

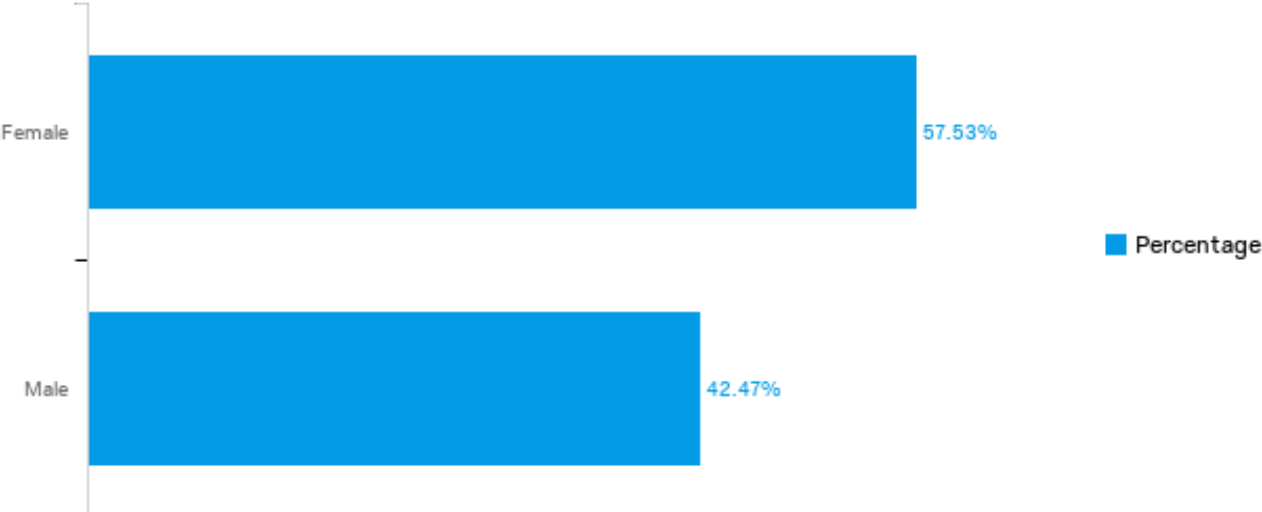
# Faculty Work Life Survey

Fall 2015 / Spring 2016



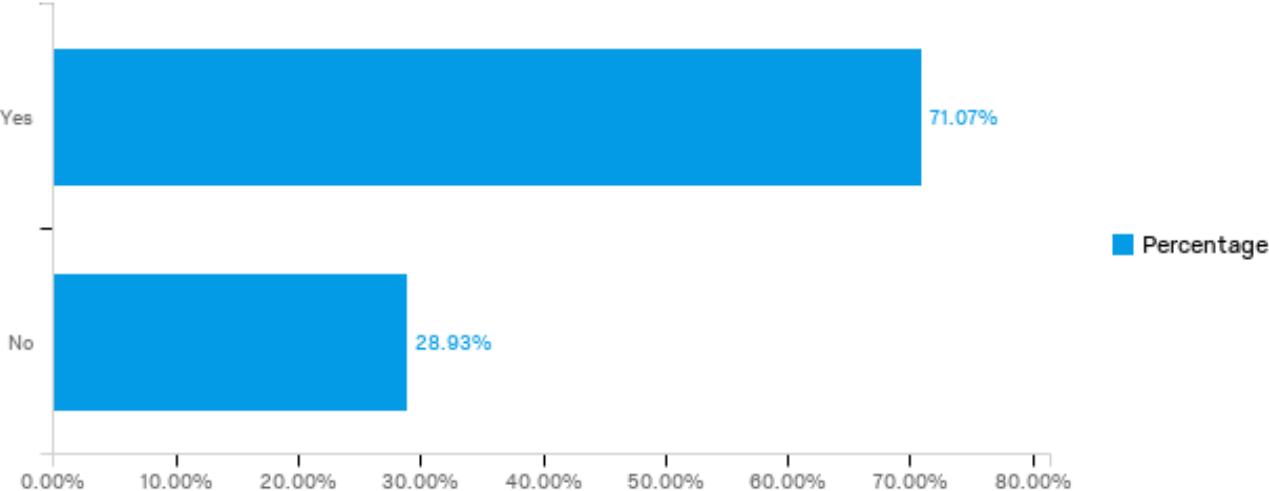
**Q1 - Your Gender**

Answer	Count
Male	186
Female	252
Total	438



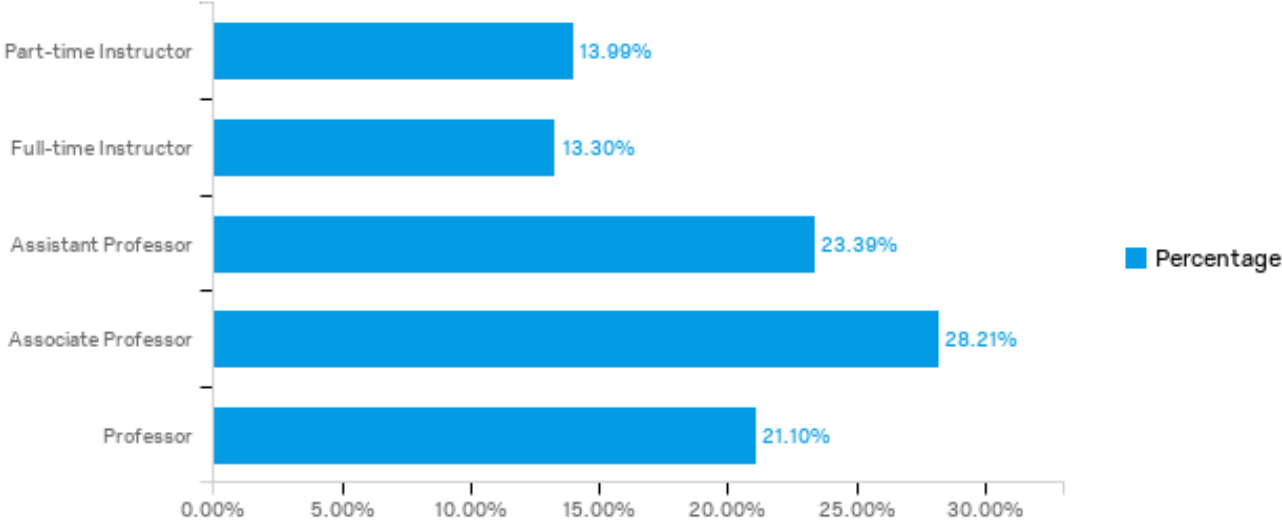
**Q2 - Do you hold a tenure-track position?**

Answer	Count
Yes	312
No	127
Total	439



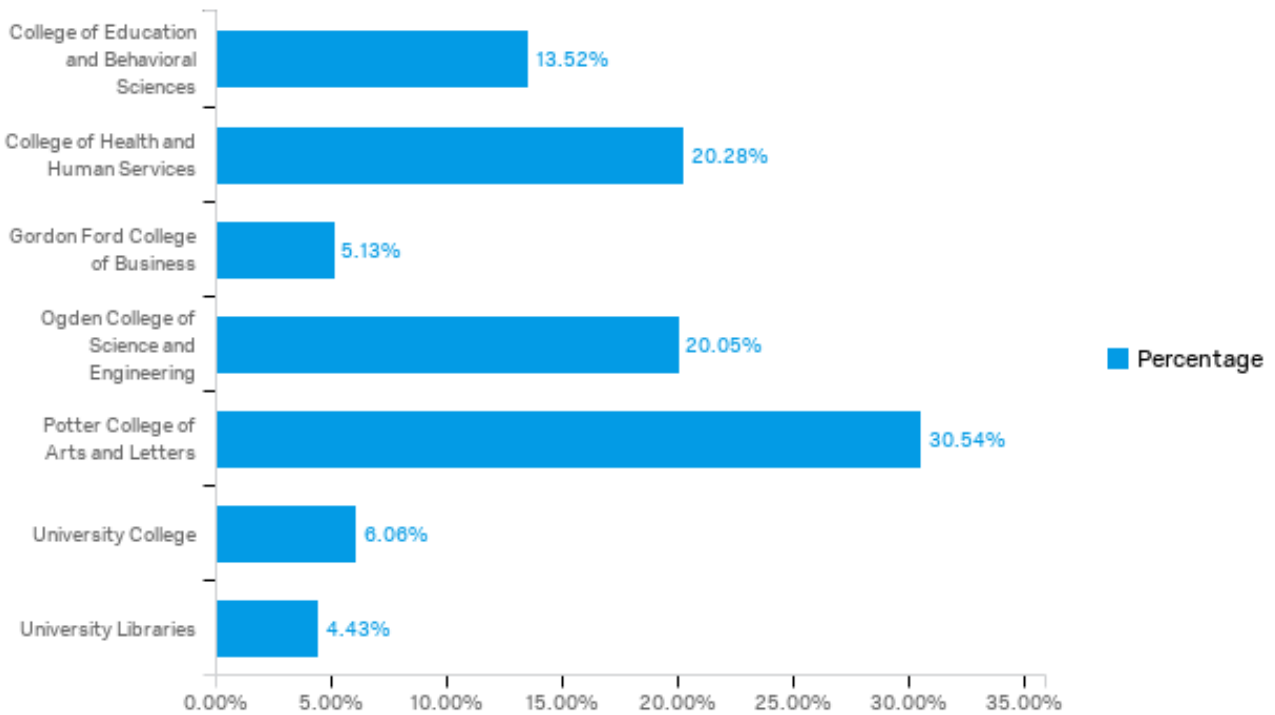
### Q3 - Your Rank

Answer	Count
Part-time Instructor	61
Full-time Instructor	58
Assistant Professor	102
Associate Professor	123
Professor	92
Total	436



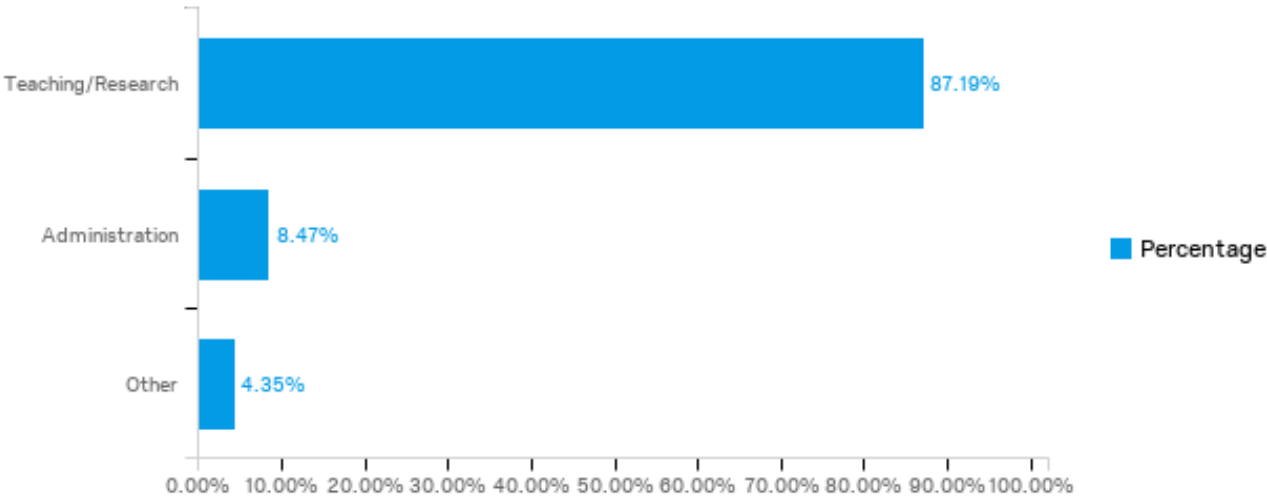
## Q4 - Your Affiliation

Answer	Count
College of Education and Behavioral Sciences	58
College of Health and Human Services	87
Gordon Ford College of Business	22
Ogden College of Science and Engineering	86
Potter College of Arts and Letters	131
University College	26
University Libraries	19
<b>Total</b>	<b>429</b>



**Q5 - Your responsibilities are primarily**

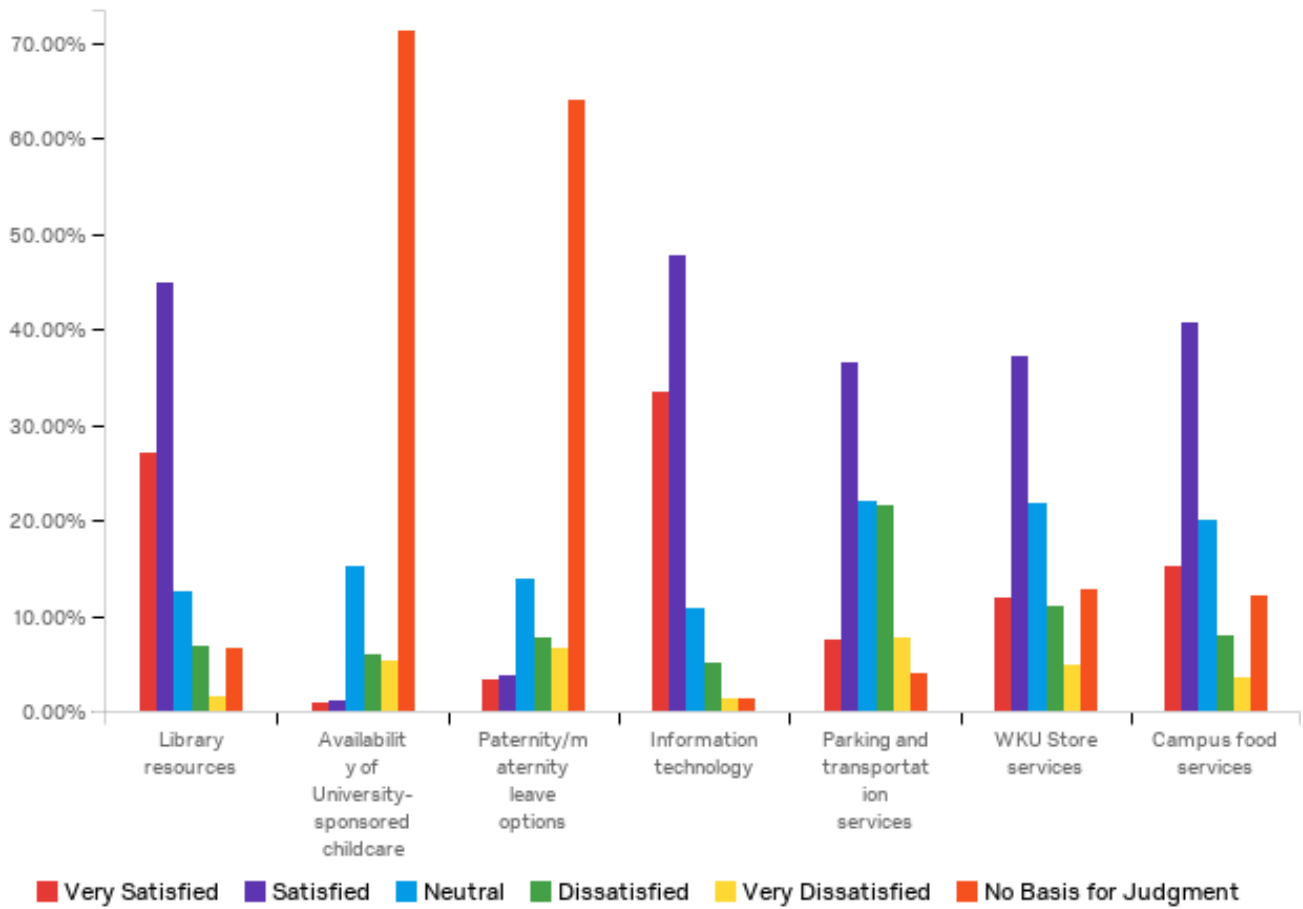
Answer	Count
Teaching/Research	381
Administration	37
Other	19
Total	437



**Q7 - Please rate your level of satisfaction with the following support services at WKU using the scale below.**

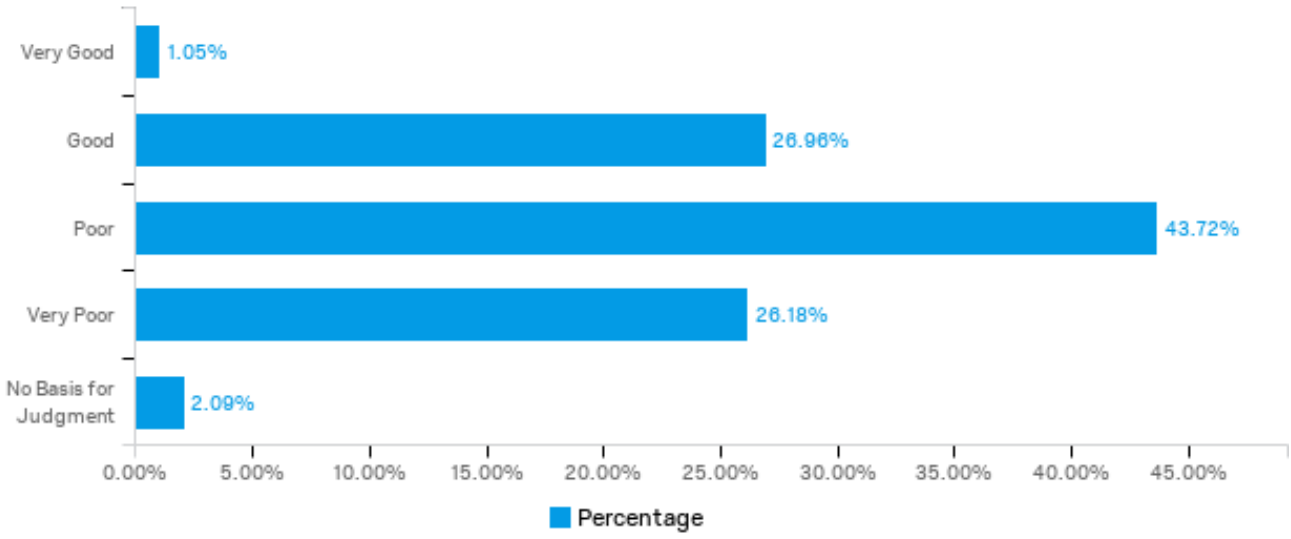
Question	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgment		Total
Library resources	27.08%	117	44.91%	194	12.73%	55	6.94%	30	1.62%	7	6.71%	29	432
Availability of University-sponsored childcare	0.93%	4	1.16%	5	15.31%	66	6.03%	26	5.34%	23	71.23%	307	431
Paternity/maternity leave options	3.47%	15	3.94%	17	13.89%	60	7.87%	34	6.71%	29	64.12%	277	432
Information technology	33.49%	145	47.81%	207	10.85%	47	5.08%	22	1.39%	6	1.39%	6	433
Parking and transportation services	7.60%	33	36.64%	159	22.12%	96	21.66%	94	7.83%	34	4.15%	18	434
WKU Store services	12.01%	52	37.18%	161	21.94%	95	11.09%	48	4.85%	21	12.93%	56	433
Campus food services	15.24%	66	40.65%	176	20.09%	87	8.08%	35	3.70%	16	12.24%	53	433





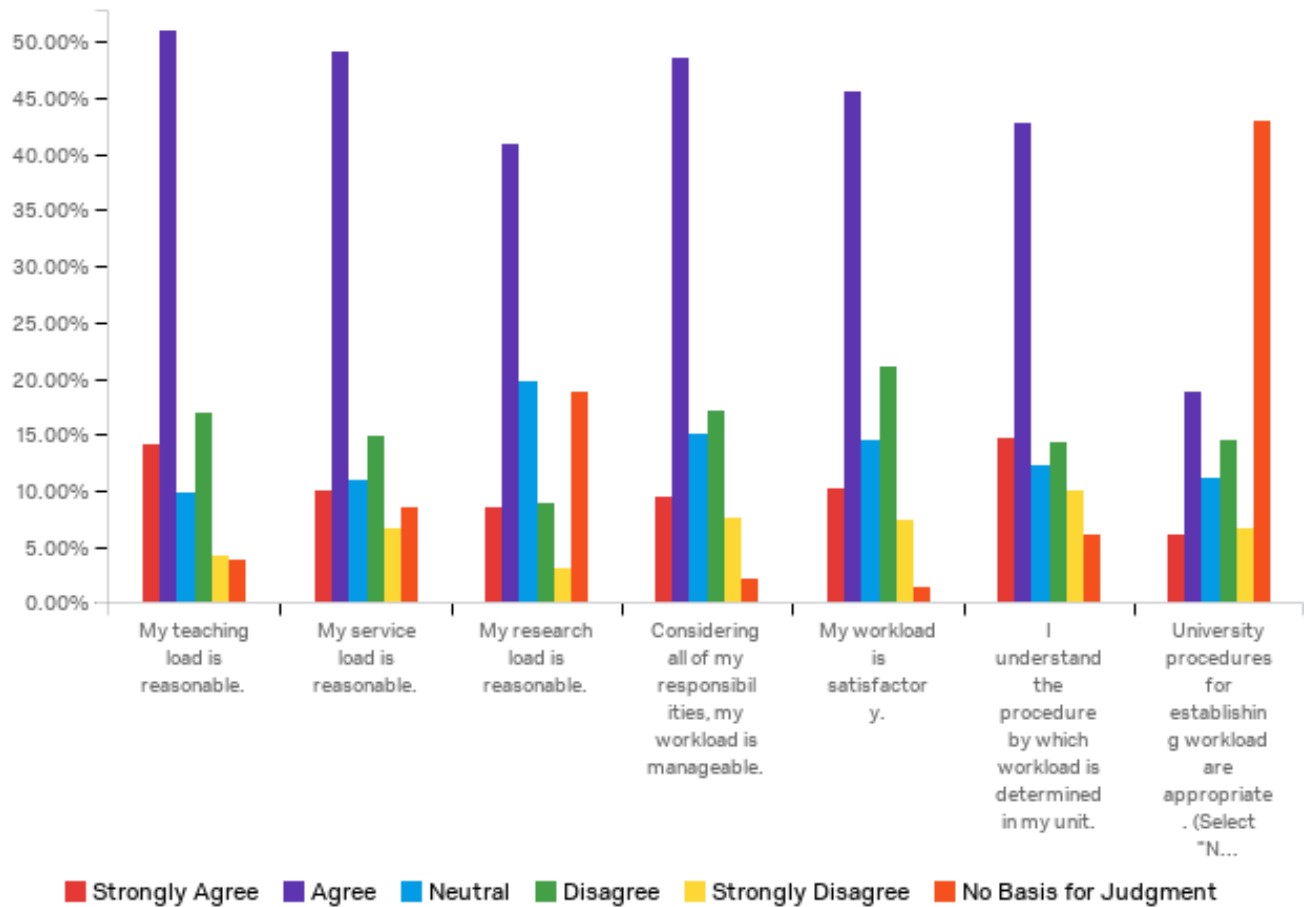
**Q8 - Please rate your sense of general faculty morale at WKU using the scale below.**

Answer	Count
Very Good	4
Good	103
Poor	167
Very Poor	100
No Basis for Judgment	8
Total	382



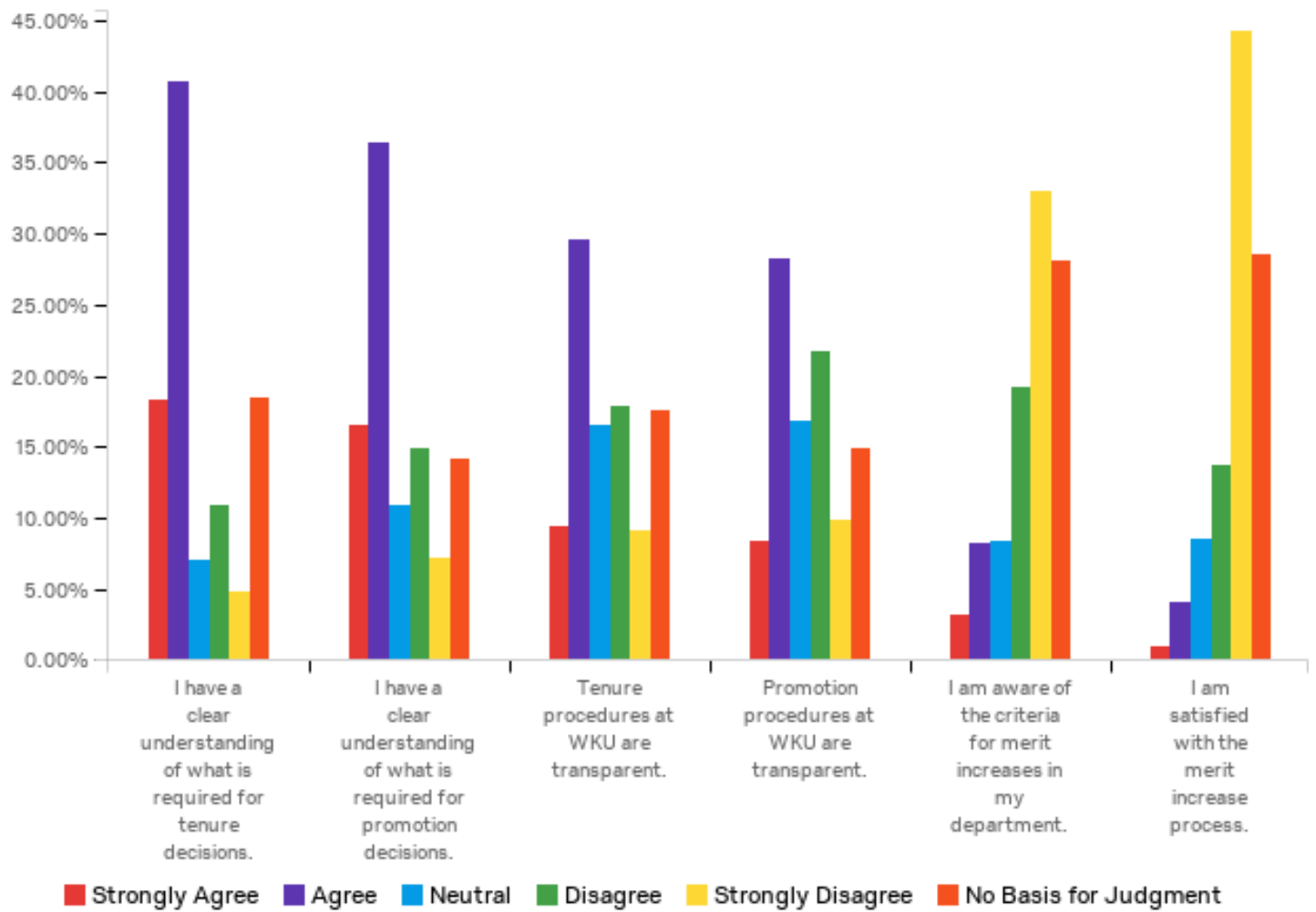
**Q9 - The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.**

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
My teaching load is reasonable.	14.15%	60	50.94%	216	9.91%	42	16.98%	72	4.25%	18	3.77%	16	424
My service load is reasonable.	9.93%	42	49.17%	208	10.87%	46	14.89%	63	6.62%	28	8.51%	36	423
My research load is reasonable.	8.57%	36	40.95%	172	19.76%	83	8.81%	37	3.10%	13	18.81%	79	420
Considering all of my responsibilities, my workload is manageable.	9.52%	40	48.57%	204	15.00%	63	17.14%	72	7.62%	32	2.14%	9	420
My workload is satisfactory.	10.17%	43	45.63%	193	14.42%	61	21.04%	89	7.33%	31	1.42%	6	423
I understand the procedure by which workload is determined in my unit.	14.69%	62	42.65%	180	12.32%	52	14.22%	60	9.95%	42	6.16%	26	422
University procedures for establishing workload are appropriate. (Select &quot;N...	6.16%	26	18.72%	79	11.14%	47	14.45%	61	6.64%	28	42.89%	181	422



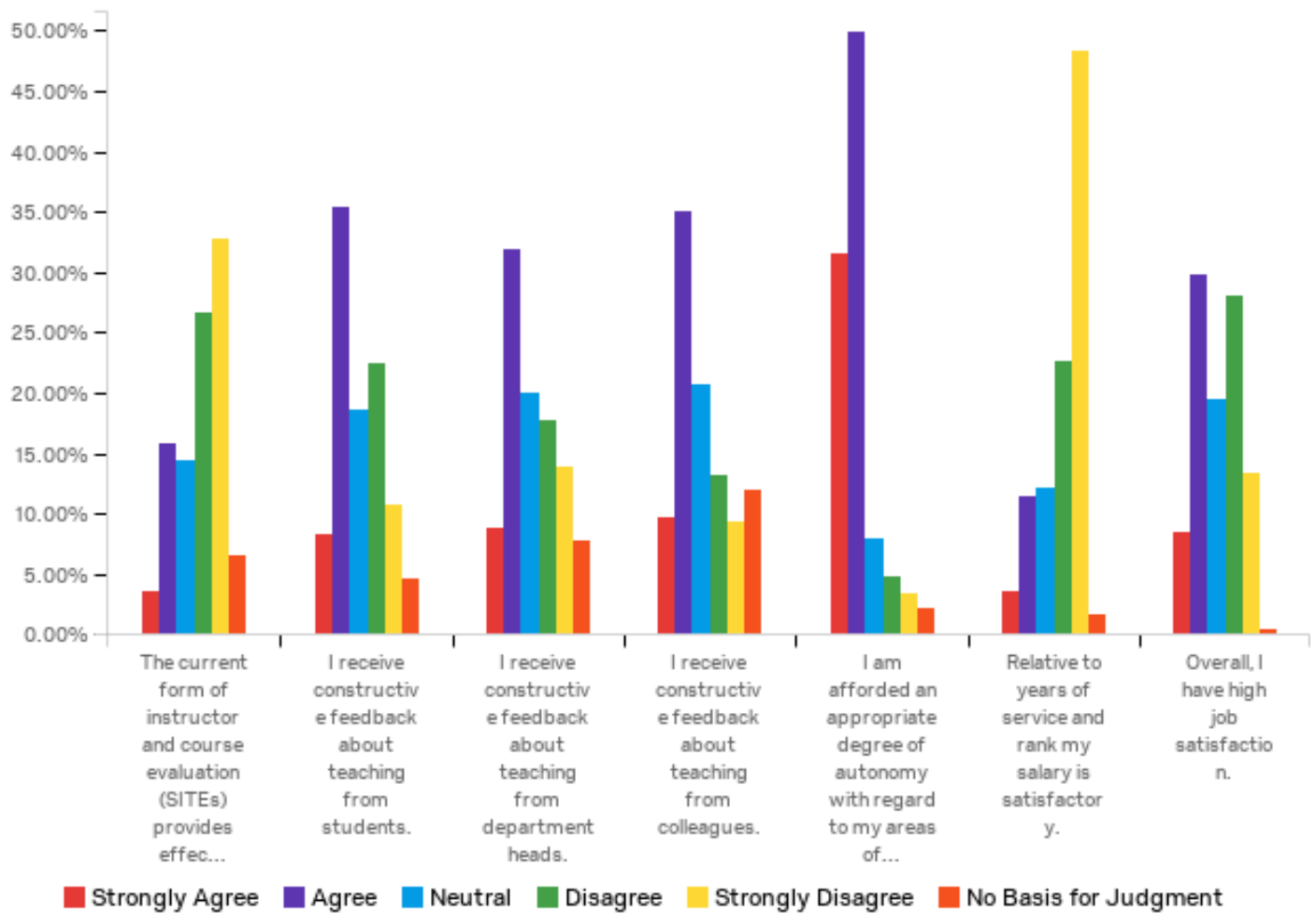
**Q10 - The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement. If you are not in a tenure-track or tenured position or in a non-promotable position, you may select "No Basis for Judgment."**

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
I have a clear understanding of what is required for tenure decisions.	18.27%	76	40.63%	169	6.97%	29	10.82%	45	4.81%	20	18.51%	77	416
I have a clear understanding of what is required for promotion decisions.	16.59%	69	36.30%	151	10.82%	45	14.90%	62	7.21%	30	14.18%	59	416
Tenure procedures at WKU are transparent.	9.38%	39	29.57%	123	16.59%	69	17.79%	74	9.13%	38	17.55%	73	416
Promotion procedures at WKU are transparent.	8.43%	35	28.19%	117	16.87%	70	21.69%	90	9.88%	41	14.94%	62	415
I am aware of the criteria for merit increases in my department.	3.13%	13	8.17%	34	8.41%	35	19.23%	80	32.93%	137	28.13%	117	416
I am satisfied with the merit increase process.	0.97%	4	4.11%	17	8.45%	35	13.77%	57	44.20%	183	28.50%	118	414



**Q11 - The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement. - The current form of instructor and course evaluation (SITES) provides effective information about teaching effectiveness.**

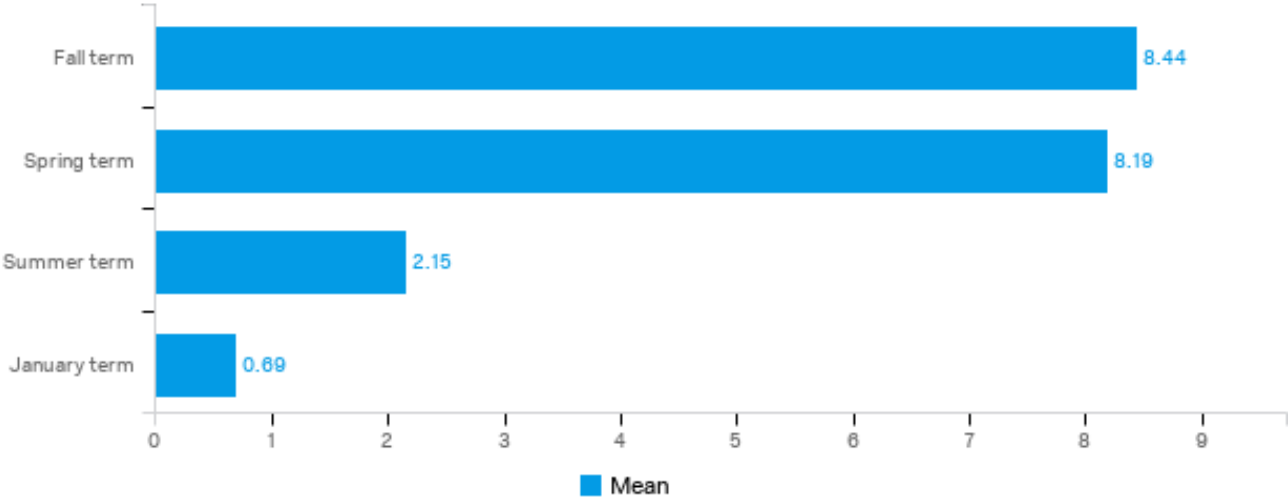
Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
The current form of instructor and course evaluation (SITES) provides effective information about teaching effectiveness.	3.67%	15	15.89%	65	14.43%	59	26.65%	109	32.76%	134	6.60%	27	409
I receive constructive feedback about teaching from students.	8.29%	34	35.37%	145	18.54%	76	22.44%	92	10.73%	44	4.63%	19	410
I receive constructive feedback about teaching from department heads.	8.76%	36	31.87%	131	19.95%	82	17.76%	73	13.87%	57	7.79%	32	411
I receive constructive feedback about teaching from colleagues.	9.76%	40	35.12%	144	20.73%	85	13.17%	54	9.27%	38	11.95%	49	410
I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	31.63%	130	49.88%	205	8.03%	33	4.87%	20	3.41%	14	2.19%	9	411
Relative to years of service and rank my salary is satisfactory.	3.65%	15	11.44%	47	12.17%	50	22.63%	93	48.42%	199	1.70%	7	411
Overall, I have high job satisfaction.	8.56%	35	29.83%	122	19.56%	80	28.12%	115	13.45%	55	0.49%	2	409





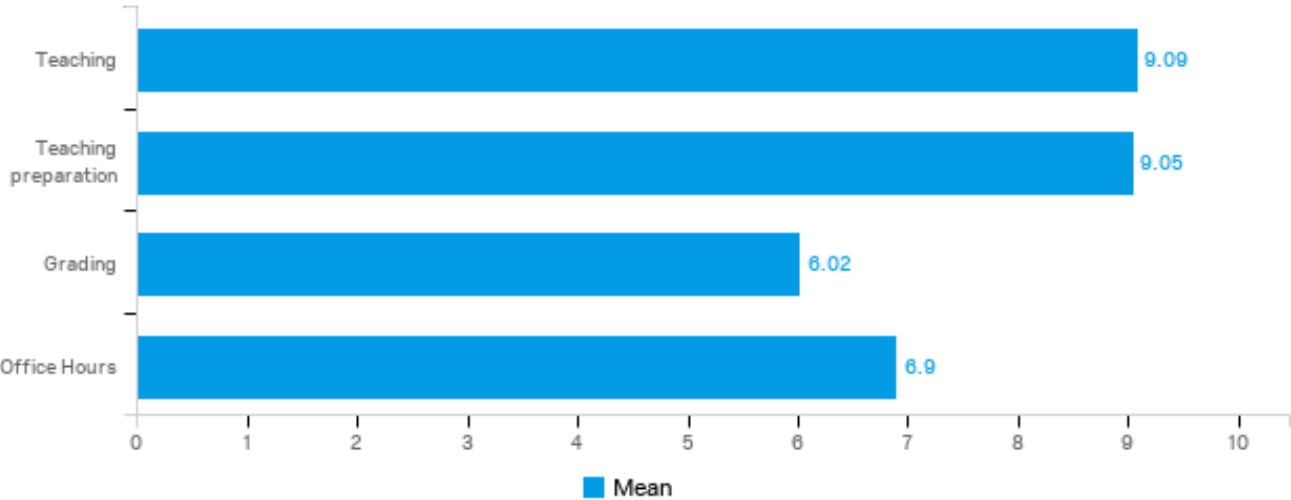
**Q12 - On average, how many credit hours do you teach per year?**

	Mean
Fall term	8.44
Spring term	8.19
Summer term	2.15
January term	0.69



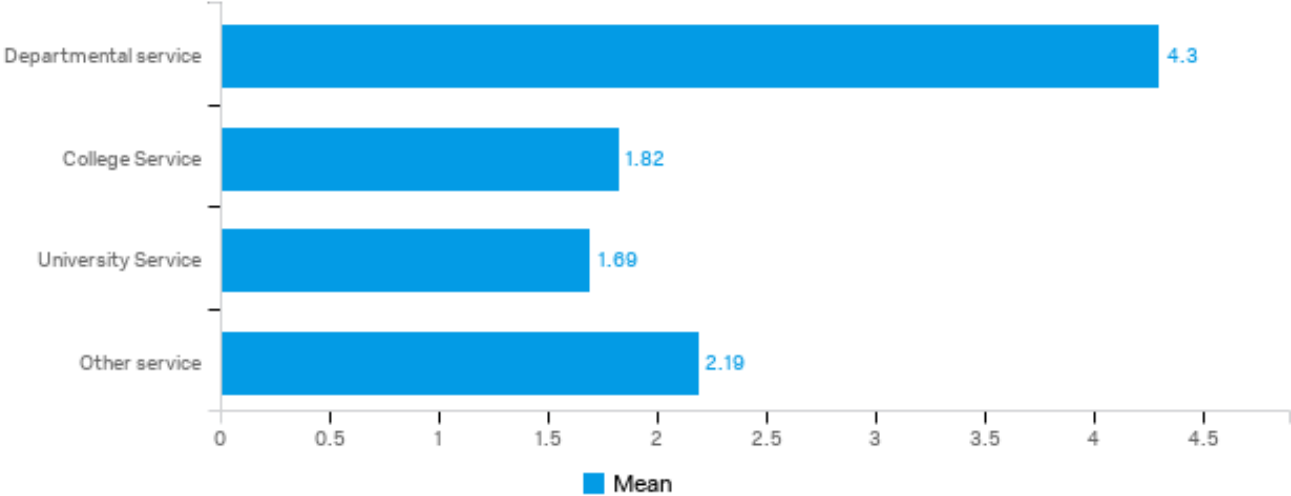
**Q13 - In an average week, about how many hours do you devote to teaching, including preparation, grading and office hours?**

	Mean
Teaching	9.09
Teaching preparation	9.05
Grading	6.02
Office Hours	6.90



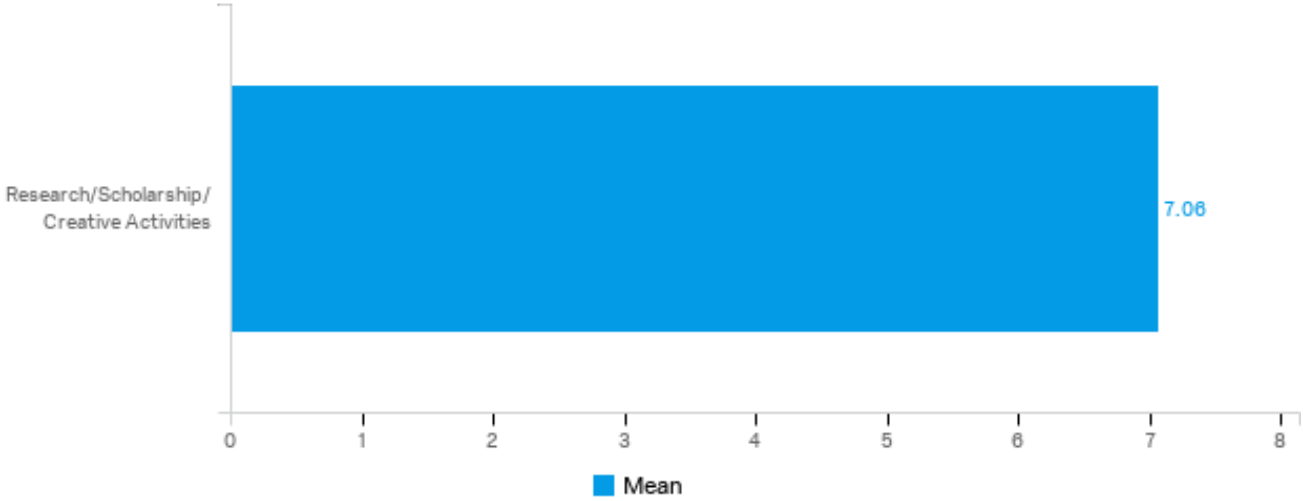
**Q14 - In an average week, about how many hours do you devote to service (departmental, college, university, or other)?**

Field	Mean	Count
Departmental service	4.30	414
College Service	1.82	414
University Service	1.69	415
Other service	2.19	412



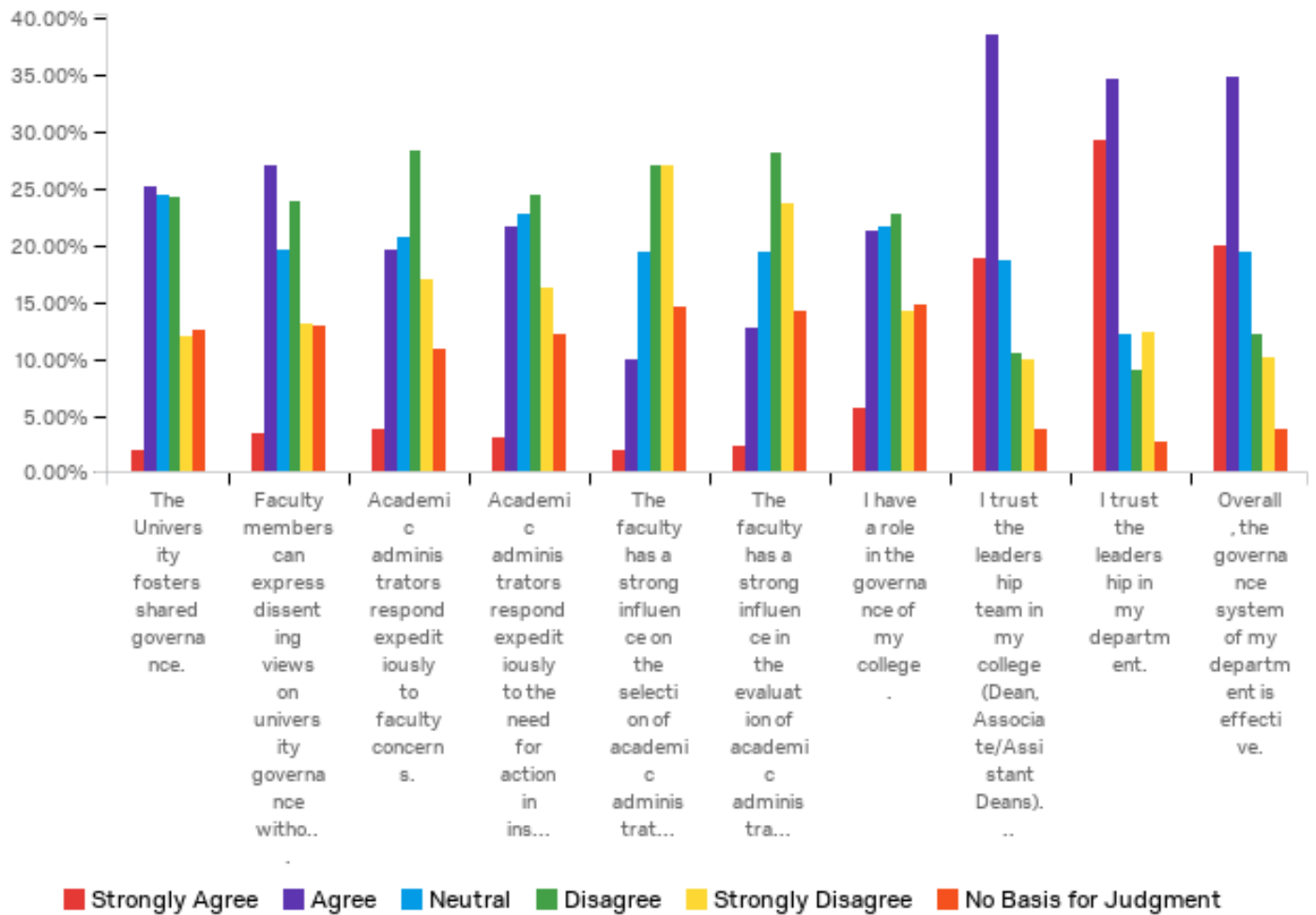
**Q15 - In an average week, about how many hours do you devote to research/scholarship/creative activities?**

Field	Mean	Count
Research/Scholarship/Creative Activities	7.06	414



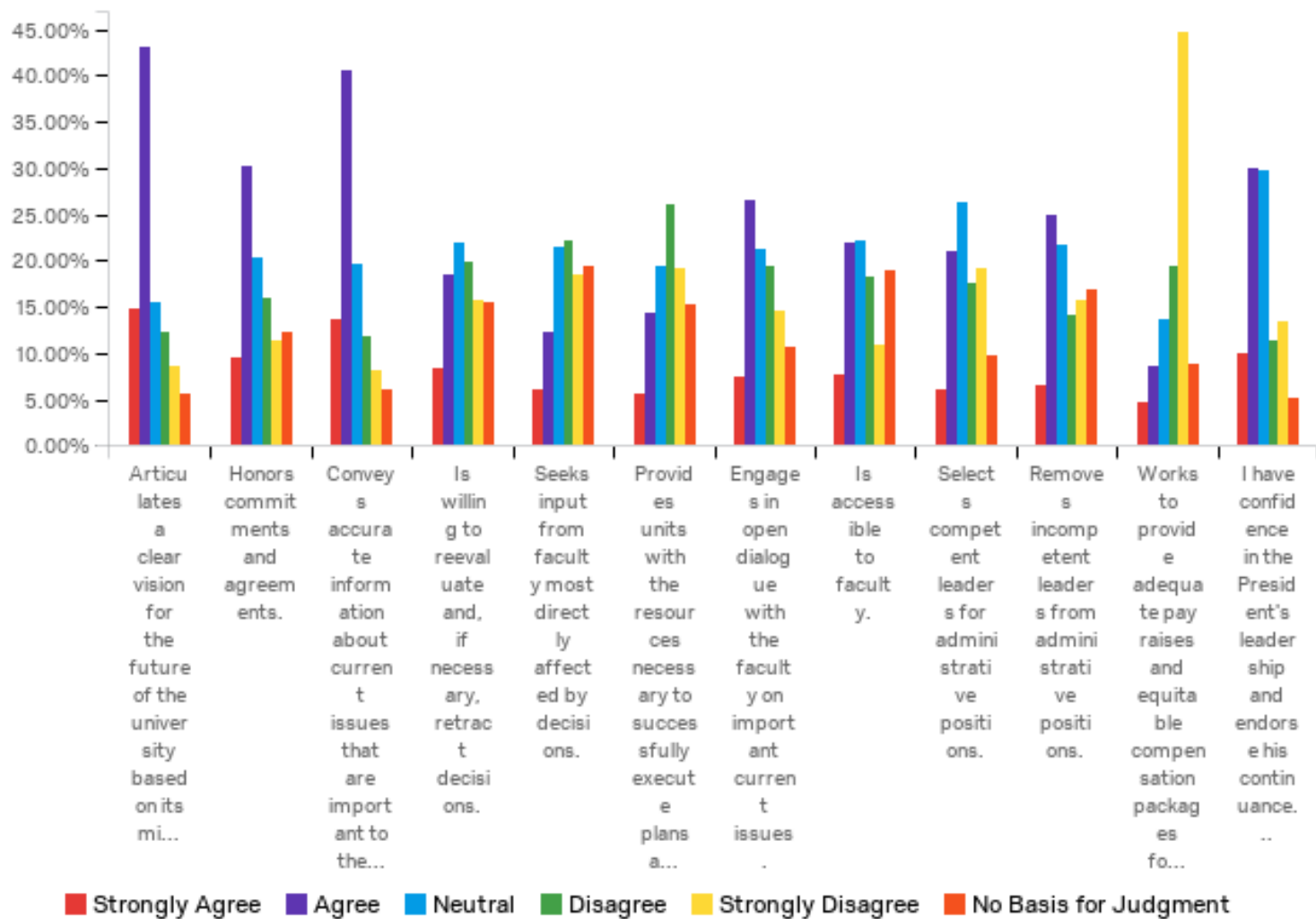
**Q16 - The statements below are about university, college and departmental governance.  
Rate your level of agreement with each statement**

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
The University fosters shared governance.	1.99%	8	25.12%	101	24.38%	98	24.13%	97	11.94%	48	12.44%	50	402
Faculty members can express dissenting views on university governance witho...	3.47%	14	27.05%	109	19.60%	79	23.82%	96	13.15%	53	12.90%	52	403
Academic administrators respond expeditiously to faculty concerns.	3.72%	15	19.60%	79	20.60%	83	28.29%	114	16.87%	68	10.92%	44	403
Academic administrators respond expeditiously to the need for action in ins...	2.99%	12	21.64%	87	22.64%	91	24.38%	98	16.17%	65	12.19%	49	402
The faculty has a strong influence on the selection of academic administrat...	1.99%	8	9.93%	40	19.35%	78	27.05%	109	27.05%	109	14.64%	59	403
The faculty has a strong influence in the evaluation of academic administra...	2.23%	9	12.66%	51	19.35%	78	28.04%	113	23.57%	95	14.14%	57	403
I have a role in the governance of my college.	5.72%	23	21.14%	85	21.64%	87	22.64%	91	14.18%	57	14.68%	59	402
I trust the leadership team in my college (Dean, Associate/Assistant Deans)...	18.86%	76	38.46%	155	18.61%	75	10.42%	42	9.93%	40	3.72%	15	403
I trust the leadership in my department.	29.28%	118	34.49%	139	12.16%	49	8.93%	36	12.41%	50	2.73%	11	403
Overall, the governance system of my department is effective.	19.85%	80	34.74%	140	19.35%	78	12.16%	49	10.17%	41	3.72%	15	403



**Q17 - The statements below are about President Gary Ransdell's performance. Please rate your level of agreement with each statement. - Articulates a clear vision for the future of the university based on its mission and values.**

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
Articulates a clear vision for the future of the university based on its mi...	14.90%	59	43.18%	171	15.40%	61	12.37%	49	8.59%	34	5.56%	22	396
Honors commitments and agreements.	9.60%	38	30.30%	120	20.45%	81	15.91%	63	11.36%	45	12.37%	49	396
Conveys accurate information about current issues that are important to the...	13.64%	54	40.66%	161	19.70%	78	11.87%	47	8.08%	32	6.06%	24	396
Is willing to reevaluate and, if necessary, retract decisions.	8.40%	33	18.58%	73	21.88%	86	19.85%	78	15.78%	62	15.52%	61	393
Seeks input from faculty most directly affected by decisions.	6.06%	24	12.37%	49	21.46%	85	22.22%	88	18.43%	73	19.44%	77	396
Provides units with the resources necessary to successfully execute plans a...	5.57%	22	14.43%	57	19.49%	77	26.08%	103	19.24%	76	15.19%	60	395
Engages in open dialogue with the faculty on important current issues.	7.58%	30	26.52%	105	21.21%	84	19.44%	77	14.65%	58	10.61%	42	396
Is accessible to faculty.	7.59%	30	22.03%	87	22.28%	88	18.23%	72	10.89%	43	18.99%	75	395
Selects competent leaders for administrative positions.	6.06%	24	20.96%	83	26.26%	104	17.68%	70	19.19%	76	9.85%	39	396
Removes incompetent leaders from administrative positions.	6.57%	26	25.00%	99	21.72%	86	14.14%	56	15.66%	62	16.92%	67	396
Works to provide adequate pay raises and equitable compensation packages fo...	4.80%	19	8.59%	34	13.64%	54	19.44%	77	44.70%	177	8.84%	35	396
I have confidence in the President's leadership and endorse his continuance...	9.95%	39	30.10%	118	29.85%	117	11.48%	45	13.52%	53	5.10%	20	392





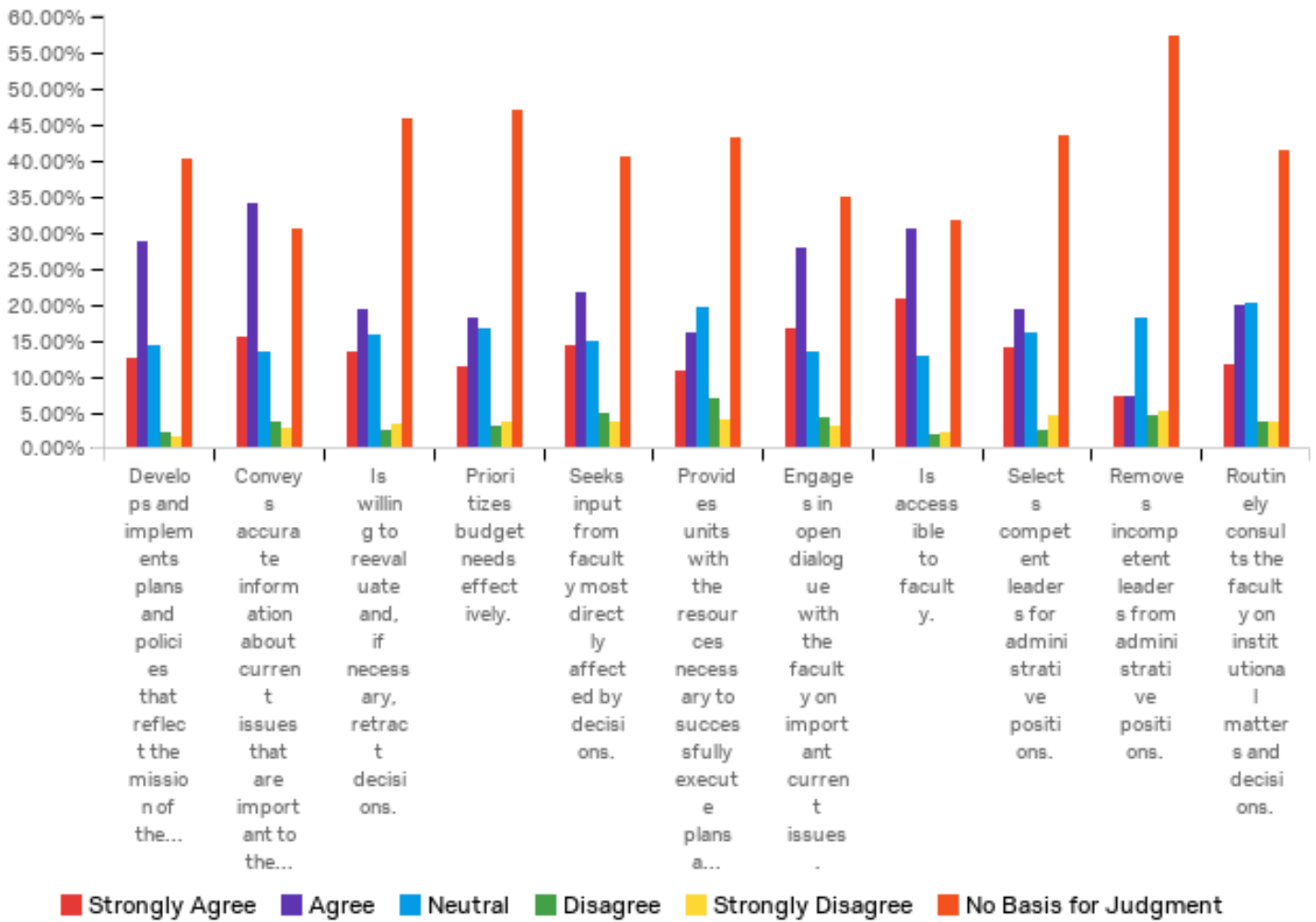
**Q18 - Use the space below to provide further feedback on President Gary Ransdell's performance. Your comments are anonymous and will be shared with the President, but not with the faculty at-large or the public.**

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**Q19 - The statements below are about Provost David Lee's performance. Please rate your level of agreement with each statement. - Develops and implements plans and policies that reflect the mission of the university.**

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
Develops and implements plans and policies that reflect the mission of the...	12.41%	49	28.86%	114	14.43%	57	2.28%	9	1.77%	7	40.25%	159	395
Conveys accurate information about current issues that are important to the...	15.44%	61	34.18%	135	13.42%	53	3.80%	15	2.78%	11	30.38%	120	395
Is willing to reevaluate and, if necessary, retract decisions.	13.38%	53	19.19%	76	15.66%	62	2.53%	10	3.28%	13	45.96%	182	396
Prioritizes budget needs effectively.	11.39%	45	18.23%	72	16.71%	66	3.04%	12	3.54%	14	47.09%	186	395
Seeks input from faculty most directly affected by decisions.	14.43%	57	21.77%	86	14.94%	59	4.81%	19	3.54%	14	40.51%	160	395
Provides units with the resources necessary to successfully execute plans a...	10.63%	42	15.95%	63	19.49%	77	6.84%	27	4.05%	16	43.04%	170	395
Engages in open dialogue with the faculty on important current issues.	16.67%	66	27.78%	110	13.38%	53	4.29%	17	3.03%	12	34.85%	138	396
Is accessible to faculty.	20.81%	82	30.46%	120	12.69%	50	2.03%	8	2.28%	9	31.73%	125	394
Selects competent leaders for administrative positions.	13.89%	55	19.44%	77	16.16%	64	2.53%	10	4.55%	18	43.43%	172	396

Removes incompetent leaders from administrative positions.	7.32%	29	7.32%	29	18.18%	72	4.55%	18	5.30%	21	57.32%	227	396
Routinely consults the faculty on institutional matters and decisions.	11.65%	46	19.75%	78	20.25%	80	3.54%	14	3.54%	14	41.27%	163	395

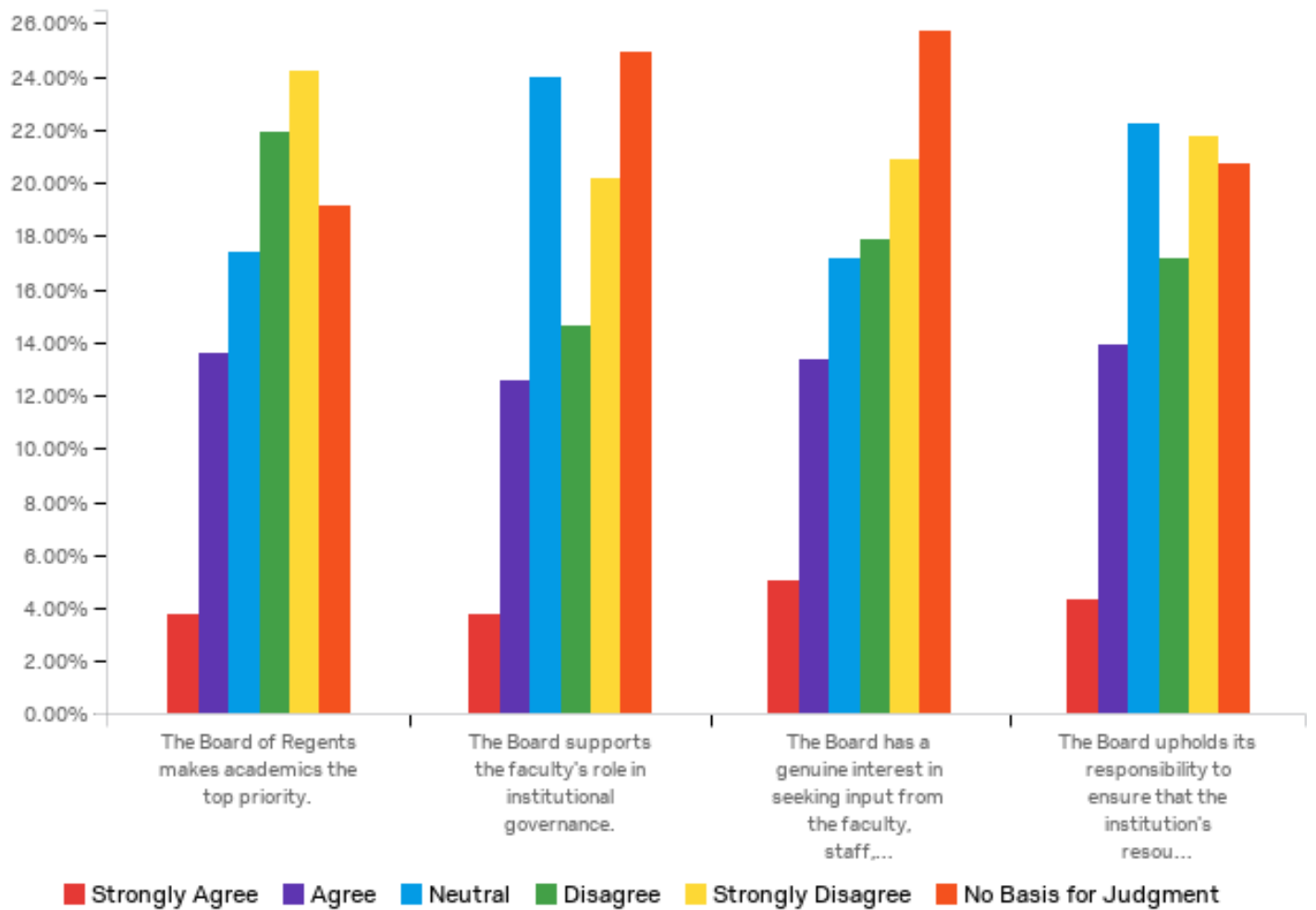


**Q20 - Use the space below to provide further feedback on Provost David Lee's performance. Your comments are anonymous and will be shared with the Provost, but not with the faculty at-large or the public.**

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**Q21 - The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement.**

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
The Board of Regents makes academics the top priority.	3.78%	15	13.60%	54	17.38%	69	21.91%	87	24.18%	96	19.14%	76	397
The Board supports the faculty's role in institutional governance.	3.78%	15	12.59%	50	23.93%	95	14.61%	58	20.15%	80	24.94%	99	397
The Board has a genuine interest in seeking input from the faculty, staff,...	5.04%	20	13.35%	53	17.13%	68	17.88%	71	20.91%	83	25.69%	102	397
The Board upholds its responsibility to ensure that the institution's resou...	4.29%	17	13.89%	55	22.22%	88	17.17%	68	21.72%	86	20.71%	82	396



**Q22 - Use the space below to provide further feedback on the Board of Regents' performance. Your comments are anonymous and will be shared with the Board, but not with the faculty at-large or the public.**

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