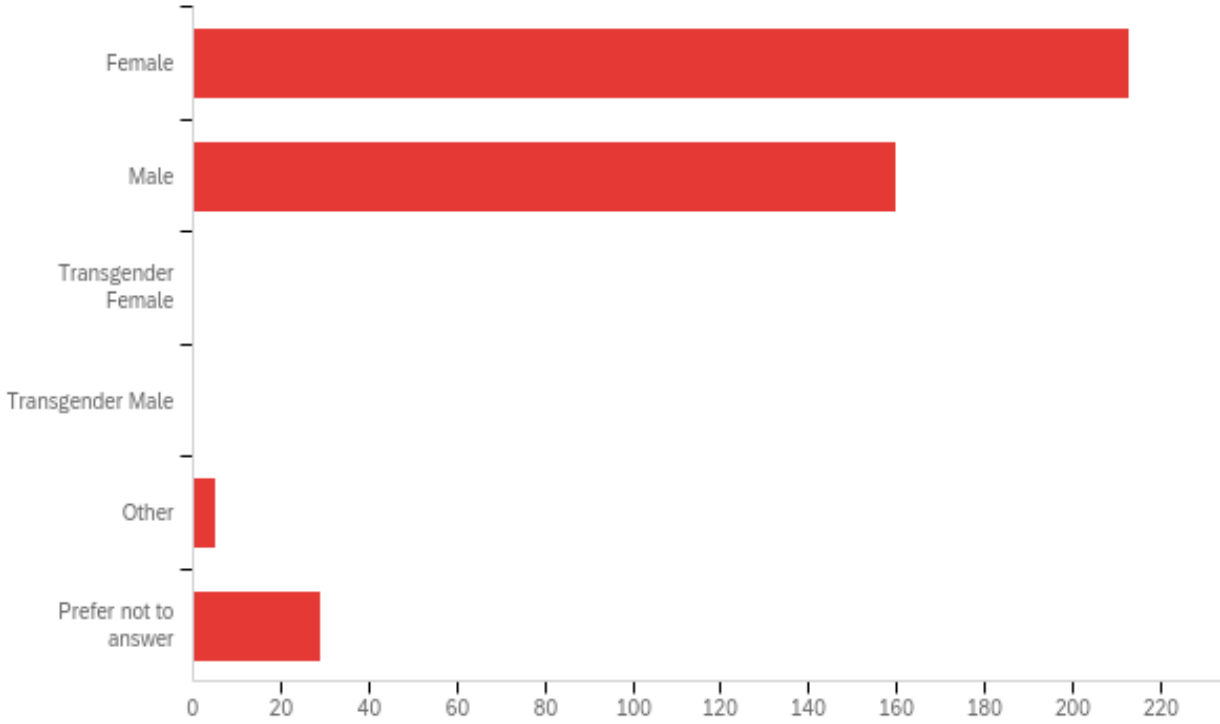


# Faculty Work Life Survey

Fall 2020 / Spring 2021

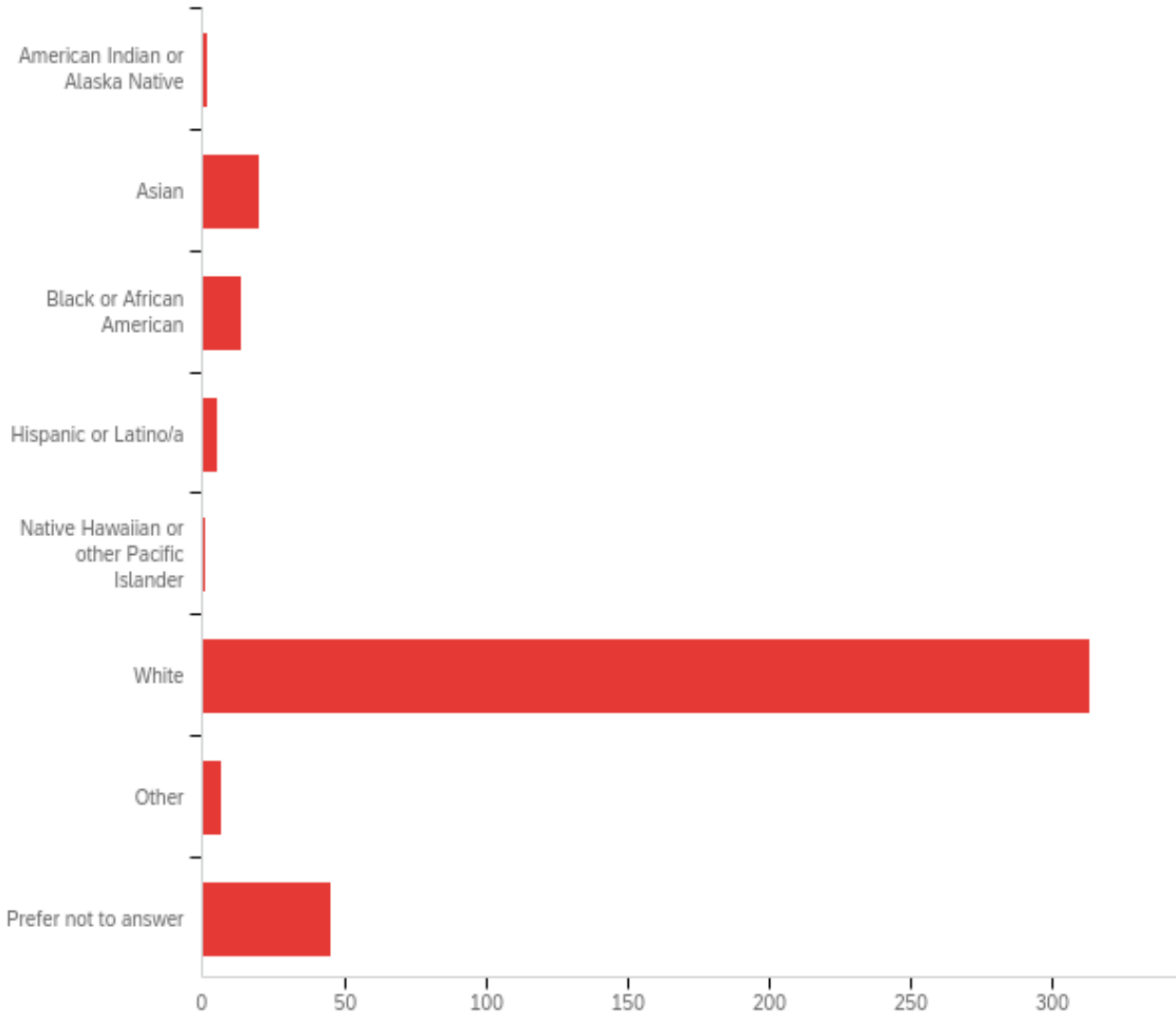
# Q1 - Your Gender



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Gender	1.00	6.00	1.80	1.32	1.73	407

#	Answer	%	Count
1	Female	52.33%	213
2	Male	39.31%	160
3	Transgender Female	0.00%	0
4	Transgender Male	0.00%	0
5	Other	1.23%	5
6	Prefer not to answer	7.13%	29
	Total	100%	407

### Q39 - Your race/ethnicity

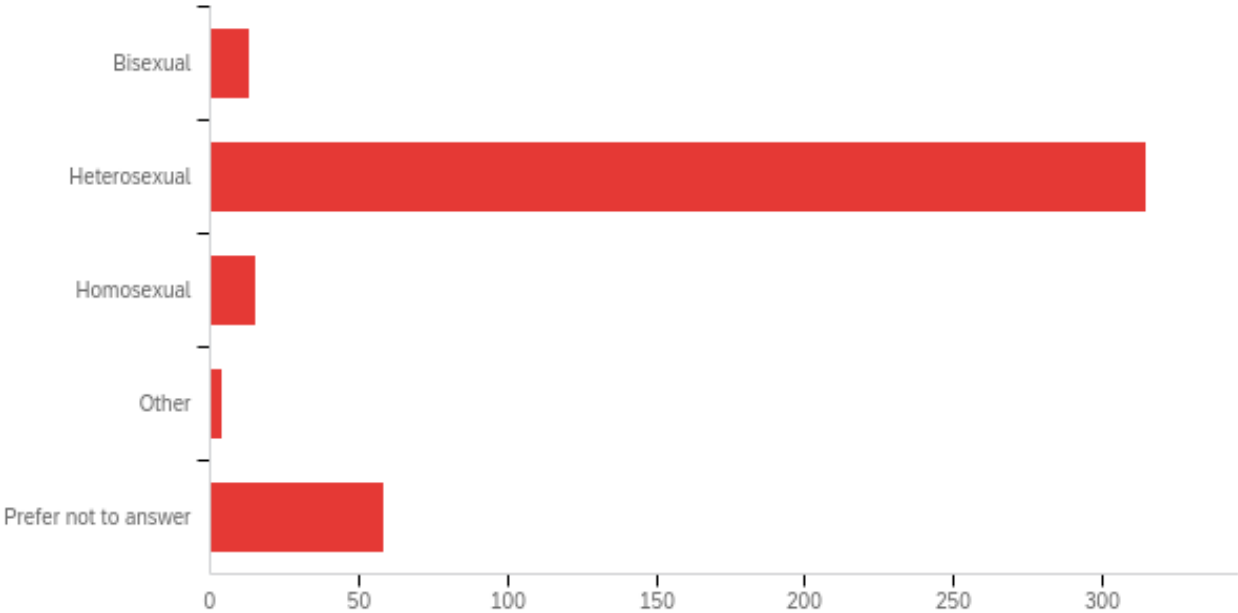


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your race/ethnicity	1.00	8.00	5.89	1.31	1.72	407

#	Answer	%	Count
1	American Indian or Alaska Native	0.49%	2
2	Asian	4.91%	20
3	Black or African American	3.44%	14

4	Hispanic or Latino/a	1.23%	5
5	Native Hawaiian or other Pacific Islander	0.25%	1
6	White	76.90%	313
7	Other	1.72%	7
8	Prefer not to answer	11.06%	45
	Total	100%	407

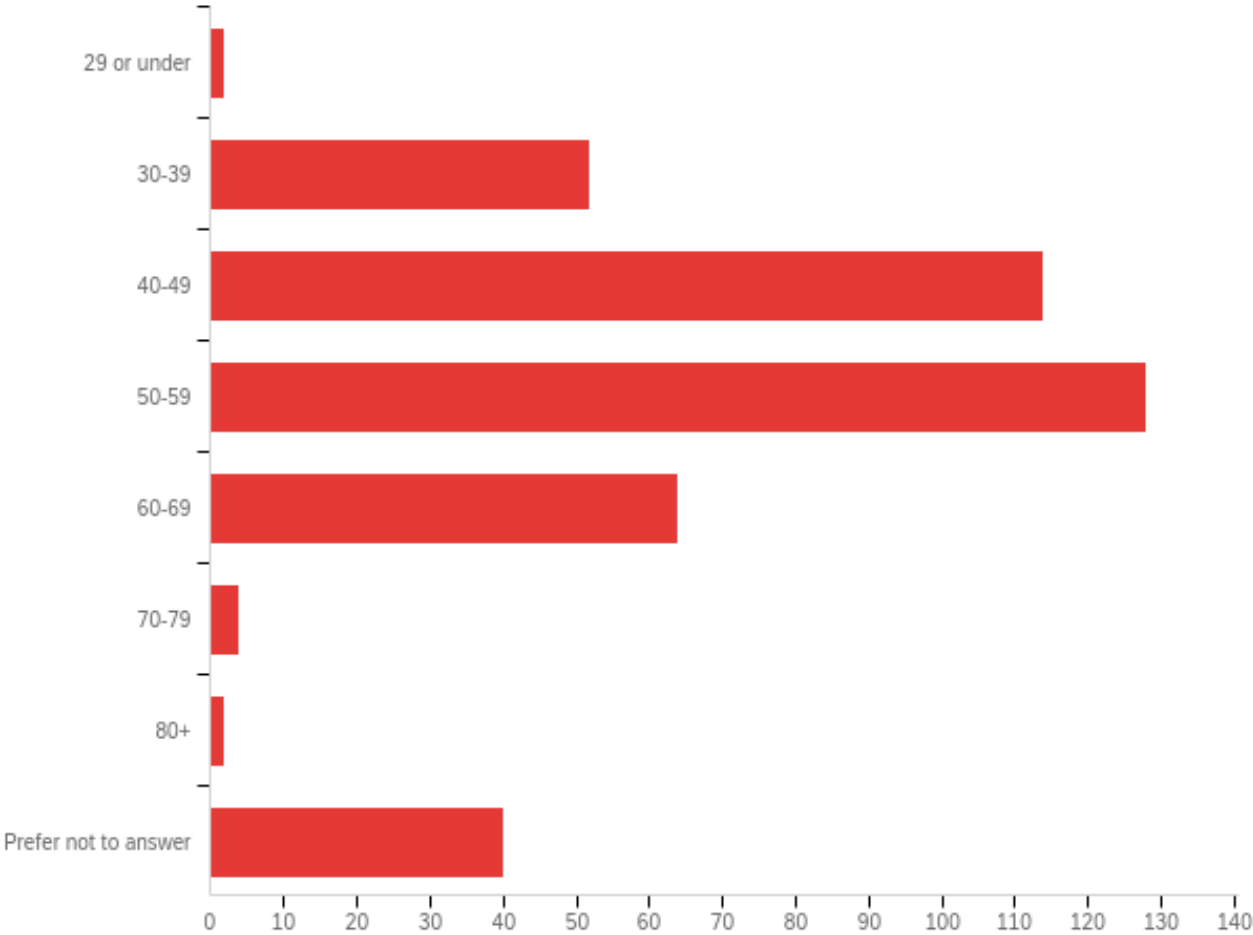
### Q40 - Your sexual orientation



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your sexual orientation	1.00	5.00	2.45	1.09	1.19	405

#	Answer	%	Count
1	Bisexual	3.21%	13
2	Heterosexual	77.78%	315
3	Homosexual	3.70%	15
4	Other	0.99%	4
5	Prefer not to answer	14.32%	58
	Total	100%	405

# Q41 - Your age

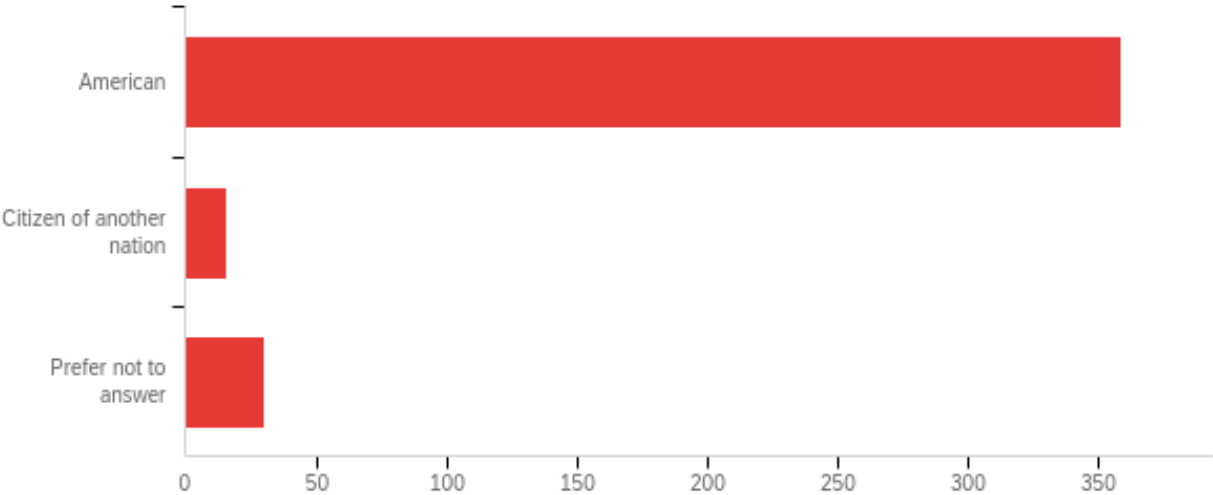


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your age	1.00	8.00	4.03	1.63	2.65	406

#	Answer	%	Count
1	29 or under	0.49%	2
2	30-39	12.81%	52
3	40-49	28.08%	114
4	50-59	31.53%	128
5	60-69	15.76%	64

6	70-79	0.99%	4
7	80+	0.49%	2
8	Prefer not to answer	9.85%	40
	Total	100%	406

### Q42 - Your citizenship status

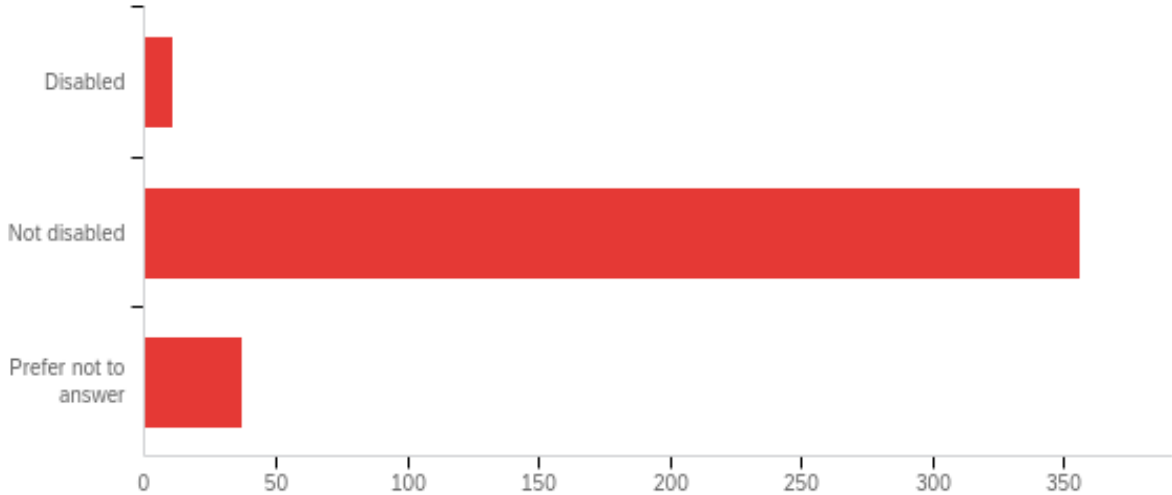


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your citizenship status	1.00	3.00	1.19	0.55	0.30	405

#	Answer	%	Count
1	American	88.64%	359
2	Citizen of another nation	3.95%	16
3	Prefer not to answer	7.41%	30
	Total	100%	405



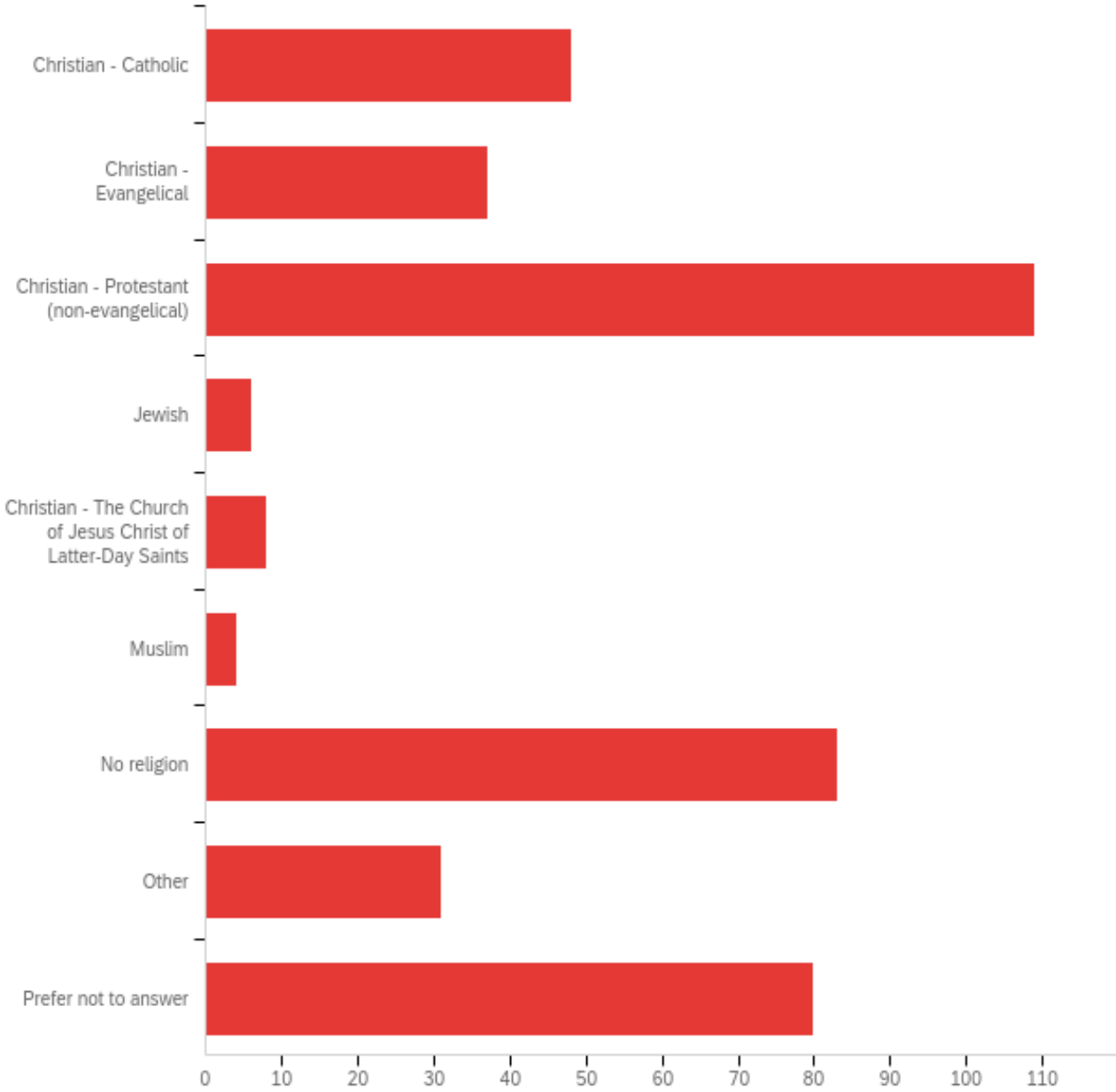
### Q43 - Your disability status



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your disability status	1.00	3.00	2.06	0.34	0.11	404

#	Answer	%	Count
1	Disabled	2.72%	11
2	Not disabled	88.12%	356
3	Prefer not to answer	9.16%	37
	Total	100%	404

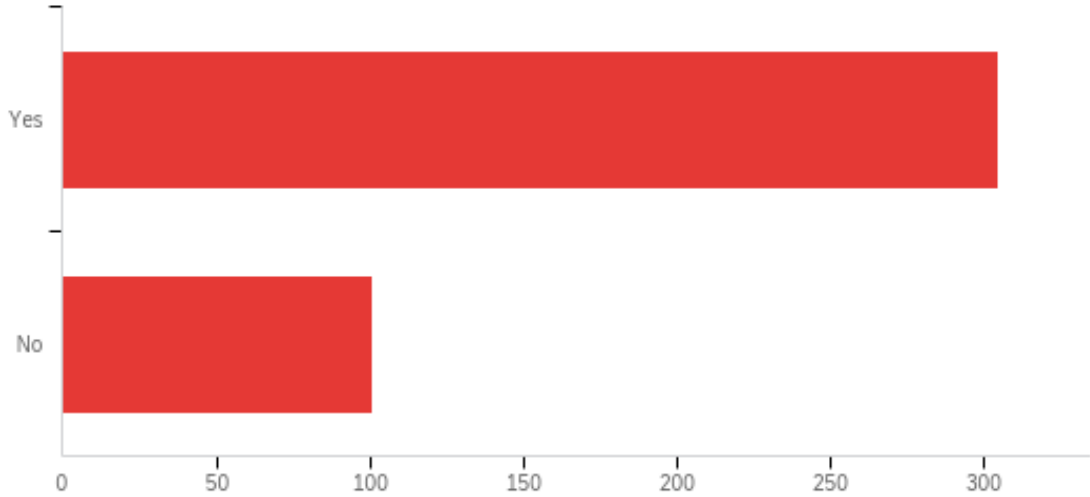
### Q44 - Your religion



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your religion	1.00	9.00	5.14	2.91	8.45	406

#	Answer	%	Count
1	Christian - Catholic	11.82%	48
2	Christian - Evangelical	9.11%	37
3	Christian - Protestant (non-evangelical)	26.85%	109
4	Jewish	1.48%	6
5	Christian - The Church of Jesus Christ of Latter-Day Saints	1.97%	8
6	Muslim	0.99%	4
7	No religion	20.44%	83
8	Other	7.64%	31
9	Prefer not to answer	19.70%	80
	Total	100%	406

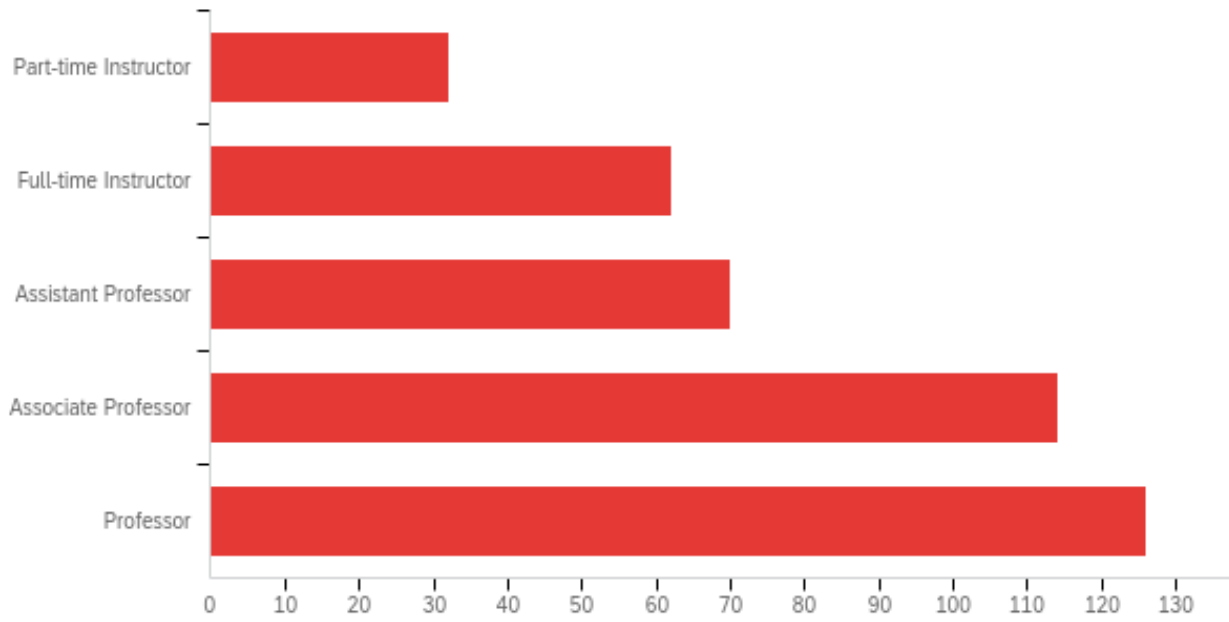
**Q2 - Do you hold a tenure-track position?**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you hold a tenure-track position?	1.00	2.00	1.25	0.43	0.19	406

#	Answer	%	Count
1	Yes	75.12%	305
2	No	24.88%	101
	Total	100%	406

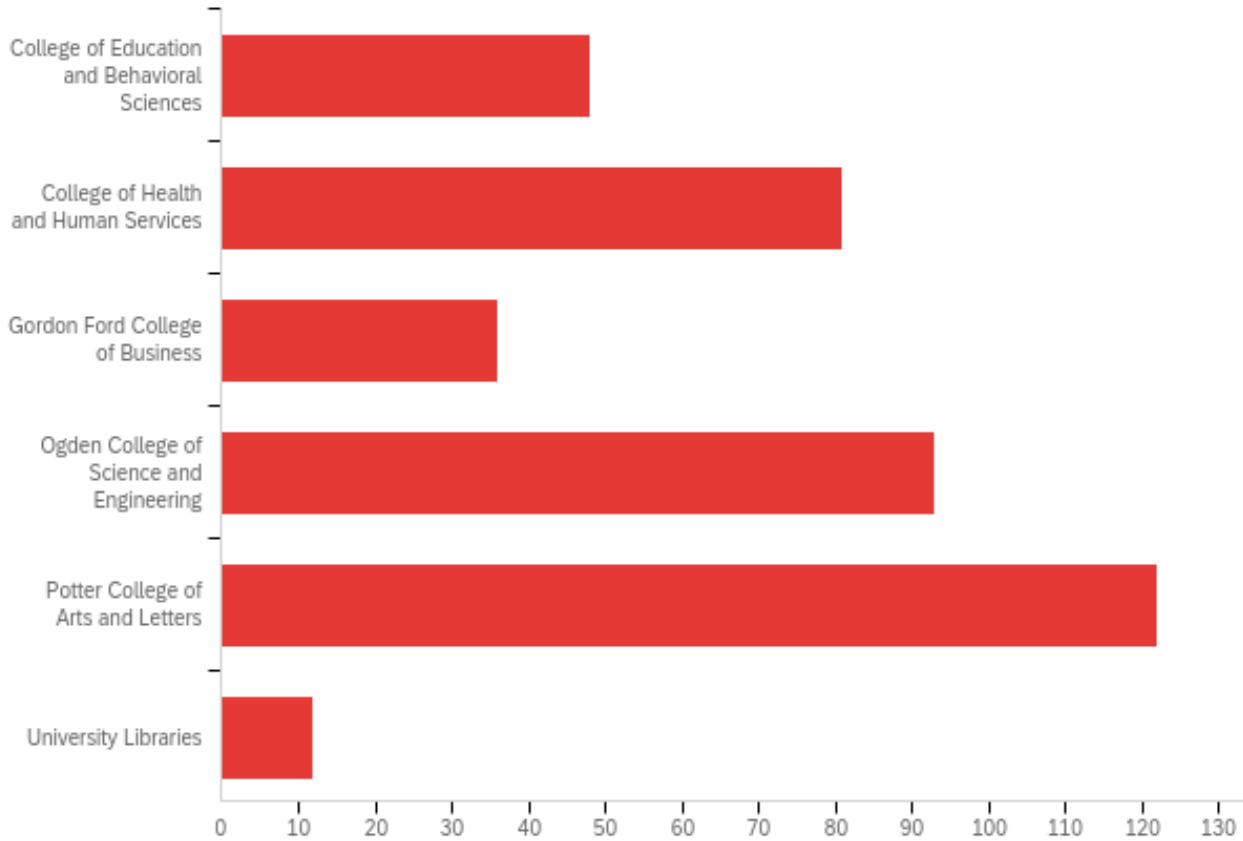
### Q3 - Your Rank



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Rank	1.00	5.00	3.59	1.28	1.65	404

#	Answer	%	Count
1	Part-time Instructor	7.92%	32
2	Full-time Instructor	15.35%	62
3	Assistant Professor	17.33%	70
4	Associate Professor	28.22%	114
5	Professor	31.19%	126
	Total	100%	404

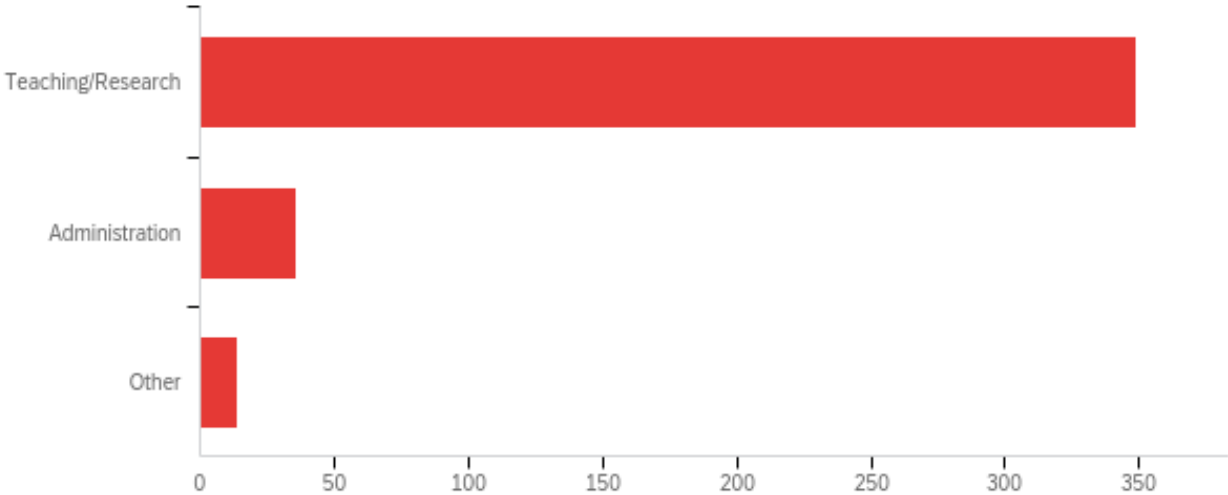
## Q4 - Your Affiliation



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Affiliation	1.00	6.00	3.50	1.48	2.20	392

#	Answer	%	Count
1	College of Education and Behavioral Sciences	12.24%	48
2	College of Health and Human Services	20.66%	81
3	Gordon Ford College of Business	9.18%	36
4	Ogden College of Science and Engineering	23.72%	93
5	Potter College of Arts and Letters	31.12%	122
6	University Libraries	3.06%	12
	Total	100%	392

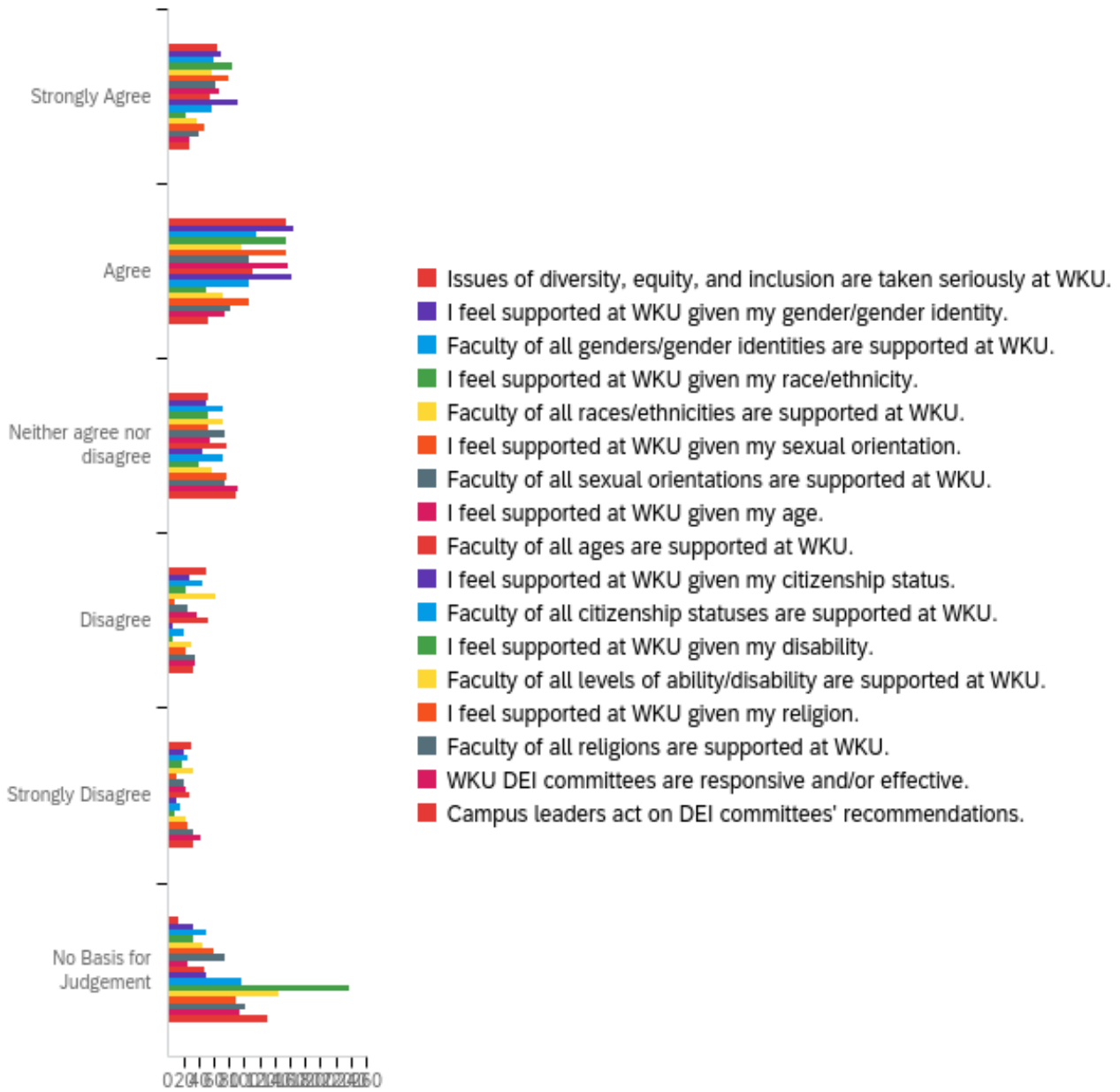
**Q5 - Your responsibilities are primarily**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your responsibilities are primarily	1.00	3.00	1.16	0.45	0.20	399

#	Answer	%	Count
1	Teaching/Research	87.47%	349
2	Administration	9.02%	36
3	Other	3.51%	14
	Total	100%	399

### Q37 - To what extent do you agree or disagree with the following statements?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Issues of diversity, equity, and inclusion are taken seriously at WKU.	1.00	6.00	2.64	1.34	1.80	369
2	I feel supported at WKU given my gender/gender identity.	1.00	6.00	2.63	1.47	2.16	367
3	Faculty of all genders/gender identities are supported at WKU.	1.00	6.00	3.02	1.60	2.56	369
4	I feel supported at WKU given my race/ethnicity.	1.00	6.00	2.54	1.48	2.18	366



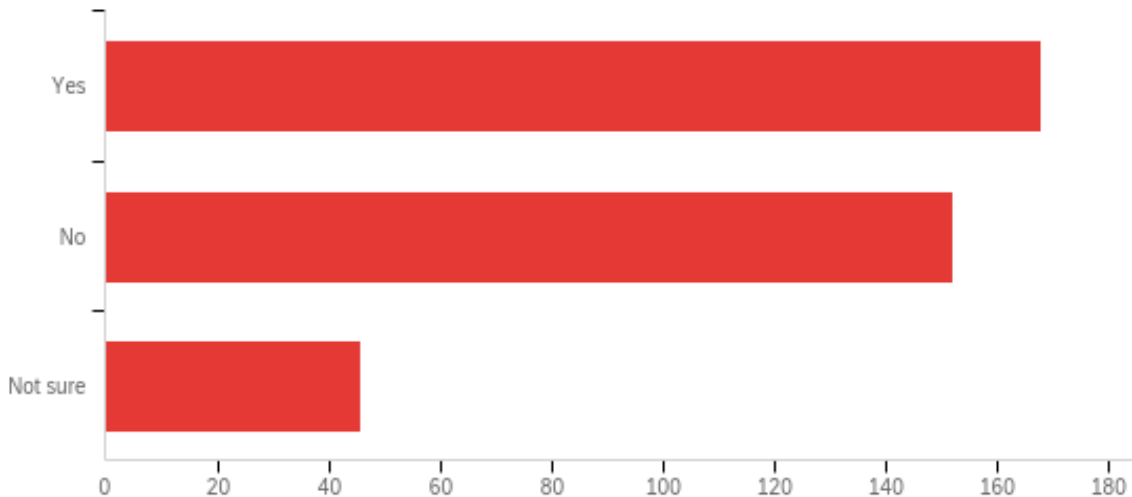
5	Faculty of all races/ethnicities are supported at WKU.	1.00	6.00	3.14	1.59	2.53	368
6	I feel supported at WKU given my sexual orientation.	1.00	6.00	2.71	1.68	2.81	366
7	Faculty of all sexual orientations are supported at WKU.	1.00	6.00	3.17	1.76	3.09	365
8	I feel supported at WKU given my age.	1.00	6.00	2.65	1.42	2.02	365
9	Faculty of all ages are supported at WKU.	1.00	6.00	3.08	1.57	2.48	366
10	I feel supported at WKU given my citizenship status.	1.00	6.00	2.56	1.62	2.62	368
11	Faculty of all citizenship statuses are supported at WKU.	1.00	6.00	3.32	1.84	3.39	366
12	I feel supported at WKU given my disability.	1.00	6.00	4.74	1.82	3.30	366
13	Faculty of all levels of ability/disability are supported at WKU.	1.00	6.00	3.99	1.88	3.54	367
14	I feel supported at WKU given my religion.	1.00	6.00	3.37	1.78	3.18	366
15	Faculty of all religions are supported at WKU.	1.00	6.00	3.67	1.78	3.17	365
16	WKU DEI committees are responsive and/or effective.	1.00	6.00	3.75	1.68	2.82	367
17	Campus leaders act on DEI committees' recommendations.	1.00	6.00	4.06	1.73	3.00	366

#	Question	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	Issues of diversity, equity, and inclusion are taken seriously at WKU.	17.62% 65	42.28% 156	14.36% 53	13.82% 51	8.13% 30	3.79% 14	369
2	I feel supported at WKU given my gender/gender identity.	19.07% 70	44.69% 164	13.90% 51	7.90% 29	5.72% 21	8.72% 32	367
3	Faculty of all genders/gender identities are supported at WKU.	16.26% 60	31.71% 117	19.51% 72	12.47% 46	6.78% 25	13.28% 49	369

4	I feel supported at WKU given my race/ethnicity.	22.95 %	8 4	42.62 %	15 6	14.48 %	5 3	6.28%	2 3	4.92%	1 8	8.74%	32	366
5	Faculty of all races/ethnicities are supported at WKU.	15.76 %	5 8	26.36 %	97	19.57 %	7 2	16.85 %	6 2	8.97%	3 3	12.50%	46	368
6	I feel supported at WKU given my sexual orientation.	21.58 %	7 9	42.62 %	15 6	14.21 %	5 2	2.19%	8	3.28%	1 2	16.12%	59	366
7	Faculty of all sexual orientations are supported at WKU.	16.99 %	6 2	29.04 %	10 6	20.55 %	7 5	7.12%	2 6	5.75%	2 1	20.55%	75	365
8	I feel supported at WKU given my age.	18.08 %	6 6	43.01 %	15 7	15.34 %	5 6	10.14 %	3 7	6.30%	2 3	7.12%	26	365
9	Faculty of all ages are supported at WKU.	14.75 %	5 4	30.05 %	11 0	20.77 %	7 6	14.21 %	5 2	7.38%	2 7	12.84%	47	366
10	I feel supported at WKU given my citizenship status.	24.73 %	9 1	44.29 %	16 3	12.23 %	4 5	1.90%	7	2.99%	1 1	13.86%	51	368
11	Faculty of all citizenship statuses are supported at WKU.	15.57 %	5 7	29.23 %	10 7	19.40 %	7 1	5.46%	2 0	4.10%	1 5	26.23%	96	366
12	I feel supported at WKU given my disability.	6.56%	2 4	13.39 %	49	11.20 %	4 1	1.64%	6	2.46%	9	64.75%	23 7	366
13	Faculty of all levels of ability/disability are supported at WKU.	10.35 %	3 8	19.89 %	73	15.80 %	5 8	8.17%	3 0	5.99%	2 2	39.78%	14 6	367
14	I feel supported at WKU given my religion.	13.11 %	4 8	28.96 %	10 6	20.77 %	7 6	6.28%	2 3	6.83%	2 5	24.04%	88	366

15	Faculty of all religions are supported at WKU.	10.96%	40	22.19%	81	20.27%	74	9.86%	36	8.77%	32	27.95%	102	365
16	WKU DEI committees are responsive and/or effective.	7.63%	28	20.16%	74	25.07%	92	9.81%	36	11.72%	43	25.61%	94	367
17	Campus leaders act on DEI committees' recommendations.	7.38%	27	14.48%	53	24.04%	88	9.02%	33	9.29%	34	35.79%	131	366

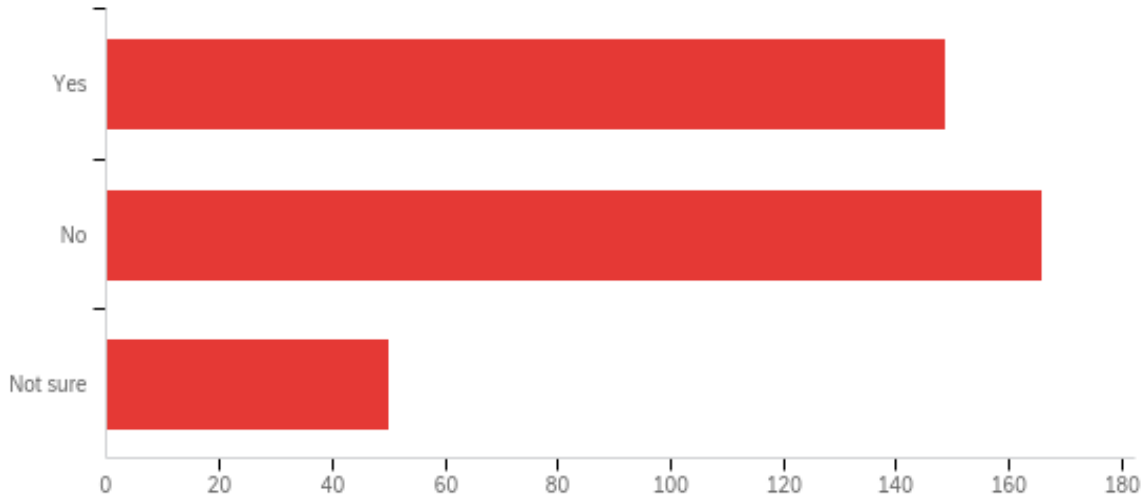
**Q45 - Are you aware of who your DEI representative(s) is(are) at the College level?**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you aware of who your DEI representative(s) is(are) at the College level?	1.00	3.00	1.67	0.69	0.47	366

#	Answer	%	Count
1	Yes	45.90%	168
2	No	41.53%	152
3	Not sure	12.57%	46
	Total	100%	366

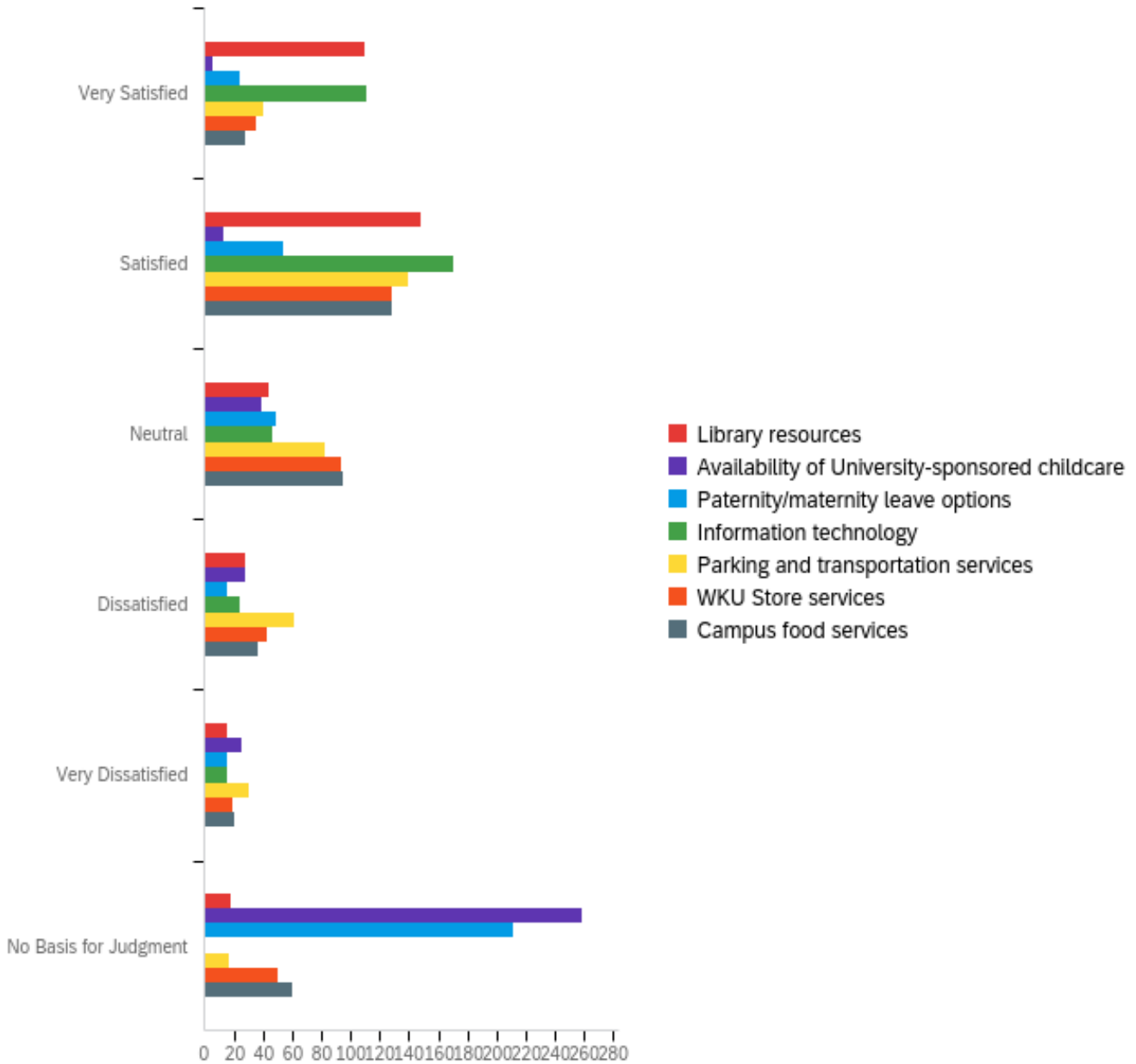
**Q46 - Are you aware of who your DEI representative(s) is(are) at the University level?**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you aware of who your DEI representative(s) is(are) at the University level?	1.00	3.00	1.73	0.69	0.47	365

#	Answer	%	Count
1	Yes	40.82%	149
2	No	45.48%	166
3	Not sure	13.70%	50
	Total	100%	365

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

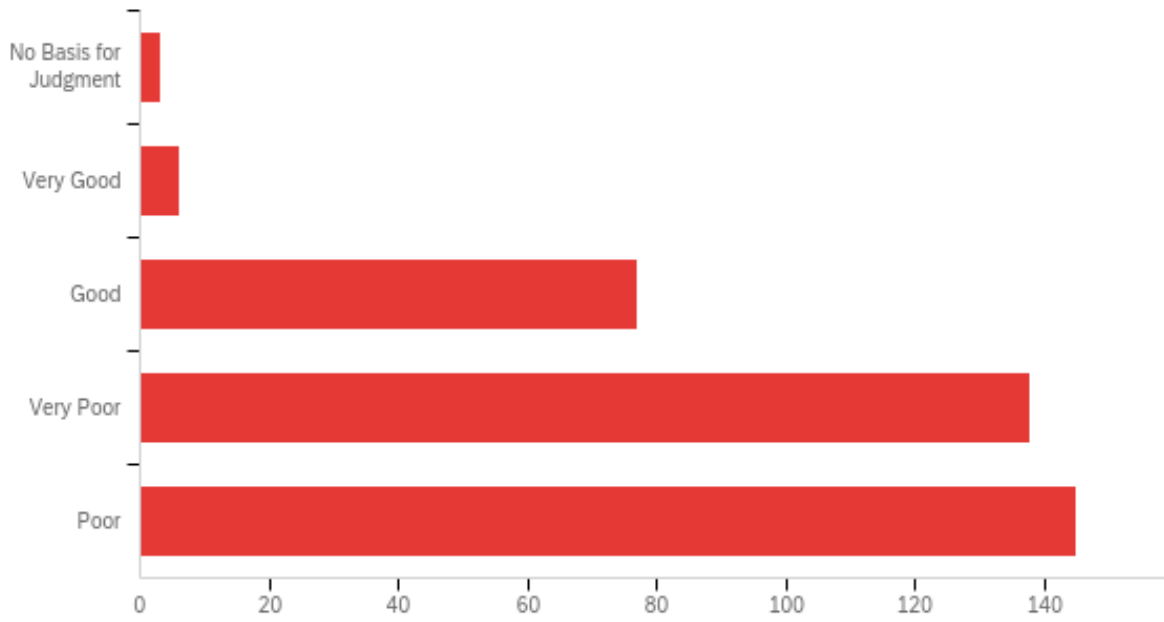


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Library resources	1.00	6.00	2.30	1.35	1.83	364
2	Availability of University-sponsored childcare	1.00	6.00	5.24	1.31	1.72	369
3	Paternity/maternity leave options	1.00	6.00	4.56	1.82	3.31	369
4	Information technology	1.00	6.00	2.10	1.05	1.11	369

5	Parking and transportation services	1.00	6.00	2.87	1.30	1.70	369
6	WKU Store services	1.00	6.00	3.09	1.50	2.26	369
7	Campus food services	1.00	6.00	3.20	1.55	2.40	369

#	Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment	Total
1	Library resources	30.22% 110	40.66% 148	12.09% 44	7.69% 28	4.40% 16	4.95% 18	364
2	Availability of University-sponsored childcare	1.63% 6	3.52% 13	10.57% 39	7.59% 28	6.78% 25	69.92% 258	369
3	Paternity/maternity leave options	6.50% 24	14.63% 54	13.28% 49	4.34% 16	4.07% 15	57.18% 211	369
4	Information technology	30.08% 111	46.07% 170	12.74% 47	6.50% 24	4.34% 16	0.27% 1	369
5	Parking and transportation services	10.84% 40	37.67% 139	22.22% 82	16.53% 61	8.13% 30	4.61% 17	369
6	WKU Store services	9.49% 35	34.69% 128	25.47% 94	11.65% 43	5.15% 19	13.55% 50	369
7	Campus food services	7.59% 28	34.69% 128	25.75% 95	10.03% 37	5.69% 21	16.26% 60	369

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

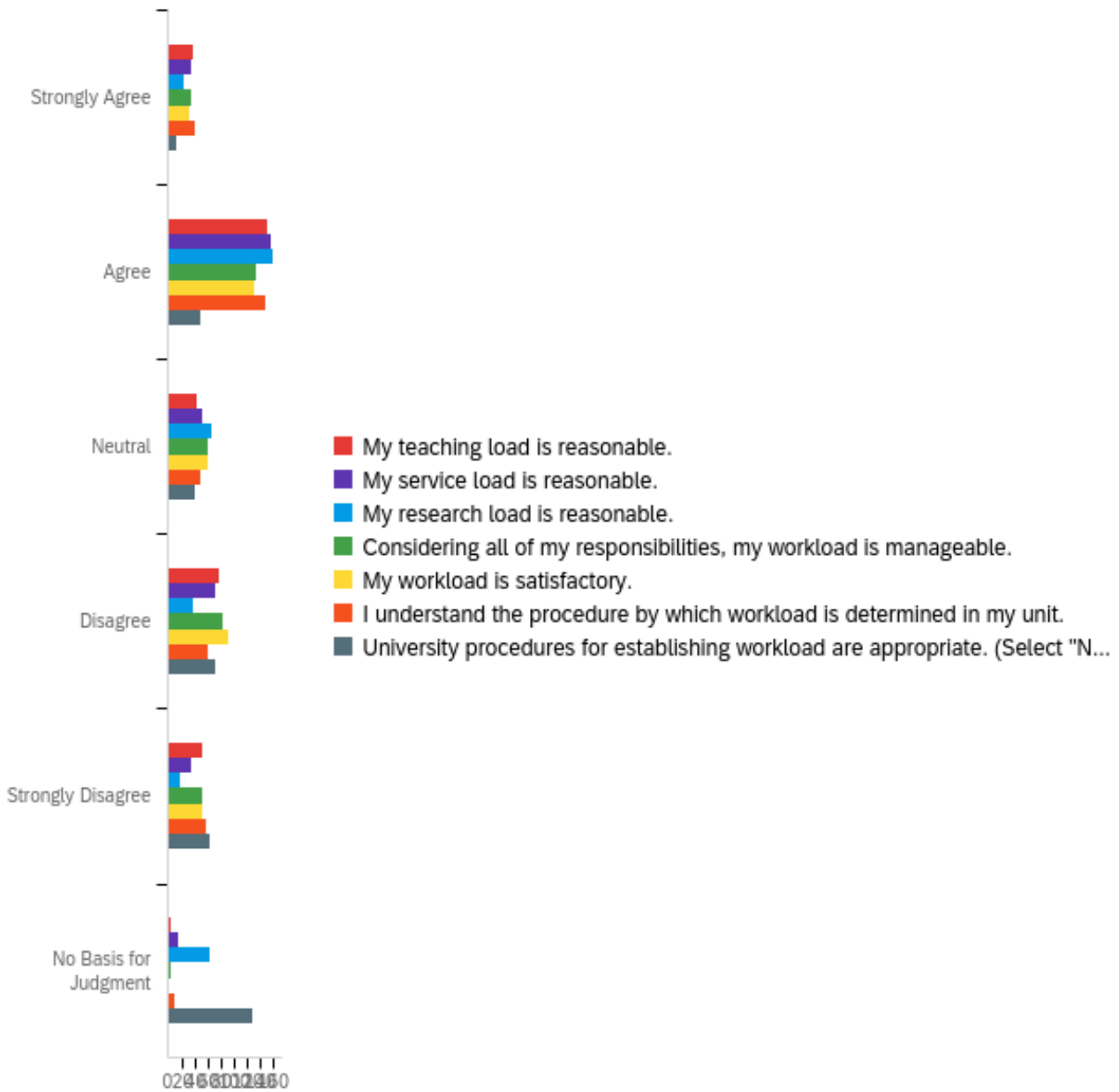


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In my opinion, faculty morale is	1.00	5.00	3.15	0.81	0.66	369

#	Answer	%	Count
1	Very Good	1.63%	6
2	Good	20.87%	77
3	Poor	39.30%	145
4	Very Poor	37.40%	138
5	No Basis for Judgment	0.81%	3
	Total	100%	369



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



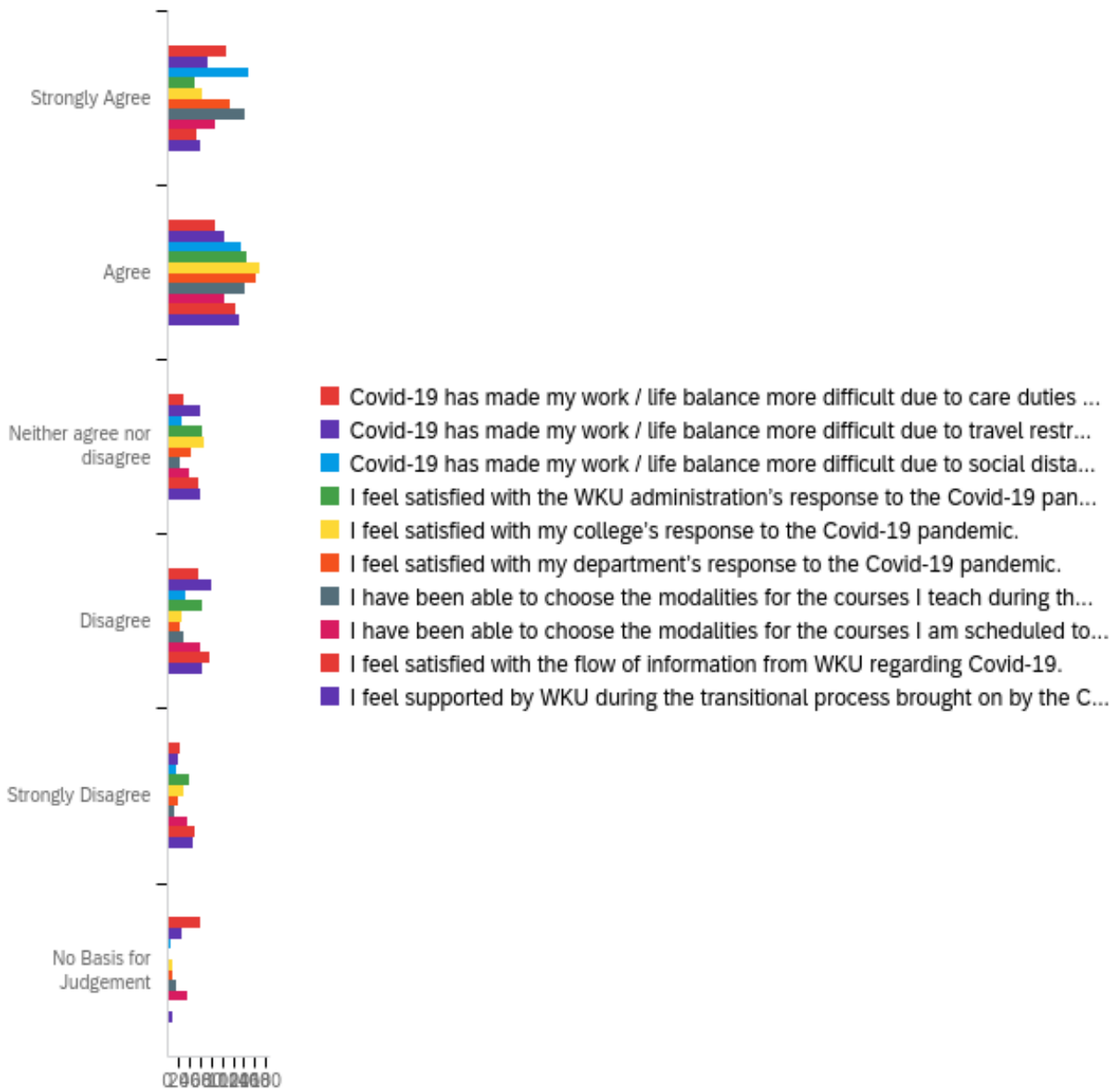
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My teaching load is reasonable.	1.00	6.00	2.91	1.31	1.71	369
2	My service load is reasonable.	1.00	6.00	2.91	1.33	1.77	367
3	My research load is reasonable.	1.00	6.00	3.14	1.59	2.51	367
4	Considering all of my responsibilities, my workload is manageable.	1.00	6.00	2.99	1.27	1.62	369

5	My workload is satisfactory.	1.00	6.00	3.01	1.25	1.55	368
6	I understand the procedure by which workload is determined in my unit.	1.00	6.00	2.94	1.38	1.91	368
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	4.38	1.55	2.41	368

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total						
1	My teaching load is reasonable.	10.57%	39	40.65%	150	12.20%	45	21.14%	78	14.36%	53	1.08%	4	369
2	My service load is reasonable.	9.26%	34	42.78%	157	13.90%	51	19.89%	73	9.81%	36	4.36%	16	367
3	My research load is reasonable.	6.81%	25	43.05%	158	18.26%	67	10.08%	37	4.63%	17	17.17%	63	367
4	Considering all of my responsibilities, my workload is manageable.	9.49%	35	36.31%	134	16.26%	60	22.76%	84	14.36%	53	0.81%	3	369
5	My workload is satisfactory.	8.70%	32	35.60%	131	16.58%	61	24.73%	91	13.86%	51	0.54%	2	368
6	I understand the procedure by which workload is determined in my unit.	11.41%	42	39.95%	147	13.59%	50	16.30%	60	15.76%	58	2.99%	11	368
7	University procedures for establishing workload are appropriate. (Select "No Basis for Judgment" if	3.80%	14	13.32%	49	11.14%	41	19.57%	72	17.39%	64	34.78%	128	368



**Q36 - The following statements are in reference to the coronavirus and COVID-19 (terms are used interchangeably in the statements). To what extent do you agree or disagree with the following statements:**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Covid-19 has made my work / life balance more difficult due to care duties for children or others needing my support.	1.00	6.00	2.92	1.81	3.29	364
2	Covid-19 has made my work / life balance more difficult due to travel restrictions.	1.00	6.00	2.85	1.47	2.16	365

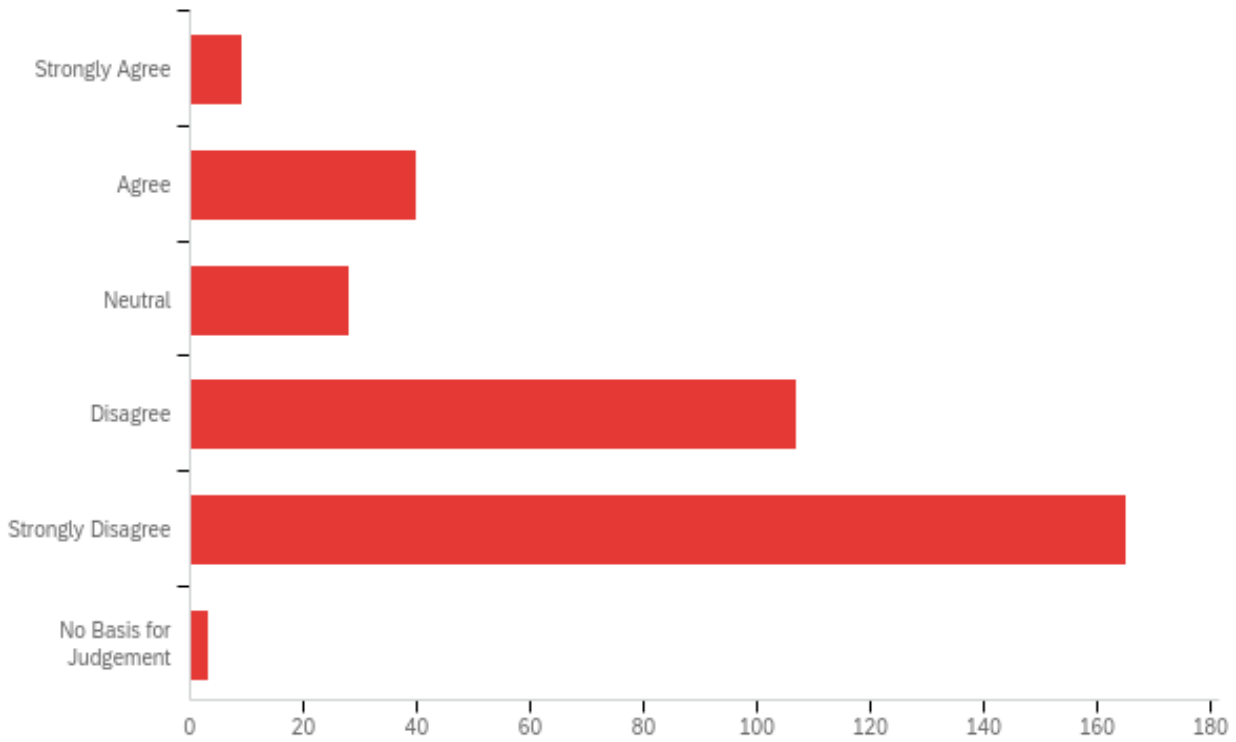
3	Covid-19 has made my work / life balance more difficult due to social distancing and limits on face-to-face interactions.	1.00	6.00	2.01	1.18	1.39	364
4	I feel satisfied with the WKU administration's response to the Covid-19 pandemic.	1.00	6.00	2.75	1.24	1.55	365
5	I feel satisfied with my college's response to the Covid-19 pandemic.	1.00	6.00	2.48	1.23	1.52	365
6	I feel satisfied with my department's response to the Covid-19 pandemic.	1.00	6.00	2.15	1.18	1.38	366
7	I have been able to choose the modalities for the courses I teach during the '20-'21 academic year.	1.00	6.00	2.11	1.33	1.77	363
8	I have been able to choose the modalities for the courses I am scheduled to teach during the fall 2021 semester.	1.00	6.00	2.90	1.65	2.72	365
9	I feel satisfied with the flow of information from WKU regarding Covid-19.	1.00	6.00	2.86	1.32	1.73	366
10	I feel supported by WKU during the transitional process brought on by the Covid-19 pandemic.	1.00	6.00	2.80	1.35	1.82	366

#	Question	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	Covid-19 has made my work / life balance more difficult due to care duties for children or others needing my support.	29.95 % 109	24.18 % 88	8.24% 30	15.38% 56	6.04% 22	16.21% 59	364
2	Covid-19 has made my work / life balance more difficult due to travel restrictions.	20.27 % 74	28.77 % 105	16.44 % 60	21.92% 80	5.48% 20	7.12% 26	365
3	Covid-19 has made my work / life	40.93 % 149	37.36 % 136	7.42% 27	9.07% 33	4.12% 15	1.10% 4	364

	balance more difficult due to social distancing and limits on face-to-face interactions.													
4	I feel satisfied with the WKU administration's response to the Covid-19 pandemic.	13.42 %	49	40.00 %	146	17.26 %	63	17.53%	64	11.23%	41	0.55%	2	365
5	I feel satisfied with my college's response to the Covid-19 pandemic.	17.53 %	64	46.85 %	171	18.08 %	66	7.12%	26	7.95%	29	2.47%	9	365
6	I feel satisfied with my department's response to the Covid-19 pandemic.	30.87 %	113	44.81 %	164	11.75 %	43	5.74%	21	4.92%	18	1.91%	7	366
7	I have been able to choose the modalities for the courses I teach during the '20-'21 academic year.	38.84 %	141	39.39 %	143	6.06%	22	7.71%	28	3.58%	13	4.41%	16	363
8	I have been able to choose the modalities for the courses I am scheduled to teach during the fall 2021 semester.	23.84 %	87	29.04 %	106	10.41 %	38	16.44%	60	10.14%	37	10.14%	37	365
9	I feel satisfied with the flow of information from WKU	14.75 %	54	34.43 %	126	15.57 %	57	20.77%	76	13.93%	51	0.55%	2	366

	regarding Covid-19.													
10	I feel supported by WKU during the transitional process brought on by the Covid-19 pandemic.	16.12 %	59	36.34 %	133	16.12 %	59	16.94%	62	12.30%	45	2.19%	8	366

**Q28 - Rate your level of agreement with the statement.**

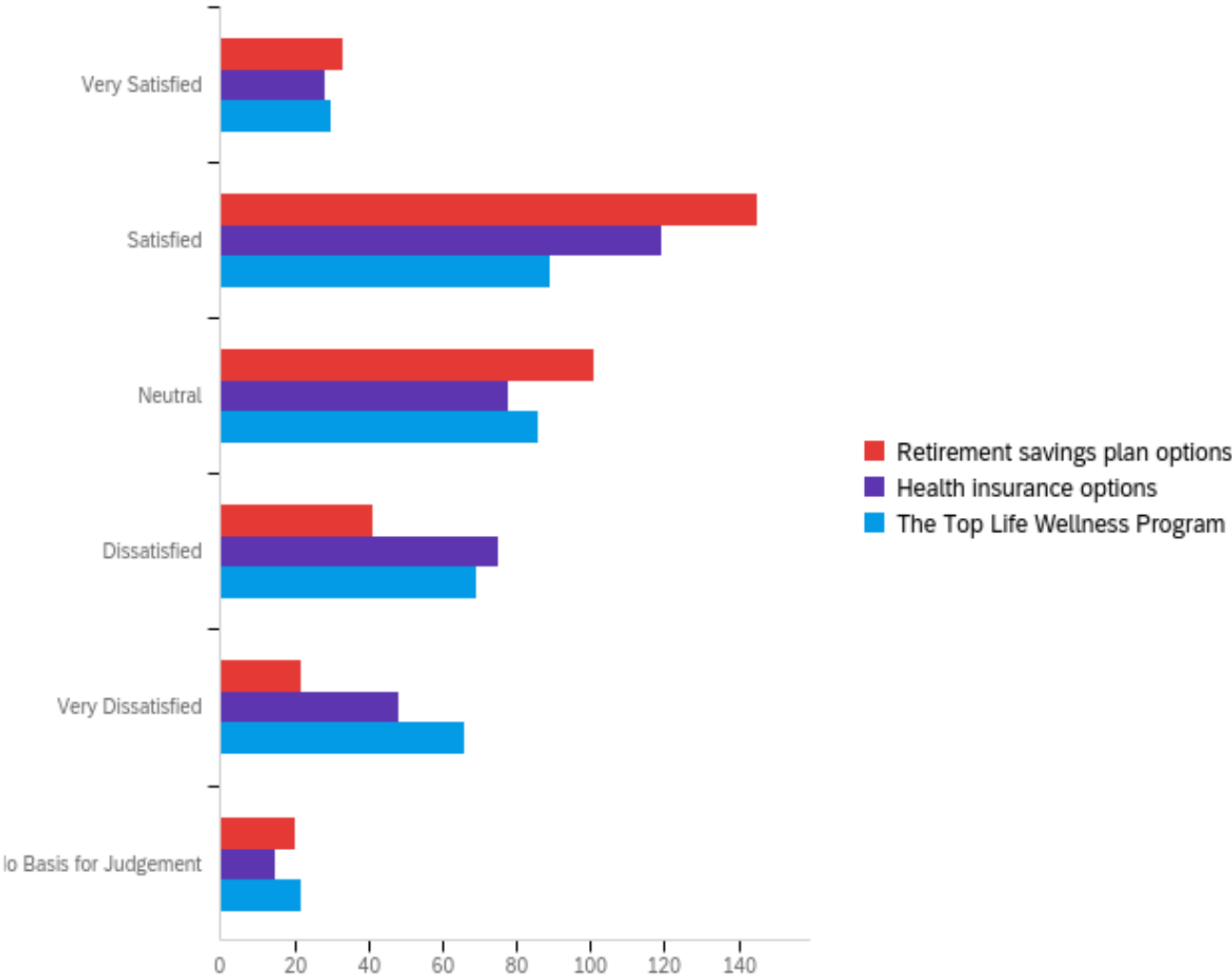


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Relative to years of service and rank my salary is satisfactory.	1.00	6.00	4.10	1.12	1.26	352

#	Answer	%	Count
1	Strongly Agree	2.56%	9
2	Agree	11.36%	40
3	Neutral	7.95%	28
4	Disagree	30.40%	107
5	Strongly Disagree	46.88%	165
6	No Basis for Judgement	0.85%	3
	Total	100%	352



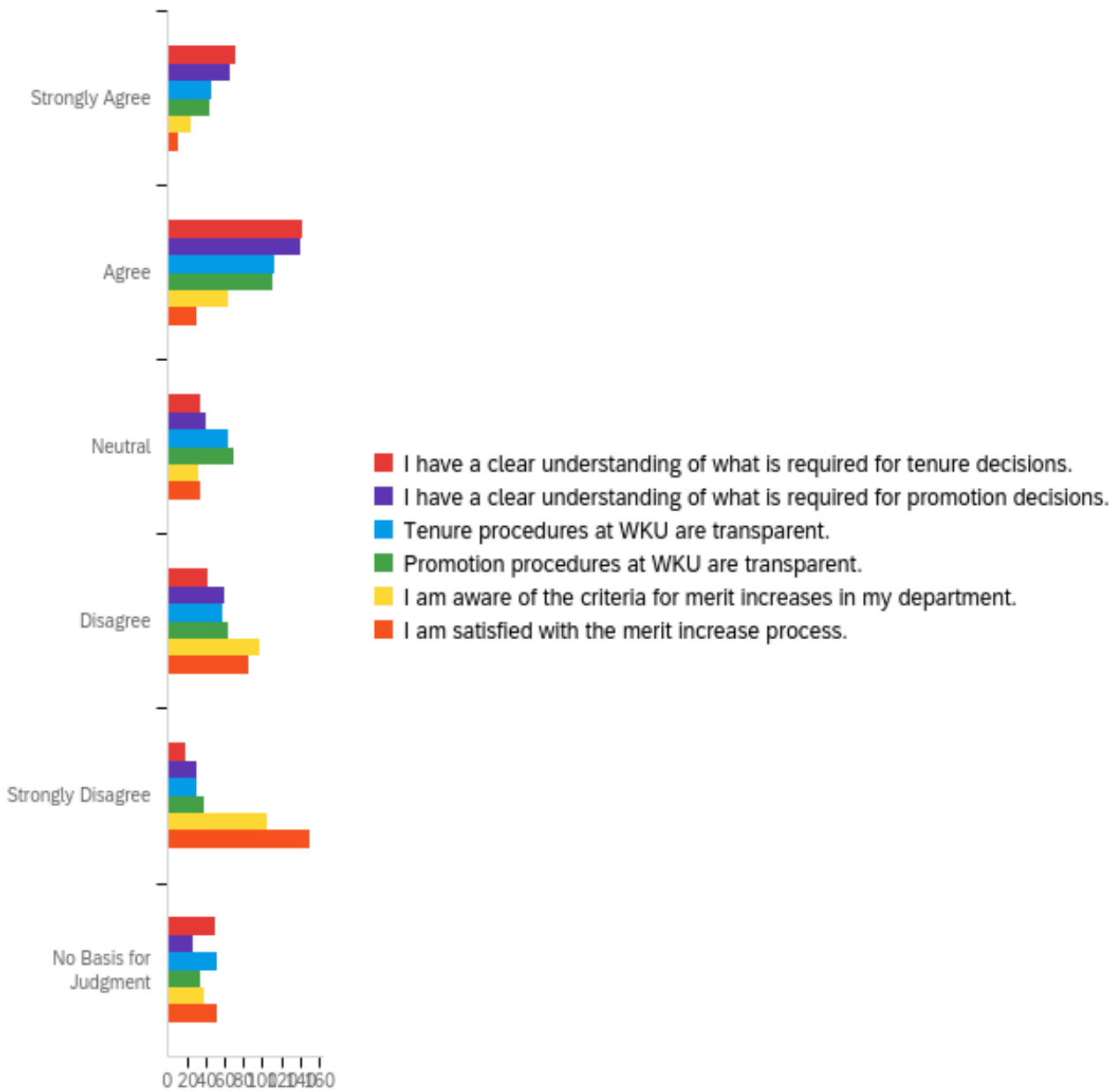
**Q27 - Please rate your level of satisfaction with the following benefits at WKU using the scale below.**



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Retirement savings plan options	1.00	6.00	2.82	1.26	1.59	362
2	Health insurance options	1.00	6.00	3.11	1.32	1.73	363
3	The Top Life Wellness Program	1.00	6.00	3.33	1.39	1.94	362

#	Question	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgment		Total
1	Retirement savings plan options	9.12%	33	40.06%	145	27.90%	101	11.33%	41	6.08%	22	5.52%	20	362
2	Health insurance options	7.71%	28	32.78%	119	21.49%	78	20.66%	75	13.22%	48	4.13%	15	363
3	The Top Life Wellness Program	8.29%	30	24.59%	89	23.76%	86	19.06%	69	18.23%	66	6.08%	22	362

**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."**

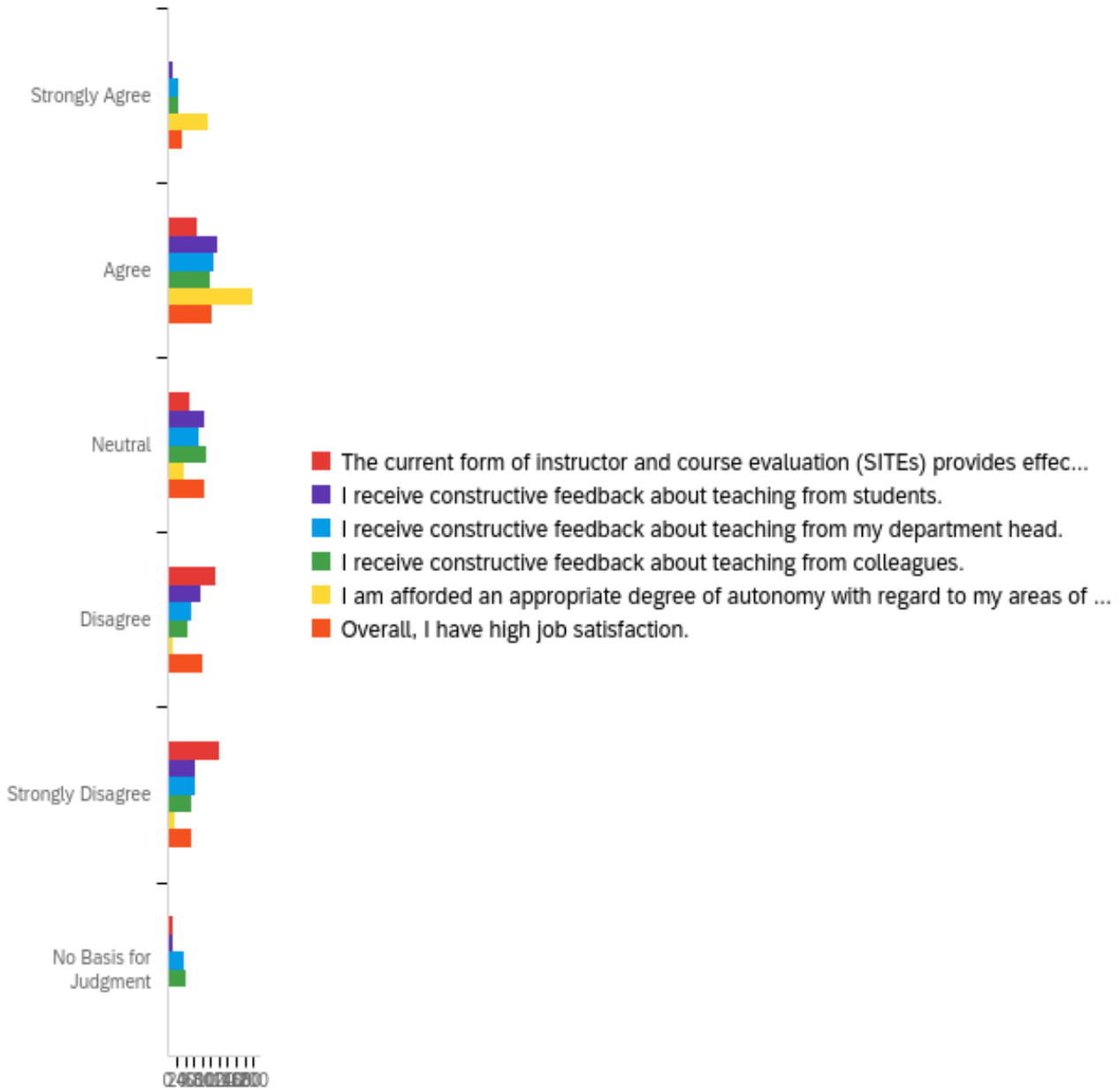


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a clear understanding of what is required for tenure decisions.	1.00	6.00	2.85	1.66	2.76	363
2	I have a clear understanding of what is required for promotion decisions.	1.00	6.00	2.81	1.50	2.24	361
3	Tenure procedures at WKU are transparent.	1.00	6.00	3.20	1.61	2.59	362

4	Promotion procedures at WKU are transparent.	1.00	6.00	3.12	1.49	2.23	362
5	I am aware of the criteria for merit increases in my department.	1.00	6.00	3.87	1.45	2.09	363
6	I am satisfied with the merit increase process.	1.00	6.00	4.36	1.24	1.54	362

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total						
1	I have a clear understanding of what is required for tenure decisions.	19.83%	72	39.39%	143	9.64%	35	11.85%	43	5.23%	19	14.05%	51	363
2	I have a clear understanding of what is required for promotion decisions.	18.01%	65	38.78%	140	11.08%	40	16.34%	59	8.31%	30	7.48%	27	361
3	Tenure procedures at WKU are transparent.	12.71%	46	30.94%	112	17.40%	63	15.75%	57	8.56%	31	14.64%	53	362
4	Promotion procedures at WKU are transparent.	12.15%	44	30.66%	111	19.34%	70	17.68%	64	10.77%	39	9.39%	34	362
5	I am aware of the criteria for merit increases in my department.	6.61%	24	17.63%	64	9.09%	33	26.72%	97	29.20%	106	10.74%	39	363
6	I am satisfied with the merit increase process.	2.76%	10	8.29%	30	9.39%	34	23.48%	85	41.44%	150	14.64%	53	362

**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	3.87	1.19	1.42	363
2	I receive constructive feedback about teaching from students.	1.00	6.00	3.28	1.23	1.52	362
3	I receive constructive feedback about teaching from my department head.	1.00	6.00	3.39	1.49	2.23	363

4	I receive constructive feedback about teaching from colleagues.	1.00	6.00	3.36	1.48	2.19	362
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	1.00	6.00	2.07	1.01	1.03	363
6	Overall, I have high job satisfaction.	1.00	6.00	3.08	1.25	1.55	362

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1.10% 4	18.18% 66	13.50% 49	30.30% 110	33.33% 121	3.58% 13	363
2	I receive constructive feedback about teaching from students.	2.76% 10	31.77% 115	23.48% 85	21.55% 78	17.68% 64	2.76% 10	362
3	I receive constructive feedback about teaching from my department head.	7.16% 26	29.20% 106	19.83% 72	15.70% 57	17.63% 64	10.47% 38	363
4	I receive constructive feedback about teaching from colleagues.	7.18% 26	27.35% 99	25.41% 92	13.26% 48	15.75% 57	11.05% 40	362

5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	26.45%	96	54.82%	199	10.19%	37	3.58%	13	3.86%	14	1.10%	4	363
6	Overall, I have high job satisfaction.	9.39%	34	28.45%	103	24.03%	87	21.82%	79	15.75%	57	0.55%	2	362

**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	9.03	4.47	19.98	365
2	Spring term	0.00	21.00	8.78	4.38	19.18	365
3	Summer term	0.00	15.00	2.03	2.85	8.12	363
4	January term	0.00	9.00	0.68	1.47	2.17	366



**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	40.00	9.83	6.27	39.36	358
2	Teaching preparation	0.00	57.00	9.35	7.23	52.34	358
3	Grading	0.00	45.00	7.07	6.32	39.98	358
4	Office Hours	0.00	40.00	5.28	5.37	28.79	358

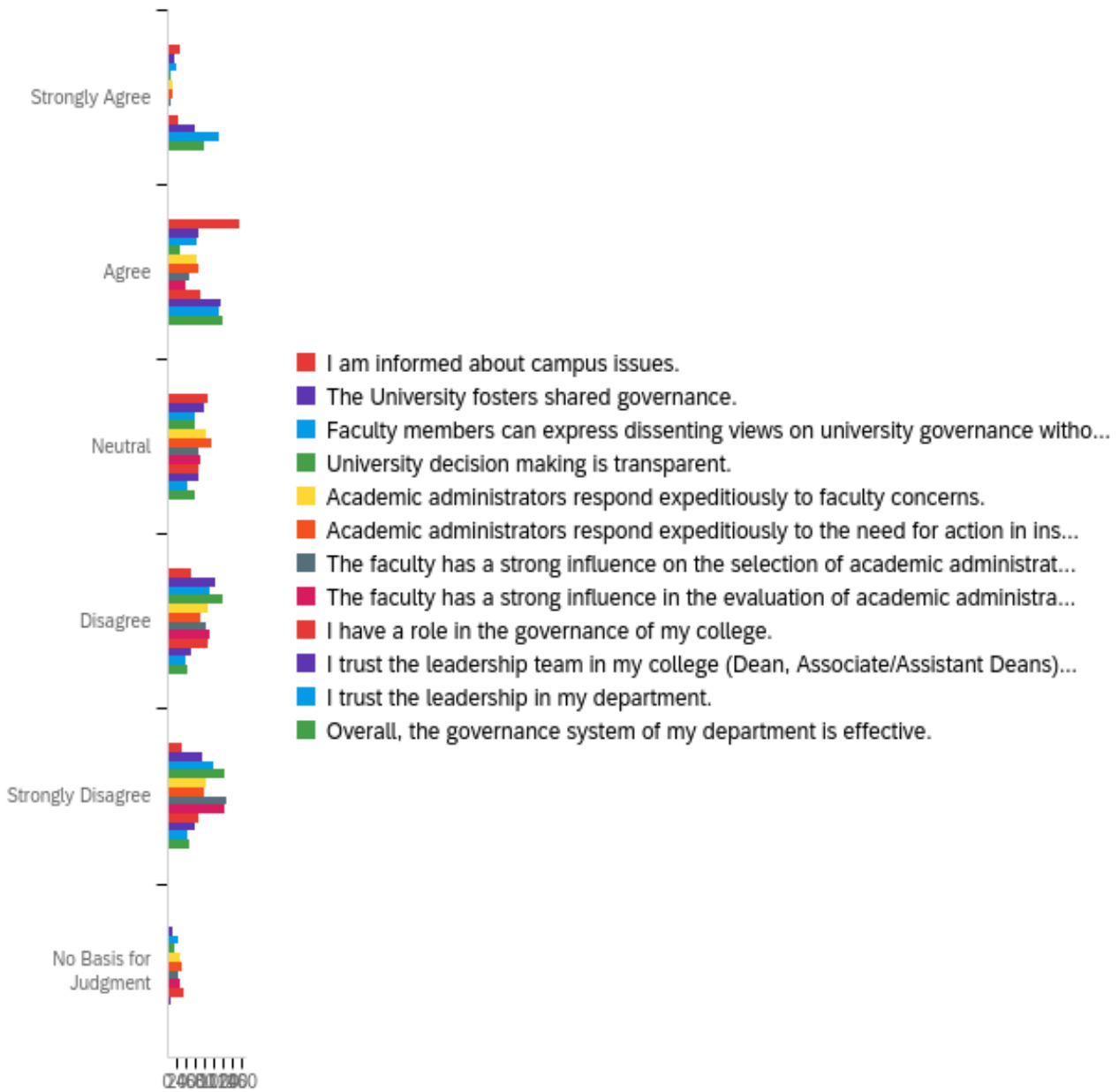
**Q14 - In an average week, about how many hours do you devote to service (departmental, college, university, or other)?**

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Departmental service	0.00	50.00	4.98	7.36	54.16	359
2	College Service	0.00	50.00	1.62	3.63	13.21	357
3	University Service	0.00	100.00	1.96	6.25	39.09	358
4	Other service	0.00	25.00	1.94	3.13	9.79	360

**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	40.00	6.12	6.79	46.12	360

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



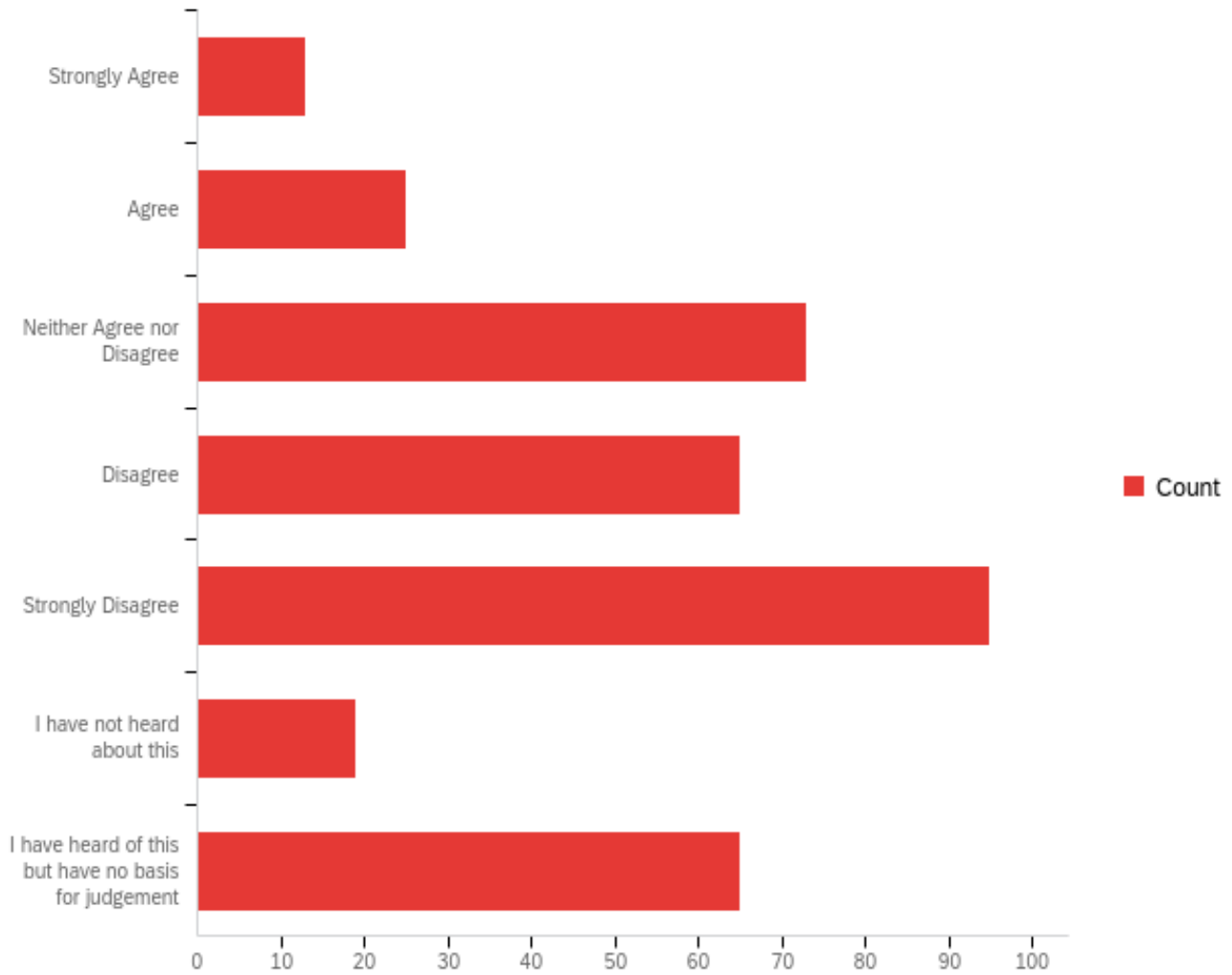
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am informed about campus issues.	1.00	6.00	2.74	1.09	1.19	355
2	The University fosters shared governance.	1.00	6.00	3.55	1.23	1.51	355
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1.00	6.00	3.75	1.34	1.79	355
4	University decision making is transparent.	1.00	6.00	4.05	1.10	1.20	355

5	Academic administrators respond expeditiously to faculty concerns.	1.00	6.00	3.71	1.28	1.64	354
6	Academic administrators respond expeditiously to the need for action in institutional matters.	1.00	6.00	3.64	1.32	1.74	354
7	The faculty has a strong influence on the selection of academic administrators.	1.00	6.00	3.99	1.22	1.49	355
8	The faculty has a strong influence in the evaluation of academic administrators.	1.00	6.00	4.04	1.17	1.36	355
9	I have a role in the governance of my college.	1.00	6.00	3.60	1.42	2.01	354
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	1.00	6.00	2.85	1.38	1.91	355
11	I trust the leadership in my department.	1.00	6.00	2.43	1.41	1.97	355
12	Overall, the governance system of my department is effective.	1.00	6.00	2.64	1.37	1.88	355

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	I am informed about campus issues.	7.32% 26	44.23% 157	24.79% 88	14.93% 53	8.17% 29	0.56% 2	355
2	The University fosters shared governance.	3.94% 14	19.44% 69	22.54% 80	29.01% 103	21.69% 77	3.38% 12	355
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	4.79% 17	17.46% 62	16.90% 60	25.92% 92	28.17% 100	6.76% 24	355
4	University decision making is transparent.	2.25% 8	7.89% 28	16.34% 58	34.08% 121	35.21% 125	4.23% 15	355
5	Academic administrators respond expeditiously to	2.54% 9	18.08% 64	23.73% 84	24.29% 86	24.01% 85	7.34% 26	354

	faculty concerns.													
6	Academic administrators respond expeditiously to the need for action in institutional matters.	3.11%	11	18.93%	67	27.40%	97	20.06%	71	22.03%	78	8.47%	30	354
7	The faculty has a strong influence on the selection of academic administrators.	1.41%	5	13.52%	48	19.44%	69	23.10%	82	35.77%	127	6.76%	24	355
8	The faculty has a strong influence in the evaluation of academic administrators.	1.13%	4	10.99%	39	19.72%	70	26.48%	94	34.65%	123	7.04%	25	355
9	I have a role in the governance of my college.	6.50%	23	20.06%	71	19.49%	69	25.14%	89	18.64%	66	10.17%	36	354
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	16.90%	60	32.39%	115	18.59%	66	14.08%	50	16.62%	59	1.41%	5	355
11	I trust the leadership in my department.	32.11%	114	31.55%	112	11.83%	42	11.27%	40	12.11%	43	1.13%	4	355
12	Overall, the governance system of my department is effective.	22.54%	80	33.80%	120	16.90%	60	11.83%	42	13.80%	49	1.13%	4	355

**Q38 - To what extent do you agree or disagree with the following statement:**



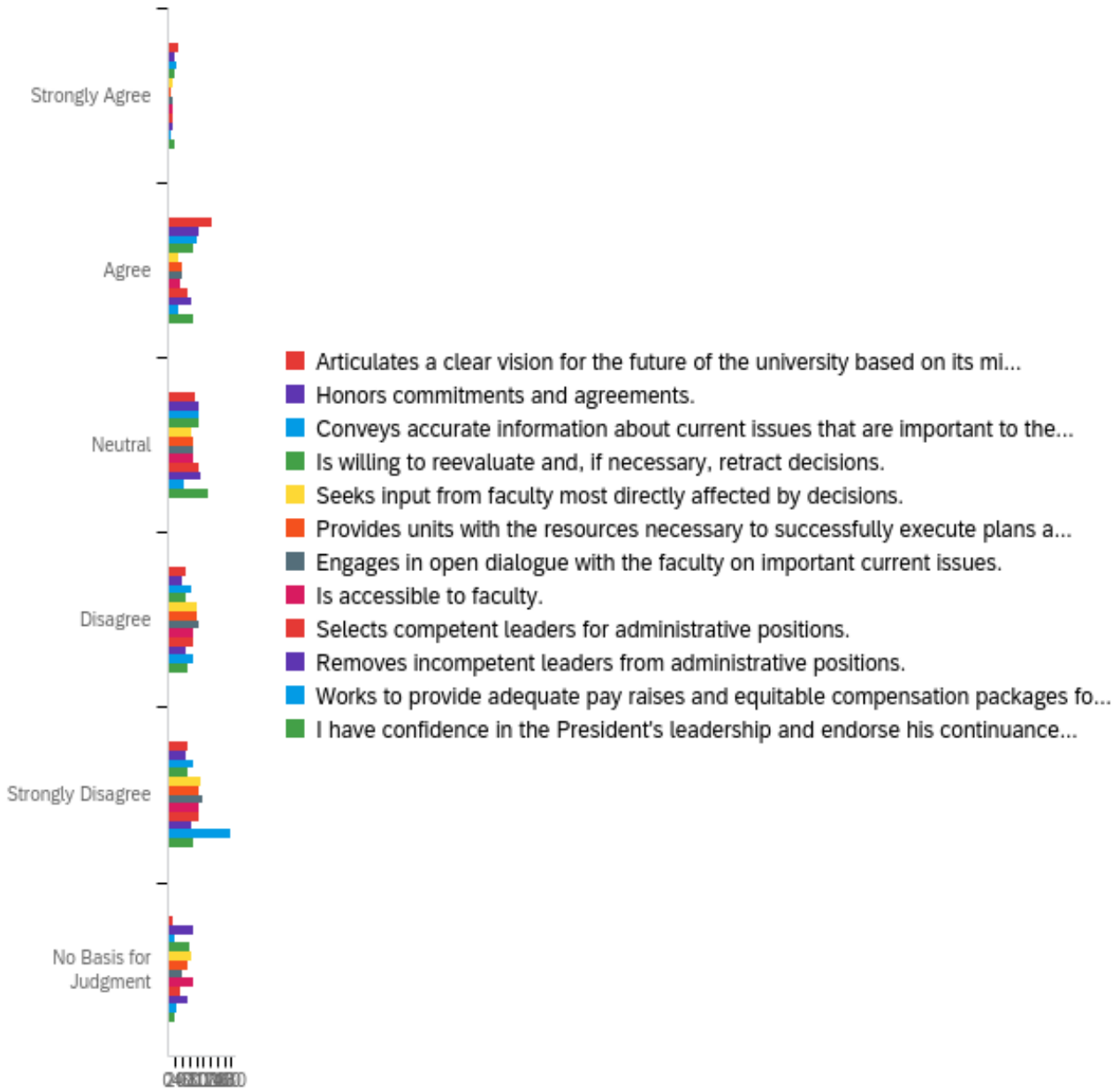
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am confident in the RAMP budget model.	1.00	7.00	4.47	1.65	2.73	355

#	Answer	%	Count
1	Strongly Agree	3.66%	13
2	Agree	7.04%	25
3	Neither Agree nor Disagree	20.56%	73
4	Disagree	18.31%	65

5	Strongly Disagree	26.76%	95
6	I have not heard about this	5.35%	19
7	I have heard of this but have no basis for judgement	18.31%	65
	Total	100%	355



**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	3.03	1.33	1.77	346
2	Honors commitments and agreements.	1.00	6.00	3.65	1.58	2.49	348
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.35	1.35	1.83	348

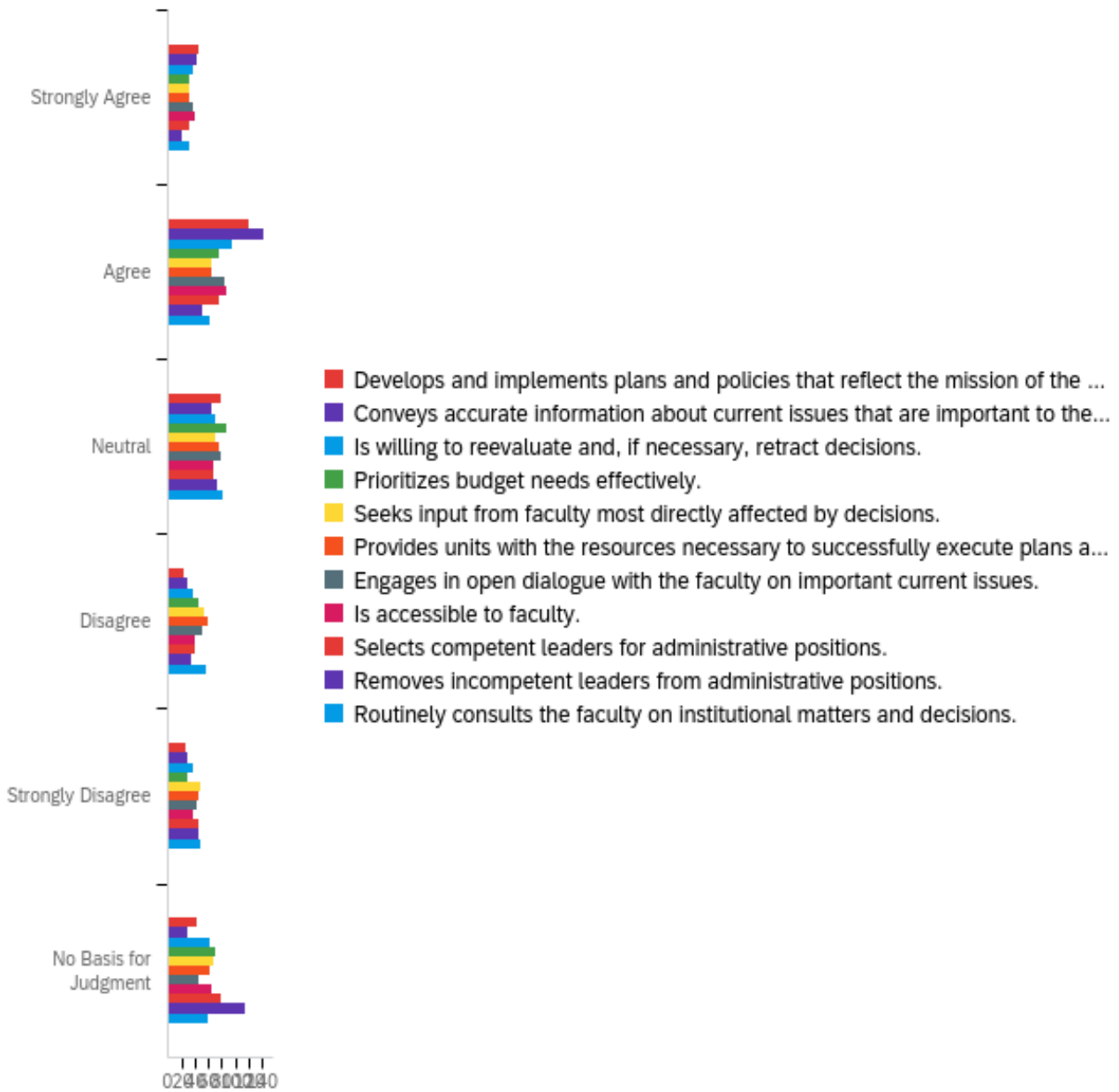
4	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.71	1.53	2.35	348
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	4.16	1.37	1.88	348
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	4.05	1.34	1.80	348
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.95	1.31	1.73	347
8	Is accessible to faculty.	1.00	6.00	4.16	1.38	1.92	347
9	Selects competent leaders for administrative positions.	1.00	6.00	3.77	1.34	1.80	347
10	Removes incompetent leaders from administrative positions.	1.00	6.00	3.76	1.47	2.15	348
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	1.00	6.00	4.30	1.14	1.30	348
12	I have confidence in the President's leadership and endorse his continuance as President.	1.00	6.00	3.42	1.28	1.65	348

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total						
1	Articulates a clear vision for the future of the university based on its mission and values.	8.38%	29	36.42%	126	21.68%	75	14.16%	49	16.18%	56	3.18%	11	346
2	Honors commitments and agreements.	4.60%	16	25.29%	88	24.71%	86	10.92%	38	14.66%	51	19.83%	69	348
3	Conveys accurate information about current issues that are important	7.18%	25	23.85%	83	25.00%	87	19.25%	67	19.83%	69	4.89%	17	348

	to the faculty in a timely manner.													
4	Is willing to reevaluate and, if necessary, retract decisions.	5.46%	19	20.11%	70	25.00%	87	15.23%	53	16.09%	56	18.10%	63	348
5	Seeks input from faculty most directly affected by decisions.	4.02%	14	8.62%	30	18.68%	65	23.56%	82	26.44%	92	18.68%	65	348
6	Provides units with the resources necessary to successfully execute plans and initiatives.	2.59%	9	12.07%	42	20.40%	71	23.85%	83	25.29%	88	15.80%	55	348
7	Engages in open dialogue with the faculty on important current issues.	3.75%	13	11.53%	40	20.46%	71	25.36%	88	27.67%	96	11.24%	39	347
8	Is accessible to faculty.	3.17%	11	9.80%	34	20.46%	71	21.04%	73	25.36%	88	20.17%	70	347
9	Selects competent leaders for administrative positions.	3.46%	12	15.85%	55	25.65%	89	19.88%	69	25.36%	88	9.80%	34	347
10	Removes incompetent leaders from administrative positions.	4.02%	14	18.39%	64	27.01%	94	14.94%	52	19.54%	68	16.09%	56	348
11	Works to provide adequate pay raises and	1.72%	6	8.33%	29	12.36%	43	20.11%	70	50.57%	176	6.90%	24	348

	equitable compensati on packages for faculty.													
1 2	I have confidence in the President's leadership and endorse his continuance as President.	4.89%	1 7	20.69 %	72	32.76 %	11 4	15.80%	5 5	21.26%	74	4.60%	1 6	348

**Q19 - The statements below are about Provost Cheryl Stevens's performance. Please rate your level of agreement with each statement.**



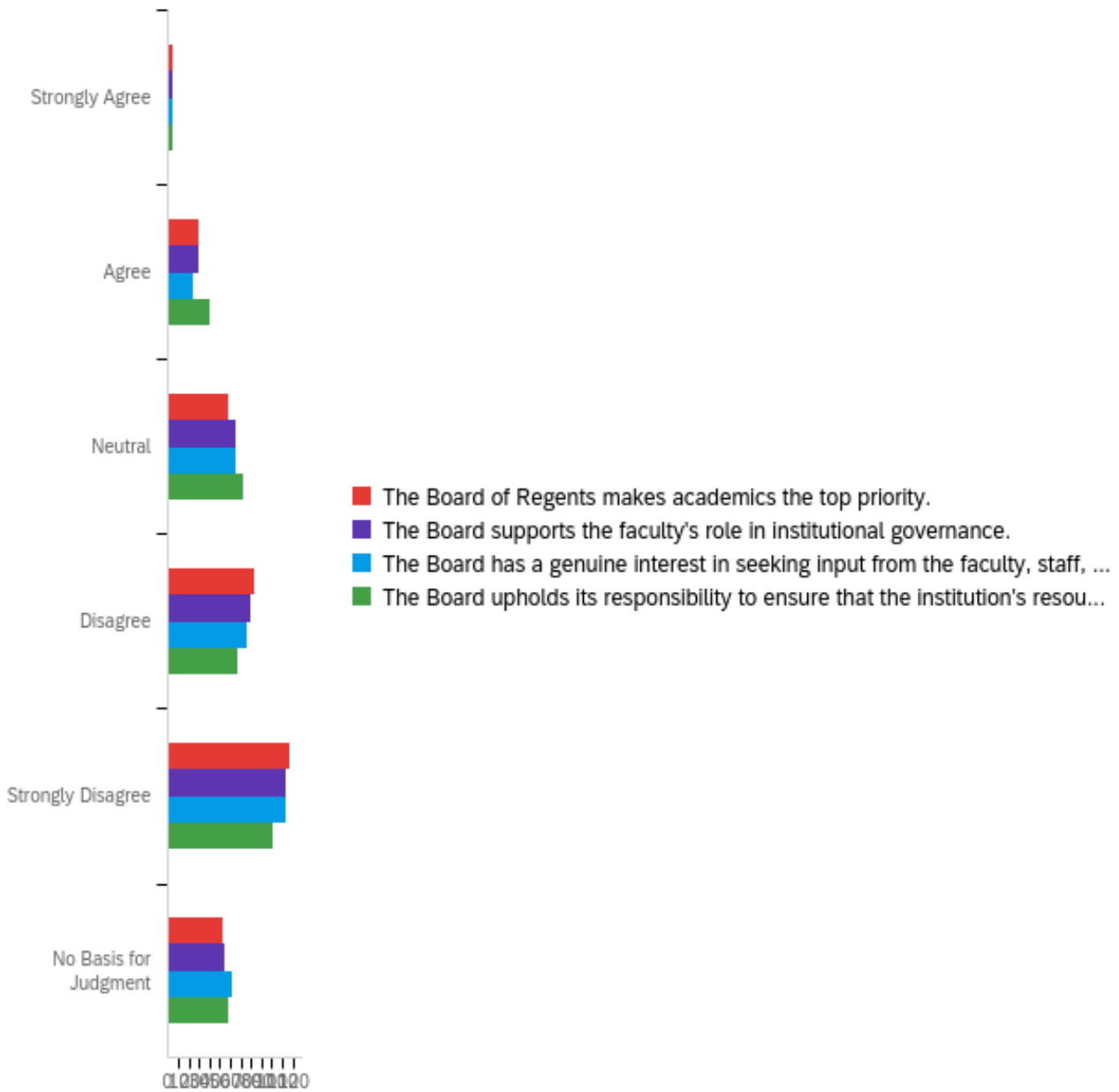
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Develops and implements plans and policies that reflect the mission of the university.	1.00	6.00	2.97	1.56	2.43	341
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	2.84	1.46	2.14	341
3	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.36	1.66	2.75	341

4	Prioritizes budget needs effectively.	1.00	6.00	3.53	1.64	2.68	341
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.67	1.63	2.67	340
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.60	1.60	2.55	340
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.35	1.57	2.46	341
8	Is accessible to faculty.	1.00	6.00	3.42	1.69	2.85	340
9	Selects competent leaders for administrative positions.	1.00	6.00	3.66	1.70	2.89	341
10	Removes incompetent leaders from administrative positions.	1.00	6.00	4.13	1.68	2.81	341
11	Routinely consults the faculty on institutional matters and decisions.	1.00	6.00	3.61	1.57	2.48	340

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	Develops and implements plans and policies that reflect the mission of the university.	13.78%	47	35.48%	121	23.46%	80	7.04%	24	7.33%	25	12.90%	44	341
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	12.90%	44	41.94%	143	19.35%	66	8.21%	28	8.80%	30	8.80%	30	341
3	Is willing to reevaluate and, if necessary, retract decisions.	11.14%	38	28.15%	96	20.82%	71	11.14%	38	10.85%	37	17.89%	61	341

4	Prioritizes budget needs effectively.	9.09%	31	22.58%	77	25.51%	87	13.20%	45	8.50%	29	21.11%	72	341
5	Seeks input from faculty most directly affected by decisions.	9.41%	32	19.12%	65	21.18%	72	15.88%	54	14.12%	48	20.29%	69	340
6	Provides units with the resources necessary to successfully execute plans and initiatives.	9.41%	32	19.41%	66	22.35%	76	17.35%	59	13.24%	45	18.24%	62	340
7	Engages in open dialogue with the faculty on important current issues.	10.85%	37	24.93%	85	22.87%	78	14.66%	50	12.90%	44	13.78%	47	341
8	Is accessible to faculty.	11.76%	40	25.88%	88	20.29%	69	11.76%	40	10.88%	37	19.41%	66	340
9	Selects competent leaders for administrative positions.	9.38%	32	22.58%	77	19.94%	68	11.73%	40	13.20%	45	23.17%	79	341
10	Removes incompetent leaders from administrative positions.	5.87%	20	14.66%	50	21.70%	74	10.56%	36	13.20%	45	34.02%	116	341
11	Routinely consults the faculty on institutional matters and decisions.	9.12%	31	18.24%	62	24.12%	82	16.76%	57	14.41%	49	17.35%	59	340

**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	4.28	1.22	1.48	346
2	The Board supports the faculty's role in institutional governance.	1.00	6.00	4.26	1.24	1.53	345
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.00	6.00	4.31	1.24	1.54	346



4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.00	6.00	4.15	1.32	1.74	345
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#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	The Board of Regents makes academics the top priority.	1.16% 4	8.38% 29	16.76% 58	24.28% 84	34.10% 118	15.32% 53	346
2	The Board supports the faculty's role in institutional governance.	1.16% 4	8.41% 29	18.84% 65	22.90% 79	32.75% 113	15.94% 55	345
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.45% 5	6.94% 24	19.08% 66	21.97% 76	32.95% 114	17.63% 61	346
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.16% 4	11.88% 41	20.87% 72	19.71% 68	29.28% 101	17.10% 59	345