

Staff Satisfaction Survey Summarized by the Divisions of the University

Data Collected in May 2017



Presented by Staff Council 2017/2018

28 August 2017

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Overview Divisional Analysis of Staff Satisfaction Survey, Spring 2017

The 2017 Staff Satisfaction Survey was administered during May 2017. The following is a detailed analysis of staff responses separated by divisions of the university. Divisions are defined as a unit of the university represented by a vice president, the athletic director, and the collection of units reporting directly through the president's office.

The survey consisted of a typical five-level Likert Scale that asked staff to state their relative agreement (1 = strongly disagree and 5 = strongly agree) to a series of 45 items. The items were separated into the major categories of i) MSU Mission, ii) Workplace Values and Work Environment, iii) Support from Leadership, iv) Professional Development/Resources, v) Sense of Community, vi) University-wide Communication, and vii) Staff Council (formerly Professional and Support Staff Advisory Council).

The results presented in this summary include staff responses separated by the following university divisions: i) Academic Affairs, ii) Athletics, iii) Budget & Planning, iv) Campus Services, v) DAFVM, vi) Development, vii) President, viii) Research, and ix) Student Affairs.

Table II.A.1. contains results separated by university division averaged over major categories (page 3). Table II.A.2. (page 4) and Table II.A.3. (page 0) contain the responses for individual survey items for staff satisfaction and perceived importance, respectively. Data in the series Table II.B.1. through Table II.J.1. contain each division's responses in 2017 compared to the preceding year.

Summary of Results across Divisions

When averaged within major categories (Table II.A.1.), respondents identified as working in the divisions of Budget & Planning (4.29), Development (4.50), and Research (4.18) were generally **more satisfied** than the university average (4.13), but those working in Athletics (3.98) were **less satisfied**. Respondents working in Academic Affairs (4.10), Campus Services (4.13), DAFVM (4.09), President (4.15), and Student Affairs (4.13) were similar to the university average. In general, the satisfaction level for each major category increased from 2017 to 2014 for all divisions with the exception of , which showed a decrease in satisfaction.

When major categories (Table II.A.1.) are compared a similar pattern is observed across divisions; respondents were **most satisfied** with MSU's "MSU Mission", "Support from Leadership", "Sense of Community", and "University-wide Communication". Conversely, respondents were least satisfied with "Workplace Values and Work Environment", "Professional Development/Resources", and "Staff Council (formerly Professional and Support Staff Advisory Council)". "Workplace Values and Work Environment" contains survey items addressing employee pay and parking, which respondents consistently express the **lowest levels of satisfaction** (Table II.A.2).

When the major category averages are compared from 2014 to 2017 (Table II.A.1), the responses for "Staff Council (formerly Professional and Support Staff Advisory Council)" **increased the most** (0.55), and "MSU Mission" showed the second largest increase (0.33). The **smallest increase** in responses was for "Workplace Values and Work Environment" (0.10).

Table II.A.1. Reported Staff Satisfaction and Importance for the Divisions of MSU Averaged Over Major Categories of Survey.

Results on a 5-pt. scale	Univ.	Academic Affairs	Athletics	Budget & Planning	Campus Services	DAFVM	Develop- ment/ Alumni	President	Research	Student Affairs
	2017 (N=744)	2017 (N=169)	2017 (N=10)	2017 (N=41)	2017 (N=42)	2017 (N=183)	2017 (N=12)	2017 (N=16)	2017 (N=100)	2017 (N=59)
Satisfaction with: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)										
MSU Mission	4.25	4.28	4.42	4.30	4.21	4.20	4.71	4.19	4.23	4.25
Change from last year (2017-2014)	0.33	0.34	0.88	0.36	0.40	0.30	0.31	-0.05	0.25	0.27
Workplace Values and Work Environment	3.77	3.66	3.50	3.87	3.90	3.79	4.08	3.87	3.85	3.67
Change from last year (2017-2014)	0.10	0.01	0.00	0.18	0.34	0.07	0.17	-0.16	0.08	0.00
Support from Leadership	4.20	4.23	4.11	4.22	4.01	4.16	4.63	4.08	4.27	4.28
Change from last year (2017-2014)	0.15	0.16	0.26	0.05	-0.02	0.11	0.24	-0.09	0.22	0.14
Professional Development/Resources	3.93	3.89	3.76	4.20	3.96	3.88	4.29	4.00	4.04	3.81
Change from last year (2017-2014)	0.18	0.17	0.30	0.32	0.37	0.07	0.19	0.01	0.16	0.07
Sense of Community	4.31	4.27	3.94	4.55	4.37	4.23	4.63	4.25	4.44	4.36
Change from last year (2017-2014)	0.13	0.10	0.22	0.32	0.30	-0.00	0.28	-0.21	0.22	0.10
University-wide Communication	4.40	4.43	4.25	4.52	4.36	4.35	4.80	4.53	4.41	4.49
Change from last year (2017-2014)	0.21	0.18	0.19	0.32	0.28	0.20	0.40	0.01	0.15	0.22
Staff Council (formerly Professional and Support Staff Advisory Council)	4.02	3.95	3.88	4.36	4.10	4.00	4.38	4.15	3.99	4.02
Change from last year (2017-2014)	0.55	0.44	0.85	0.69	0.44	0.48	0.54	0.58	0.54	0.46
Average of Major Categories	4.13	4.10	3.98	4.29	4.13	4.09	4.50	4.15	4.18	4.13
Average (2017-2014)	0.24	0.20	0.39	0.32	0.30	0.18	0.30	0.01	0.23	0.18

Table II.A.2. Reported Staff Satisfaction with Various Facets of Mississippi State University 2017

Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Univ.	Academic Affairs	Athletics	Budget & Planning	Campus Services	DAFVM	Development/ Alumni	President	Research	Student Affairs
	(N=744)	(N=169)	(N=10)	(N=41)	(N=42)	(N=183)	(N=12)	(N=16)	(N=100)	(N=59)
MSU Mission										
1. Understanding MSU's mission	4.34	4.35	4.40	4.35	4.34	4.30	4.67	4.27	4.34	4.43
2. Thinking my work at MSU contributes to the overall mission of MSU	4.42	4.45	4.50	4.53	4.26	4.37	4.83	4.27	4.38	4.56
3. Understanding the top 3-5 institutional priorities for improving MSU over the next three years	3.79	3.90	4.10	3.73	3.83	3.65	4.50	3.87	3.65	3.75
4. Believing MSU's leadership has a clear vision for university's future	4.27	4.28	4.56	4.35	4.21	4.25	4.67	4.27	4.31	4.19
5. Believing MSU is headed in a positive direction	4.32	4.32	4.56	4.44	4.32	4.32	4.83	4.27	4.38	4.20
Average	4.25	4.28	4.42	4.30	4.21	4.20	4.71	4.19	4.23	4.25
Workplace Values and Work Environment										
6. Morale is generally high among the staff I know	3.84	3.65	3.17	3.82	4.06	3.76	4.50	3.80	4.03	3.88
7. Believing that MSU is committed to my safety at work	4.30	4.30	4.33	4.36	4.46	4.16	4.75	4.20	4.46	4.30
8. Recognized for the contributions I make at work	3.77	3.67	3.20	3.94	3.71	3.79	3.92	3.64	3.87	3.69
9. Understanding why it is important for MSU to value diversity	4.41	4.41	4.38	4.37	4.37	4.40	4.55	4.40	4.40	4.59
10. Fairness in pay compared to others at MSU	3.34	3.09	2.38	3.32	3.41	3.53	3.78	4.00	3.54	2.89
11. Comfortable expressing my job related ideas/concerns with my supervisor	4.04	4.03	3.50	4.14	3.89	4.10	4.45	4.00	4.09	4.07
12. MSU's benefit programs meet my needs	4.00	4.05	4.25	4.13	4.26	3.96	4.33	4.15	4.00	3.92
13. Fairness in pay compared to others outside MSU	2.99	2.64	1.89	3.03	3.42	3.15	3.44	3.64	3.35	2.58
14. Believing MSU's physical facilities are adequate to support work and learning	4.02	3.92	4.00	4.12	4.28	4.08	4.25	4.21	4.06	3.79
15. Adequate parking	2.59	2.50	3.86	3.13	2.78	2.51	2.33	2.42	2.43	2.56
Average	3.77	3.66	3.50	3.87	3.90	3.79	4.08	3.87	3.85	3.67
Support from Leadership										
16. Having input into decisions that affect my job	3.83	3.91	3.33	4.03	3.55	3.78	4.33	3.85	3.98	3.96
17. Understanding what is expected of me at my job	4.33	4.28	4.30	4.30	4.31	4.34	4.67	4.13	4.33	4.44
18. Given a performance assessment on an annual basis	4.39	4.39	4.50	4.45	4.18	4.36	4.75	4.07	4.48	4.46
19. Understanding how my job performance is assessed	4.20	4.26	4.40	4.26	4.03	4.16	4.67	3.80	4.36	4.06
20. Supervisor/manager communicates with me regularly	4.25	4.28	4.00	4.19	4.05	4.15	4.67	4.38	4.32	4.42
21. Encouraged by my supervisor/manager/department head	4.13	4.22	3.63	4.14	3.76	4.09	4.60	4.08	4.23	4.18
22. Job makes good use of my skills and abilities	4.20	4.21	4.50	4.12	4.15	4.20	4.75	4.29	4.14	4.39
Average	4.20	4.23	4.11	4.22	4.01	4.16	4.63	4.08	4.27	4.28
Professional Development/Resources										
23. Having received adequate training for my job	4.15	4.02	4.30	4.39	4.26	4.13	4.75	4.23	4.19	4.17
24. Having the resources necessary to do my work	4.15	4.13	4.10	4.35	4.05	4.10	4.58	4.50	4.30	3.87
25. Job description matches what I really do	3.85	3.69	3.29	4.14	4.09	3.81	4.50	3.88	3.94	3.96
26. Believing my workload is manageable	4.03	3.99	3.86	4.15	4.21	3.96	4.17	4.06	4.12	3.90
27. Enough employees in my area/department/office to handle the work	3.69	3.68	3.71	4.03	3.41	3.58	3.50	3.81	3.91	3.24
28. Ability to take advantage of training and/or professional development opportunities	4.14	4.14	4.22	4.29	4.09	4.11	4.55	4.29	4.23	3.98
29. Having the opportunity for advancement within the university	3.41	3.47	2.50	4.03	3.55	3.28	3.63	3.33	3.47	3.45
Average	3.93	3.89	3.76	4.20	3.96	3.88	4.29	4.00	4.04	3.81

Table II.A.2. Reported Staff Satisfaction with Various Facets of Mississippi State University 2017

Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Univ.	Academic Affairs	Athletics	Budget & Planning	Campus Services	DAFVM	Development/ Alumni	President	Research	Student Affairs
	(N=744)	(N=169)	(N=10)	(N=41)	(N=42)	(N=183)	(N=12)	(N=16)	(N=100)	(N=59)
Sense of Community										
30. Would recommend MSU as a place of employment	4.36	4.33	4.22	4.64	4.51	4.29	4.67	4.20	4.47	4.47
31. Believing there is a spirit of cooperation among those with whom I work	4.21	4.19	3.75	4.40	4.22	4.04	4.33	4.31	4.44	4.41
32. Proud to be a member of the MSU community	4.55	4.52	4.78	4.70	4.70	4.50	5.00	4.33	4.64	4.56
33. Believing the university values employee retention	4.07	3.99	2.88	4.46	4.00	4.04	4.55	4.15	4.19	3.96
Average	4.31	4.27	3.94	4.55	4.37	4.23	4.63	4.25	4.44	4.36
University-wide Communication										
34. Being well informed about changes in policies and procedures that affect my employment	4.18	4.19	3.67	4.43	4.21	4.12	4.73	4.20	4.20	4.30
35. Can check MSU's website while at work	4.52	4.55	4.60	4.58	4.45	4.50	4.83	4.63	4.52	4.59
36. Can send and receive email while at work	4.53	4.54	4.50	4.59	4.34	4.52	4.83	4.63	4.61	4.63
37. Knowing how to find information about events happening at the university	4.40	4.44	4.00	4.53	4.41	4.32	4.83	4.53	4.37	4.44
38. Visiting the MSU website on a regular basis to find information	4.37	4.41	4.25	4.47	4.35	4.24	4.75	4.67	4.34	4.46
Average	4.40	4.43	4.25	4.52	4.36	4.35	4.80	4.53	4.41	4.49
Staff Council (formerly Professional and Support Staff Advisory Council)										
39. Understanding the role of Staff Council at MSU	3.93	3.85	3.63	4.34	3.97	3.87	4.36	3.86	3.98	3.96
40. Knowing how to contact my Staff Council representative	3.83	3.85	4.00	4.42	3.77	3.80	4.18	4.07	3.61	3.93
41. Believing Staff Council effectively fosters communication between MSU staff and MSU administration	4.04	3.96	3.86	4.33	4.13	4.03	4.27	4.25	4.03	4.00
42. Believing the Staff Council provides a forum for MSU staff to discuss issues at the university	4.06	3.98	3.75	4.36	4.16	4.06	4.27	4.23	4.06	4.07
43. Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff	4.02	3.92	3.67	4.23	4.28	3.98	4.44	4.20	4.07	4.03
44. Believing Staff Council offers programs and/or events that benefit Staff	4.14	4.06	4.14	4.33	4.26	4.14	4.75	4.27	4.15	4.13
45. Staff Council effectively communicates with Staff via email	4.16	4.09	4.14	4.43	4.15	4.19	4.50	4.23	4.11	4.05
Average	4.02	3.95	3.88	4.36	4.10	4.00	4.38	4.15	3.99	4.02
To what degree would you say MSU uses the following methods of communication when informing staff? (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)										
46. MSU Home Page...	2.94	2.91	3.00	2.95	2.95	2.94	3.00	3.00	2.93	2.95
47. Email communication...	3.06	3.04	3.33	3.07	3.14	3.01	2.83	3.00	3.05	3.17
48. Paper communication...	3.05	3.01	3.00	3.20	3.14	3.09	2.82	3.13	3.05	3.09
49. MSU Social Media...	2.96	2.92	3.22	2.93	3.00	2.96	3.00	2.87	3.00	2.91
50. Use of emergency text messaging (Maroon Alert) related to severe weather and other emergencies requiring action...	2.86	2.79	2.78	2.88	2.88	2.86	2.83	2.94	2.91	2.86
Average	2.97	2.93	3.07	3.00	3.02	2.97	2.90	2.99	2.99	3.00

Academic Affairs – Summary

Satisfaction (Table II.B.1.a.)

- **Highest satisfaction** – Can check MSU's website while at work, Can send and receive email while at work, Proud to be a member of the MSU community, Thinking my work at MSU contributes to the overall mission of MSU, and Knowing how to find information about events happening at the university.
- **Lowest satisfaction** – Morale is generally high among the staff I know, Having the opportunity for advancement within the university, Fairness in pay compared to others at MSU, Fairness in pay compared to others outside MSU, and Adequate parking.
- **Change from 2014 to 2017**
 - Twenty-three (23) of 45 items statistically increased
 - Thirty-six (36) of 45 items numerically increased
 - Seven (7) of 45 items numerically decreased
 - **Greatest increase** – Knowing how to contact my Staff Council representative, Believing the Staff Council provides a forum for MSU staff to discuss issues at the university, and Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff
 - **Greatest decrease** – Fairness in pay compared to others outside MSU, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of Academic Affairs to the rest of MSU (Table II.B.2)

- **More satisfied** – none
- **Less satisfied** – Morale is generally high among the staff I know, Fairness in pay compared to others at MSU, and Fairness in pay compared to others outside MSU
- **More Important** – none
- **Less important** – none

Table II.B.1.a. Academic Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
2014 (N=214); 2017 (N=169)	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
MSU Mission					
1. I understand MSU's mission.	4.35	9	0.21	+	12
2. I think my work at MSU contributes to the overall mission of MSU.	4.45	4	0.25	++	9
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.90	35	0.41	++	7
4. I believe MSU's leadership has a clear vision for university's future.	4.28	15	0.42	+++	3
5. I believe MSU is headed in a positive direction.	4.32	11	0.31	++	8
Average	4.28		0.34		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	3.65	41	-0.05	ns	40
7. I believe that MSU is committed to my safety at work.	4.30	12	0.06	ns	35
8. I am recognized for the contributions I make at work.	3.67	40	-0.03	ns	42
9. I understand why it is important for MSU to value diversity.	4.41	6	0.18	ns	18
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.09	43	-0.17	ns	28
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.03	26	0.01	ns	43
12. MSU's benefit programs meet my needs.	4.05	25	0.25	+	11
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.64	44	-0.30	-	13
14. I believe MSU's physical facilities are adequate to support work and learning.	3.92	32	-0.04	ns	39
15. Parking at MSU is adequate.	2.50	45	-0.18	ns	23
Average	3.66		0.01		
Support from Leadership					
16. I have input into decisions that affect my job.	3.91	34	0.24	+	15
17. I understand what is expected of me at my job.	4.28	13	0.09	ns	33
18. I am given a performance assessment on an annual basis.	4.39	8	0.05	ns	37
19. I understand how my job performance is assessed.	4.26	16	0.15	ns	24
20. My supervisor/manager communicates with me regularly.	4.28	14	0.14	ns	26
21. I am encouraged by my supervisor/manager/department head.	4.22	17	0.14	ns	30
22. My job makes good use of my skills and abilities.	4.21	18	0.24	+	14
Average	4.23		0.16		
Professional Development/Resources					
23. I have received adequate training for my job.	4.02	27	0.03	ns	41
24. I have the resources necessary to do my work.	4.13	22	0.08	ns	34
25. My job description matches what I really do.	3.69	38	0.05	ns	38
26. I believe my workload is manageable.	3.99	28	0.17	ns	21
27. There are enough employees in my area/department/office to handle the work.	3.68	39	0.22	ns	19
28. I am able to take advantage of training and/or professional development opportunities.	4.14	21	0.20	+	17
29. I have the opportunity for advancement within the university.	3.47	42	0.32	+	10
Average	3.89		0.17		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.33	10	-0.10	ns	31
31. I believe there is a spirit of cooperation among those with whom I work.	4.19	20	0.14	ns	25
32. I am proud to be a member of the MSU community.	4.52	3	0.06	ns	36
33. I believe the university values employee retention.	3.99	29	0.23	+	16
Average	4.27		0.10		

Table II.B.1.a. Academic Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
2014 (N=214); 2017 (N=169)	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.19	19	0.43	+++	1
35. I can check MSU's website while at work.	4.55	1	0.10	ns	29
36. I can send and receive email while at work.	4.54	2	0.08	ns	32
37. I know how to find information about events happening at the university.	4.44	5	0.15	ns	20
38. I visit the MSU website on a regular basis to find information.	4.41	7	0.13	ns	22
Average	4.43		0.18		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.85	37	0.14	ns	27
40. I know how to contact my Staff Council representative(s).	3.85	36	0.48	+++	2
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.96	31	0.42	+++	6
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.98	30	0.48	+++	4
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.92	33	0.45	+++	5
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.06	24	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.09	23	.	.	.
Average	3.95		0.44		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/-- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/-- (very highly significant) = pvalue < 0.0005"					

Athletics – Summary

Satisfaction (Table II.C.1.a.)

- **Highest satisfaction** – Proud to be a member of the MSU community, Can check MSU's website while at work, Believing MSU is headed in a positive direction, Believing MSU's leadership has a clear vision for university's future, and Job makes good use of my skills and abilities.
- **Lowest satisfaction** – Morale is generally high among the staff I know, Believing the university values employee retention, Having the opportunity for advancement within the university, Fairness in pay compared to others at MSU, and Fairness in pay compared to others outside MSU.
- **Change from 2014 to 2017**
 - Twenty-two (22) of 45 items statistically increased
 - Thirty-three (33) of 45 items numerically increased
 - Ten (10) of 45 items numerically decreased
 - **Greatest increase** – Understanding the top 3-5 institutional priorities for improving MSU over the next three years, Knowing how to contact my Staff Council representative, and Believing MSU's leadership has a clear vision for university's future
 - **Greatest decrease** – Fairness in pay compared to others at MSU, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of Athletics to the rest of MSU (Table II.C.2)

- **More satisfied** – Adequate parking
- **Less satisfied** – Fairness in pay compared to others at MSU, Fairness in pay compared to others outside MSU, Having the opportunity for advancement within the university, and Believing the university values employee retention
- **More Important** – none
- **Less important** – none

Table II.C.1.a. Athletics: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=54); 2017 (N=10)					
MSU Mission					
1. I understand MSU's mission.	4.40	10	0.70	+	6
2. I think my work at MSU contributes to the overall mission of MSU.	4.50	8	0.81	++	4
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	4.10	21	1.25	++	1
4. I believe MSU's leadership has a clear vision for university's future.	4.56	4	0.87	++	3
5. I believe MSU is headed in a positive direction.	4.56	3	0.80	++	5
Average	4.42		0.88		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	3.17	41	0.02	ns	43
7. I believe that MSU is committed to my safety at work.	4.33	12	0.24	ns	28
8. I am recognized for the contributions I make at work.	3.20	40	-0.15	ns	35
9. I understand why it is important for MSU to value diversity.	4.38	11	0.12	ns	31
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	2.38	44	-0.59	ns	18
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	3.50	37	-0.43	ns	23
12. MSU's benefit programs meet my needs.	4.25	16	0.55	+	10
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	1.89	45	-0.50	ns	19
14. I believe MSU's physical facilities are adequate to support work and learning.	4.00	26	0.04	ns	33
15. Parking at MSU is adequate.	3.86	28	0.69	ns	17
Average	3.50		0.00		
Support from Leadership					
16. I have input into decisions that affect my job.	3.33	38	-0.02	ns	42
17. I understand what is expected of me at my job.	4.30	14	0.19	ns	26
18. I am given a performance assessment on an annual basis.	4.50	7	0.24	ns	24
19. I understand how my job performance is assessed.	4.40	9	0.70	+	7
20. My supervisor/manager communicates with me regularly.	4.00	25	0.06	ns	39
21. I am encouraged by my supervisor/manager/department head.	3.63	36	-0.12	ns	36
22. My job makes good use of my skills and abilities.	4.50	5	0.69	+	9
Average	4.11		0.26		
Professional Development/Resources					
23. I have received adequate training for my job.	4.30	13	0.43	ns	21
24. I have the resources necessary to do my work.	4.10	22	0.14	ns	30
25. My job description matches what I really do.	3.29	39	-0.12	ns	34
26. I believe my workload is manageable.	3.86	29	0.25	ns	29
27. There are enough employees in my area/department/office to handle the work.	3.71	32	0.58	ns	20
28. I am able to take advantage of training and/or professional development opportunities.	4.22	18	0.59	ns	14
29. I have the opportunity for advancement within the university.	2.50	43	-0.07	ns	40
Average	3.76		0.30		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.22	17	0.28	ns	22
31. I believe there is a spirit of cooperation among those with whom I work.	3.75	31	0.16	ns	32
32. I am proud to be a member of the MSU community.	4.78	1	0.61	+	8
33. I believe the university values employee retention.	2.88	42	-0.29	ns	27
Average	3.94		0.22		

Table II.C.1.a. Athletics: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=54); 2017 (N=10)					
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	3.67	33	0.06	ns	41
35. I can check MSU's website while at work.	4.60	2	0.23	ns	25
36. I can send and receive email while at work.	4.50	6	0.07	ns	37
37. I know how to find information about events happening at the university.	4.00	23	-0.07	ns	38
38. I visit the MSU website on a regular basis to find information.	4.25	15	0.42	ns	15
Average	4.25		0.19		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.63	35	0.66	ns	12
40. I know how to contact my Staff Council representative(s).	4.00	24	1.25	++	2
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.86	27	0.73	+	11
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.75	30	0.55	ns	13
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.67	34	0.57	ns	16
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.14	20	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.14	19	.	.	.
Average	3.88		0.85		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/- (very highly significant) = pvalue < 0.0005"					

Budget & Planning – Summary

Satisfaction (Table II.D.1.a.)

- **Highest satisfaction** – Proud to be a member of the MSU community, Would recommend MSU as a place of employment, Can send and receive email while at work, Can check MSU's website while at work, and Thinking my work at MSU contributes to the overall mission of MSU.
- **Lowest satisfaction** – Morale is generally high among the staff I know, Understanding the top 3-5 institutional priorities for improving MSU over the next three years, Fairness in pay compared to others at MSU, Adequate parking, and Fairness in pay compared to others outside MSU.
- **Change from 2014 to 2017**
 - Twenty-four (24) of 45 items statistically increased
 - Forty (40) of 45 items numerically increased
 - Three (3) of 45 items numerically decreased
 - **Greatest increase** – Believing Staff Council effectively fosters communication between MSU staff and MSU administration, Believing the Staff Council provides a forum for MSU staff to discuss issues at the university, and Knowing how to contact my Staff Council representative
 - **Greatest decrease** – Encouraged by my supervisor/manager/department head, Believing Staff Council offers programs and/or events that benefit Staff, and Staff Council effectively communicates with Staff via email

Comparison of Budget & Planning to the rest of MSU (Table II.D.2)

- **More satisfied** – Adequate parking, Having received adequate training for my job, Enough employees in my area/department/office to handle the work, Having the opportunity for advancement within the university, Would recommend MSU as a place of employment, Believing the university values employee retention, Being well informed about changes in policies and procedures that affect my employment, Understanding the role of Staff Council at MSU, Knowing how to contact my Staff Council representative, Believing Staff Council effectively fosters communication between MSU staff and MSU administration, Believing the Staff Council provides a forum for MSU staff to discuss issues at the university, and Staff Council effectively communicates with Staff via email
- **Less satisfied** – none
- **More Important** – none
- **Less important** – none

Table II.D.1.a. Budget & Planning: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
2014 (N=36); 2017 (N=41)	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
MSU Mission					
1. I understand MSU's mission.	4.35	20	0.29	ns	16
2. I think my work at MSU contributes to the overall mission of MSU.	4.53	5	0.36	+	10
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.73	42	0.22	ns	29
4. I believe MSU's leadership has a clear vision for university's future.	4.35	19	0.44	ns	11
5. I believe MSU is headed in a positive direction.	4.44	10	0.39	+	9
Average	4.30		0.36		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	3.82	41	0.05	ns	41
7. I believe that MSU is committed to my safety at work.	4.36	18	0.11	ns	33
8. I am recognized for the contributions I make at work.	3.94	40	-0.03	ns	43
9. I understand why it is important for MSU to value diversity.	4.37	16	0.20	ns	28
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.32	43	0.41	ns	18
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.14	33	0.05	ns	40
12. MSU's benefit programs meet my needs.	4.13	34	0.32	ns	19
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.03	45	0.20	ns	31
14. I believe MSU's physical facilities are adequate to support work and learning.	4.12	36	0.09	ns	37
15. Parking at MSU is adequate.	3.13	44	0.10	ns	38
Average	3.87		0.18		
Support from Leadership					
16. I have input into decisions that affect my job.	4.03	38	0.14	ns	34
17. I understand what is expected of me at my job.	4.30	25	0.02	ns	42
18. I am given a performance assessment on an annual basis.	4.45	9	0.12	ns	32
19. I understand how my job performance is assessed.	4.26	27	0.23	ns	26
20. My supervisor/manager communicates with me regularly.	4.19	29	-0.13	ns	36
21. I am encouraged by my supervisor/manager/department head.	4.14	32	-0.14	ns	35
22. My job makes good use of my skills and abilities.	4.12	35	0.06	ns	39
Average	4.22		0.05		
Professional Development/Resources					
23. I have received adequate training for my job.	4.39	15	0.47	+	7
24. I have the resources necessary to do my work.	4.35	21	0.27	ns	17
25. My job description matches what I really do.	4.14	31	0.31	ns	21
26. I believe my workload is manageable.	4.15	30	0.23	ns	27
27. There are enough employees in my area/department/office to handle the work.	4.03	39	0.28	ns	24
28. I am able to take advantage of training and/or professional development opportunities.	4.29	26	0.23	ns	25
29. I have the opportunity for advancement within the university.	4.03	37	0.40	ns	13
Average	4.20		0.32		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.64	2	0.14	ns	30
31. I believe there is a spirit of cooperation among those with whom I work.	4.40	14	0.34	ns	14
32. I am proud to be a member of the MSU community.	4.70	1	0.23	ns	22
33. I believe the university values employee retention.	4.46	8	0.54	+	8
Average	4.55		0.32		

Table II.D.1.a. Budget & Planning: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
2014 (N=36); 2017 (N=41)	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.43	12	0.60	++	4
35. I can check MSU's website while at work.	4.58	4	0.21	ns	20
36. I can send and receive email while at work.	4.59	3	0.27	ns	15
37. I know how to find information about events happening at the university.	4.53	6	0.28	ns	12
38. I visit the MSU website on a regular basis to find information.	4.47	7	0.22	ns	23
Average	4.52		0.32		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	4.34	22	0.56	++	5
40. I know how to contact my Staff Council representative(s).	4.42	13	0.70	++	3
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.33	24	0.78	+++	1
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.36	17	0.75	+++	2
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.23	28	0.59	+	6
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.33	23	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.43	11	.	.	.
Average	4.36		0.69		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/-- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/-- (very highly significant) = pvalue < 0.0005"					

Campus Services – Summary

Satisfaction (Table II.E.1.a.)

- **Highest satisfaction** – Proud to be a member of the MSU community, Would recommend MSU as a place of employment, Believing that MSU is committed to my safety at work, Can check MSU's website while at work, and Knowing how to find information about events happening at the university.
- **Lowest satisfaction** – Having the opportunity for advancement within the university, Fairness in pay compared to others outside MSU, Fairness in pay compared to others at MSU, Enough employees in my area/department/office to handle the work, and Adequate parking.
- **Change from 2014 to 2017**
 - Twenty (20) of 45 items statistically increased
 - Thirty-six (36) of 45 items numerically increased
 - Seven (7) of 45 items numerically decreased
 - **Greatest increase** – Being well informed about changes in policies and procedures that affect my employment, Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, and Fairness in pay compared to others outside MSU
 - **Greatest decrease** – Encouraged by my supervisor/manager/department head, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of Campus Services to the rest of MSU (Table II.E.2)

- **More satisfied** – Fairness in pay compared to others outside MSU, and Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff
- **Less satisfied** – none
- **More Important** – none
- **Less important** – none

Table II.E.1.a. Campus Services: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction					
2014 (N=36); 2017 (N=42)	Results from 2017		Comparison of 2014 and 2017			
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank	
MSU Mission						
1. I understand MSU's mission.	4.34	8	0.45	+	8	
2. I think my work at MSU contributes to the overall mission of MSU.	4.26	17	0.09	ns	39	
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.83	36	0.50	+	12	
4. I believe MSU's leadership has a clear vision for university's future.	4.21	21	0.46	+	13	
5. I believe MSU is headed in a positive direction.	4.32	10	0.40	ns	16	
Average	4.21		0.40			
Workplace Values and Work Environment						
6. Morale (team spirit) is generally high among the staff I know.	4.06	29	0.51	+	11	
7. I believe that MSU is committed to my safety at work.	4.46	3	0.18	ns	26	
8. I am recognized for the contributions I make at work.	3.71	39	0.13	ns	36	
9. I understand why it is important for MSU to value diversity.	4.37	6	0.40	ns	15	
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.41	43	0.38	ns	21	
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	3.89	35	-0.08	ns	41	
12. MSU's benefit programs meet my needs.	4.26	16	0.54	+	3	
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.42	42	0.59	+	10	
14. I believe MSU's physical facilities are adequate to support work and learning.	4.28	12	0.50	+	7	
15. Parking at MSU is adequate.	2.78	45	-0.11	ns	40	
Average	3.90		0.34			
Support from Leadership						
16. I have input into decisions that affect my job.	3.55	40	-0.08	ns	42	
17. I understand what is expected of me at my job.	4.31	11	0.23	ns	25	
18. I am given a performance assessment on an annual basis.	4.18	22	-0.13	ns	32	
19. I understand how my job performance is assessed.	4.03	32	-0.14	ns	34	
20. My supervisor/manager communicates with me regularly.	4.05	31	-0.00	ns	43	
21. I am encouraged by my supervisor/manager/department head.	3.76	38	-0.30	ns	24	
22. My job makes good use of my skills and abilities.	4.15	25	0.23	ns	27	
Average	4.01		-0.02			
Professional Development/Resources						
23. I have received adequate training for my job.	4.26	15	0.35	ns	18	
24. I have the resources necessary to do my work.	4.05	30	0.33	ns	20	
25. My job description matches what I really do.	4.09	27	0.56	+	6	
26. I believe my workload is manageable.	4.21	19	0.49	+	5	
27. There are enough employees in my area/department/office to handle the work.	3.41	44	0.24	ns	28	
28. I am able to take advantage of training and/or professional development opportunities.	4.09	28	0.31	ns	22	
29. I have the opportunity for advancement within the university.	3.55	41	0.25	ns	29	
Average	3.96		0.37			
Sense of Community						
30. I would recommend MSU as a place of employment.	4.51	2	0.12	ns	33	
31. I believe there is a spirit of cooperation among those with whom I work.	4.22	18	0.28	ns	23	
32. I am proud to be a member of the MSU community.	4.70	1	0.29	ns	19	
33. I believe the university values employee retention.	4.00	33	0.44	ns	17	
Average	4.37		0.30			

Table II.E.1.a. Campus Services: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction					
	Results from 2017		Comparison of 2014 and 2017			
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank	
2014 (N=36); 2017 (N=42)						
University-wide Communication						
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.21	20	0.68	++		2
35. I can check MSU's website while at work.	4.45	4	0.09	ns		37
36. I can send and receive email while at work.	4.34	9	0.09	ns		38
37. I know how to find information about events happening at the university.	4.41	5	0.38	+		14
38. I visit the MSU website on a regular basis to find information.	4.35	7	0.16	ns		30
Average	4.36		0.28			
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.97	34	0.17	ns		31
40. I know how to contact my Staff Council representative(s).	3.77	37	0.13	ns		35
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.13	26	0.52	+		9
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.16	23	0.56	+		4
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.28	13	0.66	++		1
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.26	14	.	.		.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.15	24	.	.		.
Average	4.10		0.44			
Change from 2014 to 2017						
"ns (not significant) = pvalue > 0.05"						
"+/- (significant) = pvalue < 0.05 and > 0.005"						
"++/-- (highly significant) = pvalue < 0.005 and > 0.0005"						
"+++/-- (very highly significant) = pvalue < 0.0005"						

DAFVM – Summary

Satisfaction (Table II.F.1.a.)

- **Highest satisfaction** – Can send and receive email while at work, Proud to be a member of the MSU community, Can check MSU's website while at work, Understanding why it is important for MSU to value diversity, and Thinking my work at MSU contributes to the overall mission of MSU.
- **Lowest satisfaction** – Enough employees in my area/department/office to handle the work, Fairness in pay compared to others at MSU, Having the opportunity for advancement within the university, Fairness in pay compared to others outside MSU, and Adequate parking.
- **Change from 2014 to 2017**
 - Twenty-two (22) of 45 items statistically increased
 - Thirty-five (35) of 45 items numerically increased
 - Eight (8) of 45 items numerically decreased
 - **Greatest increase** – Believing the Staff Council provides a forum for MSU staff to discuss issues at the university, Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, and Believing Staff Council effectively fosters communication between MSU staff and MSU administration
 - **Greatest decrease** – Adequate parking, Believing Staff Council offers programs and/or events that benefit Staff, and Staff Council effectively communicates with Staff via email

Comparison of DAFVM to the rest of MSU (Table II.F.2)

- **More satisfied** – Fairness in pay compared to others at MSU
- **Less satisfied** – Believing that MSU is committed to my safety at work, Believing there is a spirit of cooperation among those with whom I work, and Visiting the MSU website on a regular basis to find information
- **More important** – none
- **Less important** – none

Table II.F.1.a. DAFVM: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=286); 2017 (N=183)					
MSU Mission					
1. I understand MSU's mission.	4.30	10	0.20	+	12
2. I think my work at MSU contributes to the overall mission of MSU.	4.37	5	0.26	+++	6
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.65	40	0.35	++	9
4. I believe MSU's leadership has a clear vision for university's future.	4.25	12	0.35	+++	5
5. I believe MSU is headed in a positive direction.	4.32	9	0.23	++	10
Average	4.20		0.30		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	3.76	39	0.02	ns	40
7. I believe that MSU is committed to my safety at work.	4.16	16	-0.06	ns	30
8. I am recognized for the contributions I make at work.	3.79	37	0.06	ns	35
9. I understand why it is important for MSU to value diversity.	4.40	4	0.21	+	11
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.53	42	0.21	ns	18
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.10	23	0.01	ns	41
12. MSU's benefit programs meet my needs.	3.96	33	0.14	ns	21
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.15	44	0.11	ns	29
14. I believe MSU's physical facilities are adequate to support work and learning.	4.08	26	0.02	ns	38
15. Parking at MSU is adequate.	2.51	45	-0.41	--	7
Average	3.79		0.07		
Support from Leadership					
16. I have input into decisions that affect my job.	3.78	38	0.26	+	14
17. I understand what is expected of me at my job.	4.34	7	0.14	ns	19
18. I am given a performance assessment on an annual basis.	4.36	6	-0.02	ns	37
19. I understand how my job performance is assessed.	4.16	17	0.07	ns	31
20. My supervisor/manager communicates with me regularly.	4.15	18	0.07	ns	32
21. I am encouraged by my supervisor/manager/department head.	4.09	25	0.11	ns	26
22. My job makes good use of my skills and abilities.	4.20	14	0.10	ns	27
Average	4.16		0.11		
Professional Development/Resources					
23. I have received adequate training for my job.	4.13	20	0.14	ns	20
24. I have the resources necessary to do my work.	4.10	24	-0.01	ns	42
25. My job description matches what I really do.	3.81	35	0.13	ns	24
26. I believe my workload is manageable.	3.96	32	0.04	ns	36
27. There are enough employees in my area/department/office to handle the work.	3.58	41	-0.07	ns	33
28. I am able to take advantage of training and/or professional development opportunities.	4.11	22	0.12	ns	25
29. I have the opportunity for advancement within the university.	3.28	43	-0.02	ns	39
Average	3.88		0.07		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.29	11	-0.15	ns	17
31. I believe there is a spirit of cooperation among those with whom I work.	4.04	29	-0.06	ns	34
32. I am proud to be a member of the MSU community.	4.50	2	0.00	ns	43
33. I believe the university values employee retention.	4.04	28	0.15	ns	22
Average	4.23		-0.00		

Table II.F.1.a. DAFVM: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree) 2014 (N=286); 2017 (N=183)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.12	21	0.42	+++	4
35. I can check MSU's website while at work.	4.50	3	0.07	ns	28
36. I can send and receive email while at work.	4.52	1	0.10	ns	23
37. I know how to find information about events happening at the university.	4.32	8	0.20	+	15
38. I visit the MSU website on a regular basis to find information.	4.24	13	0.18	+	16
Average	4.35		0.20		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.87	34	0.25	+	13
40. I know how to contact my Staff Council representative(s).	3.80	36	0.35	++	8
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.03	30	0.50	+++	3
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.06	27	0.53	+++	1
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.98	31	0.53	+++	2
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.14	19	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.19	15	.	.	.
Average	4.00		0.48		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/- (very highly significant) = pvalue < 0.0005"					

Development – Summary

Satisfaction (Table II.G.1.a.)

- **Highest satisfaction** – Proud to be a member of the MSU community, Can send and receive email while at work, Can check MSU's website while at work, Knowing how to find information about events happening at the university, and Believing MSU is headed in a positive direction.
- **Lowest satisfaction** – Fairness in pay compared to others at MSU, Having the opportunity for advancement within the university, Enough employees in my area/department/office to handle the work, Fairness in pay compared to others outside MSU, and Adequate parking.
- **Change from 2014 to 2017**
 - Nineteen (19) of 45 items statistically increased
 - Thirty-eight (38) of 45 items numerically increased
 - Four (4) of 45 items numerically decreased
 - **Greatest increase** – Believing the university values employee retention, Being well informed about changes in policies and procedures that affect my employment, and Morale is generally high among the staff I know
 - **Greatest decrease** – Adequate parking, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of Development to the rest of MSU (Table II.G.2)

- **More satisfied** – Thinking my work at MSU contributes to the overall mission of MSU, Understanding the top 3-5 institutional priorities for improving MSU over the next three years, Believing MSU's leadership has a clear vision for university's future, Believing MSU is headed in a positive direction, Morale is generally high among the staff I know, Believing that MSU is committed to my safety at work, Understanding how my job performance is assessed, Supervisor/manager communicates with me regularly, Encouraged by my supervisor/manager/department head, Job makes good use of my skills and abilities, Having received adequate training for my job, Having the resources necessary to do my work, Job description matches what I really do, Proud to be a member of the MSU community, Believing the university values employee retention, Being well informed about changes in policies and procedures that affect my employment, Knowing how to find information about events happening at the university, Visiting the MSU website on a regular basis to find information, Understanding the role of Staff Council at MSU, and Believing Staff Council offers programs and/or events that benefit Staff
- **Less satisfied** – none
- **More Important** – none
- **Less important** – none

Table II.G.1.a. Development: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=15); 2017 (N=12)					
MSU Mission					
1. I understand MSU's mission.	4.67	19	0.20	ns	29
2. I think my work at MSU contributes to the overall mission of MSU.	4.83	3	0.23	ns	26
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	4.50	28	0.30	ns	23
4. I believe MSU's leadership has a clear vision for university's future.	4.67	15	0.33	ns	18
5. I believe MSU is headed in a positive direction.	4.83	6	0.43	ns	10
Average	4.71		0.31		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	4.50	26	0.57	ns	6
7. I believe that MSU is committed to my safety at work.	4.75	7	0.35	ns	14
8. I am recognized for the contributions I make at work.	3.92	40	-0.48	ns	15
9. I understand why it is important for MSU to value diversity.	4.55	23	0.08	ns	38
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.78	41	0.24	ns	32
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.45	29	0.39	ns	22
12. MSU's benefit programs meet my needs.	4.33	34	0.53	ns	9
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.44	44	0.11	ns	41
14. I believe MSU's physical facilities are adequate to support work and learning.	4.25	37	0.38	ns	16
15. Parking at MSU is adequate.	2.33	45	-0.93	ns	2
Average	4.08		0.17		
Support from Leadership					
16. I have input into decisions that affect my job.	4.33	33	0.33	ns	25
17. I understand what is expected of me at my job.	4.67	18	0.07	ns	39
18. I am given a performance assessment on an annual basis.	4.75	10	0.25	ns	28
19. I understand how my job performance is assessed.	4.67	17	0.33	ns	21
20. My supervisor/manager communicates with me regularly.	4.67	14	0.27	ns	27
21. I am encouraged by my supervisor/manager/department head.	4.60	20	0.13	ns	35
22. My job makes good use of my skills and abilities.	4.75	8	0.28	ns	24
Average	4.63		0.24		
Professional Development/Resources					
23. I have received adequate training for my job.	4.75	12	0.42	ns	11
24. I have the resources necessary to do my work.	4.58	21	-0.02	ns	42
25. My job description matches what I really do.	4.50	25	0.10	ns	37
26. I believe my workload is manageable.	4.17	39	0.17	ns	34
27. There are enough employees in my area/department/office to handle the work.	3.50	43	0.17	ns	36
28. I am able to take advantage of training and/or professional development opportunities.	4.55	22	0.41	ns	17
29. I have the opportunity for advancement within the university.	3.63	42	-0.24	ns	33
Average	4.29		0.19		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.67	16	0.07	ns	40
31. I believe there is a spirit of cooperation among those with whom I work.	4.33	32	0.00	ns	43
32. I am proud to be a member of the MSU community.	5.00	1	0.40	ns	3
33. I believe the university values employee retention.	4.55	24	0.68	ns	5
Average	4.63		0.28		

Table II.G.1.a. Development: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=15); 2017 (N=12)					
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.73	13	0.66	+	1
35. I can check MSU's website while at work.	4.83	5	0.17	ns	31
36. I can send and receive email while at work.	4.83	2	0.17	ns	30
37. I know how to find information about events happening at the university.	4.83	4	0.43	ns	7
38. I visit the MSU website on a regular basis to find information.	4.75	9	0.55	ns	4
Average	4.80		0.40		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	4.36	31	0.56	ns	8
40. I know how to contact my Staff Council representative(s).	4.18	38	0.54	ns	13
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.27	36	0.41	ns	20
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.27	35	0.42	ns	19
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.44	30	0.44	ns	12
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.75	11	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.50	27	.	.	.
Average	4.38		0.54		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/- (very highly significant) = pvalue < 0.0005"					

President – Summary

Satisfaction (Table II.H.1.a.)

- **Highest satisfaction** – Visiting the MSU website on a regular basis to find information, Can send and receive email while at work, Can check MSU's website while at work, Knowing how to find information about events happening at the university, and Having the resources necessary to do my work.
- **Lowest satisfaction** – Morale is generally high among the staff I know, Recognized for the contributions I make at work, Fairness in pay compared to others outside MSU, Having the opportunity for advancement within the university, and Adequate parking.
- **Change from 2014 to 2017**
 - Twenty-two (22) of 45 items statistically increased
 - Sixteen (16) of 45 items numerically increased
 - Twenty-seven (27) of 45 items numerically decreased
 - **Greatest increase** – Knowing how to contact my Staff Council representative, Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, and Believing Staff Council effectively fosters communication between MSU staff and MSU administration
 - **Greatest decrease** – Proud to be a member of the MSU community, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of President to the rest of MSU (Table II.H.2)

- **More satisfied** – Fairness in pay compared to others at MSU, and Fairness in pay compared to others outside MSU
- **Less satisfied** – none
- **More Important** – none
- **Less important** – none

Table II.H.1.a. President: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=23); 2017 (N=16)					
MSU Mission					
1. I understand MSU's mission.	4.27	14	-0.17	ns	24
2. I think my work at MSU contributes to the overall mission of MSU.	4.27	16	-0.34	ns	9
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.87	36	0.17	ns	26
4. I believe MSU's leadership has a clear vision for university's future.	4.27	15	0.04	ns	39
5. I believe MSU is headed in a positive direction.	4.27	13	0.05	ns	34
Average	4.19		-0.05		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	3.80	40	-0.20	ns	23
7. I believe that MSU is committed to my safety at work.	4.20	23	-0.44	ns	8
8. I am recognized for the contributions I make at work.	3.64	42	-0.49	ns	7
9. I understand why it is important for MSU to value diversity.	4.40	6	-0.08	ns	31
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	4.00	34	0.04	ns	38
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.00	33	-0.22	ns	21
12. MSU's benefit programs meet my needs.	4.15	27	-0.21	ns	17
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.64	43	-0.06	ns	36
14. I believe MSU's physical facilities are adequate to support work and learning.	4.21	21	0.17	ns	19
15. Parking at MSU is adequate.	2.42	45	-0.45	ns	11
Average	3.87		-0.16		
Support from Leadership					
16. I have input into decisions that affect my job.	3.85	38	-0.37	ns	14
17. I understand what is expected of me at my job.	4.13	28	-0.13	ns	29
18. I am given a performance assessment on an annual basis.	4.07	31	0.43	ns	10
19. I understand how my job performance is assessed.	3.80	41	-0.15	ns	28
20. My supervisor/manager communicates with me regularly.	4.38	7	-0.05	ns	35
21. I am encouraged by my supervisor/manager/department head.	4.08	29	-0.26	ns	18
22. My job makes good use of my skills and abilities.	4.29	11	-0.06	ns	33
Average	4.08		-0.09		
Professional Development/Resources					
23. I have received adequate training for my job.	4.23	18	-0.03	ns	41
24. I have the resources necessary to do my work.	4.50	5	0.28	ns	13
25. My job description matches what I really do.	3.88	35	-0.03	ns	40
26. I believe my workload is manageable.	4.06	32	-0.15	ns	27
27. There are enough employees in my area/department/office to handle the work.	3.81	39	0.12	ns	30
28. I am able to take advantage of training and/or professional development opportunities.	4.29	10	0.38	ns	12
29. I have the opportunity for advancement within the university.	3.33	44	-0.36	ns	15
Average	4.00		0.01		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.20	22	-0.50	ns	6
31. I believe there is a spirit of cooperation among those with whom I work.	4.31	9	0.18	ns	22
32. I am proud to be a member of the MSU community.	4.33	8	-0.54	ns	5
33. I believe the university values employee retention.	4.15	26	-0.02	ns	43
Average	4.25		-0.21		

Table II.H.1.a. President: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=23); 2017 (N=16)					
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.20	24	0.24	ns	16
35. I can check MSU's website while at work.	4.63	2	-0.11	ns	25
36. I can send and receive email while at work.	4.63	3	-0.07	ns	32
37. I know how to find information about events happening at the university.	4.53	4	-0.04	ns	37
38. I visit the MSU website on a regular basis to find information.	4.67	1	-0.02	ns	42
Average	4.53		0.01		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.86	37	0.20	ns	20
40. I know how to contact my Staff Council representative(s).	4.07	30	0.72	+	2
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.25	17	0.55	+	3
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.23	20	0.54	+	4
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.20	25	0.72	+	1
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.27	12	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.23	19	.	.	.
Average	4.15		0.58		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/- (very highly significant) = pvalue < 0.0005"					

Research – Summary

Satisfaction (Table II.I.1.a.)

- **Highest satisfaction** – Proud to be a member of the MSU community, Can send and receive email while at work, Can check MSU's website while at work, Given a performance assessment on an annual basis, and Would recommend MSU as a place of employment.
- **Lowest satisfaction** – Knowing how to contact my Staff Council representative, Fairness in pay compared to others at MSU, Having the opportunity for advancement within the university, Fairness in pay compared to others outside MSU, and Adequate parking.
- **Change from 2014 to 2017**
 - Twenty-three (23) of 45 items statistically increased
 - Forty-one (41) of 45 items numerically increased
 - Two (2) of 45 items numerically decreased
 - **Greatest increase** – Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, Believing the Staff Council provides a forum for MSU staff to discuss issues at the university, and Believing Staff Council effectively fosters communication between MSU staff and MSU administration
 - **Greatest decrease** – Adequate parking, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of Research to the rest of MSU (Table II.I.2)

- **More satisfied** – Morale is generally high among the staff I know, Believing that MSU is committed to my safety at work, Fairness in pay compared to others outside MSU, Enough employees in my area/department/office to handle the work, and Believing there is a spirit of cooperation among those with whom I work
- **Less satisfied** – Knowing how to contact my Staff Council representative
- **More Important** – none
- **Less important** – none

Table II.I.1.a. Research: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
2014 (N=118); 2017 (N=100)	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
MSU Mission					
1. I understand MSU's mission.	4.34	13	0.19	ns	18
2. I think my work at MSU contributes to the overall mission of MSU.	4.38	10	0.18	ns	20
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.65	40	0.05	ns	39
4. I believe MSU's leadership has a clear vision for university's future.	4.31	17	0.44	+++	4
5. I believe MSU is headed in a positive direction.	4.38	9	0.30	+	9
Average	4.23		0.25		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	4.03	32	0.26	+	12
7. I believe that MSU is committed to my safety at work.	4.46	6	0.22	ns	13
8. I am recognized for the contributions I make at work.	3.87	39	0.00	ns	42
9. I understand why it is important for MSU to value diversity.	4.40	8	0.16	ns	24
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.54	42	-0.01	ns	41
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.09	28	0.01	ns	40
12. MSU's benefit programs meet my needs.	4.00	34	0.16	ns	28
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.35	44	0.18	ns	31
14. I believe MSU's physical facilities are adequate to support work and learning.	4.06	31	0.09	ns	34
15. Parking at MSU is adequate.	2.43	45	-0.49	--	7
Average	3.85		0.08		
Support from Leadership					
16. I have input into decisions that affect my job.	3.98	35	0.24	ns	17
17. I understand what is expected of me at my job.	4.33	15	0.18	ns	19
18. I am given a performance assessment on an annual basis.	4.48	4	0.15	ns	27
19. I understand how my job performance is assessed.	4.36	12	0.35	+	8
20. My supervisor/manager communicates with me regularly.	4.32	16	0.25	ns	14
21. I am encouraged by my supervisor/manager/department head.	4.23	20	0.25	ns	15
22. My job makes good use of my skills and abilities.	4.14	25	0.06	ns	38
Average	4.27		0.22		
Professional Development/Resources					
23. I have received adequate training for my job.	4.19	22	0.15	ns	29
24. I have the resources necessary to do my work.	4.30	18	0.14	ns	30
25. My job description matches what I really do.	3.94	37	0.09	ns	35
26. I believe my workload is manageable.	4.12	26	0.18	ns	21
27. There are enough employees in my area/department/office to handle the work.	3.91	38	0.18	ns	25
28. I am able to take advantage of training and/or professional development opportunities.	4.23	19	0.17	ns	26
29. I have the opportunity for advancement within the university.	3.47	43	0.10	ns	37
Average	4.04		0.16		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.47	5	0.00	ns	43
31. I believe there is a spirit of cooperation among those with whom I work.	4.44	7	0.38	++	6
32. I am proud to be a member of the MSU community.	4.64	1	0.15	ns	23
33. I believe the university values employee retention.	4.19	23	0.32	+	11
Average	4.44		0.22		

Table II.I.1.a. Research: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree) 2014 (N=118); 2017 (N=100)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.20	21	0.29	+	10
35. I can check MSU's website while at work.	4.52	3	0.07	ns	36
36. I can send and receive email while at work.	4.61	2	0.09	ns	32
37. I know how to find information about events happening at the university.	4.37	11	0.08	ns	33
38. I visit the MSU website on a regular basis to find information.	4.34	14	0.18	ns	22
Average	4.41		0.15		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.98	36	0.44	++	5
40. I know how to contact my Staff Council representative(s).	3.61	41	0.26	ns	16
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.03	33	0.57	+++	3
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.06	30	0.59	+++	1
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.07	29	0.63	+++	2
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.15	24	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.11	27	.	.	.
Average	3.99		0.54		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/- (very highly significant) = pvalue < 0.0005"					

Student Affairs – Summary

Satisfaction (Table II.J.1.a.)

- **Highest satisfaction** – Can send and receive email while at work, Can check MSU's website while at work, Understanding why it is important for MSU to value diversity, Thinking my work at MSU contributes to the overall mission of MSU, and Proud to be a member of the MSU community.
- **Lowest satisfaction** – Having the opportunity for advancement within the university, Enough employees in my area/department/office to handle the work, Fairness in pay compared to others at MSU, Fairness in pay compared to others outside MSU, and Adequate parking.
- **Change from 2014 to 2017**
 - Twenty (20) of 45 items statistically increased
 - Thirty-three (33) of 45 items numerically increased
 - Ten (10) of 45 items numerically decreased
 - **Greatest increase** – Believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, Believing the Staff Council provides a forum for MSU staff to discuss issues at the university, and Believing Staff Council effectively fosters communication between MSU staff and MSU administration
 - **Greatest decrease** – Enough employees in my area/department/office to handle the work, Staff Council effectively communicates with Staff via email, and Believing Staff Council offers programs and/or events that benefit Staff

Comparison of Student Affairs to the rest of MSU (Table II.J.2)

- **More satisfied** – none
- **Less satisfied** – Fairness in pay compared to others at MSU, Fairness in pay compared to others outside MSU, and Enough employees in my area/department/office to handle the work
- **More Important** – none
- **Less important** – none

Table II.J.1.a. Student Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree) 2014 (N=122); 2017 (N=59)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
MSU Mission					
1. I understand MSU's mission.	4.43	11	0.14	ns	20
2. I think my work at MSU contributes to the overall mission of MSU.	4.56	4	0.31	+	6
3. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.75	39	0.15	ns	28
4. I believe MSU's leadership has a clear vision for university's future.	4.19	18	0.41	++	5
5. I believe MSU is headed in a positive direction.	4.20	17	0.26	ns	11
Average	4.25		0.27		
Workplace Values and Work Environment					
6. Morale (team spirit) is generally high among the staff I know.	3.88	36	0.12	ns	32
7. I believe that MSU is committed to my safety at work.	4.30	16	-0.05	ns	38
8. I am recognized for the contributions I make at work.	3.69	40	0.04	ns	40
9. I understand why it is important for MSU to value diversity.	4.59	3	0.25	+	9
10. Compared to other people doing similar work AT MSU, I think I am paid fairly.	2.89	43	-0.16	ns	30
11. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.07	23	-0.04	ns	41
12. MSU's benefit programs meet my needs.	3.92	34	0.02	ns	42
13. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.58	44	-0.12	ns	35
14. I believe MSU's physical facilities are adequate to support work and learning.	3.79	38	-0.26	ns	13
15. Parking at MSU is adequate.	2.56	45	-0.19	ns	24
Average	3.67		0.00		
Support from Leadership					
16. I have input into decisions that affect my job.	3.96	29	0.23	ns	17
17. I understand what is expected of me at my job.	4.44	10	0.19	ns	16
18. I am given a performance assessment on an annual basis.	4.46	8	-0.05	ns	39
19. I understand how my job performance is assessed.	4.06	24	-0.11	ns	33
20. My supervisor/manager communicates with me regularly.	4.42	12	0.23	ns	14
21. I am encouraged by my supervisor/manager/department head.	4.18	19	0.19	ns	22
22. My job makes good use of my skills and abilities.	4.39	14	0.30	+	8
Average	4.28		0.14		
Professional Development/Resources					
23. I have received adequate training for my job.	4.17	20	0.21	ns	19
24. I have the resources necessary to do my work.	3.87	37	-0.15	ns	27
25. My job description matches what I really do.	3.96	31	0.16	ns	26
26. I believe my workload is manageable.	3.90	35	0.11	ns	34
27. There are enough employees in my area/department/office to handle the work.	3.24	42	-0.36	ns	10
28. I am able to take advantage of training and/or professional development opportunities.	3.98	28	0.08	ns	37
29. I have the opportunity for advancement within the university.	3.45	41	0.32	ns	15
Average	3.81		0.07		
Sense of Community					
30. I would recommend MSU as a place of employment.	4.47	6	0.07	ns	36
31. I believe there is a spirit of cooperation among those with whom I work.	4.41	13	0.16	ns	21
32. I am proud to be a member of the MSU community.	4.56	5	0.01	ns	43
33. I believe the university values employee retention.	3.96	30	0.13	ns	31
Average	4.36		0.10		

Table II.J.1.a. Student Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2017 Compared to 2014.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2017		Comparison of 2014 and 2017		
	Average Response	Rank	Change (2017-2014)	t-test Significance	Rank
2014 (N=122); 2017 (N=59)					
University-wide Communication					
34. I am well informed about changes in policies and procedures that affect my employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.30	15	0.47	++	2
35. I can check MSU's website while at work.	4.59	2	0.09	ns	29
36. I can send and receive email while at work.	4.63	1	0.11	ns	23
37. I know how to find information about events happening at the university.	4.44	9	0.11	ns	25
38. I visit the MSU website on a regular basis to find information.	4.46	7	0.23	ns	12
Average	4.49		0.22		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.96	32	0.23	ns	18
40. I know how to contact my Staff Council representative(s).	3.93	33	0.40	+	7
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	4.00	27	0.49	++	4
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	4.07	22	0.52	+++	1
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.03	26	0.53	++	3
44. I believe Staff Council offers programs and/or events that benefit Staff.	4.13	21	.	.	.
45. Staff Council effectively communicates with Staff via email, website and Facebook page.	4.05	25	.	.	.
Average	4.02		0.46		
Change from 2014 to 2017					
"ns (not significant) = pvalue > 0.05"					
"+/- (significant) = pvalue < 0.05 and > 0.005"					
"++/- (highly significant) = pvalue < 0.005 and > 0.0005"					
"+++/- (very highly significant) = pvalue < 0.0005"					