

Faculty Worklife Survey 2013-2018

Characteristics of Participants

Response Rate												
	2013		2014		2015		2016		2017		2018	
Total Faculty	1,251		1,199		1,197		1,180		1,200		Data unavailable	
Total Respondents	407		507		427		439		380		515	
Response Rate	32.53%		42.29%		35.67%		37.20%		31.67%		#VALUE!	
Gender												
	2013		2014		2015		2016		2017		2018	
Male	172	42.36%	225	44.38%	186	43.97%	186	42.47%	158	41.80%	217	42.14%
Female	234	57.64%	282	55.62%	237	56.03%	252	57.53%	206	54.50%	278	53.98%
Transgender Male									1	0.26%	0	0.00%
Transgender Female									0	0.00%	0	0.00%
Other									1	0.26%	2	0.39%
Prefer not to answer									12	3.17%	18	3.50%
Total	406	100%	507	100%	423	100%	438	100%	378	100%	515	100%
Tenure-Track Position												
	2013		2014		2015		2016		2017		2018	
Yes	268	66.34%	346	68.65%	313	73.30%	312	71.07%	288	75.79%	387	75.44%
No	136	33.66%	158	31.35%	114	26.70%	127	28.93%	92	24.21%	126	24.56%
Total	404	100%	504	100%	427	100%	439	100%	380	100%	513	100%
Your Rank												
	2013		2014		2015		2016		2017		2018	

Part-time Instructor	59	14.50%	67	13.24%	53	12.44%	61	13.99%	36	9.52%	46	9.00%
Full-time Instructor	75	18.43%	85	16.80%	54	12.68%	58	13.30%	53	14.02%	66	12.92%
Assistant Professor	88	21.62%	127	25.10%	114	26.76%	102	23.39%	83	21.96%	113	22.11%
Associate Professor	115	28.26%	140	27.67%	122	28.64%	123	28.21%	117	30.95%	159	31.12%
Professor	70	17.20%	84	17.19%	83	19.48%	92	21.10%	89	23.54%	127	24.85%
Total	407	100%	506	100%	426	100%	436	100%	378	100%	511	100%
Your Affiliation												
	2013		2014		2015		2016		2017		2018	
College of Education and Behavioral Sciences	58	14.43%	61	12.15%	52	12.24%	58	13.52%	40	10.64%	63	12.35%
College of Health and Human Services	84	20.90%	107	21.31%	72	16.94%	87	20.28%	73	19.41%	102	20.00%
Gordon Ford College of Business	21	5.22%	34	6.77%	25	5.88%	22	5.13%	23	6.12%	38	7.45%
Ogden College of Science and Engineering	79	19.65%	100	19.92%	101	23.76%	86	20.05%	75	19.95%	97	19.02%
Potter College of Arts and Letters	107	26.62%	137	27.29%	124	29.18%	131	30.54%	126	33.51%	158	30.98%
University College	45	11.19%	48	9.56%	40	9.41%	26	6.06%	28	7.45%	33	6.47%

University Libraries	8	1.99%	15	2.99%	11	2.59%	19	4.43%	11	2.93%	19	3.73%
Total	402	100%	502	100%	425	100%	429	100%	376	100%	510	100%
Your responsibilities are primarily												
	2013		2014		2015		2016		2017		2018	
Teaching / Research	356	88.12%	455	89.92%	381	89.44%	381	87.19%	329	87.04%	455	88.52%
Administration	32	7.92%	35	6.92%	35	8.22%	37	8.47%	37	9.79%	42	8.17%
Other	16	3.96%	16	3.16%	10	2.35%	19	4.35%	12	3.17%	17	3.31%
Total	404	100%	506	100%	426	100%	437	100%	378	100%	514	100%

Trends in Faculty Attitudes 2013-2018

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

Library Resources												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	79	21.29%	115	24.63%	101	25.63%	117	29.03%	98	28.00%	137	29.27%
Satisfied	172	46.36%	219	46.90%	174	44.16%	194	48.14%	172	49.14%	217	46.37%
Neutral	62	16.71%	81	17.34%	67	17.01%	55	13.65%	43	12.29%	73	15.60%
Dissatisfied	37	9.97%	40	8.57%	41	10.41%	30	7.44%	30	8.57%	33	7.05%
Very Dissatisfied	21	5.66%	12	2.57%	11	2.79%	7	1.74%	7	2.00%	8	1.71%
Total	371	100%	467	100%	394	100%	403	100%	350	100%	468	100%
Availability of University-sponsored childcare												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	3	2.73%	4	3.01%	7	5.60%	4	3.23%	4	3.96%	4	2.74%
Satisfied	12	10.91%	16	12.03%	18	14.40%	5	4.03%	10	9.90%	13	8.90%
Neutral	52	47.27%	61	45.86%	49	39.20%	66	53.23%	44	43.56%	67	45.89%
Dissatisfied	22	20.00%	27	20.30%	30	24.00%	26	20.97%	20	19.80%	33	22.60%
Very Dissatisfied	21	19.09%	25	18.80%	21	16.80%	23	18.55%	23	22.77%	29	19.86%
Total	110	100%	133	100%	125	100%	124	100%	101	100%	146	100%

Paternity/maternity leave options												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	7	5.69%	13	8.23%	13	7.60%	15	9.68%	8	6.40%	13	6.91%
Satisfied	25	20.33%	32	20.25%	28	16.37%	17	10.97%	20	16.00%	33	17.55%
Neutral	52	42.28%	69	43.67%	70	40.94%	60	38.71%	44	35.20%	69	36.70%
Dissatisfied	20	16.26%	26	16.46%	35	20.47%	34	21.94%	30	24.00%	40	21.28%
Very Dissatisfied	19	15.45%	18	11.39%	25	14.62%	29	18.71%	23	18.40%	33	17.55%
Total	123	100%	158	100%	171	100%	155	100%	125	100%	188	100%
Your knowledge of paternity/maternity leave options												
	2013		2014		2015		2016		2017		2018	
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%						
Information technology												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	124	31.88%	156	31.97%	125	30.05%	145	33.96%	107	29.00%	129	25.75%
Satisfied	193	49.61%	245	50.20%	209	50.24%	207	48.48%	182	49.32%	261	52.10%
Neutral	49	12.60%	56	11.48%	49	11.78%	47	11.01%	51	13.82%	81	16.17%
Dissatisfied	16	4.11%	25	5.12%	24	5.77%	22	5.15%	24	6.50%	23	4.59%
Very Dissatisfied	7	1.80%	6	1.23%	9	2.16%	6	1.41%	5	1.36%	7	1.40%
Total	389	100%	488	100%	416	100%	427	100%	369	100%	501	100%
Parking and transportation services												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	36	9.57%	45	9.47%	31	7.85%	33	7.93%	24	6.74%	41	8.69%
Satisfied	142	37.77%	163	34.32%	148	37.47%	159	38.22%	137	38.48%	189	40.04%

Neutral	76	20.21%	122	25.68%	83	21.01%	96	23.08%	84	23.60%	120	25.42%
Dissatisfied	73	19.41%	97	20.42%	87	22.03%	94	22.60%	82	23.03%	82	17.37%
Very Dissatisfied	49	13.03%	48	10.11%	46	11.65%	34	8.17%	29	8.15%	40	8.47%
Total	376	100%	475	100%	395	100%	416	100%	356	100%	472	100%
WKU Store services												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	42	12.14%	58	13.49%	41	11.14%	52	13.79%	29	8.90%	54	12.36%
Satisfied	150	43.35%	187	43.49%	139	37.77%	161	42.71%	160	49.08%	189	43.25%
Neutral	105	30.35%	107	24.88%	105	28.53%	95	25.20%	80	24.54%	141	32.27%
Dissatisfied	26	7.51%	47	10.93%	43	11.68%	48	12.73%	39	11.96%	35	8.01%
Very Dissatisfied	23	6.65%	31	7.21%	40	10.87%	21	5.57%	18	5.52%	18	4.12%
Total	346	100%	430	100%	368	100%	377	100%	326	100%	437	100%
Campus food services												
	2013		2014		2015		2016		2017		2018	
Very Satisfied	26	7.56%	31	7.54%	38	10.76%	66	17.37%	35	10.14%	37	8.26%
Satisfied	129	37.50%	169	41.12%	154	43.63%	176	46.32%	157	45.51%	179	39.96%
Neutral	88	25.58%	121	29.44%	87	24.65%	87	22.89%	89	25.80%	129	28.79%
Dissatisfied	64	18.60%	64	15.57%	54	15.30%	35	9.21%	47	13.62%	79	17.63%
Very Dissatisfied	37	10.76%	26	6.33%	20	5.67%	16	4.21%	17	4.93%	24	5.36%
Total	344	100%	411	100%	353	100%	380	100%	345	100%	448	100%
Please rate your sense of general faculty morale at WKU using the scale below. In my opinion, faculty morale is												
	2013		2014		2015		2016		2017		2018	
Very Good	8	2.29%	19	4.40%	9	2.45%	4	1.07%	6	1.86%	6	1.35%
Good	159	45.56%	177	40.97%	148	40.22%	103	27.54%	70	21.67%	67	15.06%
Poor	121	34.67%	165	38.19%	147	39.95%	167	44.65%	143	44.27%	184	41.35%
Very Poor	61	17.48%	71	16.44%	64	17.39%	100	26.74%	104	32.20%	188	42.25%
Total	349	100%	432	100%	368	100%	374	100%	323	100%	445	100%

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

My teaching load is reasonable and manageable.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	44	12.61%	73	15.43%	59	14.57%	60	14.71%	50	13.93%	80	16.60%
Agree	172	49.28%	237	50.11%	227	56.05%	216	52.94%	188	52.37%	245	50.83%
Neutral	66	18.91%	59	12.47%	43	10.62%	42	10.29%	41	11.42%	43	8.92%
Disagree	40	11.46%	81	17.12%	58	14.32%	72	17.65%	60	16.71%	85	17.63%
Strongly Disagree	27	7.74%	23	4.86%	18	4.44%	18	4.41%	20	5.57%	29	6.02%
Total	349	100%	473	100%	405	100%	408	100%	359	100%	482	100%

My service load is reasonable and manageable.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	44	12.61%	39	8.90%	45	11.60%	42	10.85%	39	11.05%	65	13.95%
Agree	172	49.28%	257	58.68%	205	52.84%	208	53.75%	167	47.31%	235	50.43%
Neutral	66	18.91%	58	13.24%	61	15.72%	46	11.89%	57	16.15%	60	12.88%
Disagree	40	11.46%	51	11.64%	54	13.92%	63	16.28%	62	17.56%	69	14.81%
Strongly Disagree	27	7.74%	33	7.53%	23	5.93%	28	7.24%	28	7.93%	37	7.94%
Total	349	100%	438	100%	388	100%	387	100%	353	100%	466	100%

My research load is reasonable and manageable.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	28	9.15%	38	10.11%	33	9.73%	36	10.56%	38	12.46%	63	15.04%
Agree	140	45.75%	178	47.34%	155	45.72%	172	50.44%	166	54.43%	225	53.70%
Neutral	73	23.86%	81	21.54%	85	25.07%	83	24.34%	52	17.05%	65	15.51%
Disagree	44	14.38%	62	16.49%	45	13.27%	37	10.85%	39	12.79%	54	12.89%
Strongly Disagree	21	6.86%	17	4.52%	21	6.19%	13	3.81%	10	3.28%	12	2.86%
Total	306	100%	376	100%	339	100%	341	100%	305	100%	419	100%

Considering all of my responsibilities, my workload is manageable.

	2013		2014		2015		2016		2017		2018	
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Strongly Agree	40	9.73%	35	9.46%	67	13.67%
Agree	204	49.64%	164	44.32%	223	45.51%
Neutral	63	15.33%	58	15.68%	69	14.08%
Disagree	72	17.52%	79	21.35%	92	18.78%
Strongly Disagree	32	7.79%	34	9.19%	39	7.96%
Total	411	100%	370	100%	490	100%

My workload is satisfactory.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	41	10.73%	49	10.27%	48	11.82%	43	10.31%	34	9.32%	67	13.67%
Agree	174	45.55%	218	45.70%	178	43.84%	193	46.28%	150	41.10%	215	43.88%
Neutral	58	15.18%	78	16.35%	68	16.75%	61	14.63%	62	16.99%	64	13.06%
Disagree	67	17.54%	95	19.92%	75	18.47%	89	21.34%	86	23.56%	105	21.43%
Strongly Disagree	42	10.99%	37	7.76%	37	9.11%	31	7.43%	33	9.04%	39	7.96%
Total	382	100%	477	100%	406	100%	417	100%	365	100%	490	100%

I understand the procedure by which workload is determined in my unit.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	47	12.63%	66	14.29%	55	13.89%	62	15.66%	46	13.07%	72	15.06%
Agree	164	44.09%	215	46.54%	184	46.46%	180	45.45%	144	40.91%	217	45.40%
Neutral	53	14.25%	54	11.69%	54	13.64%	52	13.13%	52	14.77%	55	11.51%
Disagree	65	17.47%	71	15.37%	57	14.39%	60	15.15%	76	21.59%	82	17.15%
Strongly Disagree	43	11.56%	56	12.12%	46	11.62%	42	10.61%	34	9.66%	52	10.88%
Total	372	100%	462	100%	396	100%	396	100%	352	100%	478	100%

University procedures for establishing workload are appropriate.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	20	5.87%	26	6.30%	30	8.50%	26	10.79%	17	7.73%	21	6.95%
Agree	90	26.39%	136	32.93%	108	30.59%	79	32.78%	56	25.45%	88	29.14%
Neutral	91	26.69%	98	23.73%	82	23.23%	47	19.50%	54	24.55%	68	22.52%
Disagree	81	23.75%	95	23.00%	89	25.21%	61	25.31%	59	26.82%	71	23.51%

Strongly Disagree	59	17.30%	58	14.04%	44	12.46%	28	11.62%	34	15.45%	54	17.88%
Total	341	100%	413	100%	353	100%	241	100%	220	100%	302	100%

The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement.

I have a clear understanding of what I need to accomplish for tenure and promotion.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	38	12.93%	79	20.68%	69	20.23%						
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%						

I have a clear understanding of what is required for tenure decisions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							76	22.42%	71	22.76%	94	22.65%
Agree							169	49.85%	144	46.15%	207	49.88%
Neutral							29	8.55%	26	8.33%	39	9.40%
Disagree							45	13.27%	45	14.42%	53	12.77%
Strongly Disagree							20	5.90%	26	8.33%	22	5.30%
Total							339	100%	312	100%	415	100%

I have a clear understanding of what is required for promotion decisions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							69	19.33%	61	18.54%	82	18.68%
Agree							151	42.30%	141	42.86%	208	47.38%
Neutral							45	12.61%	25	7.60%	56	12.76%
Disagree							62	17.37%	65	19.76%	65	14.81%
Strongly Disagree							30	8.40%	37	11.25%	28	6.38%

Total	357		100%		329		100%		439		100%	
Tenure and promotion procedures at WKU are transparent.												
	2013		2014		2015		2016		2017		2018	
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%						
Tenure procedures at WKU are transparent.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							39	11.37%	31	9.84%	59	14.32%
Agree							123	35.86%	113	35.87%	165	40.05%
Neutral							69	20.12%	68	21.59%	84	20.39%
Disagree							74	21.57%	61	19.37%	65	15.78%
Strongly Disagree							38	11.08%	42	13.33%	39	9.47%
Total							343	100%	315	100%	412	100%
Promotion procedures at WKU are transparent.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							35	9.92%	31	9.51%	56	12.96%
Agree							117	33.14%	96	29.45%	165	38.19%
Neutral							70	19.83%	71	21.78%	87	20.14%
Disagree							90	25.50%	75	23.01%	79	18.29%
Strongly Disagree							41	11.61%	53	16.26%	45	10.42%
Total							353	100%	326	100%	432	100%
I am aware of the criteria for merit increases in my department.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	19	5.81%	23	5.93%	19	5.48%	13	4.35%	9	3.24%	23	6.23%

Agree	57	17.43%	75	19.33%	44	12.68%	34	11.37%	30	10.79%	40	10.84%
Neutral	43	13.15%	45	11.60%	37	10.66%	35	11.71%	25	8.99%	43	11.65%
Disagree	90	27.52%	105	27.06%	111	31.99%	80	26.76%	78	28.06%	101	27.37%
Strongly Disagree	118	36.09%	140	36.08%	136	39.19%	137	45.82%	136	48.92%	162	43.90%
Total	327	100%	388	100%	347	100%	299	100%	278	100%	369	100%

I am satisfied with the merit increase process.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	3.64%	13	3.63%	9	2.87%	4	1.35%	5	1.90%	14	4.12%
Agree	33	10.93%	44	12.29%	19	6.05%	17	5.74%	13	4.94%	23	6.76%
Neutral	46	15.23%	50	13.97%	49	15.61%	35	11.82%	32	12.17%	45	13.24%
Disagree	68	22.52%	78	21.79%	81	25.80%	57	19.26%	53	20.15%	60	17.65%
Strongly Disagree	144	47.68%	173	48.32%	157	50.00%	183	61.82%	160	60.84%	198	58.24%
Total	302	100%	358	100%	314	100%	296	100%	263	100%	340	100%

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.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	6	1.62%	17	3.76%	8	2.03%	15	3.93%	8	2.30%	8	1.71%
Agree	76	20.54%	89	19.69%	79	20.00%	65	17.02%	57	16.38%	78	16.70%
Neutral	72	19.46%	71	15.71%	62	15.70%	59	15.45%	65	18.68%	99	21.20%
Disagree	105	28.38%	129	28.54%	121	30.63%	109	28.53%	105	30.17%	139	29.76%
Strongly Disagree	111	30.00%	146	32.30%	125	31.65%	134	35.08%	113	32.47%	143	30.62%
Total	370	100%	452	100%	395	100%	382	100%	348	100%	467	100%

I receive appropriate and constructive feedback about teaching.

	2013		2014		2015		2016		2017		2018	
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%

I receive constructive feedback about teaching from students.

	2013	2014	2015	2016	2017	2018			
Strongly Agree				34	8.70%	21	5.97%	33	6.98%
Agree				145	37.08%	135	38.35%	166	35.10%
Neutral				76	19.44%	72	20.45%	126	26.64%
Disagree				92	23.53%	74	21.02%	95	20.08%
Strongly Disagree				44	11.25%	50	14.20%	53	11.21%
Total				391	100%	352	100%	473	100%

I receive constructive feedback about teaching from department heads.

	2013	2014	2015	2016	2017	2018			
Strongly Agree				36	9.50%	22	6.38%	29	6.33%
Agree				131	34.56%	113	32.75%	155	33.84%
Neutral				82	21.64%	73	21.16%	108	23.58%
Disagree				73	19.26%	69	20.00%	95	20.74%
Strongly Disagree				57	15.04%	68	19.71%	71	15.50%
Total				379	100%	345	100%	458	100%

I receive constructive feedback about teaching from colleagues.

	2013	2014	2015	2016	2017	2018			
Strongly Agree				40	11.08%	26	7.83%	35	7.85%
Agree				144	39.89%	121	36.45%	184	41.26%
Neutral				85	23.55%	83	25.00%	106	23.77%
Disagree				54	14.96%	61	18.37%	75	16.82%
Strongly Disagree				38	10.53%	41	12.35%	46	10.31%

Fall Term	382	9	4.2	0-24	474	8.8	4.1	0-21	405	8.4	3.9	0-15		8.4		8.9		476	9.1	3.9	0-24
Spring Term	383	8.7	4.1	0-24	474	8.5	4.1	0-21	405	8.1	3.9	0-18		8.2		8.6		477	8.9	3.9	0-24
Summer Term	383	2.3	3.2	0-24	473	2.3	2.9	0-12	404	2.2	2.8	0-12		2.2		2.1		410	2.5	2.8	0-15
January Term	382	0.7	1.8	0-24	473	0.7	1.3	0-12	405	0.7	1.2	0-6		0.7		0.6		384	0.8	1.4	0-9

Per week, about how many hours do you devote to teaching, including preparation, grading and office hours?

	2013				2014				2015				2016				2017				2018			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Teaching	377	9.8	6	0-55.5	463	9.8	5.9	0-40	404	9	4.8	0-26		9.1			9.9			465	9.8	5.6	0-40	
Teaching Preparation	378	9.8	7	0-45	463	10	7.4	0-55	404	9.6	6.5	0-36		9.1			8.9			465	9.6	7	0-40	
Grading					464	6	4.9	0-25	404	6.2	5.2	0-36		6			6.3			465	6.9	5.4	0-35	
Office Hours	378	7.5	6.9	0-60	463	7.2	6.8	0-50	404	6.8	6.2	0-42		6.9			7			463	6.5	5	0-40	

Per week, about how many hours do you devote to service (departmental, college, university, or other)?

	2013				2014				2015				2016				2017				2018			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Departmental Service	371	4.3	6.5	0-50	462	4.6	6.5	0-45	402	4	5.1	0-33	414	4.3			363	4.8			458	4.8	6	0-40
College Service	370	1.4	2.5	0-30	460	1.5	2.4	0-20	402	1.6	2.4	0-20	414	1.8			362	1.5			437	1.9	3.1	0-40
University Service	371	1.6	4.3	0-40	461	1.5	3	0-37.5	401	1.9	3.9	0-60	415	1.7			361	1.9			433	2	3.6	0-40
Other Service	369	2.3	4.1	0-40	461	2.4	4.6	0-37.5	401	2.6	4.7	0-40	412	2.2			363	2.7			412	2.7	3.7	0-20

Per week, about how many hours do you devote to research/scholarship/creative activities?

	2013				2014				2015				2016				2017				2018			
	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range	N	Mean	SD	Range
Research/Scholarship/Creative Activities	368	6.6	7.1	0-48	458	6.9	7.6	0-40	401	7.5	7.7	0-40	414	7.1			362	7.4			455	7.8	8.6	0-100

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

I am informed about campus issues.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree											36	7.95%
Agree											267	58.94%
Neutral											101	22.30%
Disagree											39	8.61%
Strongly Disagree											10	2.21%
Total											453	100%
The University fosters shared governance.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	9	2.77%	11	5.56%	10	2.81%	8	2.27%	6	1.88%	10	2.26%
Agree	97	29.85%	110	55.56%	103	28.93%	101	28.69%	77	24.06%	115	26.02%
Neutral	87	26.77%	113	57.07%	103	28.93%	98	27.84%	88	27.50%	151	34.16%
Disagree	77	23.69%	107	54.04%	91	25.56%	97	27.56%	85	26.56%	120	27.15%
Strongly Disagree	55	16.92%	57	28.79%	49	13.76%	48	13.64%	64	20.00%	46	10.41%
Total	325	100%	198	100%	356	100%	352	100%	320	100%	442	100%
Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	21	6.31%	20	4.94%	25	7.02%	14	3.99%	12	3.77%	20	4.77%
Agree	92	27.63%	108	26.67%	97	27.25%	109	31.05%	83	26.10%	137	32.70%
Neutral	77	23.12%	94	23.21%	66	18.54%	79	22.51%	77	24.21%	94	22.43%
Disagree	90	27.03%	116	28.64%	110	30.90%	96	27.35%	85	26.73%	107	25.54%
Strongly Disagree	53	15.92%	67	16.54%	58	16.29%	53	15.10%	61	19.18%	61	14.56%
Total	333	100%	405	100%	356	100%	351	100%	318	100%	419	100%
University decision making is transparent.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree											8	1.81%
Agree											47	10.61%

Neutral	122	27.54%
Disagree	176	39.73%
Strongly Disagree	90	20.32%
Total	443	100%

Academic administrators respond expeditiously to faculty concerns.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	3.29%	15	3.65%	14	3.89%	15	4.18%	10	3.03%	12	2.86%
Agree	75	22.46%	102	24.82%	71	19.72%	79	22.01%	58	17.58%	89	21.19%
Neutral	83	24.85%	94	22.87%	95	26.39%	83	23.12%	97	29.39%	123	29.29%
Disagree	91	27.25%	120	29.20%	105	29.17%	114	31.75%	90	27.27%	126	30.00%
Strongly Disagree	74	22.16%	80	19.46%	75	20.83%	68	18.94%	75	22.73%	70	16.67%
Total	334	100%	411	100%	360	100%	359	100%	330	100%	420	100%

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

	2013		2014		2015		2016		2017		2018	
Strongly Agree	16	4.95%	14	3.60%	7	1.98%	12	3.40%	9	2.84%	10	2.40%
Agree	78	24.15%	102	26.22%	67	18.98%	87	24.65%	46	14.51%	73	17.51%
Neutral	90	27.86%	111	28.53%	120	33.99%	91	25.78%	99	31.23%	146	35.01%
Disagree	75	23.22%	95	24.42%	98	27.76%	98	27.76%	88	27.76%	118	28.30%
Strongly Disagree	64	19.81%	67	17.22%	61	17.28%	65	18.41%	75	23.66%	70	16.79%
Total	323	100%	389	100%	353	100%	353	100%	317	100%	417	100%

The faculty has a strong influence on the selection and in the evaluation of academic administrators.

	2013		2014		2015		2016		2017		2018	
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%						
The faculty has a strong influence on the selection of academic administrators.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							8	2.33%	6	1.82%	5	1.18%
Agree							40	11.63%	23	6.99%	41	9.72%
Neutral							78	22.67%	43	13.07%	93	22.04%
Disagree							109	31.69%	104	31.61%	147	34.83%
Strongly Disagree							109	31.69%	153	46.50%	136	32.23%
Total							344	100%	329	100%	422	100%
The faculty has a strong influence in the evaluation of academic administrators.												
							2016		2017		2018	
Strongly Agree							9	2.60%	6	1.87%	7	1.67%
Agree							51	14.74%	39	12.15%	68	16.27%
Neutral							78	22.54%	68	21.18%	104	24.88%
Disagree							113	32.66%	102	31.78%	134	32.06%
Strongly Disagree							95	27.46%	106	33.02%	105	25.12%
Total							346	100%	321	100%	418	100%
I have a role in the governance of my college.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	18	5.49%	20	5.06%	22	6.16%	23	6.71%	14	4.29%	18	4.30%
Agree	97	29.57%	125	31.65%	102	28.57%	85	24.78%	69	21.17%	119	28.40%
Neutral	77	23.48%	96	24.30%	87	24.37%	87	25.36%	87	26.69%	107	25.54%
Disagree	68	20.73%	82	20.76%	78	21.85%	91	26.53%	74	22.70%	98	23.39%
Strongly Disagree	68	20.73%	72	18.23%	68	19.05%	57	16.62%	82	25.15%	77	18.38%
Total	328	100%	395	100%	357	100%	343	100%	326	100%	419	100%
I trust the leadership team in my college (Dean, Associate/Assistant Deans).												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	90	25.71%	99	22.86%	87	22.60%	76	19.59%	49	14.12%	72	16.14%

Agree	127	36.29%	174	40.18%	150	38.96%	155	39.95%	126	36.31%	150	33.63%
Neutral	59	16.86%	76	17.55%	74	19.22%	75	19.33%	62	17.87%	87	19.51%
Disagree	33	9.43%	39	9.01%	35	9.09%	42	10.82%	37	10.66%	59	13.23%
Strongly Disagree	41	11.71%	45	10.39%	39	10.13%	40	10.31%	73	21.04%	78	17.49%
Total	350	100%	433	100%	385	100%	388	100%	347	100%	446	100%

I trust the leadership in my department.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	102	28.81%	117	26.41%	117	30.47%	118	30.10%	87	24.72%	120	26.43%
Agree	117	33.05%	154	34.76%	120	31.25%	139	35.46%	123	34.94%	151	33.26%
Neutral	55	15.54%	71	16.03%	60	15.63%	49	12.50%	47	13.35%	68	14.98%
Disagree	30	8.47%	42	9.48%	33	8.59%	36	9.18%	34	9.66%	54	11.89%
Strongly Disagree	50	14.12%	59	13.32%	54	14.06%	50	12.76%	61	17.33%	61	13.44%
Total	354	100%	443	100%	384	100%	392	100%	352	100%	454	100%

Overall, the governance system of my department is effective.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	75	21.37%	66	15.03%	75	19.69%	80	20.62%	60	17.24%	77	17.19%
Agree	114	32.48%	177	40.32%	136	35.70%	140	36.08%	109	31.32%	157	35.04%
Neutral	74	21.08%	85	19.36%	82	21.52%	78	20.10%	72	20.69%	78	17.41%
Disagree	39	11.11%	53	12.07%	39	10.24%	49	12.63%	46	13.22%	75	16.74%
Strongly Disagree	49	13.96%	58	13.21%	49	12.86%	41	10.57%	61	17.53%	61	13.62%
Total	351	100%	439	100%	381	100%	388	100%	348	100%	448	100%

The statements below are about the President's performance. Please rate your level of agreement with each statement.

	Gary Ransdell										Timothy Caboni	
Articulates a clear vision for the future of the university based on its mission and values.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	63	18.58%	83	19.76%	59	15.69%	59	15.78%	39	11.82%	39	9.58%
Agree	174	51.33%	193	45.95%	170	45.21%	171	45.72%	138	41.82%	192	47.17%
Neutral	54	15.93%	77	18.33%	74	19.68%	61	16.31%	63	19.09%	108	26.54%

Disagree	27	7.96%	45	10.71%	46	12.23%	49	13.10%	47	14.24%	40	9.83%
Strongly Disagree	21	6.19%	22	5.24%	27	7.18%	34	9.09%	43	13.03%	28	6.88%
Total	339	100%	420	100%	376	100%	374	100%	330	100%	407	100%

Honors commitments and agreements.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	39	13.04%	49	13.42%	38	11.66%	38	10.95%	22	7.26%	29	10.66%
Agree	125	41.81%	149	40.82%	121	37.12%	120	34.58%	86	28.38%	113	41.54%
Neutral	77	25.75%	86	23.56%	90	27.61%	81	23.34%	87	28.71%	89	32.72%
Disagree	36	12.04%	44	12.05%	48	14.72%	63	18.16%	62	20.46%	23	8.46%
Strongly Disagree	22	7.36%	37	10.14%	29	8.90%	45	12.97%	46	15.18%	18	6.62%
Total	299	100%	365	100%	326	100%	347	100%	303	100%	272	100%

Conveys accurate information about current issues that are important to the faculty in a timely manner.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	41	12.42%	65	15.93%	43	11.53%	54	14.52%	34	10.27%	47	11.41%
Agree	149	45.15%	186	45.59%	159	42.63%	161	43.28%	119	35.95%	217	52.67%
Neutral	70	21.21%	79	19.36%	96	25.74%	78	20.97%	81	24.47%	89	21.60%
Disagree	43	13.03%	46	11.27%	49	13.14%	47	12.63%	53	16.01%	35	8.50%
Strongly Disagree	27	8.18%	32	7.84%	26	6.97%	32	8.60%	44	13.29%	24	5.83%
Total	330	100%	408	100%	373	100%	372	100%	331	100%	412	100%

Is willing to reevaluate and, if necessary, retract decisions.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	25	8.83%	36	10.40%	27	8.79%	33	9.94%	19	6.35%	18	8.14%
Agree	70	24.73%	93	26.88%	86	28.01%	73	21.99%	61	20.40%	81	36.65%
Neutral	90	31.80%	95	27.46%	90	29.32%	86	25.90%	82	27.42%	85	38.46%
Disagree	64	22.61%	74	21.39%	59	19.22%	78	23.49%	71	23.75%	21	9.50%
Strongly Disagree	34	12.01%	78	22.54%	45	14.66%	62	18.67%	66	22.07%	16	7.24%
Total	283	100%	346	100%	307	100%	332	100%	299	100%	221	100%

Seeks input from faculty most directly affected by decisions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	22	7.51%	23	6.50%	21	6.69%	24	7.52%	13	4.48%	32	10.46%
Agree	60	20.48%	89	25.14%	60	19.11%	49	15.36%	36	12.41%	88	28.76%
Neutral	79	26.96%	83	23.45%	81	25.80%	85	26.65%	68	23.45%	75	24.51%
Disagree	79	26.96%	79	22.32%	96	30.57%	88	27.59%	86	29.66%	62	20.26%
Strongly Disagree	53	18.09%	80	22.60%	56	17.83%	73	22.88%	87	30.00%	49	16.01%
Total	293	100%	354	100%	314	100%	319	100%	290	100%	306	100%
Provides units with the resources necessary to successfully execute plans and initiatives.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	22	7.36%	25	6.78%	20	6.13%	22	6.57%	12	4.05%	17	5.99%
Agree	80	26.76%	92	24.93%	73	22.39%	57	17.01%	41	13.85%	45	15.85%
Neutral	86	28.76%	97	26.29%	86	26.38%	77	22.99%	82	27.70%	102	35.92%
Disagree	67	22.41%	93	25.20%	91	27.91%	103	30.75%	82	27.70%	68	23.94%
Strongly Disagree	44	14.72%	62	16.80%	56	17.18%	76	22.69%	79	26.69%	52	18.31%
Total	299	100%	369	100%	326	100%	335	100%	296	100%	284	100%
Engages in open dialogue with the faculty on important current issues and is accessible to faculty.												
	2013		2014		2015		2016		2017		2018	
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%						
Engages in open dialogue with the faculty on important current issues.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							30	8.47%	18	5.70%	39	10.57%
Agree							105	29.66%	70	22.15%	135	36.59%

Total	357		100%		308		100%		237		100%							
Removes incompetent leaders from administrative positions.																		
	2013		2014		2015		2016		2017		2018							
Strongly Agree							26		7.90%		6		2.06%		13		5.88%	
Agree							99		30.09%		59		20.27%		25		11.31%	
Neutral							86		26.14%		85		29.21%		93		42.08%	
Disagree							56		17.02%		66		22.68%		35		15.84%	
Strongly Disagree							62		18.84%		75		25.77%		55		24.89%	
Total							329		100%		291		100%		221		100%	
Works to provide adequate pay raises and equitable compensation packages for faculty.																		
	2013		2014		2015		2016		2017		2018							
Strongly Agree	24	7.29%	20	4.93%	21	5.83%	19	5.26%	9	2.77%	18	5.88%						
Agree	75	22.80%	64	15.76%	42	11.67%	34	9.42%	28	8.62%	72	23.53%						
Neutral	56	17.02%	99	24.38%	79	21.94%	54	14.96%	54	16.62%	103	33.66%						
Disagree	76	23.10%	94	23.15%	72	20.00%	77	21.33%	77	23.69%	54	17.65%						
Strongly Disagree	98	29.79%	129	31.77%	146	40.56%	177	49.03%	157	48.31%	59	19.28%						
Total	329	100%	406	100%	360	100%	361	100%	325	100%	306	100%						
I have confidence in the President's leadership and endorse his continuance as President.																		
	2013		2014		2015		2016		2017		2018							
Strongly Agree	60	17.70%	60	14.32%	49	13.10%	39	10.48%	25	7.89%	49	12.53%						
Agree	125	36.87%	153	36.52%	129	34.49%	118	31.72%	67	21.14%	162	41.43%						
Neutral	92	27.14%	116	27.68%	114	30.48%	117	31.45%	107	33.75%	143	36.57%						
Disagree	34	10.03%	49	11.69%	40	10.70%	45	12.10%	48	15.14%	18	4.60%						
Strongly Disagree	28	8.26%	41	9.79%	42	11.23%	53	14.25%	70	22.08%	19	4.86%						
Total	339	100%	419	100%	374	100%	372	100%	317	100%	391	100%						
The statements below are about the Provost's performance. Please rate your level of agreement with each statement.																		
Gordon Emslie						David Lee												
Develops and implements plans and policies that reflect the mission of the university.																		

	2013		2014		2015		2016		2017		2018	
Strongly Agree	12	4.00%	18	4.81%	21	6.33%	49	20.76%	43	15.75%	48	13.01%
Agree	81	27.00%	107	28.61%	96	28.92%	114	48.31%	137	50.18%	178	48.24%
Neutral	86	28.67%	104	27.81%	100	30.12%	57	24.15%	71	26.01%	90	24.39%
Disagree	54	18.00%	67	17.91%	62	18.67%	9	3.81%	10	3.66%	30	8.13%
Strongly Disagree	67	22.33%	78	20.86%	53	15.96%	7	2.97%	12	4.40%	23	6.23%
Total	300	100%	374	100%	332	100%	236	100%	273	100%	369	100%
Conveys accurate information about current issues that are important to the faculty in a timely manner.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	15	4.92%	17	4.49%	17	5.12%	61	22.18%	48	16.61%	50	12.95%
Agree	67	21.97%	104	27.44%	68	20.48%	135	49.09%	128	44.29%	146	37.82%
Neutral	72	23.61%	93	24.54%	102	30.72%	53	19.27%	75	25.95%	113	29.27%
Disagree	75	24.59%	75	19.79%	81	24.40%	15	5.45%	25	8.65%	47	12.18%
Strongly Disagree	76	24.92%	90	23.75%	64	19.28%	11	4.00%	13	4.50%	30	7.77%
Total	305	100%	379	100%	332	100%	275	100%	289	100%	386	100%
Is willing to reevaluate and, if necessary, retract decisions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	17	5.72%	17	4.99%	16	5.26%	53	24.77%	41	17.01%	47	14.69%
Agree	80	26.94%	67	19.65%	59	19.41%	76	35.51%	107	44.40%	114	35.63%
Neutral	74	24.92%	89	26.10%	80	26.32%	62	28.97%	62	25.73%	91	28.44%
Disagree	59	19.87%	71	20.82%	77	25.33%	10	4.67%	15	6.22%	38	11.88%
Strongly Disagree	67	22.56%	97	28.45%	72	23.68%	13	6.07%	16	6.64%	30	9.38%
Total	297	100%	341	100%	304	100%	214	100%	241	100%	320	100%
Prioritizes budget needs effectively.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	4.15%	10	2.96%	17	5.72%	45	21.53%	31	12.97%	34	10.46%
Agree	50	18.87%	53	15.68%	33	11.11%	72	34.45%	80	33.47%	107	32.92%
Neutral	90	33.96%	118	34.91%	95	31.99%	66	31.58%	83	34.73%	102	31.38%

Disagree	54	20.38%	71	21.01%	85	28.62%	12	5.74%	28	11.72%	49	15.08%
Strongly Disagree	60	22.64%	86	25.44%	67	22.56%	14	6.70%	17	7.11%	33	10.15%
Total	265	100%	338	100%	297	100%	209	100%	239	100%	325	100%
Seeks input from faculty most directly affected by decisions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	13	4.44%	13	3.64%	15	4.79%	57	24.26%	43	17.00%	43	12.61%
Agree	69	23.55%	65	18.21%	51	16.29%	86	36.60%	103	40.71%	122	35.78%
Neutral	59	20.14%	76	21.29%	70	22.36%	59	25.11%	55	21.74%	79	23.17%
Disagree	62	21.16%	79	22.13%	85	27.16%	19	8.09%	33	13.04%	60	17.60%
Strongly Disagree	90	30.72%	124	34.73%	92	29.39%	14	5.96%	19	7.51%	37	10.85%
Total	293	100%	357	100%	313	100%	235	100%	253	100%	341	100%
Provides units with the resources necessary to successfully execute plans and initiatives.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	3.96%	11	3.06%	14	4.47%	42	18.67%	31	11.97%	36	10.81%
Agree	54	19.42%	54	15.04%	46	14.70%	63	28.00%	77	29.73%	93	27.93%
Neutral	84	30.22%	103	28.69%	76	24.28%	77	34.22%	81	31.27%	90	27.03%
Disagree	52	18.71%	83	23.12%	102	32.59%	27	12.00%	44	16.99%	69	20.72%
Strongly Disagree	77	27.70%	108	30.08%	75	23.96%	16	7.11%	26	10.04%	45	13.51%
Total	278	100%	359	100%	313	100%	225	100%	259	100%	333	100%
Engages in open dialogue with the faculty on important current issues.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	20	6.51%	21	5.85%	17	5.21%	66	25.58%	52	18.57%	49	13.42%
Agree	79	25.73%	72	20.06%	55	16.87%	110	42.64%	118	42.14%	142	38.90%
Neutral	71	23.13%	88	24.51%	75	23.01%	53	20.54%	66	23.57%	88	24.11%
Disagree	59	19.22%	83	23.12%	90	27.61%	17	6.59%	24	8.57%	53	14.52%
Strongly Disagree	78	25.41%	108	30.08%	89	27.30%	12	4.65%	20	7.14%	33	9.04%
Total	307	100%	359	100%	326	100%	258	100%	280	100%	365	100%

Is accessible to faculty.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	15	5.43%	22	6.36%	17	5.52%	82	30.48%	71	25.91%	71	20.11%
Agree	57	20.65%	64	18.50%	48	15.58%	120	44.61%	129	47.08%	161	45.61%
Neutral	64	23.19%	82	23.70%	83	26.95%	50	18.59%	45	16.42%	74	20.96%
Disagree	53	19.20%	67	19.36%	69	22.40%	8	2.97%	16	5.84%	27	7.65%
Strongly Disagree	87	31.52%	111	32.08%	91	29.55%	9	3.35%	13	4.74%	20	5.67%
Total	276	100%	346	100%	308	100%	269	100%	274	100%	353	100%
Selects competent leaders and removes incompetent leaders from administrative positions.												
	2013		2014		2015		2016		2017		2018	
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%						
Selects competent leaders for administrative positions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							55	24.55%	35	14.00%	40	12.94%
Agree							77	34.38%	89	35.60%	96	31.07%
Neutral							64	28.57%	72	28.80%	104	33.66%
Disagree							10	4.46%	18	7.20%	31	10.03%
Strongly Disagree							18	8.04%	36	14.40%	38	12.30%
Total							224	100%	250	100%	309	100%
Removes incompetent leaders from administrative positions.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							29	17.16%	19	9.36%	20	7.52%
Agree							29	17.16%	34	16.75%	45	16.92%

Neutral	72	42.60%	75	36.95%	93	34.96%
Disagree	18	10.65%	30	14.78%	47	17.67%
Strongly Disagree	21	12.43%	45	22.17%	61	22.93%
Total	169	100%	203	100%	266	100%

Routinely consults the faculty on institutional matters and decisions.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	3.75%	14	3.85%	16	5.06%	46	19.83%	31	12.02%	43	12.72%
Agree	59	20.14%	58	15.93%	45	14.24%	78	33.62%	89	34.50%	107	31.66%
Neutral	71	24.23%	94	25.82%	73	23.10%	80	34.48%	83	32.17%	90	26.63%
Disagree	71	24.23%	79	21.70%	77	24.37%	14	6.03%	25	9.69%	58	17.16%
Strongly Disagree	81	27.65%	119	32.69%	105	33.23%	14	6.03%	30	11.63%	40	11.83%
Total	293	100%	364	100%	316	100%	232	100%	258	100%	338	100%

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

The Board of Regents makes academics the top priority.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	3.79%	17	4.82%	11	3.55%	15	4.67%	4	1.35%	12	3.30%
Agree	46	15.86%	58	16.43%	55	17.74%	54	16.82%	42	14.19%	34	9.34%
Neutral	69	23.79%	77	21.81%	74	23.87%	69	21.50%	53	17.91%	88	24.18%
Disagree	83	28.62%	99	28.05%	82	26.45%	87	27.10%	79	26.69%	93	25.55%
Strongly Disagree	81	27.93%	102	28.90%	88	28.39%	96	29.91%	118	39.86%	137	37.64%
Total	290	100%	353	100%	310	100%	321	100%	296	100%	364	100%

The Board respects and supports the faculty's role in institutional governance.

	2013		2014		2015		2016		2017		2018	
Strongly Agree	13	4.71%	18	5.39%	19	6.27%	15	5.03%	6	2.16%	11	3.16%
Agree	58	21.01%	69	20.66%	59	19.47%	50	16.78%	48	17.27%	42	12.07%
Neutral	84	30.43%	81	24.25%	90	29.70%	95	31.88%	44	15.83%	95	27.30%
Disagree	67	24.28%	79	23.65%	69	22.77%	58	19.46%	77	27.70%	84	24.14%

Strongly Disagree	54	19.57%	87	26.05%	66	21.78%	80	26.85%	103	37.05%	116	33.33%
Total	276	100%	334	100%	303	100%	298	100%	278	100%	348	100%
The Board has a genuine interest in seeking input from the faculty, staff, and student regents.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	13	4.80%	21	6.38%	21	7.02%	20	6.78%	6	2.06%	13	3.78%
Agree	50	18.45%	51	15.50%	51	17.06%	53	17.97%	46	15.81%	37	10.76%
Neutral	70	25.83%	80	24.32%	70	23.41%	68	23.05%	51	17.53%	91	26.45%
Disagree	70	25.83%	83	25.23%	79	26.42%	71	24.07%	79	27.15%	83	24.13%
Strongly Disagree	68	25.09%	94	28.57%	78	26.09%	83	28.14%	109	37.46%	120	34.88%
Total	271	100%	329	100%	299	100%	295	100%	291	100%	344	100%
The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	11	4.07%	23	6.73%	18	5.96%	17	5.41%	6	2.11%	12	3.34%
Agree	66	24.44%	64	18.71%	59	19.54%	55	17.52%	53	18.66%	41	11.42%
Neutral	83	30.74%	103	30.12%	103	34.11%	88	28.03%	81	28.52%	102	28.41%
Disagree	56	20.74%	72	21.05%	60	19.87%	68	21.66%	53	18.66%	77	21.45%
Strongly Disagree	54	20.00%	80	23.39%	62	20.53%	86	27.39%	91	32.04%	127	35.38%
Total	270	100%	342	100%	302	100%	314	100%	284	100%	359	100%