

## Faculty Work Life Survey Results 2013-2015

This document includes all questions asked on the Faculty Work Life Survey for 2013, 2014, and 2015. There was little change in the questions asked over that time. Only two questions were added beginning in 2014. For each year, the first column is the frequency of responses in a given category and the second column is the percentage of responses in a given category. When examining this document be sure to note the number of people who answered each question (the total frequency) as there are a number of questions throughout where significantly fewer people chose to answer the question (perhaps because it did not apply to them, because they had no basis for judgement, or for some other reason).

<b>Characteristics of Participants</b>						
<b>Response Rate</b>						
	2013		2014		2015	
Total Faculty	1,251		1,199		1,185	
Total Respondents	407		507		427	
Response Rate	32.5%		42.3%		36%	
<b>Gender</b>						
	2013		2014		2015	
Male	172	42.36%	225	44.38%	186	43.97%
Female	234	57.64%	282	55.62%	237	56.03%
Total	406	100%	507	100%	423	100%
<b>Tenure-Track Position</b>						
	2013		2014		2015	
Yes	268	66.34%	346	68.65%	313	73.30%
No	136	33.66%	158	31.35%	114	26.70%
Total	404	100%	504	100%	427	100%
<b>Your Rank</b>						
	2013		2014		2015	
Part-time Instructor	59	14.50%	67	13.24%	53	12.44%
Full-time Instructor	75	18.43%	85	16.80%	54	12.68%
Assistant Professor	88	21.62%	127	25.10%	114	26.76%
Associate Professor	115	28.26%	140	27.67%	122	28.64%
Professor	70	17.20%	84	17.19%	83	19.48%
Total	407	100%	506	100%	426	100%
<b>Your Affiliation</b>						
	2013		2014		2015	
College of Education and Behavioral Sciences	58	14.43%	61	12.15%	52	12.24%
College of Health and Human Services	84	20.90%	107	21.31%	72	16.94%
Gordon Ford College	21	5.22%	34	6.77%	25	5.88%

of Business						
Ogden College of Science and Engineering	79	19.65%	100	19.92%	101	23.76%
Potter College of Arts and Letters	107	26.62%	137	27.29%	124	29.18%
University College	45	11.19%	48	9.56%	40	9.41%
University Libraries	8	1.99%	15	2.99%	11	2.59%
Total	402	100%	502	100%	425	100%

Your responsibilities are primarily

	2013		2014		2015	
Teaching/Research	356	88.12%	455	89.92%	381	89.44%
Administration	32	7.92%	35	6.92%	35	8.22%
Other	16	3.96%	16	3.16%	10	2.35%
Total	404	100%	506	100%	426	100%

## Trends in Faculty Attitudes 2013-2015

Please rate your level of satisfaction with the following support services at WKU using the scale below.

### Library Resources

	2013		2014		2015	
Very Satisfied	79	21.29%	115	24.63%	101	25.63%
Satisfied	172	46.36	219	46.90	174	44.16
Neutral	62	16.71	81	17.34	67	17.01
Dissatisfied	37	9.97	40	8.57	41	10.41
Very Dissatisfied	21	5.66	12	2.57	11	2.79
Total	371	100%	467	100%	394	100%

### Availability of University-sponsored childcare

	2013		2014		2015	
Very Satisfied	3	2.73%	4	3.01%	7	5.60%
Satisfied	12	10.91	16	12.03	18	14.40
Neutral	52	47.27	61	45.86	49	39.20
Dissatisfied	22	20.00	27	20.30	30	24.00
Very Dissatisfied	21	19.09	25	18.80	21	16.80
Total	110	100%	133	100%	125	100%

### Paternity/maternity leave options

	2013		2014		2015	
Very Satisfied	7	5.69%	13	8.23%	13	7.60%
Satisfied	25	20.33	32	20.25	28	16.37
Neutral	52	42.28	69	43.67	70	40.94
Dissatisfied	20	16.26	26	16.46	35	20.47
Very Dissatisfied	19	15.45	18	11.39	25	14.62
Total	123	100%	158	100%	171	100%

<b>Your knowledge of paternity/maternity leave options</b>						
	2013		2014		2015	
Very Satisfied	21	13.73%	18	9.14%	31	13.66%
Satisfied	44	28.76	49	24.87	71	31.28
Neutral	63	41.18	80	40.61	91	40.09
Dissatisfied	14	9.15	26	13.20	21	9.25
Very Dissatisfied	11	7.19	24	12.18	13	5.73
Total	153	100%	197	100%	227	100%
<b>Information technology</b>						
	2013		2014		2015	
Very Satisfied	124	31.88	156	31.97%	125	30.05%
Satisfied	193	49.61	245	50.20	209	50.24
Neutral	49	12.60	56	11.48	49	11.78
Dissatisfied	16	4.11	25	5.12	24	5.77
Very Dissatisfied	7	1.80	6	1.23	9	2.16
Total	389	100%	488	100%	416	100%
<b>Parking and transportation services</b>						
	2013		2014		2015	
Very Satisfied	36	9.57%	45	9.47%	31	7.85%
Satisfied	142	37.77	163	34.32	148	37.47
Neutral	76	20.21	122	25.68	83	21.01
Dissatisfied	73	19.41	97	20.42	87	22.03
Very Dissatisfied	49	13.03	48	10.11	46	11.65
Total	376	100%	475	100%	395	100%
<b>WKU Store services</b>						
	2013		2014		2015	
Very Satisfied	42	12.14%	58	13.49%	41	11.14%
Satisfied	150	43.35	187	43.49	139	37.77
Neutral	105	30.35	107	24.88	105	28.53
Dissatisfied	26	7.51	47	10.93	43	11.68
Very Dissatisfied	23	6.65	31	7.21	40	10.87
Total	346	100%	430	100%	368	100%
<b>Campus food services</b>						
	2013		2014		2015	
Very Satisfied	26	7.56%	31	7.54%	38	10.76%
Satisfied	129	37.50	169	41.12	154	43.63
Neutral	88	25.58	121	29.44	87	24.65
Dissatisfied	64	18.60	64	15.57	54	15.30
Very Dissatisfied	37	7.56	26	6.33	20	5.67
Total	344	100%	411	100%	353	100%

<b>Please rate your sense of general faculty morale at WKU using the scale below. In my opinion, faculty morale is</b>						
	2013		2014		2015	
Very Good	8	2.29%	19	4.40%	9	2.45%
Good	159	45.56	177	40.97	148	40.22
Poor	121	34.67	165	38.19	147	39.95
Very Poor	61	17.48	71	16.44	64	17.39
Total	349	100%	432	100%	368	100%
<b>The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.</b>						
<b>My teaching load is reasonable and manageable.</b>						
	2013		2014		2015	
Strongly Agree	44	12.61%	73	15.43%	59	14.57%
Agree	172	49.28	237	50.11	227	56.05
Neutral	66	18.91	59	12.47	43	10.62
Disagree	40	11.46	81	17.12	58	14.32
Strongly Disagree	27	7.74	23	4.86	18	4.44
Total	349	100%	473	100%	405	100%
<b>My service load is reasonable and manageable.</b>						
	2013		2014		2015	
Strongly Agree	44	12.61%	39	8.90%	45	11.60%
Agree	172	49.28	257	58.68	205	52.84
Neutral	66	18.91	58	13.24	61	15.72
Disagree	40	11.46	51	11.64	54	13.92
Strongly Disagree	27	7.74	33	7.53	23	5.93
Total	349	100%	438	100%	388	100%
<b>My research load is reasonable and manageable.</b>						
	2013		2014		2015	
Strongly Agree	28	9.15%	38	10.11%	33	9.73%
Agree	140	45.75	178	47.34	155	45.72
Neutral	73	23.86	81	21.54	85	25.07
Disagree	44	14.38	62	16.49	45	13.27
Strongly Disagree	21	6.86	17	4.52	21	6.19
Total	306	100%	376	100%	339	100%
<b>My workload is satisfactory.</b>						
	2013		2014		2015	
Strongly Agree	41	10.73%	49	10.27%	48	11.82%
Agree	174	45.55	218	45.70	178	43.84
Neutral	58	15.18	78	16.35	68	16.75
Disagree	67	17.54	95	19.92	75	18.47
Strongly Disagree	42	10.99	37	7.76	37	9.11
Total	382	100%	477	100%	406	100%

<b>I understand the procedure by which workload is determined in my unit.</b>						
	2013		2014		2015	
Strongly Agree	47	13.63%	66	14.29%	55	13.89%
Agree	164	44.09	215	46.54	184	46.46
Neutral	53	14.25	54	11.69	54	13.64
Disagree	65	17.47	71	15.37	57	14.39
Strongly Disagree	43	11.56	56	12.12	46	11.62
Total	372	100%	462	100%	396	100%
<b>University procedures for establishing workload are appropriate.</b>						
	2013		2014		2015	
Strongly Agree	20	5.87%	26	6.30%	30	8.50%
Agree	90	26.39	136	32.93	108	30.59
Neutral	91	26.69	98	23.73	82	23.23
Disagree	81	23.75	95	23.00	89	25.21
Strongly Disagree	59	17.30	58	14.04	44	12.46
Total	341	100%	413	100%	353	100%
<b>The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement.</b>						
<b>I have a clear understanding of what I need to accomplish for tenure and promotion.</b>						
	2013		2014		2015	
Strongly Agree	38	12.93%	79	20.68%	69	20.53%
Agree	126	42.86	170	44.50	146	42.82
Neutral	46	15.65	45	11.78	47	13.78
Disagree	50	17.01	63	16.49	50	14.66
Strongly Disagree	34	11.56	25	6.54	29	8.50
Total	294	100%	382	100%	341	100%
<b>Tenure and promotion procedures at WKU are transparent.</b>						
	2013		2014		2015	
Strongly Agree	21	6.69%	47	12.08%	47	13.43%
Agree	96	30.57	138	35.48	102	29.14
Neutral	70	22.29	70	17.99	70	20.00
Disagree	82	26.11	93	23.91	87	24.86
Strongly Disagree	45	14.33	41	10.54	44	12.57
Total	314	100%	389	100%	350	100%
<b>I am aware of the criteria for merit increases in my department.</b>						
	2013		2014		2015	
Strongly Agree	19	5.81%	23	5.93%	19	5.48%
Agree	57	17.43	75	19.33	44	12.68
Neutral	43	13.15	45	11.60	37	10.66
Disagree	90	27.52	105	27.06	111	31.99
Strongly Disagree	118	36.09	140	36.08	136	39.19
Total	327	100%	388	100%	347	100%

<b>I am satisfied with the merit increase process.</b>						
	2013		2014		2015	
Strongly Agree	11	3.64%	13	3.63%	9	2.87%
Agree	33	10.93	44	12.29	19	5.73
Neutral	46	15.23	50	13.97	49	15.61
Disagree	68	22.52	78	21.79	81	25.80
Strongly Disagree	144	47.68	173	48.32	157	50.00
Total	302	100%	358	100%	314	100%
<b>The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement.</b>						
<b>The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.</b>						
	2013		2014		2015	
Strongly Agree	6	1.62%	17	3.76%	8	2.03%
Agree	76	20.54	89	19.69	79	20.00
Neutral	72	19.46	71	15.71	62	15.70
Disagree	105	28.38	129	28.54	121	30.63
Strongly Disagree	111	30.00	146	32.30	125	31.65
Total	370	100%	452	100%	395	100%
<b>I receive appropriate and constructive feedback about teaching.</b>						
	2013		2014		2015	
Strongly Agree	13	3.50%	25	5.46%	17	4.28%
Agree	110	29.65	144	31.44	120	30.23
Neutral	99	26.68	105	22.93	111	27.96
Disagree	95	25.61	109	23.80	94	23.68
Strongly Disagree	54	14.56	75	16.38	55	13.85
Total	371	100%	458	100%	397	100%
<b>I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.</b>						
	2013		2014		2015	
Strongly Agree	115	30.50%	139	29.70%	119	29.46%
Agree	187	49.60	247	52.78	217	53.71
Neutral	43	11.41	41	8.76	26	6.44
Disagree	20	5.31	24	5.13	28	6.93
Strongly Disagree	12	3.18	17	3.63	14	3.47
Total	377	100%	468	100%	404	100%
<b>Relative to years of service and rank my salary is satisfactory.</b>						
	2013		2014		2015	
Strongly Agree			16	3.45%	9	2.23%
Agree			87	18.75	63	15.59
Neutral			61	13.15	52	12.87
Disagree			129	27.80	107	26.49
Strongly Disagree			171	36.85	173	42.82
Total			464	100%	404	100%

<b>Overall, I have high job satisfaction.</b>												
	2013				2014				2015			
Strongly Agree	35	9.19%			47	10.00%			35	8.68%		
Agree	133	34.91			167	35.53			131	32.51		
Neutral	85	22.31			103	21.91			83	20.60		
Disagree	88	23.10			89	18.94			99	24.57		
Strongly Disagree	40	10.50			64	13.62			55	13.65		
Total	381	100%			470	100%			403	100%		
<b>On average, how many credit hours do you teach per year?</b>												
	2013				2014				2015			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Fall Term	382	9.04	4.20	0-24	474	8.76	4.13	0-21	405	8.35	3.91	0-15
Spring Term	383	8.69	4.07	0-24	474	8.49	4.08	0-21	405	8.11	3.86	0-18
Summer Term	383	2.25	3.23	0-24	473	2.28	2.85	0-12	404	2.20	2.83	0-12
January Term	382	0.69	1.78	0-24	473	.65	1.33	0-12	405	0.65	1.24	0-6
<b>Per week, about how many hours do you devote to teaching, including preparation, grading and office hours?</b>												
	2013				2014				2015			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Teaching	377	9.83	6.04	0-55.5	463	9.82	5.87	0-40	404	8.99	4.80	0-26
Teaching Preparation	378	9.76	7.01	0-45	463	10.0	7.43	0-55	404	9.60	6.45	0-36
Grading					464	6.00	4.91	0-25	404	6.15	5.15	0-36
Office Hours	378	7.47	6.89	0-60	463	7.20	6.79	0-50	404	6.78	6.15	0-42
<b>Per week, about how many hours do you devote to service (departmental, college, university, or other)?</b>												
	2013				2014				2015			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Departmental Service	371	4.31	6.46	0-50	462	4.60	6.48	0-45	402	4.04	5.07	0-33
College Service	370	1.41	2.53	0-30	460	1.49	2.44	0-20	402	1.55	2.35	0-20
University Service	371	1.59	4.26	0-40	461	1.45	3.00	0-37.5	401	1.91	3.92	0-60
Other Service	369	2.33	4.10	0-40	461	2.44	4.59	0-37.5	401	2.58	4.65	0-40
<b>Per week, about how many hours do you devote to research/scholarship/creative activities?</b>												
	2013				2014				2015			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Research/Scholarship/ Creative Activities	368	6.64	7.07	0-48	458	6.93	7.63	0-40	401	7.52	7.74	0-40

**The statements below are about university, college and departmental governance. Rate your level of agreement with each statement.**

**The University fosters shared governance.**

	2013		2014		2015	
Strongly Agree	9	2.77%	11	2.76%	10	2.81%
Agree	97	29.85	110	27.64	103	28.93
Neutral	87	26.77	113	28.39	103	28.93
Disagree	77	23.69	107	26.88	91	25.56
Strongly Disagree	55	16.92	57	14.32	49	13.76
Total	325	100%	198	100%	356	100%

**Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.**

	2013		2014		2015	
Strongly Agree	21	6.31%	20	4.94%	25	7.02%
Agree	92	27.63	108	26.67	97	27.25
Neutral	77	23.12	94	23.21	66	18.54
Disagree	90	27.03	116	28.64	110	30.90
Strongly Disagree	53	15.92	67	16.54	58	16.29
Total	333	100%	405	100%	356	100%

**Academic administrators respond expeditiously to faculty concerns.**

	2013		2014		2015	
Strongly Agree	11	3.29%	15	3.65%	14	3.89%
Agree	75	22.46	102	24.82	71	19.72
Neutral	83	24.85	94	22.87	95	26.39
Disagree	91	27.25	120	29.20	105	29.17
Strongly Disagree	74	22.16	80	19.46	75	20.83
Total	334	100%	411	100%	360	100%

**Academic administrators respond expeditiously to the need for action in institutional matters.**

	2013		2014		2015	
Strongly Agree	16	4.95%	14	3.60%	7	1.98%
Agree	78	24.15	102	26.22	67	18.98
Neutral	90	27.86	111	28.53	120	33.99
Disagree	75	23.22	95	24.42	98	27.76
Strongly Disagree	64	19.81	67	17.22	61	17.28
Total	323	100%	389	100%	353	100%



<b>The faculty has a strong influence on the selection and in the evaluation of academic administrators.</b>						
	2013		2014		2015	
Strongly Agree	7	2.16%	7	1.75%	6	1.69%
Agree	50	15.43	66	16.54	41	11.58
Neutral	89	27.47	93	23.31	75	21.19
Disagree	83	25.62	126	31.58	126	35.59
Strongly Disagree	95	29.32	107	26.82	106	29.94
Total	324	100%	399	100%	354	100%
<b>I have a role in the governance of my college.</b>						
	2013		2014		2015	
Strongly Agree	18	5.49%	20	5.06%	22	6.16%
Agree	97	29.57	125	31.65	102	28.57
Neutral	77	23.48	96	24.30	87	24.37
Disagree	68	20.73	82	20.76	78	21.85
Strongly Disagree	68	20.73	72	18.23	68	19.05
Total	328	100%	395	100%	357	100%
<b>I trust the leadership team in my college (Dean, Associate/Assistant Deans).</b>						
	2013		2014		2015	
Strongly Agree	90	25.71%	99	22.86%	87	22.60%
Agree	127	36.29	174	40.18	150	38.96
Neutral	59	16.86	76	17.55	74	19.22
Disagree	33	9.43	39	9.01	35	9.09
Strongly Disagree	41	11.71	45	10.39	39	10.13
Total	350	100%	433	100%	385	100%
<b>I trust the leadership in my department.</b>						
	2013		2014		2015	
Strongly Agree	102	28.81%	117	26.41%	117	30.47%
Agree	117	33.05	154	34.76	120	31.25
Neutral	55	15.54	71	16.03	60	15.63
Disagree	30	33.05	42	9.48	33	8.59
Strongly Disagree	50	28.81	59	13.32	54	14.06
Total	354	100%	443	100%	384	100%
<b>Overall, the governance system of my department is effective.</b>						
	2013		2014		2015	
Strongly Agree	75	21.37%	66	15.03%	75	19.69%
Agree	114	32.48	177	40.32	136	35.70
Neutral	74	21.08	85	19.36	82	21.52
Disagree	39	11.11	53	12.07	39	10.24
Strongly Disagree	49	13.96	58	13.21	49	12.86
Total	351	100%	439	100%	381	100%

<b>The statements below are about President Gary Ransdell's performance. Please rate your level of agreement with each statement.</b>						
<b>Articulates a clear vision for the future of the university based on its mission and values.</b>						
	2013		2014		2015	
Strongly Agree	63	18.58%	83	19.76%	59	15.69%
Agree	174	51.33	193	45.95	170	45.21
Neutral	54	15.93	77	18.33	74	19.68
Disagree	27	7.96	45	10.71	46	12.23
Strongly Disagree	21	6.19	22	5.24	27	7.18
Total	339	100%	420	100%	376	100%
<b>Honors commitments and agreements.</b>						
	2013		2014		2015	
Strongly Agree	39	13.04%	49	13.42%	38	11.66%
Agree	125	41.81	149	40.82	121	37.12
Neutral	77	25.75	86	23.56	90	27.61
Disagree	36	12.04	44	12.05	48	14.72
Strongly Disagree	22	7.36	37	10.14	29	8.90
Total	299	100%	365	100%	326	100%
<b>Conveys accurate information about current issues that are important to the faculty in a timely manner.</b>						
	2013		2014		2015	
Strongly Agree	41	12.42%	65	15.93%	43	11.53%
Agree	149	45.15	186	45.59	159	42.63
Neutral	70	21.21	79	19.36	96	25.74
Disagree	43	13.03	46	11.27	49	13.14
Strongly Disagree	27	8.18	32	7.84	26	6.97
Total	330	100%	408	100%	373	100%
<b>Is willing to reevaluate and, if necessary, retract decisions.</b>						
	2013		2014		2015	
Strongly Agree	25	8.83%	36	10.40%	27	8.79%
Agree	70	24.73	93	26.88	86	28.01
Neutral	90	31.80	95	27.46	90	29.32
Disagree	64	22.61	74	21.39	59	19.22
Strongly Disagree	34	12.01	78	13.87	45	14.66
Total	283	100%	346	100%	307	100%
<b>Seeks input from faculty most directly affected by decisions.</b>						
	2013		2014		2015	
Strongly Agree	22	7.51%	23	6.50%	21	6.69%
Agree	60	20.48	89	25.14	60	19.11
Neutral	79	26.96	83	23.45	81	25.80
Disagree	79	26.96	79	22.32	96	30.57
Strongly Disagree	53	18.09	80	22.60	56	17.83
Total	293	100%	354	100%	314	100%

<b>Provides units with the resources necessary to successfully execute plans and initiatives.</b>						
	2013		2014		2015	
Strongly Agree	22	7.36%	25	6.78%	20	6.13%
Agree	80	26.76	92	24.93	73	22.39
Neutral	86	28.76	97	26.29	86	26.38
Disagree	67	22.41	93	25.20	91	27.91
Strongly Disagree	44	14.72	62	16.80	56	17.18
Total	299	100%	369	100%	326	100%
<b>Engages in open dialogue with the faculty on important current issues and is accessible to faculty.</b>						
	2013		2014		2015	
Strongly Agree	28	8.89%	34	9.12%	30	8.93%
Agree	99	31.43	111	29.76	93	27.68
Neutral	84	26.67	103	27.61	90	26.79
Disagree	60	19.05	65	17.43	77	22.92
Strongly Disagree	44	13.97	60	16.09	46	13.69
Total	315	100%	373	100%	336	100%
<b>Selects competent leaders and removes incompetent leaders from administrative positions.</b>						
	2013		2014		2015	
Strongly Agree	17	5.59%	17	4.55%	25	7.20%
Agree	51	16.79	58	15.51	55	15.85
Neutral	76	25.00	92	24.60	84	24.21
Disagree	79	25.99	109	29.14	92	26.51
Strongly Disagree	81	26.64	98	26.20	91	26.22
Total	304	100%	374	100%	347	100%
<b>Works to provide adequate pay raises and equitable compensation packages for faculty.</b>						
	2013		2014		2015	
Strongly Agree	24	7.29%	20	4.93%	21	5.83%
Agree	75	22.80	64	15.76	42	11.67
Neutral	56	17.02	99	24.38	79	21.94
Disagree	76	23.10	94	23.15	72	20.00
Strongly Disagree	98	29.79	129	31.77	146	40.56
Total	329	100%	406	100%	360	100%
<b>I have confidence in the President's leadership and endorse his continuance as President.</b>						
	2013		2014		2015	
Strongly Agree	60	17.70%	60	14.32%	49	13.10%
Agree	125	36.87	153	36.52	129	34.49
Neutral	92	27.14	116	27.68	114	30.48
Disagree	34	10.03	49	11.69	40	10.70
Strongly Disagree	28	8.26	41	9.79	42	11.23
Total	339	100%	419	100%	374	100%

<b>The statements below are about Provost Gordon Emslie's performance. Please rate your level of agreement with each statement</b>						
<b>Develops and implements plans and policies that reflect the mission of the university.</b>						
	2013		2014		2015	
Strongly Agree	12	4.00%	18	4.81%	21	6.33%
Agree	81	27.00	107	28.61	96	28.92
Neutral	86	28.67	104	27.81	100	30.12
Disagree	54	18.00	67	17.91	62	18.67
Strongly Disagree	67	22.33	78	20.86	53	15.96
Total	300	100%	374	100%	332	100%
<b>Conveys accurate information about current issues that are important to the faculty in a timely manner.</b>						
	2013		2014		2015	
Strongly Agree	15	4.92%	17	4.49%	17	5.12%
Agree	67	21.97	104	27.44	68	20.48
Neutral	72	23.61	93	24.54	102	30.72
Disagree	75	24.59	75	19.79	81	24.40
Strongly Disagree	76	24.92	90	23.75	64	19.28
Total	305	100%	379	100%	332	100%
<b>Is willing to reevaluate and, if necessary, retract decisions.</b>						
	2013		2014		2015	
Strongly Agree	17	5.72%	17	4.99%	16	5.26%
Agree	80	26.94	67	19.65	59	19.41
Neutral	74	24.92	89	26.10	80	26.32
Disagree	59	19.38	71	20.82	77	25.33
Strongly Disagree	67	22.56	97	28.45	72	23.68
Total	297	100%	341	100%	304	100%
<b>Prioritizes budget needs effectively.</b>						
	2013		2014		2015	
Strongly Agree	11	4.15%	10	2.96%	17	5.72%
Agree	50	18.87	53	15.68	33	11.11
Neutral	90	33.96	118	34.91	95	31.99
Disagree	54	20.38	71	21.01	85	28.62
Strongly Disagree	60	22.64	86	25.44	67	22.56
Total	265	100%	338	100%	297	100%
<b>Seeks input from faculty most directly affected by decisions.</b>						
	2013		2014		2015	
Strongly Agree	13	4.44%	13	3.64%	15	4.79%
Agree	69	23.55	65	18.21	51	16.29
Neutral	59	20.14	76	21.29	70	22.36
Disagree	62	21.16	79	22.13	85	27.16
Strongly Disagree	90	30.72	124	34.73	92	29.39
Total	293	100%	357	100%	313	100%

<b>Provides units with the resources necessary to successfully execute plans and initiatives.</b>						
	2013		2014		2015	
Strongly Agree	11	3.96%	11	3.06%	14	4.47%
Agree	54	19.42	54	15.04	46	14.70
Neutral	84	30.22	103	28.69	76	24.28
Disagree	52	18.71	83	23.12	102	32.59
Strongly Disagree	77	27.70	108	30.08	75	23.96
Total	278	100%	359	100%	313	100%
<b>Engages in open dialogue with the faculty on important current issues.</b>						
	2013		2014		2015	
Strongly Agree	20	6.51%	21	3.06%	17	5.21%
Agree	79	25.73	72	15.04	55	16.87
Neutral	71	23.13	88	28.69	75	23.01
Disagree	59	19.22	83	23.12	90	27.61
Strongly Disagree	78	25.41	108	30.08	89	27.30
Total	307	100%	359	100%	326	100%
<b>Is accessible to faculty.</b>						
	2013		2014		2015	
Strongly Agree	15	5.43%	22	6.36%	17	5.52%
Agree	57	20.65	64	18.50	48	15.58
Neutral	64	23.19	82	23.70	83	26.95
Disagree	53	19.20	67	19.36	69	22.40
Strongly Disagree	87	31.52	111	32.08	91	29.55
Total	276	100%	346	100%	308	100%
<b>Selects competent leaders and removes incompetent leaders from administrative positions.</b>						
	2013		2014		2015	
Strongly Agree	8	3.17%	11	3.47%	13	4.48%
Agree	32	12.70	40	12.62	36	12.41
Neutral	86	34.13	98	30.91	90	31.03
Disagree	51	20.24	72	22.71	68	23.45
Strongly Disagree	75	29.76	96	30.28	83	28.62
Total	252	100%	317	100%	290	100%
<b>Routinely consults the faculty on institutional matters and decisions.</b>						
	2013		2014		2015	
Strongly Agree	11	3.75%	14	3.85%	16	5.06%
Agree	59	20.14	58	15.93	45	14.24
Neutral	71	24.23	94	25.82	73	23.10
Disagree	71	24.23	79	21.70	77	24.37
Strongly Disagree	81	27.65	119	32.69	105	33.23
Total	293	100%	364	100%	316	100%

<b>The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement</b>						
<b>The Board of Regents makes academics the top priority.</b>						
	2013		2014		2015	
Strongly Agree	11	3.79%	17	4.82%	11	3.55%
Agree	46	15.86	58	16.43	55	17.74
Neutral	69	23.79	77	21.81	74	23.87
Disagree	83	15.86	99	28.05	82	26.45
Strongly Disagree	81	3.79	102	28.90	88	28.39
Total	290	100%	353	100%	310	100%
<b>The Board respects and supports the faculty's role in institutional governance.</b>						
	2013		2014		2015	
Strongly Agree	13	4.71%	18	5.39%	19	6.27%
Agree	58	21.01	69	20.66	59	19.47
Neutral	84	30.43	81	24.25	90	29.70
Disagree	67	24.28	79	23.65	69	22.77
Strongly Disagree	54	19.57	87	26.05	66	21.78
Total	276	100%	334	100%	303	100%
<b>The Board has a genuine interest in seeking input from the faculty, staff, and student regents.</b>						
	2013		2014		2015	
Strongly Agree	13	4.80%	21	6.38%	21	7.02%
Agree	50	18.45	51	15.50	51	17.06
Neutral	70	25.83	80	24.32	70	23.41
Disagree	70	25.83	83	25.23	79	26.42
Strongly Disagree	68	25.09	94	28.57	78	26.09
Total	271	100%	329	100%	299	100%
<b>The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.</b>						
	2013		2014		2015	
Strongly Agree	11	4.07%	23	6.73%	18	5.96%
Agree	66	24.44	64	18.71	59	19.54
Neutral	83	30.74	103	30.12	103	34.11
Disagree	56	20.74	72	21.05	60	19.87
Strongly Disagree	54	20.00	80	23.39	62	20.53
Total	270	100%	342	100%	302	100%