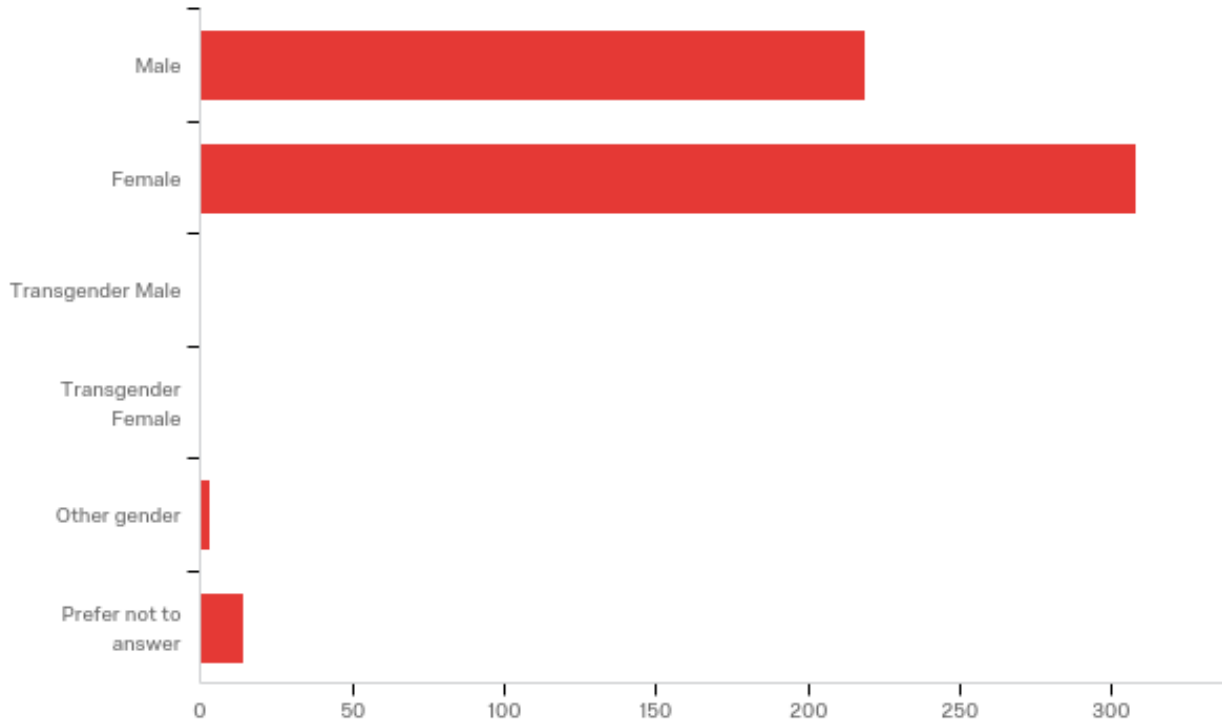


Faculty Work Life Survey
Fall 2018 / Spring 2019

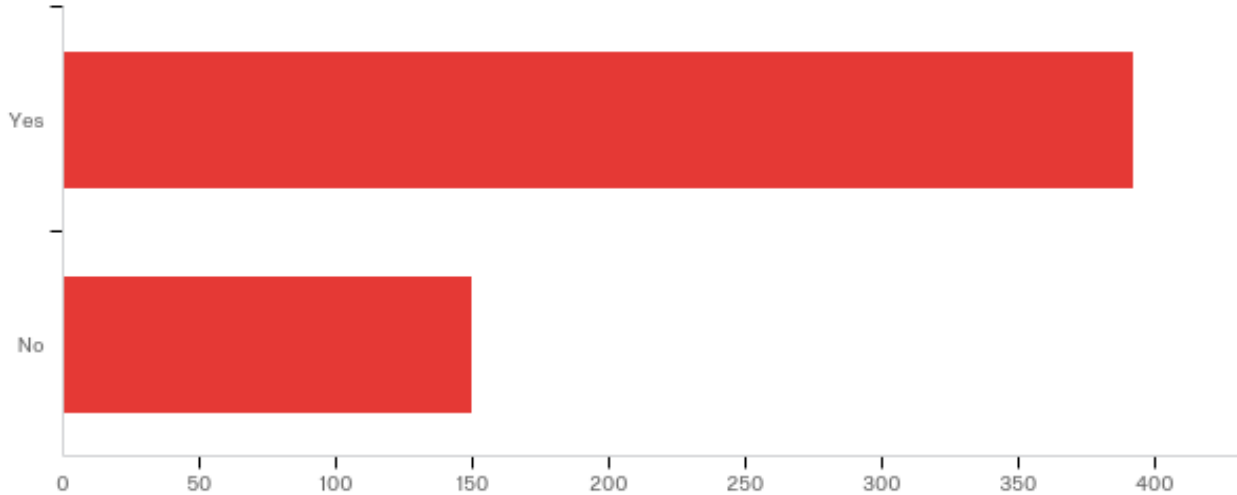
Q1 - Your Gender



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Gender	1.00	6.00	1.72	0.89	0.78	544

#	Answer	%	Count
1	Male	40.26%	219
2	Female	56.62%	308
3	Transgender Male	0.00%	0
4	Transgender Female	0.00%	0
5	Other gender	0.55%	3
6	Prefer not to answer	2.57%	14
	Total	100%	544

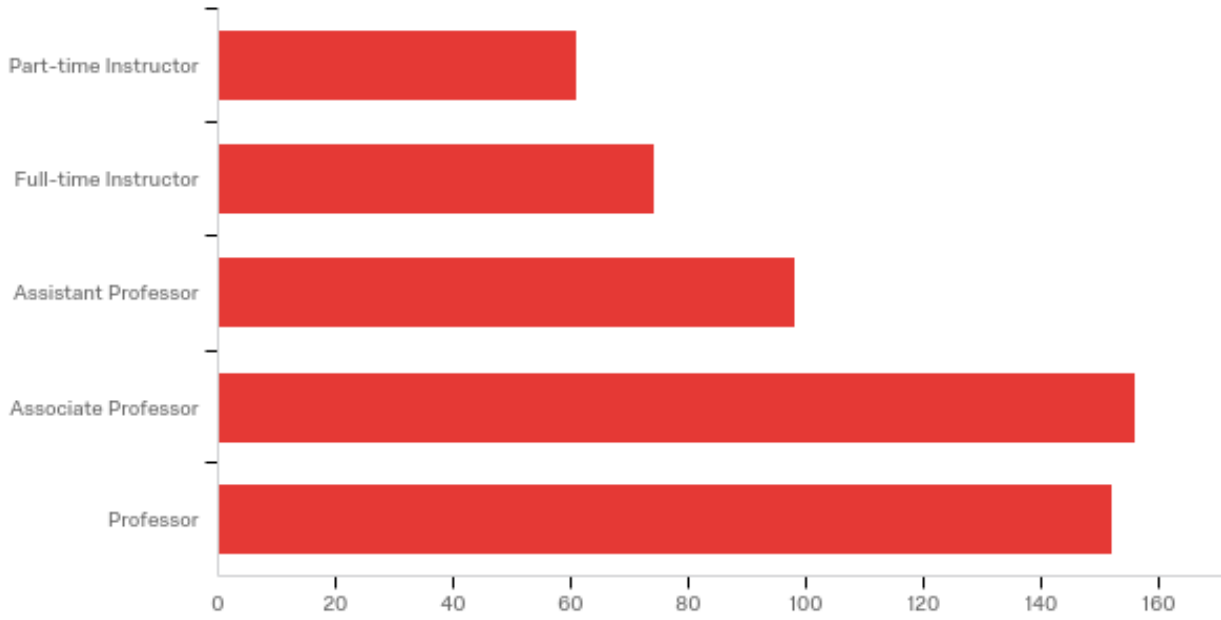
Q2 - Do you hold a tenure-track position?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you hold a tenure-track position?	1.00	2.00	1.28	0.45	0.20	542

#	Answer	%	Count
1	Yes	72.32%	392
2	No	27.68%	150
	Total	100%	542

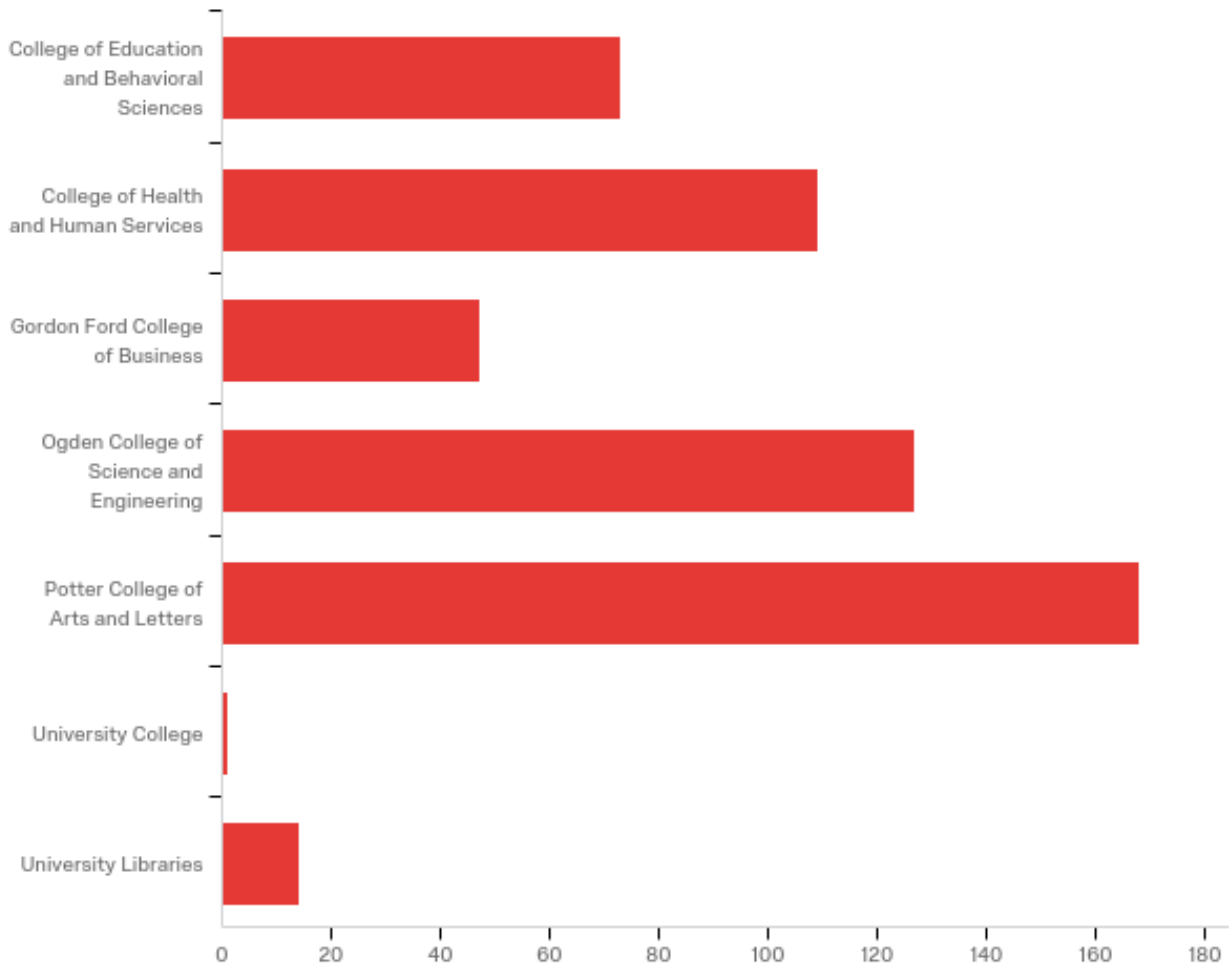
Q3 - Your Rank



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Rank	1.00	5.00	3.49	1.33	1.76	541

#	Answer	%	Count
1	Part-time Instructor	11.28%	61
2	Full-time Instructor	13.68%	74
3	Assistant Professor	18.11%	98
4	Associate Professor	28.84%	156
5	Professor	28.10%	152
	Total	100%	541

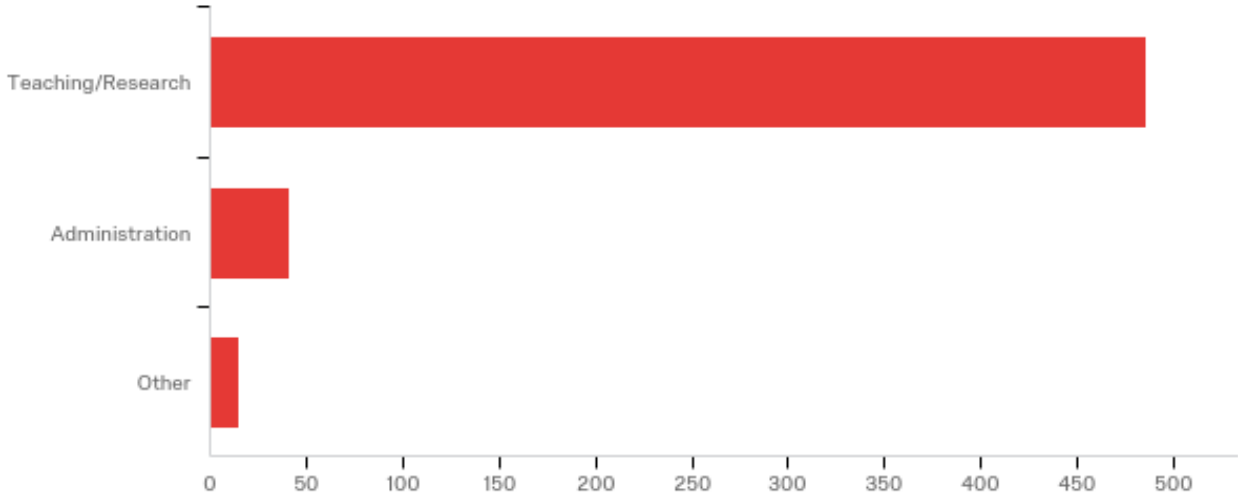
Q4 - Your Affiliation



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Affiliation	1.00	7.00	3.50	1.55	2.41	539

#	Answer	%	Count
1	College of Education and Behavioral Sciences	13.54%	73
2	College of Health and Human Services	20.22%	109
3	Gordon Ford College of Business	8.72%	47
4	Ogden College of Science and Engineering	23.56%	127
5	Potter College of Arts and Letters	31.17%	168
6	University College	0.19%	1
7	University Libraries	2.60%	14
	Total	100%	539

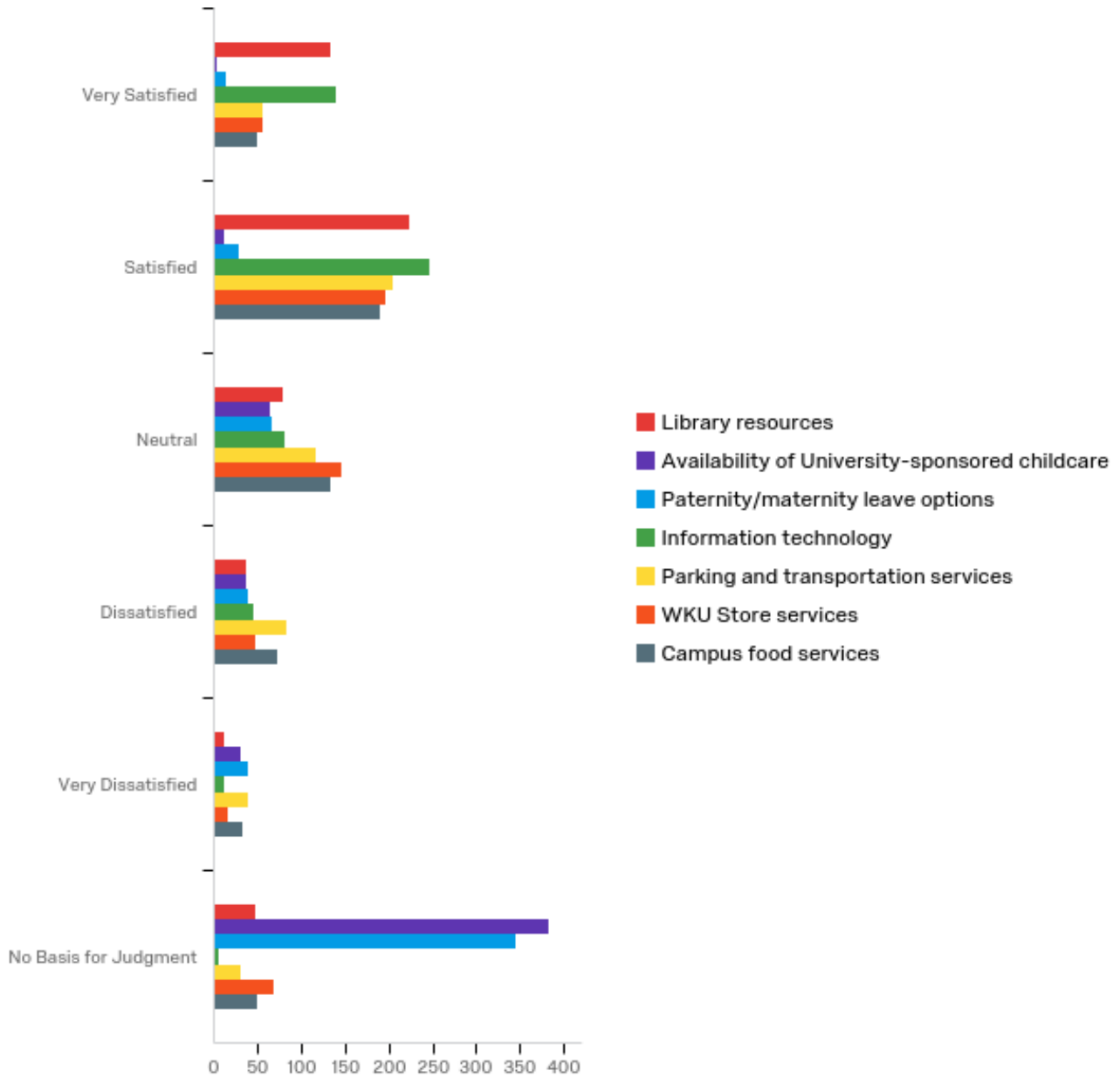
Q5 - Your responsibilities are primarily



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your responsibilities are primarily	1.00	3.00	1.13	0.41	0.17	542

#	Answer	%	Count
1	Teaching/Research	89.67%	486
2	Administration	7.56%	41
3	Other	2.77%	15
	Total	100%	542

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

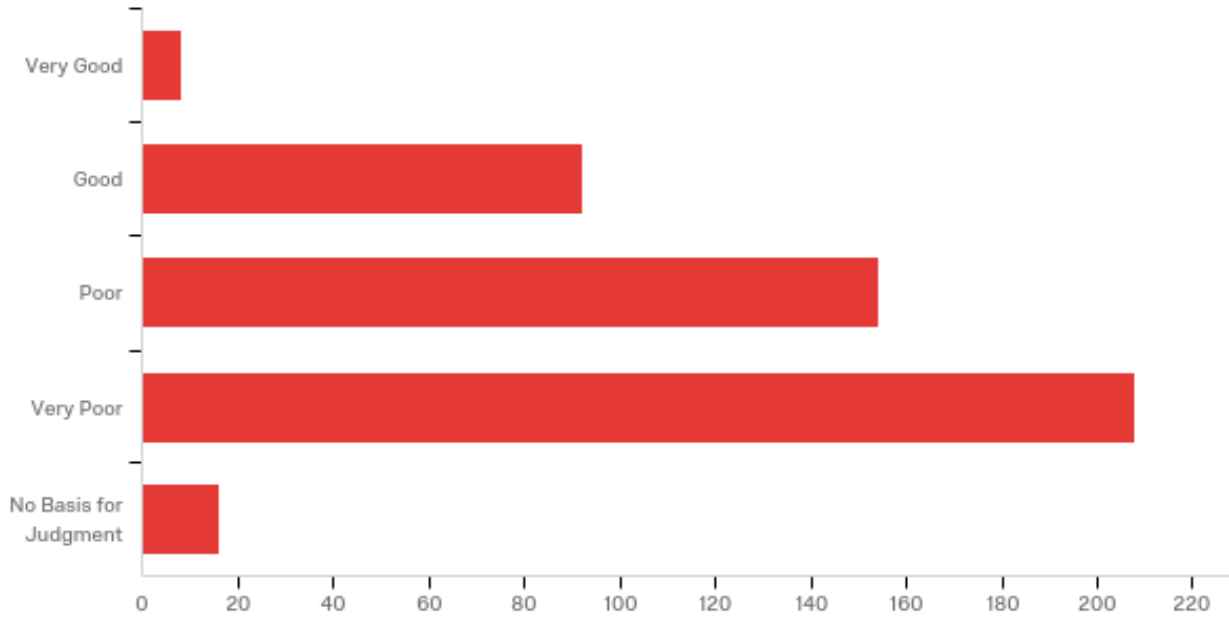


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Library resources	1.00	6.00	4.08	1.10	1.21	529
2	Availability of University-sponsored childcare	1.00	6.00	5.02	1.67	2.78	531
3	Paternity/maternity leave options	1.00	6.00	4.84	1.73	2.99	529
4	Information technology	1.00	6.00	3.89	1.00	1.00	529

5	Parking and transportation services	1.00	6.00	3.47	1.25	1.56	530
6	WKU Store services	1.00	6.00	3.83	1.22	1.49	530
7	Campus food services	1.00	6.00	3.57	1.28	1.65	530

#	Question	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgment		Total
5	Library resources	25.14%	133	42.16%	223	14.74%	78	6.99%	37	2.08%	11	8.88%	47	529
4	Availability of University-sponsored childcare	0.75%	4	2.26%	12	12.24%	65	6.78%	36	5.84%	31	72.13%	383	531
3	Paternity/maternity leave options	2.46%	13	5.29%	28	12.48%	66	7.37%	39	7.18%	38	65.22%	345	529
2	Information technology	26.28%	139	46.50%	246	15.12%	80	8.70%	46	2.27%	12	1.13%	6	529
1	Parking and transportation services	10.38%	55	38.68%	205	22.08%	117	15.66%	83	7.36%	39	5.85%	31	530
6	WKU Store services	10.57%	56	37.17%	197	27.36%	145	9.06%	48	2.83%	15	13.02%	69	530
	Campus food services	9.25%	49	36.04%	191	25.28%	134	13.77%	73	6.23%	33	9.43%	50	530

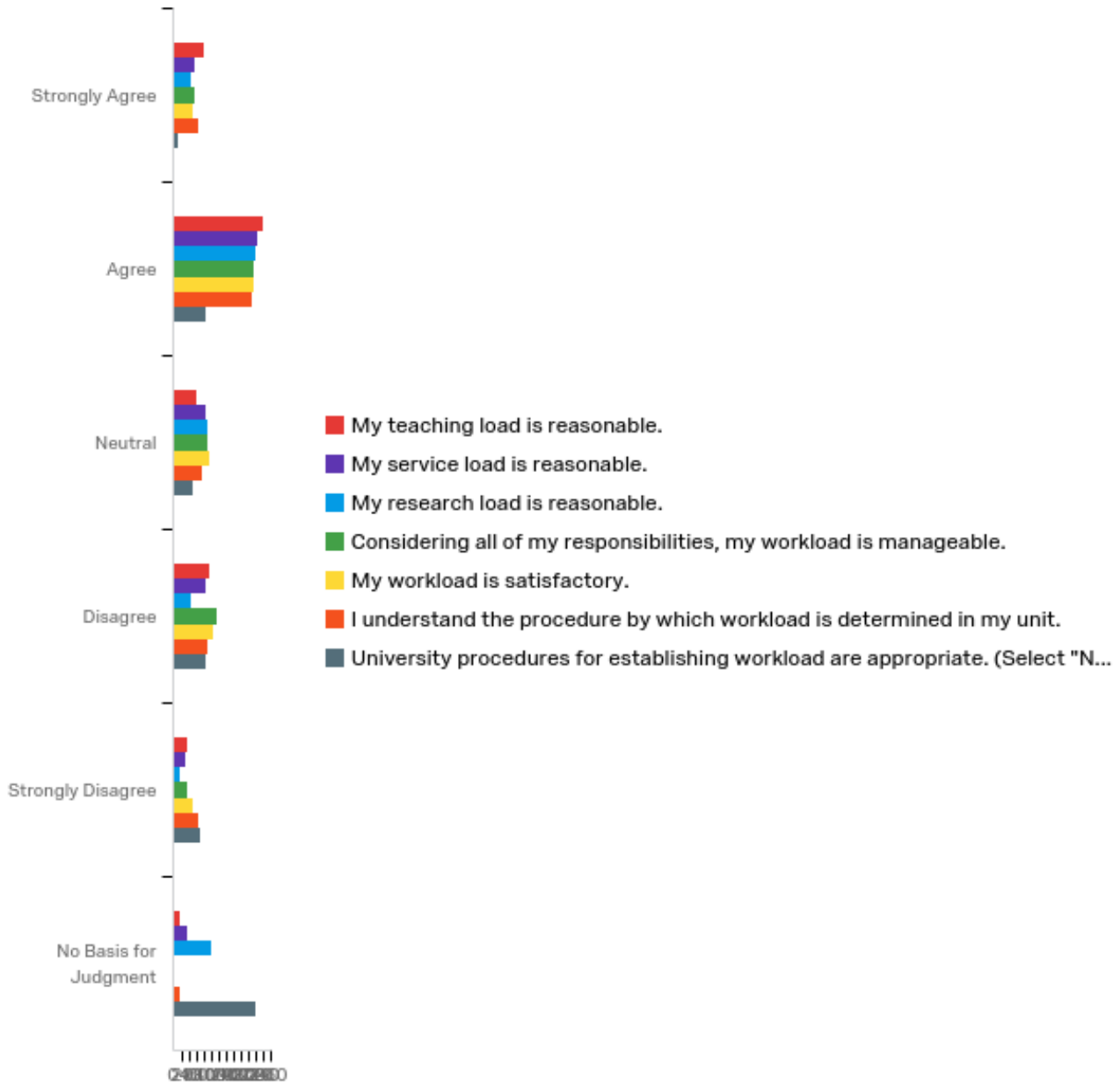
Q8 - Please rate your sense of general faculty morale at WKU using the scale below.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In my opinion, faculty morale is	1.00	5.00	1.89	0.99	0.98	478

#	Answer	%	Count
4	Very Good	1.67%	8
3	Good	19.25%	92
2	Poor	32.22%	154
1	Very Poor	43.51%	208
5	No Basis for Judgment	3.35%	16
	Total	100%	478

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



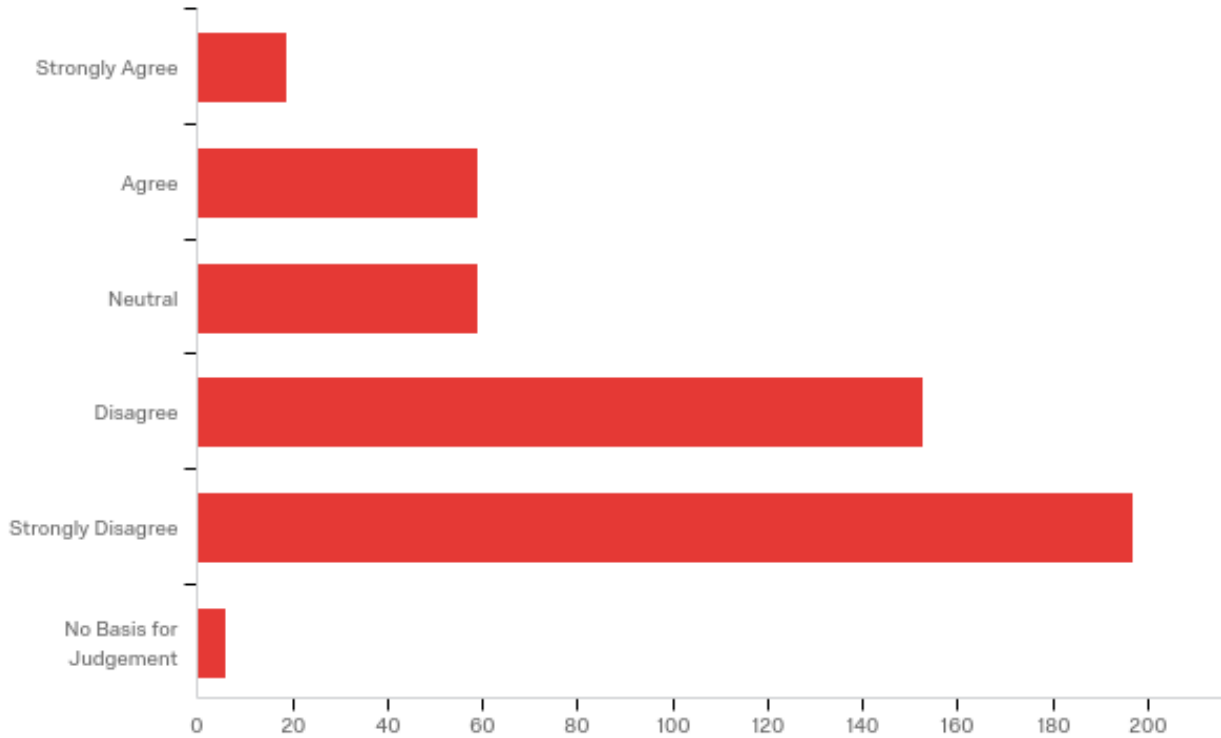
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My teaching load is reasonable.	1.00	6.00	3.52	1.23	1.51	524
2	My service load is reasonable.	1.00	6.00	3.58	1.24	1.55	524
3	My research load is reasonable.	1.00	6.00	4.03	1.30	1.68	524
4	Considering all of my responsibilities, my workload is manageable.	1.00	6.00	3.28	1.16	1.34	523
5	My workload is satisfactory.	1.00	6.00	3.24	1.19	1.41	521

6	I understand the procedure by which workload is determined in my unit.	1.00	6.00	3.33	1.34	1.79	525
7	University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures are.)	1.00	6.00	4.04	1.91	3.67	522

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
5	My teaching load is reasonable.	15.27% 80	45.23% 237	11.45% 60	18.32% 96	6.87% 36	2.86% 15	524
4	My service load is reasonable.	11.26% 59	43.13% 226	16.79% 88	16.22% 85	5.92% 31	6.68% 35	524
3	My research load is reasonable.	9.16% 48	41.79% 219	17.75% 93	8.78% 46	3.24% 17	19.27% 101	524
2	Considering all of my responsibilities, my workload is manageable.	10.52% 55	41.30% 216	17.59% 92	22.56% 118	7.27% 38	0.76% 4	523
1	My workload is satisfactory.	9.79% 51	41.46% 216	18.23% 95	19.96% 104	9.79% 51	0.77% 4	521
6	I understand the procedure by which workload is determined in my unit.	12.38% 65	39.62% 208	14.48% 76	17.33% 91	12.57% 66	3.62% 19	525
	University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures	2.68% 14	16.09% 84	9.58% 50	16.09% 84	13.60% 71	41.95% 219	522

are.)

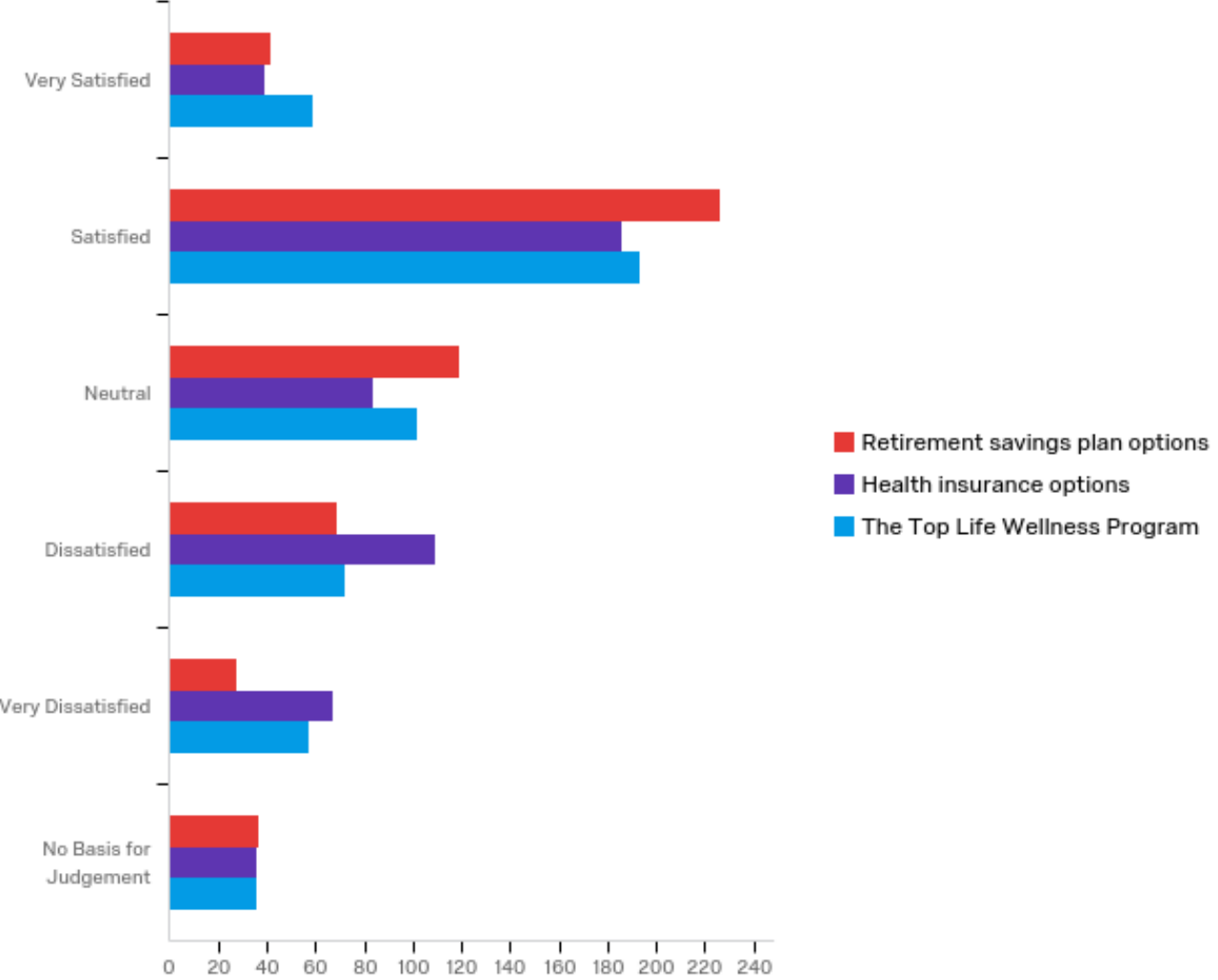
Q28 - Rate your level of agreement with the statement.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Relative to years of service and rank my salary is satisfactory.	1.00	6.00	3.95	1.18	1.39	493

#	Answer	%	Count
1	Strongly Agree	3.85%	19
2	Agree	11.97%	59
3	Neutral	11.97%	59
4	Disagree	31.03%	153
5	Strongly Disagree	39.96%	197
6	No Basis for Judgement	1.22%	6
	Total	100%	493

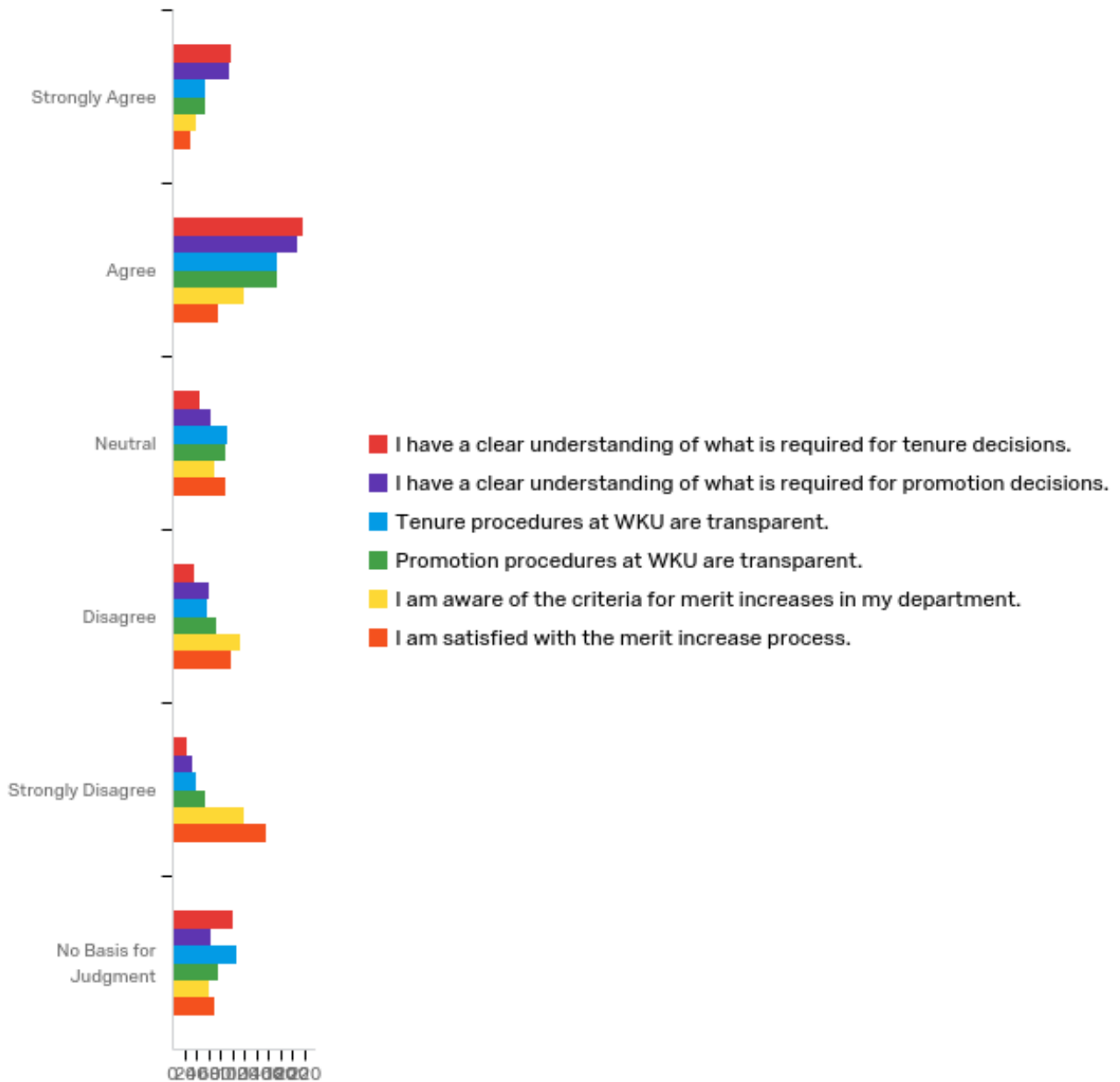
Q27 - Please rate your level of satisfaction with the following benefits at WKU using the scale below.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Retirement savings plan options	1.00	6.00	2.86	1.31	1.72	521
2	Health insurance options	1.00	6.00	3.17	1.41	1.97	521
3	The Top Life Wellness Program	1.00	6.00	2.97	1.42	2.03	519

#	Question	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgment		Total
1	Retirement savings plan options	8.06%	42	43.38%	226	22.84%	119	13.24%	69	5.37%	28	7.10%	37	521
2	Health insurance options	7.49%	39	35.70%	186	16.12%	84	20.92%	109	12.86%	67	6.91%	36	521
3	The Top Life Wellness Program	11.37%	59	37.19%	193	19.65%	102	13.87%	72	10.98%	57	6.94%	36	519

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."

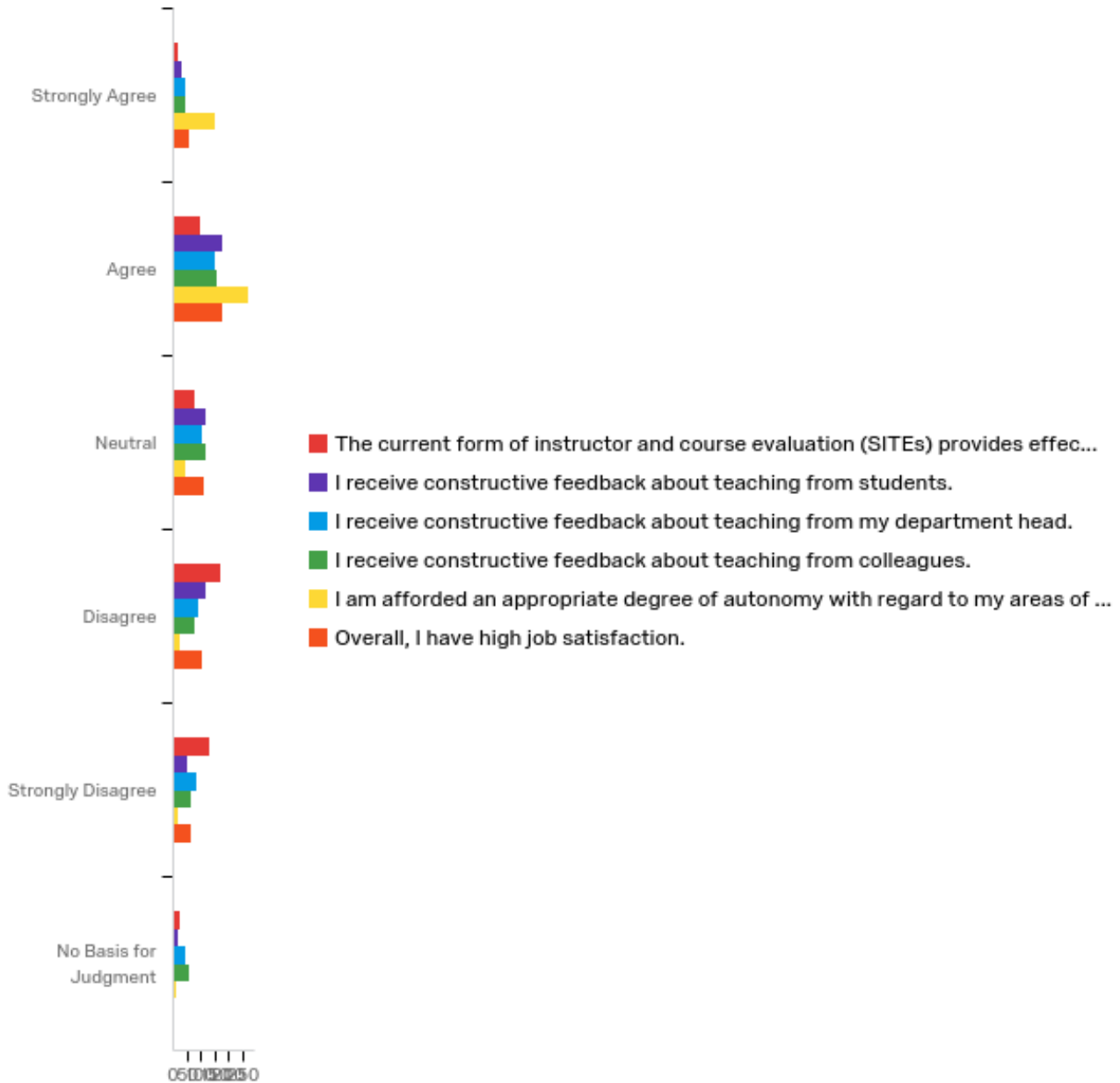


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a clear understanding of what is required for tenure decisions.	1.00	6.00	4.22	1.30	1.68	521
2	I have a clear understanding of what is required for promotion decisions.	1.00	6.00	3.87	1.34	1.81	521
3	Tenure procedures at WKU are transparent.	1.00	6.00	3.90	1.48	2.19	520

4	Promotion procedures at WKU are transparent.	1.00	6.00	3.64	1.49	2.21	520
5	I am aware of the criteria for merit increases in my department.	1.00	6.00	3.06	1.64	2.69	521
6	I am satisfied with the merit increase process.	1.00	6.00	2.88	1.73	2.98	521

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
5	I have a clear understanding of what is required for tenure decisions.	18.81% 98	41.84% 218	8.45% 44	6.91% 36	4.41% 23	19.58% 102	521
4	I have a clear understanding of what is required for promotion decisions.	18.04% 94	39.92% 208	12.09% 63	11.52% 60	6.53% 34	11.90% 62	521
3	Tenure procedures at WKU are transparent.	10.58% 55	33.46% 174	17.31% 90	10.77% 56	7.50% 39	20.38% 106	520
2	Promotion procedures at WKU are transparent.	10.58% 55	33.46% 174	17.12% 89	14.04% 73	10.19% 53	14.62% 76	520
1	I am aware of the criteria for merit increases in my department.	7.68% 40	23.03% 120	13.44% 70	21.69% 113	22.65% 118	11.52% 60	521
6	I am satisfied with the merit increase process.	5.76% 30	14.78% 77	17.08% 89	18.62% 97	30.13% 157	13.63% 71	521

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.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1.00	6.00	2.56	1.36	1.85	515
2	I receive constructive feedback about teaching from students.	1.00	6.00	3.15	1.21	1.47	514
3	I receive constructive feedback about teaching from my department head.	1.00	6.00	3.19	1.46	2.14	515

4	I receive constructive feedback about teaching from colleagues.	1.00	6.00	3.39	1.45	2.11	515
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	1.00	6.00	4.06	0.95	0.90	514
6	Overall, I have high job satisfaction.	1.00	6.00	3.11	1.23	1.51	514

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
5	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	3.50%	18	19.03%	98	15.15%	78	33.01%	170	25.05%	129	4.27%	22	515
4	I receive constructive feedback about teaching from students.	6.42%	33	35.21%	181	22.96%	118	22.76%	117	9.73%	50	2.92%	15	514
3	I receive constructive feedback about teaching from my department head.	8.54%	44	28.74%	148	20.78%	107	17.67%	91	16.31%	84	7.96%	41	515
2	I receive constructive feedback about teaching from colleagues.	8.35%	43	30.68%	158	22.52%	116	15.15%	78	12.62%	65	10.68%	55	515

1	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	29.57%	152	52.33%	269	8.56%	44	4.86%	25	2.92%	15	1.75%	9	514
6	Overall, I have high job satisfaction.	10.70%	55	34.05%	175	21.79%	112	20.23%	104	12.84%	66	0.39%	2	514

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

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Fall term	0.00	24.00	8.81	4.18	17.47	520
2	Spring term	0.00	24.00	8.65	4.08	16.65	520
3	Summer term	0.00	12.00	2.10	2.80	7.85	517
4	January term	0.00	12.00	0.63	1.35	1.83	520

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

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Teaching	0.00	60.00	9.54	6.25	39.03	516
2	Teaching preparation	0.00	45.00	9.31	6.98	48.67	517
3	Grading	0.00	30.00	6.19	5.04	25.40	517
4	Office Hours	0.00	40.00	6.59	5.97	35.69	517

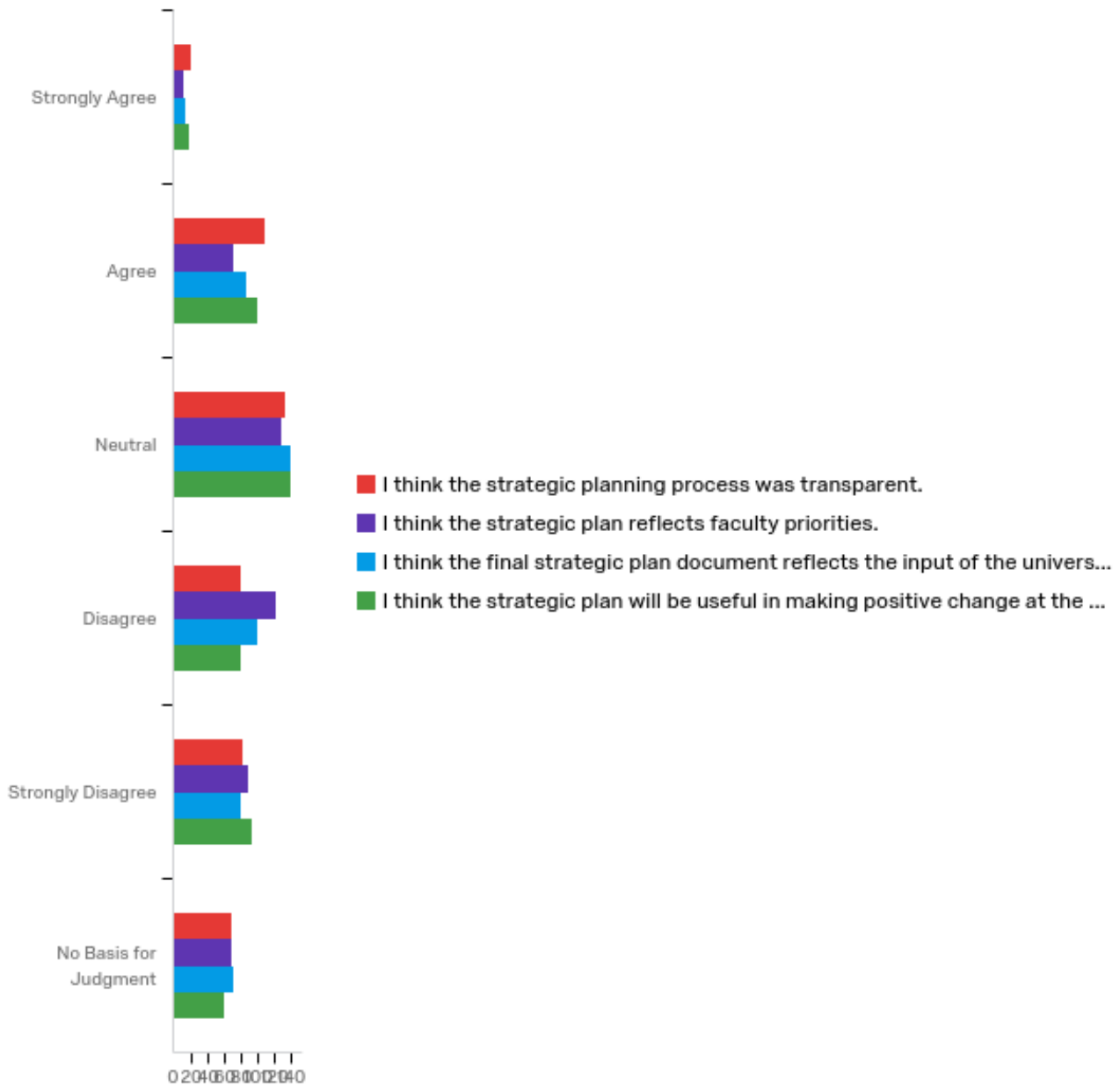
Q14 - In an average week, about how many hours do you devote to service (departmental, college, university, or other)?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Departmental service	0.00	60.00	4.50	7.10	50.40	508
2	College Service	0.00	25.00	1.51	2.56	6.55	508
3	University Service	0.00	40.00	1.65	3.41	11.66	509
4	Other service	0.00	45.00	2.25	4.19	17.58	510

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

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Research/Scholarship/Creative Activities	0.00	60.00	7.20	8.00	64.00	508

Q30 - The statements below are about the Strategic Plan. Rate your level of agreement with each statement.



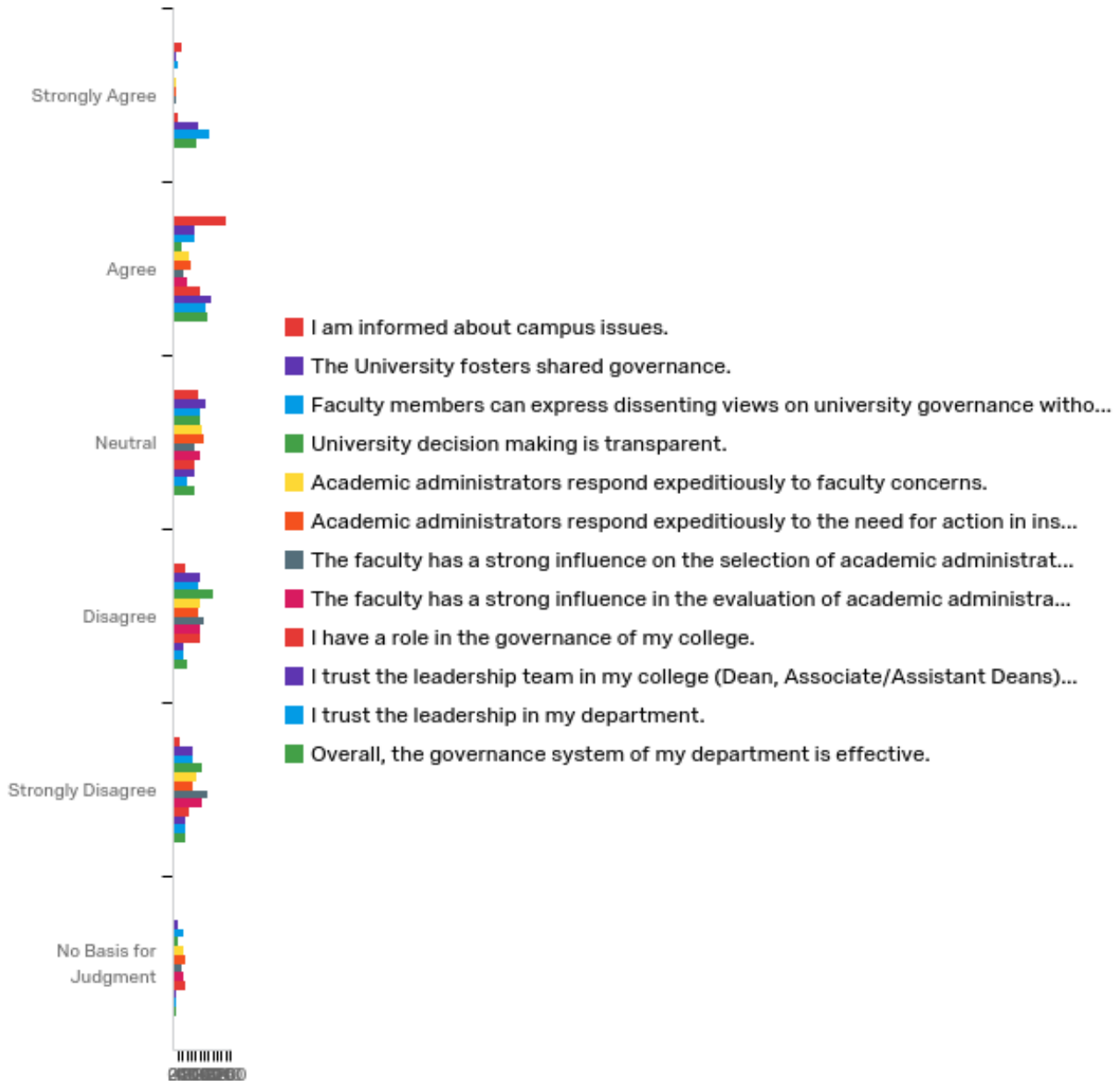
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I think the strategic planning process was transparent.	1.00	6.00	3.23	1.56	2.44	498
2	I think the strategic plan reflects faculty priorities.	1.00	6.00	3.01	1.57	2.46	498
3	I think the final strategic plan document reflects the input of the university community.	1.00	6.00	3.14	1.57	2.45	498
4	I think the strategic plan will be useful in making positive change at the university.	1.00	6.00	3.09	1.54	2.36	497

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
5	I think the strategic planning process was transparent.	4.22%	21	21.89%	109	26.91%	134	16.06%	80	16.87%	84	14.06%	70	498
4	I think the strategic plan reflects faculty priorities.	2.61%	13	14.46%	72	26.31%	131	24.90%	124	17.87%	89	13.86%	69	498
3	I think the final strategic plan document reflects the input of the university community.	3.01%	15	17.47%	87	28.31%	141	20.08%	100	16.47%	82	14.66%	73	498
2	I think the strategic plan will be useful in making positive change at the university.	3.62%	18	20.52%	102	28.17%	140	16.50%	82	19.11%	95	12.07%	60	497

Q32 - Please add any comments here that you have about the Strategic Plan only - you will have the opportunity to share comments on other matters at the end of the survey. These comments will be shared in the aggregate, separate from all other survey responses, with President Caboni, Provost Ballman, and Strategic Plan Implementation Committee Chair Bruce Schulte.

CONFIDENTIAL

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



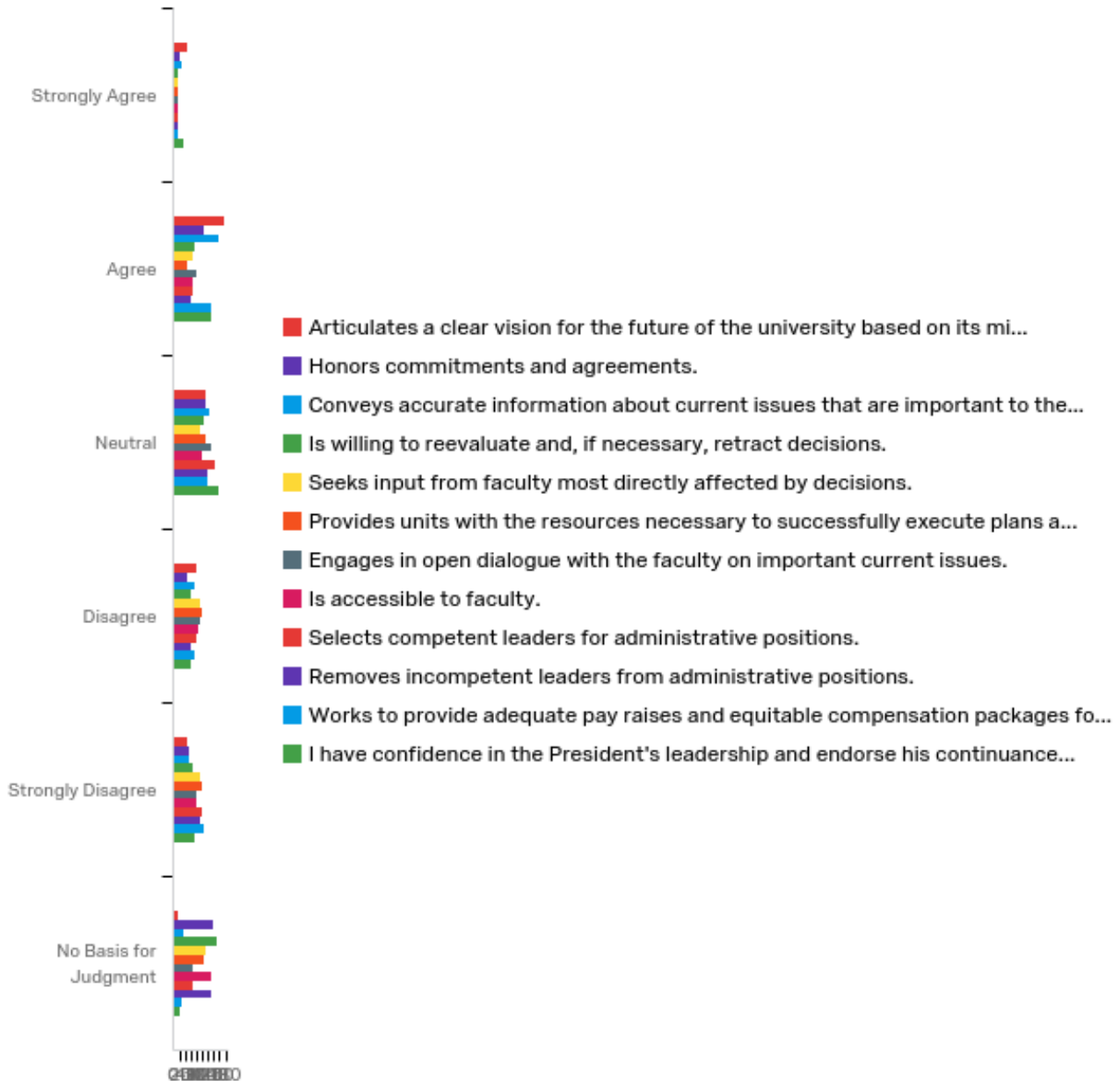
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am informed about campus issues.	1.00	6.00	3.44	1.05	1.11	490
2	The University fosters shared governance.	1.00	6.00	2.80	1.28	1.63	491
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1.00	6.00	2.93	1.46	2.12	490
4	University decision making is transparent.	1.00	6.00	2.34	1.22	1.48	492

5	Academic administrators respond expeditiously to faculty concerns.	1.00	6.00	2.82	1.48	2.19	491
6	Academic administrators respond expeditiously to the need for action in institutional matters.	1.00	6.00	2.95	1.52	2.30	491
7	The faculty has a strong influence on the selection of academic administrators.	1.00	6.00	2.49	1.49	2.22	492
8	The faculty has a strong influence in the evaluation of academic administrators.	1.00	6.00	2.62	1.48	2.19	491
9	I have a role in the governance of my college.	1.00	6.00	3.12	1.51	2.27	490
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	1.00	6.00	3.55	1.30	1.69	492
11	I trust the leadership in my department.	1.00	6.00	3.70	1.38	1.91	492
12	Overall, the governance system of my department is effective.	1.00	6.00	3.47	1.34	1.80	490

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
5	I am informed about campus issues.	8.37% 41	48.98% 240	23.47% 115	11.43% 56	6.73% 33	1.02% 5	490
4	The University fosters shared governance.	2.65% 13	20.37% 100	30.14% 148	24.85% 122	17.31% 85	4.68% 23	491
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	3.47% 17	19.80% 97	25.71% 126	23.47% 115	18.57% 91	8.98% 44	490
2	University decision making is transparent.	1.63% 8	7.32% 36	24.39% 120	36.18% 178	26.42% 130	4.07% 20	492
1	Academic administrators respond expeditiously to faculty concerns.	2.44% 12	15.07% 74	26.27% 129	25.25% 124	21.18% 104	9.78% 48	491

6	Academic administrators respond expeditiously to the need for action in institutional matters.	2.24%	11	16.09 %	79	28.11 %	138	22.81%	112	18.94%	93	11.81%	58	491
	The faculty has a strong influence on the selection of academic administrators.	2.24%	11	10.16 %	50	20.12 %	99	27.64%	136	31.50%	155	8.33%	41	492
	The faculty has a strong influence in the evaluation of academic administrators.	1.63%	8	12.83 %	63	24.24 %	119	25.05%	123	27.49%	135	8.76%	43	491
	I have a role in the governance of my college.	4.69%	23	24.29 %	119	20.20 %	99	24.49%	120	15.31%	75	11.02%	54	490
	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	22.76 %	112	35.57 %	175	19.11 %	94	9.15%	45	11.38%	56	2.03%	10	492
	I trust the leadership in my department.	33.13 %	163	29.47 %	145	13.41 %	66	9.96%	49	11.59%	57	2.44%	12	492
	Overall, the governance system of my department is effective.	20.82 %	102	32.86 %	161	19.18 %	94	12.45%	61	11.84%	58	2.86%	14	490

Q17 - The statements below are about President Tim Caboni's performance. Please rate your level of agreement with each statement.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Articulates a clear vision for the future of the university based on its mission and values.	1.00	6.00	3.31	1.25	1.56	480
2	Honors commitments and agreements.	1.00	6.00	3.88	1.67	2.78	480
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.29	1.33	1.78	479

4	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.80	1.80	3.22	479
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.33	1.82	3.31	480
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.20	1.78	3.16	479
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.13	1.58	2.49	478
8	Is accessible to faculty.	1.00	6.00	3.51	1.82	3.31	480
9	Selects competent leaders for administrative positions.	1.00	6.00	3.06	1.61	2.58	479
10	Removes incompetent leaders from administrative positions.	1.00	6.00	3.49	1.84	3.37	479
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	1.00	6.00	2.94	1.44	2.06	481
12	I have confidence in the President's leadership and endorse his continuance as President.	1.00	6.00	3.11	1.30	1.68	480

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
5	Articulates a clear vision for the future of the university based on its mission and values.	10.00% 48	36.25% 174	23.54% 113	16.67% 80	9.79% 47	3.75% 18	480
4	Honors commitments and agreements.	5.21% 25	22.29% 107	23.13% 111	9.79% 47	10.83% 52	28.75% 138	480
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	6.68% 32	33.19% 159	26.30% 126	14.82% 71	11.90% 57	7.10% 34	479

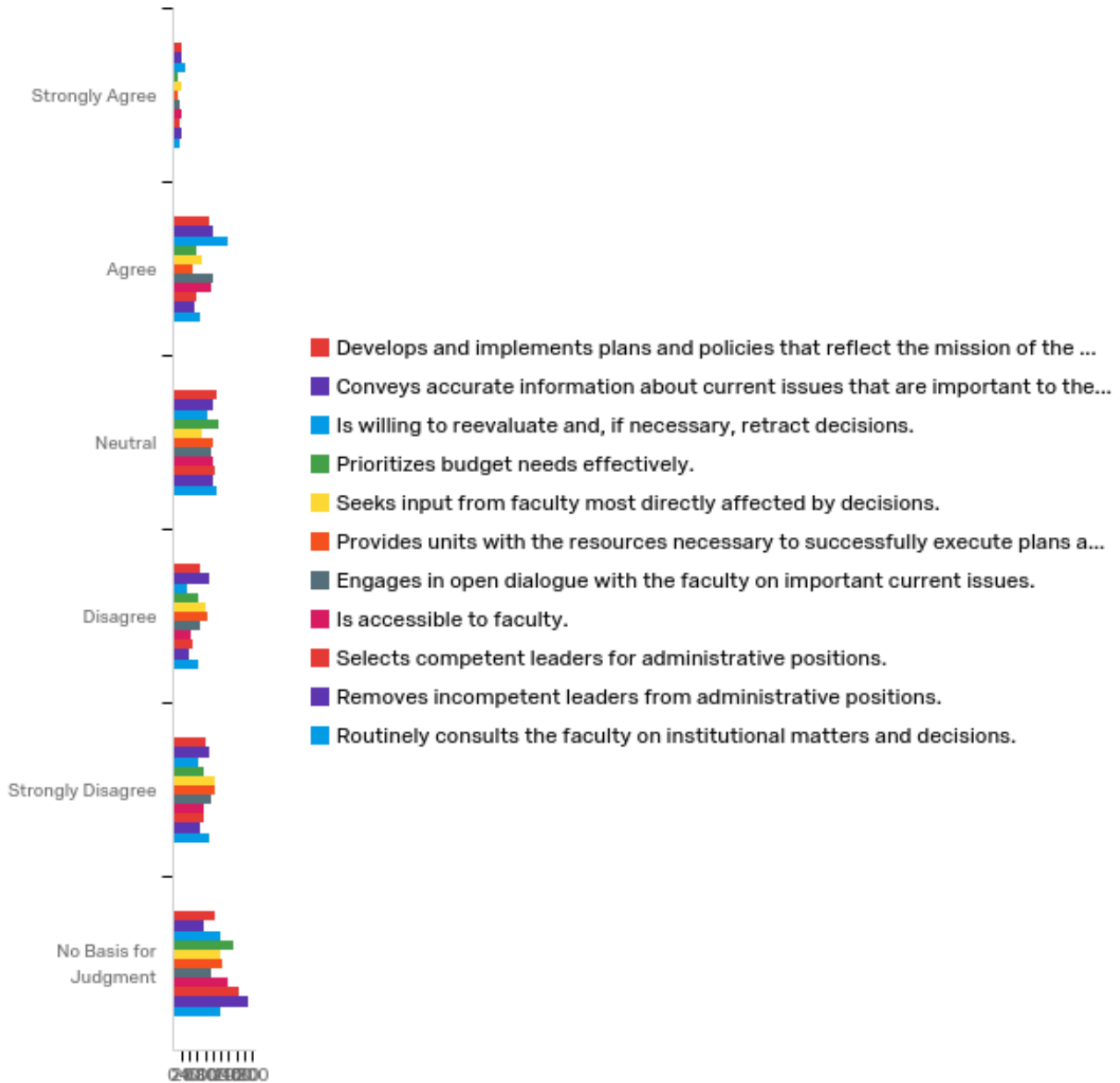
2	Is willing to reevaluate and, if necessary, retract decisions.	3.97%	19	15.45%	74	22.55%	108	12.53%	60	13.57%	65	31.94%	153	479
1	Seeks input from faculty most directly affected by decisions.	3.54%	17	13.75%	66	19.17%	92	19.79%	95	19.79%	95	23.96%	115	480
6	Provides units with the resources necessary to successfully execute plans and initiatives.	3.55%	17	9.81%	47	23.59%	113	21.29%	102	20.25%	97	21.50%	103	479
	Engages in open dialogue with the faculty on important current issues.	3.77%	18	16.74%	80	27.82%	133	20.08%	96	17.15%	82	14.44%	69	478
	Is accessible to faculty.	3.75%	18	13.75%	66	20.63%	99	18.13%	87	16.67%	80	27.08%	130	480
	Selects competent leaders for administrative positions.	3.13%	15	14.41%	69	30.06%	144	17.12%	82	20.67%	99	14.61%	70	479
	Removes incompetent leaders from administrative positions.	2.92%	14	12.53%	60	24.84%	119	12.94%	62	19.42%	93	27.35%	131	479
	Works to provide adequate pay raises and equitable compensation packages for faculty.	3.74%	18	26.82%	129	25.16%	121	15.18%	73	22.45%	108	6.65%	32	481

I have confidence in the President's leadership and endorse his continuance as President.	7.29%	35	27.71%	133	32.29%	155	13.13%	63	15.42%	74	4.17%	20	480
---	-------	----	--------	-----	--------	-----	--------	----	--------	----	-------	----	-----

Q18 - Use the space below to provide further feedback on President Tim Caboni'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 Terry Ballman's performance. Please rate your level of agreement with each statement.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Develops and implements plans and policies that reflect the mission of the university.	1.00	6.00	3.42	1.73	2.99	476
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.21	1.65	2.71	477
3	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.82	1.66	2.74	477

4	Prioritizes budget needs effectively.	1.00	6.00	3.67	1.85	3.43	476
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.37	1.88	3.52	477
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.33	1.88	3.52	476
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.36	1.74	3.01	476
8	Is accessible to faculty.	1.00	6.00	3.73	1.78	3.16	476
9	Selects competent leaders for administrative positions.	1.00	6.00	3.81	1.87	3.51	474
10	Removes incompetent leaders from administrative positions.	1.00	6.00	4.03	1.87	3.50	474
11	Routinely consults the faculty on institutional matters and decisions.	1.00	6.00	3.45	1.81	3.29	476

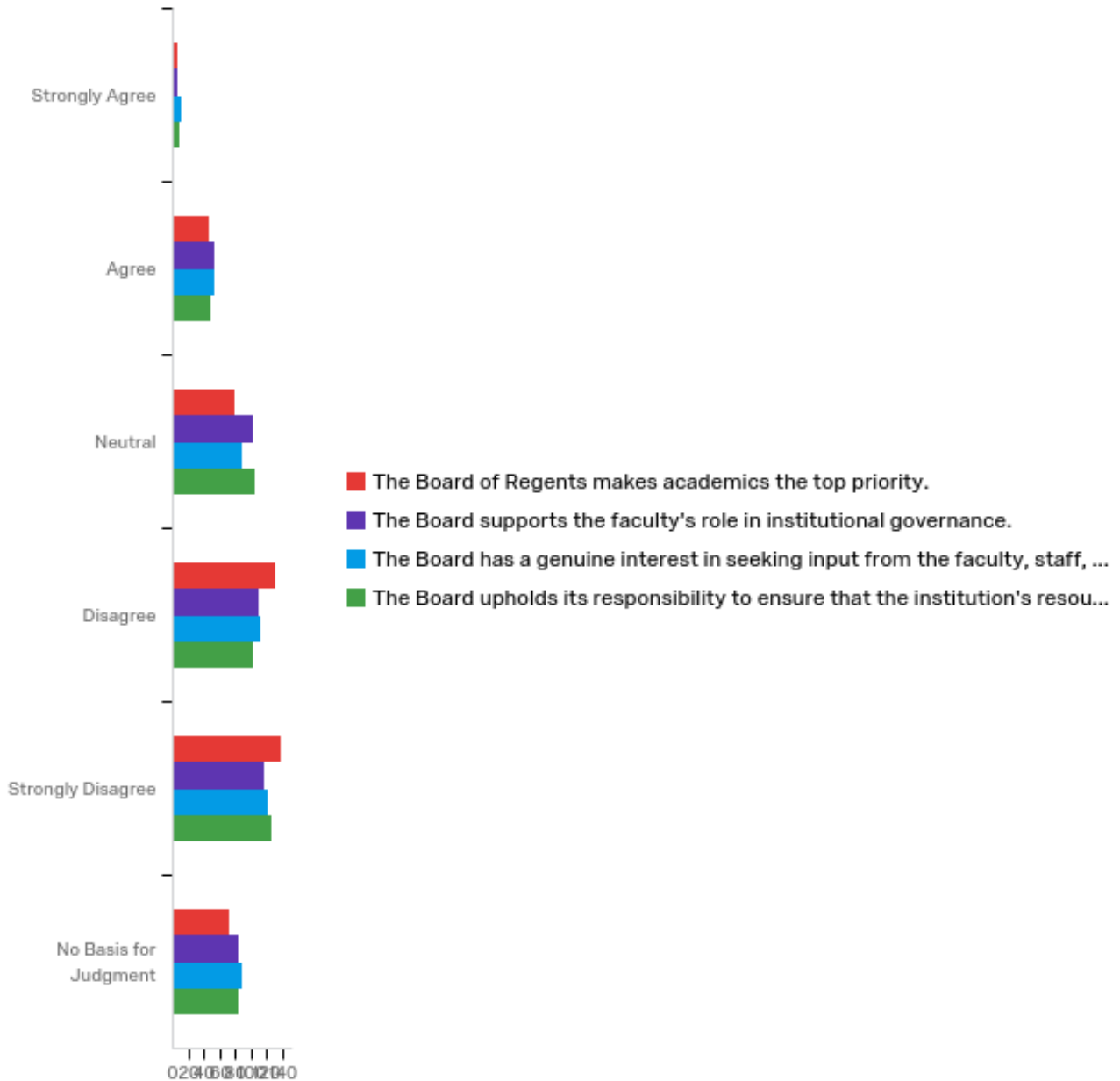
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total						
5	Develops and implements plans and policies that reflect the mission of the university.	3.99%	19	18.91%	90	22.90%	109	14.71%	70	17.65%	84	21.85%	104	476
4	Conveys accurate information about current issues that are important to the faculty in a timely manner.	4.40%	21	20.75%	99	21.17%	101	19.08%	91	18.66%	89	15.93%	76	477
3	Is willing to reevaluate and, if necessary, retract decisions.	6.50%	31	28.93%	138	18.45%	88	7.55%	36	13.63%	65	24.95%	119	477

2	Prioritizes budget needs effectively.	2.73%	13	12.39%	59	23.74%	113	12.82%	61	16.60%	79	31.72%	151	476
1	Seeks input from faculty most directly affected by decisions.	4.19%	20	15.30%	73	15.30%	73	17.61%	84	22.43%	107	25.16%	120	477
6	Provides units with the resources necessary to successfully execute plans and initiatives.	2.52%	12	9.87%	47	21.22%	101	18.28%	87	21.64%	103	26.47%	126	476
	Engages in open dialogue with the faculty on important current issues.	3.78%	18	21.01%	100	20.59%	98	14.29%	68	19.96%	95	20.38%	97	476
	Is accessible to faculty.	4.62%	22	19.96%	95	21.43%	102	9.24%	44	16.18%	77	28.57%	136	476
	Selects competent leaders for administrative positions.	3.38%	16	12.45%	59	22.57%	107	10.13%	48	16.46%	78	35.02%	166	474
	Removes incompetent leaders from administrative positions.	4.22%	20	11.39%	54	21.31%	101	8.65%	41	14.35%	68	40.08%	190	474
	Routinely consults the faculty on institutional matters and decisions.	3.57%	17	14.50%	69	23.53%	112	13.45%	64	19.54%	93	25.42%	121	476

Q20 - Use the space below to provide further feedback on Provost Terry Ballman'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.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The Board of Regents makes academics the top priority.	1.00	6.00	2.72	1.70	2.89	476
2	The Board supports the faculty's role in institutional governance.	1.00	6.00	2.94	1.72	2.97	474
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.00	6.00	2.96	1.77	3.13	474

4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.00	6.00	2.92	1.74	3.04	476
---	---	------	------	------	------	------	-----

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
5	The Board of Regents makes academics the top priority.	1.26%	6	9.66%	46	16.81%	80	27.73%	132	29.20%	139	15.34%	73	476
4	The Board supports the faculty's role in institutional governance.	1.48%	7	11.39%	54	21.73%	103	23.21%	110	24.68%	117	17.51%	83	474
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	2.11%	10	11.18%	53	18.78%	89	23.84%	113	25.53%	121	18.57%	88	474
2	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.89%	9	10.29%	49	22.06%	105	21.43%	102	26.68%	127	17.65%	84	476

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

Q35 - If the university could take 1-3 actions to show that academics are the top priority at WKU, what would you want those be? Note that these comments will be separated from the survey questions above and viewed by the Faculty Welfare and Professional Responsibility Committee Chair, Provost, President, and Board of Regents. The Faculty Welfare and Professional Responsibility Committee will summarize comments and share the summaries with other committees as necessary to take action.

For use by Senate Committees, not to be made public.

Q26 - Please use this space to provide any other comments you have about faculty work life at WKU. Note that these comments will be separated from the survey questions above and viewed by the Faculty Welfare and Professional Responsibility Committee Chair, Provost, President, and Board of Regents. The Faculty Welfare and Professional Responsibility Committee will summarize comments and share the summaries with relevant units on campus in order to facilitate improvement in those units. For example, comments about HR will be summarized and shared with HR, comments about Facilities will be summarized and shared with Facilities.

Responses forwarded to appropriate bodies, not to be made public.