

**Document to Accompany Faculty Senate Motions from the Campus Environment Committee**

The intention of the document is simply to allow senators to see the questions under consideration within the context of the entire survey.

**Suggested Deletions are HIGHLIGHTED IN YELLOW**

**Table 1. Respondents to the 2023 Faculty Morale Survey.**

<b>I am...</b>	n	%
Full Professor	85	30.5
Associate Professor	64	22.9
Assistant Professor	66	23.7
Instructor	36	12.9
No Response	28	10.0
<b>TOTAL</b>	<b>279</b>	<b>100.0</b>

<b>I am...</b>	n	%
Tenured	132	47.3
Tenure Track	56	20.1
Special Purpose	58	20.8
Full Time Temporary	4	1.4
No Response	29	10.4
<b>Total</b>	<b>279</b>	<b>100.0</b>

<b>I am also...</b>	n	%
Clinical Faculty	24	8.6
Graduate Faculty	125	44.8
AP Faculty	12	4.3
None of These	72	25.8
No Response	46	16.5
<b>Total</b>	<b>279</b>	<b>100.0</b>

<b>I am in the College...</b>	n	%
Davis	19	6.8
CEHD	31	11.1
Waldron	40	14.3
CHBS	48	17.2
Artis	38	13.6
CVPA	28	10.0
Nursing	31	11.1
No Response	44	15.8

Total	279	100.0
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<b>I have worked at Radford University for... (RUC faculty indicate since merger)</b>	n	%
0-2 Years	31	11.1
3-5 Years	66	23.7
6-10 Years	43	15.4
11-15 Years	33	11.8
16-20 Years	37	13.3
More than 20 Years	29	10.4
No Response	40	14.3
Total	279	100.0

The following FMS questions are all recorded using a standard five-point Likert scale:

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

\* Indicates a question that was not included in that year of the FMS.

**Table 2. Faculty Perception of Students**

	2014	2015	2017	2018	2020	2021	2023
STU1. Overall, I find the students I teach to be adequately prepared to succeed in my class.	*	*	*	*	3.19	3.06	2.99
STU2. Overall, I am satisfied with student attendance in my class(es).	*	*	*	*	3.80	3.33	3.35
STU3. Overall, I am satisfied with student engagement in my class(es).	*	*	*	*	3.64	3.19	3.37
STU4. Overall, I am satisfied with the quality of students' completed assignments.	*	*	*	*	3.38	3.30	3.35
STU5. Overall, I believe students respect me as their instructor.	*	*	*	*	4.41	4.22	4.28
STU6. My interactions with my students have a net positive affect on my morale.	*	*	*	*	4.27	4.03	4.14

**Table 3. Questions about the Department/School**

	2014	2015	2017	2018	2020	2021	2023
DEP1. My work environment is collegial at the department level.	4.04	4.11	4.00	4.06	4.10	4.05	
DEP2. I am given the opportunity to participate in decisions that affect me in my department.	3.85	4.02	3.69	4.00	4.07	3.98	
DEP3. My Chair keeps me well informed of matters important to faculty.	4.13	4.21	3.97	4.17	4.07	4.14	
DEP4. I am satisfied with the leadership of my department Chair.	4.09	4.06	3.88	3.98	3.78	3.99	
DEP5. I believe my Chair values my opinion.	4.16	4.18	3.93	4.06	3.99	4.11	
DEP6. I believe my Chair does all they can to meet the needs of my department.	*	*	*	*	4.02	4.10	
DEP7. I am satisfied with the diversity of faculty in my department.	*	*	*	*	3.48	3.04	

**Table 4. Questions about the College and Dean**

	<b>2014</b>	<b>2015</b>	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>2021</b>	<b>2023</b>
COL1. My work environment is collegial at the college level.	3.74	3.83	3.74	3.84	4.06	4.06	
COL2. I am given the opportunity to participate in decisions that affect me in my college.	3.26	3.34	3.10	3.25	3.35	3.32	
COL3. My Dean keeps me well informed of matters important to faculty.	3.59	3.67	3.36	3.61	3.63	3.66	
COL4. I believe the Dean does all they can to meet the needs of my college.	3.53	3.67	3.38	3.53	3.76	3.79	
COL5. I am satisfied with the leadership of my college Dean.	3.65	3.70	3.46	3.62	3.66	3.82	
COL6. I believe my Dean values my opinion.	3.58	3.63	3.35	3.56	3.64	3.83	
COL7. I am satisfied with the diversity of faculty in my college.	*	*	*	*	3.52	3.00	

**Table 5. Questions about the Provost**

	<b>2014</b>	<b>2015</b>	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>2021</b>	<b>2023</b>
PRO1. The Provost keeps me well informed on matters important to faculty.	2.68	2.75	3.18	3.15	3.35	3.15	
PRO2. I believe the Provost does all they can to meet the needs of my college.	3.08	2.89	3.28	3.14	3.42	3.29	
PRO3. I believe the Provost values faculty opinion.	3.24	2.93	3.38	3.17	3.43	3.50	
PRO4. I am satisfied with the leadership of the Provost.	3.33	3.00	3.46	3.23	3.53	3.46	
PRO5. I believe the Provost responds to inquiries from faculty in a timely manner.	3.13	2.87	3.31	3.08	3.38	3.32	

**Table 6. Questions about the President**

	2014	2015	2017	2018	2020	2021	2023
PRE1. The President keeps me well informed on matters important to faculty.	*	*	*	*	3.64	3.16	
PRE2. I believe the President does all they can to meet the needs of my college.	2.59	2.79	3.81	3.66	3.40	2.86	
PRE3. I believe the President values faculty opinion.	2.22	2.32	3.78	3.43	3.32	2.88	
PRE4. am satisfied with the leadership of the President.	2.43	2.57	3.88	3.62	3.55	3.07	
PRE5. I believe the President responds to inquiries from faculty in a timely manner.	2.58	2.51	3.45	3.31	3.50	3.09	

**Table 7. Question about the Board of Visitors**

	2014	2015	2017	2018	2020	2021	2023
BOV1. I am satisfied with the leadership of the Board of Visitors.	2.53	2.57	3.00	3.30	3.13	2.54	

**Table 8. Questions about the Faculty Senate**

	2014	2015	2017	2018	2020	2021	2023
SEN1. The Faculty Senate keeps me well informed on matters important to faculty.	*	*	*	*	4.27	4.08	
SEN2. I believe the Faculty Senate does all it can to meet the needs of my college.	*	*	*	*	3.86	3.60	
SEN3. I believe the Faculty Senate does all it can to represent faculty opinion.	3.58	3.48	3.60	3.73	4.07	3.71	
SEN4. I am satisfied with the leadership of the Faculty Senate.	*	*	*	*	4.09	3.71	
SEN5. I believe the Faculty Senate responds to inquiries from the faculty in a timely manner.	*	*	*	*	4.02	3.83	

**Table 9. Questions about the Campus Environment**

	<b>2014</b>	<b>2015</b>	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>2021</b>	<b>2023</b>
ENV1. The University facilitates my professional development.	3.26	3.55	3.37	3.64	3.60	3.62	
ENV2. The University provides the technology needed to do my job well.	*	*	*	*	3.95	3.98	
ENV3. The University provides other equipment and materials needed to do my job well.	3.38	3.53	3.46	3.45	3.75	3.87	
ENV4. The University's bureaucratic procedures are reasonable.	2.07	2.04	2.14	2.24	2.52	2.44	
ENV5. The University provides sufficient support for student research opportunities.	3.13	3.44	3.42	3.42	3.63	3.63	
ENV6. My workload is reasonable.	2.77	2.86	2.95	2.97	3.31	2.99	
ENV7. My office is adequate for my needs.	3.69	3.81	3.90	4.10	4.28	4.29	
ENV8. The classrooms where I typically teach are conducive to learning.	3.61	3.62	3.63	3.38	3.58	3.61	
ENV9. The University has family-friendly employee benefits.	3.17	3.46	3.46	3.73	3.82	3.72	
ENV10. The University offers programs to help invest/manage my finances effectively.	3.18	3.24	3.15	3.51	3.66	3.60	
ENV11. I am satisfied with my base salary.	2.09	2.33	2.43	2.61	2.71	2.55	
ENV12. The University provides good health benefits.	3.64	3.86	3.80	4.00	4.23	4.21	
ENV13. My overall compensation package is competitive.	*	*	*	*	2.98	2.80	
ENV14. The University engages in sufficient sustainability initiatives.	*	*	*	*	3.53	3.50	
ENV15. College and University awards to recognize faculty achievement are adequate.	*	*	*	*	3.20	3.26	
ENV16. The University provides sufficient support for faculty diversity and inclusion initiatives.	*	*	*	*	3.41	3.14	

**Table 10. Questions about Overall Satisfaction at Radford University.**

	<b>2014</b>	<b>2015</b>	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>2021</b>	<b>2023</b>
SAT1. My Radford colleagues express a positive attitude about the state of the university.	2.51	2.55	2.99	3.01	3.04	2.57	
SAT2. I am satisfied with the current state of the University.	2.56	2.68	3.02	3.00	3.12	2.58	
SAT3. I believe the University has a positive image in the local and regional community.	2.90	2.98	3.16	3.16	3.45	3.19	
SAT4. I believe the University helps me to succeed in my profession.	*	*	*	*	3.53	3.26	
SAT5. I believe that my teaching activities are valued here.	*	*	*	*	3.82	3.58	
SAT6. I believe that my research activities are valued here.	*	*	*	*	3.31	3.14	
SAT7. I believe that my service activities are valued here.	*	*	*	*	3.63	3.39	
SAT8. The future of this University is important to me.	4.50	4.56	4.52	4.53	4.53	4.55	
SAT9. If I had it to do over again, I would still choose this University.	3.36	3.58	3.69	3.69	3.82	3.50	
SAT10. I believe morale among faculty is positive.	2.40	2.49	2.91	2.89	2.87	2.36	
SAT11. I am proud to be part of this University.	*	*	*	*	3.97	3.63	
SAT12. Overall, I am satisfied with my job.	3.25	3.47	3.60	3.56	3.81	3.42	