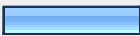
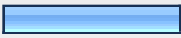
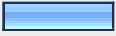
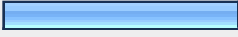
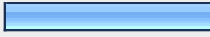



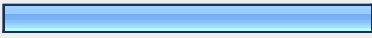
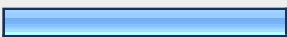

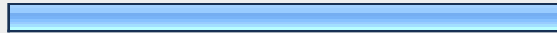








MSU Staff Perspective Survey 2009

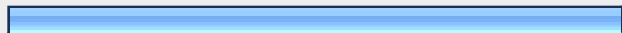

1. How long have you worked at MSU?			
		Response Percent	Response Count
Less than 2 yrs.		20.5%	133
2 to 5 yrs.		26.9%	174
6 to 10 yrs.		16.7%	108
More than 10 yrs.		36.0%	233
		<i>answered question</i>	648
		<i>skipped question</i>	6


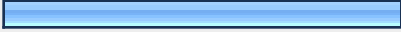
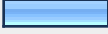

2. In which employment category do you work?			
		Response Percent	Response Count
Secretarial/Clerical		32.2%	208
General (Food Service, Public Safety, etc.)		13.6%	88
Facilities Management		8.4%	54
Executive/Managerial/Professional		45.7%	295
		<i>answered question</i>	645
		<i>skipped question</i>	9

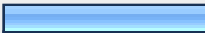

3. How are you paid?			
		Response Percent	Response Count
Bi-weekly		56.7%	365
Monthly		43.3%	279
		<i>answered question</i>	644
		<i>skipped question</i>	10

4. How often do you work?			
		Response Percent	Response Count
Part-time		6.2%	40
Full-time (12 months)		84.8%	548
Full-time (10 months)		7.0%	45
Temporary		2.0%	13
		answered question	646
		skipped question	8

5. What shift do you work?			
		Response Percent	Response Count
Day		89.3%	576
Afternoon		2.5%	16
Evening		2.5%	16
Other		5.7%	37
		answered question	645
		skipped question	9

6. Do you plan to be working here one year from now?			
		Response Percent	Response Count
Yes		94.7%	611
No		5.3%	34
		answered question	645
		skipped question	9

7. Compared to a year ago, are working conditions in your work group:			
		Response Percent	Response Count
Better		13.9%	90
About the same		61.3%	397
Worse		15.7%	102
N/A		9.1%	59
		<i>answered question</i>	648
		<i>skipped question</i>	6

8. If the university implemented a shuttle service for the campus would you use it?			
		Response Percent	Response Count
Yes		31.0%	199
No		69.0%	443
		<i>answered question</i>	642
		<i>skipped question</i>	12

9. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 -Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Overall, I feel good about the direction MSU is going with regard to its mission and goals.	26.0% (162)	62.8% (392)	9.3% (58)	1.9% (12)	1.87	624
Overall, I feel good about the Board of Regents leadership of the university.	17.0% (105)	65.0% (402)	14.7% (91)	3.2% (20)	2.04	618
I would recommend MSU as an employer to my family and friends.	42.5% (266)	46.2% (289)	8.9% (56)	2.4% (15)	1.71	626
MSU is highly regarded in the community.	52.4% (329)	43.8% (275)	2.5% (16)	1.3% (8)	1.53	628
I am proud to tell people I work for MSU.	56.2% (354)	39.7% (250)	2.9% (18)	1.3% (8)	1.49	630
	<i>answered question</i>					634
	<i>skipped question</i>					20

10. Overall Organization Impression comments:

	Response Count
	50
	<i>answered question</i>
	50
	<i>skipped question</i>
	604

11. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Administration listens to and is aware of the major concerns of employees	16.0% (98)	56.9% (348)	21.4% (131)	5.7% (35)	2.17	612
Administration responds promptly to most problems	11.4% (69)	54.2% (329)	27.7% (168)	6.8% (41)	2.30	607
Administration is doing a good job of planning for the future	16.5% (100)	60.0% (364)	19.6% (119)	4.0% (24)	2.11	607
Administration can be trusted to be straightforward and honest	16.4% (98)	51.9% (311)	24.7% (148)	7.0% (42)	2.22	599
Administration does a good job of communicating major developments	21.2% (129)	53.8% (327)	19.1% (116)	5.9% (36)	2.10	608
	<i>answered question</i>					619
	<i>skipped question</i>					35

12. Administration comments:

	Response Count
	48
	<i>answered question</i>
	48
	<i>skipped question</i>
	606

13. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
MSU has enough staff to provide quality service and education.	12.1% (73)	44.7% (269)	34.9% (210)	8.3% (50)	2.39	602
There is adequate staffing in my work group.	18.8% (114)	39.9% (242)	29.0% (176)	12.4% (75)	2.35	607
The amount of work I am expected to do is reasonable.	21.5% (131)	54.7% (333)	17.9% (109)	5.9% (36)	2.08	609
The equipment and resources in my work area are adequate to do my job well.	26.9% (164)	52.2% (318)	16.6% (101)	4.3% (26)	1.98	609
Physical conditions and safety in my work environment are well provided.	37.4% (228)	50.3% (307)	9.8% (60)	2.5% (15)	1.77	610
The University provides ample parking.	20.4% (124)	45.5% (276)	22.7% (138)	11.4% (69)	2.25	607
The University charges reasonable fees.	15.7% (94)	51.6% (309)	22.0% (132)	10.7% (64)	2.28	599
	<i>answered question</i>					617
	<i>skipped question</i>					37

14. Staffing/Work Environment comments:

	Response Count
	83
	<i>answered question</i>
	83
	<i>skipped question</i>
	571

15. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Compared to other universities, my pay is fair.	4.6% (27)	35.8% (211)	39.2% (231)	20.4% (120)	2.75	589
Compared to other employees in jobs like mine, my pay is fair.	6.7% (40)	35.4% (213)	37.3% (224)	20.6% (124)	2.72	601
I understand our benefits program.	29.4% (179)	63.5% (387)	5.1% (31)	2.0% (12)	1.80	609
Compared to other employers our benefits are good.	28.5% (171)	57.7% (347)	11.5% (69)	2.3% (14)	1.88	601
Overall, I am satisfied with my salary and benefits.	10.2% (62)	44.2% (268)	34.4% (209)	11.2% (68)	2.47	607
	answered question					617
	skipped question					37

16. Benefits/Pay comments:

	Response Count
	89
	answered question
	89
	skipped question
	565

17. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Raises are given adequately and fairly for job performance.	4.3% (25)	22.3% (131)	39.9% (234)	33.6% (197)	3.03	587
I am satisfied with the current performance review system.	10.3% (60)	48.5% (283)	26.5% (155)	14.7% (86)	2.46	584
Promotions are encouraged and handled fairly in my work group.	9.5% (53)	42.6% (238)	28.3% (158)	19.7% (110)	2.58	559
My work gives me a feeling of accomplishment.	35.7% (215)	52.2% (314)	8.6% (52)	3.5% (21)	1.80	602
MSU does its best to provide job security for employees.	29.6% (174)	60.5% (356)	8.3% (49)	1.5% (9)	1.82	588
I am satisfied with the process of awarding staff excellence.	15.1% (88)	53.4% (310)	21.2% (123)	10.3% (60)	2.27	581
	<i>answered question</i>					608
	<i>skipped question</i>					46

18. Recognition comments:

	Response Count
	79
	<i>answered question</i>
	79
	<i>skipped question</i>
	575

19. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
There is good communication among the members of my work group.	26.3% (160)	48.4% (294)	18.9% (115)	6.4% (39)	2.05	608
Members of my work group treat one another with dignity and respect.	34.8% (212)	49.1% (299)	11.5% (70)	4.6% (28)	1.86	609
Across the university, departments work well together to get the job done.	13.3% (80)	55.2% (332)	25.6% (154)	5.8% (35)	2.24	601
I have opportunities to influence policies and decisions that affect my work.	17.1% (102)	48.5% (290)	24.1% (144)	10.4% (62)	2.28	598
My work makes good use of my time and skills.	28.7% (173)	57.5% (346)	9.8% (59)	4.0% (24)	1.89	602
My work provides continuing education opportunities.	36.3% (215)	48.9% (290)	11.1% (66)	3.7% (22)	1.82	593
	<i>answered question</i>					611
	<i>skipped question</i>					43

20. Communication/Teamwork comments:

	Response Count
	46
	<i>answered question</i>
	46
	<i>skipped question</i>
	608

21. What do you feel is the best thing about working for MSU?		Response Count
		358
	<i>answered question</i>	358
	<i>skipped question</i>	296

22. How can MSU improve its services and working conditions?		Response Count
		308
	<i>answered question</i>	308
	<i>skipped question</i>	346

23. What suggestions do you have for the Staff Regent?		Response Count
		234
	<i>answered question</i>	234
	<i>skipped question</i>	420