

Faculty Work Life Survey
Fall 2014 / Spring 2015



**Faculty Work Life Survey
2014/2015**

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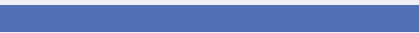

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Gender

#	Answer	Bar	Response	%
1	Male		186	43.97%
2	Female		237	56.03%
	Total		423	100.00%

Tenure-track position?


#	Answer	Bar	Response	%
1	Yes		313	73.30%
2	No		114	26.70%
	Total		427	100.00%

Your Rank

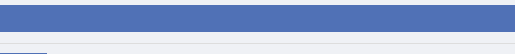


#	Answer	Bar	Response	%
1	Part-time Instructor		53	12.44%
2	Full-time Instructor		54	12.68%
3	Assistant Professor		114	26.76%
4	Associate Professor		122	28.64%
5	Professor		83	19.48%
	Total		426	100.00%

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Your Affiliation

#	Answer	Bar	Response	%
1	College of Education and Behavioral Sciences		52	12.24%
2	College of Health and Human Services		72	16.94%
3	Gordon Ford College of Business		25	5.88%
4	Ogden College of Science and Engineering		101	23.76%
5	Potter College of Arts and Letters		124	29.18%
6	University College		40	9.41%
7	University Libraries		11	2.59%
	Total		425	100.00%

Your responsibilities are primarily

#	Answer	Bar	Response	%
1	Teaching/Research		381	89.44%
2	Administration		35	8.22%
3	Other		10	2.35%
	Total		426	100.00%

Full-Time Faculty Participation Rates (excluding University Libraries)

College	CEBS	CHHS	GFCB	OCSE	PCAL	UC	Total
2013 Fact Book Populations	110	158	68	179	212	64	791
Full-time responses to 2015 Work Life Survey	52	72	25	101	124	40	414
Participation Rate*	47.27%	45.57%	36.76%	56.42%	58.49%	62.50%	52.34%

*The overall response rate is higher than what would be typically expected for an electronic survey (Manfreda, Jernej, Vasja, & Michael Haas, 2008; Van Horn, Green, & Martinussen, 2009).

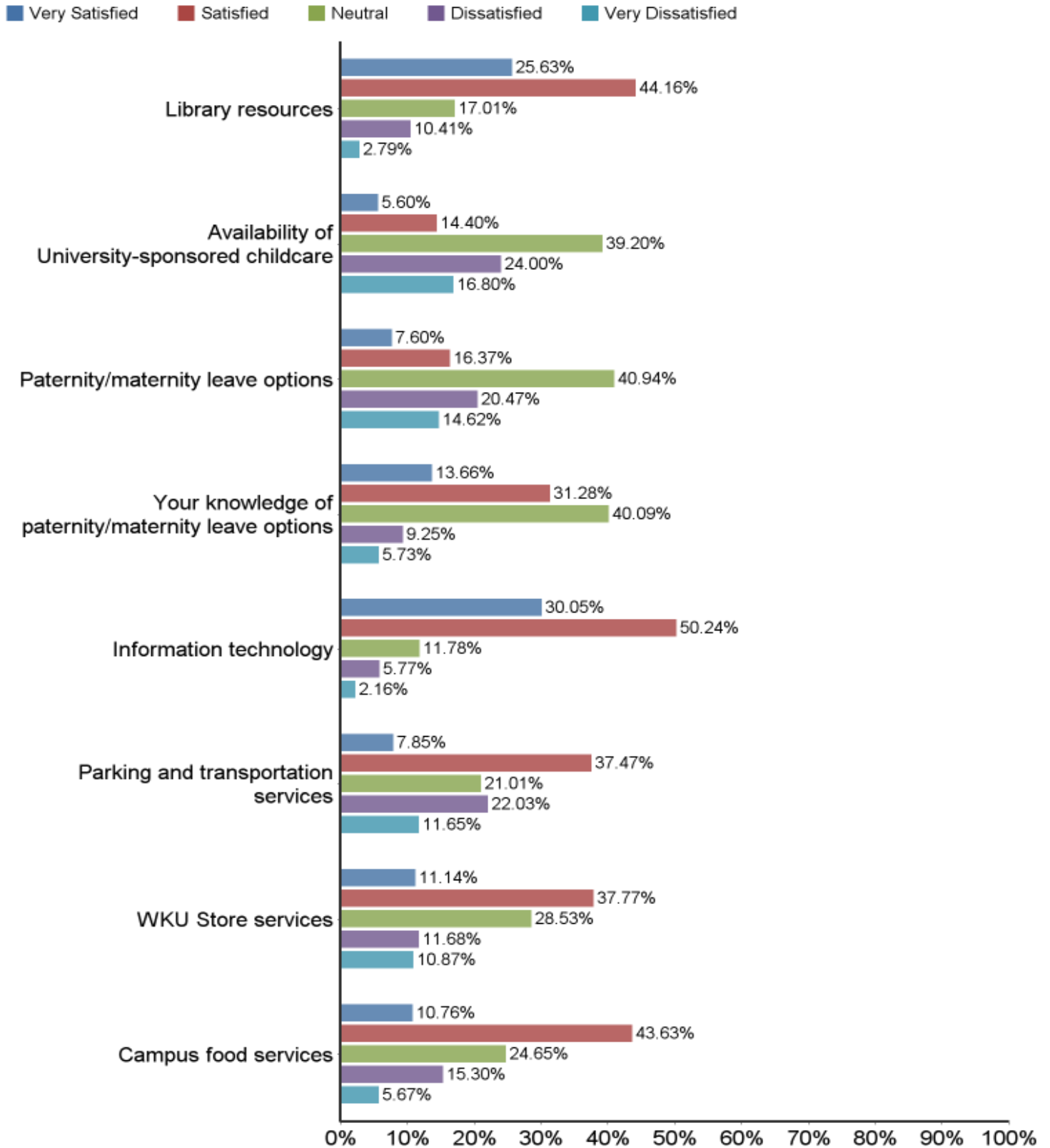
**Faculty Work Life Survey
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Please rate your level of satisfaction with the following support services at WKU using the scale below.

#	Question	Very	Satisfied	Neutral	Dissatisfied	Very	Response
1	Library resources	25.63%	44.16%	17.01%	10.41%	2.79%	394
2	Availability of University-sponsored childcare	5.60%	14.40%	39.20%	24.00%	16.80%	125
3	Paternity/maternity leave options	7.60%	16.37%	40.94%	20.47%	14.62%	171
4	Your knowledge of paternity/maternity leave options	13.66%	31.28%	40.09%	9.25%	5.73%	227
5	Information technology	30.05%	50.24%	11.78%	5.77%	2.16%	416
6	Parking and transportation services	7.85%	37.47%	21.01%	22.03%	11.65%	395
7	WKU Store services	11.14%	37.77%	28.53%	11.68%	10.87%	368
8	Campus food services	10.76%	43.63%	24.65%	15.30%	5.67%	353

Faculty Work Life Survey 2014/2015

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

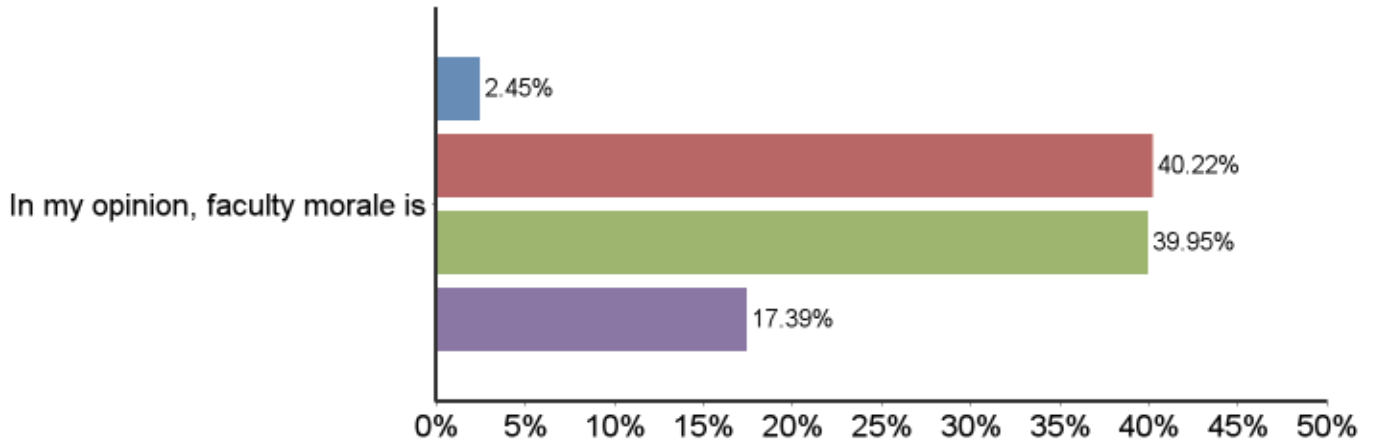


Faculty Work Life Survey 2014/2015

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

#	Question	Very Good	Good	Poor	Very Poor	Response
1	In my opinion, faculty morale is	2.45%	40.22%	39.95%	17.39%	368

■ Very Good ■ Good ■ Poor ■ Very Poor



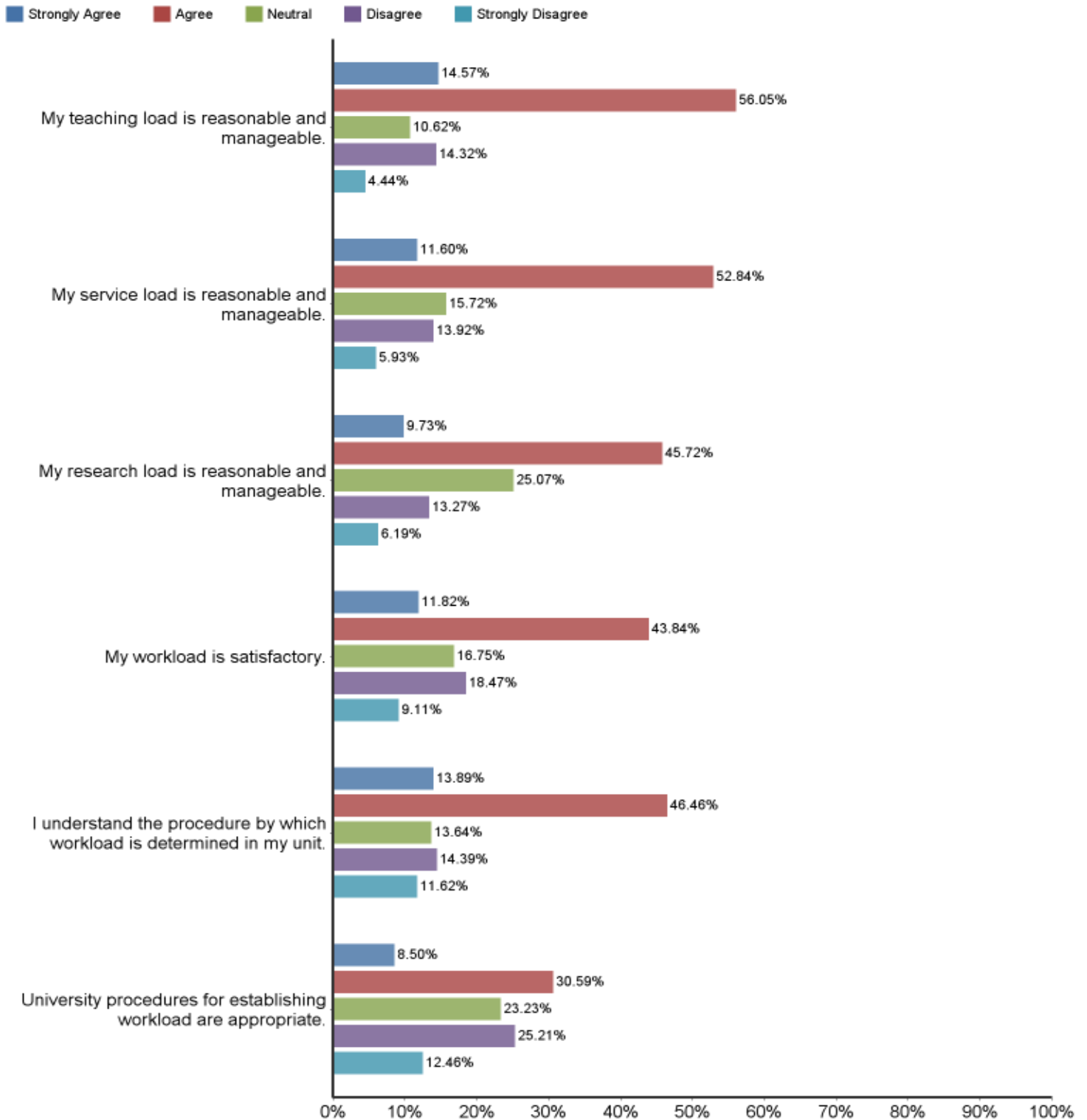
**Faculty Work Life Survey
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The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Response
1	My teaching load is reasonable and manageable.	14.57%	56.05%	10.62%	14.32%	4.44%	405
2	My service load is reasonable and manageable.	11.60%	52.84%	15.72%	13.92%	5.93%	388
3	My research load is reasonable and manageable.	9.73%	45.72%	25.07%	13.27%	6.19%	339
4	My workload is satisfactory.	11.82%	43.84%	16.75%	18.47%	9.11%	406
5	I understand the procedure by which workload is determined in my unit.	13.89%	46.46%	13.64%	14.39%	11.62%	396
6	University procedures for establishing workload are appropriate.	8.50%	30.59%	23.23%	25.21%	12.46%	353

Faculty Work Life Survey 2014/2015

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



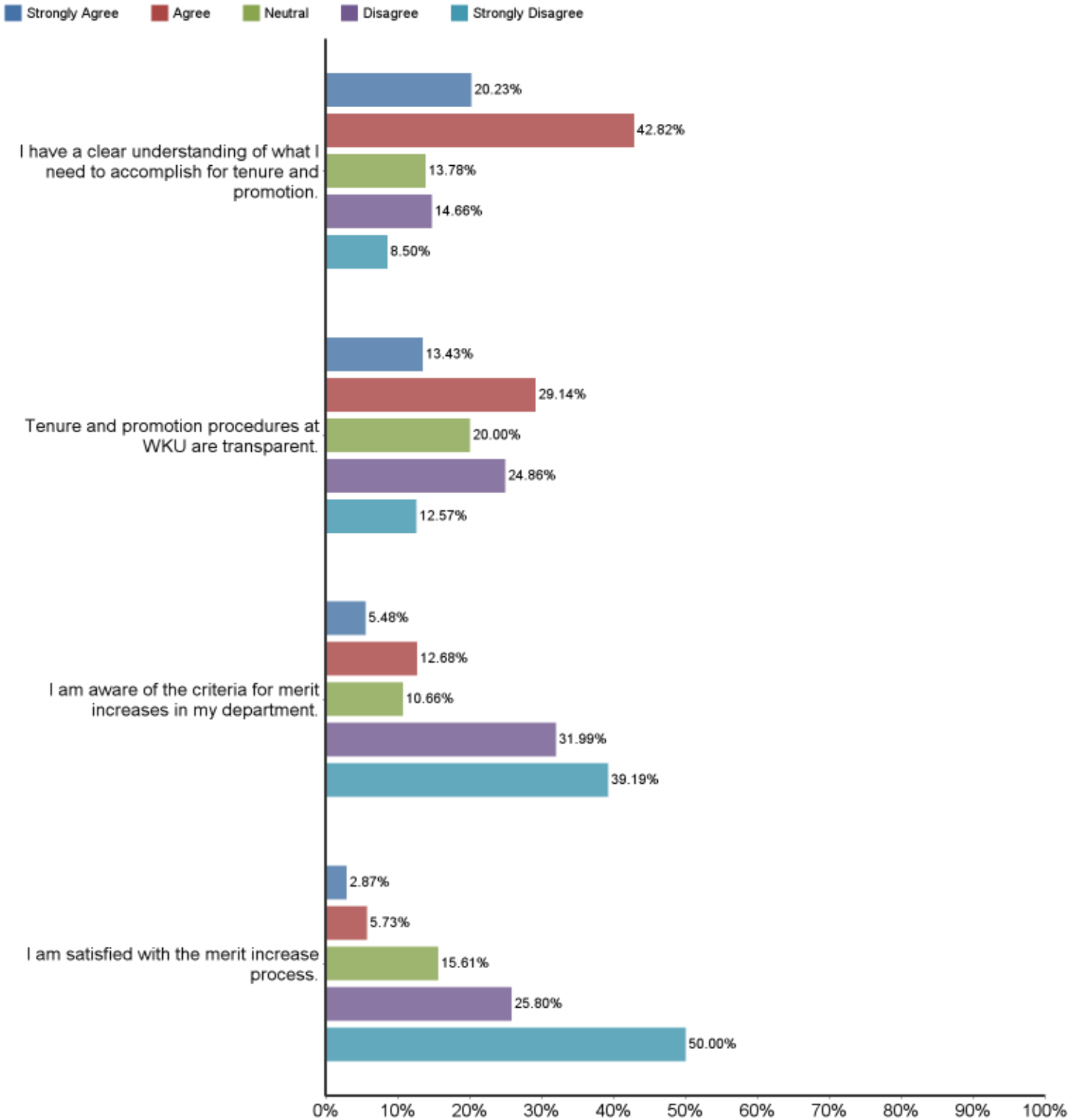
**Faculty Work Life Survey
2014/2015**

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	Response
1	I have a clear understanding of what I need to accomplish for tenure and promotion.	20.23%	42.82%	13.78%	14.66%	8.50%	341
2	Tenure and promotion procedures at WKU are transparent.	13.43%	29.14%	20.00%	24.86%	12.57%	350
3	I am aware of the criteria for merit increases in my department.	5.48%	12.68%	10.66%	31.99%	39.19%	347
4	I am satisfied with the merit increase process.	2.87%	5.73%	15.61%	25.80%	50.00%	314

Faculty Work Life Survey 2014/2015

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



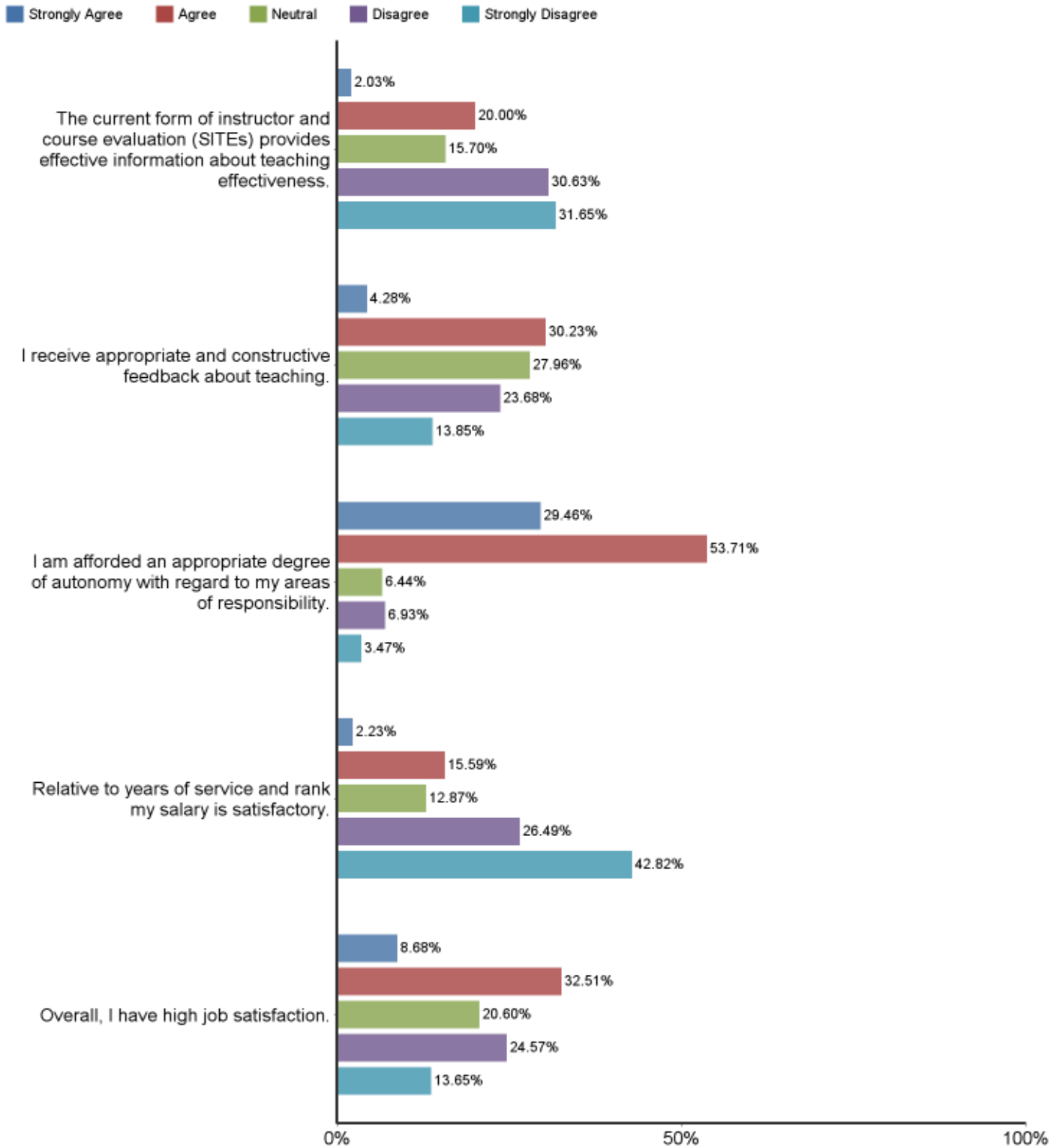
**Faculty Work Life Survey
2014/2015**

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	Response
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	2.03%	20.00%	15.70%	30.63%	31.65%	395
2	I receive appropriate and constructive feedback about teaching.	4.28%	30.23%	27.96%	23.68%	13.85%	397
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	29.46%	53.71%	6.44%	6.93%	3.47%	404
4	Relative to years of service and rank my salary is satisfactory.	2.23%	15.59%	12.87%	26.49%	42.82%	404
5	Overall, I have high job satisfaction.	8.68%	32.51%	20.60%	24.57%	13.65%	403

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



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

#	Answer	Min Value	Max Value	Average Value	Standard Deviation
1	Fall term	0	15	8.35	3.91
2	Spring term	0	18	8.11	3.86
3	Summer term	0	12	2.20	2.83
4	January term	0	6	0.65	1.24

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

#	Answer	Min Value	Max Value	Average Value	Standard Deviation
1	Teaching	0	26	8.99	4.80
2	Teaching preparation	0	36	9.60	6.75
3	Grading	0	36	6.15	5.15
4	Office Hours	0	42	6.78	6.15

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

#	Answer	Min Value	Max Value	Average Value	Standard Deviation
1	Departmental service	0	33	4.04	5.07
2	College Service	0	20	1.55	2.35
3	University Service	0	60	1.91	3.92
4	Other service	0	40	2.58	4.65

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

#	Answer	Min	Max	Average	Standard
1	Research/Scholarship/Creative Activities	0	40	7.52	7.74

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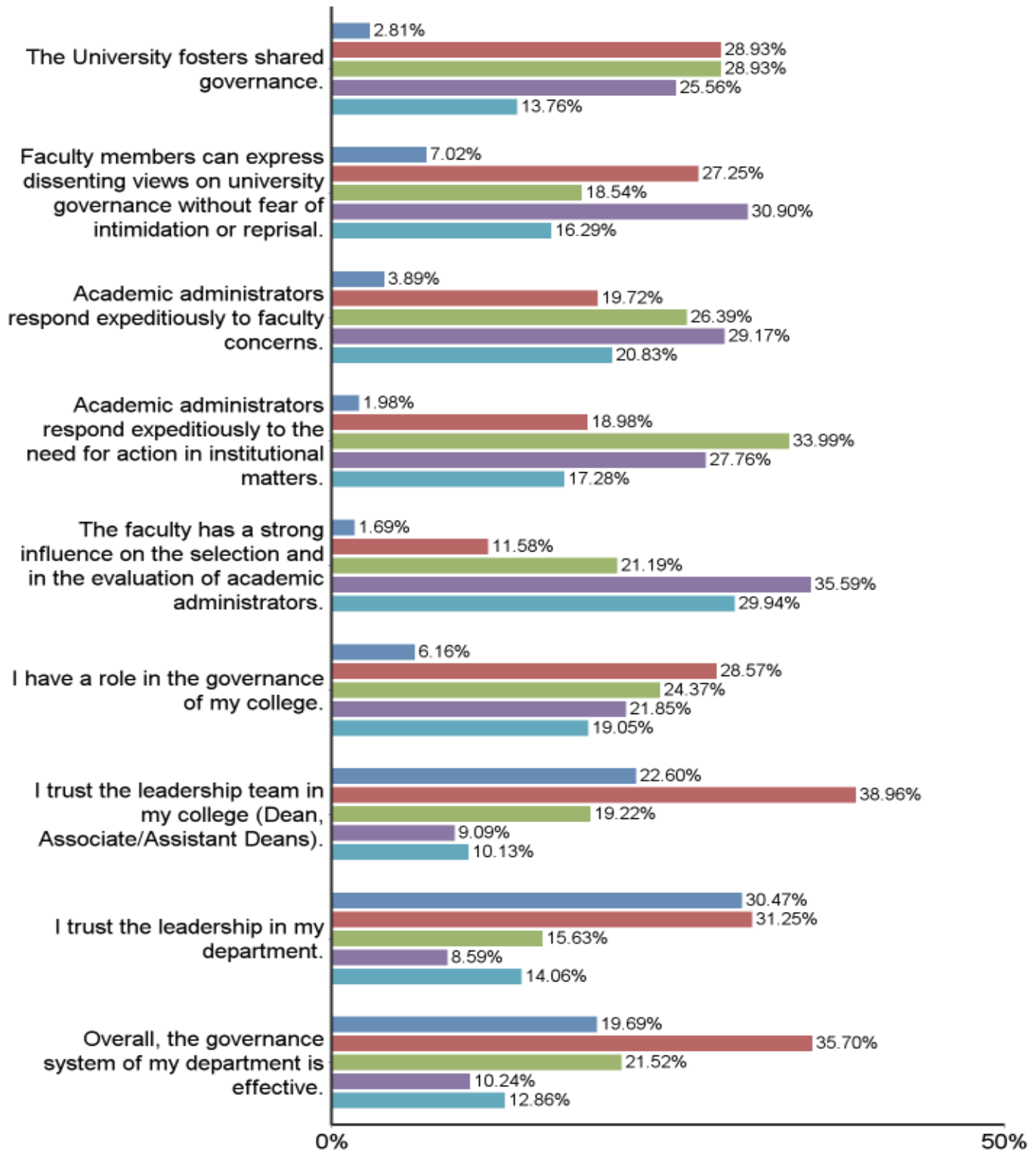
The statements below are about university, college and departmental governance. Rate your level of agreement with each statement

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Response
1	The University fosters shared governance.	2.81%	28.93%	28.93%	25.56%	13.76%	356
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	7.02%	27.25%	18.54%	30.90%	16.29%	356
3	Academic administrators respond expeditiously to faculty concerns.	3.89%	19.72%	26.39%	29.17%	20.83%	360
4	Academic administrators respond expeditiously to the need for action in institutional matters.	1.98%	18.98%	33.99%	27.76%	17.28%	353
5	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	1.69%	11.58%	21.19%	35.59%	29.94%	354
6	I have a role in the governance of my college.	6.16%	28.57%	24.37%	21.85%	19.05%	357
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	22.60%	38.96%	19.22%	9.09%	10.13%	385
8	I trust the leadership in my department.	30.47%	31.25%	15.63%	8.59%	14.06%	384
9	Overall, the governance system of my department is effective.	19.69%	35.70%	21.52%	10.24%	12.86%	381

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

■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree



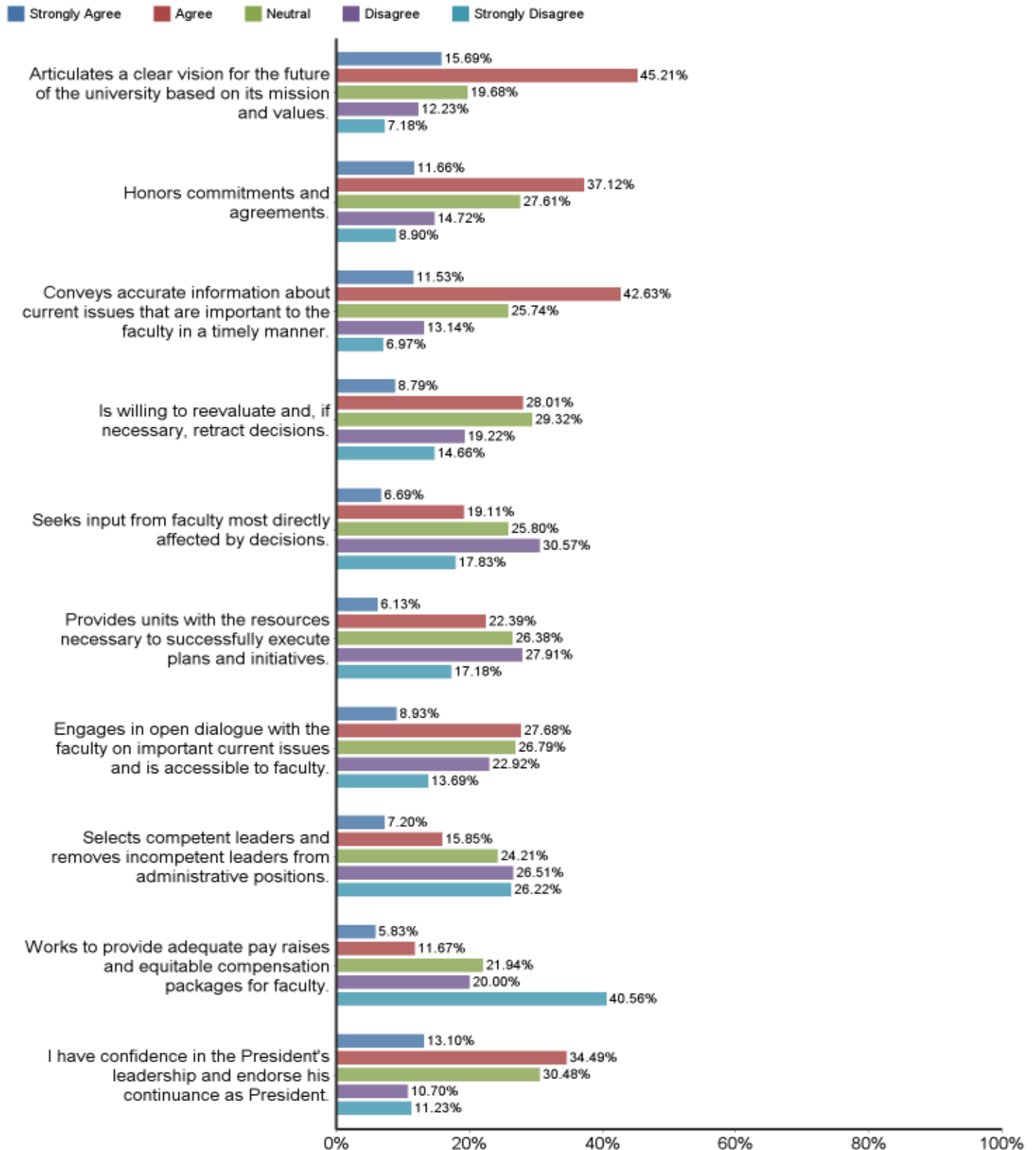
**Faculty Work Life Survey
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The statements below are about President Gary Ransdell's performance. Please rate your level of agreement with each statement.

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Response
1	Articulates a clear vision for the future of the university based on its mission and values.	15.69%	45.21%	19.68%	12.23%	7.18%	376
2	Honors commitments and agreements.	11.66%	37.12%	27.61%	14.72%	8.90%	326
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	11.53%	42.63%	25.74%	13.14%	6.97%	373
4	Is willing to reevaluate and, if necessary, retract decisions.	8.79%	28.01%	29.32%	19.22%	14.66%	307
5	Seeks input from faculty most directly affected by decisions.	6.69%	19.11%	25.80%	30.57%	17.83%	314
6	Provides units with the resources necessary to successfully execute plans and initiatives.	6.13%	22.39%	26.38%	27.91%	17.18%	326
7	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	8.93%	27.68%	26.79%	22.92%	13.69%	336
8	Selects competent leaders and removes incompetent leaders from administrative positions.	7.20%	15.85%	24.21%	26.51%	26.22%	347
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	5.83%	11.67%	21.94%	20.00%	40.56%	360
10	I have confidence in the President's leadership and endorse his continuance as President.	13.10%	34.49%	30.48%	10.70%	11.23%	374

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



**Faculty Work Life Survey
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Comments for President Gary Ransdell's performance

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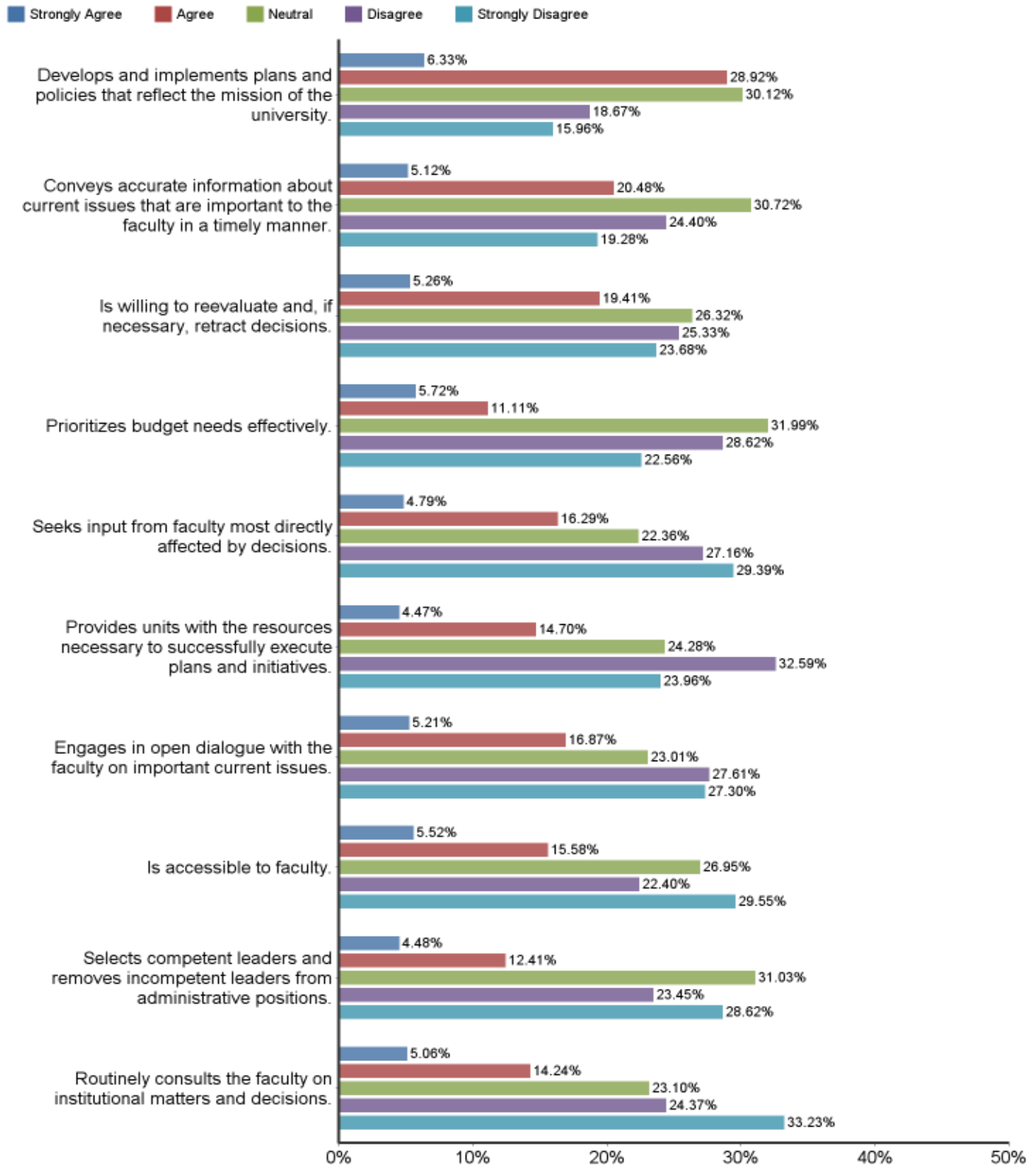
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The statements below are about Provost Gordon Emslie's performance. Please rate your level of agreement with each statement.

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Response
1	Develops and implements plans and policies that reflect the mission of the university.	6.33%	28.92%	30.12%	18.67%	15.96%	332
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	5.12%	20.48%	30.72%	24.40%	19.28%	332
3	Is willing to reevaluate and, if necessary, retract decisions.	5.26%	19.41%	26.32%	25.33%	23.68%	304
4	Prioritizes budget needs effectively.	5.72%	11.11%	31.99%	28.62%	22.56%	297
5	Seeks input from faculty most directly affected by decisions.	4.79%	16.29%	22.36%	27.16%	29.39%	313
6	Provides units with the resources necessary to successfully execute plans and initiatives.	4.47%	14.70%	24.28%	32.59%	23.96%	313
7	Engages in open dialogue with the faculty on important current issues.	5.21%	16.87%	23.01%	27.61%	27.30%	326
8	Is accessible to faculty.	5.52%	15.58%	26.95%	22.40%	29.55%	308
9	Selects competent leaders and removes incompetent leaders from administrative positions.	4.48%	12.41%	31.03%	23.45%	28.62%	290
10	Routinely consults the faculty on institutional matters and decisions.	5.06%	14.24%	23.10%	24.37%	33.23%	316

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



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Comments for Provost Gordon Emslie's performance

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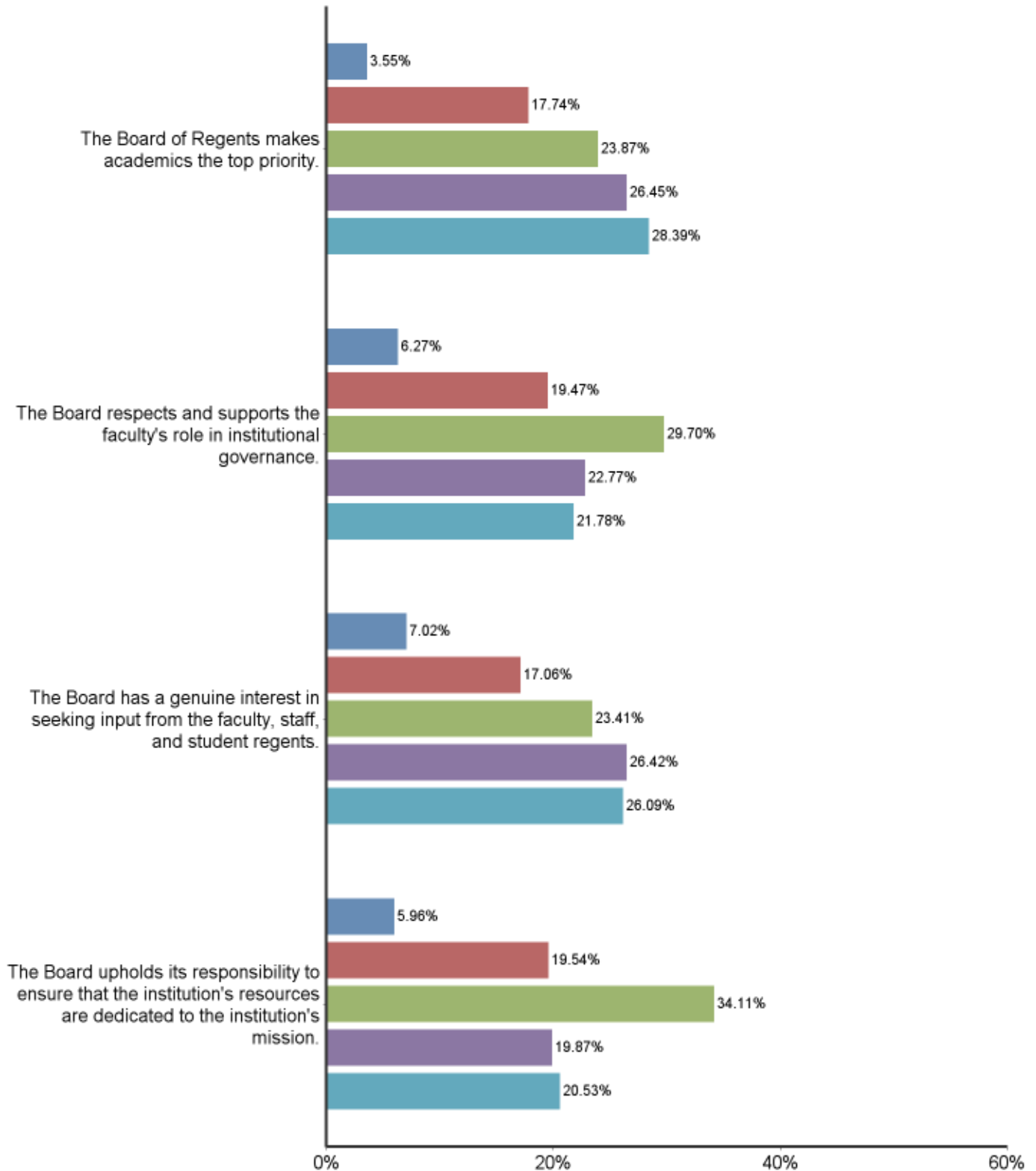
The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement.

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Response
1	The Board of Regents makes academics the top priority.	3.55%	17.74%	23.87%	26.45%	28.39%	310
2	The Board respects and supports the faculty's role in institutional governance.	6.27%	19.47%	29.70%	22.77%	21.78%	303
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	7.02%	17.06%	23.41%	26.42%	26.09%	299
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	5.96%	19.54%	34.11%	19.87%	20.53%	302

Faculty Work Life Survey 2014/2015

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

■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree



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Comments for the WKU Board of Regents

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