THEMATICAL SUMMARY OF WRITTEN COMMENTS IN CAMPUS CLIMATE SURVEY

The following is a summary of the major themes arising from the written comments in the Campus Climate Survey. Each theme is described and then accompanied by representative comments. There is necessarily some overlap among the themes, but they each refer to a relatively distinct dimension. The number of comments in each theme is found in parenthesis next to the title and the themes are presented in the order of their prominence.

• **Discriminatory Environment (50 comments)**
The largest cluster of comments centered on gender, race, ethnicity, and sexuality based discrimination. Some comments referred to an institutionally diffuse climate of discrimination while others referred to specific incidents of racism, sexism, or homophobia. A number alluded to women and underrepresented faculty and staff having to work harder to be recognized. There were also complaints about diversity-related scholarship not being sufficiently respected. Finally there were some comments from individuals who objected to an emphasis on diversity and felt that underrepresented faculty and staff were receiving preferential treatment. Others objected to the raising of gender and race as issues at all.
  - “As a gay man, I have a harder time at UNL V. My high-quality publications and teaching are less valued. And I have experienced active homophobia from my dept colleagues.”
  - “I do not think that I am valued as much as my peers in my area due to racial concerns.”
  - “Gender discrimination is rampant in some Colleges and I would NOT recommend these colleges for females. Past efforts to improve this situation failed miserably because the administration would not make tough decisions or action.”
  - “There is no effective and well-known mechanism for students and faculty to report discrimination on campus. Historically underrepresented colleagues have left UNL V and taken faculty jobs elsewhere because of the racial and gender conflicts they have encountered at UNLV. Repeatedly, people of color, women and LGBT people I know have been unsatisfied and unsupported at UNL V. There are few departments that have faculty and classes that support work on race/ethnicity, gender, and sexuality. This has a huge impact on how low our numbers are for graduate students of color or students interested in studying these areas. Many students report discontent and mistreatment from faculty and peers because of race, gender and sexuality.”
  - “UNLV definitely follows "politically correct" philosophies and strongly supports underserved groups to the point that there is preferential treatment to those historically underserved. This often results in advancement for persons in a lower station or in a minority group rather than based qualifications or job performance.”
  - “I am offended by the biased questions regarding race and gender! People are people. Let's not label people and imply that UNLV is a white, male biased University!”

• **Lack of Appreciation and Positive Feedback (30 comments)**
There were 30 comments that directly addressed lack of administration/supervisor appreciation for the fact that staff and faculty are doing more with less. Also prominent in
this cluster was a lack of collegiality and respect across ranks. Some classified and professional staff complained about treatment at the hands of supervisor and faculty, while some non-tenure-track faculty complained about treatment at the hands of tenured faculty.

- “Non-tenure track faculty truly are the "invisible" faculty in my unit, which is 100% about the care and feeding of the tenured faculty. Arrogance and rudeness on the part of the tenured faculty toward those of lesser rank is tolerated openly.”
- “While I feel that my Department values me and that we are an essential/critical component to creating campus life I do not feel that the president values professional staff at the same level as faculty. Until we see equality I fear that many members of professional staff will be hired away from the University.”
- “I don't feel that those who can make a difference make a difference take the time to acknowledge the good job the employees are doing on a regular basis with such difficult working conditions. Occasionally it would be nice to hear from the Division head, the Department Chair and the President that they realize how hard everyone works while receiving less pay, perks and attaboys/attagirls. When all you have left to give is attaboys/girls then you need to give them often and so that the employees feel like it matters.”
- “I have never felt as though I have worked so hard and gotten so little since I came work at UNL V. Nearly every benefit of being a part of this university is being taken away if it already hasn't been. Classified employees have been suffering for 2 years now and it seems we will continue to suffer. Classified employees are tremendously underpaid and overworked. The environment here is negative and morale is terribly low. It is difficult justifying continuing on here given the state of things at this university. This university does not value its greatest asset, its people.”

**Financial and Educational Resources Strain (29 comments)**

An almost equally large percentage of respondents commented that the overall effect of staff cuts, furloughs, pay cuts, and benefit reductions had had a very negative impact on campus morale. A number of respondents expressed difficulty making ends meet. Others found the allocation of funds to be unfair and many were disheartened at having to work more for less pay. Finally, faculty felt that reductions in educational resources were risking a sub-standard education.

- “It's hard to tell if my job performance is valued at this university because my salary has only gone down since I've arrived and the work load has increased (e.g., independent study no longer counts toward teaching but it's an important part of our program). I'm happy with my department (we're all dealing with this) but not with university wide decisions about what counts as work and what doesn't.”
- “While I believe that most people at UNLV want quality to matter, I find that resources are stretched so thin that we are unable to achieve as high of a quality of performance as most of us would like. My unit is barely keeping afloat at the moment and no one seems to have the time to be able to do the kind of strategic thinking and planning that would really help out the university and its students.”
- “Workload has increased significantly. No merit or other rewards. Too many students to effectively teach. Too few GA's to assist with research. Little support for research. Benefits disappearing. Thinking of leaving UNL V and going back to prior university
where I can pick up my medical benefits in retirement. Very depressing here and opportunities elsewhere that are much more attractive.”

- “Under the present economic climate, I would not recommend UNLV or the Nevada System of Higher Education to either faculty or student. Neither faculty nor student are valued in terms of financial support to the level I firmly believe is warranted.”

- An alarming trend exists wherein we are herding students through like cattle with little regard to academic standards. Allocations of resources need to be reevaluated. We are seeing far too many students with insufficient resources. Stop gap measurements wherein ridiculously low salaries are offered to instructors so that we may get more and more unqualified undergraduates into our program yield commensurate results. We need more real faculty and the resources to do our job.

**Insularity and Lack of Inclusiveness in Administration (26 comments)**

A number of comments expressed concern about different levels of administration (supervisors, chairs, deans, and upper administration) being insular and insufficiently responsive to staff and faculty. Complaints in this category included lack of administrative transparency, lack of communication and consultation, a perception of favoritism in administrative appointments, and lack of gender and diversity inclusiveness at administrative levels.

- “The upper Administration needs to take diversity (and other issues) seriously. This would start with the Regents, but they seem to have absolutely no concern for following rules in order to avoid discriminatory action. The President & cabinet members need to make a better effort to communicate and listen to faculty and staff. The branches of this campus are too isolated from each other, and decisions are made by the administration without proper input or feedback from affected parties. My College and Department are truly wonderful, but the actions by higher Administrative powers are a constant source of suffering. It's nice to think that Administrators won't have any impact on the day-to-day life of a faculty member, but their actions and their inability to act in certain instances can be terribly detrimental to a positive and productive existence here at UNLV.”

- “The interim appointment of white males in the area of President, Vice President of Research, Provost, and Director of the Harry Reid Center are perfect examples of the lack of diversity displayed by the President. In addition appointment of the President without a search again makes the statement that we do not value diversity when it comes to hard decisions like appointment of the President of UNLV. It is just lip service by the administration at UNLV and the Chancellor and Regents”

- ”I feel a strong 'good old boys' network exists at UNLV. If you are a 'yes man' and do what administration asks, you are given more liberties, opportunities, and resources. If, on the other hand, you seek faculty governance, academic freedom and accountability, and you hold a high standard for faculty, students and administration, then you are generally overlooked. In such an environment, NO group is treated with respect and equality.”
• **Lack of Community and Common Purpose (22 comments)**
The unhappiness that some respondents expressed appeared to be linked more generally to a climate lacking in common purpose and a sense of community

  “The biggest problem on campus now is one of CULTURE. We have too many who have decided not to put forth the effort or are tired of the half-@ssed job we've been doing on so many things and don't want to try anymore. We need to promote a CULTURE OF EXCELLENCE at UNLV. Each day, everyone, striving to provide the BEST service to our students, the BEST research for our area of study, the BEST service to our community-at-large. Administration MUST take action to remove those who will not get on board and assist with the mission of QUALITY. Tenured or not. Long-time employee or not. One of the biggest threats facing UNLV at this time comes from within. Want to see President Smatresk stand up and say, "Here at UNLV we value QUALITY. Your feedback will be heard but once the decision is made, get on board, get out of the way, or you will be removed. No more kid-gloves."

  UNLV is a corrupt and broken institution where intimidation, coercion, and mediocrity rule the day. No wonder it is rated as one of lowest performing colleges, all that UNLV cares about funding is sports - what a joke. As far as I can tell about 80% of the faculty don't care about performing their jobs ethically, or with any mind to excel as role models to the students. If you are one of the few that actually does their job on and off campus, you are punished for having good research by senior faculty in the departments that are jealous. This is a hateful and toxic environment to work in, I am overjoyed that I am leaving.”

  “Each unit/college feels very disconnected at this university. It does not feel like a warm, welcoming place to students, faculty and staff. There are not welcoming gathering places (larger coffee shops/restaurants where people can gather, and meet, be together.) Overall this place feels cold.”

• **Inequities in the Comparative Value Placed on Teaching, Research and Service (16 comments)**
A majority of the comments in this cluster revolved around the perception that teaching is completely unappreciated in favor of research productivity. There were also a number of comments complaining that service was undervalued. Finally there were some respondents who actually felt that research and publications were underappreciated in certain colleges.

  “Our college only values publications in top-tier journals. Basically nothing else counts. Teaching is totally undervalued. Merit is not rewarded for teaching or service, only publications.”

  “I've been a faculty member for more than 20 years and, in my opinion, teaching has never received less emphasis than it does now. Graduate students are teaching classes they are not qualified to teach and teaching is not mentioned or discussed at department or college faculty meetings. The administration only encourages us to apply for grants and write papers. I agree that scholarship is an integral part of our job, and I regularly contribute in that area; I only wish that there was more of a balance between scholarship and teaching. I sincerely hope that we don't reach the
point where we can't attract outstanding undergraduates because of our substandard reputation for teaching.”

- “Service provided to the community (e.g., leadership of task forces, writing grants for local government agencies, mentoring non-profit programs) is not only not rewarded in our academic setting, it is actively discouraged. I am more appreciated by the community and the media than by my colleagues.”
- “Senior administration does not value quality, research, and/or a faculty's national reputation.”

**Dissatisfaction with Tenure/Promotion/ Evaluation Processes (11 comments)**

Some respondents reported being unhappy with what they perceived as being unfair and non-standardized promotion and tenure practices and lack of consistency in evaluations.

- “The environment at UNLV has become one of "Haves" and "Have Nots"; I identify with the "Have Nots" group. If you don't have friends in high places, then you will not get anywhere in the department or unit you are hired into. It doesn't matter how much you do, it's not as important as sucking up to your supervisor and/or their boss.”
- “performance evaluations - when they are actually done - are arbitrary to decisions of advancement”
- “From my experience, certain people appear to get "special consideration" in positions, promotion, merit, and salary considerations. It also appears that other people have their positions for political reasons - even though they cannot effectively perform the duties, nor handle the responsibilities of their position.”
- “It's my opinion that supervisors should have to perform yearly evaluations. Without evaluations departments end up shuffling their poor performers back and forth throughout departments. Give an evaluation, follow the HR standards and get rid of the folks to can't perform. There is a long line of qualified folks out there and we shouldn't have to take the slugs just because they've been in the "system" for x number of years.”

**Satisfaction with the Experience of Working at UNLV (9 comments)**

This was the smallest cluster of thematically related comments, all variations on remarks about enjoying working at UNLV.

- “UNLV was an excellent place to belong when I came to work here and has consistently improved in my perception of their appreciation of quality.”
- “Despite budget, it is a pleasure working at UNLV -- great colleagues.”
- “Having been at UNLV since 1974, and gone to six overseas visiting assignments, I look forward to coming back to UNLV. I never applied outside UNLV! It is getting better every year.”