

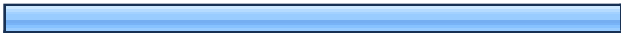

1. Please rank by importance the following areas of possible classified staff salary raises over the next fiscal year (1 being most important and 3 being least important):

	1	2	3	Rating Average	Rating Count
Cost of Living Adjustment (COLA)	52.3% (113)	38.0% (82)	9.7% (21)	1.57	216
Base Pool (raise ALL classified salaries up to base level)	38.9% (84)	38.4% (83)	22.7% (49)	1.84	216
Merit Bonus (one time pay)	8.8% (19)	23.6% (51)	67.6% (146)	2.59	216
answered question					216
skipped question					2



2. Please rank by importance the following areas of possible classified staff salary raises over the next 5 years (1 being most important and 3 being least important):

	1	2	3	Rating Average	Rating Count
Cost of Living (COLA)	60.6% (131)	32.4% (70)	6.9% (15)	1.46	216
Base Pool (raise ALL classified salaries up to base level)	32.1% (69)	46.0% (99)	21.9% (47)	1.90	215
Merit Bonus (one time paid bonus)	7.4% (16)	21.8% (47)	70.8% (153)	2.63	216
answered question					216
skipped question					2



3. Are you aware that your supervisor had the opportunity to attend Supervisory Skills training this year?

		Response Percent	Response Count
Yes		92.6%	200
No		7.4%	16
answered question			216
skipped question			2

4. Do you feel the Supervisory Skills training series has helped to improve your work environment?

		Response Percent	Response Count
Yes		38.0%	78
No		62.0%	127
Why or why not?			112
answered question			205
skipped question			13

5. Do you feel that you are receiving an impartial and fair performance evaluation?

		Response Percent	Response Count
Yes		73.0%	154
No		27.0%	57
Why or why not?			63
answered question			211
skipped question			7

6. What non-monetary perks would interest you, if any?

**Response
Count**

134

answered question

134

skipped question

84

7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

**Response
Count**

131

answered question

131

skipped question

87

Q4. Do you feel the Supervisory Skills training series has helped to improve your work environment?

1	more clarification/understanding	Apr 19, 2013 4:23 PM
2	Supervisor has better administrator skills, more understanding/patience.	Apr 19, 2013 3:53 PM
3	Depends on who it is and who they know.	Apr 19, 2013 3:44 PM
4	My super is great.....	Apr 19, 2013 2:53 PM
5	supervisor not able to make changes needed	Apr 19, 2013 12:12 PM
6	My supervisor is good and doesn't need training	Apr 19, 2013 10:50 AM
7	Only change was supervisor had us fill out our own evaluation and turn it in to her before she filled out our evaluation. Therefore I feel like we did the work for her for our evaluation.	Apr 19, 2013 10:39 AM
8	Work environment already good	Apr 19, 2013 9:58 AM
9	No visible change present.	Apr 19, 2013 9:31 AM
10	COMMUNICATION ON WHAT IS HAPPENING IN OUR DEPT. HAS IMPROVED	Apr 19, 2013 9:21 AM
11	better communication	Apr 19, 2013 9:11 AM
12	They don't care	Apr 19, 2013 9:08 AM
13	Nothing has changed!	Apr 19, 2013 9:04 AM
14	Supervisor is excellent. Did not notice a change from before.	Apr 19, 2013 8:57 AM
15	It does not matter. There is no such thing as a level playing field here.	Apr 18, 2013 4:29 PM
16	I see no change in office management, in action or style.	Apr 18, 2013 8:11 AM
17	My supervisor is very good to work for: fair, kind, dedicated	Apr 17, 2013 10:13 PM
18	Our department already sends supervisors to training.	Apr 17, 2013 6:01 PM
19	Maybe a little.	Apr 17, 2013 4:17 PM
20	She is letting us work more independently and trusting us to do our job.	Apr 17, 2013 3:31 PM
21	discrimination, good ole boy attitude	Apr 17, 2013 1:14 PM
22	it seems more fitted to office staff not physical plant	Apr 17, 2013 1:02 PM
23	NA	Apr 17, 2013 12:49 PM
24	i wasn't share any information about what she learned.	Apr 17, 2013 12:35 PM
25	Neither/Or I can't tell any difference one way or another.	Apr 17, 2013 12:31 PM
26	My work environment is pretty good already.	Apr 17, 2013 12:22 PM

Q4. Do you feel the Supervisory Skills training series has helped to improve your work environment?

27	Actually my work environment was good to begin with so it didn't really change that much	Apr 17, 2013 11:44 AM
28	My environment was already a great environment	Apr 17, 2013 10:59 AM
29	more strict rules for no reason	Apr 17, 2013 10:53 AM
30	My supervisor already did a good job.	Apr 17, 2013 10:52 AM
31	Nothing changed	Apr 17, 2013 10:51 AM
32	Don't know if she attended	Apr 17, 2013 10:46 AM
33	My work environment was already excellent	Apr 17, 2013 10:45 AM
34	No difference seen at work.	Apr 17, 2013 10:34 AM
35	My supervisor already believes he is doing a good job abd doesn't see the need to take a new approach.	Apr 17, 2013 10:33 AM
36	No change	Apr 17, 2013 10:29 AM
37	What I feel like should happen, hasn't	Apr 17, 2013 10:25 AM
38	We do not have a supervisor, just one boss for entire department.	Apr 17, 2013 10:10 AM
39	In some cases personality change is the only answer and unfortunately this cannot be achieved by one attending a few training sessions. Next time UCA may want to try Behavior Modification Therapy, this might be more productive.	Apr 17, 2013 10:09 AM
40	Supervisor didn't attend all sessions	Apr 17, 2013 10:07 AM
41	Our environment's been the same. (Good!)	Apr 17, 2013 10:02 AM
42	I am not sure if my supervisor has attended the above mentioned training series.	Apr 17, 2013 10:01 AM
43	Not sure what is being taught.	Apr 17, 2013 10:01 AM
44	Not aware that the training was taken when offered.	Apr 17, 2013 9:59 AM
45	My supervisor did not attend the training. However, other supervisors in my area did attend the training.	Apr 17, 2013 9:56 AM
46	Some people are just stuck in their ways	Apr 17, 2013 9:54 AM
47	My environment is still the same, which is to say it's okay to begin with.	Apr 17, 2013 9:54 AM
48	Supervisor really took the training serously and expressed, as well as implemented some things from the training.	Apr 17, 2013 9:53 AM
49	My Direct Supervisor has very good supervisory skills and her supervisor did not attend any of the trainings	Apr 17, 2013 9:52 AM
50	I have an excellent work environment.	Apr 17, 2013 9:51 AM

Q4. Do you feel the Supervisory Skills training series has helped to improve your work environment?

51	Supervisor is very good at maintaining the positive aspects, even when there are things to be resolved.	Apr 17, 2013 9:49 AM
52	he is an excellent supervisor	Apr 17, 2013 9:48 AM
53	My supervisor, Ronnie Williams, is already an excellent boss prior to training	Apr 17, 2013 9:46 AM
54	The sour employees are still running the show.	Apr 17, 2013 9:08 AM
55	There are too many limitations on what they can do from a disciplinary and/or merit standpoint. What did they learn there anyway? The value of what they can't do here on campus?	Apr 16, 2013 6:28 PM
56	Supervisor did not attend training.	Apr 16, 2013 3:02 PM
57	not sure if there is any change	Apr 16, 2013 2:35 PM
58	Good before training. Have seen no change.	Apr 16, 2013 10:05 AM
59	No noticeable changes, good or bad	Apr 16, 2013 9:45 AM
60	Do not know what they were supposed to have learned.	Apr 16, 2013 8:50 AM
61	Have not noticed a change in supervisory skills	Apr 16, 2013 8:18 AM
62	I have a good supervisor.	Apr 15, 2013 3:35 PM
63	His mind is on other things other than work.	Apr 15, 2013 3:14 PM
64	She didn't attend.	Apr 15, 2013 1:53 PM
65	You would have to implement the training for anything to improve.	Apr 15, 2013 1:26 PM
66	No impact on my position	Apr 15, 2013 1:05 PM
67	I am not blaming it on the training.	Apr 15, 2013 12:48 PM
68	I can see a change in one of my supervisors.	Apr 15, 2013 11:50 AM
69	No difference	Apr 15, 2013 11:17 AM
70	I'm selecting yes because I'm sure it was beneficial overall, however I have not seen a change or improvement.	Apr 15, 2013 11:11 AM
71	Training & development always benefit the work environment	Apr 15, 2013 11:07 AM
72	There are many procedures here with too broad or generalized policies that do not allow for understanding about how to go about a specific procedure.	Apr 15, 2013 10:35 AM
73	Haven't seen any changes	Apr 15, 2013 10:25 AM
74	No change in how the office was managed	Apr 15, 2013 10:12 AM
75	nothing different after training	Apr 15, 2013 10:05 AM

Q4. Do you feel the Supervisory Skills training series has helped to improve your work environment?

76	Because it was terrific already!	Apr 15, 2013 9:55 AM
77	Staying on top of whats happening, is good.	Apr 15, 2013 9:53 AM
78	Didn't know about training. Supervisor doesn't attend.	Apr 15, 2013 9:35 AM
79	My supervisor does not attend	Apr 15, 2013 9:30 AM
80	I don't know.	Apr 15, 2013 9:21 AM
81	Not Sure yet.	Apr 15, 2013 9:07 AM
82	I also attended and I see some of the techniques in use.	Apr 15, 2013 8:57 AM
83	Not sure my supervisor even attended.	Apr 15, 2013 8:52 AM
84	My supervisor and I are the only staff in the office. We have had no problems working together, so there's been no noticeable difference.	Apr 15, 2013 8:50 AM
85	We still are not getting yearly evaluations and there seems to be no system in place to make sure that happens	Apr 15, 2013 8:48 AM
86	I have not seen a difference in the office	Apr 15, 2013 8:43 AM
87	I haven't really noticed any change in areas that have been problems all along.	Apr 15, 2013 8:41 AM
88	Work environment is already good. My boss is great!	Apr 15, 2013 8:38 AM
89	She can't remember to use what she has learned.	Apr 15, 2013 8:30 AM
90	I don't know the content of the series and see no changes.	Apr 15, 2013 8:28 AM
91	better informed people do better jobs	Apr 15, 2013 8:27 AM
92	No mention of trying to raise salary, not clear on how leave system for classified employees works.	Apr 15, 2013 8:26 AM
93	did not notice any change.	Apr 15, 2013 8:25 AM
94	People are not taking the training seriously.	Apr 15, 2013 8:23 AM
95	My boss did not attend.	Apr 15, 2013 8:20 AM
96	No reason	Apr 15, 2013 8:13 AM
97	Have not seen any difference	Apr 15, 2013 8:10 AM
98	We were already doing pretty good.	Apr 15, 2013 8:05 AM
99	Supervisors arent getting raises either so the problem is still there	Apr 15, 2013 7:32 AM
100	I see no difference at all in the work environment.	Apr 15, 2013 7:27 AM
101	I see no change	Apr 15, 2013 7:16 AM

Q4. Do you feel the Supervisory Skills training series has helped to improve your work environment?

102	No changes have been noticed.	Apr 15, 2013 7:16 AM
103	stress, tempers, no funds	Apr 15, 2013 6:58 AM
104	Takes time that is needed to get work done.	Apr 15, 2013 6:25 AM
105	Because my supervisory do no go	Apr 15, 2013 4:35 AM
106	No noticeable changes yet.	Apr 14, 2013 8:25 PM
107	I'm getting clear direction from my direct supervisor.	Apr 14, 2013 8:02 PM
108	Haven't noticed any difference yet.	Apr 14, 2013 4:42 PM
109	Our department has exceptional leadership	Apr 14, 2013 4:15 PM
110	Supervisor is still dictatorial	Apr 14, 2013 2:55 PM
111	I have a great work environment	Apr 14, 2013 2:48 PM
112	I haven't noticed any difference.	Apr 14, 2013 2:06 PM

Q5. Do you feel that you are receiving an impartial and fair performance evaluation?

1	If you receive a perfect evaluation,what good is it. It's not like you're going to get a raise.	Apr 19, 2013 3:44 PM
2	seemed fair to me	Apr 19, 2013 11:28 AM
3	Feel it was fair but didn't like having to fill it out (grade ourself) before supervisor filled it out.	Apr 19, 2013 10:39 AM
4	Evaluations always been fair and impartial	Apr 19, 2013 9:58 AM
5	SUPERVISOR IS ALWAYS AVAILABLE FOR QUESTIONS AND NEVER TO BUSY TO HELP EXPLAIN A PROCEDURE.	Apr 19, 2013 9:21 AM
6	I haven't recieved one on two year It hasn't been done	Apr 19, 2013 9:08 AM
7	I believe that I personally have thus far, but what difference does it make anyhow? It is just another time consuming report I work on myself, my supervisor critiques than is placed into a file to be used for disciplinary or termination purposes only.	Apr 18, 2013 4:29 PM
8	Never had an evaluation of any kind	Apr 17, 2013 4:17 PM
9	Our boss tries to be fair and play by the book	Apr 17, 2013 3:31 PM
10	My supervisor is fair and balanced, but the performance evaluations themselves are an exercise in futility, as recommendations made by the supervisor for promotion, advancement, or job title change seem to be ignored annually.	Apr 17, 2013 2:59 PM
11	no performance was given	Apr 17, 2013 1:14 PM
12	we do not receive evaluations.	Apr 17, 2013 1:09 PM
13	I was told no one gets a perfect evaluation.	Apr 17, 2013 12:49 PM
14	i do my best work and my evaluation reflects that.	Apr 17, 2013 12:35 PM
15	I'm happy and agree with my evaluations	Apr 17, 2013 11:44 AM
16	Evaluations have always reflected my work	Apr 17, 2013 10:59 AM
17	we cant say our side of the story on a bad evaluation. supervisors can make something up about you just because of a personality clash	Apr 17, 2013 10:53 AM
18	Have not had one	Apr 17, 2013 10:46 AM
19	I haven't had one, only been here 63 days	Apr 17, 2013 10:25 AM
20	Have not had one since 2007.	Apr 17, 2013 10:10 AM
21	I don't receive performance evaluations	Apr 17, 2013 10:05 AM
22	I feel I am receiving a fair performance evaluation	Apr 17, 2013 10:01 AM
23	not evaluated based on performance	Apr 17, 2013 10:01 AM

Q5. Do you feel that you are receiving an impartial and fair performance evaluation?

24	Mostly yes, but some verbal reprimands are not justified (in my opinion).	Apr 17, 2013 9:59 AM
25	My supervisor "inherited" me as her assistant. She has made it clear to me many times that I should look for another job because I'm over-qualified for the one that I hold.	Apr 17, 2013 9:56 AM
26	Never had one	Apr 17, 2013 9:54 AM
27	Because it is solely based on my performance.	Apr 17, 2013 9:53 AM
28	I had several issues with my evaluation. I have been here 21 years and this is the first time I have had this issue	Apr 17, 2013 9:52 AM
29	he is very clear in what is necessary to be an outstanding employee	Apr 17, 2013 9:48 AM
30	Neither of my supervisors really know what all I do. They only know of my "regular" duties, but my job goes far beyond that everyday, they just don't realize or notice.	Apr 17, 2013 9:08 AM
31	Perhaps fair, but definitely not impartial, They expect more from me because I'm a higher level, but I'm just a state worker too. There are some things that you just can't ask people to do. Especially if it's outside their job title range.	Apr 16, 2013 6:28 PM
32	I feel I am always evaluated fairly.	Apr 16, 2013 3:02 PM
33	IT'S BEEN YEARS SINCE LAST PERFORMANCE EVALUATION	Apr 16, 2013 1:37 PM
34	Do not have them.	Apr 16, 2013 8:50 AM
35	There is favoritism in our office	Apr 16, 2013 8:18 AM
36	I haven't yet received a preformance eval yet or been given tasks that one will be based	Apr 15, 2013 6:45 PM
37	Cannot determine at this time. I would hope so.	Apr 15, 2013 3:14 PM
38	I've been asked to do my own evaluation (lazy supervisors).	Apr 15, 2013 1:53 PM
39	I have had to attach a written statement to dispute something on my eval for each of the 9 years I've worked at UCA.	Apr 15, 2013 1:26 PM
40	I can't tell from day-to-day if my boss even likes me. Very unstable environment.	Apr 15, 2013 12:48 PM
41	I don't think the evaluations have any barring on pay	Apr 15, 2013 11:17 AM
42	Supervisor does not use a random number generator but instead claims to "randomly select" materials to use for evaluations. There is thought process behind the "random selection" if a generator is not used.	Apr 15, 2013 11:11 AM
43	Have not had my first evaluation yet	Apr 15, 2013 10:35 AM
44	Dr. Barnes is always honest and very fair.	Apr 15, 2013 9:55 AM
45	its always truthfull	Apr 15, 2013 9:53 AM

Q5. Do you feel that you are receiving an impartial and fair performance evaluation?

46	Haven't rec'd an evaluation in 6 yrs.	Apr 15, 2013 9:35 AM
47	We don't receive evaluations	Apr 15, 2013 9:30 AM
48	I fully agree with my evaluation.	Apr 15, 2013 8:57 AM
49	Feedback is obtained from multiple levels and specific examples are provided.	Apr 15, 2013 8:56 AM
50	I've always felt that my performance evaluation has been fair except the last performance graded by my (then) supervisor. She felt that I deserved all "E"s (excellent) on my performance evaluation, but was told by her supervisor of her other ½ time position that she could not do so. She was informed that she must have a grade below "E" listed for at least one area.	Apr 15, 2013 8:50 AM
51	I am not receiving one	Apr 15, 2013 8:48 AM
52	I don't feel that my supervisor understands how much is required of this position.	Apr 15, 2013 8:41 AM
53	What is communicated on eval is also communicated on a regular basis.	Apr 15, 2013 8:38 AM
54	Currently, but not from previous department chair.	Apr 15, 2013 8:28 AM
55	Based on past experience, I believe that my boss is a fair person.	Apr 15, 2013 8:27 AM
56	favoritism	Apr 15, 2013 8:26 AM
57	I don't think my boss knows all that I do, nor does she recognize my performance overand above responsibilities	Apr 15, 2013 8:20 AM
58	IDK	Apr 15, 2013 8:13 AM
59	have not had it yet this year....will see	Apr 15, 2013 6:58 AM
60	I receive praise from time to time.	Apr 14, 2013 8:25 PM
61	While occasionally a little painful, I'm getting honest feedback.	Apr 14, 2013 8:02 PM
62	In a grading system "satisfactory" = C. We should be allowed to receive "excellent" ratings equal to an A	Apr 14, 2013 4:15 PM
63	We self-evaluate before meeting and compare results.	Apr 14, 2013 2:48 PM

Q6. What non-monetary perks would interest you, if any?

1	maybe some free meals at the cafeteria, I already go to the games and shows at Reynolds.	Apr 19, 2013 10:38 PM
2	More F/S activities during the year	Apr 19, 2013 4:23 PM
3	A day off each year, such as for one's birthday, and a "free" day for any reason, without using vacation or sick time. The education day (8hrs) is limited to certain employees. Have a staff/faculty lounge in each building so employees have a place to eat lunch, take a break, etc.	Apr 19, 2013 3:53 PM
4	Over time pay instead of comp.time. I can't afford to do anything if I take time off.	Apr 19, 2013 3:44 PM
5	Educational classes such as access, word, excel, ect.	Apr 19, 2013 2:53 PM
6	Free parking passes--if not for all staff, at least for custodial who are so unfairly paid. Free Hyper-center membership for spouses--at least if accompanied by a faculty or staff member. Tickets to shows as soon as they are available--or even at the beginning of the season, instead of offering up only the leftovers if there are any. I would like to say, that even though there is an occasional annoying post, that I hope that the UCA list serve is never taken away. I see that as a real benefit--especially the yard sale type postings. The sale type posts (and even the recommendations) save us time and money. I also really like that the picnic which is free, will require an ID card and not require tickets. When you require tickets, that might run out, it no longer feels like a benefit or celebration.	Apr 19, 2013 12:28 PM
7	same ones as my creditors	Apr 19, 2013 12:12 PM
8	Hyper center. Athletic sports event tickets	Apr 19, 2013 11:28 AM
9	time off (especially before a holiday) - leave early day before holiday. Anything to make us feel appreciated.	Apr 19, 2013 10:39 AM
10	Part-day/Day Off with pay. For instance Spring Break b/c of very low traffic during these days.	Apr 19, 2013 9:50 AM
11	Not have to wait til two weeks before performances at Reynolds before we can get free tickets	Apr 19, 2013 9:21 AM
12	DOESN'T EVERYTHING COME DOWN TO MONEY?MORE COVERAGE FOR ATTENDING FUNCTIONS ON CAMPUS	Apr 19, 2013 9:21 AM
13	Training, training, training. If we're expected to keep up with modern ways of doing things, we need to have access to resources so we can do so. Tough to do with no training budget.	Apr 19, 2013 9:19 AM
14	The tuition fee waivers are a wonderful perk, even though I have not used them! I would love to be able to have free or deeply discounted membership to the HPER/Farris Center Pool for my family!	Apr 19, 2013 9:11 AM
15	none	Apr 19, 2013 9:08 AM
16	None. Only interested in monetary!	Apr 19, 2013 9:04 AM
17	Free Parking	Apr 19, 2013 8:59 AM

Q6. What non-monetary perks would interest you, if any?

18	First of all, I would like my base salary to be higher than just above minimum wage. Secondly, I would like for my salary to increase with the cost of living. Thirdly, I think that I go above and beyond to be an excellent employee and my supervisor has said that she would like to give me merit pay but is unable to. That is demoralizing. To be limited to a specific salary that is not based on performance is not conducive to inspiring people to excel. The level of responsibility that I have and carry far exceeds someone who flips burgers and wipes down tables.	Apr 19, 2013 8:57 AM
19	Just the money	Apr 18, 2013 5:01 PM
20	MONETARY PERKS IS WHAT INTERESTS ME AND EVERYONE ELSE NOT MAKING ENOUGH MONEY TO ADEQUATELY SUPPORT, HAVE A GREAT MEAL OR A WEEKEND GET AWAY WITH THEIR FAMILY. However, it would at least be nice to actually get comp time for hours of work and stress that are actually being worked. and causing sleepless nights due to workload overload. It would be nice to have time off to spend with my family and it would be especially nice to be able to spend my time off, when they are off too!!!! Dirty certificates printed on a piece of paper and not even a dollar or two shed for a small frame, means very little to most everyone. Not being charged comp/vacation time for days that a campus is actually closed would help. We used to get two full weeks and now we get a headache trying to schedule an authorized plan for comp time, then the necessary paperwork to send with it. A turkey or ham to say thank you would at least be considered a nice gesture, since there is never an option of a bonus.	Apr 18, 2013 4:29 PM
21	FREE parking permits to staff. What a morale booster!	Apr 18, 2013 8:11 AM
22	More vacation days and holidays, particularly in the summer and around the Christmas break.	Apr 17, 2013 10:13 PM
23	Free parking for staff. We are already underpaid, and this is an added expense we really can't afford. A textbook discount for dependents going to UCA would be really nice also.	Apr 17, 2013 4:17 PM
24	Sending employees to more professional development conferences outside of UCA, vacations during the summer, or modified work hours during the summers/breaks when there are no students on campus.	Apr 17, 2013 3:31 PM
25	100% tuition paid for. Half days off as gifts from the president/board. More thought of people that work on alternate shifts.	Apr 17, 2013 3:22 PM
26	Free Parking Permits for Employees Free Athletic/Health Facility Access for Employee's Immediate Family Members Monetary Fitness Incentives (we already have this, please keep it)	Apr 17, 2013 2:59 PM
27	I'd like to see us go to a 4-10 work schedule in the summers.	Apr 17, 2013 2:27 PM
28	Working 4-10 days.	Apr 17, 2013 2:07 PM
29	Not having to use vacation leave or comp time to pay my salary during Christmas break, just like Faculty. Decent parking, this may be to some a mute point but when your handicapped it sure makes life a whole lot easier.	Apr 17, 2013 1:14 PM

Q6. What non-monetary perks would interest you, if any?

30	waive the parking fee for all employees. We already pay state taxes to maintain the streets & parking lots. They are double dipping.	Apr 17, 2013 1:09 PM
31	what do you mean like getting to ride an elephant on our breaks?	Apr 17, 2013 1:02 PM
32	To have a on call form of transportation to use when on call (car to take home)	Apr 17, 2013 12:50 PM
33	Base pay needs to be the focus. How can the leaders justify paying a select group 20% over base pay when there are employees not making base pay?	Apr 17, 2013 12:49 PM
34	no.	Apr 17, 2013 12:35 PM
35	Quite frankly, I'm bringing home less now than I did 3 years ago, so naturally, I would like an increase in pay. The only perk would be extra time off but then, what does that matter if you don't have any money to do anything on your time off.	Apr 17, 2013 12:31 PM
36	I appreciate the benefits I already take advantage of and I also appreciated the ones offered that I don't participate in.	Apr 17, 2013 12:22 PM
37	Personal Trainers offered at no cost at HYPR Center.	Apr 17, 2013 12:10 PM
38	Work four, ten-hour days.	Apr 17, 2013 12:01 PM
39	2 free meals at the cafeteria.	Apr 17, 2013 12:01 PM
40	Doesn't working for the State limit what we get as far as salary/perks? I'll tell you what I think but the possibility of any of them being implemented is slim to none. Personally like to see the staff get at least some days off when students aren't here (i.e. Spring Break) A majority of faculty take off during the student breaks why aren't we offered the same perks (or at least a day or two) And it doesn't seem fair that the University says we take off in December and have to use our time off then. If you are closing why should I use my time off or work for comp time to do it??	Apr 17, 2013 11:44 AM
41	Below the Knee Shorts on Friday during the summer months	Apr 17, 2013 10:59 AM
42	personal days back, funeral day, normal state holidays throughout the year instead of using those days for christmas. we should have days for christmas without using the normal state holidays	Apr 17, 2013 10:53 AM
43	Not having to pay for parking decals	Apr 17, 2013 10:52 AM
44	Staff taking classes at UCA should not be charged student fees.	Apr 17, 2013 10:45 AM
45	Training	Apr 17, 2013 10:39 AM
46	Free staff parking	Apr 17, 2013 10:34 AM
47	Four day work week with same pay.	Apr 17, 2013 10:25 AM
48	just to be proud to say "I work at UCA" once again without being embarrassed to say so.	Apr 17, 2013 10:13 AM

Q6. What non-monetary perks would interest you, if any?

49	None- had enough. Non-monetary doesn't help me pay my student loan bill nor groceries nor hospital bills nor etc.	Apr 17, 2013 10:10 AM
50	Unrestricted comp time Flextime Timeshare Possible 4 day weeks with 10 hour days during the summers like other institutions do. This would save people gas money, give them an extra day off, and save the University countless dollars by closing offices for four extra days a month.	Apr 17, 2013 10:09 AM
51	flex-time 4 day work week	Apr 17, 2013 10:07 AM
52	Cheaper health insurance for a family and a few more holidays off with my kids	Apr 17, 2013 10:06 AM
53	Free Parking More time off-Maybe Fall & Spring Break	Apr 17, 2013 10:05 AM
54	Free parking	Apr 17, 2013 10:02 AM
55	Possibly more opportunity to earn comp time. Or the possibility to earn more annual leave time.	Apr 17, 2013 10:01 AM
56	taking off early	Apr 17, 2013 10:01 AM
57	FREE gasoline. Also, FREE food at the Food Court and/or cafeteria.	Apr 17, 2013 9:59 AM
58	Opportunity to be trained to know the department as a whole	Apr 17, 2013 9:54 AM
59	A more lax dress code which allows the wearing of shorts during the summer, (mostly) regardless of department. It is simply too muggy to be required to wear jeans or slacks.	Apr 17, 2013 9:54 AM
60	Free tickets to all Reynolds Performances	Apr 17, 2013 9:52 AM
61	Free parking.	Apr 17, 2013 9:51 AM
62	free (UCA faculty/staff) parking permits flex time; working 4 days of 10 hours, for example	Apr 17, 2013 9:49 AM
63	More paid days off for staff-especially during spring break, or just during traditionally slow times when there are few students. Closing campus early on Friday afternoons occasionally.	Apr 17, 2013 9:49 AM
64	occasional comment that what I do is appreciated	Apr 17, 2013 9:48 AM
65	An equal 8 hours off for employees with no children. The employees with children get the education day, while the rest of us not only cover for them while they are out, but we get nothing, just because we have no children. Something based on seniority, that shows respect for those who have given many yrs. to UCA, and might give newbies something to look forward to.	Apr 17, 2013 9:08 AM
66	anything that is given, would be appreciated	Apr 17, 2013 7:27 AM
67	Free parking! I'm forced to pay for it twice!! Once though my tuition fees and because I'm staff. Not Fair!	Apr 16, 2013 6:28 PM
68	none	Apr 16, 2013 3:22 PM

Q6. What non-monetary perks would interest you, if any?

69	Being able to sell excess vacation days as long as we kept at least 4 weeks available. It would be nice to make some extra emergency money if needed.	Apr 16, 2013 3:02 PM
70	opportunity to sell excess vacation days	Apr 16, 2013 3:00 PM
71	more that comfortable uniforms the don't itch	Apr 16, 2013 2:35 PM
72	4-10 WEEK; part of Spring/Fall break f/university to close all departments; our team willingly backups for days off, vacation...if I want time off ... this is usually a ok/yes... all departments are not so lucky;	Apr 16, 2013 1:37 PM
73	comp time	Apr 16, 2013 10:13 AM
74	Parking permit	Apr 16, 2013 10:05 AM
75	Time off when students and faculty are off, such as Spring, fall, and Christmas break. Any one who works during these "off" times should recieve comp time. Summer flex time.	Apr 16, 2013 9:45 AM
76	New charis for the office, new paint for the walls--decor.	Apr 16, 2013 8:50 AM
77	More comp time or at least be able to get comp time during fee payments again. We have not been allowed to get comp time during fee payment in the last 2 semesters.	Apr 16, 2013 8:18 AM
78	none	Apr 16, 2013 8:04 AM
79	Getting off early before holidays Time off for good behavior	Apr 15, 2013 4:01 PM
80	Getting paid back for more sick time not used when one leaves or retires.	Apr 15, 2013 3:35 PM
81	Reserved Parking!	Apr 15, 2013 3:14 PM
82	Time Off, Credit on Bear Bucks, a paper certificate to frame would be nice.	Apr 15, 2013 1:53 PM
83	Bear Bucks, free tickets to Reynolds performances and sporting events, the option to work 4, 10 hr. days, 3 day weekends (Monday or Friday off) a few times a year.	Apr 15, 2013 1:26 PM
84	4 Hours of Vacation, \$5.00 in Bear Bucks, Free Tickets to campus events: Randomly Give 4 hours of vacation to a Staff Member per Month unless there is disciplinary reason not to for member, Randomly give \$5.00 Bear Bucks to a Staff Member per Month, I enjoy the free tickets to Drama Department's plays, Reynolds performances, Football games, etc. Even though you might think of these as monetary, these would be enjoyable perks. I realize that there is an Employee of the Quarter Award, but these would be fun too.	Apr 15, 2013 1:11 PM
85	reserved parking spaces in a lottery for a nominal fee	Apr 15, 2013 12:48 PM
86	Anything related to reduced or flexible scheduling such as 3/4 time positions (with reduce benefits, of course), 4 day work weeks, ability to work from home.	Apr 15, 2013 12:02 PM
87	better parking environment	Apr 15, 2013 11:50 AM

Q6. What non-monetary perks would interest you, if any?

88	Anything	Apr 15, 2013 11:49 AM
89	More time off. For example, when the students are out for Spring Break or during the summer months.	Apr 15, 2013 11:46 AM
90	free parking. Tickets to all the Reynolds shows. Medical services (no \$10 charge)	Apr 15, 2013 11:17 AM
91	Additional comp-time, reserved parking, event tickets	Apr 15, 2013 11:11 AM
92	Free meals in the cafeteria or at least some additional bear bucks to use in the food court for meals.	Apr 15, 2013 11:07 AM
93	Closing UCA during the school year when students are out.	Apr 15, 2013 10:25 AM
94	Free meals for staff at least 1 per day	Apr 15, 2013 10:15 AM
95	Free parking	Apr 15, 2013 10:05 AM
96	I REALLY, REALLY appreciate the tuition remission program!!! I am so grateful for it!!	Apr 15, 2013 9:55 AM
97	free lunches, housing allowance,	Apr 15, 2013 9:21 AM
98	Ability to be promoted (title). When there is nowhere higher to go and no raises.....sometimes it feels like career-wise you are at a dead stop.	Apr 15, 2013 9:07 AM
99	none	Apr 15, 2013 8:57 AM
100	An occasional 'You're doing a great job' or 'I really appreciate the work you do'.	Apr 15, 2013 8:51 AM
101	Webinars for administrative support staff training. This would allow us to give input that would benefit everyone. We waste a lot of time by "reinventing the wheel" when working on projects that others may have experience in, have already found a solution to, or already created a form that works well for that specific project.	Apr 15, 2013 8:50 AM
102	one day of spring break off- you are paying us anyway so would not add to the budget leave an hour early on Fridays- or perhaps just one friday a month or quarter leave an hour early. recognition from the President if you do get a good yearly evaluation prioritized parking based on years of service- for example after 10 years you get a reserved spot	Apr 15, 2013 8:48 AM
103	Flex Hours	Apr 15, 2013 8:43 AM
104	Reduced prices on food & book store purchases on a daily basis. Reduced prices for services purchased from specific companies - house cleaning, yard work, etc.	Apr 15, 2013 8:38 AM
105	time off	Apr 15, 2013 8:37 AM
106	discounted computer/electronics employee purchase program	Apr 15, 2013 8:35 AM
107	Lowering Health Insurance for lower paid employees. Those who make 20,00 V	Apr 15, 2013 8:28 AM

Q6. What non-monetary perks would interest you, if any?

	100,000.	
108	time for health, fitness, and stress reduction/management pursuits	Apr 15, 2013 8:27 AM
109	To not have to take annual leave/comp time during Christmas vacation when the university is closed.	Apr 15, 2013 8:26 AM
110	Since everyone does not need or want fee waiver I would like for those not receiving that waiver to receive help with either parking or help on their health insurance. Also, an extra day for those who do not have children and do not receive the child education leave time.	Apr 15, 2013 8:23 AM
111	Getting to leave early during slow times.	Apr 15, 2013 8:16 AM
112	Free Staff & Faculty Parking!	Apr 15, 2013 8:13 AM
113	None	Apr 15, 2013 8:11 AM
114	Time off	Apr 15, 2013 8:10 AM
115	Free parking	Apr 15, 2013 8:05 AM
116	University shirts that can be worn in the office.	Apr 15, 2013 8:02 AM
117	Family membership to HPER (to be at a lower cost than current, or FREE).	Apr 15, 2013 8:00 AM
118	free parking	Apr 15, 2013 7:55 AM
119	Better health insurance	Apr 15, 2013 7:41 AM
120	Assigned parking space	Apr 15, 2013 7:39 AM
121	None. Then the administration would say we give you this instead of raises.	Apr 15, 2013 7:32 AM
122	Flexible working hours	Apr 15, 2013 7:16 AM
123	Weekly news - about the campus and what is going on, like recruiting, construction, remodeling, projects, we need to know what is going on on campus before we read it in the paper.	Apr 15, 2013 6:58 AM
124	Being allowed to go on trips two or three times a year was the only perk that interested me.	Apr 15, 2013 6:58 AM
125	None	Apr 15, 2013 6:25 AM
126	none	Apr 15, 2013 6:23 AM
127	If they can counter balance the cost of living.	Apr 14, 2013 11:38 PM
128	On campus child care facility for faculty and staff.	Apr 14, 2013 8:25 PM
129	I would like to take 6 hrs of classes without having to use comp. time.	Apr 14, 2013 8:25 PM
130	Comp time	Apr 14, 2013 2:55 PM

Q6. What non-monetary perks would interest you, if any?

131	Discretionary "mental health" hours/ time off for good behavior and the ability to use it. Re-evaluation of duties, responsibilities and determining time involved to do these jobs.	Apr 14, 2013 2:48 PM
132	It would be wonderful if the staff were NOT required to use vacation time for days that the university is closed.	Apr 14, 2013 2:06 PM
133	1 free class per semester, book discounts/incentives	Apr 14, 2013 1:25 PM
134	Time off	Apr 14, 2013 1:22 PM

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

1	The fact that we can not afford to be sick, the \$1,000 co-pay is unattainable for most.	Apr 19, 2013 10:38 PM
2	Our salaries should more accurately reflect our hard work/dedication	Apr 19, 2013 4:23 PM
3	Salaries are too low for the type of qualifications requested or required on job description. Should be able to give raises each year, whatever the amount, if performance evaluation is above average or exceeds standards.	Apr 19, 2013 3:53 PM
4	Money is a problem. Everything has gone up(Utilities,food,insurance,taxes,etc.). It's bad when it's almost to the point of not being able to afford to work here,	Apr 19, 2013 3:44 PM
5	Our pay scale is very low, even compared to entry-level state jobs (around \$29K for DHS and Game and Fish). The nice work environment makes up for some of this, but something needs to change. Merit raises would be nice. I believe that admin jobs truly need to be reclassified as a whole; I know very few admin II's who do only their job description. I believe it really hurts morale when you see admin specs coming in early, working late, pouring their hearts into their jobs to make little and then you see people in the top offices making above and beyond the recommended pay scale. (I realize that the top offices are being cleaned up, but when Meadors' moved from the president's house to a house around the corner and it cost the university an entire admin II paycheck--that hurt feelings.) If we cut just one high-paying VP job of some kind, everyone could get a small raise with that.	Apr 19, 2013 12:28 PM
6	pay OT for OT worked... time off is great. but no money to spend....just as soon be at work	Apr 19, 2013 12:12 PM
7	There was a survey paid for by UCA about How IT personnel UCA salaries compared to other Colleges and universities. We never got to see the information. I would like to see this information made public.	Apr 19, 2013 11:28 AM
8	My issue is not with the salaries (except that they are too low) it is with the hiring process and the salaries people are hired at.	Apr 19, 2013 10:39 AM
9	Don't have concerns or issues at this time.	Apr 19, 2013 10:16 AM
10	Why employees who have worked 15-20 years are still not at base pay or barely above. Why do employees not get compensated for the years of service by moving them to the next level on the salary grid?	Apr 19, 2013 9:50 AM
11	Converting Compensatory time into paid time off using a 2:1 ratio method similar to how many other companies will transfer sick leave into time off at a 2:1 days cost. This would enable you to effectively get paid out if you run the risk of having too much comp or paid time to use. Some departments do not afford the privilege of being able to use all time off even though we may have accrued a lot of time, so it would be beneficial to have the option of getting a paid out for our vacation in that way.	Apr 19, 2013 9:31 AM
12	PAY US MORE	Apr 19, 2013 9:21 AM
13	I doubt this is something Staff Senate can influence, but it bothers me that many	Apr 19, 2013 9:19 AM

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

salaries here at UCA aren't competitive with other schools and state agencies for the same jobs. I know of many people who have jobs equivalent to mine at other agencies and similar experience level, but their salary is much higher than ours. This is true of even Conway Public Schools. I find that unacceptable.

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| 14 | I believe we have a lot of hard working individuals who are part of this campus but like anybody they have to pay bills and people be rewarded for their hard work. It is easy to get lax or make the decision to leave to go elsewhere if you don't feel you are being appreciated. I think consistant raises and/or bonuses is key to the retention of excellent faculty and staff and in turn the retention of the student body, a department we are currently hurting in compared to other universities we are directly and indirectly competing against. Athletics seems to get a whole lot of money from various sources. The question we need to ask ourselves is where are our priorities. Sure we need a good athletic program but we also need to establish and maintain a strong foundation for education by applying more resources whether it be raises, bonuses, better academic facilities, etc. | Apr 19, 2013 9:15 AM |
| 15 | You all need to get more money for classified staff | Apr 19, 2013 9:08 AM |
| 16 | There isn't any room for raises based on performance. I (admin. I) do a lot more than my co-workers (admin. II). How is this fair, that they receive more pay for less work? We also do not receive regular cost of living increases. Have you seen the cost of a gallon of gas? This is an issue, since we are constantly given the speech that the staff keep the university going. Is there something I'm missing? | Apr 19, 2013 9:04 AM |
| 17 | There is never any good compensation so what is there to consider? It is always that same little group, taking a couple of minimal, bottom of the barrel suggestions to a larger group who spends money like it is grown on trees, but says we can't do anything for you. Base level.... Try to compensate the employee where they are supposed to be compensated. Not flying under the radar with minimal support. | Apr 18, 2013 4:29 PM |
| 18 | Some of us share office between 2 entities, I feel that most classified staff need to be paid for that. | Apr 18, 2013 8:45 AM |
| 19 | The vast difference in responsibilities and tasks assigned to staff with the exact same "title." Example: Admin. Specialist positions. Some staffers are working way beyond and above the level of this pay grade. This needs to be reexamined. | Apr 18, 2013 8:11 AM |
| 20 | Staff salaries are ridiculously low when you consider the level of skill required and the level of responsibility, the workload increase over the past few years, etc. Working for UCA used to mean you had a plum job; it was a source of pride. It's hard to feel proud in light of the monetary value that is placed on what we do. | Apr 17, 2013 10:13 PM |
| 21 | Lack of Cost of Living adjustments | Apr 17, 2013 6:01 PM |
| 22 | It would be wonderful if we were allowed to advance within our current department to a higher level, say from an Admin I to an Admin II, or a Admin II to a Admin III level, and not be forced to go to another department just to earn | Apr 17, 2013 4:17 PM |

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

more money. Some of us love where we work, but really need to earn more money. Thanks for listening!

23	Raises, Raises, and Raises is the biggest concerns of most employees on campus.	Apr 17, 2013 3:31 PM
24	I have been looking at the pay scale system devised by the state, it is very sad to see people that have been working here for 10+ years and arn't event to midpoint yet and the few that are above midpoint arnt getting close to the maximum or career level. This is very sad, the state put these levels into play so that people could see where they could end up if they make a career out of their job, but its just false promises and getting peoples hopes up then crushing them slowly.	Apr 17, 2013 3:22 PM
25	In 18 years of continuous employment under four different supervisors who each consistently gave me Excellent ratings on my performance evaluations, I am still at base level for my pay scale. What is the point of different levels under the same title if employees are unable to achieve them through good works? What is the point of annual performance reviews if your good work goes unnoticed? The only time I have been moved from one class to another is during sweeping changes by the state for EVERYONE in that category - again, NOT based on merit OR service longevity. There needs to be a system where employees who pour their hearts into their jobs and over perform get recognition above those who just get by on average service. It is not mentioned in this survey, but there are levels above base that could be used for longevity of service and merit.	Apr 17, 2013 2:59 PM
26	Anything is an improvement since we have not seen any changes in several years.	Apr 17, 2013 2:27 PM
27	Each employee is locked into their salarie without any way to increase their pay. Job responsibilities continue to grow with enrollment, however, staff make the same salary year after year. The cost of living compensation by the legislature does not keep up with the actual cost of living. Also, UCA pays less than other universitys for the same job. What can an employee do to increase their pay? It is an impossible situation. A self-motivated, high performing dedicated staff never even receives a pat on the back let alone a raise. Staff are taken for granted.	Apr 17, 2013 1:09 PM
28	getting it up to above poverty level	Apr 17, 2013 1:02 PM
29	To be paid moore for having a trade licens (hvac,plumbing,electrical) licens it took 2 to4 years in school to get.	Apr 17, 2013 12:50 PM
30	No one should get anything until every employee gets base pay. Once we get there things will vastly improve around UCA and workers will not feel beat down. We will become a great school. We can not move forward until all of our employees are taken care off. The question to ask is, would you want to make less than base pay? How to we attract the best talent if we are busy stealing (reallocating) their pay? Lets have some empathy and do as we would like done to ourselves.	Apr 17, 2013 12:49 PM
31	I think it would be better to reclassify my position. My job description is different	Apr 17, 2013 12:35 PM

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

than the actual work that I do. While I do perform the duties that are in my job description, I also perform many that are comparable to an advertising agency with multiple people working on a project, and I'm doing it as one person. I've also applied for the same job at another state institution with the same job duties and the salary was \$15,000 more with the same benefits. I think you will find that the other co-workers that are doing the same duties, we are all classified as something different and all compensated differently (I'm at entry and not even base, but they have both been there longer and are at base.) I'd rather be compensated for doing a good job.

32	Once Library Academic Technicians II III all became just LAT. Then the LAT II's were given the same pay as the III with less duties involved ie they do not supervise student workers, some merely work the circulation desk; checking books in and out whereas there are others who have special projects to complete. This has caused an unpleasant work environment and will definitely cause a turnover. The LATs hired just to sit at the circulation desk during the 3rd shift (hired last year) make more with their shift differential than staff employees who have been here longer and have not reaped the benefits of a cost of living raise in sometime.As far as the choices on no. 1 and 2 I feel like the Base Pool is unfair.	Apr 17, 2013 12:31 PM
33	Cost of living raises are very important. They are never enough but help.	Apr 17, 2013 12:22 PM
34	Why are there different levels of pay for Admin Assistants? I know what the book says....but thats not how it's always been done. Some Admins make more than others doing the same darn job. The old saying rings true: Not what you know but who you know.	Apr 17, 2013 11:44 AM
35	more money on for our retirement instead of these one time bonus (merit bonus)that dont count towards salary.	Apr 17, 2013 10:53 AM
36	Why are employees who have been with the university over 20 years still talking about entry and base salaries? Why does OPM have midpoint, maxium and career on the same page as entry and base? Has anyone ever been adjusted to one of the others (midpoint, maxium, career) How many years to you need to be here and do a good job to get raised to one of the other levels?	Apr 17, 2013 10:42 AM
37	I have never had a raise since i started working here.	Apr 17, 2013 10:39 AM
38	I would like to be paid the same as other universities are paying for the same work.	Apr 17, 2013 10:34 AM
39	Base salary needs to be increased to meet current cost of living adjustments that have not been given over the years, and then each year all classified staff should receive a cost of living adjustment.	Apr 17, 2013 10:29 AM
40	The responsibilitites from dept to dept vary, therefore staff in the dept that have to take care of gen ed requirements should be compensated differently	Apr 17, 2013 10:25 AM
41	I feel base salary issues for long time employees is most important. Also overtime pay instead of comptime would benefit staff more. Its time UCA rewarded its staff for all their hard work and loyalty through all the tough times	Apr 17, 2013 10:13 AM

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

we've had!

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| 42 | How long do we have to wait for cost-of-living raises when tuition has risen each year, parking stickers have increased in price, but yet, there is enough money to create new 6-figure-income positions? | Apr 17, 2013 10:10 AM |
| 43 | I think UCA offering comp. time in a fair way would help for starters. Having stipulations on when employees use that time is ridiculous. Why can't you get enough people to work games and such? I will tell you, because there are rules about comp time. Why would someone who already has enough comp time for the holidays come in on a Saturday if they will get no compensation for that? Emancipation Proclamation...the upper levels may want to review that order. This is a job. Workers are here to make money to provide for their families, not give up precious time out of our lives to give UCA free labor so that upper management can keep their big salaries. Question 4 In some cases personality change is the only answer and unfortunately this cannot be achieved by one attending a few training sessions. Next time UCA may want to try Behavior Modification Therapy, this might be more productive. Question 7 I think UCA offering comp time in a fair way would help for starters. Having stipulations on when employees use that time is ridiculous. Why can't you get enough people to work games and such? I will tell you, because there are rules about comp time. Why would someone who already has enough comp time for the holidays come in on a Saturday if they will get no compensation for that? Emancipation Proclamation...the upper levels may want to review that order. This is a job. Workers are here to make money to provide for their families, not give up precious time out of our lives to give UCA free labor so that upper management can keep their big salaries. Yes, the "UCA family" sentiment is nice but that doesn't pay the bills. | Apr 17, 2013 10:09 AM |
| 44 | Consider the hard work that employees do and compensate those employees for that hard work and dedication. Salary increases are important for day to day family living, everything is going up but when you salary doesn't accost for that then financial problems can occur. | Apr 17, 2013 10:06 AM |
| 45 | I have been employed at UCA for 17 years. I am in the same office that I started in. One other employee and myself have been here that long or longer, everyone else is fairly new. We have 10 employees in our office and I am one of the lowest paid. I would like someone to look at Reclassifying positions on a regular basis. It's not right that new hires with no experience come in and I have to train them and they make more \$\$ than me. | Apr 17, 2013 10:05 AM |
| 46 | It is a very big morale "buster" that the upper admin. people get paid so much ABOVE state guidelines and classified staff are lucky to even get a raise of any sort! | Apr 17, 2013 10:02 AM |
| 47 | When looking at advertised jobs for my same position in both state and federal positions they get raises and top out at a much higher salary than where they start out at. Here at UCA you do not appear to get raises unless you apply and get hired for a different position. | Apr 17, 2013 10:01 AM |
| 48 | The base pay is below where it should be in my opinion. Employees should definitely have an opportunity for salary increases based upon their performance | Apr 17, 2013 9:59 AM |

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

	evaluations. If not able to receive that perk, pay increases are far to few and not enough when they do occur.	
49	I still do not feel that the evaluation is a fair assessment, especially since my supervisor has not attended the workshop. I also feel that many supervisors feel they are going through the motions with this workshop and continue with the same behavior (as reported to me by other employees).	Apr 17, 2013 9:56 AM
50	Salaries are not based on work load. There are so many that are paid high salaries with few responsibilities.	Apr 17, 2013 9:54 AM
51	Would like for it to be competetive with other state agencies and universities.	Apr 17, 2013 9:53 AM
52	All positions should be required to do searches and hold interviews	Apr 17, 2013 9:52 AM
53	Years of service should be considered in base pay bumps.	Apr 17, 2013 9:51 AM
54	long time employee salaries are not higher than new hires --or not much higher.	Apr 17, 2013 9:49 AM
55	It isa concern that even though our pay grades/levels are based on State of Arkansas' guidelines, that the 4 levels within each grade are not considered. For instance, a person who is hired gets the lowest entry level pay, and in general has the same pay for that position forever-as opposed to a raise in base grade after 5 years, 10 years, 15 years, ect. So a person who is newly hired will make the same amount as a person who has had the same position for 10 years-the only exception being COLA raises-of which we have only had 1 in maybe 7 years? Very disheartening.	Apr 17, 2013 9:49 AM
56	Salaries are very low. Cost of living always goes up but salaries do not reflect the changes. Also, salaries need to be more comparable to other pay rates at similar work places across the state	Apr 17, 2013 9:49 AM
57	the fact that some are not doing their job correctly and yet nothing is done to correct it	Apr 17, 2013 9:48 AM
58	People are hired in at higher pay rates now, meaning they don't have to work years to get to that point like someone did who has been here a long time. The new hire comes in automatically at the higher rate. I know they claim this is to get better quality hires, but in a way it's also like a slap in the face to those of us who have been here MANY years and had to work our way there. This person comes in making not that much less than us, while our salary just sits there, watching the new employees get closer and closer to ours. "They make enough money" should not acceptable as a reason to not give someone a raise. I have heard this reason directly from a supervisor.	Apr 17, 2013 9:08 AM
59	I would like to be paid the same salary as other universities and not be last on the todlem poll in this area.	Apr 17, 2013 7:27 AM
60	would just like to beable to pay for my bills and beable to buy food . it cost so much for thing now and we are still being payed what we where getting back 6 years ago and it makes it hard to live some days.you have to watch every thing you spend and go with out if you need to pay bills first instead of buying food.and	Apr 16, 2013 7:12 PM

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

some time you would love to just go out to eat and see a movie with your family .

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| 61 | One time bonuses are not compensation, no more than a 1% raise is a raise. They are both a slap in the face. When you have dedicated your time and energy to an establishment for (a # larger than 1) years and all you get is crumbs thrown at you. It's an insult. There needs to be a substantial increase for us poor people. After mortgage and bills, (no car payments, no boat payment, no play money), I have 200 dollars for food and gas for my family. Can you all feed and nurture a family of three on \$200 a month? | Apr 16, 2013 6:28 PM |
| 62 | Increase ours comparable to UALR and UofA | Apr 16, 2013 3:22 PM |
| 63 | The classified staff salaries need to be equal. The COB Admin Spec III to the Dean makes \$41,991. I have a very similar title, have been with the state for over 21 years and STILL DO NOT MAKE BASE. Something is wrong with the equity of classified. Everyone is always concerned about faculty equity pay, what about classified equity pay? | Apr 16, 2013 3:02 PM |
| 64 | UCA does not pay as well as other state jobs. | Apr 16, 2013 3:00 PM |
| 65 | raises on a regular basis | Apr 16, 2013 2:35 PM |
| 66 | What is difference between classified and non-classified? Why are some staff in same or comparable positions in both classified and nonclassified status? | Apr 16, 2013 10:13 AM |
| 67 | Every staff employee should make at least the base salary. | Apr 16, 2013 10:05 AM |
| 68 | Summer flex time, and/or closing university 1 day per week. Maybe the energy conservation can in turn be used for salary increases/bonuses. Also reward system for employees who do not use their sick/vacation leave, instead of punishing by losing time! | Apr 16, 2013 9:45 AM |
| 69 | Salary increase should be given per performance not everyone gets a one time merit increase. If you work hard and others in you office play on pinterest half the day & everyone gets the bonus--makes you wonder why you work hard when there is no incentive. Something to think about. | Apr 16, 2013 8:50 AM |
| 70 | There are certain employees in our office that need reclassification desperately and have asked numerous times and have not been taken seriously and have worked for UCA over 15 years. | Apr 16, 2013 8:18 AM |
| 71 | to give us more money | Apr 16, 2013 8:04 AM |
| 72 | The fact that there are so few Admin III positions | Apr 15, 2013 4:01 PM |
| 73 | There is no reward for loyalty (with good behavior) such as increase from base to midpoint salary after decades of dedication. | Apr 15, 2013 3:35 PM |
| 74 | Not fair for entry level salaries to be only a few thousand dollars less than some one who has been at UCA over 20 years. | Apr 15, 2013 3:14 PM |
| 75 | There are no incentives to do a better job or improve myself as an employee. Why is that? | Apr 15, 2013 1:53 PM |

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

76	I would like to know the truth about how the process works when determining how/when you can receive a raise from base to midpoint or midpoint to maximum. Is it only based on performance &/or years worked and who is included in deciding that?	Apr 15, 2013 1:26 PM
77	Please try your best to get the salaries up to base levels. Also, try to establish promotion within departments so staff doesn't have to move to another department to get a pay raise/promotion.	Apr 15, 2013 1:11 PM
78	Seniority should be taken into account for salaries. I'm making the same as someone who just came into this department a couple of years ago. I've been here almost 11years and it's taken that long to get my salary to that amount. Why shouldn't I be paid more for more experience?	Apr 15, 2013 1:05 PM
79	More clear explanations of what different classifications mean, what pay is possible within a classification, what control is held by the state and where does my department have room to adjust my salary.	Apr 15, 2013 12:02 PM
80	I would like to see our salaries be equal to that of the same positions at other universities. I have been an employee for almost 4 years at UCA, yet I have only seen one change in pay. This is really sad and needs to change. More people are going to start leaving the university for better paying jobs if it is not corrected.	Apr 15, 2013 11:49 AM
81	Non-classified employees and/or employees being paid salaries that are not based off of qualifications/experience, but who they know working at the University.	Apr 15, 2013 11:46 AM
82	We are extremely underpaid for our jobs compared to anywhere else. Don't get raises based on exceptional work.	Apr 15, 2013 11:17 AM
83	The classified salaries are so low - they really need to be brought up to adjust for inflation and to be more competitive with the private sector.	Apr 15, 2013 11:07 AM
84	That we all need a raise to meet the standards of what a high school custodian make to what we make	Apr 15, 2013 10:45 AM
85	Long story, but UCA (or at least Torresyon library) does not seem to understand which job responsibilities correlate to which positions as do other state institutions. Circulation desk workers here at Torreyson are considered Library Techs, because before the state collapsed positions several years ago, they were all "Library Academic Tech II's even though those same desk workers at most if not all other state institutions were Library Academic Tech I's. So when the state collapsed those previous library positions into 3 classified staff positions (Library Assistant, Library Tech, and Library Supervisor), ALL the desk workers here at Torreyson were automatically moved into Library Tech positions (the midrange position) even though ALL other state institutions to my knowledge still consider those Library Assistant positions. The end result is that my position as Special Projects Assistant and Work-Study Supervisor pays THE SAME amount as workers who have much less job responsibility and should have been classified Library Assistants. You can do a direct comparison with job positions at Mullins Library at the U of A where those same desk workers are Library Assistants (NOT Library Techs) to see what I mean. This fact added on	Apr 15, 2013 10:35 AM

Q7. Please describe any concerns or issues you have about classified staff salaries that you would like the Staff Senate Compensation Committee to consider.

to the fact that most positions here are underpaid to begin with (including mine) makes it VERY difficult to accept working here.

86	Education level and years of service doing the same job.	Apr 15, 2013 10:26 AM
87	Be more comparable with the current market Keeping up with the COLA More of a raise when deserved	Apr 15, 2013 10:25 AM
88	Fairness	Apr 15, 2013 10:15 AM
89	There are not enough classifications. Everyone is lumped into 4 categories and the work and workload is NOT equivalent. Job Analyses need to be done on ALL classified positions to categorize them more fairly!	Apr 15, 2013 10:12 AM
90	Salaries here are considerably less than paid by other state universities for the same job	Apr 15, 2013 10:05 AM
91	I am concerned about all salaries that are not living wages. This includes everyone below 30,000!!! If the job pays below that maybe it could be part-time so the employee could supplement it with another one like so many are doing now. A 40/hr/week job should be a living wage salary.	Apr 15, 2013 9:55 AM
92	It appears that salaries are not equitable. That it depends on the department. Some chairs are concerned about the low pay of their employers and others are not.	Apr 15, 2013 9:35 AM
93	I was a Secretary II and my two co-workers were Secretary I before the last classified titles were upgraded. When that happened, the secretary I was upgraded to Administrative Specialist II, but the secretary II was not upgraded. I became a Administrative Specialist II instead of being upgraded to a III or whatever was higher. I've been here 28 years and my salary is not that different from my co-worker who's been here less than five. The titles are unfair!	Apr 15, 2013 9:30 AM
94	UCA salaries are extremely low when compared to matching jobs in industry. There is a huge gap between low and high salaries. The low end of STAFF salaries caps out around \$40,000 and the high end seems to start around \$80,000. Why are there so few jobs with salaries in the middle?	Apr 15, 2013 9:21 AM
95	none	Apr 15, 2013 8:57 AM
96	I've been with UCA 18 yrs and my salary is around \$23,000/yr. That is sad. But I do love my job!	Apr 15, 2013 8:51 AM
97	After 18 years of service to UCA, I am at ENTRY LEVEL for an Admin. Spec. II. I've interviewed for several Admin Spec III positions but never received an offer of employment (although all of these depts have called me for assistance over the years). All of my previous supervisors have tried to get a pay raise or grade/step increase for me, only to be stopped at the top level of administration. I enjoy working at UCA and like the dept that I work in but feel this is totally unacceptable, for me or anyone else in this situation. Each classified staff must be viewed individually, and salaries should be adjusted based on years of service, workload, and job performance. In addition, bonuses should not be	Apr 15, 2013 8:50 AM

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given 'across the board', but amounts given should be based on years of service and merit.

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| 98 | I really think we are not paid enough and the staff senate is working hard to make it better. We do need some system in place to make yearly evaluations mandatory and some system to follow up on those to make sure they are done. | Apr 15, 2013 8:48 AM |
| 99 | I would like to base pay to increase. Some of us in the Admin positions the work do not equal the pay. Some of the Admins have master's degrees but receive pay that someone with only a high school diploma receives. However, we are often times told that the money or positions are not available yet we have hired Executives making over \$300,000 combined salaries or we "find" item lines in the budget that we are not using. | Apr 15, 2013 8:43 AM |
| 100 | Extremely difficult to make a living in Arkansas on \$22,269 per year. I have worked a second job the entire 5.5 years I have worked at UCA because it's the only way I can make ends meet. My medical, dental and optical insurance seldom get used because I simply can't afford to use these benefits even with insurance. | Apr 15, 2013 8:41 AM |
| 101 | For the quality of work I do, I am way under-paid. Same position a few miles away would reap a double-salary increase. Very discouraging. | Apr 15, 2013 8:38 AM |
| 102 | There just haven't been any except for the one time bonus. As economy improves, employees will leave like faculty are, leaving remaining employees to pick up slack due to new employees. | Apr 15, 2013 8:35 AM |
| 103 | I believe some are categorized Admin Spec IIIs where others are Admin Spec IIs, based on what? | Apr 15, 2013 8:28 AM |
| 104 | Employees in some low paid positions on campus carry daily an enormous amount of institutional liability that is incongruent with their pay grade. | Apr 15, 2013 8:27 AM |
| 105 | Raising the base pool will not help me and since there is favoritism I may or may not get a merit bonus. I think the evaluation system didnt work when we used to use it for merit raises. They were limited to certian ones and not everyone that deserved one got one and that really affects moral. If you give a raise it should be to everyone like the cola. | Apr 15, 2013 8:26 AM |
| 106 | It is totally unfair for an employee to start out making as much as another employee in the same position when the original employee has been here much longer. There is no incentive to stay and be productive. | Apr 15, 2013 8:26 AM |
| 107 | UCA's salaries need to be higher for all staff levels. I feel my salary (have been here since 1986) is not competitive with other places of employment. | Apr 15, 2013 8:25 AM |
| 108 | Salaries need to be brought up. \$19,000 for a secretary starting out. Seriously! Who could live on that especially if you have children. There are to many university employees receiving mininum wages that can not afforded our insurance much less support a family. Salaries are not comprable to other state employees. | Apr 15, 2013 8:23 AM |

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109	Increase in pay to be considered for more job responsibilities that are given to a person even though 2 ppl are classified the same 1 may have more job duties than the other.	Apr 15, 2013 8:16 AM
110	Arkansas is ranked near the bottom of paying its staff and faculty what do should be paid, in Arkansas, UCA is at the top of underpaid employees. Is this really a ranking we want to have and known to have?	Apr 15, 2013 8:13 AM
111	N/A	Apr 15, 2013 8:11 AM
112	Why is UCA not required by state law to give COLA raises?	Apr 15, 2013 8:10 AM
113	My salary is not keeping up with the increase of the cost of living.	Apr 15, 2013 8:10 AM
114	I thought that we had already moved everyone up to the base level so it is time to move up to the next level. I have worked here 16 years and 12 years as a supervisor. If a new supervisor is hired I only make a few thousand more that they do. There is very little reward for staying on the job over time and there are no more steps to move up.	Apr 15, 2013 8:05 AM
115	N/A	Apr 15, 2013 8:00 AM
116	Administrative Specailists duties should directly correspond to their levels (I, II, or III). If doing the work of an Admin II, one should be paid at the level of an Admin II, not an Admin I.	Apr 15, 2013 7:55 AM
117	Just to mainly recieve them when we're supposed to and to recieve "all" that we're supposed to get.	Apr 15, 2013 7:41 AM
118	I am and Admin II. I can not afford to live on my own. I LOVE my job but am totally underpaid. Right now I am working at UCA because of the benefits.	Apr 15, 2013 7:39 AM
119	As I have heard this committee has been working on this plan for 5 years and just now asking the people what they think.Also when the administration hires positions for high salaries does not help any morale when they say there is not money for any sort of raises.	Apr 15, 2013 7:32 AM
120	Would like salaries comparable to other Arkansas state salaries with same classification. UCA's is much lower.	Apr 15, 2013 7:16 AM
121	My greatest concern with regard to the changes made in salaries is that they were unfair. There are individuals who work in the same area doing the same exact thing but those who were given even more responsibilities did not see a change in pay. So those who were doing less are being paid the same as those who are doing more. If everyone was going to be making the same thing, then the workload should have been dispersed or those who were doing more should have received a pay raise as well. Not fair at all.	Apr 15, 2013 7:16 AM
122	That you have to fight to be equal pay to male group. Job titles not matching job descriptions; not paid like other state agencies; cost of living does not exist; we need someone to right for us.	Apr 15, 2013 6:58 AM
123	At the very minimum a cost of living increase annualy	Apr 15, 2013 6:58 AM

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124	No raises	Apr 15, 2013 6:23 AM
125	Very low in regards to the valuable services that provided as well as necessary to the importance of students succeeding.	Apr 14, 2013 11:38 PM
126	I feel that no matter how hard I work I don't have as much opportunity for raises and merit as I would at other places of employment. Although I love my job and the department I work in, it can be quite demoralizing to receive an outstanding performance review and know that no raise will come of it.	Apr 14, 2013 8:25 PM
127	Nothing more than the above consideration for now. I do not understand why people that actually work and people that are on the Internet/phone all day get paid the same?	Apr 14, 2013 8:25 PM
128	It would be nice to feel like we're moving forward. We're able to pay off crooked administrators, but not pay honest, hardworking long-time employees. Very discouraging.	Apr 14, 2013 8:02 PM
129	Classified positions are too general. My position currently meets more than three different classifications but I am only allowed the compensation of one. When this was brought up to HR, we were told the duties I perform don't have a specific classification within allotted positions assigned to the University.	Apr 14, 2013 4:15 PM
130	It is demotivating when individuals work on campus for years, evaluations are excellent rating, yet someone gets hired off the street and makes the same as I do. Throughout the past years, we have all taken on more and more job responsibilities, due to losing funds and budget cuts, promising it's temporary, yet we continue to be expected to do even more and it causes burnout, and mistakes being made due to always being in a rush. I would prefer to look at office staffing loads and be able to hire additional staff.	Apr 14, 2013 2:48 PM
131	I believe most of the staff is concerned about the fact that a few administrators are paid significantly above the State-set maximum salary, while most of the staff is paid significantly under the set max. This issue, compounded with the uncertainty regarding the nature of pay increases - maybe next year, maybe not, certainly not THIS year - has a marked detrimental effect on morale.	Apr 14, 2013 2:06 PM