

# WKU Faculty Welfare Survey

## 1. Your Gender:

	Response Percent	Response Count
Female	47.8%	177
<b>Male</b>	52.2%	193
		<b>370</b>
		<b>1</b>

answered question  
skipped question

## 2. Do you hold a tenure track position?

	Response Percent	Response Count
<b>Yes</b>	79.6%	293
No	20.4%	75
		<b>368</b>
		<b>3</b>

answered question  
skipped question

## 3. Your rank:

	Response Percent	Response Count
Instructor	17.2%	63
<b>Assistant Professor</b>	31.1%	114
Associate Professor	30.3%	111
Full Professor	21.3%	78
		<b>366</b>
		<b>5</b>

answered question  
skipped question

## 4. Your college:

	Response Percent	Response Count
Bowling Green Community College	5.2%	19
College of Education and Behavioral Sciences	16.8%	61
College of Health and Human Services	18.2%	66
Gordon Ford College of Business	7.2%	26
Ogden College of Science and Engineering	19.3%	70

**Potter  
College of  
Arts,  
Humanities,  
and Social  
Sciences**

University  
College  
University  
Libraries

28.4% 103  
2.2% 8  
2.8% 10

**answered question 363**  
**skipped question 8**

**5. Your responsibilities are primarily:**

**Teaching**  
Administrative

**Response Percent** **Response Count**  
88.4% 327  
11.6% 43

**answered question 370**  
**skipped question 1**

**6. Please rate your level of satisfaction with the following benefits, working conditions and support services at WKU using the scale below: \* Extremely Satisfied \* Satisfied \* Neutral \* Dissatisfied \* Extremely Dissatisfied \* No basis for judgment**

	<b>Extremely Satisfied (5)</b>	<b>Satisfied (4)</b>	<b>Neutral (3)</b>	<b>Dissatisfied (2)</b>	<b>Extremely Dissatisfied (1)</b>	<b>No Basis for Judgment</b>	<b>Rating Average</b>	<b>Response Count</b>
Your individual health care benefits	25.3% (87)	58.7% (202)	7.6% (26)	5.2% (18)	2.3% (8)	0.9% (3)	4.00	344
Your family health care options	11.9% (40)	39.6% (133)	11.9% (40)	8.6% (29)	4.8% (16)	23.2% (78)	3.59	336
Your retirement options	11.9% (40)	51.3% (172)	21.5% (72)	11.6% (39)	2.7% (9)	0.9% (3)	3.59	335
Your faculty development fund availability	9.3% (31)	37.4% (125)	17.7% (59)	21.3% (71)	10.8% (36)	3.6% (12)	3.14	334
Your classrooms	10.2% (35)	37.7% (129)	15.5% (53)	26.0% (89)	8.5% (29)	2.0% (7)	3.16	342
Departmental equipment	15.4% (52)	37.9% (128)	18.0% (61)	18.9% (64)	8.0% (27)	1.8% (6)	3.34	338
Your building(s)	11.4% (39)	22.5% (77)	14.9% (51)	26.6% (91)	24.6% (84)	0.0% (0)	2.70	342
Your office space	15.2% (52)	38.3% (131)	13.5% (46)	19.3% (66)	13.5% (46)	0.3% (1)	3.23	342
Library resources	9.1% (31)	40.8% (139)	22.9% (78)	15.8% (54)	10.3% (35)	1.2% (4)	3.23	341
Availability of University childcare	1.2% (4)	1.8% (6)	12.9% (44)	5.6% (19)	8.5% (29)	70.2% (240)	2.38	342
Information Technology	17.4% (59)	56.8% (193)	15.6% (53)	7.9% (27)	2.1% (7)	0.3% (1)	3.80	340
Parking and Transportation	2.9% (10)	32.9% (113)	16.6% (57)	25.1% (86)	17.8% (61)	4.7% (16)	2.77	343
Bookstore	7.3% (25)	42.9%	32.7%	10.8% (37)	2.9% (10)	3.5% (12)	3.42	343

Services		(147)	(112)						
Campus Food Services	10.2% (35)	45.3% (155)	26.3% (90)	7.9% (27)	2.9% (10)	7.3% (25)	3.56	342	
Your knowledge of Western's parental/maternity leave options	3.2% (11)	14.0% (48)	16.7% (57)	5.3% (18)	2.6% (9)	58.2% (199)	3.24	342	
Western's parental/maternity leave options	2.4% (8)	8.9% (30)	16.4% (55)	7.4% (25)	4.8% (16)	60.1% (202)	2.92	336	
Your sense of general faculty morale	1.5% (5)	14.4% (49)	17.9% (61)	37.4% (127)	28.8% (98)	0.0% (0)	2.22	340	

Use the space below to provide further feedback on benefits, working conditions and support services at WKU. 106

answered question 344  
skipped question 27

**7. The statements below are about faculty workload and job satisfaction. Rate your level of agreement with each statement using the following scale: \* Strongly Agree \* Agree \* Neutral \* Disagree \* Strongly Disagree \* No basis for judgment**

	<b>Strongly Agree (5)</b>	<b>Agree (4)</b>	<b>Neutral (3)</b>	<b>Disagree (2)</b>	<b>Strongly Disagree (1)</b>	<b>No Basis for Judgment</b>	<b>Rating Average</b>	<b>Response Count</b>
My teaching load is reasonable and manageable.	9.9% (34)	38.8% (134)	15.9% (55)	22.6% (78)	10.7% (37)	2.0% (7)	3.15	345
My service load is reasonable and manageable.	7.0% (24)	38.6% (132)	18.7% (64)	24.9% (85)	9.6% (33)	1.2% (4)	3.09	342
My research load is reasonable and manageable (for tenure, promotion and continuance).	6.4% (22)	30.9% (106)	25.9% (89)	18.4% (63)	7.3% (25)	11.1% (38)	3.12	343
My total workload is satisfactory.	6.7% (23)	28.0% (96)	20.7% (71)	34.4% (118)	10.2% (35)	0.0% (0)	2.87	343
The University's "16 unit workload formula" adequately measures my workload with regard to teaching,	2.9% (10)	7.9% (27)	12.5% (43)	31.2% (107)	32.9% (113)	12.5% (43)	2.05	343

service and research. I have a clear understanding of what I need to accomplish for tenure and/or promotion.	14.6% (50)	32.1% (110)	16.3% (56)	14.9% (51)	11.4% (39)	10.8% (37)	3.26	343
Tenure and promotion procedures at WKU are transparent.	9.3% (32)	22.4% (77)	20.3% (70)	22.7% (78)	18.6% (64)	6.7% (23)	2.80	344
The current form of instructor and course evaluation (SITES) provides adequate and effective information about teaching effectiveness.	2.0% (7)	9.3% (32)	13.6% (47)	29.9% (103)	44.1% (152)	1.2% (4)	1.94	345
I receive appropriate and constructive feedback about teaching.	4.7% (16)	16.9% (58)	29.1% (100)	22.7% (78)	24.1% (83)	2.6% (9)	2.54	344
I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	22.9% (79)	53.6% (185)	10.1% (35)	7.0% (24)	5.5% (19)	0.9% (3)	3.82	345
I am aware of the criteria for merit increases in my department.	7.8% (27)	18.3% (63)	15.1% (52)	25.3% (87)	30.5% (105)	2.9% (10)	2.46	344
I am satisfied with the merit increase process.	5.5% (19)	11.7% (40)	15.7% (54)	23.0% (79)	36.2% (124)	7.9% (27)	2.21	343
Relative to years of								

service and rank my salary is satisfactory.	4.1% (14)	12.0% (41)	16.3% (56)	26.8% (92)	40.2% (138)	0.6% (2)	2.12	343
Overall I have high job satisfaction.	7.0% (24)	27.3% (93)	23.8% (81)	26.1% (89)	15.8% (54)	0.0% (0)	2.84	341

Use the space below to provide further feedback on faculty workload and job satisfaction. 115

**answered question 345**  
**skipped question 26**

**8. On average, how many credit hours do you teach per year?**

**Response  
Count**

Mean: 19.8

Median: 20.0321

Mode: 24.0

**answered question 321**  
**skipped question 50**

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

**Response  
Count**

Mean: 31.0

Median: 30.0325

Mode: 30.0

**answered question 325**  
**skipped question 46**

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

**Response  
Count**

Mean: 10.6

Median: 10.0325

Mode: 10.0

**answered question 325**  
**skipped question 46**

**11. Per week, about how many hours do you devote to research/scholarship?**

**Response  
Count**

Mean: 9.0

Median: 6.0325

Mode: 5.0

answered question 325  
skipped question 46

**12. The statements below are about university, college and departmental governance. Rate your level of agreement with each statement using the following scale: \* Strongly Agree \* Agree \* Neutral \* Disagree \* Strongly Disagree \* No basis for judgment**

	Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)	No Basis for Judgment	Rating Average	Response Count
The University fosters shared governance.	1.8% (6)	13.2% (45)	22.2% (76)	34.2% (117)	23.7% (81)	5.0% (17)	2.32	342
Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	8.8% (30)	27.0% (92)	19.9% (68)	24.3% (83)	16.7% (57)	3.2% (11)	2.86	341
Academic administrators respond expeditiously to faculty concerns and to the need for action in institutional matters.	4.7% (16)	10.6% (36)	26.5% (90)	30.3% (103)	25.9% (88)	2.1% (7)	2.37	340
The faculty has a strong influence on the selection and in the evaluation of academic administrators.	2.6% (9)	8.8% (30)	17.0% (58)	25.5% (87)	39.0% (133)	7.0% (24)	2.04	341
I have a role in the governance of my college.	7.7% (26)	20.4% (69)	20.9% (71)	27.1% (92)	18.9% (64)	5.0% (17)	2.69	339
I trust the leadership team in my college (Dean, Associate/Assistant Deans and Department Head).	20.9% (71)	33.2% (113)	15.9% (54)	13.8% (47)	15.9% (54)	0.3% (1)	3.29	340
Overall the governance system of my department is	19.2% (65)	31.9% (108)	16.5% (56)	13.9% (47)	18.0% (61)	0.6% (2)	3.20	339



important current issues and is accessible to faculty. Selects competent leaders and removes incompetent leaders from administrative positions.	8.4% (28)	30.5% (102)	23.7% (79)	19.5% (65)	14.1% (47)	3.9% (13)	3.00	334
Works to provide adequate pay raises and equitable compensation packages for faculty.	4.5% (15)	11.1% (37)	21.3% (71)	24.0% (80)	29.9% (100)	9.3% (31)	2.30	334
I have confidence in the President's leadership and endorse his continuance as President.	4.5% (15)	7.2% (24)	16.8% (56)	27.0% (90)	42.9% (143)	1.5% (5)	2.02	333
	11.2% (37)	26.7% (88)	26.7% (88)	16.1% (53)	17.9% (59)	1.5% (5)	2.97	330

Use the space below to provide further feedback on President Gary Ransdell's performance.  
Your comment(s) will be shared with the President but will not with the faculty-at-large.

**answered question 335**  
**skipped question 36**

**14. The statements below are about Provost Barbara Burch's performance. Please rate your level of agreement with each statement using the following scale: \* Strongly Agree \* Agree \* Neutral \* Disagree \* Strongly Disagree \* No basis for judgment**

	<b>Strongly Agree (5)</b>	<b>Agree (4)</b>	<b>Neutral (3)</b>	<b>Disagree (2)</b>	<b>Strongly Disagree (1)</b>	<b>No Basis for Judgment</b>	<b>Rating Average</b>	<b>Response Count</b>
Develops and implements plans and policies that reflect the mission of the university. Conveys accurate information on current issues that are important to the faculty	8.1% (27)	36.0% (120)	19.8% (66)	13.2% (44)	16.5% (55)	6.3% (21)	3.06	333
	6.0% (20)	24.4% (81)	23.2% (77)	19.0% (63)	21.7% (72)	5.7% (19)	2.73	332



in a timely manner. Is willing to reevaluate and, if necessary, retract decisions.	3.6% (12)	19.3% (64)	22.6% (75)	19.9% (66)	25.0% (83)	9.6% (32)	2.52	332
Prioritizes budget needs effectively.	4.8% (16)	14.8% (49)	23.9% (79)	20.5% (68)	26.0% (86)	10.0% (33)	2.47	331
Engages in open dialogue with the faculty on important current issues and is accessible to the faculty.	6.0% (20)	21.0% (70)	17.7% (59)	23.1% (77)	26.7% (89)	5.4% (18)	2.54	333
Selects competent leaders and removes incompetent leaders from administrative positions.	3.3% (11)	10.2% (34)	20.1% (67)	19.5% (65)	30.2% (101)	16.8% (56)	2.24	334
Routinely consults the faculty on institutional matters and decisions.	4.8% (16)	11.1% (37)	16.2% (54)	24.3% (81)	34.5% (115)	9.0% (30)	2.20	333
I have confidence in the Provost's leadership and endorse her continuance as Provost.	6.0% (20)	19.6% (65)	26.0% (86)	16.3% (54)	28.1% (93)	3.9% (13)	2.58	331

Use the space below to provide further feedback on Provost Barbara Burch's performance. Your comment(s) will be shared with the Provost but will not with the faculty-at-large.

**answered question 334**  
**skipped question 37**