

**AFF
PER PEC I E
R E**

2022-23



2022-23 Staff Perspective Survey Results

Murray State University Staff Perspective Survey

How long have you worked at MSU?

#	Answer	%	Count
1	Less than 2 years.	15%	51
5	More than 15 years.	32%	105
2	2 to 5 years.	22%	72
3	6 to 10 years.	18%	59
4	11 to 15 years.	14%	46
	Total	100%	333

In which employment category do you work?

#	Answer	%	Count
1	Administrative Assistant/Clerical	31%	103
2	Facilities Management	7%	23
3			

What is your employment status?

#	Answer	%	Count
1	Full time hourly (non exempt)	54%	180
2	Full time salary (exempt)	43%	143
3	Part time	3%	10
	Total	100%	333

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

#	Answer	%	Count
1	President's Office	14%	45
2	Provost/Vice President for Academic Affairs	35%	110
3	Vice President for Finance and Administrative Services	31%	97
4	Vice President for Student Affairs and Enrollment Management	20%	63
	Total	100%	315

I feel adequately represented by members of Staff Congress.

#	Answer	%	Count
1	Strongly agree	36%	111
2	Somewhat agree	34%	104
3	Neither agree nor disagree	20%	60
4	Somewhat disagree	8%	23
5	Strongly disagree	2%	7
	Total	100%	305

I feel adequately represented by the Staff Regent.

#	Answer	%	Count
1	Strongly agree	42%	128
2	Somewhat agree	29%	87
3	Neither agree nor disagree	20%	61
4	Somewhat disagree	6%	19
5	Strongly disagree	3%	9
	Total	100%	304

What priorities do you have for the Staff Regent and Staff Congress to address in the upcoming year?

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Research

Wages, Work/Life Balance

n/a

To have adequate staffing for

who need it; however, employees who do not need it should get something in lieu of needing to take the Health Insurance.

I would like to know what are the goal areas of the university for employees. Are we working on diversity

Maintaining COLA support. Maintaining insurance. Maintaining free/prorated classes for employees and families. In the February 2023 Staff Regent Update the following was announced: "To account for budget priorities, it was indicated that positions vacated by resignations and open lines may not be filled, and departments may need to plan on these positions not being available." Unfort

Departments need enough funding to be able to function as intended for a full fiscal year. In previous years I have been told in May to hold off on ordering chemicals and supplies until the new fiscal year. This year I got that message in February.

We need more money. the cost of every

example being weather related schedule interruptions. On more than one occasion, classes were canceled allowing faculty and students to leave.

University President Feedback Please indicate your level of agreement with each of the following statements:

#	Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	The President listens to and responds to concerns raised by staff.	19% 52	26% 71	26% 71	18% 48	10% 28	270

The President

2

	objectives of the University to staff.											
9	The President is effective in fundraising through securing private gifts and public appropriations.	28%	75	26%	71	39%	105	4%	10	3%	7	268
10	The President helps foster diversity, equity, and inclusion at the University.	27%	73	29%	77	28%	75	7%	19	9%	23	267

The President, in my opinion, does not actually care about the wellbeing of the faculty or staff. The President is only concerned with the finances of the university, which are important, but CONSTANTLY reminding us of how much we cost the institution, makes us all feel super appreciated. The President doesn't actually listen to concerns of faculty and staff, instead acknowledges that he heard, and then makes some sort of excuse as to why we "can't" do whatever is suggested. I'm also EXTREMELY disappointed in the Board of Regents for doing NOTHING about Dr. Jackson's actions in regard to Judge Jameson and WKMS. It is DISGUSTING that the board just looked the other way. Murray State would be a better place without Bob Jackson.

I'm afraid the President looks bad in the press.

The President seems fine, but, as is to be expected, he seems to focus more on the Academic side of the house compared to the Administrative/Functional areas.

Honestly, I'm not sure what all the president does. I have never met nor seen him around.

Seems to be for Murray State University

No clue as I am not on main campus.

I don't feel as though I receive many updates on the President's activities.

I am thoroughly disappointed with his leadership. I expected so much more from an alum. He is more concerned with his image than the university. This was very evident when a former Regent voiced concerns over issues raised in the last staff survey. All of a sudden, he was not suitable to serve on the Board. The President does not listen to staff concerns. We are brushed aside and belittled if we question any of his plans or strategic initiatives. There is no transparency and the proof is in the way he has handled the WKMS open records issue.

Over the last few years my respect for this President has drastically lowered. From the recent law suit, to his disrespect and misogyny toward my superior and mentor. The policies this administration have put into place are strictly for financial gain and to lessen liability all at the hinderance of the students' education and opportunities.

I think the recent news story of the WPSD TV lawsuit influenced my answers. I definitely hope I am wrong.

The President does not care about those that work at the university or students at the university. He cares more about what donors and his own personal self image than others. I mean even simple things such as when COVID 19 mask procedures were stated that all individuals must wear masks indoors but are free to not wear one outdoors, the President came to the Residential Colleges during move in and took his mask off inside to take photos with students. There are employees living in poverty while there are members of the university who serve no purpose making far more.

The only communication I ever hear about the president is from the Staff Reagent emails. I can only recall two emails in the past year from the President's Office... I'm mostly unaware how he is performing.

worst president in the history of the university

Bob seems to care about the University.

He is non existent to FM employees I and can speak for others here he could care less about us we are low class in his eyes

I am at a regional campus where I feel so disconnected that I know nothing about the president.

Needs to man up and do what's right for the workers of the university.also make ssc do their job and hold them to there contract

Msu staff needs pay raises. The president has failed to implement adequate cola and pay raises up to this point.

Our DEI process is a joke. The IDEA office is incompetewre0.2240Td(up)T5Td(pr01Tf0Tc0.8630Td@6230Td@003Tj/TT01Tf0.00

The President says things that do not match his actions. The money he spends does not support diversity and his staff but instead continues to push toward outdated thoughts and agendas that are holding back the progression pport

have so little regard for staff/employees that our incomes and ability to survive on what we are making don't even register as a priority. Maybe he just misspoke, but he's never gone on the record to correct or clarify the statement. I am thankful for the support of my VP and team, and seeing other VPs supporting their teams openly and firmly. It's support that I don't see coming from higher up.

I don't believe the president is an effective leader or advocate for Murray State.

Excellent servant leader. Best I have worked for in my 25+ year career.

The university needs more cost of living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

Dr. Jackson is the best President we've had during my tenure. He loves the University and loves Murray. He does what is best for MSU, and hasn't used it as a stepping stone for something else.

For a graduate of this institution, his performance has been a huge disappointment.

Dr. Jackson is extremely used

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

#	Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	My Vice President listens to and responds to concerns raised by staff.	34% 82	20% 48	30% 72	10% 24	7% 16	242

2	My Vice President can be trusted to be straightforward and honest.	37%	88	22%	53	28%	68	8%	19	5%	13	241
3	My Vice President is doing a good job of planning for the future.	33%	80	21%	50	31%	75	8%	20	7%	17	242
4	My Vice President adequately communicates with staff in a timely manner.	31%	75	22%	52	30%	72	10%	23	8%	18	240
5	My Vice President helps foster diversity, equity, and inclusion at the University.	35%	85	23%	55	33%	81	4%	9	5%	12	242

Comments on Vice President's performance:

Comments on Vice President's performance:

Nice, but basically ineffectual for the staff.

It does not feel that there is really any focus other than ticking a box on diversity and inclusion here.

N/A

My VP is dedicated to serving Murray State and its employees.

Dr. Robertson has excellence performance when it comes to managing his job and working with those within his branch.

Our Vice President provided excellent leadership and stability through the COVID emergency. Compared to what colleagues at other universities have told me MSU did not experience a high level of the traumatic chaos and instability during and immediately after COVID.

My Vice President takes the time to visit and check in with the many departments in his area. My Vice President listens to the staff of this university. My Vice President has great ideas and fosters my ideas. My Vice President could do so much more if the current President would stop gaslighting the VPs and staff of Murray State.

DOES NOT CARE ABOUT US UNTIL WE ARE NEEDED AND WE ARE THE FIRST THEY WANT TO ALWAYS GET RID OF.

There has to be a higher level of concern for the hourly staff on campus. We are all about recruiting and retention with our students but we just expect 60

Again, no knowledge of what this person does.

Our VP is a very caring person but does not stand behind staff or support any decisions made.

Our VP has been a great support for us over the years, even when the office wasn't under Student Affairs. He is great at checking in regularly, remembering our names and

The VP is not transparent. He does not adapt to change which shows in his recruitment efforts.

I feel the vice president of my area is all about their goals and agenda. When asked to look at particular concerns this year, they wasn't willing to listen even when a fix was being offered for the opportunity at hand. The vice president as far as I know doesn't communicate any changes such as the one I mention earlier to try and fix.

As a whole, the executives running the university could be much more staff friendly in general. Pick a topic. They have room to improve it.

My vice president doesn't necessarily respond except for choosing one of the numerous automated replies that are listed. I do not feel like I can discuss matters of importance with my vice president. When I do, they often fall on deaf ears or he turns the situation around so that it looks like I am the one having an issue. I have no trust in his leadership or his outlook for the future.

Dr. Robertson communicates with the staff in a timely manner and is passionate about his position.

We never personally see or hear from our vice president. But know she only cares about the bottom line and not the employees.

Great job representing our university.

Honestly don't know I never hear anything from him.

The VPFAS is very adept and a great planner. Even though I'm pretty far down the line, I feel like you can see her work and efforts ripple out. She supports her staff and makes sure we stay focused and on the right track.

I do not receive updates from my Vice President about the department. I do believe she would listen and respond to our concerns if informed by department heads.

We do not have a VP for our area

The university needs more cost of living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

Dr. Robertson is a huge advocate for students!

My vice president does not communicate with anyone on the "bottom rung" Robertson

Direct Supervisor Feedback Please indicate

	concerns raised by staff.												
2	My Direct Supervisor can be trusted to be straightforward and honest.	62%	162	20%	51	8%	21	6%	15	5%	12	261	
3	My Direct Supervisor is doing a good job of planning for the future.	55%	144	21%	54	10%	27	8%	21	6%	15	261	
4	My Direct Supervisor adequately communicates with staff in a timely manner.	60%	156	18%	47	8%	22	8%	20	5%	14	259	
5	My Direct Supervisor helps foster diversity, equity, and inclusion at the University.	60%	156	21%	56	13%	33	3%	7	3%	9	261	

Comments on Direct Supervisor's performance:

Comments on Direct Supervisor's performance:

limited by their supervisor,

I like working with my current supervisor.

I have worked on campus a long time. I truly believe I work for one of the a

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

#	Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	I am paid adequately and fairly for my work.	5% 14	25% 66	8% 22	29% 76	32% 83	261

2	Cost of living adjustments (COLA) are adequate to meet increase living costs.	3%	8	7%	19	7%	17	28%	72	55%	144	260
3	Adequate annual raises are built into the budgeting process.	2%	6	5%	14	11%	28	28%	73	53%	138	259
4	Cost of living adjustments are fairly											

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

#	Answer	%	Count
1	Fixed % increase added to base salary (Example: 1% added to employees' annual base salary)	23%	57
2	Fixed dollar amount added to base salary (Example: \$500 added to employees' annual base salary)	4%	11
3	Fixed % plus fixed dollar amount added to base salary (Example: 1% + \$500 added to employees' annual base salary)	44%	111
4	Fixed % for all employees and tiered % determined by base salary (Example: 1% for all employees and 0.5% for employees with base salaries above \$50,000)	29%	73
	Total	100%	252

Since we don't know what the percentage of raise would be given, it's

I agree that lower hourly compensated employees should receive a higher increase than a standard percentage; however, salary employees are not eligible for overtime compensation and are expected to work 24/7 at times with no added benefit
I think depending and

The salary at Murray State University is an absolute joke. I have been employed at MSU for 22 years and I have not see a substantial raise except for the 3% COLA last year. A 1% COLA is an absolute joke. Is this how MSU repays hard work? For many years, MSU has stated that the cost of living is cheap. That is no longer the case. The 1% COLA will cover a tank of gas per month. Really? What a joke. I am absolutely embarrassed that I have worked 22 years and make the salary that I make. It is a slap in my face. Do VPs really need a COLA? Their salaries are extremely inflated for the amount of work they perform.

While I don't like the model I choose, it is the fairest. The problem lies with the compensation at the base. If there was not such a disparity between those at the bottom and those who seemly work less for more money then it would not seem so unfair. The problem is we try and "fix" this disparity by then having odd COLA arrangements that are scaled to compensate in order to present fairness.

I think that 1% is way too low. As of now the COLA for federal is 8.75%, this does not even come close to what it should be for employees

We have 0 raises built into our annual budgets of our department at FM. And the cola raises have been a joke. They aren't enough to keep up with inflation or the outside job market. It's leading to a loss of employees. I think it's ludicrous that people making \$100,000 plus get the same raises added in every year as the people making less than \$30,000. Especially years our insurance increases as well. It wipes out any small gain we make. I've worked here ten years and make less than \$30,000 a year.

Staff salaries should be on par with other higher education institutions in our region. There should be more opportunities for merit pay and raises.

Have not gon increase in COLA since working here 3 years ago.

No offense to the dean's or the president but when you have people at the bottom end of the pay scale here working two jobs just to be able to afford to keep a roof over their head, it's hard to see why the upper echelon of the university deserve a cut of raises. When you have a two parent household and both are employees of the university and still can't afford to raise a family on the university's pay then that is an issue. Employees can and do leave in order to get better paying jobs, so no I don't think those making more than maybe \$75k a year deserve a raise until those of us at the lower end can afford to buy food.

Our salaries do not keep up with the cost of living in the real world. Our pay rates should be more in line with w

the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

The rich are getting richer, meanwhile, those of making so much less are barely getting by.

This is my firsts year. I can't speak on the changes in benefits.

There is a huge disparity between salaries on this campus, and the people who truly keep the university running are never paid fairly for their work. If the university wants to continue to operate for years to come, fair pay increases must be a standard. Why would anyone want to work here if they can't be guaranteed a livable wage?

COLA percentage increase should be the same percentage as determined by the Fed for the Social Security and Supplemental Security Incomes.

NA

Would prefer that raises be based on performance and merit. When all employees, good or bad, receive the same raise, there is no incentive for better performance.

Hard to really tell. People earning less need more help.

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

#	Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	Vacancies are filled in a timely manner.	4% 9	16% 41	13% 33	35% 89	33% 85	257
2	There are adequate	18% 47	29% 75	12% 30	16% 40	26% 66	258

	personnel in my work area to accomplish tasks.											
3	I have adequate equipment and resources to do my job.	38%	97	32%	83	10%	27	13%	34	7%	17	258
4	My work area is clear of health and safety hazards.	55%	143	22%	57	11%	29	8%	22	3%	8	259
5	I can express disagreement with my supervisor without fear of intimidation and/or reprisal.	55%	143	23%	59	22%	68	30%	76	14%	35	259

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



I have opportunities to advance in my position or role at the University.



Compared to a year ago, working conditions are:

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Comments related to working conditions:

Comments related to working conditions:

I've responded the same way on this survey for the last five years at least...and the situation NEVER changes. Yet, I still answer these questions...

Vacancies seems to be handled differently in different areas. Sometimes they are not filled in a timely manner. Sometimes they are approved to be filled, but it is difficult to find a candidate to hire. Sometimes they are approved and filled in a timely manner. So, not all areas weather vacancies similarly.

My department is full of great people that make the most of what we are given. The issue is that the amount of responsibility and things expected continues to increase while the budget for supporting those initiatives continues to shrink or stay stagnant.

Murray State is a wonderful place to work and I feel a deep sense of gratitude to be a part of the Racer community. While it may not be perfect, no place of employment is. We are blessed with incredible benefits, generous leave time, the opportunity to make a difference in the lives of students and their families and outstanding colleagues who give their all every day to support an institution we love.

A year ago our department had more staff. This year is has been extremely stressful and tiring and there does not seem to be an end to it without the opportunity to hire.

Down 2 positions and getting hassle trying to fill them. Obviously there were people in them doing the work SO how is that supposed to be handled? The idea of letting student workers run the front office is ridiculous. That was a suggestion.

I think a huge part issues I see are because decisions are made by few that effect many but the few who usually make decisions are not the ones with hands on experience and personal knowledge. It doesn't feel as if the "little people" if you will are ever taken into consideration.

The leadership has over the last three years hurt the morale of our staff and worsened working conditions are very difficult to deal with on a daily basis and makes our job much harder to do

Getting a position filled is ridiculous. The

does a terrible job of cleaning our spaces, despite monthly complaints to the building coordinator and complaints filed as part of the monthly SSC survey.

Ongoing personnel problems are creating worse and worse conditions. At this point, it is going to be very difficult to correct and improve overall conditions.

Please work on adapting a more flexible Work From Home solution. It can be done. Please don't let the follies of past employees deter the university in moving forward to keep up with the modern age. Most jobs at this university have the ability to be done remotely. It's budget friendly and helps with work/life balance.

Murray State is a wonderful place to work. There is a culture of teamwork, collegiality and genuine care throughout the campus community.

I say working conditions are worse because of continued pressure to remove all forms of flexible work due to what seems to be a focus on keeping offices filled. I would gladly empty my office if they need it and I could just work remote permanently. In my personal opinion, masks should still be mandated, but I realize I can't enforce that on everyone when even the government has backed off on such measures. Regarding advancement, there is no advancement once you reach a certain level because there just isn't enough

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

#	Question	Very satisfied	Somewhat satisfied	Neither Satisfied nor Dissatisfied	Not very satisfied	Not satisfied	Total
1	Sick Leave	67% 175	23% 59	7% 17	3% 9	0% 1	261
2	Vacation Leave	62% 163	27% 71	5% 14	4% 10	1% 3	261

Comments related to benefits:

Comments related to benefits:

Should be able to utilize tuition waivers after one retires for dependent children.

We are lucky to have such a generous benefits package. Tuition waivers are an incredible added bonus and they are a game changer for the families of employees.

Tuition waivers should be honored for doctoral programs and for graduate school for dependents. There are so many limitations to the tuition waivers compared to years ago. The Wellness Program seems unnecessary has the

staff to get additional training, but aren't willing to support? That's fine, we can take our advanced degrees, and talents, to other universities.

Please don't remove the tuition waivers before my middle school child has the option to attend Murray State.

Benefits are great. They are truly the only thing that keeps me at Murray State.

Leave is great, and the University closure days are really the only true holidays we get here. Everything else is troublesome, but it's not the University's fault (for example, health insurance premiums in the state of Kentucky and whatnot).

None

Removing the ability for employees to up their own contribution to their 401K seamlessly hinders the ability to save adequately for retirement. Having to open a separate 401K to add additional funds is a hindrance, not only do but in having to track separately when planning for the future.

Since raises are so low, we should have free access to the Wellness Center.

EAP mental health services only covers 6 sessions. That is not enough to address most of the issues people deal with so it isn't really helpful. It is good at connecting us to a practice. The law help charge \$75 per hour regarding wills and estate planning. I can't afford that if I can't afford to pay for food.....

The rate of pay and costs of insurance premiums don't show equity, in my opinion.

Vacation leave is only as good as when employees may use the time. Too many offices are poorly staffed and unable to allow time off.

These benefits are well communicated or come with so much red tape that they might as well not be used. I signed up for health insurance twice since I had a change in position and still do not have health insurance and now have to wait until open enrollment in the fall. AI

Benefits are good here.

Vacation is nice, if you can take it. Usually taking vacation is a punishment, when you return, you are so swamped you

online (Betterhelp etc) therapist or something. With the way the world is now, EVERYONE needs help with their mental health do NOT skimp on this.

The WayneCorp resources are extremely outdated. Diversity trainings on there (since I last checked a couple months ago) have not been updated since before I was in preschool. They haven't even been updated since gay marriage was legalized, since don't ask don't tell was repealed, since Juneteenth became a federal holiday, or since women could serve in active combat just saying that the world those trainings were made for is not the world that we navigate today. The EAP that allows for therapy isn't something I take advantage of at all I do therapy at a different office in town. All of that said, that new platform we've been doing trainings on (so far, disability and driving) is AWESOME.

It would be wonderful if the University/State would consider lumping sick leave and vacation leave as just earned PTO.

I think that vacation should be able to be accrued and not taken away if you do not use it. It shouldn't matter if you have been here 5 years or 25 it's your vacation and there shouldn't be a cap and your time taken from you if it reaches a certain point (especially if your employment is less than 10 years).

The university needs more cost of living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

I have no idea why staff members have to pay for memberships to the wellness center if they don't meet the criteria of going a certain number of times and joining a certain number of classes. I have a job where I travel A LOT and because of that, I am not able to go the gym

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

#	Answer	%	Count
1	Yes	50%	129
2	No	50%	131
	Total	100%	260

My experience working remotely was favorable.

#	Answer	%	Count
1	Strongly agree	57%	74
2	Somewhat agree	19%	25
3	Neither agree nor		

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

#	Answer	%	Count
1	Strongly agree	62%	162
2	Somewhat agree	15%	39
3	Neither agree nor disagree	10%	25
4	Somewhat disagree	7%	19
5	Strongly disagree	6%	16
	Total	100%	261

Comments related to remote and flexible work options:

Comments related to remote and flexible work options:

Remote work or shortened work weeks with 10 hour workdays are one of the few places the university could offer up something helpful to recruiting employees without having to have a substantial pay increase.

Not everyone has the opportunity to work remotely. Some living spaces are not conducive to working remotely.

I think having the option to do some work remotely shows that MSU is flexible and employees would view it as a positive option. There are some things that just can't be done remotely, but several tasks can be.

The option to work remotely provides an enormous amount of relief for families with two working parents and children at home. The time and money saved by eliminating the commute and meals out is priceless, and often times comes with fewer distractions than an office environment. I find remote work to be far more productive. I get more work done and get it completed around other tasks that help our family find balance.

I definitely agree with being flexible when it comes to remote work, but based on the University's actions this past year, it doesn't seem like there is much approval for remote work, thus I don't believe there has been much development in respect to this.

My productive output is better when working remote because of the lack of interruptions and the more comfortable environment due to better control of the temperature, air movement and noise level. My home office is set up in a separate room in the house and can be closed off when I am working remote. I worked a hybrid remote/onsite schedule before I came to Murray State.

be asked to check Emails twice a day. The "Essential" workers are expected to do more than usual duties especially during severe weather situations also..

I think this is an important issue, and would like to see more of these types of options.

The only time I was given the opportunity to work remotely was during Covid, when the students were sent home, and then it was only a few days a week. Times are changing and people are juggling more and more in their personal lives and work lives, so the development of remote and flexible work options is a great initiative.

I think this needs to be

Remote work is helpful when you are sick or a child is sick.

Paper is still widely used on campus and does not allow for flexible work options.

Remote work isn't really an option for my position; very few tasks exist that can be done remotely. Overall position is in person.

My experience has found individuals/offices working remotely are not accessible by phone, only email and work is stalled because of this.

Remote options are excellent but must not be a penalty for those with higher digital

four day work week, extended hour days would not fit with the current childcare need nor would it fit with after school care.

If the university allows remote work it should be the same for every department on campus. It is not fair when some departments on campus are working remotely and others have to be on campus. This should be a practice that all businesses relying heavily on certain types technology and communication should keep al4on

but feeling well enough to do computer work, wanting to quarantine before visiting a high risk family member) and was always told no. It is apparent this is for appearances and not about performance. This has lowered my opinion of MSU's workplace culture.

If some employees are allowed to work remotely, all employees should have some ability to work remotely, if their job duties are able to be completed as such. A fair remote work policy is desperately needed.

The positions that can allow remote work options should be allowed to do so. Some positions won't be able to work remote, but that shouldn't stop all of campus from working remotely.

If the university would provide every employee with adequate equipment, it would make working remotely favorable. You can't close the university due to inclement weather and expect everyone is equipped to work from home. Not everyone can afford a laptop or home computer, me being one of them. If you want people to work remotely,

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In the past year, have you considered leaving the University for reasons other than retirement?

#	Answer	%	Count
1	Yes	54%	142
2	No	46%	119
	Total	100%	261

If

This

The inflation rate is going up faster than our pay COLA. The Managements does not seem to be trying to draw in new skilled workers or trying to retain skilled workers with multiple years of service. The knowledge of senior employees is not

Not being paid enough. Being expected to pick up the extra work load when the university won't hire any

I would be leaving for financial reasons. I can make more money at other institutions while doing less work.

I worry that budget cuts will eliminate either my or my spouse's position. I took on an additional part time job outside of the university to fall back on if that were to happen.

I was paid a much higher wage for a less stressful position outside the university. My pay reflected my accomplishments and abilities, not if I had a degree. Felt much more valued.

I was offered a job with a much better salary and more support staff.

I received an offer in the private sector that could have significantly increased my income. Ultimately I chose to stay because I enjoy the work and coworkers and still feel that I have more to achieve.

I need more money. But I have 20 years in with the

Higher salary; more remote options;

Higher paying job

For better pay and for a better work atmosphere however I refuse to let one co worker "run me out" of

What would make MSU a better place to work?

What would make MSU a better place to work?

ways to give raises to employees

to have the front office director to listen what is being said and not be on the defensive, so it is a one sided conversation, the directors way and nobody else's

to be treated more kindly and not berated

pay

na

higher pay and more flexible work from home arrangements

equal pay

don't just keep people in a position because you don't want to lose them, give them the chance to move up

comparable pay to other companies

better wages

better pay

better cohesion of efforts among departments

additional help to lower the stress level

Yearly raises based on merit and a set COLA for everyone. A 4 day work week would be beneficial to all (employees, students and the university).

Working with units to ensure that those in supervisor roles have the tools early in their appointments to handle the "human" factor..

WFH for all non forward facing positions, pay raises, and departments having enough workers to cover for each other so people can take their leave without checking their work email.

Valuing employees through better pay and more leave. BVC employees are scientists and should be paid as n e a crades,

for all faculty and staff. Mandatory Canvas usage among faculty. Mandatory use of syllabus and campus wide example of what each syllabus should look like, with dates and contact information for each professor.

Train supervisors. My current supervisor was put in his position a few years ago. He has pretty much destroyed worker morale. He has a few people that he has plenty of time for, but for some of us he is too busy to talk with us.

To relieve ourselves of all these financial problems. The cost of all these new buildings is not attracting any more students. This seems to mean more outgoing cost with no additional revenue coming in. The only place left to finance these are increased contributions to declining benefits, stagnant wages, loss of positions, and/or outsourcing personnel.

To allow everyone to express their opinions and ideas and value those opinions and ideas. We have such a diverse campus, we all will not always agree with each other, but the beauty of that is being allowed to have discussions without the fear of judgement and reprisal.

This is a question that would take too much time to answer and honestly beyond departmental faculty and staff congress the people who make decisions don't care to hear it anyway.

The university needs more cost of living adjustment (COLA). We are still substantially underpaid, and this need to be addressed. Between inflation, and various other factors, most of us are struggling to get by, and it seems that the university is ok with this. Within the line of work I'm in, we are the lowest paid in the state, and in the bottom 20% nationally. How is this ok?

The only things I feel would make it even better would be COL increases in salary and flexible work times.

The approval process to hire

Purchasing approval

MSU needs to always continue to raise the bar on what it provides.

MSU is a great place to work, but in recent years, it seems there has been a lack of support, financially, for staff. With sharply rising costs, there needs to be adjustments made to base salaries and COLA.

MORE STATE

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Higher pay for my job

Higher pay Stop making it so hard for Directors to increase salaries for their employees.

Having less of a budget constraint so that I don't have to worry about not being able to order needed chemicals and supplies.

HR support for dealing with problem employees.

Greater transparency from the administration; improvements in infrastructure; pay structures that are comparable to other regional universities in KY

Get rid of the drama starters get full shop employees hire people to create a good work balance. Make policy known stick with it no wishy washy stuff. Let us do our job stop micromanaging. stop the cheap tools good tools help make life easier in our world. Probably just get rid of the people in positions that can't do the job or put them in a shop to work and see how it truly is on this side. make ssc do there job instead paying them and then we do the work

Genuine care, support and growth oppurtunities for employees who are not in a management, leaderships position. An effort to create opportunities, and not just check off boxes or tell people they can't do something because that is "not how MSU does it". MSU is a great place, the last four years we have just made some turns in the wrong direction, watching other universities make the changes, I struggle to understand why we can't change with the world.

Fully staffed department

Full time remote work

For MSU to remember sometimes it's better to hire more employees then use multiple student workers.

Flexible summer work schedule so we can spend quality time with our children while they are still young.

Flexibility with some remote time offered. Fair pay.

Flexibility in work hours would help.

Fix the above reasons

Fill job positions, fire the slackers, competitive wages, increase the moral, give free access to health equipment at Wellness Center, higher raise %s for employees with more job experience/years of service.

Feeling appreciated

Fairness in the work place and better wages.

Fair wage compensation and respect from upper administration.

Dr. Jackson's resignation.

Competitive pay

COMMUNICATION.

COLAs that actually equal cost of living. Raises for experience. Additional pay for additional jobs (i.e. if I am absorbing another person's job, I should get their salary. If I work at walmart, and pick up a shift at Target, I get full pay for both, not a \$0.50 per hour/token raise. The ability to take vacation without it seeming like a punishment, i.e. hire sufficient staff instead of cramming more work into less positions for decreasing pay. If we are always at or above capacity, we cannot take vacation. If we don't use it, we lose it, i.e. another effective pay cut for more work.

Better upper management, management that listened and cared, more PAY.

Better training for supervisors

Better pay... in reference to other KY universities MSU pays lower while still expecting high performance/service standards. Employees will take more care with their positions if they are compensated well.

Better pay. Remote work. More transparency from the administration.

Better pay. More sick days.

Better pay, remote work. We are so short staffed whenever someone leaves, remote work would ease the burden of working additional hours, it

