Themes from Survey Employee Comments

Category II Faculty (e.g. Visiting, Instructor)

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 freedom and flexibility afforded by their job and supervisors
- The development of graduate programs and their continued implementation
- The diverse environment in which they work

Areas warranting attention:

- Implement more rigorous academic standards
- Utilizing community partnerships to attract and retain students
- Workload and associated compensation
In Their Own Words:

“I appreciate the freedom given to teach the courses as the instructor sees fit while staying with the course objectives.”

“We have a diverse and driven student body who, for the most part, want to learn although they do not always have the skills to do so. Working with these students is a pleasure and a joy. My department chair is very able and professional who is committed to educating our students, to the advancement of our field and the protection of its integrity. My department colleagues are supportive of my efforts and provide an intellectual and professional atmosphere in which to work.”

“I am more proud than ever to tell people where I work and when stating my institutional affiliation (professional memberships, conference name badges, etc.) I'm happy that I can now state "university.""

“Continue efforts to enhance image. Enhance the stature of the institution by creating additional graduate programs.”

“Continuing to work on effective communication, inside and outside of the institution; continuing to involve the community through more partnerships and collaborations. Most importantly, continuing to recruit and retain competent and dedicated faculty and staff. More focus on preparing our students for success BEFORE they get to MSU Denver.”

“My workload is unbelievable; I give 100% to my job but it sometimes affects my family and my health. Asking faculty to teach 15 credit hours (with huge classes) and advise students (our numbers continue to rise) creates a situation where I can only do a "good" job, not an outstanding job. If you really want preeminence, then reduce the workload and provide an environment where one can focus on being a good teacher. Even with the amount of experience and education I have, I am interested in pursuing training that would continue to develop my skills so that I am a better teacher. Even with the little time I could spare, the amount of professional development is so small that I don't even bother using it because it won't even begin to cover a conference or workshop.
out of town. I do not feel like I can express my opinion without reparation. I don't complain; I put my head to the ground and do my job the best I can each and every day because I am a professional and am dedicated to the students and the success of this institution.”