

## **CD 4.2 Campus Accreditation Survey 2006**

There are four separate surveys (clicking on the survey will navigate you to the specific survey)

- Academic Faculty Survey
- School of Medicine Cooperative Extension Survey
- Administrative Faculty Survey
- Staff Survey

## Results: 2006 Academic Faculty Campus Atmosphere Survey

The survey is arranged in three parts: Part One focuses on your general impressions and observations of the atmosphere at UNR. Part Two focuses on your specific experiences in your college and/or department. Part Three is **optional** and focuses on limited demographics.

We hope you find this survey both thought-provoking and pertinent to your experiences at the University. Please read each question carefully and mark the applicable response. Please be open and honest with your responses. Your specific responses will NOT be shared or reported at the individual level; your responses will remain anonymous.

**Response Rate: N=392 55.3% (adjusted for undeliverable/not appropriate)**

### Part One: Campus Atmosphere

#### *Section 1: UNR Atmosphere*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The University has a responsibility to work with its surrounding communities to address local issues (N=383)	0.3	2.4	50.1	47.3
Academic faculty are free to express opinions critical of campus administrators without fear of retribution (N=377)	11.7	31.6	40.9	15.9
Academic faculty are often at odds with campus administration (N=368)	2.2	38.6	45.9	13.3
Academic faculty are sufficiently involved in campus decision making (N=367)	11.7	44.4	41.4	2.5
The Faculty Senate is an effective voice for academic faculty (N=361)	10.8	31.3	52.6	5.3
Academic faculty and staff at UNR respect each other (N=373)	1.6	15.6	72.4	10.5
Academic and administrative faculty respect each other (N=376)	7.5	26.6	59.3	6.7
Morale is a problem on campus (N=373)	5.1	40.5	36.5	18.0
There are adequate protections for the rights of academic faculty at UNR (N=368)	13.3	24.5	56.8	5.4
Academic faculty are adequately rewarded for service to the University (N=372)	17.5	37.6	38.7	6.2
Institutional policies and procedures are consistently applied at all levels (N=362)	16.9	45.0	37.0	1.1
The environment at UNR fosters the growth of multiculturalism (N=360)	6.4	28.6	61.4	3.6
There is good communication between UNR and the Board of Regents (N=325)	11.4	45.2	42.2	1.2

#### *Section 2: University Policies*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
UNR represents itself accurately to all stakeholders through its policies (N=316)	3.5	34.8	60.1	1.6
UNR represents itself accurately to all stakeholders through official actions (N=314)	4.5	35.7	58.3	1.6
The "Conflict of Interest" policy is adequate (N=311)	2.6	13.8	80.4	3.2
The "Conflict of Interest" policy is fairly implemented (N=288)	3.5	19.1	74.3	3.1
The criteria for promotion and tenure decisions are clearly stated (N=360)	6.9	26.7	58.1	8.3
The criteria for promotion and tenure decisions are fairly implemented (N=342)	7.6	26.3	60.5	5.6

*Section 2: University Policies continued*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
Changes in University policies have been clearly explained in advance to academic faculty (N=345)	15.4	42.0	40.3	2.3
Major campus policy changes have included sufficient academic faculty input before being implemented (N=348)	18.7	45.7	32.8	2.9
The criteria for annual reviews are clearly stated (N=373)	8.9	28.7	56.3	6.2
The criteria for annual reviews are fairly implemented (N=360)	12.5	30.8	51.9	4.7
The system for awarding merit is clearly stated (N=371)	9.4	34.0	49.6	7.0
The system for awarding merit is applied equally across the University (N=346)	23.7	45.1	28.3	2.9
UNR demonstrates a commitment to the pursuit and dissemination of knowledge (N=363)	3.3	10.2	67.5	19.0
The Board of Regents role is to attend to the needs of UNR within the system of higher education in Nevada (N=338)	3.0	12.7	66.6	17.8

*Section 3: Students*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
Students entering UNR are academically well-prepared (N=375)	19.5	61.3	18.7	0.5
UNR should not offer remedial/developmental education (N=373)	12.6	39.7	35.4	12.3
UNR should raise its admission standards (N=376)	1.6	17.3	53.7	27.4
Upper division students write well (N=367)	15.3	55.9	28.3	0.5
Upper division students have good analytical/critical thinking skills (N=370)	10.8	47.3	41.6	0.3
Academic faculty at UNR are interested in the academic problems of undergraduates (N=373)	3.0	14.5	67.6	15.0
Students should be required to meet with an academic advisor at least once a year (N=375)	1.9	7.5	48.8	41.9
Providing advice to students about career choices and academic issues is an important role for academic faculty (N=380)	1.1	5.5	57.6	35.8
A racially/ethnically diverse student body enhances the learning experience of all students (N=375)	1.1	6.9	44.3	47.7

*Section 4: Core Curriculum*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The Core Curriculum is effective in achieving its goal of preparing students to better understand and function in a complex world (N=361)	9.4	27.4	56.5	6.7
The range of skill sets (writing, analytical/ critical thinking, etc.) and disciplines (Social and Natural Sciences, Humanities, Fine Arts, Math, Writing, and Diversity) encompassed in the Core Curriculum is appropriate (N=361)	6.7	16.9	65.4	11.1
The specific Core Curriculum courses in each area (Social and Natural Sciences, Humanities, Fine Arts, Math, Writing, and Diversity) are appropriate (N=351)	5.7	26.2	60.4	7.7
The Core Curriculum is an important aspect of the undergraduate experience (N=366)	4.6	11.2	55.5	28.7

*Section 5: Teaching & Research*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
Research and publication should be the primary mission of the University (N=376)	7.2	54.0	29.0	9.8
UNR provides adequate facilities for my research (N=362)	14.1	34.5	47.2	4.1
UNR policies facilitate academic faculty pursuit of external funding opportunities (N=351)	9.4	32.2	55.6	2.9
University management of grant and research activities is effective (N=342)	13.7	27.8	56.4	2.1
Academic faculty are rewarded for being productive researchers (N=360)	5.8	19.2	60.0	15.0
Academic faculty are rewarded because of the amount of external funding they obtain (N=344)	4.1	14.5	61.9	19.5
Academic faculty are granted adequate autonomy and independence to conduct their research and teaching (N=360)	5.6	11.9	64.2	18.3
Teaching should be the primary mission of the University (N=370)	6.8	36.0	42.7	14.6
Instructors (LOA's and TA's) are adequately trained to be effective teachers (N=355)	13.2	52.7	32.1	2.0
LOA's and TA's are adequately supported (office space, clerical support, technology, etc.) to be effective teachers (N=361)	24.4	50.1	24.7	0.8
University sponsored professional development for improving teaching is valuable (N=365)	4.7	19.5	61.1	14.8
There is adequate support for academic faculty development (N=363)	12.4	40.2	44.9	2.5
Academic faculty are rewarded for being effective teachers (N=367)	14.2	35.7	46.1	4.1
The balance between teaching and research is about right at UNR (N=362)	8.3	39.0	49.7	3.0
Research and teaching are equally valued during annual reviews (N=361)	19.7	44.9	31.6	3.9

Section 6: Graduate Students

Do you teach or supervise graduate students? (N=392) 80.4% Yes 19.6% No (**Branch to section 7**)

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
Funding for graduate students is a challenge in my department/program (N=301)	0.7	14.6	47.5	37.2
My department/program attracts well-prepared graduate students (N=303)	7.9	28.1	54.5	9.6
Research is the primary goal for graduate students in my department/program (N=301)	6.0	37.9	38.5	17.6
Graduate students in my program write effectively (N=297)	3.4	35.0	58.3	3.4
Graduate students in my program speak effectively (N=302)	3.3	16.2	71.2	9.3
Graduate students in my program think critically/analytically (N=302)	2.3	17.2	71.2	9.3

Section 7: Overall Atmosphere

Below are some words and phrases that we would like you to use to describe *your general* impressions of the **OVERALL** University atmosphere. For example: If you think UNR’s atmosphere is “Very Friendly,” then you would place an X in the box next to “Friendly.” If, on the other hand, you think it is “Very Impersonal” then place an X in the box next to “Impersonal.” If you think it is somewhere in between, put an X in the appropriate location on the scale.

The numbers below are percents:

Friendly	11.8	40.5	25.3	12.0	7.6	2.9	Impersonal (N=383)
Hostile	3.1	7.6	13.1	42.9	28.0	5.2	Caring (N=382)
Culturally enriching	2.9	21.3	32.1	21.6	17.1	5.0	Culturally stagnant (N=380)
Prejudiced	2.6	9.0	12.9	30.6	35.1	9.8	Tolerant (N=379)
Fair	5.6	31.0	24.9	19.6	12.4	6.6	Arbitrary (N=378)
Miserable	2.9	3.9	8.7	27.3	45.1	12.1	Enjoyable (N=381)
Oppressive	4.3	9.1	13.4	41.3	29.5	2.4	Liberating (N=373)
Bureaucratic	26.2	36.4	22.3	10.7	4.2	0.3	Non-bureaucratic (N=382)
Policies are clearly stated	2.2	20.5	26.8	24.3	17.3	8.9	Policies are ambiguous (N=370)
Academically competitive	1.9	19.6	32.6	22.0	18.0	5.8	Academically complacent (N=377)
Academically rigorous	1.6	15.7	36.3	20.2	21.0	5.3	Academically lax (N=377)
Intellectually stimulating	3.7	31.1	35.0	18.2	10.0	2.1	Intellectually stifling (N=380)
Official actions are consistent	1.9	13.2	28.9	20.6	20.6	14.8	Official actions are inconsistent (N=364)
Teaching oriented	2.9	12.6	30.6	31.2	20.7	2.1	Research oriented (N=382)
Principled	4.3	38.2	32.5	14.0	6.7	4.3	Unethical (N=372)
LOA’s Overused	23.7	29.3	22.8	15.9	6.1	2.2	LOA’s Underused (N=359)
Adequate LOA & TA Training	2.3	11.1	20.7	21.3	28.6	16.2	Inadequate LOA & TA Training (N=353)
Diverse Student body	1.9	12.6	26.2	23.3	31.3	4.8	Homogeneous Student body (N=374)

Section 8: UNR's Missions, Goals and Value Statement

I have read the missions, goals, & value statement. (N=314) 75.2% Yes 24.8%No

If you would like to read the UNR's Missions, Goals and Value Statement before responding to the following questions click on the following link. (link to statement).

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University missions and goals described in the statement accurately reflects <i>what UNR does</i> as an institution (N=341)	2.9	21.1	59.5	5.6	10.9
The University missions and goals described in the statement accurately reflects <i>what UNR should do</i> as an institution (N=339)	0.6	6.5	58.1	27.7	7.1
The University values described in the statement are appropriate for the institution (N=335)	0.9	6.0	62.4	22.1	8.7
The University strives to achieve its described values in the statement (N=331)	3.0	20.5	57.7	8.8	10.0
The values of the University are reflected in its actions (N=337)	3.9	22.6	56.4	8.6	8.6
I feel my position and/or job supports the missions and goals of the University (N=340)	0.3	2.4	41.5	49.7	6.2
I feel my position and/or job supports the values of the University (N=337)	0.0	2.4	42.1	47.8	7.7

Section 9: Strategic Planning Process

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University strategic planning process is clearly described (N=351)	11.4	35.3	39.3	2.3	11.7
The strategic plan clarifies the priorities of the University (N=348)	9.8	30.0	43.7	3.7	12.9
Funding has been allocated to priorities identified in the strategic plan (N=345)	15.1	32.5	24.6	1.5	26.4
The strategic planning process has made the University better (N=348)	12.1	29.3	32.8	3.5	22.4
I was able to contribute to the strategic planning process in a meaningful way (N=351)	14.8	33.3	31.1	7.1	13.7
Strategic planning had no real impact on my job (N=351)	11.4	25.4	39.3	13.1	10.8

## Part Two: Your Experiences at UNR

### Section 10: Your College and Department Experiences

For the list of items below, please reflect on your **college and/or department experiences**

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
There is adequate support for integrating technology in my teaching (N=370)	6.2	23.2	59.2	11.4
Most of the students I teach are academically well-prepared (N=370)	9.5	51.1	36.5	3.0
I integrate diversity concepts into my courses (N=359)	2.5	16.7	52.7	28.1
Academic faculty in my department value my teaching (N=366)	4.1	12.0	61.5	22.4
I have adequate influence in the selection of my department chair (N=355)	12.7	13.2	54.4	19.7
I have adequate input in departmental curriculum decisions (N=365)	4.9	12.1	61.4	21.6
Program-level assessment of student learning is important for providing a high-quality curriculum (N=356)	4.8	16.6	57.9	20.8
My department has difficulty recruiting academic faculty (N=361)	10.5	47.7	27.4	14.4
My department has difficulty retaining academic faculty (N=363)	12.4	57.3	19.8	10.5
I am able to offer my opinion about important matters within my department without fear of retribution (N=370)	11.9	14.3	46.0	27.8
Teaching expectations interfere with my research (N=356)	7.3	49.2	32.0	11.5
I experience pressure to change my research agenda to fit in or make tenure (N=334)	24.3	53.0	17.1	5.7
Academic faculty in my department value my research (N=356)	5.1	16.3	60.7	18.0
Student advising is a priority in my department (N=365)	4.4	23.6	58.6	13.4
The system for awarding merit is applied equally in my college (N=349)	16.3	30.7	45.6	7.5
I am satisfied with salary and benefit levels (N=376)	16.5	23.9	50.5	9.0
I am satisfied with the quality of my office/lab space (N=380)	15.8	23.7	47.4	13.2
All things considered, I am satisfied with my role in the department (N=377)	5.0	14.3	62.3	18.3

### Section 11: Miscellaneous

I feel well-informed with respect to my responsibilities as an academic advisor. (N=368)

58.7% Yes

14.1% No

27.2% N/A

Do you plan to retire in the next three years? (N=368)      9.5% Yes      90.5% No

<b>In the last 2 years, have you.</b>	Yes	No
Received funding for your work from foundations (N=366)	20.5%	79.5%
Received funding for your work from governmental agencies (N=371)	46.4%	53.6%
Received funding for your work from business or industry (N=364)	22.8%	77.2%
Engaged in interdisciplinary research (N=370)	68.1%	31.9%

### **Part Three: Demographics OPTIONAL**

*This section is optional. The following demographic data will be used to illustrate whether the sample is biased in any way. Demographics will also be used to compare whether factors are influenced by gender, time at the university, rank, or college.*

Gender: (N=346)

38.4% Female

61.6% Male

Years on campus: (N=349)

4.6% less than 1 year

20.6% 1 to 4 years

11.8% 5 to 7 years

15.2% 8 to 12 years

27.8% 13 to 20 years

20.1% more than 20 years

What is your rank? (N=321)

23.7% Assistant Professor 0.3% Rank 0-I

27.1% Associate Professor 2.2% Rank 0-II

34.3% Full Professor 1.6% Rank 0-III

10.0% Lecture/Instructor 0.9% Rank 0-IV

College: (N=332)

7.8% College of Agriculture, Biotechnology, and Natural Resources

34.6% College of Liberal Arts

7.2% College of Business Administration

5.7% College of Education

22.9% College of Science

6.6% College of Engineering

13.6% College of Health and Human Sciences

1.2% Reynolds School of Journalism

0.3% School of Medicine

0.0% Cooperative Extension

*Your Closing Thoughts*

If you would like to add any additional comments please use the space below.

*Thank you for taking the time to provide your input on these very important issues*

## Results 2006 SOM, Library, Co-op Ext. Faculty Campus Atmosphere Survey

The survey is arranged in three parts: Part One focuses on your general impressions and observations of the atmosphere at UNR. Part Two focuses on your specific experiences in your college and/or department. Part Three is **optional** and focuses on limited demographics.

We hope you find this survey both thought-provoking and pertinent to your experiences at the University. Please read each question carefully and mark the applicable response. Please be open and honest with your responses. Your specific responses will NOT be shared or reported at the individual level; your responses will remain anonymous.

**Response Rate: N=133 37.7% (adjusted for undeliverable/not appropriate)**

### Part One: Campus Atmosphere

<i>Section 1: UNR Atmosphere</i>	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The University has a responsibility to work with its surrounding communities to address local issues (N=109)	0.9	3.7	37.6	57.8
Faculty are free to express opinions critical of campus administrators without fear of retribution (N=108)	11.1	40.7	37.0	11.1
Faculty are often at odds with campus administration (N=103)	0.0	38.8	50.5	10.7
Faculty are sufficiently involved in campus decision making (N=105)	12.4	52.4	34.3	1.0
The Faculty Senate is an effective voice for academic faculty (N=104)	7.7	31.7	56.7	3.9
Faculty and staff at UNR respect each other (N=105)	1.0	24.8	67.6	6.7
Academic and administrative faculty respect each other (N=106)	1.9	35.9	54.7	7.6
Morale is a problem on campus (N=103)	2.9	35.9	43.7	17.5
There are adequate protections for the rights of academic faculty at UNR (N=105)	8.6	31.4	54.3	5.7
Faculty are adequately rewarded for service to the University (N=105)	14.3	37.1	41.0	7.6
Institutional policies and procedures are consistently applied at all levels (N=98)	19.4	52.0	27.6	1.0
The environment at UNR fosters the growth of multiculturalism (N=101)	5.0	25.7	57.4	11.9
There is good communication between UNR and the Board of Regents (N=92)	6.5	47.8	43.5	2.2

<i>Section 2: University Policies</i>	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
UNR represents itself accurately to all stakeholders through its policies (N=95)	3.2	35.8	59.0	2.1
UNR represents itself accurately to all stakeholders through official actions (N=94)	4.3	44.7	48.9	2.1
The "Conflict of Interest" policy is adequate (N=95)	2.1	12.6	79.0	6.3
The "Conflict of Interest" policy is fairly implemented (N=90)	3.3	22.2	70.0	4.4
The criteria for promotion and tenure decisions are clearly stated (N=108)	8.3	35.2	49.1	7.4
The criteria for promotion and tenure decisions are fairly implemented (N=103)	11.7	39.8	45.6	2.9
Changes in University policies have been clearly explained in advance to academic faculty (N=105)	14.3	44.8	39.1	1.9

*Section 2: University Policies continued*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
Major campus policy changes have included sufficient faculty input before being implemented (N=103)	10.7	58.3	30.1	1.0
The criteria for annual reviews are clearly stated (N=107)	9.4	32.7	53.3	4.7
The criteria for annual reviews are fairly implemented (N=105)	13.3	34.3	49.5	2.9
UNR demonstrates a commitment to the pursuit and dissemination of knowledge (N= 108)	0.9	12.0	67.6	19.4
The Board of Regents role is to attend to the needs of UNR within the system of higher education in Nevada (N=103)	1.9	9.7	69.9	18.5

*Section 3: Teaching & Research*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
Research and publication should be the primary mission of the University (N=108)	16.7	56.5	16.7	10.2
UNR provides adequate facilities for my research (N=104)	18.3	33.7	45.2	2.9
UNR policies facilitate academic faculty pursuit of external funding opportunities (N=104)	7.7	31.7	55.8	4.8
University management of grant and research activities is effective (N=101)	12.9	28.7	56.4	2.0
Faculty are rewarded for being productive researchers (N=106)	6.6	20.8	62.3	10.4
Faculty are rewarded because of the amount of external funding they obtain (N=101)	3.0	18.8	54.5	23.8
Faculty are granted adequate autonomy and independence to conduct their research and teaching (N=100)	0.0	19.0	66.0	15.0
Teaching should be the primary mission of the University (N=107)	3.7	25.2	42.1	29.0
Instructors (LOA's and TA's) are adequately trained to be effective teachers (N=85)	10.6	52.9	35.3	1.2
LOA's and TA's are adequately supported (office space, clerical support, technology, etc.) to be effective teachers (N=84)	13.1	47.6	37.0	2.4
University sponsored professional development for improving teaching is valuable (N=102)	7.8	13.7	61.8	16.7
There is adequate support for faculty development (N=104)	15.4	46.2	36.5	1.9
Faculty are rewarded for being effective teachers (N=103)	17.5	38.8	39.8	3.9
The balance between teaching and research is about right at UNR (N=103)	14.6	40.8	41.8	2.9
Research and teaching are equally valued during annual reviews (N=106)	21.7	51.9	26.4	0.0

### Section 4: Overall Atmosphere

Below are some words and phrases that we would like you to use to describe *your general* impressions of the **OVERALL** University atmosphere. For example: If you think UNR's atmosphere is "Very Friendly," then you would place an X in the box next to "Friendly." If, on the other hand, you think it is "Very Impersonal" then place an X in the box next to "Impersonal." If you think it is somewhere in between, put an X in the appropriate location on the scale.

Friendly	11.1	37.0	22.2	18.5	9.3	1.9	Impersonal (N=108)
Hostile	0.9	8.4	23.4	41.1	22.4	3.7	Caring (N=107)
Culturally enriching	2.8	20.6	33.6	19.6	17.8	5.6	Culturally stagnant (N=107)
Prejudiced	1.9	8.5	10.4	34.9	35.9	8.5	Tolerant (N=106)
Fair	2.8	23.4	31.8	13.1	21.5	7.5	Arbitrary (N=107)
Miserable	0.0	6.5	14.8	29.6	36.1	13.0	Enjoyable (N=108)
Oppressive	2.8	7.5	16.8	44.9	22.4	5.6	Liberating (N=107)
Bureaucratic	32.7	35.5	16.8	11.2	3.7	0.0	Non-bureaucratic (N=107)
Policies are clearly stated	2.8	19.8	23.6	14.2	30.2	9.4	Policies are ambiguous (N=106)
Academically competitive	2.8	16.8	29.0	29.9	18.7	2.8	Academically complacent (N=107)
Academically rigorous	0.9	20.8	26.4	30.2	18.9	2.8	Academically lax (N=106)
Intellectually stimulating	4.7	28.0	34.6	21.5	10.3	0.9	Intellectually stifling (N=107)
Official actions are consistent	1.0	14.4	30.8	20.2	19.2	14.4	Official actions are inconsistent (N=104)
Teaching oriented	0.9	9.3	29.6	31.5	23.2	5.6	Research oriented (N=108)
Principled	5.7	29.5	43.8	12.4	8.6	0.0	Unethical (N=105)
LOA's Overused	11.4	18.2	35.2	26.1	9.1	0.0	LOA's Underused (N=88)
Adequate LOA & TA Training	1.2	11.8	23.5	27.1	29.4	7.1	Inadequate LOA & TA Training (N=85)
Diverse Student body	7.7	22.1	23.1	24.0	21.2	1.9	Homogeneous Student body (N=104)

### Section 5: UNR's Missions, Goals and Value Statement

I have read the missions, goals, & value statement (N=88) 76.1% Yes 23.9% No

If you would like to read the *UNR's Missions, Goals and Value Statement* before responding to the following questions click on the following link. ([link to statement](#)).

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University missions and goals described in the statement accurately reflects <i>what UNR does</i> as an institution (N=107)	2.8	20.6	55.1	4.7	16.8
The University missions and goals described in the statement accurately reflects <i>what UNR should do</i> as an institution (N=105)	0.0	8.6	40.0	41.9	9.5
The University values described in the statement are appropriate for the institution (N=107)	0.0	4.7	54.2	29.0	12.2
The University strives to achieve its described values in the statement (N=106)	1.9	20.8	57.6	4.7	15.1
The values of the University are reflected in its actions (N=107)	0.9	19.6	52.3	13.1	14.0
I feel my position and/or job supports the missions and goals of the University (N=107)	0.0	1.9	42.1	47.7	8.4
I feel my position and/or job supports the values of the University (N=107)	0.0	2.8	43.0	45.8	8.4

### Section 6: Strategic Planning Process

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University strategic planning process is clearly described (N=108)	9.3	32.4	44.4	4.6	9.3
The strategic plan clarifies the priorities of the University (N=107)	9.4	25.2	47.7	4.7	13.1
Funding has been allocated to priorities identified in the strategic plan (N=107)	8.4	25.2	29.0	3.7	33.6
The strategic planning process has made the University better (N=107)	10.3	26.2	33.6	3.7	26.2
I was able to contribute to the strategic planning process in a meaningful way (N=106)	16.0	38.7	25.5	6.6	13.2
Strategic planning had no real impact on my job (N=108)	11.1	27.8	41.7	7.4	12.0

## Part Two: Your Experiences at UNR

### Section 7: Your College and Department Experiences

For the list of items below, please reflect on your **college and/or department experiences**

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
There is adequate support for integrating technology in my teaching (N=103)	6.8	17.5	65.1	10.7
Most of the students I teach are academically well-prepared (N=94)	4.3	30.9	58.5	6.4
I integrate diversity concepts into my courses (N=90)	4.4	10.0	67.8	17.8
Faculty in my department value my teaching (N=99)	4.0	11.1	68.7	16.2
I have adequate influence in the selection of my department chair (N=96)	25.0	21.9	40.6	12.5
I have adequate input in departmental curriculum decisions (N=90)	12.2	15.6	54.4	17.8
My department has difficulty recruiting faculty (N=100)	4.0	33.0	44.0	19.0
My department has difficulty retaining faculty (N=99)	10.1	57.6	23.2	9.1
I am able to offer my opinion about important matters within my department without fear of retribution (N=104)	11.5	19.2	43.3	26.0
Teaching expectations interfere with my research (N=96)	10.4	52.1	26.0	11.5
I experience pressure to change my research agenda to fit in or make tenure (N=93)	16.1	55.9	18.3	9.7
Academic faculty in my department value my research (N=95)	4.2	22.1	56.8	16.8
I am satisfied with salary and benefit levels (N=104)	10.6	17.3	60.6	11.5
I am satisfied with the quality of my office/lab space (N=100)	10.0	27.0	50.0	13.0
All things considered, I am satisfied with my role in the department (N=104)	3.9	15.4	64.4	16.4

### Section 8: Miscellaneous

Do you plan to retire in the next three years? (N= 97)	11.3%	Yes	88.7	No
<b>In the last 2 years, have you. . .</b>		Yes		No
Received funding for your work from foundations (N=106)		27.4		72.6
Received funding for your work from governmental agencies (N=107)		59.8		40.2
Received funding for your work from business or industry (N=106)		24.5		75.5
Engaged in interdisciplinary research (N=107)		60.8		39.3

### Part Three: Demographics OPTIONAL

*This section is optional. The following demographic data will be used to illustrate whether the sample is biased in any way. Demographics will also be used to compare whether factors are influenced by gender, time at the university, rank, or college.*

Gender: (N=103)      53.4% Female      46.6% Male

Years on campus: (N=104)

3.9%    less than 1 year    16.4%    1 to 4 years    17.3%    5 to 7 years  
23.1%    8 to 12 years      22.1%    13 to 20 years    17.3%    more than 20 years

What is your rank? (N=101)

21.8%    Assistant Professor      1.0%    Rank 0-I  
40.6%    Associate Professor      3.0%    Rank 0-II  
26.7%    Full Professor            3.0%    Rank 0-III  
1.0%    Lecture/Instructor      3.0%    Rank 0-IV

College (N=97)

0.0%      College of Agriculture, Biotechnology, and Natural Resources  
1.0%      College of Liberal Arts  
0.0%      College of Business Administration  
2.1%      College of Education  
1.0%      College of Science  
0.0%      College of Engineering  
0.0%      College of Health and Human Sciences  
0.0%      Reynolds School of Journalism  
61.9%     School of Medicine  
25.8%     Cooperative Extension  
8.3%      Library

*Your Closing Thoughts*

If you would like to add any additional comments please use the space below.

*Thank you for taking the time to provide your input on these very important issues*

# Results: 2006 Administrative Faculty Campus Atmosphere Survey

This survey consists of two parts. Part One focuses on your general impressions and observations of the atmosphere at UNR. Part Two is **optional** and focuses on limited demographics.

We hope you find this survey both thought-provoking and pertinent to your experiences at the University. Please read each question carefully and mark the applicable response. Please be open and honest with your responses. Your specific responses will NOT be shared or reported at the individual level; your responses will remain anonymous.

**Response Rate: N=386 56.4% (adjusted for undeliverable/not appropriate)**

## Part One: Campus Atmosphere

### *Section 1: UNR Atmosphere*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The University has a responsibility to work with its surrounding communities to address local issues (N=377)	0.0	1.9	43.8	54.4
Administrative faculty are free to express opinions critical of campus administrators without fear of retribution (N=365)	12.1	35.6	40.0	12.3
Administrative faculty are often at odds with campus administration (N=359)	5.6	58.2	33.2	3.1
Administrative faculty are sufficiently involved in campus decision making (N=361)	8.0	41.8	48.8	1.4
The Faculty Senate is an effective voice for administrative faculty (N=347)	7.2	39.5	50.1	3.2
Administrative faculty and staff at UNR respect each other (N= 367)	2.2	12.8	73.8	11.2
Academic and administrative faculty respect each other (N=366)	5.2	31.2	56.8	6.8
Morale is a problem on campus (N=366)	6.0	46.5	37.2	10.4
There are adequate protections for the rights of administrative faculty at UNR (N=359)	9.2	31.2	53.5	6.1
Administrative faculty are adequately rewarded for service to the University (N=365)	13.4	36.2	44.9	5.5
Institutional policies and procedures are consistently applied at all levels (N=356)	12.1	40.7	45.8	1.4
The environment at UNR fosters the growth of multiculturalism (N=362)	5.5	18.8	70.2	5.5
There is good communication between UNR and the Board of Regents (N=333)	6.9	36.3	53.8	3.0

### *Section 2: University Policies*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
UNR represents itself accurately to all stakeholders through its policies (N=342)	4.4	28.1	65.2	2.3
UNR represents itself accurately to all stakeholders through official actions (N=342)	3.2	33.6	61.1	2.1
The "Conflict of Interest" policy is adequate (N=335)	1.8	16.1	80.0	2.1
The "Conflict of Interest" policy is fairly implemented (N=318)	4.4	21.4	72.6	1.6
The criteria for advancement and promotion decisions are clearly stated (N=357)	12.9	37.3	48.7	1.1

## Section 2: University Policies continued

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The criteria for advancement and promotion decisions are fairly implemented (N=342)	14.3	35.7	48.3	1.8
Changes in University policies have been clearly explained in advance to administrative faculty (N=350)	13.7	42.9	42.6	0.9
Major campus policy changes have included sufficient administrative faculty input before being implemented (N=338)	11.8	50.0	37.0	1.2
The criteria for annual personnel reviews are clearly stated (N=366)	11.2	34.7	51.4	2.7
The criteria for annual reviews are fairly implemented (N=357)	14.6	30.0	52.7	2.8
The system for awarding merit is clearly stated (N=364)	14.3	31.9	50.6	3.3
The system for awarding merit is applied equally across the University (N=345)	26.7	37.1	32.8	3.5
UNR demonstrates a commitment to the pursuit and dissemination of knowledge (N=356)	2.3	9.8	71.1	16.9
The Board of Regents role is to attend to the needs of UNR within the system of higher education in Nevada (N=349)	3.4	17.5	63.0	16.1

## Section 3: Office Atmosphere & Professional Development

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
I have the resources I need to do my job well (N=374)	8.3	24.6	53.2	13.9
I have the information I need to do my job effectively (N=373)	4.3	17.2	65.4	13.1
My workplace is well-maintained (N=372)	5.7	14.3	59.7	20.4
My workplace is safe (N=370)	4.1	9.5	64.3	22.2
I am satisfied with the quality of my office space (N=372)	10.5	16.7	47.6	25.3
My department is adequately staffed (N=373)	16.9	36.2	38.9	8.0
I have appropriate access to job-related training funded by the University (N=371)	9.2	15.1	60.4	15.4
I have advancement opportunities at the University (N=368)	15.2	28.8	50.3	5.7

## Section 4: Communication

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
I am adequately informed about what is happening at the University (N=373)	4.6	17.7	67.8	9.9
There is good communication between faculty and classified personnel in my department (N=374)	2.9	13.9	61.5	21.7
My job expectations are made clear to me (N=375)	5.6	18.1	59.7	16.5
I have adequate opportunities to discuss job-related concerns with my supervisor (N=376)	5.3	13.0	49.5	32.2
My supervisor treats me with respect (N=374)	5.1	8.3	43.6	43.1

Section 5: Staff Evaluation & Decision Making

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The process used to evaluate my work performance is fair (N=370)	7.3	22.4	58.9	11.4
My supervisor is able to accurately judge my performance (N=376)	8.5	18.1	52.9	20.5
I am satisfied with salary and benefit levels at UNR (N=374)	9.6	21.9	55.4	13.1
All things considered, I am satisfied with my job (N=372)	2.7	12.1	60.8	24.5
I receive constructive feedback from my supervisor that helps me improve my performance (N=375)	7.7	22.1	54.4	15.7
Most administrative faculty hiring decisions strictly follow stated guidelines (N=355)	7.0	16.6	65.6	10.7

Section 6: Overall Atmosphere

Below are some words and phrases that we would like you to use to describe *your general* impressions of the **OVERALL** University atmosphere. For example: If you think UNR’s atmosphere is “Very Friendly,” then you would place an X in the box next to “Friendly.” If, on the other hand, you think it is “Very Impersonal” then place an X in the box next to “Impersonal.” If you think it is somewhere in between, put an X in the appropriate location on the scale.

Friendly	18.3	42.9	22.2	7.4	6.9	2.4	Impersonal (N=378)
Hostile	0.8	3.5	16.3	36.8	36.8	5.9	Caring (N=375)
Culturally enriching	6.7	29.9	33.3	16.8	10.7	2.7	Culturally stagnant (N=375)
Prejudiced	1.1	7.0	11.0	25.3	44.1	11.6	Tolerant (N=372)
Fair	9.9	32.3	26.9	14.7	12.3	4.0	Arbitrary (N=375)
Miserable	0.5	3.5	5.1	24.1	48.1	18.7	Enjoyable (N=374)
Oppressive	2.1	5.6	11.5	40.8	35.4	4.6	Liberating (N=373)
Bureaucratic	30.0	30.0	25.5	11.8	2.1	0.5	Non-bureaucratic (N=373)
Policies are clearly stated	3.7	22.9	30.6	21.0	15.4	6.4	Policies are ambiguous (N=376)
Academically competitive	6.3	30.6	33.6	18.7	8.3	2.5	Academically complacent (N=363)
Academically rigorous	3.0	25.4	37.6	24.9	7.2	1.9	Academically lax (N=362)
Intellectually stimulating	8.9	32.7	37.3	15.4	4.1	1.6	Intellectually stifling (N= 370)
Official actions are consistent	2.7	20.6	32.5	20.3	14.1	9.8	Official actions are inconsistent (N=369)
Teaching oriented	1.7	9.0	30.1	31.5	23.0	4.8	Research oriented (N=356)
Approachable faculty	10.8	42.9	26.9	11.6	6.9	0.8	Unapproachable faculty (N=361)
Principled	9.2	43.9	31.3	10.0	3.8	1.9	Unethical (N=371)
Diverse Student body	4.1	22.1	37.4	15.9	17.5	3.0	Homogeneous Student body (N=366)

## Section 7: UNR's Missions, Goals and Value Statement

I have read the missions, goals, & value statement. (N=321) 86.3% Yes 13.7% No

If you would like to read the *UNR's Missions, Goals and Value Statement* before responding to the following questions click on the following link. ([link to statement](#)).

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University missions and goals described in the statement accurately reflects <i>what UNR does</i> as an institution (N=354)	1.4	14.1	66.4	9.9	8.2
The University missions and goals described in the statement accurately reflects <i>what UNR should do</i> as an institution (N=358)	0.3	3.1	60.3	29.9	6.4
The University values described in the statement are appropriate for the institution (N=355)	0.6	2.8	66.8	23.4	6.5
The University strives to achieve its described values in the statement (N=350)	1.4	13.1	63.7	13.7	8.0
The values of the University are reflected in its actions (N=352)	2.0	17.9	59.1	13.9	7.1
I feel my position and/or job supports the missions and goals of the University (N=356)	0.3	1.7	47.8	44.1	6.2
I feel my position and/or job supports the values of the University (N=357)	0.3	2.0	47.1	43.7	7.0

## Section 8: Strategic Planning Process

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University strategic planning process is clearly described (N=366)	6.3	31.2	46.5	5.2	10.9
The strategic plan clarifies the priorities of the University (N=364)	2.8	23.6	51.7	8.5	13.5
Funding has been allocated to priorities identified in the strategic plan (N=362)	6.9	26.8	35.9	4.4	26.0
The strategic planning process has made the University better (N=363)	5.8	21.8	38.6	11.3	22.6
I was able to contribute to the strategic planning process in a meaningful way (N=364)	10.4	35.7	32.4	6.9	14.6
Strategic planning had no real impact on my job (N=367)	12.8	40.1	27.3	8.5	11.4

Section 9: Miscellaneous

Do you plan to retire in the next three years? (N=379) 7.7% Yes 92.4% No

## Part Two: Demographics OPTIONAL

*This section is optional. The following demographic data will be used to illustrate whether the sample is biased in any way. Demographics will also be used to compare whether factors are influenced by gender, years at the university, or salary range.*

Gender: (N=364)

56.6% Female

43.4% Male

Years on campus: (N=363)

8.3% less than 1 year

30.3% 1 to 4 years

19.3% 5 to 7 years

21.8% 8 to 12 years

13.2% 13 to 20 years

7.2% more than 20 years

Salary range: (N=299)

4.4% Range 1

28.8% Range 2

24.1% Range 3

17.1% Range 4

11.7% Range 5

4.4% Range 6

5.0% Range 7

2.3% Range EX

2.3% Range NR

*Your Closing Thoughts*

If you would like to add any additional comments please use the space below.

***Thank you for taking the time to provide your input on these very important issues***

## Results: 2006 Staff Campus Atmosphere Survey

This survey consists of two parts. Part One focuses on your impressions and observations of the UNR atmosphere. Part Two is **optional** and focuses on limited demographics.

We hope you find this survey both thought-provoking and pertinent to your experiences at the University. Please read each question carefully and mark the applicable response. Please be open and honest with your responses. Your specific responses will NOT be shared or reported at the individual level; your responses will remain anonymous.

**Response Rate: Overall N: 576; 44.8% Electronic Survey N=533; 51.1% (adjusted for undeliverable/not appropriate)  
Paper Survey N=43; 17.7%**

### Part One: Campus Atmosphere

#### *Section 1: UNR Atmosphere*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The University has a responsibility to work with its surrounding communities to address local issues (N=546)	0.4	3.5	50.7	45.4
Staff are free to express opinions critical of campus administrators without fear of retribution (N=534)	16.9	37.8	38.0	7.3
Staff are often at odds with campus administration (N=526)	2.5	43.9	46.2	7.4
Staff are sufficiently involved in campus decision making (N=521)	18.0	52.4	28.0	1.5
The Staff Employees Council is an effective voice for staff (N=510)	9.2	33.9	51.2	5.7
Academic faculty and staff at UNR respect each other (N=526)	10.7	38.8	46.0	4.6
Administrative faculty and staff at UNR respect each other (N=524)	10.3	33.4	50.6	5.7
Morale is a problem on campus (N=489)	3.3	31.3	43.8	21.7
There are adequate protections for the rights of staff at UNR (N=523)	12.2	27.9	54.5	5.4
Institutional policies and procedures are consistently applied at all levels (N=515)	21.4	40.0	35.5	3.1
The environment at UNR fosters the growth of multiculturalism (N=522)	2.7	15.3	71.3	10.7
There is good communication between UNR and the Board of Regents (N=451)	8.0	37.7	52.6	1.8

#### *Section 2: University Policies*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
UNR represents itself accurately to all stakeholders (staff, faculty, students, and the external community) through its policies (N=504)	5.6	30.2	60.7	3.6
UNR represents itself accurately to all stakeholders (staff, faculty, students, and the external community) through official actions (N=497)	6.4	37.4	52.5	3.6
The "Conflict of Interest" policy is adequate (N=470)	6.8	20.0	70.2	3.0

*Section 2: University Policies continued*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The "Conflict of Interest" policy is fairly implemented (N=460)	8.7	30.7	57.6	3.0
The criteria for advancement and promotion decisions are clearly stated (N=507)	10.1	32.7	53.1	4.1
The criteria for advancement and promotion decisions are fairly implemented (N=498)	15.7	42.6	39.2	2.6
Changes in University policies have been clearly explained in advance to staff (N=512)	15.2	44.5	37.9	2.3
The criteria for annual reviews are clearly stated (N=509)	8.1	26.1	60.9	4.9
The Board of Regents role is to attend to the needs of UNR within the system of higher education in Nevada (N=495)	1.4	9.9	75.2	13.5

*Section 3: Office Atmosphere & Professional Development*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
I have the resources I need to do my job well (N=553)	6.0	19.5	60.8	13.7
I have the information I need to do my job effectively (N=549)	5.3	21.3	60.5	12.9
My workplace is well-maintained (N=554)	6.7	15.7	62.8	14.8
My workplace is safe (N=547)	5.1	9.9	67.1	17.9
I am satisfied with the quality of my office space (N=547)	8.2	19.7	53.9	18.1
My department is adequately staffed (N=553)	18.6	30.9	42.3	8.1
I have appropriate access to job-related training funded by the University (N=549)	4.9	14.2	65.0	15.9
I have advancement opportunities at the University (N=547)	14.1	27.8	48.6	9.5

*Section 4: Communication*

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
I am adequately informed about what is happening at the University (N=548)	5.7	23.9	63.3	7.1
There is good communication between faculty and classified personnel in my department (N=539)	11.0	26.7	49.0	13.4
My job expectations are made clear to me (N=548)	4.2	17.2	62.6	16.1
I have adequate opportunities to discuss job-related concerns with my supervisor (N=551)	6.7	9.8	54.5	29.0
My supervisor treats me with respect (N=552)	5.8	9.4	43.8	40.9

### Section 5: Staff Evaluation & Decision Making

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %
The process used to evaluate my work performance is fair (N=532)	5.1	14.5	68.1	12.4
My supervisor is able to accurately judge my performance (N=541)	6.3	17.0	58.0	18.7
I am satisfied with salary and benefit levels at UNR (N=547)	20.1	39.5	36.8	3.7
All things considered, I am satisfied with my job (N=539)	5.2	16.3	64.6	13.9
I receive constructive feedback from my supervisor that helps me improve my performance (N=540)	8.5	19.3	57.2	15.0
Most staff hiring decisions strictly follow stated guidelines (N=533)	8.4	22.5	59.1	9.9

### Section 6: Overall Atmosphere

Below are some words and phrases that we would like you to use to describe *your general* impressions of the **OVERALL** University atmosphere. For example: If you think UNR's atmosphere is "Very Friendly," then you would place an X in the box next to "Friendly." If, on the other hand, you think it is "Very Impersonal" then place an X in the box next to "Impersonal." If you think it is somewhere in between, put an X in the appropriate location on the scale.

Friendly	18.0	36.1	25.2	9.6	6.9	4.2	Impersonal (N=551)
Hostile	2.5	5.3	15.1	37.9	28.1	11.1	Caring (N=551)
Culturally enriching	13.7	28.7	31.1	15.6	8.3	2.6	Culturally stagnant (N=540)
Prejudiced	4.8	6.9	14.1	27.8	33.3	13.2	Tolerant (N=540)
Fair	11.2	26.2	29.4	18.4	8.4	6.4	Arbitrary (N=545)
Miserable	1.6	3.8	11.3	27.1	40.3	15.9	Enjoyable (N=549)
Oppressive	3.3	8.2	16.7	38.2	25.4	8.2	Liberating (N=539)
Bureaucratic	34.0	29.2	18.1	12.5	4.3	1.9	Non-bureaucratic (N=535)
Policies are clearly stated	7.3	24.7	28.4	20.6	12.5	6.5	Policies are ambiguous (N=538)
Official actions are consistent	4.5	17.4	22.8	20.9	19.5	14.9	Official actions are inconsistent (N=517)
Approachable faculty	13.5	32.8	20.1	15.2	11.2	7.2	Unapproachable faculty (N=527)
Principled	9.4	37.2	26.9	14.5	6.4	5.6	Unethical (N=532)
Diverse Student body	16.9	33.5	27.6	13.3	6.7	2.1	Homogeneous Student body (N=526)

## Section 7: UNR's Missions, Goals and Value Statement

I have read the missions, goals, & value statement (N=381) 76.1% Yes 23.9% No

If you would like to read the *UNR's Missions, Goals and Value Statement* before responding to the following questions click on the following link. ([link to statement](#)).

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University missions and goals described in the statement accurately reflects <i>what UNR does</i> as an institution (N=481)	2.1	13.3	65.1	7.7	11.9
The University missions and goals described in the statement accurately reflects <i>what UNR should do</i> as an institution (N=482)	0.8	4.4	58.9	27.0	8.9
The University values described in the statement are appropriate for the institution (N=482)	0.8	4.8	66.2	18.1	10.2
The University strives to achieve its described values in the statement (N=475)	2.3	14.3	60.0	11.0	12.4
The values of the University are reflected in its actions (N=476)	3.4	16.4	58.2	11.1	10.9
I feel my position and/or job supports the missions and goals of the University (N=484)	1.7	5.8	56.0	27.3	9.3
I feel my position and/or job supports the values of the University (N=483)	2.1	5.6	53.2	29.2	9.9

## Section 8: Strategic Planning Process

	Disagree Strongly %	Disagree %	Agree %	Agree Strongly %	Don't Know %
The University strategic planning process is clearly described (N=493)	3.5	18.1	53.1	6.3	19.1
The strategic plan clarifies the priorities of the University (N=490)	2.9	15.7	56.5	6.1	18.8
Funding has been allocated to priorities identified in the strategic plan (N=485)	5.4	21.4	33.0	2.3	37.9
The strategic planning process has made the University better (N=489)	4.9	17.2	43.2	5.9	28.8
I was able to contribute to the strategic planning process in a meaningful way (N=482)	15.6	31.7	26.6	4.2	22.0
Strategic planning had no real impact on my job (N=493)	5.7	25.4	37.5	11.2	20.3

## Part Two: Demographics OPTIONAL

*This section is optional. The following demographic data will be used to illustrate whether the sample is biased in any way. Demographics will also be used to compare whether factors are influenced by gender, time at the university, whether you are full-time or part-time.*

Gender: (N=501)

71.7% Female

28.3% Male

Years on campus: (N=507)

8.3% Less than 1 year

24.7% 1 to 4 years

18.7% 5 to 7 years

18.3% 8 to 12 years

19.7% 13 to 20 years

10.3% More than 20 years

Please indicate your full-time equivalent (FTE): (N=505)

88.7% Full-time (1.0 FTE)

8.3% Part-time with benefits (.53 to .99 FTE)

3.0% Part-time without benefits (Less than .53 FTE)

*Your Closing Thoughts*

If you would like to add any additional comments please use the space below.

*Thank you for taking the time to provide your input on these very important issues.*