



2022 Administrative and Professional Faculty Senate Morale Survey Report

Executive Committee/Morale Survey Committee:

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2022 AP Senate Morale Survey Report

In July 2022, the AP Faculty Senate conducted its second morale survey of AP Faculty. An email with a link to the survey was sent to all AP Faculty, and they were given three weeks to answer the survey, which consisted of 46 questions. The survey was sent to 322 AP Faculty members, and we received 160 responses, for a response rate of 50%. This is a significant increase over the 2021 survey, in which we had a response rate of 38%, and a total number of responses of 121 out of 316.

For most questions, AP Faculty were asked to select whether they strongly agreed, agreed, disagreed, or strongly disagreed with statements. Respondents were allowed to skip any question or answer “no response/not applicable” if they chose to.

The main part of the survey was divided into six sections. Each of these sections is briefly summarized below. The full details for the responses in each category can be seen in the graphs following this introduction, as can information collected on the demographics of the respondents. Where noteworthy, changes in responses from the previous year have been included.

Section One: Job Security and Satisfaction (Questions 3-8)

Almost 100% of respondents reported taking pride in their work, and approximately 90% found their role and responsibilities rewarding. Almost one quarter of respondents expressed some degree of feeling that their jobs were insecure, and only half saw their salary as fair and equitable. 43% of respondents saw themselves remaining at Radford University three years or less, including 14% who saw themselves working here only for another year or less.

Section Two: Work-Life Balance (Questions 9-15)

Almost all respondents expressed satisfaction with their university benefits, though approximately a quarter did not feel comfortable taking time away from work. 35% of respondents disagreed or disagreed strongly that their job contributed to their mental well-being, while over 40% felt the same about their physical well-being. It is difficult to draw direct comparisons here, as this was a combined question on the previous survey.

Over 90% of respondents reported routinely spending time on their job outside normal working hours, with over 20% reporting that they routinely spent 7 or more hours a week working outside normal hours. The most common reason given for working beyond normal hours was to meet deadlines, followed by feeling passionate about their work, and having a workload that was too large. Respondents were able to choose as many reasons from the list as they liked, and an option was included for “other.”

Section Three: Professional Development (Questions 16-22)

Over 90% of respondents felt their supervisors supported their taking time for training and professional development. Over 85% agreed or strongly agreed that they had an opportunity to develop career-related skills, and over 82% felt connected to their best practices and industry trends for their profession.

On the other hand, over 40% expressed concern about adequate funding to pursue professional development, and over 35% did not agree that their department had adequate resources for them to be effective in their jobs. Additionally, over half of the AP Faculty who responded to this survey did not feel they could advance their careers while remaining at Radford University.

Section Four: Respect and Appreciation (Questions 23-30)

This section saw some concerning declines in positive responses from the previous year's results. While almost 90% of respondents reported feeling respected as an individual in the work place in 2021, that number has dropped to 81% this year. Additionally, no respondents last year selected "strongly disagree" for this question in 2021, while 3.5% did this year. A similar decline is seen in response to the statement "The people I work with treat each other with respect." Only 83% of respondents agreed or strongly agreed with this in 2022, while last year's survey saw 93% positive responses.

A quarter of respondents did not agree that Radford made a concerted effort to create a fair and welcoming environment. Over 1 in 10 respondents said they had frequently considered leaving the University because they felt unwelcome, with over 1 in 5 saying they occasionally considered it, and only 2 in 5 saying they had never considered it.

Over 80% reported feeling that their knowledge and expertise were respected, and approximately 85% felt that they have the autonomy to complete their jobs effectively.

Section Five: Communication (Questions 31-36)

Only 55% of respondents agreed that communication was timely and that information shared adequately addressed the needs of their campus. 65% agreed that they were included on relevant announcements. Nearly 40% did not agree that work place encourages an open exchange of ideas, and the percentage of respondents who selected "strongly disagree" for this question jumped from 10.7% up to 15.3% from last year to this.

Section Six: Leadership (Questions 37-44)

Over 90% of respondents felt their supervisor treated them fairly and valued their opinions. There was a 5% drop in the number of respondents who strongly agreed their supervisor conveyed clear expectations, and a 6% rise in the number of respondents who strongly disagreed with this statement.

There was slight improvement in the number of "agree" or "strongly agree" responses to the statement "I receive helpful feedback from my supervisor" up to 82.3% from 80% last year. Approximately 2/3 of respondents agreed they regularly received recognition for their contributions, though the percentage who choose "strongly disagree" on this subject has approximately doubled compared to last year, from 5% to 10%.

While 75% of respondents felt University Leadership had the necessary skills for institutional success in 2021, that number dropped to 67% in 2022. Again, it is important to remember this survey was conducted at time when the University Leadership was very much in flux. Over 45% felt AP Faculty were not meaningfully involved in institutional planning, up from 40% last year.

Additional Questions

Approximately 3/4 of respondents agreed or strongly agreed that state policies and University programming, events, training, forums, etc. were offered or applied to AP Faculty equitably compared to Classified Staff and T&R Faculty.

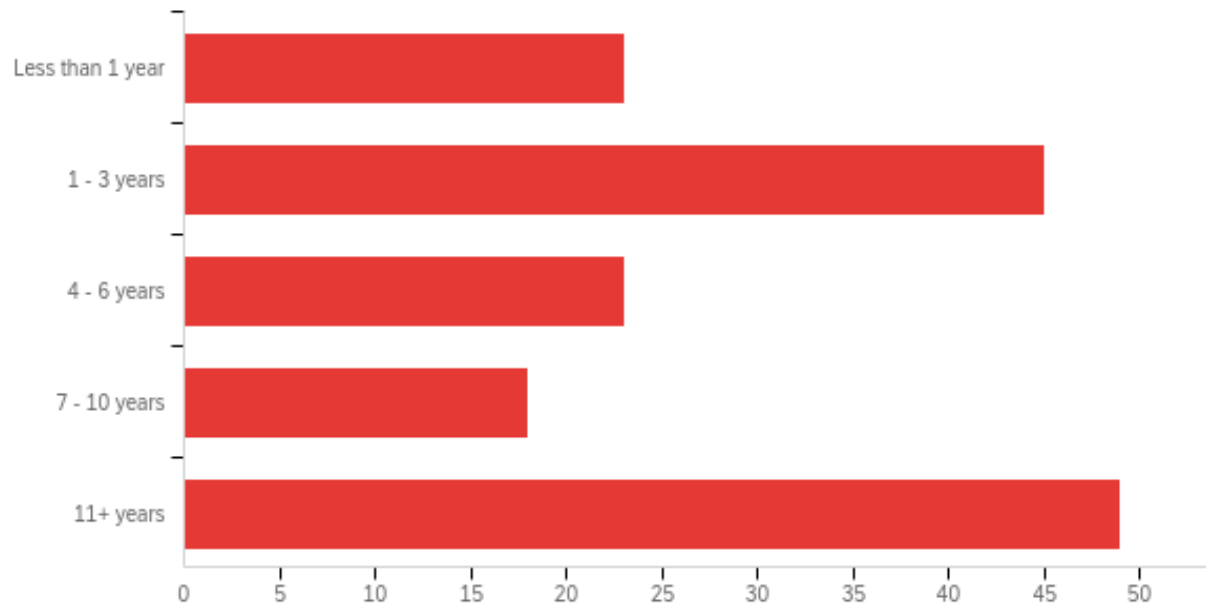
Written Comments

Respondents were invited to provide further comments at the end of each section and at the end of the survey. These written comments have been withheld from the report to protect the anonymity of respondents.

However, the most common themes found in the written comments across all sections of the survey were:

- Support for and from immediate coworkers and supervisors.
- Feeling invisible to or not being valued by those outside their immediate work environment.
- Communication and opportunities being siloed or limited between campuses, divisions, and departments.
- Insecurity about one-year contracts, and both the impact it has on morale and the inability to do long-term planning with confidence.
- Concern about fair salaries, both compared to other institutions of higher learning and compared to newer employees in the same department or job.
- Budget cuts, potential job cuts, and the impact this will have on both the University as a whole and people's individual jobs.
- Concern about understaffing, unrealistic work expectations, and a culture that does not encourage a work-life balance, and feelings of burn-out and stress that arise from this situation.
- Comments about then-incoming President Danilowicz, as this survey was conducted shortly before the beginning of his administration. These comments were split between people being optimistic about his administration and those worried about upcoming changes. Comments expressing optimism occurred in almost all comment sections, but were especially common in the sections on Communication and Leadership. Those expressing concern also occurred throughout, and frequently included a reference to a supervisor or administrator creating or encouraging a climate of concern.
- Professional development is verbally supported, but the funding and resources (including time) need improvement.
- Communication is not generally seen as timely or transparent.
- A desire to see improvement and change, and an optimism for both, especially related new or forthcoming upper-level administration changes.

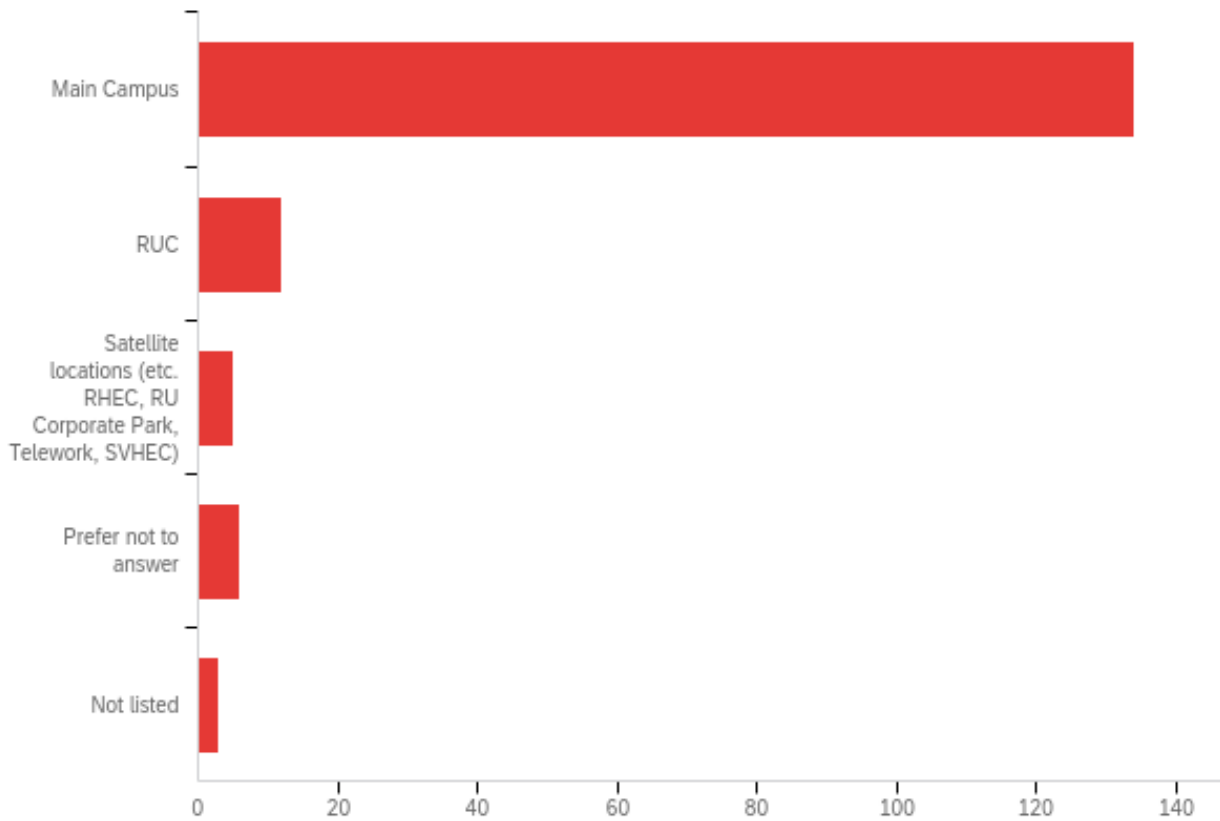
Q1 - How long have you worked at Radford University?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you worked at Radford University?	1.00	5.00	3.16	1.48	2.20	158

#	Answer	%	Count
1	Less than 1 year	14.56%	23
2	1 - 3 years	28.48%	45
3	4 - 6 years	14.56%	23
4	7 - 10 years	11.39%	18
5	11+ years	31.01%	49
	Total	100%	158

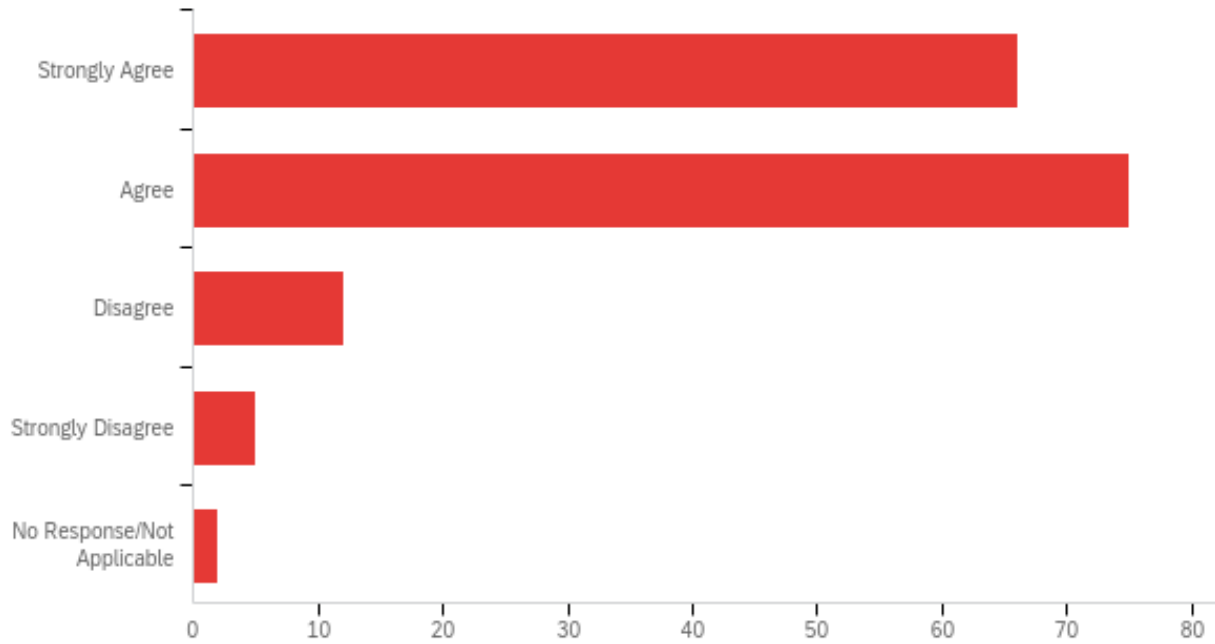
Q2 - At which Radford University campus do you most often work?



#	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	1.32	0.86	0.73	160

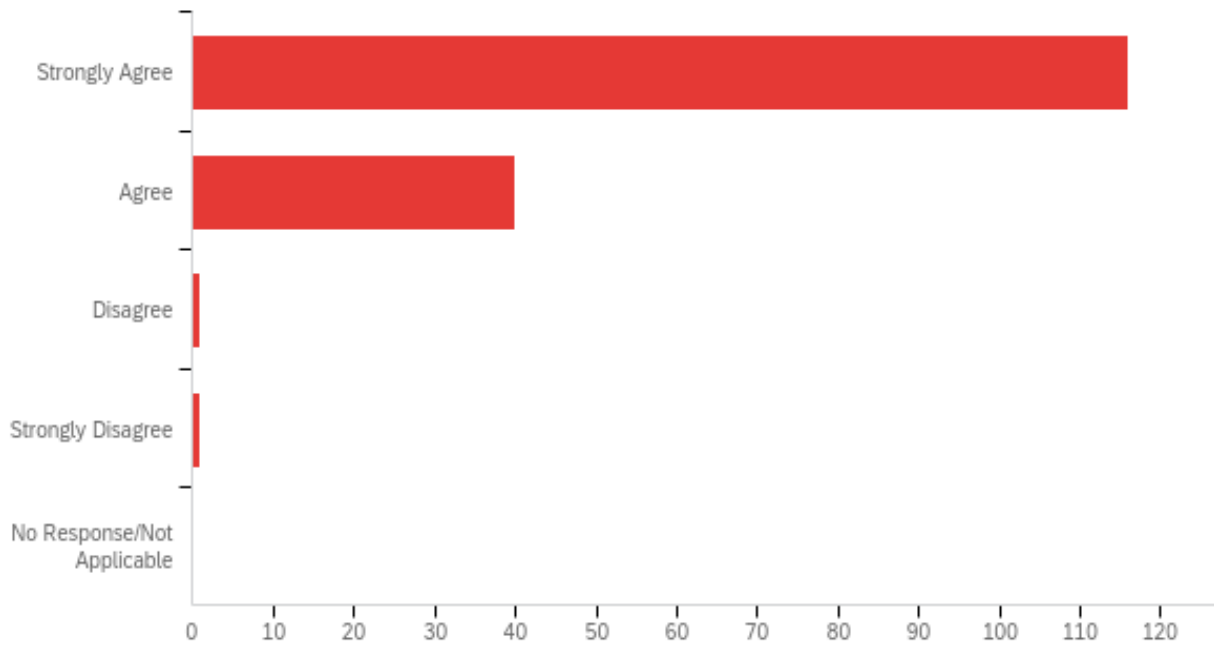
#	Answer	%	Count
1	Main Campus	83.75%	134
2	RUC	7.50%	12
3	Satellite locations (etc. RHEC, RU Corporate Park, Telework, SVHEC)	3.13%	5
4	Prefer not to answer	3.75%	6
5	Not listed	1.88%	3
	Total	100%	160

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



#	Answer	%	Count
1	Strongly Agree	41.25%	66
2	Agree	46.88%	75
3	Disagree	7.50%	12
4	Strongly Disagree	3.13%	5
5	No Response/Not Applicable	1.25%	2
	Total	100%	160

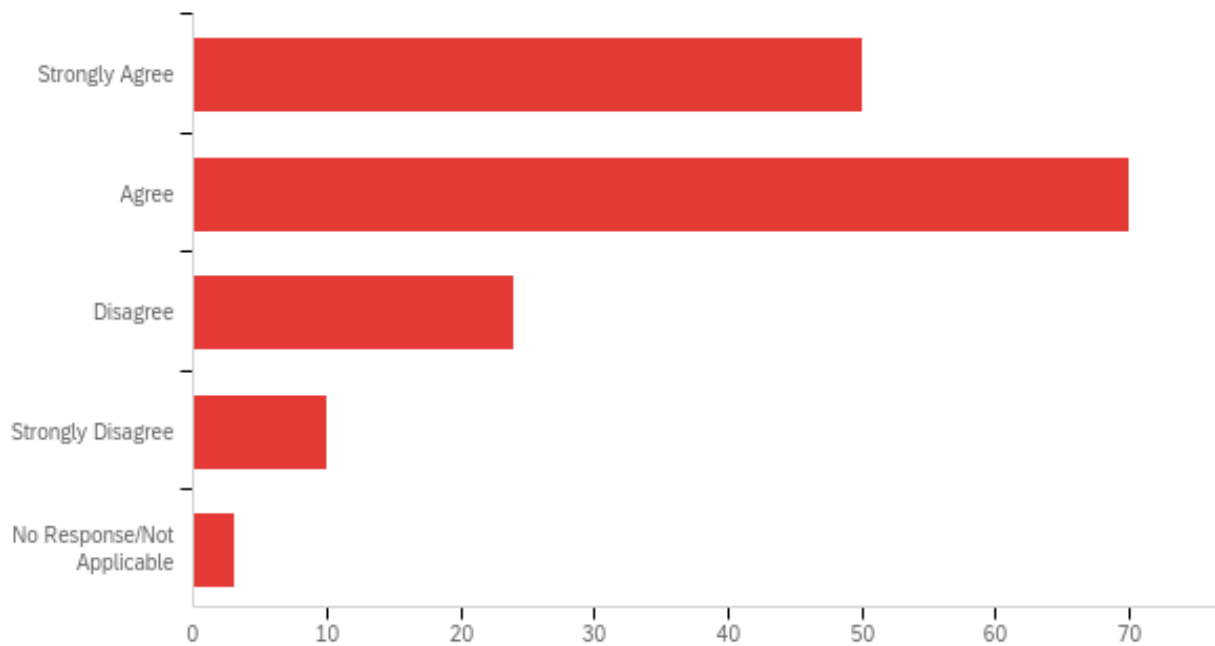
Q4 - I take pride in my work.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I take pride in my work.	1.00	4.00	1.28	0.50	0.25	158

#	Answer	%	Count
1	Strongly Agree	73.42%	116
2	Agree	25.32%	40
3	Disagree	0.63%	1
4	Strongly Disagree	0.63%	1
5	No Response/Not Applicable	0.00%	0
	Total	100%	158

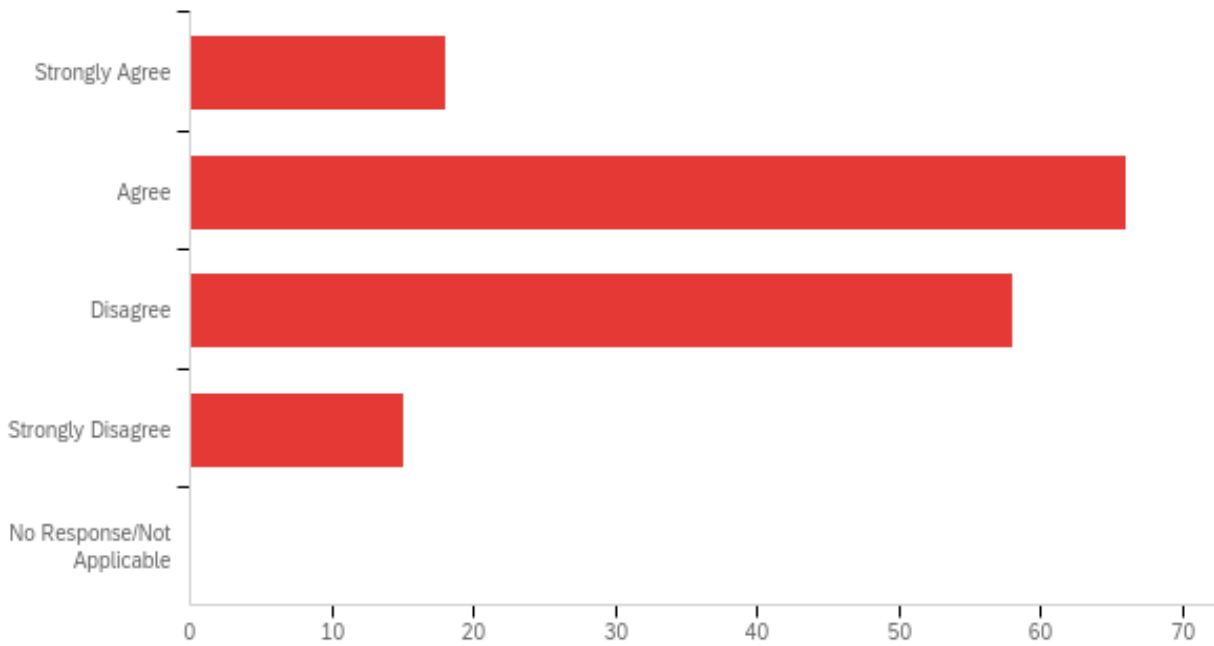
Q5 - I feel secure with my employment at Radford University.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I feel secure with my employment at Radford University.	1.00	5.00	2.02	0.95	0.90	157

#	Answer	%	Count
1	Strongly Agree	31.85%	50
2	Agree	44.59%	70
3	Disagree	15.29%	24
4	Strongly Disagree	6.37%	10
5	No Response/Not Applicable	1.91%	3
	Total	100%	157

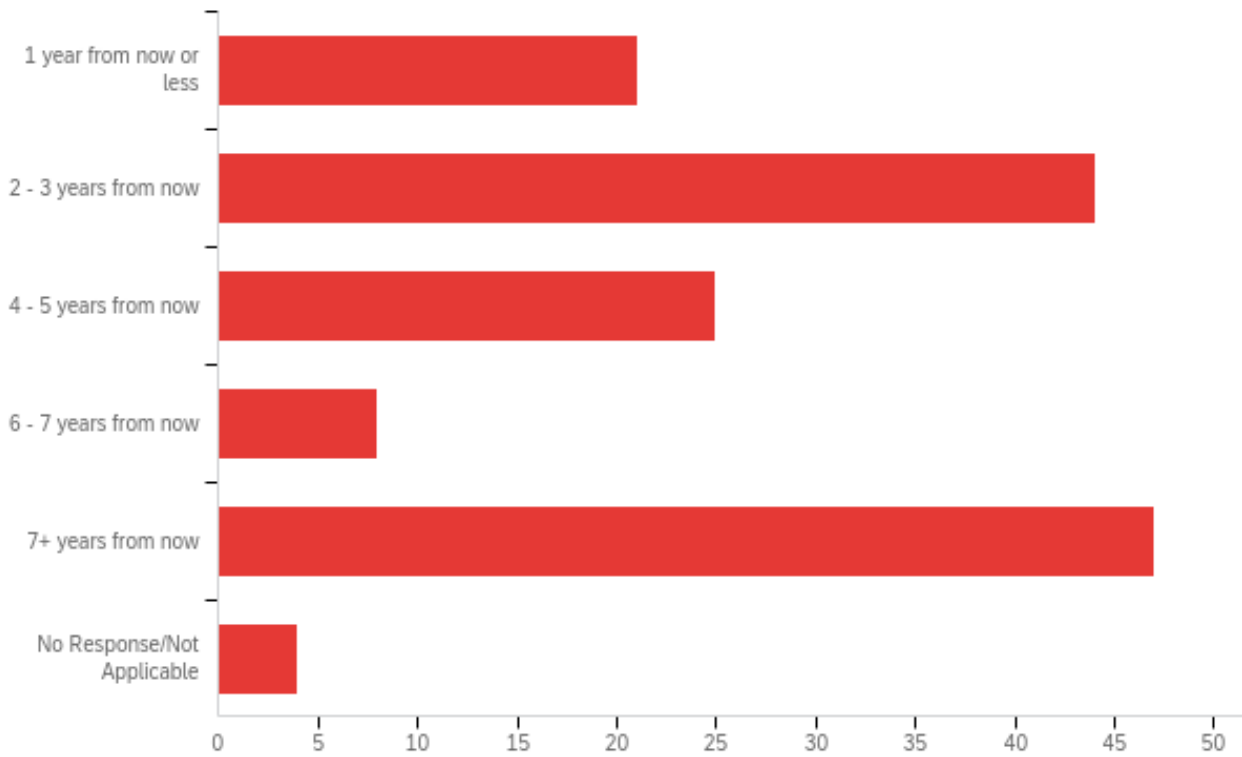
Q6 - My salary is fair and equitable.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My salary is fair and equitable.	1.00	4.00	2.45	0.82	0.67	157

#	Answer	%	Count
1	Strongly Agree	11.46%	18
2	Agree	42.04%	66
3	Disagree	36.94%	58
4	Strongly Disagree	9.55%	15
5	No Response/Not Applicable	0.00%	0
	Total	100%	157

Q7 - I plan to be working at Radford University:



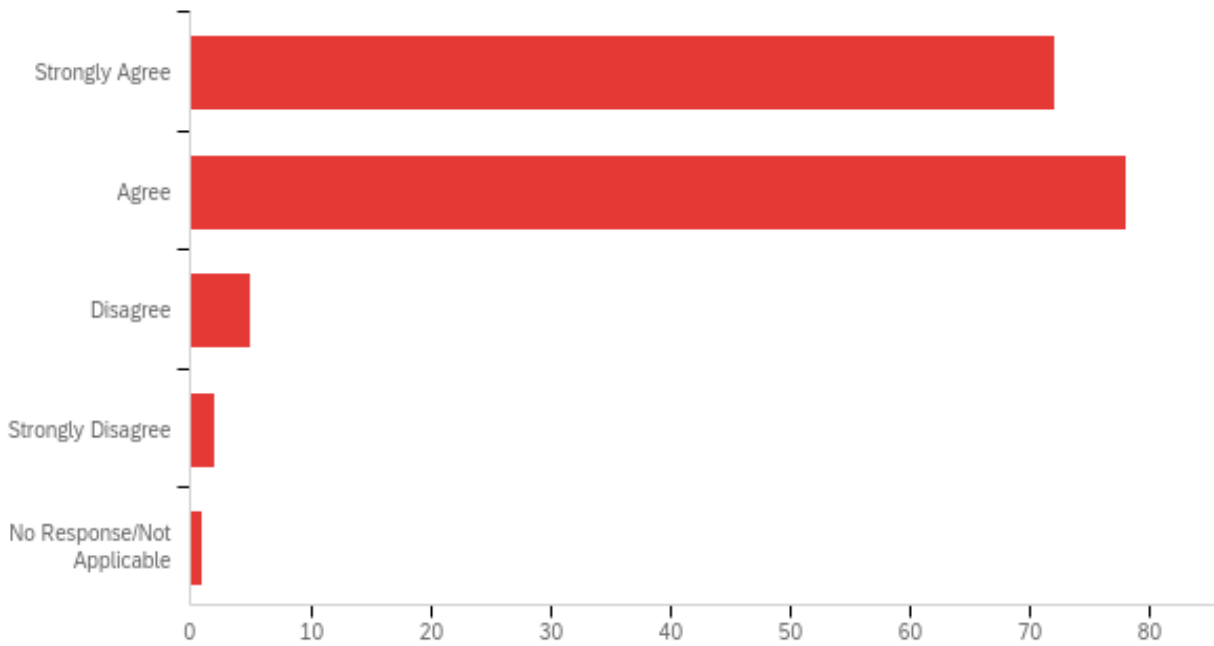
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I plan to be working at Radford University:	1.00	6.00	3.19	1.54	2.38	149

#	Answer	%	Count
1	1 year from now or less	14.09%	21
2	2 - 3 years from now	29.53%	44
3	4 - 5 years from now	16.78%	25
4	6 - 7 years from now	5.37%	8
5	7+ years from now	31.54%	47
6	No Response/Not Applicable	2.68%	4
	Total	100%	149

Q8 - Other comments about Job Security and Satisfaction.

Information collected in response to this question was included in the comment summary at the beginning of this report.

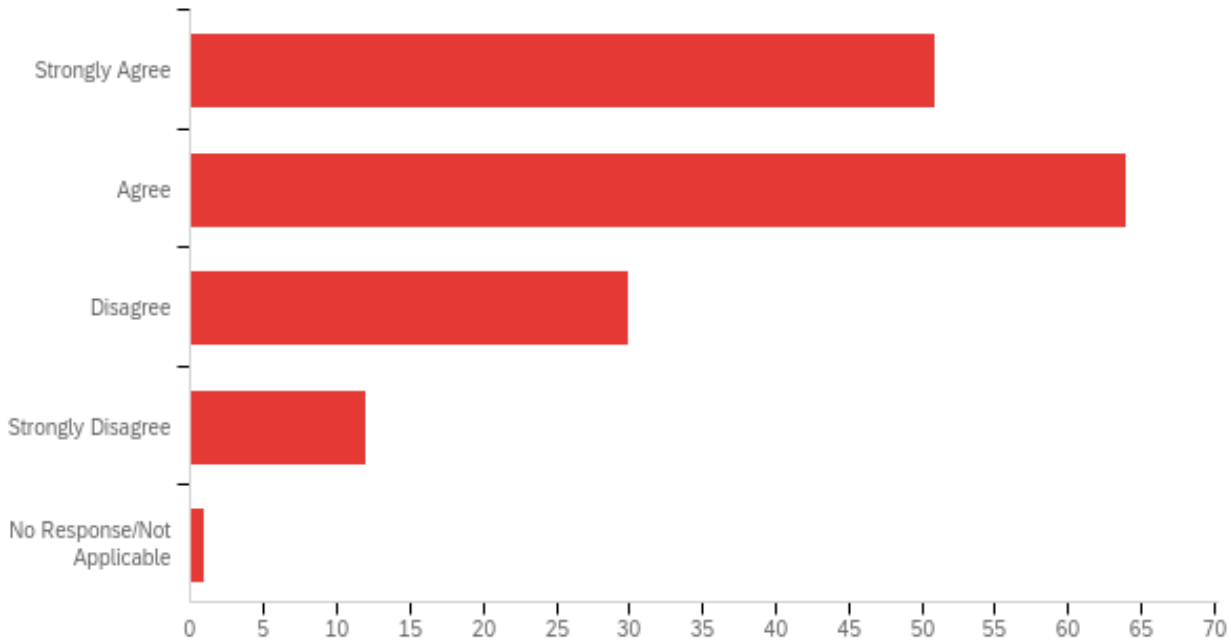
Q9 - Overall, my university benefits (health insurance, leave, etc.) meet my needs.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, my university benefits (health insurance, leave, etc.) meet my needs.	1.00	5.00	1.62	0.67	0.45	158

#	Answer	%	Count
1	Strongly Agree	45.57%	72
2	Agree	49.37%	78
3	Disagree	3.16%	5
4	Strongly Disagree	1.27%	2
5	No Response/Not Applicable	0.63%	1
	Total	100%	158

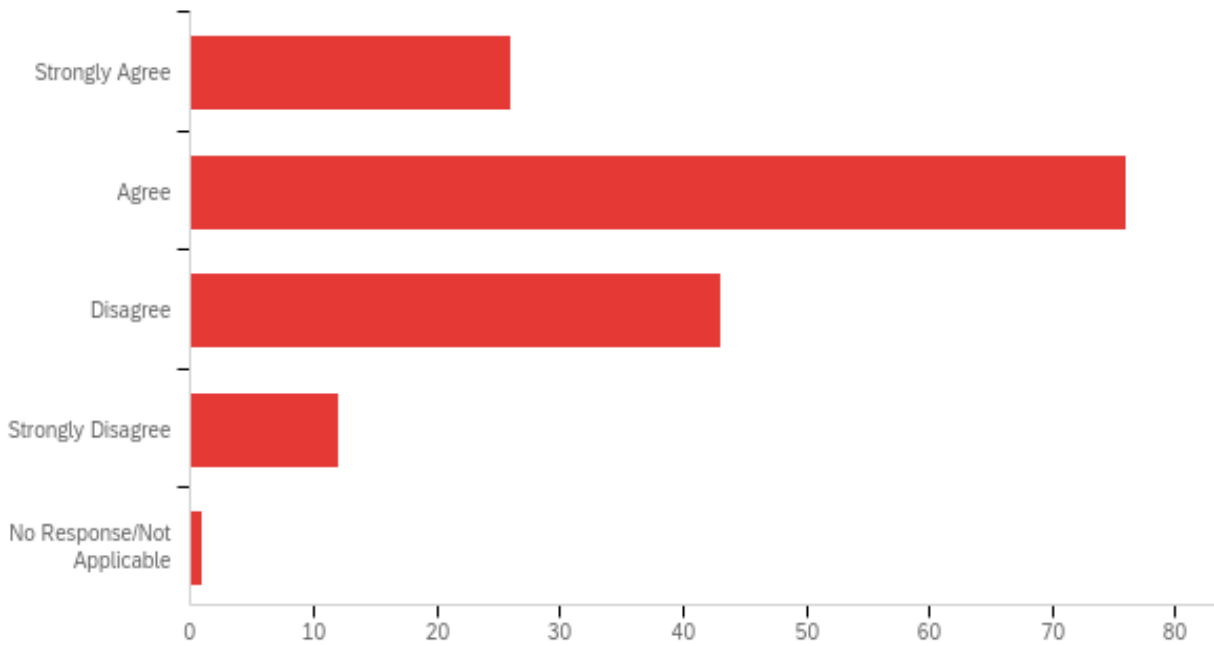
Q10 - I am comfortable taking time away from work to meet outside needs and responsibilities.



#	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	2.04	0.93	0.87	158

#	Answer	%	Count
1	Strongly Agree	32.28%	51
2	Agree	40.51%	64
3	Disagree	18.99%	30
4	Strongly Disagree	7.59%	12
5	No Response/Not Applicable	0.63%	1
	Total	100%	158

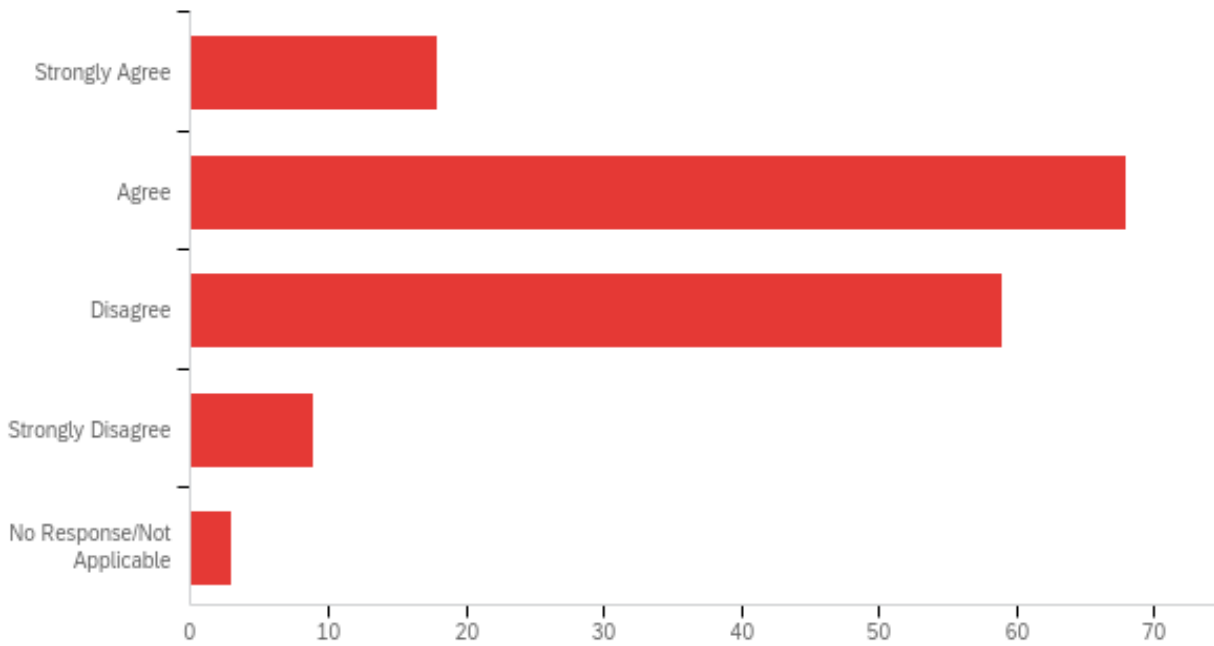
Q11 - My work contributes positively to my overall mental well-being.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My work contributes positively to my overall mental well-being.	1.00	5.00	2.28	0.85	0.72	158

#	Answer	%	Count
1	Strongly Agree	16.46%	26
2	Agree	48.10%	76
3	Disagree	27.22%	43
4	Strongly Disagree	7.59%	12
5	No Response/Not Applicable	0.63%	1
	Total	100%	158

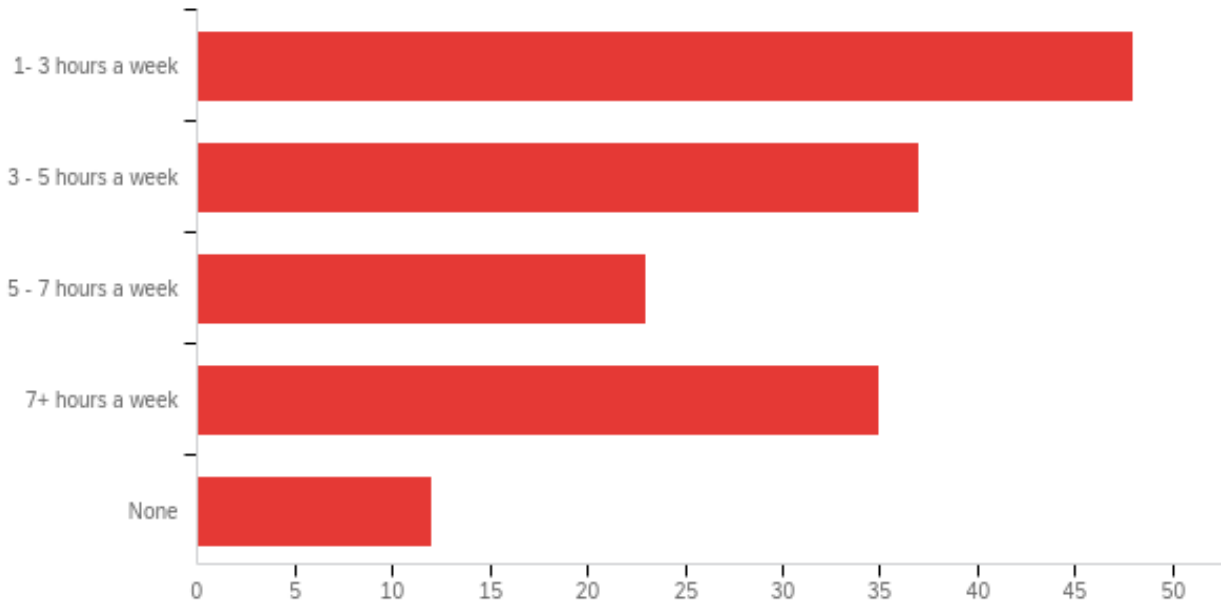
Q12 - My work contributes positively to my overall physical well-being.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My work contributes positively to my overall physical well-being.	1.00	5.00	2.43	0.84	0.70	157

#	Answer	%	Count
1	Strongly Agree	11.46%	18
2	Agree	43.31%	68
3	Disagree	37.58%	59
4	Strongly Disagree	5.73%	9
5	No Response/Not Applicable	1.91%	3
	Total	100%	157

Q13 - On average, how much time do you spend on work tasks outside of your typical work schedule?

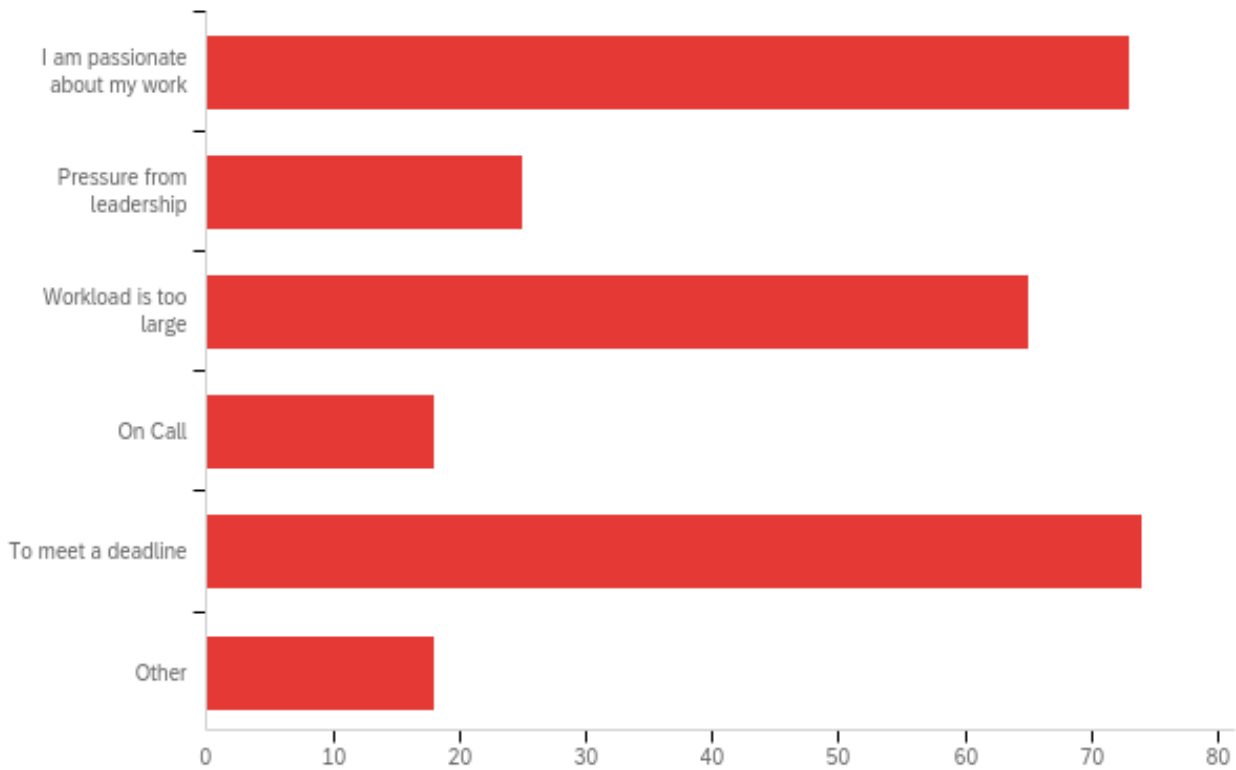


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	On average, how much time do you spend on work tasks outside of your typical work schedule?	1.00	5.00	2.52	1.34	1.78	155

#	Answer	%	Count
1	1- 3 hours a week	30.97%	48
2	3 - 5 hours a week	23.87%	37
3	5 - 7 hours a week	14.84%	23
4	7+ hours a week	22.58%	35
5	None	7.74%	12
	Total	100%	155

Q14 - When you spend time on work tasks outside of work, what is the primary reason?

Choose all that apply:

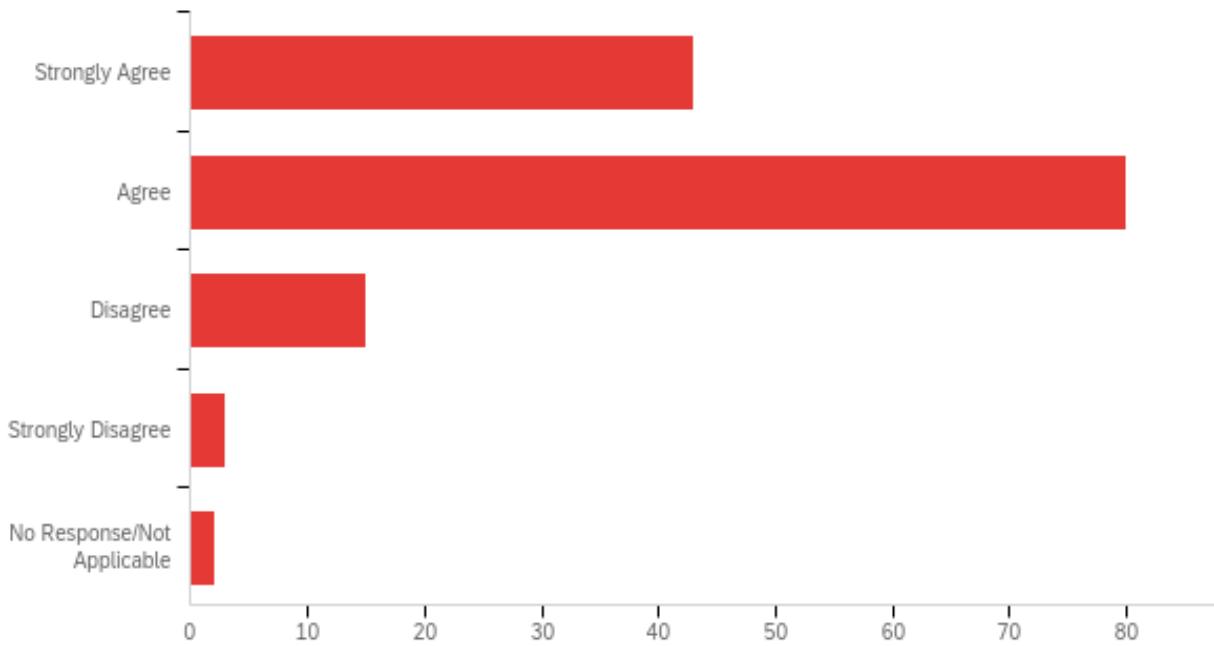


#	Answer	%	Count
1	I am passionate about my work	26.74%	73
2	Pressure from leadership	9.16%	25
3	Workload is too large	23.81%	65
4	On Call	6.59%	18
5	To meet a deadline	27.11%	74
6	Other	6.59%	18
	Total	100%	273

Q15 - Other comments about Work-Life balance.

Information collected in response to this question was included in the comment summary at the beginning of this report.

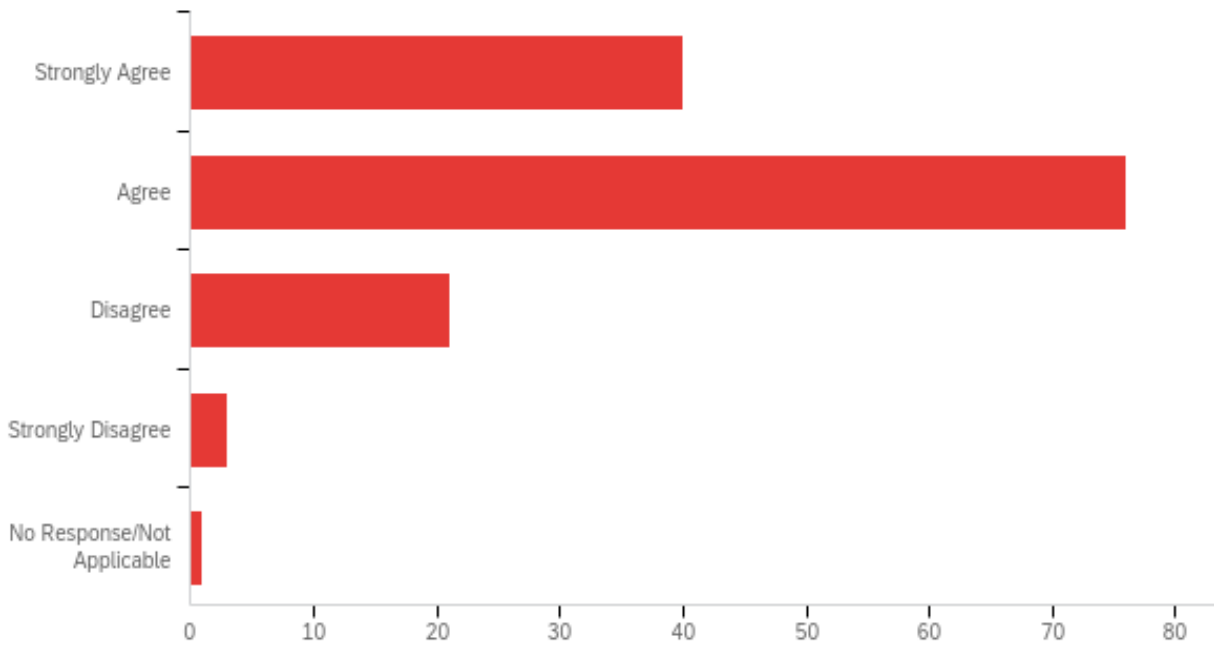
Q16 - I am given the opportunity to develop skills related to my career.



#	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	1.89	0.78	0.60	143

#	Answer	%	Count
1	Strongly Agree	30.07%	43
2	Agree	55.94%	80
3	Disagree	10.49%	15
4	Strongly Disagree	2.10%	3
5	No Response/Not Applicable	1.40%	2
	Total	100%	143

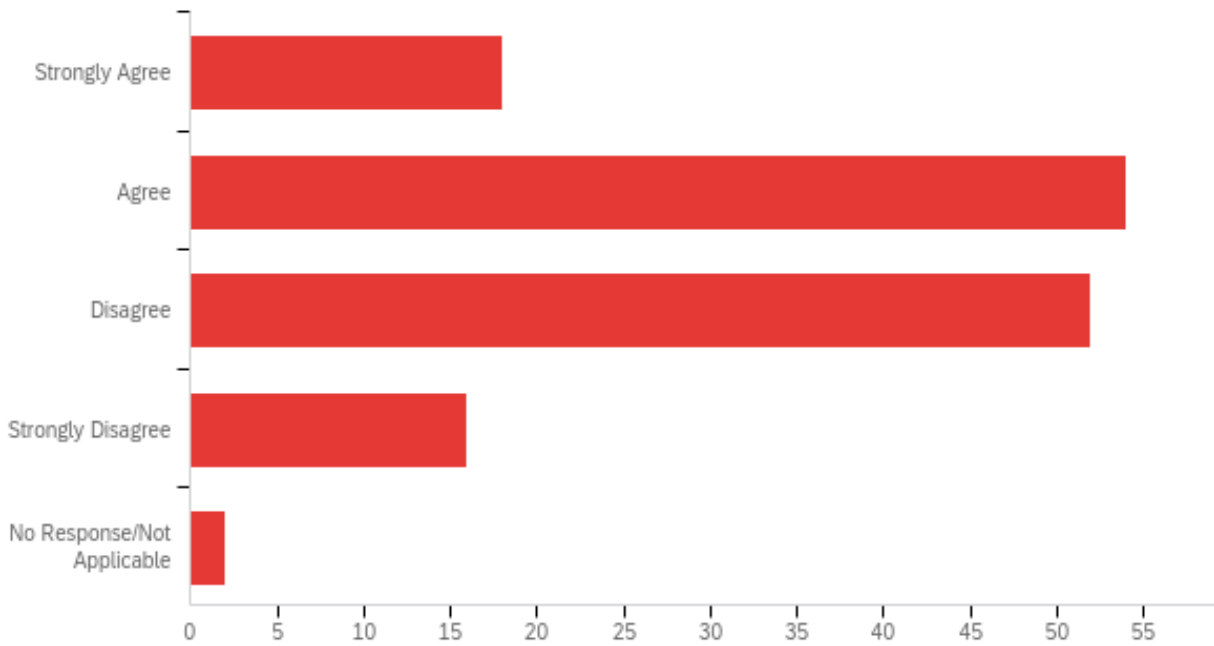
Q17 - I am connected to best practices and industry trends related to my profession.



#	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	1.93	0.76	0.58	141

#	Answer	%	Count
1	Strongly Agree	28.37%	40
2	Agree	53.90%	76
3	Disagree	14.89%	21
4	Strongly Disagree	2.13%	3
5	No Response/Not Applicable	0.71%	1
	Total	100%	141

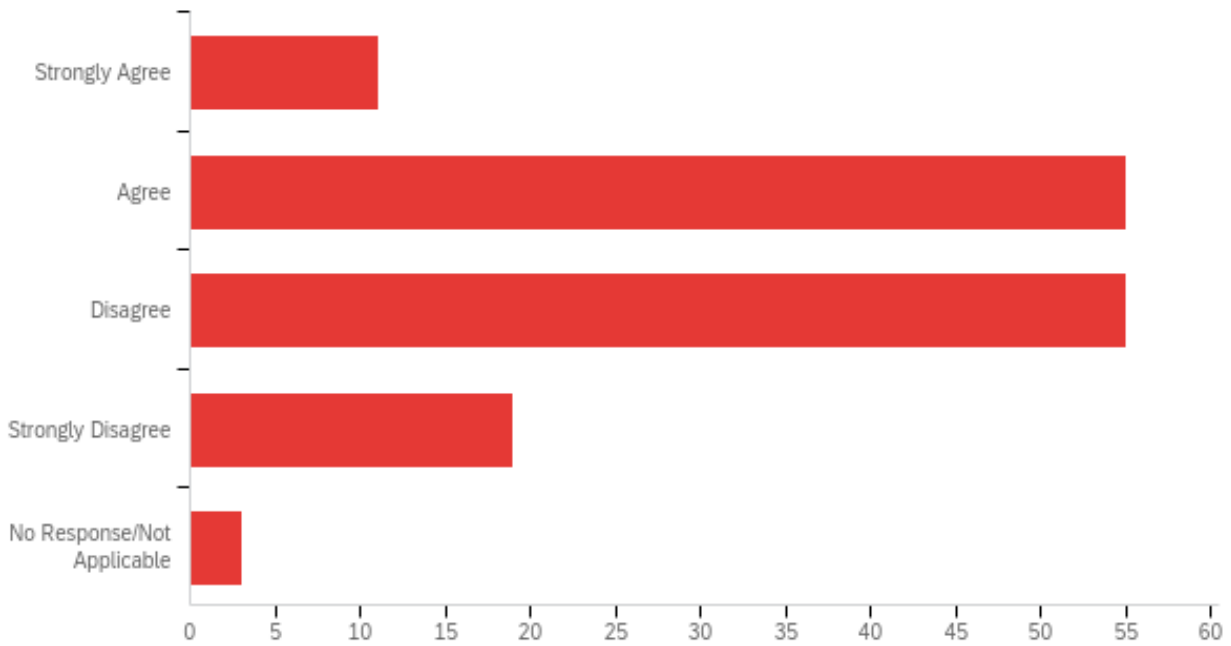
Q18 - My department has adequate funding for my professional development.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My department has adequate funding for my professional development.	1.00	5.00	2.51	0.90	0.81	142

#	Answer	%	Count
1	Strongly Agree	12.68%	18
2	Agree	38.03%	54
3	Disagree	36.62%	52
4	Strongly Disagree	11.27%	16
5	No Response/Not Applicable	1.41%	2
	Total	100%	142

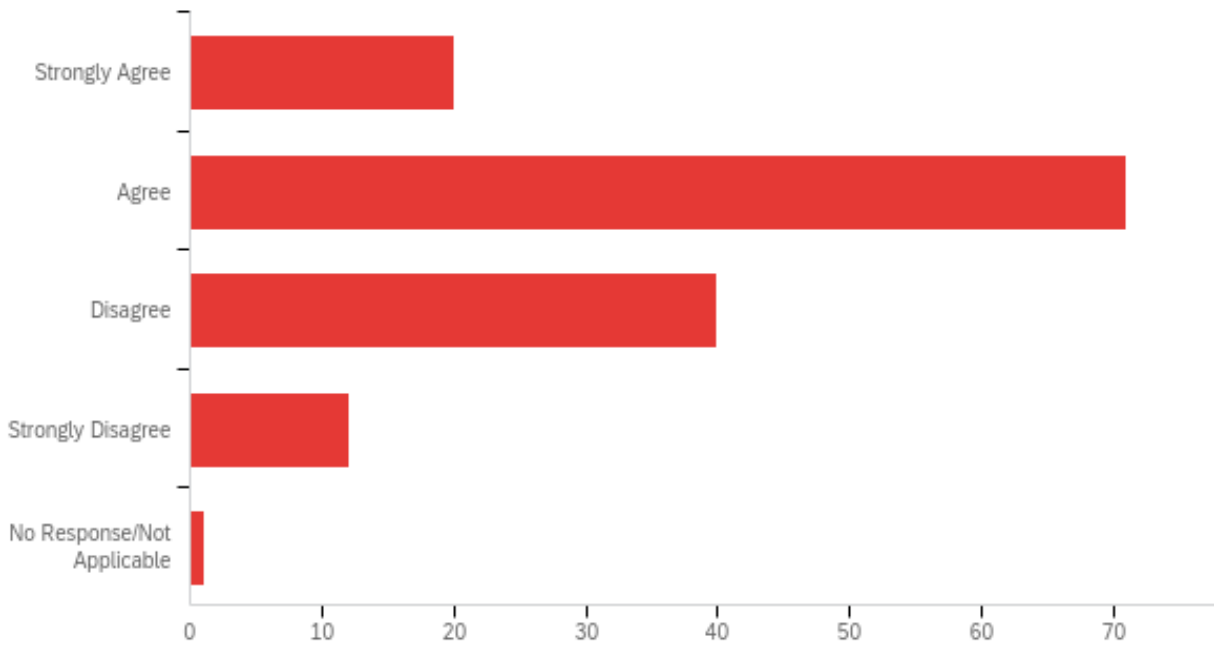
Q19 - I can advance in my career while remaining at Radford University.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I can advance in my career while remaining at Radford University.	1.00	5.00	2.64	0.88	0.78	143

#	Answer	%	Count
1	Strongly Agree	7.69%	11
2	Agree	38.46%	55
3	Disagree	38.46%	55
4	Strongly Disagree	13.29%	19
5	No Response/Not Applicable	2.10%	3
	Total	100%	143

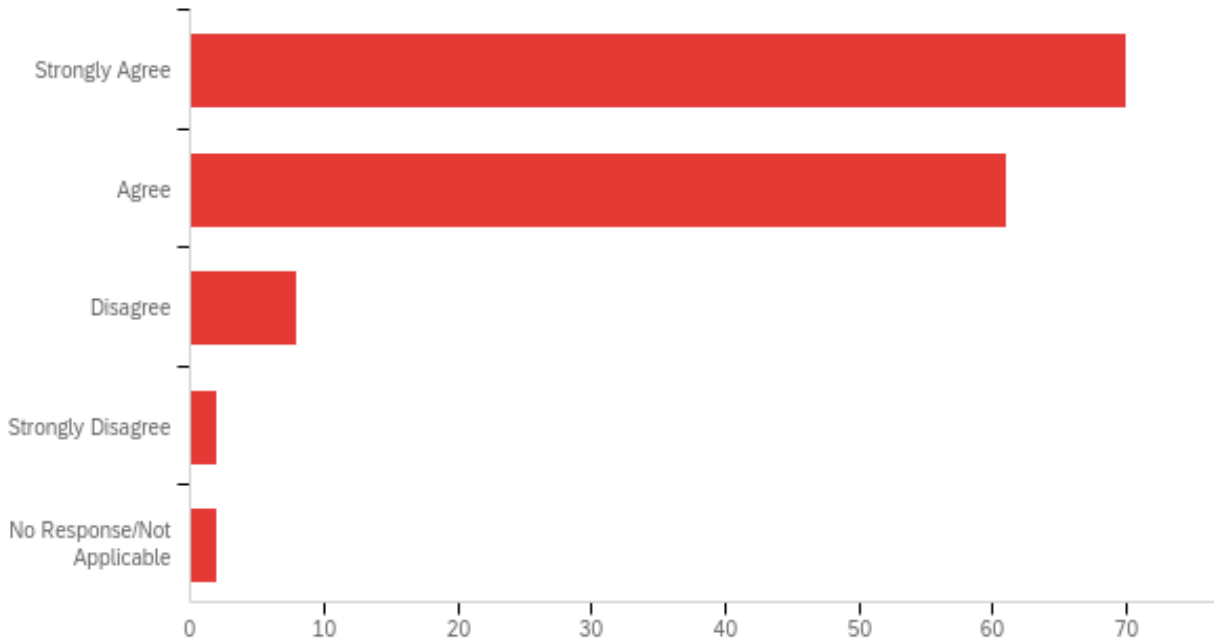
Q20 - My department has adequate resources for me to be effective in my job.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My department has adequate resources for me to be effective in my job.	1.00	5.00	2.33	0.84	0.71	144

#	Answer	%	Count
1	Strongly Agree	13.89%	20
2	Agree	49.31%	71
3	Disagree	27.78%	40
4	Strongly Disagree	8.33%	12
5	No Response/Not Applicable	0.69%	1
	Total	100%	144

Q21 - My supervisor supports and gives me the time for training and professional development.



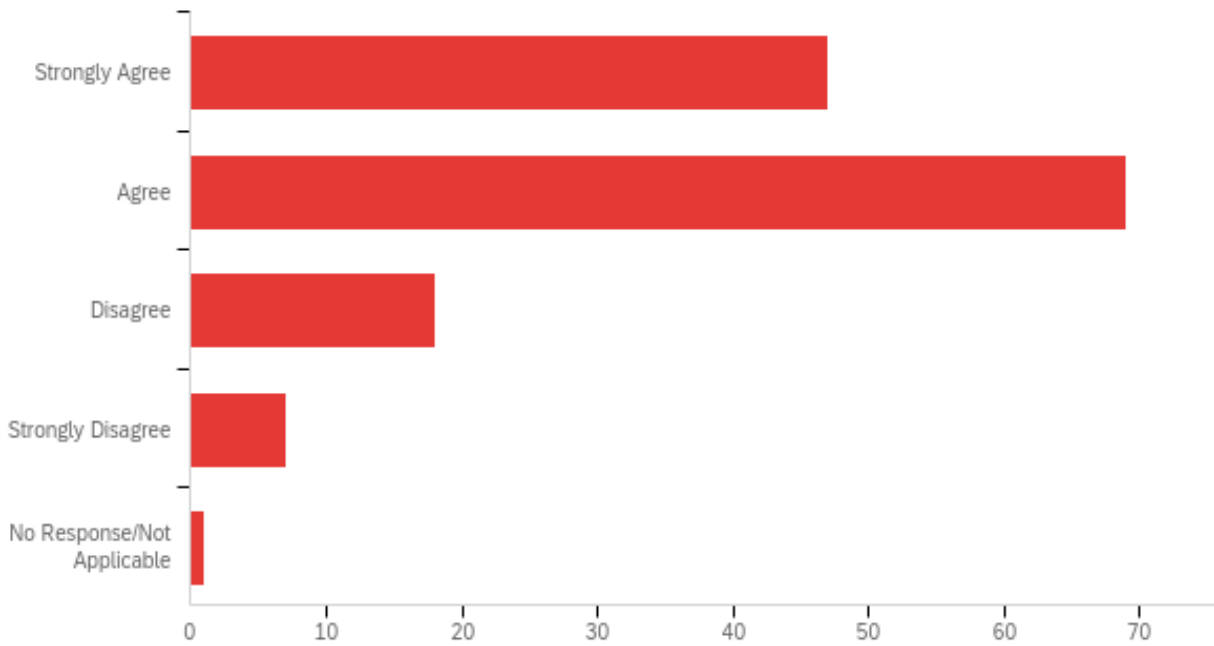
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor supports and gives me the time for training and professional development.	1.00	5.00	1.64	0.77	0.60	143

#	Answer	%	Count
1	Strongly Agree	48.95%	70
2	Agree	42.66%	61
3	Disagree	5.59%	8
4	Strongly Disagree	1.40%	2
5	No Response/Not Applicable	1.40%	2
	Total	100%	143

Q22 - Other comments about Professional Development.

Information collected in response to this question was included in the comment summary at the beginning of this report.

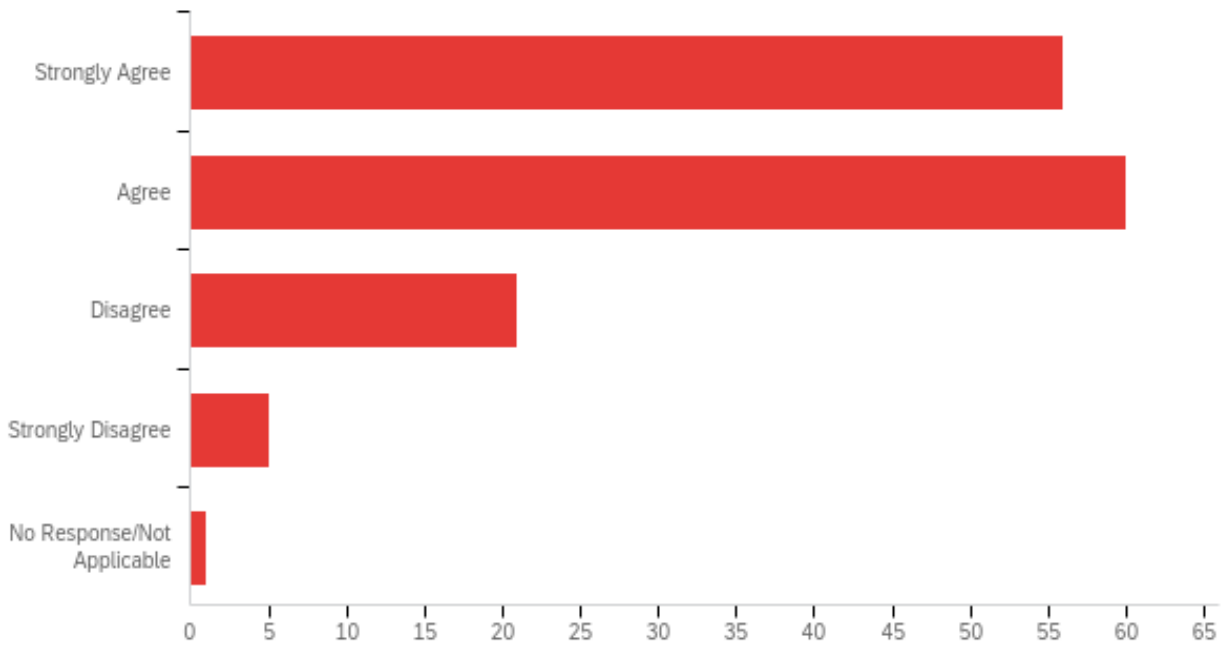
Q23 - My knowledge and expertise are valued and respected.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My knowledge and expertise are valued and respected.	1.00	5.00	1.92	0.84	0.71	142

#	Answer	%	Count
1	Strongly Agree	33.10%	47
2	Agree	48.59%	69
3	Disagree	12.68%	18
4	Strongly Disagree	4.93%	7
5	No Response/Not Applicable	0.70%	1
	Total	100%	142

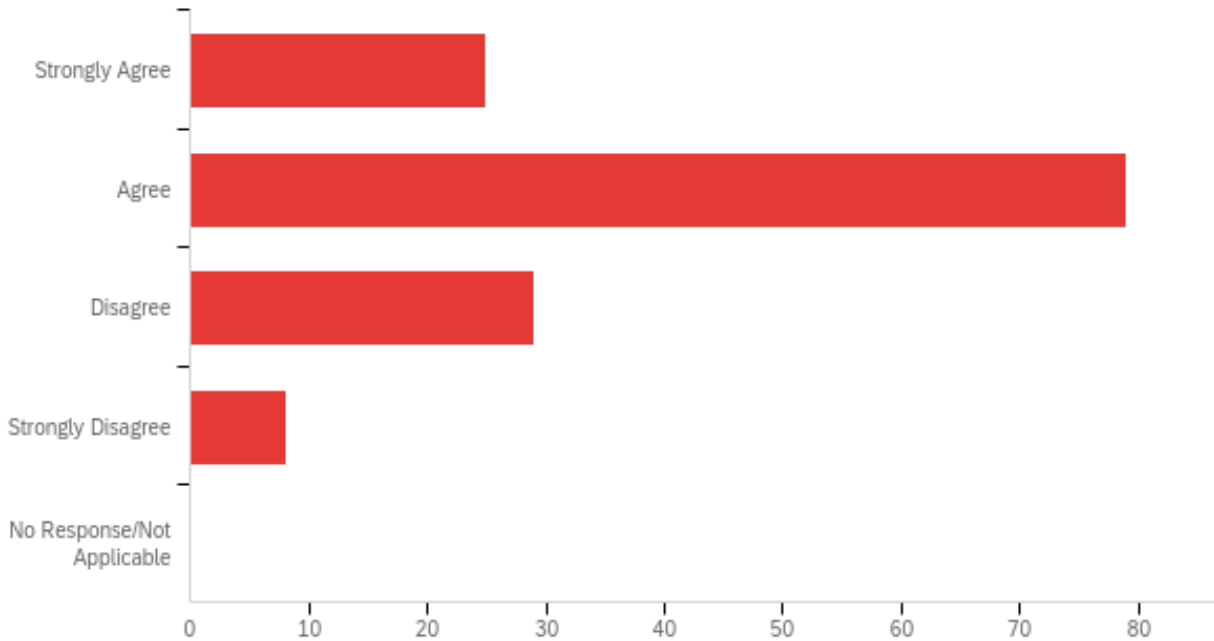
Q24 - As an individual I am respected in the workplace.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	As an individual I am respected in the workplace.	1.00	5.00	1.85	0.85	0.72	143

#	Answer	%	Count
1	Strongly Agree	39.16%	56
2	Agree	41.96%	60
3	Disagree	14.69%	21
4	Strongly Disagree	3.50%	5
5	No Response/Not Applicable	0.70%	1
	Total	100%	143

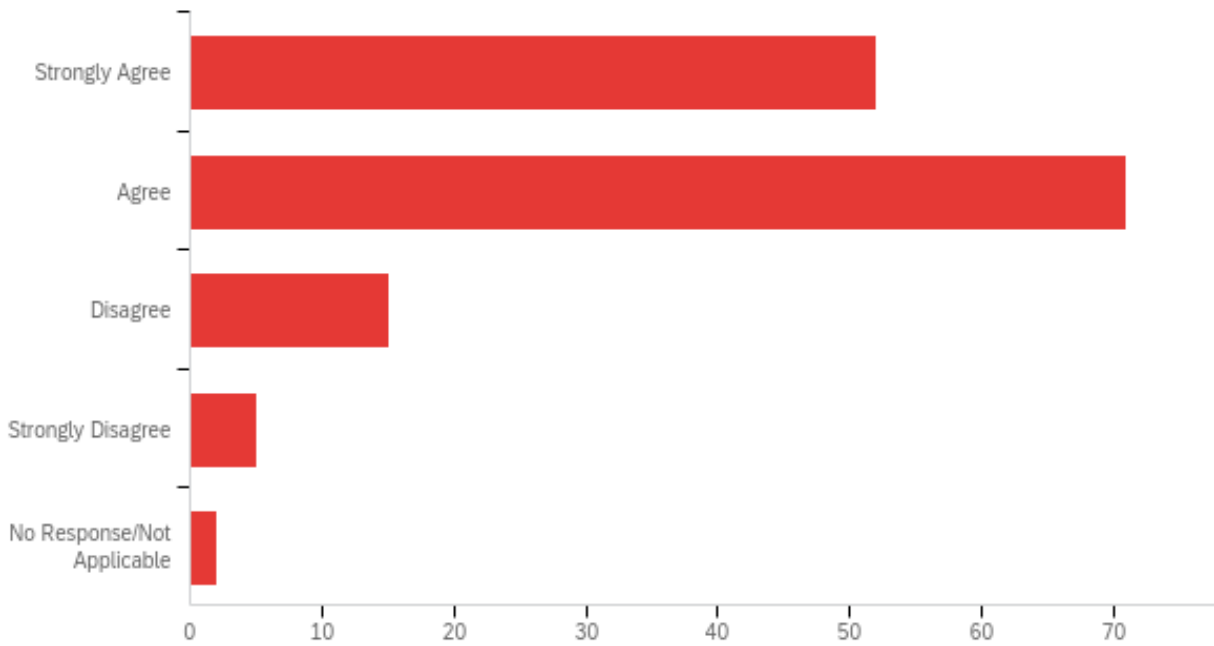
Q25 - Radford University makes a concerted effort to create a welcoming and fair environment for all its employees.



#	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	4.00	2.14	0.77	0.59	141

#	Answer	%	Count
1	Strongly Agree	17.73%	25
2	Agree	56.03%	79
3	Disagree	20.57%	29
4	Strongly Disagree	5.67%	8
5	No Response/Not Applicable	0.00%	0
	Total	100%	141

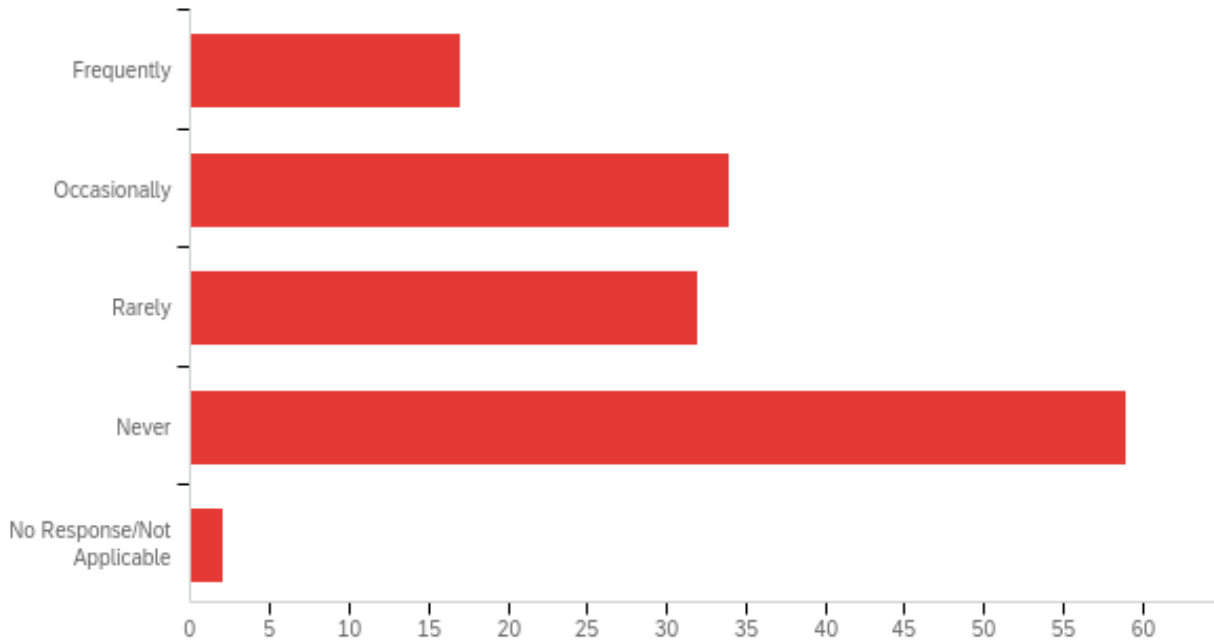
Q26 - I have the autonomy to complete my job responsibilities effectively.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have the autonomy to complete my job responsibilities effectively.	1.00	5.00	1.86	0.84	0.70	145

#	Answer	%	Count
1	Strongly Agree	35.86%	52
2	Agree	48.97%	71
3	Disagree	10.34%	15
4	Strongly Disagree	3.45%	5
5	No Response/Not Applicable	1.38%	2
	Total	100%	145

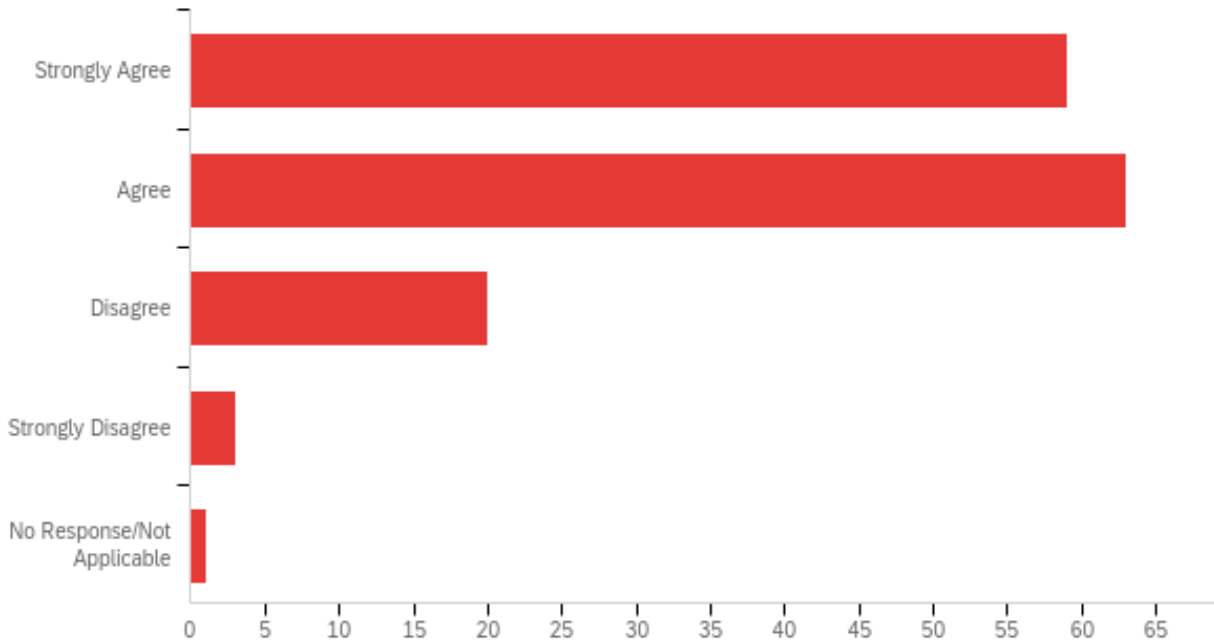
Q27 - I have considered leaving Radford University because I have felt isolated or unwelcomed.



#	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	2.97	1.08	1.17	144

#	Answer	%	Count
1	Frequently	11.81%	17
2	Occasionally	23.61%	34
3	Rarely	22.22%	32
4	Never	40.97%	59
5	No Response/Not Applicable	1.39%	2
	Total	100%	144

Q28 - The people I work with treat each other with respect.



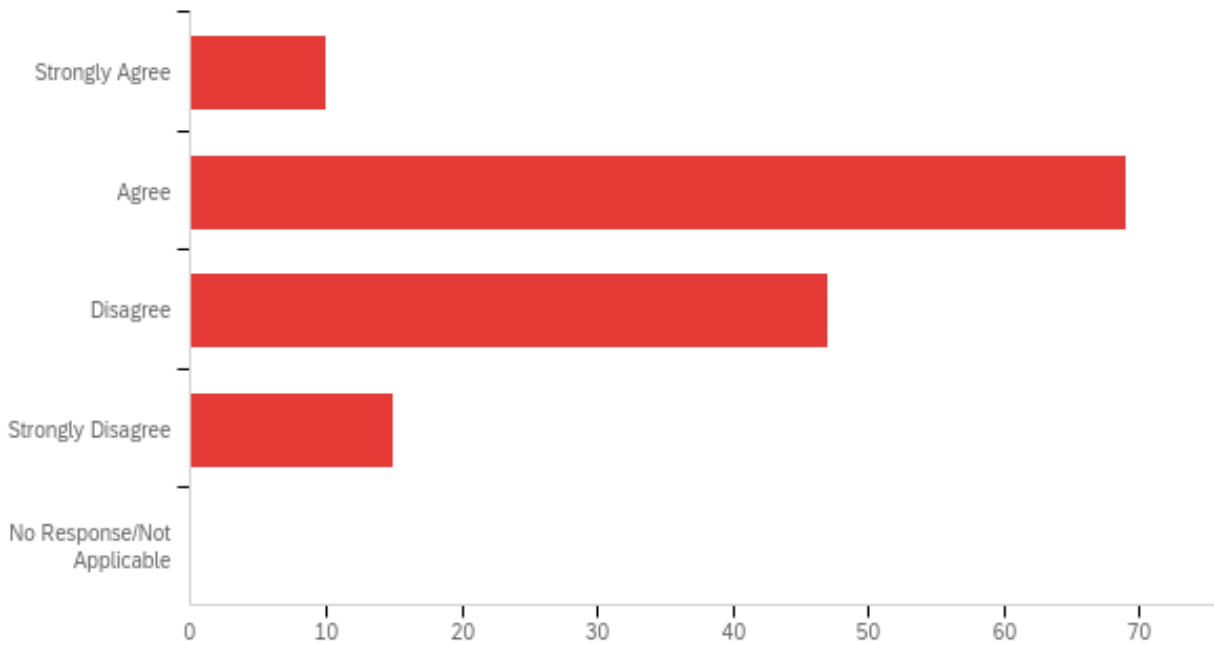
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The people I work with treat each other with respect.	1.00	5.00	1.79	0.80	0.64	146

#	Answer	%	Count
1	Strongly Agree	40.41%	59
2	Agree	43.15%	63
3	Disagree	13.70%	20
4	Strongly Disagree	2.05%	3
5	No Response/Not Applicable	0.68%	1
	Total	100%	146

Q29 - Other comments about Respect and Appreciation.

Information collected in response to this question was included in the comment summary at the beginning of this report.

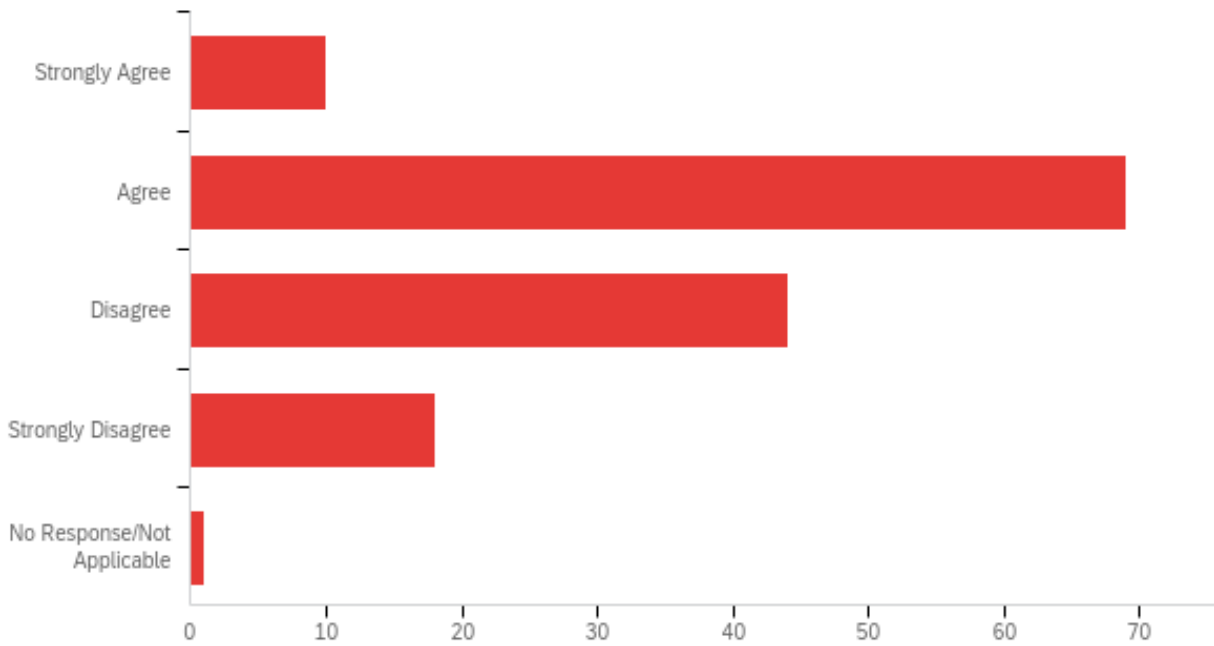
Q30 - University administration communicates openly about important matters.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	University administration communicates openly about important matters.	1.00	4.00	2.48	0.78	0.60	141

#	Answer	%	Count
1	Strongly Agree	7.09%	10
2	Agree	48.94%	69
3	Disagree	33.33%	47
4	Strongly Disagree	10.64%	15
5	No Response/Not Applicable	0.00%	0
	Total	100%	141

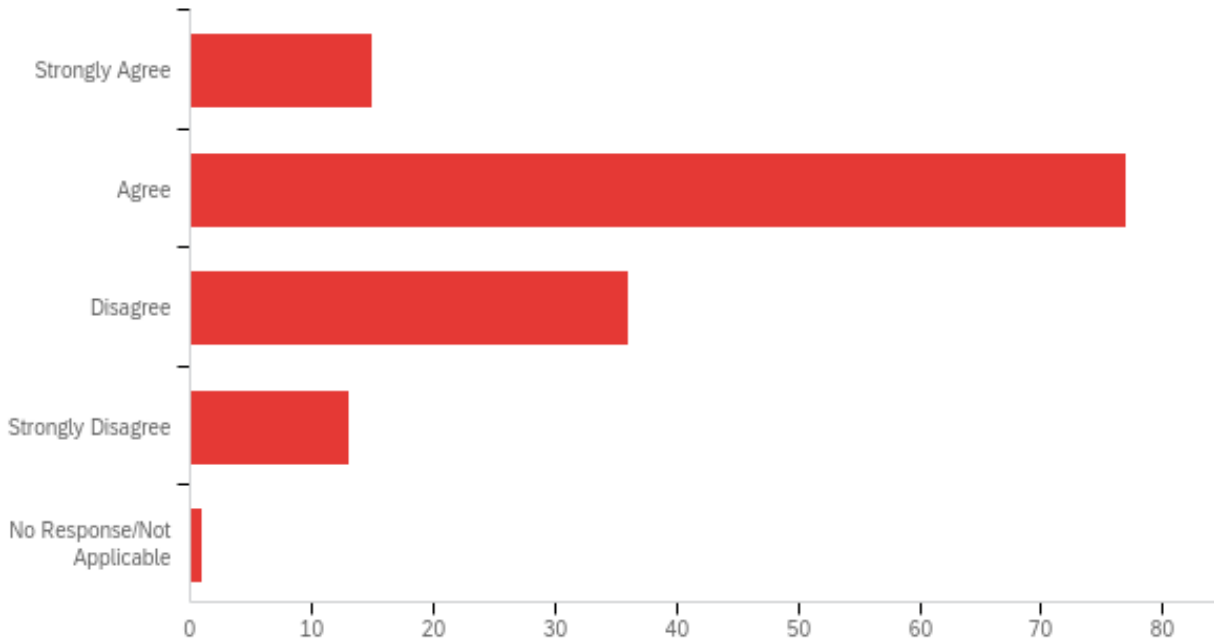
Q31 - Institutional information is communicated in a timely manner.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Institutional information is communicated in a timely manner.	1.00	5.00	2.51	0.83	0.69	142

#	Answer	%	Count
1	Strongly Agree	7.04%	10
2	Agree	48.59%	69
3	Disagree	30.99%	44
4	Strongly Disagree	12.68%	18
5	No Response/Not Applicable	0.70%	1
	Total	100%	142

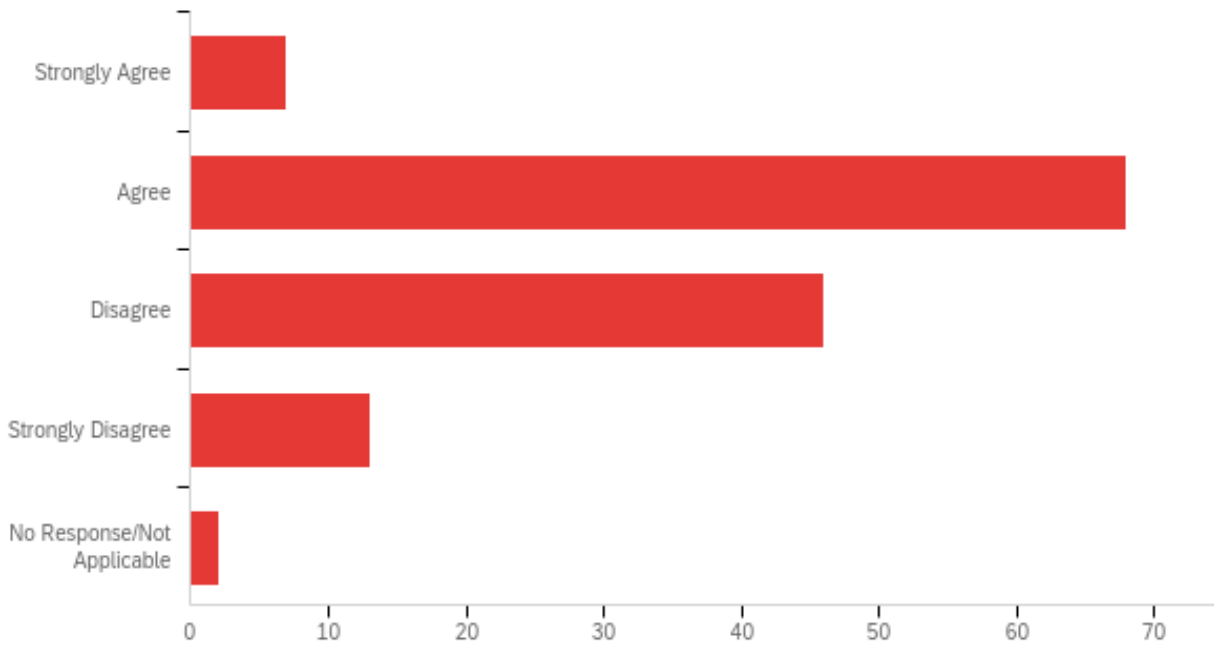
Q32 - I am included on announcements of institutional information that is relevant to me and my job.



#	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	2.35	0.82	0.66	142

#	Answer	%	Count
1	Strongly Agree	10.56%	15
2	Agree	54.23%	77
3	Disagree	25.35%	36
4	Strongly Disagree	9.15%	13
5	No Response/Not Applicable	0.70%	1
	Total	100%	142

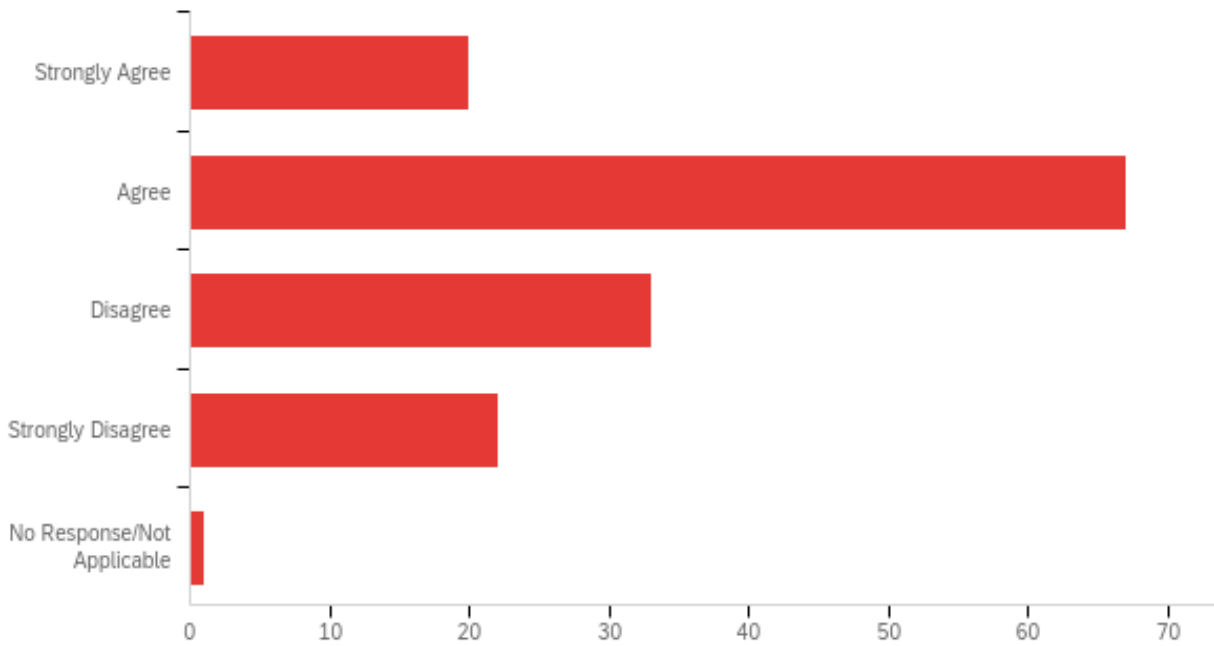
Q33 - Institutional information adequately addresses the concerns of my campus.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Institutional information adequately addresses the concerns of my campus.	1.00	5.00	2.52	0.79	0.63	136

#	Answer	%	Count
1	Strongly Agree	5.15%	7
2	Agree	50.00%	68
3	Disagree	33.82%	46
4	Strongly Disagree	9.56%	13
5	No Response/Not Applicable	1.47%	2
	Total	100%	136

Q34 - The workplace culture encourages the open exchange of ideas and collaboration.



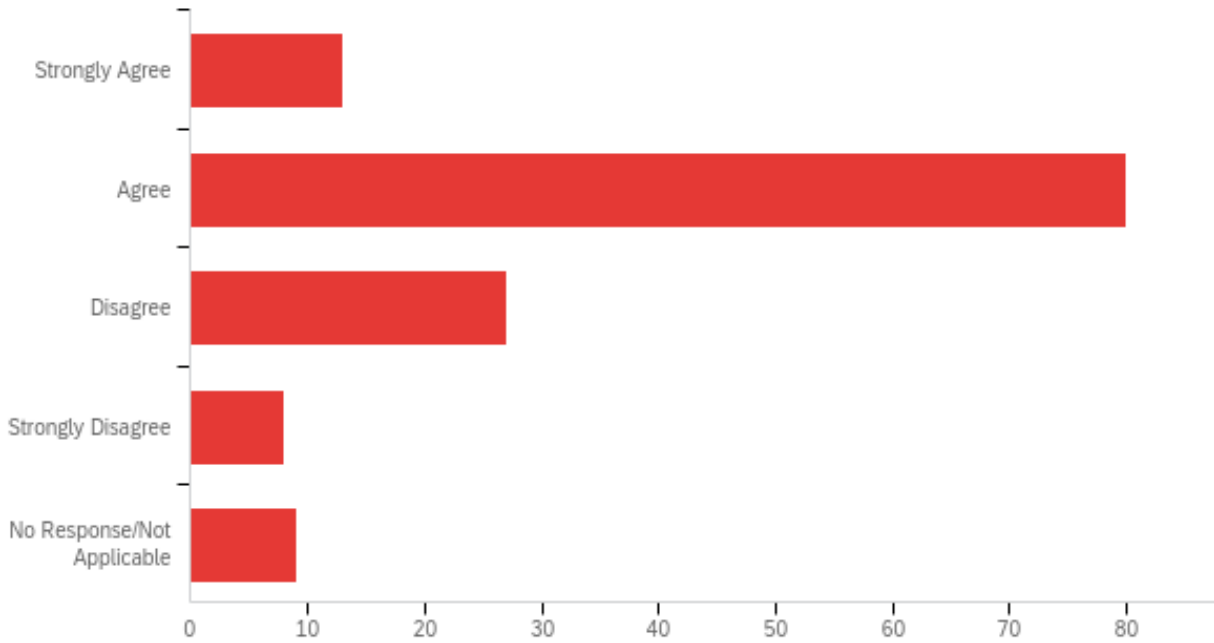
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The workplace culture encourages the open exchange of ideas and collaboration.	1.00	5.00	2.42	0.93	0.87	143

#	Answer	%	Count
1	Strongly Agree	13.99%	20
2	Agree	46.85%	67
3	Disagree	23.08%	33
4	Strongly Disagree	15.38%	22
5	No Response/Not Applicable	0.70%	1
	Total	100%	143

Q35 - Other comments about Communication.

Information collected in response to this question was included in the comment summary at the beginning of this report.

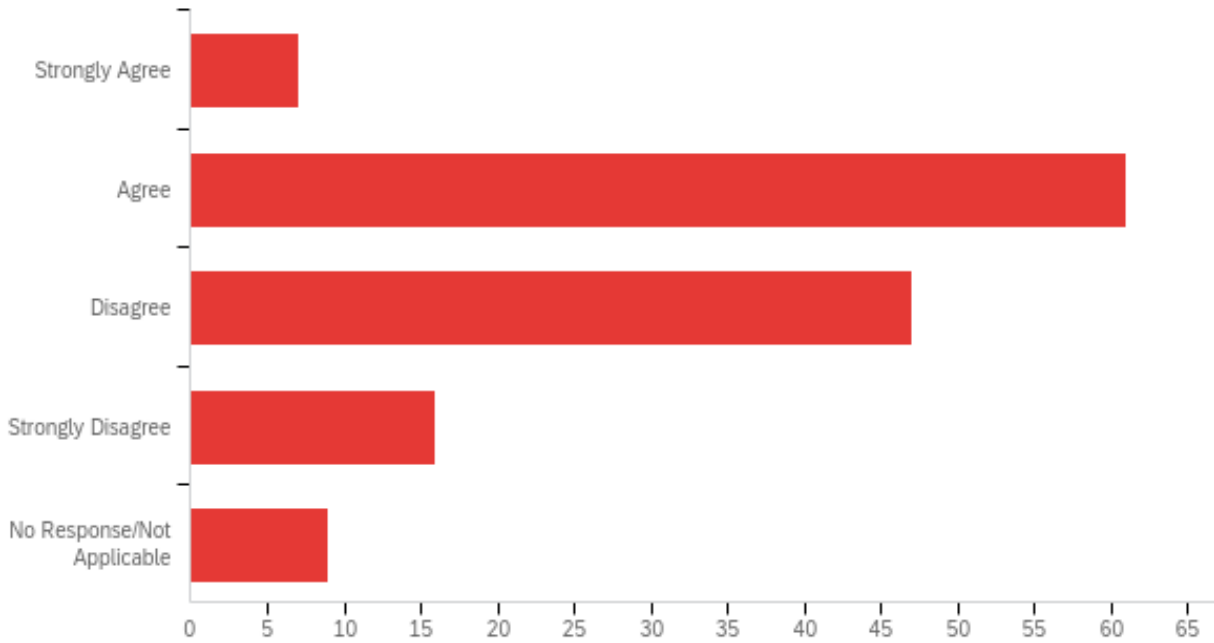
Q36 - University leaders have the necessary knowledge, skills, and experience for institutional success.



#	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	2.42	0.97	0.94	137

#	Answer	%	Count
1	Strongly Agree	9.49%	13
2	Agree	58.39%	80
3	Disagree	19.71%	27
4	Strongly Disagree	5.84%	8
5	No Response/Not Applicable	6.57%	9
	Total	100%	137

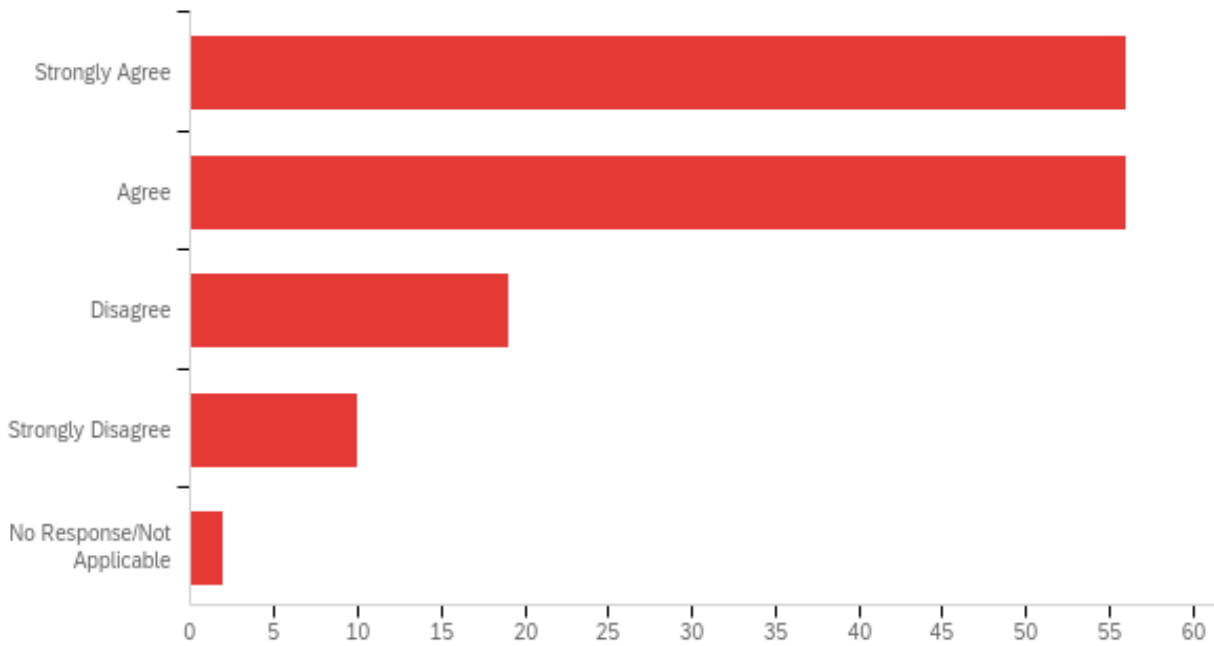
Q37 - Administrative and Professional Faculty are meaningfully involved in institutional planning.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Administrative and Professional Faculty are meaningfully involved in institutional planning.	1.00	5.00	2.71	0.96	0.92	140

#	Answer	%	Count
1	Strongly Agree	5.00%	7
2	Agree	43.57%	61
3	Disagree	33.57%	47
4	Strongly Disagree	11.43%	16
5	No Response/Not Applicable	6.43%	9
	Total	100%	140

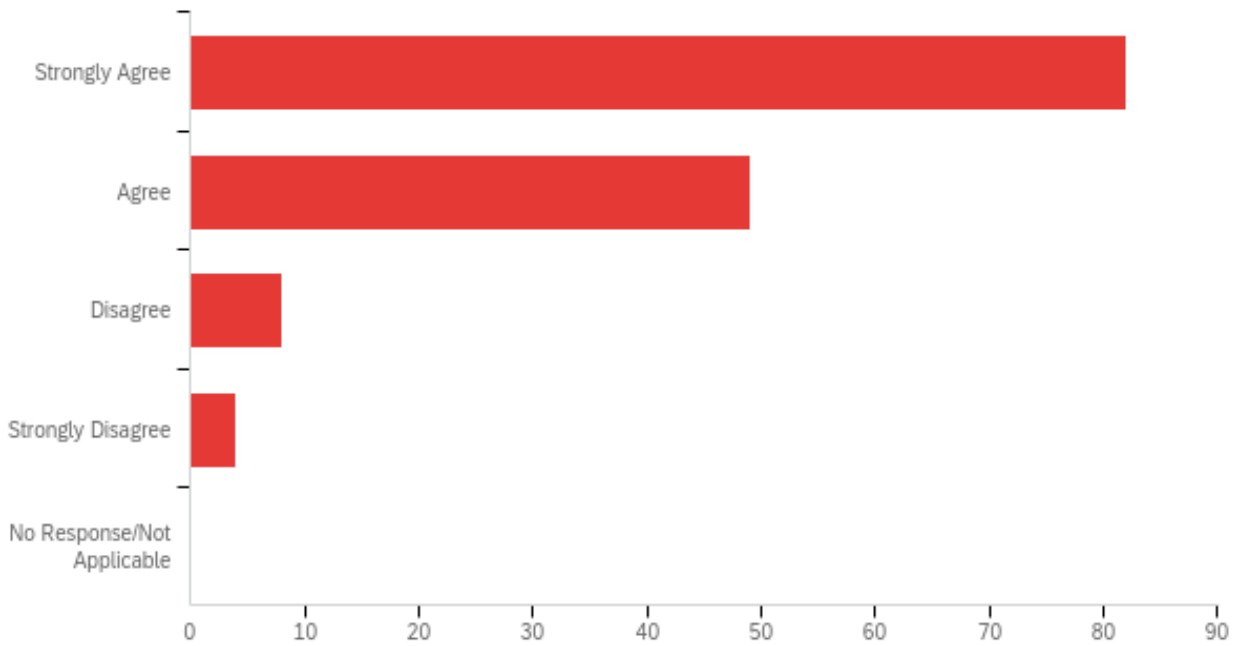
Q38 - My supervisor makes expectations clear.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor makes expectations clear.	1.00	5.00	1.92	0.96	0.92	143

#	Answer	%	Count
1	Strongly Agree	39.16%	56
2	Agree	39.16%	56
3	Disagree	13.29%	19
4	Strongly Disagree	6.99%	10
5	No Response/Not Applicable	1.40%	2
	Total	100%	143

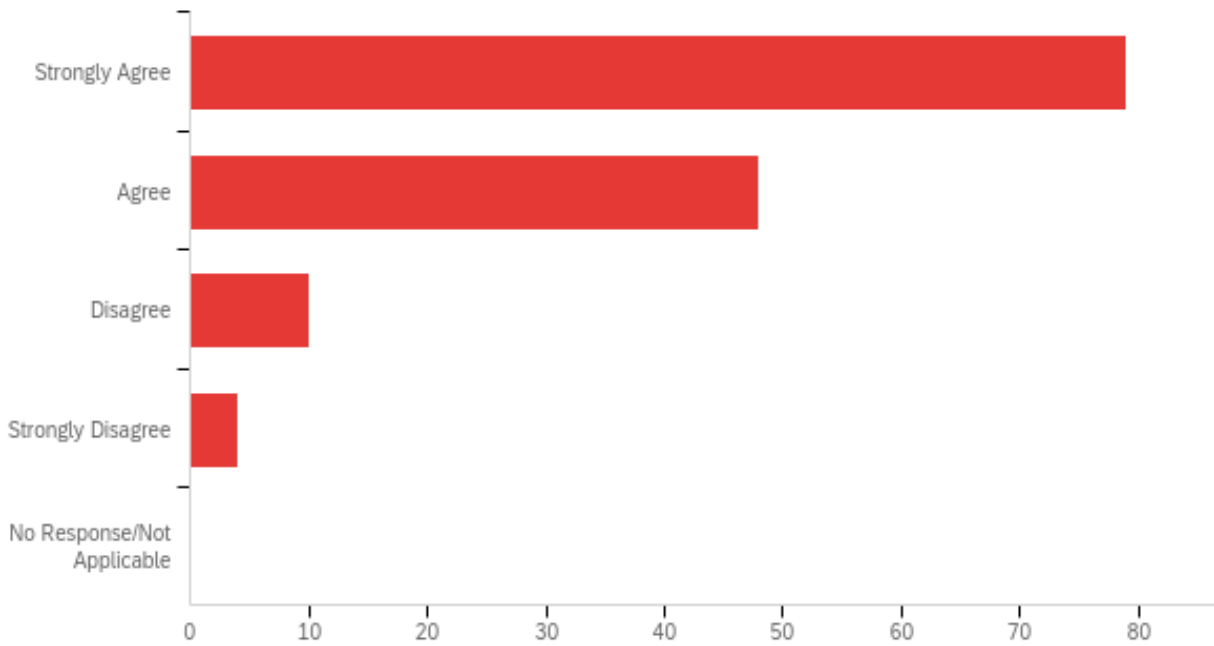
Q39 - My supervisor treats me fairly.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor treats me fairly.	1.00	4.00	1.54	0.73	0.53	143

#	Answer	%	Count
1	Strongly Agree	57.34%	82
2	Agree	34.27%	49
3	Disagree	5.59%	8
4	Strongly Disagree	2.80%	4
5	No Response/Not Applicable	0.00%	0
	Total	100%	143

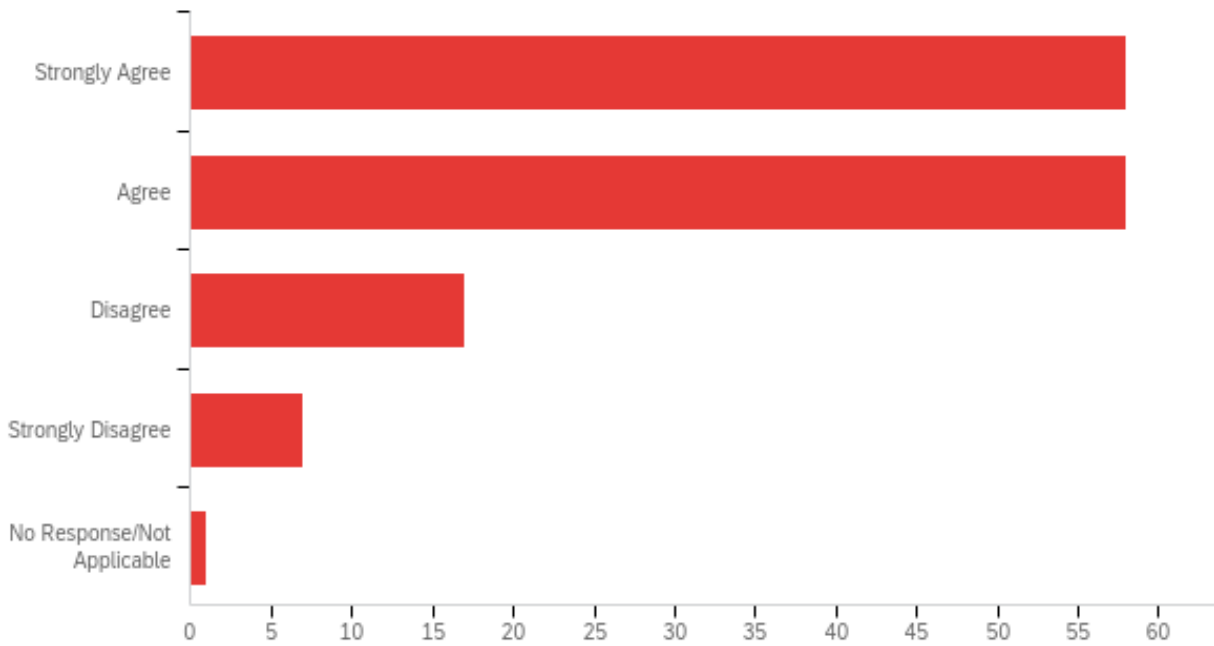
Q40 - My supervisor values my opinions.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My supervisor values my opinions.	1.00	4.00	1.57	0.75	0.56	141

#	Answer	%	Count
1	Strongly Agree	56.03%	79
2	Agree	34.04%	48
3	Disagree	7.09%	10
4	Strongly Disagree	2.84%	4
5	No Response/Not Applicable	0.00%	0
	Total	100%	141

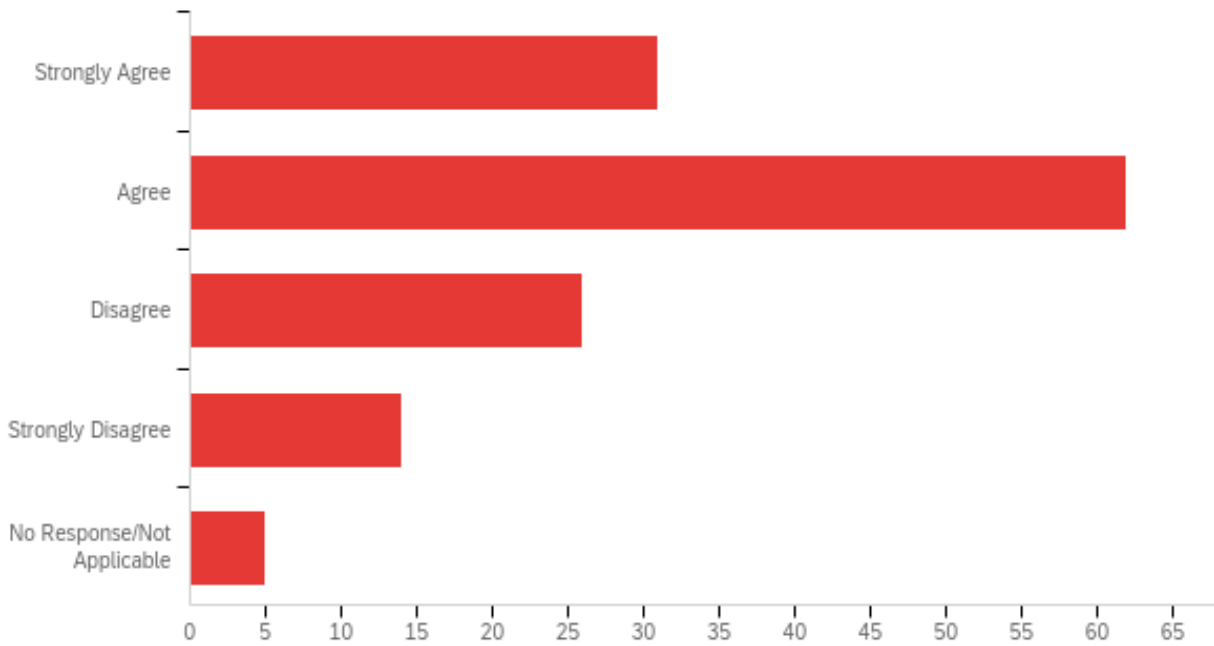
Q41 - I receive helpful feedback from my supervisor.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I receive helpful feedback from my supervisor.	1.00	5.00	1.83	0.87	0.77	141

#	Answer	%	Count
1	Strongly Agree	41.13%	58
2	Agree	41.13%	58
3	Disagree	12.06%	17
4	Strongly Disagree	4.96%	7
5	No Response/Not Applicable	0.71%	1
	Total	100%	141

Q42 - I regularly receive recognition for my contributions.



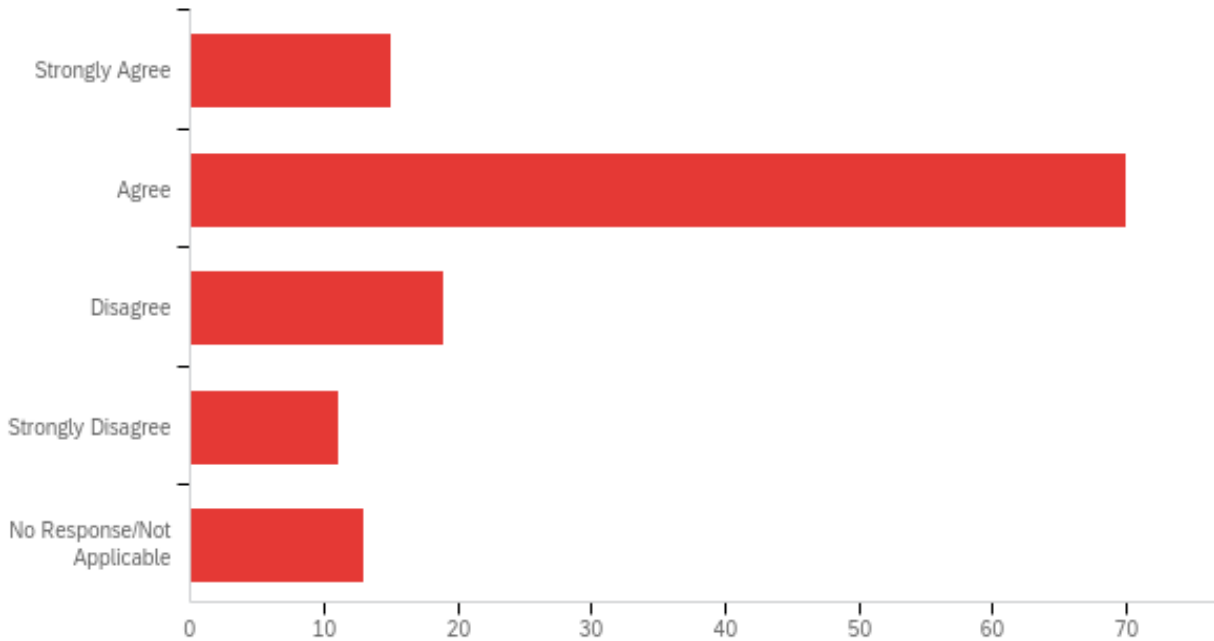
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I regularly receive recognition for my contributions.	1.00	5.00	2.28	1.03	1.07	138

#	Answer	%	Count
1	Strongly Agree	22.46%	31
2	Agree	44.93%	62
3	Disagree	18.84%	26
4	Strongly Disagree	10.14%	14
5	No Response/Not Applicable	3.62%	5
	Total	100%	138

Q43 - Other comments about Leadership

Information collected in response to this question was included in the comment summary at the beginning of this report.

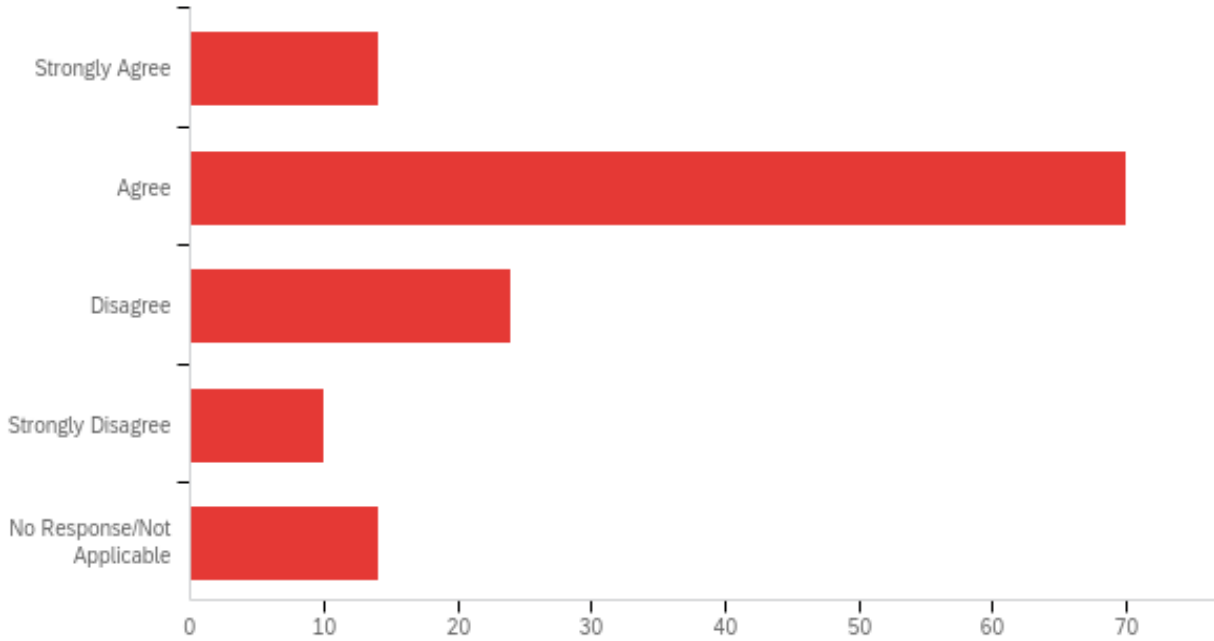
Q44 - State policies affecting employees are applied equitably to AP Faculty when compared to Classified Staff and T&R Faculty.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	State policies affecting employees are applied equitably to AP Faculty when compared to Classified Staff and T&R Faculty.	1.00	5.00	2.51	1.12	1.27	128

#	Answer	%	Count
1	Strongly Agree	11.72%	15
2	Agree	54.69%	70
3	Disagree	14.84%	19
4	Strongly Disagree	8.59%	11
5	No Response/Not Applicable	10.16%	13
	Total	100%	128

Q45 - University programming, events, training, forums, etc. offered to employees are applied equitably to AP Faculty when compared to Classified Staff and T&R Faculty.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	University programming, events, training, forums, etc. offered to employees are applied equitably to AP Faculty when compared to Classified Staff and T&R Faculty.	1.00	5.00	2.55	1.12	1.25	132

#	Answer	%	Count
1	Strongly Agree	10.61%	14
2	Agree	53.03%	70
3	Disagree	18.18%	24
4	Strongly Disagree	7.58%	10
5	No Response/Not Applicable	10.61%	14
	Total	100%	132

Q46 - Do you have any additional comments?

Information collected in response to this question was included in the comment summary at the beginning of this report.