Themes from Survey Employee Comments

Diversity/HSI/Inclusive Excellence

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

Employees appreciate and value:

- The emphasized University-wide commitment to achieving a student body diverse in regards to its economic status, race, age and background
- Faculty and staff who work directly with students note their incredible work ethic in the face of difficult backgrounds as a motivator to remain connected to the University’s mission
- An increased sense of purpose and fulfillment connected to the diversity initiatives

Areas warranting attention:

- General concern that Metro State is trying to do too much and is lessening its commitment to the HSI initiative and overall diversity in the process
- Lack of admissions standards in favor of diverse backgrounds can hinder the rigor of academic programs
- Address inconsistencies in pre-University preparation of minorities in order to increase retention rates and maximize community impact
In Their Own Words:

“I appreciate the emphasis that the university places on diversity and inclusive excellence.”

“I enjoy the opportunity to work with a wide variety of students, traditional and non-traditional.”

“I enjoy working for an institution that I believe is on the right path and serving the population that I want to serve. I appreciate having a role that allows me to voice opinions openly, though I am not certain all those who work here experience this same sense of openness.”

“HSI is great considering the increase of Latino students seeking a post secondary education. We must be sure to demonstrate how HSI status benefits all populations at MSUD.”

“The wide diversity of faculty and students, and that we support students who have minimal preparation to achieve their goals if they are motivated to work hard.”

“As an HSI institution, I think Metro should allow staff to audit Spanish courses to insure better communication with students/staff. And to further the diversity component, allow staff to audit other language/multicultural/global diversity courses in general.”

“I believe, at times, our seemingly single goal of being a culturally diverse university can hurt our goal of being a top-notch educational institution. MSU Denver is known more for being a ‘good deal’ than for being an institution with exceptional educational offerings.”
“There may be higher drop-out rates among non-traditional students, which may decrease retention rates and make the college “less-preeminent.” But it is precisely that Metro is a place for those that are harder to reach that makes Metro so special. I believe preeminence in the eyes of our students is more important than official records.”

“I feel like becoming an HSI is only helping the Hispanic population while leaving our students feeling like the institution does not care about them because they are not Latino.”

“I think there is a big issue when it comes to the admissions requirements for students over the age of 20. The minimal requirements result in students who are not appropriate or ready for a 4-year college. It also seems like the safe guards to ensure that these students are not put into classes they are not ready for are sometimes circumvented.”

“Improve our retention and graduation rates of all students particularly students of color.”

“Retention is of incredible importance, and I hope to see a continued commitment to retention from leadership.”

“While the initiatives and physical facilities have had a transformative impact on the University, MSU Denver will only achieve preeminence when we begin to improve graduation rates and student retention.”