

**Faculty Work Life Survey**  
**Fall 2013/Spring 2014**

Faculty Work Life Survey  
2013/2014

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### Gender

#	Answer	Response	%
1	Male	225	44%
2	Female	282	56%
	Total	507	100%

### Tenure-track position?

#	Answer	Response	%
1	Yes	346	69%
2	No	158	31%
	Total	504	100%

### Your Rank

Answer	Response	%
Part-time Instructor	67	13%
Full-time Instructor	85	17%
Assistant Professor	127	25%
Associate Professor	140	28%
Professor	87	17%
Total	506	100%

### Your Affiliation

Answer	Response	%
College of Education and Behavioral Sciences	61	12%
College of Health and Human Services	107	21%
Gordon Ford College of Business	34	7%
Ogden College of Science and Engineering	100	20%
Potter College of Arts and Letters	137	27%
University College	48	10%
University Libraries	15	3%
Total	502	100%

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**Full-Time Faculty Participation Rates (excluding University Libraries)**

College	CEBS	CHHS	GFCB	OCSE	PCAL	UC	Total
2012 Fact Book Populations	107	140	70	174	215	65	771
Full-time responses to 2014 Work Life survey	53	93	30	94	116	34	420
Participation Rate*	49.53%	66.43%	42.86%	54.02%	54.95%	52.31%	54.47%

\*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).

**Responsibilities are primarily**

Answer	Response	%
Teaching/Research	455	90%
Administration	35	7%
Other	16	3%
Total	506	100%

**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	4%	40%	37%	16%	3%	100%
	19	177	165	71	14	446

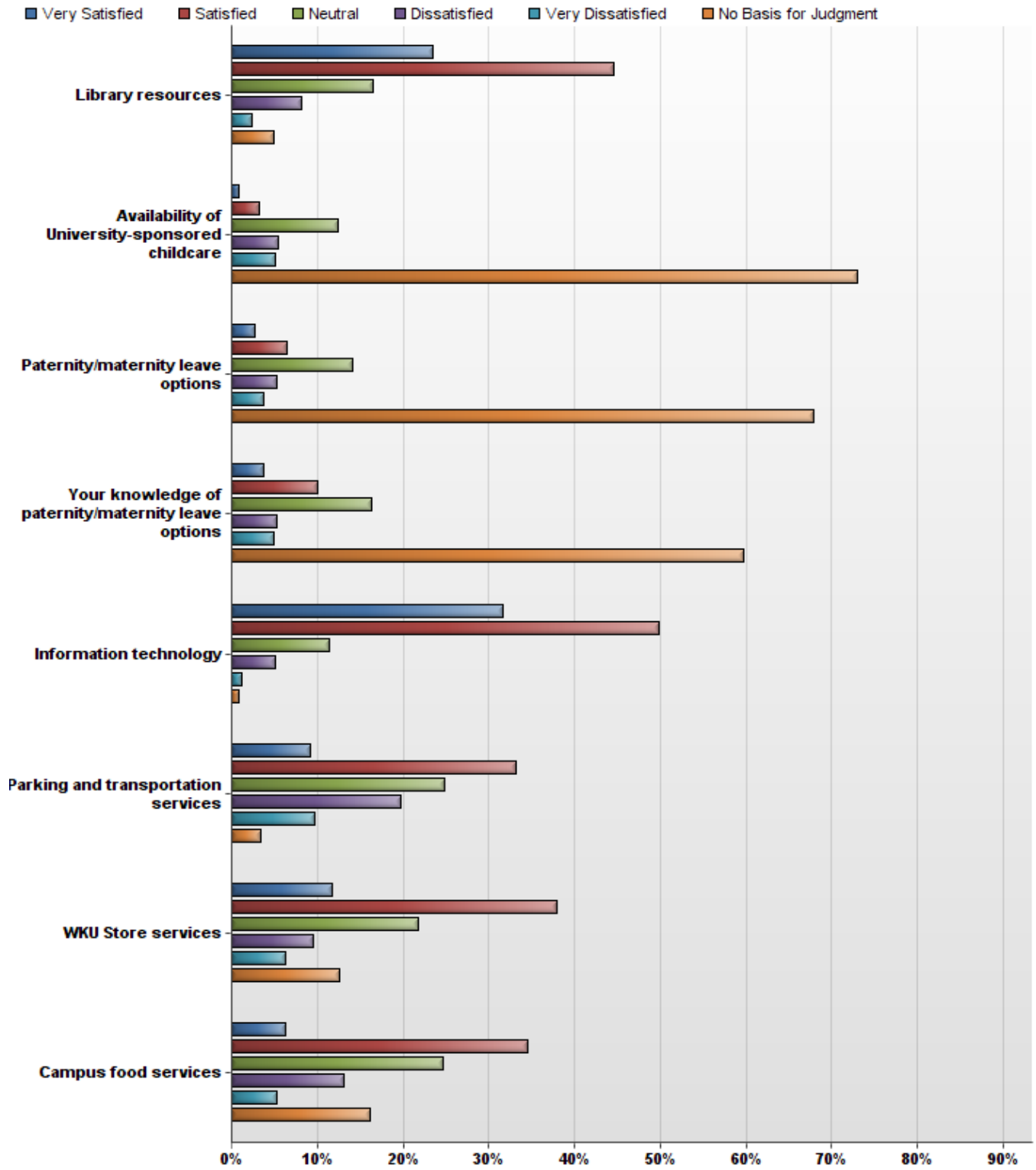
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**Level of satisfaction with support services at WKU**

Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment	Total Responses
Library resources	23.42%	44.60%	16.50%	8.15%	2.44%	4.89%	491
Availability of University-sponsored childcare	0.81%	3.25%	12.40%	5.49%	5.08%	72.97%	492
Paternity/maternity leave options	2.65%	6.52%	14.05%	5.30%	3.67%	67.82%	491
Your knowledge of paternity/maternity leave options	3.67%	10.00%	16.33%	5.31%	4.90%	59.80%	490
Information technology	31.71%	49.80%	11.38%	5.08%	1.22%	0.81%	492
Parking and transportation services	9.15%	33.13%	24.80%	19.72%	9.76%	3.46%	492
WKU Store services	11.79%	38.01%	21.75%	9.55%	6.30%	12.60%	492
Campus food services	6.33%	34.49%	24.69%	13.06%	5.31%	16.12%	490

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Level of satisfaction with support services at WKU



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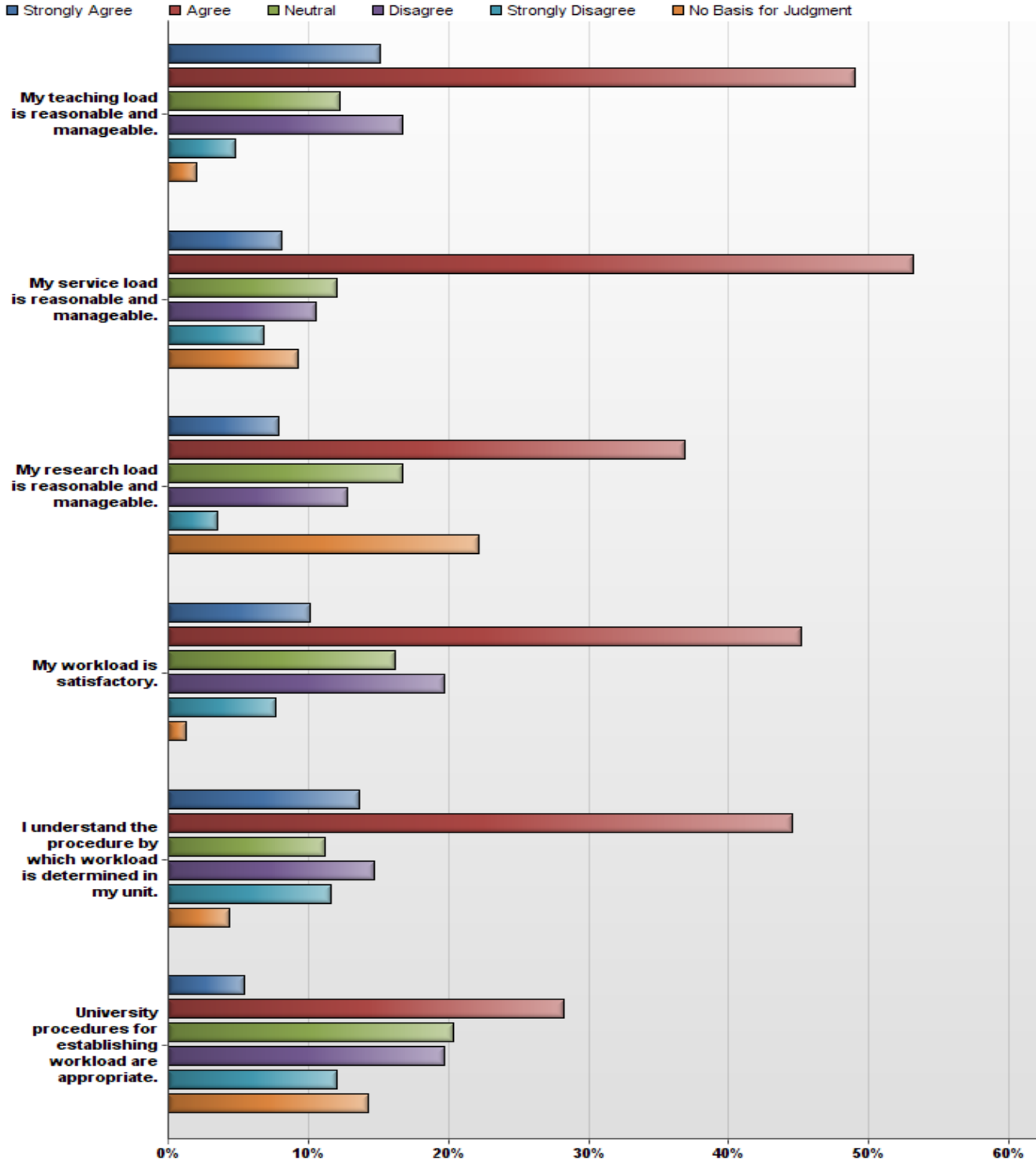
**The statements below are about faculty workload and workload satisfaction.  
Rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
My teaching load is reasonable and manageable.	15%	49%	12%	17%	5%	2%	483
My service load is reasonable and manageable.	8%	53%	12%	11%	7%	9%	483
My research load is reasonable and manageable.	8%	37%	17%	13%	4%	22%	483
My workload is satisfactory.	10%	45%	16%	20%	8%	1%	483
I understand the procedure by which workload is determined in my unit.	14%	45%	11%	15%	12%	4%	483
University procedures for establishing workload are appropriate.	5%	28%	20%	20%	12%	14%	482



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



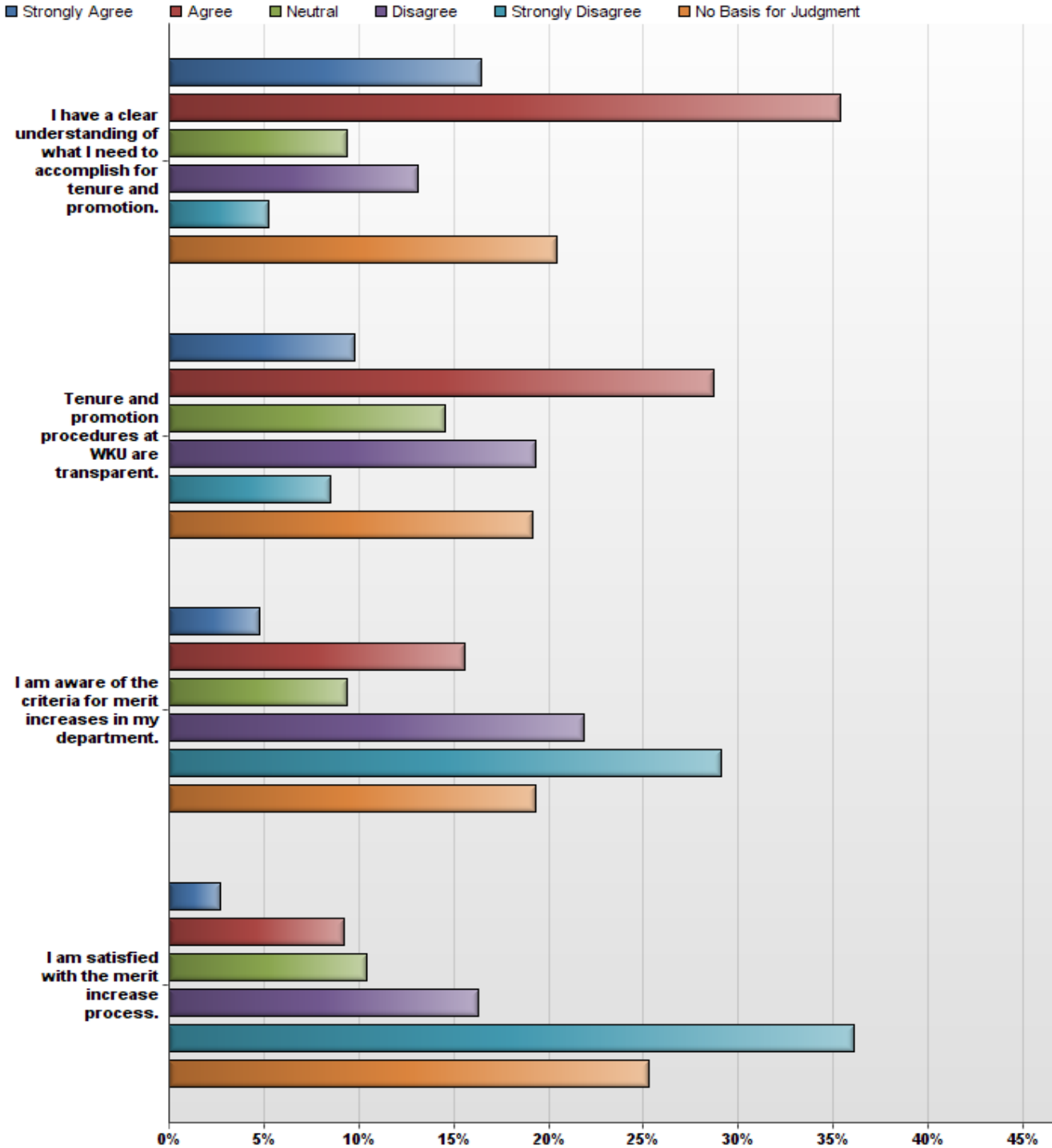
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**The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
I have a clear understanding of what I need to accomplish for tenure and promotion.	16%	35%	9%	13%	5%	20%	480
Tenure and promotion procedures at WKU are transparent.	10%	29%	15%	19%	9%	19%	481
I am aware of the criteria for merit increases in my department.	5%	16%	9%	22%	29%	19%	481
I am satisfied with the merit increase process.	3%	9%	10%	16%	36%	25%	479

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



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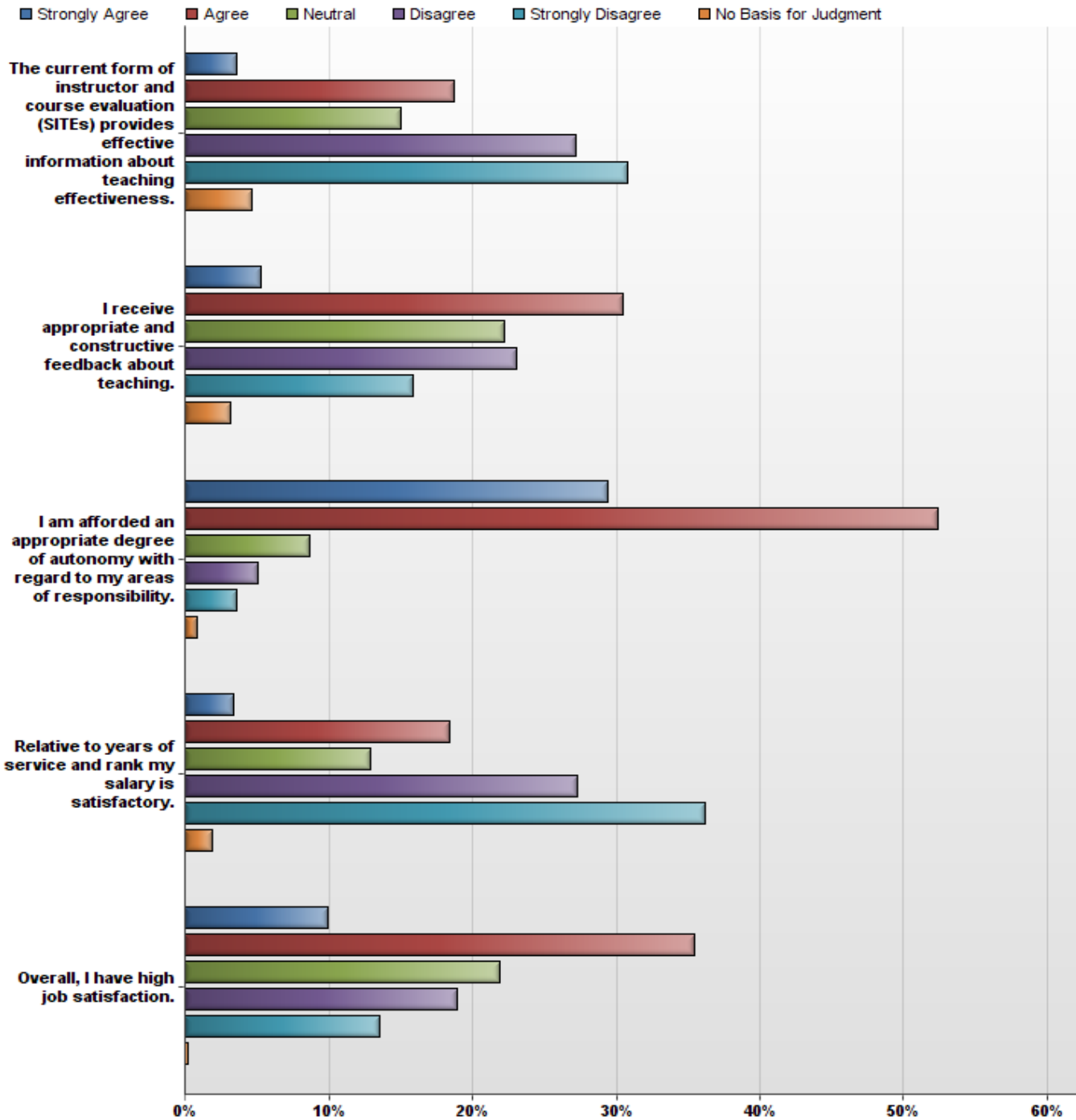
**The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	4%	19%	15%	27%	31%	5%	474
I receive appropriate and constructive feedback about teaching.	5%	30%	22%	23%	16%	3%	473
I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	29%	52%	9%	5%	4%	1%	472
Relative to years of service and rank my salary is satisfactory.	3%	18%	13%	27%	36%	2%	473
Overall, I have high job satisfaction.	10%	35%	22%	19%	14%	0%	471

	2009	2013	2014
On average, how many credit hours do you teach per year?	19.8	20.93	20.18
Per week, about how many hours do you devote to teaching, including preparation, grading, and office hours?	31	34.09	33.32
Per week, about how many hours do you devote to service (departmental, college, or university)?	10.6	9.74	9.95
Per week, about how many hours do you devote to research/scholarship?	9	6.64	6.89

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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.



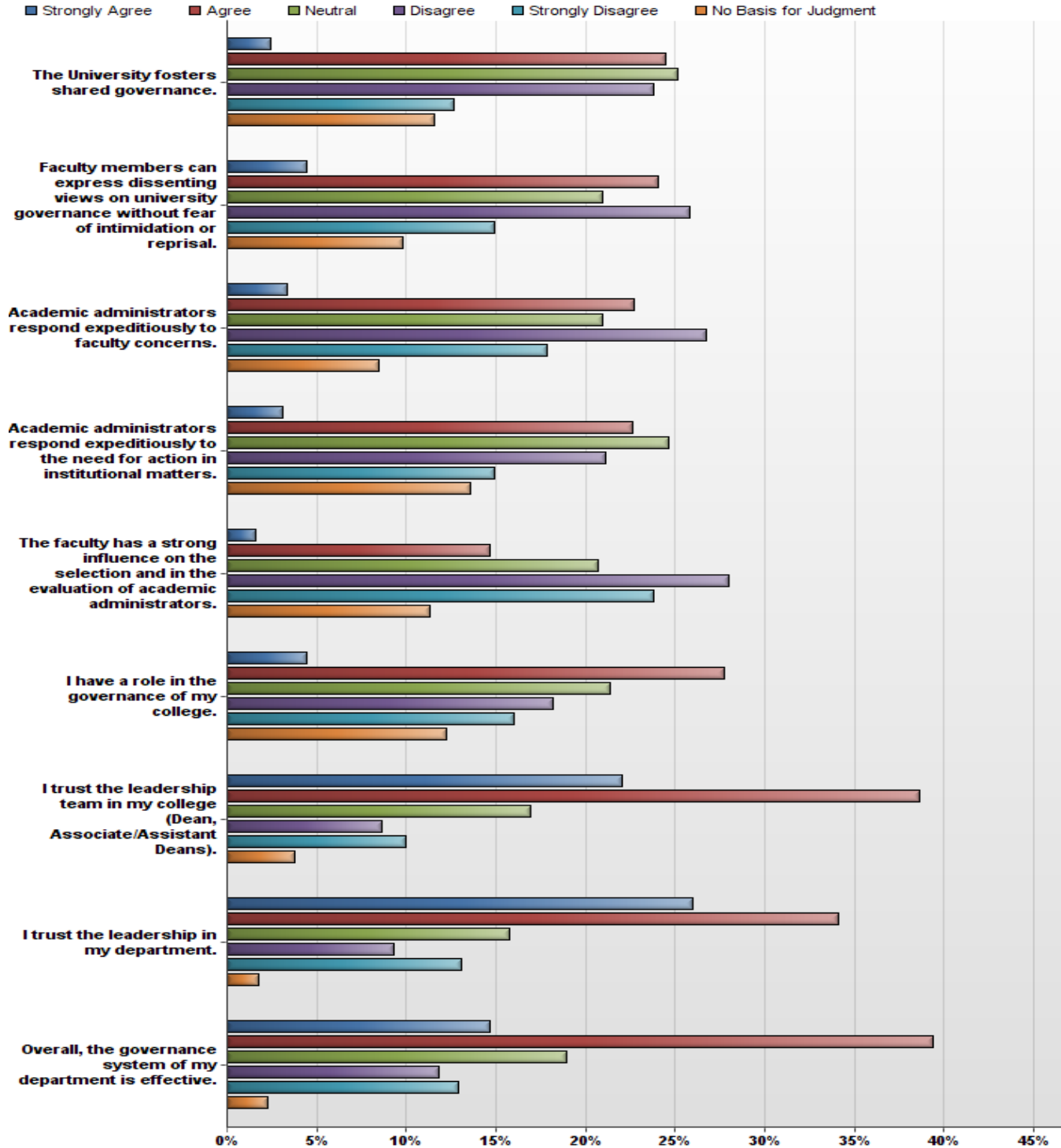
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**The statements below are about university, college and departmental governance. Rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
The University fosters shared governance.	2%	24%	25%	24%	13%	12%	450
Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	4%	24%	21%	26%	15%	10%	449
Academic administrators respond expeditiously to faculty concerns.	3%	23%	21%	27%	18%	8%	449
Academic administrators respond expeditiously to the need for action in institutional matters.	3%	23%	25%	21%	15%	14%	450
The faculty has a strong influence on the selection and in the evaluation of academic administrators.	2%	15%	21%	28%	24%	11%	450
I have a role in the governance of my college.	4%	28%	21%	18%	16%	12%	450
I trust the leadership team in my college (Dean, Associate/Assistant Deans).	22%	39%	17%	9%	10%	4%	450
I trust the leadership in my department.	26%	34%	16%	9%	13%	2%	451
Overall, the governance system of my department is effective.	15%	39%	19%	12%	13%	2%	449

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



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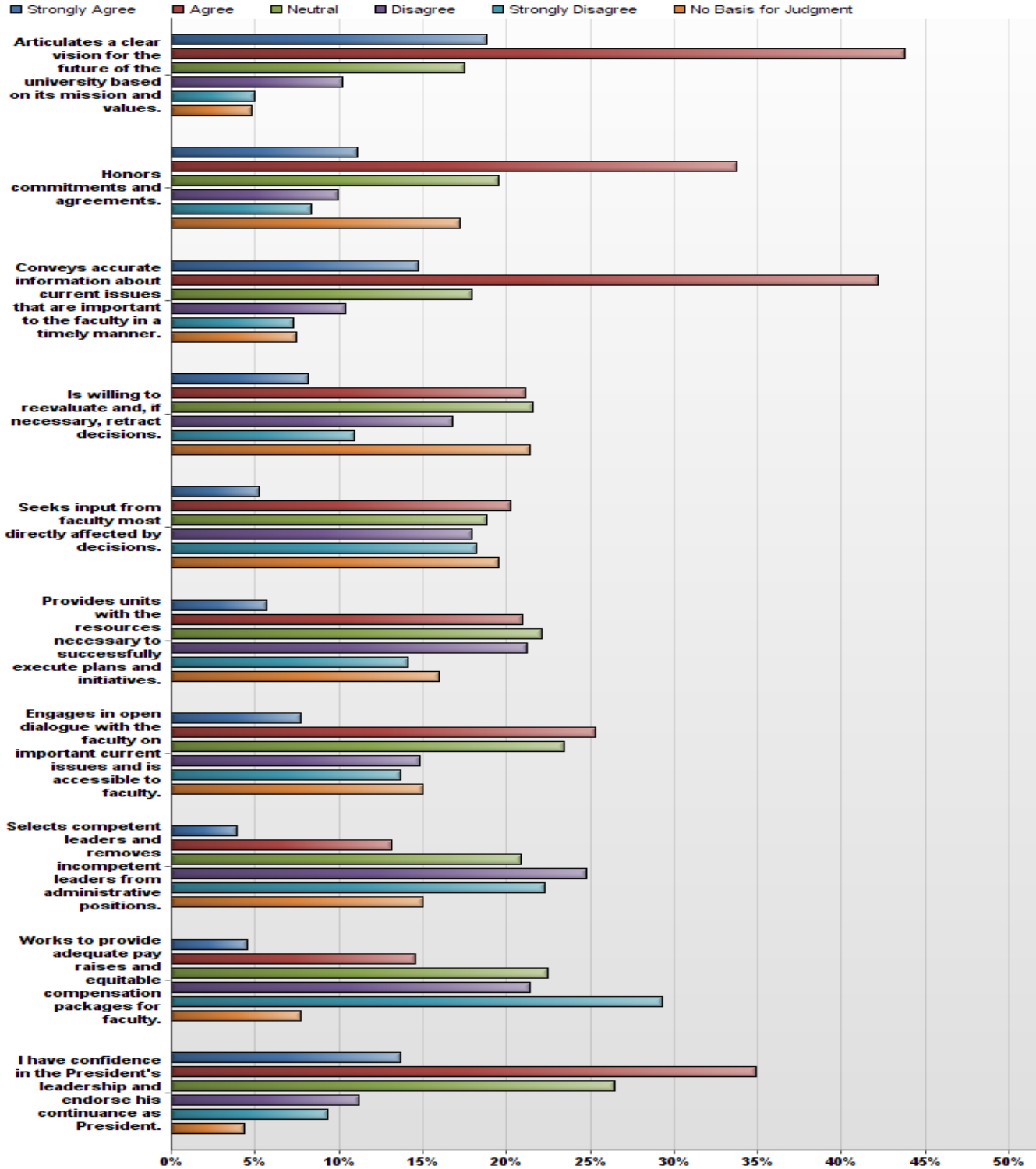
**The statements below are about President Gary Ransdell's performance. Please rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
Articulates a clear vision for the future of the university based on its mission and values.	19%	44%	17%	10%	5%	5%	441
Honors commitments and agreements.	11%	34%	20%	10%	8%	17%	441
Conveys accurate information about current issues that are important to the faculty in a timely manner.	15%	42%	18%	10%	7%	7%	441
Is willing to reevaluate and, if necessary, retract decisions.	8%	21%	22%	17%	11%	21%	440
Seeks input from faculty most directly affected by decisions.	5%	20%	19%	18%	18%	20%	440
Provides units with the resources necessary to successfully execute plans and initiatives.	6%	21%	22%	21%	14%	16%	439
Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	8%	25%	23%	15%	14%	15%	439
Selects competent leaders and removes incompetent leaders from administrative positions.	4%	13%	21%	25%	22%	15%	440
Works to provide adequate pay raises and equitable compensation packages for faculty.	5%	15%	23%	21%	29%	8%	440
I have confidence in the President's leadership and endorse his continuance as President.	14%	35%	26%	11%	9%	4%	438



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



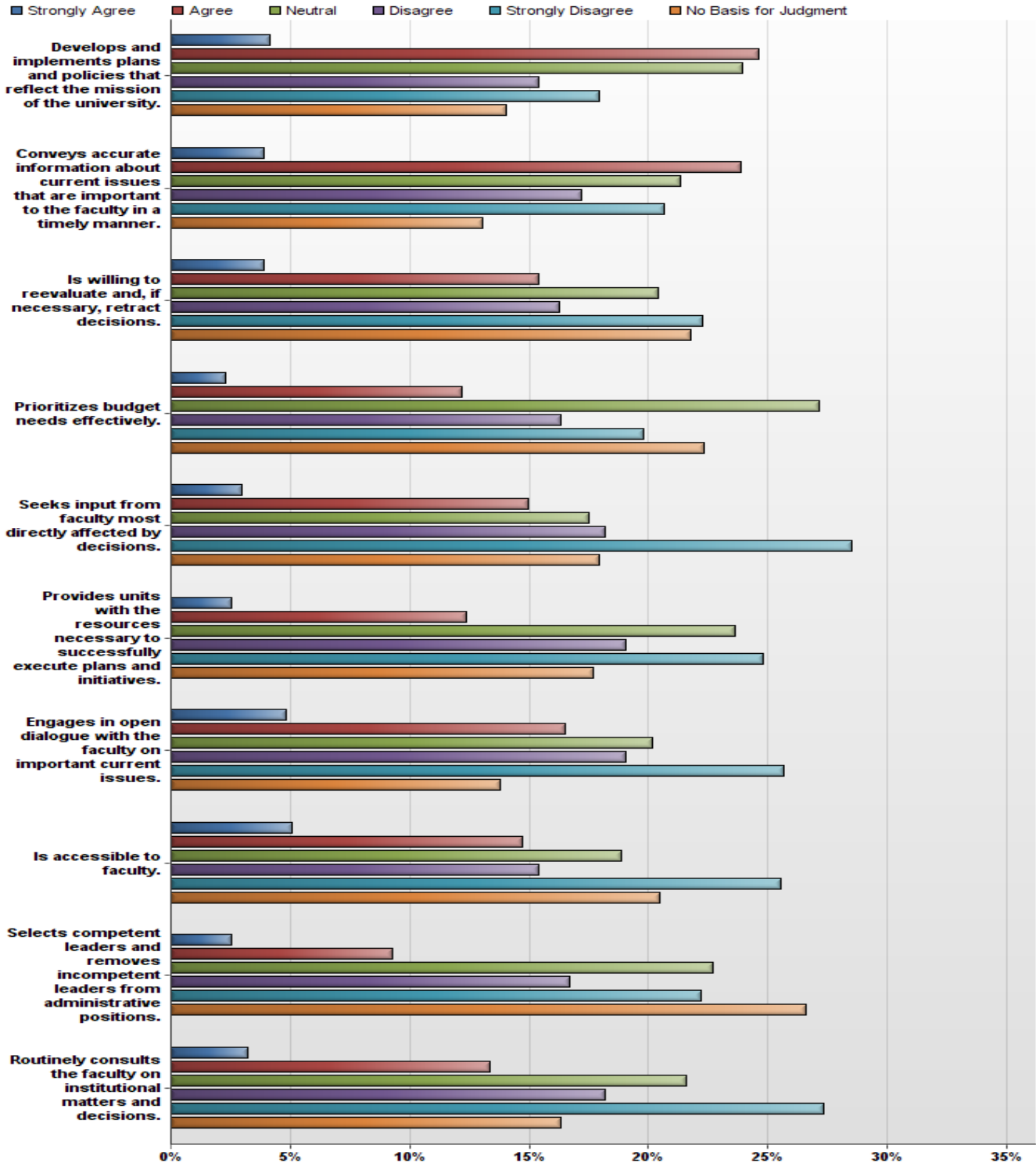
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**The statements below are about Provost Gordon Emslie's performance. Please rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
Develops and implements plans and policies that reflect the mission of the university.	4%	25%	24%	15%	18%	14%	435
Conveys accurate information about current issues that are important to the faculty in a timely manner.	4%	24%	21%	17%	21%	13%	436
Is willing to reevaluate and, if necessary, retract decisions.	4%	15%	20%	16%	22%	22%	436
Prioritizes budget needs effectively.	2%	12%	27%	16%	20%	22%	435
Seeks input from faculty most directly affected by decisions.	3%	15%	17%	18%	29%	18%	435
Provides units with the resources necessary to successfully execute plans and initiatives.	3%	12%	24%	19%	25%	18%	436
Engages in open dialogue with the faculty on important current issues.	5%	17%	20%	19%	26%	14%	436
Is accessible to faculty.	5%	15%	19%	15%	26%	20%	435
Selects competent leaders and removes incompetent leaders from administrative positions.	3%	9%	23%	17%	22%	27%	432
Routinely consults the faculty on institutional matters and decisions.	3%	13%	22%	18%	27%	16%	435

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



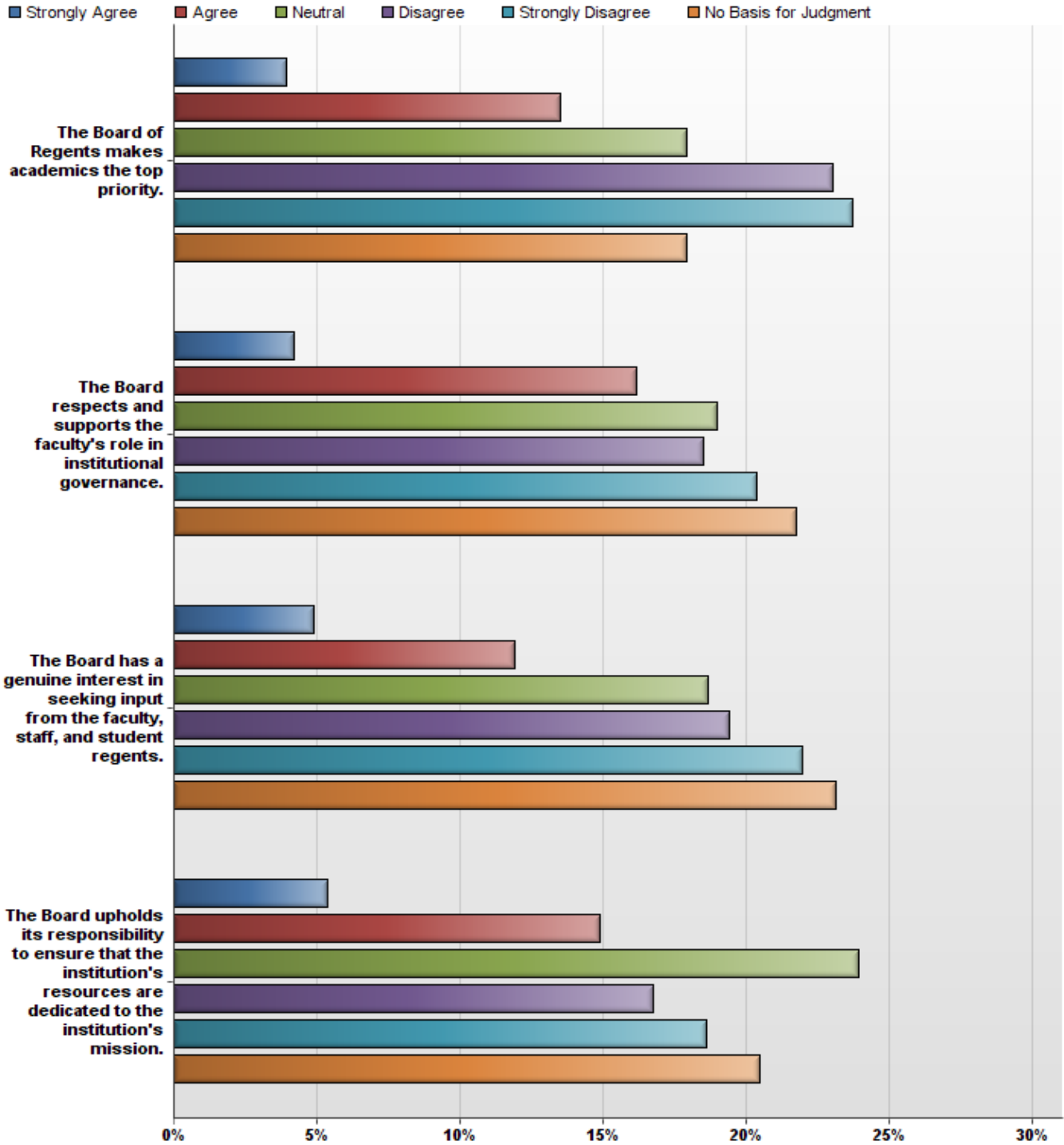
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**The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement.**

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total Responses
The Board of Regents makes academics the top priority.	4%	13%	18%	23%	24%	18%	430
The Board respects and supports the faculty's role in institutional governance.	4%	16%	19%	19%	20%	22%	427
The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	5%	12%	19%	19%	22%	23%	428
The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	5%	15%	24%	17%	19%	20%	430

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



## **Appendix I**

Comments for President Gary Ransdell

**CONFIDENTIAL**

## **Appendix II**

Comments for Provost Gordon Emslie

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## **Appendix III**

Comments for the WKU Board of Regents

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### References

Manfreda, K. L. B., Jernej, V., Vasja, B., Michael Haas, I. (2008). Web surveys versus other survey modes: A meta-analysis comparing response rates. *International Journal of Market Research*, 50, 79-104.

Van Horn, P. S., Green, K. E., & Martinussen, M. (2009). Survey Response Rates and Survey Administration in Counseling and Clinical Psychology: A Meta-Analysis. *Educational and Psychological Measurement*, 69, 389-403.