Section 2 Comments

1. The dean undervalues women to the point that it is detrimental to our programs.

2. Dean needs to be replaced.

3. I am treated fairly in the department I am in. I was previously in XXX and was treated horrible. When I was there my last year I was a nervous wreck. Was treated unfairly, talked down to, retaliated against, and felt threatened in my job. I had to go to counseling and therapy to get through and deal with the emotional damage after.

4. I show up to actually work, and all it usually gets me is more work.

5. The word fairness is not understood word here in my department.

6. There is a climate of favoritism within the unit I work which is unfortunate. Job performance is not valued, personal loyalties seem to be more valuable and play a huge part in job performance.

7. XXX mostly values sycophants over steady workers. Any expression of an opinion contrary to administration leads to retaliation even when the opinion was expressed in a spirit of helpfulness.

8. Our administration is very supportive, and treats junior faculty in a professional manner. Some of the senior faculty are less so.

9. I love the work I do here, but the XXX has a negative attitude towards professionals, especially in my field, and being critical by nature has not fostered a supportive work environment.

10. Personal relationships are more important on campus than how one does the job. The right thing does not usually happen at UNLV. There are constant political battles here and the winner is usually the networker and person who appears to bring in more money. Some faculty members only show up part of the semester to teach and they get away with this. There are constant violations of the university bylaws so what is the point in having them if they are just for show? I couldn't recommend employment here unless things change. Ethics should mean something.

11. Lumping college and unit together in these questions doesn't make much sense.

12. Students of color are welcome here at UNLV. I love that we are a diverse college campus.

13. I checked neutral on several questions because the treatment of people from historically underrepresented groups or who are LGBTQ or women, varies dramatically from terrible to great depending on the unit, their group affiliations, and employment or student status.


15. There is not enough support for underrepresented students and faculty. All recruitment efforts must include a serious analysis of climate with a clear plan for support (and accountability).

16. I think my unit values performance and personal loyalty. I wouldn't work for a unit that didn't. Why wouldn't I recommend employment or enrollment to a “group.” Are you asking if I think someone from said group wouldn't be welcome at UNLV? SAD! Fortunately, I haven't experience that.

17. 

18. I would recommend employment to underrepresented groups in other departments, not this one.
19. My unit doesn't do anything to recognize contributions to the University.

20. I do not and will not recommend employment at UNLV to anyone because of the following ongoing issues: low pay, cost of benefits, cost to park a car, numerous infrastructure problems campus wide, lack of accountability everywhere, poor leadership and lack of supervisory accountability and development.

21. I am new to UNLV. In my current position, I enjoy coming to work everyday. Currently the department I work in is cohesive and functional.

22. I almost think we go too far with ensuring minorities are hired, sometimes choosing a minority over the better candidate.

23. I don't really understand these questions. They seem to assume that fairness or unfairness is primarily related to membership in minority or majority groups. I think there are serious issues of privileged personal relationships and loyalties, but they don't necessarily have to do with minority status.

24. In our college, there is a perception of discrimination against males.

25. People like me are treated fairly on campus. "I don't know what you are referring too and don't understand the question. It can be construed to mean many negative things and should be worded differently. Or I could find this question very offensive. Again, I don't know what the right thing usually is. Again this question is wrong. I would recommend employment to any group, underrepresented or not. Again I find this offensive. Same thing. Any group which is underrepresented, I would let them know they can go anywhere to any school no matter who they are. And if they choose UNLV, good for them, and the same goes for any University they chose and is accepted. One university is no better than another for underrepresented groups.

26. I have been around long enough to see egregious personnel decisions based on relationships rather than performance. Yet, other departments and/or divisions have followed a professional route. There really needs to be a thoughtful review of those areas where turnover has been extremely high. Young, talented professionals are leaving because of such treatment. And please look at those areas that are not only academic.

27. Minority students feel most represented by faculty that mentor and care about their needs. They also relate stronger to a diverse faculty and representation at the university. The size of the underrepresented student body is not remotely represented by close faculty numbers.

28. Older Male faculty do not respect female faculty. They do little work and base merit and other such ratings on strategies to keep them in power and from having to work hard.

29. Wins and losses??? What about those who are not directly linked to that protocol, or viewed as to not have an effect...

30. College is generally a scam. I wouldn't recommend it to anyone unless it was for a medical or legal (law) profession.

31. More direct communication needs to occur between higher administration and those working on the ground level. Middle Management has a way with filtering (all departments) and ignoring concerns, complaints, ideas. This leads to a less productive and disconnected work force.

32. UNLV has lots to do before the climate becomes friendly for minority faculty and students. minority Students are graduating at very low rates because the campus does not prioritize or organize services to best serve them, where they are at.
33. When I worked in XXX they treated me horrible. It was systemic. I have never seen blatant favoritism like that before in my life. I would get sick every morning before going to work. People of color were not treated well at all. I was treated like a pariah. I could see if I were a rabble-rouser, but that was not the case. I followed all of the rules. The tension there was overwhelming. Again, if I were a cantankerous person, I could understand being treated as such, but that was/is not the case.

34. Climate and administration invite corruption, harassment, against minority students, faculty, and staff

35. My classes are, like UNLV in general, amazingly diverse, so it seems we would be trying to get more minority role models (faculty, grad students). Yet a recent effort to recruit a female Hispanic went nowhere due to lack of upper administration support

36. There is a split on campus between those who strive for excellence and those who strive for mediocrity and in their view of what the "right" thing is.

37. I would like to think that I am treated fairly in my college, however there are times that faculty can be demeaning towards employees like me.

38. I would recommend employment / enrollment to ANYONE, the individuals aspirations and abilities are most important.

39. UNLV is about who you know, not what your potential is. If you ever want to get promoted at UNLV, you have to be in the right group. If not, there is no chance of promotion. UNLV has a diverse student population but the faculty and staff do not represent this diversity.

40. .

41. Fair treatment was given after the people at management level changed.

42. Our campus had not done a good job, historically, of hiring faculty and staff from underrepresented groups. This is especially so in the category of Hispanic-Americans -- more active recruiting needs to be done. Also: we have a treasure in our up and coming, brightest students of Hispanic-American origin -- why don't we cultivate them more? Why don't we look to them more as a resource?

43. I am always confused by asking about historically underrepresented group, as this university is very young and has such great diversity I am not sure why this is even a question.

44. I have recommended colleagues to participate in visiting opportunities, and half reported extremely positive experiences while the other half experienced extremely negative experiences- this was embarrassing. Based on how I have been treated, I would not recommend employment to any member of a historically underrepresented group. On the other hand, I believe that students are treated with respect, no matter their background or what group they belong to.

45. .

46. It's not what you know, it's who you know. Typical UNLV politics.

47. Again, there is a salary problem in my unit. There exist a great disparity of salaries in between employees of the same category

48. (none)

49. I would recommend employment at UNLV to anyone...I don't feel like it needs to be limited to historically underrepresented groups.

50. There does appear to be favoritism when it comes to administration's treatment of faculty and staff.
Friendships are often valued above the needs or contributions of those that are not in the circle.

51. Although I feel that in general I have been treated fairly by UNLV, I have also had instances, and observed instances, where I was not evaluated fairly and the basis for which resources were not allocated to me was not fair (i.e., the stated reason, the number of papers, was not different between the person who was said to deserve a lowered teaching load, and me, who received a higher teaching load). I believe this to have been due to perceptions of gender.

52. I have not been in my unit long enough to judge the performance over personal question.

53. I believe the administration is aligned for future success. Less resistance from faculty for changes is inevitable, but current climate remains less advocacy for change and more advocacy for resistance to change.

54. The administration gives job lines to favorite departments at the expense of larger and more productive ones. Beyond that, the pay level for many associate professors is far too low. I keep my eye on other jobs.

55. I don't see the challenges as being primarily or exclusively about historically under-represented minorities. I tend to see the issue as being an over-reliance on personal relationships in evaluating and promoting and an unwillingness to lay out clear performance standards and to hold ourselves to them.

56. You should CLEARLY distinguish between "college" and "unit" (question 3). Those are very different entities with which one can have very different experiences. My answer here pertains more to the college than my department.

57. For both students and staff/faculty; it very much would depend upon what school, department, or office they were looking to enter. There are still some very strong pockets of prejudice, discrimination, and inequity at UNLV.

58. The administration ensures that the "right thing" does not happen at UNLV. Faculty know best!

59. We need to treat our students better in every front - best lecture, best career mentoring, help them to find employment, best dorm, best dorm food, best student activities, etc.

60. Sometimes there are faculty who complain the loudest about deserving more services or infrastructure, about how they are not treated fairly, when they don't deserve the amount they already receive.

61. Our college is trying to improve our numbers of underrepresented groups. I believe the Faculty Diversity Hiring Program will help facilitate that. It's hard to improve our numbers if we don't get the applicants.

62. My answers reflect my previous statement regarding gender issues.

63. I do not know the general opinion of groups "like me" on campus, so I will not comment here. I do feel like personal relationships and loyalties are valued higher than job performance, but that is not necessarily a bad thing in my opinion.

64. Job descriptions are written for hiring practice's when targeting a specific person.

65. The questions are too vague to make a generalization.

66. For some reason UNLV has a bad rap amongst high school students in town. I would love to be here when that stigma changes. UNLV has amazing faculty and great support staff who genuinely care about the success of our students.

67. UNLV does not have a very good history of department collaboration. Rather than working as a team for a
common goal, we usually tend to organize into smaller groups to fight for our share of the pie. This tends to happen at a group level within a department just as much as it happens at the department level within the University.

68. the climate for students is better than for faculty. I have not observed sexist or racist behavior towards students.

69. There are severe pay inequalities and the leadership has been very slow (resistant) to addressing this issue.

70. 

71. It has been EXTREMELY DIFFICULT working at UNLV. Because of the fact that my skin color is not light, and I do speak my mind, I cannot get promoted to a senior administrative position.

72. The problem with this survey is that we can't differentiate between college and unit, assuming unit means department.

73. I certainly hope President Jessup can clean house at the cabinet level.

74. Seems to be a preoccupation with attention to EEO matters at the expense of others.

75. It can sometimes take a very VERY long time for the wheels of justice to turn at UNLV, especially if they are on the tenure track.

76. My unit is great. The college has very serious issues because of our Dean. Our Dean places personal relationships and loyalties above job performance, is a misogynist, and the opposite of transparent.

77. My disagree response to being treated fairly refers to salary.

78. Negative responses are due in part to the poor treatment of women of color on campus--there lack of support, lack of visibility in leadership roles, etc.

79. I don't know why we're adding "under represented" group to the student/employement questions. Is this a diversity instrument? Also, the administration in my area I feel treats me fairly. In many instances, it's my colleagues who are at issue and not necessarily the administration.

80. there is far greater opportunity to design at UNLV. we can do much more

81. With seven months on campus, I'm still too new to know answers to a few of the questions in this section. Not only would I recommend employment at UNLV (or enrollment), indeed I have recommended it and have shared announcements of jobs here with my network.

82. Staff members in my unit are usually not respected or treated fairly. I believe it is the stigma in the industry that causes this, but at a university level this should not exist. All employees on campus should treat each other with the same level of respect.

83. There needs to be a change of culture at UNLV. It appears that we have a lot of initiatives in place to recruit and retain minority students but it seems that minorities are under represented in the Faculty and Professional Staff ranks.

84. With regard to UNLV's designation as a Minority Serving Institution, I think we have more work to do to improve our support for historically underrepresented students. I think we out to craft a mission and vision for the institution that reflects our MSI status, then intentionally work to enact that mission and vision through our commitment to student success. Our RPC initiatives are a start, but I'm not sure they've gone far enough in influencing the mindset of people across campus.
I think existing loyalties and "the way things are" sometimes trump fairness. For example, there is a slant towards tenured faculty rather than the needs of students, which I do not agree with. I think the student experience is often overlooked in some departments. Overall it's still a good place to work, but I see a lot of student frustration, and when we try to correct it, we run up against denial of the problem.

I think the administration, particularly at the VP level wields far too much personal authority in a top-down manner. I also believe that UNLV is on a fool's errand for becoming Tier 1. The end result is that UNLV can advertise as one of the worst in the nation at Tier 1 - that is where we will end up.

As a classified person I do not feel valued by all in my area.

As a woman and a minority, I do not feel very respected as an academic or taken seriously. Is see that other women minorities are also not taken seriously. Decisions made also seem very political and highly personal.

I would always recommend UNLV. There isn't anything I wouldn't do for UNLV. That doesn't mean we're all treated in the same way. Things aren't always Fair. I have worked for the best, that's why it's so hard now. It's sad when egos become for important than the University.

I believe your survey shows how there is bias and racism against whites at this university. WHY IS THIS AN ISSUE? DO YOU EVER LOOK AT THE DIVERSIFICATION NUMBERS? HAVE YOU EVEN NOTICED THERE ARE MORE WOMEN THAN MALES ENROLLED? WHY ARE THERE SEGREGATED GROUPS ONLY FOR MINORITIES?

Sometimes I feel that people with higher degrees are treated better than those with less, even if the ones with the higher degrees have not earned the respect. There are differences in salaries for people in similar positions and those differences should be eliminated.

I have been treated well by some of the administration here and not so well by others. Yes, the right thing usually happens, but not without significant effort.

I rarely see people like me on campus. Administration appears to ignore lingering disparity issues and at best glosses over problems through illicit transference.

Mixing questions of employment with being a student is like apples and oranges.

Please see previous comments. There is no discrimination based on race, but women seem to have a better chance of advancement than men.

There are pay equity issues within and between departments that foment resentment. Many new faculty members are being brought in at levels that are not too far off from the pay of long standing faculty members. I know there has been some attempt to address this but nothing systematic and unless one complains a whole lot, these concerns fall on deaf ears.

Sometimes, there are employees that should be released, but they are kept for various reasons (despite continued poor performance).

Gender discrimination is blatantly apparent in many offices including university advancement. Favoritism
and a good old boys network - that is UNLV. In addition, salary inequity abounds and people who have the
same jobs on campus are not adequately compensated to their counterparts. Faculty are regarded as experts
but are not taught on how to interact with professional staff and professional and classified staff are treated
disrespectfully by faculty who do not regard professional or classified staff in high esteem. This is a huge
problem when your support staff indeed needs to take care of the faculty and support them. There is no
investment in directors becoming managers. Directors have a lack of professional development or
managerial experience. Faculty who become managers lack managerial experience.

102. 

103. I have seen the right thing done and not done at times. I believe in consistency. Moral issues arise when
people are not evaluated on a consistent basis. I have witnessed individuals being rewarded for mediocrity
because of their profile or relationship while others who have performed well are overlooked. This creates
moral issues.

104. I though I feel I've been treated well in my current position the last position I held here I was not treated
well, and would not recommend anyone to work there in its current state.

105. The "right thing" is vague. Not sure what is meant.

106. recommended UNLV to our children. They chose to go elsewhere

107. Tier One requires giving faculty Tier One salaries as well. Students do well when faculty is less swamped
with work and underpaid. Classified employees should not be treated as SECOND CLASS CITIZENS.

108. The upper administration (Dean) is out of touch with the impact of the demands of the program and
provides insufficient support, has unrealistic expectations for faculty workload and is basically kicking the
can of too few faculty down the road because it doesn't impact career directly.

109. I wouldn't recommend students with disabilities enroll here.

110. My department is currently in the hiring phase and identified an extremely strong, under-represented
candidate. We have found very little support from our college or university in developing funding
mechanisms necessary to hire this candidate (e.g., post-doc or teaching line for partner). This feels at odds
with UNLV's mission.

111. I would recommend employment at UNLV depending on the job, the college or department. There are
good places, and bad places at UNLV.

112. I have always been treated fairly, held accountable and required to perform my job to the highest standards.

113. My unit has never had a minority hire. We have well qualified minority applicants and let them be among
the top 3 finalists, but never select them. The unit is dominated by white males. There is a lot of lip service
to hiring minorities, but it won't happen. At the top levels of UNLV there is a lot of tokenism.

114. I'm really not sure if the right thing happens at UNLV anymore. Within my division, I've seen good
productive coworkers deliberately made miserable to force them to retire early.

115. What has historically underrepresented to do with what I teach. I recommend good student to UNLV no
matter what!

116. There has not been much done as far as proper treatment of diverse groups of people.

117. Whether I would recommend UNLV would depend on the career goals of that individual. UNLV has a very
diverse student body, but it's support for STEM fields is poor. There is a lot of talk about STEM, and a lot
of reaching out to other branches on campus. However, the class sizes are huge in the sciences, which is a poor predictor of RPC. Support for research, whether infrastructure, space or teaching releases, is very low, even for a Research Tier 2 institution.

118. I think we can do a better job of valuing the funds of knowledge from underrepresented students and faculty.

119. The right thing?? It's usually muddle and not satisfactory.

120. If there is no accountability, there will be no fairness.

121. .

122. UNLV needs to demonstrate its ability to achieve a goal other than diversity alone.

123. To the extent I feel less than fairly treated it is because I am not a member of a historically underrepresented group and I see colleagues who are rewarded with awards and pay increases far above what I have received for work that has demonstrably less impact. When I recently requested an equity adjustment, I was told I had to have an outside offer first, but this requirement is not imposed on faculty members from protected categories. Indeed, I know of one such faculty member who got a raise for no other reason than that a different faculty member got a raise and there was desire to ensure that the faculty member from the protected category maintained her relative salary advantage.

124. While I believe students and staff of underrepresented groups receive fair treatment in some divisions on campus, this attitude is not prevalent throughout campus departments and divisions as a whole. In some divisions underrepresented groups are valued and rewarded less. There are few places where those of protected classes who need assistance can go to address these inequities and receive fair treatment and representation.

125. Not sure how comfortable the atmosphere is for underreps.

126. I feel the criteria for merit is not always fair. ie. Some job descriptions are very similar to merit criteria and others are not. I feel students are treated as numbers and not people by the university. I feel support for students both financial and personal is lacking.

127. The biggest problem facing campus climate is the disparity between the treatment of professional and classified staff. For example, the children of professional staff get a tuition break while the generally lower paid classified employees children do not. This places a burden on the classified employee that their higher-paid counterparts do not have to bear. Other examples can be seen in the amount of vacation time allotted. A professional employee accrues at a higher monthly rate on their very first day of employment than a 40-year classified employee. Professionals are given 2 weeks at the death of a family member while classified are given 1. Sick leave accrual follows suit. etc. If you wonder why morale might be low you might consider how you treat classified employees. Finally, just the terms 'classified' and 'professional' are offensive and whether intended or not tends to create a social caste within the campus community.

128. Historically, the administration in my unit has not even known me as a person, and only speaks to share data that I haven't even had intermediary access to.

129. There is clear administrative favoritism. The most productive departments are not served well. Current administration requests more and more from the Professors without providing additional resources.

130. I would recommend it to historically underrepresented groups, but not without telling them what they can expect here - to be discriminated against at some point (daily micoraggressions), and try to be supportive as possible.
Student it might be an issue of affordability, I would recommend UNLV due to cost.

While we have recently earned status as a Minority Serving Institution (MSI), I do not believe we have the support structures in place to truly serve/support historically underrepresented students. Cultural competence and social justice are other areas that generally lack across the institution; it often feels like there is a sentiment of, "we are diverse, so we clearly are supportive," but there are multiple examples of microaggressions and macroaggressions that I have heard of or seen firsthand. I have heard a similar through line in conversations with both student and staff/faculty. Certainly, not every person feels that way, but I have heard of these instances from different folks.

I do encourage people to study here and work here. I am sorry so many of the programs for the seniors in Las Vegas have been cancelled.

Define "right thing" I would recommend employment at UNLV to ANY person who is qualified.

I think overall UNLV is a good place to work. I feel very good working with faculty and students here. I think most people on campus are here to support the UNLV mission and do so well.

At the office level, the team is strong and works well. At the unit level, the leadership is absent and unfair. Expectations are out of alignment with resources, significant issues have not been address, professional development opportunities have largely been denied with this office, but approved in other offices.

Being a classified employee means...work horse, with barely time to enjoy working at UNLV. I'm expected to be on committees for programs in our division, maintain my desk, and plan events. It's difficult to juggle when we have the same requirements as a professional staff employee, but are viewed as "under" them. I'm happy working in my department, but I feel being classified has it's hang-ups on our upward progression. Professional development is not openly provided for us like it is for professional staff. Budget lines are made for professional staff development, seminars, conference travel/registration....not so much for classified.

the administration of my unit is neither transparent or professional

If things don't improve, I could not recommend employment to other women, since male colleagues continue to bully and continue to make more money.

From my perspective, the "right thing" happens within the department and college. The problem is when the issue is at the Provost level. Too often the Provost and his minions do things even though they should know better. In particular, they promulgate policies without input from faculty and colleges that would be significantly affected, and often times, those policies are inconsistent with each other.

To clarify on Q2, I can't tell what is meant by "people like me" being treated fairly -- I don't have enough information to answer this question. Likewise "the right thing usually happens..." - as with many other higher ed institutions, decisions have a tendency to be made along political lines rather than being based on sound business practices and supporting data and information. But that doesn't make UNLV an outlier.

It is important to have faculty and departments (i.e. ethnic studies, Women's Studies) that represent our students. We need students to see faculty like them on our campus. Also more representation of women of color in high administration positions.

Within my unit, there is a wide disparity in salary even though members perform at the same level and at the same job level. It's not until a person leaves that upward salary adjustments are made, leaving the in-place staff compensated at significantly lower rate.
The last two items are limited to "historically underrepresented group" without defining the phrase. Does this mean historically underrepresented within the university, within the community, or within the population? How far back in time is "historically"? I would recommend employment and enrollment equally for all groups whether underrepresented or not.

"historically underrepresented group"? Are we still in this space?

The problem for the most part is not in my college or department. The problem is with the upper administration who, in my opinion, plays favorites, promotes insiders from within and has no respect whatsoever for faculty governance or faculty achievements. Their vision for UNLV is based on their own needs and ambitions.

Students from traditionally under-represented groups are sometimes held to a standard that is difficult for them to reach, especially if writing in English is not their first language. Whereas there were ways to mentor people to success around this obstacle in other programs in which I have been involved, here there are some who simply take a hard line and it often works against ESL students.

We have work to do in this area. There is no place for students to gather informally on this campus to get away from occasional outright hostility or more common microaggression from the dominant groups. Students need a safe haven that doesn't require advance reservation by a registered student group. The library/student union/outdoor spaces are not a substitute for this safe haven.

Again, this is a minority of faculty, but the number is significant enough that it needs to be addressed.

After 10 years, it's clear to me that UNLV typically rewards individuals who are well connected and pays no attention to hard workers and high performers who are not connected either to individuals in the administration or outside donors.

As a tenured faculty member I have come to recognize it is the Dean's way or the highway. I subscribe to the belief that you vet and hire good faculty, then get out of the way and let them implement their vision for which they were hired in the first place. Such is not the case now at UNLV.

I believe in our area certain white males, who don't do their jobs, receive the same amount of merit and decent reviews because of the good ole boys club. It's not fair to those of us who take pride in our positions and work hard for the university.

The leadership on campus seems more inclined to figure out what benefits them the most as opposed to what will benefit the staff the most, and rarely reaches down to communicate with staff to see how they could improve processes or take things into account.

Why not break this survey down into levels of administration? Why would anyone's perceptions be the same at a departmental and college level?

Since the change in our organizational structure, I once again feel respected, heard and valued. Previously, my supervisor was moody, abrupt, mean and unreasonable, & not trustworthy. I trust my new supervisors and have the utmost respect for them as superiors and as people.

During a recent time frame of unemployment for a family member, it was brought to our attention that the NEATS system is broken. If you don't put the exact words in the profile you will be rejected. Sad way to treat people who are highly qualified to not look at the person as a whole instead of just the words they use and not their entire experience.

Many students are not prepared for college, and therefore I would not tell anyone to come here. I'd send them to a school with a more competitive student body and classes that are more challenging.
160. I do not think I have been treated fairly at all.

161. As for the right thing usually happens, I think this also reflects the lack of diversity we have in our upper administration in our institution. I feel some of the hiring practices we have here should be really be looked into closely.

162. "The Right Thing" usually happens at UNLV? Often, resolution only comes when the person screwing things up for years leaves to go screw things up somewhere else.

163. I would treat UNLV as a last resort.

164. Our mission is changing and I would like to be part of this historic mission.

165. I would not recommend our college to potential students unless they plan to gain valuable experience in industry while enrolled. The quality of our instruction is low and many students pass through our program with a very low skill set yet still have a high GPA. As a capstone teacher I see this first hand daily.

166. We have potential, and moments/pockets of success, but we still do not get it and we are so busy chasing status ("Tier 1") that we can't see who we are and what we could be if we leaned into our true mission to serve the community that hosts us...

167. I do not think the right thing happens here at UNLV. Employees that perform poorly are not re-mediated or disciplinary action taken. Often time they promote those people or transfer them to another department. This creates serious morale challenges for the staff members that do genuinely care.

168. Climate issues are very difficult because they are complex. I feel strongly that we have significant room for improvement when it comes to not only accepting but valuing diversity at UNLV, especially as related to gender, race, ethnicity, nationality, and age. At the same time, diversity in any/all shapes and forms requires us to recognize and acknowledge that it is possible that our campus culture simultaneously devalues and marginalizes some minorities and women, while protecting other members of these disadvantaged groups who don't perform well and then hide behind false claims of sexism/racism/agism/ethnocentrism, etc. We need to do better in both areas or we won't thrive as the diverse, supportive, empowering community that we are and need to be.

169. My recommendations to work or study at UNLV have nothing to do with how underrepresented groups are treated or perceived to be treated. My recommendations are based upon university performance.

170. I recommend employment to all regardless of historically underrepresented groups. My sympathies go out to the white males, they are always the last ones considered, just so companies, such as UNLV can meet some sort of diversity quota. This is wrong in so many ways. Just hire the best person and be done with it.

171. Not recommending employment or enrollment at UNLV to underrepresented groups has nothing to do with possible discrimination, but everything to do with the quality of the institution.

172. If they don't like what you do, they mess with your schedule and every little thing they can. Everyone gets the message to shut up and play along.