

**Radford University Faculty Survey Responses
Spring 2011**

Last Modified: 05/12/2011

The spring 2011 Faculty Morale Survey was administered by the Radford University Faculty Senate Campus Environment Committee from April 15-17 using Qualtrics.com. The survey recipient list included 707 T&R and A/P faculty, including adjuncts. A total of 304 faculty completed the survey. This public report is provided by the Campus Environment Committee and the Faculty Senate Executive Council.

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

Question	2010		2011	
	Mean ± SD	n	Mean ± SD	n
DEPARTMENT LEVEL				
1. My work environment is collegial at the department level.	4.26 ± 1.08	303	3.93 ± 1.31	304
2. I am given the opportunity to participate in decisions that affect me in my department.	4.07 ± 1.11	300	3.77 ± 1.38	304
3. My chair keeps me well informed of matters important to faculty.	4.31 ± 1.03	290	3.90 ± 1.27	304
4. I am satisfied with the leadership of my department chair.	4.16 ± 1.14	292	3.78 ± 1.40	304
5. My chair values my opinion.	4.23 ± 1.06	290	3.87 ± 1.32	304
COLLEGE LEVEL				
6. My work environment is collegial at the college level.	3.71 ± 1.06	296	3.72 ± 1.04	290
7. I am given the opportunity to participate in decisions that affect me in my college.	3.28 ± 1.15	295	3.27 ± 1.19	292
8. My dean keeps me well informed of matters important to faculty.	3.50 ± 1.20	300	3.46 ± 1.23	291
9. The dean does all s/he can to meet the needs of my department.	3.37 ± 1.27	299	3.44 ± 1.33	291
10. I am satisfied with the leadership of my dean.	3.39 ± 1.37	299	3.54 ± 1.38	291
11. My dean values my opinion.	3.41 ± 1.27	295	3.49 ± 1.27	294
UPPER ADMINISTRATIVE LEVEL				
12. Upper administration keeps me well informed on matters important to faculty.	2.68 ± 1.12	299	2.66 ± 1.09	288
13. The Provost does all s/he can to meet the needs of my college.	3.10 ± 1.10	279	3.18 ± 1.12	288
14. The Provost values faculty opinion.	3.19 ± 1.14	282	3.31 ± 1.11	289
15. I am satisfied with the leadership of the Provost.	3.23 ± 1.13	277	3.44 ± 1.13	288
16. The President does all s/he can to meet the needs of our university.	2.40 ± 1.17	297	2.37 ± 1.16	285
17. The President values faculty opinion.	2.18 ± 1.17	298	2.15 ± 1.14	287
18. I am satisfied with the leadership of the President.	2.13 ± 1.15	298	2.15 ± 1.13	285
19. I am satisfied with the leadership of the BOV.	2.00 ± 0.97	292	2.32 ± 1.03	287
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	3.25 ± 1.14	287
CAMPUS RESOURCES AND ENVIRONMENT				
21. The university facilitates my professional development.	3.16 ± 1.08	298	3.16 ± 1.16	283
22. RU's bureaucratic procedures are reasonable.	2.26 ± 1.01	298	2.30 ± 1.09	284
23. RU provides the equipment and materials needed to do my job well.	3.28 ± 1.10	298	3.24 ± 1.18	286
24. RU provides sufficient support for student research opportunities.	3.15 ± 0.96	281	3.09 ± 1.12	286
25. My workload is reasonable.	2.79 ± 1.23	296	2.70 ± 1.22	284
26. My office is adequate for my needs.	3.66 ± 1.18	297	3.62 ± 1.21	283
27. The classrooms where I typically teach are conducive to learning.	3.41 ± 1.13	295	3.54 ± 1.10	284
28. RU has family-friendly employee benefits.	3.40 ± 1.10	267	3.32 ± 1.10	283
29. RU offers programs to help invest/manage my finances effectively.	3.41 ± 0.90	273	3.23 ± 0.99	284
30. I am satisfied with my pay.	2.34 ± 1.15	296	2.09 ± 1.14	285
31. RU provides good health benefits	3.76 ± 0.95	288	3.69 ± 1.02	282
OVERALL SATISFACTION				
32. My colleagues have a positive attitude about the state of the university.	2.17 ± 1.00	299	2.35 ± 1.00	284
33. I am satisfied with the current state of the university.	2.18 ± 1.04	298	2.39 ± 1.04	285
34. Radford University has a positive image.	2.47 ± 1.06	298	2.55 ± 1.05	284
35. I am dedicated to my profession.	4.76 ± 0.53	298	4.77 ± 0.46	283
36. My job allows me to express my special talents.	3.92 ± 1.00	298	3.88 ± 1.00	283
37. The future of RU is important to me.	4.55 ± 0.69	298	4.48 ± 0.77	284
38. If I had it to do over again, I would still choose for this university.	3.43 ± 1.27	295	3.42 ± 1.28	285
39. Morale among faculty is positive.	2.05 ± 0.99	298	2.23 ± 1.07	282
40. Overall, I am satisfied with my job.	3.36 ± 1.10	297	3.26 ± 1.14	285

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

#	Answer		Response	%
1	Strongly Disagree		28	9%
2	Disagree		24	8%
3	Neither Agree or Disagree		29	10%
4	Agree		81	27%
5	Strongly Agree		139	46%
	Not Applicable		3	1%
	Total		304	100%







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

#	Answer		Response	%
1	Strongly Disagree		36	12%
2	Disagree		27	9%
3	Neither Agree or Disagree		24	8%
4	Agree		91	30%
5	Strongly Agree		118	39%
	Not Applicable		8	3%
	Total		304	100%





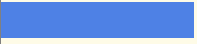

3. My chair keeps me well informed of matters important to faculty.

#	Answer		Response	%
1	Strongly Disagree		22	7%
2	Disagree		26	9%
3	Neither Agree or Disagree		30	10%
4	Agree		82	27%
5	Strongly Agree		120	39%
	Not Applicable		24	8%
	Total		304	100%



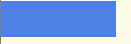

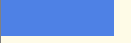

4. I am satisfied with the leadership of my department chair.

#	Answer		Response	%
1	Strongly Disagree		33	11%
2	Disagree		28	9%
3	Neither Agree or Disagree		27	9%
4	Agree		71	23%
5	Strongly Agree		120	39%
	Not Applicable		25	8%
	Total		304	100%

5. My chair values my opinion.

#	Answer		Response	%
1	Strongly Disagree		25	8%
2	Disagree		28	9%
3	Neither Agree or Disagree		29	10%
4	Agree		75	25%
5	Strongly Agree		123	40%
	Not Applicable		24	8%
	Total		304	100%

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

#	Answer		Response	%
1	Strongly Disagree		11	4%
2	Disagree		22	8%
3	Neither Agree or Disagree		70	24%
4	Agree		109	38%
5	Strongly Agree		69	24%
	Not Applicable		9	3%
	Total		290	100%

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

#	Answer		Response	%
1	Strongly Disagree		27	9%
2	Disagree		43	15%
3	Neither Agree or Disagree		78	27%
4	Agree		83	28%
5	Strongly Agree		44	15%
	Not Applicable		17	6%
	Total		292	100%







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

#	Answer		Response	%
1	Strongly Disagree		21	7%
2	Disagree		44	15%
3	Neither Agree or Disagree		64	22%
4	Agree		80	27%
5	Strongly Agree		67	23%
	Not Applicable		15	5%
	Total		291	100%







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

#	Answer		Response	%
1	Strongly Disagree		35	12%
2	Disagree		33	11%
3	Neither Agree or Disagree		59	20%
4	Agree		77	26%
5	Strongly Agree		74	25%
	Not Applicable		13	4%
	Total		291	100%







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

#	Answer		Response	%
1	Strongly Disagree		39	13%
2	Disagree		24	8%
3	Neither Agree or Disagree		55	19%
4	Agree		72	25%
5	Strongly Agree		90	31%
	Not Applicable		11	4%
	Total		291	100%

11. My dean values my opinion.

#	Answer		Response	%
1	Strongly Disagree		27	9%
2	Disagree		32	11%
3	Neither Agree or Disagree		70	24%
4	Agree		72	24%
5	Strongly Agree		74	25%
	Not Applicable		19	6%
	Total		294	100%

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

#	Answer		Response	%
1	Strongly Disagree		45	16%
2	Disagree		85	30%
3	Neither Agree or Disagree		77	27%
4	Agree		63	22%
5	Strongly Agree		9	3%
	Not Applicable		9	3%
	Total		288	100%

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

#	Answer	Response	%
1	Strongly Disagree	26	9%
2	Disagree	39	14%
3	Neither Agree or Disagree	99	34%
4	Agree	75	26%
5	Strongly Agree	33	11%
	Not Applicable	16	6%
	Total	288	100%







14. The Provost values faculty opinion.

#	Answer	Response	%
1	Strongly Disagree	22	8%
2	Disagree	30	10%
3	Neither Agree or Disagree	102	35%
4	Agree	75	26%
5	Strongly Agree	41	14%
	Not Applicable	19	7%
	Total	289	100%





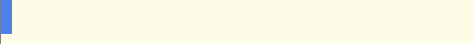

15. I am satisfied with the leadership of the Provost.

#	Answer	Response	%
1	Strongly Disagree	21	7%
2	Disagree	26	9%
3	Neither Agree or Disagree	87	30%
4	Agree	89	31%
5	Strongly Agree	50	17%
	Not Applicable	15	5%
	Total	288	100%

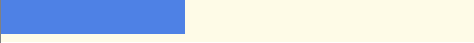
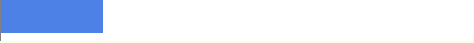
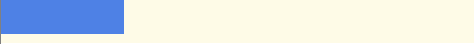
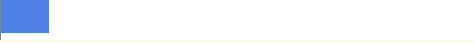
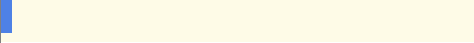

16. The President does all s/he can to meet the needs of our university.

#	Answer		Response	%
1	Strongly Disagree		84	29%
2	Disagree		68	24%
3	Neither Agree or Disagree		79	28%
4	Agree		38	13%
5	Strongly Agree		11	4%
	Not Applicable		5	2%
	Total		285	100%

17. The President values faculty opinion.

#	Answer		Response	%
1	Strongly Disagree		112	39%
2	Disagree		58	20%
3	Neither Agree or Disagree		72	25%
4	Agree		30	10%
5	Strongly Agree		7	2%
	Not Applicable		8	3%
	Total		287	100%

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

#	Answer		Response	%
1	Strongly Disagree		110	39%
2	Disagree		61	21%
3	Neither Agree or Disagree		74	26%
4	Agree		29	10%
5	Strongly Agree		7	2%
	Not Applicable		4	1%
	Total		285	100%

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

#	Answer	Response	%
1	Strongly Disagree	76	26%
2	Disagree	73	25%
3	Neither Agree or Disagree	102	36%
4	Agree	22	8%
5	Strongly Agree	6	2%
	Not Applicable	8	3%
	Total	287	100%

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

#	Answer	Response	%
1	Strongly Disagree	22	8%
2	Disagree	52	18%
3	Neither Agree or Disagree	83	29%
4	Agree	88	31%
5	Strongly Agree	39	14%
	Not Applicable	3	1%
	Total	287	100%

21. The university facilitates my professional development.

#	Answer	Response	%
1	Strongly Disagree	25	9%
2	Disagree	64	23%
3	Neither Agree or Disagree	58	20%
4	Agree	103	36%
5	Strongly Agree	28	10%
	Not Applicable	5	2%
	Total	283	100%

22. RU's bureaucratic procedures are reasonable.

#	Answer		Response	%
1	Strongly Disagree		71	25%
2	Disagree		112	39%
3	Neither Agree or Disagree		51	18%
4	Agree		39	14%
5	Strongly Agree		9	3%
	Not Applicable		2	1%
	Total		284	100%






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

#	Answer		Response	%
1	Strongly Disagree		24	8%
2	Disagree		62	22%
3	Neither Agree or Disagree		60	21%
4	Agree		102	36%
5	Strongly Agree		38	13%
	Not Applicable		0	0%
	Total		286	100%







24. RU provides sufficient support for student research opportunities.

#	Answer		Response	%
1	Strongly Disagree		26	9%
2	Disagree		51	18%
3	Neither Agree or Disagree		80	28%
4	Agree		81	28%
5	Strongly Agree		23	8%
	Not Applicable		25	9%
	Total		286	100%







25. My workload is reasonable.

#	Answer		Response	%
1	Strongly Disagree		56	20%
2	Disagree		85	30%
3	Neither Agree or Disagree		45	16%
4	Agree		85	30%
5	Strongly Agree		13	5%
	Not Applicable		0	0%
	Total		284	100%







26. My office is adequate for my needs.

#	Answer		Response	%
1	Strongly Disagree		20	7%
2	Disagree		45	16%
3	Neither Agree or Disagree		21	7%
4	Agree		129	46%
5	Strongly Agree		64	23%
	Not Applicable		4	1%
	Total		283	100%







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

#	Answer		Response	%
1	Strongly Disagree		12	4%
2	Disagree		46	16%
3	Neither Agree or Disagree		41	14%
4	Agree		123	43%
5	Strongly Agree		46	16%
	Not Applicable		16	6%
	Total		284	100%

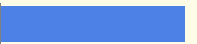




28. RU has family-friendly employee benefits.

#	Answer		Response	%
1	Strongly Disagree		19	7%
2	Disagree		39	14%
3	Neither Agree or Disagree		65	23%
4	Agree		103	36%
5	Strongly Agree		28	10%
	Not Applicable		29	10%
	Total		283	100%

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

#	Answer		Response	%
1	Strongly Disagree		19	7%
2	Disagree		35	12%
3	Neither Agree or Disagree		84	30%
4	Agree		110	39%
5	Strongly Agree		11	4%
	Not Applicable		25	9%
	Total		284	100%

30. I am satisfied with my pay.

#	Answer		Response	%
1	Strongly Disagree		110	39%
2	Disagree		97	34%
3	Neither Agree or Disagree		27	9%
4	Agree		45	16%
5	Strongly Agree		6	2%
	Not Applicable		0	0%
	Total		285	100%

31. RU provides good health benefits.

#	Answer	Response	%
1	Strongly Disagree	15	5%
2	Disagree	21	7%
3	Neither Agree or Disagree	41	15%
4	Agree	147	52%
5	Strongly Agree	44	16%
	Not Applicable	14	5%
	Total	282	100%

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

#	Answer	Response	%
1	Strongly Disagree	56	20%
2	Disagree	120	42%
3	Neither Agree or Disagree	62	22%
4	Agree	40	14%
5	Strongly Agree	4	1%
	Not Applicable	2	1%
	Total	284	100%

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

#	Answer	Response	%
1	Strongly Disagree	55	19%
2	Disagree	120	42%
3	Neither Agree or Disagree	61	21%
4	Agree	40	14%
5	Strongly Agree	8	3%
	Not Applicable	1	0%
	Total	285	100%

34. Radford University has a positive image.

#	Answer	Response	%
1	Strongly Disagree	46	16%
2	Disagree	103	36%
3	Neither Agree or Disagree	77	27%
4	Agree	50	18%
5	Strongly Agree	8	3%
	Not Applicable	0	0%
	Total	284	100%

35. I am dedicated to my profession.

#	Answer	Response	%
1	Strongly Disagree	0	0%
2	Disagree	0	0%
3	Neither Agree or Disagree	4	1%
4	Agree	58	20%
5	Strongly Agree	221	78%
	Not Applicable	0	0%
	Total	283	100%

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

#	Answer	Response	%
1	Strongly Disagree	4	1%
2	Disagree	34	12%
3	Neither Agree or Disagree	34	12%
4	Agree	129	46%
5	Strongly Agree	81	29%
	Not Applicable	1	0%
	Total	283	100%

37. The future of RU is important to me.

#	Answer	Response	%
1	Strongly Disagree	3	1%
2	Disagree	4	1%
3	Neither Agree or Disagree	19	7%
4	Agree	84	30%
5	Strongly Agree	173	61%
	Not Applicable	1	0%
	Total	284	100%

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

#	Answer	Response	%
1	Strongly Disagree	31	11%
2	Disagree	40	14%
3	Neither Agree or Disagree	57	20%
4	Agree	91	32%
5	Strongly Agree	65	23%
	Not Applicable	1	0%
	Total	285	100%

39. Morale among faculty is positive.

#	Answer	Response	%
1	Strongly Disagree	79	28%
2	Disagree	102	36%
3	Neither Agree or Disagree	53	19%
4	Agree	36	13%
5	Strongly Agree	6	2%
	Not Applicable	6	2%
	Total	282	100%

40. Overall, I am satisfied with my job.

#	Answer		Response	%
1	Strongly Disagree		23	8%
2	Disagree		53	19%
3	Neither Agree or Disagree		69	24%
4	Agree		105	37%
5	Strongly Agree		34	12%
	Not Applicable		1	0%
	Total		285	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		70	28%
2	Associate Professor		59	24%
3	Assistant Professor		69	28%
4	Instructor		51	20%
	Total		249	100%

42. I am....

#	Answer		Response	%
1	Tenured		129	52%
2	Tenure Track		53	22%
3	Special Purpose		24	10%
4	Full time temporary		9	4%
5	Adjunct		31	13%
	Total		246	100%

43. I am also...

#	Answer	Response	%
1	Clinical Faculty	6	2%
2	Graduate Faculty	119	49%
3	Admin/Professional Faculty	35	14%
4	None of these	85	35%
	Total	245	100%

44. I am in the College of:

#	Answer	Response	%
1	Business and Economics	24	10%
2	Education and Human Development	44	18%
3	Health and Human Services	26	11%
4	Humanities and Behavioral Sciences	69	29%
5	Science and Technology	47	20%
6	Visual and Performing Arts	31	13%
	Total	241	100%

45. I have worked at RU for

#	Answer	Response	%
1	0 - 2 years	29	11%
2	3 - 5 years	66	25%
3	6 - 10 years	69	26%
4	11 - 15 years	31	12%
5	16 - 20 years	22	8%
6	21 + years	44	17%
	Total	261	100%