



2023-34 Staff Perspective Survey

Presented by:

Trish Lofton, Staff Congress President

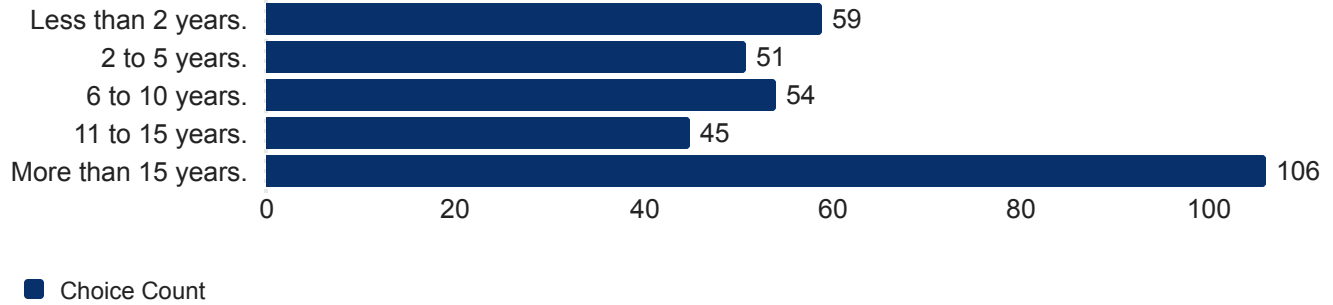
Audrey Neal, Staff Congress Vice President and
Staff Survey Committee Chair

Jodi Hanneman, Staff Congress Treasurer

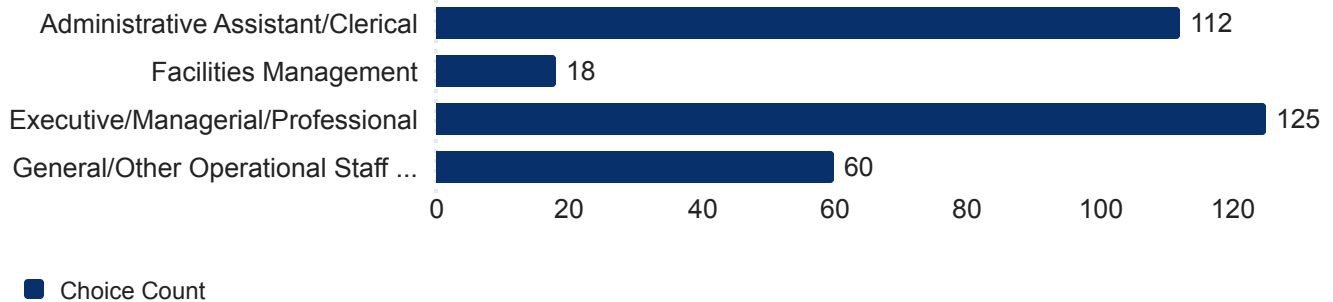
Dr. J. David Wilson, Staff Regent and Staff
Congress Past-President

This report summarizes the findings from the Murray State University (MSU) Staff Congress "Staff Perspective Survey." 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.

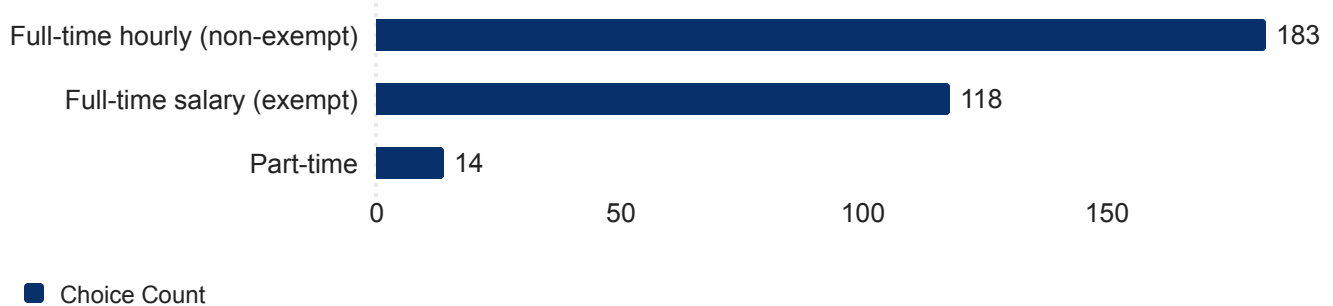
How long have you worked at MSU?



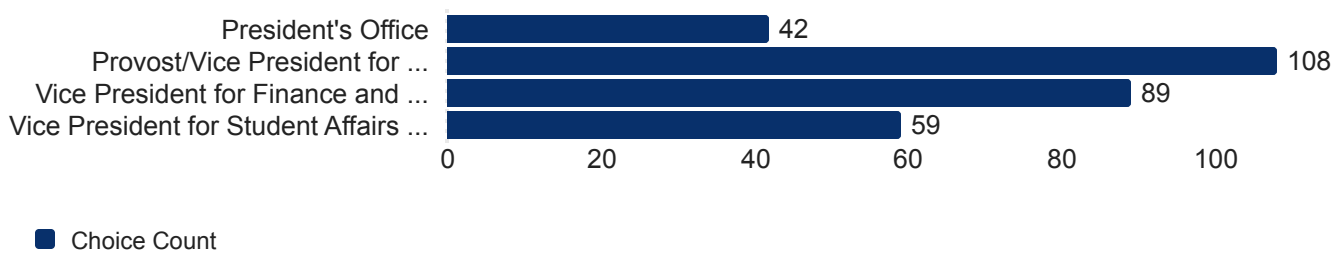
In which employment category do you work?



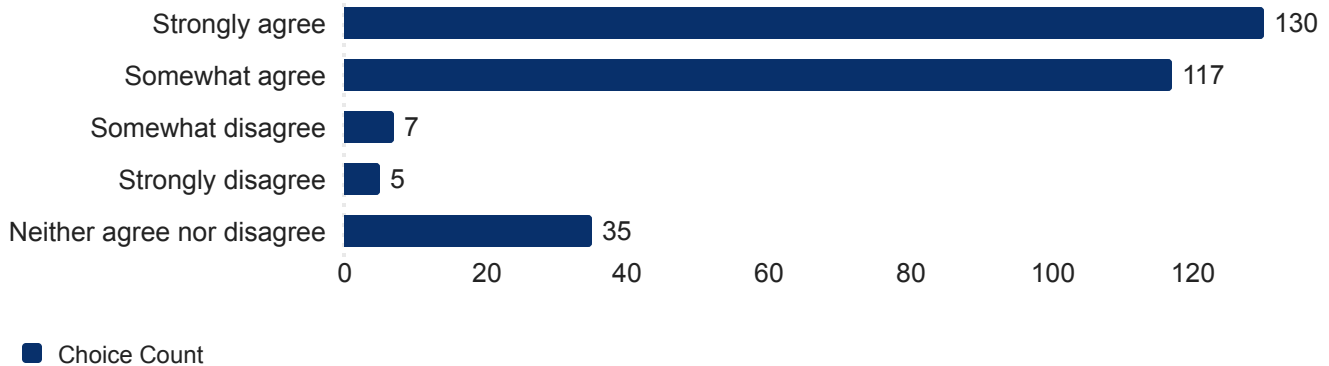
What is your employment status?



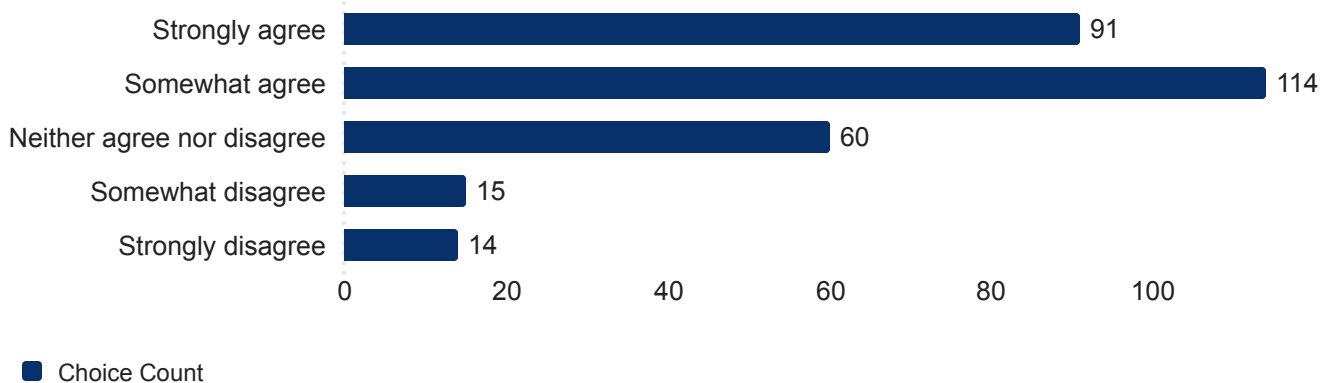
Under which administrative division do you work? If you are unsure, please consult the Murray State Organizational Charts



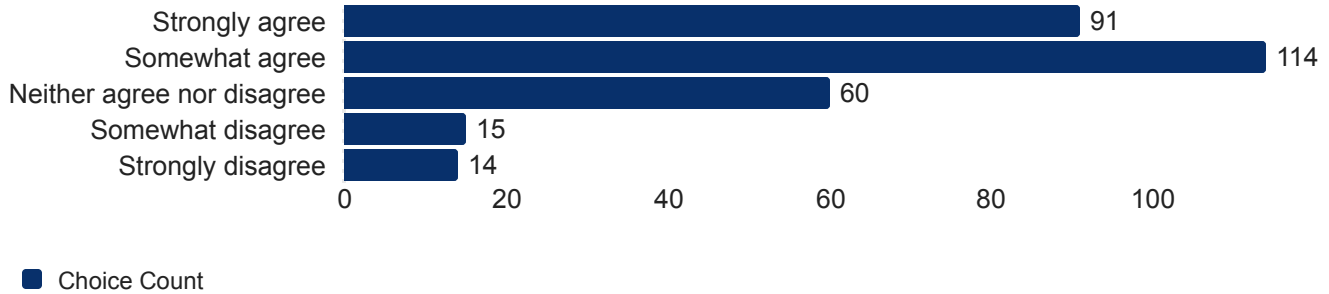
I receive timely communication from Staff Congress.



I feel adequately represented by members of Staff Congress.



I feel adequately represented by members of Staff Congress.



In what ways could the Staff Regent and Staff Congress serve you better in the upcoming year?

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Please continue to work on the plan for remote summer work.

To listen to the employees like the front line employees and truly represent us.

By actually advocating for us. There's no upward growth in any role or position. And y'all are swindling people out of money left and right. Murray State is less of an institution and more of a cash cow. Disappointing :/

Advocate for more benefits to individuals who are essential personnel.

I know there has been a lull in communication and representation after Dr. Evan's resignation, so I am looking forward to the communication to come and representation of issues and concerns. I think the staff regent and congress need to advocated for staff to have similar benefits as faculty members like remote work options when the weather is horrible. It was a bit disheartening that with the last weather event, faculty and students had a remote option with no penalties, but staff were required to be in person and were penalized if they could not make it in with a vacation day or no pay at all. It appeared that staff safety and concern wasn't a priority and definitely a morale killer. I also know staff wages are always a topic of concern, but it is hard to see that staff is always there and does a lot of extras for little pay.

ADVOCATE

I would like to see an initiative to help boost morale. I think this could be done though providing people options to pour into themselves during the day (ex. yoga classes during the work day), more professional development opportunities, etc.

I have no idea who they are or what they do

Get desired results from the university on issues that the staff have concerns with.

Communicate efforts they are taking to enhance and increase staff benefits and the status of those requests with the administration.

Just come talk to our department and employees a little bit to see what our concerns are.

Focus on the full time non-exempt employees. We are the ones that are suffering the most. We are worked that hardest and paid the lowest. I don't see how any decisions being made help me. Everything is more related to directors and management positions. No one cares about us. Make them care about us. Make Dr. Jackson take prioritize action on the needs of full-time non-exempt employees before we all get up and leave. Also, force HR/Insurance/Benefits people are actually transparent (not how they pretend to be at the moment) and that they prioritize our needs since we are the bulk of the staff. They need to quit worrying about athletics and managers/directors. You can't survive without us so get them to actually pay attention to us. Also, my wages are the lowest in the entire state for the exact same job. I have a master's degree and make the same amount as someone with a high school degree working at McDonalds. I am on food stamps and in debt because the cost of living and inflation has gone crazy. My rent (which is one of the cheapest around here) is over half of my monthly wages. How is that ok? Murray State HR needs to get their asses together and fix this now.

Meet with us and hear our concerns. Meet in person not a general survey

Possibly send out a newsletter.

Learn about what the AHEC office does for the students of MSU and our region.

To always vote and give the opinions of the constituents rather than the admin or other board members.

Vote towards intrests of staff

Better communication between offices that relate to our duties.

Pay raise or hire competent employees.

Option for a 4 days work week.

Thank you for trying to fight the good fight.

Help address parking concerns.

Looking into staffing issues. Better ways to recruit competent staff.

Continue gathering informative information, from staff, on issues that matter to us and continue communicating to staff with regard to updates and progress on issues that affect us.

Maybe reach out to those who have been w/MSU less than 10 just to acknowledge they are here.

Unknown.

Continued emails from Staff Regent with information on things that affect staff.

I strongly believe that you all need to be advocating more for better pay university wide for STAFF. It is well known across the university that if someone's job needs to be upped in pay that if they don't have a degree they are passed over and the money is allocated to others in the dept. THIS is not fair or right. Sure, you can say well they DO have a degree, but when that person doesn't do the job AT ALL... or as well as the non-degreed person, OR they are NOT as knowledgeable. the non-degree person deserves that bump in pay. I see it university wide. If that person is promised a job when someone is leaving and that persons pay scale, they deserve to have that followed through on. Not have more work piled on them with the excuse that ohhhh we just can't now. Not just pushed aside for other people in the dept. who don't even know the first thing about doing the job, and then THEY get pay increases that you can see. ADVOCATE MORE for your STAFF..."STAFF CONGRESS".... Push for what you know they deserve, especially non degreed workers on campus who are getting stepped over and left behind. Sadly, MSU is spending more on other things, (like apartment property that is in a flood zone) than they are on their people. You NEED the quality people to keep doing the job or you won't have the quality that students and parents are accustomed too. Parking permits should be free for Staff! Especially the lower income people. Just ADVOCATE MORE for your STAFF.

Discussing the unequal practices when it comes to safety in inclement weather. Faculty and students can work/learn from home, but staff were not allowed to. If they felt unsafe traveling in they had to take vacation time or unpaid time. Discussing fair compensation and raises. Discussing the need for clear definitions when it comes to work roles at the university.

Lobby for anything that will improve the pay, insurance coverage and working benefits of the staff employee.

I do appreciate getting summary emails to keep us up to date on information that affects us.

Make sure to represent all staff situations, not just the staff situations in their area.

Everything we get a cost of living increase, insurance or something else goes up

By continuing to communicate through the email system.

I would like to see a review on pay rates equality within jobs at the university.

I felt well-represented by Jessica. I loved the recaps she sent about board meetings and actions. I'm sure the new regent will do a good job, I just don't know him yet.

I feel there has been a lack of communication between staff and the university as a whole.

Examples:

Due to inclement weather, it was decided for safety that students and faculty work remotely but staff were asked to report in person. There was no explanation why it was safe for staff?

I found out about the faculty/staff appreciation day for racer basketball from a Facebook post the day before the game, during the game I never heard the PA announcer mention anything about appreciation for staff/faculty.

I found out about the option for staff to work remotely after it was already put into place and don't recall any announcement of it going into effect and still haven't received information regarding how it works etc.

I don't recall being told health insurance was going to go up so much for 2024 which offset raises and take home pay decreased.

Staff Congress needs to remember that they represent ALL employees including Supervisors. Supervisors seem to get bashed in their discussions, however we are also their constituents.

Lobby for increased wages instead of no salary increase and an increase in staff's cost of insurance premiums resulting in a salary decrease.

I would like the meetings to be more inclusive. For example, if a meeting is changed to Zoom all staff should be notified.

Honestly, I don't think that the board is ever really concerned with the staff, so while the staff regent could do their very best I'm not sure it will ever matter.

Our newest Staff Regent came across as an out-of-touch, status-quo employee during the election forums. Things aren't the same at Murray as they were when he first started working here. Everyone is short-staffed. The raise that the union advocated for was all but undone by the increase in employee insurance contributions. Work from home has been completely abandoned, to the point that when the roads were icy and dangerous the week of January 15, the University chose to stay open (on a delay), leaving the employees to have to choose between unsafe travels or calling out. The Staff Regent and Staff Congress could better serve the employees by determining a better way to redistribute finances. Benefits don't pay bills. But employees shouldn't have to risk losing healthcare benefits every time they get a pittance raise, either. Also, the Staff Regent and Staff Congress could advocate for employees to receive the same weather-permitted work-from-home opportunities as faculty.

With the recent election of a temporary Staff Regent, I am unsure how he will serve the staff members in this roll at this time.

I think it's important for the Staff Regent to represent the staff, truly hear their concerns about the work environment and policies, and be a voice to affect change and make improvements.

Make a fair and stable working environment for everyone

More communication about upcoming events, and issues that will be affecting staff.

looking at ways our health insurance could be more cost effective. Also, evaluating pay raise scales for admin assts.

Make sure that communications are more timely. The information about Staff Regent elections did not come out in many instances until the day of events and elections. Staff should be notified in advance of events so they can prepare accordingly.

Continue to look for ways to recognize -- and reward, if possible -- staff for their accomplishments.

Continue to provide opportunities for staff to "hang out" and have fun outside of work.

Continuing to push for COLA. It's nice to have been given what we have been, but it has not been anywhere near enough. Additional discounts and benefits for employees would also be nice. I would love to eat on campus or buy things from the bookstore, but all options are so EXPENSIVE. Also, more Professional Development opportunities. Staff Development week was an awesome start, lets expand on that.

Emailed minutes from Staff Congress meetings would be great. I like being able to live stream the meeting too. The live stream is a great addition!

Get info to extended campus employees prior to events instead of two weeks after.

Work harder for more competitive wages.

Just want to say that the previous question is not a good one to ask at this point as the staff regent was just elected in the last few weeks. I'm sure that he will do a good job.

Continue to communicate our concerns to others in the campus community.

It feels like Staff Congress doesn't have any real administrative power, and the members know it. There's an air of hopelessness about the whole thing.

Let's ensure that there are continuous and timely reports based on staff congress meetings and other University leadership meetings that are disseminated from the staff regent/staff congress.

Is it possible to get the Staff Congress meetings added to our Google calendars with a 1-hour reminder?

Other than this, I never hear staff congress or the regents asking for feedback from others. It seems like they go with what they think is best. It really just depends on their individual opinions and motivations. I'd like to see more engagement and visibility. More town halls and opportunities for group discussion would be nice.

I appreciate the efforts of Staff Congress and the Staff Regent. Please keep up the fight of getting paid more. The work that support staff does supports their supervisors, their departments, and the University. Support staff handles the mundane work to keep things running smoothly but I don't feel adequately compensated for the type of work that I do and the decisions I make. The pay increase I received beginning FY24 has been diminished by the increase in health premiums. I'm sure many, many support staff feels the same way.

I would like to see more routine attempts to collect staff perspectives on current campus issues. For example, an opportunity for all staff to give feedback on the weather policy when it was announced. I would also like to see the Staff Congress and the Staff Regent hold meetings with other entities on campus where significant staff concerns have been mentioned to provide staff feedback to those entities and then broadly share the response given. For example, Procurement concerns broadly impact staff across campus and ongoing communication should be had with the outcomes shared with all staff.

I was not a fan of the previous Staff Regent, and am very appreciate of the new staff regent, whom I feel will do a much better job in the way he treats fellow staff. She was rude and was very quick to make it known that issues she found were because of other staff members and other departments, and never hers.

Please keep fighting for staff wage COLAs and other wage increases. It's embarrassing and discouraging as a MSU employee to have to work part-time jobs on to of my full-time job here to make ends meet.

what is in their capacity?

Work together with departments instead of against. Be respectful in voice tones when discussing items.

Keep up with Dr. Evans' regular communication. Implement someting similar for staff congress. Keep the web links to videos up to date and working. I know there had been talk of a newsletter of some sort at one time.

I can't think of anything. I am satisfied that our staff regent is qualified and capable of representing our concerns and relaying information back to us in a timely manner.

I sincerely hope the staff regent will listen to the concerns of the staff and represent us accordingly.

More transparency on what's going on.

MSU Staff needs strong representation. I would like to see the Staff Regent bring forward issues that are important to staff (pay, flexible work options, etc.) and represent them to the BOR.

There a new staff regent voted in recently so I can not say how they were.

Continue transparent and detailed communications following meetings, committee work, etc...

Unsure at this time.

Make sure satellite campuses are visited and thought off

I feel like they should give surveys on what the staff is needing. Meaning when insurance coverage is discussed they should reach out to the staff and ask what is important to us.

Just continued updates, as you can, on what you are working on to improve the work environment for staff at MSU

Promote and gain much better wage increased! Improve communication across the campus.

Voice concerns about inclement weather and the ability to work from home when roads are questionable, whether or not the university is on remote or delayed schedule. Not everyone lives right in town or has the ability to drive to work during snow and ice.

More proactive in increasing the cost of living for workers

There is a lot of negativity in staff congress. Stop putting the University down and help to build it up!

provide information on roles and responsibilities to inform new employee and as reminders for individuals that aren't new

I would like the revised Weather and Payroll procedures to be reevaluated. Keeping faculty and students safe at home with remote teaching while requiring staff to be on campus seems to be unbalanced.

I feel that the staff need to be better represented in certain areas (I will mention those in the survey). There are areas that we do receive great support but there are some things that, when it comes to staff (and not always faculty), we are treated unfairly. I think the Staff Congress needs to be more aware of these things. We need more representation when it comes to time off, safety issues, health issues, etc.

Work on increasing the awareness among faculty and administrators of all the ways that professional staff feel that they are treated as second-class citizens. These include things such as lack of tenure and promotion opportunities, being expected to work the first 2 days of spring break, being expected to come to work during bad weather even if our work can be done just as effectively at home. If faculty wouldn't be expected to do something, I think we should at least stop and consider whether it is appropriate to ask professional staff to do it.

Attend an athletics head coaches meeting

Staff Regent-be more than a "yes" during board meetings. Have do diligence and understand proposals and information so that your "yes" is what is best not just going along.

Staff Congress-please make sure the committees are needed rather than doing what individuals/the "squeaky wheel" wants.

I love it when we get a raise and the insurance goes up more than the raise.
So less bring home money.

In light of the recent, egregiously mishandled inclement weather policy, urgent attention is demanded for the glaring issue of inequality in the treatment of staff compared to faculty and students at the University.

While faculty and students were granted the option to seamlessly transition to a remote status, staff members were subjected to a mere delay and then callously coerced into either burning through their vacation days or facing the harsh consequence of unpaid leave if they hesitated to jeopardize their safety by coming in.

This stark discrepancy in treatment is not just a misstep; it is a resounding slap in the face to the hardworking staff who form the backbone of the university. The undeniable success of remote work during the COVID-19 pandemic has laid bare the fallacy of any argument against its feasibility. Despite this undeniable truth, staff members continue to endure a sense of being undervalued and unfairly treated, starkly contrasting the preferential treatment extended to faculty and students.

This systemic disregard for the well-being and rights of staff members has created an atmosphere of seething frustration and disillusionment. The university's consistently high turnover rates cannot be dismissed as mere coincidence; they are a direct consequence of this persistent inequality. The recent inclement weather policy is a clear symptom of a larger issue that demands immediate acknowledgment and rectification from the university administration. Failure to address this disparity promptly will only serve to deepen the existing discontent and disengagement among the very staff who contribute significantly to the institution's success.

While it's acknowledged that the university eventually transitioned to a remote status on the last day of the inclement weather, it remains deeply disheartening and frustrating that it took such an extended period to implement this decision.

Real issues need to be addressed.

- On-campus childcare opportunities for faculty/staff retention
- Increased pay commensurate with inflation
- A campus-wide work from home policy. There are some departments/offices on campus that allow for their employees to work from home, and there are some that do not. A consistent policy allowing for employees to work from home one day a week would help with retention, job satisfaction, etc.

Listen More! I feel like you all ask questions and we give feed back. However our voices are not heard from the top people who make the choices. It is incredibly sad to see how much money the University waste in making poor choices.

Advocate for better pay, more sick time, and better working conditions.

I feel like they each have their own agenda or only represent issues that affect a small segment of the campus population.

More open communication

Being aware of the conditions we work in: temperatures in the buildings, work tickets being "approved" but never addressed. Heat not even being turned on yet we're expected to work in the buildings when the temperature is under 59 degrees F. Very little communication on how we can advocate for ourselves regarding wages, working conditions, accommodations, etc. There is a strong sense of confusion around who to talk to about any given concern, along with the feeling that it won't matter if we do.

ADVOCATE and fight for us

PLEASE work on getting those of us that have been here a "years of service" raise. If we can't get a decent "cost of living raise" then we need something else to compensate, because our raises are a joke. I have been with MSU for 15 years. I have researched to see what other Administrative Assistants make and even on the lower end of those numbers, I make NOWHERE near that amount. It's pretty sad that I had to apply for food stamps this past year and was actually approved! An employee that has been dedicated to MSU for more than 15 years should make enough money to AT LEAST make ends meet. Even with the little bit of help I'm getting from food stamps, I'm STILL struggling to get the bills paid. I don't know how anyone is expected to survive making \$14.95/hour. Please help those that fall in this category. It's like the saying goes - "The rich get richer and the poor get poorer." I would like to think MSU cares more about their employee's than to let them continue making less than \$15/hour and having to depend on government assistance. It's no wonder so many people leave to get higher paying jobs. I would have left a long time ago if I had the courage to start a new career. I love my job, but the pay is PATHETIC.

continue to send timely announcements

Actually work for better work place conditions such as the option to have remote work, actually get the flexible work schedule published, fair pay, raises that happen more than once every 6 years.

Address issues of workplace environment, specifically temperature control. My office is either 65 degrees or 80 degrees. Also, I would like for the Regent to address pay equity in relation to other institutions in our region.

N/A

Working athletics, nice to have someone from housing, we are closer to them and see him more often.

Benefits for part-time employees or more hours

Relay more information to the University about the needs of the staff and explain the circumstances of the staff members' needs.

It's nothing against the Staff Regent (who is brand new) or Staff Congress but I feel like they truly just have no power at the University. The fact that a Staff Union has appeared reveals that I'm not alone in this sentiment.

Dr. Evans was a great staff regent. I look forward to seeing how Dr. Wilson performs in the role.

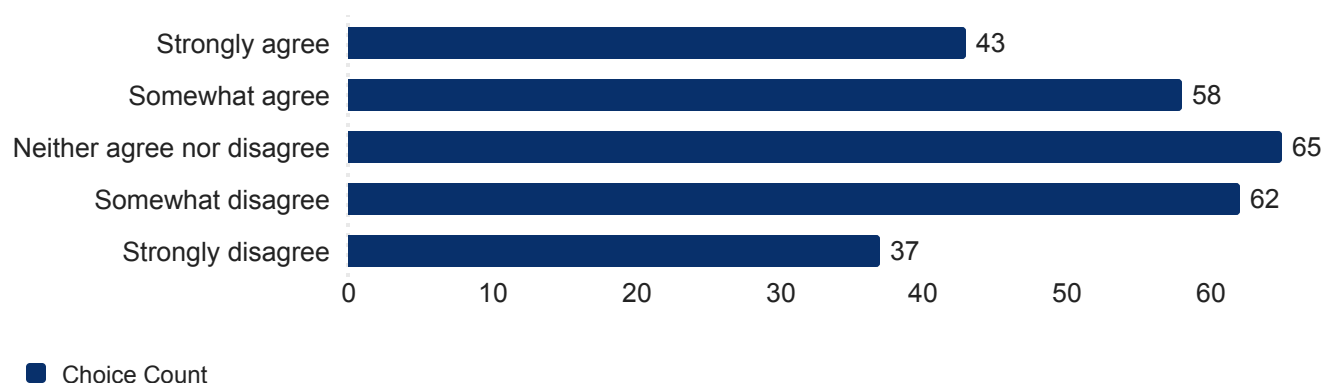
I'm unsure if we hear what is actually happening or are told what upper admin wants us to hear.

Stand up for staff needs. So we don't feel like 2nd class citizens.

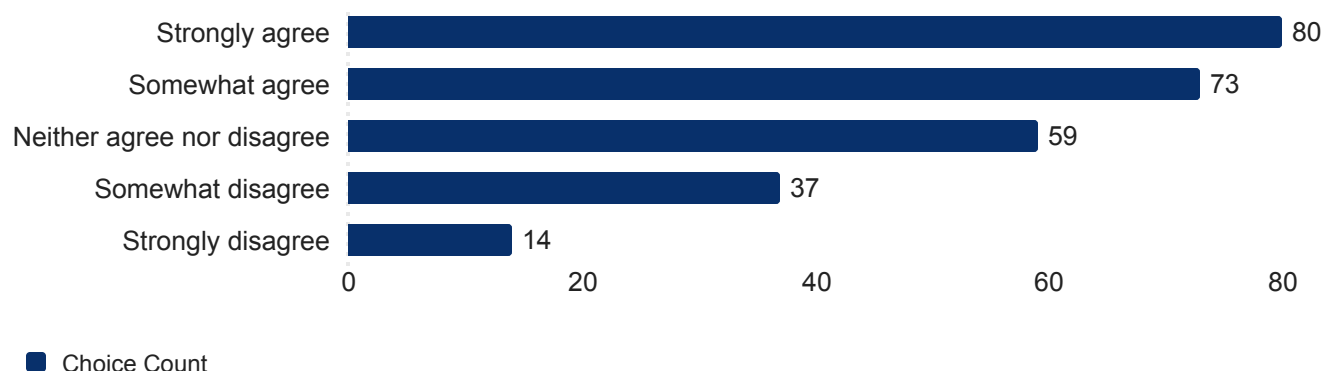
I don't really know very much about the staff congress

Regular surveys for the staff to voice concerns or issues

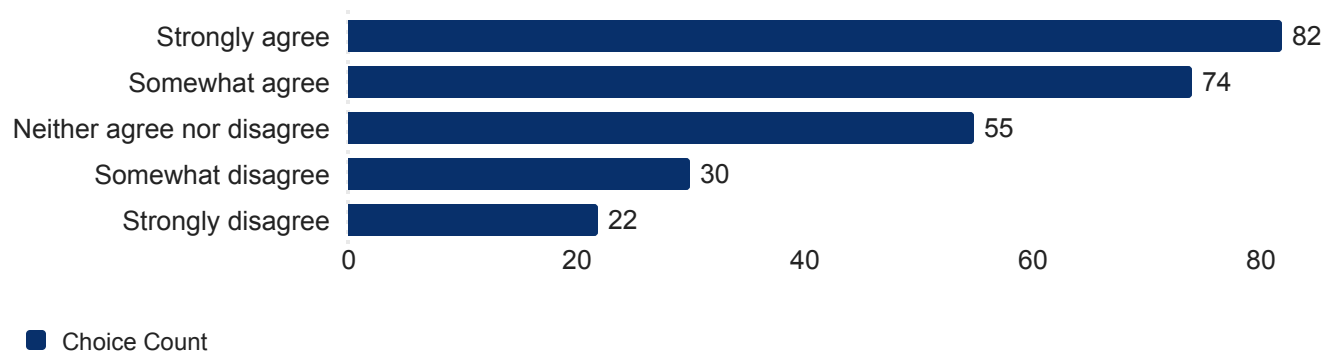
The President controls the finances of the University to anticipate the needs for personnel, resources, and facilities to advance the institution.



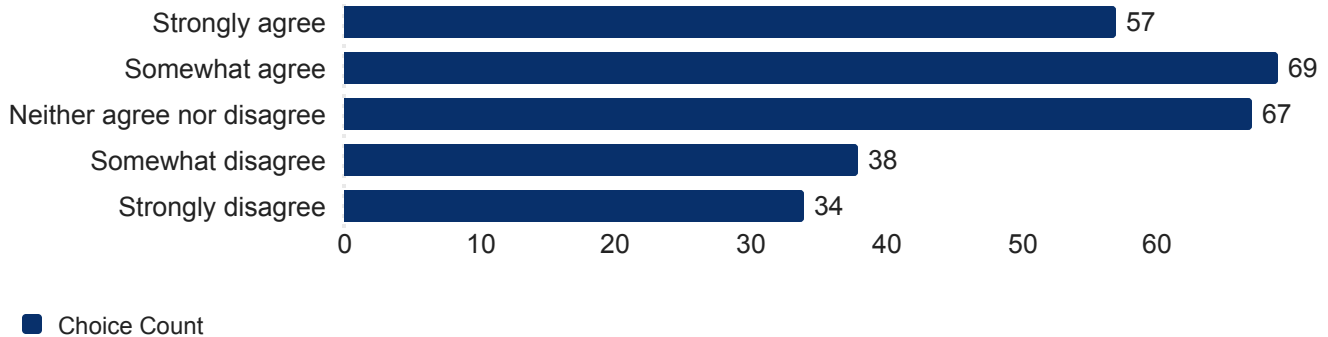
The President promotes the general academic welfare of the University.



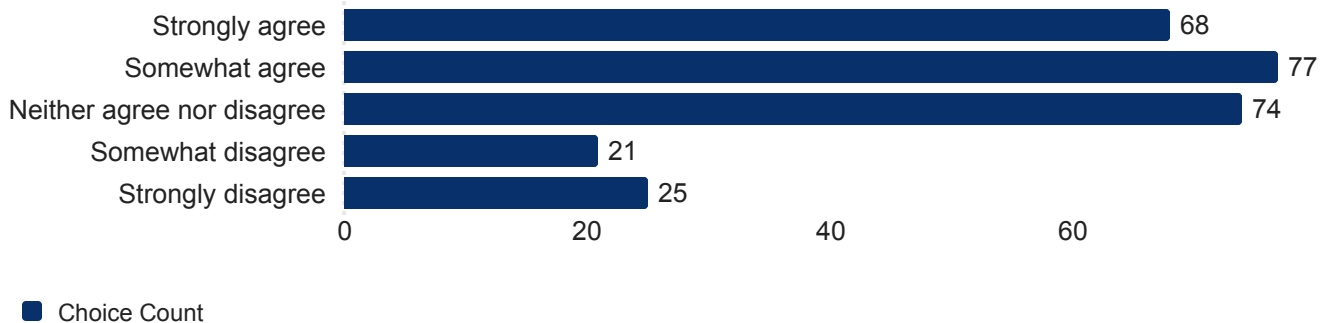
The President portrays a positive professional image of the University through being accessible and involved with the community, businesses, and other external stakeholders.



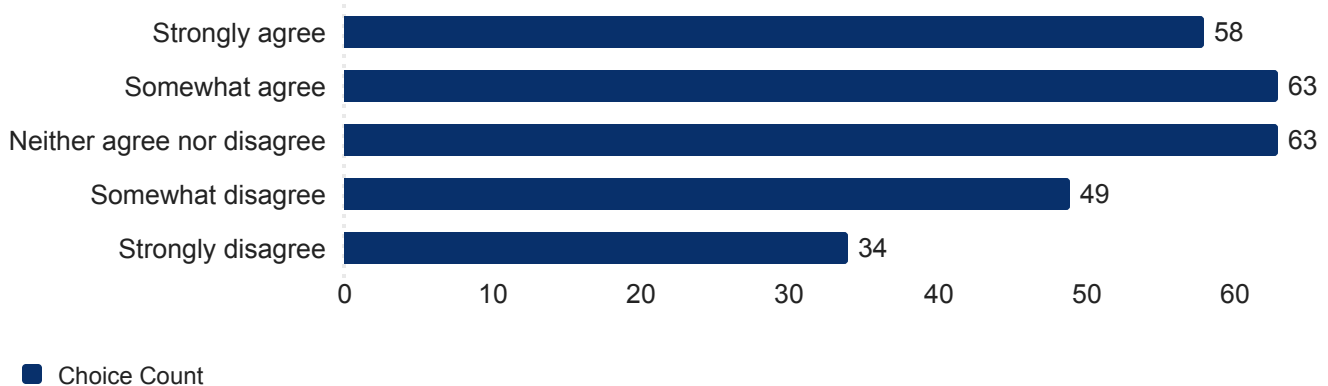
The President clearly communicates the progress of goals and objectives of the University to staff.



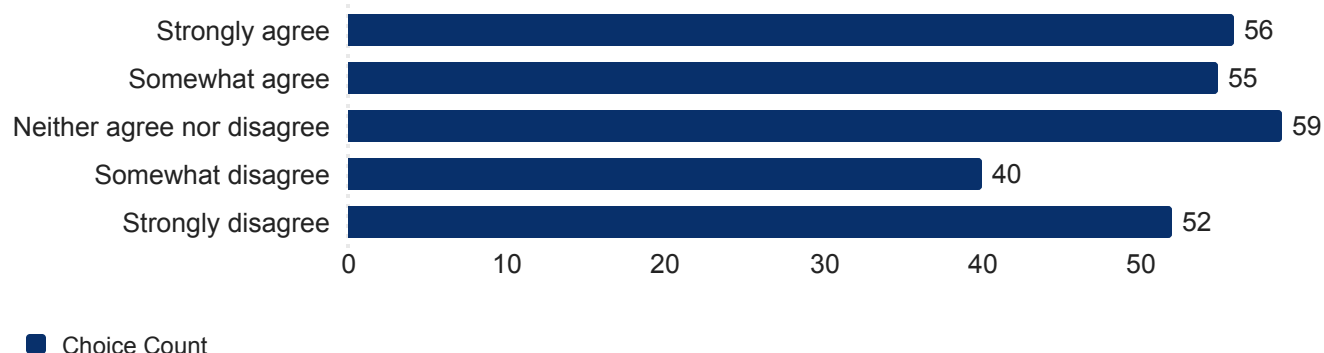
The President helps foster diversity, equity, and inclusion at the University.



The President's leadership has a positive influence on employee morale and performance while facilitating a positive workplace culture.



The President instills confidence through his commitment to straightforward and honest communication.



Comments on President's performance:

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I have never seen him or other Presidents visit or communicate with front line staff. I have worked here for over 18 years and not one President has ever stepped foot in our office. So the President truly is clueless what lower paid employee's concerns, wishes, ideas even are.

It is my opinion that the current university President has attempted to entertain outside interests to the detriment of fundamental MSU institutions like WKMS.

I literally don't know what the president looks like.

The president seems to say one thing to your face and then acts differently. The president says our office is important on campus and provides students with positive experiences but then denies requests for funding, staffing, and other office enhancements.

I think the president has been involved in too many shady issues. Specifically involving the wkms radio station issue. That has tarnished his reputation and the reputation of the university.

Literally have no idea what he does other than takes pictures when donors send in their money. He does not care at all about anything other than money and politics. I bet he couldn't even guess the name of my department. He's never communicated with me even in a general email sent to staff. But Dr. R has frequently. For example, when the Mayfield tornado happened, he was very quick to check on us and our students to see how he could support us. He is the only leadership staff member that actually cares about people. The president and the provost are just there for politics and again do not care or know us at all.

He has never come to our department, enough said, just once during his tenure is not too much to ask

Dr. Jackson seems to be doing a good job running the university.

Often focuses more on using finances for the university's "wants" rather than on its employees. Nice new buildings and other amenities aren't going to serve the students well if no one, or less qualified people, are staffing them.

Could be more honest

I believe we have a wonderful president, but he is one person and is only a portion of the equation to excellence

The President promotes the general academic welfare of the University. Whoever approved the admission of students without qualifying ACT scores did a huge disservice to students with lower scores and the staff/faculty who had to help and watch them struggle. No additional resources were put into place to support these students. In fact, an office was dissolved which did support those with lower ACT. Just because other schools were doing this, does not mean MSU had to follow. We lost the students anyway and they had hefty bills to contend with. I saw some of the largest drop out rates and failure rates and I feel it was a direct result of this.

Lack of communication to relevant departments when decisions are being made is a problem, as well as lack of transparency. The administration seems to be so focused on money, appearances, and avoiding lawsuits that they seem to ignore the problems that a lot of students face every day. You know what doesn't look good for the University? Lack of retention and students who have died by suicide due to lack of support for mental health resources and the unmet need for additional counselors for The Counseling Center. That's the lawsuit they should be trying to avoid, and unfortunately, preparing for.

The President represents the university well.

Have never met the president.

Not necessarily any better or worse than the last 8-10 presidents we've had. Like most, though, either completely out of touch with staff issues or just doesn't care.

The President is out of touch in regards to staff issues. He is quick to sweep issues under the rug or minimizes them when it is brought to the attention of the Board of Regents. He refuses to see that staff are taking on the work of roles that are not being filled through attrition or eliminating the position. He doesn't seem to take staff concerns seriously.

I think that Dr. Jackson is doing the best he can in a job that is difficult to navigate. He has to "play the game" without actually "playing the game." I have known him a great many years and I have never known him not to be for the good of people he works with or work for him.

President Jackson has done an exceptional job during his time in office as the President of MSU.

He is more of a bully obstacle than a leader who has a clear goal forward. I see more backdoor deals with Frankfort and not even communicating those in an honest way. People are ok with bad news if they know and understand the fairness of decisions being made.

The President is an excellent leader, and we are fortunate to have such a forward thinker.

Not helpful to campus

While I do like Dr. Jackson, I honestly do not believe he has the best interest of Murray State University at heart. Employee morale is low, very low - almost as low as when Dr. Davies was president. Dr. Jackson does not like to be questioned or challenged, which is not the sign of a strong leader. The budget advisory board meetings, and other constituency group meetings, we are told what is going to happen, and even when we have the chance to make suggestions, those suggestions often fall on deaf ears. While the university has been moving in a relatively positive direction, I cannot say that it is due to Dr. Jackson's leadership, but by the people that work tirelessly to make Murray State University the special place it is. I think it is time for a change in senior leadership.

Excellent Job!

We are cutting positions but we can some how talk about affording to purchase the apartments over by the keg which are owned by a board member?

As an employee at Breathitt Veterinary Center, I have no interaction with the president at all and I have no idea what he does or does not do.

I would like the president's office to do a climate study of the staff to address diversity, equity, and inclusion.

I feel like he focuses more on faculty and less on staff well being.

I've been a member of this campus as both student and staff over a couple of decades, during the reign Presidents and I've never felt such a poor climate on campus. People are not happy. Students, who are the purpose and the bread and butter of the this institution, are not happy; faculty are are not happy and staff are not happy. It seems there are really only a few people connected with this campus who are truly happy lately. The President has done a very good job at staying out of sight. I've never seen a president who was less involved. It does not boast well for the University when the first thing someone connects with our President and figure head is an investigation.

The secrecy and hidden agenda makes it uncomfortable and makes one feel anxious on why he feels the need to hide emails and be so secretive when it comes to being open about our place of employment. I have always taken pride in working for MSU but the moral and the way things are being done have really pulled an ugly side out of the university. The way employees are leaving and working elsewhere because our pay and our insurance is not a competitive factor anymore. I wish the President would stop by each area and speak to get on a more personal level. From what I gather he has never even stopped to speak to any of the FM employees. They are treated like outcast.

I rarely hear anything from the President.

The President's office does not seem to be very open to communication with staff or students.

I think the President talks a good talk, but that is just for appearances. I think he is very much the politician he has always been. In some ways, this is good, because he understands how things work in Frankfort, but I feel it makes him less trustworthy. He involves constituency groups but only for the sake of appearances. They don't have any real input that gets considered in decisions that need to be made. From the outside, he represents the university well, particularly when compared to previous presidents.

The process to get a staff member hired is long and arduous for some offices. There is little consistency or clarity on who will be approved to hire and who will be held up in the process to get approved. There are so many approvals it has to go through and it feels like we are not trusted to make appropriate hiring decisions. While there are other offices that can hire quickly.

I believe the President has a vision for the university and it promoting Murray State in a positive way.

I work off campus and the President has not been to our facility.

As an organization, we should be focused on hiring and developing the best employees for their respective jobs. It shouldn't matter what race, gender, or whatever other label you want to apply to an individual, as long as they are competent in their role and of good moral character. We should treat everyone with love, kindness, and respect.

There is very little communication from the President

Compared to past Presidents at MSU (previous student) -- He is lacking. You rarely see him or hear his name while out on campus.

As he has ruined the relationship with the news media in this area over the last year or two, it has put the university in a very bad light.

Lack of transparency hinders this administration greatly. Needs to be more open and honest. Employees do not need to be afraid of retaliation.

Extended campus employees have no idea what goes on on campus.

The President is nothing more than a figurehead CEO for the business of the university. Profits and advertising are prioritized over employee and student satisfaction.

President Bob Jackson performs at a very high level in his role. However, it is my full belief that further improvement in overall administrative transparency is needed from the President and his team of Vice Presidents. There are times when new procedures or new amendments to existing policies are made without the entire campus community being notified of those changes. Sometimes, these changes do get communicated to the VP level and academic deans, however, they seem to never go further down the chain. The breakdown of communication from the top down must improve to enhance overall University morale.

Additionally, institutional accountability seems to be the largest issue in my opinion. We have various staff members who seem to have full autonomy in what they do and how they conduct their work with other institutional colleagues and students. This type of behavior seems to come without any checks and balances, causing the other half of the staffing community to be left with picking up the pieces that should have been resolved through proper accountability measures. Within our University administrative culture, we seem to have adopted the mindset that we "can't make anyone mad" or make decisions that will inherently cause "waves" or "drama" - we simply turn a blind eye and press forward like nothing is happening. We use the excuse of being a state institution to solidify the belief that no one's employment can be terminated, despite individual employees not completing or following through on critical job functions that they were originally hired to fulfill.

Murray State needs transformational leadership and I do believe that President Jackson is capable of executing that requirement. However, we cannot solely operate all institutional decisions based in the realm of politics and what might be affected politically. Difficult decisions are often needed to enact real change that Murray State so desperately needs. This is fundamental for organizational success.

allow work from home options for those caring for elderly parents or special needs children

The president communicated the successes he feels the university needed to highlight at the end of last semester. It seems hollow when he does that as he does not engage in the creation or communication of the initiatives that brought us to that point. He also only highlights the success and not the teams that worked on those initiatives. We get so little for the work we do and acknowledging even the team responsible for that work would help us be seen in an otherwise invisible list of tasks.

The President does NOT anticipate the needs of personnel and resources on this campus. The President does NOT control the finances of this University. it's extremely difficult to hire staff, good staff, knowledgeable staff, when the applicants laugh in your face about the pay rate. Yes. We are Higher Ed and so our jobs are paid lower than the private sector. but what we are paid is ridiculous and a complete slap in the face.

I believe that President Jackson started out in a positive manner and is a good President. However, there have been a few incidences where he did not respond in a positive way (lawsuit) and I feel the university has gotten negative feedback because of his "no comment" or even taking responsibility for his actions. Also, I used to see him at a lot of events and around campus, but not as much in recent months. The morale and spirit at MSU is down and really needs a rallying administration. Also, I feel that the finances could be better- salaries should be increased for all faculty and staff to compare to other universities. Right now we are not even close to similar university salaries.

I do not have trust or confidence that the Presidents acts with staff's best interests.

I believe that the president is one of the weaker links at the university, they often push things under the rug and are not clear with their intentions.

It would be nice to know what to expect down the road a ways, or things that are being anticipated. I know some of it is just an approximation.

I am proud of our president and glad that he represents Murray State University in a positive way to the community.

Really have no involvement in university affairs and the Presidents activities.

I had high hopes for this president, but he is only concerned about what makes him look good. He could care less about the staff and our well being. Staff morale at the university has never been so low in my 23 years of employment. The president definitely doesn't control finances. That is solely under Jackie Dudley. She has Dr. Jackson under her control. There is not communication whatsoever, especially honest communication. The constituency groups he does suggest to illicit feedback are a joke. I am on one of these committees and we accomplish absolutely nothing. It is a waste of everyone's time. I never see the President anywhere on campus, much less being accessible.

An exceptionally kind servant leader.

The president talks a lot about open communication, but I don't feel he actually follows through on it.

I have never met the President. I feel he is out of tune with regular employees and only communicates with upper administration.

Does well for the most part. Very involved and overall nice guy. Biggest concern is his grasp of the budget. Forcing student wages raises without giving departments money to supplement the increase has been taxing to my department.

The President does communicate well to the staff, but cannot always give every detail of every situation in a short meeting or brief email. It is the job of administrators to be sure important information is passed down through the organization. Those staff that do not know the details should not be posting variations and distorting facts just to get people stirred up. That does not promote a healthy work environment.

I really don't feel that I should complete this area of the survey since I am not aware enough of the performance of the President.

I do believe the President does a great job in certain aspects of his job. He presents MSU as a university that people should attend, he works with local businesses in the community to bring things to the campus and he does communicate with the faculty and staff occasionally. But I don't think he is aware of the issues that concern the staff. Does he know that the staff can be practically bullied by HR if they are sick or have family with medical issues but can't afford to go to the doctor to get a note EVERY SINGLE TIME when they run out of paid leave? Does he know that nobody wants to take unpaid days off but, when they are necessary, HR gives them a hard time, causing unbearable anxiety and stress, leading to the possibility of more time off to deal with the panic and stress caused by HR? Does he know that it's not the same for faculty? They can work from home, take research days, extra days for projects, days that I know, for sure, are not being used for research or projects? There are things he needs to be made aware of. The lack of care for the staff was shown more recently during the snow days, when we were required to be here, even though the email said we should do what we need to do to stay safe, but it was plainly clear that we needed to come in, and if we couldn't come in, the option to work from home was not given. We had to use vacation time or unpaid leave if we didn't feel safe enough to get to work. Some people live far from campus and traveling on the icy county roads was dangerous. We are expected to take vacation time or unpaid leave if we don't want to risk having a car accident? How does that show staff that the university care about us at all?

I'm not sure how much the president can do about it, but I don't feel like he fully understands how difficult it is for all of us to do our jobs when we are so understaffed and under-resourced, and I don't think he realizes how hard it is to hire more staff when some positions are so horribly underpaid and undervalued.

I have limited interaction with the president so it is hard to comment

DEI can lead to a messy work place. MSU needs to hire employees based on their qualifications not DEI.

Dr. Jackson is the best President we have had during my tenure at MSU. He truly loves the campus and cares about the people.

We rarely ever hear from the President in any capacity.

He should not be in charge and especially not solely of when closures should happen or not during weather incidents. People who live rural, people who are being asked to come into work anyway in a building with no heat during a snowstorm, and people who don't want parking lot accidents due to ice that isn't considered a big enough threat are not being adequately considered.

I also feel that he is almost completely irresponsible with the finances for the university. I do not feel represented, I do not feel that the student OR staff and faculty are being considered in many choices made. Why is the door to the women's restroom in Oakley so tiny that people can hardly enter through it without squeezing and sidling? A wheelchair cannot fit in there. I cannot fit in there and I don't have a chair. Why is there only one set of gender neutral restrooms in Faculty Hall? Are transgender folks just supposed to go to 1st floor every time they need to use the restroom? Why is there no gender neutral restroom in Oakley, where the Pride Center is located? For that matter, why isn't funding being used to address restrooms that are safe, accessible and inclusive for everyone across campus?

Why did students have to pay for hotel stays themselves when the dorm power was out in several dorms over this most recent winter storm? And why doesn't the president offer transparent statements about what is actually occurring instead of just glossing over it?

Faculty Hall's heating/cooling system is completely outdated and ineffective. Yesterday one faculty member's office, which was vented and had a fan in it at the time, reached 86 degrees F.

Funding at this college seems to be used almost entirely for landscaping, fancy new logos in the pavement, new giant horse decorations in Curris, and advertising and publicity to make us look good, while students live in dorms with bursting pipes, mold issues, and have to go to class across a campus without safe accessible restrooms.

Shameful.

I feel like the President needs to take a hard look at the lower paid employees and stop giving monstrous raises to those that already make a sufficient salary. It's just not fair that someone should have to struggle after being a dedicated employee of over 15 years.

none

It feels like the president has abandoned us (as staff) completely, it's like he treats us like enemies or pawns, and not like living people who deserve his support and advocacy.

President Jackson is a liar and protects only his own interests. He constantly overlooks issues that involve students such as the increasing rate of sexual assaults that occur involving Greek life members. He does not care about the employees as he is comfortable letting university employees receive low wages.

Dr Jackson is a great university President

I believe the President does a good job of what he should focus on - external facing interpretation of the President and the University, and student needs. I cannot completely blame him for how staff are treated but wish that more care were given to staff's needs.

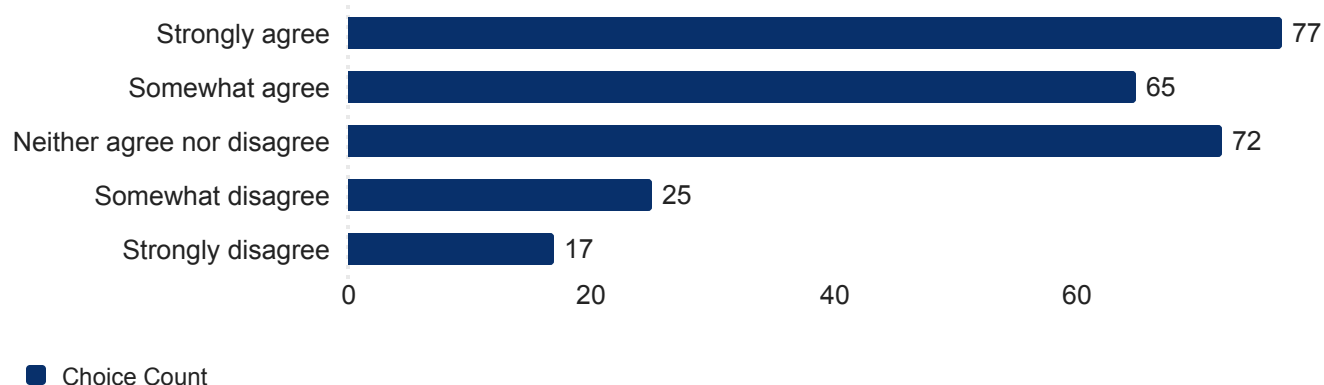
Comments on employees dissatisfaction with 3% COLA was absolutely unprofessional and also made it painfully obvious how far removed from the average employee the president is. (Said something along the lines of "employees will never be satisfied no matter how much of a raise we give them").

Ongoing lawsuit involving WPSD is also incredibly embarrassing. Dr. Jackson has proven time and again that he doesn't care about truthful communication, transparency with employees, etc., and that he's invested in protecting his political friends.

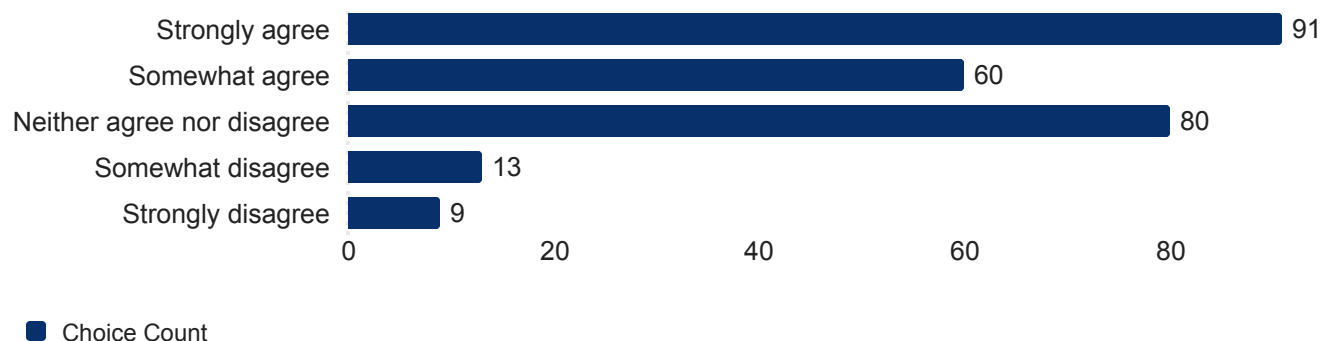
I don't know enough about what goes on here to answer these questions

While I do believe that the President truly does want to help the university, I don't believe they are the best fit to run this campus. While I recognize that it is important to be in Frankfort working on bills to benefit the university, it is equally important to be "present" on campus; something Dr. Jackson does not do.

My Vice President listens to and responds to concerns raised by staff.



My Vice President helps foster diversity, equity, and inclusion at the University.



Comments on Vice President's performance:

Comments on Vice President's performance:

I have not seen anyone of higher administration ever visit our office or even asked us if we had any concerns.

Dr. R is the best

My vice president agrees with the concerns I bring to them about our office and students but has not been able to keep our area from receiving cuts when we need staff and funds.

I think the vice president does not take our issues and concerns seriously. We have been under paid and under staffed for too long to think that the problem is taken seriously.

Dr. R is the most respectable human being I have ever met. If he told me to jump off a cliff, I know he would have prepared a parachute for me. He is reliable, honest, and ethical. He should be the president in all seriousness.

Same as president comments

Again, the budget should always include the needs of its staff and faculty. Not just the university's wish list.

Seems ok

I will repeat my statement regarding the admission of students with low or no ACT scores as I am not sure where this decision landed.

Dr. Robertson listens very well and I think he truly cares, but doesn't seem to want to "rock the boat" to actively advocate for our department's needs.

Never met the VP

He does the best he can with what he's 'allowed' to do.

My vice president does whatever the President tells them without regard to academic outcomes. This hurts the students whom we serve.

Dr. Robertson has been a strong supporter of our office. He realizes and acknowledges the tough position the administration has put us in. It would be even better if he would advocate on our behalf to the President to try and increase our pay to match the additional work we've acquired due to positions that have been cut in the office.

She is not helping the people that keep everything going

Dr. Todd is an outstanding vice president! I consider myself extremely fortunate to work for, and with him. Dr. Todd genuinely cares about the faculty and staff within his area. Dr. Todd should be the president of the university.

Excellent Job!

I have no idea what the Vice President does

I do not have interaction with the vice president

I personally know of different individuals who have complained about certain issues in and around the office and have taken the issues straight to the VP however nothing was accomplished and just looked over.

My Vice President focuses more on their personal goals rather than what is best for the division or for the students of the university.

I do not believe that the VP responds to the concerns of staff, and that when important decisions need to be made, that they loop in the people who it will affect directly. Additionally when decisions are needed to be made the people that she is including in on that decision are not the most knowledgeable, and can lead to bad decisions being made. I feel like this office is not very student focused, and often is concerned with money over what would be beneficial for the students or the staff.

My VP is one of the friendliest and most engaged administrators on campus, but he has progressively grown more and more hands-off with our department, even to the point of adding an additional layer of administration / supervision between us and him. This is disappointing because there are a lot of issues with our department's culture that he doesn't see now.

It would be great to have the Vice President in our area to either send out or have a meeting annually to share with the offices under their area what their goals and vision is for each year. It is good to hear it from our supervisors, but I would really appreciate our VP being more visible to the offices they over see. We have had issues that are sent up the appropriate channels, but feel the responsiveness is not adequate or the communication is lacking or not clear on how we are trying to improve the services for students and staff.

As an organization, we should be focused on hiring and developing the best employees for their respective jobs. It shouldn't matter what race, gender, or whatever other label you want to apply to an individual, as long as they are competent in their role and of good moral character. We should treat everyone with love, kindness, and respect.

My VP is always available and quick to respond. I feel supported and encouraged to challenge how things have always been done in an effort to make improvements.

DEI is such a crock!

I don't even know who the vice president is...

The VP of Finance is secretive and does not accept feedback or initiate any kind of change. She's willing to hold the line as long as it doesn't increase the budget. The respect that she gains from others always has the flavour of fear.

I haven't seen our VP do much, or really, anything, to help our staff. "Oh, that position just got vacated? Sorry, you can't fill it. Do your best to cover all their work as well as your own without any compensation"... "Oh? Your team is not diverse enough? All male? or all female? Go talk to IDEA about it. Good luck."

I feel like I never hear from the VP over my area. I have no idea what they are doing. Maybe they reach out to the faculty but not the staff.

Dr. Robertson is one of the best figures in leadership I have ever had the pleasure of working for and alongside, though I am not an influential figure at this institution he makes me feel seen and heard and goes out of his way to communicate with me.

I would like to see more open and clear communication. In the past, communication from Jackie's office has only come out after it has been leaked. It does not do well for morale knowing that if something big is going to happen, we will likely be broadsided by it, rather than being given time to prepare.

Our Vice President is a caring and concerned voice for the university and for the community. He is always thinking ahead and cares what happens to us and is very positive in his feedback and communication.

My VP might listen on concerns, but they go through one ear and out the other. Of course, if you are certain individuals, he will listen and try to assist. This only applies to a select few. The concerns that are raised will meet rebuke if he doesn't agree. An example is when he told me that he questioned my service to our students simply because I did not agree with his proposal. What a slap in my face! Working for him is often toxic.

Dr. Todd does a fantastic job.

Never talked to them.

Who is the vice president?

He sometimes listens but usually turns it back on you by saying it's your fault or your interpretation of the situation.

President's division- didn't read the heading first :)

Dr. R is the best.

I have never received any communication from the Vice President nor am I aware of what they are doing to foster diversity or respond to staff concerns.

The comments I made about the President's performance apply here as well. I do believe the VP does a great job in certain aspects of his job. He presents MSU as a university that people should attend, he works with local businesses in the community to bring things to the campus and he does communicate with the faculty and staff occasionally. But I don't think he is aware of the issues that concern the staff. Does he know that the staff can be practically bullied by HR if they are sick or have family with medical issues but can't afford to go to the doctor to get a note EVERY SINGLE TIME when they run out of paid leave? Does he know that nobody wants to take unpaid days off but, when they are necessary, HR gives them a hard time, causing unbearable anxiety and stress, leading to the possibility of more time off to deal with the panic and stress caused by HR? Does he know that it's not the same for faculty? They can work from home, take research days, extra days for projects, days that I know, for sure, are not being used for research or projects? The lack of care for the staff was shown more recently during the snow days, when we were required to be here, even though the email said we should do what we need to do to stay safe, but it was plainly clear that we needed to come in, and if we couldn't come in, the option to work from home was not given. We had to use vacation time or unpaid leave if we didn't feel safe enough to get to work. Some people live far from campus and traveling on the icy county roads was dangerous. We are expected to take vacation time or unpaid leave if we don't want to risk having a car accident? How does that show staff that the university care about us at all?

DEI can lead to a messy work place. MSU needs to hire employees based on their qualifications not DEI.

I have neither seen, nor heard from our VP in the five years I have been at MSU. Delegation is crucial, however, visible leadership is equally beneficial.

I don't even know who this person is.

My VP expects us to express concerns through our direct supervisor.

Not a lot of communication goes out to address any staff concerns or inclusion.

I am completely unaware of what the Vice President does.

Does DEI really matter anymore? Kentucky Legislature is going to nix it all anyway..good ole' white man's club.

I have never had any dealings with the Vice President.

There is no one more supportive of the success of students and well-being of the staff than Dr. Robertson.

My vice president does a fantastic job of supporting the university and I recognize that her office has a hard enough time, but I am disappointed that she stated that our wage increase would occur without an increased cost to benefits--which turned out to be untrue, and we felt the effects of that only a half a year from when the increase went into effect.

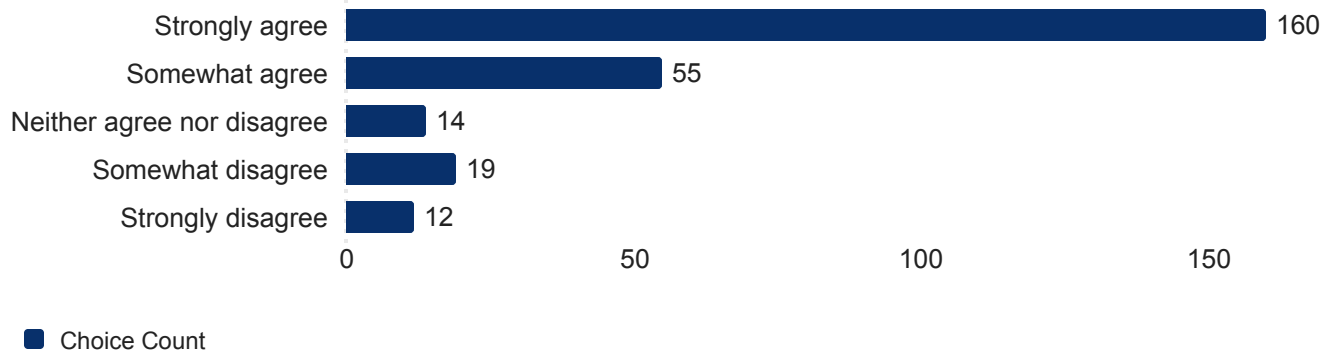
Vice President Dr. Robertson is the best individual at Murray State. He fights for what is right at the university and strives to make all employees feel valued. He is unfortunately unable to control the rampant disrespect the other vice president administer.

My Vice President does what is needed to keep the University running. I honestly don't know how many concerns are raised to our VP so I cannot comment on listening/responding.

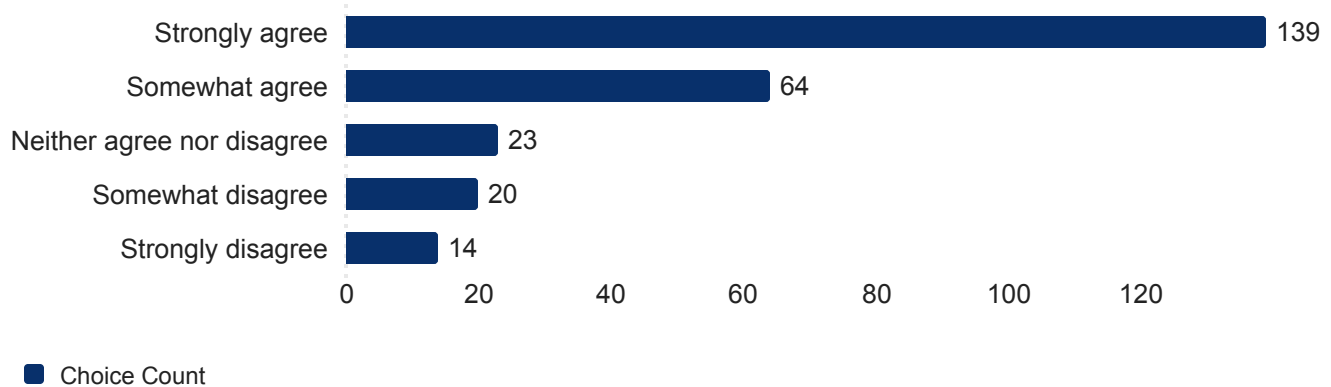
We do not have a vice president in our area.

My VP only appears to represent faculty not staff

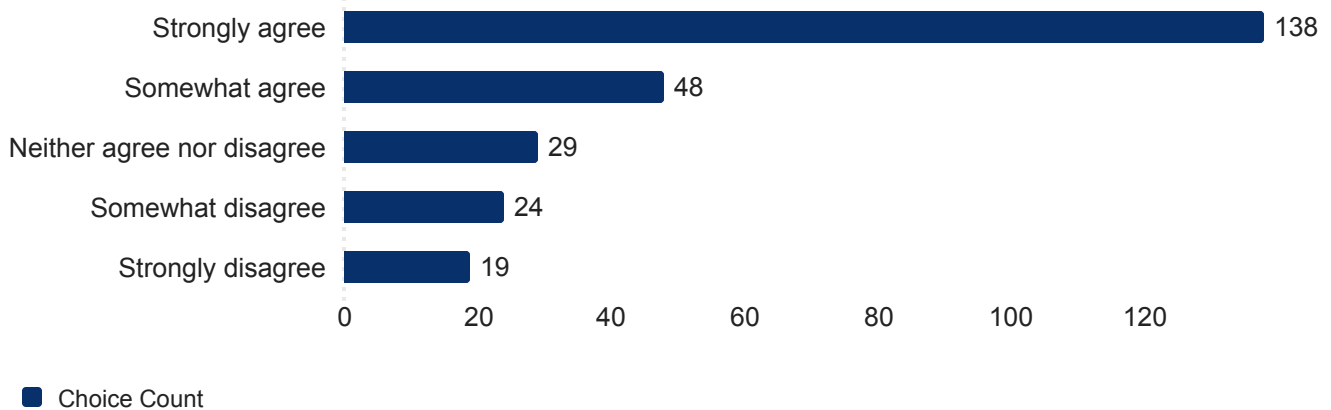
My Direct Supervisor listens to and responds to concerns raised by staff.



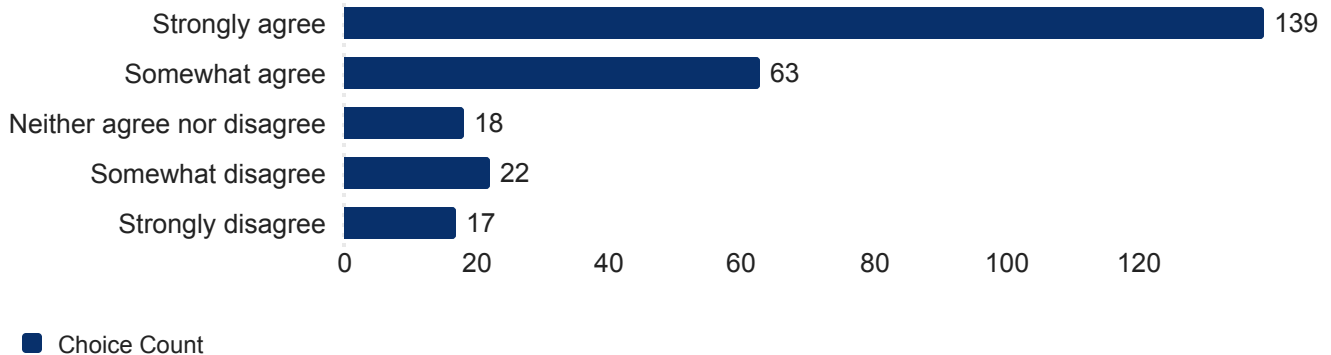
My Direct Supervisor adequately explains why decisions are made.



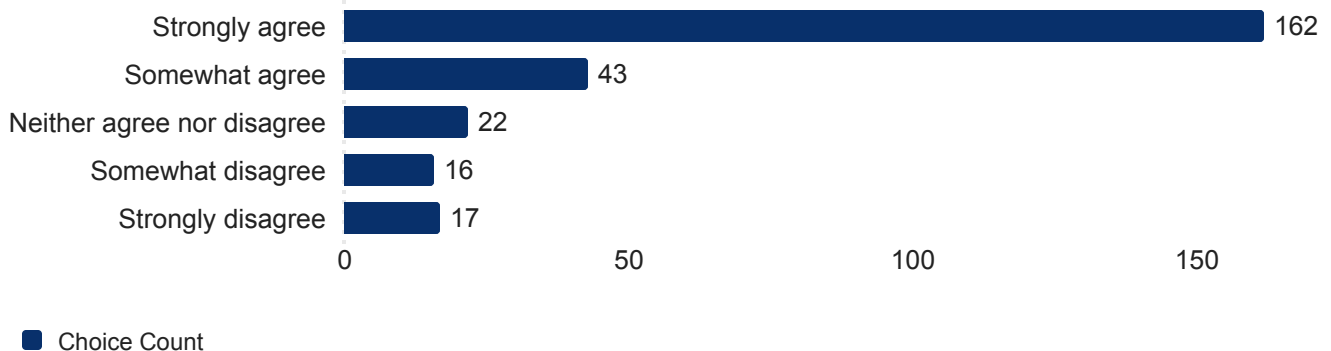
My Direct Supervisor is doing a good job of planning for the future.



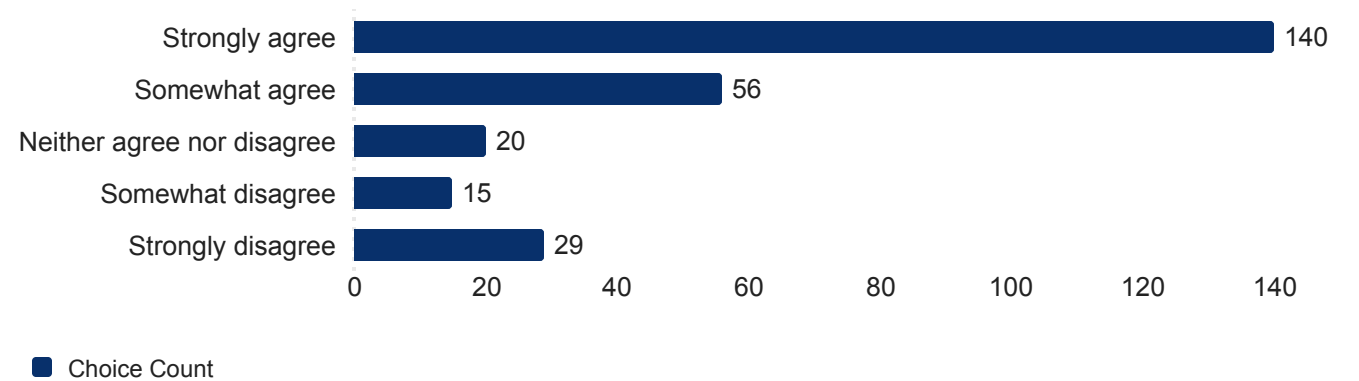
My Direct Supervisor provides frequent communication with staff and is transparent and honest about decisions that may impact my unit/department.



My Direct Supervisor provides a working environment that recognizes and respects the value of human differences.



My Direct Supervisor does a good job of developing teamwork in our unit/department.



Comments on Direct Supervisor's performance:

Comments on Direct Supervisor's performance:

- Best supervisor I have had. They are always available if I need them, they provide guidance in the workplace for everyone.
- The supervisor does share any emails that she receives that she thinks relate to office employees.
- I have spoken to our [redacted] for maybe 20 min the whole time he has been here. We do not have a culture of equal value within [our department] and I am never communicated with
- My direct supervisor needs a training on how to communicate, how to be a leader, and how to be innovative. They listen to my concerns, often agrees with my concerns, but that is as far as it goes. Their lack of innovative has kept our division from making progress towards the future and in ways has moved us back years.
- I think my direct supervisor does the best he can with what he is given. I believe our director and assisted directors are not always honest or clear about situations and information and there for it's hard for our supervisor to properly do his job.
- Excellent supervisor- have learned a lot from her. I respect her because she respects us and is there to help us. She trusts us to do our jobs and does not micromanage us. This is the best department and director I have ever had at MSU.

Best I have ever had

My direct supervisor is difficult to work with. He seems to have all the time in the world to talk with some employees in the department. For the rest of us he has very little time. On more than one occasion I have been in the process of answering a question he asked when he stopped me and said he didn't have time to discuss the matter. Excuse me. He shouldn't have asked the question if he was running that short on time.

I have learned that my day normally goes better if I don't see my direct supervisor. I go to my office, do my job and try to avoid my supervisor as much as possible. I've had several supervisors in my time at Murray State. All of them have been good bosses to work for except for the current one.

I contacted my vice president regarding how I should answer a question a student had asked me. My supervisor had left for the day and I wanted to get an accurate answer to the student as soon as possible. I knew I was in trouble when the vp referred me to my supervisor and then copied the supervisor in the email. The next day I got chewed out by my supervisor in the hallway of our building. I'm not sure how many people in the building heard the several minute confrontation, but some did. Many of the doors in the building were open and it was well past opening time when this happened. Sound has a way of carrying in the building I work in. Confronting an employee should be handled behind closed doors. If I had realized how poorly this was going to have been handled by the vice president and my supervisor I just wouldn't have asked the question.

Hoping that there is a section with department head, cause he's the real problem of why our doors may close and why we spend so much on outside contractors rather than our own people.

Does what he can

Supervisor is OK, but not a mentor type. Some employees (like me) are more interested in learning about leadership styles and skills/knowledge that will improve myself in doing my job as opposed to gossiping and talking about "who says what and who does what"

My direct supervisor is one of the best bosses I have ever had.

No complaints! My supervisor hears us and does what is possible to make our department run well given the resources we have.

Direct supervisor is overloaded....

Does the best he can with what he's given to work with. Could not ask for a better person.

Our department is so lucky to have a wonderful supervisor. What's sad is that my supervisor is not respected by upper administration and is NEVER consulted when decisions are made that affect the programs the report to her.

My direct supervisor is a main reason that I enjoy my job here at Murray State University and will stay in my position. Because of my direct supervisor, I feel valued and respected. Both staff and faculty are treated fairly and respected by my supervisor.

My direct supervisor has been at the University for many years, and does a great job in all aspects of his work.

I could not ask for a better supervisor. She is fantastic.

Direct Supervisor goes above and beyond the call of duty to ensure that day-to-day operations run smoothly. Ensures that I have proper materials and training to complete duties.

Not a leader

Direct supervision is the key to an informed organization. Therefore, the direct supervisors must be kept tuned in to current and future information.

[redacted] is a great supervisor!

Awesome director and an awesome team. Love my co-workers and my unit.

Supervisor and above have unrealistic expectations for people in [our department]. Too much turnover and too much overtime is necessary to get the job done. Burnout is a real big issue.

My direct supervisor is petty and controlling. She micromanages and criticizes those of us she doesn't care for (about 2/3 of her direct reports) and sings the praises of the few that she likes. Unfortunately HER supervisor is ineffective and a pushover and while she freely admits that we are being wronged, she does nothing about it.

[redacted] is amazing.

My supervisor works hard with what he is given, but the University is very limiting to his success.

My direct supervisor is the only reason I've continued work at Murray State. Within our college and department we have cultivated a very open minded and welcoming home. Our students often comment on the inclusiveness and how much everyone is considerate of others. This positive atmosphere is a result of my direct supervisor.

My direct supervisor knows that there is one individual who always makes it difficult for everyone else to maintain a team effort and work together. Nobody can really understand why the special treatment it is very frustrating and causes friction among many of the staff

It has become increasingly difficult for my direct supervisor to do any of the items listed above because of the desire for secrecy within the division. When decisions are made and questions are asked, usually their response is that they've been told they cannot share that information. They also cannot share information with us until just before the public is made aware of those things, which forces us to scramble to come up with decisions and prevents us from thinking proactively.

I'm very grateful to work in a great office, with good communication. We work as a team well. Very personable and great atmosphere to be around.

My direct supervisor is never in their office -- and typically never on campus -- so it's often ridiculously hard to get paperwork signed or have issues addressed. They are retaliatory and passive-aggressive. As much as I love my job, they are the reason I continue to look for other opportunities on campus.

I am blessed to work under my Direct Supervisor's guidance. It has helped me to grow professionally, and to become more involved in keeping up with the comings and goings on campus.

My supervisor listens to my concerns and is great at supporting staff members when they need to take time or have an issue. It is challenging for them because there are communication lags in information. I wish they felt more confident that information would come back to them in a timely manner.

BVC

My director supervisor is great. Very understanding individual.

She creates division among the workspace and favors puts greater value on others within the office

Highly respect my boss and the job she does to keep the best interest of students at the forefront.

When I say "direct supervisor" I am referring to the [redacted]. While she is a nice person, she is the worst [redacted] possible. We never know if she's here or not. She hired her best bud as assistant director--all planned before the job was ever posted. She is totally inconsistent with the way she treats employees. Bad employees are treated like kings and good employees are nonexistent to her. She makes knee jerk decisions and/or zero follow through. She's so wonderful at her job, that she can't even show up to the staff meeting that SHE called. She could care less about any of the employees, except her bestie. The department is an absolute shit show! No morale in the building, but those of us that actually care about what we do, just keep pressing forward; but it's a struggle because the environment is so toxic. (But HR gave our problems to [redacted], who in turn put [redacted] in charge of fixing (her own created) problems, as she was on the hiring committee. So we have seen zero changes/fixes. Go figure!)

My supervisor is the best boss I have ever had.

My direct supervisor is the most wonderful person I have ever worked for. They support me as a professional and as a regular human being. I could not be more thankful for their tireless efforts to make our office a place that I look forward to coming to each and every day.

My direct supervisor is wonderful and I love working with them. I think they could improve on conflict resolution.

My direct supervisor is rarely present to facilitate a good working environment. My direct supervisor does not notify staff when out of the office for multiple days. My direct supervisor does not share information in a timely manner, nor does this person share the same information to all staff members equally. My direct supervisor plays favorites and manipulates staff members for outcomes that support their own agenda. My direct supervisor is not trustworthy, does not present a professional persona, and has created a rather toxic work environment for the entire staff.

My supervisor hears our concerns but rarely takes them up as he says he is met with pushback and lack of transparency from above. It creates an environment where we can make suggestions for improvement but we know it's not going to go anywhere and we are stuck with the conditions and challenges faced by our department. He can't plan for the future because we are constantly stuck in the drudges of the day to day and when we try to make plans for the future, we are just told that we will 'cross that bridge when we get to it' or we have to wait to hear back from XYZ before moving forward. I believe that my supervisor desires to be transparent but has very little information shared with him it seems or he says he's been told explicitly not to tell us the plan regarding something coming up, which prevents us from being able to do our jobs efficiently. Then when the big boss decides it's time to plan, we have to drop everything else and get it all done by the end of the day when we could have been working on it for weeks/months. My supervisor moody and emotionally inconsistent and how he treats others impacts the working environment severely. Sometimes that's due to being stressed and upset and spreading that to others and other times it's an air of apathy. And if he doesn't feel like being productive, he stops everyone else from being productive as well. My supervisor does nothing to develop the team. He doesn't feel like this is his job so he doesn't do it. And he really struggles to hold accountability of others so if a conversation is hard, he just avoids it altogether. Honestly, I usually think my supervisor is pretty good (he's really not terrible to work for, especially if he is having a good day) but judging him against these metrics, perhaps we should be expecting more at his level and above.

I wish we could get overtime because there are times of the year that I could really use it in order for my job to get done. However, I know this is because of our VP.

My director supervisor is AMAZING. I have had many direct supervisors in the 18+ years I've been here, and he is by far the best. He listens to us. Sympathizes with us. Explains decisions he's made, how he came to those conclusions, and does his best to explain why the higher ups made their decisions (for better or worse). He listens to the needs of our teams, and will step in when needed or asked to address complaints or issues, and will definitely let you know if you've crossed a line, but will do so in a very helpful manner. He doesn't back down, listens to our opinions and thoughts, and takes those into consideration. We very much appreciate him. I wish I could say his name here so he could get some major kudos out of this.

Although we have a new supervisor, he has not been adequate in the position. For instance, he does not listen to ideas from the staff nor build teamwork, but expectations are that we be a team. The environment in our office went from happy and productive to somewhat dismal. Note: It has been stated to his supervisor, but nothing has been updated

My direct supervisor is the best boss I ever had.

He has been a great guy to work for. I appreciate that he is willing to openly communicate what he knows, what is expected, and is willing to listen to concerns and respond to requests for information and aid regarding my duties.

My direct supervisor is exceptional in every way. She is fully aware of our jobs and even helps get our work done when we are in a pinch. She care about us, but also makes sure we know our jobs and will meet our deadlines.

Worst boss I've ever had and I'm about to retire.

I have never had a direct supervisor that is as worthless as the one I report to now. He can not make a decision on his own and will not be held accountable for any of his actions. What's the point in having a supervisor when they can't make a decision and needs to ask his VP what to do? There is no transparency in the office and absolutely no plan for the future. Most importantly, there is no advocacy on behalf of the staff. No wonder I dread coming to work every single day. There is no hope whatsoever.

There are many constraints on what my Supervisor can or can not do but they are very open and will let you know why.

No leadership at all from my direct supervisor

My direct supervisor is outstanding. He listens and communicates with his staff. Unfortunately the director and VP are set in their ways and do not adapt to change.

Overall satisfied. Communication and getting documents signed is a challenge sometimes, but has gotten better.

Supervisor is great and goes above and beyond their duties to make this a great work environment

Our direct supervisor is will to work with us and beside us.

My supervisor fails to communicate to the rest of the staff. Often times bits and pieces of information is told to only one small group of people and then it is spread through the rest of the department. When employees ask about the information they have heard, the supervisor will dismiss it and imply that only fellow administrators need to know what is going on.

My Direct supervisor has been in their current position for a year and a half and I still don't know what their work entails. They are a micromanager, overly critical, rude, and disrespectful. They have no idea how to share or collaborate and do not understand the concept of project management, and one of the reasons I'm resigning soon.

My supervisor is wonderful in his/her ability to lead within our department but I do feel he/she does feel like his/her hands are tied when it comes to making departmental decisions due to his/her direct supervisors.

There are unequal expectations among the staff in our office and although these issues have been brought up multiple times, no action has been taken.

My direct supervisor is the best I've had during my tenure.

My direct supervisor always listens to staff's concerns and works with everyone.

My supervisor communicates quickly when a new issue or item comes to their attention. They are transparent, loop everyone in who might need to know what's going on, and work WITH us to come to decisions and make plans. We don't overspend on frivolities and it's clear our spending and labor are to help students receive a good education.

In my performance appraisal we always discuss ways to improve, but at the same time-he validates the positive and asks what he can do to help.

I cannot praise my supervisor enough--the words just don't exist.

I have no idea why my direct supervisor is in the position they are in.

I feel fortunate that my direct supervisor has outstanding leadership skills and fosters an environment of inclusion and supports the faculty and staff.

I have a great command staff

My direct supervisor is the best boss I've ever had.

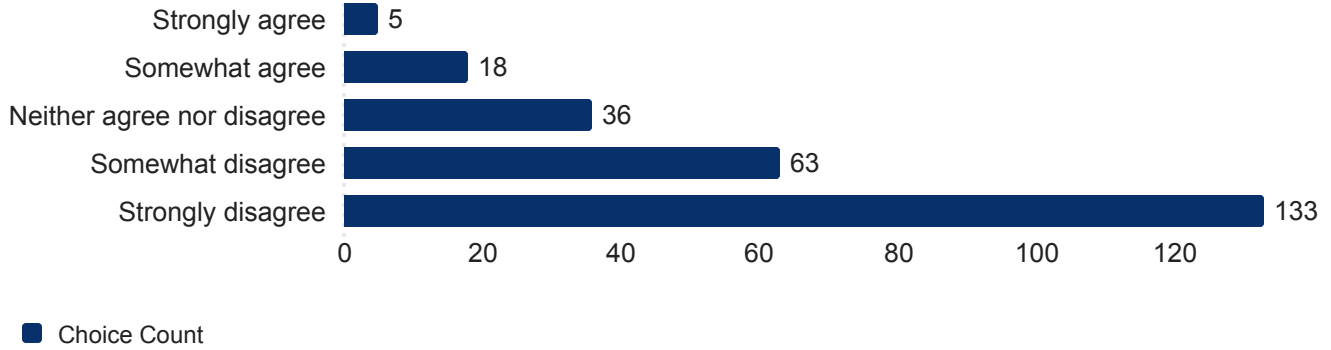
My Direct Supervisor does fantastic work at managing and maintaining with what we are given as a unit. Everyone is as "happy" as can be within the financial and benefit limitations of our positions.

My supervisor is fantastic when it comes to understanding and respecting work/life balance. He says our health, families, etc. come first and he means it.

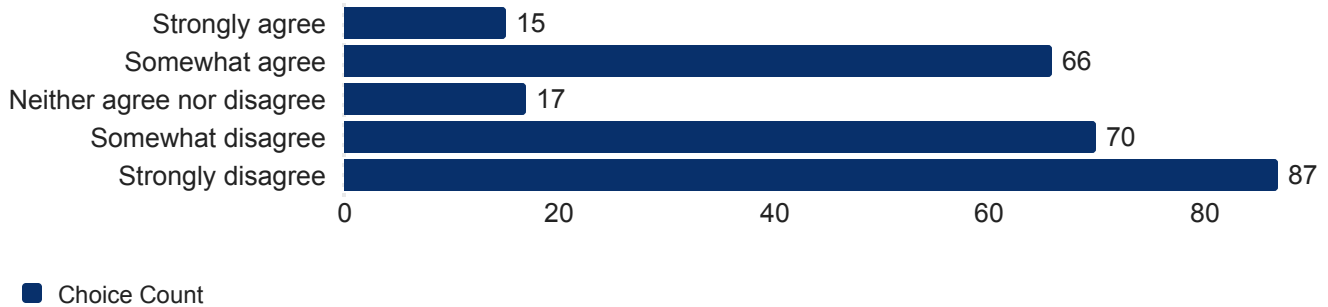
My supervisor is one of the only reasons I have stayed at this position. She is competent, honest, and respectful. If it weren't for her, I would have probably left the university by now.

My direct supervisor would do more if given the opportunity

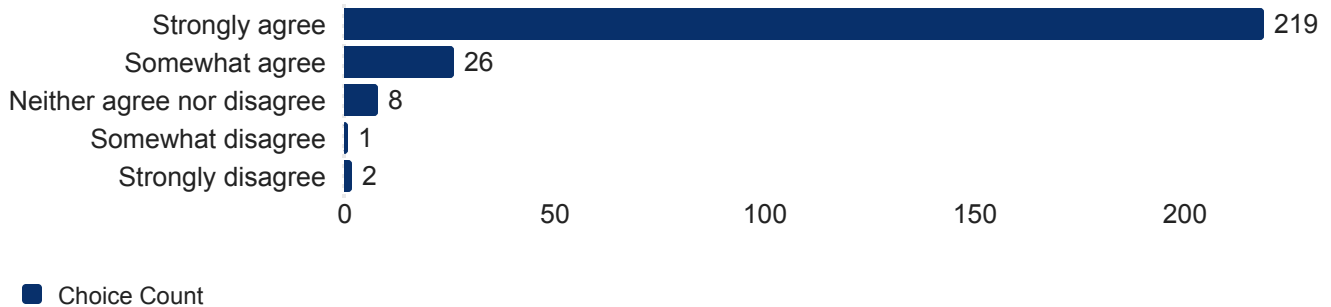
Adequate annual raises are built into the budgeting process.



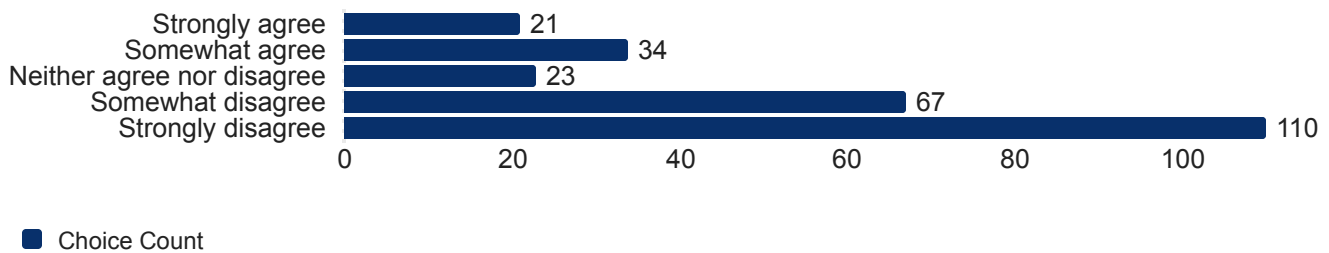
I am paid adequately and fairly for my work.



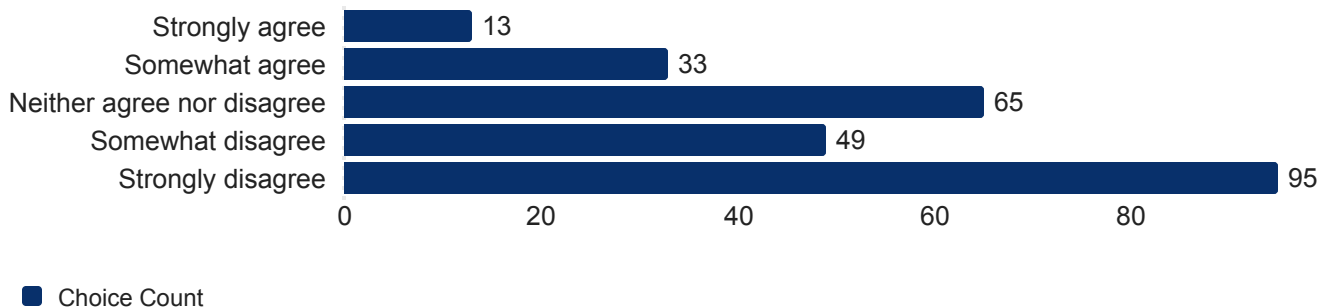
We need a cost-of-living adjustment each year.



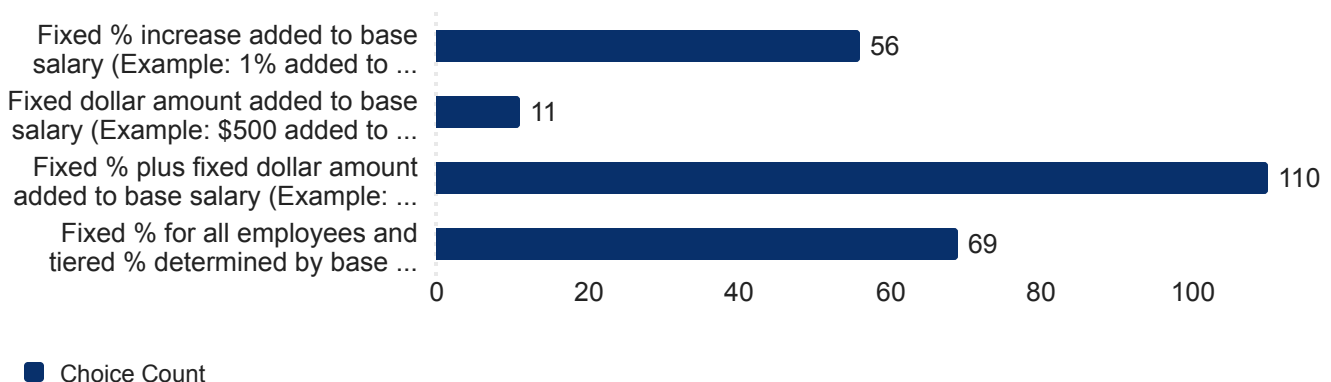
Cost-of-living adjustments (COLA) are adequate to meet increasing living costs.



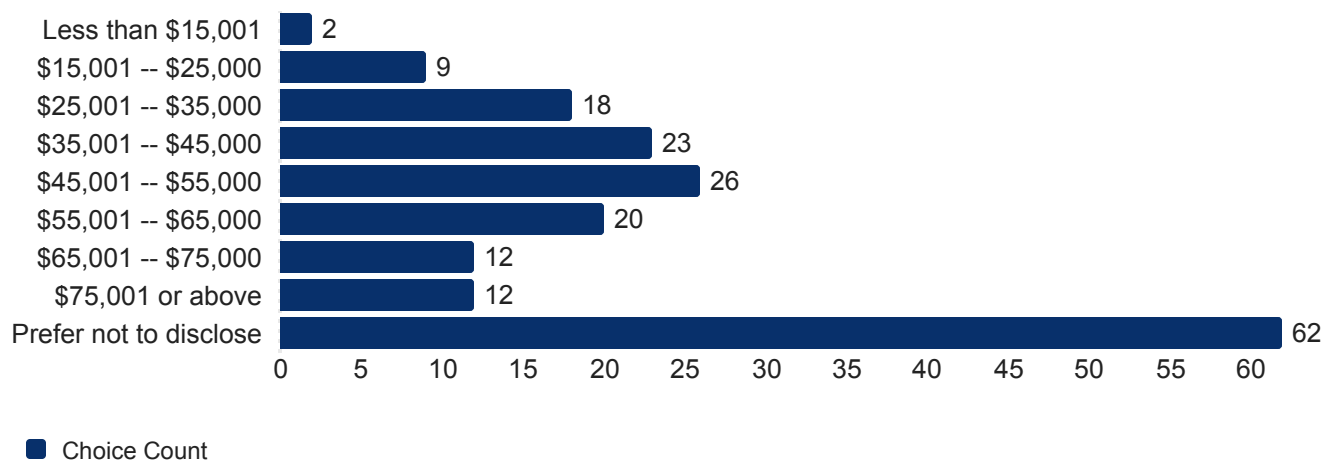
Pay increases are fairly distributed when they occur.



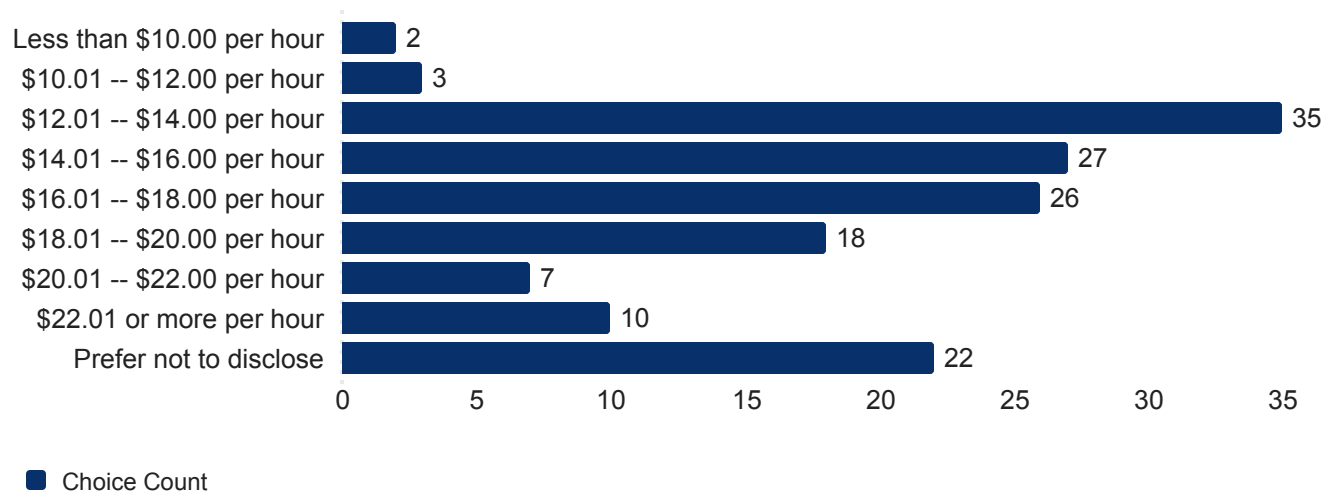
Staff Congress is seeking input concerning different potential Cost of Living Adjustments (COLA) or annual salary increases. Please note, this information is used to gather information and does not guarantee any changes in compensation will occur. The dollar amount and percentages are for example purposes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



If you are an exempt employee, please select your annual income below:



If you are a non-exempt employee, please select your hourly wage below:



Comments on salary and compensation:

Comments on salary and compensation:

Our salaries are a joke honestly. They don't even come close to covering what experience you require for a position. My paychecks have continued to decrease over the years because of increased insurance costs and other taxes. Not getting annual raises just makes the morale bad. Some of us have to get second jobs just to provide for our families because of the increased costs of everything.

I feel that there is a stigma that if you work at the university, you are compensated properly with pay and benefits but in reality that is not the case. While the time off and breaks are appealing, it's hard to make ends meet when wages are low and when we finally, if at all, get a COLA, it's taken back by insurance increases. The work load, sometime treatment of job tasks, and possible undermining make it hard to stay loyal and faithful to the place you work at when you get paid so poorly. I personally love working at the university, but it's so hard to raise and grow my family with the wage I'm currently at.

There is not enough concern or planning for salary compression.

salary is to commiserate with the increasing cost of living in our nation. we are behind the times here in taking care of our employees

The amount of work that an employee does compared to other people in like positions should be taken into consideration when determining hourly wage. For example, an admin asst in a department with 15 employees in which the dean's office handles most of the money should be paid significantly less than an employee in a department with over 35 employees in which the department itself handles all the money. Just because it's the same position name and grade should not determine the hourly amount. Usually the hourly amount is the lowest amount in that grade and barely increases due to the lack of COLA and raises at MSU.

When comparing salaries and job responsibilities to similar positions in the state and region my salary is significantly lower for the position expectations

No one is paid fairly in our department for what we do and how we are treated. We have been under paid and under staffed for years, we tried picking up the work load of all the lost positions but were not ever compensated for it in any way. Meanwhile people in the front office get raises and new job descriptions given to get the extra compensation when other people leave. We had our job description changed to make us "essential" and also give us "supervisory duties" and other broader job descriptions but we received no extra compensation. We were told to help other shops do their jobs, but given no extra compensation. People are leaving FM all the time and we are not re hiring because you can't attract competent employees for the low pay.

I am barely over \$16 and I am on food stamps and can't afford rent. My rent is 50% of my wages. I didn't get a COLA increase last year because I moved departments after April. I worked at MSU in April but missed out just because I moved to a different department and had not been in that particular position since before April. The insurance is completely unaffordable. By the time I take care of my family's insurance needs, I have so little left. It's really hard to promote college and Murray State when people with only high school degrees make more money than I do. I can't afford anything and clearly HR doesn't care about us at all. I want to know why they have made the decisions they have made and what were the options. Who had input? Did they ask anyone from the non-exempt category including assistants? Also, please have MSU join the tuition waiver group for KY like KCTCS schools have. This is where you can use your tuition credits at any of the schools in the partnership. I have 2 degrees from MSU. I would love to be able to get a PhD from another school since MSU doesn't offer the major I want. Also, the KCTCS insurance is a million times better. Follow them as an example. HR, I'm begging you to make things right. I know your job is hard, but you're killing us small fries on campus. Again, I am the lowest paid person for my specific job in the entire state of KY. That is absolutely not ok.

Low pays is reason people are leave and reson we cant get new help, no brainer

Good luck finding the money to pay everyone what they think they are worth. Cost of living adjustments are nice since prices on most things continue to rise.

An effort should be made to make sure employees are being paid at least what it would cost the University to hire a new employee to fill the position. It is always sad to see a new employee hired at a significantly higher pay rate than the departing employee was paid. That meant the long-term employee was underpaid.

The university over the last decade or so, has seemed to be more concerned with growth rather than its employees. Yet our student base has been relatively the same for a long time.

Not up to tradelevels

Maybe salary increase by merit would be beneficial. So those who work hard will feel valued and will work even harder. Those who does nothing and achieves nothing, won't get anything unless they work harder.

I feel individuals with lower salaries should receive more than those making over 60,000?

The university need to re-evaluate salary when they increase the workload or merge two departments together.

Comparatively, we are the lowest paid for our job title of all the universities in Kentucky. We are understaffed and can't hire anyone due to the inappropriately low salaries for a position that requires an advanced degree, licensure, and certifications. We struggle with retaining staff as well as they all leave for better paying jobs. COLA is not a raise. It's a necessity to make ends meet. And since our COLA doesn't come close to the rate of inflation, it's technically a pay cut.

It seems that any time employees receive a little more than a 1% salary increase for raises, our health insurance benefits go up. It makes it hard to ever really feel like you get ahead financially working here. Also, it doesn't appear that staff evaluations come into play when raises are determined.

The job I do is different than any other admin on campus...no time or thought has ever been given to the uniqueness of this position and the salary this position should receive.

Salary/compensation for staff has never been close to similar jobs in the private sector, but it keeps getting worse due to unwillingness of Administration to adequately staff. So fewer people are doing the jobs of at LEAST two or three people. We are 'discouraged' from overtime because the departmental budget can't handle it. Why? Because their budget keeps getting slashed. On the question pertaining to raises, there should have been an additional choice called 'What raises??'

My job category is severely underpaid for the work that we do.

There really is not a GREAT choice for the COLA option. Anyone on campus that makes under 60,000 should be able to have more percent because by the time they take out insurance/benefits/parking we have lost the COLA raise. Either the university needs to take on more insurance cost and free parking for employees under \$60,000 or they need a higher COLA that we can keep some of. TRULY keep some of it.

It is important to note that sometimes when doing a percentage based salary increase, full time employees at the top of the payscale receive a "COLA" raise that could be \$5,000 or more while another full time employee receives a raise less than \$800. This seems problematic. I do understand that higher salaries may get higher raises, but it should be more evenly distributed.

Sure hope this salary compensation study goes better (more fair) than the last one. Don't think we can stand another setback like that.

While raises are an important part of the compensation puzzle, more needs to be done to increase base salaries for positions across the University, particularly in non-exempt positions. Recruiting and hiring quality employees is very difficult at the relatively low base pay we offer for open positions.

Where to begin. As an alumni of this institution and being a full time employee for going on 5 years, the fact that I barely make \$16/hr is absolutely insulting. With the crazy inflation, I can barely make rent in MURRAY, KENTUCKY! I've been wanting to leave Murray State for quite sometime but stayed in hopes that things would improve. That clearly is not the case. Being paid so poorly, not feeling appreciated for all the work I do, seeing how corrupt the institution can be makes this a toxic work environment. I'm thankful for my colleagues in my office, but that's about it.

I am paid more than \$10,000 dollars below the average and median levels of compensation for my job in Kentucky and nationally, which frankly makes me feel insane sometimes.

Compensation over the last years has not even come close to keeping up.

Office Administration pay for positions at Murray State are below average for the country as well as the state of Kentucky. Recommend bumping up the minimum to \$13 hourly.

While MSU does offer benefits that can help to compensate pay cuts many take to work at MSU (in comparison with previous employers), pay rate plays an extremely important role, also. It seems as though the scale in which pay is to be determined is not fairly based on applicant's or employee's qualifications but on seniority. While I was more than qualified for the position I currently have, I am not adequately compensated for the knowledge, passion, and overall abilities I bring to MSU. I look forward to hearing how MSU plans to improve their salary rates and compensation.

The university should take care of it's people

I am parttime employee.

Admins with advanced degrees and who have been with the university for extended period of time are not properly compensated - salaries too close to new hires.

I would love to see my staff and those who make less at the University have more of a COLA than me. They need it more. Those who make more already shouldn't get more just because 3% of their salary is more. Tier to help those who need it most.

It is becoming more and more difficult to live with the cost of goods and services constantly increasing. I've worked for Murray State since 2011, and I am now searching for a new position, at other universities, to make a salary that is representative of my work and education (yes, I can make significantly more money at other universities - I have been made offers, but have chosen to stay at Murray State. I won't be staying when I receive another offer).

Perhaps increases should be merit based. This might improve the performance of some employees. Without this, there is little incentive for improved performance.

The option "Cost-of-living adjustments (COLA) are adequate to meet increasing living costs" is misleading. As written it could mean "the COLA we've given haven't been adequate" but it could also be interpreted as "in general, COLA is not effective."

To be clear, COLA can be effective but this university hasn't given a good COLA.

1% is not enough.

When comparing my position with other colleges and universities, I make 10K - 15K less.

I am concerned that our salary increase does not take care of insurance premium increase and then inflation hits too.

The fact that there are customer service jobs in the community that pay almost as much as a job at the university that requires a degree is pretty ridiculous. Basic requirements for living have gone up considerably and wages at the college, specifically for staff, are not enough for a one income household to survive. A single parent would have to work an outside job just to make ends meet, and that's really sad and honestly should be a little embarrassing to the university.

The Average cost of living in Kentucky in 2021 was \$40,816. Someone in my position as a full time employee would have a total income in 2023 of \$20,000 for serving this university for 12 years. After taxes and deductions such as insurance were taken out that person might bring home about \$15,000 a year (\$1,250 a month) this is already not a livable wage and now our insurance has been increased. Meaning in 3 years time I will be paying \$155 more a month for insurance. Bringing my monthly income to about \$1,100. Not only is this not a livable wage in today's economy but it's not even comparable to other Kentucky Universities. A quick search shows WKU=\$35-45K UK \$35K UofL \$35K.

It's very difficult to feel as if our time and efforts are of any value to Murray State. They make it increasingly obvious that they would rather us leave before retirement so they can continue to hire new people at lower rates if that's even possible.

Murray State does not pay its employees enough to work here. Full stop. And no, it's not because everyone is wasting their paychecks on DoorDash, as the Staff Regent implied in one of the election forums. The pay has not kept up with rising costs of living. Some benefits may be nice, but benefits don't pay bills. And the benefits are slowly decreasing to make up for money spent elsewhere anyway. The University was able to cough up an additional \$12 million in scholarship funding over the last year, while the people who keep the school functioning had to fight for a small raise, which was counterbalanced by the insurance contributions anyway. As it stands now, the only people Murray will be able to hire in the next few years will be recent graduates local to the area or desperate workers, neither of whom are likely to stay for the long haul unless working conditions and compensation improve.

There are many factors to consider when discussing employee pay. We are fortunate that living in Murray, KY is still relatively less expensive than other towns. However, even in a home with two incomes, these last 12-18 months have been challenging with all the "little" increases across the board. The increases of insurance, increased childcare expenses, etc. It feels like when we are given a % raise, it is immediately taken away due to increased prices somewhere else. I recognize it is not easy and everything is more expensive. I am thankful for Murray State and the benefits we receive.

We had an office employee retire. I took on half her duty and a coworker the other half. I got 2% raise she got 5% i was accidentally paid too much the first check and i was told I had to pay it back. The coworker kept the raise where mine was taken away. I don't understand how people pick and choose who gets a raise and who doesn't. It just isn't fair. It is embarrassing to tell someone how much you make an hour when you work for a substantial university. The FM guys don't make near enough money for what all they are asked to do. There are people that play on the computer and run around campus that bank over 50k a year and it's just not fair. With the price of groceries and gas the necessities it is almost impossible to live. We get a raise but yet the cost of insurance rises and the economy prices sky rocket so it's like we are falling behind. Most of us have to work two jobs to make ends meet.

The pay increases that we received went directly to the increased cost of our insurance, so it didn't really feel like a pay increase for us.

Do better MSU. Do better.

I'm disappointed that the compensation study still has not been released. We were supposed to have that information in September. I continue to see jobs posted on the MSU jobs website for laughable wages. The university needs to continue to seek ways to adequately compensate their employees for the work they do.

There needs to be a lot more done in this area. Thanks for starting to put in the leg work.

I feel we are not adequately compensated based on the increase of cost of living.

It is unfortunate that the system makes it almost impossible to make adjustments to salaries - like a new hire making more than someone who has been employed for a number of years.

I would recommend that we implement a merit-based pay increase system, on top of a COLA for everyone every year.

MSU is known to pay employees low salaries. The job applications state they require Masters degree or higher, yet, willing to pay \$13 an hour. Sadly, many fast food restaurants have a starting wage higher than Murray State and they don't require a degree. We were baffled when moving here as the cost of living is high, especially in the city of Murray. I feel MSU can do better and get BETTER employees if we were more competitive with our salaries.

Adequate raises are not built into budget planning since the COLA is never anywhere near what it should be each year. As a salary employee, the amount of work time expected and 24/7 availability that is demanded is not equitable to the insignificant raises we receive each year. Gone are the days of raises based on performance. Those raises were positive and a great incentive to work hard and feel like you were valued. Now that we NEVER get pay raises for the sake of doing a good job, it devalues your worth and makes you feel like you don't matter, you're simply a number on a payroll. I want to feel like a person again, who is valued for what I bring to the university, not like a thorn in the side of administration who has to find the money to give me a reduced COLA and then tell me I should be thankful I got anything.

It seems that when a salary increase occurs, we also have benefits and other compensation prices increase to wipe out the salary increase plus. We seem to be making less than before the salary increase.

My colleagues at other similar jobs make a LOT more than me!

The pay on campus is not adequate for anyone other than professors and coaches. As a public institution, we can search pay levels for other employees and we can see the discrepancies between departments and between faculty and staff. I have worked here for 8 years and my pay is no better than any fast food location in town. The university should be embarrassed to pay as little as it does, and nobody should be surprised when people quit.

The leadership at Murray State must remain vigilant on ensuring adequate pay for all of their employees. This is no longer 1980 - we live in a completely different environment that is rapidly changing. Murray State administration must adequately plan for how they will take care of their employees in regard to compensation. It is beyond my belief that only two years ago, we still had advertised positions that required a degree only making \$11.00 per hour. That is completely unacceptable. Additionally, blaming these pay on our archaic HR compensation policies is laughable - this is a symptom of a bigger problem...Murray State must be open and ready to change, must be equipped to pivot at any point and must remain marketable to equip its programs and services with high quality faculty and staff to deliver the best collegiate experience in the nation.

The pay is not adequate to the cost of living. We are not compensated enough. When looking at other similar sized universities concerning salaries, Murray State greatly under pays their employees.

When compared to similar positions at other regional universities in Kentucky and across the nation, salaries for exempt and non-exempt positions in my area are significantly lower. Additionally, the "pay bands" which determine the salaries of non-exempt employees in my area seem designed to favor lower end of the band for those employees when compared to employees with similar titles in other areas of the university. Human Resources is not transparent about the way these non-exempt salaries and pay bands are determined, within the university and when compared to other regional universities. Professional staff are not rewarded monetarily for completion of graduate degrees in my area.

The last raise was presented dishonestly. Workers were told that the raises were to benefit us directly and that there was not going to be an increase in healthcare costs. These stunts are at the root of the distrust between the administration and its employees.

I'm not sure upper administration cares enough about the support staff to increase wages to more align with our sister schools and other schools across Kentucky. They know this and appear concerned plus mention incentives we receive as their solution on handling this for which we are very grateful. However, these incentives do not pay the bills (I don't live beyond my means but I live pay check to pay check and have been here for 25 years).

There are vast differences between pay for employees working in the same or similar positions with unacceptable gaps between these positions.

WHERE TO START. We are not paid enough. It's extremely hard to hire people because the pay is so low. People WANT to work at MSU but can't afford to work at MSU. And we need a COLA adjustment each year. Groceries have gone up. We are taxed more and more. It's extremely hard to support families on our pay, or yourself, and it lowers morale. Morale among employees is awful. I've never heard so many people complain on campus before.

And LET'S TALK ABOUT PAY INCREASES. Pay increases have been an absolute joke for way too long. Why does the person making \$100,000 per year get a 1% raise (\$1000) when the person making \$25,000 per year get a 1% raise (\$250). That is embarrassing and a slap in the face. We all pay for gas, groceries, rent or mortgages, taxes, have kids, have to buy clothes. TREAT EVERYONE FAIRLY. Instead of widening that pay gap, let's work to close it more. Yes.. a degree means more.. but these are HUMAN BEINGS.

I just feel that the COLA should be reflective of the federal COLA because as of now we are all living below the level that the nation is at and people are having a tough time making ends meet. Whether you are married with children or single like me, the economy is not doing well and it is really hard to pay bills with the salary that we are receiving.

We are not compensated fairly and the most recent COLA is not enough to cover inflation. I feel like a COLA % of base salary is the best model, but the % needs to be higher than 3%. One time bonuses would be nice as well (Spreading out the \$ amount out over 12 months makes MUCH less of an impact than getting a one time lump sum payment). For instance, the recent \$500 bonus staff received was spread out over 12 months. That's an additional \$40/ month. That has very little impact, but a one time \$500 payment could help a staff member pay off a bill or two.

We haven't had a decent merit increase in a long time. Faculty and staff doing minimal work are getting the same pay increase as those taking on additional responsibilities.

COLA should be built in, and be equal to, actual COLA. It should not be called a "raise," as that is deceptive nomenclature. A COLA's only purpose is to keep us at flat 0% loss of buying power. If a COLA is below inflation, as we usually seen at Murray State, we have suffered an (effective) pay cut; we can buy less groceries, afford less rent/mortgage payment, and have less (effective) funds to feed and take care of our kids, in addition to the other manifold expenses.

Raises should be above and beyond COLAs. If someone has been here for several years, they should see more than just stable purchasing power; and let's face it, we don't even see that. Let them know they are appreciated by allowing them to be financially forward moving. Let's try to keep the talent we have cultivated instead of simply being a stepping stone to better things. Let's become the better place to be.

Sorry, I didn't mean to put something in the "exempt" portion. I cannot remove it.

Took a significant cut in pay to work at MSU. I used to enjoy my job but management changed and its been downhill ever since.

Not competitive with the market even with additional benefits.

If I hear one more time that we received that highest raise in our history, I will throw up. If 3% is the highest raise in 23 years, what the hell kind of place are we working for? THAT IS ABSOLUTELY PATHETIC! Although we got a 3% raise, I had to lower my insurance just to see some of the raise itself. We are paying some individuals an over inflated salary and paying people who actually do the work a minimal salary. It is absolutely embarrassing when I have to talk about my salary.

Pay levels need to be compared to other KY universities

I am anxious for the results of the compensation study and the impact it will have on our staff position pay.

While I believe all staff deserve more consistent raises and COLA adjustments, I think more needs to be done to bring up the salaries of the lowest paid staff.

I am paid 14% less than my peers at other Kentucky public colleges.

We need raises!!!

It seems odd that MSU talks about enrollment numbers rising but the employees do not get a yearly raise. We got one this year only because high administration knew that our health insurance would be going up. So that raise is going for higher insurance rates. Most of us do not even see the increase due to insurance rates. Also it's comical that a person making over \$100,000 gets a 3% raise when most of the regular staff are not paid adequate salaries.

My position requires a Master's degree and years of experience. I do not feel like I am adequately compensated for a position requiring a Master's degree. Additionally, I have never been made aware of any bonuses or raises other than a "COLA" that does not reflect the true cost of living increases. I believe that a true merit-based bonus/raise system would attract quality candidates, boost morale, and result in higher quality performance. I have acquaintances that currently make \$30+ per hour in positions that require only a high school diploma. I understand this is an industry problem, one that is uniquely challenging. However, some creative budgeting to incentivize strong work ethic would be appreciated. Also, I am only allowed to work a maximum of 37.5 hours per week. I find it puzzling why the university would not allow employees to work 40 hours per week. Perhaps opening at 7:30 instead of 8:00 or closing at 5:00 instead of 4:30. Lastly, changing the work schedule during the summer is something I would like to revisit, perhaps make it optional.

My position is paid nearly 25k under the national average and I am asked to do the work of 3-4 people. I feel most staff at MSU are in this situation. If we are going to be asked to do the work of 3 people, at least pay to the national average, ideally a little more.

I have a bachelors degree and don't make \$14 an hour. I could make that without a degree and wouldn't have student loans to struggle with.

Raises must be adequate enough to cover cost of living increases plus cost of insurance increases, while having something leftover at the end to put back for saving. An \$0.80/hour raise does nothing when inflation is running 4-7% and insurance premiums are suddenly \$13 more every two weeks. Additional merit raises should be considered for people holding bachelor's and/or master's degrees.

Cost of living raises should factor in Inflation. 8% Inflation and a 5% pay raise is a 3% pay decrease for employees.

Cost of living raises do not touch what the cost of living increases actually are.

Ideally Murray State would have enough funding for us all to receive reasonable COLAs and raises where applicable, but in the absence of that, it seems only fair that the people who make less should receive a larger increase. It is very, very hard to live in Murray (or anywhere else) on \$12 an hour. Whatever plan proves to offer the most substantial increase for our lowest-paid employees is the one I would support.

I feel that pay increases correlate directly with insurance premiums. I do appreciate that increased premiums are covered, but it would be nice to get a pay increase that we could actual take home.

I understand that the university has a budget and that enrollment fluctuates, causing the budget to change from year to year. But the pay scale is awful. The university wouldn't run without the staff and it's hard to feel appreciated when you are paid less than a teenage Walgreen's employee.

I think that anyone who is already making more than \$150,000 doesn't need any COLA increase.

The only individuals that receive pay raises and title changes in the athletics department are the administrators and football coaches. We are told that there is no money for a raise but we still always seem to find more money when a member of admin needs one or when we need to hire our third football staff in the last five years.

This is the main reason I am leaving. My "sister" role in our department makes 7k more than my salary, who was newly hired in July and I had been in the office for almost 5 years; I feel taken advantage of for taking on a more involved role and not properly compensated.

The compensation for staff is significantly below industry standards for our respective job descriptions, and coupled with the rising insurance costs, any prior salary increases have become inadequate and quite frankly a joke. Supporting our families has become an increasingly challenging endeavor, given the widening gap between our current pay and the realistic financial demands we face. It's important to note that the compensation adjustments for student workers surpassed those received by some dedicated administrative staff.

The compensation is embarrassing for the amount of work that is required. Staff retention is an issue, and the only path towards making more money is to hop around to different departments that pay more than your current position.

My own experience - I enjoy who I work with. I enjoy the work that we do. I enjoy helping students with their finances. But I do not enjoy knowing that inflation will outpace any raise that the university will offer. I am not naive enough to think that everyone should be paid the same amount, but when the gap between the top and the bottom is wide enough to fit the CFSB center comfortably then substantive change needs to be made.

If Murray State wants to attract talented employees, then wages need to reflect that.

The amount of work I complete compared to my salary is very disproportionate. My colleague, who only makes slightly less than I, has a much lower and less difficult amount of work. Salaries and wages need to align with work completed and level of duties.

A raise was given this fiscal year and then increased insurance cost that took up the raise for many employees.

Most fast food chains pay more than Murray State now. I can't afford housing (I have to rely on family who can provide me with a place to live) and I can only eat once a day most of the time because Murray State University pays starvation wages.

If it wasn't for the fact that I am disabled and unable to meet the physical demands of a fast food/retail job, I would absolutely not be working here specifically due to the fact that MSU does not pay a living wage.

My family shouldn't have to starve, and live in an insecure and dangerous environment, because VPs, Presidents, and coaches, want to make six figure salaries. I point specifically to the recent American Council of Trustees and Alumni study which shows that the salaries of upper level administrators are the reason college costs have exploded, rendering higher education unattainable for most students, while regular staff are suffering in positions where we are overworked and paid starvation wages.

We have staff positions at the university that have been open for almost a year (and sometimes over a year) because MSU pay so little. If it weren't for the real suffering caused, the delusional and cruel mindset required for the administration to do this would be laughable.

We have knowledge of how systems across campus work and I feel we are not paid according to that knowledge. Staff could go work somewhere else in Murray and not have near the daily responsibilities and be paid the same amount. I feel that is unfair to our employees.

What I'm paid is not adequate for my position. I am literally still eligible for Medicaid due to my low income. I do the financial and travel documentation, as well as a good deal of academic paperwork and processing, for 30+ individuals in our department, not including traveling visitors, guest speakers, and the work that goes into arranging any events we host. I also am a supervisor and approver of 5+ timesheets myself. Yet I get paid worse hourly wage than several fast food restaurants in this same town (which should also pay better).

My position requires that I hold a bachelor's degree, yet I am paid, after 6 years, about .50 more than my daughter's afterschool job, when she was hired. I keep holding out for a fair wage, but I'm almost done waiting.

The university continually disrespects our value as employees by paying us far below a living wage. I DO NOT want any sort of Staff Appreciation Event; I want to be paid for the work I do.

I especially dislike having to hear upper administrators, that make 100k plus, joke about how inept they are at their jobs. The admins already know this, and it is mainly because we are doing most of their work for them.

The hourly pay rate is a joke!!! I should at least be making \$17/18 an hour. I'm not asking to make \$50k/year, but it sure would be nice to not have to depend on others to make ends meet.

My loyalty to my office and coworkers is the only thing that keeps me here--my position starts at 1.5x more than my current rate at any other university of similar size.

The lack of adequate pay at this university is borderline criminal. Other institutions in the state are paying higher wages. We have brand new non-master level faculty making more than master required staff. To move up in my current role, I need a master's degree. Tuition waivers do not cover what I would need to complete this degree in the time allotted for the position audit to be complete. So I would need to spend roughly 15-20 thousand dollars of my own money to only receive an increase of 2 thousand a year in salary? A piece of scrap metal could do a better job of allocating funds than the budget masters of Murray State.

We are not competitive with other agencies.

20 hours a week is not enough for part-time employees

I'm struggling to keep staff and get quality applicants based on the limitations we have in pay scales.

When a staff member earns their MBA then there should be an adjustment in pay. To not recognize the degree is disrespectful to the staff member.

I have the most responsibilities I have ever had at a job, yet I need a second job to pay my bills. Other universities are not like this. It is a campus-wide issue and one that I have zero faith MSU will correct.

I believe the tiers of the exempt employee pay on this survey say everything - In 2024 in the current economy no education or experience locked exempt employee should be making less than \$40,000, and many loyal Murray State employees are making half or less than their market value for their position. The only way to get a "raise" is by someone in a higher paying position retiring or quitting ahead of you and competing for that position. It was a massive slap in the face to give everyone a "COLA raise" and then also raise their insurance costs. This happened the last time we had a "COLA raise" when Murray City instituted the 1% income tax. At this point the raises seem reactive and pointless, and no position has any true raises budgeted for it since we are constantly told to cut costs. The only way to keep up with inflation at Murray State is to leave, as we're not even getting better benefits (more time off, actual maternity/paternity leave, better insurance, being able to go to work conferences without paying out of pocket) to counteract the amount of income we're having to spend to "keep up". If a student came to work for Murray State straight out of school I doubt they could pay off their loans in a reasonable time on an entry level position while maintaining rent and food costs, not to mention wanting to ever buy a house or start a family. Locking our workforce via low salaries to people who are geographically convenient stagnates diversity and keeps us in a "small town" mindset, hampering growth to allow for better paying positions and just keeping us (primarily) the small west Kentucky regional University option.

The amount of work versus the amount of pay that especially clerical employees receive is ridiculous. I cannot afford to rent a one-bedroom apartment alone in Murray on the salary I make. This has been made significantly worse with the increased health plan expenses.

Student workers received a larger % increase in pay than I. Then benefit costs were increased larger than the pay increase.

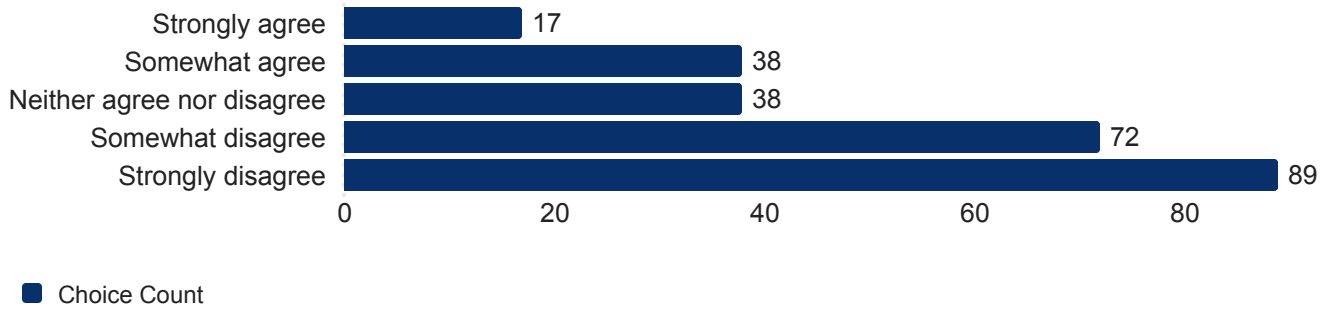
(I can't unselect an option above - under the exempt portion. My correct information is non-exempt, \$16.01 -- \$18.00 per hour.)

If our health premiums get more expensive and our salaries/wages stay the same, that's like getting a pay cut

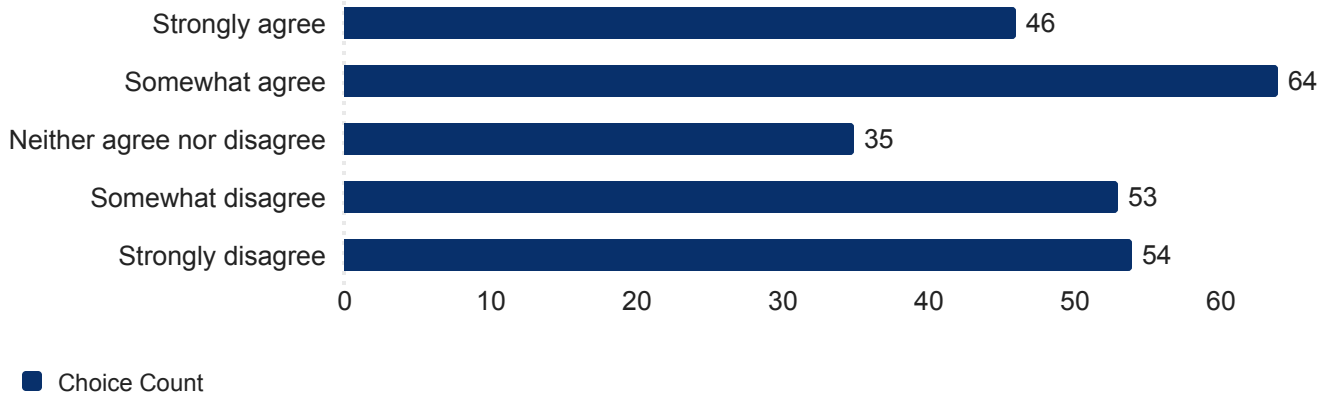
The wording on the COLA model choice #4 was a bit confusing. WHY would an employee making over \$50,000 get 1% PLUS and additional 0.5% and an employee under \$50,000 ONLY get a 1% raise? That is so BACKWARDS!! Those of us who make under \$50,000 should be the ones who would get the 1% plus 0.5% and those over \$50,000 should get the smaller percentage.

Because of the wording of that answer choice, I chose the fixed rate for all instead. Although my ultimate choice would be a tiered rate with those making less with a higher percentage of a COLA raise. We are the ones who are suffering the most in this economy.

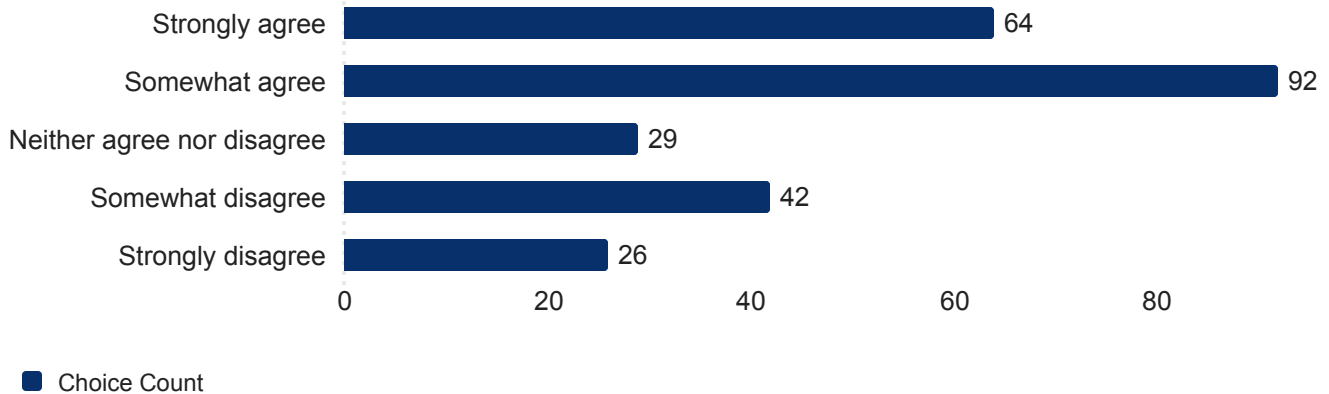
Work-Life Balance: Vacancies are filled in a timely manner.



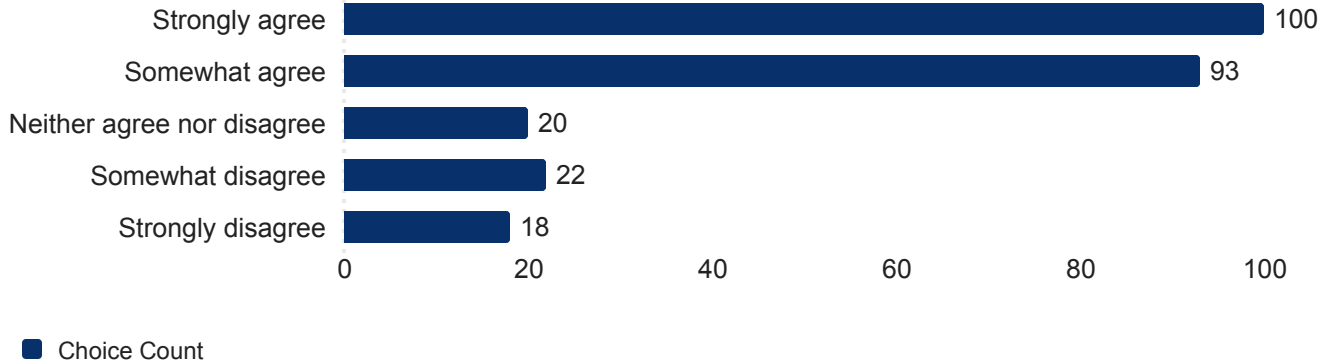
There are adequate personnel in my work area to accomplish tasks.



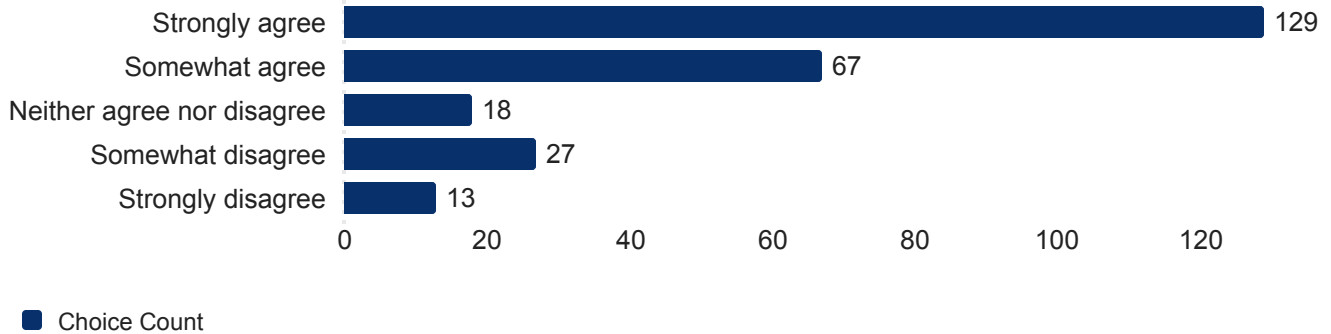
My workload allows me to meet the expectations of my role.



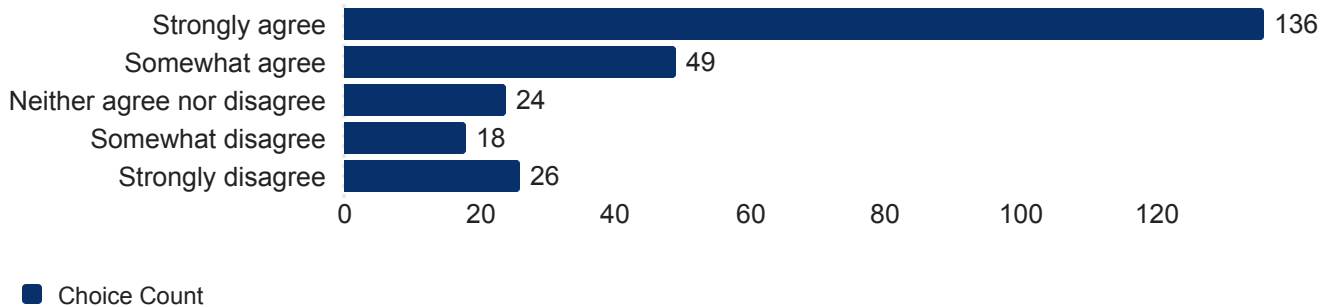
I have adequate technology, equipment, and resources to do my job.



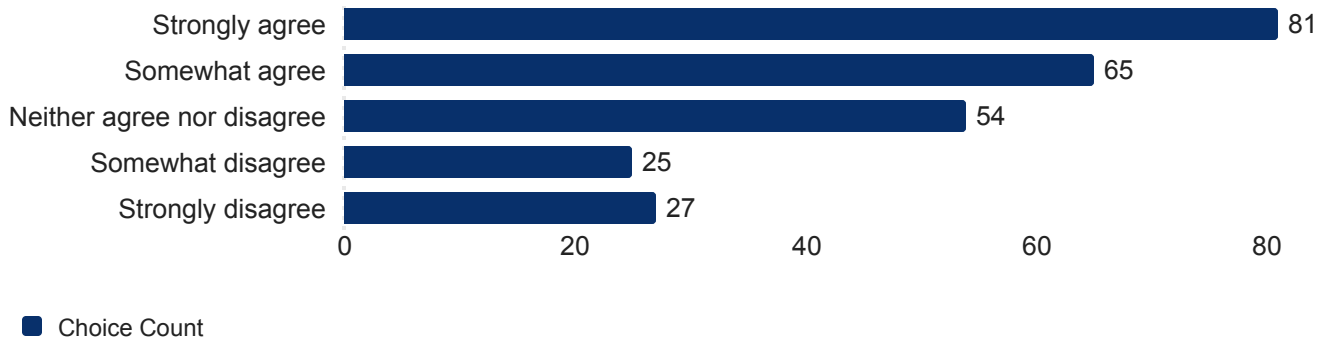
My work area is clear of health and safety hazards.



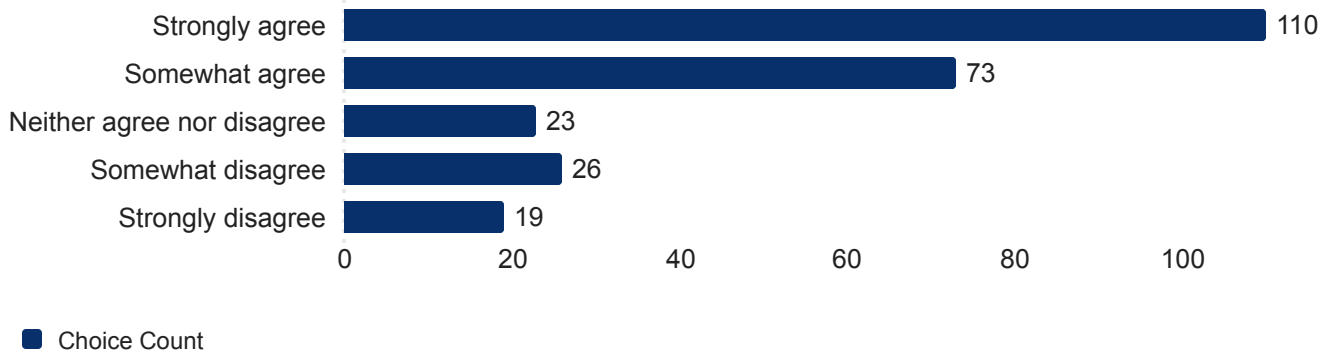
I can express disagreement with my supervisor without fear of intimidation and/or reprisal.



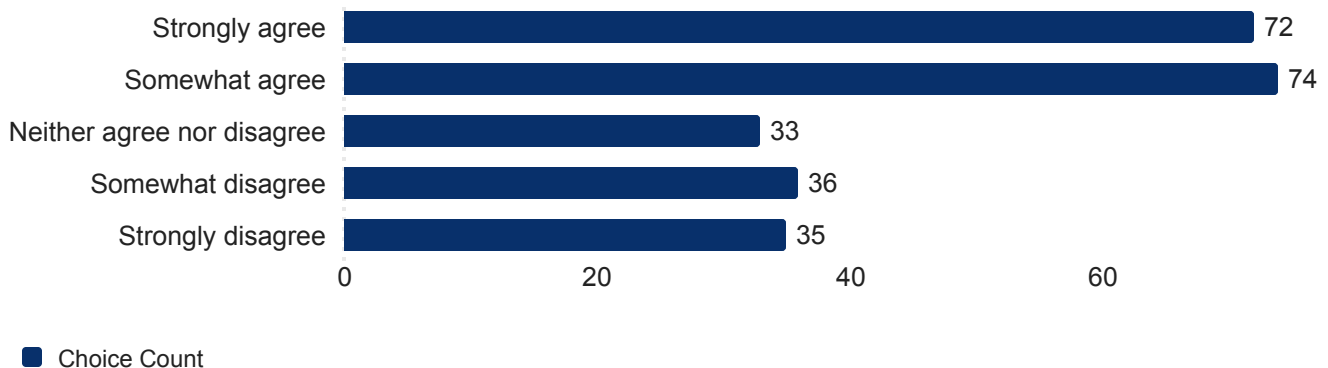
I am given sufficient opportunities to engage in leadership-related activities or professional development.



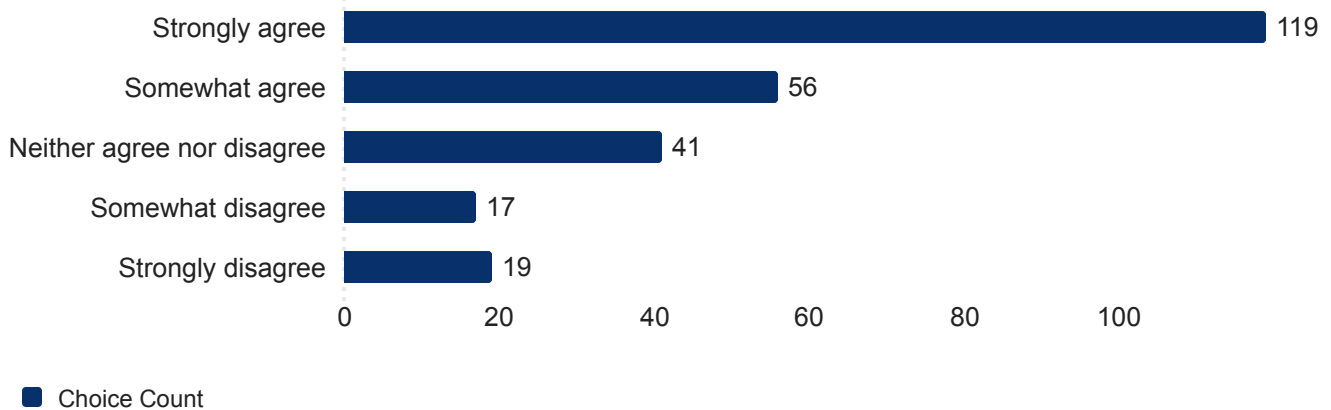
My workplace culture is supportive and positive.



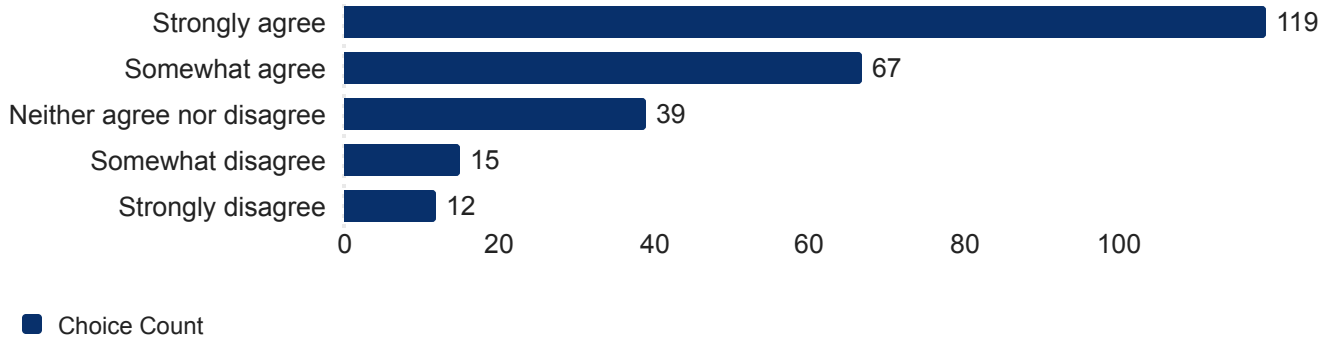
My job description adequately reflects what I really do.



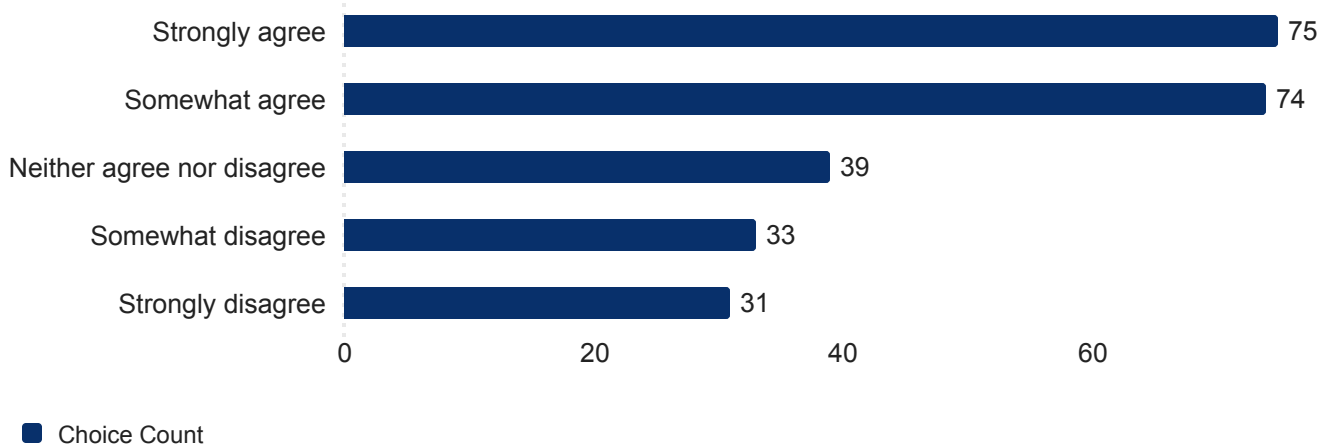
I am supported in balancing my work and home responsibilities.



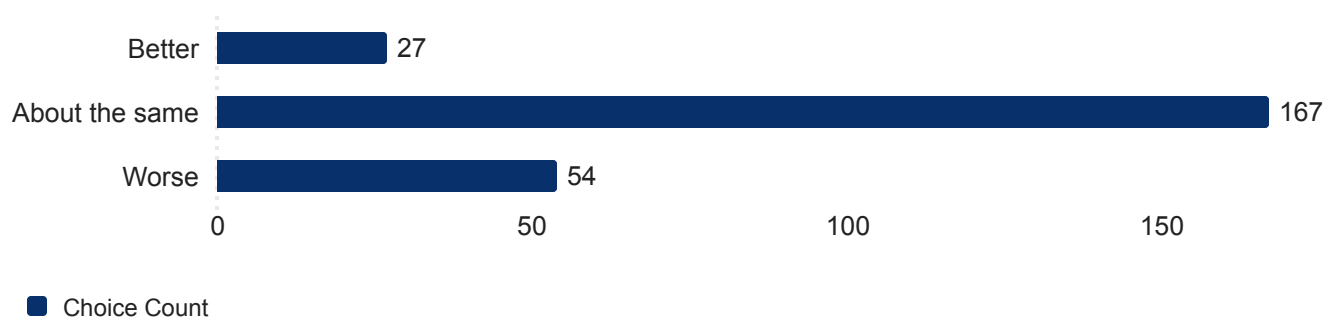
My unit/department allows me to participate in campus events during the work day.



I am recognized for my contributions and/or achievements.



Compared to a year ago, working conditions are:



Please explain why.

Please explain why.

The roadblocks from offices on campus (accounting, procurement, IS, human resources, facilities management) make our jobs miserable some days. Instead of being helpful to us so that we can support students, it's almost like they look for ways to hinder us.

Another year of being expected to do more with less. Care for and process more students with the same amount of staff and less resources. Cost of living continues to increase as we saw from increases in medical coverage with very little COLA adjustments.

We see new positions added and wages raised for people in our front office but nothing of the sort for us when we lose employees and workloads increase, job descriptions change but no extra compensation is given. We were told to start the year that we could not have over time also. We were expected to work extra but then take off during the week so they didn't have to pay us OT.

I was a different department last year where all of my answers would have been "strongly disagree".

No morale due to our leadership low wages

The atmosphere in my workplace is much better on the days my supervisor does not come in to work. Everyone still gets their work done. We are able to do things in a more cheerful way.

Lack of help and department head is highly vindictive, has retaliatory behavior, and is arrogant.

No replacement for employees that have left. None

We do not work cohesively, departments do not reply in a timely manner.

Limited help or assistance. Mostly work on my own. Hired assistance but not qualified and in fact incompetent to do the task which ends up in me redoing the job or spending extra time to ensure the help delivers the job at least on an average-level

New director, better pay

Because our administrative assistant left, the University choose to not fill it. They did not take the position away, but they will not allow it to be filled. Thus, everyone else has to take on those job duties. Then to listen to people say no one lost their job- they took advantage of departments who lost people just to use that tag line. The work is still there and you punish those who stay.

The department is unable to fill positions as fast as employees leave which has doubled the amount of hours worked by remaining staff to meet the same deadlines that were installed when fully staffed.

We are understaffed and can't hire anyone due to the inappropriately low salaries for a position that requires an advanced degree, licensure, and certifications. We are drowning the the number of students we are trying to serve with a small crew. We struggle with retaining staff as well as they all leave for better paying jobs.

Staffing for maintenance support requires additional focus

I work mostly autonomously...it's the nature of the job

Because of my new Supervisor and co-workers.

I have the supervisor that doesn't advocate for her worker.

Overall, the reason that I work in a mostly positive environment is because of my direct supervisor and the faculty in my department. My working conditions are worse now than previously because of changes in staff in other departments that has contributed to a less positive work environment.

My department has always had positive morale within the office.

Our office is still overworked, understaffed, and underpaid.

No help, negative shop attitude from supervisor, no help from up front in facilities, can't talk to [redacted] or [redacted] and receive help

The general mood at the University seems a bit better.

They have remained the same because there hasn't been any big changes within my work environment.

High turnover - always need more staff and keep getting added work load

[department]'s leadership is failing. Morale is at an all time low. No one seems to want to fix that. Some sections are extremely overworked (and underappreciated). Other sections are over-staffed for the amount of work that they receive.

I have only been at MSU since October 2023

Progress to improve utilization of space has been delay24.ed. Work was supposed to be done in November 2023 but has not been started in February 20

I have come to realize that things will not change in regards to leadership and what is acceptable. So I just do my job and go home. I no longer go above and beyond because it isn't recognized yet mediocrity is rewarded. I feel like people are not held responsible for actions that affect the department as a whole and it breeds resentment. Some people get away with things that others are reprimanded for.

Within the department I don't have a lot of complaints but the Department Chair or even Dean have no say over the things that truly impact us as staff members. Most of the above questions have positive answers when referencing the department and it's members but negative answers in regards to the University as a whole.

In the past year, the workload has more than doubled in my office, but the amount of team members has stayed the same. In addition, several projects were last minute with tight deadlines, making an already hectic situation even more stressful.

There is one person [redacted] who is constantly causing trouble and back talking supervisors and she gets away with it and i don't know how. This person gets raises and even though different ones have recognized her special behavior nothing is ever done there is no disciplinary action at all. It is almost like she is the director by the way she bosses people around and literally sits in another employees office and talks and looks on the internet for hours at a time yet nothing is ever done.

I have had to spend increasingly more time outside of my normal working hours to complete tasks for my assignments.

Retaliation for complaints

Nothing has really changed. We did hire a new employee and she is great but I don't feel any different about the working conditions.

They are better because I got the chance to come back to MSU after being away for several years

Nothing has really changed overall -- just minor shifts here and there.

I would like newer computers in my area. My computer is old and needs to be replaced. Also with remote work, not all individuals in my office are able to adequately work from home.

We have too much heat and have a long way to the elevator for loading (this can't really be modified). This is consistent with every year although the heat in Wells could be turned down. Sometimes, its 85 degrees in here (the second floor) making it difficult to work. Also, there could be some renovations that would make the building not look or feel as old. We had a ceiling tile that has looked moldy looking for years. Having regular checks in the building could help with maintenance. Otherwise, everything is good.

When I first started-- my first day-- I cried in my office thinking I made a terrible mistake. I had mold growing on the chairs in the office. My computer desk chair sank to the ground as soon as I sat on it (broken). All I was provided was a tiny laptop- no monitors or docking station. I work in an older building on campus and feel as though I am working from a closet. I have no view to the outside-no windows. I typically work alone- rarely have student engagement (Which I thought I would have more of) and my supervisor is part time. This atmosphere is VERY depressing.

you don't have the software to do your job. you feel like an outsider and the supervisor has others change your job as they all see fit without input

While my supervisor supports work/life balance, it is generally not supported by the university.

No real effort has been made to make anything better.

The physical working conditions are deplorable. This past year, I have had to sit at my desk during the hottest days of the year with sweat trickling down my back. The temperature reading was nearly 90 degrees. Then, when the air was eventually fixed, mold began growing on the carpet. Dehumidifiers were brought in but did not fix the problem. The carpet was never cleaned. When the weather turned cold, we had no heat. It was not uncommon to see temperatures in the low 50s. Co-workers would get sick in both of these extreme temperatures and were unable to work. It was difficult to focus and do my job.

My supervisor is accommodating and understanding, and allows me to take on additional work as I like.

Working conditions in my experience are excellent and this is all due to my supervisor who whole-heartedly supports me and my work on a daily basis.

The direct supervisor for my area has made the working conditions for my area very difficult to manage.

There is more put on my plate every single day and I see it done to others as well. Not just from positions that aren't filled but from others not fulfilling their roles and their duties being funneled onto others. It's frustrating and it's wearing.

No changes to the overall dynamic of our office. It seems there are one or two of us who are responsible for keeping things covered. Others are free to come and go as their schedules allow.

We seem to be in a period of ignoring and sacrificing the working environment of our employees. Additionally, the punitive nature by which staff concerns are addressed is increasingly hostile.

Toilets leak. Water faucets can't be turned off completely. Office temperatures range from 55 to 85 degrees, often in the span of a week or two. Facilities doesn't like that we use space heaters, but it's the only way to keep warm.

We have lost another position in our department after someone resigned. Not only was the position one of a few opportunities for career advancement in my department, but also when the university eliminated the position I was handed a big portion of that position's job duties without being compensated for picking up the additional tasks. Feels like this is a classic move by the university that happens to our department every few years.

a year ago, I was unemployed.

I moved positions across campus. It's the only real way to be financially upward moving. If you define a new roll, and do better at it than everyone around you, the only "reward" you regularly see, is more work for the same pay. Realistically less pay as COLAs are less than actual inflation and raises for service and quality of work are unheard of.

The head of this unit is unsuitable for the management position she holds.

Heavier workload due to employee departures. No opportunities for any sort of advancement.

Limited change since last year.

We have two people in my office, including me, and we are responsible for over 300 something students with varying responsibilities and tasks.

Working conditions have not really changed.

My supervisor does an excellent job of supporting their staff. I'm thankful for that and I wish my experience was more common among other MSU employees.

Overall Morale is very positive.

Still down a staff member in my area this year.

Leadership is deteriorating not enough personnel

Budget cuts continue each year. We are down to not having any reserve to use towards the cuts. Budgets have only decreased. When will our budgets get an increase?

Mold in our building

Nothing has changed since last year.

I moved departments within the last year and my opinions on these topics have changed 100% for the better. I now feel supported, encouraged, and overall pride being at MSU.

I have not seen any change. I have heard staff congress talk about change, but no changes have been made. Specifically, regarding recording work hours properly -- Our department struggles with best practices on accurately recording actual hours worked, especially when we are required to attend after-hours or weekend events.

I was finally able to fill my assistant director position.

Literally nothing has changed.

Pay hasn't changed with the change to Insurance.

Our office is fortunate to have a wonderful manager, so we continue to have excellent working conditions for the most part (based on what is in her control).

Things don't really change, no matter how many times we mention the issues we are having.

We have had two open positions in our department since last March. Unless we are given permission to increase the salaries in those positions, we will have a very difficult time hiring anyone. It makes no sense that open positions were not included in the COLA increase last year.

I work in athletics. Within my sport and within my fellow employees, we are supportive of one another. We can chose to allocate our budget towards professional development. But that is at the sacrifice of having less money used on the student-athletes directly.

New manager doesn't know what they're doing

The air temperature is very uncomfortable year round. It is always too cold and damp.

some better because a person left.

HR knows.

In the post-COVID world, many companies have switched to a hybrid model, allowing for employees to work from home for part of the week. Murray State went fully remote during the lockdown, and then went right back to a full 5 day work week. This was not done in the best interest of MSU's employees. One reason why it is worse is due to failing to see any substantive change arise from the post-COVID era. Murray State should be innovative in how it treats its employees instead of doing "what has always been done." Things are worse because we saw a period of record high inflation, and heard not a word from our employer about it. I would like to ask if this year of record high inflation be accounted for in our raise. But instead I am left asking, "will we even GET a raise?" Either way, the university is out of touch with how many staff members are struggling to pay bills, pay for childcare, etc.

My working conditions have always been good.

I have changed some things on a personal level but as for the university ways. They have not changed much at all !

Shorthanded and our building is having serious issues.

Working conditions are determined by which department you work for. Each department is treated differently by their role on campus. Not everyone's position is recognized or considered important.

We are told that if we attend a campus event during the work day we have to use our vacation/lunch time in order to attend instead of supporting the event that is happening on our campus. I feel that is unfair.

The Dean of the college has created a very negative, almost toxic work environment. There is "clic" around the Dean who he promotes and has "adjusted" tenure requirements to make sure they receive tenure and promotion, even when the college committee says no. There are haves and have nots. And he retaliates if someone speaks out. Everything is very secretive and we are a building full of rumors and innuendos.

We now know that we will never be paid fairly.

I say worse because I'm struggling more, financially, every year.

I have more to do and have received the training to do it.

If the university requires our staff to work from home, we do not have the resources and our staff is required to use their personal computers. Sometimes they do not have a personal computer or their computer does not support the software needed to work from home.

I don't really see much difference.

Buildings are failing, parking is abysmal (and the fact that we one of the few institutions that make employees pay for parking passes), maintenance is happening at an alarming rate but maintenance is overwhelmed because Murray State is choosing to pay master level technicians an hourly pay of \$12? They could start their own practice and be making more. Remote is no longer an option. Flexible work schedule was approved but there are no guidelines for it. Overtime is non-existent for hourly employees, we are just asked to "bank the time for later"

We have a new command staff

alot of us in athletics are not included on cost of living increases, some advocacy from higher up (outside of our department) would be helpful. the majority of us make below 43K a year, and another large portion closer to 30k, working well over 40 hours a week - several closer to 65-70 hours a week. Without a cost of living increase, we basically getting pay cuts each year. Administrations & profit sport coaches are given raises more often. A co-worker of mine has been here several years and gotten one raise. Several others (mainly administrative/leadership roles) have gotten several raises or title changes over the course of the last two administrations. supporting the staff who is running the department on the ground floor, actually interacting with the students, would help with retention and overall attitude in the department. Lots of long term employees are burnt out from added responsibility and little compensation changes. no one is asking for anything ridiculous, either monetary or title or just support would help people feel better. Lots of us love our jobs and are more than willing to take on more, but after awhile you start to feel under appreciated when you watch others get bi-annual/annual raises and title changes. The gap between the three or four people in leadership and the rest of the department is getting bigger and bigger, both from a pay aspect and just knowing what the actual needs of the employees are. Lots of assuming and very little listening and taking action on the small things (clean bathrooms, clean offices, taking care of the things we have instead of talking about all the things we are going to get, knowing people's names and their positions, filling positions or adding positions that directly support student-athletes, acknowledgement of the needs of the smaller roster sports)

We were given a raise, but then insurance cost was increase. So my check is now lower than last year.

I have not worked for Murray State for over a year

Procurement

We were able to hire a few more people in the office

My staff has not changed in the last year, so the direct workplace culture is the same.

Raised insurance costs - Pressure to return to the office from COVID-era WFH situations - University equipment is a year older but still vastly outside of most business' 2-3 year timeline for updates

As I've said before, there's more work, and I'm technically making less money or the same amount based on increased health costs, increased prices overall, etc.

heating & air conditions are awful. I do not believe my expectations are too high.

(Not many changes in our department.)

Working conditions have not changed within the past year.

The university seems to have backpedaled on remote work. While many universities have accepted remote work, Murray State seems to be moving in the opposite direction.

Comments related to working conditions:

Comments related to working conditions:

It is stagnant!

Heating and cooling of buildings across campus is terrible. It is often over 85 degrees in our work area during the winter and we have been told there is nothing that can be done because of the heating system of our building. I don't like it when its cold and the heat hasn't been turned on but at least I can wear more clothes. When it is 85+ degrees with no air flow it is hard to be productive and concentrate

My working conditions in my shop are good.

My boss follows labor laws very well and promotes a good balance of work and life. I have been able to attend several PD events. In my previous jobs I have never been able to do that even when I asked.

Na

It would be nice if the University could do a better job maintaining building temperatures conducive to work. When an office is really cold or oppressively hot productivity suffers. We are focused more on the temperature extreme than on doing our job. 60 degrees and 85 degrees are not ideal office temperatures.

Again, department head has created a toxic working environment that has morale at an all time low. People are leaving left and right. Most tier ones are only still here cause they feel stuck.

Very negative and poor upper level management l82

Working conditions are good.

Work schedule seems fair. Working at old outdated building/office but that doesn't matter. Given opportunities to develop myself professionally.

Have to constantly be in a pleasing role with management for fear of retaliation. Even if it is against my ethics or morals.

Oakley Applied Science/Visual Arts is a disgusting mess. Moldy ceiling tiles, broken floor tiles, toilets that constantly clog, bathroom vanities that are falling off the wall, frequent squirrel infestations, and no hot water in the bathrooms.

As with most other departments on campus, there is too much work for too few people. Due to MSU wanting to continue to tout that it's one of the most affordable (cheapest) KY universities, and therefore not putting the cost of running a university a little more on students' backs, the ones that suffer are the ones that work the hardest and are valued the least. Open positions are not allowed to be filled, with those job duties divided up among the remaining employees. So a lot more responsibilities, but NO compensation for it. I've only expressed this complaint Every. Single. Year. but nothing ever changes.

My job has MANY more responsibilities and added duties than I get paid for. She does not, nor will she ever advocate to get a job title change or decent raise reflecting all that I do. I do the brundt of the workload with twice the job duties now.

As previously stated, on a department level, my work environment is very positive because of my direct supervisor and faculty. Once you move outside of that is where the less than ideal working conditions occur. This can be the building not having adequate heating and cooling during the appropriate times of the year. It also includes not having a proper office space where I can work without interruption. While other administrative assistants have an office with doors, I do not. Inadequate staffing causes other departments to reach out to me for assistance while trying to maintain the workload of my own department. Although I am happy with my current position, overall negative morale for staff in general can make for a negative working conditions.

Per the question about vacancies being filled. It's obvious many vacant positions have gone Unfilled in the past few years placing more work on some employees. We continue to try and shed any positions not requiring a degree presumably because of the pension issue. In the future are we going to require a degree to sweep the floor?

I am pleased to see continued progress on deferred maintenance items. Recent work in Curris, Blackburn, Waterfield, Applied Science and others was needed and keeps areas comfortable and looking nice.

No help when help is needed

My working conditions have remained consistent.

I am not directly affected by the cuts in staff in my department, but many are.

Office temperatures are awful. We had no heat during the extreme cold, but were not allowed to work remote regardless of how cold our office was. Now that the heat is fixed, it is stifling hot in the office. Thankfully we have windows we can open that can help to regulate the high temperatures, even though it is a waste.

Within the department I don't have a lot of complaints but the Department Chair or even Dean have no say over the things that truly impact us as staff members. Most of the above questions have positive answers when referencing the department and it's members but negative answers in regards to the University as a whole.

There isn't enough long-term planning concerning employee retention. We are overwhelmed and understaffed. The work environment has become more stressful, and staff members, including myself, have been making more mistakes lately due to intense pressure. Currently, the University only hires the bare minimum required for a particular department, resulting in workload overload when people call out or terminate employment. One thing the University could do to make things better is hire more people, especially in the more fast-paced departments. Similarly, there needs to be a better incentive in place for employee retention. Currently, the only real incentive for staying is the 27-year retirement pension. While that is nice and a luxury most other jobs don't have, a potential pension does not cover immediate needs. Employees need better pay now. Employees need support now. Otherwise, employees will leave for better opportunities now, jobs will stay open for months at a time, and the people who are left will be working multiple jobs for little to no reward.

Working conditions in our building include extreme humidity in the summer, resulting in mold in the carpets, and volatile temp changes throughout each season that we can't control with a thermostat. My office temp ranges from the 40s to the 90s.

I would never go to a higher source because that is just not me but one would say i worked in a hostile work environment. it is very noticeable that i am treated differently and never included in on campus events. If I am falling behind i am just expected to make sure it gets completed and never praised or encouraged but I'm used to it and it doesn't bother me anymore I take pride in my work so I know that is a reflection of me and I hear others around campus tell me that I have helped them and friendly so that is everything.

The facilities of our office have been deteriorating for the last few years. Our office has multiple leaks that are usually ignored by Facilities Management. It has gotten to the point where multiple buckets are needed to catch some of the leaks that occur anytime it rains.

Morale is low

I love my job and I am working on gaining more experience in what I am doing. It truly take at least a year to get a good feeling of how things work in my new office. I am middle aged and changed jobs close to a year ago, Always a trepidation as to how things will go when I do change and have to learn something new but I feel this office is helpful and I am learning the tasks I am expected to do.

Our building is in abysmal shape. The windows are horribly drafty, the heat and AC rarely work, and we have only one working water fountain (with questionable water purity) on our floor.

Our office has leaks that have not been repaired and just continually checked on after rainstorms.

More recognition for contributions and achievements across the university would be advisable, especially considering the lack of pay increases over the last 20 plus years

I have been able to order new desk chairs for the office as well as monitors and docking stations to help for a better working system- not to mention ERGONOMIC. I ordered an ergonomic keyboard and mouse. I feel this is something that should have been addressed as soon as a new employee starts-- not something that employee has to address and take care of their own. The desk I have is from the 1060's and completely not ergonomic. Offices are freezing in the winter and hot in the summer. It is not a very comfortable work environment. We have a lot of clutter from previous staff which surplus is back logged and under staffed and makes it impossible to de clutter offices or get rid of moldy chairs/borken equipement etc. I struggle with going into work every...single...day. It makes me sad too because MSU used to be my home away from home and I was excited to come back here and work.

Nothing like having someone retaliate when you have corrected something they did wrong and some you, not them end up in trouble

I understand that there are issues with the buildings; however, the university must do a better job of 1.) communicating the issues with us and what is being done 2.) providing resources to allow us to do our job comfortably (heaters, fans, heating pads, air purifiers, etc.) and 3.) if we are unable to comfortably perform our jobs due to the temperature or mold issues in our offices, allow us to work remotely or find another office space for us. In regards to providing resources, one of my co-workers was unable to even buy gifts for her children for Christmas. Purchasing space heaters or fans was not easy for her. The university not addressing our working conditions has led to my co-workers and me being angry and disgusted with the university. How can the university tell us that we are "valued" if they can't even provide decent working conditions or allow us to work at home when the office is not safe? It is infuriating. We have proven time and time again that our office is just as efficient at home (sometimes more) as we are in the office. Give us the ability to work in a safe environment. Please!

The university will not allow me to take a raise or promotion despite taking on extra work and covering for vacancies. This is an unfair policy that is applied to everyone on campus.

I am glad my working conditions have remained the same because they are very positive.

Physical conditions in my building, along with many other existing buildings, are poor. Windows are badly sealed, do not open and close properly, and do not allow the building to cool and heat effectively. The HVAC system in my buidling does not adequately manage building temperatures and humidity. During the spring, summer, and fall, the humidity in our buidling is so high that floors and horizontal surfaces become wet. Papers in copiers and printers are damp enough that they steam after being printed on. The humidity in my office during these months is an average of 85% with a dehumidifier running 24 hours a day. Conversely, the average humidity in my office during the winter is about 18%. Our restrooms are in poor shape. Towel, soap, and toilet tissue dispensers do not remain attached to walls. There is no heating or cooling in the womens' restroom on our floor of our building. Paint peels from walls, ceiling tiles are stained from leaks in piping, and stairwells are not cleaned or maintained. I know that older buildings must continue to serve their purposes on every campus, but they should be physically maintained for the well-being of university workers who spend a majority of their work hours in those spaces.

The way that HR and student staff hiring processes are structured are an impediment to departments and are entirely too rigorous and lengthy. Fear of intimidation and reprisal/retaliation if you speak up exists at every single level at this university. I know that even by what I've said in this survey so far, though I feel I've been fair and honest, if my supervisor/colleagues/VP/President were to identify me, my experience in my position would be made even worse and I would be reprimanded for making them look back. Because that's all that matters- the optics. There is not a desire to truly fix things, just a desire to look like we listened; we "care;" we are doing "our best." I'd rather just cut the pandering and be honest. Those above us don't want to hire more; they don't want to spend time, resources or energy on us. They want us to be quiet and do our jobs without complaint and always, always, always support Murray State. We must prove our loyalty in giving all of our patience, our unwavering support, our free time, ourselves, and never talk back. And the university only recognizes and appreciates loyalty- no matter the product that you provide or the type of person you are.

Staff are not treated with the same level of care and respect as other groups on campus. The weather policy is an egregious example. Flexible working hours is another.

Compared to a year ago or so, the Request to Fill process has moved along a lot faster. The part that currently takes the most time is finding applicants, and then offering the position to a candidate that doesn't turn it down for the pay. Also, even when fully staffed, my work load keeps increasing due to staff overturn, new duties, new applications, changing processes, more and more meetings, etc. It's difficult to get my work done, and I often spend nights and weekends trying to catch up. There is very little time for professional development because the job comes first and there's always more and more work to be done. My supervisor is fantastic and listens to my thoughts and ideas and complaints and concerns. My job description was outdated within 6 months of the audit done on it. My particular office is very supported, and works well together. Our staff all work to keep morale up, even though often it's because we are complaining about the same things. We work well as a team. My supervisor recognizes my achievements and my progress, but I doubt anyone else does. If they do, no one says a word. My office works to boost each other and compliment each other, but I am not sure other offices do, or between offices.

I am doing more work because of a position cut by the university, but not receiving extra compensation for the additional workload.

hvac and electric need to be updated in many of the buildings across campus

While my current area seems to be well staffed, many places across campus are understaffed and see a smaller number of people taking on and absorbing larger, and larger quantities of work. This trend cannot be maintained long term, especially when pay does not reflect even the originally agreed upon workloads. I foresee more people leaving campus if it is not addressed.

Poor leadership and management ruin even the best working conditions. My coworkers are mostly good, but the few problem children are allowed to run rampant, making working conditions difficult for everyone else.

I absolutely hate my job. Never recognized and always asked to do more with less. I am at the point where I do not care about retribution because if I do not fight for my staff, no one will. I had to argue with HR last year because they thought I didn't do enough to justify my salary. The job description didn't adequately explain all that I did.

Call volume can get really out of hand.

Somewhat toxic

Budget cuts continue to lower morale.

Mold in building, squirrels in building, 85 degrees in our office and no body will come fix it. Put in work order at the beginning of January and nothing has been done about it

They let most of our staff go. Then we were expected to take on their roles. We did not get a increase in pay. This university does not have any idea what each person's role is and doesn't seem to care. They put more on you and expect it to be done.

I would prefer some type of actual flexible remote work schedule/policy. This has been discussed, but nothing has been implemented.

Our department is severally understaffed. Eastern Kentucky is considered a "sister" university. They have 8 full time staff in their department. We have 3. We don't even have an admin assistant, the only school in the state that doesn't have one for their department. The department will never grow like it is. With budget cuts, its getting harder to even maintain what we have.....on a positive note, Student Affairs is aware of this and is understanding that we are doing the best we can with what we have to work with.

The temperature in my workspace greatly varies depending on the season. It has been as low as 53 degrees in the winter and 85 in the summer. There is a major humidity issue in the spring and summer too to the point we have had visible mold. Unfortunately, dehumidifiers increase the air temperature when working to remove moisture. Working conditions are very uncomfortable at times.

Work conditions are great. Wish the pay was better.

While my office working conditions are good, I am all too aware of other departments in which vacancies aren't filled quickly (or at all), there are far too few employees given the size of the workload, etc. My happiness at Murray State is a direct result of excellent management within our office.

Basic working conditions, like software and work space, are fine. We have desks that are big enough, we have the proper equipment & software, we have the basic office essentials. But we don't have the necessary office chairs (more than a few employees have regular chiropractor appointments because their desk chairs aren't ergonomically correct). Coworkers who are faculty (with tenure) can be hateful with no repercussions. Your mental health can suffer when you're dealing with hateful, mean spirited coworkers while sitting in a chair that makes your body ache.

Things are rarely whipped down, vacuumed, or replaced. We will go months without paper towels in the bathroom, soap in the dispenser, or toilet paper in the stalls. Ceiling tiles will be broken or missing. Garbage from sporting events will remain in the stands or around the facilities for days after competition.

My workload allows me to meet the expectations of my role.: new manager does not know how project management works, does not know how to properly assign tasks and has unreasonable expectations to do certain tasks.

We run space heaters daily-winter and summer. Visual condensation inside the building is not good.

The COVID-era proved that work can be done from home with the right technical training/support. And yet our schedules remain rigid. Rigidity promotes the notion that the university does not care about its employees. Rigidity promotes turnover, as an employee will seek to be employed by an institution that invests in its workers.

Our office is 80 degrees, we have no hot water, and there's been flooding and mold is an issue.

Every year, each department is expected to do more with less resources whether that is personnel or supplies.

I have to buy some of my own office supplies (like staples and pens and tape). Most of the staff at MSU is incredibly gossipy and unprofessional. I don't feel comfortable working in such an environment. Why are managers telling staff details about why other staff members are out on medical leave? That's a HIPPA violation. Why do staff gossip about the intimate details of other staff member's marriages/personal relationships? It's incredibly unprofessional. I also don't feel safe due to how incredibly open most of the staff at MSU is about hating LGBTQ people. I'm in that demographic group and I have had to listen to staff and managers have conversations about how people like me are disgusting and should be "dealt with". To make matters worse, if you try to discuss the issue with the Office of IDEA they ignore the problem or exacerbate it..

I feel that we are not supported in balancing work nad home responsibilities. We are not allowed to work remotely.

In regards to: "There are adequate personnel in my work area to accomplish tasks.": No. Our department only has me, where many departments have 2 people to do the exact job I do. I have to do it myself, yet I'm paid almost exactly the same amount hourly as an acquaintance of mine who filled in part-time at the library a couple years ago. Regarding: "My work area is clear of health and safety hazards." No. The building I am in didn't have heat for the first two weeks of January when I was expected to come in and work. My fingers and feet and nose and ears went numb and I could barely type. It was too cold to work yet we were required to come in and work in the unheated building. Similarly, now that the broken HVAC system is running heat finally, rooms are reaching temps of over 85 degrees F and there's a real risk of overheating / having a health emergency for many individuals. Regarding: "I am given sufficient opportunities to engage in leadership-related activities or professional development." No. I have not been informed of ANY projects or development areas which I could take part in.

The building is really, really dirty(it is embarassing to give tours here), the heating and air is completely out of sync with the temp outside (no windows in the office makes it hard to regulate temp) and now the fire marshall is saying all doors in our building must be closed. WTHheck....it is UNCOMFORTABLE.

Being an administrative assistant means I'm the only one in the office without a degree. I'm FINE with that, but what I really hate is when we get a new employee and each employee is introduced to that new employee, I'm introduced by my name and nothing else. Whereas, other employees will be told to tell the new employee their position, their responsibilities, their years at MSU, etc... I feel underappreciated in this office, for sure. Not by everyone, but I definitely hate when directors introduce me for that fact alone. I wish they'd just skip me entirely.

This university does not care about its employees.

Climate control in my building is still an issue.

Working conditions are fine, but the pay is not competitive enough to attract other individuals for employment.

Work orders take forever to come through and when they do, sometimes the issue isn't even fixed.

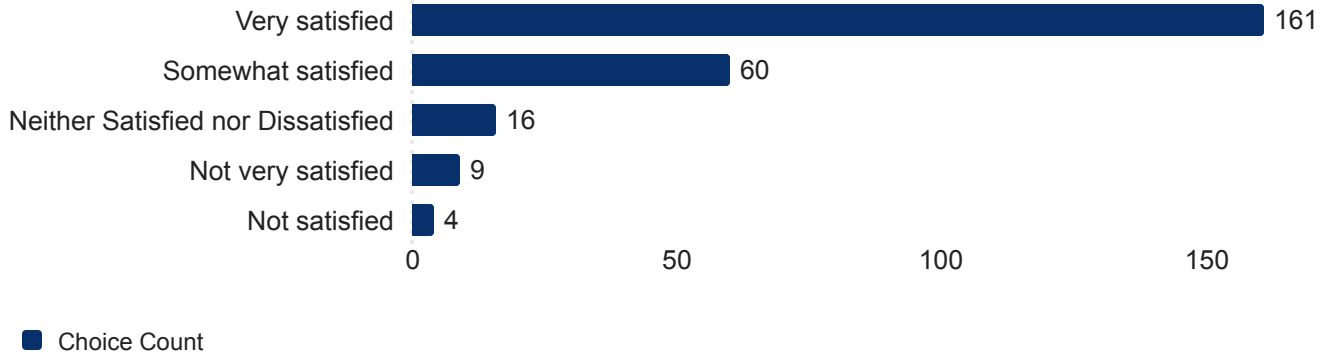
Finding new employees is impossible since we're at the mercy of the area or a retiree coming back part-time. Many positions are overworked, underpaid, and working on 5+ year old equipment that needed to be replaced years ago. Home office -was- a nice solution to this, but many positions are being forced back into the office when there is no reason for them to be there for their job and many of them would gladly give up their office space to just stay WFH since there are no other options for working improvement. Many buildings are falling apart.

heating & air conditions are awful. I do not believe my expectations are too high.

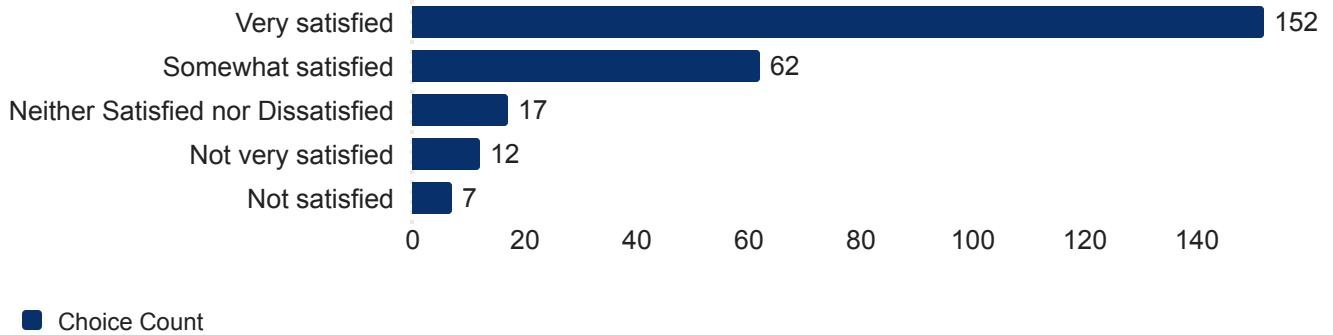
I am treated well by my supervisor and coworkers but often bored. I could do a lot more challenging things than I'm being asked to do.

Please indicate your overall level of satisfaction with the following employee benefits:

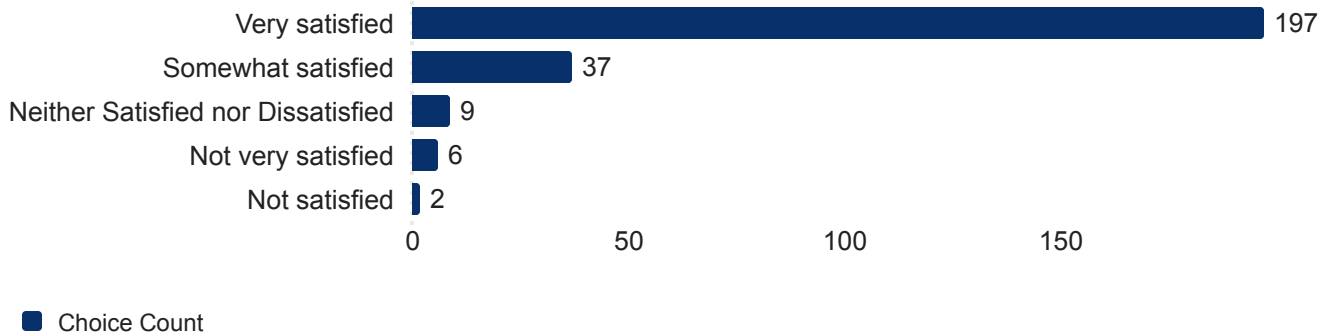
Sick Leave



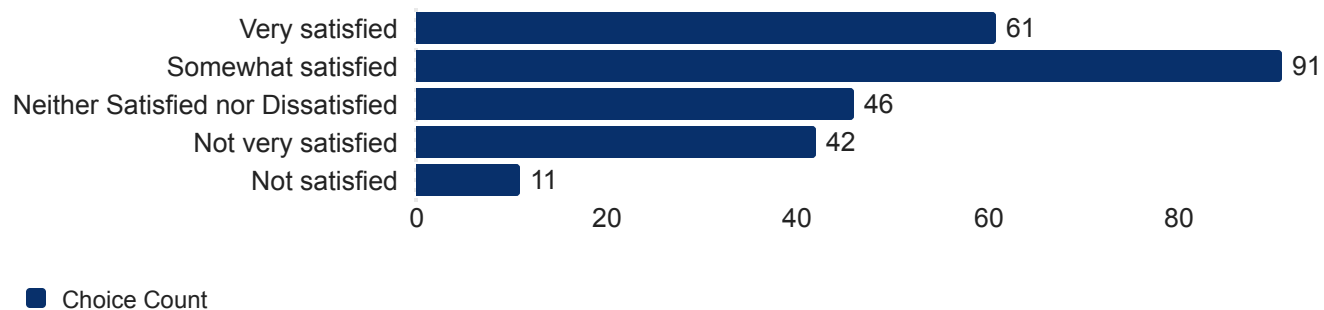
Vacation Leave



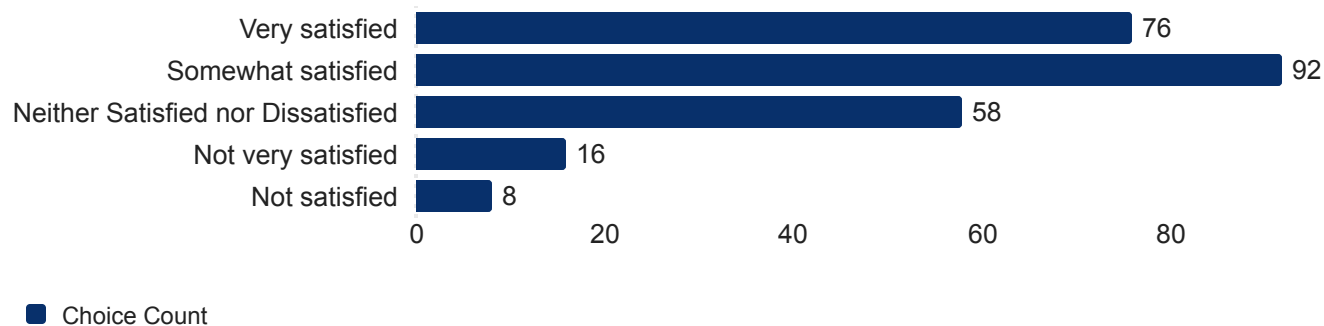
Paid Holidays and University Planned Closure Days



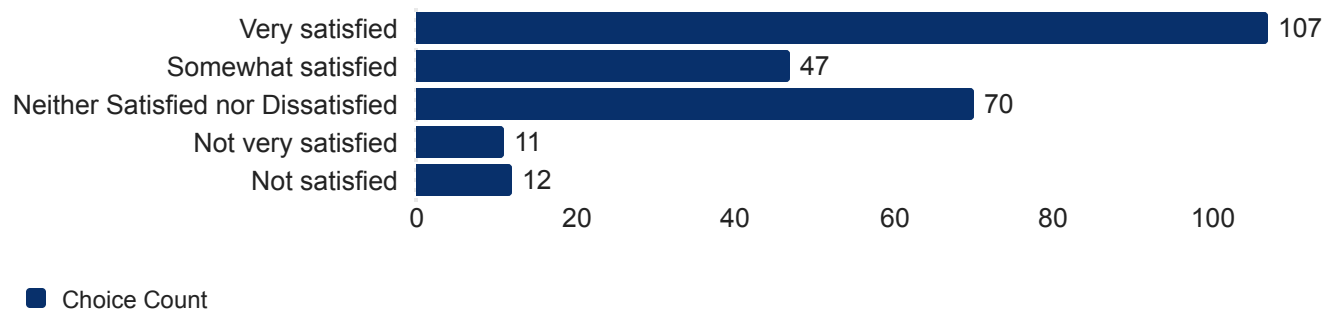
Health Insurance



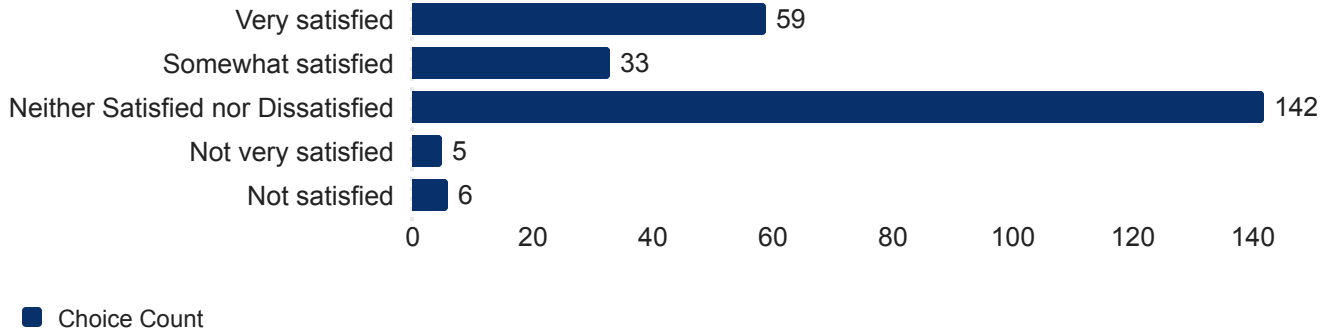
Retirement Options



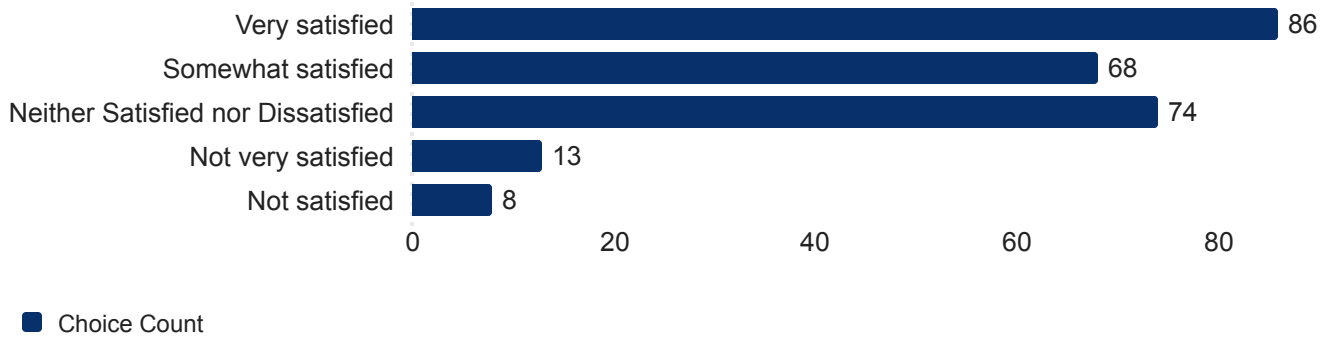
Tuition Waivers



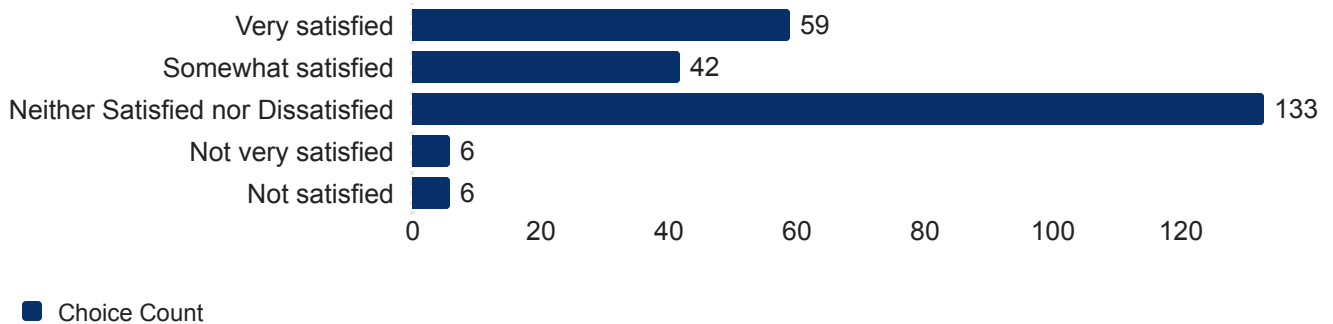
Parental Leave



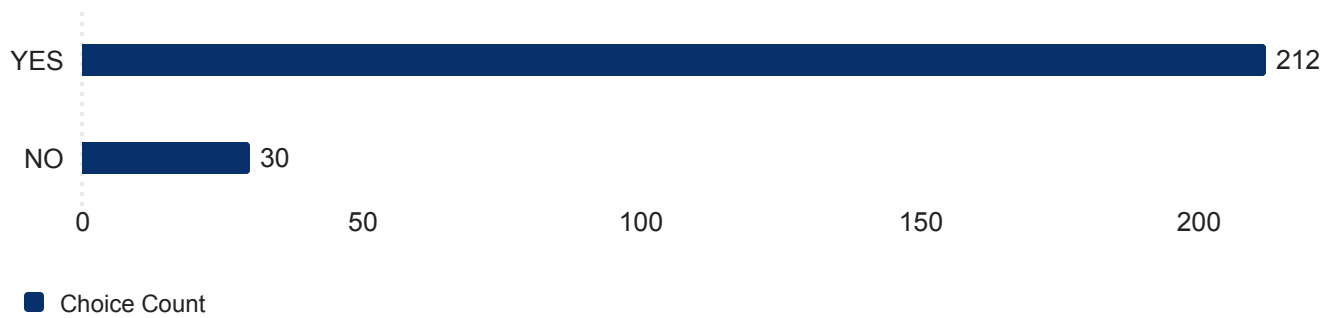
Wellness Program



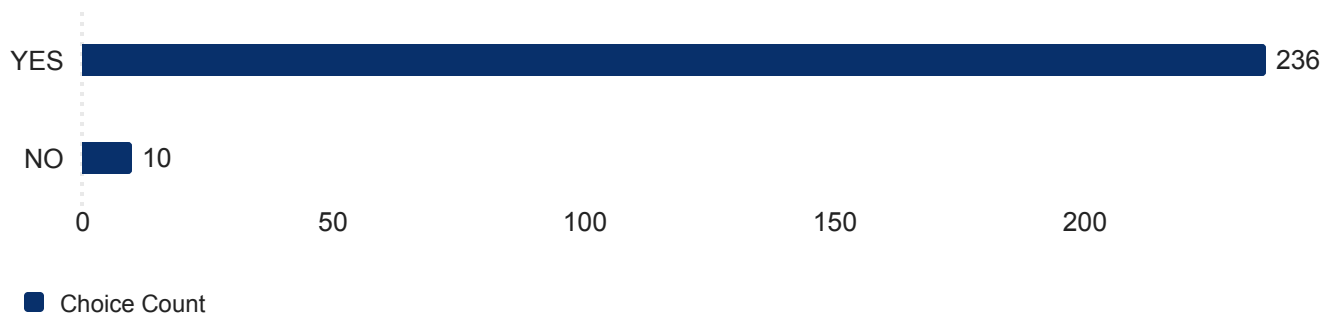
Employee Assistance Program



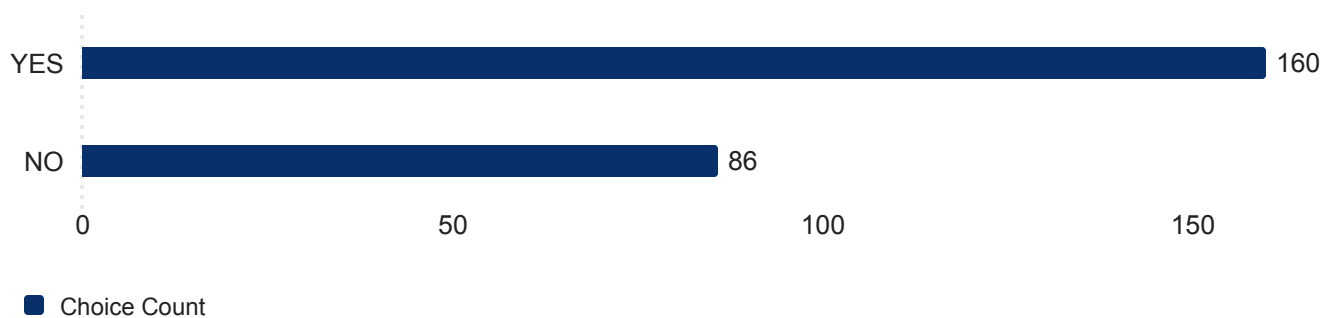
I am satisfied with my ability to utilize accrued leave benefits.



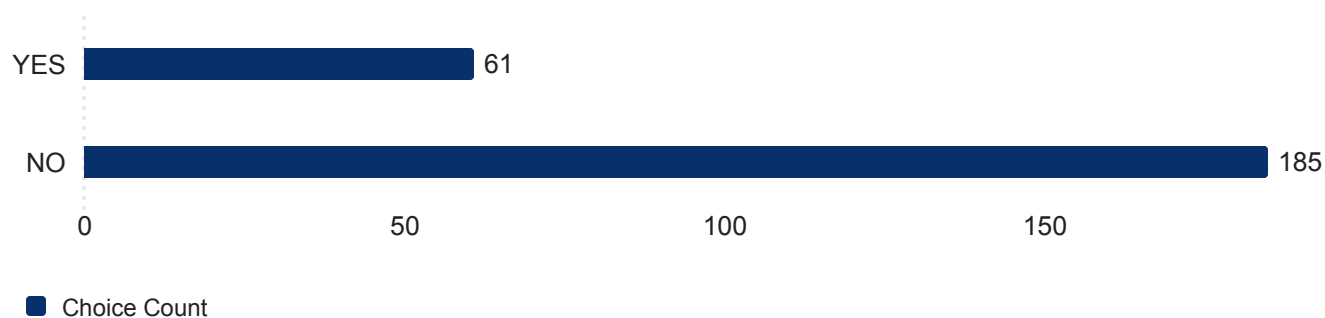
Time off is approved fairly in my unit/department.



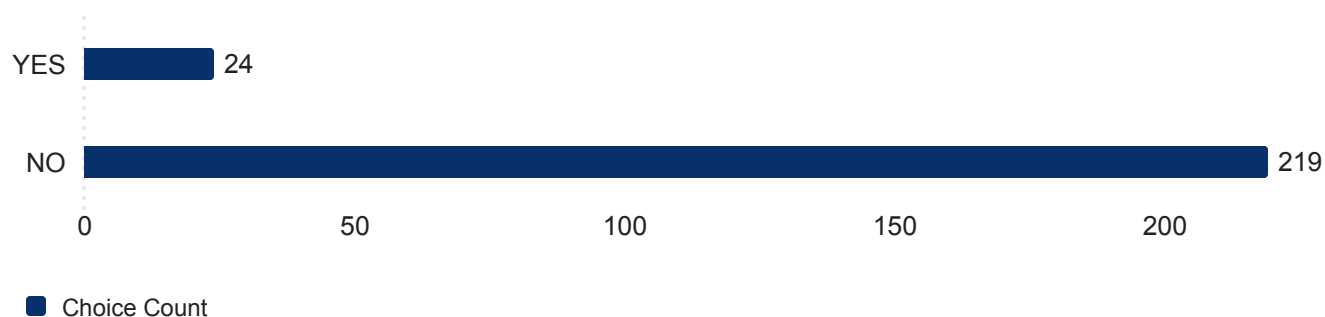
Do you participate in the Wellness Pledge?



Do you use the Wellness Center?



Do you pay to use the Wellness Center?



WellnessCenterCommen - Please explain why you DO or DON'T pay to use the Wellness Center.

Please explain why you DO or DON'T pay to use the Wellness Center.

The hours are not convenient for me. I don't use it for the Wellness Pledge because I don't want to be forced to use a certain number of times in a certain time frame. I also can't afford to pay to use it and then still not have later hours. There are 2 other gyms in town that offer 24 hours access and at least one of the places their prices are reasonable.

not worth it to pay

Do not have time.

I do not pay to use the Wellness Center because I participate in the Wellness Pledge.

I think it should be offered as a free benefit, I stopped using it because I go to the gym at night and they close earlier then I can get done.

Not comfortable using facilities around college age students with different fitness goals.

It should be free as a perk of working at a university. I do the wellness center access benefit and love it, but it doesn't work during the summer. We still work in the summer so why would it not be included?

I'm able to do all the exercise I want by walking around the building while on the job. I'm able to do all the exercise I want outside of work hours by doing yard work or house work at home.

I don't live in Murray so it is not as convenient for me as the hometown gyms.

Have no time

Don't use

We go to a local gym, our wellness center is old and in poor condition.

I don't have the time to use the Wellness Center. I used to have free access thru the Wellness Pledge, but it was a struggle to meet the number of days required.

With the amount of job and no assistance, how can you find time to go there?

I pay during the summer months that the Wellness Pledge does not cover.

I am on my spouses insurance so I do not qualify for the wellness center discount. I believe that benefit should be available for all employees, not just those who get insurance through the university.

It is too crowded. I would rather have a separate facility from students.

Live too far away to justify the cost and time to use the facility.

I don't want to work out with my students.

The quality of equipment and weekend hours of operation is lacking.

Wellness Pledge - spouse pays

Saving money this year and working out at home.

I am not allowed to exceed a certain amount of vacation time or I lose it. I do not like this for there are trips that I would like to take yearly and I would need more time. This is a personal thing.

I don't use it at all. I would rather not work out with students or other employees.

I refuse to pay for access to the Wellness Center and will not participate in the portion of the pledge that gives Wellness Center access. This should be a regular benefit to MSU employees and not be a taxable benefit.

The equipment is out of date and as employees we should NOT have to pay or participate in a program to use the Wellness center. We lose enough in COLA/insurance/benefits to have to pay to use outdated equipment.

I use the Wellness Center as a part of the Wellness program. If this were not offered, I would not be able to afford it after paying for my portion of Health Insurance and parking.

Not my thing.

I utilize the Wellness Pledge so that I get free access to the Wellness Center, but do pay for a summer membership.

Hours are not as flexible.

I just don't go to the/any gym.

I am enrolled in the Wellness pledge and opted into receiving access to the Wellness Center for free

the hours are not convenient on the weekends/closed often/schedule is not the same all the time

Everytime I look into it, the times don't work for my schedule.

I prefer to exercise in my own home or neighborhood.

It is not needed at this time for my behalf.

Student Staff are unreliable, and at times very rude. Pool hours do not fit my schedule.

I would like to, but do not have the time. I do not live in Murray.

retired part time employee

I go to the hospital wellness center. I like their Body Pump class. Parking is difficult at the Wellness Center sometimes and I prefer a quieter environment

Gyms like planet fitness are superior

The hours are not consistent. The Wellness Pledge is trash, and if you can't make it the specific number of times, you're charged...that's absolute garbage. I PAY to use a gym off of campus, and I'll never go back to the Wellness Center.

I do not currently live in Murray, so I chose to not pay to use the Wellness Center.

The Wellness Center is a great resource and the fees to use it are much less than any other comparable option in Murray. It's mission is to support students, not faculty and staff.

Too expensive. Make it free

I don't like exercising in a gym setting and don't find time for going. To get it FREE is too much hassle.

It's an hour away from my extended campus

I do use it, but I think it should be free for employees.

I live in Graves county and do not use the Wellness Center.

I am working to meet the requirements for it to be free

I use the Racer Wellness plan, however, I will not pay for the membership when the gym isn't open at times that are optimal for me. If it weren't for the Racer Wellness plan, I wouldn't use the Wellness Center, I would just pay for Planet Fitness because of the hours they offer.

I use Planet Fitness instead. The older you get the less you want to work out with nothing but college students.

I do not live close enough to the University for it to be worth it.

I have a personal trainer that I use each week to maintain my wellness goals. They are outside the University. I also do not like working out in a gym setting with several people around.

The wellness center is more affordable than other gyms in town.

I do not go to the wellness center

I do not because it is part of my Wellness Pledge.

Not much parking and inconvenient locations and price

I am located out of Murray.

Once I am finished working it is honestly bc I haven't made it a priority and I'm tired and want to go home.

Wellness Center hours are not accessible for the times when I want to use the Wellness Center. Also, there isn't much parking available for faculty and staff to use the Wellness Center.

I'm starting to look towards other options. Their hours aren't always beneficial, and the pool and spa in NEVER open anymore.

I like the ability to have a moment in my day to walk over and move my body.

I do not live in Murray

I go with the wellness benefit.

Work at a regional campus in Hopkinsville

I started the wellness pledge and saw that I could also use the wellness center for free if I promise to go X amount of times per semester. It is a great incentive.

go to granddaughter functions on weekends which would be the only time to be able to go there, if money permitted. In the wellness pledge you have to access it a large amount of time.

parking and center location to my home are inconvenient for me personally. It's easier to pay for a membership to a local gym closer to home.

Too many other options in Murray for gym membership which are less expensive.

Spouse is not eligible for Wellness Center waiver.

Don't use

I work midnights and live too far away to use on my days off. If i where closer or worked days I'd use it.

I don't live or work in Murray. Certainly not worth an hours drive to use it. Extended campus employees could use a stipend for the YMAC or other gyms.

I don't want to be bothered by having to go to the Wellness Center a designated number of times each semester. I go as often as I can, but I don't want to risk being penalized for not going if something comes up and I'm not able to make it.

I am new and have not started yet. I need to evaluated the cost.

I go to a Bootcamp course in town.

I am disabled and not able to utilize the facility.

I find it ridiculous that the wellness center is not already included in our overall benefits as a professional staff member. This policy must be revisited.

I do the Wellness pledge and am allowed access if I visit a certain amount of times.

I use my husband's insurance. The membership price for the Wellness Center has been more than we feel we can afford.

I am not willing to pay to use the Wellness Center.

time

I don't pay for it and if I did I wouldn't use it.

I don't find the hours of operation to suit my needs. The times I can be there seem to be very busy as student hours as well so it's quite crowded. Lack of parking!

I cannot devote enough time/days per week to go.

The hours are not helpful to those of us with kids. It opens at 5:30am on weekdays, and I have to be home by 6 to get my kids ready for school. Mornings are the only time I have to work out due to the kids schools and my work and all of our evening activities, homework, dinner, etc. The weekend hours also aren't helpful, so I will not use the Wellness Center. I use Planet Fitness instead since they are 24/7 and I can go at 4:30am or 5am and have time for a solid workout.

I complete the Wellness Pledge and use the Wellness Center the # of times that are stated- 40 times are required 1/1/24 to 5/31/24

I don't live in Murray. If I did, I would LOVE to use the Wellness Center. It's difficult to go during the workday while I'm on campus, and after work I have an hour+ drive home, so don't want to stay around on campus to use the center after work hours.

I use the Wellness Center due to the cost HOWEVER I do feel like fewer and fewer fitness classes are being offered and with Planet Fitness in town it may be better to go with them-hours are better and they don't shut down so much

New to the position, still learning about what is available.

I am a graduate student

Do not live in Murry or work on main campus.

I often take the pledge, but rarely have enough visits to maintain it. This semester I will get it through the wellness pledge. Next semester, I will likely pay for it due to an insufficient number of visits. Much of the exercise I do is off campus, and does not count. I usually like to go for the group classes. I wish You could just get the benefit without playing the swipe game. I know several people who go there, swipe, then leave, so they get enough swipes. Which in my opinion defeats the point.

I don't have time.

It's on main campus - 60 or 70 miles away.

I want to attend yoga classes but I think the fee is too much

Wellness pledge/program

I don't want to feel committed to going X number of visits for the Wellness Pledge as I workout at home but I go to the Wellness Center for other activities often.

I would rather pay to use the Wellness Center than participate in the Wellness pledge due to the dumb requirements placed on individuals.

Over crowded

I do not pay to use the wellness center because I pay to belong to a different fitness center that offers options that better meet my fitness goals.

It costs and if the University wanted me to do the Pledge, it would help to my overall health in keeping insurance costs down.

Racer Wellness Pledge

The hours are not great and I don't feel it's worth the expense to pay to use it.

I live and work remote. My home is 3 hours away or I would!

Part of wellness pledge. Choose not to purchase summer membership.

Not situated on campus

To expensive

I pay to use the Wellness Center. It's easier then to keep up with the days you go for the Wellness Pledge. Sometimes I do not have time to go so I work out at home.

No time in busy schedule

I do not have time in my day to use the Wellness Center. I often work through my lunch hour, so there is no time to put into this incentive.

It's where I work so free access comes with the position.

I don't live here.

Never have time to utilize the facility. Family expects me to be home after work during the work week, and I never have enough money to pay for a membership to use on weekends.

Other gyms are cheaper, have better equipment, more flexible hours and helpful staff.

I'm already a gym member somewhere else

I do not have the time available in my day to use the Wellness Center.

Cost is too high.

Exercise is a vital part of remaining active as I age.

I participate in the Wellness Pledge to get Wellness Center access. This is a huge benefit in my opinion and one I sincerely hope Murray State will continue to offer.

time constraints

I don't pay for Wellness during the semester, as part of the wellness plan, but I do pay during the summer.

I am ready to go home when I get off work. I live about 30 minutes away and don't want to come back to town.

I use the Wellness Center for physical therapy but we have a home gym so I don't use the Wellness Center for those purposes. But as I get older, I know that water therapy is great for bad joints so I've considered joining for pool access.

I pay to use the Wellness Center because the number of visits required for the Wellness Pledge is ridiculous, and the stress of trying to keep up with it is not worth it.

I have paid for a membership in the past

I paid one year because I did not participate in the Wellness Pledge, this year I did opt in for that so I won't be paying but that doesn't matter because I'm resigning today anyway.

I would rather exercise outside. I sometimes pay for the summer.

Exercise in a different manner.

I am part of the Wellness Pledge and so I can go free of charge to me.

I pay because it is cheaper to pay & it not be counted as a higher dollar amount on my taxes.

Childcare not available.

I pay for the Wellness Center because I typically fall short of the required visits needed to qualify for free usage in the fall. It seems absurd that we should have to pay for the Wellness Center and/or parking. Those should be benefits of working for MSU.

I don't want to use the wellness center

I used to pay to use the wellness center when Covid hit we could not use the facility. MSU did not compensate me at all. So that was wasted money. I even asked for a discounted rate due not being able to use the facilities due to Covid. I also think the employees should be able to use this resource for free if they are concerned about the health of there employees.

Haven't been able to make it over there

It's not convenient. I have other tasks and duties after work, and am not able to use the Wellness Center.

I really don't have the time to use the Wellness Center. My department has longer hours and I just can't fit in the time.

crowded

Because MSU doesn't pay enough for me to eat, let alone use the Wellness Center.

The Wellness Center used to be available for employees to use and I feel that it should still be available to use for free for staff. The expectation is that the employee will take advantage of offered programs to help our health and well-being, I feel the wellness center could help in this aspect.

Concern of infectious diseases spread through the Wellness Center.

The hours become too sporadic over breaks and I can go to the new planet fitness for less money.

It is cheaper and more convenient to use a 24 hour facility.

I can't afford an extra payment.

I don't have money to spare -- or time.

The hours of operation are not accommodating to my work schedule.

I am currently doing enough physical therapy that it is a workout in itself.

Poor equipment

Even when I added the wellness center to my benefits, the amount that it was taxed on my check made it not worth it for me when I can pay similar amounts at other gyms for better access (like 12am-4am access and more privacy)

It is overpriced. Students do whatever they want because the staff do not care.

I attend the required number of visits to the Wellness Center.

I need my full check every 2 weeks. I cannot afford to pay for the Wellness Center.

Random hours. Don't fit my schedule.

Planet fitness is only \$10 a month

I have not used the Wellness center since joining MSU as a member if faculty> I have not been made aware of any Wellness benefits I receive for being employed

I have my own exercise equipment at home.

I just recently acquired the MSU insurance (after January 1st) so I do not have the benefit of using the Wellness Center without cost yet.

I don't have the extra time to use the Wellness Center.

It doesn't open early enough.

part of the racer wellness program and in the summer I get enough exercise outside of work.

I don't use the Wellness center due to the times that is open and inability to bring my children. I use other centers in town.

I don't want to work out with 18yos.

I pay to use another facility in town.

Personally I'm not a public gym person, however I as an employee would not want to share my exercise building with students out of respect to them. They shouldn't have to deal with us older folks cramping their four years of student life and fighting for exercise equipment or limited courts.

I do not live in the city, so I usually work out at home.

I only use the wellness center in the summer when my husband can use it cheaper as a spouse. I'm a student as well as an employee, so I'm able to use it for free. When I get my degree at the end of this year, I won't be using it anymore because it is simply too expensive. Free use of the wellness center should be an included benefit for employees, especially because it's preventative.

Hours are restrictive & lots of times you can not find parking

I live outside of Murray, so when I exercise, I use facilities in my hometown.

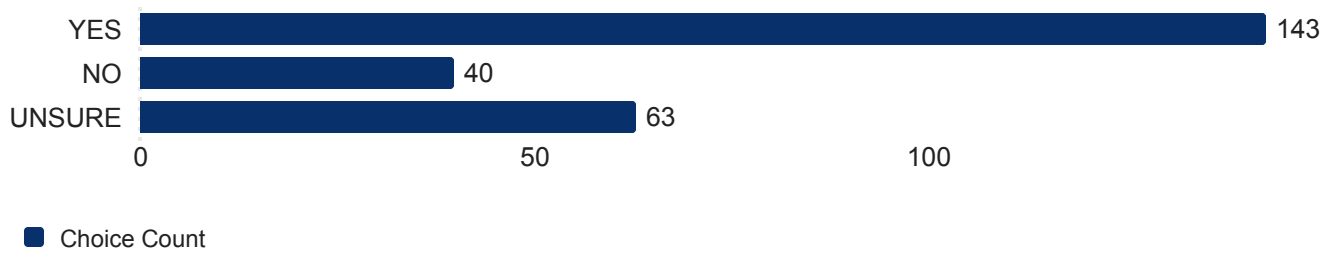
40 time to visit in the wellness pledge is too many

I pay to use it during the summer when the Wellness Pledge program doesn't cover it

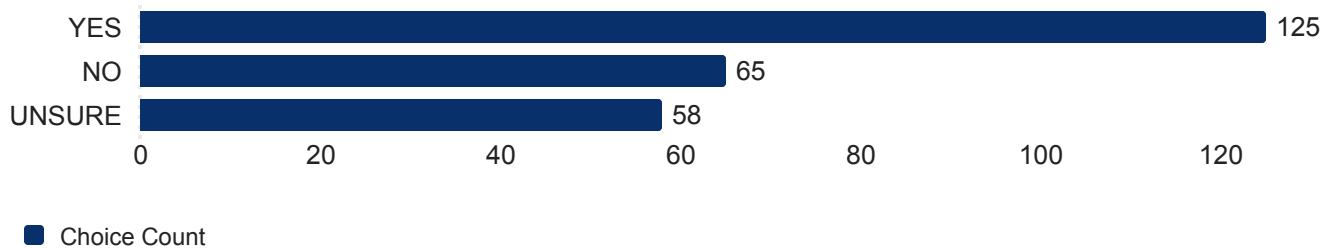
I do not have the extra money to pay for the Wellness Center. I would love to but cannot justify the expense.

I utilize the wellness pledge.

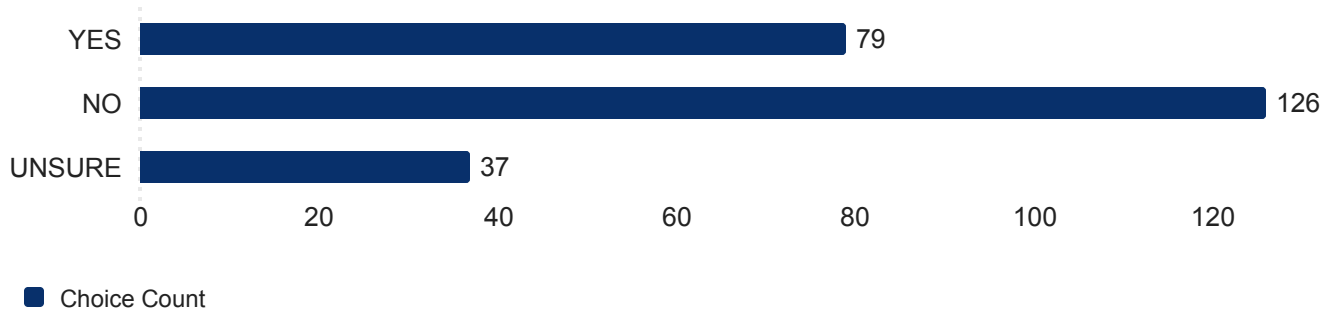
Would you find value in the following benefits if they were offered:
Free Wellness Center access



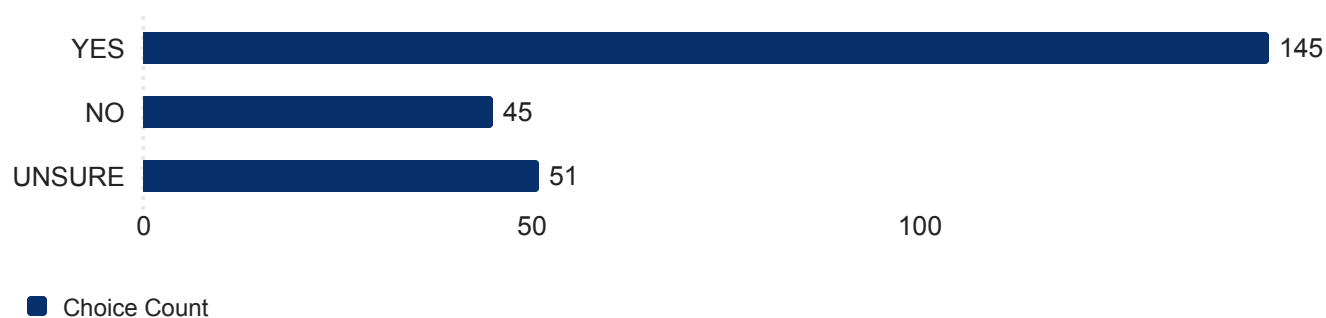
Discounted gym memberships to local facilities (Planet Fitness, Mega Gym, etc.)



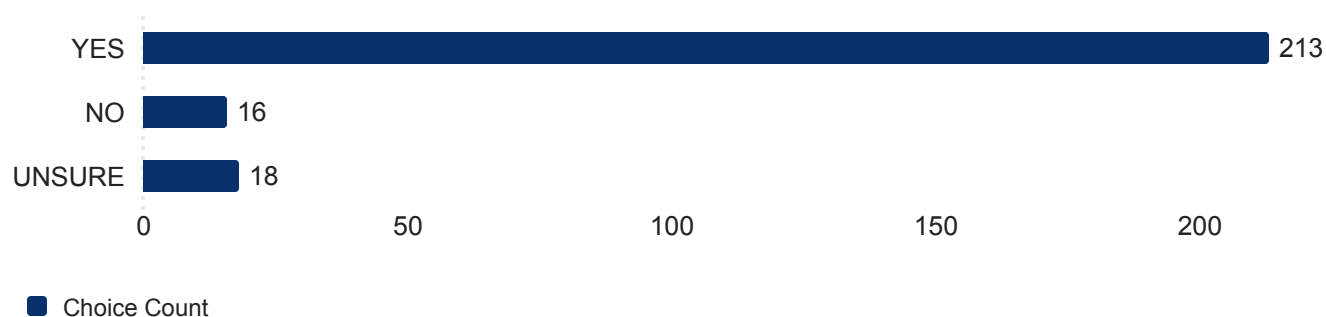
Childcare options



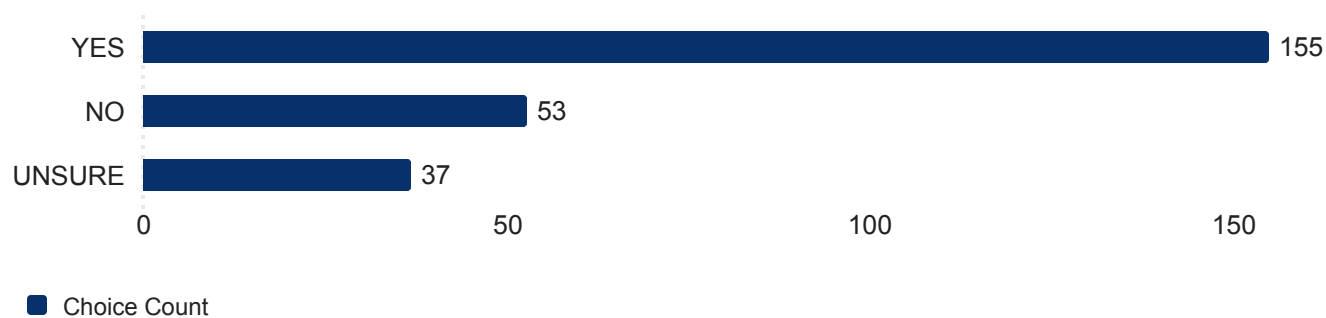
Expanded tuition waiver options



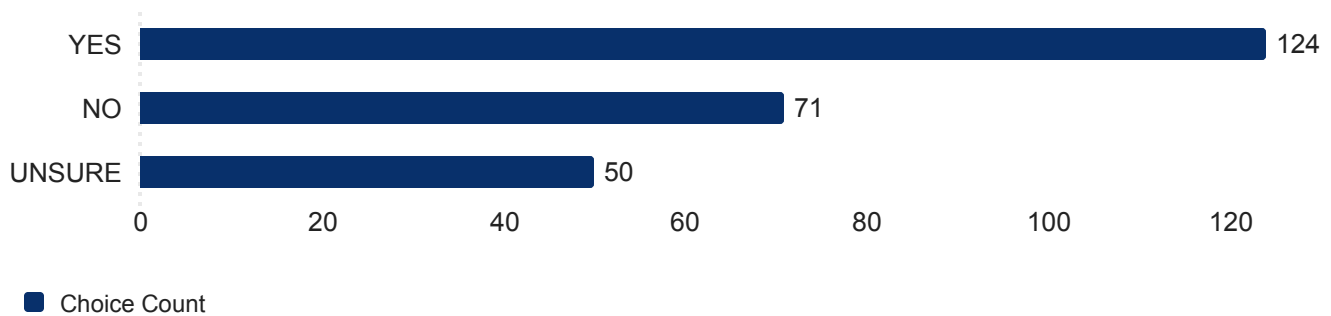
Summer hours (4-day work week or similar structure)



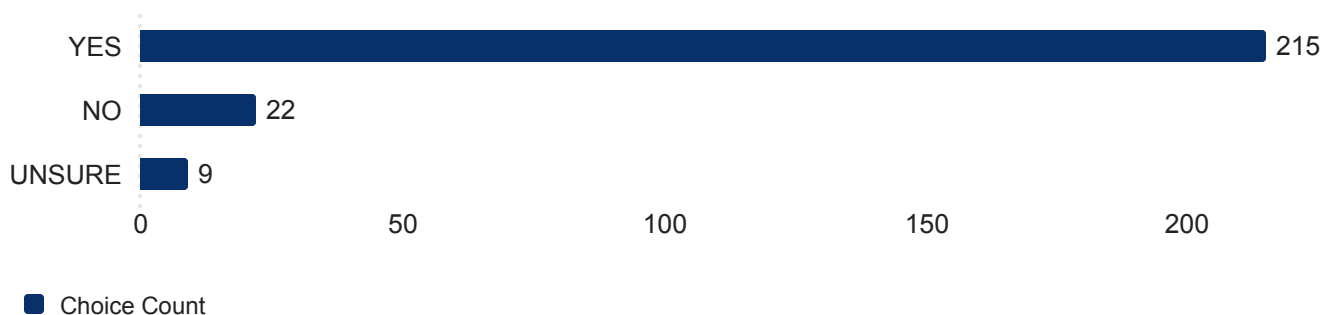
Days off awarded based on recognition by supervisor



Employee of the Month recognition



Discounted or free parking



Please list any additional benefits you would like to see Staff Congress explore.

Please list any additional benefits you would like to see Staff Congress explore.

Another Wellness option This is a couple of examples: "One woman through her company with the barge gets \$200 a year she just has to show them it was either a gym membership or in this case boot camp membership & they cover the cost. Another I just provide a letter for & they get refunded 100% of it from their employer!" These are a couple of suggestions from Brittany Wiggins Fitness. She stated: "Brittany Wiggins They need to as many MSU staff members come here! I totally wish they'd give you all some type of credit. Let me know if you find anything out! I have enough that could submit something if that would help to show how many would benefit"

Monetary award based on recognition by supervisor.

Raise amount based on recognition by supervisor, work performance, involvement on campus, etc. Discounted meals on campus other than Thursdays.

If we work overtime but would like to use it as compensation time instead of being paid for it it would be nice if we could save it and carry it over. If I work over time currently I either have to use it that week or get paid for it. Can't carry it over. Or if we got it as comp time at OT rate of time and a half.

MSU In-Person Weight Watchers group with discounted membership (had this benefit in the past).

Design our benefits like the KCTCS system insurance and benefits! Join the tuition sharing organization that KCTCS schools are in. Free wellness center access and free parking. Why are you charging me to pay to park at work?!?! Contribute more to our retirement; establish a mental health benefit like getting 2 days off per year for mental health to use at your discretion, keep all prescription meds on the same pay schedule as the PPO. Depending on your plan the same medicine can cost \$20 OR \$400. I have two that are now \$2,000 each for a one month prescription., have EAP services like law consult, estate planing, etc in person on campus, life insurance for spouses, discounts on study abroad, unlimited vacation time (I am more likely to work a lot more and harder knowing that I can organize my days according to my needs),

Pay increases

The University should consider a plan that would allow each employee to pick the benefits they want. Some might be willing to give up tuition waivers and a vacation day or two in exchange for free parking.

Waivers for retired dependents. Was it legal to even cut for those that had already retired our had enough time in to retire?

Paying to park at place of employment is crazy I

Free parking benefit, performance bonuses, airfare ticket

Let's start with a livable wage. Parental Leave? This must be new because I had to use all my vacation and then apply for FMLA (unpaid) to take care of my newborns and recovery from delivery.

Faculty make more money than hourly staff employees, and they have many opportunities to also earn extra compensation, unlike hourly staff. Can staff congress explore opportunities for hourly staff to earn extra compensation in some way or another, whether it's monetary or some other benefit (extra paid day off..birthday). It would just be nice for hourly staff that don't make a lot of money to have opportunitites to earn extra compensation.

The Staff excellence award page on MSU site has not been updated since 2020....BUT the faculty award pages have been. Staff awards have been handled differently (I think) depending on who knows you not by what you have accomplished.

Remote work when needed. END the 7:30 workdays for ALL during Summer.

Working from home options in the event of inclement weather.

Providing a list of childcare providers would lucrative.

Mental health days!! And more/better counseling support for employees; some people need more than the allotted number of sessions

For individuals to be able to flex their schedule, as long as the department is covered during regular business hours.

It is absolutely absurd the price faculty and staff must pay for parking. This is especially so as there is very limited convenient parking. Many people are goal-oriented. There must be more incentives offered, such as employee of the month recognition, (department wide, possibly) a day off for the employee's birthday (to be used at the employee's leisure), flex dollars (on campus dining). We should be a competitive workplace, valuing the employees we currently have and expecting excellence in current and new employees. We cannot expect this if we do not go above and beyond to show appreciation towards our faculty and staff.

100 day sick bank reinstated

None comes to mind at this time.

Please do something about the wage compression. Tuition waivers are great and online classes are preferred for most full-time employees. However, the online fees are extremely high and need to be raised or at least pro-rated.

I feel bad that part-time/hourly employees have to pay the same parking fee as those of us that work full-time. Could that be on a sliding scale?

Bring back the bike loan!

Flex hours and regular remote work possibilities

Sick leave - I think employees should start with at least 3 of their 10 sick days. I had strep throat twice and covid once during my first 30 days. That is very hard to manage without any sick days. Wellness - I would like to see more wellness opportunities for all employees (not just those with MSU health insurance.) I have to pay a premium of \$100 per pay period to stay on my spouses insurance now that I am employed. His insurance is still a better plan. I would like to receive the same wellness perks as employees with MSU Healthcare.

Honestly the only thing that would truly benefit our staff at this point is the long term knowledge that we could make a livable wage without having to take a second job off campus or rely on spouses to work 2 full time jobs to offset our minimal income.

Tiered Parking Rates based on salary levels similar to the Wellness Center structure. \$200 to a dean or VP does not hold the same value as an administrative assistant.

I would really like to see graduate course tuition waivers for employees' dependents instated.

I think it would be nice to have your birthday off. That would be a cool benefit

Meal plan

I think faculty and staff should get a certain amount of free merchandise from the bookstore -- sweatshirts, etc. -- as a bonus.

Summer hours would be great to look at and childcare

Having free parking would be great especially since my current parking are is about to become the new School of Nursing. Also, this is not really a benefit, but events for staff to come together at the university would be awesome. I have been here for almost 5 years and I still don't really know anybody. Also, maybe more access to mental health services would be nice and recommended providers where MSU insurance qualifies if that is an option.

Tuition waivers that also included online fees- \$75 per credit hour when MOST staff take classes online-- would be great if MSU could help reduce that cost (especially when making \$20 an hour or less)

Free access to Wellness Center for self and family would be beneficial. Also, waiver of tuition web fees would be helpful.

Discounts provided to local gyms or fitness courses (like Barre Murray or Brittany Wiggins Fitness) would be appreciated.

Allows remote work for one day/week automatically, without jumping through so many hoops. More flex time. I would love to see 4-day work weeks all year around.

I think an update to our sick leave policy is crucial. Appointments covered should explicitly include mental health related appointments and dependent appointments should also be covered by sick leave.

As a side note, it's a kick in the face to receive the compensatory benefits page along with our contract every year. If an employee chose to not use MSU insurance, it would be nice if the cost of what was paid by MSU could be put toward the staff's pay.

The 4 day work week or alternative week (remote and in office combination)

The ability to trade in sick days for vacation days. Or clear communication that sick days can be used for mental health days.

It's time to offer other gyms beside Wellness Center--with parking lot closures due to basketball games, closures during university shut downs, it's not very convenient. Additional health benefits would help bring the cost of insurance down.

Tuition waivers should fully cover tuition. I wanted to take a class that would make me better at my current position. I am limited to one class during normal working hours, and due to working full time and the related time constraints, my ability to take classes is already limited (I think many of us can agree taking 9 hours a semester would be unfeasible). Most classes are during normal working hours, further limiting the options. I found an online version of the class to better myself at my job, which would allow me to work on the class after hours and during weekends, however due to hundreds of dollars in un-waived online "fees," i.e. tuition, it makes it impractical. It's already bad enough we have to pay to come in to work, i.e. parking. Free parking. Duh. You don't charge employees to come into work. Free wellness. If you want to encourage people, including people who may struggle, or who exercise outside of the gym, don't exclude them for not living up to a standard, especially a standard that can be easily bypassed ("free" classes, swipe and leave, etc.).

Adequate pay raises besides an annual 1% raise. What a joke!

Work from home options (example: able to work from home 2-3 times a month). Would also help people avoid using sick time if they can work from home while still on the clock without coming in.

The four-day summer work week would be amazing!

If the employee does not use any tuition credit, provide them with some type of compensation.

Random Gift Card drawings. Free General Admission tickets to Basketball games.

The ability to work from home a couple of days a week to save gas and vehicular wear/tear. Flexible remote hours.

Half price meals on campus for employees.

Meal passes or deeper athletic discounts would be a plus. I do appreciate free baseball games. If more staff attended events, I believe that the popularity of the sport might also increase.

4-Day work week should be an option year-round. And the option to work from home when needed.

Ensuring equality in the weather closure policy.

The benefits listed above are EXCELLENT. Clearly the needs of staff are already known, as that list (if implemented) would increase job satisfaction exponentially.

I would love to feel like the university Loves their employees as much as the students. I do understand that the student bring in the money. However with out good employees the university will and has suffered.

Easier access to unpaid sick days.

I think structuring work hours differently, or offering the hours FM gets to all of campus.

Alternate work schedules offered to EVERYONE on campus not just select departments.

I think these options would be fantastic for our moral. Free access to the wellness center, a 4 day work week for summer would be so beneficial to your employees. Even if we traded it up for Mondays and Fridays.

Free parking should be a given. It should be no question. Why are we, as employees, required to PAY to park at our job? It's ridiculous. I've never seen anywhere else do this and it honestly blows my mind. It makes me very frustrated and shakes a lot of my faith in any of the higher-ups caring about us. It's not reasonable to do anything different than pay either. Parking shouldn't be treated like a paid privilege. We're employed here, we should be able to park and get our work day started with as little nonsense as possible.

Better sick bank policies. More opportunity to participate in educational opportunities during work hours...not just EAP/Wellness stuff.

Free parking would be phenomenal. I've never understood why we have to pay to come to work.

Discounted or Free Parking!

4 10 hr day work week; 4 day in office-1 day remote rotation work week

Free parking - we shouldn't be paying to park at our required work location

I would like to have Staff Congress fight for the right for employees, especially if you have a spouse that is employed by MSU to be able to share sick time when someone has exhausted most of their sick time. If an employee has enough sick time to share with someone who is in need, they should be able to do so.

Parking would be a game changer, that is a good chunk of money. Would feel like a pay raise. Which may seem crazy to people who aren't paycheck to paycheck.

FREE PARKING. It's ridiculous that I have to pay to work at my place of employment.

There should be a health benefits and a retirement benefit for part-time employees. Part-time employees, who are not students, shouldn't be required to pay for parking.

The suggested summer hours sound fantastic, but I cannot afford to lose a day's pay for two months.

True paternity/maternity leave (European style), more funding secured for staff SPECIFIC benefits, permanent WFH positions.

We really, really need more comprehensive mental health care. The EAP isn't enough, especially for people who need long-term therapy. The counseling center on campus can only handle so much, and the EAP just doesn't offer enough sessions. Not to mention, the selected therapy practice the EAP goes through was much too expensive. It is more important now than ever to make good on all the emails we get saying that "mental health is important" and actually show us that you care about our mental health.

This is more of a future concern/benefit: charging stations for electric cars, with free or discounted charging options.

Comments related to benefits:

Comments related to benefits:

Vacation time off stalling at 15 years is not showing any commitment to your long term employees at all. There really needs to be some more vacation days added at some kind of rate for employees that continue to work after 15 years. Also, on university closure days for when the weather is bad do NOT differentiate between the academic side (instructors/students/etc) and the supporting staff when it comes to who can leave early or come in late. I know there are necessary exceptions for facilities management, housing, food and that is understandable but the support staff's safety is just as important as the academic side and it has NOT been portrayed that way in multiple emergency closure days.

Enhance doctoral tuition benefits for spouses.

We are seriously being hurt by our health benefits cost rising so much. This latest rise in price cost me more than the measly pay raise we were given. Seems like every time we get a "raise" it's immediately negated by the university taking away something or raising the cost of something. I had to lower my families coverage this year due to rise in prices. It's a shame we can't pay people enough to have insurance and still be able to put food in their tables. The benefits continue to get worse and worse. They change policies all the time as well. Like the inclement weather policy they just changed. Last year if you were late because of the snow or ice you got paid for the whole day, now if your late you have to use you own time to cover it. How does that benefit the university? I know it sends a message that they don't care about our safety.

Please send copies of the lunch and learn links. I can't attend some that I want info for. We shouldn't have to use vacation time for days that the school is open but we can't get to the school due to severe weather. I would go in if I could, but I'm not risking my life for Murray State.

Eliminating employee parking fees, or greatly reducing those fees, would be a great thing to do. When you consider the amount of money the University is having to pay to get its \$200 parking fee back it would be a money saver for the University if they set parking fees to zero for employees. The pension system, social security tax, and medicare tax are paid by MSU and the employee, so it takes far more than \$200 in pay for the University to get its \$200 back.

Bring back retiree waivers. It was a promised benefit. No supervisor awarded days off cause it would never be a fair deal in our department. Upgrade call back time.

Paid time off is sufficient. USING the time off is the hard part.

I believe free access to the wellness center for all employees would be beneficial to the employee as well as the university.

Parking is a joke. We have only one centrally located lot in all of campus and it will be replaced with a new building. So, for the outrageous price of \$200 per car, we have to luxury of hiking half a mile from our office, even in bad weather. We did this when we were students. We've paid our dues. Give us some decent parking options, or at the very least, reduce the cost to reflect the level of inconvenience.

Murray State does offer employees some great benefits and that's what helps keep them here. I know that some of our Christmas Break days are university closure days to help save on utility bills, etc., so why not explore a 2 1/2 - 3 week Christmas Break. Students and faculty are already off for an extended amount of time.

I do think that if you are an admin and are not on the old retirement plan that you are treated differently. I don't think those of us who work and serve at MSU should be "belittled" by low pay scales and the talk of being on the "wrong" side of retirement plans offered by MSU/the state.

I am already well pleased with our benefits. Medical keeps going up (not MSU's fault), but our salary doesn't (MSU's fault). Personally, there comes a point where, rather than have superficial benefits (Employee of the Month; days off based on recognition, etc.), I need the pay instead. Employee of the Month does not pay the mortgage or utilities.

It is a proven fact that we can handle working remote thanks for Covid. AND thanks to the phone dept. we have the capability to use this Jabber app so we get our calls. We have internet that we can access our documents.

We all need to be able to work remote at some point for some reason. Sometimes we are sick and don't feel like being IN the office maybe spreading germs to everyone but can still work effectively remotely. But especially if you don't have childcare or they might be sick... and if there is anyone that says you can't work remote to help with the care of a child, regardless of if they are sick or you don't have childcare, then you/they don't need to be a supervisor.

Considering how much we lose with the Cola/insurance/benefits free parking for staff would be a very good thing. Even if it was for those who make under \$60,000 employees.

I personally HATE Summer hours. Give the depts. options to choose if they want to do those or not. It is hard to get childcare help to come and be at your house early or get them somewhere to get to work that early! It's ridiculous when the days are longer during the Summer to have to come in 30 minutes early to leave ONLY 30 minutes early. DITCH Summer hours!

The benefits already being offered here are valuable. Discounted or free parking would be extremely beneficial. Summer hours including a 4 day work week would be beneficial as well as long as it is structured to not reduce pay for hourly employees.

Now that a flexible work policy has been passed by the Board of Regents, I would like to see that implemented. I am not aware of any offices that are utilizing or have gone through the process of implementing the new options. HR and IT should help with this by providing guidelines, best practices, etc. on being an effective remote worker.

More Tuition waivers toward the doctoral program would be great.

4 day work week in the summer would be a nice benefit

Health services, like we used to walk in and no cost for getting help

None comes to mind at this time.

Doctoral tuition waivers should be at the same level as baccalaureate and master's level waivers. The tuition is practically the same as master's level, yet we are punished because we want to earn a terminal degree, WHILE WORKING FOR A UNIVERSITY, and have to put ourselves into more debt, or pay out-of-pocket, while working a job that does not pay enough for us to do so. Yet again, another policy to punish employees trying to advance their careers. Well, I'll advance my career somewhere else.

None of the benefits listed have any applicability to anyone who does not work on main campus. In Hopkinsville we can access ZERO of the university offered benefits.

Sick leave - I think employees should start with at least 3 of their 10 sick days. I had strep throat twice and covid once during my first 30 days. That is very hard to manage without any sick days. Wellness - I would like to see more wellness opportunities for all employees (not just those with MSU health insurance.) I have to pay a premium of \$100 per pay period to stay on my spouses insurance now that I am employed. His insurance is still a better plan. I would like to receive the same wellness perks as employees with MSU Healthcare.

Employee recognition is non-existent in my department, and if it were, it would probably be the employees who do mediocre work.

Long term employment at Murray State is real. People stay because it is a great place to work. Reaching 20 years of employment and earning free parking is quite an accomplishment. I'd like Staff Congress and other groups to consider a tiered parking rate structure based on an employee's salary. I'd also like these same groups to consider a stair step approach for employees who obtain their 5-10-15 years of service. Each year \$50 is taken off of the parking and then at 20 years, the free parking remains. It's a small incentive that would go a long way.

In a "perfect world" a 4 day work week would be amazing. But as a mother of two children with no family in town, our childcare would have to match the workday hours for me to find benefit in a shift such as this. Currently, my child care ends at 5 & 5:30 respectfully. For those without current childcare needs/restraints, it would be amazing.

It would be nice in the summer to have a 4 day work week

Employees who move between grant-funded and regular positions lose their accrued benefits. I think another way to handle this should be found, since it is not fair to make employees lose time they've accrued just because of the funding source.

I find it ridiculous that our Wellness Pledge does not grant us access during the summer months, and that the pool/spa is never open/there is never a lifeguard on duty when I would like to utilize it. Additionally, why are we paying the same parking rate as students. The fact that we have to pay to come to work is slightly ridiculous, in addition to having to walk a good distance if we can find parking.

just making sure our salary increases remain consistent with the cost of living.

Everyone knows working for a University comes with great holiday pay- that is every campus-everywhere. Moving to a 4 day work week would be great, especially in the summers when campus is slow. Previous jobs I have had did that (community college) and the moral was wonderful. Since COVID, it has also been proven that moral is boosted and workers are more productive when they have the ability to work from home a few days a week (or even 1 day a week)-- Parking prices have really gone up. I like the ability to pay via my paycheck but having to pay that amount to work here...is a good chunk of one of my paychecks. It really surprised me.

summer hour changes would be a GREAT benefit. So many other universities have a four day work week in the summer. Even if we were open all five days, but allowed to work alternative hours so we could cover our office, but still have a four day week would be something a lot of people would take advantage of. Campus just doesn't receive the traffic or phone calls to support being open five days a week during the summer now that most classes are online and students don't frequent offices in person. They call or email.

When I came to work here it absolutely blew my mind that I would have to pay that much to park. MSU wanted me to come to work for them and then they are going to charge me to park. I couldn't hardly believe it. It comes out to MSU gets 0.5 hours of work out of me for free every pay period. If the cost was like it was in the 1990's (\$25), okay, but \$200 is outrageous when I'm parking to go to work.

The BVC doesn't participate in any changes in hours, but it is feasible, if the right people would actually listen.

Parking closer to where we work instead of a block or two away. Some of us still have to carry things in and out.

It is unfair that I am unable to utilize remote work as an accommodation when so many faculty and staff members are able to work from home. I am disabled and chronically ill and I would greatly benefit from 4-day/flexible work weeks.

Employees should not have to pay for parking. That is utterly ridiculous. It would be amazing if there was a 4 day work week in the summer. Please make this happen! It would boost morale greatly.

I feel we have wonderful benefits and am grateful for them.

I am in the upper service years for free parking but I believe a discounted parking structure based on salary would be helpful to many. Similar to the Wellness Center membership.

Tuition waivers for my child is great, however I wish there were more. My son receives several small scholarships but we cannot afford to pay above the scholarships and tuition waivers. Only other option is for my son to quit attending school or go to a community college that is more affordable.

A change to the summer work schedule is long overdue. It is an excellent opportunity to provide employees with more work-life balance at a time when students are not on campus. Other universities have been doing these types of things for quite some time.

I appreciate the benefits we are able to use. It's always depressing to see other businesses that offer "faculty" or "teacher" discounts when staff work extremely hard at Murray State. When we advertise open positions, we always advertise benefits right along with the job description, since it's about the only way we can get positions filled.

I would LOVE if our racer wellness program had better incentives for participation, ie: offers gift cards to common places like Amazon, Walmart, Kroger, etc. I've used my participation points for other less useful and less exciting things like a water bottle, an exercise ball, etc.

Please return some tuition waivers to part-time employees

I enjoy the vacation time once into the fifth year, and the holiday leave. Sick days seem to be sufficient for most. I would like to see clarification on what needs to be done to take a mental health day. I know several others on campus who share a similar concern. Guidance on that is not forthcoming.

Employee of the month recognition degenerates quickly to a program limited to a very few management. There are no objective criteria and the awards become detached from actual job performance and work to support and improve things at the university.

Paying to park is ridiculous. There is no where else in Calloway County that makes you pay to park. That is like me working for 3 days for free. Murray State does everything it can to prevent a good hard working person to earn a cost of living. \$12 is not enough to survive on in 2024.

Okay, so the reason for my "unsure" for free Wellness Center access is this. I am all for staff getting in free to the Wellness Center. However, the majority of revenue for the Wellness Center comes from faculty and staff memberships. If they are allowed to come in for free, the loss in revenue would have to be supplemented by the University in some manner. If it isn't, then major changes would have to be made to the facility to offset the loss in revenue (ex. shutting pool down (15-20k a year to maintain), closing on weekends, reduced daily hours, etc)

I strongly disagree with having to pay to simply come to work. Having to pay for parking feels a bit predatory since we have to park somewhere to come to our jobs.

Better insurance options that don't seem like all or nothing.

A four-day work week in the summer with longer hours on each day would be AMAZING; I would happily work four 9.5-hour days if I got a three day weekend. The time off based on recognition by our supervisors could cause a lot of problems and hard feelings.

I feel that employees who work full-time should have a discounted parking privilege during the summer when there are more than enough parking spaces.

The option to work from home when needed is a benefit that should be considered. We all proved during the pandemic that working from home is successful. Sometimes the need arises (sick children/older parents/bad weather/personal health needs) and instead of requiring employees to exhaust their personal leave, then take days without pay (followed by conversations with HR if they feel you're taking too much time or not using your sick time properly), working remotely should be an option. As long as it's not something that is abused and direct supervisors are kept up-to-date with a work log, there is no reason for employees to feel like they are being punished (going for days without pay, the anxiety caused by HR, being made to feel like a bad employee because you have to take care of yourself or your family) when working remotely is a solution.

The childcare option would go a long way with attracting and retaining employees. Childcare costs are inflating faster than any other expense.

Awards are a problem in that most employees do not have a supervisor that will nominate them. While nominating oneself might be an option, it does not work that way. If we all do the job we are paid to do then we all should be "Employee of the Month".

Parking lots should not be shared with students. Set the faculty and staff apart from the students.

The Optional Retirement Plan should be available to all employees. Being relegated to the KERS plan when the ORP exists is frustrating.

The cost of living raise that was give to us this past year is a joke. When the cost of the insurance went up so much. The raise did not even cover the increase of insurance! Not to mention the cost of living !!

Benefits are handled differently by each department and while some enjoy working from home on a scheduled basis. Others are not given that option, an office could remain open and still give employees alternate schedules, work from home, or even have longer work days during the week while offering an occasional afternoon off while not decreasing the pay or hourly work week. The majority of employees on campus are extremely underpaid and giving some flexibility could go a long way to balance the differences.

Free parking, better wages, working 4 days a week with longer hours each working day to make up the difference, better healthcare, a leave system that allows you to submit time off requests on the time card portal like every other modern office, a better system for reporting grievances and resolving such issues. If these changes were instituted, MSU would actually be a good place to work.

Would be nice to get additional dental benefits. Our dental plans barely cover anything and I get the buy up plan.

After discussing working conditions with several institutions both in state and out of state, Murray State basically charges its employees to come to work. We pay for a parking pass? And then even when we do, there is not enough parking to accommodate these "record breaking enrollment" numbers because parking has to be shared with the students. Wellness center and health insurance are a scam. Murray State makes it that if you are ever injured then you will be facing financial difficulties for years because they simply do not care to pay us enough money to be able to afford adequate insurance. I don't even have dependents and it's still terrible.

Parking fees need to be reviewed. The \$200 fee is no equitable for hourly staff and is an additional cost if your spouse or child also works/attends MSU.

Childcare Options would be great. The Spring Break camp last year was so helpful!

Paying the university to park on a public street that my tax dollars also pay for feels a bit like double dipping.

Summer work hours (and not just the 30 minute earlier leave, which is awful and ruins my sleep schedule) need to be considered, as do days off for unneeded work periods (if ever applicable) or better WFH benefits. Parking being a yearly cost, and tickets being so high, is absurd. If we didn't live in a rural area and actually had public transit everyone should just walk or bus to work at current costs.

More wellness options for staff located on regional campuses, including gym/fitness center memberships or discounts.

Some of the options don't apply to my situation, but I think they would be valuable for recruiting and retaining quality staff.

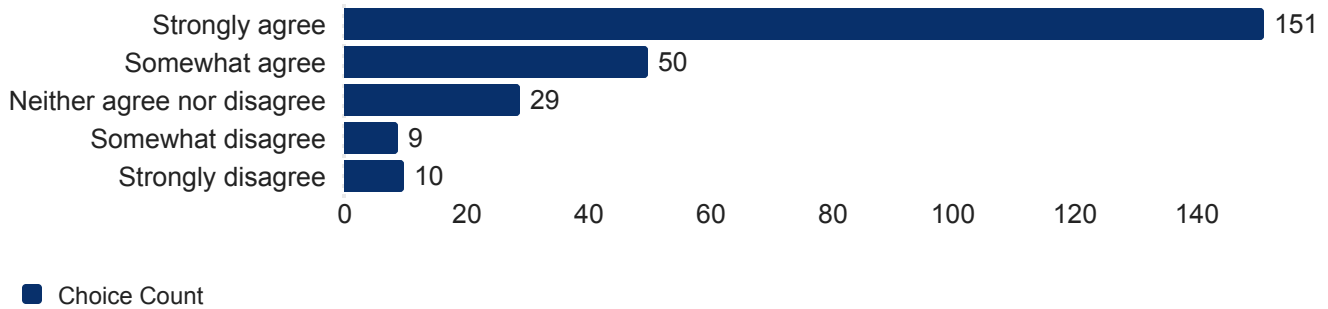
The given options above sound awesome! The tuition waiver is, again, a major reason why I have stayed at Murray state. The opportunity to work on a degree while also having a job is invaluable, please never get rid of it.

All of these benefits would be AMAZING! Esp free parking and free wellness center and 4 day summer structure!

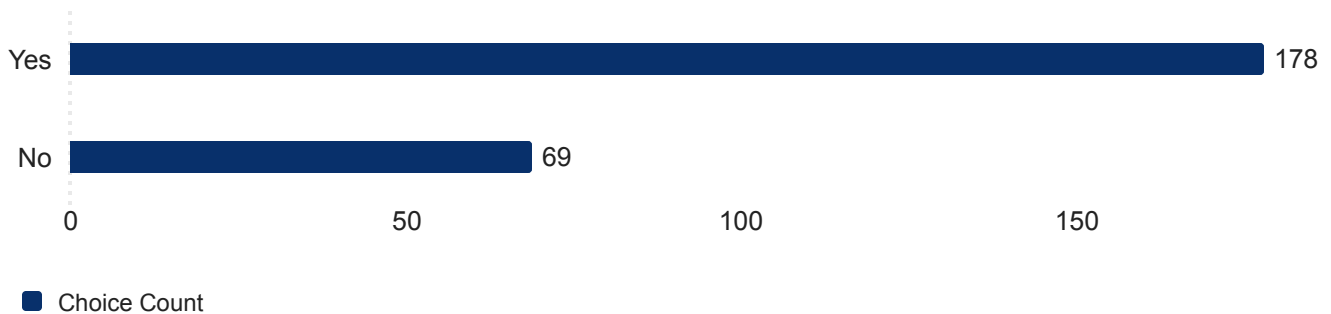
It will really hurt if health insurance premiums go up a lot

Free Parking would be fantastic, especially since I pay \$200 a year to park and can never find parking near my building. Other KY universities offer assigned parking for their staff. I'd pay \$500 a year to have an assigned parking spot near my building!

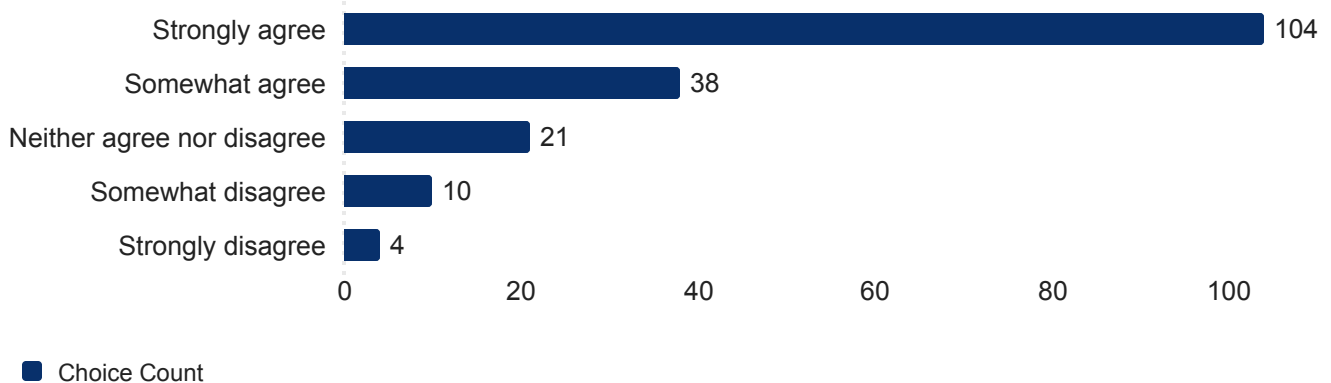
I support the continued development of remote and flexible work options at the university.



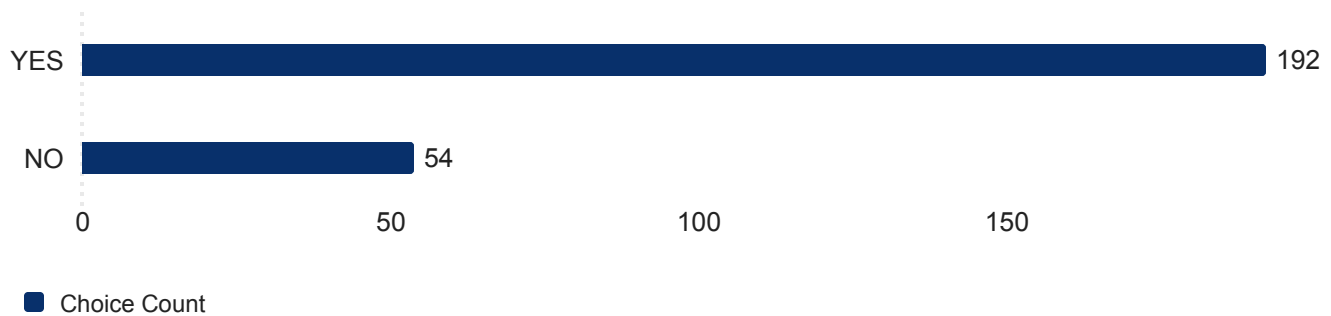
Did you perform remote work at any point during the past year?



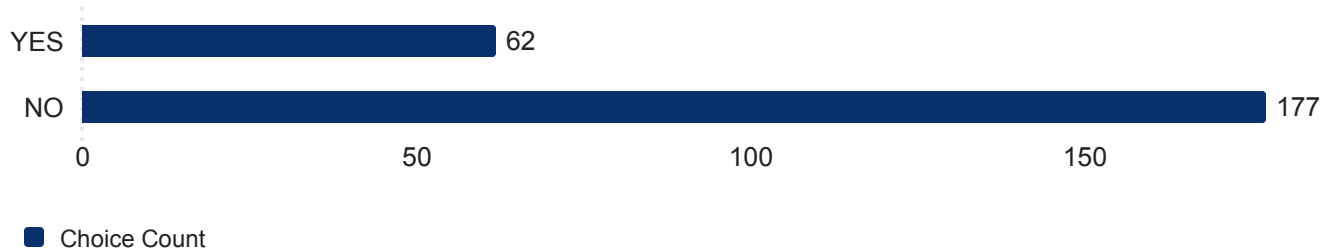
My experience working remotely was favorable.



Do you have sufficient technology to perform remote work?



If you have been asked to work remotely, did you face any barriers to completing your work tasks effectively?



Please explain what type of barriers you faced.

Please explain.

My personal computer is practically dead and I do not have a separate monitor(s) which is crucial for my tasks.

Lack of technology/software needed to do my job

While I have access to a computer and stable internet, it is hard to be as productive working from home as when you're in the office. For example, single monitor instead of double monitors. The setup at home is not as good as what is in the office.

I do not have internet at home

Lack of equipment that was needed.

Most of my job involves a great deal of confidential files, which cannot be removed from the office.

While there is some level of remote technology, it is not absolute and some tasks are not on the computer only that can still be done remotely but the university lacks the technology to do.

Since we can no longer access Banner9 remotely that made aspects of working remotely a little annoying and work had to be delayed until we got back to campus.

remote work requires appropriate technology to work, but it is frowned upon to keep the tech you need at home. If we are closed after hours, we do not have the ability to take technology home.

Part of my tasks have to be completed on campus, part do not. A hybrid is preferable. However being able to work remote a day an here and there is totally doable.

Difficulty with Jabber - system used for answering office phones on personal phone. Personal hotspots could be helpful when working from home as employees cannot always help the reliability of their internet providers.

Used my personal laptop. Difficult but possible. Dual monitors make job easier. I didn't like using Jabber phone .

When I work from home I do not have dual monitors or a printer.

One of the days were were given a significant amount of work that wasn't able to be completed in one day.

I have to answer the phones and I transfer many calls every single day. That is an impossible task to achieve when working from home. It isn't fair because everyone in the office was at home even though one of those people did not even have a home computer she still got paid the same as iif she was at work. I think remote should be for EVERYONE or NOBODY it just isn't fair and it gives me major anxiety driving in the ice and snow but I found myself driving in to work on a day I should have been at home. I feel like we should just be given university closure or everyone come in at the same time no other options

We were told that we would have a delayed start the previous day, then late in the evening, the decision was made instead to have a remote day. Because of the late decision, I did not have everything that I would have brought with me. My department also had to scramble last minute to accommodate this last minute decision.

I just don't have the technology(laptop) to work from home, so I am forced to use my own iPad.

Having access to system that I can only access on campus and the phone calls needing to be answered, but not having enough staff with technology that can answer phone calls.

It might be a gray area, but the way an email was posed it seemed to favor those few and I was not within the group so I then had to drive on ice to get to the university to do my work

lack of access to information

I am shipping/receiving for the bookstore. I cannot do those two things while not being at the store. However I can do paperwork and calling vendors remotely.

Some of my tasks cannot be performed remotely. The tasks that can be done remotely are not a problem.

Need a USB cord or extra docking station to be able to have multiple computer screens.

remote access to my desktop computer

A lot of my job require paper copies. We need to go paperless in a lot of our processes. Way too much paper and routing of duplicate signatures

My office communicates most effectively when in the office. We often overhear conversations that bring up important issues, or identify problems, that we need to address. Having everyone communicate on Google Chat works but it's not quite as convenient. I have the technology at home to do what I need to do, but not all of my staff does.

My work has to have at least 6-7 tabs open and I do not have a computer at home. Also I have a limited amount on my internet to complete certain tasks.

Remote work would be more efficient if I had double monitors as opposed to a laptop.

Can't access LAN

I have the technology and ability to perform many of my duties remotely, however my apartment is not currently set up for it. Were I to perform remote work routinely, I would consider investing into a more productive setup. At the moment it really only happens last minute, sometimes with no, or conflicting notice from the university. The amount of time to do a setup, and teardown, for a couple of hours for a late start, or an occasional work-from-home-steal-my-childhood-dreams-never-get-another-real-snow-day, usually isn't worth it. If it happened regularly, a permanent or semi-permanent setup would be more practical.

I can only read/respond to emails from home. All I have is a phone.

Our work is mostly not feasible off site.

Some systems that I need can not be accessed remotely.

Face-to-face interactions are most effective for what I do. Remote work occasionally is okay - but not productive for me on a regular basis.

Hard to work effectively at home when the family is home.

Internet connection. Plus I'm only working from a laptop so it's not a quick and speedy.

Many processes are still paper based. Passing paper is not easy while in a remote environment.

MSU dis not provide me with a computer at home for work. I used my personal laptop which I can no longer use due to being so slow and bogged down due to they software I had to download on it during Covid working from home.

MSU doesn't expect me to bring a computer to work. So why do I have to provide equipment if I'm working remotely? That is expecting your employees to shoulder the burden of MSU's business and operational expenses, and it is unacceptable.

I don't understand how it's fair to force an employee to work from home when you're not providing proper equipment. I'm told if I can't work from home when the university says everyone is to work remotely, that I have to take a vacation day. For one, I can't help what the weather does and for two, I'm using an ancient laptop that my dad gifted me during COVID because I don't own a laptop. I can barely afford to put food on my table, much less purchase a laptop to use FOR WORK a handful of days throughout the year. Working remotely should not even be an option. MSU should either be open or be closed. It's not not fair!

Strong and reliable internet is not an option at my home.

I forgot to bring my designated work laptop home once and had to resort to my personal laptop. It would not allow me to log into certain university websites and platforms that I usually could.

We do not provide computers/laptops to our staff and a lot of people do not have a personal computer. The employees that do have a laptop have issues downloading the needed software or their computers are older and they do not support the needed software.

Not having a consistent remote schedule means I didn't adequately set up my work space in my home. Consistency would remove this barrier entirely.

I need actual access to my own desktop, not just a general desktop

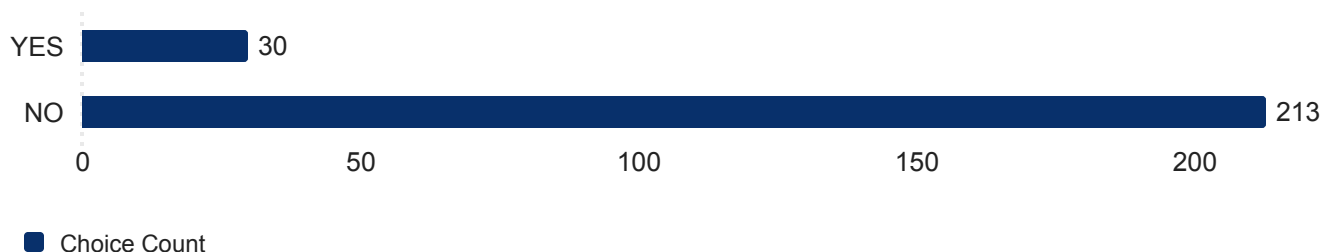
Takes a while to connect to my desk top and when I do...some documents will not open.

I cannot access Banner from home, which removes a large portion of my work abilities.

Legally (HIPAA/FERPA) I can't access most of what I need to work remotely via my computer.

my home internet is not the best

Within the last 12 months, have you been asked to work overtime without compensation or time off?



RemoteWorkComments - Comments related to remote and flexible work options:

Comments related to remote and flexible work options:

While I haven't been asked to work any overtime, I have had to work it to complete my job.

The majority of functions of our office can be handled remote. What about testing out a Friday remote day during the summer? If staff want to be in the office then they still come to the office. If they want to work remote then they work remote. If they want to take vacation or can not commit to being responsive while remote then they take a vacation day or day without pay.

We told we would have to work overtime without the option of being paid for it, that we would be forced to use it as time off. We lose \$ in that scenario. We only get our time off compensated at straight time. If I work weekends or get called I'm after hours then my time is more valuable than straight pay time. I shouldn't be forced to take time off for overtime worked.

Responded YES to question because exempt employees work overtime without compensation or time off.

I personally don't enjoy remote work just because I make sure my house is only for fun and rest. I want to have a clear distinction between home and work. However, I like being able to remote in case I was not near my office. For example, if I need to go to Place A this morning and then go back tomorrow morning but still have to work in between that time, I don't want to have to go back to MSU just to turn around and go back to the same place the next morning.

I wasn't asked to work overtime without compensation, but I had to work more hours than I could turn in. I was told I could only submit 37.5 hours. It takes more time than that per week to actually do my job.

I have no problem with remote work, especially if my supervisor is the one working remotely, but safeguards need to be put in place to make sure that the employee is actually working the number of hours they are turning in on their time report.

Covid leave is over.

Worked many hours overtime and was forced to take time off instead of compensation

Overtime is a daily occurrence, but being salaried, there is no personal benefit other than knowing you were able to get your work done.

Would be nice if the university would take into consideration that when inclement weather is predicted for the day, to consider the welfare of employees that do not live in the city of Murray and obstacles that they may occur trying to get to the institution in one piece. If remote work is available, utilize it more.

The remote work option is very helpful. When I have sick kids, they are out of school, the weather is bad, or I am sick myself, I can still perform many of my duties without disruption to our department and the students. The flexibility of this is one of the biggest reasons I continue to work at MSU.

Not all departments are treated equally.

Remote is great, but don't think it would work well for my position. As for flexible...I and another co-worker have worked overtime at least 3 days a week for months, but not at the request of our Supervisor. In fact, he wishes we would go home. He initially kept telling us to put our time on our timesheets. The issue is, there is no way to possibly keep up with the workload during a 7.5 hr work day. And if we put our actual hours down, we would probably break the department's budget. Comp hours? If there's already too much to get done, taking Comp time off would just put us even further behind. This is what happens when you are not allowed to fill an empty position, or staff adequately. Remote won't cover the job and how flexible can you be when you're already working 50+ hrs/week.

It was very easy to work remote and appreciated when I needed to.

I personally enjoy working in the office, but remote work is beneficial in many circumstances and many could benefit from it. Being able to work remotely instead of putting yourself in dangerous driving situations (from inclement weather) is a big benefit.

Remote work does not work for everyone and could work only if there is enough employees to support on campus needs while others work remote.

It's 2024, come on. So many of us are struggling with burn out and being able to work remotely/hybrid model will help that healing process and help with retaining employees.

while I agree that we need to continue evolving this policy, we just have to understand that not all jobs can be completed appropriately remotely. It is just a fact and it is something that cannot be administered equally across all departments. Staff that cannot work remotely will ask what do I get, and there is really no answer, because it is not a simple answer. I would truly consider this a benefit to those who can make use of this policy, but it is just not a benefit to all staff.

Remote and flexible work options can better accommodate employees who may juggle family and home responsibilities. Since COVID-19, many employees function more efficiently in a remote setting. More and more employers offer this nationwide, especially in university settings. This must be offered University-wide as our world grows increasingly more and more technology-centered, including our students. There is significantly less in-person student traffic. It is more than possible to offer work from home options. For example, allowing the department supervisor and their staff to come up with a schedule for working remote and working in office. Choosing work from home days instead of having to use sick-time, (this could be especially helpful to those who may have little to no sick time built up, new employees, employees on parental leave, etc.). Some employees prefer to come in earlier or maybe stay later. Allowing employees to come in early and finish their day early or come in late and finish later would better accommodate employees, also.

Had to work ball game with no option of take or overtime, and then after I worked they started overtime

I prefer to work in office, but it's great when our team has the option (especially those that live in Paducah or other places) to save the drive - especially when they're working on a big project that requires time to think and complete.

I often work outside of normal hours, and my supervisor always sees that I have time off. She will actually come to my office and tell me to take time off. She's great!

Please stop trying to complicate remote work. I know it is hard for some folks to understand but folks are generally capable of taking care of things remotely. We are all adults. There is too much micro management in other departments of remote work and too much of trying to dictate what time is spent where.

When employees are remote, trust they will get the job done. My dept doesn't micromanage and we are timely, professional, and continue to operate perfectly fine.

Our work is so stressful, some remote time away from the office would just be nice to relax a bit and get renewed.

My position does not allow for remote work. While my position would be compatible with flexible hours/days, that would not be allowed by our Director (although she 'works' remote quite often)

Some people abuse the remote and flexible work options, which ruins it for the rest of us. This is why when it was 40 degrees in our office, we were required to come in and not work remote.

We learned as a university in 2020 that remote work is possible. We even implemented ways to do tasks electronically rather than using paper forms and the process was not only quicker but also more accurate. When we came back to work in person and went back to wasting paper and recourses to do things in an archaic way that serves no one.

It is my understanding that remote and flexible work options have gone away in an attempt to appease those whose jobs cannot be done remotely. If some people can't work remotely, then no one should. "Equality." However, workers here have proved during COVID lockdowns and weather closures that we can work efficiently remotely. With the University's budget being a little tighter in terms of pay and benefits, the University could provide some financial relief through work-from-home or hybrid work options. Working from home would enable staff members to save some money that would have been spent on travel expenses. It would also incentivize some workers to stay as Murray State would be showing that it is a modern University that cares about the well-being of its employees and is willing to make adjustments to help them.

Murray State is a traditional campus. I believe that most all employees can best complete their jobs while on campus. Traveling on behalf of the University, I have worked remote in hotel rooms for many years. However, working remotely at home has not always been favorable. Being asked to work remote when schools and daycares are closed, does not allow for a good remote working environment. It is unrealistic. Being surrounded by other humans each day at work, is good for our overall health.

Flexible work happens. Especially for those who have to work evenings or weekends for various events.

There are no remote and flexible work options, and I truly feel that if we were given more flexibilities it would result in overall job satisfaction. It has been hard to always do more, with less. The cost of living outweighs any pay increases we've received in recent years. Flexibilities and shorter work weeks in the summer could offset some of the dissatisfaction in compensation.

Who determines "essential" and "non essential" employees? That to me is not a positive or productive work management. It just doesn't seem right that since every job is different we should all have the same requirements and not be "punished" and have to use vacation time or no pay if an employee doesn't feel safe coming to work. MSU is better than that. Just make it the same for everyone. If you don't feel safe driving in you shouldn't have to worry about if you will have to use a vacation day when some are able to work from home with no penalty at all. Make it to where the university is CLOSED or EVERYONE is expected to come in at a later time.

I am salaried, so I'm not sure if it would be considered overtime, but I have been asked to work multiple weekends outside of office hours.

I think the recent University Inclement Weather days were handled poorly. There were lots of staff members who had to report to campus for work when they shouldn't have. If the area schools, including Murray Independent, are closed, then road conditions are hazardous enough that no employee should have to report to campus. Additionally, a large number of folks live outside the city limits. Staff should not have to use a vacation day in situations like this. Maybe the university should consider granting each employee a couple of "weather days" as part of their leave benefits that can be applied in situations like this.

I am open to having some option of working from home during some times of the year, but our work is very collaborative in the office, so all staff would need adequate technology that has not been purchased.

I kind of adjust my hours in order to compensate since my schedule is irregular. As I am filling this out I have an 11 hour work day that I am in the middle of. Sometimes, I'll ask if I can leave early another day or when I have an appointment to compensate for this overtime.

It is not so a cut and direct question this year. It is that if you are seen early then work will start. You, I mean, I don't get breaks, if you get caught trying to go down the hallway-restroom, or take a walk, then jobs get posed to you to come back in or to go find what they need. Lunch hours is a revolving door where you take a bite and depending on the semester, a student sent to you or co-worker or student worker standing by you asking you to look something up or field a question - thus indigestion. Most of the days not as bad as it was, but the small bits add up when you really can not afford to leave to go anywhere else. In the past I have tried to hide and have been found.

I'm salary...there's no such thing as overtime or being compensated for working the additional hours.

A long-term, in-office/remote work schedule during the week would be helpful as well as enable the ability to maintain work productivity.

Can't take lab samples home, so ZERO remote work for us.

I am salaried but treated like an hourly employee. To do my job well, I often have to stay late or answer e-mails after hours. Yet, as an example, I still have to put in one hour of vacation time to go for an appointment during the day even if I worked several hours beyond 4:30 the evening before.

I would love to be able to work remotely more frequently, especially as I am disabled and immunocompromised.

We should have the ability to work from home at least once a week. This would improve staff morale and cut down on energy costs. I do not have the technology to work from home, I was not provided a laptop and was told I would need to use my personal laptop.

Our supervisor very carefully follows University policies, and I'm proud of that.

I find it difficult to believe that remote work options (with the exception of weather-related instances) provide any added value to the operations of the university. I would think that there are employees of the university who will take advantage of working remotely by working less or not at all.

There may be certain areas and positions which could benefit from flexible working hours, so that more coverage of that area during the day and evening is provided, for example, libraries, facilities management, student services offices like cashier, housing, counseling, etc.

As an explanation to my answer to the previous question: The job that I perform requires many overtime hours throughout the year. Because I am an exempt employee, I do not receive overtime compensation. With the flex time-off policy, there is not always a way for me to take the time off that equals my overtime work within the week that the overtime is worked. I just keep working more hours per week than I receive compensation for, which can often include paid holidays and during university closures.

This is just the reality of being a salaried employee in my department. There are very frequently after hours and weekend commitments with no additional compensation or time off. I learned very quickly that even mentioning time back for these responsibilities was met with hostility.

I haven't been asked to work over but my workload sometimes requires it. It's pretty much whatever it takes to get the job done. Remote work is fine for some but everyone cannot even come close to performing their job remotely. There have been instances due to weather that we're asked to work remotely and I do what I can but the majority of my job requires me to be physically present in my office.

Salaried staff members consistently work more than the 37.5-hour work week. We are asked to be here on weekends and during the evening regularly for no extra compensation. However, we are also expected to maintain our areas of operation from 8 to 4:30 with no flexibility given for the hours we work outside those hours.

I have not been ASKED to work overtime, but I have to work extra hours just to get my job done due to issues, interruptions, excessive work load, being short staffed, etc.

Regarding Remote Work... I think the University needs to be extremely careful about how this is addressed, and not punish those who still have to drive to the University to work, may be late due to road or weather conditions, traffic, dropping kids off, picking kids up. If I can start work at 8am in my pajamas and noone ever knows, sipping my tea, never have to leave the house to pick up kids because they can arrive home while I am there, then we shouldn't be punishing those, or should at least recognize those, that have to make extra efforts to get to work on time, look presentable, and still balance their home life with their job. And performance evaluations better be ACCURATE and actually MEAN SOMETHING.

I feel that we are productive when working remote and although there are certain tasks that I cannot complete due to my low amount of internet, I can come to the office to fulfill those tasks that I cannot do remotely. It is a matter of response to students at remote, but coming into the office for those tasks that are needed

You're asking us if we worked remotely, yet we are "required" to work remotely during bad weather...are we or aren't supposed to be working remotely when asked? This is not clear. When the weather is bad, just shut down...some people can't work remotely due to their jobs or poor internet, yet those who can are expected to. It's not clear what the expectations are.

See prior comments for remote.

Working over is simply an expectation to get the job done.

Why do some people get to work from home and others do not. The people who do work from home are not really working.

I can do all my work from home. There have been times i have been ill with stomach problems and wanted to work remote but was told i could not. I had an accident at work which was very embaessing to beging with. But then I was told to either come back to work or take a sick day because they would not allow me to work remote instead. I ended up taking a sick day because I needed to be near a bathroom at any moment (in cases of people with chrons, gastrits, ulvertive colitis, IBD problems) and did not want to return back to work after i just had an accident because i was embarressed.

I have an expectation to meet my job requirements - this often requires longer hours, weekend working, etc... but, it's the job I signed up for! :)

Remote work with flexible hours works. Not letting staff work remote doesn't make sense. Students most of the time don't come to offices they usually email or ask for google meet. In the summer we could easily work remote a couple days.

I 100% appreciate the option to work remotely if necessary and able to do so. It gives me assurance with children that when sickness or weather hits that I can still do my job and not lose hours.

If I work overtime, I would rather be paid overtime than have to take some unaccounted for "flex time." By the time I have to get ready, drive to campus, work for 2 hours on a weekend, drive home... the day's gone. And all I get is an extra long lunch hour. I would rather have 2 actual hours of overtime, paid at time and a half, reflective of a 40-hour work week, which I also believe we should have, perhaps optionally.

Don't get near as much work done working remotely, but it is a good option to have if road conditions are bad. I live in Benton so its harder to get to work in bad weather.

Positions which work with physical documents, data entry, and email can reasonably be done from home a few days each week. Flexible hours are favorable if the remote work being done does not require being in direct contact with someone else throughout the normal work day hours.

Exempt staff work many overtime hours without additional compensation or time off.

This really needs to be an option. We would be able to recruit so many outstanding candidates for vacant positions on both the faculty and staff sides if they were able to work remotely. It would exponentially expand our talent pool without costing us anything in terms of productivity. I don't think employees should be forced to work remotely if they don't want to, and not every job can be done remotely, but there are plenty of jobs that could be fully remote if desired.

I appreciate being able to work from home, especially during bad weather. To be required to take vacation or unpaid time off when it isn't safe to drive is hurtful, especially when faculty and students are allowed to work remotely.

The option to work from home when needed is a benefit that should be considered. We all proved during the pandemic that working from home is successful. Sometimes the need arises (sick children/older parents/bad weather/personal health needs) and instead of requiring employees to exhaust their personal leave, then take days without pay (followed by conversations with HR if they feel you're taking too much time or not using your sick time properly), working remotely should be an option. As long as it's not something that is abused and direct supervisors are kept up-to-date with a work log, there is no reason for employees to feel like they are being punished (going for days without pay, the anxiety caused by HR, being made to feel like a bad employee because you have to take care of yourself or your family) when working remotely is a solution. Life happens and sometimes you have to be able to take care of your kids or older parents. It's not okay when you feel like you have to choose between being a good employee or being there when your family needs help. It makes more sense for an employee to be able to work remotely so they can take care of all responsibilities.

I am really looking forward to hearing more details about the remote and flexible work options that are supposedly being developed.

I am salaried so there is not overtime. But working in athletics means that it is expected of you to work 6 days a week almost all year. You are on call at all times.

It is complicated. "Faculty stay home and teach remotely while staff have to come in". For the most part, I think people need to be in person no matter what they do for the university. Working remotely is not a good work ethic for Murray State.

In light of the proven success of remote work during the COVID-19 pandemic, advocating for a more robust and inclusive remote work policy is essential. This approach not only accommodates the evolving needs of staff but also enhances productivity and work-life balance.

Ensuring that remote work opportunities are extended equally to all staff members is crucial.

The only time I have been allowed to work remotely has been during the most recent university closures due to snow. Also - it was extremely unfair to ask staff to report to work (even though it was delayed) when students/faculty were told to stay home. There is already a divide between staff and faculty, that did not help us to feel as if we are valued the same. The University protected their investment/revenue source by asking students/faculty to stay home, and told staff to take PTO if they felt unsafe driving in.

I know that other departments allow for employees to work remotely, either as need arises, or as part of an unofficial policy. Our department strictly prohibits this which is... frustrating. I strongly feel that morale would increase if a flexible work schedule were implemented throughout the entire year, not just the summer.

I worked remote due to campus closed during winter weather and everyone was to work remotely.

My direct supervisor is great about not asking people to work overtime.

The only time, my department was given the option to work remotely is when the entire campus was given that option due to weather.

I am SO happy that MSU has begun to really consider remote and flexible work as options. It helps facilitate a smoother work day in so many situations, allowing us to continue our tasks even if there were another pandemic closure, or when there are weather closures that don't prevent us from working but only from coming on campus. It's great for when there's an issue with a specific location such as a safety hazard in an office, as well. I can't think of any downsides. I think it's the future.

Because I am exempt, there is no attempt to provide anything for extra time worked. My dean considers it a part of my position.

I don't think anyone should be made to work remotely. If the weather is so bad that we can't drive to work then the university should be closed. It's not fair to make employees work from home if you're not going to provide them with adequate equipment. And, if they don't have adequate equipment, making them take a vacation day. That's just wrong.

I work extra when I need to, to take care of the needed tasks.

Remote work is the time where I can accomplish my more obscure-but-equally-important jobs. I wish we could have a consistent remote option

Remote/Flexible options are a must at this institution. Even if it is just one day a week to catch up/complete administrative tasks. Could have 1 to 2 employees a day who are remote in each department and it would not disrupt operations. No parking at the university even though I am forced to pay for it but demand I come to work each day even if it is just administrative tasks that day? Making me pay to come to work? Get that capitalist utopian idea out of here.

Would love hybrid/remote schedules to be explored more, especially during slower periods such as the summer. Would be an incentive to stay at MSU if this was an option. Better work/life balance and saves employees a little in the way of ever-increasing gas prices when they are already paid very little.

The nature of my job requires it, PTO is not an option when we are understaffed. Having someone able to do your job when you leave is hard when there is not one to help...support to take time off isn't promoted in our department.

I am not a real fan of working remote because I can do my job much better in my office. The only time work remotely is when the university closes the offices or I am unable to physically make into town.

I think being able to work remote when it works for certain positions would be very favorable.

My job cannot be done remotely, but I strongly support remote and hybrid options for those who are able.

Remote/flex work is the future. A majority of administrative employees do not ever need to be in the office to do their jobs. The University just needs to provide adequate, secure options for communication and data transfer for their positions. Sure, you lose "office talk", but I've gained more time back from not having to talk to or hear from coworkers about their weekend while working at home. In the end, we're at work to serve a business, not be friends.

I split time between remote and on-campus work. Working remotely has helped reduce stress and enhance my creativity.

If remote work is an option, it should be an option for all

I support some degree of flexible work options. But I also think that too much remote work can be detrimental to good communication and the ability of the team to work together smoothly. I think that basic rapport and relationships are important to getting work done well, and you lose a lot of that if many people are physically not present and interacting with one another on a regular basis.

Events are scheduled after hours or during lunch with no recognition that it's not during hours paid to work. No talk about time off or pay has ever been mentioned. It's just expected that the work is done.

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



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

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Money and better benefits. The cost of our insurance and then having crazy high deductibles sucks all of our paycheck right out of us and makes us feel like we are drowning. IF for some reason not to leave but take on another job so I can help provide for our family.

interdepartmental communication is at an all time low. micromanagement from administration and financial side of campus is at an all time high. Salary is not commiserate with equal positions in the state. working culture under current administration is all about administrators first and athletes and coaches second. coaches are not communicated. between the micromanagement and culture, this is not a place I would recommend to work.

Lack of positive interaction with non-academic offices on campus and low wages.

Salary not enough to properly cover regular expenses and saving for the future. Not feeling supported by my supervisor or the MSU administration. Overworked and understaffed.

Over worked, under paid, and definitely under appreciated.

YOU DON'T PAY ENOUGH AND YOU DON'T CARE ABOUT ME AS A STAFF MEMBER.

I am retiring soon but would stay longer if money would increase

I have enough time in to retire. I have considered leaving the university because my direct supervisor has a tendency to make life difficult for some of us. Of course forcing us out may be what he wants. Assuming he could hire a replacement, he would be able to hire an employee that would tell him what he wanted to hear. I'm not all that big on "emperor worship," especially when the "emperor" is a jerk.

Harassment by dept head. Several witnesses. No accountability

Better pay. And proper compesation

The average age at the institution is very high, therefore people have difficulty with technology, also there is a lack of diligence at many levels at the institution

Incompetent assistant is and low pay.

It is very unnerving to know that due to budget issues the University could just end my job. It seems everything is always talks about budget cuts and how to cut spending. This definitely does not affect each department equally.

Lack of enough staff to get the work done, working 160+ hours every two weeks, long distance in commuting to institute, rudeness of fellow staff members and faculty of other departments.

I can make twice my salary doing my same job at a community organization. Lack of transparency as to how funds are managed. Recent example would be the Racer Experience Fee. What exactly is that being used for? From what I've heard, this fee that was supposed to benefit all students is going to such small subsets of the student body, including athletics, which was not originally communicated as a benefactor of this fee. Do the students know where their money is going?

Mostly pay

Would leave if I could find something with more money, but need to stay in area.

As a whole, the university has become demoralizing. There is no communication. a severe lack of transparency or shared governance. It is a joke that shared governance is touted but staff and faculty are never invited to the table. Bullying and retaliation is alive and well on this campus. There are employees in management position who never even get a slap on the wrist when turned in for workplace harassment. The atmosphere has turned quiet toxic.

Rate of pay, COLA, retirement benefits changed, and no one knew about it for a while until they did. There shouldn't be two different plans for the employees. Everyone should have the same retirement plan, not LESS of a plan because they don't have that piece of paper saying someone else is above you.

Need for increased wage as well as negative work environment due interactions with to new employee to a separate environment.

Family changes, additional pay

Better pay elsewhere and fully remote options are abundant in my position. Besides ties to community and financial burden of home ownership nothing is here to keep me employed of loyal to MSU.

I'm under paid, under valued, and find myself angry about how this institution is run. Why would I stay? Why would I help recruit students to a place that I don't believe in?

Better pay. I make more than \$10,000 less than the average and median rates for my position both within Kentucky and nationally.

Low Pay.

Other job offers with more pay

Higher pay rates, little to no dress code restrictions, PTO given at the beginning of each calendar year (no need for time accrual - this includes new employees), free parking at institution, employee recognition (employee of the quarter program), days off given for employee birthday

Better living for my family and me

Not in agreement with Director's decisions

Take home pay is less this year than last year after you factor health insurance premium increases

Bob Jackson and I am not adequately compensated for the work I do.

I am very seriously considering moving for better pay. The only thing that has stopped me has been family in this area and that may not hold me for much longer

To escape the low morale and high stress that plagues Breathitt Veterinary Center

I could make a higher salary at another University.

People who are promoted based on politics, rather than their job performance. Lack of consequences for actions that some in the office would be reprimanded for. Lack of recognition for going above and beyond for the job, yet others get recognition while having poor communication skills, poor organizational skills, lack of planning, and general unreliability. ,

If it's weren't for having already been in this retirement system I would have quit and went to work in fast food. They make way better money, and probably don't feel as unimportant as we do.

I have considered leaving the University because I no longer feel appreciated here. I'm doing the work of 2-3 people for less than the average pay of one person. Working conditions have gotten worse over the years. Work from home is dead. The University no longer seems to care about driving conditions in adverse weather like it has in previous years. I am overworked and overwhelmed and feel that those in charge of the University are out of touch with the everyday employees. Murray State is stuck in the past, and I want to work somewhere that lives in the present.

We are always told that we have to do more, with less. Budget reductions and not filling positions in a reasonable amount of time is taxing on employees. Also, MSU doesn't seem to value the staff as much as the faculty.

The pay. I almost went to work at WKRECC because I would be making 18.00 an hour starting out and doing less work. I was also offered a job at a local bank filing papers and doing basically student worker jobs for 17 an hour. The pay here is almost ridiculous especially after being here over 20 years. It is like a slap in the face because at one time seniority held a special title. I started out making 5.25 an hour but some start out making 25cents less than I do and it has taken me over 20 years to accomplish that.

I have considered applying to positions at other universities.

See answer to next questions.

I've considered leaving for a higher paying job and a better quality of life as well as a better and kinder work environment which promotes healthy communication

I am not paid enough for having a bachelors degree. It's not an affordable living wage.

I have a terrible supervisor and the culture in our department is horrible.

I don't always feel valued by MSU, especially the highest tier of management.

I have small children and thinking of the future of retirement I would like to make more money for the work I do. I look at colleagues at similar institutions and they make more than me. I truly enjoy Murray State and the people I work for, but I think we are not paid appropriately for the amount of work.

salary

There are a number of either remote jobs or jobs in the area that are better in every way with the exception of time off. There are no options to move up in position to further my career at MSU.

Work from home access with same benefits.

terrible environment

Overall depression--My work environment is very lonely, dark (no windows), cold most of the time. I don't feel valued.

There is not enough space to type in the reasoning here.

salary and raise opportunities

PAY! Very discouraging when a raise was given July 1 and health care costs took that and more beginning January 1.

for more pay elsewhere

Potential for salary increase opportunities at other organizations.

More money and benefits for single pay check family.

Pay for one, but the toxic workplace and lack of leadership at the BVC, makes most days miserable.

Becoming burnt out.

A quick job search shows that better working conditions, opportunities for advancement, and pay exist at other institutions. Also, other institutions offer options to work remotely or as a hybrid type model.

I have been experiencing health issues that the university may not be able to accommodate permanently.

I have considered positions elsewhere outside the state for the purpose of higher pay, but also in a city that simply offers more activities outside of work.

Poor pay.

My direct supervisor has created a toxic work atmosphere, which makes leaving my position more attractive than the work I do (which I consider to be very valuable).

I'm at war with myself every day about leaving. I came to Murray and nested too quickly. I love the community and the connections that I've made make it very difficult to leave. There are also aspects of my position that are extremely rewarding, but sometimes all of that just isn't enough. If I left, it would be because MSU does not value or adequately support it's employees. We give our lives to this institution and are only seen as vessels to carry out processes, interchangeable and only valuable if we cost very little.

I have been looking for jobs that pay more. I've considered other upper-level jobs on campus (I have previously been in a management-level position on campus), but "other duties as assigned" listed in the job duties is very frustrating. That allows supervisors to throw anything in and sometimes it is way more that a person can handle. My supervisor doesn't allow overtime but sometimes it is needed during certain times of the year to get my work done.

For more money

Mental and emotional distress related to treatment by individuals in positions of authority, lack of equity across campus in terms of pay, inequity across campus in terms of independence in decision making, emotional distress related to workload and lack of support and resources.

The pay is low - it's hard to raise a family with the cost of living going up constantly. I could make a lot more money in the private sector, but I'm much closer to retirement now. I stay in this job because, even though I'm closer to retirement, I still have kids to put through college and the waivers will help. I'm pretty sure my building is full of black mold. The working conditions (especially office temperatures) are awful. Buildings are not ADA compliant, so when I had an accident a few years ago, getting to an ADA bathroom in my building meant doing down several floors, and navigating multiple hallways just to use the restroom. Parking is getting harder. The new nursing building is going to take up prime parking. The University is not great about taking care of it's employees.

Higher wages.

Better pay and remote work.

More schedule flexibility due to ailing parent. Better pay.

My spouse had a job opportunity in another state.

I had an opportunity for more pay at another job, I was offered other incentives to stay instead.

Poor pay. COLAs that are lower than what a COLA needs to be. Stress. The new position is less stressful, but still has stressful periods. I know I have no real future, financially speaking. Moving positions simply delays the inevitable.

I'm fed up with the management.

Every day, I think about this. My job conditions are so toxic that I literally dread going to work everyday. I am not paid adequately, I am expected to do more, I am not a team player because I question certain actions that do not make sense in my office. This is from someone who knows absolutely nothing about my job but wants to make decisions based on feedback from others outside my office.

Pay ceilings, work cliques

Salary

Better pay.

The expectation to do more with less resources. Tired of being told that we encourage people to develop and move up in the workplace, however there are never opportunities to do so.

Better offer from another institution

My office has mold. I don't make enough money. There are squirrels in my building. It's 85 degrees in my office.

I am not being adequately compensated for the requirements of my position. I believe I could easily find employment that would compensate me for my qualifications and work ethic elsewhere.

To find a better paying job.

Was the only professional staff member in a department that operates 17 hours a day. Took over a year to fill the Assistant Director role. Both caused lots of stress both mentally and physically.

Better pay opportunities or supplemental income opportunities.

The pay

Looked for opportunities in an environment that doesn't tolerate negative people and people that can encourage them to move on to other means of employment

I do not feel confident that Murray State is going in the right direction in terms of academics. There are way too many departments that do not have enough professors to cover the classes needed, and that is not serving our students well. We can have all the fancy dorms we want, but if a student can't take a basic math course or reading course because there are no seats left and not enough adjuncts to provide additional sections of that course, then we are not fulfilling our duties to our students. It is very hard to work at a place where I question the quality of the service it provides.

fulfillment not available in my current position and time off for the summer

I had significant personal issues this year with myself and my family. While I was allowed to take days without pay for these issues, it was not without consequence. I was called to meetings with HR, reduced to tears by a person of authority and made to feel like my issues weren't real. It was insinuated by people of authority, both in my department and HR, that I wasn't telling the truth about the health issues I was having and the health issues my family was dealing with. These problems caused extreme anxiety and I considered, more than once, leaving the University.

I could get paid so much more to do this same job somewhere else.

The pay at Murray State makes it difficult to support a family.

Low pay, undervalued, lack of direction from immediate supervisor, poor project management, unprofessionalism by immediate supervisor.

Hostile work environment, unsupported by supervisor who showed favoritism, inappropriate comments made by supervisor.

More money, a more supportive work environment, better leadership, flexible schedule

The real people running the university the grunt worker doing the actual work do not get the recognition. Instead to some of the upper level employees look down on those workers. When in actuality they are the ones doing the most important work.

The favoritism of employees/departments for personal reasons, the unequal responsibilities and among peers, etc

Better pay

Salary

Yes, the university truly doesn't care about the lowly personnel. The COLA is not promised each year and the percentage raise will increase the higher salaries so much more than the lowly staff.

The pay is below average. The economy is expensive and pay is low.

Inadequate pay

Low wages, a hostile work environment.

I feel that MSU has taken a step backward in regards to our safety during weather events. I feel it is unfair to take vacation time when we don't feel safe to drive to work on roads that have not been cleared of ice. Some of the employees do not live in town, we live in the county or state (Puryear, Paris). Please take off the disclaimer, "Stay safe and do not travel if you are not comfortable in doing so." Some of us can only afford liability insurance on our vehicles due to the rising costs of inflation. That should be a consideration. When we use our vacation time for staying "safe" off the roads, I feel it is unfair.

Just... witnessing all the ways we aren't cared about. Work tickets for health hazard issues in the building ignored for YEARS on end, dangerous conditions brushed off by the president, lying and silence from official spokespeople regarding issues on campus, the poor wages and underhanded ways the University short-changes folks (such as paying for the right to park at our job).... it's not great.

I am tired of the drama of working for the Dean and all of the issues he creates when it doesn't need to be that way. He is vindictive and retaliates and has created a very uncomfortable and stressful working environment.

I do not feel that my work is important. I feel underappreciated and overtasked.

MORE PAY!!!!

Salary

For a job that offers better pay.

Health

Better pay and opportunities for growth/promotion

Inadequate pay for work, general feeling of disrespect from upper administration

Pay. The pay at this university is below par. We have employees using food banks because they can't feed themselves let alone a family. Record breaking enrollment = employee benefits cut? Make it make sense.

Better pay and annual increases.

Pay. MSU's benefits are great, but with the current cost of living increasing it doesn't pay the bills. Currently seeking other employment.

Feeling like even though I have been successful that it goes unnoticed and unvalued. It has been made clear that I am replaceable, which we all are to an extent, just would be a nice feeling to feel like your bosses want ME in the position and would want to keep ME happy instead of saying "do what is best, if you leave, you leave" when I was approached with another opportunity or "don't think this would make us give you a raise to stay"...(those are comments made to myself and to co-workers).

I work and am not paid enough. Paying for parking at a job.

I do not work enough hours as a part-time employee to afford the cost of living in my area and have considered employment opportunities elsewhere.

It feels that our programming is unwelcome on campus

Better pay. A high school student can make more money without an MBA than I am making currently, that is a sad situation. If faculty can make 100K a year, surely the staff that supports them should make at least 1/2 that.

I would love to see the answers to this question that don't involve the terrible pay.

My hourly wage is not competitive and I feel undervalued.

It's due to pay - The only reason I stay at the University is because I have aging family in the area. If they weren't here I would've left years ago to try to secure enough money elsewhere to start a family.

I've considered leaving to due to low pay.

As I stated before, the workload is intense and the pay is not good. I haven't left because I'm currently working on a degree and because my co-workers and my supervisor are extremely kind to me, as well as the time off at Christmas. If it weren't for that, I would have left a long time ago. When my degree is finished, it is likely I will leave unless the pay situation changes.

From an outside perspective hearing about the experiences of someone close to me- I think the environment at facilities management is terrible- it is not a good healthy work place. Also there isn't much room for me to grow professionally - or get more \$.

I have looked at other positions that paid more. At this time, I still find the work I do here at MSU to be very rewarding to me personally. If that were not the case, I would definitely look more seriously for a higher paying job.

Pay is not consistent with workload.

While I love Murray State, the pay is just not adequate for the economy. So yes, I have been looking into other positions such as nonprofit or even other local colleges such as WKCTC (who pay a lot more)

MSUComment - Besides COLA, what would make MSU a better place to work?

Besides COLA, what would make MSU a better place to work?

I will always say better communication from the top to the bottom. Not filtering it through supervisors and department heads either. At least routinely like monthly higher administration actually act like they even care about their employees. Pop in offices even if it is to just say hi.

See above

Positive and supportive interaction with non-academic offices on campus. Fair wages based on amount of work and not just what grade your position, which doesn't describe everything you do, is.

I used to say the family and community feel but everyone on campus I have talked to this year looks so exhausted and rarely has time to engage in cooperative projects anymore. This year I would say MSU is just a place to work, a job, hasn't felt like a positive career choice for my own professional development or my family's finances.

Feeling valued and appreciated. Not having our benefits changed and prices raised regularly, not having policies that employees benefit from changed so that only the university benefits.

Fair pay for position based on market.

All of the things I have mentioned before but in particular, making my wages competitive/on par with the rest of the state. Honestly I think I should be salaried because my job requires experience and knowledge in a variety of areas and always requires PD. If you make me salaried and gave me an appropriate wage, I would feel safe enough to actually be able to invest more into myself and the university instead of just trying to survive.

Management changes

A competent supervisor. I like my job, but it would be nice to have a competent supervisor again. We've lost several in my work area while the current supervisor has been in his current position. They just got tired of dealing with him and left.

Only put qualified people in upper management positions..

Replace fm upper management

If we could implement a hard policy on replying emails in 24 to 36 hours or receiving them, I believe the efficiency of the institution will improve. In many cases colleagues do not reply at all or it takes them weeks if not months to do so.

Transparency. Filling out positions fast and with appropriate salary ranges to attract competent employees.

For people to stop complaining so much, be thankful they have a job and just do their work.

Not feeling invisible. We are so undervalued it's disrespectful. Our department has been begging for resources for years. We are understaffed and can't hire anyone due to the inappropriately low salaries for a position that requires an advanced degree, licensure, and certifications. We are drowning the the number of students we are trying to serve with a small crew. We struggle with retaining staff as well as they all leave for better paying jobs. We have proposed ways to better assist students, but our suggestions fall on deaf ears. Not only do we not feel supported by the administration, but they are actively working against us in some of the recent decisions that have been made. Our department really cares a lot about the students and we work very hard to meet their needs and keep them in school. Why are we not supported by the administration in ways that would allow us to do this better? The Administration gives lip service to the importance of our department, but I would like to see the administration's words and actions be congruent. Save the generic Christmas card that immediately goes in the trash and use that money for something that matters.

A structured compensation/staffing package for after hours work

Boosting employee morale! Morale has been on a steady decline for years now. It just seems like every year all we hear about are budget woes and budget cuts. Years of service should also be factored in more when making decisions on pay raises and other university benefits. Employees that have dedicated years and years of loyal service to the university should be valued more. Another suggestion I would make as well is that instead of giving out years of service pins at the awards banquet (not sure many people actually wear them) why not give out gift certificates to the bookstore based on years of service. Example, if you are being recognized for 10 year of service at the awards banquet, you would receive a \$10 gift certificate to the bookstore. If you're being recognized for 20 years of service, you would receive a \$20 gift certificate to the bookstore, and so on.

Vacation not being capped for people who have been here fewer years. When you are forced to leave a position because of MSU changes - an employee should not lose thousands of dollars in their pay because MSU decides to shut a dept. down. It is nice to still have a job but I have been in a different position for 6 years and am still not up to what I lost. It's very discouraging especially since this position has required even more of me and a different work load

Having enough staff for the workload.

More opportunities to advance, finding benefits that would improve the lives of staff without costing them a fortune, and a true shared governance approach. Staff should not be looked at like an the enemy when we demand better working conditions.

A great benefit is the Holiday and Closure days. BUT state/federal days missing...Easter-Good Friday is a "religious holiday". Washington's Birthday is a holiday on Feb. 19. Veteran's Day is a state holiday on Nov. 11. STAFF deserve having a FULL Spring/Fall Break at the SAME TIME as when their own kids are on Spring/Fall Break because when they don't have that, they have to arrange childcare.

Faculty and staff being treated equally across the university.

An emphasis placed on fairness and equality for all employees regardless of whether your faculty or staff. The university tends to place a premium on some that others are not afforded. Every individual is important to the outcome.

Additional staffing to help with workload.

adequate staffing, better interoffice communications, fair wages, fair raises based on salaries, implementing mental health days

Flexible work hours.

Dress code can make a huge difference in the work of an employee. Nationwide, offices are becoming more casual which can increase the productivity in employees. As they are comfortable in what they wear they are confident to come to work and are able to offer their best self in their work environment. Other departments within the building are allowed to wear blue jeans on Fridays. This should be offered to all employees. While our overall goal is to help our students and promote their academic success and wellbeing here at MSU, we cannot tolerate the mistreatment of our employees by students or parents of students. There should be adequate training, both for phone and in person interactions on how to properly deal with dissatisfied students or parents, some even irate.

Increase in pay, better leadership from top to facilities

Equal compensation

Merit Raises, there is no incentive to do better except for a good score on evaluation paper

Lighter workload where the job could be done in normal working hours without stressful deadlines and overtime. Better handling of International Students' application processing so they aren't calling with questions and demands

Specifically at Breathitt Veterinary Center: Better leadership. More accountability.

What is COLA?

More variety and better quality of dining choices for lunch.

Fix the building conditions- in the past 3 months my office temps have been as low as 53 and as high as 87

Staff needs to be treated better. Without staff, the university wouldn't be able to properly function.

Decision making process NEED to include the people who it will effect. We could have some great insight to systems that the ones making the decisions rarely if ever have to deal with.

Murray State would be a better place to work if it would hire the full amount of people required to complete tasks rather than the bare minimum, raise wages in such a way that employees could comfortably live and work in Murray without taking on roommates or second jobs, and actually listen to what its employees are saying rather than providing lip service and blaming said employees for their problems (e.g. [redacted] blaming younger employees' financial insecurity on DoorDash during the election forums).

An adjustment to the parking permit structure, on campus childcare (big dream!)

MSU would be a better place to work if the upper management were given some kind of class or training on how to treat employees and show appreciation. In my years of working at MSU it is very rare to find a management leader compliment or give praise to any of the employees. They are all expected to perform the best however never an appreciation or job well done it is always pointed out the mistakes or problems that may occur and that just makes for poor moral for everyone. Also I think it would be beneficial if small efforts of recognition were given to employees to show gratitude and appreciation. It is amazing what a little bit of praise will accomplish in an overwhelmed employee.

Upper management that actually listens to their employees and has open and effective communication with their staff members and students.

You don't work at Murray State for the pay, you work at Murray state for the work life balance, and family atmosphere. I think if you can provide more paid days off, or a work from home policy, it would make it even more appealing even if the pay is less than satisfactory.

Better supervisors without smarmy attitudes and retaliation for complaints.

Higher pay

Expanded benefits, staff giveaways, better discounts at on campus facilities (the food options and campus store are ungodly overpriced.) I would love a free MSU polo for work every year or so.

Having a daycare option on campus for after school care.

fair pay

As a grant program that is on this campus, I would like more ability to connect with my peers. I think that that would foster an environment of collaboration as well as unity. Like I said earlier, I have been here for almost 5 year and only know a few staff members. I think that that would help.

A merit-based pay increase system that would be implemented properly, instead of everyone getting it.

More options for remote/office flexibility within the week.

Clear defined expectations for every level of employee (supervisors, down)

Better TRAINING! I started here with a simple P Card training-- travel procedure booklet and was sent on my way. I have no one else in the office to ask for help. I felt like a fish out of water. I have made many mistakes (not on purpose)-- I wasn't aware of tax exemption statements, credit card authorization forms when booking hotels etc. Having events to introduce newer employees-- new employee brunch or something to get us out and about and networking. PD training is rare and mostly through zoom (which has its bonuses-however, if we are working on campus--we might as well meet in person) Employees shouldn't feel "alone"-- employees shouldn't have to work in "closets"

I work for the insurance along with the holiday and vacation.

More work flexibility during the summer. A four day work week would go a long way to boost morale.

Transparency by leadership; Board of Regents being more in-touch with the workers on MSU campus.

Enactment of benefits as identified in this survey. More positive support and encouragement. Increased recognition and gratitude for being part of the MSU family.

Maybe work on a way to not have to pay so much for benefits for husband and wife were both work on MSU campus or only one of the two can work.

A new and improved lab director.

Higher pay grades.

Fix the buildings and make them safe. Allow us to work remotely when our work space temperatures are too extreme to allow us to focus.

It would be great if the university were to adopt more sustainable landscaping on campus such as native flowers or lower ground coverage such as clover or moss instead of grass. As it is now, the university's contractors mow so much that they often kick up dust and kill large patches of grass. The university would be so much more beautiful if there were more green in the "green spaces."

Dynamic institutional accountability across all departments and VP levels.

Remote work.

I can't think of anything else we need. Our benefits are significantly better than that offered by other employers in Murray, and while everyone would appreciate making more money, that money doesn't just magically appear - I feel that Dr. Jackson, with his finance experience and knowledge, has made a consistent effort to fairly distribute MSU's funds in a way that supports its employees and still ensures we can provide our students with an impressive education and a positive experience through the services they receive.

The ability to evaluate and report supervisors to provide accurate descriptions of their performance. An emphasis on infrastructure of existing buildings on campus that are not going to be replaced, so that physical conditions in our offices, work spaces, and restrooms are better than just adequate.

I know it's going to be challenging to read this and not discount it because it sounds jaded or like the words of someone who maybe needs to move on, and that's fair. But speaking for myself and those in my position, we didn't come here that way and we don't want to be that way. More transparency, an ability to trust our supervisors and those above them, recognition of time worked and tasks accomplished that are above and beyond, emotional stability from my supervisor, and a shift from those we work with to want to improve things for the students and the workers would be highly appreciated.

Overall, Murray State is a great place to work. There have been instances of positions being eliminated or remaining unfilled for a considerable time. The duties of those positions remain though. My job has "absorbed" extra duties over time. I did experience one successful job audit to help compensate for those additional duties but there just isn't enough available funding. It feels like the demands increase and extra compensation is mentioned but there is no follow through. I'm not a squeaky wheel and I try to manage what comes my way but it does get hard to stay content. Overall, my current position barely resembles what I was actually hired to do and that is due to the need of picking up additional duties as they landed with me.

Overtime, flex time; 4-day work weeks, automatic remote work once/week; these suggestions can help with morale also. We give our lives for MSU but feel very underappreciated.

Flexible work hours, improvements in pay equity, improvements in equity of unit funding

LET'S HAVE SOME CHANGE. Let's work on better parking situations. Let's boost morale. Let's work on improving our buildings, not just exteriors. Let's work more on promoting within, and hiring our students when they graduate! Show them that they mean something to us!

The Administration bringing up the morale of the employees and being more accessible at events.

A new president that genuinely cares about staff.

Merit pay (different than COLA!) We do have great benefits, but more and more are being taken away (tuition, sick leave upon retirement for example) and pay is not increasing

I see disparity between academic departments. Some faculty teach in buildings where the ceilings are falling in, and when that happens they just get plywood put up over the holes. It seems like attention is not given to this area because it's not a big money maker for the university, but those faculty are valuable and they work really hard and they and their students deserve nice, updated, safe place to work and learn. Also, in general, it seems that when MSU does make an improvement on campus oftentimes they choose the lowest quality thing because it's cheaper, but then that has to be replaced in a few years because the long-lasting solution wasn't chosen. Investing in solutions that may be more expensive initially but that are guaranteed to last would be cheaper in the long run.

Raises. Heating and cooling systems that maintain a stable temperature and healthy working environment. I have seen temps as low as 50F in my office. Downstairs they have offices in the 90s F. Sometimes on the same day. The ability to take free classes that are actually free. The ability to come to work without having to pay (parking).

Make sure your managers are reasonable people with some management skills and replace them if they aren't suitable instead of just keeping them.

Adequate pay raises and room for promotion. Supervisors that are eligible to lead and not put in a position because they have been here for 35 to 40 years.

More chances for professional advancement. Free parking for employees. Remote options. More parking.

Increased flexible work options, a 4-day/week summer schedule, improved health care benefits

Communication among departments and university wide. Change is inevitable but many times but no communication happens until you happen to need to do something.

A four-day summer work week!

Better pay.

More vacation time

Staffing increase in my area to create better work-life balance.

I think it could help overall morale amongst staff. I know several people feel like they work their tails off and take great pride in their work, but don't feel like their pay matches that dedication.

Eliminate Parking fee; MSU gear; Sporting event ticket drawings; drawings for meals on campus

Raises!!!! Mold free buildings. Free parking. Be able to control our own heat and air

If supervisors would actually work to implement the things they keep talking about instead of doing nothing. There are too many issues being left unresolved.

Sufficiently staffed departments

Being appreciated!

Transparency

Staff should be valued more. The latest weather policies and their recent implementation sent a pretty clear message to staff. Faculty and students were asked to work remotely due to the weather conditions but staff reported to work, on a delay. We were told if we felt unsafe to travel we were to count vacation time off. Now granted this was two weather policies blended (II for staff and IV for faculty) but staff was asked to travel or count time off and faculty had options. It was pretty discouraging to feel our safety didn't matter. If it's not safe enough for students and faculty to travel, staff shouldn't be asked to travel or count vacation time off.

I love working at the University. Just wish the pay was better and keeps up with actual cost of living.

Help those staff members who continue to create negative working environments to find employment elsewhere!

[redacted] is very difficult to work with. This needs to change.

More flexible work arrangements -- the option to work longer hours for fewer days, remote work options, the option of flexible arrival and departure times to help parents, etc.

better medical benefits, lower cost for staff, better vacation accrual

Everyone here is so friendly. I am not really sure.

MSU needs to take better care of their staff. We are people. We are as equal as the faculty but we don't get the same treatment. The staff at MSU do a lot for this university but we can be treated like we don't matter as much as someone with a master's degree or tenure. That needs to change.

More opportunities to advance my career within the university.

Adjusting base salaries in some areas to make them more comparable to other universities.

[redacted] haven't been student-athletes in a decade. Ask the coaches and athletic trainers what they need for their respective sports. The AD needs to actually stick to the schedule and have head coaches meetings WITHOUT sport admins present. He needs to ASK head coaches what renovations to the weight room should look like. He needs to be transparent on what projects he is working on and what future plans look like. The staff meetings provide no information and leave the staff in the dark. If administration made employees feel like they were heard or considered in their decision making, it would go a long way.

Hiring appropriately trained managers to run departments, not those who think their job is to micromanage, be a authoritative dictator. MANAGEMENT COURSES SHOULD BE QUARTERLY REQUIREMENTS.

Cross training in Procurement and Accounting are needed. Processes need to be completed regardless if the employee that does the processing is absent.

Flexible work schedule, merit based raises (based on annual reviews), childcare for faculty/staff/students

I came to MSU for the retirement hopefully we will still have that. It feels like the money mangers do not even want to pay for retirement anymore. I feel if they could not pay for retirement that is what they would choose to do. MSU used to one of the best places to work because of the benefits/retirement that is not the case these days. Poor choices made from the finance department to take away from the employees to find money. Some of the money spending choices MSU is making at this time are almost like a smack in the face. They can not give a good raise but we are remodeling perfectly fine spaces. Also why are we spending so much money on contractors when we could do most of the work in house with our workers. I think out sourcing was the worst choice MSU has made recently.

Better maintenance and facilities.

Offering work hours that are structured differently. 7:30 to 4:00 year round, or 7:30 to 4:30 and leave early on a different day. We need to look at examples from other highly successful employers and learn from them.

Alternate work schedules and more open communication. Make everyone feel important!!!

Free parking, better benefits, diversity training for employees. I genuinely think that the University would be a better place if every employee was required to take training like the Safe Zone training. I understand that not every employee could or even should be required to take the safe zone pledge. However, I do believe that many of the problems faced are faced due to a lack of education on such issues. I think it would be an excellent idea for similar diversity education to be instituted regarding other minority groups as well.

HVAC systems being updated, parking being free for employees, work tickets being addressed seriously, moments where staff can be approached instead of the other way around regarding development opportunities or wage satisfaction, the library access afforded to employees extending to spouses of employees, tuition reimbursement or free tuition options that go outside the scope of "one free class per however often." Something more like financial aid/waivers for education that applies to all classes taken even if it's more than one at a time. Not lying to the news about issues that are effecting student safety. :)

Better leadership

COLA is great and all, but without increasing our salary to at least median for position, a .30 cent raise is useless to people that make approx. 25K

A "years of service" raise and getting those of us that are just above poverty level to a more sustainable income. It's shameful that I've had to apply for food stamps. For such a prestigious university, nobody should have to stoop to having to ask the government for assistance and then have to jump through HOOPS to even get what little assistance you get.

Better work environment.

Better health plans.

Recognition from upper administration (VPs or President) for individuals or individual offices. It would just be nice to be noticed by someone other than our supervisor when our work is important and keeps the university functioning.

Actually caring about employees. Show you appreciate them outside of just a little card or email. Actual better benefits, wages, and working conditions.

Pay increase, merit raises.

Having an enough employees in the department to sufficiently perform the task needed.

Higher up leaderships really sitting down and KNOWING when a day in the life of some of the employees is. What the processes are, how we do things. Undercover boss situation. Updating our accounting process (Concur) would be a huge upgrade. We use so much paper...I turn in three copies of the same receipt...

Not paying for parking. Allowing staff off a week or two during the summer.

better pay, more access to on campus events.

More communication between departments, abilities to meet other employees. I send a lot of emails to faceless people and it can be isolating.

Free parking

What, aside from actual raises? Fully remote positions, free parking, less pressure "from above" to perform miracles in your job due to reduced staff, and whatever it would take to help people not feel like they "must" get work done for the University. We are at the mercy of the semester deadlines, but the crunch periods are absolutely brutal for some departments.

More appreciation and respect for faculty and staff throughout decision-making processes.

Reduced workload, increased mental health care/services, increased awareness of and concern for lower employees from upper administration, salary adjustments, 4-day workweek in summer, free wellness center access.

Good insurance at a lower cost

I appreciate the flexibility of being able to work remotely during inclement weather/during construction projects/etc. I hope that the university continues to make allowances for those circumstances..

I wish I had a chance to grow more and have opportunities to get out of the administrative assistant type roles. I only took this job because I lost a more professional-type job due to the University losing a grant. Now it feels like I'm stuck in a non-professional track, even though I had been a professional for 20+ years before that happened.

Better pay. Stop placing more and new tasks on people without increasing pay or removing something from already overloaded workers.

Free parking and higher salaries would be a great start. I spent 15 minutes the other day trying to find a parking spot. I shouldn't have to pay \$200 to park and then have no where to park.