



MURRAY STATE
UNIVERSITY

Opportunity afforded

Staff Perspective Survey

Presented to:
MSU Board of Regents
March 09, 2018

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General Comments

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

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SUMMARY REPORT OF STAFF PERSPECTIVE SURVEY

I. Background and Data Collection

Since going to the on-line survey we have experienced great success in conducting our Staff Survey with over 50% of the surveys being returned each year since the Fall of 2009. So, it was the desire of the Staff Congress to conduct the survey again in the fall of 2017 with some revisions made to the survey. **Working again this year with Beth Sloan, a former staff member in the Technology Support and Consulting Services (TSCS)**, we were again able to submit the survey on-line with the use of Survey Monkey. An email listing was obtained with the help of Human Resources, and the survey was sent to 943 staff, with 41 invalid email addresses (bounced back) and 23 opted out of taking the survey for a total of 879 staff receiving the email. Approximately eight weeks for allowed 470 staff to respond giving a 53.5% response rate. The percentage of responses was down from the previous year, even though the number of surveys sent out was up. See results below:

	Total Mailed	Total Returned	Total Comments	Response Rate
Fall 2006	973	406	284	41.7%
Fall 2007	973	370	271	38.0%
Fall 2008	959	402	272	41.9%
Fall 2009	1,136	654	Varies by Question	57.6%
Fall 2010	1,228	676	Varies by Question	55.1%
Fall 2011	1,206	617	Varies by Question	51.2%
Fall 2012	1,038	531	Varies by Question	51.2%
Fall 2013	1,008	524	Varies by Question	52.0%
Fall 2014	972	513	Varies by Question	52.8%
Fall 2015	931	507	Varies by Question	54.4%
Fall 2016	824	471	Varies by Question	57.2%
Fall 2017	879	470	Varies by Question	53.5%

II. Descriptive Statistics

The survey is divided into four sections. The first section asked general questions to determine demographics of the staff that are taking part in the survey. The second section asks questions about the staff's Impression of Staff Congress. The third section is weighted on a scale of 1 to 4 with one representing strongly agree and four representing strongly disagree. It contains 22 specific questions in three categories: overall impression of the President's performance, staffing/work environment, and benefits/pay/recognition. A place for comments was provided at the end of each section. The third section asked three general open response questions to allow for employee feedback.

Based on the responses to the survey, there was almost identical representation of the employees by years of service as there has been for the past two years, with again the majority of 42.6% coming from employees who had 10 years or more of service.

Also, again of the four employment categories listed, administrative assistant/clerical and executive/managerial/professional provide the most responses with 367 (78.1%). In addition, the majority of respondents were full-time employees (97.5%). When asked if working conditions were better, about the same, or worse compared to a year ago, the majority at (65.3%) said they were the same or better which was down from last year's (81.9%).

[illegible]

MSU Staff Perspective Survey 2017

General Questions

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

* 1. How long have you worked at MSU?

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

* 2. In which employment category do you work?

- ☐ Administrative Assistant/Clerical
- ☐ General (Food Service, Public Safety, etc.)
- ☐ Facilities Management
- ☐ Executive/Managerial/Professional

* 3. What contract type do you work?

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

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

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

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Staff Congress

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

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

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

I am aware of the following opportunities for staff:

* 6. Staff Recognition Luncheon and Awards

- ☐ Yes
- ☐ No

* 7. Book Scholarship for staff members and dependents

- ☐ Yes
- ☐ No

* 8. Children's Christmas Party

- ☐ Yes
- ☐ No

* 9. Staff Holiday Gathering

- ☐ Yes
- ☐ No

* 10. Vendor fair at Staff Recognition Luncheon

- ☐ Yes
- ☐ No

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

☐ Yes

☐ No

12. Rank (from 1-5) the order in which you would like to receive communication from Staff Congress:



Electronic newsletter



Facebook



Racer Nation



Email



Paper newsletter

13. What suggestions do you have for the Staff Regent or Staff Congress?

MSU Staff Perspective Survey 2017

President

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

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

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
I am aware of the University's Strategic Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President listens to and is aware of major concerns of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President can be trusted to be straightforward and honest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President is doing a good job planning for the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The President adequately communicates with staff in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. President comments:

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STAFFING / WORK ENVIRONMENT:

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

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

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
Vacancies are filled fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate personnel in my work area to accomplish tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the workload is evenly and fairly distributed across all personnel in my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend MSU as an employer to my family and friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate equipment and resources to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work area is clear of health and safety hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can express disagreement with my supervisor without fear of intimidation and/or reprisals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I feel good about the direction MSU is going.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. I would welcome the opportunity to evaluate my immediate supervisor and provide feedback:

- ☐ Yes
☐ No

18. Staffing/Work Environment comments:

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BENEFITS/PAY/RECOGNITION:

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

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

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
I feel policy, benefit, and employment-related information is adequately communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am paid adequately and fairly for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate annual raises are built into the budgeting process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my opportunities to advance at the university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

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

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree
Sick pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation and holiday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition waivers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. How were you affected by the FLSA changes?

22. Benefits/Pay/Recognition comments:	



MSU Staff Perspective Survey 2017

GENERAL COMMENTS:

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

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

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

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

How long have you worked at MSU?

Answered: 470 – Skipped: 0

Answer Choices	Responses	
Less than 2 yrs.	17.87%	84
2 to 5 yrs.	21.28%	100
6 to 10 yrs.	18.30%	86
More than 10 yrs.	42.55%	200
TOTAL		470

In which employment category do you work?

Answered: 470 – Skipped: 0

[470 / 879 = 53.5%](#)

Answer Choices	Responses	
Administrative Assistant/Clerical	32.34%	152
General (Food Service, Public Safety, etc.)	12.55%	59
Facilities Management	9.36%	44
Executive/Managerial/Professional	45.74%	215
TOTAL		470

What contract type do you work?

Answered: 470 – Skipped: 0

Answer Choices	Responses	
Part-time	2.55%	12
Full-time hourly (non-exempt)	63.19%	297
Full-time salary (exempt)	34.26%	161
TOTAL		470

Compared to a year ago, are working conditions:

Answered: 470 – Skipped: 0

Answer Choices	Responses	
Better	13.83%	65
About the same	51.49%	242
Worse	28.94%	136
N/A	5.74%	27
TOTAL		470

Staff Recognition Luncheon and Awards

Answered: 451 – Skipped: 19

Answer Choices	Responses	
Yes	92.90%	419
No	7.10%	32
TOTAL	451	

Book Scholarship for staff members and dependents

Answered: 451 – Skipped: 19

Answer Choices	Responses	
Yes	79.38%	358
No	20.62%	93
TOTAL	451	

Children's Christmas Party

Answered: 451 – Skipped: 19

Answer Choices	Responses	
Yes	80.93%	365
No	19.07%	86
TOTAL	451	

Staff Holiday Gathering

Answered: 451 – Skipped: 19

Answer Choices	Responses	
Yes	83.81%	378
No	16.19%	73
TOTAL	451	

Vendor fair at Staff Recognition Luncheon

Answered: 451 – Skipped: 19

Answer Choices	Responses	
Yes	70.73%	319
No	29.27%	132
TOTAL	451	

I receive timely information from Staff Congress members.

- Answered: 451 – Skipped: 19

Answer Choices	Responses	
Yes	77.38%	349
No	22.62%	102
TOTAL		451

Rank (from 1-5) the order in which you would like to receive communication from Staff Congress:

Answered: 438 Skipped: 32

	1	2	3	4	5	Total	Score
Email	51.76% 220	25.65% 109	9.65% 41	6.35% 27	6.59% 28	425	4.10
Electronic Newsletter	29.83% 122	39.36% 161	17.60% 72	7.09% 29	6.11% 25	409	3.80
Racer Nation	6.22% 25	20.15% 81	38.81% 156	26.87% 108	7.96% 32	402	2.90
Paper Newsletter	8.43% 35	5.78% 24	19.76% 82	28.67% 119	37.35% 155	415	2.19
Facebook	5.78% 23	7.29% 29	13.57% 54	29.65% 118	43.72% 174	398	2.02

I feel adequately represented by members of the Staff Congress.

Answered: 451 – Skipped: 19 (Questions)

Answer Choices	Responses	
Strongly Agree	14.19%	64
Tend to Agree	49.45%	223
Tend to Disagree	15.96%	72
Strongly Disagree	5.54%	25
N/A	14.86%	67
TOTAL		451

Answered: 117 – Skipped: 353 (Comments)

Actually coming around and talking to the employees that you are supposed to represent. Ask us how we feel about things.

Do more/fight harder to stop outsourcing of staff jobs & encourage reductions in faculty compensation

Hold periodic Departmental or School meetings so suggestions and concerns may be voiced. I feel that the concerns of specific issues become lost in the electronic submission of the issue.

Highlight the numbers of employees leaving, student enrollment decline, and wage discrepancies to get the Board's attention.

I don't really know what either one is or does.

Open your eyes. The staff have always been the backbone of this institution and morale is at an all-time low. The administration publicly says one thing and is doing other things behind closed doors. I know you may be uneasy about speaking up...but you signed up for the job. We have weathered many storms over the years, but we are sinking this time.

Increase pay, better insurance packages

When you ask for ranking, give the specifics. Is 1 best or worse?

Keep focused on staff issues...don't be distracted. Work to increase staff morale.

New employees need to be provided with an orientation so that they know about all of the items listed above. There is no guidance or orientation given to new staff which is very unprofessional.

To pay attention to what we are actually saying in these surveys. I keep hearing that we are just saying the same things over and over again. If that's the case, then help us. You are there to provide support and represent us in knocking thru walls where possible. My feeling is that those attempts are not being made and it's frustrating to watch.

Send out meeting minutes to all MSU staff within a few days after each meeting.

Overall, I think that Staff Congress is doing the best job that they can. The current budget issues have been dealt with in a very professional manner. The Benefits committee has done an excellent job of choosing the best options for staff given the current health care climate.

Make sure that all staff are being represented. Reach out to all staff to find out what concerns they might have.
make people do their jobs

It would be great to have some way to communicate; ideas, issues, suggestions and to have notes from the staff congress meetings available to us. It is difficult to make it to the meetings for many people and it would be a better way to be engaged with those you represent.

I think it is very important that when discussions or decisions about changes to staff benefits or policies are being held, Staff Congress representatives should inform and ask for feedback from their constituents to discuss concerns at their next meeting. The majority of time, the general staff is uninformed.

go do your job and quit using up the depts. time you really work for , put up a suggestion box that's does and serves the same purpose without taking up the depts. time and money to go play Mr. and Mrs. Hero that can't change a thing for

the University. If you want to get things off your chest go tell a friend , counselor , the higher ups in the university can really care less what we think as long as they get a pay raise and we make them look good , it's a well-known fact.

When hostile work environments are reported the Office of IDEA if it would take them seriously instead of having three people quit because of their bosses and the environment they create at your workplace. Nothing is done even though several reports have been filed against certain people. Also chronic illness actually need to be taken seriously and not have everyone pretend as if you are a complete fake even with all of the proper doctor forms filled out. Also my doctor filled out a reasonable accomodation for me back in July; I turned it in to the Office of IDEA and have not heard anything and that was over 3 months ago. Superiors that treat people with respect. Superiors that refuse to speak to you unless they have no other option and make it very clear they wish you were gone makes it very hard to do your job. Just the thought of coming in to face them makes me sick every morning and causes complete panic attacks every morning. No one should have to dread coming in to work because they know just how much their superiors do not want them there. Your job tasks are given to other people in an attempt to be able to get ride of you. I've been sent texts outside of work hours about what I need to do with my kids if it snows and my childrens school is closed, that is just one example I have been texted many times outside of work hours and regardless of my chronic health conditions have been told to be at work no matter what. I have chronic migraines that make driving impossible much less be able to work, however I have tried to come in with migraines and wrecked my car several times. The last time I tried it I almost had a wrecked that flipped my car over. The pressure that is put on you because you have a chronic illness and do have to miss some days but to be told be at work or else pretty much. I know that my superiors are trying everything in their power to be able to fire me because I have a chronic illness. That's just the tip of the iceberg. I used to love working for MSU and now the people I work for and with make it miserable to be here. Every move you make is watched and they very much try to find whatever way they can to make you feel unwanted, inconvenient, and incompetent. Hostile work environments need to be actually taken seriously instead of just pushed aside until people leave because they can't take it anymore. This is a very unhappy place to be now.

Ask what the staff think...

I appreciate Staff Congress - what they accomplish and what they stand for.

A pay raise that keeps up with insurance and parking fees

I would love to see electronic communications for the BVC. The majority of the time, we get notifications after the event has taken place. We are far more likely to be involved if communications are sent via email.

none at this time due to the fact I've only been employed by MSU a few months

Work to control erosion of insurance and other benefits. Work to be sure that it is feasible to continue working at MSU. Work to secure a raise large enough that staff do not actually *lose* money with Mayor Rose's new payroll tax. Officially reclassify "staff" whose primary duties are actually instructional as faculty.

Work on getting appropriate monetary compensation for employees. Something that's comparable to other institutions our size.

Focus on things that enrich the University experience, not any individuals experience. Don't try to be creative, be effective. Invest time and energy in the areas that can yield the biggest and best returns for the University. Avoid the trap of feeling good about accomplishing easy goals just so you can say you got something accomplished.

Be aware of those positions that were making \$12/hr when the adjustments have been made to bring wages up, have been overlooked. My wages have not increased (other than the 1% raises) while those positions under mine have moved up to the \$12 mark or more. The gap between Admin. Assistant I and Admin. Assistant II is only less than .50 an hour.

Better pay and Better communication about policy, events, and benefits available to staff

Protect and keep our jobs

Stop Dr. Davies from running our university into the ground. The morale here is as low as I have ever seen in 25+ years. He is hurting our image and making terrible decisions that are costing us students.

Get involved in the hiring process and protecting employees and their rights. Get involved!

(1) Get a clue... the wages offered at MSU are not competitive with similar areas at other Universities. (2) Insurance and parking Permits cost more -yet there are no cost of living increases.

Speak up more for the opinions of the staff.

To help negotiate higher wages for Administrative Assistants.

I've said this every year, but will again: I think it would be great to move toward full tuition waivers for all faculty, staff, and their dependents (graduate and undergraduate). Why limit it to 6 classes a year? Maybe have it increase from 6 to full after a certain number of years of employment? This would have been very helpful when my kids were here. To me full tuition waivers seem like a good way to increase the quality of our staff through education, reward their commitment and dedication by helping out their family finances, all without significantly increasing the cost to Murray State.

It would be nice if we could wear jeans on Fridays and dress a little more casual for summer orientations so we aren't so intimidating to the students. Also it would be a little something to look forward to for staff as well.

Work harder on our insurance and try to keep Health Services open and not run by Primary Care.

I know the meeting minutes are out there on the website, but it seems (and maybe I am missing something) that what you all work on and discuss at the meetings doesn't get communicated enough via your emails or FB posts. You work on important stuff and I'd like to hear more about that in addition to knowing about events and deadlines for awards. Even just a link to the most recent minutes and/or a brief list of topics covered in the last meeting so we can easily go check them out if we want to. Thanks for all you do!

I understand we all share different political views and I would appreciate those views being left out of discussions.

Continue to support staff for fair pay and increases/ MSU run health services...

Feel a lot of emphasis is being put on the thinking that things must be done "for the good of the University." This thinking is necessary and has its place, but the STAFF congress and STAFF regent seem too sympathetic to this and in doing so are not truly representing the STAFF needs. Please note the passion and elegance with which the Faculty Regent delivers arguments on behalf of the Faculty - the Staff need this same leadership.

It is hard to make a suggestion when you know it is futile. Staff congress has little to no power and is ignored more often than not. A well it is a great place to make powerful enemies. Non the less, I will be running for staff congress next year.

Be a louder voice for us when changes to policies will have an impact on us as employees. Voice concern, ask questions, challenge the reasons why the change is happening (especially if in a negative way), send clear and easy to understand explanations to employees after a decision has been made.

Come down to level of topics that are more basic too individual needs.

I think sometimes the focus is on the University and not on the representation of those who work for MSU. For example, the recent health insurance emails etc. Was the voting representative of the MSU employees - or what was feasible for the University's bottom line?

I would like to see the Staff Regent and/or Staff Congress survey employees more to determine what our issues are and if there are ways to improve employee work conditions and lives. I would like to see Staff Congress better inform staff of resources that are available to employees on a more regular basis. It would be nice to see Staff Congress discuss and push topics that are important to employees. At this time I am not truly sure how they relate or assist me with improved work conditions.

I haven't heard of Staff Congress until this survey.

If the Staff Recognition luncheon has to be the week before classes begin, Monday would be a better day for our department.

Continue to keep the staff informed of expected changes in a timely and transparent manner.

If someone submits an idea, follow-up with that person to let them know the status.

As always better pay is needed. This year the small raise we got is going to be taken away again when the city payroll deduction starts coming out. MSU is a great place to work, and the number of holidays we get is great. All things considered I'm happy here. However, I would like to mention one other thing. Recently, certain clothing restrictions have been placed on our department (I don't know if this is campus wide or not - perhaps it is). But, I miss getting to wear jeans and MSU t-shirts. I'd like there to be some campaign for casual days where we could once again enjoy our MSU gear.

Staff Regent represent staff at BOR meetings not just agree with other members

I didn't know we had a staff congress so I think more communication is definitely a given.

For this year, fight to make sure our pension is messed with. Many people are too close to the required time of service for retirement, for the "bar" to be moved now.

Be open to change and suggestions. Just because something has always been done a certain way doesn't mean that way still works now.

Please disregard my answer to number 11. I am new to the University and do not receive information from Staff Congress. My only suggestion; to change the date of the Staff Recognition Luncheon to ensure it will no longer conflict with Racer One Stop. Some staff members were unable to attend this year and that was disappointing. Thank you for your service and dedication to our staff.

Paducah Campus - never received invite to staff recognition just before school started. We always have before but not this year so we didn't attend. Not aware of the other events on main campus - but it may be too far for others to travel or during our work times - but we don't appear to be on the mailing list of all of the events - so we can at least be aware and involved if possible. Not sure who represents us - at least I'm not.

Protect jobs

Higher pay !!

Denounce the current administration

Keep fighting for increased salaries and decreased cost of benefits.

I appreciate the BOR updates from the staff regent. We have a coworker who is on staff congress that sends out email updates to us about S.C.; if a S.C. member wasn't a co-worker I wouldn't get S.C. news.

Haven't been here one year I'll get back to you.

Don't forget that management is staff, too. We need your representation as well.

Be involved in salary equity survey and study

I would like to see paper communications from Murray stop being mailed and instead be sent via email.

Since the inception of the One Stop Shop in the Curris Center in August it is impossible for me or other employees in our office to attend the Staff Luncheon. While our office is "closed" it is a very busy time of year for us and we still have to get the work that is physically done in our office completed in a timely manner. To stand in line for up to a half hour to 45 minutes before we can get into the Ballroom and sit through speeches, etc. takes up too much time. Is it not possible to change the date of the luncheon? And why make people stand outside in a never ending line? I also feel that it is a violation of my privacy to require employees to allow MSU to swab employees cheeks to see if they are smoking. It not only implies that we are lying about our activities but also does not guarantee personal privacy or an assurance that we would not be tested for other unstated reasons.

1-Push for departments to keep procedures updated on web for processes. 2-Push for less paper pushing and paper usage, either: --Option A-submit forms online (not just complete, print, sign, & route) --Option B-complete, print, sign & email --Option C-usage of electronic signatures and then submitting online or emailing

Do more to represent us when there are issues concerning the staff here at MSU.

I have been here nearly 3 years and have never heard of this. I do hear about some of the activities that are mentioned here but not that I am represented by anyone? This was not anything that HR discussed with me at time of hire or any time since.

none - you all do a wonderful job

Allowing us to vote for things like which insurance plan most of us would prefer.

Take time to talk to people who aren't on staff congress more, people who don't serve aren't sure who the representatives are unless they are friends already. Staff Regent should be more vocal about staff issues in board meetings, the board has no idea about how bad it really is around here and they should know.

Control the meetings better. A lot of wasted time. Each person needs to be allotted time for speaking.

Nothing at this time. Keep up the good work.

Continue to fight for Staff rights

have only been working on campus for a few weeks and therefore was not aware of many events listed above but am interested in them in the future. No current suggestion aside from potentially sending any and all staff new hires an overview email with events that are commonly held throughout the year.

Advocate for a living wage and better benefits.

Remember all employees need their jobs.

Staff that are not attached to an academic unit seem to be left out of the communication loop.

Better dissemination of what is happening in staff congress. Twice recently I have heard about proposed changes to the health insurance plan only because someone else had heard from their representative and shared it with me. Why am I not hearing this information directly??

Acknowledge the decline in morale due to actions and dispositions of university leadership. It is time.

have staff congress meetings presented live via streaming like the BOR meetings are done.

I wish it was clearer how to bring up issues to Staff Congress.

Keep up the good work!

Please look at hourly rates and be comparable to equal jobs in that area. You will continue to lose good employees to other jobs if you don't pay more to the non-exempt employees.

Keep up the fight.

Do random drug tests through every department

Good job and thank you for serving our interests

Maybe tell employees who their representative is. Or how it works.

na i dont even know what they are or do.

Both of you keep up the good work representing the staff.

2017 – President's Results and Comments:

Answered: 433 – Skipped: 37 (Questions)

Question:	1 Strongly Agree	2 Tend to Agree	3 Tend to Disagree	4 Strongly Disagree	Total	Weighted Average
I am aware of the University's Strategic Plan.	32.79% 141	49.07% 211	14.19% 61	3.95% 17	430	1.89
The President listens to and is aware of major concerns of employees.	24.88% 107	44.19% 190	19.07% 82	11.86% 51	430	2.18
The President can be trusted to be straightforward and honest.	31.46% 134	42.72% 182	15.26% 65	10.56% 45	426	2.05
The President is doing a good job planning for the future.	30.37% 130	40.42% 173	17.76% 76	11.45% 49	428	2.10
The President adequately communicates with staff in a timely manner.	37.06% 159	44.29% 190	10.96% 47	7.69% 33	429	1.89

Answered: 107 – Skipped: 363 (Comments)

Maybe a visit to the shops at FM where you can sit and have a honest discussion about the future of our university and our jobs. Seems like they are trying to eliminate our jobs.

Before speaking to media, the president should talk to the staff first to stop adverse effects on morale

Carry on!

Although he is very approachable, I feel that if the President could hear the concerns of the staff more directly, through a Town Hall type meeting, he might get a better idea of the mood of the University employee. The more a concern has been filtered before it reaches the ear of the President, the more the original importance of that issue has been lost.

The President is well compensated. The President seems to be unaware or unwilling to acknowledge the negative environment that he has created through underemployment, under-compensation, and undermining of his employees.

None

Well my daughter just started her freshman year and we find out that they now take the keys money first and then the wavers cover the rest. I feel like you are taking the money the kid earned while in high school. Then you say they can buy the books with the keys money at the bookstore were they are high priced, sounds like entrapment to me.

This president has significantly lowered the stature of this university. His antics and behaviors are not befitting a university that once was synonymous with the word excellence. And the sky is always falling....yet the Board of Regents feels the need to give our money to the family too. The university is being torn apart in the background of every selfie.

Dr. Daviess does an outstanding job as President.

You shouldn't get a raise if you can't get a raise for all MSU employees.

Thank you

I'm in a pretty important/key position and the president wouldn't know me if I walked right in front of him.

Sadly, I do not feel supported by the president due to my current work situation. I was not "backed up" and supported regarding my position.

The president should stop being a fake voice for the students and start doing the things that are necessary for the university. He is only concerned about photo opportunities and student opinion of him.

Dr. Davies should not stop Summer Office hours. Keeping summer hours doesn't hurt anything, and according to his statement to Staff Congress, it's not helping the bottom line. What is the harm in keeping them?

The best President ever!

The President should do what he can to boost moral on campus. We are continually subjected to news of budget shortfalls, budget issues, and the likelihood of not getting much of a raise, if any. I think a lot of employees are in constant fear of losing their jobs. This is hard to take at times after years of dedication to the university.

We are all afraid of losing our jobs so we don't complain

It is my opinion that the president listens to concerns of the staff. Unfortunately, I believe that some concerns that are the burdens of very few staff members may not be adequately presented to him enough for him to determine whether or not if some policy changes are in the best interest of everyone.

The President may listen to and be aware of some employee concerns, but I don't think the employees in the lower ranks (clerical, FM, hourly, if you will) are given much voice or enough representation or access to bring their concerns to the President. When insurance costs go up, parking fees go up, the new payroll tax for the city replaces the \$50 parking tag fee, etc., and raises (IF they are given) are a 1% across the board, the lower paid folks aren't compensated adequately to adjust for all the increases, and those paid 100k or more are given way more. There ought to be a flat rate in the amount of raise given to employees, rather than a percentage - this is only increasing the pay gap between grades and employees.

Terminate the President's contract before he can do any more damage to this University. In my 28 years here I have never seen morale so low and defenses so high. I am to the point I don't even recommend anyone take a job on campus because it is not a pleasant place to work anymore.

The President is definitely visible and an open communicator.

Please stop cutting jobs to meet the budget. Look at other ways to cut corners besides having a person who works hard loose their job, making all other department workers assume those job duties. Less travel funding for conferences and faculty travel, meal cutbacks. Charging outside grant people who reside on campus their fair share of indirect costs of having them here on campus. Look at ways Foundation accounts can be used to help departments meet budget needs and revise what foundation accounts can be spent on.

Increasing costs of the insurance program, increasing costs of employment, outsourcing of Health Services, increasing fees, and reducing tuition waiver benefits are all counterproductive to morale. There is far too much PR and far too little leadership coming from the President's office.

Our President is the BEST there is out there!

Given the limits on what he can do it appears that he's trying to keep the university moving forward. He is very open about keeping us all focused on the students. That emphasis helps us all keep oriented and working together for the good of the university community.

It's hard to tell what the President's goals or future plans are for the university.

Dr. Davies could not be nicer in person. He is extremely visible and positive. However, his reputation is that he is unapproachable about controversial issues. True or not, many people believe he has fired people for approaching him about things he did not agree with. I do not know any of this to be true. However, it obviously has me weary of ever disagreeing with him. Whatever the plan, I believe Davies can execute it. Not sure what the plan is. Not sure where what I do fits in.

Any increases in President's salary should be made public in these times of tight budget cuts especially.

He needs to stay off Twitter, quit micromanaging and work on the big picture - what a President is supposed to do. Get in Frankfort and fight for our academic programs, our funding and our retirement and quit chasing down students and making them change t-shirts. I don't like to see students wearing other school's shirts but he is embarrassing and out of control. He is in over his head, never should have been picked in the first place. He has no business being our President. He's making the phrase "Go Racers" annoying to people. He says it at very inappropriate times and makes us look bad in the community.

I feel that a year ago my answers may have been different. I think that the president is making changes that need to happen, the changes are slow and hardly noticed.

Facilities Management needs real leaders who are respected by employees. It seems that every Tuesday the upper Management comes up with stricter policies just to see how they can drive the morale down even further. Example: Telling staff they cannot use ice for personnel use because it is stealing and they will be fired....The electrical contract and water is already paid for by contract no matter how much is used annually.

I think President Davis is a wonderful person and he does an outstanding job

I think Dr. Davies is doing a great job! He is student focused while being highly supportive of faculty and staff. He is very involved around campus. I just worry about when he sleeps!!

There are some significant changes made in Sparks Hall. While I feel that these changes will be a positive outcome of course there is the fear of the unknown. All I ask is that you please keep a close watch on what is going on. Thank you for removing one of the biggest concerns in the Financial Aid Dept.

He is doing a great job representing MSU but some things are just out of his hands.

I am concerned about the morale of faculty and staff during tough economic times, and that leadership and compassion needs to come from the top. I am, however, very proud of the way the campus community has banded together and through innovation and creativity, weathered tough times. That needs to be acknowledged by our University leadership as well.

I am happier with the current president than any of his predecessors since I started here in the early 90s.

I am concerned about the direction of MSU/ growth of student population/ admission standards for incoming students...

The questions are un-answerable. How do I know if the President listens to concerns? How would I know if he is planning well for the future. I do not directly work for the president. How would i know if he adequately communicates. Most discussion with upper management is like talking to your out of touch grandfather. One side shows grace and tolerance for their elders and the other side talks to you like you were one of their grandchildren. ONE of the three LARGEST problems is the lack of HONEST communication between inter-departmental groups as well as within your own department. There is a social and economic barrier between exempt and non-exempt personnel on this campus. THE EMPEROR is wearing no clothes.

The way FLSA was handled was a fiasco. It is completely unfair for me to have been limited in how I do my job because I was changed to hourly while expectations remained the same. Then when the law wasn't passed I was moved back to salary and expected to go back to working 50-60 hours or more each week. We also do not offer a competitive wage to our hourly staff. Some of them are making well below the poverty line. I know that they are working on raising the hourly wage and doing a compensation study (beginning with faculty), but in the meantime our employees are not paid fairly. With the rise in insurance premiums it is even more difficult to recruit and retain quality employees. Health insurance and tuition waivers do not put food on people's tables. Most of our staff feels underappreciated by the administration.

I think more comments on the payroll tax from the president and MSU should have been handled better. MSU employees are getting hit with a payroll tax, insurance rates are going up, you are taking away health services. Luckily we got a raise the last two years cause that is all gone now.

Because staff congress does not communicate with employees or attempt to gather the concerns of employees I am not sure how the President would be made aware of any of the concerns of employees. It is Staff Congress's job to keep the President informed and I do not know how they are able to do that, if they never gather information. I do not blame the President for not being aware of major concerns of employees, but instead blame Staff Congress for not making it easier to communicate with them employee concerns.

The President seems to care more about money than he does the people. A good leader would find a way to keep people and save money.

I haven't interacted with the President much to comment well on his work ethic. I am trusting that he is doing his best to serve the student population by listening to the university employees with their ideas, experiences, and research on how to provide the best resources and learning experiences for students.

I would like to petition that employees have the option to bank any unused tuition waivers and that they could accumulate each year and could be redeemed for future semesters.

Bad decisions are being made to run this campus. I don't know if it's his decisions or if it's someone else making the decisions. Bad management leads to failure.

The President needs to make sure he is hearing and understanding all view points on issues affecting the staff members. The concerns of the lower compensated members of the staff differ greatly from those receiving compensation on the higher end of the pay scale.

I think our current president is genuine, caring, and puts a great deal of effort into improving our university. I do NOT think we are putting forth the effort needed to keep up with the times. We have huge swathes of college-aged adults rejecting our institution because we cannot meet their needs. I believe we need to start focusing on online programs and blue-collar trade classes as well.

I like the president. He's fun. Seems like a normal guy, not someone who thinks he's better than everyone else. He talks a good game, I'm hopeful that he will continue to stand behind his word and work for the betterment of the university and it's employees and students.

I think President has the University's concerns foremost in mind, not the employees, which at times are different.

Again--fight for our pensions.

I think he is all about the students not the staff. I believe he puts on a fake face when it comes to staff. He says what he thinks staff wants to hear and doesn't necessarily mean it.

If I had had the choice, I would have given a middle of the road/neutral ranking here. I don't feel that I necessarily disagree but I do feel that information is not shared in a timely fashion and that issues that affect the entire university are held close. An example: I attended a state-wide professional meeting and was asked multiple times about the explosion and what the plans were. I could not give an adequate response because there was no info given to faculty/staff about how to address this. People assume that there is a hidden agenda, etc because I could not answer. If we are all representatives of the University, we should have the basic info to be out in the state/community.

I would love to feel that the employees are as supported by the President as much as he supports our students. We are working hard for our students and this campus and would love to feel like more of a cohesive unit.

Doing a good job.

As I am new to the University, and am unfamiliar with the Staff Congress President, I feel I am unable to answer these questions. Thank you for your service and dedication to our staff.

2 thumbs up!

We need more real workers and less high paid, under worked management people.

This president by all appearances holds little regard for the staff of MSU. Two indicators; a) we have lost some of our best talent in the shortest time span as I have seen in 20+ years for reasons other than pay b) we just lost our standing in the Chronicle of Higher Education's best colleges to work for

I feel the President is short sighted and has a very patronizing way of delegating things to employees. I don't think he cares much for the welfare of his employees.

He will take time to speak to you.

I really Dr. Davies and his outgoing personality and willingness to meet staff and students.

Good job!

The recent payroll tax coupled with increased insurance costs means your staff is effectively losing income every year. At the same time, budget cuts have served to force existing staff to work longer hours to meet the needs of your strategic initiatives. Deferring even their review of salaries until after faculty is completed is demoralizing at best and a trigger to look for employment elsewhere at worst.

little to involved with students

I would like to see the upper administration focus more on growing enrollment and degree programs, and retaining students. Now more than ever, we should be focused on growing our TUITION revenue through increased ENROLLMENT. I keep hearing so much focus on finding "alternative revenue streams", that it seems like the university has lost focus on what is important. I would like to see upper administration keep their eye on the ball, and get back to focusing on ways to increase ENROLLMENT and, in turn, our TUITION revenue stream.

It is rumored that the President has said employees are lucky to have jobs at all. I've also heard that President Davies is receiving a raise to put him in line with the compensation received by other Kentucky university presidents. We aren't compensated equally with other Kentucky university staffs. We constantly receive information about how broke MSU is. We can't get more than a 1% raise. I don't think the President should receive special treatment. Enrollment is down and it seems that MSU is willing to reward the leadership.

I have really no idea if the president listens to our concerns or can be trusted. It's not like I get the chance to sit down and talk to him.

This is directed towards the President of the University not of Staff Congress

Recently a major change occurred with a dean and the information shared was completely inadequate. It basically left the department in a panic with very little follow up and no real communication from the President.

I do not know much about the President's operations outside of a few greetings.

I don't trust him.

I hope he stays at MSU for many years.

It's hard to describe the president without using the metaphor a "wolf in sheep's clothing". Please don't disregard this as being just a bitter employee, my statement comes from having observed 4 previous university presidencies. Employee moral is low, enrollment is dropping, we have lost our once-prominent standings with ranking surveys, and have not brought in any new significant revenue sources to offset a continued budget deficit. But, the board continues to talk highly of and reward Davies, when they have scrutinized other Presidents for producing similar outputs. He has failed to show genuine concern for staff members well-being on the job and has even threatened those in opposition to him. It is disappointing that he also has not shown concern for student issues or larger social issues impacting the community. I have seen remarks from other University Presidents regarding recent travel bans, rollback of DACA protections, and other large-scale decisions impacting university students, and Davies has failed to provide support to our Racers. In fact, the email sent to the campus community prior to the presidential election only did more to create a divisive atmosphere. An excerpt here "Therefore, as we watch and await the results, know that many of our own Murray State community members are anxious and apprehensive of what the future will bring from them. As the results become known, regardless of which candidate will assume the presidency, some members of our community will feel apprehension and fear while others may feel superiority and vindication.", does not express the words of a concerned president wanting to unite a community; it exemplifies the continued division that he has helped to propagate. There is hardly room for open honest discussion with the President as he has not shown to value the ideas of others. There is also a general fear that employees will lose their job if any issues are raised. This man, is a wolf, we simply waiting for the disguise to come off and reveal who he truly is.

I appreciate Dr. Davies and his efforts. He does a great job in keeping everyone in the loop and ensuring we understand (the good and the bad) what is taking place in the Commonwealth

I'm losing confidence that the President has a clear plan for taking Murray State to the next level. Some of the senior executives seem to be forward thinking, but the President has not communicated a clear understanding of where we are, where we need to go, and how we need to get there. I often fear for the very existence of the University because of lowered budgets and lowered enrollment. The President is nice and has a great relationship with the individual members of the community, but I wonder if he has the leadership skills to turn things around.

Doing great!

The president is very ambiguous in communicating plans and ideas to the university community. Not one time have we been asked for input on decisions that affect us directly. These decisions are being made without any feedback from impacted units.

The president is doing a great job. Just check out the university Rankings. Go Racers

He needs do that better job of employees pay raise

We are going downhill fast. With the new tier system and additional pay for hours above 15 university enrollment is dropping. It's September and scholarships still have not been awarded, students going elsewhere when they were not notified in a timely manner that they received scholarships. Morale on campus is the worst I've ever seen

Keep up the great work! I'm proud to be a MSU graduate and now staff member.

The president hiding his salary increase by not including it the Board of Regents meeting summary and intimidating the Murray State News into not reporting on it makes it impossible to trust him. Whether he should be receiving a massive raise in light of the current budget situation is a question beyond my pay grade, but at the very least he should own up to it.

Start listening to your employees and understanding where they are coming from. People are upset, hurt, and leaving in droves...mainly because they don't feel valued. It's not the pay. If it was they never would have started working here in the first place.

I wish you'd tell the staff that we are appreciated. I wish you'd set the precedent so that faculty are not condescending.

the President does not listen if staff perspectives are negative or conflict with his initiatives. He also tends to micromanage around his agenda, such as with the university health services.

The President needs to carefully look at insurance premiums going up on tobacco smoking and obese employees because there is one of them that applies to the President. But of course he has more money than most "poor" employees so he can afford the hike in the cost.

Seems to be an upstanding person, but there is also lots of talk of a disconnect between the president and the staff of the university. People tend to be respectful of him, but irritated at feeling as if he and other higher-ups are much more concerned with things other than the people that make up this university.

I think Dr. Davies. I think he is a good "students" President.

I would appreciate more facilities management employees to be recognized more often

I think Dr. Davies is doing a fine job in difficult times.

I feel that there is a communication breakdown between President and staff.

President causes panic among employees with emails regarding budget crisis, increase in rate pension but with no pay raises and lousy cost of living 1% . A large employee shortage will happen within the next few years if nothing changes.

Dr. Davies is doing an excellent job. His love to our students, university, and community is apparent in all he does. Murray State is truly blessed to have he and his family as our first family.

He seems to be notably more involved than past presidents in a variety of areas. As a student, I rarely saw past presidents out and about. Dr. Davies seems to be everywhere, very involved.

Better communications

The president decided after to going to a random conference that he wanted a new system deployed to replace a currently existing system and only giving 2 weeks notice to have it fully built and stood up, which isn't how things work.

He needs to take control of budgeting issues instead of trusting others around him. The budgeting decisions need to have his hands all over them.

Staffing/Work Environment:

Answered: 433 – Skipped: 37

	1-Strongly Agree	2-Tend to Agree	3-Tend to Disagree	4-Strongly Disagree	Total	Weighted Average
Vacancies are filled fairly.	10.82% 46	51.06% 217	24.94% 106	13.18% 56	425	2.40
There are adequate personnel in my work area to accomplish tasks.	11.32% 48	40.09% 170	29.01% 123	19.58% 83	424	2.57
I feel that the workload is evenly and fairly distributed across all personnel in my unit.	15.81% 68	44.19% 190	24.19% 104	15.81% 68	430	2.40
I would recommend MSU as an employer to my family and friends.	28.07% 121	47.80% 206	13.69% 59	10.44% 45	431	2.06
I have adequate equipment and resources to do my job.	29.00% 125	47.33% 204	17.17% 74	6.50% 28	431	2.01
My work area is clear of health and safety hazards.	43.75% 189	42.82% 185	7.18% 31	6.25% 27	432	1.76
I can express disagreement with my supervisor without fear of intimidation and/or reprisals	44.21% 191	38.19% 165	12.04% 52	5.56% 24	432	1.79
Overall, I feel good about the direction MSU is going.	18.03% 77	44.26% 189	24.82% 106	12.88% 55	427	2.33

I would welcome the opportunity to evaluate my immediate supervisor and provide feedback:

Answered: 415 – Skipped: 55

Answer Choices	Responses	
Yes	75.90%	315
No	24.10%	100
TOTAL		415

Staffing/Work Environment comments:

Answered: 115 – Skipped: 355

Our supervisor is great, but upper management could use some improvement in my opinion. Or possibly could make an effort to come around and see how things are going from time to time

Hiring process is too slow leaving many positions unfilled.

The hiring process at this University takes entirely too long. We are losing QUALITY candidates because of HRs need to do every "i" 47 times. Also, my office leaks every time it rains. It's very annoying and I have gotten soaked on more than occasion.

Need more bodies...

Overall MSU is moving in a positive direction. I do feel that a 10 year plan focusing the specifics of individual Departmental issues is needed.

I've enjoyed watching the mold change colors over the years in my office. I did not enjoy getting wet feet every time the wind blew the rain through the leaks in my office window. I did not enjoy working in an office that would not reach 60 degrees. I did not appreciate being told that work conditions should not be reported for fear of offending the administration. I did not appreciate that vacant positions left me to perform the tasks previously divided among four full-time staff members. I can not recommend MSU as an employer to my friends and family.

Nazi like .supervior intimidating, egotistical and domineering.

one alright

Best ever

The hiring process takes way too long. We have a limited pool of candidates to begin with and we miss out on a fair number of them. To hire the best candidate(s), we've got to get this process fixed.

very frustrating work environment

Feel underappreciated as evidenced by low salary and being switched from salary to hourly back to salary and being cut back months worked resulting in even lower salary.

Staffing qualified individuals continues to be a concern. Positions are being modified to help encourage movement from within. However the individuals do not have the necessary background knowledge/experience necessary to perform all aspects of the position.

While my Director is very supportive, the budget does not allow for adequate staffing in my area. I am the ONLY full-time employee in my area. Opportunities for growth have been missed due to lack of space and staff.

Our building has major problems and we have to pay for everything but FM gets to remodel their area and no student or parent goes over there.

I think when trying to hire an employee all forms and documents should be done electronically with notifications of when documents are signed and where they are. It takes a little too long to get someone hired because of the paper trail and them sometimes being misplaced.

One thing that I will always give credit to the university for is its willingness to always make sure that the safety of its personnel is its top priority, especially in some of the hazards that are inherent to certain trades.

Over fall break, the air in my building was turned off. Not a problem. I recognize and understand the need for energy and cost savings. HOWEVER. When I returned to work on Monday, the smell of stale air and mold was very obvious in my building, Applied Science. It was extremely humid and very uncomfortable, which was a terrible time for us to have external people come to our offices for various reasons this week. The air is just now starting to feel less humid and cool off. The time it takes to fill vacant positions is absolutely ridiculous. By the time we are given permission to extend an offer, our top candidate(s) have already found other positions. Or, in several cases, the pay isn't even adequate in their mindsets, which I totally agree with. How are we to hire and use top candidates, who would bring some amazing skills and ideas, to our campus if we take over a month, many times several months, before getting to the interview stage, or even present a job offer? This process desperately needs to be looked at. Because it takes so long to fill vacancies, I find myself right now doing the job of three people because we can't get people hired fast enough. Audit approvals, permission to post, interview, offer... it takes so long that those of us who are left are overwhelmed and overworked. And that leads to more people leaving the department, and more vacancies. It's a vicious cycle that needs to be addressed.

Mold in the bathrooms. They paint over it every year.

I put these comments in the wrong space; I am sorry and I am simply copying them over to this section. But no I can't evaluate my supervisors without fear that they will be told by someone and then it will be even worse conditions than they already are. There is no one and no department on campus that I trust to go to with any of my problems. Here are the other comments copied over to here: When hostile work environments are reported the Office of IDEA if it would take them seriously instead of having three people quit because of their bosses and the environment they create at your workplace. Nothing is done even though several reports have been filed against certain people. Also chronic illness actually need to be taken seriously and not have everyone pretend as if you are a complete fake even with all of the

proper doctor forms filled out. Also my doctor filled out a reasonable accomendation for me back in July; I turned it in to the Office of IDEA and have not heard anything and that was over 3 months ago. Superiors that treat people with respect. Superiors that refuse to speak to you unless they have no other option and make it very clear they wish you were gone makes it very hard to do your job. Just the thought of coming in to face them makes me sick every morning and causes complete panic attacks every morning. No one should have to dread coming in to work because they know just how much their superiors do not want them there. Your job tasks are given to other people in an attempt to be able to get ride of you. I've been sent texts outside of work hours about what I need to do with my kids if it snows and my childrens school is closed, that is just one example I have been texted many times outside of work hours and regardless of my chronic health conditions have been told to be at work no matter what. I have chronic migraines that make driving impossible much less be able to work, however I have tried to come in with migraines and wrecked my car several times. The last time I tried it I almost had a wrecked that flipped my car over. The pressure that is put on you because you have a chronic illness and do have to miss some days but to be told be at work or else pretty much. I know that my superiors are trying everything in their power to be able to fire me because I have a chronic illness. That's just the tip of the iceberg. I used to love working for MSU and now the people I work for and with make it miserable to be here. Every move you make is watched and they very much try to find whatever way they can to make you feel unwanted, inconvenient, and incompetant. Hostile work environments need to be actually taken seriously instead of just pushed aside until people leave because they can't take it anymore. This is a very unhappy place to be now.

Have a great supervisor and the work environment is very pleasant

I feel our building is very unprepared for an active shooter scenario. Some office doors open outward so we could not blockade doors and hide in such an event.

Woods Halls needs to be torn down and the people moved. The roof leaks all the way down three floors to the first floor every time it rains. The basement always has water in it, the mold is awful and it smells like wet dog when the carpets get wet from the leaks in the roof. Don't just listen, come look at it.

I can't risk saying anything to supervisors for fear of retaliation.

The process for auditing positions and hiring into vacancies is incredibly difficult and cumbersome, and takes way too long. Often, the best candidates have accepted other positions before we can make an offer to them, or even interview them in some cases. The "improvements" to the PeopleAdmin application have helped with transparency (I no longer have to wonder whose desk my paperwork is sitting on), but it has added complexity to an already difficult process. I would like to see HR significantly improve the job audit and hiring processes. I have the same complaints about the work environment that I have had for many years. Temperatures in the office are inconsistent (I work in one of the older buildings on campus) and we have a random water leak in the ceiling every once in a while.

Vacancies are left open for far too long putting a strain on the employees left to pick up the slack.

Promotions are not given fairly within my area. People are promoted based solely on how long they have worked here and not based on performance, increase in work load, or willingness to take on extra responsibilities.

The only way to really know the work ethic of a supervisor is to ask the staff.

I'm very happy with the position that I am in.

Workloads are increasing through attrition while salaries are staying the same.

In facilities and infrastructure, we are bordering on being decades behind our contemporaries. Every discussion about growing and improving is viewed as critical and construed as negative. We champion the ability to economize with blinders to the challenges it places on our student athletes.

As buildings on campus age there needs to be more funds available to keep them up. Several need paint to make the best impression on students and parents thinking of attending MSU.

Need to support staff at all times, not just when there is a crisis.

Morale is at an all time low, very good people who are knowledgeable are being forced out. The future of Murray State doesn't look good.

I am very disappointed in the way staffing issues have been handled since I started here at MSU. I expect things to get better when a director of Dining and an Auxiliary Director is hired. I think that people in the decision making positions are making decisions that will improve my work life. I am proud to work at MSU but at the same time I am also very

disappointed in some of my experiences so far. I don't understand someone that will let certain areas fail. How can you not push to make money and give back? I wonder how my coworkers keep their jobs when they sit on Facebook all day while I literally run circles around them. The way I look at it, the more money we make, the more we can give back and the more students that will have a great experience at MSU. It is all about the students, the future of this country. To sum it up, I am very disappointed in a few things but am hopeful that the upcoming changes will make up for that.

For fear of non-renewed contract I fear being a Whistle Blower. The Staff in each shop is undermanned and Management cannot hire qualified people because the wages are too low.

Too many positions are left unfilled. That increases the workload without additional compensation. Below market value pay, increased workload, and ever decreasing benefits make the university less desirable for retention and recruitment

The attitude of the Governor's office is alarming re: liberal arts education, and budget cut rumblings cause low morale. I think MSU is attempting to handle things as best we can, but it's not fun being worried about depts or jobs being cut or not being able to provide the services you hope to continue to provide to our students.

We do a remarkably good job with limited resources. We could do much better with more staff and with an adequate budget. A major frustration is the lack of long term planning we can do for the restoration and replacement of instruments and equipment. We are forced to make major purchases through very occasional windfalls or donations instead of being able to plan for them. This is very inefficient, and a much more costly way to make major purchases needed to maintain our programs.

I feel like a lot of the counselor jobs are being placed on the admins. I hope with these changes it will be less stressful and not more stress put on us.

Love my job.

Although we are woefully understaffed, I feel quite positive about our work environment because of the team atmosphere and the professionalism, motivation and ability of my colleagues. Morale is an issue as staff size gets smaller, work loads get bigger and another round of budget cuts looms. I am also concerned about the health and wellness of our staff due to our short amount of time and large amount of stress. Skipped lunches, long hours, after-hour and weekend events without support for flex time, and lack of exercise are taking a toll on our staffs and on the University's bottom line through increased health care costs.

Vacancies will never be filled fairly from within because in most cases management already knows who they want and they only interview others to fulfill the requirement. Personal experience tells me they don't hire the best qualified and most experienced, they hire precisely who they wanted when the position posted. Job notices are blatantly geared toward the person desired. Some are so specific no one else can qualify.

The flooring in the datacenter badly needs to be replaced. It is uneven and presents a serious tripping hazard; which could result in injury or damage when moving heavy equipment.

Some times are better than others

I've worked in environments with peer and subordinate reviews and don't believe they are effective tools. They seem to foster resentment and hostility and sometimes make supervisors reluctant to handle a situation for fear of retribution via a bad subordinate review. Also, the formal review process in an environment where raises are not given on merit seems tedious and unnecessary. The last thing we need to do is add more layers.

My direct Boss John Darnall is an outstanding Boss and Foreman. His opinion should be better utilized. He is continuously ignored and or overridden by Jason Youngblood. Mr Youngblood who does not have the mechanical knowledge to make good decisions for the university. The management in the front office of Facilities maintenance is horrible. I have worked for very large Contractors across the nation. The management team in F.M is a Joke that does not do things that are standard practice in the contractors field. They do not have the field experience to effectively lead the real workers on this campus; The techs that actually do the hands on work.

Staffing is a nightmare for us. It takes an inordinate amount of time to fill vacancies, and often by the time we are able to offer a job the candidate has already taken one somewhere else. You can read my notes on the previous page about a competitive wage. The workload in my area is completely unbalanced. There are several different groups represented in my office space and some of them have a lot of free time while others are completely overwhelmed. There should be a

better way to balance that so our human resources are being used more efficiently. A lack of storage space has made it nearly impossible to safely and efficiently gather supplies and execute our job duties.

There are very many OSHA and other safety issues throughout the facilities.

I understand it is not the fault of the University that the budget has been cut, however, I have witnessed the problems that have occurred due to the reduced staffing in multiple areas of the university. People are being expected to do far too much with too little supplies and personnel. This is taking its toll on personnel and will start to affect the quality of their work and will ultimately lead to MSU losing valuable and experienced employees. I have also seen the reduced quality of work in multiple areas of the university because people can only be expected to handle so much at any one given time. The university needs to evaluate manning in each department as well as the work load expected of each department.

The university seems to not care about the universities safety as they keep putting more and more responsibility on us at the police department instead of making other areas of the university be responsible for their own actions. The university does not budget enough money to increase technology or maintain technology at the police department to ensure the campus community remains safe.

I do my best to trust my supervisors are doing their best to make sure I am equipped in my role but for a majority of the time, I feel that I am not ready for it. While I understand my job requires flexibility and adaptability 24/7, I think that having a well thought out, strategically planned, researched backed training schedule would be beneficial to learning my role. I felt that this past training session was a lot of "this is what we have always done" and it didn't incorporate critical thinking, hands on, or reflective learning aspects that I think are essential to learning this role of Residence Director.

Adjustable work stations for transitioning between standing and sitting could allow for increased productivity and health.

The building I work in is full of mold and mildew. Many of us sneeze, cough or itch the entire day until we go home. The roof leaks are continuing to get worse. We jokingly talk about what to do if we ever hear a rumble coming as the roof collapses. Our students are afraid of the building. It either needs to be torn down or completely renovated.

Murray State appears to be very top heavy with top administrative staff at the expense of other support staff.

New software and program upgrades never come at a good time, but when testing and even implementation of these programs is conducted during the time when we are the busiest, it causes much added stress to all of us. Testing and training is necessary and change can be good, but expectations of workload output seems unreasonable. At least people are now being compensated with overtime pay when extra time is necessary to get the job done. This was not always the case, so I'm grateful for that ruling.

At Breathitt Veterinary Center, no one accepts responsibility for anything, everyone just assumes someone else will take care of things, and if you're the type of person to try and work the system you can get away with anything you please. Want to arrive at work 30 minutes late every day? Go for it. Your coworkers can complain but no one will do anything about it. Feel like taking an extra hour at lunch? Don't bother turning in a request for vacation time, because there's no need! You can just HAVE that hour...no one is going to punish you for it. Don't feel like doing your work today? That's ok...if you sit at your computer and ignore it long enough, someone else will pick up your slack. Complaints to department heads fall on deaf ears. And some department heads are in the building so rarely that it's impossible to find time to speak with them.

Bare bones staffing and still expect the same volume/quality of work; many days of no breaks, short lunches, and arriving early/staying late. Filling vacant positions would be MOST APPRECIATED!!!

Again, I would have chosen a more neutral stance on recommending MSU as a workplace; with budget cuts coming, I would have a hard time recommending. And I would recommend an opportunity to evaluate supervisors as long as it is not completely anonymous. I feel that employees should have to be accountable for the evaluation; the identity does not have to be shared with the supervisor but, as an employee doing the eval, I should have to sign my name to it somewhere. Being completely anonymous in this situation would be inappropriate and could lead to some very hurt feelings and anonymity brings on a sense of almost meanness. And how would small departments be handled? How would retribution be minimized? And I am very concerned about our direction as a whole university...I feel that so many things are out of our control.

It still takes way too long to fill open positions.

Vacancies take extremely long to fill and the workload has to be shared for months in departments that are already under staffed. We continue to lose strongly qualified candidates because of Murray State's unnecessarily slow hiring process.

I feel more positive about MSU than I ever have before.

My supervisor is wonderful. I feel our office is extremely understaffed. We have not been approved to hire an additional full-time employee, though each personnel is managing a workload of two. This greatly delays processing time, decreases employee work/life balance, and increases stress levels.

Need more people.

We need better pay and equal treatment for hourly workers. Facilities management has too many people helping to do the same job that are salary employees.

The office of Human Resources is not to be trusted.

Carr Health as a facility has been completely and purposefully ignored for inspection from public safety for an active shooter scenario. There is a TOTAL disregard for the safety in this building of the students and staff. It's alarming how little concern is shown and all attempts to remedy have been blocked.

I feel like the university is understaffed in a lot of ways. I don't think that's necessarily the University's fault - but it does leave those of us here with a heavy load to bear.

The common sink in our area frequently has discolored water.

My supervisor is very good and tries very hard, even when things are difficult.

Our area barely gets vacuumed anymore - we are considering taking up a collection to buy a vacuum so we can do it ourselves. One of our offices has a window leak that makes the area moldy but maintenance says it isn't mold and has not resolved the issue.

Work environment is extremely pale/bland and needs a new coat of (color) paint. We have 5 different colors of beige that we have to look at every day. Several other departments in our building have remodeled and have bright cheery offices that look professional and inviting. We look like we rummaged through the surplus sale to stock our office. I feel ashamed that this is how we present ourselves to campus. I know the budget really limits what we can do but a new color of paint might go a long way to brightening our office.

staff sometimes are against others in the office

Work environment is definitely strained due to attitude and actions of my immediate coworker. This is an unnecessary stress.

We have had a staff member leave and it is a difficult position to fill. I think our department is right to search for the perfect candidate. Most of the staff has had to jump in and help fill the gap. It means learning new skills and working without breaks and even through my lunch. I think it is a good thing to learn something new and see our team come together. On the other hand, the additional stress and lack of support from other department heads and the President's office is disheartening.

Morale, across campus is very low. Vacant job lines are being scooped up in budget cuts, leaving less people to do more work. And the people doing more with less are all fearful of losing their jobs because of budget cuts. I understand that we are in serious financial times and tough decisions have to be made, but no reassurance is being given to employees for their job security, and no efforts are being made to increase morale. I've seen many of my co-workers, and I'll include myself in this, start to become cynical, resentful and burnt-out with no hope for improvement. When good, loyal, long-time employees start seeking employment elsewhere, that should be a red flag to leadership that something is wrong.

How can anyone feel good about the direction MSU is going when there have been major funding cuts and we haven't had a cost of living increase in years. We've had 1% increases, but they usually are eaten up by increases in medical coverage costs or Murray's payroll tax. I find that I make less than others doing a similar job and I don't have the money to buy what I used to be able to buy.

Our offices have mold (sometimes black mold) growing on the ceiling tiles - all they do is replace the tiles every few months but the mold grows back immediately. How is that safe?

My supervisor is not suited for the job he has been given. He refuses to learn our departmental policies and procedures. He is very condescending to others and works outside HR guidelines on many occasions with no apparent problems from higher level administrators. This supervisor likes to point out flaws in others to make himself feel better. He routinely exploits these flaws to others at the cost of the employees feelings and doesn't think twice about it.

Too slow on filling vacancies, compensation isn't fair.

We do not have access to an elevator in the building that I work in. We do extensive travel for our job often taking large amounts of equipment and supplies with us. This is a concern for the health, safety and well being of staff to get in out of the building without hurting themselves or damaging equipment.

Very good place to work and friendly environment, especially with supervisors and coworkers.

It is sad that one of the first buildings international students see when they come to Murray State is Woods Hall. It definitely gives the impression that the university does not value international education or the welcoming of international students to campus. It is also concerning that ESL students are required to take classes and employees are allowed to continue to work in conditions that are not always the greatest (leaks in the ceiling, flooded floors, heat/air not always working correctly, roaches, etc.). I see it as an embarrassment to the university, especially when you consider the international education offices on other campuses both locally and internationally.

An evaluation method for supervisors is needed. If faculty have the option to evaluate chairs/deans, then the same should be allowed for staff members. Also, some system should be developed to review these evaluations and if a supervisor is found to be ineffective, then a review period should be enacted. As more positions are vacated on campus, there needs to be a reasonable amount of personnel hired to do the tasks required. We can not continue to put the burden on others to simply take on more. This leads to burnout and causes great employees to leave. We have seen a mass exodus of tremendously valuable employees slimily because they are too tired if the added stress of managing the job responsibilities of what would equate to, at times four people. Vacancies are not filled fairly as long as a hiring policy exists that favors spouses over qualified, existing employees. I would not recommend MSU to anyone because of lack of options for promotion, lack of available professional development for staff, and failing to provide reasonable staffing to complete job duties in certain areas. MSU is no longer listed as a "great place to work" because of its continued inadequacies by administration to provide development opportunities for staff and lack of a competitive wage structure.

Morale at the University seems low. Budget cuts are a concern. Facilities Management seems to have a lot of turnover....

We keep doing more and more to get things done with an increasing level of responsibilities. However, there is not money in the budget to compensate individuals for the actual workloads. There are many times that hourly staff come in early, work through lunch and stay late, but we cannot be paid for the efforts to get the missions done. It is frustrating. In addition, when you apply for a position, it may take MONTHS before you hear ANYTHING.

Great

My supervisor is not qualified to lead. She is very limited in her supervision of my unit. I rarely see her. I thought her supervision would bring her to my unit more often to see the daily operation of our unit. It would be nice to get an e-mail or call just to say "hello" or just checking in every morning would be nice. Instead of when she does call and has something to discipline me about that's happened and she wasn't available to see what happened on her own. Or I would like to explain what happened to her if she is hearing from a different source. I would prefer to tell my side of the story even if she makes a decision to discipline me afterwards. I think if she had been at the unit where issues actually happen ever once in a while, she would have not been so quick to judge and discipline so severe. If you are not there when the situation happened then you have no right to judge my decision qualifications because the way I see it you left me in charge. You trust me to make the right decision. I don't think she trust me. I certainly don't trust her anymore because of the way I have been treated in the past. It will take a long time to build that trust back up, if ever.

Our office constantly leaks when it rains. There has to be mold growing in the carpet, ceilings, etc. It's leaked ever since I have worked her. The A/C and heat is unmanageable and untenable to work in some days. Work conditions due to air temperature are nowhere near where they need to be. It can be 65 and rainy outside and inside our offices the air is blasting and it's colder than it is outside even. Has never been fixed either, despite multiple work orders, complaints, etc.

The manager we got couldn't run a lemonade stand

Vacancies are not filled fairly and individuals are not held accountable for their actions. Individuals are employed that have no business being employed due to their lack of performance, attitude, and professionalism. A blind eye is turned due to a fear of confrontation.

I see a fair amount of nepotism in regards to hiring. What is the point of going through the procedure of interviewing the qualified candidates if it's already been decided that someone's spouse or sibling will get the job? It's a disservice to the community and the people who would love to work for MSU but don't have a close connection to get them the job.

I have only been here a short period but thoroughly enjoy my current job and co-workers/management to this point. I enjoy getting to communicate with various members across campus and being on campus once again.

My fear for the direction MSU is going is more due to the political environment with pension and funding and how the University is responding.

We had a vacancy for over seven weeks because MSU's hiring practices are out of date. If someone is retiring or gives over six weeks' notice that they are leaving, they should be able to train their replacements. This is an example of penny-wise and pound-foolish financial decision making.

Internal candidacy is a joke at Murray State; employee advancement is a joke at Murray State.

The strongly disagree comments are not a reflection on my immediate supervisors, however on the university as a whole. My immediate supervisors are the only reason I am not actively looking for employment outside the university.

My supervisor invites us to evaluate him. His leadership vastly improves my outlook.

My department and director are amazing. The people I work with are good at what they do and easy to work with. We are managed well and respected when we speak up on things going on. Overall if the university operated like my department, I would have no complaints.

We are all suffering from the budget cuts and are extremely concerned about how additional future cuts will affect us.

Underachievers are allowed to coast while overachievers are pushed to pick up the slack for those who do not pull their own weight.

Our building is awful. The roof is leaking and we have to deal with water leaking into the rooms. Then the carpet molds. It is a horrible building and a safety hazard.

The heating and cooling is the only issue. We never know what to expect on any given day.

Our biggest issue is the recurring cuts to budget. My team is outstanding to work with, but, make no mistake, the constant, unrelenting, negativity from the state level and the failure of the legislature to adequately support higher ed is wearing on us all.

Many people work at computers and desks. I'm surprised MSU has not done more research on ergonomic offices (standing desks, adjustable monitors so they can be set at the correct level and position to minimize neck and back injury, and eye strain, and other such tools to decrease long term repetitive injuries). Many simple solutions can save a lot of pain, and greatly reduce long term injuries.

I feel that the spousal hire program that has been put into affect recently is not appropriately being put into play by HR. There are a lot of qualified spouses of faculty who get passed up for admin positions and unfortunately that leads to faculty to seek employment elsewhere. While we are in a town where the cost of living is cheaper than a big city, two incomes are still necessary especially with the continued health insurance cost increases and the new city tax is enforced.

Vacancies are not filled fairly for the staff since the new policy was put into place

The better you are at your job, the more responsibilities you are given. If you are not as competent, you are not asked to improve but given less duties. This isn't fair for those who do a good job.

Murray State still seems to have an extreme fear of removing those that are either detrimental to the university or serve no real purpose so they only sit around and collect a paycheck instead of cutting the fat to handle any sort of budget cuts that might come our way from state government.

Benefits/Pay/Recognition

Answered: 421 – Skipped: 49

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Total	Weighted Average
I feel policy, benefit, and employment-related information is adequately communicated.	22.97% 96	57.18% 239	16.51% 69	3.35% 14	418	2.00
I am paid adequately and fairly for my work.	11.48% 48	32.54% 136	35.17% 147	20.81% 87	418	2.65
Adequate annual raises are built into the budgeting process.	4.15% 17	20.49% 84	39.51% 162	35.85% 147	410	3.07
I am satisfied with my opportunities to advance at the university.	10.00% 41	41.22% 169	31.22% 128	17.56% 72	410	2.56

Answered: 422- Skipped: 48

	1 - Strongly Agree	2 – Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Total	Weighted Average
Sick pay	59.86% 252	35.39% 149	2.61% 11	2.14% 9	421	1.47
Vacation and holiday	62.95% 265	30.88% 130	3.80% 16	2.38% 10	421	1.46
Health insurance	31.25% 130	45.67% 190	17.79% 74	5.29% 22	416	1.97
Retirement	29.98% 125	52.76% 220	11.75% 49	5.52% 23	417	1.93
Tuition waivers	58.11% 240	33.90% 140	4.12% 17	3.87% 16	413	1.54

Benefits/Pay/Recognition comments:

Answered: 149 – Skipped: 321

Health insurance has went down hill in a hurry, it costs more then ever before and covers less.

The low end pay scale needs to continue to be adjusted upward in order to attract and retain employees.

Benefits are a strong factor and should be announced and compared regularly. "Did you know...xyz employees do not get Thanksgiving off every year?"

As underemployment continues, the university needs to address some form of compensation as additional job responsibilities are thrown onto the remaining employees. Burnout will continue, and valuable employees will continue to leave.

Pay too close to new hires just .40 after 3 years service

1% raises in pay will not retain qualified personnel for the University.

What has MSU become? Salary study is done for the higher paid employees first. I guess the lower tier (might) get the left over? And the cost of top tier health insurance is completely out of reach for lower paid employees. It looks like we must care about the higher paid people more?

I am very satisfied with my benefits

I can't complain. I've enjoyed the benefits. Recognition sucks but I really don't care anymore.

Really worried about our retirement. It was one of the reasons I accepted this job to begin with. Now I'm heavily vested and don't want to start over.

The benefits are the only reason to work for Murray State.

Seems there is a disservice to employees who have accumulated a huge number of sick days, yet, other employees use sick days excessively. The university should compensate those employees for their accrued sick time at retirement time; consider those who have over 100 days accrued sick time.

One of the reasons why I initially came to MSU was because of the benefits of working within academia. I enjoyed the flexible working hours, health care, and time off benefits. Initially I was also looking forward to utilizing some of the other benefits, free tuition and physical activity centers. Free tuition is unavailable to me as I already had a Master's degree before starting and MSU no longer offers a PhD program. I do not work in Murray and therefore there are no center benefits. I can get the same health care and time off benefits and probably easily have a higher wage than I do now. So the benefits package is no longer meeting my needs. In addition, with the exception of the first year I was hired, I have not received a pay increase that was near the national cost of living increase, except for when I doubled the duties and responsibilities I have. Then I was given about a 3.5% raise. Plus my medical costs have continued to increase so actual physical take home is flat or down. Pay is no longer meeting my expectations.

MSU's benefits are very good. The pay in relation to similar jobs in the industry is NOT good. Recognition starts at the immediate Supervisor's level, but doesn't seem to go past that.

We do have good benefits at Murray State, and I think that is what keeps a lot of employees here.

we are going to lose money when the city tax comes around and we haven't been given a cost of living increase in years only 1% if that

The 1% across the board raises have repeatedly been made null due to increased expenses from the university or cost of living. One year between the increased cost of parking permits to work here and the increase in health insurance costs the raise for many people was made ineffective. This coming year we have health insurance increases again, new payroll taxes, and possibly pension costs. We are all aware of the continual budget woes of the university, and I do not envy any of the decision makers as they deal with this. But issues regarding wages cannot be ignored.

part-time so do not receive health insurance or retirement benefits at this time.

My husband is not covered on MSU insurance so each year with the cost of insurance and deductibles we are out of pocket \$6,000 more than we were in the past.

wages should show some competitiveness towards the private sector in most cases

Recent changes on benefit policies seem to have it some departments a lot harder than most, those cut backs may have cost fewer personnel more money. This saved the university money, but seems the burden was placed more on selected departments.

The pay scale here is laughable. For the work that I do, I could go to many other universities and be paid at least twice what I make now. Our insurance rates constantly climb, and our insurance benefits are reduced. Retirement isn't even going to exist by the time I'm of the proper age thanks to our government. I have even had to switch retirement systems due to a wording issue in my job's education requirement and so now, my retirement is in even worse shape. Waivers are calculated into my "total compensation" regardless if I use them or not. If I don't use them, I should be compensated in some other way. That piece of paper we received in our contracts this summer was a joke - do not try to make yourselves or us feel better about how little we are paid by adding numbers that don't matter.

No my superiors do not recognize any of the work I do. They praise my immediate supervisor when I also do a lot of work on the same projects, but not I do not get recognition. I have a chronic illness and my husband has an autoimmune disorder and the university is ill-equipped or just doesn't want to actually deal with people that

have any type of long term illnesses. They would rather ignore them, make people feel unwanted and incompetent and they just want to get rid of them because they are too big of a problem for them.

Health insurance quality and value is lower compared to other similar sized employers and is lower quality than the free plans available on the market.

MSU is a good place to be employed.

I do not see why hourly people cannot teach classes if they have the correct credentials. Please try and fix this.

Upon leaving my previous position I was told by HR that I would be able to keep my 150+ hours of sick time. That was not true. I was not able to keep any of it.

A permanent solution needs to be enacted for those that were impacted by FLSA - specifically, those hourly employees that are a grade 99. HR needs to modify its current scale for non-exempt employee to better grade employees that earn up to \$50k.

The holiday comp time was one of the major benefits of working for Murray State at the lower than average pay rates for our positions. Now that you have changed the policy, it feels as if you do not value your employees required to work when the university is closed.

I have worked at MSU for over 10 years and in my current position for just over 7 years. I have happily taken on more responsibilities, including those above and beyond my job description, yet there is no way for me to advance by position or by pay increase. Other people in my area have advanced for no reason other than they have been here for 5+ years (no change in job duties). Our "cost of living raise" very rarely (i.e. never) meets the actual cost of living increase. At this point, due to changes in insurance, etc. my take home pay is actually LESS than it was 7 years ago.

My program requires staff instructors to repay sick leave yet still claim it. This is wrong. Classes cancelled due to illness should not be made up. Due to my program's class makeup policies, it is not possible to attend conferences nor to seek in-service training. Such attendance benefits the university. It should be university policy that these days do not have to be made up. Pay must be increased to reflect professional qualifications and experience.

I do feel that in our area we should be given a better raise for all we do.

Lack of raises and increased benefit costs are having a negative impact on morale. This is making it difficult to recruit as the unemployment rate stays low. Starting new employees at higher salaries (to recruit them) often times means they will make more than an existing employee who may have several years experience. Need to develop a plan to reward good performance and experience especially in the non exempt positions. For example have step promotions within grades that are available to employees at certain intervals (e.g. every 2 years) and job progression (e.g., job skill proficiency, certification, completion of additional education, etc.). This would help retain employees with experience, education, and good performance. Recommend evaluating non-exempt grades to ensure they are accurate.

As I commonly express, I feel many positions on campus in administrative assistant roles are severely underpaid for the amount of work, knowledge, and effort it takes to keep up with all job duties.

We will continue to lose good people because we are not competitive with salaries.

Pay is incredibly low compared to equivalent positions at other universities. The excuse that the cost of living is lower here is patently false. Housing costs more than similar sized or even much larger cities, food prices are basically the same, and travel costs more because we are so far from everything.

Raises should be given more to those making under \$30K a year.

LOL.... The pay scale is based off studies from 1970ish. MSU paid MERCER \$250,000 to audit the pay scale less than 10 years ago and Human Resources response was "We can't pay those wages...." Then threw out all the suggestions on how to be more competitive for qualified staff. The saying is, "I don't work here for the pay - I work here for the days off work."

Below market value pay, increased workload, and ever decreasing benefits make the university less desirable for retention and recruitment of quality employees.

We have not got a true cost of living raise in so long I can not even remember. The pay raises is a joke.

I have lost staff due to the low salaries in our area . This has impacted services to students. Also, for hourly employees the 1% raise did not offset the increase in health insurance costs.

Flex time...is this currently being considered?

With the increase in the city tax, it is going to hurt many hourly employees. We hourly employees need a raise. It would be nice if merit raises could be implemented for the ones that go above and beyond; that work really hard to do an outstanding job.

While I am not unhappy with my pay, it sure seems like it has not kept up with the cost of living. Thankfully Murray is as affordable as it is, but even with that I find my compensation does not go near as far as it did a few years ago. See my previous comments about tuition waivers. I am very worried about the changes being discussed with regard to our retirement system. This would have a dramatic impact on me and my family! I will feel cheated if the state does not honor its commitment to me. I could have made significantly more money in the private sector and had been counting on the retirement benefits to partially balance that out. I am very concerned about changes to our health insurance that could result from some of the discussions going on nationally and in the commonwealth!

The health insurance copays are very expensive.

My worry now is my retirement. Pay is adequate for what I do. Vacation, sick , and Holiday time is fair.

We are blessed beyond measure with wonderful benefits at Murray State, especially when compared to the corporate/private sector. My only complaint is the rate at which we earn our vacation. Earning just 6 hours of vacation a month, it takes a staff member quite a long time to earn enough vacation time to take a trip with family or time off to spend with them. That may sound petty, but when we recruit and hire someone with adequate experience in a professional setting, it is likely they have been in the workforce for some time, and they will lose quite a bit of flexible vacation time with family upon starting their career at Murray State.

Hourly wages stink. If, God forbid, minimum wage gets bumped up to \$15.00 per hour, the vast majority of hourly employees will be below minimum wage - and that includes grades requiring a degree. The University devalues the very commodity it produces and sells. The University - or perhaps it's just the BOR - devalues and depreciates staff as a whole. It is the staff taking all the other jobs required to make the University run that makes it possible for the professors to concentrate on teaching and research. We were also sold a load of hooey on the last compensation study. MSU is paid below other colleges and universities in the area and the state.

I make a little less than 2/3 of what others make doing my exact job at other universities. And there is no room for advancement, regardless of further education or specialization.

1) I deeply appreciate the current administration's efforts to avoid layoffs and salary cuts. However, we have reached a point where it has become impossible to attract new hires. We can't fill open positions, so existing staff are leaving due to excessive workloads. 2) The notion that "we can't fix pay in one area unless we can fix it everywhere" is toxic. There will never be a time when we have enough money to adjust pay simultaneously across the entire university. Fix what you can, where you can, when you can; some sign of hope can go a long way.

Would like to see MSU consider move to paychecks for employees on the 1st and 15th of each month.

When considering recent increases in retirement contributions, healthcare contributions, and the upcoming payroll tax - take home pay is actually decreasing. Staff must realize that the new healthcare model does not benefit everyone, for some the only choice is a PPO despite HRs obvious attempts to push everyone towards the high deductible plans. The "you need to become more involved in your healthcare options" mentality is the exact OPPOSITE of what has been fought for all throughout the careers of the baby boomer generation. Healthcare was supposed to be there so the employee did not have to worry about those issues and could be more focused on work. Now that the baby boomers are retiring or are in better financial positions they are reversing course and displaying this "holier (or at least healthier) than thou" attitude that we should be more involved - this is ludicrous and a complete slap in the face.

Nothing stands out

I am very concerned about the rumors of changes in our sick pay and retirement. I am 4 years away from retirement and the thought of all this work I've put in and not receiving what I was promised when I started angers me deeply!

It would be great to be able to bank your tuition waivers. for example, if I have young kids and I never use my waivers, I could "bank" them and then when they are old enough to go to college I could go back and use them. If I leave MSU, I just lose them. It really wouldn't cost the university any more and would be a great incentive to keep some great people here!!!

I have a major problem with the amount of money Central Plant employees are paid compared to F.M. employees on the Dock. They have limited to no knowledge of how to fix anything. In fact I do not recall them ever fixing anything in my time at M.S.U. They might as well not show up for Service calls they do Nothing. Their education level is embarrassing and they make more money than I do. very sad. This creates resentment on a daily basis in FM.

I realize that without students we would have no reason to be here, and without faculty to teach we would have no students, but I strongly feel that the staff of this university are undervalued and underappreciated. Were it not for the passion that we have for our jobs and our university I don't see how we could continue to operate at the level that we currently do, and I have often wondered if we were valued and appreciated what levels could we strive to attain.

Tuition waivers used to be an employee incentive that held considerable amount of weight. With the changes to the tuition break down, scholarships, financial aid, etc., they can sometimes NOT be used if a dependent is a strong student and has tuition covered by other measures. The tuition waivers should be allowed to be put towards housing, meal plans, books, etc. and continue to assist our employees and their dependents. Right now, a strong student and their family are being punished for being smart.

Be great if we could get with a plan that did not require rates to go up every year. I am not sure what is going on with the retirement, but I would like MORE information as it becomes available.

Because not all positions at the university have advancement opportunities I believe the university should reorganize its pay scale to allow for employees to see an increase in pay at certain recognized years of service. This way an employee who enjoys their job will not feel pressured to move to another job they may not like as much or move into supervision just to receive an additional pay increase. Employees should be able to stay in jobs they enjoy and excel at and the University should reward their years of quality service with an occasional step up in pay. Employees should not feel pressured to move into supervision when they do not want to in order to receive a step up in pay. Not everyone is qualified to be a leader, especially someone who does not want to be a leader. It would be in the university's best interests to increase employee's pay for years of service because this would be investing in employees. Each job at this university is important and the longer an employee stays in a position the better at it they get. If the job requires additional training, the longer an employee is in the position the more additional training an employee gets. The university would be better served by retaining this employee who is loyal and experienced, then having to hire a new person for the position every couple of months or years because the person feels forced to move on due to lower pay.

The university does not compensate fairly. Admin positions at a desk all day should not be the same grade as a Central plant worker who has to have knowledge of multiple systems to keep the campus safe, or a police officer who has to risk his life to keep the campus safe. The university focuses too much on paying admin assistants who have simple task just because they have a degree, instead of the people who keep campus running or safe but have a trade school or police academy. A degree is just a piece of paper that almost anyone can get that can pass tests. A trade or police academy takes skill and experience. Two things that will outperform a degree any day. IT also does not care about retention. When we only get 1% per year as a raise and there is no step system for being here 3 yrs or 5 yrs, etc, it shows that the university would rather keep hiring entry level employees instead of people who take the time to learn how campus works and how to effectively keep the university going. If you have a new facilities or central plant employee that is still learning how to do things and a disaster like Richmond occurs, they may have no idea how to turn off the gas line or where it is. But if you compensate employees for staying, then you will have more experienced people here who would know that. Thus reducing the risk to more injury or damage. Same thing goes with the police force on campus. If you take a brand new

officer and they have to respond to an active shooter at Faculty hall and they do not remember where it is, it will cost lives. But if you had a step system, you could keep that officer they replaced that knows campus and knows where the shooter might be headed and save lives. It honestly appears to me the university has operated for so long with the idea they are the best place in Murray to work and that is not the case anymore. I started here at \$1.00 per hour less than what I make now, and I take home over \$100 less per paycheck then when I started due to the increase in taxes, insurance, retirement, etc. Some of those things could be absorbed by the university and they will not, nor do we receive high enough raises yearly to compensate the changes.

We are told by our supervisors to put 32 hours/ week of work on paper but in reality we do much more than that on a weekly basis. While we do get other benefits such as housing, it isn't included in our income which makes it difficult to get loans, credit cards, etc because our hourly income is very low.

I think Murray State has done a great job of maintaining an excellent benefits offering through tough budget times.

I would like to petition that employees have the option to bank any unused tuition waivers and that they could accumulate each year and could be redeemed for future semesters.

I am concerned with the increasing financial commitment with retirement and health insurance, as I'm sure many are also.

There is no money for raises, even if there was, HR will not let you give individual raises without going through a job audit. The 1% raise is taken with the parking tag fee and now the new 1% employee tax Murray city is instituting. Raising tuition 5% 2 years in a row did not help at all. It just caused students to go somewhere else, so, raising tuition cost us instead of helping us. If you want more money, lower tuition and offer benefits that will bring more students in.

Some issues with benefits and pay are beyond the control of the university. However, every effort needs to be made to see that the Board of Regents and those in administration setting the budget make every effort to maintain and advance the compensation of the staff.

I live alone and live pay check to pay check. I've worked two jobs in the past to make ends meet. I am very thankful for the vacation days and holidays. The retirement system has me concerned as I've worked her 29 years. I'd like to continue for at least another ten, but may have to consider it based upon what happens with KERS. I hope the university will issue a statement about the changes and sort it out for us. There is lots of talk online about it, but I'm not sure who to believe.

I love working for Murray State. However, I am worried the Payroll tax will negatively impact my income and raises. I also wish the allotted retirement fund was optional. While I understand its role and appreciate my employers looking out for me, there are times I really need the extra money--as of right now, I must have a second job at all times, which impacts my ability to take classes here and places stress on my personal life...working 60 hours a week is not the end of the world, but at times it is very draining. Not to mention, I am young and will not be retiring for another 40+ years...possibly longer, given the direction our economy is going in.

MSU benefits certainly help compensate for the lower pay scale. I'm sure some employees do not or cannot take advantage of some benefits though and would prefer to see an adjustment to their pay scale.

Very concerned about the current and ongoing pension issue. With over 20 years of service to the university even though I'm only in my 40's, the prospect of having to work 20+ years more instead of 6 is disheartening.

Raises and pay are not comparable to positions off campus.

I understand we are in a time of budget cuts and insurance increases. However, there are many of us who (due to health reasons) cannot afford to switch from the PPO, but also cannot continue to pay the increasing costs of the PPO either. The only reason we continue to work for MSU is the health insurance. We (the employees) also face higher parking tags, a payroll tax, increasing health insurance costs, etc. with no compensation.

In many areas the pay rate is too low compared to the current cost of living in the area, myself and fiancé work for the university and can barely get by paying only bills and household supplies, There is no room for savings,

medical expenses, prescription expense, or repairs to home/vehicles. We could scrape by and could easily go under at any time.

Holiday pay and comp time has been jacked with. WTH???? We continue to lose "benefits."

If there is a change or a problem with benefits during a fiscal year Human Resources needs to be more proactive in communicating changes and don't assume it will or is being communicated with ALL information and CORRECT information by a third party such as Anthem or Benefit Wallet. As far as pay it actually keeps going down with only a 1% increase annually because insurance, retirement, taxes, etc. go up way more than 1% annually and our responsibilities are increased because of employment cutbacks.

My workload has increased to the point I no longer have time to take advantage of the tuition waivers anymore.

I think back to 2015...when the town hall meetings were being held about the changes in the insurance plans and remember the discussion about the choice of keeping the top plan but get rid of the middle PPO because of the Cadillac rule. At that time, I wondered why the top PPO wasn't the one discontinued; that would make more sense in terms of invoking the reasons for getting rid of a plan due to the Cadillac regulation. Then, recently, I received an email from an insurance committee rep that says that the university must look at doing something about the top plan because of the Cadillac rules. It feels like the top plan was kept for as long as it could be for a certain group of people (who make a larger salary and can more easily pay for the employee portion) and that the middle PPO plan was sacrificed to do this. If the HDPs are so great, why weren't they all switched to HDPs?

Thank you HR team for your outstanding work on our benefits!

Need to strive to continue to keep health benefits as affordable as possible.

I lost a month's salary because I was not allowed to start working until my paperwork was cleared through HR. It took over a month longer than I was originally told.

I am very grateful for all our benefits!

I feel I am receiving the appropriate pay rate of an Administrative Assistant. However, as we are understaffed, I am being asked to take on many responsibilities that are not within my job description. Due to this, I feel my pay rate and job title are inadequate.

Rather see less sick time more money and cheaper insurance.

I do not think some administrative assistances are getting paid adequately. I believe an administrative assistant who works for the university for over 10 years with a masters degrees should be paid at least \$30,000.

I have worked at MSU 24 yrs. and the pay and moral is the worst yet.. With the new payroll tax we need more than a 1% a year raise. The president and most management are in general highly overpaid while most hourly workers are generally underpaid. If the economy is strong, MSU will have a hard time attracting and retaining new workers.

Because of the FLSA guideline and the amount of overtime my position required, my supervisor requested a job audit from the president. The president signed off that a job equity adjustment analysis would be a more appropriate than a FLSA review. I am extremely lower paid than any of the other directors within the division. The job audit was instead approved for the exact amount of the previous FLSA guidelines of \$47,476.00. And the job equity adjustments was never done. The salary was never analyzed with comparable positions on campus. I understand that there is a certain cutoff date for recognizing the number of years that a staff member has worked on campus, but I don't understand if you are going to recognize the individual why you don't take a closer look at the individual. For instance, this year I was to be recognized for 5 years of service at the University, but my first day on the job was August 1st, 2011. That means I was being recognized for working five years when I have really worked at the University for six plus years. It is one thing if I have worked over 5 years but less than six and you round down, but I didn't want to be recognized a whole year late.

Convinced that the current administration holds very cheap, the contributions of the staff of the university.

Very concerned about the future of retirement benefits.

I don't think we are adequately paid for the jobs that we do. I don't think experience and education is taken into consideration and it should be.

Tuition waivers are an over-rated "Benefit" they are too particular in the way they can be used....they are of no benefit to lots of employees because of the restrictions where they could be of benefit to more if the restrictions would be changed ... ie can be used by your child "if" they meet certain restrictions can be used for any class :as long as" the class doesn't run during work hours

We deserve merit raises. A 1% across the board raise is insulting to those of us who are not paid a fair wage as it is.

I am very concerned about KY's retirement which is somewhat out of our control.

I could make more outside of murraystate but I like the insurance

The recent payroll tax coupled with increased insurance costs means your staff is effectively losing income every year. At the same time, budget cuts have served to force existing staff to work longer hours to meet the needs of your strategic initiatives. Deferring even their review of salaries until after faculty is completed is demoralizing at best and a trigger to look for employment elsewhere at worst.

Unfortunately our budget constraints really limit the pay increase we should get each year to help cover cost of living increases. But all of the paid holiday time off especially during Christmas is truly a great benefit. I've been a member of the sick bank for a couple of years and I'm not sure I understand the concept. If only terminally ill employees can use those sick bank days who don't usually come back to work then we've paid an employee for months, still have to cover their work load while they're gone, and have to wait to fill that position. Doesn't seem like a cost effective way to manage sick bank. Employees with short term leave (e.i. maternity leave) should be able to apply to use some of those sick bank days.

Benefits used to be a positive but seems like they keep taking a lot of things away or increasing the cost and no increase in pay.

Our 1% raises do not cover the increasing cost of living much less the increase in insurance rates, the price hike for parking tags or the 1% employment tax the city of Murray has passed. We do have great vacation/holiday and sick pay benefits. With the constant political turmoil I am unsure that my retirement benefits will actually be paid. Health insurance is a constant worry. The increased cost is difficult to handle. What I've heard about future changes in MSU policy seems like a way to get around the pre-existing clause in the Affordable Care Act. I know that there are employees who have children who were awarded Pell grants. These grants are based on financial need. MSU has chose to use these grants and KEES monies before using the waivers that are supposed to be a benefit to employees. Employees are being robbed of benefits but are provided brochures about how much the benefit of tuition waivers are a part of our total compensation.

I think we should be given fair assessments and merit raises; no incentives are given.

In addition to the position grade, I think the pay should correlate with education, years of MSU service, and qualifications the individual brings to the position (ex. move to grade 14 from exempt position, have 20 years of service at MSU, well exceed education requirements, well exceed minimum/recommended qualifications should be paid more than someone that just meets the minimum requirements of the position). Basically, award those that have done well based on the criteria above. Many non-exempt positions are underpaid but having the expectation of absorbing more duties (not quantity but quality-decision making duties).

What can be said....I'm thankful to have been given a 1% COLA raise, but when insurance premiums are expected to go up, and the city just passed a 1% payroll tax..it further weakens the argument that despite the low pay, working for MSU has good benefits.

I wish ESL instructors were considered faculty, as we are required to have an advanced degree in our field. However, I am admittedly unfamiliar with the technicalities of the distinction between faculty and professional staff.

Benefits are great, although when they change the health care plans I wish they had gone with the other PPO plan. My salary has really gone down with the lack of COLA raises. If I didn't love my job, I wouldn't stay for this salary. When someone graduating with a degree in education gets a job making almost as much as I do AND they are off in the summer, there is something wrong.

If you look at our positions at every other school in our conference - we are drastically underpaid.

Doing 2 1/2 jobs and still paid at current rate. expect more for less money.

Vacation/Holiday: Reason for low rating is for vacation, not holiday. I am very pleased with the holiday benefits. The only complaint on the vacation benefits are that you cannot use them immediately and must accrue them. Being an individual who started in the last two years, I have two weeks every year that I need to be gone for trainings/certifications I must attend annually and need to use vacation time for these. The 10 days is very fair for the years of service, however, I have not been able to attend the trainings/certifications as needed due to the accrual process. My previous employer had a system that worked extremely well and was openly communicated on the forefront so there was no confusion. You received 10 paid vacation days per year and could use these days at any time after the initial 3 months of employment (when first hired). If, for some reason, you left employment (other than being terminated) you would receive payment for unused vacation days or would pay in the overusage of vacation days. The days were pro-rated, similar to that of the time-earned system here, but they were accessible any time. For example, if you took all 10 days in January and then quit the job in July, you were responsible to pay the company back for the "extra" days you took (through a payroll deduction). The only reason for a lower score for the retirement is because I have no idea what the retirement benefit is.

I would like to get a raise based on my supervisory experience alone. Since I am not supervised daily by a supervisor, that should qualify me as a supervisor/coordinator. I am in charge of 5-7 student workers. Other qualifications: Education: I have a bachelor's degree and have taken all classes for a Master's degree.

It seems that every time we see an increase in pay, there is a cost increase in one of our benefits. We never even see the raise. What's the point of a raise if you never see it?

The limits of the Vision benefits could have been explained better. I don't believe it was explained that there is no place in Murray that covers the vision plan that we have. OR we need a vision plan that does cover places in Murray.

I feel the university is doing the best they can when it comes to health insurance, however this does not mean I am satisfied. My feelings on retirement are also not reflective on the university but the state's efforts to adjust the retirement system. Overall, however one of the major draws to work for MSU in the past was while pay was low the benefits were good enough to overcome the low pay. THIS NO LONGER IS THE CASE. While this isn't going to the correct person who can make this change, please encourage HR to not send the additional paperwork that shows "what my total value is". This is a slap in the face to the employee. However then again, I firmly believe they don't care if it's a slap in the face or not.

I was moved to an 11-month position due to budget cuts, but I was still basically expected to be available and respond to calls and emails and even come to the office several times during my "month off."

It takes 4 years before you begin to accrue a decent number of days off. As someone who practices certain religious holidays not recognized by MSU, it would be nice to not have to spend most of them solely on that. In any case, paid time off and holidays are still fairly generous at MSU, thank you for that.

Benefits are very nice, especially with the tuition waivers. The best way to tell anyone about this job to get more employees would be because of the benefits, truly amazing

I wish there wasn't a limit on the number of grad school classes a tuition waiver can cover within a year. I would love to take more than one class a semester.

After paying insurance, retirement, etc... I do not make a living wage. I was better off making a lower pay and getting food stamps. Sad but true. At least my son and I ate well, lol. Plus I mistakenly offered to go to an 11-month position not realizing or being properly informed what that would entail. Plus I was told I would make more than I am making by my supervisor at the time but HR chose my pay instead, while at a conference. I usually go to the MSU clinic for my healthcare but when I have to go to another doctor, the costs are outrageous on top of my insurance.

I feel that over the past several years, the annual raises have not kept up with the cost of living. This needs to be addressed to better compensate MSU employees.

On a good year, we might get a 1% raise. Every year that happens, we lose ground to cost-of-living. That's pretty much every year for as long as we can recall. There was the one year that we saw 4%, which was phenomenal. I

realize this is a huge issue, but it's going to cripple our ability to maintain relevancy when attempting to attract talented faculty and staff. And, it's destroying morale.

No raises for employees . Only inadequate 1% cost of living increases .

Tuition waivers need to be first for staff dependents

Currently my position is 10k below average for other people in this position in this state alone. This means that there are other people at this university that are even further underpaid this includes benefits (that shitball paper from HR telling me how much they "really" pay me did nothing to make me feel better about how little I make compared to other schools or the private sector) I don't care for recognition, I care that people get paid a proper wage and are expected to do a proper job and when they aren't doing that job excuses don't get made so that they aren't held accountable for their actions.

The raises are not adequate for the increases in taxes/govt. I received the same raise working here for a year that I did at Burger King when I was 16.

Tuition waivers are an employee benefit yet this year my daughter was penalized with over a \$600 deduction in her waivers. There was no notice for this. The amount of money borrowed was based on everything that she was receiving. Each area where she received money was completely separate from the others. This was very unfair.

I understand that HR is working within the confines of what the administration passes down to them. Extended Paid leave should be incorporated for the birth of a child for both the father and mother without having to give up sick and vacation time. The holiday time off is exceptional and truly valued as one of the most significant benefits of working here. Please look at the budgets for insurance and try to keep costs down for both the university and employees. It is demoralizing for Jackie Dudley to say that employees can either pay less for insurance or have a pay raise. We deserve better than that. Please also keep tuition waivers and look into a policy that considers web-fees as covered by the waiver. I have wanted to take classes, and since my supervisor is unwilling or at best reluctant to allow me the time off during work hours, the only option I have is web classes. I just cant afford the extra fees that aren't covered by the waivers. If we are an institution that values learning, then employees should be provided this benefit as well, without having to incur unnecessary costs.

I do not agree with the funeral leave policy. Employees should not have to take vacation in order to take time with their families to mourn the loss of their loved ones. Three days paid leave is not enough for someone who has lost an immediate family member, and one day paid leave is not enough for those who lose a close relative. I feel that in this instance, Murray State is not meeting the needs of their employees on many accounts: mentally, emotionally, physically, and spiritually. The current policy really puts an employee in a position of having to choose between family, healing, and closure or going back to work for need of the income and/or due to the lack of vacation days available to them. It seems that at the very least, employees would have three days for the loss of a close relative and a week for the loss of an immediate family member.

Police Officers are under paid.

at some point the university must make some significant COLA in pay. Just bite the bullet and do it.

I would like to see pay increases tied to individual performance.

My predecessor left here making \$14 an hour. After 4 years, I'm still under \$12. We need better pay raises.

It is disheartening to know that BST's will be make \$10 per hour very soon and that MANY admins have a BS or Master's degree and only make \$14 per hour after 10+ years of service. I do think the BST's should make above minimum wage, but it just makes others feel very devalued and unwanted.

It is sad that we continue being bypassed for raises. A merit raise should be initiated to reward hardworking individuals. This would encourage low performing employees to strive to work harder. A raise should never be across the board unless there is an additional merit raise. This is not fair to employees who work hard. There is very little chance for promotion and pay increases are non-existent. Yet, we are asked to do more without any compensation. If a raise does happen, it is a pitiful 1% given to everyone, especially those who do not deserve a raise.

It's all

No incentive to work hard. Morale at the BVC is low. Those that are poor workers and abuse time receive the same recognition as dedicated employees.

I realize that the university faces budget issues that are out of its control, but it's hard to justify pay rates that may be as low as half what a comparable position in the private sector would pay. It doesn't seem right to require high levels of specialized education for work that doesn't really require it, and then fail to offer compensation commensurate with those qualifications.

Tuition waivers for doctoral students are no where near what they should be for MSU employees. If there are 6 given annually for masters level classes, the equivalent amount should be given for doctoral level. If people working at community colleges can receive more support in regards to waivers than individuals who work directly on our campus, there is something wrong.

Very worried about retirement funding

I think pay really needs to be addressed. The University is losing a lot of good people because of competitive pay elsewhere. People used to come to MSU because of benefits and not so much the pay. Now that is changing and people are leaving because benefits are leaving and pay is hardly increasing. Recognition is dismal here for the average employee. All the recognition goes to the directors and deans when the average employee is the one doing the work. They started the MSU pin if you saw a good deed. I walk around campus and again, it's all the directors, VP's, and high salary people wearing them and not the people working hand in hand with the students.

Salary compression is a large issue. Also, those that were salary when the hourly were evaluated and raised became severely compressed. Now many of those have gone to hourly right when salary is being looked at. Now we have a group of people that have been compressed for years and are still not getting re-evaluated. Even if MSU did something right now about it you have a group of people that were not being properly compensated for a number of years. There is no getting that back for things like retirement.

What happened to merit pay?

Each year we are losing more money due to other costs rising in the community. As for my retirement, it may or may not exist when I retire due to the short fall within the state. MSU is currently contributing to my retirement, but the state is not contributing.

The tuition waivers, vacation, and holidays are wonderful. The only worrying and off putting thing is pay raises. Giving a 1% raise followed by a letter showing how much an employee actually costs this university wasn't well received and upset multiple people. While I understand the attempt to show that the university is giving you lots of benefits that add up to costs on top of salary, this move was taken more as saying "Don't be mad you only got 1%, look at what this place has to pay for you to work here..."

Tuition waivers are not a benefit for those who have degrees or those who do not have college age children. There should be a different benefit for those that do not use tuition waivers. There should not be a cap on the number of hours of sick leave a person can accumulate. The current policy encourages employees who have the maximum number of hours to take a sick day a month in order to reap this benefit. Otherwise, the employee (with max. # of hours) does not get this benefit.

I have been working since I was a teenager and have never worked in a place that doesn't give you a chance to advance to the topout of your salary range. This is unfair.

I need to be paid more to sustain my family. My husband has been interviewed at MSU for a position that would bring a little more money our way- but the turnaround for actually getting him in this position has been so slow. It's painful to living paycheck to paycheck.

The way administration decided to staff student scholarship awards with tuition benefit prevents employees from using the benefit. This was done to employees not with employees.

I know the HR dept does the best they can with trying to get us the best rate and the best insurance package. I think we are underpaid in several departments. The vacation time and sick time are reasons some people work at MSU. I love my job and appreciate having it however it is tough when you know you can leave and get paid more. I really encourage that you look at tuition waivers for multiple kids in school. That would definitely

encourage employees to send kids here instead of WKCTC. Several of my kids friends are going there due to mult kids

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How were you affected by the FLSA changes?

Answered: 171 – Skipped: 299

Moved to hourly. Now I am being told to watch my hours. The federal FLSA law never went into effect so I do not know why we have hamstrung ourselves to these rules. My base salary is \$35K, so far this year I have made over \$48K. Just bump me up to the SELF-IMPOSED threshold of \$38K and save yourself over \$10K.

The university unknowingly did me a favor by moving me from exempt to non-exempt. The overtime greatly exceeded the raise that would have been needed to bring my salary up to the exempt minimum. I wasn't sure why my position was moved from exempt professional to non-exempt general. I may never understand the rationale, but I am glad that the university had to pay me for the extra hours that it required me to work.

Diminishes future income, coupled with increase in health care insurance costs, the coming city payroll taxes and 1% pay raises, my overall income has suffered greatly for years. We are losing qualified personnel which is not helping MSU.

All members in my immediate work group were given raises except me. I was told there was a compensation study done but was not provided any proof of that. I've worked in my area approximately twice as long as each of the other members. I've been penalized year after year for not having a degree.

I don't know

changed to hourly

It threw my monthly payments all out of wack. It may be better for me but the change sucks after working more than two decades as professional - exempt.

I went from being salary to hourly, but I am not able to get overtime for work that is in excess of my required hours due to budget concerns.

I was changed from salary to hourly

No impact; aside from managing the change with staff, which was a bit more challenging than I had anticipated.

Not directly, but my department was and it adversely affected us.

greatly, I had to rearrange how I paid bills and then had to redo everything again

I had to go to hourly pay.

Minimally

I was not personally affected by the FLSA changes. However others with my same job title in the same department were moved to hourly, while I remained at salary. Since the bill did not go into effect, those employees went back to salary. However, I ask the question three employees with the same job title should be expected to have the same amount of responsibilities/duties.

Not impacted due to willingness of Supervisor to make comp time available.

I went from salary to biweekly pay

maybe you should explain what this is

The changes affected others in our group and thus changed the way we operated in many ways.

Went from exempt status to non-exempt. It helps offset some of discrepancies of my job title. Most all supervisors made close to the same salaries and some have more emergency call backs and mandated working holidays. This ultimately made for less money per hour, not to mention skill set for some trades are more demanding and should be paid more regardless.

I moved from salary to hourly. I am happy with the change.

My job was changed from exempt to non-exempt. Then it was looked at again, but I was still deemed to be non-exempt because I am not a computer professional, and I do not supervise anyone. I am a computer professional.

I do webpage design, coding, troubleshooting, system support, system administration. I may not have directly supervised anyone in that role, but I did prove my value in a supervisory role many times over.

I am afraid that this will make it more appealing for my superiors to find a way to fire me so they can hire people in at lower rates. Superiors are much less likely to do job audits even if their job duties are changed and added to.

I'm a newer employee

I can no longer teach as an adjunct since I was changed to hourly, so basically my income has dropped \$5000 in a year. I thought that FLSA was not supposed to burden anyone.

I was paid monthly as Assistant Director of Annual Giving, then moved to bi-weekly after FLSA. In my new position I have returned to monthly.

exempt to non-exempt. Haven't seen any real changes to my job or pay.

Negatively.

Very.

Was moved to hourly for a short time and disliked it tremendously.

I was bounced back and forth from salary to hourly and back to salary. It was very frustrating.

None were given to Admin. II position which makes the balance off between Admin I and II.

Some of the staff went to hourly and now it is more difficult to provide services to students after 4:20 and on weekends during summer o, Racer Days and other campus activities. It requires exempt staff to do more without adequate raises.

My position changed to hourly. It's not too much of a problem, except that traveling to conferences or other work-related meetings is more burdensome as far as recording my time and making sure I don't go into overtime (if I'm working in the car as opposed to driving, etc). I don't feel as supported or free to pursue professional development opportunities because of this. It's hard not to feel less valued in that way.

I was changed from exempt to non-exempt. So far this has worked out fine, but I do work some overtime, and I am worried how sustainable that is.

I have no idea.

I was changed from salary to hourly, then back to salary. Very confusing.

I was affected in that it was not the interactive process we were promised it would be. Decisions made were arbitrary and no opportunity for review was provided, even when decision makers were evaluating job descriptions that were far outside of their area of expertise.

Had to go back to hourly pay, then later went back to salary and monthly pay. Seemed pointless--there should have been a better plan.

Income change to bi-weekly/ feel there should have been better options as to the "timing" of the change. It was not until Sept that was able to catch-up with my income. Almost no choice but to take the loan options to manage expenses and bills.

Not sure

I was changed from salary to hourly with a limitation on how many hours I was able to work in order to maintain my job duties. As a result customer service was compromised in an area where customer service is paramount to our success. After the law didn't pass I was changed back to salary, with no notice or advance warning other than a very impersonal e-mail. There was a very small window for employees to meet with representatives from HR and Payroll which was during an extremely busy time for me, so I had to schedule a meeting after that deadline had passed.

I am now eligible for overtime.

I was a yo yo and not happy. I was bounced to hourly and then had to go back to monthly.

I work shift work and have to work holidays and weekends. We are one of a few areas that it is mandatory to work these. The university and Board of Regents did not take into account the negative effects this would have on those employees that are asked to sacrifice what the majority of campus does not have to. I truly feel this hurts as I know this was a huge benefit to working a critical position that has now been taken away from those of us who keep the university running and safe. When you take benefits from the bottom, but continue to give large raises to the top, there will come a time when the university cannot properly handle a situation like James Richmond as those that make six figures are not the ones that will be responding or helping people. It will be those of us that were hurt by these changes and when you hurt people like Central plant or MSU Police who sacrifice and they leave and you get new hires, they are not as qualified and it will result in loss of life, catastrophic injuries, or the inability to properly fix something creating one of the other situations.

Not sure, I wasn't employed here during these changes.

I'm hourly now

Individuals in our department were asked to transition to non-exempt which has created a learning and scheduling curve. We are adapting to the changes.

Not sure

These changes had no effect on my position - started hourly and remained hourly.

changed to hourly and then changed back a few months later. Not being warned that people might be changed back was unfair to the employees and sneaky by administration. How can we trust administration when they do things behind our backs?

What is FLSA? I guess I was not affected. This probably should've been spelled out. I'm sure I'm not the only one who doesn't know this.

Allows me to actually report hours I put in over and above the 37.5 hours a week and receive overtime pay.

I wasn't really other than traveling for special circumstances and the way travel is handled.

It was a complete mess. I was changed to hourly for a month and half. Then I was switched back to salaried. All it did was mess up my paycheck.

My entire job was thrown into turmoil and I don't feel that positions were categorized fairly. I work with folks who now do the minimum and feel demoralized as "non-professional". Most jobs that were salaried before, at least in my area, are professional positions and it is increasing more and more difficult to get the work completed...no researching at home or being able to stay late due to overtime restrictions/budgetary issues. Sad to see this happen here and I am disappointed that HR did not do a better job of looking at positions and guiding supervisors how to navigate this. It is hard when we are basically doing this harm to ourselves.

I went from salary to hourly, and am now compensated for overtime hours when before I wasn't.

Moved from salary to hourly.

Changed from salary to hourly.

badly.

I went from being salary to hourly.

Severely. As the director of the department, I was changed to non-exempt status. I also had the added responsibility of instructing a course in 2013 with no extra compensation. This is when the university changed a few people contracts to 90% administrative and 10% lecturer to cheat the CPE. At the original meeting with HR and Payroll, I was told my work as director was going to be considered hourly and my work as an instructor was going to exempt. When I asked them if I should make sure I do my exempt work first so if any director responsibilities took me over 40 hours that I would get overtime pay, they changed their mind and the instructor work would also be considered hourly. I also worked athletic games. At one time I had 5 different time sheets. They had to make up an arbitrary hourly rate of pay of minimum wage not knowing if that was going to be paid out at time and a half or not. Then in the Fall of 16 they told everyone that hourly employees could no longer

teach classes in addition to their primary duties. I heard nothing further, but was still listed as the instructor for the course in the Spring and ended up teaching it any way. In the beginning we were told that they would meet with the departments and supervisors of those in the below the threshold, but they never did. It felt like they took the easy way out by changing everyone to exempt status rather than boosting the salary to meet the threshold. They didn't look at the individual's impact or how much overtime some individuals were actually putting in. The result was a lot of rule changes on the fly that they did not forecast that they could have seen if they took the time to look at the individuals impact. It also resulted in more overtime costs than it would have cost to increase the salary. Then further compounded the issue by then taking the overtime pay away in July by lowering the threshold. The University ultimately decided that you deserve overtime pay in 16-17, but do not deserve overtime pay in 17-18 essentially causing them to make less money this year than last year. Feels like a pay cut. Even though further budget cuts likely increased the employees time commitments and responsibilities.

Negatively... and to what end... to scrub the rolls of salaried positions in order to make our hourly/salaried employment ratios look better.

I was changed to hourly. That change has strongly benefited my work/life balance.

My position remained exempt but had 3 employees that was changed to non-exempt only to be changed back to exempt 8 months later. HR had their challenges to overcome and most likely did the best they could.

Lost wages

No impact.

Spent countless hours of preparation to help those affected transition through the process and was rewarded with a lot of negative feedback from employees. And then unfortunately a lot of that work was for nothing when some employees were then transitioned back to exempt.

I was moved from salary to hourly. I have been a salary employee for over 15 years. It has been a very negative experience. First, the immediate impact was earning less monthly income, compared to when I was paid monthly. Yes, I will "catch up" in May and October when there is an extra pay period, but a decrease of about \$100 overall per month took some adjusting and reworking of my family's budget. Next, the 1% raise we were given in the new fiscal year was based on my hourly rate, not my annual salary (as was previously used for the past 15 years when I was salary). Mathematically, this worked out to be less of a raise. Next, being moved to hourly has greatly effected my work time management. My supervisor will not approve me to have any overtime, so during times of influx workload, I'm supposed to arrange my work week to use flex time. During times of increased work loads, it is often impossible or unreasonable to work on a flexible schedule. There are many times when I have enough work to fill up a full 37.5 work week M-F, but still have work that has to be done on the weekends or in the evenings. And I'm just talking about work times when I am in my office. This doesn't even account for times when I'm answering emails, returning calls, etc in the evening or on weekends. Moving from salary to hourly, with instructions to manage my workload with flex time has proven to be very unsuccessful for me. Next, moving to hourly has prohibited me, and others I know in my situation, to not be able to volunteer our time to Residential colleges, or Great Beginnings, or do extra work or teach for Extra Compensation. This is extremely disappointing and frustrating, and has made me feel like I was "demoted" when moved to hourly. My overall experience with the FLSA changes have been very negative. The intent of FLSA, as level of "protection" for me, as a worker, has failed me miserably.

I was changed to non-exempt, which spread my paycheck over more pay periods than just 24, which meant my monthly income was about \$400 less most month. Everyone I know that was changed had to make major adjustments to pay their bills. I asked HR WHY I was changed and they couldn't even show me the paperwork where they made the judgement. When my supervisor questioned it, they realized I DO meet the qualifications and I was changed back to exempt. This is one area the Staff Congress could really help with.

when from salary to hourly

I was given overtime pay for 8 months then dropped back down to be ineligible for it. That stinks!!!

I supervise professional staff who remained exempt and routinely work overtime hours with zero compensation, but are now paid less than non professional staff who get overtime pay. This changed due to FLSA.

went to hourly now back salary. frustrated!!!!!!

Don't know what that is

I was switched to non-exempt and then switched back. This caused issues with personal finances.

I am an hourly employee and have been doing extra compensation work for the past few years. Since the FLSA changes have been implemented, overtime is charged to the department for my work after hours. This work does not pertain to my normal day job and should not be considered overtime. It should be shown as separate pay. Because of the changes, it eliminates many other extra comp opportunities because of the overtime.

The individual meetings with HR were extremely beneficial, however supervisors seemed to be unknowledgeable about the process. I was changed from exempt to non-exempt. I felt that losing the ability to teach was a great detriment to the university and my own professional development.

The changes were potentially a positive in the sense that I now get paid for any extra work that I do. However, it can be difficult to keep up with during busy times of the year.

I understand it was a reasonable cost-saving measure, but it still leaves a bad taste in the mouth of the workers. I don't expect to be directly impacted, since my office's hours won't coincide with working through holidays or weekends, but I can see it hitting other departments' employees harder.

irritation at changes I had to make in staffing that seemed arbitrary and ill considered.

I went from salary to hourly and back to salary. I was very disappointed to go back to salary as I had finally began to find a good work/life balance. Once I went back to salary it went back to working long hours away from my family for no additional pay. I have co-workers that I supervise now that will likely make more than me this year and work less hours doing so. This is the most frustrating aspect of my job. Overall I really love my job but I was much more satisfied working as an hourly employee. This is one decision that I feel like the University chose money over employees. I actually feel like the University tries to treat the employees fairly except in this decision. The change back decreased my overall morale.

I moved from salary to hourly and back to salary. I realize MSU was trying to be proactive but knowing the FLSA was going before a federal judge should have had HR moving more cautiously. Instead, they proceeded and cost the university money; also was very inconvenient to employees.

I don't know what FLSA is.

Not me personally - it impacted our department by having to remove certain people from duties due to not have overtime posted to our budget.

I was moved to hourly and then moved back to exempt at the start of this fiscal year.

Do not like it

Moved to hourly. Told when I can and cannot work. Asked to try to reduce hours.

changing back and forth made it difficult. It seemed that MSU did not know (or jumped ahead) what to do.

I was taken from Salary to Hourly. I feel like in the office setting I am in that I am now looked at a little differently because I'm hourly and not as much responsibility is shifted my way.

Negatively. Even if I'm receiving the same total amount in the year, changing the pay schedule caused me to lose almost \$200 in guaranteed paid each month. There should have been an option to go to being paid twice a month so that the monthly money stayed the same. I understand about the two extra paychecks that pop up in the year, but you can't explain it to the bill collectors who want their money each and every month that you are short but will be able to pay them twice a year instead. I also have an issue with how that hourly rate was determined. MSU obviously took the route that would put more money in their pocket and not the employees.

Making less per year, had to reorganize how bills are paid, morale on campus is horrible, partly due to this change. Since the law didn't pass-a very unnecessary change which caused a lot of hurt feelings throughout the university.

Moved to hourly

If the FLSA is in reference to no longer receiving double-time and a half for holidays worked and the having to physically work 40 hours a week or you lose overtime if you are sick or on vacation, then it strongly affected me. I have lost a lot of money yearly from the changes because I am one of the few employees who is required to work during those days.

I wasn't, but coworkers were moved from salary to hourly and then back to salary.

I lost my ability to work part time.

Not affected directly. Frustrated at the hostile environment created for many employees and the lack of concern by hr and finance regarding decreases in pay.

I am getting paid less this year. That is never welcomed.

I was not affected because I do not work overtime.

To my knowledge I wasn't.

I wasn't directly affected, but staff in my department were, so it affected me indirectly

I had one week of improved pay before I transferred to my new position. Note on elementary communication: Never used acronyms unless all of your audience knows what it means. I guarantee you, many do not. Otherwise expect a lot of incorrect, or missed, information.

It was a hardship for my family, and has been for the entire year. I am having to payback a \$1400 loan over the course of the year, and that has put a strain on my finances. I feel that MSU jumped the gun on the FLSA announcement and needed to step back and analyze the negative effect it would have on its employees and their families.

Went from exempt to no exempt. Otherwise no change.

My co workers were bumped to hourly temporarily because HR doesn't seem to understand how rules work and didn't truly review positions. This put me in a situation where I had to handle outside hour work or have to hear about massive amounts of overtime to be paid out to co workers that did the same job as me.

What do you appreciate most about working for MSU?

Answered: 243 – Skipped: 227

I do appreciate the amount of paid time off we are given. I enjoy the people I work with directly.

The family environment and the people I work with.

I appreciate the opportunity to work here.

The family-like environment

The people and the schedule.

The interaction with our students and the applicability of our coworkers.

Being able to help my alma mater on a daily basis

Holidays. I used to appreciate vacations. Then, the workload became so great that I was not able to take any vacation days.

Not sure yet.

the people

The 10 month schedule

Great people to work for and with.

I appreciate my working environment and my direct supervisors.

We do get a more fair amount of time off for holidays.

Being around students and benefits

schedule and benefits

The people.

Vacation/sick time, flexibility, great people.

I appreciate the ability to advance my education while still working. I also value the ability to have time off at various parts of the year.

I appreciate working with fellow staff and the bonds that staff share. I appreciate working with students both on and off campus. I appreciate the stability of the job/

Nice environment

The dedication of my team.

Overall I enjoy what I do. My work environment is pretty good, the pay is adequate, benefits are good and I appreciate the Holiday's off to spend time with my family.

I enjoy my colleagues, my profession and the campus

I love being in a college environment. The campus is beautiful.

The pride of helping students make important life decisions.

The working environment, associates are friendly, and the management of the university.

I love MSU's commitment to its students. I think that for students this is a very special place to learn and excel. I just wish that I had the opportunity to contribute to that education.

The people I work with and the people for whom I provide a service.

I appreciate the relationships I have formed on this campus. I am especially grateful to work with the group of people I work with that treat me with respect. They really are like my family.

That we are allowed to go to our children's school functions and that some of our holiday time off coincides with the local schools.

I like the people and students that I work with

The people and the environment.

Co-workers make my job so easy to come to work each day!

My co-workers, student workers and the students
working environment

I think Murray State employees and administration truly care about the students.

Working with the more senior staff and faculty. The old timers still share a strong sense of camaraderie.

The people and tuition waivers.

The holidays and time off. My coworkers. Having the chance to help students.

Vacation

I appreciate the tuition waivers and the time off at holidays.

My team

The people I work with. Benefits.

I live in Murray and it is a very good job. I'm thankful for it and especially for the holidays/time off. It is a great part of the benefit package.

Tuition waivers

My fellow employees.

The environment of the university. I really like the time off employees get each year. It really helps with kids and home. As of right now our benefits, retirement and insurance, are good, but I am afraid of what the future holds for them. Our insurance isn't as good as it used to be, but that is not MSU's fault.

Working with students

Holiday pay

the people I work with and interaction with the campus community

Paid vacation time is good

Friendly environment

I appreciate: a job the hours benefits

I most enjoy the job security.

Sick time and vacation time

Even with the changes through the years, I do appreciate the benefit package Murray offers.

The benefits, such as health insurance, retirement and the increase in pay I received when I became employed by MSU.

Location Congenial colleagues

Days off with Pay and Holidays off with Pay Good Benefits

time off

Tuition waivers

The time off, the tuition waivers, and I work in a pleasant environment. I love what I do and who I work with.

Time off and the benefits that we do get. I wish health insurance was cheaper. Insurance company's are making way too much money.

The academic environment.

Learning environment

Time off.

Some of the people with whom I work.

The other employees.

The team i am apart of is great! I love being able to come into work each day and know that no matter what type of day it is (bad or good) that i will leave each day with a smile on my face. I truly have a work family and they make it a better place!

The opportunity to work with students and great faculty. Also, the tuition waivers are a big incentive to stay here and put our children through school here.

I love working with students, and the position I have to create new opportunities for them
tuition wavers, affordable health care

I think the benefits are good, I love this university but I don't think we are headed in the right direction.

The closeness of work to where I live. Knowing that it is a 40 hour paycheck no matter the weather. Receiving paid sick and vacation time.

Two week paid vacation in December and education waivers.

The people in my area are some of the best. Just wish HR and upper management was as good.

Tuition waivers, health care, friendly, higher ed atmosphere, helping students, travel/study abroad opps

The time off.

I love working with talented and dedicated faculty and staff, and facilitating the work they are doing with our students. The health insurance and retirement benefits have been very helpful and an essential part of my compensation package. I really hope we are able to keep them!!

The family atmosphere and pride in being a Racer.

I appreciate the time I can spend with my family during the holiday's. I look forward to the two weeks we receive over Christmas every year.

The benefits, and having a job I love.

The holidays off with my children. I am so happy that you changed the fall break to coincide with the schools fall breaks. MUCH appreciated.

I love the diversity of working on campus. I enjoy engaging with the students. I feel a sense of pride that we are helping students be productive citizens. I love giving students the opportunity to work on campus which enables them to pay their bills so they can continue their education. I love that we hold events that engage students to share their activities with each other. I learn new things everyday!

I love my University "family." We really are a family here, not only the employees within our various work groups, but with the students and their families as well. In my office we have no voice mail. Each call is answered by a person and we build relationships with students and their families. It makes a huge difference.

The family atmosphere, the passion for our University and our students, the benefits, the emphasis on lifelong learning and opportunities for enrichment for employees and our families. I love raising my family is Racers!

We get plenty of time off.

I like the hours and the way my day is structured. I like that it is relatively close to my home.I enjoy the work environment and the people with whom I work.

The true passion for this university that people have

The people all over campus are, as a whole, friendly and easy to work with and most areas seem sympathetic to individual needs and willing to work with employees to meet personal as well as professional needs.

More time to be with family.

Time off with pay, family friendly atmosphere

The environment.

The people

Benefits are great

The benefits. The fact that my boss has complete confidence in my ability to do my job.

Atmosphere.....the nice people

Benefits

Both my wife and I work at M.S.U. which allows us to LIVE life during our time off and enjoy holidays together.

My co-workers and the university community.

Benefits and Vacation/Sick Leave to take care of my family.

The benefits that I receive working here.

I truly appreciate the traditions of this University. The history, the passion, and the dedication of the faculty, staff, and families is unlike any other. I am grateful to have relationships with those who have been here for decades that I can lean on and ask for guidance.

The set work schedule and the benefits.

The learning atmosphere.

I enjoy working with the people in my department, they are like family. I also enjoy working with the students. At the end of the day I feel as though I have accomplished something and made a difference.

Great place of employment, pay is good, vacation and holidays. Supervisor is a very fair person and always appreciates the work I have done and lets me know

The members of my direct chain of command truly care about us. Even though it feels the university does not, my direct supervisors do.

The student staff that I supervise.

Benefits and Holiday pay

I truly appreciate the efforts and hard work from our university community. The universities' best interests are always put first.

The personnel in my office, benefits afforded to the faculty and staff

Meeting the students, the atmosphere and the paid days off.

Tuition waivers and holiday pay

I appreciate that the university realizes that people need time off for family and health reasons and it is not seriously questioned unless abused.

What I have come to appreciate most are those employees who truly care about this university. Those who day after day fulfill their responsibilities and then go beyond to make this truly "the finest place we know". Murray State is very good when it comes to vacation/sick days/holidays, which is the one benefit that has been maintained through these fluid times.

paid time off

Working directly with the students is the best part of my job.

Vacation time and the amount of holidays. I'm also very appreciate of the free parking decal since I've worked here 29 years. Please do what you can to keep this available.

Enjoy working with students and alumni. Benefits.

How kind and understanding my employers are, as well as the benefits that stem from this fair treatment.

I am proud to work for MSU and feel like the university is well respected as an important part of our community. I appreciate the many benefits such as health insurance, holiday time, tuition waivers. Having worked outside of the education community at one time, I realize the value of our benefits.

More paid time off than most clerical positions anywhere else. It's close to where I live.

They seem to take care of employees and look out for their best interest

Today I'm not sure I appreciate anything except for the fact that I actually have a job. Not everyone does, so I should be grateful.

My coworkers and holiday paid time off.

The paid time off.

Holidays

My job will not be outsourced, hopefully.

My time off and working with the students and seeing them succeed.

Flexibility

The sense of community, contact with students

The time off.

The benefits.

I am very thankful for those in my immediate department that I interact with on a daily basis.

I enjoy the camaraderie amongst faculty, staff and students here at MSU.

Sadly lately it's been the time off! Hasn't always been my thoughts until last couple years

I love that our work is for helping students succeed - the environment here is family-oriented, and I truly feel blessed to work here. The benefits are better than any other employer in this area.

I enjoy working on a beautiful campus that values assisting students of need in obtaining higher education.

Positive attitude and great fellow employees!

Benefits

Benefits and the students and hopefully job security

Benefits

Working with students.

My co-workers and time off.

Good benefits, although the insurance is not a good anymore. One person on a family plan has to reach \$4,000 deductible before insurance kicks in. Then each additional family member only has to hit \$2,000. That is not how it is communicated to us.

Great community and friendly people

Five years ago I would have a positive answer to this question. Now, not so much...

I like my coworkers and I like that we receive health benefits and sick and vacation time. I like working with the students.

The people here are nice, Southern Nice,
the time off, paid holidays.

Benefits

My supervisor, sick and vacation time, paid breaks

I appreciate the holiday breaks.

Friendliness, respect, and willingness to help others.

Insurance

Having weekends off with my children and major holidays off

Lower levels of stress than in industry.

I appreciate the paid time off we receive. And while the cost is a concern I need to have insurance. I do enjoy the people I work with and the job I do.

The ability to work with other departments and MSU employees is a huge plus. It facilitates professional development. I also appreciate the dedication that so many people have for student's success.

Holiday time off and staff recognition.

Health insurance

The paid holiday time off and the sick and vacation accrual.

Benefits/leave

The generous vacation time.

Everyone is great to work with and for, I get that family feel through my coworkers and bosses. Very easy to get along with and very professional

I do appreciate that we have a long break at Christmas to be with our families at the time that K-12 schools are off.

The community

people and the benefits

The staff are amazing!!! I stay at my job because of my boss and my bosses boss. They are AMAZING.

The schedule, the people co-workers, the benefits.

It is hard to come up with good things to say these days.

benefits, time off, retirement

The atmosphere. I did my undergrad here and loved it and was very excited to come back to work years later. It hasn't let me down and the atmosphere has only gotten better!

The opportunity to expand my education through tuition waivers.

I appreciate the hours and holiday time off.

The holiday time off and the friends I have made here. I don't value much else about the university. In fact, I think we have been on a downslope for years.

The camaraderie across campus is amazing. It does feel like one big family.

Stability and the tuition waivers until this waivers were decreased this semester.

The overall benefits are amazing. In general I feel that MSU treats the employees fairly. It is definitely a more employee friendly culture in comparison to a corporate culture.

The people

I appreciate and am blessed to have employment at MSU. We have some wonderful people working here.

The health benefits are great when compared to paying for insurance independently.

Tuition waivers

I appreciate most the time that MSU allows employees to be with their families. Not including regular vacation time accrued, MSU provides numerous holidays that allow us to spend those special days with our family.

Small, personal nature of the department in which I work. Additionally, I think that there is a positive opportunity to build beneficial working relationships across campus, which facilitates providing better service to students and the community.

Campus Community, employee benefits.

good safe work environment. good staff

The benefits are good; present supervisor is wonderful; I like knowing I make a difference.

My co-workers

Time off

Great benefits and colleagues. Important mission for helping the community grow, learn and succeed.

I used to enjoy my job. Unfortunately, this is not the case any more. The direction the university is heading in is very disheartening. Individuals that should not be promoted are actually being rewarded with promotions and salary increases. Decisions are being made without adequate information from key offices and personnel. There is no reward for loyalty, hard work, and competency.

benefits including days off at fall, spring and christmas breaks

The people I work with in my area and the students.

Close Community in a peaceful setting.

The people

The colleagues in my area are GREAT! I love the extra time off we receive throughout the year. Tuition waivers for employees and family members are a great benefit!

A sense of pride and family.

The holiday schedule.

My department

Within my unit, there is a strong sense of community and cooperation.

My coworkers, the laid back atmosphere of my department, the benefits, and holidays

The leave, holidays, and benefits.

Family friendly.

Calendar

The benefits: I left a job making more money, but because of the holiday time we get and the vacation/sick time that is offered I chose to leave.

The opportunity to make a difference in the community and some of the students that come to the university. To be able to use my abilities to the utmost.

While it took two months to convince them to do so, the religious accommodations at MSU are greatly appreciated. As someone who has been fired from multiple positions due to their religious beliefs, I appreciate that MSU is willing to treat me like a human being and take that extra step. Thank you.

~the people I work with ~sick, vacation, and holiday time

Benefits, use of wellness center, tuition waivers

Time off at Christmas

My co-workers. Tuition waivers.

Holidays and the students

Getting to work with staff and faculty across campus and being in the campus environment.

The stability.

The opportunity to protect and serve the members of the community I have been a part of for many years.

Tuition waivers and insurance. Even though our insurance has gone up dramatically, it's still nothing compared to the alternative.

I work with some really great, like minded people. I appreciate the benefits offered to me and my family.

In the past, relationships were valued here. Current university leadership does not hold these values and seems determined to undermine this core value.

The students, the job satisfaction, my coworkers

I love the people, the atmosphere and love the students.

Working for my immediate supervisor, and working close to my wife. That. Is. It. NOTHING more.

The academic schedule, with built-in breaks and downtime to catch up on work.

That I still have a job and that I know my supervisor and my Dean have my back!

The family atmosphere that the whole university shows for its students and employees. We have a great president in Dr. Davies that truly cares and wants the best for the entire community. We have a great overall benefits package, and the work atmosphere is top notch. Military leave and support is also tremendous.

Paid time off.

The most I appreciate most about working for MSU would be the tuition waivers. It's been a life long dream of mine to be a student here at Murray State and being an employee here had helped me achieve my dream.

Benefits

waivers and benefits

The people I work with. The students I work with. Autonomy in my position. Vacation, sick and holiday time and pay.

The people/community.

I love the people I work with.

Tuition waivers, although they are not as good as they once was . Sneaking in web fees etc , always paying more each year .

The flexibility and laid back atmosphere.

The staff and faculty

Benefits

I most appreciate the work environment, the people, and the benefits.

Very flexible and family oriented

It's super easy to not get fired so whenever I decide to just give up and not really do my job anymore I know my paycheck is safe.

The time off. When the county schools are closed for holidays, MSU is closed, as well. It is very helpful.

free tuition

What would make MSU a better place to work?

Answered: 226 - Skipped: 244

I think if plans for the future were made clear it would help, there are too many rumors. We are told constantly from people that the university is going to contract our jobs out and it makes it a less than desirable environment when you feel like your superiors don't want to keep you around.

The 1% and 2% raises are never seen; due to health insurance increase, tax additions, etc.

Changing me back to salary.

Having a full staff

Clarity of expectations and transparency of processes.

Better pay.

Stronger leadership

Adequate staffing. Adequate pay. Adequate management.

Individual consideration for positions instead of the rating system that Human Resources use for Administrative Assistants

Stop and take a good look at itself compared to 10-15 years ago.

better raises, when possible

Less drama.

Adequate compensation reflecting time of service given to the university, experience in the position and private industry standards.

If there were a better understanding from the higher officials of the work that each office is doing.

Fairness and a better employee evaluation process. The opportunity to grow and advance.

Some kind of flexible schedule and leadership understanding for the time invested by exempt staff.

1) Eliminate so much red tape in the hiring process 2) Employee Supervisors willing to hold their staff accountable and replace them if they aren't doing their job. We have too many people not doing enough... at least in my department. We have a small percentage of people doing a large percentage of the work and they are paid similarly. Supervisors have to recognize this and feel like the University will support them if they have to replace someone.

The pay here at Murray State is terrible. I am shocked at how little people get paid in this university. If you want a quality, diverse staff this university needs to pay for quality employees. The jobs expect higher level degrees but do not pay adequately for them. This is a serious issue. I will not recommend to anyone to work at Murray State unless they are desperate for a job.

Time off the same at the local schools. Spring Breaks, fall breaks etc...

Those in leadership positions need to do a better job of encouraging staff to continue to excel. MSU needs to examine positions in the middle. Not just those low paying hourly jobs and the faculty. Those in the middle like myself and my co-workers continue to be overlooked.

Pay comparable to similar jobs out in the private sector or other universities.

More generous raises. It shouldn't take close to 10 years to make \$1 more an hour.

More pay and having spring break coincide with the local schools.

Caring about the kids instead of trying to take as much money away from them as possible, maintaining all the buildings and not just the ones that are important to some people, Making everyone do their job, you have a few who work and others who do just enough to get by. Getting rid of a Joyce Gordon who is only out for herself

and the others who go out to lunch with the main guy in FM. Not taking scholarship money away from poor college students.

Re-evaluated wages, benefits and reduced costs to work here (specifically referring to parking permits).

Annual raises! With increasing costs of health insurance, payroll tax, etc. I feel like I am digging a deeper hole each year.

Stop outsourcing!

Family leave time built in like sick time would make it easier to be off work when needed for family sick/emergency days including spouses, children and aging parents. Unused time would be treated like sick days at retirement

Trying to get back to where we once were. People use to wait in line for a career with the university. Employee retention was high and the institutional knowledge that came from senior employees and passed down to the next generation of employees was invaluable to being a productive and more cost efficient institution.

Higher pay.

If the higher-ups would address employee retention issues. Quit looking so much for external people. Promote from within. TRAIN YOUR PEOPLE. APPRECIATE YOUR PEOPLE.

HVAC building upgrades

A better way for dealing with any illnesses, most specifically chronic ones. An office that actually deals and takes care of hostile work environments instead of just coming over and showing a video and expecting that people are simply going to change because they watched a video.

Competitive pay..

Better salary compensation, better health insurance, comp time for salary employees who are required to be on-call

Better budgetary times, which would allow for more resources.

No complaints (just wish we did not have to pay parking to be employed along with city stickers....but understand)

People not bad mouthing people

Regular maintenance on the buildings instead of them falling down, mold, roof leaks, etc.

Better pay, and more things for the staff to make them feel more appreciated.

Support from supervisors

Adequate pay across the board, more emphasis on an experienced workforce & streamlined hiring process that doesn't take months to fill positions.

better pay

better pay for faculty and staff

I would like better upward mobility of current employees.

Often, I feel like the University, my department, and me personally are just spinning our wheels. It would be nice if we were making progress toward goals and with projects in my department. I often feel that we are just staying afloat, not able to effect real change, create efficiencies, or be creative in solutions to the challenges we come up against.

Being paid at the average rate for others that work in the same field.

Actual cost of living raises and more room for raises.

Common sense

I think it would help if Human Resources would sit down with each new hire and go over benefits, pay etc. with them.

More robust insurance and retirement benefits Standardized policies forbidding requirement to pay back sick leave and conference attendance

Better pay

Make Fall break a full week off with Pay Using years of experience for a degree Less student Managers and Supervisors in Dining Services

Moral building efforts (though I see our amount of time-off as being one)

More equitable and competitive pay scale, but that's an area where MSU is limited by the state legislature and executive branch. Altering the tuition waivers to allow an employee to complete a Master's and Doctoral degree in a reasonable time frame at a lower out of pocket cost, coupled with some release hours from work to get those degrees, even if tied to a work commitment after completing those degrees. Supporting completion of degrees would help offset the pay inequities.

Customer service focus

Consistent pay increases. Recent pay increases are not keeping up with cost of living increases.

Better salaries and more autonomy.

The only thing that MSU can do for our department is to provide adequate training for Shawn on how to speak to people and on the disadvantages of micromanagement. That is the only disadvantage or discouraging part of our job. No matter how good we do our job he will find something wrong. He is the ONLY down side to working at MSU. I believe msu would be better with training its management instead of showing them for a few days how to do their jobs and sending them to work.

More pay for those support staff that are so necessary to the operation of the University. More pay for those with BS degrees in the positions that only require AA.

Better pay

more competitive pay, pay levels are way too low.

Get rid of Dr. Davies and some of the people he has brought on board.

Competitive wages and an Upper Management who tried to take care of employees during hard times when the cost of living IS going up but not wages.

Hiring needs to be a faster process. Pay needs to be increased.

If employees were provided opprotunities for growth.

Cost of living increases as well as salaries that reflect the duties and responsibilities of the position.

Salary equity/departmental equity, more interdepartmental collaboration. Increased state support budgetarily and philosophically.

Better wages for hourly employees.

More resources! We have done a remarkable job with the limited resources we have. I am very worried what will happen in the future with even more cuts being discussed in our state funding.

I am happy with the University as a whole when it comes to my career.

I am very blessed to work at a place that cares so much about their faculty, staff, and students. I love my job and the people I work with every day. The only opportunity I see at this time for MSU is having a daycare on campus for our employees at an affordable rate. We have a lot of working parents with small children and this has been brought to my attention several times in the past. My children are now in high school, but I know how much daycare cost when they were younger and it was a huge expense for my family.

I love my job right now I have no complaints. Go Racers!!!

If we could all wear jeans and MSU attire on Fridays with tennis shoes. It just makes for a friendlier atmosphere.
Better pay. Insurance that is actually affordable AND can be used. A policy that requires 75% of my gross before I derive any benefit at all is not a benefit and is not useful. Prices will just continue to soar as you price employees out. Soon there won't be enough buying the policies to provide funds to cover claims. If we are self insure, why do we have Anthem as a provider? It seems more cost effective to train an insurance staff to handle the plan and administer it ourselves. Even better, why not develop a staff and invite other universities to pool resources and pay MSU to administer the plans?

Adequate resources to meet expectations. Emphasis on work/life balance and employee wellness. Less cumbersome processes and procedures (ie...hiring, accounting, professional development)

Better pay.

I understand that the budget is tight, but it is still disheartening to be paid so much less than I would be paid doing the same thing at another university. In some ways it seems like my co-workers and I are undervalued.

Updating facilities and competitive salaries.

Stronger consideration of the declining working environment in terms of pay and benefits. Small pay increases are not keeping up with the larger increases in demands for our money. The attitude seems to be, "its just a small sacrifice", but those sacrifices add up; especially when raises are already well below cost-of-living increases. You couple that fact with increases in healthcare, retirement contributions, and payroll tax and you create a less than ideal working condition. Also necessary is an understanding that, if this trend continues, some consideration needs to be given to the demands put on remaining employees. We can't continue to ask fewer staff to do more work and turn it in faster all while earning less pay. If pay can't increase, and resources (whether human or other) can't be obtained, then we must reconsider demands or we will lose good employees.

More reward for hard work---not just across the board 1% raises. Employees who are incapable seemed to be removed from one position only to be moved to a different position--and sometimes WITH an increase in pay. Are we rewarding people for bad behavior? This is really affecting employee morale.

Freedom to do my job without constant paperwork

Better work conditions as far as facility

Equal job task per level: such as all Administrative Assistants I do the same level of work. Some Administrative Assistants are required to handle the bookkeeping of the whole department and many more duties than others.

Not have so much red tape to get anything done!!!

higher pay

I understand that the students are our focus but if we continue down the path of not investing in F.M then the option of out sourcing will look more and more attractive. You get out what you put in. and I have yet to see goals for F.M like I do for the academic side. I tell you this, in a few years when the old timers leave F. M. it will disintegrate unless something is done.

Fair pay, better benefits, more understanding and appreciation from administration.

Competitive pay

The pay rate is very low compared to other universities.

Work in annual raises based on salary. I would like to see lower paid positions receive more of a raise than those making 80 grand a year.

I would like to see MSU grant pay raises at particular increments of "years of service." Example 5 years, 10 years, 15 years. I would also like to see MSU create a day care center for employees and students at MSU campus. This would greatly assist both employees and students by providing a more affordable day care solution close by. Employees and students would not have to stress about being late to work or classes due to day care related issues. This makes for better employees and students. Also employees and students would miss less days

because of day care related issues because they would have reliable option on campus. The day care facility would greater assist the university by providing those persons studying in child development and education a hands on atmosphere to interact with children. Students could also work in the facility to obtain experience working with children for their future careers.

Focus more on the employees and the students instead of the budget. You can find a way to budget with out hurting your students and employees. Even if that means the people with the biggest salaries take pay cuts or departments with biggest budgets work with a reduced budget.

Employers that I felt always had my interests in mind and a work environment where I feel that I don't have to fight for my basic needs met (adequate living space, getting paid properly, etc).

Leadership sincerely listening to and acknowledging the concerns of the Faculty and Staff.

Continued communication regarding the ongoing budget situation.

A salary increase would be nice

Communication. It would be nice to be asked how a major decision is going to affect our department BEFORE the decision is made. It would be nice to work in a building that you're not ashamed of.

Support from the Governor and a secure retirement system.

Staff members need to know. Staff members need to be kept informed. Staff members need to be asked their opinions/feelings and their responses listened to when policy changes and personnel changes are being considered.

shorter work week. Very little traffic on Friday afternoons.

Being compensated legally (and fairly), being about to evaluate my supervisors, and have my concerns addressed versus dismissed. This place is a lawsuit at every corner.

Higher pay. I realize the economic climate that we are in and that raises might not always be possible. I think small morale boosters throughout the year would help.

Transparency revert back to implementations President Tim Miller made

More options regarding our benefits, namely the retirement fund I mentioned earlier. It would be great to be able to have the option of receiving that money up front.

Overall employee moral seems low. Employees need to feel a greater confidence that the university's administration values each and every employee and strives to show them that by fair wages and benefits.

Free parking. More parking.

Nothing that I can think of at this time. They seem to be doing a good job

Better leadership. Not necessarily from the very top, but from department heads and supervisors. Lead by example.

Bouncy houses, go-cart track, and possibly a lazy river around campus.

Finding a balance between the increasing costs and cuts. As I said before, we face increases in health care, payroll tax, gas, parking tags, etc.; however, we are not getting any compensation due to budget cuts. There has to be some way to find a middle ground. We are losing very valuable & knowledgeable employees who are seeking better employment opportunities.

Better raises at least cost of living and raises based on merit of work not across the board.

OPEN and HONEST communication from the executive staff to the hourly and managerial staff. Also OPEN and HONEST communication between departments.

Get rid of the some of the top-heavy dead-weight and spread that money around to the ones that bust their butts to get the job done as just scape by.

Better raise each year

More transparency as to the reasons decisions are being made and more attention paid to faculty and staff concerns and opinions.

Better pay, more certainty about retirement.

Better pay, more competitive with the pay of similar jobs throughout KY. A raise that isn't immediately eaten up by increases in health insurance etc.

Support from the top down.

Overall better communication between departments on campus would greatly improve the efficiency and the work environment. I do not feel that departments work together to make the university better and for our students to have a great college experience. With budgets decreasing, it seems there are much better ways to be smart with our money. Each department should be allowed more freedom to decide how to spend their money based on their unique needs. I feel we are forced to waste money in certain areas when it could benefit our students more in another area. But if we don't spend all of our money each year, we risk having it taken away the next.

Obviously increased pay to keep up with increases in health care, and the new payroll tax in January.

More competitive raises.. and pay for what you do!

I honestly can't think of anything that needs improvement.

Better pay and to be compensated with more vacation time. My wife has had her job less than a year and accrues more vacation time than I do in 4 years.

Murray State University is a wonderful place to work. I feel I would benefit most from one additional full-time employee in our office and a small increase in budget so we are able to employ one student worker during summer months. This would create a better environment for my office and decrease stress levels. This would also increase our ability to better serve current and prospective students.

Improved communications to the employees at the other campus locations.

Better wages

Job security

If we could evaluate our supervisors.

Merit based raises.

HIGHER PAY !!

Adequate raises each year.

more resources

Outsourcing Accounting and Finance, Human Resources and the Office of the President would be a good start...

If I felt like employees needs were taken more into consideration. If the pay was more evenly applied.

Better pay more "evenly distributed" pay within a dept

Adjust pay for all staff according to cost of living, prices of things for everyday living. Especially since now payroll tax is passed, which isn't right. Never should have passed.

More efficient departmental structure

Better leadership, simplification of problem solving; not everything needs a committee.

Accountability for incompetent employees. It seems like every department I work with has at least one employee that hinders progress and is generally not asked to complete important tasks.

Adjusted work schedule during summer months like other KY institutions (i.e. closed on Fridays, open more hours M-Th, etc.). Overhaul of complete hiring process - good grief! We've been asking for this for years! Better facility than the Gatehouse for software testing and training campus users. Extremely hot, uncomfortable

chairs/layout, depressing decor, and slow computers. Remove wall to unused 'back room' and turn into 2 usable testing/training facilities that can be used by more than 1 group at the same time (each would already have their own door).

Organization and communication

Making the spring and fall break the same as the local schools, Calloway, Murray, Marshall

If we didn't have to worry so much about budget cuts from the state, that would help ease concerns about the future.

Respect for employees. Being disrespected and yelled at by parents and students is a part of the job and is acceptable. But the lack of respect within the university that trickles down to the staff is not. Better communication between offices would be an improvement.

Decisions from executive level leadership often appears to be knee jerk reaction to a disgruntled parent or two while the decision may negatively impact scores of students who never speak up. Consult with the departments impacted by the decisions before implementing some random change - trust that they have valuable insight into their own department and that they are the experts in their areas.

Better pay.

Make it a place we want to come to work every day.

New office equipment.

Fair salaries; and merit raises. Compensation when minimal raises are given.

I feel very supported by our current administrators, however I would love to see ESL become more integrated with the university. (e.g. collaborate with other departments. It can be difficult to meet other professors since we are considered staff and not faculty, and as such are excluded from many faculty events.)

More even pay. A salary increase for those who take their time to get their degree even though their job does not require it. Many of these employees take night/on-line/weekend classes without interfering with their full-time jobs.

Higher salaries

Allow spouses and partners who are eligible for a health plan with their employer to enroll in MSU's health plans through a family plan with their spouse/partner. Expand educational credits for employees and family members rather than continue to decrease them.

better pay for the lowest paid employees

Adequate pay & no mold in the offices!!

fair compensation and raises.

better communication and support within work place

The vacation days availability discussed a few questions ago.

I think it is fabulous!

to work a schedule in the summer so we would only work 4 day work weeks

1) Increase professional development opportunities for staff members, 2) remove the spousal hiring policy, 3) involve more staff in key decision making policies, 4) incorporate a flexible work policy that includes telecommuting and remote work as possibilities, 5) develop a balanced budget that does includes annual estimations for increases in insurance, retirement contributions, and employee cost of living raises, 6) develop an objective policy for merit pay, 7) include more frequent, but substantial communication to staff members and the university community on key social and civic issues that impact us all (no more "fluff" emails), 8) develop an annual review of supervisors that includes key performance indicators, and also allow staff members the opportunity to evaluate employees, 9) develop a strategic plan that has "teeth" rather than designing metrics

that are either so easily accomplished they should not be considered strategic or metrics that are too far beyond reach they can never be obtained, 10) consider ways to reengage employees in the workplace to prevent burnout.

Stabilization of benefits such as the health insurance as well as decent raises. I also think departments should have the flexibility to give their staff merit raises. There could be limits set so that the raises are fair and equitable across campus.

Offer full benefits to all regular employees, whether full time or part time. I had no choice but to change jobs which made me go to a part time employee after 4 years of being a full time employee. I have lost my insurance this following year because of it.

Without trying to sound greedy, more than a 1% raise annually.

Better leadership.

Drug screening for employees that work with chemicals or heavy equipment

A different governor and state legislature (I understand this isn't something directly relatable, but I want to make it clear that I think a number of the challenges posed to the University originate from the state level).

More vacation time accrual.

pay equitable with skills, education and work done

Raises! Less politics.

Better pay.

Better wages

If we're going to face budget cuts from the state again, I guess I just wish the budget planning process was more transparent? It seems like many positions just aren't getting filled again. I really appreciate the steps the University has taken to prevent job loss, just wondering if that will be able to continue into the future?

There needs to be some hard decisions made and people need to be held accountable for their actions, at all levels, including the highest of administrators. Leadership should be given to those who can lead and direct, not based on seniority. Until changes are being made, accountability enforced, and adequate compensation is given to the workforce, the workplace environment will not improve.

better communication among departments that lends to more effective and productive unit

Focus on positive aspects of MSU. Change the admission standards to allow more students the opportunity to attend MSU. Our enrollment has really decreased since we raised these standards. Look at our UG and grad tuition rate, we are pricing ourselves out of business. We cannot compete with other KY universities and colleges that have a lower tuition rate. Stop the petty scrutinization of PA that are for providing help to offices while waiting for the endless process of employing a replacement for staff who have left or retired. We cannot expect other employees to add the duties of another person to their current work load while waiting to hire a replacement.

Better pay for my employees and increased resources to to my job.

New management and better pay

Better leadership from upper administration, removal of penalization for time cards not being approved, flexible working hours, free admission to the sporting events-the Stadium and RSEC are relatively empty anyway, might be a good way to boost team morale if people actually showed up.

Better budget from the State.

Fair compensation along with fair work distribution.

Moving away from the FLSA, especially when it isn't required by law right now. We already have budget issues here, we don't need to compound them. Faster hiring process. It takes way too long to get someone hired on this campus and if you need to get someone hired right away, good luck. It's a joke to be honest.

Better communication from upper administration--the president and provost's offices should not keep employees intentionally in the dark because they know a particular decision will be unpopular.

More communication and inclusion. To many times there are projects going on that are almost "secret" or people who need to be involved are not simply because of a lack of communication or not wanting to be told no.

Flex time

Room for advancement. There is no system for advancement if a higher degree is earned, a new skill is acquired, or an employee is clearly underpaid. The wage gap continuously shrinks. New employees make the same as employees that have worked for years and nearly the same as higher level employees.

Wage assessment so that people with masters degrees are not paid at the level of high school graduates.

Certainty of the future. However in our current climate, I don't see how that can be done short of a financial restructuring of our country, currency and banking system.

~an administration that value its employees and truly cares about the effects of their decisions on the community members

Flexible work schedule

Better communication regarding changes in procedures from Accounting/Bursar.

Have competitive pay incentives and get rid of employees that don't want to be here.

I have only been here a short period and don't feel that I could adequately answer this question but to this point am enjoying my time working here.

Catch up our pay scale to match other peer university wages. At WKU I would make 18% more per year.

Raises based on merit and actual cost of living increases.

Better communication; actual consideration of internal candidates; competitive wages; eliminating unreasonable HR roadblocks in staffing so we are not always understaffed and pulling the weight of 2-3 people

If funds were spent in a more thoughtful way. Invest even more in people.

Naive to suggest this in current financial climate, but put relationships ahead of finance or the ego of specific leaders.

A living wage and more affordable benefits

Its really about getting paid more to keep employees. I don't mean the higher management either.

Terminate most if not all the higher level administrators at this university. They do not care what employees think, feel, are going through, or ideals they have.

If we felt more appreciated by the upper-level administration and were paid more fairly. I fear that the wage compensation study will be a waste of money and a drain on morale, as we will all see evidence that we are paid less than staff in similar positions at other universities, but the university will not have funding to do anything about it.

More stable conditioning inside buildings.

-Consistency in personnel and procedures -Better communication of changes and communication in a timely manner to allow for all to understand how changes will impact their areas on an annual basis and have time to make necessary preparations.

Just to look into increasing the annual raises to better compensate everyone, which helps to alleviate stress and creates a better working atmosphere.

Pay raise.

Drug testing employees.

Quality insurance at a lower cost; increased wages; regulate temperature in the buildings

database system improvements for data entry users

Better pay for the amount of work done as compared to other admins with a II at the end of their title who do much less but get the title due to the office they're in. Better health insurance.

Reasonable raises and/or merit-based raises. More attention/investment in facilities. When it rains, it runs through my ceiling office. Facilities has looked at this for years. The answer is "it's the roof," and nothing is done.

Adequate raises, better building conditions, a President that understands his staff and faulty.

Adequate pay and longevity pay

Adequate pay and raises. Employees being held to a standard and performance improvement plans if they do not achieve that standard.

Better communications Better raisers Fair advancement for staff

Increased pay would be nice.

Better staffed

An upward trend in enrollment offsetting the financial pressures the university currently faces.

Cut the fat and clear out people that aren't doing any work at all, or are doing the wrong work so many times and have been reported for such.

Raises. 1% is nowhere near what we deserve.

more free tuition

better insurance for the family that is affordable

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

Answered: 75 – Skipped: 395

I REALLY like Dr. Davies, but he doesn't seem to be bringing in students. He does everything right, except he can't seem to get enrollment up. Other Universities are thriving, why can't we. This needs to be fixed ASAP. In athletics, before a coach is fired they give him an opportunity to make things better by changing coordinators. It may be time for Dr. Davies to evaluate his "coordinators" and determine if all of them are capable of helping this University move forward. If that doesn't work, then it may be time for a new "head coach."

I wish the Board Members would read these staff survey results. Committee presentations at the board meetings only give a glimpse. MSU is no longer a great place to work.

We saw very little public opposition towards the recent payroll tax vote from our leader (s). Furthermore, it has only vaguely been addressed or mentioned since then.....MSU employees stand to lose potentially 4 percent of income (8 percent for a couple) should 1% payroll and 3% retirement deductions become reality. For many, this makes the job not worth keeping. For others, better pay is just down the street. The future does not look good for employment at MSU. We stand to lose a lot of quality employees and you better take note now!

I've worked on campus for over two decades and I've never experienced a time when there wasn't some type of drama about budgets and pay raises. I've been threatened with termination on more than one occasion; experienced a permanent reduction in pay; not kept up with inflation, but; had the best job experience ever due to my colleagues, sick pay, and vacation benefits.

Our department has had some serious issues with the payroll folks. They have messed up and lost paperwork and caused issues with MANY of our people not getting paid. This is not acceptable for a University setting. There should be professionals in these offices and they should be able to do their job in a competent manner.

Being able to call an office and talk to the person needed, without having to leave a message, which the person never returns. Seems the current culture is have calls go directly to voice mail or leave a message, which prevents ideal customer service. Not understanding the purpose of Assessments every year. Are these assessments prompting any changes for the better? It's not obvious if they are. Not understanding re-organization of some offices, where some staff are overpaid. Lastly, if MSU is to follow the university bulletin and "do what it says" why are there constant decisions to find any loophole to make 'wants' happen? MSU needs to keep Summer Office hours, 7:30 am - 4 pm; 30 minutes is not a whole lot of time, the 30 extra minutes during summer hours to spend time with family is precious. It shouldn't have to be stopped.

There needs to be a better understanding of the Job Audit criteria.

When I first got here I felt like I mattered but now I am just waiting to get released because if you don't play the game well then you are just SOL. I don't like how people from another place have come in and fired good people who loved MSU. We have to spend money on stupid things like new branding, and remodels of offices of people the higher ups like and travel for the wife of the President but our young professors have to fund trips themselves.

I realize this is a rough financial time, but it seems like many of the decisions are made secretly and without adequate explanation. Being asked to do more with fewer people doing the work tends to create a feeling of hopelessness, especially when top administration seems to be getting more perks.

Staff Congress has done a wonderful job of representing us, and they should be commended for standing up for us. Faculty Senate may have a louder voice, but Staff Congress, and the staff they represent, are the heart of this University, and are unfairly appreciated, respected, and compensated.

New employee orientation with HR. I've never worked anywhere where you were directed to a website as a new employee. It is kind of different as a university employer vs. other vocations. As a new employee you have numerous questions. It would be nice to have a place to get them answered if you do not know the chain of command. Thanks!

Fix that hourly people can teach classes again as an overload. When FSLA went into effect in the middle of a semester, HR figured out how to get us paid. Why can't we use the same formula to still teach overload.

Unfortunately, I've felt defeated in my position at MSU over the last year. It did not used to be that way, and I look back to my work 3, 5, or 10 years ago with happiness and nostalgia. I have enjoyed the work and felt a sense of accomplishment during my time at MSU for most of my career. My team was strong, worked well together, creative, and passionate about what we did here. Departmental changes, staff turnover, inadequate leadership, and other things have effectively dampened my spirits this past year. I hope that this is just a season, and that my department and the University as a whole will rebound and once again become the great place to work for that I remember.

The insurance program now appears to require random drug testing. This is an invasion of privacy and a violation of the 4th Amendment. I will not submit. Since MSU is not legislatively subject to laws and ordinances of the City of Murray, it should refuse to collect Mayor Rose's new payroll tax.

The President's Office needs to show stronger leadership and more focus on building moral and calming people's fears after significant organizational changes and continual budget crisis. The stress of the budget crisis is taking a significant toll on very good people.

I enjoy working at msu greatly. I can honestly say it is one of the best places i have ever worked. With regards to my previous comment most of our team leads and management is great to work for. Our team is great, the pay is adequate, the benefits are terrific. I do believe that better training would be very beneficial.

I love Murray State and wouldn't want to work anywhere else. More opportunity to mix with staff and faculty would be a great moral boost.

The staff who take care of the Facilities are not being taken care of. The empty positions in each trade need to be filled by qualified hiries. It does not seem safe having plumbers run wiring or electricians repairing plumbing issues because "Upper Management" believes in cross-training. I specialized in my trade to be as good at something as I could be, not to be a "Jack of all trades..."

Murray State is a good school with many good people. I have concern for the future of the university. For the students, I fear that the same divisions that affect our country are affecting them. Diversity and inclusion means that everyone gets a seat at the table. That is the way it should be. Judge me on the content of my character, not the color of my skin (gender, orientation, etc.). It does not mean that I have to build you another table and let you decide who sits there. For the employees, I wonder what the future will bring. Budgets fall, work increases, benefits reduce, pensions in free-fall, and people are working in redundant jobs while others are doing the work of multiple employees. Too many employees do not share the vision of the President in being a "student centered" university. Why should they?

I am severely disappointed in the lack of concern

Thank you for your efforts in making and keeping Murray State a wonderful place to work!!

My concern is my retirement and Health insurance to keep going up and hoping Primary Care will not be our Health Services if it is out sourced. I love the ladies that work there.

I am a little concerned about the changes in Sparks Hall. Everyone under one unit sounds like a great idea and while I am very thankful that Janet Balok was transferred, I do feel a little anxious about everyone being under one person. I hope I have no worries of losing my job. I am just praying about it and trusting in God.

Having the Eclipse watch party was great! Go Racers!

Going to a four-day work and academic week would save the University money, increase productivity, and increase morale. A TU-FR, 40 hour week would allow people to see doctors and take care of business they presently have to take time off for. This decreases absenteeism. Students already try to have just a TU & TH schedule when they can. MWF is a drag. For units with a customer service component keep office hours they same; there is then time to get all paperwork and other necessary work done without interruption with less stress. This helps make people healthier.

I am concerned about the upcoming changes with Health Services. From what I have learned about potential changes, there is a possibility that students (and staff, too for that matter) will have to pay to access these services now. Having students pay out-of-pocket for the health services that were at one time free doesn't seem

very "student-centered" to me. Many of the students I know that utilize these services are struggling financially and would otherwise not seek medical treatment if the services were not free.

I think it is concerning the number of staff/ employees that are leaving the university/ seems that moral is very low due to many recent changes across campus. Understand budget cuts do effect many across campus/ yet also understand President gets a raise/ along with his wife and increase in her "travel budget".

I don't like how we get charged for using people that work at Murray State. For example, if we need a new light fixture or work on plumbing, then our department gets charged.

There is way too much money wasted on bad decisions at M.S.U. if it is not a department head purchasing \$250,000 dollars worth of software without consulting I.T. then it is F.M management doing projects without the field techs (Shop Foreman) input or an Architect & Engineering firms professional opinion. Documented Process and Procedure are lacking to non existent in F.M.. We also protect way to many peoples jobs that are in adequate at their job. It is well known that very few people get fired at M.S.U.

I do want to say that the EAP has been a great benefit and I encourage anyone who has a need to make use of that service. I did so during a particularly difficult time and it made a huge difference in my life, so thank you for offering that to us.

There was a change to the tuition waivers in regards to the all must complete the FASFA and how awards as credited. This information specific to how tuition waivers were affected or how disbursement is handled differently is not located on the website (scholarship, or HR) and was not shared via staff congress.

Woods Hall, that's the building I work in. An old dorm that sat empty several years in the 1990's and then our department was placed in it. However, it had been neglected for so long it seems to be beyond repair, especially the roof. Students are afraid of it....then the powers that be wonder why our numbers keep dropping. Who wants to pay a huge amount of money to attend classes in a building that you're afraid of?! Also, it would be nice to keep our Health Services just the way they are. We don't need an outside health service, we need people we can trust just like the ones we currently have.

It is my hope that Murray State will continue to provide health services on campus for those staff members and faculty that wish to utilize this benefit. Realizing that this issue will be decided before this survey is complete, this is one benefit that the university needs to keep for its employees.

Morale on campus is at an all-time low

I return this survey every year. Not once have I actually felt like I've actually been heard. No point in discussing additional concerns...nothing will ever come of it anyway.

Maybe it's time we start looking at ways to make MSU more competitive with the workforce. Flexible workdays / hours, make dental and/or vision free or more affordable, invest in better technology to make work more adaptable, and possibly look at outsourcing different segments of the campus. Look at different ways to bring money into the campus...naming rights of different buildings, selling alcohol at football & basketball games (i.e. SIU), find sponsors for what we need on campus. It's time we began to think outside of the box and be a little more transparent. The fear on this campus is very evident and affects employees, who in turn will affect the students.

I have LOTS of things I want to say, but it wouldn't make a difference, so I'll just keep it to myself!

When did it become okay for people to speak so unkindly to each other? Why is there such a rift between departments? It shouldn't be department against department. We all are racers. We all are one team. So many days I wonder why on earth would people be so negative. What would it look like if we all just tried to help each other out for one day? This is an amazing campus with some amazing people. There is really no need to be negative to each other.

Feel that in past couple years the University doesn't appreciate what the employees that have been here through thick and thin!!! (20 years plus) "old school"!!!!!! Do to keep the campus going!! But i know this is falling on deaf ears..... kinda sad.....

Thanks for the job - I love it!

MORE PAY FOR SKILLED TRADE WORKERS !!!

I would like to know the sum total that MSU has paid for the services of consultants over the past three years.

Overall, this is the best job I've ever had even though the pay is considerably lower.

While I understand that politics has impacted Kentucky universities since the last governor's election I do not understand the lack of respect or kindness towards MSU's employees. This does not just affect the department I work for; I see employees throughout the university who feel they do not matter and are not an important, integral part of MSU. That is not only sad but ends up in MSU losing valuable employees and their skills because of low moral.

It seems that every year there is something else they take from us and no raise on top of that.

Overall, I am quite satisfied with Murray State as an employer.

I LOVE working for MSU and have turned down some promotional opportunities with significant pay increase because I love the working environment here. For me, as long as I have enough money to support my family's lifestyle, I'll take a smaller pay for a more positive environment. I recently began working on my Master's and my husband is about to start his Bachelor's (both would have been impossible at this time without the tuition wavers) and have received immense support from campus, including especially my supervisors and coworkers. That is invaluable to me.

Maintenance of each building on campus is vital. Would like to see new carpets or floors in my building. A better smelling place when you walk in the door.

Very concerned about morale. Worst I have seen in 12 plus years

This university can do better; the administration should embrace our shortcomings and seek input from other key members of the staff to work together and create lasting change.

Taking employee benefits of any kind does not help the image of MSU.

It seems like every year insurance rates go up, parking pass rates go up, city stickers / payroll taxes go up, There is not an adequate annual raise to compensate for everything that increases.

I am very hopeful for MSU's future with the change in administration in the past few years. I appreciate the leadership listening to staff, but understand that budgets won't allow people to be paid what they are actually worth in life.

Thanks for putting out this survey and the work that you do at Staff Congress.

MSU has changed over the last four years. It is not seen in the Commonwealth as a competitor for U of L, UK, WKU, NKU, or ECU. Many of our students are going to the University of the Cumberlands and Campbellsville due to the cheaper tuition and being able to complete entire degrees online.

We have all witnessed a rapid decline in the morale at the university over the past three years. Enrollment is dropping, lots of transition in the work place, everyone is in the state of high anxiety. Something needs to change or this university will no longer exist.

Great place to work!!!!!!

There are a lot of people that work here that love MSU and their jobs but are getting more and more jaded by the lack of thought and care for their individual situations. We all understand this is a tough time with budgets but there is only so much employees can give and I'm watching co-workers burn out and/or suffer depression due to how much employees are being stressed out and squeezed. It's becoming more and more prevalent. Even if MSU can't do better raises, some care needs to be put forward in providing the actual technology and resources so employees can streamline their daily jobs and reduce the stress involved for their own mental health. Or offer alternate work week schedules for work/life balance. Something needs to be done sooner than later.

It's demoralizing as an employee to see jobs within your unit threatened by budget issues when money is being spent in frivolous ways (i.e., a huge travel stipend for an official's spouse).

I love the university and am happy to work here. As I said my department is a dream to work with and I enjoy my job. But, I don't feel connected to anything outside my department at all really. And have had many occasions

where someone considered a Senior/VP role just said "Do this" without allowing people with the background and insight to make sure this was going to be implemented well to be involved. I understand that they have the prerogative to do this, but it happens frequently and in most situations has not worked out better because of it. It also widens that divide between the people involved at the top level of management from those they are making choices for.

The feel on campus is nowhere near as positive as it was 5-10 years ago. There is a feeling of distrust which does not help build a solid foundation for advancement.

Offer parking stickers as a standard option, instead of having to ask for them. In many areas it is illegal to drive with a parking tag, or anything, on your rear view mirror, and it is easy to forget to hang them back up. I know tickets are a significant source of revenue, however it is not good for public relations. Make sections of college courts "green only" like it used to be. I know many students used to illegally park there years ago when it was all green during the "holiest" of times (sports games), and since officers didn't want to ticket them, that is why it was changed. However, it doesn't help the families, and those working several jobs, that live in college courts when they get off of work to find a parking spot near where they live. Ticketing someone who lives in college courts, and is parked in their numbered spot who forgot to hang their tag back up, or who had to park a quarter mile away, seems less valid than changing the parking rules so students can walk 100 less feet to a football game. Then again, I am a strange duck and believe that our profitless sports teams should not be given more time and effort than our academia, especially when so many of those students are on scholarship, despite struggling to make Ds in class. Sorry for the rant, I've just seen it way to many times. 99.9% of student athletes will not go pro, but most of them seem to think they will, and many slack academically relying on that unrealistic dream. College should be about higher education, not about adults playing with their balls. You'll probably hate me for this, but cut the athletic budgets and overpaid coaches, and put that money into education. Then maybe we can continue to grow in rankings in areas that matter.

Please allow tuition waivers to cover the full cost of online courses (this changed when an online course fee started being billed separately from the tuition).

I hope to see the comprehensive pay plan study include nonexempt staff members from the beginning, not just tenured faculty.

Several people in my department knew nothing about the staff recognition luncheon this year. For some reason this wasn't communicated to us.

The staff leadership needs to draw a line on the latitude given to university leadership. These leaders will move on, we will remain.

Please give us at least the money that the city of Murray is taking away as payroll tax. Please make insurance tiered to salary. Please remember that the staff are people too, not just units.

Please consider multiple waivers for multiple kids. It would help tuition. It could help more kids living in the dorm which makes MSU more money.

I appreciate Staff Congress trying to get the feedback of the employees, however it's not helpful. In the past I might have felt better about filling this out thinking that my "voice" was being heard. The only reason I filled this out this year is so that maybe staff congress and the staff regent will be able to convince the other board members just how bad things are here at MSU. It's obvious that the board either doesn't care or isn't currently listening. That was obvious when the Board was told how poor the survey results were last year, and then this year gives the president an extension and additional benefits for his family members. People are leaving left and right and NO ONE that has any power at this university seems to care. MSU is no longer a great place to work. In fact, it pretty much is awful to work here.

I wish we could stop claiming that we are the "number one student-centered university" at the same time that we are cutting student services on a regular basis.

I'm concerned about some employees may be under the influence of drugs or alcohol at work, if like to see random drug tests for each department.

MURRAY STATE UNIVERSITY

Staff Congress

Group Representation 2017-2018

Group A

Secretarial/Clerical	Term Ends
Amy Watters*	2018
John Young	2018
Debbie Griffin	2019
Debbie Plummer	2019
Marion Hale	2020
Laura Lohr	2020

Group C

Executive/Managerial/ Professional	Term Ends
Mary-Elaine Horn*	2018
Parker Griffith*	2018
Jeff Gentry	2019
Brian Purcell	2019
Duane Dycus	2020
Maria Rosa	2020

Group B

General/Facilities Management	Term Ends
Jerry O'Bryan	2018
Kenny Sanford	2018
VACANT	2019
VACANT	2019
Mark Prusaczyk	2020
Marty Anderson*	2020

At-Large

Jessica Evans	2018
Orville Herndon	2018
Robyn Pizzo	2018
David Wilson*	2018
Re'Nita Avery-Meriwether	2019
James Barnett*	2019
Michele Sanders	2019
Kendrick Quisenberry*	2019
Roy Dunaway	2020
Leanna Linn McClure Tim	2020
Williams	2020
Jami Carroll, BVC	2020

* Appointed to fill an unexpired term vacated
by an elected representative.

Staff Regent (ex officio)	
Phil Schooley	2018

2017-18 Meeting Schedule

July 19	304 North Applied Science	1:30 p.m.
August 16	304 North Applied Science	1:30 p.m.
September 20	304 North Applied Science	1:30 p.m.
October 18	304 North Applied Science	1:30 p.m.
November 15	304 North Applied Science	1:30 p.m.
December 13	304 North Applied Science	1:30 p.m.
January 17	304 North Applied Science	1:30 p.m.
February 21	304 North Applied Science	1:30 p.m.
March 14	304 North Applied Science	1:30 p.m.
April 18	304 North Applied Science	1:30 p.m.
May 16	304 North Applied Science	1:30 p.m.
June 20	304 North Applied Science	1:30 p.m.

Staff Congress meetings are open to the public. Times and locations may be revised as necessary.

2017 July 25

Staff Congress 2017 - 2018 Committees											
A. Personnel Policies/Benefits Committee				D. Staff Recognition Committee				G. Working Conditions Committee			
1*	James	Barnett		1	Re'Nita	Avery-Meriwether		1	Re'Nita	Avery-Meriwether	
2*	Jami	Carrol		2	Jami	Carroll		2	Roy	Dunaway	
3*	Duane	Dycus		3	Debbie	Griffin		3	Debbie	Griffin	
4*	Jessica	Evans		4	Leanna	Linn McClure		4	Parker	Griffith	
5*	Orville	Herndon		5	Laura	Lohr	Chair	5	Jerry	O'Bryan	Chair
6*	Laura	Lohr		6	Maria	Rosa		6	Brian	Purcell	
7*	Debbie	Plummer		7	Amy	Watters		7	Michele	Sanders	
8*	John	Young						8	David	Wilson	
9	Jeff	Gentry									
10	Debbie	Griffin									
11	Brian	Purcell		E. Staff Special Events Committee				H. M. Jones Textbook Scholarship			
12	Michele	Sanders		1	Jessica	Evans	Chair	1	Re'Nita	Avery-Meriwether	
				2	Jeff	Gentry		2	Jessica	Evans	
Insurance and Benefits				3	Leanna	Linn McClure		3	Robyn	Pizzo	Chair
1*-8*				4	Jerry	O'Bryan		4	Debbie	Plummer	
				5	Maria	Rosa		5	Michele	Sanders	
				6	Amy	Watters		6	Tim	Williams	
				7	Tim	Williams					
B. Credentials and Elections Committee				F. Communications Committee				Naming Campus Facilities			
1	Debbie	Griffin		1	Duane	Dycus		1	Timothy	Williams	
2	Marion	Hale		2	Laura	Lohr	Chair	Judicial			
3	Orville	Herndon	Chair	3	Michele	Sanders		1	Leanna	Linn McClure	
4	Brian	Purcell						Athletic			
5	David	Wilson						1	Parker	Griffith	
								Sick Leave			
								1	Jeff	Gentry	
C. Parliamentarian								Budget			
1	Marion	Hale						1	Jessica	Evans	
								2	Brian	Purcell	
								Shared			
								1	Laura	Lohr	
								2	John	Young	
								Internation			
								1	Laura	Lohr	