2008 Faculty Satisfaction Survey – Comments Summary

The following represents the Campus Environment Committee’s content analysis of the **2008 Faculty Satisfaction Survey**. This survey was based on the objectives set for it by the Senate’s Executive Committee during summer 2007. The survey tried to replicate as closely as possible the 2001 Faculty Satisfaction Survey. Of those who responded, 80 individuals made comments.

The initial numerical results were presented to the Faculty Senate in the spring of 2008. Due to an agenda dominated by the General Education Curriculum the reporting of the COMMENTS from this survey were delayed.

Categories were determined by the committee as being representative for the spectrum of persons/objects represented in the comments. As with most content analyses these categories and responses might differ with other raters. But they represent the consensus of the members of the Campus Environment Committee.

The contents were analyzed by identifying the positive and/or negative comments of each respondent’s comment and the person/object of their comments. To give each respondent equal weight multiple comments per category were only counted once no matter how many times within a respondent’s comments that individual has positive or negative comments written down. We did not attempt to quantify multiple positive or negative comments.

The comments were summarized as there was the expectation that respondents’ identity would be kept confidential. By summarizing the comments and including only short excerpts any possible identification with an individual was further reduced.
UPPER LEVEL ADMINISTRATION

Comments About President

Positive comments – 0
Negative comments - 22

*Doesn’t communicate, micro-manages, “ineffective”, “appalling lack of leadership”, no vision, disconnected from the faculty, no background in academia and does not understand it, faculty feel “ignored and railroaded” concerning academic issues, turning Radford into a “corporate-structured trade school, “has cultivated a culture of fear”, an “inclination to significantly increase the number of highly paid administrators at RU”, “there are very serious communication issues that must be addressed”, “has no clue what academic administration is about”*

Comments About Provost

Positive comments – 5
Negative comments - 2

“Academics and that leadership is great”, “I like Will Stanton…”

“micromanaging”

Comments About BOV

Positive comments – 0
Negative comments - 8

“R.J. Kirk is running the university”, gen ed being “dictated from on high by the BOV”, the administration is “catering” to the BOV

Comments About VPs

Positive comments – 0
Negative comments  2

*VP of Admin and Finance has “more access to the President than the Academic Provost”*

General Comments About the Administration:

Positive comments – 0
Negative comments - 16

lacks “true vision” in “gen ed issue”, not collegial, governance is not transparent, needs to be streamlined, many faculty feel that the administration is “hostile” to the faculty, morale has never been lower, there has been “blatant manipulation of the governance by the administration” who disregard faculty and student input, “unaware and unappreciative” of faculty’s efforts, administration is “top-heavy” and growing, “so centralized that it takes forever to get things done”, “reasons for change are seldom communicated”, Martin Hall is “out of touch and disconnected from the university community. “Radford University is a shambles”
COLLEGE AND DEPARTMENTAL ADMINISTRATION

Comments About Dean
Positive comments – 5
Negative comments - 2

faculty kept informed and have ability “to affect change” at department and school level.

Comments About Chair
Positive comments – 3
Negative comments - 1

supportive of faculty

Comments About the Department
Positive comments – 18
Negative comments - 1

“very collegial”, supportive, faculty have input in decision-making at this level, faculty feels loyal to department but not to RU and administration

Comments about the Faculty Senate
Positive comments – 0
Negative comments - 2

“too eager to give into demands of administration”, “total failure in the leadership of the Faculty Senate to act responsibly on behalf of the faculty”.

FACULTY LEVEL CONCERNS

Comments About Benefits/Salaries
Positive comments – 0
Negative comments - 11

adjuncts not offered health insurance, no insurance for domestic partners – “discriminatory” on marital status, orientation, gender, salaries not competitive, free or reduced tuition needed for spouse, children, despite survey showing RU faculty are underpaid, raises are still 2 – 4%, while the president gets bonuses larger than faculty make in a year.

Comments About Teaching Load
Positive comments - 0
Negative comments - 11

4-4 load too high, would leave university for lower teaching load, when will faculty workload be reduced?, workload limiting to productivity and negatively impacts job satisfaction
Comments About Funding/Resources

Positive comments - 0
Negative comments - 5

*higher priority given to money concerns ("cheapness") than to support of quality education, faculty has to supplement support from personal funds, funding lacking for summer scholarship*

RADFORD UNIVERSITY BUREAUCRACY

Comments About RU Policies or Procedures

Positive - 0
Negative - 11

*lack of input in dean hires; paperwork bottleneck on President’s desk, process for Gen Ed development needs “a more critical look…”, no incentive to donate to Foundation due to restrictive policies, RU is “red-tape happy”*

Comments About Facilities/Computers

Positive – 1
Negative - 10

*multi-media is “excellent”*

*shared offices, too many classrooms offline, classrooms inadequate, don’t have proper climate control, research laboratory space inadequate – too small and ill-equipped*

Comments on Image/State of University as a whole

Positive comments – 2
Negative - 6

*“Radford University has been very good to my program and me. I appreciate the opportunity to work at this fine institution”*

No vision or leadership to move RU forward like JMU, Radford viewed as a “party” school by many students, gen ed courses too easy, community people who supported RU for many years have been “disenfranchised”.

Comments About the Survey Itself

Positive comments – 1
Negative comments - 11

*“inadequate number/range of choices”, some questions out of university control – appear biased, difficult to maintain anonymity, ambiguous question, “I am concerned about my position if I answer the question above”*
Other (include any other comments that seem valuable)

Positive comments – 1
Negative comments - 7

“Radford University has been very good to my program and me. I appreciate the opportunity to work at this fine institution”

“I will not answer above in fear of retaliation”

—
“too many slack and incompetent profs”