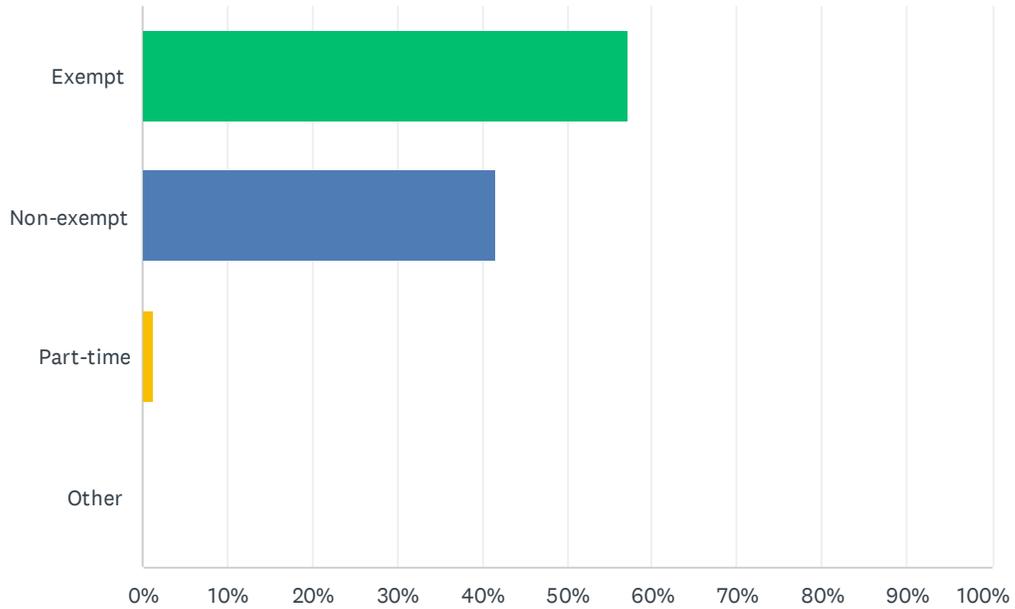


Q1 What is your classification?

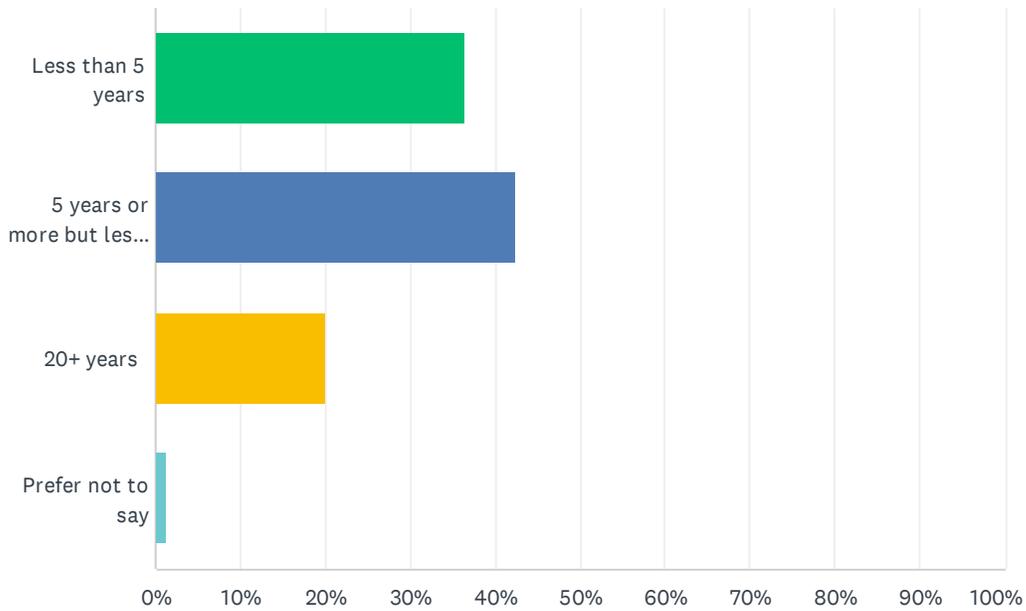
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Exempt	57.14%	48
Non-exempt	41.67%	35
Part-time	1.19%	1
Other	0.00%	0
TOTAL		84

Q2 How many years have you been at Southeastern?

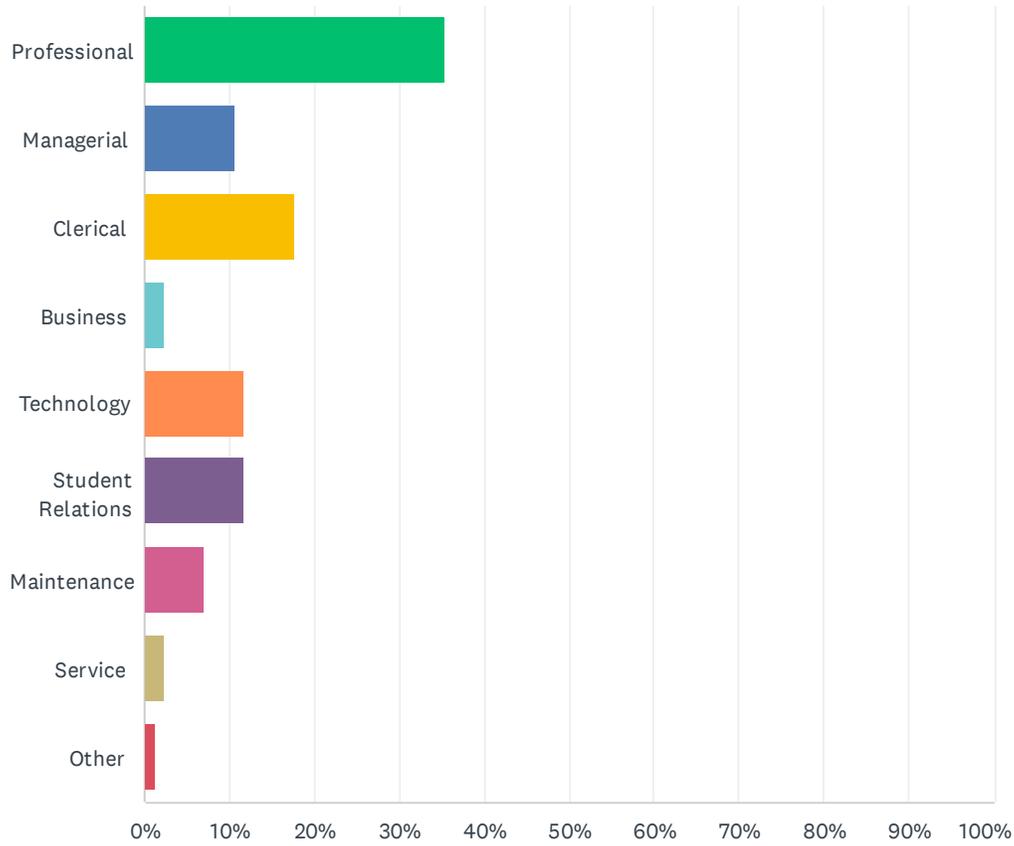
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ANSWER CHOICES	RESPONSES	
Less than 5 years	36.47%	31
5 years or more but less than 20 years	42.35%	36
20+ years	20.00%	17
Prefer not to say	1.18%	1
TOTAL		85

Q3 I would classify my job as (choose the closest fit):

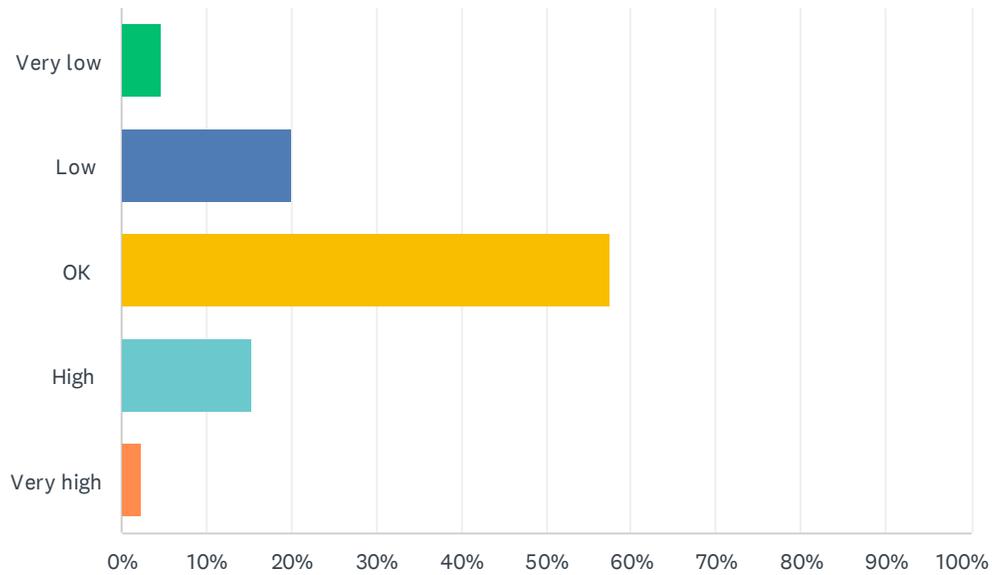
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Professional	35.29%	30
Managerial	10.59%	9
Clerical	17.65%	15
Business	2.35%	2
Technology	11.76%	10
Student Relations	11.76%	10
Maintenance	7.06%	6
Service	2.35%	2
Other	1.18%	1
TOTAL		85

Q4 The morale of the staff is:

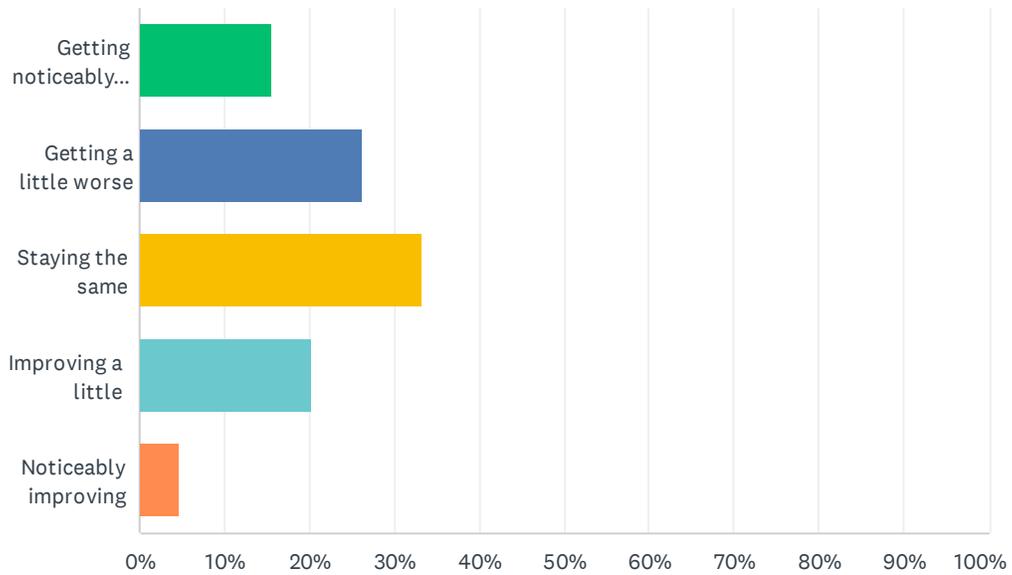
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very low	4.71%	4
Low	20.00%	17
OK	57.65%	49
High	15.29%	13
Very high	2.35%	2
TOTAL		85

Q5 I feel the morale of the staff is:

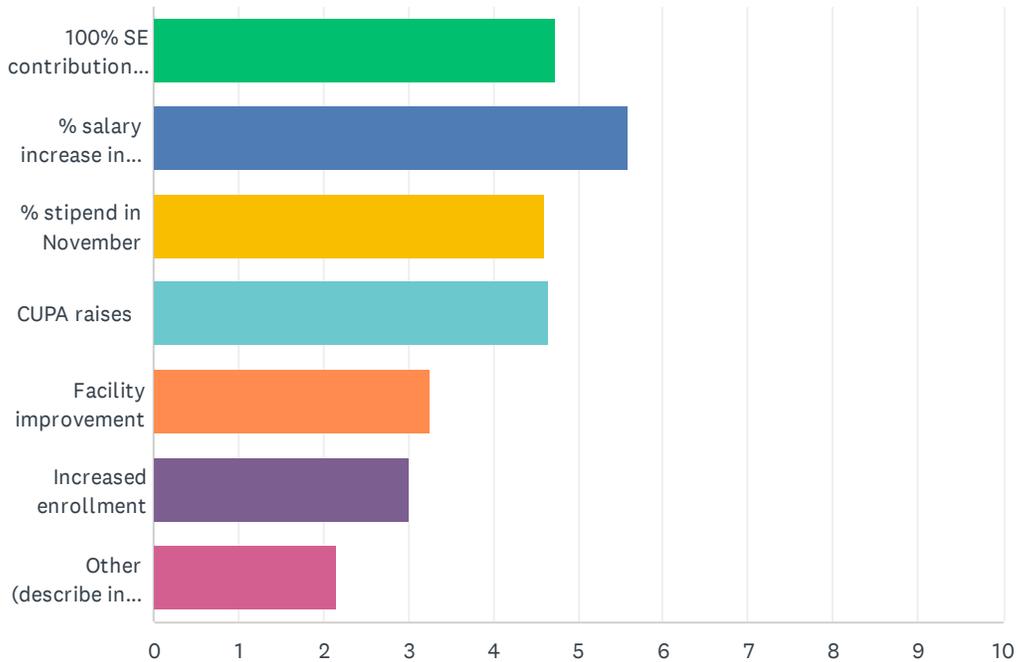
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Getting noticeably worse	15.48%	13
Getting a little worse	26.19%	22
Staying the same	33.33%	28
Improving a little	20.24%	17
Noticeably improving	4.76%	4
TOTAL		84

Q6 Please rank in order of most to least impactful the factors you believe are raising staff morale at SE:

Answered: 85 Skipped: 0



	1	2	3	4	5	6	7	TOTAL	SCORE
100% SE contribution to retirement	22.62% 19	13.10% 11	22.62% 19	19.05% 16	9.52% 8	5.95% 5	7.14% 6	84	4.74
% salary increase in July	34.57% 28	40.74% 33	2.47% 2	8.64% 7	3.70% 3	4.94% 4	4.94% 4	81	5.59
% stipend in November	2.41% 2	21.69% 18	37.35% 31	19.28% 16	13.25% 11	3.61% 3	2.41% 2	83	4.60
CUPA raises	19.75% 16	12.35% 10	19.75% 16	25.93% 21	7.41% 6	12.35% 10	2.47% 2	81	4.64
Facility improvement	3.66% 3	4.88% 4	9.76% 8	15.85% 13	35.37% 29	23.17% 19	7.32% 6	82	3.27
Increased enrollment	7.41% 6	6.17% 5	4.94% 4	4.94% 4	24.69% 20	40.74% 33	11.11% 9	81	3.00
Other (describe in Question 7)	8.20% 5	1.64% 1	1.64% 1	8.20% 5	8.20% 5	9.84% 6	62.30% 38	61	2.15

Q7 Please describe the other factor(s) you feel are raising staff morale.

Answered: 34 Skipped: 51

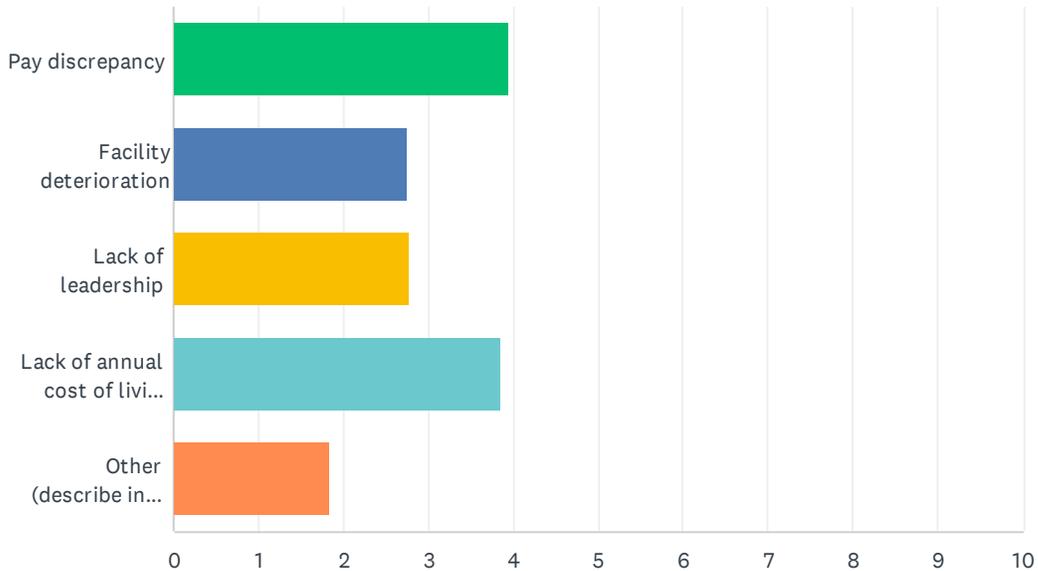
#	RESPONSES	DATE
1	I always thought if you could give a \$1000 raise every five years for staff would stay longer.	6/20/2022 8:28 AM
2	Doing the Get Fit was a very good thing. Free tshirts are always an awesome what to keep people happy	6/16/2022 11:51 AM
3	Better Communication among employees and leadership (not just an email)	6/16/2022 11:17 AM
4	An annual cost of living raise that is indexed with inflation. As it stands, we are losing buying power which is effectively a pay cut. Annual cost of living raises which are indexed with inflation should be a priority of the Staff Senate as well as the Administration!	6/15/2022 9:06 AM
5	To say we are a team but some people don't care to work as a team.	6/8/2022 1:01 PM
6	Provide additional amenities for students, staff, and faculty. For example, swimming pool, billiards/pool tables, corn hole, campus movie theatre, better dining facilities, etc. We don't have much to attract students to want to attend face-to-face.	6/7/2022 9:24 AM
7	while the raise was more than needed, it barely brought staff up to the level their peers at other institutions have been getting paid for years. Inflation has skyrocketed while wages stagnate and many positions are doing double duty to make up for the shortfalls in staffing. Other industries in the area pay more and draw in from our staff who need to make more money to support themselves and their families. You cannot buy or rent an affordable home in Durant currently.	6/7/2022 8:35 AM
8	CUPA - you mean the lack there of? A performance incentive would be nice. There are pay raises/promotion/job title changes at the top but the further down the line they are not respected. You ask for something and it's crickets but when faculty asks you for something it's not the same respect. Faculty can work from home but staff cannot . . . oh, wait only the staff that makes the rules get to play by different rules.	6/7/2022 7:28 AM
9	General work conditions with time off being the biggest of these factors	6/7/2022 7:03 AM
10	n/a	6/7/2022 7:02 AM
11	not sure	6/1/2022 2:05 PM
12	that we do get alot of holiday pay	6/1/2022 2:04 PM
13	warmer weather outside sunshine	6/1/2022 2:03 PM
14	More open & transparent conversations between staff & administration regarding future plans, goals, & vision	5/25/2022 2:00 PM
15	Nothing at this time is raising staff moral wages are low and inflation is hi	5/25/2022 7:58 AM
16	Increased number of holidays for next year. Formation of Staff Senate so staff have a voice and a seat at the table.	5/24/2022 3:18 PM
17	Nothing is really raising morale. There is no motivation or reason.	5/24/2022 2:21 PM
18	Paying 100% of the cost of insurance benefits.	5/24/2022 1:38 PM
19	Improved communication. Moral is in the toilet when staff feel like they have no voice.	5/24/2022 12:49 PM
20	Increased employee waiver amount for taking courses	5/24/2022 12:29 PM
21	n/a	5/24/2022 11:28 AM
22	Leadership improving buildings and adding more life to campus. 1 through 7 are all equally improving morale in my opinion.	5/24/2022 11:27 AM

2022 Staff Survey

23	activities around campus that involve staff, faculty, and students	5/24/2022 11:09 AM
24	Friday's off during summer	5/24/2022 11:01 AM
25	You do not indicate if the ranking from 1-7 is 1 being the most impactful or the least impactful. I used 1 as being the least impactful	5/24/2022 10:58 AM
26	Increasing pay of the lowest paid employees would raise morale. When you have to worry about paying for rent and where your next meal is coming morale is not going to be high.	5/24/2022 10:50 AM
27	People smileing and saying good morning.	5/24/2022 10:41 AM
28	Plans articulated for the campus growth and future; A sense of belonging; Open, frank and positive communication; Investments in professional development; A clean work environment (more qualified staff, with prescriptive duties spelled out, to do this is needed and probably better pay for these individuals but I don't know their salary to do that work; or routine contract labor to help cover the building maintenance demands that are cyclical and big jobs); paid leave package; budget practices that allow for one-time costs which allows for less hording and spending for silly purchases just to keep the status quo budget (Lots of years of spending money just to keep your budget allocation so you would have the money you need for future years. Encourages sharing when there are needs because you can get what you need when you need it better than in the past.)	5/24/2022 10:40 AM
29	The atmosphere and working conditions at the University are very good! The concern for mental and physical wellbeing is backed up by wellness programs and oportunities.	5/24/2022 10:27 AM
30	Community environment.	5/24/2022 9:37 AM
31	Having a University President that listens and responds to our concerns.	5/24/2022 9:20 AM
32	Paid summer Fridays off	5/24/2022 9:07 AM
33	President Newsom's positive outlook and leadership.	5/24/2022 9:03 AM
34	Friendly staff and willing to help	5/24/2022 9:00 AM

Q8 Please rank in order of most to least impactful the factors you believe are lowering morale at SE:

Answered: 85 Skipped: 0



	1	2	3	4	5	TOTAL	SCORE
Pay discrepancy	42.68% 35	32.93% 27	7.32% 6	10.98% 9	6.10% 5	82	3.95
Facility deterioration	4.88% 4	12.20% 10	45.12% 37	28.05% 23	9.76% 8	82	2.74
Lack of leadership	11.84% 9	13.16% 10	25.00% 19	40.79% 31	9.21% 7	76	2.78
Lack of annual cost of living adjustment to offset inflation	36.90% 31	32.14% 27	16.67% 14	7.14% 6	7.14% 6	84	3.85
Other (describe in Question 9)	6.67% 4	10.00% 6	8.33% 5	10.00% 6	65.00% 39	60	1.83

Q9 Please describe the other factor(s) you feel are lowering staff morale.

Answered: 33 Skipped: 52

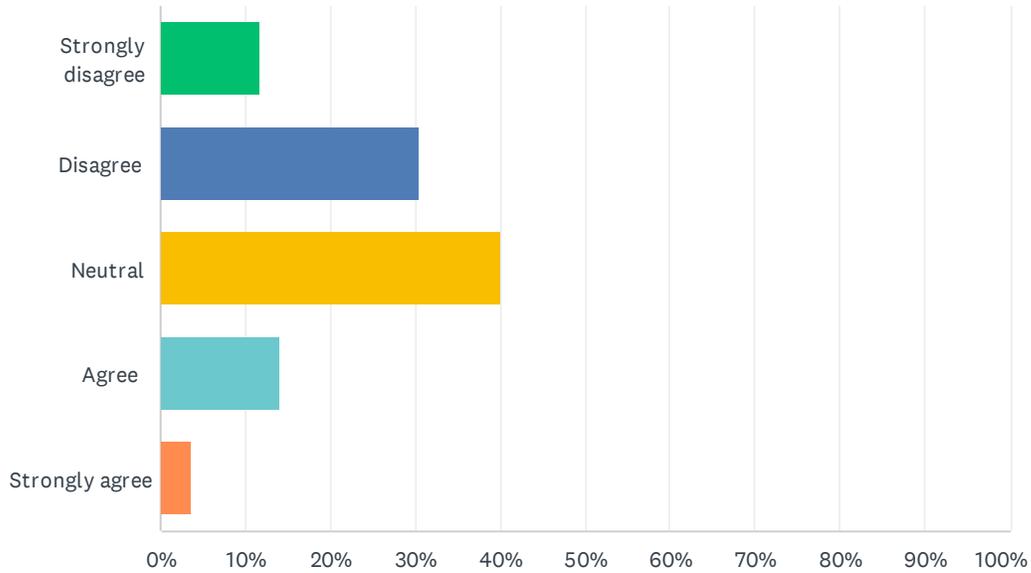
#	RESPONSES	DATE
1	leadership neglecting duties	6/16/2022 11:17 AM
2	Communication between the Administration and the University needs to improve. An attitude of listlessness forms when the faculty and staff do not feel they are being communicated with.	6/15/2022 9:06 AM
3	Salaries of certain position in student services offices are lower than the normal standard and are not able to keep staff for the salary offered for the position. HR is very disgruntle when asking for a salary increase for the position(s), especially the director of HR.	6/14/2022 2:33 PM
4	Not informed enough about new things the University is planning.	6/8/2022 1:01 PM
5	Lack of professional development/training from sources outside the campus community.	6/7/2022 9:24 AM
6	Inability to fill open staffing positions quickly or for long term due to wage disparities.	6/7/2022 8:35 AM
7	Lack of activities and students actually on campus.	6/7/2022 7:33 AM
8	Cost of living compared to pay.	6/7/2022 7:03 AM
9	n/a	6/7/2022 7:02 AM
10	Turnover rate in critical areas. Lack of credit where credit is due.	6/6/2022 5:41 PM
11	I know that staff aren't given a cost of living adjustment at the same percentage as faculty, which is discriminating.	6/2/2022 10:45 AM
12	pay raise	6/1/2022 2:05 PM
13	the fact that when you work a very long time 10 plus years and someone just starts makes a few hundred dollars less then you ,and they keep adding to a job with no extra pay get classified the same as others in your field and do much more so we can all be paid the same thats wrong no one ever go with a raise or at the very least a cost of living raise and the stipend should be based on your years of service the facaltly should not also get the raises we are all need and just as important	6/1/2022 2:04 PM
14	Staff that take off and don't record it on their timesheets is unfair to the rest of the staff.	5/26/2022 3:35 PM
15	Employies need longevity compmensation the current minimum wage increase put new hires making one penny less an hour the employies that have been here 15 years	5/25/2022 7:58 AM
16	Staff are not made to feel that they are valued in their positions. When you give 110% you want to feel that your supervisor notices.	5/24/2022 4:53 PM
17	I would like to point out that I think those specified in #8 rank equally. Some of the offices on campus are deteriorating which makes the pay discrepancies and/or no pay raises stand out even more. Then in turn the leadership in some offices causes the abovementioned items to lower morale even more. I think the university could do more professional development or education/certification within the offices for staff to better perform their job. Also, staffing the office appropriately would help. Some Directors do not realize what their employees are having to do to get their job done nor do they care so they are not asking for the additional staff needed. I think leadership needs to go around and spend time in the office learning what happens in the day to day (Not just the Directors).	5/24/2022 3:18 PM
18	Feeling unappreciated and invisible. It seems the same group of people are always the ones getting recognized.	5/24/2022 2:21 PM
19	Divisions among faculty and staff- Even though staff were on the front lines during the pandemic while faculty worked from home, staff are never entrusted with campus decision-making. Lack of collaboration between faculty and staff to improve student well-being. Staff being looked at as "less than".	5/24/2022 1:38 PM

2022 Staff Survey

20	Failure to train staff on the new system. How are we supposed to help students if we cannot even access the system to get information to do our jobs. This is exceedingly frustrating.	5/24/2022 12:49 PM
21	Lack of undergraduate student participation and interaction on campus. I think staff receive energy and job satisfaction from face to face interaction with students, which has declined sharply in the last 2-4 years.	5/24/2022 12:29 PM
22	Having more recognition for employees of the month for each building profession.	5/24/2022 12:00 PM
23	n/a	5/24/2022 11:28 AM
24	Some departments get unequal amount of priority than others.	5/24/2022 11:27 AM
25	New People making as much as employees that have been here for years - new hires at \$10.00 - hard working employees 10+ years ~\$10.01 a slap in the face.	5/24/2022 11:15 AM
26	no follow through between departments, each department acts as if they are a different facility, but we all work for the same facility and a common goal. Some departments that support the campus do not answer phones, emails, or help in a timely manner. Trying to seek outside funding is difficulty when there is no support in a timely manner or no communication between departments doesn't happen effectively. It can take a while to receive guidance	5/24/2022 11:09 AM
27	Lack of Communication. Lack of Professional courtesy. Lack of cross training to enable business to continue smoothly.	5/24/2022 10:58 AM
28	Too many staff complain about salaries but yet they don't want to put in the time to actually achieve anything.	5/24/2022 10:56 AM
29	Other duties as assigned that should equate to another full-time staff member.	5/24/2022 10:40 AM
30	Building and infrastructure renovations need to come first. It's been put off so long that some repairs have become emergencies. This causes some sacrifice of current needs in order to accomplish.	5/24/2022 10:27 AM
31	Reward longevity. Year's of service are very Important. Base the yearly stipend on years of service.	5/24/2022 9:45 AM
32	Overall sense of dread due to external factors like the pandemic, cost of living, etc.	5/24/2022 9:20 AM
33	Uncertainty of the world and Uncertainty of the job place	5/24/2022 9:00 AM

Q10 I feel that SE does enough to retain quality staff.

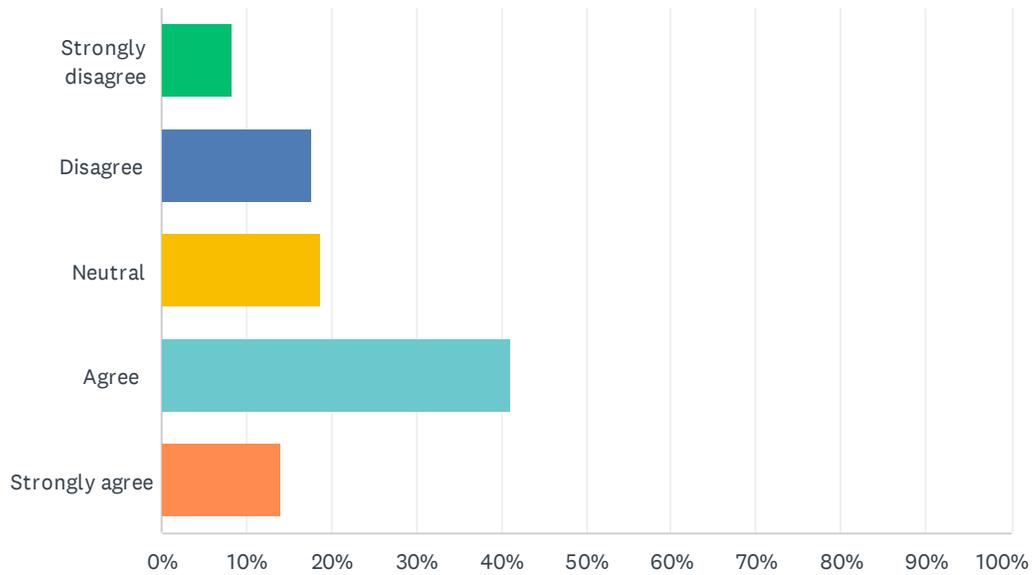
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	11.76%	10
Disagree	30.59%	26
Neutral	40.00%	34
Agree	14.12%	12
Strongly agree	3.53%	3
TOTAL		85

Q11 I feel my job title adequately describes my role at the University.

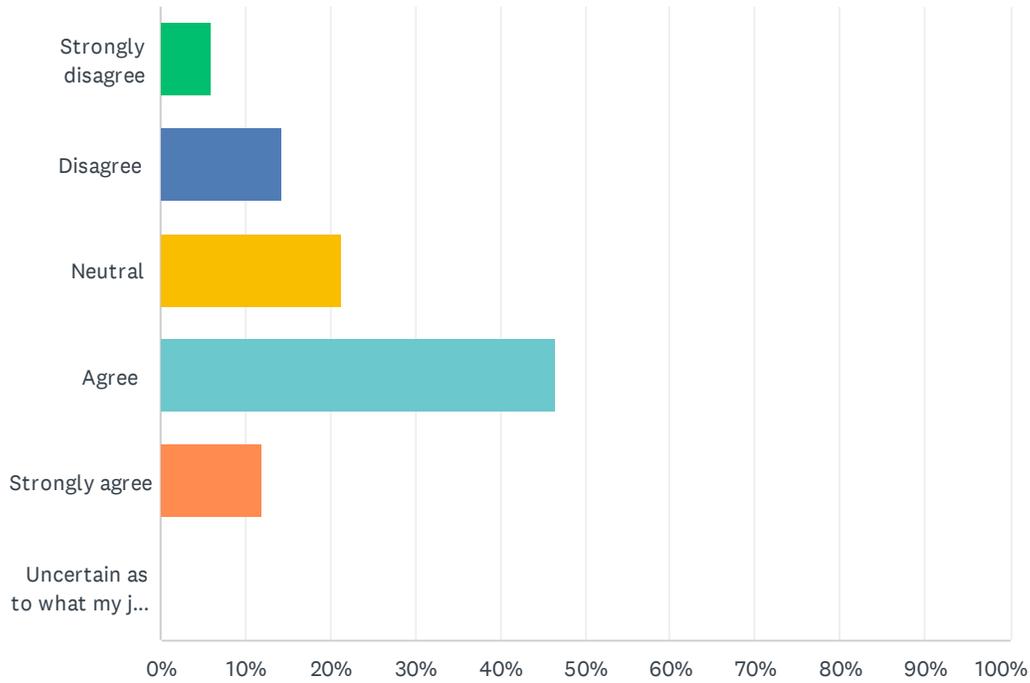
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	8.24%	7
Disagree	17.65%	15
Neutral	18.82%	16
Agree	41.18%	35
Strongly agree	14.12%	12
TOTAL		85

Q12 I feel my job description is current and adequately describes my day-to-day activities

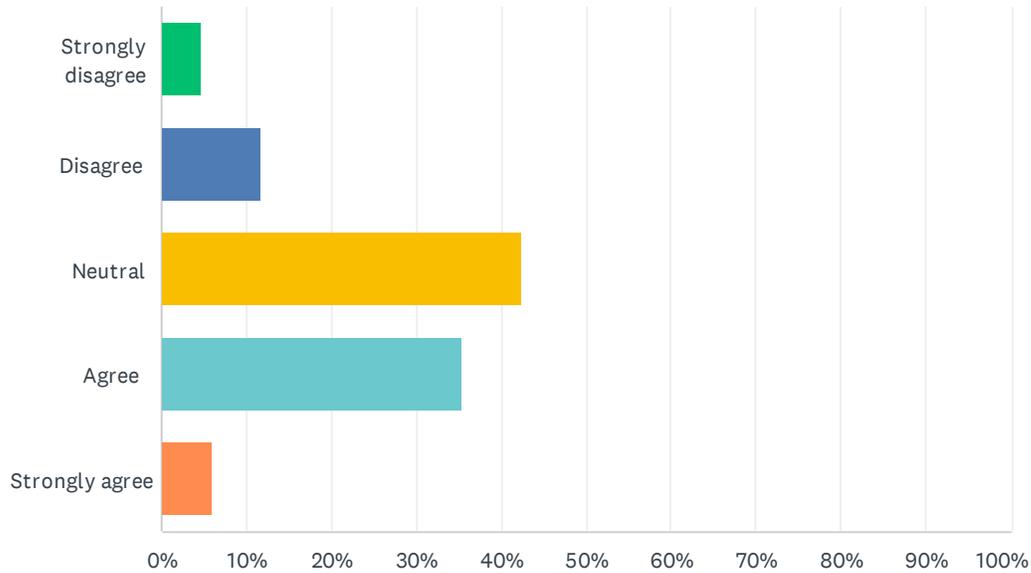
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly disagree	5.95%	5
Disagree	14.29%	12
Neutral	21.43%	18
Agree	46.43%	39
Strongly agree	11.90%	10
Uncertain as to what my job description is	0.00%	0
TOTAL		84

Q13 Shared governance at SE currently fosters mutual respect and trust between faculty, staff, and administration.

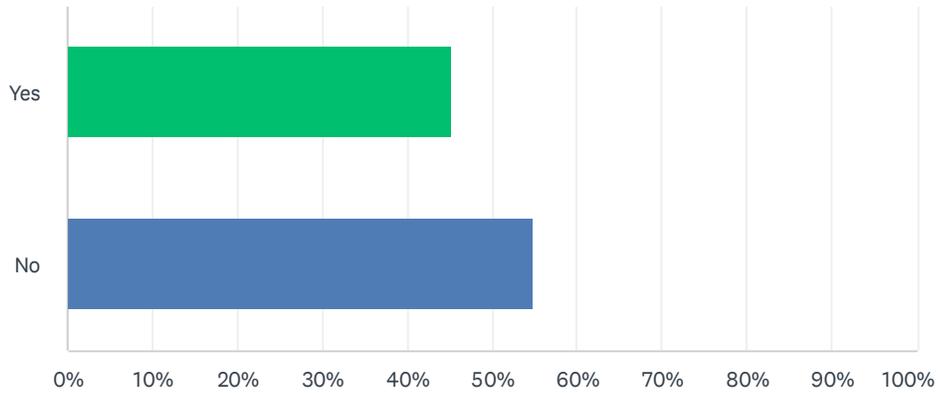
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.71%	4
Disagree	11.76%	10
Neutral	42.35%	36
Agree	35.29%	30
Strongly agree	5.88%	5
TOTAL		85

Q14 As a staff member, have you ever attended in person or via Zoom a shared governance forum?

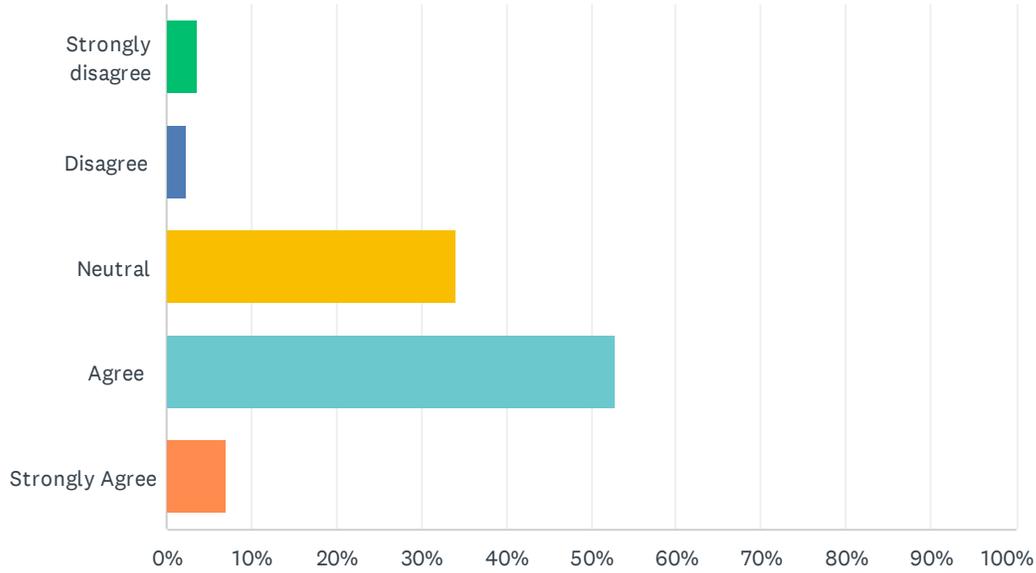
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	45.24%	38
No	54.76%	46
TOTAL		84

Q15 As a staff member, do you believe the shared governance forums would also be useful to you in conveying information between the faculty, staff, and administration?

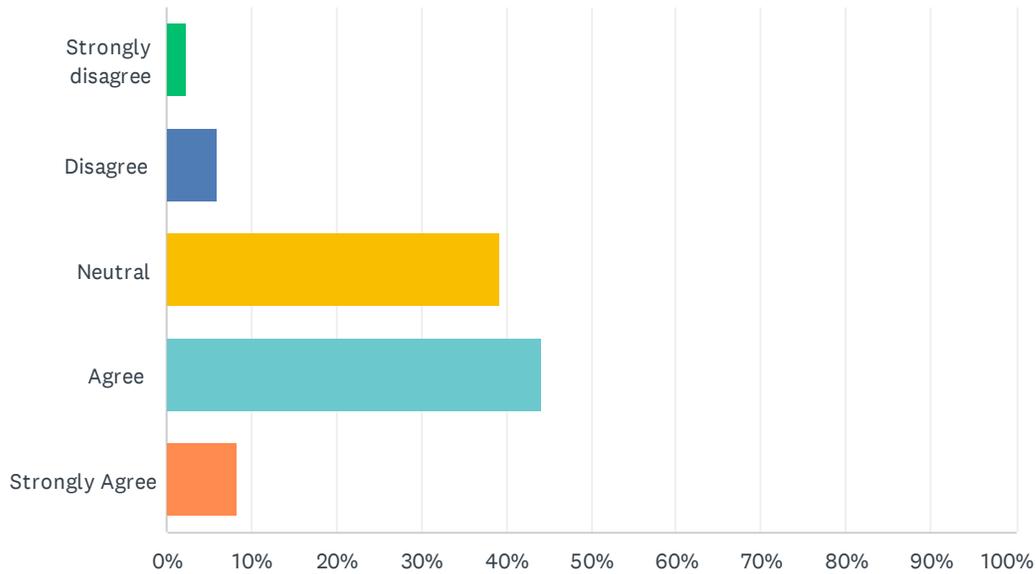
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly disagree	3.53% 3
Disagree	2.35% 2
Neutral	34.12% 29
Agree	52.94% 45
Strongly Agree	7.06% 6
TOTAL	85

Q16 The shared governance forums help the faculty, staff, and administration work together on various issues of concern as well as toward common goals.

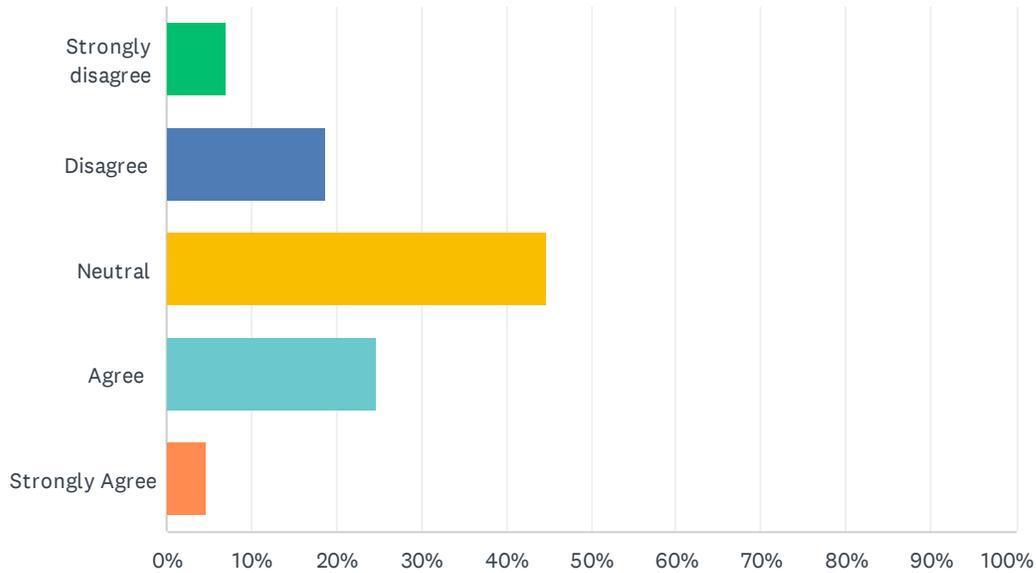
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES
Strongly disagree	2.38% 2
Disagree	5.95% 5
Neutral	39.29% 33
Agree	44.05% 37
Strongly Agree	8.33% 7
TOTAL	84

Q17 The administration solicits input when creating or revising policies that directly affect the SE staff.

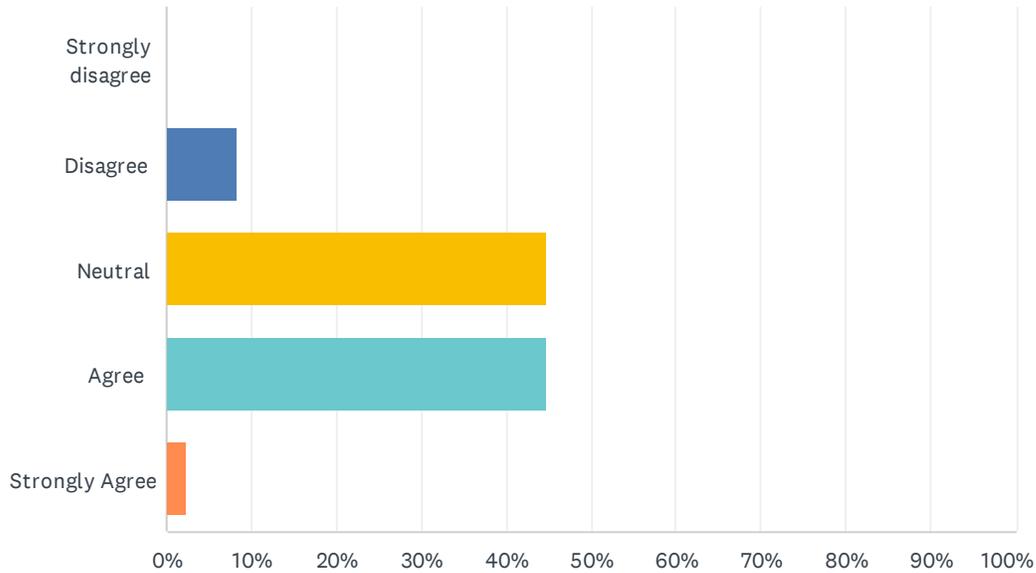
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	7.06%	6
Disagree	18.82%	16
Neutral	44.71%	38
Agree	24.71%	21
Strongly Agree	4.71%	4
TOTAL		85

Q18 The University devotes enough of its resources in support of academic instruction and spends them efficiently.

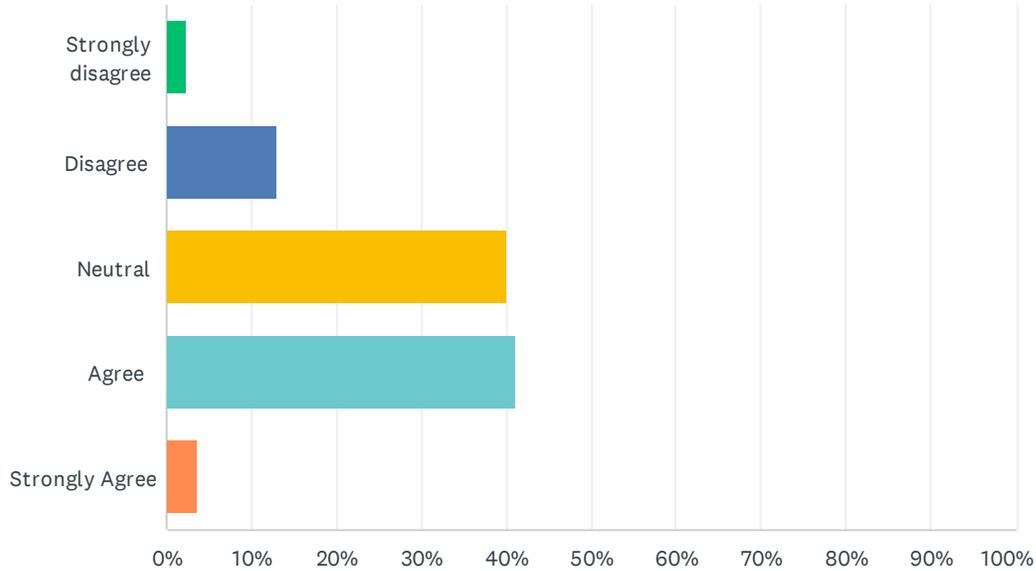
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	8.24%	7
Neutral	44.71%	38
Agree	44.71%	38
Strongly Agree	2.35%	2
TOTAL		85

Q19 The University devotes enough of its resources in support of student services and spends them efficiently.

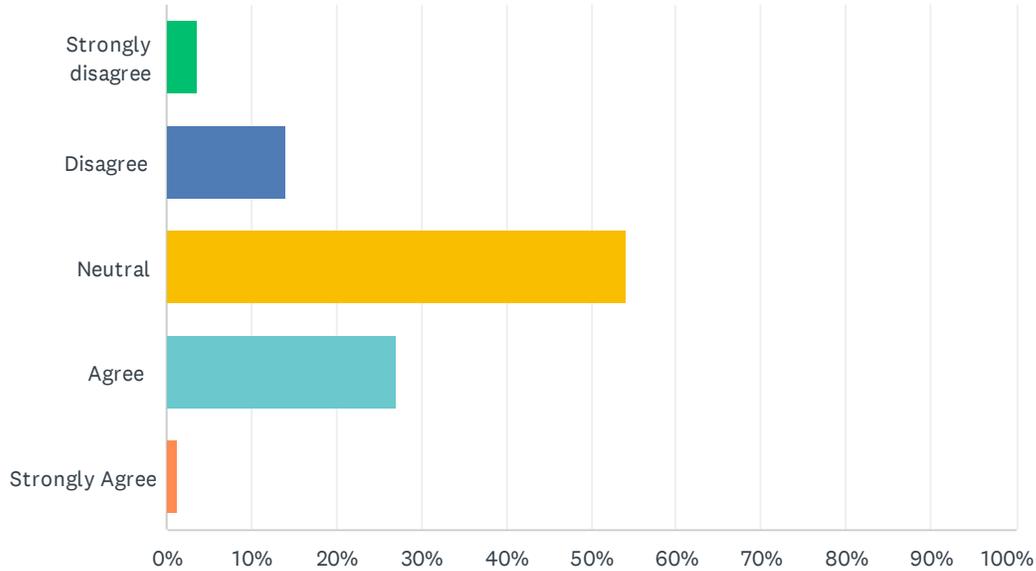
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	2.35%	2
Disagree	12.94%	11
Neutral	40.00%	34
Agree	41.18%	35
Strongly Agree	3.53%	3
TOTAL		85

Q20 The University devotes enough of its resources to support administration and spends them efficiently.

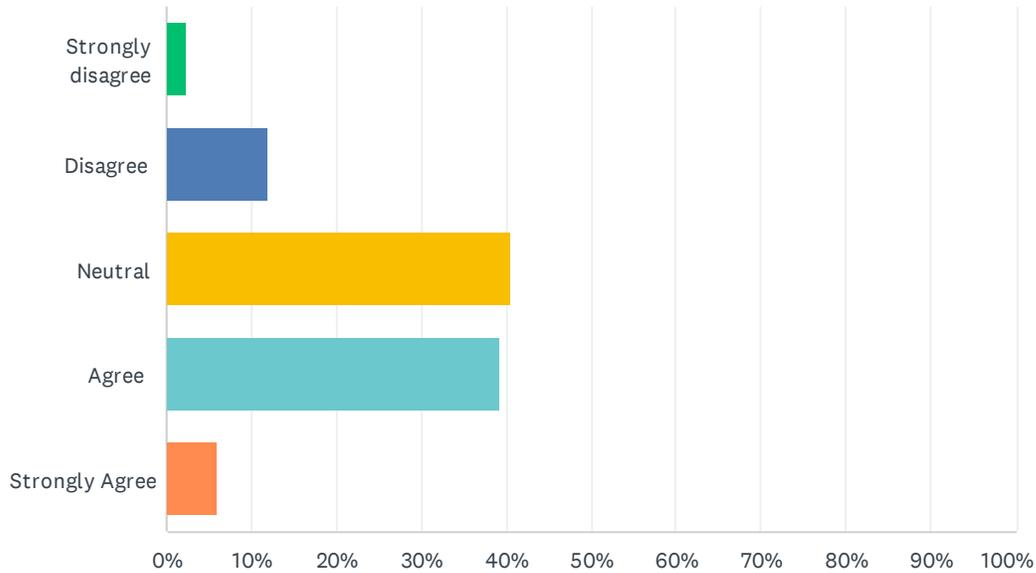
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.53%	3
Disagree	14.12%	12
Neutral	54.12%	46
Agree	27.06%	23
Strongly Agree	1.18%	1
TOTAL		85

Q21 The University devotes enough of its resources to keep staff technologies both current and widely available.

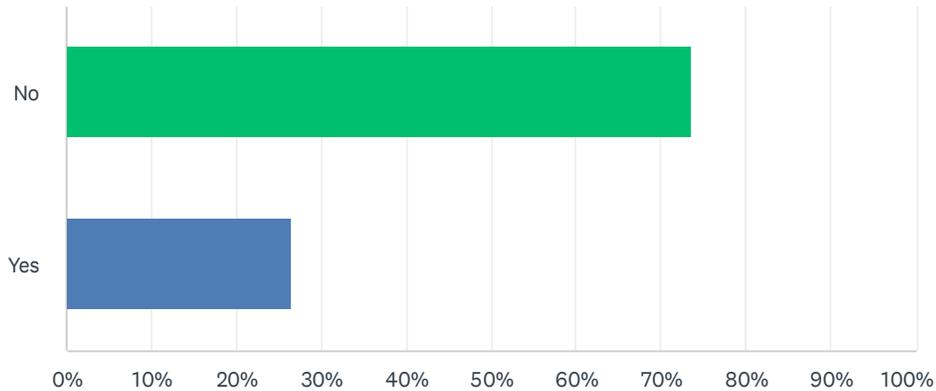
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly disagree	2.38%	2
Disagree	11.90%	10
Neutral	40.48%	34
Agree	39.29%	33
Strongly Agree	5.95%	5
TOTAL		84

Q22 Do you have any thoughts, comments, or concerns regarding the hiring process at SE?

Answered: 83 Skipped: 2



ANSWER CHOICES	RESPONSES	
No	73.49%	61
Yes	26.51%	22
TOTAL		83

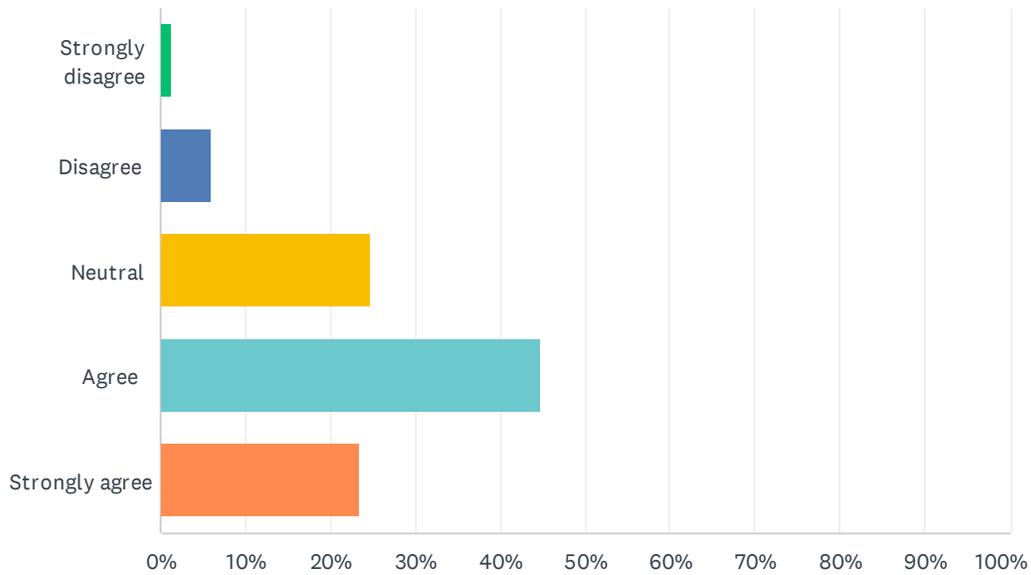
#	IF YES, PLEASE EXPLAIN:	DATE
1	The hiring process needs to be re-vamped. When you are trying to hire an entry level position that pays a low salary range, you should not have to wait 30 days to start interviews if you have less than 10 applicants. That puts a hinder on the department trying to replace staff and be able to train the new staff member efficiently. Departmental offices should be able to start interviews for applicants when they select the candidate or candidates. Also, the CUPA data needs to not be a factor. We have to compete with other entities in Durant such as the casino and we are not able to hire adequate staff because we can't increase our salaries to make the position more promising to the applicant. We should have the option to increase our entry level position to at least \$27,000 in order to hire adequate staff.	6/14/2022 2:33 PM
2	Why don't we post salary ranges on open positions?	6/7/2022 9:24 AM
3	we have fallen a bit behind the times in our hiring practices. We should study other small regional, community/ junior colleges, as well as mid-sized state schools to see what their HR practices are and the types of technology they use to make the hiring process more efficient.	6/7/2022 8:35 AM
4	Selective exceptions to following the normal hiring structure depending on the position/department/supervisor/etc.	6/6/2022 5:41 PM
5	It takes way too long and there is almost no training anymore for the new people in different departments, especially the academic departments.	6/2/2022 10:45 AM
6	It seems like the process is varied depending on the position and office. Little consistency is given when exempt positions are open. Often those positions are not advertised.	6/1/2022 10:55 AM
7	If we could hire 5 more people in HR to help distribute their massive work load, the hiring process for all other departments would be a faster, more efficient process.	5/25/2022 2:00 PM
8	I feel there should be a more efficient way to hire staff. Due to some hiring policies it can take a minimum of a month to hire someone for a position. I also feel that we keep applications for too long.	5/24/2022 4:53 PM

2022 Staff Survey

9	The new applicant system is a step up from what we had but I do feel as though there are better systems that we could use. We need to find ways to be more competitive to attract applicants to apply. Perhaps review the advertising and see if additional resources could be used to advertise positions open with the university. We should also find way to incorporate more remote work opportunities for staff.	5/24/2022 3:18 PM
10	The old system was a more effective way to hire persons in our area.	5/24/2022 2:37 PM
11	It needs to be faster. Oftentimes we lose quality applicants because the process is too long.	5/24/2022 1:38 PM
12	Orientation should be required for ALL new employees... not just those who work at the main campus.	5/24/2022 12:49 PM
13	The hiring process is very lengthy from employment request to actually having a new employee in the office. This may be due the our HR staff consistently having to work overtime and also doing consulting for MSC. There are some inequities in the process where it appears that higher positions can bypass HR rules and hire/promote immediately but hiring for clerical positions have to follow HR rules to the letter.	5/24/2022 12:49 PM
14	New positions should ALWAYS be opened for applications and interviews. Members of a department should ALWAYS be given the opportunity to vie for existing, open positions within their department. For example: if a higher-up position is vacated, members of that office should be able to apply to fill that position BEFORE outside competition is brought in.	5/24/2022 12:39 PM
15	After serving on a dozen or more hiring committees over the years, I believe it would expedite the process if the salary (or a salary range) were disclosed on the job posting. Too often time is wasted by going through the entire process, including interview and a soft offer to the candidate, and then the job is declined because salary is not what the candidate expected.	5/24/2022 12:29 PM
16	Pay senior staff more than new staff.	5/24/2022 11:15 AM
17	I believe it is cumbersome and has problems with the online application processes.	5/24/2022 10:58 AM
18	Our advertising practices are antiquated; there is not enough staff in HR to keep up with demands and it takes too long to hire; salaries are not set at a rate reflective of the competitive job market	5/24/2022 10:40 AM
19	Way too cumbersome.	5/24/2022 9:45 AM
20	I suggest any process that would reduce time in getting anyone hired.	5/24/2022 9:37 AM
21	I am just concerned about the deterioration of our building and grounds. Nothing new has been built; its just looking sad.	5/24/2022 9:36 AM
22	Still takes too long to hire. When you have to have 10 applicants before you can conduct interviews, you lose quality applicants. Pay should also be included in job postings.	5/24/2022 9:20 AM
23	Posting salary ranges with new positions would make the process more efficient (e.g., not always having to start over when repeatedly turned down due to salary)	5/23/2022 2:57 PM

Q23 Effective leadership is provided by the President.

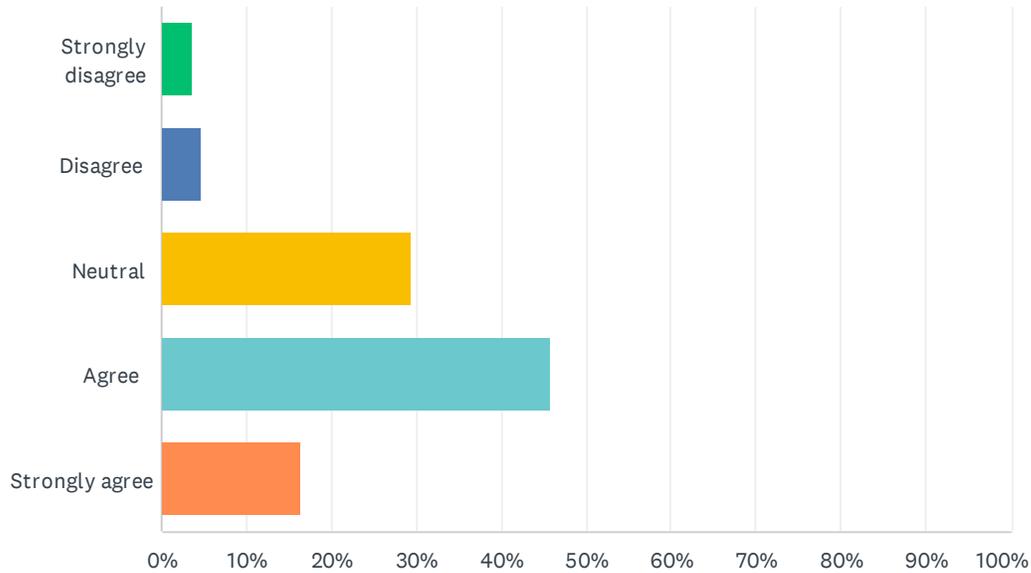
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.18%	1
Disagree	5.88%	5
Neutral	24.71%	21
Agree	44.71%	38
Strongly agree	23.53%	20
TOTAL		85

Q24 Effective leadership is provided by the Vice President for Academic Affairs.

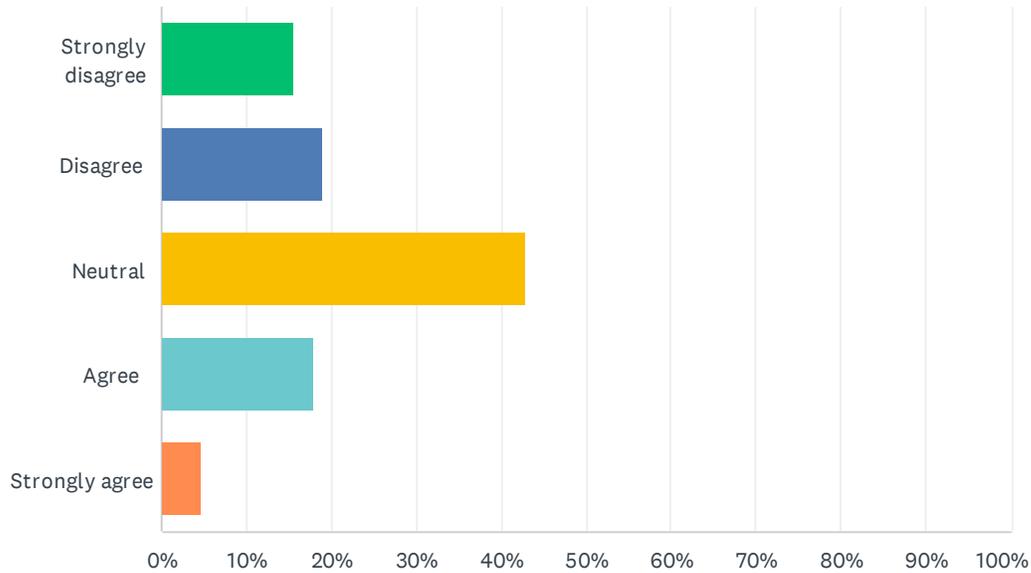
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.53%	3
Disagree	4.71%	4
Neutral	29.41%	25
Agree	45.88%	39
Strongly agree	16.47%	14
TOTAL		85

Q25 Effective leadership is provided by the Vice President for Business Affairs.

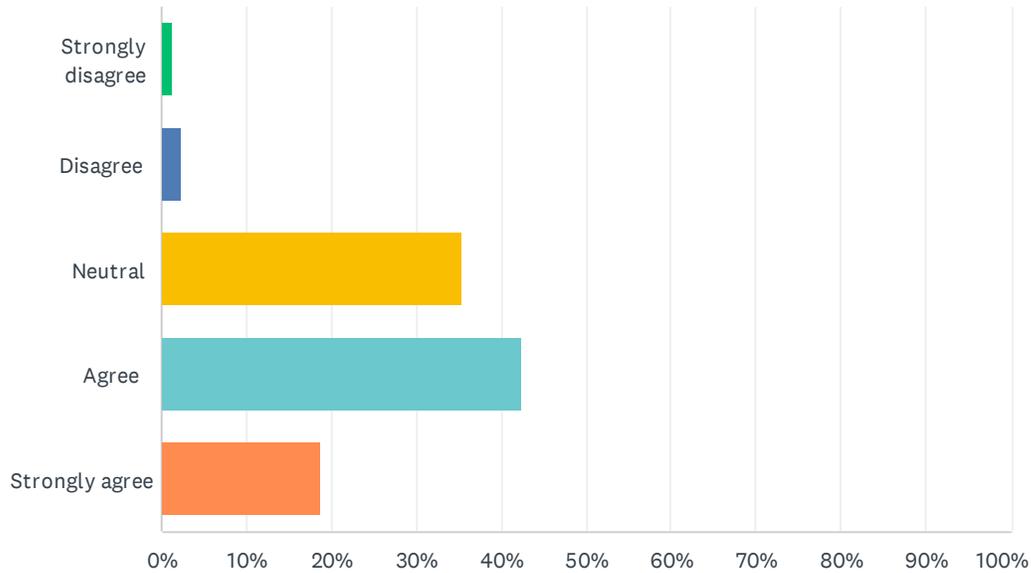
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly disagree	15.48%	13
Disagree	19.05%	16
Neutral	42.86%	36
Agree	17.86%	15
Strongly agree	4.76%	4
TOTAL		84

Q26 Effective leadership is provided by the Vice President for Student Affairs.

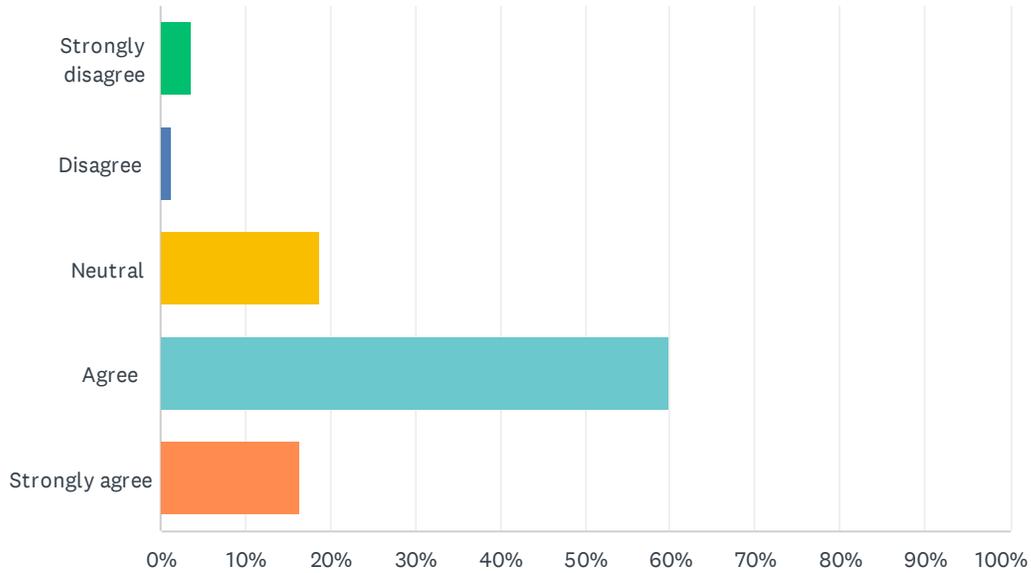
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.18%	1
Disagree	2.35%	2
Neutral	35.29%	30
Agree	42.35%	36
Strongly agree	18.82%	16
TOTAL		85

Q27 Staff Senate represents the staff of Southeastern in a positive way.

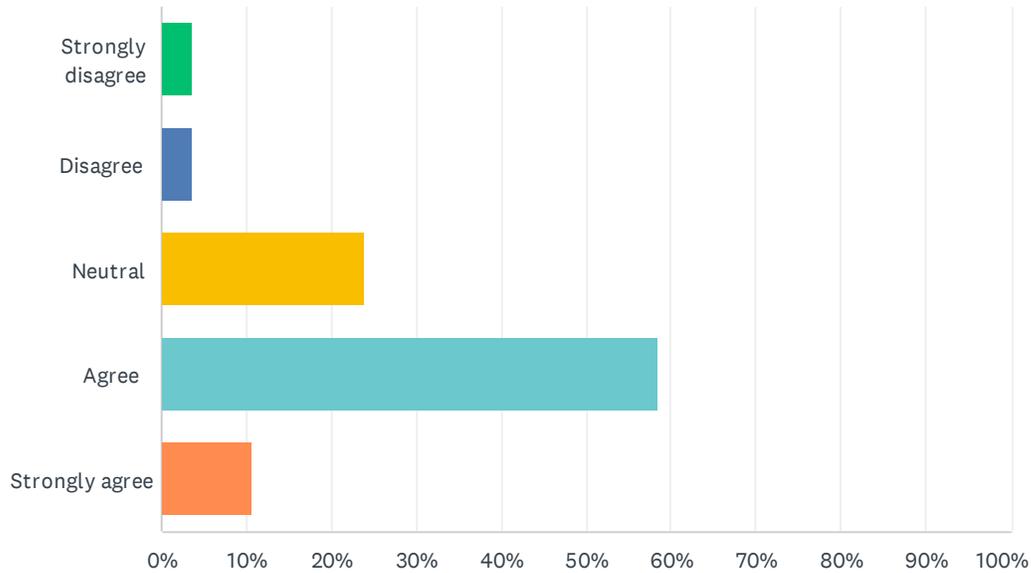
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly disagree	3.53% 3
Disagree	1.18% 1
Neutral	18.82% 16
Agree	60.00% 51
Strongly agree	16.47% 14
TOTAL	85

Q28 The Staff Senate is effectively performing its primary role of representing the staff in shared governance.

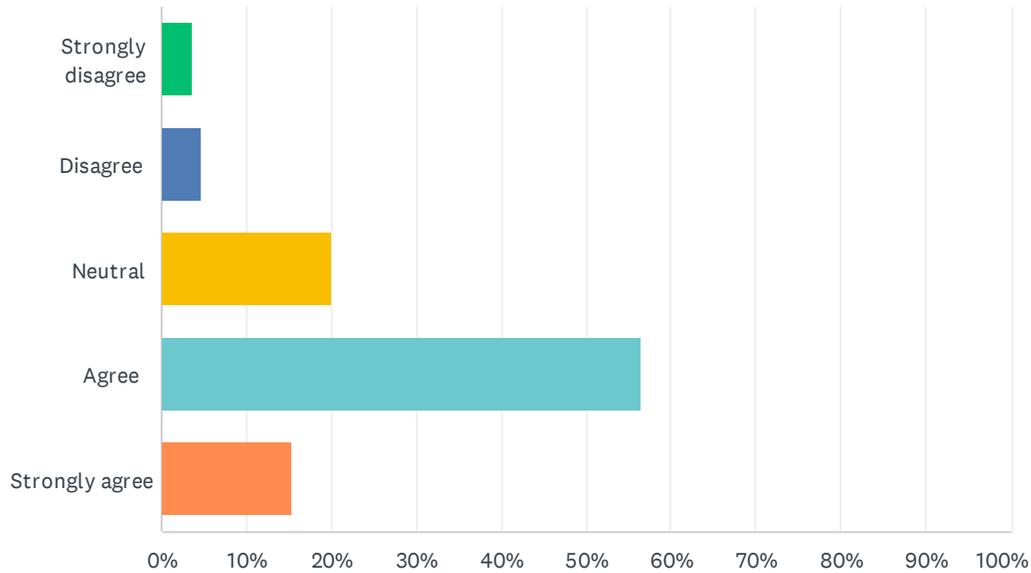
Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.57%	3
Disagree	3.57%	3
Neutral	23.81%	20
Agree	58.33%	49
Strongly agree	10.71%	9
TOTAL		84

Q29 The Staff Senate works on issues that are important to me as a staff member.

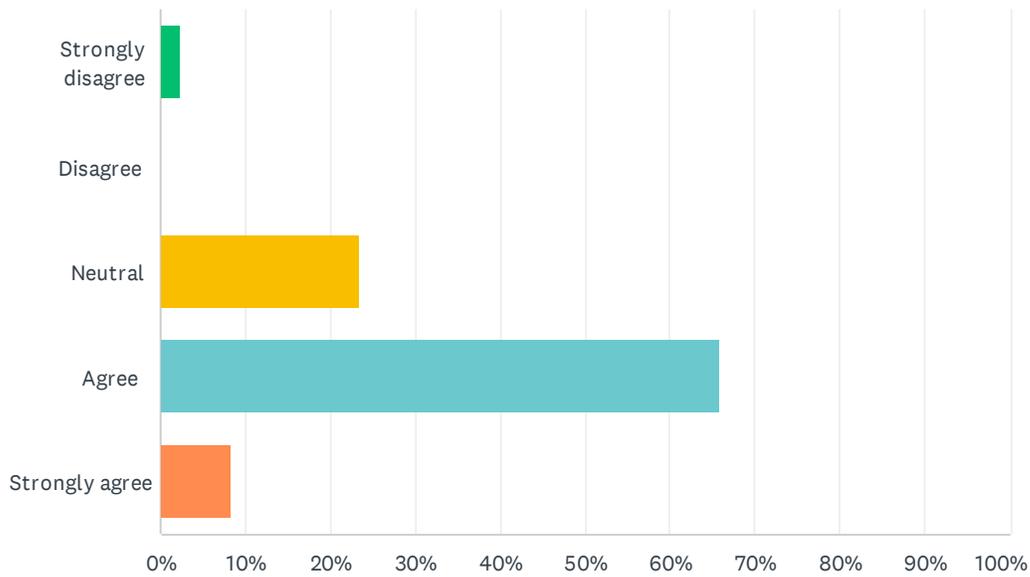
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.53%	3
Disagree	4.71%	4
Neutral	20.00%	17
Agree	56.47%	48
Strongly agree	15.29%	13
TOTAL		85

Q30 Southeastern is fulfilling its mission to provide an environment of academic excellence that enables students to reach their highest potential. By having personal access to excellent teaching, challenging academic programs, and extracurricular experiences, students will develop skills and habits that promote values for career preparation, responsible citizenship, and lifelong learning.

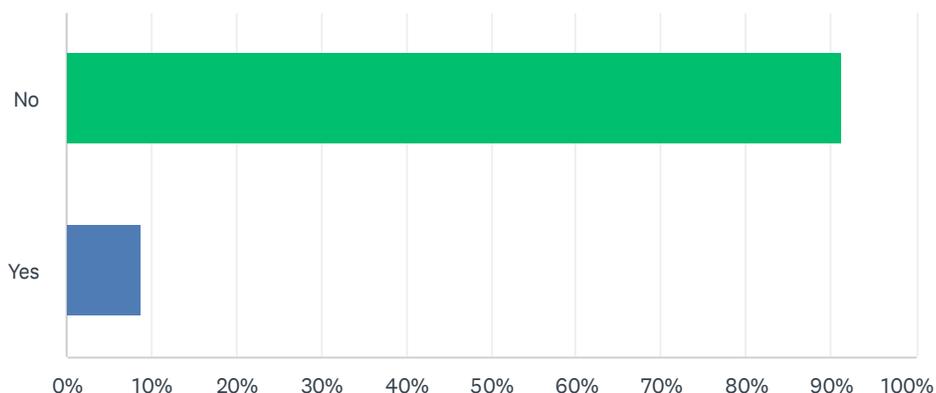
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	2.35%	2
Disagree	0.00%	0
Neutral	23.53%	20
Agree	65.88%	56
Strongly agree	8.24%	7
TOTAL		85

Q31 Does the mission statement need to be revised? If so, how?

Answered: 80 Skipped: 5

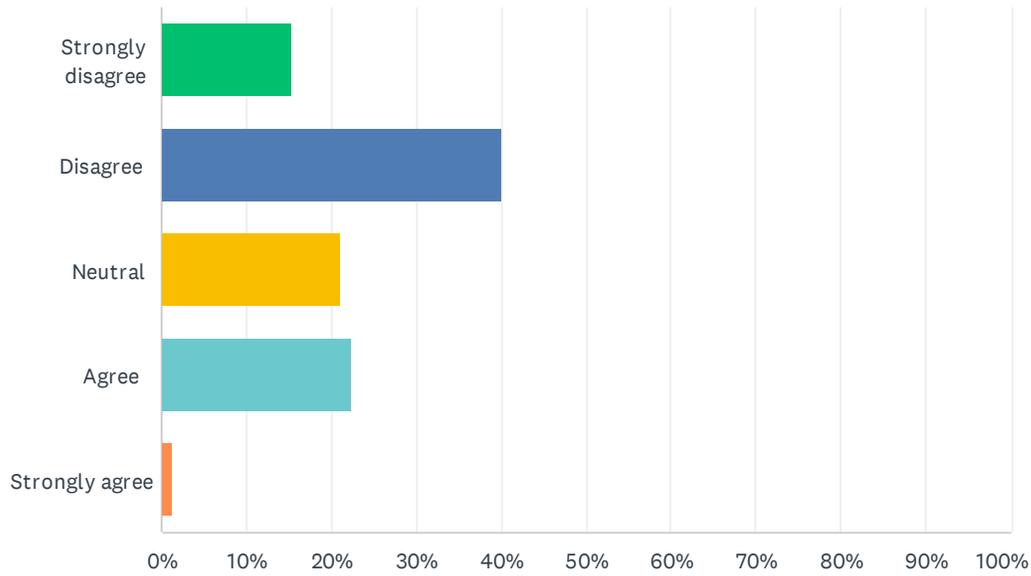


ANSWER CHOICES	RESPONSES
No	91.25% 73
Yes	8.75% 7
TOTAL	80

#	IF YES, PLEASE EXPLAIN:	DATE
1	Some instructors have a bad reputation of misuse of their authority (power) in the class. Statements like "I have tenure. I can say anything I want." and obvious disregard to students' interest in their progress in the class have been seen more and more in recent years.	6/1/2022 10:55 AM
2	I recommend we take out 'academic' in the first sentence, rephrased to say: "To provide an environment of excellence that enables students to reach their highest potential." Because, in ALL environments, from the cafeteria to the baseball field to the theatre to the academic classrooms, we strive to make all of those environments 'environments of excellence that enable students to reach their highest potential.' The rest of the mission statement is great. I would just rephrase the first sentence.	5/25/2022 2:00 PM
3	It is not current. It seems antiquated (outdated) and needs to be revised to meet the President's QI.	5/24/2022 1:38 PM
4	There is no statement regarding community enrichment, which we do. That might be something to include in the mission given we are doing it.	5/24/2022 12:49 PM
5	I believe Mission Statements require regular attention and need to be reviewed on an annual basis. Mission statements need to be updated too ensure they remain applicable.	5/24/2022 10:58 AM
6	Honestly, I don't know what the mission is.	5/24/2022 10:50 AM
7	I do feel it is aspirational though. I don't feel we accomplish all of this all the time, but I feel hopeful we are moving closer to this being less vision and more mission. Would like us to add back some of the lifelong learning opportunities that were part of continuing education or advertise any opportunities there may be to audit a course without a grade.	5/24/2022 10:40 AM
8	Add "inclusiveness" into the mission.	5/24/2022 9:20 AM
9	I do not know it.	5/24/2022 9:07 AM

Q32 With the University’s large growth of enrollment in recent years, do you believe your division has been given staff and resources to meet the demands of this growth?

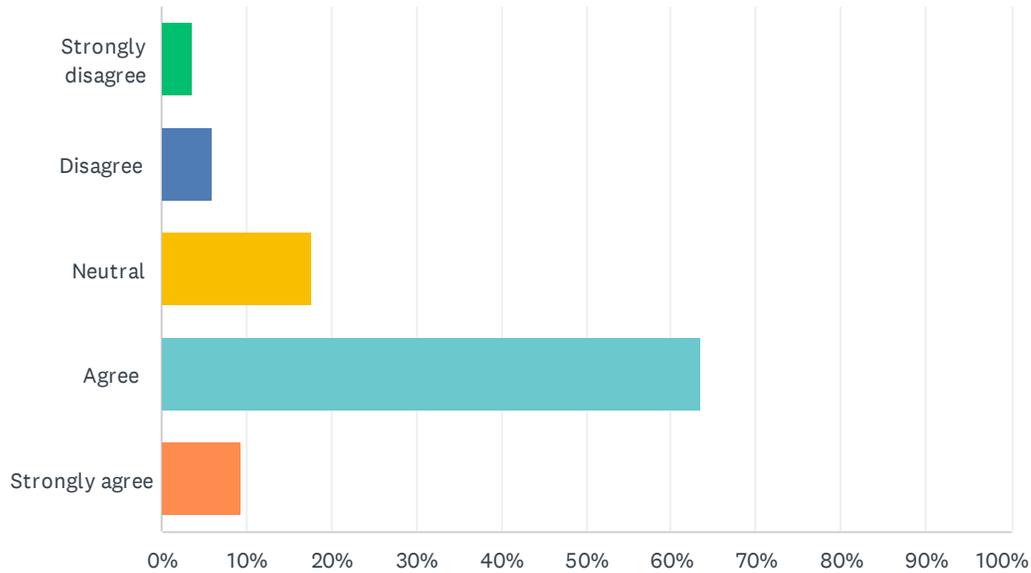
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	15.29%	13
Disagree	40.00%	34
Neutral	21.18%	18
Agree	22.35%	19
Strongly agree	1.18%	1
TOTAL		85

Q33 The activities of the Staff Senate are effectively communicated to the staff.

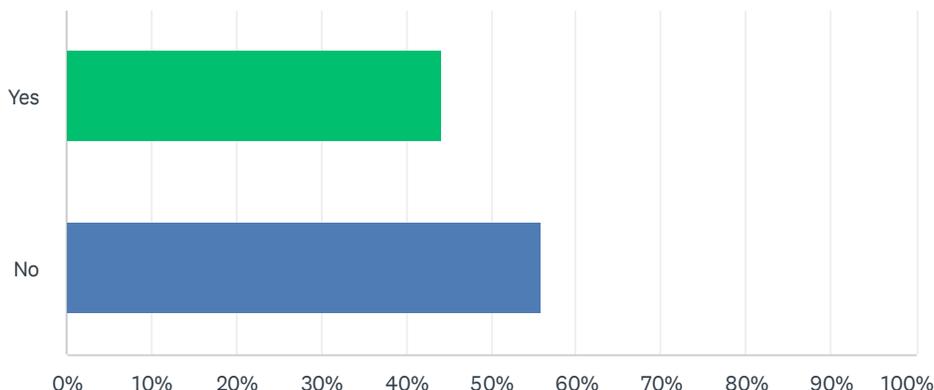
Answered: 85 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.53%	3
Disagree	5.88%	5
Neutral	17.65%	15
Agree	63.53%	54
Strongly agree	9.41%	8
TOTAL		85

Q34 Would you be interested in serving on the Staff Senate in the future? Why or why not?

Answered: 84 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	44.05% 37
No	55.95% 47
TOTAL	84

#	PLEASE EXPLAIN WHY OR WHY NOT:	DATE
1	take care of elderly in laws and have not extra time.	6/20/2022 8:28 AM
2	I'm not sure I would be particularly effective on there.	6/16/2022 11:28 AM
3	I currently serve on Staff Senate and look forward to continuing to serve.	6/15/2022 9:06 AM
4	I would serve on Staff Senate because it is a benefit to my department as well as the University to have effective leadership in Staff Senate.	6/14/2022 2:33 PM
5	I would, but i would like to see the staff have face to face meetings or mixers as many of us dont make it out of our offices enough to be familiar with other staff memebers on campus. Because of this voting often ends up being a popularity contest style of vote casting. (meaning the few names everyone knows receive the votes as many of us do not know the other names well enough or at all)	6/14/2022 1:00 PM
6	Currently serving and plan to continue serving in the Staff Senate.	6/7/2022 9:24 AM
7	Serve on Faculty Senate.	6/7/2022 8:35 AM
8	Would like to learn more about the process.	6/7/2022 7:33 AM
9	I would like to. I am still learning my new position and am not sure I have the time to properly serve on staff senate and perform my job.	6/7/2022 7:28 AM
10	Not a good way to use time. Would rather have professional development	6/6/2022 6:03 PM
11	To see if my input and/or experience on campus would be of value.	6/6/2022 5:41 PM
12	My hands are so full with day to day activities that 40 hours per week is not enough time.	6/1/2022 10:55 AM
13	It is a wonderful learning opportunity where you get first-hand insight into the challenges, successes, & goals of departments other than your own. It is a great way to gain perspective	5/25/2022 2:00 PM

2022 Staff Survey

and serve the university.

14	Words go unheard	5/25/2022 7:58 AM
15	Would love to be apart of the positive changes for staff.	5/24/2022 3:18 PM
16	The changes in the past couple of years have been positive. The Staff Senate is now addressing issues that are pertinent to me and benefit me as a staff member at SE.	5/24/2022 1:38 PM
17	Traveling to main campus regularly would be too demanding given my role on our campus.	5/24/2022 12:49 PM
18	The recent changes in the Staff Senate have made it into a true part of Shared Governance. In the past, it felt more like the SSA was a token organization that was required for HLC but had no real authority or impact on policies concerning staff. The changes made over the last couple of years have made the Staff Senate into a respected group on an equal standing with the Faculty Senate.	5/24/2022 12:49 PM
19	I would appreciate the opportunity to be involved in the processes of positive change.	5/24/2022 12:29 PM
20	too busy	5/24/2022 11:28 AM
21	Busy schedule	5/24/2022 11:27 AM
22	It seems the same people are running it, just in different positions, there are married couples, families (sisters, moms) on the committee and winning the awards, positions, and seems favoritism. I usually vote for names I have not seen in the list before to give others a chance. and who wanted to keep 4 ten hour days? who wanted to use sick time to workout? didn't seem what the mass wanted only a few select.	5/24/2022 11:09 AM
23	Election of officers is dependant on staff who do not know other staff memebers as most of us dont get out our own offices enough to actually know who we are voting for. We are effectivly voting based on whatever name seems familiar or we have heard without knowing if these individuals will be adequate or serve our interests for the senate positions.	5/24/2022 11:05 AM
24	To be more involved and because I love SE	5/24/2022 11:01 AM
25	I am not well versed enough at this point.	5/24/2022 10:58 AM
26	Maybe in the future.	5/24/2022 10:50 AM
27	Meetings don't occur at a time that are usually conducive to my work flow.	5/24/2022 10:40 AM
28	I feel I can contribute.	5/24/2022 9:45 AM
29	I serve on committees already.	5/24/2022 9:37 AM
30	I am very busy.	5/24/2022 9:07 AM
31	To better understand its workings	5/24/2022 9:00 AM
32	I like the direction the Staff Senate is taking in recent years, particularly efforts to be engaged in shared governance.	5/23/2022 2:57 PM

Q35 What do you think the University does well?

Answered: 47 Skipped: 38

#	RESPONSES	DATE
1	Educated	6/20/2022 8:28 AM
2	I think the staff, faculty, and administration work very hard to ensure a reasonably positive experience for our students (no matter their needs).	6/16/2022 11:28 AM
3	In the past decade, I believe the University has proven itself capable of identifying future trends in higher education and positioning itself in a manner to take advantage.	6/15/2022 9:06 AM
4	SE has a lot of good things it provides for the staff. Such as full paid insurance benefits, full paid teacher retirement, etc. But SE needs to improve how we give cost of living increases and the economy changes. Whether it be a monthly stipend or cost of living increase, it needs to happen more often than a budget cycle.	6/14/2022 2:33 PM
5	Keeps enrollment up.	6/8/2022 1:01 PM
6	The University give a quality education at an affordable price.	6/8/2022 9:18 AM
7	I think we care about the success of our students.	6/7/2022 9:24 AM
8	Education is top notch.	6/7/2022 9:24 AM
9	education	6/7/2022 9:24 AM
10	I think the campus departments individually do well to embrace the mission and work toward ensuring the students, staff, and faculty at SE have the access to services they need in order to thrive in their course work.	6/7/2022 8:35 AM
11	I haven't been here long enough to express.	6/7/2022 7:02 AM
12	Works as a team	6/6/2022 6:03 PM
13	Serves the needs of students pretty well overall.	6/6/2022 5:41 PM
14	Worry about Southeastern Main Street parking lots. Lately I feel that has become a top priority.	6/2/2022 10:45 AM
15	dont realy know	6/1/2022 2:05 PM
16	giving very great benefits	6/1/2022 2:04 PM
17	Building a sense of community for traditional students.	6/1/2022 10:55 AM
18	Our President cares about the faculty AND staff	5/26/2022 3:35 PM
19	SE marketing and AP online programs.	5/26/2022 10:59 AM
20	Growing with our online programs and online student demographic. Change is hard, but our university continues to learn, to try and stay current, and serve our online community.	5/25/2022 2:00 PM
21	Always looking to rebuild and remodel buildings	5/25/2022 7:58 AM
22	One of the biggest employer benefits from SE is the benefits/leave package. It is truly incredible what the university spends for us to have those benefits and I am grateful. From a student standpoint I think SE finds lots of opportunities for students to get involved on campus and provides the tools needed for them to succeed academically.	5/24/2022 3:18 PM
23	Prepare students for the future.	5/24/2022 2:21 PM
24	Provides a quality retirement.	5/24/2022 1:38 PM
25	Educate students	5/24/2022 12:49 PM
26	We care about our students.	5/24/2022 12:49 PM

2022 Staff Survey

27	I think the University provides a flexible work environment in a lot of departments. Most of the directors on campus are friendly and knowledgeable, which lends credibility to the University for making good choices in these instances.	5/24/2022 12:39 PM
28	As a whole, our students are well-educated. Advising is good. Athletic, music, and theater events are promoted well and fun to attend. Grounds are well cared-for. Technology assistance for students is good. The bagel shop is a good addition to campus.	5/24/2022 12:29 PM
29	Help the students	5/24/2022 12:00 PM
30	University makes students a high priority and need to make sure it always stays that way.	5/24/2022 11:27 AM
31	The campus looks beautiful with all of its foliage and grounds kept looking great. The landscaping and maintenance department should be thanked on a daily basis. The campus looks beautiful on the outside we just now need to take care of the inside.	5/24/2022 11:09 AM
32	adapting to student needs	5/24/2022 11:05 AM
33	Feels like family and does the most for students	5/24/2022 11:01 AM
34	I think this University provides a valuable service to the southeastern Oklahoma/north Texas area.	5/24/2022 10:58 AM
35	The University cares for it's employees.	5/24/2022 10:56 AM
36	Offers 100% paid insurance and retirement in addition to paid holidays and a lot of vacation.	5/24/2022 10:50 AM
37	Keep grounds and buildings looking good.	5/24/2022 10:41 AM
38	Offer opportunities for constituents to be heard. Thanks for seeking feedback!	5/24/2022 10:40 AM
39	Cares about it's employees and provides a healthy work environment.	5/24/2022 10:27 AM
40	Recruiting	5/24/2022 9:41 AM
41	The community feel and caring attitude to everyone truly shows.	5/24/2022 9:37 AM
42	Pride and community feel	5/24/2022 9:36 AM
43	It feels family oriented and a relaxed atmosphere so people don't feel like they're walking on egg shells.	5/24/2022 9:20 AM
44	Educate	5/24/2022 9:07 AM
45	SE provides a hometown, friendly experience for students. With small class sizes and having the ability to get to know students on a personal level, it makes a difference.	5/24/2022 9:03 AM
46	Student services	5/24/2022 9:00 AM
47	Take care if students and faculty	5/24/2022 9:00 AM

Q36 What do you think the University could do better?

Answered: 45 Skipped: 40

#	RESPONSES	DATE
1	Raise for Staff in low paying jobs	6/20/2022 8:28 AM
2	Maybe better communication regarding updates or other important events, though I do think communication is reasonably paced a majority of the time.	6/16/2022 11:28 AM
3	The University MUST prioritize faculty/staff compensation.	6/15/2022 9:06 AM
4	SE needs to have a better communication to the campus community of projects and other things going on campus. Also, certain departments such as Athletics shouldn't be able to do things and spend money as they please without prior approval by the President or CFO.	6/14/2022 2:33 PM
5	Communications with staff.	6/8/2022 1:01 PM
6	Update of the facilities.	6/8/2022 9:18 AM
7	Increased salaries and facility improvements. We have a beautiful campus. A little TLC could do wonders. A fresh coat of paint, modernize classroom/office spaces, and pressure wash exterior of buildings/sidewalks. Just because we have an aged campus doesn't mean it needs to look old and rundown.	6/7/2022 9:24 AM
8	Give staff livable wages.	6/7/2022 9:24 AM
9	appreciate staff more	6/7/2022 9:24 AM
10	Communicate better between departments, factions, and learning communities. There are silos on this campus and a campus run around is often what students experience when trying to learn about and access services.	6/7/2022 8:35 AM
11	Provide competitive pay for staff and student workers.	6/7/2022 7:33 AM
12	I haven't been here long enough to express.	6/7/2022 7:02 AM
13	Increase staff salaries	6/6/2022 6:03 PM
14	Retain and value the staff better that have been particularly loyal and instrumental to the success of the university, especially in recent years. There is a lot of turnover in critical areas where salaries are very low, responsibilities and stress levels are high, and credit for the work is not given appropriately (e.g. the people in the trenches get a pat on the back but supervisors or higher up get a salary bump/new title/etc). Alternatively, the work is simply unrecognized entirely, is under-appreciated, or is just taken for granted.	6/6/2022 5:41 PM
15	Be more concerned with making students comfortable as they are our paychecks.	6/2/2022 10:45 AM
16	pay raise	6/1/2022 2:05 PM
17	giving raises and not classify all the same when their jobs can be so different they deserve to be paid what they do. loyalty should matter but it doesn't only the faculty seems to.	6/1/2022 2:04 PM
18	SE could become more responsive to non-traditional students. Training for instructors may be needed to help them become more aware of best practices with student engagement.	6/1/2022 10:55 AM
19	Pay staff better.	5/26/2022 3:35 PM
20	A contact person for each student during their attendance, a staff member or instructor who is invested in their success at SE. Implement ways SE can engage with the Durant Community through community projects or activities on campus. Financial Aid counselors to help with all things FAFSA.	5/26/2022 10:59 AM
21	Notice how stretched the staff are- many juggling the work of two to three people as one person, & prioritize efficient and strategic plans to resolve that issue.	5/25/2022 2:00 PM

2022 Staff Survey

22	Pay increase for employees they give more work and change job titles with no negotiation	5/25/2022 7:58 AM
23	Salaries for all employees (faculty/staff, fulltime/part-time). Updating offices (I have heard the facility master plan is in the works and close to being ready. I personally would really like to see all offices on campus updated to modern workspaces). Lower health insurance costs for dependents. More supervisor training. New Employee orientation should be brought back. Providing new staff with the resources needed to succeed at their job and assist them with a quick reference on where to ask specific questions or who to ask for help would be very beneficial. Especially for areas like academic secretaries since they don't always have other staff in their office to assist them.	5/24/2022 3:18 PM
24	Recognize and show appreciation to the employees who actually deserve it.	5/24/2022 2:21 PM
25	Make employees feel valued and appreciated. Retain quality employees. Pay.	5/24/2022 1:38 PM
26	Train staff (specifically in the new system... that we have had for HOW LONG???)	5/24/2022 12:49 PM
27	Support our staff with equitable salaries. Provide enough staff to be efficient and meet the needs of our students in a timely and proactive manner.	5/24/2022 12:49 PM
28	The University needs to show appreciation for and maintain exemplary staff members. Loyalty should mean something--staff members who have served the University for many years should be compensated for their loyalty. There should be some scale for salaries--it appears as though they're determined completely on the whim of the head of HR. For example the graduate admissions coordinator makes more than the assistant director of admissions and recruitment (which is essentially 2 departments and a more demanding job). I also feel the frontline personnel should have more opportunities given by the University to give feedback and ideas about changes that should be made. I didn't get to vote on new parking lots and sidewalks. Why is our money being spent that way? More personnel should be allowed to weigh in on those decisions. Personnel should be able to weigh in on the staffing issues within their departments--not just department heads or VPs. If there is an expectation from Dr. Newsom or VPs that department chairs and/or VPs are giving lower staff members opportunities to have a voice, then someone should be verifying it's actually happening rather than assuming.	5/24/2022 12:39 PM
29	Physical plant (building maintenance and custodial care) needs improvement. Cafe food is not as good as it used to be, and the cafe does not always appear clean. Residence Halls need attention, especially the older halls, and students report that Residence Hall staff are not always responsive to their concerns. Student Activities tend to recycle the same schedule of events every year -- fresh ideas and more promotion is needed. Overall communication within the entire university needs improvement. A weekly bulletin for faculty and staff with information about academic program changes, new faculty and staff hires, technology changes, student activities and other campus events would be SO helpful! While most of our faculty are responsive to students and provide assistance, advising, and information, I believe the faculty that do not make themselves available to students outside of class and do not respond to e-mails should be held accountable for that.	5/24/2022 12:29 PM
30	Building improvements	5/24/2022 12:00 PM
31	Roads around campus and parking lots need repaved. Also more places for students to hangout. Staff needs more rewards for what they do. Money or actual plaques.	5/24/2022 11:27 AM
32	I think we need more cross training, continuing education classes available for management, customer service, and advancement encouragement small educational programs. More wide spread awareness of due dates and busy dates for different departments so we know wide spread what our counter co-workers are out/in different times of years. Involving different genres of students, staff, and faculty	5/24/2022 11:09 AM
33	competative pay and redevelopment of job descriptions removing the " all other duties as assigned" line that allows staff to be over utalized without compensation.	5/24/2022 11:05 AM
34	I believe the University could do a better job of ensuring that all departments/offices cross train staff so that more than one person can perform the duties of another if needed.	5/24/2022 10:58 AM
35	Higher salaries for everyone.	5/24/2022 10:56 AM
36	Pay the lowest paid employees a living wage.	5/24/2022 10:50 AM
37	I think we are headed in the right direction.	5/24/2022 10:40 AM

2022 Staff Survey

38	Renovate and improve building and infrastructure that has been allowed to fall into disrepair over the years.	5/24/2022 10:27 AM
39	Cost of living raises for staff each year.	5/24/2022 9:41 AM
40	Reducing the time for the hiring process for faculty and staff.	5/24/2022 9:37 AM
41	Grounds maintenance and building upgrades	5/24/2022 9:36 AM
42	Communication and cross training. People should be responsive to emails, and more than one person should be trained to do a job.	5/24/2022 9:20 AM
43	Staff appreciation and compensation.	5/24/2022 9:07 AM
44	Supplies and equipment for the job some equipment is very out of date	5/24/2022 9:00 AM
45	Evaluate business processes and provide staffing and assistance to administrative offices	5/24/2022 9:00 AM

Q37 What items should the Staff Senate be working on in the next few years?

Answered: 41 Skipped: 44

#	RESPONSES	DATE
1	I'm pretty neutral in this regard as I think y'all already have a good "finger on the pulse" for items to work on for SE. As issues/needs crop up, I'm confident the Staff Senate will work on them effectively/appropriately.	6/16/2022 11:28 AM
2	I believe the Staff Senate should focus on initiatives and ideas that can help improve the work environment for staff. Higher education, perhaps by design, has become a very corporate work environment and staff are dealing with the increased stresses and demands of that environment. Many of us chose a career in higher education because it allowed us to have a fulfilling career while prioritizing our lives away from work. This has changed dramatically in the past decade. I believe we need to refocus our efforts on allowing our most precious resource, our people, to have a work environment that minimizes stress and prioritizes life away from the job.	6/15/2022 9:06 AM
3	Staff Senate should push for student worker pay increases. They also need to focus on bringing back monthly recognition awards for staff like years past.	6/14/2022 2:33 PM
4	CUPA raises, correct job titles which could offer many staff members better pay scales.	6/8/2022 1:01 PM
5	Improving areas that would help retain quality staff.	6/7/2022 9:24 AM
6	pay increases	6/7/2022 9:24 AM
7	How the university can recruit and retain talent for all its open positions.	6/7/2022 8:35 AM
8	Provide competitive pay for staff and student workers. Bringing more students back to campus.	6/7/2022 7:33 AM
9	Pay raises across the board.	6/7/2022 7:02 AM
10	Nothing	6/6/2022 6:03 PM
11	Salary review in terms of how salaries are evaluated. Examine how similar positions on campus in terms of title/description have high salary discrepancies. Yearly cost of living raises are already on the radar from what I can tell, but that would be a definite plus.	6/6/2022 5:41 PM
12	Getting equal cost of living raises with faculty. If faculty gets 3%, staff should get 3% also (not 2% and be happy).	6/2/2022 10:45 AM
13	dont know	6/1/2022 2:05 PM
14	continue to get us a fair shake	6/1/2022 2:04 PM
15	I would like to see the Staff Senate get into the Shared Governance.	6/1/2022 10:55 AM
16	SE employee community discounts and/or discount day excursion packages.	5/26/2022 10:59 AM
17	"Giving Back" days, events, and/or opportunities. A chance to serve our community in a VISIBLE way. (Staff Senate does amazing service to our community, but behind the scenes. At least once a year, we need a very visible day of service, in some way, that would raise awareness of who we are, and what we do behind the scenes.)	5/25/2022 2:00 PM
18	Wages and longevity compensation	5/25/2022 7:58 AM
19	Reviewing staff policies and making recommendations for changes (such as policies in the employee handbook). Professional Development. Staff Salaries, we need a better way to determine pay for positions as well as incentives for staff to get additional degrees or certifications (much like the faculty card for salaries). The SOLD program and Get Fit programs seem to have taken a downward slope over the last few years. I would love to see	5/24/2022 3:18 PM

2022 Staff Survey

those revamped. SOLD especially could be a better tool for employees on campus by proving professional development and learning opportunities that are relevant towards jobs. In the past there were different tiers and categories for the program and we no longer have that. Additionally, the program used to incorporate more training for on campus processes such as purchasing procedures (with the turnover we have had in recent years and many changes that have occurred I think these would be very beneficial). Another program I remember was when someone from Emergency Management came to discuss severe weather and various things to do to stay connected during those emergency situations. I think the programs we did then were much more useful than what is being presented now.

20	Pay, to prove that Staff Senate is for real and not just a popularity club, being impartial when deciding on issues that affect everyday staff instead of sticking it to the little guys like always since they will be the ones with the quietest voice since we have no reason to believe in a group/process that has done nothing to improve the atmosphere or work environment for staff. Just something other than giving themselves awards and us a couple meals to appease us.	5/24/2022 2:21 PM
21	Pay. Employee Retention. Student Growth and Retention. Diversity. Serving underserved student populations on campus.	5/24/2022 1:38 PM
22	Expanding systems training for those persons who should be able to work within the system but cannot at this time. Not sure if that is even within your scope, but nobody else is listening that this is a significant problem.	5/24/2022 12:49 PM
23	1. Making sure the Staff Senate provides quality and professional leadership in the shared governance system at Southeastern. I would like to see it continue on this new professional path so that the Staff Senate is regarded the same as the Faculty Senate and move away from fundraisers that make us appear "less than." The SS should be funded like FS. 2. Review policies that improve the quality of our work environment on campus.	5/24/2022 12:49 PM
24	I believe salary increases are paramount. The cost of living has increased drastically, and the salary amounts have not been raised to accommodate inflation in at least a decade. I also believe Staff Senate should work to help increase the projection of the voices of lower staff on campus. Perhaps we should have a suggestion box or something. I would appreciate having more opportunities to give feedback about decisions, etc.	5/24/2022 12:39 PM
25	A staff version of the faculty salary card with annual increases for years of service should be top priority! The current system dictates that an individual must leave a position to "move up" in order to receive a pay increase. This is counterintuitive to our goal of retaining trained staff who are excellent at what they do and enjoy their job! There should be a fair and equitable system to receive a yearly pay increase and reward the long-term employees' loyalty and expertise.	5/24/2022 12:29 PM
26	Getting more staff involved	5/24/2022 12:00 PM
27	Morale keeping employees feeling appreciated and respected will be foundation for everything else	5/24/2022 11:27 AM
28	Are our job titles comparable, is pay within average across titles, how we can improve our skills, acknowledgement, advancements, and/or volunteer work. Working with other departments as a community/group not individual sections. I hate hearing "that's not in my job description". Are our work-spaces safe? How long has it been since the job descriptions have been updated? Why is there not a list of job titles and descriptions so we can see what we can strive for or encourage ourselves to improve or have goals. Why was sooooo much money spent on awards to a select few instead of spreading the goodness to all? Or more winners of good instead of a few awards at such large amounts of funds. Why was there not a vote or suggestion box for the awards? Staff picnics, gatherings, nights out to games or a local event in community.	5/24/2022 11:09 AM
29	competative pay and redevelopment of job descriptions to remove the " all other duties as assigned" line that allows staff to be over utalized without compensation.	5/24/2022 11:05 AM
30	Make sure it is truly representative of the Staff of the University and does not appear to be nepotistic.	5/24/2022 10:58 AM
31	Would like to see it stopped, wastes time and resources.	5/24/2022 10:56 AM
32	Raises especially for the lowest paid employees who can barely afford rent and food.	5/24/2022 10:50 AM
33	Creating a more welcoming process for individuals retiring from the university, we are burning	5/24/2022 10:40 AM

2022 Staff Survey

bridges which affects morale (they talk to current employees about how they are treated and that doesn't always make people want to stay) and possibly contributions to the Southeastern Foundation in the future. I love the shared governance forums and that we can view them when we have the time for it! Maybe a place to share feedback for those that were unable to attend but can add to the conversation?

34	Consider researching and making recommendations concerning building remodels with an emphasis on a welcoming/learning atmosphere that is safe and secure for students, faculty and staff.	5/24/2022 10:27 AM
35	Cost of living raises.	5/24/2022 9:41 AM
36	It would help if there were increases in pay to offset the increase in cost of living.	5/24/2022 9:37 AM
37	infrastructure and building upgrades	5/24/2022 9:36 AM
38	Staff Compensation, better staff recognition and appreciation.(when you can vote as many times as you want it seems pointless and rigged). Improve the image of the staff senate to attract more staff members to join and voice their opinions and concerns.	5/24/2022 9:07 AM
39	Staff, Faculty, Admin relations. Bolster more fellowship	5/24/2022 9:00 AM
40	Consistent salary increases, like faculty get. Or some type of longevity incentive	5/24/2022 9:00 AM
41	Professional Development opportunities	5/23/2022 2:57 PM