Staff Senate General Session Minutes

October 8, 2026

11:00am-1:00pm

Glass Hall 486

Absences: JF1: Angie Piercy, Lesa Anderson, Austin Ball, Krysta Smith; JF2: Gene Brewer, John Elkins, Kirk Robinson, Carisma Wantland, Benjamin Wilkins, Kem Yost; JF3: Stacey Stopczynski, Breno Viani; JF4: John Bogue, Sharon Harter, Donna Murphy, Adam Niesen, Sophia Raithel, Carly Totsch-Nowobielski, Stephanie Van Rhein, Nicole Webster; Divisional Representatives: Stephanie Smith; College Representatives: Heidi Culbertson, Holly Keehner, Garrett Kirk

Subs: JF4: Tammy Dixon subbed for Allicia Baum

Guests: Ashley Pearce (Computer Services), Tashiana Conklin (School of Anesthesia), Heidi Backes (Faculty Senate Chair/Representative), Jamie Lee (Computer Services), Kelly Elkins (Computer Services), Dave Harp (Computer Services)

Presiding Officer: Chair Webster

1. Welcome and Call to Order – 11:08 AM

2. Guest Speakers

a. Janelle Mitchell- United Way of the Ozarks

- MSU employees can donate money per month to come directly out of their paycheck; if you donate more than $50/year you can designate where the money goes, designations don't carry over from year to year so you need to designate each year
- United Way served a lot more people last year than the year prior
- 211 is the 911 for resources like housing, utilities, transportation, and food

b. Mary Bohlen and Dr. Egon Heidendal- Modern Think Survey

- The goal is to do a Great Colleges to Work For Survey every two years with the next one in spring 2028. The survey time is always March-April and the next survey will be better communicated with a goal of reaching more employees. There are roughly 700 faculty and 1,300 staff working at MSU.

- Discussion of survey results from March 2-April 3, 2026; 734 employees/1,957 took the survey, roughly 38%; 568 of the employees who took the survey were staff members
- The President's Cabinet knows the survey results and is planning to address issues with senior leadership
- The Modern Think Honor Role includes 10 universities, all with scores over 80%, and four two-year colleges
- Results are not surprising and there will be focus groups created to go over responses
- Staff and faculty responses carry the same weight
- See attached information about the survey results

3. Review and Approval of Minutes – The minutes were approved by unanimous consent.

4. Swearing-in of New Senator(s) – Senator Judy Raines, Senator Kay Medlin, Senator Nate Bledsoe

5. Executive Board Reports

a. Chair Webster –

- There is one vacant seat in JF2, JF3, and JF4
- The Shared Leave Committee needs another representative from staff
- November 4, 11:30 AM – Town Hall – PSU Theater
- November 1 – benefits enrollment begins
- Now through November 8 – nominate staff for the Staff Excellence Award; make nominations specific with examples

6. External Committee Reports

A. Academic Calendar- Chair Webster

- Not met

B. Administrative Budget- Chair Elect Bohlen

- Not met

C. Employee Wellness- Senator Martin

- Wellness incentive – two of three options: biometrics, flu shot, wellness video (released in November)

- If you did not get an email from Magers confirming that you have completed biometrics, then you still need biometrics
- October 13 – lunch and learn about GLP1s
- October 26 – Women's Self Defense class
- October 28 – Benefits' Fair – has over $1,500 giveaways

D. Executive Budget- Chair Webster

- Not met

E. Faculty Senate Liaisons- Senator Van Rhein, Senator Ball,

Sub- Senator Whorton, Senator Shively

- Heidi Backes would like Faculty and Staff Senates to grow together with a goal of executive board members meeting monthly
- People can come to her with concerns

F. Health Care and Benefits- Chair Webster, Senator Mings

- November 1 – the wellness video will be assigned (my.missouristate.edu > Learning & Development – HR card > My Learning Connection > Transcript – see assignments)
- To save $30/month on insurance premiums, do two of the three wellness incentive options
- Employees doing labs outside of Magers must send documentation to MagersMedicalRecords@MissouriState.edu to receive credit
- Do NOT send medical information to Dee Dee Mings.

G. Inclusion Awareness Team- Senator Harter

- No information

H. IT Council- Chair Elect Bohlen, Senator K. Piercy, Parliamentarian Hader

- Some SCUF Innovation proposals were approved

I. Large Events Coordination- Senator Reed

- Senator Reed has a calendar that shows events with 100 or more attendees on campus or with events that will impact parking, etc.

J. President's Council on Accessibility- Senator DePriest, Sub- Senator Anderson

- Not met

K. Shared Leave Committee- Senator Mallonee, Senator Jean

- Not met, meeting today

L. Staff Excellence in Service Awards (SEUSA)- Senator Niesen, Senator Bowles

- Not met
- Submit nominations now through November 8th

M. Student Government Liaisons- Senator Culbertson, Senator Elkins,

Senator Townsend, Senator Watkins, Senator Brewer

- Addie Kimmerlie is the Senior Class President
- SGA sent a parking survey and got 850 responses, the most involvement on a survey they have ever had
- There is also a survey about how students feel about Brightspace
- The senior class gift is underway

N. Sustainability Advisory Committee- Senator Letterman

- Nothing to report

O. Sustainability Commission- Senator Wilkins

- Nothing to report

P. Transportation Advisory Council- Senator Bogue

- Will need a sub for Senator Bogue at the end of the year

Q. University Council- Chair Webster

- Benefits are going up 11-12.5%
- Dental is staying the same
- Enrollment Management shared 11 playbooks – feedback was more research is needed. Playbooks contained things we were already doing and know about, so if these things are not already happening it is an accountability issue

R. University Space Allocation- Parliamentarian Hader

- Not met – meeting moved to December

S. Wall of Fame- Chair Webster

- Nothing to report

T. West Plains Staff Senate- Senator Mings

- West Plains was getting ready to host a rodeo October 8-10
- They are planning events including: Secret Grizzly Holiday Party and a Chili Cookoff

U. Williams' Welcome-Chair Webster, Chair Elect Bohlen

- The next one is October 21

V. Wyrick Commission- Secretary Piercy, Sub-Senator Osler

- Nothing to report

7. Internal Committee Reports

A. Public Affairs Committee- Senator Harter and Senator Watkins

- The book discussion September 22 was well attended
- October 15 – 3:30 PM Cherry Street Cleanup for Adopt a Street
- Creating a Bear Pantry flyer for a drive October 26-November 13
- Next meeting October 20, 3:30 PM on Zoom

B. Staff Activities Committee- Senator Mallonee and Senator Babb

- Next event = November 14 tailgate from 11 AM-2 PM.
  - Sharing a tent with the Vet Center
  - There will be wings from Harbell's
  - Sign up to bring a side and to help out
  - Next meeting October 21 LIBR 303 1:30-2:30 PM

C. Staff Development Committee- Senator Van Rhein and Senator Anderson

- No report

D. Staff Outreach Committee- Senator Martin

- Working on which group to reach out to next
- Meeting will immediately follow the Staff Senate meeting

E. Goal Three Committee- Past Chair Bridges and Senator Reed

- No report

8. Old Business

- Nothing to report

9. New Business

- There is a Naturalization Ceremony, October 15 at 11:30 AM in Juanita K. Hammons – Senator Mallonee will be speaking

10. Open Forum

- SW MO Immigration Alliance has a Go Fund Me online
- Senator Kahre is still unpacking from her move
- ICE has detained an MSU employee – the President is releasing a statement later today

11. Adjournment

- Motion to close October meeting at 12:42 PM

Next Meeting: November 5, at 11:00am Glass Hall 486

ModernThink

Missouri State Springfield Results 2026

2026 ModernThink “Great Colleges to Work For”

Staff Senate

1

Agenda



01	Survey Recap
02	University Results
03	Staff Results
04	Q&A

2

Missouri State University

Overall and benchmark results 2026

Survey Overview

Survey Timeline

- March 2, 2026 – April 3, 2026

Response Rates

- MSU-Springfield: 38% (734/1957)

Benchmarks

- 2026 MSU – Research College and Universities

55 Survey statements on a 5-point agreement scale

Faculty Experience Statements on a five-point agreement scale. **5**

20 Benefit satisfaction questions on a 5-point satisfaction scale

Open-ended Questions **2**

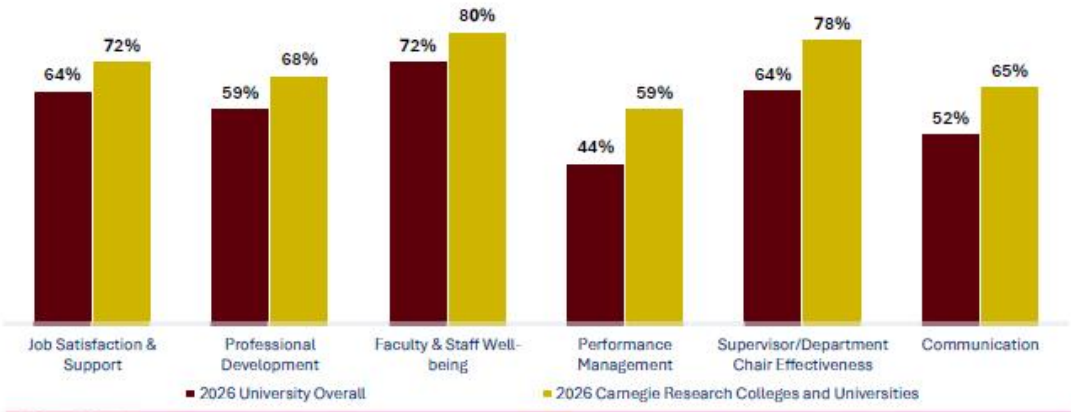
8 Demographic Questions

Core Dimensions



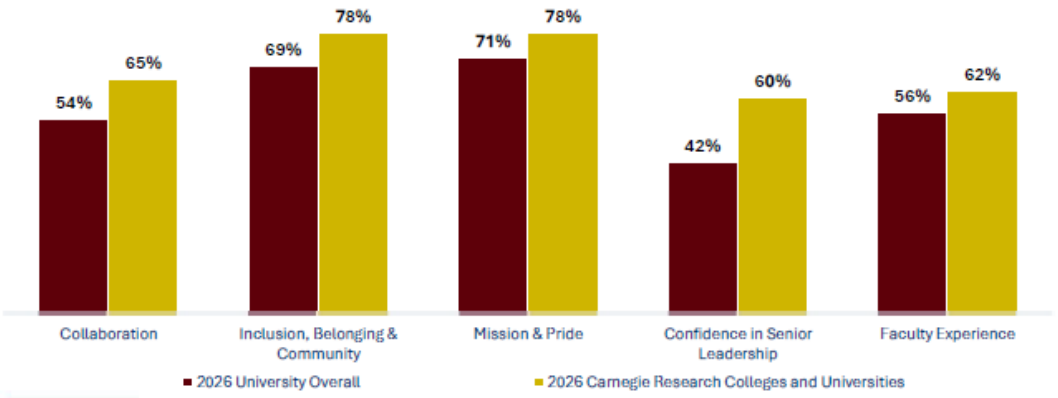
Mo State

Dimensions



Mo State

Dimensions



7

Q1 What do you appreciate most about working at this institution?

Six dominant themes emerged from faculty, administrator, and staff responses (n = 585 comments)

Students, Mission & Community
n = 194

Employees find deep purpose in supporting student success and carrying out the university's public affairs mission in the community.

"*I appreciate our focus on students.*"

Benefits, PTO & Job Stability
n = 174

Health, retirement, tuition waivers, and generous paid time off are consistently cited as meaningful, stabilizing advantages.

"*The tuition waiver, earned time off and healthcare are all incredible benefits.*"

Colleagues & Family-Like Culture
n = 139

Across every group, employees describe close-knit, caring relationships with coworkers and a genuine sense of belonging.

"*My coworkers, they are like family.*"

Work-Life Balance & Flexibility
n = 90

Flexible schedules, remote-work options, and trust to manage one's own time are valued across faculty, administrator, and staff roles.

"*Flexibility is key! I very much appreciate the flexibility I have in my work.*"

Supportive Supervisors & Leadership
n = 88

Many credit their immediate supervisor or department head with fairness, compassion, and real investment in their success.

"*My supervisor is smart, has compassion, and works hard to make us successful.*"

Autonomy & Freedom from Micromanagement
n = 18

Employees appreciate being trusted to do their jobs — from academic freedom in the classroom to independence in daily work.

"*Ability to do your job without being micromanaged.*"

8

Q2 What would make this institution a better place to work?

Employees identified six priority areas for improvement — compensation being the most prevalent (n = 580 comments)

Competitive & Equitable Pay
n = 228

By far the most frequently cited concern across every group — employees feel pay lags peer institutions, merit, and the rising cost of living.

> *"Yearly raises that at least cover cost of living increases."*

Leadership Communication & Transparency
n = 168

Employees want clearer, more consistent communication from senior administration and greater transparency around decisions and budgets.

> *"Genuine communication from leadership."*

Budget & Athletics Priorities
n = 101

Many feel spending favors athletics and new construction over classrooms, salaries, and the academic mission.

> *"Less emphasis on athletics, and more focus and emphasis on what we do well."*

Facilities, Maintenance & Parking
n = 86

Employees cite aging buildings, deferred maintenance, and costly, limited parking as daily frustrations that affect morale.

> *"Facility updates to ensure faculty, staff, and students are working in safe conditions."*

Recognition & Advancement
n = 68

Faculty and staff call for clearer promotion pathways and evaluation standards applied consistently across departments.

> *"More recognition and promotion opportunities for instructors."*

Workload & Staffing Support
n = 30

Heavy workloads and chronic understaffing are wearing on faculty and staff alike, who are asking for realistic expectations and more help.

> *"The workload. There is much to do! We rarely have sufficient folks to get the work done."*

Mo State

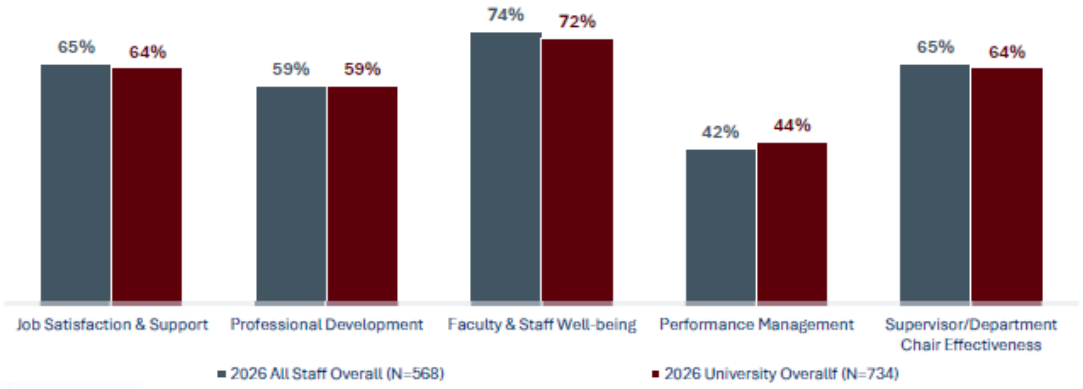
Missouri State University

Staff Results

All staff

Mo State

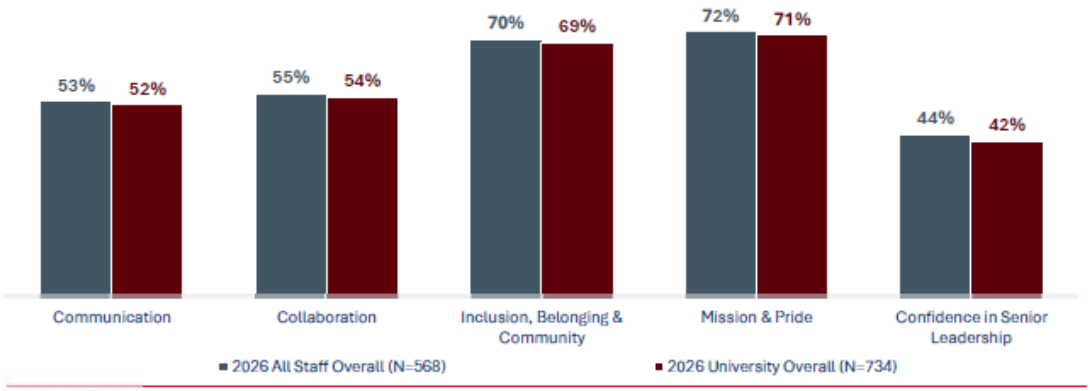
Dimensions



11

11

Dimensions



12

12

Color Legend

- Throughout the presentation color coding is used to indicate additional information about various data elements.



Indicates a statement is also in the top or bottom list of the university overall.

Indicates a positive response is above 75% or a negative response is below 10%.

Indicates a positive response is below 45% or a negative response is above 30%.

Mo State

University Strengths

- Job Satisfaction/Fit, Autonomy & Meaningful Work
- Mission & Pride
- Faculty & Staff Well-being
- Supervisor/Department Chair Effectiveness

Mo State

Top Ten Statements – All Staff (N=568)

	Survey Statement	All Staff	
		Overall Positive	Overall Negative
1	05. I understand how my job contributes to this institution's mission.	91	2
2	29. In my department, we welcome people of all backgrounds.	91	3
3	49. This institution actively contributes to the community.	82	3
4	47. My supervisor/department chair supports my efforts to balance my work and personal life.	82	8
5	44. At work, I know where to go for help with my mental or emotional well-being.	81	8
6	24. The work I do is meaningful to me.	79	4
7	02. I am given the responsibility and freedom to do my job.	79	7
8	40. At this institution, we value people of all backgrounds.	77	5
9	34. This institution's benefits meet my needs.	77	6
10	15. My supervisor/department chair shows genuine interest in my well-being.	76	10

University Opportunities

- Resource Constraints
- Professional Development
- Performance Management
- Communication
- Collaboration
- Confidence in Senior Leadership
- Faculty Experience

Bottom Ten Statements – All Staff (N=568)

	Survey Statement	All Staff	
		Overall Positive	Overall Negative
1	11. I am paid fairly for my work.	28	46
2	16. Promotions in my department are based on a person's performance.	35	40
3	18. Issues of low performance are addressed in my department.	41	32
4	17. Our review process accurately measures my job performance.	39	29
5	53. There's a sense that we're all on the same team at this institution.	39	28
6	35. Our recognition and awards programs are meaningful to me.	43	28
7	27. Senior leadership provides a clear direction for this institution's future.	40	27
8	41. Senior leadership communicates openly about important matters.	42	26
9	22. Changes that affect me are discussed prior to being implemented.	40	25
10	37. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	45	25

Mo State

Job Satisfaction & Support

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
1. My job makes good use of my skills and abilities.	73	9	73	10
2. I am given the responsibility and freedom to do my job.	79	7	78	7
4. I am provided the resources I need to be effective in my job.	57	19	55	21
11. I am paid fairly for my work.	28	46	28	47
24. The work I do is meaningful to me.	79	4	81	4
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	60	15	56	19
34. This institution's benefits meet my needs.	77	6	75	8
Job Satisfaction & Support - Average	**65**	**15**	**64**	**17**

Mo State

Professional Development

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
6. I am given the opportunity to develop my skills at this institution.	68	10	67	12
10. I understand the necessary requirements to advance my career.	57	21	61	19
28. I have access to training I need to do my job well.	63	9	62	11
30. Our onboarding processes prepare new faculty and staff to be effective.	46	23	47	25
Professional Development - Average	**59**	**16**	**59**	**17**

Faculty & Staff Well-being

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
15. My supervisor/department chair shows genuine interest in my well-being.	76	10	75	11
33. This institution's policies and practices give me the flexibility to manage my work and personal life.	68	13	68	14
39. The institution takes appropriate steps to protect the health and safety of faculty, staff, and students.	65	10	62	14
44. At work, I know where to go for help with my mental or emotional well-being.	81	8	76	11
47. My supervisor/department chair supports my efforts to balance my work and personal life.	82	8	79	11
Faculty & Staff Well-being - Average	**74**	**10**	**72**	**12**

Performance Management

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
9. I am regularly recognized for my contributions.	51	23	50	25
16. Promotions in my department are based on a person's performance.	35	40	42	35
17. Our review process accurately measures my job performance.	39	29	44	27
18. Issues of low performance are addressed in my department.	41	32	40	32
35. Our recognition and awards programs are meaningful to me.	43	28	44	29
Performance Management - Average	**42**	**30**	**44**	**30**

Mo State

21

21

Supervisor/Department Chair Effectiveness

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
3. My supervisor/department chair makes their expectations clear.	66	13	65	16
7. I receive feedback from my supervisor/department chair that helps me.	61	15	60	17
12. I believe what I am told by my supervisor/department chair.	69	11	67	14
19. My supervisor/department chair is consistent and fair.	66	15	65	16
20. My supervisor/department chair actively solicits my suggestions and ideas.	65	13	64	14
Supervisor/Department Chair Effectiveness - Average	**65**	**13**	**64**	**15**

Mo State

22

22

Communication

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
8. When I offer a new idea, I believe it will be fully considered.	57	16	55	19
14. I can speak up to challenge a traditional way of doing something without fear of harming my career.	60	18	58	19
21. I my department, we communicate openly about issues that impact each other's work.	62	16	60	14
22. Changes that affect me are discussed prior to being implemented.	40	25	41	26
43. At this institution, we discuss and debate issues respectfully to get better results.	45	21	44	23
Communication - Average	**54**	**19**	**52**	**21**

Mo State

Collaboration

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
13. We have opportunities to contribute to important decisions in my department.	59	16	59	17
23. People in my department work well together.	71	9	69	10
26. I can count on people to cooperate across departments.	47	16	46	18
42. There are sufficient opportunities to participate in institutional planning.	60	12	58	16
53. There's a sense that we're all on the same team at this institution.	39	28	38	31
Collaboration - Average	**55**	**16**	**54**	**18**

Mo State

Inclusion, Belonging & Community

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
29 In my department, we welcome people of all backgrounds.	91	3	90	4
38. This institution has clear and effective procedures for dealing with discrimination.	63	12	60	15
40. At this institution, we value people of all backgrounds.	77	5	74	8
46. We are making progress towards becoming an institution where everyone feels included.	58	13	58	15
48. I feel a sense of belonging at this institution.	67	10	65	13
50 This institution places sufficient emphasis on having faculty, administrators, and staff of all backgrounds.	66	8	64	11
Inclusion, Belonging & Community - Average	**70**	**9**	**69**	**11**

Mo State

Mission & Pride

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
5. I understand how my job contributes to this institution's mission.	91	2	90	3
25. Overall, my department is a good place to work.	75	8	74	9
36. I am proud to be part of this institution.	74	5	73	7
49. This institution actively contributes to the community.	82	3	82	4
51. I would recommend working here to my family and/or friends.	68	12	66	15
54. This institution's culture is special – something you don't find just anywhere.	48	22	46	26
55. All things considered, this is a great place to work.	67	9	64	12
Mission & Pride - Average	**72**	**9**	**71**	**11**

Mo State

Confidence in Senior Leadership

Question	All Staff (N=568)		University (N=734)	
	Overall Positive	Overall Negative	Overall Positive	Overall Negative
27. Senior leadership provides a clear direction for this institution's future.	40	27	39	30
32. Senior leadership has the knowledge, skills and experience necessary for institutional success.	52	17	49	21
37. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	45	25	43	28
41. Senior leadership communicates openly about important matters.	42	26	40	29
45. I believe what I am told by senior leadership.	44	21	42	25
52. This institution is well run.	38	23	37	27
Confidence in Senior Leadership - Average	**44**	**23**	**42**	**27**

Mo State

Q&A



Mo State