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:**

- An enhanced sense of purpose and connection to the mission of MSU Denver
- The camaraderie with their co-workers in their departments and across the University
- The opportunity to continuously learn, develop, and challenge themselves in their position

**Areas warranting attention:**

- Accessibility and efficiency of the HR and IT departments
- Technology – both quality and quantity
- Equity of compensation (specifically regarding raises)
- Communication between departments and about future plans
In Their Own Words:

“The fact that this institution contributes to the enhancement of the community. I appreciate the opportunities that the University offers to the non-traditional student.

“The diversity of the faculty, staff and students is awesome. I appreciate the fact that I'm a contributor to the education of the college community.”

“I love my job and I love working with my immediate co-workers. I like working with diverse group of people, never a dull moment. I like challenges and different problems to solve and help faculty and staff.”

“I feel that there are many great learning opportunities on this campus. There are many faculty and staff members who are easy to work with, and are willing to work with us.”

“I appreciate the freedom to do what I am good at, in the way that I know how. I enjoy working with and gaining the respect of our student population by being thoughtful and resourceful.”

“I do enjoy working with the many different department staff and faculty and the opportunity to learn what they do. I do think however that the technology is lacking in terms of the ability to telecommute. There are much better technologies that enable employees to access systems without having to use VPN. (that is old school).”

“Hard to be preeminent when the technology behind the walls, ie out of visible sight, is not maintained and replaced before it starts breaking. There is a higher focus on keeping the desktop and laptop computer replaced on a 3 year cycle, but the stuff in the walls that allow the office computers to function is constantly overlooked. Best practices would have this stuff replaced over 5 year cycle, as it is not we have servers and hardware over 10 years old.”
“I think it would be great if we were notified as soon as changes take place in the university. i.e., when staff changes take place, new administrative actions are put into place. Being given this information two months after the fact is not helpful. Knowing this information as soon as it is decided would be more beneficial to all of the institutions employees.”

“The culture of the Human Resources Department needs to change if the University is to move forward. I believe this unit hampers progress at the university. We also need to have the department lead by a new Director of HR that is hired through a competitive process. Once this person is hired appropriate resources need to be allocated to sufficiently staff this area.”

“By not making so many sweeping changes all at once. Many of which overlap making it difficult if not impossible to gauge the effectiveness of any one change or initiative. Policies are often approved well before any significant or meaningful discussion”

“There is a big need to stabilize and improve the technological infrastructure, hardware, software and staff. Staff turnover in critical areas will continue to frustrate Metro State's goal to achieve preeminence !”