

## Sheet Titled: All Changes

This sheet lists all the proposed changes from the 2018 version of the faculty morale survey.

Changes in red letters (white background) were **presented and discussed in the Jan 23 Senate meeting**

Changes in red letters and highlighted yellow also are **changes made after the Jan 23 Senate meeting**. This includes suggestions from the Senate floor. It also includes new questions to ensure we capture all elements of the strategic plan that might influence faculty morale.

---

## Sheet Titled: New Statements Only

This sheet lists **only the new statements we are recommending for 2020** compared to 2018.

It does **not include statements where we are recommending non-substantive changes** (e.g. for grammar, spelling, clarity, internal consistency etc).

The goal is to help you more easily see the completely new additional questions.

There are 20 new closed-ended questions which address areas of the strategic plan we did not feel were sufficiently reflected in the 2018 survey, but that have an impact on faculty morale (e.g. the students).

There are 3 new open-ended questions

## ALL CHANGES

Questions About Students			
ITEM	Recommended for Spring 2020	Original	Comment
STU1	Overall, I find the students I teach to be adequately prepared to succeed in my class	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
STU2	Overall, I am satisfied with student attendance in my class(es)	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
STU3	Overall, I am satisfied with student engagement in my class(es)	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
STU4	Overall, I am satisfied with the quality of students' completed assignments	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
STU5	Overall I believe students respect me as their instructor	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
STU6	My interactions with my students have a net positive affect on my morale	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
Questions About Departments			
ITEM	Recommended for Spring 2020	Original	Comment
DEP1	My work environment is collegial at the department level.	My work environment is collegial at the department level.	No change from Spring 2018.
DEP2	I am given the opportunity to participate in decisions that affect me in my department.	I am given the opportunity to participate in decisions that affect me in my department.	No change from Spring 2018.
DEP3	My chair keeps me well informed of matters important to faculty.	My chair keeps me well informed of matters important to faculty.	No change from Spring 2018.
DEP4	I am satisfied with the leadership of my department chair.	I am satisfied with the leadership of my department chair.	No change from Spring 2018.
DEP5	I believe my chair values my opinion.	My chair values my opinion.	Add "I believe..." for first person answer.
DEP6	I believe my chair does all they can to meet the needs of my department.	Addition to Spring 2018	Add to make consistent with college questions.
DEP7	I am satisfied with the diversity of faculty in my department.	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
Questions About Colleges			
ITEM	Recommended for Spring 2020	Original	Comment
COL1	My work environment is collegial at the college level.	My work environment is collegial at the college level.	No change from Spring 2018.
COL2	I am given the opportunity to participate in decisions that affect me in my college.	I am given the opportunity to participate in decisions that affect me in my college.	No change from Spring 2018.
COL3	My dean keeps me well informed of matters important to faculty.	My dean keeps me well informed of matters important to faculty.	No change from Spring 2018.
COL4	I am satisfied with the leadership of my college dean.	I am satisfied with the leadership of my dean.	No change from Spring 2018.
COL5	I believe my dean values my opinion.	My dean values my opinion.	Add "I believe..." for first person answer.
COL6	I believe the dean does all they can to meet the needs of my college.	The dean does all s/he can to meet the needs of my department.	Add "I believe..." for first person answer; gender neutral pronoun; question about college
COL7	I am satisfied with the diversity of faculty in my college.	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission

ALL CHANGES cont/d

<b>Questions About Administration</b>			
<b>Questions About The Provost</b>			
<i>ITEM</i>	<i>Recommended for Spring 2020</i>	<i>Original</i>	<i>Comment</i>
PRO1	The Provost keeps me well informed of matters important to faculty.	Upper-administration keeps me well informed on matters important to faculty.	Unclear who "upper administration" references; "on" inconsistent with "of" used earlier.
PRO2	I believe the Provost does all they can to meet the needs of my college.	The Provost does all s/he can to meet the needs of my college.	Add "I believe..." for first person answer; gender neutral pronoun.
PRO3	I believe the Provost values faculty opinion.	The Provost values faculty opinion.	Add "I believe..." for first person answer.
PRO4	I am satisfied with the leadership of the Provost.	I am satisfied with the leadership of the Provost.	No change from Spring 2018.
PRO5	I believe the Provost responds to inquiries from faculty in a timely manner.	The Provost responds to inquiries from faculty in a timely manner.	Add "I believe..." for first person answer.
<b>Questions About The President</b>			
<i>ITEM</i>	<i>Recommended for Spring 2020</i>	<i>Original</i>	<i>Comment</i>
PRE1	The President keeps me well informed of matters important to faculty.	Addition to Spring 2018	Add to make consistent with provost questions.
PRE2	I believe the President does all they can to meet the needs of my college.	The President does all s/he can to meet the needs of my college.	Add "I believe..." for first person answer; gender neutral pronoun.
PRE3	I believe the President values faculty opinion.	The President values faculty opinion.	Add "I believe..." for first person answer.
PRE4	I am satisfied with the leadership of the President.	I am satisfied with the leadership of the President.	No change from Spring 2018.
PRE5	I believe the President responds to inquiries from the faculty in a timely manner.	The President responds to inquiries from the faculty in a timely manner.	Add "I believe..." for first person answer.
<b>Questions About The Board of Visitors</b>			
<i>ITEM</i>	<i>Recommended for Spring 2020</i>	<i>Original</i>	<i>Comment</i>
BOV4	I am satisfied with the leadership of the Board Of Visitors.	I am satisfied with the leadership of the Board Of Visitors.	No change from Spring 2018.
<b>Questions About Faculty Senate</b>			
SEN1	The Faculty Senate keeps me well informed of matters important to faculty.	Addition to Spring 2018	Add to make consistent with provost and president questions; FSEC is point of contact with BOV
SEN2	I believe the Faculty Senate does all it can to represent the needs of my college.	Addition to Spring 2018	Add to make consistent with provost and president questions; FSEC is point of contact with BOV
SEN3	I believe the Faculty Senate does all it can to represent faculty opinion.	The faculty senate is doing all it can to represent the faculty.	Change wording for consistency with provost and president questions.
SEN4	I am satisfied with the leadership of the Faculty Senate.	Addition to Spring 2018	Add to make consistent with provost and president questions; FSEC is point of contact with BOV
SEN5	I believe the Faculty Senate responds to inquiries from faculty in a timely manner.	Addition to Spring 2018	Add to make consistent with provost and president questions; FSEC is point of contact with BOV

ALL CHANGES cont/d

Questions About Facilities and Resources, Work Environment, and Compensation			
ITEM	Recommended for Spring 2020	Original	Comment
ENV1	The university provides the technology needed to do my job well.	RU provides the equipment and materials needed to do my job well.	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
ENV2	The university provides other equipment and materials needed to do my job well.	RU provides the equipment and materials needed to do my job well.	To be more inclusive of RUC while minimizing question length.
ENV3	My office is adequate for my needs.	My office is adequate for my needs.	No change from Spring 2018.
ENV4	The university provides sufficient support for student research opportunities.	RU provides sufficient support for student research opportunities.	To be more inclusive of RUC while minimizing question length.
ENV5	The classrooms where I typically teach are conducive to learning.	The classrooms where I typically teach are conducive to learning.	No change from Spring 2018.
ENV1	The university facilitates my professional development.	The university facilitates my professional development.	No change from Spring 2018.
ENV2	The university's bureaucratic procedures are reasonable.	RU's bureaucratic procedures are reasonable.	To be more inclusive of RUC while minimizing question length.
ENV8	My workload is reasonable.	My workload is reasonable.	No change from Spring 2018.
ENV9	The university provides sufficient support for faculty diversity and inclusion initiatives.	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
ENV10	College and university awards to recognize faculty achievement are adequate.	Addition to Spring 2018	Request from Senate floor. Worded to have a broader focus than just procedural transparency.
ENV11	The university engages in sufficient sustainability initiatives.	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission
ENV12	I am satisfied with my base salary.	I am satisfied with my pay.	Salary more clearly focuses on that aspect of overall compensation.
ENV13	The university offers programs to help invest/manage my finances effectively.	RU offers programs to help invest/manage my finances effectively.	To be more inclusive of RUC while minimizing question length.
ENV14	The university provides good health benefits.	RU provides good health benefits.	To be more inclusive of RUC while minimizing question length.
ENV15	The university has family-friendly employee benefits.	RU has family-friendly employee benefits.	To be more inclusive of RUC while minimizing question length.
ENV16	My overall compensation package is competitive.	Addition to Spring 2018	To question satisfaction with overall compensation, not just salary.
Questions About Overall Satisfaction at Radford University			
ITEM	Recommended for Spring 2020	Original	Comment
SAT1	My Radford colleagues often express a positive attitude about the state of the university.	My colleagues have a positive attitude about the state of the university.	Original question requires guessing at a third person's opinion; make clear it is internal colleagues.
SAT2	I am satisfied with the current state of the university.	I am satisfied with the current state of the university.	No change from Spring 2018.
SAT3	I believe the university has a positive image in the local & regional community.	Radford University has a positive image.	Add "I believe..." for first person answer; Add public; Specify audience.
SAT4	I believe the university helps me to succeed in my profession.	<del>I am dedicated to my profession.</del>	Delete and replace with question that focuses on faculty morale.
SAT5	I believe that my teaching activities are valued here.	<del>My job allows me to express my special talents.</del>	Replace this unclear statement with a focused statement on teaching.
SAT6	I believe that my research activities are valued here.		Replace this unclear statement with a focused statement on research.
SAT7	I believe that my service activities are valued here.		Replace this unclear statement with a focused statement on service.
SAT8	The future of the university is important to me.	The future of RU is important to me.	To be more inclusive of RUC while minimizing question length.
SAT9	If I had it to do over again, I would still choose this university.	If I had it to do over again, I would still choose this university.	No change from Spring 2018.
SAT10	I believe morale among faculty is positive.	Morale among faculty is positive.	Add "I believe..." for first person answer.
SAT11	I am proud to be part of this university.	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission.
SAT12	Overall, I am satisfied with my job.	Overall, I am satisfied with my job.	No change from Spring 2018.

ALL CHANGES cont/d

Open Ended Questions			
ITEM	Recommended for Spring 2020	Original	Comment
OPEN1	Please comment on the effectiveness of the <b>Provost</b> . Do you have any suggestions for improvement?	What aspects of RU leadership have been most effective?	"RU Leadership" is too general. Questions reworded to focus on three separate levels of administration (Provost, President, BOV) captured in earlier sections of survey.
OPEN2	Please comment on the effectiveness of the <b>President</b> . Do you have any suggestions for improvement?	What aspects of RU leadership have been least effective?	
OPEN3	Please comment on the effectiveness of the <b>Board of Visitors</b> . Do you have any suggestions for improvement?	What specific suggestions do you have for improvement in leadership?	
OPEN4	Please comment on the effectiveness of the <b>Faculty Senate</b> . Do you have any suggestions for improvement?	Addition to Spring 2018	
OPEN5	Please comment on campus <b>facilities &amp; resources</b> (i.e. technology, equipment, materials, office, classrooms). Do you have any suggestions for improvement?	What aspects of campus resources and environment have been the most supportive?	"Campus resources and environment" is too general. Questions reworded to focus on three separate levels of captured in earlier sections of survey and examples provided to remind participants of what these include.
OPEN6	Please comment on <b>work environment</b> (i.e. bureaucratic procedures, workload; professional development, diversity and inclusion initiatives, sustainability initiatives). Do you have any suggestions for improvement?	What aspects of campus resources and environment have been the least supportive?	
OPEN7	Please comment on <b>compensation &amp; recognition</b> (i.e. pay, health benefits, investments, employee benefits, faculty awards). Do you have any suggestions for improvement?	What specific suggestions do you have for improvements in RU campus resources and environment?	
OPEN8	Please comment on your level of satisfaction with the <b>students</b> at Radford University.	Addition to Spring 2018	Addition to reflect strategic plan themes, focal areas, core values or vision/mission.
OPEN9	Is there anything that has not been covered in the prior questions, positive or negative, that you would like to express?	What specific changes would you like to see at Radford University and why? What is working well at Radford University? What is not working well at Radford University?	3 questions combined into one to allow additional open ended questions.
OPEN11	Please comment on the integration of the Radford campus and RUC Roanoke campus.	Addition to Spring 2018	Question needed to understand feelings about the merger that will also be relevant for future years
Participant Details			
ITEM	Recommended for Spring 2020	Original	Comment
Details1	The remaining questions ask about your tenure and position at the university. The may be helpful in analyzing opinions. The senate and the environment committee will strive to protect confidentiality. I am a(n).....	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).....	No change from Spring 2018.
Details2	I am....	I am....	No change from Spring 2018. (Question asks about academic position Tenure vs. Non.)
Details3	I am also...	I am also...	No change from Spring 2018. (Question asks about Faculty position.)
Details4	I am in the College of:	I am in the College of:	No change from Spring 2018.
Details5	I primarily teach at the:	Addition to Spring 2018	RU vs RUC campus
Details6	I have worked at RU for .... (add a footnote "after the merger")	I have worked at RU for ....	No change from Spring 2018.

NEW STATEMENTS ONLY

<b>ITEM</b>	<b>Recommended for Spring 2020</b>	<b>Comment</b>
STU1	Overall, I find the students I teach to be adequately prepared to succeed in my class	Addition to reflect strategic plan
STU2	Overall, I am satisfied with student attendance in my class(es)	Addition to reflect strategic plan
STU3	Overall, I am satisfied with student engagement in my class(es)	Addition to reflect strategic plan
STU4	Overall, I am satisfied with the quality of students' completed assignments	Addition to reflect strategic plan
STU5	Overall I believe students respect me as their instructor	Addition to reflect strategic plan
STU6	My interactions with my students have a net positive affect on my morale	Addition to reflect strategic plan
DEP6	I believe my chair does all they can to meet the needs of my department.	consistent with college questions.
DEP7	I am satisfied with the diversity of faculty in my department.	Addition to reflect strategic plan
COL7	I am satisfied with the diversity of faculty in my college.	Addition to reflect strategic plan
PRE1	The President keeps me well informed of matters important to faculty.	consistent with provost questions.
SEN1	The Faculty Senate keeps me well informed of matters important to faculty.	Addition to reflect strategic plan
SEN2	I believe the Faculty Senate does all it can to represent the needs of my college.	Addition to reflect strategic plan
SEN4	I am satisfied with the leadership of the Faculty Senate.	Addition to reflect strategic plan
SEN5	I believe the Faculty Senate responds to inquiries from faculty in a timely manner.	Addition to reflect strategic plan
ENV1	The university provides the technology needed to do my job well.	Addition to reflect strategic plan
ENV9	The university provides sufficient support for faculty diversity and inclusion initiatives.	Addition to reflect strategic plan
ENV10	College and university awards to recognize faculty achievement are adequate.	Request from Senate floor.
ENV11	The university engages in sufficient sustainability initiatives.	Addition to reflect strategic plan
SAT11	I am proud to be part of this university.	Addition to reflect strategic plan

OPEN4	Please comment on the effectiveness of the Faculty Senate. Do you have any suggestions for improvement?	consistent with provost questions;
OPEN8	Please comment on your level of satisfaction with the students at Radford University.	Addition to reflect strategic plan.
OPEN11	Please comment on the integration of the Radford campus and RUC Roanoke campus.	understand feelings about merger
Details5	I primarily teach at the:	RU vs RUC campus