

# **Radford University Faculty Morale Survey Responses**

## **General Release Report**

**Spring 2012**

**Report Date: April 24, 2012**

The spring 2012 Faculty Morale Survey was administered by the Radford University Faculty Senate Campus Environment Committee from March 27 – April 6 using Qualtrics.com. The survey recipient list included 712 T&R and A/P faculty with teaching responsibilities, including adjuncts. A total of 346 faculty members completed the survey. This public report is provided by the Campus Environment Committee and the Faculty Senate Executive Council.

In all but three questions, there is a positive trend upward from 2011 to 2012 but not all increases are significant. There is generally a high level of satisfaction with leadership, collegiality, and the environment at the department level. In general there is dissatisfaction with RU image, the current state of the university, morale, and pay. There is also dissatisfaction with the leadership of the President and BOV.

2011 and 2012 Results Faculty Morale Survey					
Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Not Applicable
1	2	3	4	5	NA

Question	2011		2012	
	Mean ± SD	n	Mean ± SD	n
<b>DEPARTMENT LEVEL</b>				
1. My work environment is collegial at the department level.	3.93 ± 1.31	304	4.03 ± 1.20	315
2. I am given the opportunity to participate in decisions that affect me in my department.	3.77 ± 1.38	304	3.90 ± 1.22	315
3. My chair keeps me well informed of matters important to faculty.	3.90 ± 1.27	304	4.10 ± 1.17	314
4. I am satisfied with the leadership of my department chair.	3.78 ± 1.40	304	4.03 ± 1.30	315
5. My chair values my opinion.	3.87 ± 1.32	304	4.08 ± 1.16	312
<b>COLLEGE LEVEL</b>				
6. My work environment is collegial at the college level.	3.72 ± 1.04	290	3.83 ± 0.97	308
7. I am given the opportunity to participate in decisions that affect me in my college.	3.27 ± 1.19	292	3.30 ± 1.14	308
8. My dean keeps me well informed of matters important to faculty.	3.46 ± 1.23	291	3.75 ± 1.16	309
9. The dean does all s/he can to meet the needs of my department.	3.44 ± 1.33	291	3.57 ± 1.30	308
10. I am satisfied with the leadership of my dean.	3.54 ± 1.38	291	3.69 ± 1.31	306
11. My dean values my opinion.	3.49 ± 1.27	294	3.56 ± 1.23	306
<b>UPPER ADMINISTRATIVE LEVEL</b>				
12. Upper administration keeps me well informed on matters important to faculty.	2.66 ± 1.09	288	2.99 ± 1.03	302
13. The Provost does all s/he can to meet the needs of my college.	3.18 ± 1.12	288	3.29 ± 1.01	302
14. The Provost values faculty opinion.	3.31 ± 1.11	289	3.62 ± 0.98	303
15. I am satisfied with the leadership of the Provost.	3.44 ± 1.13	288	3.65 ± 1.01	301
16. The President does all s/he can to meet the needs of our university.	2.37 ± 1.16	285	2.59 ± 1.21	304
17. The President values faculty opinion.	2.15 ± 1.14	287	2.31 ± 1.14	303
18. I am satisfied with the leadership of the President.	2.15 ± 1.13	285	2.41 ± 1.21	302
19. I am satisfied with the leadership of the BOV.	2.32 ± 1.03	287	2.45 ± 1.05	303
20. The faculty senate is doing all it can to represent the faculty.	3.25 ± 1.14	287	3.33 ± 1.02	304
<b>CAMPUS RESOURCES AND ENVIRONMENT</b>				
21. The university facilitates my professional development.	3.16 ± 1.16	283	3.33 ± 1.13	297
22. RU's bureaucratic procedures are reasonable.	2.30 ± 1.09	284	2.43 ± 1.09	295
23. RU provides the equipment and materials needed to do my job well.	3.24 ± 1.18	286	3.47 ± 1.12	297
24. RU provides sufficient support for student research opportunities.	3.09 ± 1.12	286	3.16 ± 1.01	295
25. My workload is reasonable.	2.70 ± 1.22	284	2.72 ± 1.27	296
26. My office is adequate for my needs.	3.62 ± 1.21	283	3.74 ± 1.15	296
27. The classrooms where I typically teach are conducive to learning.	3.54 ± 1.10	284	3.55 ± 1.02	296
28. RU has family-friendly employee benefits.	3.32 ± 1.10	283	3.36 ± 1.07	296
29. RU offers programs to help invest/manage my finances effectively.	3.23 ± 0.99	284	3.20 ± 0.96	293
30. I am satisfied with my pay.	2.09 ± 1.14	285	2.12 ± 1.17	295
31. RU provides good health benefits	3.69 ± 1.02	282	3.68 ± 1.00	295
<b>OVERALL SATISFACTION</b>				
32. My colleagues have a positive attitude about the state of the university.	2.35 ± 1.00	284	2.61 ± 1.04	295
33. I am satisfied with the current state of the university.	2.39 ± 1.04	285	2.69 ± 1.09	293
34. Radford University has a positive image.	2.55 ± 1.05	284	2.88 ± 1.07	296
35. I am dedicated to my profession.	4.77 ± 0.46	283	4.75 ± 0.54	295
36. My job allows me to express my special talents.	3.88 ± 1.00	283	3.97 ± 1.02	294
37. The future of RU is important to me.	4.48 ± 0.77	284	4.54 ± 0.75	294
38. If I had it to do over again, I would still choose for this university.	3.42 ± 1.28	285	3.57 ± 1.27	294
39. Morale among faculty is positive.	2.23 ± 1.07	282	2.48 ± 1.12	294
40. Overall, I am satisfied with my job.	3.26 ± 1.14	285	3.42 ± 1.08	294

<b>Rank-Ordered Results of 2012 Survey</b>	
<b>High Satisfaction -&gt; Low Satisfaction</b>	
<b>5 = Strongly Agree; 4 = Agree; 3 = Neither Agree Nor Disagree; 2 = Disagree; 1 = Strongly Disagree</b>	
<b>Survey Item</b>	<b>Mean</b>
I am dedicated to my profession.	4.75
The future of RU is important to me.	4.54
My chair keeps me well informed of matters important to faculty.	4.10
My chair values my opinion.	4.08
My work environment is collegial at the department level.	4.03
I am satisfied with the leadership of my department chair.	4.03
My job allows me to express my special talents.	3.97
I am given the opportunity to participate in decisions that affect me in my department.	3.90
My work environment is collegial at the college level.	3.83
My dean keeps me well informed of matters important to faculty.	3.75
My office is adequate for my needs.	3.74
I am satisfied with the leadership of my dean.	3.69
RU provides good health benefits.	3.68
I am satisfied with the leadership of the Provost.	3.65
The Provost values faculty opinion.	3.62
The dean does all s/he can to meet the needs of my department.	3.57
If I had it to do over again, I would still choose for this university.	3.57
My dean values my opinion.	3.56
The classrooms where I typically teach are conducive to learning.	3.55
RU provides the equipment and materials needed to do my job well.	3.47
Overall, I am satisfied with my job.	3.42
RU has family-friendly employee benefits.	3.36
The faculty senate is doing all it can to represent the faculty.	3.33
The university facilitates my professional development.	3.33
I am given the opportunity to participate in decisions that affect me in my college.	3.30
The Provost does all s/he can to meet the needs of my college.	3.29
RU offers programs to help invest/manage my finances effectively.	3.20
RU provides sufficient support for student research opportunities.	3.16

Upper administration keeps me well informed on matters important to faculty.	2.99
Radford University has a positive image.	2.88
My workload is reasonable.	2.72
I am satisfied with the current state of the university.	2.69
My colleagues have a positive attitude about the state of the university.	2.61
The President does all s/he can to meet the needs of our university.	2.59
Morale among faculty is positive.	2.48
I am satisfied with the leadership of the BOV.	2.45
RU's bureaucratic procedures are reasonable.	2.43
I am satisfied with the leadership of the President.	2.41
The President values faculty opinion.	2.31
I am satisfied with my pay.	2.12

**Three-Year Trend  
Faculty Morale Survey**







<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither Agree or Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Not Applicable</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>NA</b>

Question	2010	2011	2012
	Mean	Mean	Mean
<b>DEPARTMENT LEVEL</b>			
1. My work environment is collegial at the department level.	<b>4.26</b>	<b>3.93</b>	<b>4.03</b>
2. I am given the opportunity to participate in decisions that affect me in my department.	<b>4.07</b>	<b>3.77</b>	<b>3.90</b>
3. My chair keeps me well informed of matters important to faculty.	<b>4.31</b>	<b>3.90</b>	<b>4.10</b>
4. I am satisfied with the leadership of my department chair.	<b>4.16</b>	<b>3.78</b>	<b>4.03</b>
5. My chair values my opinion.	<b>4.23</b>	<b>3.87</b>	<b>4.08</b>
<b>COLLEGE LEVEL</b>			
6. My work environment is collegial at the college level.	<b>3.71</b>	<b>3.72</b>	<b>3.83</b>
7. I am given the opportunity to participate in decisions that affect me in my college.	<b>3.28</b>	<b>3.27</b>	<b>3.30</b>
8. My dean keeps me well informed of matters important to faculty.	<b>3.50</b>	<b>3.46</b>	<b>3.75</b>
9. The dean does all s/he can to meet the needs of my department.	<b>3.37</b>	<b>3.44</b>	<b>3.57</b>
10. I am satisfied with the leadership of my dean.	<b>3.39</b>	<b>3.54</b>	<b>3.69</b>
11. My dean values my opinion.	<b>3.41</b>	<b>3.49</b>	<b>3.56</b>
<b>UPPER ADMINISTRATIVE LEVEL</b>			
12. Upper administration keeps me well informed on matters important to faculty.	<b>2.68</b>	<b>2.66</b>	<b>2.99</b>
13. The Provost does all s/he can to meet the needs of my college.	<b>3.10</b>	<b>3.18</b>	<b>3.29</b>
14. The Provost values faculty opinion.	<b>3.19</b>	<b>3.31</b>	<b>3.62</b>
15. I am satisfied with the leadership of the Provost.	<b>3.23</b>	<b>3.44</b>	<b>3.65</b>
16. The President does all s/he can to meet the needs of our university.	<b>2.40</b>	<b>2.37</b>	<b>2.59</b>
17. The President values faculty opinion.	<b>2.18</b>	<b>2.15</b>	<b>2.31</b>
18. I am satisfied with the leadership of the President.	<b>2.13</b>	<b>2.15</b>	<b>2.41</b>
19. I am satisfied with the leadership of the BOV.	<b>2.00</b>	<b>2.32</b>	<b>2.45</b>
20. The faculty senate is doing all it can to represent the faculty.	<b>3.37</b>	<b>3.25</b>	<b>3.33</b>
<b>CAMPUS RESOURCES AND ENVIRONMENT</b>			
21. The university facilitates my professional development.	<b>3.16</b>	<b>3.16</b>	<b>3.33</b>
22. RU's bureaucratic procedures are reasonable.	<b>2.26</b>	<b>2.30</b>	<b>2.43</b>
23. RU provides the equipment and materials needed to do my job well.	<b>3.28</b>	<b>3.24</b>	<b>3.47</b>
24. RU provides sufficient support for student research opportunities.	<b>3.15</b>	<b>3.09</b>	<b>3.16</b>
25. My workload is reasonable.	<b>2.79</b>	<b>2.70</b>	<b>2.72</b>
26. My office is adequate for my needs.	<b>3.66</b>	<b>3.62</b>	<b>3.74</b>
27. The classrooms where I typically teach are conducive to learning.	<b>3.41</b>	<b>3.54</b>	<b>3.55</b>
28. RU has family-friendly employee benefits.	<b>3.40</b>	<b>3.32</b>	<b>3.36</b>
29. RU offers programs to help invest/manage my finances effectively.	<b>3.41</b>	<b>3.23</b>	<b>3.20</b>
30. I am satisfied with my pay.	<b>2.34</b>	<b>2.09</b>	<b>2.12</b>
31. RU provides good health benefits	<b>3.76</b>	<b>3.69</b>	<b>3.68</b>
<b>OVERALL SATISFACTION</b>			
32. My colleagues have a positive attitude about the state of the university.	<b>2.17</b>	<b>2.35</b>	<b>2.61</b>
33. I am satisfied with the current state of the university.	<b>2.18</b>	<b>2.39</b>	<b>2.69</b>
34. Radford University has a positive image.	<b>2.47</b>	<b>2.55</b>	<b>2.88</b>
35. I am dedicated to my profession.	<b>4.76</b>	<b>4.77</b>	<b>4.75</b>
36. My job allows me to express my special talents.	<b>3.92</b>	<b>3.88</b>	<b>3.97</b>
37. The future of RU is important to me.	<b>4.55</b>	<b>4.48</b>	<b>4.54</b>
38. If I had it to do over again, I would still choose for this university.	<b>3.43</b>	<b>3.42</b>	<b>3.57</b>
39. Morale among faculty is positive.	<b>2.05</b>	<b>2.23</b>	<b>2.48</b>
40. Overall, I am satisfied with my job.	<b>3.36</b>	<b>3.26</b>	<b>3.42</b>







## Faculty Morale Survey 2012

Last Modified: 04/11/2012

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

#	Answer		Response	%
1	Strongly Disagree		19	6%
2	Disagree		28	9%
3	Neither Agree or Disagree		21	7%
4	Agree		100	32%
5	Strongly Agree		143	45%
	Not Applicable		4	1%
	Total		315	100%

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

#	Answer		Response	%
1	Strongly Disagree		19	6%
2	Disagree		36	11%
3	Neither Agree or Disagree		26	8%
4	Agree		104	33%
5	Strongly Agree		124	39%
	Not Applicable		6	2%
	Total		315	100%

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

#	Answer		Response	%
1	Strongly Disagree		13	4%
2	Disagree		29	9%
3	Neither Agree or Disagree		27	9%
4	Agree		79	25%
5	Strongly Agree		153	49%
	Not Applicable		13	4%
	Total		314	100%

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

#	Answer		Response	%
1	Strongly Disagree		26	8%
2	Disagree		22	7%
3	Neither Agree or Disagree		29	9%
4	Agree		66	21%
5	Strongly Agree		160	51%
	Not Applicable		12	4%
	Total		315	100%

### 5. My chair values my opinion.

#	Answer		Response	%
1	Strongly Disagree		17	5%
2	Disagree		21	7%
3	Neither Agree or Disagree		25	8%
4	Agree		96	31%
5	Strongly Agree		141	45%
	Not Applicable		12	4%
	Total		312	100%

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

#	Answer		Response	%
1	Strongly Disagree		7	2%
2	Disagree		25	8%
3	Neither Agree or Disagree		54	18%
4	Agree		144	47%
5	Strongly Agree		74	24%
	Not Applicable		4	1%
	Total		308	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		52	17%
3	Neither Agree or Disagree		77	25%
4	Agree		107	35%
5	Strongly Agree		40	13%
	Not Applicable		9	3%
	Total		308	100%

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

#	Answer		Response	%
1	Strongly Disagree		15	5%
2	Disagree		36	12%
3	Neither Agree or Disagree		45	15%
4	Agree		112	36%
5	Strongly Agree		89	29%
	Not Applicable		12	4%
	Total		309	100%

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

#	Answer		Response	%
1	Strongly Disagree		29	9%
2	Disagree		35	11%
3	Neither Agree or Disagree		61	20%
4	Agree		80	26%
5	Strongly Agree		90	29%
	Not Applicable		13	4%
	Total		308	100%

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

#	Answer		Response	%
1	Strongly Disagree		30	10%
2	Disagree		28	9%
3	Neither Agree or Disagree		51	17%
4	Agree		83	27%
5	Strongly Agree		104	34%
	Not Applicable		10	3%
	Total		306	100%

### 11. My dean values my opinion.

#	Answer		Response	%
1	Strongly Disagree		27	9%
2	Disagree		25	8%
3	Neither Agree or Disagree		75	25%
4	Agree		88	29%
5	Strongly Agree		78	25%
	Not Applicable		13	4%
	Total		306	100%



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

#	Answer		Response	%
1	Strongly Disagree		27	9%
2	Disagree		66	22%
3	Neither Agree or Disagree		95	31%
4	Agree		94	31%
5	Strongly Agree		11	4%
	Not Applicable		9	3%
	Total		302	100%







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

#	Answer		Response	%
1	Strongly Disagree		18	6%
2	Disagree		35	12%
3	Neither Agree or Disagree		115	38%
4	Agree		96	32%
5	Strongly Agree		30	10%
	Not Applicable		8	3%
	Total		302	100%







## 14. The Provost values faculty opinion.

#	Answer		Response	%
1	Strongly Disagree		10	3%
2	Disagree		19	6%
3	Neither Agree or Disagree		100	33%
4	Agree		106	35%
5	Strongly Agree		57	19%
	Not Applicable		11	4%
	Total		303	100%


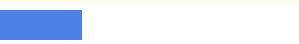




### 15. I am satisfied with the leadership of the Provost.

#	Answer		Response	%
1	Strongly Disagree		14	5%
2	Disagree		15	5%
3	Neither Agree or Disagree		88	29%
4	Agree		118	39%
5	Strongly Agree		58	19%
	Not Applicable		8	3%
	Total		301	100%







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

#	Answer		Response	%
1	Strongly Disagree		74	24%
2	Disagree		66	22%
3	Neither Agree or Disagree		88	29%
4	Agree		54	18%
5	Strongly Agree		18	6%
	Not Applicable		4	1%
	Total		304	100%







### 17. The President values faculty opinion.

#	Answer		Response	%
1	Strongly Disagree		91	30%
2	Disagree		84	28%
3	Neither Agree or Disagree		75	25%
4	Agree		38	13%
5	Strongly Agree		11	4%
	Not Applicable		4	1%
	Total		303	100%



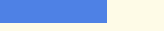



### 18. I am satisfied with the leadership of the President.

#	Answer		Response	%
1	Strongly Disagree		91	30%
2	Disagree		73	24%
3	Neither Agree or Disagree		73	24%
4	Agree		50	17%
5	Strongly Agree		14	5%
	Not Applicable		1	0%
	Total		302	100%

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

#	Answer		Response	%
1	Strongly Disagree		71	23%
2	Disagree		66	22%
3	Neither Agree or Disagree		118	39%
4	Agree		30	10%
5	Strongly Agree		8	3%
	Not Applicable		10	3%
	Total		303	100%

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

#	Answer		Response	%
1	Strongly Disagree		20	7%
2	Disagree		32	11%
3	Neither Agree or Disagree		101	33%
4	Agree		115	38%
5	Strongly Agree		28	9%
	Not Applicable		8	3%
	Total		304	100%

## 21. What aspects of RU leadership have been most effective?

Statistic	Value
Total Responses	127

Written responses not included in the General Release report.

## 22. What aspects of RU leadership have been least effective?

Statistic	Value
Total Responses	137

Written responses not included in the General Release report.

## 23. What specific suggestions do you have for improvement in leadership?

Statistic	Value
Total Responses	147

Written responses not included in the General Release report.

## 24. The university facilitates my professional development.

#	Answer	Response	%
1	Strongly Disagree	21	7%
2	Disagree	58	20%
3	Neither Agree or Disagree	52	18%
4	Agree	130	44%
5	Strongly Agree	34	11%
	Not Applicable	2	1%
	Total	297	100%

## 25. RU's bureaucratic procedures are reasonable.

#	Answer		Response	%
1	Strongly Disagree		66	22%
2	Disagree		99	34%
3	Neither Agree or Disagree		70	24%
4	Agree		50	17%
5	Strongly Agree		7	2%
	Not Applicable		3	1%
	Total		295	100%







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

#	Answer		Response	%
1	Strongly Disagree		19	6%
2	Disagree		48	16%
3	Neither Agree or Disagree		46	15%
4	Agree		141	47%
5	Strongly Agree		42	14%
	Not Applicable		1	0%
	Total		297	100%







## 27. RU provides sufficient support for student research opportunities.

#	Answer		Response	%
1	Strongly Disagree		18	6%
2	Disagree		54	18%
3	Neither Agree or Disagree		89	30%
4	Agree		105	36%
5	Strongly Agree		15	5%
	Not Applicable		14	5%
	Total		295	100%







## 28. My workload is reasonable.

#	Answer		Response	%
1	Strongly Disagree		64	22%
2	Disagree		81	27%
3	Neither Agree or Disagree		35	12%
4	Agree		100	34%
5	Strongly Agree		14	5%
	Not Applicable		2	1%
	Total		296	100%

## 29. My office is adequate for my needs.

#	Answer		Response	%
1	Strongly Disagree		21	7%
2	Disagree		30	10%
3	Neither Agree or Disagree		26	9%
4	Agree		144	49%
5	Strongly Agree		73	25%
	Not Applicable		2	1%
	Total		296	100%

## 30. The classrooms where I typically teach are conducive to learning.

#	Answer		Response	%
1	Strongly Disagree		9	3%
2	Disagree		46	16%
3	Neither Agree or Disagree		55	19%
4	Agree		142	48%
5	Strongly Agree		42	14%
	Not Applicable		2	1%
	Total		296	100%

### 31. RU has family-friendly employee benefits.

#	Answer		Response	%
1	Strongly Disagree		18	6%
2	Disagree		36	12%
3	Neither Agree or Disagree		76	26%
4	Agree		108	36%
5	Strongly Agree		31	10%
	Not Applicable		27	9%
	Total		296	100%

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

#	Answer		Response	%
1	Strongly Disagree		18	6%
2	Disagree		32	11%
3	Neither Agree or Disagree		114	39%
4	Agree		88	30%
5	Strongly Agree		17	6%
	Not Applicable		24	8%
	Total		293	100%

### 33. I am satisfied with my pay.

#	Answer		Response	%
1	Strongly Disagree		118	40%
2	Disagree		86	29%
3	Neither Agree or Disagree		38	13%
4	Agree		45	15%
5	Strongly Agree		8	3%
	Not Applicable		0	0%
	Total		295	100%

### 34. RU provides good health benefits.

#	Answer	Response	%
1	Strongly Disagree	11	4%
2	Disagree	29	10%
3	Neither Agree or Disagree	46	16%
4	Agree	147	50%
5	Strongly Agree	47	16%
	Not Applicable	15	5%
	Total	295	100%

### 35. What aspects of campus resources and environment have been the most supportive?

Statistic	Value
Total Responses	105

Written responses not included in the General Release report.

### 36. What aspects of campus resources and environment have been the least supportive?

Statistic	Value
Total Responses	110

Written responses not included in the General Release report.


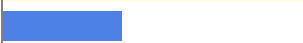

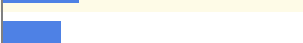


### 37. What specific suggestions do you have for improvement in RU campus resources and environment?

Statistic	Value
Total Responses	110

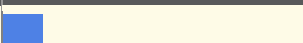



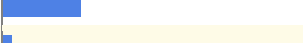

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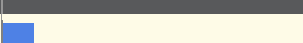

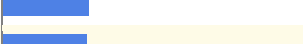
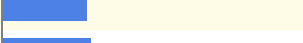


### 38. My colleagues have a positive attitude about the state of the university.

#	Answer		Response	%
1	Strongly Disagree		38	13%
2	Disagree		116	39%
3	Neither Agree or Disagree		74	25%
4	Agree		56	19%
5	Strongly Agree		10	3%
	Not Applicable		1	0%
	Total		295	100%

### 39. I am satisfied with the current state of the university.

#	Answer		Response	%
1	Strongly Disagree		39	13%
2	Disagree		107	37%
3	Neither Agree or Disagree		62	21%
4	Agree		76	26%
5	Strongly Agree		9	3%
	Not Applicable		0	0%
	Total		293	100%

### 40. Radford University has a positive image.

#	Answer		Response	%
1	Strongly Disagree		31	10%
2	Disagree		84	28%
3	Neither Agree or Disagree		83	28%
4	Agree		86	29%
5	Strongly Agree		12	4%
	Not Applicable		0	0%
	Total		296	100%

#### 41. I am dedicated to my profession.

#	Answer	Response	%
1	Strongly Disagree	1	0%
2	Disagree	0	0%
3	Neither Agree or Disagree	9	3%
4	Agree	52	18%
5	Strongly Agree	233	79%
	Not Applicable	0	0%
	Total	295	100%







#### 42. My job allows me to express my special talents.

#	Answer	Response	%
1	Strongly Disagree	10	3%
2	Disagree	20	7%
3	Neither Agree or Disagree	38	13%
4	Agree	127	43%
5	Strongly Agree	99	34%
	Not Applicable	0	0%
	Total	294	100%







#### 43. The future of RU is important to me.

#	Answer	Response	%
1	Strongly Disagree	3	1%
2	Disagree	5	2%
3	Neither Agree or Disagree	13	4%
4	Agree	81	28%
5	Strongly Agree	192	65%
	Not Applicable	0	0%
	Total	294	100%







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

#	Answer		Response	%
1	Strongly Disagree		27	9%
2	Disagree		32	11%
3	Neither Agree or Disagree		61	21%
4	Agree		85	29%
5	Strongly Agree		82	28%
	Not Applicable		7	2%
	Total		294	100%

#### 45. Morale among faculty is positive.

#	Answer		Response	%
1	Strongly Disagree		62	21%
2	Disagree		104	35%
3	Neither Agree or Disagree		59	20%
4	Agree		59	20%
5	Strongly Agree		9	3%
	Not Applicable		1	0%
	Total		294	100%

#### 46. Overall, I am satisfied with my job.

#	Answer		Response	%
1	Strongly Disagree		14	5%
2	Disagree		52	18%
3	Neither Agree or Disagree		65	22%
4	Agree		123	42%
5	Strongly Agree		40	14%
	Not Applicable		0	0%
	Total		294	100%

## 47. What specific changes would you like to see at Radford University and why?

Statistic	Value
Total Responses	114

Written responses not included in the General Release report.

## 48. What is working well at Radford University?

Statistic	Value
Total Responses	90

Written responses not included in the General Release report.

## 49. What is not working well at Radford University?

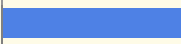




Statistic	Value
Total Responses	97

Written responses not included in the General Release report.





**50. 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	73	27%
2	Associate Professor	62	23%
3	Assistant Professor	63	23%
4	Instructor	75	27%
	Total	273	100%







## 51. I am....

#	Answer		Response	%
1	Tenured		130	48%
2	Tenure Track		60	22%
3	Special Purpose		29	11%
4	Full time temporary		5	2%
5	Adjunct		47	17%
	Total		271	100%






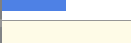
## 52. I am also...

#	Answer		Response	%
1	Clinical Faculty		14	5%
2	Graduate Faculty		130	50%
3	Admin/Professional Faculty		22	8%
4	None of these		94	36%
	Total		260	100%

## 53. I am in the College of:

#	Answer		Response	%
1	Business and Economics		18	7%
2	Education and Human Development		48	19%
3	Health and Human Services		31	12%
4	Humanities and Behavioral Sciences		83	32%
5	Science and Technology		47	18%
6	Visual and Performing Arts		30	12%
	Total		257	100%

## 54. I have worked at RU for .....

#	Answer		Response	%
1	0 - 2 years		47	17%
2	3 - 5 years		50	19%
3	6 - 10 years		72	27%
4	11 - 15 years		33	12%
5	16 - 20 years		32	12%
6	21 + years		36	13%
	Total		270	100%