



STAFF PERSPECTIVE SURVEY

2022-23





About the Staff Perspective Survey

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The "Staff Perspective Survey" is administered annually to full-time and part-time MSU staff members and is used to gather perceptions of working conditions, benefits, and university administration. Information collected from the survey is reviewed by Staff Congress to determine goals and priorities and provide recommendations to the University administration.

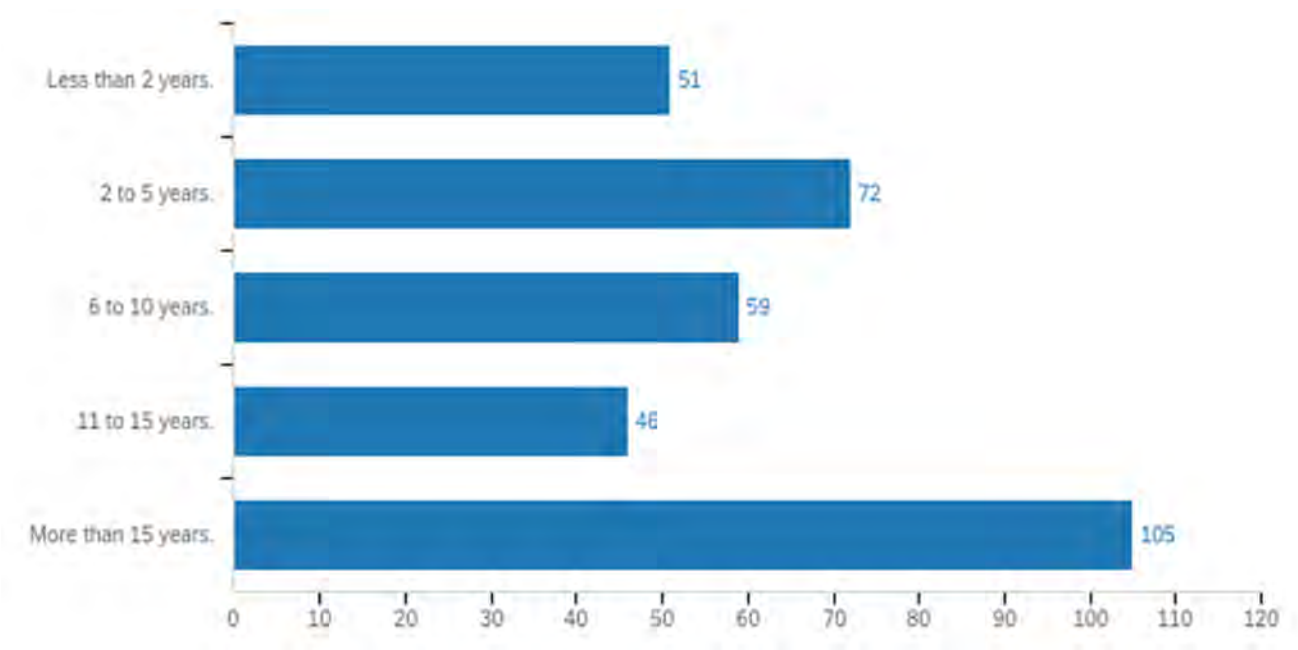
This report summarizes the findings from the Staff Perspective Survey administered March 6 - March 30, 2023.



2022-23 Staff Perspective Survey Results

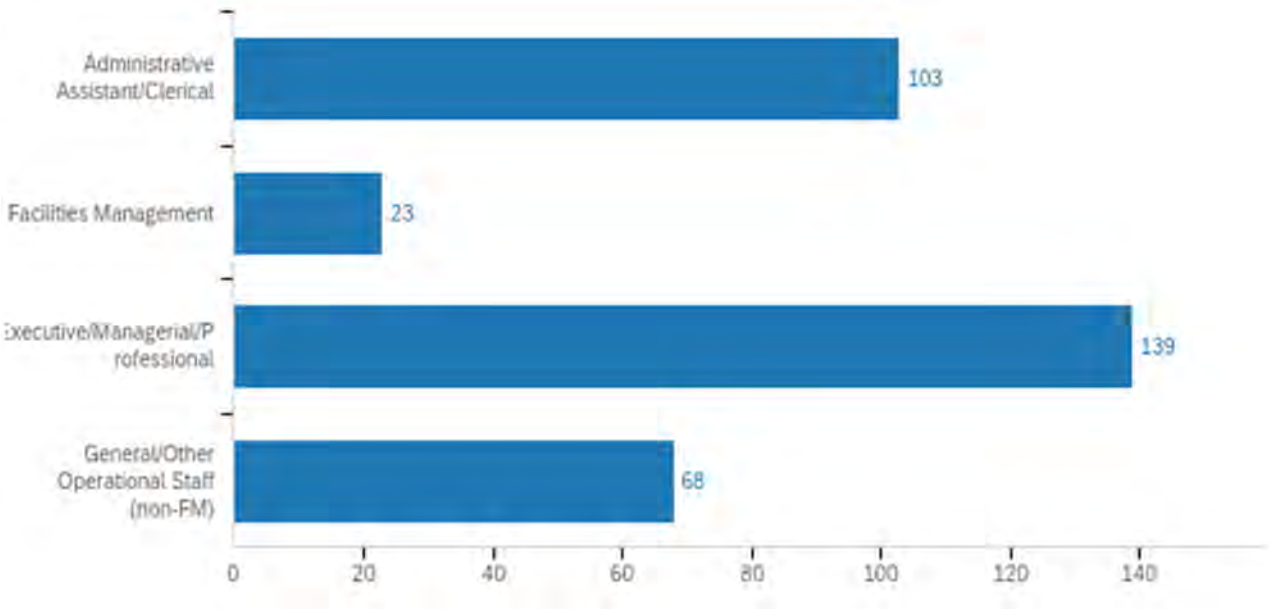
Murray State University Staff Perspective Survey

How long have you worked at MSU?



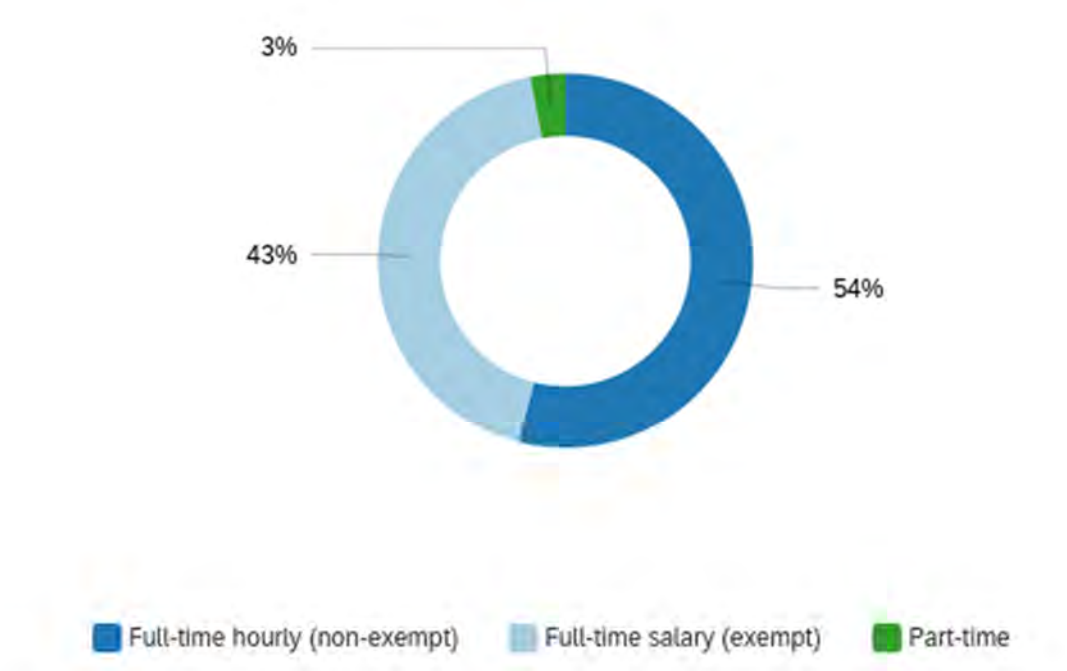
#	Answer	%	Count
1	Less than 2 years.	15%	51
5	More than 15 years.	32%	105
2	2 to 5 years.	22%	72
3	6 to 10 years.	18%	59
4	11 to 15 years.	14%	46
	Total	100%	333

In which employment category do you work?



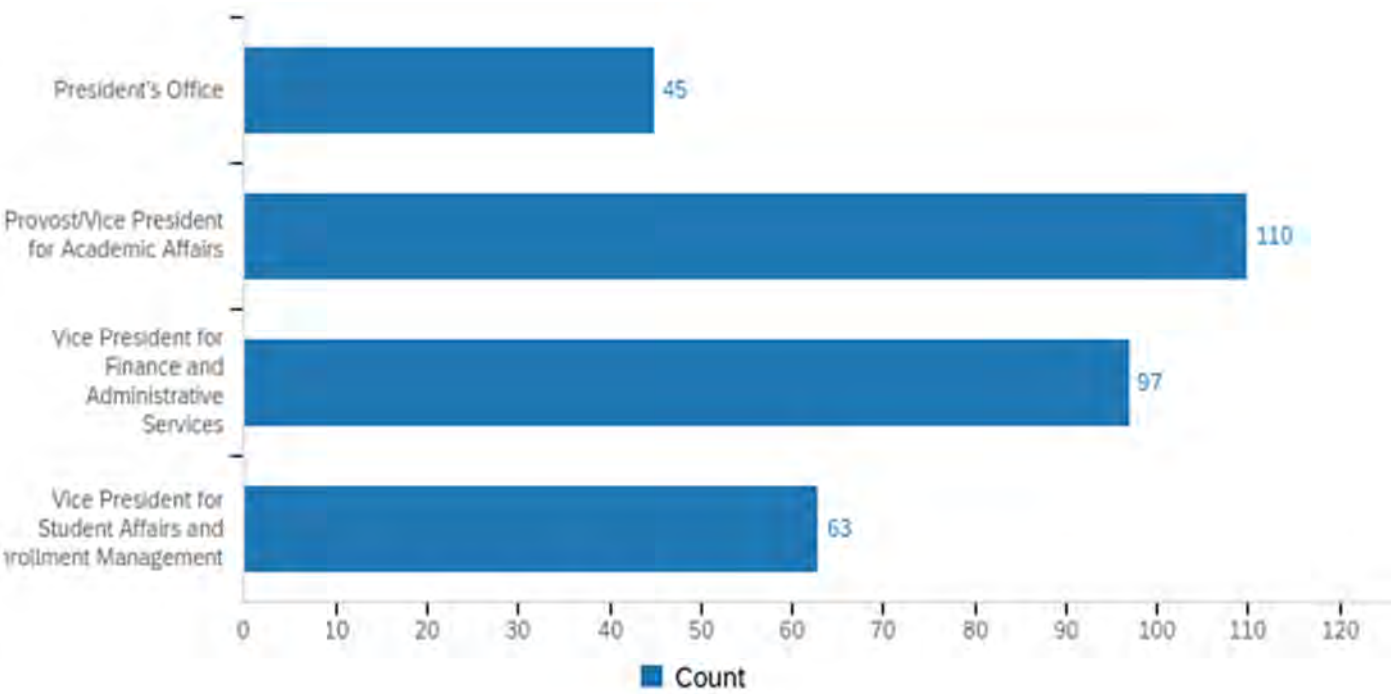
#	Answer	%	Count
1	Administrative Assistant/Clerical	31%	103
2	Facilities Management	7%	23
3	Executive/Managerial/Professional	42%	139
4	General/Other Operational Staff (non-FM)	20%	68
	Total	100%	333

What is your employment status?



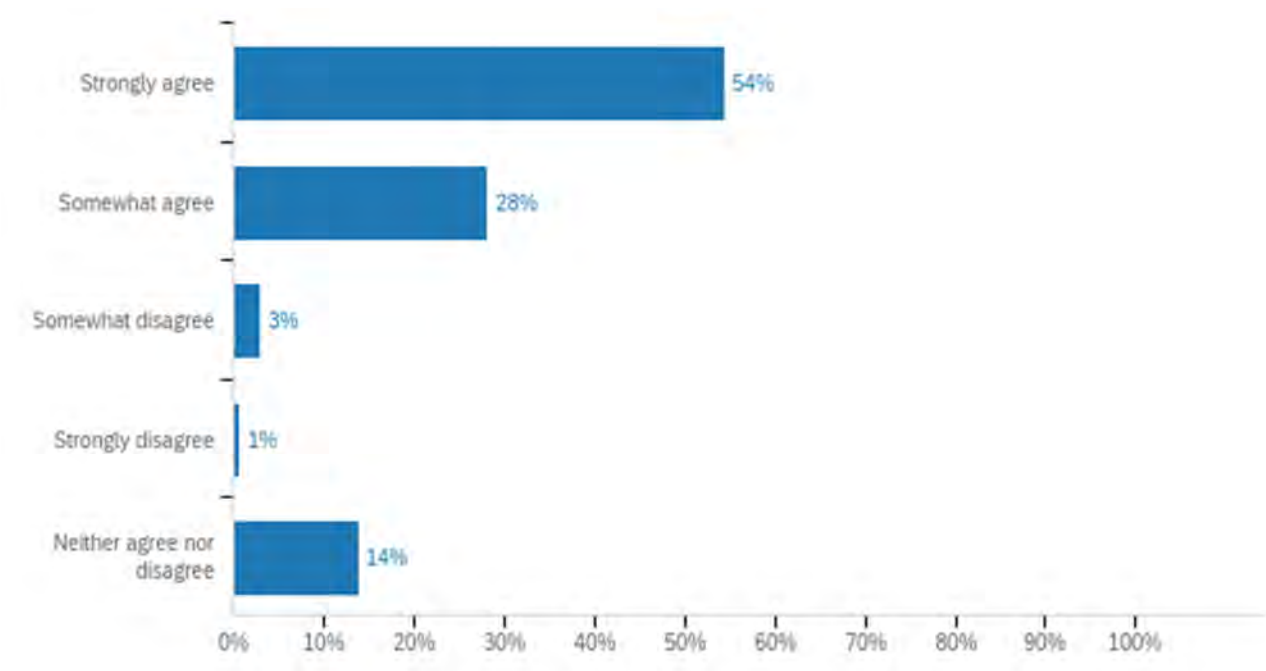
#	Answer	%	Count
1	Full-time hourly (non-exempt)	54%	180
2	Full-time salary (exempt)	43%	143
3	Part-time	3%	10
	Total	100%	333

Under which administrative division do you work? If you are unsure, please consult the Murray State Organizational Charts



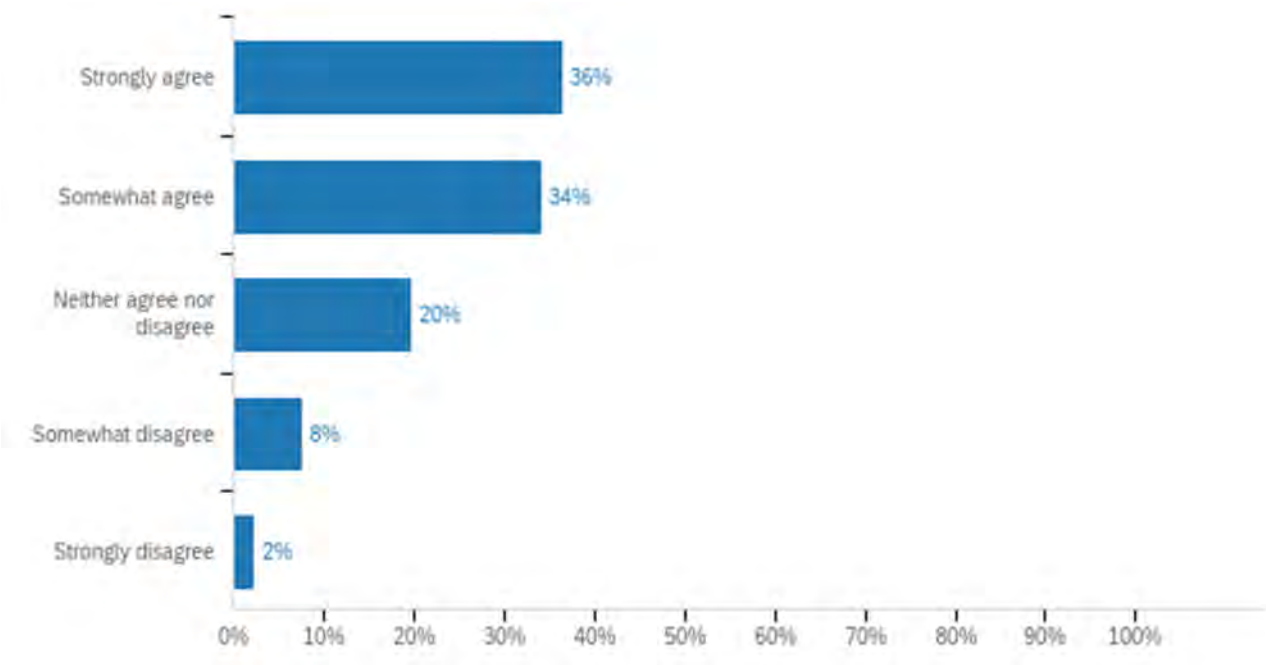
#	Answer	%	Count
1	President's Office	14%	45
2	Provost/Vice President for Academic Affairs	35%	110
3	Vice President for Finance and Administrative Services	31%	97
4	Vice President for Student Affairs and Enrollment Management	20%	63
	Total	100%	315

I receive timely communication from Staff Congress.



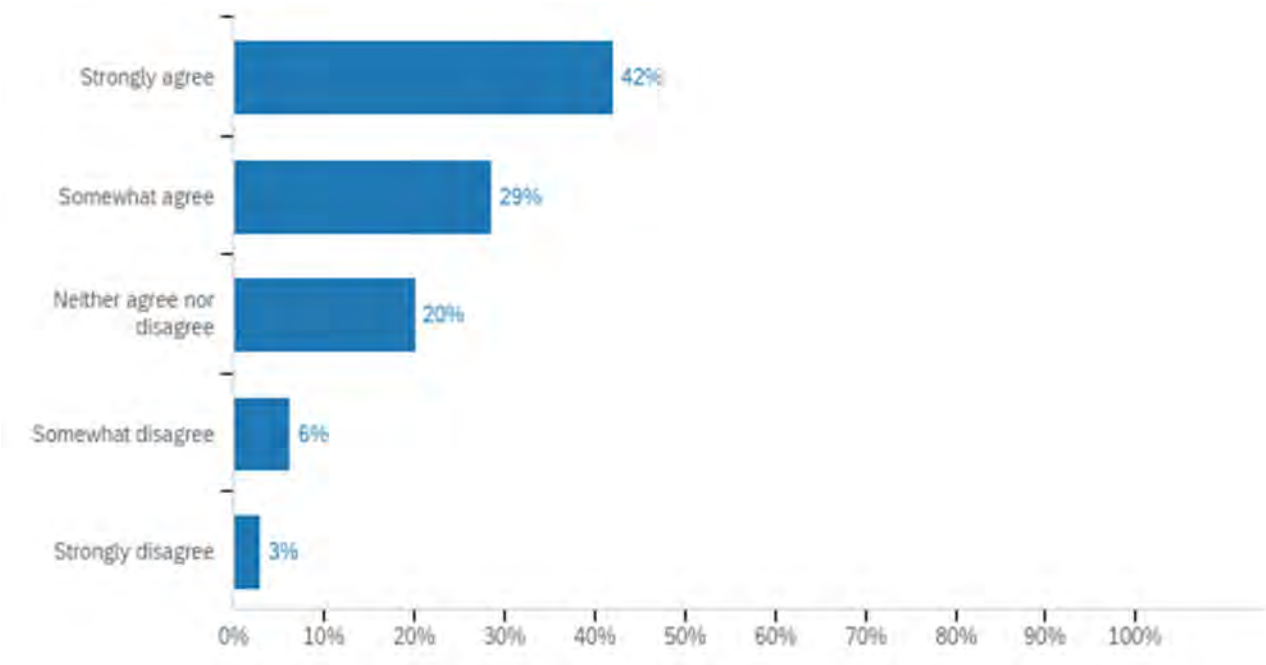
#	Answer	%	Count
1	Strongly agree	54%	166
2	Somewhat agree	28%	86
3	Somewhat disagree	3%	9
4	Strongly disagree	1%	2
5	Neither agree nor disagree	14%	42
	Total	100%	305

I feel adequately represented by members of Staff Congress.



#	Answer	%	Count
1	Strongly agree	36%	111
2	Somewhat agree	34%	104
3	Neither agree nor disagree	20%	60
4	Somewhat disagree	8%	23
5	Strongly disagree	2%	7
	Total	100%	305

I feel adequately represented by the Staff Regent.



#	Answer	%	Count
1	Strongly agree	42%	128
2	Somewhat agree	29%	87
3	Neither agree nor disagree	20%	61
4	Somewhat disagree	6%	19
5	Strongly disagree	3%	9
	Total	100%	304

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

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Research

Wages, Work/Life Balance

n/a

To have adequate staffing for departments instead of expecting existing personnel to do more with, and for, less.

A formal remote work policy for the University; filling vacant positions and not leaving positions unfilled for long periods of time (or taken off the books altogether).

pay, working 4 day weeks for staff where that is possible, continued protection of existing benefits.

Free access to the Wellness Center without having to do the required # of visits.

Tuition waivers for retirees' to allow their children to still use them.

Although there has been progress in including the regional campuses, I would like to see this be expanded as the university is dependent on this area for future enrollment growth.

Increases in pay to bring salaries up to parallel similar positions at other peer institutions and flexible work schedules with the option for partial remote work

Restructuring HR positions and pay

Salaries, Benefits and leave, Mental health

I would like to see more focus on mental health awareness for staff. Provide more opportunities for staff to connect with faculty on campus to build connections.

Increased funding for athletics.

Hiring of addition staff/compensation for duties taken on due to position cuts. The university has cut positions and not compensated the individuals taking on an entire other staff members job in addition to their own.

BETTER COLA RAISES BETTER RETIREMENT PACKAGES FOR YOUNGER EMPLOYEES BETTER STARTING PAY TO GET THE BEST PEOPLE POSSIBLE

Budget cuts

The cost of living continues to sky rocket, however we are not getting paid any where close to what other staff are being paid at other universities. Our hourly wages must be addressed.

I have concerns that trying to give everyone raises by not filling positions punishes departments. The idea that the University is trying to grant raises, yet overworking those who stay because some leave is NOT a feasible solution. It just makes everyone want to leave.

Budget items: -Pay raises -A benefit (Flexible Spending Acct. paid for by MSU, extra money per month) for those MSU employees who do not take the MSU Health Insurance. For example, MSU pays up to \$2500 into a Flexible Spending Acct for the employee or MSU pays up to \$200.00 a month to employees who do not take the MSU Health Insurance or MSU gives a certain dollar amount to each employee and the employee can spend it on the other insurances such as dental, etc. It is admirable that MSU pays for the Health Insurance for those employees

who need it; however, employees who do not need it should get something in lieu of needing to take the Health Insurance.

I would like to know what are the goal areas of the university for employees. Are we working on diversity initiative, access, retention, etc. Is there more focus for being proactive with the problems Murray State is experiencing.

Salaries

Listening sessions, more communications, and town halls w administration

Find a way to bring lower paid staffs pay up to above poverty levels

Hiring procedures for staff.

To stop being so negative about Murray State University globally. To help create a positive culture among staff versus the negative one 24/7. To also stop advocating for faculty and focus solely on staff.

continue to advocate for COLA and keep insurance costs low

Improved communication from Staff Congress; infrastructure of older buildings; parking issues at Blackburn, Applied Science, Faculty Hall parking lot; competitive pay for professional staff (exempt and non-exempt)

Salary

The lack of appropriate pay for licensed professional mental health counselors on campus.

I am concerned with what was shared regarding COLA's this coming fiscal year. While a flat dollar amount (bonus, if you will) does address the issue of inequity, it will result in a lower future COLA, as percentage increases are compounded. I hope this has already been thought through, but if not, it should be considered. I might not be fully understanding this fixed dollar amount thing, but this is how it reads to me. If there is a flat dollar amount added to a person's paycheck that doesn't increase the hourly wage, a future % increase will only increase the \$ per hour, not the extra \$\$.

Can we revisit summer hours from 7:30 - 4:00? Maybe at least share why and how that policy was put in place to begin with.

University closure and remote work. During this last inclement weather episode, there was a day when the university decided that it would be remote from 8:00 am - 9:30 am, then employees and students were expected to be on campus. This resulted in confusion with all involved because of commutes. How can a student be expected to engage in an online class at 8am while driving to be on campus for their 9:30am class. While this example is student-focused, the same could be said of employees. Additionally, the idea to make a remote working day during inclement weather was a bad idea. We have been told time and time again that remote work wasn't possible. However, when it benefits certain people, it suddenly becomes possible. But, employees were left at home without necessary equipment to fully do their jobs because they had absolutely no warning this was even a possibility.

Athletics - which is both as much on the people of the athletics department that representation is lacking. We also don't get the same time off/PTO/etc that other departments do on campus, and wouldn't with representation on staff regent/congress due to the nature of our profession.

Keeping health insurance costs down, so prices don't go up for staff. Also, continue working to find ways to give staff adequate raises.

continue to address the pay disparity compared to other schools in the state; continue to look for ways to increase / improve benefits to offset pay issues; continue to seek out ways to recognize staff contributions to the university; continue to provide a voice for campus staff in shared governance

Monetary recognition for years of service to the University.

Raising the minimum wage for students, and hourly wage for the lowest earning faculty.

Payment increases for workers. When departments are given budget cuts and told they are not recurring, and then the next year it's obvious they ARE recurring, and no explanation is given. Not cool.

Employee pay

Work from home and pay to finally meet the prevailing wage. COLAs are nice, but so many positions are so far from what they should be that they cannot be hired into, and the only people who stay at those wages are people who have a reason to be in the area already.

Equal pay

None

salary increase, more parking options, building repairs

1. The amount of sick leave we lose when we retire since we can no longer count it towards years of service. 2. Remote work being better accepted. 3. Better raises, especially exempt staff, which were overlooked when adjustments were made to hourly employees a few years ago.

Recruiting and retaining staff. Increase COLA and keeping insurance premiums down.

Pay not keeping up with inflation.

Pay raises. The cost of living keeps going up significantly however our pay isn't rising very fast.

Pay, Ways to evaluate our bosses on a yearly basic, better way to voice grievances

Competence of staff and supervisors (BVC). A majority of staff are not sufficiently trained to perform their assigned duties proficiently.

flexible work schedule

na

Budget cutting, and how it should be more proportional to the successes and failures of individual programs, instead of just chopping at random, or at least, appearing at random.

wages and facility updates

Pay raises

This would be nice <https://www.wku.edu/hr/summerhours.php>

We need more transparency from the administration.

Adequate and livable compensation.

Please request the university support the following: 1. Budgeting for Professional Development for clerical/administrative staff- at a minimum, a budget per department or even better, a budget per staff member so we can maximize our PD opportunities. There are so many PD opportunities but I can't afford any of them. MSU needs to invest in the staff like they do the faculty. The ROI would be great and people will value their work more and be more productive/effective in their jobs. 2. COLA increase 10% 3. Remove the parking pass fee for staff and faculty (why do we have to pay to park at work???) 4. ESL classes should be covered by the tuition waivers. They are university classes and therefore should be covered. 5. Cheaper insurance premiums

push the administration to make a remote work policy that allows flexibility for workers

salary

Part time employees deserve tuition breaks for their children who are students, especially if they have been employed a certain number of years. My financial reason is that the university doesn't have to support a medical benefit's package. This would reward dedicated part time employees and become a benefit, encouraging them to stay at MSU.

Maintaining COLA support. Maintaining insurance. Maintaining free/prorated classes for employees and families.

In the February 2023 Staff Regent Update the following was announced: "To account for budget priorities, it was indicated that positions vacated by resignations and open lines may not be filled, and departments may need to plan on these positions not being available." Unfortunately, some offices are already short staffed, with workers taking on additional responsibilities outside their job description. A priority for the Staff Regent and Staff Congress for the upcoming year would be to draft a plan in which University employees can receive fair, livable wages without having to run on skeleton crews.

Raises, equitable opportunities for upward mobility, healthcare-not just cost but what we pay for actually providing what we need

I think cost of living really needs to be addressed. I am a full time employee making \$16.27/hr. While poverty line for someone with my household status is \$12,000~ I am barely making ends meet with no available overtime. I have considered taking a part time job on the weekends just to make ends meet. Housing, food, and general living expenses have all gone up but Murray State continues to pay employees nothing for their effort.

Full time remote work, 4 day work week/flexible schedules

wage increases

None

filling positions with full time people, wages^

cost of living adjustments for compensation

Promotion opportunities within the job to increase pay or benefits.

Our upper management here at FM and our wages which are embarrassing

Living wages for all employees. Appropriate COLA for employees. My partner made \$11/hour as an account assistant and was forced to find other work - he could not cover his bills.

Increase in Cost of Living Budget

Pay raise

COLA

COL wage increases. Maintaining low health insurance premiums.

Poor pay in comparison to similar jobs. Toxic work environments

Nothing

Staff Parking.

I don't hear from staff Congress or know what they do. I have no idea if my staff regent has my best interest.

Facilities

COLA; 4 day summer hours. Try to make our employment package competitive again.

I would like to know why staff are expected to work the first two days of spring break when the faculty have those days off. It is just one of the many ways that staff are treated like second-class citizens on this campus, and it seems like an easy one to fix.

Departments need enough funding to be able to function as intended for a full fiscal year. In previous years I have been told in May to hold off on ordering chemicals and supplies until the new fiscal year. This year I got that message in February.

We need more money. the cost of everything has gone up. we are not keeping up with todays rising cost.

Wages and raises. What happens if and when KY raises minimum wage to \$15 hourly? Will employees making over \$15 receive a raise to compensate for their job type? If not what incentives will be offered to help keep good employees? What is to prevent them from taking a different job that is less demanding and still able to make about the same ? What will MSU do to control employee turnover rates? Training new employees takes time and suffer a learning curb, which could cause our level of service to suffer.

I would like a consideration of a parking pass tiered cost-system. Similar to how the Wellness Center handles their memberships, it is based on the individuals salary. \$200 to someone making \$60,000 plus a year does not feel the affect as much as someone in an hourly position at the base pay scale. As the cost of living continues to increase, a new approach to the parking tags may be appreciated. I have included the link to the Wellness Center Memberships for a quick reference. <https://www.murraystate.edu/campus/orgsRecreation/campus-rec-and-wellness/wellness-center/membership/faculty-staff.aspx>

Cola raises

I don't think I've been working here long enough to really know

Creating a supportive workplace in all departments through education with department heads. Filling open positions instead of offloading work onto already over worked employees and canceling searches.

Remote work policy, salary increases,

-More staff needed within departments to get jobs done WELL. -Competitive pay for positions.

COLAs that keep up with inflation, at minimum. When workload increases, pay should increase. Raises for time served/seniority, otherwise why stay? These are three separate things and should be treated as such.

Policy and procedures; ie remote work, call backs

Remote requirement for weather/remote policy, reimbursement for remote work, pushing for more transparency from Upper administration, compensation, stabilization of our course, examination of centralization...is it really beneficial?--such as spending over \$100,000 for a scheduling system? Salary compression and fair compensation.

Pay

Mechanism to give raises to long term employees

A flexible work schedule for staff in the summer.

I don't know what they do

Another cost of living adjustment please. I'm having to work a part time job on top of my full time job at MSU just to live a basic life (house payment, car payment, medical costs).

Budget cuts.

The toxic workplace at Breathitt Veterinary Center

Continued support for yearly COLA raises, University administration transparency and University administration accountability for all areas of the institution

Competitive pay with other KY colleges and universities comparable to MSU. (We are the lowest paying one)

I would like to see our staff representatives advocate for more equitable consideration of staff members. Faculty and students are often granted flexibility and consideration while staff are held to stricter expectations. An

example being weather related schedule interruptions. On more than one occasion, classes were canceled allowing faculty and students to leave campus for weather, while staff were expected to keep their offices open.

Continue work for staff equity and inclusion, work/life balance and remote work.

Retaliation and Hostile work environments.

COL increase

Pay raises

hourly rate, insurance cost

Hourly pay raises to keep up with cost of living and rising interest rates; insurance costs; accessibility to buildings for those living with a physical disability.

Salaries, work environment, and actually touching base with constituents about concerns and issues.

To represent the staff and show weight to our roll towards the university's mission to ensure that staff positions do not become one of lesser value.

COLA increase to upgrade to what the economy is in the world today. It needs to be updated

I'm retiring!

Salary increase to catch up with peer institutions and to meet current cost of living

The fact that the university is over working and under paying their employees. They have vacant positions that they don't really try to stuff but want the few left to pick up all the extra work. Then they try to force you to use comp time instead of paying OT. But mostly the large disparity in pay gaps, and the lack of sufficient c.o.l.a. Raises or merit based raises. Why are people who make 6 figures getting the same raises as people making \$30,000 a year. Seems like real leaders would take less and give me to the lower pay scales.

Salary increases, on campus child care, keeping benefits costs down, keeping the tuition waivers in place for dependents of faculty and staff

Low pay in comparison to other KY universities and local businesses causing employees to leave and the importance the administration places on athletics (mainly basketball) at the expense of the academic colleges

1.) I would like to see a change in our pay. It's grossly under that of other universities in Kentucky that are similar to our institution. 2.) Years of experience should be able to replace the education requirements for employment. Staff members should be recognized and allowed to advance based on their knowledge, accomplishments, ability, and performance instead of how many pieces of paper they have. 3.) They shouldn't be able to take away an employee's tuition waiver benefit because they are low-income and qualify for PELL & CAP grants.

Raises, what is best for the students (academia)

Salary and sick days (we need more, particularly with Covid)

Address high cost of parking for staff

Cost of living pay raises, Flexible work schedules, and better communication for the entire campus

4 day workweek, or flexible scheduling including working from home

Hopefully keeping insurance the same.

Pay, university spending.

Wages increased substantially. I should be making at least \$2 more an hour than I'm making. Change insurance companies. I'm not happy with Anthem. Improve communication across campus. Communication is key to a smooth running business of any kind. We don't have it. We have chaos and money thrown out the door.

Work life balance/accommodations for staff with irregular hours

Release the 21-22 staff survey results, actually update the staff congress website with minutes and other changes, focus on ethnic/racial and gender equity within staff roles on campus.

COLA

I would like to see MSU offer some remote options - perhaps one day weekly or a few days monthly - to offer some flexibility to professional staff. Additionally, I am proud of MSU for undertaking the compensation study - it is very much needed. I lost staff this year to remote options and positions with similar responsibilities but much higher pay.

Salary. It is way out of line with others in the same role, even at other KY universities.

Flexible work times.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

Guarantee insurance program; salary increases that will be more than the percentage our insurance will go up is not really a raise.

Pay increases on par with cost of living

remote working policy

Flexible work schedules. Not everyone's job will allow them to work from home, but that shouldn't prevent others from having that ability. Departments all across campus are doing it anyway.

COLA increases, health insurance costs

A cost of living raise really needs to be given to those of us barely making ends meet. There needs to be raises given to those making under \$30k/year. In looking on our website, someone in my pay grade tops out at \$19/hour. I have been here 14 years... I barely make \$14/hour. How many years do I have to work here to top out? I am a dedicated employee and love my job, but the pay is less than stellar.

Keep up the great communication.

Match the benefits for part time employees to full time that have been at MSU for more than 5 years.

There are many people leaving the university because of pay or administrative issues; what is MSU doing to correct this before it becomes too severe? Several offices have had unfilled positions that will remain unfilled because of policy changes, and these offices may now struggle to keep up with their work loads as they become more and more understaffed. Will the Staff Regent and Staff Congress work for the betterment of the university and fight for better pay for all of us? Will they try to improve communications between the employees and administration? Will they make this a great place to work?

I feel like pay should be important for staff. There are people who work at Lowes that make more than some of the staff at Murray State.

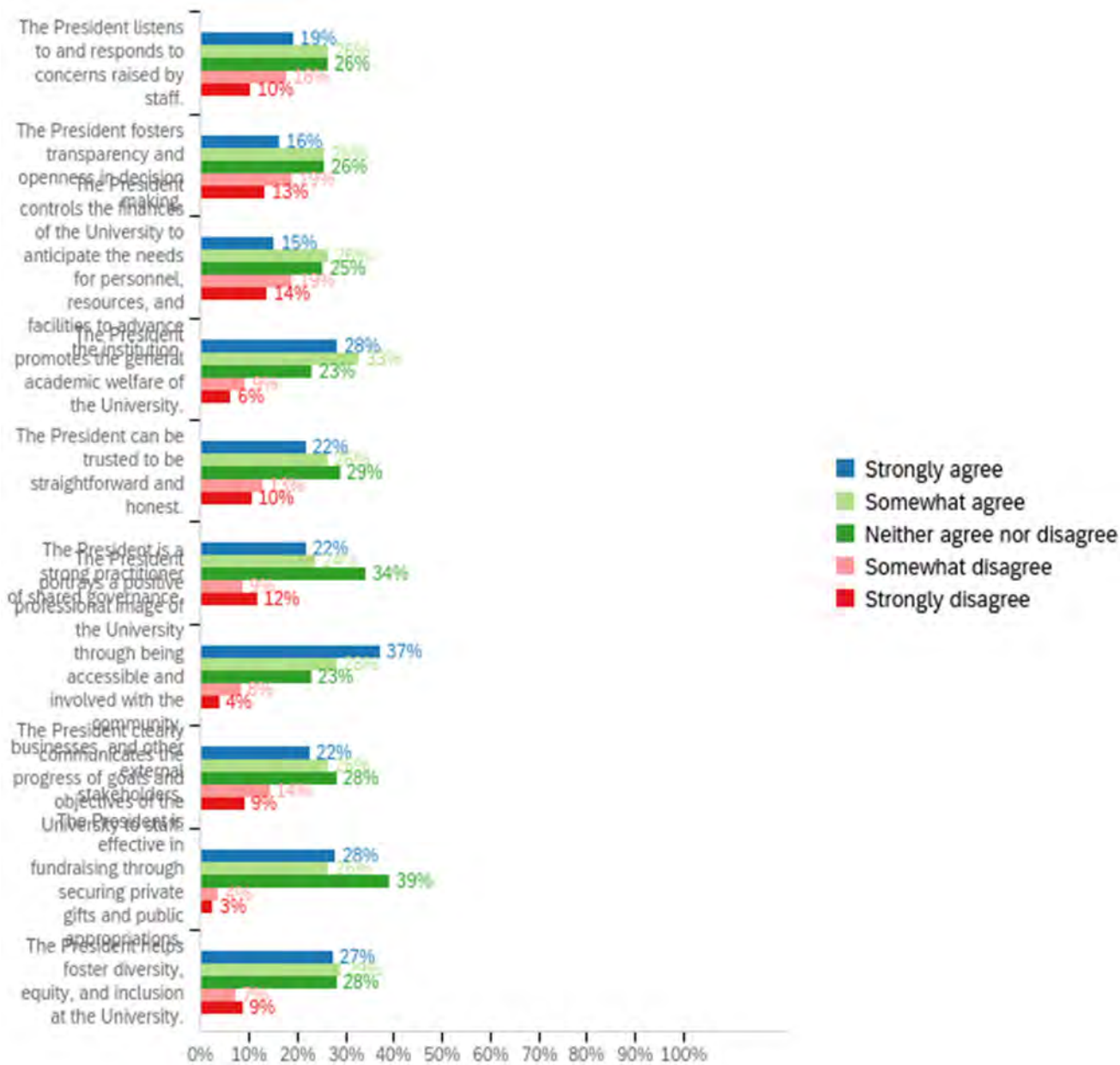
NA

COLA and/or performance raises, remote work from home at least one day a week

Competitive living wage increase More promotions from within versus external Higher salaries for hourly staff with advanced degrees Work from home option/ flex time.

pay increases and budget cuts

University President Feedback -Please indicate your level of agreement with each of the following statements:



#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	The President listens to and responds to concerns raised by staff.	19%	52	26%	71	26%	71	18%	48	10%	28	270

2	The President fosters transparency and openness in decision making.	16%	44	26%	69	26%	69	19%	51	13%	36	269
3	The President controls the finances of the University to anticipate the needs for personnel, resources, and facilities to advance the institution.	15%	41	26%	71	25%	68	19%	51	14%	37	268
4	The President promotes the general academic welfare of the University.	28%	76	33%	88	23%	62	9%	25	6%	17	268
5	The President can be trusted to be straightforward and honest.	22%	58	26%	70	29%	77	13%	34	10%	28	267
6	The President is a strong practitioner of shared governance.	22%	58	24%	63	34%	91	9%	23	12%	31	266
7	The President portrays a positive professional image of the University through being accessible and involved with the community, businesses, and other external stakeholders.	37%	99	28%	75	23%	61	8%	22	4%	10	267
8	The President clearly communicates the progress of goals and	22%	60	26%	70	28%	75	14%	38	9%	24	267

	objectives of the University to staff.											
9	The President is effective in fundraising through securing private gifts and public appropriations.	28%	75	26%	71	39%	105	4%	10	3%	7	268
10	The President helps foster diversity, equity, and inclusion at the University.	27%	73	29%	77	28%	75	7%	19	9%	23	267

Comments on President's performance:

Comments on President's performance:

Since I've never even met the man, I have no idea what he's actually done.

DEI is very lacking and those staff in place to handle it for the students/staff/faculty are either poorly supported or unwilling to make any kind of effort to support campus.

I appreciate Dr. Jackson and his hard work for the University!

While I believe the President is doing a decent job, there needs to be a lot more transparency to staff and faculty. There also seems to be a lack of concern for employee wages in the midst of an economic crisis.

He provided the leadership and stability Murray State needed to get through the COVID emergency without major trauma to the university.

This President does not even attempt to show concern or listen to the staff of this university. This President says one thing to your face then says the complete opposite in a public statement. This President doesn't trust the employees at the university to be looking out for the best interest of this university. This President puts his own thoughts and interests above facts. This President needs to leave before more damage is done to the reputation of Murray State.

[illegible]

Again, our biggest concern as a Staff Member is our hourly wages.

I have been a part of this community in one capacity or another for decades and have seen very little in the way of the current President compared to previous Presidents. It's very disappointing that he isn't actively involved.

The President promotes Murray State in a positive manner. The students are pleased with his performance. The donors, alumni, elected officials and others are pleased with his performance. He found money for a COLA during difficult budget times. He also did not furlough or do lay offs during the pandemic. I'm honestly not sure what else we can expect of him. He is a huge improvement from Bob Davies, Randy Dunn and the presidents of the past. He is a part of the community and is an alum and it shows in his daily performance.

I rarely see the President involved in anything on campus. Response that should be made from the president is rarely timely if given at all. Also, the information involving the WPSD scandal does not give me a solid opinion of him in regards to his performance as president.

It's hard to accurately judge the President's performance. He rarely communicates with staff.

Diversity in leaderships positions (women, minorities) is lacking across the board. Also the respect for a minority or female in a leadership position. I think the intention is there, but actions are not.

I am really disappointed with administration attempting to influence WKMS's reporting. WKMS is a huge asset on our campus and cannot be viewed as a mouthpiece for administration (by administration or the greater community). This goes against everything a legitimate news organization strives for. WKMS is also a model for students, especially those in Journalism & Mass Comm.

I think that President Jackson loves MSU but I don't feel that he takes any efforts to be fully transparent or to work beyond the circle of people he's surrounded himself with to make decisions at the top level.

I think that DEI should not be a priority and instead ensuring the students are being challenged and receiving the education that they need to excel in their chosen field should be a priority.

President Jackson's leadership is central to the university's success in a multitude of areas including enrollment and fiscal management.

The President, in my opinion, does not actually care about the wellbeing of the faculty or staff. The President is only concerned with the finances of the university, which are important, but CONSTANTLY reminding us of how much we cost the institution, makes us all feel super appreciated. The President doesn't actually listen to concerns of faculty and staff, instead acknowledges that he heard, and then makes some sort of excuse as to why we "can't" do whatever is suggested. I'm also EXTREMELY disappointed in the Board of Regents for doing NOTHING about Dr. Jackson's actions in regard to Judge Jameson and WKMS. It is DISGUSTING that the board just looked the other way. Murray State would be a better place without Bob Jackson.

I'm afraid the President looks bad in the press.

The President seems fine, but, as is to be expected, he seems to focus more on the Academic side of the house compared to the Administrative/Functional areas.

Honestly, I'm not sure what all the president does. I have never met nor seen him around.

Seems to be for Murray State University

No clue as I am not on main campus.

I don't feel as though I receive many updates on the President's activities.

I am thoroughly disappointed with his leadership. I expected so much more from an alum. He is more concerned with his image than the university. This was very evident when a former Regent voiced concerns over issues raised in the last staff survey. All of a sudden, he was not suitable to serve on the Board. The President does not listen to staff concerns. We are brushed aside and belittled if we question any of his plans or strategic initiatives. There is no transparency and the proof is in the way he has handled the WKMS open records issue.

Over the last few years my respect for this President has drastically lowered. From the recent law suit, to his disrespect and misogyny toward my superior and mentor. The policies this administration have put into place are strictly for financial gain and to lessen liability all at the hinderance of the students' education and opportunities.

I think the recent news story of the WPSD-TV lawsuit influenced my answers. I definitely hope I am wrong.

The President does not care about those that work at the university or students at the university. He cares more about what donors and his own personal self image than others. I mean even simple things such as when COVID-19 mask procedures were stated that all individuals must wear masks indoors but are free to not wear one outdoors, the President came to the Residential Colleges during move-in and took his mask off inside to take photos with students. There are employees living in poverty while there are members of the university who serve no purpose making far more.

The only communication I ever hear about the president is from the Staff Regent emails. I can only recall two emails in the past year from the President's Office... I'm mostly unaware how he is performing.

worst president in the history of the university

Bob seems to care about the University.

He is non existent to FM employees I and can speak for others here he could care less about is we are low class in his eyes

I am at a regional campus where I feel so disconnected that I know nothing about the president.

Needs to man up and do what's right for the workers of the university.also make ssc do their job and hold them to there contract

Msu staff needs pay raises. The president has failed to implement adequate cola and pay raises up to this point.

Our DEI process is a joke. The IDEA office is incompetent and should be completely overhauled.

Budget concerns were mentioned on the previous page. I don't know how much control the President has over that and how much is due to other factors.

The President says things that do not match his actions. The money he spends does not support diversity and his staff but instead continues to push toward outdated thoughts and agendas that are holding back the progression of the university.

Be open and transparent. Especially with COLAs, outsourcing, raises, etc. Just because you hear us, does not mean you are listening. We cannot survive on less, indefinitely. Eventually you will lose all of your good staff if this doesn't happen.

I feel like the administration has opted to let the staff and faculty suffer, through hiring freezes, stagnant wage increases, and loss of benefits, so that the campus can look like it is doing amazing while infrastructure is dilapidated. COLA's have not kept up with the rising costs and wages are not on par with industry standards. Due to this and hiring freezes I question my career here at Murraystate.

Haven't been here long enough to answer these questions

I believe the President is doing an overall great job in leading the institution, however, I believe there are improvements that President Jackson could implement to better the University overall. The President and upper University administration should be actively holding their direct reports and other staff members accountable to the jobs assigned to them and ensuring they are performing at only the best level possible. We seemed to have adopted the policy of turning a blind eye and/or not efficiently rectifying certain situations with some staff members strictly because "we don't want to make waves" or "cause drama." We must continue to be proactive and hold our staff members accountable to a high level of performance.

I believe the President is doing a fairly good job at handling everything that is coming across his desk.

I'm convinced that the President does not prioritize the livelihood/survival of hourly staff members. The three percent raise for employees recently enacted did nothing to alleviate the financial crisis that some staff members find themselves suffering. A three percent raise for someone earning considerably less than COLA is still not enough to make personal financial ends meet. I tell you this from experience. I kept my second job after the raise because it wasn't enough. It made no difference in my ability to survive financially here in Murray/Calloway County.

Not one time has the president made an effort to reach out to stakeholders within our department asking about needs and concerns. In addition, there is very little transparency. Honestly speaking, I have no idea what is happening with the university. I think he is more suited for fundraising than leading Murray State University.

The president seems to lead much like a politician. Says one thing then does another and makes decisions with either the threat of retaliation or in such a manner that only those views which align with his are heard.

Although he is a passionate alumni, sometimes I feel that he doesn't understand that the employees of MSU need more affirmation and appreciation of what we do. We used to be appreciated more and feel that this has gone unnoticed.

I think he has not done a good job. I think his involvement in the judge scandal and silencing Murray states own radio station from speaking about it gives him and the university both a bad look. The president and the people around only gloss over problems then expect a big pay on the back. Just like the opportunity to give us an 8% raise last budget but only giving us 3% then bragging about it being the biggest raise in 10 years. Just pitiful.

University Administration has become an "ol' boys" club. We no longer do national searches for open administrative positions. We gravitate to another "buddy."

Better communication and visibility to all departments is needed to feel more valuable to the university.

President is only concerned with how we look to potential investors, new students, etc. Faculty and staff don't really matter that much to him or he would work to ensure that we're fairly compensated.

The President could do more to be transparent, it feels like the campus is kept in the dark for most things and when information is shared--it feels like being "low on the totem pole" means that we aren't good enough/important enough to be aware of decisions made on that high level. His comment at the regent meeting last summer has really stuck with me--when he said that it is impossible to plan employee raises/COLAs ahead (when there is no issue planning to keep the lights on), at best he looks disorganized and at worst he seems to

have so little regard for staff/employees that our incomes and ability to survive on what we are making don't even register as a priority. Maybe he just misspoke, but he's never gone on the record to correct or clarify the statement. I am thankful for the support of my VP and team, and seeing other VPs supporting their teams openly and firmly. It's support that I don't see coming from higher up.

I don't believe the president is an effective leader or advocate for Murray State.

Excellent servant leader. Best I have worked for in my 25+ year career.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

Dr. Jackson is the best President we've had during my tenure. He loves the University and loves Murray. He does what is best for MSU, and hasn't used it as a stepping stone for something else.

For a graduate of this institution, his performance has been a huge disappointment.

Dr. Jackson is extremely personable and truly cares about his students, employees, and MSU.

The president needs to communicate in a real, measurable way with the faculty and staff of the university. He does not need to be sheltered from the truth of the resignation rates and dissatisfaction of the employees of the university; he represents all of us, and he needs to listen to us. He needs to understand that without the staff of this institution, there is no institution.

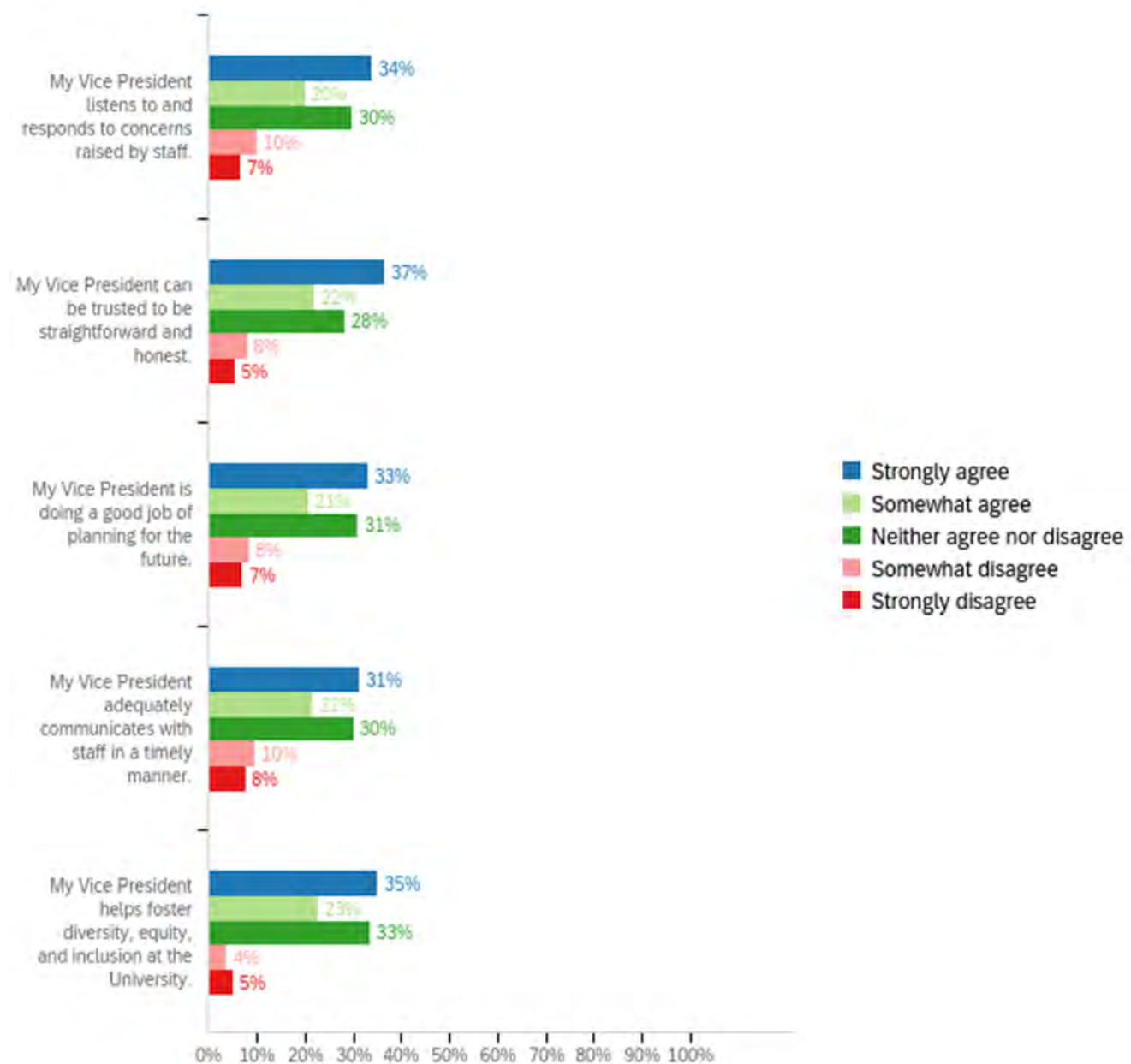
NA

issues of concern are not addressed, no change where change is needed

Doing a great job!

Does a good job.

Vice President Feedback -Please indicate your level of agreement with each of the following statements: (If you report through the President's division, skip this section)



#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	My Vice President listens to and responds to concerns raised by staff.	34%	82	20%	48	30%	72	10%	24	7%	16	242

2	My Vice President can be trusted to be straightforward and honest.	37%	88	22%	53	28%	68	8%	19	5%	13	241
3	My Vice President is doing a good job of planning for the future.	33%	80	21%	50	31%	75	8%	20	7%	17	242
4	My Vice President adequately communicates with staff in a timely manner.	31%	75	22%	52	30%	72	10%	23	8%	18	240
5	My Vice President helps foster diversity, equity, and inclusion at the University.	35%	85	23%	55	33%	81	4%	9	5%	12	242

Comments on Vice President's performance:

Comments on Vice President's performance:

Nice, but basically ineffectual for the staff.

It does not feel that there is really any focus other than ticking a box on diversity and inclusion here.

N/A

My VP is dedicated to serving Murray State and its employees.

Dr. Robertson has excellence performance when it comes to managing his job and working with those within his branch.

Our Vice President provided excellent leadership and stability through the COVID emergency. Compared to what colleagues at other universities have told me MSU did not experience a high level of the traumatic chaos and instability during and immediately after COVID.

My Vice President takes the time to visit and check in with the many departments in his area. My Vice President listens to the staff of this university. My Vice President has great ideas and fosters my ideas. My Vice President could do so much more if the current President would stop gaslighting the VPs and staff of Murray State.

DOES NOT CARE ABOUT US UNTIL WE ARE NEEDED AND WE ARE THE FIRST THEY WANT TO ALWAYS GET RID OF.

There has to be a higher level of concern for the hourly staff on campus. We are all about recruiting and retention with our students but we just expect our staff to do more work with the job vacancies we have and no more pay. If we did that the morale of our workers would improve and thus be more willing to make this campus more attractive.

We have excellent vice presidents globally.

I have no idea how my Vice President focuses on diversity, equity, and inclusion. I feel that most decisions made by the Vice President are made based on personal opinion rather than the needs of students and research of proper technique.

Dr. Robertson continues to be one of the greatest assets of this university. His interest in his staff is exceptional, and he communicates with us regularly.

Staff well-being is a very high priority for my Vice President. He genuinely cares for employees and seeks out ways to connect and demonstrate that.

I really don't have any notion of what the VP is doing or expects from those under the VP office. It would be great to have more communication on all of the above.

I think Dr. Robertson does an excellent job of representing the Student Affairs department, but he does not overtly concern himself with the workings of the departments below him. He relies heavily on the chain of command and does not often interact with our department.

Again, I think the focus should not be on DEI, but instead on producing graduates who are prepared to enter the workforce.

The Provost is an outstanding man and I am extremely fortunate to work for him.

Jackie does a lot of great work, but I can't help but feel like she is shortsighted when it comes to the changing workplace environment surrounding Universities and even the modern job market. Positions that aren't forward-facing do not need to ever be in an office. I also feel like there's some undue pressure for all departments to keep working at the same level no matter how many employees they lose, which means that our great time off benefits never really get to be used as people are too pressured to keep working and never leave.

Again, no knowledge of what this person does.

Our VP is a very caring person but does not stand behind staff or support any decisions made.

Our VP has been a great support for us over the years, even when the office wasn't under Student Affairs. He is great at checking in regularly, remembering our names and what we are up to. He seems to be good advocate for our office and for the students.

Excellent. Dr. R deserves an award for being the best boss ever.

always very supportive!

Dr. Robertson brings a listening ear and has attended every event I have been involved in. He has a great heart and cares for the students.

Lackluster.

I have not seen anything relating to their dedication to fostering diversity, equity, and inclusion. Another thing that I have not noticed is any kind of statement or pushback against the incredibly dangerous and genocidal legislation that is currently being passed in this state, and across the country, against the trans and wider LGBTQ+ community. This should be something that the university, and ALL people involved in the leadership at this institution should be vocally pushing back against. Instead, their silence speaks volumes.

Don Robertson is one of the last great members of the University. He fosters diversity, equity and inclusion, he cares about his employees, he seeks to improve the lives around him all while being held captive but a vindictive ruthless vice president who only cares about money.

The only communication I receive from my VP is for mandatory training. I'm only vaguely aware of their participation to the University through board meeting reports. Generally, I feel my department's progress is stifled by our VP denying requests.

Could not even tell you who he or she is

As I understand, the VP is largely against remote work. Allowing more remote work for roles where it's appropriate would be great for employee satisfaction and work/life balance.

Well if you like sneaky underhanded stuff going on and a person who only cares to fill their pocket with money this is that person

Msu staff needs pay raises and adequate cola increases. Positions need to be filled that are vacant.

Dr Robertson is great, but he has minimal control over some of the things that matter most, such as the budget and lack of resources for our department.

The Vice President is not as public in his role as the President, so that's why I have no "Strongly Agree". It's not in any way a rebuke on those items. Because of the budgetary concerns mentioned earlier, that is why I cannot "Somewhat Agree" on the planning for the future item.

I feel better about the Vice President's intentions but still feel like his hands are tied when it comes to decision making by both the President and the vice president of finance.

I think she hears us, however I do not think it effects any change. We are drowning at the bottom, and there is no hope in sight. Drowning in excess work due to positions not being filled. Drowning financially by making less money each year as (fractional) COLAs do not keep up with inflation, and no raises are offered since we are not even given COLAs. COLAs are the bare minimum to stay at 0 percent gain, we don't do that. Raises should also be considered to keep good folks here.

Information given does not come quickly nor transparently. It is supposed to be shared governance but feels like if something is not in the interest of the Vice President and President it is tabled or delayed in getting to the Board of Regents.

I don't know who the Vice President is or what they do. Have never interacted with them

The VP is not transparent. He does not adapt to change which shows in his recruitment efforts.

I feel the vice president of my area is all about their goals and agenda. When asked to look at particular concerns this year, they wasn't willing to listen even when a fix was being offered for the opportunity at hand. The vice president as far as I know doesn't communicate any changes such as the one I mention earlier to try and fix.

As a whole, the executives running the university could be much more staff-friendly in general. Pick a topic. They have room to improve it.

My vice president doesn't necessarily respond except for choosing one of the numerous automated replies that are listed. I do not feel like I can discuss matters of importance with my vice president. When I do, they often fall on deaf ears or he turns the situation around so that it looks like I am the one having an issue. I have no trust in his leadership or his outlook for the future.

Dr. Robertson communicates with the staff in a timely manner and is passionate about his position.

We never personally see or hear from our vice president. But know she only cares about the bottom line and not the employees.

Great job representing our university.

Honestly don't know -- I never hear anything from him.

The VPFAS is very adept and a great planner. Even though I'm pretty far down the line, I feel like you can see her work and efforts ripple out. She supports her staff and makes sure we stay focused and on the right track.

I do not receive updates from my Vice President about the department. I do believe she would listen and respond to our concerns if informed by department heads.

We do not have a VP for our area

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

Dr. Robertson is a huge advocate for students!

My vice president does not communicate with anyone on the "bottom rung" of the ladder of the greater department. We rarely hear from the vice president and even more rarely are we able to discuss policy changes or improvement in the department as a whole.

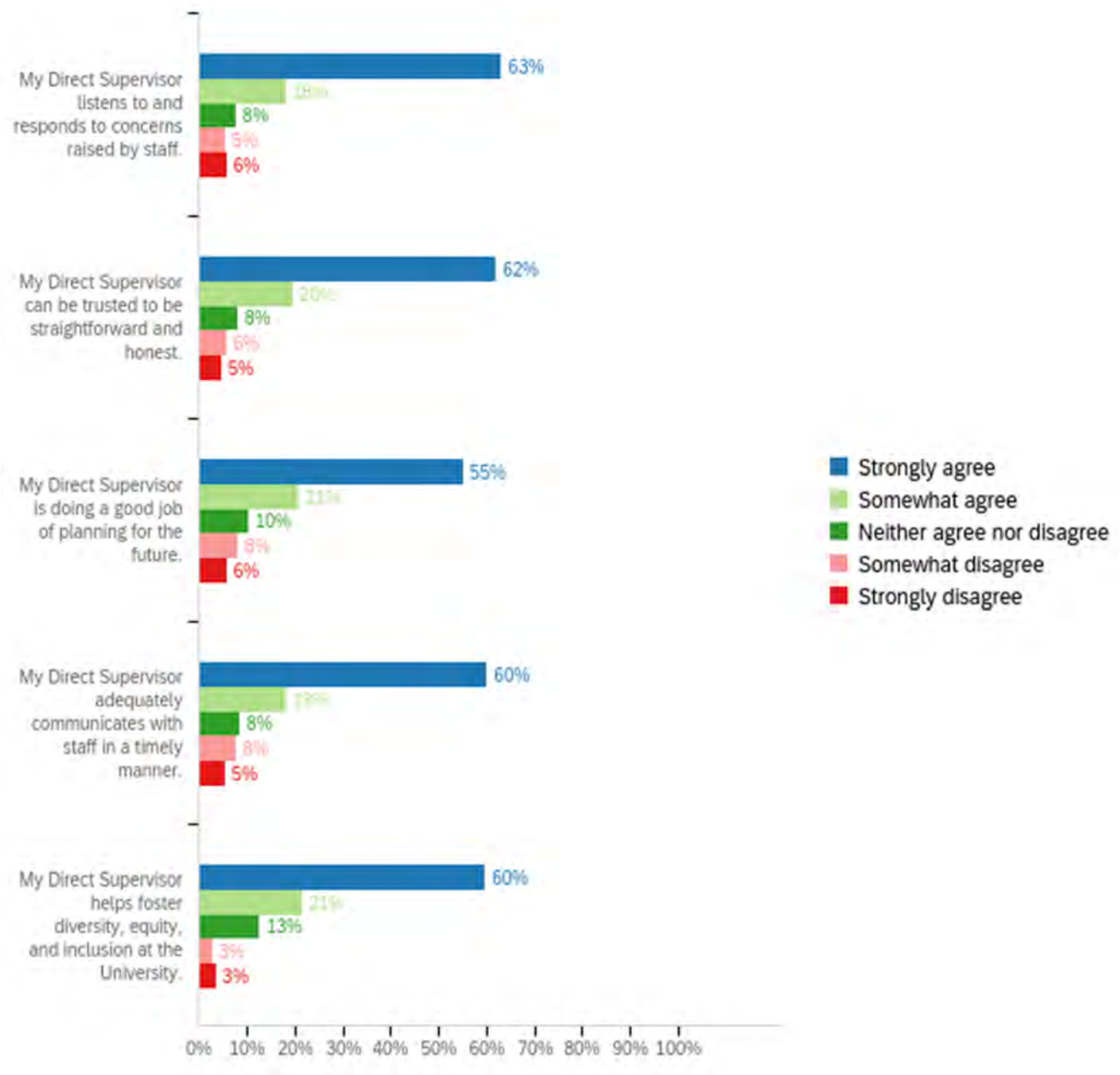
NA

no change where change is needed

Great job under difficult circumstances. Dedicated to MSU.

Does a good job.

Direct Supervisor Feedback- Please indicate your level of agreement with each of the following statements:



#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	My Direct Supervisor listens to and responds to	63%	165	18%	47	8%	20	5%	14	6%	15	261

	concerns raised by staff.											
2	My Direct Supervisor can be trusted to be straightforward and honest.	62%	162	20%	51	8%	21	6%	15	5%	12	261
3	My Direct Supervisor is doing a good job of planning for the future.	55%	144	21%	54	10%	27	8%	21	6%	15	261
4	My Direct Supervisor adequately communicates with staff in a timely manner.	60%	156	18%	47	8%	22	8%	20	5%	14	259
5	My Direct Supervisor helps foster diversity, equity, and inclusion at the University.	60%	156	21%	56	13%	33	3%	7	3%	9	261

Comments on Direct Supervisor's performance:

Comments on Direct Supervisor's performance:

limited by their supervisor, has given up because no change where change is needed

We meet weekly to discuss any concerns and offer support for the entire department.

Very welcoming and understanding. Sees the situation for what it is and not just black and white.

This is my supervisor's first year in the job and he inherited a lot of broken and burned bridges. Under mounds of stress, he is doing a great job to strengthen communication between offices and repair those bridges. Following a seasoned and experienced director, my supervisor is getting more and more comfortable having tough conversations with administration and becoming a strong advocate for our staff.

These responses are a reflection of our department's director, not my immediate supervisor.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

The Department Head is knowledgeable about the inner workings of the office but does not possess adequate managerial skills. The workload difference from employee to employee, blatant favoritism, and poor communication skills is causing burnout and a high turnover rate in the office.

She is kind and a wonderful leader. She is a good listener and makes sure that we all work together as a team. She makes sure that every member of the team feels valued and appreciated and that our job matters.

Our direct supervisor is the backbone of our department. Left to our own devices, we work together to make our individual department the best it can possibly be despite having limited control over certain factors.

Not good at managing people, particularly those that are problematic. Prefers to just ignore them and they do whatever they want, even to the detriment of other staff.

None

NA

N/A

My supervisor works hard to make our department effective and cares about the needs of employees.

My supervisor is great, but staff supervisors seem to have no ability to influence anything on campus other than maintaining the progression of work in their areas.

My supervisor [redacted] is top-notch, and she goes above and beyond.

My direct supervisor works hard to promote a positive environment and puts care into the work and support we give students. However, they are held captive again but constant budget cuts and fund redistribution.

My direct supervisor knows everything about our department and goes above and beyond every day.

My direct supervisor is not an advocate for our department.

My direct supervisor is more interested in how he appears to the public than what goes on in the office.

My direct supervisor is constantly in meetings, some days they only aren't even able to take a lunch because they're in 2 hour meetings one right after the other. I'm unsure how the university expects them to be able to adequately complete their job without working many hours outside of 8-4:30

My direct supervisor is a perfect example of what happens when someone is hired internally and only one person applies for the job.

My direct supervisor is a hard worker who approaches each problem with a level-headed approach.

My direct supervisor is a faculty member who works outside of his area of expertise to some degree but has been immensely proactive in improving our immediate work environment, increasing the number of students and community members we reach in our work, and further growing the quality service we are known to provide for patrons.

My direct supervisor has a great attitude and fosters a team atmosphere. She has realistic expectations for our workload.

My direct supervisor does a really good job communicating and assisting in professional development.

My direct supervisor can not plan for the future if decisions that affect the future are kept from them or delivered in a less than timely manner in which to take action.

My direct supervisor and I have frequent conversations that only further my trust in them and notify me that they are forward-thinking and have my best interest and future opportunities in mind.

My direct supervisor and I have discussed budgetary concerns and he is frustrated by the situation like I am.

My Direct Supervisor is rarely available and definitely plays staff members against each other. I feel it is a manipulative work environment.

My Direct Supervisor is one of the best supervisors I have ever had in my whole working life.

My Direct Supervisor is approachable and take the time to clarify any questions or concerns that arise.

My Direct Supervisor does a fantastic job of making sure that we know what is happening in the university to the best of their ability. They also put in extra time to make sure we feel supported in our positions!

Most of the time, it's the efforts of direct supervisors that keep me here. I can tell they at least care about their staff and try to make a difference even when it doesn't feel as if anyone in higher positions cares at all.

[redacted] tries very hard yes and sometimes too hard to make things better for the university but the management here at FM oppose him just because he points out things that they are wrong that they do,,,,, [redacted] and [redacted] need to be replaced

Job Positions need filled in order to maintain operational status when staff takes extended leaves; each Department needs 2 qualified persons in each trade Full-time. Currently we are expected to perform duties we may not have any experience in. The Supervisor is letting the Staff work unchecked and Work Orders are piling up in certain areas; which is frustrating to other Staff who must carry that persons slack... The Supervisor does not seem to be fighting for competitive wages to retain the skilled workers or attract new hires with skills.

If my supervisor has taught me anything, it is how not to be a leader. I have never worked for an individual who is terrified of conflict, who has no vision for the future, no plan of action, and does not advocate for his staff. He can not make a decision on his own without having to get approval from his supervisor. We do we continue paying people outrageous salaries who aren't held accountable.

I think our problems stem from our director. Constant micromanagement and focusing on things other than the need to fix an aging and failing infrastructure. Lack of respect for the employees who do the day to day tasks. Does not communicate well. Lack of understanding of what the skilled laborers do.

I recently moved to an admin assistant position and my supervisor (department chair) is amazing! I've never had such a great supervisor before, she's literally one of the main reasons I've decided to stay at MSU as long as possible. She's truly excellent.

I prefer not to comment.

I like working with my current supervisor.

I have worked on campus a long time. I truly believe I work for one of the best supervisors at this university. She has our back when decisions are made. She encourages and supports us to improve ourselves through professional development and service to the university.

I have only known my direct supervisor for a short time and cannot offer a 100 percent accurate assessment. My prior supervisor (or rather her boss) I think is strongly disconnected from the reality of those of us making under 30K a year. My workload more than doubled. When I expressed a concern about being able to complete what I was assigned, that I was barely able to triage what I had, her response was that they didn't think they were asking too much. After several years, I realized that they were not going to listen.

I don't want my supervisor to focus on DEI. There are many other areas that should be receiving more focus.

I don't know what we did without our supervisor before they started. Our entire office is more efficient/productive, is kinder, is happier. Best supervisor we could have asked for.

I don't believe "diversity, equity, and inclusion" are things that need to be "fostered" at any employer. Ability and competence should matter most.

I believe my supervisor does the best he can with what he is given. But too often it feels as though our director and front office is setting us up to fail. Especially our FM director.

Great

Excellent communicator and advocate for employees in their department.

[redacted] works very hard and does his best to listen to everyone and take our questions to Dr. Robertson. He has our best interest at heart.

[redacted] is my direct supervisor, so the answers are the same.

Direct Supervisor would know more of what is needing to be done in the department and what is done if the Direct Supervisor spent more time in the office during office hours with the rest of the staff.

Couldn't ask for a better supervisor.

Could use better management skills overloads one person while a couple others sit on their butt playing on phones.

As of now, I do not have a direct supervisor in the position. The new supervisor has been hired.

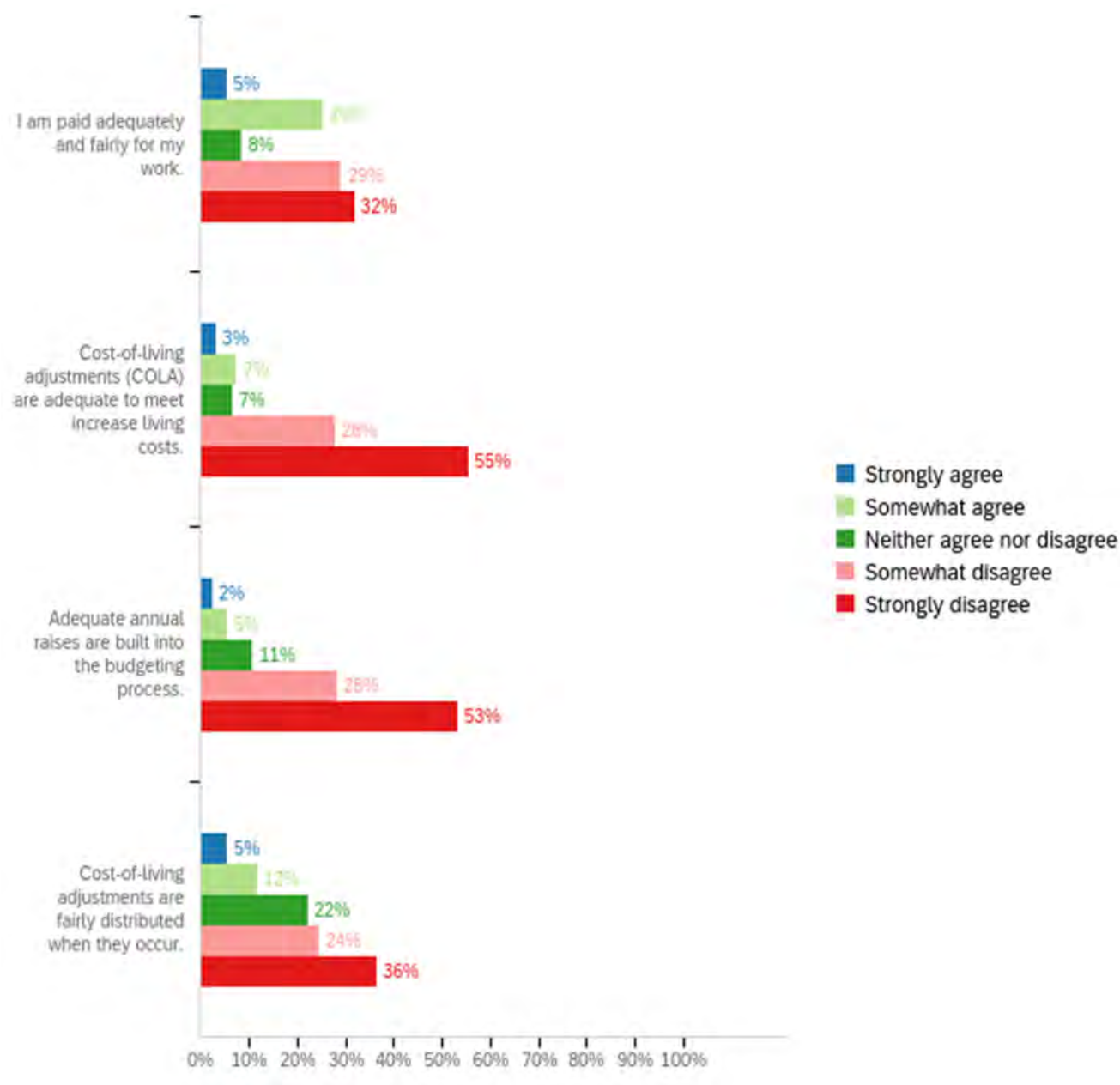
As far as my direct supervisor goes, she only shows up to work half the time and has the type of personality where she cares way too much about what other people think of her.....not a great quality for someone in a leadership role. Because she is often worried about "making people mad", there are some employees who have figured out that they can do whatever they want without consequences and treat other employees horribly. Since the supervisor refuses to stand up and fight for the good employees, we have lost several excellent and qualified people in the last few years. If something isn't done, we're just going to keep on losing really good employees until no one is left.

Administration in athletics struggles to communicate effectively from the top down. Was an issue with previous administration as well, often put the cart before the horse. looking to address issues that can't be solved if we don't solve the basics first (effective communication, streamlining basic processes)

Abysmal morale that continues to remain unaddressed. Dedicated employees are taken advantage of by unmotivated coworkers/supervisors. There is no plan for the future. Communication mostly occurs through rumor.

-Communication can be an issue at times, hard to reach.

Compensation - Please indicate your level of agreement with each of the following statements related to salary and compensation:



#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	I am paid adequately and fairly for my work.	5%	14	25%	66	8%	22	29%	76	32%	83	261

2	Cost-of-living adjustments (COLA) are adequate to meet increase living costs.	3%	8	7%	19	7%	17	28%	72	55%	144	260
3	Adequate annual raises are built into the budgeting process.	2%	6	5%	14	11%	28	28%	73	53%	138	259
4	Cost-of-living adjustments are fairly distributed when they occur.	5%	14	12%	30	22%	57	24%	63	36%	94	258

I am paid adequately and fairly for my work.



Cost-of-living adjustments (COLA) are adequate to meet increase living costs.



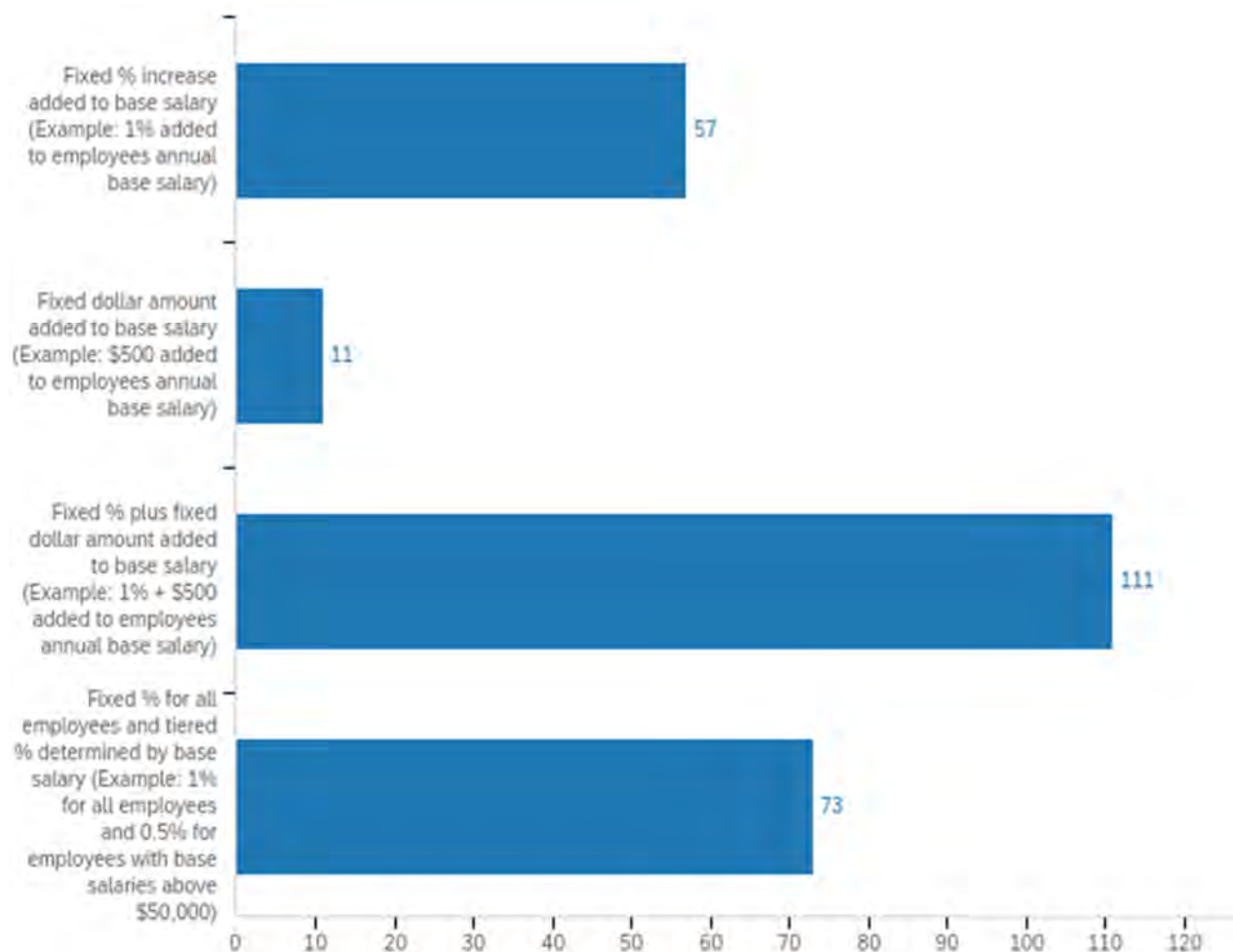
Adequate annual raises are built into the budgeting process.



Cost-of-living adjustments are fairly distributed when they occur.



COLA - Staff Congress is seeking input concerning different potential Cost of Living Adjustments (COLA) or annual salary increases. Please note, this information is used to gather information and does not guarantee any changes in compensation will occur. The dollar amount and percentages are for example purposes only. Which Cost of Living Adjustments (COLA) or salary increase model would you prefer to see implemented?



#	Answer	%	Count
1	Fixed % increase added to base salary (Example: 1% added to employees' annual base salary)	23%	57
2	Fixed dollar amount added to base salary (Example: \$500 added to employees' annual base salary)	4%	11
3	Fixed % plus fixed dollar amount added to base salary (Example: 1% + \$500 added to employees' annual base salary)	44%	111
4	Fixed % for all employees and tiered % determined by base salary (Example: 1% for all employees and 0.5% for employees with base salaries above \$50,000)	29%	73
	Total	100%	252

Comments on salary and compensation:

Comments on salary and compensation:

In many industries the university pays below the low-end median salary for the positions. That is somewhat made up for with the flexibility and schedule as well as benefits, but in recent years those benefits have lessened, and the pay gap between industry and the university has widened for many employees. If Murray State wants to keep talented employees and attract new talent, they have to either pay better or have more to offer. Otherwise the university will end up with departments full of the people who couldn't perform well enough to find a better job, not the ones who excel.

With the budget issues facing the university how will they afford to increase salaries without making large budget cuts across campus to afford the salary increase?

If we are to consider a tiered percentage, \$50,000 is not an adequate benchmark. With inflation and the rising cost of living, even \$50,000 does not go very far to support a family.

Due to the range at which many faculty or staff are compensated, just a % is a huge increase for the upper range and has little to no impact for the lower range of employment. Inversely, a flat \$ amount has the opposite effect. A scaling CoLA utilizing both a flat \$ and % could compensate the lower range more advantageously, but also keep the upper range happy as well.

Until the legislature realizes that Murray State provides a level of excellence that matches any university in the state and also provides good interaction between faculty, staff and students.

If the university is in such a budget crisis the President and VPs do not need to be taking salary increases. Staff are doing the work of cut and vacant positions in their areas with no salary increase or extra compensation. The President and VPs should not receive salary increases when it is their staffs responsibilities increasing, not their own. If there is going to be a percentage tiered based on salary the split needs to be much higher than \$50,000. Although those making over \$50,000 may make more than others on campus, those making over \$50,000 are well underpaid for their line of work, expertise, and work load as well.

I love the fact that these options have been added to the survey, and the bottom option is the obvious option for a staff member as myself.

I would rather not have yearly raises if it means the University plans to not fill positions and put more work on people who have chosen to stay with MSU.

Pay is not competitive with other businesses.

I wish that we would have options for merit pay - If somebody does an amazing job, allow them to be rewarded. Some kind of perk - even a Starbucks or Amazon card would be a nice perk.

The COLA needs to more fairly dispersed. A fixed percentage rate across the board is not fair to those on the low end of the pay scale.

I might not be fully understanding this fixed dollar amount thing, but this is how it reads to me. If there is a flat dollar amount added to a person's paycheck that doesn't increase the hourly wage, a future % increase will only increase the \$ per hour, not the extra fixed dollar amount. So, if I make \$10 per hour, and there is a 1% increase and a fixed \$ amount of \$500, My wage for next fiscal year will still only be \$10.10, and this is the amount that will be used to calculate the next percentage increase.

Athletics was told we would not get cost of living raises if they would happen due to the way we are paid. I would support them for ever is eligible for them.

The annual inflation rate is above 1% and COLA raises should reflect those adjustments. Performance Evaluations should also be taken into account for more raises to reward focused staff who are leaders in their Departments verses those who just show up for a paycheck and require the Supervisor to hold their hand.

Since we don't know what the percentage of raise would be given, it's difficult to really make a choice here. Typically, raises have stayed in the low range of 1% with a few years of being a little higher.

Salary disparity has greatly impacted our department's ability to hire qualified staff to fill positions, which puts our entire program at risk.

I understand the desire to raise the salaries on a tier system. However this undermines the value of the employees who are not at the bottom. It particularly effects those in the middle. It also hurts longevity for those in the middle. COLAs need to be balanced so that we are not filling open positions that are paid higher than filled positions.

Please bring up the salaries of all positions. ALL positions. A BA/BS degree with a few years experience (5 years) is required for most positions for compensation that is less than the COLA in this area. The only fair compensation is for IS (Programmer Analyst/System Analyst), which is wonderful - but there is serious lacking compensation for other positions that are just as important. So many people have left because of low salaries and education requirement levels that help make this university run smoothly. It's not that we are greedy for more money, but we keep getting our budgets slashed, our help diminished, and more responsibilities put on our plates. When the email from Jessica Evans went out w/the announcement in February, can we please have some transparency in actual numbers, rather than saying an estimate of 3 million dollars is needed to be reallocated? Could an actual example of a lower paying salary (ie: There's an Accommodations Specialist listed on our job site that has a pay starting at \$14.99 (additional pay dependent upon qualifications) What would the new hourly be? This might ease some individuals' anxieties about planning their future with MSU. The consensus is that we all LOVE working here, we love helping students; we feel we're taken advantage of.

Administrator salaries need to be examined. THAT is where we can save money...

I've just taken on a 2nd job on the weekends because we do not make enough for our family. We're still paying on our one vacation we took in 2021. My husband and I both work full time for the University.

I could write a novel on this, but I'll keep it short: Our salaries are laughable. We're the joke of the region for what we pay, regularly mocked online and in personal discussions, and no skilled worker wants to work here unless they need to find a job to stay in the West Kentucky region. I have only been able to receive a raise via moving up in positions, and there's a limit to how high you can climb. Once within that position your only hope is COLA raises, which seem to never happen, since I, nor any of my coworkers, have not received meaningful raises the entire time I have worked for the University. The only way to get a raise is to leave.

None

I have been considering other employment options that pay on average a baseline of \$20,000 more for my position, experience, and certifications. There is no opportunity for advancement here.

Why not give more compensation to the faculty/staff that have been here longer? We look more at lower paid employees (who have already received an adjustment in pay after the compensation study) instead of dedicated employees.

If there are no minimum requirements for raises other than being an employee, only a fixed amount is fair.

Salary compression is a real thing here.

We need merit raises!!

Since our office staff was cut 50%, I have been doing the work of 2.5 full time jobs for \$15/hr. That is insulting. Especially as an alumni of this university. I'm burnt out and the pay alone is a solid reason to leave.

% should include two parts - part for COLA and part for performance. High performers should get higher % than low performers.

I am level 2 and am not paid enough at all.... I have to receive services from Need Line and United Way.... I should not have to rely on these sources in order to survive. Please pay the hourly staff appropriately. At this rate I can barely pay for my rent, insurance, and car. I will never be able to buy a house if I stay at MSU.

I agree that lower hourly compensated employees should receive a higher increase than a standard percentage; however, salary employees are not eligible for overtime compensation and are expected to work 24/7 at times with no added benefit

I think depending on employee's past experience, degrees attained, cost of living, and overall knowledge or skill set should have some reflection in their pay.

I believe that salary increases are not equally distributed throughout the state employees.

OR don't make us pay for parking---

Several employees travel from nearby towns to work here, some by choice, others because they cannot afford to live in Murray. Wages need to be raised to at least enable an employee to rent a 1-bedroom apartment in a reasonably safe neighborhood.

Equitable opportunities for raises and promotions would be nice to see. It is amazing the university failed the diversity report and didn't reflect on sharing all white male promotions in the middle of the summer or change of the fiscal year.

Those are individuals at this university who make over \$130,000 who do not need to make that much. [redacted] is a useless employee who does nothing but promote greed. He also does not care about student experience in the slightest.

anybody over 50,000 wait for 3 years and anybody under get a raise

Prices are currently rising. Any raises are appreciated. One good way to consider compensation is whether the University would be able to hire someone with similar skills to fill a vacancy at the same wage the outgoing employee was paid?

I have worked at the University for 4 years and grossly undercompensated compared to the median average of similar roles at other institutions. I have never received a raise besides COLA, which has not been adequate in covering actual increases in the cost of living: inflation, housing cost increases, etc. I am effectively making less than when I started based on these factors. I love working at the University, but I have been left no choice to seek work elsewhere to get ahead financially.

The tiered percent by base salary is appealing as long as it favors those at the bottom and not at the top!! It should be used to close pay gaps.

Should be making what msu pays contractors because we as employees still have to fix what ever you paid them to do. Been happening for years

Cola increases in the last several years have not been adequate. Msu staff's income is a joke in the region. Yearly pay increases (longevity pay) should be implemented.

The salaries here are so unfair compared to other universities, and recruitment and retention of staff is significantly affected because of that.

The 3 % raise was better than previous raises but inflation has also been higher this year.

I don't really know how to answer this. I didn't get the COLA that everyone else got because until the end of August, I was working in a different position that was a grant-funded position. Then the university lost that grant and I lost that job. I started this new position, but I guess since I wasn't technically working for the university at the start of the fiscal year I wasn't eligible for the COLA, even though I actually had been working here since 2021.

I am paid in the bottom 15% percentile for my position based on the national average on salary.com, which is 25k less than the median. Along with this, I am expected to do nearly 4 times the amount of work most people at my job are expected to do nationally due to us only have two professional staff members (one position has been vacant since July, with the primary reason being it is an underpaid position) and no administrative assistant in our department has well. Therefore, I am asked to do all of the full time responsibilities within my department while being paid 25k below the average.

If there is 8 percent inflation, COLA needs to be 8 percent. If there is 8 percent inflation and a 2 percent COLA, we have lost 6 percent of our buying power, i.e. we suffer a 6 percent pay cut. Raises should be in addition to COLA. They are not the same.

I don't feel that any of the options above do what needs to be done giving a percentage across the board is giving more to those making a higher salary and amounts to a five dollar/ hour raise compared to a twenty five cent/hour raise. I think the tiered raise is a good idea but backwards to where the increase needs to be. Those making less than 70 thousand annually. Those making 80 thousand and above are not in need and probably already in line with industry standards.

Doing a fixed amount in the bottom 3 choices only adds to salary compression. Why do we not have a plan? There are hundreds, if not thousands of institutions that deal with this issue...why can't we? Why are we always asking what the "crowd" wants? Why not choose what is fair and helps to make our system equitable and doesn't lead to future issues?

As with most things here, we are behind the times in employee compensation. I took this job under 1 assumption, but due to the amount of money that has been taken out per Murray State and Kentucky policy compared to other states, salaries need to increase. I was previously offered a lesser job at another Kentucky State school for 10k more in salary

Although appreciated, the last COLA simply was not enough to meet the high costs of inflation. I am having to seek part-time employment on top of my full time job at MSU just to make ends meet monthly. And I don't have any student debt or other large amounts of debt, other than the basic house and car loans. The last year feels like I have taken a pay cut, despite taking on more responsibilities at my job because the university won't fill open positions in my department. It's not a good formula for retaining talented and dedicated employees.

I do not care specifically how it is done but we need to be paid enough to keep up with inflation.

Murray State University must continue to make COLA and annual salary base raises a priority in each budget cycle. We continue to fall behind the rate of inflation and other institutions in appropriately and fairly allocating a living wage to our employees. Other University jobs are currently at much higher rates of pay and Murray State must continue to make adjustments and improvements to this area. I believe every effort should be made to include a COLA AND an annual salary base raise in each budget cycle.

I am between a fixed dollar amount and tiered increase. The impact needs to be felt by those who are in the lower levels. 1% of \$30,000 is \$300 whereas 0.5% of \$50,000 is \$250 and 0.5% of \$100,000 is \$500. Another example of the rich getting richer and the poor getting little under the guise of "COLA increase."

I support the highest level of pay grades being given a lower percentage raise but I think a \$50,000 cutoff is too low. After taxes and benefits, the take home is still not quite high enough to support the added expenses associated with some of the higher paying jobs.

Fixed % for all employees, but \$50k is too low to start the gap

I don't believe people who make over \$75,000 should be receiving 1% + \$500. They should receive .5%.

I believe we have too many full time employees trying to make insurance premiums and everyday living with under \$25,000 a year. With the way the COLA is rising they will not be able to continue and we will lose good people because of it. I mean some started with good retirement plans available and now new associates have 401k and I am not a fan of how 401k works. It will not give enough for that person to live on when retired especially if the market crashes again. With that being said, for those under \$30,000 need a fixed and a tiered to try to make a living for their families or we will continue to lose some great associates.

To simply give a percentage increase across the board to all employees was almost demeaning to those making low hourly wages. Those making a salary in most cases probably didn't require an increase in their pay to quit a second job or to pay their ever increasing bills. It made no difference to them. Someone, somewhere thinks that low-wage-earning staff members can't do math or won't notice that we were simply given a raise numbering in the pennies every two weeks. We noticed, and we talked about it, and we're possibly more unhappy than we were before because we feel like our needs were heard but not taken seriously, and they certainly weren't met.

The salary at Murray State University is a an absolute joke. I have been employed at MSU for 22 years and I have not see a substantial raise except for the 3% COLA last year. A 1% COLA is an absolute joke. Is this how MSU repays hard work? For many years, MSU has stated that the cost of living is cheap. That is no longer the case. The 1% COLA will cover a tank of gas per month. Really? What a joke. I am absolutely embarrassed that I have worked 22 years and make the salary that I make. It is a slap in my face. Do VPs really need a COLA? Their salaries are extremely inflated for the amount of work they perform.

While I don't like the model I choose, it is the fairest. The problem lies with the compensation at the base. If there was not such a disparity between those at the bottom and those who seemly work less for more money then it would not seem so unfair. The problem is we try and "fix" this disparity by then having odd COLA arrangements that are scaled to compensate in order to present fairness.

I think that 1% is way too low. As of now the COLA for federal is 8.75%, this does not even come close to what it should be for employees

We have 0 raises built into our annual budgets of our department at FM. And the cola raises have been a joke. They aren't enough to keep up with inflation or the outside job market. It's leading to a loss of employees. I think it's ludicrous that people making \$100,000 plus get the same raises added in every year as the people making less than \$30,000. Especially years our insurance increases as well. It wipes out any small gain we make. I've worked here ten years and make less than \$30,000 a year.

Staff salaries should be on par with other higher education institutions in our region. There should be more opportunities for merit pay and raises.

Have not gon increase in COLA since working here 3 years ago.

No offense to the dean's or the president but when you have people at the bottom end of the pay scale here working two jobs just to be able to afford to keep a roof over their head, it's hard to see why the upper echelon of the university deserve a cut of raises. When you have a two parent household and both are employees of the university and still can't afford to raise a family on the university's pay then that is an issue. Employees can and do leave in order to get better paying jobs, so no I don't think those making more than maybe \$75k a year deserve a raise until those of us at the lower end can afford to buy food.

Our salaries do not keep up with the cost of living in the real world. Our pay rates should be more in line with other universities in the state.

I do not care what formula is used-just do it. We cannot have any more years of no raises.

Cost of Living adjustments each year are needed to cover financial needs of the workforce.

It is imperative that salary must become competitive within the same field, compared to other universities and within the same geographic area to drive hiring and retention.

I believe people make \$75,000 shouldn't get a raise until we get everyone making less than that up to where we are making what we should be.

See previous comments on the President's comment about it being impossible to account for staff raises. Very disrespectful and leaves me with no faith that we will see his support for an equitable arrangement around our pay.

These options as a "cost of living adjustment" is an embarrassment. I understand that the University is working with a budget but please don't refer to this salary increase as a COLA when it doesn't match the rate of inflation. Employees will not remain employed at an institution where they aren't valued and are not compensated accurately. Keep that in mind.

Murray State should explore going to a 4-day workweek (at 30/32 hours) while keeping the same compensation for employees. Hourly employees would have their hourly rate raise to keep their compensation the same.

More than raises and cola need to be looked at. We've gone without for so long that the salary many make is completely out of line with others in the region or state for the same job role.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that

the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

The rich are getting richer, meanwhile, those of making so much less are barely getting by.

This is my firsts year. I can't speak on the changes in benefits.

There is a huge disparity between salaries on this campus, and the people who truly keep the university running are never paid fairly for their work. If the university wants to continue to operate for years to come, fair pay increases must be a standard. Why would anyone want to work here if they can't be guaranteed a livable wage?

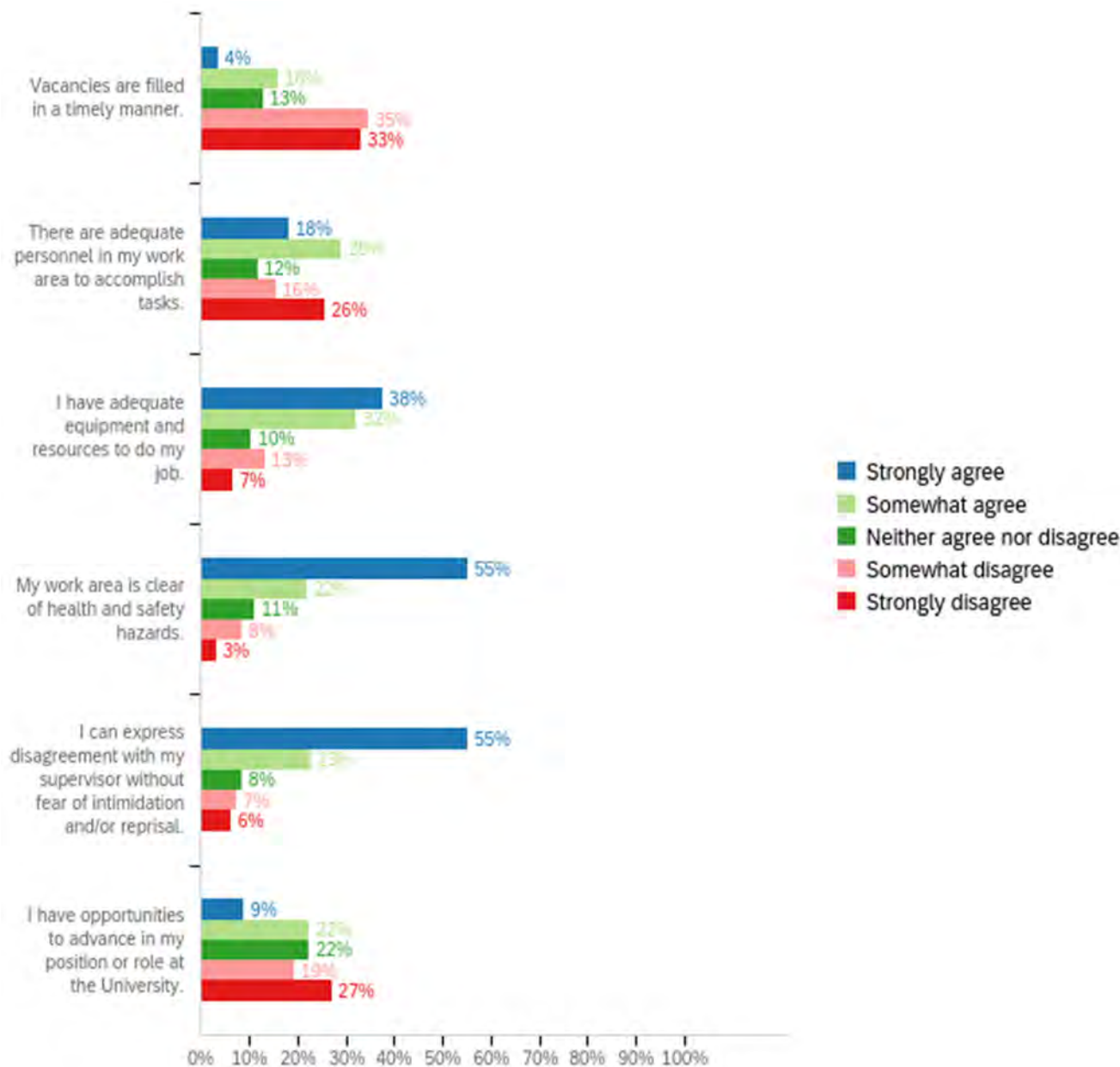
COLA percentage increase should be the same percentage as determined by the Fed for the Social Security and Supplemental Security Incomes.

NA

Would prefer that raises be based on performance and merit. When all employees, good or bad, receive the same raise, there is no incentive for better performance.

Hard to really tell. People earning less need more help.

Please indicate your level of agreement with each of the following statements related to working conditions:



#	Question	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total
1	Vacancies are filled in a timely manner.	4%	9	16%	41	13%	33	35%	89	33%	85	257
2	There are adequate	18%	47	29%	75	12%	30	16%	40	26%	66	258

	personnel in my work area to accomplish tasks.											
3	I have adequate equipment and resources to do my job.	38%	97	32%	83	10%	27	13%	34	7%	17	258
4	My work area is clear of health and safety hazards.	55%	143	22%	57	11%	29	8%	22	3%	8	259
5	I can express disagreement with my supervisor without fear of intimidation and/or reprisal.	55%	143	23%	59	8%	22	7%	19	6%	16	259
6	I have opportunities to advance in my position or role at the University.	9%	23	22%	58	22%	58	19%	50	27%	70	259

Vacancies are filled in a timely manner.



There are adequate personnel in my work area to accomplish tasks.



I have adequate equipment and resources to do my job.



My work area is clear of health and safety hazards.



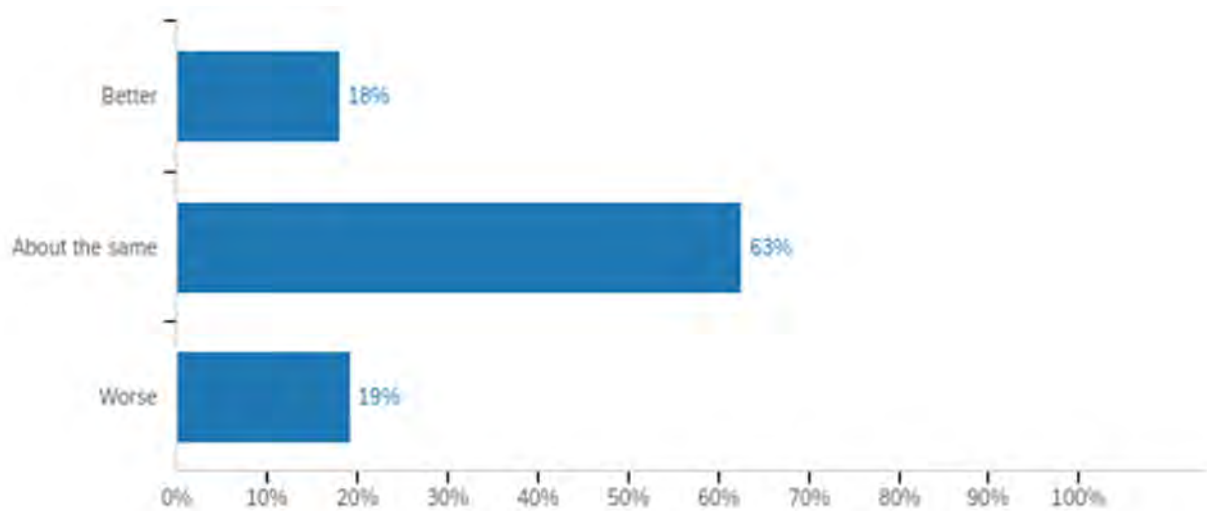
I can express disagreement with my supervisor without fear of intimidation and/or reprisal.



I have opportunities to advance in my position or role at the University.



Compared to a year ago, working conditions are:



#	Answer	%	Count
1	Better	18%	47
2	About the same	63%	163
3	Worse	19%	50
	Total	100%	260

Comments related to working conditions:

Comments related to working conditions:

I've responded the same way on this survey for the last five years at least...and the situation NEVER changes. Yet, I still answer these questions...

Vacancies seems to be handled differently in different areas. Sometimes they are not filled in a timely manner. Sometimes they are approved to be filled, but it is difficult to find a candidate to hire. Sometimes they are approved and filled in a timely manner. So, not all areas weather vacancies similarly.

My department is full of great people that make the most of what we are given. The issue is that the amount of responsibility and things expected continues to increase while the budget for supporting those initiatives continues to shrink or stay stagnant.

Murray State is a wonderful place to work and I feel a deep sense of gratitude to be a part of the Racer community. While it may not be perfect, no place of employment is. We are blessed with incredible benefits, generous leave time, the opportunity to make a difference in the lives of students and their families and outstanding colleagues who give their all every day to support an institution we love.

A year ago our department had more staff. This year is has been extremely stressful and tiring and there does not seem to be an end to it without the opportunity to hire.

Down 2 positions and getting hassle trying to fill them. Obviously there were people in them doing the work SO how is that supposed to be handled? The idea of letting student workers run the front office is ridiculous. That was a suggestion.

I think a huge part issues I see are because decisions are made by few that effect many but the few who usually make decisions are not the ones with hands on experience and personal knowledge. It doesn't feel as if the "little people" if you will are ever taken into consideration.

The leadership has over the last three years hurt the morale of our staff and worsened working conditions are very difficult to deal with on a daily basis and makes our job much harder to do

Getting a position filled is ridiculous. The steps and paperwork is ridiculous. Why does getting a job posted take such a ridiculous amount of time. Why are we still circulating paper for signatures to multiple offices? Even if you hand deliver the paperwork, some VP's etc. take their time to sign. It should not take months to get a job literally posted? Then more hoops to jump through to get people interviewed, paperwork to hire with more signatures that sit on certain desks.

It can take a full year for a vacancy to even be considered to be filled. When I have asked for equipment to perform my job tasks, I'm usually told that we cannot afford it. Facilities Management has ignored lighting issues and leaks in our office for months.

Blackburn Science continues to deteriorate with only cosmetic changes and quick fixes being made. Excessive humidity and mold are the biggest issues we deal with in this building. However, the lack of good water fountains or bottle fillers with a good filtration system in place is also an issue.

The turnover rate in my department is high due to extremely low salaries for professional licensed mental health counselors. Once counselors are fully licensed, they move on and we are continually short staffed.

Job positions need filled, there are no competitive wages, moral is down and Staff is unmotivated, and each year more benefits are taken away from FM Staff (Christmas Dinner allowance from Vending Machine moneys, free parking, Company Picnics in the Stadium under the big tent.)etc

Blackburn is one of the worst buildings on campus, despite renovations that have occurred within the past two years. My windows are so drafty that my blinds move constantly if it is windy outside, even when the windows are fully closed. My office is freezing in the winter because of the drafty windows. It makes for pretty miserable working conditions at times. There also is only one usable water fountain on our entire floor. Additionally, SSC

does a terrible job of cleaning our spaces, despite monthly complaints to the building coordinator and complaints filed as part of the monthly SSC survey.

Ongoing personnel problems are creating worse and worse conditions. At this point, it is going to be very difficult to correct and improve overall conditions.

Please work on adapting a more flexible Work From Home solution. It can be done. Please don't let the follies of past employees deter the university in moving forward to keep up with the modern age. Most jobs at this university have the ability to be done remotely. It's budget friendly and helps with work/life balance.

Murray State is a wonderful place to work. There is a culture of teamwork, collegiality and genuine care throughout the campus community.

I say working conditions are worse because of continued pressure to remove all forms of flexible work due to what seems to be a focus on keeping offices filled. I would gladly empty my office if they need it and I could just work remote permanently. In my personal opinion, masks should still be mandated, but I realize I can't enforce that on everyone when even the government has backed off on such measures. Regarding advancement, there is no advancement once you reach a certain level because there just isn't enough mobility within departments to justify different paygrades beyond complete job changes. Similarly, it's impossible to hire skilled workers in the post-pandemic job market.

None

We are understaffed (due to turnover with such low salaries) and still expected to do more. Our building is not well maintained. There are black and moldy ceiling tiles, toilets that don't work properly, drainage issues in the sinks, bathroom vanities that are partially falling, broken floor tiles, etc. It's a gross work environment.

No one is there to help you try move up or better yourself. It is just asked for you to do more but for what compensation?

There is one person in the work area that makes it very difficult for everyone. One person in our area retired so that makes it a little better however the person left is very unfair and treats everyone poorly. She is very judgmental and makes a hostile work environment for everyone especially the student employees.

We are dumpster fire on a sinking ship.

If there is an adequate number of employees, it is likely that there is an inadequate number of competent employees.

Intimidation, fear, and trying to appear superior to employees has worn me out.

I love working in my department. Overall, conditions are horrible. Staff are overworked and not compensated for the extra duties they are forced to perform because of vacant positions not being filled.

As previously stated, our office staff was cut in half. The administration decided to change the way we do our jobs without our input which in turn made our jobs 10x more difficult. All while we are all having to do the work of 2.5 people for very low pay. We are all stressed and angry.

The only thing that has improved is that they did do a small COLA. It didn't really help but at least they did something. Thank you for working on this.

budget issues are causing major concerns about the future of working conditions

My work environment is wonderful with kind and compassionate people.

I feel that my time at MSU has allowed me to learn more about my position and expectations.

Space is ridiculously small for staff/students accommodations. Certainly not ADA for students.

Flexibility for reworking positions, changing salaries and job descriptions continues to be atrocious and negatively impacts the university's ability to fill positions.

Several people have left my work area. My current direct supervisor is part of the reason. He often makes decisions without any concern for what options are available or the ideas of others.

Need pay increase

To much stress,drama, which creates depression ,anxiety. Never feel like your worth is good enough . Seems like your just a body filling up a space work load shifts if your good and have good work ethic you get the hardest work and the most. Newer employees need to be learning how to do these things cause one day us good employees are gonna be hard to find.

We were already at bare-bones, and now we are being asked to cut even more. It is not feasible for us to do our jobs with even fewer resources than we currently have.

Working conditions are about the same but budget constraints are worse. This is why I checked "Somewhat Disagree" on the third item.

need more money.

One advantage and disadvantage to working at Murray State is that it's such a wonderful place to work, that people don't leave quickly. In certain positions, there is no where to go unless the director supervisor leaves or your in a lower level position and you change departments. Having Senior Level Directors across the board would allow for a step of growth before going from a director to executive director or VP.

I am working in a different position, in a different department, than I was a year ago. I think that my current department is much better run, has much better communication, and much better employee morale than my previous department.

We have had a vacancy for our position since July. The primary feedback we get from candidates on why they dont accept is pay. Since we only have 2 professional staff, I have done all the full time responsibilities by myself since July. In the state of Kentucky, all other Campus Recreation departments at public universities have at least 3 professional staff members and at least one administrative assistant. We have 2 professional staff members (when fully staffed) and no administrative assistant. We simply don't have enough professional help to get the jobs done as well as they need to be. You can only ask student workers to do so much before you overwhelm them or they simply can get the job done at the level you need.

The department needs to be fully staffed.

The policy has become, when someone retires or quits, spread the work out. This is a desperate action only taken on sinking ships. If you know we are sinking, tell us so we can get in a lifeboat ahead of time.

I fear retaliation not from immediate supervisor but from administration. Critical equipment that is rusted out and falling apart and has been brought to the attention of the administration gets passed over for dog parks and bronze statues. Paint and carpet makes the building look nice but fails to address the reason it was necessary to replace the paint and carpet.

have not been able to get leaks fixed in Stewart stadium as long as I have been here. It is a bad look

Working conditions are about the same, but my salary is worse because I've taken on more responsibilities due to open unfilled vacancies in my department.

My immediate supervisor is fine. It is the dept head that is our problem.

The old buildings suffer extreme temperature changes during certain times of the year. I find it very difficult to focus mentally when this happens.

Like my pitiful salary, working conditions are TOXIC. I went from having a staff of 10 to 4 to 2. Poor decisions have led to my unit being dismantled. Now, I have two people total to adequately deal with an enrollment of over 300 students. In addition, I do not have a stable budget that is allocated to my office.

We have lost more employees and taken on more work load.

There is talk that a vacancy in my office will not be filled due to the need to cut money from the budget. That position is integral to our success as a department and it is frustrating to think that the load of that position would have to be spread amongst the rest of us who are already swamped with work after previous position cuts. There is a lot of talk amongst employees about how well the basketball coach is paid in comparison to the rest of us,

even in comparison to those at a fairly high level. Why are we having to cull positions but are able to compensate (and compensate VERY well) a coach for a team that isn't spectacular?

Average humidity is 70% which is too high for inside. Average indoor temperature is 67 degrees-too cold all year round

With the pay scale being so low, positions are hard to fill and retain.

Conditions are only better because I moved to a different department.

My working conditions are better thanks to the work from my direct supervisor and my depts VP.

We have no training manuals or no set training schedules for new staff. Current staff members are expected to train new staff (with no training materials) while also maintaining the workload.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

Purchasing of needed supplies and equipment dictated by those in other departments across campus who have no knowledge of particular needs

Better now that COVID restrictions have been lifted!

Again, I was not here a year ago.

I personally fill in when there is an issue or anything needing to be accomplished whether it is in my job title or not. Both directors have tried to get me a raise for the work that I do and there has always been pushback from HR. Also, the hiring process needs to be re-evaluated. It takes too long for us to be able to hire replacements.

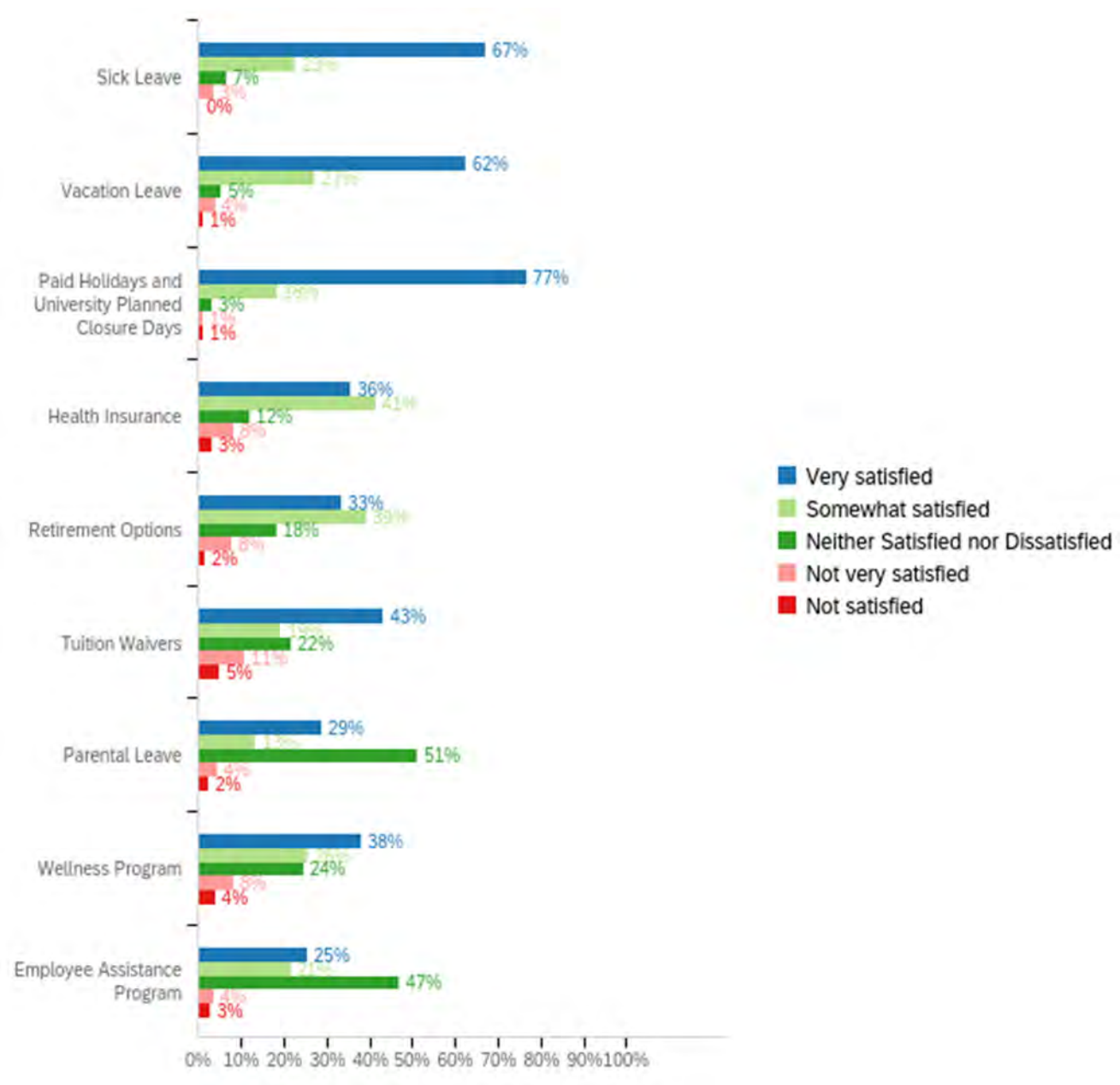
Because of the efforts of my colleagues and immediate supervisor, our department has been able to implement changes that have made our working environment more efficient, more welcoming, and more tight-knit.

NA

Working conditions have improved in my area strictly due to a change in management.

Work area -- Sidewalks around Wells (especially the west side) are a huge safety hazard and look less than inviting for student and families when they visit.

Benefits - Please indicate your overall level of satisfaction with the following employment benefits:



#	Question	Very satisfied		Somewhat satisfied		Neither Satisfied nor Dissatisfied		Not very satisfied		Not satisfied		Total
1	Sick Leave	67%	175	23%	59	7%	17	3%	9	0%	1	261
2	Vacation Leave	62%	163	27%	71	5%	14	4%	10	1%	3	261

3	Paid Holidays and University Planned Closure Days	77%	199	18%	47	3%	8	1%	3	1%	3	260
4	Health Insurance	36%	92	41%	107	12%	31	8%	21	3%	8	259
5	Retirement Options	33%	86	39%	101	18%	47	8%	20	2%	4	258
6	Tuition Waivers	43%	112	19%	50	22%	56	11%	28	5%	13	259
7	Parental Leave	29%	73	13%	34	51%	130	4%	11	2%	6	254
8	Wellness Program	38%	98	26%	66	24%	63	8%	21	4%	10	258
9	Employee Assistance Program	25%	65	21%	55	47%	120	4%	9	3%	7	256

Comments related to benefits:

Comments related to benefits:

Should be able to utilize tuition waivers after one retires for dependent children.

We are lucky to have such a generous benefits package. Tuition waivers are an incredible added bonus and they are a game changer for the families of employees.

Tuition waivers should be honored for doctoral programs and for graduate school for dependents. There are so many limitations to the tuition waivers compared to years ago. The Wellness Program seems unnecessary - has the university seen any kind of financial gain or benefit from it? What is the Employee Assistance Program?

The benefits and paid time off at Murray State help to offset the lower compensation rates.

These are hard to see as benefits when you are underplayed, under appreciate, understaffed.

There are benefits that discriminate against single employees such as parental leave. Those who already have a PhD and have no children do not receive any benefits from tuition waivers. Basically the last 4 benefits listed above are for those who are married, do not have a college degree, and/or have children.

Love my benefits!

Waivers for dependents that are pursuing a graduate degree would be great!

Have a clear policy on remote days, and have an option for remote work on a case by case basis

Please bring back tuition waivers for Retired employees. I will be close to retirement in a few years and will still have children that will be near/at college-aged that I had planned to use the tuition waivers for. With so many people having children later in life, such as myself (who chose to build and focus on my career HERE at MSU before having children), this was a benefit that I was looking forward to using once my children became college-bound, knowing I might be possibly be retired. With the elimination of that benefit, it's as if you are being punished for retiring and/or having children later in life. At a minimum, it could have been "phased out" with new hires and/or those of us that came here knowing this was a benefit at the time of our hire (decades ago!) could have been grandfathered in.

I believe Murray State offers an excellent benefits package.

Tuition waivers should be increased to cover more than two doctoral level courses per academic year.

The FREE access to Carr Health for exercise has disappeared (weight rooms, pools, racquet ball courts). The Staff IDs should now allow employees to use the Wellness Center freely without using Tuition Waivers.

Would like to see tuition waivers reinstituted for universities within the state other than Murray State.

These are some of the things that keep employees working here.

I think that paid maternity/paternity leave is long overdue and should be offered by the university.

In general the University has good benefits. I would only ask that other options besides self-insured health care was examined.

Really great benefits when all utilized fully.

Doctoral students should be afforded the same number of tuition waivers as baccalaureate and master's degree seeking students. We should have the same six annual tuition waivers as the other degree levels. You want for

staff to get additional training, but aren't willing to support? That's fine, we can take our advanced degrees, and talents, to other universities.

Please don't remove the tuition waivers before my middle school child has the option to attend Murray State.

Benefits are great. They are truly the only thing that keeps me at Murray State.

Leave is great, and the University closure days are really the only true holidays we get here. Everything else is troublesome, but it's not the University's fault (for example, health insurance premiums in the state of Kentucky and whatnot).

None

Removing the ability for employees to up their own contribution to their 401K seamlessly hinders the ability to save adequately for retirement. Having to open a separate 401K to add additional funds is a hindrance, not only do but in having to track separately when planning for the future.

Since raises are so low, we should have free access to the Wellness Center.

EAP mental health services only covers 6 sessions. That is not enough to address most of the issues people deal with so it isn't really helpful. It is good at connecting us to a practice. The law help charge \$75 per hour regarding wills and estate planning. I can't afford that if I can't afford to pay for food.....

The rate of pay and costs of insurance premiums don't show equity, in my opinion.

Vacation leave is only as good as when employees may use the time. Too many offices are poorly staffed and unable to allow time off.

These benefits are well communicated or come with so much red tape that they might as well not be used. I signed up for health insurance twice since I had a change in position and still do not have health insurance and now have to wait until open enrollment in the fall. Also since my pay is so little, I can't even afford insurance to be taken out of my paycheck.

Would like to see sick and vacation combined to PTO (Personal Time Off). I have almost a year of sick time I will never use, yet consistently short of vacation days...

Murray State has a lot of great benefits. I appreciate the fact the administration is looking for ways to make them even better. I like the fact my health insurance premiums have not gone up over the last few years.

I would like to see the Wellness Program offer more options. Not everyone is diabetic, or needs information regarding a specific diagnosis. The upcoming colon health activity is good because everyone needs to take care of their colon.

The vacation leave is subpar. Two weeks is the absolute bare minimum and a university should be ashamed to offer that low of a number. Breathitt Vet Center's policy of staying open even when regional campuses are closed is absurd and dangerous. If the school of agriculture next door is closed, then the BVC should be closed without question. BVC employees feel expendable compared to other employees in these cases. The retirement plans should deposit more regularly. Why does Murray hold onto parts of our paychecks for a month? The wellness program is completely inaccessible to regional campuses. It would be impossible to attend any events.

University seems to do what benefits them the most not the employees

Sick leave bank has gotten worse over the last few years. Also , need to look into being able to donate sick leave to co workers like other employers.

As I mentioned earlier, the university should be closed the whole week for spring break, instead of requiring staff to be here on Monday and Tuesday. Regarding the Wellness Program, faculty and staff should have free access to the Wellness Center,

I have not used the last four benefits, which is why I checked "Neither Satisfied nor Dissatisfied". I'm sure they are at good levels.

My only negative comment about benefits, especially the health insurance, is that I sometimes find it difficult to understand all of the processes and what to do.

Benefits are good here.

Vacation is nice, if you can take it. Usually taking vacation is a punishment, when you return, you are so swamped you cannot keep your head above water. The solution, add more work to people and don't hire more folks.

The insurance is ok. The cost increases are to be expected but when you get rid of a swaths of employees that contribute it goes up. Same thing occurs when you do not replace employees who leave or retire. Not being able to use tuition waivers after you retire is a loss of a benefit that was part of the package when I hired on. It was part of my earnings. It reduces my lifetime earnings and therefore pay. The wellness program is great and well thought out. It is run well with many offerings and ability to complete.

I understand that the state legislature made laws regarding vacation day carry over. But, I do not feel I should have to use, or loose, vacation days if I hold on to them. I shouldn't be forced to use days/punished for consistently doing my job over the years.

would be helpful to communicate when a new employee is hired that retirement is not optional. Some of us come from other states where it is optional and have developed other retirement options and plan to not contribute out of paychecks.

I wish there were a way to make the tuition waiver process more seamless and all-inclusive. There are still charges associated with applying for admission, course fees (especially online fees), etc. I considered taking a class this semester, but since it's been a few years, I was going to have to pay \$40 to reapply just to see what was offered. University employees should be able to better themselves through education at no cost. Having a more educated workforce can only benefit the university, and it seems like making classes truly free for employees would be a fantastic return on a small investment.

I answered Neutral because I do not subscribe to any of these benefits; therefor I have no option. Retirement options are just confusing!

Vacation leave is great when your area has the support so that you can actually take time off/ not work on scheduled vacation time.

Closure days are the best options. Remote days are unfairly distributed. Tuition waivers should have never sunset on retirees. Not offering for new hires when they retire are one thing, but it was included as a retirement benefit for many.

I think it is pitiful that a person is not rewarded for being healthy and not misusing their sick leave. I have over 6 months of accumulated sick leave but I can not be compensated for it when I retire. Of course, it is all about the money and the university doesn't want to pay a worker for not being sick.

I try not to rely on the university's benefits since they change too often to actually be beneficial or are inadequate anyway that it is not seen as a benefit in the first place.

The time off is great when you're able to use it. However when you stay short staffed you are made to feel about using it or you are constantly bothered on your time off then told you can't be compensated for it because you were at home not work. Hourly employees all across campus are being treated like salary employees. Expected to answer call, emails, texts , on time off and then receive no extra compensation. The insurance has become a joke. Over priced and doesn't hardly cover anything compared to when I started. I'm considering not even getting it for my family in the future. By the time it comes out of my check along with parking passes, pay roll taxes, and everything else there isn't anything left to live on.

Please make it a priority to keep the tuition waivers for dependents of faculty and staff.

I lost my tuition waivers because I'm low-income and qualify for PELL & CAP grant. I'm only able to move up in position for better pay if I have a bachelor's degree. This seems backward to me.

I wish we could have more sick days due to Covid.

Great benefit package.

MSU needs to work much harder to build mental health benefits into either its health plans or EAP. 6 sessions for therapy is not enough. Also, Emerald Therapy is terrible. Please allow people to go somewhere else or use an

online (Betterhelp etc) therapist or something. With the way the world is now, EVERYONE needs help with their mental health -- do NOT skimp on this.

The WayneCorp resources are extremely outdated. Diversity trainings on there (since I last checked a couple months ago) have not been updated since before I was in preschool. They haven't even been updated since gay marriage was legalized, since don't ask don't tell was repealed, since Juneteenth became a federal holiday, or since women could serve in active combat--just saying that the world those trainings were made for is not the world that we navigate today. The EAP that allows for therapy isn't something I take advantage of at all--I do therapy at a different office in town. All of that said, that new platform we've been doing trainings on (so far, disability and driving) is AWESOME.

It would be wonderful if the University/State would consider lumping sick leave and vacation leave as just earned PTO.

I think that vacation should be able to be accrued and not taken away if you do not use it. It shouldn't matter if you have been here 5 years or 25 - it's your vacation and there shouldn't be a cap and your time taken from you if it reaches a certain point (especially if your employment is less than 10 years).

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

I have no idea why staff members have to pay for memberships to the wellness center if they don't meet the criteria of going a certain number of times and joining a certain number of classes. I have a job where I travel A LOT and because of that, I am not able to go the gym as consistently as I would like while also doing my job efficiently. Which means I'd have to pay out of pocket to workout at the fitness center where I work? This is my 4th university I have worked at and the first one where a staff member doesn't get a free membership.

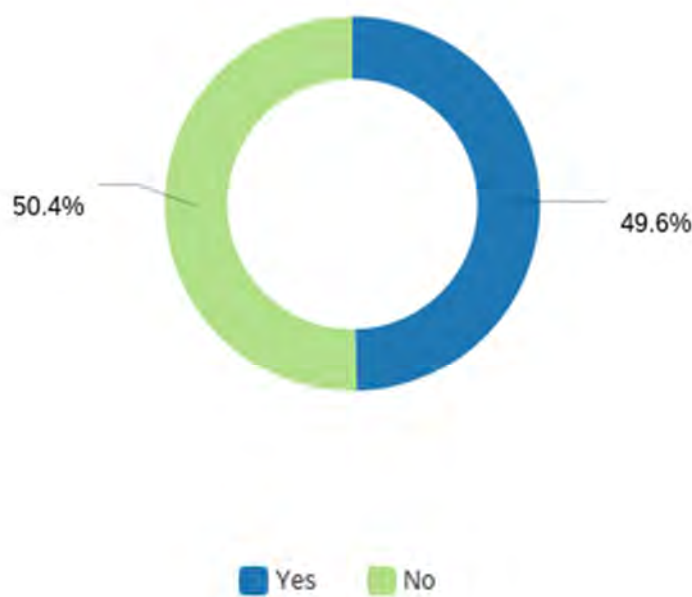
Health insurance and tuition waivers should be offered to part time employees once they have been here for a certain amount of time. The health insurance offered to part time employees is an insult.

Employees should have free access to the Wellness Center facility without having to enroll in an extra program and without the fear of being punished for not fulfilling some sort of requirement.

NA

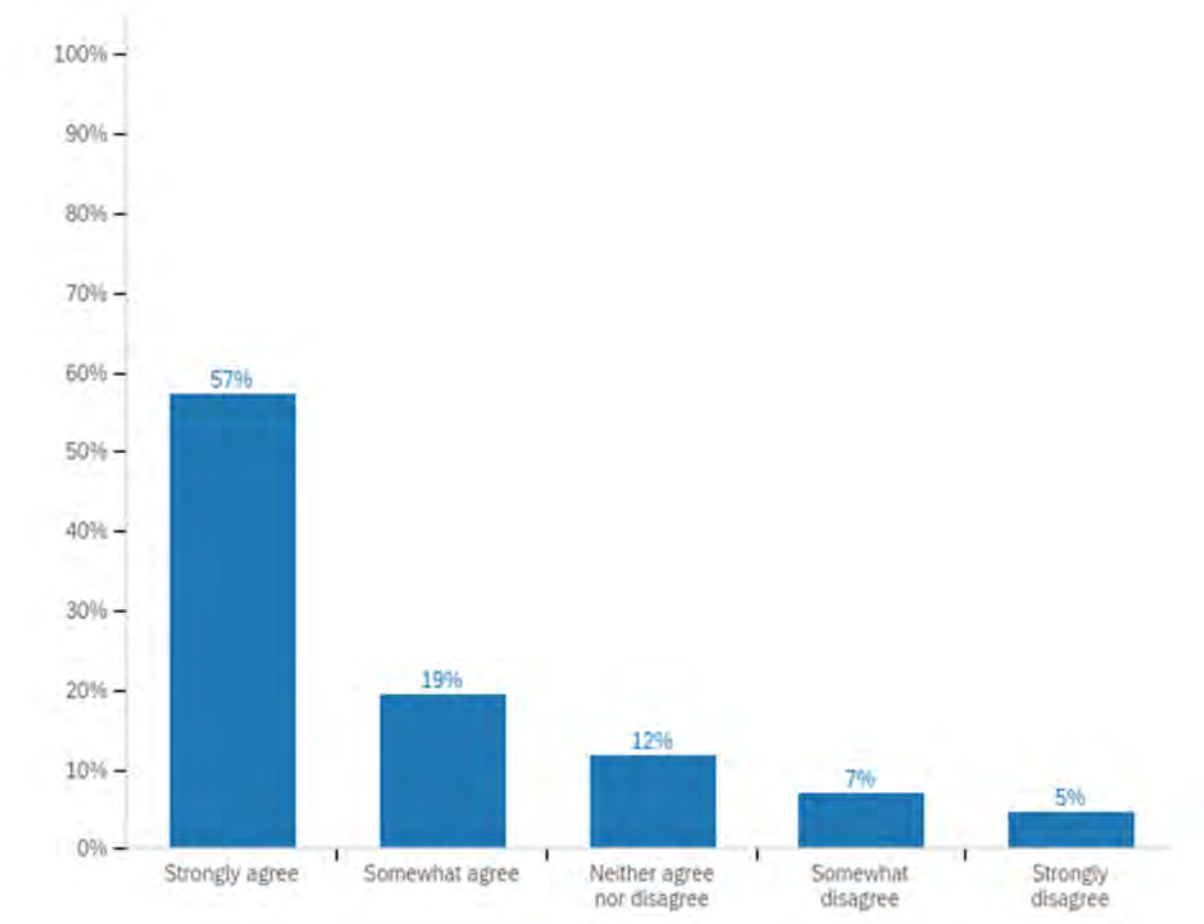
MSU has done a great job at keeping our insurance costs as low as they can. It's not unnoticed and it's appreciate.

Did you perform remote work at any point during the past year?



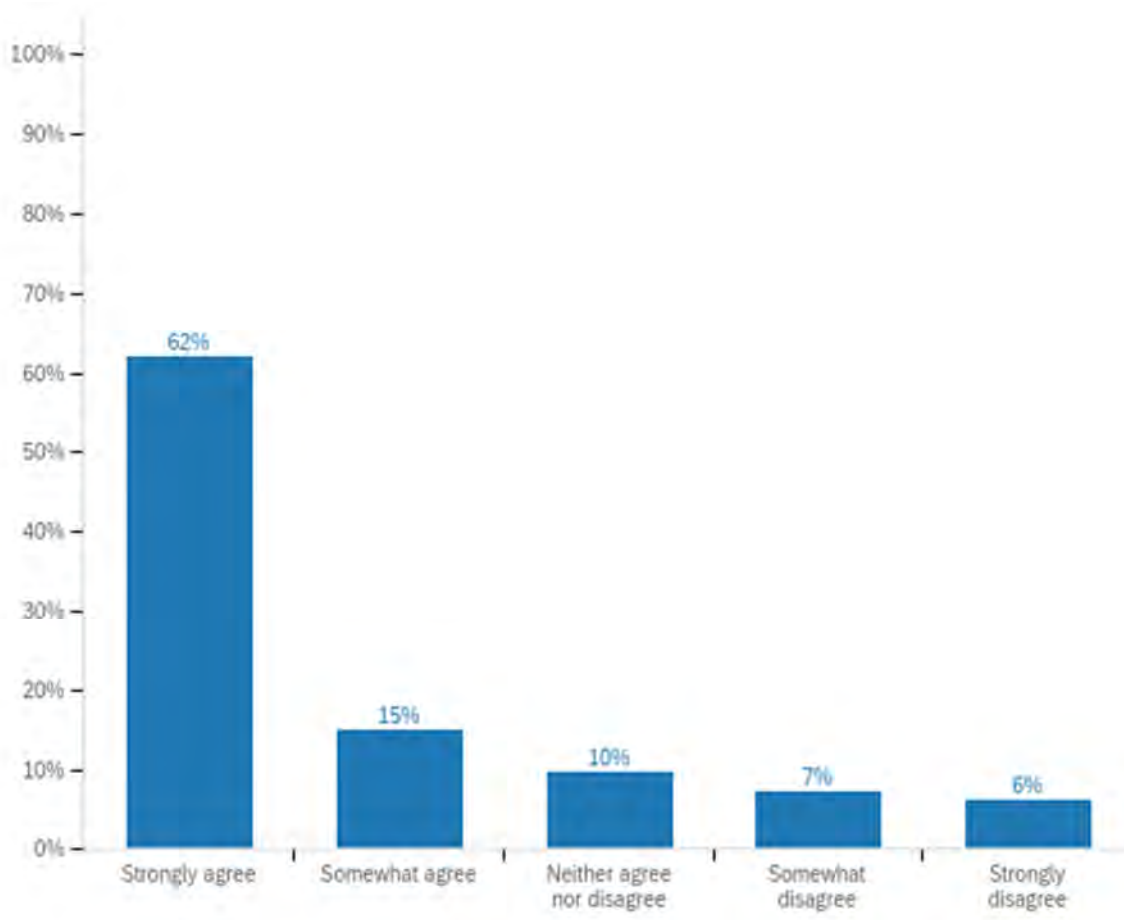
#	Answer	%	Count
1	Yes	50%	129
2	No	50%	131
	Total	100%	260

My experience working remotely was favorable.



#	Answer	%	Count
1	Strongly agree	57%	74
2	Somewhat agree	19%	25
3	Neither agree nor disagree	12%	15
4	Somewhat disagree	7%	9
5	Strongly disagree	5%	6
	Total	100%	129

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



#	Answer	%	Count
1	Strongly agree	62%	162
2	Somewhat agree	15%	39
3	Neither agree nor disagree	10%	25
4	Somewhat disagree	7%	19
5	Strongly disagree	6%	16
	Total	100%	261

Comments related to remote and flexible work options:

Comments related to remote and flexible work options:

Remote work or shortened work weeks with 10 hour workdays are one of the few places the university could offer up something helpful to recruiting employees without having to have a substantial pay increase.

Not everyone has the opportunity to work remotely. Some living spaces are not conducive to working remotely.

I think having the option to do some work remotely shows that MSU is flexible and employees would view it as a positive option. There are some things that just can't be done remotely, but several tasks can be.

The option to work remotely provides an enormous amount of relief for families with two working parents and children at home. The time and money saved by eliminating the commute and meals out is priceless, and often times comes with fewer distractions than an office environment. I find remote work to be far more productive. I get more work done and get it completed around other tasks that help our family find balance.

I definitely agree with being flexible when it comes to remote work, but based on the University's actions this past year, it doesn't seem like there is much approval for remote work, thus I don't believe there has been much development in respect to this.

My productive output is better when working remote because of the lack of interruptions and the more comfortable environment due to better control of the temperature, air movement and noise level. My home office is set up in a separate room in the house and can be closed off when I am working remote. I worked a hybrid remote/onsite schedule before I came to Murray State and I am accustomed to being focused on my work while in my office.

There needs to be equal thought to employees with children when developing a remote and flexible work policy. When campus goes remote but local schools are closed it is impossible for employees with kids to work remote when they are helping their kids with homework and other task. These employees should not have to use this time as vacation.

This practice is not offered fairly across our campus community.

I strongly support working from home, however it needs to be supported fully all across Campus and all departments or not at all.

Proper access to equipment should be provided.

We need to be in person, the pandemic is over. Our students pay for in person services and that's what we should do!

I think that there are professional staff who are abusing the remote work option.

I'm not sure those options can truly be available to all employees. Some positions simply cannot work remotely. I personally feel that I have always had a flexible work option.

You can't expect employees to work remote for the first hour and a half of the day then in person the rest of the day. Employees must be able to commute. Also, if remote work is going to be an option, employees need to be aware of that option so they can prepare and have their necessary equipment and supplies available.

I have seen paperwork get backed up for weeks because "remote" workers did not work at home. They instead would show up to the office once every 2 weeks to check their computer and get frustrated at "Essential" workers who did work everyday and added to the paperwork sitting on the "remote" workers desk. Flexible hours would be great if job positions were filled.... I could work 4 10-hours days Mon-Thurs and my Skilled Partner could work 4 10-hour days Tues-Fri. This would save everyone weekly gas money and increase the hours/week to 50 of having a skilled person in each trade on campus without OT. Essential Workers should receive extra compensation for hours during "Remote" situations because they are continuing daily activities while "Remote" workers may only

be asked to check Emails twice a day. The "Essential" workers are expected to do more than usual duties especially during severe weather situations also..

I think this is an important issue, and would like to see more of these types of options.

The only time I was given the opportunity to work remotely was during Covid, when the students were sent home, and then it was only a few days a week. Times are changing and people are juggling more and more in their personal lives and work lives, so the development of remote and flexible work options is a great initiative.

I think this needs to be an option, as it allows some staff members to continue working in several situations. People need to get over the "fairness" issue in regard to remote and flexible work options, and the university needs to stress that they are working on EQUITABLE remote and flexible work options.

The positions in my unit cannot be done remotely. I also find that while remote is okay, being in person promotes better collaboration and oversight by supervisors.

Please continue to develop WFH capabilities for MSU. This is crucial in work/life balance, and employee satisfaction, and HELPS with productivity (at least in my department). Please consider a more flexible WFH agreement.

WE DO NOT HAVE TO BE ON CAMPUS TO DO OUR JOBS. This university operated for over two years with remote work. We can continue to do that. We can be flexible. We can actually care about the people that make this place run.

Please provide the option for remote work! It's so helpful during kid's spring break and other times kids are off school but we are not off work. That's just one example. It's helpful for health reasons, too.

All non-forward facing positions should be allowed to work fully remote if the supervisor approves. It has done nothing but help my productivity by not having the distractions of the office.

Working from can be difficult because we do not have all of the equipment and resources to be efficient.

None

In order to retain/attract employees we are going to have to accept remote and flexible work options for jobs that would be able to support that. Knowing that not all jobs could support this benefit, but those that could should be allowed the benefit.

My particular job does not allow for remote work. This does not and will not ever apply to laboratory work.

It isn't fair that some of us who are eligible to work from home can not do so in a professional manner due to the ringing of telephones and the tasks that my job requires. Also if one can't work from home I don't feel that it is fair for those that can to do so. I feel it should be a equal opportunity for everyone or for nobody.

Accountability needs to be addressed. This will be taken advantage of by many non-committed employees.

Hybrid (Partially) Remote Work - A work arrangement in which an employee works at least one or more days per workweek or has the option

If remote work is mandatory, departments need to provide the technology in order to perform those duties. Especially, if we are in another situation like the pandemic.

Remote work was a lifesaver for many; especially families. For me it gave me the flexibility to manage my burn out. I was more productive when I had the choice of coming to the office or working from home or a coffee shop. A change of scenery really helped me reset and increased my ability to focus.

Have to have remote tools. My job is not 8-5 Monday through Friday. Most of the time it's after hours and on the weekends. A significant part of what I do does not depend on being in the physical office.

I think 4 1/2 work days would be the best. As long as we are effective and complete our work in a timely manner, it would help mental health and quality of life if we have a shorter work week. With that said, Maybe having Fridays as a half day with the morning being remote work, that would be great way to deal with this.

It's unfair to say remote work isn't an option and then force all employees to work remotely on a moment's notice. Either make remote work an option for everyone as needed with supervisor approval or close the university when it's unsafe to drive to work.

Remote work is helpful when you are sick or a child is sick.

Paper is still widely used on campus and does not allow for flexible work options.

Remote work isn't really an option for my position; very few tasks exist that can be done remotely. Overall position is in person.

My experience has found individuals/offices working remotely are not accessible by phone, only email and work is stalled because of this.

Remote options are excellent but must not be a penalty for those with higher digital acumen.

It is 2023 - majority of our work can be done from home and just come into spaces to have meetings with students.

Absolutely we need a full time remote work option. As well as a flexible work program to support 4 day work weeks.

It would be great to consider a flexible schedule like so many days in the office/work from home each week. It would also be a great option to be able to work from home on days that you are not able to make it in the office and do not have time to utilize.

talked to so many students who say the face to face in class is so much better

Some tasks requires offices to be open on campus. Someone needs to be here to see that those areas remain open during normal business hours. I called one person one day regarding something. I learned that the person was working from home. The TV playing and a kid talking in the background were really big clues. There needs to be some process in place to make sure someone working from home is actually working for the University. I have no problem with flexible work arrangements, but they need to be organized so that it does not inconvenience students or those needing to get things done during regular work hours.

Having the option to occasionally engage in remote work when needed helps employees with work/ life balance and reflects a level of trust in the employee.

I think remote work is great for those who don't work directly with students. As a university, we are here to serve our students.

I feel like the remote work has been taken advantage of which makes it extremely frustrating to those of us that do not work remote. Flexible work options would be a nice alternative in some areas.

Against remote work. There is no clear policy. No fairness. ex. In our department, one individual is allowed to work remote because the office area is too cold, but others cannot??? One individual is allowed to work remote one day a week because they have a child. Why can't I work one day remote because I have an elder grandparent I'm taking care of??? Again, no clear policy and unfair.

Being an essential employee means I got to be here so should higher ups in the department. I don't need somebody at home calling me to tell me how to do my job while sitting on the couch earring Cheetos and watching tv.

Not available to me

If tasks can be completed remotely, then we should offer some flexibility, such as working from home 1 day a week.

My job responsibilities require my physical presence, but for those whose job responsibilities allow remote work, I think it's a good option.

I would like to see days accrual to work from home (like sick and vacation do) as another means to balance work/home life and additional employee benefit. Or allowing 2-3 days a month for an employee to choose when they want to work from home. Its already been proven that our jobs can be done successfully from home as we saw with Covid.

As a full time employee that has small children that currently require childcare, I would like the resources to be considered during this conversation. Meaning, my current pre-school closes at 5 PM. As much as I would love a

four day work week, extended hour days would not fit with the current childcare need nor would it fit with after school care. I do recognize not everyone is in the same position as my family but it's not all "one-size-fits-all."

I think it is important for establishing rapport and good working relationships for most people to be physically working together, at least a decent amount of the time. I would support some flexibility as far as maybe one or two days a week, but I would very much dislike a system where we were working remotely most of the time.

I would support it if my department would actually allow it. Maybe if they actually had an option, I wouldn't have gotten phone calls every day that I had COVID wanting to know "when I was going to be back at work." And, yes, I did actually test positive and was asked to provide the positive test results, which I'm pretty sure could be considered a HIPPA violation.

After surgery last year my physician requested that I be permitted to work remotely due to the sitting position being hard on my knee. My request was denied and I was told that I had to take off and use sick time. HR knew and stated in an email that I am the only person in my department and I would have to continue working while claiming sick time because I am the only person that can do my duties. I instead returned to work against my doctors wishes.

Remote work is good for when you are sick, or a child is sick, and you still need to get things done that can be done remotely.

For some positions I think it is important, and in some cases might even be better. Some positions it doesn't make sense for.

I can't work remotely during inclement weather therefore when I can't leave my home I am penalized having to use vacation time while others, even within my own department, are home maybe working maybe not but paid without having to use leave. My director wants to micromanage that time as well.

The only remote work allowed was during Upper Admin called weather remote day. This was unorganized and unplanned and was really a joke. We do not have a remote policy; how can Admin call a remote work day? Most people where I work do not have the internet bandwidth to really do their jobs and most don't do the majority of their work online. It feels like "theater" when we do this. There is no way that this is working for staff...I can see the benefit for faculty to be able to Zoom their classes. There has got to be a better way. There are definitely haves and have nots with this topic. There are units that allow for the majority, if not all, of the week be remote. Why are we setting up ourselves for angst and low moral?

I do not believe remote work should be optional - only if a person is required to be off campus.

Not really an option where I work.

Allowing staff more flexible work options in the summer would be the best way to retain good employees.

My productivity is much higher when I work remotely, not to mention improvements to my physical and mental health.

Remote and flexible work options will make us much more competitive in terms of recruiting new hires and will help us retain our current employees. Our office just lost a valuable employee because she was able to find a comparable remote job; since she has a small child, the flexibility permitted by remote work was a determining factor in her decision to leave. If we don't have the funding to pay our staff more adequately, we must do everything we can to make working at our university more enticing. Remote and flexible work options are of low or no cost to the university and would do a lot to improve employee morale.

Murray State University MUST continue to embrace and enhance the available abilities to perform remote work. Remote and flexible work option conversations seem to be swept under the rug and are not given the attention they deserve. Regardless of feelings, this is now the world we live in and we must continue to adapt to the ever-changing times or Murray State will be left behind. We must do better in this area.

The remote work should be closely monitored though. Some of our office personnel abused it during covid. They weren't at home, social media give aways, they didn't transfer their lines over to home, and a lot of stuff slowed nearly to a halt on our support team.

If the university allows remote work it should be the same for every department on campus. It is not fair when some departments on campus are working remotely and others have to be on campus.

This should be a practice that all businesses relying heavily on certain types technology and communication should keep available to employees.

Even though the president declared that work would return to normal, departments are still working remotely? Why is this? Why do some individuals feel that they can work at the convenience? Employees should be working on campus except for extreme circumstances.

I don't like that depending on who is your supervisor, some get to work very differently than others remotely. This has created the culture that the upper administration see remote work as either non-work or not constructive work.

I think for some areas remote work can be beneficial, however I think in many cases it gets taken advantage of and also think that the higher up people of the university use it to get by paying employees less in weather emergencies. They used to close campus and that gave us workers an extra compensation to come in for maintenance work because we got paid for closure and work time. Now if they say open remotely we are forced to try to come in no matter how bad the conditions and only get regular pay.

I believe remote and flexible work options are a great way for the university to continue their efforts to have a more inclusive and diverse work force. There is a lot of research to prove that during the pandemic people with disabilities experienced far less trouble to find and keep job opportunities. Their experience in work places has often been less than favorable because of physical limitations and their employer's unwillingness to accommodate their needs. Remote work or flexible options lets people who have been otherwise left out of the workforce participate. Remote work also offers parents or caregivers an option to work from home when they're caring for a sick child or relative instead of using sick time or not being paid at all. I think it would be a great look for the university to consider keeping remote options for those who currently have it and expanding it for those who don't.

Faculty yes-staff no. Staff are paid to represent and work on campus.

It was necessary during Covid's worst points, and it's still a useful option to maintain.

Because so much administrative work is done on physical paper, it is nearly impossible for administrative assistants to work remotely. We need to improve our digital infrastructure for a number of reasons, this being one.

Flexible work options would definitely help with the lower wages offered to employees.

This is a necessity to remain competitive and drive hiring and retention and allows the university to be more fluid when issues arise.

Again, with the way the world is now, this should be an option that is explored. Additionally, the university should explore a four-day work week.

I do support working from home when it is necessary. However, I don't think someone working from home should make as much as someone who is commuting everyday.

I know not everyone can work remotely, but for positions that can it should be an option. In some instances it can be the deciding factor for a candidate to accept a position. I know some say it's not fair that some people can work remote if others can't, but that's like saying it's not fair that some positions get paid more. Not every job is created equal.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

My job can be performed remotely. I was told in summer 2020 that I needed to return to office to protect my job. I witnessed colleagues continue to work remotely for a year and a half after I returned. Over the following years, I occasionally requested to work remotely for 1-2 weeks for various personal reasons (having a contagious illness

but feeling well enough to do computer work, wanting to quarantine before visiting a high-risk family member) and was always told no. It is apparent this is for appearances and not about performance. This has lowered my opinion of MSU's workplace culture.

If some employees are allowed to work remotely, all employees should have some ability to work remotely, if their job duties are able to be completed as such. A fair remote work policy is desperately needed.

The positions that can allow remote work options should be allowed to do so. Some positions won't be able to work remote, but that shouldn't stop all of campus from working remotely.

If the university would provide every employee with adequate equipment, it would make working remotely favorable. You can't close the university due to inclement weather and expect everyone is equipped to work from home. Not everyone can afford a laptop or home computer, me being one of them. If you want people to work remotely, equipment needs to be provided.

It is being shown that people can be just as productive at home as they are while in the office. This would be a good perk of retaining employees.

The university should continue to offer remote work options for applicable positions, and it should work to make the remote work process as easy as possible for employees. Remote work has been shown to make employees more relaxed and more productive.

NA

At least one day per week remote work would be favorable to save on fuel/travel expenses.

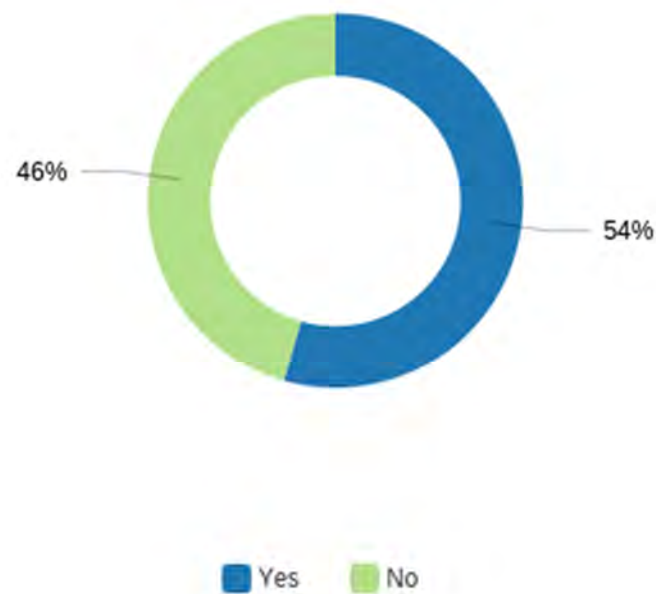
Without a policy and overall guidance from the top down on remote and flexible work, we are hindering ourselves when events arise that require this type of work to be performed. By avoiding advertising remote work is even available, many departments have a more difficult time with finding strong qualified candidates to hire.

All staff need to be on campus. Remote work is not productive

Remote work, in general is more difficult. Supervisors cannot appropriately supervise individuals working remotely. Not all positions can participate in remote work, so I do not support it. Some flexible options may be feasible, but this still places an added burden on supervisors.

Some positions and times allow flexibility.

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



#	Answer	%	Count
1	Yes	54%	142
2	No	46%	119
	Total	100%	261

If you have considered leaving the University for reasons other than retirement, please provide context for your answer.

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yes, hard to stay afloat paying bills, cannot put any money back for emergency

stress

staff are not treated fairly compared to faculty

pay

na

low pay, no support for professional development or promotion, personnel in my former dept. I moved to a new dept to get away from personnel who are fighting.

low pay, fear of job being eradicated

limited funding that creates job insecurity

higher pay and more flexible work from home arrangements

ability to work remotely

a liveable wage and comparable to what I would be making at any other public university or community employer.

Yes, everyday, I think about leaving. I actually hate coming to work. My concerns fall on deaf ears, I am not appreciated, and my direct supervisor and VP have no idea what they are doing. The pay is miserable and there is no room for advancement.

Yes, I have recently given my notice. I really wanted to retire from my position here but the salary was just entirely too low. I was offered a 50% increase from my current salary at MSU.

Workplace drama and a culture of passive aggressiveness in my area.

We are not paid fairly for the work we do. My position requires a Bachelors; my salary is about 25K

Upward mobility is only kind of possible. I went and earned yet another degree beyond BS in order to be able to move upward in my division. The salary increase does not offset the cost of the additional degree nor the additional responsibilities assumed.

Unfair salary

Understaffed, overworked, and underpaid. No Work/home life balance. Delays in the hiring process. Job audits with unrealistic expectations and Job responsibilities increase with no change of pay or help.

Under compensated based on my skills and in comparison to the salaries offered for similar positions at other institutions. The restrictions on working remotely.

To find a job that is closer to my home. Working long hours and weeks on end without a day off due to being understaffed.

To earn more money and have less stress.

Tired of feeling like a mushroom here..... And tired of making less than others in my college. Tired of having a boss who doesn't seem to know what is going on and doesn't have any vision for how we move forward.

This is a difficult place to work, when your supervisor is not effective.

There are so many opportunities to do the same sort of work at a similar institution for better pay and recognition. In the past the underpayment did not hurt as much when offices were full staffed. When staffs are drastically cut and you still realize you are underpaid while overworked it gets harder and harder to like this place.

The university will not be continuing my position past September.

The university seems to promote people who should not be promoted. People under \$75,000 do not get adequate pay. It seems they feel it is okay to put more work on individuals without any compensation. The people that do all the work get no compensation and are expected to take on the work load.

The thought of better pay and a flexible work schedule is definitely attractive. The benefits, culture, sense of community, retirement and generous leave time keep me from pursuing other options.

The pay structure is extremely low. A position that requires a master's degree should pay more than it currently does.

The pay is way too low and the work environment is far too toxic.

The pay is poor compared to similar roles, the vacation leave is incredibly low, and the work environment is toxic. Employees that have been here for 30 years are holding grudges and constantly talking about people behind their backs.

The pay is lower than other options even in our surrounding area. Other jobs in the area provide competitive pay with raises and optional overtime. Murray State discourages overtime for hourly employees and attempts to passively punish you for asking for it.

The pay here is way too low for the qualifications I needed to get the job. And 200 dollar a year parking fee as an employee is outrageous.

The pay for the level of responsibility is NOT even close, and I can barely make ends meet!

The only way to advance is to change job positions or leave. I am looking at jobs at other universities.

The low salaries and upcoming budget cuts.

The leadership at the BVC is non-existent. It would be nice to work someplace that people were actually expected to do the job (and work the hours) they were hired to do.

The lack of support from administration, inequitable treatment, and lack of resources have been the primary contributors. Pay is also a consideration, but less so than the other three.

The job, budget, and conditions that were explained in the interview process are not what is actually happening. The lack of communication on the front end of starting here and how behind the times our school is has raised a number of red flags. If we do not attempt to catch up in terms of operational advances, I fear we will start to see a steep drop in employee satisfaction and then enrollment. Has multiple employees looking to get out at first opportunity. I feel as though there are multiple people trying to do similar jobs within our school. There are too many hands in the pot. We waste too much employee time with others in financial services attempting to control and monitor our spending when it is not necessary. Just give me a budget and I will stay within it. I do not need multiple people checking up on how many meals were purchased, who ate what, and why I am spending \$16 on parking when it is clear I am in another city. That receipt will be seen in the pcard statement, so why am I having to justify it the day of? Again, waste of time, and a reason we feel we are treated as criminals. We lack basic operational definition and for some reason have multiple people in financial administrative roles who wish to micromanage like I have never seen before. There is zero trust in employees to do our job. We are also not communicated with on or budgets. When I was hired, I asked for a budget for my program multiple times, and was never given one. Then, in January, I am told I will be over budget for the year. How can I be over budget if I don't have a budget to work with?? It is like we are given a mark to hit but don't actually know what it is. Major red flags in terms of operational communication.

The inflation rate is going up faster than our pay COLA. The Managements does not seem to be trying to draw in new skilled workers or trying to retain skilled workers with multiple years of service. The knowledge of senior employees is not compensated for when it comes to knowing where something is, how is has been fixed in the past, or who to call if it cannot be fixed by staff.

The constant negative atmosphere

Staffing issues

Similar roles in my field are better compensated at local businesses. About the only thing MSU offers that is better than other jobs in the area is the PTO and holidays.

Salary is better at literally any other university in KY.

Salary and lack of respect for employees by those in upper administrative positions

Salary Increase

Salary

Recruited by another University

Promotional opportunities, flexibility, and general career plans.

Previous position at the university was grossly underpaid for the amount of work you do. I was considering leaving for another position before I started the position I am in currently.

Position salary

Poor wages, poor communication, dispirited, discouraged atmosphere, untrustworthy of various departments and leaders

Poor supervisor

Poor management. Person in charge is reluctant to deal with problem staff members.

Poor management, inadequate COLA, MSU's sole focus on enrollment numbers but not on the faculty and staff who are there to support that enrollment

Pay. I love Murray State and the benefits are great, but it's getting to the point of having to look elsewhere. Benefits won't pay the bills.

Pay.

Pay, Better Leadership

Pay rate

Pay is one of the lowest university pays in the state. Also getting passed over for a promotion and the lack of communication over it.

Pay and benefits

Pay

Pay

Overworked and underpaid

Other job opportunities

Not being paid enough. Being expected to pick up the extra work load when the university won't hire any workers but also won't give us any extra compensation.

No way to move up within my position and no chance of increase in wages

No one should have to stay in a work environment as toxic as this one.....especially when there's a clear lack of leadership. Only the bad employees and the whiners get treated well. The good people always get run off.

No advancement available. Praise or good effort acknowledgment is not given out like it should be. Some get treated more importantly/ less critically than others here. Efforts put forth are not recognized here.

My current work supervisor is not an easy person to deal with. He has a tendency to make decisions affecting my work without any input from me. In one case I had received his approval every step of the process to carry out a particular task. He then got mad at me when I carried out the task.

My cost of living has increased to a level that may make it difficult to justify my employment here.

Murray State exists to raise up our region through affordable education, and lately it often feels like we're only in it for the money. The "heart" is gone.

More pay

More money. It appears Walmart employees and restaurant staff make more.

More money - I'm a single mother and really struggling. I sometimes wonder whether or not I will be able to afford to keep my house. That's pathetic that someone who has been here 14 years even has to worry about.

Money, opportunity, politics of higher education, remote work options

Low pay, lack of COLAs/effective pay cuts, drastic increases in workload, supervisors that are disconnected from financial reality (if making six figures, with a spouse making similar, it's hard to relate to someone making 25K before taxes and barely making rent)

Low pay and no advancement opportunities.

Loosing hope that the small changes will happen. Don't feel cared for as an individual like I used to at this place. Not asking to be rewarded for a job well done, but stop enabling and rewarding people who don't do their job. It is hard to pour your heart and soul into a place, and feel like it never pours back.

Look for other employment opportunities.

Leaving for a campus with a more supportive structure for staff with better pay and benefits.

Lack of pay, increased workload, poor leadership, bad morale

It hasn't always felt like the supportive, student-centered organization MSU professes to be.

Inadequate pay.

I've thought about leaving for many reasons. The some of which are the insulting pay, how the administration treated offices during and after covid, how they (mainly the President) treated faculty members, the lack of interest in what the staff have to say about their area of expertise, the very poorly run financial offices and the extreme scholarship delays- MSU says that students come first and I've seen the exact opposite.

I've looked at other jobs with better pay and remote work options.

I'm always searching for a better paying job. I shouldn't have to work two jobs with a Masters degree and a decade of experience while I'm working in my field.

I wouldn't say I've given it serious thought, but I've considered whether MSU will be sustainable for the remainder of my career.

I would like to work in a position that utilizes my degree in Equine Science.

I would be leaving for financial reasons. I can make more money at other institutions while doing less work.

I worry that budget cuts will eliminate either my or my spouse's position. I took on an additional part-time job outside of the university to fall back on if that were to happen.

I was paid a much higher wage for a less stressful position outside the university. My pay reflected my accomplishments and abilities, not if I had a degree. Felt much more valued.

I was offered a job with a much better salary and more support staff.

I received an offer in the private sector that could have significantly increased my income. Ultimately I chose to stay because I enjoy the work and coworkers and still feel that I have more to achieve.

I need more money. But I have 20 years in with the state. Need to finish my time .

I love working at the University, but due to recent recent inflation, I find it difficult to afford basic living with my current salary. I am forced to consider alternative positions that offer a better hourly wage.

I lost my previous position at the University somewhat suddenly last summer due to the university losing a grant. I was extremely thankful that I was able to be hired for a different position and continue working here.

I have looked elsewhere because of the oppressive environment that has blanketed the campus. The fear of retaliation is live and well. I've never worked at a place where someone (in another department) has made day-to-day operation decisions without stepping foot in the office or talking with department staff.

I have been offered opportunities that would greatly increase my salary.

I have been at MSU for 10 years. A new employee can start and make the same as I do.

I have and am still considering leaving due to poor pay at Msu.

I feel underpaid. I feel disrespected. I feel underutilized. The culture on campus seems unhealthy.

I feel there is no upward mobility and I'm not secure in the feeling that I will ever make more money. Also the university isn't in a good spot visually with the lawsuit and optics that the president and other administration used their power to stop news stories. It's not a good look.

I feel like there is a lot of stress for all staff at this time and sometimes it becomes very overwhelming when we are so such short staffed

I feel like it is a toxic environment. Fear of retaliation as well as lack of upward mobility. Pay is so far outside of industry standards that I am almost at the point of being driven out of my job. More and more outside contractors are being brought in at quadruple my hourly pay to do mundane work with out being supervised or held to the standards I feel I am. I want to leave.

I do not feel our department is supported by the University. I feel like I am being punished for staying when others leave as I have to take on all the work until the University decides we could be granted our positions back.

I do not enjoy the work environment in my department, nor do I enjoy the work that I do anymore.

I could increase my wages and benefits outside the unviersity

I consider leaving every year due to the poor pay and complete lack of care for keeping faithful workers. We keep our jobs, and security is very valuable these days, but it doesn't ever feel like enough. Especially when it seems certain areas are favored over others for how money is handled.

I can make more money working a fully remote position than I can currently make at MSU.

I am working on my master's degree and plan to move into another industry.

I DO NOT trust the leadership of Dr. Jackson.

Hostile work environment with poor leadership and too much micromanaging.

Higher salary; more remote options;

Higher paying job

For better pay and for a better work atmosphere however I refuse to let one co-worker "run me out" of my job. I love my job and I love MSU. I have worked here for over 20 years.

First and foremost would be income, it's a struggle to survive on lower staff salary right now. I'm currently having to work 2 jobs to survive.

Finding employment elsewhere.

Faculty and staff positions are underpaid and overworked and not consistent with the increased cost of living.

Drama talk of outsourcing, department doing whatever they choose to do .apparently having to rule books one for some employees and one for others.

Considering a position with higher pay and remote work available

Considered leaving for full time remote work.

Co-workers are looking due to pay

Child of age to go to college and the area no longer holds interest to me. Also, as remote work becomes more commonplace the sour workplace just is not enticing to have to show up.

Burn out.

Better salary options.

Better resources/environment at other universities

Better pay and chance for advancement

Better pay

Better and more opportunities.

Being bullied

At one time Supervision not now.

At my old department (enrollment management) I was absolutely miserable. But since I've moved to an academic department, everything is much better.

A sometimes hostile work environment.

benefit people
degree environment
supervise employee
cultural position area make
years work hard poor
increase leave pay staff time
money job better
offer low salary working
hire lack university remote
faculty similar opportunity higher
department leadership underpaid
financial advancement

What would make MSU a better place to work?

What would make MSU a better place to work?

ways to give raises to employees

to have the front office director to listen what is being said and not be on the defensive, so it is a one sided conversation, the directors way and nobody else's

to be treated more kindly and not berated

pay

na

higher pay and more flexible work from home arrangements

equal pay

don't just keep people in a position because you don't want to lose them, give them the chance to move up

comparable pay to other companies

better wages

better pay

better cohesion of efforts among departments

additional help to lower the stress level

Yearly raises based on merit and a set COLA for everyone. A 4 day work week would be beneficial to all (employees, students and the university).

Working with units to ensure that those in supervisor roles have the tools early in their appointments to handle the "human" factor..

WFH for all non-forward facing positions, pay raises, and departments having enough workers to cover for each other so people can take their leave without checking their work email.

Valuing employees through better pay and more leave. BVC employees are scientists and should be paid as such.

Upper management that will pay attention to the needs of general staff. Different staffs having similar levels of accountability. It seems that Facilities Management is not held accountable for not doing their job or doing poor work.

Upper administrators that are focused on making the work climate more favorable for ALL employees that make this university run. They are always more focused on finding cuts in staff, faculty, unfair COLA, than ever thinking about reducing their salaries or adding to their workload.

Updates all around. Policy and procedures are dated and there are more effective and efficient ways to do things. It feels ancient!

Treat professional staff with more respect. Allow them to have the options of tenure and promotion similar to how it works with faculty.

Transparency with budget cuts and demands. A better understanding of job responsibilities and the time and effort needed for each task. Better Communication between departments. An updated and monitored directory

for all faculty and staff. Mandatory Canvas usage among faculty. Mandatory use of syllabus and campus-wide example of what each syllabus should look like, with dates and contact information for each professor.

Train supervisors. My current supervisor was put in his position a few years ago. He has pretty much destroyed worker morale. He has a few people that he has plenty of time for, but for some of us he is too busy to talk with us.

To relieve ourselves of all these financial problems. The cost of all these new buildings is not attracting any more students. This seems to mean more outgoing cost with no additional revenue coming in. The only place left to finance these are increased contributions to declining benefits, stagnant wages, loss of positions, and/or outsourcing personnel.

To allow everyone to express their opinions and ideas and value those opinions and ideas. We have such a diverse campus, we all will not always agree with each other, but the beauty of that is being allowed to have discussions without the fear of judgement and reprisal.

This is a question that would take too much time to answer and honestly beyond departmental faculty and staff congress the people who make decisions don't care to hear it anyway.

The university needs more cost-of-living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

The only things I feel would make it even better would be COL increases in salary and flexible work times.

The approval process to hire someone takes so long that the top candidates take other jobs.

TRANSPARENCY! And the recognition that we are all in this together. Realizing that we are an educational institution, not a full on business. We are "growing" people, not making a part. We need to look at our whole institution to make decisions. Athletics is not the end all be all of college. By cutting deeply into academics, we kneecap ourselves...and we don't really look at how we are doing at a programatic level. Holding faculty accountable to be here and do their jobs.

Strategies for efficiency

Staff support also feels inadequate at times.

Space upgrades for ancient buildings. Some staff working in squalor while others have nice things. College environment inequalities make it hard to be in one building when you know environment in others is far superior. HVAC is a HUGE PROBLEM!!! It won't get better anytime soon, but a new nurse building is in the works? Maybe that is a building upgrade...but it won't fix the HVAC.

See the answer above.

Rewarding staff with better raises and opportunities to make extra money. Faculty can teach extra classes and receive compensation for a lot of extra things they do; however, staff don't have those opportunities. If extra money can't be given, find other ways to reward staff, such as an extra day off, or a stress relief day where we can get chair massages in the Curris Center or something along those lines.

Return of university motor pool.

Remote or flexible work schedule.

Recognize and acknowledge people in lower positions and/or in lesser known programs/departments.

Raise wages/salaries, more communication between university leadership and staff, more diversity and inclusion initiatives, and not making employees pay to park.

Quit taking monies from the academic departments to fund item that should be funded by other funds.

Purchasing approval- Never have I ever seen a purchasing process as difficult and limited as it is here. Employees are treated as though we are trying to steal money from the university. It is clear that Procurement runs this university, not the President's office. We are not criminals and would like to be treated as innocent until proven guilty, not guilty right off the bat. I have never seen anything like what happens here with contracts and employee restrictions on where and how to purchase certain things, and then the lack of communication on these rules or forms. None of these rules are explained when we get here as well. How are we supposed to know the intricate restrictions as new employees? Pcard- I have never seen a pcard system in 8 years of university employment as antiquated as this. I was told it was due to our US Bank contract, but that can't be true since I know other schools that use US Bank and have a digital platform for receipts and p card transactions. There is too much paper and employee time waste every month in these Pcard reports. I spent 15 hours my first month here on pcard transactions and receipts! At the end of the month, some of these receipts are sent 4 different times. If it was just digital and picture form was attached on the system, then all who needed to see it could see it. A new system would take 1 semester to transition, save us multiple job salaries, and greatly increase the efficiency of this university. If we are simply not adopting a new system just because we do not want to eliminate a few jobs, then we are failing to put the greater need of the university over the needs of a few. Please continue to reevaluate where the university is falling short, and then actually do something about it. Progress is happening and must happen here. Please also encourage those in administrative roles to trust employees to do the job and to give us the materials we need to actually do the job (ex: a budget for my program when I ask for it).

Proper compensation, budgeting for professional development, innovative projects within student affairs/enrollment management, more opportunities for promotion especially leadership roles, lower health insurance fees.

People who make over \$100,000 and over 70 years old should be offered a severance package. Higher education is changing and we need leaders who understand how to adapt to that change.

Paying all employees a living wage.

Pay that meets industry levels. Contractors being held to a standard so I don't have to fix what they left. Not being micromanage because my uppers don't know how to do the job. Please hire people to fill positions or redistribute the pay from the positions back into the one's still working pay.

Pay increase and terminating (or at least reprimanding) workplace bullies.

Pay commiserate with productivity, experience and level of responsibility, and in line with similar roles at peer institutions.

Pay and management

Our PCard transaction process. We need to make it digital and stop wasting so much paper. This is the 4th school I have worked at and the 1st one who doesn't use an entirely digital platform. The initial cost of using a digital software for all of our budgeting and PCard process would obviously be costly, but in the long run, we'd save so much time and money. During my interview process, not a single person mentioned to me the difficulties and extra steps you'd have to take every single time you purchase something to better your department. Then I get hired, and the #1 thing I hear employees talk about more than anything else is how hard we make the transactional process on campus. We have to turn all documents in multiple times (physical copies). We can't save money where we are able to save money because of arbitrary approval. A lot of times, we don't do the logical thing when it comes to budgets and the transactional process. In all honesty, it's scary to see how far behind the times we are on this. If we went to a universal digital software, we could save multiple jobs on campus and thousands of hours across all departments to get more work done, which means more time with students or at home, which means better quality of life, happier employees, etc.

Nothing

New leadership in my department

NA

Murray State would be a better place to work through the following improvements: continued priority on salary raises; full accountability to ALL employees; continued priority for remote work options

Murray State is a great place to work, but it always seems like we are in a budget crisis. It's worrisome that each year you tend to wonder when is my job going to be the next one to be outsourced. I've worked here for over 15 years and would like to retire from here; however, with the budget crisis we're always in, it's a worry that I will not be able to retire from Murray State.

More trusting relationships between higher ups and staff.

More transparency. There are budget concerns. Why? What happened that we are not in a good position to serve our students, as well as take care of university employees, develop new programming, etc.?

More staffing in my area in order to increase work-life balance.

More parking lots. It sounds as though we will lose another one to the new Nursing building, but no mention of replacing the lost lot (especially in light of the most expensive parking pass than any other university I have worked for). competitive wages, opportunities for advancement, childcare on-site/ campus after school programs, cleaner work environment

More opportunities to advance, ability to work remotely, increase in salaries/wages

More opportunities for collaboration and fewer "silos" in the work that the university does.

More money. Cannot make it from paycheck to paycheck.

More money so I could quit my 2nd job, more help understating health insurance, Staff and faculty not having to pay \$200 for parking. Also a clothing allowance would be so very helpful. Could more food places offer meals to S/F at no cost? Might keep me on campus at lunch. An art or vocal summer camp for middle school kids.

More money and a 40 hour work weem.

More help in meeting university goals and objective - More resources put toward marketing efforts for non-traditional students

More funding accessible from university for our department. Better facilities for student athletes.

More diversity. Better pay for the amount of work required.

More communication and COL matched pay

More benefits/perks for employees: staff feeling as appreciated or heard as faculty (and suggestions implemented), remote work options, when appropriate, comfortable office temperatures, flexible summer hours given the campus is basically empty of students, better parking (very little blue only areas on certain sides of campus). There are so many other creative ways to reward employees if raises can't be given.

Money, more investment in their people(training, opportunities, etc), remote work options more clearly supported.

Merit salary

Merit raises/promotions. Fair treatment/reprimand for following the rules to be consistent among EVERYONE.

Merit pay, flextime, remote work,

Make promotions more available for the vet center

MSU would benefit from providing adequate staffing throughout all departments of the university, providing pay increases (especially for our lowest-paid staff) -- but not at the expense of academic department budgets, moving quickly to issue statements that are more than platitudes when sensitive issues arise, and providing information to the campus community in an honest and timely manner.

MSU needs to always continue to raise the bar on what it provides.

MSU is a great place to work, but in recent years, it seems there has been a lack of support, financially, for staff. With sharply rising costs, there needs to be adjustments made to base salaries and COLA.

MORE STATE SUPPORT. No more looming budget cuts. No performance based funding. Fixing retirement funding issues. Upgrading older buildings before building anything new. New buildings get built while some existing buildings are literally crumbling. It's a slap in the face to employees and students working in those spaces. I am also continuously dismayed by the pattern of Murray State to make an "upgrade" with low-quality processes or products, only to have to replace/fix a few years down the road. It's wasteful and short-sighted.

Let's remember all the positives for Murray State staff members. We should encourage and support our co-workers.

Less negativity and more appreciation to boost morale.

Legitimate opportunities to grow as a professional and mentoring that is not exclusive to a select few.

It's simple ; better pay . Our pay is awful

It is a wonderful place to work.

Increased salary for lower-paid employees

Increase pay and streamline employee benefits. The cost of living has risen every year - its not a recession its the way the world works. If the university cannot provide the compensation for its employees then it is going to lose workers. There are Directors on this campus that can make \$15,000 more at UT Martin which is just down the road.

Increase in salary to bring those up to other universities in Kentucky

Increase for hourly paid workers.

Improve diversity in the workplace, promote qualified women into supervisory or administrative positions, provide childcare for those with children under the age of 5

If the few negative Individuals in staff Congress would help the university move forward versus always creating a toxic environment, who actively complain 24/7 and cause staff to avoid staff Congress.

If some of the administrative processes (travel paperwork, invoices, HR paperwork, etc. were a bit more streamlined, simpler, and more user-friendly.

If MSU would work with employees that make a difference and be more flexible, I think we would retain good employees. Also, be more supportive of current employees

I understand the financial realities we face. That said, we have (for decades) and continue to lose out on COLA. I understand why, but it doesn't change the fact that it's getting harder for all us to to pay the bills. I don't blame the administration, but it's dragging morale down.

I think that a more competitive salary/ wage earning would help to retain the staff that works at MSU.

I like working at MSU, I just wish my pay rate reflected my knowledge, skills and experience.

Higher wages. I do not currently earn enough to support myself if I lost my partner for any reason.

Higher salary; more remote options;

Higher pay/raises, more support for academic colleges instead of athletics, and more flexible work options for employees across the board

Higher pay, reduced hours, more effective and efficient communication, more control afforded to immediate supervisors, more paid time off, better wellness benefits, better insurance benefits, and more remote work options.

Higher pay for my job

Higher pay -- Stop making it so hard for Directors to increase salaries for their employees.

Having less of a budget constraint so that I don't have to worry about not being able to order needed chemicals and supplies.

HR support for dealing with problem employees.

Greater transparency from the administration; improvements in infrastructure; pay structures that are comparable to other regional universities in KY

Get rid of the drama starters get full shop employees hire people to create a good work balance. Make policy known stick with it no wishy washy stuff. Let us do our job stop micromanaging. stop the cheap tools good tools help make life easier in our world. Probably just get rid of the people in positions that can't do the job or put them in a shop to work and see how it truly is on this side. make ssc do there job instead paying them and then we do the work

Genuine care, support and growth opportunities for employees who are not in a management, leaderships position. An effort to create opportunities, and not just check off boxes or tell people they can't do something because that is "not how MSU does it". MSU is a great place, the last four years we have just made some turns in the wrong direction, watching other universities make the changes, I struggle to understand why we can't change with the world.

Fully staffed department

Full time remote work

For MSU to remember sometimes it's better to hire more employees then use multiple student workers.

Flexible summer work schedule so we can spend quality time with our children while they are still young.

Flexibility with some remote time offered. Fair pay.

Flexibility in work hours would help.

Fix the above reasons

Fill job positions, fire the slackers, competitive wages, increase the moral, give free access to health equipment at Wellness Center, higher raise %s for employees with more job experience/years of service.

Feeling appreciated

Fairness in the work place and better wages.

Fair wage compensation and respect from upper administration.

Dr. Jackson's resignation.

Competitive pay

COMMUNICATION.

COLAs that actually equal cost of living. Raises for experience. Additional pay for additional jobs (i.e. if I am absorbing another person's job, I should get their salary. If I work at walmart, and pick up a shift at Target, I get full pay for both, not a \$0.50 per hour/token raise. The ability to take vacation without it seeming like a punishment, i.e. hire sufficient staff instead of cramming more work into less positions for decreasing pay. If we are always at or above capacity, we cannot take vacation. If we don't use it, we lose it, i.e. another effective pay cut for more work.

Better upper management, management that listened and cared , more PAY.

Better training for supervisors

Better pay... in reference to other KY universities MSU pays lower while still expecting high performance/service standards. Employees will take more care with their positions if they are compensated well.

Better pay. Remote work. More transparency from the administration.

Better pay. More sick days.

Better pay, remote work. We are so short staffed whenever someone leaves, remote work would ease the burden of working additional hours, it takes months to years to get someone hired, but yet the work must go on.

Better pay, more remote work, opportunities for advancement,

Better pay, better communication from those who change procedures, forms, etc.

Better pay, and more recognition for the staff.

Better pay, Fairness, Better departmental communication, clear and enforced policies

Better pay for those with multiple degrees.

Better pay for those on the lowest rung of the latter.

Better pay for one. Also, ironically, the biggest obstacles I face in my job are those from upper administration. Mixed messages regarding goals and hindrances in regards to productivity are a constant source of frustration.

Better pay and more flexibility to work remote if needed, not just on a whim when someone decides not to close the university for inclement weather.

Better pay

Better leadership that is transparent and fair. Better pay.

Better leadership at Breathitt Veterinary Center

Better leadership and a director with a backbone.

Better compensation & room to grow in position.

Better communication, feeling appreciated and cost of living raises.

Better annual raises. Again, I love my job and love working at MSU, it makes me proud to tell people where I work. But, EVERYONE is shocked when I tell them how much I make. I don't know what can be done, but there needs to be some serious changes.

Better Pay

Being able to do the work as it is hard enough without the red tape nonsense.

Appreciation for mental health services on campus. I feel the only time the counseling staff were recognized was when there was a tragedy or emergency.

Another COLA and if university leadership actually appreciated the work done in my department.

An increase in my wage of at least \$12 per hour.

Alot better pay and reduction/removal of employee parking fee.

Allow for adequate staff in each department and pay competitive wages. Don't just substitute student workers where a professional is needed just to save money.

Administrative Asst I wage increase based on what they have accomplished for the dept. in the last 5+ years (since there is no raise except site wide. Supervisor does not go to bat for)

Adequate wages, competitive COLA, expanded mental health coverage, 4-day work week

Adequate and regular cost of living raises.

Accountability

ADEQUATE PAY!! To increase student development and opportunities; not be scared of every possible thing. Flexible working schedules to minimize burnout, more mental health services provided to employees, the feeling of support and inclusion.

A return to people oriented decision-making rather than dollars and numbers.

A raise in the salary.

A pay rate that allows me to work just one job and meets the cost of living required for this area. At this rate, retirement is not in my future. I know others who are middle-aged staff members here who feel the same way.

A greater focus on the needs of staff/faculty to perform and a greater appreciation for the work being done.

A different President. A focus on equity and pay raises. Getting staffs back to being fully staffed. A new President

A better salary and supervisors who actually lead, advocate, and support their staff. Instead, we have people leading their units who are past retirement age. We also have individuals pretending to play supervisor when they have no idea what they are doing. Get rid of the good old boy network!

--End of Results--