

Minot State University Staff Satisfaction Survey Report:

Number of staff asked to fill out survey: 429

Number of staff who responded: 114

Percentage of response: 27%

Demographics of those who responded:

19.6% Male

69.2 % Female

11.2% No response

Current Position:

42.3% Support Staff

47.1% Administrative /Professional

10.6% Other

Employment Status:

96.3% Full-Time Regular

3.7% Part-Time Regular

Years of Service at MSU:

Less than 1 year- 10.5%

1-5 years- 34.3%

6-10 years- 24.8%

11-15 years- 17.1%

16-20 years- 4.8%

21+ years-8.6%

Open ended Questions by Category

Job Satisfaction (26 individuals provided comments):

25 comments were negative.

Primary factors included:

- Pay Equity: suggestions for merit pay,
- Administration: VPAA, competence,
- Co-worker relations
- Lack of recognition
- Offices: Business Office, Plant Services
- Lack of orientation process

State of the Institution (22 individuals provided comments):

21 comments were negative.

Primary factors included:

- Poor communication
- Pay inequity
- Wasteful spending by administration
- Lack of strategic plan
- CRM software not user-friendly
- Budget cuts
- Administration: VPAA, leadership,
- Increased workload with no compensation

State of the Staff (19 individuals provided comments):

16 comments were negative.

Primary factors included:

- Wasteful Spending: Geo Thermal, press box,
- Department: Plant services, custodians
- Pay inequity
- Administration: VPAA, direct supervisors
- Residence hall in need of renovation

Adequate Support (23 individuals provided comments):

20 comments were negative.

Primary Negative factors included:

- VPAA
- Sodexo
- Business Office
- Custodians

Staff Governance (17 individuals provided comments):

10 comments were negative.

Primary Negative factors included:

- Communication
- Unaware of staff senate on goings

Diversity at MSU Importance (36 individuals provided comments)

Majority of comments indicated High importance for diversity at MSU

Hostile Work Environment (16 individuals provided comments)

What do you like most about MSU? (86 individuals provided comments)

- People (co-workers)
- Benefits
- Community/environment
- Size of campus

- students

What would you like most to change about MSU? (79 individuals provided comments)

- Parking
- Flexible summer schedule
- Pay inequity/ gender inequities
- Sodexo
- Communication across departments
- Staff/faculty relations
- Funding