Themes from Survey
Employee Comments

Shared Governance

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 shared governance found in the responses to these questions.

Employees appreciate and value:

- The deep connection to the mission and vision of the University that provides an overarching sense of value
- The effort made by senior leadership to improve communication and to generate more holistic feedback
- The Metro Leads program and its effort to develop relationships between faculty and administrators of different rank and to promote shared governance

Areas warranting attention:

- Significant concern regarding the poor relationship between the faculty senate and the administration
- Open communication with supervisors without fear of reprisal
- Collaboration on new initiatives that garner community buy-in in an effort to maximize implementation effectiveness
In Their Own Words:

“Everyone in our department gets along very well and is very supportive and that creates an excellent work environment.”

“Improvement in communication to all levels and employment classes of the institution. Makes me feel more engaged and valued in the work of the University.”

“I was not here for the last survey, but I have witnessed the senior leadership making great efforts to address the feedback they obtained.”

“The most positive change that’s pretty clear due to taking the survey is an improvement in the communication process. Senior administrators have done a better job pushing information out, and have signaled increased receptivity to receiving feedback. A good example is the strategic plan, which incorporated a decent process for collecting feedback and has been communicated out ubiquitously.”

“We have a great mission and plucky students. Doing what we need to do for a larger proportion of them to graduate, and to graduate in fewer years and with less debit, is the our best route to preeminence. Initiatives like First Year Success and building the Student Success Building directly contribute to this goal, and they have the potential, at least, to help us get there, assuming both are used effectively. A program like Metro Leads helps indirectly by developing a group of faculty & staff members who think institutionally.”

“Maybe expand the Metro Leads program to develop a wider more generalized professionalism and corporate culture curriculum for everyone, not just those that self-identify with excellence.”

“Overall, Metro is a good place to work and I feel that I make a difference. The greatest negative issues are lack of resources (particularly adequate space) and a tenure evaluation process that seems to be ill-fitting and constantly changing.”
“The shared governance concept is not in evidence here. The contentious nature of relations between administrators and faculty senate needs to move to shared vision and cooperation.”

“Administration constantly talks about shared governance and valuing and trusting faculty, but the actions implemented do not demonstrate that as truth. It would help to really work at establishing a genuine rapport between faculty and administration officials.”

“There is virtually no real shared governance here. Many who speak out find themselves bullied or threatened by senior administrators. Favoritism and cronyism are prevalent.”

“There have been several academic policy changes that were never discussed with us that have severely impacted the first floor departments. It’s as though the policy makers are putting the cart before the horse and have not reached out for feedback from the departments that their changed impact, which makes it seem like they don’t really care.”

“Faculty Senate has pushed the Provost out of the Executive Meetings and established rules that block shared governance, preventing the administration from speaking – even to correct misinformation – in Senate meetings. The end result being a lack of trust between faculty and administration.”

“The relationship between faculty and administration is tense. Administration makes broad, sweeping changes with little to no input from faculty. The administration often seems dismissive of faculty concerns.”

“I have been here a long time. Some departments/programs are not treated as nicely (resources, recognition, etc.) as others or are not as valued by administration. I have observed faculty and staff not receive the support by senior faculty and staff as they might need.”