Ten Things We Learned from the Campus Climate Survey

1. Roughly half the respondents think that quality matters at UNLV, and that faculty and staff input matters, 58% are happy with UNLV, and they like their college/unit a little more than they like the university.

2. Three quarters recommend UNLV as a place to work or go to school.

3. Half of the respondents answered “No” to the question of whether the right thing usually happens at UNLV, half think that personal relationships are more important than job performance in their unit, and half think that openly expressing their opinions will negatively affect their employment conditions.

4. Among Black respondents, 44% felt they had experienced unequal treatment due to their race, and 60% knew someone else who had. Those numbers were 22% and 37% for Latino/Latina respondents. Among female respondents, 20% said they had been treated unfairly because of their gender, and 30% knew someone who had.

5. Black respondents answered 51% of the questions statistically differently than other respondents, women answered 30% of the questions differently, and Latino/Latina respondents answered 19% of the questions differently.

6. All groups believe that student groups are stronger advocates for diversity than any administrator or administrative office, including the president. Otherwise, every group ranks the president as the strongest advocate (80% overall), and the faculty senate (73%) second, except for tenured and tenure track women, who put the senate in first place.

7. About two-thirds of respondents believe that UNLV treats people other than young heterosexual white males with respect, and that the appropriate emphasis has been placed these issues.

8. Only 35% believe that evaluation is done fairly, two-thirds believe that their units comply with NSHE and university policy in personnel matters, fewer than half the faculty believe that their unit has appropriate written standards for tenure and promotion, and 58% believe that tenure and promotion decisions are based on required standards.

9. Slightly more than half of respondents think that UNLV has an effective mechanism for dealing with these issues, and slightly less than half would like to see an ombuds office created to augment the existing mechanisms.

10. There were 926 responses out of 2,794 surveys, for a response rate of 33.1%. The survey was voluntary response. It was also too long, 144 people stopped taking it part way through. Of respondents who finished, 173 who work in a college refused to indicate which college (36%), and another 17% refused to divulge their vice presidential area, meaning that more than half of respondents hid their identities to some extent.