

**Radford University Faculty Survey Responses
Spring 2010**

| | | | | | |
|--------------------------|-----------------|----------------------------------|--------------|-----------------------|-----------------------|
| Strongly Disagree | Disagree | Neither Agree or Disagree | Agree | Strongly Agree | Not Applicable |
| 1 | 2 | 3 | 4 | 5 | NA |

| Question | 2010 | |
|--|--------------------|----------|
| | Mean ± SD | n |
| DEPARTMENT LEVEL | | |
| 1. My work environment is collegial at the department level. | 4.26 ± 1.08 | 303 |
| 2. I am given the opportunity to participate in decisions that affect me in my department. | 4.07 ± 1.11 | 300 |
| 3. My chair keeps me well informed of matters important to faculty. | 4.31 ± 1.03 | 290 |
| 4. I am satisfied with the leadership of my department chair. | 4.16 ± 1.14 | 292 |
| 5. My chair values my opinion. | 4.23 ± 1.06 | 290 |
| COLLEGE LEVEL | | |
| 6. My work environment is collegial at the college level. | 3.71 ± 1.06 | 296 |
| 7. I am given the opportunity to participate in decisions that affect me in my college. | 3.28 ± 1.15 | 295 |
| 8. My dean keeps me well informed of matters important to faculty. | 3.50 ± 1.20 | 300 |
| 9. The dean does all s/he can to meet the needs of my department. | 3.37 ± 1.27 | 299 |
| 10. I am satisfied with the leadership of my dean. | 3.39 ± 1.37 | 299 |
| 11. My dean values my opinion. | 3.41 ± 1.27 | 295 |
| UPPER ADMINISTRATIVE LEVEL | | |
| 12. Upper administration keeps me well informed on matters important to faculty. | 2.68 ± 1.12 | 299 |
| 13. The Provost does all s/he can to meet the needs of my college. | 3.10 ± 1.10 | 279 |
| 14. The Provost values faculty opinion. | 3.19 ± 1.14 | 282 |
| 15. I am satisfied with the leadership of the Provost. | 3.23 ± 1.13 | 277 |
| 16. The President does all s/he can to meet the needs of our university. | 2.40 ± 1.17 | 297 |
| 17. The President values faculty opinion. | 2.18 ± 1.17 | 298 |
| 18. I am satisfied with the leadership of the President. | 2.13 ± 1.15 | 298 |
| 19. I am satisfied with the leadership of the BOV. | 2.00 ± 0.97 | 292 |
| 20. The faculty senate is doing all it can to represent the faculty. (Add comment section below for comments about leadership) | 3.37 ± 1.24 | 299 |
| CAMPUS RESOURCES AND ENVIRONMENT | | |
| 21. The university facilitates my professional development. | 3.16 ± 1.08 | 298 |
| 22. RU's bureaucratic procedures are reasonable. | 2.26 ± 1.01 | 298 |
| 23. RU provides the equipment and materials needed to do my job well. | 3.28 ± 1.10 | 298 |
| 24. RU provides sufficient support for student research opportunities. | 3.15 ± 0.96 | 281 |
| 25. My workload is reasonable. | 2.79 ± 1.23 | 296 |
| 26. My office is adequate for my needs. | 3.66 ± 1.18 | 297 |
| 27. The classrooms where I typically teach are conducive to learning. | 3.41 ± 1.13 | 295 |
| 28. RU has family-friendly employee benefits. | 3.40 ± 1.10 | 267 |
| 29. RU offers programs to help invest/manage my finances effectively. | 3.41 ± 0.90 | 273 |
| 30. I am satisfied with my pay. | 2.34 ± 1.15 | 296 |
| 31. RU provides good health benefits | 3.76 ± 0.95 | 288 |
| OVERALL SATISFACTION | | |
| 32. My colleagues have a positive attitude about the state of the university. | 2.17 ± 1.00 | 299 |
| 33. I am satisfied with the current state of the university. | 2.18 ± 1.04 | 298 |
| 34. Radford University has a positive image. | 2.47 ± 1.06 | 298 |
| 35. I am dedicated to my profession. | 4.76 ± 0.53 | 298 |
| 36. My job allows me to express my special talents. | 3.92 ± 1.00 | 298 |
| 37. The future of RU is important to me. | 4.55 ± 0.69 | 298 |
| 38. If I had it to do over again, I would still choose for this university. | 3.43 ± 1.27 | 295 |
| 39. Morale among faculty is positive. | 2.05 ± 0.99 | 298 |
| 40. Overall, I am satisfied with my job. | 3.36 ± 1.10 | 297 |

1. My work environment is collegial at the department level.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 13 | 4% |
| 2 | Disagree | 23 | 7% |
| 3 | Neither Agree or Disagree | 14 | 4% |
| 4 | Agree | 93 | 29% |
| 5 | Strongly Agree | 173 | 55% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 316 | 100% |

2. I am given the opportunity to participate in decisions that affect me in my department.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 11 | 3% |
| 2 | Disagree | 34 | 11% |
| 3 | Neither Agree or Disagree | 23 | 7% |
| 4 | Agree | 107 | 34% |
| 5 | Strongly Agree | 138 | 44% |
| 6 | Not Applicable | 3 | 1% |
| | Total | 316 | 100% |

3. My chair keeps me well informed of matters important to faculty.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 12 | 4% |
| 2 | Disagree | 14 | 4% |
| 3 | Neither Agree or Disagree | 17 | 5% |
| 4 | Agree | 88 | 28% |
| 5 | Strongly Agree | 171 | 54% |
| 6 | Not Applicable | 12 | 4% |
| | Total | 314 | 100% |

4. I am satisfied with the leadership of my department chair.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 12 | 4% |
| 2 | Disagree | 26 | 8% |
| 3 | Neither Agree or Disagree | 29 | 9% |
| 4 | Agree | 74 | 23% |
| 5 | Strongly Agree | 163 | 52% |
| 6 | Not Applicable | 12 | 4% |
| | Total | 316 | 100% |

5. My chair values my opinion.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 11 | 4% |
| 2 | Disagree | 18 | 6% |
| 3 | Neither Agree or Disagree | 27 | 9% |
| 4 | Agree | 84 | 27% |
| 5 | Strongly Agree | 162 | 52% |
| 6 | Not Applicable | 12 | 4% |
| | Total | 314 | 100% |

6. My work environment is collegial at the college level.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 13 | 4% |
| 2 | Disagree | 30 | 10% |
| 3 | Neither Agree or Disagree | 58 | 19% |
| 4 | Agree | 133 | 43% |
| 5 | Strongly Agree | 71 | 23% |
| 6 | Not Applicable | 7 | 2% |
| | Total | 312 | 100% |

7. I am given the opportunity to participate in decisions that affect me in my college.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 23 | 7% |
| 2 | Disagree | 60 | 19% |
| 3 | Neither Agree or Disagree | 75 | 24% |
| 4 | Agree | 104 | 34% |
| 5 | Strongly Agree | 42 | 14% |
| 6 | Not Applicable | 6 | 2% |
| | Total | 310 | 100% |

8. My dean keeps me well informed of matters important to faculty.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 25 | 8% |
| 2 | Disagree | 37 | 12% |
| 3 | Neither Agree or Disagree | 79 | 25% |
| 4 | Agree | 95 | 30% |
| 5 | Strongly Agree | 73 | 23% |
| 6 | Not Applicable | 3 | 1% |
| | Total | 312 | 100% |

9. The dean does all s/he can to meet the needs of my department.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 31 | 10% |
| 2 | Disagree | 50 | 16% |
| 3 | Neither Agree or Disagree | 69 | 22% |
| 4 | Agree | 91 | 29% |
| 5 | Strongly Agree | 67 | 22% |
| 6 | Not Applicable | 3 | 1% |
| | Total | 311 | 100% |

10. I am satisfied with the leadership of my dean.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 41 | 13% |
| 2 | Disagree | 45 | 15% |
| 3 | Neither Agree or Disagree | 58 | 19% |
| 4 | Agree | 81 | 26% |
| 5 | Strongly Agree | 82 | 26% |
| 6 | Not Applicable | 3 | 1% |
| | Total | 310 | 100% |

11. My dean values my opinion.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 33 | 11% |
| 2 | Disagree | 35 | 11% |
| 3 | Neither Agree or Disagree | 87 | 28% |
| 4 | Agree | 72 | 23% |
| 5 | Strongly Agree | 76 | 25% |
| 6 | Not Applicable | 6 | 2% |
| | Total | 309 | 100% |

12. Upper administration keeps me well informed on matters important to faculty.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 52 | 17% |
| 2 | Disagree | 86 | 28% |
| 3 | Neither Agree or Disagree | 84 | 28% |
| 4 | Agree | 67 | 22% |
| 5 | Strongly Agree | 13 | 4% |
| 6 | Not Applicable | 2 | 1% |
| | Total | 304 | 100% |

13. The Provost does all s/he can to meet the needs of my college.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 30 | 10% |
| 2 | Disagree | 37 | 12% |
| 3 | Neither Agree or Disagree | 117 | 39% |
| 4 | Agree | 69 | 23% |
| 5 | Strongly Agree | 29 | 10% |
| 6 | Not Applicable | 20 | 7% |
| | Total | 302 | 100% |

14. The Provost values faculty opinion.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 31 | 10% |
| 2 | Disagree | 30 | 10% |
| 3 | Neither Agree or Disagree | 114 | 38% |
| 4 | Agree | 71 | 24% |
| 5 | Strongly Agree | 39 | 13% |
| 6 | Not Applicable | 17 | 6% |
| | Total | 302 | 100% |

15. I am satisfied with the leadership of the Provost.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 28 | 9% |
| 2 | Disagree | 27 | 9% |
| 3 | Neither Agree or Disagree | 117 | 39% |
| 4 | Agree | 66 | 22% |
| 5 | Strongly Agree | 42 | 14% |
| 6 | Not Applicable | 19 | 6% |
| | Total | 299 | 100% |

16. The President does all s/he can to meet the needs of our university.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 81 | 27% |
| 2 | Disagree | 91 | 30% |
| 3 | Neither Agree or Disagree | 71 | 24% |
| 4 | Agree | 42 | 14% |
| 5 | Strongly Agree | 15 | 5% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 301 | 100% |

17. The President values faculty opinion.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 115 | 38% |
| 2 | Disagree | 76 | 25% |
| 3 | Neither Agree or Disagree | 60 | 20% |
| 4 | Agree | 41 | 14% |
| 5 | Strongly Agree | 9 | 3% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 302 | 100% |

18. I am satisfied with the leadership of the President.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 115 | 38% |
| 2 | Disagree | 86 | 28% |
| 3 | Neither Agree or Disagree | 57 | 19% |
| 4 | Agree | 32 | 11% |
| 5 | Strongly Agree | 11 | 4% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 302 | 100% |

19. I am satisfied with the leadership of the BOV.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 112 | 37% |
| 2 | Disagree | 96 | 32% |
| 3 | Neither Agree or Disagree | 65 | 22% |
| 4 | Agree | 20 | 7% |
| 5 | Strongly Agree | 2 | 1% |
| 6 | Not Applicable | 5 | 2% |
| | Total | 300 | 100% |

20. The faculty senate is doing all it can to represent the faculty.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 33 | 11% |
| 2 | Disagree | 41 | 14% |
| 3 | Neither Agree or Disagree | 64 | 21% |
| 4 | Agree | 109 | 36% |
| 5 | Strongly Agree | 55 | 18% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 302 | 100% |

21. The university facilitates my professional development.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 18 | 6% |
| 2 | Disagree | 78 | 26% |
| 3 | Neither Agree or Disagree | 63 | 21% |
| 4 | Agree | 119 | 40% |
| 5 | Strongly Agree | 21 | 7% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 300 | 100% |

22. RU's bureaucratic procedures are reasonable.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 78 | 26% |
| 2 | Disagree | 107 | 36% |
| 3 | Neither Agree or Disagree | 73 | 24% |
| 4 | Agree | 38 | 13% |
| 5 | Strongly Agree | 3 | 1% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 300 | 100% |

23. RU provides the equipment and materials needed to do my job well.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 20 | 7% |
| 2 | Disagree | 62 | 21% |
| 3 | Neither Agree or Disagree | 56 | 19% |
| 4 | Agree | 135 | 45% |
| 5 | Strongly Agree | 26 | 9% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 299 | 100% |

24. RU provides sufficient support for student research opportunities.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 14 | 5% |
| 2 | Disagree | 57 | 19% |
| 3 | Neither Agree or Disagree | 94 | 31% |
| 4 | Agree | 105 | 35% |
| 5 | Strongly Agree | 12 | 4% |
| 6 | Not Applicable | 17 | 6% |
| | Total | 299 | 100% |

25. My workload is reasonable.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 53 | 18% |
| 2 | Disagree | 87 | 29% |
| 3 | Neither Agree or Disagree | 41 | 14% |
| 4 | Agree | 100 | 34% |
| 5 | Strongly Agree | 16 | 5% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 298 | 100% |

26. My office is adequate for my needs.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 26 | 9% |
| 2 | Disagree | 30 | 10% |
| 3 | Neither Agree or Disagree | 28 | 9% |
| 4 | Agree | 150 | 50% |
| 5 | Strongly Agree | 64 | 21% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 299 | 100% |

27. The classrooms where I typically teach are conducive to learning.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 18 | 6% |
| 2 | Disagree | 58 | 19% |
| 3 | Neither Agree or Disagree | 45 | 15% |
| 4 | Agree | 134 | 45% |
| 5 | Strongly Agree | 41 | 14% |
| 6 | Not Applicable | 3 | 1% |
| | Total | 299 | 100% |

28. RU has family-friendly employee benefits.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 22 | 7% |
| 2 | Disagree | 35 | 12% |
| 3 | Neither Agree or Disagree | 57 | 19% |
| 4 | Agree | 124 | 42% |
| 5 | Strongly Agree | 30 | 10% |
| 6 | Not Applicable | 30 | 10% |
| | Total | 298 | 100% |

29. RU offers programs to help invest/manage my finances effectively.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 11 | 4% |
| 2 | Disagree | 25 | 8% |
| 3 | Neither Agree or Disagree | 95 | 32% |
| 4 | Agree | 125 | 42% |
| 5 | Strongly Agree | 18 | 6% |
| 6 | Not Applicable | 25 | 8% |
| | Total | 299 | 100% |

30. I am satisfied with my pay.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 85 | 29% |
| 2 | Disagree | 97 | 33% |
| 3 | Neither Agree or Disagree | 49 | 16% |
| 4 | Agree | 61 | 20% |
| 5 | Strongly Agree | 5 | 2% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 298 | 100% |

31. RU provides good health benefits.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 9 | 3% |
| 2 | Disagree | 24 | 8% |
| 3 | Neither Agree or Disagree | 51 | 17% |
| 4 | Agree | 151 | 51% |
| 5 | Strongly Agree | 54 | 18% |
| 6 | Not Applicable | 10 | 3% |
| | Total | 299 | 100% |

32. My colleagues have a positive attitude about the state of the university.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 79 | 26% |
| 2 | Disagree | 132 | 44% |
| 3 | Neither Agree or Disagree | 54 | 18% |
| 4 | Agree | 27 | 9% |
| 5 | Strongly Agree | 7 | 2% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 299 | 100% |

33. I am satisfied with the current state of the university.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 87 | 29% |
| 2 | Disagree | 116 | 39% |
| 3 | Neither Agree or Disagree | 51 | 17% |
| 4 | Agree | 41 | 14% |
| 5 | Strongly Agree | 3 | 1% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 298 | 100% |

34. Radford University has a positive image.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 58 | 19% |
| 2 | Disagree | 109 | 36% |
| 3 | Neither Agree or Disagree | 71 | 24% |
| 4 | Agree | 54 | 18% |
| 5 | Strongly Agree | 6 | 2% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 299 | 100% |

35. I am dedicated to my profession.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 1 | 0% |
| 2 | Disagree | 2 | 1% |
| 3 | Neither Agree or Disagree | 2 | 1% |
| 4 | Agree | 57 | 19% |
| 5 | Strongly Agree | 236 | 79% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 299 | 100% |

36. My job allows me to express my special talents.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 4 | 1% |
| 2 | Disagree | 36 | 12% |
| 3 | Neither Agree or Disagree | 30 | 10% |
| 4 | Agree | 138 | 46% |
| 5 | Strongly Agree | 90 | 30% |
| 6 | Not Applicable | 1 | 0% |
| | Total | 299 | 100% |

37. The future of RU is important to me.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 1 | 0% |
| 2 | Disagree | 3 | 1% |
| 3 | Neither Agree or Disagree | 19 | 6% |
| 4 | Agree | 82 | 28% |
| 5 | Strongly Agree | 193 | 65% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 298 | 100% |

38. If I had it to do over again, I would still choose this university.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 28 | 9% |
| 2 | Disagree | 48 | 16% |
| 3 | Neither Agree or Disagree | 58 | 19% |
| 4 | Agree | 91 | 30% |
| 5 | Strongly Agree | 70 | 23% |
| 6 | Not Applicable | 4 | 1% |
| | Total | 299 | 100% |

39. Morale among faculty is positive.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 98 | 33% |
| 2 | Disagree | 121 | 41% |
| 3 | Neither Agree or Disagree | 50 | 17% |
| 4 | Agree | 23 | 8% |
| 5 | Strongly Agree | 6 | 2% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 298 | 100% |

40. Overall, I am satisfied with my job.

| # | Answer | Response | % |
|---|---------------------------|----------|------|
| 1 | Strongly Disagree | 18 | 6% |
| 2 | Disagree | 53 | 18% |
| 3 | Neither Agree or Disagree | 68 | 23% |
| 4 | Agree | 120 | 40% |
| 5 | Strongly Agree | 38 | 13% |
| 6 | Not Applicable | 0 | 0% |
| | Total | 297 | 100% |

41. The remaining questions ask about your tenure and position at the university. This may be helpful in analyzing opinions. The senate and the environment committee will strive to protect confidentiality. I am a(n)....

| # | Answer | Response | % |
|---|---------------------|----------|------|
| 1 | Full Professor | 83 | 29% |
| 2 | Associate Professor | 62 | 22% |
| 3 | Assistant Professor | 86 | 30% |
| 4 | Instructor | 51 | 18% |
| | Total | 282 | 100% |

42. I am....

| # | Answer | Response | % |
|---|---------------------|----------|------|
| 1 | Tenured | 137 | 50% |
| 2 | Tenure Track | 79 | 29% |
| 3 | Special Purpose | 30 | 11% |
| 4 | Full time temporary | 4 | 1% |
| 5 | Adjunct | 25 | 9% |
| | Total | 275 | 100% |

43. I am also...

| # | Answer | Response | % |
|---|----------------------------|----------|------|
| 1 | Clinical Faculty | 10 | 4% |
| 2 | Graduate Faculty | 143 | 51% |
| 3 | Admin/Professional Faculty | 18 | 6% |
| 4 | None of these | 108 | 39% |
| | Total | 279 | 100% |

44. I am in the College of:

| # | Answer | Response | % |
|---|------------------------------------|----------|------|
| 1 | Business and Economics | 33 | 12% |
| 2 | Education and Human Development | 48 | 18% |
| 3 | Health and Human Services | 24 | 9% |
| 4 | Humanities and Behavioral Sciences | 90 | 34% |
| 5 | Science and Technology | 49 | 18% |
| 6 | Visual and Performing Arts | 24 | 9% |
| | Total | 268 | 100% |

45. I have worked at RU for

| # | Answer | Response | % |
|---|---------------|----------|------|
| 1 | 0 - 2 years | 35 | 12% |
| 2 | 3 - 5 years | 73 | 26% |
| 3 | 6 - 10 years | 66 | 23% |
| 4 | 11 - 15 years | 26 | 9% |
| 5 | 16 - 20 years | 27 | 10% |
| 6 | 21 + years | 55 | 20% |
| | Total | 282 | 100% |

Excerpts from the Comments of the 2010 Faculty Satisfaction Survey

UPPER LEVEL ADMINISTRATION

Comments About President

| | 2010 |
|-------------------|------|
| Positive comments | 14 |
| Negative comments | 58 |

I think the President has made good strides to understand faculty concerns and improve communication

The President no longer seems to be micromanaging and getting involved in affairs she knows little or nothing about. This is an improvement. The President, however, has disappeared the last few months when a good leader would have been able to provide direction during the budget crisis. At the same time this is better than making things worse by actions, inactions, or poorly chosen words. Give credit for being better.

I particularly applaud the President for her support of "sustainability" initiatives on campus, something that has been lacking for many years here.

Throwing people under the bus to save your own skin is morally abhorrent. I have seen our President do this to 3 people so far, and I have only been here 3 years. And those are the 3 that I know about; how many more have not come to my attention? That is not leadership. It is poisoning the climate...There is no integrity and, consequently, there is no trust.

I wish the President would focus less on the color of things like robes and walls and more on facilitating the faculty's ability to do their jobs.

The President is almost completely detached from the core mission of RU, and is virtually unseen (literally and figuratively). During her tenure here we have seen a general decline in morale and in the effective management...

President Kyle should resign!!! Under her "leadership" the quality of an RU education has been diminished.

President Kyle serves herself, not RU. She is out for herself, not RU faculty, staff, and students. Her raise is a good example.

There is no vision, no leadership, too much overlap [purchasing], no trust, zero communication. president does what she wants no matter what.

The president is not visible on campus except for staged events. The president has not created venues for ROUTINELY communicating

The President has been and continues to be a disaster. This year has been a train wreck and we've come to expect that. The President still does not seem to understand the culture and workings of higher education. This may have been excusable for a few months, but it is totally unacceptable at this point.

Where is the leadership from the President? I don't see it.

The environment the President has introduced is not one of collaboration nor does it promote excellence. The micro management of the President and her staff promotes adversarial relationships among faculty and staff which serves only to provide a screen for the inappropriate actions of upper administration.

Comments About Former Provost

| | 2010 |
|-------------------|------|
| Positive comments | 2 |
| Negative comments | 21 |

I had no quarrel with the former Provost, and I think the faculty acted too hastily to remove him.

Things have improved at Radford University since Dr. Stanton resigned as Provost.

The dismissal of the past Provost was a step in the right direction.

I am glad Provost Stanton is gone, I hope the new Provost will listen to faculty.

The recently deposed Provost, in combination with the BOV, was a disaster for R.U. The consequences of his actions continue to force us into bad choices (e.g., attempt to implement CORE or scrap it on short notice).

I had no quarrel with the former Provost, and I think the faculty acted too hastily to remove him.

Comments About Current Provost

| | 2010 |
|-------------------|------|
| Positive comments | 21 |
| Negative comments | 0 |

I believe the Interim Provost is doing the best he can with the situation he came into.

All indications have been very positive for Dr. Scartelli.

I'm excited to have Dr. Scartelli as our Interim Provost, and I think the overall atmosphere at Radford University has improved a lot since Dr. Scartelli replaced Dr. Stanton.

Dr Scartelli should be the permanent Provost.

Comments About BOV

| | 2010 |
|-------------------|------|
| Positive comments | 1 |
| Negative comments | 33 |

The BOV has improved its relationship with the faculty after hiring Tim Sullivan.

The Board of Visitors is out of touch with the university students and faculty. Granting President Kyle and former Provost Stanton those raises when faculty and staff do not receive raises tells faculty and staff that the Board cares about senior administrators and not about faculty and lower staff. The Board seems to have no idea about what is going on at RU -- they seem to know only what they are told by senior administrators who themselves seem out of touch with what is going on.

In the face of clear and recurring failures by the President, the BOV has persistently refused to take matters into their own hands to fix what she cannot.

The BOV forced the faculty to adopt an ill-advised Core Curriculum; the President did nothing to stop them; the former provost aided and abetted the BOV, threatened to "refresh" the faculty to pay for it. Our system of board selection does not serve Radford University well. Nothing good will ever come from this group as long as their ties are so close to Richmond.

The Board of Visitors has been invisible. They may or may not be working behind the scenes to take responsibility for guiding and directing the President rather than being directed by her. When things are going poorly the BOV needs to step up and let the President know EXACTLY what they want. The BOV is often an apologist for the President rather than looking into WHY people were unhappy with her. It is hard to know what they are up to. I would like to see them be more visible.

It is stunning that the only qualifications needed to serve on the BOV seem to be: 1. being RU alumni 2. possessing a bachelor's degree 3. having high level political friends, sometimes obtained through generous campaign contributions (this seems to be the criterion that really matters) We need some people who actually know something about higher education on the BOV. It is shocking that the BOV could not see the crisis that was emerging on this campus more than a year ago. That the rector of the BOV could pen a letter stating complete confusion about why the conduct of RU's "accelerated program review" process was generating a revolt among faculty, students, staff, and administration is testimony to how detached our leadership really is. But when and how are we going to hold the BOV accountable for their role in all of this? And when are we going to develop an appointment process for members of the BOV that ensures we have competent leadership based on qualifications and not political connections?

It would help if the BOV would actually talk with front-line faculty members who are in the business of what RU does.

The Board of Visitors and President may be in a "learning process" that makes them better at performing their functions. But we still have an immensely bloated administration with huge salaries and staffs that suck up a large portion of the assets of this university. In a time of economic crisis, the Board and President are failing to cut costs where they need to be cut: our bloated administration and their exorbitant salaries.

Given the dire fiscal situation at RU, it is simply wrong that the BOV gave the President a \$1 million bonus over five years. This is stunningly irresponsible to the students, faculty, and alumni of RU. From my conversations with fellow faculty and staff, there is very little respect for the President or BOV after this Presidential bonus fiasco.

The BOV should have no influence on Academics - now that RJ is gone, we can only hope that they will return to their oversight role.

I have a great deal of concern about the goals of the BOV and the president. I am unsure as to what their goal is for Radford University and our future development and this worries me a great deal. Their priorities seem skewed toward lowest common denominator measures of success (athletics, applied field training, streamlining) rather than the continued improvement of our university as an institution that provides our student pool with the education that can actually serve and help them in the future.

I also am curious about the criteria the Board will use to evaluate the President. Based on the problems this year, it would appear as though her evaluation should not be too good if her statement that the buck stops with her is true. In other words, the issues with the firings, the poor recruiting last year, the Provost issues, and the general displeasure with the President lead to a poor evaluation. And if all these things don't, then one must wonder what the Board is looking at

Comments About VPs/Vice-Provosts

| | 2010 |
|-------------------|------|
| Positive comments | 2 |
| Negative comments | 1 |

Dr. Scartelli, Dr. Nape, Mr. Alvarez, and several of the deans have been very helpful at improving the state of the university in terms of the overall atmosphere and levels of trust between faculty and administrators.

I have heard terrific things about VP Nape.

The administration's vice-presidents and department heads openly complain about state budget cuts and lack of resources to excuse their inability to fulfill their primary responsibilities. Yet, faculty are consistently expected to take on additional burdens without any additional compensation and told not to complain or they may be targeted for budget cuts.

General Comments About the Administration:

| | 2010 |
|-------------------|------|
| Positive comments | 2 |
| Negative comments | 28 |

I appreciate the fact that the University leadership placed great emphasis on preserving academics during the budget crisis.

My job satisfaction would greatly increase if administrators re-prioritized or just stepped back so that faculty could do what they were hired to do.

Although the numbers of senior administrator positions have increased, the administration's effectiveness has clearly decreased. Open senior administrative positions are given high priority to fill, while consideration or approval of new faculty positions are on indefinite hold due to the economy.

I am here because I need a pay check. The university administration does not give out any indications that I am a valued member of the university.

Micromanagement from the uppermost administration continues to be a problem.

I have heard from numerous sources that many, many things are stuck at the upper administrative level.

But we still have an immensely bloated administration with huge salaries and staffs that suck up a large portion of the assets of this university.

COLLEGE AND DEPARTMENTAL ADMINISTRATION

Comments About Dean

| | 2010 |
|-------------------|------|
| Positive comments | 10 |
| Negative comments | 18 |

The Dean is wonderful. I think he too has student and faculty interests at heart in every decision he makes.

Dean ... is an excellent leader and advocate for the needs of staff and students.

My Dean has apparently done little to improve the situation for faculty and programs in my college.

Some deans are using every possible means at their disposal to corrupt the system, bribe their henchmen, and undermine faculty who actually do all the work; Our dean is ineffectual, at best, and does not represent our college well.

The Dean of my college has done a thoroughly inadequate job...

Our dean simply ignores any difficult questions raised by faculty members and refuses to respond to direct requests. He has publically ridiculed and demeaned suggestions from faculty members after requesting their ideas in meetings.

Comments About Chair

| | 2010 |
|-------------------|------|
| Positive comments | 14 |
| Negative comments | 2 |

Our department chair works incredibly hard and keeps us informed.

I deeply respect my Chair, who works incredibly hard to buffer our program from the nonsensical BS that comes from above.

My department chair... has done an exceptional job in maintaining morale and has provided a fantastic teaching environment for me while at Radford.

At the department level our leadership is excellent.

Our department chair is a strong leader.

The ... Department Chair is superior in her leadership and truly cares about the opinions of her faculty. She often seeks faculty input for decisions being made...

On annual evaluations, my chair does not distinguish adequately between outstanding performance by a faculty member and performance that is not outstanding. My chair does not monitor grading in the department, so rumors circulate about some faculty giving all their students A's

Comments About the Department

| | 2010 |
|-------------------|------|
| Positive comments | 10 |
| Negative comments | 3 |

I have always been extremely happy with my department and its leadership.

The faculty in my department are positive about our work and each other.

I work in the greatest department and college on the campus. We pump each other up and celebrate our successes. We support one another and do a fabulous job with students.

I am unsatisfied with my department's quality of service to the students.

Comments about the Faculty Senate

| | 2010 |
|-------------------|------|
| Positive comments | 9 |
| Negative comments | 22 |

Faculty Senate does a good job with difficult choice.

The Faculty Senate is doing a great job in troubled times. The procedures followed on controversial issues reflected a sincere effort to provide a fair process.

Faculty Senate has taken on many important issues with the upper administration and has supported the faculty –as they should.

The faculty senate is a joke. Once faculty get into leadership positions in the senate they become the lap dogs of the president and her administration.

I'm tired of the "group" and their continued negativity, it is keeping the university from moving forward. The world does not revolve around CHBS.

I feel the Faculty Senate wastes too much time on issues that keep the University from moving ahead

The Faculty Senate has become a abysmal failure in governance.

Somehow the senate manages to recognize and promote the opinions of the most hysterical group at any given times, as evidenced by the ridiculous proposal to scrap the CORE and go back to the old way of doing things.

The Faculty Senate really needs to take a look at the structure of their organization. I think certain matters need the vote of the full faculty and faculty senate does not actually represent the entire faculty's views

We are wasting time in senate revisiting general education over and over again to satisfy the agenda of one College or faculty within the college.

FACULTY LEVEL CONCERNS

Comments About Benefits/Salaries

| | 2010 |
|-------------------|------|
| Positive comments | 0 |
| Negative comments | 45 |

The workload, inadequate salary, and lack of raise for the three years I have worked here is very demoralizing for me.

Adequate childcare is a significant need on campus.

RU does not provide ANY support to non-traditional families. There is no good provisions for maternity/paternity leave.

The below-market pay is a drain on the morale of the new faculty.

Pay the faculty! Every indicator, from RU to national data suggests that most faculty are underpaid by at least \$10,000.

The one fringe benefit missing is tuition reimbursement for children (and spouses) of employees.

It's shameful that the University still does not supply, in any way, daycare facilities for parents who work for or attend this university.

A university supported day care/pre-school would be a valuable family-friendly benefit that I would appreciate.

Radford has absolutely no resources when it comes to providing child care. Human Resources doesn't even have a resource list of local childcare providers. I don't understand why we don't have a University sponsored child care program when we have an Early Childhood

Not an issue for me, childcare would help many of my colleagues AND the students of today's RU. We have many students with children.

I have never work a job where a pay increase(if evaluation warranted a raise)was not given --for the past 3 years!!!

I cannot believe there is no child care on campus, especially with the strong College of Education.

Comments About Work Load

| | 2010 |
|-------------------|------|
| Positive comments | 0 |
| Negative comments | 20 |

RU needs to determine if it is a teaching college or a university that values scholarship and research. At the moment, it is virtually impossible to maintain a quality research program when one teaches a 4/4 load. In our department, this could mean being in class for 19 to 20 hours per week. This type of teaching load is exhausting and can lead to burn-out.

Our workload is unbelievable....I am not a very materialistic person...but for the amount that I get paid and the 60-70 hour work weeks... It feels like we are always running on a treadmill.

The teaching load at RU is very heavy. It should be 9 hours (3 courses) per semester.

Teaching assignments are out of line with the rest of the state, and much too heavy for serious research. There has been an increase in research expectations for the past ten years with little support, and little release time.

I realize that financial times are hard, and I feel lucky to have a job, but I wish I didn't feel as though I had to work 60+ hours every week just to keep my head above water. I feel as though few people above the level of the chairs realize how hard faculty are working to keep things going while we're so short-handed.

The university says that it wants active scholarship but makes it very difficult to do with the teaching and service load.

Service expectations are up. Teaching workloads are up. Research expectations are up. Pay is not. Enough said.

Comments About Funding/Resources

| | 2010 |
|-------------------|------|
| Positive comments | 1 |
| Negative comments | 27 |

I appreciate the technology available.

Things that would help would be enough time to pursue research/grant opportunities, opportunity to go to conferences (paid travel with adequate time to pursue it when the funds are actually released) and more faculty.

RU has continually under-utilized our membership and the resources of the council on undergraduate research (CUR), which leads to the limitations on facilitating undergraduate research on campus.

The Core Curriculum is stealing resources that should be dedicated to strengthening undergraduate majors.

As we progress in our development as an undergraduate research focused school (which is of great benefit to our students and to our standing) we require research level facilities and equipment and buildings that can support them. The current science facilities are far too small and obviously not designed with research in mind.

...In addition, it (the university) says that it supports student research but there is almost no funding for it. I presented with a student at our national meeting last year and she received very little funding. I feel that what the university expects certain things from faculty that it does not support and makes it very difficult to do and then we are criticized for failure to meet expectations

I attended three professional conferences this year and presented at 2 conferences and spent in excess of \$3,000 out of my pocket for professional development this academic year.

She (President Kyle) commits herself (often foolishly) to renovating buildings and holding social events, but seems oblivious to any deeper goals or problems in academics. For example, rather than a fitness center, we should be getting an addition to the library.

Not enough funding for research, but no change in expectations for tenure-track faculty put junior faculty in the position of choosing between family vacations and money spent to attend conferences or other professional obligations.

RADFORD UNIVERSITY BUREAUCRACY

Comments About RU Policies or Procedures

| | 2010 |
|-------------------|------|
| Positive comments | 1 |
| Negative comments | 18 |

Some of the bureaucracy seems unreasonable but I am hoping that it is changing... So far, I am please with Richard Alvarez's style and his decision not to "sweep budgets" as has been done in the past.

There is way too much procedural and duplicative paperwork. it feels like it takes an act of God and congress and ream of paperwork and tons of signatures to do most anything. There must be an easier way to get travel approved and reimbursed and to allow grant funded programs to get up and going without having to wait sometimes up to 2 months to have access to funds and a pay check.

Ordering processes are cumbersome and lead to material waste.

More and more time consuming tasks are being assigned to the departments (especially with Banner and Eva). Sometimes it feels we are doing much of the work formerly done by the registrar and HR.

The problem I identify can't be pinned to one particular party, as it seems characteristic of the entire culture of the university. There seems to be a pervasive culture of requiring and then making decisions without adequate analysis, planning, or consultation, decisions which must then be carried out immediately, again without adequate analysis, planning, or consultation. When these decisions lead to negative results, the process starts all over again in order to change the situation, yet again without adequate time given to doing it well.

Paperwork to hire/pay students and to travel is over the top and inconsistent from year to year, month to month, and office to office

Sponsored programs has policies that make research more difficult to accomplish.

There are too many forms, procedures, paperwork to efficiently do my job. For example, one simple travel reimbursement requires 3 separate forms and multiple signatures... Additionally, HR's many "mandatory" trainings offered in 1 week with only a few days advanced notice are challenging to schedule, when I am booking my calendar about 40 days in advance at this point.

Comments About Facilities/Computers

| | 2010 |
|-------------------|------|
| Positive comments | 6 |
| Negative comments | 22 |

The classrooms I use have good tech equipment.

The college campus is a well managed and absolutely beautiful.

Classrooms are not created equally. The spaces in Young Hall are WAY too small. The number of chairs crammed into the smallest of rooms is unacceptable.

The classrooms in Young Hall are especially cramped; I have no space to even put my notebook.

The campus classrooms and especially technology support are far behind other universities.

The university appears to have immense sums of money for new building projects but it appears to have no money to make all of its classrooms into decent learning environments.

Many faculty offices are not handicapped accessible which creates an obstacle to meeting with students and colleagues.

Comments on Image/State of University as a whole

| | 2010 |
|-------------------|------|
| Positive comments | 15 |
| Negative comments | 45 |

Overall the environment at RU is good. The technology infrastructure continues to improve.

Generally, the campus environment is good... given the financial straits in which we find ourselves, I think the university has done a good job of maintaining services to faculty and students while coping with substantial budget reductions.

There is no integrity and, consequently, there is no trust... I have very little hope for the culture of Radford changing anytime soon.

...However, as far as I can tell, all of the damaging changes to the university are still in place. I'm not as concerned about further steps backward, but I won't feel good about things until the negative changes have been addressed.

We as a faculty are rapidly losing our best ... professors and I am constantly borderline-ridiculed by my peers at other universities for still continuing to work at RU. I have been at RU for a very long time and have never seen it be run aground like in the past 3-4 years with no signs of things getting any better any time soon.

...I think the university is being run into the ground and moral is poor, the image of the school is poor...

The faculty must stand up and accept their role in becoming part of the solution rather than part of the problem

I am starting to question how much longer I want to be involved with this institution Do not feel that it cares for me as an employee and I feel like I'm simply being ground up only to be spit out when they are through with me

Lots of window-dressing this year (balloons, athletics publicity, etc.). But I do not feel that the underlying problems have been addressed. We still have a university that is not putting its academics and students/faculty first...

Comments About the Survey Itself

| | 2010 |
|-------------------|------|
| Positive comments | 0 |
| Negative comments | 4 |

It was not made clear whether the questions about the provost are about Joe Scartelli or Wil Stanton. This probably invalidates those questions.

This survey was confusing. As a member of a "school" I'm not sure whether the comments on my chair are for the chair of my program or the chair of the school.

Other (include any other comments that seem valuable)

| | 2010 |
|-------------------|------|
| Positive comments | 8 |
| Negative comments | 29 |

It is a nice feeling to be part of the Radford University Centennial year.

The core curriculum is a pedagogical and fiscal nightmare.

We are adding new graduate programs whose student numbers can be counted on one hand. We are putting the rest of our resources into the Core Curriculum, and nothing is left for the majors at the core of the university mission.

Both the city of Radford and the university offer many opportunities to use the phrase "palpable malaise." The university's on-campus food services (Starbucks, Au Bon Pain, Ben & Jerry's) seem to have undercut the Main Street economy while the city/university lack of metropolitan transit adds to a sense of isolation and encourages a "commuter culture" for both faculty and students.