2022 Great Colleges to Work For Survey - Campus Climate
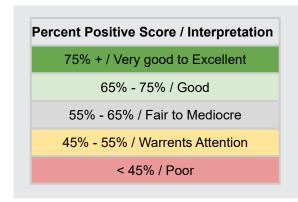
Overall Results for UNLV

Data represented here are derived from the Great Colleges to Work For Survey (Spring 2022). Total number of survey respondents was 1042.
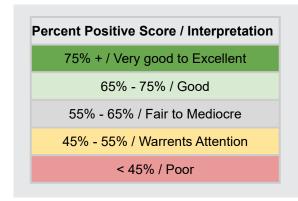
	Overall % Positive	Overall % Neutral	Overall % Negative
	Strongly Agree, Agree	Sometimes Agree/ Sometimes Disagree	Disagree, Strongly Disagree
Job Satisfaction & Support			
1. My job makes good use of my skills and abilities.	69%	19%	12%
2. I am given the responsibility and freedom to do my job.	75%	15%	10%
4. I am provided the resources I need to be effective in my job.	55%	23%	22%
11. I am paid fairly for my work.	35%	22%	43%
24. The work I do is meaningful to me.	83%	12%	5%
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	62%	21%	17%
34. This institution's benefits meet my needs.	50%	26%	24%
Job Satisfaction & Support - Average	61%	20%	19%
Professional Development			
6. I am given the opportunity to develop my skills at this institution.	64%	22%	14%
10. I understand the necessary requirements to advance my career.	57%	21%	22%
28. I have access to the training I need to do my job well.	62%	24%	14%
30. Our onboarding processes prepare new faculty and staff to be effective.	40%	31%	29%
Professional Development - Average	56%	24%	20%
Faculty & Staff Well-being			
15. My supervisor/department chair shows genuine interest in my well-being.	71%	14%	15%
33. This institution's policies and practices give me the flexibility to manage my work and personal life.	55%	22%	23%
39. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	58%	23%	19%
44. At work, I know where to go for help with my mental or emotional well-being.	65%	17%	18%
47. My supervisor/department chair supports my efforts to balance my work and personal life.	73%	12%	15%
Faculty & Staff Well-being - Average	64%	18%	18%

Percent Positive Score / Interpretation	Percent Negative Score / Interpretation
75% + / Very good to Excellent	< 10% / Very good to Excellent
65% - 75% / Good	10% - 15% / Good
55% - 65% / Fair to Mediocre	15% - 20% / Fair to Mediocre
45% - 55% / Warrents Attention	20% - 30% / Warrents Attention
< 45% / Poor	> 30% / Poor

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	Overall % Positive	Overall % Neutral	Overall % Negative
	Strongly Agree, Agree	Sometimes Agree/ Sometimes Disagree	Disagree, Strongly Disagree
Performance Management			
9. I am regularly recognized for my contributions.	50%	23%	27%
16. Promotions in my department are based on a person's performance.	45%	25%	30%
17. Our review process accurately measures my job performance.	54%	23%	23%
18. Issues of low performance are addressed in my department.	38%	28%	34%
35. Our recognition and awards programs are meaningful to me.	34%	29%	37%
Performance Management - Average	44%	26%	30%
Supervisor/Department Chair Effectiveness			
3. My supervisor/department chair makes their expectations clear.	67%	18%	15%
7. I receive feedback from my supervisor/department chair that helps me.	62%	19%	19%
12. I believe what I am told by my supervisor/department chair.	65%	20%	15%
19. My supervisor/department chair is consistent and fair.	65%	19%	16%
20. My supervisor/department chair actively solicits my suggestions and ideas.	64%	18%	18%
Supervisor/Department Chair Effectiveness - Average	65%	18%	17%
Communication			
8. When I offer a new idea, I believe it will be fully considered.	57%	21%	22%
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.	55%	19%	26%
21. In my department, we communicate openly about issues that impact each other's work.	55%	23%	22%
22. Changes that affect me are discussed prior to being implemented.	42%	28%	30%
43. At this institution, we discuss and debate issues respectfully to get better results.	41%	31%	28%
Communication - Average	50%	24%	26%
Collaboration			
13. We have opportunities to contribute to important decisions in my department.	59%	21%	20%
23. People in my department work well together.	63%	24%	13%
26. I can count on people to cooperate across departments.	44%	36%	20%

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42. There are sufficient opportunities to participate in institutional planning.	35%	30%	35%
53. There's a sense that we're all on the same team at this institution.	37%	26%	37%
Collaboration - Average	48%	27%	25%
Diversity, Inclusion & Belonging			
29. In my department, we welcome diversity in all of its forms.	75%	13%	12%
38. This institution has clear and effective procedures for dealing with discrimination.	52%	24%	24%
40. At this institution, diversity in all of its forms is valued.	65%	20%	15%
46. We are making good progress towards becoming a more diverse and inclusive institution.	66%	23%	11%
48. I feel a sense of belonging at this institution.	57%	23%	20%
50. This institution places sufficient emphasis on having diverse faculty, administrators and staff.	64%	20%	16%
Diversity, Inclusion & Belonging - Average	63%	21%	16%
Mission & Pride			
5. I understand how my job contributes to this institution's mission.	81%	12%	7%
25. Overall, my department is a good place to work.	66%	20%	14%
36. I am proud to be part of this institution.	63%	25%	12%
49. This institution actively contributes to the community.	78%	15%	7%
51. I would recommend working here to my family and/or friends.	57%	22%	21%
54. This institution's culture is special - something you don't find just anywhere.	41%	27%	32%
55. All things considered, this is a great place to work.	54%	25%	21%
Mission & Pride - Average	63%	21%	16%
Confidence in Senior Leadership			
27. Senior leadership provides a clear direction for this institution's future.	42%	27%	31%
32. Senior leadership has the knowledge, skills and experience necessary for institutional success.	52%	24%	24%
37. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	44%	24%	32%
41. Senior leadership communicates openly about important matters.	46%	26%	28%

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45. I believe what I am told by senior leadership.	46%	28%	26%
52. This institution is well run.	37%	32%	31%
Confidence in Senior Leadership - Average	45%	26%	29%
UNLV Custom Statements			
56. I understand the importance of valuing differences at this institution.	86%	10%	4%
57. I would rate my campus as a very good place for individuals from an underrepresented (non-majority) identity group.	66%	21%	13%
58. I would be comfortable reporting an incident of bias, discrimination or harassment.	59%	18%	23%
59. People of different gender identities are treated equitably at this institution.	67%	20%	13%
60. People of different races and ethnicities are treated equitably at this institution.	63%	22%	15%
61. People of different sexual orientations are treated equitably at this institution.	74%	18%	8%
62. The university actively discourages sexist comments and behaviors.	70%	18%	12%
63. The environment at this institution makes me feel like I am a valued member of this community.	52%	24%	24%
64. The senior leadership at this institution is committed to achieving a diverse workforce.	68%	18%	14%
65. This institution is making an effort to recruit and retain diverse faculty and staff.	62%	22%	16%
66. My department creates a work environment where employees feel comfortable expressing themselves regardless of race, class, culture, or other differences.	65%	17%	18%
67. There is regular and open communication among faculty, administrators and staff.	43%	29%	28%
68. This institution's policies and practices ensure fair treatment for faculty, administrators and staff.	48%	26%	26%
UNLV Custom Statements - Average	63%	21%	16%
Faculty Experience			
69. The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)	52%	26%	22%
70. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). (Faculty Only)	56%	22%	22%
71. There is appropriate recognition of innovative and high quality teaching. (Faculty Only)	39%	33%	28%

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72. Advancement and promotion processes are clear. (Faculty-Only)	48%	23%	29%
73. There is a good balance of teaching, service and research at this institution. (Faculty Only)	44%	23%	33%
Faculty Experience - Average	48%	25%	27%
Innovation Index			
8. When I offer a new idea, I believe it will be fully considered.	57%	21%	22%
13. We have opportunities to contribute to important decisions in my department.	59%	21%	20%
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.	55%	19%	26%
20. My supervisor/department chair actively solicits my suggestions and ideas.	64%	18%	18%
22. Changes that affect me are discussed prior to being implemented.	42%	28%	30%
42. There are sufficient opportunities to participate in institutional planning.	35%	30%	35%
Innovation Index - Average	52%	23%	25%
Engagement Index			
1. My job makes good use of my skills and abilities.	69%	19%	12%
2. I am given the responsibility and freedom to do my job.	75%	15%	10%
5. I understand how my job contributes to this institution's mission.	81%	12%	7%
6. I am given the opportunity to develop my skills at this institution.	64%	22%	14%
8. When I offer a new idea, I believe it will be fully considered.	57%	21%	22%
24. The work I do is meaningful to me.	83%	12%	5%
32. Senior leadership has the knowledge, skills and experience necessary for institutional success.	52%	24%	24%
36. I am proud to be part of this institution.	63%	25%	12%
48. I feel a sense of belonging at this institution.	57%	23%	20%
Engagement Index - Average	67%	19%	14%
Averages	57%	22%	21%

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