

An aerial photograph of the Murray State University campus is the background. The image shows several large, multi-story brick and white buildings, green lawns, and parking lots. The campus is surrounded by trees, some of which have autumn-colored foliage. Overlaid on the image are large, semi-transparent geometric shapes: a dark blue triangle in the top left, a yellow triangle in the top right, and a white triangle in the bottom right. The text is positioned within these shapes.

2025-26

STAFF PERSPECTIVE SURVEY

PRESENTED BY



MURRAY STATE
UNIVERSITY

Staff Congress

The 2025-26 Staff Perspectives Survey was administered from January 19 - February 27, 2026.

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.

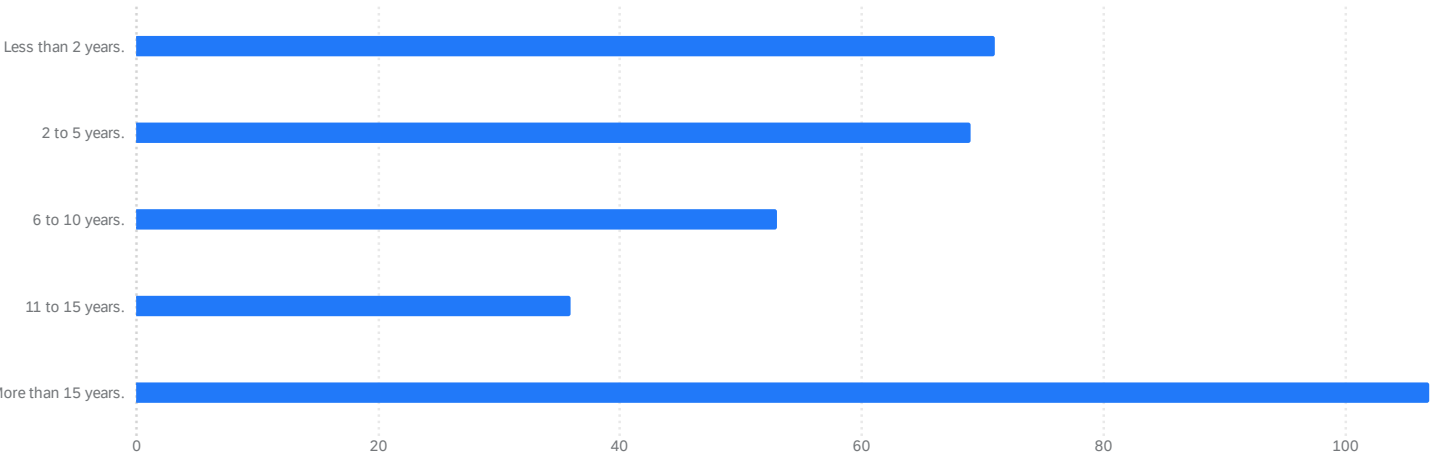
Note on Interpretation of Results:

Because several senior leadership positions experienced transitions during the period covered by this survey—including the President, Vice President for Financial and Administrative Services, and Provost/Vice President for Academic Affairs—responses may reflect experiences with more than one individual in a given role. In some cases, respondents may be evaluating administrators who served earlier in the year, while others may be responding based on periods when a position was vacant or filled on an interim basis. As a result, findings related to these positions should be interpreted within the context of these leadership transitions.

Note Regarding Survey Results

Several questions that appeared in previous years' surveys were intentionally omitted from this year's survey administration. As a result, the dashboard widgets associated with those questions do not display data for the current reporting period. This does not indicate missing, withheld, or unavailable survey responses; rather, no data were collected for those items this year. All results included in this report reflect the information gathered through the 2026 survey instrument.

How long have you worked at MSU? 336 ⓘ



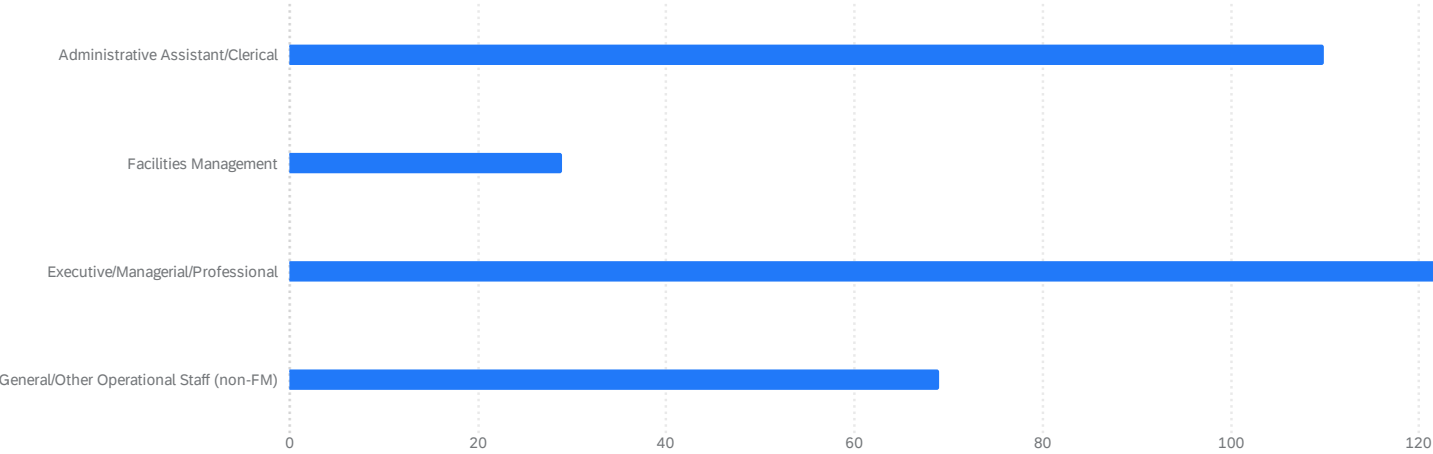
How long have you worked at MSU? 336 ⓘ

YearsWorked - How long have you worked at MSU?	Percentage	Count
Less than 2 years.	21%	71
2 to 5 years.	21%	69
6 to 10 years.	16%	53
11 to 15 years.	11%	36
More than 15 years.	32%	107

How long have you worked at MSU? 336 ⓘ

How long have you worked at MSU?	Average	Minimum	Maximum	Count
Less than 2 years.	1.00	1.00	1.00	71
2 to 5 years.	2.00	2.00	2.00	69
6 to 10 years.	3.00	3.00	3.00	53
11 to 15 years.	4.00	4.00	4.00	36
More than 15 years.	5.00	5.00	5.00	107

In which employment category do you work? 330 ⓘ



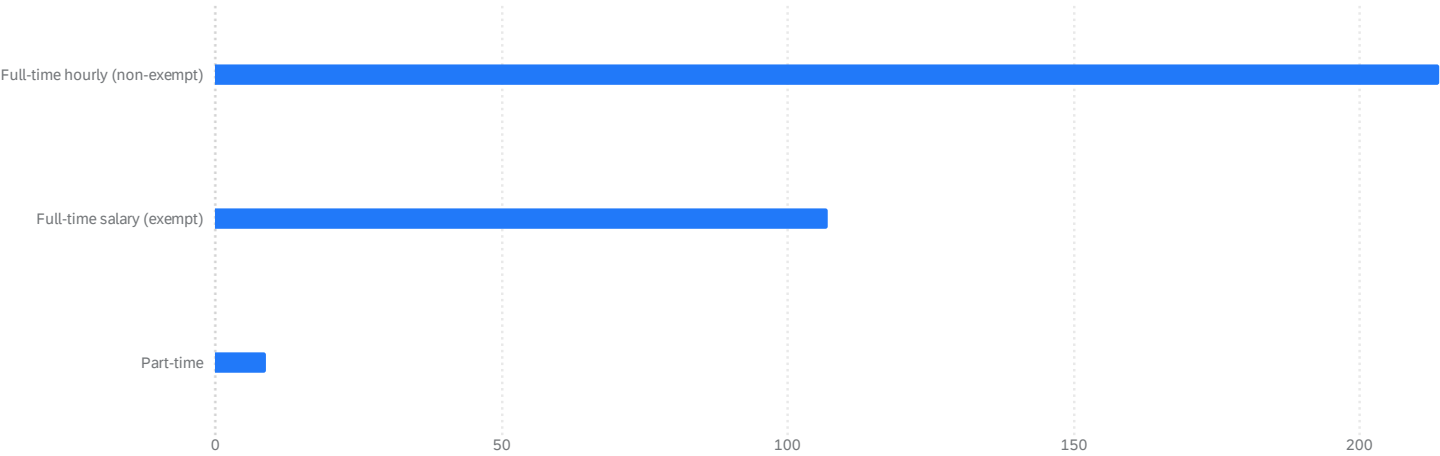
In which employment category do you work? 330 ⓘ

EmploymentCategory - In which employment category do you work?	Percentage	Count
Administrative Assistant/Clerical	33%	110
Facilities Management	9%	29
Executive/Managerial/Professional	37%	122
General/Other Operational Staff (non-FM)	21%	69

In which employment category do you work? 330 ⓘ

In which employment category do you work?	Average	Minimum	Maximum	Count
Administrative Assistant/Clerical	1.00	1.00	1.00	110
Facilities Management	2.00	2.00	2.00	29
Executive/Managerial/Professional	3.00	3.00	3.00	122
General/Other Operational Staff (non-FM)	4.00	4.00	4.00	69

What is your employment status? 330 ⓘ



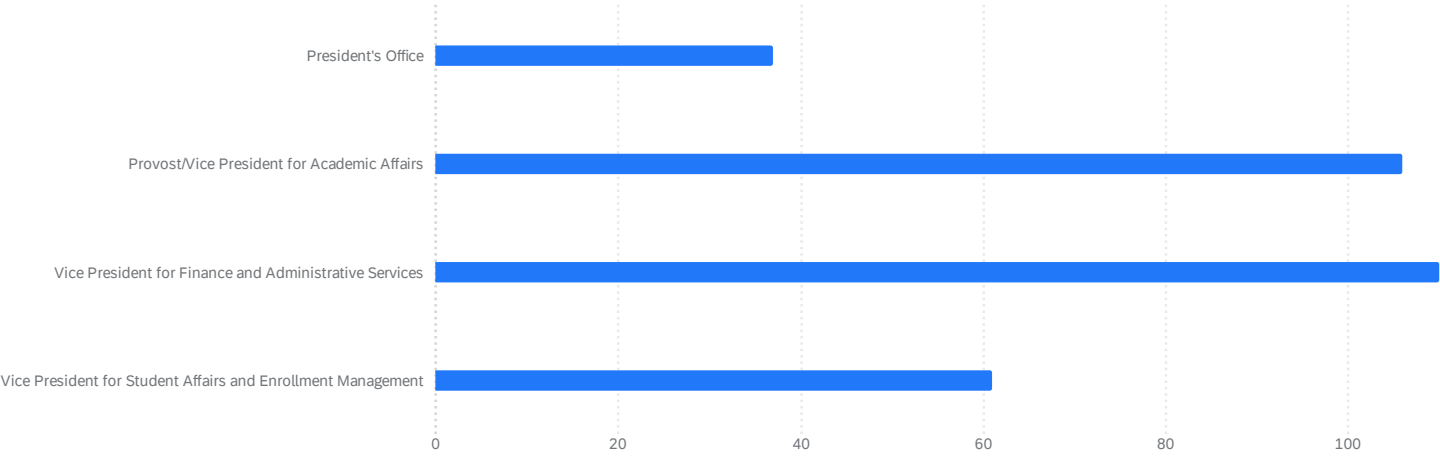
What is your employment status? 330 ⓘ

EmploymentStatus - What is your employment status?	Percentage	Count
Full-time hourly (non-exempt)	65%	214
Full-time salary (exempt)	32%	107
Part-time	3%	9

What is your employment status? 330 ⓘ

What is your employment status?	Average	Minimum	Maximum	Count
Full-time hourly (non-exempt)	1.00	1.00	1.00	214
Full-time salary (exempt)	2.00	2.00	2.00	107
Part-time	3.00	3.00	3.00	9

Under which administrative division do you work? If you are unsure, please consult the Murray State Organizational Charts 314 ⓘ



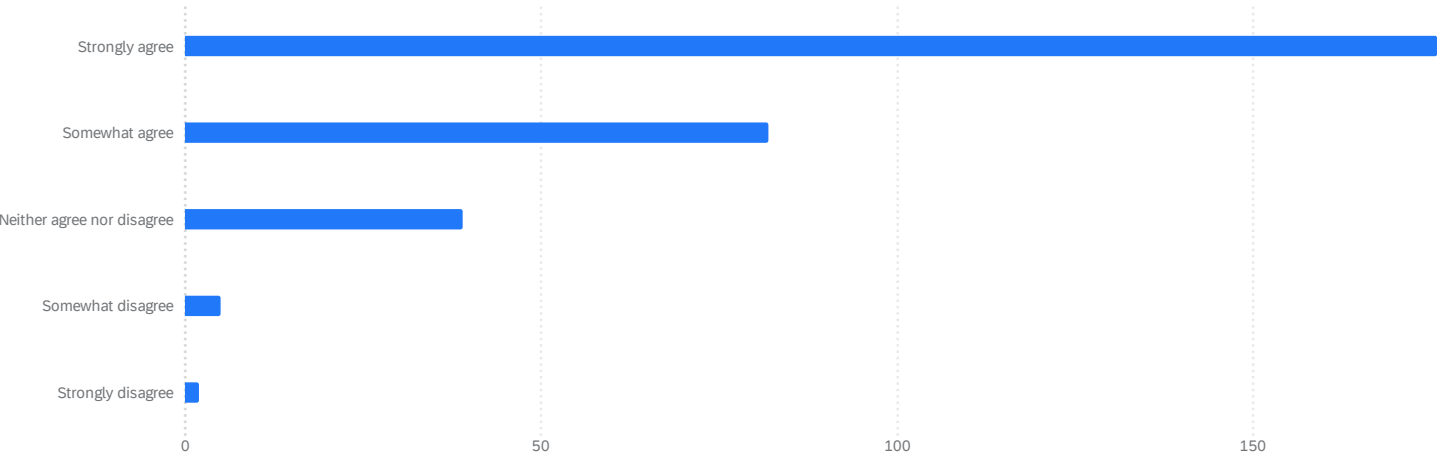
Under which administrative division do you work? If you are unsure, please consult the Murray State Organizational Charts 314 ⓘ

AdminDivision - Under which administrative division do you work? If you are unsure, please consult the Murray State Organizational Charts	Percentage	Count
President's Office	12%	37
Provost/Vice President for Academic Affairs	34%	106
Vice President for Finance and Administrative Services	35%	110
Vice President for Student Affairs and Enrollment Management	19%	61

Under which administrative division do you work? If you are unsure, please consult the Murray State Organizational Charts 314 ⓘ

Under which administrative division do you work? If you are unsure, please...	Average	Minimum	Maximum	Count
President's Office	1.00	1.00	1.00	37
Provost/Vice President for Academic Affairs	2.00	2.00	2.00	106
Vice President for Finance and Administrative Services	3.00	3.00	3.00	110
Vice President for Student Affairs and Enrollment Management	4.00	4.00	4.00	61

I receive timely communication from Staff Congress. 304 ⓘ



I receive timely communication from Staff Congress. 304 ⓘ

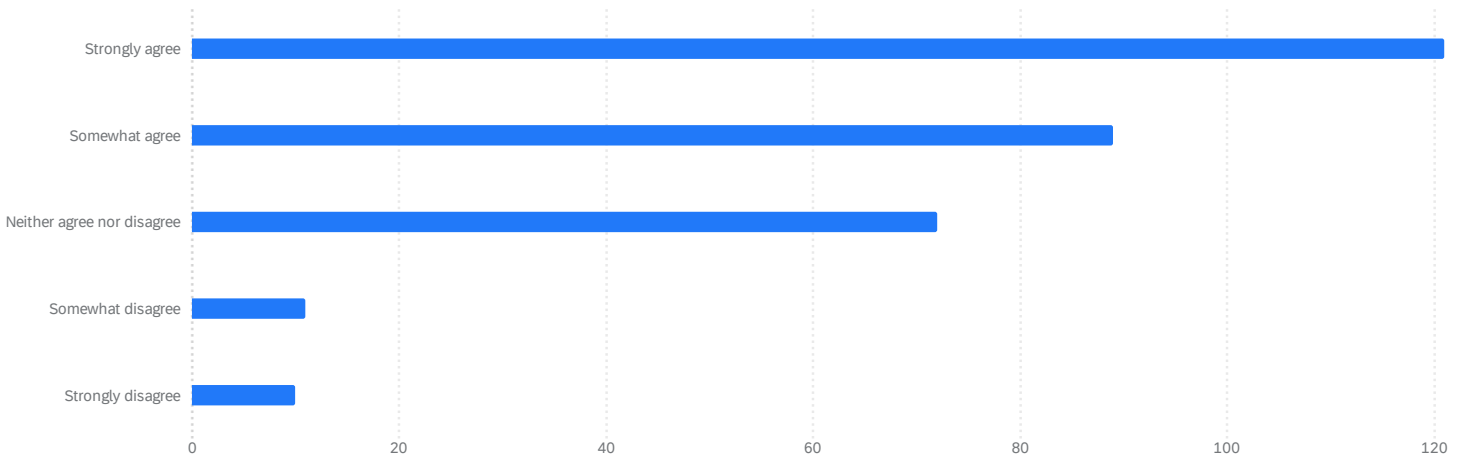
TimelyCommunication - I receive timely communication from Staff Congress.	Percentage	Count
Strongly agree	58%	176
Somewhat agree	27%	82
Neither agree nor disagree	13%	39
Somewhat disagree	2%	5

TimelyCommunication - I receive timely communication from Staff Congress.	Percentage	Count
Strongly disagree	1%	2

I receive timely communication from Staff Congress. 304 ⓘ

I receive timely communication from Staff Congress.	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	176
Somewhat agree	2.00	2.00	2.00	82
Neither agree nor disagree	5.00	5.00	5.00	39
Somewhat disagree	3.00	3.00	3.00	5
Strongly disagree	4.00	4.00	4.00	2

I feel adequately represented by members of Staff Congress. 303 ⓘ



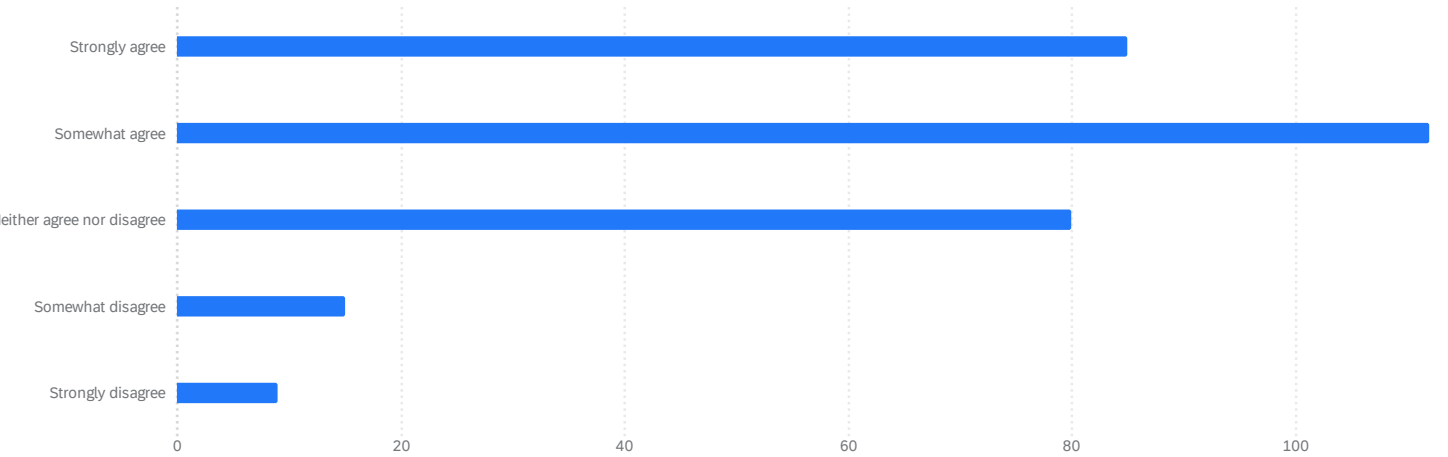
I feel adequately represented by members of Staff Congress. 303 ⓘ

StaffCongressRep - I feel adequately represented by members of Staff Congress.	Percentage	Count
Strongly agree	40%	121
Somewhat agree	29%	89
Neither agree nor disagree	24%	72
Somewhat disagree	4%	11
Strongly disagree	3%	10

I feel adequately represented by members of Staff Congress. 303 ⓘ

I feel adequately represented by members of Staff Congress.	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	121
Somewhat agree	2.00	2.00	2.00	89
Neither agree nor disagree	3.00	3.00	3.00	72
Somewhat disagree	4.00	4.00	4.00	11
Strongly disagree	5.00	5.00	5.00	10

I feel adequately represented by the Staff Regent. 301 ⓘ



I feel adequately represented by the Staff Regent. 301 ⓘ

StaffRegentRep - I feel adequately represented by the Staff Regent.	Percentage	Count
Strongly agree	28%	85
Somewhat agree	37%	112
Neither agree nor disagree	27%	80

StaffRegentRep - I feel adequately represented by the Staff Regent.	Percentage	Count
Somewhat disagree	5%	15
Strongly disagree	3%	9

I feel adequately represented by the Staff Regent. 301 ⓘ

I feel adequately represented by the Staff Regent.	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	85
Somewhat agree	2.00	2.00	2.00	112
Neither agree nor disagree	3.00	3.00	3.00	80
Somewhat disagree	4.00	4.00	4.00	15
Strongly disagree	5.00	5.00	5.00	9

In what ways could the Staff Regent and Staff Congress serve you better in the upcoming year? 342 ⓘ

In what ways could the Staff Regent and Staff Congress serve you better in...

We need to find cheaper options for furniture. The state contracts need to go there are so many other options that are less expensive. This is an outdated way of purchasing plus pads the pocket/s of others and wastes the limited money the departments have.

I don't know what either of them do so, that's probably a start. An introduction or some kind of status email would be helpful.

There needs to be a real push for actual cola/raises. The recent ones were honestly a joke and do not meaningfully contribute to rising costs. It is becoming almost unaffordable to work at Murray State. Several things listed as "benefits" are not really benefits but seem to count against us for our pay.

Staff Congress representatives decide what issues are taken to the group, and in most cases, it is the issues that they personally have with the University. They need to list to their fellow staff members and take the group issues, not just the personal ones.

Help expand access to the sick bank for new employees.

So far the amount of time i have been employed at Murray State University, the Staff Regent and Staff Congress have adequately showed leadership and responsibility in there there vital rolls.

I am not involved with either of these organizations therefore cannot submit an opinion.

Possibly visit each department especially facilities management dock workers

In what ways could the Staff Regent and Staff Congress serve you better in...

I'm really not involved in their processes so I have no input.

More communication

Staff Congress gets focused on small things, and do not represent the larger campus. Yes, everyone wants a raise; but why not see if we can get hybrid work campuswide? It is dependant upon the VP for that area. If you have a VP that isn't supportive then you can't work hybrid. There are other issues that need to be taken on as well.

Advocate for a livable wage

Helping facilities workers.

End the pay to park madness. Unbelievable that employees have to pay to go to work

As a senior at MSU I would love the tuition waivers for part-time employees be reinstated.

Staff congress is more of an advisory body than a legislative one. I'm not sure they have the ability to affect change, other than make (easily ignorable) suggestions.

The staff regent can vote for change, however even if all the Murray State regents; staff, faculty, and student, band together, they can still be outvoted two to one.

In short, it does not seem they have the actual authority to serve us in ways that cause change.

More effective communication would be helpful. Would be nice to get some updates on how meetings go within the Staff Congress.

Continue to work toward better, more competitive wages for staff members at Murray State. Specifically for skilled labor positions.

Both the Regent and the Congress try to represent, but faculty minimize the voices.

In what ways could the Staff Regent and Staff Congress serve you better in...

Do an honest assessment of true skills pay. Facilities management is not close to comparable wages for skills being used! Plumbers, electricians,HVAC/environmentalists, carpenters, painters, plasterers. None of us are even close to yearly compensation for our skills. At least raise the wages to the average of the other higher learning facilities near us. No pay equals less skills which equivilates to more money being spent on outside contractors. Build our people back up and give us appropriate staff to handle the work load.

Work harder to have a say in the cost and choice of insurance benefits.

Staff Regent - more timely with reminders and follow-up.

Please continue your diligent work in preserving our jobs and our benefits.

It would be helpful to have more timely reports after the MSU quarterly board meetings, along with more detailed reports during monthly Staff Congress meetings.

Better Communication

Open forums to provide transparency of issues/events occuring on campus. Timely communication of issues/events or forums in order for people to plan around their work

I think they both do what they can. Staff congress does not actually have any legislative authority, and thus isn't actually a congress. More of an advisory board that can be ignore at will. Continue advising, and just hope we are listened to.

Seeking benefits in certifications such as a CPA.

More transparency of what is actually going on in all aspects of the university.

I'm not sure that the Staff Regent represents the full staff as strong as he represents his own area. Presenting oneself more professional while serving in this role could help provide more trust and reliability as well.

More professional development and listening sessions

Push for better pay.

Transparency

I feel like Staff Congress and our Regent do their best with the resources they have available, especially considering that there's sometimes nothing they can really do to address a situation, except making sure that issue gets heard. I appreciate our folks!

Idk even know what this is ?

In what ways could the Staff Regent and Staff Congress serve you better in...

Being more involved in what our office does.

Work harder to get us higher pay, lower cost insurance, lower parking fees, more handicap parking, better communication across the campus, and better staff recognition events.

I haven't been told their function as it pertains to my position here.

Doing great! I do not have many complaints, and the ones I do have seem to be addressed before I can even bring them up.

Better communications.

Communication is so poor and only flows one way in the rare opportunity that anything is communicated. This is the only time where we are asked our opinions on anything. The people who represent us only represent themselves and their own opinions.

Was hired during the employee study and did not get a contract the first year. everyone hired even a few days made more hourly than I even do now. I feel it is unfair other wise I could have started later or received the new pay. I have worked for less money than ones hired the next week.

I dont think most employees know what these two groups really do, or what they can do for them.

Work towards free parking, better wages, and better healthcare benefits.

Both the Staff Regent and Staff Congress can reach out to their constituents to identify concerns, issues, etc amongst the staff. I feel like the Staff Regent should be voicing the concerns and being an advocate of the staff at BOR meetings and not just being a figurehead at the meetings.

More visibility/insight into any committees or groups that have been formed, who is a part of said groups and what their goals are.

Advocate for more leadership development, networking, and career advancement opportunities.

not sure as I am still learning how it all works. I have only learned from the emails I have gotten and a little research that I have done. You might provide more information to new hires as to the whole process

Continue to advocate for staff

Higher income.

Streamline hiring processes and review of moving to electronic signatures for hiring paperwork, travel, etc.

I never hear from Staff Congress, and I am not even sure who my Staff Congress representative is. I feel like Staff Congress is not focused on the right issues, and that they have poor leadership. I don't feel adequately represented. I fill out this survey year, after year, but beyond reporting on it to the Board, nothing ever happens. It is just a lot of people who like to meet and complain, but very little action is completed. I feel the opposite way about the Staff Regent. I feel like the Staff Regent is the only Board member asking difficult questions. He hears the concerns of all staff, and is at almost all Murray State events. Dr. Wilson is a great asset to this university.

I think the personality of the staff regent comes through too often in professional settings where I feel somewhat embarrassed by the amount of joking made, especially during BOR meetings.

Continue with the small events like the coffee and hot chocolate events. This allows staff to mingle and meet new faculty and learn the university layout.

Please continue to push for policies that workers need in this modern era - Better pay, remote/flex work, maternity/paternity leave for extended periods, etc. Even after "wins" keep fighting for them since needs keep increasing.

In what ways could the Staff Regent and Staff Congress serve you better in...

I do not feel represented by Staff Congress.

From the meetings I have observed, discussions are largely complaint-driven and emotional, with little evidence of research, constructive dialogue, or solution-focused outcomes. I have not seen actionable recommendations or effective advocacy on behalf of staff.

As a result, the meetings feel unproductive and overwhelmingly negative, which leaves me disconnected from the representation being provided.

The staff regent doesn't seem to come through or reach out to our department. In the past if he was talked to the go to response is " that's the job".

The Staff Regent and Staff Congress could better support Administrative Assistants in the coming year by advocating for opportunities to increase compensation. This could include restoring merit-based raises and exploring options for supplemental income opportunities within the institution. Additionally, assistance with or subsidies for parking costs would significantly help, as parking expenses directly impact take-home pay. Supporting these areas would improve morale, retention, and overall job satisfaction among Administrative Assistants.

I wish that we had a Staff Regent who was more willing to stand up for the needs of staff, even when that isn't a choice that makes them popular with the rest of the BOR.

Just keep continuing to communicate with us, but also making sure reports from meetings and such are sent in a timely manner.

They could see about getting Pepsi out and Sun Drop in.

The Staff Regent needs to present himself—particularly in terms of attire—in a consistently professional manner, especially at official Murray State University events. It is inappropriate and embarrassing for him to wear shorts or other unprofessional clothing at ribbon cuttings, speaking engagements, and similar functions. These events often include members of the community, as well as local, state, and federal leaders and Murray State employees. He needs to meet the moment and represent the university appropriately.

Get us more pay!!! Do away with staff having to pay \$200 to park at their place of employment. See that all departments are fully staffed.

I do not think the issue of being better served is an issue of the Staff Regent or Staff Congress. I think the issue actually is with the university upper administration taking the Staff Regents and Staff Congress seriously and actually listening to what they have to say. At this time I do not believe the upper university administration cares what the Staff Regent or Staff Congress have to say. This was best demonstrated when we were asked to complete a survey concerning the Presidential candidates and then long before the due date of the survey's the candidate selected by the Board of Regents was selected. The Presidential candidate was selected before Faculty and Staff were able to finish submitting our input. The input of Faculty and Staff was not even reviewed much less considered in the decision by the Board of Regents. This clearly demonstrates they do not care about our input. In fact I will not be participating in any more survey's related to career positions at this university because frankly that demonstrated it to be a complete waste of my time. I strongly considered not completing this survey, except that I figure it will be reviewed by our Staff Regent and Staff Congress, so at least it might be read.

I work at [redacted] . [redacted] has been underrepresented in MSU affairs for a long time now. We need MSU to make faster and better-informed decisions about [redacted] affairs, especially a better employment procedure.

Job Security!

I don't know much yet about the Staff Regent or Staff Congress. I would love to continue seeing opportunities for staff to come together in-person. I would love to see opportunities to start something like employee affinity groups, where groups of staff with similar interests/circumstances can meet occasionally. My former employer had this and it was neat.

In what ways could the Staff Regent and Staff Congress serve you better in...

A great way to start would be by actually listening to the staff that try their hardest to keep this university running. No one cares about the little peons making a barely livable wage. All focus goes to those who make triple what we do.

My email is so cluttered already. I wish there were other ways to receive timely updates (text sub maybe?).

Maybe set up 10 minute introductions with departments.. I've never met or seen our regent or congress.

I feel like notifications for events are very sporadic and dependent on the mood of the congress if we are notified about events or not.

Give out better information of what's being done by the staff and what even is being argued or fought for

No opinion

All is good.

Make sure that our benefits (insurance specifically) stays affordable and of good quality. I heard there was conversations about changing it and I'm concerned that the discounts and quality will go down.

Greater accessibility for hourly, non-exempt employees is needed. From my understanding, attendance at Staff Regent and Staff Congress sessions is not compensated and must occur during lunch or be deducted from work hours, making participation unrealistic for many hourly staff. Because of this, I do not feel informed, connected, or adequately represented beyond occasional email communications. Providing compensated participation options, alternative meeting times, or more transparent communication about discussions and outcomes would help ensure all staff—especially hourly employees—can be meaningfully represented.

Come to each department and have a one on one with each employee specifically facilities management

The athletic salary contracts are ridiculous when most of us can't live off what we make.

Be more vocal in meetings, as more questions if they have concerns.

The body count for Facilities Management is critically low. Employees are aging out to retirement quicker than new employees are hired and the knowledge of those with seniority is not getting passed to new hires.
We must have stronger representation to fight for competitive wages to hire new workers.

I work at [redacted], so I'm not sure if this would be applicable.

Doing great job

Letting us know what happens during the meetings they attend(if important)

Continue sending out the mini surveys and continue using representatives to send us communication.

Come to speak with employees at facilities management and ask how they feel about certain policies and procedures

Perhaps getting more in-depth opinions, suggestions, ideas, etc. on the day-to-day running of offices, departments, etc.

NA

I do not really understand what this is, I see the occasional email and meeting invite but this was not something that I have been told about or explained its functions. To be honest last year was the first time I heard of this well after being an employee for almost a full year and I still do not know what the function is and how as a staff member I am supported by having a staff congress in place.

A horizontal bar chart displaying survey results for eight statements about the President's performance. The x-axis represents the percentage of respondents, ranging from 0 to 120. The y-axis lists the statements. The legend indicates five response categories: Strongly agree (orange), Somewhat agree (teal), Neither agree nor disagree (blue), Somewhat disagree (dark green), and Strongly disagree (grey).

Statement	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
The President clearly communicates the progress of goals and objectives of...	88	80	68	17	0
The President controls the finances of the University to anticipate the nee...	48	72	103	25	20
The President helps foster diversity, equity, and inclusion at the Universi...	95	59	90	12	0
The President instills confidence through his commitment to straightforward...	96	73	55	24	20
The President involves constituency groups on campus to solicit feedback on...	89	64	87	15	15
The President portrays a positive professional image of the University thro...	125	68	55	12	11
The President promotes the general academic welfare of the University.	91	77	75	15	11
The President's leadership has a positive influence on employee morale and...	86	68	68	28	21

University President Feedback Please indicate your level of agreement with...	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
The President clearly communicates the progress of goals and objectives of...	88	80	67	17	17

University President Feedback Please indicate your level of agreement with...	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
The President controls the finances of the University to anticipate the nee...	48	71	103	25	20
The President helps foster diversity, equity, and inclusion at the Universi...	96	59	90	12	11
The President instills confidence through his commitment to straightforward...	97	73	55	24	20
The President involves constituency groups on campus to solicit feedback on...	89	64	87	15	14
The President portrays a positive professional image of the University thro...	125	68	55	11	10
The President promotes the general academic welfare of the University.	91	77	75	15	10
The President's leadership has a positive influence on employee morale and...	86	67	68	28	21

University President Feedback Please indicate your level of agreement with each of the following statements: 271 ⓘ				
University President Feedback Please indicate your level of agreement with...	Average	Minimum	Maximum	Count
The President controls the finances of the University to anticipate the nee...	2.62	1.00	5.00	267
The President promotes the general academic welfare of the University.	2.16	1.00	5.00	268
The President involves constituency groups on campus to solicit feedback on...	2.26	1.00	5.00	269
The President's leadership has a positive influence on employee morale and...	2.37	1.00	5.00	270
The President instills confidence through his commitment to straightforward...	2.25	1.00	5.00	269
The President portrays a positive professional image of the University thro...	1.93	1.00	5.00	269
The President helps foster diversity, equity, and inclusion at the Universi...	2.19	1.00	5.00	268
The President clearly communicates the progress of goals and objectives of...	2.24	1.00	5.00	269

Comments on President's performance: 342 ⓘ
Comments on President's performance: I am very impressed with Dr. Patterson so far. I think he is doing a great job trying to bring the university up to date, getting us out of the "Good Ole Boy System". Thank you for valuing the staff as equally as the faculty. The time off at Spring Break was great news. Thank you Dr. Patterson! I'm not a DEI person I believe everyone should be treated equally and the best person for the job should be hired. We are all family in my mind here at MSU.

Comments on President's performance:

This section is challenging to accurately answer. If the President wasn't in the newspaper or on social media I wouldn't know what he looks like. I can't answer what he does for the university or myself as an employee when I don't see or hear from him. The emails he sends are welcomed, but beyond that I have no way to judge his performance. I have not noticed any positive changes since his arrival.

Has not been here long enough to judge

There were a lot of administration changes soon after the arrival and it has not inspired confidence. It has shown that it is his way or you leave. Rumors around why people have left have been a negative impact on the overall work culture.

Dr. Patterson has made a significant impact on my overall morale by doing simple things. He communicates often with real information. He makes decisions and he is forthcoming about those decisions.

This is the worst President I have ever worked under. He claims to be open and honest and transparent, but when the doors are shut, he only worries about Athletics and doing what they want. He is rude to other leadership on campus. He plays favorites and allows his favorites to go over budget in their areas. He does not follow set policies and procedures, opening the university up to potential lawsuits. He is constantly at Athletics events and never available for the rest of campus to meet with. The President doesn't need to be at the Cayman Islands for a basketball game. He needs to be working!

So far, Dr. Patterson seems to be very present, accessible, and concerned about the needs of staff.

So far Dr. Patterson has done a outstanding job and the ability to include FM and show willingness to introduce himself to the members of FM when he first took office was a monumental step in starting to acknowledge Facilities Management and the important roll they play at the University.

This president is too new to adequately answer these questions.

Overall, I feel the president is moving us in the right direction. However, I feel that the decision to remove Dr. Todd was unfair to him and to the Murray State. If the president wanted a new Provost, there was ample time to give Dr. Todd so he could finish out his contract with dignity. He earned that throughout his years of dedicated service and loyalty to the university. This decision also left a very important position vacant for an entire year. Whatever the reason, I feel like there could have been a better way to handle it.

Overall satisfied with new President although the budgetary roll over has not been as smooth as hoped.

It is hard to determine just yet however I feel like there is a lot of emphasis on the athletics division and I wish he would speak one on one to more of the facilities management crew in general because with all due respect these guys are who maintain the entire well being of our university & in all honesty they are not treated fairly or as equals compared to the rest of the staff.

It seems the President's current agenda is to focus solely on Athletics and Enrollment Management. There is zero communication with the rest of the campus. It is a very toxic work environment. People are in fear of losing their job, especially if they disagree with the President. The President makes promises he cannot keep and has no intention of keeping.

It has been alarming with those who have either left or been made to retire/resign. I am hoping this was to make a way for new ideas and the interest of the university students, staff and faculty. It does make many of us somewhat uneasy.

It is too soon to accurately evaluate the new president's effectiveness. So far, he seems to be very student focused and I am happy about that.

I do not feel the President has been here long enough to answer some of these

I think the President has done a great job so far with settling into his position and making changes for the wellbeing of the university as a whole. He also seems to be interested in the needs and ideas of the individual staff member as well as each department. I am interested to see how his vision and character he has displayed so far continues.

I get the overall feeling that the current President has one goal. "My way or leave."

Comments on President's performance:

The old president didn't even bother with the admins.

I think the President has continued his promise and continues to be active on campus

Hard to say since he has only been president a short time. Havn't seen enough to form an opinon on most of these questions

only first impressions at this point

I am ranking these lower than I might otherwise simply because he has not been president for long. Next year will give a better idea. So far things seem promising. I hope they continue as such.

Dr. Patterson has accepted his role as our President with enthusiasm. However, I hope that he continues to be seen routinely on campus out mingling with students, faculty, and staff. Previous President appeared to have a preference to stay hidden away in Wells Hall and I would like to see Dr. Patterson make an effort to be seen just out walking and interacting with students. Would also like to see Dr. Patterson share MSU achievements or news on his Instagram account that are not Athletics-based. His Instagram stories tend to feature only Athletics news when sooooo much more is available that he could be sharing.

Could not do much here for I really do not know this President yet.

Not enough time on yet to make determination

I feel it is far too early to tell at this point in his tenure. My reflection of him is thus far mostly positive, however I am forced to rate lower on the ratings as none of this has been tested long term.

Excellent addition to the university. Nice continuation of leadership. Excellent forethought and plans for the future.

Made some efficient changes so far. Morale is up.

Dr. Patterson seems like a respectable person with a lovely family; however, his decision to fire Dr. Tim Todd was inappropriate and unprofessional. Dr. Todd would have proved to be an invaluable part of Dr. Patterson's team and would have helped him reach his goals for our University. Dr. Patterson's decision made me lose hope in whatever his ambitions are for MSU, and for the first time in my career, I fear for my job and for the roles contributed by my group. Dr. Patterson's decision unfortunately has created an environment of uncertainty and has negatively affected employee morale.

President Patterson has been the most accessible and available president I have worked under. He is willing to listen to concerns and not just blow them off or defer to someone else. He takes the time to personally listen to you.

I highly value that he recognizes the importance of regional campuses to the integrity and health of the university and supports us where he can.

He just has not been in the position long enough for me to form an informed opinion.

He has not been at the university a significant amount of time to see any major efforts.

New President, we can't really comment yet. But the prior administration did not like to communicate.

The Provost situation could have been handled more tactfully

Current President has not been here long enough to evaluate him on these statements. Are these statements the President should do, Yes. President needs to be more transparent in the direction of the University.

Comments on President's performance:

Still too early in his tenure to give a true assessment.

Murray State has a great President. I greatly appreciate his effort to improve different areas that were not taken care of in last several years. The President has a vision and communicates to all level of people to ensure information is available if someone needs it. Because of the major changes in the leadership, and standardize the whole process, I support President oversees all the major areas including budget, finance and important approval. My observation is President is strongly committed to established a great working culture at the university that will help student, faculty and staff. I see the future of the university will move from regional to the national level. We all need to support it. I am very happy with the President's dedication and hard work.

He's doing great and we still need to work on electronic approval system.

So far, so good? We'll see, it's only been a couple of months.

Other than the screenshots between the new Prez and some BOR members when certain VIPs were let go (let go, fired, forced out, whatever). there hasn't been any REAL communication from the president. Just the generic "Happy Holidays" or "Welcome to the new semester" stuff that always goes out. If the new Prez is interested in getting to know University employees, he's doing a terrible job at it. And after the fiascos of the HR director, VPFA, and Provost changes, I don't trust the President nor do I trust the Board of Regents. It definitely feels like there a dark agenda happening and it has other people scared. Who is next to be forced out? I've been here more than 15 years (a lot longer than that) and except that I am so closed to retirement, I really don't want to work for such a shady administration. Murray State just isn't what it used to be.

So the categories of "straightforward and honest communication" is a complete joke. "Positive workplace culture?" Absolutely not.

He's new and only the 2nd president since I've been at MSU

President Patterson has made some good improvements. However, we still need major changes in the procurement and finance departments.

N/A

Negative

He hasn't been here long enough to evaluate.

Honestly the last statement of "The President helps foster diversity, equity, and inclusion at the University" is irrelevant and I wonder why it is on this survey

Comments on President's performance:

So far, it seems like people are afraid for their job if there is pushback or disagreement with the President. I want this to be a place where we can have free discussions and politely critique each other, if the need is there, and not have to be worried about losing your position.

Dr. Patterson seems to be off to a good start as president. Hopefully that will continue.

Surprised that a DEI question is even on here. If that was intentional, good for you. If it's because this survey was recycled without proofreading...that tracks. Regardless, he doesn't but he has really been prohibited from doing so unless he wants to risk a lawsuit- and general counsel isn't going to let that happen. Coming in and firing people/pushing people out at the top as soon as he got here was an interesting choice (not that I disagree with the decision to do so, but it certainly set a precedent that longevity at or loyalty to the university is no longer currency here). A lot of promises have also been made about where funds will go and things will improve that seem empty so far, particularly in light of the lack of transparency regarding how he will do what he says he wants to do, but time will tell. This president established early that he had no issue retaliating if folks did not agree with him or replacing people who did not do the job how he wants it done, and this can lead to a culture where there is no trust and all communications have to be received with at least some skepticism. That said, he's very likeable. He's visible and communicative. He speaks his mind, which can come across as abrasive after years of a president that played the political game much more conservatively, never answered a question in a straightforward manner, and seemed to have had his personality and opinions surgically removed. It's an adjustment, and I want to applaud this president's boldness, but right now, in the current climate, I fear anything that that hints at overreach of power and large decisions being made that appear rushed and without regard for others.

I agree athletics is a major portion of our image, and how we obtain more money, students, and others on-campus. I do feel at times, he seems to be more focused on athletics than the education mission of the university.

Comments on President's performance:

I feel like he needs to visit the finaid office to get a feel of the environment This is a troubled office that needs extra help.

I would like to see more programs that promote inclusion of people of color and lgbtq+ students. I would also like to see more emphasis and effort put into a more diverse workforce on campus. I keep seeing and hearing about how MSU is diverse... and then almost all of the staff are straight, white, conservative, christians. That's fine, but that's not diversity.

I think the President is off to a good start, with a few bumps out of the gate. I appreciate his positive spirit, but wish he could make his presence known in Sparks Hall. We are bleeding personnel and are not currently prepared to tackle fall 2026 if no changes are made.

Too early to tell. Not happy with the decision to take web fees which were earned by departments over the years by offering and advancing online programs, as well as our department indirect costs account funds. Advance notice would have been helpful in budget planning, but waiting until the middle of the year to tell us we would not be receiving the funds was very shady and not transparent or supportive of the academic side of campus.

More general communication would be beneficial. A need to develop closer relationships with various departments in order to align strategic goals with available resources and to rely on area specialist guidance.

It would be nice to meet him. He said in one of his email communications that he would be touring the university to meet everyone. To my knowledge he has not visited nor introduced himself to my department

I have not seen enough of this president to make a reasonable comment.

While I do believe the University needs change, and freshness, Dr. Patterson has gone about it completely wrong. Dr. Patterson has opened up this university to multiple lawsuits, and continues to engage in reckless behavior. Such as breaking contracts without due cause, and demoting employees without reason. He lacks confidence, and instead of relying on tenured staff, he is turning to athletics for guidance. He has a blatant disregard for the laws of the Commonwealth, and thinks that being "students first" covers all sins. He has only visited offices when it is for a photo op, and has yet to set foot in my building. He has turned Murray State into a toxic workplace, where you do not know who and where he is going to target next. If you tell him no, you should be afraid of retaliation. This fear has caused multiple director level positions to be vacated.

Comments on President's performance:

I feel like decisions are made that make all employees fear for their own jobs. It seems like a personal agenda is overtaking the needs of the university. While that may not really be the case, we don't have enough information to know the reason behind the actions. We are left to make assumptions and fearmongering.

The President is new so he's hard to judge, but my main feeling is that he likes to directly touch things to make change instead of allowing for expert committees to advise. It seems that you can get personal projects that have not been previously approved through by "having his ear" and feels micromanager-y. However, as mentioned, he is a new President so it could just be his desire to quickly make changes compared to previous people in the position.

It is still very early on in his time here. As we still have open VP positions and some uncertainties in the vision without those key roles filled, there is still more to understand about the vision and the direction of the university. In his first months, Dr Patterson has been visible and caring in interactions I have had with him. I feel we are moving forward in a positive direction.

I think that President Patterson has done well. I do think that there are improvements in communication with staff especially after the events of the previous provost came out, but overall, I think that President Patterson is doing well. I love seeing him in our community doing things as well. It's good for morale to see him involved in our community.

This president says he listens but when staff asks for a meeting to discuss an issue or event he is too busy to meet. He doesn't bring the appropriate people to the table before making huge decisions that carries huge an huge impact on this university and it's people.

Never been introduced to the President. He has not come around to out office. So it is hard to say that he has a positive influence with employees since most have not met him.

The President has been positively making changes. He also listens to what the students want instead of assuming changes on his own.

Comments on President's performance:

It is a little too early to make an initial appraisal of the president's performance at this time. I was happy to see that he made some difficult calls in personnel changes, especially in the finance area. I still think some more moves should be made in this area. I think that the president should look at some personnel changes in other areas, especially in the student affairs area.

It seems like President Patterson is doing an excellent job with what was here

So far, I believe the new President is representing our University to the best of his ability. He appears to genuinely care about the faculty, staff, and students, as well as the overall well-being of the entire campus community. I appreciate his commitment to supporting all members of the University.

Cannot make a comment regarding his performance since he has only held the position for 1 semester. Need more time to make a decision on his performance. I need more than 1 semester to a judgment.

Very Underwhelming so far. Seems to be all about athletics and nothing else.

We have lost a significant number of long-tenured employees with institutional knowledge, and the university is currently involved in litigation. Taken together, this does not reflect a strong start in leadership performance.

With all the shakeups in the executive branch hitting at once, I'm worried about Murray State's future. Dr. Jackson retired. Jackie Dudley retired. [redacted] resigned. Tim Todd was demoted from his Provost position and is now suing the University for a breach of contract. All these changes make me wonder if something is brewing in the background that we should be worried about.

Also, I thought it was strange that half of the Provost finalists were from Dr. Patterson's former institution, Chadron State College. I don't think it would be a good idea to hire more executives from Chadron. We need diversity in our leadership. I would rather we get different perspectives from individuals with backgrounds at different colleges rather than turn Murray into Chadron 2.0.

Comments on President's performance:

I have been pleased with the President's campus/community involvement and impact during his short tenure. I am looking forward to the growth that can happen under his leadership in the years to come and hope he continues to hold people and departments accountable as our institution continues to grow.

Too early to tell.

Haven't had enough time to know some of the things about current president. However it seems that he may prioritize athletics heavily over other areas. There's also been quite a bad looking press over the provost situation. Then VP of finance leaving and Head of HR leaving.... Not a good look..

I am cautiously optimistic that this president will be more transparent and honest than our last president, but it is still too early to tell how much we can trust him. He is saying all the right things, but we have to see what the follow-up looks like before we know for sure.

Comments on President's performance:

No idea.

The President has not been in his position long enough for me to answer some of these questions, therefore I have parked them with neither agree or disagree. I do find the way in which Dr. Tim Todd's position as Provost was handled. It is well known that the salary positions are contracted positions and that the person holding the position is required to sign their contract in order to retain their position. Therefore, without justified reason such as poor performance or disciplinary issues Dr. Todd should have been allowed to retain his position until the end of his contract in July 2026. Prior to the start of a new contract the university administration at that time could have decided not to renew their contract with Dr. Todd and then started the selection process. This would have been the most professional way of moving forward with a new Provost if this is what the new President wanted. I think the way that this situation was handled was very unprofessional, especially considering that Dr. Todd had less then a year left on his current contract. The way in which his dismissal from his position was handled was unprofessional, unnecessary and caused negative publicity for the university that could have been avoided. It also demonstrated a complete disregard and disrespect for a long term serving and loyal faculty member that to date had positive evaluations in his current position. This demonstrates to both faculty and staff that the Board of Regents and the President do not care if an employee has demonstrated loyal service to the university or the quality in which they have served their position, they will remove a person without just cause to replace the employee with another person they have determined. This was a very negative hit to employee morale.

Seems to be more interested in athletics than academics.

It is too early in the President's tenure to see anything positive worth noting.

I have heard multiple comments about the President not liking certain individuals on campus and wanting to push them out of the university. That doesn't seem very professional or encouraging of morale to me.

Silence surrounding the dismissal and demotion of key leadership individuals near the start of the President's term has not been a good look. Caused immediate distrust and skepticism.

Everything I have seen from the President since I have been here has been impressive

All is good.

I have only met the president a few times but he does seem polite and respectful.

Withholding 40% of carryover funds without a clear explanation is disconcerting.

The president's performance is difficult to accurately evaluate in the short time he has been involved with the university. I do appreciate his appearances at MSU events and in the community. However, the situation with the Provost search and lawsuit with the previous provost is concerning and somewhat demoralizing as an employee.

These are difficult to answer because Dr. Patterson has been here such a short time. I do have a more favorable impression of him than I did about Dr. Jackson.

Very much an athletics president and not scholars when it comes to finance.

Comments on President's performance:

The Patterson Family has been a pleasure to work with since their arrival on campus and have shown interest in the FM workers they meet while on campus.

NEW PRESIDENT, STILL LOOKING TO SEE ON PERFORMANCE,

I've had several interactions with him and feel like he is very approachable and very sincere when he speaks

I honestly do not know enough about the role of the President to review this. I see that he communicates often with staff, faculty, and students. I love that he is beginning to make the workplace more equitable for staff, administrators, and faculty. I think that has been one of the most positive developments I have been impacted by is that he is focusing on making changes that are positively impacting staff morale. I see that he is in the community and that he is making changes to the overall University Administration but have not had a new President change with a company let alone this University before him.

The President is still new in his role, so it would be hard to accurately assess his performance at this time. First impressions are that he appears to be transparent and communicates with the university community on what his goals and missions are for the university.

The President hasn't been here long enough to really make a true decision on these points. Focusing funds already in academics units to Athletics isn't encouraging.

I gave all 'Neither agree nor disagree' because I don't feel he's been here long enough to judge this. I am, however, cautiously optimistic about him and his leadership. He doesn't seem to go in for the 'old boy' network, which is great! I feel I can give a fairer opinion in a future survey.

Comments on President's performance:

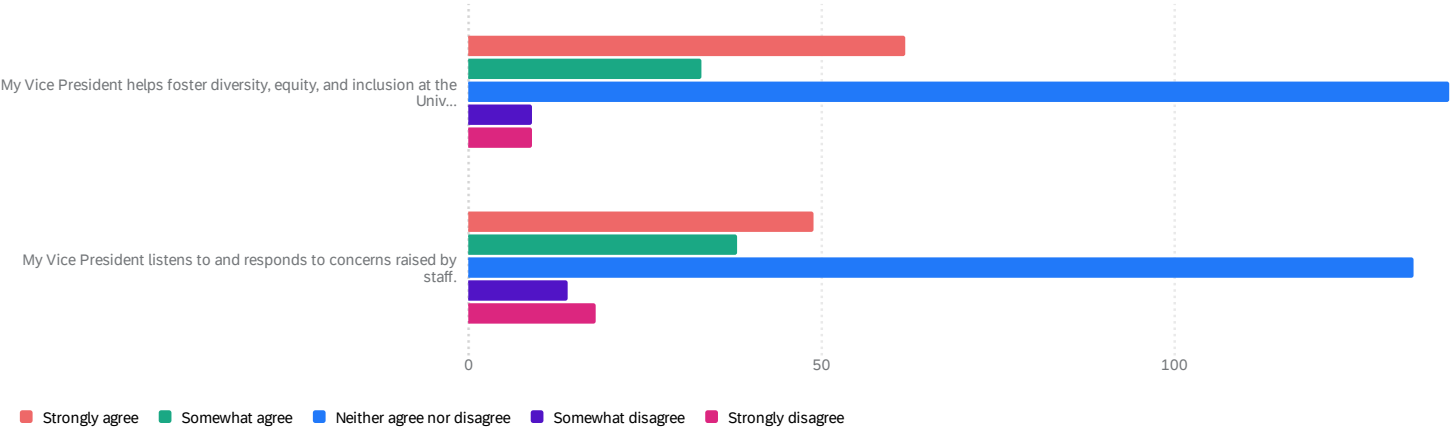
There appears to be a period of significant change, which has created some uncertainty for employees and impacted overall morale. Hopefully, for the future, a continued emphasis on supporting, developing, and retaining existing staff—particularly those with experience and institutional knowledge—will help foster greater stability and trust. Leadership that prioritizes respectful engagement, clear expectations, and constructive feedback can encourage growth and help employees feel valued during times of transition. Attention to these areas over time may naturally support morale and long-term retention.

While the president has not been in office very long I have noticed a list of dedicated and respected employees resign or leave the university and it is very unsettling.

President has only just started. I have little insight to offer right now.

He hasn't been here long enough for me to form an opinion. If he can fix our office and get us more pay then he'll be a hero in my book!

Vice President Feedback Please indicate your level of agreement with each of the following statements: (If you report through the President's division, skip this section) 253 ⓘ



Vice President Feedback Please indicate your level of agreement with each of the following statements: (If you report through the President's division, skip this section) 253 ⓘ

Vice President Feedback Please indicate your level of agreement with each o...	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My Vice President helps foster diversity, equity, and inclusion at the Univ...	62	33	139	9	9
My Vice President listens to and responds to concerns raised by staff.	49	38	134	14	18

Vice President Feedback Please indicate your level of agreement with each of the following statements: (If you report through the President's division, skip this section) 253 ⓘ

Vice President Feedback Please indicate your level of agreement with each o...	Average	Minimum	Maximum	Count
My Vice President listens to and responds to concerns raised by staff.	2.66	1.00	5.00	253
My Vice President helps foster diversity, equity, and inclusion at the Univ...	2.48	1.00	5.00	252

Comments on Vice President's performance: 342 ⓘ

Comments on Vice President's performance:

I'm glad to see that we are searching for a new Provost, it was past time. I did not see any changes while Dr. Todd was Provost. I also did not agree with Dr. Jackson, Dr. Todd and Jackie Dudley redacting information about [redacted]. Those actions cost the university 125,000. Who and where was the fine paid from?

I don't even know who this is?

During my time at the university my Vice President retired. [redacted] stepped in to fill the gap. The morale in the office is low and that's directly related to [redacted] leadership. Our office has old equipment. From computers, to chairs, to desks and office supplies we need everything updated. Training is severely lacking. There are parts of my job that I haven't learned because there's no time to train. My supervisor has to perform duties that I should be doing, once I'm trained. We get calls from students and sometimes we can't help them because we have to wait for [redacted] to do it. Our office is very important to the university so if we are unable to perform our duties properly it's the students that pay. We work as hard as we can, but are hamstrung by the overall lack of having everything we need to do our jobs to the best of our abilities. The failure to delegate duties limits learning opportunities and creates more stress when things need to get done, but we have to wait for our Vice President to do it.

Dr. Robertson always listens and cares. However, it seems he is hesitant to respond and make immediate decisions in times when it is needed because he feels he needs to get a consensus first.

I do not have a Vice President currently.

I've had not interacted with the VP so have no opinion one way or the other.

Hard to answer this question because we have been in transition of both the VP of Finance and the VP of Academic Affairs positions. I am encouraged by the news that the new VP of Finance is reviewing old procedures for purchasing, procurement, travel, accounting, etc. and looking to make things more efficient. Moreso, I appreciate that the new VP of Finance is listening to feedback and suggestions from staff about improvements and efficiencies (that was not something the previous VP of Finance did)

Have never had interaction w the VP

I do not know who the VP of MSU is.

I have no idea who our Vice President is. I have not been introduced.

I don't even know who this is?

VP position currently vacant

Still waiting on new VPAA, I was pleased with last choice and disappointed that fell through. Feel as though we are treading water at the moment.

Comments on Vice President's performance:

We felt like she never helped us.

Who is the VP?

My Vice President listens to and responds to concerns raised by staff but that is where the conversation ends. I do not feel the Vice President advocates for his departments. The lack of leadership has morale extremely low.

Our new VP just started, so I don't know if these statement are true or not

no one in position

My vice president started a couple of weeks ago, one of said weeks was during closure. Again, I may rank her higher, however until I have had some time to see her leadership, I cannot say for certain.

Vice President needs to send communication to his entire VP organization more frequently so that we feel updated on what is happening in our fellow offices. While the VP does get out and about on campus, it would also be nice to see that he takes regular meetings with various groups to get to the bottom of daily life in each area (this means meeting with others beyond just the directors or individuals at the top of department).

Dr. Robertson is the best. 1 of 1

It is too soon to gauge agreement since the VP is new to the university.

Not sure how to rate the VP at this point since Jackie has retired and I have not met the new VP of Financial Services

We currently do not have someone in place and apparently will not until the new fiscal year. It was an abrupt change to have someone was helpful and responsive to backup plans now.

There are not enough positive words to attribute to Dr. R. He is the best.

Dr. Todd did both of those things, plus a great deal more. His contributions are missed beyond measure. The way he was treated was inherently wrong, and Dr. Patterson's decision has reflected very poorly on the University as a whole.

New VP and really can't comment on performance at this time.

Only certain people are listened to and the concerns are not always represented accurately

Our vice president has not yet started. I can neither agree nor disagree with her, as yet unknown, future performance.

Comments on Vice President's performance:

As we do not have a VP at this time, I do not have a comment on my VP. I do feel with the lack of a VP it has only continued to slow down processes and communication from finance and that is a struggle when trying to get more clear answers when the individuals in interim are not able to respond in a timely manner.

Our associate and assistant provosts have done a great job trying to wear their own hats and the hat of the provost. This vacancy is hard on departments reporting to this VP.

I currently do not have a Vice President.

Our Provost was the type of person that we felt we could voice our concerns openly with and felt that he really did care about our opinions.

Due to ongoing staffing issues our area is effectively directionless at present. This is not due to any sudden departures, rather a continued pattern of poor leadership that has tanked morale.

Didnt know we even had one right now.

He does the best he can. I've always felt supported by my Vice President, and I fear for his safety given what the other VPs have faced.

Since we have had change in this position, it is hard rate just yet.

My vice president was removed from his position in the fall. At the present time it is unclear who is in charge of academics at the vice president level. By the way none of the provost candidates appeared to be worth what the University was going to pay them. If the four candidates which came to campus was the best the search firm could round up, we need to get a better search firm.

Looking forward to meeting my new VP and learning of her vision for our area.

Honestly the last statement of "My Vice President helps foster diversity, equity, and inclusion at the University" is irrelevant and I wonder why it is on this survey

VP position is vacant at this time.

President fired a great provost! Makes me wonder if the one that was hired and then "fell through" was because she found out what it would really be like to work with this president. My responses for this section are for the provost that was fired.

Don't even know who this is

My VP is amazing, and a major reason why I've stayed at Murray State

N/A

No VP currently in place.

My former VP listened to our concerns, whether she was able to do anything or not. She may not have really SAID she could do anything, but at least she listened. Let's see what the new VPFAAS can do.

Idk who the VP is ??

Honestly, I don't believe we have ever met our vice president.

Comments on Vice President's performance:

The VP of our department just sweeps issues under the rug. Never really addresses them. Seems to push problems off on other people within the department.

I know nothing of the VP since they haven't been here long.

My VP only "hears" concerns, and not necessarily "listens" to concerns. He definitely doesn't respond to concerns. Replying to concerns with the automated responses suggested by Gmail doesn't really show he is listening, but rather to show a token response to the issue. Having meetings that don't resolve the issues at hand also reconfirms that my VP only hears and does not listen. There is a big difference between the two! He also never seems to advocate for our department. I feel like he is stuck in the 1990s and early 2000s and has not adapted as a leader and professional. I used to have respect for my VP until I started working under him directly. Now, that respect has disappeared and will probably never be regained. Honestly speaking, I would like to have the opportunity to work under the Provost rather than our VP. People often say, it's not always greener on the other side of the fence. However, I am beginning to question that statement. Last but not least, my VP seems to have no plan whatsoever for moving forward or addressing current concerns and issues.

The Vice President has not been at the University long enough for me to fully evaluate their performance. I look forward to seeing their leadership and contributions develop over time.

IDK - don't know this person. Again, they need to be in the position longer than a few weeks.

Haven't met her yet, but I'm looking forward to it.

position in transition. generally speaking I would like to hear more from my area's vp.

The VP position is currently vacant, so it's hard to answer these questions.

We have a new one that we haven't had time to decide about

He has always supported DEI in the past, but he isn't really allowed to do so now, or at least he feels that he isn't really allowed to do so anymore.

Comments on Vice President's performance:

No idea.

Vice President Jackie Dudley was clear on her expectations of the departments serving under her. She also openly showed her gratitude for the service those departments and the staff of those departments provided. She knew the names of many of the staff and was familiar with all staff that served in her area. Her show of gratitude and familiarity with the staff was not a requirement on her part, but did go a long way to maintaining morale in the areas she was responsible. I do feel as though there are areas in her position that can be improved and look forward to seeing how the new Vice President performs in this position.

Ypcb_arcb[has no say in any of these matters. I don't even know who the Vice President is.

Tim Todd was an exceptional VP/ Provost. I was deeply saddened of how his position and employment was handled.

We are currently in a transition, so I can't properly answer this question.

I am unaware of how our VP responded.

We don't have one. And the previous one was less than transparent and responsive.

Difficult to evaluate as my previous VP has retired and a new VP has just been hired.

The needs of FM have fallen on deaf ears and FM has been subjected to ECO Time reports long after the rest of campus was released from this responsibility.

DON'T HAVE A VP AT THIS TIME

These two answers are regarding J Dudley's performance

We have a new Vice President that just started so I am excited to see how she impacts the University.

No opinion on the new Vice President

The Vice President does an excellent job listening to employees and demonstrates a strong understanding of the day-to-day responsibilities, workflows, and challenges across our roles. This firsthand knowledge allows her to provide meaningful guidance, identify areas for improvement, and offer relevant training and constructive feedback. Their approach helps foster trust, effective communication, and continued professional growth.

Horizontal bar chart showing responses to six statements about the Direct Supervisor. The chart uses a color-coded scale from Strongly agree (red) to Strongly disagree (pink).

Statement	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My Direct Supervisor adequately explains why decisions are made.	155	50	25	15	15
My Direct Supervisor does a good job of developing teamwork in our unit/department.	148	55	22	15	15
My Direct Supervisor is doing a good job of planning for the future.	150	55	28	12	15
My Direct Supervisor listens to and responds to concerns raised by staff.	165	55	15	12	12
My Direct Supervisor provides a working environment that recognizes and respects individual differences.	180	28	28	12	12
My Direct Supervisor provides frequent communication with staff and is transparent.	160	45	22	18	15

Direct Supervisor Feedback Please indicate your level of agreement with each of the following statements: 265 ⓘ

Direct Supervisor Feedback Please indicate your level of agreement with eac...	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My Direct Supervisor adequately explains why decisions are made.	157	51	25	17	15
My Direct Supervisor does a good job of developing teamwork in our unit/dep...	148	56	23	16	22
My Direct Supervisor is doing a good job of planning for the future.	150	56	29	14	16
My Direct Supervisor listens to and responds to concerns raised by staff.	165	55	17	15	13
My Direct Supervisor provides a working environment that recognizes and res...	182	29	28	12	14
My Direct Supervisor provides frequent communication with staff and is tran...	161	44	23	18	19

Direct Supervisor Feedback Please indicate your level of agreement with each of the following statements: 265 ⓘ

Direct Supervisor Feedback Please indicate your level of agreement with eac...	Average	Minimum	Maximum	Count
My Direct Supervisor listens to and responds to concerns raised by staff.	1.70	1.00	5.00	265
My Direct Supervisor adequately explains why decisions are made.	1.80	1.00	5.00	265
My Direct Supervisor is doing a good job of planning for the future.	1.83	1.00	5.00	265
My Direct Supervisor provides frequent communication with staff and is tran...	1.83	1.00	5.00	265
My Direct Supervisor provides a working environment that recognizes and res...	1.67	1.00	5.00	265
My Direct Supervisor does a good job of developing teamwork in our unit/dep...	1.90	1.00	5.00	265

Comments on Direct Supervisor's performance: 342 ⓘ

Comments on Direct Supervisor's performance:

My supervisor does an amazing job keeping faculty and staff informed as well as making our department a very fun and welcoming place to work. Great student engagement as well.

Comments on Direct Supervisor's performance:

My direct supervisor does everything he can to support us. I know that if I need something he/she will do whatever they can. I come to work knowing that I work for and with someone that truly cares. The support and mentorship they provide has helped me a lot in my young career with the university.

[redacted] has worked hard to make changes in his leadership style and in his programming to reflect the needs of staff he supervises and students his office serves. I appreciate that effort.

My supervisor is a highly intelligent individual who puts the needs of the university and students first. However, they do not have enough staff to delegate responsibilities to and appear to have too many of their own responsibilities to effectively communicate with subordinates in a timely manner. Having an assistant(s) would help make their efforts more effective.

Would like to see the managers/supervisors encouraging staff to take part in university functions that happen during the work day (such as the coffee breaks, award celebrations, health days, etc). I feel like I should never attend these because I'd leave my coworkers in a lurch.

Great person to work for.

Comments on Direct Supervisor's performance:

My direct supervisor is a great person and does a wonderful job considering the stress she is under. While she tries to treat everyone equally I am always the one to help make her job easier because there is one person who has not liked me since I started here. She makes it very difficult in every occasion and it is very noticeable. She goes out of her way to not include me and even changes my time on the office calendar without asking me or knowing my circumstances. She comes and goes as she pleases yet questions everyone else their reason for leaving or being late. She brings food and shares with everyone except me. My supervisor has talked to her and it is worse than a childs behavior. I have to plan my lunch hour accordingly to make sure someone answers the phone when I leave while the others take lunch at their convenience. I love my job and my supervisor and I have tried for over 5 years to get along with the one individual but it is impossible. I only have a few years before retirement so I will just keep praying about the situation. My supervisor is the best we have had when it comes to this situation at least she tries where the other ones always took the other persons word and kept me excluded. Even the student employees have noticed it. I am used to it now and I only speak to her if it is necessary.

My direct Supervisor is excellent!!

My supervisor is a caring and forward-thinking individual. She embodies how a leader should conduct themselves by involving the team in decision making, advocating for our department and the students we serve as well as listening and taking action for the concerns of the individual.

My supervisor works with everybody in our department to make we know what is expected of each of us. There an open door policy for any issues that need to be discussed. Problems are addressed and resolved very quickly.

My supervisor is a highly intelligent individual with the best interests of the university and the students as a high priority. They have too much responsibility on them and not enough people to delegate tasks to, so those under their authority often function with little direction and communication. They are doing the best they can, but without additional staff assistance I don't see how changes will occur.

My direct supervisor does a good job of trying to communicate with staff. This person is open and transparent, which fosters trust in this person. However, working with the President makes things incredibly difficult.

Without a shadow of a doubt, I have one of THE BEST supervisors on campus. She creates a culture of mutual respect, supports staff in their decision-making, gives us autonomy over our jobs, and encourages us to practice self-care. By creating such a positive and supportive work-place culture, we are able to better care for our students.

Comments on Direct Supervisor's performance:

No communication

The new director of the [redacted] is completely clueless and has a closed door policy when it come to us peasants. Seven months in and he still has no clue what we do or how we operate.

Very helpful and respectful. Responsive to questions and concerns

I honestly believe my direct supervisor could not provide a job description for or list 5 important aspects of my position. There is a lack of leadership and little interest in learning about aspects of our field that doesn't directly pertain to their interests.

My current direct supervisor is top tier. Sometimes a little hard to read, but reasonable. My prior direct supervisor was also quite good. Some of the better ones I have worked for other than a small number in the private sector.

The workload of our office has sometimes prevented the Director from being able to effectively lead the team in a "big picture" sense.

Could not report to a better leader.

Comments on Direct Supervisor's performance:

Hard to get ahold of sometimes, but very helpful especially in important/ urgent situations

[redacted] is a great supervisor. Easy to get along with, great with directions, willing and able to not only teach but work alongside of his employees.

After years of service at MSU, when your supervisor can inspire you to do more and be even better, it is a gift.

Our supervisor is doing an outstanding job, trying to keep morale up in this uncertain climate.

Comments on Direct Supervisor's performance:

One of the best first line supervisors I've ever had.

My supervisor is amazing

not everyone is treated the same

My direct supervisor is easily one of the best supervisors I have had in recent memory. My last supervisor I would have rated similarly, though perhaps not quite as thorough at communication.

This is by far the best office I have worked for at MSU. We get along well. I feel we are all supported well, I don't have any complaints.

Our office has multiple layers of employees and over the last year, there has been an unbalanced scale of resources and support offered to each layer. We are successful but obtaining more equal support and resources would help.

Extremely focused on and good at day to day operations. No training or employee support provided.

I think it will take a while for the supervisor to adopt the change. I see a gap between the university vision and the supervisor perspectives.

My direct supervisor is fantastic, no complaints.

To be honest, some of these are not good questions. My direct supervisor does the best that he can with what he's given and what he's provided, both in communication and in resources. The responsibilities of our department continues to grow while are staff does not. And even though we don't have positions being cut, we have a very difficult time retraining staff and hiring new staff due to the atrocious payscale within the University and compared to outside the University. My supervisor does his best to keep morale up, and talks with each of us and welcomes comments and concerns and actively tries to resolve situations, but even he is limited at times by the work, lack of resources, and lack of information.

Our shop cordinator is terrible at his job, doesn't have the required skills to be a leader.

N/A

My direct supervisor hates conflict. When presented with employees that blatently departure from MSU policies, he just ignores them and hopes they will go away.

My direct supervisor does not have enough time to be in contact with me and I see them in the office maybe 2-3 times a week. I have been very discouraged by this.

My supervisor has no buisness holding the position he holds.

Comments on Direct Supervisor's performance:

My direct supervisor was not trained in this supervisory role so all of these statements would be agreeable if he was properly trained at the start of the position.

The best thing I can say about my direct supervisor is that he is leaving at the end of the school year. I have had several supervisors in my time at Murray State; this guy is by far the worst. His departure can't come soon enough.

My work area seems to work best when my supervisor is not in the office. It is amazing how much happier our workers seem to be once we know he will not be in the office that day.

My Direct Supervisor is uninvolved with the operations of my team.

Very knowledgeable, but at times their intelligence can over-rule their ability connect on a personal (still professional) level. They are always open to communicate about issues I/we have and will try to fix what they can.

Dont currently have one, and the office is not trying to fill the position. This is an on going theme in our office.

Excellent

Unfortunately I cannot say positive things about my direct supervisor at this time. Weekly manager's meetings are cancelled most weeks. The only feedback we hear as directors is negative. We have lost 14 people in under two years. We do not have enough staff to answer student phone calls and emails. I am not a disgruntled employee, in fact I care deeply about my team, Murray State, and the mission of our office. I am however extremely frustrated with the lack of action and leadership in our area.

I could not ask for a better direct supervisor!

Could not be happier to be working under my direct supervisor

If it weren't for my direct supervisor I would have looked for more gainful employment years ago. Unfortunately, there is only so much my direct supervisor can influence so "listening and responding to concerns" is less constructive and more of a group vent session. It often feels like if your position doesn't have "President" in it that you have no sway in the workplace. However, my supervisor does prioritize people's health and wellness most of all which is great in a busy workplace.

Comments on Direct Supervisor's performance:

My direct supervisor informs me what is going on within the department.

I love working in this office because of the people I work alongside. My Supervisor is great in many ways. They encourage open communication and listen to what we have to say. They provide clear direction and offer constructive feedback.

My direct supervisor is worthless in his current role. The man never takes responsibility for any action (thus the reason he has survived as a supervisor for all these years) and is more suited in a teaching role rather than an administrative role. Like my VP, my direct supervisor does not advocate for our department but rather makes a feeble attempt to voice our concerns to our VP. He also does not have a plan for our department moving forward. There is absolutely no leadership and decision making on his part whatsoever! Having biweekly meetings just to discuss items and not address issues or concerns raised by the staff is not my definition of communication and transparency. It is extremely frustrating to be under the supervision of a man who could not tell you what the exact duties and daily responsibilities of his unit directors. Equally frustrating is the fact that I couldn't tell you what my supervisor does on a daily basis except forwarding email messages that I have already received, attending meetings where he is basically a person in attendance and nothing more, and blankly staring at his computer screen whenever I pass by his office. That is really sad and deflating to a unit director.

My direct supervisor is amazing. She is one of the most organized and compassionate people I have worked with. She truly cares about the University and the well-being of the staff, faculty, and students. She works tirelessly, often putting in late nights to ensure everything is done correctly. She strives to do an excellent job, and she absolutely succeeds. Her dedication motivates me to work just as hard for her in support of her our team. She consistently goes above and beyond in every way. She makes me not dread coming to work.

Love my direct supervisor - she is fair, communicates with us, assists when needed but does not micromanage.

Comments on Direct Supervisor's performance:

When concerns are brought to the supervisor they aren't addressed or are dismissed all together. I feel like some of the actions of coworkers will eventually affect the entire department negatively and the problems are consistently ignored because no one will address them directly with the individuals. If it is addressed, it is a blanket email to everyone.

My biggest gripe with my Direct Supervisor is that they are more focused on the short term than the long term. Our department is working with a skeleton crew. We had a retirement within our team last year, but rather than hire a new team member to even out the load, we reorganized duties so that we are now doing 2-3x more work than we used to, without an increase in pay. I have asked for additional help on multiple occasions before the retirement, but all we have gotten are temporary student workers. Our department isn't sustainable as it is, and I think things will get even worse as more people reach retirement.

My supervisor should not be supervising staff. Our unit has lost so many staff due to this person.

My direct supervisor does a fantastic job of supporting our individual goals and providing a great work/life balance. I do wish there was more clear and honest communication and expectations.

I assume "Direct Supervisor" is my Chair. If so, she and I work well together and I do feel that she communicates well with me.

My direct supervisor plays favorites. If you are the "yes" person, no matter what, you are treated with respect, even if you treat your co-workers with disrespect. They allow that person to do whatever they want.

If you bring concerns or don't tell them what they want to hear, then you are shut out of decision-making.

Comments on Direct Supervisor's performance:

I think my direct supervisor does a very good job. I think that communication could improve from top, all the way down.

I love Dr. Robertson, but he needs to retire. He doesn't have the needed energy for the job anymore.

My Direct Supervisor is honest and supportive. I also feel as though I have a clear understanding of the work expectations set by my supervisor.

My Direct Supervisor's main flaw is having to report to those above them.

I feel like they would do more in concern with sharing information with us, but they are constantly forbidden from sharing a lot of information by their supervisors.

Direct supervisor has been amazing for many many years, but is now considering retirement and their effort is slowing down.

All is good.

Comments on Direct Supervisor's performance:

I am working in a new position on campus and do not feel that I can accurately respond to these questions at this time.

My Direct Supervisor has made it clear that everyone needs to be held accountable for their actions. He has made great strides in wages, filling available job positions, and updating the vehicle fleet. He communicates often and clearly with an open door policy and is leader material.

If anything I would like him to discuss things that are going to be done or changed before discussing with my employees I supervise

My direct supervisor is wonderful. I feel valued and supported by my direct supervisor and that means a lot to me. I feel fortunate to work with this person.

My Direct Supervisor supports and encourages all the faculty and staff in my department. My supervisor takes time to meet with people when they have concerns and to assist them when they need help.

He does the best he can with what he has to work with!

Comments on Direct Supervisor's performance:

My direct supervisor does an excellent job training and communicating with employees. He works closely with the team to ensure understanding of daily job functions, offering encouragement, guidance, and constructive feedback when needed. His support helps employees grow and feel confident in their roles.

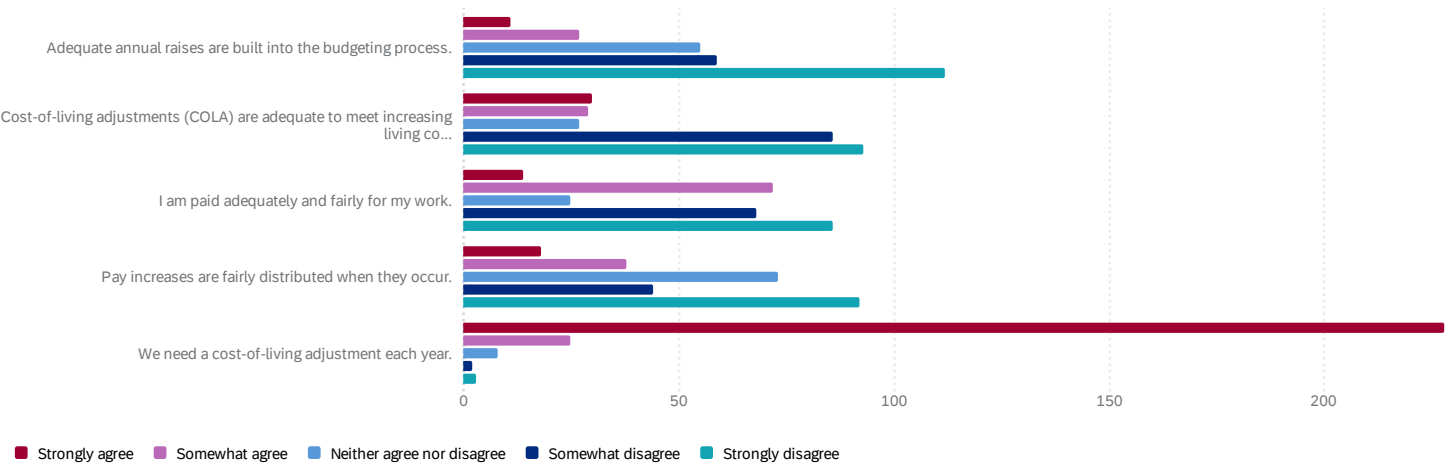
I doubt that the Athletic Director even knows my name and I have been working here as a coach for 9 years. His communication is inconsistent and when he does address the department, he is not direct and very vague. I often leave athletic department meetings with more questions than answers. He isn't accessible to head coaches, it appears as though decisions on facilities are made without taking feedback from the very people that use those facilities.

[redacted] is one of the most diligent and fair supervisors I have ever worked under. She does a great job and works to make everyones job environment as fair and positive as she can

If it weren't for my supervisor, I probably would have left the institution a while ago.

This office is a disgrace, we don't have a true Direct Supervisor, we are down 6 people in this office and the Direct Supervisor won't hire anyone right now.

Please indicate your level of agreement with each of the following statements related to salary and compensation: 266 ⓘ



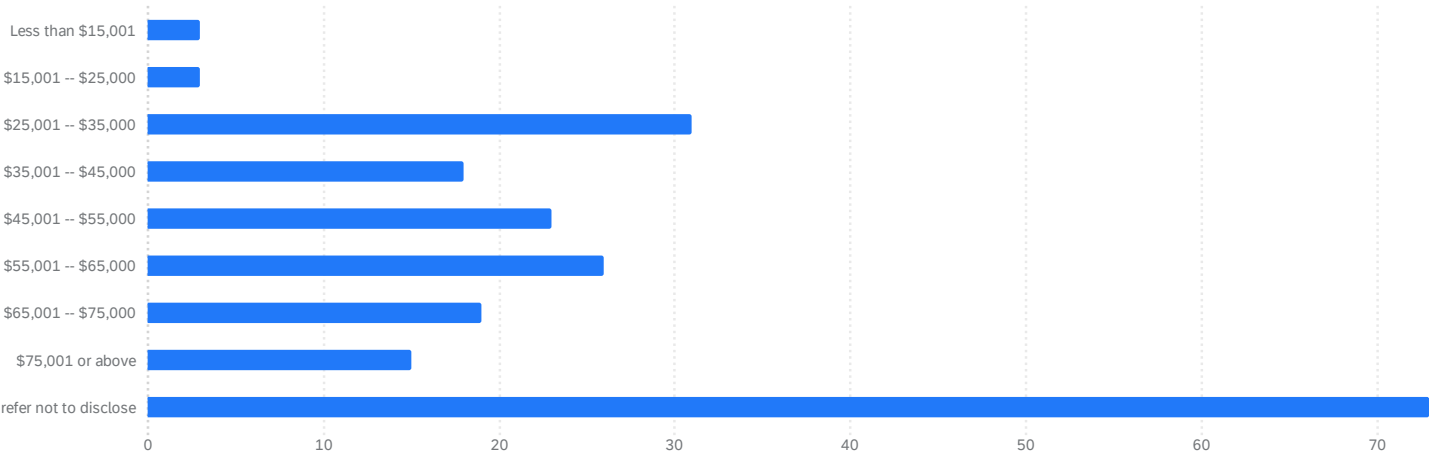
Please indicate your level of agreement with each of the following statements related to salary and compensation: 266 ⓘ

Please indicate your level of agreement with each of the following statemen...	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Adequate annual raises are built into the budgeting process.	11	27	55	59	112
Cost-of-living adjustments (COLA) are adequate to meet increasing living co...	30	29	27	86	93
I am paid adequately and fairly for my work.	14	72	25	68	86
Pay increases are fairly distributed when they occur.	18	38	73	44	92
We need a cost-of-living adjustment each year.	228	25	8	2	3

Please indicate your level of agreement with each of the following statements related to salary and compensation: 266 ⓘ

Please indicate your level of agreement with each of the following statemen...	Average	Minimum	Maximum	Count
I am paid adequately and fairly for my work.	3.53	1.00	5.00	265
We need a cost-of-living adjustment each year.	1.22	1.00	5.00	266
Adequate annual raises are built into the budgeting process.	3.89	1.00	5.00	264
Pay increases are fairly distributed when they occur.	3.58	1.00	5.00	265
Cost-of-living adjustments (COLA) are adequate to meet increasing living co...	3.69	1.00	5.00	265

If you are an exempt employee, please select your annual income below: 211 ⓘ



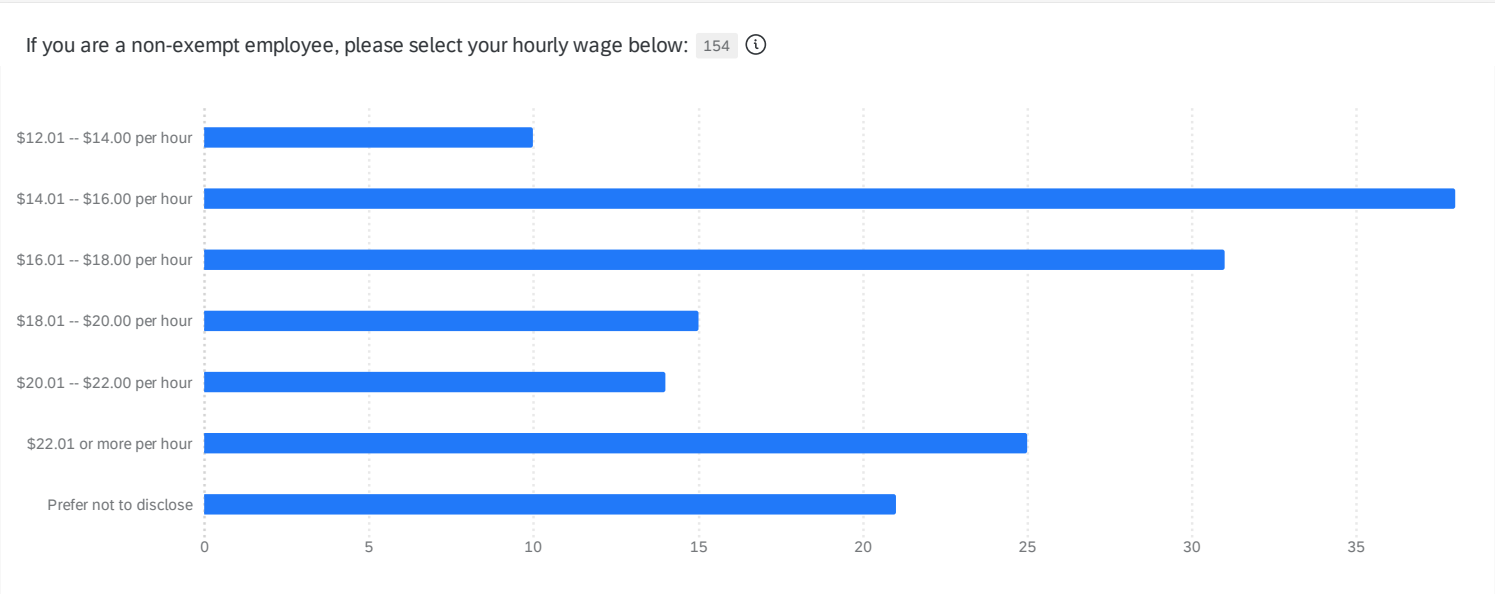
If you are an exempt employee, please select your annual income below: 211 ⓘ

ExemptAnnualIncome - If you are an exempt employee, please select your annual income below:	Percentage	Count
Less than \$15,001	1%	3
\$15,001 -- \$25,000	1%	3
\$25,001 -- \$35,000	15%	31
\$35,001 -- \$45,000	9%	18
\$45,001 -- \$55,000	11%	23
\$55,001 -- \$65,000	12%	26
\$65,001 -- \$75,000	9%	19
\$75,001 or above	7%	15
Prefer not to disclose	35%	73

If you are an exempt employee, please select your annual income below: 211 ⓘ

If you are an exempt employee, please select your annual income below:	Average	Minimum	Maximum	Count
Less than \$15,001	1.00	1.00	1.00	3
\$15,001 -- \$25,000	2.00	2.00	2.00	3
\$25,001 -- \$35,000	3.00	3.00	3.00	31
\$35,001 -- \$45,000	4.00	4.00	4.00	18
\$45,001 -- \$55,000	5.00	5.00	5.00	23
\$55,001 -- \$65,000	6.00	6.00	6.00	26
\$65,001 -- \$75,000	7.00	7.00	7.00	19
\$75,001 or above	8.00	8.00	8.00	15

If you are an exempt employee, please select your annual income below:	Average	Minimum	Maximum	Count
Prefer not to disclose	9.00	9.00	9.00	73



If you are a non-exempt employee, please select your hourly wage below: 154 ⓘ

NonExemptWage - If you are a non-exempt employee, please select your hourly wage below:	Percentage	Count
\$12.01 -- \$14.00 per hour	6%	10
\$14.01 -- \$16.00 per hour	25%	38
\$16.01 -- \$18.00 per hour	20%	31
\$18.01 -- \$20.00 per hour	10%	15
\$20.01 -- \$22.00 per hour	9%	14
\$22.01 or more per hour	16%	25
Prefer not to disclose	14%	21

If you are a non-exempt employee, please select your hourly wage below: 154 ⓘ

If you are a non-exempt employee, please select your hourly wage below:	Average	Minimum	Maximum	Count
\$12.01 -- \$14.00 per hour	3.00	3.00	3.00	10
\$14.01 -- \$16.00 per hour	4.00	4.00	4.00	38
\$16.01 -- \$18.00 per hour	5.00	5.00	5.00	31
\$18.01 -- \$20.00 per hour	6.00	6.00	6.00	15
\$20.01 -- \$22.00 per hour	7.00	7.00	7.00	14
\$22.01 or more per hour	8.00	8.00	8.00	25
Prefer not to disclose	9.00	9.00	9.00	21

Comments on salary and compensation: 342 ⓘ

Comments on salary and compensation:

Very sad how little we get paid! The past 2 years the pay increase has been better that the .27 or .32 raises we were getting if we got one. What a slap in the face that was. I have been here for 20 years and have gone from 10.xx to 15.xx VERY PATHETIC!!! We have to do better. Pay is the main reason people leave MSU. Back in the day MSU was the place to work in Murray not anymore. [redacted has a hard time keeping people, maybe that was due to the leadership. Jackie and [redacted]

I work in one of the busiest and stressful departments on campus. The work tempo is constant and requires my mental acuity to be at maximum capacity at all times. Sometimes overtime is required to make sure my duties are done. That doesn't happen due to a lack of time management, but due to not having enough hours in the day to complete the work. To put it in perspective, a person can make more dumping nuts down a chute at Kenlake than what MSU pays for the job I do.

Comments on salary and compensation:

The salary is anywhere close to the median for job roles and a lot of time benefits and other things are counted as part of pay. sadly those do not pay bills. The salaries even more so do not match the work being done. Compared to what a industry standard I am earning less and doing more work.

Salary discrepancies across similar positions on campus continue to be outrageous. Additionally, staff are continuously given additional job responsibilities without additional pay or with disproportionate compensation. Entry level positions are at or just above the poverty line while professional positions that require advanced degrees are compensated similarly to entry positions in other sectors.

I think it would be great if we could all get 15% increases! But, we don't have the funds or budget to do that! We need the money before we start promising the world to people.

I haven't had enough time to fully evaluate COLA

The past Evergreen assessment and raises seemed like a joke and the actual raises given were confusing and seemed inconsistent across the university. I did benefit from the study and did receive a raise, but the raise I received didn't even total one dollar an hour more over three years. Of course I am thankful to even get that, but that seemed like a lot of work and resources used to give someone a 90 cent raise. The whole thing was confusing and gave us false excitement.

Moving people from salary to hourly: This was very disappointing! First, this was not something that NEEDED to be done, as evident that the second phase was scrapped. Second, for those of us that that got switched during the first phase (like me and some of my coworkers), it was mentally degrading. Although, we are making the same amount of money, it made me feel demoralizing and devalued to be moved from a salaried position (for which I was hired under!) to an hourly position. And in most instances, and especially in my department, there isn't really room in the budget to pay overtime, so in the end, I'm still working the same amount, not claiming/receiving overtime, and now I have to fill out a time card. The process was made worse when the university decided to not move forward with the second phase of the process and move the rest of the (higher salary range) to hourly. That made those of us that got moved first feel even less valued. That was like pouring salt into a wound. For me, personally, this event, was one of the biggest blows to my morale in the 20+ years that I have been a professional (salaried!) staff member, and although this happened in 2024, the sting still lingers.

I am non-exempt/hourly. I have a lot of responsibility in my position and am responsible for keeping secure the personal data of thousands of students and staff. I do not feel like I am paid in accordance with my job responsibilities nor am I paid a living wage. There is no way to raise a family off what I make. I could work a fast food or retail position and make the same hourly rate with much less responsibility and stress. The low pay rate has negatively affected limited my loyalty to this job.

Comments on salary and compensation:

There is a discrepancy between staff workload and pay, compared to the faculty we support.

I have worked at MSU for over 20 years and started under Jackie Dudley then to [redacted] in [redacted]. I have always taken pride in working for MSU but this last raise was a slap in my face. There are people doing a lot less than I do and been here half the time I have making more money or .10cnts less an hour than I make. I trained a girl in the [redacted] when she hired in and she is now making only 30 cents less an hour than I make. It is so hard to make ends meet and I have been trying to help out on some side jobs after work just for more income. I love this university and I love my job but it is so stressful trying to raise children and have any money left at all when groceries and gas and insurance increases take any amount of a raise that you were gifted.

Benefits increased so what raise I did get is gone.

Salary and compensation should be more closely aligned with industry standards for the job duties performed. This is especailly true for those positions requiring advanced degrees, licensure and training. I believe this would help to maintain a sense of job satisfaction and retention as well as creating an environment attractive to qualified and dedicated employees.

I feel that the pay scale for hourly employees is very low. it is hard to rationalize working here when several local businesses start employees out at a much higher pay rate than MSU. Even those who have worked hard to further their education here do not get any financial compensation for that effort.

Not enough for the work being performed/expected in my role

I can make the same or more hourly rate with almost no responsibility and no need to learn / remember all the details of my job if I went to work a fast food or retail job. I am tasked with keeping secure personal information on thousands of students and staff and am not being paid a living wage. It is difficult to see my position as long-term when the pay is so low. I have no job loyalty, if I get a better offer I will leave.

Raises are given to everyone, regardless of their level of work or commitment to the university. No one is being paid what they should be, which makes retaining dedicated staff difficult. Often what we have are people who are doing "just enough" work to get by. And they justify that with the low salary. How about some of the salary that is being given to the [redacted] and [redacted] be redistributed to staff and faculty?

I have two degrees and make less than \$15...I see no room for growth in my position. Murray State simply must do a better job supporting their staff if MSU wants high-quality employees. I work here because I love education and pouring into students. I could quit right now, go to a fast food chain, and immediately be making more. I love my job, I hate my pay, and I dream of being able to retire or afford a home. Neither of those dreams are likely in my position.

Comments on salary and compensation:

There is still a huge problem of salary progress in the non-exempt category. The upper administration (at the time) did not do an adequate job of alleviating this issue. At no time should new, non-exempt staff make more than current staff.

While I love Murray State, the discrepancy between pay for my position here vs. at other institutions is quite large (roughly \$15000-30000 depending on the University). I have also taken on multiple additional jobs as other staff have left for a small stipend. While that stipend is appreciated, performing duties for practically two positions while being paid less than other Universities for just one position is disheartening.

I have stayed for the pension plan, but the pay has been dismal.

Pitiful for what's expected

There is an very noticeable different in salaries between similar departments on campus. When asked to provide details about salaries at similar institutions, the proof of higher pay elsewhere takes us no where at MSU. The Evergreen study was inconstant. Quick salary searches in my area at the schools used for the study pay better than MSU and my are did not receive salary increases. I am happy with my holidays and position benefits. It is the embarrassingly low salaries compared to peer institutions that makes it hard to feel financially secure while in employment at MSU. Using a 30-year range to determine if a salary is in range does not take in to account the years of service in other positions on campus. After finding a position that you love at MSU you are forever locked into that salary with the inability to receive a raise other than a COLA. While an off-campus hire into a new position has the ability to advocate for a higher salary. It is really unfortunate to see the morale around campus crash, and it is starting to show up in poor output. How do you continue to encourage employees to continue to do work while paying them so low and not providing wage incentives.

Comments on salary and compensation:

COLA is not COLA if it's less than the cost of living. It's an effective paycut when it is less. And it's definitely not a raise. If rent, bread, kids tuition etc. all went up 10%, and pay goes up 2%, I am making 8% less, not 2% more.

The Evergreen study has done nothing but made it easier for those at the top to continue to receive large raises every year. A 2% raise for all individuals results in less than a dollar an hour increase for the lowest paid employees while those at the top now make thousands more a year. The wage gap has done nothing but grow and made it impossible for those at the bottom to truly earn a livable wage. For example, I've now worked here for almost 3 years and the individual in my office that started in December makes more than me. Individuals in staff/administrative roles historically do not make enough to be the sole financial provider for their family, much less enough to be a single individual who lives in a home and has bills to pay. It's crazy to see VP salaries that are 6-figures and see that their hard-working, long-time staff members make 1/5 or 1/6 of what their boss makes. Many, many staff on campus have advanced degrees but are not adequately compensated for it (myself included). The gap between faculty and staff compensation is also growing and is reflective of the perceived favoritism by University administration in faculty over staff.

While I appreciate the raises through the Evergreen study, it is still just "putting a band-aid on an open wound". My job is still 10-12k lower than our regional sister institutions pay. Again, this is an even bigger issue when you consider that those same schools have 5-7 more full time staffers in their department as well.

I would suggest more "milestone" raises for workers who have worked here for a while. Say every 5 years you get a significant raise to your salary/hourly wage. This would encourage employees to stay longer and give them something to work toward.

It seems like compression is happening with hourly worker rates increasing, but exempt employee wages not.

It has taken me 30+ years to reach this salary and still does not compare to other VP areas.

It has taken 24 years to make it to 16.00 hr. and I have worked really hard and a lot of time I was and still am never paid for.

Comments on salary and compensation:

Plaster laborers start at \$20.00 an hour in civilian world. I am a tech 2 and make closer to the bottom end reported. Drywall laborers are the same and floor specialists are in the range of 20-25 an hour pending the job.

Administration is well OVERPAID in our department while staff is grossly underpaid.

Murray State's department administrators wear many hats in regard to overall responsibilities. Most are in charge of logistics, budget management, strategic planning and implementation, compliance, applicant screening, etc. Strong leadership from admins directly impacts everything from enrollment growth to program quality and campus infrastructure. Investing more in administrative compensation is paramount because it's an investment in MSU's long-term stability and academic brilliance. The university should ensure our admin's are being compensated at a level that reflects our overall contributions.

Many peer institutions in Kentucky and the region offer higher pay to account for cost-of-living adjustments, workload, and market rates. Murray State admins deserve similar consideration to stay aligned with benchmarks and keep our leadership strong in support roles.

murray is no longer a cheap place to live. insurance has gone up along with costs. the already low salary is even lower now with with increasing costs. need to catch up or we cannot afford to work here any more

This university does a very poor job at paying its staff an adequate wage. The previous compensation adjustments were a joke. When a person is required to have a degree to be qualified for a position, that person should be making, at the very least, a livable wage. Someone working a retail job that has no higher education requirements should not be making a better wage. The compensation distribution that was last made simply made the "rich richer" and the "poor poorer." There needs to be a better system in place to stop this practice when determining salaries.

The COLA raises are offset by increases in health insurance premiums. In addition, salaries are not competitive with the surrounding market. There are few opportunities for advancement or professional development for staff.

The compensation study adjustments and 2% raises did not begin to cover the deficit caused by many years of inadequate raises.

No transparency tends to feel like club mentality

Comments on salary and compensation:

Most of the positions I have held on campus have been notably underpaid, especially when compared to the private sector. There is rarely any opportunity for upward advancement. And when there is, it's usually not worth the notably increased workload for nominal pay.

A Cost of Living Adjustment, should actually adjust to the cost of living. The majority of years, Murray State's so called "raises" do not even match inflation. In other words, if inflation and actual COLA are 5%, and Murray State offers a 2% "raise" employees are forced to eat 3%. I.e. every year we get a 3% pay cut that is spun as a "raise." Most employees cannot afford to buy 3% less gas, 3% less rent, 3% less childcare, 3% less medical care, etc. each and almost every year. After 30 years at Murray State, there's not much left. If inflation is 5%, give us 5% COLA. If you want to give us a raise for good performance, give us 6-8%, 5% for COLA, 1-3% as a raise.

We live in an inflationary society, likely to become a hyperinflationary society very soon. Pretending it doesn't exist will only result in continued turnover and unrealistic expectations for basic survival.

And don't get me started on the compensation study. The first portion was small, and didn't take most of my experience into account, just the few weeks in the new position. And then they held onto the last two cents (literally 2 cents) until the next year because it was apparently too much for one year.

There should be adjustment for degrees earned while working at Murray. Along with certifications earned such as a CPA.

As a director of two campuses and manager of a dual credit program who also oversees all advising and recruiting efforts and manages events in the building, I am paid the same amount as a classroom teacher. For the amount of work, responsibility, and commitment that my job entails with the community relationships that must be maintained, my salary does not reflect the job duties.

Longevity and loyalty are not recognized or valued as they should be. New hires are coming in making the same or more than those who have made a commitment to the organization. It causes morale issues, resentment, and lack of appreciation. If new employees are hired and their base needs to start higher than a currently employee, the current employee should be compensated at a percentage to keep the pay structure balanced and value on those who have been committed to the institution.

Okay for area we live in

Nobody makes enough, but compared to similar roles at other universities, I'm getting shorted by about \$10K-\$15K.

First of all, when I was offered the job the administration had no idea about the job market and what other institution pays with the same title. This is a huge gap. This could be because the supervisor may not aware of it. I think the salary should be based on comparison between uni/department of similar level institution.

I apologize. I accidentally hit on the exempt.

Comments on salary and compensation:

Our pay is not competitive even with other Kentucky universities, let alone nationally.

COLAs are never enough to keep up with the changing economy. Even when there were raises (whether in addition to COLAs or not) raises were provided extremely unfairly. Those in lower ranges, for example those making 20,000/year vs those in higher ranges, saying making 80,000 a year, were all given the same percentage of raise, which comes out to either (for example, 1%) \$200 for the lower income vs \$800 for the higher income. And how is this fair you may ask? It's not. Never has been, never will be.

I know this has been mentioned by many people every year in previous staff perspective surveys - I do read the survey results every year. So why has nothing been done about this atrocity? If I recall correctly, one year, people were given a percentage PLUS a \$500 amount (I don't recall the exact amounts) and while that was a little better, it doesn't meet the needs. And haven't studies and compensation reports been done to correct this problem? While this is not something I think Staff Congress can resolve, I think this needs to be addressed by our new administration in terms of boosting morale, retaining employees and University knowledge, and providing an appealing employment opportunity to potential applicants.

Salary is better than it was and is fair in my opinion.

Compared to the nation, we are not compensated adequately for the type of specialized work that we perform.

N/A

The entry level pay has become barely livable with prices rising and I am working diligently and many hours with inadequate compensation. It is almost better for me to work in fast food.

I have been here nearly 13 years and only making \$5 more and hour than when I began.

I was hired after the study and did not get the new pay I have to wait another year. anyone hired the next week or so makes more than myself I feel this was handled unfairly. I also know I was not the only one this happened to. We have to wait a year making less than those hired a week or so after. Would that seem fair to you?

Comments on salary and compensation:

I appreciate the raises the University gives. Each raise helps.

I'm glad we receive across the board raises. Merit based raises tend to be based more on how well the boss likes a person than how well the person does their job.

Experience does not matter with our payscale. An individual with 20 years experience will have the same starting pay as a new hire with no experience. This makes it feel like the university does not value experience, and only wants results. In our department, there is also no difference in pay in a supervisor role across all shifts, even though almost there is a heavy load placed on some supervisors, and little to no extra duties placed on other supervisors.

The last pay raise/comp study that resulted in our raises was despicable. I had been here almost 14 years and got around \$.50. Unreal.

For the amount of crap fin aid deals with and is probably the most sought after office you dont pay counselors enough to want to stay here (among multiple other issues). Hence our high turn over rate and why we only ever have new people.

You have staff that are food/housing insecure while working here AND MSU is perpetrating wage theft by making employees pay to park. That's disgraceful.

The pay does not match the responsibilities of the position. We should be paid more money to oversee the millions of dollars in aid processed each year.

When staff take on extra administrative requirements that are department-specific then there should be an easy open means for the supervisors to request more pay for the extra work.....especially when they are taking on the oversight and budgeting of more and more grants.

Comments on salary and compensation:

during the time of hire there was a study going on and when raises were given i was skipped over and no letter. So employees hired after me make more hourly and this not fair. I should have gotten the same pay as at least new hires but that is not the case and I am not the only one this happened to and some left the University due to this issue.

While Murray State does not pay employees competitive, I have chosen to take less pay for the other perks that come with being a MSU staff member. I think that other things can be done to help bridge the pay gap without it being monetary. Such as a hybrid work schedule, summer hours, etc.

It's always a fight because we are so far below other institutions, but I feel like strides are being made to bridge the gap and I appreciate the effort. I just wish everything didn't involve having to pay hundreds of thousands of dollars to outside agencies to tell us how to be paid or how to advertise for high-level vacancies.

I say the same things every year and nothing ever changes. We raise tuition and other fees and Staff never seem to see any of it or receive appropriate compensatory raises. Many people have been working here 10+ years and never received a raise outside of someone with a higher salary/title in their department retiring and taking that position, and once there's no more ladder to climb you're just maxed out and stuck. Unfortunately, the economy doesn't work that way and the COLA raises are woefully insufficient to keep up with inflation. It's nearly impossible to raise a family on wages from here, and many could no longer buy a house in the area if they desired. We stay here to work because we like the mission, so please reward us accordingly as many could find better pay for their talents elsewhere if they weren't tethered to Murray. I cannot speak for Faculty on this area, as I have heard they also feel underpaid. Maybe we should build fewer buildings and instead pay people better and properly maintain what we have.

I appreciate any increase in wages we receive and understand there is a budget to consider. There are times when looking at the structure of pay for internal and external hires that does not seem to support those moving within in the university.

I wish that my boss could give us raises based on performance/educational raises. For example, I got my Masters while being employed at Murray State and did not receive a raise for that but instead received a raise for COLA. In other forms of education, I would've gotten a raise. My boss would've given me one, but according to the university, everyone in my employment classification would have to get a raise in order for me to get one. It doesn't matter if you are a grant program or receive funds from outside the university. The policy is the same for everyone. I don't understand that.

Comments on salary and compensation:

I have never received a merit increase in pay after many years of employment even though I exceed expectations for my job position.

Largely underpaid, ignored outside of the department.

MSU seems to take care of upper level positions and doesn't seem to worry about mid or low level.

Salaries are below what other colleges and universities are offering in our area.

With the rising costs of goods, it is hard to maintain a balance with the amount we are paid here at the University. I am not sure funds are equally distributed compared to the amount of work that is expected.

With changing COL, there needs to be a change in pay

Any pay increases are often offset by health insurance premium increases

I have been working at Murray State University for 25 years. In my 25 years, I have never received a real raise, in the sense of a merit raise. A COLA raise is nice as long as it is line to assist with inflation. A 1% to a 2% COLA raise is no where close enough to assist with the current inflation of basic living expenses. Also, receiving a raise for taking on additional work duties should be expected and not viewed as the same as merit raise. In my 25 years at MSU, we have never had a merit raise. Why should we, as employees, continue to be expected to go above and beyond, when our employer doesn't see the value of meaningful raises and compensation. Although the university has tried to address the issue of fair and adequate compensation, they have failed miserably. The most recent attempt was the Evergreen Solutions survey. What a joke! Of all people, my direct supervisor received a salary increase. The survey did not adequately address the compensation issue whatsoever. When I see individuals in comparable positions at other colleges and universities making a higher salary, it is extremely degrading and discouraging. For many areas, this can also be seen internally. Similar director positions making more than other comparable positions and the discrepancy of salaries between direct supervisors and mid level management is astounding, especially when mid level management does so much more than the direct supervisor. What is equally astounding is the salary discrepancy between entry level positions and mid management. Of course, when you make a six figure salary, or close to it, working at Murray State is just peachy. Of course, I wouldn't know anything about this. It is definitely not peachy for me or my colleagues.

MSU is still by far behind in meeting the wages of other colleges and universities in our area.

Comments on salary and compensation:

It would be nice to make a liveable wage. After all the deductions it is hard to make ends meets.

I have been working for MSU 27 years this April. It has taken the last two years for my hourly pay rate to finally reach what it should have been 10 years ago. It took an outside source to inform the university that they are not paying staff adequately.

While I am thankful for the raise we have gotten, I still do not feel like it is enough for one person to be able to pay living expenses.

Murray State does not pay fair wages and has failed to keep up with inflation. The university has spent millions of dollars over the last few years on shiny, new buildings and scholarships, yet the employees have to work in leaky, dilapidated buildings for food-stamp wages. We paid the Provost \$219,225/year, yet mid- to senior-level employees are paid less than the starting pay at Walmart. The "cost of living" raises barely cover rising insurance rates, much less living costs. Murray State needs to figure out a way to evenly distribute finances and support everyone. It's hard to support a company that refuses to support me in return.

Hourly salary really is not sufficient for living. I will say that the benefits package is very good and I am grateful for it.

They latest compensation study was a joke. There were many problems with it from what they used for comparison to how the raises (or lack of) were applied.

Comments on salary and compensation:

It's better than it was, but still has room for improvement.

The pay for most positions are not competitive and does not match industry pay rates.

The Evergreen study was such a disappointment. Many people got raises, but most of us are still far below what our peers are paid at benchmark universities, which will continue to make it difficult to recruit and retain high quality staff members.

COLA is not adequate enough. Plus things like these can also put people like myself in a new tax bracket which then affects the take home salary. So while you think something is helping it actually isn't. I also have to have a second job to pay bills and such, so a higher salary would help so I wouldn't have to do that. It also hurts when you are working extremely hard to get everything done, but see others get a raise when they hardly do things.

I am not fairly paid for what I do i spen more time here at work than at home I get called in almost every day off I have I do more that 17 dollars an hour they ate trying to pay me what I deserve but

The university keeps spending large amounts of money on and depending on pay survey's completed by cooperations that take a over a year to complete. Then once the results are received another 6 months to a year is required to properly review them, determine if any pay raises are going to occurr as a results, create the necessary boards to review the results and create a plan of action and then another 6 months to a year to start applying those results. By the time it is all said and done another 2 years has passed since the survey was completed by the company. Many items that affect fair wages change multiple times in a year especially in out currently climate. Then once the raises are put in place it takes years to apply them, which just puts people further behind on what is considered a "current" fair wage for their position. Additionally, the inclusion of new employees and future employees are not even considered or are overlooked in the process. Then to add further insult there is no plan for how to proceed with additional raises for continued positive service. Murray State expects an employee who started this university to be satisfied with making that same wage after 10 or 15 years of loyal service. This is why we are unable to keep staff. Murray State needs to update their pay scale to bring it up to date with current fair wages, implement step raises for employees based on their years of service and if their position is a management position or not and have a plan to continue to increase wages to stay current and competitive. An employee who consistently has successful Performance Appraisals should not be making the same wage at 10 years of service as they were at 1 year of service. It is insulting. Also, it makes Performance Appraisals an absolute waste of time and paper. If employees are not going to be compensated fairly for their years of loyal service and job performance then what is the point of a Performance Appraisal.

It is well-known that [redacted] pay is much lower than most other [redacted] [redacted]. These pay rates are not even competitive.

In my department, I am paid the least while doing the same amount of work and having the same responsibilities as my co workers. The only difference is that we were hired at different points in the year.

Comments on salary and compensation:

Salary does not meet the cost of living in our area. I believe MSU is among the universities that pay their staff the least.

The last COLA study did a better job of equitable distribution of compensation increases. However, some of the lowest paid positions still have a very high pay gap to market norm and departments continue to be hamstrung in getting those positions pay raises.

The research I have done for my position with other universities show that MSU pays significantly less. Other staff members and faculty often say MSU pays too little and this is one of the main reasons why many staff leave.

I've worked at murray state for a very long time and raises here have usually always been very awful except when making a job for someone in the front office position or complete new job title that they have done in the trade shops the last year

While the benefits are fantastic, the actual salary is problematic for my work and degrees I hold.

COLA increases used to be a somewhat agree/disagree when they have occurred. Outside our control, the recent rounds of inflation and costs of all goods and services increasing has made previous cola increases not near enough.

Salaries for professional staff continue to be a major point of contention for me. When compared to salaries for colleagues at other universities who do similar work with similar educational backgrounds, my salary is way below what others are paid. There is no transparency about how salaries are determined, and I know of several instances where people who have the same titles and positions at Murray State are paid vastly different salaries. There is no opportunity for salary increases in a position beyond COLA increases. That is NOT a salary increase. COLA increases have not kept pace with the cost of living in Murray, KY. I don't know how single-income families are managing with a Murray State income alone.

The wages/ benefits/ retirement are to low to attract skilled young workers who might stay for a full retirement. Most only hire in to get their Certificates and license before leaving to jobs with better options.

The pay rate offered at MSU/[redacted] is the lowest of the range Glassdoor has in the area for my general position with my experience level. However, based on my specific job position, it is lower than the lowest range in the area.

The job posting stated "additional pay dependent upon qualifications", so I was expecting to be able to discuss this with HR. I was offered an increase of \$0.40 for three years of experience, based on the payscale that MSU abides by. This was communicated through email, as I did not receive a written job offer.

Overall, this pay rate was not what I was expecting or searching for, however, I felt I would fit into this lab and enjoy this position more than the other jobs I was debating between.

I think it is fair.

Please bring back merit raises they are fair and deserving for those that strive to learn and expand their knowledge. And those that are dependable

Comments on salary and compensation:

The university should find ways to give meaningful raises. Every time we get a bit of a raise, the health insurance goes up. It feels like you never really get ahead, as the increased cost for health insurance eats up most or all of the raise.

The cost of living adjustment doesn't even cover the increase in medical coverage each year. People at my level are taking home less each year instead of more. The way raises are adjusted benefits the people that make the most creating a larger divide in salary each year. These two points need to be addressed. It is concerning that someone balancing/monitoring/managing multiple budgets (over 10) and paperwork for a whole department is making less than someone that works at a fast food restaurant.

I have responded basically the same way for the last 10-12 years, but nothing ever really changes, so why do we even bother.

Salary and compensation for hourly staff could be more competitive. Compared to other universities and colleges nationally and within Kentucky, our wages for hourly employees tend to be on the lower side.

I have been [redacted]here for 9 years and am responsible for two genders and three different [redacted]. I have only ever received 1 raise.

I have worked for the university for almost 25 years and when the raises went out I do not feel that they were fairly distributed. I guess it is because I am old but I always thought seniority would hold a little placement above the ones there with less years and less experience but I was wrong. Now after the raise I am only making a few cents more than an employee who has been there not even half the years that I have been there and that stings because I am a dedicated and put forth more than my share I never cheat the university I stay over to help staff and never put in for compensation and now an employee who comes in late doesn't work over to make up time and takes her full lunch hour and also "takes walks" to stretch her legs while I sit answering phones managing the front desk and doing all the mandatory paperwork it just doesnt seem fair and shes making .10 an hour less than I do- not trying to complain just stating facts also there is a salary worker who walks constantly thru the day just to kill time making over 80k a year been there less than 2 years while i make less than 35k a year but anyway... I am thankful for my job

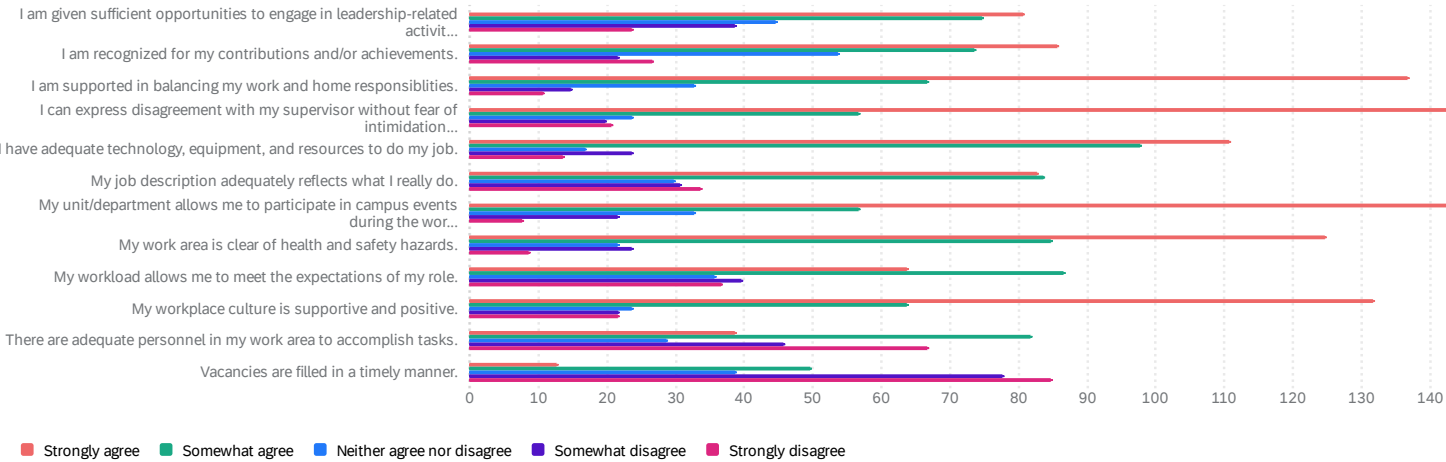
Comments on salary and compensation:

I find it nearly unbelievable how little most MSU staff are paid.

The fact that I've been here almost 17 years and only make \$17.05 speaks for itself. You can't make it on this income! I have to pinch pennies to make ends meet. I depend on my tax refund to pay my mortgage each month. Meanwhile, you have people here getting paid well over \$75k. I'm not asking for that. I just need a DECENT salary to keep up with today's costs and \$17.05 isn't doing it. I love my job and am proud to work for MSU, but when I tell people what I make, they are appalled. As they should be. MSU needs to invest in their employees. Not just the ones with big titles, but all of us! Those of us receiving the lower income are the ones that keep this university going. We are the ones communicating with students and parents and smoothing things over for the crap show that is this office. We are the ones getting work piled on us because we are short staffed. I shouldn't be doing a counselors work, I'm an admin, but here I am.

The fact that previous experience only applies to compensation when you are being hired externally and plays no part in compensation if you're applying internally.

Please indicate your level of agreement with each of the following statements related to working conditions: 265 ⓘ



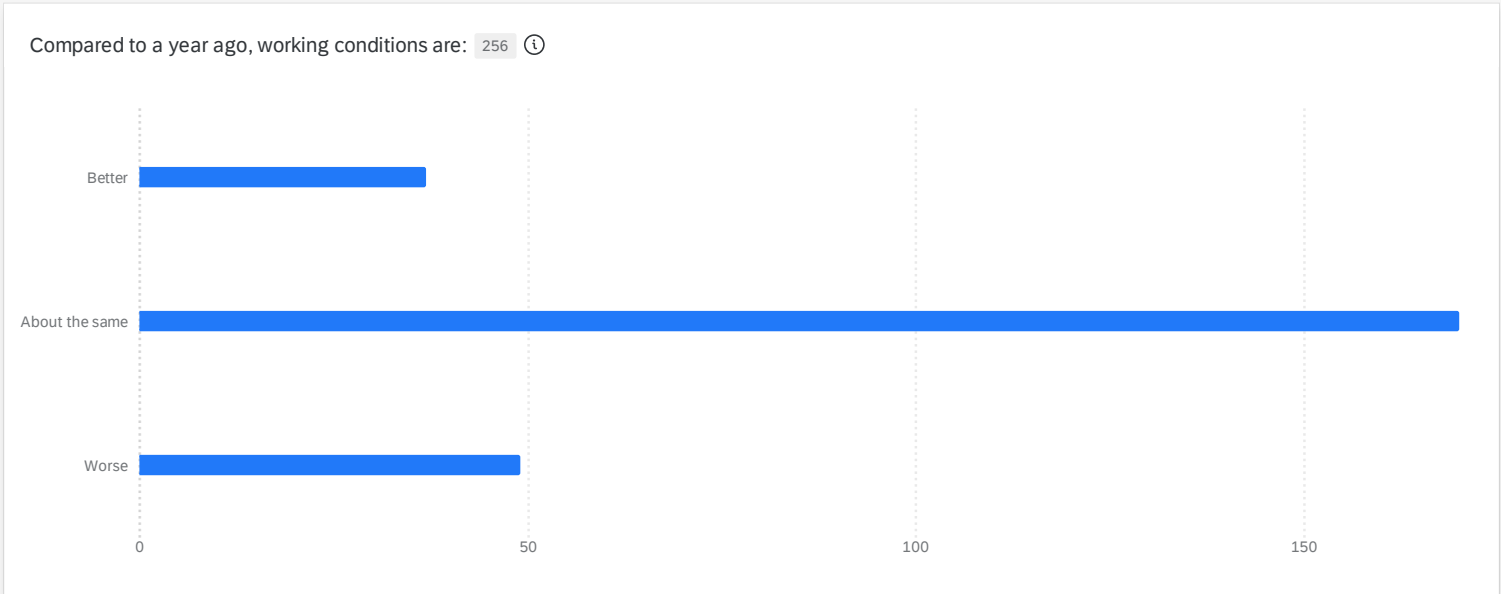
Please indicate your level of agreement with each of the following statements related to working conditions: 265 ⓘ

Please indicate your level of agreement with each of the following statemen...	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I am given sufficient opportunities to engage in leadership-related activit...	81	75	45	39	24
I am recognized for my contributions and/or achievements.	86	74	54	22	27
I am supported in balancing my work and home responsibilities.	137	67	33	15	11
I can express disagreement with my supervisor without fear of intimidation...	143	57	24	20	21
I have adequate technology, equipment, and resources to do my job.	111	98	17	24	14
My job description adequately reflects what I really do.	83	84	30	31	34
My unit/department allows me to participate in campus events during the wor...	143	57	33	22	8
My work area is clear of health and safety hazards.	125	85	22	24	9
My workload allows me to meet the expectations of my role.	64	87	36	40	37
My workplace culture is supportive and positive.	132	64	24	22	22
There are adequate personnel in my work area to accomplish tasks.	39	82	29	46	67
Vacancies are filled in a timely manner.	13	50	39	78	85

Please indicate your level of agreement with each of the following statements related to working conditions: 265 ⓘ

Please indicate your level of agreement with each of the following statemen...	Average	Minimum	Maximum	Count
Vacancies are filled in a timely manner.	3.65	1.00	5.00	265
I am supported in balancing my work and home responsibilities.	1.84	1.00	5.00	263
My unit/department allows me to participate in campus events during the wor...	1.84	1.00	5.00	263
I am recognized for my contributions and/or achievements.	2.35	1.00	5.00	263
There are adequate personnel in my work area to accomplish tasks.	3.08	1.00	5.00	263
I have adequate technology, equipment, and resources to do my job.	1.98	1.00	5.00	264
My work area is clear of health and safety hazards.	1.89	1.00	5.00	265

Please indicate your level of agreement with each of the following statemen...	Average	Minimum	Maximum	Count
I can express disagreement with my supervisor without fear of intimidation...	1.94	1.00	5.00	265
I am given sufficient opportunities to engage in leadership-related activit...	2.43	1.00	5.00	264
My workload allows me to meet the expectations of my role.	2.62	1.00	5.00	264
My workplace culture is supportive and positive.	2.01	1.00	5.00	264
My job description adequately reflects what I really do.	2.42	1.00	5.00	262



Compared to a year ago, working conditions are: 256 ⓘ		
PreviousYear - Compared to a year ago, working conditions are:	Percentage	Count
Better	14%	37
About the same	66%	170
Worse	19%	49

Compared to a year ago, working conditions are: 256 ⓘ				
Compared to a year ago, working conditions are:	Average	Minimum	Maximum	Count
Better	1.00	1.00	1.00	37
About the same	2.00	2.00	2.00	170
Worse	3.00	3.00	3.00	49

Please explain why.

We have to get off of this old heating and cooling system. We either freeze or we are sweating to death.

I have only been with MSU in the library since November 2025 but my working conditions from my previous job to this one are much improved. Insurance, mental health support, the wellness program and center, ability to take classes, consistent hours and pay, and security are but a few of the benefits I have enjoyed since being hired on, not least to say the excellent staff at Waterfield Library with their warm welcomes and healthy and flexible work environment thus far.

Since I started five people have quit and only two of them have been replaced. The work has increased overall and we don't have enough people. We are constantly threatened with having to work overtime or weekends because there aren't enough people to cover the workload. Morale is lower because not is there more work and less people, our leadership expect us to do more with less.

I think the work culture has taken a hit. My particular department is relating okay but the campus as a whole seems worse. See comments on president portion.

Dr. Patterson's leadership has given me some hope that needed changes are coming and that staff will be supported in doing good work.

no comparison yet

New management and changes in parole have allowed for a easier path to success in the future.

While we have staffing shortages contracted work is helping to make a difference. I am afraid it was not put in place soon enough and we will never be on time.

Unclear reasoning for senior administration changes. Transparency has been unsuccessful and/or not even attempted. Lack of transparency has created a heightened culture of fear and very low morale.

Please explain why.

My director supervisor is fantastic - very supportive of my needs and a forward thinker who only wants the best for our students. However, many of their ideas often fall on deaf ears or are not met with consideration. This is discouraging to not only them, but to me as well as it feels we have a lot to contribute, but many are against making changes.

Leadership

Workload continues to increase and management is aware, but ZERO effort has been made to hire additional employess.

Nothing has really changed.

Positions are taken away when an employee leaves or positions left vacant while the current staff continue to do extra work for no addition compensation. COLAs don't even come close to helping with actual cost of living increases. My direct supervisor does lead or advocate. Morale is so low on campus. I'd love to be proud of the growth of MSU but its hard to feel proud when you don't feel supported in your work environment. I thought MSU was a dream job and now I'm worried that I've committed so much of myself to someplace I'm starting to resent.

Heat/Cooling issues have been taken care of and it's just a comfortable environment

We have staff positions that have not been filled, no director, no support, and an incrased workload without an increase in pay

Please explain why.

Vacancies tend to be filled slowly. From my observation this is less from lack of effort, and more so due to lack of compensation to attract skilled labor. I'm sure some bureaucratic issues could be streamlined, however that does not seem to be a major barrier much of the time.,

I absolutely love my job and the people I work with. However, understaffing while trying to overdeliver takes a toll on the body and the mind.

We have a full staff now, so the workload is adequate.

We are still understaffed, but our student workers have been awesome this school year!

There are several changes occurring which seems to have the campus a bit uneasy. I feel like once the Administration is full-staffed again we may see a change.

favoritism?

Not much changes

Relations between departments and faculty are being restored. The major issues are being fixed or have been. The smaller jobs are becoming smaller. I am part of a process for solutions.

leadership is working hard to earn trust and to make positive changes as able.

Please explain why.

Issues with heating/cooling are being addressed with follow up.

Our unit was allowed to adopt flexible work arrangements. It has proved beneficial.

communication from athletics upper leadership is poor. majority of employees would rather complain since we hear nothing from leadership. We have no support or communication from upper leadership, and with salaries already low, there isn't much left to keep people here. when you are paid poorly and treated poorly, morale is poor

moved locations

I am consistently supported by my supervisors and they trust me to take initiative in my job duties and support my efforts to make processes better for students.

Any vacancies take forever to fill and positions have been taken from many departments.

lack of understanding the job; tends to be inbreeding; new outside people are not welcomed for their knowledge and expertise

I am probably better prepared for my job now than I was a year ago.

Going through the processes of the year, I feel I am learning more, I feel I have more confidence in what I do.

Have not seen much change.

The campus has grown under my leadership (positive thing and I am proud of it) but now the workload is more and is more stress on the limited staff that I have. I only have a temporary part time admin assistant, a night manager (not really needed now honestly with the state of online students being the main group), and a part time maintenance tech. All academic and executive responsibilities fall on my shoulders as well as being present and networking in the community. Progress is limited to how much I can physically handle without burning out.

Nothing has changed.

With new leadership beginning since last year, the pride of Murray State has not changed but it feels that with the lack of VP's others are being pulled in multiple directions to fill the current voids which impacts their areas of supervision.

Please explain why.

I think now staff and faculty can express their opinion. I see the same person now talks more responsibly and helpfully because of the improved work culture.

We are in an old building and the heating and air are problematic at times, leading to an uncomfortable environment for staff and the students.

Duties continue to grow while staff numbers do not. My department has been trying to fill several positions for months but qualified people do not apply because of the pay. My boss listens to us and our concerns and is very considerate of work-life balance. However, the work just piles up because there aren't enough people to get things done, so it's never a good time or idea to take a vacation. Even when we're sick, we still feel like we need to work because either noone can cover the work or there just isn't enough staff to keep things caught up.

I've only been a year I don't have a reliable work yea to compare too

Not much has changed on our campus

We have lost 3 employees with no sign of replacements or job postings. My workload has increased yet pay has remained the same.

Please explain why.

Other than the pay situation.

We have three positions open and cannot find anyone to fill them

Working conditions has not changed over the past year. The same supervisor is on the job.

Understaffed terribly

We will be given the impression things will change by higher administration (increased pay, more personnel, etc.), but then we are forgotten because athletics.

Even more short staffed than last year. All the same problems are still problems.

Nothing is really different.

[redacted] has been without a director for half a year and the job is still not posted. [redacted] has been without a Director for around a year, we've lost every single one of our senior [redacted], the [redacted] Office is almost entirely new, and the [redacted] Office is currently under water.

Please explain why.

New director has no idea of issues we were told would be corrected by new director. Highly doubt that those concerns were even shared with the new director

I have not been employed for a full year yet, but from what I have gathered my office is fully staffed for the first time in a good while

Again the pay issue from earlier in this survey.

We need an administrative assistant. They took the position away and have others doing the work. This is not manageable.

President Patterson has created a toxic work environment in my office. Not only has he been the reason that we are short staffed, he also called us out on the state of the university address for being the problem with the University. When staff heard this, they became deflated and down about the current administration. If he was going to make these comments, you would think that he would come to our office first, and learn what we do. Instead of only listening to Athletics.

added stress from parent complaints due to changes in university policies and parents just being plain mean. They are demanding and expect us to have no personal lives and cater to their student's needs. They are rude, demanding and we get in trouble by higher ups if we don't cave to their demands even if it costs us our mental health.

Regarding year-to-year the only "better" part of working conditions is that we actually closed for the week of the winter storm. In the past, we would've been forced to work remote. Otherwise, not much has changed in the last year.

I know in transition periods with leadership, there are issues that can arise as hiring takes place. In my day to day responsibilities, I feel my working conditions are similar to last year. As stated previously, with the opening of the VP of Finance, this has only increased issues of communication delays and responses with the interim individuals taking over responsibilities. It is challenging to continue to try to move forward with new initiatives when you are met with no response from the VP's office in my division. My hope with the new VP of Finance the struggles to get answers and move forward on initiative will decrease, but there is a large back log to get through.

Please explain why.

Parking is awful over here. I get lucky to not have to walk a significant distant. It will only get worse. I wish we had a garage over in the shark tank. That would help. Also, our building is old and falling apart. In Wells Hall, the elevator makes me nervous getting on to it, which I do frequently to load and unload my car. I think that updates are needed in a lot of the older buildings to make sure that they are maintained well. The building I'm in has only had one update in my entire time at Murray State. There is a water fountain in Wells Hall that is rusted and we were told that our department had to pay for that.

New president!

We cannot get new computers until they crash. So our technology is not up to date and our computers are very old.

The same issues every year. No change. See that MSU has no plans to change.

Literally, nothing has changed. The work environment is toxic. I sometimes just want to stop fighting for what I think is right and fair.

The New Director at [redacted] where I work has come in full steam ahead making decisions and making changes for things that he has not even fully comprehended how they work yet. He wants to "improve morale" so says him, however he makes no efforts to communicate with his staff. He treats the Assistant Director as if he is his personal secreatary. And has made it clear that we absolutely can not come to him with issues. We may address him through a chainof command only.

Please explain why.

My department is great! Not sure there's anything to improve on.

While the new president has done good for our department, nothing has changed with the direct supervisor actually supervising anyone or addressing issues with employees.

In the last year, some of our team members have retired or resigned, and some of those positions have not been replaced. Instead, the workload was redistributed among fewer people without adequate compensation. I was burned out before the downsizing. Now, I've got a foot out the door and will leave at the first better opportunity.

Not enough personnel worse leadership

Departmental leadership is seriously lacking.

I feel like lack of communication and expectations have created an environment where mediocracy has become acceptable and as someone who is always looking to do more/improve, it creates some frustration.

No real changes in our department or my workload.

Please explain why.

I answered many of the questions negatively because I feel the current work environment is challenging and, at times, toxic. Several factors contribute to this: Favoritism and unequal treatment: Some employees are publicly praised for their results, even when their behavior toward colleagues is inappropriate or harmful. This creates a sense that performance is valued over respectful and professional interactions. Lack of trust and communication: There have been situations where personal relationships and conversations are questioned, and concerns brought forward are not addressed directly but rather discussed behind the scenes. This makes it difficult to feel safe raising issues or sharing honest feedback. High workload and unrealistic expectations: The demands of the role often exceed what can reasonably be accomplished in a normal workday. Many employees, including myself, feel pressure to skip breaks, arrive early, or stay late just to manage the workload, yet these efforts are not acknowledged or appreciated. Unsupportive culture: The overall workplace culture feels unsupportive. Comments and behavior that undermine employees' confidence, including disparaging remarks about others who have left, contribute to a negative environment. Professional growth and recognition: Opportunities for leadership development or recognition are limited. Contributions and efforts are often overlooked unless they fit a certain favored narrative. Overall, while I have the tools and equipment to do my job and the workspace is safe, the combination of favoritism, heavy workload, poor communication, and a negative culture makes it difficult to perform effectively and feel supported. Compared to a year ago, conditions feel worse due to these persistent issues.

Work loads have been more evenly distributed.

We have a new president and have renewed hope for the future.

I don't remember what I listed last year.

I have no free time this past weekend I was supposed to hang with some friends instead I was at work till midnight on a saturday

Vacancies at this university are not able to be filled in a timely manner because the university's wages are not current or competitive for our area. This means many open positions sit for long periods of time without being filled. Additionally, the university often fills upper management positions with "Interim" persons and then allows them to fill the position for months or years prior to filling the position. This is also not a fair practice as the person filling the position is not being paid the wage associated with the position and may not be selected for the position in the long term. It is really just taking advantage of a loyal employee. Instead, there should be a time set for the fulfillment of the position and if it is not filled in that time then the position automatically goes to the interim if they want it. Also, it should be required that the person filling the position interim should be automatically considered for the position and should get additionally consideration because they are filling the position. The university should be required to pay interims the wage associated with the position they are filling instead of using it as a way to save money. Additionally, the university should be required to pay personnel who are taking on the responsibilities of a vacant position the salary of the open position until it is filled. This way the university does not keep the position "froze" until the next fiscal year in order to "save" money by not filling the position. The univeristy needs to be serious about actively filling vacancies and compensate those employees who are directly affected by the vacancy.

The cracks in the system have begun to widen, and the new lab director is more interested in making his "big ideas" a reality than actually addressing the problems [redacted] has.

Please explain why.

Lack of support from upper leadership

The turnover in this office is astronomical. No higher ups seem to care about the impact the lack of support has on everyone else in the office. It should not be up to a few people to take care of the [redacted] of over 10,000 students. If nothing changes, this office will be completely vacant with no one but the VP.

We have lost so many lines that matter

We have lost federal funding so are having to work harder to raise missed funds. Our staff can't handle the workload put on us but the university won't let us hire another position or two.

Direct supervisor is wonderful and has created a consistent, positive team for a long time.

There is loss of morale over things changing through facilities management all the time.

I am in a fortunate workplace where while we are busy and constantly have new issues to resolve, we are supported and have the resources needed.

My position was eliminated. In order to continue to work at the university, I had to accept a much lower-paid position. Additionally, I lost my years of service because I was not able to transition from my old position without a break in employment (through no fault of mine). It was certainly not my choice to leave my old position and have that break in employment. Because of that, I have lost my vacation accrual level. I also moved from a [redacted] position to a university position, and because of that, I lost all of my sick leave.

Wages were raised to be in the middle of the pack compared to other Universities, but definitely not raised to be competitive with local wages doing the same jobs. The vehicle fleet is finally getting updated from eyesore units missing paint and body damages.

I have been here less than a year.

Very good, a healthy work environment

Pay has increased in our department to get us a little closer to where we need to be so morale is up

Please explain why.

I think we have had some recent changes in the past three to four months that have really begun to positively impact area.

Working conditions have been great from the start of my employment at MSU and remain great currently

Trying to please everyone, but that never happens.

Because I'm STILL doing the job of two people! And departments are STILL being asked to do MORE with LESS because money keeps getting taken out of our budgets!

The football stadium where most of the [redacted] works is consistently not taken care of. The head of facilities will walk through on a daily basis and not seem to care about barricades being left out in the parking lot, trash in the stands, football field, and track, tables and chairs in hallways and locker rooms, from games that were several days prior. Bathrooms are frequently missing toilet paper, paper towels, or soap. The head of facilities will often ignore staff members or be rude to them all together. Only when walking around with the [redacted] will he fake a smile to staff members.

Leadership in my department is consistently strong and committed to their staff.

While my supervisor does what she can it is just a mess because if 2-3 employees attend a campus related event I am expected to tend the front desk and I have to always plan my lunch hour when a student is there and nobody else has to do that they go to lunch whenever they choose. Especially [redacted] she comes and goes as she pleases and if there is conflict the whole dept suffers so it is just easier to not complain and do as you're told if that makes sense she will get her "office friends" to attend things with and that leaves me alone to take care of all phones the front desk and daily duties but she is never called out for it

Please explain why.

They just are. Nothing has changed.

Nothing has changed, but in my case, that is not a bad thing. I feel supported by co-workers and my workload is comparable to my job description.

We are short staffed, have no director, have not been told when we will be hiring, we are getting work piled on us with no compensation, we are constantly behind on processing and have to reply to students with "we are diligently working to get that done" when it's been MONTHS since they submitted documents.

Comments related to working conditions: 342 ⓘ

Comments related to working conditions:

MSU has to do better maintaining the buildings. Fix the water leaks instead of replacing the tiles. I'm sure we have mold all in the building due to pipes not being fixed duck tape and band aides DO NOT WORK! Fix the issues. My building does not have hot water in most of the restrooms. Please explain why not. The cleaning crew does not due their job, not sure what they do. Bathrooms are not cleaned daily, floors not swept. They will roll the cleaning cart day after day over dead bugs on the ground making the floor even worse. I've complained and it does not do any good SSC cleaning crews just don't care. My building also has major water issues when it rains, water will pour in from the door and it creates an unsafe area, slick and full of water.

Our entire department needs a tech refresh.

Comments related to working conditions:

I am very satisfied with my office working conditions. I feel supported by my supervisor and coworkers, and enjoy the culture in my department. I appreciate that very much about my job. The only complaint I have about "working conditions" would be the lack of adequate "Blue Zone" parking for staff and faculty working on the west side of campus in the buildings on 16th street, specifically Faculty Hall, Wells Hall and the Physics Building. With the new nursing building nearly 100 blue zone parking spaces were eradicated and not replaced. Currently, many faculty and staff who work in those three buildings main option for parking is the gravel lot on the corner of 16th and Miller. That lot is horrible. It puddles terribly during the rain, the parking bumpers are misaligned, and in the recent winter storm, it wasn't even plowed and when re returned from university closure we have to park on a ice and snow for several days before the weather thawed it (making it a muddy, slushy mess). From what I have been told, the university does not own that lot and it leases it from MSU Foundation. I would ask that the University please re-negotiate it's lease with the MSU Foundation to include that lot be paved and properly maintained. Another solution would be to make the small parking lot directly behind the Physics Building BLUE ZONE ONLY. Currently it is zoned Blue and Red, and gets full very quickly with students. Further, I would also suggest increased patrolling and enforcement of the Blue zone lots in those areas. Students FREQUENTLY park in all those Blue Zone lots and take up what limited spots we have. It is very frustrating to work in Faculty, Wells or Physics and the closes Blue Zone parking space you can find in the morning is behind the Biology Building, at Sparks Hall or behind Tap 216!

Working conditions are Best they have been since I have been here.

The temperature controls in the building remain an issue. Working in bitter cold or extreme heat is not healthy or productive.

The building needs updates, as well as better regulation of temperatures.

Old building with various heating and cooling issues makes it difficult to plan day to day what the climate will be like.

Comments related to working conditions:

Underpaid. We need raises equal to those in the same departments of other campus postions. Parking is also a issue. We should not have to pay to park. That is like me working for free for half a week.

I believe if the time clocks were done away with and ALL employees could just use AIM to log in their time I believe it would create a more positive and rewarding environment for all of us. The dock crew have a hard time dealing with the one who causes so many problems. She always wants to know why they are off or why they didn't take a lunch or docks them of their time or messes up their time or questions their time when their direct supervisor has already approved it she should not question authority and it just causes a lot of friction but if everyone on campus just put their time in the same way there would be no friction or feelings of distrust

No hot water in the bathroom seems like a health concern to me. People aren't hired in a timely manner because the pay is too low.

The biggest issue I face is environmental conditions, specifically the temperature fluctuations in the office. There is difficulty creating a comfortable environment especially when working with students. For example being uncomfortably hot or cold

My role needs to not exist.

It's frustrating when faculty are dismissive of staff. I constantly deal with faculty who will not meet deadlines and then act like their workload is harder than mine so it's ok. It's really demoralizing and constantly makes me feel bad and want to find another job.

My unit works well together, even though we are very short staffed.

Our physical working location has an area that needs environmental remediation before we can use it, but the University will not approve it. We've had many instances of mold over the last few years. Thankfully, in the last two years, someone has finally been able to start cleaning. However, the most recent time, I was told that it's probably just going to keep coming back and we can call them, but it's just how it is.

Hostile

Comments related to working conditions:

Long hours just to get the work done, while the salaried folks won't pull any extra time, as they need their "work-life balance." The hourly folks are expected to pick up the slack. Isn't that why the salaried people are paid more? Just askin'?

I enjoy working with the staff. Enjoyment doesn't pay the bills. If you want better employees and dedication, increase the pay and you can demand more from your employees. Fair compensation should be the baseline minimum expectation from employers.

Fine. The typical "too cold in the summer to hot in the winter" complaints but other than that, my work conditions are comfortable.

Building temps are a true problem. I think we should be allowed to leave if the temp in our office is below 60 or above 88.

Overall Murray State is a good place to work. (mostly) Good people, good time off, nice considerations for personal life. Pay is the main barrier to keeping and recruiting.

Campus is under construction all the time and the building I am in has been suffering from outdated pipes, electricity, heating systems, and now windows. It's taken months for only half of the windows in the building to be replaced and the process has been anything but smooth.

Comments related to working conditions:

Need more full time staff to adequately cover all areas of our department. Because we don't I spend more time doing admin and coordinator work that prevents me from focusing on several of my job responsibilities as director

Return staffing to pre-covid levels (within reason). With more competent people work orders can be responded to and fixed within a timely manor instead of waiting a week or more for just a response.

Buildings are frigid, hands, legs and feet become numbed from the cold.

Our supervisor is doing their best to support all of us and to help us all do the best we can for the students and for all of our customers. Due to the decisions Dr. Patterson has made so far, however, including the unfair firing of Dr. Todd and his decision not to hire interims for the Vice Presidential positions, we are all truly concerned about keeping our jobs and being able to continue to offer the same quality of services we've offered in the past.

Comments related to working conditions:

plumbing leaks, mold growing in areas (can smell it)

The heating/cooling of the older buildings is terrible.

With the job I do all safety hazard can not be removed due to the nature of the position.

Working conditions are not bad at all.

Why some people can periodically work from home while others in the same department can't; lack of adequate resources

Overall they are good. There are always stressful days, however that is generally not the default, at least not in ways that are unnecessary.

I love my office and department as a whole

Employees do not feel valued.

The university needs to improve many areas including safety.

Comments related to working conditions:

See above.

I am 100% sure there is black mold in my building. I am constantly sick, my coworkers are always sick. The temperature fluctuates between 55 degrees and 90 degrees, even in a single week. We have no hot water. Windows do not open so sometimes it's super humid and stuffy.

Again leadership is lacking, no direction no communication

The heating and air are controlled by "someone else" on campus. I have to constantly submit work orders for "someone else" to control the building/classroom/office temperature.

Comments related to working conditions:

My workplace culture is more positive and supportive on the days it is known that the supervisor will be out of the office . It's sad that the supervisor is the negative force in the department. We accomplish more when everyone is able to work together. I just wish our supervisor understood that fact.

The primary resource I lack is time. The only way that I'm able to meet the expectations of my role are by putting in additional hours and taking work home with me. I love the work, and to me it's important and worth it, but I am concerned that I am setting the person after me up for failure by setting unreasonable expectations for this position.

Understaffed

Our internal department seems to want better, but gets held up with MSU administration. The priorities of campus needs seems to always be athletics will get anything they want first, then everyone else next.

Poor - the amount of work that is expected to be done cannot be completed during the work day. We do not have enough staff to handle student traffic.

Leadership does not lead by example. Change starts at the top and that isn't happening.

Comments related to working conditions:

There have been issues with the heat and air in our building for over 3 years.

I do think that we are behind on technology to a lot of university campuses in Kentucky. There are lots of cool things that UK and Western are doing. I think it could be argued that instead of filling some positions, we might reinvest that money in technology that might speed up our processes. Additionally, our buildings are in terrible shape. For years we have neglected regular maintenance, and did not have the budget for upgrades. However, now we are paying for that with mold, and inconsistent heat/air.

The workplace is stagnant at Murray State - There's just no time or money for professional development in most areas, so the only way to get "development" is to hire someone new to bring in their ideas either from recent education or a previous workplace. Buildings have broken bathrooms for various reasons, and some offices have various issues to cause health concerns. The janitorial staff do their best but a lot of it is just maintenance or renovations that are long overdue.

I am very happy with the individuals that work in my office and even on hard days, we are there to support each other and I really appreciate the work environment in my office.

Comments related to working conditions:

Let's see, where to start? 2% COLA adjustments just don't cut it (this mainly goes to my health insurance increase). My unit has no real working budget. My current budget mainly depends on one student fee. I haven't been to a professional development opportunity in over 15 years. Although I can express disagreement, I often get questioned about the services I provide to our students due to the disagreement I expressed to my VP.

Individuals are treated unequally and unfairly.

I am not sure who thought it was a good idea to have construction going on in so many buildings in such a small area, but it has consistently made everything harder. Some construction workers have been rude and hateful to employees.

I work with a great team that is incredibly supportive and lifts each other up, but the university is failing us. Our team is a skeleton crew. We are being overworked and underpaid, despite the revenue we generate for the university. Because our team is so small, if certain people get sick at the same time, our entire operation shuts down or, at best, slows to a crawl. I want better from Murray. I want to be paid adequately for the work I provide, and I want to be part of a full, thriving team.

Comments related to working conditions:

Our offices can range from 55 to 84 degrees depending on the season. The humidity level in our building is very high as well. I don't feel there's much concern about our comfort which is discouraging.

Adequate technology, resources, vacancies/personnel are still an issue. We don't pay enough to hire people, but culture is an issue. Resources/technology goes to those they want to give it to, without reasons.

Comments related to working conditions:

My personal working conditions are much improved due to a much improved chain of command. I am seeing an great improvement in resources, upgrading of equipment and openness to not only discuss issues, but to find solutions for issues. However, my department is in a constant state of short staffing. We need more fair wages regardless as my staff are not being compensated fairly for our immediate area. Additionally, if we are going to be kept in a constant state of minimum staffing then we should be compensated accordingly or provided more positions. I also think the university should institute a night shift differential and a weekend differential for all staff working the night shift and/or weekends because this is the time when no one wants to work. It is hardest to find people who are willing to work nights and/or weekends, therefore the staff who work nights and/or weekends should receive additional compensation in order to ease the filling of vacancies that require the working of nights and/or weekends. It would also likely improve the retention of these positions.

There are numerous flaws in the [redacted] building design. Multiple water leaks, potentially unsafe wiring in some locking door handles, cracks in floors appearing from the repeating shakes of the nearby quarry. At least one air ventilation system was installed BACKWARDS and was never fixed. I could fill a book with all of the structural problems.

We should be able to order more supportive chairs for staff. The ones in the office are so old and worn out. While this will not fix the overall bad work environment, we could at least be a bit more comfortable while we are here.

Building are so dirty and falling apart from the inside out

Used to be able to make up hours during the week since my wife and child have health issues and so do I but now am told by upper management no more making up time. Just use your sick time and if you run out, a edr will be giving and lack of pay unless they justify your case for requesting to make up time if you have no sick or vacation time. When people are making up time, more work is still getting done because that person is being allowed to work so its not just for the workers benefit that they are allowed to make up time, its also benefit for murray state since work is being done .

There can be much done to improve various conditions of the buildings on campus. For example, many exterior doors and windows need to be resealed. This would improve HVAC and energy efficiency, and make buildings more comfortable. We also need to have better pest control on campus. We've had a mouse problem for months that has yet to be resolved and fully cleaned up.

I am now working in a healthier building, but physical infrasructure on this campus is terrible. Every older building on this campus needs updated with new restrooms, abatement of older building materials, and better control of heating and cooling.

The Shops are understaffed and retiring faster than new employees can be hired.

Comments related to working conditions:

I have heard from my coworkers that vacancies take a long time to fill due to the position not being officially posted until after the previous employer has left the position. This had led to vacancies and a higher workload for a longer time. The timeline for applying, interviewing, hearing about next steps, and paperwork took longer than I was expecting. I also learned after being hired that I am not able to move up in the workplace through experience and will only be allowed that opportunity if I earn a master's degree, so I feel there are not many opportunities for professional development.

Every positive comment about my working condition is due to my direct supervisor being supportive. The only reason I can keep up with my many duties is because of the support of my supervisor. Vacancies in my type of position take a while to fill and turn over frequently because of the amount of work required for the amount of pay. The job description on my type of position does not adequately describe the amount of responsibility placed on the lowest paid person in the department. The professional development offered to staff is often just a Zoom training provided my someone across campus. I am recognized for my contributions by my supervisor and faculty, but not by the College or University as a whole.

I said it all in the previous question response.

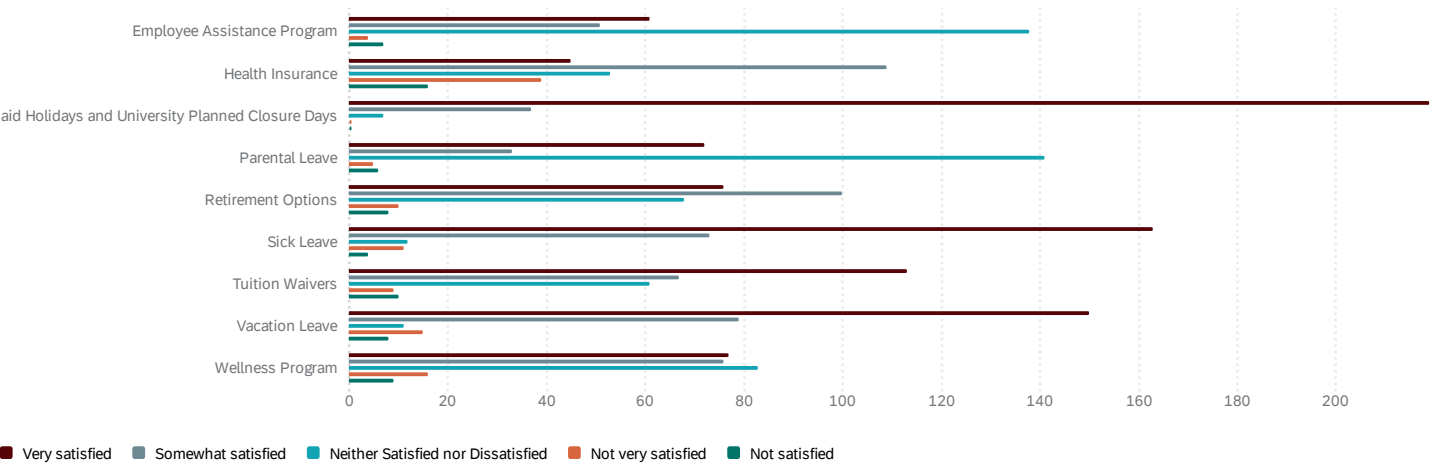
Because of recent changes in leadership, it is difficult to compare working conditions to previous years. If we are talking about physical safety and the work environment, those aspects are clearer, but for other conditions, it is challenging to make an accurate comparison given the leadership transition.

We understand that the stadium is an old building. Leaking ceiling tiles, mice, and power outages are to be expected. But basic things like keeping the bathroom stocked, cleaning up after games, and the overall cleanliness of the stadium is unacceptable.

Comments related to working conditions:

I have learned to adapt to my working conditions [redacted] makes my life miserable but I just deal with it it's easier to do without than to cause unnecessary drama for the whole dept. She takes her frustration or anger out on the [redacted] workers and now my son works for the dock crew and she has "messed up" his time card more times than I care to admit but I say nothing he just has to keep going to his supervisor to get it straightened out. I wish none of the dock had to have a time clock it just isnt fair. I have said this way before my son hired in. For some reason people thing [redacted] is the HR expert but we have HR personnel that can handle any questions especially when she is asked and relays incorrect information it just gets tiresome and esp when she asks "why" a person is off when FERPA clearly states that is nobodys business. Yet they feel obligated to tell her to avoid conflict in the atmosphere.

Please indicate your overall level of satisfaction with the following employment benefits: 264 ⓘ



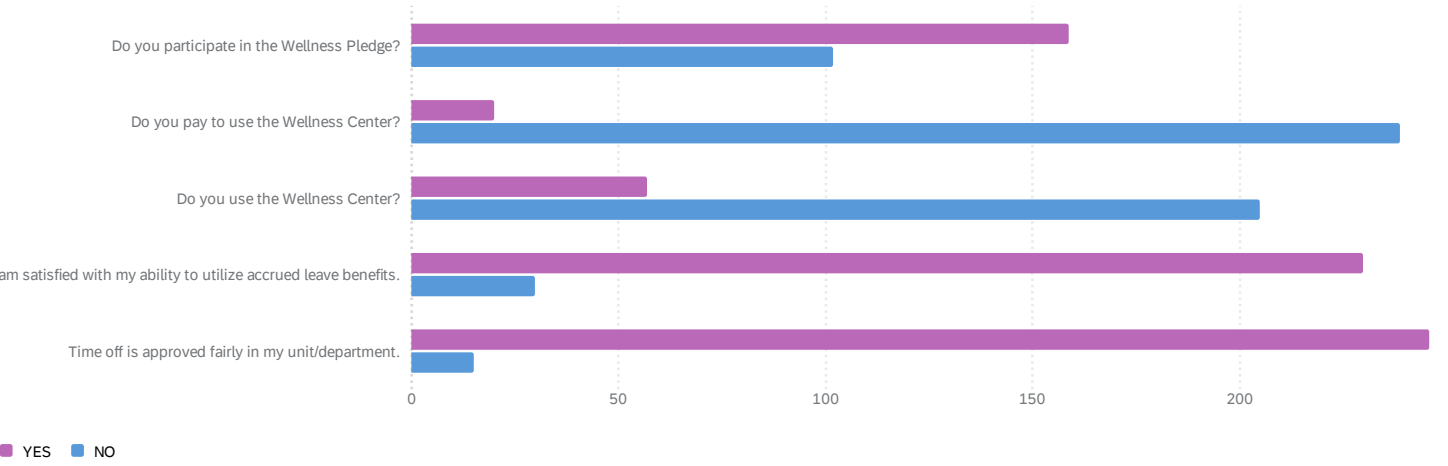
Please indicate your overall level of satisfaction with the following employment benefits: 264 ⓘ

Please indicate your overall level of satisfaction with the following emplo...	Very satisfied	Somewhat satisfied	Neither Satisfied nor Dissatisfied	Not very satisfied	Not satisfied
Employee Assistance Program	61	51	138	4	7
Health Insurance	45	109	53	39	16
Paid Holidays and University Planned Closure Days	219	37	7	0	0
Parental Leave	72	33	141	5	6
Retirement Options	76	100	68	10	8
Sick Leave	163	73	12	11	4
Tuition Waivers	113	67	61	9	10
Vacation Leave	150	79	11	15	8
Wellness Program	77	76	83	16	9

Please indicate your overall level of satisfaction with the following employment benefits: 264 ⓘ

Please indicate your overall level of satisfaction with the following emplo...	Average	Minimum	Maximum	Count
Sick Leave	1.56	1.00	5.00	263
Vacation Leave	1.68	1.00	5.00	263
Paid Holidays and University Planned Closure Days	1.19	1.00	3.00	263
Health Insurance	2.51	1.00	5.00	262
Retirement Options	2.14	1.00	5.00	262
Tuition Waivers	1.98	1.00	5.00	260
Employee Assistance Program	2.41	1.00	5.00	261
Parental Leave	2.38	1.00	5.00	257
Wellness Program	2.25	1.00	5.00	261

Please answer YES or NO to the following questions: 264 ⓘ



Please answer YES or NO to the following questions: 264 ⓘ

Please answer YES or NO to the following questions:	YES	NO
Do you participate in the Wellness Pledge?	159	102
Do you pay to use the Wellness Center?	20	239
Do you use the Wellness Center?	57	205
I am satisfied with my ability to utilize accrued leave benefits.	230	30
Time off is approved fairly in my unit/department.	246	15

Please answer YES or NO to the following questions: 264 ⓘ

Please answer YES or NO to the following questions:	Average	Minimum	Maximum	Count
I am satisfied with my ability to utilize accrued leave benefits.	1.12	1.00	2.00	260
Time off is approved fairly in my unit/department.	1.06	1.00	2.00	261
Do you participate in the Wellness Pledge?	1.39	1.00	2.00	261
Do you use the Wellness Center?	1.78	1.00	2.00	262
Do you pay to use the Wellness Center?	1.92	1.00	2.00	259

Please explain why you DO or DON'T pay to use the Wellness Center. 342 ⓘ

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

I pay because the took the HEA 189 class away. Why??? So many faculty and staff took advantage of the class and the well ness center was full, now it's a ghost town.

I use the Wellness Center to improve my health from simple exercises such as walking to reach step goals to the swimming pool that makes for great full body exercises and strength building.

I don't make enough to have the disposable income to pay for the Wellness Center. I use it because it is a benefit of the Wellness Challenge.

The wellness pledge has too many requirements to use.

I don't attend the Wellness Center. I prefer to work out at home.

I have a personal trainer I use at a private gym in the community.

I have a membership to Planet Fitness with is cheaper and more convenient for me than the Wellness Center. However, if the Wellness Center were free, or there was a very small nominal fee, I would probably use it for the pool to swim occasionally.

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

I am currently not able to enroll in the wellness center due to my personal/work schedule. Also its hard to invest money into personal health like Gym Memberships due to cost.

I have to pay for it and it's too expensive. Planet Fitness is cheaper and has more accessible hours.

I do not like the facility. I go elsewhere.

No time, 2 littles at home

I exercise at a different gym.

I paid to use it last year and had difficulties meeting my goals due to closures. I opted not to utilize it this year.

Don't have time to

I honestly do not have time or I would

I go to Planet Fitness. It's more budget friendly.

I am currently trying and failing the Wellness Pledge...

I would use the wellness center if I didn't have to pay for it.

I have a place setup in my home where I exercise.

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

Regional campus employee

The hours are too limited for the expense.

I'm in the wellness pledge. But I also have a lot of gym equipment at home.

Hours of operation do not work for me. Parking is a problem when there is events at CFSB

I have no interest in using the Wellness Center, and certainly won't pay to use it.

I don't use the Wellness Center because I would have to pay for it. Can't afford it with my salary.

I get it as part of my the Wellness plan but do not pay for the summer.

I don't feel like it is fair that we have to pay to use the Wellness Center. If using the Wellness Center as part of the pledge, it is too difficult to meet the number of visits based on the schedule of the Wellness Center.

I tried in semesters passed, but did not utilize it as often as was required so I lost access. However, when I would try to go, it was crowded (which is great that the students are utilizing it!).

Have things to do in the evenings

I use the gym in my home county.

I work in Hopkinsville--not very handy.

I don't want to pay to use the Wellness Center, it's not worth it.

Too costly. I would definitely use it if it were available as a gift but instead I have to pay to park. How about this idea. If you pay to use the wellness center you're exempt from parking fees. Everyone wins healthier happier more productive employees.

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

I get access with the Wellness Pledge.

I don't pay because we use another gym

I'd rather go to a different gym

lazy

Cost, hours of operation, no child care.

I would participate in the Wellness Center Pledge if spouses were also eligible.

I pay when I am not participating in the pledge, or taking a "free" class that gives free membership, and during the summers where paying is the only option.

Don't have the time or the interest. Not really sure where it is.

Of no interest to me.

Already have a gym membership.

I work in the Wellness Center

Hours are not great and when you do go, it is super crowded.

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

I don't get there often enough to warrant paying to use it. The number of times you have to attend under the wellness pledge is too much. It would be nice if membership was free for employees, with no requirements for attendance.

I am enrolled in the campus Wellness Program.

Too much going on in home life, moving, major illnesses, loss of wages.

I go to another gym

I do not use the wellness center because I have to pay for it. I believe that faculty and staff should be able to utilize facilities without pay. I would guess 80% dont go because of this. If it was offered I bet that number would drop significantly.

Because its beneficial for me because its on campus

I only pay for a summer membership as per the pledge.

Discount

I have insurance through my spouse, and we use the wellness features provided through that plan.

don't want to pay for it

Too expensive

I would come closer to using it if I didn't have to pay for it and the family could use it as well.

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

I do not pay for the Wellness Center access because I meet the minimum visit requirements.

Lack of time because of my work schedule

should be other options for people who do not live in Murray or Calloway County

I try to use the pledge, or combine with class waivers to get it for free (silly that its not free, unless you get another free thing, then it is free), however when they offer summer classes I usually pay so I can still go.

At this point in my life I don't wish to work out with the younger crowd

I pay so I can work out and play basketball.

I work at a regional campus.

I feel it should be an employee benefit.

I choose to work with a locally owned private gym to meet my physical activity and strength goals.

I have another gym I use in town in the summer

Not convenient

Not a convenient option for my situation.

Satellite location

I don't work out nor use any of the equipment in that space.

Not prepared to pay for it

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

I have signed up for the Wellness Center pledge, so if I go enough times, it's free.

I work at one of MSU's off campuses. And am unable to commute to the wellness center.

The Wellness Center does not have convenient hours for those of us who have kids they have to take to school in the morning, or have kids they have to pick up in the afternoon. Hours are not good for employees who have young families or dependents that rely on us. If the wellness center would open at 5am for example, I could get in a solid 30-45 minute work out before I have to go home, wake up kids, and get them ready for school. And we have too many after-school activities, dinner, or just life things to go after work.

I do not enjoy workouts - I'd rather my exercise be from doing something at home that I enjoy.

I'm busy with my son after work which I raise alone

We do not work and live in Murray so we can not use the Wellness Center.

Don't need to use it.

I have another, cheaper gym membership.

I don't live here

I do not care for the state taking from retiement to put money somewhere else we worked for the retirement and should be left alone. The University could stand up for that on our behalf with the governor.

Wellness pledge takes care of payment. I opt to not pay in the summer but do not need it then.

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

I don't want to pay for it but would use it some if I could come and go, freely

I have plenty of opportunities to exercise at home by doing housework and yard work.

Not interested

Because I do not go there. I will not go to a facility to workout on-campus and pay for access, when I can go other locations without having to interact with students in my personal time and actually pay less.

Inflation has everything costing more. I cannot afford the luxury of paying for a gym, it is not a necessity. Funds are allocated to actual bills

The University pays starvation wages. (Except for provosts. Apparently provosts get six figures.)

The spring semester is included with my health plan.

Often times the equipment or areas of the gym I would make use of are being used by students and will be in use for a lengthy duration.

I do pay because I don't attend regularly enough to keep getting it for free.

I don't want to pay for it.

I feel as an employee I should not have to pay to use the wellness center

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

I didn't relize I could and do not know how much it would cost. Not sure I would feel comfortable working out with the students. I am older. Also I work 12 hour midnight shift I only have time to get some sleep and shower then back at work. no time for personal needs most workdays.I

I like to go to a gym that is less crowded.

I don't go to gyms. Even if I did, I wouldn't want to work out around college students. I exercise at home or take a walk/job outside.

parking is inconvenient and it's usually too crowded after working hours. It's also really hard to access during basketball season due to parking.

I don't use the Wellness Center because the hours don't work with what I need. The hours they are open is very sporadic and I can go to another gym in town and have access 24/7.

If there were an employee-only section/wellness center I'd be more likely to use it, but it feels awkward going to the student exercise areas as an employee.

I think the Wellness Center should be free to Faculty and Staff.

I technically don't pay for the Wellness Center during the academic year, but I do in the summer. I wish that if I got my number to attend, it was free during the entire year not just the academic year. Even though it is cheap, with the required number of times to go, I wish summer was free.

Parking; mostly students

It is a taxable benefit

I want to attend classes but think it should be a benefit through wellness pledge

I use the wellness center when I am able to because it is free. However, new equipment is needed as many students have started to leave campus for other gyms.

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

I do the Wellness Pledge so I do not pay for the Wellness Center until the summer.

I am apart of the Wellness Pledge. I prefer to use the Wellness Center over the other gyms because it is close to work and I don't have to worry about paying for something else.

Wellness Center does not benefit employees that do not live in Murray.

I wasn't allowed to participate in the Wellness Pledge because my insurance did not begin until March. I began work in January. This was very disappointing. I would have 100% used the wellness center if I had been allowed to be a part of the pledge. Now I must wait a whole year.

I don't like working out around students

Not available to use it because I don't work on the main campus.

I am currently participating in the Racer Wellness pledge.

We are located in Hopkinsville, and no equal incentive is offered to those that are off campus.

Don't live in Murray. Spend enough time working at MSU that when I'm not at work, I need to be at home.

I am doing the Wellness Pledge. I will pay to utilize it this summer, but I do not at the moment.

I teach a group fitness class at Mega Gym. I use to teach at the Wellness Center and I loved it. But Mega Gym pays me more and I can work as many days as I wish. Helps supplement my paycheck here.

No time to use it and can't afford it anyway.

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

This question seems odd. Are the individuals who designed this survey aware that, through the Wellness Pledge, employees already have the option to attend the gym at no cost? Plus other gyms in town do offer discounts to Murray State Students and employees.

The hours are awful. Why pay for the wellness center for a small window of time to use it, when I can pay for Planet Fitness and get a better value for my money.

I do not use the Wellness Center because I do not exercise at the gym.

I used to use the center but I pay to go to an external gym. I do participate in the wellness pledge but I haven't been going to the wellness center. I might try to go more but I like my current options and routine.

Not located in Murray

Currently not convenient to take advantage of using the Wellness Center

Back when my family used the Wellness Center it would be closed when it was supposed to be open, you could never plan to go when it was convenient. I don't know if it was understaffed or what the issue is. By the number of students I see at a local gym, I would assume many/most students go off campus for their workouts. There was no reason to charge faculty/staff for use of the facility if you couldn't go around working hours.

I do not want to pay to work out at a gym owned by the institution that I work for.

I work two jobs, so there is no time.

I don't use it, so I don't pay.

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

I do not use the Wellness Center for exercising.

I have paid to use the Wellness Center in past semesters. Part of the reason I chose not to this semester was because parking is going to be more difficult with all the spots blocked off due to planned construction.

Don't have time

I do not pay nor do I use the Wellness Center because there are several gyms in the area that offer 24/7 access and the Wellness Center does not. Therefore I would rather pay to be able to access the gym on my schedule. MSU would make more money from the Wellness Center if they would make the facility a 24/7 facility. It also needs to be maintained better.

I like group classes and don't like the ones that are available and their times.

[redacted] is in Hopkinsville. I am too far away to use the Wellness Center even if I wanted to.

Wellness Center is a rick, equipment is rusty and represent a health hazard.

I use another gym

I take part in the Racer Wellness challenge and opted in for use of the Wellness Center

The staff at the wellness center is not attentive so I don't feel safe going there.

Signed up for Wellness Center Access through Open Enrollment and I pay for summer membership.

It is an inexpensive place to get a workout in before starting work in the morning

I don't have MSU health insurance.

I am a student

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

I personally don't think employees should have to continually be taking a course just to be able to use the wellness center. We work at murray state so I think we should freely be able to use the wellness center without continually taking wellness courses.

I have been using the free option with the wellness pledge, but don't anticipate meeting the required number of visits this semester due to the odd hours on the weekend and closures of the facilities

I pay in the Summer as required. It would be nice to not have to but it is a reasonable investment.

I don't enjoy using exercise equipment. I can walk without having to pay for use.

We get a free Planet Fitness membership

Due to the wellness pledge I am not paying to use it, but I don't think I will be able to achieve the attendance threshold, so I will have to pay in the future.

If it were free to access with out Employees badge IDs many would take advantage of this provision, but we must use tuition waivers and fill out forms only to get Academic Probation for not filling out more forms. We should be able to walk in with our Campus ID and not have to do the paperwork.

I work off campus.

I like using the Wellness Center because it is free and allows me to work out on my schedule.

I don't use it

I pay for a membership to another facility for exercise.

Because of the number of required visits that have to be met, I don't participate.

I use my money to buy food.

Did before COVID, but haven't went back yet.

I cannot afford to pay to use the Wellness Center because of the wage I make.

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

Too expensive and too many visits to the Wellness Center required if you select that option under the Wellness Pledge.

Don't have to pay when using the wellness pledge. I do pay for summer months.

Cheaper rates and better facilities elsewhere with better equipment and better parking.

I don't use the Wellness Center.

It is closed during times the university is closed, so I joined a gym in town that I go to regularly.

I did have a paid membership to the Wellness Center, but stopped going on a regular basis.

I do not pay to use the Wellness Center. I feel employees should have access as a standard benefit, rather than having to pay out of pocket. The current process, including the rate charged and the hoops required to use it for free, makes it difficult and discouraging. Providing more straightforward, no-cost access would better support employee wellness.

I like to have access to the wellness center when the weather is not nice enough to exercise outside. However, the mandatory 40 visits per semester in order to have access without payment the following semester is a lot for coaches that travel often.

I have a membership at a national gym (Planet Fitness) that allows me to utilize facilities in multiple locations.

I just dont have time

No time to use the Wellness Center.

I get the wellness center benefit as part of my wellness program.

I cannot afford the health insurance and therefore cannot use the wellness Center without also paying, which I cannot afford to do. I wish I could.

I don't pay because I believe all university affiliates should have free access to campus resources.

I don't think I should have to pay if I work here

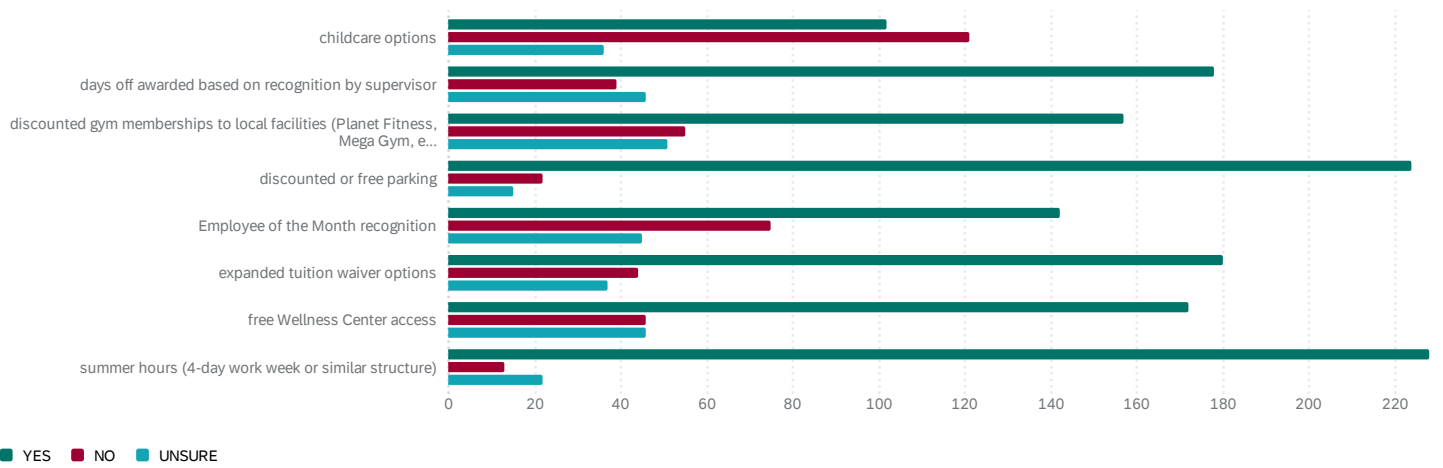
Please explain why you DO or DON'T pay to use the Wellness Center.

I should be able to use the Wellness Center when I can without having to keep track of visits; the amenities at local gyms are better with less the hassle

It should be free to employees. Why would I pay to use the janky Wellness Center when I can pay less to go to Planet Fitness and have everything I need there in a much cleaner facility.

I can't guarantee a certain number of days per week/month that I can go. I have a toddler that needs me in the evenings and often times contractors that need things during lunch so I couldn't commit to that.

Would you find value in the following benefits if they were offered: 264 ⓘ



Would you find value in the following benefits if they were offered: 264 ⓘ

Would you find value in the following benefits if they were offered:	YES	NO	UNSURE
childcare options	102	121	36
days off awarded based on recognition by supervisor	178	39	46
discounted gym memberships to local facilities (Planet Fitness, Mega Gym, e...	157	55	51
discounted or free parking	224	22	15
Employee of the Month recognition	142	75	45
expanded tuition waiver options	180	44	37
free Wellness Center access	172	46	46

Would you find value in the following benefits if they were offered:	YES	NO	UNSURE
summer hours (4-day work week or similar structure)	228	13	22

Would you find value in the following benefits if they were offered: 264 ⓘ

Would you find value in the following benefits if they were offered:	Average	Minimum	Maximum	Count
free Wellness Center access	1.52	1.00	3.00	264
discounted gym memberships to local facilities (Planet Fitness, Mega Gym, e...	1.60	1.00	3.00	263
childcare options	1.75	1.00	3.00	259
expanded tuition waiver options	1.45	1.00	3.00	261
summer hours (4-day work week or similar structure)	1.22	1.00	3.00	263
days off awarded based on recognition by supervisor	1.50	1.00	3.00	263
Employee of the Month recognition	1.63	1.00	3.00	262
discounted or free parking	1.20	1.00	3.00	261

Please list any additional benefits you would like to see Staff Congress explore. 342 ⓘ

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

New vendors and we really need to look at how we operate in the summer. We waste so much money cooling the buildings for a small amount of people that work in the summer.

Annual bonuses, free tickets to MSU athletic events, work from home options, unlimited PTO, monthly breakfast catchup meeting with management, performance based bonuses.

I would like to see a program where an employee could donate sick day(s) directly to another employee. I know we have the sick leave bank for employees who have depleted sick leave, but this would be a nice option. For example, our department hired a new employee last year. They got the flu about two months into their employment and hadn't accrued much sick time. I would have happily donated a sick day to them from my accrued sick time (I have plenty) to them if I could have.

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

Allow us to use attendance at local gym studios like the Barre or Brittany Wiggins Fitness at a discount and/or to count towards Wellness Pledge.

child care would be a wonderful help for struggling parents

Cell phone discounts, we use jabber to answer calls while away from desk on personal devices. Also discount codes for health programs like Hume Health, and iFit memberships and products

I would like to see if we could "donate" our sick days to an employee who may be struggling that may not have enough to be off with a sick child or if they are sick themselves I wish we could have an option to donate our personal sick or vacation days to a co-worker if we desired to do so to help them in a time of need

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

Free general admission to athletic events. I went to the free staff basketball game and the general admission stands were EMPTY. It costs the university nothing to allow staff to go for free and some of those staff may buy season tickets to get more comfortable seating. I would attend more games, it was fun. But I can't afford to buy tickets on my pay.

Mental health support. This is something I simply cannot afford with my insurance and my wage.

Since money is limited to offer a decent COLA or the creation of merit raises, I would like to see other benefits that do not have a direct cost associated with it. A parking discount based on years of service or the creation of a one-time monetary award for meeting employment milestones. There is so much value in acknowledging and rewarding loyal service.

100 days off of sick bank leave like before. Health services no charge like before.

See comments above regarding wellness fees and parking exemptions

Flexible work and remote work schedules

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

Reimbursements or discounts on insurance premiums for healthy individuals who do not use or file minimal claims per year or mainly for wellness checkups.

Waving web fees for employee tuition waivers. Incentivizing faculty/staff for continuing education.

Free parking, free gym, free classes (i.e. actually free, not freemium). It would be nice if I could give my classes to extended family when I don't use them. Compensations studies that don't hold back literal \$0.02 for the second year because it was "too much."

Step pay for previous experience at other agencies

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

Additional options for continued learning for maintenance techs.

Staff discounted football and basketball tickets

I feel that paying for parking when I work full time is uncalled for. The only reason I'm parking on campus is to work for MSU. This is the only place I've ever worked that makes you pay to park to work for them.

While my child is now a young adult and we do not need childcare currently, this continues to be an issue for faculty and staff with small children.

Allow departments to restructure work hours and close two afternoons a month for one example. Or just be more flexible during the fiscal year not just in the summer.

periodic remote work is available without a hoop jump and favoritism Those that can't work remotely due to student facing jobs should have other incentives

Paid parking, such a dumb idea. If we are netting as much as the University is charging, we should have better parking.

Help with pay on obtaining certifications, such as CPA exam fees.

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

Childcare support if not located in Murray so that the benefit would still be available to be utilized.

summer programs for employee's children based on a sliding scale

Merit pay, LinkedIn premium, Masterclass access, perks for volunteering in the community

I'd love to see free use of mental health apps like Rise, Headspace, etc.

Definitely discounted or free parking.... We have our own parking lot that only FM uses

Waivers to alternative gyms would be helpful for people not living in Murray.

N/A

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

A 4 day work week in the summer would be great. The current 30 minute time change doesn't really add anything to be honest. Even a half day would be beneficial on Fridays in the summer. I would work longer during the week for that if needed. The KCTCs system have Fridays off in the summer, so I think that it could be possible for MSU. I also think an added benefit to consider would be maybe incentivizing faculty/staff to use MSU dining. I never consider those options because there aren't incentives to do so and I'm closer to more locally owned options. I think MSU would make more money if it was discounted or something on a regular basis.

Remote work options, at least in the summer (fairly offered to all staff who could work from home and not just to some units)

being able to choose a different HSA provider - like if you already have one elsewhere, use that information instead of creating a Health Equity account

Meal vouchers for the dining halls.

Four day work week during regular semesters. Also, the availability of merit raises. Employee of the month would be better if you received something more than a coffee cup. Why do staff and faculty have to pay to park at their place of employment. That would be like a local business charging their employees to park to come to work. Also, why are departments responsible for purchasing computers out of their own budget for doing work that is expected of them by the university? It would seem that this should be a cost covered by the university and not by the department.

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

Merrit raises would be nice.

additional vacation time for employees working beyond 15 years of employment -

Are the individuals who designed this survey aware that, through the Wellness Pledge, employees already have the option to attend the gym at no cost? Plus other gyms in town do offer discounts to Murray State Students and employees.

Fair remote work options available to all areas, not just select departments and offices.

Free parking is a terrific idea. Having to pay to park where you work is ridiculous.

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

Since we can't give monetary benefits, I think giving days off is a great option to offer as a reward!

The cost for parking for employees is ridiculous. If I have to pay that much, there should be better, closer, parking available. The parking enforcement seems to be inconsistent as well.

Regular noticable discounts at the university store, cafe's and restaurants for MSU employees.

childcare options

A wellness program that offered rewards (ie: amazon giftcards) for participation in challenges

The ability to donate unused PTO to a bank for new hires who must first accrue time off... or HR change their policies to front-load PTO for new hires. AND/OR allow the conversion of unuseable sick time into vacation time.

The opportunity to take leave without pay to be able to extend personal time if needed. If I understand correctly, this is for only very limited situations.

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

Merchandise

We used to have a worker appreciation day until the last few years. We would go inside the track field and have tents and speeches was done about the job we was done and we was provided a meal for the work we do.

Free wellness center without any minimum visits would be great. I also wish we had more access to free/discounted therapy sessions with our insurance.

I want the policies for vacation accrual and and sick leave revisited. My personal situation this year caused me to lose 20+ days of sick leave and my vacation accrual rate.

The retirement system has lost much value since the Tier 1 system was replaced.

I would like to see a higher accrual rate for PTO or a rate based on days worked, instead of by month.

Hybrid schedules during times when students are not on campus.

As a monthly staff award of some kind, maybe offer a free cup of coffee at Starbucks. Maybe offer a staff discount day at Starbucks or Einstein Bagels every so often. Love the idea of having 4 day work week or flexible hours in the summer.

Discounted or free parking

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

I would like to see Staff Congress explore the possibility of annual bonuses or performance-based incentives for employees, as well as options for remote work, hybrid schedules, and flexible hours where it makes sense for the role. These types of benefits could support employee satisfaction, productivity, and work-life balance.

Childcare is the biggest factor when looking at employment. If our salaries are not going to be increased then providing a discounted or affordable childcare option would help with retainment and employee satisfaction.

expanded tuition waiver options for graduate or doctoral classes for dependants

I would like to see the time clock completely taken away it isnt fair to the staff that are mandated to use it

Adequate mental health access for faculty and staff

better access to mental health services for employees, such as Lyra health sessions.

Hybrid (work from home) scheduling setup.

I'd say that about covers it.

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

Even if childcare options weren't available directly on campus, some sort of a voucher program might be doable. Like partnering with existing local childcare facilities. Our students could help with the constant issue of quality staff and potentially the university could help negotiate a discounted rate for employees.

Comments related to benefits: 342 ⓘ

Comments related to benefits:

Not sure why we keep raising the healthcare prices every year. Basically you get a raise then MSU ups the insurance so in reality we did not get a raise only higher healthcare!

Please reinstate Tuition Waivers for Dependents of Retired employees. To my disappointment, this benefit was taken away from us several years ago. I have written about it in my staff survey every year since then, and I will continue to until I retire. I started my career at Murray State early in life, but started a family later in life. Because of this, I am in a unique situation where I can fully retire, with 27 years of service, while I still have a school-aged child. Currently, my child is in high school, and I am close to reaching full years of service for retirement. There is a strong probability that they want to attend Murray State. So I now find myself in a situation where, very soon, I will have to make the decision if I want to delay retirement 4-6 years so that my family can utilize a tuition waiver benefit for my child to attend Murray State.

Yes free Wellness center access or Gym Membership discounts to local facilities would be a vital role in helping with the overall health of the employees at Murray State University. Expanded tuition waver options would be a very good idea. I believe that the ability to help further the education of your staff over all impacts the University in a very positive manner. Not only are you helping the employee grow in a Academic manner but showing care and willingness to assist in the growth of there future hear at Murray State University. Summer Hours I believe would be widely accepted in Facilities Management. I believe It would be a popular opinion because for the ones that have a second job outside of the University, it would help. Also it is showing that the University is Willing Again to show care to there Employees wellbeing. I believe it would also help the university because i believe production would be better in the hot summer months due to heat factor that employees in FM could get there job done in a more proficient manner. Days off awarded by there supervisor could create a positive work environment due to the feeling of accomplishment. Free Parking. Very important I believe that the fact a employee of the University has to pay for parking is absolute ridiculous. I completely understand that there is lots of expense in a university setting however making your employees have to pay for parking is beyond me.

Comments related to benefits:

And I am very thankful that MSU opted for UNIVERSITY CLOSEURE during the weather instead of a work from home option because not everyone has that privilege. It just isn't fair to pick and choose who can and who can not work from home for example I don't have a printer or computer at home. And I am responsible for answering the phones and assigning duties to the crew and I can't do that efficiently from home. And very smart call closing the University also

Free Parking for staff would be a great bonus! It is crazy to have to pay to park at our place of employment plus having to pay our city taxes. For those of us who are on the lower end of pay, every little bit that we can have on our checks help a lot!

These would all be incredible benefits.

Comments related to benefits:

Employee awards are a joke. Oftentimes the employees who get those awards are the least hard working individuals on the campus. The hardest working ones are often the most overlooked. Discounted parking, hybrid work schedules, 4 day work weeks - those are items that will be for the good of everyone.

Why make staff pay \$200 a year for parking? We have to park. We aren't students. Why are we paying to simply come to work? Can I get a parking stipend? I shouldn't have to budget my paycheck to include paying the university back for parking my car.

During the summer, while we are busy around RNO time, it is not consistent enough to warrant 5 full day work weeks. I also wonder if the University would be interested deeming the week of the 4th of July as an Administrative closure/energy saving week (similar to the winter break) as so many staff take off during that time anyway.

Expanded tuition waivers, particularly for Master's/Doctoral programs, would be a great benefit. I have often considered the Ed.D program, but can not afford to pay for the additional classes per year.

If msu is self insured why does it go up continuously when they could do better

Comments related to benefits:

Would like to see opportunities to improve employee morale, comradery and knowledge (gathering with a meal, work skill improvement workshops, family events, etc.). For example, the staff lunch and/or breakfast has been missed.

Paying for parking as an employee feels like a scam

It would be nice to have clearer guidance on using sick days to address mental health. Normally when one is physically ill, at least in my department, it seems to be addressed fairly, however I have yet to see clear guidance when it comes to mental recovery etc. I know some people probably don't want to openly breach the subject either. It would also be nice if mental health was covered more thoroughly through Wayne Corp. Not just six visits. Seems like this addresses short term only.

I don't have children but still recognize the benefit of having childcare options for individuals who do. Also seems silly to offer tuition waivers to employees to use towards their own children but then require a time frame of employment to have been met before the waiver is allowed to be used (as the University President pointed out in a meeting).

Tuition waivers are also important for everyone to take advantage of even if it's not something I am personally interested in. Employee of the Month recognition isn't sufficient if it isn't shared with the entire campus community (needs to be shared beyond the individual office or VP hierarchy so that all of campus can celebrate accomplishments).

Meal plan would be great but the current version isn't enough. Having a "free" meal a week instead of slightly discounted options would be better.

Wellness Center access being free would be great, but the Wellness Center budget would have to be adjusted as we rely on membership fees to support the department budget. Faculty/staff memberships are our primary membership stream.

Comments related to benefits:

The benefits package offered is amazing! Education opportunities for everyone and a family oriented environment is important. Keep the current benefits and increase the wages (fairly) and the campus would be above and beyond even the local factories!

I think MSU offers a lot of great benefits, and I'm very grateful for them.

I would like to see the university look into on-campus childcare options for faculty and staff. We have an entire department [redacted] to train pre-school teachers and it does not make any sense why we do not have a lab school to train those teacher and provide a service to faculty and staff. Local daycare centers and preschools change ownership and staff frequently, and wait lists are long and costs are high. These constraints force staff or spouses to quit their jobs to provide childcare at home. This could be a retention strategy to keep good faculty and staff at the university.

The benefits at Murray State are great but wish for more flexibility in office hours. Also, I don't feel we should offer discounted or free parking because the decrease in funding would increase the cost to the employees/students that still had to pay. Any cuts in revenue has to be made up by someone or somewhere else. The university can't cut revenue and give adequate raises.

Wellness access should be for all not just those living in the area. Or able to work out during work not just lunch time

Comments related to benefits:

The current benefits are geared to employees wanting to further their education, or employees with families. Single employees with a doctorate degree and especially those without children do not feel that they receive the same benefits as married employees.

I'd love to have more sick days and vacation days and free parking if I had a wish list of most wanted perks.

Can you explain what "expanded tuition waiver options" are? I put "yes" because anything has to be better than what we have right now.

"Days off" would not be helpful because the work still won't get done and you just come back from a "reward" to more work - it's really just a punishment.

"Employee of the month" is a bad idea because these usually turn into popularity contests, or good employees with bad supervisors will never get recognized. There are just two examples of why this is a bad idea.

LET'S TALK ABOUT PARKING. Due to a lot of construction on campus, a lot of parking spaces have been displaced by construction crews needing those spaces, as well as new structures going into other spaces. This affects MORE spaces because THOSE employees displaced now have to park in other lots, displacing THOSE employees. It's a chain reaction. We pay \$200 to park far away from our buildings, walk through and around construction projects, and I actually have had two nails in my tires because of the construction on campus. And the University won't pay for my tire replacements.

And as far as tuition waivers, I have not been able to utilize these except for 2 of the years I have worked here (and I have worked here 15+ years), and my only hope now of using them is if my children go to college here. IF. If they don't, then those waivers are completely useless to me, because I am too busy at work to even consider taking time off for classes. Therefore, the total compensation report we are given each year with our renewed contracts is a complete joke. Those benefits are of no use to me, don't pay my bills, and should not be listed on a compensation report for my "total pay package." COMPLETE BS.

Comments related to benefits:

N/A

I have accrued a lot of vacation time. However, being in a satellite office with a couple of people employed and also working 1 day a week at another satellite campus, I am not able to take my vacation days.

Insurance not going up and stand up about the retirement move the governor is attempting to do. We worked for the retirement.

Awards and recognitions are very subjective. They have no value to those not recognized as it is perceived as political and favoritism. It only breeds discontentment, discouragement, and low morale to those that do not get awards or recognition.

The University may want to consider allowing employees to trade tuition waivers for free parking.

Stupid we have to pay to park in our own employee only parking lot

Our 3 year hourly raise plan was ruined for me this year by the increase in health insurance. That was hope given and taken away before the full raise was even given to us.

Comments related to benefits:

Better insurance.

Flexible work arrangements, working from home, hybrid models, etc.

Benefits are great but the price continues to go up each year however income is not going up so we can pay for it.

We work at Murray State because of the benefits. If the benefits start to go away, you will lose staff, and not be able to rehire staff. I love these things, they are what make me love my job.

I don't understand the Summer Hours being 7:30 AM-4:00 PM. I personally would just rather work 8:00 AM-4:30 PM all year long. We will already be on Daylight Saving Time, so it will still be light outside at 4:30 PM. Also because of Daylight Saving Time, we are losing an hour of sleep, so why lose another 30 minutes?

I appreciate our holiday time off!

Comments related to benefits:

Insurance (especially cost) is the main benefit that feels "bad" at the University currently, though I understand that's a national issue and not one we can really control locally. Otherwise just continuing to improve the ability to take leave (adequate staffing/cross training) and having flexibility for families is always beneficial. It was nice not being forced to work during the winter storm as people needed to focus on their own lives and families instead of having to balance that and work during that stressful period.

I would like to see our insurance premiums decrease. It is unbelievable what I am having to pay for my family, which greatly affects morale.

Please make the wellness center free without having to utilize it a specific number of times each semester. That should be a benefit that is awarded to every employee so he/she is able to utilize it anytime throughout the year.

I would also be very pro four day work weeks in the summer. That would be an added benefit that could draw more applicants for positions on campus. It would also make up for pay deficiencies in some areas.

It would be nice to see parking permit fees charged on a sliding scale so that employees who make less per hour could pay less for parking

Comments related to benefits:

Wellness Center for ALL Locations benefits. CHILDCARE HELP. WORK FROM HOME OPTIONS.

4-day work week during the summers rather than half hour earlier sounds nice

It would be helpful to consider adding additional incentives or increased employer contributions to the HSA card. I am unable to afford the Legacy PPO insurance plan, and selecting the lowest-cost insurance option can still result in significant out-of-pocket expenses if something major occurs, such as surgery or other unexpected medical needs. Additional support in this area would provide greater financial security and peace of mind for employees.

The best benefit would be adequate number of employees to do what is required in an area.

A 4-day summer work week would be a wonderful morale boost for staff who work on campus and allow for greater work/life balance to have more time at home with their families.

A fair and consistent weather clear policy is needed. When inclement weather occurs and the campus doesn't close, instructors are still allowed to cancel classes. Staff must count vacation days if the campus doesn't close and we don't feel safe to travel to and from campus. It seems a double standard to require staff to be there but allow faculty/instructors to cancel their classes.

Comments related to benefits:

We work insane hours during the academic year. A 4-day work week during the summer would be outstanding! We deserve to have more time away from campus, so we can come back to the academic year more refreshed. WE NEED BETTER WORK LIFE BALANCE!!!

Parking continues to be a hot button issue. Not only is it frustrating to pay for it, to then pay and have inadequate parking options is incredibly frustrating.

Overall, I think the benefits package at MSU is fairly priced and is beneficial.

Possible 4 day work weeks should be a voluntary thing. As some people have other obligations that would be affected negatively by having to work longer days.

I think a 4-day work week in the summer would be ideal. There is really no reason for us to be here 5 days a week when so few students are on campus.

While the idea of discounted or free parking sounds nice. I think it is unrealistic and unfair to the students. The fees for parking are used to support parking lot maintenance and parking lot related materials. This cost has to come from somewhere. If faculty and staff start receiving discounted or free parking, then the loss of revenue will have to be made up somewhere. That somewhere should not be our students. I know people argue, "well I work here." Okay, well students "go to school here" and they didn't have to go to school here, just like university employees don't have to "work here." At this time the responsibility of the necessary fees associated with maintaining parking on this campus is shared among faculty, staff and students who have a vehicle on campus. This seems like a fair method since we are all equally using the parking facilities.

Most benefits offered only work if you live in Murray. Any off-campus sites gain no discernable benefits.

Comments related to benefits:

Why have none of these options actually been made real? This is my second staff survey I have done, and nothing has changed at all regarding benefits other than my insurance premium being increased. Also, you guys are absolutely aware that paying to park at OUR WORK PLACE is bananas and should not be a thing.

Many faculty and staff bring or watch a child during work hours because they can't afford or find proper child care

I have an excessive amount of sick time I will never benefit from. I am part of the sick bank.

I have been told that staff are not allowed to take vacations in our department during the summer months; however, our leadership have taken extended time off during the summer.

When i started in 2007, parking was \$50 a year. It went up to \$55, then \$75, then \$100, and \$200 the last several years just to park where you work . We shouldn't be forced to pay \$200 to park in the compound where we work. And we shouldn't be charged \$100 to park in the murray state stadium parking either. This should be a benefit of working here is free parking.

[redacted] employees are told that they cannot be treated differently that university employees. However, when a [redacted] employee transitions to a university position, they lose vacation and sick leave. If a [redacted] employee must work within the same constraints that a university employee does, vacation and sick leave balances should not be handled any differently for [redacted] employees than for university employees when transitioning to new positions at the university.

The common saying has always been, "I am here for the paid days off and not because of the hourly wages".

Comments related to benefits:

These options are available every time we have the survey, but none of them have been implemented. If a 4 day work week were instituted, it would be important that non-exempt staff could still make the same amount; most cannot afford a decrease in pay. \$200 parking is steep for a small town like Murray especially for people on the lower end of the payscale. This does not guarantee us a parking spot close to our building. Due to construction across campus many parking lots cannot be utilized anymore.

I feel the benefits are quite good in comparison to other companies.

Our current healthcare options are not affordable for many employees. Exploring alternative plans or providers could help make coverage more accessible and cost-effective. While employees who have coverage through a spouse or parent may not feel the impact as much, there is likely a strong correlation between unaffordable benefits and employee turnover. Addressing this could help retain experienced staff and improve overall satisfaction.

pay to park for employees is not acceptable. this is an afront to the basic concept of employer/employee relationship. basically, a penalty or pay reduction. please fix immediately

There would be a lot less diversity and separation in the [redacted] department. When everyone has to go to [redacted] for "permission" even when the dept supervisor approves time off staff still have to answer to [redacted] before she will approve their time it just isnt fair to any of them and it makes for a very stressed environment

Comments related to benefits:

Feels weird to be "awarded" days off by my supervisor. That could become unfair and create a bad dynamic. I would LOVE to see the other listed options!!

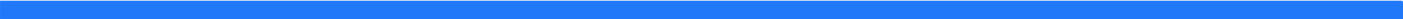
I should not have to pay (or at least not the full amount) to park at the place where I work.

Did you perform remote work at any point during the past year? 261 ⓘ

Yes



No



0

50

100

150

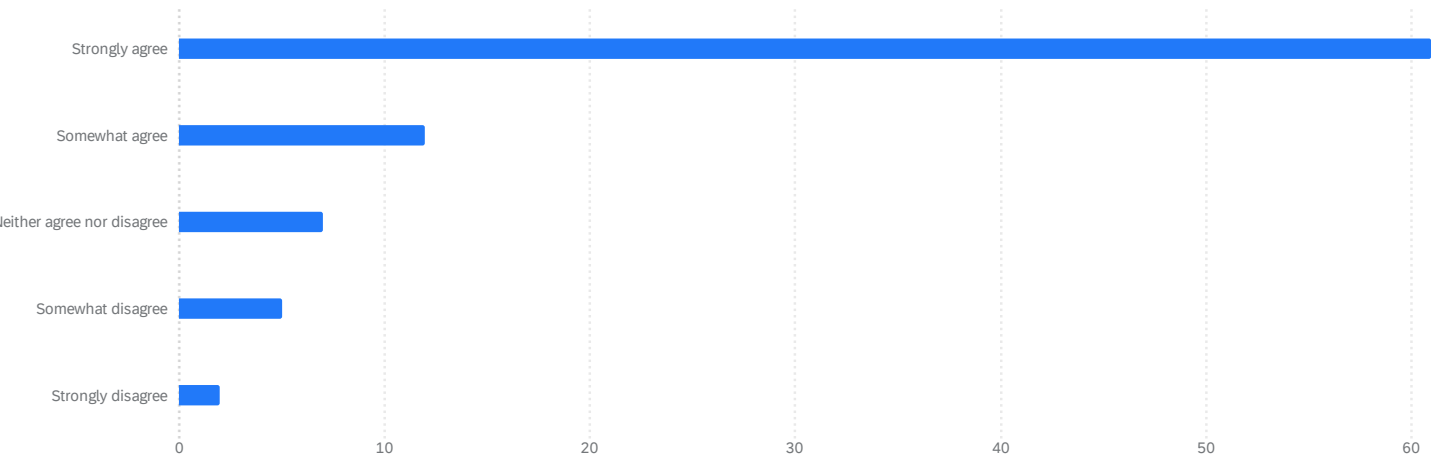
Did you perform remote work at any point during the past year? 261 ⓘ

RemoteWork - Did you perform remote work at any point during the past year?	Percentage	Count
Yes	33%	87
No	67%	174

Did you perform remote work at any point during the past year? 261 ⓘ

Did you perform remote work at any point during the past year?	Average	Minimum	Maximum	Count
Yes	1.00	1.00	1.00	87
No	2.00	2.00	2.00	174

My experience working remotely was favorable. 87 ⓘ



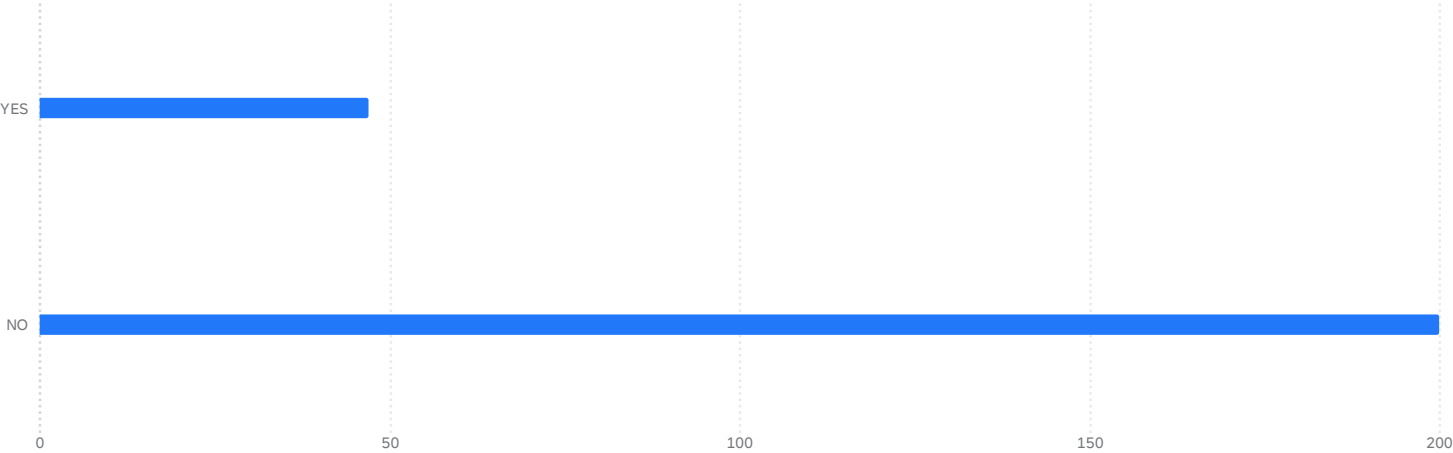
My experience working remotely was favorable. 87 ⓘ

RemoteWorkExperience - My experience working remotely was favorable.	Percentage	Count
Strongly agree	70%	61
Somewhat agree	14%	12
Neither agree nor disagree	8%	7
Somewhat disagree	6%	5
Strongly disagree	2%	2

My experience working remotely was favorable. 87 ⓘ

My experience working remotely was favorable.	Average	Minimum	Maximum	Count
Strongly agree	1.00	1.00	1.00	61
Somewhat agree	2.00	2.00	2.00	12
Neither agree nor disagree	3.00	3.00	3.00	7
Somewhat disagree	4.00	4.00	4.00	5
Strongly disagree	5.00	5.00	5.00	2

If you have been asked to work remotely, did you face any barriers to completing your works tasks effectively? 247 ⓘ



If you have been asked to work remotely, did you face any barriers to completing your works tasks effectively? 247 ⓘ

Barriers - If you have been asked to work remotely, did you face any barriers to completing your works tasks effectively?	Percentage	Count
YES	19%	47
NO	81%	200

If you have been asked to work remotely, did you face any barriers to completing your works tasks effectively? 247 ⓘ

If you have been asked to work remotely, did you face any barriers to compl...	Average	Minimum	Maximum	Count
YES	1.00	1.00	1.00	47
NO	2.00	2.00	2.00	200

342



Please explain.

Need to set up VPN access to be able to access certain MSU sites.

Some programs like Banner and ePrints were difficult to access from home. Also had difficulty accessing work files

We have been told to work remotely due to weather and most of the office loves the opportunity however I can not do my job efficiently when I work from home I communicate with all of the dock crew and contractors and all offices on campus and sometimes answer 3 calls at once and always transferring calls or taking messages and it is just not possible to do that from home. And I also do not have a computer or a printer

Cisco Jabber app is terrible.

I could not get the laptop to connect to a second external monitor. This made doing my tasks more time consuming.

Please explain.

Our office does not allow remote work unless for inclement weather

Construction related on campus sometimes require to be onsite.

Usually remote days were during snow days, which meant my son was home. It's just hard to work from home with the family there. I do appreciate the ability to work from home and not risk driving when the roads are hazardous, especially since I have a 25 mile commute.

Please explain.

I do not have a home office, so going from dual monitors at work to a small laptop at home is difficult. My setup at home is not conducive to efficiently working at home.

Until 6 months ago, I did not have internet at home.

I can get it done but takes longer due to we do not have the internet. I have had to raise my phone plan so that I would have a larger hotspot plan to be able to work. Then it would be slow because I would use it up because I have to balance the cost of the phone plan also which would cost us almost 300.00 so I could work form home. Not very cost effective for me

I am a technician. None of my work can be completed remotely.

My department frowns on working remotely therefore working remotely is only during inclement weather. Access to the network is not user friendly

Please explain.

It's extremely difficult to work remote and keep up the same level of communication that our office requires to work efficiently. Also, much of our job requires us to meet people in-person, so that work gets delayed. We tried working remotely and it just doesn't work for us.

technology difficulties and job requires paperwork not allowed to leave the office

I never received a laptop

Please explain.

The university pays starvation wages. I have a barely functioning computer at home that I can't afford to replace/repair but the University expects me to subsidize their work from home days.

Im maintenance don't get to work remotely

Please explain.

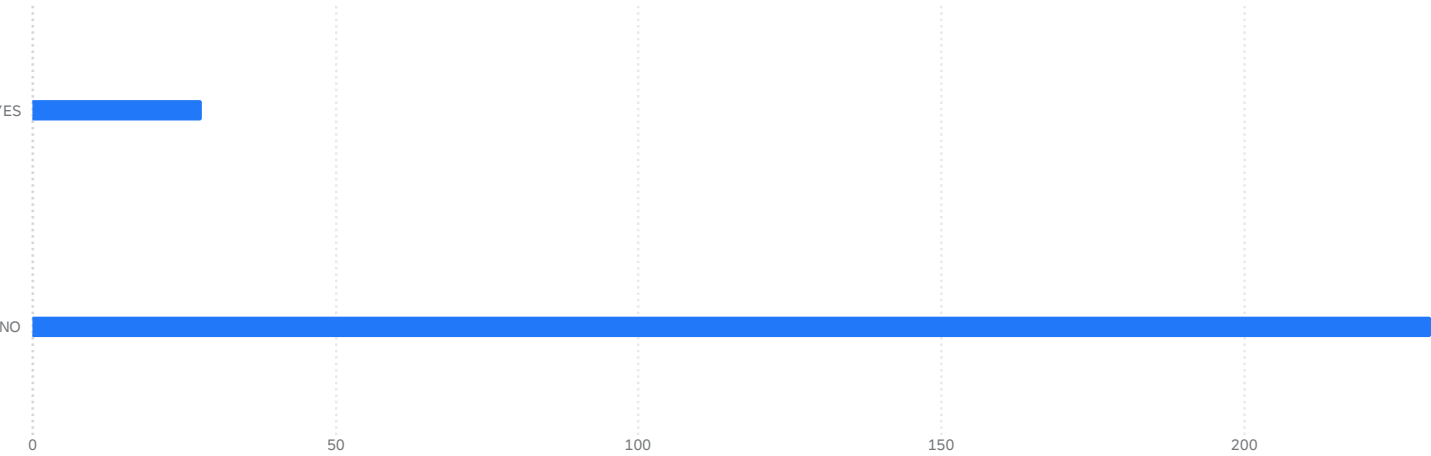
I am considered an Essential Employee and we are not allowed to work remotely. We must report to Campus on days when others can work remotely.

I SHIP/RECEIVE MERCHANDISE SO IT IS HARD TO DO WHEN NOT AT WORKPLACE.

Only barriers of my own making. I don't do well working at home because I'm always thinking that there are things that need to be done there. Plus, I prefer interacting with people (Zoom doesn't count).

I need to structure that my on campus office provides.

Within the last 12 months, have you been asked to work overtime without compensation or time off? 259 ⓘ



Within the last 12 months, have you been asked to work overtime without compensation or time off? 259 ⓘ

OvertimeExtraComp - Within the last 12 months, have you been asked to work overtime without compensation or time off?	Percentage	Count
YES	11%	28
NO	89%	231

259 ⓘ

Within the last 12 months, have you been asked to work overtime without com...	Average	Minimum	Maximum	Count
YES	1.00	1.00	1.00	28
NO	2.00	2.00	2.00	231

342 ⓘ

Comments related to remote and flexible work options:

In our department, typically, if we have to work extra time in a day, we adjust another work day, usually coming in later or leaving earlier, to compensate for it. This works fine for us.

I would be more than happy to work remotely and know from experience that I work more efficiently at home with fewer interruptions. I also know it would not be best for the University at all times of the year.

Comments related to remote and flexible work options:

In all honesty I was not aware of a "flexible work option" policy

Provide phones to employees equipped with the tools needed to do their role. Provide mobile card readers and hotspots to allow for off - side access to the internet.

I would like the ability to work remotely and/or flex my time off needs. It would be nice to be able to take my dog to the vet or be at home for a service call without using vacation time. I would be happy to make up that time if I could flex my hours or work remotely.

I may be wrong, but I believe Banner 9 is not accessible remotely. It would be impossible to work remotely if this is the case (unless my workday didn't call for the use of Banner 9 that particular day).

Comments related to remote and flexible work options:

More remote/flex options would strongly boost morale of the University staff. For example, based on each departments ability, everyone could work one day per week (or even every other week) at home. I attended a conference in the last few years where one of the breakout sessions touched on remote/flex work. I was surprised to find that there are many Universities who have the weekly or bi-weekly flex option. They all reported that it greatly improved morale for their units.

I thought the last president said covid was over and everybody come back to work the full work week.

I won't work overtime without being compensated. Pretty sure that's against the labor laws.

Response to the previous question: There was and continues to be no other compensation and its hard to take time off when departments are so understaffed. I take time off and it puts so much extra burden on my colleagues and vice versa.

The ability to have remote and flexible work should be easily accessible.

It would be nice to shift hours to a 4 or 4 and a half work days at certain points.

Comments related to remote and flexible work options:

All departments on campus should give their employees access to a computer to take home to make remote work an option (when appropriate). Having the ability to work from home for the morning while waiting for a pest control appointment at your house makes having a life outside of work that much easier.

See above

I'm salaried, so I work overtime everyday because the work has to get done.

I have a hard time promoting remote work as I have seen it being abused too often. It does not help the morale of those that do not have that option and work hard to keep the offices open to the public every day.

I was usually not allowed to work from home, but when the University required it. Others were allowed to do so in the office. The same would be for flexible work hours.

Comments related to remote and flexible work options:

We were thrilled to have the options. I didn't personally need to make changes.

I love that we have the option to work remotely in times of bad weather or emergencies. But would love a more flexible work options year around.

Remote and flexible work options should not be difficult to access. All departments should have access to it without fear of asking

I would like to have the ability to work remotely if I have to stay home with a sick child.

It is expected as I am salary.

Flexible hours could be helpful to attract and retain talented staff and faculty.

Comments related to remote and flexible work options:

Work remote is not fair to those who do not have a good place to work remote at home, or to those who work in a department that can't be remote due to duties. We see it as an unfair advantage. I am aware of many who take advantage of working remote so they can travel more, spend more time with kids while "monitoring" things on their computer. They get laundry done, housework done, etc. Even tho they probably signed something saying they wouldn't, it's pretty obvious when you try to call or message or email someone who is remote and they take almost the entire day to answer. That wouldn't happen if they were on campus. It's a shame that the University is being short-changed by those taking advantage.

None

I am frequently asked to stay late, come in early, and work weekends, but I ensure that I put those hours down on my time card.

N/A

Comments related to remote and flexible work options:

It is a sticky situation. Two staffers are in the same college or office and one supervisor lets their employee work from home but another supervisor makes their employee work on campus. It would have to be the same for those in the same college or office.

I haven't been asked to work overtime, but my job assignments made it necessary to work overtime without extra compensation. When I was switched from salary to hourly years ago the University never answered how I was going to be able to squeeze 50 hours into 37.5 hours.

I'm salary so it's implied (as well as explicitly stated) in my role that there will be weekend and after hour commitments. I would love to get a second job for additional income, but my job basically is a first and second job.

Working overtime without compensation or time off is an expectation, bordering on a requirement for exempt staff.

Salaried.

Comments related to remote and flexible work options:

I do work at least 4 to 8 hours overtime due to other employees calling off and 12 hours a day is a lot and no home time to get things done even worse when you work midnights. You cant get errands ran and things taken care of during the day and get any sleep.

I'm pleased with the remote/flexible work options. I prefer working in office, but it's nice being able to work remotely due to inclement weather or other issues.

Remote/flex work is the best and we should do everything we can to allow for people to be full remote if their position allows for it. Remote hiring would also make it easier to fill vacancies as people are just not necessarily interested in moving to such a small community as Murray. I understand that not all positions can be remote, but that is just how job descriptions and expectations work and if people desire flex/remote work in their position they should aim for said positions.

I am not given remote work opportunities, although I think that we truly have already proven great productivity working from home during COVID. I know that some units allow employees to rotate working remotely part-time. I think that more opportunities should be given to allow all employees to request this without judgement (especially if proven that it has worked well in the past).

Comments related to remote and flexible work options:

I appreciate the university's flexibility regarding remote work. It has helped reduce my burnout symptoms and improve my work-life balance. I probably would not still be employed here had I not been given the opportunity to work from home a few days per week.

A fair approach to remote work options is needed. Some offices allow remote work schedules and others do not. The majority of staff performed their jobs flawlessly during covid. I don't understand why that can't continue now to work from home regularly a day or two a week, especially when office conditions are uncomfortable and staff parking is a challenge.

Overtime is an expectation, because we do not have enough staff to get the job done. We are not given comp time, or any appreciation for the extra hours we put in. If you leave at 4:30, you're looked at like you're doing something wrong. Something has to change here, because if not, I'll be looking for new employment...I have worked at Murray State for well over a decade, and have earned multiple degrees from this institution...

More flexible work options would be amazing.

Research shows that remote and flexible work options make employees more productive and happier. If we can't pay people well, we need to do something to improve job satisfaction!

Comments related to remote and flexible work options:

I honestly do not understand the constant push back from the university administration concerning flexible work schedules. I do not understand why departments are not able to honestly determine what days/hours are necessary for their offices to be open to best serve our students and ensure that staff are available to do so. In fact, an office may find that it better serves our students by opening earlier or by staying open later. Then there may be staff that prefer to to come in earlier and leave earlier or come in later and stay later. Also, some positions on this campus may be better suited for remote work, instead of taking up space in an office. I do not think that all positions can be remote as some positions are best served in person, but I think there are some positions on this campus that do not physically require an office. Flexibility with scheduling and remote work are modern work concepts that the modern work force wants. Murray State University needs to stay current and competitive by offering these options to employees.

I'm usually working evenings and weekends that will not be compensated. That's just part of being a salaried employee.

I was not asked to stay over but the last day of December that we worked before christmas break, the front office did not approve me enough time to finish a job before leaving so I chose to clock out and stay over 1.5 hours to get my job completed so the outcome would be better than trying to finish it when coming back in January after Christmas break.

If the Campus is working remotely and essential employees must report to campus.. I feel there should be extra compensation for those braving the harsh conditions which closed the campus.

Comments related to remote and flexible work options:

I enjoy working in office, but when there is poor weather, it reduces staff morale when they are the only ones required to come into the office for work. Faculty and students are allowed to work/take classes from home, but staff are still required to come into work (this is specifically for staff that could do their duties at home). This has happened several times since I've worked here and sometimes the sidewalks/parking lots aren't even cleaned off or treated for us.

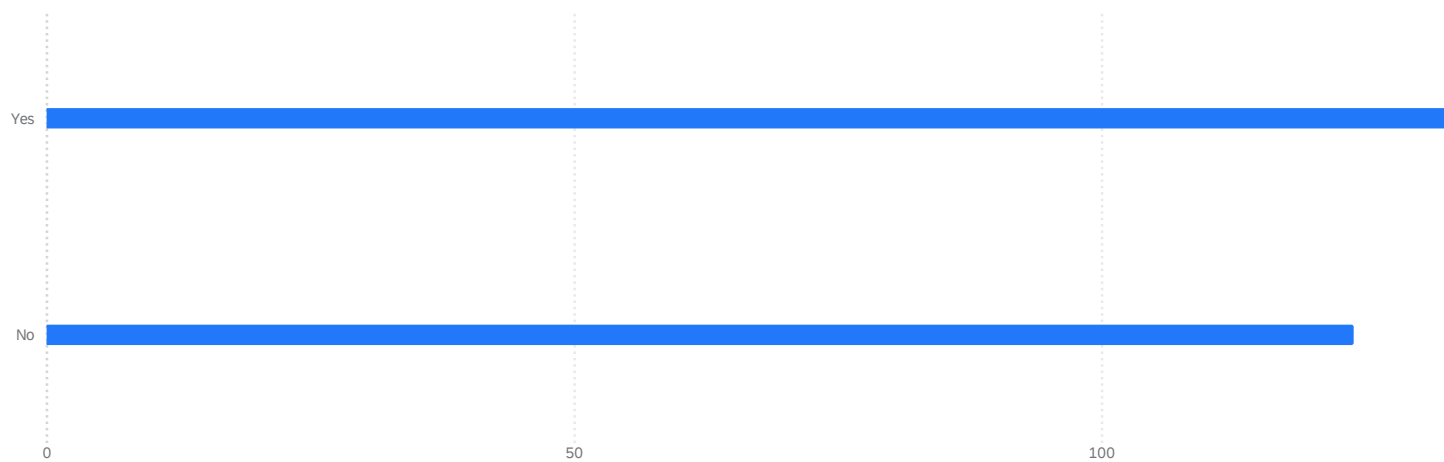
Remote work is highly frowned upon in my unit because it is not available to everyone in our department.

Clarification -- I have never been 'asked' to work overtime (and my supervisor is too nice to do that anyway), but the workload is such that OT is very much necessary. You never get 'caught up', just maybe 'less behind' due to staff shortage.

Comments related to remote and flexible work options:

If one person is asked to work remote then everyone should or get the day off. It isn't fair for some to work and some be off while others have no choice they have to come to work

In the past year, have you considered leaving the University for reasons other than retirement? 257 ⓘ



In the past year, have you considered leaving the University for reasons other than retirement? 257 ⓘ

SeperationDesired - In the past year, have you considered leaving the University for reasons other than retirement?	Percentage	Count
Yes	52%	133
No	48%	124

In the past year, have you considered leaving the University for reasons other than retirement? 257 ⓘ

In the past year, have you considered leaving the University for reasons ot...	Average	Minimum	Maximum	Count
Yes	1.00	1.00	1.00	133
No	2.00	2.00	2.00	124

If you have considered leaving the University for reasons other than retirement, please provide context for your answer. 342 ⓘ

If you have considered leaving the University for reasons other than retire...

More money and I did not like how some faculty were treated in other departments but maybe with Bob Jackson, Tim Todd, Jackie Dudley and [redacted] gone maybe we can move forward in a positive direction. [redacted] was very very rude and classless.

Primarily because of the work condition and amount of work done by as little people we have along with pay. Also looking at possibly moving to be closer to some friends.

When the President doesn't respect your department, listen to advice or reason, and wants you to do things against the set policies and procedures, there's no other choice but to leave.

If you have considered leaving the University for reasons other than retire...

low pay and uncertainties with being able to obtain time off.

While leaving is not a current consideration, I am hopeful with time, the fear and low morale that coworkers have shared will decrease. Too many unknowns and lack of information for decisions at this time for that to happen right now.

More money and work flexibility working can be found elsewhere.

Better paying jobs

When the new raises were posted I felt defeated and was offered more money at another place however I couldn't leave because I have invested so many years and I do love my job

Job over load, supervisor is a tyrant

If you have considered leaving the University for reasons other than retire...

The pay is very low and the benefits are not enough to keep me here.

The way admin are treated by faculty can be really demeaning.

The environment is very toxic on campus. People are afraid to tell the President no, because they fear for their job. I have considered quitting because it is so miserable some days. I have left work many days in tears. Why continue to work for a place where you are disposable?

A better wage. If my salary supported me, I would stay in this position until I retire. Unfortunately, I can barely make ends meet. I cannot save, invest, or plan for retirement in any way. Don't even ask about Christmas shopping, vacations, or vet bills. I will be leaving my current position within the next year for a better salary. Again, I have two degrees in my field (one of them earned at Murray State) and make less than \$15/hr.

Lack of discussion for change in job duties (additions), pay equity, lack of University support for intended changes.

Less hours dedicated to work and more with family. More flexible hours.

I would leave for the right paying job with hopes of it being less toxic.

For a better paying job.

The low salaries and lack of leadership. I don't want to move but its getting harder and harder to stay when you see the salaries of comparable universities. I see positive change already on campus with this new president, I just hope I can continue to stand my job long enough to see benefits.

If you have considered leaving the University for reasons other than retire...

Our working conditions are terrible, the amount of work expected of us exceeds our staffing and ability, and our supervisors won't support us

Pay is the big one. Stress on occasion.

Higher pay

I haven't in the past year, but when I have in the past it is because I feel overwhelmed and do not feel like I am properly compensated for it.

More money, less work, and better working conditions (like temperature control in the buildings)

unfairness, treatment and not the nice kind, inequality.

Low pay

If you have considered leaving the University for reasons other than retire...

Pay

Slightly higher pay, extreme building temperatures in winter and summer, makes working very uncomfortable.

poor pay and poor work environment

Seeking opportunities with better pay

University is not progressive, limited resources making work harder not smarter; not transparent about policies and never consent with policies

Pay reasons and no CPA incentives.

Not enough pay for the work associated with the job.

If you have considered leaving the University for reasons other than retire...

Being asked by someone in a high ranking position at MSU to complete a task that would have required me to the law and not follow the legal requirements..

Career progression, higher salary, better work-life balance

Poor salary structure and non standard policies in many areas. When you try to improve the work culture, employees complain about it and upper supervisor seems not supportive to the manager. Supervisor still holds the same mentality that has been in mind for many years.

Personnel issues with supervisor

Job market in my field is better elsewhere.

Better pay

The fact that I could go pretty much anywhere else and get paid more is a huge factor.

I'm tired. I've been here over 15 years. Technology is getting more difficult. Students and familes are getting more rude. Morale has gone way down. Cost of living keeps going up and the COLAs (when we do get them) aren't enough to keep up. Many of us have resorted to a second job. It'd be better to just go to the private sector and make more money. I don't want to be tired and angry and mentally drained when I go home. That's not fair to my family. What keeps me here? Right now, just the days off so I can be with my kids on their holidays and breaks. The insurance isn't good and costs are going up. The pay is bad. The parking is bad. The morale is bad. Upper administration is too far disconnected and doesn't really care about the rest of us. Every person I talk to on the phone is just TIRED of it all.

I don't like the lack of communication, over all skills of my leadership team

If you have considered leaving the University for reasons other than retire...

I was performing the work of 3 positions and not being adequately compensated.

I have been frustrated about the leadership within the office.

Better pay

The way the pay was done to me. Family members did leave because of this.

Salary is below the lowest range for the position title in the state of Kentucky

Because I am already retired and just working part time to keep busy.

Sometimes I wonder if things are better at other institutions, but when I speak to my colleagues elsewhere, they express different versions of the same concerns.

Employee Favoritism(unbalanced work load) and understaffed. Lack of accountability

I have attempted to quit 3 times. My supervisors were able to talk me out of it. I was literally on my way out of the door, it was not just empty threats. This was due to individuals in leadership roles with lack of experience outside of a textbook, MSU administrations decisions that were made based on optics instead of actually putting the students first. Giving a raise, but over 3 years. My first issue was in 3 years, the raise will not even be noticed because of inflation. Now my issue is the raise was taken away due before I could even receive the entirety of it due to increased health insurance costs.

If you have considered leaving the University for reasons other than retire...

Toxic work environment

Lack of diversity. Parking permit requirement. Starvation wages. Lack of messaging from the admin regarding the attacks on education and our universities by the current US Presidential administration.

We have an incredibly important job - we have no support. We only hear when things go wrong, and there is no roadmap in sight for an improved work environment.

The pay issue where people hired after me make more money than I due to the study I am a year behind and that does not seem fair when i have bee at the job longer. I know some have left because of this but I have stayed because the people I work with and retirement.

Because staff morale is so low. No one wants to work in a place that is so negative all of the time.

To have a higher-paying job.

job security doesn't feel as stable, but mostly how parents treat staff. Their demands and complaints take a drastic toll on mental health of employees.

If you have considered leaving the University for reasons other than retire...

I am always open to changing careers because anyone who believes they'll be adequately "rewarded for loyalty" in the modern workplace is just being easily exploited. Unfortunately it feels like we have no way to fight for better things other than hoping staff congress gets noticed by the President and Regents, since there's no real concept of a union here.

I have considered leaving for a higher paying job or for a remote position.

New president cleaning house and lots of anxiety about the direction of the university.

I have explored other options due to my pay being lower compared to other jobs that have less of workload in the private sector.

The pay for hourly is sad.

Pay does not compare for employees that do not live in Murray. Can find work closer to home that pays more.

better pay

It is hard to work here on the amount we are paid.

If you have considered leaving the University for reasons other than retire...

I am sick and tired of working for an incompetent VP and supervisor who not qualified to be in their current roles. I am also tired of not seeing any concerns being addressed as well as administrators and employees not being held for accountability of their actions. When you work closely with an assistant VP in another department and your email messages go unanswered indefinitely, how are you expected to do your job or support your students and staff? Once again no accountability for some people. Finally, the lack of adequate compensation doesn't help. People who should be rewarded are not and the incompetent individuals remain in very visible roles with an inflated salary.

The New director at [redacted] is implementing changes that affect the workplace in a manner that makes working MORE difficult and has zero understanding of our needs.

Find job closer to home.

Pay and the problems with parking and constructions

More Salary.

If a state job came available that paid more I would have to consider it. But I am happy where I am at. It would just help if I could bring home compesation could be a little higher.

Semi toxic work environment and the replacement of full time employees with student workers.

Feeling unappreciated, lack of ability to advance in the job, seeing others be treated differently, and issues not being addressed with employees.

My biggest reasons for looking elsewhere are issues with pay and understaffing. I've mentioned it several times elsewhere in this survey, but I do not feel adequately compensated for the work I do, especially when working on an understaffed team. If Murray could redistribute their money to pay full teams an adequate living wage, that would be great. | Similarly, over the past few years, the COLA raises we've received have not kept up with the cost of living. They barely cover the increased interest rates. It appears that HR is merely redistributing what they used to pay in insurance to our paychecks instead. That's not a raise. It's the same money going to the same insurance through a new middleman. If HR can no longer pay for our insurance, they need to figure out a way to pay us enough to cover the insurance premiums and rising living costs. Why work somewhere that doesn't pay enough to live a healthy, comfortable life? | Also, and I know Murray's hands are somewhat tied in this issue, but I don't like the erasure of safe spaces on campus. When I started working here, Murray had safe spaces for marginalized groups, such as the Multicultural Center, Women's Center, and Pride Center. All of those spaces have since been whitewashed, at best, thanks to anti-DEI legislation. I understand that Murray has to adhere to the legislation to receive funding, but I wish there were a way Murray could have stood up for marginalized students rather than fully caving to bigots. Yes, those offices still exist in some form, but if I were a new student, I wouldn't know the difference between [redacted] ; the Office of [redacted] ; and the [redacted] . I wouldn't know where to go to meet people like me. Again, I understand Murray's hands are tied, but I wish the university could have done more for the marginalized.

I've considered remote work with higher pay.

If you have considered leaving the University for reasons other than retire...

Inconsistencies in expectations of employee work schedules (remote and/or flexible).

My supervisor is a nightmare, workload is nearly impossible to complete during the week (I work many weekends), and compensation is lacking, even after the "salary study."

I feel at times my unique set of strengths are underutilized and have questioned if another sector would allow me to better utilize them. I love Murray State and feel like I have more to offer the university but having the opportunities to do so have felt hard to come by at times.

I work two jobs, so I have considered looking for a better paying job; however, I appreciate the benefits offered by MSU and they are important to my husband and me so staying in my current job is the best option.

My consideration is due to ongoing challenges in the work environment, including high workload, lack of support, and a culture that feels unsupportive. Efforts to raise concerns with HR often result in generic responses, and there is little evidence of meaningful change, which makes it difficult to feel that issues are addressed or that the workplace is improving.

Pay.

The overall salary for my position has made me consider leaving the University.

Culture, not feeling wanted

To get paid more adequately

Being at the bottom of the pay scale for my field makes it necessary to continue seeking other employment.

I have been contacted by other institutions/companies to work for them for more pay.

If you have considered leaving the University for reasons other than retire...

I am tired of not seeing staff properly compensated for their years of service to the university. Actually, I am probably more tired of not seeing an interest from the univeristy administration in the fair compensation of staff for their years of service. It is incredibly frustrating to work in a constant state of under staffing while also being under compensated.

Between the low pay, inadequate leadership, and lack of university action; [redacted] is becoming less and less appealing to work for. I know there are plenty of other [redacted] jobs that could use my skills and have proper management.

I have at times reflected on my long-term alignment with the University due to a combination of structural and resource-related factors. These include opportunities to further modernize administrative processes and technological adoption, the need for clearer institutional support and tools to fully succeed and grow in my role, and compensation considerations relative to responsibilities and market benchmarks. Addressing these areas would significantly enhance effectiveness, collaboration, and overall institutional impact.

upper management, lack of communication, lack of support, the pay, having too much to do with not enough staff to help, being cussed out by other staff and faculty for being behind on things as an office.

pay isn't competitive to even our local companies

Better salary

Looking for other opportunities.

Lack of opportunity for upward movement.

Yes, for a better paying position and to be able to take a vacation to be with my family during the summer.

Weather policy that [redacted] [redacted] implemented while we was off for Christmas break of 2024 . Not being allowed to make up time off work. Paying to park at work with all these negative changes. Doing more work that isn't directly in line with my job title for no more pay but some othere don't have to do other jobs besides their normal job. Front office was trying to force me to also into dorm rooms by myself and I am not comfortable at all with that because nobody with you makes you not have a witness if someone says you did something that you didn't do. Lack of pay , etc.

Money, ultimately I do not want to leave because I love my job and this workplace and the benefits that are here. But, providing for myself and my family are paramount, financial compensation has been a consideration.

I was not given an option about leaving the university when my position was eliminated. I had to consider positions in other organizations.

The wages and benefits offered by the campus do not feel attractive enough to put up with the expectations placed upon us.

If you have considered leaving the University for reasons other than retire...

The biggest reasons I have considered leaving [redacted] is due to the pay and professional development opportunities, and the atmosphere from how coworkers have described it has been working here. I am not getting paid enough for the work that I do and the position that I am in. Others around me have expressed the same concern, however, it seems that [redacted] is the closest location for them in this type of work. I am considering either having a longer commute to another lab or moving to another area to receive a pay rate respectable to my job duties and qualifications. There aren't opportunities for professional development and growth. There are professionals here who have 15+ years of experience. I was shocked to learn they cannot move to the higher tech position, unless they earn a master's degree. This is solely based on how the job descriptions are written. This is disheartening for me, as it seems that I cannot set goals to work towards and should only expect a yearly pay increase of 0-5% to show for my experience. The labs also seem to be short-staffed. HR is slow to post a job opening or be willing to hire additional people to help with workload. Hiring additional people would also create a better structure and allow for more professional development. I have gathered a feeling of the atmosphere of [redacted] under MSU. The negative opinions I have noticed are mostly due to a misunderstanding of the work being done at [redacted] . It seems that [redacted] isn't appropriately treated as a separate [redacted] and business to MSU. This could be part of the reason why the departments are understaffed and underpaid. So far, I have loved the work that is done in this [redacted] and I think I will really enjoy this job. If there is a change in pay rates, more opportunities for professional development, and an effort to understand the work done at [redacted] and adjust, then I can see myself being a part of this organization for a long time.

PAY FOR FAMILY TO KEEP ROLLING AND THIS WAS THE ONLY REASON

Graduation

I find the work load for staff members to be inconsistent, both in my current role and my previous role. There is a lot of time spent with nothing to do, waiting for students to email or show up with questions. For those of us who complete office work quickly, a lot of time (especially in the summer!) is spend sitting at my desk with very little to do.

Make much more \$\$\$

I have considered leaving due to pay issues. It is difficult making ends meet while making a low wage at the University. It has also been considered because of the very poor treatment by some of the faculty.

I have no direct plans/desire to leave but there are times when the reality of decades of little to no COLAs/raises run into the ever increasing cost of living. I love working here but there are times when you realize the personal economic harm loyalty has caused

Concerns over multiple high level positions being vacated, pressure from a certain department to show them more urgency.

I've considered leaving for SEVERAL years, but stayed because of the benefits.

If you have considered leaving the University for reasons other than retire...

High turnover has created a trickle-down effect, with employees temporarily absorbing additional responsibilities without corresponding raises or compensation beyond overtime. It would be helpful to explore offering a temporary increase in hourly pay for employees taking on these additional duties until the vacant position is filled, rather than only offering overtime. Presenting it as a short-term pay adjustment for added responsibilities could better recognize the extra work and support employee retention during transitions.

I have considered leaving due to salary and the poor leadership within the athletics department.

the only reason would be pay and unfairness of how some employees have the upperhand yet not a supervisor title

I've considered finding a job with higher pay and more opportunity for advancement.

Pay

Living Expenses. The Murray housing market caters to families and college students. It is difficult for single people without a roommate.

I need more pay and I get fed up with how this office is run... or should I say, not run.

Higher pay, better benefits, more opportunity

If you have considered leaving the University for reasons other than retire...

Besides COLA, what would make MSU a better place to work? 342 ⓘ

Besides COLA, what would make MSU a better place to work?

More transparency from management and administration. Adequate training and supplies.

True raises and more transparency

Real shared governance that is visible, transparent budget, a redistribution of operating budgets that more equally support units across campus

A new President and a new Director of Athletics who tells the truth and is ethical.

State Benefits and the fact that they are willing to look out for

Being paid a living wage would help retain workers who are already trained and skilled. Otherwise this becomes a training ground for staff to get better jobs elsewhere.

Flexible scheduling and the ability to occasionally work remotely.

Besides COLA, what would make MSU a better place to work?

I would like to see expanded options to support working parents with young children. Childcare is very expensive and limited in Murray. Maybe a childcare stipend?

Finding a way to keep track of documents going through the system for approvals, such as asset tagging, ECs, PAs and invoicing would be greatly helpful. Doing all these things digitally through mygate would allow us to track these things like we can ePAFs.

Better pay.

Only the raises everything else is by far the best place to work

I love working at MSU! The few things I would want to change are: paying to park; classes being canceled but staff having to stay at work or come in. If it is not safe for students to come, then why would it be safe for us? I don't feel that having to use our vacation time is valid. Being out of work due to inclement weather does not happen that often so allowing us to go home if they are cancelled makes us feel like we are valued too. I am not a complainer but this does bother me.

HVAC improvements. More opportunity to learn about other staff members and their skills.

All of the benefits listed on the previous page.

What would make MSU better? Having a President who supports all areas - not just Athletics. Having a President who is willing to consider promoting from within. That used to be something MSU had pride in, but not anymore. It is has been made abundantly clear that this is no longer an option. So why continue to work for a place who does not value you? Having a President who follows policy and procedure. If he doesn't like it, then change it but don't just continue to ignore it. Being able to effectively do your job, and be respected. There is such a lack of respect and consideration on campus now.

Besides COLA, what would make MSU a better place to work?

Actually supporting your staff. Surveys almost feel like a slap in the face at this point. The answers you receive are nearly unanimous - you are cheating your staff from a better quality of life by paying them dirt. You are cheating your student body by refusing to support your high-performing employees. Turnover will remain rampant until Murray State institutes some sort of retention strategy for its staff.

Need a little bit more transparency from leaders at times.

I think we are going in the right direction of creating a better workplace culture. Shared governance, transparency, and trust in upper administration is incredibly important. Prior to President Patterson, there was an overwhelming culture of retaliation, distrust, and secrecy. Jobs and titles were given to people without the proper protocols being followed. Talk about demoralizing for the many who actually deserve new titles and promotions.

More discussion between campus offices for updated internal changes. Pay equity compared to other institutions (my position was not included in the Evergreen study). Addition of more positions across campus - while I know our department is short-staffed, I know many others are also struggling to function with the current numbers they have. It's difficult to try and expand offerings and resources to meet students where they are when we don't have adequate staffing. Also, there seems to be a lot of duplication of efforts for things across campus (campus events hosted at the same time with the same intent by different offices, dysregulated tutoring services instead of operating as a tutoring hub, other duplicated resources). If we all worked together on somethings, we could reduced time and money spent and provide a more united perception of our campus areas.

We have no way to change anything in a situation, we are at the mercy of supervision, their way or the highway.

Director that had a clue and Dean that was honest. HR to understand that just because several jobs are titled the same doesn't mean the work is the same. At the [redacted] , our job titles are mostly the same, but our jobs are vastly different and they refuse to understand that fact.

Maybe some better parking, or a cheaper parking pass for faculty and staff.

Continued cleaning house of the VP and assistant VP level positions. Cleaner interior and upkeep of buildings. More obvious staff benefits that makes getting a job at MSU competitive and valuable.

Supervisors being help accountable for their actions and the failing of their departments

for the building temps to be between 65-75

Besides COLA, what would make MSU a better place to work?

Waive parking tag fees for all MSU employees.

New, continuing ways to innovate the workplace environment and recognize the hard work of all employees.

Stable temperatures. A semester or so ago the gym was 73 and 75 some days. A bit warm to work out. Many offices, even after spending millions in HVAC renovations, struggle to keep stable temps. Our floor has seen 50s and 80s, sometimes on the same day, with one office showing ~90 (in the winter), despite regional temperature adjustment options. How many thousands do we waste? The new lights also don't seem to work well. What's the point of having motion sensors that don't detection motion? They don't turn on with movement, and some don't ever turn off when no one is there, or start dimming when people are. Perhaps another "lowest bidder" solution. AiM is also absolute trash. Once you put in a ticket, there is zero follow up, zero ways to make a change, and zero updates, often for months at a time as we wait for work that may not get done. It's a, zero accountability, "solution." I know they are trying to come up with excuses to continue outsourcing FM, however this isn't the way. Inventory. It would be nice if people actually made an effort to keep track of inventory. When I briefly handled it, I had to sort through decades of misinformation. So many places simply don't know where their items and devices are. Yet, come inventory time, still manage to "find" them for a brief moment to check it off their list. Isn't it a felony to lie about mishandling state and federal property? This shouldn't be the norm in so many areas. Parking could be improved. Not only not having to pay Murray State to work at Murray State, but availability of spots that don't require a cross campus journey. It's humorous how we asked construction not to take certain spots. Their response, close down those areas and continue to use the spots they weren't supposed to take. If Xponential classes count for the wellness pledge, why can't wellness center classes? Make that make sense. Make sure students pick up their pet's feces. In the past it was risky walking around Regents and White.

Better communication; fair and livable wages. \$32k a year isn't enough for a person to survive, much less thrive. When you consider actual take-home pay vs gross pay, some of these administrative wages are frankly disgusting. While someone may actually be "paid" \$32k a year, the amount they get to take home to pay for bills, housing, food, and other life things is closer to \$22k. My last pay stub of the year showed that I had nearly \$8300 taken out of my gross pay to account for taxes, medical insurance, retirement funding, and a parking permit. While the University does it's best to show off what "total compensation" benefits really are, actual money in my pocket to pay for living expenses doesn't reflect these total compensation figures (last year I was listed as receiving \$55,344 in total compensation, while only receiving \$32k in wages and closer to \$22k in actual-take home pay). Additionally, total compensation numbers, when including "benefits" like Tuition Waivers (\$7,740) and Paid Parental Leave (\$3,726) aren't really an accurate reflection of compensation for individuals who choose not to (or don't need) additional educational credits or who don't have children. Finally - 2% or 3% COLAs only really benefit the individuals who already make a decent amount of money. We all live in the same town and go to the same grocery store to buy the same food for our families - however, I get <\$1.00 from the COLA from whereas a faculty member or high-ranking administrative/VP staff member gets thousands of dollars in increase.

More full time staffing. Increased pay is always welcomed but we can not keep operating at bare minimum staffing across all departments on campus and expect employees to do the job of 2-3 people. As people retire, the incoming generation will not put up with it and you will see a lot more turnover than you already do.

Yes, it would improve things and I would not have to have 2 part-time jobs

Filling open positions.

Besides COLA, what would make MSU a better place to work?

There is no loyalty among the MSU employees anymore. Everyone is too concerned about what MSU can do for them instead of what they can do for MSU.

Fair and compensatable wages for skilled workers. Bring up your wages to compete with private companies and you will get better employees.

Stop outsourcing so many departments.

Change to the summer schedule - four days per week would be AMAZING!

Streamline and automate old outdated documentation/correspondence handling procedures.

Besides the uncertainty created by Dr. Patterson, I feel like this is still the best place to work.

Better pay and employee concerns addressed instead of dismissed

Improve competitive salaries at least up to market value, provide some sort of merit pay or promotion structure, and improve transparency about salary schedules and hiring.

To catch up for all of the years without COLA, we need 5% and each year a scheduled salary increase

Besides COLA, what would make MSU a better place to work?

Better vacation for new staff at 1 day off a month then increments after that

More staff added to my facility to delegate some of the tasks that fall on me currently. I am the smallest staffed regional campus that has its own physical building.

Caring about employees.

Investing in those who have been employed at the University for 10 or 15 plus years. We have the option to leave but we don't. We are invested in the organization but don't always feel valued or appreciated especially when new hires come in at or above our pay grade when we have more knowledge and skills in the role.

Better recognition of employees

Consistent raises outside of COLA

Start treating the [redacted] as a business and allow us more control over buying consumables necessary for operations.

Higher pay. It's the biggest factor in attracting and keeping quality workers.

Better pay. Better temperature controls in the building. Actual parking lots for employees and not for construction workers.

Besides COLA, what would make MSU a better place to work?

None

Actually appreciating the staff, better communication, not losing vacation days

10 hour shifts instead of 12 hour shifts

Let us have academia drive the university instead of the finances. It seems [redacted] works their tail off to get the numbers but Accounting and Finance push back and say it isn't enough. Let's hire someone who can fight for us at the state level in Frankfurt.

A better supervisor. My current supervisor regularly demonstrates he has no skills in running anything. He has plenty of time for his favorites. For those of us who aren't on the favorites list, he has very little time even if he asked us to meet with him. In many ways that is fine with me. I have better things to do with my time than to spend any more of it than is absolutely necessary dealing with him. Just because someone wants to be a supervisor doesn't mean they are qualified to be a supervisor.

Having adequate funding/resources to do our work serving students. We are all creative, but some days the creativity runs thin.

Increased staff in maintenance and better wage

Increased staff in maintenance and better wage

Besides COLA, what would make MSU a better place to work?

Better pay and health insurance costs. Show employees their experience matters by having step raises. Put those outside of the athletics department at least closer on the priority list of ones to focus on instead of just making it feel like it is athletics first, and then everyone else if there is time and money.

Flexible work options for ALL offices.

Free parking, more diversity on campus, better pay (in addition to COLA). Having the University divest all support from an illegal genocidal apartheid state.

Supportive and engaged leadership.

A more positive work place

Same as above.

I think a remote work schedule, not filling some vacant positions, and reinvesting in technology to speed up process is a great place to start. I think that we can have some events on campus for staff would also go a long way.

Better training - more clarity on how to complete certain forms. Free parking for faculty/staff.

Besides COLA, what would make MSU a better place to work?

Better family leave, the ability to take leave due to adequate staffing, workplaces that didn't feel run down (bad furniture, dirty spaces, broken down facilities, etc.) and this feeling of "if you want it you need to pay for it", and please stop making us pay for Parking, it's ridiculous - You make us all take an involuntary pay cut even if we're flex/remote just in case we have to come on campus.

Work from home option one or two days a week.

I think that Murray State is a good place to work, but I wish there were a few more things already previously mentioned that could increase working conditions and make Murray State even better than it already is..

Offering more flexible work schedules, especially in the summer

More on campus professional development for staff, similar to what faculty get through the faculty development center.

better communication regarding budget cuts

For them evaluate upper level positions and have a mandatory retirement.

Offering better parking solutions and subsidized parking permits for staff. We shouldn't have student/faculty shared parking lots unless it's an overflow parking lot. Also, something needs to be done with scooters being parked on walkways/sidewalks and swerving around people at close proximity before someone is hurt.

Besides COLA, what would make MSU a better place to work?

Accountability at all levels, especially at the mid to high level positions. Qualified and appropriate individuals in leadership roles. Meaningful and fairly administered raises, such as merit raises, to deserving employees. Finally, a fair salary adjustment to all employees.

Merit raises or promotions. Flexible Schedling. Weekly/Monthly lunch rewards. Free Merch a couple times a year.

If the construction would wrap up

Better overall compensation for Administrative Assistants would make MSU a better place to work. Increased recognition and appreciation for Administrative Assistants—especially acknowledgment on Administrative Assistant Day—would also go a long way in boosting morale and making staff feel valued for the important work they do.

Adequate staffing.

This question presents a narrow view of employee satisfaction by isolating COLA as the primary driver of happiness. While compensation matters, employee experience is shaped by many other factors, including leadership effectiveness, workload expectations, communication, trust, resources, and opportunities for growth. Framing the question this way limits meaningful feedback and oversimplifies what actually makes MSU a wonderful place to work.

We need better insurance plans. Insurance eats up all our COLA increases each year, yet it doesn't cover our needs. Since transferring to Murray's health insurance, a necessary medication I have been on for years doubled in price. I didn't change vendors, just insurance. Yes, Express Scripts has helped to reduce costs, but it has come at the expense of not supporting a local business. Also, insurance does not pay for any treatments deemed unnecessary, such as therapy sessions, so any attempts to keep mentally healthy comes with a financial toll, defeating the purpose of having insurance in the first place.

More investment in the library and the arts.

Besides COLA, what would make MSU a better place to work?

Fair and consistent policies that regard staff as much as faculty when they are applied.

Better training, clearer instructions/policies

Performance based raises

Fostering a more supportive and fair culture is needed, including consistent treatment of employees, recognition of contributions, realistic workloads, and a safe environment to raise concerns. Currently, it often feels that issues are acknowledged but no actionable steps are taken to resolve them.

Better Communication from top to bottom. From department to department, from director to staff. Better communication would solve a lot of issues. Possibly better training for things as well.

Having the option to start my work day at 9:00 instead of 8:00 would make me very happy.

Better health insurance and dental insurance.

Culture

Better pay for maintenance employees and everyone in general

Besides COLA, what would make MSU a better place to work?

Weekend and night shift differential compensation, step wages, competitive wages, fair wages, adequate staffing and flexible schedules. Also, employees should receive free health care as part of our retirement package.

LISTEN TO YOUR OFF-CAMPUS SITES. MAKE CONDITIONS BETTER FOR THEM, ESPECIALLY IF WE ONLY EXIST TO JUST MAKE YOU MONEY.

Ability to work remotely

listen to staff concerns and actually do something about those staff concerns

Better morale

better salaries over all

More support overall

Full time remote work options.

More opportunities for staff from other teams and departments to connect with each other. Also, professional development and training opportunities would be nice as options to consider. Since I have been here, there has not been any discussion from our leadership about creating professional development plans. Thank you for offering the survey to staff and considering the feedback.

In my job, being allowed to use better products to do a job makes all the difference in the world. We are supposed to only buy paint feom sherwin williams , but their quality of paint has went down dramatically in the last several years. And with facilities management always pushing us to use contractor grade paint, it makes the jobs take alot longer, cost more money because having to paint more coats of paint to properly cover marks on walls and patches because cheap paint.

Higher overall wages. More equality in wages.

Updated physical work spaces, updated personnel policies that do not penalize specific groups of workers, salary policies that reward loyalty and excellence

Pay raises based on job performances would reward hard workers vs the across the board raises that are random and inconsistent with the cost of living.

Besides COLA, what would make MSU a better place to work?

I would like to see a better payscale and more transparency on what I should be expected to be earning as I grow in my career. I would also like to see the job descriptions for different technician levels updated to be applicable for experience as well as education, so I can have goals for professional development here. It would also be helpful to have a separate handbook for [redacted] , as I have learned that some things aren't applicable to the staff here compared to the ones working at the University. I would have also appreciated receiving an offer letter or some kind of written offer. I was only given the option of a verbal acceptance of the job, but I would have liked to review the job offer with the pay rate and job title at the very least. If you would like to talk to me about any of these topics, my email is [redacted]

Merit raises

Feeling valued and supported by upper administration.

There should be more value placed on staff by the University. Many academic departments could not run without administrative assistants and other staff.

More/better communication between departments/offices and ADEQUATE STAFFING!!! Stop refusing to fill positions and making those left pick up the extra work for no compensation!

Besides cost-of-living adjustments, MSU could be a better place to work by offering more competitive hourly wages, improving employee benefits and healthcare affordability, and providing greater support for staff during periods of high turnover. Other improvements could include performance-based incentives or annual bonuses for hourly employees, flexible or hybrid work options where appropriate, and more accessible professional development and training opportunities. Enhancing communication and transparency around promotions, raises, and job expectations would also help employees feel valued and supported.

Administration that can provide clear and transparent communication as well as looking for feedback from their staff.

Besides COLA, what would make MSU a better place to work?

I like the trend I've seen in the last year of recognizing outstanding personnel or spotlighting exemplary work within departments.

better salary for the ones that are working to better themselves

Four day work week.

Improved communication from president's office, facilities, and university communications office.

FULLY STAFFED OFFICE

Parental leave policy

I would like to see some form of collective or at least repository for ideas. We're constantly looking for ways to improve efficiency, cut costs, or make improvements and often the people doing the jobs have the best idea of what they waste time/money/effort on. A small group to look through and discuss those ideas and then be able to pass them along to leadership. Maybe that should be a function of Staff Congress/Faculty Senate?