Themes from Survey
Employee Comments

School of Professional Studies

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 commitment to teaching and feeling of being valued
- The flexibility to develop a curriculum that meets needs and allows for innovation
- The students: their work ethic and diverse backgrounds

Areas warranting attention:

- Communication, specifically regarding University policy and resources
- Cultivating a better sense of one community by eliminating the “us vs. them” mentality, particularly between administrators and faculty
- Fair compensation for increased workloads
In Their Own Words:

“Flexibility to emphasize in the classroom the concepts I have learned from 30 years in industry.”

“As a tenured associate professor my salary is the same as an un-tenured assistant professor (in my department AND content area) with much less experience overall. This needs to change - MSU Denver needs to award service and experience!”

“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 find the higher administration unsupportive of faculty. They are either invisible or condescending. They are public figures who are looking out for themselves and really don't care about life long employees. As a long term employee my salary is way behind the market value. The Deans are helpful but relatively powerless.”

“It's a positive environment to work in and the students are motivated to be here. They often pay for their education and balance family and work and so their time and dedication to the classroom I think is more than you find at other traditional university campuses.”

“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 options to teach online and in the classroom. Also the flexibility to use my own originality and ideas within my classes while maintaining continuity between multiple sections of the same course (master course is allowed minor changes and differences by instructors).”

“For adjunct faculty, you should pay teachers more if assigned a full class. Thirty students is a heavy load, particularly if I am trying to make this a challenging, senior level class with sufficient discussion boards and assignments to be a good learning experience. At the University of Denver, they pay increasing amounts as the class size grows.”

“The students for the most part are here to learn. I love the diversity of the student population. Colleagues are great and supportive. Collaboration via email is successful.”

“Senior faculty bullying and intimidation of innovation is a challenge for this institution, along with poor pay practices.”