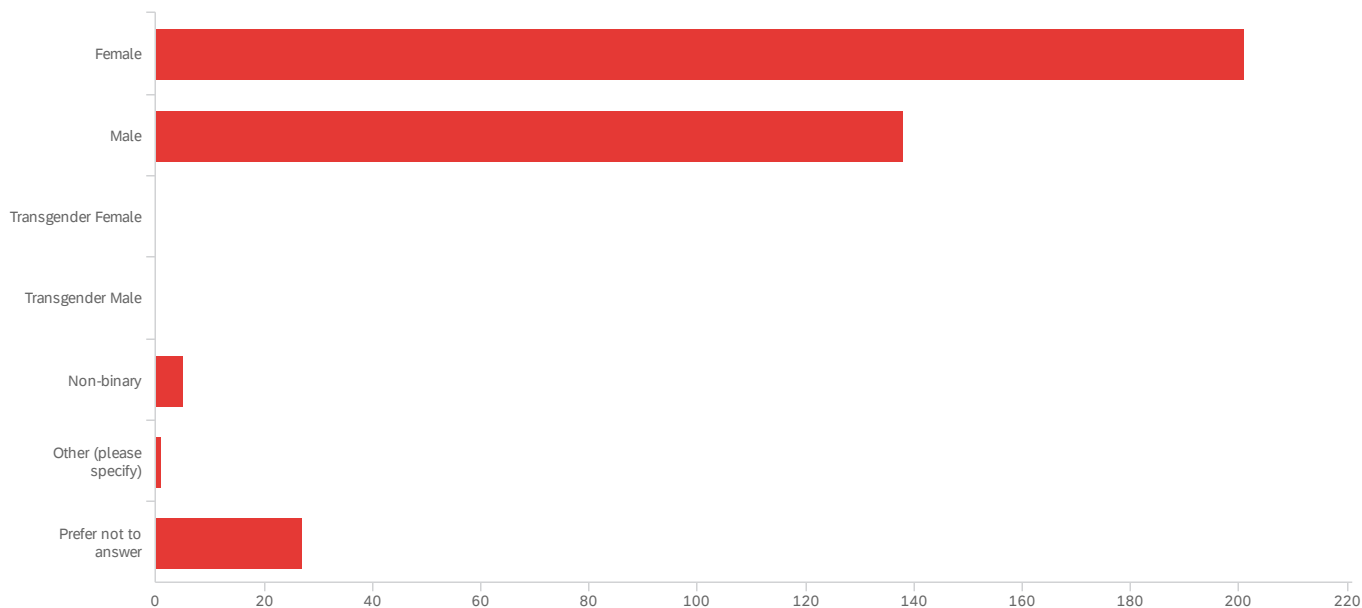# Faculty Work Life Survey 2022 Public Results

Faculty Worklife Survey 2022
October 20, 2022 2:32 PM CDT
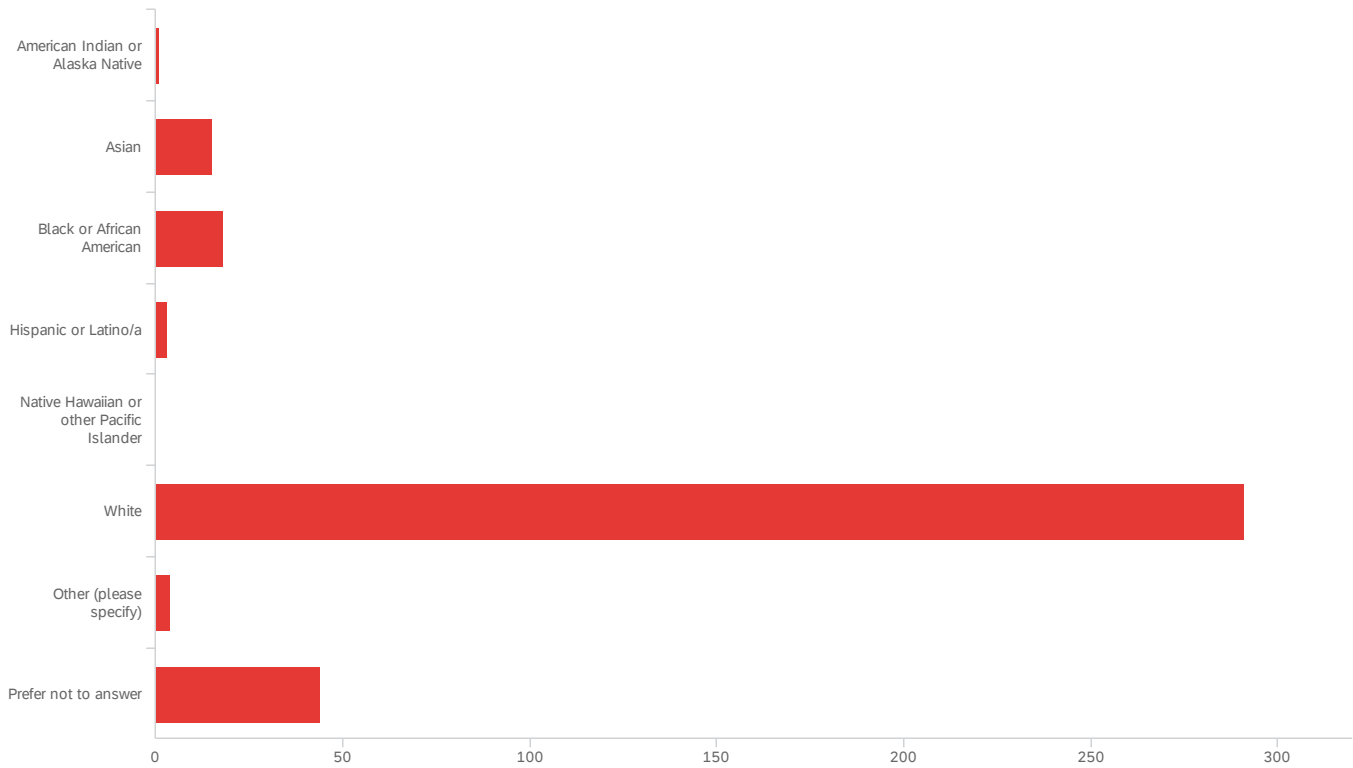
Q1 - Your Gender

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Gender - Selected Choice	1.00	7.00	1.87	1.58	2.50	372

#	Field		Choice Count
1	Female	54.03%	201
2	Male	37.10%	138
3	Transgender Female	0.00%	0
4	Transgender Male	0.00%	0
5	Non-binary	1.34%	5
6	Other (please specify)	0.27%	1
7	Prefer not to answer	7.26%	27
			372

Showing rows 1 - 8 of 8

Q39 - Your race/ethnicity

#	Field	Choice Count	
1	American Indian or Alaska Native	0.27%	1
2	Asian	3.99%	15
3	Black or African American	4.79%	18
4	Hispanic or Latino/a	0.80%	3
5	Native Hawaiian or other Pacific Islander	0.00%	0
6	White	77.39%	291
7	Other (please specify)	1.06%	4
8	Prefer not to answer	11.70%	44
			376

Showing rows 1 - 9 of 9

Q40 - Your sexual orientation
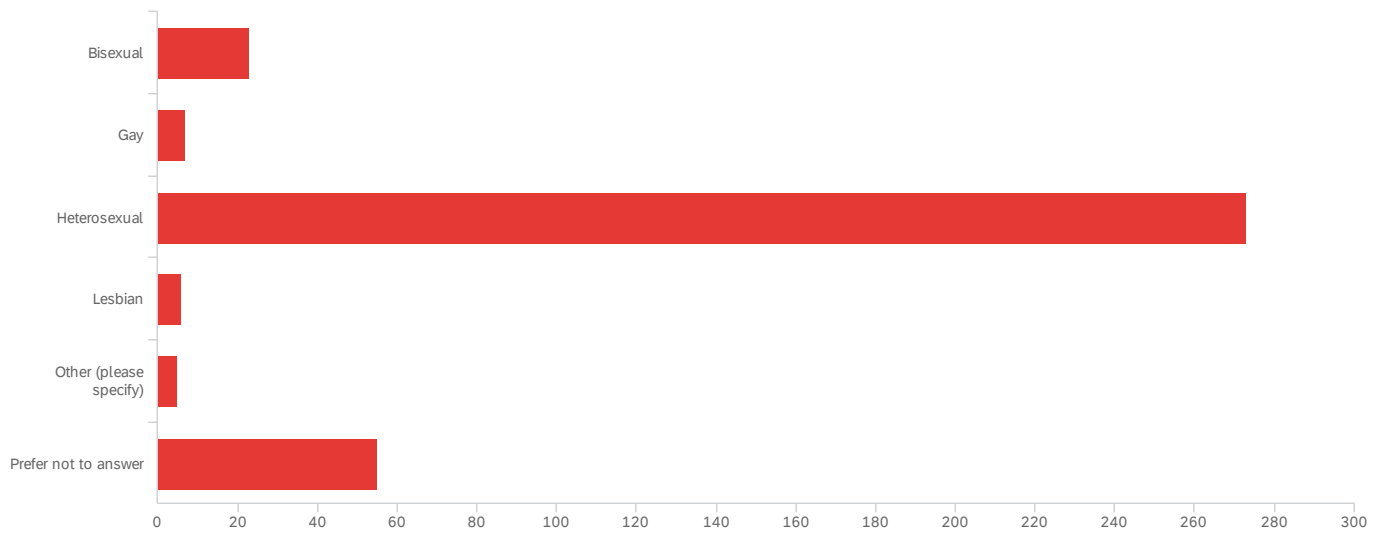
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your sexual orientation - Selected Choice	1.00	6.00	3.35	1.25	1.56	369

#	Field	Choice Count	
1	Bisexual	6.23%	23
2	Gay	1.90%	7
3	Heterosexual	73.98%	273
4	Lesbian	1.63%	6
5	Other (please specify)	1.36%	5
6	Prefer not to answer	14.91%	55
			369

Showing rows 1 - 7 of 7

Q41 - Your age
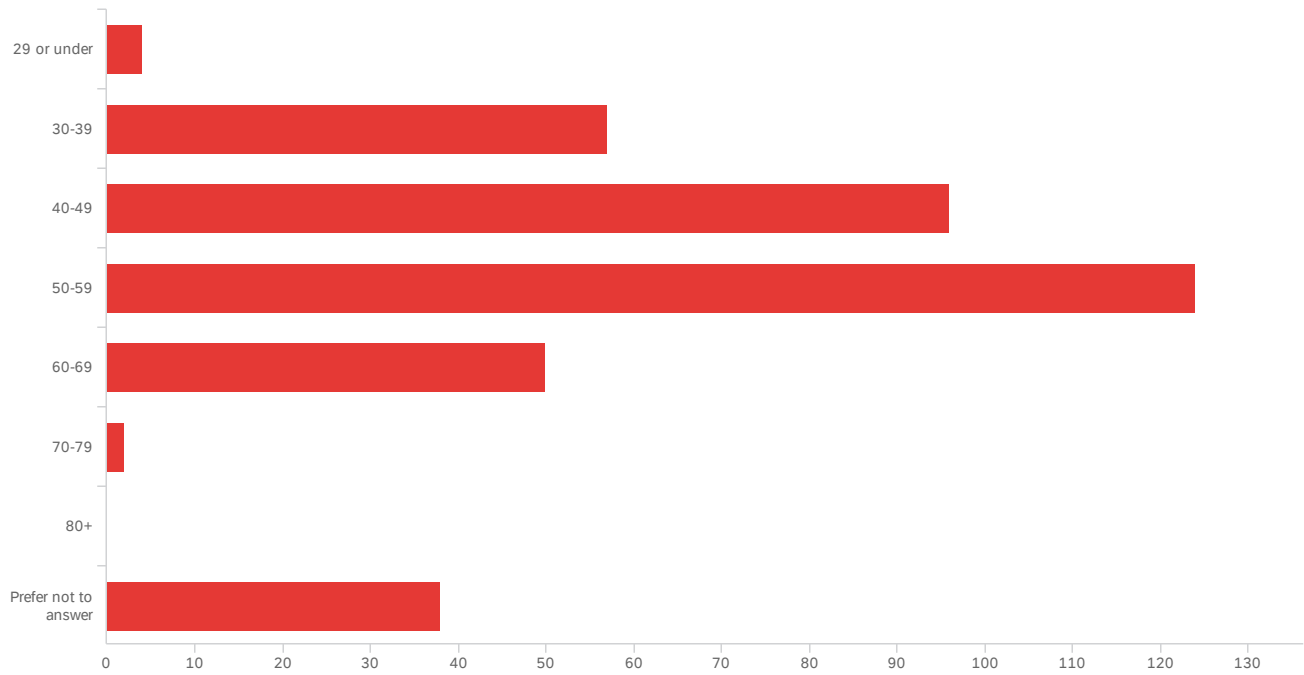
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your age	1.00	8.00	3.96	1.66	2.76	371

#	Field		Choice Count
1	29 or under	1.08%	4
2	30-39	15.36%	57
3	40-49	25.88%	96
4	50-59	33.42%	124
5	60-69	13.48%	50
6	70-79	0.54%	2
7	80+	0.00%	0
8	Prefer not to answer	10.24%	38
			371

Showing rows 1 - 9 of 9

Q42 - Your citizenship status
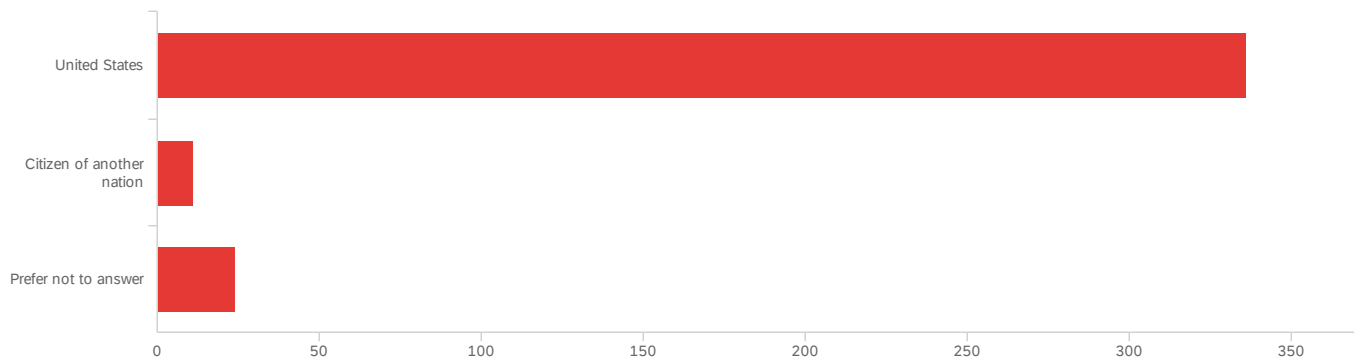
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your citizenship status	1.00	3.00	1.16	0.51	0.26	371

#	Field	Choice Count	
1	United States	90.57%	336
2	Citizen of another nation	2.96%	11
3	Prefer not to answer	6.47%	24
			371

Showing rows 1 - 4 of 4

Q43 - Your disability status
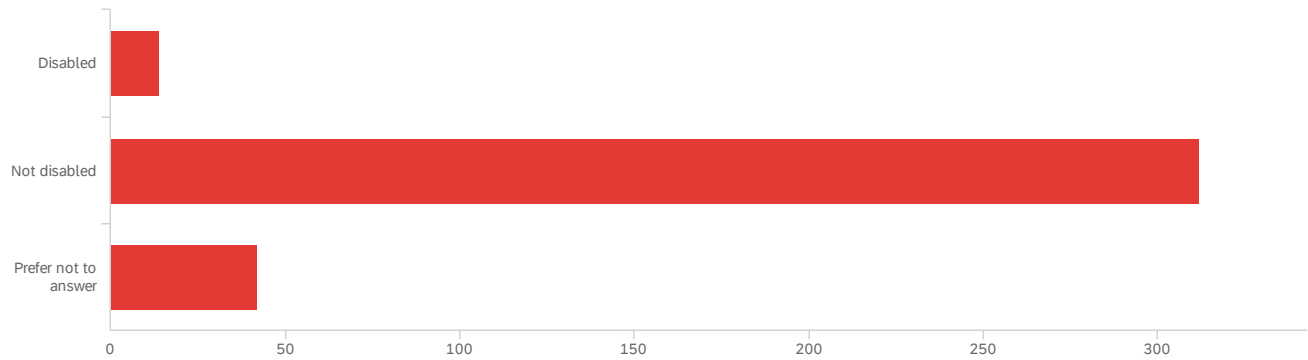
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your disability status	1.00	3.00	2.08	0.38	0.15	368

#	Field	Choice Count	
1	Disabled	3.80%	14
2	Not disabled	84.78%	312
3	Prefer not to answer	11.41%	42
			368

Showing rows 1 - 4 of 4

Q44 - Your religion
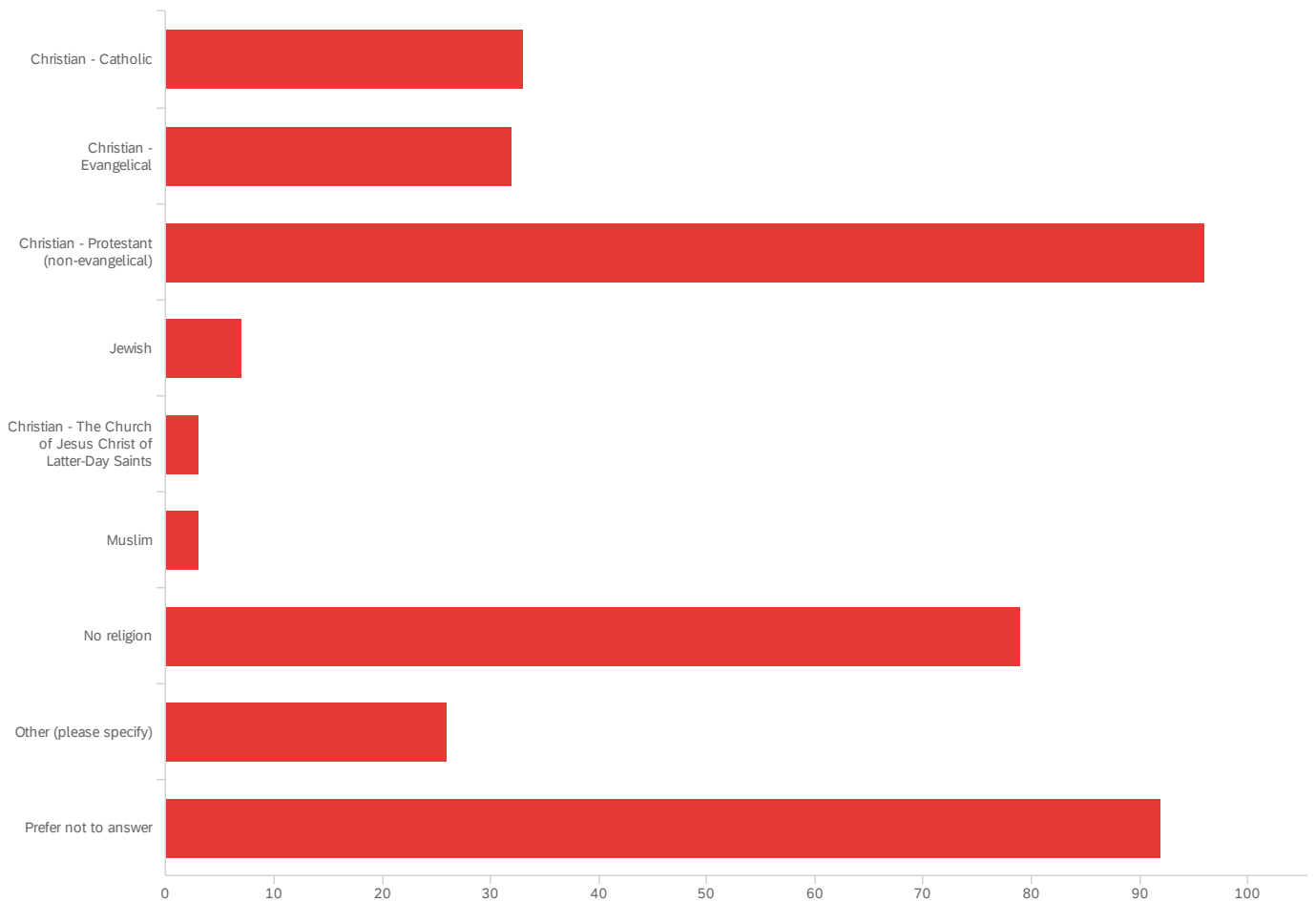
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your religion - Selected Choice	1.00	9.00	5.49	2.91	8.48	371

#	Field		Choice Count
1	Christian - Catholic	8.89%	33
2	Christian - Evangelical	8.63%	32
3	Christian - Protestant (non-evangelical)	25.88%	96
4	Jewish	1.89%	7
5	Christian - The Church of Jesus Christ of Latter-Day Saints	0.81%	3
6	Muslim	0.81%	3

#	Field		Choice Count
7	No religion	21.29%	79
8	Other (please specify)	7.01%	26
9	Prefer not to answer	24.80%	92
			371

Q2 - Do you hold a tenure-track position?
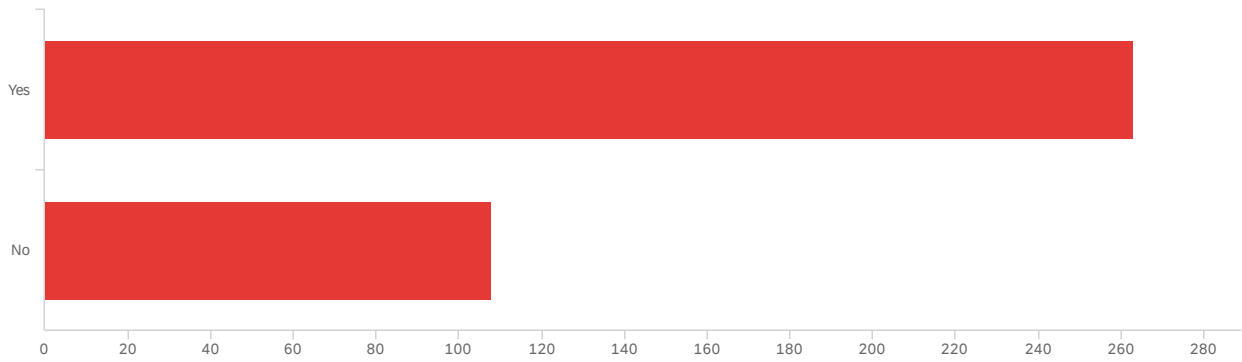
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you hold a tenure-track position?	1.00	2.00	1.29	0.45	0.21	371

#	Field		Choice Count
1	Yes	70.89%	263
2	No	29.11%	108
			371

Showing rows 1 - 3 of 3

Q3 - Your Rank
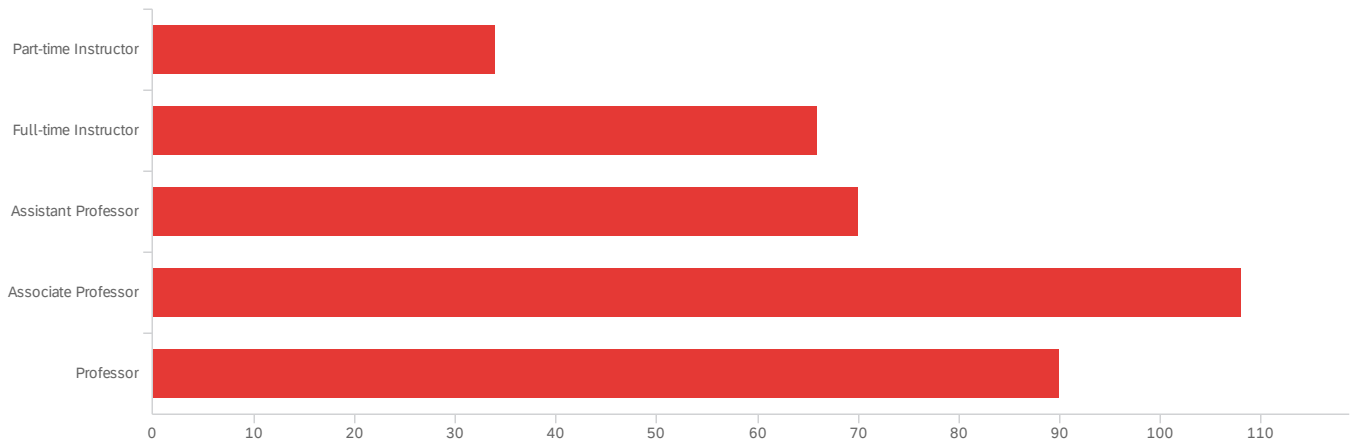
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Rank	1.00	5.00	3.42	1.28	1.65	368

#	Field	Choice Count	
1	Part-time Instructor	9.24%	34
2	Full-time Instructor	17.93%	66
3	Assistant Professor	19.02%	70
4	Associate Professor	29.35%	108
5	Professor	24.46%	90
			368

Showing rows 1 - 6 of 6

Q4 - Your Affiliation
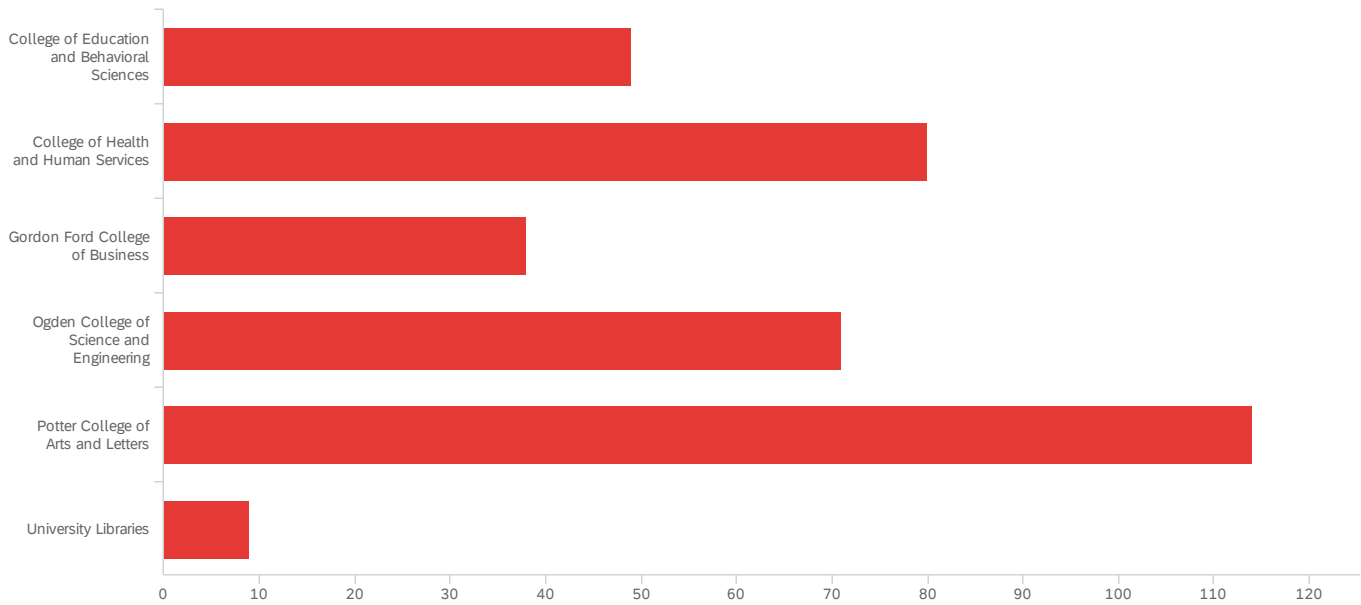
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Affiliation	1.00	6.00	3.41	1.51	2.28	361

#	Field	Choice Count	
1	College of Education and Behavioral Sciences	13.57%	49
2	College of Health and Human Services	22.16%	80
3	Gordon Ford College of Business	10.53%	38
4	Ogden College of Science and Engineering	19.67%	71
5	Potter College of Arts and Letters	31.58%	114
6	University Libraries	2.49%	9
			361

Showing rows 1 - 7 of 7

Q5 - Your responsibilities are primarily
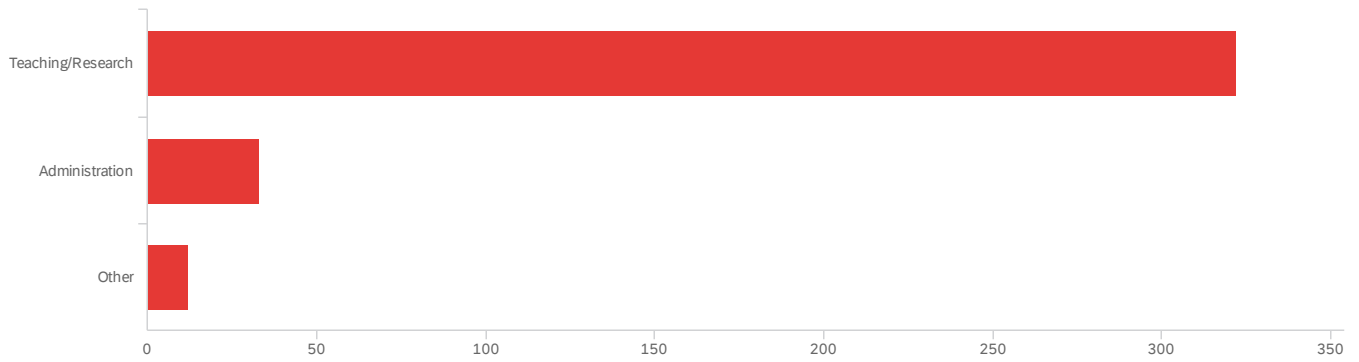
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your responsibilities are primarily	1.00	3.00	1.16	0.44	0.20	367

#	Field	Choice Count	
1	Teaching/Research	87.74%	322
2	Administration	8.99%	33
3	Other	3.27%	12
			367

Showing rows 1 - 4 of 4

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

Strongly Agree

Agree

Neither agree nor

Legend:
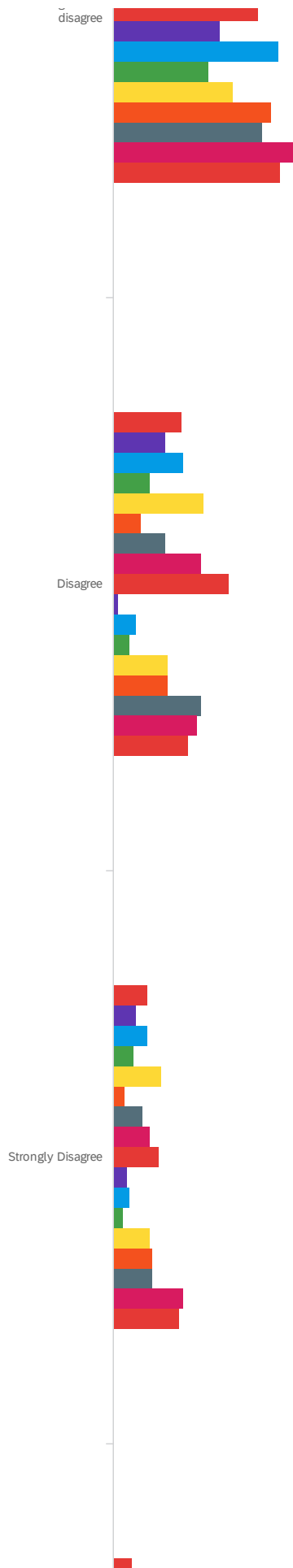
- Issues of diversity, equity, and inclusion are taken seriously at WKU.
- I feel supported at WKU given my gender/gender identity.
- Faculty of all genders/gender identities are supported at WKU.
- I feel supported at WKU given my race/ethnicity.
- Faculty of all races/ethnicities are supported at WKU.
- I feel supported at WKU given my sexual orientation.
- Faculty of all sexual orientations are supported at WKU.
- I feel supported at WKU given my age.
- Faculty of all ages are supported at WKU.
- I feel supported at WKU given my citizenship status.
- Faculty of all citizenship statuses are supported at WKU.
- I feel supported at WKU given my disability.
- Faculty of all levels of ability/disability are supported at WKU.
- I feel supported at WKU given my religion.
- Faculty of all religions are supported at WKU.
- WKU DEI committees are responsive and/or effective.
- Campus leaders act on DEI committees' recommendations.

Axis labels: disagree, Disagree, Strongly Disagree

No Basis for Judgement
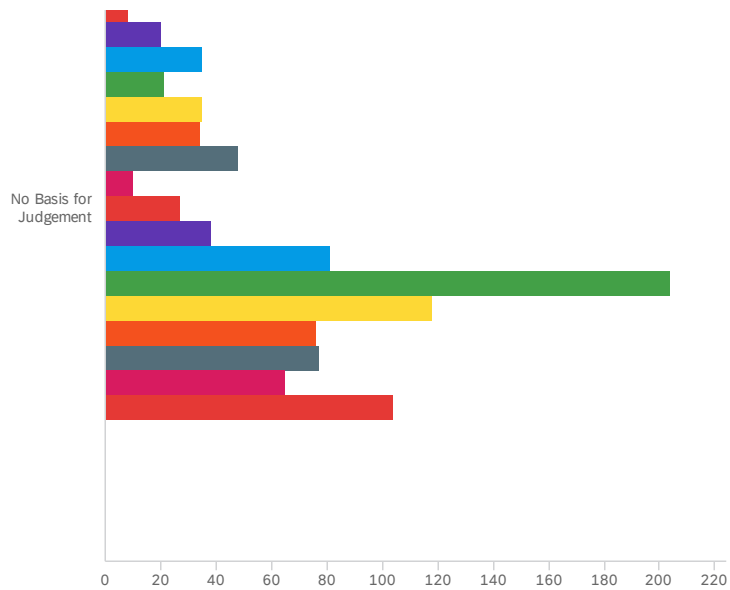
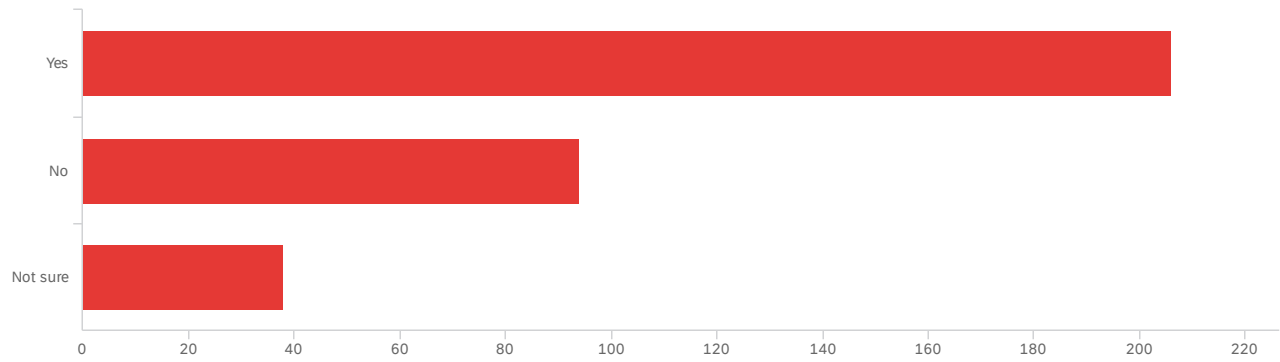| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Issues of diversity, equity, and inclusion are taken seriously at WKU.	1.00	6.00	2.38	1.17	1.37	338
2	I feel supported at WKU given my gender/gender identity.	1.00	6.00	2.42	1.29	1.67	340
3	Faculty of all genders/gender identities are supported at WKU.	1.00	6.00	2.77	1.49	2.22	337
4	I feel supported at WKU given my race/ethnicity.	1.00	6.00	2.34	1.31	1.72	339
5	Faculty of all races/ethnicities are supported at WKU.	1.00	6.00	2.83	1.55	2.39	336
6	I feel supported at WKU given my sexual orientation.	1.00	6.00	2.48	1.45	2.09	336
7	Faculty of all sexual orientations are supported at WKU.	1.00	6.00	2.90	1.59	2.54	332
8	I feel supported at WKU given my age.	1.00	6.00	2.46	1.24	1.53	332
9	Faculty of all ages are supported at WKU.	1.00	6.00	2.85	1.44	2.07	333
10	I feel supported at WKU given my citizenship status.	1.00	6.00	2.39	1.51	2.29	332
11	Faculty of all citizenship statuses are supported at WKU.	1.00	6.00	3.16	1.81	3.26	332
12	I feel supported at WKU given my disability.	1.00	6.00	4.58	1.90	3.61	332
13	Faculty of all levels of ability/disability are supported at WKU.	1.00	6.00	3.73	1.93	3.74	332
14	I feel supported at WKU given my religion.	1.00	6.00	3.28	1.76	3.11	333
15	Faculty of all religions are supported at WKU.	1.00	6.00	3.38	1.75	3.07	332

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
16	WKU DEI committees are responsive and/or effective.	1.00	6.00	3.42	1.65	2.73	333
17	Campus leaders act on DEI committees' recommendations.	1.00	6.00	3.82	1.79	3.20	333

#	Field	Strongly Agree		Agree		Neither agree nor disagree		Disagree		Strongly Disagree		No Basis for Judgement		Total
1	Issues of diversity, equity, and inclusion are taken seriously at WKU.	20.41%	69	46.45%	157	17.46%	59	8.88%	30	4.44%	15	2.37%	8	338
2	I feel supported at WKU given my gender/gender identity.	20.29%	69	47.94%	163	16.18%	55	6.76%	23	2.94%	10	5.88%	20	340
3	Faculty of all genders/gender identities are supported at WKU.	17.51%	59	36.80%	124	21.66%	73	9.20%	31	4.45%	15	10.39%	35	337
4	I feel supported at WKU given my race/ethnicity.	24.78%	84	45.43%	154	16.22%	55	4.72%	16	2.65%	9	6.19%	21	339
5	Faculty of all races/ethnicities are supported at WKU.	19.35%	65	34.23%	115	17.86%	60	11.90%	40	6.25%	21	10.42%	35	336
6	I feel supported at WKU given my sexual orientation.	23.51%	79	42.26%	142	19.05%	64	3.57%	12	1.49%	5	10.12%	34	336
7	Faculty of all sexual orientations are supported at WKU.	17.17%	57	34.04%	113	23.49%	78	6.93%	23	3.92%	13	14.46%	48	332
8	I feel supported at WKU given my age.	19.58%	65	45.48%	151	15.36%	51	11.75%	39	4.82%	16	3.01%	10	332
9	Faculty of all ages are supported at WKU.	15.32%	51	36.04%	120	19.22%	64	15.32%	51	6.01%	20	8.11%	27	333
10	I feel supported at WKU given my citizenship status.	27.71%	92	44.28%	147	14.16%	47	0.60%	2	1.81%	6	11.45%	38	332
11	Faculty of all citizenship statuses are supported at WKU.	16.27%	54	32.23%	107	21.99%	73	3.01%	10	2.11%	7	24.40%	81	332
12	I feel supported at WKU given my disability.	8.73%	29	13.86%	46	12.65%	42	2.11%	7	1.20%	4	61.45%	204	332
13	Faculty of all levels of ability/disability are supported at WKU.	14.46%	48	21.99%	73	15.96%	53	7.23%	24	4.82%	16	35.54%	118	332
14	I feel supported at WKU given my religion.	14.11%	47	29.73%	99	21.02%	70	7.21%	24	5.11%	17	22.82%	76	333

#	Field	Strongly Agree		Agree		Neither agree nor disagree		Disagree		Strongly Disagree		No Basis for Judgement		Total
15	Faculty of all religions are supported at WKU.	13.55%	45	26.51%	88	19.88%	66	11.75%	39	5.12%	17	23.19%	77	332
16	WKU DEI committees are responsive and/or effective.	10.21%	34	25.83%	86	24.02%	80	11.11%	37	9.31%	31	19.52%	65	333
17	Campus leaders act on DEI committees' recommendations.	11.11%	37	16.82%	56	22.22%	74	9.91%	33	8.71%	29	31.23%	104	333

Showing rows 1 - 17 of 17

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	1.50	0.69	0.47	338

#	Field		Choice Count	
1	Yes		60.95%	206
2	No		27.81%	94
3	Not sure		11.24%	38
				338

Showing rows 1 - 4 of 4

Q46 - Are you aware of who your DEI representative(s) is(are) at the University level?
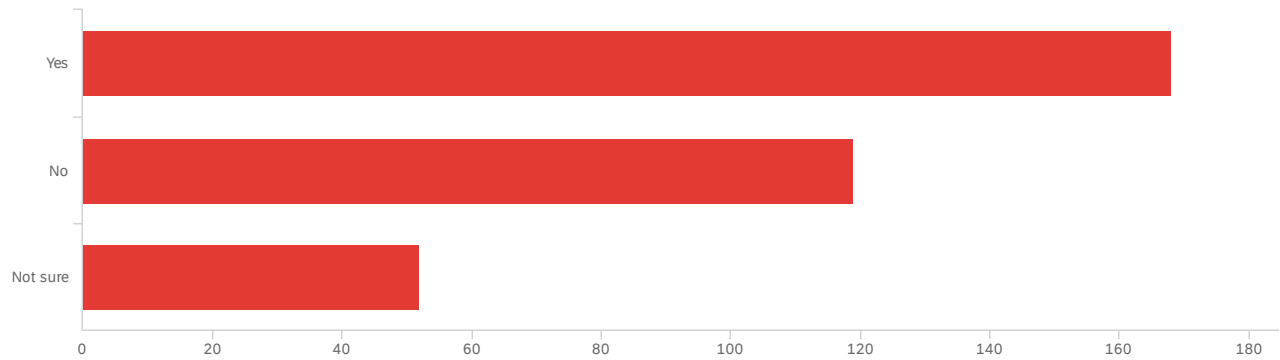
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Are you aware of who your DEI representative(s) is(are) at the University level?	1.00	3.00	1.66	0.73	0.53	339

#	Field	Choice Count	
1	Yes	49.56%	168
2	No	35.10%	119
3	Not sure	15.34%	52
			339

Showing rows 1 - 4 of 4

Q7 - Please rate your level of satisfaction with the following support services at WKU using the scale below.
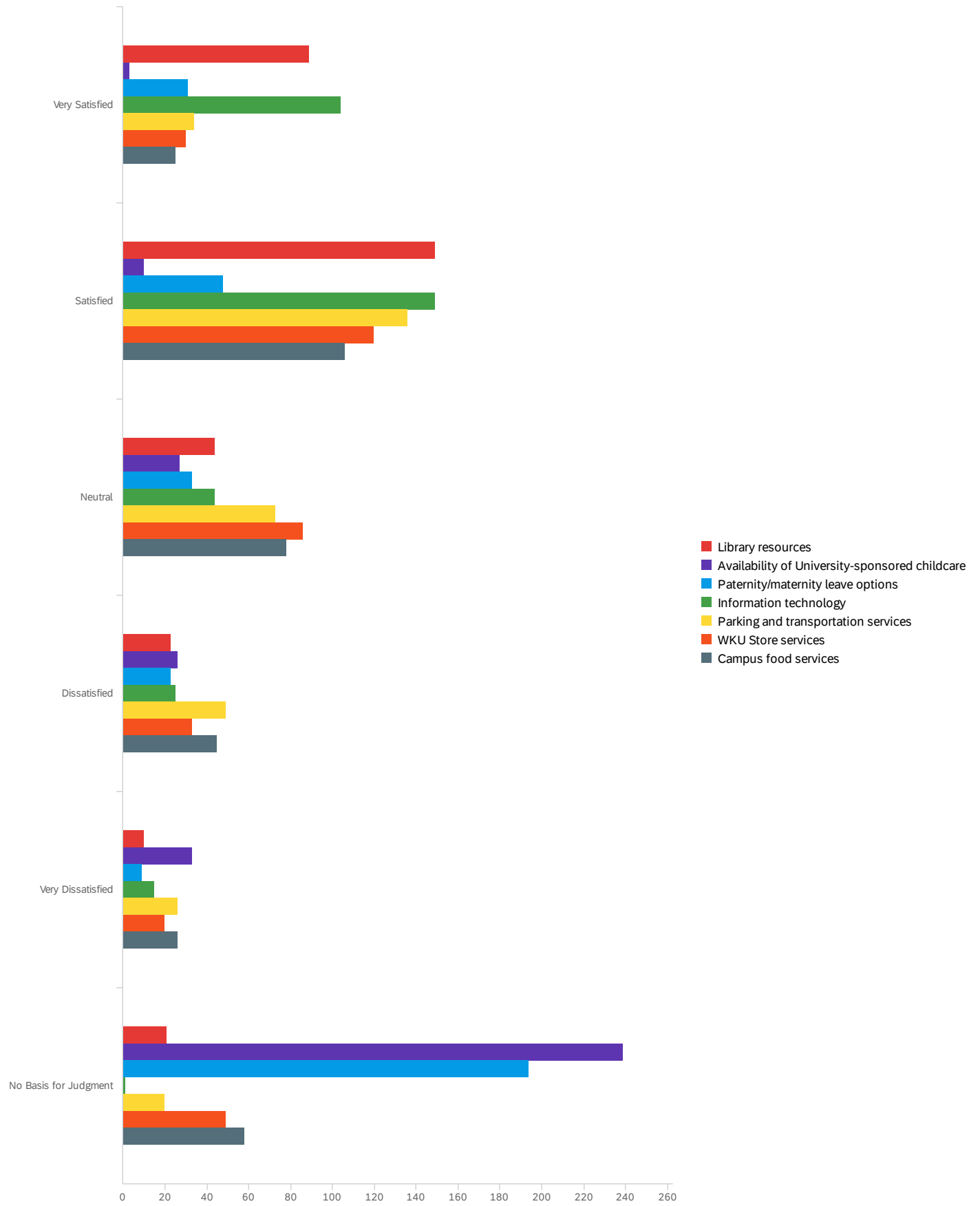
Legend
Library resources
Availability of University-sponsored childcare
Paternity/maternity leave options
Information technology
Parking and transportation services
WKU Store services
Campus food services

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Library resources	1.00	6.00	2.34	1.35	1.82	336
2	Availability of University-sponsored childcare	1.00	6.00	5.35	1.18	1.39	338
3	Paternity/maternity leave options	1.00	6.00	4.52	1.88	3.55	338
4	Information technology	1.00	6.00	2.12	1.08	1.17	338
5	Parking and transportation services	1.00	6.00	2.87	1.33	1.77	338
6	WKU Store services	1.00	6.00	3.12	1.53	2.34	338
7	Campus food services	1.00	6.00	3.34	1.57	2.48	338

#	Field	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgment		Total
1	Library resources	26.49%	89	44.35%	149	13.10%	44	6.85%	23	2.98%	10	6.25%	21	336
2	Availability of University-sponsored childcare	0.89%	3	2.96%	10	7.99%	27	7.69%	26	9.76%	33	70.71%	239	338
3	Paternity/maternity leave options	9.17%	31	14.20%	48	9.76%	33	6.80%	23	2.66%	9	57.40%	194	338
4	Information technology	30.77%	104	44.08%	149	13.02%	44	7.40%	25	4.44%	15	0.30%	1	338
5	Parking and transportation services	10.06%	34	40.24%	136	21.60%	73	14.50%	49	7.69%	26	5.92%	20	338
6	WKU Store services	8.88%	30	35.50%	120	25.44%	86	9.76%	33	5.92%	20	14.50%	49	338
7	Campus food services	7.40%	25	31.36%	106	23.08%	78	13.31%	45	7.69%	26	17.16%	58	338

Showing rows 1 - 7 of 7

Q8 - Please rate your sense of general faculty morale at WKU using the scale below.
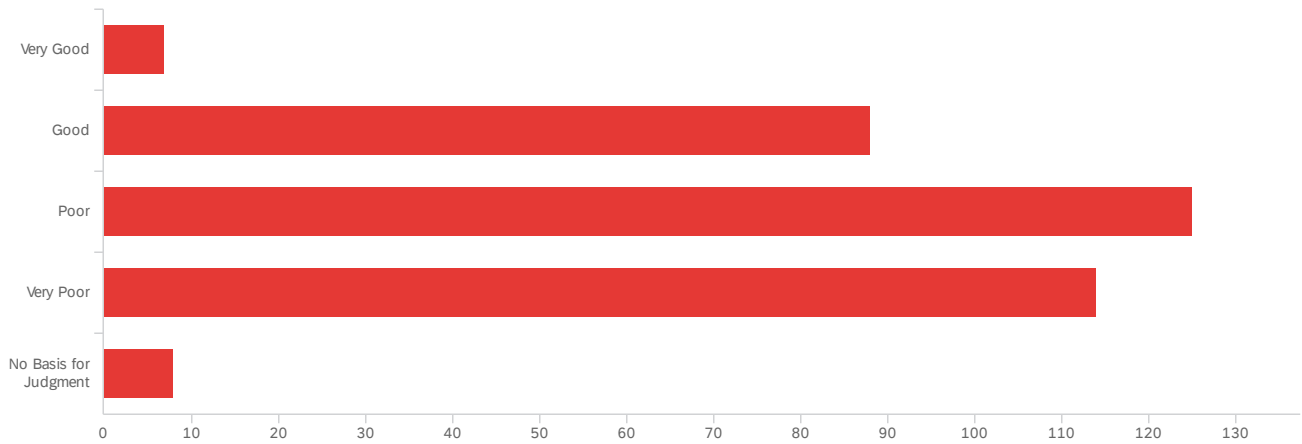
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In my opinion, faculty morale is	1.00	5.00	3.08	0.87	0.76	342

#	Field	Choice Count	
1	Very Good	2.05%	7
2	Good	25.73%	88
3	Poor	36.55%	125
4	Very Poor	33.33%	114
5	No Basis for Judgment	2.34%	8
			342

Showing rows 1 - 6 of 6

Q9 - The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.
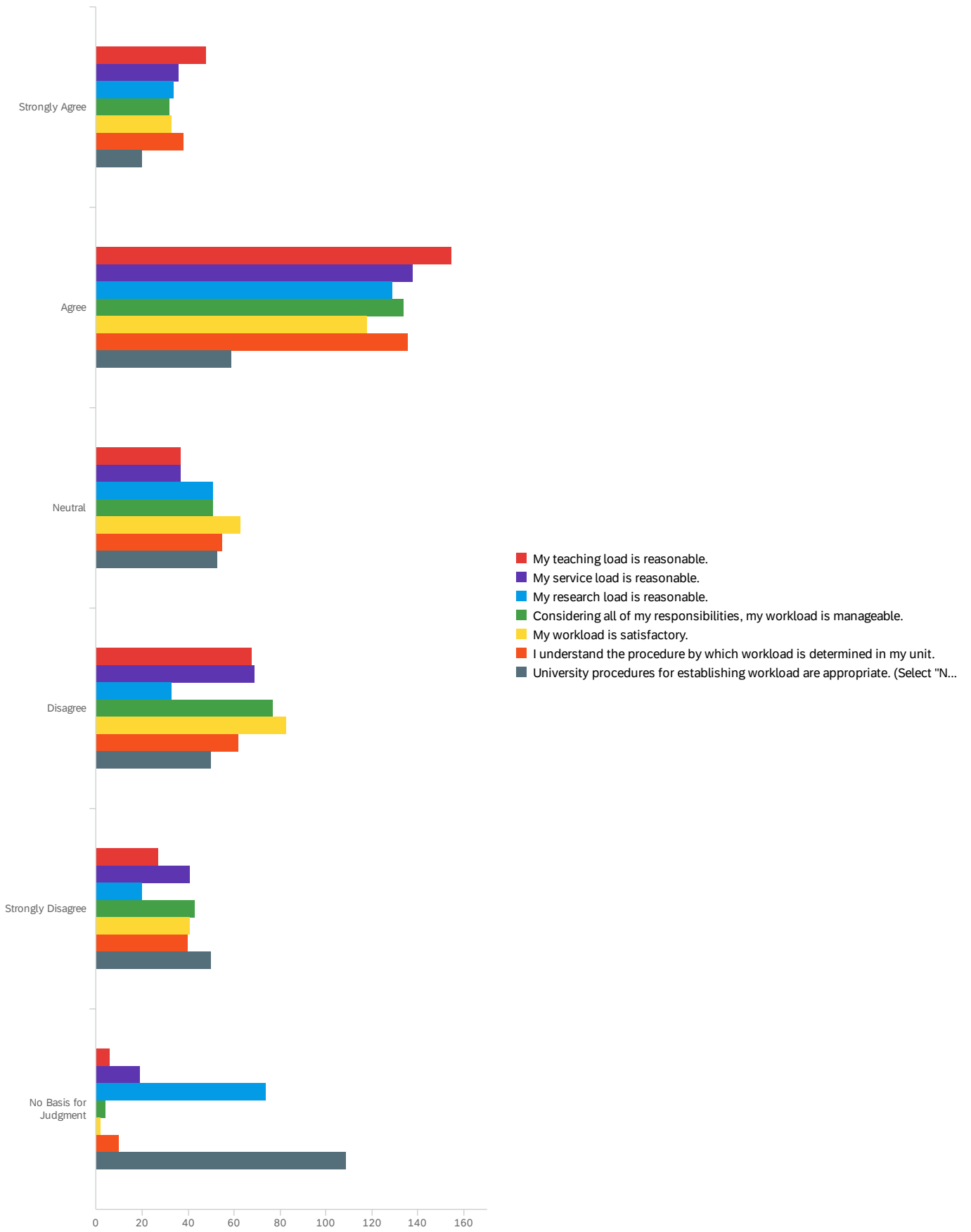
Legend:
- My teaching load is reasonable.
- My service load is reasonable.
- My research load is reasonable.
- Considering all of my responsibilities, my workload is manageable.
- My workload is satisfactory.
- I understand the procedure by which workload is determined in my unit.
- University procedures for establishing workload are appropriate. (Select "N...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My teaching load is reasonable.	1.00	6.00	2.67	1.26	1.59	341
2	My service load is reasonable.	1.00	6.00	2.99	1.42	2.02	340
3	My research load is reasonable.	1.00	6.00	3.29	1.73	2.98	341
4	Considering all of my responsibilities, my workload is manageable.	1.00	6.00	2.93	1.26	1.60	341
5	My workload is satisfactory.	1.00	6.00	2.96	1.23	1.51	340
6	I understand the procedure by which workload is determined in my unit.	1.00	6.00	2.88	1.32	1.75	341
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	4.11	1.67	2.79	341

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	My teaching load is reasonable.	14.08%	48	45.45%	155	10.85%	37	19.94%	68	7.92%	27	1.76%	6	341
2	My service load is reasonable.	10.59%	36	40.59%	138	10.88%	37	20.29%	69	12.06%	41	5.59%	19	340
3	My research load is reasonable.	9.97%	34	37.83%	129	14.96%	51	9.68%	33	5.87%	20	21.70%	74	341
4	Considering all of my responsibilities, my workload is manageable.	9.38%	32	39.30%	134	14.96%	51	22.58%	77	12.61%	43	1.17%	4	341
5	My workload is satisfactory.	9.71%	33	34.71%	118	18.53%	63	24.41%	83	12.06%	41	0.59%	2	340
6	I understand the procedure by which workload is determined in my unit.	11.14%	38	39.88%	136	16.13%	55	18.18%	62	11.73%	40	2.93%	10	341
7	University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures are.)	5.87%	20	17.30%	59	15.54%	53	14.66%	50	14.66%	50	31.96%	109	341

Showing rows 1 - 7 of 7

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:

Legend:
- Covid-19 has made my work / life balance more difficult due to care duties ...
- Covid-19 has made my work / life balance more difficult due to travel restr...
- Covid-19 has made my work / life balance more difficult due to social dista...
- I feel satisfied with the WKU administration's response to the Covid-19 pan...
- I feel satisfied with my college's response to the Covid-19 pandemic.
- I feel satisfied with my department's response to the Covid-19 pandemic.
- I have been able to choose the modalities for the courses I teach during th...
- I have been able to choose the modalities for the courses I am scheduled to...
- I feel satisfied with the flow of information from WKU regarding Covid-19.
- I feel supported by WKU during the transitional process brought on by the C...

Categories (vertical axis): Strongly Agree, Agree, Neither agree nor disagree, Disagree

#	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	3.17	1.74	3.03	334
2	Covid-19 has made my work / life balance more difficult due to travel restrictions.	1.00	6.00	3.19	1.49	2.22	334
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	2.44	1.22	1.49	333
4	I feel satisfied with the WKU administration's response to the Covid-19 pandemic.	1.00	6.00	2.77	1.27	1.61	333
5	I feel satisfied with my college's response to the Covid-19 pandemic.	1.00	6.00	2.52	1.20	1.44	332
6	I feel satisfied with my department's response to the Covid-19 pandemic.	1.00	6.00	2.18	1.09	1.18	334
7	I have been able to choose the modalities for the courses I teach during the '21-'22 academic year.	1.00	6.00	2.72	1.52	2.31	332
8	I have been able to choose the modalities for the courses I am scheduled to teach during the fall 2022 semester.	1.00	6.00	2.99	1.65	2.71	333

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
9	I feel satisfied with the flow of information from WKU regarding Covid-19.	1.00	6.00	2.80	1.28	1.64	333
10	I feel supported by WKU during the transitional process brought on by the Covid-19 pandemic.	1.00	6.00	2.77	1.33	1.77	331

#	Field	Strongly Agree		Agree		Neither agree nor disagree		Disagree		Strongly Disagree		No Basis for Judgement		Total
1	Covid-19 has made my work / life balance more difficult due to care duties for children or others needing my support.	19.76%	66	26.05%	87	13.47%	45	16.77%	56	6.29%	21	17.66%	59	334
2	Covid-19 has made my work / life balance more difficult due to travel restrictions.	11.38%	38	29.34%	98	17.96%	60	22.16%	74	8.68%	29	10.48%	35	334
3	Covid-19 has made my work / life balance more difficult due to social distancing and limits on face-to-face interactions.	22.52%	75	40.54%	135	15.32%	51	14.41%	48	6.01%	20	1.20%	4	333
4	I feel satisfied with the WKU administration's response to the Covid-19 pandemic.	14.41%	48	37.54%	125	17.42%	58	17.72%	59	12.61%	42	0.30%	1	333
5	I feel satisfied with my college's response to the Covid-19 pandemic.	16.87%	56	44.28%	147	20.18%	67	9.34%	31	7.53%	25	1.81%	6	332
6	I feel satisfied with my department's response to the Covid-19 pandemic.	25.45%	85	49.70%	166	13.17%	44	6.59%	22	3.59%	12	1.50%	5	334
7	I have been able to choose the modalities for the courses I teach during the '21-'22 academic year.	23.49%	78	34.34%	114	11.14%	37	15.96%	53	8.13%	27	6.93%	23	332
8	I have been able to choose the modalities for the courses I am scheduled to teach during the fall 2022 semester.	20.72%	69	30.03%	100	12.01%	40	14.41%	48	12.31%	41	10.51%	35	333
9	I feel satisfied with the flow of information from WKU regarding Covid-19.	15.62%	52	33.33%	111	19.22%	64	18.92%	63	12.61%	42	0.30%	1	333
10	I feel supported by WKU during the transitional process brought on by the Covid-19 pandemic.	17.22%	57	33.53%	111	19.03%	63	17.22%	57	10.88%	36	2.11%	7	331

Showing rows 1 - 10 of 10

Q28 - Rate your level of agreement with the statement.
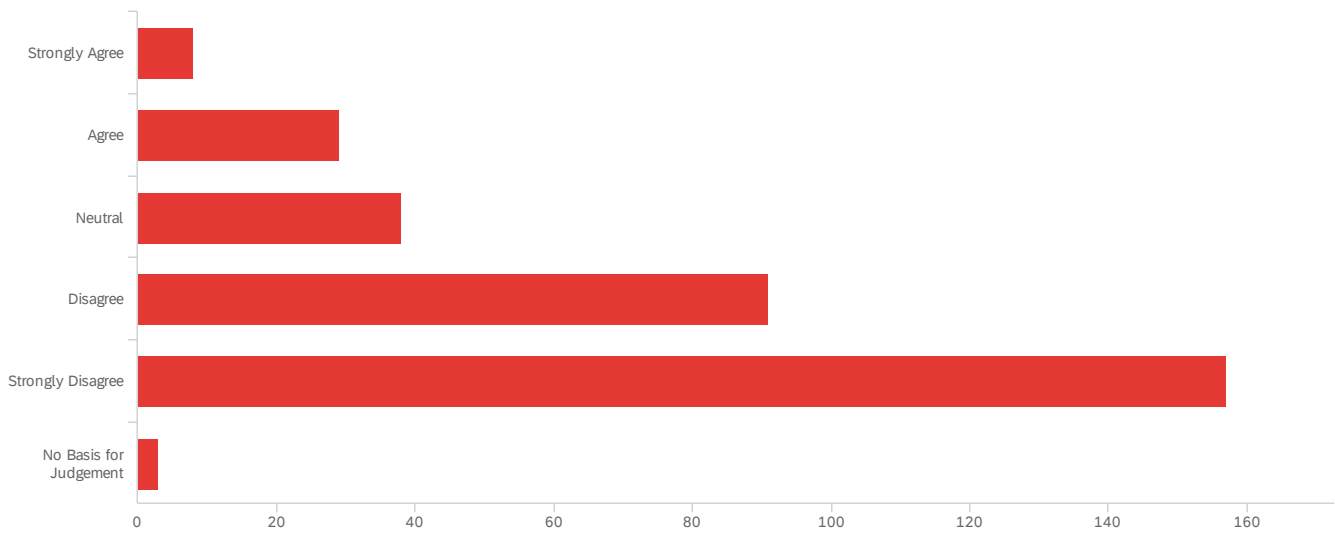
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Relative to years of service and rank my salary is satisfactory.	1.00	6.00	4.13	1.09	1.19	326

#	Field	Choice Count	
1	Strongly Agree	2.45%	8
2	Agree	8.90%	29
3	Neutral	11.66%	38
4	Disagree	27.91%	91
5	Strongly Disagree	48.16%	157
6	No Basis for Judgement	0.92%	3
			326

Showing rows 1 - 7 of 7

Q27 - Please rate your level of satisfaction with the following benefits at WKU using the scale below.
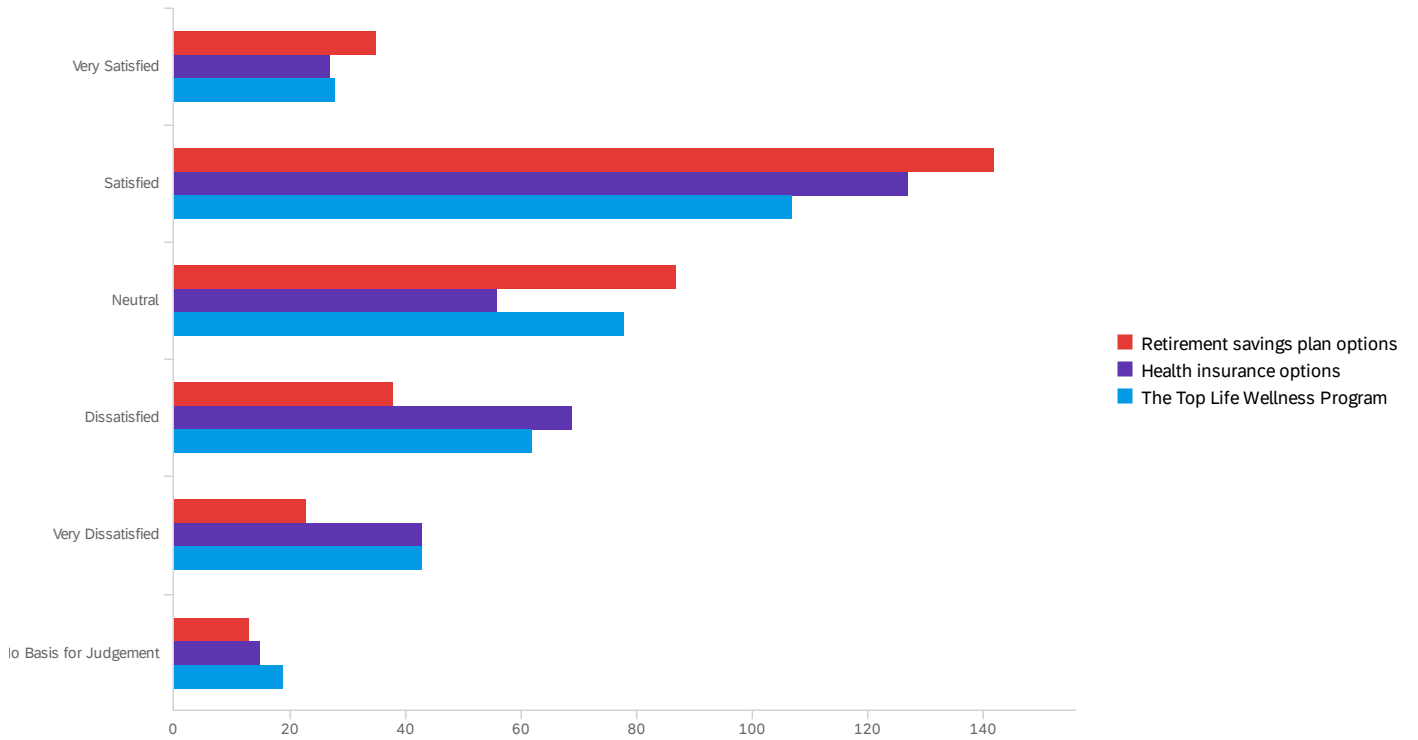
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Retirement savings plan options	1.00	6.00	2.74	1.22	1.50	338
2	Health insurance options	1.00	6.00	3.06	1.35	1.81	337
3	The Top Life Wellness Program	1.00	6.00	3.12	1.36	1.84	337

#	Field	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgement		Total
1	Retirement savings plan options	10.36%	35	42.01%	142	25.74%	87	11.24%	38	6.80%	23	3.85%	13	338
2	Health insurance options	8.01%	27	37.69%	127	16.62%	56	20.47%	69	12.76%	43	4.45%	15	337
3	The Top Life Wellness Program	8.31%	28	31.75%	107	23.15%	78	18.40%	62	12.76%	43	5.64%	19	337

Showing rows 1 - 3 of 3

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."

Legend:
- I have a clear understanding of what is required for tenure decisions.
- I have a clear understanding of what is required for promotion decisions.
- Tenure procedures at WKU are transparent.
- Promotion procedures at WKU are transparent.
- I am aware of the criteria for merit increases in my department.
- I am satisfied with the merit increase process.
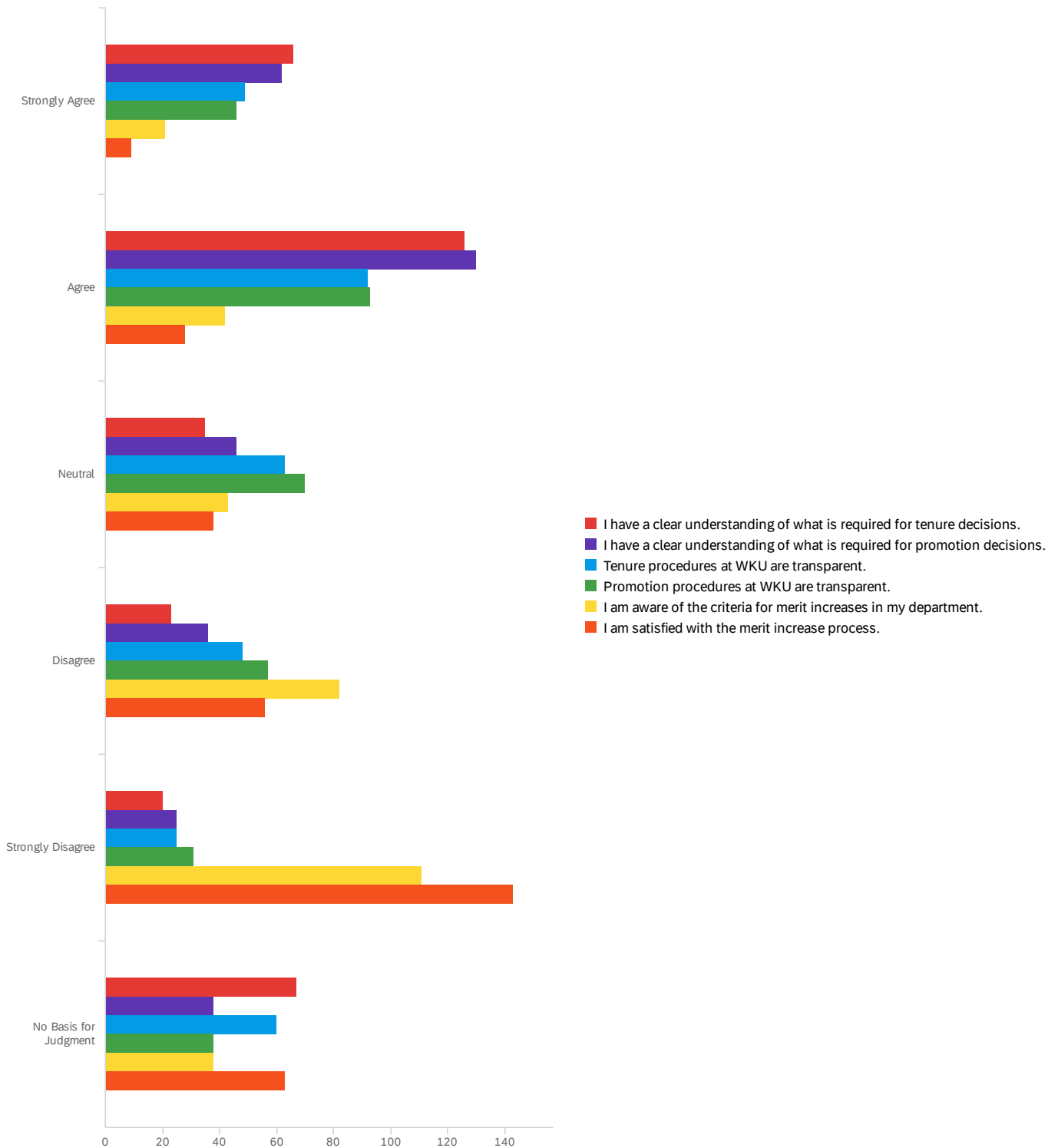
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a clear understanding of what is required for tenure decisions.	1.00	6.00	3.02	1.80	3.25	337
2	I have a clear understanding of what is required for promotion decisions.	1.00	6.00	2.84	1.59	2.51	337
3	Tenure procedures at WKU are transparent.	1.00	6.00	3.26	1.68	2.83	337
4	Promotion procedures at WKU are transparent.	1.00	6.00	3.14	1.54	2.37	335
5	I am aware of the criteria for merit increases in my department.	1.00	6.00	3.99	1.40	1.97	337
6	I am satisfied with the merit increase process.	1.00	6.00	4.44	1.29	1.66	337

#	Field	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.	19.58%	66	37.39%	126	10.39%	35	6.82%	23	5.93%	20	19.88%	67	337
2	I have a clear understanding of what is required for promotion decisions.	18.40%	62	38.58%	130	13.65%	46	10.68%	36	7.42%	25	11.28%	38	337
3	Tenure procedures at WKU are transparent.	14.54%	49	27.30%	92	18.69%	63	14.24%	48	7.42%	25	17.80%	60	337
4	Promotion procedures at WKU are transparent.	13.73%	46	27.76%	93	20.90%	70	17.01%	57	9.25%	31	11.34%	38	335
5	I am aware of the criteria for merit increases in my department.	6.23%	21	12.46%	42	12.76%	43	24.33%	82	32.94%	111	11.28%	38	337
6	I am satisfied with the merit increase process.	2.67%	9	8.31%	28	11.28%	38	16.62%	56	42.43%	143	18.69%	63	337

Showing rows 1 - 6 of 6

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.

Legend:
- The current form of instructor and course evaluation (SITEs) provides effec...
- I receive constructive feedback about teaching from students.
- I receive constructive feedback about teaching from my department head.
- I receive constructive feedback about teaching from colleagues.
- I am afforded an appropriate degree of autonomy with regard to my areas of ...
- Overall, I have high job satisfaction.
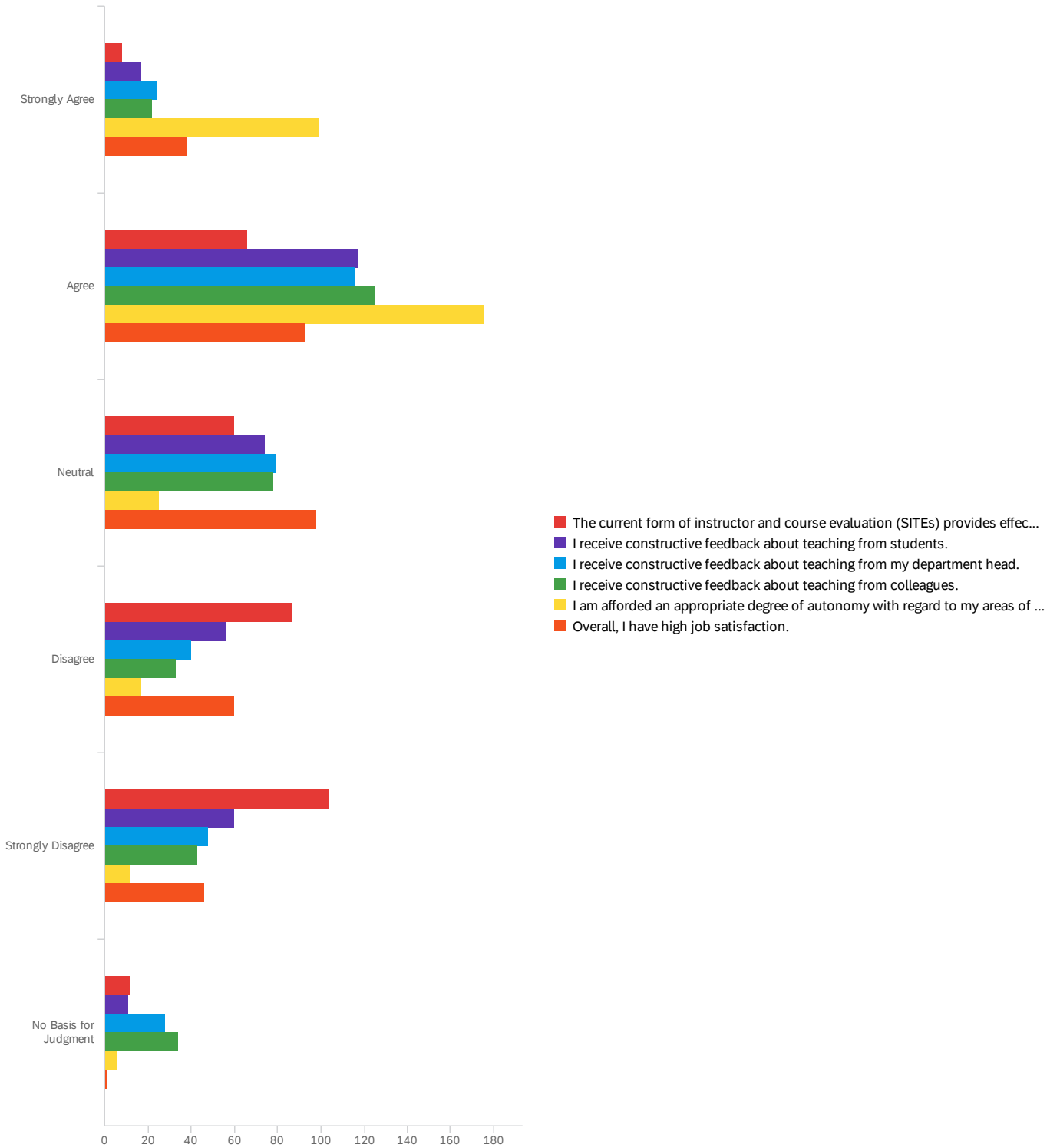
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1.00	6.00	3.74	1.25	1.56	337
2	I receive constructive feedback about teaching from students.	1.00	6.00	3.17	1.30	1.70	335
3	I receive constructive feedback about teaching from my department head.	1.00	6.00	3.17	1.43	2.05	335
4	I receive constructive feedback about teaching from colleagues.	1.00	6.00	3.16	1.46	2.14	335
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	1.00	6.00	2.06	1.09	1.18	335
6	Overall, I have high job satisfaction.	1.00	6.00	2.96	1.22	1.48	336

#	Field	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.	2.37%	8	19.58%	66	17.80%	60	25.82%	87	30.86%	104	3.56%	12	337
2	I receive constructive feedback about teaching from students.	5.07%	17	34.93%	117	22.09%	74	16.72%	56	17.91%	60	3.28%	11	335
3	I receive constructive feedback about teaching from my department head.	7.16%	24	34.63%	116	23.58%	79	11.94%	40	14.33%	48	8.36%	28	335
4	I receive constructive feedback about teaching from colleagues.	6.57%	22	37.31%	125	23.28%	78	9.85%	33	12.84%	43	10.15%	34	335
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	29.55%	99	52.54%	176	7.46%	25	5.07%	17	3.58%	12	1.79%	6	335
6	Overall, I have high job satisfaction.	11.31%	38	27.68%	93	29.17%	98	17.86%	60	13.69%	46	0.30%	1	336

Showing rows 1 - 6 of 6

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	21.00	9.39	4.14	17.12	342
2	Spring term	0.00	21.00	9.07	4.03	16.26	342
3	Summer term	0.00	15.00	2.37	3.10	9.62	339
4	January term	0.00	9.00	0.69	1.36	1.86	341

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	30.00	9.36	5.65	31.95	339
2	Teaching preparation	0.00	40.00	8.77	6.45	41.59	340
3	Grading	0.00	35.00	6.60	5.84	34.08	340
4	Office Hours	0.00	33.00	5.40	4.94	24.44	340

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	80.00	5.29	7.91	62.54	337
2	College Service	0.00	20.00	1.77	2.82	7.97	337
3	University Service	0.00	90.00	1.92	6.15	37.77	339
4	Other service	0.00	37.00	2.19	3.94	15.50	336

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	35.00	6.26	7.16	51.20	339

Q16 - The statements below are about university, college and departmental governance.

Rate your level of agreement with each statement.

Legend:
- I am informed about campus issues.
- The University fosters shared governance.
- Faculty members can express dissenting views on university governance witho...
- University decision making is transparent.
- Academic administrators respond expeditiously to faculty concerns.
- Academic administrators respond expeditiously to the need for action in ins...
- The faculty has a strong influence on the selection of academic administrat...
- The faculty has a strong influence in the evaluation of academic administra...
- I have a role in the governance of my college.
- I trust the leadership team in my college (Dean, Associate/Assistant Deans)...
- I trust the leadership in my department.
- Overall, the governance system of my department is effective.

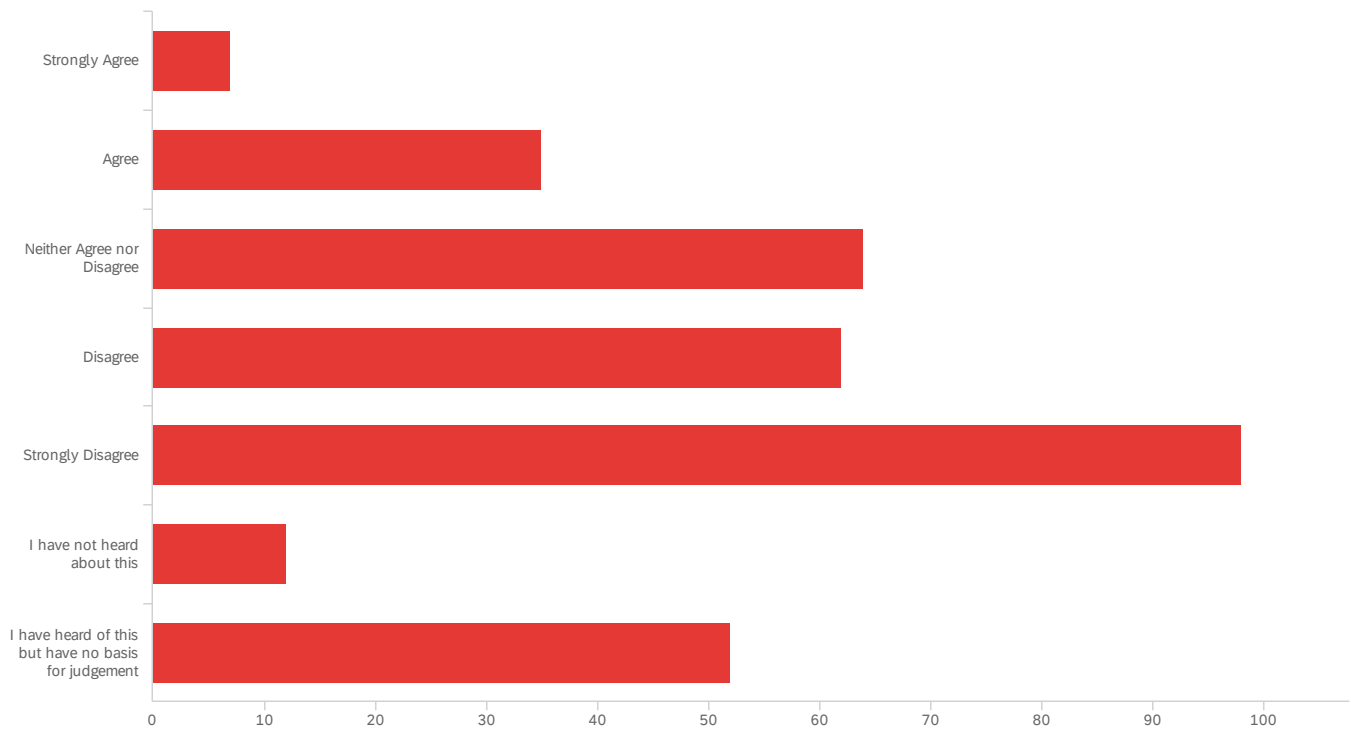| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am informed about campus issues.	1.00	6.00	2.72	1.13	1.27	325
2	The University fosters shared governance.	1.00	6.00	3.55	1.32	1.75	327
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1.00	6.00	3.71	1.37	1.88	326
4	University decision making is transparent.	1.00	6.00	3.96	1.12	1.26	326
5	Academic administrators respond expeditiously to faculty concerns.	1.00	6.00	3.66	1.32	1.74	327

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
6	Academic administrators respond expeditiously to the need for action in institutional matters.	1.00	6.00	3.66	1.31	1.73	325
7	The faculty has a strong influence on the selection of academic administrators.	1.00	6.00	3.98	1.29	1.67	326
8	The faculty has a strong influence in the evaluation of academic administrators.	1.00	6.00	3.89	1.25	1.57	326
9	I have a role in the governance of my college.	1.00	6.00	3.53	1.42	2.00	326
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	1.00	6.00	2.73	1.25	1.55	327
11	I trust the leadership in my department.	1.00	6.00	2.30	1.32	1.73	328
12	Overall, the governance system of my department is effective.	1.00	6.00	2.55	1.29	1.66	327

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	I am informed about campus issues.	9.85%	32	40.92%	133	25.23%	82	16.92%	55	5.23%	17	1.85%	6	325
2	The University fosters shared governance.	5.50%	18	18.04%	59	26.61%	87	22.32%	73	21.10%	69	6.42%	21	327
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	5.52%	18	17.18%	56	19.02%	62	27.30%	89	21.47%	70	9.51%	31	326
4	University decision making is transparent.	3.37%	11	7.67%	25	18.10%	59	34.97%	114	32.21%	105	3.68%	12	326
5	Academic administrators respond expeditiously to faculty concerns.	3.98%	13	17.74%	58	24.16%	79	25.08%	82	20.49%	67	8.56%	28	327
6	Academic administrators respond expeditiously to the need for action in institutional matters.	3.69%	12	16.62%	54	28.00%	91	23.38%	76	18.77%	61	9.54%	31	325
7	The faculty has a strong influence on the selection of academic administrators.	3.37%	11	11.96%	39	18.71%	61	24.54%	80	31.90%	104	9.51%	31	326
8	The faculty has a strong influence in the evaluation of academic administrators.	2.76%	9	11.35%	37	25.46%	83	23.62%	77	28.22%	92	8.59%	28	326
9	I have a role in the governance of my college.	5.21%	17	23.62%	77	21.78%	71	21.78%	71	17.18%	56	10.43%	34	326

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	13.46%	44	39.14%	128	22.32%	73	12.23%	40	11.62%	38	1.22%	4	327
11	I trust the leadership in my department.	34.15%	112	30.79%	101	16.46%	54	8.84%	29	8.54%	28	1.22%	4	328
12	Overall, the governance system of my department is effective.	21.10%	69	36.70%	120	21.41%	70	10.09%	33	8.26%	27	2.45%	8	327

Showing rows 1 - 12 of 12

		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
#	Field							

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	4.37	1.59	2.53	330

#	Field		Choice Count
1	Strongly Agree	2.12%	7
2	Agree	10.61%	35
3	Neither Agree nor Disagree	19.39%	64
4	Disagree	18.79%	62
5	Strongly Disagree	29.70%	98
6	I have not heard about this	3.64%	12
7	I have heard of this but have no basis for judgement	15.76%	52
			330

Showing rows 1 - 8 of 8

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

- Articulates a clear vision for the future of the university based on its mi...
- Honors commitments and agreements.
- Conveys accurate information about current issues that are important to the...
- Is willing to reevaluate and, if necessary, retract decisions.
- Seeks input from faculty most directly affected by decisions.
- Provides units with the resources necessary to successfully execute plans a...
- Engages in open dialogue with the faculty on important current issues.
- Is accessible to faculty.
- Selects competent leaders for administrative positions.
- Removes incompetent leaders from administrative positions.
- Works to provide adequate pay raises and equitable compensation packages fo...
- I have confidence in the President's leadership and endorse his continuance...

#	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	3.07	1.40	1.97	317
2	Honors commitments and agreements.	1.00	6.00	3.73	1.63	2.66	318
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.25	1.38	1.91	317
4	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.99	1.60	2.56	318

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	4.18	1.43	2.06	318
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.94	1.41	1.99	318
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.94	1.41	1.97	318
8	Is accessible to faculty.	1.00	6.00	4.13	1.44	2.08	318
9	Selects competent leaders for administrative positions.	1.00	6.00	3.57	1.41	1.99	318
10	Removes incompetent leaders from administrative positions.	1.00	6.00	4.08	1.50	2.26	318
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	1.00	6.00	3.97	1.28	1.64	319
12	I have confidence in the President's leadership and endorse his continuance as President.	1.00	6.00	3.37	1.39	1.93	318

#	Field	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.	9.46%	30	35.02%	111	19.87%	63	16.09%	51	13.56%	43	5.99%	19	317
2	Honors commitments and agreements.	6.60%	21	20.75%	66	24.84%	79	12.26%	39	11.95%	38	23.58%	75	318
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	8.20%	26	27.44%	87	23.03%	73	20.50%	65	14.20%	45	6.62%	21	317
4	Is willing to reevaluate and, if necessary, retract decisions.	6.60%	21	15.41%	49	17.30%	55	18.55%	59	16.98%	54	25.16%	80	318
5	Seeks input from faculty most directly affected by decisions.	4.40%	14	10.38%	33	16.67%	53	21.70%	69	25.47%	81	21.38%	68	318
6	Provides units with the resources necessary to successfully execute plans and initiatives.	4.40%	14	11.64%	37	23.90%	76	23.58%	75	18.87%	60	17.61%	56	318
7	Engages in open dialogue with the faculty on important current issues.	5.35%	17	11.32%	36	20.75%	66	24.21%	77	23.27%	74	15.09%	48	318
8	Is accessible to faculty.	4.40%	14	10.69%	34	18.55%	59	21.07%	67	24.21%	77	21.07%	67	318

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
9	Selects competent leaders for administrative positions.	4.40%	14	20.44%	65	31.13%	99	13.84%	44	18.55%	59	11.64%	37	318
10	Removes incompetent leaders from administrative positions.	4.09%	13	11.32%	36	25.79%	82	15.72%	50	17.92%	57	25.16%	80	318
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	4.39%	14	11.29%	36	17.55%	56	21.94%	70	39.18%	125	5.64%	18	319
12	I have confidence in the President's leadership and endorse his continuance as President.	8.49%	27	20.75%	66	28.30%	90	16.35%	52	19.81%	63	6.29%	20	318

Showing rows 1 - 12 of 12

		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total

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

Strongly Agree

Agree

Neutral

Disagree

■ Develops and implements plans and policies that reflect the mission of the …
■ Conveys accurate information about current issues that are important to the…
■ Is willing to reevaluate and, if necessary, retract decisions.
■ Prioritizes budget needs effectively.
■ Seeks input from faculty most directly affected by decisions.
■ Provides units with the resources necessary to successfully execute plans a…
■ Engages in open dialogue with the faculty on important current issues.
■ Is accessible to faculty.
■ Selects competent leaders for administrative positions.
■ Removes incompetent leaders from administrative positions.
■ Routinely consults the faculty on institutional matters and decisions.

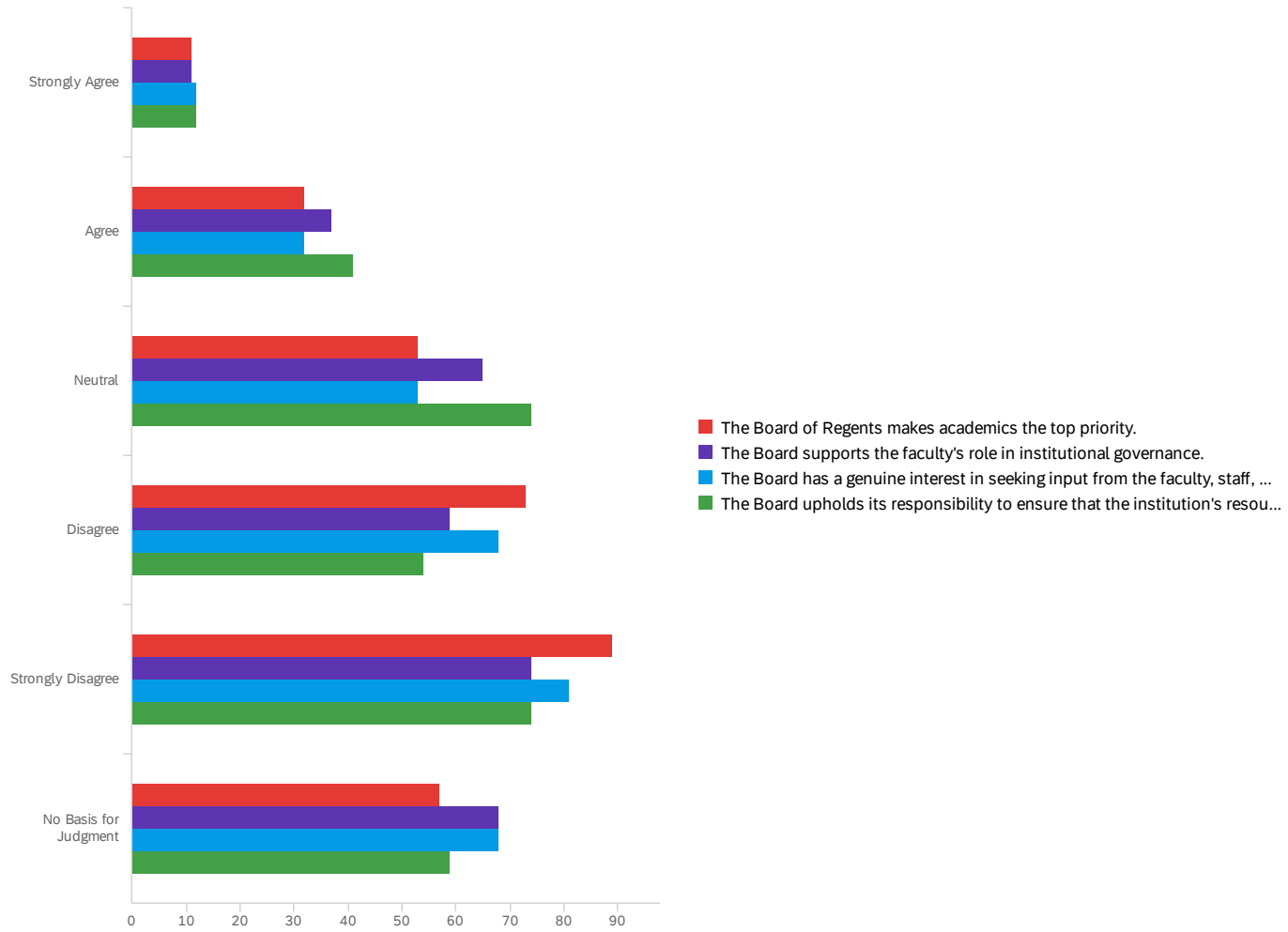| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Develops and implements plans and policies that reflect the mission of the university.	1.00	6.00	3.66	1.84	3.40	312
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.40	1.74	3.02	312
3	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	4.24	1.85	3.43	312
4	Prioritizes budget needs effectively.	1.00	6.00	4.27	1.78	3.17	312
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	4.19	1.79	3.21	311
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	4.21	1.70	2.89	311
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.88	1.80	3.25	311

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
8	Is accessible to faculty.	1.00	6.00	3.92	1.83	3.34	311
9	Selects competent leaders for administrative positions.	1.00	6.00	4.30	1.81	3.28	311
10	Removes incompetent leaders from administrative positions.	1.00	6.00	4.74	1.62	2.62	311
11	Routinely consults the faculty on institutional matters and decisions.	1.00	6.00	4.23	1.70	2.90	311

#	Field	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.	9.62%	30	26.92%	84	21.47%	67	4.81%	15	4.17%	13	33.01%	103	312
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	10.58%	33	29.17%	91	24.04%	75	6.73%	21	5.13%	16	24.36%	76	312
3	Is willing to reevaluate and, if necessary, retract decisions.	7.37%	23	17.31%	54	18.91%	59	3.85%	12	5.45%	17	47.12%	147	312
4	Prioritizes budget needs effectively.	6.73%	21	14.10%	44	20.83%	65	6.73%	21	6.73%	21	44.87%	140	312
5	Seeks input from faculty most directly affected by decisions.	8.04%	25	15.11%	47	18.01%	56	9.00%	28	8.36%	26	41.48%	129	311
6	Provides units with the resources necessary to successfully execute plans and initiatives.	5.14%	16	13.50%	42	24.44%	76	9.65%	30	6.75%	21	40.51%	126	311
7	Engages in open dialogue with the faculty on important current issues.	7.72%	24	23.79%	74	17.04%	53	9.65%	30	7.40%	23	34.41%	107	311
8	Is accessible to faculty.	8.04%	25	23.47%	73	16.40%	51	9.00%	28	6.75%	21	36.33%	113	311
9	Selects competent leaders for administrative positions.	6.43%	20	15.11%	47	21.54%	67	3.86%	12	5.14%	16	47.91%	149	311
10	Removes incompetent leaders from administrative positions.	3.86%	12	7.07%	22	20.26%	63	5.47%	17	6.75%	21	56.59%	176	311
11	Routinely consults the faculty on institutional matters and decisions.	6.11%	19	12.22%	38	22.19%	69	11.90%	37	7.07%	22	40.51%	126	311

Showing rows 1 - 11 of 11

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The Board of Regents makes academics the top priority.	1.00	6.00	4.17	1.37	1.87	315
2	The Board supports the faculty's role in institutional governance.	1.00	6.00	4.12	1.44	2.08	314
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.00	6.00	4.20	1.42	2.00	314
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.00	6.00	4.00	1.45	2.09	314

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	The Board of Regents makes academics the top priority.	3.49%	11	10.16%	32	16.83%	53	23.17%	73	28.25%	89	18.10%	57	315
2	The Board supports the faculty's role in institutional governance.	3.50%	11	11.78%	37	20.70%	65	18.79%	59	23.57%	74	21.66%	68	314
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	3.82%	12	10.19%	32	16.88%	53	21.66%	68	25.80%	81	21.66%	68	314
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	3.82%	12	13.06%	41	23.57%	74	17.20%	54	23.57%	74	18.79%	59	314

Showing rows 1 - 4 of 4

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	The Board of Regents makes academics the top priority.	3.49%	11	10.16%	32	16.83%	53	23.17%	73	28.25%	89	18.10%	57	315

SC0 - Score

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Score	3.00	429.00	268.08	101.10	10221.23	372

End of Report