

Radford University Faculty Morale Survey Responses
General Release Report
Spring 2013

Report Date: April 25, 2013

The spring 2013 Faculty Morale Survey was administered by the Radford University Faculty Senate Campus Environment Committee from March 25 – April 5 using Qualtrics.com. The survey recipient list included 715 T&R and A/P faculty with teaching responsibilities, including adjuncts. A total of 317 faculty members participated in the survey. This public report is provided by the Campus Environment Committee and the Faculty Senate Executive Council.

In general, the numbers across the forty-two question survey reflect little change over the last three years. Radford University faculty are dedicated to their professions and the future of the university is important to them. They are satisfied with departments and chairs, teaching spaces, and equipment needed to do their jobs. The faculty generally rate cooperation and collegiality highest at the department level and as you move up the hierarchy there is diminished satisfaction. Faculty are less satisfied with bureaucratic procedures, pay, the president's leadership and her value of faculty opinion. The morale among faculty remains low.

**2012 and 2013 Results
Faculty Morale Survey**

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

Question	2012		2013	
	Mean ± SD	n	Mean ± SD	n
DEPARTMENT LEVEL				
1. My work environment is collegial at the department level.	4.03 ± 1.20	315	4.04 ± 1.12	285
2. I am given the opportunity to participate in decisions that affect me in my department.	3.90 ± 1.22	315	3.85 ± 1.21	281
3. My chair keeps me well informed of matters important to faculty.	4.10 ± 1.17	314	4.13 ± 1.18	272
4. I am satisfied with the leadership of my department chair.	4.03 ± 1.30	315	4.09 ± 1.26	274
5. My chair values my opinion.	4.08 ± 1.16	312	4.16 ± 1.17	274
COLLEGE LEVEL				
6. My work environment is collegial at the college level.	3.83 ± 0.97	308	3.74 ± 1.03	269
7. I am given the opportunity to participate in decisions that affect me in my college.	3.30 ± 1.14	308	3.26 ± 1.18	265
8. My dean keeps me well informed of matters important to faculty.	3.75 ± 1.16	309	3.59 ± 1.23	267
9. The dean does all s/he can to meet the needs of my department.	3.57 ± 1.30	308	3.53 ± 1.24	266
10. I am satisfied with the leadership of my dean.	3.69 ± 1.31	306	3.65 ± 1.27	266
11. My dean values my opinion.	3.56 ± 1.23	306	3.58 ± 1.27	264
UPPER ADMINISTRATIVE LEVEL				
12. Upper administration keeps me well informed on matters important to faculty.	2.99 ± 1.03	302	2.68 ± 1.12	262
13. The Provost does all s/he can to meet the needs of my college.	3.29 ± 1.01	302	3.08 ± 1.17	261
14. The Provost values faculty opinion.	3.62 ± 0.98	303	3.24 ± 1.22	264
15. I am satisfied with the leadership of the Provost.	3.65 ± 1.01	301	3.33 ± 1.17	264
16. The Provost responds to inquiries from faculty in a timely manner.	--	--	3.13 ± 1.02	268
17. The President does all s/he can to meet the needs of our university.	2.59 ± 1.21	304	2.59 ± 1.17	268
18. The President values faculty opinion.	2.31 ± 1.14	303	2.22 ± 1.06	265
19. I am satisfied with the leadership of the President.	2.41 ± 1.21	302	2.43 ± 1.17	265
20. The President responds to inquiries from faculty in a timely manner	--	--	2.58 ± 0.97	268
21. I am satisfied with the leadership of the BOV.	2.45 ± 1.05	303	2.53 ± 1.00	263
22. The faculty senate is doing all it can to represent the faculty.	3.33 ± 1.02	304	3.58 ± 1.10	264
CAMPUS RESOURCES AND ENVIRONMENT				
23. The university facilitates my professional development.	3.33 ± 1.13	297	3.26 ± 1.13	252
24. RU's bureaucratic procedures are reasonable.	2.43 ± 1.09	295	2.07 ± 1.03	252
25. RU provides the equipment and materials needed to do my job well.	3.47 ± 1.12	297	3.38 ± 1.14	257
26. RU provides sufficient support for student research opportunities.	3.16 ± 1.01	295	3.13 ± 1.05	239
27. My workload is reasonable.	2.72 ± 1.27	296	2.77 ± 1.25	253
28. My office is adequate for my needs.	3.74 ± 1.15	296	3.69 ± 1.20	252
29. The classrooms where I typically teach are conducive to learning.	3.55 ± 1.02	296	3.61 ± 1.13	251
30. RU has family-friendly employee benefits.	3.36 ± 1.07	296	3.17 ± 1.15	236
31. RU offers programs to help invest/manage my finances effectively.	3.20 ± 0.96	293	3.18 ± 1.01	235
32. I am satisfied with my pay.	2.12 ± 1.17	295	2.09 ± 1.18	256
33. RU provides good health benefits	3.68 ± 1.00	295	3.64 ± 1.08	245
OVERALL SATISFACTION				
34. My colleagues have a positive attitude about the state of the university.	2.61 ± 1.04	295	2.51 ± 1.03	251
35. I am satisfied with the current state of the university.	2.69 ± 1.09	293	2.56 ± 1.12	250
36. Radford University has a positive image.	2.88 ± 1.07	296	2.90 ± 1.04	250
37. I am dedicated to my profession.	4.75 ± 0.54	295	4.72 ± 0.56	251
38. My job allows me to express my special talents.	3.97 ± 1.02	294	3.98 ± 1.02	250
39. The future of RU is important to me.	4.54 ± 0.75	294	4.50 ± 0.78	251
40. If I had it to do over again, I would still choose for this university.	3.57 ± 1.27	294	3.36 ± 1.28	247
41. Morale among faculty is positive.	2.48 ± 1.12	294	2.40 ± 1.09	248
42. Overall, I am satisfied with my job.	3.42 ± 1.08	294	3.25 ± 1.10	250

Rank-Ordered Results of 2013 Survey	
High Satisfaction -> Low Satisfaction	
5 = Strongly Agree; 4 = Agree; 3 = Neither Agree Nor Disagree; 2 = Disagree; 1 = Strongly Disagree	
Item	Mean
37. I am dedicated to my profession.	4.72
39. The future of RU is important to me.	4.50
5. My chair values my opinion.	4.16
3. My chair keeps me well informed of matters important to faculty.	4.13
4. I am satisfied with the leadership of my department chair.	4.09
1. My work environment is collegial at the department level.	4.04
38. My job allows me to express my special talents.	3.98
2. I am given the opportunity to participate in decisions that affect me in my department.	3.85
6. My work environment is collegial at the college level.	3.74
28. My office is adequate for my needs.	3.69
10. I am satisfied with the leadership of my dean.	3.65
33. RU provides good health benefits	3.64
29. The classrooms where I typically teach are conducive to learning.	3.61
8. My dean keeps me well informed of matters important to faculty.	3.59
11. My dean values my opinion.	3.58
22. The faculty senate is doing all it can to represent the faculty.	3.58
9. The dean does all s/he can to meet the needs of my department.	3.53
25. RU provides the equipment and materials needed to do my job well.	3.38
40. If I had it to do over again, I would still choose for this university.	3.36
15. I am satisfied with the leadership of the Provost.	3.33
7. I am given the opportunity to participate in decisions that affect me in my college.	3.26
23. The university facilitates my professional development.	3.26
42. Overall, I am satisfied with my job.	3.25
14. The Provost values faculty opinion.	3.24
31. RU offers programs to help invest/manage my finances effectively.	3.18
30. RU has family-friendly employee benefits.	3.17
16. The Provost responds to inquiries from faculty in a timely manner.	3.13
26. RU provides sufficient support for student research opportunities.	3.13
13. The Provost does all s/he can to meet the needs of my college.	3.08
36. Radford University has a positive image.	2.90
27. My workload is reasonable.	2.77
12. Upper administration keeps me well informed on matters important to faculty.	2.68
17. The President does all s/he can to meet the needs of our university.	2.59
20. The President responds to inquiries from faculty in a timely manner.	2.58
35. I am satisfied with the current state of the university.	2.56
21. I am satisfied with the leadership of the BOV.	2.53
34. My colleagues have a positive attitude about the state of the university.	2.51
19. I am satisfied with the leadership of the President.	2.43
41. Morale among faculty is positive.	2.40
18. The President values faculty opinion.	2.22
32. I am satisfied with my pay.	2.09
24. RU's bureaucratic procedures are reasonable.	2.07

**Three-Year Trend
Faculty Morale Survey**


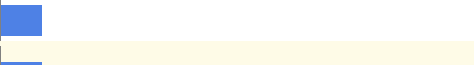
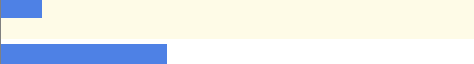

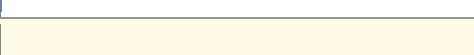
Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree	Not Applicable
1	2	3	4	5	NA

Question	2011	2012	2013
	Mean	Mean	Mean
DEPARTMENT LEVEL			
1. My work environment is collegial at the department level.	3.93	4.03	4.04
2. I am given the opportunity to participate in decisions that affect me in my department.	3.77	3.90	3.85
3. My chair keeps me well informed of matters important to faculty.	3.90	4.10	4.13
4. I am satisfied with the leadership of my department chair.	3.78	4.03	4.09
5. My chair values my opinion.	3.87	4.08	4.16
COLLEGE LEVEL			
6. My work environment is collegial at the college level.	3.72	3.83	3.74
7. I am given the opportunity to participate in decisions that affect me in my college.	3.27	3.30	3.26
8. My dean keeps me well informed of matters important to faculty.	3.46	3.75	3.59
9. The dean does all s/he can to meet the needs of my department.	3.44	3.57	3.53
10. I am satisfied with the leadership of my dean.	3.54	3.69	3.65
11. My dean values my opinion.	3.49	3.56	3.58
UPPER ADMINISTRATIVE LEVEL			
12. Upper administration keeps me well informed on matters important to faculty.	2.66	2.99	2.68
13. The Provost does all s/he can to meet the needs of my college.	3.18	3.29	3.08
14. The Provost values faculty opinion.	3.31	3.62	3.24
15. I am satisfied with the leadership of the Provost.	3.44	3.65	3.33
16. The Provost responds to inquiries from faculty in a timely manner.	--	--	3.13
17. The President does all s/he can to meet the needs of our university.	2.37	2.59	2.59
18. The President values faculty opinion.	2.15	2.31	2.22
19. I am satisfied with the leadership of the President.	2.15	2.41	2.43
20. The President responds to inquiries from faculty in a timely manner.	--	--	2.58
21. I am satisfied with the leadership of the BOV.	2.32	2.45	2.53
22. The faculty senate is doing all it can to represent the faculty.	3.25	3.33	3.58
CAMPUS RESOURCES AND ENVIRONMENT			
23. The university facilitates my professional development.	3.16	3.33	3.26
24. RU's bureaucratic procedures are reasonable.	2.30	2.43	2.07
25. RU provides the equipment and materials needed to do my job well.	3.24	3.47	3.38
26. RU provides sufficient support for student research opportunities.	3.09	3.16	3.13
27. My workload is reasonable.	2.70	2.72	2.77
28. My office is adequate for my needs.	3.62	3.74	3.69
29. The classrooms where I typically teach are conducive to learning.	3.54	3.55	3.61
30. RU has family-friendly employee benefits.	3.32	3.36	3.17
31. RU offers programs to help invest/manage my finances effectively.	3.23	3.20	3.18
32. I am satisfied with my pay.	2.09	2.12	2.09
33. RU provides good health benefits	3.69	3.68	3.64
OVERALL SATISFACTION			
34. My colleagues have a positive attitude about the state of the university.	2.35	2.61	2.51
35. I am satisfied with the current state of the university.	2.39	2.69	2.56
36. Radford University has a positive image.	2.55	2.88	2.90
37. I am dedicated to my profession.	4.77	4.75	4.72
38. My job allows me to express my special talents.	3.88	3.97	3.98
39. The future of RU is important to me.	4.48	4.54	4.50
40. If I had it to do over again, I would still choose for this university.	3.42	3.57	3.36
41. Morale among faculty is positive.	2.23	2.48	2.40
42. Overall, I am satisfied with my job.	3.26	3.42	3.25


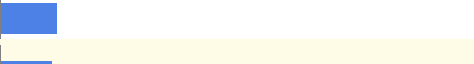
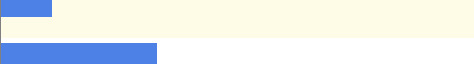

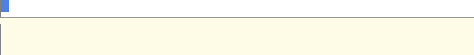

Question	2011	2012	2013	Change from
	Mean	Mean	Mean	2012 to 2013
22. The faculty senate is doing all it can to represent the faculty.	3.25	3.33	3.58	0.25
21. I am satisfied with the leadership of the BOV.	2.32	2.45	2.53	0.08
5. My chair values my opinion.	3.87	4.08	4.16	0.08
27. My workload is reasonable.	2.70	2.72	2.77	0.06
29. The classrooms where I typically teach are conducive to learning.	3.54	3.55	3.61	0.06
4. I am satisfied with the leadership of my department chair.	3.78	4.03	4.09	0.05
19. I am satisfied with the leadership of the President.	2.15	2.41	2.43	0.03
3. My chair keeps me well informed of matters important to faculty.	3.90	4.10	4.13	0.02
36. Radford University has a positive image.	2.55	2.88	2.90	0.02
11. My dean values my opinion.	3.49	3.56	3.58	0.02
38. My job allows me to express my special talents.	3.88	3.97	3.98	0.01
1. My work environment is collegial at the department level.	3.93	4.03	4.04	0.01
17. The President does all s/he can to meet the needs of our university.	2.37	2.59	2.59	0.00
31. RU offers programs to help invest/manage my finances effectively.	3.23	3.20	3.18	-0.02
37. I am dedicated to my profession.	4.77	4.75	4.72	-0.03
39. The future of RU is important to me.	4.48	4.54	4.50	-0.03
26. RU provides sufficient support for student research opportunities.	3.09	3.16	3.13	-0.03
10. I am satisfied with the leadership of my dean.	3.54	3.69	3.65	-0.04
33. RU provides good health benefits	3.69	3.68	3.64	-0.04
9. The dean does all s/he can to meet the needs of my department.	3.44	3.57	3.53	-0.04
7. I am given the opportunity to participate in decisions that affect me in my college.	3.27	3.30	3.26	-0.04
2. I am given the opportunity to participate in decisions that affect me in my department.	3.77	3.90	3.85	-0.04
28. My office is adequate for my needs.	3.62	3.74	3.69	-0.05
32. I am satisfied with my pay.	2.09	2.12	2.09	-0.05
23. The university facilitates my professional development.	3.16	3.33	3.26	-0.07
6. My work environment is collegial at the college level.	3.72	3.83	3.74	-0.08
25. RU provides the equipment and materials needed to do my job well.	3.24	3.47	3.38	-0.09
41. Morale among faculty is positive.	2.23	2.48	2.40	-0.09
34. My colleagues have a positive attitude about the state of the university.	2.35	2.61	2.51	-0.09
18. The President values faculty opinion.	2.15	2.31	2.22	-0.10
8. My dean keeps me well informed of matters important to faculty.	3.46	3.75	3.59	-0.13
35. I am satisfied with the current state of the university.	2.39	2.69	2.56	-0.16
42. Overall, I am satisfied with my job.	3.26	3.42	3.25	-0.17
30. RU has family-friendly employee benefits.	3.32	3.36	3.17	-0.19
40. If I had it to do over again, I would still choose for this university.	3.42	3.57	3.36	-0.21
13. The Provost does all s/he can to meet the needs of my college.	3.18	3.29	3.08	-0.21
15. I am satisfied with the leadership of the Provost.	3.44	3.65	3.33	-0.31
12. Upper administration keeps me well informed on matters important to faculty.	2.66	2.99	2.68	-0.32
14. The Provost values faculty opinion.	3.31	3.62	3.24	-0.36
24. RU's bureaucratic procedures are reasonable.	2.30	2.43	2.07	-0.38

Faculty Morale Survey Results


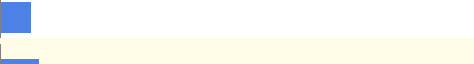
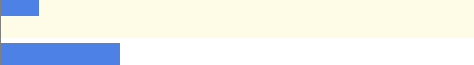
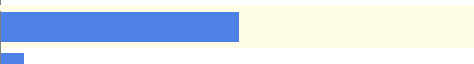
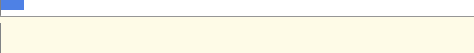

1. My work environment is collegial at the department level.

#	Answer		Response	%
1	Strongly Disagree		12	4%
2	Disagree		25	9%
3	Neither Agree or Disagree		25	9%
4	Agree		100	35%
5	Strongly Agree		123	43%
	Not Applicable		1	0%
	Total		286	100%







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

#	Answer		Response	%
1	Strongly Disagree		16	6%
2	Disagree		34	12%
3	Neither Agree or Disagree		31	11%
4	Agree		94	33%
5	Strongly Agree		106	37%
	Not Applicable		5	2%
	Total		286	100%







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

#	Answer		Response	%
1	Strongly Disagree		16	6%
2	Disagree		18	6%
3	Neither Agree or Disagree		23	8%
4	Agree		72	25%
5	Strongly Agree		143	50%
	Not Applicable		14	5%
	Total		286	100%







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

#	Answer		Response	%
1	Strongly Disagree		19	7%
2	Disagree		22	8%
3	Neither Agree or Disagree		24	8%
4	Agree		58	20%
5	Strongly Agree		151	53%
	Not Applicable		13	5%
	Total		287	100%


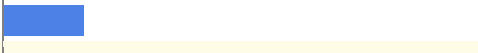
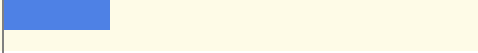


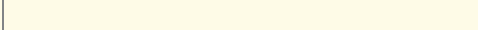
5. My chair values my opinion.

#	Answer		Response	%
1	Strongly Disagree		16	6%
2	Disagree		15	5%
3	Neither Agree or Disagree		27	9%
4	Agree		67	23%
5	Strongly Agree		149	52%
	Not Applicable		13	5%
	Total		287	100%




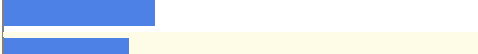
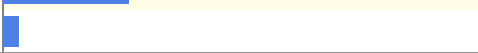
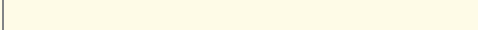
6. My work environment is collegial at the college level.

#	Answer		Response	%
1	Strongly Disagree		9	3%
2	Disagree		29	11%
3	Neither Agree or Disagree		44	16%
4	Agree		128	46%
5	Strongly Agree		59	21%
	Not Applicable		7	3%
	Total		276	100%



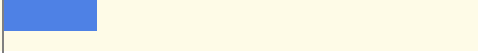
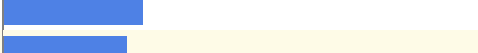

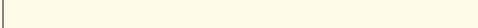
7. I am given the opportunity to participate in decisions that affect me in my college.

#	Answer		Response	%
1	Strongly Disagree		25	9%
2	Disagree		47	17%
3	Neither Agree or Disagree		62	22%
4	Agree		95	34%
5	Strongly Agree		36	13%
	Not Applicable		12	4%
	Total		277	100%


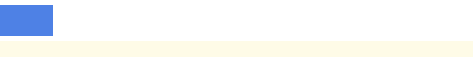



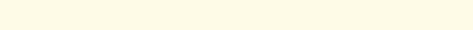
8. My dean keeps me well informed of matters important to faculty.

#	Answer		Response	%
1	Strongly Disagree		19	7%
2	Disagree		39	14%
3	Neither Agree or Disagree		48	17%
4	Agree		88	32%
5	Strongly Agree		73	26%
	Not Applicable		9	3%
	Total		276	100%






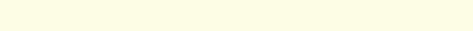
9. The dean does all s/he can to meet the needs of my department.

#	Answer		Response	%
1	Strongly Disagree		20	7%
2	Disagree		41	15%
3	Neither Agree or Disagree		54	20%
4	Agree		80	29%
5	Strongly Agree		71	26%
	Not Applicable		8	3%
	Total		274	100%




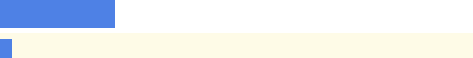
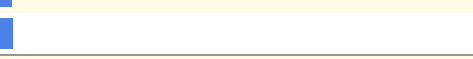
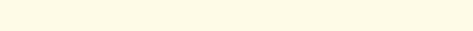
10. I am satisfied with the leadership of my dean.

#	Answer		Response	%
1	Strongly Disagree		23	8%
2	Disagree		31	11%
3	Neither Agree or Disagree		46	17%
4	Agree		82	30%
5	Strongly Agree		84	31%
	Not Applicable		8	3%
	Total		274	100%




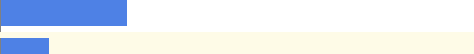
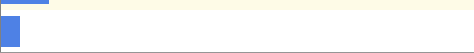
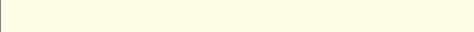
11. My dean values my opinion.

#	Answer		Response	%
1	Strongly Disagree		28	10%
2	Disagree		22	8%
3	Neither Agree or Disagree		56	20%
4	Agree		85	31%
5	Strongly Agree		73	26%
	Not Applicable		13	5%
	Total		277	100%




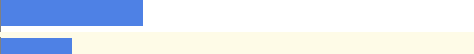
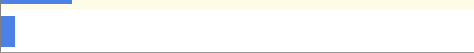
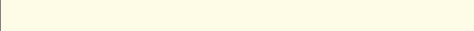
12. Upper administration keeps me well informed on matters important to faculty.

#	Answer		Response	%
1	Strongly Disagree		45	17%
2	Disagree		76	28%
3	Neither Agree or Disagree		67	25%
4	Agree		66	24%
5	Strongly Agree		8	3%
	Not Applicable		8	3%
	Total		270	100%



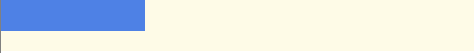
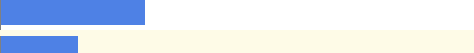

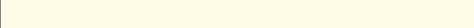
13. The Provost does all s/he can to meet the needs of my college.

#	Answer		Response	%
1	Strongly Disagree		33	12%
2	Disagree		41	15%
3	Neither Agree or Disagree		87	32%
4	Agree		72	26%
5	Strongly Agree		28	10%
	Not Applicable		11	4%
	Total		272	100%



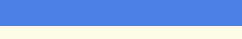


14. The Provost values faculty opinion.

#	Answer		Response	%
1	Strongly Disagree		31	11%
2	Disagree		37	14%
3	Neither Agree or Disagree		74	27%
4	Agree		81	30%
5	Strongly Agree		41	15%
	Not Applicable		8	3%
	Total		272	100%







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

#	Answer		Response	%
1	Strongly Disagree		26	10%
2	Disagree		30	11%
3	Neither Agree or Disagree		82	30%
4	Agree		82	30%
5	Strongly Agree		44	16%
	Not Applicable		7	3%
	Total		271	100%

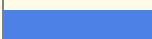

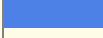



16. The Provost responds to inquiries from faculty in a timely manner.

#	Answer		Response	%
1	Strongly Disagree		26	10%
2	Disagree		21	8%
3	Neither Agree nor Disagree		137	51%
4	Agree		59	22%
5	Strongly Agree		25	9%
	Total		268	100%

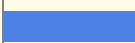

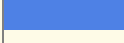



17. The President does all s/he can to meet the needs of our university.

#	Answer		Response	%
1	Strongly Disagree		62	23%
2	Disagree		64	24%
3	Neither Agree or Disagree		71	26%
4	Agree		63	23%
5	Strongly Agree		8	3%
	Not Applicable		3	1%
	Total		271	100%

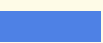

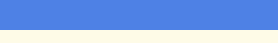


18. The President values faculty opinion.

#	Answer		Response	%
1	Strongly Disagree		86	32%
2	Disagree		70	26%
3	Neither Agree or Disagree		77	29%
4	Agree		28	10%
5	Strongly Agree		4	1%
	Not Applicable		4	1%
	Total		269	100%

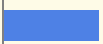
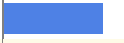




19. I am satisfied with the leadership of the President.

#	Answer		Response	%
1	Strongly Disagree		76	28%
2	Disagree		64	24%
3	Neither Agree or Disagree		68	25%
4	Agree		49	18%
5	Strongly Agree		8	3%
	Not Applicable		3	1%
	Total		268	100%





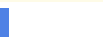

20. The President responds to inquiries from the faculty in a timely manner.

#	Answer		Response	%
1	Strongly Disagree		57	21%
2	Disagree		29	11%
3	Neither Agree nor Disagree		157	59%
4	Agree		20	7%
5	Strongly Agree		5	2%
	Total		268	100%

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

#	Answer		Response	%
1	Strongly Disagree		54	20%
2	Disagree		56	21%
3	Neither Agree or Disagree		116	43%
4	Agree		33	12%
5	Strongly Agree		4	1%
	Not Applicable		6	2%
	Total		269	100%

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

#	Answer		Response	%
1	Strongly Disagree		15	6%
2	Disagree		29	11%
3	Neither Agree or Disagree		59	22%
4	Agree		109	40%
5	Strongly Agree		52	19%
	Not Applicable		6	2%
	Total		270	100%


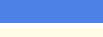
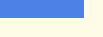
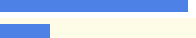


Comments not included in general release report:

23. What aspects of RU leadership have been most effective?


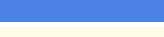
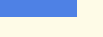



24. What aspects of RU leadership have been least effective?

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


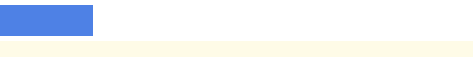

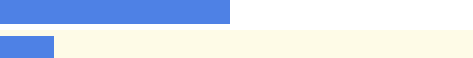

26. The university facilitates my professional development.

#	Answer		Response	%
1	Strongly Disagree		16	6%
2	Disagree		60	23%
3	Neither Agree or Disagree		46	18%
4	Agree		102	40%
5	Strongly Agree		28	11%
	Not Applicable		5	2%
	Total		257	100%






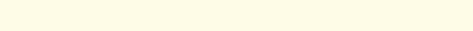
27. RU's bureaucratic procedures are reasonable.

#	Answer		Response	%
1	Strongly Disagree		88	35%
2	Disagree		92	36%
3	Neither Agree or Disagree		42	16%
4	Agree		26	10%
5	Strongly Agree		4	2%
	Not Applicable		3	1%
	Total		255	100%




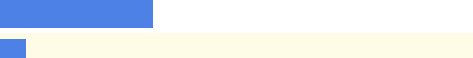
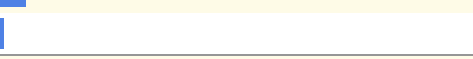
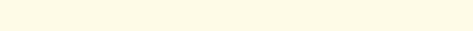
28. RU provides the equipment and materials needed to do my job well.

#	Answer		Response	%
1	Strongly Disagree		18	7%
2	Disagree		51	20%
3	Neither Agree or Disagree		33	13%
4	Agree		125	49%
5	Strongly Agree		30	12%
	Not Applicable		0	0%
	Total		257	100%




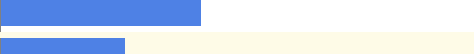
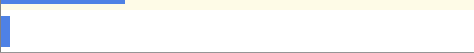
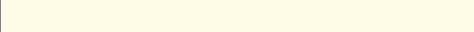
29. RU provides sufficient support for student research opportunities.

#	Answer		Response	%
1	Strongly Disagree		18	7%
2	Disagree		51	20%
3	Neither Agree or Disagree		65	26%
4	Agree		93	37%
5	Strongly Agree		12	5%
	Not Applicable		14	6%
	Total		253	100%





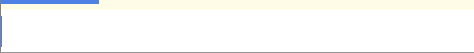
30. My workload is reasonable.

#	Answer		Response	%
1	Strongly Disagree		48	19%
2	Disagree		74	29%
3	Neither Agree or Disagree		33	13%
4	Agree		83	32%
5	Strongly Agree		15	6%
	Not Applicable		3	1%
	Total		256	100%



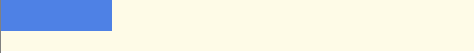
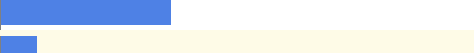

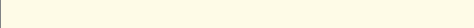
31. My office is adequate for my needs.

#	Answer		Response	%
1	Strongly Disagree		19	7%
2	Disagree		31	12%
3	Neither Agree or Disagree		27	11%
4	Agree		108	42%
5	Strongly Agree		67	26%
	Not Applicable		5	2%
	Total		257	100%

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

#	Answer		Response	%
1	Strongly Disagree		14	6%
2	Disagree		36	14%
3	Neither Agree or Disagree		35	14%
4	Agree		114	45%
5	Strongly Agree		52	21%
	Not Applicable		1	0%
	Total		252	100%

33. RU has family-friendly employee benefits.

#	Answer		Response	%
1	Strongly Disagree		28	11%
2	Disagree		36	14%
3	Neither Agree or Disagree		60	23%
4	Agree		92	36%
5	Strongly Agree		20	8%
	Not Applicable		21	8%
	Total		257	100%

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

#	Answer		Response	%
1	Strongly Disagree		16	6%
2	Disagree		34	13%
3	Neither Agree or Disagree		95	37%
4	Agree		71	28%
5	Strongly Agree		19	7%
	Not Applicable		21	8%
	Total		256	100%

35. I am satisfied with my pay.

#	Answer		Response	%
1	Strongly Disagree		105	41%
2	Disagree		79	31%
3	Neither Agree or Disagree		21	8%
4	Agree		46	18%
5	Strongly Agree		5	2%
	Not Applicable		0	0%
	Total		256	100%

36. RU provides good health benefits.

#	Answer		Response	%
1	Strongly Disagree		17	7%
2	Disagree		15	6%
3	Neither Agree or Disagree		53	21%
4	Agree		113	44%
5	Strongly Agree		47	18%
	Not Applicable		12	5%
	Total		257	100%


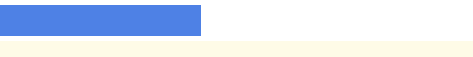



Comments not included in general release report:

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






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

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






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

#	Answer		Response	%
1	Strongly Disagree		38	15%
2	Disagree		107	42%
3	Neither Agree or Disagree		48	19%
4	Agree		55	22%
5	Strongly Agree		3	1%
	Not Applicable		1	0%
	Total		252	100%

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

#	Answer		Response	%
1	Strongly Disagree		50	20%
2	Disagree		81	32%
3	Neither Agree or Disagree		55	22%
4	Agree		58	23%
5	Strongly Agree		6	2%
	Not Applicable		1	0%
	Total		251	100%

42. Radford University has a positive image.

#	Answer		Response	%
1	Strongly Disagree		21	8%
2	Disagree		76	30%
3	Neither Agree or Disagree		69	27%
4	Agree		75	30%
5	Strongly Agree		9	4%
	Not Applicable		1	0%
	Total		251	100%

43. I am dedicated to my profession.

#	Answer	Response	%
1	Strongly Disagree	0	0%
2	Disagree	3	1%
3	Neither Agree or Disagree	5	2%
4	Agree	51	20%
5	Strongly Agree	192	76%
	Not Applicable	1	0%
	Total	252	100%


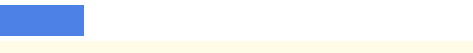
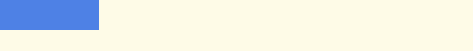


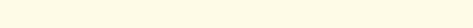
44. My job allows me to express my special talents.

#	Answer	Response	%
1	Strongly Disagree	4	2%
2	Disagree	26	10%
3	Neither Agree or Disagree	29	12%
4	Agree	102	41%
5	Strongly Agree	89	35%
	Not Applicable	1	0%
	Total	251	100%


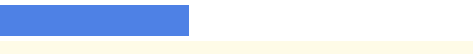
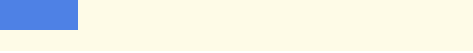


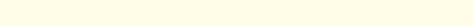
45. The future of RU is important to me.

#	Answer	Response	%
1	Strongly Disagree	3	1%
2	Disagree	2	1%
3	Neither Agree or Disagree	21	8%
4	Agree	65	26%
5	Strongly Agree	160	64%
	Not Applicable	0	0%
	Total	251	100%


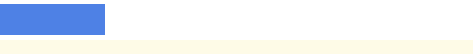



46. If I had it to do over again, I would still choose this university.

#	Answer		Response	%
1	Strongly Disagree		24	10%
2	Disagree		45	18%
3	Neither Agree or Disagree		53	21%
4	Agree		68	27%
5	Strongly Agree		57	23%
	Not Applicable		4	2%
	Total		251	100%

47. Morale among faculty is positive.



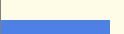

#	Answer		Response	%
1	Strongly Disagree		53	21%
2	Disagree		100	40%
3	Neither Agree or Disagree		42	17%
4	Agree		48	19%
5	Strongly Agree		5	2%
	Not Applicable		2	1%
	Total		250	100%

48. Overall, I am satisfied with my job.





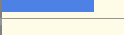
#	Answer		Response	%
1	Strongly Disagree		17	7%
2	Disagree		56	22%
3	Neither Agree or Disagree		46	18%
4	Agree		110	44%
5	Strongly Agree		21	8%
	Not Applicable		0	0%
	Total		250	100%

Comments not included in general release report:**49. What specific changes would you like to see at Radford University and why?****50. What is working well at Radford University?****51. What is not working well at Radford University?**





52. 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		60	26%
2	Associate Professor		61	26%
3	Assistant Professor		54	23%
4	Instructor		60	26%
	Total		235	100%







53. I am....

#	Answer		Response	%
1	Tenured		117	50%
2	Tenure Track		50	21%
3	Special Purpose		18	8%
4	Full time temporary		3	1%
5	Adjunct		45	19%
	Total		233	100%







54. I am also...

#	Answer		Response	%
1	Clinical Faculty		8	4%
2	Graduate Faculty		105	48%
3	Admin/Professional Faculty		15	7%
4	None of these		91	42%
	Total		219	100%

55. I am in the College of:

#	Answer		Response	%
1	Business and Economics		14	6%
2	Education and Human Development		34	16%
3	Health and Human Services		25	12%
4	Humanities and Behavioral Sciences		80	37%
5	Science and Technology		42	19%
6	Visual and Performing Arts		22	10%
	Total		217	100%

56. I have worked at RU for

#	Answer		Response	%
1	0 - 2 years		37	16%
2	3 - 5 years		44	19%
3	6 - 10 years		62	26%
4	11 - 15 years		28	12%
5	16 - 20 years		24	10%
6	21 + years		41	17%
	Total		236	100%