

Faculty Work Life Survey

Fall 2012/Spring 2013

Table of contents

Overall Survey Results _____ p.2

Gender			
#	Answer	Response	%
1	Male	152	42%
2	Female	214	58%
	Total	366	100%

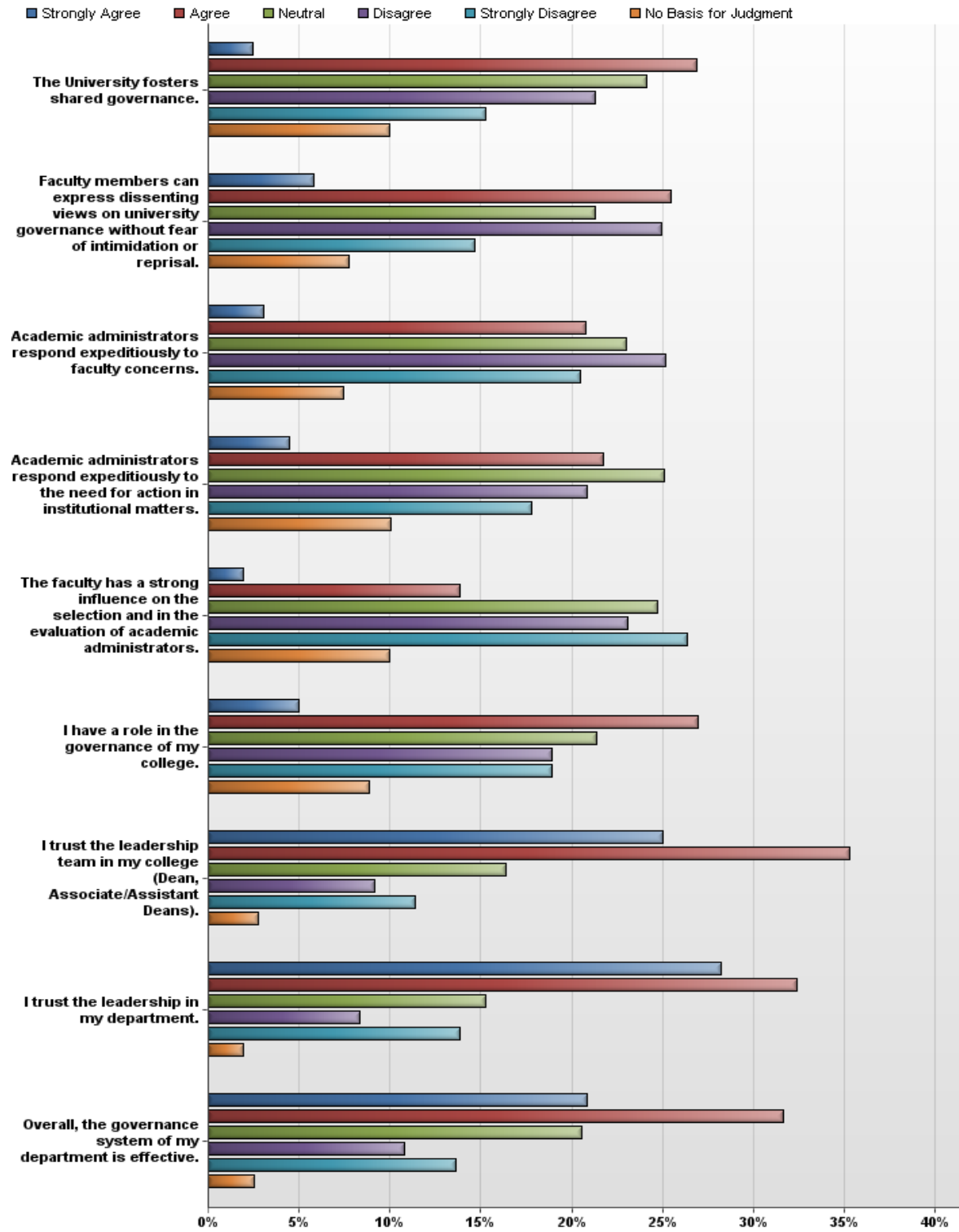
Tenure-track position?			
#	Answer	Response	%
1	Yes	250	69%
2	No	114	31%
	Total	364	100%

Rank		
Answer	Response	%
Part-time Instructor	42	11%
Full-time Instructor	69	19%
Assistant Professor	85	23%
Associate Professor	108	29%
Professor	63	17%
Total	367	100%

Affiliation		
Answer	Response	%
College of Education and Behavioral Sciences	53	15%
College of Health and Human Services	74	20%
Gordon Ford College of Business	20	6%
Ogden College of Science and Engineering	71	20%
Potter College of Arts and Letters	100	28%
University College	37	10%
University Libraries	7	2%
Total	362	100%

Responsibilities are primarily		
Answer	Response	%
Teaching/Research	327	89%
Administration	26	7%
Other	14	4%
Total	367	100%

Level of satisfaction with support services at WKU



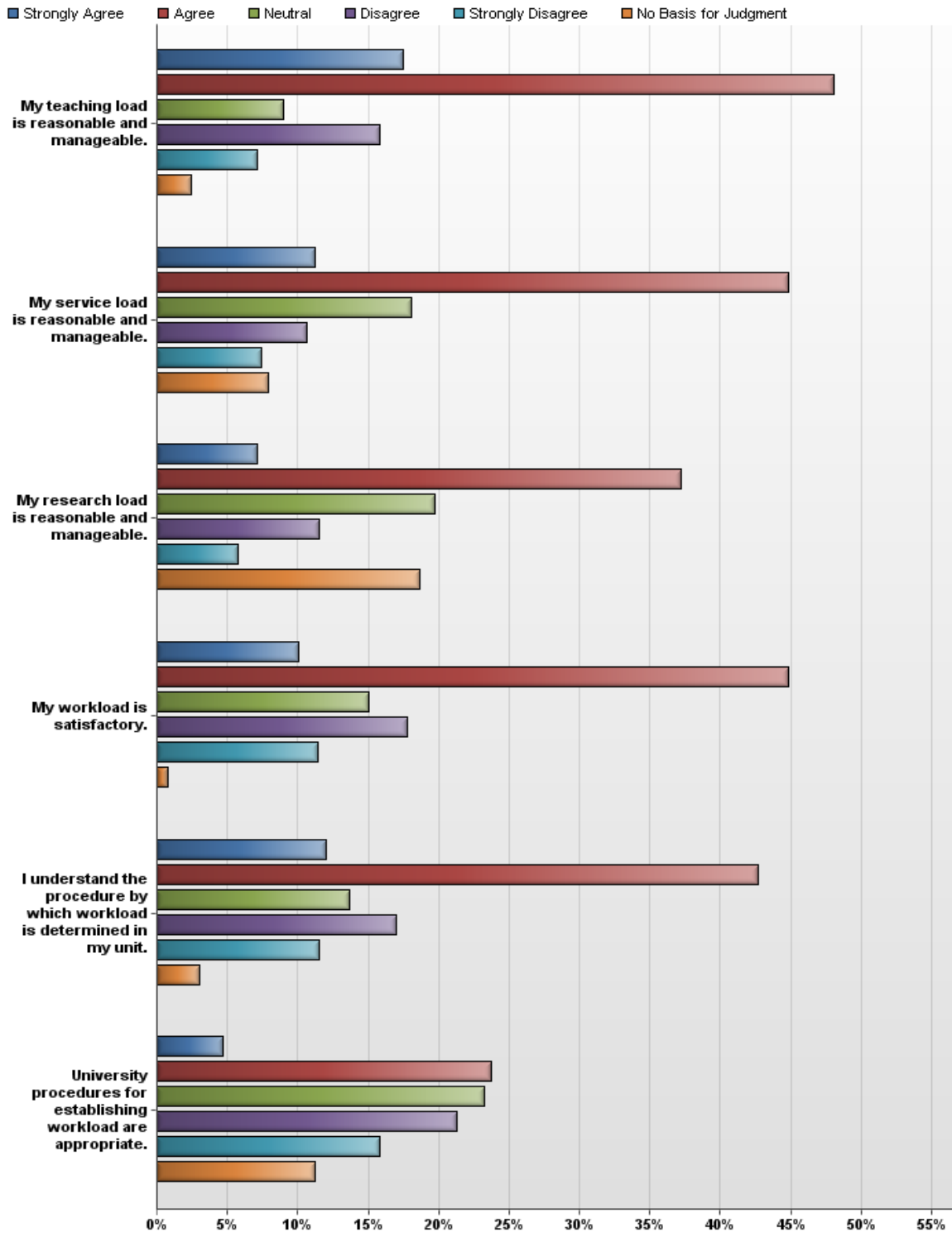
Level of satisfaction with support services at WKU

Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment	Total Responses
Library resources	20%	44%	16%	10%	6%	5%	367
Availability of University-sponsored childcare	1%	3%	13%	6%	5%	72%	367
Paternity/maternity leave options	2%	7%	13%	5%	5%	68%	368
Your knowledge of paternity/maternity leave options	6%	12%	16%	4%	2%	61%	367
Information technology	31%	50%	13%	4%	2%	0%	365
Parking and transportation services	9%	36%	19%	19%	13%	4%	367
WKU Store services	11%	38%	26%	7%	6%	12%	367
Campus food services	6%	32%	23%	17%	10%	12%	366

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

Question	Very Good	Good	Poor	Very Poor	No Basis for Judgment	Total Responses
In my opinion, faculty morale is	2%	44%	35%	17%	2%	100%
	6	149	118	58	8	339

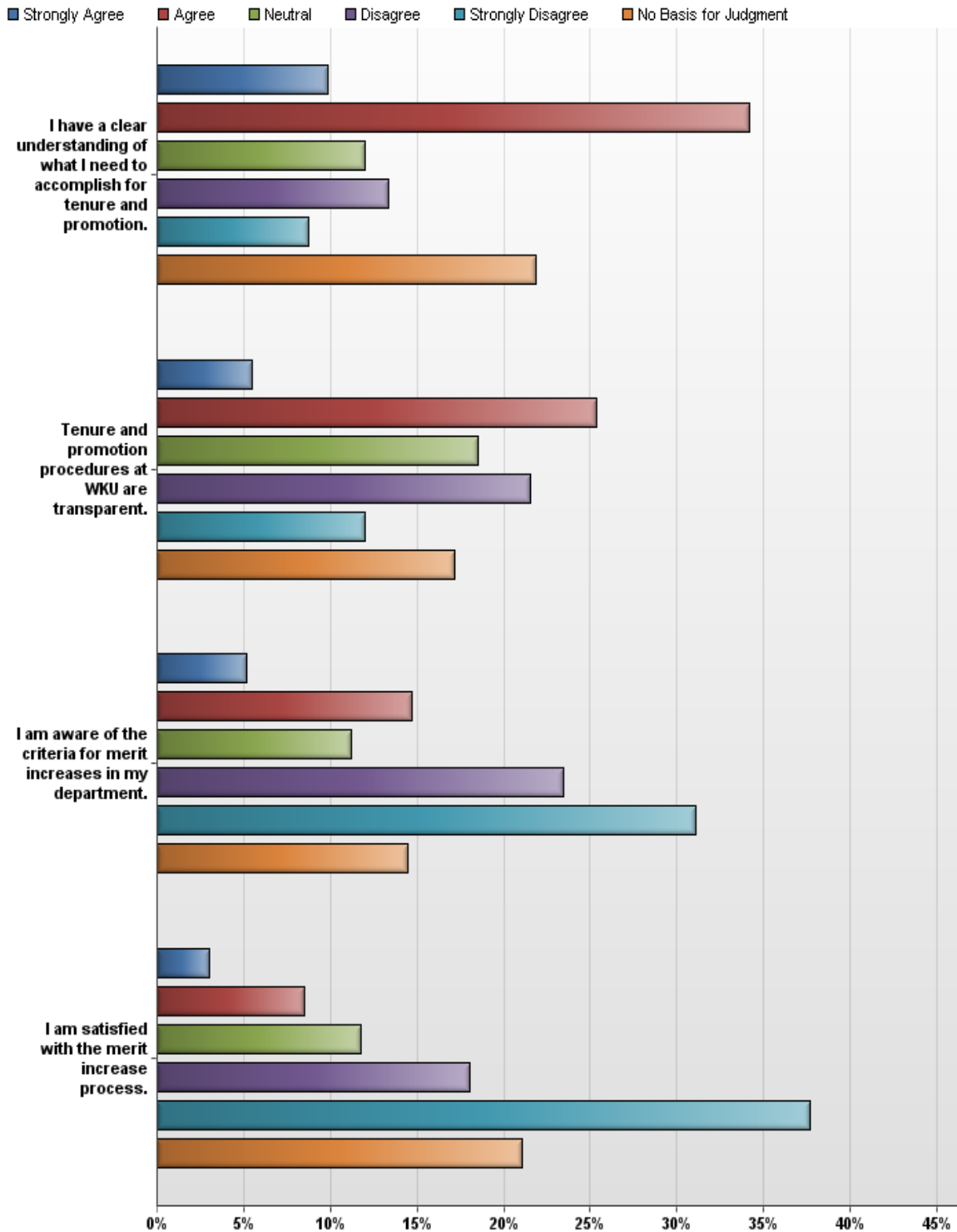
The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.



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

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
My teaching load is reasonable and manageable.	17%	48%	9%	16%	7%	2%
My service load is reasonable and manageable.	11%	45%	18%	11%	7%	8%
My research load is reasonable and manageable.	7%	37%	20%	12%	6%	19%
My workload is satisfactory.	10%	45%	15%	18%	11%	1%
I understand the procedure by which workload is determined in my unit.	12%	43%	14%	17%	12%	3%
University procedures for establishing workload are appropriate.	5%	24%	23%	21%	16%	11%

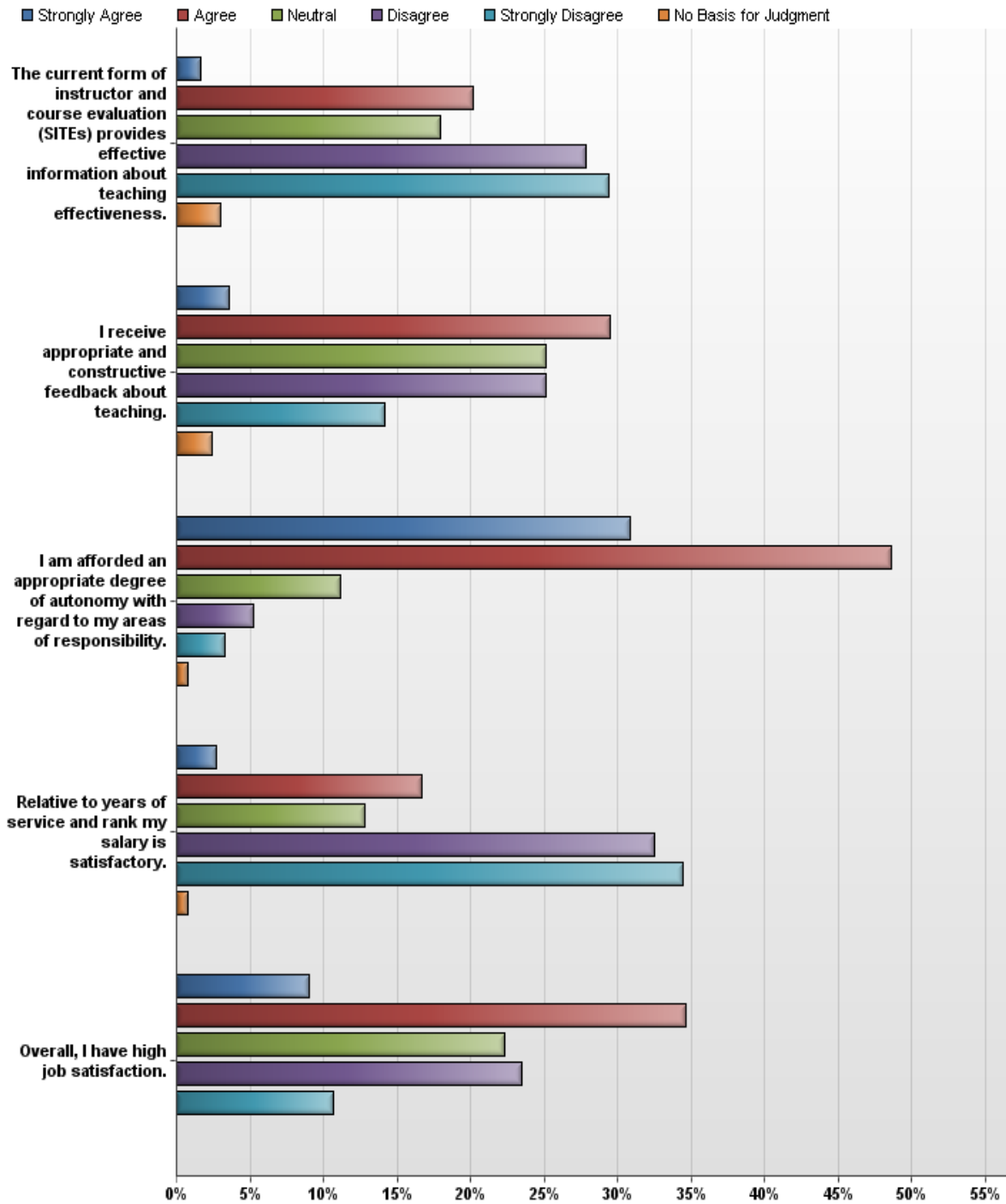
The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement.



The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement.

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
I have a clear understanding of what I need to accomplish for tenure and promotion.	10%	34%	12%	13%	9%	22%
Tenure and promotion procedures at WKU are transparent.	5%	25%	19%	22%	12%	17%
I am aware of the criteria for merit increases in my department.	5%	15%	11%	23%	31%	14%
I am satisfied with the merit increase process.	3%	8%	12%	18%	38%	21%

The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement.

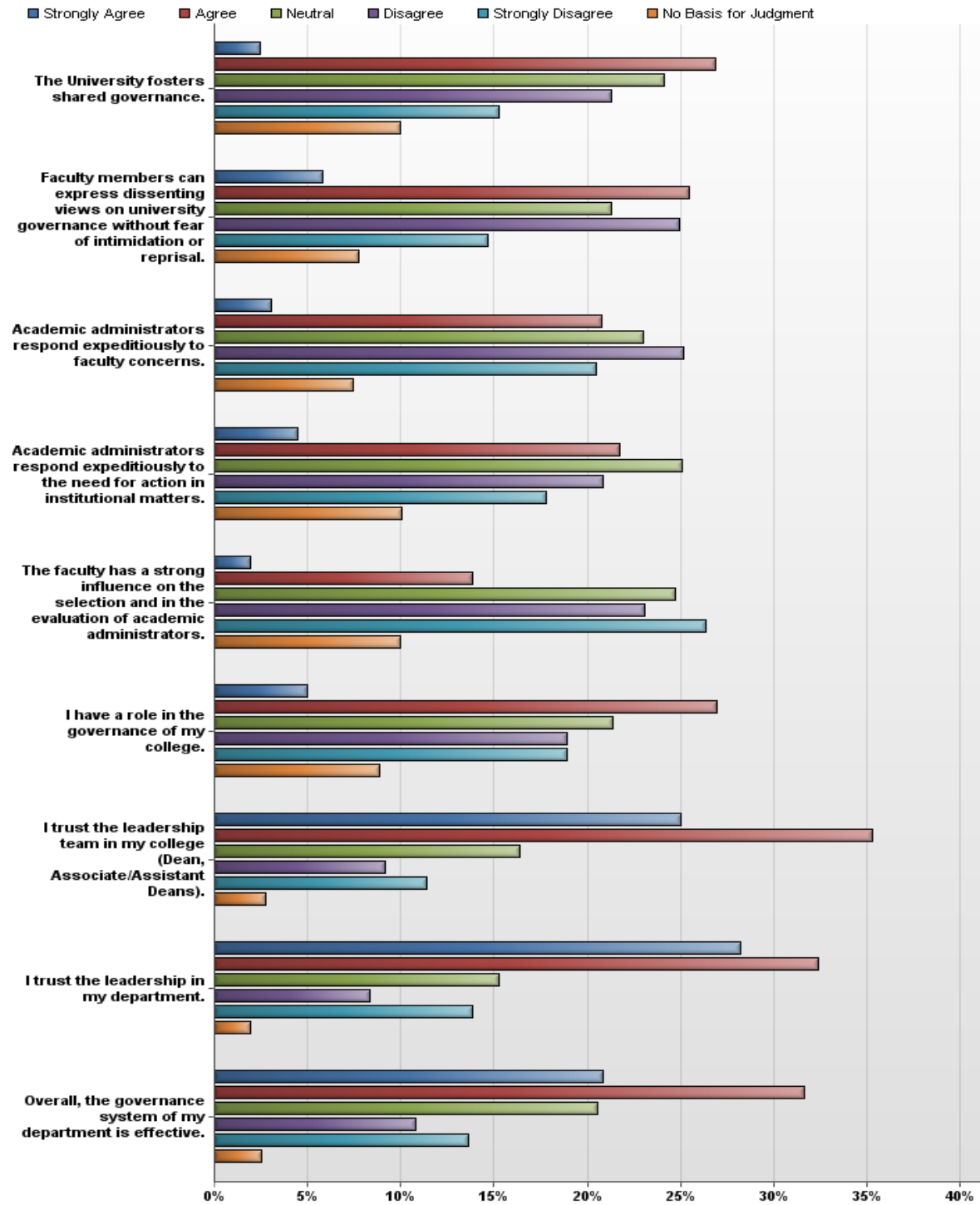


The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement.

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	2%	20%	18%	28%	29%	3%
I receive appropriate and constructive feedback about teaching.	4%	30%	25%	25%	14%	2%
I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	31%	49%	11%	5%	3%	1%
Relative to years of service and rank my salary is satisfactory.	3%	17%	13%	33%	34%	1%
Overall, I have high job satisfaction.	9%	35%	22%	23%	11%	0%

	2009	2013
On average, how many credit hours do you teach per year?	19.8	20.85
Per week, about how many hours do you devote to teaching, including preparation, grading, and office hours?	31	38.71
Per week, about how many hours do you devote to service (departmental, college, or university)?	10.6	10.68
Per week, about how many hours do you devote to research/scholarship?	9	6.64

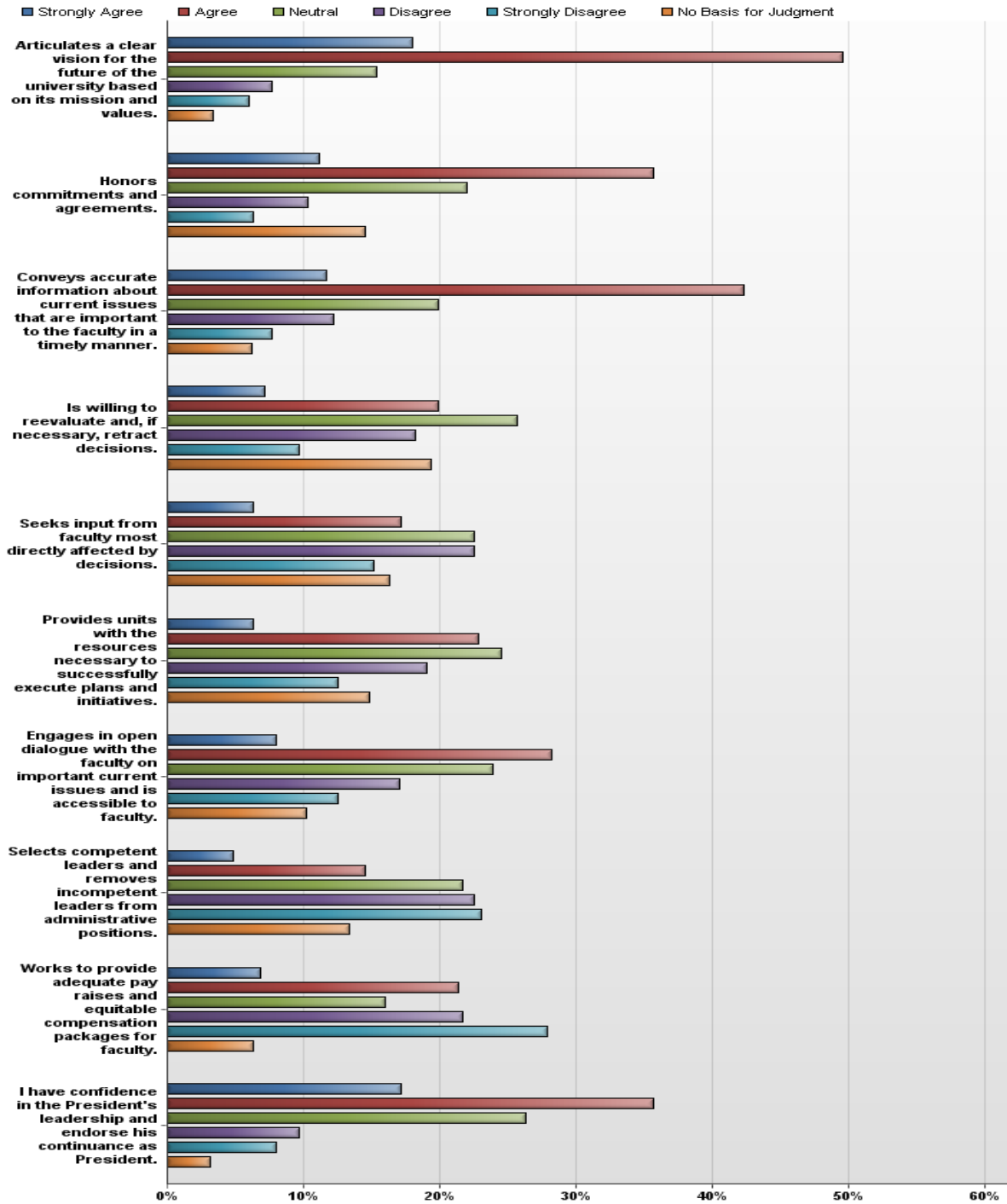
The statements below are about university, college and departmental governance. Rate your level of agreement with each statement



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

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
The University fosters shared governance.	2%	27%	24%	21%	15%	10%
Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	6%	25%	21%	25%	15%	8%
Academic administrators respond expeditiously to faculty concerns.	3%	21%	23%	25%	20%	7%
Academic administrators respond expeditiously to the need for action in institutional matters.	4%	22%	25%	21%	18%	10%
The faculty has a strong influence on the selection and in the evaluation of academic administrators.	2%	14%	25%	23%	26%	10%
I have a role in the governance of my college.	5%	27%	21%	19%	19%	9%
I trust the leadership team in my college (Dean, Associate/Assistant Deans).	25%	35%	16%	9%	11%	3%
I trust the leadership in my department.	28%	32%	15%	8%	14%	2%
Overall, the governance system of my department is effective.	21%	32%	21%	11%	14%	3%

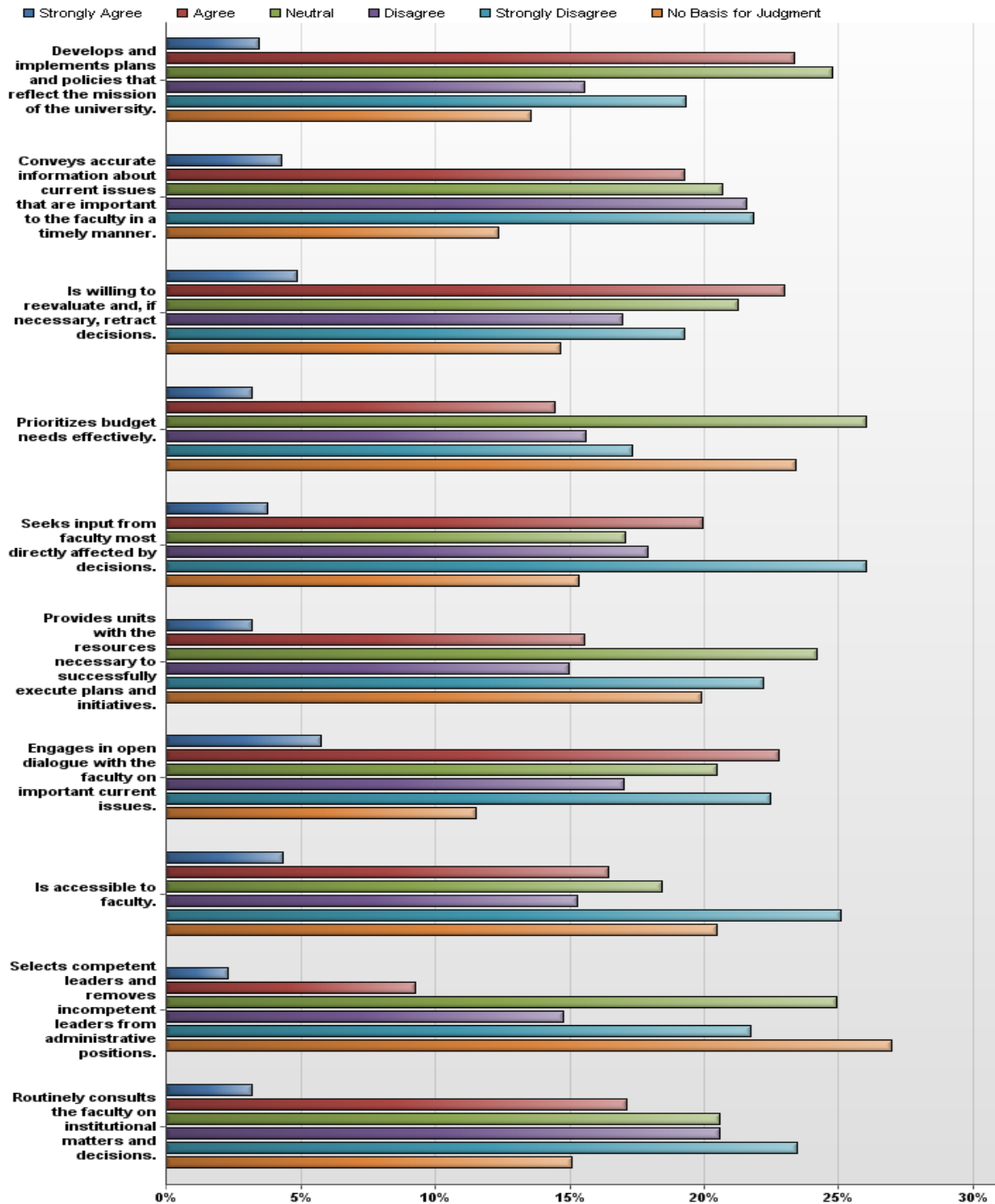
The statements below are about President Gary Ransdell's performance. Please rate your level of agreement with each statement.



The statements below are about President Gary Ransdell's performance. Please rate your level of agreement with each statement.

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
Articulates a clear vision for the future of the university based on its mission and values.	18%	50%	15%	8%	6%	3%
Honors commitments and agreements.	11%	36%	22%	10%	6%	15%
Conveys accurate information about current issues that are important to the faculty in a timely manner.	12%	42%	20%	12%	8%	6%
Is willing to reevaluate and, if necessary, retract decisions.	7%	20%	26%	18%	10%	19%
Seeks input from faculty most directly affected by decisions.	6%	17%	23%	23%	15%	16%
Provides units with the resources necessary to successfully execute plans and initiatives.	6%	23%	25%	19%	13%	15%
Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	8%	28%	24%	17%	13%	10%
Selects competent leaders and removes incompetent leaders from administrative positions.	5%	15%	22%	23%	23%	13%
Works to provide adequate pay raises and equitable compensation packages for faculty.	7%	21%	16%	22%	28%	6%
I have confidence in the President's leadership and endorse his continuance as President.	17%	36%	26%	10%	8%	3%

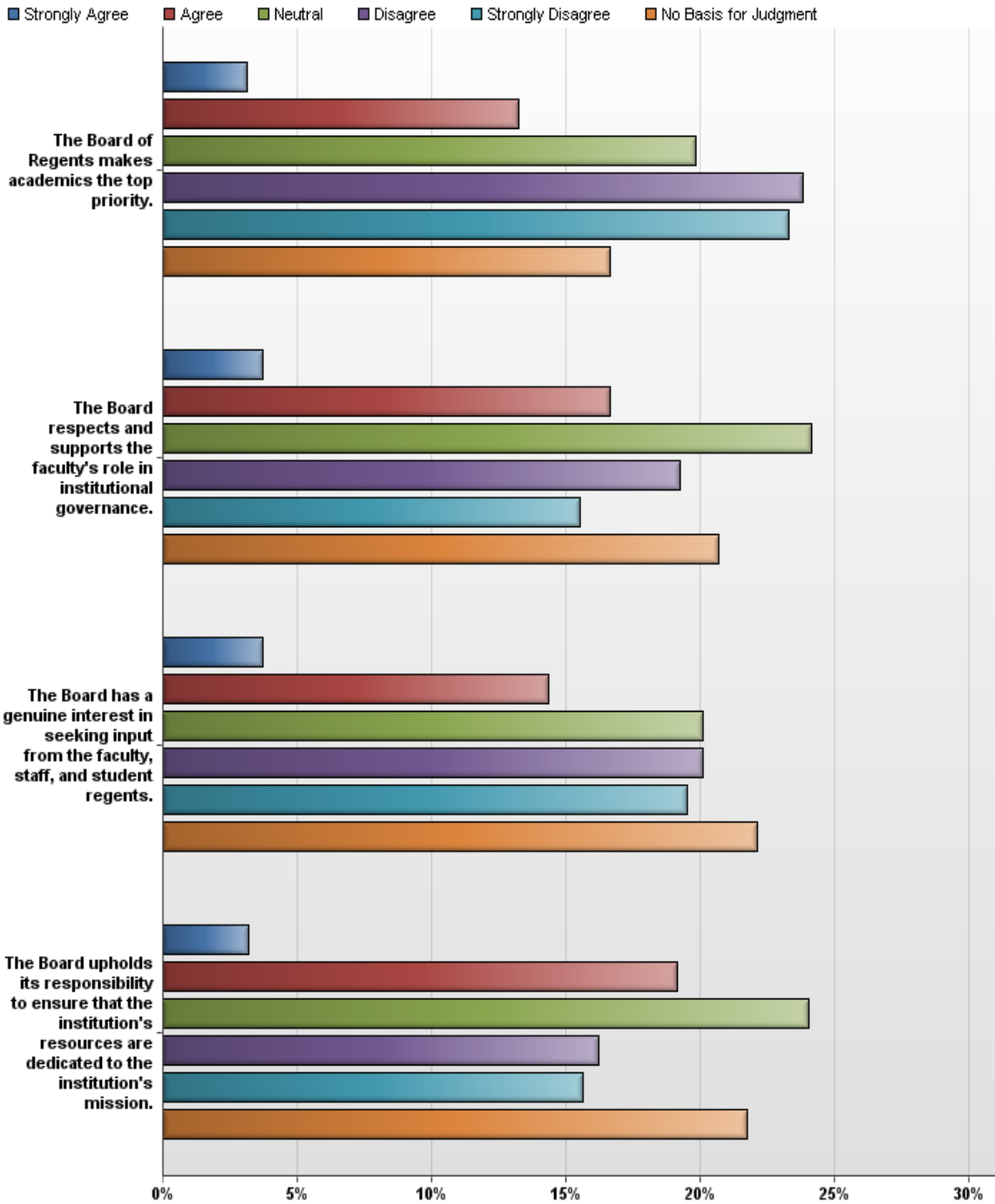
The statements below are about Provost Gordon Emslie's performance. Please rate your level of agreement with each statement.



The statements below are about Provost Gordon Emslie's performance. Please rate your level of agreement with each statement.

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
Develops and implements plans and policies that reflect the mission of the university.	3%	23%	25%	16%	19%	14%
Conveys accurate information about current issues that are important to the faculty in a timely manner.	4%	19%	21%	22%	22%	12%
Is willing to reevaluate and, if necessary, retract decisions.	5%	23%	21%	17%	19%	15%
Prioritizes budget needs effectively.	3%	14%	26%	16%	17%	23%
Seeks input from faculty most directly affected by decisions.	4%	20%	17%	18%	26%	15%
Provides units with the resources necessary to successfully execute plans and initiatives.	3%	16%	24%	15%	22%	20%
Engages in open dialogue with the faculty on important current issues.	6%	23%	20%	17%	22%	12%
Is accessible to faculty.	4%	16%	18%	15%	25%	20%
Selects competent leaders and removes incompetent leaders from administrative positions.	2%	9%	25%	15%	22%	27%
Routinely consults the faculty on institutional matters and decisions.	3%	17%	21%	21%	23%	15%

The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement.



The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement.

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
The Board of Regents makes academics the top priority.	3%	13%	20%	24%	23%	17%
The Board respects and supports the faculty's role in institutional governance.	4%	17%	24%	19%	16%	21%
The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	4%	14%	20%	20%	20%	22%
The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	3%	19%	24%	16%	16%	22%

