



# 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	1,116
Total Respondents	407	507	427	439	380	515
Response Rate	32.53%	42.29%	35.67%	37.20%	31.67%	46.15%

### 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
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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%
<b>Your Affiliation</b>												
	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.

<b>Library Resources</b>												
	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%
<b>Availability of University-sponsored childcare</b>												
	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%

<b>Paternity/maternity leave options</b>												
	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%
<b>Your knowledge of paternity/maternity leave options</b>												
	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%						
<b>Information technology</b>												
	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%
<b>Parking and transportation services</b>												
	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%
<b>The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.</b>												
<b>My teaching load is reasonable and manageable.</b>												
	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%
<b>My service load is reasonable and manageable.</b>												
	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%
<b>My research load is reasonable and manageable.</b>												
	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%
<b>Considering all of my responsibilities, my workload is manageable.</b>												

	2013		2014		2015		2016		2017		2018	
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%
<b>My workload is satisfactory.</b>												
	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%
<b>I understand the procedure by which workload is determined in my unit.</b>												
	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%
<b>University procedures for establishing workload are appropriate.</b>												
	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.**

<b>I have a clear understanding of what I need to accomplish for tenure and promotion.</b>												
	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%						

<b>I have a clear understanding of what is required for tenure decisions.</b>												
	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%

<b>I have a clear understanding of what is required for promotion decisions.</b>												
	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%
<b>Tenure and promotion procedures at WKU are transparent.</b>										
	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%				
<b>Tenure procedures at WKU are transparent.</b>										
	2013		2014		2015		2016		2017	2018
Strongly Agree							39	11.37%	31	9.84%
Agree							123	35.86%	113	35.87%
Neutral							69	20.12%	68	21.59%
Disagree							74	21.57%	61	19.37%
Strongly Disagree							38	11.08%	42	13.33%
Total							343	100%	315	100%
<b>Promotion procedures at WKU are transparent.</b>										
	2013		2014		2015		2016		2017	2018
Strongly Agree							35	9.92%	31	9.51%
Agree							117	33.14%	96	29.45%
Neutral							70	19.83%	71	21.78%
Disagree							90	25.50%	75	23.01%
Strongly Disagree							41	11.61%	53	16.26%
Total							353	100%	326	100%

<b>I am aware of the criteria for merit increases in my department.</b>												
	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%

<b>I am satisfied with the merit increase process.</b>												
	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.**

<b>The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.</b>												
	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%

<b>I receive appropriate and constructive feedback about teaching.</b>												
	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%						
<b>I receive constructive feedback about teaching from students.</b>												
	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%
<b>I receive constructive feedback about teaching from department heads.</b>												
	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%
<b>I receive constructive feedback about teaching from colleagues.</b>												
	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%
Total						361	100%	332	100%	446	100%

**I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.**

	2013		2014		2015		2016		2017		2018	
Strongly Agree	115	30.50%	139	29.70%	119	29.46%	130	32.34%	110	30.64%	144	29.81%
Agree	187	49.60%	247	52.78%	217	53.71%	205	51.00%	199	55.43%	256	53.00%
Neutral	43	11.41%	41	8.76%	26	6.44%	33	8.21%	25	6.96%	48	9.94%
Disagree	20	5.31%	24	5.13%	28	6.93%	20	4.98%	13	3.62%	23	4.76%
Strongly Disagree	12	3.18%	17	3.63%	14	3.47%	14	3.48%	12	3.34%	12	2.48%
Total	377	100%	468	100%	404	100%	402	100%	359	100%	483	100%

**Relative to years of service and rank my salary is satisfactory.**

	2013		2014		2015		2016		2017		2018	
Strongly Agree			16	3.45%	9	2.23%	15	3.71%				
Agree			87	18.75%	63	15.59%	47	11.63%				
Neutral			61	13.15%	52	12.87%	50	12.38%				
Disagree			129	27.80%	107	26.49%	93	23.02%				
Strongly Disagree			171	36.85%	173	42.82%	199	49.26%				
Total			464	100%	404	100%	404	100%				

**Overall, I have high job satisfaction.**

	2013		2014		2015		2016		2017		2018	
Strongly Agree	35	9.19%	47	10.00%	35	8.68%	35	8.60%	30	8.24%	45	9.28%
Agree	133	34.91%	167	35.53%	131	32.51%	122	29.98%	137	37.64%	186	38.35%
Neutral	85	22.31%	103	21.91%	83	20.60%	80	19.66%	92	25.27%	102	21.03%
Disagree	88	23.10%	89	18.94%	99	24.57%	115	28.26%	60	16.48%	93	19.18%

Strongly Disagree	40	10.50%	64	13.62%	55	13.65%	55	13.51%	45	12.36%	59	12.16%
Total	381	100%	470	100%	403	100%	407	100%	364	100%	485	100%

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

	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
Fall Term	382	9	4.2	0-24	474	8.8	4.1	0-21	405	8.4	3.9	0-15	415	8.4	4.32	0-21	365	8.9	4.12	0-24	476	9.1	3.94	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	416	8.2	4.23	0-21	365	8.6	3.97	0-24	477	8.9	3.93	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	416	2.2	2.96	0-15	365	2.1	2.92	0-15	410	2.5	2.75	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	416	0.7	1.36	0-10	366	0.6	1.24	0-6	384	0.8	1.39	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	414	9.1	5.8	0-40	363	9.9	6.71	0-70	465	9.8	5.59	0-40
Teaching Preparation	378	9.8	7	0-45	463	10	7.4	0-55	404	9.6	6.5	0-36	414	9.1	7.29	0-48	364	8.9	6.69	0-50	465	9.6	7.00	0-40
Grading					464	6	4.9	0-25	404	6.2	5.2	0-36	414	6	5.28	0-40	364	6.3	5.03	0-30	465	6.9	5.42	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	414	6.9	6.91	0-40	364	7	6.39	0-40	463	6.5	5.02	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	5.85	0-40	363	4.8	6.64	0-40	458	4.8	5.95	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	4.47	0-50	362	1.5	2.44	0-30	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	3.67	0-40	361	1.9	4.08	0-50	433	2	3.61	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	3.85	0-40	363	2.7	4.65	0-50	412	2.7	3.68	0-20

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

	2013				2014				2015				2016				2017				2018			
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	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	7.37	0-40	362	7.4	8.00	0-50	455	7.8	8.55	0-100
<b>I am informed about campus issues.</b>																								
	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%		
<b>The University fosters shared governance.</b>																								
	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%	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%	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%	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%	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%	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%	325	100%	198	100%	356	100%	352	100%	320	100%	442	100%
<b>Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.</b>																								
	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%	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%	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%	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%	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%
<b>University decision making is transparent.</b>												
	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%
<b>Academic administrators respond expeditiously to faculty concerns.</b>												
	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%
<b>Academic administrators respond expeditiously to the need for action in institutional matters.</b>												
	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%
<b>The faculty has a strong influence on the selection and in the evaluation of academic administrators.</b>												



	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%						
<b>The faculty has a strong influence on the selection of academic administrators.</b>												
	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%
<b>The faculty has a strong influence in the evaluation of academic administrators.</b>												
							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%
<b>I have a role in the governance of my college.</b>												
	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%
<b>I trust the leadership team in my college (Dean, Associate/Assistant Deans).</b>												
	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%
<b>I trust the leadership in my department.</b>												
	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%
<b>Overall, the governance system of my department is effective.</b>												
	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%
<b>The statements below are about the President's performance. Please rate your level of agreement with each statement.</b>												
<b>Gary Ransdell</b>											<b>Timothy Caboni</b>	
<b>Articulates a clear vision for the future of the university based on its mission and values.</b>												
	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%
<b>Honors commitments and agreements.</b>												
	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%
<b>Conveys accurate information about current issues that are important to the faculty in a timely manner.</b>												
	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%

<b>Is willing to reevaluate and, if necessary, retract decisions.</b>												
	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%
<b>Seeks input from faculty most directly affected by decisions.</b>												
	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%
<b>Provides units with the resources necessary to successfully execute plans and initiatives.</b>												
	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%
<b>Engages in open dialogue with the faculty on important current issues and is accessible to faculty.</b>												
	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%						
<b>Engages in open dialogue with the faculty on important current issues.</b>												
	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%
Neutral							84	23.73%	89	28.16%	106	28.73%
Disagree							77	21.75%	66	20.89%	52	14.09%
Strongly Disagree							58	16.38%	73	23.10%	37	10.03%
Total							354	100%	316	100%	369	100%
<b>Is accessible to faculty.</b>												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							30	9.38%	20	7.02%	28	9.56%
Agree							87	27.19%	73	25.61%	91	31.06%
Neutral							88	27.50%	85	29.82%	91	31.06%
Disagree							72	22.50%	53	18.60%	45	15.36%
Strongly Disagree							43	13.44%	54	18.95%	38	12.97%
Total							320	100%	285	100%	293	100%
<b>Selects competent leaders and removes incompetent leaders from administrative positions.</b>												
	2013		2014		2015		2016		2017		2018	
Strongly Agree	17	5.59%	17	4.55%	25	7.20%						
Agree	51	16.78%	58	15.51%	55	15.85%						
Neutral	76	25.00%	92	24.60%	84	24.21%						
Disagree	79	25.99%	109	29.14%	92	26.51%						

Strongly Disagree	81	26.64%	98	26.20%	91	26.22%						
Total	304	100%	374	100%	347	100%						
<b>Selects competent leaders for administrative positions.</b>												
	2013		2014		2015		2016		2017		2018	
Strongly Agree							24	6.72%	12	3.90%	21	8.86%
Agree							83	23.25%	61	19.81%	55	23.21%
Neutral							104	29.13%	93	30.19%	109	45.99%
Disagree							70	19.61%	68	22.08%	19	8.02%
Strongly Disagree							76	21.29%	74	24.03%	33	13.92%
Total							357	100%	308	100%	237	100%
<b>Removes incompetent leaders from administrative positions.</b>												
	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%
<b>Works to provide adequate pay raises and equitable compensation packages for faculty.</b>												
	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%
<b>I have confidence in the President's leadership and endorse his continuance as President.</b>												

	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.**

	<b>Gordon Emslie</b>						<b>David Lee</b>					
	<b>Develops and implements plans and policies that reflect the mission of the university.</b>											
	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	
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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%
<b>Prioritizes budget needs effectively.</b>												
	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%
<b>Seeks input from faculty most directly affected by decisions.</b>												
	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%
<b>Provides units with the resources necessary to successfully execute plans and initiatives.</b>												
	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%
<b>Engages in open dialogue with the faculty on important current issues.</b>												
	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%
<b>Is accessible to faculty.</b>												
	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%
<b>Selects competent leaders and removes incompetent leaders from administrative positions.</b>												
	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%						

<b>Selects competent leaders for administrative positions.</b>									
	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%

<b>Removes incompetent leaders from administrative positions.</b>									
	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%

<b>Routinely consults the faculty on institutional matters and decisions.</b>												
	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**

<b>The Board of Regents makes academics the top priority.</b>						
	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%
<b>The Board respects and supports the faculty's role in institutional governance.</b>												
	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%
<b>The Board has a genuine interest in seeking input from the faculty, staff, and student regents.</b>												
	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%
<b>The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.</b>												
	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%

## Faculty Welfare and Professional Responsibility Report

November 2018

The committee did not meet last month but we are meeting this Friday (11/30). We would like to submit the results of the Trend Study of the Faculty Worklife survey from 2013-2018. A few cells are missing but will be completed by the time of the SEC meeting.