

**Radford University Faculty Morale Survey Responses  
General Release Report  
Spring 2014**

**Report Date: April 24, 2014**

The spring 2014 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 665 T&R and A/P faculty with teaching responsibilities, including adjuncts. A total of 191 faculty members participated in the survey. In general, the three things people are most positive about are: “dedication to my profession,” “the future of RU” and “collegial work environment at the department level.” The three things the faculty is least satisfied with are: “bureaucratic procedures,” “pay,” and “the way the president values faculty opinion.” This public report is provided by the Campus Environment Committee and the Faculty Senate Executive Council.

**2012 and 2013 Results  
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	2012		2013		2014		% Change from 2013-14
	Mean ± SD	n	Mean ± SD	n	Mean ± SD	n	
<b>DEPARTMENT LEVEL</b>							
1. My work environment is collegial at the department level.	4.03 ± 1.20	315	4.04 ± 1.12	285	4.13 ± 1.05	185	2.18%
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	3.91 ± 1.27	178	1.28%
3. My chair keeps me well informed of matters important to faculty.	4.10 ± 1.17	314	4.13 ± 1.18	272	4.05 ± 1.24	177	-1.98%
4. I am satisfied with the leadership of my department chair.	4.03 ± 1.30	315	4.09 ± 1.26	274	4.04 ± 1.20	178	-1.24%
5. My chair values my opinion.	4.08 ± 1.16	312	4.16 ± 1.17	274	4.07 ± 1.22	179	-2.21%
<b>COLLEGE LEVEL</b>							
6. My work environment is collegial at the college level.	3.83 ± 0.97	308	3.74 ± 1.03	269	3.85 ± 1.05	182	2.86%
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	3.24 ± 1.23	175	-0.62%
8. My dean keeps me well informed of matters important to faculty.	3.75 ± 1.16	309	3.59 ± 1.23	267	3.48 ± 1.23	180	-3.16%
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	3.62 ± 1.22	179	3.02%
10. I am satisfied with the leadership of my dean.	3.69 ± 1.31	306	3.65 ± 1.27	266	3.57 ± 1.26	180	-2.24%
11. My dean values my opinion.	3.56 ± 1.23	306	3.58 ± 1.27	264	3.55 ± 1.24	178	-0.85%
<b>UPPER ADMINISTRATIVE LEVEL</b>							
12. Upper administration keeps me well informed on matters important to faculty.	2.99 ± 1.03	302	2.68 ± 1.12	262	2.61 ± 1.10	174	-2.68%
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	2.89 ± 1.23	174	-6.57%
14. The Provost values faculty opinion.	3.62 ± 0.98	303	3.24 ± 1.22	264	3.07 ± 1.28	173	-5.54%
15. I am satisfied with the leadership of the Provost.	3.65 ± 1.01	301	3.33 ± 1.17	264	3.16 ± 1.24	175	-5.38%
16. The Provost responds to inquiries from faculty in a timely manner.	--	--	3.13 ± 1.02	268	2.97 ± 1.06	176	-5.39%
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	2.54 ± 1.13	176	-1.97%
18. The President values faculty opinion.	2.31 ± 1.14	303	2.22 ± 1.06	265	2.05 ± 1.02	173	-8.29%
19. I am satisfied with the leadership of the President.	2.41 ± 1.21	302	2.43 ± 1.17	265	2.29 ± 1.13	173	-6.11%
20. The President responds to inquiries from faculty in a timely manner	--	--	2.58 ± 0.97	268	2.50 ± 0.09	176	-3.20%
21. I am satisfied with the leadership of the BOV.	2.45 ± 1.05	303	2.53 ± 1.00	263	2.44 ± 0.97	174	-3.69%

22. The faculty senate is doing all it can to represent the faculty.	<b>3.33</b> ± 1.02	304	<b>3.58</b> ± 1.10	264	<b>3.37</b> ± 1.14	174	<b>-6.23%</b>
<b>CAMPUS RESOURCES AND ENVIRONMENT</b>							
23. The university facilitates my professional development.	<b>3.33</b> ± 1.13	297	<b>3.26</b> ± 1.13	252	<b>3.39</b> ± 1.13	166	<b>3.83%</b>
24. RU's bureaucratic procedures are reasonable.	<b>2.43</b> ± 1.09	295	<b>2.07</b> ± 1.03	252	<b>1.93</b> ± 1.02	166	<b>-7.25%</b>
25. RU provides the equipment and materials needed to do my job well.	<b>3.47</b> ± 1.12	297	<b>3.38</b> ± 1.14	257	<b>3.38</b> ± 1.18	170	<b>0.00%</b>
26. RU provides sufficient support for student research opportunities.	<b>3.16</b> ± 1.01	295	<b>3.13</b> ± 1.05	239	<b>3.29</b> ± 1.09	166	<b>4.86%</b>
27. My workload is reasonable.	<b>2.72</b> ± 1.27	296	<b>2.77</b> ± 1.25	253	<b>2.80</b> ± 1.28	169	<b>1.07%</b>
28. My office is adequate for my needs.	<b>3.74</b> ± 1.15	296	<b>3.69</b> ± 1.20	252	<b>3.73</b> ± 1.17	165	<b>1.07%</b>
29. The classrooms where I typically teach are conducive to learning.	<b>3.55</b> ± 1.02	296	<b>3.61</b> ± 1.13	251	<b>3.64</b> ± 1.15	168	<b>0.82%</b>
30. RU has family-friendly employee benefits.	<b>3.36</b> ± 1.07	296	<b>3.17</b> ± 1.15	236	<b>3.40</b> ± 1.15	146	<b>6.76%</b>
31. RU offers programs to help invest/manage my finances effectively.	<b>3.20</b> ± 0.96	293	<b>3.18</b> ± 1.01	235	<b>3.16</b> ± 1.06	152	<b>-0.63%</b>
32. I am satisfied with my pay.	<b>2.12</b> ± 1.17	295	<b>2.09</b> ± 1.18	256	<b>2.04</b> ± 1.14	168	<b>-2.45%</b>
33. RU provides good health benefits	<b>3.68</b> ± 1.00	295	<b>3.64</b> ± 1.08	245	<b>3.70</b> ± 1.10	159	<b>1.62%</b>
<b>OVERALL SATISFACTION</b>							
34. My colleagues have a positive attitude about the state of the university.	<b>2.61</b> ± 1.04	295	<b>2.51</b> ± 1.03	251	<b>2.59</b> ± 1.06	169	<b>3.09%</b>
35. I am satisfied with the current state of the university.	<b>2.69</b> ± 1.09	293	<b>2.56</b> ± 1.12	250	<b>2.67</b> ± 1.09	169	<b>4.12%</b>
36. Radford University has a positive image.	<b>2.88</b> ± 1.07	296	<b>2.90</b> ± 1.04	250	<b>2.95</b> ± 1.01	168	<b>1.69%</b>
37. I am dedicated to my profession.	<b>4.75</b> ± 0.54	295	<b>4.72</b> ± 0.56	251	<b>4.79</b> ± 0.50	167	<b>1.46%</b>
38. My job allows me to express my special talents.	<b>3.97</b> ± 1.02	294	<b>3.98</b> ± 1.02	250	<b>4.08</b> ± 0.97	169	<b>2.45%</b>
39. The future of RU is important to me.	<b>4.54</b> ± 0.75	294	<b>4.50</b> ± 0.78	251	<b>4.54</b> ± 0.73	170	<b>0.88%</b>
40. If I had it to do over again, I would still choose for this university.	<b>3.57</b> ± 1.27	294	<b>3.36</b> ± 1.28	247	<b>3.43</b> ± 1.27	167	<b>2.04%</b>
41. Morale among faculty is positive.	<b>2.48</b> ± 1.12	294	<b>2.40</b> ± 1.09	248	<b>2.47</b> ± 1.12	168	<b>2.83%</b>
42. Overall, I am satisfied with my job.	<b>3.42</b> ± 1.08	294	<b>3.25</b> ± 1.10	250	<b>3.39</b> ± 1.10	170	<b>4.13%</b>

<b>Rank-Ordered Results of 2014 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>	
Item	Mean
37. I am dedicated to my profession.	4.79 ± 0.50
39. The future of RU is important to me.	4.54 ± 0.73
1. My work environment is collegial at the department level.	4.13 ± 1.05
38. My job allows me to express my special talents.	4.08 ± 0.97
5. My chair values my opinion.	4.07 ± 1.22
3. My chair keeps me well informed of matters important to faculty.	4.05 ± 1.24
4. I am satisfied with the leadership of my department chair.	4.04 ± 1.20
2. I am given the opportunity to participate in decisions that affect me in my department.	3.91 ± 1.27
6. My work environment is collegial at the college level.	3.85 ± 1.05
28. My office is adequate for my needs.	3.73 ± 1.17
33. RU provides good health benefits	3.70 ± 1.10
29. The classrooms where I typically teach are conducive to learning.	3.64 ± 1.15
9. The dean does all s/he can to meet the needs of my department.	3.62 ± 1.22
10. I am satisfied with the leadership of my dean.	3.57 ± 1.26
11. My dean values my opinion.	3.55 ± 1.24
8. My dean keeps me well informed of matters important to faculty.	3.48 ± 1.23
40. If I had it to do over again, I would still choose for this university.	3.43 ± 1.27
30. RU has family-friendly employee benefits.	3.40 ± 1.15
23. The university facilitates my professional development.	3.39 ± 1.13
42. Overall, I am satisfied with my job.	3.39 ± 1.10
25. RU provides the equipment and materials needed to do my job well.	3.38 ± 1.18
22. The faculty senate is doing all it can to represent the faculty.	3.37 ± 1.14
26. RU provides sufficient support for student research opportunities.	3.29 ± 1.09
7. I am given the opportunity to participate in decisions that affect me in my college.	3.24 ± 1.23
15. I am satisfied with the leadership of the Provost.	3.16 ± 1.24
31. RU offers programs to help invest/manage my finances effectively.	3.16 ± 1.06
14. The Provost values faculty opinion.	3.07 ± 1.28
16. The Provost responds to inquiries from faculty in a timely manner.	2.97 ± 1.06
36. Radford University has a positive image.	2.95 ± 1.01
13. The Provost does all s/he can to meet the needs of my college.	2.89 ± 1.23
27. My workload is reasonable.	2.80 ± 1.28
35. I am satisfied with the current state of the university.	2.67 ± 1.09
12. Upper administration keeps me well informed on matters important to faculty.	2.61 ± 1.10
34. My colleagues have a positive attitude about the state of the university.	2.59 ± 1.06
17. The President does all s/he can to meet the needs of our university.	2.54 ± 1.13
20. The President responds to inquiries from faculty in a timely manner	2.50 ± 0.09
41. Morale among faculty is positive.	2.47 ± 1.12
21. I am satisfied with the leadership of the BOV.	2.44 ± 0.97
19. I am satisfied with the leadership of the President.	2.29 ± 1.13
18. The President values faculty opinion.	2.05 ± 1.02
32. I am satisfied with my pay.	2.04 ± 1.14
24. RU's bureaucratic procedures are reasonable.	1.93 ± 1.02