Themes from Survey
Employee Comments

Preeminence

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 preeminence found in the responses to these questions.

Employees appreciate and value:

- The introduction of Master's programs and evolving into a University with additional offerings and opportunities
- The institutional changes aimed at both better preparing supervisors to manage and making senior leadership more available to faculty and staff
- The innovative University-wide initiatives working to maximize Metro State’s potential while supporting what it already does well

Areas warranting attention:

- Conflict between reaching preeminence and achieving mission as an HSI, inclusive environment
- Employees desire more interconnectedness with the University itself
- Raising admissions standards in order to attract more qualified students and raise retention rates
In Their Own Words:

“Many of the changes have promoted a better learning environment, better opportunities for students, and acquisition of higher quality faculty.”

“I believe with these initiatives we definitely have a great start at preeminence. As long as the initiatives are recognized regularly and given the resources to perform and maintain effectively.”

“The SSB and the Hotel Learning Center are steps in the right direction. Increase resources and support for additional Graduate programs. Increase balance between teaching and research.”

“When I first heard that term, I thought we were overreaching. Now, I think it’s a definite possibility. The new programs like First Year Success and the introduction of graduate degrees makes this an entirely new balance.”

“The coffee with the President has made senior leadership more accessible to administration and faculty. The supervisor training was also a much needed addition to the services Human Resources offers to faculty/staff. These changes made my experience working here a more positive one.”

“The best way to achieve preeminence is for faculty to continue to improve themselves and their knowledge base. Students appreciate somebody up front that is clearly in command and knows what they are talking about while lecturing. Being able to find creative ways to say and show concepts is an important aspect in the learning process.”

“I believe preeminence can be achieved by having more cohesion within the departments. The networking and drive to interconnect with different departments is lacking.”
“The HSI is interesting, with a high ceiling for delivering true value and cultivating community relationships. But it brings huge challenges, especially when coupled with our institution’s policy of open-enrollment and entrance standards.”

“Preeminence is all about the people on the faculty and staff, and Metro will never achieve preeminence without coming closer to national averages in pay and benefits.”

“I would also add that more should be done in the area of student retention after first and second years are completed. It seems that we lose a fair number of high-quality students through transfers to other institutions, especially UC Denver.”

“Tougher standards for admissions and higher expectations of student work.”

“Focusing on retention, particularly in the Fr and So years will help us achieve preeminence as an institution that truly serves populations that have traditionally been underserved by higher ed in Colorado.”

“I think we need to be concerned about stretching ourselves too thin given our resources – we should concentrate on what we do best while we try new things.”

“Preeminence is a lousy choice of word. I think the college can achieve distinction with achieving its mission, particularly as an HSI.”

“My main concern is that, in order to achieve preeminence, faculty have been asked to do more and more. Where high-quality teaching was once the main objective, increasing emphasis has been placed on PD and service. Something has to give.”