Faculty and Staff at MSU Denver were asked four open-ended questions on the 2013 Campus Climate Survey. Listed below are the major themes found in the responses to these questions.

**Employees appreciate and value:**

- Enhanced sense of purpose and connection to the mission of the University
- The opportunity to learn and grow as a professional
- The University’s relationship with the community

**Areas warranting attention:**

- Focus on student success: graduation rates, success after graduation, job assistance, etc.
- Better risk management; particularly when dealing with areas such as bullying, favoritism, inappropriate behavior, and complaints
In Their Own Words:

“It's a great place to start a career because you get a lot of experience at a young age. There are lots of opportunities to build things and execute your own vision.”

“The role that it plays and the contributions it makes to the broader community—a tremendous resource to our citizens and workforce.”

“The sense that the institution is growing and that we are all making a positive impact on the students and communities we serve.”

“My opportunities to learn and grow, which is encouraged and supported by my immediate supervisor. Also having a strong leader, Dr. Jordan as President makes me feel like there is clear directions for the institution.”

“I have a lot of respect for the mission of this institution and how they are keeping college affordable even when there are huge cuts in state funding.”

“I am generally very happy with the culture and workplace quality at MSU Denver. If there was one thing that I could say bothered me it would be the numerous occasions where I have seen individuals get hired because of who they know, not what they know. In other words, the hiring process is a little shady/political. Also, the process of hiring new employees takes FOREVER. So many forms, justifications, requirements, etc. I have served on four hiring committees this year alone and three of them ended in a failed search. Very frustrating and a monumental waste of time.”
“Across several departments I see a haphazard way of making decisions that puts high-paid administrators in the position of sorting out an undefined problem without setting objectives or measurements for success. Even the best intentioned are given unclear objectives and a heavy and widely varied workload so that it is difficult for them to achieve results. With their own positions in confusion the may hire more staff, attempting to sort out the trouble but those are given equally vague objectives. Typically, it seems that the higher the position the less of the blame for failures is incurred. And those lower in the hierarchy are left in constant fear for their jobs while those who are supposed to be leading repeatedly evade responsibility.”

“Do a better job about tracking students once they leave MSU Denver in order to be able to get data that shows we prepare them for careers and grad school, etc.”

“Keep the student as the number one priority, and continue to engage and participate in the community we serve. Make sure that our great story gets told.”

“There needs to be more resources given to students to help them find a job. Students can have a great experience here, but if they can't find a job in a timely manner it will taint all of their positive memories here.”