

## 2006 CAPFA SURVEY SUMMARY FOR FOUR AREAS

Survey was conducted online via Survey.vt.edu in October/November 2005. The survey was sent to 776 Administrative and Professional Faculty Members. 357 responses were received.

	Academic Support		Extension		Gen Administration		Student Affairs	
<b>2. I HAVE CONFIDENCE IN:</b>								
<b>a) the leadership of the Board of Visitors and executive administration</b>								
	#	%	#	%	#	%	#	%
strongly agree	12	13.95%	25	18.38%	27	30.00%	3	6.98%
somewhat agree	51	59.30%	83	61.03%	56	62.22%	25	58.14%
somewhat disagree	12	13.95%	22	16.18%	5	5.56%	11	25.58%
strongly disagree	8	9.30%	4	2.94%	1	1.11%	3	6.98%
no answer	3	3.49%	2	1.47%	1	1.11%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>2.2</b>		<b>2.0</b>		<b>1.8</b>		<b>2.3</b>	
<b>b) the leadership of my dean, department head, or director</b>								
	#	%	#	%	#	%	#	%
strongly agree	60	69.77%	28	20.59%	54	60.00%	22	51.16%
somewhat agree	17	19.77%	63	46.32%	26	28.89%	14	32.56%
somewhat disagree	4	4.65%	32	23.53%	8	8.89%	4	9.30%
strongly disagree	5	5.81%	12	8.82%	2	2.22%	3	6.98%
no answer	0	0.00%	1	0.74%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>1.5</b>		<b>2.2</b>		<b>1.5</b>		<b>1.7</b>	
<b>c) the leadership of my immediate supervisor</b>								
	#	%	#	%	#	%	#	%
strongly agree	59	68.60%	51	37.50%	59	65.56%	18	41.86%
somewhat agree	16	18.60%	51	37.50%	17	18.89%	11	25.58%
somewhat disagree	4	4.65%	16	11.76%	11	12.22%	10	23.26%
strongly disagree	5	5.81%	16	11.76%	3	3.33%	4	9.30%
no answer	2	2.33%	2	1.47%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>1.5</b>		<b>2.0</b>		<b>1.5</b>		<b>2.0</b>	
<b>3. UNIVERSITY INITIATIVES:</b>								
<b>a) Virginia Tech's strategic plan has been clearly communicated to me.</b>								
	#	%	#	%	#	%	#	%
strongly agree	21	24.42%	24	17.65%	28	31.11%	4	9.30%
somewhat agree	37	43.02%	54	39.71%	42	46.67%	22	51.16%
somewhat disagree	15	17.44%	43	31.62%	14	15.56%	11	25.58%
strongly disagree	13	15.12%	14	10.29%	6	6.67%	6	13.95%
no answer	0	0.00%	1	0.74%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>2.2</b>		<b>2.3</b>		<b>2.0</b>		<b>2.4</b>	
<b>b) I understand how the strategic plan impacts my job.</b>								
	#	%	#	%	#	%	#	%
strongly agree	19	22.09%	12	8.82%	31	34.44%	3	6.98%
somewhat agree	33	38.37%	52	38.24%	38	42.22%	16	37.21%
somewhat disagree	15	17.44%	50	36.76%	14	15.56%	19	44.19%
strongly disagree	13	15.12%	21	15.44%	7	7.78%	5	11.63%
no answer	0	0.00%	1	0.74%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>2.3</b>		<b>2.6</b>		<b>2.0</b>		<b>2.6</b>	
<b>c) I believe pursuing the goal of increasing our research stature will improve Virginia Tech in the long run.</b>								
	#	%	#	%	#	%	#	%
strongly agree	25	29.07%	32	23.53%	47	52.22%	7	16.28%
somewhat agree	40	46.51%	71	52.21%	31	34.44%	22	51.16%
somewhat disagree	13	15.12%	21	15.44%	9	10.00%	10	23.26%
strongly disagree	6	6.98%	11	8.09%	3	3.33%	3	6.98%
no answer	2	2.33%	1	0.74%	0	0.00%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>2.0</b>		<b>2.1</b>		<b>1.6</b>		<b>2.2</b>	

KEY TO AVERAGE RESPONSE SCORING: 1=strongly agree; 2=somewhat agree; 3=somewhat disagree; 4=strongly disagree

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**d) The Virginia Higher Education Restructuring Act (originally pursued as the Charter Initiative; now commonly referred to as "Restructuring") has been clearly communicated to me.**

	#	%	#	%	#	%	#	%
strongly agree	21	24.42%	11	8.09%	34	37.78%	3	6.98%
somewhat agree	39	45.35%	43	31.62%	33	36.67%	15	34.88%
somewhat disagree	15	17.44%	44	32.35%	16	17.78%	17	39.53%
strongly disagree	11	12.79%	37	27.21%	7	7.78%	8	18.60%
no answer	0	0.00%	1	0.74%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>2.0</b>		<b>2.1</b>		<b>1.6</b>		<b>2.2</b>	

**e) I believe that Restructuring will improve Virginia Tech in the long run.**

	#	%	#	%	#	%	#	%
strongly agree	29	33.72%	13	9.56%	33	36.67%	10	23.26%
somewhat agree	36	41.86%	63	46.32%	43	47.78%	20	46.51%
somewhat disagree	14	16.28%	43	31.62%	10	11.11%	6	13.95%
strongly disagree	3	3.49%	7	5.15%	2	2.22%	3	6.98%
no answer	4	4.65%	10	7.35%	2	2.22%	4	9.30%
<b>AVERAGE RESPONSE</b>	<b>1.9</b>		<b>2.3</b>		<b>1.8</b>		<b>2.1</b>	

**f) I have read the Virginia Tech Principles of Community document.**

	#	%	#	%	#	%	#	%
Yes	59	68.60%	64	47.06%	78	86.67%	41	95.35%
No	26	30.23%	71	52.21%	12	13.33%	1	2.33%
no answer	1	1.16%	1	0.74%	0	0.00%	1	2.33%

### 4. WORK ENVIRONMENT:

**a) Virginia Tech makes people feel comfortable and welcome, and treats people fairly regardless of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation, or veteran status.**

	#	%	#	%	#	%	#	%
strongly agree	24	27.91%	54	39.71%	35	38.89%	6	13.95%
somewhat agree	42	48.84%	53	38.97%	40	44.44%	23	53.49%
somewhat disagree	14	16.28%	15	11.03%	11	12.22%	8	18.60%
strongly disagree	6	6.98%	13	9.56%	2	2.22%	5	11.63%
no answer	0	0.00%	1	0.74%	2	2.22%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>2.0</b>		<b>1.9</b>		<b>1.8</b>		<b>2.3</b>	

**b) I have been given adequate opportunities for training and development related to my job.**

	#	%	#	%	#	%	#	%
strongly agree	42	48.84%	56	41.18%	46	51.11%	25	58.14%
somewhat agree	28	32.56%	46	33.82%	31	34.44%	11	25.58%
somewhat disagree	7	8.14%	27	19.85%	9	10.00%	4	9.30%
strongly disagree	8	9.30%	6	4.41%	3	3.33%	3	6.98%
no answer	1	1.16%	1	0.74%	1	1.11%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>1.8</b>		<b>1.9</b>		<b>1.7</b>		<b>1.7</b>	

**c) There are clearly defined opportunities for my progress and advancement.**

	#	%	#	%	#	%	#	%
strongly agree	22	25.58%	19	13.97%	17	18.89%	6	13.95%
somewhat agree	32	37.21%	55	40.44%	33	36.67%	14	32.56%
somewhat disagree	16	18.60%	34	25.00%	27	30.00%	18	41.86%
strongly disagree	16	18.60%	27	19.85%	13	14.44%	5	11.63%
no answer	0	0.00%	1	0.74%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>2.3</b>		<b>2.5</b>		<b>2.4</b>		<b>2.5</b>	

KEY TO AVERAGE RESPONSE SCORING: 1=strongly agree; 2=somewhat agree; 3=somewhat disagree; 4=strongly disagree

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<b>d) My immediate supervisor clearly communicates job performance expectations.</b>								
	#	%	#	%	#	%	#	%
strongly agree	37	43.02%	54	39.71%	40	44.44%	21	48.84%
somewhat agree	32	37.21%	48	35.29%	29	32.22%	8	18.60%
somewhat disagree	8	9.30%	18	13.24%	14	15.56%	10	23.26%
strongly disagree	8	9.30%	14	10.29%	7	7.78%	4	9.30%
no answer	1	1.16%	2	1.47%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>1.8</b>		<b>1.9</b>		<b>1.9</b>		<b>1.9</b>	
<b>e) My immediate supervisor provides feedback on my job performance at least once a year.</b>								
	#	%	#	%	#	%	#	%
strongly agree	50	58.14%	86	63.24%	47	52.22%	26	60.47%
somewhat agree	25	29.07%	38	27.94%	25	27.78%	13	30.23%
somewhat disagree	6	6.98%	7	5.15%	9	10.00%	3	6.98%
strongly disagree	5	5.81%	3	2.21%	9	10.00%	0	0.00%
no answer	0	0.00%	2	1.47%	0	0.00%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>1.6</b>		<b>1.5</b>		<b>1.8</b>		<b>1.5</b>	
<b>f) I am generally satisfied with my work environment.</b>								
	#	%	#	%	#	%	#	%
strongly agree	46	53.49%	62	45.59%	44	48.89%	19	44.19%
somewhat agree	27	31.40%	52	38.24%	31	34.44%	16	37.21%
somewhat disagree	9	10.47%	14	10.29%	14	15.56%	6	13.95%
strongly disagree	4	4.65%	8	5.88%	1	1.11%	2	4.65%
no answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>1.7</b>		<b>1.8</b>		<b>1.7</b>		<b>1.8</b>	
<b>g) I receive fair treatment in my department/unit.</b>								
	#	%	#	%	#	%	#	%
strongly agree	56	65.12%	68	50.00%	52	57.78%	21	48.84%
somewhat agree	18	20.93%	41	30.15%	30	33.33%	10	23.26%
somewhat disagree	9	10.47%	14	10.29%	6	6.67%	7	16.28%
strongly disagree	2	2.33%	13	9.56%	2	2.22%	4	9.30%
no answer	1	1.16%	0	0.00%	0	0.00%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>1.5</b>		<b>1.8</b>		<b>1.5</b>		<b>1.9</b>	
<b>h) I would recommend Virginia Tech as a good employer to friends and colleagues.</b>								
	#	%	#	%	#	%	#	%
strongly agree	45	52.33%	51	37.50%	49	54.44%	14	32.56%
somewhat agree	31	36.05%	55	40.44%	25	27.78%	21	48.84%
somewhat disagree	9	10.47%	19	13.97%	5	5.56%	6	13.95%
strongly disagree	1	1.16%	10	7.35%	2	2.22%	1	2.33%
no answer	0	0.00%	1	0.74%	9	10.00%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>1.6</b>		<b>1.9</b>		<b>1.5</b>		<b>1.9</b>	

### 5. SALARY:

**a) My salary is in line with others at the university who perform similar duties and have comparable qualifications and experience.**

	#	%	#	%	#	%	#	%
strongly agree	17	19.77%	6	4.41%	15	16.67%	4	9.30%
somewhat agree	26	30.23%	33	24.26%	30	33.33%	14	32.56%
somewhat disagree	16	18.60%	39	28.68%	18	20.00%	4	9.30%
strongly disagree	11	12.79%	32	23.53%	12	13.33%	15	34.88%
don't know	28	32.56%	27	19.85%	23	25.56%	12	27.91%
no answer	0	0.00%	2	1.47%	1	1.11%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>1.9</b>		<b>2.3</b>		<b>2.0</b>		<b>2.5</b>	

KEY TO AVERAGE RESPONSE SCORING: 1=strongly agree; 2=somewhat agree; 3=somewhat disagree; 4=strongly disagree

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<b>b) Salary decisions for A/P faculty are made consistently and fairly.</b>								
	#	%	#	%	#	%	#	%
strongly agree	5	5.81%	3	2.21%	9	10.00%	3	6.98%
somewhat agree	26	30.23%	26	19.12%	25	27.78%	10	23.26%
somewhat disagree	15	17.44%	36	26.47%	18	20.00%	6	13.95%
strongly disagree	12	13.95%	42	30.88%	14	15.56%	11	25.58%
don't know	28	32.56%	27	19.85%	23	25.56%	12	27.91%
no answer	0	0.00%	2	1.47%	1	1.11%	1	2.33%
<b>AVERAGE RESPONSE</b>	<b>1.7</b>		<b>2.5</b>		<b>1.9</b>		<b>2.0</b>	

### 6. POLICIES:

<b>a) The Commonwealth of Virginia has good policies and procedures for employee travel reimbursement.</b>								
	#	%	#	%	#	%	#	%
strongly agree	11	12.79%	11	8.09%	11	12.22%	7	16.28%
somewhat agree	33	38.37%	34	25.00%	38	42.22%	12	27.91%
somewhat disagree	18	20.93%	37	27.21%	18	20.00%	14	32.56%
strongly disagree	15	17.44%	53	38.97%	21	23.33%	9	20.93%
don't know	9	10.47%	1	0.74%	2	2.22%	1	2.33%
no answer	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>AVERAGE RESPONSE</b>	<b>2.2</b>		<b>3.0</b>		<b>2.5</b>		<b>2.5</b>	

**b) As part of my position duties, I must travel:**

	#	%	#	%	#	%	#	%
daily	0	0.00%	79	58.09%	1	1.11%	0	0.00%
weekly	12	13.95%	40	29.41%	19	21.11%	0	0.00%
monthly	25	29.07%	11	8.09%	42	46.67%	11	25.58%
yearly	41	47.67%	2	1.47%	26	28.89%	28	65.12%
never	7	8.14%	4	2.94%	2	2.22%	4	9.30%
no answer	1	1.16%	0	0.00%	0	0.00%	0	0.00%

**c) Are there university administrative or business policies which you find problematic?**

	#	%	#	%	#	%	#	%
Yes	40	46.51%	74	54.41%	47	52.22%	23	53.49%
No	41	47.67%	55	40.44%	38	42.22%	15	34.88%
no answer	5	5.81%	7	5.15%	5	5.56%	5	11.63%

### 7. UNIVERSITY GOVERNANCE:

**a) My views and issues are adequately represented within the university's system of shared governance.**

	#	%	#	%	#	%	#	%
Yes	46	53.49%	63	46.32%	58	64.44%	21	48.84%
No	30	34.88%	61	44.85%	23	25.56%	16	37.21%
no answer	10	11.63%	12	8.82%	9	10.00%	6	13.95%

**b) Prior to this survey, I was aware that the Commission on Administrative and Professional Faculty Affairs (CAPFA) was my representation in the university governance system.**

	#	%	#	%	#	%	#	%
Yes	37	43.02%	68	50.00%	50	55.56%	22	51.16%
No	49	56.98%	67	49.26%	37	41.11%	20	46.51%
no answer	0	0.00%	1	0.74%	3	3.33%	1	2.33%

KEY TO AVERAGE RESPONSE SCORING: 1=strongly agree; 2=somewhat agree; 3=somewhat disagree; 4=strongly disagree