



**MURRAY STATE**  
UNIVERSITY

Staff Congress

# STAFF PERSPECTIVE SURVEY

2024-2025

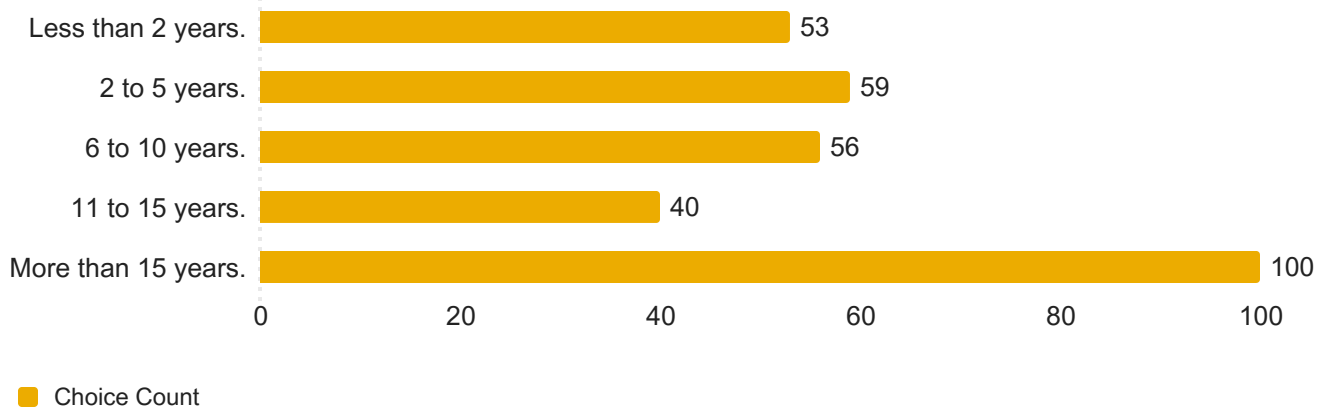
**PRESENTED BY**

Audrey Neal, President  
Jeremy McKeel, Vice President  
BJ Johnson, Treasurer  
Dr. J. David Wilson, Staff Regent

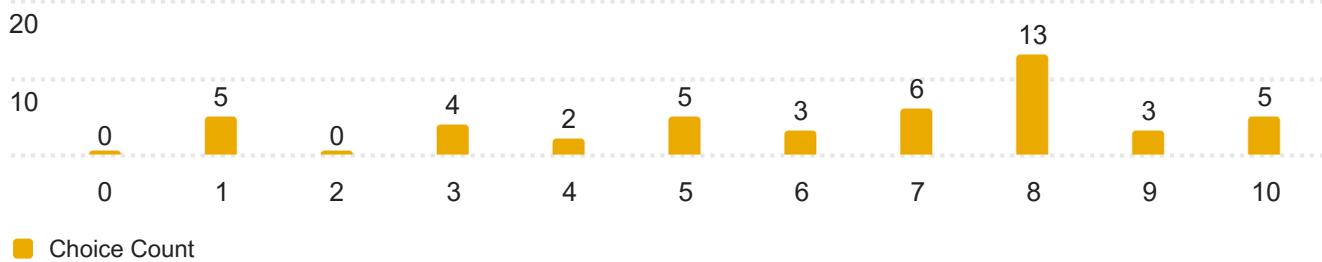
This report summarizes the findings from the Murray State University (MSU) Staff Congress Staff Perspective Survey. The Staff Perspective Survey is administered annually to full-time and part-time MSU staff members and is used to gather perceptions of working conditions, benefits, and university administration.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

The 2024-25 Staff Perspectives Survey was administered from February 11 - March 14, 2025.

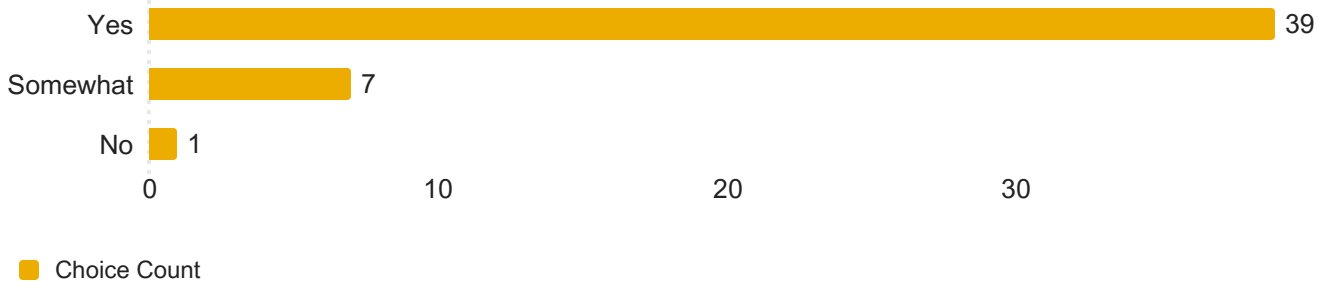
## How long have you worked at MSU?



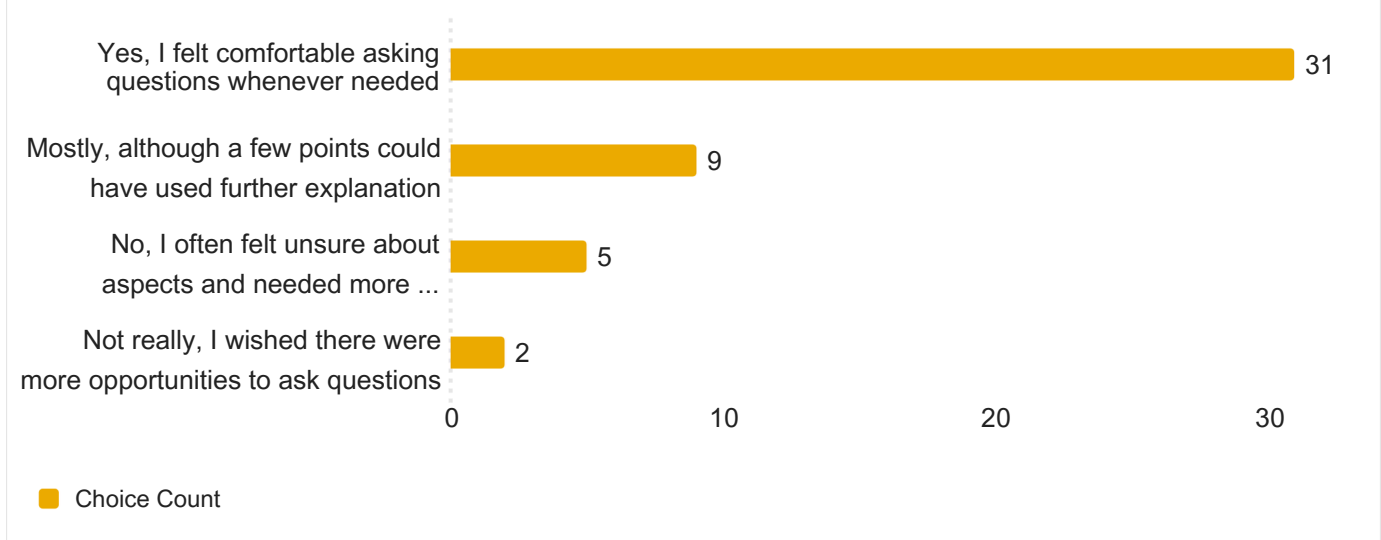
## How would you rate your overall onboarding experience?



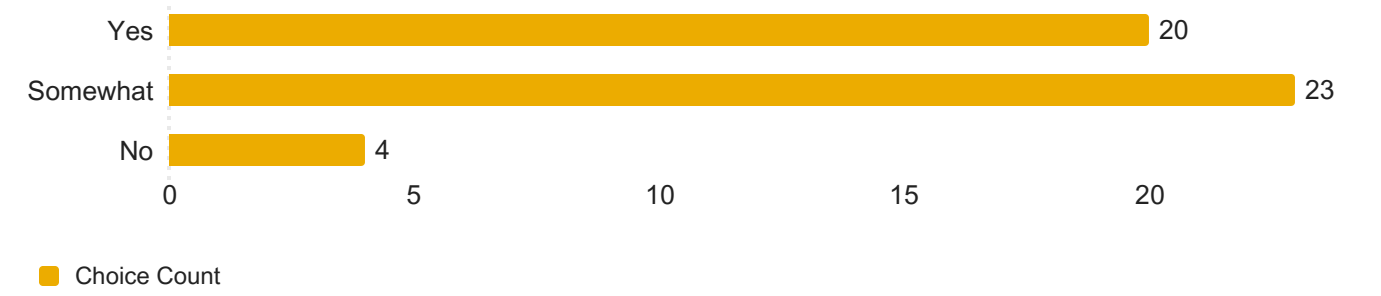
## Did you feel welcomed and supported during your first few weeks?



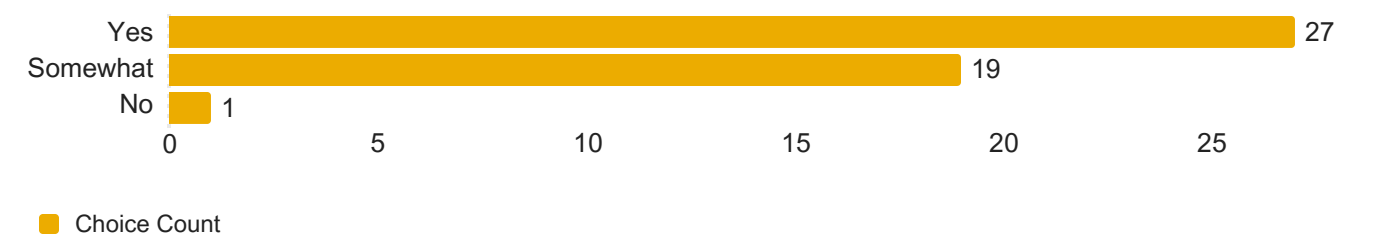
## Did you have enough opportunities to ask questions and seek clarification?



## Were you provided with all the necessary information and resources?



## Do you have the necessary tools and resources to perform your job effectively?



# How has your experience at Murray compared to other jobs you may have had?

How has your experience at Murray compared to other jobs you may have had?

Much better working environment. Upper management is much more supportive.

I feel both over and under qualified for my position. I like the campus atmosphere and the people are great. The paid time off is very appreciated. With 2 advanced degrees however, I make less money now than I did my first year out of college in 1995.

This is my first full time job, so I don't have anything to compare it to. I have held other positions at the University (GA and Student Worker). I've been very lucky to have and to have had bosses that support me and listen to my needs. I know that's not the case for everyone.

This is actually my first full time job, so I don't have anything to compare to.

It was very positive

I have never had a job where I felt like I don't know what I am doing every single day. It has been frustrating. On the upside, I have also never had a job with such fantastic benefits and I am so grateful for them.

MSU has been a much more positive work environment than my previous employment.

It is my first office job and it is a great step up from where I previously worked.

Experience is good compared to other jobs.

Similar. There has been pros and cons to all jobs I have had.

No training. Underpaid.

It has been much more difficult to get up and started than in previous roles I have had.

people work together well

Yes

Murray State is still extremely old fashion compared to my previous jobs. Everything is still paper based and no digital signatures are allowed. My previous jobs allowed digital signatures and had softwares to help us do our job more efficiently and not use a lot of paper. Processes take longer than they should which also causes things I have to work on to be delayed until it goes to everyone it needs to. Things that need to be done are taking twice as long at least due to Murray State still being old fashion with how things are done.

I was hired to replace someone who had left months prior and taken a lot of knowledge with him. As a result, I've had to learn by trial and error and there is much left to learn.

The onboarding process at MSU is terrible. There is no cross-over training, making it quite difficult to really learn how to do your job. It forces you to figure things out on your own, setting you up for failure from the beginning of your tenure. HR does a terrible job of fully explaining benefits and retirement options, as well.

My onboarding experience at Murray State was largely self-guided, as there was minimal structured training or formal orientation provided. I found myself having to seek out the right resources and individuals to help me navigate my role. In some ways, it felt like a 'sink or swim' approach, where I had to take initiative and figure things out on my own.

Very good

Extremely different

I have worked on other higher education campuses before - Murray State is comparable to those other institutions in that everyone does an ineffective job of training and onboarding new employees

Overall, MSU is much better than other jobs I have had

It is leaps and bounds better than my previous job. I feel respected and valued. I look forward to coming to work instead of dreading it. It has been a very positive experience overall.

Murray State is very very behind in the digital and IT world as far as accounting and HR. There should be no reason that we are not digitally submitting forms and statements and these digital platforms should be easy to use. We waste SO MUCH paper. Coming from my previous job it was like stepping back in time 20 years as far as processes, technology, and thinking. On top of that, the pay makes you feel extremely undervalued for the degree requirement you must have. There are so many people on this campus who go by the saying of "well, we've always done it this way" and that has to change.

I love MSU, my job and my department

I have learned there is a lack of training in individual departments. The online ones they do are great and helpful, but the individual departments need some more training/ clear expectations of every day sometimes. (if there is expected down time, what to do in that time, different tasks that can always be done no matter what, etc.)

The good: your coworkers are friendly and will help in a general office setting

The bad: At previous jobs onboarding was more successful, pay was not good but fair, and your department heads knew who you were.

Comparable

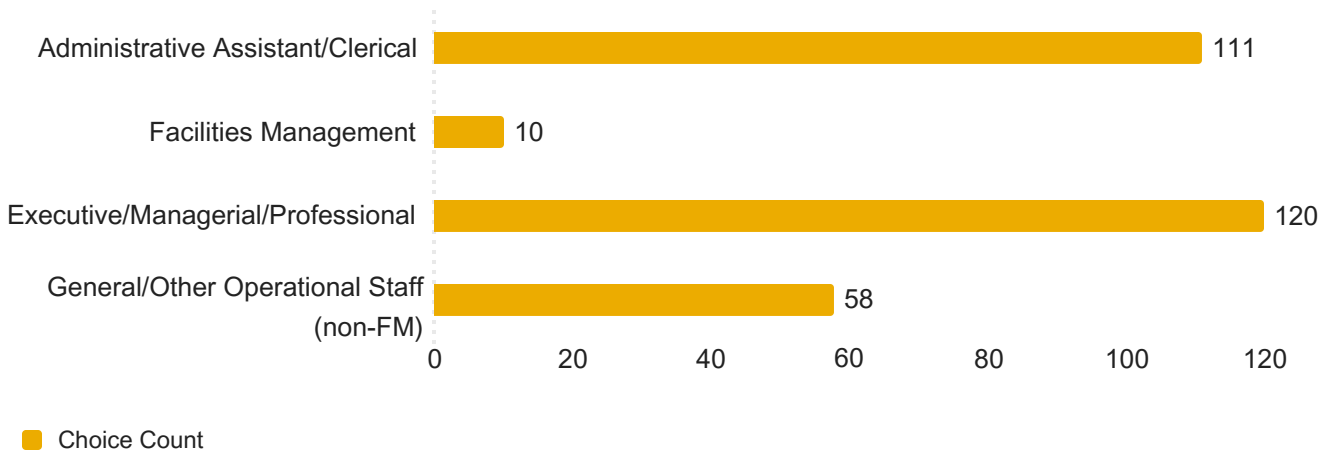
Great people, but lower pay

My overall experience with MSU has been pleasant. I am happy with my position, job duties, and my colleagues.

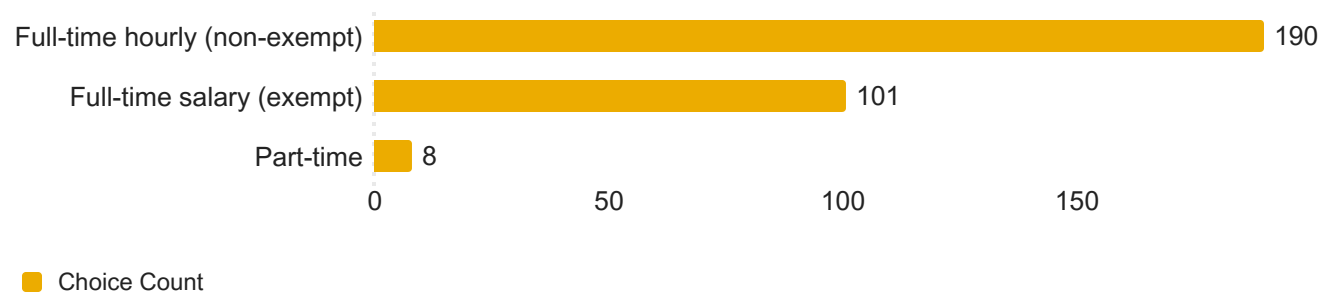
Very different. I am accustomed to more accountability with employees. MSU seems to be focused to much on tolerance and not accountability

Very welcoming and anything I need I have.

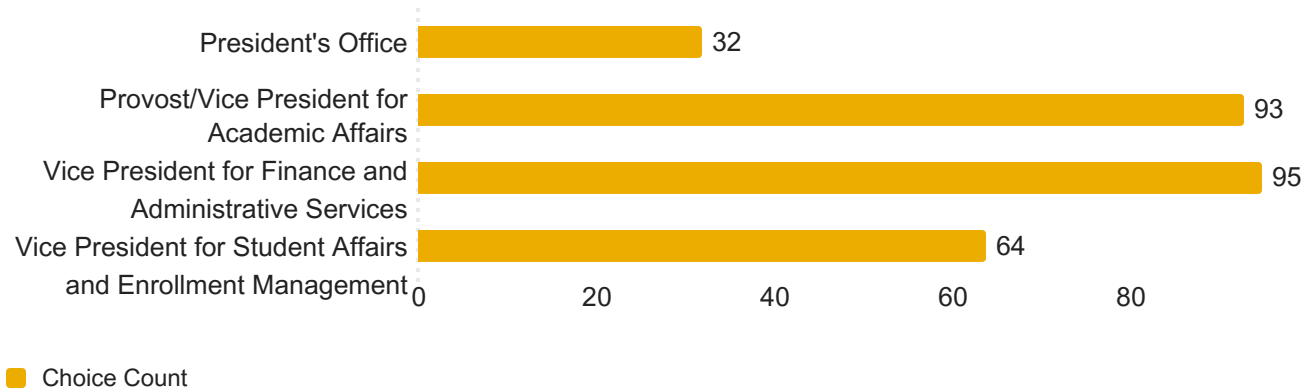
## In which employment category do you work?



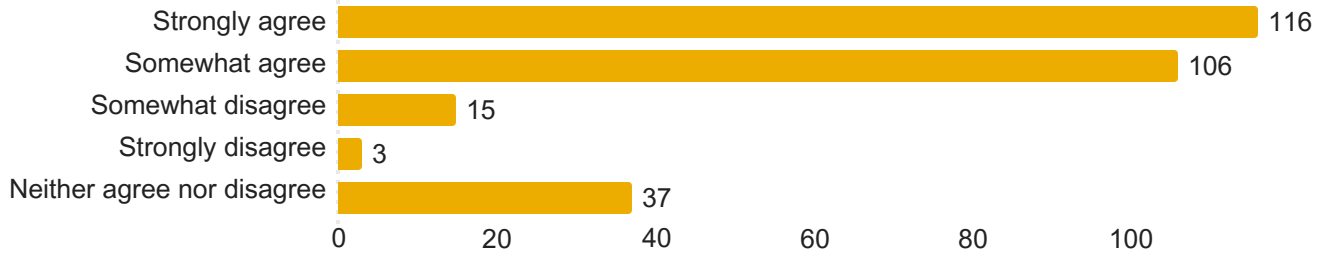
## What is your employment status?



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

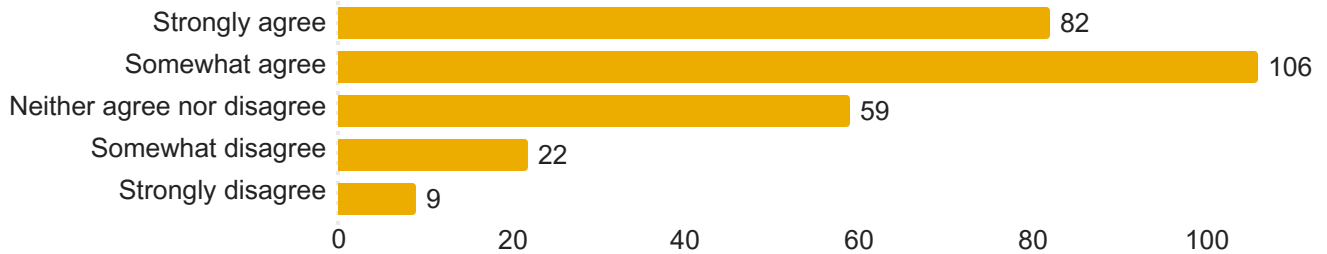


### I receive timely communication from Staff Congress.



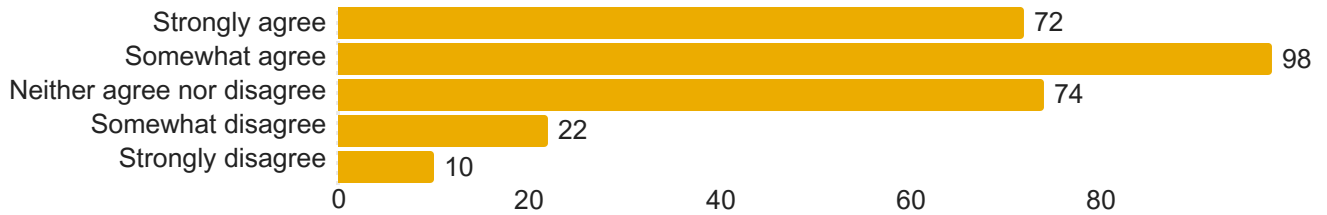
Choice Count

### I feel adequately represented by members of Staff Congress.



Choice Count

### I feel adequately represented by the Staff Regent.



Choice Count

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

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

Keep up the good work. Maybe be a bit friendlier to newbies and not assume they "should know".

I think Staff Congress and the Staff Regent do a good job of communicating with the staff. I feel like I get at least weekly updates of issues and topics of concern.

Let us know what you are doing for the staff. In the past it seems Staff Congress spends more time on reorganizing itself than it spends on doing things for staff.

Maybe some personal visits with questions that would impact everyone and our thoughts and concerns

Coming from a journalism background, it's EXTREMELY important to me that there's transparency. I can't view the Staff Congress meetings at the designated times, so I always go back and refer to the meeting minutes at a later date. I find it concerning meeting minutes haven't been uploaded since December 2024. How are we supposed to be informed if you don't inform us on what's being discussed in meetings? Also, it would be helpful if more was posted on socials. It's great you post meeting dates, but almost ALWAYS 1-2 days BEFORE the actual meeting. Plus, if you did more to recognize staff on their accomplishments on socials, that would not only increase morale but increase social media engagement.

Better pay

Staff Regent and Congress need to stand up and truly make their voices heard for the staff regarding insurance and benefits. It is more important NOW than EVER that employees do not lose more of their pay because of insurance and parking permit fees. Especially with this ridiculous NEW government regime happening now! We will be losing more of our paychecks to the tariffs and price of goods.

We get a supposed COLA increase, but insurance costs go up more each year as well, we pay more out of pocket, even when you have the highest tier, and it eats up what the COLA raise received is. EYE Insurance coverage in particular is beginning to be an issue in Murray. Walmart doesn't take it anymore. They were one of the lowest cost places to get reasonably cost affective eyewear. KROGER NO LONGER takes MSU insurance! Every place in Murray should be working with our insurance so we don't risk being on the road going out of town to other places. Shop Local, money stays local!

The age-old PARKING PERMIT war...we have to pay to come to work and use our parking lots permits. Faculty-Staff should AT LEAST get a discount since we have to fight the students to park in our spots.

Payroll Tax-WHAT is that even used for? It has never even been made clear and no one stood up to fight against it. Said they'd stop it at some point but yet we haven't seen that happen yet either?? Nor has it been clearly shown what it's used for, yet we pay it?

I realize that you can only do so much in your positions, but you need to make it clear to the offices that you work with on these issues (VP, INB, HR) that they SHOULD be working to help their staff because staff run this place. Happy staff, better working conditions, greater place to work!

Staff Regent doesn't seem to have the time to our regent...always some excuse for late information. His emails come typically require a follow-up email, which seems careless and unprofessional.

I love our Staff Congress people! Thank you for your service!

I feel like I only started to recently get emails from Staff Congress so I didn't realize it had been a thing when I first started. I'm still not entirely sure what is discussed during these meetings, but part of it feels like that's on my end if I've missed any other form of communication about them.

I would like to see incentives in place for my position and department to encourage employees to stay. We have an abnormally high turn over rate. As a result the norm is to be understaffed and the people employed are always newer and do not have the extensive knowledge you build from remaining at a job for years. This further cripples our office and our reputation on campus among students and parents since financial aid is the corner stone of student being able to pay for school. It leads to unnecessary long wait time for processes to be completed, misinformation being spread, tempers to fly by both stu/parent/employee, and further pushes people to want to leave, including myself.

In my 6 1/2 years in this position I have seen MANY people leave scholarships, bursar, and fin aid. Even people that have been here several years as they cannot take it anymore. All because the amount of stress and work environment dynamics are less than ideal. To top it off there are absolutely NO incentives in place to try and retain our most knowledgeable people. There are no pay increases based on performance or seniority. There are no benefits (not HR benefits) but things such as getting to work 2-3 days remote a month as a reward. There is no acknowledge to our coworkers of 'counselor of the month' or 'excellent customer service award' to justify going the extra mile for students. The only thing we are rewarded with is a christmas party once a year. My position offers no room to advance or make it a career position. There is no reason for people to want to stay, only leave.

Unsure as I am not clear what their roles are.

Try to work with HR to get rid of the summer hour schedule.

They try hard but nobody cares about us.

Unfortunately, it doesn't always seem like Staff Congress really has that much power. Not their fault.. just the way the University seems to function.

I don't even know who my Staff Regent or Staff Congress is.

I'd love to see a solution to remote work days during the summer.

Help improve work environments and implement flexible work arrangements (in departments where it is currently prohibited).

Advocate for adding additional staffing to specific departments.

Put a heavier focus on training new employees.

More diverse representation. More communication.

Rather than random email updates, how about getting with various individual units or departments to hear concerns and issues that are troubling the staff? This would be more personable

maybe send out monthly updates

Work harder to obtain a more meaningful voice concerning decision made on employees behalf.

You all need to realize that the cost of health care continuing to go up takes away our pay rate increase.

I really don't know much about how all this works

Being more personable with the needs of every department - especially facilities management.

I'm not really sure what they do, but reviewing these surveys and making sure everyone (and departments) are being told the same things. Example- last year the survey mentioned faculty and students were able to have remote classes and not be on campus when the snow/ice storm came through, but everyone else needed to be at work. I don't remember what exactly happened during that week other than it being a whirlwind. But unless it's extremely necessary for people to be on campus (i.e. housing) during times like that, then let people work remote. Also, if they can't get to work due to roads or their car then don't make them use a vacation day. Not everyone can live near campus or on roads that are one of the first ones to be cleared and you really shouldn't be driving on ice and snow wise, not everyone can drive in it. During these events everyone should have empathy. But if they can help try and make our university processes and such more up to date instead of old fashion that would be great.

More thought and professionalism in email summaries of what is happening. Have email drafts proofread before sending out campus-wide. When things are being done to represent staff, I would like to know that I'm well-informed and supported.

I think a big thing is doing similar things in the past like fighting for better pay/benefits. The pay raise after the big audit was less than what most people thought when they said they were looking at raising the wages and caused some people to leave.

I had to put "Somewhat agree" on these because to be honest I haven't paid a lot of attention to what has been communicated from the Staff Congress. It's no fault of Staff Congress but just lack of time on my part.

More direct interaction with employees across all pay grades and levels, not only staff at the highest level and faculty from departments deemed more critical to MSU's success.

Additional surveys/listening sessions to bring concerns and requests to the university

I would like there to be an avenue in which our voices can be heard.

I'm not sure what/who this is.

While individual members make themselves available to receive feedback and concerns, it has become very apparent that they are not being given the platform, the authority, the opportunity, etc. to share in the governance of the university on our behalf.

Ensure the new president is introduced with the notion that faculty and staff are equally important rather than separate classes that have been part of the pervasive "culture" of MSU.

Hold monthly listening sessions or send out monthly surveys asking for input. Sometimes we have ideas that come up, and forget them by the time this comes around.

Keep the integrity, core values, and ethical practices in place. Work to renew the sense of community and family among employees.

So far so good. I have no basis of comparison.

It would be helpful to receive regularly scheduled communications, perhaps monthly or a shorter communication bi-weekly, even if there is nothing largely important to communicate, just to check in and know that someone is representing us. It feels as though communication is being sent hastily and unpredictably, which contributes to anxiety instead of providing stability.

Due to the advisory limitations of staff congress, I am not certain they can do more than they are doing. What you all do is appreciated.

Due to the limitations of the numbers of staff, faculty and student led regents, our collective voice only comprises one third of the total vote in all final decision making endeavors. Though I suppose the regent could help to ensure the other gubernatorially elected regents are aware of the needs of staff.

This Staff Congress has been the least informed I've felt since being at Murray State, and, unfortunately, when the work isn't visible, there is concern that no work is being done at all. This Staff Congress makes me wonder if we have a Staff Congress at all.

The Staff Regent is communicative, but I don't feel that the Staff Regent would in anyway speak up if it was felt that a decision being made would negatively impact the staff. The Staff Regent is more likely to go along with the majority in order to not rock the boat or fall out of the good graces of the other Regents.

Fight for increases in living wages. Change policy on remote work when sick. If someone is just physically impaired, but can still work and operate a laptop, then why shouldn't they be able to work remotely?

More organized communication. Emails seemed rushed and are hard to read.

Not sure if Staff Congress sends out an email with the minutes from the most recent meeting or not. Perhaps am not on the correct listserv to receive this information. If the minutes (or a link to the minutes) are not already provided to staff members, they should be. Staff Regent should consider additional review of emails sent to staff and faculty as most require one or more follow-up emails due to missing attachments or links.

more timely information

I'm not sure. I haven't worked at MSU long enough to become acquainted with how these two organizations function.

I think you do a very nice job of keeping us informed and providing resources for our staff.

Increase pay, decrease employee parking permit fees and insurance premiums. MSU should still make the \$400 payment into employee's HSA regardless of age. It is discrimination not to give that to an employee who is still working past age 65 and not on medicade.

Continue to provide staff with ongoing opportunities to engage in targeted conversations about campus facilities and payment issues.

The Staff Regent is slow in sharing information and often times the information he does share is poorly communicated.

I do not have much knowledge in regards to Staff Congress so I can't provide adequate feedback in that matter, but I do appreciate the efforts and care provided by the Staff Regent.

More communication on upcoming issues on campus

The Staff Regent and Staff Congress does a great job and I'm glad that it is in place. Without it I'm truly afraid of what this place would be like.

I appreciate the updates about ongoing initiatives and decisions that affect staff. Maybe add some regular email newsletters or continuous town halls could help keep us better informed about how Staff Congress is advocating for our interests. I'd also like to see more advocacy for professional development opportunities and clearer paths for career advancement within the university. Normally, it's a "hush-hush" and "people who knows people from the inside" gets accommodation. The Staff Regent could help champion initiatives that support staff growth, opportunities, and retention.

The Staff Regent hasn't been the most timely with his updates in the last year, and he has often sent emails before checking that all the necessary information is included.

I would prefer it if the Staff Regent emailed thorough updates summarizing topics discussed at the Board of Regent and Staff Congress meetings, similar to the previous Regent.

I never hear much from Staff Congress. I am not sure if they don't have much to report, or if it is just that they choose not to share. I appreciate the meeting recaps that the Staff Regent provides, and I appreciate that the Staff Regent feels very relatable. He does a great job of lobbying for the regular employees at Murray State, where I feel like we get looked over.

I'm not really sure how they serve... I know we get emails and I know they say they work to support the staff but I don't really know in what capacity.

Actually advocate for things that people actually want and could make their lives better. I recognize that the power of Staff Congress and Staff Regent are very limited but at least communicate about the efforts you're making. And, honestly, if this group is being stymied by the Board or whomever then they should make that known.

Don't really know.

They've got to push more for improvements to how Staff are compensated on campus. A COLA raise that doesn't cover an increase in insurance costs as the only raise is ridiculous, not to mention that we still have to pay for parking, also a slowly increasing cost, and many jobs that could be made full remote require on campus work. The University can say there's no money but there have to be little things they can do to justify working here still, as the vacation policy, wellness center access, and discounts on apparel at the bookstore are no longer enough. I want irritants to see real meaningful change.

Just keep doing what you are doing.

Staff Congress seems to be a platform for individuals with specific agendas to try to forward their personal agendas. They do not represent for their constituents, just themselves.

Continuing to communicate with staff (via email updates or newsletters), provide updates on any ongoing university-wide plans/proposals, etc.

Take a look at staffing per square foot as compared to other Universities with buildings of similar age. MSU is understaffed and underpaid in comparison to the searches I have done using Indeed.com. If the manpower cannot be hired for skilled workers- then maybe the wages and benefits are too low.

I feel like there are a lot of needs and desires voiced by the staff, but nothing is ever actually done about those needs and desires.

Both need to look at the hiring process for internal candidates. The policy that caps salary/pay or forces individuals to take a pay cut for similar positions because of the grade of the position, but an external candidate can negotiate higher pay is very frustrating for someone who has enjoyed their time in my current position, but looking to move up, but cannot make as much as an external candidate. This current policy shows that current employees experience and expertise will not be valued as much as an external candidate. Murray State should want to keep qualified candidates, but when they are told they can only make this much and no more, but an external candidate comes in and can make more is not an acceptable.

In addition, when departments are asked to cut positions and no pay is transferred to those that have to take over more responsibilities is also showing current employees there is no value in their current position. Even if it was a small amount to increase the additional load would be great for staff moral and the university would still be able to save money.

I don't pay attention to what they are doing. I don't have any complaints so that means they must be doing something right.

I will need to spend more time at MSU to give any feedback on this topic.

Encourage for more money. It is sad that with the price of living has increased so much in the past 3 years and our pay does not reflect that at all ! I can work at Pizza Hut for the same amount I make here. I really wish we would get parking at a reduce price or even free for full time employee's! I should not have to pay \$200 a year to come to work!

I feel that the staff congress and regent did not speak up for us enough when the university administration spoke about giving us raises at the end of last fiscal year, then left those of us who didn't get raises to figure it out from others who got raises. I felt the university disrespected us when implying that our benefits count toward financial compensation, and implying that their contributions toward health insurance and their tuition credit program help us pay our bills. Someone should have spoken up to leaders about how disrespectful this was instead of just thanking them for meager raises a select few received.

It would be nice if the Staff Regent actually had any power on the Board of Regents, so that staff members felt like our voices were heard. Currently, it seems like every motion that is discussed is just rubber-stamped by everyone without any questions or discussion, and I find that very frustrating.

The times that I have viewed a staff congress meeting, it seems to me that the staff representatives are not entirely prepared. There are been many meetings where the topics of discussion have been clearly explained by certain departments of the university but, staff congress seems to revert back to old information that has already been provided. This leads to meetings that I deem to be nonproductive. I would like for staff congress individuals to have a good understanding of the issues that are to be discussed for the meetings otherwise it just seems like a waste of time to hear a staff congress that doesn't seem to be prepared for what they were voted to do.

Be more outspoken

Continue to work for salary increases and/or increase in employees within working units as well as work on benefits cost containment. The consultation to bring salaries on campus more in-line was a great first step.

n/a

More timely summaries of BOR meetings

I don't feel represented by Staff Congress because I feel staff congress acts unprofessional and petty in meetings. In many cases, it seems like people just want to argue to be arguing. When people throw out wide statements that they have spent zero time researching it is a waste of meeting time. Please take a moment to look into the comment you are about to throw out. That sort of thoughtless comments are unprofessional and have no place in the meeting.

Push harder for better pay and working conditions, more transparency and accountability from the President's office, and more of a focus on what's good for the staff and the students instead of "optics" and trying to look good based on superficial stats.

I think the Staff Congress worries about inconsequential things, such as dirty hallways or wrappers in the floor. We have much more serious issues to address. How about supervisors who don't agree with remote work or flexible time? How about giving people the option to set work hours, much as FM does.

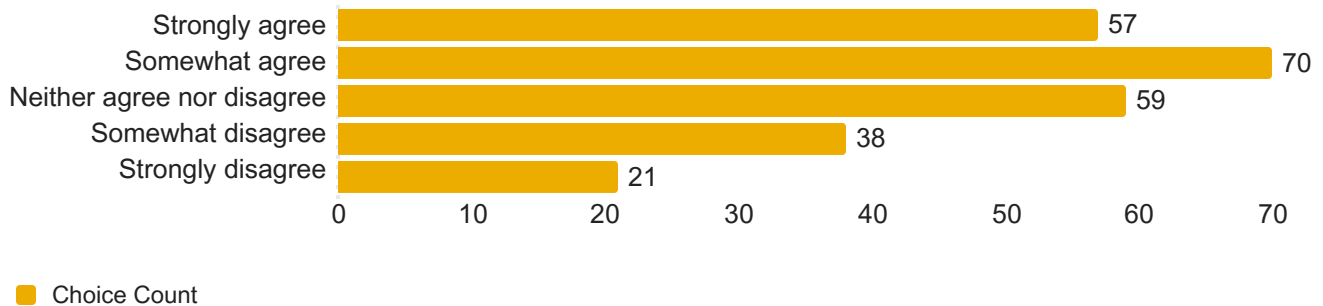
Be more positive and professional and focus on big picture items.

Staff Regent communication is not very timely and cohesive. It doesn't really summarize what's going on and I feel like I need to watch the full BOR meetings to keep up to date with BOR information.

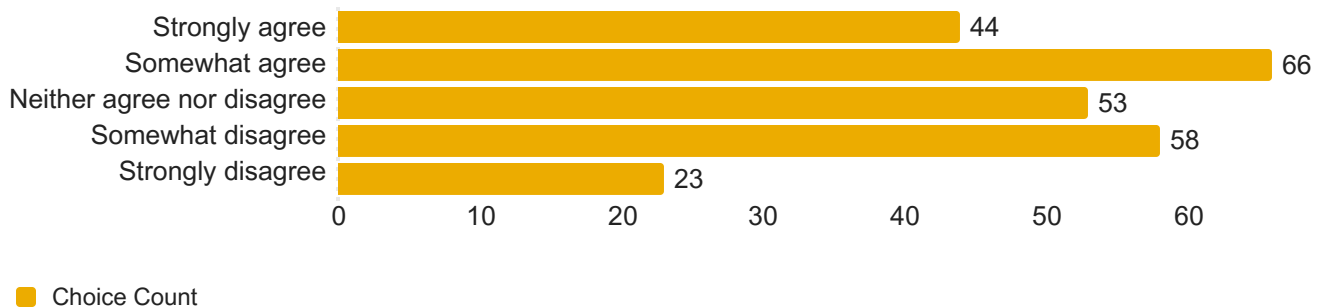
I wish there was one "voice" coming from both the Staff Regent & Staff Congress. I feel the need for someone to get the information, ensure accuracy, & then send it out with a consistent message. My vision is akin to a press secretary. Currently we may receive 2 or 3 emails about the same thing trying to get the information correct and that leads to confusion. I understand that everyone is busy but if our representatives seem disorganized or inconsistent, that leads constituents to feel deprioritized.

It seems that major issues that have passed through the Board is sometimes overlooked and not made public to faculty and staff. Example I was signed up to begin taking classes a couple semesters ago and talked with several staff and faculty members who helped me get everything going, only to be told the first day of classes that tuition waivers were not available for part-time employees anymore.

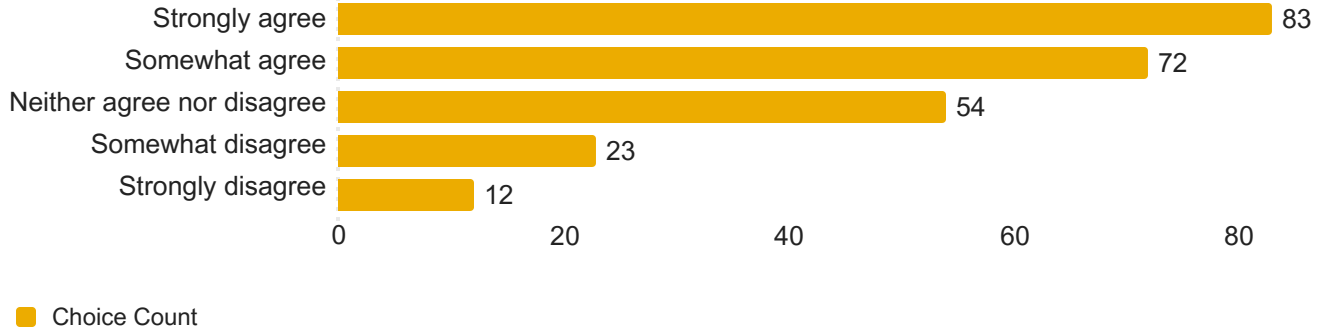
### The President's leadership has a positive influence on employee morale and performance while facilitating a positive workplace culture.



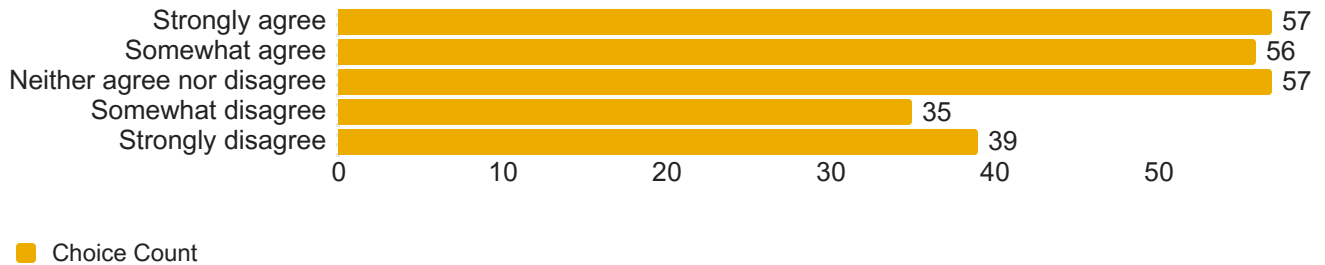
### The President controls the finances of the University to anticipate the needs for personnel, resources, and facilities to advance the institution.



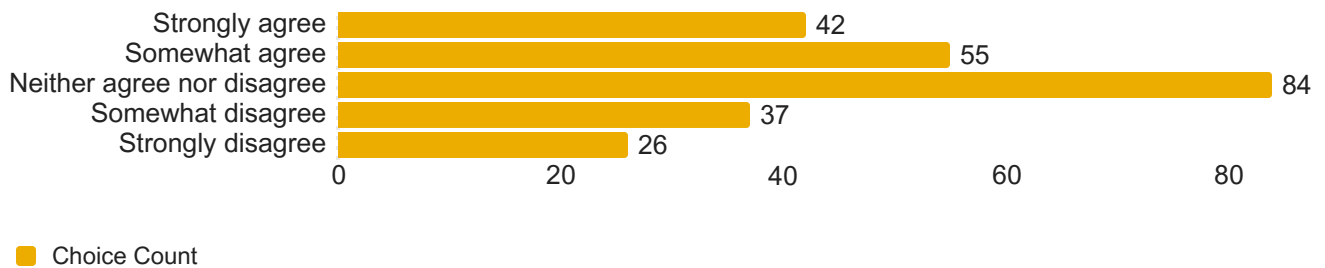
The President promotes the general academic welfare of the University.



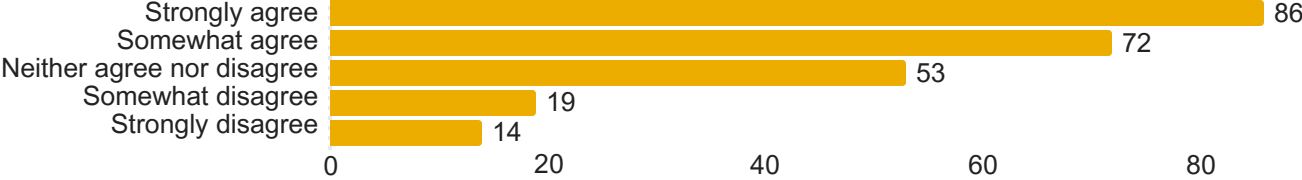
The President instills confidence through his commitment to straightforward and honest communication.



The President involves constituency groups on campus to solicit feedback on university issues.

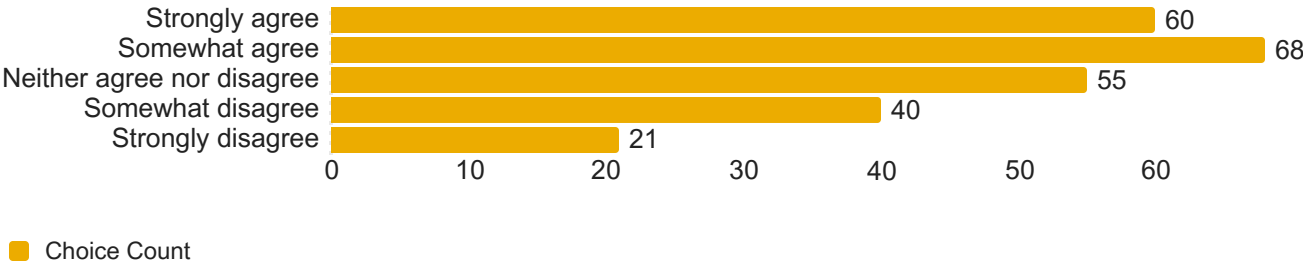


The President portrays a positive professional image of the University through being accessible and involved with the community, businesses, and other external stakeholders.

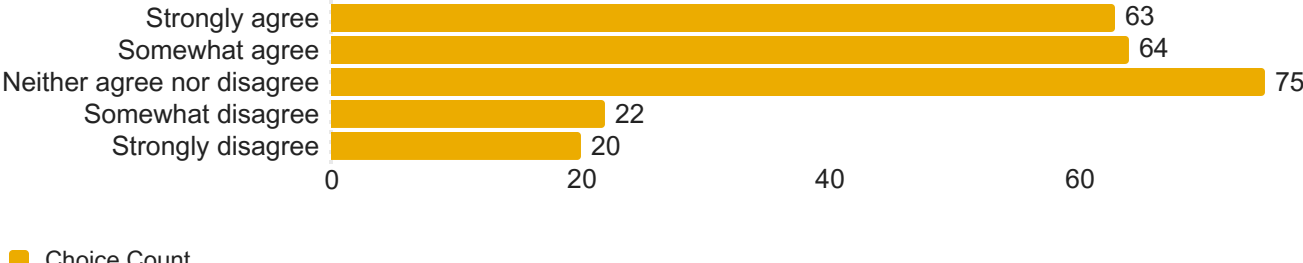


Choice Count

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



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



## PresidentComment - Comments on President's performance:

Comments onPresident'sperformance:

Not enough transparency

It has been good to have a president that spent time making Murray State better rather than looking for his next career move.

Have not felt strongly about the current president's role. I really hope the new president brings innovative ideas to campus.

Wish they would do something about the parking issue.

I think Dr. Jackson is extremely kind and was wonderful when I was a student. I do think he sugarcoats things when in meetings. We don't have a strong budget. If we did, departments wouldn't be forced to make cuts and lost faculty lines. I also never saw him at any DEI related events (maybe 2 First-Gen celebrations). Did he attend an event at the Pride Center, a resource fair SEAL hosted?

The President never does anything that positively or negatively impacts my experience here from my perspective. I never really hear from that office except in the most generic terms. I definitely think a greater emphasis needs to be placed by all staff and faculty on promoting diversity, equity, and inclusion at the University. That is an area where this institution is sadly lacking.

Except for articles written about the President, or the Board of Regent meetings, I never see Dr. Jackson or hear from Dr. Jackson. Not sure he knows us "little people" exist. Support staff don't matter to the big VIPs...

I don't know enough the president themselves to know even what they do besides being the face for the university.

Seen more of the President on WPSD than on campus.

Jackson has been the worst president! Funny how we hired him without doing a formal search! My department is in need of faculty and HR makes things so hard and we lose great candidates! So glad he is leaving! Why are we naming the nursing building after him? That is a disgrace! Name it after someone that has done something great in nursing! Not him! Just awful.

Nothing against the president, but it feels like the entire upper-level are a bit disconnected and just throwing things at the wall to see what happens to work based on what other universities are doing already without understanding the underlying setup and reason why it was successful there.

Although I like Dr. Jackson personally, he doesn't seem to care about the staff. His only concern seems to be satisfying the BOR and external stakeholders.

The WKMS/WPSD controversy was not handled as well as it could have been and was a bad look for the university. The past few months have seem less transparent and less leadership. This could be partially because of his upcoming retirement

I don't understand a lot of the questionable performances that was televised on behalf of our President & I feel that he should have made everyone aware of what is going on before being blasted on the news. I personally have nothing against President Jackson, however I also have never met with him either. While it may be difficult to make yourself known to everyone it is possible to at least acknowledge your staff.

Mental Health concerns

Some of these things I haven't been able to see if he's done them or not. However, I know the communication hasn't been there.

President Jackson is more focused on his legacy than on being an effective leader in today's political climate. I was once a supporter, but the illegal freeze on federal grant funding has made his priorities clear.

University employees whose jobs depend on grants have received no direct communication from President Jackson. For the past two and a half weeks, we have been under immense stress, uncertain about what we're allowed to do—or if we'll even have jobs in the near future. Despite the urgency of the situation, he has yet to release an official written response. Instead, we're left relying on word-of-mouth updates trickling down the pipeline—without any assurance that we're all receiving the same information.

I am hoping the new president can meet all of these under Strongly Agrees!

Like with Staff Congress, I haven't paid enough attention to the President's actions to tell one way or another.

The president doesn't control the budget - Jackie is in charge of the money

I have yet to meet someone on campus that feels President Jackson accurately represented the student, staff, and faculty of this university or that President Jackson had a positive impact on life here. We seem to have spiraled into a budget freefall and positions are not being filled either because they're now deemed unnecessary to save costs or because no one qualified will work here for the pay.

President has an overall great picture of the university and is working hard to expand. Would appreciate a check in once a year or every other year to discuss needs for our department that go unmet or unacknowledged by our VP

I just don't see him that much.

The President has done ABSOLUTELY NOTHING to communicate with non-exempt, hourly staff members. To date, he has DONE NOTHING to address the issue of the US President's unlawful act of trying to freeze federal funds. This has led to a great deal of uncertainty and anxiety among those who work in this capacity. A small acknowledgment from the university president that the university is going to stand up for what is right would go a long way.

The President does not meet with staff. He has never come to my department to meet the employees. He does not know us or try to know us. FM is a department that is kind of left to the wolves and we are not included with the rest of campus. DEI is no longer an active program at MSU and I think that is a travesty.

Staff are often left in the dark and without support. As a student facing employees, we represent the university to our students on campus and we are not put in the position to do so in a positive way.

He is leaving. That is the best he could have done for us.

The president cares more about keeping his political image up than making the university better.

I feel the President leaves all of the decision making to the VP of Finance and Administration. He seems to be the "front man" and face of the university. He does not provide any true support to staff or support the real needs of the students.

The President doesn't need to be bothered with DEI nonsense.

It feels as though the President has become less and less transparent. A few years ago, I felt connected to the President as a human and as a leader but recently have felt as though he is no longer as accessible and forthcoming.

I don't envy his position. Overall, I think he has done well in guiding us through a difficult time. I would like to see better results in some areas, namely compensation, however considering the circumstances, and compared to our peer institutions, I think he has done well.

This year the President has obviously taken up the role of placeholder until the next President is selected. He seems to ask for feedback but only from those closest to him (and those folks don't seem to care much for the people who work here at all).

I feel we as staff are left in the dark. We do not have open communication at the university. I have never seen the President in our building. I doubt he has any idea who most of the staff are on campus.

I'm disappointed that he is retiring when we are on such a high-performance level. It feels like we'll now have to start over with a new person who may approach enrollment efforts much differently.

I don't really feel the President cares about the staff of Murray State.

Would be nice to see Dr. Jackson (and his successor) out and about on campus interacting with staff, faculty, and students. Seems the only time we are notified of the President's day-to-day activities seem to be when he is photographed receiving or giving an award.

I haven't been with MSU long enough to form an opinion on the President's performance

He talks a lot about being open and honest in communication, but his actions do not show it.

The president could interact more with the employees on campus.

I don't think the President authentically cares about the welfare of faculty and staff. Dr. Robert Jackson was a classic example of getting into the position without going through or following the presidential search policy and procedures. He was initially appointed as Interim President of MSU by the Board of Regents in August 2018. Then in March 2019, the MSU Board of Regents voted to remove the "interim" designation and named him as the 14th President of MSU. This was done without conducting a national search.

Murray State is still facing litigation in 2025 from WPSD-TV because of President Jackson's role in silencing WKMS reporters from running a negative story on Judge Jamie Jameson in 2022 and violating the Open Records Act. The University budget is already super tight, with many employees struggling to make ends meet, yet the University has the means to drop thousands of dollars in corruption money. Why would anyone want to work somewhere where the work isn't fairly compensated because the University cares about its friends in high places more than the workers who support it?

Similarly, the University is spending millions of dollars on new buildings and programs while neglecting the current infrastructure's needs. While I appreciate the efforts to provide new opportunities to students, I believe the president should have focused on improving what we already have before starting something new. Faculty Hall, the Price Doyle Fine Arts Center, the Old Fine Arts Building, and Wilson Hall are all falling apart. Shiny new buildings won't help morale when students and employees still have to deal with a lower quality of life and health concerns because of the University's negligence.

The one positive thing I have to say about President Jackson is he is still keeping diversity, equity, and inclusion programs alive despite the decisions of larger, more prominent universities around us.

President Jackson has had to lead the university during difficult financial times. He has done that well. However, I do feel like he fosters a sense of secretiveness, and hushed whispers. He is not one to have be open to staff. I think it is a missed opportunity, because how can staff help you achieve your goals if you never share them. Additionally, all communication that comes out of his office is usually majorly delayed, and not very helpful (weather closure, campus updates, etc.). It feels like since the lawsuit with WPSD it has caused him to be incredibly closed off.

I never see or hear from the President and honestly don't know what he even does.

I am going to be brutally honest: I haven't met a single person who is happy with Jackson's tenure. The term he will be remembered by is "reallocation." Disguising budget cuts with this misdirected term to try and falsely lead people into whatever plans him and the board have. Frankly, their leadership has done nothing but turn the campus into a giant construction zone while taking away parking and not providing any real quality of life improvements for us.

One President has pretty much been like another. To be fair, it's doubtful he has any real or accurate idea about conditions on campus because managers/supervisors/directors either can't or don't feel they can communicate anything perceived as 'negative' (like problems/issues that need to be addressed) to the people they report to (VP's, etc.), who in turn won't acknowledge any problems/issues. So nothing gets solved or fixed. We're just as guilty, though. There are so many things that need to be addressed, but if a VP (or even the President) walks by and says "how's it going?", we just smile and say, "Fine!" because of fear we'll be branded as complainers or troublemakers and put our jobs at risks. It would be nice if the President (and especially the VP's) would focus WAY less on 'spin', and more on truth, honesty, and openness. I know a lot of us are tired of the 'good ol boy network'.

It's hard to comment on an empty position but Dr. Jackson was passable in his tenure. It felt like he spent a lot of time just staying the course, which was a good stabilizing presence at this point in the University's history - I just wish he had worked harder to get the University proper funding for things other than (what felt like) buildings. At least we are still Murray State. He was very personable in public, as well, which was nice, but certainly had his own share of drama - especially concerning WKMS.

Dr. Jackson has done a tremendous job representing and guiding the University. History will remember him as one of our best!

I feel that President Jackson has represented the university well. That said, it would be helpful to receive more timely communication (updates, announcements, etc.) about campus news, events, and plans.

The President is rarely seen out on campus interacting with Faculty or staff. If he were put in a police lineup scenario ..ia am not sure I could identify him??

A lot of the efforts that the university takes on aren't necessarily what the general population wants, but more focused on what the president wants.

Since the president is leaving, I don't feel the need to comment.

When large decisions are being made for a specific office or department, the only individuals ask to be in a meeting are the Directors of the office. Although those voices should know what happens in their office, they are not in the day to day of how that decision will actually impact the front office staff that will field the vast majority of the questions and concerns. It would be great to see the President ask for more individuals to at least hear and understand the plan prior to changing the structure/large process of an office. I know the President's time is valuable, but with only having those in meetings with the higher ups in an office when the decision was made above, it would be great to have a full staff meeting with the President to share the decision. Supervisors are able to share information, it is just nice for large restructuring or large projects to have the President or VP there to share the news.

The president himself is always engaged, friendly, and caring whenever I have experienced him.

I know budgets are tight, but the pressure for faculty and staff to do more with less via the elimination of faculty, staff, and student worker lines makes things tough and affects morale.

Over the last two years there were several news articles about how the President stifled activities of the university's own staff members at the NPR station on campus. If he can't be honest about the university's relations and commitment to supporting that station, how can we ensure that he or other administrative leaders will fully support other divisions?

Our President has worked very hard and has done a lot of good for MSU. However, morale among faculty and staff has plummeted, and turnover seems to have increased. Better communication would help a lot. The rationale behind decisions isn't always made transparent, which makes it hard to for staff to trust any decisions that don't immediately align with their own expectations.

The president has made some pretty questionable decisions over the last year or so. As a result, I believe that a lot of people (including myself) have lost respect for him and are very happy that he will be leaving the university soon.

The university has moved towards a budget focus and ways to save money and away from being academically focused. It would seem that the President has relinquished any control he has to the financial officer.

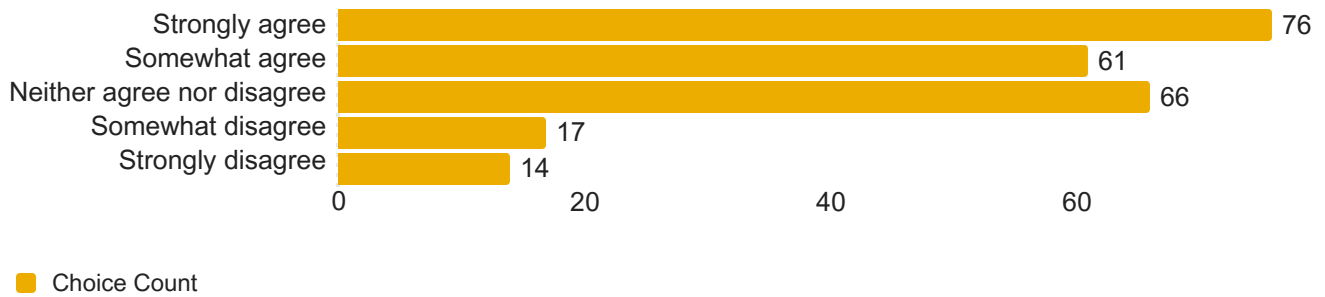
Good job, Bob.

I'm glad he's retireing.

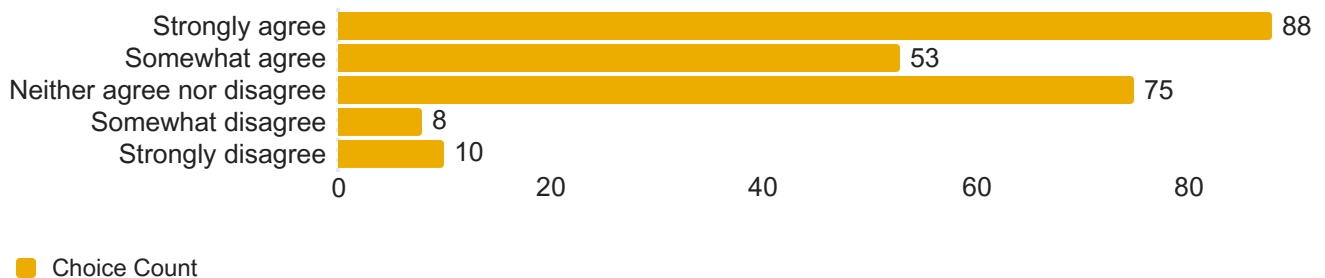
It's been awful. Hoping the next one will be better.

Always willing to listen, but sometimes very antiquated in thoughts

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



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



## VPCComment - Comments on Vice President's performance:

Comments on Vice President's performance:

I have had very few interactions with the provost's office, but they have not been positive. Most times I would have been better off to have not said anything. They generally make matters worse. Hopefully the new president will make personnel changes in that office.

I really don't have much communication with my VP.

Wish they would do something about the parking issue.

This question is vague. Which vice president? Student Affairs and Enrollment Management? Academic Affairs? Finance and Administrative Services? Public Affairs?

My VP listens to concerns, but isn't able to do much when our concerns are building safety, health and welfare of employees, and can't raise the pay for staff so we can fill open positions.

Same as president, I don't see or know enough about the president to know what they do.

Can't ever make a decision. Yes man.

my VP is too focused on the nitty gritty details to really care about staff. She also is way too strict on the finances for the University, unless it's to make the University look "prettier"

Turn over is a HUGE problem. We've lost too many good people, and work is going undone in a critical area on campus. Nothing is changing to improve working conditions for those who are left.

Although My VP listens, that is all that he does. He does not act upon the concerns of the staff. Meetings rarely achieve anything except for us getting together to discuss things.

There have been numerous occasions where one on one meetings have occurred with Ms. Dudley regarding problems in our work area however, nothing was ever solved. [redacted]. [redacted] has went out of her way to make people feel uncomfortable and humiliate them to the point of making the workplace a hostile environment for many. It is highly noticeable to everyone the way she treats me. Yet nothing is ever done about it. Everyone just walks lightly around her like they are afraid of her. I have went out of my way to try to be nice & civil with her but she has embarrassed me and put me down in front of others even went as far as to put together a "book" of everything I have made mistakes on or messed up on and wrote nasty things about me. She read my personal chat messages on my personal email and even went to the extent of having me suspended without pay because my email was pulled up on MSU device. She is constantly asking the dock crew why they are going to be off work or why they were late clocking in etc and if she were a legit "human resources" employee she should know that breaks FERPA law. [redacted] had a meeting with Ms Dudley regarding [redacted] nothing was done. He left a few months later. [redacted] retired early due to her continued harassment - 3 student employees left because of her scolding attitude and unfair treatment, [redacted] left as did others and I have only witnessed this in the 5 years I have been here. Apparently when [redacted] was here she did not put up with [redacted] behavior but once she left & I was hired on it all started full force. While I have not gone to Jackie, I have told [redacted] and her behavior was just dismissed although I was told it would stop. The time clocks need to be taken away. FM crew is trusted to keep MSU running yet made to use clocks

VP frequently rounds in workplace. Staff is told thank you and that efforts are appreciated.

Mental Health Concerns

Again, haven't paid too much attention.

VP listens to and acknowledges concerns but does not advocate as strongly as they could for the needs of our area

Communication with actual staff members would be helpful. Instead, we are left to gather information second, third, and fourth-hand.

I did not know that we had a vice president.

He is a wonderful person but needs to be a stronger leader in standing up for his employees.

I think, to the extent he can, our VP listens to concerns and responds, both timely and genuinely.

I similarly do not envy Jackie's role or the decisions she has to make. Again, tough choices, and I think we'd all like to see higher numbers and more competitive pay, however compared to others, I believe we have done well in a difficult time.

My VP is not the issue at this university. He is the only one that I truly feel cares about meeting the needs of the staff and students and without him this university will disintegrate under pure desolation and burn out.

Dr. Robertson does an awesome job of representing MSU and caring for his employees.

Vice President for Student Affairs is pleasant and friendly with his staff. He is willing to listen to suggestions for improvement, although he is often hampered by other members of the University administration in fulfilling those suggestions. He is often seen at events and functions and genuinely seems to enjoy meeting and interacting with other people. He will willing go out of his way to socialize with other people, where other VPs and University administration would prefer not to.

Makes staff concerns feel like they mean nothing, basically blown off. Doesn't seem to care what staff concerns are a lot of the time.

I have never my Vice President, so I don't have an opinion on her performance

While the VP is aware of staff shortages and overworked employees nothing ever changes to improve or remove the excess workload and expectations of overtime to meet the deadlines and boost the numbers.

When issues are raised with her, she either dismisses them outright or argues that there are already tools in place to handle situations. She rarely listens with an open mind and is always defensive.

I have a firsthand experience with my VP listening and responding to staff concerns. He does support diversity and inclusion. But equality, I'm not quite sure.

My Vice President has no clue what we do in our office, or how we operate. While she is unaccessible, and unavailable for staff, she still feels the need to approve everything. Therefore it causes progress and communication to bottle neck at her desk. From hiring, to communication on building issues, it all congerates at her desk, and then is slow to go anywhere. This makes us look unprofessional as we are waiting on her, and being retroactive, and not proactive.

I don't even know who the Vice President is or what they do.

Jackie Dudley might actually be more disliked than President Jackson, although that's tough to do. Her demeanor is sour, she has no real empathy for any Staff concerns, and nobody trusts that she's doing anything to actually help the people who actually bring value to this University.

His intentions are good. Really loves, supports, and fights for the students best interest. But unfortunately, he can't really do much for the people who work for him when the overall and pervasive attitude of the Administration is for us to keep doing more and more with less and less--insufficient budgets, insufficient number of staff, increased workload, insufficient concern.

My VP does an acceptable job of making do with what we are given as far as staff at the University, but I feel is very shortsighted in the longterm needs and changes of the positions they manage as we are now firmly in the post-pandemic era and anything Return to Work-ish is seen as cruel and pedantic. Many people are more than willing to just quit and find new work, especially the younger they are (I've heard up to 35% of the workforce would quit this year if forced to the office), plus the benefit situation makes it harder to hire new people every year. The time to make change and positive outward progressive work messaging is now. Be a leader, not a follower.

The VP works hard to ensure the financial viability of the University. She does a tremendous job.

The Vice is too old fashioned and needs to open their eyes on the morale of staff who are not getting COLA adjustments. There has been a slow erosion of benefits for years and the workers do not feel recognized or appreciated.

Concerns are often disregarded or ignored.

It would be great to see our VP more so that everyone in our office knows them. Even if it is only once a semester, it would be great to have the VP come to each of the offices they oversee to put a face with those that work in a specific office.

If there is a strategic plan or goal the VP wants to focus on each year, it would be great to hear it from them. Again, I know supervisors can share information, but I also think it is important for those in the highest level positions to still be seen on campus in offices.

Not familiar with the vice president

I have no idea what he does. It would be nice for staff to hear more from or about our VP.

I am not even sure who the vice president is at this time !

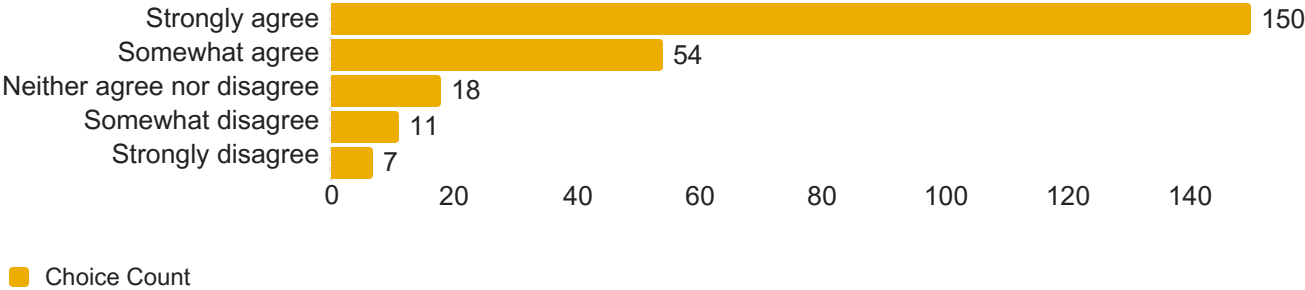
My vice president listens to concerns, but he has very little power to do anything about them. It is very frustrating for those of us who report to him, and I'm sure it is very frustrating for him, too.

I'm not interested in diversity and inclusion.

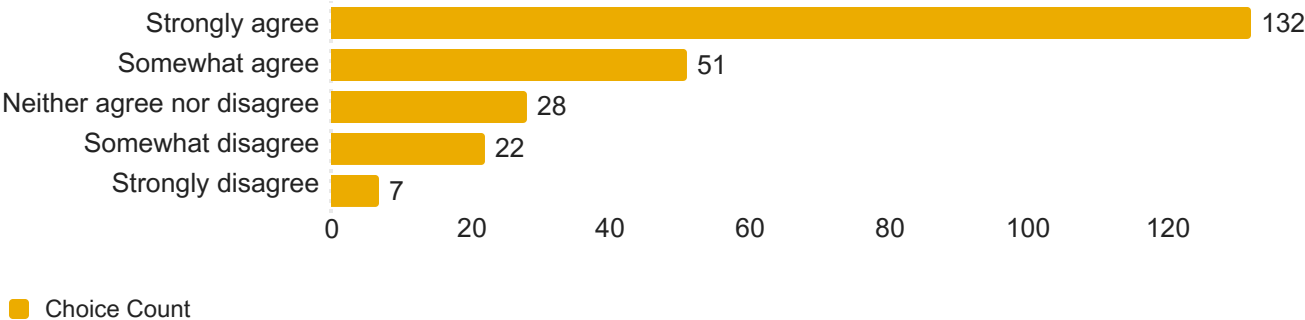
He's nice and cares, but he's ineffectual and too concerned about the status quo to push for any real, needed changes.

very engaging, responsive and always willing to listen

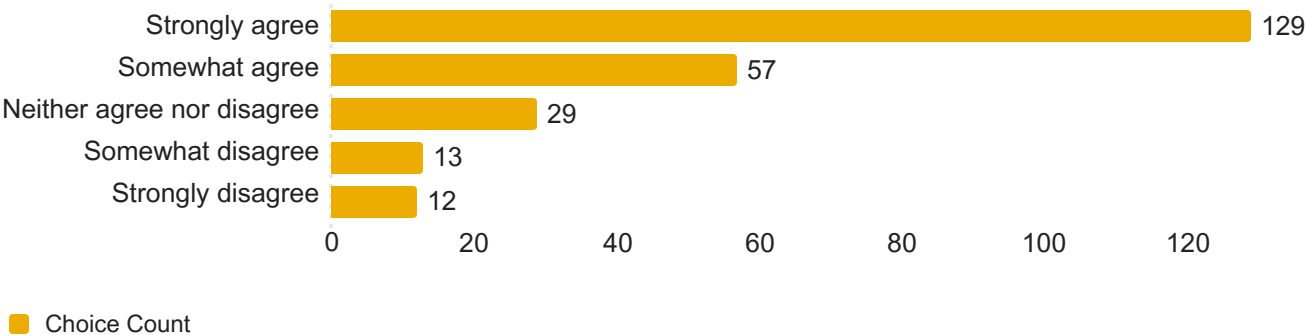
### My Direct Supervisor listens to and responds to concerns raised by staff.



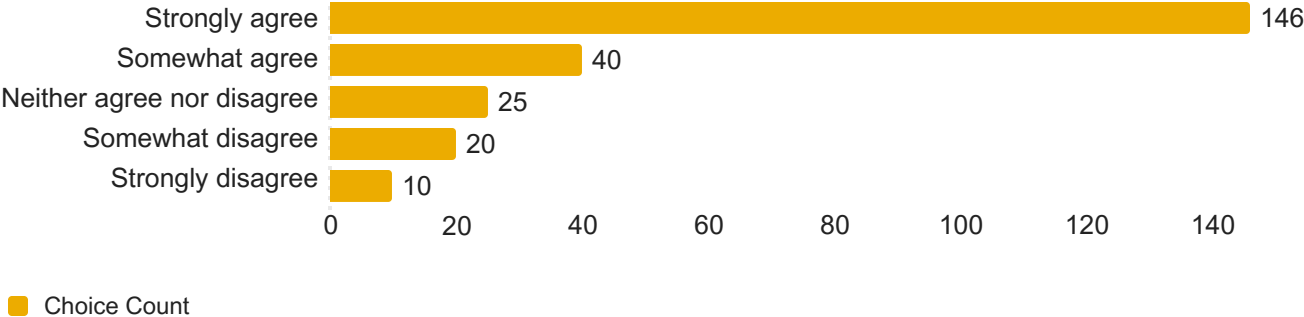
### My Direct Supervisor adequately explains why decisions are made.



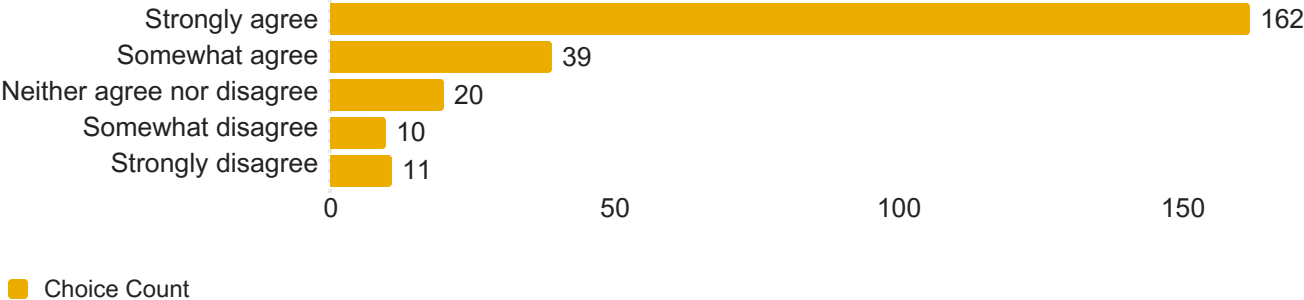
### My Direct Supervisor is doing a good job of planning for the future.



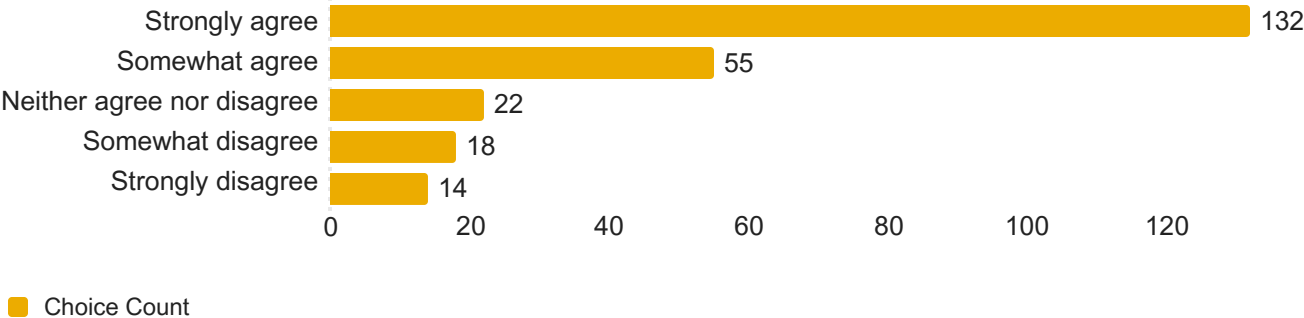
My Direct Supervisor provides frequent communication with staff and is transparent and honest about decisions that may impact my unit/department.



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



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



## SupervisorComment - Comments on Direct Supervisor's performance:

Comments on Direct Supervisor's performance:

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Excellent. Has helped guide and direct the department on a very positive and productive path.

Over the years I have had a number of good, competent supervisors. My current supervisor is not on that list. He has his favorites. Several of us are on his manure list. It is fairly easily for all to see. Whatever we do is never good enough. What few times a compliment comes from the supervisor it ends up being an insult by time he stops talking.

She tries but there is one person in our unit that for whatever reason everyone bows down to and she back talks the supervisor and director and is never reprimanded. She treats employees with no respect and talks about people daily. And when she is called out for it she makes excuses and lies about it- [redacted] is her name.

My supervisor is all about communication and transparency, and does a fab job of keeping us working as a team. Unfortunately, it's a lot of stress on my supervisor cause their supervisor(s) aren't very helpful or effective, or able to be helpful due to University constraints.

Direct Supervisor spends more time in other departments gossiping than taking care of the department assigned to them.

My direct supervisor does his best to value his employees equally, but unfortunately, that doesn't always happen. My group has the least amount of respond in our entire department - the pay gap seems to give other areas in our department the idea that they can pawn off tedious jobs or jobs they don't want onto us, who are paid at a much lower rate.

Our department has great communication and work well with scheduling.

They are doing their best in an impossible situation. The above scores do not reflect their performance, as they inherited a troubled department.

Could be a lot better of showing appreciation to employees, communicating, and addressing issues causing turnover rate to be high

My direct supervisor does absolutely nothing, except sit in his office. I have never witnessed a supervisor such as this. He is scared to make decisions due to the fact that he may be held accountable. He does not advocate for his employees and is not transparent about future plans or goals. He does not promote teamwork and only thinks if himself.

Does not treat all equally and seems to have favorites

My direct supervisor is the one that has allowed me to be successful in my current position. They make be feel valued and lets me know that I am a vital part of my department. They are a major part of the reason I stay at my current position.

I believe my direct supervisor needs to call a meeting once a month and discuss changes that are taking place and how we should be prepared to respond.

[redacted] is a very fair and equal supervisor to everyone. She tries to maintain equality and it is not her fault that there is animosity or tension in the work environment. She tries to keep a positive atmosphere for everyone. In the time she has been here she has brought positivity and unity by bringing all staff together for Christmas gatherings etc. She has asked Ms. Dudley to take out the time clocks because that is where a lot of problems arise and it would save the university a lot of money, however [redacted] was told that would never happen due to reasons that happened many years ago. So, now, the dock crew are the only ones that clock in and out and honestly that just doesn't make sense because I am certain a lot of people abuse the time system - we should all be treated fairly- we are supposed to be a team.

Needs improvement in communication with staff

I believe our administration in [redacted] believes they are helping everyone and their intentions are in the right spot, but they have a major lack of the human aspect of [redacted] (knowing what [redacted] need or want at our level of [redacted] vs what they think they want because [redacted])

Unfair treatment of employees in same positions, inconsistent communication, unfair workload distribution, unrealistic deadlines lack of support, micromanaging, poor delegation, not recognizing achievements, creating a hostile work environment, favoritism, inadequate training, ignoring concerns, and failing to provide clear expectations, lack of feedback on performance.

Can't say enough good things about my Direct Supervisor. Give him a raise!

My direct supervisor knows very little about what my area does and how we function. My direct supervisor does not advocate for my area. My direct supervisor provides support and focuses more on the areas of the department they care about even though my area has more output and traffic.

No comment

I'm very lucky to have an open and honest supervisor that looks out for our best interest.

My direct supervisor is one of the better people I have worked for. He is responsive and offers assistance.

My Direct Supervisor is one of the most overworked, underpaid, and burnt out people at this university (and that is saying something). My responses do not indicate my view of my supervisor as a person but are what I feel is an honest representation of the situation that they are in as a result of poor planning and support from outside of my supervisor's control. There is not transparency, no ability to meet concerns raised, no explanation for why decisions are made, no plans for the future beyond a couple of weeks and with a knowledge that outside forces could and probably will change any decision made right before announcing it or implementation.

Direct Supervisor struggles to plan for the future due to the nature of current job responsibilities. Department is often planning multiple cycles at the same time and struggles to build processes for future cycles that would alleviate stress. Direct Supervisor is willing to have tough conversations with their supervisor about the pay and benefits received by the department - direct supervisor acts on our behalf.

My direct supervisor is excellent and should be a model for all management at MSU

Extremely Slow to hire employees for open positions.

My supervisor demonstrates concerning leadership behaviors through manipulative tactics and excessive control over staff operations. While she presents an image of being an advocate for equality and staff welfare, her actions contradict these claims. Her communication style is selective and calculated, sharing only information that validates her (and MSU's) position while withholding crucial details that might invite questions or criticism. Her inauthentic approach to leadership has become apparent. Additionally, her tendency to align with every administrative initiative, rather than providing meaningful input or expertise, raises questions about her professional competence. Despite positioning herself as knowledgeable about university operations, her scattered professional background suggests a lack of deep expertise in any particular area.

Director of [redacted] does a fantastic job communicating and advocating.

My direct supervisors are wonderful, and the kind of Murray State employees that make this place great. They go above and beyond for staff, and for students.

I respect my direct supervisor, but I think she has entirely too much on her plate to be an effective supervisor. She tries her best to keep us updated, but we go (far too often) without knowing things that we should know as the front line staff. I can't blame her, as I feel she's doing the best she can, but I blame the university as a whole for putting too much work on one person - this doesn't stop with my direct supervisor. I see it within my entire office.

My Director is phenomenal. He communicates well, listens to us, and helps us out.

WONDERFUL human being. Great with students--sincerely cares about them and their success! Has the patience of Job. Couldn't ask for a nicer person. Tries to make the best of a bad situation (i.e. lack of staff and support). Not comfortable with confrontation--could stand to be a little more assertive and persistent with fighting for what we need to be able to do our jobs fully (not that anyone would listen)...and not be completely burnt out.

My direct supervisor is fabulous and regularly works to keep everyone in as comfortable and happy of a work environment as is possible. Unfortunately, there's very little they can impact as far as our long-term benefits as they have zero control over pay, raises, or anything like that. But, concerning our own unit's work environment they do their best to facilitate everyone's needs while also balancing the workload across our unit to make for an effective organization.

I could not ask for a better supervisor!

She is an excellent leader, always has my back even when difficult decisions become necessary.

I feel that my supervisor listens to my concerns, encourages folks to ask questions/communicate, gets a lot of (good) work done, and makes sure that things in our department run smoothly.

They frequently visit each department and truly have an open door policy if anyone has a question or opinion. They truly listen and if our request is logical he advocates for the changes.

Always supportive, provides the best environment around

I feel like a lot of these are diminished based on the restrictions held by our upper staff. There is a lot of micromanaging done that prevents my direct supervisor from being able to do their job.

I think that he could do a better a job of communication with the department team through emails of important items/events to connect.

My direct supervisor does well in their position. They are kind and shares information when they are able. I think our office gets very focused on the day to day, it does not have a strategic plan for the future, which I think is needed. As we deal with individuals, there are some decisions that are made reactively that can be frustrating, but it comes from a good place to try and assist students.

I have 3 supervisors and one is much better than the other 2.

I work in a great team environment. However, too many decisions regarding our area are being directed by upper administration that has no knowledge of the day to day workings of our area.

Could not be happier with my Supervisor and Director.

While my direct supervisor is a good leader, they are also not so great at listening to my concerns specifically. Many times I have been told what they best way to do my job is, even when they have never specifically done my job and I have been doing it for 4 years. Additionally, because my direct supervisor is close friends with most of the people above me, I don't feel like I can be honest in the fact that some of these people are doing things to make my job harder, even if the criticism is constructive.

She's amazing, and makes working here worthwhile. She makes smart decisions, keeps all of us in the loop, advocates for us and the welfare of the students. If all our leadership was like her we'd be the top university in the southeast.

My direct supervisor does an incredible job of working with her staff. She goes out of her way to make sure we know we are valued.

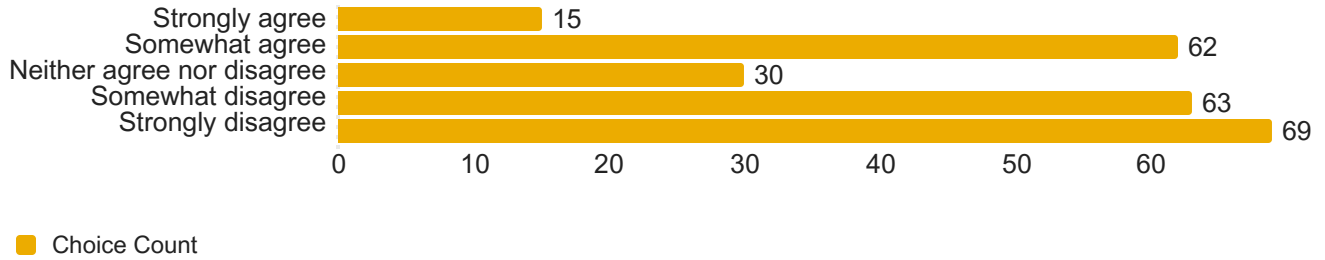
The [redacted] is awful! Completely clueless and our Dean and HR have continued to allow it.

clear, effective communicator

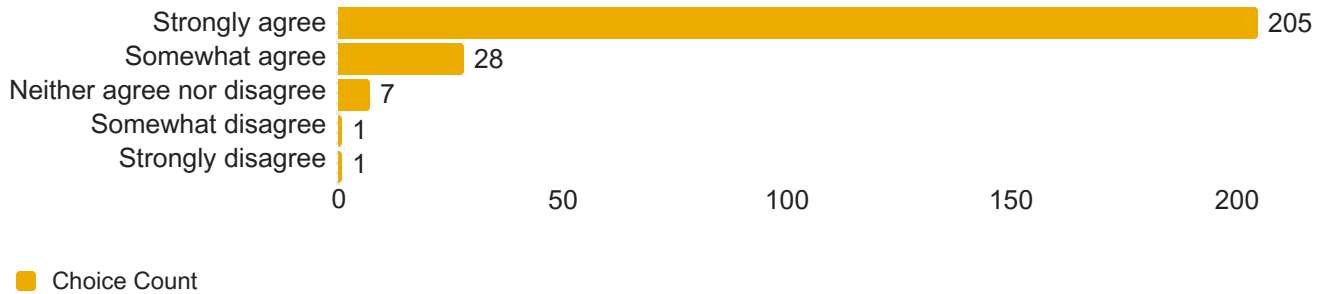
Supervisor thinks teamwork is one person doing the job while the others sit around gossiping all day. Snubs employees who do not live to up to the high flutant lifestyle of the Supervisor. Spends to much time talking negatively about employees to others where it can be heard. Has caused several people to leave due to Supervisor's bullying.

I feel that our direct supervisors should do our evaluations before they have their evaluation.

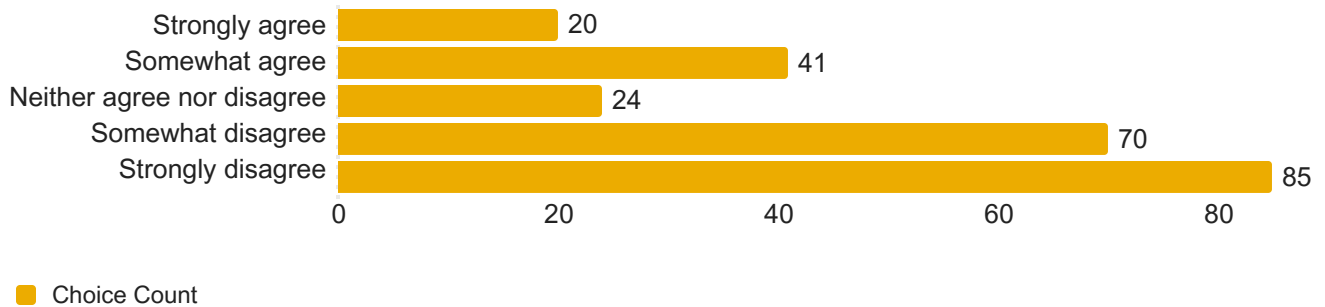
## I am paid adequately and fairly for my work.



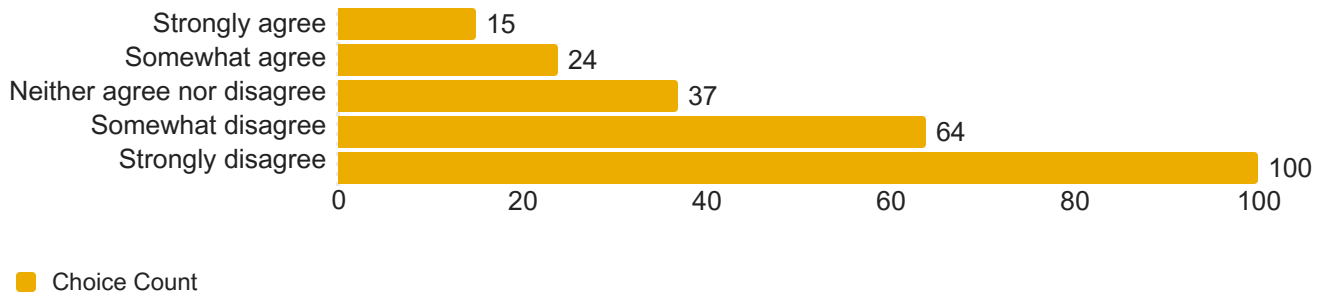
## We need a cost-of-living adjustment each year.



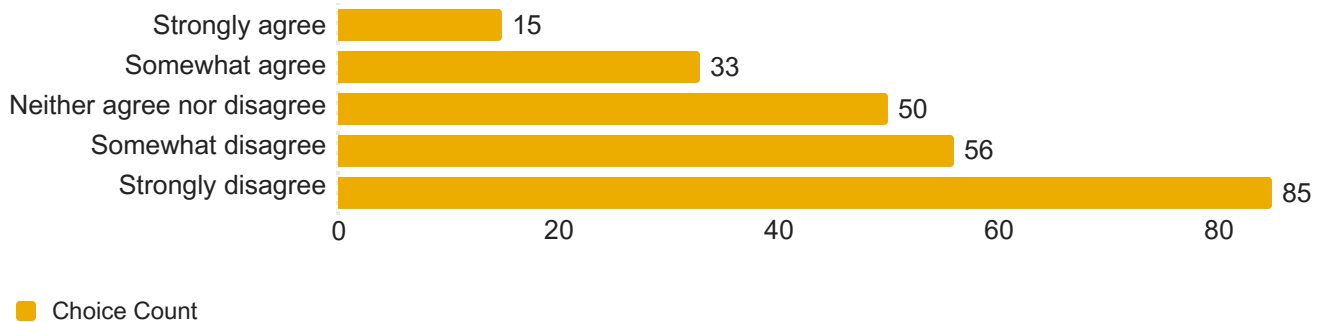
## Cost-of-living adjustments (COLA) are adequate to meet increasing living costs.



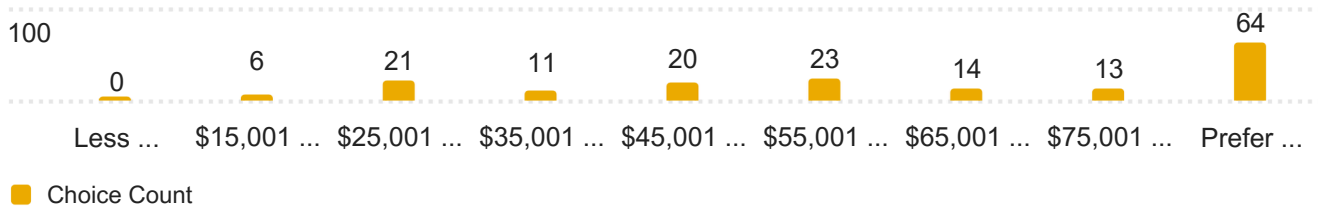
## Adequate annual raises are built into the budgeting process.



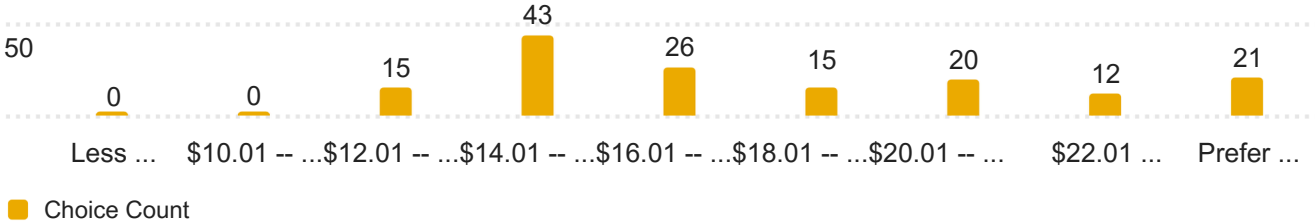
## Pay increases are fairly distributed when they occur.



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



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



# CompensationComments - Comments on salary and compensation:

Comments on salary and compensation:

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Not enough \$ for the amount of job descriptions and duties.

The decision to move the first phase of non-exempt employees from salary to hourly in July 2024 was done prematurely, in my opinion. It should not have been done until it was a federal requirement and not tied up in the court system, or until all employees could be moved. It is unfair that the Phase 1 employees had to be switched to hourly in July '24, but the next phase of employees that were supposed to be switched in Jan 2025 did not have to be. I do acknowledge that being switched from salary to hourly did not effect my base salary; however, just the switch makes someone feel like they are being "demoted" in a sense. This was further felt, when the next phase of employees didn't have to switch. It is not unnoticed in my department who is now hourly and who is [still] salaried (which also brought to light a tell tale sign of salary discrepancies).

I appreciate the 3-year plan for pay raises. It is nice to know what is hopefully going to come my way as these raises are given.

It is important for the university to try to provide adequate cost of living raises. It seems the only way most people get a raise is to leave an employer and take a job elsewhere.

Compensation should be aligned with the scope of responsibilities and workload, rather than solely dictated by a predetermined position or departmental affiliation. Disparities exist where certain academic departments exhibit significantly lower workloads compared to others, and where academic roles mirror non-academic positions that command substantially higher salaries. This misalignment creates inequities. Human Resources' role in salary determination should primarily focus on ensuring legal compliance, while the evaluation of job scope and workload should be the primary drivers of compensation decisions.

I feel like the pay raises were not fair at all. I have worked here over 20 years and now with the pay raise i only got a few cents and a co worker with a less title only makes a few cents less than I do now and does half the work I do. It just hurts the moral of the office especially when she brags about how much she's making an hour

Hourly wage for non-exempt employees should be increased to the point where employees are able to afford all costs necessary to live in society without worry of not being able to afford basic necessities. With the pay of \$14 per hour, after taxes and working full time, the total pay at the end of the month is under \$1,600, which is hardly enough to afford rent, utilities, groceries, and other monthly bills. That leaves very little amount to be placed in savings for emergencies. With that in mind, hourly employees should not be making 1/4 of the pay of salary employees while doing 10x the work. Pay should start at a higher number and be increased to account for experience and education of each employee.

Minimum wage shouldn't have been over \$10/hour. Now, the gap between my pay(with degree) and minimum wage (just starting) is MUCH SMALLER.

I work as an Admin II and have a Master's degree. I make \$15.63 an hour and often take work home with me. I'm not able to claim extra time for that. However, if I don't do that work at home it won't get done in a timely manner. I'm responsible for ALL the marketing for one of the academic colleges (socials, press releases, podcasts, photos, videos, etc). I also work as an admin for another unit in the college that had their admin line taken away. I'm not being compensated for that work. I work another job on the weekends and will be teaching a course next semester just to help pay my bills. No one on campus should be in a position like this. With this current economy, things will only get worse.

Do better compensating your people MSU. This is important now more than ever with the cost of everything going up from insurance, housing to food.

The compensation study didn't really compensate positions, only long-term employees that stayed in the same position. I thought the point was to evaluate the job and compensate based on the job, not the length of time on a job. We could have saved a lot of money and time if that was the intention, why pay Evergreen for this? Highly disappointing.

Your staff shouldn't have to regularly starve or seek food assistance, but I know a large number of people working here, myself included that do. You are relying on the community to subsidize wages and it's inexcusable. Michigan State University recently did a study of the cost of living in Calloway (and other counties) and found that it was approximately \$22/hr for an individual person. Why do you think it is appropriate for some of your staff to starve or go without medical treatment or without heat in the winter so that you can pay athletic directors and provosts six figure salaries?

There is NOTHING fair about how raises are distributed to employees. Everyone gets 1%? 1% is a TON of those making tens of thousands more than those barely eeking out 20k a year. This is the stupidest question you asked on the survey. Stupid because everyone knows the pay is unfair and the raises and COLA adjustments are embarrassing and unfair. It's stupid you have to ask. But if it gets the point across to the VPs and President.. maybe they will cut some of the dumber costs to the University, like systems we purchase that barely work. or spending major bucks on making our campus "pretty" or spending tons of money on those big colorful catalogs and newsletters and other crap they send in the mail.

not sure if am exempt or non exempt but I make 13.85/hr

Known fact that MSU is underpaying employees. The pay doesn't come close to other area colleges or universities.

Sad after almost 20 years! Made more in the private space.

The compensation study that was done recently was a flat out joke. Pay raises out to be a flat increase rather than a percentage (give everyone \$600 instead of a 3% increase). Let's make the pay gap smaller. MSU says they care about their people. I wish they actually did. Many of the employees in my area have to have a second job just to make ends meet.

AND QUIT HANDING OUT THE COMPENSATION REPORT with our contracts each year. THAT IS A JOKE. I can't use the tuition waivers, so that is of NO BENEFIT to me. RIDICULOUS.

Most positions require a degree, but yet you will only pay \$14/hr for an office Admin, who should actually be titled Office Manager. There is a difference in Office Manager and the department director. Some admins are required to help with scheduling and payroll, keeping the office day flowing, but yet \$14/hr? I get you get tuition waiver, but many do not need the tuition waiver, they need to pay their mortgages. A single person cannot even afford a 1 bedroom apartment for \$14/hr.

For the amount of work that I do, the hours I put in, and the amount of funds I disburse, I am not paid enough for my time.

University pay is always going to be less than private industry in most cases, but it definitely feels like it hasn't kept up with cost of living and more and more benefits are being removed or reduced while more and more deductions are added or increased.

The COLA's that we have received are embarrassing. The highest we have received is 3%. This is nothing to be proud of considering I have been employed for 24 years. The recent salary adjustment was a joke. I can't believe the university spent that much money to have an outside sourcer determine our salary situation when that could have been done within the university.

If you further yourself while working at MSU your pay should show this and you should be compensated fairly.

It took a salary study for only some people to get a raise. Even then, the raise was unfairly distributed by a 15 percent cap ACROSS THE BOARD. Meaning the person making 20K had much less raise potential vs the employee making 80K.

My raise this year barely covers the increased cost of medical benefits. With the increased costs of medical benefits, I bring home only slightly more than I did in previous years. This amount does not even come close to the increased cost of living for day to day expenses. Also, with how the raises are to be split over three years, I am only making a few cents more than the starting salary of my position even though I have been in my position for several years.

The University should make an effort when presented an opportunity to correct those staff the study recommended an increase more than the 15% cap created by the University.

My counterparts at other universities make more than I do. The compensation study previously used did not compensate for that.

We receive a pay increase but it is taken by our medical insurance premiums.

The salary adjustment process that took place last year was very confusing. It got a lot of people's hopes up, and then many were disappointed.

The challenges of inflation have been felt across the board. I strongly feel we need to keep costs as low as possible for students as an incentive to attend MSU vs any other school. While also keeping employees happy and retained. I appreciate the work that went forth in the compensation studies and what came from those, unfortunately they occurred in the midst of record inflation, so those adjustments are basically null at this point. And the cost of everything has gone up including support and parts for things the university uses. We need some audit or outside the box thinking to find ways to cut costs and pass those savings to prospective students and employees.

I have worked at MSU for over 20 years and I love my job. I love the paid time off with benefits. However it is difficult trying to make ends meet with the cost of gas and groceries & raising children. The study that gave raises cost the university so much money yet it was not a fair adjustment. Some of us barely got a few cents while others who have been here less time got a significant increase. It is very frustrating to work so many years and make a few pennies more than someone who has only been here not even half of the years time.

We could benefit from performance based raises. If not, considering flexible work schedules, more vacation days or stipends (phone) might help.

We all need pay raises due to cost of living and compared to other university pay.

The COL as a summary for a new contract makes no sense. Also, COL adjustments were low this past year and didn't meet the the actual COL changes we've seen. Top that with higher insurance prices each year and us staff are losing money. If COL is done on percentages, then please adjust the percentage for each level. Example- someone who makes \$80k with a 3% COL increase compare to someone who makes \$35K with a 3% COL increase ends up with \$1350 more. Overestimate COL please, because we all know inflation is going to get worse. Also, while MSU talked about salary last year and will be increasing those salaries that are needed, how is it determined who is on what grade for the pay scale? It's extremely hard to find things on the website.

It's absurd that the university is creating multiple high-wage, high-tier positions to train replacements for upcoming VP vacancies while failing to adequately pay its staff and faculty. We are among the lowest-paid university employees in the state. I could go to any other university in Kentucky, do the same or similar job, and earn significantly more per hour. Some of our colleagues, including single parents, have to apply for SNAP and WIC just to make ends meet.

Furthermore, other universities in the state provide wage increases to employees who further their education by earning post-secondary degrees. Why aren't we doing the same? As an institution of higher learning, we should be incentivizing education, not ignoring its value for our own employees.

The more money you make the less you are expected to do things, like pay for taxes on free gear, etc. Entry level positions rarely turn into longevity here because of the treatment of people are actual people and pay structure. If you are a valued sport you are the top 1% in our community and they are eager to make your position competitive within the profession, if you are not you are living paycheck to paycheck and expected to be grateful for it. A lot of younger employees really struggle with work life balance, and often find it once they leave our department and it isn't because they are lazy or not good at what they do. It is because they are financially or/and emotionally supported as individuals other places. They often flourish in the the new environment. Work load wouldn't be such a hot topic if there was a human aspect to our leadership and the way the people who work here are treated.

A few years ago I was chosen over a colleague in an interview for a position that was a tier above our title at the time. A year or so later that colleague was, deservedly, promoted to the same title. Since their promotion was done via a job audit, the compensation study, shows them being in that position longer because it's the same job number even though I've done the job longer and was chosen over this colleague in the interview process. That person is now paid higher based on "years served in that position" even though it's not true. This seems highly unfair to me.

Long overdue. Still an unlivable wage.

The pay adjustment increase from last year was insulting and the way it was handled at the administrative level was a slap in the face to employees. Someone in my department was making less than what a new hire for the exact same position would be making. That was incredibly unfair and shows the disregard those at the administration level have for the people below them. That employee left MSU because of that insult and I've heard others have done the same. It's hard to blame them. My own increase was less than \$.50/hr yet at the same time positions in my department are being cut once employees leave/retire so the workload only grows for the employees that remain.

My salary is considered low for the state and low across the field. My salary is lower than others in my area on campus that are at the same pay grade and similar years of service.

My office has had a reduction in staff without seeing personnel support to make up for the reduction or financial support to make up for the added workload to current staff. The cost of living adjustments should not be considered a COLA as they don't keep up with actual cost of living. Cost of living adjustments also should not be considered a raise as they have nothing to do with job performance and do not

Definitely not treated equally on pay within staff in department

Transparency is needed to non-exempt employees to know how we can ever move across this supposed compensation scale. How do we know where we fall on it? How do we know when we move to the next category for increase? None of this is available for us to see.

We are not fairly compensated for our work at Murray State. It is disgraceful that Murray State pays the staff so unfairly compared to peer universities. I do not make a livable wage and a COLA would not be enough to give me a livable wage. Employees are overworked and underpaid.

The compensation study was not effective, in my opinion. My position requires a masters degree, yet I am paid less than \$20 per hour. I saw a job posting after the study was completed that was for a position that only required a bachelors degree, and the starting pay was more than my current pay and the pay grade was much higher. I believe the job descriptions should be re-evaluated and adjusted accordingly. If the university cares about education, which it should, then positions that require a masters degree should be paid more than positions that do not. The transparency of how the pay grades were determined was not there. When I reached out to HR for information on how my position's pay grade was determined, I was told to speak to my supervisor. My supervisor said that positions are only ever audited when there is a vacancy. To me, that means that I am stuck in a position that is being paid unfairly and it will only ever be paid fairly if I resign and the next person who takes my place might be paid fairly. This is not the way to retain employees.

It is severely low. Compensation is not fair in comparison to workload.

The range of salaries across similar positions with similar responsibilities is difficult to justify.

Was not done fairly and it appears that if you never attempted to be promoted or stayed stagnant, then you received money. They did not compare duties to determine the salaries. Some people do a lot of things and because of the HR pigeon holes, they were not evaluated fairly against other institutions.

Salaries are not equitable across campus, and in some cases within units. Employees are not always fairly compensated for the time and energy put into their work, especially those directly working with students. Other employees make far more than colleagues with much less responsibility in their role.

You could pay us more.

Even after the pay study, salaries are not where they need to be. We still have not received our full raise, and that raise was at 2023 rates, not 2025 rates. So with inflation, we are behind even more. On top of all of that, there is no step raises. There should be raises, on top of COLA, for longevity (every 2 years, 3 years, or something like that) plus raises for special anniversaries. We need more reasons to stay. I have been here 12 years and MSU doesn't care about those of us who have been here more than 3 years.

Myself and all of the staff across campus are severely underpaid regardless of the compensation study results stated.

I've been working here for almost 2 years. I find out another task I am responsible for every day. Is there ever an end to the job description? I am a supervisor, an accountant, HR, Payroll, answering service, custodian, tech support, and banker... but am paid less than a local pizza delivery driver.

My understanding is that at the end of the day employees that were stagnate, stayed in the same position number for years, received a huge raise, other than that most employees received nothing. The study does not help in recruiting (nor keeping) employees for jobs that are paid a higher rate outside the university setting. I can't see that my unit benefit at all, other than those long term employees that received a huge raise for not advancing in their career.

I saw very little increase after the compensation study. I assume due to changing positions mere weeks before. While it may have been "technically accurate" for that short time, it didn't seem to take into consideration prior experience, nor does it take into account future experience once that occurs. I.e. short and long term it made very little difference to me. I have heard that others were better off, so it may not have been a total loss, at least for some.

It's just sad. I don't feel like I can complain because I recognize that I have it so much better than others, but Murray State is objectively not doing well in this area.

There are jobs on campus that have little responsibilities and they make the same as someone who stays overwhelmed with work all the time.

This university hired a company to come in and evaluate salaries. They used universities that didn't even have some of the same programs as our university. I don't really understand how that tells you what someone should make if you don't have the same programs as us. Also anyone making over \$100,000 should not be getting a raise. They should receive the COLA but that is all.

While I am grateful for the raises we are receiving, I believe that it could be more as you can still go to Lowe's and get a job making the same amount as what you can working for Murray State.

Appreciate the Universities effort to give raises, but it is still falling short of national averages. Again, if your going to ask employees to do the job of 2-3 people within departments, the pay should reflect that.

Came to this role from another position on campus. Was not allowed to receive the salary budgeted for this role as the increase from old job to new job exceeded 5%. Apparently some existing Board rule does not allow employees to transfer departments and receive more than a 5% raise. This is absurd and unfairly hurts employees of the University who want to transition into better paying roles. An individual with the same qualifications could be hired off the street at the higher pay rate than an employee promoted from within. Seems unfair that a lower paid employee cannot receive more than a 5% increase in pay to accept a new position with additional responsibilities. Additionally, it needs to be mandatory for supervisors to advise applicants that regular staff members only work 37.5 hours a week, not 40. Same goes for the retirement options for individuals in roles that do not require Bachelor's degrees. I was hired into a role that did not require a Bachelor's degree, even though I possess a Master's degree. I was therefore unable to participate in retirement options through my pre-established provider (TIAA) and instead was only allowed to participate in the state fund. None of that was communicated to me when I was hired.

All of the staff in my department are laughably underpaid for the work they do

Raises are never true raises because they usually don't even cover the increase in employee parking costs or insurance premiums

Existing employees are being paid less than new hires with equal or less experience in similar job settings. Unsatisfactory and backwards approach that lowers moral.

I feel that my hourly pay should be more substantial considering my educational background and work experience. I feel it also does not make up for the current higher cost of living -- it would be very difficult to live a comfortable life on my income alone, but luckily my spouse steps in where I fall short. However, not everyone has that luxury.

Our compensation model is an absolute joke. We are required to have a degree, but make the same, if not less than, others who don't need a degree and have far less work to do. The COLA increase needs to be yearly, for everyone, ON TOP of a performance increase determined by our immediate supervisor. It's an absolute slap in the face when the amount you receive only offsets the cost that our insurance premiums are going up thus creating no actual increase in our wages, making it to where we cannot keep up with the rising cost of living. We are having to take up second and third jobs because of the lack of pay that this University provides its staff.

Everybody knows that while MSU has recognized the disparity in staff compensation and took the steps to address it (i.e., compensation review study), salaries at MSU currently remain below the state average compared to other Kentucky institutions. This is a FACT. This questions what the priorities are of MSU and that employees (including faculty) are NOT considered their most important resource.

The University does not pay its employees fairly or adequately. I've been working here for nearly four years, and my current pay after raises is less than the starting pay at Walmart. The COLA adjustments we get each year only cover the rising cost of insurance—which Murray used to pay—meaning we don't really get raises at all. Murray just redistributes the money they used to pay into insurance to our paychecks instead. I can't afford to work here now. It's not worth it.

Embarrassed by what I am paid as a Murray State employee

Last year I received a raise, but the exact amount of my raise was what the health insurance rate went up. Therefore, I never actually say any pay increase, and my take home amount is still the exact same, even though the cost of gas and groceries continues to go up.

Consider allowing us to change back to salary/exempt status if given the opportunity. We are paid so little and want and NEED to work more. Let us. The new hourly rules make it nearly impossible to receive extra compensation.

Murray State truly needs to do better with paying their employees. There are far too many higher grades making way about their pay grade while the lower grades are struggling to get by. This has been an ongoing issue for the entirety of my career at MSU. I don't understand why this is such an unbelievable issue as I read over the comments each year from these surveys. Yes, last years COLA was helpful, but still not enough to really make a difference. You all have to see the theme, here. And, then department heads wonder why there's a mass exodus year after year.

It's a joke. Speaking from my point of view the salary compared to market rates in other places is awful. And I know that a University, especially a public one, will always pay less. But even compared to other colleges it's a joke. We post positions for jobs and wonder why they stay open for ages.

I also recognize I get paid more than most other people on campus. So while I do think I should make more it's even worse for people who make less than I do. And, just like with jobs in my pay range, they tend to stay open longer than they should. I mean who wants to come be an HVAC person when you get paid peanuts?

Higher Ed has, to my knowledge, never been one to pay adequately. And Murray State definitely does not. And it can't be blamed on the pandemic...they've been this way for YEARS before that. Perhaps if they were more fiscally responsible (pretty sure they 'rebranded' 3 times in 10 years, which meant tons of wasted letterhead, envelopes, promotional materials, etc.; HUGE banners hanging on the ends of the dorms--show me ONE dollar those banners brought in; 'contracts' with companies for supplies that could be bought cheaper elsewhere (one Staples label tape costs \$10--you can get three for \$10 on Amazon. It's truly sad when an employee buys their own supplies to help their department save money). But I digress--the point is that maybe there would be more money for salaries, etc. if someone (and certainly NOT management because they honestly have very little idea of what actually goes on in their area) in each department--and yes, that unfortunately adds even more to the workload--did a deep dive into what not only the department needs, doesn't need, ways to be more efficient, BUT the overall University, as well. I've watched the custodians take the whole bag from a wastebasket that maybe only had two or three pieces of paper in it. How wasteful is that? (And we pat ourselves on the back for being 'green'?) These things and more could add up to a little more money in our pockets.

Year after year we use the entirety of this section to talk about the pay situation and nothing ever changes. This section feels purposefully ignored. Long story short, people who work at Murray State are taking a 30% cut in pay, or worse, to stay in Murray. The one major benefit we have is the vacation system, but many departments are so understaffed at this point that people who take vacation are punishing their coworkers by exercising their benefit! Even the faculty complain about their pay, and they are far better off than the staff in many ways, plus can more easily transition to another University for better pay or benefits. The COLA raises are a joke as inflation is at an all time high, and the employees constantly have to foot the bill for their own insurance costs increasing. At this point I imagine most of us are here due to either perceived stability (which we've had enough department outsources to know is not always as stable as we think), because we started a family in the area and don't want to uproot them, or because we are afraid to re-enter the job market in the era of AI resumes after the pandemic. Reward people for their loyalty. Get salaries back up to "prevailing wage" instead of constantly working to suppress them. Pay your employees what they're worth or don't be surprised when we can no longer fill positions due to not being competitive in the workplace and banking on people taking the discount to be part of "the vision" that continues to just be an abusive relationship and squeezing blood out of the staff rock as much as is possible.

I think that COL should be bigger for those making less and less for those already making more.

The only thing unfair about the pay system at MSU is that it is not merit based. The best and worst employees all receive the same raise as a percentage of salary. There is little incentive for employees to improve their performance and many need to do so desperately.

I feel that - on a personal/individual level - I'm able to meet the cost of living in our area. I have no dependents, though, and that makes a difference. For employees with families/dependents, I feel that compensation is a thornier issue. I know that others have mentioned that if Murray wants to attract and retain great employees, wages need to be competitive.

COLA raises are given out "if we can afford them" with no promises.

There are contractors on campus with laborers making more than FM Supervisors. MSU has no desire to be in the top 30% of universities with fair wages. Raises are given out across the board and evaluations are never considered for extra compensation.

Always feel pay could be better

Hourly workers know what they are signing up for, but honestly it is just not a livable wage.

Again, I think a COLA increase is always needed each year as the cost for day to day is increasing. As for raises, I think the study to increase pay last year done was great and in addressing the lowest paid individuals that need to be raised. BUT there is still pay discrepancies within offices. There are departments with multiple directors that were hired around the same time have more that \$15,000 annually difference in pay. One of the major factors in this is those that were hired internally and externally and how supervisors are able to negotiate pay. Although we look at years in the field, should there not be more value placed on individuals as well that will not need to be trained on our systems because they are here?

Okay wages for Murray KY. Need to make known the other benefits to perspective employees other than how much they get paid per hour (tons of days off for school closures, free tuition, etc)

MSU has not kept up with the cost of living and are unfairly paying a large amount of their employees, I myself have a bachelors and work experience. My previous job was under a 1/4 the size of MSU and I took a pay cut coming to MSU, and they offered free parking passes. MSU salary range is not realistic on their job descriptions, even when the requirements are exceeded, you will receive the base pay for an entry level worker. Cheap rent for a 2 bed apartment in a bad neighborhood is minimum 1100 a month, groceries have skyrocketed with eggs over 6 dollars (and we don't but 7 dollar coffees and we do cook at home), that alone is almost my whole monthly pay of 1600 and I hardly use MSU benefits and I'm leaving out many common expenses. If I was alone, I would not be able to afford rent since renters require 3x monthly pay compared to the rent, and a good deal require deposit/first month/and last month rent up front, I would not be able to survive if I did not have a 2-person income 'apartment-hold'. Of which, is a highly respectable, and highly hazardous job and we're still barely making it. We do not have dept, and are making no monthly payments. Even if MSU has an OK sick/vacation leave policy, it does not matter when your employees need to work as much as they can to pay bills. I just want a house with neighbors I cant see, but I doubt that'll happen. Haha.

Everyone in my department knows that if we want a raise, we need to find another job. How does the university plan to keep employees without providing any recourse for raises beyond meager COLAs?

We need to pay our front-line workers better. Our administrative assistants and coordinators directly engage with students and with the public, and we need to offer a wage that's enough to make those positions competitive so we can attract and retain the best possible people. Negative interactions with an overworked and stressed front-line employee can be enough to make a student drop out or a new recruit decide not to come to MSU.

The pay "raise" was long overdue and it is still not a livable wage.

It's extremely concerning that annual staff evaluations have no effect on salary increases or our overall roles. Additionally, it's disappointing that many of us, despite years of experience on campus and a deep understanding of processes and procedures, receive no compensation for our tenure or advanced degrees.

The Evergreen compensation study was a joke. It is so unfair that people who are getting paid more than 40% below the market average were only able to receive a maximum 15% raise. I also think their measure of the market average was suspect, but the lack of transparency about this issue has hindered our ability to judge the situation accurately.

In June I received the biggest raise I've received in the 11.5 years that I have been here. Then Open Enrollment came along and ate up all of it plus some. I'm not a happy camper.

I have heard that we may or may not be getting to remainder of the compensation study. That is unacceptable. Furthermore, HR was very un-transparent when communicating with faculty and staff about the compensation study. It seems like an awful lot of (expensive) effort for the university to go through to neither raise our pay adequately or even guarantee that it's raised at all.

We are still the lowest paid of any university in Kentucky. That should be embarrassing and is a bar to us attracting and retaining quality staff.

Compensation should be based more on evaluations, and the job that is being completed. Evaluations are nothing but a joke because they are meaningless.

I believe that the salary compensation study recently conducted did not accurately represent many of the positions here at MSU. There are positions here at MSU that are not at other universities so a direct comparison could not be made which meant many people did not see a raise in their salary when there should have been. The numbers that were provided in the study seemed to have been skewed to match what was already existing and did not necessarily represent what we should be paid. It seemed as if they took our salaries and just said "good enough" and moved on.

very frustrated at the university for wanting to change exempt employees to hourly yet again. It was hard enough the first time and instead of giving small raises to meet the new threshold, they wanted to upend everyone's lives at the holidays and change them to hourly.

Doing more than one full time job because of worker shortages and only being compensated for one job is pretty discouraging.

The compensation study has set us back tremendously. Instead of making progress towards adequate compensation the only thing we did was to reward people that have been doing the same job for 15+ years. There are also last impacts from the study as it relates to outside hiring & promotions, effectively tying our hands with zero latitude for adjustments on individual situations.

The entire pay schedule at Murray State is a complete mystery to the entire campus. How were decisions for pay grades made? What is the purpose of a pay range if you never get a raise?

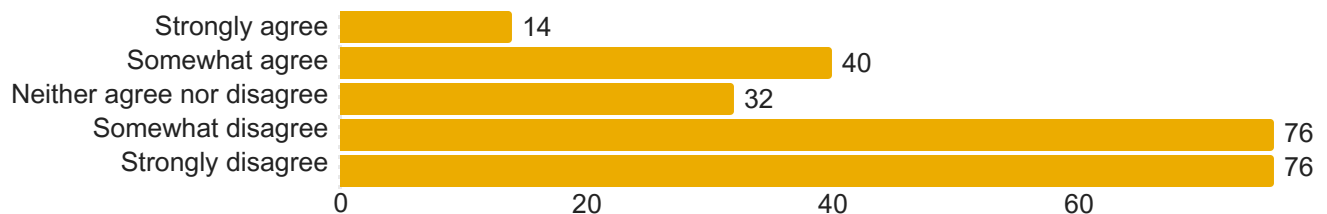
Local colleges and universities pay several dollars more an hour for the same job description. Also the job description is for one department not for three different departments that have been merged together without proper compensation.

You should get a raise if you have expanded your education and received a Bachelor's or MBA. University stance is that having a degree you get paid more, but that is not the case if you earn your degree while working at Murray State. You make the same amount and your wages are not increased because of your accomplishments.

some personnel has been here longer than others and they get paid less than the people hired in new and are responsible for more tasks and not compensated, which is unfair.

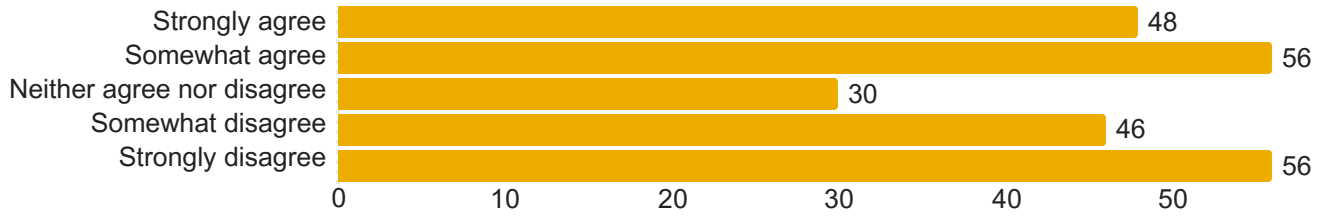
I have been with MSU for 6 months now and I am concerned that the pay scale is not fair and balanced.

## Vacancies are filled in a timely manner.



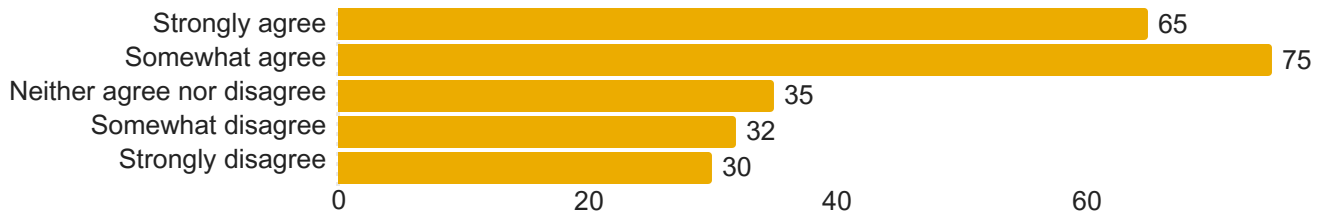
Choice Count

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



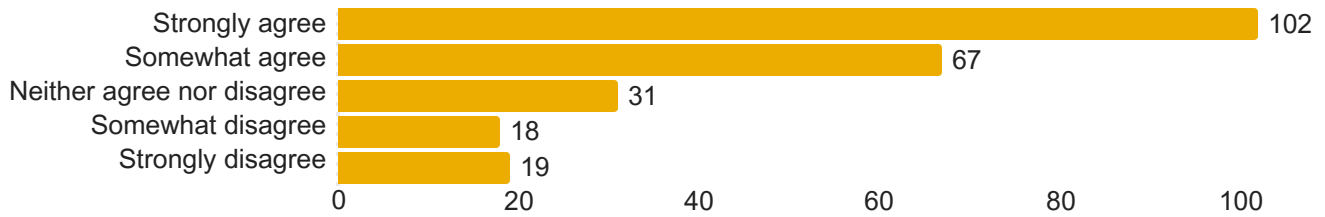
Choice Count

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



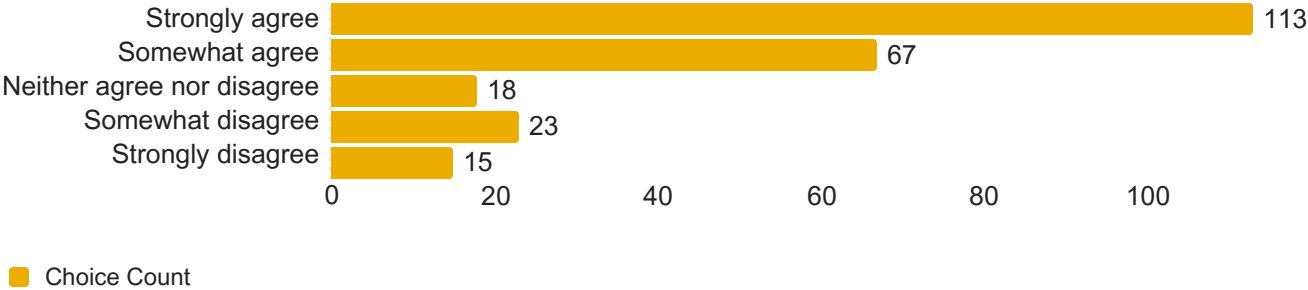
Choice Count

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

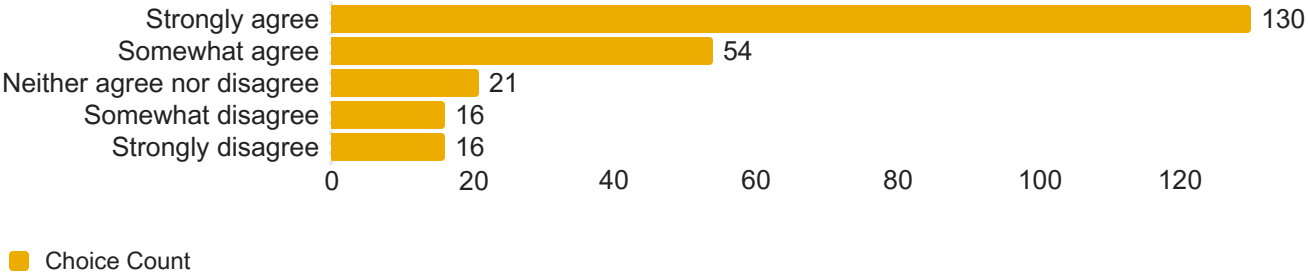


Choice Count

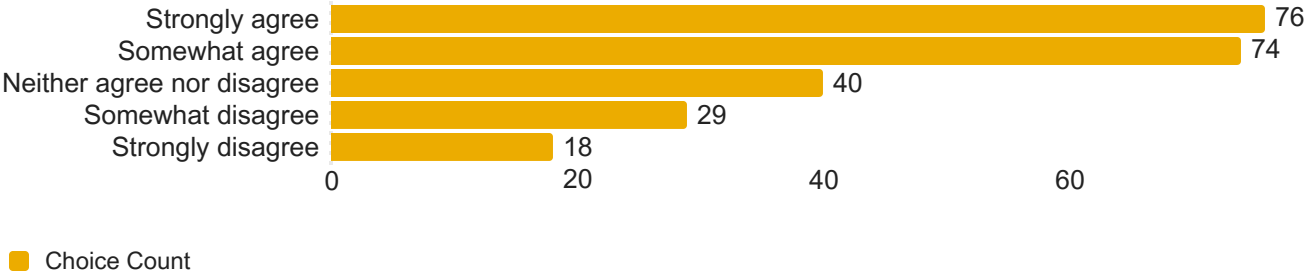
### My work area is clear of health and safety hazards.



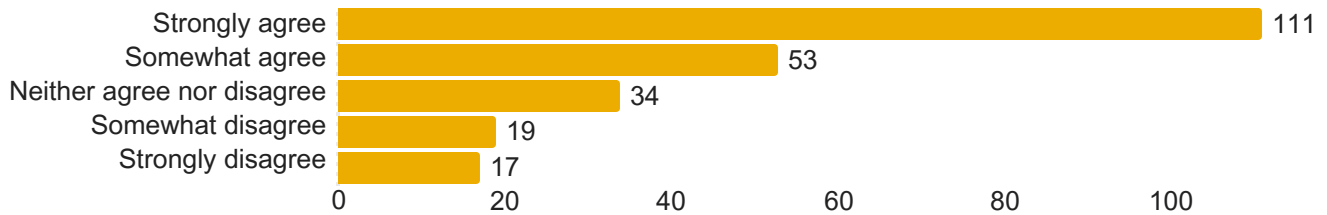
### I can express disagreement with my supervisor without fear of intimidation and/or reprisal.



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

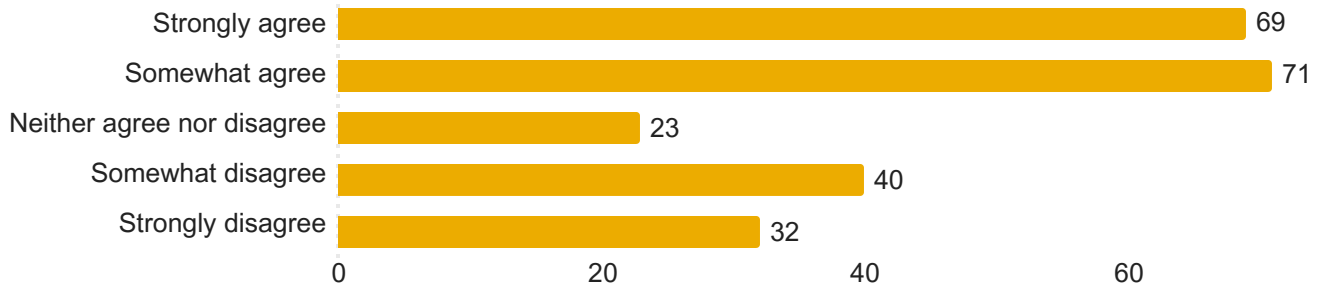


## My workplace culture is supportive and positive.



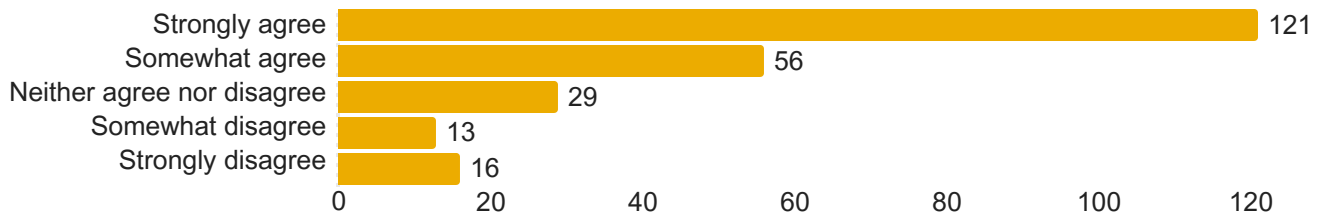
Choice Count

## My job description adequately reflects what I really do.



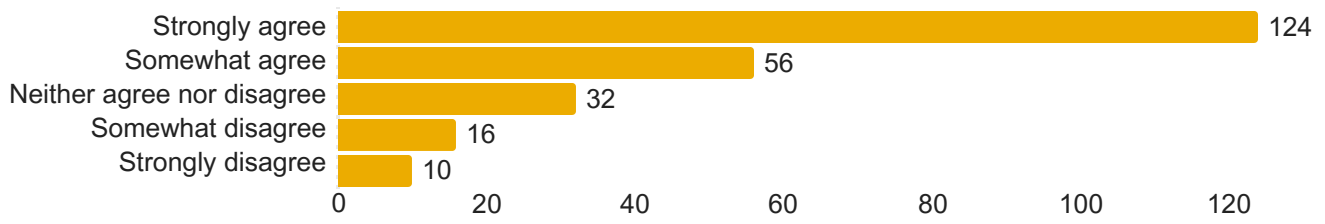
Choice Count

## I am supported in balancing my work and home responsibilities.



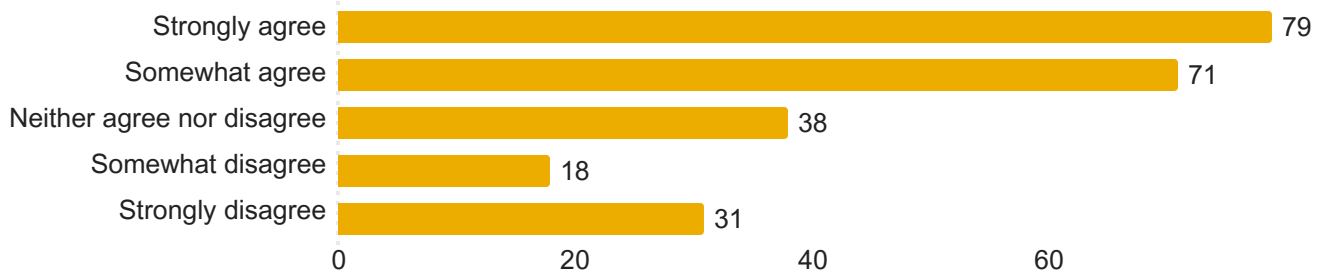
Choice Count

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



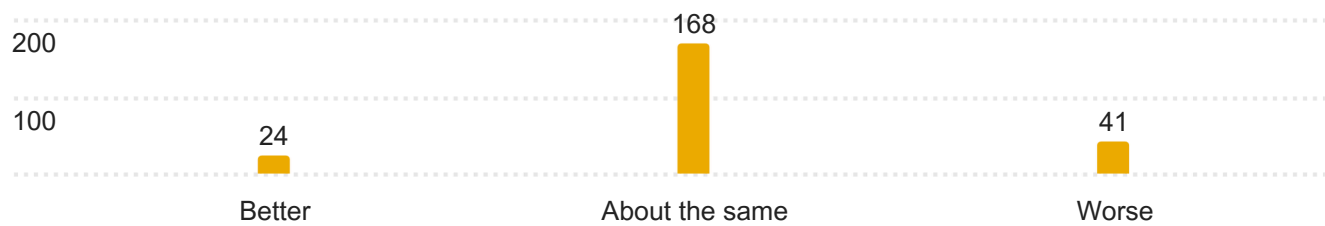
Choice Count

I am recognized for my contributions and/or achievements.



Choice Count

Compared to a year ago, working conditions are:



Choice Count

YearAgoComments - Please explain why.

Please explain why.

I have learned more about the specific job. and how to navigate.

Parkign for Blue Zone areas on the SouthWest part of campus has been terrible since the construction for the new nursing building began. They closed a 100+ Blue zone exclusive lot but did not sufficiently replace those spaces. Half the spaces at the Nash House were reseved for Health Services, the gravel lot on Miller is exclusivlely zone for blue but it is gravel, pot-holed and floods and gets excessive puddling when it rains. The "shark tank" was made blue but that is not a very convneinet place to park when you work at Wells Hall, Buisness Building or Physics building. I would love to see the small lot behind the Physics building made a Blue zone only (it is currently red and blue). The gravel lot on Miller should be paved and the flooding and puddling issue addressed. This lot could also be expanded toward Miller Ave and/or 16th street. Further, the Blue Zone lot behind Biology is now fenced off for construction happening there. There is just simply not enough Blue Zone parking for all the faculty and staff who work in the West and Southwest part of campus.

nothing has changed to make them better

there are 2 females in the office who "go for a walk" every single day to deliver a folder on campus. They are gone anywhere from 30 minutes to an hour. One person could easily drive the papers over but TWO of them walk and take their time while I am left to answer phones and take messages. It is very noticeable and nobody says anything about it.

Parking has become a big issue, especially with the loss of the huge parking lot near faculty, and no real solution made to the problem.

I've been in the position for 7 months, so I cannot accurately answer.

The promise of remote/flexiable work arrangements are not being given fairly. Harder to filll positions due to the lengthy process or trying to get permission to fill/advertise/offer.

What really has changed? Staff raises were miniscule. University-wide staff appreciation events are still held exclusively during working hours which makes it difficult, if not impossible to attend when the university is advertising wages so low in its job listings that we are understaffed and so people cannot attend.

I'm getting older and get sick more often, and the constant change in building temperature affects me more and more all the time.

work morale has gone down

Not here for a year yet

Things are about the same and good until it comes to replacing positions. It seems like its more important to save money than to hire the people necessary to keep a unit working in the ways it matters most and or take more money from a unit that's doing good according to the university.

Hire new people to sit around doing little to nothing while the same ones that have been here for years do all the work.

Pretty sure our building is full of black mold. After being off for a period of time, I feel sick again when I return to my building. We can't control our heat or AC. One week, Monday is 55 degrees and then by Friday it's 82 degrees in the office. Conditions in our building suck.

Same people, same work environment; no changes

Morale is lower, vacancies are not being filled, pay still isn't much better. Development is limited and reduced from previous years. Federal Government seems hellbent on punishing State/Federal funded programs and grants. Amount of work has increased while staffing has decreased.

Happy the University formally approval a remote work policy

I have not worked a full year

Losing staff, underpaid (pay has barely increased), no incentives, burnout and high stress, no continued training

Other than a measly 2% COLA, my work conditions have not improved my last year. Every year, I hope by filling out the survey, my concerns will be listened to.

There has been some turnover that has muddied our lines of communication. The uncertainty in communication has made the office less effective.

I am very fortunate to have a positive and supportive direct supervisor. This person gives me the support and guidance needed to be successful in my role here.

Nothing has changed even though information has been provided, process are slow for what is needed to improve conditions

I work in an older building on campus that could benefit from being redone. Not just for looks but for logistical reasons. We've had mold in here in past years and it makes me wonder if there is more.

My area has been renovated to provide more room and efficiency.

No changes in upper management or how we get things done. We have a good structure and methodology.

I have just learned to adjust to the negativity. [redacted] tries but nothing is ever accomplished.

need better workload management and communication needs to improve

We received a small cost-of-living adjustment, but it was too little, too late. Meanwhile, the cost of living and inflation continue to rise. This issue needs to be addressed now.

Changes in industry environment are blinding people to why athletes/coaches chose Murray State in the first place, we have been getting worse at the small things in the hunt of doing "newer" or "bigger" things. Facilities are dirt, no one is held accountable to cleaning up messes or basic upkeep, so often it is "well that's just the stadium", well that is what we have and a new building isn't coming, and this is what athletes and visiting teams see every day. Clean facilities, hallways, stairwells, and working bathrooms (non working doors, toilets that doesn't flush, non working sinks, missing lights - all of which have gotten work orders and are rarely addressed) would go a long way. I have had coaches tell me they are just starting to clean their own spaces because just changing out toilet paper and soap isn't cleaning when it comes to a training room, weight room, locker rooms.

Nothing has changed that I can think of

My work environment has always been supportive and helpful, and that has not changed.

Most things haven't changed. The only thing is all of the construction being done around campus.

Due to no fault of my direct supervisor, decisions are being made to roll back our work from home arrangements. I am NOT happy.

Nothing positive has happened to my department or my college from a year ago. Everyone feels the stress of budget cuts (or "reallocation" as President Jackson and Jackie Dudley wanted to call it) and everyone speaks in hushed whispers about if MSU will fail/collapse within the next five or ten years.

Each year additional requirements from the administration, legal, accounting, etc are added to everyday tasks. These tasks then take additional time however additional financial and personnel support are not provided. Moral is down in our area and in the areas we work most closely with. Our colleagues across campus are overwhelmed and exhausted making it harder to get tasks completed.

Nothing has changed

More work, no new employees, older computers cannot keep up with the new software, and offices are either boiling hot or freezing cold.

Due to budget constraints, resources needed to do the job aren't always available. We are creative and work diligently to serve our students, but there isn't much improvement.

Still have open positions. Still have other responsibilities placed on my position because if those positions not being filled.

I'm lucky in that our department has a great working environment. Across campus, not so much.

There seems to be a greater disconnect between departments, colleges, and administration.

[redacted] is an inspiring leader who truly embodies the spirit of education and community. With a deep commitment to fostering a welcoming environment for prospective students, he has an extraordinary ability to motivate our team. [redacted] visionary approach and strategic thinking have propelled our [redacted] efforts to new heights. He possesses an exceptional talent for building relationships, whether it's with students or parents, always demonstrating genuine care for each individual's journey. [redacted] passion for the mission of Murray State University is evident in everything he does.

I LOVE my department, the Chair, the students, faculty... I appreciate the raise. I am fortunate to have so many day off. But, the actual expectations for the job are outlandish.

Remote and Flexible work arrangement forms are available, but I don't think many are getting approved after leaving the supervisor

Why work conditions are the same? Or why related to the other questions? May want to clarify this question. I'll reply regarding vacancies. I think they take so long to fill due to the low wages we offer for skilled work. We are not very competitive in that regard.

Every day feels like there are fewer people doing the same work. Employees aren't staying so there is less consistency and so much wisdom lost. There are more steps acting as a barrier to accomplishing the same tasks. And generally, everyone seems stressed and at their wits end, which makes it challenging to navigate the day-to-day with a hopeful and positive outlook.

Greatly increased duties and responsibilities with no pay increase.

I'm having to do the job of 3 people with limited back up and communication about attempts to fill open positions.

We have tried to continually get someone to fix the HVAC in our office where we don't freeze/fry in the office. There seems to be no in between. Additionally, we have to lock everything up in our office when we leave because some of the cleaning crew have been stealing from our offices.

We are still understaffed and underfunded.

Previous position made me feel like I was chained to my desk and not allowed to feel comfortable in the office. New job is 1000% better for my mental health.

I can't attest to that last question because I have worked here less than 1 year

Still understaffed and continue to be asked to do more.

Work requests are still open for equipment parts that need replacement. Issues have been addressed, but are not fixed due to "budget issues."

We have a new supervisor who is more open and direct which improves morale and confidence.

It is neither worse or better -- it has remained consistent. I like working in my department but the overall environment within the building I work in remains to be somewhat negative. There are several vacancies for important positions and now we are facing the potential of not having a director once the current one retires in a few months.

The heating and air issues in the older buildings are extremely concerning and seem to worsen each year. I walked over to the Applied Science building and when I went to the north tower they didn't have any water fountains over the summer, it was just taped off and had caution tape. I went back in the middle of the fall semester and it was still like that. I've been over there again this semester and nothing has changed. This is not only an issue as we have literal pipes sticking out of the wall, but now students don't have access to water fountains and it felt like it was 1000 degrees in there.

MSU is good at adding job responsibilities without thinking of appropriate and fair compensation. They don't respect employees' time and well-being. They are also good at spreading the mantra of "we have no money or budget". Playing disgusting mind games, brainwashing people to eventually say yes to additional work with no compensation and even appreciation.

My working conditions have improved since last year because I work a hybrid schedule and have a better work-life balance.

I thoroughly enjoy my job and have no issues with my department head, it's just the revolving door of employees coming and going from this office. We can't keep anyone and we are short staffed which is super frustrating when trying to assist students - the most important people on this campus!

As far as working conditions in my specific department, things have mostly stayed the same. On campus as a whole there is constant construction which isn't communicated well, lack of parking (especially for disabled people), and vacancies sit open forever.

I didn't things could be worse than my last position, but, boy, was that was wrong. I Love my boss and co-workers! But we are under-staffed (like everyone else it seems) and not allowed to hire, and the workload and pressure is much greater.

Buildings are in great disrepair, exacerbated by being coerced back into the office, and it feels every department is understaffed. It's been years since I've had professional development or been on a trip, and getting out of the office during work hours is basically impossible to keep up.

We lost our administrative assistant as MSU refused to fill the position when it was vacated. This is how the justified they did not have to lay off anyone. Instead, they just refused to let us fill a position that is very much needed.

(No changes -- and no changes were needed.)

(1) full-time position has been filled by a skilled worker. (1) part-time student work with zero skills is wrecking trucks quarterly. My department is still has 7 vacancies and the rest are expected to pick up the slack.

Everything has basically remained the same.

I have only been here a year. Things feel the same.

I think there are some offices that are able to hire faster than others. I believe a part of this is because they have individuals calling and ensuring paperwork is moving because paperwork will just sit in offices. There are times when changes to systems are made, but no announcement is made about the policy change or apology given to those that are impacted, but did not know. The office I work for, we do a lot of recognition to support everyone and build up morale.

It's Murray. Things change slowly. Not an entirely bad thing.

I am a new employee and have not worked a year.

We were told we could get a 5% raise however it ended up being a 3% then the insurance was raised on our part. It did not help at all if we have to pay more for insurance. This is one of the worst places I have worked for raises for the lower end employees. I have never received more than a 20 cent raise and I have only received 20 cent once when I first started here. I took a pay decrease to come work here thinking it would pay off later. It has not I am just now making what I was making before I came to work here almost 6 years ago. I made the switch to work here for the benefits and every year those get worse and more expensive. I have been looking into other jobs.

Our leader does not communicate effectively and does not appreciate the workers.

After all the hype surrounding the work and research that went into the salary survey, we were told that salary increases would also consider years of service. However, given the extremely small increase, it would have been better not to set such high expectations. Many staff members on campus saw it as a slap in the face when they realized how insignificant the raise was. This could have been a great opportunity to show appreciation for those who have remained loyal to Murray State, demonstrating that their dedication is truly seen and valued.

Our concerns are never addressed

When I disagreed with one of the administration's decisions and felt that I had information that needed to be shared with other stakeholders on campus, I got written up for insubordination, for "not following the proper channels." Of course, when I appealed this disciplinary action, it was immediately retracted because there was no actual basis for it. It was nothing more than a scare tactic to try to shut me up.

As a result of the salary compensation study it was found that I was severely under paid. I was given 1/3 of that as a raise with the hope that I would get similar raises the following two years. This is unacceptable without a definitive affirmation.

Can't really get any better unless they added a hot tub in the office.

I really haven't had any issues with my working conditions. So in that respect I would say everything is pretty much the same as last year.

Used to be involved in departmental decision-making. Now it seems all decisions are comprised by a group of 3 people in our department.

In regards to job description, the nature of my job description (admin assistant) kind of creates sort of a catch-all style of job, where the boundaries of what is and isn't my job are ill-defined. Because of this, I am constantly putting out any random metaphorical fire that pops up, which delays the routine things I have to get done. Additionally, since I am the only person that does my job, the entire office seems to fall apart when I am gone because no one else including my supervisor knows how to do any of what I do. Therefore, I feel like I'm gently discouraged from taking sick or vacation time that I have earned.

New people

No real changes have been made.

Nothing has really changed for us over the past year.

We have experience complete turnovers in staff a few times. I have been with the University for almost 5 years and I am one of the senior staff members. I have lost a subordinate employee to another competitive department on campus and it has been almost 9 months and still trying to get the job posted for HR to hire. When we lose staff work is spread out to hourly staff and their remaining managers to the point of overload and we lose more staff in-between trying to backfill the employee we originally lost. This is nothing new to SFS department. We can not keep employees (managers and hourly). We have no good departmental training and new employees end up telling students false SFS answers and we have to call the students and parents back to apologize and explain the correct answer then try to determine which of the new staff members told the incorrect answer to ask the director and assistant VP to address in the staff meeting. We need better onboarding training to be proactive in new employee development instead of having new employees try to figure out things on their own.

We have lost key personnel without being replaced. We have an audit coming and for the first time, I fear we will fail due to lack of leadership.

We have had recent improvements to the building.

Certain facilities in our building have been remodeled.

IT has not been able to fill positions and it really affects the entire university. I realize they cannot fill the positions because of salary limitations and it's not their fault. They are stretched so thin, no one can really get the adequate support they need to improve functions in the offices.

Too many holes to fill in and not enough people.

Due to some changes. We are now under the supervision of someone else. That person has made changes to our daily duties making it harder and more stressful on our small staff.

I continue to work in a building in which the physical infrastructure is a mess. Heating and cooling are never adequate. The amount of humidity in the building fluctuates between 20% in the winter and 80% in the summer. Our facilities are never clean anymore. Restrooms are falling apart, water quality in the building is poor, windows leak, and the bare minimum is done to maintain facilities.

If they fill vacancies, supervision doesn't know enough about the job to train them so it is left to me. I am already swamped with more than my fair share of work so Supervision decides to let the new hires sit around talking all day.

I have not been here a full year. In the six months I have, nothing has really changed.

## WorkLifeComments - Comments related to working conditions:

Comments related to working conditions:

temperature and HVAC issues are challenging and inconsistent. No running hot water in bathrooms, seems unhealthy.

Workplace temperature can reach unsafe levels. My office routinely was at or above 84 degrees this winter. Sometimes I fell asleep at my desk while working due to the excessively hot temperatures.

My working conditions are always stressed I constantly feel talked about and I am left out of any on campus events because everyone leaves at once and I can not leave the office empty so by the time they all get back I have no time to go myself. I have to daily plan my lunch hour around the other employees. It just gets frustrating my supervisor is very nice and will allow me to go if I ask her but nobody else has to ask they just leave when they want to

Please fix parking.

Pretty sure we have black mold in our building. Temperatures cannot be regulated. It takes an act of God to hire someone on this campus, especially to even find a qualified person who will work for beans. There's too much work and not enough people. I have a good computer, but the amount of paperwork I have to fill out, scan, email, and then print and snail mail copies is ridiculous. Why can't PA forms be digital? It would save SO MUCH TIME AND EFFORT AND FRUSTRATION. I feel like I am always having to track down PAs. I can talk to my supervisor about it, but I don't think they are comfortable talking to their supervisor about these types of complaints. My supervisor is great about recognizing our successes and input, and really tries to be understanding of home/work life balance, especially to those of us with kids. My supervisor is the best!

if the direct supervisor is going to micromanage employees, it should be every employee not just the ones that have been here for years. Also, if one employee is going to get two hour lunches every day or talk on their personal phone for 7.5 hours, then why can't everyone do it?

Technology can be a real pain. We don't have hot water to wash our hands! Moldy ceiling tiles!

And it's just getting worse. Can't open windows. Can barely run space heaters cause we keep blowing breakers.

I hope that the heat/air units can be more adequate. Working in 55\*- or 85\*+ is somewhat unbearable.

Something has to change to increase the quality of life for employees faculty and staff alike.

Could be a lot better. Nothing to make you want to stay

I haven't been able to participate in professional development for more than 12 years. I am a two person unit that advises over 425 students. I never get recognized for any work that I do. It is somewhat demoralizing.

Many vacancies go unfilled indefinitely and the workload placed on remaining employees.

At this time last year, there was a person creating a toxic environment. That person is no longer with the university so my working conditions have greatly improved.

Our office temperatures range from the 50s to the 80s with high humidity except for winter. It can be very uncomfortable. We have reported it multiple times. Tweaks are made but the problem has never been fixed. Parking is an issue in itself for staff especially on Tuesday and Thursdays and always midday. Would it be possible when classes are scheduled to take into consideration the amount of students utilizing red zones versus available parking during those peak times? We really don't need additional Tuesday/Thursday classes so faculty and students get Fridays away from campus (plentiful parking most Fridays). Leaving for lunch and returning to find a parking spot during the week is tricky too. Classes need to be more spread out to accommodate parking for all and tickets should be given for students in blue zones. Also staff should always be given the same treatment during weather related delays and closures as faculty and students.

[redacted] always encourages me to go to campus activities however [redacted] will not attend if I am in "her group" so I end up going alone or not at all. I take lunch whenever she and the other two come back or if we have a student employee. I accommodate to just keep peace. I am never asked to do "group" gatherings or functions I just go by myself or not at all. Since I work the front desk it's just easier to stay behind. I do not have a "work family" I have found myself confiding in [redacted] on occasion but there is nobody in my work environment that I can share life happiness or sadness grief or emotion with. I do miss that however I love my job and I just pray a lot. Most days I am numb to it but some days it does hit me hard. When I hear laughing and everyone including [redacted] huddled up in an office talking there is a sense of feeling unwanted & unappreciated but I am an adult and I refuse to let those feelings get to me.

The heavy workload is affecting my personal health. Suggestions for improvement from management: offering remote work, flexible hours, encourage breaks, distribute workloads more evenly, job audit and/or create an additional position, also recognize and reward staff

There is zero reason for anyone in my department to come into the office, even a few days a week. Some of us live over an hour away.

SSC does a poor job of maintaining our area.

The physical building we work in is in dire need of real updates. Mold should not be growing on my carpet every month.

My workplace culture is supported, but it is not positive. There is a lot of negativity, especially related to workload and inadequate pay.

Irregular heat/air makes it difficult as we're either very hot or very cold.

We are a very tightly knit department; like family. Everyone enjoys working with each other.

The HVAC issues (ranging from 59 degrees to 85 degrees) and no hot running water effect the climate and the attitude.

Buildings are never heated/cooled adequately.

I like where I work and the people I work with. There are a few people across campus who can be challenging, however it is still tolerable most of the time.

The environment in my unit/department is not reflective of the university as a whole and we put a lot of work into making sure that our employees feel supported and that they can express their discontent without fear. We are doing the best we can to stay strong despite a lack of university support.

Constantly working overtime, with little to no recognition of that additional work.

The parking situation for Blackburn is ridiculous. In our office, we regularly have to load items to take to schools and sometimes it can take two trips. Having to walk all the way down to the bottom parking level is ridiculous. Also, I was NOT impressed with a sweeper throwing rocks and dirt on cars in the parking lot while they were moving dirt. While I understand trying to keep dirt and debris off the parking lot, doing damage to cars isn't acceptable.

When I go to conferences and say that we only have 2 professional staff members in our department, they laugh because they think I am joking. Then when I say I am serious, they instantly say they feel bad for me and that they couldn't work in a department that needs a minimum of 5 professional staff members. On top of that, we are both paid about 10-15k less than "sister" schools pay their pro staff. The saving grace is that Student Affairs is understanding and supports us. However, our department will only continue to fall further behind every other school until the University takes it seriously. Hoping my retention assessment I am doing through SPOL will open eyes to the amount of students we have an impact on.

If managers are allowed to "work from home" when they are feeling under the weather or have a sick kid, then all employees should be able to do the same. The WFH procedures unfairly punish lower-level employees and give individuals in supervisory or managerial roles the opportunity to abuse the privilege.

My department has been understaffed since I began working here

Job wears people out so they leave then we have even more to do because it takes so long to get new employees hired and trained

Ignoring broken equipment can lead potential workplace health and safety concerns.

The heating and air issues, ceiling tiles look to be sagging and have the potential to fall, and I'm sure there is a plethora of mold in the vents.

I love the team that I work with. Everyone gets along and supports each other, and I know I can reach out for help in times of need. Unfortunately, I do not get paid enough for my work. More and more tasks get added to my job without increased compensation to go with them, and it feels like I'm just spinning my wheels but going nowhere a lot of the time.

The struggle with temperature in the office is a constant struggle. Humidity and extreme cold have led to health issues. Also, our office is not adequately cleaned.

To reiterate, it's hard to assist students adequately when you don't have enough personnel or properly trained personnel.

It is not right when people are expected, yes EXPECTED, to give way over 100% to their jobs, but are not provided with even the basics to do that job. It affects your morale, your self-esteem, your attitude, your competency, your feelings of loyalty, and more. People leave, but no one is hired to take their place, and their job is divided up among the people still there. So more work, but no compensation for taking on that load. And even sometimes, it's not even the money...it's the lost personal time with family and friends, with things that need to be done in their personal time, because they feel like they have to constantly work even when they are not physically at their job. And for everything we're 'given' just to do the job, standard operating procedure seems to be, then, that something must be taken away (money from the department's budget, etc.). There IS in most businesses--and make no mistake, MSU IS a business--something called the 'cost of doing business'. Stop trying to market MSU as the cheapest (no one is fooled by 'best value'...it reads cheapest) and cutting the wrong/worst corners to maintain that claim. We are all aware that there is someone who will gladly take our job, but how about making working conditions good enough people don't actually want or have to leave? Would say that it saves MSU more money in the long run, but apparently they look at it as, "Great! Now we can hire someone else for LESS money!" Sad way to look at things.

The toilets in my building keep breaking, to the point of some of the bathrooms smelling so bad as to be gag reflex inducing. Various "upgrades" to doors and whatnot just serve to make them more complex compared to just old keyed systems. Reduced use of masks by the public mean going to work is gambling on coworkers or students getting you sick constantly again. Working off hours is starting to creep into being the norm again instead of being able to truly disconnect from work and recover both mentally and physically.

We have not had air conditioning in our classroom for 3 years despite multiple attempts to have this fixed. We have students with medical conditions and a lack of air can trigger these. Everyone is aware, even up to the VP, it has never been fixed. Our main office also had no air for at least 2 years and staff just sweated it out. We were even turned down once to buy fans. It is always a question of who is going to pay. It is an MSU building- an individual department should not have to pay for whatever is broken. That should be in the building fund. The office was somewhat addressed, but the classroom never was. We also had very little heat on the floor which was just addressed this year as it began to affect the whole floor. Our bathroom was about 40 degrees at one point.

My working conditions are excellent. I have the tools and support required for my job. My supervisor expresses appreciation for my efforts.

I work in a clean environment, and I feel supported and encouraged with my work.

The fleet is in poor conditions: sagging headliners, seats with no foam padding, dented fenders, no AC, worn out suspension, bad brakes, rough idling motors, pittifull paint jobs. The young workers are learning from YouTube verses having seasoned workers with years of real world experience.

I am literally rained on in meetings when it rains outside due to the conditions of our office.

I have really great co workers.

We have an ongoing leak in our office that is not being fixed and we just keep adding buckets under the leak to catch the water.

Working conditions are okay, departments could have a higher budget to preform their jobs more effectively.

There are multiple job vacancies that are critical to our operations which have gone unfilled.

Our building constantly experiences leaks, and while the immediate issues are addressed, there seems to be no investigation into what might be inside the walls which are wet—such as potential mold.

I think Sparks Hall has some climate control issues, but I think that just is because it's an older building. Not sure if there are many improvements that can be done?

In regards to physical working conditions, I work in a basement sort of area. The ceiling of this area has been leaking water for years. MSU's solution was to have buckets placed on the floor with tubes extending to the ceiling as sort of a drainpipe situation -- which employees then have to empty. this is unsanitary and also gross, but the issue keeps being pushed off because fixing it would mean major construction to my side of the building.

Too Cold or Too Hot

Our office has inadequate heating and air and is often at intolerable temperatures during the extremes of summer and winter.

Due to working conditions with staffing levels I had to stop using my employee benefit of tuition waivers and stop attending MSU classes due to the number of employees leaving the SFS department as well as the number of new employees coming into the SFS department.

My unit works hard to keep up with work demands and the director doesn't seem to understand the strain she has put on us.

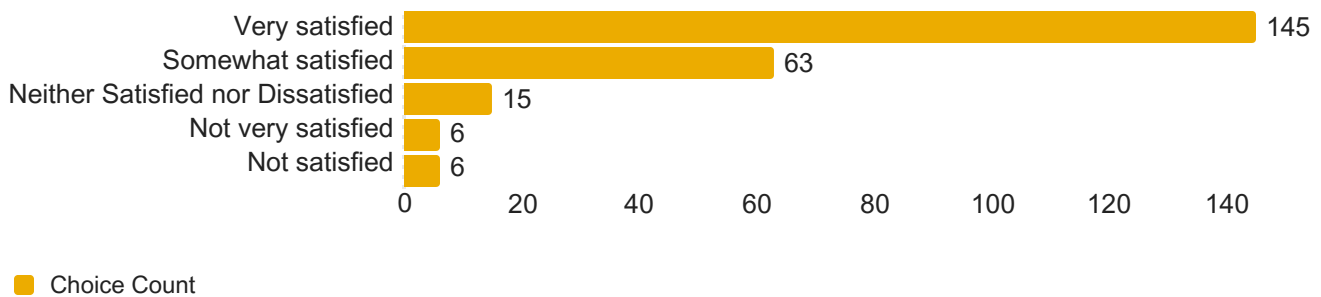
The positive changes help with morale.

Working conditions are fine.

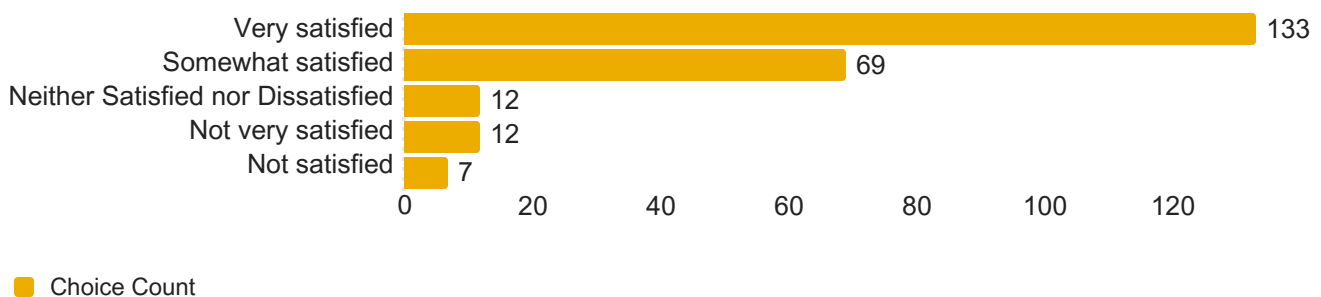
I understand that new buildings are necessary for the success of the university and its academic programs. No one doubts that. However, when existing buildings (some of which are 100 years old and some which are only 15 years old?) are allowed to fall into disrepair through neglect, is there really any improvement to the university?

You have to have thick skin to work in this department putting up with the negative treatment and comments.

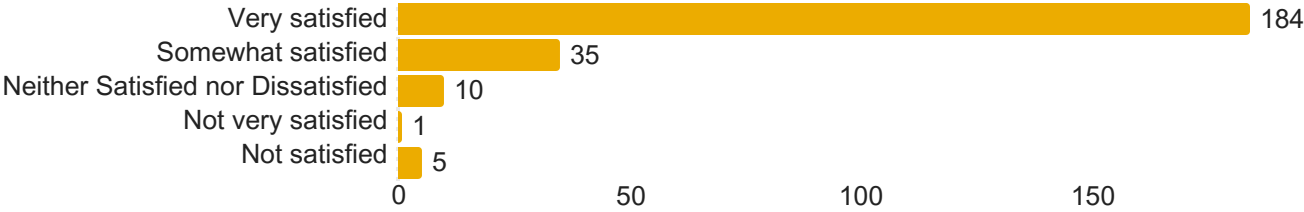
## Sick Leave



## Vacation Leave

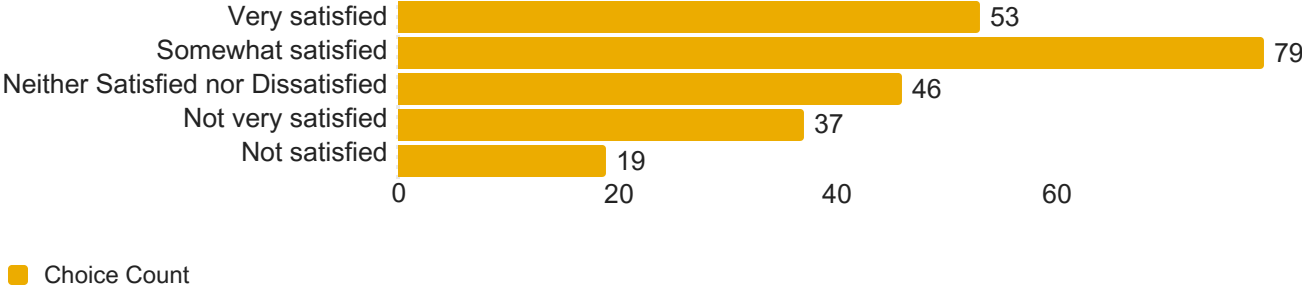


# Paid Holidays and University Planned Closure Days

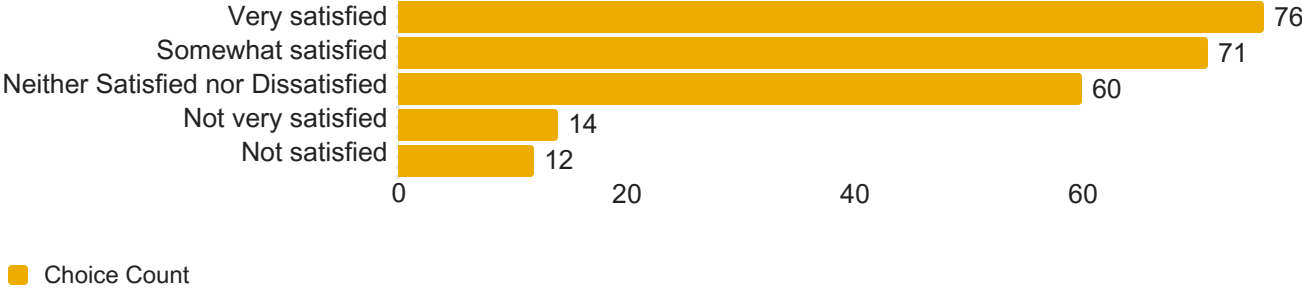


Choice Count

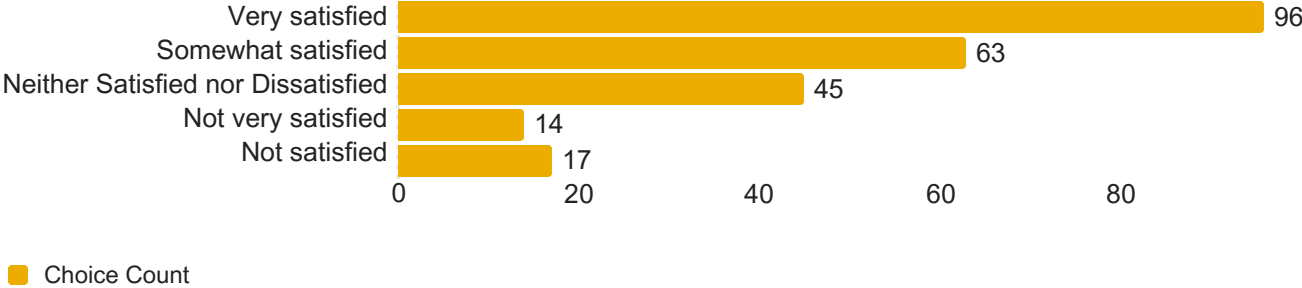
## Health Insurance



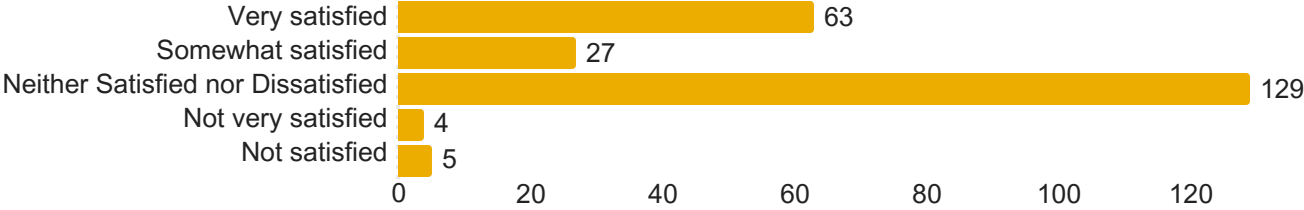
## Retirement Options



## Tuition Waivers

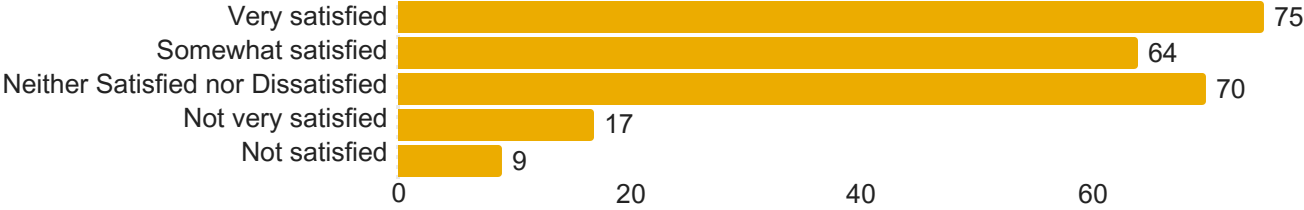


# Parental Leave



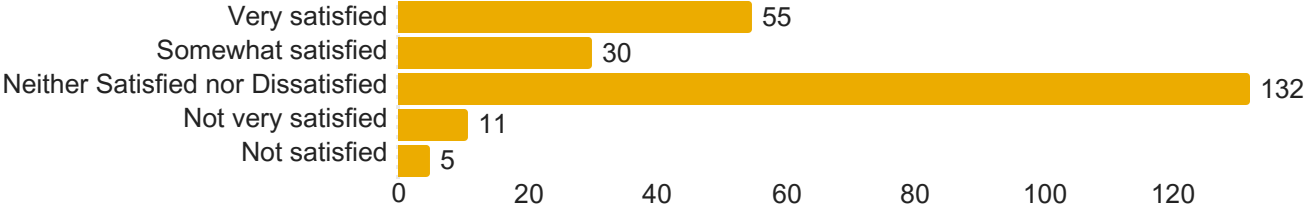
Choice Count

# Wellness Program



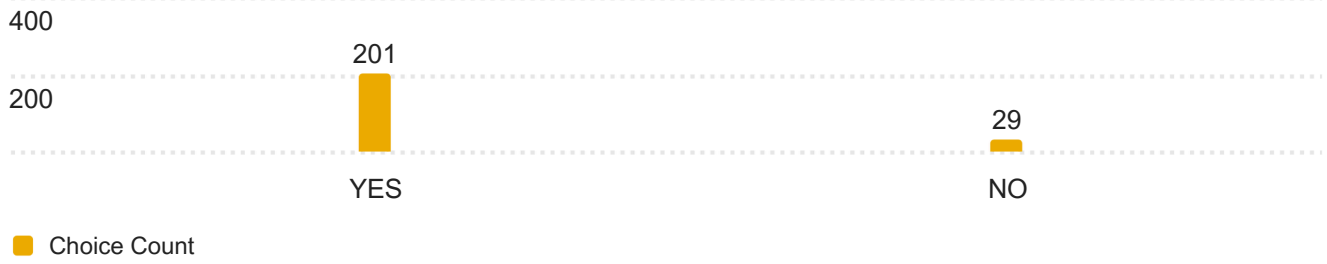
Choice Count

# Employee Assistance Program

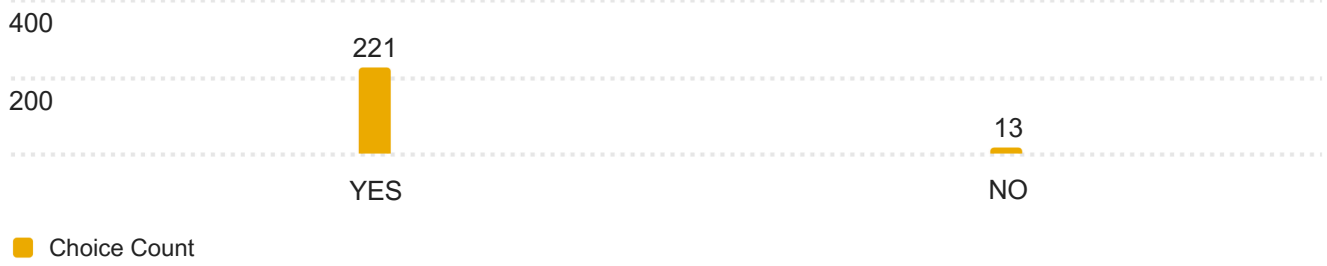


Choice Count

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



Time off is approved fairly in my unit/department.



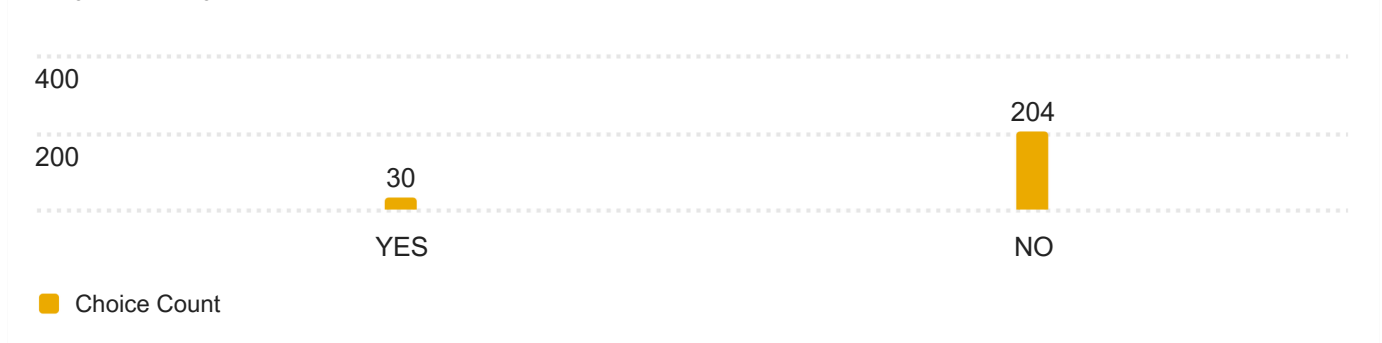
Do you participate in the Wellness Pledge?



## Do you use the Wellness Center?



## Do you pay to use the Wellness Center?



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

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

No time, doesn't accept lowest tier insurance, not enough practitioners to meet the demands.

My family has a membership to a local gym so I don't have a need to use MSU Wellness Center. If it was free, I would probably use it, but there is no reason to pay to use the Wellness Center when I have a gym membership elsewhere that is more cost effective for my whole family.

I am not located in Murray

I am not on campus

I pay in the summer when the Wellness Benefit is not active.

I pay to use a gym in town because I like the classes offered at this gym. It would be nice to get some kind of compensation from the wellness plan to go towards paying for outside gym memberships.

I do not have time at this time in my life due to work and home priorities.

I do not have time to go

It is too expensive, even for an employee. And the hours of operation don't work for my family/work schedule

I don't work out and prefer to walk near my house with my dog.

I use it but don't want to be tied to "hitting a number" so I pay. Their hours aren't great, they close a lot, and not enough group classes. Would prefer to use something else if it was affordable.

I am not on the university's health plan and I am not paying to use it

I don't have a racercard ID yet and as I understand it, that is required to check in at the wellness center. The racercard office is open only during normal hours of operation so I haven't been able to get one from their office.

wellness plan waiver

N/A

Wellness Center hours are awful for those of us with young families.

Do not have time

I cannot afford the health benefits for my family on my salary. I therefore cannot take the wellness pledge. I would use the wellness center but do not have the extra income to pay for it.

The wellness was built and paid for by a student fee and it is unfair to charge employees to use the facility.

I'm a part of the wellness pledge which pays for my entry into the center. This was not clearly communicated when I first started here and I wish I had known sooner about it.

Not everyone lives in Murray. Some workers drive 50+ miles to get here a day.

It's cheaper at Planet Fitness.

I can't afford it.

Having to get the required swipes can be difficult. Then you lose your \$180.00 because of issues outside of your control. How about paying when the pledge is complete, not before!

The hours at the Wellness Center are terrible. I can't work out in the morning because I have kids I have to get ready for school. It's difficult to work out on my lunch break and still have time for a shower (I get really gross) before having to be back in the office, and squeeze in some lunch. After work isn't possible with kids and their activities and stuff at home. If the Wellness Center would go back to opening at 5am, I could definitely make the morning work, but their hours aren't helpful, and the weekend hours and summer hours are not at all conducive to an employee with a family. Because of this, I go to Planet Fitness because they are open 24/7 and I can go at 5am on weekdays and weekends.

I signed up for the Wellness Pledge, so I do not pay for the Wellness Center

I pay to access the Wellness Center because it was too hard to meet the number of visits required through the Wellness program.

It's hours do not align with my available times and when students are on campus the upkeep is as good as can be expected, but not great. I don't like having to fight for equipment, weights are horded instead of returned where they go, machines get some abuse, etc.

I pay for the Summer and get in free through Racer Wellness program for Fall and Spring.

I use an outside personal trainer.

I love using the pool and treadmills when its too cold outside.

Need a wellness center for only employees and I do not have the time

I pay because the wellness pledge makes on sense to me. I feel that there are more constraints for me to do the wellness pledge. Therefore, I am better off paying for the wellness center.

I would use it if it were free for employees.

hours of operation based on students, not faculty or staff

I have a membership at Planet Fitness that I use both in Murray and Paducah; spending money for access to an additional gym is not useful

I struggle to go often enough to make it worth it with my work schedule.

I don't want to take it as a benefit in the event that I likely can't make the required number of visits due to a hectic schedule.

can not afford to and or have the time to utilize it

I mostly exercise at home or outside, so no need for a gym. However, I think it would be too expensive if I ever wanted to go to the Wellness Center. I think if you do the Wellness Pledge, you have to visit the Wellness Center multiple times a week and I would never be able to go that often.

I do plan to use the Wellness Center when I have the time. I want to use it for the pool. Unfortunately, my work and life schedule does not always allow me to visit the Wellness Center when the pool is open.

I used it for the first year and liked it but I feel more comfortable at Planet Fitness.

I do not live in Murray

I participate in group classes and in the summer when I would pay they do not have them.

Not convenient

I used to pay to use the wellness center but i switched to planet fitness

I have never checked into using the wellness center and I do not know if I would have to pay or not

We pay very little for another gym membership which is always open, well staffed and clean. I had family members use the Wellness Center before and it would be closed randomly especially before work. Just too much of a hassle with other options in town.

I have to pay to use it in the summer because that's not covered under the Wellness Pledge. During the spring and fall, I try to go enough times that it is free through the Wellness Pledge.

I pay for the Summer to continue to go year round. I utilize the Wellness Pledge access the rest of the year.

I don't have time to go to Wellness

No time

There is hardly time to go there.

I use it for the benefits, but I am consistently irritated by the fact that certain areas, are either understaffed or unusable. For example the pool/spa, their hours are horrendous, and the spa is always broken which is the main reason I use the Wellness Center.

Should be free to staff and employees if University is concerned with the health & welfare of employees

Coworkers who really enjoy it, just not in my time schedule.

I feel like this should be a free resource to staff and not have certain requirements. Rather than me using the wellness center sometimes I don't use it because I don't want the obligation or have to spend more money on it on top of parking which I have to pay for just to come to work.

I signed up for the pledge, so I use it during the spring and fall. My finances are such that I cannot afford to pay to use it in the summer.

I want to lose some weight to be in a healthier place.

I live over an hour away.

No need to use facility

I don't exercise

I do not use the Wellness Center.

At this point in life, due to my personal and family schedules, I can not justify purchasing a membership at a wellness facility

Too expensive for employees.

I do not have time to go to the Wellness Center.

I do not have time.

Due to the hours of operation and the amount of items available to use, it is more cost effective to use local clubs.

I have an irregular schedule, which only allows me to go to the wellness center at peak times. There is not much parking and not really convenient for me.

I don't like exercising in front of others.

I don't exercise.

Too busy to use.

Dont want to be here after a 12 hour shift.

I do not pay for the Wellness Center because it should be a free benefit to employees.

I think it should be a benefit not an extra cost to employees.

I only pay to use the Wellness Center in the summer months.

I don't use it. Ergo, I do not pay to use it.

I need money to pay for food.

I use the Wellness Center because it is a fair price, however I'd rather exercise somewhere that has better equipment, classes, hours of operation, etc.

The required number of visits associated with the Wellness Pledge and use of the Wellness Center is STRESSFUL, and instead of being motivated to exercise I feel overwhelmed with ensuring I don't miss the required number of visits. I don't pay for use of the Wellness Center because I feel like it is a facility paid for by the University anyway and should be offered to employees at no cost and no requirement of number of visits.

I do not pay when I use the pledge. Sometimes I pay the next semester. I mostly use it for yoga classes. This semester I have been trying to commit to workout more often in addition to yoga. I would like to see early Sunday hours, but understand why that isn't practical.

It's a good gym, but I'd rather work out in an area where I have a bit more privacy and personal time away from students.

It is ridiculous to not offer the perk of Wellness Center access to faculty and staff free of charge. I can exercise for free on my own and not have to jump through hoops to do it (Wellness Pledge.)

I pay for the Wellness Center because I don't want to feel pressure to go the allotted days for the Wellness Pledge.

It costs too much considering my salary.

I never could use the Wellness Center during hours I was available because it was either not open during those times, or I couldn't find parking available because of football/basketball games. Paying for Planet Fitness is both more economical and a better time fit for me.

Work here

Not something I am interested in doing or using. Not even sure where it is located.

I want to take Yoga classes but feel it should be an included benefit

I think all staff should have access to the Wellness Center for free. I will not pay for something that should be a benefit for all staff

I use Planet Fitness where many of the users are closer to my age and fitness level. Also for tanning beds, and other recovery options available post-workout.

While I should exercise, I do not enjoy working out in a gym setting. Don't find the time to either.

I don't pay to use the wellness center because I workout and exercise at home.

The wellness center's hours don't meet the needs of employees with families and other responsibilities.

I do not live in Murray, KY nor do I work on main campus.

Time constraints

It's far away and I don't want to work out with a bunch of students around and I don't have anyone to watch my kids even if I wanted to.

I don't pay only because I participated in Wellness Pledge.

I don't live close enough to the University to use the Wellness Center.

I do not live in Murray

I don't pay for the wellness center because I don't utilize the gym.

I do not want to work out with college students. Parking is inadequate.

Last I checked the hours weren't conducive for when I would want to be there.

Who can afford any additional expenses working here? I also wouldn't pay to use that janky facility. If I was able to afford it, I would go somewhere nice.

I like that I can get it free with the Wellness Pledge but there is a time constraint/usage requirement on that benefit so I don't use it. The Wellness Center should be either 100% free all the time or, if it's part of the Pledge, then there shouldn't be a requirement for how often I have to use it to keep that benefit. I am busy between work, family, etc and so I can't commit to a full regular workout schedule.

I don't go there.

At this point I feel too old to go to the Wellness Center, and I don't really like public gyms in general. I would be fine with it being closed or no longer offered if it meant evening out pay across the University and the employees who work there could be transferred to different positions, as Murray city has plenty of gym options now with I assume better maintained equipment and costs for memberships.

Too many students. Way too crowded.

I pay to use the Wellness Center in order to take care of myself. I don't feel the need to be compensated for doing something good for myself. The Wellness Center is a student focused institution and there is no reason for staff or faculty to view it as a benefit for themselves. It is an incredibly reasonable price (dare I say cheap) for the quality of the facility available.

I don't have much spare time, I live outside of Murray (and have access to gyms closer to home), and I usually exercise outdoors (run/walk).

I must fill out tuition waivers to use it every semester and fill out tax reports on use of waivers. The parking for the Wellness center is far away and not worth the hike during rainy or cold weather.

I have before, but when students are here it is crowded and use of machines are already taken by students

I pay over the summer when the wellness benefit doesn't cover it.

Because I sign up for the Wellness Pledge and think it is a great benefit to faculty/staff

I feel the Wellness Pledge requirements are too high. Being charged the total amount if I can't go doesn't feel like a benefit.

It is too expensive for what I make and I don't want to sign up for it under the pledge because I would fear I wouldn't go enough and then get charged a lot of money that I don't have.

Paid by Wellness program by taking the Pledge

I am a part of the wellness center pledge with insurance plans.

Their hours are not for the working person

I am not apart of MSU benefits and refuse to pay for anything regarding MSU gym when I am employed there. I'd rather pay for better facilities somewhere else.

I have good intentions to use it but the 40 visits for free access is a bit of a mental block for me. Also they don't typically have early morning group fitness classes, which I prefer.

I used to pay to use the wellness center for me and my family. When covid hit I had just paid for the next semester and it was closed due to covid. Once the wellness center was reopened a year later I thought maybe I would get credit for that time they closed because I was not able to utilize the center. Nope they did not give me credit or even a discount. So now I refuse to pay to use something that should be available to employees for free!

I do not live or work in Murray.

I do not live in Murray and do not have enough time between work and my commute to use it.

I belong to a local gym that has better hours than the Wellness Center.

I am not on the university insurance and am not eligible. I also do not work in murray

I would rather pay to use the Wellness Center than be stressed out about whether I met the required number of visits for the Wellness Pledge.

I pay to use Wellness during the summer months. I would like to see the University change its policy towards the Wellness Center to eliminate all barriers for Faculty/Staff to participate. More opportunities/less barriers for healthy activity only serves to support a healthier workforce.

shuttling around two kids eats up time before and after work. about the only time i would have would be during lunch.

I have a gym at home.

I don't pay to use the Wellness Center because I don't live in Murray, therefore, I have no use for it.

The Wellness Center is not open at the time in which I like to go to the gym.

I don't live in Calloway County

I use it as part of the Wellness pledge, however, I do not pay for the summer membership and am able to utilize outdoor spaces in the summer for exercise.

I'm not paying to use an MSU facility when I'm an employee of MSU. Give us free wellness center access!

Wellness pledge

I have a wellness routine at another location.

We did pay & go to the Wellness Center before COVID.

Can't get over there enough times to justify paying for it.

Using the Wellness Center is not convenient for me.

I feel my department and job responsibilities as well as additional tasks given to me when employees quit does not allow me to take advantage of the Wellness Center. I tried to do the Wellness Pledge when I first started but SFS is so fast pace that I ended up failing the pledge due to not being able to commit.

I don't work on the main campus. It would be nice if MSU gave off campus employees a stipend to use their local fitness centers.

Do not attend

I am not interested in using the Wellness Center.

I go to a local gym that is larger and has more equipment

I cannot afford a membership to a facility that is busiest when I'm able to go. Also, even though you're there to exercise, having to park so far away from the entrance is a big turnoff with inclement weather and then parking being closed during game days.

I like to swim! Swimming hours have not been consistent.

I pay for my wife and kids to attend with me

No time to use it

I use another gym. Fits more to my style.

I have small child so mornings & evenings are out. The only time I have to do things is at lunch but I can't commit to 3 days every week for the Wellness Pledge.

Rotten metal, low quality of equipment

I do not take part in the company insurance as it is too expensive for my family and so I do not pay to use the wellness center for the same reason. I would very much like to.

I'm not paying to use a facility that should be an included benefit for university employees.

I would prefer not to be bothered by having to remember to meet the benchmarks and requirements of the program.

Live too far away to be able to utilize the facilities on my down time.

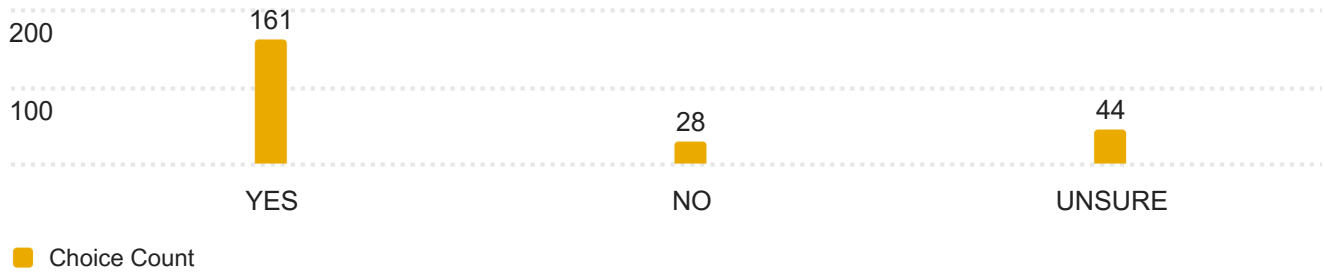
The hours are not as accommodating as several of the gyms located within Murray.

When the wellness center was built the students were charged a fee to pay for the wellness center. I feel it is unfair to charge employees to use the facility, it used to be free. MSU should support the health and well-being of its employees and we should be able to use the center free of charge.

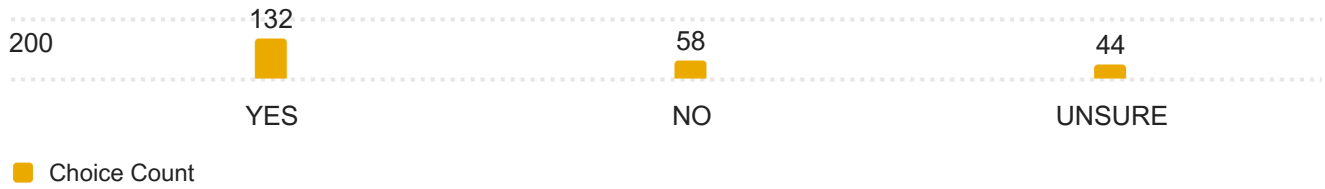
I do not live close enough to utilize.

Hours mainly, I know they open at 5:30, however, during semesters when students are not here the hours change and ours don't. Need to be the same hours year round.

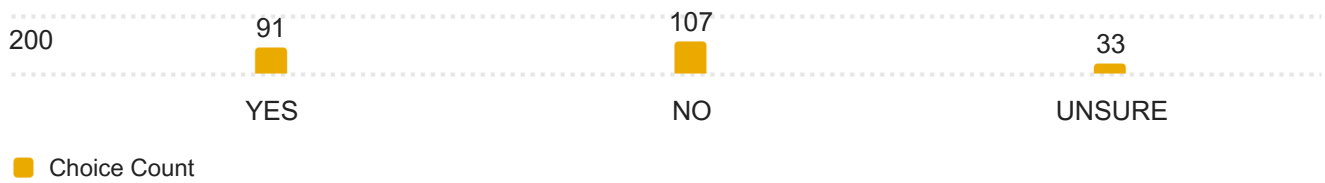
## Free Wellness Center access



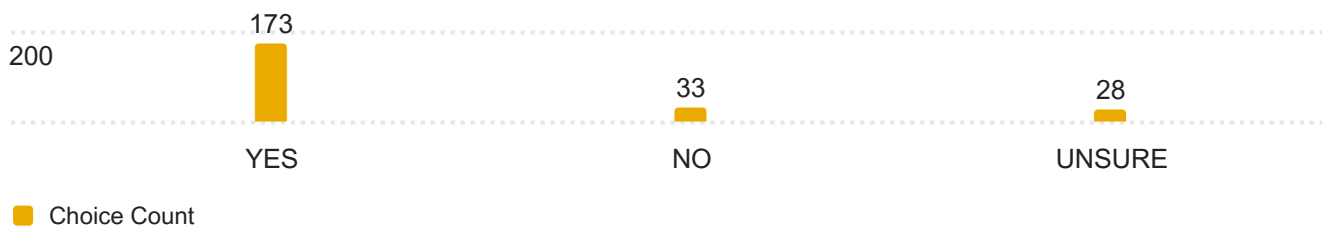
## Discounted gym memberships to local facilities (Planet Fitness, Mega Gym, etc.)



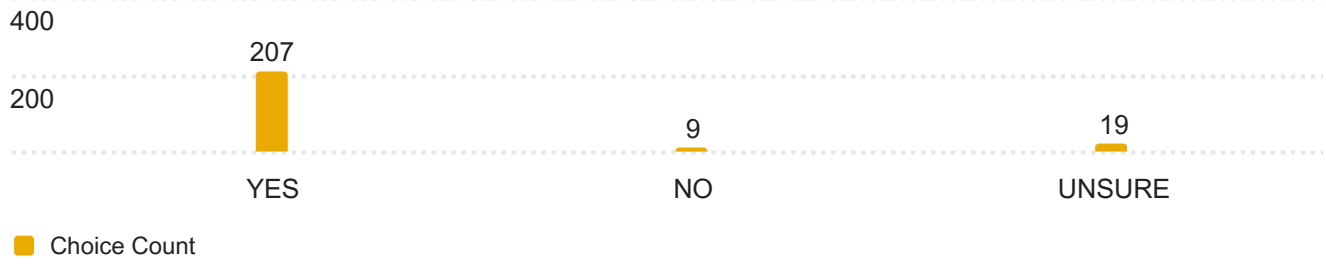
## Childcare options



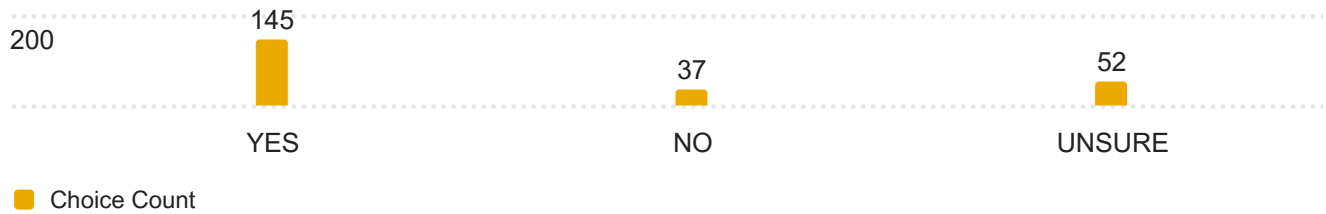
## Expanded tuition waiver options



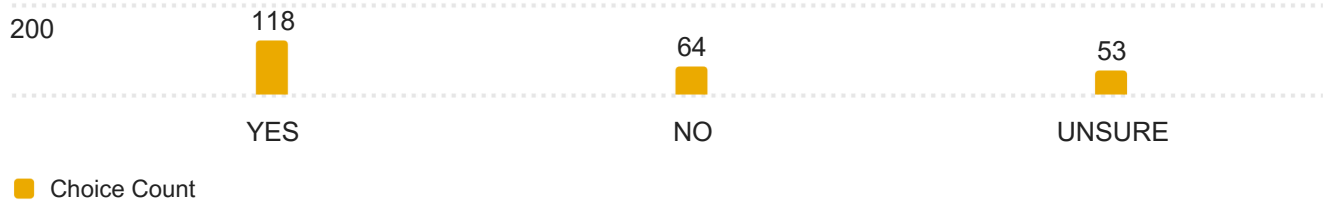
## Summer hours (4-day work week or similar structure)



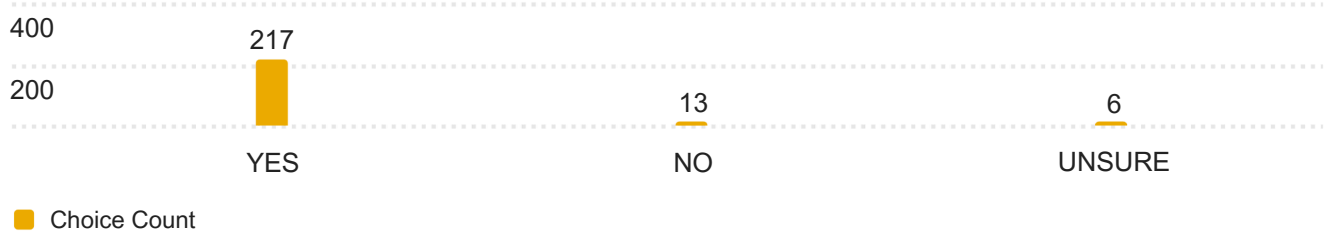
## Days off awarded based on recognition by supervisor



## Employee of the Month recognition



## Discounted or free parking



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

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

Similar to the Sick Leave Bank, I would love to see system in place where employees could donate sick or vacation days to other employees. As 20+ year employee I accrue more vacation or sick days than I realistically use. I have seen some of my newer coworkers struggle to have enough sick or vacation time and have to carefully manage their time off. It would be nice to have a system in place where an employee could donate one or two sick or vacation days to another employee. I would also like to see MSU breaks align more with the public school breaks. Fall breaks align but spring breaks do not. This creates a challenge for childcare during the times when the public schools are out but MSU is not.

I think the summertime 7:30 - 4 is pointless and don't understand why we do this. I would much rather work longer days (during the summer) and have a four-day work week.

I would rather Staff Congress focus on fair and equitable salary and compensation.

allowing each person their birthday off with pay

Reduced cost of health insurance through the University. With certain compensation levels, a half-decent healthcare plan can't be afforded unless the employee makes sacrifices elsewhere to balance the reduction in pay to afford the plan.

Adding a parking garage in the shark tank. Fixing the dirt parking lots and expand them for Blue zones.

Work from home option

Sick Days transferred to Vacation Days....if we lose them anyway when we retire, why don't offer to let us change them over to vacation days- maybe 2 sick days per 1 vacation day.

Parking needs to be free. If I'm not guaranteed a space on campus why the hell am I paying for a parking pass. Answer: because admin is greedy and loves committing wage theft.

anything free

discounted gym membership at MCCH Center for Health and Wellness

FREE PARKING and more of it. If I leave for lunch and come back I have to park sometimes blocks away.

Expanded leave benefits based on a person's family, not just immediate, but family they are more intimate with even if not by blood.

discounts on football and men's basketball - more availability to support and fill the seats for moral

Donation of tuition waivers - I would love to donate my unused tuition waivers to either an employee with multiple kids at MSU who need them, OR to a student who doesn't have enough scholarship money to cover the cost of MSU classes, regardless of their FASFA loans. It would be nice to say a waiver is equivalent to a specific amount (for example, \$300) and donate that toward a student who financially needs it. Some sort of program where our unused waivers, THAT YOU SAY IS PART OF OUR COMPENSATION THAT SOME OF US NEVER SEE OR CAN USE, can be put to good use.

Paying better salaries for all jobs on campus, especially if they require a degree.

Similar to how the membership structure is handled at the Wellness Center, I think it should mirror that to the parking permits for employees. \$200 for one has a different value to another. If the parking passes were tiered, based on a percentage of salary, those at the lower end would not feel the hit as hard. Or, for every 5 years you work at the University, \$50 is deducted from the parking fee, so when you hit 20 years, it's still free.

Discounted or free parking, 4 day work week during summer, more recognition and incentives, better employee tuition waivers and health insurance

A four day work week would be nice and not just for the summer. Free wellness center options for staff would be awesome.

Provide some nice MSU shirts for employees to wear at work. Some departments seem to have funding for these but not all.

tuition waiver to cover all costs of online

Better terms on health care insurance and stop the price inflation year over year.

time to work out without impacting work hours

The parking is horrid. Blue parking keeps getting removed on our side of campus with no replacement. More paved parking and even a garage would be beneficial. It's currently survival of the fittest to park in blue.

I think it would be nice if everyone could have their birthday off. It would just make it personal and fun. Also I feel like we should be allowed to have Presidents Day off and or Good Friday considering we have MLK and Juneteenth

4 day work week

Wage increases for employees who further their education by earning post-secondary degrees/certifications.

Health insurance for part-time employees

I think the free Wellness center access would be a great idea to promote healthy benefits to the staff. I also like the 4 day work week structure for summer to allow for more days to do things with family and friends even if I work slightly longer hours those three days. Parking should be cheaper since we work on campus and there is construction going on taking up some of the parking as well.

Remote Work Options based on actual need to be in office and distance commute.

I would like the tuition waivers to still be usable on dependants if employee should retire.

Flexible work schedules (in particular partial remote options, for example 2 days remote and 3 in office), increased pay, better health insurance

Raises that are based on merit and job performance

Those summer hours, or discounted/free parking would be really nice.

Research the viability of having tuition waivers cover course fees. We also need to have a tiered payment structure for parking.

Tuition Waivers extended to dependents in graduate school.

Free admission to campus events-athletic, plays, etc

Employees should not have to pay for parking and for use of the Wellness Center.

I'd like to see real snow days come back. It's snowy/icy, stay home, shovel snow, make a snow man, stay warm, eat soup and drink cocoa.

comp time or adjusted schedules for those of us who have to work weekends and after hours; please stop making me do these required wellness events to get assistance with insurance; free athletic event tickets/access; more staff days where the students are off (like planning days for teachers) so that we can catch up; more discounted Winslow days; departmental checkins with the President

Working remotely one day a week.

I don't know how I would feel about supervisor recognition days off. I feel like certain people in our office already aren't in the office enough to adequately do their job and it has created some frustration in our office because it is never addressed.

Meal plan options for faculty/staff to be able to purchase meals/snacks on campus.

I think all staff should start each semester with a certain amount of dining dollars. Maybe \$50-\$100 or so.

Dislike current summer hours. Love the idea of a 4-day work week in the summer.

For as much as I have to use my personal phone, I'd like to see a discount on cellular phones. Each staff member gets 1 free ticket to athletic games/per game.

Regular salary increases tied to inflation. Maybe bonuses or salary increases based on years of service or incentives for long-term staff member. More vacation or paid parental leave.

Allow us to receive discounts for local gyms! Paying hundreds of dollars to park at your own workplace only to have all spots taken is frustrating.

I saw someone mention in last years survey tiered parking. That is an EXCELLENT idea. How about these people making \$100k/year take the brunt of those fees. You give us a COLA and then take \$200 from us to park at our own place of employment. It's really quite absurd. ESPECIALLY \$200!!

Bring back the bike program! I would gladly have a small amount out of my paycheck each month to purchase a bicycle.

Remote work decided by their direct supervisor or job position level. Better maternity/paternity leave - It costs us nothing to let people be good parents, especially in an era when people feel too pressured by work to procreate.

Summer hours are a good idea, but keep in mind that we still need to work the full number of hours, we are just cramming them into a shorter period. Many departments work harder in the summer than any other time of year.

Paid Christmas dinners again: an allowance given to each department to take themselves out to eat anywhere. Being invited to the school cafeteria for free food does not boost morale. Hazard pay on days when Campus essential employees are required to report to campus because it is too dangerous for the rest of campus to report to work. Offer straight pay to those essential workers who cannot make the dangerous drive and allow them to do online training from home.

4 day work week would definitely save the university, Remote work scholarships for internet in rural areas for staff that cannot afford internet

Weather closures should include AAs when work at home is available for faculty and students.

It would be helpful if you started with a base of sick/ vacation days instead of having to accrue them from zero. It is unfortunate if you get sick towards the beginning of your work and then don't even have a day to take.

I think summer hours would be great to add the ability for staff to have longer work days and longer weekends or half days.

Food vouchers (Starbucks, Windslow, etc), MSU bookstore discounts to all staff,

Allowing limited work from home days if the employee is sick but still wants to work, or a living wage.

I think any of the above benefits would be greatly appreciated, but my number one priority would be a 4-day work week in the summer!

I think there used to be free clinic services at Wells for minor illnesses for Murray State employees. That would be something productive that would be so convenient for a lot of employees.

Some sort of health care coverage that paid for medical necessary massage; more than just a handful of sessions.

BETTER MENTAL HEALTH RESOURCES/BENEFITS!! Especially telehealth mental health.

Benefits for off-campus employees, as we miss out on so many benefits that on campus employees get

A great benefit that could be implemented that I have experienced at previous jobs is a clothing allowance per year. Especially for staff who work labor intensive jobs, a clothing allowance would let/help staff purchase new boots (safety) or shoes, pants, gloves, rain gear, etc. Some items are expensive and especially quality footwear which is important for safety and comfort when working a labor intensive position.

a bigger discount at the bookstore on apparel. We love to represent our employer out in day to day life, but with the cost of clothing, it's impossible to shop on campus for attire.

Free parking for faculty and staff (we pay to work here). Expanded tuition waivers for PhD cohort programs.

Performance-based raises

Free parking would be amazing, however the summer hour 4 day structure would be better than free parking.

Help with EXORBITANT ONLINE FEES FOR ONLINE CLASSES! The Waiver is no longer sufficient for online classes, books, fees, etc.

Book store vouchers for service recognition.

Tuition waivers available for part-time employees. I'm senior standing and would really love to graduate.

If you don't use all your vacation days, then they carry over and you don't lose them. Not everyone has the money to take numerous vacations, or need to take off work all the time. Let us keep them, we've earned them.

The required years of service to receive free parking should be lowered or provide discounts after 10 years.

## BenefitsComment - Comments related to benefits:

Comments related to benefits:

If not free parking then perhaps sliding scale option? I shouldn't have to pay the same amount as someone who makes 4 times more than I do.

I would like to see Tuition Waivers reinstated for Retired employees. This benefit was discontinued a few years back and will directly affect me. I chose to have children later in life and later into my career, therefore, I will reach my 27 years of service soon. However, I still have dependent children that will be going to college in a few years. Because of this, I may defer retirement to utilize the dependent child tuition waiver. It is pretty common now for people to chose to marry or have children later in life and it is very possible that by the time they reach their 27 years of service, or age 55+ they will still have dependent, school-aged children that could benefit form the tuition waiver; however, becuase retired employees no longer get that benefit, that is a huge deterant to retire.

Everyone will not see the same level of value from a particular benefit. The university might want to consider allowing employees pick which benefits they would prefer. This might allow everyone to have better benefits.

I would love to see some kind of reward system/gym membership for local facilities.

MSU has an excellent benefit package

A work from home option should be added as well. There ARE those of us who have worked from home occasionally and actually done our job ALL day long without taking advantage of it!

A 4 day work week or reduced hours during Summer would work fantastically. As long as we're getting the same overall compensation - I'm starving half of the time with the current compensation so I definitely could not afford less. I know many other staff members in the same position. I can also say that I believe that would be beneficial from admin's perspective as it would reduce operating costs. Even if it's a four day work week where we're working the same weekly hour total but spread across fewer days of the week, less money would be spent on electric just from not having people actively using equipment each day.

free parking would be great since it is hard to find parking close to our building, but not if the students would be able to park anywhere, it is hard enough as it is finding parking.

These benefits all sound great, but only if my paycheck doesn't reflect a decrease in our already low wages. The compensation report is a lie and just HR and the VPs and Payroll trying to cover their asses.

Hinge Health is good. I have not been thrilled with Omada.

Lots of money wasted on cooling building in the summer for a few people. Doesn't make sense to give a raise then increase insurance. Our HR department is a joke! Time for Jackie who is corrupt to leave.

Days off awarded based on recognition - this would be a very biased system. Some supervisors are awful and have no tolerance for mistakes or personal issues. And if you did get the time off, who is going to do the work? The other employees? Or would this awarded employee come back and have to work harder to make up for the time missed during an awarded day? Many people already can barely take vacation days because there is just too much work to do, and not enough time/employees to do the work.

Employee of the Month? Again, very biased. Some supervisors would be fair about it and really work to recognize this properly, but others don't care about their staff. We see this in the Staff Excellence Awards. Some departments never submit an employee even though we all know outstanding staff.

Waivers.. this is a joke now that it applies at the end of the tuition scale. And if you expanded the waiver benefits, are you going to add that to our "Compensation Report" as a "see, this is how much we are ACTUALLY paying you even though you don't use this benefit, you'll never see money for it" kind of thing?

No

While days off award is a nice idea, my department is so busy that we struggle to get vacation days in and keep under the days that we are allowed to bank so that we don't lose them.

More things to promote involvement at the university. This is not the same community it has felt like in the past.

Unhappy with sick time because even with contributing to the sick bank I still hold a massive surplus of sick hours I will never use. Would rather see vacation and sick leave merged into a single PTO (paid time off) option.

Health insurance sucks!

I feel an adjusted summer work schedule would promote better morale, especially in areas where a full-time schedule isn't necessary, as long as pay was not impacted.

Bring back full health insurance after 20 years of service as it was before 2003.

the Days off and Employee of the Month I would be for it if it would be done fairly but that is not likely in this office and it has been proven in the past.

I don't have children or go to gyms, but I think childcare options and free/discounted gym memberships would greatly benefit many staff members.

Maybe opportunities to build up leave or comp time by assisting in other office/department events and activities that need help outside of regular working hours?

I am very thankful for the benefit package that MSU offers. That is a blessing most work places do not have.

Parking would go a LONG way with employees, every time someone new is hired that is one of the first they are shocked by they employees pay to park in a small community. Even if the purple pass was free and you had to pay to upgrade, that would be a huge. especially for those who could use the \$10-\$20 a month back in their paycheck.

The amount we as staff pay to park is ridiculous. It should be free as we live in this community.

When I started the tuition waivers were still good if an employee retired. Just is a bummer, I have the years in but need the waivers now!

I am a member of a family of four in which both parents work for MSU. The health insurance is too expensive for the coverage offered to the point that this year during open enrollment I had to sign up for my own insurance while my partner took the kids on their insurance. It was cheaper for a family of four to have 2 separate plans than to have 1 family plan.

Discounted or free parking would be amazing, especially when parking near my workspace is unavailable many days.

Employees should not be required to attend the Wellness Center for a certain number of times to maintain their membership. This discourages membership. Make the Wellness Center free for employees. Due to employee morale being at an all time low, a 4 day work week in the summer (similar to WKU) could help boost morale. And it is completely ridiculous that employees like myself, that do not make a livable wage, are required to pay a \$200 parking pass to come to work. Paying for parking at your workplace is insane.

We need to have vacation time accrual increments for employees with 20+ years of service. This is a great incentive to retain long-term employees.

Instructors for the Wellness center should be paid more so we could get more class options, they have really dwendled over the years and the current instructors are absent a lot. If the instructors also have to purchase a parking pass are they even making money? When basketball games are happening the parking is horrible, basketball patrons are using the few slots in front of the Wellness center and we aren't allowed to park behind due to basketball parking....someone needs to come up with a better alternative for Wellness Center parking.

The Wellness Coordinator does a wonderful job in communicating and working to build a program that has valuable components. This is the first year I elected to not enroll in MSU health insurance due to the cost and could not enroll in the associated Wellness Pledge.

I wish I could share my tuition waivers with others. Most of the time it's a wasted benefit for me, but I have extended family and church friends who could benefit. Or an option if I wanted to not get health insurance, or purchase it elsewhere.

I barely get to use the time off that I accrue already so anything that can assist with things I'm already trying to accomplish or have to pay for would be very appreciated (discounts on gym memberships, local restaurant or business MSU discounts, free parking, free athletic events, free meals- and the time to take a break during the day for that meal- are very appreciated). I also don't need a big recognition or anything but to be able to call over to another office and get someone competent and kind on the phone or to get a response to an email within 5 business days would make all the difference.

Allow each office to develop their own flexible or remote work schedule for summer. The summer can be a very slow time in the office. We deserve a break too like the faculty and would enjoy spending some time with our kids when they are out of school.

In the summer it just makes sense to have 4 day work weeks or a hybrid work schedule. Most of the staff here makes under \$50,000 so giving them a 4 day work week all year would make up for the inadequate pay that they are receiving.

I think it is unfair to require people to pay for parking at their place of employment. Especially when the parking situation is so bad since the faculty parking lot was taken to build the nursing building.

Free Parking would be nice as places to park continue to decrease

The benefits offered by MSU were my main reason for applying and accepting the job

I wish our vacation days did not accrue per month. I would prefer they are given up-front and then each staff member could manage them throughout the year. Otherwise, I think we are afforded excellent benefits, and the time-off, especially around holidays, provides me with a wonderful opportunity to spend precious time with my family. That is a luxury that was not available to me when working in a corporate setting. It is a true blessing and I very much appreciate them.

HSA benefits paid to employees over 65 who are still working and choose not to go on medicaid

I do not live in Murray nor do I work on main campus so some of these benefits would not apply to me. However, I would imagine others who do work on main campus would appreciate the benefits listed above.

All of the above sound like tremendous value, especially free parking LOL. I would really like to see something expanded on the summer hours option considering that faculty aren't really on campus during the summer I do find myself with a lot more time, while it does give me the freedom to cross more things off my to-do list before school is back in session, it would be nice to get to enjoy the summer with my kids a little more and I think it has the ability to boost morale. Childcare options would be tremendous especially when it comes to recruiting and retaining faculty and staff. This area does not have a lot of options when it comes to childcare and the options it does have there are very long waitlists. You can call and be put on a waitlist for a daycare as soon as you find out your pregnant and they still may not have a spot available for you and then you're in a spot of not knowing what to do and panicking because you need someone to watch your child so that you can go work and earn income for your family.

We have adequate benefits, but MSU can do better.

The web fees are an insult - I do not utilize the tuition waiver but would take advantage of that calculated in compensation if I didn't have to pay web fees

Parking needs to be heavily discounted or free. Especially considering we are constantly losing parking this year (see the new Nursing building and the construction at Biology as examples) with no recourse at all.

Remote work needs to be more lax. People should be allowed to work remote more often and with less restrictions on when/where it can be used.

Very pleased with benefits.

Benefits have not kept up with the modern workplace - Not to say I want a "tech company" level of environment that expect you to live at work 24/7 and feeds you, has game rooms, and whatnot. Just let us feel like we can freely take our vacation time without crushing our coworkers by making benefits/pay more attractive to fill vacancies more effectively. Having an office isn't really a benefit in this era, let people who can work from home and let their supervisors decide if they're "doing enough work" as that's their job. We can repurpose the space in those buildings for students completely, or even get rid of excess buildings and save on heating/cooling/power costs and build parking. For people who have to come to work, they must have childcare or coming back to the office is even more of a pay cut when they have to pay out of pocket for such things, not to mention losing time with their kids. Get rid of the parking cost even if it means we have to walk from further lots because maybe you want to charge students for premium closer options. End pointless employee appreciation breakfasts and whatnot - Most of us can't afford to stop working long enough to even go receive an award at this point, it would be far more useful for morale to focus on department holiday parties (that are paid for by the school, not the department or someone in it being magnanimous) and recognize outstanding people in the Racer Roundup instead. It really feels like every department has "cliqued up" and the general community feel of the workforce has died off, and I'm not sure how to recover that or if people even want it recovered.

Parking fees are used to keep the lots in good condition for use. Eliminating that fee does not make sense. Compared to other Universities, our parking very reasonable. In terms of days off, we enjoy far more paid time off than any place I have ever worked plus vacation. I struggle to take all the time I earn now, giving people additional time off is unnecessary.

Reduced-cost parking (or free parking) and summer hours are of the greatest interest to me. Coworkers - and former coworkers - have mentioned a great need for more childcare options.

Offer reduced hours for the same annual income if COLA can not be afforded. Working 32 hours and getting paid for 40 will improve life/work balance and morale. Free parking is a must.

I live in a rural area that does not have many options of internet and the one I do have is limited because of cost. If scholarships or funding was available to remote was available it would be a great idea for those of us that could remote. As of now, I cannot really remote except to answer some emails on my phone or make calls. Something that I think should be explored for remote work

The cost for insurance went up significantly for the middle of the road option this year and I can't afford that extra \$60ish dollars a month for the same sub par benefits. It would be nice if the benefits increased to make the price jump worth it.

I think there should be a carpool cost for parking. When both parents work at Murray state, there should be a discount on parking if they carpool the vast majority of the time. There are so few days some families drive separately, but to have a second even for a day, you both have to purchase passes.

I would enjoy all the proposed benefits above, especially the 4 day structured summer days

I think there is already a discount for Planet Fitness in relation to Murray State University employees.

Free parking seems paramount, or at least discounted each year based on service.

Free parking! Would help a little since the salaries are already low.

Better pay, more sick days, more vacation days.

Discounted or free parking would be a great benefit, and a nice reward based on years of service. The option for summer hours, a 4 day work week, or something similar would be fabulous.

Staff and faculty should absolutely get free parking. There is no reason that we should have to pay to park where we work. We are not in a large city/parking garage where space is limited. There are designated locations for that staff and faculty to park and it is ridiculous that I have to pay to park in the parking lot connected to my building.

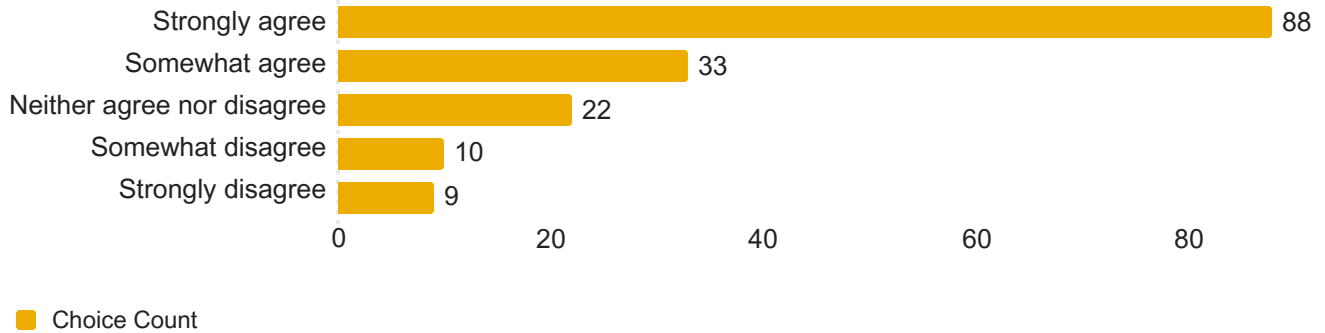
I'm very grateful for the free parking benefit earned by my amount of years worked here.

Thank you to everyone on Staff Congress! You do an amazing job.

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



## My experience working remotely was favorable.



## Do you have sufficient technology to perform remote work?



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



## BarriersComment - Please explain.

Please explain.

I answer the phone for our office and it is impossible for me to work from home. I can't transfer calls or efficiently take multiple calls at home.

Inability to access certain documents and resources only available on campus.

Lack of internet/wi-fi capability

I can't afford a PC that is highly compatible with remote work. While I can do it if necessary, it is definitely a struggle.

It was difficult to communicate with other offices on campus. Some of them would never answer their phones so we didn't know if they were working or not.

My laptop was glitchy when performing work.

In our office, communication is key. We work with many offices and if the whole University is remote, there are many offices we can't reach. Also, our employees tend to work better when they are on campus because they can communicate more effectively and quickly. Chat and phone are fine, but a crisis can't wait for a chat or phone conversation.

It is hard to be as productive at home as it is to be at work. At work, I have two monitors. At home, I work on a laptop at my kitchen table.

I work remotely often as I travel for my position. But, when we are asked to work remote on a day that schools, childcare, or adult care facilities are closed, getting adequate work done is a challenge. Everyone has a different home situation but if remote work is not acceptable on a normal basis, why is it expected when other resources are limited?

Technical difficulty

I can't access certain programs away from my office. The lack of printing, scanning, and other resources are always an issue.

Access to network is not user friendly

I work the front desk and answer the phone constantly. I also communicate with all of the dock staff all day long. When I work remotely I can not answer the phone put on hold transfer calls etc efficiently like I need to do. It makes me nervous and it is just easier for me to come in to work.

No access to home computer

Once there was a time when staff had to work remotely with little to no notice, and I did not have access to the files I needed to be productive.

Based on my job, some items require actual files to complete requests.

I wasn't able to access Banner. I needed to set that up with IT ahead of time, and didn't realize.

My position isn't really capable to perform any of my responsibilities remotely, other than checking my email.

Items needed to complete work were in the office and could not be accessed from home.

I do not have internet at home.

I do it so infrequently that I have not yet developed a rhythm for working remotely. If I did it regularly, and not just during inclement weather (i.e. what should be snow days), I'm sure I would increase my proficiency.

The amount of work I was asked to do was very hard to get completed. It was training, but I couldn't finish it.

Need two monitors to really be able to do the job well.

I deal with deliveries and at home these can't be dealt with.

I did not have sufficient technology to complete work at home

While department provides a laptop, it's difficult to do what we do on just a small laptop screen.

I am able to complete my work with the use of google drive but not having a VPN or virtual machine makes it more complicated

It's hard to work and do my job sufficiently without a good computer at home.

Working on a laptop is no fun and makes it hard to complete your everyday tasks when you are used to having dual monitors. I find it foolish to require staff to work remotely for inclement weather. Just give everyone a snow day. Why is that so hard? It's super stressful trying to use jabber. I assist students on the daily and it's stressful trying to help them when I don't have anyone around to assist me with my questions. Sure, I can chat, but everyone else is busy. Sure, I can take a message, but in this office, those messages never get answered in a timely matter, so that's a joke. And, then you have students feeling ignored and I don't like that! Students should ALWAYS come first! Just give us a freaking snow day for goodness sake.

Nothing to do with what I needed, it was just that I kept thinking about the things that I needed to be doing in my home. lol

My internet cost \$50 for 100 GB per month. Very limited on internet

Working with children at home on weather closure days (when the local K-12 schools are also closed) and balancing their school work with my own work.

During covid I used my personal lap top to download the horizon soft ware to work from home. That trashed my lap top it is non functioning now. Then during snow days the university wants us to work remotely however they do not provide any equipment for this. I refuse to use my personal computer for work related items. If my personal computer gets trashed MSU does not offer to pay for it.

Some of the sites I need cannot be accessed from home.

Obviously when the weather is bad and campus works remote it isn't always an easy day but you do the best you can. Accommodations have to be made somewhat.

I can work much quicker with a desktop computer and regular keyboard than with a laptop.

Some things I need to do simply require me to physically be in my office and I am unable to do them remotely.

Was not assigned a department laptop before we had inclimate weather. Although the news had reported it several days in advance. So I had to show up to the campus in bad weather since I had no other way to work remotely.

## Within the last 12 months, have you been asked to work overtime without compensation or time off?



## RemoteWorkComments - Comments related to remote and flexible work options:

Comments related to remote and flexible work options:

I can see where working remotely can have its benefits and can be utilized effectively for some employees; however, for me personally, I prefer working in the office. I find that I have too many distractions at home and do not prefer remote work. I am more focused and efficient when I am in the office and able to have face to face access to my colleagues and supervisor. This is just my personal preference. I am in favor of MSU exploring remote and/or flexible work options for all employees who would so benefit.

If given the choice between working at home or in the office, I would prefer working in my office, provided it is not excessively hot. Some of the resources that are available in my office are not available remotely. My department does allow some flexibility in my arrival and departure times as well as in my lunch time. That flexibility is very helpful.

I don't think that it is fair for anyone to work from home because those of us who can't are expected to come in - and none of the FM crew get the option to work from home. It should be all or none scenario. If the weather is bad just close the university and make it for all or none. We should all be treated fairly and not expected to drive in to work when others can stay at home comfortably

When I work overtime, it's my choice. I ALWAYS have requests to work on media related things, so I constantly feel behind. It would be nice to be compensated for that work I do at home, but I know HR doesn't allow that (for some weird reason). SO many people (especially people in Student Affairs) have to work after hours when dealing with student issues

Not fair how some get it and others doing the same type job are denied

N/A

I am salary so I have to work extra a lot but don't get paid for it, or time off for it.

Worked 7 days a week for several months due to understaffing of department. Vacancies have been filled but 18 months on the job and an employee still doesn't know how to do their job doesn't benefit anyone but the Supervisor they gossip too.

I'm salary so it doesn't really apply. I often work outside of normal hours.

As an exempt person, I work a LOT of extra time that I 1) don't get paid for and 2) can't compensate by taking time off elsewhere because there is just too much work to be done and not enough staff to do it. We have a lot of turnover and that tribal knowledge has disappeared, even with adequate onboarding documentation, so many staff are still new that they have to constantly ask questions.

I do like the remote options we have in our department.

I am not specifically asked to work overtime, but there is no way to get all my work done without working overtime. I work overtime every day and do not get paid for it because I am salaried.

Remote work is not possible for all positions, but can be a useful tool for those that are able to. That said, there also may need to be some processes in place for dealing with those that are found to abuse the policy.

I see more and more community college and universities implementing flexible/remote work options with positive outcomes. Since we have the equipment and previous experience working remotely because of Covid, I think it would also boost morale to have some remote work time (as possible per department). While I recognize that it isn't possible for each department, it would be nice if the decision was left to individual department heads. Remote work would be extremely helpful, for example, to parents or other caretakers for when their dependent is ill, but they still have the ability to get the work done. Scheduled remote days may also be beneficial to morale, employee mental health, and productivity. For example - (Department dependent) everyone has one scheduled remote day per week, every two weeks, ect. This could be scheduled in the department so that, while everyone gets a remote work day, there are still enough staff in the office to assist with unscheduled appointments.

It is not really being asked it is just coming in and having me start early if I am seen at my desk.

I would prefer to work the same hours all year long. In the summer, I would prefer to work the same 8:00 AM-4:30 PM as the rest of the year.

That is illegal. No one would ask me to do that.

remote work is frowned upon

I only worked remote for snow. If we weren't give 4 day work weeks in the summer, a work from home day weekly during the summer would be nice. The current summer structure doesn't add much to the day since it is only a 30 minute adjustment.

MSU should consider remote work options where appropriate. We could be definitely more creative with remote work placements considering our office space temperatures and conditions.

The only times I performed remote work was when the University was closed for inclement weather and we were all told to work remotely.

Remote work is beneficial for me in more focused time to do documentation or other focused in work without office distractions. Remote work is not for everyone or every job, but where it does work it can be beneficial.

I feel like if the university is closed it should be closed for everyone except those that choose to work if they want to. I would be one of the few that chose to work I am sure but my job is important to me and I am the direct line to helping the dock staff on top of emergency work orders. I think it should be closed university to all / remote if it is your choice/ come in if it is your choice but not closed for some remote for others. Of course supervisors and directors would need to come in to stay on top of emergency issues but the supervisor should contact the crew if needed to come in and those who cant should not be punished if they feel threatened due to bad weather etc. And when I have to take my kids to school or pick them up it is a blessing knowing I can stay over and work to make that time up. With a time clock you can't do that so that makes for a hardship on those employees.

Comp time seems easier for the university, but it is hard to use when the workload is consistently high. OT pay is more meaningful.

I'm salaried and I already work over the 37.5 per week with my job.

Salary position in Athletics, try to adjust my time off. However feel judged when not here traditional hours because of weekend competition. No messaging from administration on what is acceptable work hours.

Remote Work is perfect. I need more of it.

I truly feel the best option is a flexible work schedule, one where within the department the staff schedule 2 remote days per week. Each staff would then have 2 remote days and 3 in office days but the department would be able to schedule these in advanced to ensure that there is always someone physically present in the office.

Due to the limited personnel in my area, it is hard to take time off because we risk falling behind on other responsibilities.

I work in the business office of FM, I can do my job remotely 1-2 times a week. Due to the nature of other jobs in our department (plumbers, electricians, carpenters, etc.), we are not allowed to work remotely. This needs to be reevaluated. I decided to work in an office setting, knowing that my work can be done remotely. Those that work in the trade industry know that they cannot work remotely. It is unfair to make this a blanket decision for the entire department.

I wish we had the option to receive overtime pay when asked to work nights and/or weekends as opposed to having to take hour-for-hour flex time.

As salaried staff, we are asked regularly to work after business hours and on weekends with no compensation. Time off is dependent on your supervisor, staffing, etc, and is not guaranteed. It is on the employee to set hard boundaries and these boundaries are often challenged by supervisors.

When inclement weather is approaching, it would be nice to get timely warnings that remote work is a possibility. Instead people leave campus without necessary tools to complete work efficiently from home.

Just trust people to do their jobs. If they need to complete a task early or push something non essential aside while they juggle their own work/life balance, let them.

Seems like it could be beneficial to many on campus. I currently prefer to work at the office, however much of what I do could be performed remotely, and eventually that may be preferable.

I work "overtime" regularly and so do others in my department. We were looking forward to going to hourly so that we would have the opportunity to be able to have the time that we are utilized reevaluated by those above or to be compensated for the immense amount of time that we are working in addition to our 8am-4:30pm schedules. We never get remote or flexible time and the culture in our office is that this is what is expected of salary employees.

Remote and flexible work options, if only in the summer, would be the best perk MSU could offer staff. It would be life changing for better work-life balance. It would greatly reduce stress and costs for childcare. Plus allowing parents to be more present for their kids in the summer.

I am expected to answer emails in a timely manner. So I am answering at night and weekends because we only have two people in our office and deal with over 400 students. I do keep up with my comp time but it is hard to use when you only have two people in the office.

Love the flexibility given in this new job; previous position had none.

I would be more open to remote work if better technology was provided

I understand that exempt staff are required to "work until the job is done." However, I do wish Flex Time was an option for exempt staff when we work a lot of hours in the evening and on weekends for events, outside obligations, etc. (Keeping up with our obligations and after the work is finished, of course). I feel like our work is never truly done and there are times I feel overextended and overwhelmed. Some time to re-energize when earned without having to take vacation would be great.

Amount of overtime work demanded of employees in the department is excessive.

I love remote work. It makes sense to have the ability when there is building issues, and weather closures.

I HATE WORKING REMOTELY!!!! In the event of inclement weather, just give us a snow day!!! Build them in to our days off like grade schools, IDK... but working remotely is asinine.

The remote policies for most of the campus are too restrictive and formal. Put up less barriers and let people work remote (within reason) and you'll see an increase in happiness and probably productivity/efficiency.

Since there was no place to comment on the question immediately above, I wasn't 'asked' to work overtime without compensation, but I know overtime is heavily frowned upon by the Administration. I worked well over 75 hours without claiming overtime until my supervisor made me start claiming it, because I was afraid it would negatively impact our budget and my supervisor would get in trouble for letting me work overtime. But since we are understaffed, there is no way to get everything done without working a lot of OT. Back to the question at hand, flexible might be fine, and I 'can' do remote, but remote is not my favorite option.

Remote work is the best, least expensive way to vastly improve our work environment, but it cannot preclude also giving people adequate raises. Many people who work for the University live more than 30 minutes away which alone would be a "raise" in the form of time returned, gas not spent, and maintenance not used on their vehicles. It also allows for lulls in work to be more relaxing as you're in a comfortable home office environment that the employee has created for themselves. It's 2025, we should be striving to allow at least flex options for every non-forward facing position at the University. Many positions can be full remote, and will likely remain unfilled until transitioned to such a configuration as that is the work era we've entered. In the end, that should be the department or supervisor's decision and not require VP/Presidential approval.

Similarly, the administration needs to stop using remote work as a punishment. We've had a few inclement weather days already this year and having to work during them, even for positions they're mandating in the office now, when we used to get them off is ridiculous. Many people live in the country and have more to focus on in keeping their own property safe during bad weather. Murray State can lose a day for the safety and stability of its workforce.

Also, regarding the last bullet which should have had its own comment section, I feel the question is poorly worded as it focuses mostly on non-exempt employees. We are woefully understaffed and many departments are barely keeping afloat as churn seems to be at an all time high. Most supervisors will work with you if having to do overtime, but the timelines are very crunched at this point, especially with blackouts and times when work has to be avoided to not impact students. Exempt employees especially get regularly hit on this, being asked to work strange hours that may or may not be "compensated" by various methods.

Not all areas are able to perform their work in a remote manner. While remote work was a necessity for some during Covid, there were many employees who were still on campus every day doing their job and assisting those working remote. I don't think remote work fosters relationships between co-workers, it does not foster cooperation between departments and does not provide a healthy work environment. No one is entitled to do this. Everyone found a way to come to work and do their jobs prior to Covid and there is no reason that they should not do so now. Be an adult!

I like having the ability to work from home, as unexpected things pop up throughout the year.

While I prefer to work on campus during the summer months, I feel that it might be beneficial to have more opportunities to work from home (once a week, twice a week, one day every other week, etc.) during the "quieter" months.

Work Remote is a scam. The campus should be closed and ALL employees should stay home with pay, unless hazard pay is given to essential employees who risk their lives and vehicles to drive dangerous roads.

Ability to work remotely consistently would be beneficial to me and my family

I'm frequently in the office outside beyond office hours and responding to situations outside of office hours. Unfortunately, as a salaried employee, the standard is that there is no compensation or time off to counteract that.

Our technology department is to be commended for their assistance when we are working from home.

I do not believe that the Flexible Work Arrangement policy is being implemented consistently across campus, meaning that some employees who wish to have a flexible work arrangement are not allowed the opportunity to, while other areas of campus are more willing to establish flexible arrangements.

It would be great if supervisors explained and encouraged this more if employees have to work outside of normal business hours.

A limited remote option should be available for an employee if they are sick but still chose to work.

I have proven that I can get way more work done from home. There are far too many distractions in the office, and at home I can focus.

I'm not sure that supervisors or faculty fully understand or are properly trained on the fact that, for hourly employees, anything outside the standard 8 AM–4:30 PM schedule should be considered overtime. While I may not be explicitly required to attend certain events, I still receive calls and texts asking how to make things work if I'm not there. In many cases, the event simply couldn't function without my presence or coordination. Additionally, events are often scheduled during my designated lunch break, with no consideration or discussion about me actually receiving that break. We're simply expected to juggle everything and push through.

I think staff deserve more options for remote and flexible work options, especially since faculty automatically have these options and don't have to request permission for them.

The remote work that I had to do was due to the weather related campus closures. So I didn't request the remote work, it was determined by the university.

The only time I work remotely is on a snowday when the campus is closed. My job cannot be done outside of the office. I find it unfair when others are working remotely saving the gas & food money that I am still out. There should be some sort of compensation for those of us who have to come in. I drive 40 per day, round trip.

It has been very beneficial to accommodate students.

Our supervisor does not ask us to work overtime. She is very good about making sure we leave on time, and do not work over.

I am asked to work remotely every Winter Break (Christmas Break) due to my job title. I also have to come into work 2-3 days during the Winter Break (Christmas Break) due to my job title in SFS. I also have to work remotely for any holiday that may be away from the office longer than one day due to my job title in SFS. Working Remote is the biggest competition that SFS department has right now as one of the reasons for losing employees to competitors. We lose excellent employees who become fatigue for additional work loads due to open positions to larger distant universities who will pay more for the same job while allowing them to work remote from their home here in Murray. MSU really needs to re-evaluate remote work policies to help retain staff.

I have a great setup at home making it easy to work remotely. My fellow staff members mostly only have tiny laptops. When the university is forcing remote work due to inclement weather, it creates a hardship for employees who do not have adequate work stations at home to do their jobs effectively. One small 15" monitor is not sufficient and the quality and quantity of work are extremely diminished. A snow day once in awhile would be appreciated.

The only over time we work is for events. My supervisor always makes sure we either take time off so we don't get burnt out or we take the overtime pay. She wants whatever we do to work in our favor. Couldn't ask for a better supervisor.

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



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

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

Restlessness

I do not make enough money

The leadership in our work place does not exist. Everything is unfair and so many people have left.

My supervisor is just a hard person to deal with. He has his favorites, and I'm not one of them. I keep hoping he will leave. In the past I have seen some one of my former coworkers sit at her desk crying after he dealt with her. She finally had all she could take and left. When prospective students and their parents go into an office and see someone sitting at their desk crying it does not look good for the university.

I was offered a job with better pay however I am only a few years away from retirement. If the time clocks were removed & the dock crew at FM were treated the same as everyone else & [redacted] was moved to a different office the University would be a dream job place to work.

better pay

Compensation.

Better salary. More manageable workload. Better institutional finances. Better employee morale.

The pay here is horrible. My family lives paycheck to paycheck, and even then, it's not enough as my kids are growing up and needing more food, more money for school activities, and inflation is too hard on my paycheck. The pay is the worst part but it's impossible to find other jobs around here as there is a small market and HUGE number of people applying for what little jobs Murray offers.

My partner and I knew we were not going to be in Murray permanently due to educational goals. Once we were finished with schooling, we planned to move due to one of us expanding into a PhD that is not offered at MSU.

I've never worked for a place that treats me terrible because of my racer, sex, religion like MSU.

Unfair treatment between staff and faculty. They make a lot more money and do as little as possible. Miss office hours all the time. Cancel classes. Staff can't do any of that.

Too much work and not enough staff, lack of appreciation, burnt out at this job, no room to grow or climb the ladder, lack of support from upper administration, poor working conditions, the cost of taxes from working in the city, the cost of parking and still struggling to find parking spots on campus, and the ridiculously low pay that is a slap in the face to the hard working employees who do care about doing a good job and supporting the students here at MSU. The lack of desire to convert all of our paper processes to a digital workflow to increase productivity, lessen paper waste, save employee time and create more efficiency.

I need a job that can pay a decent salary; I am having to work a part-time job as well.

Money, less stress, more benefits, flexible work schedule, full-remote... take your pick

Advancement, higher compensation

Underpaid, understaffed, underappreciated, burnout

Mainly, I want to leave due to salary issues and dissatisfaction with the way the university is ran. My unit is toxic and my VP just is not advocating for us. I guess it would be an awesome place to work if you were compensated fairly. Unfortunately, that is the case only for a select few. It is sad to see that people are promoted and given raises not based on performance. This is one of the most toxic work cultures I have ever been associated with.

better salary opportunities in private sector

Duties conflicting with pay and enough time to perform them. Inherited extra duties after another staff member left.

Added workload due to other employees leaving and jobs eliminated instead of refilled.

Being made like I was not an adequate worker or that I do not value my job. Which is not true for I have been here 23 years and have always put in 9-10 hour work days and take a lot of pride in the work that I do. Also the inequality in the department can be crippling.

There was a hostile environment when another staff member raised that voices at me multiple times and then yelled at me in front of a student. I did report it to HR, but there wasn't a great solution due to the location of my desk. I had anxiety most days until the person decided to leave the university for another position.

More money

Considered looking for new challenges or opportunities as there are not any further job advancement available in my department. Also considered for better compensation.

something with more pay, not sure I love what I do. Nothing wrong with msu, personal preference on the type of job I am in

I considered leaving due to my working conditions and the way I am treated but I love my job and there is only one person who makes me feel so insignificantly out of place. To me being appreciated in a job by employees who trust me and need me is worth more to me than me leaving to a job I may or may not like for a couple more dollars an hour all because one person hates me & must be miserable in her own life to treat others the way she does.

higher salary, feeling overworked, and overall unhappy with my role.

Better salary

Getting Paid More

The pay and lack of resources to do my job the way it needs to be done.

Lack of pay, benefits, and better opportunities for growth.

The community and people in the department are what keep alot of people in athletics. It is a running joke in the department that the AD doesn't know everyone's name or job.

Yes, I'm below the lowest paid in my position based on my job title in the state. The business sector would significantly increase my compensation.

I have considered moving to a job where I would have less responsibilities and a higher pay. There were several factor but I ended up staying here.

Because higher ups are considering rolling back our work from home days down to one or zero.

I know of an instance of GPA tampering happening by people far higher in pay grade than me and it has made me question the academic integrity of this university.

Not feeling supported or respected by my supervisor, not feeling supported by the university, continuing to be overworked with no increase in staffing or pay, talking with colleagues on campus and learning about pay discrepancies,

A better paying job.

I am not paid adequately, my office can be a hostile work environment at times, and the upcharge of health benefits with the same coverage.

I feel like I would be paid more fairly elsewhere.

Other job offers have been presented to me.

To get a job I can try and live off of (make more money).

This job is highly uninspiring anymore. I have considered leaving not only for pay but just for my own well being.

I make the same pay after 12 years as someone just starting, No longevity raises (Every 2 years, 3 years, or 5 years), no benefits for staying longer than first 3 to 4 years. University keeps taking those benefits away

The retaliatory climate and constant micro-managing from University Administration is suffocating and demoralizing. Spending policies change and are NEVER communicated. There are no clear-cut rules and policies that help us when making purchases. Information is kept at a minimum and we get one sentence answers. Decisions are made for our department but are never discussed with us. A majority of the time, those decisions are extremely detrimental to our department and students.

I was asked to break laws and regulations in order to allow a student access to classes.

Prefer more flexible/remote work options, lots of places are offering 50% to 100% remote work now. I know some have managed to secure it at MSU, but others have applied and never get an answer. When the university wants work to continue during bad weather, we are REQUIRED to work remotely, however if WE request it, it's not an option. Realizing some jobs could not support remote work (receptionist for example) others that could easily work remotely are not given the opportunity. It would better if clear communication was given to how to prove you can work remote, other than given to some and not others without reasoning.

I was offered a job with better pay, twice in the past year. I frequently look at job openings. I am frustrated with some of the University's decisions and practices including maintenance of buildings, timely response by Facilities Management, and outdated and unclear business rules executed by Procurement. Many tasks require repeated attention because the rules seem to change and leave too much to interpretation.

Better pay.

I think about leaving about 3-5 days a week. I love Murray State; I would fight for my VP and my direct supervisor and I don't want to cause them more work or let them down, but some days I feel like the barriers I face in a day to being able to be successful or impactful or to support students is overwhelming in a way that it shouldn't be and that I am definitely sacrificing a significant part of my life to an institution that does truly support its mission and definitely does not care about it's employees.

Our pay is inadequate for all the work we are expected to do. I have interviewed for a number of jobs but because I have over 15 years here it is hard to leave without reaching 20.

Lack of effort to fill openings in staff.

job unfulfilling

I cannot pay for decent housing, transportation, student loans, or living expenses on the hourly pay we are given. A single person working for the university has to get a second job just to survive.

University doesn't take our department seriously enough. I will never be able to grow much professionally with the limitations we have, so I am always keeping my eyes open.

I just recently began working here, so I haven't thought about leaving

Not receiving the minimum pay outlined in the staff pay plan without any kind of backpay is dishonest.

Leave for a position that utilizes my skills more appropriately, and compensates that work at a comparable rate.

Frustrated by dishonesty, manipulation, and a lack of transparency and motivation.

The University does not pay me enough for my work, and I'm tired of overworking myself for an institution that doesn't care. I want to find a job closer to home with better pay and similar, if not better, benefits.

Better pay

Pay, and to avoid the university politics.

The University does not provide opportunity for growth professionally or financially. Noticeable pay increases only come if you change positions. There is too much work for me to handle at times of the year and I am discouraged from working overtime. I take pride in my job and cannot do a good job unless I have more help or am allowed to work more during the busy times of the year.

Moved from Salary (45-60hr average work week) to hourly 37.5 hours a week and being asked to do more as resources to complete tasks are being removed.

I'm a positive person. I love assisting students. But, I need to be ABLE to assist students. When there is not adequate staff to aid me in assisting students it becomes super frustrating. Our office can't seem to keep anyone and therefore everyone is always new and not properly trained. Then we have staff who have been here for years who barely skate by that are STILL not properly trained so they might as well be new or not even be here. I've been here 15 years, in the same office, and I cannot tell you how many people have come and gone...

If I could find a job that paid enough to make up for the tuition waivers in this town in my line of work I would have already left. And I am someone paid fairly 'well' on campus. You will always struggle to keep people unless you pay them more or give them better/more benefits.

I've considered it for the last 7-10 years, but the benefits were good, and I hadn't had time being a single Mom and working a lot of hours to improve my skill set. Now I'm too old to leave because the area job market is not great and every year older is one year less hireability.

Everyone should be constantly evaluating their job and not get "comfortable" even if wanting to stay in the West Kentucky area. Fully remote jobs are becoming more common in many fields, and not being flexible in the modern era is foolish. No workplace rewards loyalty appropriately.

I am increasingly worried about layoffs. When they sang about not having to do any layoffs masked by just not filling positions, it is very unsettling. We have no hopes of ever getting that back- yet the work done by this person is barely being covered. It seems we are always concerned about the budget and it does not inspire a sense of job security.

If you do not enjoy your work here, feel that you are underpaid, etc., please, for the sake of those of us who do enjoy our jobs, go find another job elsewhere. You won't miss us and we won't miss you.

There is better wages out there at local factories.

I've considered applying for higher leveled positions with the knowledge that I don't have much opportunity for it here.

I am exhausted from working tirelessly with inadequate resources. Administration prioritizes higher enrollment numbers without understanding that student support offices are already stretched too thin. By admitting students at every academic/achievement level without additional support, we are unable to effectively serve them all. I am also frustrated by a workplace culture that tolerates bullying from procurement staff and by policies and decisions that fail to put students at the center. Despite taking on an overwhelming workload, I am expected to operate with only a \$14,000 budget for services and materials, which is simply not sufficient.

The work is much slower paced than expected. I don't feel like I am reaching my full potential.

I do not feel the pay is adequate and I also think about my next step and what I want to do after this position. I still feel value and improvement in what I do, but I would like more encouragement to look for the next step.

Low pay/ not fairly represented with pay, need a livable wage

Better pay and chance for advancement. But I do appreciate our benefits and realize not everyone has paid leave or holidays.

More money I have looked at more state paid jobs that pay more. I don't understand how state employees were supposed to get a 6% raise but we never received that? Also Murray State does not recognize years of service and pay accordingly.

Poor management

There are many opportunities that offer better pay for less work in environments that are more positive and affirming. The timing hasn't been right for me to take anything I've been offered, but as soon as the right offer comes, I will likely leave.

I have considered leaving Murray State due to low wages, a lack of appreciation and transparency from administration, and a culture where speaking harshly to others is tolerated simply because of one's title. Additionally, the absence of clearly written, up-to-date rules and procedures, poor communication when changes occur, and the constant turnover of employees create a sense of instability and a lack of continuity.

Lack of leadership

After being unfairly disciplined for speaking up about my concerns, I definitely thought about whether I wanted to stay at a university where my opinions were not only not valued but were also considered to be a danger that needed to be silenced by threatening me with dismissal from my job.

Because of my history with the University, both as a student and an employee, it is difficult to see the direction the University is moving.

As cost of living expenses increase, Murray State is likely unable to raise salaries to compensate. The reality is that employees have lost buying power for decades. Fortunately for MSU, there are few competitive employment opportunities in the region. Still, these matters weigh on employees as they consider their futures.

## Pay

As I said earlier, it was largely related to my suggestions being ignored by my supervisor and the boundaries of my responsibilities being non-existent. I am still considering leaving for these reasons.

The salary is not enough to cover expenses for new, single employees to live within the community.

Have new supervisor/old one was crap

Literally every other university offers better pay.

Fatigue for additional work loads due to open positions in department. Not having one of my past employee's job position approved for HR posting and being open for 9 months. It is a struggle to do the job and expectations without adequate support staff. I have thought about going back to managing banking facility or transfer to a more efficient MSU department.

## More take home money

Feels like a sinking ship some days.

Maybe one time. Only because of one person make my work life very hard to endure.

Low pay, lack interdepartmental communication, lack of commitment to the mission and vision of the university on offices

Sometimes, this place makes it hard to stay. Lack of transparency from administration, unclear direction and lack of support from offices like Accounting and Procurement, lack of transparency about the compensation study and resulting salary "adjustments" (or lack thereof), and general feelings that professional staff are considered a nuisance rather than the backbone of the university by the administration create a tremendous amount of frustration. Some days I choose to stay at home and use my sick time, rather than come to work. That's a pretty sad picture of my career. If I weren't locked into KTRS as my retirement plan and closer to retirement that not and tied to this area by my spouse's employment and family considerations, I would consider looking elsewhere. Instead, I'm going to try and stick it out for another four years.

Managing the workload can be overwhelming at different times of the year, particularly during the month of August.

To get away from the negativity in the department.

unfair treatment practices we experience every day

The main two reasons are advancement opportunities and low pay scale.

# MSUComment - Besides COLA, what would make MSU a better place to work?

Besides COLA, what would make MSU a better place to work?

More fun

Allowing Supervisors/Managers to give merit raises would be a huge benefit to working here.

Fair treatment, 4 day work weeks, equal pay for incoming employees, childcare options.

Holidays and paid time off

In my case, a different supervisor! Just because someone has a particular academic degree or certification does not mean they are capable of leading. A bad supervisor can easily destroy morale in any workplace.

Parking is a huge concern. Losing the blue zone space where the nursing building is going has been a real adjustment for those of us who work on that side of campus. There is a small gravel lot across from the business building - can we at least have this paved? When it rains or snows and you have on dress clothes, it is nearly impossible to not ruin your shoes dodging puddles of mud. Additionally, there is a small lot right behind the science building that is both red/blue zone. Please consider making this an all blue lot to help compensate for some of the lost blue zones from nursing. I know it may seem like a small issue in the grand scheme of the university, but making the parking situation better would really go a long way. It's honestly the one thing I dread the most driving into work every day. Moving on to a new topic, for those with young children, finding childcare during spring break is always an issue - aligning spring break with the local schools needs to be considered.

Make the main focus of MSU be for students, academics and the employees (staff & faculty) that actually work with students on a daily basis. Afterall, this is a university and the reason we all have jobs is because of the students!

REMOVE all time clocks and TRUST your employees we are all adults and deserve to be treated as adults. I see a lot of people abuse the pay system yet the places with time clocks are the ones that are punished and not treated fairly. If they have to take their child to school they should be able to make up that time without punching a clock every time and [redacted] asking why they were late. It is none of her business.

Better parking solutions. Line up holiday breaks with the public schools making it easier for parents who work for MSU, instead of trying to find care for our kids while we work.

Actual merit pay....everyone gets the same raise with COLA regardless of performance.

better pay

Free parking. More emphasis placed by the admin on hiring a diverse workforce. I hear about how MSU loves diversity, yet 99.999% of the staff and faculty appear to be straight white christians. It definitely doesn't show staff, or students for that matter, that the university is dedicated to diversity. MSU NEEDS to do more to seek out job candidates from a multitude of backgrounds. If only straight white christians want to accept positions here, perhaps the administration needs to consider why that is the case.

Long-term vision and strategic planning. Evidence-based decision making. Effective communication with employees.

better support from upper administration. cleaner buildings. tuition waivers that actually helped. Also, we keep being pushed to eat on campus to "socialize" with other employees and students, but the food is way too expensive. I can't afford to eat on campus.

While I enjoy working here and I agreed to work for what I am working for, the overall competitiveness of our pay in this area, not to mention with other institutions of higher learning, in some cases doesn't even match local fast food eateries. I am here because I have children to put through college and so to me that is worth it. But it makes it hard to afford simple necessities. While we do get retirement and the like, the benefits cannot be useful if we do not make enough to afford them. I was only able to sign up for some disability and illness type of plans. No health, dental or hearing were cost effective, nor any better, in fact covered less, than medicaid, which myself and children are currently receiving and is also free out of pocket. I would love a good affordable health plan that didn't have huge deductibles or co pays or premiums especially with just a medium sized family.

Increase in pay, a little more respect to those who are still here, actually demonstrate you want to keep people rather than constantly taking or hindering the process in confusing ways.

When hiring a new employee that is not familiar with the school, assign a mentor from a different department.

Vacation days that roll over to the next year.

Merit raises without needing a job audit or change in title.

We need a new men's basketball coach! Again a hire that did not follow process! New leadership! Get rid of Jackson, Jackie Dudley, and Beth Ward! MSU needs to stop the state contracts and buy from other places that are cheaper. Western Kentucky has done that and they are benefiting from it!

Buildings that had better temperature control. Administration that recognized the hard work of all employees who work hard every day to support the missions of the University. An interest in improving business rules and processes to increase efficiency. Less administration paperwork. Digital workflows.

N/A

Fill open positions. Don't keep parsing off work each time someone leaves.

Making efforts to help employees feel linked to the university, making Murray state a central hub for the community again, the feeling of churn and burning employees and overall atmosphere is becoming exhausting.

More pay and incentives and a more updated approach to working since a lot of things are manual

Fair yearly raises, especially to those who deserve them. Don't give raises to everyone. Bring back performance raises and do a LEGIT study of our salary structure. Possibly have a mandatory retirement age. No offense, but some individuals do need to retire. Four day work weeks, not just the summer. More opportunities for advancement, thus a mandatory retirement age. Better leadership and accountability at higher levels of administration.

better pay

The people in my department specifically are very caring and try to take care of each other.

Sometimes it's the little things. Having to pay your employer to park your vehicle so you can get to your job speaks volumes about the kind of institution you work for. And then there are things like having a payroll tax garnished from your wages and not a single administrative voice from this university speaking out against it. Never asking for accountability of it. Where is the ROI on this garnished money. Shouldn't we know how it's spent? It was not even addresses in the next cola the following year.

I work for the Insurance, holidays and vacation time

Nothing. It is wonderful.

decrease in employee contribution to medical insurance more vacation time at least 7.50 hours per month for the first 4 years

Increased pay to actually compensate for my counterparts as well as either 4 day work week in the summer or work from home on Fridays in the summer. Plus, more blue parking to replace what was lost on 16th street. That would be nice.

MSU is a good place to work. There are people that don't realize how good they have it and whine. They need to look at other employment.

12 hour work days are too long and those who work midnight hours should be paid for working suck off time and the 12 hour days

Not having health insurance premium prices keep increasing so much

Not having to pay for parking, or better options/cost for parking. Maybe less parking lots and instead structures/garages?

let people opt out of the retirement options. I have alternative retirement that does fine and I would rather have that money for other things. A lot comes out of my check.

I love working for MSU. I have been here 24 years and I plan on staying even after retirement years if God willing and some day the one person wakes up and learns to treat everyone with kindness that would be absolutely ideal. I am a firm believer that what goes around comes around. If Jesus is for me it doesn't matter who is against me.

Updated processes and getting out of everything needs to be paper based.

A genuine understanding that we are all doing alot, I think everyone thinks they are doing more than everyone else. We are small university, the English Professor is doing just as much outside of their work description as the Head Golf Coach is outside of theirs. I don't have a solution to that besides awareness or day in the life type situations, but those of us on the ground floor of the school, not upper level admin.

More partnerships around the city of Murray to increase outside benefits. Help alleviate financial tensions on employees in deductions if compensation is not an option.

I can't think of anything

More tangible benefits to staff. There are some things the university considers a benefit but is only true if it is used. A lot of times these are not used by everyone and thus it is not a true benefit.

Full Remote Options for those of us with job duties that allow it.

A better work-life balance. If MSU worked and operated as the "family employer" it markets itself to be, that would be fantastic.

VPs that took the time to listen to each of their departments then actually advocate for them. Raises that were performance based and did not require the funds to come from the department.

Staff members to be treated with respect as professionals and recognized as such.

Remote work options, keeping the insurance prices the same (having the university eat the extra costs), free parking, free access to the Wellness Center, opportunities for growth, performance based salary increases.

Sufficient parking, more staff, better pay.

I do enjoy the ample paid holiday/university closure time. The amount of days we receive is well over what other universities offer.

Strong and transparent shared governance. Staff Congress, Faculty Senate and SGA have been diminished to the point of serving very little role in the governance of the university. Decisions seem one dimensional and individuals responsible for carrying out the work are often excluded from the decision making process.

Real reviews of actual positions and not just synthesized HR positions. HR keeps reality of jobs into pigeon holes. They allow some units to pay a lot more because of where they work and not what they do. HR ties the hands of many supervisors.

Forums for faculty/staff to share their thoughts is wonderful, but it feels as though no positive changes happen as a result.

Just the money, everything else is okay I guess. Also, why do y'all not care about the student life/residential side of University's when it comes to hiring a new president. There are definitely some staff on that side of the University that would make great presidents, but since they haven't taught or been a president before they aren't qualified? That just doesn't make much sense, especially since the president doesn't do much anyways, other than lie to the press and not be transparent at all.

Replace the majority of the university administration. Bring back closure days and not just use a remote work day in place of them to save money. Christmas bonuses.

It is a very good place to work.

MORE TRANSPARENCY! We should not have to be in fear of speaking out or questioning decisions made by Upper Administration.

Respect for others and the job they do, obey laws and regulations, keep the integrity of our programs and of this university in place,

It's a very good place to work. I can't think of any improvements. Other than maybe health insurance, but I don't believe that the university's fault.

Run it as an institution of learning rather than a business. People before things.

As stated above, the opportunity to work remotely, at least 2 days of week would be beneficial to most employees.

Flexible benefits, i.e. other options when you don't accept a benefit (tuition waivers, insurance, flexible work, etc.). Enforcing cleaning up after dogs, especially around the dorms. If you can't take care of your animal, you probably shouldn't have it. I'm not sure being a feces friendly campus, is the image we want. Consistent indoor temperatures would be nice. Our office has ranged from 49 to 82+ degrees just this season, sometimes within a week period. If I am wearing a coat and running a heater and still freezing, or feel like vomiting from heat nausea (sometimes in the same week) we have an issue. This seems to be the norm across campus. The sheer amount of wasted money spent on overcooling in summer and sweat boxing in winter is likely ridiculous. I'd also like to see consequences when people lie on their annual inventory forms. It's state property, and we are it's stewards. We should treat it like it matters. Free gym/wellness membership would be good.

There is a culture of unrest and despair at Murray State. Until the environment changes and those that reinforce the fear and lack of control that employees feel, it will not get better.

Flexible or remote work options (especially in the summer months.)

Four day work weeks for staff, remote work, raises based on job performance. Being allowed to go to professional development.

acceptable building temps my office has been between 51- 62 OR 85-90 on several occasions just in the past few months.

Better parking, more staff recognition, less politics in promotions.

Adequate full time staffing. You can't expect people to do several jobs for little pay and be happy about it. Makes it hard to hire/recruit as well.

Better pay distribution across all levels - not sure why we have so many upper level VPs and really not sure what they do. Am sure however that their COLA percentage ends up benefiting them more than it does lower paid employees. 2% of \$25,000 is nothing; 2% of \$100,000 is better.

free Wellness Center

I think some upper management need to improve their leadership skills, as the feedback they provide is often not constructive or necessary. I think upper management should treat their employees with more respect.

An environment that provides a healthy balance for exempt employees. While work/life balance is discussed as a priority, setting boundaries to protect our mental/physical health and time with our families do not feel encouraged in practice. The workload is such that it really is impossible to catch up.

Hold EVERYONE to the same degree of accountability in regard to financial responsibility. Communicate new forms and procedures to all departments, time is lost populating forms that have been updated but not disseminated to each department.

Pay that meets the comparable rate to other like universities, more supportive environment, approvals to work remotely, adequate technology for work (I provide some of my own for my office)

I don't have any major issues or concerns in regards to my employment with MSU.

More forward thinking. I feel like there is such a divide between everyone, not just between colleges and programs, but faculty, staff, and "executive" members. I think there needs to be more transparency on things going on within Murray State and what our future goals are and how we are going to achieve them.

MSU could enhance its workplace culture by promoting transparency and recognizing employees who make meaningful contributions and demonstrate excellence. The current annual appraisal process feels ineffective, as it focuses on checking boxes rather than providing tangible rewards or meaningful incentives that drive motivation.

Murray State would be a better place to work if it focused on what it already has instead of what it wants. Murray needs to focus on boosting the quality of life and providing adequate pay to the people who already love and support the University rather than encouraging turnover and cheap hires. Murray needs to focus on repairing the buildings already on campus rather than building shiny, new, expensive buildings. Murray needs to focus on the people, not the numbers. Why does it matter how many students are enrolled or employees work here if they aren't happy?

No one works at MSU for the money, everyone who works here is for the work life balance. More days off, maybe a family event; do things that make employees feel important.

Actual staff positions being added instead of student worker positions and temp help.

Get rid of parking fees. Pay people a proper salary so they don't want to leave because they're overloaded in work. Keep departments fully staffed!

Spending money on academics and other related things instead of athletics constantly. Let's be honest, spending a million dollars to leave the OVC only to move to the MVC - where we get constantly destroyed - was a stupid decision. Now we're going to spend however much money to renovate the CFSB center, a facility which currently hosts a men's basketball team that can't compete at all. It's atrocious that these coaches and professionals in athletics rake in the money to be failures while our professors and academics move away due to living paycheck to paycheck.

I think I've already said enough about that in previous questions.

This is a rehash question it feels, but the core issues are needing better pay, flexible/remote work to be permanent and not constantly being reevaluated by upper management, childcare, paternity/maternity leave improvements (at least several months worth), and a more hardline cut between work and life as work has been constantly bleeding into MSU employees' lives since 2020.

I personally feel that professors are not held to certain standards across the board. Many still do not use Canvas. Many do not report grades in a timely manner. Many do not use starfish to raise concerns so students can receive help. Some are outright rude and nothing seems to be done even when it is reported to their chair. Yes, are students are adults. However, professors are the REAL adults and should do all they can to make sure a student is informed of their progress and offices are notified if there is a concern with performance.

I am very satisfied here. For those who are not, please leave. It makes it a better place for the rest of us without you.

Murray State is a great place to work. As mentioned earlier, I'd really be interested in having free/reduced-cost parking and a more flexible summer schedule. And building off of my answer to the question about working remotely, I also think we need to continue having WFH opportunities when the weather is rough. I appreciate the timely communication from the university, regarding bad weather events, because many of us live outside of Murray, and road conditions are variable. All of these things would be of benefit to employees.

Fully staffed departments to lighten the work load per person. Many departments are operating at less than 1/2 staff and the buildings are getting older every day.

A working environment that isn't in constant disrepair.

More appreciation of the faculty/staff that work at MSU- used to be more appreciative of the folks that work here and seems like this has gone by the wayside. Administration needs to make a better effort-

Optional work from home, free tickets to sports (football and basketball) events or more than one staff night, especially when crowds are not expected.

Additional transparency from leadership. Empowering and providing training for middle level managers. Consistency in how policies are implemented across campus. 4 days per week summer schedule.

VP being more visible and sharing the goals of their division. Facilities being maintained better or more communication as to what we are waiting on. Better communication between offices and meeting timelines.

First of, COLA and more pay for lower waged employees, we need to eat too, I wish I could buy some sirloins, sounds divine right now. Also all the proposed benefits are good, it'll be exciting to see how many start. If MSU shows they are proud of their employees, employees will be proud of MSU.

tuition waiver agreements with other schools that may have programs not offered by Murray State. And I'm very encouraged by the flex work policy as an example of what we can accomplish.

Giving credit to the little workers who are not professors or supervisors. The people who actually do the dirty work to get students into the university. Without the lowest paid employees who process applications that get the student into the university and trouble shoots with the students to get the applications submitted we would not have the students admitted. Appreciate the lower people on the totem pole the grunt workers !

Budgeting for raises in departments.

The institutional culture is very negative, and I would love to work in a place that has a more positive attitude overall.

There should be properly written and up-to-date rules and procedures, along with clear communication when changes occur. Employees should not be spoken down to simply because they were unaware of rule or procedure changes—accountability should apply to everyone. Additionally, annual evaluations should have meaningful impact and actually count for something.

A 4-day workweek or more flexible hours, plus merit raises occasionally.

When decisions are to be made regarding a particular area or department, TALK TO THE EMPLOYEES! Way too often, decisions are made without knowing the concerns and needs of that area/department.

better communication among all departments. FM letting me know why they are in my building when they come in. Better camaraderie in & between the departments. Stop the diversity, inclusion bull crap and just treat everyone the way you want to be treated.

It's a pretty good place to work. Would like to see more emphasis placed on building repair and upkeep as well as a better job of our SSC partners in maintaining clean work spaces. This has become woefully bad in my area since the change to SSC.

Mental health care, better onboarding for new employees, support when on sick/vacation leave -- especially for those with chronic health conditions.

Free parking

childcare on campus, competitive salaries, merit pay

With the rising cost of health care, it would be an amazing benefit if the University would bring back the free campus clinic for minor illnesses and injuries. This would be amazing if it was a nursing student-run clinic providing free services for students and faculty and staff.

Better pay, more sick days, more vacation time, invest in improving/upgrading/replacing the older buildings for the sake of staff and student welfare.

Flexible hours or days would be great. A better system of giving people raises. The people who are just doing the bare minimum of work receives the same raise as those who are going beyond. There has to be some semblance of balance in the raise system.

Better leadership within our unit. A director with a backbone.

The option for a flexible work schedule for administrative offices. Four day summer work weeks. A clothing allowance.

Being fully staffed.

The benefits are great, the time off is great.

A better system for recognition. We need to continue to make it easier for people to brag on others who help them. A consistent program must be established if people are going to be aware of it.

Better pay

Why does everyone assume that a COLA increase is what will make this place better? COLA increases should be a given, every year. Period. And they should be actual increases that improve an employee's financial stability. When a COLA increase amounts to \$20 a month after taxes, most of us would rather have the opportunity for yearly pay increases that recognize achievement and excellence. Having an administration that values professional staff, transparency from administration about all decision-making, and physical working conditions that are healthy are more important to me.

Sufficient training for the ones in leadership roles. This is a university, not a high school popularity contest.

remote work options