Open Comment Themes

In addition to the 74 survey statements within the Great Colleges to Work For survey, respondents were also asked to two open-ended questions:

What do you appreciate most about working at this institution?

What would make this institution a better place to work?

The responses to these questions were analyzed for common themes and ranked in descending order below. Thematic breakdowns by job category are also provided:

What do you appreciate most about working at this institution?

All Job Categories

1. Employees/Coworkers
2. Diversity
   a. Student Body
   b. Institution
   c. Department/Unit
3. Work Environment
4. Students
   a. Educating Students
   b. Motivation/Drive
5. Benefits
   a. Sick/Vacation Leave
   b. Retirement
   c. Tuition Benefits
6. Opportunity for Growth
   a. Professional Development
   b. Career Advancement
7. Leadership
   a. Direct Supervisor/Department Chair
   b. Unit Head/Dean
8. Freedom/Autonomy
9. Flexible Schedule
10. Support
    a. Coworkers
    b. Supervisor
11. Community Engagement
12. Teamwork/Collaboration
    a. Within Department/Unit
    b. Across Campus
13. Institutional Mission
    a. Top-tier
    b. Inclusion
    c. Serving Community
14. Work/Life Balance
15. Location of Institution
16. Institutional Pride
    a. Name Recognition
    b. Role in Institution’s Success
17. Having a Job
    a. Getting Paid
18. Research Focus of Institution
19. Support for Innovation
20. Open to Change
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<td>Work Environment</td>
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Not Specified
Benefits
Employee/Coworkers
What would make this institution a better place to work?

All Job Categories

1. Administrative Changes
   a. Change in leadership
      i. Department Chairs/Unit Supervisors
      ii. Deans
      iii. Upper Administration
   b. Clarity, direction, efficiency
   c. Lack of appreciation/trust
   d. Continuity and stability
   e. Transparency
   f. Care/Concern for employees
   g. Accountability
   h. Evaluations for supervisors

2. Pay/Salary/Raises
   a. Equal pay across a rank
   b. Geographically comparable salaries for new hires
   c. Promotion/raises for Administrative Faculty
   d. Faculty raises
   e. Increase GA pay

3. Benefits
   a. Improve medical insurance
   b. Improve/expand vision coverage
   c. Improve dental insurance
   d. Free/more parking on campus
   e. Free gym memberships for employees

4. Take Action!
   a. Address bullying and discrimination by supervisors and peers
   b. Enforce Rules and Policies – Standardize policy across divisions/departments
      i. Hold individuals accountable for their actions
      ii. Some employees treated as second-class citizens
      iii. Comp time vs. over time
   c. Address TT Faculty bullying of staff and teaching/part-time faculty

5. Improve and Open Communication Across Campus

6. Fix HR
   a. Too much paperwork
   b. Hiring process too complicated and time consuming (losing top talent)
   c. Discrimination/bullying/harassment complaints not addressed

7. Improve and Support Diversity in Employees
   a. Upper Administration
   b. Faculty
   c. Staff

8. Increase Staffing – Hire Strong, Talented, Diverse Individuals
a. Too many unfilled positions
b. Stop asking employees to take on more responsibility with no increase in pay

9. Common Good
   a. Eliminate the us vs. them mentality
   b. We are ONE institution, we need to work together

10. Opportunity for Training/Skills Development
    a. Mandatory management training for Unit Supervisors/Chairs
    b. Cross training for job promotions/security
    c. Professional development for Classified Staff

11. Restore Merit Pay for All Levels
12. Improve Infrastructure
    a. More and better buildings
    b. Increase office and classroom space
    c. Administrative functioning and staffing

13. Changes at NSHE
    a. Eliminate Board of Regents
    b. Increase and fairly distribute state funding
    c. Fire the Chancellor

14. Eliminate the Favoritism and Nepotism in the Hiring/Promotion Process

15. Address Underperforming Faculty and Staff
    a. Fire those who don’t do their job
    b. Stop promoting or creating new positions as a means to address problematic employees

16. Flexibility in Scheduling
    a. More options for working remote when job allows for it

17. Return to a Student Focused Mission
18. Better Work/Life Balance
    a. Supervisors need to respect employee time off
    b. No working on sick/vacation leave

19. Remove Barriers to Success not Add Them
    a. Workday requires too many approvals
    b. Too much red tape
    c. Listen to those who actually do the job when making decisions

Too Many High-Level Administrative Positions/Administrative Bloat

By Job Category

Administration/Executive Leadership

- Administrative Changes
  - Continuity and stability
  - Clarity, direction, efficiency
  - Lack of appreciation/trust
- Improve and Open Communication Across Campus
• Fix HR

**Academic Faculty**

• Administrative Changes
  o Change in leadership
  o Clarity, direction, efficiency
  o Continuity and stability
  o Transparency

• Pay/Salary/Raises
  o Faculty raises
  o Geographically comparable salaries for new hires
  o Increase GA pay

• Take Action!
  o Address bullying and discrimination by supervisors and peers
  o Enforce Rules and Policies – Standardize policy across departments
  o Address Faculty bullying of staff and contingent faculty

• Improve and Support Diversity in Employees

**Administrative Faculty/Professional Staff**

• Administrative Changes
  o Clarity, direction, efficiency
  o Change in leadership
  o Transparency

• Pay/Salary/Raises
  o Geographically comparable salaries for new hires
  o Promotion/raises for Administrative Faculty

• Take Action!
  o Address bullying and discrimination by supervisors and peers
  o Enforce Rules and Policies – Standardize across divisions/departments
    • Some employees treated as second-class citizens

• Improve and Support Diversity in Employees

**Classified Staff**

• Administrative Changes
  o Lack of appreciation/trust
  o Change in leadership
  o Clarity, direction, efficiency
  o Care/Concern for employees

• Pay/Salary/Raises
  o Equal pay across a rank

• Benefits
  o Improve medical insurance
LOA

- Fix HR
- Increase Staffing – Strong, Talented, Diverse Hires
- Pay/Salary/Raises
  - Equal pay across a rank

Other

- Administrative Changes
  - Change in leadership
- Opportunity for training/skills Development
- Take Action!
  - Address bullying and discrimination by supervisors and peers
- Improve and Support Diversity in Employees

Not Specified

- Administrative Changes
  - Change in leadership
- Fix HR
- Pay/Salary/Raises
  - Equal pay across a rank
- Return to a Student Focused Mission