2015
Staff Perspective Survey

Presented to:
MSU Board of Regents

III. Results and Interpretations

From the second section with the weighted questions the overall responses to the questions were positive. However, there were statistically significant results noted:

Of the 17 questions the two that staff agreed most strongly with this year were:

1. The President does a good job of communicating major developments. (Strongly Agree/Tend to Agree 92.0%)
2. The President can be trusted to be straight forward and honest.. (Strongly Agree/Tend to Agree 90.60%)

The one question that MSU staff most strongly disagreed with again this year was:

1. Raises are given adequately and fairly for job performance.
   (Strongly Disagree/Tend to Disagree 68.4%)
   (The % of those disagreeing was up from the previous year's 60.4%)

One different question that was added this year to the Overall Institutional Impression Category which was agreed with strongly is:

1. I am aware of and have knowledge of the President's Strategic Plan.?
   (Strongly Agree/Tend to Agree 87.2%)

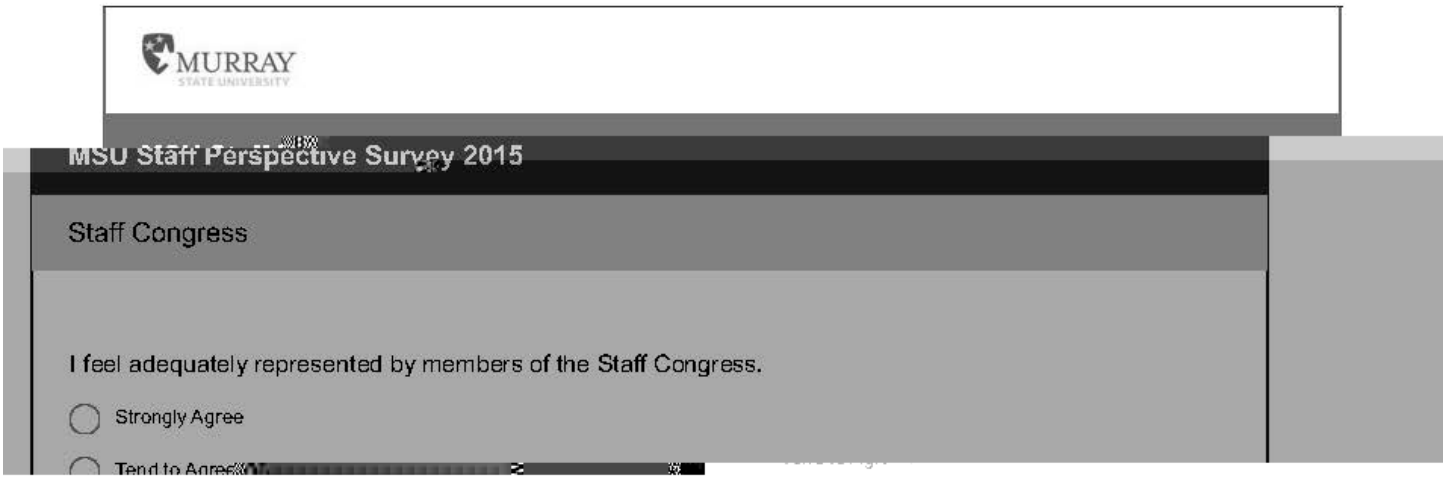
IV. Summary of Comments

Individual comments were collected from five categories as well as three specific questions listed at the end of the survey. Complete lists of all submitted comments are included in this report. Below summarizes each section and question:

Impressions of Staff Congress – Although there was 83.4% (408) of the staff that took the survey that found Staff Congress adequately represented them, down from last year's 86.1% (429) but 90.0% (441) said they receive timely information from Staff Congress members. Also, 80.2% were aware of the Staff Congress book scholarship up from last year's 72.3%, and the highest percentage 95.3% that Staff Congress hosts the Staff Recognition Luncheon and the highest contact/social media platform that the Staff is aware of is Email (Administration/Staff Regent/Staff Congress member) 87.1%.

What suggestions do you have for the Staff Regent or Staff Congress?

Work to raise the pay of MSU general workers. Competitive wages and regular cost of living increases. Keep working to improve conditions and benefits for our staff. Meet with staff on more regular bases. Come talk to employees directly. Live stream Staff Congress meetings. Keep up the good work. Do quarterly or bi-annual surveys that are smaller or more specific to working conditions. Find a way to impact health insurance costs. Do something for staff morale.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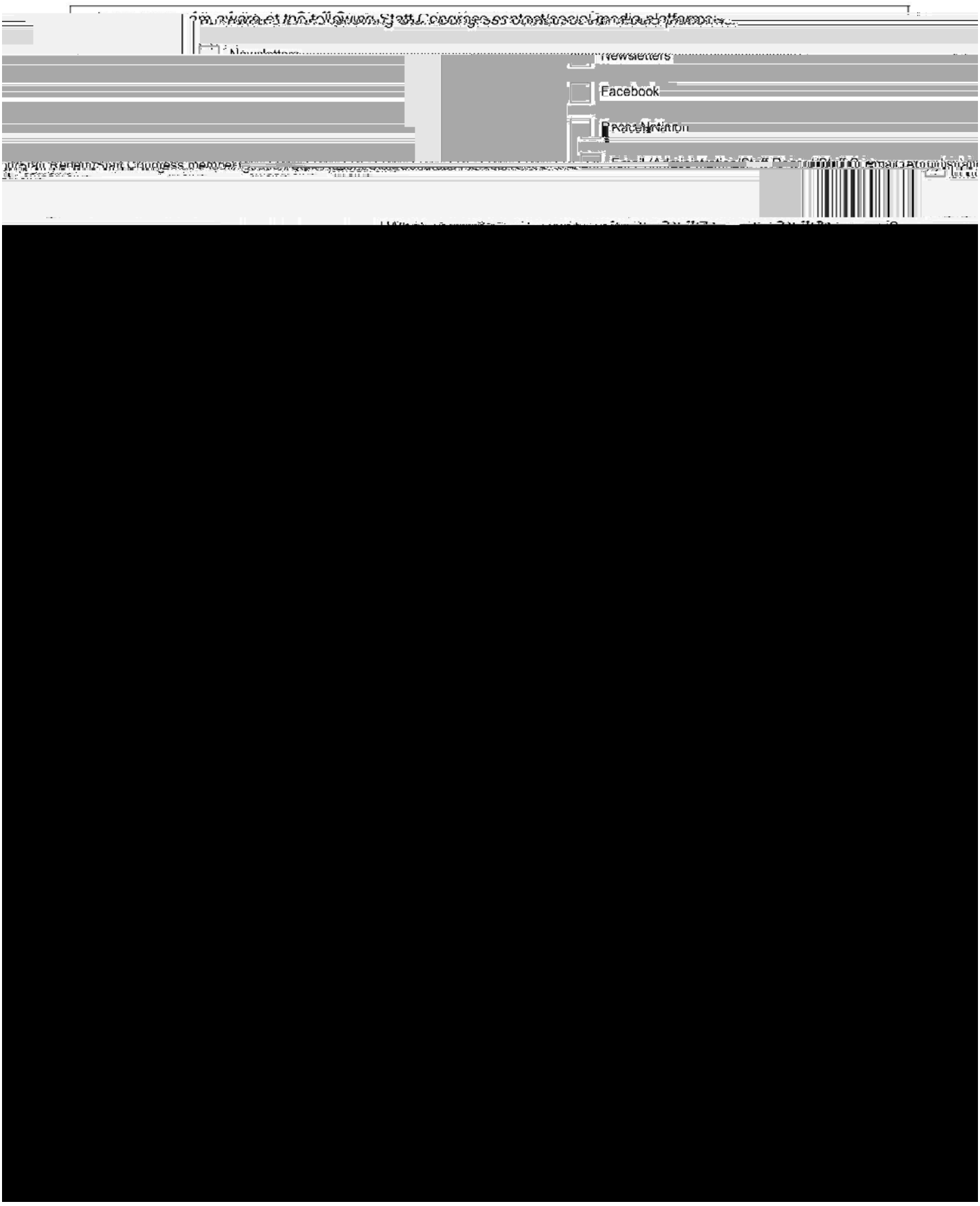
MSU Staff Perspective Survey 2015
Staff Congress
I feel adequately represented by members of the Staff Congress.
Strongly Agree
Tend to Disagree
Strongly Disagree
I am aware that the Staff Congress sponsors these activities:


Facebook

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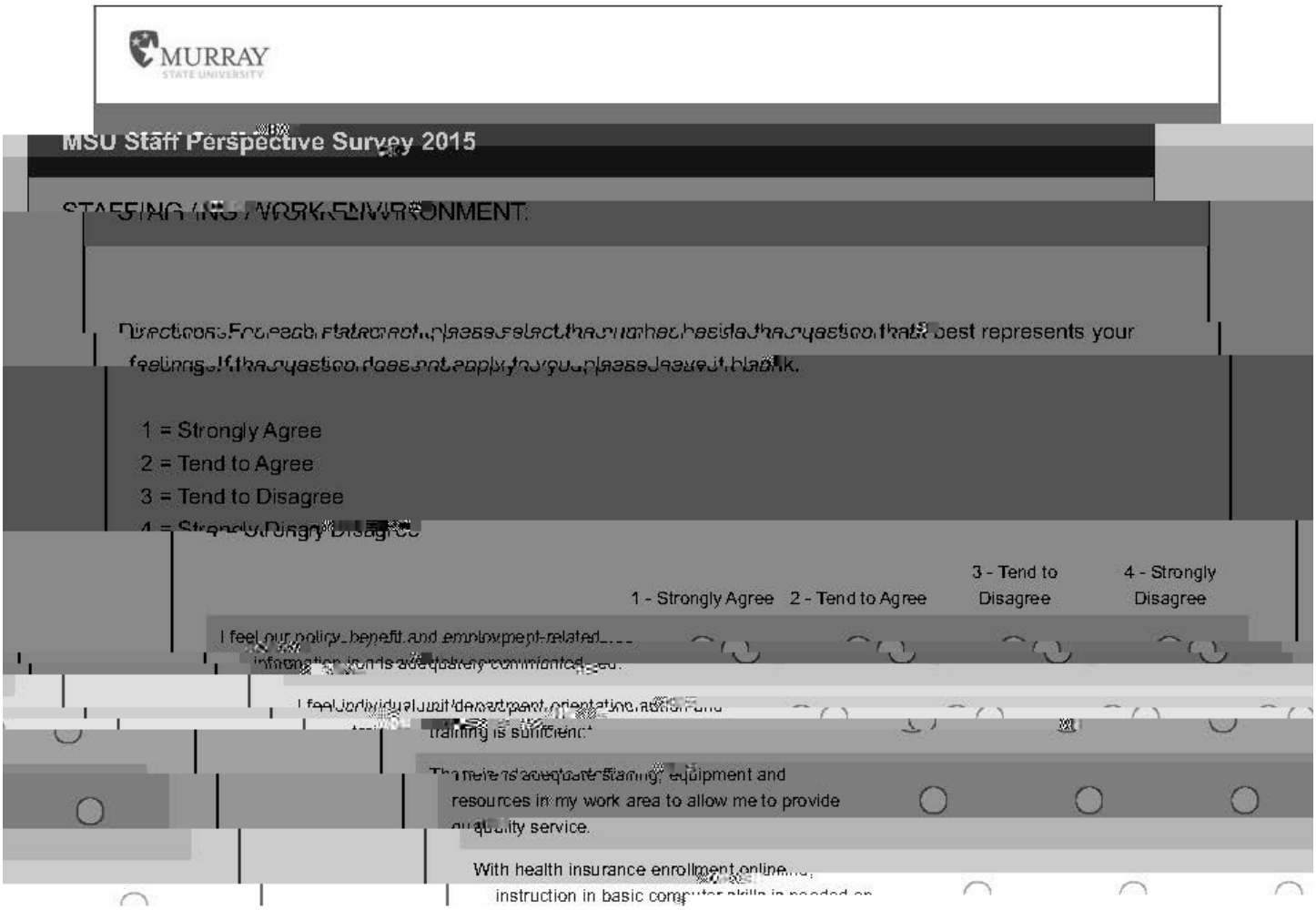
OVERALL INSTITUTIONAL IMPRESSION:
Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank.
4 – Strongly Disagree
1 - Strongly Agree
2 - Tend to Agree
3 -Tend to Disagree
4 - Strongly Disagree
Overall, I feel good about the direction MSU is going.
I would recommend MSU as an employer to my family and friends.
I am aware of and have knowledge of the President's Strategic Plan.
The President listens to and is aware of major concerns of employees.
The President can be trusted to be straightforward and honest.
The President does a good job of communicating major developments.
Overall Institutional Impression comments and Comments regarding the President
4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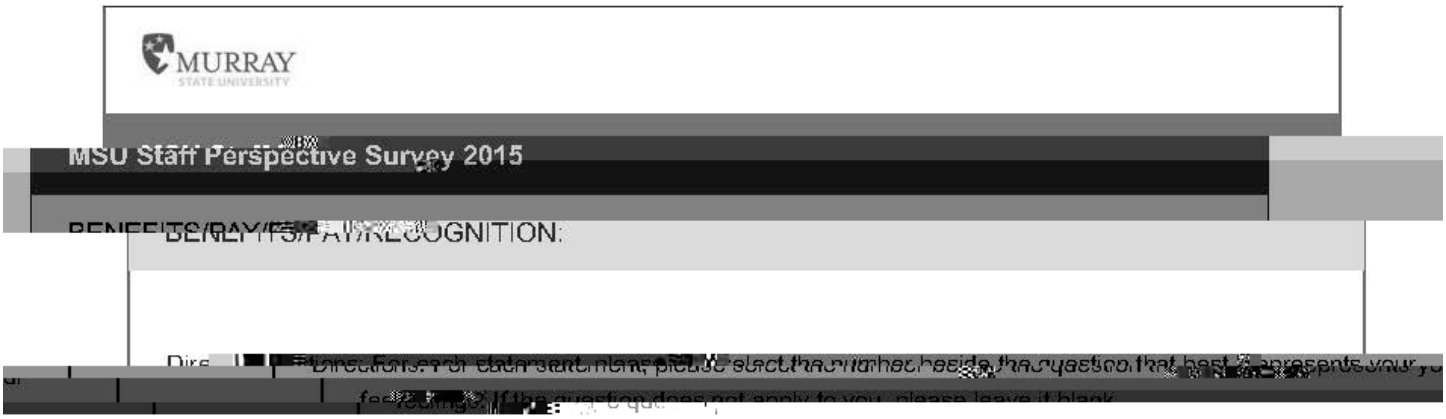
STAFFING / WORK ENVIRONMENT
1 = Strongly Agree
2 = Tend to Agree
3 = Tend to Disagree
1 - Strongly Agree
2 - Tend to Agree
3 - Tend to Disagree
4 - Strongly Disagree
training is sufficient.
resources in my work area to allow me to provide
instruction in basic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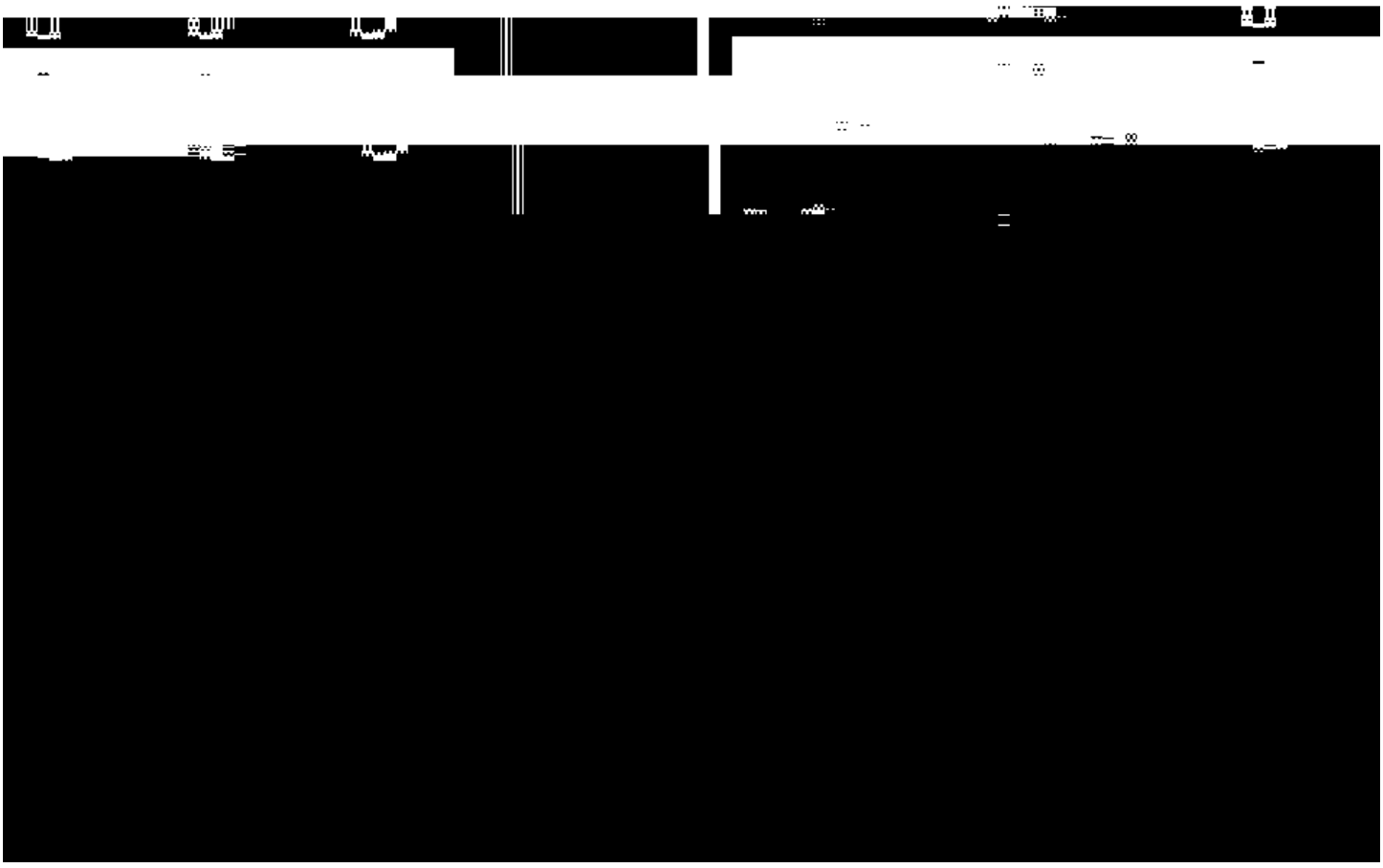
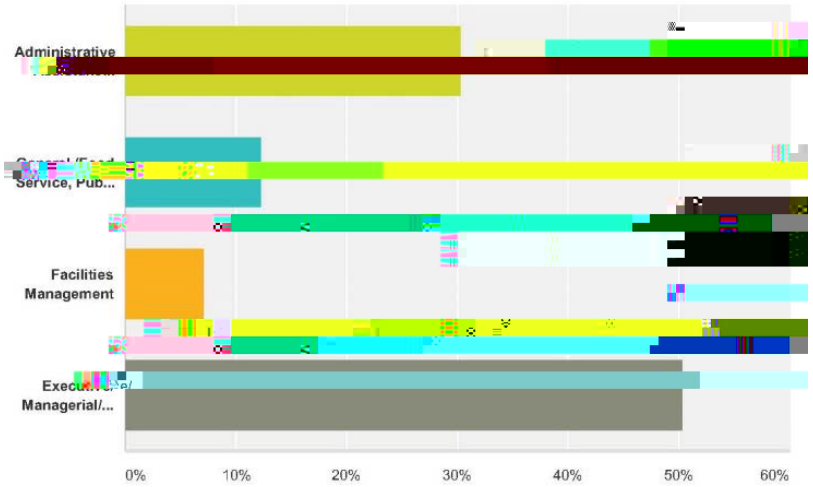



Administrative
Service, Pub...
Facilities
Management
Managerial/...
0%
10%
20%
30%
40%
50%
60%

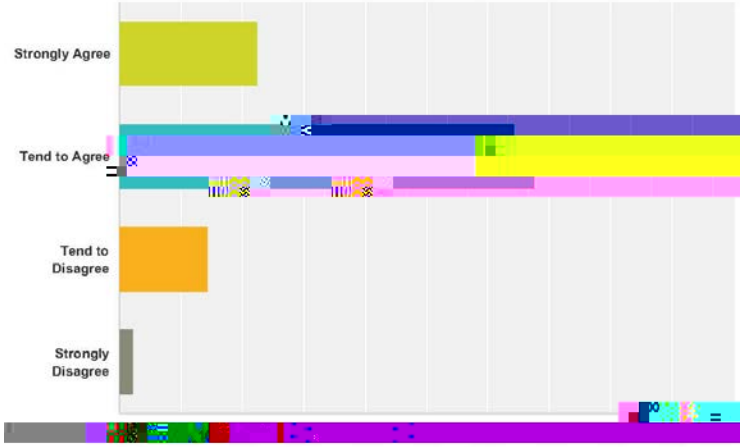
Staff Demographics

What contract type do you work?	
Answer Options	Response Percent

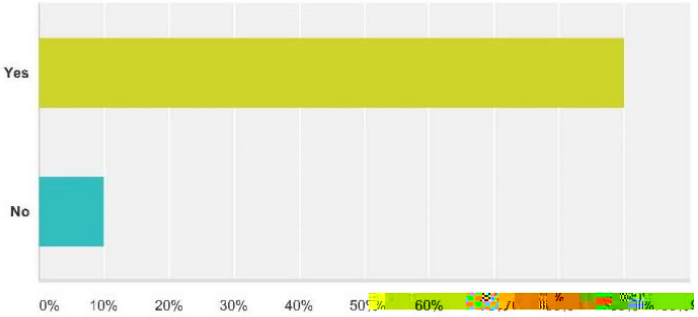
EMPLOYMENT CATEGORY	FALL 2014	FALL 2014	FALL 2013	FALL 2012	FALL 2011	FALL 2010	FALL 2009	FALL 2008	FALL 2007	FALL 2006
Administrative Assistant/ Clerical										

Impression of Staff Congress

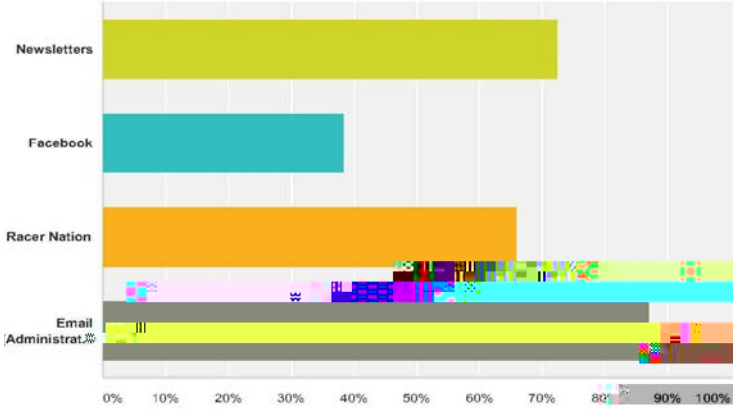
I feel adequately represented by members of the Staff Congress.		
Answer Options	**Response Percent**	**Response Count**
Strongly Agree	22.5%	110
Tend to Agree	60.9%	298
Tend to Disagree	14.3%	70
Strongly Disagree	2.2%	11
	answered question	489
	skipped question	18



I receive timely information from Staff Congress members.		
Answer Options	**Response Percent**	**Response Count**
Yes	90.0%	441
No	10.0%	49
	answered question	490
	skipped question	17



I am aware of the following Staff Congress contact/social media platforms:		
Answer Options	**Response Percent**	**Response Count**
Newsletters	72.5%	338
Facebook	38.4%	179
Racer Nation	65.9%	307
Email (Administration/Staff Regent/Staff Congress member)	87.1%	406
	answered question	466
	skipped question	41



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Impression of Staff Congress

Staff Recognition Luncheon and Awards		
Answer Options	**Response Percent**	**Response Count**
Yes	95.3%	470
No	4.7%	23
	answered question	**493**
	skipped question	**14**

Book Scholarship for staff members and dependents		
Answer Options	**Response Percent**	**Response Count**
Yes	80.2%	396
No	19.8%	98
	answered question	**494**
	skipped question	**13**

Children's Christmas Party		
Answer Options	**Response Percent**	**Response Count**
Yes	93.5%	459
No	6.5%	32
	answered question	**491**

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Go out and meet those you are representing. Find out what can be done to make it better. No improvement causes stagnation.

Face to face - not a survey. Be more personable!

I would like to see full tuition waived entirely for all faculty and staff, and their immediate families (spouses and children). This is one way we can reward our hard working faculty and staff by improving their finances and opportunities, while also benefiting from their new knowledge. Murray State has not been able toRe. Mo.outr5d 9(e.12.9(i)a)2(Mu

Overall Institutional Impression

Answer Options

Not personally dealt with him but he seems to be doing a good job as far as employees are concerned. I may not agree with all the ongoings of the university but this is because of my personal beliefs. (such as a bathroom for boys/girls together)

I like the President. He is visible in the community, is very open, friendly and helpful. He definitely is a people person. How he handles the administrative side of the business I can't say, but some of the changes he has initiated have proven to be positive. I don't think he is afraid to "buck the system" - and that's what MSU needs right now - the good ole boys club needs to go away and new blood with fresh ideas and new ways of doing things need to be brought in. It's holding us back!

Dr. Davies is doing a fantastic job! I sometimes wonder if he ever sleeps, or does anything other than work! Seriously, though, I could not be more impressed with what I have seen so far. He is very visible on campus. and in social media, which has become the most significant way to reach or current and future students. He is also working hard to improve both the quality of our students, and their opportunities both on and off campus. I also think he has had a very positive impact on the morale on campus among faculty, staff, and students.

He is doing a good job. Is very available, approachable, and energetic with students and employees.

Too involved in the minutiae of the university's operations.

one of the most personable people i've ever met.

I am not happy with where the money is being placed. Those at the top of the pay scale have it much better than the rest of us. I'll leave it at that.

Good

He is one of the best presidents we have had!

I think the President is taking us in the right direction and that he is very involved with the students, faculty and staff.

I truly appreciate this President. I respect him and believe he is doing what is best for the University, students and employees.

I don't think the direction the university is going is entirely the President's doing. Much of where we are is the BOR. I think Dr. Davies has done what he can, so far, and has done a nice job of trying to get "outside the box" but there are limits to where he can go and what he can do.

He is always active and approachable with staff and students.

I'm really disappointed in the recent increases in the health insurance costs, especially since our staff are paid so little. A little over a year ago we did a comparison of pay rates for comperable jobs in our department and Murray State University fell severely short of the local school systems and state parks. We tried to "sell" prospective employees on the benefits that they would receive but benefits don't put food on the table and clothes on your back. Now with the increase in health insurance premiums it is even harder for our employees to make ends meet. Unless they need tuition waivers there just isn't much incentive for people to work here.

We could not be more well represented. He stops and greets students regularly. This builds our students self-esteem.

While I understand that we are all here for the students and they are the first priority, it often f

He is very personable and is very pleasant. I believe he is leading MSU in the right direction and I hope he stays for years to come. ??

I think we have a wonderful President. He is friendly and easy to approach if you need to talk. A wonderful asset to the MSU community

He is very friendly and engaging and I like that he remembers names/roles of employees.

I can speak on behalf of an employee and from the mother of a student. I have enjoyed him as a President, I think he does

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Staffing/Work Environment

Answer Options	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Total	Weighted Average

Staffing/Work Environment Comments
(63 Comments)

Short handed and under paid for services performed and it is getting worse.

There’s just a lot to do and we can all feel "spread thin" at times to keep the priorities straight, some items fall to the side and it takes a long time to get back to them or never get catching up to bottom of the list tasks.

I work at FastTrack and love it. The only thing is I wish I got paid more. This is why I am trying to transfer to the university store.

After meeting Chief Roy Dunaway and Jeff Gentry, I wanted to work at MSU Police, due to their leadership qualities and professionalism.

Staffing is a perpetual problem, especially when wages here are not competitive within the community, making it very difficult to attract and retain good staff.

The hiring process is lengthy and burdensome.

Feel there should be someone in each office to train new employees. Often times new employees have to find their own way which results in numerous errors, phone calls, and confusion. Would save time and money.

Our dept does a great job with helping one another. I do think the University could do a better job with new hire training.

Staffing and funding for equipment in my area has greatly improved in the past year.

Beyond Inadequately staffed

All good!

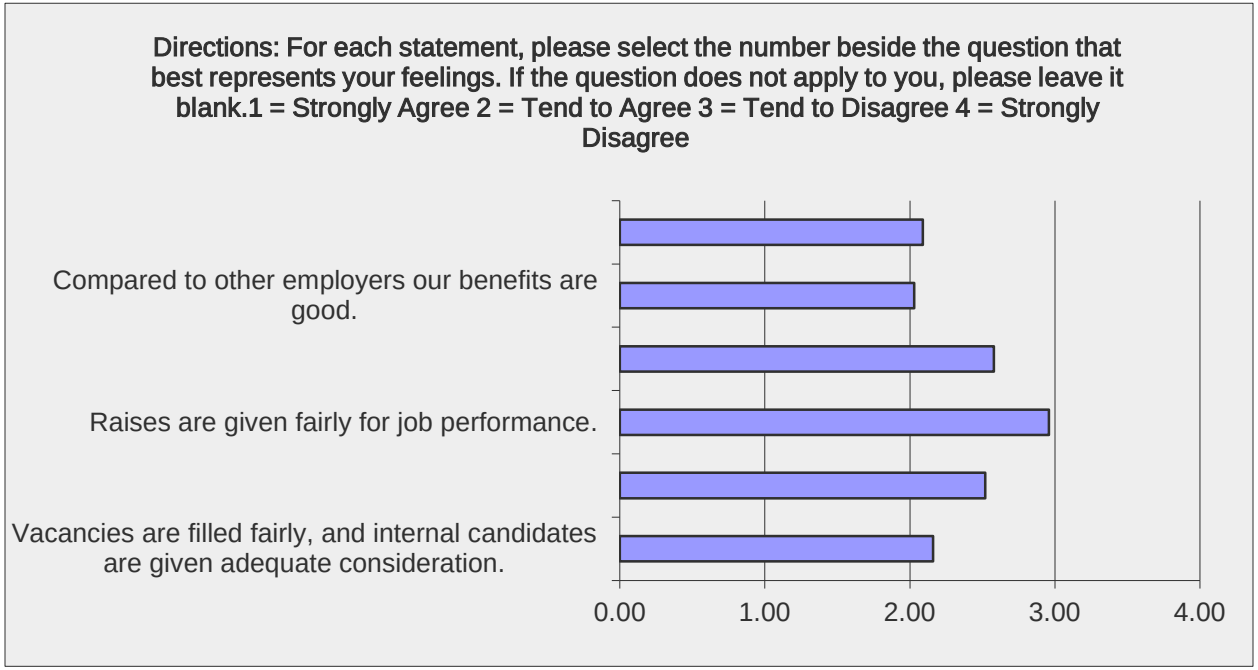
I feel that there have been changes through the years that have added workload in the department that one time did not exist. This workload was added despite the fact that funding for increasing technology is basically unavailable. Increase workload along with antiquated technology results in low performance and low employee morale.

Changes to the insurance benefit have made working here much more expensive. Limiting the number of tuition waivers available for pursuit of advanced degrees is similarly unlikely to help in retaining staff. The expectation that exempt staff will keep full time office hours as well as working any time that the university chooses to demand outside of those hours is unfair. These are not conducive to retaining qualified staff.

Health insurance. dont get me started. I'm blown away by the new costs. MSU should of never allowed our insurance people to hurt all its employees like it has...

Benefits/Pay/Recognition

Answer Options	1 - Strongly Agree –	2 - Tend to Agree –	3 - Tend to Disagree –	4 - Strongly Disagree –	Total –	Weighted Average –
Vacancies are filled fairly, and internal candidates are given adequate consideration.	17.35% 80	57.48% 265	16.92% 78	8.24% 38	461	2.16
I am paid fairly for my work.	11.61% 54	39.78% 185	33.55% 156	15.05% 70	465	2.52
Raises are given fairly for job performance.	6.10% 28	25.49% 117	34.86% 160	33.55% 154	459	2.96
Overall, I am satisfied with my salary.	10.00% 46	38.70% 178	34.35% 158	16.96% 78	460	2.58
Compared to other employers our benefits are good.	23.48% 108	55.22% 254	16.52% 76	4.78% 22	460	2.03
Overall, I am satisfied with our benefit program.	21.17% 98	55.72% 258	15.98% 74	7.13% 33	463	2.09
					answered question	469
					skipped question	38



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Blanket raises are horrible. Merritt based raises are needed. Salary should accurately reflect job performance. The salary of a full time admin with 2 children and a college degree should not be at the poverty line for Calloway County.

Faculty have an established path to promotion and pay increases. Many of us on staff don't have the same opportunity. It is good to give current employees a chance to fill a vacancy, but sometimes it would be better to hire someone outside the University. People should not automatically get promoted to fill a vacancy because they are next in line.

Sometimes fresh faces brings new ideas and better visions of how to do a job.

My spouse lost health insurance per the new regulations this year. It definitely complicates life a bit to have two deductibles and two insurance companies to manage in one household. I had no idea raises were even given for job

$2,200.00 per year. This, combined with an increase in our monthly cost for insurance, significantly impacted our family's budget. As a result, I have taken more part-time work beyond my full-time appointment at MSU.

It does not matter if you give your 110 percent every day, and go above and beyond your call of duty. You still will not get a raise for your effort. Even when your boss tries to get you a raise. It stops at HR. I know that if you are single it would be hard to live on an Admins Salary. There are several Admins I know that have two and three jobs to make ends meet. It is pretty sad when you have a college degree that you can not make a decent wage.

My husband and I still haven't been able to purchase a home. We both work full time. I think it's crazy I'm paying so much more for my family heath insurance plan this year.

people that are making low wages here are struggling to make it here at Murray State

I disagree that many people aren't paid fairly for their work because for some reason there is an ideal that people shouldn't be punished and fired for doing a bad job, and that needs to change.

Coming from a job outside of higher ed, the amount of knowledge and things you have to keep up with in the role of just a level one administrative assistant is greatly underpaid for all the duties and responsibilities required. The minimum education level is a bit low for these positions as well. If someone doesn't have a 4-year degree and relatable experience, I could see where they would struggle greatly.

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I completely understand why our benefits changed so much this year. However, I now feel that benefits are no longer a selling point for MSU. They aren't much different than other places, and with lower salaries for comparable jobs, a major incentive for working here has been removed.

Pay is low and it is very hard to attrac

Health insurance increase was to Expensive .

The benefits are excellent at MSU, and I think staff salaries are good for the region, but I also think better opportunities and salaries exist abroad for many faculty and staff, which would explain turnover. Again, I feel this is out of MSU's control.

Benifit costs are through the roof. My tiny little raise covered an insignificant percentage of the over 100% insurance increase. I am much more poor now. Its like i work for nothing and have lost my vehicle to the bank because i can no longer afford the payments.

Raises are in no way associated with performance. At Breathitt Veterinary Center, we are paid less than others in similar fields because there are no comparable jobs at Murray.

GENERAL COMMENTS:

What do you appreciate most about working for MSU?

The ability to innovate; built in holidays that enable us to put our families first; camaraderie and support amongst my immediate working group but also others across campus with whom I work closely.

Being on a college campus and having annual days where the university is closed.

I am treated as a professional and my voice is heard.

That we have a fairly decent environment to work in. (I myself have a pretty good one) Time off during the year.

Tuition waivers are a wonderful thing and allowed our children to come to college and leave debt free. The fact that we have a President that seems to care about us and our campus.

having a job, benefits.

I enjoy my job and the people I work with. I also wanted to work for a company that provides a pension.

Being able to provide Insurance for my Family. Also able to afford College for them at a great school. I also enjoy helping others and being part of a team that has meaning. As the president says "Go Racers"

Holidays

benefits

The people. I enjoy each day at work!

Tuition wavers are big bonus to me.

Pay and benefits. I work in a great department with a great chair, dean and associate dean!

The benefits are what I appreciate most: tuition waivers, holiday pay, vacation time, insurance availability, and retirement benefits.

The people

The sense of community, pride in our institution, and common goals make MSU a great place to work.

The time off is excellent. It is nice to have a break every now and then.

family atmosphere collaborative efforts students are a priority

Paid Holiday time off and benefits.

Benifits

Paid time off to spend with my family during the holidays.

I truly love MSU, my mother worked here for many years and I have been a part of this University as a volunteer, student or employee, most of my life. It's a great place to work, has wonderful benefits, and I'm proud to be a RACER!

Good environment along with great benefits.

Dependability of continuing

The benefits are decent. I enjoy what I do and the people I work with. I like working for a university that has a great reputation.

I appreciate being able to make improvements in the lives of the young people that we are responsible for. 9(a)-12.6E.913 62.40.32

Its stable, less subject to the sudden changes in management than other places I've worked.

I like the ebb and flow of the academic year, with natural breaks and the excitement of each new school year.

time off at Christmas break

That i have a job.

holidays given to us

I love the work I do, the people I work with are nice, and the benefits are excellent in comparison to my previous job. In addition to just the health insurance benefits, I love having access to the gym and the library, and the tuition waiver program is allowing me to finish my M.A.

I like the family atmosphere of the college campus.

Clean campus, safe community.

Campus environment, people, students.

We are very informed.

Since moving positions on campus in July I am really enjoying my new position much better

Good work environment , time off , holidays

I appreciate my co-workers and their hard work and dedication to our students.

There aren't many people who can say they love the place they work for, the employees they work with, and the kind of work they do. I know I'm very blessed.

The feeling of community, the people.

My free graduate degree.

The time off and the flexibility.

I appreciate our benefits, and the continued drive for diversity.

I appreciate the benefits and resources available to staff and faculty.

Close to home; prestigious; pride

Paid time off.

Murray State should consider offering job-related training opportunities for staff. One possibility would be online training

Salary evaluations

I know that a certain amount of bureaucracy and paperwork is necessary in an organization as large as MSU. But the process of getting things paid and accounts set up and managed is quite daunting.

As mentioned previously, raises are essential to any employee and hourly employees have not had a REAL decent raise in too many years. Faculty seem to be consistently taken care of though. Look at giving a yearly cost of living raise to help hourly people. BETTER Insurance. Our health care benefits are a joke now and we will be paying more out of pocket, which leads to the previous statement about the lack of yearly raises. Overall, MSU is a wonderful place to work, but too many times, they place importance on issues in the wrong areas. Too many times I hear MSU is acquiring more land or buildings. The dorms are a necessity, a new building in Paducah, or Hopkinsville or other satellite campus is not. We need to concentrate on yearly raises, and renovating the existing building that people work in or students live in here on the main campus. Or depts. that have inner structure issues and squabble between themselves, refuse to get along or work well with others. Work should be a pleasant environment for folks to be in. I love MSU and wouldn't want to work

A pay increase, and more respect among my coworkers.

pay and raises

Can't think of anything off the top of my head. I think people don't realize how good we have it. Heck, we get two weeks off at Christmas, we get paid on time, I feel respected by most of the others. Sure, could we have higher wages, but we have a job at a place that cares.

Higher pay for experienced employees. We are behind the gap in some areas.

higher pay and more help with work load

To make MSU a better place to work, I feel we need to provide cost of living raises every year.

Reinstating lost benefits, including allowing partners to enroll in MSU insurance regardless of their other options, as well as increasing educational benefits at the master's level for employees and their partners would make employees feel valued.

Pay raises would be nice.

FREE access to the wellness center. I'm tired of signing up to HEA 189 or paying for it. The "class" is simply paperwork.

give people some kind of incentives to stay here

Better parking. Warmer buildings- or better to regulate temps. I wish I got paid enough to purchase a home or take my family on a vacation. Could we get an actual Starbucks on campus? Or Duncan Donuts?

Better salaries

Better pay or more staffing to even distribute workloads.

Being newly hired, I feel the University could work on new employee trainings and formal orientation to the different systems and departments used across campus.

option for staff to choose reduced hours in summers

Stricter enforcement of policy and a stronger willingness to fire those that can not perform

Better pay for hourly workers

Fill vacancies quicker.

Salaries and raises need to be adjusted.

I would like to have flex if you want to work from 7:30 to 4:00 all year or 8:00 to 4:30

I wish that there was more of a team feeling across the University. Sometimes other departments don't seem concerned with putting forth an overall MSU unity. It doesn't matter if we are in different departments we are all MSU employees and when one succeeds we all do.

Some type of employee morale booster. For example, having birthday off with pay. Larger discount at campus bookstore, dining services, and athletic events.

better salary

In some areas, upper management isnt fit to lead people out of a wet paper bag. (Look in Facilities Management, prime example)

Better pay and fairness among department positions in regards to pay and workload/duties Better performance reviews of administrators such as directors and deans by the faculty/staff they supervise especially if they are not tenured.

Slightly higher compensation (salary)

Stop the BOR from micromanaging the day to day work of the university. There is no real shared governance on this campus anymore. A handful of people are dictating what the direction of the university is now.

I have not been employed long enough to make a decision

Fill vacant positions sooner

Merit based raises.

If committees, such as the benefits committee, would gather info from the employees, students, etc... before making decisions. Also, town hall meetings are helpful but only if they allow for the exchange of ideas, questions, and thoughts. They do no good (or at least don't serve their purpose) if they are only used to convey information regarding plans which have already been locked in and will be put in place. That can be done through informational e-mails or meetings. Calling something a "town hall meeting" then telling participants that nothing can be changed we are just "passing along some information" is a misrepresentation of the town hall format, which is expected to be more along the lines of public discussion and debat

Lower health insurance costs!!!

if you could get paid for any vacation days in excess of those you can't carry over and you don't have time to use in a year...rather than lose the days

I had a difficult time learning how to do my job at first. The previous employee retired over two months before I was hired, so there wasn't really anyone to train me. Fortunately my department was patient and I had friends in other departments who were willing to answer questions, but it was pretty difficult to learn Banner and all our other departmental software, even though I'm good with computers. I wish there were some kind of standardized orientation/introductory training provided to new hires upon employment -- those first few weeks were rough!

Better technology, competitive pay and fair pay across departments.

Alexander Hall is an amazing building and looks so new and clean. I wish other buildings, hallways, and offices would look as nice. It would increase morale. Maybe put in the expense to repaint hallways in other buildings - such as the 1st floor of Wells Hall.

Lower employee share of insurance cost. Reinstate PPO insurance plans at affordable rates. Allow employees to use all tuition waivers as required by state law. Bring salaries in line with industry averages.

Closer attention to hiring practices. Opportunities for promotion not based on vacancies.

The evaluation system for staff needs to be overhauled. Allow staff to evaluate their chairman or directors.

More affordable health insurance

I feel a salary increase would benefit all employees and maintain retention at the university.

I honestly can't think of anything. I know people sometimes complain about insurance changes and other issues, but I think we really have it good here. Younger people think the pay is especially low, but they don't have enough experience to value the big picture - the paid days off we enjoy, the retirement benefits, insurance benefits, tuition waivers, the interaction with students and the role they play in our community, etc.

A president who appreciates the faculty and staff. A president who treats the faculty and staff with respect all of the time, NOT just when students are present. PAYING employees a better wage. People, besides upper level administrators, need a salary they can actually live on.

I'm happy with MSU.

Raises based on job performance. Recognition for go

Feelfree to usethis

and utter bullshit. The evaluation process is a sham. Never have I been asked to evaluate a faculty person, their conduct, or communication. In my area, I probably should have some contribution as I work with faculty every day, and most need

my superior is not able to run a cash register, find products in the computer system, and may ask but does not consider opinions of others. is only hands on if there is a problem

A four-day work week option in June and July or a week-long University summer closure would be a great employee benefit and break for 12-month staff. Yes, we have vacation time - but work piles up when we are out of the office. Additionally, with 24/7 connection due to smart phones, employee burnout is a concern. An additional University closure or reduction in office hours would help refresh staff over the summer months. I would be very willing to accept a reduction in pay for this perk - or earn vacation time at a lower rate, providing cost savings to the University as well.

I guess I have said enough.

Morale seems to be lower among staff, faculty, students and alumni than in recent memory. It is of large concern and one that needs to be examined to determine the root causes if we are to make MSU great again.

In the past, you could pick up the phone, talk with someone, try to resolve an issue and get cooperation. Now, everything requires meetings, everyone seems to be out for themselves and not for the good of the university.

Although I feel MSU is my home away from home I'd still like a real raise. One that puts me ahead of inflation. I don't believe economists who say we have a zero inflation rate. They obviously do not shop where I do. And I don't think it's fair to lump everyone into categories or groups putting an artificial cap on what that group should earn, not the amount and quality of work each individual does.

N/A

I recently transitioned from 9 month faculty to 12 month faculty/staff and had to figure things out on my own with help from Chair and administrative assistant in my unit. The move to 12 month and reason were not clearly explained until I had asked several times and would have been good policy to have someone from HR explain all this clearly in person or at least in an email. Now I am considered both faculty and staff and trying to figure out what that means. An orientation and clear understanding of who my staff contact/representative is would be nice. Thanks.

It is my opinion that the administrative assistants are completely underrated and underpaid. These employees have most contact with students, families, people of the outside community and are often the face of the University, yet don't seemed to be compensated for being such an important representative.

There needs to be more respect from the top for those that actually keeps this place going.

I. Need. Help. but I'm not going to get it.

SOS

Communication classes should be annual requirements or at least every 5 years. New staff members tend to be rude….perhaps because they are overwhelmed and under-trained.

I feel the president is more concerned about making the students happy and a good name for hisself, than helping the staff, faculty, etc that makes the campus run

Although there are new buildings going up on campus, I believe we need to look at some of the older buildings and either build new ones in their place or get the old ones remodeled so that elevators do work and there is a middle ground temperature in these buildings. Right now, faculty, staff, and students are either freezing or roasting in the buildings such as Faculty Hall. For those employees that can not take the stairs, getting to the higher floors is often a challenge when the elevators don't work properly.

Murray State is the BEST place to work in Murray, KY in my opinion! I'm so proud to tell people I work for MSU!

Remember you must take care of your staff so they take care of the students. I feel sometimes that all the focus is put on improving student life with little regard for taking care of those in charge of taking care of students.

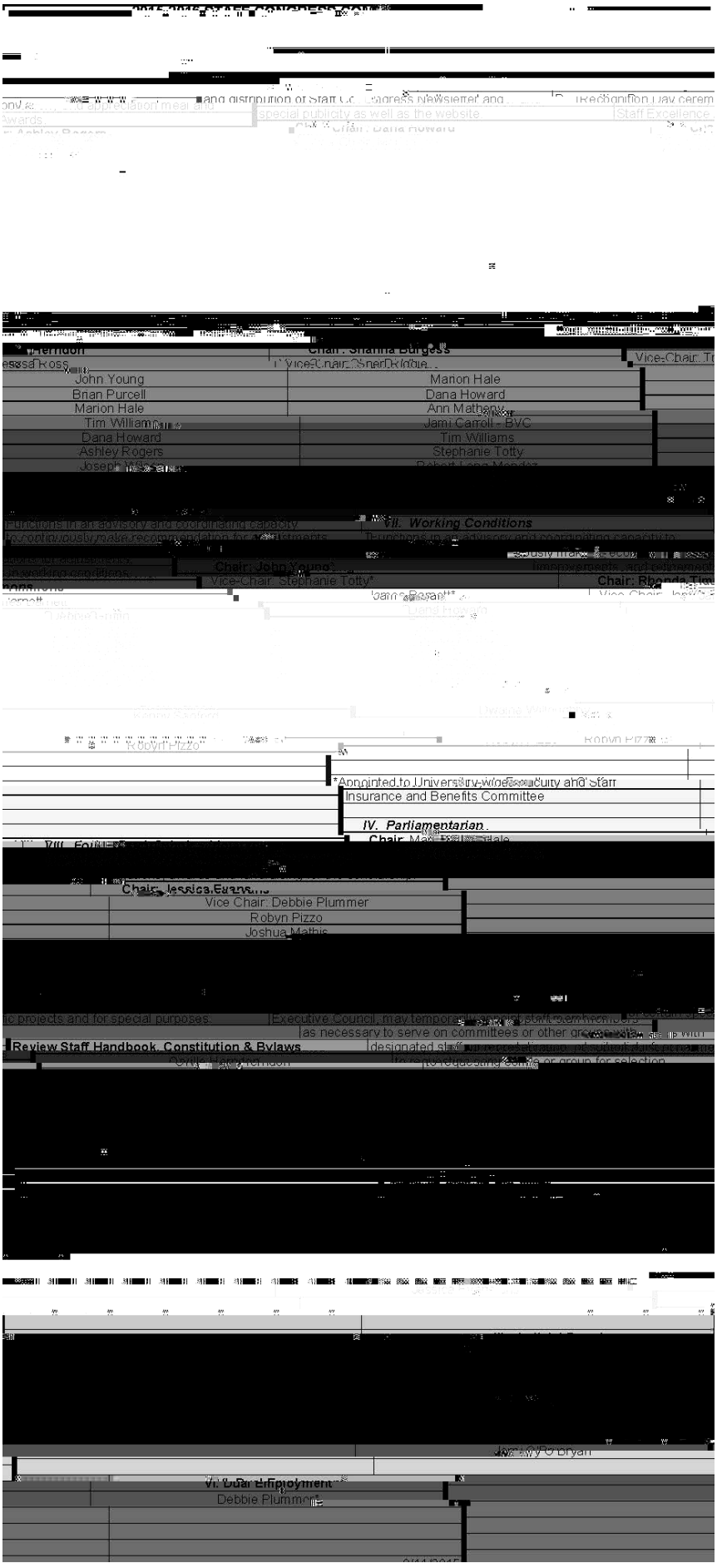
My health benefits went way up this time should be a better way to regulate this.

I've said enough. Thank you for letting me work here. I came here jobless and am grateful for what i have.

I see about 2-4 dead cockroaches a day in the 1st floor hallway in Wells Hall. There's usually one live one found in the women's bathroom every week on the 1st floor of Wells Hall.

I felt very unappreciated in my previous position and was given an extremely low evaluation. I did go to the IDEA and expressed my concerns, but nothing was done. I felt that the chairman wanted me to leave and the evaluation showed this level. Therefore, I found a much better position on campus that I am happy. My health was affected by the previous position, but much better now. I just think the evaluation process is one-sided.

GO RACERS!



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