Employee Comments

School of Business

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 people at MSU Denver: Colleagues, faculty, staff, and students
- Connection to mission and vision of the University

Areas warranting attention:

- Base-line academic expectations for students
- Concerns regarding bullying and a hostile work environment
- Fairness of compensation
In Their Own Words:

“Ability to impact students and their new career possibilities. It's the best part of my job helping other people pursue their dreams”

“Quality enforcement. Too many low quality students attend my classes. It is frustrating when they have no intention of working for their grades.”

“Sense of comradeship and like purpose among fellow faculty in my department. Ability to assist students both within and outside the classroom, i.e., obtain scholarships, job opportunities, etc.”

“Staff need a raise after many years of zero raises, cost of living, etc. Provide opportunities for advancement and career growth. There is no viable way to switch career paths here.”

“We are not student centered and there are people in high positions that bully others below them or try to intimidate others with power. There has to be something in place that can help those who are being targeted without being written up or bullied. Examples are departments do not talk to each other over fear that they will step on others power.”

“This institution fulfills its mission and all the people working here are dedicated to the mission of educating our students.”

“By seriously considering right-sizing. Any student who has any remedial work to do should not be allowed to enroll in ANY class. Even if we are required to be modified open admission, we can require more for enrollment in the classes.”

“Working here gives me a chance to help make a difference in a student's academic career.”
“There needs to be a greater understanding of democratic leadership in administration. There seems to be an underlying fear that if issues are verbalized and discussed, somehow the leaders will lose their ability to make the right and "hard" decisions. This often prevents communication and discussion of issues ahead of the decisions, and decisions get communicated as "done deals". This creates a climate where discussions take place after the fact, only between people on the lower rungs, and these discussions usually end up in feelings of powerlessness.”