

Administrative and Professional Faculty

2024 Morale Survey Report



1. 2024 AP Morale Survey Overview
2. Qualtrics graphs
3. Highlights of text entry answers for each section
4. Trend data from four annual surveys (2021 – 2024)
5. Commentary on Trends
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AP Senate Survey Committee Members: Ashlee Claud, Eric Lovik, Sean Ramsey, and Jess Rothe

2024 AP Morale Survey Overview

The AP Faculty Morale Survey is broken down into six sections: Job Security and Satisfaction, Work-Life Balance, Professional Development, Respect in the Workplace, Communication, and Leadership. Each section has several multiple-choice questions with a text entry question for additional comments on the section topic. This year, 46% of the AP community responded, 148 out of 322 AP Community members.

Because 2024 marks the fourth year the AP Senate has conducted a Morale survey of our community, we have expanded our summary to include information on trends. This report includes: an overall summary, graphs with raw data from Qualtrics, a summary of the text entry questions from each section, a spreadsheet compiling data from the 2021, 2022, 2023 and 2024 surveys to aid in identifying trends, and a summary of the trending information including strengths, challenges and action items.

Throughout the four years we have been conducting the survey, it has changed slightly. You will notice these differences:

- Question 10: Employee division was only asked in 2021
- Questions 12 and 13: Combined in 2021 and then split in 2022
- Question 28: Response options changed in 2024

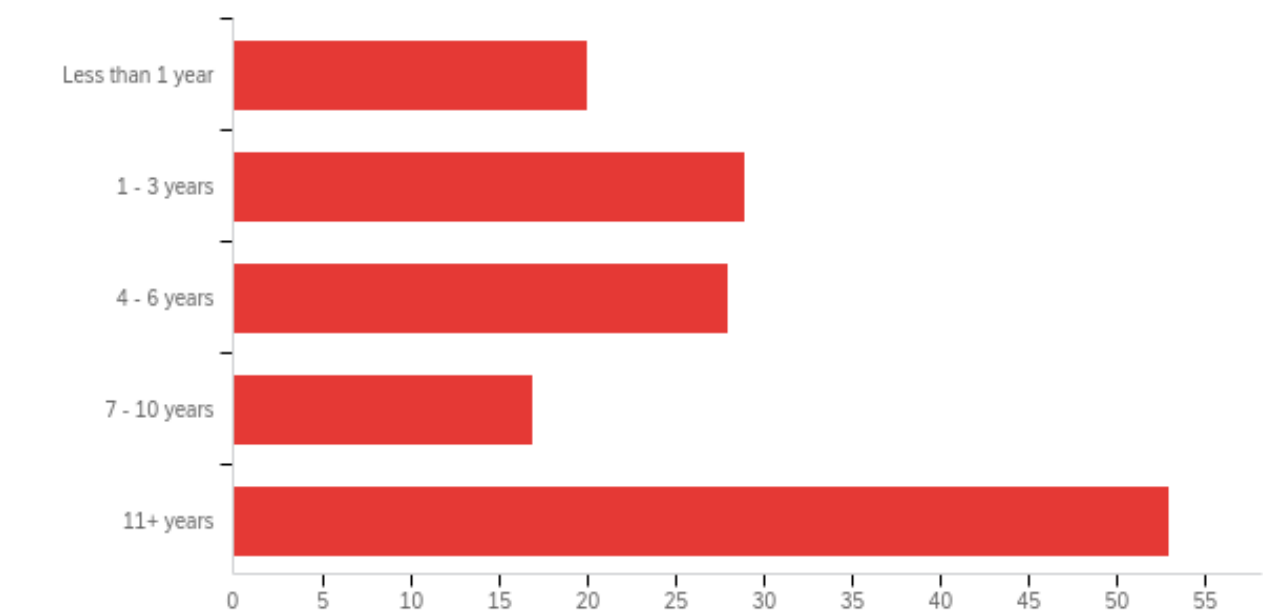
Thank you for taking the time to review this report and considering the needs and concerns of the AP Community. We look forward to working with you and appreciate your assistance and support.

Administrative and Professional Faculty Senate

Default Report

Morale Survey - AP Senate 2024

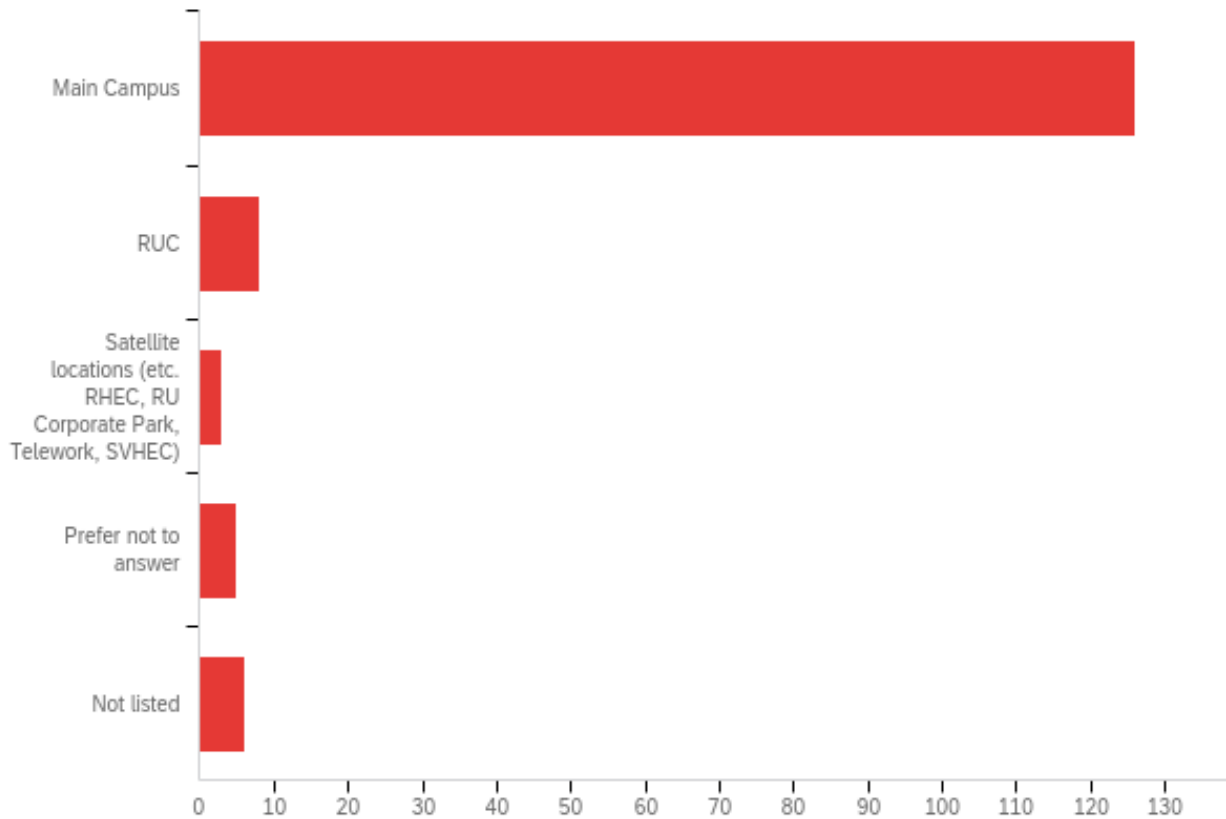
Q1 - How long have you worked at Radford University?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you worked at Radford University?	1.00	5.00	3.37	1.47	2.16	147

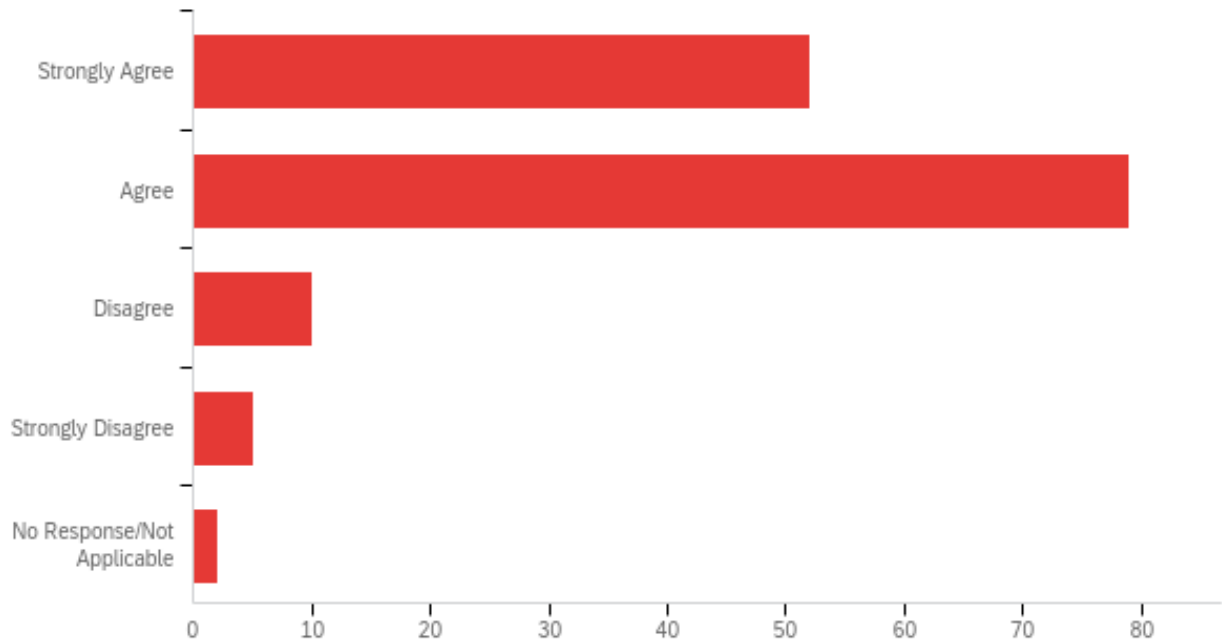
#	Answer	%	Count
1	Less than 1 year	13.61%	20
2	1 - 3 years	19.73%	29
3	4 - 6 years	19.05%	28
4	7 - 10 years	11.56%	17
5	11+ years	36.05%	53
	Total	100%	147

Q2 - At which Radford University campus do you most often work?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	At which Radford University campus do you most often work? - Selected Choice	1.00	5.00	1.36	0.98	0.96	148
#	Answer					%	Count
5	Not listed					4.05%	6
4	Prefer not to answer					3.38%	5
3	Satellite locations (etc. RHEC, RU Corporate Park, Telework, SVHEC)					2.03%	3
2	RUC					5.41%	8
1	Main Campus					85.14%	126
	Total					100%	148

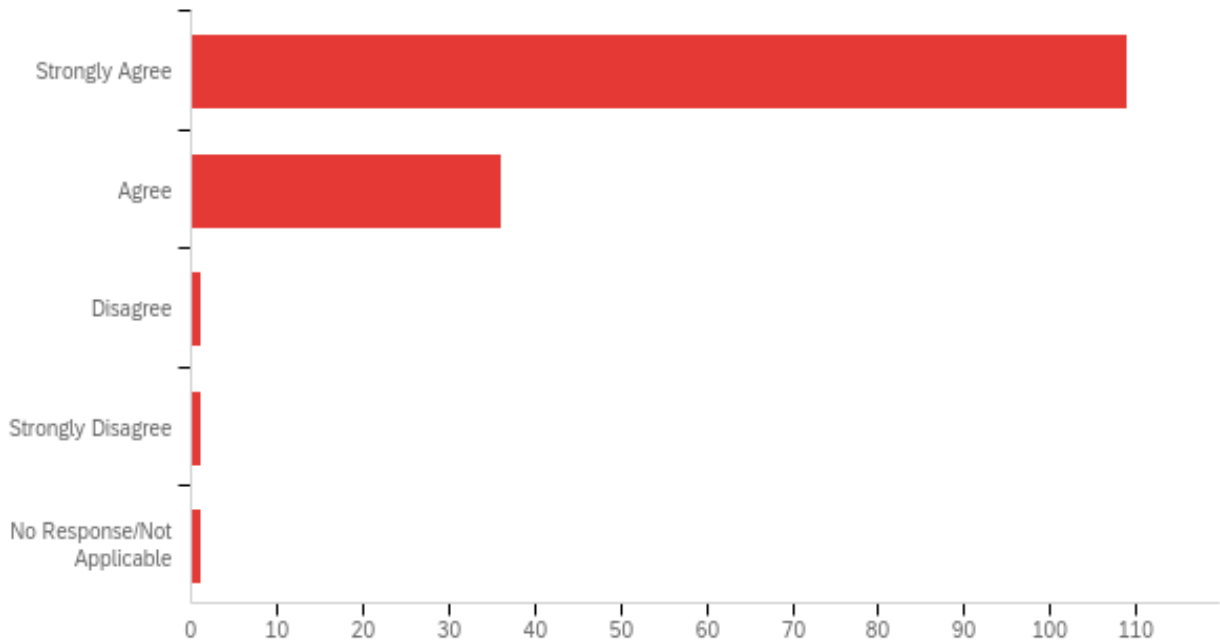
Q3 - I find my role and responsibilities to be rewarding.



#	Answer	%	Count
1	Strongly Agree	35.14%	52
2	Agree	53.38%	79
3	Disagree	6.76%	10
4	Strongly Disagree	3.38%	5
5	No Response/Not Applicable	1.35%	2
	Total	100%	148

#	Answer	%	Count
4	Strongly Disagree	3.38%	5
1	Strongly Agree	35.14%	52
5	No Response/Not Applicable	1.35%	2
3	Disagree	6.76%	10
2	Agree	53.38%	79
	Total	100%	148

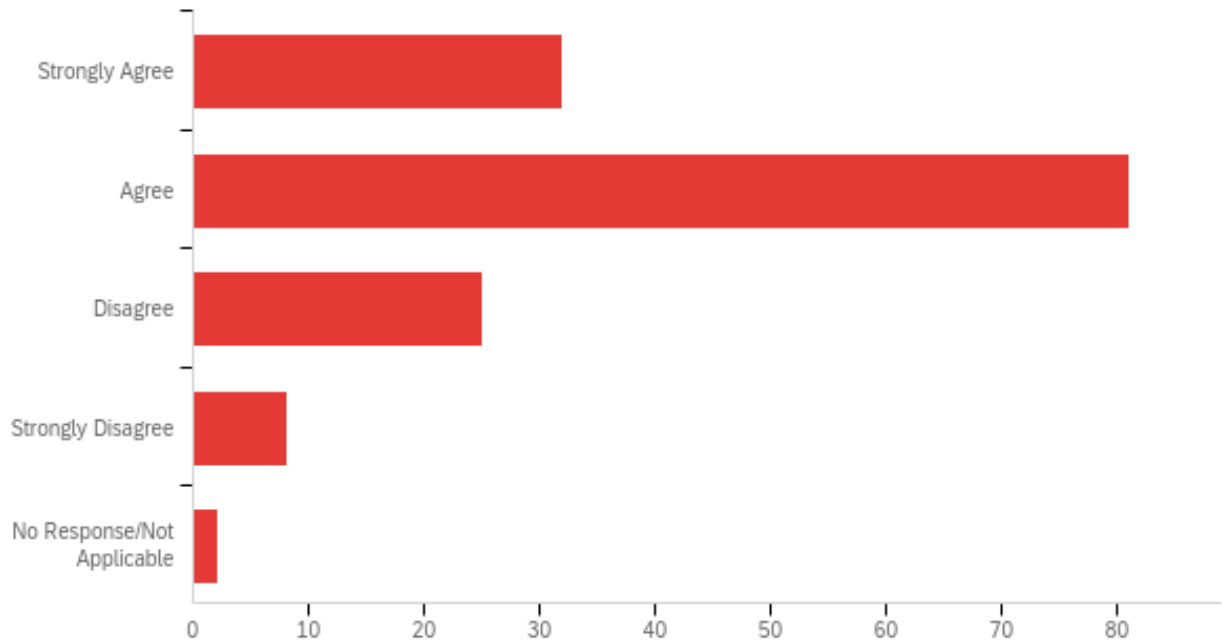
Q4 - I take pride in my work.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I take pride in my work.	1.00	5.00	1.30	0.59	0.35	148

#	Answer	%	Count
1	Strongly Agree	73.65%	109
2	Agree	24.32%	36
3	Disagree	0.68%	1
4	Strongly Disagree	0.68%	1
5	No Response/Not Applicable	0.68%	1
	Total	100%	148

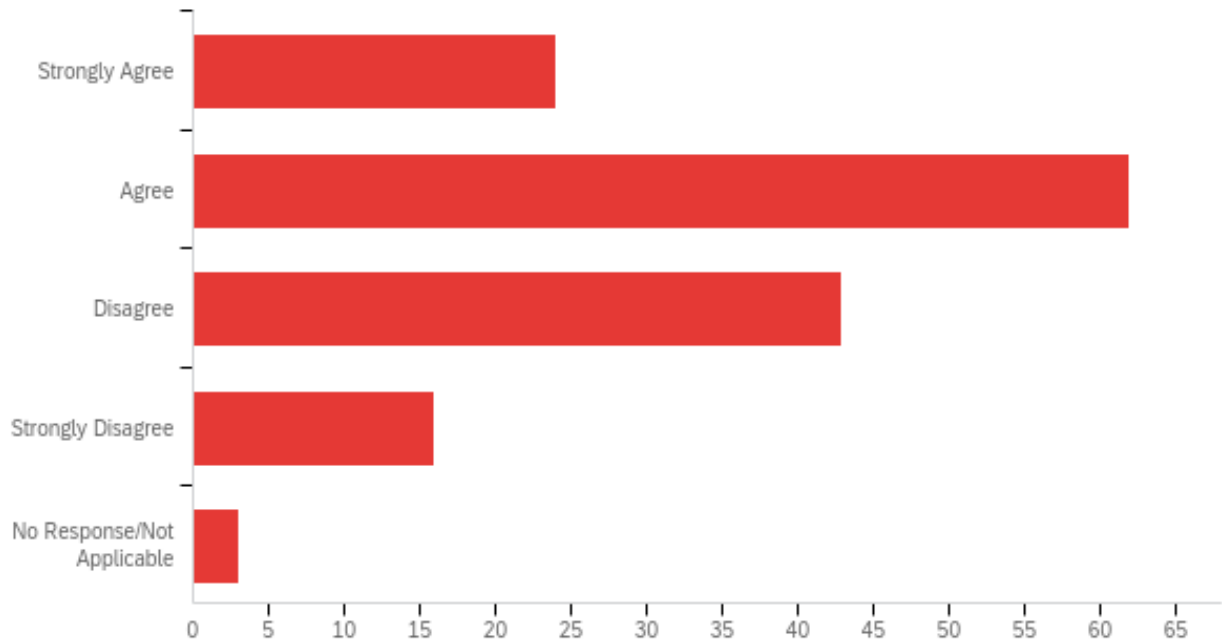
Q5 - I feel secure with my employment at Radford University.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel secure with my employment at Radford University.	1.00	5.00	2.10	0.84	0.71	148

#	Answer	%	Count
1	Strongly Agree	21.62%	32
2	Agree	54.73%	81
3	Disagree	16.89%	25
4	Strongly Disagree	5.41%	8
5	No Response/Not Applicable	1.35%	2
	Total	100%	148

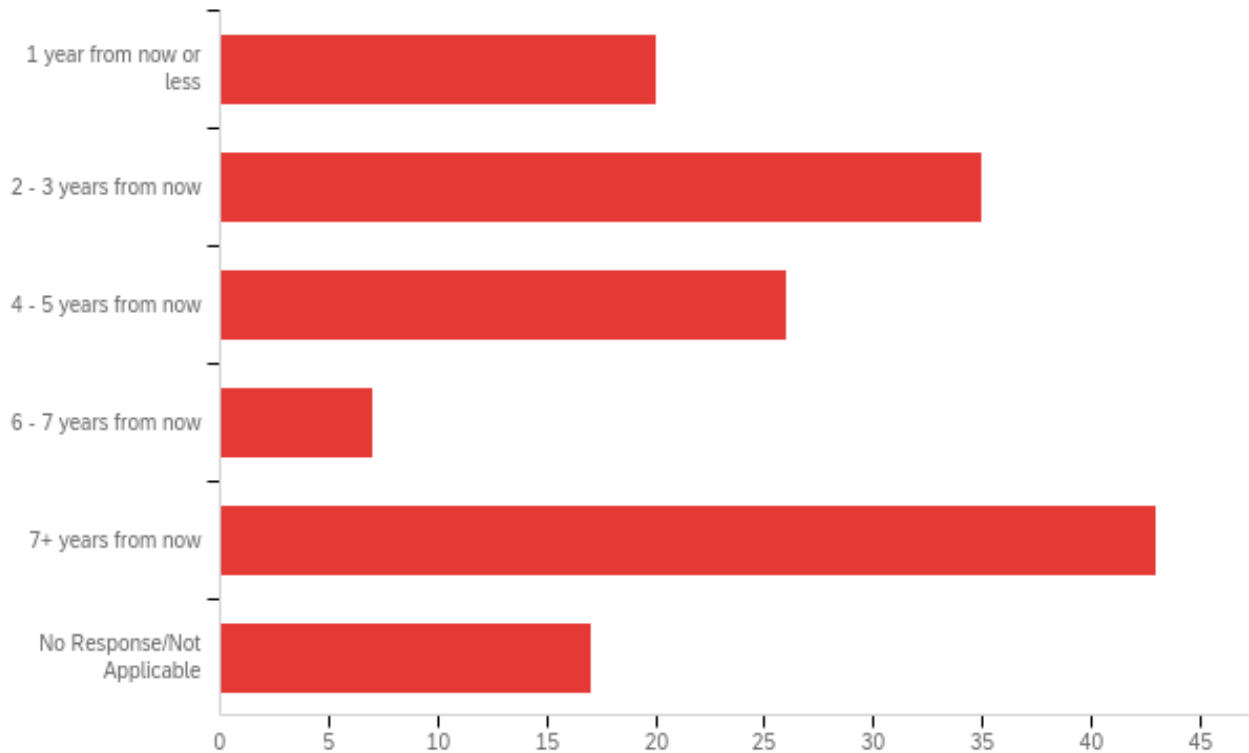
Q6 - My salary is fair and equitable.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My salary is fair and equitable.	1.00	5.00	2.41	0.95	0.90	148

#	Answer	%	Count
1	Strongly Agree	16.22%	24
2	Agree	41.89%	62
3	Disagree	29.05%	43
4	Strongly Disagree	10.81%	16
5	No Response/Not Applicable	2.03%	3
	Total	100%	148

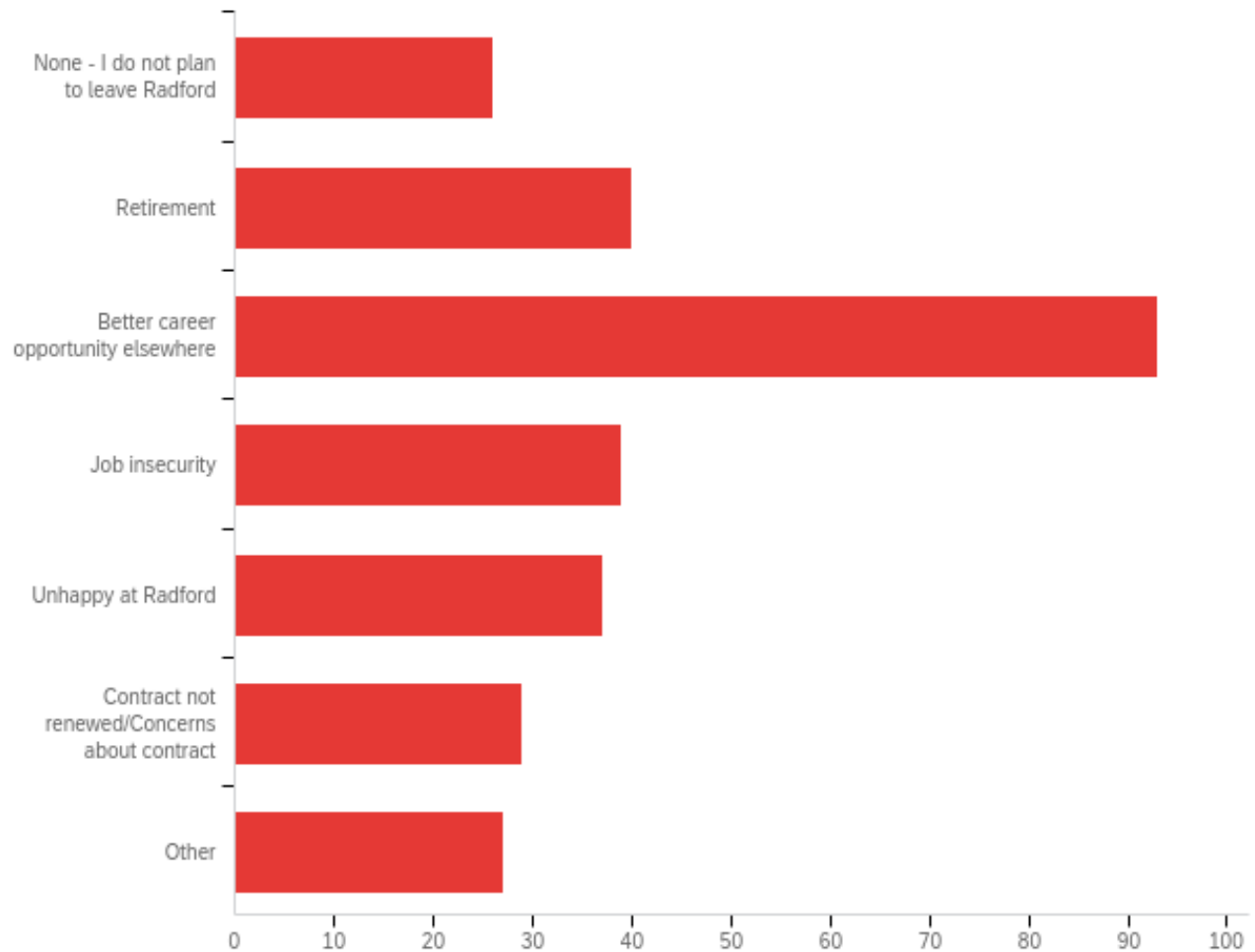
Q7 - I plan to be working at Radford University:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I plan to be working at Radford University:	1.00	6.00	3.47	1.67	2.80	148

#	Answer	%	Count
1	1 year from now or less	13.51%	20
2	2 - 3 years from now	23.65%	35
3	4 - 5 years from now	17.57%	26
4	6 - 7 years from now	4.73%	7
5	7+ years from now	29.05%	43
6	No Response/Not Applicable	11.49%	17
	Total	100%	148

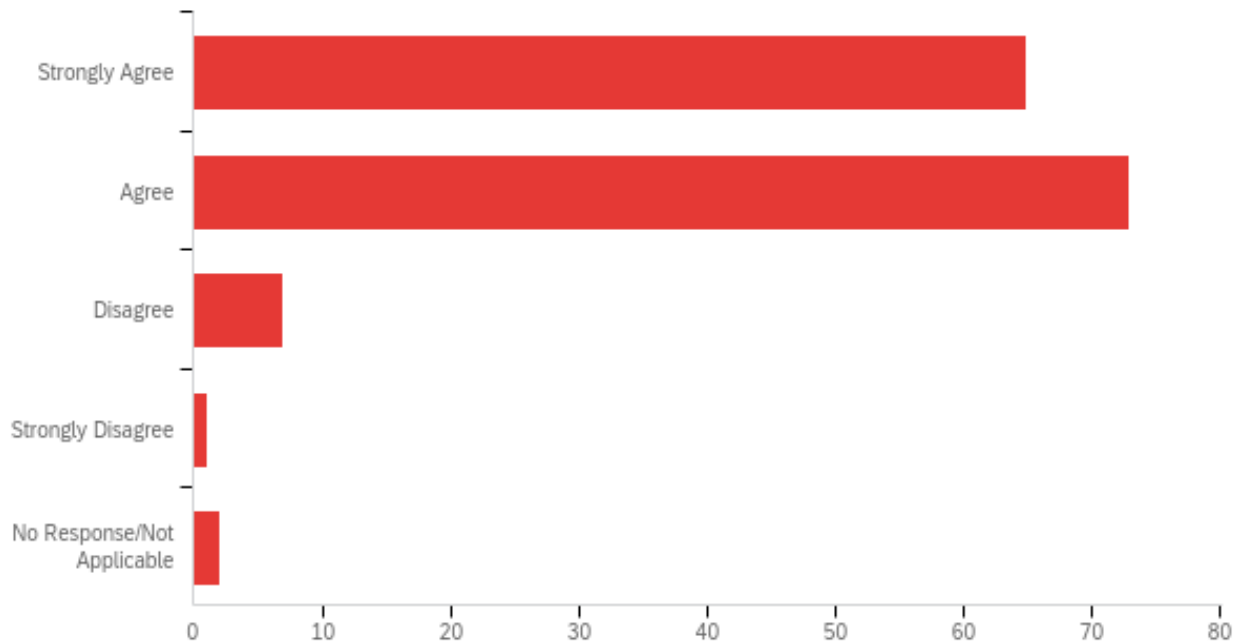
Q8 - What factor/s would influence your decision to leave Radford University. Choose all that apply.



#	Answer	%	Count
1	None - I do not plan to leave Radford	8.93%	26
2	Retirement	13.75%	40
3	Better career opportunity elsewhere	31.96%	93
4	Job insecurity	13.40%	39
5	Unhappy at Radford	12.71%	37
6	Contract not renewed/Concerns about contract	9.97%	29
7	Other	9.28%	27
	Total	100%	291

Q9 – Other comments about Job Security and Satisfaction. Comments are redacted and summarized in the Report

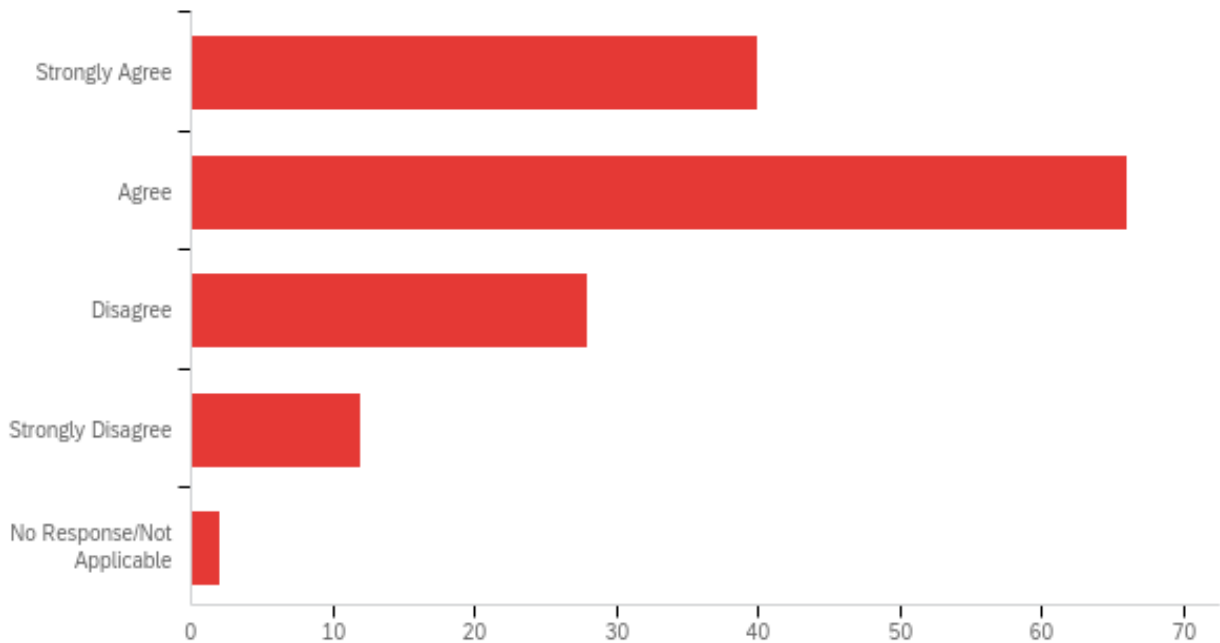
Q10 - Overall, my university benefits (health insurance, leave, etc.) meet my needs.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, my university benefits (health insurance, leave, etc.) meet my needs.	1.00	5.00	1.66	0.72	0.52	148

#	Answer	%	Count
1	Strongly Agree	43.92%	65
2	Agree	49.32%	73
3	Disagree	4.73%	7
4	Strongly Disagree	0.68%	1
5	No Response/Not Applicable	1.35%	2
	Total	100%	148

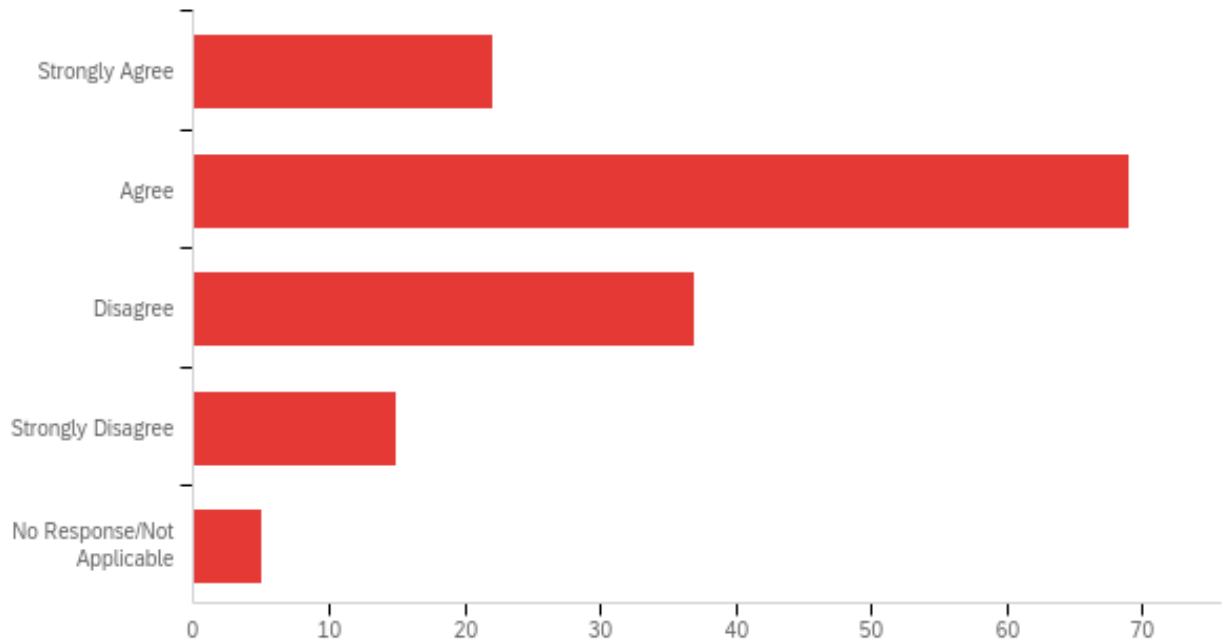
Q11 - I am comfortable taking time away from work to meet outside needs and responsibilities.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am comfortable taking time away from work to meet outside needs and responsibilities.	1.00	5.00	2.12	0.94	0.89	148

#	Answer	%	Count
1	Strongly Agree	27.03%	40
2	Agree	44.59%	66
3	Disagree	18.92%	28
4	Strongly Disagree	8.11%	12
5	No Response/Not Applicable	1.35%	2
	Total	100%	148

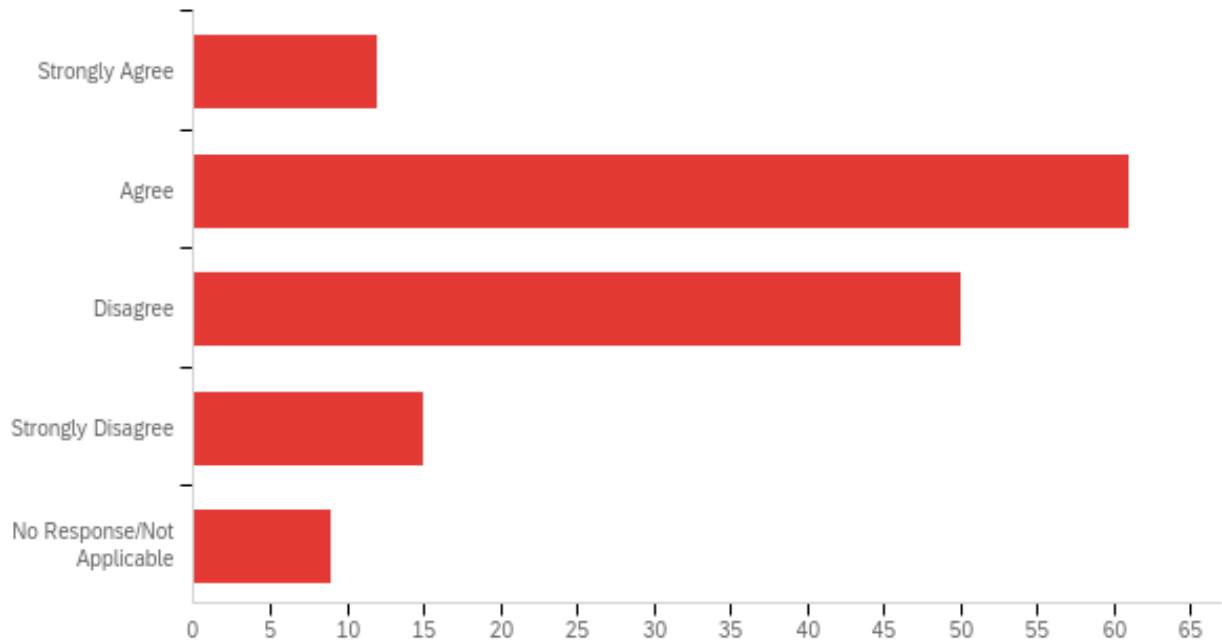
Q12 - My work contributes positively to my overall mental well-being.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My work contributes positively to my overall mental well-being.	1.00	5.00	2.41	0.97	0.94	148

#	Answer	%	Count
1	Strongly Agree	14.86%	22
2	Agree	46.62%	69
3	Disagree	25.00%	37
4	Strongly Disagree	10.14%	15
5	No Response/Not Applicable	3.38%	5
	Total	100%	148

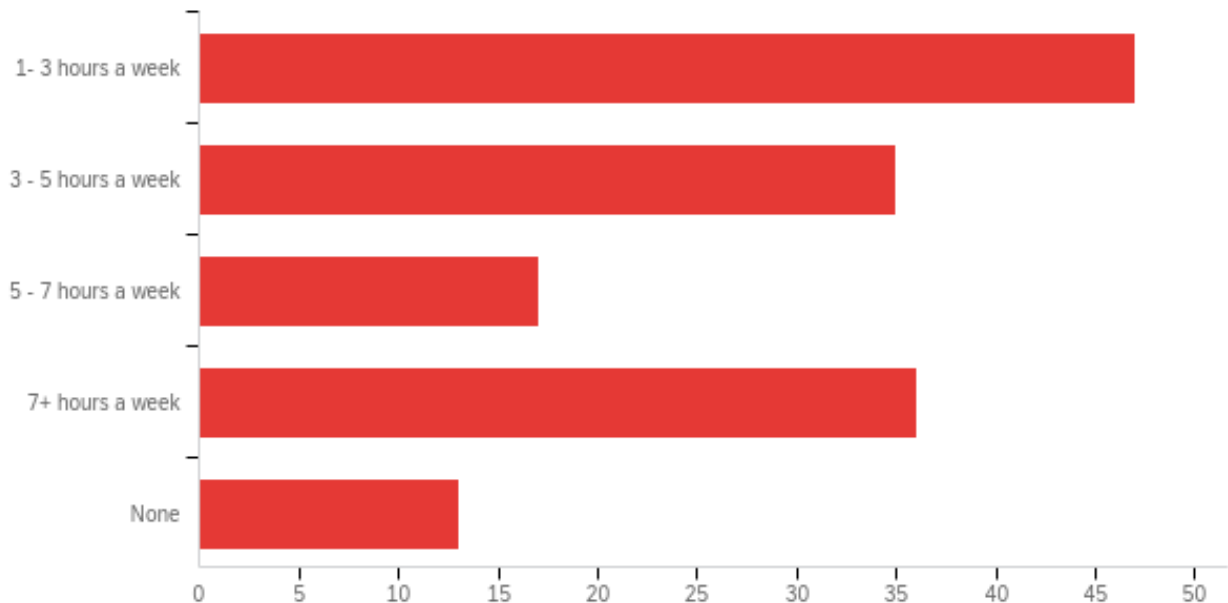
Q13 - My work contributes positively to my overall physical well-being.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My work contributes positively to my overall physical well-being.	1.00	5.00	2.65	0.98	0.96	147

#	Answer	%	Count
1	Strongly Agree	8.16%	12
2	Agree	41.50%	61
3	Disagree	34.01%	50
4	Strongly Disagree	10.20%	15
5	No Response/Not Applicable	6.12%	9
	Total	100%	147

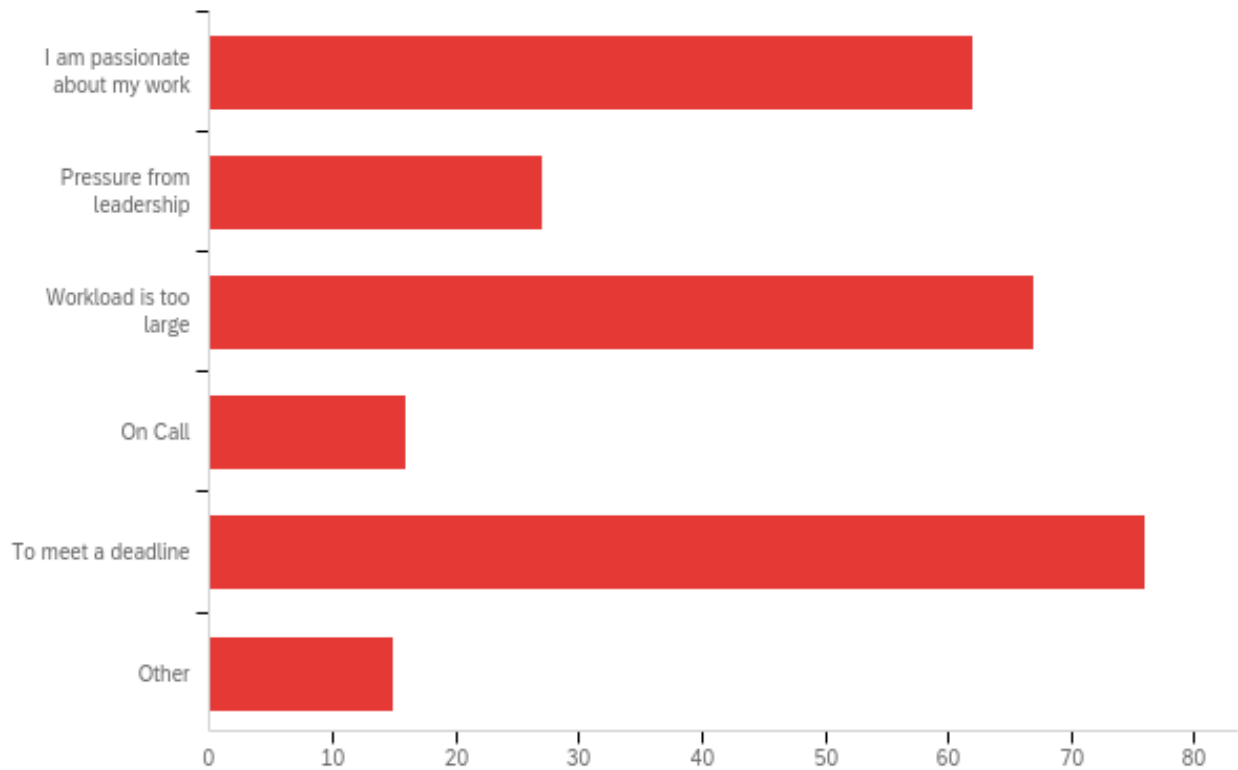
Q14 - On average, how much time do you spend on work tasks outside of your typical work schedule?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	On average, how much time do you spend on work tasks outside of your typical work schedule?	1.00	5.00	2.55	1.38	1.90	148

#	Answer	%	Count
1	1- 3 hours a week	31.76%	47
2	3 - 5 hours a week	23.65%	35
3	5 - 7 hours a week	11.49%	17
4	7+ hours a week	24.32%	36
5	None	8.78%	13
	Total	100%	148

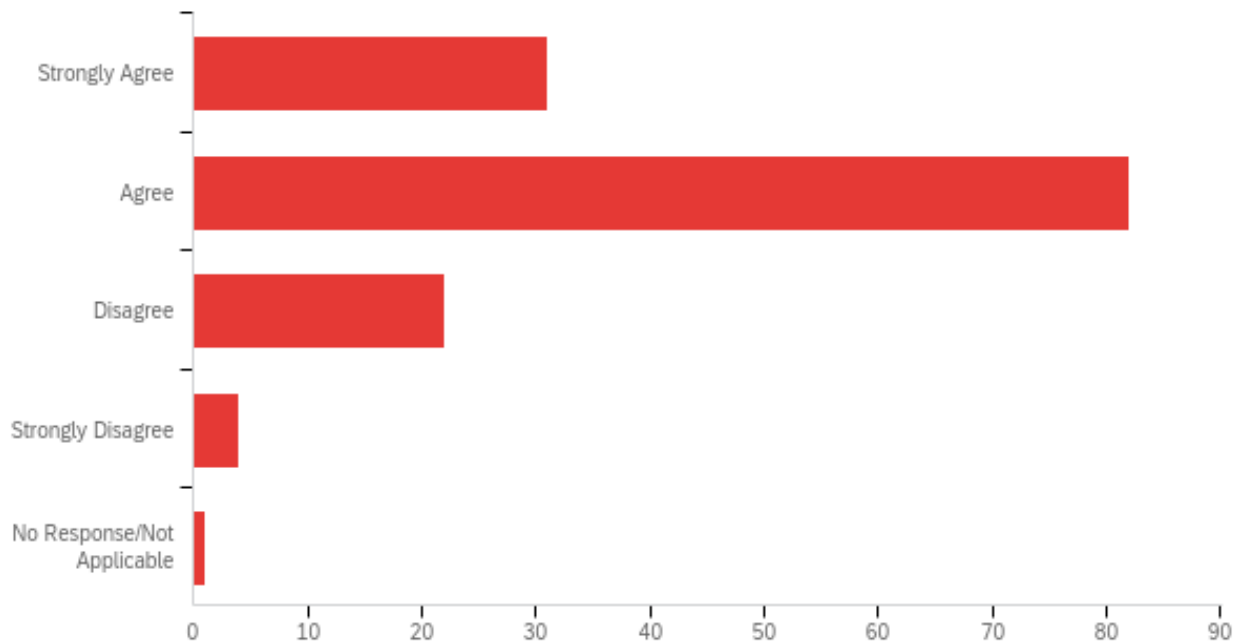
Q15 - When you spend time on work tasks outside of the normal 40-hour week, what is/are the primary reason/s? Choose all that apply:



#	Answer	%	Count
1	I am passionate about my work	23.57%	62
2	Pressure from leadership	10.27%	27
3	Workload is too large	25.48%	67
4	On Call	6.08%	16
5	To meet a deadline	28.90%	76
6	Other	5.70%	15
	Total	100%	263

Q16 Other Comments about Work-Life Balance. Comments are redacted and summarized in the Report

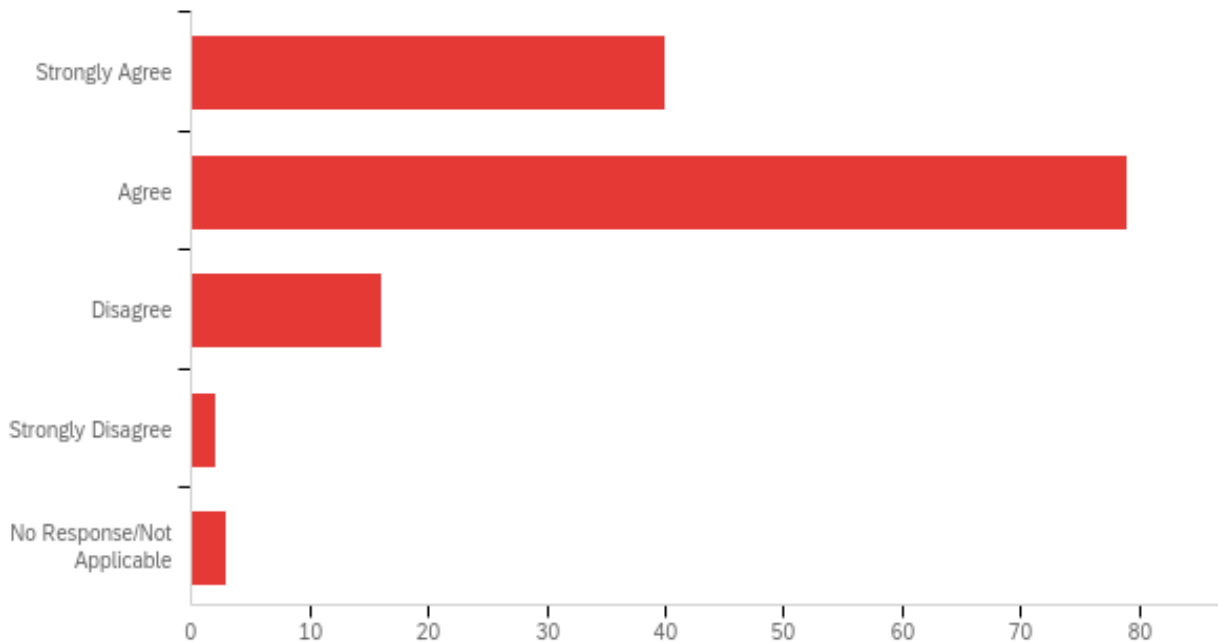
Q17 - I am given the opportunity to develop skills related to my career.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am given the opportunity to develop skills related to my career.	1.00	5.00	2.01	0.75	0.56	140

#	Answer	%	Count
1	Strongly Agree	22.14%	31
2	Agree	58.57%	82
3	Disagree	15.71%	22
4	Strongly Disagree	2.86%	4
5	No Response/Not Applicable	0.71%	1
	Total	100%	140

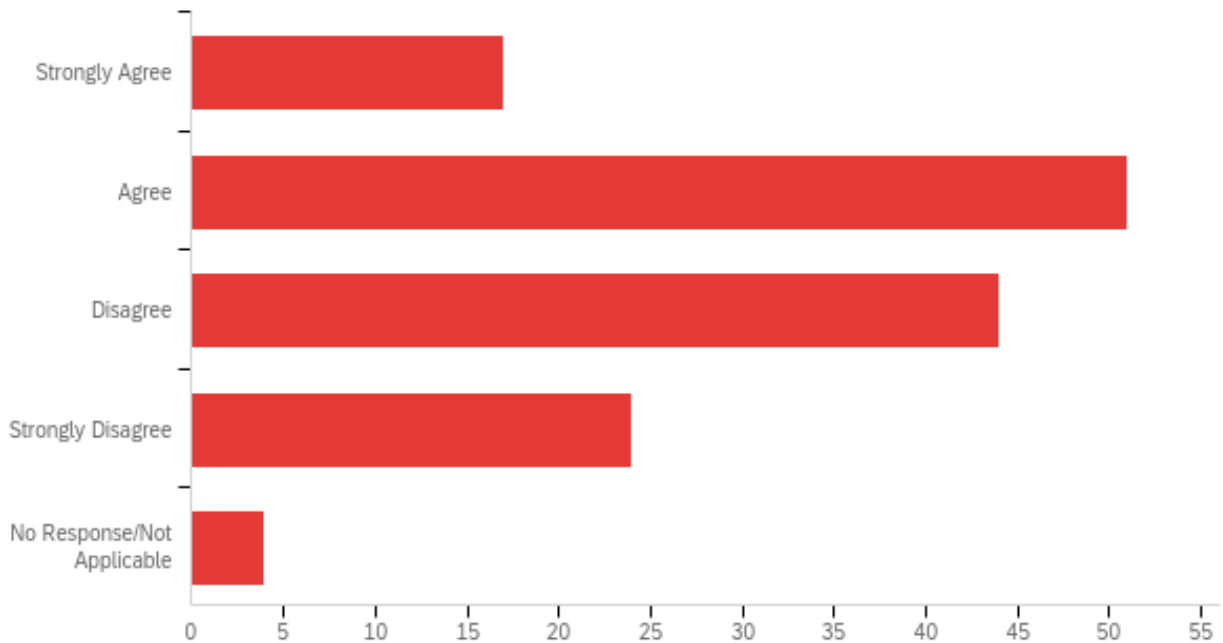
Q18 - I am connected to best practices and industry trends related to my profession.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am connected to best practices and industry trends related to my profession.	1.00	5.00	1.92	0.80	0.64	140

#	Answer	%	Count
1	Strongly Agree	28.57%	40
2	Agree	56.43%	79
3	Disagree	11.43%	16
4	Strongly Disagree	1.43%	2
5	No Response/Not Applicable	2.14%	3
	Total	100%	140

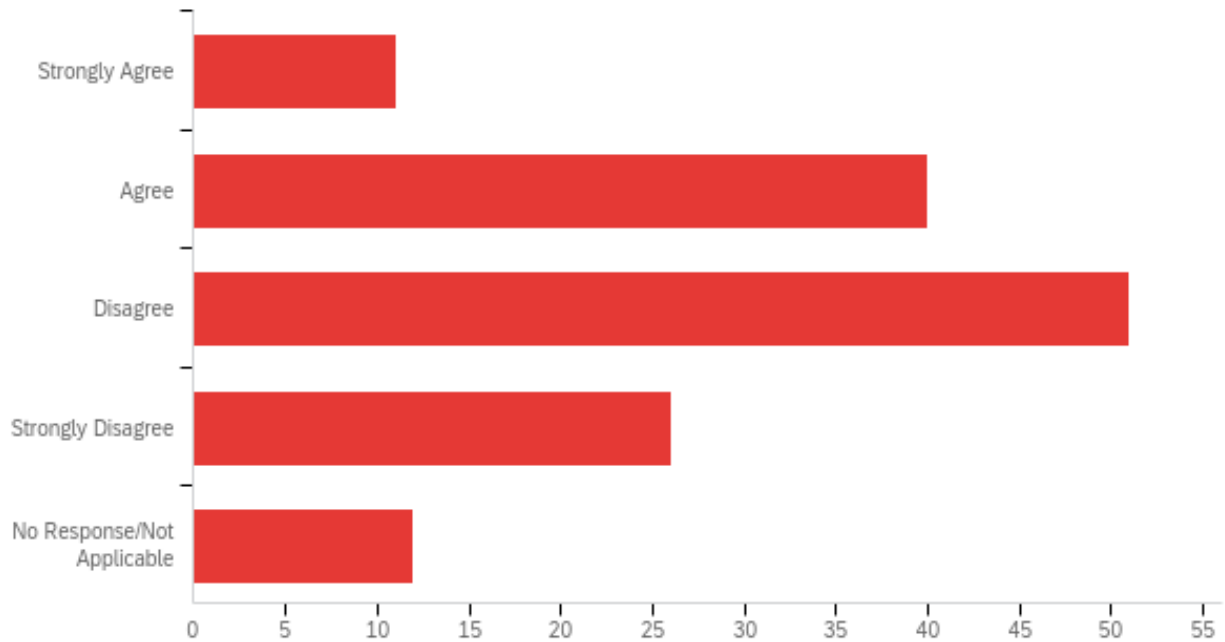
Q19 - My department has adequate funding for my professional development.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My department has adequate funding for my professional development.	1.00	5.00	2.62	1.00	0.99	140

#	Answer	%	Count
1	Strongly Agree	12.14%	17
2	Agree	36.43%	51
3	Disagree	31.43%	44
4	Strongly Disagree	17.14%	24
5	No Response/Not Applicable	2.86%	4
	Total	100%	140

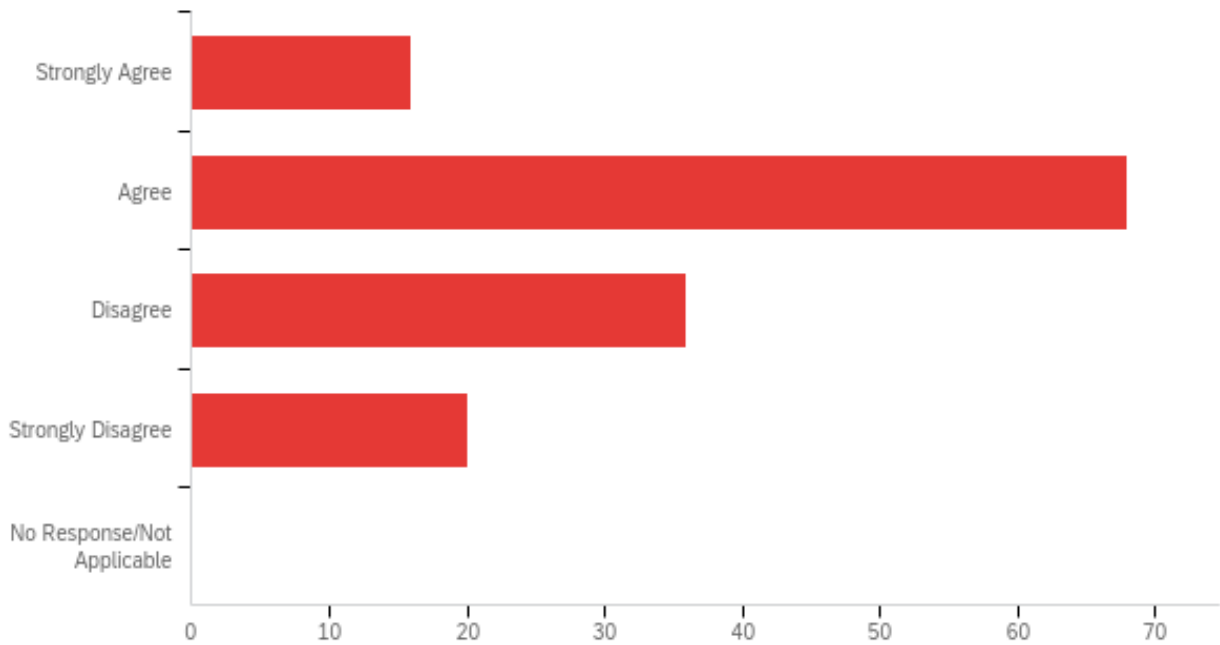
Q20 - I can advance in my career while remaining at Radford University.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can advance in my career while remaining at Radford University.	1.00	5.00	2.91	1.06	1.12	140

#	Answer	%	Count
1	Strongly Agree	7.86%	11
2	Agree	28.57%	40
3	Disagree	36.43%	51
4	Strongly Disagree	18.57%	26
5	No Response/Not Applicable	8.57%	12
	Total	100%	140

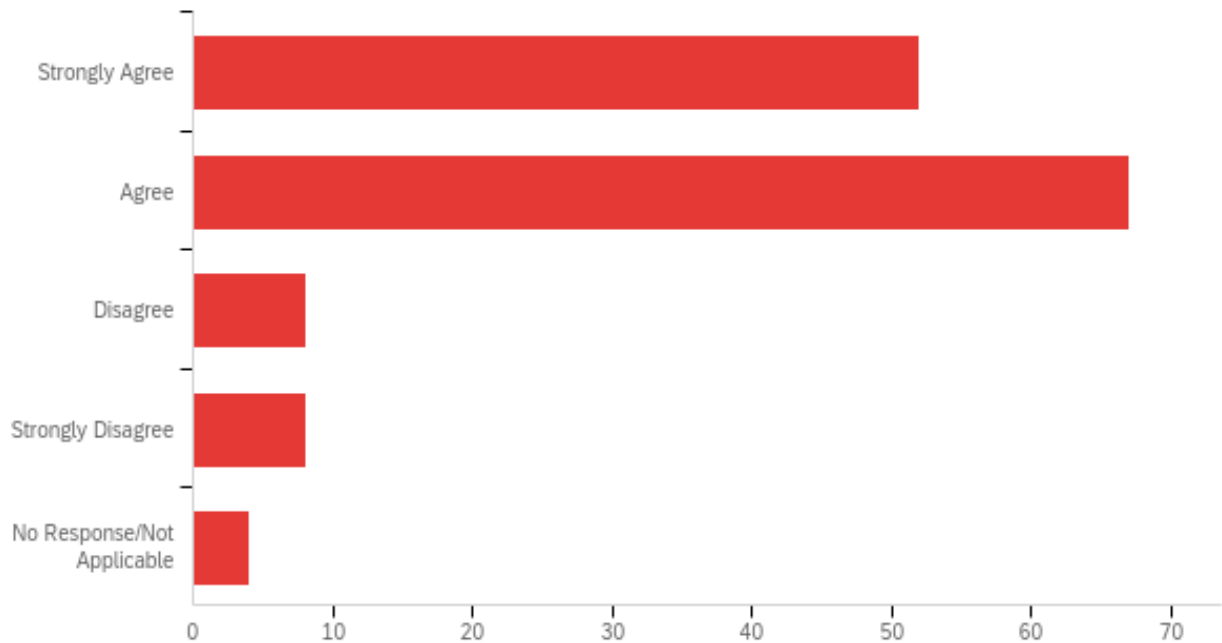
Q21 - My department has adequate resources for me to be effective in my job.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My department has adequate resources for me to be effective in my job.	1.00	4.00	2.43	0.87	0.76	140

#	Answer	%	Count
1	Strongly Agree	11.43%	16
2	Agree	48.57%	68
3	Disagree	25.71%	36
4	Strongly Disagree	14.29%	20
5	No Response/Not Applicable	0.00%	0
	Total	100%	140

Q22 - My supervisor supports and gives me the time for training and professional development.

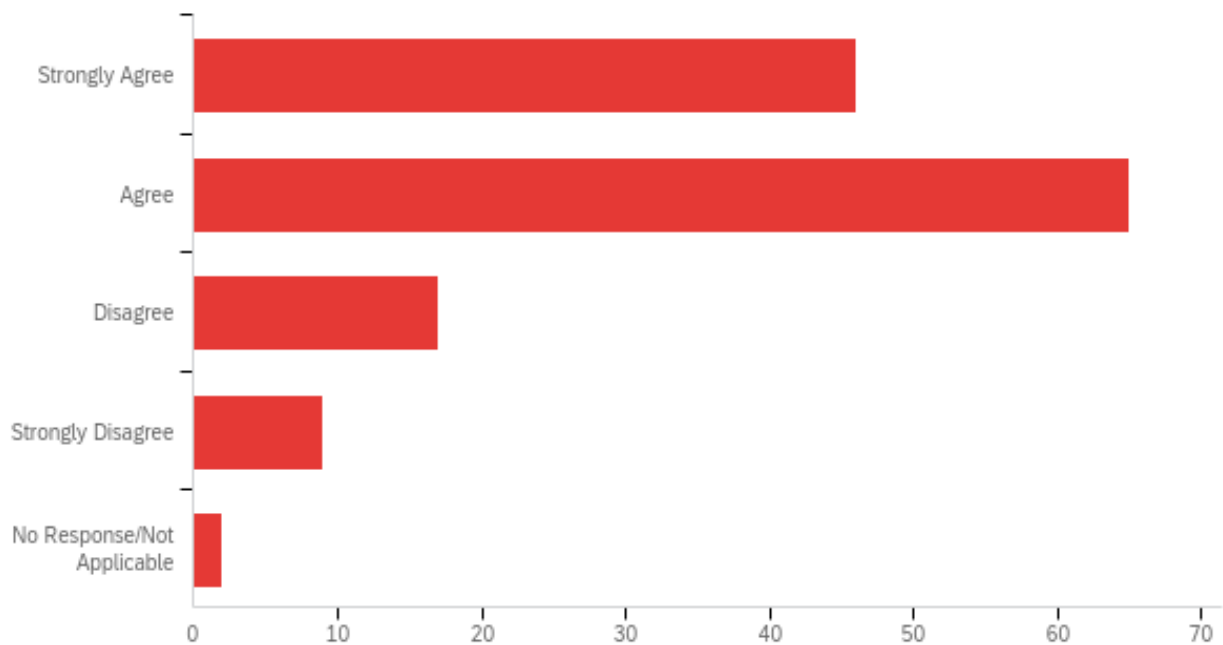


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor supports and gives me the time for training and professional development.	1.00	5.00	1.88	0.95	0.91	139

#	Answer	%	Count
1	Strongly Agree	37.41%	52
2	Agree	48.20%	67
3	Disagree	5.76%	8
4	Strongly Disagree	5.76%	8
5	No Response/Not Applicable	2.88%	4
	Total	100%	139

Q23 – Other comments about Professional Development. Comments are redacted and summarized in the Report

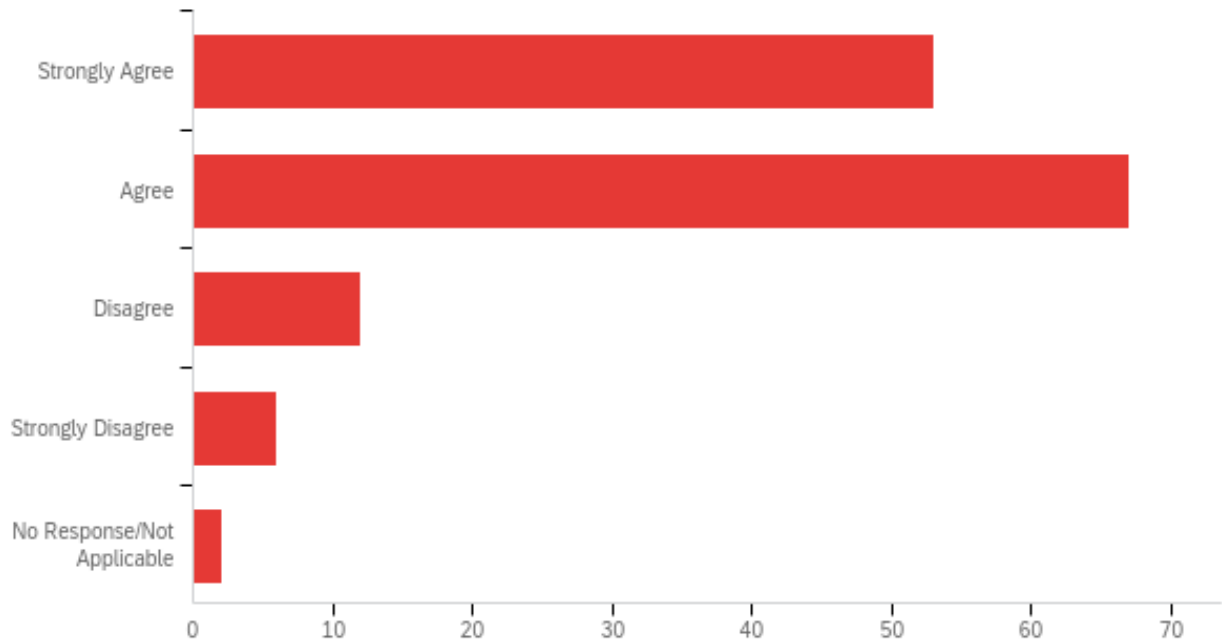
Q24 - My knowledge and expertise are valued and respected.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My knowledge and expertise are valued and respected.	1.00	5.00	1.96	0.92	0.84	139

#	Answer	%	Count
1	Strongly Agree	33.09%	46
2	Agree	46.76%	65
3	Disagree	12.23%	17
4	Strongly Disagree	6.47%	9
5	No Response/Not Applicable	1.44%	2
	Total	100%	139

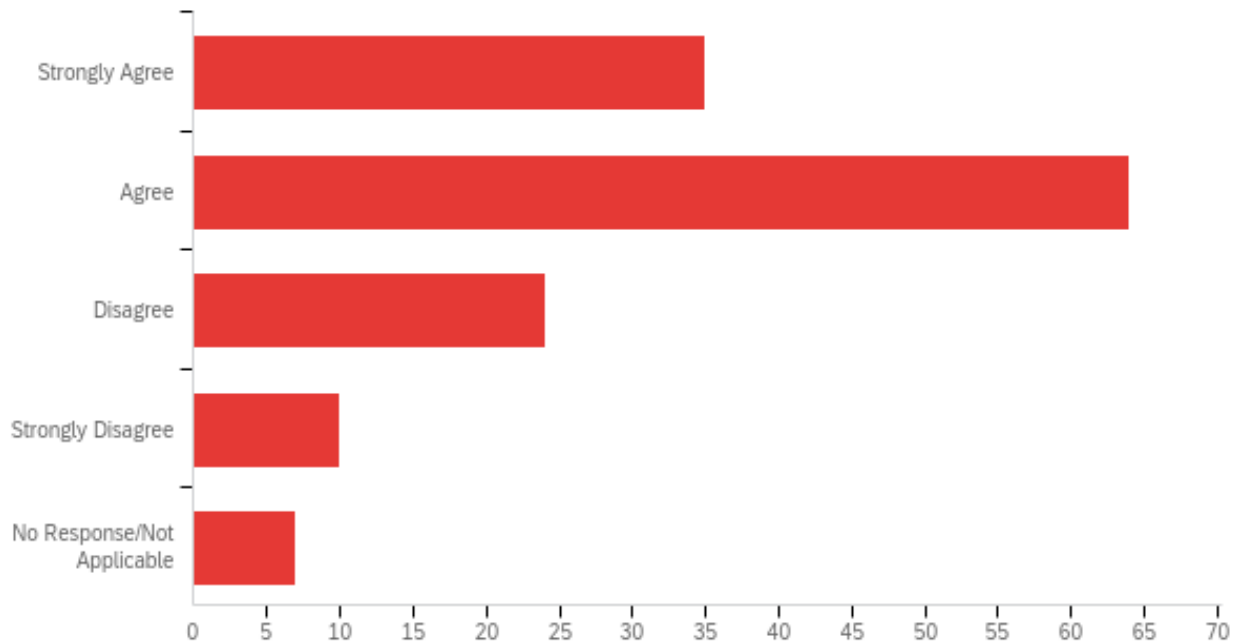
Q25 - As an individual I am respected in the workplace.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	As an individual I am respected in the workplace.	1.00	5.00	1.84	0.86	0.74	140

#	Answer	%	Count
1	Strongly Agree	37.86%	53
2	Agree	47.86%	67
3	Disagree	8.57%	12
4	Strongly Disagree	4.29%	6
5	No Response/Not Applicable	1.43%	2
	Total	100%	140

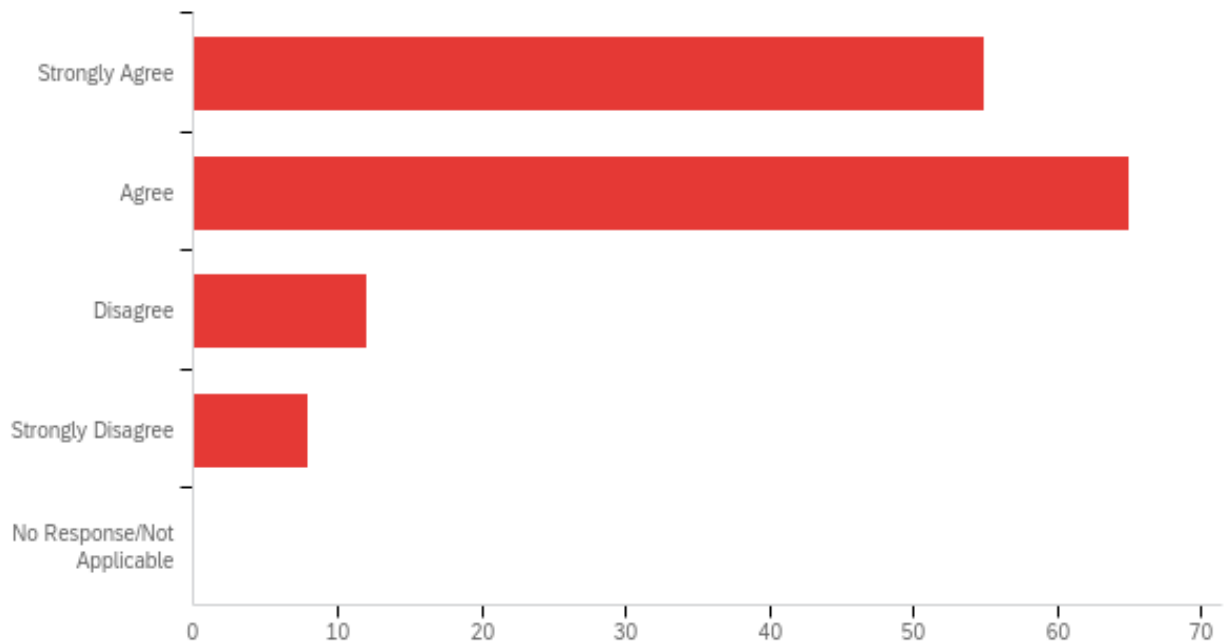
Q26 - Radford University makes a concerted effort to create a welcoming and fair environment for all its employees.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Radford University makes a concerted effort to create a welcoming and fair environment for all its employees.	1.00	5.00	2.21	1.05	1.11	140

#	Answer	%	Count
1	Strongly Agree	25.00%	35
2	Agree	45.71%	64
3	Disagree	17.14%	24
4	Strongly Disagree	7.14%	10
5	No Response/Not Applicable	5.00%	7
	Total	100%	140

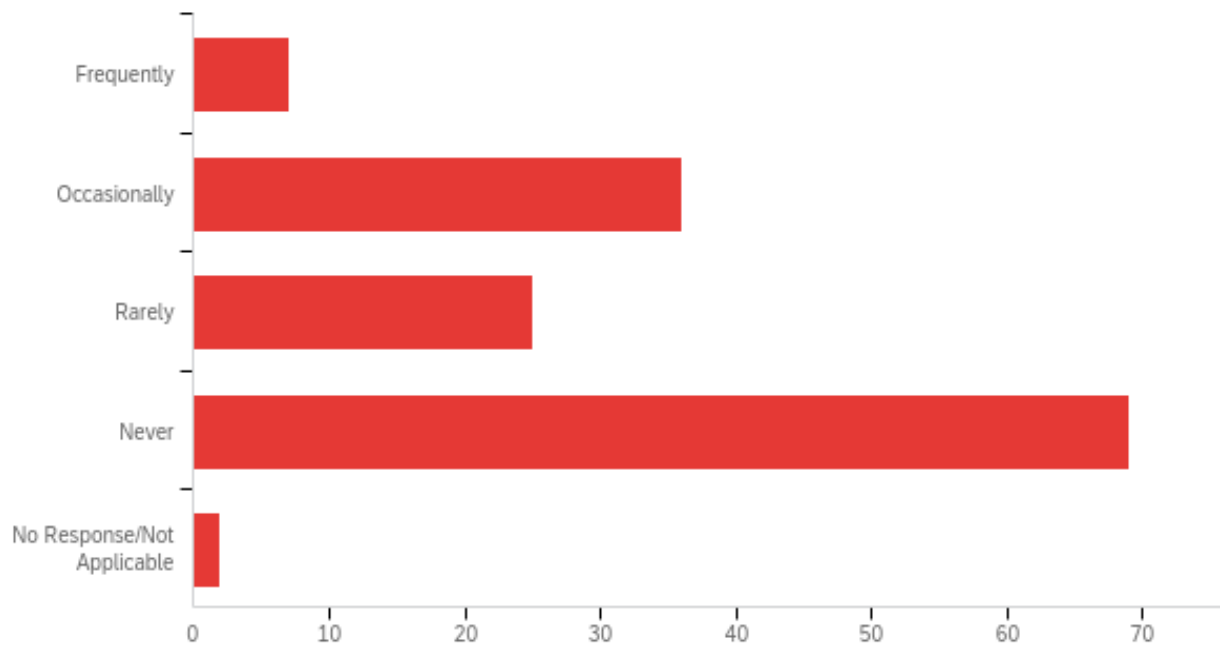
Q27 - I have the autonomy to complete my job responsibilities effectively.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have the autonomy to complete my job responsibilities effectively.	1.00	4.00	1.81	0.82	0.67	140

#	Answer	%	Count
1	Strongly Agree	39.29%	55
2	Agree	46.43%	65
3	Disagree	8.57%	12
4	Strongly Disagree	5.71%	8
5	No Response/Not Applicable	0.00%	0
	Total	100%	140

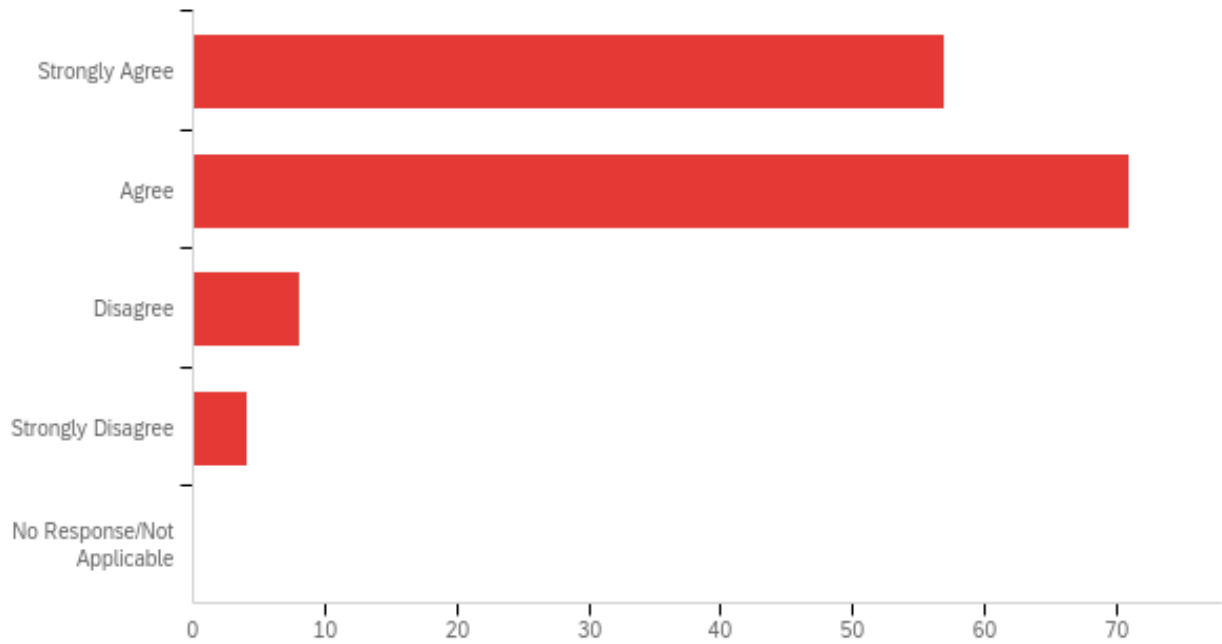
Q28 - I have considered leaving Radford University because I have felt isolated or unwelcomed.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have considered leaving Radford University because I have felt isolated or unwelcomed.	1.00	5.00	3.17	0.99	0.99	139

#	Answer	%	Count
1	Frequently	5.04%	7
2	Occasionally	25.90%	36
3	Rarely	17.99%	25
4	Never	49.64%	69
5	No Response/Not Applicable	1.44%	2
	Total	100%	139

Q29 - The people I work with treat each other with respect.

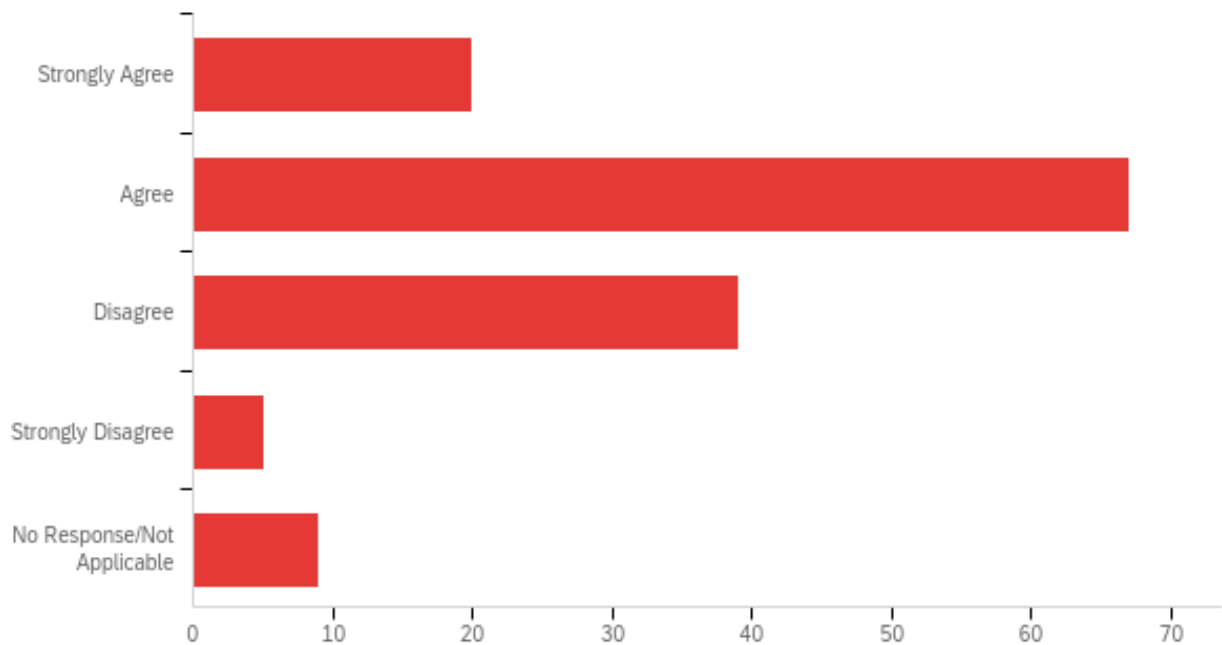


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The people I work with treat each other with respect.	1.00	4.00	1.71	0.70	0.49	140

#	Answer	%	Count
1	Strongly Agree	40.71%	57
2	Agree	50.71%	71
3	Disagree	5.71%	8
4	Strongly Disagree	2.86%	4
5	No Response/Not Applicable	0.00%	0
	Total	100%	140

Q30 – Other comments about Respect in the Workplace. Comments are redacted and summarized in the Report

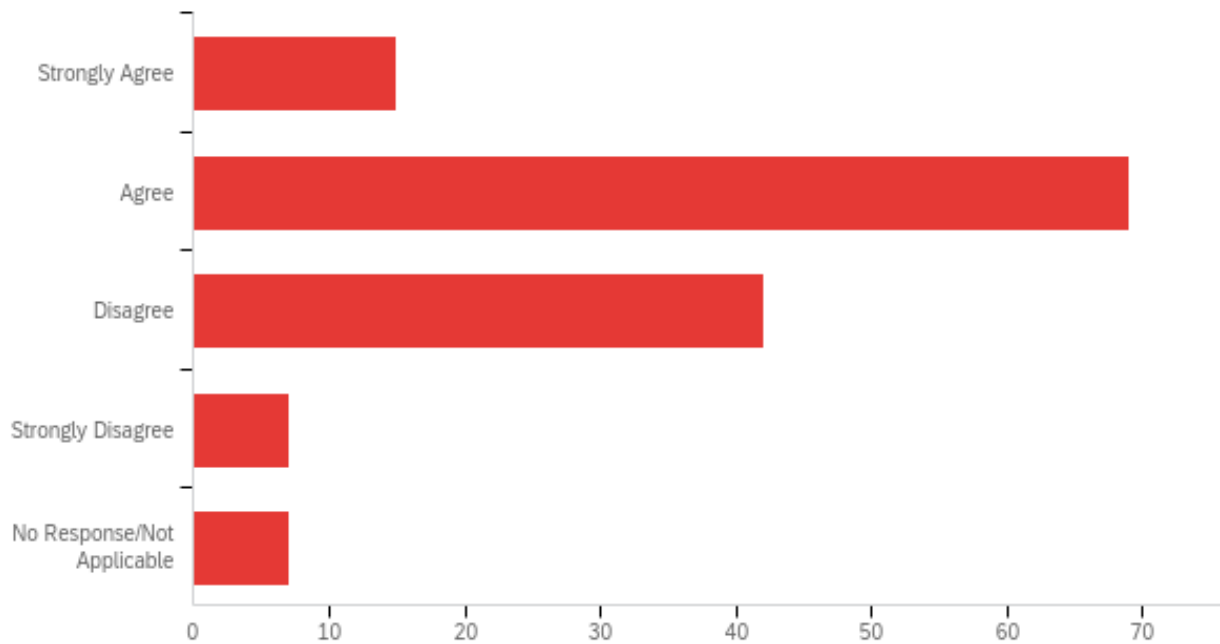
Q31 - University administration communicates openly about important matters.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	University administration communicates openly about important matters.	1.00	5.00	2.40	0.99	0.98	140

#	Answer	%	Count
1	Strongly Agree	14.29%	20
2	Agree	47.86%	67
3	Disagree	27.86%	39
4	Strongly Disagree	3.57%	5
5	No Response/Not Applicable	6.43%	9
	Total	100%	140

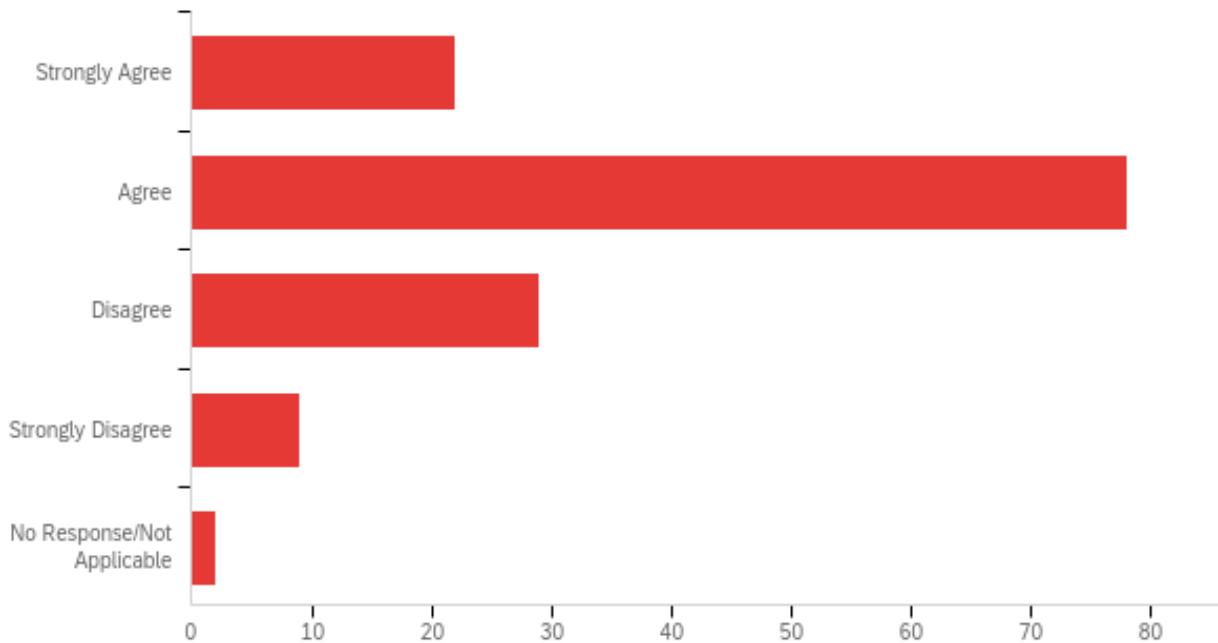
Q32 - Institutional information is communicated in a timely manner.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Institutional information is communicated in a timely manner.	1.00	5.00	2.44	0.93	0.86	140

#	Answer	%	Count
1	Strongly Agree	10.71%	15
2	Agree	49.29%	69
3	Disagree	30.00%	42
4	Strongly Disagree	5.00%	7
5	No Response/Not Applicable	5.00%	7
	Total	100%	140

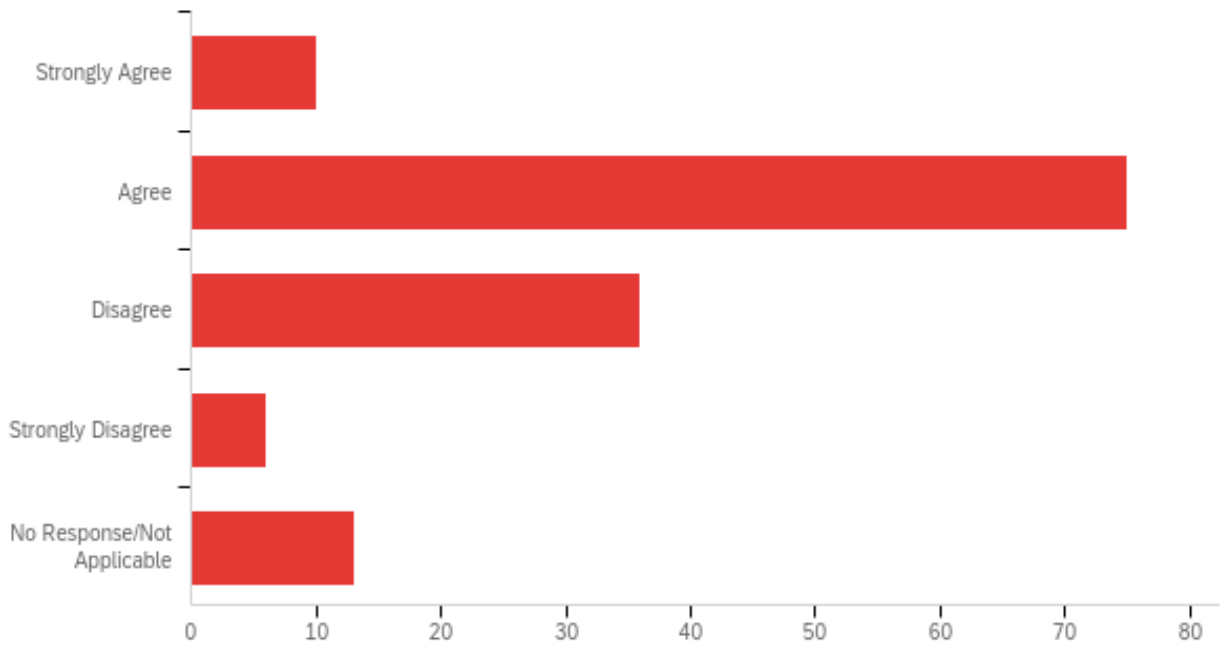
Q33 - I am included on announcements of institutional information that is relevant to me and my job.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am included on announcements of institutional information that is relevant to me and my job.	1.00	5.00	2.22	0.84	0.70	140

#	Answer	%	Count
1	Strongly Agree	15.71%	22
2	Agree	55.71%	78
3	Disagree	20.71%	29
4	Strongly Disagree	6.43%	9
5	No Response/Not Applicable	1.43%	2
	Total	100%	140

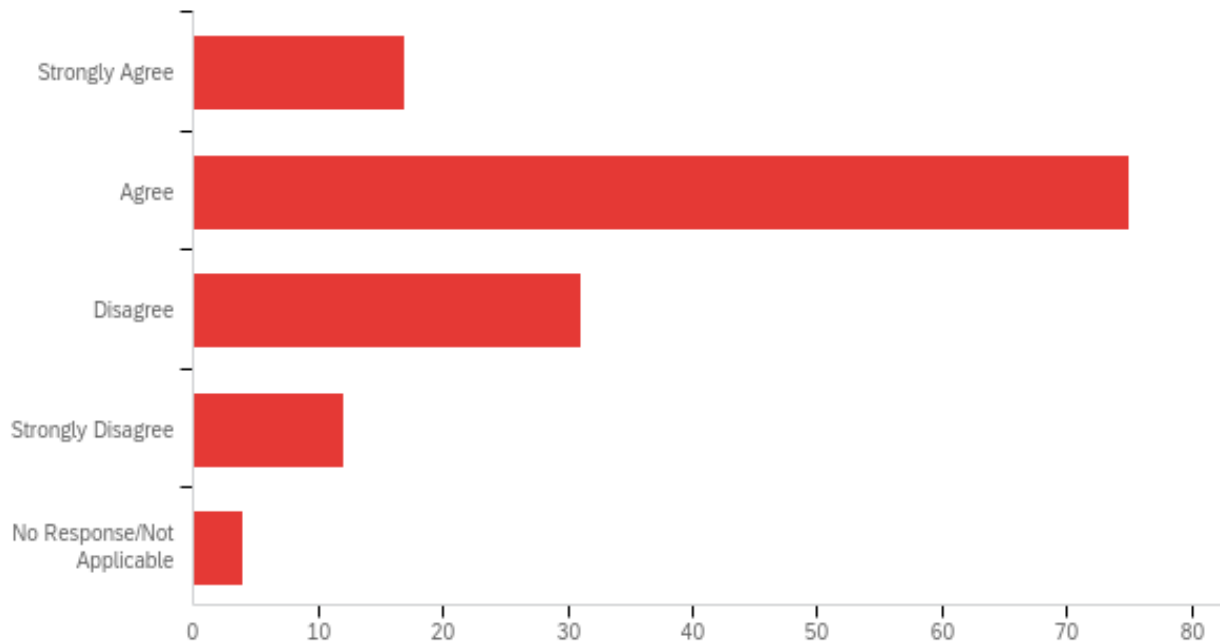
Q34 - Institutional information adequately addresses the concerns of my campus.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Institutional information adequately addresses the concerns of my campus.	1.00	5.00	2.55	1.02	1.03	140

#	Answer	%	Count
1	Strongly Agree	7.14%	10
2	Agree	53.57%	75
3	Disagree	25.71%	36
4	Strongly Disagree	4.29%	6
5	No Response/Not Applicable	9.29%	13
	Total	100%	140

Q35 - The workplace culture encourages the open exchange of ideas and collaboration.

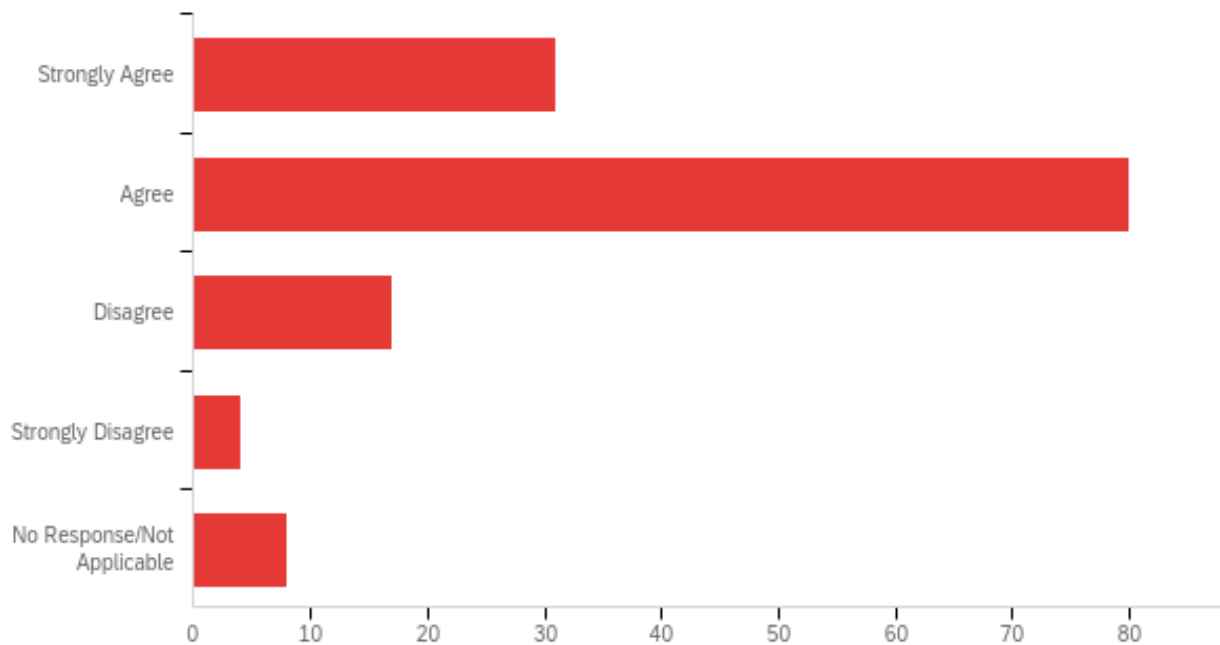


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The workplace culture encourages the open exchange of ideas and collaboration.	1.00	5.00	2.36	0.91	0.82	139

#	Answer	%	Count
1	Strongly Agree	12.23%	17
2	Agree	53.96%	75
3	Disagree	22.30%	31
4	Strongly Disagree	8.63%	12
5	No Response/Not Applicable	2.88%	4
	Total	100%	139

Q36 – Other comments about Communication. Comments are redacted and summarized in the Report

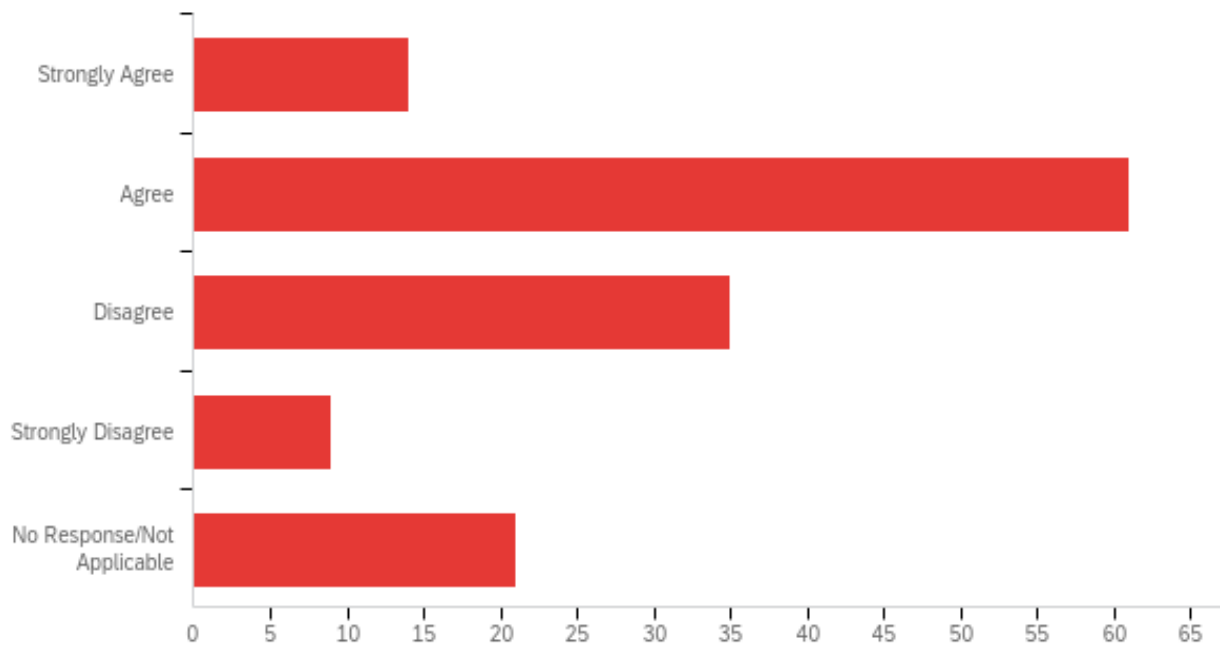
Q37 - University leaders have the necessary knowledge, skills, and experience for institutional success.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	University leaders have the necessary knowledge, skills, and experience for institutional success.	1.00	5.00	2.13	0.98	0.95	140

#	Answer	%	Count
1	Strongly Agree	22.14%	31
2	Agree	57.14%	80
3	Disagree	12.14%	17
4	Strongly Disagree	2.86%	4
5	No Response/Not Applicable	5.71%	8
	Total	100%	140

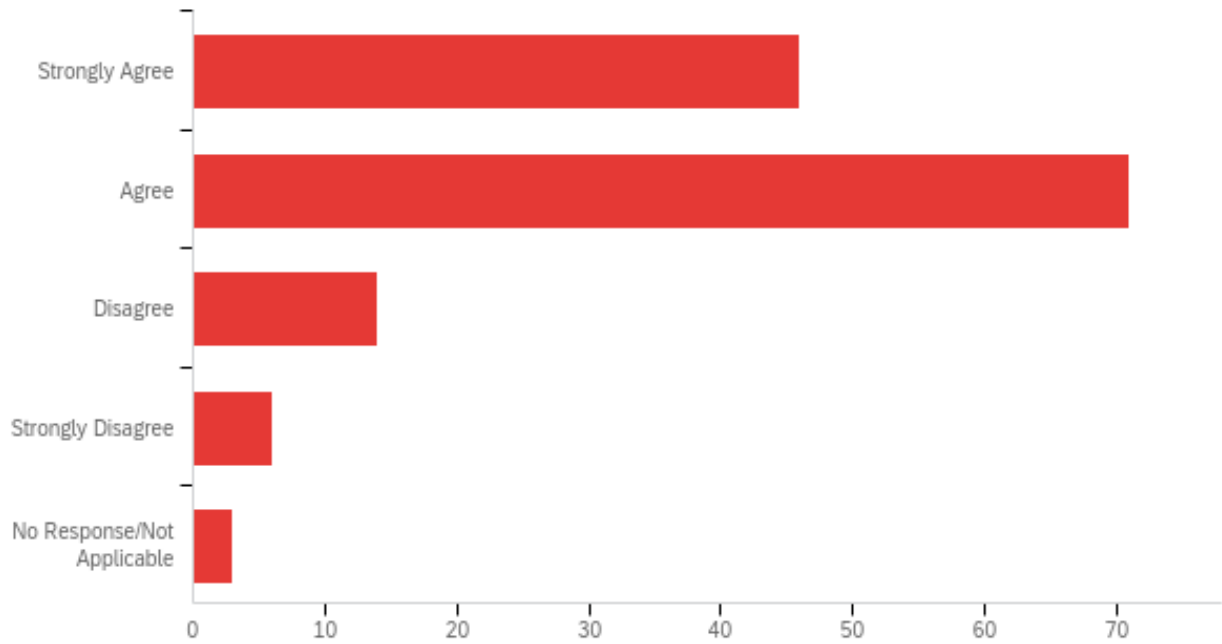
Q38 - Administrative and Professional Faculty are meaningfully involved in institutional planning.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administrative and Professional Faculty are meaningfully involved in institutional planning.	1.00	5.00	2.73	1.19	1.43	140

#	Answer	%	Count
1	Strongly Agree	10.00%	14
2	Agree	43.57%	61
3	Disagree	25.00%	35
4	Strongly Disagree	6.43%	9
5	No Response/Not Applicable	15.00%	21
	Total	100%	140

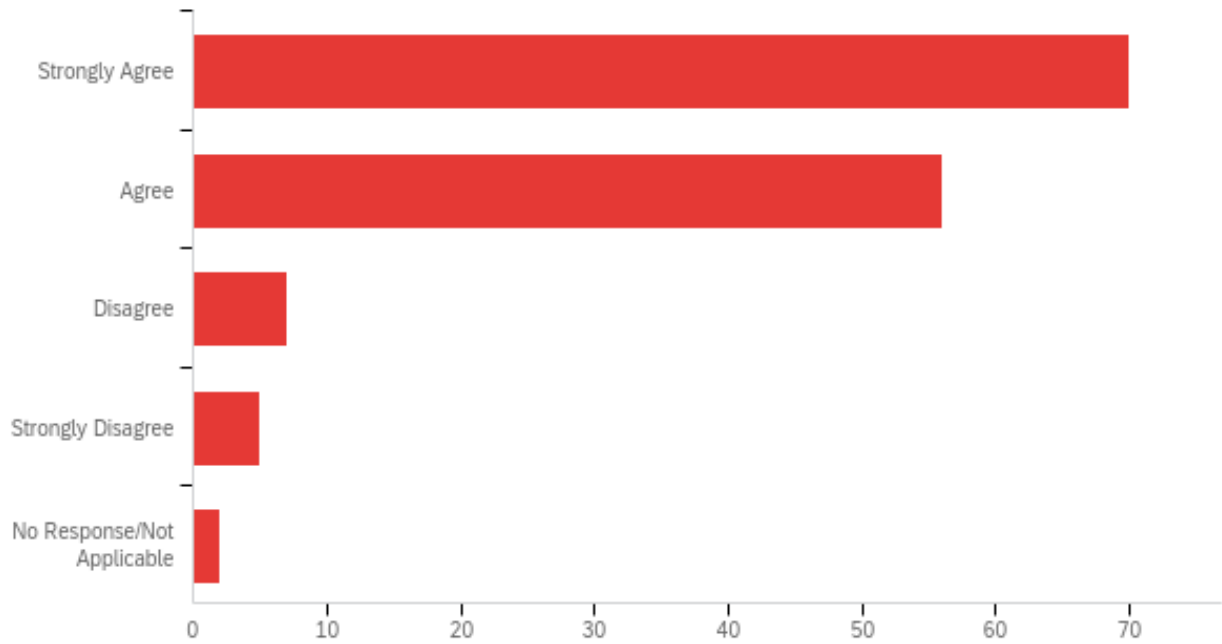
Q39 - My supervisor makes expectations clear.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor makes expectations clear.	1.00	5.00	1.92	0.89	0.79	140

#	Answer	%	Count
1	Strongly Agree	32.86%	46
2	Agree	50.71%	71
3	Disagree	10.00%	14
4	Strongly Disagree	4.29%	6
5	No Response/Not Applicable	2.14%	3
	Total	100%	140

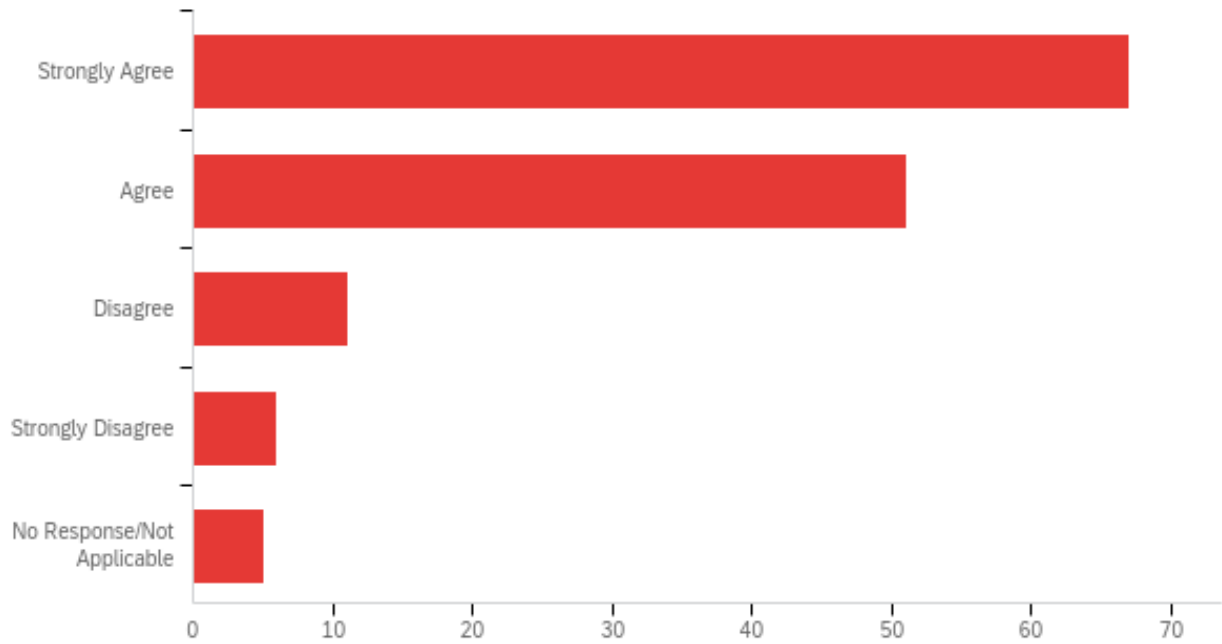
Q40 - My supervisor treats me fairly.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor treats me fairly.	1.00	5.00	1.66	0.84	0.71	140

#	Answer	%	Count
1	Strongly Agree	50.00%	70
2	Agree	40.00%	56
3	Disagree	5.00%	7
4	Strongly Disagree	3.57%	5
5	No Response/Not Applicable	1.43%	2
	Total	100%	140

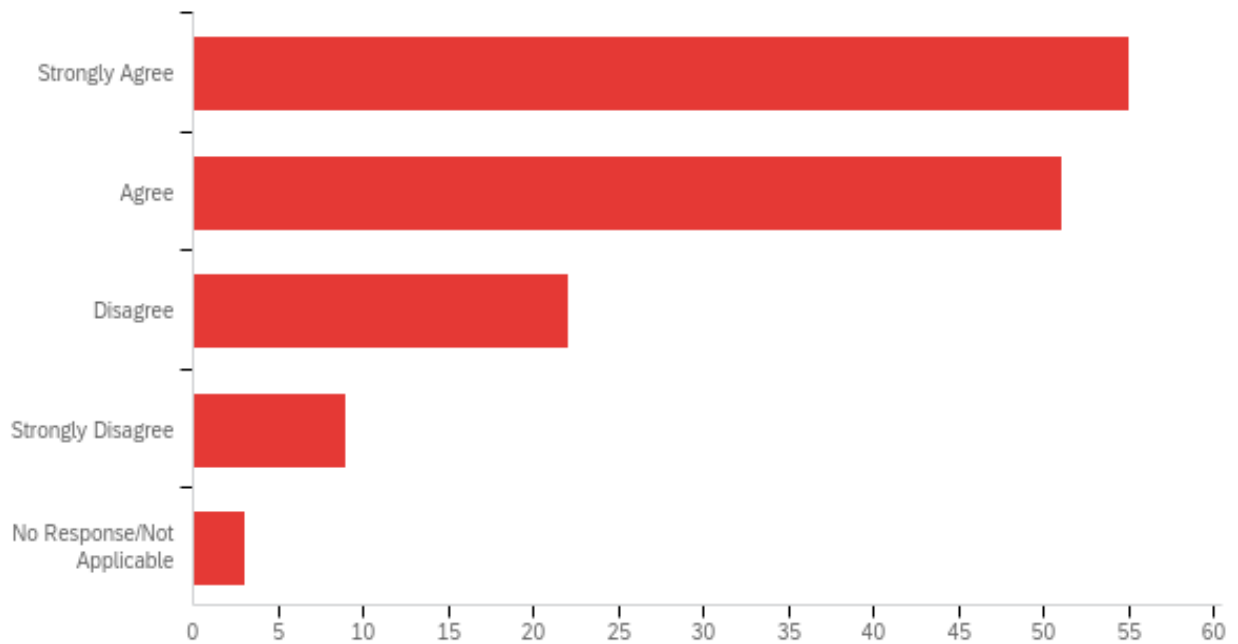
Q41 - My supervisor values my opinions.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor values my opinions.	1.00	5.00	1.79	1.00	1.01	140

#	Answer	%	Count
1	Strongly Agree	47.86%	67
2	Agree	36.43%	51
3	Disagree	7.86%	11
4	Strongly Disagree	4.29%	6
5	No Response/Not Applicable	3.57%	5
	Total	100%	140

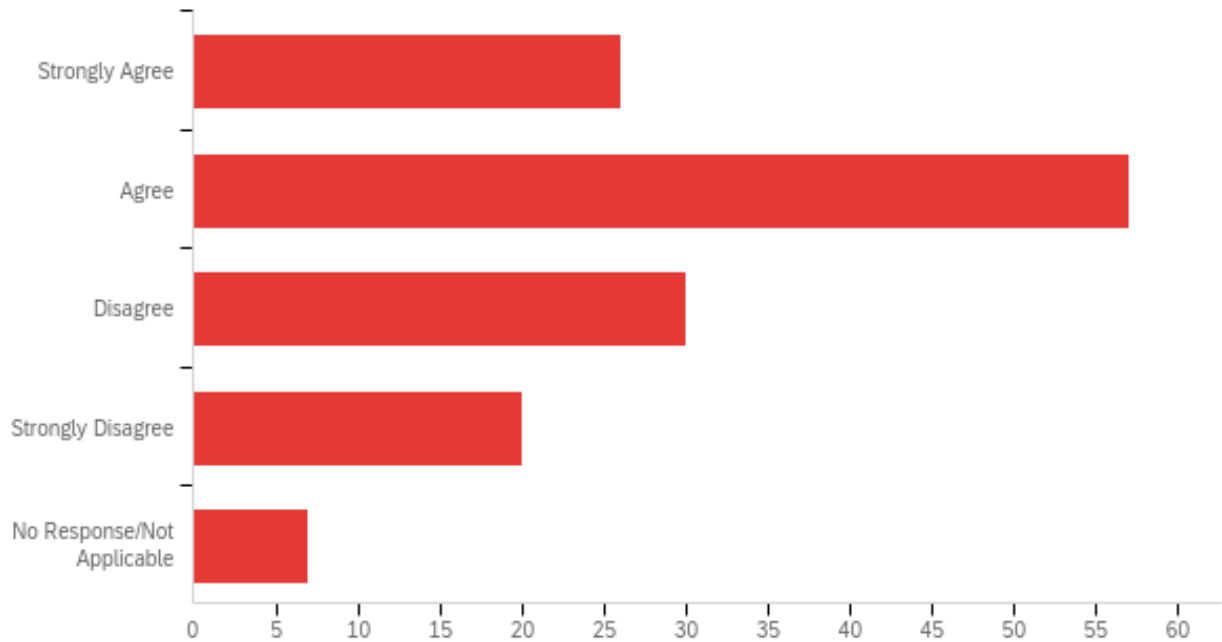
Q42 - I receive helpful feedback from my supervisor.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I receive helpful feedback from my supervisor.	1.00	5.00	1.96	1.00	1.00	140

#	Answer	%	Count
1	Strongly Agree	39.29%	55
2	Agree	36.43%	51
3	Disagree	15.71%	22
4	Strongly Disagree	6.43%	9
5	No Response/Not Applicable	2.14%	3
	Total	100%	140

Q43 - I regularly receive recognition for my contributions.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I regularly receive recognition for my contributions.	1.00	5.00	2.46	1.10	1.21	140

#	Answer	%	Count
1	Strongly Agree	18.57%	26
2	Agree	40.71%	57
3	Disagree	21.43%	30
4	Strongly Disagree	14.29%	20
5	No Response/Not Applicable	5.00%	7
	Total	100%	140

Q44 - Other comments about Leadership. Comments are redacted and summarized in the Report

Q45 - Do you have any additional comments? Comments are redacted and summarized in the Report

Text Entry Survey Comments

The following information summarises the text entry comments at the end of each section of the survey and the last question which asks for general comments.

Demographics and Institutional Context

- **Employment Tenure:** The largest proportion of respondents in 2024 had 11+ years at the university (53 employees), indicating a maturing workforce. The number of early-career respondents (<1 year and 1–3 years) declined from their peak in 2022.

JOB SECURITY AND SATISFACTION

- 24 responses: 4 positive, 1 mixed, 19 negative
- Positive responses: contract renewal process, specific supervisor
- Negative responses: specific division, increased workload, enrollment concerns, attrition of talent, salary inequities, position and contract concerns

WORK-LIFE BALANCE

- 26 responses: 6 positive, 3 mixed, 17 negative
- Positive responses: freedom and flexibility
- Negative responses: concerns about taking time off, feeling understaffed, employee turnover

PROFESSIONAL DEVELOPMENT

- 24 responses: 2 positive, 5 mixed, 17 negative
- Positive responses: professional development is accessible
- Negative responses: limited funding, cannot travel, not encouraged to participate

RESPECT IN THE WORKPLACE

- 20 responses: 5 positive, 5 mixed, 10 negative
- Positive responses: local department is good
- Negative responses: need greater diversity in the workforce, immediate supervisor does not respect, treated differently than others

COMMUNICATION

- 23 responses: 4 positive, 2 mixed, 17 negative
- Positive responses: communication is improving
- Negative responses: concerns about inaccurate/inconsistent information, slow/missing communication until too late, need more information in advance

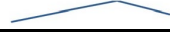
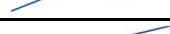
LEADERSHIP

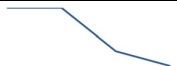
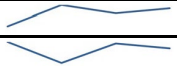
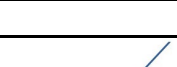
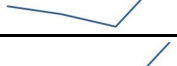
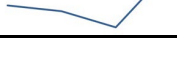
- 21 responses: 6 positive, 5 mixed, 10 negative
- Positive responses: immediate supervisor and university administration are good
- Negative responses: concerns about specific divisions (HR, Athletics), concerns about local supervisor

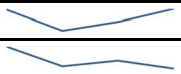
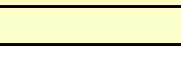
ADDITIONAL COMMENTS ON ANY TOPIC

- 21 responses: 4 positive, 0 mixed, 9 negative, 8 constructive suggestions
- Positive responses: good news about the university
- Negative responses: concerns about unfilled positions, fear of speaking out, infrequent recognition of AP faculty, excess workload, need new people on committees/workgroups instead of same, develop succession planning
- Constructive suggestions: greater use of campus during the summer, offer childcare programs, more merit awards/employee recognitions, restructuring/evaluating specific divisions (HR, Student Affairs), and more clarity about the compensation study

Survey Trends, 2021 - 2024

AP FACULTY MORALE SURVEY -- % Positive	2021	2022	2023	2024	Trend
Demographics					
Total Participants	121	160	183	148	
Employment					
< 1 Year	5	23	18	20	
1-3 Years	39	45	47	29	
4-6 Years	26	23	31	28	
7-10 Years	19	18	22	17	
11+ Years	29	49	65	53	
Other/Prefer Not To Answer	3	0	0	0	
Campus/Site					
Main Campus	107	134	160	126	
RUC	10	12	11	8	
All Other Locations	1	5	4	3	
Other/Prefer Not To Answer	3	9	7	11	
Section One: Job Security and Satisfaction					
Q3 - I find my role and responsibilities to be rewarding.	89.3%	89.2%	90.1%	89.7%	
Q4 - I take pride in my work.	98.3%	98.7%	97.8%	98.6%	
Q5 - I feel secure with my employment at Radford University.	72.7%	77.9%	76.4%	77.4%	
Q6 - My salary is fair and equitable.	51.7%	53.5%	54.7%	59.3%	
Q7 - I plan to be working at Radford University:					
Q8 - What factor/s would influence your decision to leave Radford University.					
Q9 - Other comments about Job Security and Satisfaction.				25	
Section Two: Work-Life Balance					
Q10 - Overall, my university benefits (health insurance, leave, etc.) meet my needs.	97.5%	95.5%	97.3%	94.5%	
Q11 - I am comfortable taking time away from work to meet outside needs and responsibilities.	74.4%	73.2%	69.8%	72.6%	
Q12 - My work contributes positively to my overall mental well-being.	63.3%	65.0%	61.1%	63.6%	
Q13 - My work contributes positively to my overall physical well-being.	63.3%	55.8%	46.8%	52.9%	

Q14 - On average, how much time do you spend on work tasks outside of your typical work schedule?					
Q16 - Other comments about Work-Life balance.				26	
Section Three: Professional Development					
Q17 - I am given the opportunity to develop skills related to my career.	81.7%	87.2%	79.4%	81.3%	
Q18 - I am connected to best practices and industry trends related to my profession.	81.0%	82.9%	81.6%	86.9%	
Q19 - My department has adequate funding for my professional development.	58.7%	51.4%	59.2%	50.0%	
Q20 - I can advance in my career while remaining at Radford University.	43.0%	47.1%	38.8%	39.8%	
Q21 - My department has adequate resources for me to be effective in my job.	63.6%	63.6%	60.9%	60.0%	
Q22 - My supervisor supports and gives me the time for training and professional development.	89.1%	92.9%	87.7%	88.1%	
Q23 - Other comments about Professional Development.				26	
Section Four: Respect and Appreciation					
Q24 - My knowledge and expertise are valued and respected.	74.4%	82.3%	79.2%	81.0%	
Q25 - As an individual I am respected in the workplace.	89.3%	81.7%	88.8%	87.0%	
Q26 - Radford University makes a concerted effort to create a welcoming and fair environment for all its employees.	72.7%	73.8%	72.9%	74.4%	
Q27 - I have the autonomy to complete my job responsibilities effectively.	84.3%	86.0%	82.8%	85.7%	
Q28 - I have considered leaving Radford University because I have felt isolated or unwelcomed.	33.1%	35.9%	34.3%	31.4%	
Q29 - The people I work with treat each other with respect.	93.4%	84.1%	87.3%	91.4%	
Q30 - Other comments about Respect in the Workplace.				21	
Section Five: Communication					
Q31 - University administration communicates openly about important matters.	57.9%	56.0%	53.2%	66.4%	
Q32 - Institutional information is communicated in a timely manner.	57.0%	56.0%	53.3%	63.2%	

Q33 - I am included on announcements of institutional information that is relevant to me and my job.	59.5%	65.2%	66.9%	72.5%	
Q34 - Institutional information adequately addresses the concerns of my campus.	59.5%	56.0%	53.9%	66.9%	
Q35 - The workplace culture encourages the open exchange of ideas and collaboration.	62.0%	61.3%	64.3%	68.1%	
Q36 - Other comments about Communication.				25	
Section Six: Leadership					
Q37 - University leaders have the necessary knowledge, skills, and experience for institutional success.	75.6%	72.7%	77.1%	84.1%	
Q38 - Administrative and Professional Faculty are meaningfully involved in institutional planning.	57.0%	51.9%	62.1%	63.0%	
Q39 - My supervisor makes expectations clear.	85.1%	79.4%	81.9%	85.4%	
Q40 - My supervisor treats me fairly.	94.2%	91.6%	92.4%	91.3%	
Q41 - My supervisor values my opinions.	90.9%	90.1%	90.0%	87.4%	
Q42 - I receive helpful feedback from my supervisor.	80.0%	82.9%	83.4%	77.4%	
Q43 - I regularly receive recognition for my contributions.	65.5%	69.9%	65.7%	62.4%	
Q44 - Other comments about Leadership				22	
Q45 - Do you have any additional comments?					

Trends from AP Faculty Survey, 2021 - 2024

JOB SECURITY AND SATISFACTION

- **Consistently High Satisfaction:** Faculty consistently reported high satisfaction with the rewarding nature of their roles (89–90%) and pride in work (97–99%).
- **Job Security:** Perceived job security remained fairly steady, rising from 72.7% in 2021 to 77.4% in 2024.
- **Salary Satisfaction:** While the lowest-rated item, satisfaction with salary showed gradual improvement, from 51.7% in 2021 to 59.3% in 2024.

WORK-LIFE BALANCE

- **Benefits:** Confidence in university benefits continues to remain high at **94.5%**.
- **Time Flexibility:** Comfort taking time away hovered around **70–74%**, with a slight uptick in 2024 after a low in 2023.
- **Well-being:** Mental well-being remained stable (~63%), but physical well-being concerns persisted, dropping sharply in 2023 (**46.8%**) before rebounding slightly in 2024 (**52.9%**).

These trends suggest University benefits are valued, but concerns about taking time off, feeling understaffed and employee turnover continue to impact employee concerns with physical and mental health.

PROFESSIONAL DEVELOPMENT

- **Opportunities and Connection to Trends:** A strong rebound in 2024 (**86.9%**) indicated better connection to best practices, though opportunities for skill development remained stable (~81%).
- **Funding and Advancement:** Both areas remain problematic:
 - Opinions about adequate funding for development dipped to **50.0% in 2024**, the lowest since 2022.
 - Career advancement opportunities remain a serious challenge, stagnating below **40%**, which may contribute to retention issues.
- **Supervisor Support:** Continued strength in supervisory support for professional development (**88.1% in 2024**), highlighting local managerial encouragement amid broader institutional constraints.

RESPECT IN THE WORKPLACE

- **Recognition and Respect:** Most employees feel respected (**87.0%**) and believe their knowledge is valued (**81.0%**).
- **Belonging and Inclusion:** A positive trend was noted in the percentage of faculty who felt **isolated or unwelcomed**, dropping to **31.4% in 2024**, its lowest point.
- **Collegial Culture:** Peer respect rose to **91.4% in 2024** suggesting a strong internal work culture.

COMMUNICATION

- **Administrative Communication:** After prior years of stagnation (~53–57%), perceptions of transparent communication improved in 2024 (**66.4%**).
- **Relevance and Timeliness:** All related indicators rose significantly in 2024, including timeliness (**63.2%**) and relevance of information (**72.5%**), suggesting focused improvements in institutional messaging.
- **Culture of Dialogue:** The sense of a collaborative culture reached its highest level yet (**68.1%**), potentially linked to broader campus efforts at engagement.

LEADERSHIP

- **Confidence in Leadership:** There was a marked increase in perceptions of institutional leadership quality, jumping to **84.1% in 2024**.
- **Inclusion in Planning:** This metric rose steadily, from **51.9% in 2022** to **63.0% in 2024**, reflecting a positive trend in shared governance.
- **Supervisor Performance:** Ratings for direct supervisors remained high across all metrics; clarity, fairness, valuing input.
- **Feedback and Recognition:** While feedback remained relatively strong (**77.4%**), recognition by supervisors dropped slightly from nearly **70% to 62.4% in 2024**.

Themes and Recommendations

When studying the trend data, we were able to identify themes and recommendations we would like the cabinet to consider. Again, the Administrative and Professional Faculty Senate appreciates the time and effort given to review this report and looks forward to working with you on these initiatives.

- **Strengths:**
 - Pride in work
 - Peer respect
 - Supervisor support
 - Improving perceptions of institutional communication and leadership
 - Quality of University benefits
- **Challenges:**
 - Career advancement opportunities are limited
 - Funding for professional development is low
 - Employee recognition and physical well-being need attention
- **Action Areas:**
 - Develop pathways for internal promotion and career mobility
 - Invest in recognition initiatives
 - Create programs to incentivize physical well-being as well as promote current resources