

Great Colleges to Work For¹
UNLV Executive Summary
2019 Results

The Great Colleges to Work For Survey was administered to all full-time employees in the Spring of 2019. This survey was conducted to help address the Top Tier foundational goal: Infrastructure and Shared Governance (ISG M1) that, in part, aims to enhance faculty and staff satisfaction. Overall, 1369 employees responded to the survey for a 38% response rate. The response rates within employment groups were 69% for Administrative/Executive Leadership, 43% for Academic Faculty, 40% for Administrative Faculty, and 27% for Classified Staff. Survey results suggest our strengths include job satisfaction, autonomy, and employee connection to the UNLV mission. Employees are less satisfied with communication, collaboration, resources, senior leadership, shared governance, accountability, and recognition.

Strengths

1. **Job Satisfaction:** Overall, employees report high fulfillment with their jobs and level of support.
2. **Autonomy:** Employees report the highest satisfaction with being given the responsibility and freedom to do their job.
3. **Connection to the UNLV mission:** Employees report high satisfaction with institutional pride.

Relative strengths

The following items show overall positive results, but with uneven experiences across specific groups:

1. **Satisfaction with Supervisors/Department Chairs:** Lower satisfaction among academic faculty
2. **Diversity, Equity, and Inclusion:** Lower satisfaction among women and African Americans, especially as it relates to reporting incidents of bias.
3. **Support for Work/Life Balance:** Employees report satisfaction with the efforts of supervisor/department chairs in supporting work-life balance and policies and practices giving them the flexibility to manage work and life. Responses show uneven experiences, however, across academic and administrative units and job roles.
4. **Professional Development:** Lower satisfaction among administrative faculty and classified staff.

Opportunities

1. **Communication:** Employees' ideas are not fully considered; departments do not openly communicate about issues that impact others' work; employees feel unable to speak up or challenge something without fear; and quality of communications is low.
2. **Collaboration:** Employees report they do not have the opportunity to contribute to important decisions and employees in academic departments do not work well together.
3. **Resource Constraints:** Employees report low satisfaction with pay, benefits, and facilities.

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4. Senior Leadership: Employees suggest an overall frustration/angst with leadership transitions and an overall lack of transparency, dialogue, and connection to and confidence in senior leadership.
5. Shared Governance: Employees report the role of faculty in shared governance is not clearly stated or publicized.
6. Accountability: Employees report a lack of onboarding and orientation. They also report a lack of adequate faculty/staff to achieve goals and failure to address poor performance.
7. Recognition: Employees report a lack in regular recognition for contributions within their immediate unit; they report systemic recognition and awards programs are not meaningful to them.

Compared to data collected in 2016, the results from the Great Colleges to Work For survey indicates a 2% increase in overall employee satisfaction. Areas showing the highest positive changes include professional development; shared governance; fairness; communication; job satisfaction and support; and compensation, benefits, & work/life balance. Satisfaction with the teaching environment; policies, resources and efficiency; respect and appreciation; and institutional pride received lower scores than in 2016.

UNLV's participation in the Great Colleges to Work For was approved by the Office of the Executive Vice President & Provost in Fall 2018. A Steering Committee was convened and included the following members with titles at the time of committee membership:

Allison Sahl, Analyst, Office of Faculty Affairs

Barb Roth, Vice Provost for Faculty Affairs

Barrett Morris, Executive Director, Compliance

Barbee Oakes, Chief Diversity Officer

Brent Drake, Vice Provost, Office of Decision Support

Bill Robinson, Assistant Professor, Economics

Chris Heavey, Senior Vice Provost

Ericka Smith, Vice President & CHRO

Janis McKay, Vice Chair/Chair Elect, Faculty Senate

Jennifer Kennedy, Chair, Administrative Faculty Committee

Kyle Kaalberg, Executive Director, Strategy and Strategic Initiatives

Nicholle Zarkower, Executive Director, Strategy and Strategic Communications

Phil Burns, Chair, President's Advisory Council and Director, Office of Student Conduct

Robin Groves, Vice Chair, Classified Staff Council