

Staff Satisfaction Survey Summarized by the Divisions of the University

Data Collected in May 2014



Presented by Staff Council 2014/2015

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Table of Contents

Page

II. Overview of Divisional Analysis	1
A. Summary of Results across Divisions	2
1. Major Categories of Survey, Table II.A.1.	3
2. Detailed Response Satisfaction, Table II.A.2.	4
3. Detailed Response Importance, Table II.A.3.	6
B. Academic Affairs - Summary	8
1. Comparison of 2014-2013	
a. Satisfaction, Table II.B.1.a.	9
b. Importance, Table II.B.1.b.	11
c. Satisfaction minus Importance, Table II.B.1.c.	13
2. Comparison to Remainder of University, Table II.B.2.	15
C. Athletics - Summary	17
1. Comparison of 2014-2013	
a. Satisfaction, Table II.C.1.a.	18
b. Importance, Table II.C.1.b.	20
c. Satisfaction minus Importance, Table II.C.1.c.	22
2. Comparison to Remainder of University, Table II.C.2.	24
D. Budget & Planning - Summary	26
1. Comparison of 2014-2013	
a. Satisfaction, Table II.D.1.a.	27
b. Importance, Table II.D.1.b.	29
c. Satisfaction minus Importance, Table II.D.1.c.	31
2. Comparison to Remainder of University, Table II.D.2.	33
E. Campus Services - Summary	35
1. Comparison of 2014-2013	
a. Satisfaction, Table II.E.1.a.	36
b. Importance, Table II.E.1.b.	38
c. Satisfaction minus Importance, Table II.E.1.c.	40
2. Comparison to Remainder of University, Table II.E.2.	42

Table of Contents

	Page
F. DAFVM - Summary	44
1. Comparison of 2014-2013	
a. Satisfaction, Table II.F.1.a.	45
b. Importance, Table II.F.1.b.	47
c. Satisfaction minus Importance, Table II.F.1.c.	49
2. Comparison to Remainder of University, Table II.F.2.	51
G. Development - Summary	53
1. Comparison of 2014-2013	
a. Satisfaction, Table II.G.1.a.	54
b. Importance, Table II.G.1.b.	56
c. Satisfaction minus Importance, Table II.G.1.c.	58
2. Comparison to Remainder of University, Table II.G.2.	60
H. President - Summary	62
1. Comparison of 2014-2013	
a. Satisfaction, Table II.H.1.a.	63
b. Importance, Table II.H.1.b.	65
c. Satisfaction minus Importance, Table II.H.1.c.	67
2. Comparison to Remainder of University, Table II.H.2.	69
I. Research - Summary	71
1. Comparison of 2014-2013	
a. Satisfaction, Table II.I.1.a.	72
b. Importance, Table II.I.1.b.	74
c. Satisfaction minus Importance, Table II.I.1.c.	76
2. Comparison to Remainder of University, Table II.I.2.	78
J. Student Affairs - Summary	80
1. Comparison of 2014-2013	
a. Satisfaction, Table II.J.1.a.	81
b. Importance, Table II.J.1.b.	83
c. Satisfaction minus Importance, Table II.J.1.c.	85
2. Comparison to Remainder of University, Table II.J.2.	87

Overview Divisional Analysis of Staff Satisfaction Survey, Spring 2014

The 2014 Staff Satisfaction Survey was administered during May 2014. 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 44 items. The respondents were subsequently surveyed on the relative importance (1 = completely unimportant and 5 = very important) of each of those items. The items were separated into the major categories of i) Sense of Community, ii) Workplace Values and Work Environment, iii) Support from Leadership, iv) Professional Development/Resources, v) MSU Mission, 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 6) 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 2014 compared to the preceding year. Data in the series Table II.B.2 through Table II.J.2. compare the response of each division to the rest of the university respondents.

Summary of Results across Divisions

When averaged within major categories (Table II.A.1.), respondents identified as working in the divisions of Budget & Planning (3.98), Development (4.21), President (4.17), Research (3.96), and Student Affairs (3.97) were generally **more satisfied** than the university average (3.91), but those working in Athletics (3.62) and Campus Services (3.84) were **less satisfied**. Respondents working in Academic Affairs (3.92) and DAFVM (3.92) were similar to the university average. In general, the satisfaction level for each major category increased from 2014 to 2013 for all divisions with the exception of Student Affairs, Campus Services, and Athletics, 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 "Sense of Community", "Support from Leadership", 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 2013 to 2014 (Table II.A.1), the responses for "Workplace Values and Work Environment" **increased the most** (0.05), and "Support from Leadership" showed the second largest increase (0.04). The **smallest increase** in responses was for "Professional Development/Resources" (0.03).

Staff across divisions tended to evaluate "Sense of Community", "Workplace Values and Work Environment", "Support from Leadership", and "Professional Development/Resources" to be the **most important categories** (Table II.A.1). "MSU Mission" and "Staff Council (formerly Professional and Support Staff Advisory Council)" tended to be the **least important** major categories.

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	Divisional Analysis									
	Univ.	Academic Affairs	Athletics	Budget & Planning	Campus Services	DAFVM	Development	President	Research	Student Affairs
	2014 (N=1067)	2014 (N=214)	2014 (N=54)	2014 (N=36)	2014 (N=36)	2014 (N=286)	2014 (N=15)	2014 (N=23)	2014 (N=118)	2014 (N=122)
Satisfaction with: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)										
Sense of Community	4.17	4.18	3.72	4.24	4.07	4.23	4.35	4.47	4.22	4.26
Change from last year (2014-2013)	-0.01	0.06	-0.49	0.06	-0.17	0.05	-0.13	0.14	0.04	-0.03
Workplace Values and Work Environment	3.67	3.65	3.50	3.68	3.56	3.72	3.91	4.04	3.77	3.67
Change from last year (2014-2013)	0.05	0.12	-0.17	0.06	-0.15	0.11	0.07	0.28	0.06	-0.05
Support from Leadership	4.05	4.07	3.85	4.17	4.03	4.05	4.39	4.18	4.05	4.13
Change from last year (2014-2013)	0.04	0.13	-0.18	0.15	-0.01	0.06	0.28	0.36	-0.06	-0.03
Professional Development/Resources	3.75	3.72	3.46	3.88	3.59	3.81	4.10	3.99	3.88	3.74
Change from last year (2014-2013)	0.03	0.16	-0.26	0.07	-0.13	0.12	0.02	0.18	0.01	-0.11
MSU Mission	3.91	3.94	3.54	3.94	3.81	3.90	4.40	4.24	3.98	3.97
Change from last year (2014-2013)	-0.02	0.03	-0.43	0.03	-0.16	0.04	0.01	0.26	-0.03	-0.12
University-wide Communication	4.19	4.25	4.06	4.20	4.07	4.15	4.40	4.53	4.26	4.28
Change from last year (2014-2013)	-0.01	0.01	-0.07	-0.03	-0.05	-0.01	-0.00	0.10	-0.04	0.00
Staff Council (formerly Professional and Support Staff Advisory Council)	3.60	3.66	3.24	3.76	3.77	3.62	3.92	3.74	3.57	3.72
Change from last year (2014-2013)	-0.05	0.03	-0.09	-0.02	-0.04	0.04	-0.05	0.01	-0.03	-0.20
Average of Major Categories	3.91	3.92	3.62	3.98	3.84	3.92	4.21	4.17	3.96	3.97
Average (2014-2013)	0.00	0.08	-0.24	0.05	-0.10	0.06	0.03	0.19	-0.01	-0.08
Importance of: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)										
Sense of Community	4.44	4.47	4.37	4.43	4.45	4.42	4.64	4.62	4.39	4.45
Change from last year (2014-2013)	-0.01	0.02	-0.22	-0.02	0.11	-0.01	0.09	0.19	-0.03	-0.05
Workplace Values and Work Environment	4.48	4.52	4.40	4.41	4.50	4.44	4.57	4.47	4.50	4.49
Change from last year (2014-2013)	-0.00	0.03	-0.11	-0.01	0.01	-0.03	0.15	0.01	-0.00	-0.06
Support from Leadership	4.46	4.49	4.31	4.36	4.50	4.44	4.58	4.51	4.47	4.46
Change from last year (2014-2013)	-0.02	-0.00	-0.12	-0.03	0.05	-0.02	0.04	-0.01	-0.02	-0.06
Professional Development/Resources	4.50	4.50	4.30	4.46	4.54	4.49	4.54	4.40	4.55	4.50
Change from last year (2014-2013)	-0.01	0.00	-0.23	0.00	0.04	-0.00	0.13	-0.02	0.06	-0.08
MSU Mission	4.20	4.21	4.09	4.24	4.30	4.13	4.48	4.48	4.19	4.21
Change from last year (2014-2013)	-0.04	-0.00	-0.20	0.02	0.03	-0.05	0.01	0.13	0.01	-0.14
University-wide Communication	4.34	4.37	4.05	4.35	4.39	4.37	4.45	4.44	4.34	4.32
Change from last year (2014-2013)	-0.03	-0.02	-0.15	-0.08	0.12	0.02	0.02	-0.10	-0.02	-0.11
Staff Council (formerly Professional and Support Staff Advisory Council)	4.00	4.04	3.49	4.17	4.18	4.05	4.17	4.00	3.95	4.01
Change from last year (2014-2013)	-0.02	0.02	-0.22	0.05	0.13	0.08	0.11	-0.17	0.00	-0.17
Average of Major Categories	4.34	4.37	4.15	4.35	4.41	4.34	4.49	4.42	4.34	4.35
Average (2014-2013)	-0.02	0.01	-0.18	-0.01	0.07	-0.00	0.08	0.00	-0.00	-0.10

Table II.A.2. Reported Staff Satisfaction with Various Facets of Mississippi State University 2014

Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Budget & Campus									
	Univ.	Academic Affairs	Athletics	Planning	Services	DAFVM	Development	President	Research	Student Affairs
	(N=1067)	(N=214)	(N=54)	(N=36)	(N=36)	(N=286)	(N=15)	(N=23)	(N=118)	(N=122)
Sense of Community										
1. I would recommend MSU as a place of employment.	4.39	4.43	3.94	4.50	4.39	4.44	4.60	4.70	4.47	4.40
2. I believe there is a spirit of cooperation among those with whom I work.	4.05	4.05	3.59	4.06	3.94	4.10	4.33	4.13	4.06	4.25
3. I am proud to be a member of the MSU community.	4.46	4.46	4.17	4.47	4.41	4.50	4.60	4.87	4.48	4.55
4. I believe the university values employee retention.	3.81	3.76	3.17	3.92	3.56	3.89	3.87	4.17	3.87	3.83
Average	4.17	4.18	3.72	4.24	4.07	4.23	4.35	4.47	4.22	4.26
Workplace Values and Work Environment										
5. Morale (team spirit) is generally high among the staff I know.	3.70	3.70	3.15	3.78	3.56	3.75	3.93	4.00	3.77	3.76
6. I believe that MSU is committed to my safety at work.	4.23	4.23	4.09	4.25	4.28	4.23	4.40	4.64	4.24	4.35
7. I am recognized for the contributions I make at work.	3.70	3.71	3.35	3.97	3.57	3.73	4.40	4.13	3.87	3.66
8. I understand why it is important for MSU to value diversity.	4.23	4.23	4.26	4.17	3.97	4.20	4.47	4.48	4.24	4.35
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.24	3.26	2.96	2.92	3.03	3.32	3.53	3.96	3.55	3.05
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.03	4.01	3.93	4.08	3.97	4.09	4.07	4.22	4.08	4.11
11. MSU's benefit programs meet my needs.	3.81	3.79	3.70	3.81	3.72	3.82	3.80	4.36	3.84	3.90
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.95	2.93	2.39	2.83	2.83	3.04	3.33	3.70	3.17	2.70
13. I believe MSU's physical facilities are adequate to support work and learning.	3.99	3.97	3.96	4.03	3.78	4.05	3.87	4.04	3.97	4.05
14. Parking at MSU is adequate.	2.83	2.69	3.17	3.03	2.89	2.92	3.27	2.87	2.92	2.75
Average	3.67	3.65	3.50	3.68	3.56	3.72	3.91	4.04	3.77	3.67
Support from Leadership										
15. I have input into decisions that affect my job.	3.61	3.67	3.35	3.89	3.63	3.52	4.00	4.22	3.74	3.73
16. I understand what is expected of me at my job.	4.20	4.20	4.11	4.28	4.08	4.20	4.60	4.26	4.15	4.25
17. I am given a performance assessment on an annual basis.	4.34	4.33	4.26	4.33	4.31	4.38	4.50	3.64	4.34	4.51
18. I understand how my job performance is assessed.	4.06	4.11	3.70	4.03	4.17	4.09	4.33	3.95	4.01	4.18
19. My supervisor/manager communicates with me regularly.	4.11	4.14	3.94	4.32	4.06	4.08	4.40	4.43	4.07	4.19
20. I am encouraged by my supervisor/manager /department head.	4.00	4.08	3.74	4.27	4.06	3.99	4.47	4.35	3.97	3.98
21. My job makes good use of my skills and abilities.	4.03	3.97	3.81	4.06	3.92	4.11	4.47	4.35	4.08	4.09
Average	4.05	4.07	3.85	4.17	4.03	4.05	4.39	4.18	4.05	4.13
Professional Development/Resources										
22. I have received adequate training for my job.	3.97	3.99	3.87	3.92	3.91	3.99	4.33	4.26	4.04	3.97
23. I have the resources necessary to do my work.	4.06	4.05	3.96	4.08	3.72	4.11	4.60	4.22	4.16	4.02
24. My job description matches what I really do.	3.69	3.64	3.41	3.83	3.53	3.68	4.40	3.91	3.85	3.79
25. I believe my workload is manageable.	3.85	3.82	3.61	3.92	3.72	3.92	4.00	4.22	3.94	3.79
26. There are enough employees in my area/department /office to handle the work.	3.56	3.46	3.13	3.75	3.17	3.65	3.33	3.70	3.73	3.60
27. I am able to take advantage of training and/or professional development opportunities.	3.93	3.93	3.63	4.06	3.78	3.99	4.13	3.91	4.06	3.90
28. I have the opportunity for advancement within the university.	3.21	3.14	2.57	3.63	3.31	3.30	3.87	3.70	3.37	3.13
Average	3.75	3.72	3.46	3.88	3.59	3.81	4.10	3.99	3.88	3.74

Table II.A.2. Reported Staff Satisfaction with Various Facets of Mississippi State University 2014

Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Budget & Campus									
	Univ.	Academic Affairs	Athletics	Planning	Services	DAFVM	Development	President	Research	Student Affairs
	(N=1067)	(N=214)	(N=54)	(N=36)	(N=36)	(N=286)	(N=15)	(N=23)	(N=118)	(N=122)
MSU Mission										
29. I understand MSU's mission.	4.12	4.14	3.70	4.06	3.89	4.10	4.47	4.43	4.15	4.29
30. I think my work at MSU contributes to the overall mission of MSU.	4.15	4.20	3.69	4.17	4.17	4.11	4.60	4.61	4.21	4.26
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.43	3.49	2.85	3.51	3.33	3.30	4.20	3.70	3.60	3.61
32. I believe MSU's leadership has a clear vision for university's future.	3.85	3.86	3.69	3.91	3.75	3.90	4.33	4.23	3.87	3.78
33. I believe MSU is headed in a positive direction.	4.03	4.01	3.76	4.06	3.92	4.09	4.40	4.22	4.08	3.93
Average	3.91	3.94	3.54	3.94	3.81	3.90	4.40	4.24	3.98	3.97
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.).	3.76	3.76	3.61	3.83	3.53	3.70	4.07	3.96	3.91	3.83
35. I can check MSU's website while at work.	4.43	4.45	4.37	4.36	4.36	4.43	4.67	4.74	4.45	4.50
36. I can send and receive email while at work.	4.43	4.46	4.43	4.31	4.25	4.43	4.67	4.70	4.52	4.52
37. I know how to find information about events happening at the university.	4.20	4.30	4.07	4.25	4.03	4.12	4.40	4.57	4.29	4.33
38. I visit the MSU website on a regular basis to find information.	4.14	4.28	3.83	4.25	4.19	4.06	4.20	4.68	4.15	4.23
Average	4.19	4.25	4.06	4.20	4.07	4.15	4.40	4.53	4.26	4.28
Staff Council (formerly Professional and Support Staff Advisory Council)										
39. I understand the role of Staff Council at MSU.	3.58	3.70	2.96	3.78	3.81	3.62	3.80	3.65	3.54	3.73
40. I know how to contact my Staff Council representative(s).	3.36	3.37	2.75	3.72	3.64	3.45	3.64	3.35	3.36	3.53
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.49	3.54	3.13	3.56	3.61	3.53	3.87	3.70	3.46	3.51
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.49	3.50	3.20	3.61	3.60	3.53	3.86	3.70	3.47	3.55
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.44	3.47	3.09	3.64	3.61	3.45	4.00	3.48	3.44	3.50
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.24	4.37	4.31	4.25	4.36	4.13	4.33	4.57	4.14	4.48
Average	3.60	3.66	3.24	3.76	3.77	3.62	3.92	3.74	3.57	3.72
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)										
89. MSU Home Page...	2.85	2.88	2.83	2.88	2.79	2.81	2.87	2.95	2.95	2.81
90. Email communication...	2.98	2.99	3.04	2.97	2.88	2.96	3.00	3.10	2.91	2.97
91. Paper communication...	3.08	3.13	3.43	3.31	3.20	3.05	2.83	2.79	3.02	3.15
92. MSU Facebook...	2.84	2.90	2.88	2.82	3.07	2.79	2.56	2.50	2.96	2.80
93. MSU Twitter...	2.87	2.90	3.00	2.69	2.92	2.88	2.56	2.27	3.03	2.79
94. Use of emergency text messaging (Maroon Alert) related to severe weather and other emergencies requiring action...	2.91	2.91	2.85	2.91	2.81	2.91	2.77	2.87	2.94	2.98
Average	2.92	2.95	3.00	2.93	2.94	2.90	2.76	2.75	2.97	2.92

Table II.A.3. Reported Staff Importance with Various Facets of Mississippi State University 2014

Importance of: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Budget & Campus									
	Univ.	Academic Affairs	Athletics	Planning	Services	DAFVM	Development	President	Research	Student Affairs
	(N=1067)	(N=214)	(N=54)	(N=36)	(N=36)	(N=286)	(N=15)	(N=23)	(N=118)	(N=122)
Sense of Community										
45. Being able to recommend MSU as a place of employment.	4.26	4.34	4.04	4.33	4.32	4.23	4.50	4.43	4.20	4.28
46. Feeling a spirit of cooperation among those with whom you work.	4.57	4.55	4.63	4.50	4.60	4.56	4.67	4.74	4.50	4.60
47. Being proud to be a member of the MSU community.	4.42	4.45	4.37	4.49	4.54	4.40	4.71	4.70	4.35	4.43
48. Believing that employee retention is valued by the university.	4.49	4.55	4.43	4.42	4.34	4.47	4.67	4.61	4.51	4.52
Average	4.44	4.47	4.37	4.43	4.45	4.42	4.64	4.62	4.39	4.45
Workplace Values and Work Environment										
49. High morale (team spirit) exhibited by the staff that you know.	4.44	4.50	4.57	4.47	4.33	4.39	4.60	4.61	4.45	4.47
50. Believing that MSU is committed to your safety at work.	4.49	4.47	4.39	4.43	4.67	4.44	4.67	4.45	4.56	4.48
51. Being recognized for the contributions that you make at work.	4.43	4.50	4.31	4.22	4.42	4.38	4.27	4.39	4.47	4.41
52. Diversity being valued at MSU.	4.18	4.17	4.17	4.19	4.14	4.09	4.47	4.17	4.21	4.22
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.67	4.71	4.61	4.54	4.72	4.64	4.80	4.70	4.66	4.70
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.61	4.65	4.57	4.41	4.67	4.59	4.73	4.61	4.67	4.62
55. Having MSU's benefit programs meet your needs.	4.64	4.67	4.50	4.58	4.61	4.65	4.60	4.64	4.59	4.66
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.59	4.54	4.63	4.54	4.64	4.56	4.80	4.35	4.63	4.64
57. Having physical facilities at MSU that are adequate to support work and learning.	4.48	4.53	4.37	4.39	4.58	4.48	4.60	4.43	4.48	4.45
58. Having adequate parking at MSU.	4.27	4.43	3.93	4.36	4.26	4.21	4.13	4.36	4.29	4.21
Average	4.48	4.52	4.40	4.41	4.50	4.44	4.57	4.47	4.50	4.49
Support from Leadership										
59. Having input into decisions that affect your job.	4.56	4.59	4.56	4.43	4.56	4.55	4.57	4.70	4.58	4.54
60. Understanding what is expected of you at your job.	4.70	4.69	4.63	4.53	4.69	4.71	4.86	4.78	4.75	4.69
61. Being given a performance assessment on an annual basis.	4.03	4.04	3.70	4.11	4.03	4.02	4.27	4.17	3.94	4.12
62. Understanding how your job performance is assessed.	4.38	4.38	4.04	4.33	4.39	4.37	4.67	4.45	4.41	4.39
63. Having your supervisor/manager communicate with you regularly.	4.51	4.53	4.45	4.40	4.61	4.52	4.60	4.43	4.50	4.48
64. Being encouraged by your supervisor/manager /department head.	4.47	4.54	4.33	4.26	4.61	4.40	4.53	4.43	4.51	4.47
65. Having your job make good use of your skills and abilities.	4.56	4.63	4.49	4.47	4.58	4.52	4.60	4.57	4.56	4.55
Average	4.46	4.49	4.31	4.36	4.50	4.44	4.58	4.51	4.47	4.46
Professional Development/Resources										
66. Receiving adequate training for your job.	4.57	4.55	4.20	4.56	4.64	4.60	4.73	4.48	4.62	4.55
67. Having resources necessary to do your work.	4.68	4.65	4.67	4.56	4.71	4.70	4.80	4.74	4.76	4.69
68. Having a job description that matches what you really do.	4.24	4.31	3.92	4.26	4.31	4.23	4.33	3.95	4.29	4.20
69. Having a manageable workload.	4.50	4.53	4.22	4.50	4.39	4.49	4.53	4.41	4.53	4.52
70. Having enough employees in your area/department /office to handle the work.	4.52	4.53	4.56	4.47	4.58	4.50	4.53	4.41	4.51	4.51
71. Being able to take advantage of training and/or professional development opportunities.	4.45	4.43	4.21	4.40	4.56	4.48	4.40	4.41	4.49	4.48
72. Having the opportunity for advancement within the university.	4.50	4.49	4.32	4.46	4.58	4.45	4.43	4.36	4.63	4.52
Average	4.50	4.50	4.30	4.46	4.54	4.49	4.54	4.40	4.55	4.50

Table II.A.3. Reported Staff Importance with Various Facets of Mississippi State University 2014

Importance of: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Budget & Campus									
	Univ.	Academic Affairs	Athletics	Budget & Planning	Campus Services	DAFVM	Development	President	Research	Student Affairs
	(N=1067)	(N=214)	(N=54)	(N=36)	(N=36)	(N=286)	(N=15)	(N=23)	(N=118)	(N=122)
MSU Mission										
73. Understanding MSU's mission.	4.12	4.10	3.94	4.14	4.19	4.06	4.40	4.43	4.13	4.20
74. Believing that your work contributes to the overall mission of MSU.	4.23	4.27	4.08	4.23	4.38	4.14	4.53	4.65	4.19	4.26
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	3.93	3.91	3.77	4.11	4.09	3.88	4.20	4.13	3.92	3.91
76. Believing MSU's leadership has a clear vision for the university's future.	4.27	4.30	4.26	4.31	4.36	4.19	4.47	4.50	4.29	4.28
77. Believing MSU is headed in a positive direction.	4.42	4.45	4.42	4.40	4.50	4.40	4.80	4.71	4.40	4.41
Average	4.20	4.21	4.09	4.24	4.30	4.13	4.48	4.48	4.19	4.21
University-wide Communication										
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.49	4.49	4.25	4.51	4.67	4.49	4.60	4.55	4.58	4.40
79. Being able to check MSU's website while at work.	4.27	4.32	3.83	4.20	4.31	4.39	4.20	4.39	4.24	4.23
80. Being able to send and receive email while at work.	4.49	4.53	4.45	4.37	4.25	4.52	4.80	4.68	4.53	4.48
81. Knowing how to find information about events happening at the university.	4.23	4.26	3.91	4.31	4.44	4.21	4.27	4.39	4.24	4.26
82. Visiting the MSU website on a regular basis to find information.	4.20	4.26	3.79	4.34	4.31	4.22	4.40	4.22	4.13	4.24
Average	4.34	4.37	4.05	4.35	4.39	4.37	4.45	4.44	4.34	4.32
Staff Council (formerly Professional and Support Staff Advisory Council)										
83. Understanding the role of Staff Council at MSU.	3.87	3.92	3.46	3.91	4.09	3.92	4.07	3.82	3.77	3.87
84. Knowing how to get in touch with your Staff Council representative(s).	3.88	3.87	3.41	4.06	4.11	3.96	4.00	3.87	3.75	3.92
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.09	4.11	3.51	4.20	4.17	4.16	4.27	4.05	4.07	4.12
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.06	4.08	3.48	4.29	4.14	4.14	4.29	4.09	4.07	4.05
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.11	4.12	3.58	4.38	4.22	4.16	4.33	4.05	4.08	4.14
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	4.00	4.13	3.49	4.21	4.36	3.98	4.07	4.14	3.93	3.98
Average	4.00	4.04	3.49	4.17	4.18	4.05	4.17	4.00	3.95	4.01

Academic Affairs – Summary

Satisfaction (Table II.B.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, would recommend MSU as a place of employment, and being permitted to attend Staff Appreciation Day.
- **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 2013 to 2014**
 - Sixteen (16) of 44 items statistically increased
 - Thirty-eight (38) of 44 items numerically increased
 - Five (5) of 44 items numerically decreased
 - **Greatest increase** – fairness in pay compared to others at MSU, fairness in pay compared to others outside MSU, and job description matches what I really do
 - **Greatest decrease** – proud to be a member of the MSU community, being permitted to attend Staff Appreciation Day, and adequate parking

Importance (Table II.B.1.b.)

- **Most Important** – being paid fairly when compared to other people doing similar work at MSU, understanding what is expected of you at your job, having MSU's benefit programs meet your needs, being comfortable expressing your job related ideas/concerns with your supervisor, and having resources necessary to do your work
- **Least Important** – having Staff Council provide a forum for MSU staff to discuss issues that affect the university, being given a performance assessment on an annual basis, understanding the role of Staff Council at MSU, understanding the top 3-5 institutional priorities for improving MSU over the next three years, and knowing how to get in touch with your Staff Council representative

Satisfaction minus Importance (Table II.B.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – adequate parking, fairness in pay compared to others outside MSU, fairness in pay compared to others at MSU, and having the opportunity for advancement within the university

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

- **More satisfied** – visiting the MSU website on a regular basis to find information, understanding the role of Staff Council at MSU, and being permitted to attend Staff Appreciation Day
- **Less satisfied** – adequate parking
- **More Important** – adequate parking, and being permitted to attend Staff Appreciation Day
- **Less important** – none

Table II.B.1.a. Academic Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=243); 2014 (N=214)					
Sense of Community					
1. I would recommend MSU as a place of employment.	4.43	4	0.06	ns	23
2. I believe there is a spirit of cooperation among those with whom I work.	4.05	18	0.10	ns	19
3. I am proud to be a member of the MSU community.	4.46	2	-0.02	ns	38
4. I believe the university values employee retention.	3.76	29	0.10	ns	20
Average	4.18		0.06		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.70	32	0.12	ns	13
6. I believe that MSU is committed to my safety at work.	4.23	10	0.08	ns	17
7. I am recognized for the contributions I make at work.	3.71	30	0.09	ns	21
8. I understand why it is important for MSU to value diversity.	4.23	9	0.05	ns	28
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.26	41	0.28	+	2
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.01	19	0.07	ns	24
11. MSU's benefit programs meet my needs.	3.79	27	0.15	ns	10
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.93	43	0.27	+	3
13. I believe MSU's physical facilities are adequate to support work and learning.	3.97	22	0.16	ns	7
14. Parking at MSU is adequate.	2.69	44	-0.05	ns	29
Average	3.65		0.12		
Support from Leadership					
15. I have input into decisions that affect my job.	3.67	33	0.17	ns	9
16. I understand what is expected of me at my job.	4.20	12	0.09	ns	16
17. I am given a performance assessment on an annual basis.	4.33	6	0.02	ns	35
18. I understand how my job performance is assessed.	4.11	15	0.12	ns	12
19. My supervisor/manager communicates with me regularly.	4.14	13	0.11	ns	15
20. I am encouraged by my supervisor/manager/department head.	4.08	16	0.21	+	6
21. My job makes good use of my skills and abilities.	3.97	23	0.18	ns	8
Average	4.07		0.13		
Professional Development/Resources					
22. I have received adequate training for my job.	3.99	21	0.25	+	1
23. I have the resources necessary to do my work.	4.05	17	0.10	ns	14
24. My job description matches what I really do.	3.64	34	0.26	+	5
25. I believe my workload is manageable.	3.82	26	0.08	ns	22
26. There are enough employees in my area/department/office to handle the work.	3.46	39	0.07	ns	25
27. I am able to take advantage of training and/or professional development opportunities.	3.93	24	0.15	ns	11
28. I have the opportunity for advancement within the university.	3.14	42	0.26	+	4
Average	3.72		0.16		
MSU Mission					
29. I understand MSU's mission.	4.14	14	0.04	ns	31
30. I think my work at MSU contributes to the overall mission of MSU.	4.20	11	0.01	ns	41
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.49	37	-0.01	ns	43
32. I believe MSU's leadership has a clear vision for university's future.	3.86	25	0.04	ns	30
33. I believe MSU is headed in a positive direction.	4.01	20	0.04	ns	34
Average	3.94		0.03		

Table II.B.1.a. Academic Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=243); 2014 (N=214)					
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.).	3.76	28	0.02	ns	39
35. I can check MSU's website while at work.	4.45	3	-0.01	ns	40
36. I can send and receive email while at work.	4.46	1	0.02	ns	37
37. I know how to find information about events happening at the university.	4.30	7	0.02	ns	36
38. I visit the MSU website on a regular basis to find information.	4.28	8	0.01	ns	42
Average	4.25		0.01		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.70	31	0.09	ns	18
40. I know how to contact my Staff Council representative(s).	3.37	40	0.06	ns	26
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.54	35	0.04	ns	33
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.50	36	0.00	ns	44
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.47	38	0.05	ns	27
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.37	5	-0.04	ns	32
Average	3.66		0.03		
Change from 2013 to 2014					
"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"					

Table II.B.1.b. Academic Affairs: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=243); 2014 (N=214)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.34	28	0.08	ns	7
46. Feeling a spirit of cooperation among those with whom you work.	4.55	8	-0.04	ns	17
47. Being proud to be a member of the MSU community.	4.45	23	0.04	ns	19
48. Believing that employee retention is valued by the university.	4.55	10	0.01	ns	39
Average	4.47		0.02		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.50	18	0.08	ns	5
50. Believing that MSU is committed to your safety at work.	4.47	22	-0.01	ns	37
51. Being recognized for the contributions that you make at work.	4.50	19	-0.01	ns	31
52. Diversity being valued at MSU.	4.17	35	0.08	ns	10
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.71	1	0.02	ns	24
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.65	4	0.02	ns	27
55. Having MSU's benefit programs meet your needs.	4.67	3	0.01	ns	38
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.54	12	-0.09	ns	2
57. Having physical facilities at MSU that are adequate to support work and learning.	4.53	16	0.07	ns	8
58. Having adequate parking at MSU.	4.43	26	0.15	ns	1
Average	4.52		0.03		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.59	7	0.02	ns	26
60. Understanding what is expected of you at your job.	4.69	2	-0.07	ns	6
61. Being given a performance assessment on an annual basis.	4.04	41	-0.02	ns	28
62. Understanding how your job performance is assessed.	4.38	27	-0.02	ns	29
63. Having your supervisor/manager communicate with you regularly.	4.53	15	-0.05	ns	16
64. Being encouraged by your supervisor/manager/department head.	4.54	11	0.05	ns	14
65. Having your job make good use of your skills and abilities.	4.63	6	0.07	ns	4
Average	4.49		-0.00		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.55	9	0.06	ns	12
67. Having resources necessary to do your work.	4.65	5	-0.03	ns	18
68. Having a job description that matches what you really do.	4.31	30	0.06	ns	13
69. Having a manageable workload.	4.53	17	-0.00	ns	44
70. Having enough employees in your area/department/office to handle the work.	4.53	14	-0.02	ns	25
71. Being able to take advantage of training and/or professional development opportunities.	4.43	25	0.03	ns	21
72. Having the opportunity for advancement within the university.	4.49	20	-0.09	ns	3
Average	4.50		0.00		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.10	39	0.01	ns	33
74. Believing that your work contributes to the overall mission of MSU.	4.27	32	-0.03	ns	23
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	3.91	43	-0.01	ns	35
76. Believing MSU's leadership has a clear vision for the university's future.	4.30	31	0.01	ns	32
77. Believing MSU is headed in a positive direction.	4.45	24	-0.00	ns	41
Average	4.21		-0.00		

Table II.B.1.b. Academic Affairs: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=243); 2014 (N=214)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.49	21	-0.01	ns	34
79. Being able to check MSU's website while at work.	4.32	29	-0.02	ns	30
80. Being able to send and receive email while at work.	4.53	13	-0.03	ns	22
81. Knowing how to find information about events happening at the university.	4.26	33	-0.05	ns	15
82. Visiting the MSU website on a regular basis to find information.	4.26	34	-0.00	ns	43
Average	4.37		-0.02		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.92	42	0.07	ns	9
84. Knowing how to get in touch with your Staff Council representative(s).	3.87	44	0.01	ns	36
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.11	38	0.00	ns	42
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.08	40	-0.01	ns	40
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.12	37	-0.04	ns	20
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	4.13	36	0.07	ns	11
Average	4.04		0.02		
Change from 2013 to 2014					
"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"					

Table II.B.1.c. Academic Affairs: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=243); 2014 (N=214)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.10	4		-0.02
2. I believe there is a spirit of cooperation among those with whom I work.	-0.51	23		0.14
3. I am proud to be a member of the MSU community.	0.01	9		-0.06
4. I believe the university values employee retention.	-0.79	36		0.09
Average	-0.30			0.04
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.80	37		0.04
6. I believe that MSU is committed to my safety at work.	-0.24	13		0.09
7. I am recognized for the contributions I make at work.	-0.79	35		0.11
8. I understand why it is important for MSU to value diversity.	0.06	5		-0.03
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.45	42		0.25
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.64	29		0.05
11. MSU's benefit programs meet my needs.	-0.87	38		0.14
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.61	43		0.37
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.56	25		0.09
14. Parking at MSU is adequate.	-1.74	44		-0.21
Average	-0.86			0.09
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.92	39		0.15
16. I understand what is expected of me at my job.	-0.49	20		0.15
17. I am given a performance assessment on an annual basis.	0.29	1		0.05
18. I understand how my job performance is assessed.	-0.27	14		0.14
19. My supervisor/manager communicates with me regularly.	-0.39	15		0.16
20. I am encouraged by my supervisor/manager/department head.	-0.47	19		0.16
21. My job makes good use of my skills and abilities.	-0.66	31		0.11
Average	-0.42			0.13
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.56	24		0.19
23. I have the resources necessary to do my work.	-0.60	28		0.14
24. My job description matches what I really do.	-0.67	32		0.20
25. I believe my workload is manageable.	-0.71	33		0.08
26. There are enough employees in my area/department/office to handle the work.	-1.07	40		0.09
27. I am able to take advantage of training and/or professional development opportunities.	-0.49	21		0.11
28. I have the opportunity for advancement within the university.	-1.34	41		0.34
Average	-0.78			0.16
<u>MSU Mission</u>				
29. I understand MSU's mission.	0.04	6		0.03
30. I think my work at MSU contributes to the overall mission of MSU.	-0.07	11		0.04
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.42	16		0.01
32. I believe MSU's leadership has a clear vision for university's future.	-0.44	17		0.03
33. I believe MSU is headed in a positive direction.	-0.44	18		0.04
Average	-0.27			0.03

Table II.B.1.c. Academic Affairs: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=243); 2014 (N=214)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
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.).	-0.73	34		0.03
35. I can check MSU's website while at work.	0.13	3		0.01
36. I can send and receive email while at work.	-0.07	10		0.05
37. I know how to find information about events happening at the university.	0.03	7		0.08
38. I visit the MSU website on a regular basis to find information.	0.02	8		0.01
Average	-0.12			0.03
Staff Council (formerly Professional and Support Staff Advisory Council)				
39. I understand the role of Staff Council at MSU.	-0.21	12		0.02
40. I know how to contact my Staff Council representative(s).	-0.50	22		0.05
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.57	26		0.04
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.58	27		0.01
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.65	30		0.09
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.24	2		-0.11
Average	-0.38			0.02

Table II.B.2 Academic Affairs: Division of Academic Affairs Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Academic Affairs ³	University Residual ⁴	Sig. ⁵	Academic Affairs	University Residual	Sig.
Sense of Community	N=214	N=853		N=214	N=853	
1. I would recommend MSU as a place of employment.	4.43	4.38	ns	4.34	4.24	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.05	4.05	ns	4.55	4.57	ns
3. I am proud to be a member of the MSU community.	4.46	4.46	ns	4.45	4.42	ns
4. I believe the university values employee retention.	3.76	3.82	ns	4.55	4.47	ns
Average	4.18	4.17		4.47	4.43	
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	3.70	3.70	ns	4.50	4.43	ns
6. I believe that MSU is committed to my safety at work.	4.23	4.23	ns	4.47	4.49	ns
7. I am recognized for the contributions I make at work.	3.71	3.70	ns	4.50	4.41	ns
8. I understand why it is important for MSU to value diversity.	4.23	4.23	ns	4.17	4.19	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.26	3.23	ns	4.71	4.66	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.01	4.03	ns	4.65	4.60	ns
11. MSU's benefit programs meet my needs.	3.79	3.81	ns	4.67	4.63	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.93	2.96	ns	4.54	4.60	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	3.97	4.00	ns	4.53	4.47	ns
14. Parking at MSU is adequate.	2.69	2.87	-	4.43	4.23	++
Average	3.65	3.68		4.52	4.47	
Support from Leadership						
15. I have input into decisions that affect my job.	3.67	3.60	ns	4.59	4.55	ns
16. I understand what is expected of me at my job.	4.20	4.21	ns	4.69	4.70	ns
17. I am given a performance assessment on an annual basis.	4.33	4.34	ns	4.04	4.03	ns
18. I understand how my job performance is assessed.	4.11	4.05	ns	4.38	4.38	ns
19. My supervisor/manager communicates with me regularly.	4.14	4.10	ns	4.53	4.50	ns
20. I am encouraged by my supervisor/manager/department head.	4.08	3.98	ns	4.54	4.45	ns
21. My job makes good use of my skills and abilities.	3.97	4.04	ns	4.63	4.54	ns
Average	4.07	4.04		4.49	4.45	
Professional Development/Resources						
22. I have received adequate training for my job.	3.99	3.96	ns	4.55	4.58	ns
23. I have the resources necessary to do my work.	4.05	4.06	ns	4.65	4.69	ns
24. My job description matches what I really do.	3.64	3.71	ns	4.31	4.23	ns
25. I believe my workload is manageable.	3.82	3.86	ns	4.53	4.49	ns
26. There are enough employees in my area/department/office to handle the work.	3.46	3.58	ns	4.53	4.52	ns
27. I am able to take advantage of training and/or professional development opportunities.	3.93	3.93	ns	4.43	4.46	ns
28. I have the opportunity for advancement within the university.	3.14	3.23	ns	4.49	4.51	ns
Average	3.72	3.76		4.50	4.50	
MSU Mission						
29. I understand MSU's mission.	4.14	4.11	ns	4.10	4.13	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.20	4.14	ns	4.27	4.22	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.49	3.41	ns	3.91	3.94	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.86	3.84	ns	4.30	4.26	ns
33. I believe MSU is headed in a positive direction.	4.01	4.03	ns	4.45	4.42	ns
Average	3.94	3.91		4.21	4.19	

Table II.B.2 Academic Affairs: Division of Academic Affairs Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Academic Affairs ³	University Residual ⁴	Sig. ⁵	Academic Affairs	University Residual	Sig.
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.).	3.76	3.76	ns	4.49	4.49	ns
35. I can check MSU's website while at work.	4.45	4.42	ns	4.32	4.26	ns
36. I can send and receive email while at work.	4.46	4.42	ns	4.53	4.47	ns
37. I know how to find information about events happening at the university.	4.30	4.18	ns	4.26	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.28	4.11	+	4.26	4.19	ns
Average	4.25	4.18		4.37	4.33	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.70	3.55	+	3.92	3.85	ns
40. I know how to contact my Staff Council representative(s).	3.37	3.36	ns	3.87	3.89	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.54	3.48	ns	4.11	4.08	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.50	3.49	ns	4.08	4.06	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.47	3.43	ns	4.12	4.10	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.37	4.20	+	4.13	3.97	+
Average	3.66	3.59		4.04	3.99	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Academic Affairs.						
⁴ Includes all respondents who do not self identify as Academic Affairs.						
⁵ "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** – can send and receive email while at work, can check MSU's website while at work, being permitted to attend Staff Appreciation Day, given a performance assessment on an annual basis, and understanding why it is important for MSU to value diversity.
- **Lowest satisfaction** – understanding the role of Staff Council at MSU, understanding the top 3-5 institutional priorities for improving MSU over the next three years, knowing how to contact my Staff Council representative, having the opportunity for advancement within the university, and fairness in pay compared to others outside MSU.
- **Change from 2013 to 2014**
 - Sixteen (16) of 44 items statistically increased
 - Four (4) of 44 items numerically increased
 - Fourty (40) of 44 items numerically decreased
 - **Greatest increase** – believing MSU's physical facilities are adequate to support work and learning, MSU's benefit programs meet my needs, and being permitted to attend Staff Appreciation Day
 - **Greatest decrease** – understanding MSU's mission, believing there is a spirit of cooperation among those with whom I work, and morale is generally high among the staff I know

Importance (Table II.C.1.b.)

- **Most Important** – having resources necessary to do your work, being paid fairly when compared to other people doing similar work outside of MSU, understanding what is expected of you at your job, feeling a spirit of cooperation among those with whom you work, and being paid fairly when compared to other people doing similar work at MSU
- **Least Important** – having Staff Council effectively foster communication between the staff and MSU administration, being permitted to attend Staff Appreciation Day, having Staff Council provide a forum for MSU staff to discuss issues that affect the university, understanding the role of Staff Council at MSU, and knowing how to get in touch with your Staff Council representative

Satisfaction minus Importance (Table II.C.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – fairness in pay compared to others outside MSU, having the opportunity for advancement within the university, fairness in pay compared to others at MSU, and enough employees in my area/department/office to handle the work

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

- **More satisfied** – adequate parking
- **Less satisfied** – would recommend MSU as a place of employment, believing there is a spirit of cooperation among those with whom I work, proud to be a member of the MSU community, believing the university values employee retention, 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, understanding how my job performance is assessed, job description matches what I really do, enough employees in my area/department/office to handle the work, ability to take advantage of training and/or professional development opportunities, having the opportunity for advancement within the university, understanding MSU's mission, 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 is headed in a positive direction, visiting the MSU website on a regular basis to find information, 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 believing the Staff Council provides a unified voice when communicating on behalf of MSU staff
- **More Important** – none
- **Less important** – adequate parking, given a performance assessment on an annual basis, understanding how my job performance is assessed, having received adequate training for my job, job description matches what I really do, believing my workload is manageable, ability to take advantage of training and/or professional development opportunities, being well informed about changes in policies and procedures that affect my employment, can check MSU's website while at work, 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, 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, believing the Staff Council

provides a unified voice when communicating on behalf of MSU staff, and being permitted to attend Staff Appreciation Day

Table II.C.1.a. Athletics: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=42); 2014 (N=54)					
Sense of Community					
1. I would recommend MSU as a place of employment.	3.94	13	-0.48	-	4
2. I believe there is a spirit of cooperation among those with whom I work.	3.59	28	-0.65	--	2
3. I am proud to be a member of the MSU community.	4.17	6	-0.42	-	6
4. I believe the university values employee retention.	3.17	34	-0.40	ns	10
Average	3.72		-0.49		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.15	35	-0.88	---	1
6. I believe that MSU is committed to my safety at work.	4.09	8	-0.12	ns	31
7. I am recognized for the contributions I make at work.	3.35	30	-0.22	ns	19
8. I understand why it is important for MSU to value diversity.	4.26	4	-0.01	ns	44
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	2.96	40	-0.18	ns	27
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	3.93	14	-0.22	ns	18
11. MSU's benefit programs meet my needs.	3.70	22	0.10	ns	33
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.39	44	-0.21	ns	22
13. I believe MSU's physical facilities are adequate to support work and learning.	3.96	11	0.13	ns	30
14. Parking at MSU is adequate.	3.17	33	-0.07	ns	41
Average	3.50		-0.17		
Support from Leadership					
15. I have input into decisions that affect my job.	3.35	31	-0.34	ns	13
16. I understand what is expected of me at my job.	4.11	7	-0.17	ns	21
17. I am given a performance assessment on an annual basis.	4.26	5	-0.05	ns	42
18. I understand how my job performance is assessed.	3.70	20	-0.20	ns	20
19. My supervisor/manager communicates with me regularly.	3.94	12	-0.10	ns	36
20. I am encouraged by my supervisor/manager/department head.	3.74	19	-0.19	ns	25
21. My job makes good use of my skills and abilities.	3.81	17	-0.19	ns	23
Average	3.85		-0.18		
Professional Development/Resources					
22. I have received adequate training for my job.	3.87	15	-0.22	ns	17
23. I have the resources necessary to do my work.	3.96	10	-0.08	ns	38
24. My job description matches what I really do.	3.41	29	-0.33	ns	14
25. I believe my workload is manageable.	3.61	26	-0.29	ns	15
26. There are enough employees in my area/department/office to handle the work.	3.13	37	-0.37	ns	12
27. I am able to take advantage of training and/or professional development opportunities.	3.63	25	-0.32	ns	11
28. I have the opportunity for advancement within the university.	2.57	43	-0.20	ns	24
Average	3.46		-0.26		
MSU Mission					
29. I understand MSU's mission.	3.70	21	-0.49	-	3
30. I think my work at MSU contributes to the overall mission of MSU.	3.69	23	-0.41	-	8
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	2.85	41	-0.46	-	7
32. I believe MSU's leadership has a clear vision for university's future.	3.69	24	-0.36	-	9
33. I believe MSU is headed in a positive direction.	3.76	18	-0.46	-	5
Average	3.54		-0.43		

Table II.C.1.a. Athletics: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=42); 2014 (N=54)					
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.).	3.61	27	-0.15	ns	28
35. I can check MSU's website while at work.	4.37	2	-0.07	ns	37
36. I can send and receive email while at work.	4.43	1	0.03	ns	43
37. I know how to find information about events happening at the university.	4.07	9	-0.07	ns	39
38. I visit the MSU website on a regular basis to find information.	3.83	16	-0.10	ns	34
Average	4.06		-0.07		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	2.96	39	-0.25	ns	16
40. I know how to contact my Staff Council representative(s).	2.75	42	-0.15	ns	29
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.13	36	-0.08	ns	35
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.20	32	-0.06	ns	40
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.09	38	-0.15	ns	26
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.31	3	0.10	ns	32
Average	3.24		-0.09		
Change from 2013 to 2014					
"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"					

Table II.C.1.b. Athletics: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=42); 2014 (N=54)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.04	29	-0.37	ns	3
46. Feeling a spirit of cooperation among those with whom you work.	4.63	4	-0.05	ns	38
47. Being proud to be a member of the MSU community.	4.37	18	-0.37	-	1
48. Believing that employee retention is valued by the university.	4.43	14	-0.07	ns	35
Average	4.37		-0.22		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.57	6	-0.07	ns	33
50. Believing that MSU is committed to your safety at work.	4.39	16	-0.11	ns	29
51. Being recognized for the contributions that you make at work.	4.31	21	-0.07	ns	39
52. Diversity being valued at MSU.	4.17	27	-0.07	ns	37
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.61	5	-0.02	ns	44
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.57	7	-0.07	ns	34
55. Having MSU's benefit programs meet your needs.	4.50	10	-0.09	ns	32
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.63	3	-0.04	ns	42
57. Having physical facilities at MSU that are adequate to support work and learning.	4.37	17	-0.27	ns	4
58. Having adequate parking at MSU.	3.93	32	-0.34	ns	5
Average	4.40		-0.11		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.56	8	-0.13	ns	21
60. Understanding what is expected of you at your job.	4.63	2	-0.16	ns	19
61. Being given a performance assessment on an annual basis.	3.70	38	-0.15	ns	27
62. Understanding how your job performance is assessed.	4.04	30	-0.09	ns	36
63. Having your supervisor/manager communicate with you regularly.	4.45	12	-0.12	ns	25
64. Being encouraged by your supervisor/manager/department head.	4.33	19	-0.03	ns	43
65. Having your job make good use of your skills and abilities.	4.49	11	-0.13	ns	23
Average	4.31		-0.12		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.20	26	-0.36	-	2
67. Having resources necessary to do your work.	4.67	1	-0.21	ns	7
68. Having a job description that matches what you really do.	3.92	33	-0.30	ns	10
69. Having a manageable workload.	4.22	24	-0.18	ns	20
70. Having enough employees in your area/department/office to handle the work.	4.56	9	-0.11	ns	26
71. Being able to take advantage of training and/or professional development opportunities.	4.21	25	-0.27	ns	9
72. Having the opportunity for advancement within the university.	4.32	20	-0.15	ns	24
Average	4.30		-0.23		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	3.94	31	-0.29	ns	6
74. Believing that your work contributes to the overall mission of MSU.	4.08	28	-0.21	ns	15
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	3.77	37	-0.26	ns	12
76. Believing MSU's leadership has a clear vision for the university's future.	4.26	22	-0.05	ns	40
77. Believing MSU is headed in a positive direction.	4.42	15	-0.18	ns	16
Average	4.09		-0.20		

Table II.C.1.b. Athletics: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=42); 2014 (N=54)					
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.25	23	-0.22	ns	14
79. Being able to check MSU's website while at work.	3.83	35	-0.31	ns	8
80. Being able to send and receive email while at work.	4.45	13	0.05	ns	41
81. Knowing how to find information about events happening at the university.	3.91	34	-0.12	ns	30
82. Visiting the MSU website on a regular basis to find information.	3.79	36	-0.13	ns	28
Average	4.05		-0.15		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.46	43	-0.23	ns	17
84. Knowing how to get in touch with your Staff Council representative(s).	3.41	44	-0.28	ns	11
85. Having Staff Council effectively foster communication between the staff and MSU administration.	3.51	40	-0.18	ns	22
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	3.48	42	-0.22	ns	18
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	3.58	39	-0.27	ns	13
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	3.49	41	-0.13	ns	31
Average	3.49		-0.22		
Change from 2013 to 2014					
"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"					

Table II.C.1.c. Athletics: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=42); 2014 (N=54)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	-0.09	8		-0.12
2. I believe there is a spirit of cooperation among those with whom I work.	-1.04	37		-0.59
3. I am proud to be a member of the MSU community.	-0.20	9		-0.05
4. I believe the university values employee retention.	-1.26	39		-0.33
Average	-0.65			-0.27
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-1.43	40		-0.81
6. I believe that MSU is committed to my safety at work.	-0.30	12		-0.01
7. I am recognized for the contributions I make at work.	-0.96	36		-0.15
8. I understand why it is important for MSU to value diversity.	0.09	5		0.06
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.65	42		-0.16
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.64	28		-0.15
11. MSU's benefit programs meet my needs.	-0.80	34		0.19
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-2.24	44		-0.17
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.41	17		0.40
14. Parking at MSU is adequate.	-0.76	33		0.27
Average	-0.91			-0.05
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-1.20	38		-0.20
16. I understand what is expected of me at my job.	-0.52	22		-0.02
17. I am given a performance assessment on an annual basis.	0.56	2		0.10
18. I understand how my job performance is assessed.	-0.33	13		-0.11
19. My supervisor/manager communicates with me regularly.	-0.51	20		0.01
20. I am encouraged by my supervisor/manager/department head.	-0.59	25		-0.16
21. My job makes good use of my skills and abilities.	-0.68	31		-0.06
Average	-0.47			-0.06
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.33	14		0.13
23. I have the resources necessary to do my work.	-0.70	32		0.13
24. My job description matches what I really do.	-0.52	21		-0.03
25. I believe my workload is manageable.	-0.61	26		-0.11
26. There are enough employees in my area/department/office to handle the work.	-1.43	41		-0.26
27. I am able to take advantage of training and/or professional development opportunities.	-0.58	23		-0.05
28. I have the opportunity for advancement within the university.	-1.75	43		-0.04
Average	-0.85			-0.03
<u>MSU Mission</u>				
29. I understand MSU's mission.	-0.24	10		-0.19
30. I think my work at MSU contributes to the overall mission of MSU.	-0.39	16		-0.20
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.92	35		-0.21
32. I believe MSU's leadership has a clear vision for university's future.	-0.58	24		-0.31
33. I believe MSU is headed in a positive direction.	-0.66	29		-0.28
Average	-0.56			-0.24

Table II.C.1.c. Athletics: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=42); 2014 (N=54)	Results from 2014		Change from 2013 to 2014
	Satisfaction-Import	Rank	Satisfaction-Import
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.).	-0.63	27	0.07
35. I can check MSU's website while at work.	0.54	3	0.24
36. I can send and receive email while at work.	-0.02	7	-0.02
37. I know how to find information about events happening at the university.	0.17	4	0.05
38. I visit the MSU website on a regular basis to find information.	0.04	6	0.04
Average	0.02		0.08
Staff Council (formerly Professional and Support Staff Advisory Council)			
39. I understand the role of Staff Council at MSU.	-0.50	19	-0.02
40. I know how to contact my Staff Council representative(s).	-0.66	30	0.13
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.38	15	0.10
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.28	11	0.16
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.49	18	0.12
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.82	1	0.22
Average	-0.25		0.12

Table II.C.2 Athletics: Division of Athletics Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Athletics ³	University Residual ⁴	Sig. ⁵	Athletics	University Residual	Sig.
Sense of Community	N=54	N=1013		N=54	N=1013	
1. I would recommend MSU as a place of employment.	3.94	4.41	---	4.04	4.27	ns
2. I believe there is a spirit of cooperation among those with whom I work.	3.59	4.07	--	4.63	4.57	ns
3. I am proud to be a member of the MSU community.	4.17	4.47	-	4.37	4.43	ns
4. I believe the university values employee retention.	3.17	3.84	---	4.43	4.49	ns
Average	3.72	4.20		4.37	4.44	
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	3.15	3.73	---	4.57	4.43	ns
6. I believe that MSU is committed to my safety at work.	4.09	4.24	ns	4.39	4.49	ns
7. I am recognized for the contributions I make at work.	3.35	3.72	-	4.31	4.43	ns
8. I understand why it is important for MSU to value diversity.	4.26	4.23	ns	4.17	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	2.96	3.25	ns	4.61	4.67	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	3.93	4.04	ns	4.57	4.61	ns
11. MSU's benefit programs meet my needs.	3.70	3.81	ns	4.50	4.65	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.39	2.98	---	4.63	4.59	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	3.96	3.99	ns	4.37	4.49	ns
14. Parking at MSU is adequate.	3.17	2.81	+	3.93	4.29	-
Average	3.50	3.68		4.40	4.48	
Support from Leadership						
15. I have input into decisions that affect my job.	3.35	3.63	ns	4.56	4.56	ns
16. I understand what is expected of me at my job.	4.11	4.21	ns	4.63	4.70	ns
17. I am given a performance assessment on an annual basis.	4.26	4.34	ns	3.70	4.05	-
18. I understand how my job performance is assessed.	3.70	4.08	-	4.04	4.40	-
19. My supervisor/manager communicates with me regularly.	3.94	4.11	ns	4.45	4.51	ns
20. I am encouraged by my supervisor/manager/department head.	3.74	4.01	ns	4.33	4.48	ns
21. My job makes good use of my skills and abilities.	3.81	4.04	ns	4.49	4.56	ns
Average	3.85	4.06		4.31	4.46	
Professional Development/Resources						
22. I have received adequate training for my job.	3.87	3.97	ns	4.20	4.59	--
23. I have the resources necessary to do my work.	3.96	4.06	ns	4.67	4.69	ns
24. My job description matches what I really do.	3.41	3.71	-	3.92	4.26	-
25. I believe my workload is manageable.	3.61	3.87	ns	4.22	4.51	-
26. There are enough employees in my area/department/office to handle the work.	3.13	3.58	--	4.56	4.52	ns
27. I am able to take advantage of training and/or professional development opportunities.	3.63	3.95	-	4.21	4.47	-
28. I have the opportunity for advancement within the university.	2.57	3.25	---	4.32	4.51	ns
Average	3.45	3.77		4.30	4.51	
MSU Mission						
29. I understand MSU's mission.	3.70	4.14	---	3.94	4.13	ns
30. I think my work at MSU contributes to the overall mission of MSU.	3.69	4.18	---	4.08	4.24	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	2.85	3.46	---	3.77	3.94	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.69	3.85	ns	4.26	4.27	ns
33. I believe MSU is headed in a positive direction.	3.76	4.04	-	4.42	4.42	ns
Average	3.54	3.93		4.09	4.20	

Table II.C.2 Athletics: Division of Athletics Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Athletics ³	University Residual ⁴	Sig. ⁵	Athletics	University Residual	Sig.
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.).	3.61	3.76	ns	4.25	4.50	-
35. I can check MSU's website while at work.	4.37	4.43	ns	3.83	4.30	---
36. I can send and receive email while at work.	4.43	4.43	ns	4.45	4.49	ns
37. I know how to find information about events happening at the university.	4.07	4.21	ns	3.91	4.25	-
38. I visit the MSU website on a regular basis to find information.	3.83	4.16	-	3.79	4.22	--
Average	4.06	4.20		4.05	4.35	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	2.96	3.62	---	3.46	3.89	--
40. I know how to contact my Staff Council representative(s).	2.75	3.39	---	3.41	3.91	---
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.13	3.51	--	3.51	4.12	---
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.20	3.51	-	3.48	4.09	---
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.09	3.46	--	3.58	4.13	---
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.31	4.23	ns	3.49	4.03	---
Average	3.24	3.62		3.49	4.03	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Athletics.						
⁴ Includes all respondents who do not self identify as Athletics.						
⁵ "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** – would recommend MSU as a place of employment, proud to be a member of the MSU community, can check MSU's website while at work, given a performance assessment on an annual basis, and supervisor/manager communicates with me regularly.
- **Lowest satisfaction** – believing Staff Council effectively fosters communication between MSU staff and MSU administration, understanding the top 3-5 institutional priorities for improving MSU over the next three years, adequate parking, fairness in pay compared to others at MSU, and fairness in pay compared to others outside MSU.
- **Change from 2013 to 2014**
 - Nineteen (19) of 44 items statistically increased
 - Thirty-one (31) of 44 items numerically increased
 - Thirteen (13) of 44 items numerically decreased
 - **Greatest increase** – encouraged by my supervisor/manager/department head, having the opportunity for advancement within the university, and recognized for the contributions I make at work
 - **Greatest decrease** – being well informed about changes in policies and procedures that affect my employment, understanding MSU's mission, and believing Staff Council effectively fosters communication between MSU staff and MSU administration

Importance (Table II.D.1.b.)

- **Most Important** – having MSU's benefit programs meet your needs, receiving adequate training for your job, having resources necessary to do your work, being paid fairly when compared to other people doing similar work at MSU, and being paid fairly when compared to other people doing similar work outside of MSU
- **Least Important** – understanding MSU's mission, understanding the top 3-5 institutional priorities for improving MSU over the next three years, being given a performance assessment on an annual basis, knowing how to get in touch with your Staff Council representative, and understanding the role of Staff Council at MSU

Satisfaction minus Importance (Table II.D.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – fairness in pay compared to others outside MSU, fairness in pay compared to others at MSU, adequate parking, and having the opportunity for advancement within the university

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

- **More satisfied** – recognized for the contributions I make at work, encouraged by my supervisor/manager/department head, having the opportunity for advancement within the university, and knowing how to contact my Staff Council representative
- **Less satisfied** – none
- **More Important** – believing the Staff Council provides a unified voice when communicating on behalf of MSU staff
- **Less important** – none

Table II.D.1.a. Budget & Planning: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=52); 2014 (N=36)					
Sense of Community					
1. I would recommend MSU as a place of employment.	4.50	1	-0.04	ns	30
2. I believe there is a spirit of cooperation among those with whom I work.	4.06	19	0.09	ns	20
3. I am proud to be a member of the MSU community.	4.47	2	0.00	ns	44
4. I believe the university values employee retention.	3.92	26	0.17	ns	7
Average	4.24		0.06		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.78	33	0.12	ns	11
6. I believe that MSU is committed to my safety at work.	4.25	10	0.08	ns	22
7. I am recognized for the contributions I make at work.	3.97	24	0.24	ns	2
8. I understand why it is important for MSU to value diversity.	4.17	13	0.11	ns	12
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	2.92	43	-0.02	ns	36
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.08	15	0.03	ns	34
11. MSU's benefit programs meet my needs.	3.81	32	0.09	ns	21
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.83	44	-0.07	ns	28
13. I believe MSU's physical facilities are adequate to support work and learning.	4.03	22	-0.03	ns	31
14. Parking at MSU is adequate.	3.03	42	0.12	ns	13
Average	3.68		0.06		
Support from Leadership					
15. I have input into decisions that affect my job.	3.89	29	0.18	ns	4
16. I understand what is expected of me at my job.	4.28	7	0.09	ns	15
17. I am given a performance assessment on an annual basis.	4.33	4	0.04	ns	29
18. I understand how my job performance is assessed.	4.03	23	0.07	ns	26
19. My supervisor/manager communicates with me regularly.	4.32	5	0.15	ns	6
20. I am encouraged by my supervisor/manager/department head.	4.27	8	0.45	+	1
21. My job makes good use of my skills and abilities.	4.06	18	0.10	ns	16
Average	4.17		0.15		
Professional Development/Resources					
22. I have received adequate training for my job.	3.92	25	-0.03	ns	32
23. I have the resources necessary to do my work.	4.08	16	0.06	ns	24
24. My job description matches what I really do.	3.83	31	0.01	ns	43
25. I believe my workload is manageable.	3.92	27	-0.08	ns	18
26. There are enough employees in my area/department/office to handle the work.	3.75	35	0.10	ns	17
27. I am able to take advantage of training and/or professional development opportunities.	4.06	20	0.16	ns	5
28. I have the opportunity for advancement within the university.	3.63	38	0.26	ns	3
Average	3.88		0.07		
MSU Mission					
29. I understand MSU's mission.	4.06	17	-0.12	ns	9
30. I think my work at MSU contributes to the overall mission of MSU.	4.17	14	0.01	ns	39
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.51	41	0.07	ns	27
32. I believe MSU's leadership has a clear vision for university's future.	3.91	28	0.01	ns	41
33. I believe MSU is headed in a positive direction.	4.06	21	0.15	ns	8
Average	3.94		0.03		

Table II.D.1.a. Budget & Planning: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=52); 2014 (N=36)					
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.).	3.83	30	-0.11	ns	14
35. I can check MSU's website while at work.	4.36	3	0.01	ns	37
36. I can send and receive email while at work.	4.31	6	-0.01	ns	38
37. I know how to find information about events happening at the university.	4.25	11	0.02	ns	35
38. I visit the MSU website on a regular basis to find information.	4.25	9	-0.08	ns	19
Average	4.20		-0.03		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.78	34	0.03	ns	33
40. I know how to contact my Staff Council representative(s).	3.72	36	0.02	ns	40
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.56	40	-0.14	ns	10
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.61	39	-0.01	ns	42
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.64	37	0.08	ns	23
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.25	12	-0.06	ns	25
Average	3.76		-0.02		
Change from 2013 to 2014					
"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"					

Table II.D.1.b. Budget & Planning: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=52); 2014 (N=36)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.33	27	-0.01	ns	39
46. Feeling a spirit of cooperation among those with whom you work.	4.50	9	0.04	ns	30
47. Being proud to be a member of the MSU community.	4.49	10	-0.04	ns	26
48. Believing that employee retention is valued by the university.	4.42	17	-0.04	ns	29
Average	4.43		-0.02		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.47	11	0.14	ns	9
50. Believing that MSU is committed to your safety at work.	4.43	15	0.08	ns	19
51. Being recognized for the contributions that you make at work.	4.22	35	-0.05	ns	28
52. Diversity being valued at MSU.	4.19	39	0.13	ns	12
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.54	4	-0.13	ns	13
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.41	18	-0.20	ns	2
55. Having MSU's benefit programs meet your needs.	4.58	1	-0.06	ns	23
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.54	5	0.01	ns	38
57. Having physical facilities at MSU that are adequate to support work and learning.	4.39	22	0.01	ns	42
58. Having adequate parking at MSU.	4.36	25	-0.02	ns	33
Average	4.41		-0.01		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.43	16	-0.17	ns	8
60. Understanding what is expected of you at your job.	4.53	6	-0.12	ns	10
61. Being given a performance assessment on an annual basis.	4.11	42	0.23	ns	3
62. Understanding how your job performance is assessed.	4.33	28	0.12	ns	14
63. Having your supervisor/manager communicate with you regularly.	4.40	21	-0.17	ns	6
64. Being encouraged by your supervisor/manager/department head.	4.26	33	-0.19	ns	7
65. Having your job make good use of your skills and abilities.	4.47	12	0.05	ns	25
Average	4.36		-0.03		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.56	2	-0.02	ns	35
67. Having resources necessary to do your work.	4.56	3	-0.02	ns	34
68. Having a job description that matches what you really do.	4.26	32	0.08	ns	20
69. Having a manageable workload.	4.50	8	0.12	ns	11
70. Having enough employees in your area/department/office to handle the work.	4.47	13	-0.10	ns	15
71. Being able to take advantage of training and/or professional development opportunities.	4.40	20	-0.00	ns	43
72. Having the opportunity for advancement within the university.	4.46	14	-0.04	ns	27
Average	4.46		0.00		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.14	40	-0.01	ns	36
74. Believing that your work contributes to the overall mission of MSU.	4.23	34	-0.04	ns	31
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	4.11	41	0.10	ns	17
76. Believing MSU's leadership has a clear vision for the university's future.	4.31	30	0.06	ns	22
77. Believing MSU is headed in a positive direction.	4.40	19	-0.01	ns	40
Average	4.24		0.02		

Table II.D.1.b. Budget & Planning: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=52); 2014 (N=36)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.51	7	-0.05	ns	24
79. Being able to check MSU's website while at work.	4.20	38	-0.30	ns	1
80. Being able to send and receive email while at work.	4.37	24	-0.10	ns	16
81. Knowing how to find information about events happening at the university.	4.31	29	0.06	ns	21
82. Visiting the MSU website on a regular basis to find information.	4.34	26	-0.01	ns	41
Average	4.35		-0.08		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.91	44	-0.09	ns	18
84. Knowing how to get in touch with your Staff Council representative(s).	4.06	43	-0.00	ns	44
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.20	37	0.02	ns	32
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.29	31	0.17	ns	5
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.38	23	0.18	ns	4
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	4.21	36	-0.01	ns	37
Average	4.17		0.05		
Change from 2013 to 2014					
"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"					

Table II.D.1.c. Budget & Planning: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=52); 2014 (N=36)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.17	2		-0.03
2. I believe there is a spirit of cooperation among those with whom I work.	-0.44	27		0.06
3. I am proud to be a member of the MSU community.	-0.01	6		0.05
4. I believe the university values employee retention.	-0.50	29		0.21
Average	-0.20			0.07
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.69	37		-0.01
6. I believe that MSU is committed to my safety at work.	-0.18	15		0.00
7. I am recognized for the contributions I make at work.	-0.25	17		0.29
8. I understand why it is important for MSU to value diversity.	-0.02	7		-0.02
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.63	43		0.11
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.33	19		0.23
11. MSU's benefit programs meet my needs.	-0.78	40		0.15
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.71	44		-0.08
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.36	23		-0.04
14. Parking at MSU is adequate.	-1.33	42		0.15
Average	-0.73			0.08
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.54	30		0.35
16. I understand what is expected of me at my job.	-0.25	16		0.20
17. I am given a performance assessment on an annual basis.	0.22	1		-0.18
18. I understand how my job performance is assessed.	-0.31	18		-0.05
19. My supervisor/manager communicates with me regularly.	-0.08	11		0.32
20. I am encouraged by my supervisor/manager/department head.	0.02	5		0.63
21. My job makes good use of my skills and abilities.	-0.42	25		0.05
Average	-0.19			0.19
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.64	33		-0.01
23. I have the resources necessary to do my work.	-0.47	28		0.09
24. My job description matches what I really do.	-0.42	26		-0.07
25. I believe my workload is manageable.	-0.58	31		-0.20
26. There are enough employees in my area/department/office to handle the work.	-0.72	38		0.20
27. I am able to take advantage of training and/or professional development opportunities.	-0.34	22		0.16
28. I have the opportunity for advancement within the university.	-0.83	41		0.31
Average	-0.57			0.07
<u>MSU Mission</u>				
29. I understand MSU's mission.	-0.08	12		-0.10
30. I think my work at MSU contributes to the overall mission of MSU.	-0.06	9		0.05
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.60	32		-0.02
32. I believe MSU's leadership has a clear vision for university's future.	-0.40	24		-0.05
33. I believe MSU is headed in a positive direction.	-0.34	21		0.17
Average	-0.30			0.01

Table II.D.1.c. Budget & Planning: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=52); 2014 (N=36)	Results from 2014		Change from 2013 to 2014
	Satisfaction-Import	Rank	Satisfaction-Import
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.).	-0.68	36	-0.05
35. I can check MSU's website while at work.	0.16	3	0.31
36. I can send and receive email while at work.	-0.06	8	0.09
37. I know how to find information about events happening at the university.	-0.06	10	-0.05
38. I visit the MSU website on a regular basis to find information.	-0.09	13	-0.07
Average	-0.15		0.05
Staff Council (formerly Professional and Support Staff Advisory Council)			
39. I understand the role of Staff Council at MSU.	-0.13	14	0.12
40. I know how to contact my Staff Council representative(s).	-0.33	20	0.02
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.64	34	-0.16
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.67	35	-0.17
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.74	39	-0.10
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.04	4	-0.04
Average	-0.41		-0.06

Table II.D.2 Budget & Planning: Division of Budget & Planning Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Budget & Planning ³	University Residual ⁴	Sig. ⁵	Budget & Planning	University Residual	Sig.
Sense of Community	N=36	N=1031		N=36	N=1031	
1. I would recommend MSU as a place of employment.	4.50	4.38	ns	4.33	4.26	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.06	4.05	ns	4.50	4.57	ns
3. I am proud to be a member of the MSU community.	4.47	4.46	ns	4.49	4.42	ns
4. I believe the university values employee retention.	3.92	3.80	ns	4.42	4.49	ns
Average	4.24	4.17		4.43	4.44	
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	3.78	3.70	ns	4.47	4.44	ns
6. I believe that MSU is committed to my safety at work.	4.25	4.23	ns	4.43	4.49	ns
7. I am recognized for the contributions I make at work.	3.97	3.70	+	4.22	4.44	ns
8. I understand why it is important for MSU to value diversity.	4.17	4.23	ns	4.19	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	2.92	3.25	ns	4.54	4.68	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.08	4.03	ns	4.41	4.62	ns
11. MSU's benefit programs meet my needs.	3.81	3.81	ns	4.58	4.64	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.83	2.96	ns	4.54	4.59	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	4.03	3.99	ns	4.39	4.48	ns
14. Parking at MSU is adequate.	3.03	2.83	ns	4.36	4.26	ns
Average	3.69	3.67		4.41	4.48	
Support from Leadership						
15. I have input into decisions that affect my job.	3.89	3.60	ns	4.43	4.56	ns
16. I understand what is expected of me at my job.	4.28	4.20	ns	4.53	4.70	ns
17. I am given a performance assessment on an annual basis.	4.33	4.34	ns	4.11	4.03	ns
18. I understand how my job performance is assessed.	4.03	4.06	ns	4.33	4.38	ns
19. My supervisor/manager communicates with me regularly.	4.32	4.10	ns	4.40	4.51	ns
20. I am encouraged by my supervisor/manager/department head.	4.27	3.99	+	4.26	4.48	ns
21. My job makes good use of my skills and abilities.	4.06	4.03	ns	4.47	4.56	ns
Average	4.17	4.05		4.36	4.46	
Professional Development/Resources						
22. I have received adequate training for my job.	3.92	3.97	ns	4.56	4.57	ns
23. I have the resources necessary to do my work.	4.08	4.06	ns	4.56	4.69	ns
24. My job description matches what I really do.	3.83	3.69	ns	4.26	4.24	ns
25. I believe my workload is manageable.	3.92	3.85	ns	4.50	4.50	ns
26. There are enough employees in my area/department/office to handle the work.	3.75	3.55	ns	4.47	4.53	ns
27. I am able to take advantage of training and/or professional development opportunities.	4.06	3.93	ns	4.40	4.46	ns
28. I have the opportunity for advancement within the university.	3.63	3.20	+	4.46	4.50	ns
Average	3.88	3.75		4.46	4.50	
MSU Mission						
29. I understand MSU's mission.	4.06	4.12	ns	4.14	4.12	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.17	4.15	ns	4.23	4.23	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.51	3.43	ns	4.11	3.93	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.91	3.84	ns	4.31	4.26	ns
33. I believe MSU is headed in a positive direction.	4.06	4.02	ns	4.40	4.43	ns
Average	3.94	3.91		4.24	4.19	

Table II.D.2 Budget & Planning: Division of Budget & Planning Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Budget & Planning ³	University Residual ⁴	Sig. ⁵	Budget & Planning	University Residual	Sig.
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.).	3.83	3.75	ns	4.51	4.49	ns
35. I can check MSU's website while at work.	4.36	4.43	ns	4.20	4.28	ns
36. I can send and receive email while at work.	4.31	4.43	ns	4.37	4.49	ns
37. I know how to find information about events happening at the university.	4.25	4.20	ns	4.31	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.25	4.14	ns	4.34	4.20	ns
Average	4.20	4.19		4.35	4.34	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.78	3.58	ns	3.91	3.86	ns
40. I know how to contact my Staff Council representative(s).	3.72	3.35	+	4.06	3.88	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.56	3.49	ns	4.20	4.08	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.61	3.49	ns	4.29	4.05	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.64	3.43	ns	4.38	4.10	+
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.25	4.24	ns	4.21	3.99	ns
Average	3.76	3.59		4.17	3.99	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Budget & Planning.						
⁴ Includes all respondents who do not self identify as Budget & Planning.						
⁵ "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, can check MSU's website while at work, being permitted to attend Staff Appreciation Day, and given a performance assessment on an annual basis.
- **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, adequate parking, and fairness in pay compared to others outside MSU.
- **Change from 2013 to 2014**
 - Nineteen (19) of 44 items statistically increased
 - Nine (9) of 44 items numerically increased
 - Thirty-five (35) of 44 items numerically decreased
 - **Greatest increase** – understanding how my job performance is assessed, visiting the MSU website on a regular basis to find information, and being permitted to attend Staff Appreciation Day
 - **Greatest decrease** – understanding why it is important for MSU to value diversity, being well informed about changes in policies and procedures that affect my employment, and believing the university values employee retention

Importance (Table II.E.1.b.)

- **Most Important** – being paid fairly when compared to other people doing similar work at MSU, having resources necessary to do your work, understanding what is expected of you at your job, believing that MSU is committed to your safety at work, and being well informed about changes in policies and procedures that affect your employment
- **Least Important** – diversity being valued at MSU, knowing how to get in touch with your Staff Council representative, understanding the top 3-5 institutional priorities for improving MSU over the next three years, understanding the role of Staff Council at MSU, and being given a performance assessment on an annual basis

Satisfaction minus Importance (Table II.E.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – 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

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

- **More satisfied** – none
- **Less satisfied** – having the resources necessary to do my work, and enough employees in my area/department/office to handle the work
- **More Important** – being permitted to attend Staff Appreciation Day
- **Less important** – none

Table II.E.1.a. Campus Services: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=47); 2014 (N=36)					
Sense of Community					
1. I would recommend MSU as a place of employment.	4.39	2	-0.04	ns	37
2. I believe there is a spirit of cooperation among those with whom I work.	3.94	17	-0.12	ns	22
3. I am proud to be a member of the MSU community.	4.41	1	-0.12	ns	19
4. I believe the university values employee retention.	3.56	36	-0.38	ns	1
Average	4.07		-0.17		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.56	35	-0.04	ns	39
6. I believe that MSU is committed to my safety at work.	4.28	6	0.02	ns	41
7. I am recognized for the contributions I make at work.	3.57	34	-0.09	ns	28
8. I understand why it is important for MSU to value diversity.	3.97	16	-0.31	ns	2
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.03	42	-0.06	ns	35
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	3.97	15	-0.11	ns	24
11. MSU's benefit programs meet my needs.	3.72	28	-0.23	ns	11
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.83	44	-0.21	ns	17
13. I believe MSU's physical facilities are adequate to support work and learning.	3.78	24	-0.24	ns	7
14. Parking at MSU is adequate.	2.89	43	-0.26	ns	12
Average	3.56		-0.15		
Support from Leadership					
15. I have input into decisions that affect my job.	3.63	30	-0.05	ns	34
16. I understand what is expected of me at my job.	4.08	11	-0.24	ns	9
17. I am given a performance assessment on an annual basis.	4.31	5	-0.09	ns	25
18. I understand how my job performance is assessed.	4.17	10	0.32	ns	4
19. My supervisor/manager communicates with me regularly.	4.06	13	-0.05	ns	33
20. I am encouraged by my supervisor/manager/department head.	4.06	12	0.06	ns	32
21. My job makes good use of my skills and abilities.	3.92	19	-0.04	ns	38
Average	4.03		-0.01		
Professional Development/Resources					
22. I have received adequate training for my job.	3.91	20	-0.23	ns	6
23. I have the resources necessary to do my work.	3.72	27	-0.30	ns	3
24. My job description matches what I really do.	3.53	38	0.04	ns	40
25. I believe my workload is manageable.	3.72	26	-0.07	ns	29
26. There are enough employees in my area/department/office to handle the work.	3.17	41	-0.07	ns	30
27. I am able to take advantage of training and/or professional development opportunities.	3.78	23	-0.24	ns	8
28. I have the opportunity for advancement within the university.	3.31	40	-0.01	ns	43
Average	3.59		-0.13		
MSU Mission					
29. I understand MSU's mission.	3.89	21	-0.18	ns	16
30. I think my work at MSU contributes to the overall mission of MSU.	4.17	9	-0.09	ns	26
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.33	39	-0.20	ns	14
32. I believe MSU's leadership has a clear vision for university's future.	3.75	25	-0.21	ns	13
33. I believe MSU is headed in a positive direction.	3.92	18	-0.13	ns	20
Average	3.81		-0.16		

Table II.E.1.a. Campus Services: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=47); 2014 (N=36)					
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.).	3.53	37	-0.32	ns	5
35. I can check MSU's website while at work.	4.36	3	0.11	ns	21
36. I can send and receive email while at work.	4.25	7	0.04	ns	36
37. I know how to find information about events happening at the university.	4.03	14	-0.21	ns	10
38. I visit the MSU website on a regular basis to find information.	4.19	8	0.15	ns	15
Average	4.07		-0.05		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.81	22	0.00	ns	44
40. I know how to contact my Staff Council representative(s).	3.64	29	-0.06	ns	31
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.61	32	-0.08	ns	27
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.60	33	-0.17	ns	18
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.61	31	-0.02	ns	42
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.36	4	0.11	ns	23
Average	3.77		-0.04		
Change from 2013 to 2014					
"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"					

Table II.E.1.b. Campus Services: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=47); 2014 (N=36)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.32	30	0.03	ns	34
46. Feeling a spirit of cooperation among those with whom you work.	4.60	12	0.24	ns	1
47. Being proud to be a member of the MSU community.	4.54	19	0.20	ns	5
48. Believing that employee retention is valued by the university.	4.34	28	-0.00	ns	43
Average	4.45		0.11		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.33	29	-0.10	ns	17
50. Believing that MSU is committed to your safety at work.	4.67	5	0.18	ns	4
51. Being recognized for the contributions that you make at work.	4.42	22	-0.01	ns	41
52. Diversity being valued at MSU.	4.14	39	-0.03	ns	33
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.72	1	0.00	ns	42
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.67	4	0.04	ns	25
55. Having MSU's benefit programs meet your needs.	4.61	10	-0.04	ns	27
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.64	8	0.00	ns	44
57. Having physical facilities at MSU that are adequate to support work and learning.	4.58	14	0.06	ns	22
58. Having adequate parking at MSU.	4.26	34	-0.02	ns	40
Average	4.50		0.01		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.56	18	0.10	ns	16
60. Understanding what is expected of you at your job.	4.69	3	0.04	ns	26
61. Being given a performance assessment on an annual basis.	4.03	44	-0.16	ns	12
62. Understanding how your job performance is assessed.	4.39	24	-0.03	ns	30
63. Having your supervisor/manager communicate with you regularly.	4.61	9	0.11	ns	15
64. Being encouraged by your supervisor/manager/department head.	4.61	11	0.18	ns	6
65. Having your job make good use of your skills and abilities.	4.58	13	0.09	ns	18
Average	4.50		0.05		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.64	7	0.11	ns	14
67. Having resources necessary to do your work.	4.71	2	-0.02	ns	37
68. Having a job description that matches what you really do.	4.31	32	0.02	ns	36
69. Having a manageable workload.	4.39	23	0.03	ns	32
70. Having enough employees in your area/department/office to handle the work.	4.58	16	-0.02	ns	39
71. Being able to take advantage of training and/or professional development opportunities.	4.56	17	0.16	ns	9
72. Having the opportunity for advancement within the university.	4.58	15	0.03	ns	31
Average	4.54		0.04		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.19	37	0.06	ns	23
74. Believing that your work contributes to the overall mission of MSU.	4.38	25	0.03	ns	28
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	4.09	43	0.02	ns	38
76. Believing MSU's leadership has a clear vision for the university's future.	4.36	26	0.02	ns	35
77. Believing MSU is headed in a positive direction.	4.50	20	0.03	ns	29
Average	4.30		0.03		

Table II.E.1.b. Campus Services: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=47); 2014 (N=36)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.67	6	0.20	ns	3
79. Being able to check MSU's website while at work.	4.31	33	0.16	ns	10
80. Being able to send and receive email while at work.	4.25	35	-0.09	ns	20
81. Knowing how to find information about events happening at the university.	4.44	21	0.15	ns	11
82. Visiting the MSU website on a regular basis to find information.	4.31	31	0.18	ns	7
Average	4.39		0.12		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	4.09	42	0.13	ns	13
84. Knowing how to get in touch with your Staff Council representative(s).	4.11	41	0.17	ns	8
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.17	38	0.10	ns	19
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.14	40	0.08	ns	21
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.22	36	0.05	ns	24
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	4.36	27	0.25	ns	2
Average	4.18		0.13		
Change from 2013 to 2014					
"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"					

Table II.E.1.c. Campus Services: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=47); 2014 (N=36)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.07	2		-0.06
2. I believe there is a spirit of cooperation among those with whom I work.	-0.66	24		-0.36
3. I am proud to be a member of the MSU community.	-0.13	7		-0.32
4. I believe the university values employee retention.	-0.79	33		-0.37
Average	-0.38			-0.28
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.78	30		0.06
6. I believe that MSU is committed to my safety at work.	-0.39	13		-0.15
7. I am recognized for the contributions I make at work.	-0.85	35		-0.08
8. I understand why it is important for MSU to value diversity.	-0.17	8		-0.27
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.69	43		-0.06
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.69	27		-0.16
11. MSU's benefit programs meet my needs.	-0.89	36		-0.19
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.81	44		-0.21
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.81	34		-0.31
14. Parking at MSU is adequate.	-1.37	41		-0.24
Average	-0.94			-0.16
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.93	37		-0.15
16. I understand what is expected of me at my job.	-0.61	21		-0.28
17. I am given a performance assessment on an annual basis.	0.29	1		0.07
18. I understand how my job performance is assessed.	-0.22	10		0.35
19. My supervisor/manager communicates with me regularly.	-0.56	18		-0.16
20. I am encouraged by my supervisor/manager/department head.	-0.55	17		-0.12
21. My job makes good use of my skills and abilities.	-0.67	25		-0.14
Average	-0.46			-0.06
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.72	28		-0.34
23. I have the resources necessary to do my work.	-0.98	38		-0.28
24. My job description matches what I really do.	-0.78	32		0.02
25. I believe my workload is manageable.	-0.67	26		-0.09
26. There are enough employees in my area/department/office to handle the work.	-1.42	42		-0.06
27. I am able to take advantage of training and/or professional development opportunities.	-0.78	31		-0.40
28. I have the opportunity for advancement within the university.	-1.28	40		-0.04
Average	-0.95			-0.17
<u>MSU Mission</u>				
29. I understand MSU's mission.	-0.31	12		-0.24
30. I think my work at MSU contributes to the overall mission of MSU.	-0.22	9		-0.12
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.75	29		-0.22
32. I believe MSU's leadership has a clear vision for university's future.	-0.61	23		-0.23
33. I believe MSU is headed in a positive direction.	-0.58	20		-0.16
Average	-0.49			-0.19

Table II.E.1.c. Campus Services: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=47); 2014 (N=36)	Results from 2014		Change from 2013 to 2014
	Satisfaction-Import	Rank	Satisfaction-Import
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.).	-1.14	39	-0.52
35. I can check MSU's website while at work.	0.06	3	-0.05
36. I can send and receive email while at work.	0.00	4	0.13
37. I know how to find information about events happening at the university.	-0.42	14	-0.35
38. I visit the MSU website on a regular basis to find information.	-0.11	6	-0.02
Average	-0.32		-0.16
Staff Council (formerly Professional and Support Staff Advisory Council)			
39. I understand the role of Staff Council at MSU.	-0.28	11	-0.13
40. I know how to contact my Staff Council representative(s).	-0.47	15	-0.24
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.56	19	-0.19
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.54	16	-0.24
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.61	22	-0.07
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.00	5	-0.15
Average	-0.41		-0.17

Table II.E.2 Campus Services: Division of Campus Services Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Campus Services ³	University Residual ⁴	Sig. ⁵	Campus Services	University Residual	Sig.
Sense of Community	N=36	N=1031		N=36	N=1031	
1. I would recommend MSU as a place of employment.	4.39	4.39	ns	4.32	4.26	ns
2. I believe there is a spirit of cooperation among those with whom I work.	3.94	4.05	ns	4.60	4.57	ns
3. I am proud to be a member of the MSU community.	4.41	4.46	ns	4.54	4.42	ns
4. I believe the university values employee retention.	3.56	3.82	ns	4.34	4.49	ns
Average	4.08	4.18		4.45	4.43	
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	3.56	3.70	ns	4.33	4.45	ns
6. I believe that MSU is committed to my safety at work.	4.28	4.23	ns	4.67	4.48	ns
7. I am recognized for the contributions I make at work.	3.57	3.71	ns	4.42	4.43	ns
8. I understand why it is important for MSU to value diversity.	3.97	4.24	ns	4.14	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.03	3.24	ns	4.72	4.67	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	3.97	4.03	ns	4.67	4.61	ns
11. MSU's benefit programs meet my needs.	3.72	3.81	ns	4.61	4.64	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.83	2.96	ns	4.64	4.59	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	3.78	4.00	ns	4.58	4.48	ns
14. Parking at MSU is adequate.	2.89	2.83	ns	4.26	4.27	ns
Average	3.56	3.68		4.50	4.48	
Support from Leadership						
15. I have input into decisions that affect my job.	3.63	3.61	ns	4.56	4.56	ns
16. I understand what is expected of me at my job.	4.08	4.21	ns	4.69	4.70	ns
17. I am given a performance assessment on an annual basis.	4.31	4.34	ns	4.03	4.03	ns
18. I understand how my job performance is assessed.	4.17	4.06	ns	4.39	4.38	ns
19. My supervisor/manager communicates with me regularly.	4.06	4.11	ns	4.61	4.50	ns
20. I am encouraged by my supervisor/manager/department head.	4.06	4.00	ns	4.61	4.47	ns
21. My job makes good use of my skills and abilities.	3.92	4.03	ns	4.58	4.56	ns
Average	4.03	4.05		4.50	4.46	
Professional Development/Resources						
22. I have received adequate training for my job.	3.91	3.97	ns	4.64	4.57	ns
23. I have the resources necessary to do my work.	3.72	4.07	-	4.71	4.68	ns
24. My job description matches what I really do.	3.53	3.70	ns	4.31	4.24	ns
25. I believe my workload is manageable.	3.72	3.86	ns	4.39	4.50	ns
26. There are enough employees in my area/department/office to handle the work.	3.17	3.57	-	4.58	4.52	ns
27. I am able to take advantage of training and/or professional development opportunities.	3.78	3.94	ns	4.56	4.45	ns
28. I have the opportunity for advancement within the university.	3.31	3.21	ns	4.58	4.50	ns
Average	3.59	3.76		4.54	4.50	
MSU Mission						
29. I understand MSU's mission.	3.89	4.12	ns	4.19	4.12	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.17	4.15	ns	4.38	4.22	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.33	3.43	ns	4.09	3.93	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.75	3.85	ns	4.36	4.26	ns
33. I believe MSU is headed in a positive direction.	3.92	4.03	ns	4.50	4.42	ns
Average	3.81	3.92		4.31	4.19	

Table II.E.2 Campus Services: Division of Campus Services Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Campus Services ³	University Residual ⁴	Sig. ⁵	Campus Services	University Residual	Sig.
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.).	3.53	3.76	ns	4.67	4.48	ns
35. I can check MSU's website while at work.	4.36	4.43	ns	4.31	4.27	ns
36. I can send and receive email while at work.	4.25	4.43	ns	4.25	4.49	ns
37. I know how to find information about events happening at the university.	4.03	4.21	ns	4.44	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.19	4.14	ns	4.31	4.20	ns
Average	4.07	4.20		4.39	4.33	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.81	3.58	ns	4.09	3.86	ns
40. I know how to contact my Staff Council representative(s).	3.64	3.35	ns	4.11	3.88	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.61	3.49	ns	4.17	4.08	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.60	3.49	ns	4.14	4.06	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.61	3.43	ns	4.22	4.10	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.36	4.23	ns	4.36	3.99	+
Average	3.77	3.59		4.18	3.99	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Campus Services.						
⁴ Includes all respondents who do not self identify as Campus Services.						
⁵ "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** – proud to be a member of the MSU community, would recommend MSU as a place of employment, can check MSU's website while at work, can send and receive email while at work, and given a performance assessment on an annual basis.
- **Lowest satisfaction** – fairness in pay compared to others at MSU, having the opportunity for advancement within the university, understanding the top 3-5 institutional priorities for improving MSU over the next three years, fairness in pay compared to others outside MSU, and adequate parking.
- **Change from 2013 to 2014**
 - Thirteen (13) of 44 items statistically increased
 - Thirty-eight (38) of 44 items numerically increased
 - Six (6) of 44 items numerically decreased
 - **Greatest increase** – having the opportunity for advancement within the university, MSU's benefit programs meet my needs, and fairness in pay compared to others outside MSU
 - **Greatest decrease** – understanding MSU's mission, understanding the top 3-5 institutional priorities for improving MSU over the next three years, and knowing how to find information about events happening at the university

Importance (Table II.F.1.b.)

- **Most Important** – understanding what is expected of you at your job, having resources necessary to do your work, having MSU's benefit programs meet your needs, being paid fairly when compared to other people doing similar work at MSU, and receiving adequate training for your job
- **Least Important** – being given a performance assessment on an annual basis, being permitted to attend Staff Appreciation Day, knowing how to get in touch with your Staff Council representative, understanding the role of Staff Council at MSU, and understanding the top 3-5 institutional priorities for improving MSU over the next three years

Satisfaction minus Importance (Table II.F.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – fairness in pay compared to others outside MSU, fairness in pay compared to others at MSU, adequate parking, and having the opportunity for advancement within the university

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

- **More satisfied** – none
- **Less satisfied** – understanding the top 3-5 institutional priorities for improving MSU over the next three years, and being permitted to attend Staff Appreciation Day
- **More Important** – can check MSU's website while at work
- **Less important** – thinking my work at MSU contributes to the overall mission of MSU

Table II.F.1.a. DAFVM: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=304); 2014 (N=286)					
Sense of Community					
1. I would recommend MSU as a place of employment.	4.44	2	0.04	ns	27
2. I believe there is a spirit of cooperation among those with whom I work.	4.10	15	0.03	ns	32
3. I am proud to be a member of the MSU community.	4.50	1	0.03	ns	28
4. I believe the university values employee retention.	3.89	27	0.11	ns	15
Average	4.23		0.05		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.75	29	0.11	ns	17
6. I believe that MSU is committed to my safety at work.	4.23	6	0.02	ns	36
7. I am recognized for the contributions I make at work.	3.73	30	0.15	ns	6
8. I understand why it is important for MSU to value diversity.	4.20	8	0.07	ns	23
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.32	40	0.12	ns	11
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.09	16	0.11	ns	12
11. MSU's benefit programs meet my needs.	3.82	28	0.18	+	2
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.04	43	0.16	ns	5
13. I believe MSU's physical facilities are adequate to support work and learning.	4.05	21	0.14	+	3
14. Parking at MSU is adequate.	2.92	44	0.04	ns	29
Average	3.72		0.11		
Support from Leadership					
15. I have input into decisions that affect my job.	3.52	37	0.02	ns	37
16. I understand what is expected of me at my job.	4.20	7	0.06	ns	24
17. I am given a performance assessment on an annual basis.	4.38	5	-0.00	ns	44
18. I understand how my job performance is assessed.	4.09	17	0.08	ns	20
19. My supervisor/manager communicates with me regularly.	4.08	19	0.13	ns	8
20. I am encouraged by my supervisor/manager/department head.	3.99	24	0.02	ns	35
21. My job makes good use of my skills and abilities.	4.11	12	0.11	ns	10
Average	4.05		0.06		
Professional Development/Resources					
22. I have received adequate training for my job.	3.99	22	0.10	ns	16
23. I have the resources necessary to do my work.	4.11	13	0.09	ns	19
24. My job description matches what I really do.	3.68	32	0.11	ns	18
25. I believe my workload is manageable.	3.92	25	0.13	ns	7
26. There are enough employees in my area/department/office to handle the work.	3.65	33	0.11	ns	14
27. I am able to take advantage of training and/or professional development opportunities.	3.99	23	0.01	ns	39
28. I have the opportunity for advancement within the university.	3.30	41	0.26	++	1
Average	3.81		0.12		
MSU Mission					
29. I understand MSU's mission.	4.10	14	-0.03	ns	30
30. I think my work at MSU contributes to the overall mission of MSU.	4.11	11	0.01	ns	38
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.30	42	-0.05	ns	26
32. I believe MSU's leadership has a clear vision for university's future.	3.90	26	0.11	ns	9
33. I believe MSU is headed in a positive direction.	4.09	18	0.13	ns	4
Average	3.90		0.04		

Table II.F.1.a. DAFVM: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=304); 2014 (N=286)					
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.).	3.70	31	0.03	ns	31
35. I can check MSU's website while at work.	4.43	3	0.01	ns	41
36. I can send and receive email while at work.	4.43	4	0.02	ns	33
37. I know how to find information about events happening at the university.	4.12	10	-0.09	ns	13
38. I visit the MSU website on a regular basis to find information.	4.06	20	0.01	ns	43
Average	4.15		-0.01		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.62	34	0.08	ns	21
40. I know how to contact my Staff Council representative(s).	3.45	39	0.08	ns	22
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.53	36	0.05	ns	25
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.53	35	0.03	ns	34
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.45	38	-0.01	ns	42
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.13	9	-0.01	ns	40
Average	3.62		0.04		
Change from 2013 to 2014					
"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"					

Table II.F.1.b. DAFVM: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=304); 2014 (N=286)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.23	28	0.05	ns	16
46. Feeling a spirit of cooperation among those with whom you work.	4.56	8	-0.04	ns	19
47. Being proud to be a member of the MSU community.	4.40	22	-0.02	ns	28
48. Believing that employee retention is valued by the university.	4.47	18	-0.01	ns	37
Average	4.42		-0.01		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.39	24	-0.05	ns	17
50. Believing that MSU is committed to your safety at work.	4.44	20	-0.08	ns	6
51. Being recognized for the contributions that you make at work.	4.38	26	-0.08	ns	10
52. Diversity being valued at MSU.	4.09	38	0.03	ns	30
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.64	4	-0.04	ns	20
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.59	6	-0.07	ns	7
55. Having MSU's benefit programs meet your needs.	4.65	3	-0.01	ns	36
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.56	7	-0.02	ns	34
57. Having physical facilities at MSU that are adequate to support work and learning.	4.48	16	0.03	ns	26
58. Having adequate parking at MSU.	4.21	32	-0.01	ns	40
Average	4.44		-0.03		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.55	9	-0.05	ns	14
60. Understanding what is expected of you at your job.	4.71	1	-0.01	ns	39
61. Being given a performance assessment on an annual basis.	4.02	40	0.08	ns	11
62. Understanding how your job performance is assessed.	4.37	27	-0.05	ns	18
63. Having your supervisor/manager communicate with you regularly.	4.52	11	-0.03	ns	23
64. Being encouraged by your supervisor/manager/department head.	4.40	21	-0.07	ns	13
65. Having your job make good use of your skills and abilities.	4.52	12	0.00	ns	41
Average	4.44		-0.02		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.60	5	0.03	ns	24
67. Having resources necessary to do your work.	4.70	2	-0.00	ns	42
68. Having a job description that matches what you really do.	4.23	29	-0.02	ns	29
69. Having a manageable workload.	4.49	15	-0.00	ns	43
70. Having enough employees in your area/department/office to handle the work.	4.50	13	0.01	ns	38
71. Being able to take advantage of training and/or professional development opportunities.	4.48	17	0.02	ns	31
72. Having the opportunity for advancement within the university.	4.45	19	-0.05	ns	15
Average	4.49		-0.00		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.06	39	-0.04	ns	22
74. Believing that your work contributes to the overall mission of MSU.	4.14	36	-0.10	ns	5
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	3.88	44	-0.02	ns	33
76. Believing MSU's leadership has a clear vision for the university's future.	4.19	33	-0.11	ns	2
77. Believing MSU is headed in a positive direction.	4.40	23	0.00	ns	44
Average	4.13		-0.05		

Table II.F.1.b. DAFVM: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=304); 2014 (N=286)					
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.49	14	-0.03	ns	27
79. Being able to check MSU's website while at work.	4.39	25	0.12	ns	1
80. Being able to send and receive email while at work.	4.52	10	-0.03	ns	25
81. Knowing how to find information about events happening at the university.	4.21	31	-0.02	ns	32
82. Visiting the MSU website on a regular basis to find information.	4.22	30	0.04	ns	21
Average	4.37		0.02		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.92	43	0.08	ns	9
84. Knowing how to get in touch with your Staff Council representative(s).	3.96	42	0.10	ns	4
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.16	34	0.11	ns	3
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.14	37	0.07	ns	12
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.16	35	0.02	ns	35
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	3.98	41	0.09	ns	8
Average	4.05		0.08		
Change from 2013 to 2014					
"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"					

Table II.F.1.c. DAFVM: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=304); 2014 (N=286)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.21	2		-0.01
2. I believe there is a spirit of cooperation among those with whom I work.	-0.46	21		0.07
3. I am proud to be a member of the MSU community.	0.10	5		0.06
4. I believe the university values employee retention.	-0.58	29		0.12
Average	-0.18			0.06
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.64	34		0.15
6. I believe that MSU is committed to my safety at work.	-0.21	12		0.10
7. I am recognized for the contributions I make at work.	-0.65	35		0.22
8. I understand why it is important for MSU to value diversity.	0.10	4		0.04
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.32	43		0.16
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.49	23		0.18
11. MSU's benefit programs meet my needs.	-0.82	38		0.20
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.52	44		0.18
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.43	19		0.12
14. Parking at MSU is adequate.	-1.29	42		0.04
Average	-0.73			0.14
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-1.03	40		0.07
16. I understand what is expected of me at my job.	-0.51	24		0.07
17. I am given a performance assessment on an annual basis.	0.36	1		-0.09
18. I understand how my job performance is assessed.	-0.28	13		0.13
19. My supervisor/manager communicates with me regularly.	-0.44	20		0.16
20. I am encouraged by my supervisor/manager/department head.	-0.42	18		0.09
21. My job makes good use of my skills and abilities.	-0.42	17		0.11
Average	-0.39			0.08
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.61	32		0.07
23. I have the resources necessary to do my work.	-0.60	30		0.09
24. My job description matches what I really do.	-0.55	26		0.13
25. I believe my workload is manageable.	-0.56	27		0.13
26. There are enough employees in my area/department/office to handle the work.	-0.85	39		0.10
27. I am able to take advantage of training and/or professional development opportunities.	-0.48	22		-0.01
28. I have the opportunity for advancement within the university.	-1.15	41		0.32
Average	-0.69			0.12
<u>MSU Mission</u>				
29. I understand MSU's mission.	0.04	6		0.01
30. I think my work at MSU contributes to the overall mission of MSU.	-0.03	8		0.11
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.58	28		-0.03
32. I believe MSU's leadership has a clear vision for university's future.	-0.29	14		0.22
33. I believe MSU is headed in a positive direction.	-0.31	16		0.13
Average	-0.23			0.09

Table II.F.1.c. DAFVM: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=304); 2014 (N=286)	Results from 2014		Change from 2013 to 2014
	Satisfaction-Import	Rank	Satisfaction-Import
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.).	-0.80	37	0.06
35. I can check MSU's website while at work.	0.04	7	-0.11
36. I can send and receive email while at work.	-0.10	10	0.05
37. I know how to find information about events happening at the university.	-0.09	9	-0.07
38. I visit the MSU website on a regular basis to find information.	-0.17	11	-0.04
Average	-0.22		-0.02
Staff Council (formerly Professional and Support Staff Advisory Council)			
39. I understand the role of Staff Council at MSU.	-0.30	15	0.00
40. I know how to contact my Staff Council representative(s).	-0.51	25	-0.02
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.63	33	-0.06
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.60	31	-0.04
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.71	36	-0.03
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.15	3	-0.10
Average	-0.43		-0.04

Table II.F.2 DAFVM: Division of DAFVM Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	DAFVM ³	University Residual ⁴	Sig. ⁵	DAFVM	University Residual	Sig.
<u>Sense of Community</u>	N=286	N=781		N=286	N=781	
1. I would recommend MSU as a place of employment.	4.44	4.37	ns	4.23	4.27	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.10	4.03	ns	4.56	4.57	ns
3. I am proud to be a member of the MSU community.	4.50	4.44	ns	4.40	4.43	ns
4. I believe the university values employee retention.	3.89	3.78	ns	4.47	4.49	ns
Average	4.23	4.15		4.42	4.44	
<u>Workplace Values and Work Environment</u>						
5. Morale (team spirit) is generally high among the staff I know.	3.75	3.68	ns	4.39	4.46	ns
6. I believe that MSU is committed to my safety at work.	4.23	4.23	ns	4.44	4.50	ns
7. I am recognized for the contributions I make at work.	3.73	3.70	ns	4.38	4.45	ns
8. I understand why it is important for MSU to value diversity.	4.20	4.24	ns	4.09	4.21	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.32	3.20	ns	4.64	4.68	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.09	4.01	ns	4.59	4.62	ns
11. MSU's benefit programs meet my needs.	3.82	3.80	ns	4.65	4.64	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.04	2.92	ns	4.56	4.60	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	4.05	3.97	ns	4.48	4.48	ns
14. Parking at MSU is adequate.	2.92	2.80	ns	4.21	4.29	ns
Average	3.72	3.66		4.44	4.49	
<u>Support from Leadership</u>						
15. I have input into decisions that affect my job.	3.52	3.65	ns	4.55	4.56	ns
16. I understand what is expected of me at my job.	4.20	4.21	ns	4.71	4.69	ns
17. I am given a performance assessment on an annual basis.	4.38	4.32	ns	4.02	4.03	ns
18. I understand how my job performance is assessed.	4.09	4.05	ns	4.37	4.38	ns
19. My supervisor/manager communicates with me regularly.	4.08	4.11	ns	4.52	4.50	ns
20. I am encouraged by my supervisor/manager/department head.	3.99	4.00	ns	4.40	4.50	ns
21. My job makes good use of my skills and abilities.	4.11	4.00	ns	4.52	4.57	ns
Average	4.05	4.05		4.44	4.46	
<u>Professional Development/Resources</u>						
22. I have received adequate training for my job.	3.99	3.96	ns	4.60	4.56	ns
23. I have the resources necessary to do my work.	4.11	4.04	ns	4.70	4.68	ns
24. My job description matches what I really do.	3.68	3.70	ns	4.23	4.25	ns
25. I believe my workload is manageable.	3.92	3.83	ns	4.49	4.50	ns
26. There are enough employees in my area/department/office to handle the work.	3.65	3.52	ns	4.50	4.53	ns
27. I am able to take advantage of training and/or professional development opportunities.	3.99	3.91	ns	4.48	4.45	ns
28. I have the opportunity for advancement within the university.	3.30	3.18	ns	4.45	4.52	ns
Average	3.81	3.73		4.49	4.50	
<u>MSU Mission</u>						
29. I understand MSU's mission.	4.10	4.12	ns	4.06	4.15	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.11	4.17	ns	4.14	4.26	-
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.30	3.48	-	3.88	3.95	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.90	3.83	ns	4.19	4.29	ns
33. I believe MSU is headed in a positive direction.	4.09	4.00	ns	4.40	4.43	ns
Average	3.90	3.92		4.13	4.22	

Table II.F.2 DAFVM: Division of DAFVM Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	DAFVM ³	University Residual ⁴	Sig. ⁵	DAFVM	University Residual	Sig.
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.).	3.70	3.78	ns	4.49	4.49	ns
35. I can check MSU's website while at work.	4.43	4.43	ns	4.39	4.23	+
36. I can send and receive email while at work.	4.43	4.43	ns	4.52	4.47	ns
37. I know how to find information about events happening at the university.	4.12	4.23	ns	4.21	4.24	ns
38. I visit the MSU website on a regular basis to find information.	4.06	4.17	ns	4.22	4.19	ns
Average	4.15	4.21		4.37	4.33	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.62	3.57	ns	3.92	3.85	ns
40. I know how to contact my Staff Council representative(s).	3.45	3.33	ns	3.96	3.85	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.53	3.47	ns	4.16	4.06	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.53	3.48	ns	4.14	4.03	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.45	3.43	ns	4.16	4.09	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.13	4.28	-	3.98	4.01	ns
Average	3.62	3.59		4.05	3.98	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as DAFVM.						
⁴ Includes all respondents who do not self identify as DAFVM.						
⁵ "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** – can send and receive email while at work, can check MSU's website while at work, having the resources necessary to do my work, would recommend MSU as a place of employment, and understanding what is expected of me at my job.
- **Lowest satisfaction** – knowing how to contact my Staff Council representative, fairness in pay compared to others at MSU, enough employees in my area/department/office to handle the work, fairness in pay compared to others outside MSU, and adequate parking.
- **Change from 2013 to 2014**
 - Twenty (20) of 44 items statistically increased
 - Twenty-seven (27) of 44 items numerically increased
 - Sixteen (16) of 44 items numerically decreased
 - **Greatest increase** – job makes good use of my skills and abilities, recognized for the contributions I make at work, and having input into decisions that affect my job
 - **Greatest decrease** – believing the university values employee retention, visiting the MSU website on a regular basis to find information, and enough employees in my area/department/office to handle the work

Importance (Table II.G.1.b.)

- **Most Important** – understanding what is expected of you at your job, being paid fairly when compared to other people doing similar work outside of MSU, being paid fairly when compared to other people doing similar work at MSU, having resources necessary to do your work, and believing MSU is headed in a positive direction
- **Least Important** – being able to check MSU's website while at work, having adequate parking at MSU, being permitted to attend Staff Appreciation Day, understanding the role of Staff Council at MSU, and knowing how to get in touch with your Staff Council representative

Satisfaction minus Importance (Table II.G.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – 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

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

- **More satisfied** – recognized for the contributions I make at work, understanding what is expected of me at my job, having the resources necessary to do my work, job description matches what I really do, having the opportunity for advancement within the university, 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, and believing the Staff Council provides a unified voice when communicating on behalf of MSU staff
- **Less satisfied** – none
- **More Important** – believing MSU is headed in a positive direction
- **Less important** – none

Table II.G.1.a. Development: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=20); 2014 (N=15)					
Sense of Community					
1. I would recommend MSU as a place of employment.	4.60	6	-0.15	ns	21
2. I believe there is a spirit of cooperation among those with whom I work.	4.33	23	0.03	ns	41
3. I am proud to be a member of the MSU community.	4.60	5	-0.05	ns	37
4. I believe the university values employee retention.	3.87	36	-0.33	ns	9
Average	4.35		-0.13		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.93	32	0.03	ns	42
6. I believe that MSU is committed to my safety at work.	4.40	16	0.10	ns	27
7. I am recognized for the contributions I make at work.	4.40	14	0.40	ns	3
8. I understand why it is important for MSU to value diversity.	4.47	11	0.27	ns	11
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.53	41	-0.12	ns	28
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.07	28	-0.13	ns	26
11. MSU's benefit programs meet my needs.	3.80	38	0.20	ns	18
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.33	43	0.08	ns	36
13. I believe MSU's physical facilities are adequate to support work and learning.	3.87	33	-0.28	ns	10
14. Parking at MSU is adequate.	3.27	44	0.21	ns	22
Average	3.91		0.07		
Support from Leadership					
15. I have input into decisions that affect my job.	4.00	29	0.40	ns	6
16. I understand what is expected of me at my job.	4.60	7	0.20	ns	14
17. I am given a performance assessment on an annual basis.	4.50	8	0.05	ns	39
18. I understand how my job performance is assessed.	4.33	22	0.18	ns	24
19. My supervisor/manager communicates with me regularly.	4.40	13	0.30	ns	13
20. I am encouraged by my supervisor/manager/department head.	4.47	10	0.37	ns	7
21. My job makes good use of my skills and abilities.	4.47	9	0.47	ns	1
Average	4.39		0.28		
Professional Development/Resources					
22. I have received adequate training for my job.	4.33	21	0.23	ns	15
23. I have the resources necessary to do my work.	4.60	3	0.40	ns	2
24. My job description matches what I really do.	4.40	15	0.20	ns	17
25. I believe my workload is manageable.	4.00	31	-0.25	ns	16
26. There are enough employees in my area/department/office to handle the work.	3.33	42	-0.52	ns	4
27. I am able to take advantage of training and/or professional development opportunities.	4.13	26	-0.12	ns	29
28. I have the opportunity for advancement within the university.	3.87	34	0.22	ns	20
Average	4.10		0.02		
MSU Mission					
29. I understand MSU's mission.	4.47	12	0.07	ns	33
30. I think my work at MSU contributes to the overall mission of MSU.	4.60	4	0.00	ns	44
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	4.20	25	0.15	ns	25
32. I believe MSU's leadership has a clear vision for university's future.	4.33	20	-0.02	ns	43
33. I believe MSU is headed in a positive direction.	4.40	18	-0.15	ns	23
Average	4.40		0.01		

Table II.G.1.a. Development: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=20); 2014 (N=15)					
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.).	4.07	27	0.12	ns	30
35. I can check MSU's website while at work.	4.67	2	0.07	ns	34
36. I can send and receive email while at work.	4.67	1	0.09	ns	31
37. I know how to find information about events happening at the university.	4.40	17	0.05	ns	38
38. I visit the MSU website on a regular basis to find information.	4.20	24	-0.35	ns	5
Average	4.40		-0.00		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.80	39	-0.20	ns	19
40. I know how to contact my Staff Council representative(s).	3.64	40	-0.11	ns	32
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.87	35	0.07	ns	35
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.86	37	-0.04	ns	40
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.00	30	0.26	ns	12
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.33	19	-0.30	ns	8
Average	3.92		-0.05		
Change from 2013 to 2014					
"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"					

Table II.G.1.b. Development: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=20); 2014 (N=15)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.50	25	-0.10	ns	26
46. Feeling a spirit of cooperation among those with whom you work.	4.67	10	0.07	ns	33
47. Being proud to be a member of the MSU community.	4.71	9	0.26	ns	4
48. Believing that employee retention is valued by the university.	4.67	13	0.12	ns	21
Average	4.64		0.09		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.60	19	0.10	ns	28
50. Believing that MSU is committed to your safety at work.	4.67	12	0.19	ns	10
51. Being recognized for the contributions that you make at work.	4.27	36	-0.08	ns	30
52. Diversity being valued at MSU.	4.47	27	0.62	+	1
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.80	3	0.17	ns	12
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.73	8	-0.07	ns	31
55. Having MSU's benefit programs meet your needs.	4.60	18	0.13	ns	24
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.80	5	0.20	ns	5
57. Having physical facilities at MSU that are adequate to support work and learning.	4.60	17	0.30	ns	3
58. Having adequate parking at MSU.	4.13	41	-0.07	ns	35
Average	4.57		0.15		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.57	20	-0.13	ns	20
60. Understanding what is expected of you at your job.	4.86	1	0.16	ns	13
61. Being given a performance assessment on an annual basis.	4.27	35	0.17	ns	18
62. Understanding how your job performance is assessed.	4.67	11	0.12	ns	22
63. Having your supervisor/manager communicate with you regularly.	4.60	15	-0.10	ns	25
64. Being encouraged by your supervisor/manager/department head.	4.53	23	0.03	ns	38
65. Having your job make good use of your skills and abilities.	4.60	14	0.07	ns	32
Average	4.58		0.04		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.73	7	0.21	ns	8
67. Having resources necessary to do your work.	4.80	6	0.20	ns	6
68. Having a job description that matches what you really do.	4.33	33	0.43	ns	2
69. Having a manageable workload.	4.53	24	0.01	ns	41
70. Having enough employees in your area/department/office to handle the work.	4.53	22	0.03	ns	39
71. Being able to take advantage of training and/or professional development opportunities.	4.40	31	-0.10	ns	27
72. Having the opportunity for advancement within the university.	4.43	28	0.08	ns	34
Average	4.54		0.13		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.40	30	0.00	ns	44
74. Believing that your work contributes to the overall mission of MSU.	4.53	21	-0.02	ns	40
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	4.20	40	0.00	ns	43
76. Believing MSU's leadership has a clear vision for the university's future.	4.47	26	-0.03	ns	37
77. Believing MSU is headed in a positive direction.	4.80	4	0.10	ns	23
Average	4.48		0.01		

Table II.G.1.b. Development: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=20); 2014 (N=15)					
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.60	16	0.20	ns	11
79. Being able to check MSU's website while at work.	4.20	39	-0.25	ns	9
80. Being able to send and receive email while at work.	4.80	2	0.20	ns	7
81. Knowing how to find information about events happening at the university.	4.27	38	0.00	ns	42
82. Visiting the MSU website on a regular basis to find information.	4.40	29	-0.05	ns	36
Average	4.45		0.02		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	4.07	42	0.17	ns	17
84. Knowing how to get in touch with your Staff Council representative(s).	4.00	44	0.10	ns	29
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.27	37	0.17	ns	16
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.29	34	0.19	ns	14
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.33	32	0.18	ns	15
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	4.07	43	-0.14	ns	19
Average	4.17		0.11		
Change from 2013 to 2014					
"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"					

Table II.G.1.c. Development: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=20); 2014 (N=15)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.10	6		-0.05
2. I believe there is a spirit of cooperation among those with whom I work.	-0.33	26		-0.03
3. I am proud to be a member of the MSU community.	-0.11	13		-0.31
4. I believe the university values employee retention.	-0.80	40		-0.45
Average	-0.29			-0.21
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.67	37		-0.07
6. I believe that MSU is committed to my safety at work.	-0.27	21		-0.09
7. I am recognized for the contributions I make at work.	0.13	5		0.48
8. I understand why it is important for MSU to value diversity.	0.00	10		-0.35
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.27	43		-0.29
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.67	36		-0.07
11. MSU's benefit programs meet my needs.	-0.80	39		0.07
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.47	44		-0.12
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.73	38		-0.58
14. Parking at MSU is adequate.	-0.87	41		0.28
Average	-0.66			-0.07
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.57	35		0.53
16. I understand what is expected of me at my job.	-0.26	20		0.04
17. I am given a performance assessment on an annual basis.	0.23	3		-0.12
18. I understand how my job performance is assessed.	-0.33	25		0.06
19. My supervisor/manager communicates with me regularly.	-0.20	17		0.40
20. I am encouraged by my supervisor/manager/department head.	-0.07	12		0.33
21. My job makes good use of my skills and abilities.	-0.13	14		0.39
Average	-0.19			0.23
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.40	29		0.03
23. I have the resources necessary to do my work.	-0.20	18		0.20
24. My job description matches what I really do.	0.07	8		-0.23
25. I believe my workload is manageable.	-0.53	33		-0.26
26. There are enough employees in my area/department/office to handle the work.	-1.20	42		-0.55
27. I am able to take advantage of training and/or professional development opportunities.	-0.27	22		-0.02
28. I have the opportunity for advancement within the university.	-0.56	34		0.14
Average	-0.44			-0.10
<u>MSU Mission</u>				
29. I understand MSU's mission.	0.07	9		0.07
30. I think my work at MSU contributes to the overall mission of MSU.	0.07	7		0.02
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	0.00	11		0.15
32. I believe MSU's leadership has a clear vision for university's future.	-0.13	16		0.02
33. I believe MSU is headed in a positive direction.	-0.40	28		-0.25
Average	-0.08			0.00

Table II.G.1.c. Development: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=20); 2014 (N=15)	Results from 2014		Change from 2013 to 2014
	Satisfaction-Import	Rank	Satisfaction-Import
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.).	-0.53	32	-0.08
35. I can check MSU's website while at work.	0.47	1	0.32
36. I can send and receive email while at work.	-0.13	15	-0.11
37. I know how to find information about events happening at the university.	0.13	4	0.05
38. I visit the MSU website on a regular basis to find information.	-0.20	19	-0.30
Average	-0.05		-0.03
Staff Council (formerly Professional and Support Staff Advisory Council)			
39. I understand the role of Staff Council at MSU.	-0.27	23	-0.37
40. I know how to contact my Staff Council representative(s).	-0.36	27	-0.21
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.40	30	-0.10
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.43	31	-0.23
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.33	24	0.09
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.27	2	-0.15
Average	-0.25		-0.16

Table II.G.2 Development: Division of Development Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Development ³	University Residual ⁴	Sig. ⁵	Development	University Residual	Sig.
<u>Sense of Community</u>	N=15	N=1052		N=15	N=1052	
1. I would recommend MSU as a place of employment.	4.60	4.38	ns	4.50	4.26	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.33	4.04	ns	4.67	4.57	ns
3. I am proud to be a member of the MSU community.	4.60	4.45	ns	4.71	4.42	ns
4. I believe the university values employee retention.	3.87	3.81	ns	4.67	4.48	ns
Average	4.35	4.17		4.64	4.43	
<u>Workplace Values and Work Environment</u>						
5. Morale (team spirit) is generally high among the staff I know.	3.93	3.70	ns	4.60	4.44	ns
6. I believe that MSU is committed to my safety at work.	4.40	4.23	ns	4.67	4.48	ns
7. I am recognized for the contributions I make at work.	4.40	3.69	++	4.27	4.43	ns
8. I understand why it is important for MSU to value diversity.	4.47	4.22	ns	4.47	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.53	3.23	ns	4.80	4.67	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.07	4.03	ns	4.73	4.61	ns
11. MSU's benefit programs meet my needs.	3.80	3.81	ns	4.60	4.64	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.33	2.95	ns	4.80	4.59	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	3.87	3.99	ns	4.60	4.48	ns
14. Parking at MSU is adequate.	3.27	2.83	ns	4.13	4.27	ns
Average	3.91	3.67		4.57	4.48	
<u>Support from Leadership</u>						
15. I have input into decisions that affect my job.	4.00	3.61	ns	4.57	4.56	ns
16. I understand what is expected of me at my job.	4.60	4.20	+	4.86	4.69	ns
17. I am given a performance assessment on an annual basis.	4.50	4.34	ns	4.27	4.03	ns
18. I understand how my job performance is assessed.	4.33	4.06	ns	4.67	4.37	ns
19. My supervisor/manager communicates with me regularly.	4.40	4.10	ns	4.60	4.51	ns
20. I am encouraged by my supervisor/manager/department head.	4.47	3.99	ns	4.53	4.47	ns
21. My job makes good use of my skills and abilities.	4.47	4.02	ns	4.60	4.56	ns
Average	4.40	4.05		4.59	4.45	
<u>Professional Development/Resources</u>						
22. I have received adequate training for my job.	4.33	3.96	ns	4.73	4.57	ns
23. I have the resources necessary to do my work.	4.60	4.05	++	4.80	4.68	ns
24. My job description matches what I really do.	4.40	3.68	+++	4.33	4.24	ns
25. I believe my workload is manageable.	4.00	3.85	ns	4.53	4.50	ns
26. There are enough employees in my area/department/office to handle the work.	3.33	3.56	ns	4.53	4.52	ns
27. I am able to take advantage of training and/or professional development opportunities.	4.13	3.93	ns	4.40	4.45	ns
28. I have the opportunity for advancement within the university.	3.87	3.20	+	4.43	4.50	ns
Average	4.10	3.75		4.54	4.50	
<u>MSU Mission</u>						
29. I understand MSU's mission.	4.47	4.11	ns	4.40	4.12	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.60	4.14	+	4.53	4.22	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	4.20	3.42	++	4.20	3.93	ns
32. I believe MSU's leadership has a clear vision for university's future.	4.33	3.84	+	4.47	4.26	ns
33. I believe MSU is headed in a positive direction.	4.40	4.02	ns	4.80	4.42	+
Average	4.40	3.91		4.48	4.19	

Table II.G.2 Development: Division of Development Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Development ³	University Residual ⁴	Sig. ⁵	Development	University Residual	Sig.
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.).	4.07	3.75	ns	4.60	4.49	ns
35. I can check MSU's website while at work.	4.67	4.43	ns	4.20	4.28	ns
36. I can send and receive email while at work.	4.67	4.42	ns	4.80	4.48	ns
37. I know how to find information about events happening at the university.	4.40	4.20	ns	4.27	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.20	4.14	ns	4.40	4.20	ns
Average	4.40	4.19		4.45	4.34	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.80	3.58	ns	4.07	3.86	ns
40. I know how to contact my Staff Council representative(s).	3.64	3.36	ns	4.00	3.88	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.87	3.48	ns	4.27	4.08	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.86	3.49	ns	4.29	4.06	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	4.00	3.43	+	4.33	4.10	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.33	4.23	ns	4.07	4.00	ns
Average	3.92	3.60		4.17	4.00	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Development.						
⁴ Includes all respondents who do not self identify as Development.						
⁵ "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** – proud to be a member of the MSU community, can check MSU's website while at work, would recommend MSU as a place of employment, can send and receive email while at work, and visiting the MSU website on a regular basis to find information.
- **Lowest satisfaction** – understanding the role of Staff Council at MSU, given a performance assessment on an annual basis, believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, knowing how to contact my Staff Council representative, and adequate parking.
- **Change from 2013 to 2014**
 - Twenty-one (21) of 44 items statistically increased
 - Thirty-six (36) of 44 items numerically increased
 - Eight (8) of 44 items numerically decreased
 - **Greatest increase** – supervisor/manager communicates with me regularly, job makes good use of my skills and abilities, and fairness in pay compared to others outside MSU
 - **Greatest decrease** – ability to take advantage of training and/or professional development opportunities, understanding the role of Staff Council at MSU, and given a performance assessment on an annual basis

Importance (Table II.H.1.b.)

- **Most Important** – understanding what is expected of you at your job, feeling a spirit of cooperation among those with whom you work, having resources necessary to do your work, believing MSU is headed in a positive direction, and being paid fairly when compared to other people doing similar work at MSU
- **Least Important** – having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff, having Staff Council effectively foster communication between the staff and MSU administration, having a job description that matches what you really do, knowing how to get in touch with your Staff Council representative, and understanding the role of Staff Council at MSU

Satisfaction minus Importance (Table II.H.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – adequate parking, fairness in pay compared to others at MSU, enough employees in my area/department/office to handle the work, and having the opportunity for advancement within the university

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

- **More satisfied** – would recommend MSU as a place of employment, proud to be a member of the MSU community, believing the university values employee retention, believing that MSU is committed to my safety at work, recognized for the contributions I make at work, fairness in pay compared to others at MSU, MSU's benefit programs meet my needs, fairness in pay compared to others outside MSU, having input into decisions that affect my job, believing my workload is manageable, having the opportunity for advancement within the university, thinking my work at MSU contributes to the overall mission of MSU, believing MSU's leadership has a clear vision for university's future, can check MSU's website while at work, knowing how to find information about events happening at the university, and visiting the MSU website on a regular basis to find information
- **Less satisfied** – given a performance assessment on an annual basis
- **More Important** – understanding MSU's mission, thinking my work at MSU contributes to the overall mission of MSU, and believing MSU is headed in a positive direction
- **Less important** – none

Table II.H.1.a. President: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction					
	Results from 2014		Comparison of 2013 and 2014			
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank	
2013 (N=17); 2014 (N=23)						
Sense of Community						
1. I would recommend MSU as a place of employment.	4.70	4	0.05	ns	36	
2. I believe there is a spirit of cooperation among those with whom I work.	4.13	25	0.13	ns	29	
3. I am proud to be a member of the MSU community.	4.87	1	0.16	ns	20	
4. I believe the university values employee retention.	4.17	24	0.23	ns	19	
Average	4.47		0.14			
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	4.00	28	0.29	ns	17	
6. I believe that MSU is committed to my safety at work.	4.64	6	0.28	ns	13	
7. I am recognized for the contributions I make at work.	4.13	26	0.19	ns	25	
8. I understand why it is important for MSU to value diversity.	4.48	10	0.30	ns	11	
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.96	29	0.52	ns	7	
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.22	19	0.10	ns	32	
11. MSU's benefit programs meet my needs.	4.36	13	0.54	ns	2	
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.70	36	0.58	ns	5	
13. I believe MSU's physical facilities are adequate to support work and learning.	4.04	27	-0.02	ns	41	
14. Parking at MSU is adequate.	2.87	44	0.10	ns	33	
Average	4.04		0.28			
Support from Leadership						
15. I have input into decisions that affect my job.	4.22	23	0.57	ns	4	
16. I understand what is expected of me at my job.	4.26	16	0.03	ns	40	
17. I am given a performance assessment on an annual basis.	3.64	41	-0.25	ns	23	
18. I understand how my job performance is assessed.	3.95	31	0.31	ns	14	
19. My supervisor/manager communicates with me regularly.	4.43	12	0.68	ns	1	
20. I am encouraged by my supervisor/manager/department head.	4.35	15	0.52	ns	6	
21. My job makes good use of my skills and abilities.	4.35	14	0.58	ns	3	
Average	4.18		0.36			
Professional Development/Resources						
22. I have received adequate training for my job.	4.26	17	0.26	ns	16	
23. I have the resources necessary to do my work.	4.22	22	0.22	ns	22	
24. My job description matches what I really do.	3.91	33	0.26	ns	18	
25. I believe my workload is manageable.	4.22	21	0.22	ns	21	
26. There are enough employees in my area/department/office to handle the work.	3.70	39	-0.01	ns	43	
27. I am able to take advantage of training and/or professional development opportunities.	3.91	32	-0.09	ns	34	
28. I have the opportunity for advancement within the university.	3.70	38	0.40	ns	9	
Average	3.99		0.18			
MSU Mission						
29. I understand MSU's mission.	4.43	11	0.32	ns	12	
30. I think my work at MSU contributes to the overall mission of MSU.	4.61	7	0.31	ns	10	
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.70	35	0.46	ns	8	
32. I believe MSU's leadership has a clear vision for university's future.	4.23	18	0.17	ns	26	
33. I believe MSU is headed in a positive direction.	4.22	20	0.04	ns	39	
Average	4.24		0.26			

Table II.H.1.a. President: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=17); 2014 (N=23)					
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.).	3.96	30	-0.04	ns	38
35. I can check MSU's website while at work.	4.74	2	0.15	ns	24
36. I can send and receive email while at work.	4.70	3	0.11	ns	28
37. I know how to find information about events happening at the university.	4.57	8	0.07	ns	35
38. I visit the MSU website on a regular basis to find information.	4.68	5	0.21	ns	15
Average	4.53		0.10		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.65	40	-0.16	ns	27
40. I know how to contact my Staff Council representative(s).	3.35	43	0.11	ns	31
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.70	34	-0.01	ns	42
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.70	37	0.11	ns	30
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.48	42	-0.05	ns	37
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.57	9	0.00	ns	44
Average	3.74		0.01		
Change from 2013 to 2014					
"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"					

Table II.H.1.b. President: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=17); 2014 (N=23)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.43	24	0.08	ns	29
46. Feeling a spirit of cooperation among those with whom you work.	4.74	3	0.15	ns	15
47. Being proud to be a member of the MSU community.	4.70	7	0.34	ns	1
48. Believing that employee retention is valued by the university.	4.61	12	0.20	ns	11
Average	4.62		0.19		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.61	13	0.20	ns	10
50. Believing that MSU is committed to your safety at work.	4.45	19	0.04	ns	38
51. Being recognized for the contributions that you make at work.	4.39	29	-0.14	ns	20
52. Diversity being valued at MSU.	4.17	35	0.41	ns	2
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.70	6	0.11	ns	23
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.61	11	-0.10	ns	24
55. Having MSU's benefit programs meet your needs.	4.64	10	-0.07	ns	31
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.35	33	-0.30	ns	5
57. Having physical facilities at MSU that are adequate to support work and learning.	4.43	22	-0.09	ns	27
58. Having adequate parking at MSU.	4.36	31	0.07	ns	34
Average	4.47		0.01		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.70	5	-0.01	ns	42
60. Understanding what is expected of you at your job.	4.78	1	-0.04	ns	36
61. Being given a performance assessment on an annual basis.	4.17	36	0.17	ns	19
62. Understanding how your job performance is assessed.	4.45	18	0.16	ns	18
63. Having your supervisor/manager communicate with you regularly.	4.43	21	-0.15	ns	14
64. Being encouraged by your supervisor/manager/department head.	4.43	23	-0.15	ns	17
65. Having your job make good use of your skills and abilities.	4.57	14	-0.08	ns	28
Average	4.51		-0.01		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.48	17	0.07	ns	32
67. Having resources necessary to do your work.	4.74	2	0.14	ns	16
68. Having a job description that matches what you really do.	3.95	42	-0.10	ns	26
69. Having a manageable workload.	4.41	26	-0.06	ns	33
70. Having enough employees in your area/department/office to handle the work.	4.41	27	-0.24	ns	8
71. Being able to take advantage of training and/or professional development opportunities.	4.41	25	-0.00	ns	44
72. Having the opportunity for advancement within the university.	4.36	32	-0.01	ns	43
Average	4.40		-0.02		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.43	20	0.06	ns	35
74. Believing that your work contributes to the overall mission of MSU.	4.65	9	0.30	ns	4
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	4.13	38	0.13	ns	21
76. Believing MSU's leadership has a clear vision for the university's future.	4.50	16	0.03	ns	39
77. Believing MSU is headed in a positive direction.	4.71	4	0.15	ns	13
Average	4.48		0.13		

Table II.H.1.b. President: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=17); 2014 (N=23)					
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.55	15	-0.04	ns	37
79. Being able to check MSU's website while at work.	4.39	28	-0.20	ns	9
80. Being able to send and receive email while at work.	4.68	8	0.09	ns	25
81. Knowing how to find information about events happening at the university.	4.39	30	-0.08	ns	30
82. Visiting the MSU website on a regular basis to find information.	4.22	34	-0.25	ns	6
Average	4.44		-0.10		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.82	44	-0.18	ns	12
84. Knowing how to get in touch with your Staff Council representative(s).	3.87	43	-0.13	ns	22
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.05	41	-0.27	ns	7
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.09	39	-0.03	ns	41
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.05	40	-0.37	ns	3
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	4.14	37	-0.03	ns	40
Average	4.00		-0.17		
Change from 2013 to 2014					
"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"					

Table II.H.1.c. President: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=17); 2014 (N=23)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.26	5		-0.03
2. I believe there is a spirit of cooperation among those with whom I work.	-0.61	39		-0.02
3. I am proud to be a member of the MSU community.	0.17	8		-0.18
4. I believe the university values employee retention.	-0.43	27		0.04
Average	-0.15			-0.05
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.61	38		0.10
6. I believe that MSU is committed to my safety at work.	0.18	6		0.24
7. I am recognized for the contributions I make at work.	-0.26	19		0.33
8. I understand why it is important for MSU to value diversity.	0.30	4		-0.11
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-0.74	43		0.41
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.39	25		0.20
11. MSU's benefit programs meet my needs.	-0.27	21		0.61
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-0.65	40		0.88
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.39	24		0.08
14. Parking at MSU is adequate.	-1.49	44		0.04
Average	-0.43			0.28
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.48	28		0.58
16. I understand what is expected of me at my job.	-0.52	32		0.07
17. I am given a performance assessment on an annual basis.	-0.54	35		-0.42
18. I understand how my job performance is assessed.	-0.50	31		0.14
19. My supervisor/manager communicates with me regularly.	0.00	10		0.84
20. I am encouraged by my supervisor/manager/department head.	-0.09	14		0.68
21. My job makes good use of my skills and abilities.	-0.22	17		0.67
Average	-0.33			0.36
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.22	18		0.19
23. I have the resources necessary to do my work.	-0.52	33		0.08
24. My job description matches what I really do.	-0.05	13		0.37
25. I believe my workload is manageable.	-0.19	16		0.28
26. There are enough employees in my area/department/office to handle the work.	-0.71	42		0.23
27. I am able to take advantage of training and/or professional development opportunities.	-0.50	30		-0.09
28. I have the opportunity for advancement within the university.	-0.67	41		0.41
Average	-0.41			0.21
<u>MSU Mission</u>				
29. I understand MSU's mission.	0.00	11		0.26
30. I think my work at MSU contributes to the overall mission of MSU.	-0.04	12		0.02
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.43	26		0.33
32. I believe MSU's leadership has a clear vision for university's future.	-0.27	20		0.14
33. I believe MSU is headed in a positive direction.	-0.50	29		-0.11
Average	-0.25			0.13

Table II.H.1.c. President: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=17); 2014 (N=23)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
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.).	-0.59	37		-0.00
35. I can check MSU's website while at work.	0.35	3		0.35
36. I can send and receive email while at work.	0.01	9		0.01
37. I know how to find information about events happening at the university.	0.18	7		0.15
38. I visit the MSU website on a regular basis to find information.	0.46	1		0.46
Average	0.08			0.20
Staff Council (formerly Professional and Support Staff Advisory Council)				
39. I understand the role of Staff Council at MSU.	-0.17	15		0.02
40. I know how to contact my Staff Council representative(s).	-0.52	34		0.24
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.35	22		0.26
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.39	23		0.14
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.57	36		0.32
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.42	2		0.04
Average	-0.26			0.17

Table II.H.2 President: Division of President Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	President ³	University Residual ⁴	Sig. ⁵	President	University Residual	Sig.
Sense of Community	N=23	N=1044		N=23	N=1044	
1. I would recommend MSU as a place of employment.	4.70	4.38	+	4.43	4.26	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.13	4.05	ns	4.74	4.57	ns
3. I am proud to be a member of the MSU community.	4.87	4.45	++	4.70	4.42	ns
4. I believe the university values employee retention.	4.17	3.80	+	4.61	4.48	ns
Average	4.47	4.17		4.62	4.43	
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	4.00	3.69	ns	4.61	4.44	ns
6. I believe that MSU is committed to my safety at work.	4.64	4.22	+	4.45	4.49	ns
7. I am recognized for the contributions I make at work.	4.13	3.70	+	4.39	4.43	ns
8. I understand why it is important for MSU to value diversity.	4.48	4.22	ns	4.17	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.96	3.22	+++	4.70	4.67	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.22	4.03	ns	4.61	4.61	ns
11. MSU's benefit programs meet my needs.	4.36	3.80	++	4.64	4.64	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.70	2.94	++	4.35	4.60	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	4.04	3.99	ns	4.43	4.48	ns
14. Parking at MSU is adequate.	2.87	2.83	ns	4.36	4.27	ns
Average	4.04	3.66		4.47	4.48	
Support from Leadership						
15. I have input into decisions that affect my job.	4.22	3.60	++	4.70	4.55	ns
16. I understand what is expected of me at my job.	4.26	4.20	ns	4.78	4.69	ns
17. I am given a performance assessment on an annual basis.	3.64	4.35	--	4.17	4.03	ns
18. I understand how my job performance is assessed.	3.95	4.06	ns	4.45	4.38	ns
19. My supervisor/manager communicates with me regularly.	4.43	4.10	ns	4.43	4.51	ns
20. I am encouraged by my supervisor/manager/department head.	4.35	3.99	ns	4.43	4.47	ns
21. My job makes good use of my skills and abilities.	4.35	4.02	ns	4.57	4.56	ns
Average	4.17	4.05		4.51	4.46	
Professional Development/Resources						
22. I have received adequate training for my job.	4.26	3.96	ns	4.48	4.58	ns
23. I have the resources necessary to do my work.	4.22	4.05	ns	4.74	4.68	ns
24. My job description matches what I really do.	3.91	3.69	ns	3.95	4.25	ns
25. I believe my workload is manageable.	4.22	3.85	+	4.41	4.50	ns
26. There are enough employees in my area/department/office to handle the work.	3.70	3.55	ns	4.41	4.53	ns
27. I am able to take advantage of training and/or professional development opportunities.	3.91	3.93	ns	4.41	4.45	ns
28. I have the opportunity for advancement within the university.	3.70	3.20	+	4.36	4.51	ns
Average	3.99	3.75		4.39	4.50	
MSU Mission						
29. I understand MSU's mission.	4.43	4.11	ns	4.43	4.12	+
30. I think my work at MSU contributes to the overall mission of MSU.	4.61	4.14	++	4.65	4.22	++
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.70	3.42	ns	4.13	3.93	ns
32. I believe MSU's leadership has a clear vision for university's future.	4.23	3.84	+	4.50	4.26	ns
33. I believe MSU is headed in a positive direction.	4.22	4.02	ns	4.71	4.42	+
Average	4.24	3.91		4.49	4.19	

Table II.H.2 President: Division of President Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	President ³	University Residual ⁴	Sig. ⁵	President	University Residual	Sig.
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.).	3.96	3.75	ns	4.55	4.49	ns
35. I can check MSU's website while at work.	4.74	4.42	+	4.39	4.27	ns
36. I can send and receive email while at work.	4.70	4.42	ns	4.68	4.48	ns
37. I know how to find information about events happening at the university.	4.57	4.20	+	4.39	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.68	4.13	+++	4.22	4.20	ns
Average	4.53	4.18		4.45	4.33	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.65	3.58	ns	3.82	3.87	ns
40. I know how to contact my Staff Council representative(s).	3.35	3.36	ns	3.87	3.88	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.70	3.49	ns	4.05	4.09	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.70	3.49	ns	4.09	4.06	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.48	3.44	ns	4.05	4.11	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.57	4.23	ns	4.14	4.00	ns
Average	3.74	3.60		4.00	4.00	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as President.						
⁴ Includes all respondents who do not self identify as President.						
⁵ "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** – can send and receive email while at work, proud to be a member of the MSU community, would recommend MSU as a place of employment, can check MSU's website while at work, and given a performance assessment on an annual basis.
- **Lowest satisfaction** – believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, having the opportunity for advancement within the university, knowing how to contact my Staff Council representative, fairness in pay compared to others outside MSU, and adequate parking.
- **Change from 2013 to 2014**
 - Seventeen (17) of 44 items statistically increased
 - Twenty-one (21) of 44 items numerically increased
 - Twenty-three (23) of 44 items numerically decreased
 - **Greatest increase** – fairness in pay compared to others at MSU, MSU's benefit programs meet my needs, and would recommend MSU as a place of employment
 - **Greatest decrease** – supervisor/manager communicates with me regularly, knowing how to find information about events happening at the university, and understanding how my job performance is assessed

Importance (Table II.I.1.b.)

- **Most Important** – having resources necessary to do your work, understanding what is expected of you at your job, being comfortable expressing your job related ideas/concerns with your supervisor, being paid fairly when compared to other people doing similar work at MSU, and having the opportunity for advancement within the university
- **Least Important** – being given a performance assessment on an annual basis, being permitted to attend Staff Appreciation Day, understanding the top 3-5 institutional priorities for improving MSU over the next three years, understanding the role of Staff Council at MSU, and knowing how to get in touch with your Staff Council representative

Satisfaction minus Importance (Table II.I.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – fairness in pay compared to others outside MSU, adequate parking, having the opportunity for advancement within the university, and fairness in pay compared to others at MSU

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

- **More satisfied** – fairness in pay compared to others at MSU, fairness in pay compared to others outside MSU, enough employees in my area/department/office to handle the work, and understanding the top 3-5 institutional priorities for improving MSU over the next three years
- **Less satisfied** – none
- **More Important** – having the opportunity for advancement within the university
- **Less important** – none

Table II.I.1.a. Research: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction					
	2013 (N=140); 2014 (N=118)		Comparison of 2013 and 2014			
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank	
Sense of Community						
1. I would recommend MSU as a place of employment.	4.47	3	0.09	ns	7	
2. I believe there is a spirit of cooperation among those with whom I work.	4.06	19	0.01	ns	42	
3. I am proud to be a member of the MSU community.	4.48	2	0.02	ns	34	
4. I believe the university values employee retention.	3.87	27	0.04	ns	24	
Average	4.22		0.04			
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	3.77	32	0.03	ns	29	
6. I believe that MSU is committed to my safety at work.	4.24	7	0.04	ns	25	
7. I am recognized for the contributions I make at work.	3.87	29	0.07	ns	15	
8. I understand why it is important for MSU to value diversity.	4.24	8	-0.03	ns	30	
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.55	36	0.19	ns	2	
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.08	17	0.05	ns	22	
11. MSU's benefit programs meet my needs.	3.84	31	0.12	ns	4	
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.17	43	0.02	ns	35	
13. I believe MSU's physical facilities are adequate to support work and learning.	3.97	24	0.09	ns	9	
14. Parking at MSU is adequate.	2.92	44	-0.03	ns	33	
Average	3.77		0.06			
Support from Leadership						
15. I have input into decisions that affect my job.	3.74	33	0.07	ns	14	
16. I understand what is expected of me at my job.	4.15	13	-0.08	ns	10	
17. I am given a performance assessment on an annual basis.	4.34	5	-0.11	ns	5	
18. I understand how my job performance is assessed.	4.01	22	-0.23	ns	1	
19. My supervisor/manager communicates with me regularly.	4.07	18	-0.11	ns	6	
20. I am encouraged by my supervisor/manager/department head.	3.97	23	0.02	ns	37	
21. My job makes good use of my skills and abilities.	4.08	16	0.03	ns	32	
Average	4.05		-0.06			
Professional Development/Resources						
22. I have received adequate training for my job.	4.04	21	-0.04	ns	19	
23. I have the resources necessary to do my work.	4.16	10	-0.01	ns	40	
24. My job description matches what I really do.	3.85	30	-0.02	ns	36	
25. I believe my workload is manageable.	3.94	25	-0.04	ns	23	
26. There are enough employees in my area/department/office to handle the work.	3.73	34	0.06	ns	16	
27. I am able to take advantage of training and/or professional development opportunities.	4.06	20	0.05	ns	20	
28. I have the opportunity for advancement within the university.	3.37	41	0.05	ns	21	
Average	3.88		0.01			
MSU Mission						
29. I understand MSU's mission.	4.15	11	0.03	ns	27	
30. I think my work at MSU contributes to the overall mission of MSU.	4.21	9	-0.01	ns	41	
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.60	35	-0.01	ns	38	
32. I believe MSU's leadership has a clear vision for university's future.	3.87	28	-0.08	ns	13	
33. I believe MSU is headed in a positive direction.	4.08	15	-0.07	ns	12	
Average	3.98		-0.03			

Table II.I.1.a. Research: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=140); 2014 (N=118)					
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.).	3.91	26	0.06	ns	18
35. I can check MSU's website while at work.	4.45	4	-0.07	ns	11
36. I can send and receive email while at work.	4.52	1	0.00	ns	44
37. I know how to find information about events happening at the university.	4.29	6	-0.12	ns	3
38. I visit the MSU website on a regular basis to find information.	4.15	12	-0.09	ns	8
Average	4.26		-0.04		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.54	37	-0.06	ns	17
40. I know how to contact my Staff Council representative(s).	3.36	42	-0.01	ns	43
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.46	39	-0.04	ns	28
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.47	38	-0.01	ns	39
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.44	40	-0.02	ns	31
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.14	14	-0.04	ns	26
Average	3.57		-0.03		
Change from 2013 to 2014					
"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"					

Table II.I.1.b. Research: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=140); 2014 (N=118)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.20	33	0.01	ns	41
46. Feeling a spirit of cooperation among those with whom you work.	4.50	19	-0.06	ns	13
47. Being proud to be a member of the MSU community.	4.35	26	-0.08	ns	7
48. Believing that employee retention is valued by the university.	4.51	16	0.01	ns	43
Average	4.39		-0.03		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.45	23	-0.01	ns	38
50. Believing that MSU is committed to your safety at work.	4.56	11	-0.02	ns	36
51. Being recognized for the contributions that you make at work.	4.47	22	0.00	ns	44
52. Diversity being valued at MSU.	4.21	32	0.06	ns	19
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.66	4	-0.04	ns	24
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.67	3	0.03	ns	33
55. Having MSU's benefit programs meet your needs.	4.59	8	-0.07	ns	9
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.63	6	0.03	ns	29
57. Having physical facilities at MSU that are adequate to support work and learning.	4.48	21	0.03	ns	31
58. Having adequate parking at MSU.	4.29	29	-0.04	ns	30
Average	4.50		-0.00		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.58	10	-0.03	ns	27
60. Understanding what is expected of you at your job.	4.75	2	0.03	ns	32
61. Being given a performance assessment on an annual basis.	3.94	40	-0.13	ns	2
62. Understanding how your job performance is assessed.	4.41	24	-0.02	ns	35
63. Having your supervisor/manager communicate with you regularly.	4.50	18	-0.01	ns	42
64. Being encouraged by your supervisor/manager/department head.	4.51	15	0.05	ns	22
65. Having your job make good use of your skills and abilities.	4.56	12	-0.04	ns	21
Average	4.47		-0.02		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.62	7	0.06	ns	14
67. Having resources necessary to do your work.	4.76	1	0.03	ns	26
68. Having a job description that matches what you really do.	4.29	28	0.03	ns	34
69. Having a manageable workload.	4.53	13	0.06	ns	15
70. Having enough employees in your area/department/office to handle the work.	4.51	17	0.07	ns	4
71. Being able to take advantage of training and/or professional development opportunities.	4.49	20	0.01	ns	39
72. Having the opportunity for advancement within the university.	4.63	5	0.14	ns	1
Average	4.55		0.06		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.13	35	0.08	ns	5
74. Believing that your work contributes to the overall mission of MSU.	4.19	34	-0.02	ns	37
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	3.92	42	0.05	ns	25
76. Believing MSU's leadership has a clear vision for the university's future.	4.29	27	0.01	ns	40
77. Believing MSU is headed in a positive direction.	4.40	25	-0.06	ns	18
Average	4.19		0.01		

Table II.I.1.b. Research: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=140); 2014 (N=118)					
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.58	9	0.05	ns	20
79. Being able to check MSU's website while at work.	4.24	30	-0.05	ns	23
80. Being able to send and receive email while at work.	4.53	14	-0.09	ns	3
81. Knowing how to find information about events happening at the university.	4.24	31	-0.07	ns	10
82. Visiting the MSU website on a regular basis to find information.	4.13	36	0.04	ns	28
Average	4.34		-0.02		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.77	43	-0.07	ns	17
84. Knowing how to get in touch with your Staff Council representative(s).	3.75	44	-0.08	ns	8
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.07	39	0.08	ns	6
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.07	38	0.08	ns	11
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.08	37	0.07	ns	16
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	3.93	41	-0.08	ns	12
Average	3.95		0.00		
Change from 2013 to 2014					
"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"					

Table II.I.1.c. Research: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=140); 2014 (N=118)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.26	2		0.08
2. I believe there is a spirit of cooperation among those with whom I work.	-0.44	22		0.07
3. I am proud to be a member of the MSU community.	0.13	5		0.10
4. I believe the university values employee retention.	-0.64	34		0.04
Average	-0.17			0.07
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.68	37		0.05
6. I believe that MSU is committed to my safety at work.	-0.32	15		0.06
7. I am recognized for the contributions I make at work.	-0.60	30		0.06
8. I understand why it is important for MSU to value diversity.	0.02	9		-0.09
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.11	41		0.23
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.59	28		0.02
11. MSU's benefit programs meet my needs.	-0.75	38		0.19
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.46	44		-0.01
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.51	24		0.06
14. Parking at MSU is adequate.	-1.37	43		0.01
Average	-0.74			0.06
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.84	40		0.10
16. I understand what is expected of me at my job.	-0.60	31		-0.11
17. I am given a performance assessment on an annual basis.	0.40	1		0.02
18. I understand how my job performance is assessed.	-0.40	17		-0.21
19. My supervisor/manager communicates with me regularly.	-0.44	20		-0.10
20. I am encouraged by my supervisor/manager/department head.	-0.54	25		-0.03
21. My job makes good use of my skills and abilities.	-0.49	23		0.07
Average	-0.42			-0.04
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.58	26		-0.10
23. I have the resources necessary to do my work.	-0.60	29		-0.04
24. My job description matches what I really do.	-0.44	21		-0.05
25. I believe my workload is manageable.	-0.59	27		-0.10
26. There are enough employees in my area/department/office to handle the work.	-0.78	39		-0.01
27. I am able to take advantage of training and/or professional development opportunities.	-0.43	19		0.04
28. I have the opportunity for advancement within the university.	-1.26	42		-0.09
Average	-0.67			-0.05
<u>MSU Mission</u>				
29. I understand MSU's mission.	0.03	8		-0.05
30. I think my work at MSU contributes to the overall mission of MSU.	0.02	10		0.01
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.32	14		-0.06
32. I believe MSU's leadership has a clear vision for university's future.	-0.42	18		-0.08
33. I believe MSU is headed in a positive direction.	-0.32	13		-0.01
Average	-0.20			-0.04

Table II.I.1.c. Research: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=140); 2014 (N=118)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
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.).	-0.67	36		0.01
35. I can check MSU's website while at work.	0.21	3		-0.02
36. I can send and receive email while at work.	-0.01	11		0.09
37. I know how to find information about events happening at the university.	0.05	6		-0.05
38. I visit the MSU website on a regular basis to find information.	0.03	7		-0.13
Average	-0.08			-0.02
Staff Council (formerly Professional and Support Staff Advisory Council)				
39. I understand the role of Staff Council at MSU.	-0.23	12		0.01
40. I know how to contact my Staff Council representative(s).	-0.39	16		0.08
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.60	33		-0.12
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.60	32		-0.09
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.64	35		-0.09
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.21	4		0.03
Average	-0.38			-0.03

Table II.1.2 Research: Division of Research Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Research ³	University Residual ⁴	Sig. ⁵	Research	University Residual	Sig.
Sense of Community	N=118	N=949		N=118	N=949	
1. I would recommend MSU as a place of employment.	4.47	4.38	ns	4.20	4.27	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.06	4.05	ns	4.50	4.58	ns
3. I am proud to be a member of the MSU community.	4.48	4.45	ns	4.35	4.43	ns
4. I believe the university values employee retention.	3.87	3.80	ns	4.51	4.48	ns
Average	4.22	4.17		4.39	4.44	
Workplace Values and Work Environment						
5. Morale (team spirit) is generally high among the staff I know.	3.77	3.69	ns	4.45	4.44	ns
6. I believe that MSU is committed to my safety at work.	4.24	4.23	ns	4.56	4.48	ns
7. I am recognized for the contributions I make at work.	3.87	3.68	ns	4.47	4.42	ns
8. I understand why it is important for MSU to value diversity.	4.24	4.23	ns	4.21	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.55	3.20	+++	4.66	4.67	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.08	4.02	ns	4.67	4.60	ns
11. MSU's benefit programs meet my needs.	3.84	3.80	ns	4.59	4.65	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	3.17	2.93	+	4.63	4.59	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	3.97	3.99	ns	4.48	4.48	ns
14. Parking at MSU is adequate.	2.92	2.82	ns	4.29	4.27	ns
Average	3.76	3.66		4.50	4.48	
Support from Leadership						
15. I have input into decisions that affect my job.	3.74	3.60	ns	4.58	4.55	ns
16. I understand what is expected of me at my job.	4.15	4.21	ns	4.75	4.69	ns
17. I am given a performance assessment on an annual basis.	4.34	4.34	ns	3.94	4.04	ns
18. I understand how my job performance is assessed.	4.01	4.07	ns	4.41	4.37	ns
19. My supervisor/manager communicates with me regularly.	4.07	4.11	ns	4.50	4.51	ns
20. I am encouraged by my supervisor/manager/department head.	3.97	4.00	ns	4.51	4.47	ns
21. My job makes good use of my skills and abilities.	4.08	4.02	ns	4.56	4.56	ns
Average	4.05	4.05		4.47	4.46	
Professional Development/Resources						
22. I have received adequate training for my job.	4.04	3.96	ns	4.62	4.57	ns
23. I have the resources necessary to do my work.	4.16	4.04	ns	4.76	4.68	ns
24. My job description matches what I really do.	3.85	3.67	ns	4.29	4.24	ns
25. I believe my workload is manageable.	3.94	3.84	ns	4.53	4.49	ns
26. There are enough employees in my area/department/office to handle the work.	3.73	3.54	+	4.51	4.53	ns
27. I am able to take advantage of training and/or professional development opportunities.	4.06	3.92	ns	4.49	4.45	ns
28. I have the opportunity for advancement within the university.	3.37	3.19	ns	4.63	4.49	+
Average	3.88	3.74		4.55	4.49	
MSU Mission						
29. I understand MSU's mission.	4.15	4.11	ns	4.13	4.12	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.21	4.14	ns	4.19	4.23	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.60	3.41	+	3.92	3.93	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.87	3.84	ns	4.29	4.26	ns
33. I believe MSU is headed in a positive direction.	4.08	4.02	ns	4.40	4.43	ns
Average	3.98	3.91		4.19	4.20	

Table II.1.2 Research: Division of Research Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Research ³	University Residual ⁴	Sig. ⁵	Research	University Residual	Sig.
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.).	3.91	3.74	ns	4.58	4.48	ns
35. I can check MSU's website while at work.	4.45	4.43	ns	4.24	4.28	ns
36. I can send and receive email while at work.	4.52	4.42	ns	4.53	4.48	ns
37. I know how to find information about events happening at the university.	4.29	4.19	ns	4.24	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.15	4.14	ns	4.13	4.21	ns
Average	4.26	4.18		4.34	4.34	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.54	3.59	ns	3.77	3.88	ns
40. I know how to contact my Staff Council representative(s).	3.36	3.36	ns	3.75	3.90	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.46	3.49	ns	4.07	4.09	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.47	3.49	ns	4.07	4.06	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.44	3.44	ns	4.08	4.11	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.14	4.25	ns	3.93	4.01	ns
Average	3.57	3.60		3.94	4.01	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Research.						
⁴ Includes all respondents who do not self identify as Research.						
⁵ "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** – proud to be a member of the MSU community, can send and receive email while at work, given a performance assessment on an annual basis, can check MSU's website while at work, and being permitted to attend Staff Appreciation Day.
- **Lowest satisfaction** – believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, having the opportunity for advancement within the university, fairness in pay compared to others at MSU, adequate parking, and fairness in pay compared to others outside MSU.
- **Change from 2013 to 2014**
 - Nineteen (19) of 44 items statistically increased
 - Ten (10) of 44 items numerically increased
 - Thirty-four (34) of 44 items numerically decreased
 - **Greatest increase** – believing there is a spirit of cooperation among those with whom I work, can send and receive email while at work, and MSU's benefit programs meet my needs
 - **Greatest decrease** – believing the Staff Council provides a unified voice when communicating on behalf of MSU staff, believing MSU's leadership has a clear vision for university's future, and believing Staff Council effectively fosters communication between MSU staff and MSU administration

Importance (Table II.J.1.b.)

- **Most Important** – being paid fairly when compared to other people doing similar work at MSU, understanding what is expected of you at your job, having resources necessary to do your work, having MSU's benefit programs meet your needs, and being paid fairly when compared to other people doing similar work outside of MSU
- **Least Important** – having Staff Council provide a forum for MSU staff to discuss issues that affect the university, being permitted to attend Staff Appreciation Day, knowing how to get in touch with your Staff Council representative, understanding the top 3-5 institutional priorities for improving MSU over the next three years, and understanding the role of Staff Council at MSU

Satisfaction minus Importance (Table II.J.1.c.) the more negative the number, the more likely staff may value an improvement in these matters.

- **The largest negative values** – fairness in pay compared to others outside MSU, fairness in pay compared to others at MSU, adequate parking, and having the opportunity for advancement within the university

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

- **More satisfied** – believing there is a spirit of cooperation among those with whom I work, given a performance assessment on an annual basis, understanding MSU's mission, understanding the top 3-5 institutional priorities for improving MSU over the next three years, knowing how to contact my Staff Council representative, and being permitted to attend Staff Appreciation Day
- **Less satisfied** – 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.J.1.a. Student Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=142); 2014 (N=122)					
Sense of Community					
1. I would recommend MSU as a place of employment.	4.40	6	-0.12	ns	13
2. I believe there is a spirit of cooperation among those with whom I work.	4.25	13	0.13	ns	14
3. I am proud to be a member of the MSU community.	4.55	1	-0.05	ns	33
4. I believe the university values employee retention.	3.83	26	-0.09	ns	21
Average	4.26		-0.03		
Workplace Values and Work Environment					
5. Morale (team spirit) is generally high among the staff I know.	3.76	31	-0.08	ns	22
6. I believe that MSU is committed to my safety at work.	4.35	7	0.01	ns	42
7. I am recognized for the contributions I make at work.	3.66	34	-0.12	ns	19
8. I understand why it is important for MSU to value diversity.	4.35	8	-0.00	ns	44
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.05	42	-0.08	ns	24
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.11	17	-0.06	ns	31
11. MSU's benefit programs meet my needs.	3.90	25	0.08	ns	23
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.70	44	-0.16	ns	11
13. I believe MSU's physical facilities are adequate to support work and learning.	4.05	19	0.01	ns	41
14. Parking at MSU is adequate.	2.75	43	-0.04	ns	38
Average	3.67		-0.05		
Support from Leadership					
15. I have input into decisions that affect my job.	3.73	32	-0.07	ns	27
16. I understand what is expected of me at my job.	4.25	12	-0.09	ns	18
17. I am given a performance assessment on an annual basis.	4.51	3	0.05	ns	30
18. I understand how my job performance is assessed.	4.18	16	0.02	ns	40
19. My supervisor/manager communicates with me regularly.	4.19	15	-0.16	ns	10
20. I am encouraged by my supervisor/manager/department head.	3.98	21	-0.07	ns	28
21. My job makes good use of my skills and abilities.	4.09	18	0.07	ns	26
Average	4.13		-0.03		
Professional Development/Resources					
22. I have received adequate training for my job.	3.97	22	-0.18	ns	7
23. I have the resources necessary to do my work.	4.02	20	-0.10	ns	20
24. My job description matches what I really do.	3.79	28	-0.00	ns	43
25. I believe my workload is manageable.	3.79	29	-0.13	ns	12
26. There are enough employees in my area/department/office to handle the work.	3.60	36	-0.08	ns	25
27. I am able to take advantage of training and/or professional development opportunities.	3.90	24	-0.18	ns	9
28. I have the opportunity for advancement within the university.	3.13	41	-0.14	ns	15
Average	3.74		-0.11		
MSU Mission					
29. I understand MSU's mission.	4.29	10	-0.02	ns	39
30. I think my work at MSU contributes to the overall mission of MSU.	4.26	11	-0.05	ns	34
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.61	35	-0.06	ns	32
32. I believe MSU's leadership has a clear vision for university's future.	3.78	30	-0.28	-	2
33. I believe MSU is headed in a positive direction.	3.93	23	-0.19	ns	6
Average	3.97		-0.12		

Table II.J.1.a. Student Affairs: Reported Staff Satisfaction with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)	Satisfaction				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
2013 (N=142); 2014 (N=122)					
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.).	3.83	27	-0.05	ns	35
35. I can check MSU's website while at work.	4.50	4	0.03	ns	37
36. I can send and receive email while at work.	4.52	2	0.09	ns	16
37. I know how to find information about events happening at the university.	4.33	9	0.05	ns	29
38. I visit the MSU website on a regular basis to find information.	4.23	14	-0.10	ns	17
Average	4.28		0.00		
Staff Council (formerly Professional and Support Staff Advisory Council)					
39. I understand the role of Staff Council at MSU.	3.73	33	-0.22	ns	4
40. I know how to contact my Staff Council representative(s).	3.53	38	-0.20	ns	8
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.51	39	-0.32	--	1
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.55	37	-0.20	ns	5
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.50	40	-0.26	-	3
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.48	5	-0.04	ns	36
Average	3.72		-0.20		
Change from 2013 to 2014					
"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"					

Table II.J.1.b. Student Affairs: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=142); 2014 (N=122)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
<u>Sense of Community</u>					
45. Being able to recommend MSU as a place of employment.	4.28	27	-0.04	ns	36
46. Feeling a spirit of cooperation among those with whom you work.	4.60	7	0.01	ns	43
47. Being proud to be a member of the MSU community.	4.43	22	-0.14	ns	9
48. Believing that employee retention is valued by the university.	4.52	13	-0.04	ns	34
Average	4.45		-0.05		
<u>Workplace Values and Work Environment</u>					
49. High morale (team spirit) exhibited by the staff that you know.	4.47	19	-0.02	ns	38
50. Believing that MSU is committed to your safety at work.	4.48	17	-0.09	ns	23
51. Being recognized for the contributions that you make at work.	4.41	24	-0.03	ns	37
52. Diversity being valued at MSU.	4.22	33	-0.14	ns	13
53. Being paid fairly when compared to other people doing similar work AT MSU.	4.70	1	-0.01	ns	40
54. Being comfortable expressing your job related ideas/concerns with your supervisor.	4.62	6	-0.06	ns	29
55. Having MSU's benefit programs meet your needs.	4.66	4	-0.01	ns	41
56. Being paid fairly when compared to other people doing similar work OUTSIDE OF MSU.	4.64	5	0.04	ns	33
57. Having physical facilities at MSU that are adequate to support work and learning.	4.45	21	-0.11	ns	16
58. Having adequate parking at MSU.	4.21	34	-0.13	ns	17
Average	4.49		-0.06		
<u>Support from Leadership</u>					
59. Having input into decisions that affect your job.	4.54	10	-0.06	ns	32
60. Understanding what is expected of you at your job.	4.69	2	0.01	ns	42
61. Being given a performance assessment on an annual basis.	4.12	39	-0.11	ns	19
62. Understanding how your job performance is assessed.	4.39	26	-0.06	ns	31
63. Having your supervisor/manager communicate with you regularly.	4.48	16	-0.08	ns	24
64. Being encouraged by your supervisor/manager/department head.	4.47	20	-0.07	ns	30
65. Having your job make good use of your skills and abilities.	4.55	9	-0.07	ns	27
Average	4.46		-0.06		
<u>Professional Development/Resources</u>					
66. Receiving adequate training for your job.	4.55	8	-0.07	ns	25
67. Having resources necessary to do your work.	4.69	3	-0.06	ns	28
68. Having a job description that matches what you really do.	4.20	35	-0.18	ns	5
69. Having a manageable workload.	4.52	11	-0.02	ns	39
70. Having enough employees in your area/department/office to handle the work.	4.51	14	-0.03	ns	35
71. Being able to take advantage of training and/or professional development opportunities.	4.48	15	-0.09	ns	20
72. Having the opportunity for advancement within the university.	4.52	12	-0.07	ns	26
Average	4.50		-0.08		
<u>MSU Mission</u>					
73. Understanding MSU's mission.	4.20	36	-0.11	ns	18
74. Believing that your work contributes to the overall mission of MSU.	4.26	30	-0.18	ns	3
75. Understanding the top 3-5 institutional priorities for improving MSU over the next three years.	3.91	43	-0.15	ns	11
76. Believing MSU's leadership has a clear vision for the university's future.	4.28	28	-0.10	ns	21
77. Believing MSU is headed in a positive direction.	4.41	23	-0.16	ns	6
Average	4.21		-0.14		

Table II.J.1.b. Student Affairs: Reported Staff Importance with Various Facets of Mississippi State University in 2014 Compared to 2013.

(1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important) 2013 (N=142); 2014 (N=122)	Importance				
	Results from 2014		Comparison of 2013 and 2014		
	Average Response	Rank	Change (2014-2013)	t-test Significance	Rank
University-wide Communication					
78. Being well informed about changes in policies and procedures that affect your employment (changes in Human Resources policies, health/safety issues, legal precedents, etc.).	4.40	25	-0.11	ns	15
79. Being able to check MSU's website while at work.	4.23	32	-0.22	-	1
80. Being able to send and receive email while at work.	4.48	18	0.00	ns	44
81. Knowing how to find information about events happening at the university.	4.26	29	-0.12	ns	14
82. Visiting the MSU website on a regular basis to find information.	4.24	31	-0.10	ns	22
Average	4.32		-0.11		
Staff Council (formerly Professional and Support Staff Advisory Council)					
83. Understanding the role of Staff Council at MSU.	3.87	44	-0.22	-	2
84. Knowing how to get in touch with your Staff Council representative(s).	3.92	42	-0.18	ns	4
85. Having Staff Council effectively foster communication between the staff and MSU administration.	4.12	38	-0.14	ns	12
86. Having Staff Council provide a forum for MSU staff to discuss issues that affect the university.	4.05	40	-0.15	ns	10
87. Having Staff Council provide a unified voice when communicating with administration on behalf of MSU staff.	4.14	37	-0.17	ns	7
88. Being permitted to attend Staff Appreciation Day, if you wish to go.	3.98	41	-0.18	ns	8
Average	4.01		-0.17		
Change from 2013 to 2014					
"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"					

Table II.J.1.c. Student Affairs: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=142); 2014 (N=122)	Results from 2014			Change from 2013 to 2014
	Satisfaction-Import	Rank		Satisfaction-Import
<u>Sense of Community</u>				
1. I would recommend MSU as a place of employment.	0.12	.		-0.08
2. I believe there is a spirit of cooperation among those with whom I work.	-0.35	.		0.13
3. I am proud to be a member of the MSU community.	0.12	.		0.09
4. I believe the university values employee retention.	-0.68	.		-0.05
Average	-0.20			0.02
<u>Workplace Values and Work Environment</u>				
5. Morale (team spirit) is generally high among the staff I know.	-0.71	.		-0.06
6. I believe that MSU is committed to my safety at work.	-0.13	.		0.10
7. I am recognized for the contributions I make at work.	-0.75	.		-0.08
8. I understand why it is important for MSU to value diversity.	0.12	.		0.14
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	-1.65	.		-0.07
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	-0.51	.		-0.00
11. MSU's benefit programs meet my needs.	-0.76	.		0.09
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	-1.95	.		-0.20
13. I believe MSU's physical facilities are adequate to support work and learning.	-0.40	.		0.12
14. Parking at MSU is adequate.	-1.45	.		0.09
Average	-0.82			0.01
<u>Support from Leadership</u>				
15. I have input into decisions that affect my job.	-0.81	.		-0.01
16. I understand what is expected of me at my job.	-0.45	.		-0.11
17. I am given a performance assessment on an annual basis.	0.39	.		0.16
18. I understand how my job performance is assessed.	-0.22	.		0.08
19. My supervisor/manager communicates with me regularly.	-0.29	.		-0.07
20. I am encouraged by my supervisor/manager/department head.	-0.49	.		-0.00
21. My job makes good use of my skills and abilities.	-0.46	.		0.14
Average	-0.33			0.03
<u>Professional Development/Resources</u>				
22. I have received adequate training for my job.	-0.59	.		-0.11
23. I have the resources necessary to do my work.	-0.67	.		-0.04
24. My job description matches what I really do.	-0.41	.		0.18
25. I believe my workload is manageable.	-0.73	.		-0.11
26. There are enough employees in my area/department/office to handle the work.	-0.91	.		-0.04
27. I am able to take advantage of training and/or professional development opportunities.	-0.58	.		-0.09
28. I have the opportunity for advancement within the university.	-1.38	.		-0.06
Average	-0.75			-0.04
<u>MSU Mission</u>				
29. I understand MSU's mission.	0.09	.		0.09
30. I think my work at MSU contributes to the overall mission of MSU.	-0.00	.		0.14
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	-0.30	.		0.09
32. I believe MSU's leadership has a clear vision for university's future.	-0.50	.		-0.19
33. I believe MSU is headed in a positive direction.	-0.48	.		-0.03
Average	-0.24			0.02

Table II.J.1.c. Student Affairs: Difference between Reported Staff Satisfaction and Perceived Importance of Various Facets of Mississippi State University in 2014 Compared to 2013.

2013 (N=142); 2014 (N=122)	Results from 2014		Change from 2013 to 2014
	Satisfaction-Import	Rank	Satisfaction-Import
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.).	-0.57	.	0.06
35. I can check MSU's website while at work.	0.28	.	0.26
36. I can send and receive email while at work.	0.04	.	0.09
37. I know how to find information about events happening at the university.	0.07	.	0.17
38. I visit the MSU website on a regular basis to find information.	-0.01	.	-0.00
Average	-0.04		0.12
Staff Council (formerly Professional and Support Staff Advisory Council)			
39. I understand the role of Staff Council at MSU.	-0.15	.	0.00
40. I know how to contact my Staff Council representative(s).	-0.38	.	-0.02
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	-0.61	.	-0.18
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	-0.50	.	-0.04
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	-0.65	.	-0.09
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	0.49	.	0.14
Average	-0.30		-0.03

Table II.J.2 Student Affairs: Division of Student Affairs Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Student Affairs ³	University Residual ⁴	Sig. ⁵	Student Affairs	University Residual	Sig.
<u>Sense of Community</u>	N=122	N=945		N=122	N=945	
1. I would recommend MSU as a place of employment.	4.40	4.39	ns	4.28	4.26	ns
2. I believe there is a spirit of cooperation among those with whom I work.	4.25	4.02	+	4.60	4.57	ns
3. I am proud to be a member of the MSU community.	4.55	4.44	ns	4.43	4.42	ns
4. I believe the university values employee retention.	3.83	3.80	ns	4.52	4.48	ns
Average	4.26	4.16		4.46	4.43	
<u>Workplace Values and Work Environment</u>						
5. Morale (team spirit) is generally high among the staff I know.	3.76	3.69	ns	4.47	4.44	ns
6. I believe that MSU is committed to my safety at work.	4.35	4.22	ns	4.48	4.49	ns
7. I am recognized for the contributions I make at work.	3.66	3.71	ns	4.41	4.43	ns
8. I understand why it is important for MSU to value diversity.	4.35	4.21	ns	4.22	4.18	ns
9. Compared to other people doing similar work AT MSU, I think I am paid fairly.	3.05	3.26	-	4.70	4.67	ns
10. I am comfortable expressing my job related ideas/concerns with my supervisor.	4.11	4.02	ns	4.62	4.61	ns
11. MSU's benefit programs meet my needs.	3.90	3.79	ns	4.66	4.64	ns
12. Compared to other people doing similar work, OUTSIDE OF MSU, I think I am paid fairly.	2.70	2.99	-	4.64	4.58	ns
13. I believe MSU's physical facilities are adequate to support work and learning.	4.05	3.98	ns	4.45	4.48	ns
14. Parking at MSU is adequate.	2.75	2.84	ns	4.21	4.28	ns
Average	3.67	3.67		4.49	4.48	
<u>Support from Leadership</u>						
15. I have input into decisions that affect my job.	3.73	3.60	ns	4.54	4.56	ns
16. I understand what is expected of me at my job.	4.25	4.20	ns	4.69	4.70	ns
17. I am given a performance assessment on an annual basis.	4.51	4.32	+	4.12	4.02	ns
18. I understand how my job performance is assessed.	4.18	4.04	ns	4.39	4.38	ns
19. My supervisor/manager communicates with me regularly.	4.19	4.09	ns	4.48	4.51	ns
20. I am encouraged by my supervisor/manager/department head.	3.98	4.00	ns	4.47	4.47	ns
21. My job makes good use of my skills and abilities.	4.09	4.02	ns	4.55	4.56	ns
Average	4.13	4.04		4.46	4.46	
<u>Professional Development/Resources</u>						
22. I have received adequate training for my job.	3.97	3.96	ns	4.55	4.58	ns
23. I have the resources necessary to do my work.	4.02	4.06	ns	4.69	4.68	ns
24. My job description matches what I really do.	3.79	3.68	ns	4.20	4.25	ns
25. I believe my workload is manageable.	3.79	3.86	ns	4.52	4.49	ns
26. There are enough employees in my area/department/office to handle the work.	3.60	3.55	ns	4.51	4.53	ns
27. I am able to take advantage of training and/or professional development opportunities.	3.90	3.94	ns	4.48	4.45	ns
28. I have the opportunity for advancement within the university.	3.13	3.22	ns	4.52	4.50	ns
Average	3.74	3.75		4.50	4.50	
<u>MSU Mission</u>						
29. I understand MSU's mission.	4.29	4.09	+	4.20	4.11	ns
30. I think my work at MSU contributes to the overall mission of MSU.	4.26	4.14	ns	4.26	4.23	ns
31. I understand the top 3-5 institutional priorities for improving MSU over the next three years.	3.61	3.41	+	3.91	3.94	ns
32. I believe MSU's leadership has a clear vision for university's future.	3.78	3.86	ns	4.28	4.26	ns
33. I believe MSU is headed in a positive direction.	3.93	4.04	ns	4.41	4.43	ns
Average	3.97	3.91		4.21	4.19	

Table II.J.2 Student Affairs: Division of Student Affairs Reported Satisfaction and Importance with Various Facets of Mississippi State University Compared to the Remainder of the University in 2014.

	Satisfaction ¹			Importance ²		
	Student Affairs ³	University Residual ⁴	Sig. ⁵	Student Affairs	University Residual	Sig.
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.).	3.83	3.75	ns	4.40	4.50	ns
35. I can check MSU's website while at work.	4.50	4.42	ns	4.23	4.28	ns
36. I can send and receive email while at work.	4.52	4.42	ns	4.48	4.49	ns
37. I know how to find information about events happening at the university.	4.33	4.19	ns	4.26	4.23	ns
38. I visit the MSU website on a regular basis to find information.	4.23	4.13	ns	4.24	4.20	ns
Average	4.28	4.18		4.32	4.34	
Staff Council (formerly Professional and Support Staff Advisory Council)						
39. I understand the role of Staff Council at MSU.	3.73	3.57	ns	3.87	3.87	ns
40. I know how to contact my Staff Council representative(s).	3.53	3.34	+	3.92	3.88	ns
41. I believe Staff Council effectively fosters communication between MSU staff and MSU administration.	3.51	3.49	ns	4.12	4.08	ns
42. I believe the Staff Council provides a forum for MSU staff to discuss issues at the university.	3.55	3.48	ns	4.05	4.06	ns
43. I believe the Staff Council provides a unified voice when communicating on behalf of MSU staff.	3.50	3.43	ns	4.14	4.10	ns
44. I am permitted to attend Staff Appreciation Day, if I wish to go.	4.48	4.20	++	3.98	4.00	ns
Average	3.72	3.59		4.01	4.00	
¹ Satisfaction responses: (1=strongly disagree, 2=disagree, 3=neither disagree nor agree, 4=agree, 5=strongly agree)						
² Importance responses: (1=completely unimportant, 2=unimportant, 3=neither unimportant nor important, 4=important, 5=very important)						
³ Includes respondents who self identify as Student Affairs.						
⁴ Includes all respondents who do not self identify as Student Affairs.						
⁵ "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"						