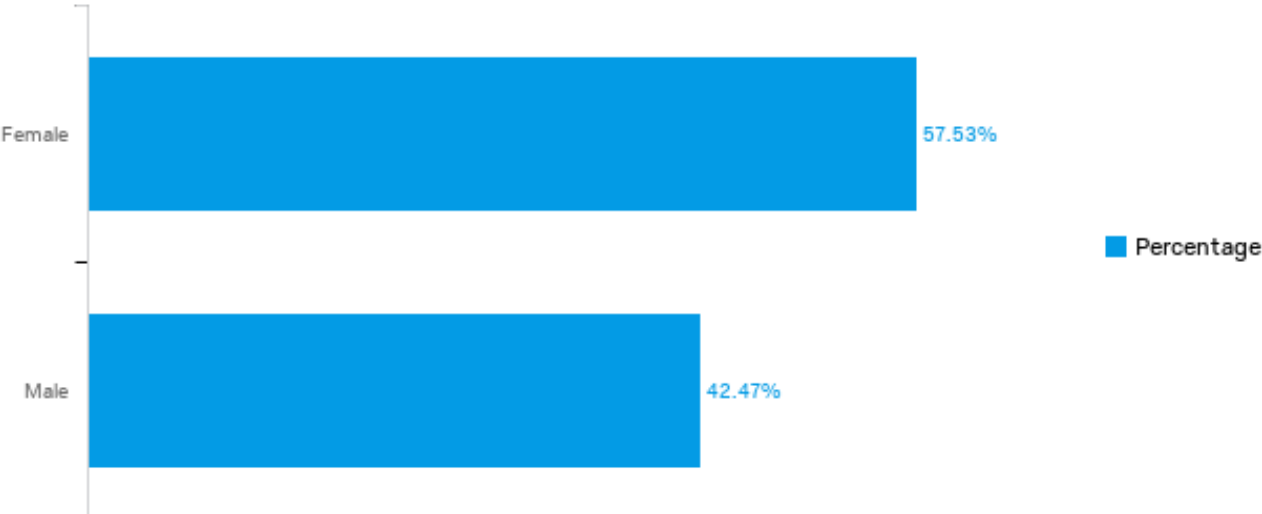


Faculty Work Life Survey

Fall 2015 / Spring 2016

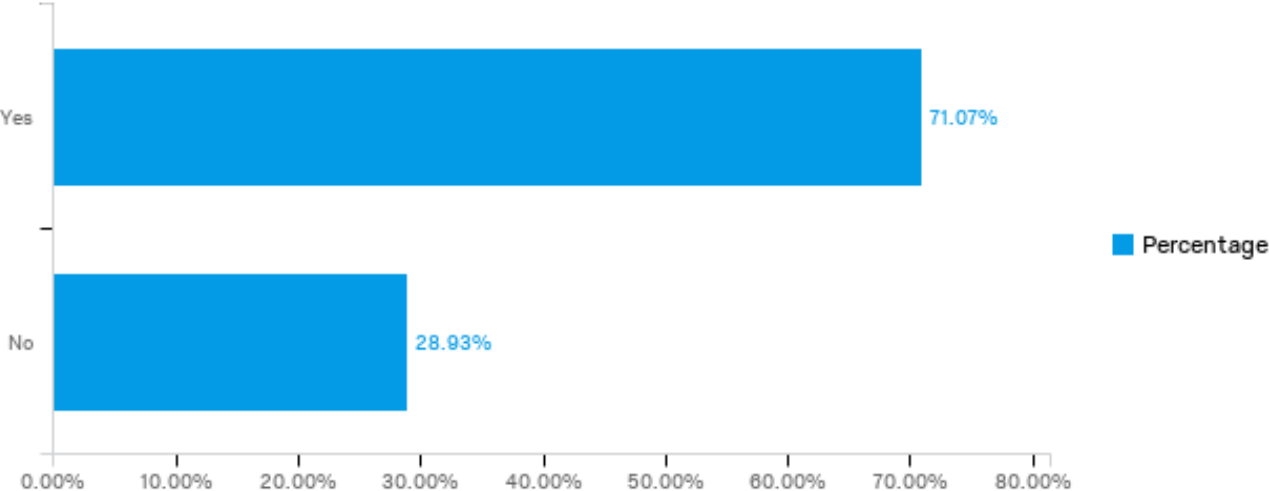
Q1 - Your Gender

| Answer | Count |
|--------|-------|
| Male | 186 |
| Female | 252 |
| Total | 438 |



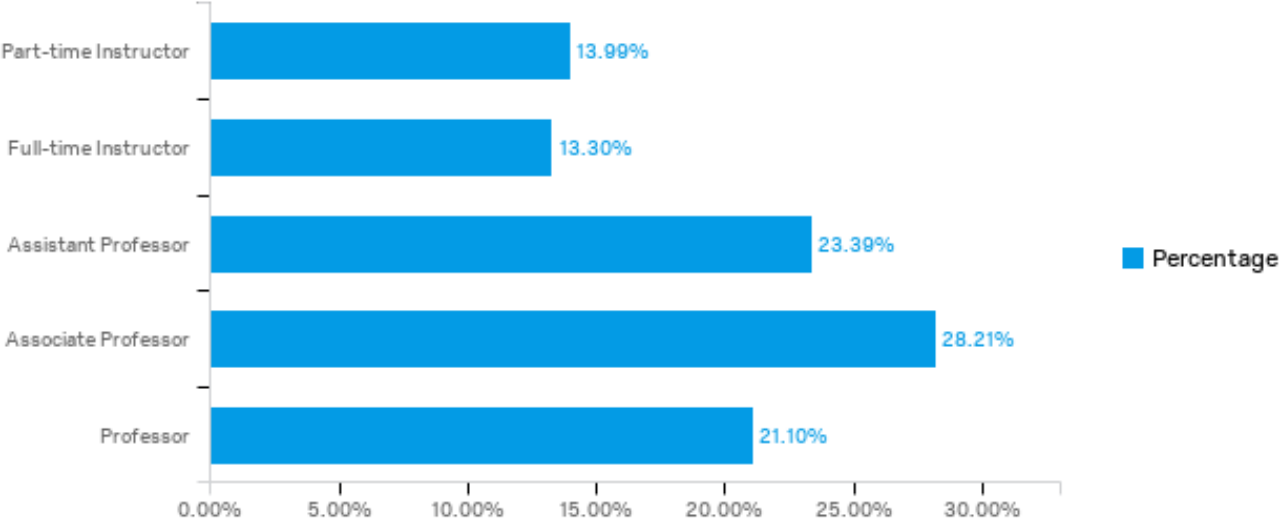
Q2 - Do you hold a tenure-track position?

| Answer | Count |
|--------|-------|
| Yes | 312 |
| No | 127 |
| Total | 439 |



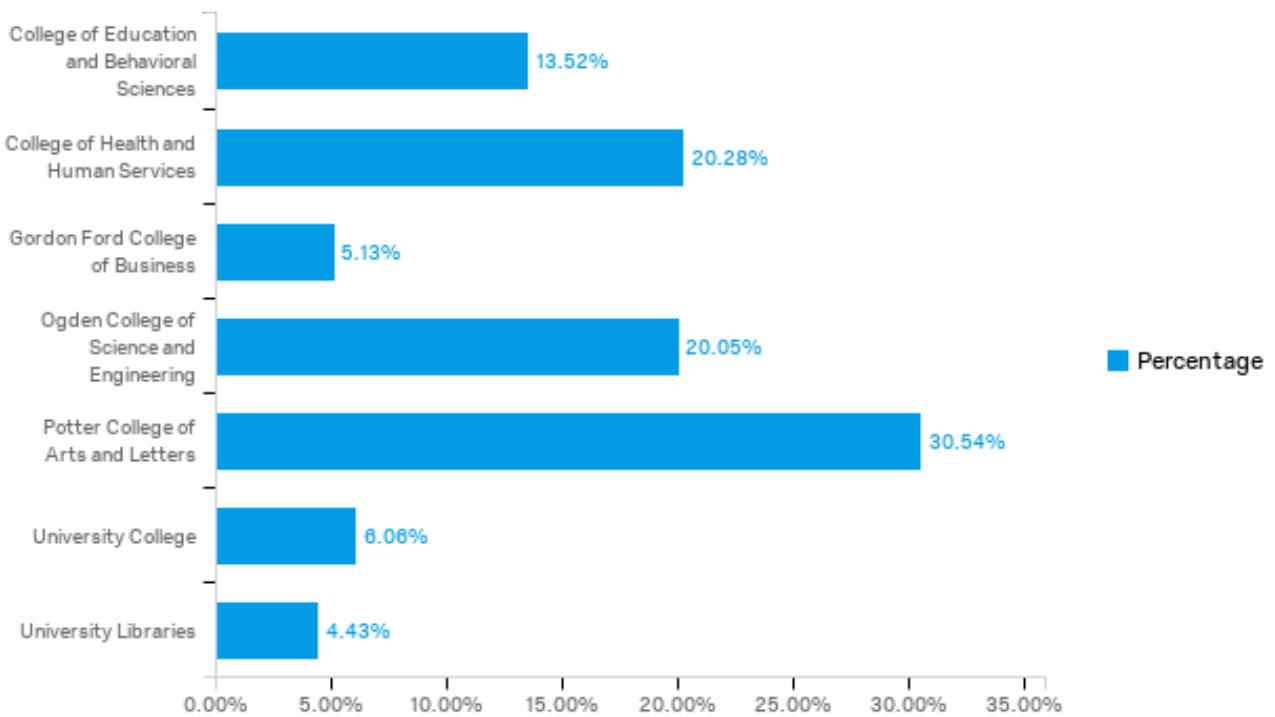
Q3 - Your Rank

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



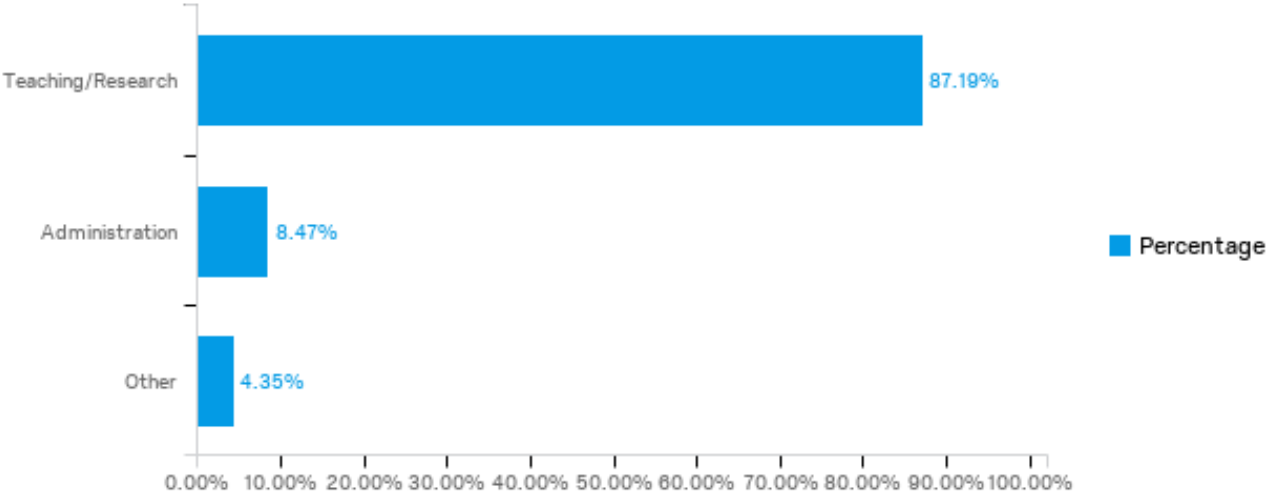
Q4 - Your Affiliation

| 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 |
| Total | 429 |



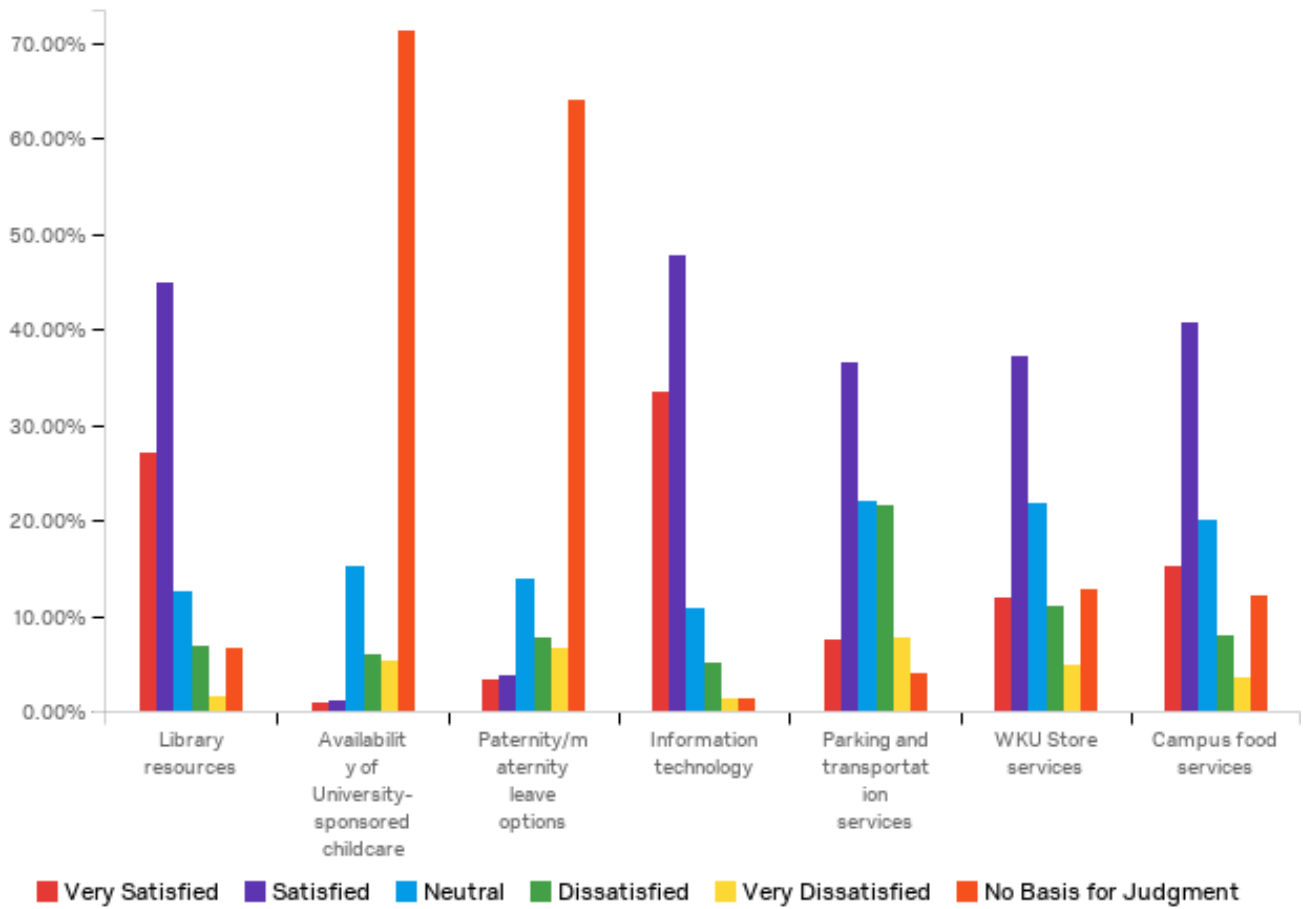
Q5 - Your responsibilities are primarily

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



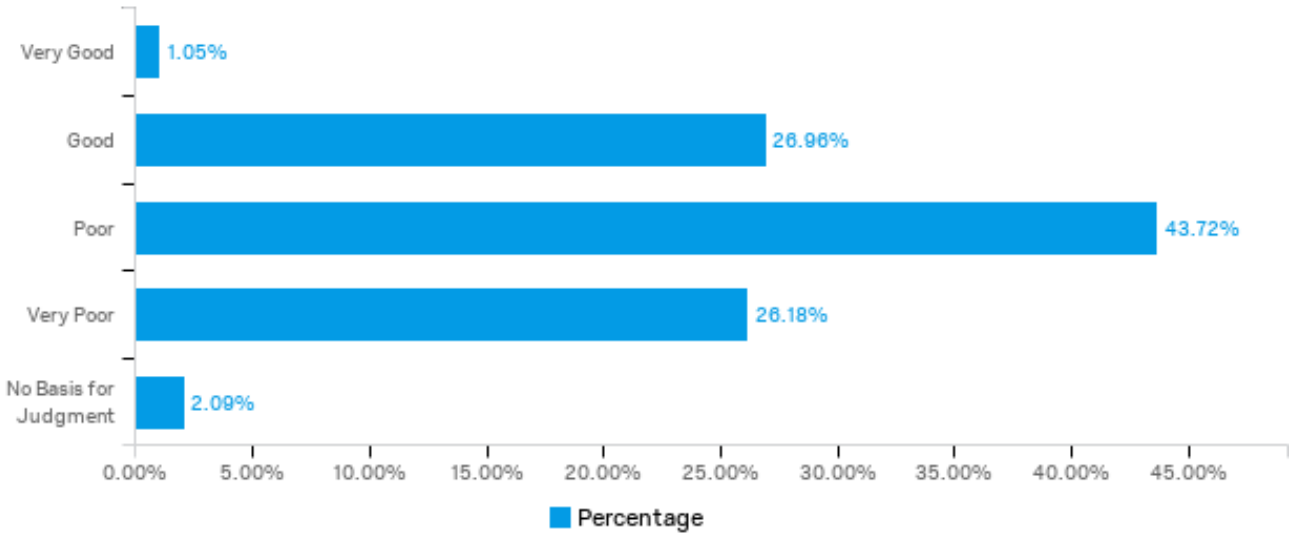
Q7 - Please rate your level of satisfaction with the following support services at WKU using the scale below.

| 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 |



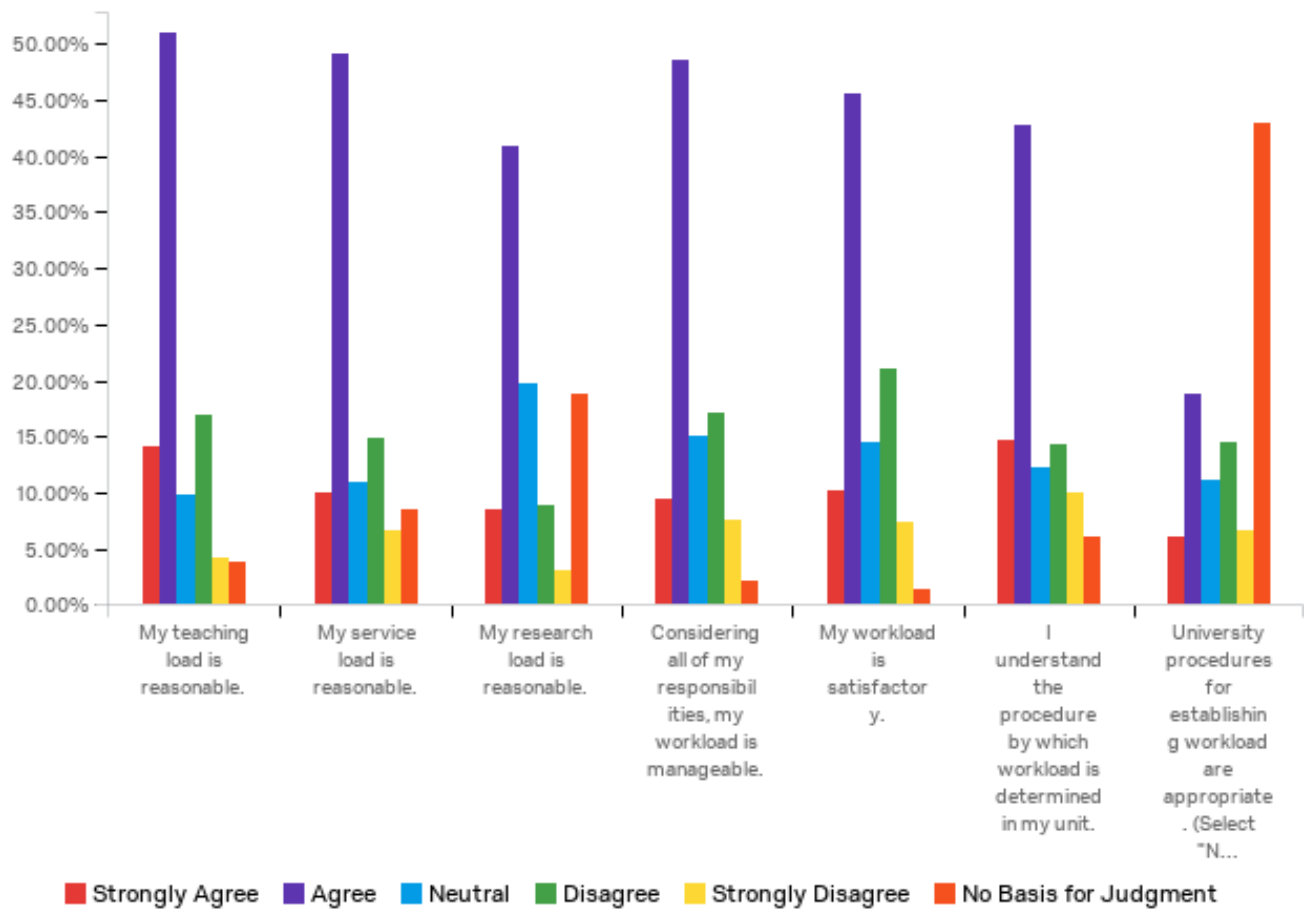
Q8 - Please rate your sense of general faculty morale at WKU using the scale below.

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



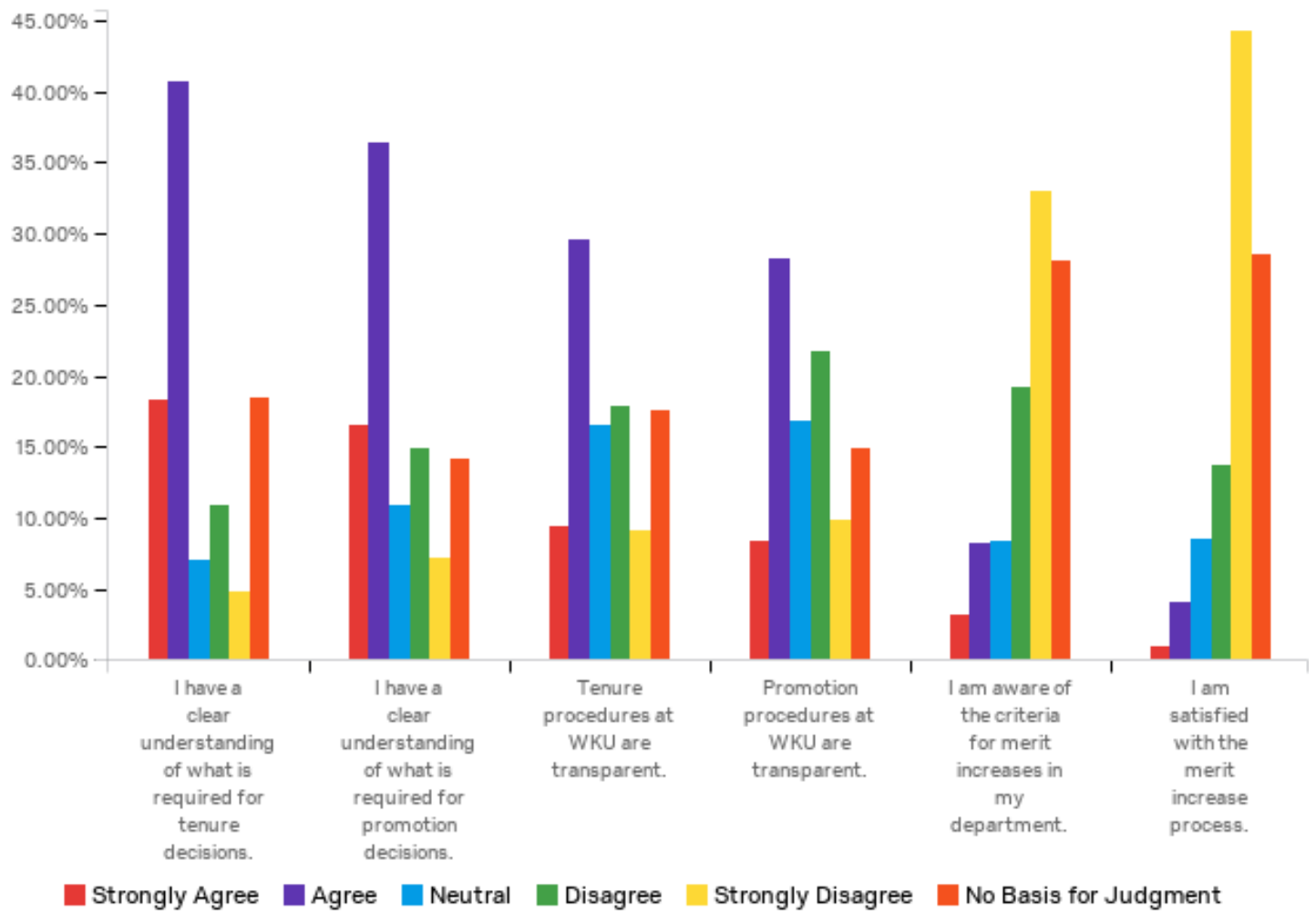
Q9 - The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.

| 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 "N... | 6.16% | 26 | 18.72% | 79 | 11.14% | 47 | 14.45% | 61 | 6.64% | 28 | 42.89% | 181 | 422 |



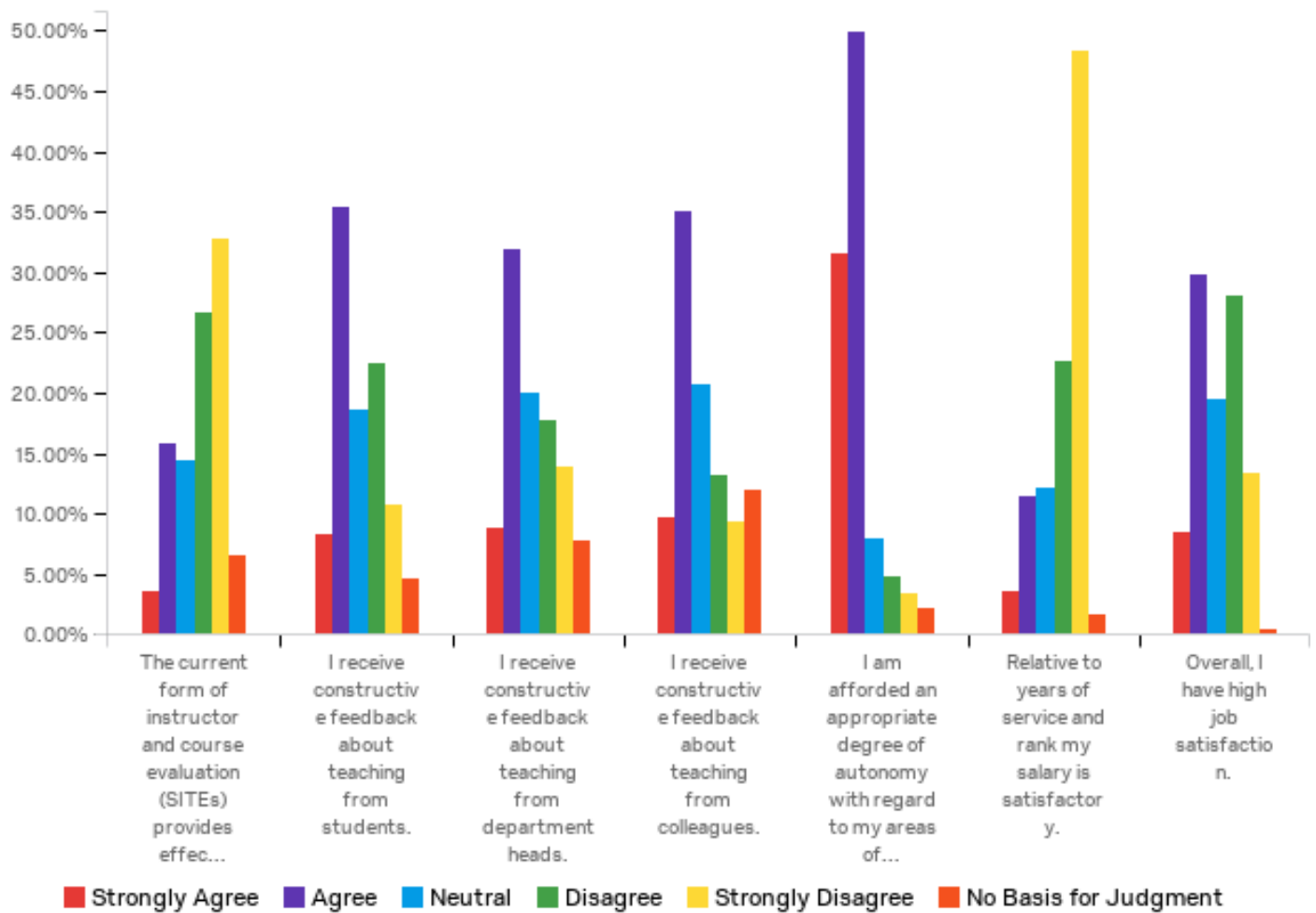
Q10 - The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement. If you are not in a tenure-track or tenured position or in a non-promotable position, you may select "No Basis for Judgment."

| 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 |



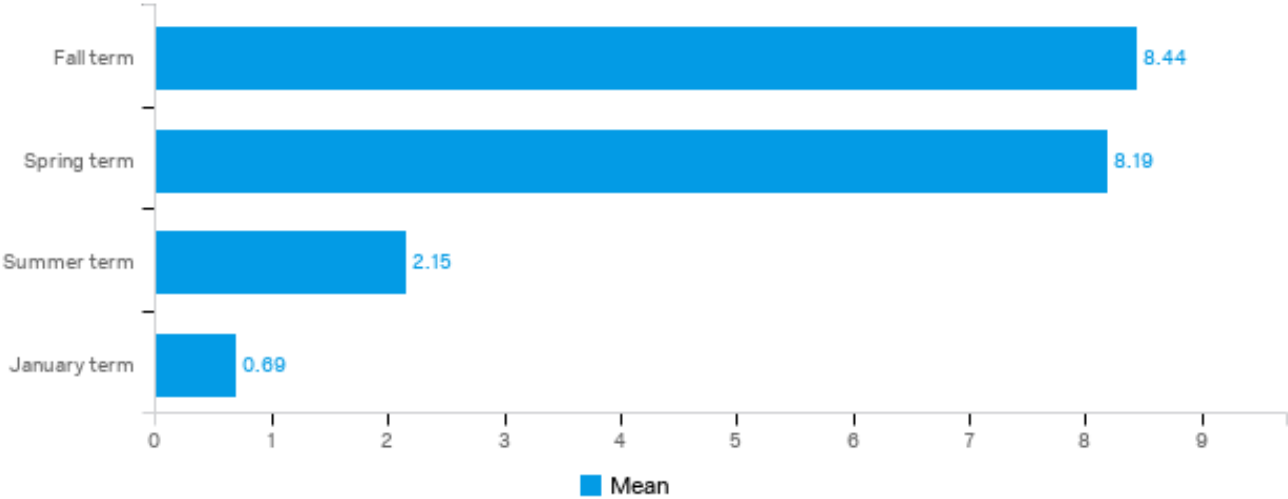
Q11 - The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement. - The current form of instructor and course evaluation (SITES) provides effective information about teaching effectiveness.

| 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 |



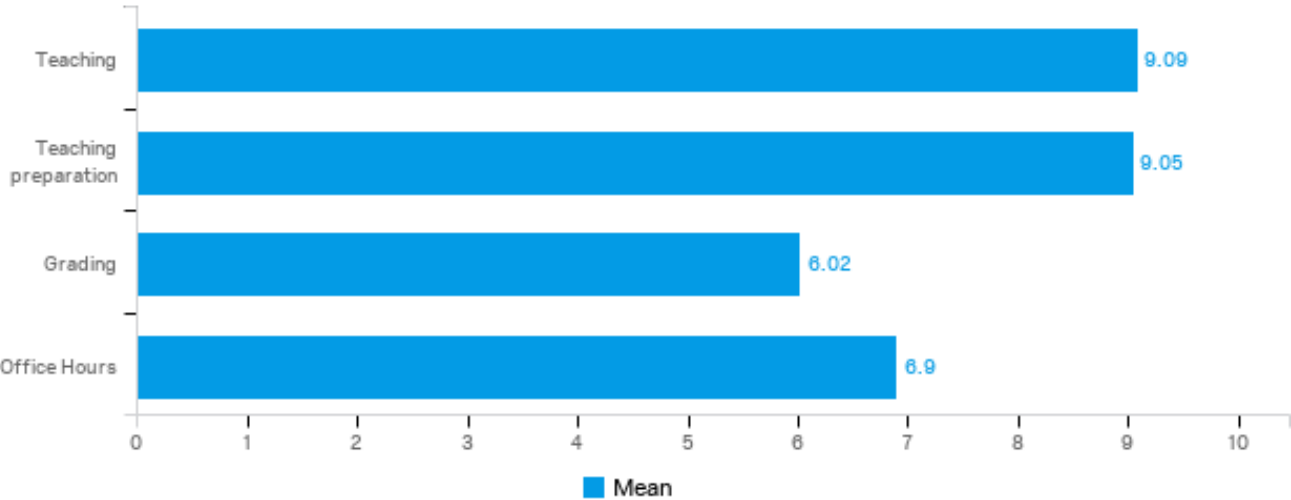
Q12 - On average, how many credit hours do you teach per year?

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



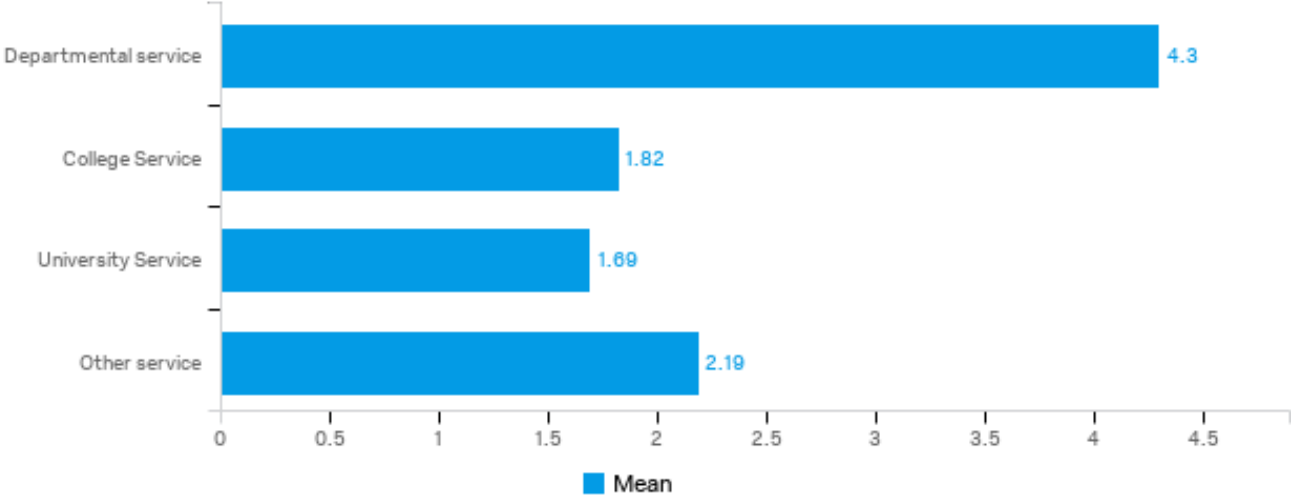
Q13 - In an average week, about how many hours do you devote to teaching, including preparation, grading and office hours?

| | Mean |
|----------------------|------|
| Teaching | 9.09 |
| Teaching preparation | 9.05 |
| Grading | 6.02 |
| Office Hours | 6.90 |



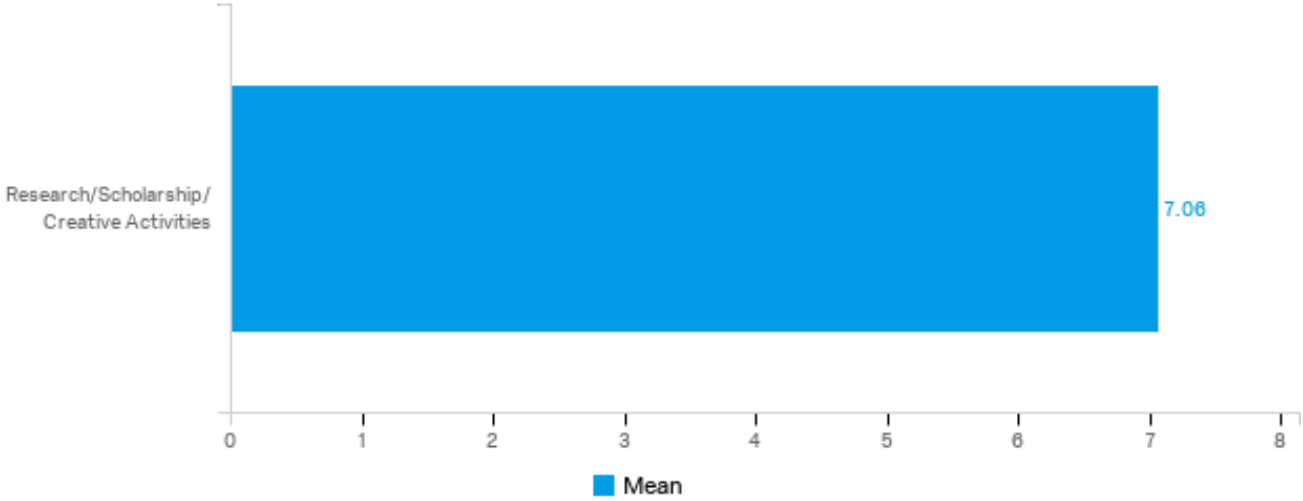
Q14 - In an average week, about how many hours do you devote to service (departmental, college, university, or other)?

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



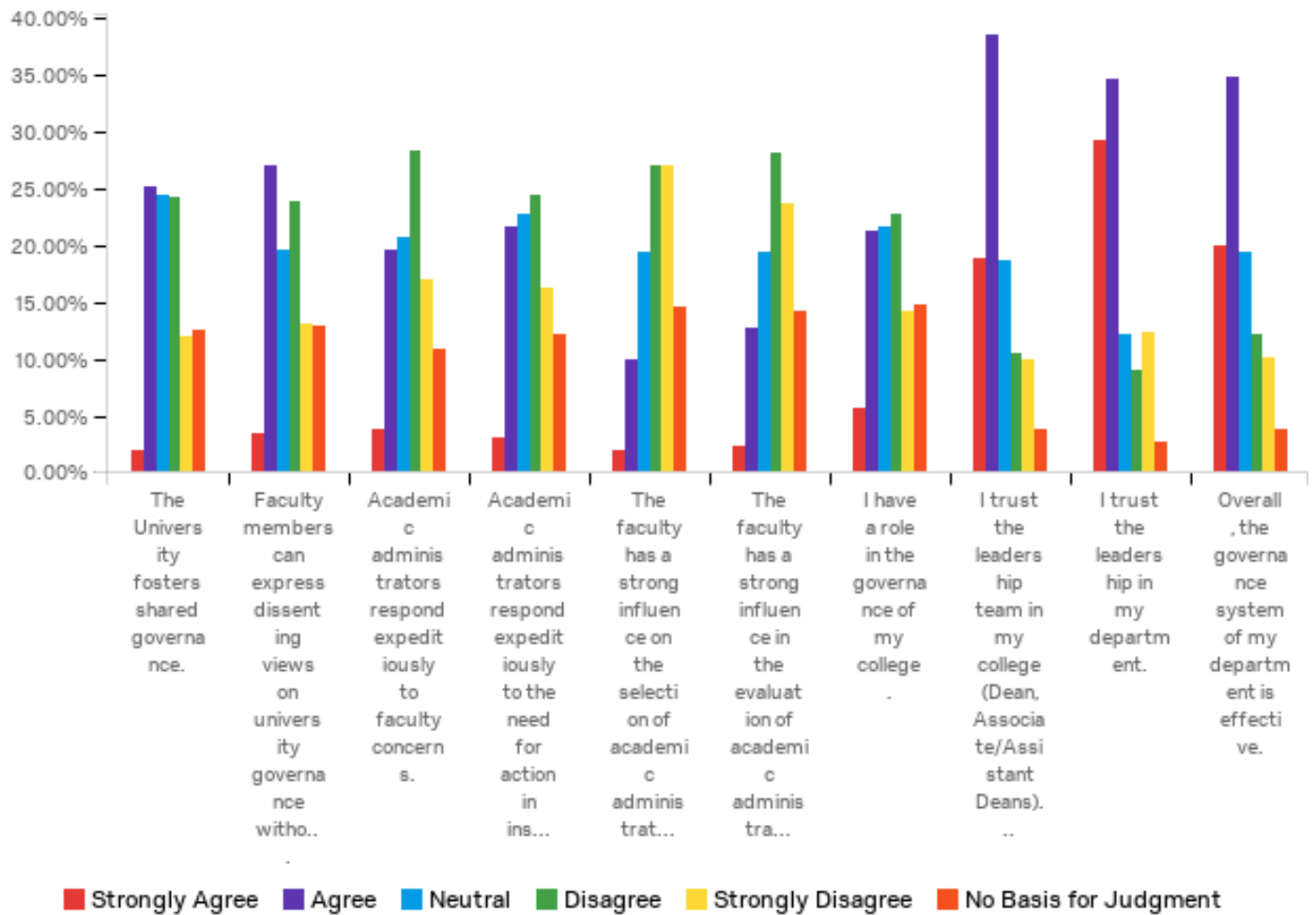
Q15 - In an average week, about how many hours do you devote to research/scholarship/creative activities?

| Field | Mean | Count |
|--|------|-------|
| Research/Scholarship/Creative Activities | 7.06 | 414 |



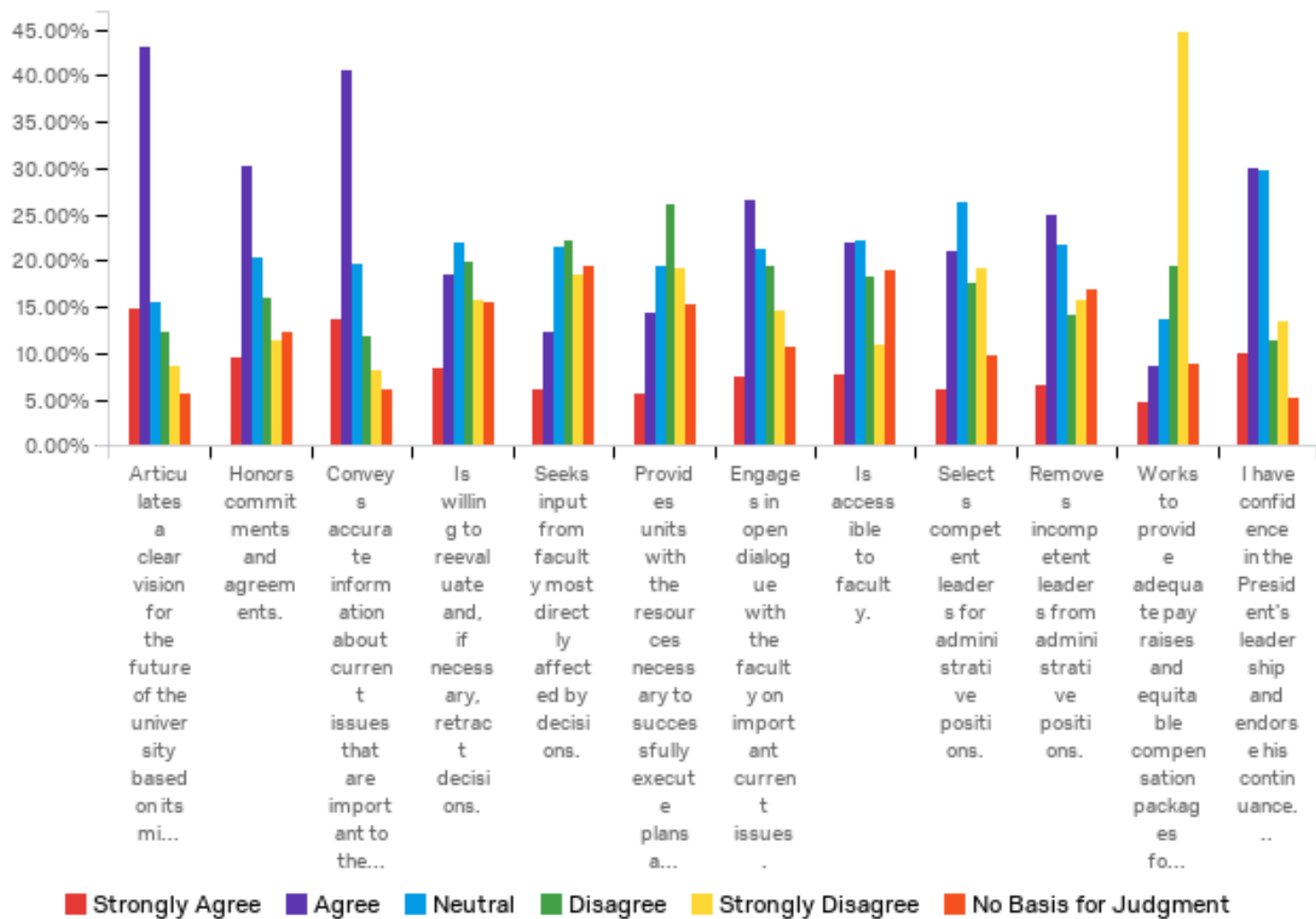
**Q16 - The statements below are about university, college and departmental governance.
Rate your level of agreement with each statement**

| 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 |



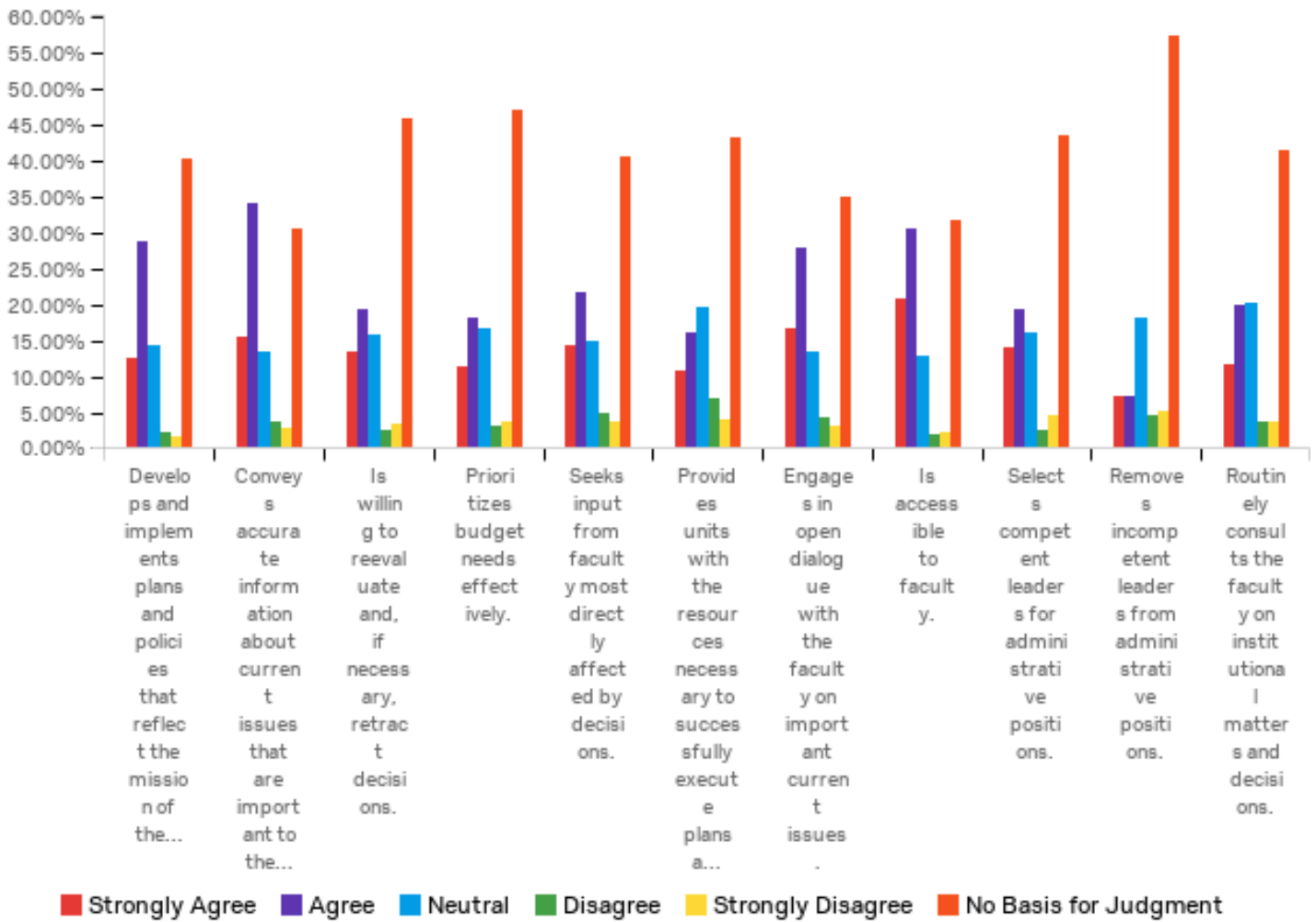
Q18 - Use the space below to provide further feedback on President Gary Ransdell's performance. Your comments are anonymous and will be shared with the President, but not with the faculty at-large or the public.

CONFIDENTIAL

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 |

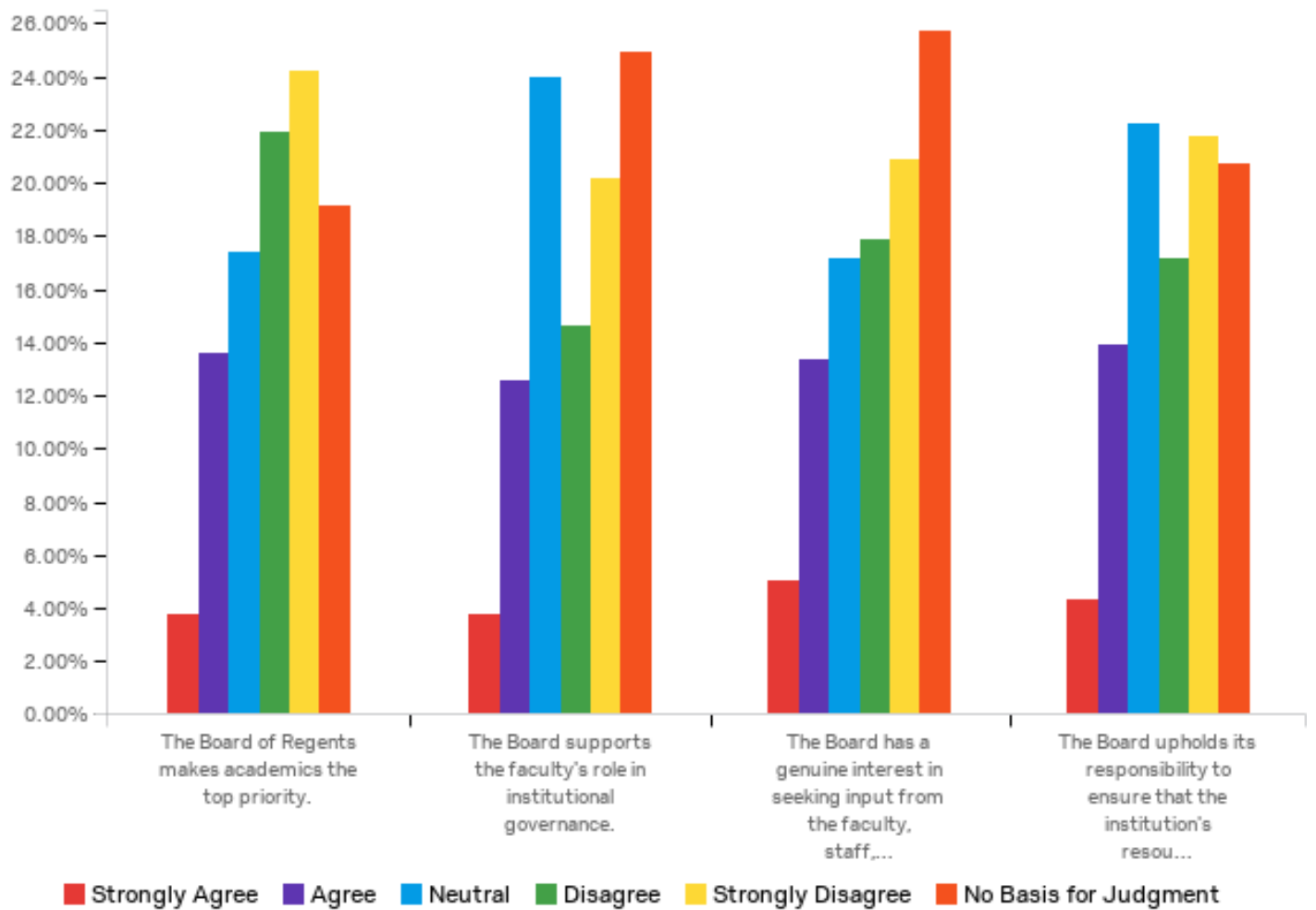


Q20 - Use the space below to provide further feedback on Provost David Lee's performance. Your comments are anonymous and will be shared with the Provost, but not with the faculty at-large or the public.

CONFIDENTIAL

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.

CONFIDENTIAL