Themes from Survey
Employee Comments

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 relationships and strong leadership in their departments
- The vast diversity present in the student body
- The focus on teaching and its role in MSU Denver’s mission

Areas warranting attention:

- Faculty cited needing more clarity in regard to the University’s changing mission and identity
- Many faculty members expressed concern regarding a hostile work environment and a growing culture of bullying within their departments
- There is great concern surrounding the allocation of resources as MSU Denver expands its mission (professional development funds, teaching workloads, funding for research, etc.)
In Their Own Words:

“I absolutely love my job here at Metro! I appreciate the strong leadership among senior staff and cultural diversity of this campus. Our students are intelligent, motivated and eager to pursue lifelong learning. I look forward to teaching every class and strive to improve my abilities in teaching all students.”

“I think Metro does a wonderful job prioritizing and valuing teaching. I am proud that we can offer such high-quality instruction at such reasonable tuition. I think the institution is progressive and committed to helping the community, as evidenced by their push to allow undocumented immigrants to receive in-state tuition. I think that overall Metro does a good job at maximizing the value of their limited funds.”

“The mission of the institution and the commitment of faculty, as well as the diverse student body and the commitment of so many students to get an education in the face of many work/time issues.”

“The people that I work with, the variety of my job, the ability to be involved in state wide board and committees within my industry, the ability to work from home when I am not teaching and a flexible schedule.”

“Encourage scholarship, giving a differentiated work load to those who would choose to engage in these pursuits. Right now, it feels almost impossible to teach four classes each term and conduct scholarly research that would reflect well on the institution in its goal of achieving preeminence.”

“Enforcement of collegiality issues (i.e., bullying, hostile work environment). Just because someone does the work doesn't mean they're nice about it. This is a very difficult balance at times when your own tenure is on the line.”
“One factor that I think has a significant adverse effect on our students is the lack of resources in registration and, especially, information technology. Every semester I meet students whose academic plans are disrupted because of glitches in the computer registration system. In our department, any time we face problems with our computers, the response of IT is extremely slow and often requires repeated inquiries before anything happens. I think this all comes down to a general lack of financial resources, a factor over which we have little ultimate control. But it’s something else that merits emphasizing whenever possible.”

“Shared governance is nonexistent at this University. Recommendations by committees are routinely ignored. Over the past 5-6 years Metro has increasingly become a hostile work environment. Even tenured Faculty are afraid to speak out. The fact that the Faculty Senate feels the need to conduct their own independent climate survey demonstrates the clear lack of trust in this administration.”

“The culture of professional development is all lip service. The institution says it wants to promote high quality and original scholarship but does not foster this in faculty by reducing teaching load to allow a reasonable balance. Impossible to conduct quality research and publish - the NECESSARY accomplishments to remain active in one's field - and to teach a 4-4 load of courses servicing 100-200 students a semester.”