

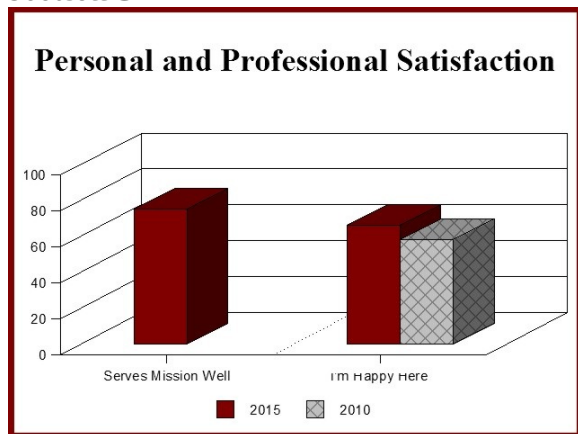
# University of Nevada, Las Vegas Campus Climate Survey 2015

## Executive Summary

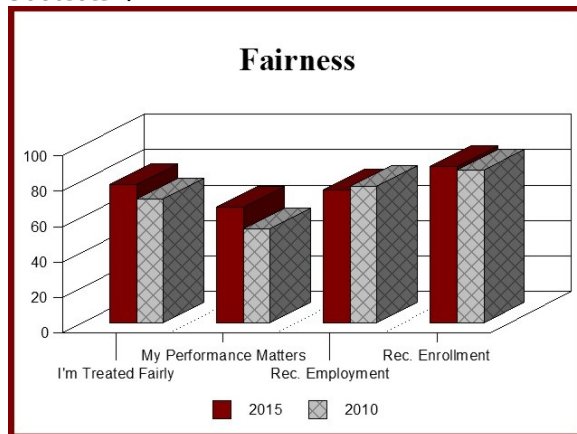
Campus climate surveys are common throughout higher education as a mechanism to learn about the work-life environment on a campus for faculty, staff, and students. UNLV conducted its first climate survey in 2010, limited to faculty and staff. The second survey was conducted in February of 2015, through the Full Participation Committee created by then president Neal Smatresk. This committee had representation from academic faculty, administrative faculty, and classified staff, the Faculty Senate, and the Provost's Office.

The survey was sent to 2,941 people, of whom 1,052 responded. This is a response rate of 35.8 percent, which is an improvement over the 33.1 percent of 2010. Completion rates also improved to 94 percent. The survey is divided into seven sections, with both fixed response and open ended questions. Mean scores on questions ranged from 2.95 out of 4.0 to 1.96 out of 4.0.

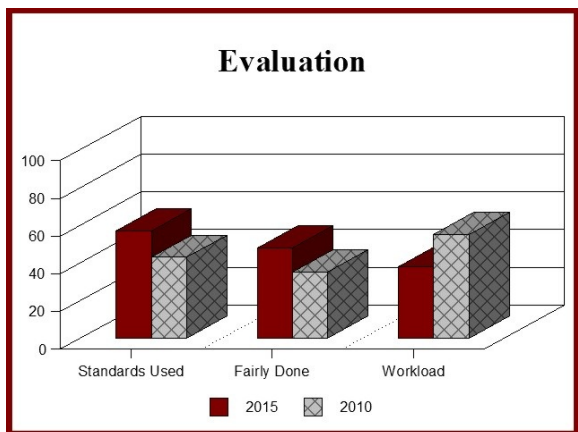
### Section 1



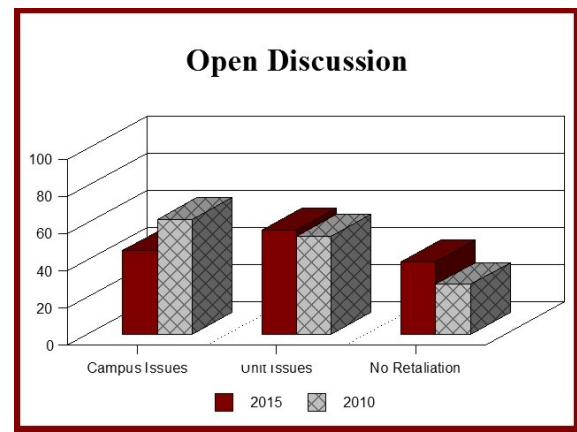
### Section 2

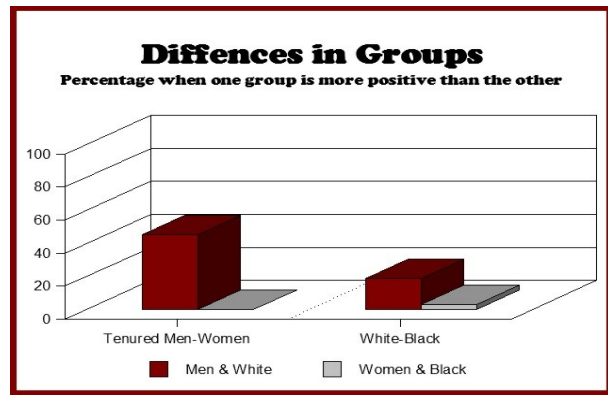
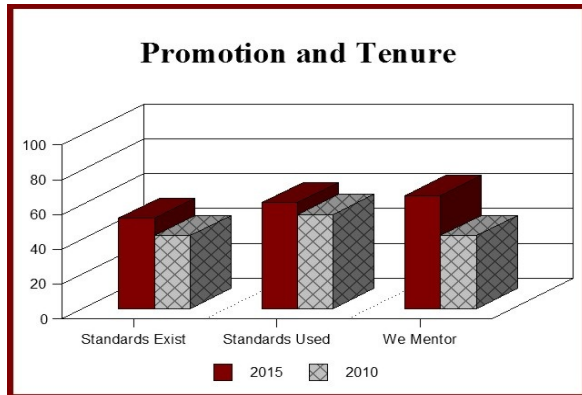


### Section 3



### Section 4





- ### Administrative Faculty
- Primary Concerns – Ranked**
1. Lack of Respect
  2. Salary and Benefits
  3. Management Concerns in their Unit
  4. Lack of Opportunity to Advance
  5. Workload

- ### Classified Staff
- Primary Concerns – Ranked**
1. Salary and Benefits
  2. Lack of Respect
  3. Workload
  4. Management Concerns in their Unit
  5. Lack of Opportunity to Advance

### Variation Among Groups

Of all demographic groups, only all black respondents and tenured women respondents had mean responses on more than two questions that were different from their comparison group. These two groups were also significantly different from others in the 2010 climate survey, and significantly different from others in the 2013 presidential evaluation survey.

Women report they are treated fairly less often, less valued by their administration, less likely to recommend employment at UNLV to others, less likely to see evaluation and workload assignments as fairly done, less likely to believe their input matters, and less likely to believe that promotion and tenure evaluation are based on written standards.

Black, non-Hispanic, respondents are less likely to believe that people like themselves are treated fairly, less likely to recommend either employment or enrollment at UNLV to others, and less likely to believe that different employee groups at UNLV are treated equally.

The sample is also biased upward in that it has approximately 16 percent who chose not to provide their demographics (roughly four times what is “normal” in these surveys elsewhere). Respondents who chose not to provide demographics are statistically significantly more negative than those who did on 25 of 27 questions.

### Conclusions

The results of the 2015 campus climate survey show clear improvement across a number of areas compared to the 2010 survey, but also a continued feeling of alienation by some groups (especially women and blacks), and relatively low scores in some areas (evaluation, respect, communication). These survey results will be used to further investigate that disaffection in particular, and they will also be incorporated into the upcoming Strategic Diversity Project.