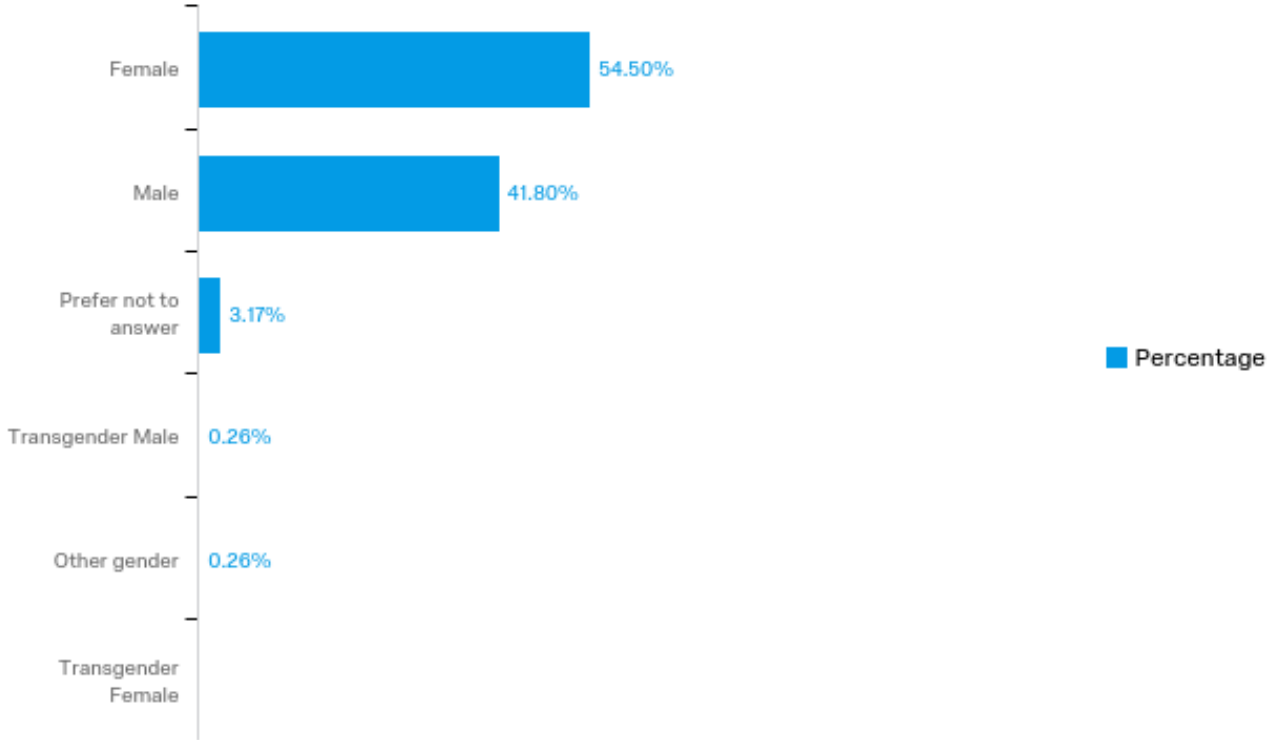


# Faculty Worklife Survey

Fall 2016 / Spring 2017

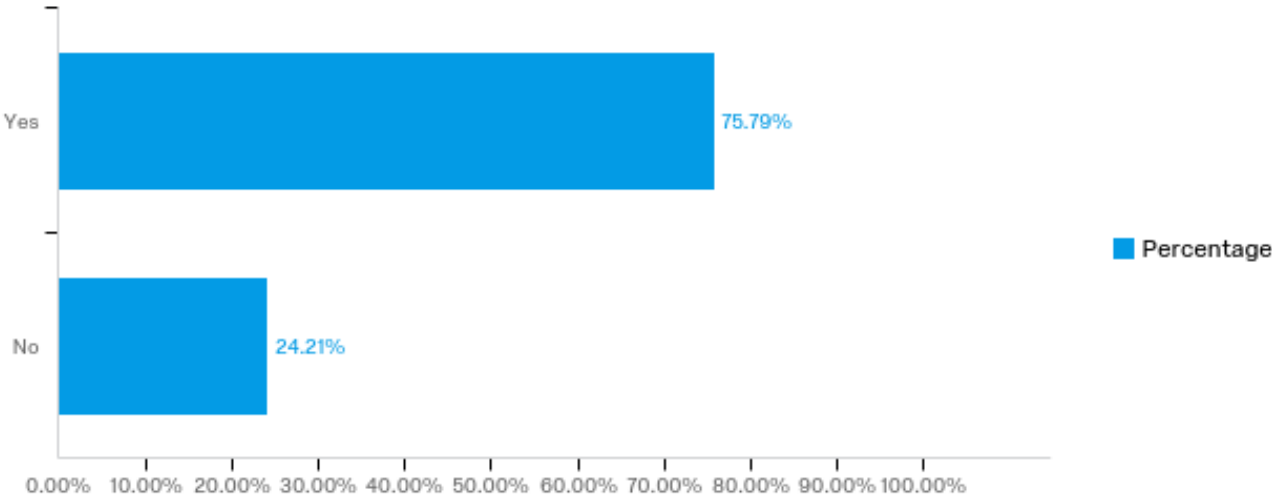
# Q1 - Your Gender

#	Answer	Count
1	Male	158
2	Female	206
3	Transgender Male	1
4	Transgender Female	0
5	Other gender	1
6	Prefer not to answer	12
	Total	378



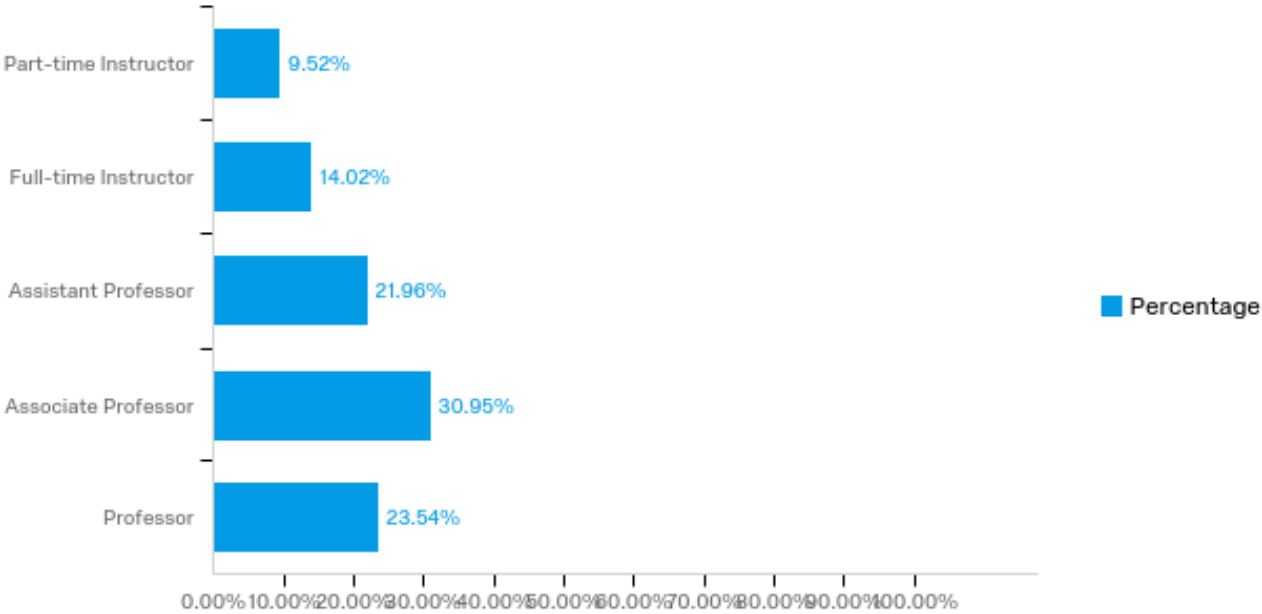
Q2 - Do you hold a tenure-track position?

#	Answer	Count
1	Yes	288
2	No	92
	Total	380



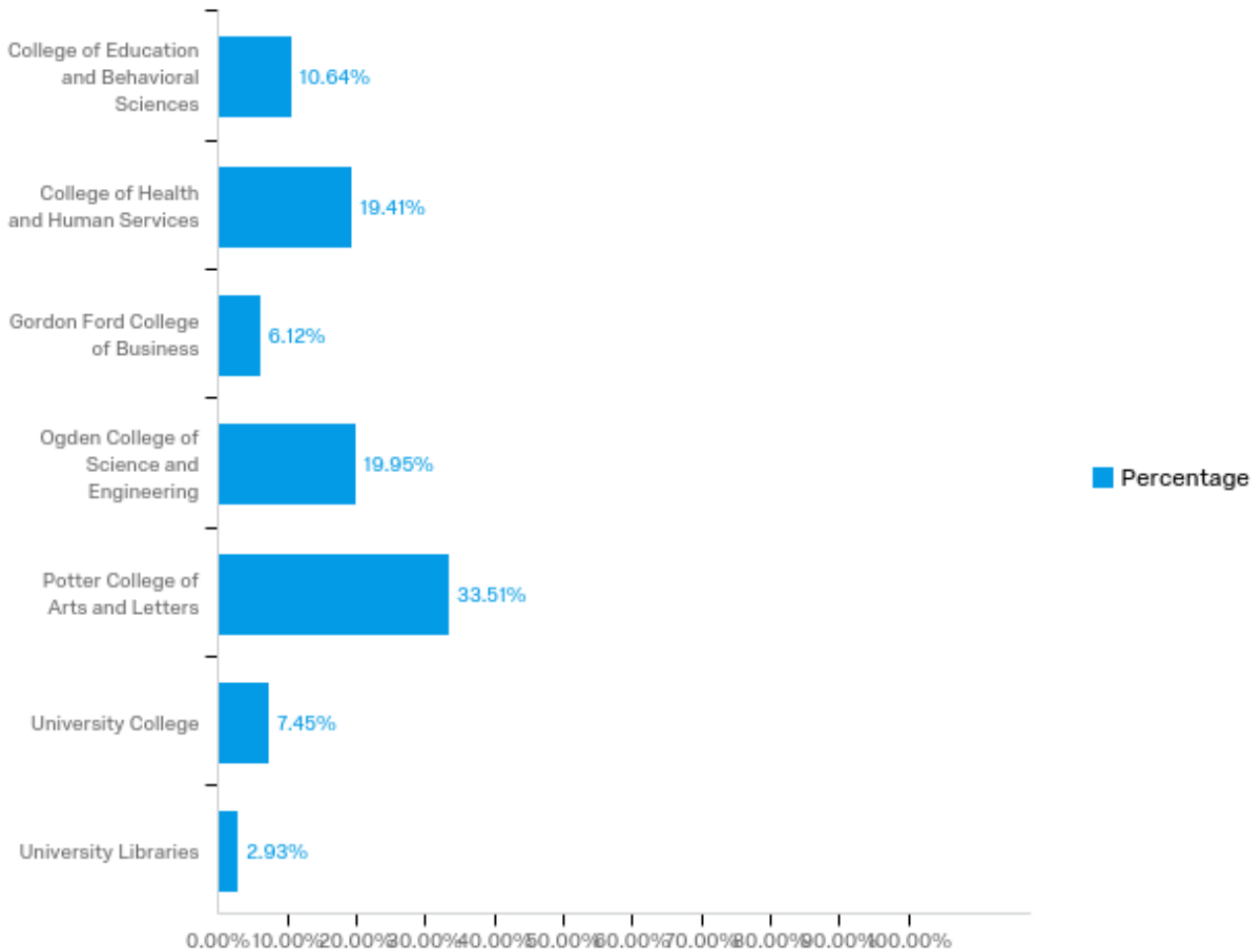
### Q3 - Your Rank

#	Answer	Count
1	Part-time Instructor	36
2	Full-time Instructor	53
3	Assistant Professor	83
4	Associate Professor	117
5	Professor	89
	Total	378



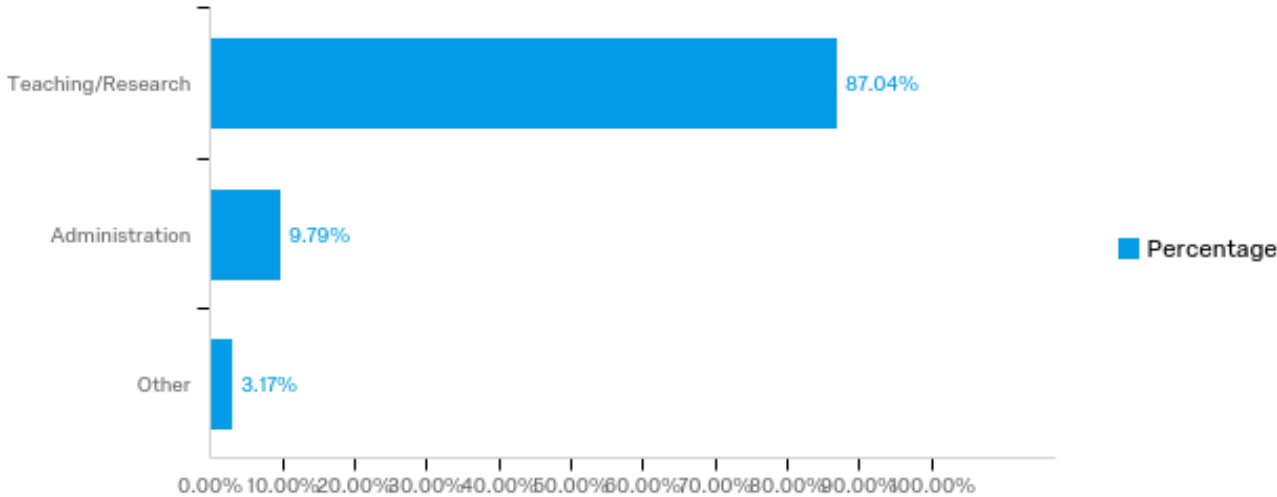
# Q4 - Your Affiliation

#	Answer	Count
1	College of Education and Behavioral Sciences	40
2	College of Health and Human Services	73
3	Gordon Ford College of Business	23
4	Ogden College of Science and Engineering	75
5	Potter College of Arts and Letters	126
6	University College	28
7	University Libraries	11
	Total	376



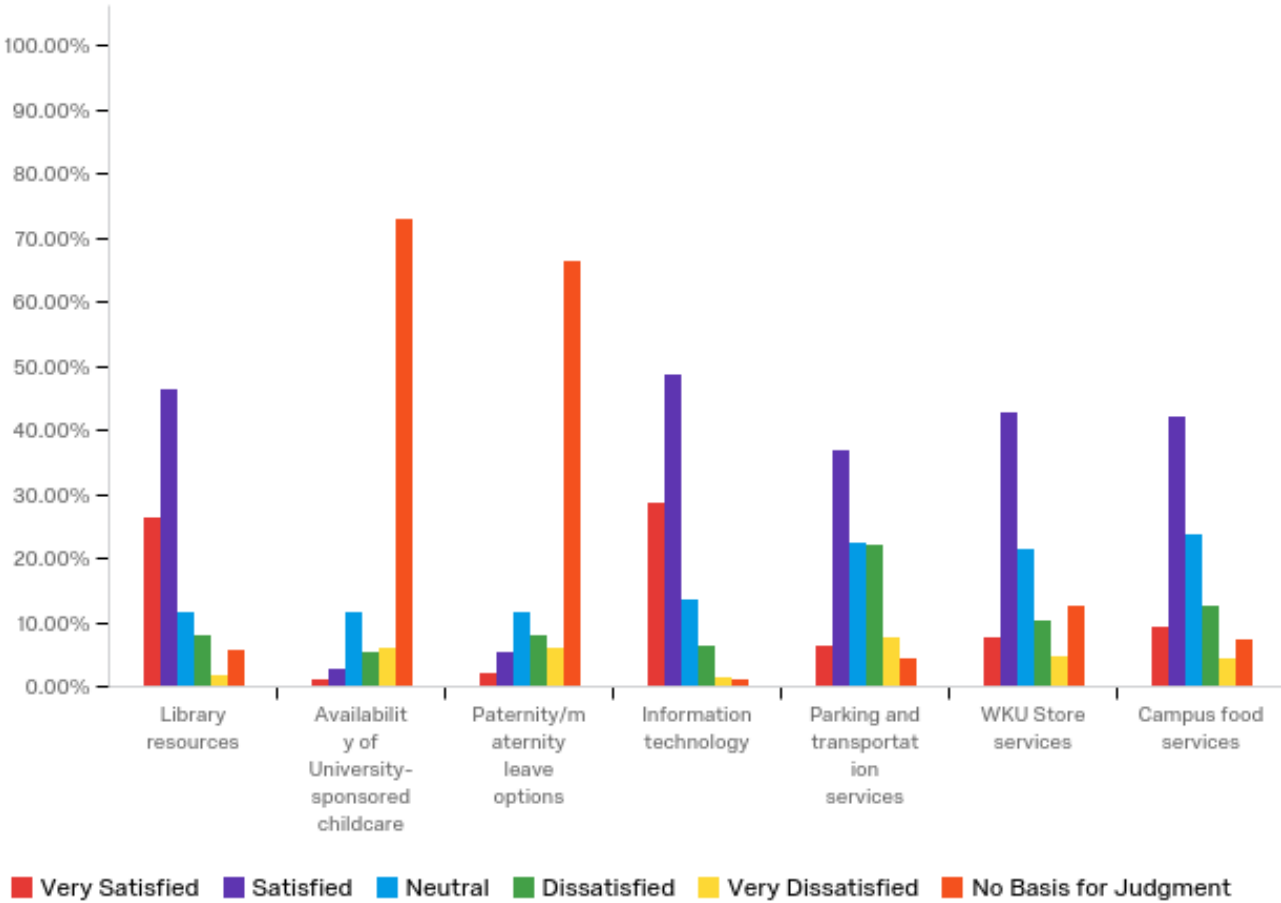
Q5 - Your responsibilities are primarily

#	Answer	Count
1	Teaching/Research	329
2	Administration	37
3	Other	12
	Total	378



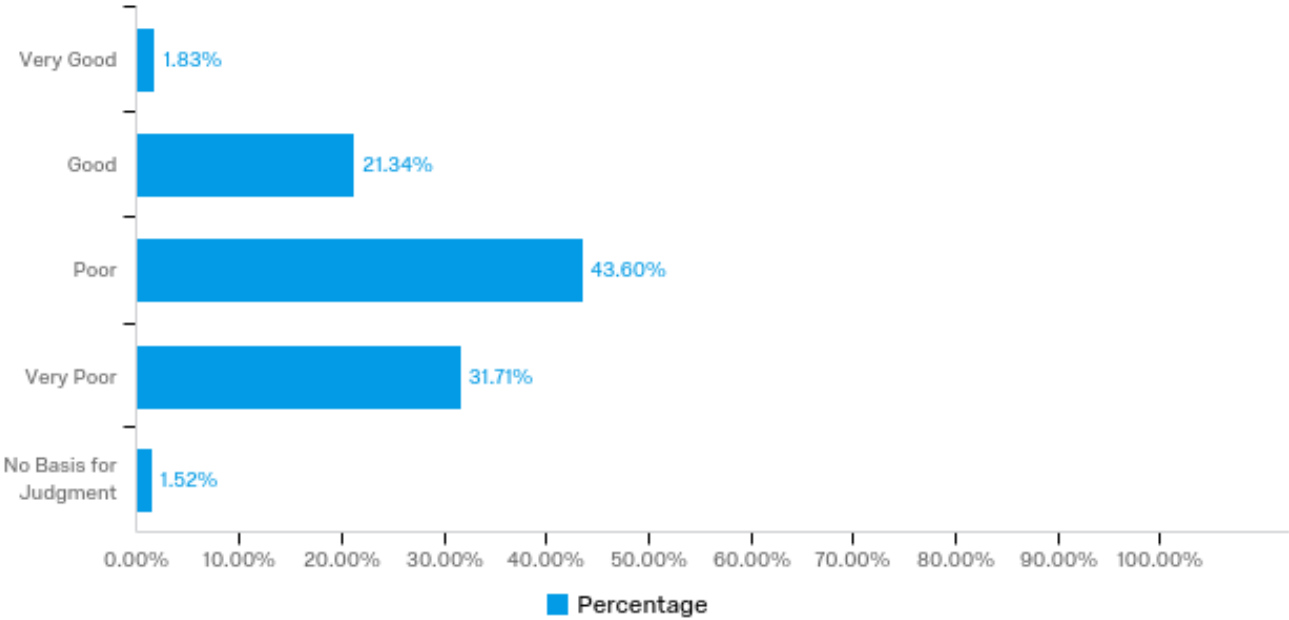
**Q6 - Please rate your level of satisfaction with the following support services at WKU using the scale below.**

#	Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment	Total						
1	Library resources	26.42%	98	46.36%	172	11.59%	43	8.09%	30	1.89%	7	5.66%	21	371
2	Availability of University-sponsored childcare	1.07%	4	2.68%	10	11.80%	44	5.36%	20	6.17%	23	72.92%	272	373
3	Paternity/maternity leave options	2.14%	8	5.36%	20	11.80%	44	8.04%	30	6.17%	23	66.49%	248	373
5	Information technology	28.69%	107	48.79%	182	13.67%	51	6.43%	24	1.34%	5	1.07%	4	373
6	Parking and transportation services	6.45%	24	36.83%	137	22.58%	84	22.04%	82	7.80%	29	4.30%	16	372
7	WKU Store services	7.77%	29	42.90%	160	21.45%	80	10.46%	39	4.83%	18	12.60%	47	373
8	Campus food services	9.38%	35	42.09%	157	23.86%	89	12.60%	47	4.56%	17	7.51%	28	373



**Q7 - Please rate your sense of general faculty morale at WKU using the scale below.**

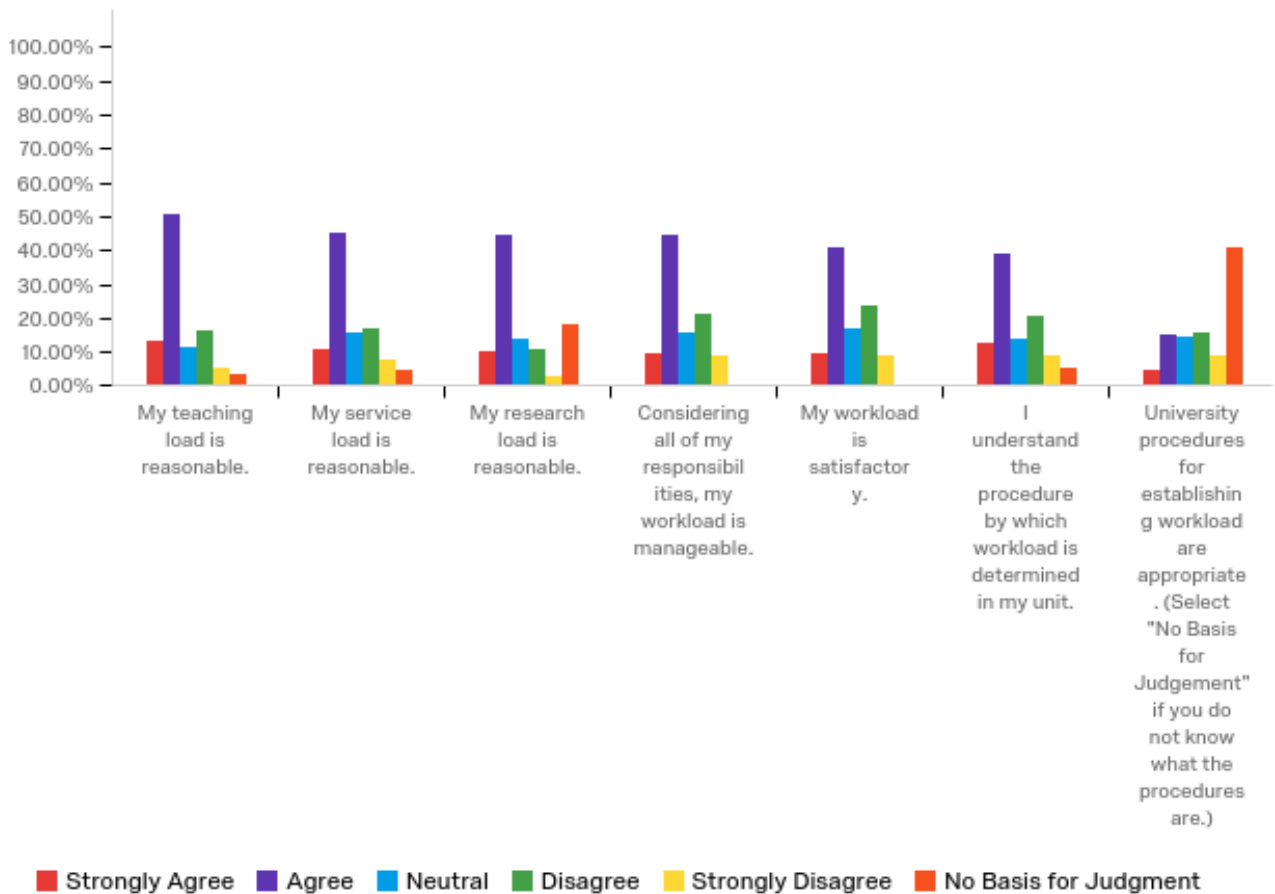
#	Answer	%	Count
4	Very Good	1.83%	6
3	Good	21.34%	70
2	Poor	43.60%	143
1	Very Poor	31.71%	104
5	No Basis for Judgment	1.52%	5
	Total	100%	328





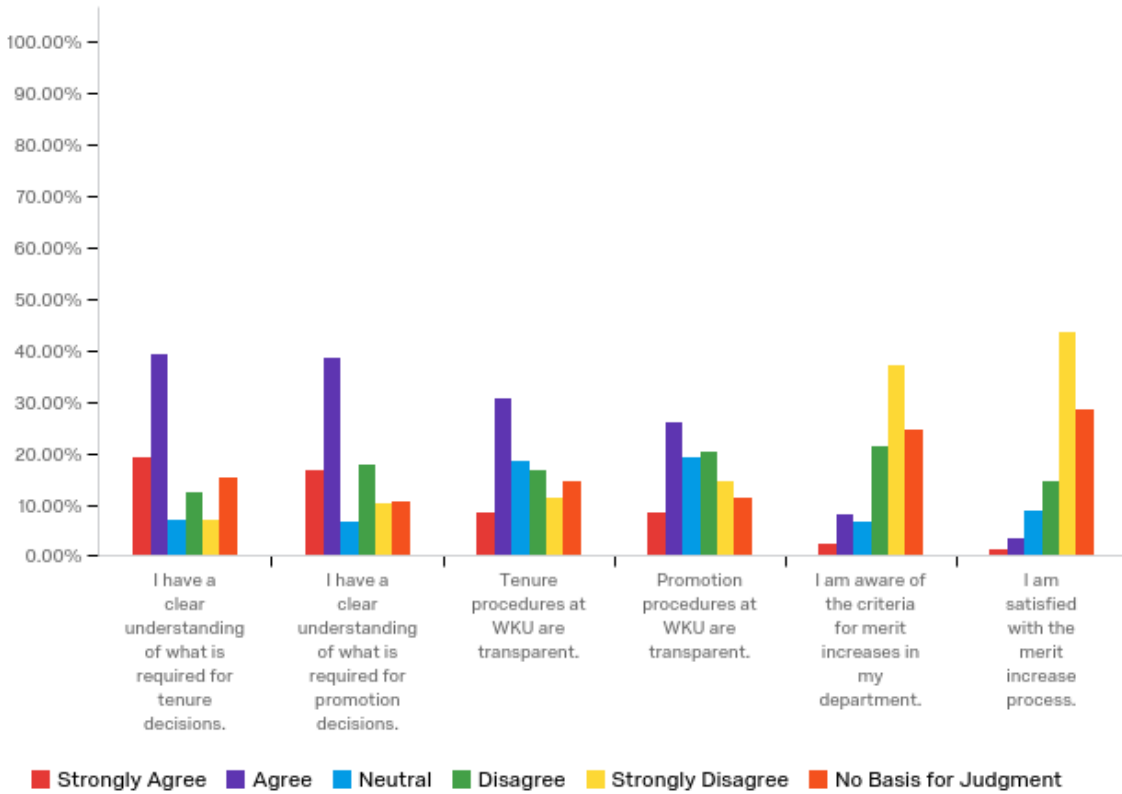
**Q8 - The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.**

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total						
1	My teaching load is reasonable.	13.48%	50	50.67%	188	11.05%	41	16.17%	60	5.39%	20	3.23%	12	371
2	My service load is reasonable.	10.51%	39	45.01%	167	15.36%	57	16.71%	62	7.55%	28	4.85%	18	371
3	My research load is reasonable.	10.24%	38	44.74%	166	14.02%	52	10.51%	39	2.70%	10	17.79%	66	371
7	Considering all of my responsibilities, my workload is manageable.	9.43%	35	44.20%	164	15.63%	58	21.29%	79	9.16%	34	0.27%	1	371
4	My workload is satisfactory.	9.26%	34	40.87%	150	16.89%	62	23.43%	86	8.99%	33	0.54%	2	367
5	I understand the procedure by which workload is determined in my unit.	12.40%	46	38.81%	144	14.02%	52	20.49%	76	9.16%	34	5.12%	19	371
6	University procedures for establishing workload are appropriate. (Select "No Basis for Judgment" if you do not know what the procedures are.)	4.58%	17	15.09%	56	14.56%	54	15.90%	59	9.16%	34	40.70%	151	371



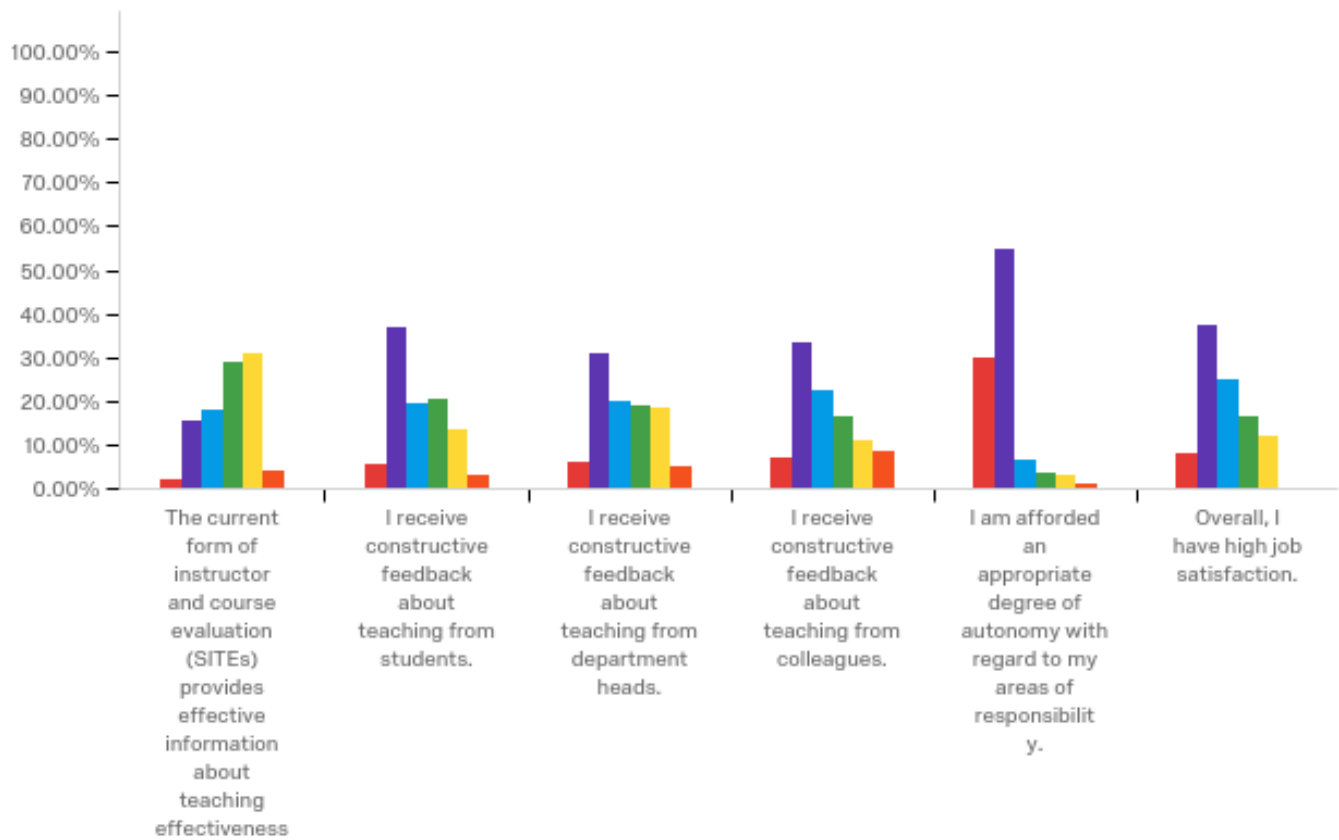
**Q9 - The statements below are about tenure, promotion and merit increases. Rate your level of agreement with each statement. If you are not in a tenure-track or tenured position or in a non-promotable position, you may select "No Basis for Judgment."**

#	Question	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.	19.29%	71	39.13%	144	7.07%	26	12.23%	45	7.07%	26	15.22%	56	368
5	I have a clear understanding of what is required for promotion decisions.	16.58%	61	38.32%	141	6.79%	25	17.66%	65	10.05%	37	10.60%	39	368
2	Tenure procedures at WKU are transparent.	8.42%	31	30.71%	113	18.48%	68	16.58%	61	11.41%	42	14.40%	53	368
6	Promotion procedures at WKU are transparent.	8.42%	31	26.09%	96	19.29%	71	20.38%	75	14.40%	53	11.41%	42	368
3	I am aware of the criteria for merit increases in my department.	2.45%	9	8.15%	30	6.79%	25	21.20%	78	36.96%	136	24.46%	90	368
4	I am satisfied with the merit increase process.	1.36%	5	3.53%	13	8.70%	32	14.40%	53	43.48%	160	28.53%	105	368



**Q10 - The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement.**

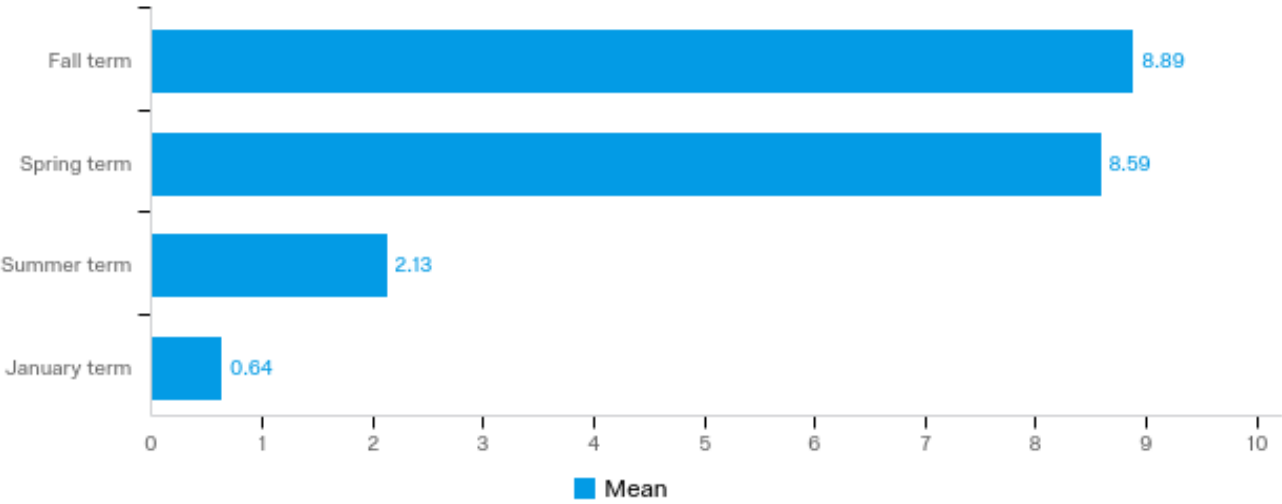
#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	The current form of instructor and course evaluation (SITes) provides effective information about teaching effectiveness.	2.20%	8	15.66%	57	17.86%	65	28.85%	105	31.04%	113	4.40%	16	364
2	I receive constructive feedback about teaching from students.	5.77%	21	37.09%	135	19.78%	72	20.33%	74	13.74%	50	3.30%	12	364
6	I receive constructive feedback about teaching from department heads.	6.04%	22	31.04%	113	20.05%	73	18.96%	69	18.68%	68	5.22%	19	364
7	I receive constructive feedback about teaching from colleagues.	7.14%	26	33.24%	121	22.80%	83	16.76%	61	11.26%	41	8.79%	32	364
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	30.22%	110	54.67%	199	6.87%	25	3.57%	13	3.30%	12	1.37%	5	364
5	Overall, I have high job satisfaction.	8.24%	30	37.64%	137	25.27%	92	16.48%	60	12.36%	45	0.00%	0	364



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

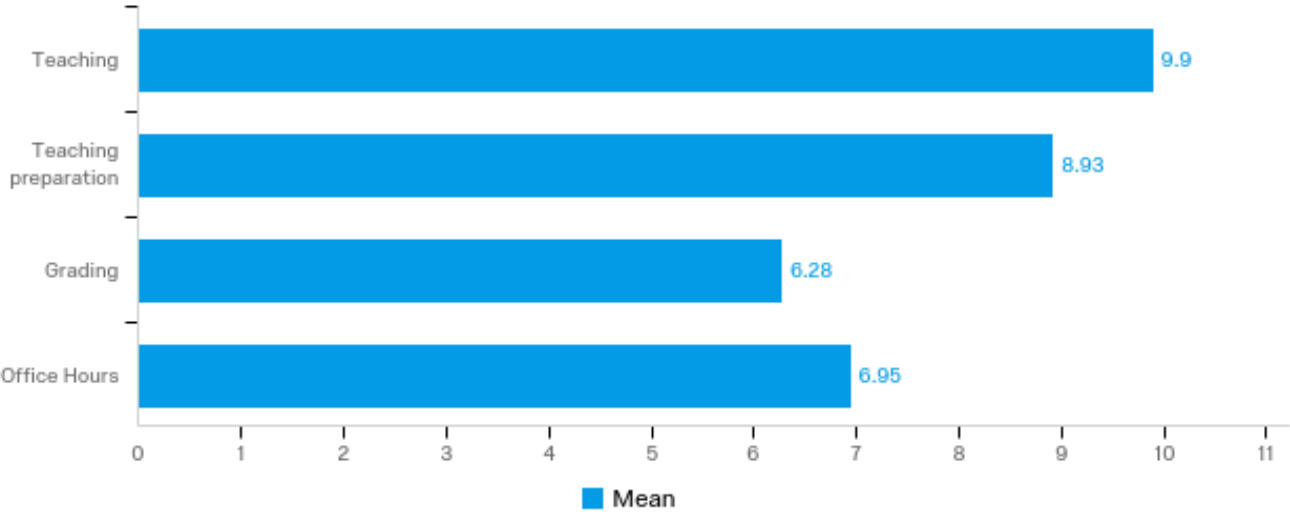
**Q11 - On average, how many credit hours do you teach per year?**

	Mean
Fall term	8.89
Spring term	8.59
Summer term	2.13
January term	0.64



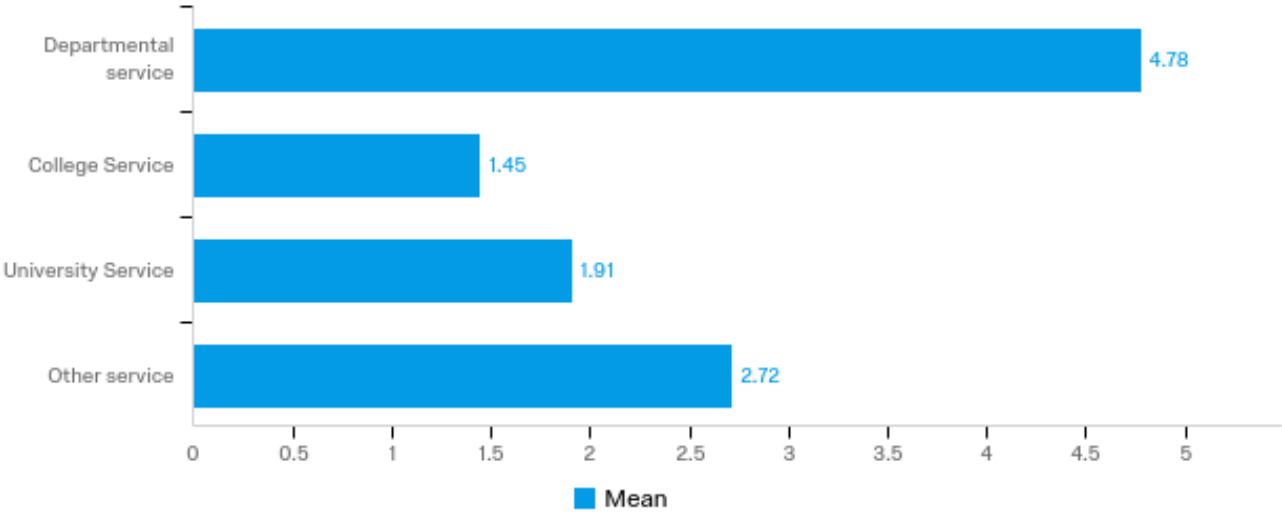
**Q12 - In an average week, about how many hours do you devote to teaching, including preparation, grading and office hours?**

	Mean
Teaching	9.90
Teaching preparation	8.93
Grading	6.28
Office Hours	6.95



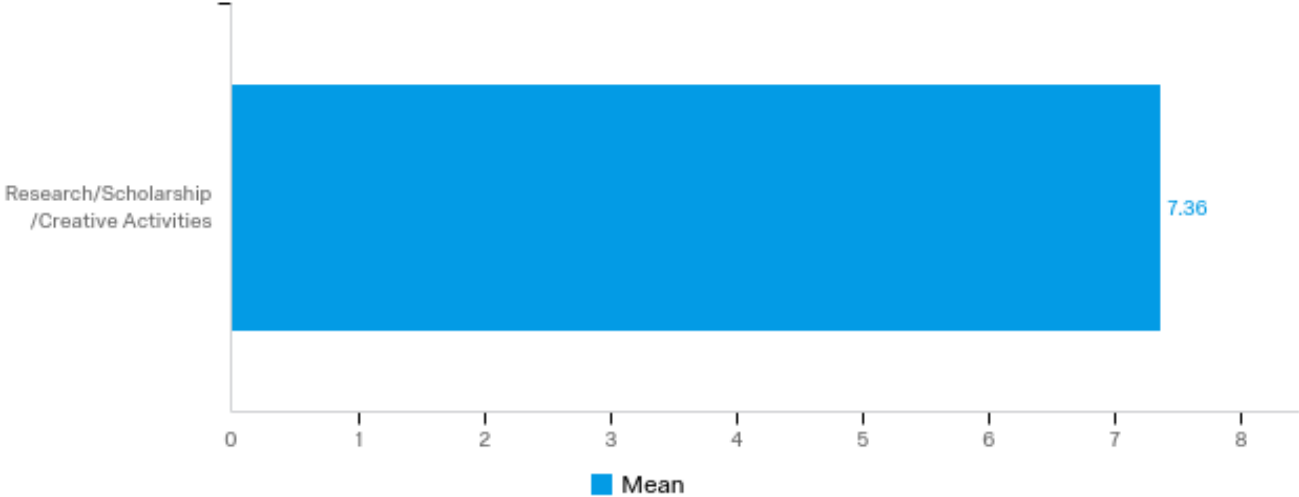
**Q13 - In an average week, about how many hours do you devote to service (departmental, college, university, or other)?**

Field	Mean	Count	undefined	undefined
Departmental service	4.78	363	undefined	undefined
College Service	1.45	362	undefined	undefined
University Service	1.91	361	undefined	undefined
Other service	2.72	363	undefined	undefined



**Q14 - In an average week, about how many hours do you devote to research/scholarship/creative activities?**

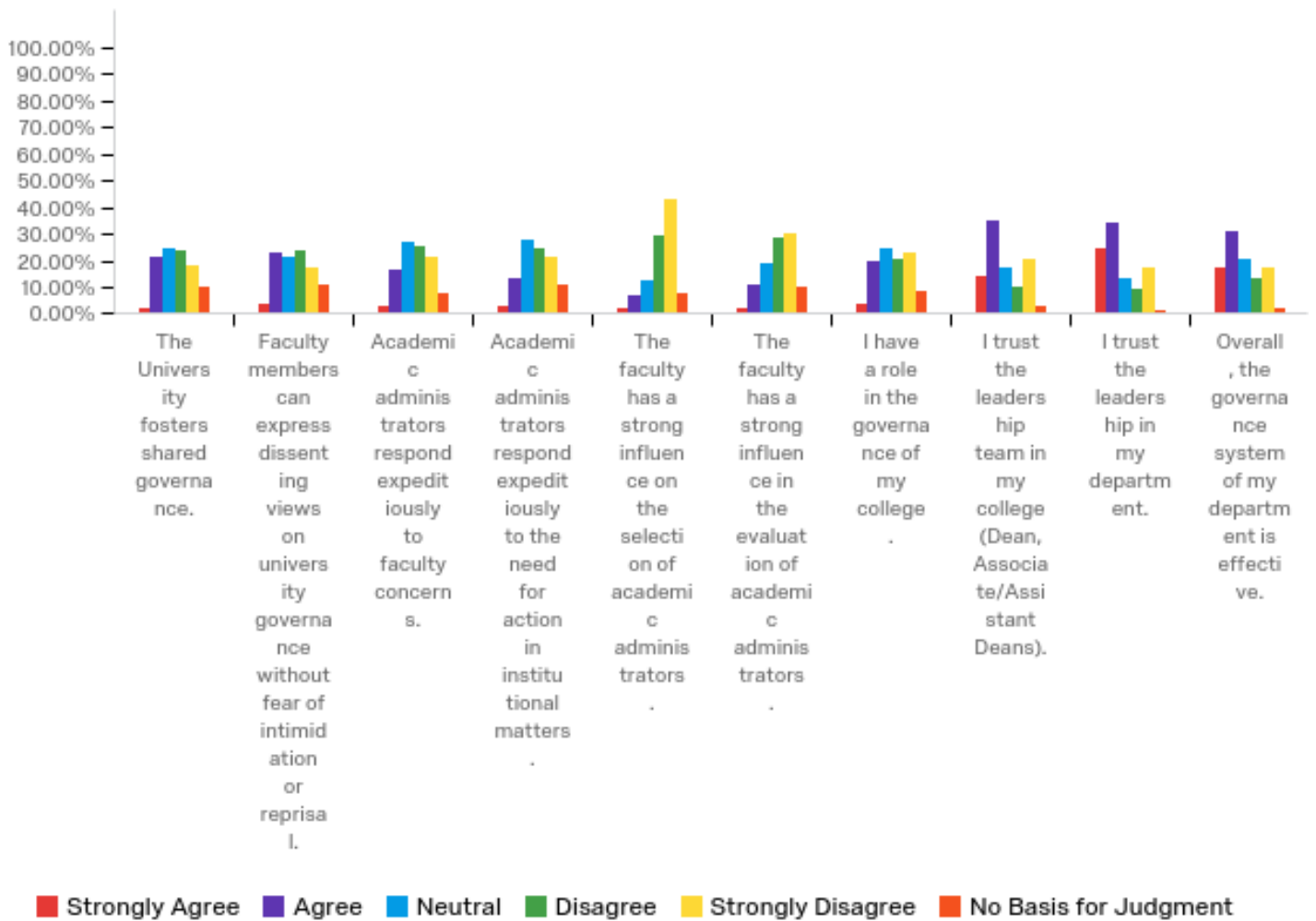
Field	Mean	Count	undefined	undefined
Research/Scholarship/Creative Activities	7.36	362	undefined	undefined





**Q15 - 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
1	The University fosters shared governance.	1.68%	6	21.57%	77	24.65%	88	23.81%	85	17.93%	64	10.36%	37	357
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	3.36%	12	23.25%	83	21.57%	77	23.81%	85	17.09%	61	10.92%	39	357
3	Academic administrators respond expeditiously to faculty concerns.	2.80%	10	16.25%	58	27.17%	97	25.21%	90	21.01%	75	7.56%	27	357
4	Academic administrators respond expeditiously to the need for action in institutional matters.	2.52%	9	12.89%	46	27.73%	99	24.65%	88	21.01%	75	11.20%	40	357
5	The faculty has a strong influence on the selection of academic administrators.	1.69%	6	6.46%	23	12.08%	43	29.21%	104	42.98%	153	7.58%	27	356
10	The faculty has a strong influence in the evaluation of academic administrators.	1.69%	6	10.96%	39	19.10%	68	28.65%	102	29.78%	106	9.83%	35	356
6	I have a role in the governance of my college.	3.92%	14	19.33%	69	24.37%	87	20.73%	74	22.97%	82	8.68%	31	357
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	13.73%	49	35.29%	126	17.37%	62	10.36%	37	20.45%	73	2.80%	10	357
8	I trust the leadership in my department.	24.37%	87	34.45%	123	13.17%	47	9.52%	34	17.09%	61	1.40%	5	357
9	Overall, the governance system of my department is effective.	16.90%	60	30.70%	109	20.28%	72	12.96%	46	17.18%	61	1.97%	7	355



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

**Q16 - 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
1	Articulates a clear vision for the future of the university based on its mission and values.	11.27%	39	39.88%	138	18.21%	63	13.58%	47	12.43%	43	4.62%	16	346
2	Honors commitments and agreements.	6.36%	22	24.86%	86	25.14%	87	17.92%	62	13.29%	46	12.43%	43	346
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	9.80%	34	34.29%	119	23.34%	81	15.27%	53	12.68%	44	4.61%	16	347
4	Is willing to reevaluate and, if necessary, retract decisions.	5.48%	19	17.58%	61	23.63%	82	20.46%	71	19.02%	66	13.83%	48	347
5	Seeks input from faculty most directly affected by decisions.	3.76%	13	10.40%	36	19.65%	68	24.86%	86	25.14%	87	16.18%	56	346
6	Provides units with the resources necessary to successfully execute plans and initiatives.	3.48%	12	11.88%	41	23.77%	82	23.77%	82	22.90%	79	14.20%	49	345
7	Engages in open dialogue with the faculty on important current issues.	5.19%	18	20.17%	70	25.65%	89	19.02%	66	21.04%	73	8.93%	31	347
11	Is accessible to faculty.	5.80%	20	21.16%	73	24.64%	85	15.36%	53	15.65%	54	17.39%	60	345
8	Selects competent leaders for administrative positions.	3.49%	12	17.73%	61	27.03%	93	19.77%	68	21.51%	74	10.47%	36	344
12	Removes incompetent leaders from administrative positions.	1.74%	6	17.10%	59	24.64%	85	19.13%	66	21.74%	75	15.65%	54	345
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	2.59%	9	8.07%	28	15.56%	54	22.19%	77	45.24%	157	6.34%	22	347
10	I have confidence in the President's leadership and endorse his continuance as President.	7.20%	25	19.31%	67	30.84%	107	13.83%	48	20.17%	70	8.65%	30	347



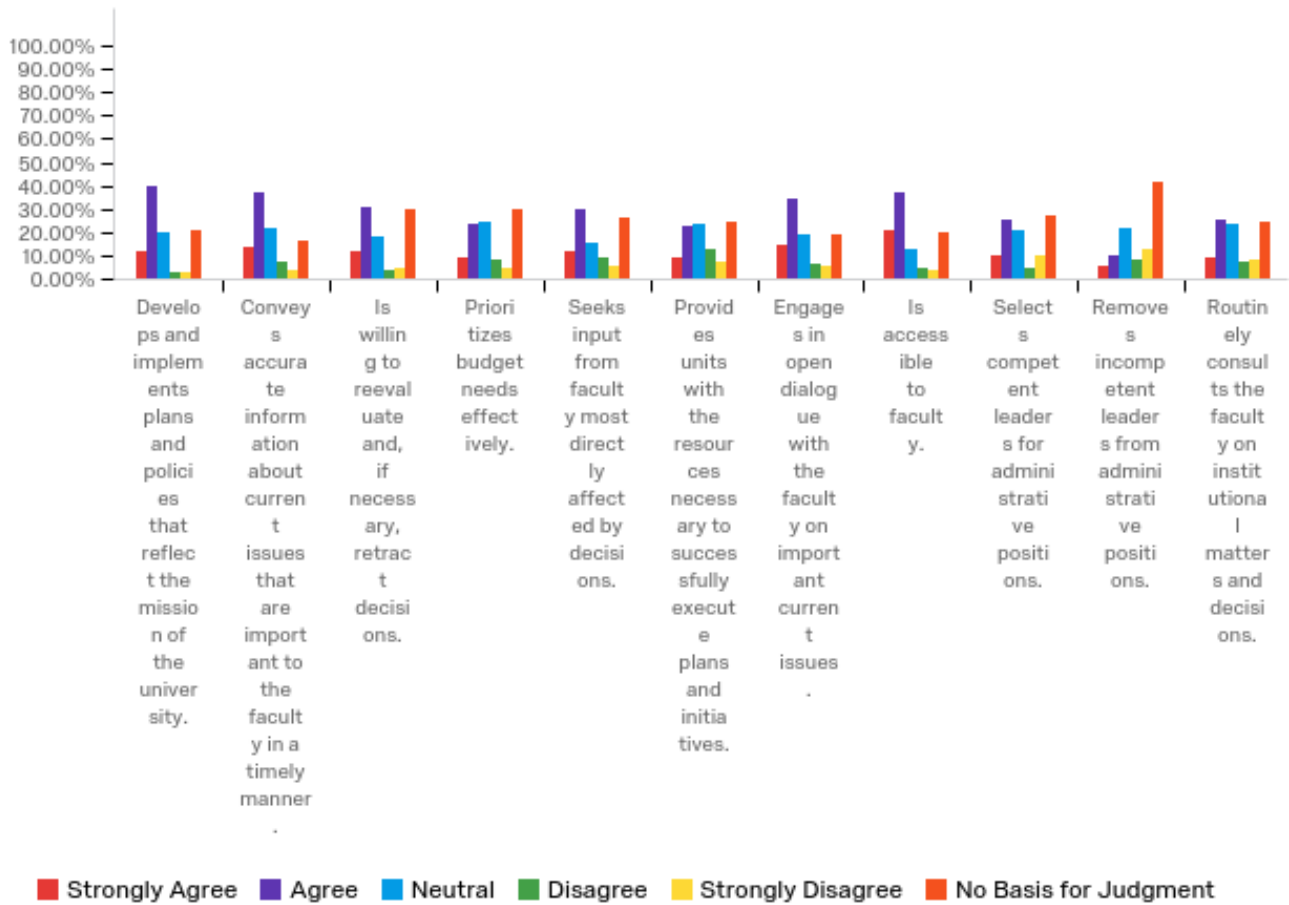
■ Strongly Agree 
 ■ Agree 
 ■ Neutral 
 ■ Disagree 
 ■ Strongly Disagree 
 ■ No Basis for Judgment

**Q17 - Use the space below to provide further feedback on President Gary Ransdell's performance. Your comments are anonymous and will be shared with the President, but not with the faculty at-large or the public.**

**CONFIDENTIAL**

**Q18 - The statements below are about Provost David Lee's performance. Please rate your level of agreement with each statement.**

#	Question	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.	12.43%	43	39.60%	137	20.52%	71	2.89%	10	3.47%	12	21.10%	73	346
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	13.91%	48	37.10%	128	21.74%	75	7.25%	25	3.77%	13	16.23%	56	345
3	Is willing to reevaluate and, if necessary, retract decisions.	11.92%	41	31.10%	107	18.02%	62	4.36%	15	4.65%	16	29.94%	103	344
4	Prioritizes budget needs effectively.	9.04%	31	23.32%	80	24.20%	83	8.16%	28	4.96%	17	30.32%	104	343
5	Seeks input from faculty most directly affected by decisions.	12.46%	43	29.86%	103	15.94%	55	9.57%	33	5.51%	19	26.67%	92	345
6	Provides units with the resources necessary to successfully execute plans and initiatives.	9.04%	31	22.45%	77	23.62%	81	12.83%	44	7.58%	26	24.49%	84	343
7	Engages in open dialogue with the faculty on important current issues.	15.07%	52	34.20%	118	19.13%	66	6.96%	24	5.80%	20	18.84%	65	345
8	Is accessible to faculty.	20.64%	71	37.50%	129	13.08%	45	4.65%	16	3.78%	13	20.35%	70	344
9	Selects competent leaders for administrative positions.	10.17%	35	25.87%	89	20.93%	72	5.23%	18	10.47%	36	27.33%	94	344
11	Removes incompetent leaders from administrative positions.	5.51%	19	9.86%	34	21.74%	75	8.70%	30	13.04%	45	41.16%	142	345
10	Routinely consults the faculty on institutional matters and decisions.	9.01%	31	25.87%	89	24.13%	83	7.27%	25	8.72%	30	25.00%	86	344



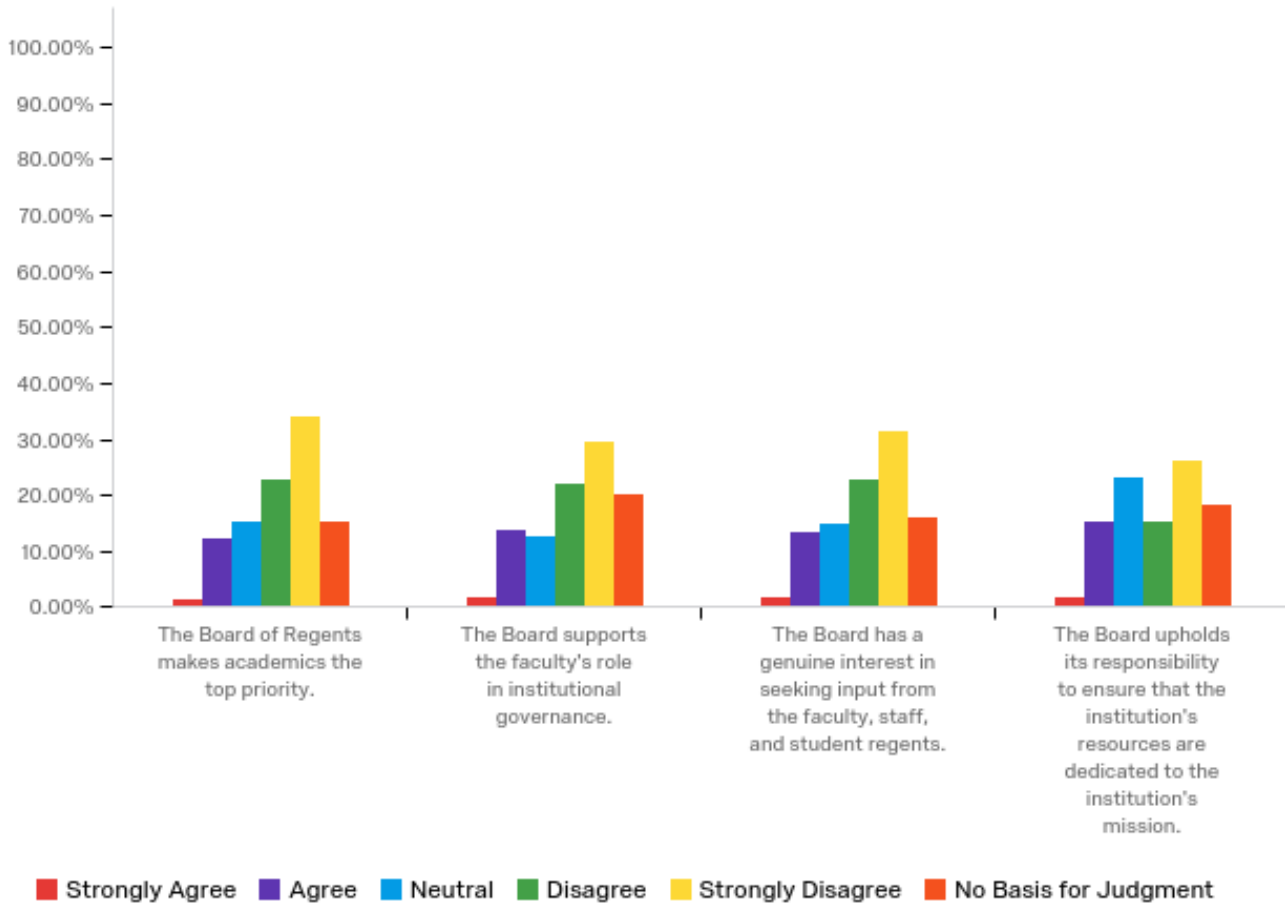
**Q19 - Use the space below to provide further feedback on Provost David Lee's performance. Your comments are anonymous and will be shared with the Provost, but not with the faculty at-large or the public.**

**CONFIDENTIAL**



**Q20 - 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						
1	The Board of Regents makes academics the top priority.	1.15%	4	12.03%	42	15.19%	53	22.64%	79	33.81%	118	15.19%	53	349
2	The Board supports the faculty's role in institutional governance.	1.72%	6	13.79%	48	12.64%	44	22.13%	77	29.60%	103	20.11%	70	348
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.73%	6	13.26%	46	14.70%	51	22.77%	79	31.41%	109	16.14%	56	347
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.72%	6	15.23%	53	23.28%	81	15.23%	53	26.15%	91	18.39%	64	348



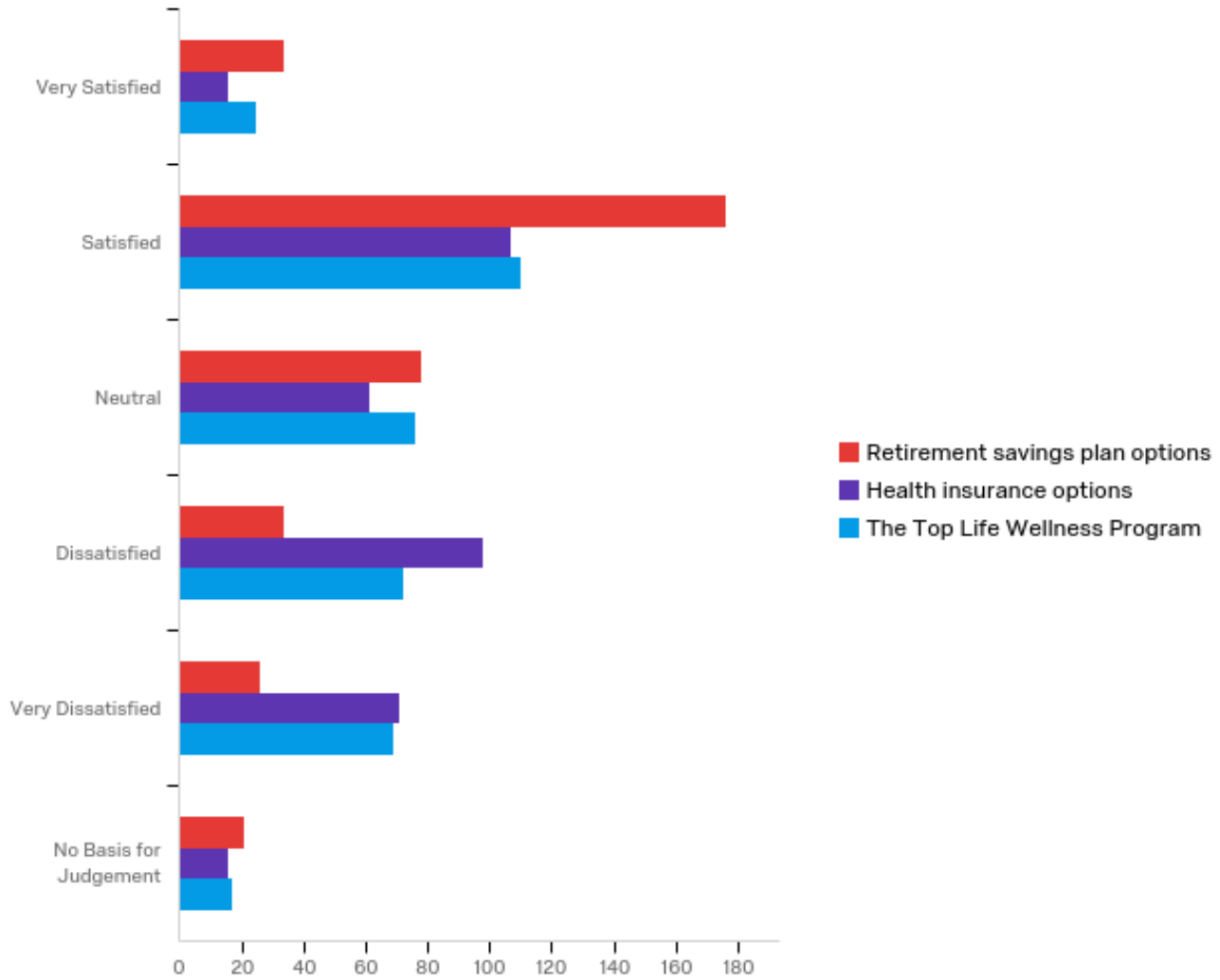
**Q21 - Use the space below to provide further feedback on the Board of Regents' performance. Your comments are anonymous and will be shared with the Board, but not with the faculty at-large or the public.**

**CONFIDENTIAL**

**Q22 - Please use this space to provide any other comments you have about faculty work life at WKU. Note that these comments will be separated from the survey questions above and viewed by the Faculty Welfare and Professional Responsibility Committee Chair, Provost, President, and Board of Regents. The Faculty Welfare and Professional Responsibility Committee will summarize comments and share the summaries with relevant units on campus in order to facilitate improvement in those units. For example, comments about HR will be summarized and shared with HR, comments about Facilities will be summarized and shared with Facilities.**

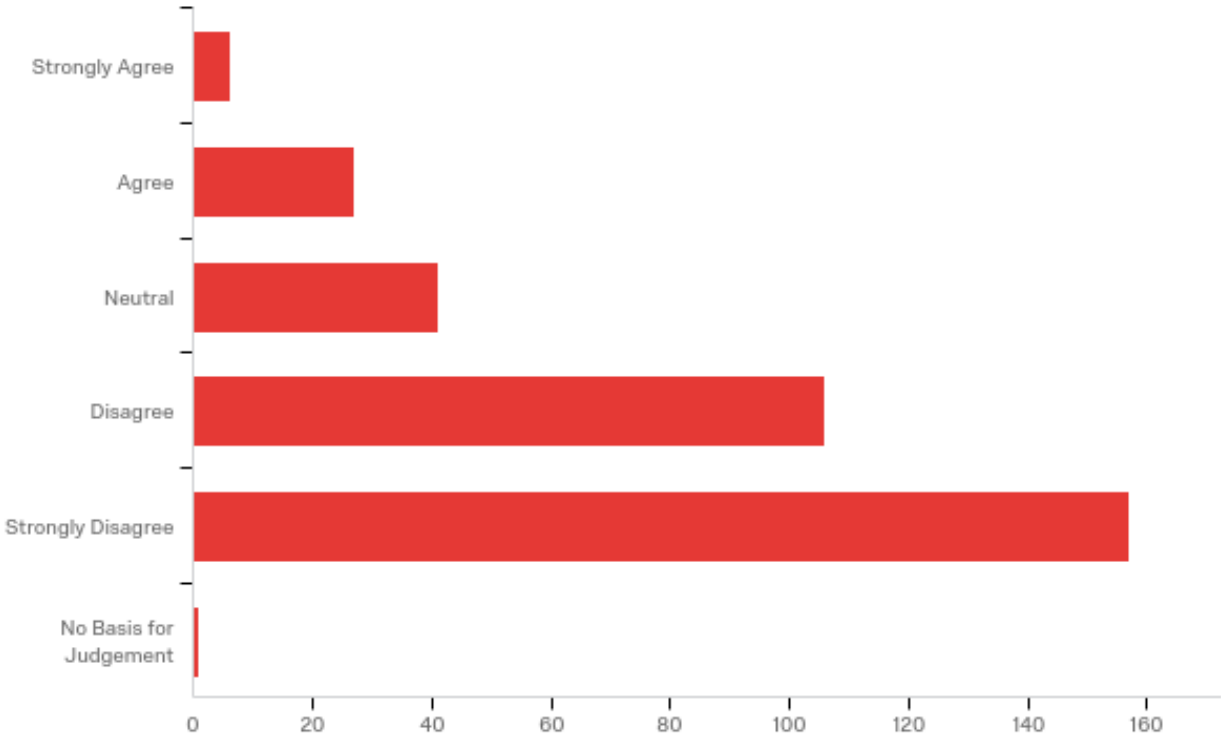
**[Data will be shared with relevant units, administrators, and university committees after consultation with Faculty Welfare Committee]**

**Q23 - Please rate your level of satisfaction with the following benefits at WKU using the scale below.**



#	Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgement	Total
2	Retirement savings plan options	9.21% 34	47.70% 176	21.14% 78	9.21% 34	7.05% 26	5.69% 21	369
3	Health insurance options	4.34% 16	29.00% 107	16.53% 61	26.56% 98	19.24% 71	4.34% 16	369
4	The Top Life Wellness Program	6.78% 25	29.81% 110	20.60% 76	19.51% 72	18.70% 69	4.61% 17	369

**Q24 - Rate your level of agreement with this statement: “Relative to years of service and rank, my salary is satisfactory.”**



#	Answer	%	Count
1	Strongly Agree	1.78%	6
2	Agree	7.99%	27
3	Neutral	12.13%	41
4	Disagree	31.36%	106
5	Strongly Disagree	46.45%	157
6	No Basis for Judgement	0.30%	1
	Total	100%	338