Section 1 Comments

1. I believe there should be a vote of confidence on the Dean. Overall his autocratic management style has driven morale to a historical low. He has made many major decisions without the involvement or support of the faculty and has not addressed many issues raised by the faculty. Additionally, he has demonstrated his inability to raise significant financial support for our college.

2. Due to university cuts a few years ago my department was moved under another unit. I am fully supported by the academic department I am tied to but the unit I am housed in does not understand what I fully do and what my tie is to them.

3. The folks in my department are treated much like work animals. We are micromanaged and browbeaten.

4. my department is run by bad supervision they treat us like slaves and talk down to the employees they have targeted different employees and have been trying to get them fired

5. The unit I work within works to serve its own mission/agenda. The suggestions that are made are disregarded and there is a lack of trust in the upper management. I have worked here for over two decades and have enjoyed the climate I used to work in when I was allowed to improve self and the program I support. I do like to call UNLV home. It is really an honor to serve the institution as a whole.

6. Our college, our mission, interactions between colleagues and climate have all improved.

7. I enjoy my job here at UNLV. What is very frustrating is the bureaucracy (Central Admin.) that seemingly increases year by year. I've been here for a number of years and in the early 90s it was nothing like it is today.

8. As a gay professor, I feel that I have been subject to subtle forms of discrimination over the years. My college is under-represented with gays and lesbians. The study of gender and sexuality has not been included to the extent of other universities.

9. I don't feel my colleagues treat the staff as equals. Some of them talk down to me.

10. Many colleagues treat me as a legitimate professional while others to not, so the response is mixed, which is why I chose Neutral for that. There are days when I am happy to be at UNLV here and other days when I am not, so the response is mixed, which is why I chose Neutral for that question.

11. I don't think my college does enough to recruit new students. I don't think most of the faculty care about teaching. Only a few of my colleagues treat me as a legitimate professional. If you don't have a PhD you are treated as intellectually inferior. The Department Chair allows our administrative assistant to be nasty to me as well as to others. If I need the services of the administrative assistant I have to get another faculty member to see the admin and address the need because the Chair won't make her do her job. I am not happy working here because of the Chair for the most part. Being a faculty member and having a PhD doesn't qualify someone to be in charge of people.

12. Many of the staff and faculty appreciate the services provided and they understand the related work required to support them. However, a number do tend to think that they are the ones that use a service and their recommendations should take precedence over others. It is these that make things difficult and drive a feeling of servitude rather than collaboration and collegiality.

13. Plenty of respect from those in my unit. Less feeling of respect from outside my unit.

14. I am miserable working at UNLV. I wish there were other universities in Southern Nevada where I could work. I'm stuck.
Politics seems adverse to standardizing salary per qualifications and task. In my department, in 2005, less experienced faculty were hired at a salary at least $10,000 more than they are hired at today. No one wishes to address that issue.

I feel very valued in my unit. Overall, I feel valued by the university--much more than how it felt when the university was considering cutting programs/faculty. I am generally happy with my job and look forward to my work each day.

UNLV is incredibly sexist and dysfunctional. It lacks basic policies and procedures, including unit bylaws and even tenure and promotion guidelines. This means that personnel decisions are often ad hoc and at whim, creating an unequal playing field for women and faculty of color while promoting the interests of the "good old boys" again and again. These are not new issues, but little is ever done to remedy the sexism, racism and inequity that exists. If UNLV hopes to ever become a Tier I, it needs to start taking these issues seriously.

Lack of infrastructure, leadership, communication, and community impacts morale and a feeling of belonging.

I have been here since 1991, I enjoy teaching and research so I am happy. I am not happy with the process of hiring (there seems to be a push to hire people who would fit in, rather than hire people who are excellent), the process of merit awards (merit committee members typically awarding more money to themselves and that does not appear to bother deans of colleges), students at times not getting a fair treatment, etc.

I have not always felt this way but 2-years ago I moved to a different unit at UNLV and I now once again LOVE my job.

While I am not unhappy working at UNLV, I feel that I am held back from saying happy because the opportunity for advancement within the University is not made transparent. While I am not dismayed in others being selected for certain positions, it does bother me when everyone seems to know that the person who advanced does not possess the experience required for the position.

Professional Staff are barely second class citizens here.

As a new staff member, hard to feel I belong with many staff members who've worked here for 20+ years.

As a classified employee, even if you have a degree, you are sometimes treated as a second class employee.

It is a joy to interact with the students knowing that every word of support can truly effect their daily lives. Very rewarding career for me.

Sucks

some senior tenured faculty should retire.....

The college/department needs to pay more attention to diversity and the strengths it brings to the college/department.

Limited resources present a challenge to improving the situation.

It is becoming increasingly more discouraging to come to work on a daily basis. The manner in which
Annual Merit was distributed for FY14 was not done in accordance with the multitude of emails that were sent. Specifically, the merit, that was absent for many years, did not reward the employees that went above and beyond during the years that were to be evaluated. This was not to be intended for salary equity.

33. I have never worked anywhere where there is such a pervasive air of distrust and backbiting.

34. I feel classified staff on the business side of the university are treated as second class staff.

35. I have worked in 2 departments at UNLV for 7 1/2 years. Retention should be important to UNLV. I have seen some of the best, brightest, and most motivated people leave here. Please work on retention and fostering a positive and INCLUSIVE working environment for new hires or they will leave.

36. this may not last as our unit is in deficit situation.

37. General climate is good but is clearly being eroded by failure of upper administration and Regents to address or advocate for pay and benefit restoration for faculty, as well as merit.

38. I feel my unit does exceedingly well with the extreme limits we had on resources. We are handicapped, however, by a lack of funding and a lack of priority. I don't feel this is unique to my department, however. I think the entire university needs to either cut back or get more funding. I don't know how we're going to achieve Tier 1 when we can't get our basic job done as it is.

39. While scholars recognize scholars, administrators often do not. My unit is great, but I sense little support from the higher administration.

40. There are times that I feel that there is a big gap in the administration especially the upper level.

41. Services and amenities need to be improved. Many of self serve services such as snack machines are not working and some of the items in the machines has old and expired.

42. Colleague related questions need to broken down into those that are in administrative roles versus not.

43. I love working here but my pay is terrible.

44. One of my colleagues has gone out of her way to lie about my accomplishments - suggesting to others in the college that basically I have none. She has not succeeded by and large, but sometimes I am approached in a way that lets me know that this person has had some influence.

45. Need more collaboration among departments on campus.

46. there's always someone that you don't get along with and you have to learn to adjust.... love working here - treated fairly under the current mgmt

47. After shifts from the budget cuts, many faculty are in positions where they do not fit. The opportunity to move out of units or relocate to more appropriate college should be an option. But administration is more interested in protecting faculty lines, which means we get stuck in places where our expertise is not appreciated or valued.

48. Ever since the 2008-09 crisis, campus morale has been sinking. Part of this is due to a sense that the future of our university is out of the hands of faculty and staff -- that we must always be ready for some new mandate or issue that rains down us from above, without given proper means to comprehend the reasons why. We need a more actively participating campus community in the future of our university. And we need a renewed sense of faculty and staff governance to steer our campus into the future.

49. Many administrative faculty "professional staff" in additional to myself feel like second class citizens on
campus despite that many of us hold doctorates. Most of the Tier One messaging has left administrative faculty and classified staff completely out of the picture.

50. I am a recent hire and the job I am doing is not necessarily the job I thought I'd be doing.

51. I feel that I am a successful employee with the resources I am provided, and that my work ethic and optimism pays off on a daily basis. I see the potential in myself and the school, but do not feel that I am backed up by my department or superiors. I do not feel that there is enough support, that supervisors are even aware of the challenges of the position, and that my concerns are heard, when voiced. I love my job, but sometimes feel I am working with people who do not value excellence. So, it is very hard to rate the question "I am happy working at UNLV" because I am happy with my position and what I have been able to accomplish so far, but the environment is the worst I have ever experienced in terms of support and communication.

52. The provost's office has zero respect for the faculty. Everyone with the word "provost" anywhere in their job title should be fired.

53. I have been working for UNLV for 2 years and have quickly learned that the position I hold has no economic mobility. This is troubling as the benefits of having a long term employee far out weigh the cost of a salary increase.

54. I don't really understand that the professional staff has to only work 4 hours a day - people call in for help and they are never to be found -

55. There is a salary level problem in my unit

56. (none)

57. I feel right at home.

58. I don't feel there is a strong divide between staff and faculty, though I do feel there is one between administration and staff.

59. We do well with the resources we have, but we have inadequate resources.

60. There are a few colleagues who are extremely opinionated and loud about their opinions with no objective data to support their views, I hope that my college leadership can see through that by becoming more data driven in their decision making.

61. 

62. A one size fits all approach for faculty expectations and job duties does not work well.

63. As an assistant professor, I am experiencing a climate of resistance to change at the faculty level.

64. I enjoy the in-classroom relationships and working with the students; but workplace conditions are not good.

65. I previously worked at XXX. The difference between it and UNLV makes me want to kiss the ground at UNLV every day.

66. UNLV is culturally behind the times of a research university. I am very happy to have a job and pursue my research. The institution has a long way to go.

67. since the "recession" there has been a lot of negative feelings among several faculty, resulting in a general
negative outlook towards the university, despite the fact that it did all it could to remain stable. I would say there's been a loss of confidence

68. I belong at a university where the students believe that learning is more important than holding a job during their college years. I belong at a university where the administration gives good departments adequate pay and staffing. (i.e. not here).

69. UNLV is a place where by and large the faculty are not proud to be here. My feeling is that they express this by denigrating the institution and often each other. Faculty here seem to like to see UNLV treated critically in the press or the community, because it confirms their sense. Particularly those who have been here more than 25 years seem resentful of a lot of the efforts made to broaden and strengthen the curriculum and research program and to improve the business processes.

70. It's been harder than I thought to settle into the new work dynamic. Some people are not as friendly or welcoming, which can be quite a turn off.

71. I am happy working at my unit

72. I feel as though I had to carve my home here, as opposed to being welcomed and valued, and invited to belong.

73. My colleagues are wonderful!

74. Unfortunately, I discovered after being hired here that there is a serious and apparently longstanding toxic environment in the office.

75. "Yes" for some people plus "no" for others equals "neutral"

76. My unit is a good ol' boy unit where much of the business is conducted at lunch with the chair and his buddies

77. none

78. I am not always sure that the administration appreciates my work. They seem increasingly interested in a narrow range of big money drawing fields.

79. There is work to be done, but we are getting there.

80. No College/Department/Unit is perfect. We are trying, we improve every day.

81. Women in my area are treated differently than the men. Men's opinions are valued more. Leaving many of us feeling less than equal. This is partly because, there are no women in upper management.

82. I LOVE IT HERE. I should retire from here. The only place to be.

83. I am a professional staff member, who has had excellent reviews and excelled in my job performance. I perform duties that are above my pay grade and job description. I feel I am being discriminated against when I witness others receive new titles with huge pay raises or given jobs using unfair hiring practices. There is staff that have Management titles and are allowed to work from home and they live out of state. How do you manage staff when you are not here? How do you "grow" your team. The responsibilities fall on someone who is getting underpaid. I love working at UNLV and strive to do my job with pride, but when witnessing what has transpired and allowed to transpire has been very disheartening.

84. There is a bully in our school who intimidates others and creates a very bad climate. This has been going
on for years and no one has tried to control him.

85. While there are many skilled and dedicated individuals in my unit, the lack of priorities and coordination at a university-wide level make it a challenge to accomplish our mission. This lack of strategic direction results in wasted resources, frustration and respect that is limited to those in ones immediate silo.

86. Each unit's internal happiness is key when coming together as a campus unit.

87. UNLV has progressively abused employees more and more--requiring greater service for less pay, and lower benefits. The lack of staff support for faculty and students makes for a very stressful environment. In my particular unit, faculty is rarely thanked for its work.

88. Leadership on campus is lacking. It seems as though staff is working towards their retirement and letting their responsibilities as a leader fall onto their employees.

89. I believe there is room for improvement in all areas of question 1. However, I am content with my job and my place within the organization for the moment.

90. I'm unfortunately in a somewhat dysfunctional unit at the moment. I am hoping things change in the future!

91. There are many aspects of UNLV that I like. However, this is the most sexist environment that I have worked in as a faculty member. It's not that the campus is inherently sexist, but that there is a lack of oversight of faculty behavior and a lack of leadership above the department level. Faculty are free to misbehave without fear of being noticed or disciplined. I have witnessed some really ridiculous ethical behavior (in this case not related to sex but race, and favoritism) which should have been called out and stopped, but there is no one home upstairs.

92. We're not as strong as we used to be, and neither are our students--"objective" metrics notwithstanding. We do well with what we have; but we used to do much better with only about 10% more faculty. I'm a minority on a faculty the majority of whom seem to think they are the minority. As a fairly senior, tenured faculty member, my opinions are often sought, but are marginalized if they vary from the majority view.

93. The two "disagrees" are strongly colored by my department chair.

94. Our unit is misplaced

95. The only thing important to the university is terminal degrees and research. Teaching is secondary.

96. Over the last ten years as an individual professor and as member of a program and department I see UNLV being rudderless. The vision we had of becoming a "metropolitan research university" has been lost. There is no vision or strategic direction.

97. There is a hostile work environment in my college

98. I would be happier working here if I felt that our work was valued and treated with respect.

99. This was the best move for my career and personally. I love it here.

100. My answers above are kind of slanted, as I just recently applied for a job within my unit and wasn't given
the opportunity to even have a telephone interview with the committee. I was extremely disappointed with the committee and feel that personalities more than qualifications played a part in the decision. Overall, I love the university, and like my job. Just a little disgruntled with my organization at the moment.

104. .

105. I used to work at XXX and it was very stressful compared to UNLV.

106. With 7 months on campus now, I am relatively new to the institution. My colleagues have welcomed me warmly. I truly like my colleagues, supervisor, and duties. It would be really great if UNLV would develop a dual career network to help spouses/partners of new administrative faculty/professional staff to connect with potential employers based upon their skills. My last institution had one for the academic, professional, and scientific staff--and I think that network helped boost employee retention and helped raise the institution into Tier One status.

107. I feel very welcomed here and am happy to work here, but I hope to work at other places using the valuable experience I gain from UNLV.

108. Same old story, they want us to do more and with less resources...the tier I will be a disaster!

109. I am most happy when working outside of my department. My college does not do a good job of making people feel as if they belong or as if they are an asset and part of the team.

110. Sometimes "rank" is overused, rather than valuing someone's fresh perspective.

111. I don't think the university values our division much at large.

112. I take great pride in being part of the UNLV community. However, the lack of professionalism at my unit is a major concern and it has lately begun to adversely impact my motivation.

113. My work is underfunded and underappreciated

114. I'm a new hire .

115. I'm consistently berated and have been told UNLV bylaws don't apply to me. I am given other people's work without compensation. There is no shared governance here.

116. I feel that one program from our department overshadows the rest of our programs. I also feel that senior faculty do not respect new faculty's ideas (especially with regard to what makes a Tier 1 university work and the expectations of Tier 1).

117. Re-instituting merit pay would go a long way in improving faculty morale. Many younger faculty members have never had the benefit of the merit system and as a result their salaries have remained stagnant, regardless of performance. I've been told that the only way to get a substantial raise is to go on the job market and get another offer. I would prefer not to do that, given that (aside from salary concerns) I am relatively happy at UNLV. However, I'm sure that is a step many faculty will ultimately take, and I worry that we will lose a lot of talented people.

118. The university is becoming overly bureaucratically organized in a fashion that is not serving the interests of faculty or students. The corporate mentality that is pervasive is counterproductive, short-sighted, and politically driven.

119. Some units are required to do so much with so little. We need a change in leadership in our College. Our Dean thinks he is King? He treats Women with little respect (it's 2015).

120. I love it here!
I'm moderately happy. I don't feel that what I do is really valued by the administration, but I know it's valued by the students so that makes me happy.

After 20 years, I ought to feel I belong! Ha!

Generally, my peers think highly of me as a scholar/professional. However, some of the administration have, at times, been non-communicative, aloof, and not appropriately responsive to my career needs and goals.

My unit is not really the problem. It is the hostility demonstrated by the Provost's office to my field of study and the work I have been doing which make working here a nightmare.

I strongly agree that I feel as though I belong here (as in Las Vegas). I agree that I belong at UNLV specifically.

I don't feel as if there is a "team" within my college or at least not inclusive of professional staff.

I agree that I am happy working at UNLV, but furloughs imposed by State government have had a negative financial impact at home.

my college and its leaders need to model desired behaviors and implement meaningful measures; make the college's stated goals more than words on paper

I enjoy what I do at UNLV and I am happy to be here. My responses above reflect only the relationship with limited number of influential colleagues who refuse to adhere to the University and the department policies and procedures of which is in direct conflict with my role and responsibilities that entail enforcement and compliance with these policies and procedures. Although, my supervisors are attempting to correct these issues, these individuals who refuse to adhere to these policies have created a hostile work environment.

The atmosphere at UNLV has changed.

Until our new dean started destroying our college, I was a huge supporter of the college and UNLV.

Once again no raise money. Maybe it is finally time to start looking at other jobs?

There are a number of faculty in XXX who attack other faculty regarding their research in particular. Often they don't understand the faculty member's discipline and what the standards and methodologies are in those disciplines. The leadership also doesn't understand research very well either and often haven't done much themselves and are influenced by those who attack. It is an terrible waste of time and energy and drives people away.

My colleagues treat me well. The faculty, classified and professional staff are all quite professional and cordial. My direct supervisor makes me want to look for employment somewhere else.

Many UNLV employees believe in the mission to educate all students & to provide people with opportunities to better themselves through higher education. However, UNLV's executive level administration members change the mission of UNLV daily and have no clear cut path to achieve its goals. The exec. administration wants to do grandiose things without support staff and without investing in support staff. Faculty have a clear cut path to professional development. Faculty are hired increasingly without any
investment in professional and classified staff. Professional and classified staff are constantly overlooked. The administration does not invest in the growth of its professional staff employees and constantly hires from the outside because "somehow that will change things" instead of grooming staff and investing in them. A constant change in staff who do not have the history of this institution does not bode well. Our staffing levels in all areas of support staff are not on par with the levels of the Tier 1 universities that UNLV compares itself too. It is ridiculous that the higher administration can not see through the gaps and see the flaws of its so-called "leaders" who are really here to make money and not accomplish anything for our students and for UNLV. Gender discrimination runs rampant through many departments. No one is rewarded for good work. Salary inequity will cause many of UNLV employees who are creative, dedicated and experts in their fields to leave because goals are not outlined in the department and because of salary inequity. UNLV has not had a clear cut mission. We work in an environment that is very reactive instead of proactive. It is unfortunate that UNLV will not see the problems and fix it, and many VPs do not have a vision for their offices.

138. When I started at UNLV last fall, the process I went through to establish an email address, get a Rebel card, find out my roster of students for the classes I was teaching was all very disorganized.

139. .

140. The college serves its mission despite lack of leadership from the Dean or upper administration

141. My colleagues are great, it's just the supervisor who isn't.

142. For those of us that have split contracts in 2 different departments or colleges it is hard to answer these.

143. I hope the salary picture will improve relatively soon and I don't mean by that eliminate the furlough requirements but rather real increases such as COBRA. It seems all the talk of any available funds to the university will go to hiring new people rather than having a balance between the needs of existing faculty and new hires.

144. As a female and parent on the tenure-track, I would feel much more welcome if the university provided better family leave. Providing only the minimum mandated by the FMLA does not create an environment that is inviting to academics who are/wish to be parents. Moreover, not providing paid family leave for mothers who are their family's sole breadwinners (like myself, and an increasing percentage of the workforce) will virtually guarantee that such women will not stay at UNLV.

145. As a graduate of UNLV I am thrilled to be on campus working to help the next generation have as great an experience as I did. There are a few policies and procedures that I believe could be changed for higher efficiency.

146. Generally, I am treated respectfully. However, there is one person in my department who treats me with so little respect that it cancels out much of the goodwill. The fact that nobody stands up to this person is a big problem.

147. Little respect for scholarship at UNLV. this is written by one of the most well published professors ever to teach here. An embedded culture of mediocrity.

148. I've been here 5 years. This is the best job climate I've had in my entire working life. I am totally supported by my immediate supervisor and Division VP. My interaction with the previous President was also always positive and supportive.

149. I am contracted as a faculty in residence. I was told this semester that I am only to be evaluated on my teaching evaluations, this news came from the Provost level. I am active in research and community outreach in addition to my teaching load.
150. With the push for Tier I everyone who is currently at UNLV has been made to feel less than adequate. Our pay has been cut for years and we keep being told about the wonderful new faculty that will be hired to accomplish this goal. New faculty are given greatly reduced teaching loads while the rest of us are given increased class sizes.

151. My unit does it's best to serve the university and fulfill it's mission, but it is increasingly difficult as we continue to lose positions and more work is shifted to us. My immediate colleagues/co-workers treat me quite well and make me feel like a valued member of the team. However, from the division head on up, I feel they view me as nothing more than potential salary savings that would be better spent elsewhere. I used to feel like I belonged here, but over the years with the increasing focus on research over service I've begun to feel like I have the wrong values to be here. That people with a passion to help students and the UNLV community aren't valued. That only those who want to do research and bring in grants are important here.

152. I really appreciate the opportunities for professional development and for obtaining further education through the grant-in-aid program.

153. Campus morale has gone down in the past 10 years, especially in the past 5 years or so.

154. I cannot judge the new university president. I assume time will tell how he will handle problems of this university. In my humble view, the provost office and my college leadership is lacking a sense of professionalism, accessibility, and attentiveness. To many egotistical characters who simply do not belong to these offices.

155. I was recruited to UNLV because of my research funding and track record. However, the load of teaching and service for tenure-track/tenured faculty in my unit is so high (due to student:faculty ratios), that I can no longer compete for the level of grant funding that I had previously, nor can I pursue highly competitive research areas because my time is demanded elsewhere.

156. There should be separate surveys for services units and colleges. The work environment is very different.

157. my colleagues for the most part treat me as a legitimate scholar, my dean does not.

158. Collegiality varies by individual, so this is difficult to measure.

159. None

160. While I am not happy working at the library but I am happy to work for UNLV.

161. With a few minor exceptions, I have always felt welcome and valued here at UNLV

162. Our mission is apparently to do nothing and ignore everyone.

163. I've found a few too many of my immediate colleagues entrenched in careers that allow them to perform at minimum levels while they find fault with others who pursue excellence.

164. I feel that my unit could serve the community better if given the financial support necessary to effectively & efficiently run such a department

165. The climate and morale of the division I'm employed is poor due to the high level of stress that's been produced by overwhelming workloads that are expected to be performed with minimal staffing. There is also the lack of appreciation for those who perform at a higher levels and a lack of monetary rewards for meritorious efforts. The climate appears to have produced an environment where women are valued and rewarded less than the men of the division. While the division may serve its mission relatively well, it's being accomplished at the physical and mental well being of the staff.
166. Two things:  1. The medical care is absolutely, completely horrific at UNLV. It may be some of the worst medical care in the country at a major university and may influence whether I stay here. The care is so bad that it's basically not even a job benefit. The issue here is cost. The PBEP plan is basically a coupon, a crappy coupon, while the HMO is massively too expensive. Additionally, the wellness program does effectively nothing to promote wellness. You essentially just have to go to weekend sessions, wasting personal time.  2. The university is far too obsessed with Money. With grants, for example, the only thing administration seems to care about is how much F & A it brings in. All dollars for research should go to actual research, not administrative silliness.

167. My dean has made all the difference in the world! He appreciates hard work and rewards it!

168. Since 2009 the atmosphere has been one of sadness coupled with a measure of dismay. Hopefully, things are on an upward curve at present. However, in my view we have a long way to go in restoring a sense of comfort among those who have served awhile.

169. .

170. Too many green eyes in my dept and the one in charge is not an advocate of the faculty, whines about his job, and is not even seen in the dept most of the time. He has favorites and is actually mean to the 'not in favor' individuals. Reasons for being in favor or not are not clear or fair.

171. Faculty at UNLV tend to replace process with gossip and other high school games. Until UNLV has strong process, this will continue.

172. I am treated as a professional within my unit, but not so by people (or departments) outside of my unit.

173. .

174. The climate has deteriorated throughout the past 11 years. No one seems to care about employee morale.

175. My department is great but the College and Administration do not have any understanding of the significant support and resources needed to perform successful and competitive science research. The singular focus on serving undergraduates overwhelm the scholar and research aspects.

176. Seems like we want to be everything to everyone, so we are fighting against each other for scarce resources.

177. White men definitely have the power on this campus. (i.e., an acting president without the appropriate credentials). Women and people of color are discriminated and disadvantaged in many ways, especially when opportunities for leadership are available. Advantages for White men include being able to obtain and remain in positions of leadership regardless of how poor their performance may be. Women and people of color who speak out are marginalized and often labeled as "bad" citizens (by those same White men), often limiting or destroying any opportunity to demonstrate their talents in leadership positions.

178. Classified Staff are treated badly on this campus. We have no benefits or perks. Faculty and Professional staff get all the perks. Our perks are we pay as much for parking as faculty and Pro staff. These people make much more money this classified. These people get Grant in Aid. We do not. Classified are still getting furlough days taken out of our wages. Also our wages were reduced.

179. There is still a strong divide between the academic and co-curricular staff, which is unfortunate (and not a unique challenge to institutions of higher education).

180. UNLV is a good place to work, it creates a friendly atmosphere with professionals and staff work together.

181. I like UNLV, I just don't think I am valued anymore as I am "old." My college seems to have moved on to young playthings.
There is a sense of top down negativity in this particular department. There are a lot of creative and smart people here but are stifled by a manufacturing plant/production line quota and timekeeping system. Everything we do is logged and if we spend too much time on something, trying to research and be creative, we are admonished. Yet we are encouraged to be tier 1 thinking, RPC thinking, yet how do we do that without taking the time do do things the way we think things should be done and investing time and resources to do it correctly?

no path for advancement. zip. zero. nada.

I love my job.

Fight for merit pay. Folks who have active research programs lose out.

UNLV never seems to do the right thing at the right moment in time. Bad behavior seems to be the reward for those who do nothing but speak the loudest

I have been bullied by senior colleagues in my department and this continues to affect my well being, and will continue to affect my ability to get merit pay and faculty awards because this hostile block is allowed to control the department.

I have felt significantly frustrated during my time as a staff member at UNLV. In the almost 2 years that I have been here, it does not feel like advocacy for those who work at the University has been a priority. I have so much money taken out of my paycheck for various budget-related reasons that it is almost overwhelmingly difficult to make ends meet. There is little room for upward mobility and promotions. There is little support for professional development in my area. But, at the end of the day, I'm starting to realize I am overqualified and undercompensated for my role here, and it does not feel like it's going to get any better.

Some of my colleagues in my department do not treat me as a legitimate scholar/professional.

Although I am happy to be at UNLV, there is definitely an air of exclusion especially when it comes to promotional opportunities.

Very difficult environment with health care costs increasing, furloughs, and only one merit opportunity in the last few years.

I feel secure in my job: Disagree

Though I love my peers at my level, I feel that leadership continually pivots back and forth on decisions. This causes much wasted effort and, eventually, creates a sense of apathy and fear to take invest yourself in a project. Additionally, I feel that I am treated as an entry level employee with constant monitoring and micromanagement from above.

My main complaint with UNLV/NSHE/State of Nevada is the lack of reward for productive people.

There is significant disparity in work loads and pay in my unit. Salary inversion has been difficult to accept as a more experienced professor making far less than incoming junior faculty who are asked to do so much less. There needs to be some relief extended to faculty who have been here through the entire downturn, working hard, to make up for no cost of living adjustments (and yes, my cost of living has increased) or merit.

I am very unhappy and extremely discouraging because I get paid much lower than my colleagues in my department.
I do sometimes have a sense that because I work in a specific subfield of my department that I am inadvertently excluded from much of what goes on in terms of departmental development, or have little impact on the direction the department goes.

I get to work with different units across campus. In my unit I feel welcomed. In others, sometimes not so much.

Most of my colleagues treat me with respect. However, there is a minority of faculty that I have had disturbing interactions with. I have been called "aggressive" for speaking up in meetings or politely disagreeing with other faculty. I believe my college needs diversity training, but most of the men believe it a joke. We need a big cultural change.

My unit defines its mission in very narrow, traditional terms, and my subdiscipline has historically been outside that traditional definition. There have been no opportunities for our unit to re-think our mission, although many individuals are interested in doing so.

There is a disconnect between faculty and higher administration that is not conducive to the academic village as I define it. If UNLV administrators truly desire to lift this university to a Division I Research Intensive place of research and study, significant changes need to take place between the corporate mentality of administration and the disconnect academic faculty feel toward the leadership.

While colleagues want to work together, supervisors and higher ups make tasks nearly impossible with constant infighting and lack of communication. We have had no clear mission or strategic plan in over a year and every time one is discussed it devolves into a blame game and a political discussion. My unit has lost multiple people in the last year, most due to lack of guidance and leadership. People are unhappy within my unit as there is much we want to do but all we ever hear is that we can't move forward because it would need to be approved by higher ups or others on campus.

My immediate colleagues are great. It is a collegial and productive unit despite the actions from above. The climate that has been instilled by the upper administration is horrible. Poor planning, last minute hurrying, and untenable actions without resources make the Tier 1 initiative a ridiculous concept. Perhaps, consulting those that have been at tier one places would be appropriate. The micromanagement from the Provost's office is ridiculous. The decrees that come down have nothing to do with making the unit more efficient or better but instead reflect an antagonistic relationship of pettiness on the part of the administration. There are very few administrators that should be retained here as the process of promoting lackeys from within has resulted in an obscenely bad culture of pettiness, retribution, and subjugation.

Our office is extremely diverse which makes it an interesting environment to work in.

The things that detract from happiness at UNLV are: 1. lack of merit or cost of living increase, continued furlough; not only does this affect everyone at the university negatively, there is no way that a situation like this is going to attract true Tier 1 candidates. 2. There is no internal support for independent researchers; all seed grants are for collaborative/mentored work only. 3. The push to Tier 1 appears to be all rhetoric; there has been no information disseminated about teaching loads, pay for graduate students, and the ability to buy out of courses.

Huge personnel issues have taken a toll on the entire department. Directors' self promotion is put ahead of all else.

I have had my contract unilaterally breached over and over again. It appears that it will be once again breached. Although I have performed as being required, I have not been given recognition for it. I have seen my base salary, pension and health insurance cost (400% raise) all been impacted tremendously. I have invested many years to acquire the skill required of me to occupy the position I am now in. I do not see the return on investment that would allow me take appropriate care and blossoming of my family (approaching
college tuitions for my kids etc.).

208. We can always improve on our mission.

209. 

210. Our Dean has become less effective and looks the other way to avoid conflict when he should be putting his foot down in situations that he used to address immediately.

211. I am an academic advisor. Faculty in my College frequently doesn't even acknowledge us as people. We are excluded from conversations regarding changes to curricula, and then held accountable for errors resulting from not having the necessary information.

212. There seems to be somewhat of a disconnect when they hire people to be ready to have that person hired. Myself and others that have been hired since I got (glad they are hiring) have not had the adequate supplies readily or easily available. Also, getting the email address to the proper people is not happening. I had to figure out who needed my email so that I could get the proper notice on events happening in the building I work in (for example - the building being closed or only open specific hours for the fire system being worked on). Also, the need of a PCard in my position taking so long and all I get is that we had to issue mass cards for expiration dates. They should be organized enough to do both. Or at least explain that my card doesn't matter until they finish their other work. It only seems professional.

213. UNLV is not a good place to work. We are not managed, we are monitored. We are treated poorly. The people in charge have very little expertise in research, but make statements about the quality of work, and make decisions based on their ignorance. The overall culture is that if someone can gain a small amount, but would have to hurt someone to obtain it, they will go ahead and hurt the other people. I would like to have high-quality programs, but it just does not seem possible here. I am concentrating on my research efforts so I can obtain a job elsewhere.

214. I am proud to be part of the Strategic Planning process.

215. 

216. There is a clear divide among faculty and professional staff. Faculty might need training on how to treat professional staff members as valuable team members who are experts in their particular area. The campus focuses on adding more faculty, but this leaves pro staff with more responsibilities. No real plan has been laid out on how to lessen the heavy task load put on professional and classified staff. We are adding more faculty and students without comparable increases to human resources, purchasing, communications, advisors, web developers and more. We strive to become Tier One without taking a clear look at the staffing levels of the universities we are striving to become (i.e. University of Utah, Houston, Arizona and more). Staff members are overworked and this is leading to high attrition rates and dissatisfaction in many areas.

217. I love what I do and I work hard and am successful using the metrics of excellence that my field has established, but neither I or those metrics are appreciated in my college/department in any meaningful way, though I am recognized and valued nationally/internationally.

218. Will probably feel more respect and belonging after the long-term hazing is complete (i.e., after I get tenure).

219. I do not believe that my unit serves the mission well since we are short staffed and instead of being able to be proactive and strategic we are forced into constant reactive states never allowing for time and resources towards real improvement. Further, as Administrative Faculty it is challenging to serve on committees or participate in shared governance since service is not recognized nor rewarded.

220. They do not allow classified staff to participate in professional development. They treat us very poorly.
I often feel like the bearer of bad news because it's my job to point out inefficiencies, inaccuracies, ineffective business processes in a completely functional area.

I'm a classified staff and am very unhappy about the continuing furloughs and no cost-of-living raises. All attention is given to faculty and none at all to classified who must know all that is going on with their departments and be responsible for all that goes on without any form of incentive. MORE attention should be given to the people who do so much in helping to make this university operate.

The director, some faculty, and staff support my decision to return to school to obtain my degree. The support is wonderful. I consider myself very lucky as I know others who would like to return to school however their directors or supervisor will not allow a flexible schedule. So thank you for the opportunity.

Despite the challenges of the recent recession, very little has occurred to provide reasonable salary packages to individuals who have started within the past 7 years. Individuals in our department who have risen to Associate with strong records are making less, by quite a bit, than Assistant professors are currently being hired at. This is due to exactly one Merit cycle in that time frame, and no other opportunities for salary improvement except for obtaining competitive offers from other institutions. We've lost good faculty who have taken competitive offers.

I love the teaching and research environment and love nothing more than to see students learn and improve their intellect. However UNLV is so bureaucratic and political correct (lack of freedom to express something that does not go along with the crowd) it is a very unsatisfying place to work.

I think that the University could do more to foster a community feel.

If our mission is everyone does what's best for them and no one cares about anyone else or their students, then we serve our mission well.