What is the biggest issue facing Administrative Faculty?

1. resources

2. Resolving pay equity issues. Dealing with job performance over personal relationships and loyalties.

3. There are not enough support/administrative staff hired and work loads on the staff are to high.

4. We are understaffed.

5. understaffed

6. Diversity standards are not applied to administrative divisions (Vps)

7. Administrative faculty often do not have a clear path for growth and development. We are left to make our own way if we choose to stay at UNLV.

8. Teamwork - departments are disjointed and policies are not uniformly followed across campus

9. Merit raises

10. Lack of credibility with academic faculty

11. NA

12. Furloughs and raises

13. Vice Presidential Leadership.

14. Treating us as unimportant employees

15. Administrative Faculty opinions are taken in a lesser light and Academic Faculty. The thought for many is that the degrees associated with Academic Faculty trump years of experience when making recommendations.

16. More and more work with no raises

17. Lack of resources to complete our assignments and goals. Lack of time, funds, support services and assisting labor usually prevent me from completing goals and projects.

18. In my unit/department, the biggest issue is having a voice.

19. Training and Professional Development - From my 25 year history at UNLV, this has never been a campus-wide value. If you are in a unit that values it, great for you but many units do not invest in their people. This should be a basic shared value that is supported and nurtured.

20. The role of administrative faculty is not always clear to academic faculty.

21. pay

22. Ethical Leadership

23. I do not believe it to be intentional but often policies and procedures are designed and worded for academic faculty and it can often be confusing how to apply the policies and procedures to an administrative role.

24. Respect from academic faculty as we strive to provide services for them with limited budgets and staffing.
I have only been in my role for 4 months and am not able to answer this question at this time.

understaffed

Lack of recognition.

No value for education, skills or experience. Many positions are treated unfairly across campus in different departments. Even the same type of job is paid differently in Academic departments compared to administrative departments. Employees work hard to get perks and salary increase for their Managers. There is a huge disparity between the salaries of the managers compare to employees.

We need real training and development for all employees on the campus. Lynda.com is scratching the surface and Campus HR is not the answer.

Not feeling valued and respected is a significant issue for many. Not many feel comfortable enough to come out and say this honestly, that in itself is an issue.

Workload and having to work within outdated NSHE/State policies and regulations. Purchasing policies are a nightmare, outdated, inhibit research and bog down the system. Not yet having electronic workflow procedures, although that is in the works.

I have served on committees in the Graduate College and was once nominated to serve as chair. However, because I am Administrative Faculty, I could not be a chair. The perception of being non-teaching and subsequent double standard is a major issue.

issues related to compensation - i.e., furlough, merit, COLA, raises.

Academic Faculty Egos

Lack of job qualifications for the people in charge.

Salary equity

Procedures for various tasks are not clearly defined nor are they easily located or explained. There are workshops and classes to support various tasks, but there is no one place to find clear standard operating procedures.

Compensation is not equitable in members of the same job title

Lack of appropriate staffing due, in part, to cuts made during the recession.

The separation between Administrative and Academic Faculty

I believe professional staff are treated as state employees when it benefits the state and university employees when it benefits the university. Professional employees classification should be separate from faculty as they both have very different responsibilities. Professional staff generally stay employed with this system for many years where faculty move around frequently. Professional salaries are not in line with faculty and when cuts are considered some professional employees lifestyles or the ability to continue their current lifestyle becomes damaged. These pass six years with little increase to our salaries has been devastating to some.

With the recent budget cuts and salary cuts we are still asked to do more with less. Restoring these will help with moral.

We are not respected and looked down by our managers. Our department is not paid the same as other
departments in the same area and when this is brought up to the manager they don't care.

44. Burnout because of ever increasing demands without additional staff support.

45. Lack of promotion opportunities

46. Being able to recruit experienced professionals at a competitive rate.

47. Lack of personnel

48. Administrative Faculty are considered state employees when cuts are needed. Yet, we do not enjoy the same retirement benefits as a state classified employee.

49. Being treated as second class citizens on campus.

50. Classified staff are protected by the state. Faculty are protected by tenure. Administrative faculty have little protection and therefore are less like to voice their opinions.

51. haven't really been here long enough to comment

52. No cost of living increase

53. The workload continues to increase but our salaries do not.

54. Understaffed. The workload is way too heavy to sustain qualified people.

55. Administrative faculty is "back of house" at the campus. Students are not aware of us, faculty group us with classified. Maybe this means we work smoothly behind the scenes, but it also means we don't get as much recognition as faculty, as much as the work deserves.

56. Lack of staffing  Lack of support or confidence in the reining authority. No financial growth regardless of increase revenue. will step over a dime to pickup a penny.

57. Reduced budgets and resources go to academic faculty increasing workloads of administrative faculty in many areas where staff is short

58. Equal pay.

59. Having their specialized work seen and valued in the same ways as academic faculty.

60. Administrative Faculty are considered of a different level thank Academic Faculties.

61. Not having a voice in department decision-making.

62. low morale high change over in the University Administration Not enough incentives / benefits to lure top faculty/employees uneven annual evaluation procedures and practices TERRIBLE health insurance

63. Merit

64. poor morale

65. Collaboration


67. We are overworked as the infrastructure is not good enough to support the growth that has occurred and
will occur in the near future as we move to Tier 1

68. complexity of expected performance

69. Lack of clear job descriptions/ PDQs and correspondingly lack of clear evaluation standards. Consequently, personal relationships and informal information networks seem to predominate in evaluation of performance.

70. Pay scale

71. The growing "Separate But Equal" mentality we are treated with; beginning with little or no new staff orientation; while new academic faculty are warmly welcomed.

72. Within our office, regular criticism (search for negatives) where there should have been praise.

73. There's not as great a sense of job security as tenured academic faculty or classified staff.

74. Overcoming the "we've always done it this way" mentality.

75. The biggest difference in my opinion, is that Admin Faculty are often in the services areas while faculty are committed to teaching and research. Administrative Faculty are not as important to the Legislature when they consider merit cycles.

76. workload

77. Opinion not as heavily weighed to Academic Faculty (again, depending on the mission on the Institution, this is not necessarily a bad or an "unfair" thing).

78. I think the cuts in salaries.

79. Increase in cost of benefits and reduction in quality of health benefits.

80. Having Managers who do nothing to restructure their Dept. so you can be paid for performing job duties outside of your job description.

81. UNLV priorities focus on academics and the importance of roles outside teaching faculty are sometimes overlooked, undervalued, and underfunded.

82. Professional development

83. job security

84. Lack of university priorities and decisions. Funding and human resources should be aligned with realistic priorities so that admin faculty can achieve a sense of accomplishment.

85. I can't speak for all administrative faculty. I think the biggest issue for the administrative faculty in my office is the overall lack of respect for upper administration; not only for the directors in our office, but for the overall university administration.

86. I think we are second class to Academic faculty.

87. Getting faculty buy in. Many are unaware of the impact we have on the success of the campus as a whole.

88. That the title "faculty" is very misleading, we are not faculty!

89. Separation based on employee classification of Administrative Faculty, faculty and classified employees.
90. Administrative project importance - administrative projects are important to the fundamental operational needs. When these projects are considered less important than projects pertaining to education, every aspect of those projects suffer.

91. We are not all one group - I am a research faculty member - no one understands what I am or how I fit in on campus. Basically I don't fit in by virtue of not having a well defined category to fit into. My chair doesn't think I should have professional development. For years the department chair didn't read my annual report and I received no annual evaluation at all.

92. Having to compete for funds to provide the level of student support that is needed for an institution that is striving for Tier 1.

93. Pay inequality within UNLV and comparatively with other higher education institutions.

94. Lower salaries compared to others within the state, within the country, within the industry

95. individual faculty being recruited for administration too early in their career. faculty should be encouraged, supported, mentored and developed to achieve full professor before being tapped for administrative posts.

96. It is extremely difficult to recruit (and retain) excellent, skilled and knowledgeable professionals due to the serious inequity in salaries as compared to similar positions in the community and country (as well as the lack of merit raises in many of the recent past years and perhaps in future years).

97. Lack of constructive leadership. He does not respect any opinions of his direct reports. He is a dictator without any regard for ideas other than his own.

98. Unresolved excessive workloads as a direct result of the recent budget cuts/crisis.

99. I don't feel we're respected or valued from the "higher ups" on campus.

100. Horrible benefits-medical insurance sucks!

101. We still have the issues of Furloughs (finally ending in July hopefully), poor benefits (affects everyone). I think for the most part classified staff and administrative faculty are asked to do too much without enough resources. When looking at peer institutions, the support staff at UNLV is severely under represented. The admin faculty and classified staff support the faculty and students, and there is not enough of us to do nearly the job we need to do.

102. Furloughs

103. Cohesive strategic planning

104. Clarity on the evaluation process of administrative faculty vs. academic faculty.

105. For those of us relocating with spouses or partners, I think the biggest issue is helping our partners/spouses find suitable employment in the area. If UNLV could help the partners/spouses of its administrative faculty to connect to potential employers in the area (e.g., networking events, resume referral, short-term career/employment coaching to help orient newcomers to the local job market), then the help would be greatly appreciated. I understand that dual-career services are available for academic faculty, so perhaps those services could be expanded to support administrative faculty too. If our spouses and partners cannot find suitable employment in the area and are miserable in whatever job they can land, I cannot imagine that new hires would stick around for long.

106. Pay cuts compiled with increase work load are currently my biggest issue. I work over 40 hours a week and
get compensated less for my efforts. I am rewarded through self appreciation of my work, but compensation equal to my duties would be a great way to feel valued by UNLV and the State.

107. Barriers (typically ideological) to collegial partnerships that enhance all parties mission

108. Salaries

109. I can't speak for all Administrative Faculty, but one of my biggest challenges is balancing my day-to-day work with my goals to become more active in the scholarship of my field. I would like to begin presenting at conferences and publishing articles, but it's difficult to find time to work on those things with other work that needs to be done.

110. Benefits

111. Disparity in expectations. Keeping up moral and motivation in those with strong work ethics while incompetence is tolerated on campus.

112. Lack of respect, short staffed after the recession and horrible levels of bureaucracy are in place to get things done. UNLV needs to DECENTRALIZE decision making in order to adapt and be flexible to change - that is basic organizational structure 101.

113. Poor service response times

114. standards. all areas should follow similar rules and regulations. Leaders of certain areas just do as they please.

115. I didn't even realize that I was administrative faculty. I clicked academic faculty but the questions were for tenured track and as a lecturer I am not tenure-tracked so a big issue is that I am treated differently by definition of my postion.

116. Fair evaluations where people are evaluated in a consistent way. Our Dean treats each Administrative Faculty in a different manner. He gives money to those he likes - not those that do the most. It's hard to explain to your staff why some people who don't do service Get such big raises.

117. Inadequate funding.

118. Commercial poaching from companies paying more.

119. No clear path for career advancement in most colleges/units

120. MERIT RAISES - MONEY

121. Not being treated fairly by others (especially academics) on campus

122. Few opportunities for advancement within the units.

123. Low wages

124. Treated as second class citizens compared to faculty. Overworked, little opportunity for advancement. Not respected by faculty and deans

125. Furloughs and irregular merit increase opportunities.

126. Recruitment of underrepresented staff
127. lack of professional opportunities to advance through campus

128. It's very difficult for the Administrative Staff to perform their responsibilities and duties as they're constantly resisted by faculty and other staff members whom refuse to adhere to policies and procedures, especially if they're more influential than usual.

129. clearly second to the teaching faculty. Opinions less valued.

130. Lack of respect between constituents

131. Being undervalued

132. No merit for FY 16 and large workloads.

133. Heavy workload, unrealistic expectations, lack of adequate budget, faculty contempt for non-faculty members.

134. - Employees that are not producing, but are on contracts (etc.) that make it almost impossible to terminate

135. See previous remarks. The administration does not want to nor has it created a path for professional development for admin. faculty. Admin faculty are not respected nor do their opinions matter. There is no room to grow and faculty disrespect admin faculty immensely. UNLV will lose creative and hardworking individuals if it does not invest in staff to help the university and invest in people. All of the university's employees matter. There is a great divide and "class structure" between faculty & admin. faculty. UNLV has a lack of staff and money to help the university achieve its goals. This causes a great frustration for admin faculty who keep seeing faculty get hired, student admission rates increasing and the hiring of VPs and directors instead of worker bees to get the job done.

136. Pay - it amazes me that we are able to attract the talent we have on crap salaries and furloughs for salaried employees... give me a break! No one has been able to convince me STILL after how many years of this that it isn't treating us like non-exempt workers.

137. Financial Stability. Costs continue to rise and the price of a degree is becoming excessive. I believe government support will decrease over time. This will keep students from higher education. The University needs to redesign itself. There needs to be a change in how we educated students. The cost of going to college needs to decrease. Degrees should not be based on credits. They should be based on knowledge of a subject.

138. Equitable pay

139. It is very disappointing that the Governor did not approve the merit increase for the Administrative Faculty.

140. Budget cuts reduced staffing levels which are now strained across the organization. This makes it very difficult to both maintain required performance levels and also advance administrative initiatives in a meaningful way.

141. Having a voice, being heard. Seems we are in a no-man's land with no strong avenue to be heard. Included in faculty governance in a very minor way and separate in many ways from classified staff.

142. Professional development in the form of mentoring by senior or more advanced administrators.

143. Admin faculty, for the most part, are very overworked. While understanding that academic faculty make their own hours and schedules, they get add'l pay for teaching more classes, or course releases, when they do committee work. Admin faculty just do it; no extra pay, no reduced hours, they are just expected to do the extra work, while no one is doing the work piling up while they're at committee meetings.
Relationships: There are administrative faculty that have been employed for many years. They don't accept feedback/questions from other administrative faculty outside of their unit. They are territorial.

Healthcare is still an issue.

I think that Administrative faculty is treated inequitably in regards to academic faculty. Academic faculty seem more well represented, better working standards and have more money to use.

If you have a PhD there is lack of support or encouragement to keep up with scholarship even if it is a small portion.

Workload

We have representation via the committees the Administrative Faculty sit on, but that representation doesn't mean anything. The committee members do the best they can, but ultimately, they are just a voice that usually goes unheard as they don't actually make any decisions.

Healthcare coverage.

Work load is very high

There is no training that could assist me further my career. Everything that is offered or we have access to is only for my present level. I don't see any potential for advancement unless I spend my own money at an outside source.

Funding

Grossly understaffed in various areas that impact the operations of the entire campus.

No COLA and only one merit increase in the last six years.

Overworked/underpaid

They rank below Academic Faculty.

Inclusion in collaborative processes with academic faculty and administration (i.e. research funding/projects, decision making around policy & enhanced support by Tenured Academic Faculty in diverse hiring initiatives).

Workload

Lack of merit increases and upward mobility within my unit.

pay vs workload

Lack of professionalism in OIT

Merit and making it fair across the board. Having a consistent factor that is taken into consideration

Those employed in the division are aware that salary adjustments were received by academic faculty and staff during the furlough period, and that those adjustments were not made available to those in this division. Salary adjustments in the administrative division were not received for things such as; internal promotion, accepting increased responsibilities, equity adjustments, and reorganization.
165. Respect for qualifications. While gender and cultural diversity are important in any environment UNLV does not support overall equity and qualifications. The focus is primarily toward female primarily and minority secondarily. Title IX is for fairness to all but UNLV is only concerned about female first and minority second. There is no equity or equality for male administrators and faculty regardless of cultural or ethnic background.

166. Lack of equity in salaries for all Administrative Faculty across the board.

167. Being valued just as much as faculty.

168. A lot of the information, training and policies and procedures are centered around Academic faculty and it seems like no one actually cares about the administrative faculty.

169. Adequate staffing in all areas.

170. Lack of communication and professional respect on campus.

171. It is not feasible to stay at UNLV for long without cost-of-living raises. Many young admin faculty enjoy their job here, but without these raises the high turnover rate will not change.

172. The capacity for Merit raises.

173. No recognition.

174. Showing value to committed employees by paying them adequately. Often times, outside prospective employees are offered larger salaries then current employees that have shown loyalty, proven work ethic and leadership.

175. We have been on furloughs for seven years, with no cost of living increase since 2007. Merit was nice last year, but it's not the best way to address this.

176. Workload

177. I believe the biggest issue is that Administrative Faculty are often overlooked on campus as key members of the UNLV community. It needs to be recognized that our contributions are integral to the success of the university, including becoming a Tier 1 institution. Being respected by academic faculty and administration on campus sometimes poses a challenge to Administrative Faculty.

178. Having the Academic Faculty accept what the Administrative Faculty is discussing.

179. More responsibilities heaped on a group whose numbers have been diminished over the years and are not being replenished.

180. Equitable treatment by all campus leadership, in all ways, equal to Academic Faculty.

181. Consistent treatment. I know of more than a few departments including mine that have high turn over rates. In my past experience as a leader in the military I learned early on that most communications should be supportive and encouraging. That is not consistent across campus, and certainly not in this department.

182. No raises. Merit Pay not fair based on number of years served. No COLA.

183. Lack of competent leadership at the highest levels with little accountability or strategic planning.
185. Massive lack of resources necessary to perform necessary duties; understaffed in key areas that impact the entire university

186. A clear path for advancement/professional development and growth

187. Mission of NSHE

188. Administrative Faculty as a monolithic whole? Couldn't tell you.

189. Benefits & compensation are always significantly reduced, or really too high for our pay structure. With the salary reduction that has been in place since I've been hired, the increase in costs for health insurance and retirement funds, the furloughs and the lack of pay increases for at least costs of living, let alone merit, I should be making almost $1500 more a month to cover the expenses for what is technically on my contract. It is frustrating. I am job searching because I don't think I can make this work financially much longer, even though I am really proud of working for the University.

190. If you are not on the academic side you don't matter.

191. A strategic plan and leadership

192. equal access to retirement benefit package (VSIP)

193. Providing adequate staffing in each department for supporting the increasing student population at UNLV.

194. it is difficult to grow or stay in a position (even if you enjoy it and are excellent at it) because there are no increases (cost of living, or otherwise) that actually make a difference and the salaries are already fairly low given other, like positions at other institutions.

195. We need for leadership to create long-term goals for campus, explain those goals to us, then support us as we move the institution down the path towards those goals. Currently, we waste too much money, time and effort in indecision. My motto has become, "Do great work, in spite of leadership".

196. You cannot have a grandiose vision then make incongruent decisions. It is not only a waste of resources, it is demoralizing.

197. Talk of paycuts coming from the legislature.

198. The biggest issue facing administrative faculty is having the upper administration actually working with chairs/directors.

199. Lack of support

200. Pay equity for various positions with the same title or job responsibilities.

201. Academic faculty feel they are above the Administrative faculty.


203. Equitable pay for workload

204. Having a cohesive vision that is understood by all. Other than becoming a Tier 1 university, which I totally understand and support, I have no idea as a professional on our campus what our division's vision actually is.

205. We are expected to handle increasing volumes of activity with less staff and lower salaries than the general
market. This results in a higher employee turnover in some areas as they can find higher paying jobs in the casino/resort industry.

206. At this point I can truly say overworked and underpaid. I am doing the job of three people and still have more coming at me. Every time we ask for additional staff we get shot down. Which in turn sometimes creates an unhealthy working environment.

207. Administrative Faculty are not treated equally at the university. We are not regarded as professionals in our own right. Administrative faculty are often grouped with academic faculty. This move disregards and devalues the unique contributions and concerns that face this group of employees. We do not have the same opportunities and benefits as academic faculty and should not be grouped together. I believe changing the name of this body to professional staff more appropriately designates our role and speciality at the university.

208. In theory, we are experts in our field. In practice, we do what the administration decides, no matter how wrongheaded or dangerous.

209. Health Insurance

210. I feel the biggest issue facing Administrative Faculty is that it is experiencing an identity crisis. The group as a whole is not respected by Academic Faculty, rules and policies are typically directed to Classified staff and Academic Faculty and Administrative Faculty are either ignored or left to adapt established policies that are not consistent across the entire campus.

211. Stuck between classified and academics.

212. I do not feel the upper administration reflects the whole institution. I think the lack of diversity we have there does not help with the decisions we make to help students from the communities we serve.

213. Faculty does not see us as a resource. In fact, we are disrespected and disregarded. We don't even have a seat at the table. I often feel like we spend a significant amount of time justifying our existence to faculty and leadership.

214. I would say that the biggest issue for me is getting to know that campus and people better to be able to do a better job and to be more efficient.

215. There seems to be no accessible rubric for promotions.

216. Work load

217. The lack of financial support for ongoing training and professional development.

218. Fair treatment when compared to faculty. Faculty do not understand how to work with administrative staff and many do not treat them respectfully or professionally and don't respect their time.

219. Lack of promotional opportunities

220. Salary.

221. They are not treated as professionals. Last summer an academic faculty member told me that - despite my doctorate degree -- that I am in the "lowest class" of individuals here at UNLV.

222. The biggest thing facing administrative faculty is a lack of support and an adequate and fair promotional system.

223. I believe there isn't equity between administrative faculty. Some are given higher pay that others at the same
positional level and with the same experience. Some admin faculty are perceived to do little work, while others are over worked. There isn't a balance of equity across campus or divisions/units.

224. Honestly, this institution suffers from a lack of real leadership. Administrative Faculty have no true leader to emulate. Sure, UNLV has great managers that can "manage" people, but a leader inspires. A leader can convince people to forget, for at least a short time, their own selfishness and work for the common good. A leader should be respected and admired. I find very few subordinate staff admire their senior management.

225. Pay stagnation.

226. Lack of recognition/respect as professionals

227. Equity in titles and salaries across campus. People with the same job responsibilities do not always have the same job titles or salaries.

228. Attitude re: UNLV

229. Clear, explicit, fair, objective - available to everyone - career progressions. Additionally, when someone explicitly completes a request for promotion/review of pdqs to be promoted after 7 years, the documents shouldn't 'get lost' especially when you supervisor "verbally"(but not in writing) supports the review!

230. continuing pay cuts

231. lack of respect for what we do from higher administration, which not only affects moral but also budgets and schedules

232. Salaries that don't compare with the competitive market in my profession. If I was at a different point in my career, I would certainly be looking elsewhere.

233. The lack of recognition, acknowledgement of value and/or the important role we play in the education of students outside the classroom from the upper administration over the past 6 years.

234. Lack of qualifications for many.

235. We are not seen as professionals on this campus by the faculty, when the administrative faculty are more involved than faculty on campus.

236. Completing our duties in the best interest of UNLV is sometimes undermined by what a particular professor or department wants. For instance, it might be best for the University if a particular procedure is adhered to, but a squeaky wheel usually gets their way. No one in authority steps up to ensure that administrative faculty gets support in adhering to state law, Board of Regent requirements, and business decisions that are in the best interest of the University.

237. Salary stagnation

238. Respect on campus which results in collaborative engagement to help each party

239. Administrative Faculty are regarded by the majority of Academic Faculty as an unwelcome and unnecessary expense. The Provost should be singled out for his total contempt and disdain for Administrative Faculty, I have first hand experience of it and it disgusts me.

240. There is a need for strategic planning in Student Affairs.