Themes from Survey Employee Comments

Affiliate Faculty

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:

- The opportunity to teach students from diverse backgrounds
- The flexibility inherent in their job role (e.g. online classes, curriculum)
- Sense of purpose and connection to the mission of the University

Areas warranting attention:

- Concerns regarding Affiliate Faculty path to tenure and compensation and benefits
- Improvements in technology
- Raising academic standards for admissions and consistent academic expectations in classes taught at the University
In Their Own Words:

“I appreciate that I can put together collaborative projects with faculty in other departments and place my students in the multi-disciplinary projects without much departmental or university bureaucracy getting in the way.”

“That I am able to express my life’s purpose through the process of facilitation, guidance, and education. That some programs in this institution have an interest in the health and well-being of students”

“I’ve never taught at such a big school before. It’s pretty fun. As an educator with learning challenges, I feel that I can do the most good here, with a diverse group of students, some of whom can really benefit from having an instructor who understands learning challenges and who has largely overcome them. I feel like I’m needed.”

“That it serves a group of people that are diverse, economically, racially and age wise, thus giving a chance to many people to attend a university.”

“The options to teach online and in the classroom. Also the flexibility to use my own originality and ideas within my classes while maintaining continuity between multiple sections of the same course (master course is allowed minor changes and differences by instructors).”

“By acknowledging and better supporting the adjunct faculty through benefits and pay. The institution relies heavily on adjuncts, if you care about them, they will care more about the school and the quality of their work.”

“There needs to be admissions criteria. Many of our students are not ready for college work. There needs to be a reasonable distribution of courses (ie economics, political science, history, English, classics, math, science etc) so that we graduate educated individuals, not just individuals ready to find a job.”
“Give faculty and staff workshops to aide in keeping current with their work and in teaching it most effectively to the students. We are not aided by multi-million dollar sports complexes, especially when there is no money in my department's budget to make paper copies for students.”

“As an adjunct instructor, there is no support from the department. I have not been evaluated by my department and my department does not include me (send minute notes) of meetings. I come to my classroom, do my job and go home. The department head does not come into my class to support me or watch me teach.”

“The engineering technology program is academically strong, but the lab facilities are very weak. Invest in current technology for the labs.”

“In many cases, the treatment of affiliate faculty (of which I am one) is deplorable. There should be ample on-campus work space so that all faculty have an opportunity to work together, to discuss students and curricula and to exchange ideas. Instead of building myriad buildings for administrators, concentrate on the university's main mission which is education and build the academic departments.”