



University of
Science & Technology

**238 Total
Responses**

2008 Staff Council Survey

The Missouri University of Science and Technology Staff Council is conducting a survey to all Missouri S&T staff members, and would greatly appreciate your input. Please complete the survey by **(Friday, March 15, 2008)**. All responses will remain confidential and a summary will be provided to Chancellor Carney and the campus community. Please mail back to Robert Berkelman at G-4 Parker Hall.

This is your opportunity to provide feedback and guidance concerning the future of the campus environment!

Please circle your choice to the following questions:

- 1) When raises are given, do you know how they are determined?

YES- **107** NO- **123** N/A- **8**

- 2) Does your supervisor give you an annual Performance Review or informal feedback on your performance?

PERFORMANCE INFORMAL NEITHER- **37** N/A- **20**
REVIEW- **138** FEEDBACK- **43**

- 3) Is Missouri S&T's staff pay scale comparable with the fair market value?

YES- **49** NO- **172** N/A- **11**

- 4) Missouri S&T provides educational benefits for its benefit eligible employees after 6 months. Are you currently taking advantage of this benefit?

YES- **34** NO- **180** N/A- **12**

- 5) Missouri S&T provides educational benefits for spouses & dependents of benefit eligible employees (75% FTE and above) with five years of continuous full-time service. This benefit is available for use at all 4 UM campuses. Are you currently taking advantage of this benefit?

YES- **22** NO- **182** N/A- **32**

6) If no, would you take advantage of this benefit if the required years of service were lowered from 5 yrs to 3 yrs?

YES- **60** NO- **106** N/A- **63**

7) Do you understand Missouri S&T's current retirement policy?

YES- **76** NO- **154** N/A- **6**

8) Would you be in favor of an age + years of service retirement plan? (Add the number of years of service with your age to equal the magic number. (i.e. If you are eligible for retirement at "90", and have worked for 30 years, you would be eligible for full retirement at age 60))

YES- **189** NO- **18** N/A- **25**

9) Are you satisfied with your current job duties?

YES- **175** NO- **58** N/A- **2**

10) Are you interested in advancement at Missouri S&T?

YES- **194** NO- **32** N/A- **11**

11) Are you actively applying for other positions either on or off campus?

NO- **146** ON CAMPUS- **33** OFF CAMPUS- **18** BOTH- **25** N/A- **14**

12) How interested are you in professional development opportunities? (Circle One)

Not interested	Somewhat Interested	Neutral	Interested	Very Interested
12	51	33	61	78

13) How do you view the present morale of the Missouri S&T staff?

EXCELLENT	GOOD	FAIR	NEEDS IMPROVEMENT	POOR	N/A
6	38	72	85	34	3

14) Missouri S&T has implemented an emergency notification system that will notify staff, faculty, and students of emergency situations on campus. You are able to register your cell phone, an alternate email address, or pager to receive messages through your personal info section through MIS Web Applications. Have you registered for this service?

YES- **193** NO- **44**

15) Would you be interested in donating sick days to Missouri S&T employees with catastrophic illness or injury if the option is available?

YES- **142**

NO- **73**

N/A- **20**

16) Do you have children of day care age?

YES- **44**

NO- **193**

17) If yes, would you be interested in utilizing a day care for Missouri S&T faculty, staff, and students?

YES- **62**

NO- **54**

18) In December's State of the University address, Chancellor Carney's vision for the new year is to make Missouri S&T a 'green' campus. One important factor is recycling. In your opinion, how can we improve our campus recycling program? Please include your suggestions below.

- More prominent drop boxes (and for a greater variety of materials).
- Have a genuine toner recycling program, where toner cartridges are re-filled and reused...
- If the chancellor was so smart then his research would have proved that recycling most items (paper especially) is bad for the environment. We can improve our recycling program by NOT recycling these items. Recycling only works if there is a real benefit to it, not just a perceived, mythical benefit based on misinformation perpetuated by idiots like J. Winston Porter (formerly of the EPA) and others who misrepresent data and financial costs (which are largely hidden by government subsidies). Here is how to improve the recycling program: if you can sell the stuff you collect then use it to make money. If you cannot sell the stuff then chances are that it cost less both financially and environmentally to NOT recycle that item. Do your homework and don't just blindly believe that "green" is the way to go.
- make sure that all campus buildings and office areas have the same access to recycling.
- Recycle paper, do not print header page in student computer labs, recycle cans
- More plastic bottle receptacles. All professors should post their notes rather than printing.
- Put disposal containers in every building which would include, cans, plastic bottles, cardboard, paper, batteries. Also, include pick-up for these items. Right now we only have paper.
- More plastic bottle recycling bins (one per building isn't sufficient)
- More visible plastic bottle recycling bins
- Have more recycling options available than paper.
- actually utilize the recycling that we do now instead of collecting it and putting in the regular trash.
- It would work better if we could actually recycle and not throw recycled bins trash in to the regular trash dumpsters
- As I suggested a few years ago, add a recycling bin for bottles whenever soft drinks are supplied, like at Chancellors Council.
- We used to do cans, but could not get anyone to pick them up.
- Recycle plastics!
- Have designated smoking area around campus and move smokers away from the entrances to campus buildings. This would eliminate having to walk through smoke when entering or exiting a building.
- More recycling containers and dedicated donation for each container--i.e., proceeds from can recycling container at Schrenk Hall go to feeding feral cats on campus.
- reward the janitorial staff for the work they do to aid in this initiative.
- have better system than just trash cans.
- first off would be to follow through on the program already in place such as emptying our recycle containers

- receptacles for plastic bottles
- Actually take the recycling out of the bins and recycle--don't just put the bags in the trash!
Recycling does not happen!
- There needs to be a campus-wide collection program. Simply distributing recycling bins is not enough. Having a campus-wide crew that collects and brings recyclables to the recycling center would increase the amount of recycling that happens on campus.
- This is crazy!
- not waste resources especially paper
- Have more controllable heating and air conditioning so it isn't too hot in buildings when it doesn't need to be and too cold when it doesn't need to be.
- The current recycling program is not maintained by any department; they are just containers. The custodians take the cans home!
- The only way to make it better is to make it mandatory and penalize groups if their employee do not follow rules.
- Make it more convenient. Maybe have a drop-off station for employees to recycle items.
- Make sure that there are paper recycling containers in each classroom. Also have at least one plastic recycling and one aluminum recycling container on each floor, preferably one of each near each entrance to a flight of stairs so they are easily accessible.
- **EVERYBODY NEEDS TO DO IT NOT JUST PART OF THE CAMPUS**
- Add plastic bottle recycling in office areas.
- Make cardboard recycling mandatory at construction sites.
- We use recycling containers in our office, however, the custodians just dump all the trash into one bin.
- Toner ink jet recycling
- do away with trash cans in offices. I am part time at S&T and work full time off campus. We aren't allowed to have trash cans in our offices except for a very small desk top version. In our break rooms and copy rooms, recycling bins are available. Since you have to get up to take your trash somewhere you are much more likely to recycle it if you can.
- I recycle but recently found out the maintenance crew don't always take items to recycle because it's all the way across campus
- Audit the current process to determine if recycling is actually occurring.
- To show the benefit of recycling, I know I can recycle paper, what happens to it and what is the worth of say white paper?
- stop mailing as many documents to students...for records, since they can view info on JOESS
- I do not know. I seem to use the recycle bins daily for paper. I do not see bins for cans as often. It might help if employees understood exactly what could be placed in such bins.
- Place real collection containers throughout the campus and do not allow collection staff to throw the recyclables with the regular trash (I have seen it happen many times).
- Reduce waste at the source (i.e., less printing); require use of recycled products (paper, toner cartridges, cardboard, etc.); move toward more electronic publications for recruitment, fundraising, etc.
- Stop printing out volumes of paper that support a function in the office. No more than a summary report should be generated, if any at all. We're asked to conserve paper then required to print out volumes for every minor activity.
- require recycling receptacles in every building
- Eliminate big trash cans in staff offices. Only provide little trash cans and recycle bins.
- Keep educating the Campus Community
- It should be a 100% participation. No consistency. Some do, some don't. Stuff gets sent to trash that should be recycled.
- Make sure everyone is aware of the program and where to deposit their recyclable items.
- Add recycling cans for plastic bottles
- Have the staff & custodians be more conscience of recycling
- Hire more custodians who can do the recycling we have hard time getting the trash emptied
- Start recycling plastic bottles.
- the custodians actually recycling it instead of adding it in with the trash
- develop an actual plan

- It seems there are a lot of good ideas in place but they don't always get followed through on in the pick up of the recycling that is.
- provide recycling container for plastic soda bottles
- Include plastic bottle recycling; have aluminum taken to recycle place for \$\$; actually have the custodians put the trash & the paper material in separate cans instead of dumping it all into one trash can.
- Offer fewer items all over campus (classrooms, offices, food service, bookstore) that cannot be recycled.
- Train ALL MISSOURI S&T EMPLOYEES on how to properly recycle. Periodically audit their performance and make corrections where needed. Put more tips for recycling in the employee eConnection.
- Encourage Missouri S&T to fund and support a campus-wide plastic recycling program.
- Place recycling containers next to EVERY TRASH CONTAINER so more waste gets recycled.
- Place attractive recycling containers at the EXTERIOR of campus buildings and along campus walk-ways.
- Provide outdoor recycling receptacles at special events such as sporting events, PRO Days, Miner Days, Open Houses, and Earth Day. Make our commitment to recycling and the environment visible to the students and the public.
- Provide recycling containers for aluminum cans, plastic bottles, etc.
- Actually recycle the paper in the paper bins (I've witnessed this being emptied into trash by custodians on several occasions) 2) Add recycling bins for plastic bottles. I would be happy to keep a bin in my office area and be responsible for emptying it into a larger building container.
- Recycling is the least we can do-why not shoot for an alternative to the COAL FIRED power plant?
- How about getting the smokers at Parker Hall not to throw their cigarette butts on the ground under the bushes?
- by using it
- Print quotas
- Need to accept plastic and aluminum.
- Our office requires a great deal of documentation in files so the best we can do is print only necessary documentation and do so by printing on both sides of paper.
- provide more plastic recycling locations
- Develop a rose garden or flower garden to create a colorful atmosphere. Organize some shows for effective maintenance of the greenery.
- Recycling plastic.
- Provide funding for a full time person to oversee the green initiative.
- Don't make duplicate copies of everything.
- Collect the recycling in a timely manner
- We need readily-available bins for aluminum cans and cardboard. I know we recycle cardboard, but the bins are not very accessible.
- I've heard that recycling containers have actually been dumped into the regular refuse dumpsters rather than the recycling ones. This defeats the purpose of recycling. Include a method of recycling plastic soda bottles - large recycling opportunity being missed on campus there.
- From what I have seen around campus, it looks like we are doing really well.
- Pick up service for battery disposal.
- Recycle aluminum, cardboard, plastic, etc. In our building, the vending machines are serving plastic, but there are no recycling options for the bottles. We can recycle cans, but the machines don't serve them.
- There is a tremendous amount of waste in the construction areas, i.e. there seems to be a lot of re-usable materials that could be salvaged/recycled and sold.
- more recycling locations for cans/bottles
- Provide a quarterly pick up for computer monitors and other electronics to be recycled.
- Plastic and glass recycling. In-office aluminum can pickup.
- Windmill on top of TJ hall.

- Have plastic recycling (like 20oz bottle) places on every floor of every building. Currently there are only a couple that I know of and they are paper/aluminum. Nobody drinks aluminum cans anymore.
- Plastics recycling and battery recycling bins would be helpful
- Provide the proper containers. Advertise.
- I think the program is already good and the processes are in place it is just getting people to use them.
- Encourage everyone to make double sided copies when preparing handouts. I appreciate the opportunity to recycle plastic bottles.
- The current recycling program on campus is almost non existent. there are no organized way to get rid of recycling even if it is collected. If not for the paper and cardboard the city picks up, and the cans bottles etc that res life picks up out of courtesy. The program, when started, was nothing more than the acquisition of blue cans, with no forethought on how to dispose of it. If you question the environmental health dept about it, you get no help and the run around on how its handled. It basically looked good on paper, and on someone's resume. If the campus really wants to become a "green" campus. It has to address the need of labor and equipment to have a dedicated position to collect the recyclables on campus and transport them to the recycling center. Also the process of recycling should include the food service contractor. Currently they produce a large amount of paper, plastic etc from one building alone to fill a medium sized dumpster everyday. Simply to save them cost of labor from using china glass etc. I think until the campus can prove its willing to work to set up a recycling program correctly, it is looked on by the majority of people that have to deal with it as simply a joke.
- Add plastic bottle recycling to each building. Also promote recycling more. My co-workers throw a lot of recyclable material into the trash and it drives me crazy since I'm a recycling nut.
- Stop with all of the duplicating of computer files and paper files!
- Improve employee morale by giving adequate raises. If we feel we're not cared about, what makes you think we will care about the campus? Just a thought.
- It would be beneficial if the administrators and department heads would make recycling part of the employees duties and responsibilities.
- Then when our annual review is discussed the employees who do recycle should be rewarded and the employees who don't recycle should not receive as much of a raise.
- Encourage all to recycle. Many people still do not.
- Recycling plastic bottles and cardboard if we aren't already.
- making sure it gets picked up after we put things in it.
- Have all of the recycles dropped off at the same location by custodians
- Provide more receptacles in every building for cans and bottles
- Hire employees specifically for "recycling" positions. Adding extra duties to current custodial staff is obviously NOT working. Add more outside recycling containers - custodial staff currently have to go out of their way to recycle - make it convenient.
- We need can and plastic bottle recycle bins on every floor in every building!
- Population involvement
- Everyone, including secretaries and professors, need to help custodians recycle.
- Have classes to educate the campus community that it is a "team effort" and is not the sole responsibility of the custodial department. Everyone must do their part.
- I think we are doing a fairly good job now.
- Prove that my recycling bin is actually being recycled. Provide details of recycling contractors process.
- Consider private recycling contractor. Get rid of plastic bottle soda machines. Competition for "greenest" building or department.
- It's the students that don't do it.
- Make sure everyone on campus is trained in the recycling program. What goes where and signs pointing to containers.

- 19) The e-connection is now a semi-weekly email that gives the newest headlines and a brief summary of the story. You can click on the headline to view the complete story. An archive of previous stories is still available on the e-connection blog. Do you prefer:

E-mail notification that it has been updated	Email stating subject of new items with a brief summary with links for complete story (current method)	Email with complete story with link to main blog site
13	175	35

- 20) Missouri S&T's current smoking policy prohibits smoking in any indoor area in all buildings owned, operating or leased by Missouri S&T. Do you feel the policy should be changed to "prohibit all smoking except in designated outside smoking areas"?

YES- **148** NO- **88**

- 21) Do you feel Missouri S&T should become a "smoke-free" campus?

YES- **138** NO- **94**

- 22) Do you participate in the Staff Appreciation Day activities?

YES- **173** NO- **39** N/A- **22**

- 23) Please list other suggestions you may have regarding activities or future themes for staff day.

- I think a few more games would be good, so people could mix & mingle with each other a bit more...
- Inflatables are really fun - like an obstacle course, jousting, bungee run, mechanical bull w/ inflatable cushion, that sort of thing. Also a southwest theme with a chili cook-off, archery range, and that sort of thing might be fun too.
- talent show; spot appreciation awards for employees seen doing positive things; staff interviews on KMST; campus scavenger hunt
- I love that we finally don't have to buy a shirt in order to get food on "staff" day. I do not make enough to afford one. I'd also like to see it made easier for ALL staff to participate, including temps.
- Enjoyed the Rock N Roll year the best.
- American Idol theme.
- I think it would be great to have competitions between buildings on horseshoes and other team building things
- Let's Get Physical theme...sponsor a marathon/triathlon...have track & field events...weight lifting competition, discus throw, etc. and for those physically unable to participate in the more strenuous activities, have alternate activities/physical therapy geared toward that group such as chair exercises.
- Don't waste as much time and money on Staff Day. Spend more time on the issues that are important to staff members.
- Possible Theme - Roy Soper Day - everyone walks, dresses, and acts like Roy Soper.
- Get away from games. and make it a whole day - it is named Staff Day, not Staff Hours.

- Invite family of each staff member to participate 2. Better T-shirt design and should be free to all staff members. 3.Option to not work on staff day 4. Nice stuffs for game prizes/door prizes
- Let the campus offices close for a period of time during staff day to allow participation in the program & lunch.
- Pick a "free" sporting event to attend
- close all offices so staff can truly participate
- ipods for everyone!
- Make salaries the same across the board at all campuses. The difference in living expenses is NOT as big a discrepancy as the UM System would have us to believe.
- Keep Staff Day fun and more orientated to all staff. The past few years the bands have been terrible. For example this year's theme is the 60's. get a band that plays 60's music.
- Maybe something less juvenile
- Get the day free to do whatever we want.
- Allowing the campus offices/depts to be closed from 11:00 or 11:30 to enjoy lunch and other activities
- Western day or 50's day
- KNOWLEDGE SHARING WORKSHOP AMONG DEPARTMENTS.
- Monopoly theme - a wealth of experience
- I would like to see a couple more staff awards given in the secretarial pool.
- A high tech day theme. Highlight high tech research and technologies in use at MS&T
- My favorite HERO theme would be fun!
- I think staff day is fun and well organized. Keep up the good work.
- Have an off-campus staff day and make attendance optional...
- I think everyone should receive something from staff day besides a free meal, etc. It is a day of appreciation, and all the staff should be recognized for their efforts even though they didn't get nominated.
- Make it an evening event with a beer garden :) Bring back sumo wrestling. Have UMR vendors sponsor the games and give prizes. Close all non-essential offices for the day. Make it an "employee" day and include faculty so everyone can be appreciated and mingle together.
- Hawaiian
- ½ day off instead of staff day any time
- Casino games
- Picture boards of "Staff" at work/play
- Lunch
- Better and more games and better prizes for the games.

24) Please provide any comments you may have (please use additional paper if needed):

- I think everyone who is nominated for staff awards should be recognized someplace.
- I HATE cigarette smoke, but we shouldn't take away other's freedoms because of that. Maybe we should institute a "you can't smoke within 15 feet of the door" policy. A woman sits by the stairwell door of CS and chain smokes constantly and since those doors are opened a lot between classes, she may as well just be smoking inside.
- I never read the e-connection and probably never will.
- One big problem that I see on this campus and is very evident with the whole new recycling movement here is the tendency for the higher-ups in the university to do a lot of things that doesn't really do us any good, sometimes it does the university harm, but all in an effort to look good - even though it is all just for show and everyone else knows that it is just for show. We claim to be a "greener" campus, but there is this HUGE and inefficient coal-burning power plant right in the middle of our campus! WTF is that? I have nothing against the power plant - I think it's great. Just say what you mean and mean what you say.
- Another good example of the blatant hipocracy on this campus is the whole name change. Not six months ago it was "UMR - The name, the degree, the difference". Now the chancellor basically says "Screw the name, the name sucks, let's make more money by lowering our standards and changing our name."

- How about this: Let's decide what we want to do (be "green", provide a good education, maintain high standards, etc.) and do that one thing better than anyone else. Quit switching gears, lying to the staff, faculty, and students, quit lowering the university's standards, and become a nationally recognized engineering school once again.
- Having Christmas Eve a half day off
- There should be more staff training in regards to new users for current application. Overall staff handbook for applications / software used by staff, i.e. Peoplesoft, Paymentnet, Web Apps
- thanks for conducting the survey
- I would just like to see some decent raises given to staff. Most staff that I have talked with are really disappointed with raises they have got compared to others that have received quite a large increase. I think there should be more than one person deciding who gets what in a department.
- we need more parking spaces. I've noticed motorcycle parking spaces that are not utilized, especially in Lots A and F. It's nearly impossible to find a parking space in any lot during the middle of the morning or middle of the afternoon.
- Questions for Staff Council - Does Staff Council understand how the university retirement works? Why is the age + years of service ALWAYS on the survey? If Staff Council understood that this is a UM System retirement, they'd give it up on asking this question over and over and over. Staff Council needs to understand, and needs to help fellow employees understand, that Missouri S&T is part of a 4-campus system, with a governing Board of Curators, and we can't make up our own rules for retirement, or sick leave policies, etc. Some of the same issues that are being brought up in this survey, have been brought up for the last 20 years! When will Staff Council realize that they are not in a decision-making role!! Your main job is to plan Staff Day (good job in years past!), and to listen to the concerns of the staff.....but PLEASE don't misguide employees in letting them think that you're going to change policies that have to be approved by the Board of Curators for all campuses. As far as the staff awards go, I'd personally like to see more awards given out with less money. The same people are nominated every year; with so many excellent employees never nominated. Do away with the current nomination system.....make it simple so that more employees have a chance. And stop changing the rules....at one time Staff Council had voted that once an employee wins, they weren't eligible again....then they were....then they had to wait 5 years....what is it now? This shouldn't have been up for change each year based on the current members of Staff Council.
- I am tired of hearing that we get paid lower than all campuses due to cost of living. While "professional" staff and professors seem to be paid decently, the rest of the staff is being taken advantage of. Most staff on campus is paid significantly below cost of living. Try \$3.00 and more.... We have people working here who can't even pay their bills. Many working 2-3 jobs to make ends meet. That does not make one feel appreciated by the campus or the state. While I love working here with the students. I don't think it's something I can afford to do much longer. Heartbreaking really...especially with rumors of professor raises. (42% while we get 2% if we are lucky!)
- What types of incentives can MS&T offer a dedicated employee that enjoys their current position and has a degree from MS&T but is trapped in a job at the peak salary?
- More staff parking!!!!
- Raise staff salaries to keep up with inflation. Step increases for years of service with good performance ratings. Raise salaries to market comparison.
- PeopleSoft support groups would be nice so staff (especially new employees) can share work tips, efficiency methods, etc.
- I think it is discriminatory for some employees to get early retirement while others have to wait until the university decides to do offer it again. Retirement should be based on a set number of service (25/30 years) or follow the state mandate for retirement (years of service plus age = 80) I also do not believe you should have to be 55 before you can even consider retirement.
- try to summarize comments on Staff council surveys. You have lost respondents on the survey because comments are provided verbatim.
- Question 8 - I would only be interested in the 80 and out, like other agencies, for retirement. Why do we always have to be the oddity with the system.

- Question 14 - This is a joke. We had a student who had a restraining order against him from being on campus and only 3 people in the department knew about it. Why was this not broadcast so everyone knew?
- Keep up the good work! You all do a great job!
- Raises? What raises? We barely get a Cost-of-living increase. The student saw a larger increase when the minimum wage increased then staff have seen in years. Work on that, please.
- I would like to see Staff Council be actively involved with HR in getting a new fair market value report and increase support staff pay scale.
- At least lunch was free last year- thank you!
- Please close the campus when weather makes travel dangerous. Don't force employees to choose between being safe and being at work. Not closing implies lack of concern for student and employee safety and well being. Thank you.
- I feel that when spouses or dependents are on the employees University insurance that they should not be charged a Health Services fee on their bill.
- Not enough opportunities available for advancement due to either a hiring freeze or nobody wants to leave a secure job. Would like to move up and beyond on campus, but there just are not that many job opportunities for advancing, it is either straight across or lower level than current job.
- Could our campus work with the city of Rolla to strengthen enforcement of parking violations on public streets adjacent to campus?
- Also, could we work with the city to remove a few parking spaces at very busy (and dangerous) intersections (16th and Pine comes to mind)? Thanks.
- I would request the campus be closed when we have inclement weather. Too many of us try and come to work just we don't have to use our vacation time!!! Please work on this....
- I would like to have a tuition reimbursement program for staff to be able to use towards none UM system degree programs. Reason: Most degrees on campus are not suitable for full-time staff schedules, but other schools do offer degree programs with more online and night course options. I feel that higher education is important, but discouraged when there are not programs offered to fit a staff person who works full time.
- People that smoke need to stay away from the entrance doors. If you have allergies (to smoke and other air borne allergens) having to pass through a group of smokers gets the smoke on your clothing, hair and you suffer all day. In our building a Supervisor stands in the door way or just inside the door and smokes. The ash receptacles should not be at the main or secondary building entrances, but to the back, etc. If the campus was entirely Smoke Free this could easily eliminate some sick day usage. At least we would not smell like smoke all day.
- I am tired of having to fight with administration to be treated properly.
- I think the day care facility idea is great. I would not have to use it myself but I know what a huge benefit it would be to some families.
- I think even part time employees should have full benefits but at reduced rates.

- Salaries for office staff are too low. Jobs in and around the Rolla area, off campus, pay considerably better. University of Missouri salaries and job descriptions should be identical at all four campuses. Rolla has the lowest pay scale of all four campuses, and yet our cost of living is higher than Columbia. HR should be more supportive of employees who have many years of service to the university. Instead, long-time employees are classed right alongside brand new employees within the same position without higher pay for years of service. If an employee of ten years quits, and that employee has been kept at the bottom of the pay scale for the title, the department will hire someone new (perhaps with no experience) at the same pay their ten year employee received. This happens regularly because raises are lower than the annual increase in the pay scale for each position. A person can actually be making a lower salary in one year than the beginning salary in their position. This forces employees to constantly try to move into other jobs on campus. Fix this problem by rewarding good, long-time employees with a salary above the bottom of the pay scale. Since HR is not giving proper job classifications or rewarding long time employees with at least a mid range salary within a title, merit increases should be reinstated. Employee moral is way lower than it should be on a university campus, and a large part is because of improper job classification, and salaries much lower than the state average. Why does HR have the final word regarding salaries? When a current employee moves into a new position, whether by interview or reclassification, and the department wants to pay the employee a higher salary than the bottom range of the position in order to compensate the employee for experience and years of service to the university, why does HR insist they can allow no more than the bottom salary for that title? Titles on the Rolla campus are not consistent with titles on the other three campuses for the exact same duties. If the duties in a position match the duties on another University of Missouri campus, the titles and pay should match. Our campus wants to be nationally known as a top university, but does not compensate it's own employees appropriately.
- Move ash trays away from doors to buildings so that people do not have to walk through a smoke cloud to get to their destination.
- Regarding the smoking issue: I am very much in favor of MOVING the smoking areas AWAY from the doors of the buildings. (this is a suggestion should smoking still be allowed on campus)It is very disturbing to walk in and out of a building and have to walk through a cloud of smoke. One of the worst areas that I have seen is the north-side entrance to Parker Hall. Not only are the staff members outside smoking, but they throw their cigarette butts on the ground under the bushes. The Parker Hall building is one of the main buildings just about every student and/or parent visits at one time or another and it is disgraceful that they have to see the mess.
- we need 85 and out, not 90 and out.
- Missouri S&T is moving in the right direction!
- Thanks for being an effective, forward-thinking and listening staff council.
- Question #3: Impossible to know the answer to this question, as I have never been able to ascertain how "fair market value" is determined regarding salary ranges. Compared to national data, the answer is no, with some divisions generally faring better than others.
- #8: Are there other alternatives in addition to choice listed, and can the current method be communicated to the campus?
- This is good place to work. Many people are dedicated to their jobs and they want to see the university succeed. However, it becomes increasingly difficult to sustain this dedication when pay raises(or the lack thereof) are so miniscule it cannot be truly called a "cost of living raise"
- I am particularly interested in the possibility of reducing the number of years necessary to benefit from the educational fee assistance for spouse & dependents. This benefit should be used as another tool to attract and retain staff & faculty.
- It would be nice to have your experience and dedication count for something when seeking a promotion on this campus. It seems everything has to have a degree. Some times people just need to have a chance to prove they're capable of the job without the degree.

- Morale in IT is significantly lower than it was at this time last year. There is a distinct lack of competent management in many areas of the IT department. Inappropriate behavior of some employees is acknowledged by management but then tolerated. Incompetent and underperforming employees are not helped to improve, expected to improve or eventually terminated. The inability of some areas of IT to meet expectations impact the ability of other areas of IT to complete projects. Significant workarounds are expected from some areas of IT to compensate for the lack of performance in other areas.
- Make the retirement 80 & out like the state, not 90.
- Need a major cost of living adjustment given fuel costs.
- Push hard for video conferencing vs. travel to meetings
- Although smoking might be bad for the person smoking, I do not feel we should limit outdoor places where people can smoke. Not only is there is no lasting harm in second-hand smoke (see <http://www.telegraph.co.uk/htmlContent.jhtml?html=/archive/1998/03/08/wtob08.html>), more time would be wasted if smokers had to travel to a designated areas to smoke. Also, I do not want my employer determining what legal activities we do that are deemed "harmful" by others. As soon as smokers are banned from working at MS&T then someone will start going through trash cans (and recycle bins) looking for burger or candy bar wrappers or soda cans, or whatever else is deemed to be "unhealthy".
- Vehicles on campus recently got banned, but physical facilities is in charge of that. They were the only people driving on campus anyway. They've absolutely destroyed the granite by McNutt, there should be no vehicles on campus, period.
- Also, why was the grass by Stonehenge allowed to grow unattended for a year? It looked horrible and was directly viewable to passing traffic on 63.
- I would like to see the campus build shelters for smokers these can be fairly in-expensive they could have a picnic table to sit at or just benches under a roof. They could be beautified by ivy or flowers. Smoking does not have to be ugly.
- The new No Dean system would work better if people actually communicated. I think the communication is going down. Also, better training of all departments to know what is going on would be useful. I have been involved in cases where the students are getting shuffled and lost because the departments involved have no idea what the other departments are doing. Also, I don't think the staff should have to suffer so much due to the school's shortfall of money. The faculty still get what they want. Why can't we?
- Employees need at least a "cost of living" raise. The raises we've been getting barely covers the price that our parking permits are raised to each year. Also, a performance evaluation means absolutely nothing when it comes to raises. I exceed the standard on everything according to my performance evaluation, yet I get the same raise as someone who consistently performs below standard. I don't understand.
- Need to improve the parking situation
- Most of the activities are done by the staff and I think some things should be done by the faculty/upper management to show their appreciation to the people who keep this campus running. Without the staff how would it run?
- continuing education for staff that is fully endorsed by academic and administrative departments is very important to me. Also, a way to verify completion of these opportunities is important as well, such as electronic documentation in human resources, etc.
- Free employee tuition and fees - what better way to promote the University, give every employee the opportunity to experience the education.
- Need to improve employee morale with better raises
- On days of bad weather, we should have a choice of not using our time if we can't make it here. We can't control that. And on bomb threats, we shouldn't have to use our time if we can't get on campus too. That's not fair.
- Sell Rolla Daily Newspaper on campus or have printed policy why not. I'd give a sick day a year to local charity (i.e. Russell House)
- Employee Assistance Program with "legal" advice (qualified). Also tax filing assistance.

- Most of the negative feedback I hear is directly related to pay scale, not staying in check with inflation. People can not afford basic comforts without working side jobs or they simply have become complaisant (not caring about their job- just in getting through the day). I want to be excited about what I do! (what the University does) and how we do it! Employee needs must come first in a service industry if you want to maintain a positive work and customer environment.
- I would like to know why temporary employees start out making more money than people with the same title (or lower) that's currently an employee for 20+ years? They choose to retire once, why not do something to help the ones struggling now?
- Have a "Building of the Month" for being the cleanest and recognize the custodians and a small gift and plaque for that building. I do think that Brenda McKinnon should be recognized for a terrific job she does for groundskeepers. I do not have a computer and lots of other staff doesn't either. Should go back to mail (announcements) and also the who, what, & where.
- Pay staff fair market value.
- Retirement should be the 80 & out plan. Most companies have the 80 and out plan. The state does for sure. It is also, years of service & your age.
- The university should be tobacco free. If cigarettes aren't allowed in buildings, chewing tobacco should be also.