multiple times.	5/11/2022 9:48 AM
88	I dread going to work every day. I used to love my job, but I haven't felt that way for some time. My direct supervisor and VP are probably to blame for most of my feelings. I never worked for two individuals who are so out of touch with their employees. In addition, the pay is horrendous. Yet, my supervisor makes six figures and I have not idea what he does.	5/11/2022 9:47 AM
89	Deferred maintenance is really coming back to bite us, in regard to work environment.	5/11/2022 9:46 AM
90	No additional compensation for taking on sizable permanent additions to work load. Having to retrain student workers for jobs permanent employees used to do is not the solution.	5/11/2022 9:43 AM
91	I have personally absorbed a large amount of work, taken on additional responsibilities, etc. It took three years to be "promoted." With inflation, that token "raise" for almost doubling mywork duties, has been lost, and more. This is not sustainable.	5/11/2022 9:42 AM
92	See above comments.	5/11/2022 9:41 AM
93	I work remotely. I don't even know what MSU's strategic plan includes.	5/11/2022 9:39 AM
94	Morale in my department is at an all-time low. It is much worse even than 2008 when people were on the verge of being let go. This is a result of poor communication, lack of replacing individuals, lack of replacing vacancies with well qualified employees, lack of leadership, and unbalanced accountability.	5/11/2022 9:38 AM
95	There are several toxic coworkers in the department that go out of their way to make other people miserable.	5/11/2022 9:38 AM
96	Our department keeps getting staff cuts and more work has been put on me. I have double the workload and no type of compensation for it.	5/11/2022 9:37 AM
97	Building are dirty and not sanitary. I have seen the same spill has been on the floor in our building for over a year. So that means no one is moping floors.	5/11/2022 9:34 AM
98	Vacancies can't be filled because there is either no money or the pay is not enough to hire quality employees. Our unit has a heavy workload, which will not change as we don't have the funds to increase pay. Our experienced staff will be reaching retirement age, and there is so much turnover, we won't have the people internally to fill those positions.	5/11/2022 9:33 AM

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99	Many office staff should be converted to full remote work as there is no reason for people to risk exposing themselves to COVID in the ongoing health crisis every single day working in a building, especially since there has been no statement on updated or improved air filtration on campus. With the removal of the mask mandate, I feel even less safe at work than ever. Changes like this would also free up building space from offices to be used for classrooms or storage instead. Similarly, it is extremely hard to hire anyone who meets job experience requirements fully in the post-COVID era as many qualified technical workers are looking for fully remote positions, and local applicants are low or underqualified due to the population of the area. Filling positions is extremely difficult. Lastly, our work environment is not competitive outside of the local area, so attracting employees in who aren't looking for Murray for other reasons is extremely difficult, especially when often we are asking them to take a pay cut.	5/11/2022 9:33 AM
100	The workload of the Admissions Office continues to be increased. Now International Application for admissions processing has been moved to our office.	5/11/2022 9:30 AM
101	We are understaffed and I have no confidence in the leadership of my department to make changes based on staff concerns or recommendations for working conditions or strategic planning.	5/11/2022 9:26 AM
102	Remote work one day a week during the slower summer months would be MUCH APPRECIATED!	5/11/2022 9:25 AM
103	I have learned the hard way to watch your back or someone will stab you in it. As long as your following the crowd your fine, but try to go against the grain and look out.	5/11/2022 9:25 AM
104	We don't have the budget to hire "university" student workers, only federal. Also, I feel like one of our co-workers has been unfairly treated regarding their hiring process. Not due to discrimination, but it seems like they have been led around. They appear to be in a position where it has not bothered them, but I could easily see this causing potential hires to seek employment elsewhere. I would also hesitate to recommend friends and family to work at MSU due to the low base salary.	5/11/2022 9:24 AM
105	The work environment is completely toxic. It is catty, gossipy, and passive aggressive. As previously stated, we are expected to do way more work than is reasonable for way too little pay.	5/11/2022 9:21 AM
106	Most all of the staff I work with are excellent. Because I help schedule academic appointments across campus, at times it can be challenging. Everyone at Murray State has to help recruit the next class. 95% of the time it's easy. There are hiccups.	5/11/2022 9:21 AM
107	We have micro management going on in our front office and are required to do more paperwork than we did 5 years ago when i started. One reason for this is there are two very important vacancies in our front office	5/11/2022 9:20 AM
108	My work environment is toxic and unhealthy due to older employees that do not want to carry their workload or learn new things.	5/11/2022 9:20 AM
109	With only three full-time employees in my area, we are all overwhelmed trying to get everything done... even as more duties fall on us all.	5/11/2022 9:17 AM
110	No further comments	5/11/2022 9:16 AM

Q22 I performed remote work at any point during the past year.

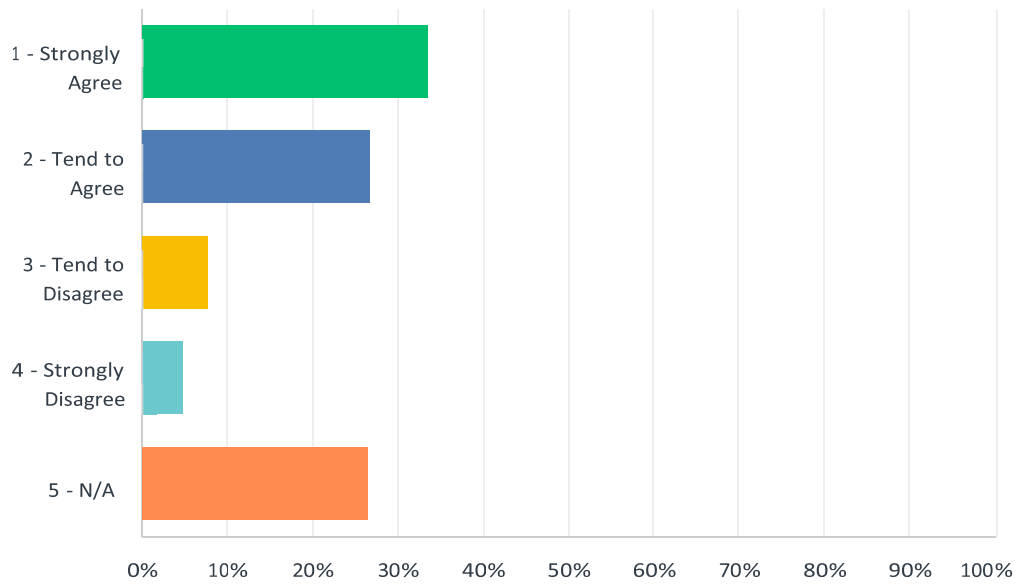
Answered: 349 Skipped: 112



ANSWER CHOICES		RESPONSES	
Yes		61.60%	215
No		38.40%	134
TOTAL			349

Q23 My experience working remotely was favorable.

Answered: 345 Skipped: 116

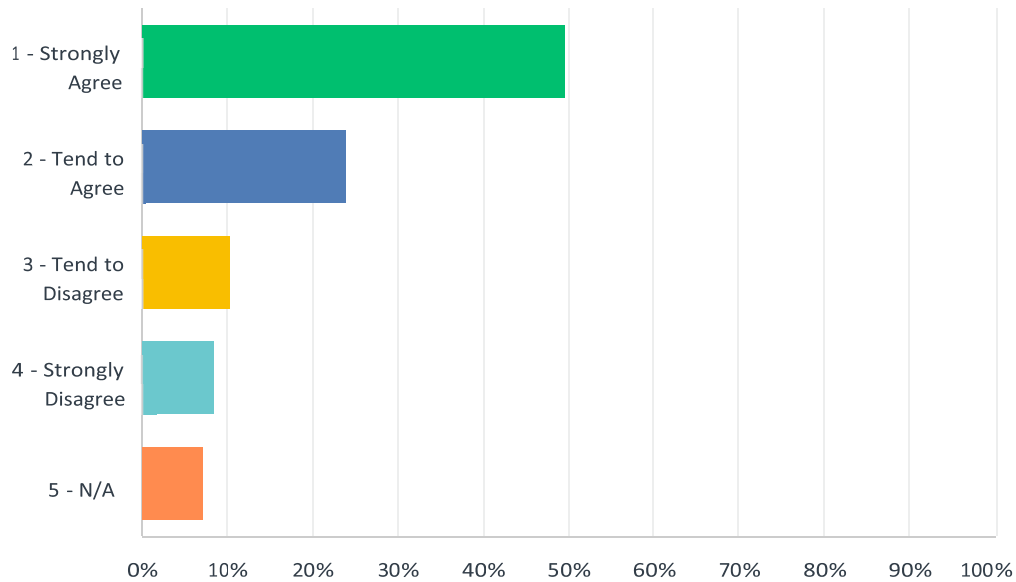


ANSWER CHOICES	RESPONSES	
1 - Strongly Agree	33.62%	116
2 - Tend to Agree	26.96%	93
3 - Tend to Disagree	7.83%	27
4 - Strongly Disagree	4.93%	17
5 - N/A	26.67%	92
TOTAL		345

Q24 I support the continued development of remote and flexible work options at the university

Answered: 348 Skipped: 113

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ANSWER CHOICES	RESPONSES	
1 - Strongly Agree	49.71%	173
2 - Tend to Agree	24.14%	84
3 - Tend to Disagree	10.34%	36
4 - Strongly Disagree	8.62%	30
5 - N/A	7.18%	25
TOTAL		348

Q25 Comments about flexible and remote work:

Answered: 130 Skipped: 331

#	RESPONSES	DATE
1	I don't see a way forward to fill certain staff positions without this option. It also have to be fair and equitable to those who actually request it.	5/30/2022 2:45 PM
2	My job requires me to be accessible every day of the week. It is nice if I am able to complete some of my tasks out of the office. However, I have not had a University laptop for two years. When asked if I can get a laptop, I have been told that it has to be through Dell (which is incredibly expensive) and has to come out of the budget that is used to operate our athletic team. I don't want to take money away from my athletes.	5/27/2022 2:01 PM
3	There is a good deal of flexibility that exists already. Remote work should not be the goal. It should be on an as needed basis. Flexibility is key due to large amount of staff that have families to worry about.	5/27/2022 1:21 PM

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4	Remote work must remain an option for employees in special circumstances. However, it must be stated that ALL employees should be expected to physically return to the office at all times, unless circumstances determine otherwise. Our students deserve our physical attendance and attention - our services to the University and its students are best performed while physically present on campus.	5/27/2022 11:35 AM
5	My job can function on a hybrid work schedule. I'd like the opportunity to be able to work remote at times when I need to.	5/26/2022 3:39 PM
6	I am able to work remotely and accomplish my tasks.	5/26/2022 2:49 PM
7	Seems some say they are working remotely but nothing is getting done	5/26/2022 2:30 PM
8	can be useful per individual basis and cases, but all that is needed to do the work successfully may not always be available or feasible	5/26/2022 2:20 PM
9	If we are expected to work from home at a moments notice then MSU/our department should make it feasible for all staff members, provide all materials needed to work from home and not just the bare minimum.	5/26/2022 2:09 PM
10	86 hours of sick time was taken from me while everyone else was allowed to work remotely..	5/26/2022 1:38 PM
11	We have to have the ability to work from home when it is warranted. Otherwise jobs do not get done when people have to stay home but are still able to work via computer.	5/26/2022 1:24 PM
12	I think remote and flexible work is good but there are times when anyone hired by the university needs to be on campus in person	5/26/2022 1:24 PM
13	Flexible work should be something ALL employees can do; remote work is not possible for ALL employees.	5/26/2022 1:11 PM
14	Not all employees are able to work flexible or remote schedules and excluding them is not fair.	5/26/2022 1:08 PM
15	Flexible and remote work if necessary. This question is geared towards the faculty that have made a big fuss over everything. Faculty don't care whether they are in person or not.	5/24/2022 2:18 PM
16	I was brought back to the office for no provided reason. It seemed to be more of a gut instinct (it's nice to have people at their desks) rather than my productivity or personal situation. I have a high-risk factor and I have family members with high-risk factors. I requested to temporarily return to remote work during Covid case spikes and was denied each time despite my work taking place on the internet and not in a student-facing role. I had to figure out ways to minimize my exposure in an office shared with employees who don't get sick days (so they come to work sick), which ended up impacting my productivity more than it would have if I'd been working at home.	5/21/2022 12:10 PM
17	my job does not require me to be at my on campus computer. I prefer to work remotely!	5/19/2022 2:37 PM
18	I support flexible and remote work only if the person will be available at home like on the job. During COVID19, it was hard to reach someone in some offices because they didn't have their phones transferred or if you left a message they didn't check to return a phone call, or they didn't stop by their offices to pick up work that they needed to answer your questions or process paperwork in a timely manner.	5/18/2022 3:50 PM
19	Especially with gas prices now I would love to see it be allowed for eligible employees to be allowed to work remote 1-2 days/week on a routine basis.	5/18/2022 11:59 AM
20	Some positions can benefit from this tremendously. However, during covid, our dept some personnel that could do this never forwarded their calls to home, was slow on emails, and was out and about on social media during working hours.	5/18/2022 10:56 AM

21	<p>Hybrid/remote and flexible work options improve the morale, and in many instances, the productivity of staff. The ability to provide these options to positions where it makes sense, at the discretion of the immediate supervisor, shows employees that we care and trust them to do the work. The tone from HR seems to be that all work by employees must be done between 8am-4:30pm and that any deviations from that paradigm should be accounted for with sick or vacation time, when doing so is actually the fastest way to guarantee that the institution will receive no labor and still be paying the individual for the time. However, in reality, by simply granting employees accommodations and flexibility, we typically still get a full days work out of them. Example: J. Doe's babysitter is sick and cannot watch their child today. Following the HR mindset, I as the supervisor, make them take the day off to watch their child. J. Doe does no work that day or, even worse, that work has to be passed to their colleagues if it something that must be completed that day. We cannot obligate someone to do work when they are using leave. In reality, however, if I were to grant J. Doe the ability to work remotely that day, they would likely start working earlier (say 7am when their childing is sleeping), take breaks to dress, feed and play with their child, but then end up working later into the day to make their 7.5hour which means I am still getting labor from this individual. As a supervisor in a critically understaffed area, the decision of which to choose is a no brainer. The other issue with the flexible/remote work discussion, and frankly the one that institution needs to stop entertaining, is the notion that we cannot provide flexible/remote options to some if we cannot extend that accommodation to everyone. It is simply a fact that there will always be positions that must do their work in person, and the truth is that people know this when they take their positions. We did not see hospital staff asking to work remotely during the pandemic. MSU also helps provide the tools that individuals may need to pursue flexible/remote positions through the tuition waiver programs should they choose to utilize it. Whether or not an individual is able to do their work remotely or if they must come to campus in the event of a university closure are completely separate issues related to pay equity (no hazard pay policy), and technology equity (bring back the computer loan program); they should be considered separately from the discussion about the inclusion of remote/flexible work options as part of *standard* operations. To make remote/flexible work available there are two policies that should be in place: 1) All job descriptions should indicate if the position has remote/flex availability so that people know when they take a position. 2) Departments that wish to offer remote/flex options should have to create a formal policy from a template provided by HR/General Counsel that includes the legalese to which a department must add their agreements and expectations for work tracking. These documents should be approved through the supervisory chain to the VP level and retained by HR. Then any employee who wishes to utilize the options available to their position should have to sign a form acknowledging the department's policy and send it to HR for record and accountability. Abuses to remote/flex should then be reported in the annual performance appraisal process.</p>	5/18/2022 10:03 AM
22	<p>Can't tell much difference - when remote I did my work in a comfortable office and participated in many Zoom meetings and didn't see many people. On campus I do my work in an uncomfortable and potentially dangerous office, participate in many Zoom meetings and don't see many people. The main differences is that my office on campus is unhealthy and unsafe.</p>	5/17/2022 11:14 AM
23	<p>I still think its crazy that some people on this university were able to work remotely and some were made to put their lives at risk.</p>	5/17/2022 9:00 AM
24	<p>Only if it is across the entire university. There are areas that have been allowed to continue offering staff three days a week remote.</p>	5/16/2022 3:56 PM
25	<p>I may be called when I am out of the office or on vacation to do some work if needed. My office is not set up to remote. I prefer doing my job at the university unless emergency measures (covid) are needed</p>	5/16/2022 2:41 PM
26	<p>Remote work isn't too much of an option for my position, but I know those who could, would appreciate the flexibility.</p>	5/16/2022 12:24 PM
27	<p>As a mother of two small children (2 & 6) and the ever changing Covid protocols, it allowed me to continue my work even when my children were impacted by their school's rules. It also allowed me to stay home and work when I wasn't feeling 100%. The one negative of remote work is when schools and childcare are closed and MSU is still open, it's near impossible to have quality remote work while having to tend to childrens' needs.</p>	5/13/2022 8:39 AM

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28	Lab work can't be done remotely, but a big ole bonus for being an "Essential worker" would have been nice.	5/12/2022 3:28 PM
29	A 4-day work week with longer hours would be fantastic. MSU is a face to face workplace by nature. I think students benefit from in person instruction and interaction with faculty and staff.	5/12/2022 1:53 PM
30	I can understand working from home in certain circumstances. However the workers should be given the proper equipment to work from home and should not rely on their personal equipment.	5/12/2022 1:51 PM
31	The nature of my department does not lend well to remote work. Quick communication and conversations constantly occur and working remote doesn't provide that as well. Working remote during COVID was mandatory and with kids at home, impossible to concentrate. I feel other employees are still working from home and taking advantage and not working a full 7.5 hours or multi-tasking or traveling. Currently, the only time I or my direct co-workers work remotely is due to an ill child being at home and being the primary caretaker.	5/12/2022 12:49 PM
32	I do not feel remote work is feasible and not efficient. I believe being on campus is of the utmost importance when it comes to recruitment and retention.	5/12/2022 12:41 PM
33	I find it super challenging to reach out to areas and it takes 3-5 days to get someone to return a call or respond to email. During the beginning of COVID, I transferred calls to my cell so that I was available, but that is NOT the norm on campus.	5/12/2022 11:38 AM
34	There is no reason we cannot have more flexibility to work from home as needed. Also, comp time should absolutely be available to employees who work outside of business hours.	5/12/2022 11:19 AM
35	I strongly agree that any and all depts. who can do this should be allowed too. The last two years of the Pandemic showed that a dept. CAN run effectively while working remote. I have heard from other staff how they loved it and found that they actually worked better remotely and got more done.	5/12/2022 11:05 AM
36	Haven't been here long enough to really know. But am definitely in favor of the option to do so.	5/12/2022 10:22 AM
37	I think employees should be able to work remotely at times, even when the reason isn't COVID related. Some people have sick children or family members and when you are a single parent and caregiver of an older parent, working remotely is better than taking days without pay. Life happens and when you don't have sick or vacation time to deal with trauma or life changing events, that small paycheck we get becomes even smaller.	5/12/2022 10:19 AM
38	Remote work options should be offered to every employee, however, I do believe in order for students to learn classroom content, build and foster relationships, and gain social skills remote work should be limited.	5/12/2022 10:10 AM
39	Not available to several that must work on campus. Extra compensation should be provided to employees that must be on campus when everyone else can sit at home.	5/12/2022 8:51 AM
40	The remote work was something that was great during the time that it was needed.	5/12/2022 8:47 AM
41	This should be allowed at least partially in all areas where it is possible at the discretion of the supervisor based on duties performed. This is necessary as a benefit to draw in new talent and keep them in order to retain their knowledge considering the current work environment globally.	5/12/2022 8:37 AM
42	I don't see why the university doesn't give remote work options when it is possible and appropriate for the position. It seems like it would be a cost savings for MSU plus enhance employee satisfaction.	5/12/2022 8:25 AM
43	I am a working mother...having the flexibility to work remotely is an excellent benefit.	5/11/2022 4:08 PM
44	Flexible/remote work is a must-have if we wish to remain competitive in the modern world. This would be a very easy benefit to offer when so many others are jeopardized by funding issues.	5/11/2022 3:42 PM

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45	I am not afforded the luxury of remote working. I feel that if my department has employees that can not have that option neither should the staff and management of the department. The other departments can benefit from remote work since all of their staff and faculty can also work remotely but not my department. Lack of staff who can not be contacted because they do not answer their phones or are not able to see particular issues causes problems for my department.	5/11/2022 3:19 PM
46	I would love to see a consistent and a flexible remote work schedule. If we could rotate days in certain departments, especially during the summer, the cost savings on gasoline would be extremely helpful. There is very little to do in-office during the summer that cannot be done remote. Coming in 1 or 2 days per week would be sufficient in my department during the summer.	5/11/2022 2:57 PM
47	If this could be accomplish -- it would be nice	5/11/2022 2:28 PM
48	I feel that working remotely is unnecessary!	5/11/2022 1:42 PM
49	No reasonable reason why people who can do so should not be allowed to WFH. Recent studies are indicating there is no drop in performance, and some studies are indicating more satisfaction in the flexibility. Admins need to pay attention to performance and examine the data and not rely on their own biases.	5/11/2022 1:09 PM
50	Remote work allows me the flexibility to work when I cannot otherwise find childcare, when my vehicle is not working properly, and helps save money with gas with these gas prices going up. Individuals are more likely to be happier while working remotely because they do not have to spend hours a week commuting to work, getting the same work accomplished at home. Having the ability to work from home allows individuals to not have the stress that surrounds commuting to work. Overall having worked remotely intermittently has given me confidence in my ability to perform my job and effectively communicate with my colleagues.	5/11/2022 12:07 PM
51	Working remotely is not suitable for any office that has walk in traffic.	5/11/2022 12:07 PM
52	Although I understand the concerns of employees who work in departments that might not be able to work remotely, there are many other departments that could work remotely or at least develop a hybrid option in the event that students or other faculty and staff need to meet in person. With high gas prices and stagnant wages, staff members could become demoralized — especially when their work could easily be done remotely. By enabling at least a hybrid option, faculty and staff members will still be able to meet on campus as needed while saving up a bit more money working from the comfort of home.	5/11/2022 11:52 AM
53	No reason why there could not be a rotating schedule to come in one week and remote another. Or half employees in one day, and the other remote, then switch. Studies have proven remote work can be done successfully and it would most likely decrease power used in all buildings, decreasing cost to run school.	5/11/2022 11:45 AM
54	I realize not all jobs are conducive to working remote, but if you have the ability to complete your work and you have the necessary tools (home internet, home computer, etc) I think some remote work should be allowed. I don't think it is the responsibility of the University to provide those tools beyond a way to connect to the campus resources (vpn or similar).	5/11/2022 11:36 AM
55	Not feasible at the BVC	5/11/2022 11:33 AM
56	Before transferring to Murray, I was employed by UK in Lexington, KY. I worked remotely from home. We updated our SOP's - standard operating procedures- and it worked wonderfully.	5/11/2022 11:29 AM
57	I see benefits to allowing remote work: more available parking spaces, better allocation of resources when there are fewer employees in the office at one time, no commute time, etc.	5/11/2022 11:26 AM
58	Only if it does not cause more harm than good to people who really need their jobs. And I don't think the majority of staff jobs can be remotely.	5/11/2022 11:26 AM
59	I disagree that remote work for faculty should be continued solely based on the students. Very few students performed well under this scenario and very few (even if they like it) met the same standards as students in an in-person setting.	5/11/2022 11:25 AM

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60	There are positions that can't be done from home. My job is split. I can do some things from home and some I can't. A plan needs to be developed, but those who can't work from home need some kind of incentive that balances out gas expenses, wear and tear on vehicles, maintenance expenses, etc., that those who work from home are not going to have. The plan needs to be fair for all employees, otherwise we're going to deal with even more low morale. I saw this happen when many people were working from home during covid and those who couldn't had to come in. And these are the people who are not getting paid very much to begin with. It all has cause very much resentment and contempt for the university.	5/11/2022 11:22 AM
61	It is hard to recruit students when there is not faculty on campus to meet with them, as these Academic Appointments are very important to them when they visit campus.	5/11/2022 11:18 AM
62	If i can do the job well from home. Why can't i do that?	5/11/2022 11:12 AM
63	I think there is a lot to consider and take into account, like how to handle situations when certain positions are unable to work remotely. If we are supposed to equal and spread equality on the campus. Sending emails saying weather is too bad so work remotely because it's too dangerous to come in is great. But what about those who can't work remotely? Well if it's a closure then we can stay home and safe also.. but not if it's a remote day.	5/11/2022 11:11 AM
64	Cannot perform tests remotely, must be in the lab.	5/11/2022 11:08 AM
65	Remote work is not a good option in my department. Too many people try to push remote work options who do not understand why many people are not productive when not on campus in their workspace. The more people move to remote work the less we will need a physical campus and that is not what MSU is about!	5/11/2022 10:57 AM
66	I know remote work became necessary due to COVID but it also placed a hardship on staff who needed to continue to remain on campus. I was very surprised at how long some employees continued to work remotely. I could not do my job remotely and I also felt very safe being on campus but there were many delays in communication (mail and phone) due to employees never checking in at their offices for vital services. One example is that forms requiring signatures sat in their mail delivery area for days because no one was checking in for their office area. I know it was uncharted waters for all of us too and a learn as you go process. That being said, this University has always supported flexibility in working hours and that has been greatly appreciated.	5/11/2022 10:56 AM
67	Research has proven that employees are as productive or even more productive when they are able to work from home, so I feel like that should be a more available option for anyone whose job duties could be done at home.	5/11/2022 10:50 AM
68	Not everyone has the ability and resources to work remotely. If people work remotely, sometimes things take longer to get access to if personnel is unavailable on campus.	5/11/2022 10:48 AM
69	I prefer working in person for the comradery, but definitely appreciate flexibility in scheduling. And the ability to do remote work when kids are sick, etc.	5/11/2022 10:47 AM
70	Again, I am fortunate to have a direct supervisor and upper-level leadership who is/are very understanding regarding the need to occasionally work remote/flexible hours. This has been a tremendous help recently and I hope that this is something that Staff Congress/MSU can explore for all employees, at least to some degree.	5/11/2022 10:42 AM
71	It was nice working from home in the beginning but after awhile, I started to get cabin fever and about went nuts! I decided that it was not worth working from home and came back to the office, even though I was a very high risk of getting a very bad case of Covid.	5/11/2022 10:30 AM
72	Working remotely was/is frowned upon in my area.	5/11/2022 10:28 AM
73	I was able to competently complete my work in a timely manner while working remotely, but it also allowed for a better work/life balance for me.	5/11/2022 10:20 AM
74	Working remotely worked for the temporary time I did it, but it is not a long term fix. This is a university with students, who need the in-person relationship with staff.	5/11/2022 10:18 AM
75	See previous comment	5/11/2022 10:14 AM

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76	More supportive of flexible work than remote work. While some employees were supportive working remotely others were very slow to respond if they responded at all. Remote work must require employees to answer the phone, return calls, and timely responses.	5/11/2022 10:14 AM
77	People working remotely did not sit at their computers for 8 hours dealing with issues as they arose; they would check their computers every few days and address only big issues. They were paid the full 8 hour wage without giving the 8 hour attention.	5/11/2022 10:13 AM
78	For the sake of students, I feel like they need to have staff in the offices and able to respond in person to a students needs.	5/11/2022 10:12 AM
79	The university NEEDS a clear and concise policy that addresses a flexible work schedule as well as remote work, which are two DIFFERENT things. Not all remote work will be equitable across campus because of the nature of the positions.	5/11/2022 10:08 AM
80	I feel like everyone (staff/students) benefit from having a full staff in the office on a daily basis. I see no reason for anyone to be working remotely.	5/11/2022 10:06 AM
81	I think working from home is not productive and it is very hard to manage your staff.	5/11/2022 10:06 AM
82	It seems that those who work remote, in my experience, tend to have too many distractions at home (their children, their dog, the laundry, the television, gaming consoles) that inhibit their ability to be reached via phone or IM or complete their tasks in a timely manner.	5/11/2022 10:05 AM
83	This is an area that could benefit MSU hugely. Happy content employees are a plus for any business. The decision for which positions can be remote should not be based on "So and so will be unhappy about it because they are required to be on campus" or who the manager likes better. It should be based on the success we saw during the lock down and how it benefits the business. If an entire department can work remotely that frees up office space for other departments to use or it turns off the lights and other electrical devices with the attendant cost savings.	5/11/2022 10:05 AM
84	I can do part of my job remotely however not everyone can on our dock. I don't think it is fair that some of us can easily work remotely while others have to come in to the office --it just seems it should be all or none.	5/11/2022 10:04 AM
85	Not equitable, but seemingly necessary.	5/11/2022 10:03 AM
86	We definitely need some guidance other than it is up to the department. Not every department is the same. We need certain guidelines and rules.	5/11/2022 10:02 AM
87	I don't think that people should be able to work remotely all the time. However, when circumstances are appropriate, I think it is important to provide employees who can work remotely the opportunity to use that option. What is more important is the opportunity to work more flexible hours. I think that many units probably allow that to some extent, but it would be nice if the university would make that an official policy, with guidelines.	5/11/2022 10:01 AM
88	While some jobs can be done remotely it is essential that adequate steps be taken so those who need the services of the remote workers can have their needs met. Steps also need to be taken to make sure remote workers are actually working. I talked with one remote worker and heard the TV playing in the background when the worker first answered the phone. Work from home shouldn't be allowed just so the employee can avoid having to pay for childcare.	5/11/2022 10:00 AM
89	This is a nice "perk" to have when family issues arise.	5/11/2022 9:56 AM
90	I feel the decision to allow for flexible & remote work depends on the job. Our students needs should be our focus. If student accessibility isn't affected, flexible & remote work is fine, and the decision to allow should be left to individual departments.	5/11/2022 9:55 AM

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91	I believe employees who jobs can be performed equally as well through flexible and remote work should be allowed to work this way. I acknowledge that some jobs are better performed at the university and within particular hours, but there are also jobs that can be performed just as well remotely or with flexible hours. I would like to see departments be able to more freely create flexible working hours without requiring Board of Regents approval. As long as the goals of the department and university are being met to the highest standard, then department should be able to be more flexible. The university should also look at reducing to a 4 day work week. This would allow a better work/life balance for university employees and would allow the university to save money by conserving energy on an additional day.	5/11/2022 9:53 AM
92	I work much more efficiently when I work at home. Because I am producing a product, the quality of my work goes way up when I am not interrupted by colleagues or office goings on.	5/11/2022 9:52 AM
93	Flexible and remote work are not the same. I support flexible work to a degree. However, I do not support remote work. Remote work cannot be done by all employees; many employees are not efficient when working remotely.	5/11/2022 9:51 AM
94	In the past few years, flexible and remote work has shown to be an asset to many organizations including universities. It provides a huge benefit to workers and reduces a big stressor to many.	5/11/2022 9:51 AM
95	HR does not allow remote work unless you have a positive COVID test. If you are able to perform your job remotely but are unable to come to the office, you should be able to work from home. I had a COVID test done that came back negative even though I had all of the symptoms. I was told that I had to come back to the office and that remote work was not allowed even though I was being extra cautious so that I did not infect others in the event that it was a false negative. I had to give up sick and vacation hours so that I could continue to quarantine while I waited for the results of my second COVID test.	5/11/2022 9:49 AM
96	I tend to be even more productive when working remotely because of the decreased number of distractions, the elimination of windshield time and access to quick and healthy food choices. Plus, rather than being away from home for 10 hours every day, it provides me the opportunity to better balance time with my family. That in and of itself is a giant boost to my mental health, which makes me better at my job. I also feel strongly that this is going to be a necessity as we recruit the next generation of professionals. And, if the institution does not plan to provide annual COLA raises that keep up with inflation, this is a cost-effective benefit and provides the employees themselves with a cost-savings by reducing the need for gas, wardrobe expenses and meals out. With a lack of hope regarding COLA raises, merit-based raises and opportunities for upward advancement, flexible and remote work options will provide a valuable benefit, recruitment tool and a boost to morale for many.	5/11/2022 9:48 AM
97	Remote work is not possible for my job.	5/11/2022 9:48 AM
98	If the buildings cannot be adequately repaired so staff are not bathed in sweat in the summer trying to work, then I think all should work remote in the summer.	5/11/2022 9:47 AM
99	I think it is wrong that some individuals and departments continue working remotely where the university has a whole has been told that is no longer an option. Remote and flexible working conditions should be for everyone or not at all (except for medical reasons)	5/11/2022 9:47 AM
100	When jobs can be performed the same or better while working remotely an employee should be given that option. It's hard to keep good employees, if working remotely provides quality workers, it should be utilized.	5/11/2022 9:44 AM
101	Remote work options - NO Flexible work hours on site - YES	5/11/2022 9:43 AM
102	For some roles I think this is quite viable. Or at least for some of the positions. Others could be adapted.	5/11/2022 9:42 AM
103	During the pandemic, it was a good option. Otherwise, being on campus to interact with students is what the college experience must be!	5/11/2022 9:41 AM

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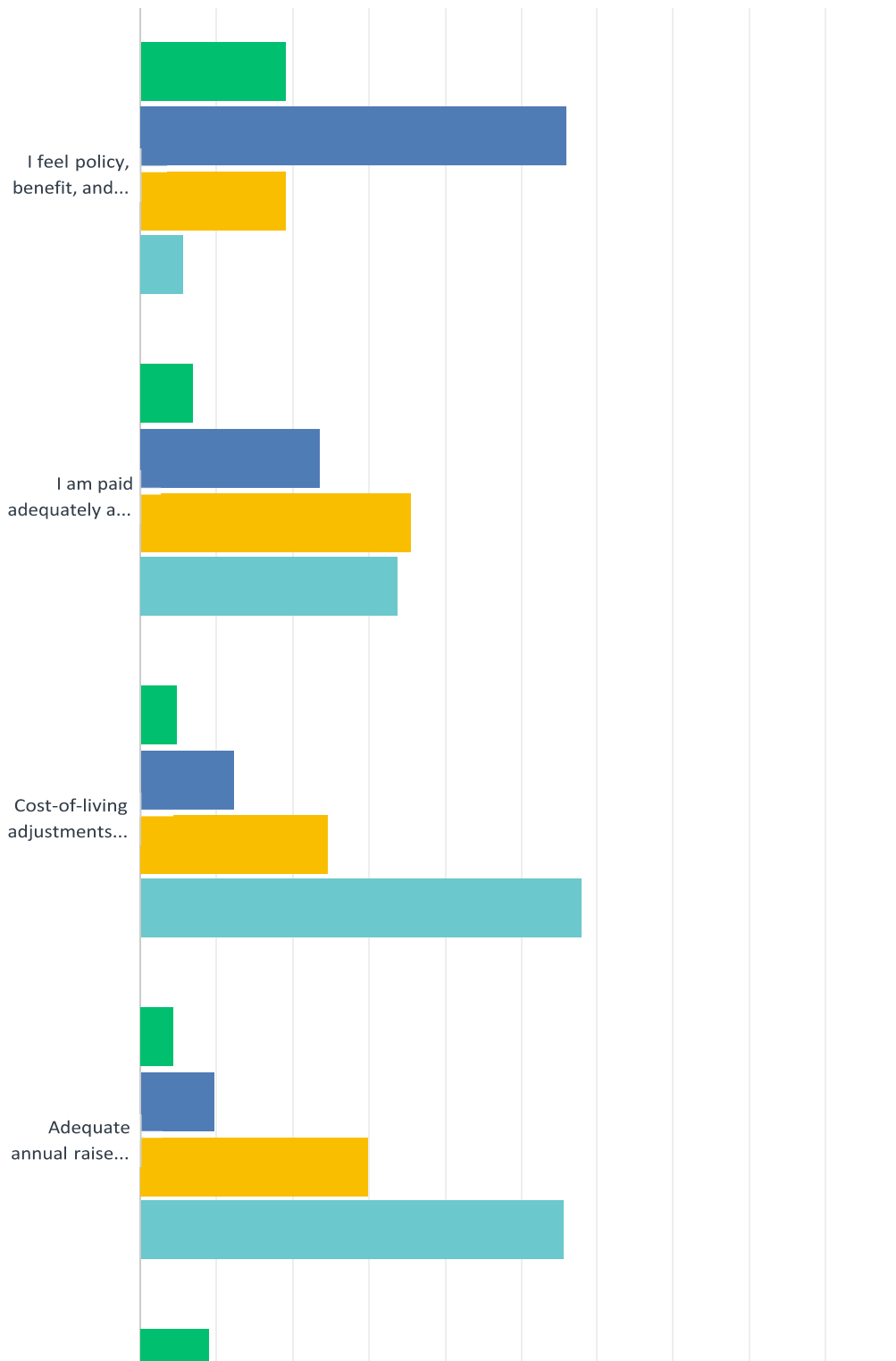
104	As a single parent and primary caregiver to my father remote working options allowed me to do my job while removing some of the stress of having to prioritize set work hours over the wellbeing of my family.	5/11/2022 9:41 AM
105	Remote work is not a possibility.	5/11/2022 9:38 AM
106	If MSU was smart they would allow a four day work week/remote work. This way staff knows the university cares for their well being and appreciates all they do. It also helps with environment issues by cutting back on electricity.	5/11/2022 9:37 AM
107	I have had bad experiences with people working from home!!!! I think all work should be done on campus!!!!	5/11/2022 9:35 AM
108	Being able to have a more flexible scheduled and work remotely when needed was extremely helpful for my mental health. I strongly believe that a hybrid work model needs to be implemented university wide, especially for families.	5/11/2022 9:35 AM
109	Flexible and remote work should always be an option for those who need it. Considering the university's recent struggle with filling job vacancies, it may be a good idea to prioritize remote work as an option for incoming employees.	5/11/2022 9:35 AM
110	I have a chronic, autoimmune disease. Flex and remote work allowed me to continue working when I don't feel good. It allowed me to be at home during lunch and rest. I didn't feel as stressed as I do - rushing to and from work. I feel like my stress has increased tenfold since coming back to the office.	5/11/2022 9:33 AM
111	Any employee without a forward-facing position that requires speaking to students should be afforded permanent work from home options. Even those who do should be allowed flex work options as these are common amenities and could be implemented at low or no cost. If there are concerns about speed of communication and responsiveness of workers who are remote then the University should choose a standardized business communication platform, such as Slack or Microsoft Teams, and train and require all workers to use it for business communications.	5/11/2022 9:33 AM
112	Most of the work in Admissions cannot be done remotely without vast changes in the process - going more paperless which seems unlikely. But flexible work options are attractive and I hope that some policy can be implemented.	5/11/2022 9:30 AM
113	One of the most glaring inconsistencies I see is that faculty members are afforded more autonomy in deciding when they will offer classes, office hours, cancel class, etc. Meanwhile, staff are tied to an 8 am to 4:30 pm schedule and also expected to offer services in the evening and on weekends with no guaranteed form of comp time. Many staff members who provide direct services for students, could work from home all summer as the students are not here on campus. The autonomy to make these types of decisions for our own units should be supported.	5/11/2022 9:28 AM
114	This has been taken advantage of and employees with few exceptions should be back in the office for fairness to all employees.	5/11/2022 9:26 AM
115	I was allowed to work remotely through last summer. Shortly after I was scheduled to return, I was diagnosed with a medical condition where continuing remote work would have been a huge benefit but I was still required to come back to the office. Since being back in the office, I have had a total of 4 in-person meetings. I work alone in my office all day. I have no coworkers to collaborate with on projects.	5/11/2022 9:26 AM
116	This will be much more feasible if more processes are moved online instead of requiring so much actual physical paper work.	5/11/2022 9:25 AM
117	There are times when I feel that staff should be given remote work opportunities, especially when there are heightened health risks. I also think that when on-campus traffic is slower in the summer, that staff members should be offered more flexible work options, such as working from home or having 4-day work weeks. Offering benefits like this to staff who are able to perform their work duties from any location could increase overall job satisfaction.	5/11/2022 9:25 AM
118	I understand that we are needed here during the academic year from 8:00 - 4:30. However, the summer months are slower and some remote work days would be helpful to everyone.	5/11/2022 9:25 AM

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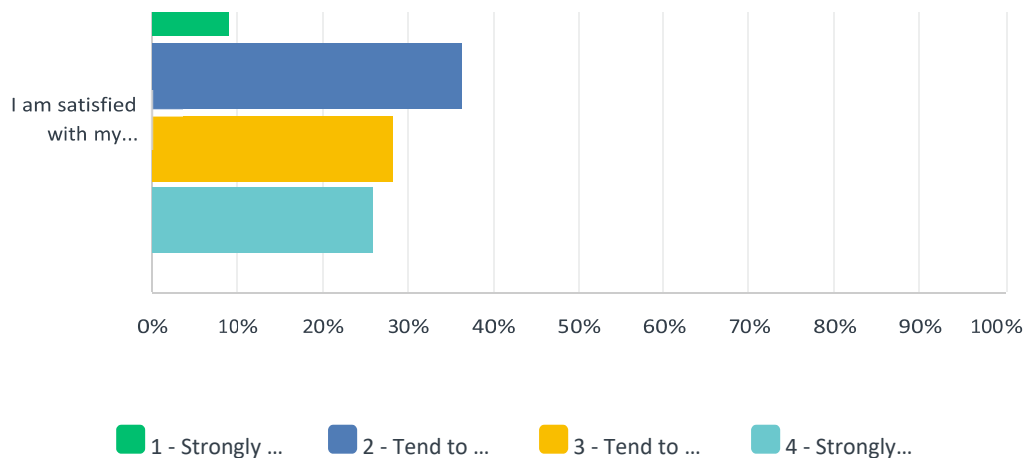
119	If people are allowed to work remotely, then the people who have jobs that can't be done remotely and still have to travel 20 miles one way should be reimbursed for mileage.	5/11/2022 9:25 AM
120	It should not replace sick days. Also classrooms cannot just switch to virtual on a dime. If you are worried about upcoming weather and its impact on student safety, there needs to be more than a days warning so professor's can set up what they need to. I imagine that giving only one day or 12 hours warning leads to more classes being canceled. Further, none of the emails sent out canceling classes due to weather mentioned anything about staff and what they do if they are meeting with students. Do I tell my students that they should come to my appointment despite the weather, despite the fact that classes were canceled due to the weather. That does not make much sense. It seems like the staff who regularly meet with students were not considered.	5/11/2022 9:24 AM
121	If these options were fair across the board for faculty and staff members, it would be fine. Staff members are not allowed to work remotely at any given time like faculty members and that is not acceptable.	5/11/2022 9:23 AM
122	Having the option to work remotely (back in 2020) was absolutely beneficial for me. Keeping that option available for those who still need flexibility (for health reasons, family reasons, etc.) is crucial.	5/11/2022 9:21 AM
123	Our office worked remote until roughly June 2020.	5/11/2022 9:21 AM
124	I believe remote work is vital to continuing to remain competitive in filling future positions. However, some staff abuse remote work for family time or lacking vacation. While others use remote work during COVID to bully co-workers.	5/11/2022 9:20 AM
125	More opportunities to work remotely when children are out of school would be a great benefit and selling point to making MSU a more family-friendly work place	5/11/2022 9:19 AM
126	Murray State is family oriented and to me that mean's personal and hands-on. You cannot promote this type of environment remotely.	5/11/2022 9:19 AM
127	The University operated remotely for approximately two years. We can provide flexibility for faculty and staff to work/teach remotely, when needed. The idea that we "must physically be in our offices" is absolute garbage.	5/11/2022 9:19 AM
128	It would be wonderful during the summer to add extra time each day in order to have four-day work week. Staff in the office can switch out the day they take so there is always a staff member in the office with student workers.	5/11/2022 9:17 AM
129	No further comments	5/11/2022 9:16 AM
130	I think this an area that needs a ton of exploration. Each department has specific things they need and in my opinion, is not one size fits all.	5/11/2022 9:13 AM

Q26 Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

Answered: 352 Skipped: 109



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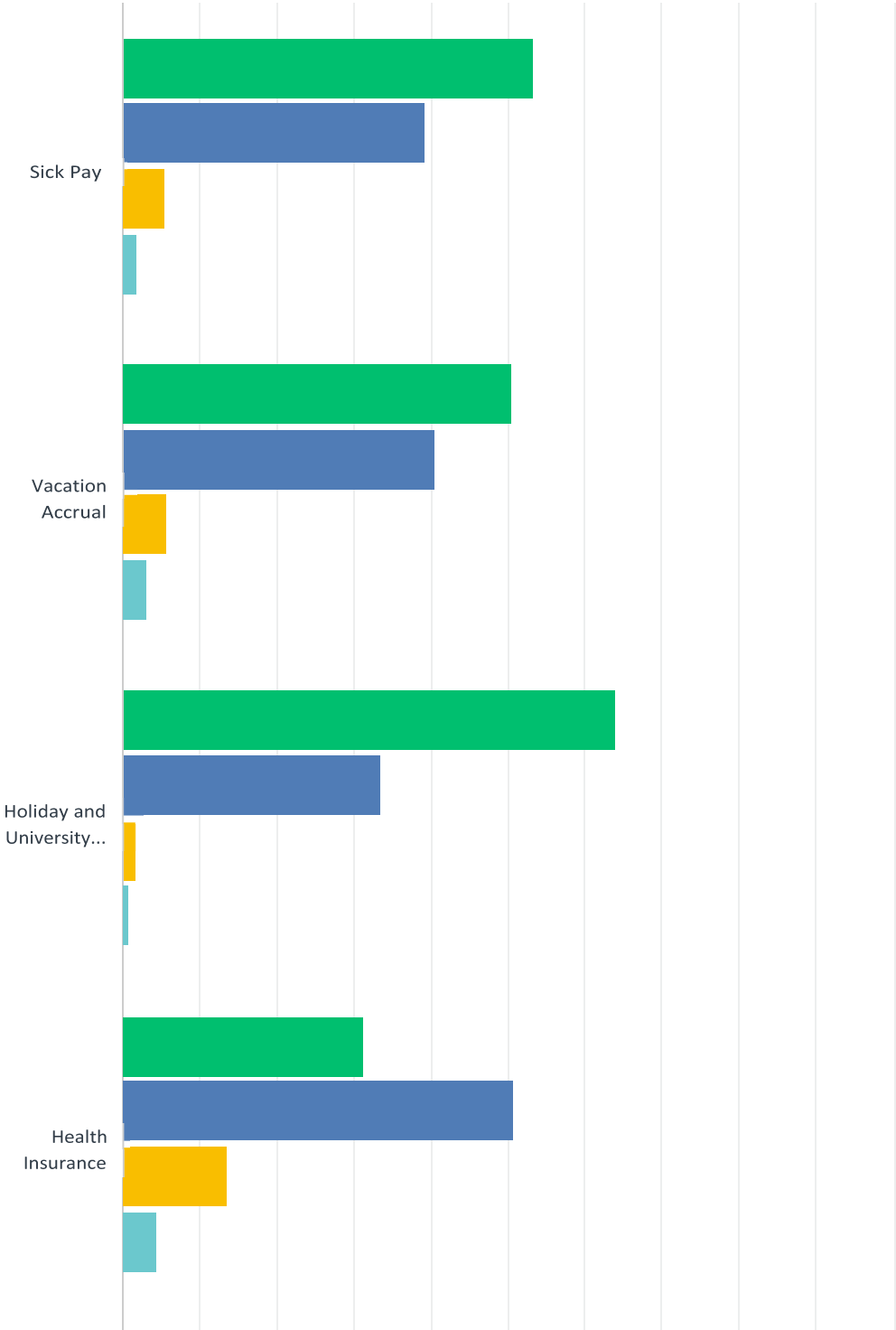


	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I feel policy, benefit, and employment-related information is adequately communicated.	19.09% 67	56.13% 197	19.09% 67	5.70% 20	351	2.11
I am paid adequately and fairly for my work.	7.10% 25	23.58% 83	35.51% 125	33.81% 119	352	2.96
Cost-of-living adjustments (COLA) are adequate to meet increased living costs.	4.89% 17	12.36% 43	24.71% 86	58.05% 202	348	3.36
Adequate annual raises are built into the budgeting process.	4.37% 15	9.91% 34	30.03% 103	55.69% 191	343	3.37
I am satisfied with my opportunities to advance at the university.	9.25% 32	36.42% 126	28.32% 98	26.01% 90	346	2.71

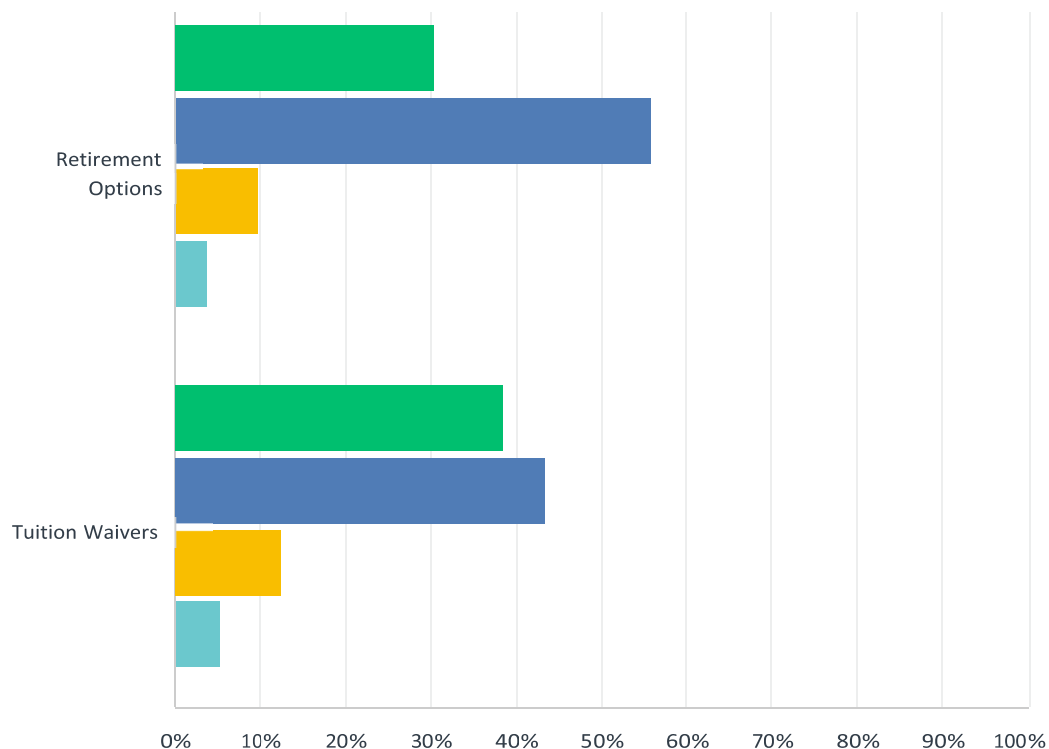
Q27 Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

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

Answered: 347 Skipped: 114



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1 - Strongly ... 2 - Tend to ... 3 - Tend to ... 4 - Strongly...

	1 - STRONGLY AGREE	2 - TEND TO AGREE	3 - TEND TO DISAGREE	4 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Sick Pay	53.31% 185	39.19% 136	5.48% 19	2.02% 7	347	1.56
Vacation Accrual	50.58% 175	40.46% 140	5.78% 20	3.18% 11	346	1.62
Holiday and University Closure	63.87% 221	33.53% 116	1.73% 6	0.87% 3	346	1.40
Health Insurance	31.27% 106	50.74% 172	13.57% 46	4.42% 15	339	1.91
Retirement Options	30.56% 103	55.79% 188	9.79% 33	3.86% 13	337	1.87
Tuition Waivers	38.62% 129	43.41% 145	12.57% 42	5.39% 18	334	1.85

Q28 What additional benefits would you like to see provided?

Answered: 134 Skipped: 327

#	RESPONSES	DATE
1	FREE PARKING. That is even stupid to have to say that with our salaries.	5/27/2022 3:48 PM
2	I would like for the University to reinstate their day care program. Adding maternity leave this Spring was a great step forward!	5/27/2022 2:03 PM

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3	If someone works a certain amount of time here that they still can get a certain amount of credits for their family in the future or currently. I think that used to be the case and got taken away?	5/27/2022 1:53 PM
4	child care options	5/27/2022 1:22 PM
5	A shorter-term retirement plan option would be beneficial.	5/26/2022 3:41 PM
6	I would like to see more comprehensive coverage with the health insurance especially with regards to eye insurance. There is one opthamologist in Murray and they do not take the insurance that the university provides. This means that anyone who needs to see an opthamologist in Murray needs to pay out-of-pocket or travel to find one. I would like to see free access to the wellness center. I would like to be able to use my sick pay for a mental health illness. Especially with the events of the past few years, I have found that taking time for my mental health significantly improves my productivity.	5/26/2022 3:28 PM
7	Parking tag waivers for those of us that are not able to spare \$200 even when spread over several paychecks.	5/26/2022 3:04 PM
8	I look forward to using the tuition waivers when I am able. I am happy FLMA is now paid.	5/26/2022 2:50 PM
9	An actual cost of living raise that makes a difference	5/26/2022 2:32 PM
10	flex time to be more available and encouraged to use	5/26/2022 2:21 PM
11	We've been down people in our shops for as long as I can remember.. they don't even take care of the ones that stay here and continue to be over whelmed with work!!	5/26/2022 1:40 PM
12	There should be a N/A section for Health Insurance as not all employees use the MSU health insurance. It is not correct to have Tuition Waivers listed as a benefit when it has been taken away.	5/26/2022 1:14 PM
13	Free parking	5/21/2022 12:10 PM
14	Coordinated employee improvement opportunities internal and external. Msu offers educational opportunities but it would be nice to have a vocational guidance for pathways to improve facilities opportunities.	5/19/2022 9:18 AM
15	Free access to the Wellness Center with MSU ID	5/18/2022 3:51 PM
16	I would like to see employees that exceed 15 years be rewarded with increased vacation time. There is zero rewards for an employee once they have served 15 years. Nothing is currently added after 15 yrs of service.	5/18/2022 11:59 AM
17	Tuition waivers for retired employees should have never been cut, even though not many are used. Holiday worked and closure should not have been removed from overtime calculations, sick and vacation probably should have, but working holidays should be more than straight pay and most other universities did not remove those to my knowledge.	5/18/2022 11:03 AM
18	I really think the institution should work with others to lobby the state legislature to revive the KRS tuition waiver program that allowed post-secondary employees to receive waivers at any KY public. This was hugely beneficial and allowed for more diversity in staff's educational decisions.	5/18/2022 10:22 AM
19	Tuition waivers that actually covered more of the actual cost of classes. Tuition waivers for retirees. A better prescription plan.	5/17/2022 11:14 AM

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20	When an employee retires, if he/she has accumulated a large number of sick days, it would be beneficial to the employee to be paid for the days not used; either for a fixed number or all days, instead of "losing them". Some employees use all sick days available, while others may have not used many during their career at MSU.	5/17/2022 9:27 AM
21	Please consider removing the fiscal year restriction for vacation accrual. Days are lost each year because the office needs to covered and taking time off after the school year is over fits better into the schedule so that students get the help they need. There has got to be a better way.	5/16/2022 4:01 PM
22	MSU does a great job providing all staff with so many holidays. No cap on vacation days for those who have worked less than five years. When a person is hired at MSU - it would be nice if MSU went back and added their "temporary employee" time to their overall employee time.	5/16/2022 2:45 PM
23	The addition of Paid Maternity/Paternity Leave this spring was nice, in terms of addressing the issue with keeping women/families employed at Murray State.	5/16/2022 12:32 PM
24	- Free or at least subsidized on-campus child care services. - Option to have 12-month or 10month contract. Those staff appointed for 10-month contract are not eligible for vacation leave.	5/13/2022 4:58 PM
25	Retirement for regular staff changed back in 2006, 2007 or 2008 I think?? Staff retirement is not nearly as good as what it should be.	5/13/2022 2:51 PM
26	What is the point of giving vacation time as a benefit if at every request for PTO I am denied by my supervisor. I have requested 9 days of PTO well in advance of the dates it was needed. Eight of those days have been denied. My personal time is not respected or valued.	5/12/2022 4:33 PM
27	Longevity pay.	5/12/2022 3:35 PM
28	Childcare, even for a fee.	5/12/2022 3:18 PM
29	The bereavement time for close family member (spouse, child, parent) is not sufficient for needed emotional well being, funeral planning, and other details that arise when a close family member passes away. Bereavement time for a close family member should be 5 days, not 3.	5/12/2022 2:43 PM
30	Ph.d tuition wavers should return for employees who wish to take advantage of those programs. 4 day work week with longer hours would be great.	5/12/2022 1:53 PM
31	Child care assistance or provided child care would be extremely helpful.	5/12/2022 12:55 PM
32	We have awesome benefits! Again, the administration does a great job concerning our benefit package.	5/12/2022 12:42 PM
33	I do not think the issue is additional benefits besides salary and budget increases for our department. The salaries at Murray State for staff have always been lower than their privatesector counterparts, and that makes sense for the benefits. The problem is, the benefits are slowly becoming less, and the pay has stagnated, to the point that people in the city of Murray can go work in a factory or even fast food, and make 3-5 dollars more than the average person in dozens of departments. That doesn't take into account the fact that they can rise in those jobs, and go beyond 10+ dollars more per hour when compared to here.	5/12/2022 12:11 PM
34	Free wellness center access. If you really want to reduce healthcare costs to the University, then this should be an easy fix to allow people to workout more.	5/12/2022 11:40 AM
35	Pay a living wage.	5/12/2022 11:21 AM
36	Mental Health Days, free parking for staff members	5/12/2022 11:18 AM
37	Haven't been here long enough to really know.	5/12/2022 10:25 AM
38	I think mental health days should be added and should be separate from sick days. Working remotely should be an option when there are serious matters happening at an employees home.	5/12/2022 10:21 AM
39	Additional paid leave for pregnant staff.	5/12/2022 10:13 AM

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40	COLA, more opportunities for internal staff advancement BEFORE hiring outsiders. Staff discounts at campus food locations, aside from Winslow.	5/12/2022 9:38 AM
41	Tuition wavier utilization at other Kentucky colleges.	5/12/2022 9:20 AM
42	Sick bank benefits are too restrictive. We give up days and join a bank, yet HR can choose to deny any requests. *Let employees donate time to each other as other employers do.	5/12/2022 8:54 AM
43	MSU should explore Energy Savings weeks in the summertime. The campus is pretty deserted and shutting down for a week or so (WKU has done this in prior summers) would benefit both 12-month employees and the campus. When raises and other benefits cannot be increased, it seems like creative solutions like this would boost morale plus save on campus operating costs.	5/12/2022 8:35 AM
44	I would like to see an Employer Student Loan Repayment Program to help those with loans get out of debt quicker, which would be tax free for MSU.	5/12/2022 8:33 AM
45	I would like to see web fees included in university tuition waivers.	5/12/2022 8:15 AM
46	Merit raises. I have been with the University for six years and have received 1 raise that was cost of living. I have exemplary evaluations and have never worked for an employer who did not give raises to employees that they wish to keep.	5/11/2022 3:27 PM
47	Retirement is very very high, currently at nearly 10% for those who started after Jan.1, 2022. I would like to see a true 401K instead of what is offered now that does not transfer.	5/11/2022 3:04 PM
48	Osha working safely bonuses discounted meals or free meals at food service	5/11/2022 2:48 PM
49	Nothing. We cannot afford what we have in place	5/11/2022 2:30 PM
50	Hearing aid coverage. Some people on campus have to wear hearing aids.	5/11/2022 1:44 PM
51	Benefits listed are not included in my part-time/temporary job position. Therefore, responses are left blank.	5/11/2022 1:36 PM
52	A fast-track undergraduate degree program for 10+ year employees where electives are completely optional or only after 45 earned credit hours.	5/11/2022 1:36 PM
53	12-week maternity leave. Tuition waivers for graduate studies. Advocates at Murray State who will stand up against constant reduction of retirement benefits and expansion of retirement requirements. I know KTRS has part of this responsibility but each university also has some voice, too.	5/11/2022 1:13 PM
54	It has been difficult to transition from my past employment when comparing health insurance. Also, my first day at work was Oct 4, and I was not allowed to received the wellness pledge benefit for this period. I do think there could be some adjustments that might help new employees.	5/11/2022 11:59 AM
55	Free/discounted parking for employees	5/11/2022 11:50 AM
56	Tuition waivers have eroded over the last 15 years. At the current rate, I fully expect that this benefit which was attractive when I signed my first contract will be negligible or a thing of the past. The overall benefit package is complete, but over time, our health insurance has increased in cost and the quality has gone down.	5/11/2022 11:42 AM
57	My children are grown, but I see preschool childcare as being a benefit that could help recruit and keep employees.	5/11/2022 11:38 AM
58	Better dental and vision plans. Gym membership discounts for regional campuses.	5/11/2022 11:36 AM
59	free parking or at least a reduction in cost, daycare/after-school care on campus	5/11/2022 11:35 AM
60	Personally, I think they're great for my needs.	5/11/2022 11:29 AM
61	Flexible hours and a remote work plan.	5/11/2022 11:28 AM

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62	I would like to see tuition waivers be brought back for employees children	5/11/2022 11:25 AM
63	I am very satisfied with my benefits, as that is why I came to Murray Sate.	5/11/2022 11:22 AM
64	Performance raises and an 8% COLA.	5/11/2022 11:14 AM
65	The option of possibly, being paid out for tuition waivers if you don't use them, they use the cost of those when they tell us how much our position is worth,	5/11/2022 11:14 AM
66	Doctoral education reimbursement policy (perhaps a return to the policy that existed for staff pre-2011/2013?); Flexible/Remote work opportunities particularly during the summer; increased vacation accrual for 20 year+ staff	5/11/2022 11:13 AM
67	Tuition waivers should never be on the chopping block again. Stop threatening to take those away.	5/11/2022 11:13 AM
68	I would like to see a policy in place that would allow employees to bank any unused tuition waivers that could be redeemed at a later date.	5/11/2022 11:08 AM
69	Increased tuition wavers for doctoral courses	5/11/2022 10:52 AM
70	I would like to see professional staff receive the same types of benefits that faculty receive, including promotions and raises. An associate professor has the exact same job duties as an assistant professor, but they are given a raise and promotion. Staff do not have that same opportunity, which is unfair.	5/11/2022 10:52 AM
71	Free parking for staff Refer to previous comment regarding tuition waivers being available for a dependent children pursuing a Masters degree.	5/11/2022 10:51 AM
72	Flexible work schedule. Weight loss wellness meetings.	5/11/2022 10:51 AM
73	tuition waivers for dependent children after retirement. I feel it is unfair to not have those tuition waivers available for my children after I am able to retire and they are just entering college. I feel I am punished for having kids later in life.	5/11/2022 10:50 AM
74	As frustrated as I am with pay equity at the university, I think our benefits are really really nice, and I hope the university doesn't cut our benefits to make room for something else.	5/11/2022 10:40 AM
75	Tuition waivers for dependents	5/11/2022 10:37 AM
76	The benefit of the Holiday and University closure are a benefit you do NOT get at other businesses. The only other benefit I would like to see would be a yearly t-shirt give-away. I think this would encourage pride in MSU staff to come together.	5/11/2022 10:35 AM
77	On-campus employee childcare.	5/11/2022 10:34 AM
78	I would like to see better dental benefits and see the full health fairs come back!	5/11/2022 10:33 AM
79	I'd like to see the tuition waivers be what they once were, available to spouses and dependents and I miss the collaboration where they could be used at any state college or university as MSU does not offer all the program areas I'm interested in (namely MSW).	5/11/2022 10:22 AM
80	Allowing both married employees to be on the same Family Plan of insurance. Competitive wages compared to other Universities. Unlimited access to Health /Wellness Center. Free Parking.	5/11/2022 10:22 AM
81	Staff that are enrolled into the Racer Wellness should be allowed to take exercise classes at the Wellness Center. This does not mean they have the run of the gym. Not everyone wants to work out in the gym. This program used to provide free classes but those have stopped. It was a great benefit!	5/11/2022 10:18 AM
82	If we can't get adequate COLA raises, then please keep other benefits. Could add free or discounted parking to all employees.	5/11/2022 10:15 AM

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83	Include fees in tuition waivers, especially the online fees and the asset fees. Allow waivers to children through grad school. Do away with the age limit, just that they must live at home, even if married.	5/11/2022 10:14 AM
84	I am very happy to see the University now closing more for bad weather. It shows there is actual concern for the students and staff. I think it would be neat if everyone could take their birthday off. I just think that would be a little extra incentive.	5/11/2022 10:11 AM
85	Sliding scale payments for parking. Those on the lower end are definitely having a rough time paying for parking. A gym for faculty and staff only. I don't always want to be around the students at the gym after being with them all day in the academic area.	5/11/2022 10:09 AM
86	Reinstatement of tuition waivers at other KY institutions. This would help in providing further education to employees whose area of study/means of advancement aren't offered at Murray State.	5/11/2022 10:08 AM
87	The benefits are the only reason to work here. You can only afford rice to eat but you get nice holiday pay.	5/11/2022 10:07 AM
88	The benefits seem to currently work for me. It would be good to direct more resources into cost of living adjustments. As prices rise for things like food and gas more of a paycheck goes to meet basic expenses.	5/11/2022 10:05 AM
89	I am extremely satisfied with the university closure policy as long as the university is either open or closed. However, I extremely disagree with the virtual learning days. When there are virtual learning days, person who can work remotely from home are allowed to stay home and work. However, those of us who have positions that are required to work from the university in all circumstances must come into work without any additional compensation. It is unfair that in these circumstances when it is considered unsafe for all employees/students to come into the university that employees required to come in must do so without additional compensation. It is also unfair that employees/students on virtual days are able to stay home without using leave, but those employees who are required to come in must use leave to stay home, if they are unable to make it in. So the university needs to be opened or closed. If the university wants to continue with virtual days, then those employees who are required to come in should be compensated for the risk they take coming in and should be compensated without taking leave if they are unable to come in. MSU employees tuition waivers should not have a class limit. An employee of the university should be able to take a full class load with tuition waivers. An employee who better themselves by attending university classes is benefiting the university because the additional education makes them a better employee. It also makes the university look better to have more employees who have completed a degree. It does look good for a university to have a bulk of their staff who have not completed a degree, because they work at a university. The university should make classes easily available to their staff to improve the image of the university.	5/11/2022 10:05 AM
90	Christmas Bonus	5/11/2022 10:04 AM
91	Flexible work schedule, remote work, child care assistance, mental health coverage	5/11/2022 10:04 AM
92	Tuition waivers have been eliminated so it should not be listed as a benefit. Some type of benefit (additional time off, additional stipend, additional retirement contribution, or flexible spending account (approximately \$2500) paid by MSU) for those employees who do not take health insurance through MSU.	5/11/2022 9:59 AM
93	FREE PARKING for employees, 40 hour work weeks, performance bonuses, Christmas bonuses, annual cost of living increases, yearly university swag(university polo's).	5/11/2022 9:59 AM
94	Tuition Waivers and holiday closures are a Godsend. I have one in college and another on the way and the tuition waivers are a driver for me. If faced with a decision to seek employment elsewhere, it is the tuition waivers, benefits and holiday closures that always remind me how fortunate I am to work for Murray State.	5/11/2022 9:58 AM
95	Tuition Waviers to be used for our children for UG and Grad classes.	5/11/2022 9:57 AM
96	Tuition waivers given back to employees for spouses and dependents to pursue graduate education.	5/11/2022 9:57 AM

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97	I would like to see: 1-The ability to carry-over more than 1.5 times unused vacation 2-The ability to get paid for unused vacation time instead of losing any at the end of the fiscal year 3The ability to give some unused vacation time to another employee on occasion	5/11/2022 9:57 AM
98	1. Bereavement leave needs to be adjusted. It doesn't matter what family relation it is, you should be able to grieve them. 2. Health insurance is too expensive- I need the PPO due to my disability and by the time I pay for insurance, I make \$400 every two weeks. 3. I don't know anything about the retirement options. Where do I find that? Can we have somebody from the retirement and other benefit vendors actually come to campus? I need a lot of help and a phone call or zoom is not going to cut it. 4. Tuition waivers should be available for any university class including ESL. You should not defer to the ESL coordinator for a decision related to an MSU employee benefit. That is supposed to be the decision of the HR benefits coordinator.	5/11/2022 9:57 AM
99	More opportunities for promotion. Yearly raises required for positive performance.	5/11/2022 9:54 AM
100	Merit based raises	5/11/2022 9:54 AM
101	shortened work weeks. Compensation for unused sick time that was not taken or used. Better COLA raises. One percent is a joke! It definitely does compensate for the increased living costs. In addition, better pay across the board. Our pay at MSU is inadequate, period! Bring back Merit Raises.	5/11/2022 9:51 AM
102	As stated earlier-giving back the sick leave benefit upon retirement (added on to years of service) and remote/flexible working schedules should be granted for jobs that can be performed that way.	5/11/2022 9:50 AM
103	4 day work week	5/11/2022 9:50 AM
104	I just want to be paid a fair, comparable wage for the work I do. Administrative assistants in the area, at other employers, make more than the same title at MSU with fewer responsibilities. We do not even make the median salary in the state. That is shameful.	5/11/2022 9:50 AM
105	Gym waivers for those that do not work on main campus.	5/11/2022 9:49 AM
106	Pay raise.	5/11/2022 9:48 AM
107	Sick/vacation - additional time for years of service	5/11/2022 9:48 AM
108	Childcare on campus.	5/11/2022 9:47 AM
109	Mental health. Mental health days (i.e. clarification on sick day use as such). More coverage/clearer coverage on mental health counseling options. Can staff use campus options? I have heard yes and no, depending on who, and when, you ask. information is rarely clear. Our insurance has been a nightmare this year. I was dropped twice from my vision insurance. My health insurance was not processed, then they mischarged me later on. HR has been wonderful in helping to resolve it, I think the issues are coming from the insurance company itself. Maybe we need a better option?	5/11/2022 9:47 AM
110	Flexible work hours. (Nothing outrageous but being able to shift an hour either way would help.)	5/11/2022 9:45 AM
111	I am very happy to hear that the tuition waiver program remains strong. It is the one benefit that other employers in this area do not offer.	5/11/2022 9:44 AM
112	As a part time (temp) employee, we no longer receive any benefits. The tuition waivers were the biggest incentive for me. I completed my M.A. and wanted to enter the doctoral program when the tuition waivers were taken away.	5/11/2022 9:42 AM
113	The new paternal/maternal leave is a step in the right direction. However, it should be up to six months, instead of only 6-12 weeks. It is unreasonable to ask a new parent to return that quickly, but I understand that due to staffing constraints many departments would greatly struggle with long absences like this.	5/11/2022 9:40 AM
114	Discounts for faculty/staff for ticketed events on campus (besides athletics)	5/11/2022 9:39 AM

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115	COLA adjustments that actually meet annual inflation. Pay scales which are competitive with other peer institutions. Actual merit raises and upward mobility.	5/11/2022 9:37 AM
116	Please try align K-12 spring break with MSU	5/11/2022 9:36 AM
117	Maybe more money for the wellness credit, cheaper parking passes.	5/11/2022 9:36 AM
118	free or reduced price parking for staff and faculty, free membership to Wellness Center for faculty/staff	5/11/2022 9:33 AM
119	More Pay More Pay More Pay	5/11/2022 9:33 AM
120	Not to pay for parking	5/11/2022 9:33 AM
121	I would like to see health insurance offered to myself as a part time employee to be better than the minimum required. I have been full time and transferred inside the University to a part time position. Also, now the tuition waivers have been taken away from part time employees. I would have thought that an employee of ten years would deserve a little more.	5/11/2022 9:30 AM
122	More tuition waivers	5/11/2022 9:29 AM
123	Retirees once received tuition waivers as part of their retirement package. That benefit should be restored.	5/11/2022 9:29 AM
124	Cheaper health insurance co-pays	5/11/2022 9:27 AM
125	Please add more vacation accrual time for employees who reach the 20-year milestone.	5/11/2022 9:27 AM
126	Free access to gym facilities for employees, wellness center, carr health, etc.	5/11/2022 9:27 AM
127	Increased paid life insurance to match salary	5/11/2022 9:26 AM
128	Flexible work arrangements	5/11/2022 9:26 AM
129	Free access to the health center, meals, mental health services, personal days.	5/11/2022 9:24 AM
130	A strong health insurance package with reasonable copays instead of everything being highdeductible. The current copay plan is way too expensive and only having high deductible plans makes it harder to afford medical treatment	5/11/2022 9:21 AM
131	Employees who wish to pursue a doctoral degree should be afforded the same number of tuition waivers as master's level programs. The tuition rate is nearly the same, so there is no reason these individuals should be penalized for pursuing a terminal degree. We are really missing the boat here.	5/11/2022 9:21 AM
132	Raises for remote employees to reflect their living area costs	5/11/2022 9:17 AM
133	I believe that President Jackson and Provost Todd support MSU employees. It is hard to please everyone. I believe that the university should look at a budget process that would allow for employee raises and fair pay. There is some confusion about the fair market value of faculty and what is considered salary compression. This should be investigated in order to retain and recruit faculty and administration.	5/11/2022 9:14 AM
134	Wish more tuition waiver flexibility was available	5/11/2022 9:13 AM

Q29 Additional Benefits/Pay/Recognition comments:

Answered: 100 Skipped: 361

#	RESPONSES	DATE
1	Staff still have not had a time to honor retirees and long term personnel. Remote work is also never clear and needs to be addressed. COLA should be budgeted like the state and on a yearly basis.	5/30/2022 2:52 PM
2	I would like the opportunity to use my benefits without having to feel guilty about it. There is not a culture of acceptance regarding work/life balance here. If I know I will be judged for taking even an hour of sick time in a day or a vacation day outside of times in the summer with a low work flow, I don't see how they are beneficial. I'd also like to see more support for professional development.	5/27/2022 6:36 PM
3	I have not had a raise or COLA in five years.	5/27/2022 2:03 PM
4	Reoccurring COLA/other types of raises must be strongly considered on an annual basis.	5/27/2022 11:36 AM
5	A 6-month annual raise budgeting meeting should be scheduled for staff members who are excelling in their position.	5/26/2022 3:41 PM
6	I believe the policy that requires employees to use their vacation days when injured on the job (if under 14 days) needs to be reviewed.	5/26/2022 3:28 PM
7	Pay raises. As of 2020, a Records Assistant 1 that is paid \$12.49/hr (regardless of experience) is 44.6% lower than the average pay for CO-WORKERS and 60.6% lower than the national average for government.	5/26/2022 3:04 PM
8	Cost of living raises are a joke here	5/26/2022 2:32 PM
9	The definition of "state" and "non state" employee is very vague, depending on the situation, the decision is made by who benefits the most. In my work description, it clearly states I am expected to work around hazardous equipment, high voltage areas, and dangerous life threatening chemicals, yet there is no compensation for working in these environments.	5/26/2022 2:25 PM
10	pay increase	5/26/2022 2:21 PM
11	A pay increase is essential.	5/26/2022 2:02 PM
12	We have 3-4 people in our shop when 9-10 people where here when I started.. you guys don't even help out the ones that stick around and stay here and are over worked for \$14 dollars an hour.. it's sad and you won't have workers before long..	5/26/2022 1:40 PM
13	Benefits are much better than when I worked in industry but pay is significantly lower. COLAs need to be such that employees do not fall behind inflation.	5/26/2022 10:57 AM
14	When comparing my position to the same position at other universities in Kentucky, our pay is second to last. There would be no students without us, and we are not fairly compensated. The administration - and Dr. Jackson - are sending orders down all the time about do this and do that without stopping to realize that we are not being treated fairly.	5/24/2022 2:21 PM
15	Job postings at \$11 per hour are embarrassing. It's insulting when we're told the budget is tight from people who make 6-figures and get innumerable on-the-job perks. What we hear is, "You're not worth it." I've been told it's not fair to pay a new employee \$13 because someone else who's been working here longer isn't paid that much. So the existing employee remains at their low pay and the new hire's wages get shrunk to a lower amount even though there's enough money budgeted to pay them \$13. I've heard other employees describe similar scenarios. How common is this practice on campus? How many people at MSU have artificially low wages? MSU is a titan in the community and has the opportunity to improve the quality of life for thousands of people. Raise the base pay to \$15 per hour, including student worker jobs.	5/21/2022 12:10 PM
16	Consistent, dependable recognition for employees efforts for campus health.	5/19/2022 9:18 AM

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17	Re: Staff Recognition Present them with a gift card to pick out a gift at the bookstore instead of the MSU pin. For e.g. 20 years - \$50 25 years - \$55 30 years - \$60 35 years - \$65	5/18/2022 3:51 PM
18	I felt the COLA question and the annual raise question were not clear. I marked strongly disagree because we currently do not get either one of those on any routine basis.	5/18/2022 11:59 AM
19	Employees should be paid in a timely manner. 2 weeks behind is understandable, but some go months before getting paid in FM cause of an unwillingness to correct forecasted pay in a more timely manner.	5/18/2022 11:03 AM
20	What recognition?	5/17/2022 11:14 AM
21	Everytime you all talk about compensation, you include benefits. This includes vacation and sick leave--we no longer receive sick leave accrual when we retire and those days are just lost if you happen to be healthy. And a fiscal year cap is a crazy way to handle vacation. Why not just a cap to help people plan better for vacation?	5/16/2022 4:01 PM
22	Cost of living increases and opportunities to move up a grade	5/16/2022 2:45 PM
23	What keeps people at Murray State is the community and the town. It is hard when you learn to love some where so much and realize you have learned to look away from how you are treated at your place of employment. Which is a common theme when talking to people who work in a lot of departments (academics, admissions, athletics) here. I don't think many people WANT to leave, but they feel they HAVE to leave to move forward, whether that be financially, professionally, etc. A former co-worker told me she felt like her and her husband had to leave to be able to grow their family after years of stagnant salaries (asked for more - not anything obscene - and told no 3 years in a row). There are a few people who get to see growth (upper level administration) and several others who don't. Not saying that those people don't deserve the raises and title changes each year because we are all working hard, but tough when others are asking for it and are told they don't exist or that just isn't an option. Especially working at a public institution when salaries are public knowledge and easy to locate. Families having to make a choice to have a better life financially for their children (or be able to afford children) when they are in a great place to raise children is hard. So many great people have left here simply because they couldn't turn down money to do that same job somewhere else, when they really wanted to stay in Murray. Raises don't have to be thousands of dollars, some of us have been here over half a decade without even a cost of living raise. I don't think anyone is looking to paid some wild amount, they are just looking to be competitive and appreciated. I have only received one COL increase, my first year. I have had people in the community say to me "I know you can't make much, you work at Murray State"...that is a problem. I don't openly talk about this with people in the community, but looks like others are and that makes me sad.	5/16/2022 12:32 PM
24	Performance evaluation should somehow be linked to compensation. Financial rewards for high performance is one of the ways to make employees feel valued. Otherwise, high performers will eventually feel demotivated especially when their level of expertise and performance isn't fairly compensated or rewarded, and worse, they are being treated the same way as poor performers.	5/13/2022 4:58 PM
25	PAY should be better. COLA should be more. We haven't had a REAL one in years. Every job needs to have another job audit done to put the pay where it should be. NO adding "additional job duties as needed" because that just opens a door for loading more onto one person. And saying a person without a "degree" can't be given SAME pay is ridiculous. I know more people without a degree on this campus doing what are considered higher up jobs and they are NOT adequately compensated. It's a very well known fact that if someone wants a person in a certain job and paid well for it they can make it happen, can and will change the job description to fit the person and the pay. Add "mental health days" along with Sick days.	5/13/2022 2:51 PM
26	As an individual who has only worked for MSU, starting at age 22, I really hope tuition waivers remain in place so my children can use them and it be a reward for my dedication and commitment to MSU. I think staff can sometimes be over looked for their commitment to our students. They are not classroom instructors but they help shape and encourage our students for all outside the classroom activities.	5/13/2022 9:08 AM

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27	There is one job on campus that I have applied for twice as an internal applicant, meeting all of the requirements for the job. The job has been closed twice and open/reopened three times without filling the position. I have directly reached out to both HR and the director over this department expressing interest in the position. I will not apply for this job a third time and have received no communication from either HR or the director as to why I was not even considered for the job. This particular position has been open since August '21 over the course of three different postings.	5/12/2022 4:33 PM
28	BVC usually gets screwed when it comes to weather closures. We come to work when all other MSU campuses are closed and they get paid with no personal time being used. If we can't/don't come in, we have to use vacation for the weather related absence. And it's regular time pay when we can get into work. No comp time/no extra pay.	5/12/2022 3:35 PM
29	It would always be nice to make more money at any job!	5/12/2022 1:53 PM
30	There are few opportunities to advance in my area. When positions are posted internally, it seems as if most people opt to look outside the University. There is no training provided to help learn new skills.	5/12/2022 12:55 PM
31	I have a masters degree and could earn a better salary working at any given retail establishment. It's pathetic how underpaid we are, especially given the amount of revenue we bring in for the university.	5/12/2022 11:21 AM
32	Employees are struggling to afford the current cost of living. It's sad that full time employees with health insurance still can't afford to seek the medical care they or their family needs because they don't make a living wage.	5/12/2022 11:18 AM
33	Haven't been here long enough to really know. Significant pay raise based on continuing education/completion of Master's degree.	5/12/2022 10:25 AM
34	I feel that SSS staff should be paid more for the hard work and dedication that they put into students that they are currently compensated for.	5/12/2022 10:13 AM
35	Shameful that Dr. Aygeriy (lawyer) was removed from the BOR. He should be reinstated immediately. Sends a bad message.	5/12/2022 9:38 AM
36	Awful pay, decreasing benefits.	5/12/2022 8:54 AM
37	MSU needs to do better with pay raises both for COLA and for longevity. There is no reason an Employee who just starts should make the same as someone who has been here a decade.	5/12/2022 8:50 AM
38	I think that we are not paid enough for the job that we do for the university and would like to see the university pay be equal to all the other university's in Kentucky.	5/12/2022 8:49 AM
39	Tuition waivers for master's levels courses should be reinstated for spouses and dependents. MSU loses out on enrollments and it takes away a benefit MSU employees enjoyed in the past.	5/12/2022 8:35 AM
40	I do believe we need to at the very least come to national median in most jobs.	5/12/2022 8:33 AM
41	We have not received a COLA raise in some time.	5/11/2022 7:13 PM
42	Outsourcing has caused a drop in the insurance pool causing costs to go up for each employee. Hiring has stayed stagnant causing us to be understaffed and burn out is definitely on the forefront of my issues. Pay raises would help especially with the rising cost of goods. Adjusted scale for parking would help. Recognition does not help pay my bills.	5/11/2022 3:27 PM
43	pay should be raised according to the cost of living.	5/11/2022 3:10 PM
44	1. 37.5 hours per week, although technically full-time, is not enough with the low wages. A 40hour week, for hourly employees, would be better for me personally. 2. I would like to see a uniform method of accounting for Comp time where hours worked over 40 in a week are compensated at 1.5 times with time off, or just allow overtime.	5/11/2022 3:04 PM
45	The lack of significant annual raises and low pay is very concerning to me. I am actively looking for another job outside of the university because of this. MSU is very far behind on COLA raises and thus is not keeping up with inflation.	5/11/2022 3:01 PM

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46	Due to inflation a comparable cost of living raises	5/11/2022 2:48 PM
47	No comment	5/11/2022 2:30 PM
48	No additional comments. Thank you.	5/11/2022 1:36 PM
49	"Cost-of-living adjustments (COLA) are adequate to meet increased living costs." Is this a joke? "Adequate annual raises are built into the budgeting process." Is this another joke??	5/11/2022 1:13 PM
50	A higher cost of living salary increase should be budgeted considering that the economic growth of inflation has gone up at least 8%. After the town hall meeting the suggested cost of living salary increase is actually a detriment to all of your employees if you're only going to give 2.5 to 3% to individuals. This would in fact be a pay cut considering inflation and you should be ashamed of yourselves.	5/11/2022 12:09 PM
51	Everyone at Murray State that I have been in contact with has been friendly and very welcoming. Also, they have answered my questions and been patient with me. Being part of a smaller university has perks. Thank you for allowing me to be a part of it.	5/11/2022 11:59 AM
52	Would like to see raises for years of service being utilized again.	5/11/2022 11:50 AM
53	Pay raises and COLA are not only a slap in the face for our employees, but without raises our employees have suffered severe salary compression which also directly and indirectly influences future hires. We have fallen behind in salaries for faculty and so this creates challenges when hiring for new positions. Quite simply, our offers are below our competitors and so we have had success on selling MSU as "your pay is low but the University and the region are a great place to live". But, the general pulse of the University Community shows that patience has been exhausted. The "Rah rah" speeches are now just words. "Go racers" is a tagline that is empty. When the CPE allows us to raise tuition by 2% you raise it 2%, not 1.95% to save face. Death by a 1000 cuts has created quicker burnout, apathy, and a sense that the same reward will occur whether I work hard or not (the reward is nothing in terms of compensation...actually it is a pay cut). The only thing keeping many of the faculty and staff working hard and staying late and working on nights and weekends is because they care about the students. They have a job to do. But future demographics are going to make this all come to a head sooner than later. The question (and I have no crystal ball) is whether or not MSU is going to rot from the inside out or because the students are not filling seats. We will have to be the best, and frustrated staff and faculty that get an annual pay decrease has never been a successful model.	5/11/2022 11:42 AM
54	Regular pay raises on merit would be great and some kind of help for gas prices and inflation.	5/11/2022 11:28 AM
55	As I stated before, we have not had a COLA increase in years. The increase in the cost of gas, food, and general living expenses makes it hard to survive on the hourly pay.	5/11/2022 11:22 AM
56	We don't receive annual raises in our budget, we don't receive merit raises, we only get cola raises and they are not nearly enough.	5/11/2022 11:14 AM
57	The Licensed Mental Health Counselors working at the Counseling Center are the lowest paid at any public university in the state of Kentucky.	5/11/2022 10:52 AM
58	The pay sucks, and the inconsistent pay across campus really really sucks.	5/11/2022 10:52 AM
59	cost of living pay raise	5/11/2022 10:41 AM
60	The benefits that we get here at MSU are great. Working in private sector, there were no 2-3 week Christmas breaks, fall break or spring break, all this time off and it doesn't have to come out of your ETO balance. In private sector, you are lucky to get the holiday day and sometimes, that did not happen. The health insurance and retirement plans are great.	5/11/2022 10:35 AM
61	If we are going to retain great employees, specifically in the IT field, we are going to have to offer benefits that are comparable. I know we are never going to be able to compete from a salary standpoint, but we have to allow workers who can work remotely to do so.	5/11/2022 10:34 AM
62	Even though I am satisfied with opportunities to advance, I have passed up many openings to stay in my department.	5/11/2022 10:33 AM

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63	The university can and should do better to keep up with the rising cost of living.	5/11/2022 10:27 AM
64	I'd like HR to communicate when there is a change or update to a form or process when it happens rather than waiting until it's done on the wrong form or in the incorrect way.	5/11/2022 10:22 AM
65	Honest Job Performance reviews and Paid recognition.....slackers get the same tiny raises as those who try to make MSU a better place.	5/11/2022 10:22 AM
66	The pay for staff is abysmal. The reason we stay is because we love what we do. We love the students. Throw us a bone and offer some longevity incentive raises for specific service years instead of a piece of paper. Something that makes us feel appreciated and not just an afterthought because of pressure from the campus community.	5/11/2022 10:18 AM
67	Must find ways to improve financial compensation to enhance recruitment and employee retention. Need to implement a plan to allow promotions based on experience and competency. Current system creates constant turnover and doesn't encourage retention.	5/11/2022 10:15 AM
68	Our wages stink. They are well below other schools our size. This is because MSU has gotten so expensive it is driving attendance down. Why send a student here if for a little more a parent can send their child to a more prestigious institution? I wouldn't except that MSU is a great school that actually TEACHES students not just about their field but to think, reason, debate/discuss, and write so they can be successful in life.	5/11/2022 10:14 AM
69	The pay here is too low compared to other universities and is far from competitive to jobs in the area. The cost of living increase doesn't even come close to the rising increase of groceries, fuel, rent, utilities, etc. This is especially true for hourly staff who could make more flipping burgers at a fast food restaurant with high school kids than the administrative positions at MSU.	5/11/2022 10:10 AM
70	Since we no longer have merit pay, we need to have a way for people who have been here for more than 10 years to reach maximum pay. The table I saw recently regarding pay was an eye opener. I thought I was topped out only to find out that I was not. Totally not fair for seasoned employees!	5/11/2022 10:09 AM
71	I understand the University has a limited amount of revenue from which to get money to operate, but as prices continue to rise it is going to be necessary for pay to rise.	5/11/2022 10:05 AM
72	Murray state is significantly behind on COLA the 3% raise this year is a step in the right direction but to bring us up to the current inflation rate we need a 14% raise.	5/11/2022 10:04 AM
73	MSU is no longer competitive with other businesses in the area of pay.	5/11/2022 9:59 AM
74	I have only one complaint. It is about the rate at which we earn our vacation time. For professionals who come to Murray State from other industries, it takes an eternity to earn adequate vacation time for family trips in the first few years. Especially when our university closures do not match with the surrounding school systems. While the closures are much, much appreciated, if they do not match with the area schools, our employees are forced to take vacation time to spend time with our children when they are off, or miss out on that time together.	5/11/2022 9:58 AM
75	An employee who does all the work for their area should have the title of Director (not Coordinator). Other institutions are compensating employees (with the same title) with more money and less work.	5/11/2022 9:57 AM
76	There is no recognition for non-exempt staff. Every non-exempt staff member I know deserves way more than what they are receiving. They are taken advantage of. For example, I have done all of the work for a grant, including putting in extra unpaid work hours and completing duties outside of my job description but am not getting paid anything for it. That is unacceptable as I have done 95% of the work with the other 5% from the coordinators who are getting paid \$6,000 each.	5/11/2022 9:57 AM
77	There is no way to get paid more at Murray State unless you change positions within the University, which explains the high turnaround within internal positions. There is no pay incentive for time worked at Murray State (like for 5 years, 10 years, 15 years, etc). I do not feel as though Murray State is invested at all in their employees.	5/11/2022 9:55 AM

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78	COLA raises that are actually reflective of inflation. Pay scales that are competitive and comparable to similar institutions.	5/11/2022 9:54 AM
79	The way employees are recognized for Staff Awards should be addressed-is it a fair process? Should each area give their own award?	5/11/2022 9:50 AM
80	Personally, I think raises should be staggered according to pay. As someone who has worked hourly and now make a bit more and is now salary- I feel like lower paid positions (hourly) should see a bigger increase versus those making over 75,000.	5/11/2022 9:50 AM
81	As each year passes, Murray State increasingly feels like an unsustainable business model. We're told we can barely pay the bills, but we can't increase our prices (for fear of driving customers away), but all of our costs are going up. So, the employees have to lose, again. While that has worked for 20+ years, eventually it's going to be impossible to sustain a reliable work force.	5/11/2022 9:49 AM
82	More normalized pay for comparable positions in commercial sector. COLA raises every year because inflation is out of control.	5/11/2022 9:49 AM
83	My husband and I should be paid more. We're struggling.	5/11/2022 9:48 AM
84	Adequate COLA raises, with additional incentives for years of service (perhaps additional vacation time)	5/11/2022 9:48 AM
85	I would like to be able to offer my employees pay raises based on performance and offer a more competitive pay rate to retain good employees. It is impossible to get an employee a pay raise to reward them for being a good employee..	5/11/2022 9:47 AM
86	COLA equal to inflation is the equivalent to a 0% pay raise (when you look at buying power). MSU averages half of what a COLA should be, resulting in annual pay cuts (in buying power). Gas, groceries, rent/mortgage, kids, etc. still keep going up in price. I cannot afford to buy less of those things every year. Raises should be above and beyond COLAs. They need to be separated out as one is the baseline to maintain with no increase (COLA) and the other is an actual raise (raises).	5/11/2022 9:47 AM
87	It is interesting that when asking for years of service at the beginning, it stops at 10 years. This is evidence of how the University in general treats those with longer service. There is NO additional benefit provided. Please save the money used in purchasing years of service pins and provide a meaningful benefit. A set increase in pay would be a good place to start. It might keep compression at bay a little while longer.	5/11/2022 9:44 AM
88	The salary gap at this university is ridiculous. The people doing most of the work barely make \$35,000. MSU has a number of higher administration that have been here over 30 years and still working. Because of this there is no room for advancement.	5/11/2022 9:40 AM
89	Pay is far too low across the board for most staff. Attempts to keep up with cost of living needs have been meager at best, especially as the housing market in the Calloway County area explodes in price. It would take many employees a 5-10 years to save up enough for a down payment. Similarly, it is hard to take your earned vacation as most departments are so understaffed that people don't want to put undue stress on their coworkers to leave.	5/11/2022 9:40 AM
90	If only we could use our paid time off when requested, that would be great.	5/11/2022 9:37 AM
91	COLA increase is needed to keep people here	5/11/2022 9:36 AM
92	Since the money is not being given to us by the state, I feel the university is missing out on ways to be creative and foster a happy work environment.	5/11/2022 9:36 AM
93	There are terrible inequalities in pay between individuals who are in comparable roles. This needs to be addressed.	5/11/2022 9:32 AM
94	Pay needs to be made fair. \$12 an hour after 10 years is not adequate.	5/11/2022 9:30 AM

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95	Staff employees should be awarded \$500 added to their base salary after each 10th work anniversary. Did you realize that a summer temporary employee can be paid more than someone who has worked at MSU for more than 15 years? Very disheartening.	5/11/2022 9:29 AM
96	merit raises	5/11/2022 9:26 AM
97	I can't really advance my position, which is fine. The pay is terrible though.	5/11/2022 9:25 AM
98	I am mostly frustrated witnessing a lack of pay increases or opportunities to advance. Then mysteriously we tout the importance of diversity and unaccomplished white males are given new titles and pay increases without having to interview for a new job. This is not about athletics but positions across campus. When women or POC are interested in a position or advancement on campus HR requires a job search, vetting, etc.	5/11/2022 9:25 AM
99	If Murray State expects employees to stay and put in their best work, significant raises and overhauls to employee treatment are needed immediately.	5/11/2022 9:24 AM
100	No further comments	5/11/2022 9:17 AM

Q30 What do you appreciate most about working for MSU?

Answered: 224 Skipped: 237

#	RESPONSES	DATE
1	I appreciate the merit and appreciation I have from those directly above me.	5/30/2022 2:59 PM
2	Murray State has provided a wonderful opportunity to work alongside great colleagues who truly value and want to provide a positive student experience. I have learned so much that I will take with me beyond here, and I have appreciated each moment I've had with those across campus that has reminded me why I chose this field. Murray State faculty and staff are some of the best out there, and I wish they were regarded at the level they should be.	5/27/2022 6:45 PM
3	The students and co-workers.	5/27/2022 3:50 PM
4	I enjoy my direct supervisor and the autonomy I have over my position.	5/27/2022 2:20 PM
5	The family feel.	5/27/2022 1:54 PM
6	Lack of a corporate mentality and goals (which is prioritize making money over everything else). Work with educated	5/27/2022 1:25 PM
7	What I appreciate more about working for Murray State is the family atmosphere and the opportunities to advance my career in ways I couldn't have imagined.	5/27/2022 11:37 AM
8	Family Atmosphere	5/27/2022 9:04 AM
9	Benefits and sick/vacation time accrual, Paducah campus is well maintained & organized, great staff & co-workers. Appreciate devotion to diversity issues.	5/27/2022 8:18 AM
10	Every member of staff, faculty and administration that I have met has been very welcoming	5/26/2022 11:05 PM
11	All across the university we have really good people!!! My direct supervisor is phenomenal & I have a great relationship with him. Leadership above him are incredible supportive as well.	5/26/2022 4:38 PM
12	I have not been here over 30 years for the pay but the benefits are worth it. The tuition waivers have helped put my three children through college without accruing student loan debt and the amount of time off is wonderful.	5/26/2022 3:49 PM
13	The people	5/26/2022 3:47 PM

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14	The understanding and trustworthy coworkers that I am surrounded by.	5/26/2022 3:42 PM
15	People	5/26/2022 3:05 PM
16	The team I work with. I wish we had more positive outcomes at times, but I feel supported by those around me. I appreciate my boss working with me on the hard time I am finding with getting adequate childcare.	5/26/2022 2:54 PM
17	Benefits, and being able to help the students be stress free about their living conditions or academic priorities.	5/26/2022 2:41 PM
18	Benefits	5/26/2022 2:34 PM
19	I enjoy the environment. I work with a great group of individuals. The benefits far surpass my previous employers packages.	5/26/2022 2:27 PM
20	the benefits offered and higher education focus	5/26/2022 2:22 PM
21	Insurance and Paid Vacation	5/26/2022 2:05 PM
22	Time off	5/26/2022 2:02 PM
23	The relationship within my immediate staff/ coworkers. Ability to work with each other very well.	5/26/2022 1:53 PM
24	Cooperation among different departments. There is a genuine effort to help each other.	5/26/2022 1:44 PM
25	Learning more about my job	5/26/2022 1:43 PM
26	Family, community feeling	5/26/2022 1:37 PM
27	paid time off	5/26/2022 1:28 PM
28	University is here to teach/mentor students in their life long development	5/26/2022 1:27 PM
29	Holiday schedules are unbeatable. I have worked for a number of very large employers and the amount of paid time off MSU provides is unmatched.	5/26/2022 1:10 PM
30	I like my job responsibilities and the feeling of gratification of mentoring student workers and helping them develop the skills and experience which will be helpful in them getting started in their careers. Paid holidays, sick time, flexible work schedules, and an overall good working environment with good coworkers is appreciated.	5/26/2022 10:59 AM
31	My direct supervisor	5/24/2022 2:26 PM
32	I appreciate the family centered atmosphere.	5/23/2022 8:58 AM
33	Possibilities of opportunity for employees and their families educational needs.	5/19/2022 9:34 AM
34	paid time off for holidays two weeks off for Christmas Break	5/18/2022 3:51 PM
35	There is a spirit of teamwork and support at Murray State University.	5/18/2022 2:27 PM
36	Time off.	5/18/2022 12:16 PM
37	I love having my time off as a benefit such as holidays, etc. I appreciate the friendships I have formed over the years that will last for life.	5/18/2022 11:59 AM

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38	The opportunity to get licensed in my particular field of work.	5/18/2022 11:49 AM
39	The majority of staff and faculty that continually try to make this a better place.	5/18/2022 11:21 AM
40	The people.	5/18/2022 10:38 AM
41	The somewhat collegial environment with a relatively clear mission directed towards student sucess.	5/17/2022 11:21 AM
42	My departmental co-workers and what we can do together. I like working with and for students.	5/16/2022 4:33 PM
43	I appreciate my job, the benefits, the people that I work with and those that work for the university. A university is a complex entity. I do not understand all of the workings behind the scene but I trust the leadership that we have - the president, vp's, and people in leadership. I do think they are a good team of good people. I'm just not familiar personally with all of them.	5/16/2022 2:48 PM
44	My Co-Workers	5/16/2022 12:33 PM
45	The holidays and the unit I work within.	5/16/2022 12:28 PM
46	Developing professional relationships.	5/13/2022 5:03 PM
47	Open and transparent environment.	5/13/2022 4:19 PM
48	The time off that we are given each year.	5/13/2022 2:52 PM
49	The people that I work with	5/13/2022 9:10 AM
50	Clean environment, great co-workers, having the good technology to do my job and a department that is efficient in supporting that technology.	5/13/2022 9:05 AM
51	All of the paid time off we enjoy that most other employers cannot provide.	5/12/2022 3:50 PM
52	Hard to say, these days.	5/12/2022 3:39 PM
53	The interpersonal relationships with our staff, listeners and donors. To be a mission focused public radio station.	5/12/2022 3:23 PM
54	The people I work with daily and the students.	5/12/2022 2:44 PM
55	I enjoy my coworkers and the student we meet new every year. I enjoy the work I do except when I get scolded for making a mistake like a child. I really enjoy the environment of the university and the electric personality of the student we work with. Overall I love my job most days!	5/12/2022 2:04 PM
56	My co-workers and the generous amount of paid holiday and leave time.	5/12/2022 1:59 PM
57	I enjoy the people and the safety of the environment, it is a rare find to have a job where people are nice and polite.	5/12/2022 1:26 PM
58	My co-workers are the holiday schedule.	5/12/2022 1:02 PM
59	The administration and the Board of Regents make the university a great place to work, they care about the students, faculty and staff. I appreciate the sense of family and the pride of working at MSU. MSU is heading in the right direction and I believe great things are yet to come! I look forward to an exciting year at Murray State University!	5/12/2022 12:43 PM
60	I am grateful for my team and how they make me feel on a regular basis. I really like the collaboration between different groups and I am grateful for the work-life balance.	5/12/2022 11:48 AM
61	I enjoy working with the students and I take pride in our institution.	5/12/2022 11:23 AM

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62	The time off and the overall mission of the my department.	5/12/2022 11:19 AM
63	It feels like a welcoming environment compared to other places I've worked. If I need time off, I don't have to fight for it.	5/12/2022 10:26 AM
64	I truly love my job and feel like certain members of the staff genuinely care about each other. I love that we have certain benefits that other employees don't offer. MSU is understanding when employees have to miss work and I don't feel that other employers would be as understanding.	5/12/2022 10:24 AM
65	Getting the opportunities to work closely with students to help assist them in their college courses, as well as fostering long lasting relationships.	5/12/2022 10:16 AM
66	Benefits	5/12/2022 9:54 AM
67	It's a job.	5/12/2022 9:40 AM
68	holidays and paid time-off	5/12/2022 9:32 AM
69	I like working for an employer who is known and active in my community. I'm proud to be an employee of the University. I enjoy not working at night or on weekends and appreciate the shift in schedule during the summer months.	5/12/2022 9:26 AM
70	Tuition waivers. Holidays.	5/12/2022 8:58 AM
71	Having a stable Job	5/12/2022 8:55 AM
72	The accrual of days off.	5/12/2022 8:52 AM
73	Working with the people in the office and being to help my students.	5/12/2022 8:50 AM
74	I have really great coworkers and a wonderful supervisor who is kind and treats us well.	5/12/2022 8:47 AM
75	My co-workers and the tight knit community.	5/12/2022 8:45 AM
76	The flexibility, helping students, and seeing students graduate after years of hard work.	5/12/2022 8:35 AM
77	Holiday time off and the availability of accumulated leave time. I appreciate being able to have a flexible schedule that allows me to be off for doctor appointments, sick kids, and time off with my family.	5/11/2022 4:56 PM
78	I like the people with whom and for whom I work, and I like knowing that the work we do as an institution helps better the lives of students from our region.	5/11/2022 3:51 PM
79	I appreciate the flexible work schedule and the positive work environment.	5/11/2022 3:44 PM
80	Time off.	5/11/2022 3:29 PM
81	Stability, flexibility, excellent supervisor and coworkers.	5/11/2022 3:26 PM
82	I most appreciate my boss and my colleagues and my flexible work schedule that allows me to travel and take riparian camping trips as well as ply the trade in which I have worked, off-and-on, for more than half a century.	5/11/2022 3:25 PM
83	I appreciate the work-life balance. I enjoy the people I work with and the mission of my department. My direct supervisor is very understanding and willing to go the extra mile to be fair and equitable.	5/11/2022 3:09 PM
84	The people and ample amount of time off.	5/11/2022 3:04 PM
85	The benefits and the insurance also the retirement is good	5/11/2022 2:52 PM
86	Students	5/11/2022 2:37 PM

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87	The Benefits--Tuition Waivers are HUGE; the paid time off is wonderful (cannot thank them enough for what we already have, but being paid for working remotely was above and beyond). Also must mention appreciation and admiration their low-key assistance with the Dec.10th tornado assistance	5/11/2022 1:55 PM
88	Holidays off during Christmas and New Year. Still have fairly good insurance.	5/11/2022 1:45 PM
89	The people, students, just the atmosphere.	5/11/2022 1:45 PM
90	I work with great people, faculty and staff.	5/11/2022 1:40 PM
91	I appreciate the professionalism and kindness of staff members.	5/11/2022 1:36 PM
92	WORKING WITH THE STUDENTS	5/11/2022 12:19 PM
93	Paid time off, health benefits, tuition wavers	5/11/2022 12:12 PM
94	I work with an excellent team	5/11/2022 12:10 PM
95	The students. We get great students who are enjoyable, respectful and daily remind me why I took this job.	5/11/2022 12:04 PM
96	As previously stated, the welcoming spirit here has been amazing. My supervisor and the staff here have been very helpful. I am also thankful to be able to use one of my strengths by helping others. I appreciate the care and concern of MSU during weather related closures. I live about 25 minutes out of town and was apprehensive and inclement weather, but then I would receive an alert that we were closed and allowed to stay safely at home.	5/11/2022 12:01 PM
97	I appreciate the most how welcoming, friendly and understanding my coworkers are.	5/11/2022 11:53 AM
98	Two week paid, Christmas break. Best benefit that is offered.	5/11/2022 11:51 AM
99	Time off	5/11/2022 11:41 AM
100	the schedule, holidays, proximity to home, the work that I do with the students	5/11/2022 11:41 AM
101	The home away from home feeling. Most people are friendly and great to work with.	5/11/2022 11:40 AM
102	The ability to continue to learn and grow while serving our students.	5/11/2022 11:35 AM
103	Regardless of pay, the staff at MSU still have that Racer Pride when you see them. We all know that this is an amazing educational institution, and everyone on campus works hard.	5/11/2022 11:34 AM
104	I love working at MSU and love my coworkers	5/11/2022 11:26 AM
105	The amount of paid time off and being able to use it. The closure time at the end of the year is the best thing.	5/11/2022 11:21 AM
106	My direct supervisor is very supportive and appreciative of our department staff. She makes me feel valued as an employee. I also appreciate MSU continuing to give staff time off for fall break/spring break/winter break. That helps so much with work-life balance.	5/11/2022 11:20 AM
107	I appreciate all the sick pay, vacation accrual along with the holiday/university closure days with pay	5/11/2022 11:20 AM
108	Ability to create and implement innovation projects to assist with school safety issues. Support of the leadership in my college. Working among other like minded individuals who possess a passion to keep current and improve pre-teacher programs and practicums.	5/11/2022 11:19 AM

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109	My coworkers and our students	5/11/2022 11:16 AM
110	Less stressful environment than industry.	5/11/2022 11:10 AM
111	The opportunity for advancement professional & in my education.	5/11/2022 11:04 AM
112	The flexibility with schedules and benefits	5/11/2022 11:04 AM
113	It is a great place to work and close to home for me.	5/11/2022 11:03 AM
114	Time off, health benefits, GREAT PEOPLE!!	5/11/2022 10:57 AM
115	I like the opportunity to work with students, and I like the rhythm of the school year.	5/11/2022 10:55 AM
116	Paid time off, vacation time, health insurance coverage	5/11/2022 10:54 AM
117	The benefits and work environment	5/11/2022 10:53 AM
118	I feel supported by my supervisor, love the time off with university closures. great friends I've met through my job.	5/11/2022 10:52 AM
119	The people. And the work environment. I truly love what I do here.	5/11/2022 10:50 AM
120	I have always enjoyed working with the future of our country. I have met many great students while working here.	5/11/2022 10:50 AM
121	The opportunity to make a difference in the lives of our students. I wouldn't have a job if it wasn't for them.	5/11/2022 10:47 AM
122	My current team members and work environment, tuition waivers, and paid time off	5/11/2022 10:45 AM
123	The nature of the work and the people I work with.	5/11/2022 10:43 AM
124	The vacation and holiday time.	5/11/2022 10:43 AM
125	Love my department, appreciate my boss	5/11/2022 10:42 AM
126	I appreciate having a job that I love to get up and come into. In my 40+ years of employment, I dreaded 30+ years. If you have never experienced this, you will not understand.	5/11/2022 10:42 AM
127	I love the atmosphere and the voices on campus. I grew up excited to attend Murray State, I was even more excited to be invited to join the staff. I love how vibrant the people here are, and I love how beautiful the campus is.	5/11/2022 10:40 AM
128	I appreciate the opportunity to do my job without someone looking over my shoulder. I appreciate the working hours and being able not to work until 5 pm (especially during the summer).	5/11/2022 10:36 AM
129	Having Sick/ Vacation days ensure a consistent pay check when emergencies/ health issues arise.	5/11/2022 10:34 AM
130	I appreciate the flexibility that my supervisor gives me to take care of family and go to the doctor. My supervisor is very family oriented as is all the faculty.	5/11/2022 10:34 AM
131	The flexibility of the schedule.	5/11/2022 10:33 AM
132	I do enjoy the atmosphere on campus and appreciate the flexibility.	5/11/2022 10:30 AM
133	I appreciate my immediate department and the community atmosphere we share.	5/11/2022 10:29 AM
134	The benefits that are afforded us. You don't think about until a holiday rolls around and those that work for another company have to be here when we don't.	5/11/2022 10:28 AM

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135	I love the aura of peace, the feeling of family, and the respect for people here. It's like walking into a library or Barnes and Noble where the smell of good coffee, books, and intellectual pursuit wrap around you like a hug and a cozy blanket. I love learning and would attend classes until the day I die if I could.	5/11/2022 10:28 AM
136	I appreciate the friendliness of fellow staff members, the university closures are a nice perk.	5/11/2022 10:26 AM
137	Benefits, working in a place of learning	5/11/2022 10:26 AM
138	I appreciate all of the benefits and I love Dr. Robertson he is absolutely the best. I love Jackie Dudley she has always been a class act. My director I have now is amazing. He has flaws but he is such an understanding individual. I appreciate the way the university runs and the leaders that are behind it.	5/11/2022 10:23 AM
139	I genuinely enjoy the type of work that I do.	5/11/2022 10:21 AM
140	Family atmosphere. Everyone seems to help each other get the job done.	5/11/2022 10:21 AM
141	Paid time off	5/11/2022 10:20 AM
142	Time off	5/11/2022 10:19 AM
143	all of the University closure days - allows me time to refuel.	5/11/2022 10:17 AM
144	I appreciate most the people I have the opportunity to work with on a daily basis. The people within my own department and other departments are typically knowledgeable, friendly and helpful. I have learned so much from working with such a variety of people all with their own areas of knowledge. I also appreciate working with our students. I learn many things that are current for their age group, that I don't think I would otherwise be aware. I feel like they keep me always aware and always learning.	5/11/2022 10:16 AM
145	I appreciate the benefits of tuition waivers.	5/11/2022 10:15 AM
146	Overall, mostly the people. While the system is flawed and there is always room for improvement, co-workers help to get through any frustrations and for the most part still do their best to maintain the integrity of the university.	5/11/2022 10:15 AM
147	The built-in time off at Christmas and all holidays.	5/11/2022 10:15 AM
148	The family atmosphere!	5/11/2022 10:14 AM
149	I appreciate the benefits and the respect and recognition I get from my VP and Director.	5/11/2022 10:11 AM
150	I like the people I work with. The campus looks nice. The administrators I see are friendly. I appreciate regents such as Sam Aguiar taking a sincere interest in the faculty and staff at Murray State.	5/11/2022 10:11 AM
151	The work environment in my department fosters cooperation and collaboration. The leadership is responsive to employee concerns.	5/11/2022 10:11 AM
152	I love working in the town I live in. For the majority of my career, I have had a commute of at least an hour to and from my employer.	5/11/2022 10:10 AM
153	The staff and faculty	5/11/2022 10:10 AM
154	In my department, I work with some nice people that care about my well-being.	5/11/2022 10:09 AM
155	To be honest, there is not much I appreciate about working for MSU. Until leadership changes, the same environment will continue to exist. If there is one thing that I do appreciate, it is the number of university closure dates.	5/11/2022 10:09 AM
156	I appreciate the paid time off for holidays.	5/11/2022 10:08 AM
157	Friendly nature of people.	5/11/2022 10:08 AM
158	The amount of paid time off we receive to spend time with our families.	5/11/2022 10:07 AM

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159	I very much enjoy the people who work here. I am thankful I kept my job during the pandemic. I think MSU did a great thing trying to keep everyone employed.	5/11/2022 10:07 AM
160	I truly love working for Murray State. I love the atmosphere, my colleagues, the students, the opportunities for family involvement in athletics and the arts, the benefits, time off and tuition waivers in addition to the opportunities we have to make a difference in the lives of students and families. We are very blessed!	5/11/2022 10:04 AM
161	I love giving back to my to my community and my Alma Mater.	5/11/2022 10:02 AM
162	My co-workers	5/11/2022 10:01 AM
163	Holiday closures and tuition waivers	5/11/2022 10:01 AM
164	Holiday closure and pay	5/11/2022 9:59 AM
165	Compared to the work environment within the business sector, the atmosphere is great and overall the benefits are wonderful.	5/11/2022 9:59 AM
166	I can do creative work that I love. I appreciate being part of an institution full of like-minded people.	5/11/2022 9:56 AM
167	I appreciate that we do have scheduled breaks (Spring Break, Fall Break, Christmas Break) so I can be off with my kids.	5/11/2022 9:55 AM
168	The vacation time is nice. However, I am usually so broken down that I don't really get to enjoy it. And things have been so busy most of the year, it's hard for me to actually take it. If I take it when I really need it, things get so behind that the benefits of vacation are overcome by the drawbacks of being swamped and having to catch up.	5/11/2022 9:54 AM
169	I love my co-workers and the students. They are a joy!	5/11/2022 9:53 AM
170	Meeting the students.	5/11/2022 9:52 AM
171	The campus is pretty. I appreciate the time off in December. But we don't make enough to ever take an actual vacation. We used some stimulus to take one in Dec 2021 and are still paying off the credit cards from that vacation. We need serious help.	5/11/2022 9:52 AM
172	The people.	5/11/2022 9:51 AM
173	Time off benefits.	5/11/2022 9:51 AM
174	My departmental team.	5/11/2022 9:51 AM
175	I appreciate the built in time off, such as two weeks at the end of the year and fall and spring break.	5/11/2022 9:50 AM
176	Health insurance	5/11/2022 9:49 AM
177	Great benefits and a great working environment.	5/11/2022 9:48 AM
178	Flexible work environment and university holidays enable me to pursue my hobbies and passions outside of work.	5/11/2022 9:48 AM
179	Job stability and the occasional challenges of the work environment. Also, I enjoy my coworkers. That said, many of my coworkers are approaching retirement, and as positions aren't being filled in a reasonable timespan I worry there's a major work culture shift coming.	5/11/2022 9:47 AM
180	The family atmosphere of caring for each other and mutual respect from and for our administration.	5/11/2022 9:46 AM
181	Holidays.	5/11/2022 9:46 AM
182	I LOVE my works I love working with the families.	5/11/2022 9:43 AM
183	The holidays and vacation days.	5/11/2022 9:43 AM

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184	flexible time off for staff at Christmas and Spring/Fall Break.	5/11/2022 9:41 AM
185	It's the family atmosphere! Faculty and staff work together to benefit the students and form safe communities within departments and colleges for them.	5/11/2022 9:41 AM
186	Feel proud to work for MSU / family environment	5/11/2022 9:40 AM
187	Time off, tuition waivers, benefits	5/11/2022 9:40 AM
188	The time off - holidays, vacation, etc. That is a huge perk of working for MSU.	5/11/2022 9:40 AM
189	The congenial atmosphere, the collegial attitude	5/11/2022 9:40 AM
190	The time off plus vacation and sick benefits	5/11/2022 9:39 AM
191	I am an alumni so I love this campus and this area.	5/11/2022 9:38 AM
192	The holiday and planned closures allow time off when children are out of school as well. Tuition waivers are an essential benefit as many employees stay because of the benefit these are to their children.	5/11/2022 9:38 AM
193	Stability - Job security Lots of paid Holiday time off Technology is good - I have the tools needed to do my job.	5/11/2022 9:36 AM
194	I love the college environment and enjoy being part of that process for incoming students. I was a low-income first-generation college student and I know how difficult it was to find my fit;being a part of creating that community for incoming students is very important to me.	5/11/2022 9:35 AM
195	Time Off.	5/11/2022 9:34 AM
196	Character and integrity of leadership.	5/11/2022 9:34 AM
197	I love that my supervisor is very understanding and is willing to work with my schedule with my family and health issues.	5/11/2022 9:33 AM
198	Vacation/sick time	5/11/2022 9:32 AM
199	Time off	5/11/2022 9:32 AM
200	The month-ish off at Christmas/New Years.	5/11/2022 9:31 AM
201	The People - Leadership cares	5/11/2022 9:30 AM
202	Paid holidays	5/11/2022 9:30 AM
203	PTO, the new paid FMLA	5/11/2022 9:29 AM
204	Time off through vacation, sick time, and planned closures	5/11/2022 9:29 AM
205	Holiday time off.	5/11/2022 9:28 AM
206	The staff in my department. The benefits are okay and the time off is great.	5/11/2022 9:28 AM
207	Tuition Waivers	5/11/2022 9:27 AM
208	Murray State provides employees with opportunities - for flexibility, for professional development, for furthering education, and a number of other things. Those opportunities are helpful.	5/11/2022 9:27 AM
209	Murray State has many faculty and staff members with heart that want to see this institution succeed.	5/11/2022 9:27 AM
210	The flexibility and the time off during holidays to spend with family/friends.	5/11/2022 9:25 AM
211	I like the feeling of family it provides and the support of those I work with.	5/11/2022 9:23 AM

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212	Plenty of time off with pay.	5/11/2022 9:23 AM
213	The flexibility I have.	5/11/2022 9:23 AM
214	holiday and closure benefits	5/11/2022 9:21 AM
215	The paid time off	5/11/2022 9:21 AM
216	I appreciate the support from my direct supervisors to carry out my job duties and to promote the mission and vision of our college. I appreciate that in my division I am treated as a professional and have autonomy and decision-making power to complete my job duties.	5/11/2022 9:21 AM
217	The sense of family and supporting our current and future students.	5/11/2022 9:20 AM
218	The family atmosphere.	5/11/2022 9:20 AM
219	Flexibility	5/11/2022 9:18 AM
220	Working environment, flexible working conditions, benefits,	5/11/2022 9:17 AM
221	holiday time off	5/11/2022 9:16 AM
222	I like the flexible working hours. If I need to leave and pick up my children, I feel that I can do that. I am able to then complete work at home if needed.	5/11/2022 9:16 AM
223	Friendliness	5/11/2022 9:14 AM
224	The people	5/11/2022 9:14 AM

Q31 What would make MSU a better place to work?

Answered: 212 Skipped: 249

#	RESPONSES	DATE
1	I would wish for Murray State that we are able to return to stable environment where the competition for resources, the threat of budget cuts, the inability to fill vacancies, and the consistent pressure from those above to prove our worth or be micromanaged or ousted is no longer present. I feel that there is no measure of compensation or appreciation equal to that of security in your position, not only in knowing your position will be there as it has been but in the security of knowing that those above you value your efforts. That isn't felt from the top right now, and that small change could make all the difference.	5/27/2022 6:45 PM
2	Pay increase. I make about 25% less than peers with my same job at peer universities. Heck, I make less than some community college employees with the same position.	5/27/2022 3:50 PM
3	There is a clear distinction between the "haves" and the "have nots". Since the major administration change, I have not felt like I am valued. The new administration as well as their hires have received pay increase and title changes while others have been told that contract negotiations are not possible. I don't believe that employees need holiday parties or an employee of the month parking spot to feel appreciated and want to stay. They want to be compensated appropriately and feel like they have the personnel support to do their job. It is exhausting when you feel like you need to do other peoples jobs (i.e. write articles for your teams, make social media graphics, make hype videos, try to heal your athletes on your own because athletic training is understaffed, etc) because you don't have support staff to do those things. ***The day that I am responding to this survey I have been notified of my pay raise. While I am incredibly grateful for the raise, the conversations that myself and my peers have had with administration up until this point were met with negatively and gave me an impression that a raise would never happen. Once again I am very appreciative of my raise! I just wish that the communication from top to bottom was better within this department.	5/27/2022 2:20 PM
4	A commitment to resources to help do our jobs better. Computers, facilities and a better relationship between departments.	5/27/2022 1:54 PM

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5	Change the siloed institutionalism. More diversity.	5/27/2022 1:25 PM
6	More transparency	5/27/2022 11:37 AM
7	None	5/26/2022 11:05 PM
8	A hybrid work environment to allow employees to work from home when needed.	5/26/2022 3:42 PM
9	Improved staffing and pay in my department.	5/26/2022 3:31 PM
10	It is good at this time.	5/26/2022 3:05 PM
11	Better pay and better working conditions.	5/26/2022 3:05 PM
12	A daycare for staff on campus. Better return on filling positions and not cutting pay when other positions are cut. Better communication of goals from the VPs and having more face time with VP in our area. I would like to hear from the VP what their goals are before we are asked how we are meeting them.	5/26/2022 2:54 PM
13	Equal pay rate compared to the national average, less administrative positions that consume the budget for the rest of the campus, better communication between workers, RD's, housing, and project managers. Upgrades to yearly raises, COLA, FMLA, paternity leave for everyone, or any other mandated policy or procedure that affects every day life, quality of life, and the right to pursue happiness.	5/26/2022 2:41 PM
14	Cost of living raises that make a difference and a rules and regulations handbook in black And white that is clear and consistent	5/26/2022 2:34 PM
15	More inclusivity and emphasis on human relations; more accountability of all levels of positions	5/26/2022 2:22 PM

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16	Higher Wages	5/26/2022 2:05 PM
17	Better wages	5/26/2022 2:02 PM
18	Better work/ life balance	5/26/2022 1:53 PM
19	Some units need more staff.	5/26/2022 1:44 PM
20	Better pay for people sticking it out with Murray state even though they won't hire new help. Sending us to learn more about our jobs and new equipment we acquire instead of having to hire an outside contractor to come work on it.	5/26/2022 1:43 PM
21	adequate wages due to COL	5/26/2022 1:28 PM
22	Keep doing what MSU is doing	5/26/2022 1:27 PM
23	Making a livable wage.... I have to have a second job in order to support myself (a single person with a house). I love my job at MSU, but the pay alone creates a conundrum for me. I don't want to look for employment elsewhere, but I might have to, because working two jobs (12 hours a day!) is becoming too mentally and physically exhausting.	5/26/2022 1:24 PM
24	I would like to see MSU offer an incentive to employees who do not use the MSU Health Insurance ie: extra pay per month or a set amount monthly/per fiscal year put into a flexible spending account.	5/26/2022 1:19 PM
25	I am very satisfied with my work experience here.	5/26/2022 1:10 PM
26	Salary raises would be nice.	5/26/2022 10:59 AM
27	This university does not truly value diversity. Again, the administration only cares about diversity when they are forced to. Even then, they just point to a cis-gendered African American male or female and say "hey look here we sure do care". This university does NOT care about LGBTQ+ students, staff and faculty. The administration does NOT care or support LGBTQ+ students, staff and faculty. There is a difference between reciting what programming the Pride office is putting on and actually being a part of the programming and advocating for positive, inclusive change. Last Pride month, Dr. Jackson didn't say one word. He didn't send one tweet, one Facebook post or email wishing everyone a happy Pride month. Instead, he welcomed legislators onto campus that actively fight against LGBTQ+ rights. Murray State University is not a place where LGBTQ+ individuals can thrive and be themselves.	5/24/2022 2:26 PM
28	Having a pay scale for achievements - having a master's degree or earning one, obtaining a doctoral degree, certifications, etc. These all benefit the university but usually come at the cost of the employee.	5/23/2022 8:58 AM
29	Better wages. More transparency.	5/21/2022 12:10 PM
30	i am very disapointed in the purchasing department.they sell stuff on auction site thats worth alow price at high price and if it dont sell sted of lowering price they spend hours having to take a part to scrap .when they could lower price and get more then scrap.	5/19/2022 10:05 AM
31	Building on the community and family aspect for employees. Rewarding loyalty and dedication.	5/19/2022 9:34 AM
32	Salary increases that will allow you to meet maximum wage by the time you reach 27 years or more for retirement. If you allow individual parking spaces for some upper administration then you should have designated parking spaces for Deans, Chairs and Faculty/Staff over 25 years of service.	5/18/2022 3:51 PM
33	If we had [redacted] back at FM	5/18/2022 12:16 PM

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34	The pay is awful honestly especially for hourly people. Positions require degrees and/or experience which are understandable but then the pay for having those credentials don't even come close to the current market.	5/18/2022 11:59 AM
35	To lose the attitude that workers are not a valuable resources. It seems that the university knows that some people are locked in the retirement system and that the university can make decisions knowing that the employees will not be able to just quit and move on due to their vested years.	5/18/2022 11:21 AM
36	More clear policy and especially procedure documents from HR, Accounting, and Procurement in *ONE* centralized location. For example, a simple question related to pcard/travel procedures can send administrative employees on a weeks long gauntlet between accounting, procurement and the VPFAS office to get a clear answer on procedure or policy. As an additional example submitting job audits and PAs at budget time is not clearly articulated somewhere. Flowcharts are your friend. There should be a clear document that says something to effect of (step 1: send this document to HR; step 2: when you receive (x) document from HR send (Y) document to accounting/budget; etc.) These procedure documents or flowcharts should link to all applicable forms and be review regularly to ensure that they are up to date.	5/18/2022 10:38 AM
37	Better physical office environment, opportunities for advancement and more openness to new ideas. The university has become a field of non-connected silos of activity that need to be more connected and willing to put new ideas into place to improve productivity. When you see something being done in the most inefficient and unproductive way possible you learn to not offer any suggestions about improving efficiency and productivity because the response you get is hostile and vindictive.	5/17/2022 11:21 AM
38	More shared governance. Currently, it is the VP/President's way or no way; The buildings are filthy--- and we are not allowed to purchase cleaning products. I am becoming embarrassed when students come to tour. Please hold SSC accountable for actually cleaning our buildings and keeping them up; We need to bring the focus back to the reason we are here---to educate students. I feel that we have lost sight of this...without robust and rigorous academics, you no longer have an university and we have not place our money where our mouth is on this. And recognize that you can't begin to make the argument that we must take all of our benefits into account when we are talking about compensation when the benefits have been shrinking and taken away--it is too easy to lose leave, insurance premium costs have stayed the same but benefits have gotten progressively less, and it looks like tuition waivers are on the block. More transparency, cooperation, and collaboration between the stakeholders here is what is needed--	5/16/2022 4:33 PM
39	Truth. If some information cannot be released I think it is better to say that it is confidential and to not "appear" as there is no answer.	5/16/2022 2:48 PM
40	A small thing would be the general up keep of facilities - sweeping, cleaning, non-dripping facets, painting of chipped doorways and walls.	5/16/2022 12:33 PM
41	More on-campus events for the community to make the living and working life merge more.	5/16/2022 12:28 PM
42	Work life balance by embracing flexible work schedule and have an option for 12 or 10-month contract.	5/13/2022 5:03 PM
43	More congeniality among all employees.	5/13/2022 4:19 PM
44	1. Better pay is always first. 2. Being able to work remotely. 3. Free or affordable child care on campus for so many would be a plus. I don't mean the preschools, regular child care would be so helpful for many and located here. 4. A full week of Spring Break should be university wide and not just for Faculty and Students. A suggestion, SO MANY have kids in the city county schools that need to be off for their kids Spring Break, but ours is not when theirs is. How about a flexible Spring Break time for them? If those people want to work during University Spring Break, and take that time when their kids are out for the city or county schools allow them to do that. It's hard for them to get child care and that would sure be a bonus helping them.	5/13/2022 2:52 PM
45	Increase salary based on the person and the position, not just the position	5/13/2022 9:10 AM

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46	No parking fees and COL raises.	5/13/2022 9:05 AM
47	Unit management that actually did their job.	5/12/2022 3:39 PM
48	Less political interference from the administration and trust and support in our mission at WKMS.	5/12/2022 3:23 PM
49	A number of administrative departments have become understaffed and that effects all activity at the University.	5/12/2022 2:44 PM
50	I would like to be able to have my family enjoy the university facility more. We used to take my sonto the wellness center to swim in the winter but now we have to pay \$10 a person to swim for a few hours nope. Now that my son ins much older I would like for him and I to be able to work out together however the price keeps rising at the wellness center. Another issues is if I could find parking when we pay \$200 a year for it and have to fight for a spot. My family actually pays \$400 a year as my husband works on campus as well.	5/12/2022 2:04 PM
51	Less division between faculty and staff, it seems to be an us against them mentality. Many things used to be able to be resolved with a quick phone call, not a committee, or it's not my problem. People should realize it's not an entitlement to work at MSU, it's a choice. If you don't enjoy your time here, find somewhere you would feel more appreciated. All of us are here at the behest and for the benefit of providing a quality education and experience for the students.	5/12/2022 1:59 PM
52	Overall, I would say for us specifically, our budget is the only real problem. For MSU overall, it is going to need to adapt to COLA, or it will face higher and higher turnover percentages as other jobs in the private sector grow in salary to meet inflation.	5/12/2022 1:26 PM
53	Better work environment. fairer pay across the campus and compared to outside the University. Better and quicker processes for filling vacancies (why do we have to see approval to interview candidates and then seek approval to offer the position to one of those candidates???).	5/12/2022 1:02 PM
54	For employees who are not happy, to find employment opportunities elsewhere.	5/12/2022 12:43 PM
55	People being paid on what they are doing. I know the University cannot afford raises across the board, but they used to do merit pay for the supervisors to determine who gets a certain amount. If each department was given \$7,500 to share among its employees, this would be very beneficial to the morale of the group. Also, working with Procurement is a huge challenge. I don't understand why we use Staples out of Georgia instead of Cardinal out of Frankfort? Why are we expected to pay so much more for an item via Staples or other "state" vendors when we could get something for 25% of the price at Walmart? We are supposed to be good stewards of our money, but we continue to waste it on operational supplies that can be sourced much cheaper!	5/12/2022 11:48 AM
56	Being paid a reasonable wage. Having flexibility to work from home as needed. More communication and facetime with upper administration.	5/12/2022 11:23 AM
57	Better wages and free parking for staff.	5/12/2022 11:19 AM
58	Pay rates that tend to keep up with inflation and rising costs of living.	5/12/2022 10:26 AM
59	Better pay would be great. More teambuilding in certain areas would be great.	5/12/2022 10:24 AM
60	Actually paying their employees a salary that they are worth, and can live on so that we don't have to have multiple jobs to live.	5/12/2022 10:16 AM
61	Greater value of employees, with opportunities for advancement and rewards for achieving degrees.	5/12/2022 9:40 AM
62	If a staff member furthers their education they should be paid adequately for that education. cost of living would be great.	5/12/2022 9:32 AM

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63	Better pay. We can barely afford to survive anymore. Paycheck-to-paycheck living.	5/12/2022 8:58 AM
64	Better pay, more incentives for the longer you work here, and for leadership to actually listen to the hourly employees. The Board of Regents and the President do not seem to care about hourly employees. Also, to hold people accountable. Since the Richmond explosion, the university has failed to hold departments like housing, FM, etc.. accountable for their duties. If departments are paid to do a certain task, they should be held to complete that task instead of pawning it off on other departments.	5/12/2022 8:55 AM
65	Salaries of non-exempt staff raised	5/12/2022 8:52 AM
66	Better pay	5/12/2022 8:50 AM
67	Morale has taken a hit as the cost of living increases and raises have not followed. I think anything to boost morale: remote work options, flexible summer hours/work weeks, more paid time off accrued, more Energy Savings Weeks added to the calendar (especially in summertime), options for 9, 10, and 11 month contracts. More work flexibility and/or perks if salaries and benefits cannot increase. I think making the staff feel as valued as faculty would be very helpful too.	5/12/2022 8:47 AM
68	Increased pay, better coverage of workers in areas that have long-term unfilled positions or that need more positions to carry out their duties.	5/12/2022 8:45 AM
69	Communication and salary	5/12/2022 8:35 AM
70	Better pay, better hiring practices.	5/11/2022 7:14 PM
71	I would like to not have to listen to people complain about working conditions and pay. If they don't like working for MSU, move on and find somewhere else to work!	5/11/2022 4:56 PM
72	We need to focus more on the well-being of our employees. Remote work and flexible work are essential to obtaining qualified candidates in today's job market. Having positions remain open long-term without being filled is bad for morale since it places a significant uncompensated burden on the employees who have to cover those duties in the meantime.	5/11/2022 3:51 PM
73	Better management, less focus on how to build more half filled buildings rather than keeping up the ones we have, and getting enrollment up.	5/11/2022 3:29 PM
74	Better pay.	5/11/2022 3:26 PM
75	More money for pay, personnel additions, training and equipment on par with competitors in radio.	5/11/2022 3:25 PM
76	Better pay, and possibly a four day work week to cut back on the expense of gas.	5/11/2022 3:14 PM
77	Employee wages must be re-assessed. According to all the online data, I am making ~ \$10K less than the MINIMUM wage for the job I am doing.	5/11/2022 3:09 PM
78	Higher pay and annual raises higher than 1%. Merit raises.	5/11/2022 3:04 PM
79	No more outsourcing fully staffed positions	5/11/2022 2:52 PM
80	No comment --- it will never be implemented	5/11/2022 2:37 PM
81	Pay commensurate with the responsibilities and in line with the private sector for the same type of job; adequate number of staff for departments; Communication between departments, middle, and upper administration is abysmal--needs to be improved significantly; not charging employees \$200/yr to park when some barely make more than minimum wage...why not let the parking tag price be based on their MSU salary with a \$200 cap?	5/11/2022 1:55 PM
82	Having breaks to take walks during the day.	5/11/2022 1:45 PM

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83	There are at least two people on this campus who absolutely make people's lives miserable. Procurement Services and Inventory have no idea what they are doing. Sorry; but when we get an inventory request each year to find things that were surplused a decade ago, someone is not doing a good job. Also, we don't need our expertise questioned each time we make an equipment purchase. Help us by the thing; don't pretend to know what the thing is, please. God, that's frustrating, and it wastes time. The Ricoh contract, for example, is garbage, and stupid, and departments should not have justify why we need a thing. I'm not 5-years old. We don't need one person (looking at Jackie Dudley) deciding things. The university is here to supply people with a good education and hopefully build an educated, better society. Finance is here because academics draws students and I think they need to be reminded of this fact. Finally, Murray State needs a larger, more vocal voice like Gary Ramsdale was WKU when he argued against Matt Bevin and that dude's ruinous policies. All regionals need to speak up and challenge the GOP leadership in this state. Education has measurable positive returns on investment and I have no earthly idea why supposedly pro-business and pro-economy Republicans are unable to see the value in investment in higher education. Maybe it's because once people are adequately educated they see through the facade of the GOP, realize they are full of bigots and Christofascists, and no longer want to vote Republican and thus Stivers, et al. sees Murray State and Morehead and Eastern as "enemies." Anyway, Beshear needs to more allies.	5/11/2022 1:40 PM
84	No recommendations at this time.	5/11/2022 1:36 PM
85	Pay that matched the area's cost of living.	5/11/2022 1:21 PM
86	Tools to do my job, communication from upper supervisors(VP), communication of different depts of changes and talk through to find a solution such as evictions from space for another dept without getting with the dept that has fixtures/supplies stored in that space.	5/11/2022 12:19 PM
87	Better pay and a pay increase for those who have taken it upon themselves to get their degrees even if their job does not require it.	5/11/2022 12:12 PM
88	Better compensation. More diversity in hires, which will never happen if we aren't going to pay it. Yes we can recruit on underrepresented job boards and seek out great people, but hiring people that represent a minority group is not going to happen at Murray State unless we are going to pay them what they can get at any other University in the Country (many where a community exists that has already paved this path). In general, reducing the things that make my job harder. 1) ability to hire great staff and faculty - how, pay them a competitive salary 2) hire great students (undergraduate and graduate). Our tuition model for graduate students puts us at a disadvantage to all of our competitors in the region, and our current compensation for these students as TAs and RAs is far below what they can get at institutions just outside our region. The grad students do not get any benefits (offered at other Universities) so often it is purely a financial decision.	5/11/2022 12:04 PM for
89	I realize that some of the buildings are older, but making plans for the cold weather and providing information to us as residents would help. Our students were very uncomfortable this past winter. I am able to stay warm in my space, but students sitting in class in winter coats is a little much. I am thankful to know that there are plans to update older buildings. I know that these updates are expensive and honestly takes priority to me over the updates to benefits.	5/11/2022 12:01 PM
90	MSU could be a better place to work if there was a greater focus on retaining faculty and staff and providing them with the raises and resources they have requested several times.	5/11/2022 11:53 AM
91	Better pay or more advancement opportunities.	5/11/2022 11:51 AM
92	Supervisor training. Opportunities for advancement applied fairly. A more straight-forward system for employee discipline/termination. An increase in morale.	5/11/2022 11:41 AM
93	adequate parking, comparable pay to what other universities pay for my job, if the higher-ups were more connected to what is needed in the individual departments and had a better understanding of what is done on the ground level, daycare/after-school programs on campus, being provided with adequate staff to do all that we are asked to do	5/11/2022 11:41 AM
94	Better compensation.	5/11/2022 11:40 AM
95	Higher wages and a flexible/remote work plan.	5/11/2022 11:40 AM

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96	Adequate pay. I could make a better salary as a manager at Enterprise car rental than I do here with an advanced degree. We struggle to fill vacancies because the salary is laughable. Good prospective employees turn us down because the pay is so low, and when we advertise the pay in the job posting we tend to not get quality applicants. Of all the departments like ours at all the public universities in Kentucky, MSU offers the lowest salary. We can't recruit top talent, and we risk losing who we have because we are not fairly compensated for what we do. It's demoralizing to know how little the university values our contributions. This, coupled with the general stresses of the job, can easily lead to burnout which in turn may hinder us from fulfilling our goal of serving the students. To be a truly student-centered institution we must first take adequate care of faculty and staff, for only then can we all perform at the optimal level to serve our Murray State Racers.	5/11/2022 11:35 AM
97	Increase in hourly rate, updated bathrooms and floors in the Curris Center and other buildings on campus.	5/11/2022 11:34 AM
98	If they paid a little better or allowed for merit raises. If the insurance was better, it's good but was much better and more affordable when I started here.	5/11/2022 11:21 AM
99	More advancement opportunities for employees; better training/onboarding for new employees (both generalized and specifically related to their department/area/responsibilities; reasonable CoLA increases	5/11/2022 11:20 AM
100	Stop taking away positions or allowing vacancies to stay open for so long. HR needs to be moving faster on openings that need filled. We can get a basketball coach hired in a week but staff openings have to be reviewed for months.	5/11/2022 11:20 AM
101	Fair pay and a new heating and air system.	5/11/2022 11:16 AM
102	Being able to find adequate human resources that actually work.	5/11/2022 11:10 AM
103	More opportunity to interact with coworkers from other departments. More opportunity to work remotely where available. Flexibility for individual directors to have more say for the way things happen in their own departments.	5/11/2022 11:04 AM
104	If an employee is a good and dependable worker and received annual raises depending on their evaluation. The pay scale for most are very far under where they should be which in turn makes for poor morale and short lived employment. Of that is not addressed we will continue to go down the path we are traveling	5/11/2022 11:03 AM
105	Flexible/Remote schedules, RAISES--it's unreal how long we have gone without decent raises.	5/11/2022 10:57 AM
106	Better salaries and sufficient staff and resources.	5/11/2022 10:55 AM
107	Annual pay raises	5/11/2022 10:54 AM
108	adequate pay	5/11/2022 10:53 AM
109	More transparency from the upper administration regarding decisions. Regular COLA. Childcare options.	5/11/2022 10:53 AM
110	COLA increase, more staff so that people aren't doing the work of 3 and being paid for work of 1.	5/11/2022 10:52 AM
111	More transparency in leadership. Just because a line had been "paused" rather than "cut" - be transparent about how many vacancies there are, etc. Include people in the process. Make it clear where we need to invest.	5/11/2022 10:50 AM
112	I think raises should be given every year on merit, many of us work very hard every year to get the same raise as those who work hard at getting out of work when we do get a raise.	5/11/2022 10:50 AM
113	Trust and true transparency.	5/11/2022 10:47 AM
114	Cost of living to be adjusted to government rate, reduce outsourcing of cleaning and food service people and go back to MSU employees covering these services (the service was better), and bigger discounts for employees to obtain MSU apparel for work and book charges.	5/11/2022 10:45 AM

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115	Fair and livable compensation. Restoration of the benefit structure taken over the last thirty years. A quality workspace.	5/11/2022 10:43 AM
116	Coordinated breaks with local schools. Ability to work remotely on a part-time/flexible schedule.	5/11/2022 10:43 AM
117	Recognizing pay isn't comparable to similar positions	5/11/2022 10:42 AM
118	I think MSU is a great place to work.	5/11/2022 10:42 AM
119	I wish the leadership (President, VP, BoR) were more willing to be honest with us. To say, this is what we're doing and it is *disappointing* and we maybe have a right to be disappointed with that direction. To say that they understand our concerns. To say that the staff is right, action does need to be taken, but it's not feasible due to X, Y, and Z and that they are sorry. Instead, I feel like any major issue brought up is met with crickets and gas lighting. Or they could pay a living wage--I could compromise on the sincerity for that.	5/11/2022 10:40 AM
120	I understand that pay is tied into student enrollment and the state's budget but when you do not even get enough to cover cost of living, it makes it hard to save money. Get another retirement option for staff who have to go through KTRS. Faculty has an option and the state pension fund is so messed up that they are requiring 80% from MSU to fund our retirement funds. Why can they not offer an 401K option?	5/11/2022 10:36 AM
121	COAL raises, performance raises, and being fully staffed.	5/11/2022 10:34 AM
122	In my case, a larger student worker budget or adding another admin to the department.	5/11/2022 10:34 AM
123	Providing better raises, adjusting hourly rates/salaries to better reflect the current Cost of Living, fixing the wage compression.	5/11/2022 10:33 AM
124	Better raises. Paying people market value instead of substantially below market.	5/11/2022 10:31 AM
125	Raises based on performance vs. COLA.	5/11/2022 10:30 AM
126	Honestly, adequate pay increases would be the major improvement that the university should make.	5/11/2022 10:29 AM
127	Go outside the university to hire leaders. Sometimes it is better to bring in a fresh face and not from within. Hiring from within often creates faculty shortages. The faculty/staff would get to know the new person without any preconceived ideas on either person's part. Also being told about "procedural changes" when they happen would be nice instead of being fussed at for not doing something correctly. A short email would help with this issue. No one likes being talked down to from people who make the changes and then don't tell anyone about them.	5/11/2022 10:28 AM
128	1. Teaching management HOW to manage, 2. Teaching employees how to do their own job and someone else's. 3. Insuring standards and rules apply to all not just some, especially management. 4. Fill the vacant positions in a timely manner. 5. Be respectful of the only product we offer - degrees. It is disrespectful to require a masters for a position then offer barely above minimum wage and almost at the poverty line for it. It says we have no regard for our own products and does not attract quality applicants. 6. Pay at least the average for like positions in the area. It speaks poorly that a line worker at PELLA starts at a higher wage than the employees at MSU. It also speaks poorly that MSU employees as a whole iwl be mostly at minimum wage if it goes to \$15 per hour nationally and that starting pay in fast foods is higher than most of the upper tier of hourly employees.	5/11/2022 10:28 AM
129	More flexibility with remote work, adequate cost of living increases, more competitive pay rates	5/11/2022 10:26 AM
130	Better pay, more state support of the university budget, more timely upkeep of aging buildings/facilities.	5/11/2022 10:26 AM
131	A pay increase would be amazing.	5/11/2022 10:23 AM

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132	MSU in the larger view is a good place to work; however, the benefits it offers to employees is not competitive with positions in the community at large.	5/11/2022 10:21 AM
133	Sometimes I think we do TOO good of a job getting the job done, giving the perception that there is no need for additional employees/resources that would actually make life easier for everyone.	5/11/2022 10:21 AM
134	Encouragement for team building and more interaction/training bringing together employees doing similar jobs across campus.	5/11/2022 10:20 AM
135	Improved financial compensation, advancement opportunities based on experience and competency, and streamlining administrative actions (e.g., more automation for coordination, use of electronic signatures, etc.). While the benefits are great they do not pay the mortgage, car payment, or put food on the table. Recent Cola history is dismal and has left many employees behind. Its hard to enjoy time off when you're hungry, worrying about how to pay bills, or having to work a second job. Improved compensation is a must to improve hiring. Low wages aren't competitive with other organizations. This significantly limits recruiting quality employees and makes retaining employees, we train, almost impossible to retain. Need to incentivize staying instead of relying on employee circumstances to trap them into to staying at Murray.	5/11/2022 10:19 AM
136	Fill positions in a faster manner. It should not take 3 months to get through the process.	5/11/2022 10:17 AM
137	Overall better pay and a pay scale that awards loyal years of service. MSU would also be a better place to work if the university would request the input of their employees of ways to benefit the university. The employees of this university see its inner workings on a daily basis and know where the university's weaknesses and strengths are. If the university wants to save money or make money, their employees know better than anyone how to do this. The university administration needs to make an easy way for employees to submit their suggestions without fear of reprimand.	5/11/2022 10:16 AM
138	Quicker abilities to fill vacant positions.	5/11/2022 10:15 AM
139	For my department specifically, more space. Less concern about old building issues such as wiring/electronics issues. Some buildings so much nicer than the old ones, students in the old ones really get the short end of the stick when it comes to accommodations and having nice/good learning spaces.	5/11/2022 10:15 AM
140	Acknowledging employees' efforts by paying a living wage and providing benefits that are the industry standard.	5/11/2022 10:15 AM
141	Much better pay!	5/11/2022 10:11 AM
142	It would be great if the building temperatures could be better moderated. A few weeks ago my office temperature was in the low sixties. As I type this in early May the office is in the upper seventies and the humidity is high.	5/11/2022 10:11 AM
143	The ability to remote work on occasion.	5/11/2022 10:11 AM
144	I think that many professional staff feel ignored by the administration. Some units are very widely known and promoted by the university, while others are not recognized at all. I think that units that work almost exclusively with students have challenges that staff who do not work with students do not realize. The mental and emotional toll that is felt by staff who do work with students is often exacerbated by demands for "administrative" policies that make it hard to serve students. I also think that cosmetic updates to older facilities are not enough. Staff who work full-time in older buildings do not always have the best working conditions.	5/11/2022 10:10 AM
145	Competitive salaries. Cost of living increases that keep up with inflation. Salary increases for offices that have had cut positions but are still maintaining the workload.	5/11/2022 10:10 AM
146	Buildings that are maintained and a pay raise every once in awhile.	5/11/2022 10:09 AM

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147	Better leadership across the board. You have individuals who are not held accountable for their actions and who refuse to take accountability. You have leaders who are out of touch with their staff and have no vision for the future. In addition, better pay is needed. When you have an employee with a Masters Degree making only \$35,000, something is wrong compared to someone who sits in their office and does absolutely nothing making more than \$100,000. It is sad to think that a person can work at McDonalds and make more money than as an administrative assistant.	5/11/2022 10:09 AM
148	MORE PAY!!!! Do away with parking permits for faculty and staff!!! MORE COMMUNICATION between supervisors and staff.	5/11/2022 10:08 AM
149	Competitive wages and adequate staffing	5/11/2022 10:08 AM
150	Making sure all areas have adequate staffing. More social connections. Cross training or ALL having a basic understanding of different departments.	5/11/2022 10:07 AM
151	I've outlined my concerns and suggestions previously: Flexible and remote work options True COLA raises and opportunities for upward mobility A faster path to earned vacation time	5/11/2022 10:04 AM
152	FREE PARKING for employees, 40 hour work weeks, performance bonuses, Christmas bonuses, annual cost of living increases, yearly university swag(university polo's).	5/11/2022 10:02 AM
153	Vacancies filled quickly; increased pay; and promotion opportunities	5/11/2022 10:01 AM
154	I think the university needs to allow electronic signatures for internal and external documents. Utilize technological resources to significantly reduce paper. We paid \$x million for Banner/Ellucian/Sungard to become more technologically advanced but we still shuffle so much paper between departments. In addition, many processes are duplicated instead of sharing data between departments. While keeping security of data in mind, we're all in the same sandbox but there are too many data-controlling people and departments that makes it more difficult to get processing completed.	5/11/2022 10:01 AM
155	Diversity and more opportunities to advance	5/11/2022 9:59 AM
156	Proper compensation and adequate support for non-exempt staff.	5/11/2022 9:59 AM
157	More transparency about budget and how it affects those at lower levels of employment. More support from administration for creative and scholarly work.	5/11/2022 9:56 AM
158	MSU would be such a better place to work if we were valued, appreciated, and respected in regards to our compensation. Every % of raise lower than the current rate of inflation is a loss of yearly income for the faculty and staff. It's also difficult to work in an environment where the workload (and the pay) is distributed so unevenly.	5/11/2022 9:55 AM
159	Pay people appropriately.	5/11/2022 9:54 AM
160	Competitive pay. Or even just COLAs that cover 100% of inflation instead of 50%. Adequate staffing. Cleaning services that actually clean.	5/11/2022 9:54 AM
161	Fair wages. Management that prioritizes employee wellbeing.	5/11/2022 9:53 AM
162	If we were given adequate training for new jobs that are added to our work. If supervision had the training to do the jobs expected of the employees so that someone in the department would know what they were doing.	5/11/2022 9:52 AM
163	More pay for me. Better communications about budget cuts and changes. Fill open jobs and don't remove salary lines. You have so many people absorbing the work of others and it's not fair. Hire more people.	5/11/2022 9:52 AM
164	Better pay/COLA.	5/11/2022 9:51 AM
165	I am just riding out until I can retire.....	5/11/2022 9:51 AM
166	An effective administration. Competitive pay and advancement opportunities.	5/11/2022 9:51 AM

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167	While I understand the budget limitations, COLA increases would make MSU a better place to work.	5/11/2022 9:50 AM
168	Better salary	5/11/2022 9:49 AM
169	Ability to fill vacancies quicker.	5/11/2022 9:48 AM
170	- Better, more fair pay - More strict responses to employees who belittle others, especially students - Renewal of Covid-19 protections and mandates on campus - More timely and transparent communication with employees - More proactive and compassionate response from the administration in regards to employee concerns - More care for employees, including contract workers, both before and after disasters and accidents. Staff and contract workers were held beyond the point of safety at the time of severe weather at multiple points in the past year, and contract workers are frequently seen mowing, cleaning, and performing other work even during severe weather and storms. MSU should take responsibility for the safety of all employees on campus.	5/11/2022 9:48 AM
171	Better pay, remote work and permanent remote positions, better appreciation for employees and faculty. It often feels like we are overly focused on athletics and profits and not on helping people get an affordable education in a poor area.	5/11/2022 9:47 AM
172	More of the above, less criticism and divisiveness from faculty and staff.	5/11/2022 9:46 AM
173	Better Pay	5/11/2022 9:46 AM
174	Bring back the tuition waivers!	5/11/2022 9:43 AM
175	Pay raises and look into the salary gaps.	5/11/2022 9:43 AM
176	Listening to the employees.	5/11/2022 9:41 AM
177	Re-evaluate the pay scale for new employees against the pay scale of employees who have been here many years. Make changes so that longtime employees know they are valued. Hire and promote from within.	5/11/2022 9:41 AM
178	Increase in pay	5/11/2022 9:40 AM
179	Perhaps incorporate working from home/virtually when possible or a few days a week. I know other KY state offices are telecommuting with some of their positions when possible. I think this would increase job satisfaction, provide a better work/life balance, and also help cut costs for some employees. With as expensive as gas is currently, not having to drive to work every day would help tremendously for some. Especially during summer months when things tend to be "slower".	5/11/2022 9:40 AM
180	I think making pay more equal, giving raises based on evaluations, looking at flexible work options.	5/11/2022 9:40 AM
181	a better salary scale. I am not willing to say that the administration is completely wrong, but they need to try and appear to be more transparent and appear willing to work with staff members to increase the PAY SCALE.	5/11/2022 9:40 AM
182	A closer working environment between faculty and staff	5/11/2022 9:39 AM
183	A cola increase and cleaner work in environment. We need to be able to fill open lines that we have so people are not doing three peoples jobs.	5/11/2022 9:38 AM
184	A level playing field. The inequalities are demeaning and overwhelming.	5/11/2022 9:38 AM
185	Less volume of work would lower stress levels - more employees to share the workload	5/11/2022 9:36 AM
186	more opportunities for job advancement, more recognition for work that is done, more opportunity for raises/bonuses/etc.	5/11/2022 9:35 AM
187	More Flexible Work options.	5/11/2022 9:34 AM

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188	3rd party engagement/consulting to intentionally identify, communicate and reinforce internal culture, while maximizing service framework consistently throughout the institution. Consideration to transition annual budgeting process away from paper/pencil process to a more electronic submission. Invest in an expense reimbursement software package such as Expensify and integrate with all levels Finance & Accounting. Instead of distributing per diem, utilize one of our local banks to produce pre-paid/loaded debit cards. Revisit redundant and cumbersome several waves (request to fill, interviews, offer, second offer, etc.) of approvals within the hiring process. We have lost several good quality candidates as a result of the long and cumbersome hiring process.	5/11/2022 9:34 AM
189	I know we go off the state budget, but with no COLA it is so hard for staff members to keep up with inflation and build their futures. I am thankful for any COLA that we get, but a 2% to my \$12.73 an hour does not make a huge difference as it would someone that makes a considerable amount more than I do. I am so thankful that they have put paid maternity and paternity leave in place, but a facility for a daycare for faculty, staff, and students would be so helpful since daycare is limited and sparse.	5/11/2022 9:33 AM
190	Better pay.	5/11/2022 9:32 AM
191	1. End the culture of retaliation. STOP IT! 2. Pay the employees real wages, not "well, cost of living is low in Murray" wages. 3. Actually respect the work that the faculty and staff are doing. 4. STOP acting like faculty and staff are just expenditures. WE MAKE THIS PLACE RUN. 5. Remember that this is a UNIVERSITY! We HAVE to have an adequate number of faculty to teach our students, and an adequate number of staff to work with our students. DOING MORE WITH LESS IS NOT SUSTAINABLE!!!!!! FIGURE IT OUT!	5/11/2022 9:32 AM
192	Additional staff and better pay.	5/11/2022 9:31 AM
193	Decent wages, less of a political environment (Dems vs Rep)	5/11/2022 9:30 AM
194	Transparency Raises consistent with COLA Faster processing of hiring documents - for god's sake move this online	5/11/2022 9:29 AM
195	Flexible work arrangements, more appreciation and consideration for increasing workloads	5/11/2022 9:29 AM
196	A more flexible summer schedule for staff. Remote work option at least one day a week.	5/11/2022 9:28 AM
197	Higher salary and better funding for my department.	5/11/2022 9:28 AM
198	Higher wages- especially for hourly staff. Percentage raises benefit those who already earn higher wages.	5/11/2022 9:27 AM
199	Continued efforts by faculty and staff to ensure the right leaders are in the right places.	5/11/2022 9:27 AM
200	Cannot continue to add more and more work to staff members' plates. More time needs to be spent determining who actually can spare the extra time for a new responsibility before it is handed over. It will eventually backfire with more and more physical and psychological health concerns for employees. We all know that stress causes way too many health problems.	5/11/2022 9:25 AM
201	A more streamlined hiring process.	5/11/2022 9:23 AM
202	Better communication between departments.	5/11/2022 9:23 AM
203	Certain procedures should be reviewed, like procurement exceptions to help save the university money.	5/11/2022 9:23 AM
204	more remote work options during summer	5/11/2022 9:21 AM
205	Raises	5/11/2022 9:21 AM

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206	The job application process needs to be more transparent, especially applying outside of the university. It is very difficult to "break in" to the hiring process unless you are already working for or affiliated with the university. The hiring process is also cumbersome and positions are not filled in a timely manner. In addition to hiring practices, salary evaluations need to be addressed and cost of living increases need to be regular and keep up with inflation. There also need to be a transparent process for advancement opportunities and career development on campus.	5/11/2022 9:21 AM
207	Merit pay increases; an annual allotment of remote work days (offering flexibility based upon position responsibilities)	5/11/2022 9:20 AM
208	Better salary	5/11/2022 9:18 AM
209	Increased pay	5/11/2022 9:17 AM
210	better pay	5/11/2022 9:16 AM
211	Implement fair market salaries for all faculty and staff. There are faculty who teach in programs that are paid a fair market price and there are others that are not. I think this has to be investigated further and action taken in order to retain current faculty.	5/11/2022 9:16 AM
212	Pay increase	5/11/2022 9:14 AM

Q32 Please use this section to describe changes related to MSU policies and procedures that have impacted you over the past year.

Answered: 99 Skipped: 362

#	RESPONSES	DATE
1	Purchasing decisions have been restricted to the point of losing money as a whole. Staffing fulfillment is getting to a point that workloads are cramped and morale is extremely low.	5/30/2022 2:59 PM
2	Lack of raises.	5/27/2022 3:50 PM
3	While the addition of maternity leave this spring has not impacted me directly, it will in the future and I am very thankful for that.	5/27/2022 2:20 PM
4	na	5/27/2022 1:25 PM
5	N/A	5/27/2022 11:37 AM
6	None	5/26/2022 11:05 PM
7	N/A	5/26/2022 3:42 PM
8	I appreciate the addition of maternity leave even though it was appalling that it took so long to implement.	5/26/2022 3:31 PM
9	About the same	5/26/2022 3:05 PM
10	I am happy FMLA is paid, but I was not able to utilize it.	5/26/2022 2:54 PM
11	I am not aware of any positive changes to any policy or procedure in the last year.	5/26/2022 2:41 PM
12	I'm not quite sure which changes have impacted me	5/26/2022 2:22 PM
13	Covid masking should've been eliminated sooner. We should've made the decision to do what we felt best as a university and not automatically go along with the governor. However, the university did a great job of keep us all together and avoid layoffs. We were in times never before lived. MSU was a leader in helping distribute vaccines and the goodwill created by this is good. Overall, our leadership did the best they could under difficult circumstances. Hopefully MSU Leadership will better decide what is best for us, if something like this is put on us again.	5/26/2022 1:44 PM
14	Fine tuning of Accounting/Athletics processes	5/26/2022 1:27 PM
15	I was so glad when the mask requirement was lifted.	5/26/2022 10:59 AM
16	The only change that I can think of that impacted me is the remote work during winter weather. I have two small children and when their school and daycare are closed yet Murray State is still "open" it puts a lot of stress on those that do not have other childcare options.	5/23/2022 8:58 AM
17	stopping of remote work	5/19/2022 2:39 PM
18	when they use to have you waivers for your kids to go to msu first then what that did not cover then the kidds keys money for the rest,now they take the kidds keys money firs then the waivers cover the rest i thought thats pretty low on msu part	5/19/2022 10:05 AM
19	Closure pay. I do think some of the uncertainty has been addressed.	5/19/2022 9:34 AM

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20	MSU took away health services. That was a benefit to not have to go and pay at a doctors office. MSU took away the 100 day sick bank and reduced down to 30 days.	5/18/2022 12:16 PM
21	The whole inclement weather incident on April 14th was a huge issue. I consider this a MSU policy. An email went out on the 13th discussing ahead of time for students and faculty and staff was completely ignored in that email. Then even though the entire day was projected specifically with times of when it would hit that staff was not let go until it became dangerous. For us that ended up smack dab in the middle of the straight line winds and dangerous conditions could have been prevented. It definitely felt like MSU did not give one bit of consideration to the staff and the students and faculty were the ONLY ones that had provisions made ahead of time. I was angry for weeks because of this. We work hard and put in our time just like everyone else but was basically left out like it didn't matter. It was truly unsafe and I felt even worse for the ones that had to drive to Graves. The policy needs to cover ALL when it comes to inclement weather. Not just specific groups. Staff could have been remote and still been able to take care of business and not be put in a dangerous situation.	5/18/2022 11:59 AM
22	Loss of overtime due to certain time off not computed in hours work, no longer carry insurance for spouse, and stagnant wages.	5/18/2022 11:21 AM
23	Murray State has a 'double standards' or 'do as I say, not as I do' mentalities that varies across departments. This lends to unhappy staff. Though all employees may continue to do the extra work to maintain great customer service, it is very difficult to continue to sustain these standards, knowing the discrepancies. Such discrepancies encourages low moral.	5/17/2022 9:30 PM
24	The unfair application of remote work opportunities; PROCUREMENT---it is increasingly difficult to do our jobs with the uneven application of rules--there have been multiple times we have been asked to figure out where bills go that are not ours because procurement can't or won't--and why not have a moratorium this year on purchasing...with supply chain and shipping issues, some of our purchases will be cancelled and the money swept because items will not make it by June 30th--why not work with us in the situation we all find ourselves?; I have lost vacation days at the end of last fiscal year and will most likely lose more. Because we have to do the same or more with less people, it becomes increasingly harder to take time off; The changes being proposed by Information Systems---if they take over the college tech, our college will have a very difficult time doing our jobs and our students will suffer.	5/16/2022 4:33 PM
25	The raise last year was nice. SSC is not the best at cleaning our department so outsourcing has impacted us all.	5/16/2022 2:48 PM
26	The mask mandate, of course. I am glad to not be wearing one now.	5/13/2022 9:05 AM
27	On April 13th, severe weather was coming through our area. It was determined and communicated via email on April 12 that Faculty needed to conduct classes virtually or cancel by 12:30 the following day. No communication or concern was mentioned in this email for Staff other than the warning of incoming weather and reminder to "have a means of communication." Campus was deemed unsafe for Faculty and Students one full day before the weather arrived to our area. However, staff was not excused from campus until 3:40 on April 13th, the day the weather was coming through. The first Severe Thunderstorm warning for Calloway County was issued at 3:49. Staff was given a mere 9 minutes to evacuate campus before the first warning was issued with Faculty and Students were excused one full day in advance. In addition, Staff who had to leave early to pick up students from closing school systems were required to use vacation time even for 45 minutes of "closure" while staff who stayed until 3:40 were allowed to log this as "time worked."	5/12/2022 4:33 PM
28	Overall, the only major policy-shift that has affected us has been our duties being expanded multiple times, without any reprieve. I understand that we have to "tighten the belt" but it becomes difficult when your workload is increasing at a multiple.	5/12/2022 1:26 PM
29	Working remotely has provided unfair opportunities for some on campus. I've heard one large department on campus has staff that work remotely on a very consistent basis, especially those who live several counties over. If they get to work remote and save on things like gas money and wear/tear on vehicles, how is that fair to those who can't or aren't offered the same options?? Give the rest of us some sort of token to boost morale. If you can't do something for the whole University, then it should be reconsidered and then effectively enforced to provide fairness.	5/12/2022 1:02 PM

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30	Well, this year there have been several policies that went into effect, but I did not use most of them. For instance the new maternity leave policy is wonderful, but since it went into effect so quickly, we were not able to plan adequately and I just received more work since other people were out of the office. Thank goodness I did not need the bereavement leave policy.	5/12/2022 11:48 AM
31	Haven't been here long enough to really know.	5/12/2022 10:26 AM
32	There haven't really been any policy changes that have impacted me over the past year.	5/12/2022 10:24 AM
33	na	5/12/2022 9:32 AM
34	Paid parental leave was an issue with me. I had to take sick time to cover my leave. However, this policy was update recently but I was still not able to take advantage of it.	5/12/2022 8:35 AM
35	I think too many options are given for staff to take leave. MSU needs people to work, not another excuse to not come to work. If people would actually put 40 hours of work in a week, we would be able to get a lot done. We have become too soft and allow people too many options to not work and too many accommodations to continue to hold a job position where they don't have to perform the job duties they were hired to perform. This shifts the load to those of us who want to work. That, in my opinion, is why many people may be frustrated with their jobs and may have considered leaving.	5/11/2022 4:56 PM
36	My hours have been slashed, but I understand.	5/11/2022 3:25 PM
37	The lack of significant COLA raises has impacted not only me but a lot of people at MSU greatly.	5/11/2022 3:04 PM
38	N/A	5/11/2022 2:52 PM
39	I have no clue --- I just try to stay under the radar.	5/11/2022 2:37 PM
40	Implementing policies, etc. that assume that 'one size fits all'...such as the whole 'centralized shredder' thing.	5/11/2022 1:55 PM
41	Younger/ and/or new faculty do not seem to give experienced staff any respect.	5/11/2022 1:45 PM
42	Purchasing items. Like I stated above, I don't need [redacted] in Accounting or Procurement (I made that name up so apologies if there is a real [redacted]) telling me I can't have something because she doesn't understand what it is or why it costs what it does. I have the money; it is in my account. I need this Widget T-4000 because my 8-year old Widget T-1000 brokedown, cannot be repaired, I require it for my job. Just help me purchase a new Widget T-4000, please for the love of God.	5/11/2022 1:40 PM
43	None to mention at this time.	5/11/2022 1:36 PM
44	Outsourcing of facilities - the fact that we are charged for getting an estimate on how much it will cost to paint a hallway? It is one thing to decentralize operations, but then let us paint our own walls, let us adjust our own class fees, let us purchase used vehicles and pay our own insurance on them, let us pay to get our parking lot paved and then let us charge our own parking fees. It doesn't work both ways. Procurement/Accounting requiring that all Purchase orders needing to be approved by March. This limits our ability to utilize our accounts efficiently, partly because it took months to determine how much we were actually getting in some cases until September. So this 1/4 of the year is lopped off at the end and 1/5 of the year was lopped off a the beginning. Not knowing the fate of web fees without any options to generate revenue as an alternative and then finding out that these fees will be robbed from 2022 to fund raises in 2023 and then backfilled with next years money- where does this end?	5/11/2022 12:04 PM
45	I have not been here long enough to answer this questions.	5/11/2022 12:01 PM
46	The purchasing policies and processes are not transparent and are flat out price gouging departments.	5/11/2022 11:40 AM
47	The tuition waiver for dependents	5/11/2022 11:26 AM

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48	Our front office trying to force us to work on closure days. Also the remote days, having to try to come in during bad weather because we can't work remotely. In the past it would have been a closure day and we could have stayed home. Also the only getting time and a half pay for over time if you have worked 40 hours that week, we used to get it as long as we had 40 hours for the week even if one of the days was sick time or vacation time, now it has to be 40 worked hours or it's just straight pay. That's another policy change that negatively affected us.	5/11/2022 11:21 AM
49	Forced to wear a mask and work on campus while immunocompromised and caring for an elderly parent. I now have asthma and panic attacks as a result.	5/11/2022 11:16 AM
50	None	5/11/2022 11:10 AM
51	N/a	5/11/2022 11:03 AM
52	The things we have to do to get receive the lump sums of money for the Racer Wellness Program and use the Wellness Center are ridiculous. Those should be benefits without jumping through hoops, especially since we don't see much of a pay increase year after year. I don't see the purpose of attending events and taking tests that eats up our work time and no one really pays them much attention (some woman was sleeping the whole zoom lunch and learn meeting we had recently!!). Just give us the benefit without having to do the silliness of documenting our time at the Wellness Center, attending zoom meetings, or taking a silly test. Offer the lunch meetings, but don't require them to get the benefit.	5/11/2022 10:57 AM
53	It has been really frustrating to hear everyone talk about how the mental health and wellness of our students is the university's first priority, yet the Counseling Center did not receive any additional funding or resources or assistance in any way to cope with the increased demand for our services.	5/11/2022 10:55 AM
54	Budget cuts have made it very hard to operate the department as it should be run. With the shortage of employees and less money to buy supplies it is very hard to get what we need and hard to take time off.	5/11/2022 10:50 AM
55	While I understand that purchasing policies and guidelines need to be in place, decisions are being made regarding critical department resources have been taken out of the supervisor's/departments chair's/dean's hands. How can someone sit in an office and make decisions about what type of resources are needed when that person never talks with staff or the supervisor?	5/11/2022 10:47 AM
56	There have been no changes that have impacted me that I recall.	5/11/2022 10:42 AM
57	FM workers are "Essential" and must come to work when the Campus is closed without extra compensation is unfair; "Non-essential" workers are paid the same even though they get to stay home.	5/11/2022 10:34 AM
58	Having to wear a mask; remote working; needing to use the two-factor authentication method.	5/11/2022 10:34 AM
59	No changes have affected me in a way I have found noticeable.	5/11/2022 10:33 AM
60	None	5/11/2022 10:29 AM
61	Not so much policies and procedures but the general attitude around campus has changed so much. No one seems truly happy these days. I think it is time to change our line of "finest place we know" to something else.	5/11/2022 10:28 AM
62	I have already stated this in other comments section.	5/11/2022 10:28 AM
63	I appreciate the slow transition MSU took to masks on campus as I needed it to feel safe. I really miss being able to work remotely.	5/11/2022 10:26 AM
64	Outsourcing of health care, dining, and BSTs, grounds care: I hope we're saving a ton of money because these outsourced options and services are definitely not as good as they used to be, and this impacts the campus community negatively. If we are saving money in these areas...where is it going?	5/11/2022 10:26 AM

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65	I am thankful that MSU has created the COVID policies that it did. I appreciate that they have not mandated vaccinations across the board for employees or students.	5/11/2022 10:21 AM
66	The fact that some offices/employees have been allowed to work remotely, while other offices have been required to be fully staffed since the summer or 2020.	5/11/2022 10:17 AM
67	I am so happy the university has finally caught up with the modern world and created a maternity leave plan and finally decided to include committed partners who are not in a marriage as part of the funeral leave policy. It is important the university stays current with how the world is moving in regards to personal relationships. The university is suppose to be a place of open minded learning and we demonstrate this best when we recognize changes to traditional thoughts.	5/11/2022 10:16 AM
68	Because of the nature of my position I was unable to work remote. I was also required to work on campus in a public setting throughout the pandemic to ensure that students were able to get the credits they needed to complete their degrees in a timely manner. Having to put myself at risk daily while most of campus was working remote.	5/11/2022 10:15 AM
69	Removal of flexible and remote work. After my knee surgery this year instead of being able to work from home for three weeks I was forced to come back to the office or use up all of my time of living with nothing for an emergency. I had filed for remote work access through the IDEA office/HR with proper documentation from the surgeon's office and it was denied. Per HR representative on COVID cases would be granted the option to work remotely. There was nothing preventing me from doing my job from home as everything I do is on the phone, email, or Zoom. At that time I was non-weight bearing and it was very uncomfortable to sit in a chair. My department is a grant department with only two employees, me and our part-time admin assistant, when I am not in the office my job doesn't get done. Per HR I had to work from home the week after my surgery while still taking sick time. These policies are outrageous and illeagle.	5/11/2022 10:15 AM
70	None come to mind.	5/11/2022 10:11 AM
71	Frankly, many policy and procedure changes are not communicated to staff, and we only learn of the impact of those changes after we have made mistakes, causing a loss of productive work because we have to correct mistakes or explain what we have done.	5/11/2022 10:10 AM
72	Taking away of overtime and extra compensation. The work is still being done we are just not being paid for it.	5/11/2022 10:10 AM
73	none	5/11/2022 10:09 AM
74	I have been questioned on the services that I provide because I disagreed with a current policy within our office. Due to budget cuts and a lack of caring from my supervisor and VP, it was insinuated that I was to blame for the condition of my office. As a result, a unit was moved away from me and located to another office.	5/11/2022 10:09 AM
75	As a two time cancer survivor, I have burned through all of my vacation time and sick time two times during my employment at Murray State for treatment. I was able to utilize the sick bank the second time and I am truly appreciative. The rate at which I have had to earn back my vacation time in each case has been a challenge.	5/11/2022 10:04 AM
76	A newly hired individual outside of MSU can negotiate higher pay for a position while a current employee being promoted to another position can only receive x% increase in pay according to the pay grades even though that employee has many more years and experience than someone off the street.	5/11/2022 10:01 AM
77	N/A	5/11/2022 9:59 AM
78	I have not been informed of any changes so I do not know if they have affected me.	5/11/2022 9:59 AM
79	We outsourced our cleaning services. Every week we have complaints about basic things not being done (no soap or paper in the bathrooms, hairballs in the halls and stairwells, doors left unlocked, trash not taken out, etc.). If it were occasional, okay, that happens sometimes, but this is a regular, continual battle. Every admin I have spoken with about it has refelcted similar instances in buildings across campus. And what does our administration do? Praise SSC for such a good job. What!?	5/11/2022 9:54 AM

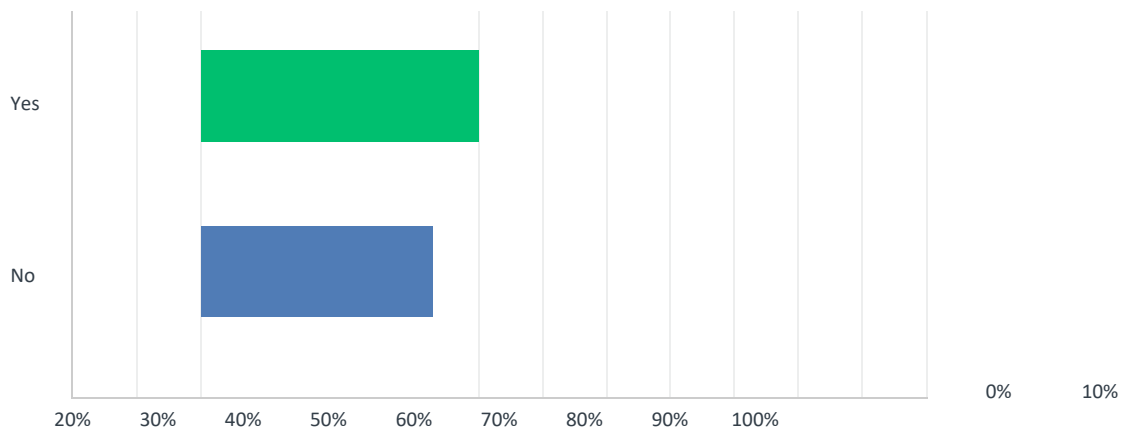
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80	In my previous department I was able to work remotely. I was more productive and my family and my mental health was the best it has ever been. I could really take care of myself.	5/11/2022 9:53 AM
81	The merging of two departments into one with minimal training.	5/11/2022 9:52 AM
82	I'm so glad you've updated your parental leave! Wish it'd been done earlier.	5/11/2022 9:52 AM
83	Hiring paperwork taking too long at main campus which causes qualified candidates to take positions with other companies. MSU needs to CHANGE the hiring process!!!!!!	5/11/2022 9:51 AM
84	The lack of pay increases is a significant detriment	5/11/2022 9:49 AM
85	The removal of Covid-19 relief funds/time off directly affected my coworkers when they became sick last year. Also, the removal of Covid-19 mask policies has made me feel unsafe on campus every day. The pandemic is still ongoing and the university is able to make its own decisions regarding protecting the campus community.	5/11/2022 9:48 AM
86	Return to work and the removal of mask mandates when the pandemic is ongoing. At the very least, daily N95 masks should be provided to employees who request them. State employees are seeing an 8-12% COLA whereas we are being told it will be closer to 3% after stagnation for years.	5/11/2022 9:47 AM
87	Being able to return to in-person contact safely has been wonderful! Murray State has been beyond amazing in the way they have handled Covid!!!	5/11/2022 9:46 AM
88	Nothing - absolutely nothing has changed to make it better or worse.	5/11/2022 9:40 AM
89	The financial decisions being made are not the best for our staff workers. The Pay Scale needs to be substantially updated to reflect the current economic situation. I would say it needs to be completely trashed and started anew.	5/11/2022 9:40 AM
90	Hiring freezes, no overtime	5/11/2022 9:38 AM
91	Not willing to say -- will identify me.	5/11/2022 9:31 AM
92	The administration's opposition to remote work seems to have greatly increased.	5/11/2022 9:29 AM
93	N/A	5/11/2022 9:28 AM
94	n/a	5/11/2022 9:28 AM
95	I cannot think of anything in particular.	5/11/2022 9:25 AM
96	We had someone retire and she was not replaced. Two more people are retiring in the next two months. It is a busy time and no one will be hired in a timely manner.	5/11/2022 9:23 AM
97	The change for class waivers didn't help. I probably lost some value as I switched from parttime to full-time work.	5/11/2022 9:23 AM
98	The University leadership did a wonderful job of navigating the pandemic - all policies and procedures related to that effort should be commended.	5/11/2022 9:20 AM
99	Non compete clause	5/11/2022 9:18 AM

Q33 In the past year, have you considered leaving the University for reasons other than retirement?

Answered: 323

Skipped: 138



ANSWER CHOICES	RESPONSES	
Yes	52.63%	170
No	47.37%	153
TOTAL		323

Q34 If so, why?

Answered: 161

Skipped: 300

#	RESPONSES	DATE
1	Better pay and better location.	5/30/2022 2:59 PM
2	PAY	5/27/2022 3:50 PM
3	Compensation	5/27/2022 2:20 PM
4	Another job in the same field.	5/27/2022 1:54 PM
5	Higher pay and living relocation.	5/26/2022 3:42 PM
6	Inadequate staffing, insufficient pay, poor communication and needlessly complex systems, staff dynamics	5/26/2022 3:31 PM
7	I have not, but I have heard others not feeling appreciate or job audits being done that have looked to cut pay. It is a hard time, but this does not improve satisfaction in employees.	5/26/2022 2:54 PM
8	Less than fair pay, the abuse of administrative positions, the amount of workload that has been deliberately placed on FM workers by offering less than fair pay for existing employees and new hires where positions have been left vacant for years.	5/26/2022 2:41 PM
9	Better pay	5/26/2022 2:34 PM

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10	Environment and pay	5/26/2022 2:22 PM
11	General dissatisfaction with Breathitt Veterinary Center administration. Every day I leave work feeling unappreciated and abused. I'd like a boss that doesn't make me feel that way.	5/26/2022 1:58 PM
12	Pay	5/26/2022 1:53 PM
13	No raises even for the ones staying here when everyone else is leaving. Moral is way down.. we don't know if we'll have jobs because of all the out sourcing.	5/26/2022 1:43 PM
14	discouragement in leadership in my college, lack of communication, never fixing a problem that keeps being brought up	5/26/2022 1:28 PM
15	See above: I have to have a second job in order to support myself (a single person with a house). I love my job at MSU, but the pay alone creates a conundrum for me. I don't want to look for employment elsewhere, but I might have to, because working two jobs (12 hours a day!) is becoming too mentally and physically exhausting.	5/26/2022 1:24 PM
16	Pay and benefits are not competitive with other businesses; lack of pay raises, increased work load, and too many vacancies left unfilled.	5/26/2022 1:19 PM
17	Dissonance in the department.	5/26/2022 1:11 PM
18	During the the previous administration, the answer would have been yes. But not now!	5/23/2022 8:58 AM
19	Low wages.	5/21/2022 12:10 PM
20	Uncertainty employee retention and recruitment. Being able to safely and effectively perform tasks with so many missing parts at fm is difficult at times.	5/19/2022 9:34 AM
21	Wage stagnation	5/18/2022 3:51 PM
22	Its funny to me that staff congress agrees with Jackie the vice president. when she says its not that we have a spending problem. Its just because we do not have enough money coming in. To me that sounds like you have a spending problem. I think even a banker would tell you that.	5/18/2022 12:16 PM
23	Pay	5/18/2022 11:59 AM
24	More opportunities and better pay to assist in rising costs of goods and living.	5/18/2022 11:49 AM
25	FM has had a change of leadership that has caused division. It has tried to implement things that plainly didn't work when tried in the past, Director is retaliatory, Director has threatened supervisors with outsourcing and told them that some employees would not be hired from outsourcing companies at his will. Department had these troubles years ago and those admins left. The department was just starting to heal with new administration and was looking promising. Another change of the guard and we have falling back to where we were, if not worse off. Poor leadership in our department has killed morale.	5/18/2022 11:21 AM
26	Understaffing	5/18/2022 10:38 AM
27	For more pay and less headache	5/16/2022 4:33 PM
28	But I have considered changing departments	5/16/2022 2:48 PM

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29	I love it here, the community, the school districts and safety, but I watch so much happen that just isn't right in terms of how good, loyal people are treated. There are the haves and the have nots. I am a have not.	5/16/2022 12:33 PM
30	To move closer to my entire family.	5/16/2022 12:28 PM
31	Honestly, the pay and retirement benefits. When you don't feel like you are valued and that you are underpaid, you want to start looking elsewhere. I have heard this from SO many and have thought it myself. And I have to laugh when I have heard a few very good Faculty friends saying the same thing...and I remind them gently that they already make twice or three times what so many already do that have worked here more than 15-25 years that their statement would be seen as laughable! But I hope every day that our Administration SEES that their "lower" people are what is keeping this place running! I love MSU, but there is much room for improvement.	5/13/2022 2:52 PM
32	Murray State could not care less about me as a human being, only the production that I complete as a cog in the wheel.	5/12/2022 4:33 PM
33	Sheer ridiculousness in the workplace. Just how low can we lower the bar?	5/12/2022 3:39 PM
34	Direct political interference from our university president. Targeting WKMS while it was abiding by its mission in reporting journalism. There has been retaliation any time a lawmaker calls the president to complain about a news story. The president has also derided the benefit WKMS has to our student journalists who work alongside our staff. These positions are endowed by a donor and other individual gifts, no university financial support is directed to these positions, WKMS fundraises for this because we believe we are an important part of the educational mission of Murray State. Additional targeting by the president for repetitional and political reasons after WKMS communicated with donors accurately about its financial state as donors provide the largest component of direct operating revenue.	5/12/2022 3:23 PM
35	My bosses making me feel inadequate to do a good job when they find a mistake its a big deal. But What about the hundreds that are not mistakes? No good job! I feel sometimes the bosses may be in a bad mood and take it out on the workers.	5/12/2022 2:04 PM
36	I enjoy working here, but I am not going to stay here. The pay is too low, the retirement is not as valuable as it was for older employees, and most importantly, I worry the job here is going to only increase in difficulty until it is inevitably outsourced. When it is outsourced, all the benefits will disappear, the pay will remain the same, and the workload will either increase or stay the same. So it is a total loss for those of us at the staff-level. I understand for the administration it is a financial win to outsource, and I understand their motivation. Employees and employers fundamentally have different motivations, and if you are a Murray State employee, the only practical reason to stay is the benefits. When the benefits are forfeited, there is no reason to stay except if there is a lack of jobs elsewhere.	5/12/2022 1:26 PM
37	Frustration with administration and taking away positions and not filling vacancies and having more work demanded on those of us who stay. Fairer pay. More respect. Getting really tired of faculty treating staff like crap. LIKE WHEN THE FACULTY REGENT POSTS ON FACEBOOK THAT THE FACULTY ARE THE MOST IMPORTANT PART OF THE UNIVERSITY. Clearly disrespecting students and staff. Crappy working conditions. Unfortunately, I am closer to retirement than not (12 years left to go)... and I'd prefer not to start over. Well, still hoping the retirement system will exist when I get there. So this is a gamble.	5/12/2022 1:02 PM
38	More money in the community (Calloway County)	5/12/2022 11:48 AM
39	I cannot afford to work here. I can't pay my bills on my salary.	5/12/2022 11:23 AM
40	Better wages off campus	5/12/2022 11:19 AM
41	Higher pay.	5/12/2022 11:19 AM

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42	I've thought about looking for a job with better pay.	5/12/2022 10:24 AM
43	The staff is severely underpaid, as well as starting pay for positions in considerably low compared to McDonald's employees.	5/12/2022 10:16 AM
44	Lack of COLA pay increases, disparity between my areas salaries and the rest of the department, lack of competitive salary and benefits as compared with other comparable jobs in the region, lack of opportunities for advancement	5/12/2022 9:54 AM
45	Low pay, no opportunities for advancement. Overlooked for job advancements, although qualified.	5/12/2022 9:40 AM
46	na	5/12/2022 9:32 AM
47	pay	5/12/2022 9:26 AM
48	For better pay, more opportunities for advancement, and not having to do multiple people's jobs for one salary.	5/12/2022 8:58 AM
49	Lack of sufficient pay raises. Lack of accountability. Lack of incentives to stay at the University. I can get the same benefits and better pay working at Mcdonalds now. The university has gone down hill in the 9 years I have been here.	5/12/2022 8:55 AM
50	Overworked, underpaid, no training opportunities for the job duties at the time.	5/12/2022 8:45 AM
51	Better pay	5/12/2022 8:28 AM
52	The only way to advance and get paid a salary that will keep us above the poverty level is to leave the university and go somewhere else.	5/12/2022 8:11 AM
53	Staffing changes and policy and pay.	5/11/2022 7:14 PM
54	Pay is horrible.	5/11/2022 4:09 PM
55	The Murray State job I held previously required an unsustainable amount of work to keep up with day-to-day duties, and there was no time to look forward or plan for improvements. It was always putting out the fire of the day. A significantly larger team was needed, but there was no funding available and promised hiring was not completed. The department I am in now is significantly better, but had this job not happened to be open I would have left the university when I resigned from my previous position.	5/11/2022 3:51 PM
56	Management	5/11/2022 3:29 PM
57	Better pay	5/11/2022 3:26 PM
58	It's no longer worth my while to work for the wage paid. I do it because I orally committed to remain at the radio station until age 70 almost 10 years ago. I have four years remaining on that commitment.	5/11/2022 3:25 PM
59	I am actively looking for another job, due to low pay and lack of raises.	5/11/2022 3:04 PM
60	Lack of support -- mentally, physically, and emotionally.	5/11/2022 2:37 PM
61	See question 31 specifically.	5/11/2022 1:55 PM
62	I thought I was going to have to care for a family member.	5/11/2022 1:45 PM
63	I thought about leaving the country because Trump and his brain-damaged, window-licking acolytes and Kentucky Republicans - and Republicans, as a whole - are absolute bent on wrecking all the good things we have.	5/11/2022 1:40 PM
64	N/A	5/11/2022 1:36 PM
65	To find a job that pays more so that I'm not working two jobs with a Masters degree.	5/11/2022 1:21 PM

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66	Higher pay elsewhere with more flexibility with remote work.	5/11/2022 12:10 PM
67	Death by a 1000 cuts. Continued pay cuts (no COLA, no raises), increased challenges with managing resources (capital) without a means to generate revenue.	5/11/2022 12:04 PM
68	I haven't been here a year and realize it takes at least that long to make those choices.	5/11/2022 12:01 PM
69	Looking for career that offers more advancement opportunities and/or higher pay.	5/11/2022 11:51 AM
70	Lack of advancement opportunities. Lack of a plan to replace employees or train others.	5/11/2022 11:41 AM
71	To work for an employer that is willing to compensate adequately for my training, experience, and time.	5/11/2022 11:41 AM
72	Job opportunities with a much higher compensation.	5/11/2022 11:40 AM
73	If I didn't have so much time in (almost 25 years), I would be working somewhere else for much more of a salary. I'm so close to retirement and that's what keeps me here.	5/11/2022 11:40 AM
74	Salary.	5/11/2022 11:35 AM
75	I was offered another Government job. I couldn't add my husband to the insurance, so I declined the job.	5/11/2022 11:34 AM
76	There is a lot of distrust and animosity from our front office directed at us. And they do not communicate with us at all.	5/11/2022 11:21 AM
77	Pay increases not keeping up with COLA.	5/11/2022 11:20 AM
78	I can no longer afford groceries and my working conditions are literally killing me.	5/11/2022 11:16 AM
79	Overwhelmed with work and management.	5/11/2022 11:15 AM
80	Our department was down two staff members, and our remaining staff had to work 60 hours a week for four months to keep our office afloat. Two of our staff members were salary employees and there was no opportunity to receive overtime.	5/11/2022 11:12 AM
81	Because I'm doing the work of three different people/positions and not getting adequately compensated for it.	5/11/2022 11:07 AM
82	Much greater financial compensation & a more flexible remote work policy.	5/11/2022 11:04 AM
83	Much higher salaries at other organizations	5/11/2022 10:53 AM
84	It's a lot of work for not a lot of money. I feel like my skills would be better valued elsewhere.	5/11/2022 10:53 AM
85	Unable to remove a poor performing employee for 8 months. Situation was affecting my mental and physical health as well as the teamwork dynamic we had in the office. I was preparing to leave if the situation did not get resolved. Also, my work is very challenging and we don't get rewarded for good work and effort like Athletics and that is demoralizing.	5/11/2022 10:51 AM
86	There is no hope of advancement, no decent increase of salary, or any kind of longevity incentive to make a person want to stay. There is a real fear of retaliation or the possibility of losing your position because of "reorganization". I absolutely love my job but the university climate continues to worsen.	5/11/2022 10:47 AM
87	Yes, before I switched departments. Due to the levels of staff and different amounts of work from College to College. (example: some Admins do only assisting and some are accounts and in charge of entire departments all for the same pay grade and level)	5/11/2022 10:45 AM
88	Compensation	5/11/2022 10:43 AM
89	Opportunity to work from home.	5/11/2022 10:43 AM
90	I need insurance.	5/11/2022 10:42 AM

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91	My position makes a living/comfortable wage at other universities. I stay here out of loyalty alone.	5/11/2022 10:40 AM
92	The cost of living is going up faster than MSU raises and has made paying bills more difficult. Seeing MSU politics say there is no inflation makes one feel less important when suffering from it.	5/11/2022 10:34 AM
93	I have considered leaving due to the pay scale. The cost of living raises do not adequately compare to the increase in cost of goods/living and there is no longevity pay or reward for continued years of service at the university.	5/11/2022 10:33 AM
94	Better pay and opportunities for advancement	5/11/2022 10:31 AM
95	The way some people are being treated has really upset me. Some days I have even talked with friends about going to work at other places. It makes me sad that we have come to this point.	5/11/2022 10:28 AM
96	Unfortunately I cannot afford to quit my job to look elsewhere. Plus, I really like my job, just not the conditions in my department.	5/11/2022 10:28 AM
97	Seeking better pay, better supervisor	5/11/2022 10:26 AM
98	Fear of budget cuts cutting positions, lack of advancement, low pay, also Murray and Kentucky in general politics/conservative stranglehold	5/11/2022 10:26 AM
99	I haven't thought about leaving ... but I do feel like there are a couple in my office that get special treatment. One particular that many have complained about... but it's all good. I was offered a job making a dollar an hour more but I wouldn't give up MSU for that. I love it here.	5/11/2022 10:23 AM
100	Dissatisfaction with leadership in my specific area coupled with stagnant pay (unless I take on even more responsibilities) and no pathway for advancement.	5/11/2022 10:21 AM
101	higher salary	5/11/2022 10:20 AM
102	I do not have any opportunity for advancement or increased pay in my current position. I would like to have the opportunity to advance and improve my financial situation. An opportunity to advance would allow me to take on new and additional challenges which I crave. My current position also has a schedule that is constantly changing and requires a sacrifice of much of my off time. I would like a position that allowed me to have more of a guarantee of my personal time to improve my work/life balance.	5/11/2022 10:16 AM
103	When I complete my degree, I will pursue a job in that field.	5/11/2022 10:15 AM
104	Low pay.	5/11/2022 10:15 AM
105	Mistreatment of staff see comment above.	5/11/2022 10:15 AM
106	The hours and schedule of my job are demanding and not conducive to raising two kids. However, I love what I do. Long hours and nights are expected in my job and that's fine. But due to insufficient staffing in my area, what is asked of me with no plan to return to normal levels.	5/11/2022 10:13 AM
107	Because of the pay	5/11/2022 10:11 AM
108	I work 50 - 60 hours a week at an emotionally exhausting job. I'm tired.	5/11/2022 10:10 AM
109	There have been multiple job postings at similar sized universities that pay \$10,000-20,000 for a lateral move/same position. Also have considered getting out of higher education because of lack of support, COLA, and upward mobility.	5/11/2022 10:10 AM
110	I would have to move and I Love Murray.	5/11/2022 10:09 AM

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111	Each day, I dread going to work knowing that there is no vision whatsoever for my unit and the university as a whole. I hate to see my staff suffer due to poor institutional leadership and not being compensated adequately for their hard work.	5/11/2022 10:09 AM
112	To survive! I don't know how much longer I can survive on my salary with the cost of literally EVERYTHING increasing.	5/11/2022 10:08 AM
113	Being asked to the a job that most universities would have 2-4 professional staff do is stressful.	5/11/2022 10:08 AM
114	Personal and not really anything MSU related. However, I have kind of topped out and thus I no longer have an ability to move up. Ultimately I could make a lot more money going away from Academia all together. My son, and last child, is graduating and his very first job pays so much more than I make after almost 20 years. I hold a higher degree. Different fields, but kind of alarming.	5/11/2022 10:07 AM
115	Higher pay and the opportunity for merit-based raises and upward mobility.	5/11/2022 10:04 AM
116	Low pay. In my position, we are the lowest paid in the state, and within the lowest 20% in the nation. I am barely staying above water, between bills and inflation. Something needs to be done about this.	5/11/2022 10:02 AM
117	Pay and workload	5/11/2022 10:01 AM
118	Based on all the issues I've already commented in several text boxes.	5/11/2022 10:01 AM
119	Random job offer from another institution	5/11/2022 9:59 AM
120	not properly compensated and no support along with bullying by my team members.	5/11/2022 9:59 AM
121	No opportunity for advancement currently.	5/11/2022 9:56 AM
122	I was criticized by my employer for not working overtime because I wanted to attend my child's soccer game. That, and the uneven workload, has caused me to consider leaving the University after 9 years of employment.	5/11/2022 9:55 AM
123	Pay is awful, workload continually increases, and there's no budget for anything to make my job easier.	5/11/2022 9:54 AM
124	I can't afford to work here. Can't buy a (broken down) home. Mental stress. (Ever increasing) workload.	5/11/2022 9:54 AM
125	I do not make enough to support my family. I have a master's degree and I make 15 dollars an hour.	5/11/2022 9:53 AM
126	Due to bullying of a co-worker by supervision.	5/11/2022 9:52 AM
127	Looking for more money. But I also hate change.	5/11/2022 9:52 AM
128	Only for the fear of the future; skyrocketing costs of living and flat pay.	5/11/2022 9:51 AM
129	The individual colleagues who are a positive influence on the university are not worth how awful it has become working here.	5/11/2022 9:51 AM
130	Other universities across the state/region with the same positions offer much more compensation for the exact same work	5/11/2022 9:50 AM
131	Inadequate pay and crucial decisions being made for my department by someone across campus who has no knowledge of the daily operations of my department.	5/11/2022 9:48 AM

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132	I feel like the university does not value my time or personhood. Despite multiple pleas from my colleagues across campus, the university seems determined to ignore all of us in favor of pretending everything is fine. The flexibility of my office time is the only reason I stayed with the university, and this is simply because it allows me to pursue my own hobbies and passions. The university needs to do better or many employees who feel the same as me will simply leave and never look back.	5/11/2022 9:48 AM
133	Poor pay, mandated return to offices, a fear of a near future where positions can't be filled by qualified workers leading to poorer working conditions, and an inability to start a family in the West Kentucky area.	5/11/2022 9:47 AM
134	Better Pay, starting to have issues paying the bills.	5/11/2022 9:46 AM
135	I have worked here for over 10 years and make almost the same pay as when I started. My work load has doubled and I do not feel appreciated at MSU.	5/11/2022 9:43 AM
136	Poor work environment, employers who don't seem to care, pay, etc	5/11/2022 9:41 AM
137	No longer feel valued or respected even though my commitment to my duties and dedication to students as well as my loyalty to the university has not wavered after 15+ years of service.	5/11/2022 9:41 AM
138	Pay	5/11/2022 9:40 AM
139	I make less than a coworker, who has less employment time at MSU and a lighter workload. But she has a different degree, so was offered more to hire in. It's these type of situations that make the loyal staff unhappy and frustrated.	5/11/2022 9:40 AM
140	University doesn't care about the employees as a whole. Only certain supervisors do.	5/11/2022 9:40 AM
141	interpersonal relationships with other staff	5/11/2022 9:40 AM
142	Flexible hours with other company.	5/11/2022 9:39 AM
143	No COLA increases	5/11/2022 9:38 AM
144	Burnout. Being asked (and willing) to take on more responsibilities while simultaneously being asked to give up space and resources.	5/11/2022 9:38 AM
145	Looking for opportunities to make more money and to obtain advanced positions	5/11/2022 9:35 AM
146	For the job I do, \$12.73 is a low wage. I am frustrated that someone working at McDonalds or Walmart will make more an hour than I do with benefits. I want to grow my family and my life, but with the wage I get here, I will not be able to do that.	5/11/2022 9:33 AM
147	I could work at any factory or fast food restaurant and make more per hour than after being at MSU over 10 years.	5/11/2022 9:32 AM
148	Inadequate/unequal salaries, inadequate COLA increases, and inflexible when it comes to working remotely (especially during times when COVID cases were increasing). I found the IDEA office completely unhelpful when it came to remote work accommodations for at-risk employees.	5/11/2022 9:32 AM
149	1. Low pay for my position type. I've been offered jobs paying \$15,000 - \$20,000 MORE, but foolishly stayed because of loyalty to the institution. 2. Horrible and shady leadership from President Jackson. 3. The culture of retaliation 4. CONSTANTLY being asked to more with less...THIS HAS TO END. 5. The administration does not listen to us, the faculty and staff. They might "listen," but they honestly do not care. It's getting very hard to stay here when you feel like you and your work are not appreciated. I earned my degrees from Murray State. It absolutely kills me to see what my beloved University has become, and how the administration truly does not care for its employees.	5/11/2022 9:32 AM

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150	The administration has not stood up for me for additional pay even though I have worked incredibly hard when I received new duties. I was denied additional pay for these new duties. My direct supervisor is passive aggressive and reactionary, and expects that our department will sacrifice ourselves for the good of the university even though we make under \$15 an hour.	5/11/2022 9:31 AM
151	Political crap and low wages	5/11/2022 9:30 AM
152	COVID and the administration's interpretation of how policy should be handled has been a joke. Staff have not been heard and when the administration pretends to listen we are told we're wrong.	5/11/2022 9:29 AM
153	I've dedicated my entire career to MSU but still feel completely expendable. One of the only reasons I haven't left is the time I have invested in the pension system.	5/11/2022 9:29 AM
154	I was offered a different job at almost double the salary. I did not accept because I would be working with a population I do not particularly enjoy working with, and I have minimal training with that population. However, had those two things not been there, I very well may have taken the job. I also want to point out, that almost doubling my salary put me in the average pay range of my field. Meaning that I am paid roughly half of what I should be at MSU.	5/11/2022 9:28 AM
155	Toxic work environment	5/11/2022 9:27 AM
156	More and more my experience working at MSU has not been positive. We are not given transparent instruction for how to move forward with our programs. That has led to frustration and low morale as we try to continue doing our jobs.	5/11/2022 9:23 AM
157	Job offer with more salary.	5/11/2022 9:23 AM
158	I cannot not sustain my household with the amount of money I make compared to the nations inflation. My income does not even cover the cost of my rent.	5/11/2022 9:19 AM
159	Sometimes the program seems to fail	5/11/2022 9:18 AM
160	pay and stress of the job	5/11/2022 9:16 AM
161	Better pay and president	5/11/2022 9:14 AM

2021-2022 Staff Survey Review Committee: Final Recommendations

The following list of recommendations are the result of the Staff Survey Review Committee's evaluation of the 2021-2022 Staff Perspective Survey. These recommendations, upon direction of the Staff Congress President, will be provided to the appropriate Staff Congress standing committee for review and/or implementation.

2021 Recommendation	Standing Committee	Action Completed or In Progress	2022 Recommendation -- Comments and Additions
Supervisor Orientation: Review available training opportunities provided by the Murray State Employee Assistance Program (EAP), Wayne Corporation, and develop a list of suggested modules to be used to orient/onboard supervisors in tasks and skills related to managing employees. Recommended list of training modules will be provided to Human Resources for further discussion of next steps including development of a suggested professional development series outlining modules/training available for new and existing supervisors.	Working Conditions	Modules have been reviewed and list has been sent to Human Resources for next steps.	Supervisor Orientation: Follow up with Human Resources on the development of the professional development series for new and existing supervisors. Committee should explore ways to improve workplace culture and morale, with an emphasis on addressing workplace bullying and retaliation.
Cost of Living/Salary Increases: Provide a formal recommendation/resolution from the Staff Congress in support staff by advocating for cost of living increases to be included in the annual Murray State budgeting process.	Executive Committee	Resolution was developed by Staff Congress and presented to President Jackson.	Collaborate with Faculty Senate to advocate for university action on a COLA in the new budget. Utilize opportunities such as Budget Advisory Committee meetings to continue to press this issue.
Flexible and Remote Work: Provide a formal recommendation/ resolution of support from the Staff Congress acknowledging the work of existing committees to create a flexible/remote work policy and advocate for the inclusion of university-provided resources needed to support remote work, especially during inclement weather remote work and other university-required remote work times.	Executive Committee	Resolution was developed by Staff Congress and presented to President Jackson.	Develop an Ad Hoc committee to explore the development of remote and flexible work policies. This committee should work collaboratively with other groups or committees on campus who are exploring remote and/or flexible work policies.
Tuition Waivers: Provide a formal recommendation/ resolution from the Staff Congress that affirms support of continued preservation of tuition waiver benefits and advocating the inclusion of course fees waived for employees and dependents.	Executive Committee	Resolution was developed by Staff Congress and presented to President Jackson.	Follow up with HR about the inclusion of course fees in tuition waiver amounts. Facilitate a discussion about increased options for tuition waivers: restoring waivers to part-time employees, allowing employees to bank waivers for future years, expanding waivers to cover doctoral level courses, expanding waivers for retired employees and dependents.
Communication from University Administration: Provide awareness to members of the University Administration of general concerns and issues presented in the staff survey to increase/improve communication with MSU staff members. Recommendations include informal coffee with the President meetings, or annual forums hosted by each VP area and/or President.	Executive Committee		Develop a "new staff orientation" for main campus and extended campus hires (including BVC).

Communication from Staff Congress: Develop a communications plan that details strategies (through the Staff Congress newsletter, social media, and other feasible options) to increase/improve communication with MSU staff members.	Communications Committee	Communication plan is in development.	Continue the development and implementation of a Communications plan, including Staff Congress spotlight features on social media.
Advancement Opportunities: Review Promotions and Transfers (Policy number II.G) and Pay Plan (Policy number II.E) in the MSU Personnel Policies and Procedures Manual and discuss with Human Resources the current application of these policies and if revisions are needed to achieve equity in advancement opportunities for promotion, transfer, and salary increases due to position changes. Additionally, the standing committee may consider 'longevity raises', or creation of a policy for employees to receive a percentage increase in base salary after achieving milestone years of service (ie: 5, 10, 15), or a similar model used for promotion of faculty.	Personnel Policies and Benefits		Follow up with committee to determine completion of last year's recommendation. Meet with Human Resources to determine next steps.
Hiring/Filling of Vacancies: Review Recruitment, Selection and Employment (Policy number II.D) in the MSU Personnel Policies and Procedures Manual and discuss with Human Resources the current application of the policy and if revisions and/or new policy is needed to address timely hiring and filling of vacancies as it relates to current employee workloads, including consideration given for reclassification or position title changes that impact workload of employees and ensuring pay is commensurate with job duties performed when employees assume additional duties due to vacancies. The standing committee should consider recommendations made from related to the above mentioned advancement opportunities.	Personnel Policies and Benefits		Committee should work with Human Resources to study how staff numbers, job positions, and pay have changed since 2020. Use results of study to advocate for university-wide job audit. Discuss the creation of a policy for employees to receive additional compensation for taking on additional work duties due to unfilled positions.
University Closure Policy: Review Overtime and Exceptional Compensation (Policy number III.D) in the MSU Personnel Policies and Procedures Manual and discuss with Human Resources the current application of the policy including possible revision needed to better address unscheduled university closures, ensuring that university closure policies are differentiated from inclement weather remote work procedures (as no current remote work policies exist).	Personnel Policies and Benefits		Review policies related to inclement weather closures and examine compensation for "essential" staff (hazard pay or other options).

Staff Congress Representation: Consider reclassifying Staff-Congress categories to represent Vice President areas and possible inclusion of Regional Campus representatives rather than current job categories. The ad-hoc By-Laws Revision Committee has previously undertaken work to identify which category staff members are associated with (administrative/clerical, general/facilities, executive/managerial, or at-large) to better understand constituency groups. Virtual meeting options are to be continued to allow for participation in meetings by Regional Campus staff.	Ad Hoc By-Laws Revision Committee	Committee is currently putting together a survey for Staff Congress members to vote on which organization method they'd like to explore.	Continue with previous year's recommendation.