

SUMMARY RESULTS OF 2018 FACULTY MORALE SURVEY

Categories of Respondents (percentages shown are column percentages for each survey year).

	2013		2015		2017		2018	
	n	%	n	%	n	%	n	%
I am...								
Full Professor	60	26	91	34	82	29	66	34
Associate Professor	61	26	80	30	68	24	55	29
Assistant Professor	54	23	72	27	72	25	48	25
Instructor	60	26	28	10	63	22	24	12
TOTAL	235		271		285		193	
I am...								
Tenured	117	50	164	61	136	47	111	58
Tenure Track	50	22	71	26	70	24	51	27
Special Purpose	18	8	26	10	26	9	25	13
Full Time Temporary	3	1	8	8	11	4	4	2
Adjunct	45	19	1	<1	48	17	1	<1

I am in the College...

COBE	14	7	22	9	21	7	13	7
CEHD	34	16	38	15	53	19	25	14
WCHHS	25	12	34	13	38	14	31	17
CHBS	80	37	77	30	94	33	58	32
ACSAT	42	19	55	21	50	18	44	24
CVPA	22	10	32	12	26	9	13	7

I have worked at Radford University for...

0-2 Years	37	16	37	14	44	15	23	12
3-5 Years	44	19	36	14	71	24	41	21
6-10 Years	62	26	67	25	59	20	28	15
11-15 Years	28	12	46	17	44	15	45	23
16-20 Years	24	10	25	9	28	10	21	11
More than 20 Years	41	17	55	21	49	17	35	18

Statistically significant changes from 2017 to 2018 are **SHADED** in the following tables. Responses are were coded on the following five-point scale:

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neutral / Neither Agree nor Disagree
- 4 – Agree
- 5 – Strongly Agree

Questions About the Department	Mean Score (1 – 5)				
	2013	2015	2017	2018	2017-2018 Change
My work environment is collegial at the department level.	4.04	4.11	4.00	4.06	0.06
I am given the opportunity to participate in decisions that affect me in my department.	3.85	4.02	3.69	4.00	0.31
My chair keeps me well informed of matters important to faculty.	4.13	4.21	3.97	4.17	0.20
I am satisfied with the leadership of my department chair.	4.09	4.06	3.88	3.98	0.10
My chair values my opinion.	4.16	4.18	3.93	4.06	0.13

Questions About the College

	Mean Score (1 – 5)				
	2013	2015	2017	2018	2017-2018 Change
My work environment is collegial at the college level.	3.74	3.83	3.74	3.84	0.10
I am given the opportunity to participate in decisions that affect me in my college.	3.26	3.34	3.10	3.25	0.15
My dean keeps me well informed of matters important to faculty.	3.59	3.67	3.36	3.61	0.25
The dean does all s/he can to meet the needs of my department.	3.53	3.67	3.38	3.53	0.15
I am satisfied with the leadership of my dean.	3.65	3.70	3.46	3.62	0.16
My dean values my opinion.	3.58	3.63	3.35	3.56	0.21

Questions About the Administration, the Board of Visitors, and Government

	Mean Score (1 – 5)				
	2013	2015	2017	2018	2017-2018 Change
Upper administration keeps me well informed on matters important to faculty.	2.68	2.75	3.18	3.15	-0.03
The Provost does all s/he can to meet the needs of my college.	3.08	2.89	3.28	3.14	-0.14
The Provost values faculty opinion.	3.24	2.93	3.38	3.17	-0.21
I am satisfied with the leadership of the Provost.	3.33	3.00	3.46	3.23	-0.23

The Provost responds to inquiries from faculty in a timely manner.	3.13	2.87	3.31	3.08	-0.23
The President does all s/he can to meet the needs of our university.	2.59	2.79	3.81	3.66	-0.15
The President values faculty opinion.	2.22	2.32	3.78	3.43	-0.35
I am satisfied with the leadership of the President.	2.43	2.57	3.88	3.62	-0.26
The President responds to inquiries from the faculty in a timely manner.	2.58	2.51	3.45	3.31	-0.14
I am satisfied with the leadership of the BOV.	2.53	2.57	3.00	3.30	0.30
The faculty senate is doing all it can to represent the faculty.	3.58	3.48	3.60	3.73	0.13

Questions About Work Environment, Facilities, Resources, and Compensation

	2013	2015	2017	2018	2017-2018 Change
The university facilitates my professional development.	3.26	3.55	3.37	3.64	0.27
RU's bureaucratic procedures are reasonable.	2.07	2.04	2.14	2.24	0.10
RU provides the equipment and materials needed to do my job well.	3.38	3.53	3.46	3.45	-0.01
RU provides sufficient support for student research opportunities.	3.13	3.44	3.42	3.42	0.00
My workload is reasonable.	2.77	2.86	2.95	2.97	0.02
My office is adequate for my needs.	3.69	3.81	3.90	4.10	0.20
The classrooms where I typically teach are conducive to learning.	3.61	3.62	3.63	3.38	-0.25
RU has family-friendly employee benefits.	3.17	3.46	3.46	3.73	0.27
RU offers programs to help invest/manage my finances effectively.	3.18	3.24	3.15	3.51	0.36
I am satisfied with my pay.	2.09	2.33	2.43	2.61	0.18
RU provides good health benefits.	3.64	3.86	3.80	4.00	0.20

Questions About Overall Satisfaction at Radford University

	2013	2015	2017	2018	2017-2018 Change
My colleagues have a positive attitude about the state of the university.	2.51	2.55	2.99	3.01	0.02
I am satisfied with the current state of the university.	2.56	2.68	3.02	3.00	-0.02
Radford University has a positive image.	2.90	2.98	3.16	3.16	-0.00
I am dedicated to my profession.	4.72	4.75	4.70	4.74	0.04
My job allows me to express my special talents.	3.98	4.00	3.90	3.91	0.01
The future of RU is important to me.	4.50	4.56	4.52	4.53	0.01
If I had it to do over again, I would still choose this university.	3.36	3.58	3.69	3.69	0.00
Morale among faculty is positive.	2.40	2.49	2.91	2.89	-0.02
Overall, I am satisfied with my job.	3.25	3.47	3.60	3.56	-0.04