What is the third biggest issue facing Administrative Faculty?

1. Tier I

2. Professional development for everyone in the units, fair promotions, merit increases, removal of furloughs indefinite.

3. There is very little staff appreciation done across campus. I understand that work needs to get done but if a staff member felt more appreciated you would get more out of them. When the University and management attempts to recognize employees most times it is the same people over and over again getting recognized and is usually faculty and Upper Management rolls that get recognized. Also, it seems that when they do take the time to recognize people it is a hassle to them instead.

4. The academic side of the house does not have to always conform with the rules set by central administration. Exceptions to rules creates stress and problems with followup.

5. inequitable and inadequate job classifications

6. Limited representation on the faculty senate

7. As the school grows and adapts, we are in need of more space for student and staff meetings, programs, and events. Everyone must work together to share this space in a positive way.

8. Barriers to teaching and research we are qualified to do

9. NA

10. Increasing administrative support, so that administrative faculty can focus on the jobs they were hired to do.

11. Treating us as intellectually inferior

12. Salary inequities across units for similar duties/tasks/responsibilities. This can also be seen with Academic departments/units and some of their supportive units in regards to pay increases.

13. Resources and facilities are not used to their potential. Promotion and use of facilities can generate income which is usually absconded for other projects.

14. If we solve the first two, I'd be happy.

15. There is little room for advancement in my area.

16. budget

17. Fair treatment personnel, especially administrative personnel.

18. Equity in compensation. Long-time staff are less well compensated than are new hires or more recently promoted individuals from the academic to the administrative faculty.

19. Lack of upward mobility.

20. It's a bad idea to save money by reducing the needs of the employees. Success of any company or institution depends on its employees. Treat employees fairly.

21. Lack of leadership at the highest levels.
22. pockets of serious dysfunction within the university; most glaringly, the XXX department doesn't have enough competent, well-trained, well-managed staff to serve an organization this size. This hinders us as an institution in a myriad of ways.

23. Staffing

24. Communication

25. Communication.

26. furlough days

27. Respect from academic faculty.

28. I haven't been here long enough to know more issues.

29. In previous messaging about the UNLV Tier 1 initiative, we are not represented. A vision where many of your employees can't see themselves is a poorly crafted vision!

30. When staff wants to continue their education here at the University, they are not treated fairly.

31. Many wonderful visions for UNLV but we are short of resources and people to implement and make them happen

32. Discrimination.

33. no accountability

34. Training

35. Not taken seriously on/with/by Faculty Senate.

36. Ability for upward growth

37. paper work

38. Near silence from the upper administration about the priorities of the university. We know they exist for the long term and are good ones (Tier One, Med School, etc), but it seems that almost nothing has been put out to the faculty and staff about where we are going now. Communications to the campus have been extremely general and vague, largely focused on ....personality.

39. There is a huge disparity in equitable representation in Faculty Senate; essentially causing Administrative Faculty to have no true effective voice or equitable participation in campus governance.

40. Administrative Faculty on campus seem to have a very wide range of salaries. There isn't as much equity of pay among admin faculty with similar duties/responsibilities.

41. Not sure

42. Misrepresentation within decisions being made regarding functions within the University.

43. Not being recognized for the loyalty, hard work you preform for not only the Dept. you work for but for UNLV.

44. Lack of equal representation on Faculty Senate.
45. Pay
46. This is still a boys club. While women may have a seat at the table they are not the decision makers in this university.
47. The next biggest issue in our office is the lack of morale. In general, from what I can see, people don't enjoy coming to work.
48. There is no set reward system/amounts for achievements like there is for Academic faculty, so you are at the mercy of directors/VP's to decide how money is divided in the rare years raises are given.
49. Not enough funding to carry out the missions of the university
50. Funding Models - It is important for Administration to remember who their client is. For this, it is probably best to make administrative departments use a recharge funding model. This way they actively work to keep their clients happy.
51. Pay inequality within UNLV and comparatively with other higher education institutions.
52. Lack of underrepresented groups in administrative positions of power (not all administrative positions are powerful).
53. It has been very challenging trying to retain the wonderful administrative faculty that we currently have at UNLV (as with academic faculty, I imagine) with the many years of pay cuts, furloughs, and lack of annual merit increases. It seems discouraging to read that, after one year of restoration of merit increases, we may once again be facing at least two more years without merit. It seems almost certain that we will be losing more of our exceptional administrative professionals on staff if that is to occur.
54. Lack of fairness with pay equity.
55. Low morale, trickling from upper management down the chain.
56. We don't have a lot of control in our positions. It feels as though we're the "front liners" in battle so we can see what needs to be changed and adjusted, but we don't have the power to do so and our opinions are not valued because everyone else has their own agenda.
57. Not replacing employees when they leave and having to take over his/her caseload for no increased pay.
58. I think the cost cutting of the business units and the reduced staff in those areas (i.e, purchasing, facilities, hr, etc) have made things very difficult for those units, and thus made it difficult for work to get done across the campus.
59. Professional growth
60. I'm too new still to know yet what the 3rd biggest issue is which administrative faculty face.
61. Unsure
62. Budgetary constraints that dictate a lack of support for innovative efforts
63. Lack of budgets to support professional development
64. Standard accounting practices must be enforced campus wide. Too many areas just do whatever they want as if they are using their own money.
65. Inadequate support from other units because they are underfunded and understaffed.
66. Lack of funds dedicated to professional development
67. OPPORTUNITY FOR THOSE WHO HAVE CLEARLY SHOWN THEIR WORTH
68. No job security
69. Health benefits. The CDHP is too expensive.
70. professional development opportunities for underrepresented staff
71. Furlough/Vacation usage
72. Having decision making authority to be able to move ideas forward.
73. Inadequate staffing infrastructure.
74. - Enrollment services is NOT meeting the needs on campus. I think they should be in Academic Affairs
75. Lack of mission and direction on how to get there. There is no vision.
76. Advancement - See above. This isn't the next biggest issue, it's tied with the one directly above. No established career paths, very limited opportunity for growth and development for something on campus - staff's next step is to go elsewhere. This is a huge expense that's costing the University a lot of money. OIT has tried to get HR to consider a progression plan for its staff that would likely retain staff far beyond the years we are now able to. Need you ask if HR has ever taken an interest in considering such a plan? Of course not. The result is that we lose staff who gets great enterprise-level experience working here, obtains necessary certifications in their field, maybe completes a master's degree using GIA, perhaps attends a couple of conferences and comes into contact with recruiters looking for candidates just like our staff person. This person is maybe making $2K or $3K more than their starting salary and are now worth another $15K. Without a progression plan in place what do you think will happen?
77. A direct representative from the administrative faculty ranks of service providers to the President. Having our issues vetted through the Provost Office or the Faculty Senate is not the same thing.
78. This entire campus needs stability in leadership roles. Change leading to the betterment of UNLV is one thing; change in leadership and starting all over again is unsettling to employees.
79. Parking
80. Furlough
81. I feel that administrative faculty is undervalued and under appreciated at UNLV.
82. Growth opportunity. Lack of University based leadership training and professional development. Many employees believe the only way you can get a promotion is by leaving UNLV.
83. Staffing
84. Lack of importance acknowledged to the contributions made toward campus efforts.
85. Tenure-track, Tenured, and FIR Faculty do not treat Administrative Faculty with the same degree of respect that Academic Faculty receives because Administrative Faculty do not have the same power with regard to
voting on tenure, merit, and promotion.

86. PEBP. We need better healthcare options!
87. morale
88. None.
89. pay
90. Meeting numerous deadlines all occurring at the same time.
91. The lack of cost of living increases and merit opportunities. Unlike Academic Faculty who do have promotion opportunities within their current position or even classified staff who have step increases, Administrative faculty do not have a lot of options to get pay increases and departments lose valuable employees.
92. Qualified experience and leadership in every area/department.
93. Workload for staff has increased with the past cuts. Many staff cover for two positions, vacant positions, and are overwhelmed. They suffer a poor work environment because of it.
94. Equitable compensation across colleges
95. Knowing who works for who without published organizational charts for all areas of the campus.
96. Increasing personnel disciplinary actions due to disgruntled employees. It's also become harder to terminate these employees despite years of building cases against them.
98. Wondering at what point the pendulum might swing regarding policies in this unit. One week we have one focus, the next week it's something else. I would like to see consistency in management and evaluations across all areas of my unit and across campus.
99. Budget cutbacks resulted in lost positions in all employee categories. The Tier One discussions, at least in the public forum, have all noted the gap between UNLV and our aspirational peers in academic faculty, but little discussion on the needs for administrative faculty to support the research mission. I believe administrative faculty are particularly fatigued. Salary inequities issues must be addressed comprehensively. UNLV's decentralization has caused huge issues in this area in terms of retaining and hiring.
100. Alignment decision making by administration to support the Mission of NSHE, UNLV with staff and student success.
101. Value of compensation for effort
102. Having the resources that are needed to complete one's work efficiently due to lack of budget/funding - including, but not limited to, professional development, hardware, software, additional staff, etc.
103. I'm tired of moving.
104. Many systems are fundamentally broken and/or disconnected. I no longer want to hear why something cannot be done. I would like to focus on doing my job well, not on navigating a derelict system.
105. Costs for health care and retirement contributions will continue to be a problem if we have to shoulder more
and more financial responsibility, even when furlough days go away.

106. respect from administration and supervisors

107. We will be learning a new ERP system in the next few years and somehow will need to fit that in our already overburdened workload.

108. lack of understanding from the higher ups as to work load and support

109. Investment in the professional infrastructure at the university is needed to reach Tier One aspirations. The cuts of recent years have in most part been absorbed by the professional and classified staff. These groups need to feel a reinvestment in them and an understanding of what it really takes to conduct businesses by the administration. This means reorganizing, realigning, and reinvesting in the infrastructure of professional and support staff at UNLV in a major way.

110. Professional Development

111. I would say my next issue is access to SEB. Having labs and professors in this building Administrative Faculty should be allowed access without all of the paperwork and jumping through hoops.

112. Turnover

113. advancement opportunities and getting the chance to move ahead within the organization

114. Transparency.

115. Too many priorities. I have worked in two different UNLV departments, and the issue remained the same: there are so many priorities that you can't really achieve or work toward anything. Cabinet and Deans need to be more focused and give their staff the resources they need to achieve goals that don't change from day to day.

116. Compensation

117. Lack of opportunities for input.

118. n/a

119. There are more than three. Next I would say, that service and participation in shared governance for Administrative Faculty is not encouraged, staffing levels are less than adequate, especially in the Finance & Business division where many Administrative Faculty reside. Compensation and Benefits leave employees looking, and finally some poor performers show no signs of improvement or disciplinary action be taken against them.

120. Sr. Associate Vice Presidential and Assoc/Vice Provost bloat, a majority are overpaid due to them contributing much less than expected. This causes frustration for those below them.

121. Lack of advancement opportunities

122. UNTIE the RPA deduction from PERS!

123. duplicate question

124. Disparity between how Administrative Faculty and Academic Faculty are treated

125. That a single person in upper administration can and does make decisions that are not based on fact but
rather on what they think is right. These decisions frequently have emotional and financial impact but that does not seem to stop this person from exerting his power on all areas of the campus no matter the outcome.

126. Understanding their role in "Tier 1"

127. Sense of job security and reasonable pay to enjoy life.

128. Academic Faculty have put themselves on a pedestal and as a consequence all they can do is look down on Administrative Faculty. If Academic Faculty were to conduct themselves with a little more humility, it would improve morale immensely. Not every issue on campus that is problematic is the fault of Administrative Faculty and to constantly point the finger at the Administrative Faculty is as unworthy as it is incorrect.

129. N/a