

Faculty Work-Life Survey

March 2012

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Faculty Work-Life Survey

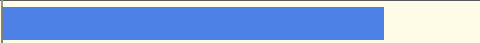

March 2012

Overall Results: Full-Time Faculty Only (343 Respondents)




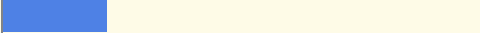
1. Your Gender

Answer		%
Male		46%
Female		54%




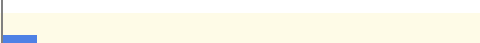


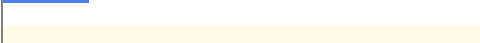
2. Do you hold a tenure-track position?

Answer		%
Yes		80%
No		20%

3. Your Rank

Answer		%
Full-time Instructor		19%
Assistant Professor		26%
Associate Professor		34%
Professor		22%

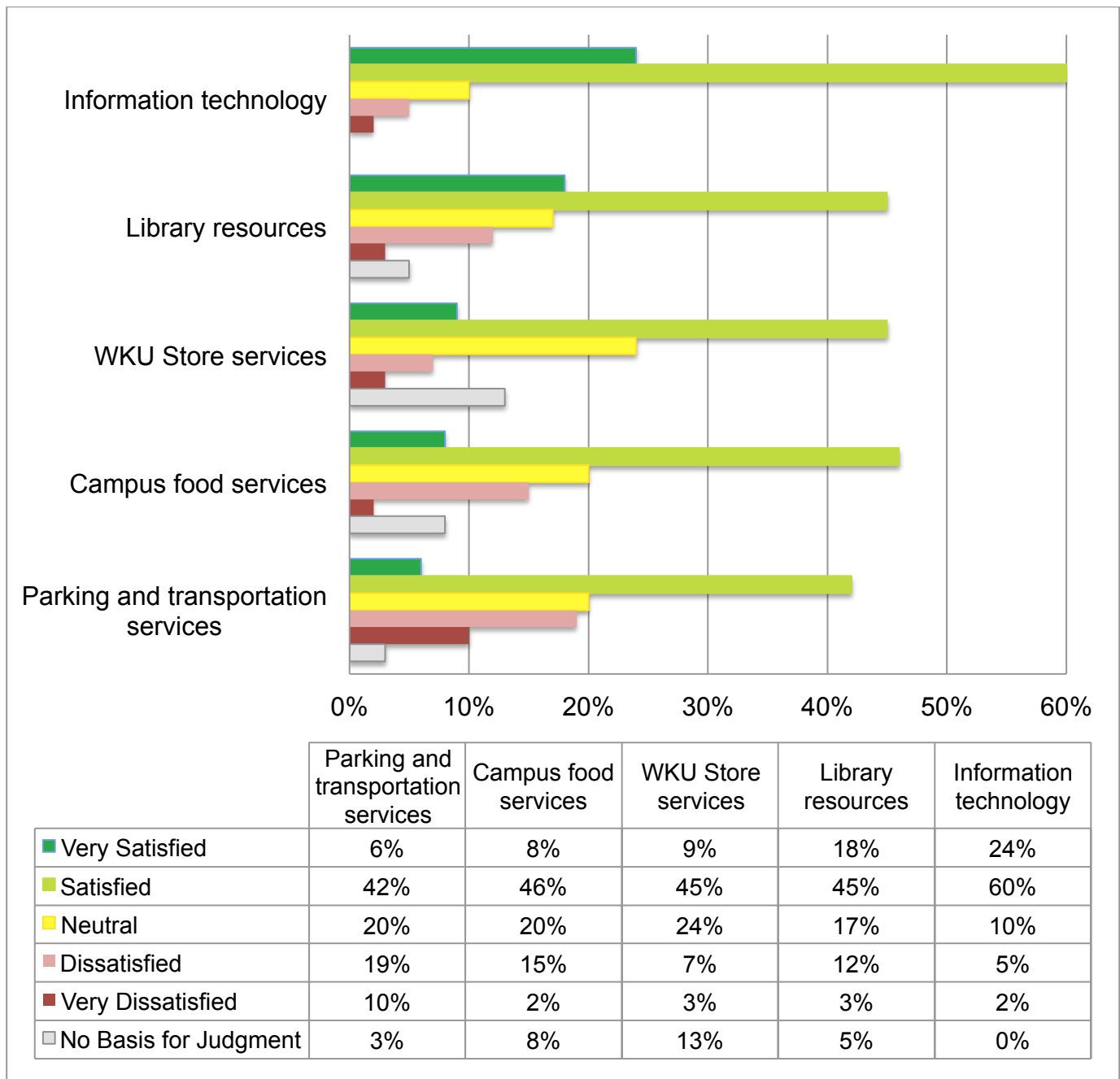
4. Your Affiliation

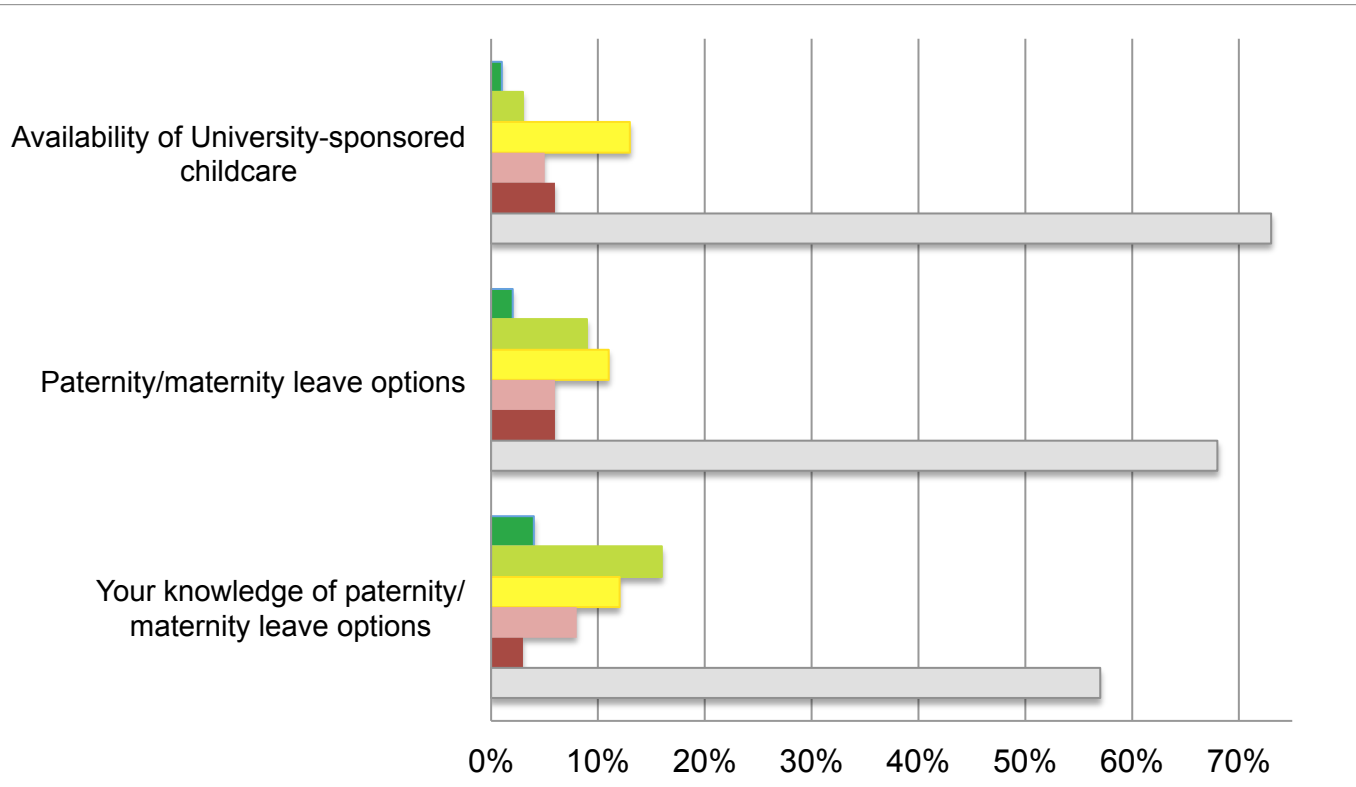
Answer		Response
College of Education and Behavioral Sciences		55
College of Health and Human Services		67
Gordon Ford College of Business		24
Ogden College of Science and Engineering		61
Potter College of Arts and Letters		80
University College		34
University Libraries		18

5. Your responsibilities are primarily

Answer		%
Teaching/Research		88%
Administration		9%
Other		3%

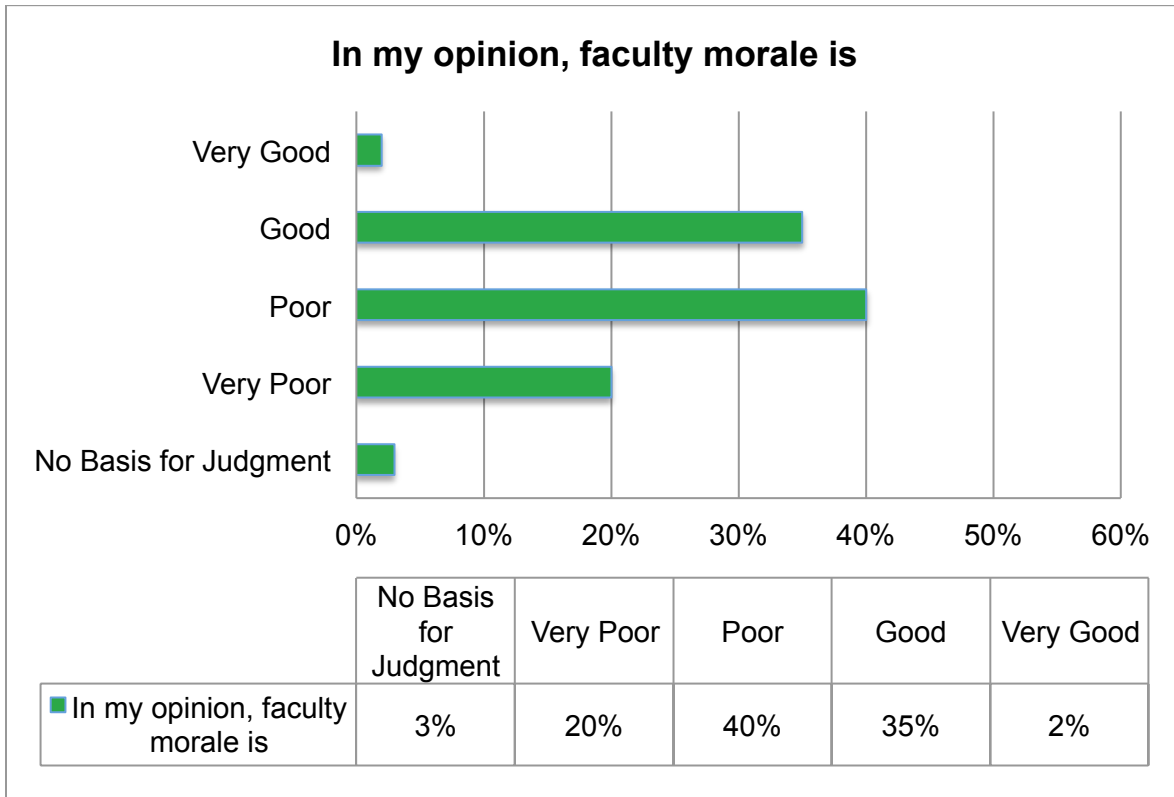
6. Please rate your level of satisfaction with the following support services at WKU using the scale below.



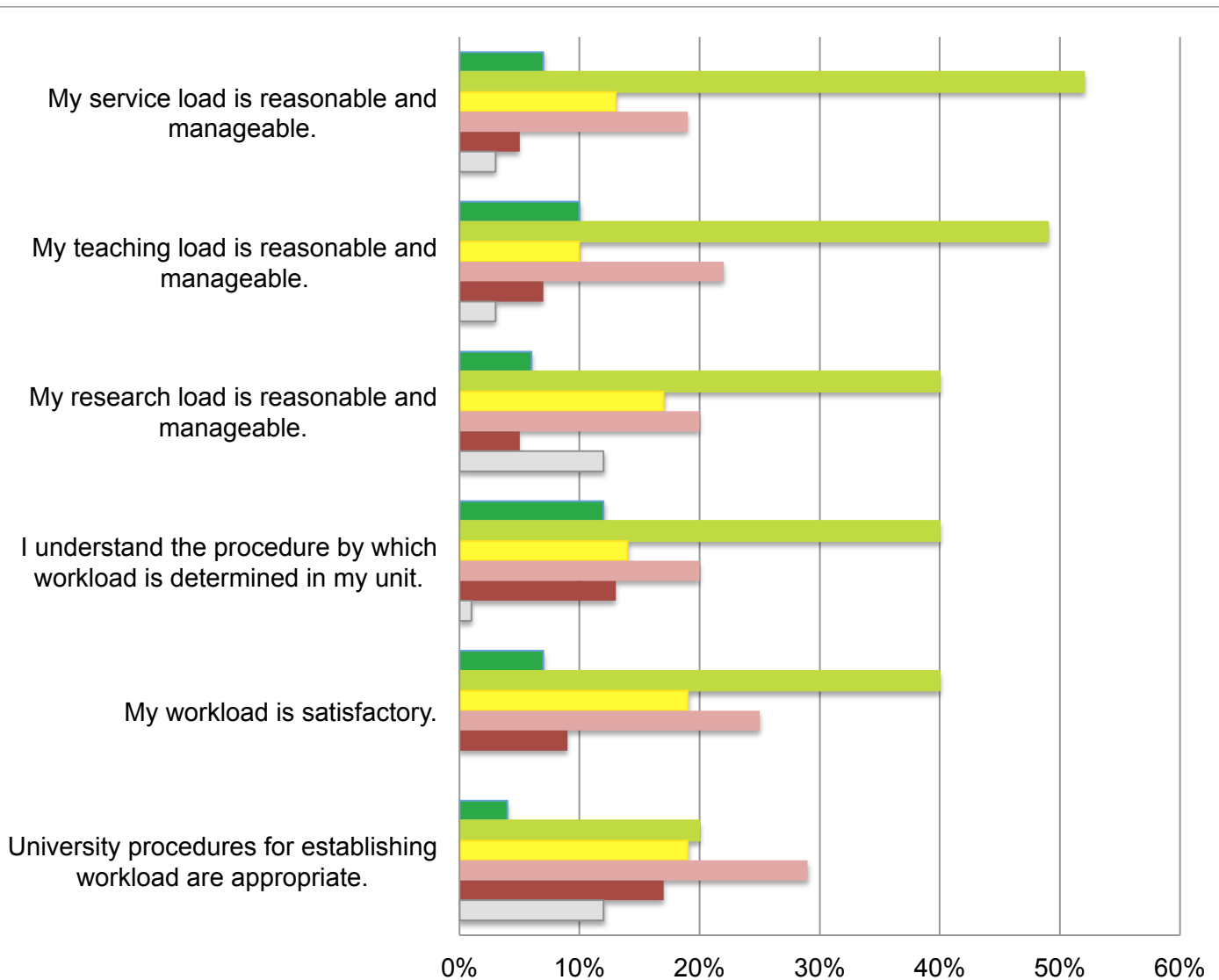


	Your knowledge of paternity/maternity leave options	Paternity/maternity leave options	Availability of University-sponsored childcare
Very Satisfied	4%	2%	1%
Satisfied	16%	9%	3%
Neutral	12%	11%	13%
Dissatisfied	8%	6%	5%
Very Dissatisfied	3%	6%	6%
No Basis for Judgment	57%	68%	73%

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

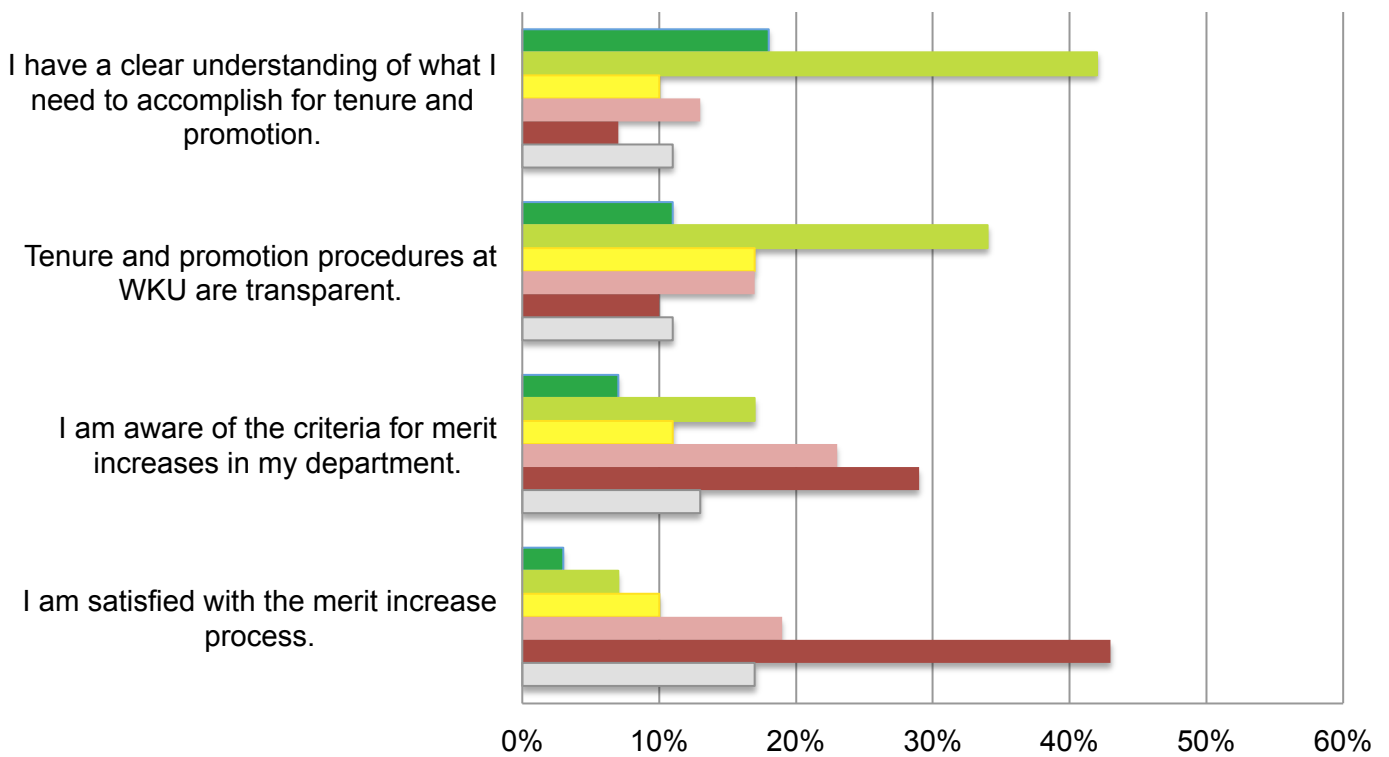


8. The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.



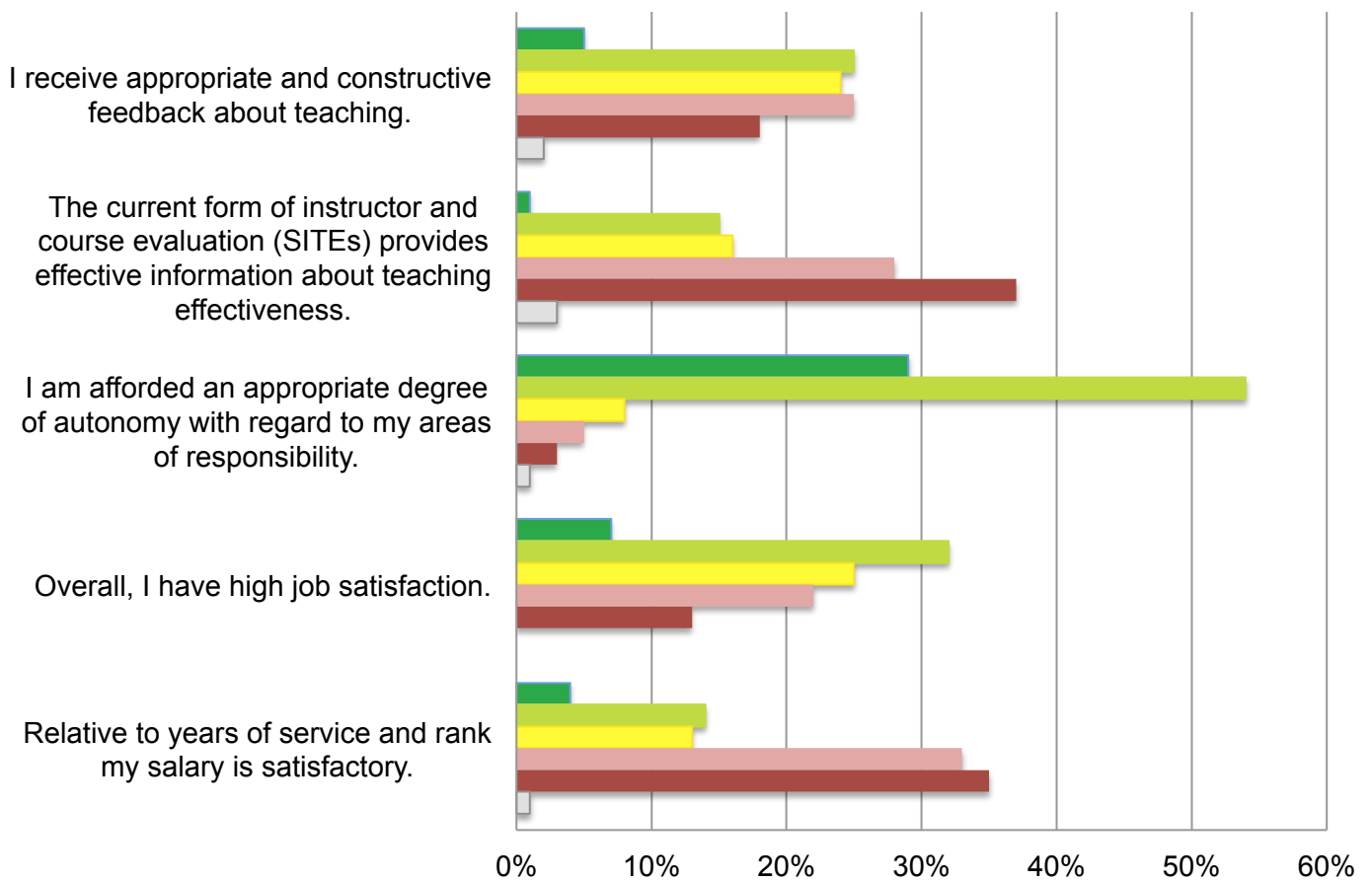
	University procedures for establishing workload are appropriate.	My workload is satisfactory.	I understand the procedure by which workload is determined in my unit.	My research load is reasonable and manageable.	My teaching load is reasonable and manageable.	My service load is reasonable and manageable.
Strongly Agree	4%	7%	12%	6%	10%	7%
Agree	20%	40%	40%	40%	49%	52%
Neutral	19%	19%	14%	17%	10%	13%
Disagree	29%	25%	20%	20%	22%	19%
Strongly Disagree	17%	9%	13%	5%	7%	5%
No Basis for Judgment	12%	0%	1%	12%	3%	3%

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



	I am satisfied with the merit increase process.	I am aware of the criteria for merit increases in my department.	Tenure and promotion procedures at WKU are transparent.	I have a clear understanding of what I need to accomplish for tenure and promotion.
Strongly Agree	3%	7%	11%	18%
Agree	7%	17%	34%	42%
Neutral	10%	11%	17%	10%
Disagree	19%	23%	17%	13%
Strongly Disagree	43%	29%	10%	7%
No Basis for Judgment	17%	13%	11%	11%

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



	Relative to years of service and rank my salary is satisfactory.	Overall, I have high job satisfaction.	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	The current form of instructor and course evaluation (SITES) provides effective information about teaching effectiveness.	I receive appropriate and constructive feedback about teaching.
Strongly Agree	4%	7%	29%	1%	5%
Agree	14%	32%	54%	15%	25%
Neutral	13%	25%	8%	16%	24%
Disagree	33%	22%	5%	28%	25%
Strongly Disagree	35%	13%	3%	37%	18%
No Basis for Judgment	1%	0%	1%	3%	2%

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

Answer	Average Value
Fall term	9.34
Spring term	9.23
Summer term	2.63
January term	0.76

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

Answer	Average Value
Teaching	10.37
Teaching preparation	10.06
Grading	6.07
Office Hours	8.09

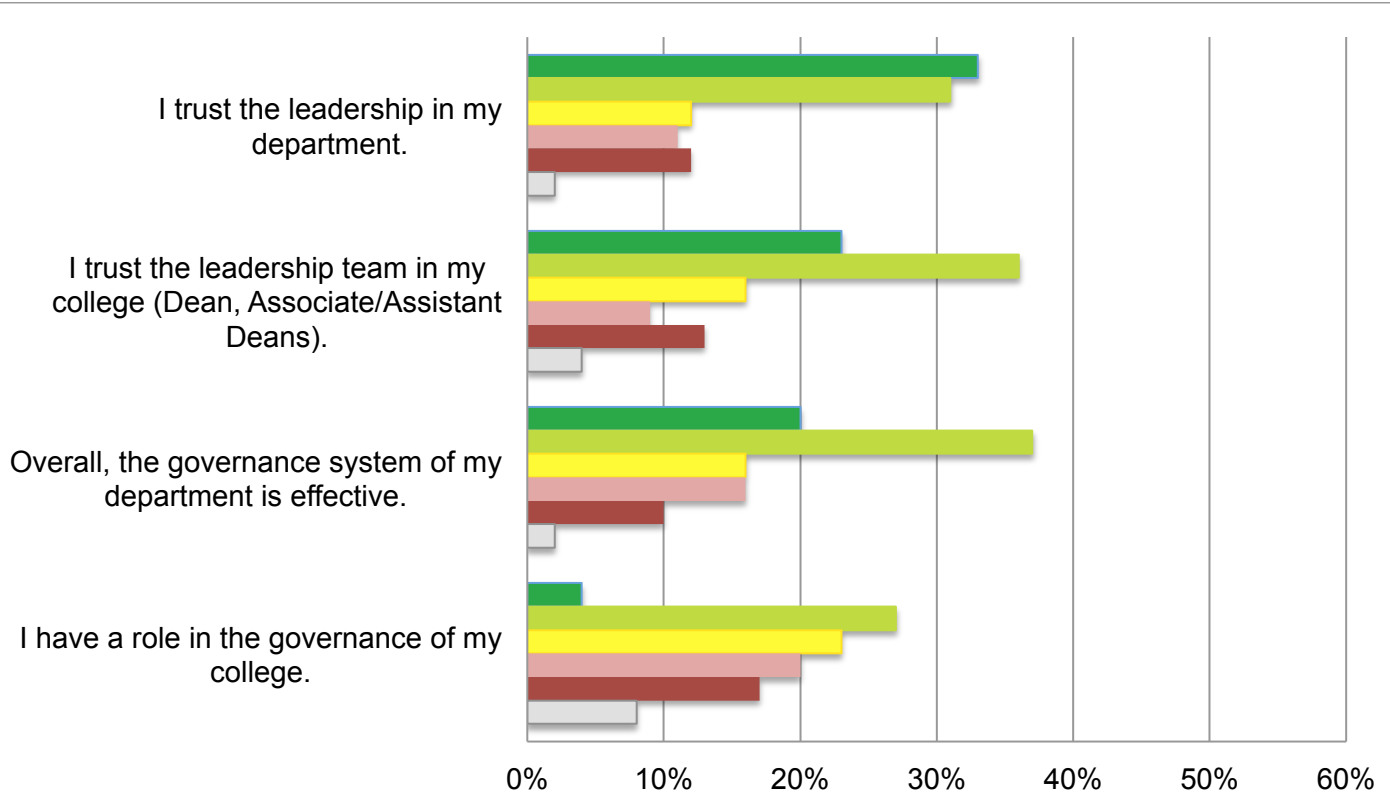
13. Per week, about how many hours do you devote to service (departmental, college, university, or other)?

Answer	Average Value
Departmental service	4.46
College Service	1.90
University Service	2.19
Other service	2.92

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

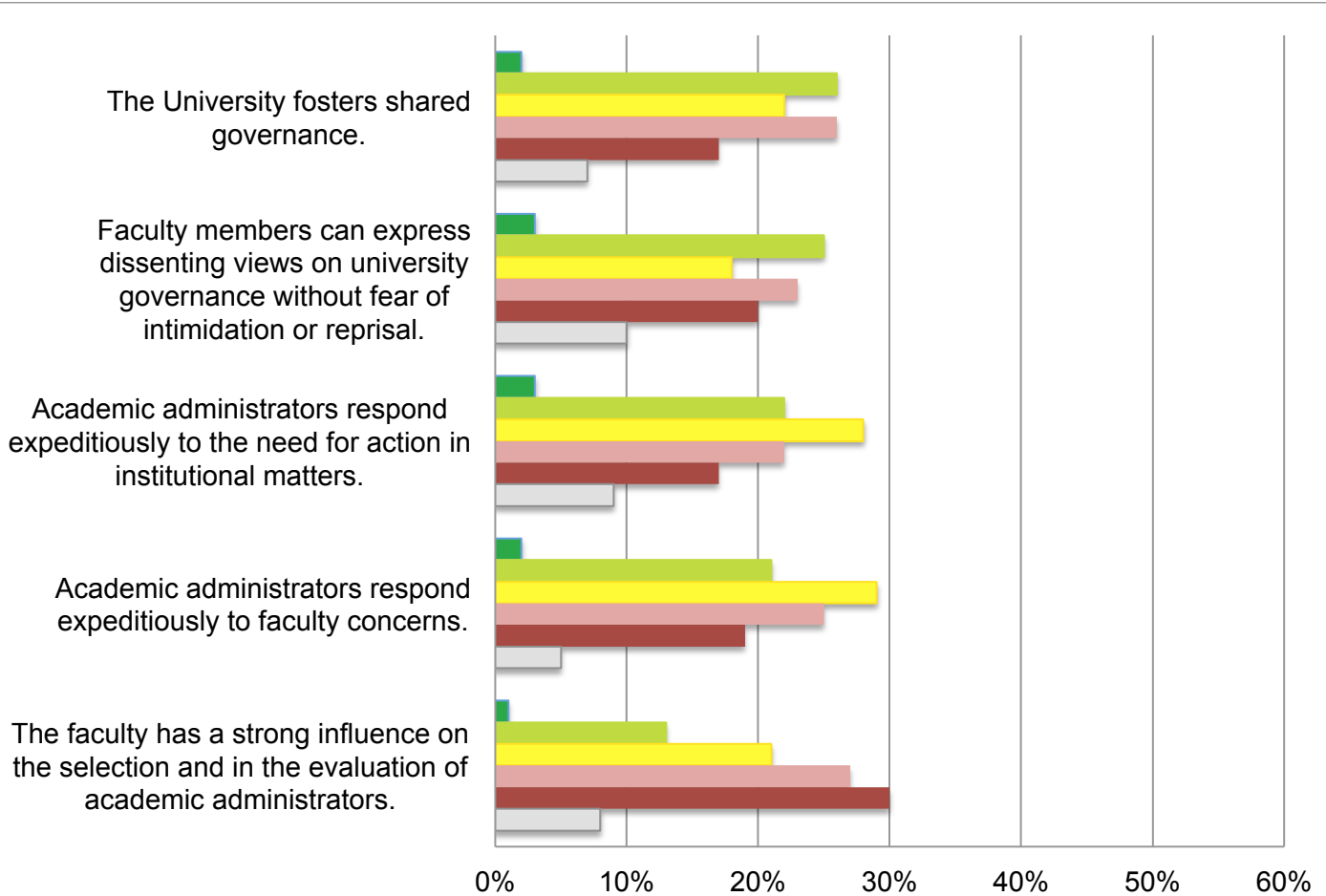
Answer	Average Value
Research/Scholarship/Creative Activities	6.63

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



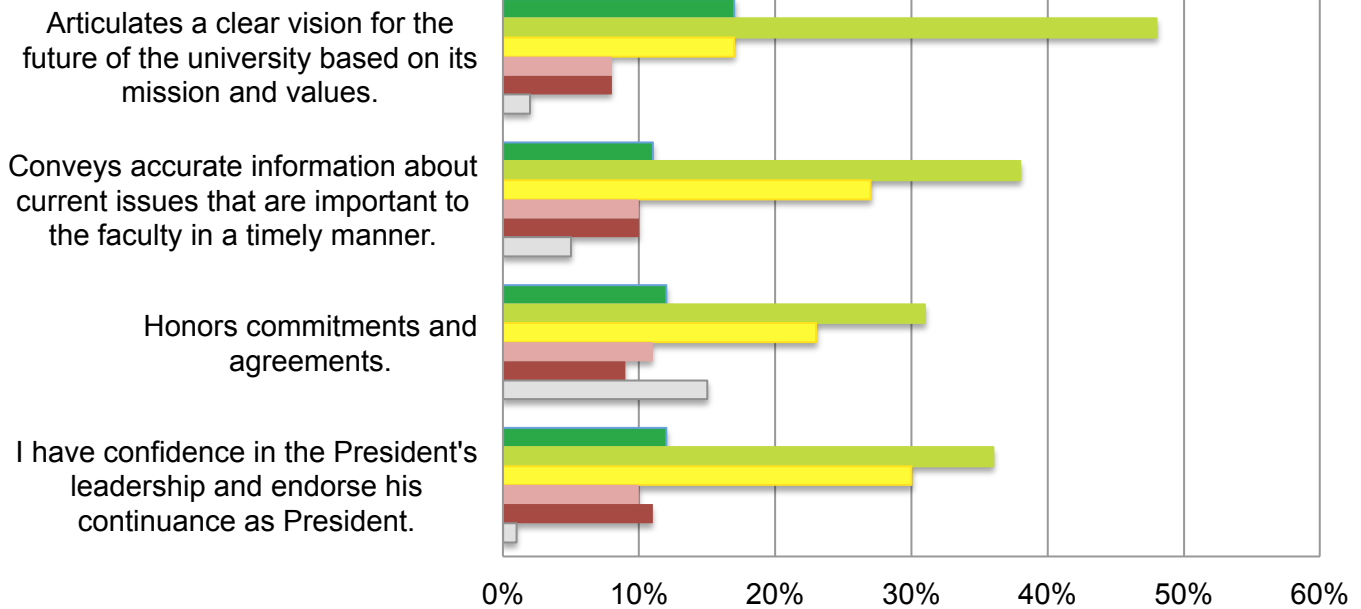
	I have a role in the governance of my college.	Overall, the governance system of my department is effective.	I trust the leadership team in my college (Dean, Associate/ Assistant Deans).	I trust the leadership in my department.
■ Strongly Agree	4%	20%	23%	33%
■ Agree	27%	37%	36%	31%
■ Neutral	23%	16%	16%	12%
■ Disagree	20%	16%	9%	11%
■ Strongly Disagree	17%	10%	13%	12%
■ No Basis for Judgment	8%	2%	4%	2%

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



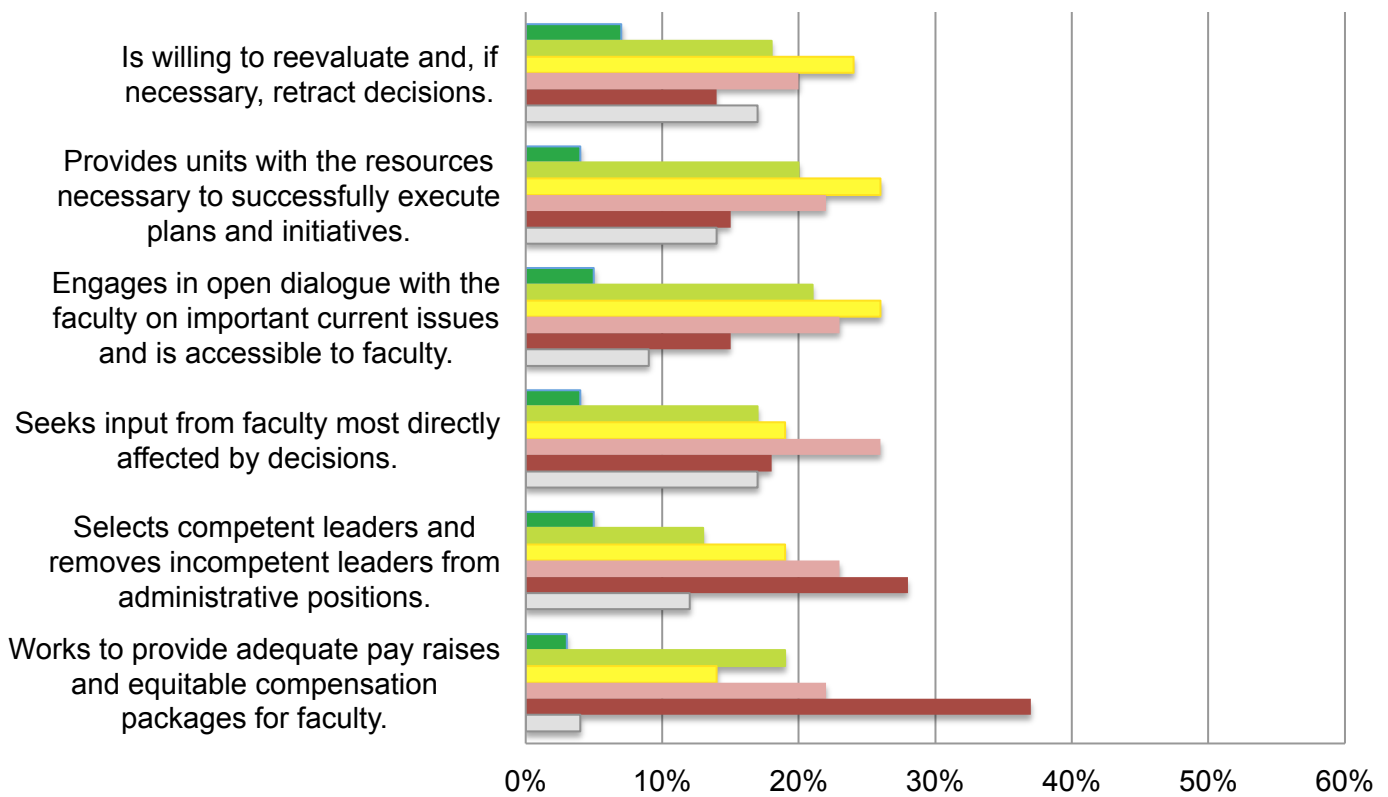
	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	Academic administrators respond expeditiously to faculty concerns.	Academic administrators respond expeditiously to the need for action in institutional matters.	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	The University fosters shared governance.
■ Strongly Agree	1%	2%	3%	3%	2%
■ Agree	13%	21%	22%	25%	26%
■ Neutral	21%	29%	28%	18%	22%
■ Disagree	27%	25%	22%	23%	26%
■ Strongly Disagree	30%	19%	17%	20%	17%
■ No Basis for Judgment	8%	5%	9%	10%	7%

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



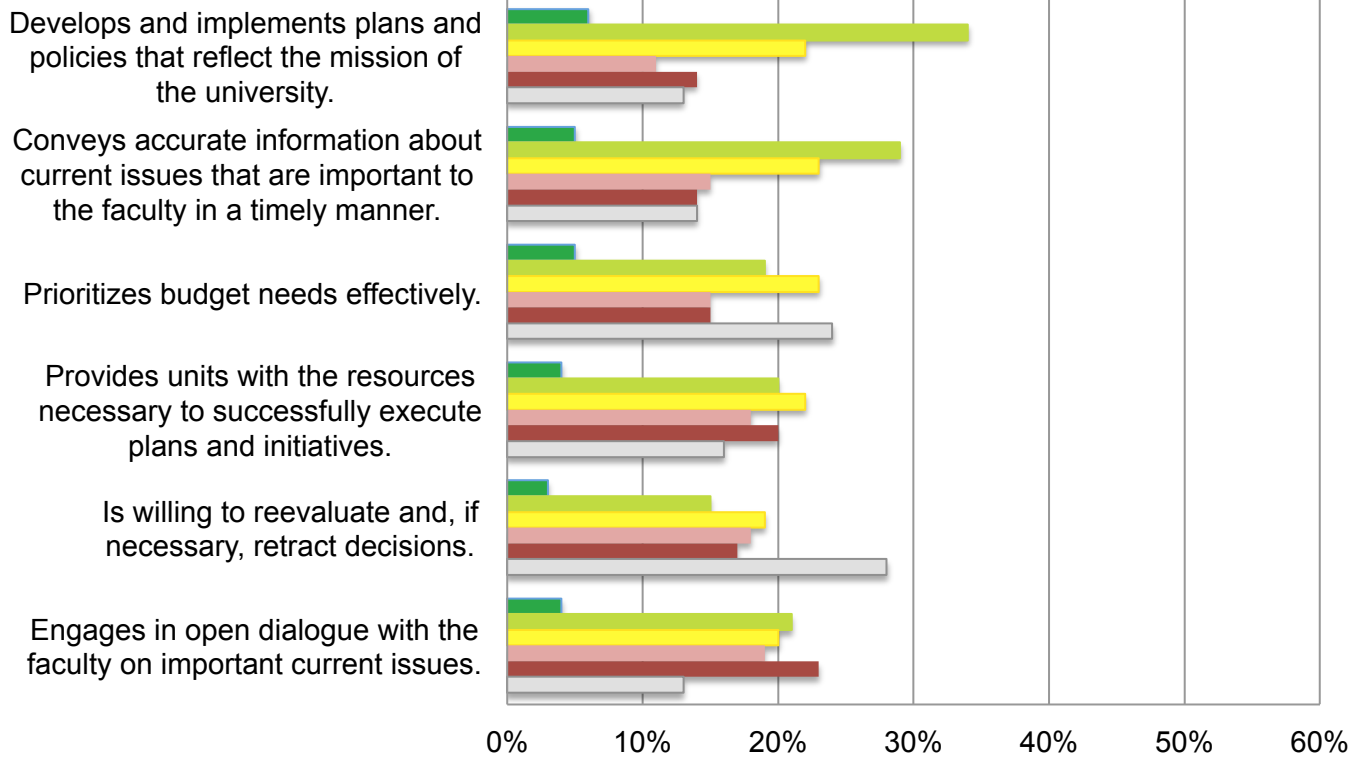
	I have confidence in the President's leadership and endorse his continuance as President.	Honors commitments and agreements.	Conveys accurate information about current issues that are important to the faculty in a timely manner.	Articulates a clear vision for the future of the university based on its mission and values.
■ Strongly Agree	12%	12%	11%	17%
■ Agree	36%	31%	38%	48%
■ Neutral	30%	23%	27%	17%
■ Disagree	10%	11%	10%	8%
■ Strongly Disagree	11%	9%	10%	8%
■ No Basis for Judgment	1%	15%	5%	2%

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



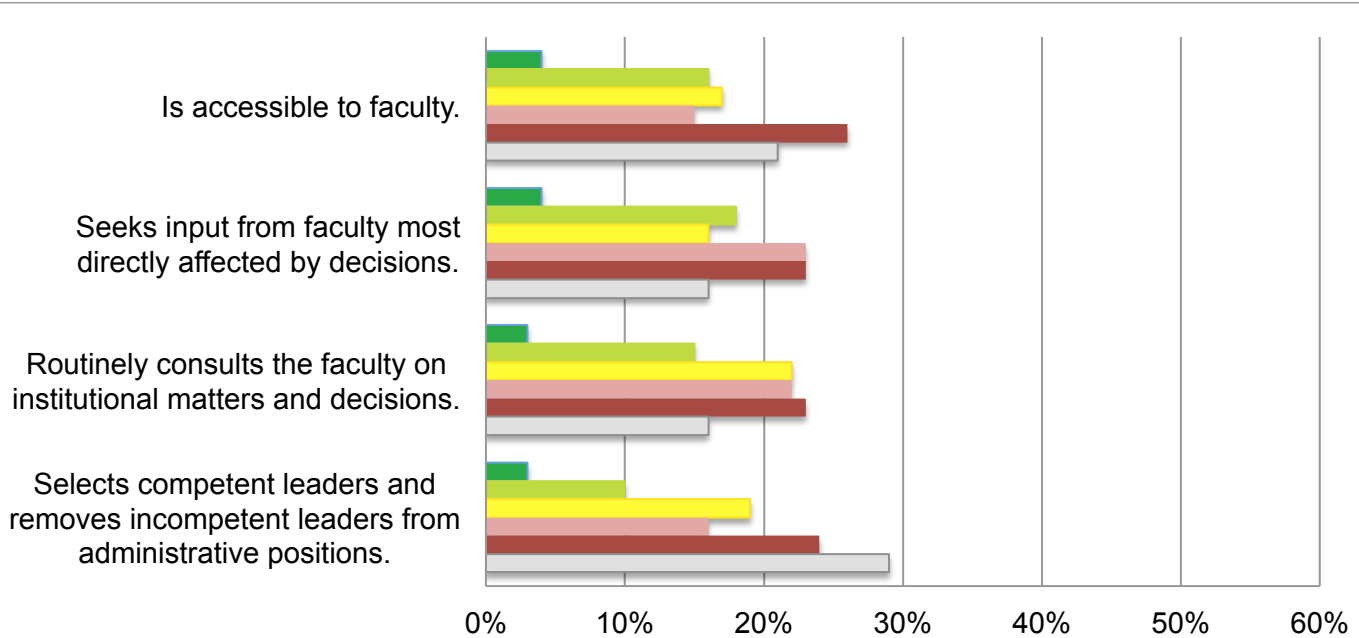
	Works to provide adequate pay raises and equitable compensation packages for faculty.	Selects competent leaders and removes incompetent leaders from administrative positions.	Seeks input from faculty most directly affected by decisions.	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	Provides units with the resources necessary to successfully execute plans and initiatives.	Is willing to reevaluate and, if necessary, retract decisions.
Strongly Agree	3%	5%	4%	5%	4%	7%
Agree	19%	13%	17%	21%	20%	18%
Neutral	14%	19%	19%	26%	26%	24%
Disagree	22%	23%	26%	23%	22%	20%
Strongly Disagree	37%	28%	18%	15%	15%	14%
No Basis for Judgment	4%	12%	17%	9%	14%	17%

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



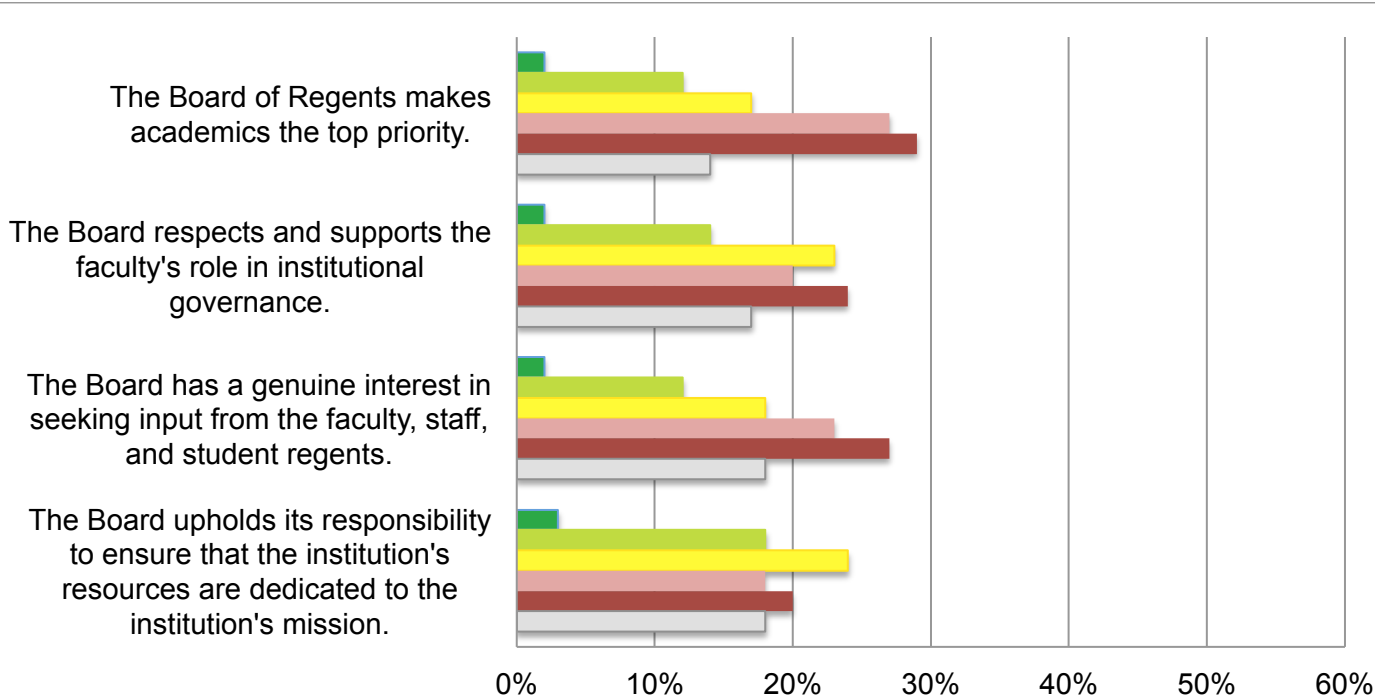
	Engages in open dialogue with the faculty on important current issues.	Is willing to reevaluate and, if necessary, retract decisions.	Provides units with the resources necessary to successfully execute plans and initiatives.	Prioritizes budget needs effectively.	Conveys accurate information about current issues that are important to the faculty in a timely manner.	Develops and implements plans and policies that reflect the mission of the university.
Strongly Agree	4%	3%	4%	5%	5%	6%
Agree	21%	15%	20%	19%	29%	34%
Neutral	20%	19%	22%	23%	23%	22%
Disagree	19%	18%	18%	15%	15%	11%
Strongly Disagree	23%	17%	20%	15%	14%	14%
No Basis for Judgment	13%	28%	16%	24%	14%	13%

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



	Selects competent leaders and removes incompetent leaders from administrative positions.	Routinely consults the faculty on institutional matters and decisions.	Seeks input from faculty most directly affected by decisions.	Is accessible to faculty.
Strongly Agree	3%	3%	4%	4%
Agree	10%	15%	18%	16%
Neutral	19%	22%	16%	17%
Disagree	16%	22%	23%	15%
Strongly Disagree	24%	23%	23%	26%
No Basis for Judgment	29%	16%	16%	21%

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





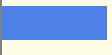


	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	The Board respects and supports the faculty's role in institutional governance.	The Board of Regents makes academics the top priority.
Strongly Agree	3%	2%	2%	2%
Agree	18%	12%	14%	12%
Neutral	24%	18%	23%	17%
Disagree	18%	23%	20%	27%
Strongly Disagree	20%	27%	24%	29%
No Basis for Judgment	18%	18%	17%	14%

Faculty Work-Life Survey

March 2012

Results by Rank

1. Your Rank

#	Answer		Responses*	%
1	Part-time Instructor		57	14%
2	Full-time Instructor		64	16%
3	Assistant Professor		89	22%
4	Associate Professor		115	29%
5	Professor		75	19%
	Total		400	100%

*Number of respondents may differ across questions. Some faculty may have chosen to leave some items unanswered.

2. Please rate your level of satisfaction with the following support services at WKU

Part-time Instructor						
Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment
Library resources	25%	44%	13%	4%	0%	13%
Availability of University-sponsored childcare	4%	0%	13%	6%	4%	73%
Paternity/maternity leave options	2%	8%	13%	4%	2%	71%
Your knowledge of paternity/maternity leave options	6%	4%	20%	4%	8%	59%
Information technology	29%	58%	6%	6%	0%	2%
Parking and transportation services	8%	25%	25%	15%	15%	12%
WKU Store services	23%	33%	17%	8%	2%	17%
Campus food services	15%	31%	21%	10%	2%	21%
Full-time Instructor						
Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment
Library resources	14%	42%	24%	5%	3%	12%
Availability of University-sponsored childcare	0%	2%	17%	7%	5%	69%
Paternity/maternity leave options	3%	8%	12%	3%	5%	68%
Your knowledge of paternity/maternity leave options	0%	15%	14%	15%	3%	53%
Information technology	22%	64%	3%	10%	0%	0%
Parking and transportation services	3%	51%	19%	15%	12%	0%
WKU Store services	7%	44%	29%	8%	3%	8%
Campus food services	5%	45%	16%	29%	2%	3%

Assistant Professor						
Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment
Library resources	13%	46%	18%	16%	2%	4%
Availability of University-sponsored childcare	1%	2%	10%	6%	5%	76%
Paternity/maternity leave options	1%	6%	10%	7%	3%	73%
Your knowledge of paternity/maternity leave options	2%	13%	13%	11%	1%	58%
Information technology	33%	55%	9%	2%	1%	0%
Parking and transportation services	6%	40%	21%	21%	8%	3%
WKU Store services	11%	52%	17%	7%	2%	11%
Campus food services	8%	45%	22%	15%	0%	10%
Associate Professor						
Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment
Library resources	17%	46%	16%	14%	4%	3%
Availability of University-sponsored childcare	0%	1%	14%	5%	10%	70%
Paternity/maternity leave options	1%	7%	10%	7%	8%	67%
Your knowledge of paternity/maternity leave options	4%	15%	10%	6%	3%	62%
Information technology	21%	60%	13%	4%	3%	0%
Parking and transportation services	6%	42%	21%	16%	11%	4%
WKU Store services	4%	46%	23%	8%	3%	15%
Campus food services	6%	50%	16%	14%	5%	8%

Professor						
Question	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment
Library resources	26%	49%	10%	10%	1%	4%
Availability of University-sponsored childcare	1%	7%	11%	3%	1%	77%
Paternity/maternity leave options	3%	16%	11%	4%	3%	63%
Your knowledge of paternity/maternity leave options	10%	22%	11%	1%	3%	53%
Information technology	22%	60%	10%	5%	3%	0%
Parking and transportation services	10%	41%	14%	22%	11%	3%
WKU Store services	14%	38%	29%	3%	3%	14%
Campus food services	15%	43%	26%	7%	1%	7%

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

Part-time Instructor					
Question	Very Good	Good	Poor	Very Poor	No Basis for Judgment
In my opinion, faculty morale is	2%	65%	15%	8%	10%
Full-time Instructor					
Question	Very Good	Good	Poor	Very Poor	No Basis for Judgment
In my opinion, faculty morale is	2%	39%	38%	20%	2%
Assistant Professor					
Question	Very Good	Good	Poor	Very Poor	No Basis for Judgment
In my opinion, faculty morale is	2%	52%	31%	12%	2%
Associate Professor					
Question	Very Good	Good	Poor	Very Poor	No Basis for Judgment
In my opinion, faculty morale is	0%	28%	46%	24%	3%
Professor					
Question	Very Good	Good	Poor	Very Poor	No Basis for Judgment
In my opinion, faculty morale is	3%	27%	44%	23%	3%

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

Part-time Instructor						
Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
My teaching load is reasonable and manageable.	37%	49%	10%	2%	2%	0%
My service load is reasonable and manageable.	14%	24%	10%	0%	0%	52%
My research load is reasonable and manageable.	4%	10%	6%	0%	0%	80%
My workload is satisfactory.	29%	43%	14%	10%	2%	2%
I understand the procedure by which workload is determined in my unit.	12%	29%	8%	14%	10%	27%
University procedures for establishing workload are appropriate.	6%	20%	18%	6%	6%	43%
Full-time Instructor						
Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
My teaching load is reasonable and manageable.	10%	59%	7%	14%	8%	2%
My service load is reasonable and manageable.	7%	51%	20%	10%	5%	7%
My research load is reasonable and manageable.	2%	31%	19%	8%	3%	37%
My workload is satisfactory.	7%	51%	17%	20%	5%	0%
I understand the procedure by which workload is determined in my unit.	10%	36%	17%	20%	15%	2%
University procedures for establishing workload are appropriate.	0%	17%	27%	25%	15%	15%

Assistant Professor						
Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
My teaching load is reasonable and manageable.	10%	55%	8%	20%	3%	3%
My service load is reasonable and manageable.	6%	60%	7%	21%	5%	2%
My research load is reasonable and manageable.	7%	51%	13%	20%	1%	8%
My workload is satisfactory.	8%	47%	19%	21%	6%	0%
I understand the procedure by which workload is determined in my unit.	13%	37%	16%	24%	8%	2%
University procedures for establishing workload are appropriate.	6%	25%	15%	26%	11%	16%
Associate Professor						
Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
My teaching load is reasonable and manageable.	4%	42%	11%	33%	7%	3%
My service load is reasonable and manageable.	4%	54%	15%	19%	7%	1%
My research load is reasonable and manageable.	2%	39%	20%	26%	6%	7%
My workload is satisfactory.	4%	34%	18%	32%	12%	0%
I understand the procedure by which workload is determined in my unit.	6%	46%	13%	21%	15%	0%
University procedures for establishing workload are appropriate.	1%	18%	20%	30%	21%	10%

Professor						
Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
My teaching load is reasonable and manageable.	16%	42%	15%	16%	5%	4%
My service load is reasonable and manageable.	16%	44%	12%	23%	1%	3%
My research load is reasonable and manageable.	14%	40%	19%	18%	5%	4%
My workload is satisfactory.	11%	34%	23%	23%	8%	0%
I understand the procedure by which workload is determined in my unit.	22%	37%	14%	15%	10%	3%
University procedures for establishing workload are appropriate.	10%	18%	18%	33%	14%	7%

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

Part-time Instructor						
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.	2%	6%	6%	2%	2%	82%
Tenure and promotion procedures at WKU are transparent.	0%	6%	8%	2%	4%	80%
I am aware of the criteria for merit increases in my department.	0%	6%	4%	24%	14%	51%
I am satisfied with the merit increase process.	0%	6%	9%	17%	15%	53%

Full-time Instructor						
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.	0%	27%	7%	14%	8%	44%
Tenure and promotion procedures at WKU are transparent.	0%	17%	14%	14%	10%	46%
I am aware of the criteria for merit increases in my department.	2%	10%	8%	27%	32%	20%
I am satisfied with the merit increase process.	0%	5%	8%	15%	44%	27%

Assistant Professor						
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.	14%	45%	10%	16%	10%	5%
Tenure and promotion procedures at WKU are transparent.	9%	30%	22%	17%	11%	10%
I am aware of the criteria for merit increases in my department.	7%	14%	11%	24%	31%	13%
I am satisfied with the merit increase process.	5%	6%	13%	16%	37%	24%

Associate Professor						
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.	20%	53%	10%	12%	5%	1%
Tenure and promotion procedures at WKU are transparent.	14%	41%	15%	18%	11%	1%
I am aware of the criteria for merit increases in my department.	6%	18%	11%	24%	32%	9%
I am satisfied with the merit increase process.	3%	7%	6%	22%	52%	10%
Professor						
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.	34%	37%	11%	10%	0%	8%
Tenure and promotion procedures at WKU are transparent.	18%	42%	16%	18%	4%	1%
I am aware of the criteria for merit increases in my department.	11%	25%	15%	17%	17%	15%
I am satisfied with the merit increase process.	5%	11%	16%	21%	34%	12%

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

Part-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The current form of instructor and course evaluation (SITES) provides effective information about teaching effectiveness.	10%	17%	13%	27%	25%	8%
2	I receive appropriate and constructive feedback about teaching.	8%	17%	27%	27%	17%	4%
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	45%	43%	4%	2%	0%	6%
4	Relative to years of service and rank my salary is satisfactory.	8%	8%	16%	27%	35%	6%
5	Overall, I have high job satisfaction.	20%	35%	31%	12%	2%	0%
Full-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The current form of instructor and course evaluation (SITES) provides effective information about teaching effectiveness.	0%	22%	19%	19%	40%	0%
2	I receive appropriate and constructive feedback about teaching.	5%	31%	22%	21%	21%	0%
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	37%	44%	5%	7%	5%	2%
4	Relative to years of service and rank my salary is satisfactory.	2%	10%	19%	33%	36%	0%
5	Overall, I have high job satisfaction.	10%	33%	31%	19%	7%	0%

Assistant Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1%	13%	23%	30%	30%	3%
2	I receive appropriate and constructive feedback about teaching.	8%	26%	25%	25%	11%	3%
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	29%	59%	5%	6%	1%	0%
4	Relative to years of service and rank my salary is satisfactory.	3%	17%	16%	32%	29%	2%
5	Overall, I have high job satisfaction.	8%	43%	21%	21%	8%	0%
Associate Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1%	13%	11%	33%	38%	5%
2	I receive appropriate and constructive feedback about teaching.	2%	23%	23%	28%	23%	2%
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	24%	53%	9%	8%	5%	1%
4	Relative to years of service and rank my salary is satisfactory.	4%	11%	14%	32%	39%	1%
5	Overall, I have high job satisfaction.	3%	28%	28%	28%	14%	0%

Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	3%	15%	16%	22%	41%	3%
2	I receive appropriate and constructive feedback about teaching.	5%	23%	30%	22%	16%	3%
3	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	32%	55%	14%	0%	0%	0%
4	Relative to years of service and rank my salary is satisfactory.	8%	18%	5%	34%	34%	0%
5	Overall, I have high job satisfaction.	11%	29%	23%	16%	21%	0%

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

#	Answer	Part-time Instructor	Full-time Instructor	Assistant Professor	Associate Professor	Professor
1	Fall term	5.86	11.88	9.05	9.28	8.10
2	Spring term	5.33	12.03	8.87	9.10	7.92
3	Summer term	0.67	2.68	2.71	3.12	1.86
4	January term	0.06	0.90	0.78	0.79	0.58
	Total	11.92	27.49	21.41	22.28	18.47

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

Answer	Part-time Instructor	Full-time Instructor	Assistant Professor	Associate Professor	Professor
Teaching	5.68	12.52	9.17	10.01	10.83
Teaching preparation	5.68	12.31	9.97	8.50	10.88
Grading	3.78	7.69	6.02	5.66	5.69
Office Hours	3.36	9.41	7.66	8.05	7.90
Total	18.49	41.93	32.82	32.22	35.30

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

Answer	Part-time Instructor	Full-time Instructor	Assistant Professor	Associate Professor	Professor
Departmental service	1.72	3.73	4.20	4.38	5.14
College Service	0.13	1.11	1.48	2.42	2.02
University Service	0.32	1.65	1.76	2.08	3.28
Other service	1.07	3.25	2.36	2.90	3.47
Total	3.24	9.73	9.80	11.77	13.91

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

Answer	Part-time Instructor	Full-time Instructor	Assistant Professor	Associate Professor	Professor
Research/Scholarship/Creative Activities	2.96	3.56	8.18	6.86	7.24
Total	2.96	3.56	8.18	6.86	7.24

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

Part-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The University fosters shared governance.	4%	15%	24%	24%	2%	30%
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	7%	20%	9%	22%	13%	29%
3	Academic administrators respond expeditiously to faculty concerns.	2%	22%	18%	16%	9%	33%
4	Academic administrators respond expeditiously to the need for action in institutional matters.	2%	18%	20%	16%	11%	33%
5	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	2%	13%	11%	20%	11%	42%
6	I have a role in the governance of my college.	0%	7%	13%	11%	42%	27%
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	17%	35%	17%	9%	2%	20%
8	I trust the leadership in my department.	22%	41%	15%	7%	2%	13%
9	Overall, the governance system of my department is effective.	13%	30%	28%	9%	2%	17%

Full-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The University fosters shared governance.	0%	23%	18%	21%	20%	18%
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	2%	20%	18%	29%	21%	11%
3	Academic administrators respond expeditiously to faculty concerns.	4%	25%	20%	25%	21%	5%
4	Academic administrators respond expeditiously to the need for action in institutional matters.	5%	25%	27%	14%	23%	5%
5	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	4%	16%	14%	27%	30%	9%
6	I have a role in the governance of my college.	2%	32%	20%	13%	21%	13%
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	30%	34%	14%	7%	9%	5%
8	I trust the leadership in my department.	38%	32%	9%	13%	9%	0%
9	Overall, the governance system of my department is effective.	22%	35%	7%	24%	11%	2%

Assistant Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The University fosters shared governance.	5%	31%	28%	23%	7%	6%
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1%	23%	23%	24%	11%	17%
3	Academic administrators respond expeditiously to faculty concerns.	1%	23%	35%	22%	8%	11%
4	Academic administrators respond expeditiously to the need for action in institutional matters.	1%	20%	29%	18%	10%	22%
5	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	1%	17%	28%	23%	17%	14%
6	I have a role in the governance of my college.	2%	30%	22%	22%	10%	14%
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	20%	45%	17%	7%	7%	4%
8	I trust the leadership in my department.	31%	29%	18%	10%	10%	2%
9	Overall, the governance system of my department is effective.	20%	35%	22%	13%	7%	2%

Associate Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The University fosters shared governance.	1%	25%	23%	25%	22%	4%
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	6%	26%	15%	23%	23%	8%
3	Academic administrators respond expeditiously to faculty concerns.	1%	21%	30%	26%	20%	2%
4	Academic administrators respond expeditiously to the need for action in institutional matters.	2%	25%	28%	24%	17%	5%
5	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	1%	9%	22%	31%	34%	3%
6	I have a role in the governance of my college.	6%	24%	25%	22%	19%	5%
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	23%	32%	16%	9%	16%	4%
8	I trust the leadership in my department.	29%	32%	14%	10%	13%	1%
9	Overall, the governance system of my department is effective.	15%	36%	18%	16%	13%	1%

Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The University fosters shared governance.	3%	22%	19%	31%	21%	3%
2	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	4%	28%	21%	18%	24%	4%
3	Academic administrators respond expeditiously to faculty concerns.	3%	15%	28%	27%	24%	3%
4	Academic administrators respond expeditiously to the need for action in institutional matters.	3%	16%	28%	31%	18%	3%
5	The faculty has a strong influence on the selection and in the evaluation of academic administrators.	0%	10%	19%	27%	39%	4%
6	I have a role in the governance of my college.	7%	24%	27%	22%	16%	3%
7	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	22%	31%	15%	12%	15%	4%
8	I trust the leadership in my department.	38%	32%	5%	12%	11%	2%
9	Overall, the governance system of my department is effective.	26%	43%	12%	12%	5%	2%

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

Part-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Articulates a clear vision for the future of the university based on its mission and values.	18%	42%	13%	13%	2%	11%
2	Honors commitments and agreements.	11%	36%	16%	4%	2%	31%
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	13%	31%	31%	4%	2%	18%
4	Is willing to reevaluate and, if necessary, retract decisions.	13%	16%	18%	11%	4%	38%
5	Seeks input from faculty most directly affected by decisions.	9%	18%	24%	11%	7%	31%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	7%	24%	16%	11%	4%	38%
7	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	9%	24%	22%	7%	2%	36%
8	Selects competent leaders and removes incompetent leaders from administrative positions.	7%	22%	18%	16%	11%	27%
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	7%	24%	11%	11%	33%	15%
10	I have confidence in the President's leadership and endorse his continuance as President.	13%	38%	29%	2%	7%	11%

Full-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Articulates a clear vision for the future of the university based on its mission and values.	22%	55%	7%	5%	7%	4%
2	Honors commitments and agreements.	18%	27%	25%	4%	13%	14%
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	20%	32%	27%	5%	11%	5%
4	Is willing to reevaluate and, if necessary, retract decisions.	16%	13%	21%	18%	14%	18%
5	Seeks input from faculty most directly affected by decisions.	7%	23%	13%	21%	20%	16%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	9%	13%	22%	20%	24%	13%
7	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	11%	20%	20%	21%	20%	9%
8	Selects competent leaders and removes incompetent leaders from administrative positions.	9%	18%	13%	21%	29%	11%
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	4%	20%	14%	18%	43%	2%
10	I have confidence in the President's leadership and endorse his continuance as President.	13%	39%	29%	9%	9%	2%

Assistant Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Articulates a clear vision for the future of the university based on its mission and values.	11%	61%	13%	7%	5%	2%
2	Honors commitments and agreements.	5%	38%	21%	7%	1%	28%
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	5%	52%	20%	10%	5%	9%
4	Is willing to reevaluate and, if necessary, retract decisions.	1%	21%	31%	10%	6%	31%
5	Seeks input from faculty most directly affected by decisions.	1%	13%	24%	22%	9%	30%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	2%	18%	32%	16%	9%	23%
7	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	1%	23%	23%	26%	6%	21%
8	Selects competent leaders and removes incompetent leaders from administrative positions.	1%	16%	27%	16%	17%	23%
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	1%	16%	20%	28%	24%	11%
10	I have confidence in the President's leadership and endorse his continuance as President.	9%	44%	33%	6%	6%	2%

Associate Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Articulates a clear vision for the future of the university based on its mission and values.	23%	39%	22%	10%	6%	1%
2	Honors commitments and agreements.	15%	27%	20%	19%	10%	10%
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	12%	32%	29%	16%	9%	3%
4	Is willing to reevaluate and, if necessary, retract decisions.	9%	22%	20%	24%	13%	12%
5	Seeks input from faculty most directly affected by decisions.	4%	19%	16%	29%	19%	13%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	4%	22%	29%	27%	11%	8%
7	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	7%	24%	27%	27%	12%	4%
8	Selects competent leaders and removes incompetent leaders from administrative positions.	8%	10%	19%	26%	30%	8%
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	3%	22%	13%	23%	39%	1%
10	I have confidence in the President's leadership and endorse his continuance as President.	16%	30%	30%	13%	10%	1%

Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Articulates a clear vision for the future of the university based on its mission and values.	14%	42%	22%	8%	14%	2%
2	Honors commitments and agreements.	9%	34%	28%	8%	14%	8%
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	11%	34%	35%	5%	14%	2%
4	Is willing to reevaluate and, if necessary, retract decisions.	6%	14%	25%	26%	22%	8%
5	Seeks input from faculty most directly affected by decisions.	5%	14%	22%	28%	25%	8%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	3%	25%	20%	23%	20%	9%
7	Engages in open dialogue with the faculty on important current issues and is accessible to faculty.	5%	19%	34%	17%	23%	2%
8	Selects competent leaders and removes incompetent leaders from administrative positions.	5%	11%	17%	25%	39%	3%
9	Works to provide adequate pay raises and equitable compensation packages for faculty.	6%	20%	13%	19%	39%	3%
10	I have confidence in the President's leadership and endorse his continuance as President.	11%	33%	28%	9%	19%	0%

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

Part-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Develops and implements plans and policies that reflect the mission of the university.	9%	18%	7%	9%	5%	52%
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	7%	16%	7%	12%	7%	51%
3	Is willing to reevaluate and, if necessary, retract decisions.	7%	9%	7%	14%	5%	58%
4	Prioritizes budget needs effectively.	5%	14%	12%	5%	12%	53%
5	Seeks input from faculty most directly affected by decisions.	5%	16%	7%	12%	9%	51%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	9%	14%	7%	7%	7%	56%
7	Engages in open dialogue with the faculty on important current issues.	7%	19%	9%	7%	7%	51%
8	Is accessible to faculty.	5%	14%	7%	7%	7%	60%
9	Selects competent leaders and removes incompetent leaders from administrative positions.	5%	16%	5%	9%	9%	56%
10	Routinely consults the faculty on institutional matters and decisions.	5%	14%	2%	14%	7%	58%

Full-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Develops and implements plans and policies that reflect the mission of the university.	4%	38%	15%	13%	11%	20%
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	4%	27%	16%	20%	13%	20%
3	Is willing to reevaluate and, if necessary, retract decisions.	2%	15%	13%	16%	22%	33%
4	Prioritizes budget needs effectively.	4%	16%	25%	13%	13%	29%
5	Seeks input from faculty most directly affected by decisions.	2%	22%	7%	22%	20%	27%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	4%	16%	22%	11%	25%	22%
7	Engages in open dialogue with the faculty on important current issues.	2%	27%	15%	13%	24%	20%
8	Is accessible to faculty.	4%	22%	11%	18%	22%	24%
9	Selects competent leaders and removes incompetent leaders from administrative positions.	2%	9%	13%	13%	29%	35%
10	Routinely consults the faculty on institutional matters and decisions.	2%	18%	15%	18%	20%	27%

Assistant Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Develops and implements plans and policies that reflect the mission of the university.	6%	39%	23%	13%	6%	13%
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	5%	29%	27%	17%	5%	17%
3	Is willing to reevaluate and, if necessary, retract decisions.	3%	16%	24%	16%	6%	34%
4	Prioritizes budget needs effectively.	3%	19%	22%	16%	9%	32%
5	Seeks input from faculty most directly affected by decisions.	3%	19%	20%	24%	13%	22%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	3%	18%	27%	15%	11%	27%
7	Engages in open dialogue with the faculty on important current issues.	1%	23%	24%	19%	13%	20%
8	Is accessible to faculty.	4%	22%	14%	14%	18%	29%
9	Selects competent leaders and removes incompetent leaders from administrative positions.	1%	14%	23%	10%	14%	38%
10	Routinely consults the faculty on institutional matters and decisions.	3%	15%	22%	24%	14%	23%

Associate Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Develops and implements plans and policies that reflect the mission of the university.	6%	32%	22%	12%	15%	13%
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	5%	29%	23%	12%	16%	15%
3	Is willing to reevaluate and, if necessary, retract decisions.	3%	17%	14%	20%	16%	30%
4	Prioritizes budget needs effectively.	6%	18%	25%	13%	17%	20%
5	Seeks input from faculty most directly affected by decisions.	4%	21%	16%	22%	26%	12%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	2%	27%	18%	23%	20%	10%
7	Engages in open dialogue with the faculty on important current issues.	6%	17%	22%	23%	23%	8%
8	Is accessible to faculty.	6%	13%	18%	13%	30%	20%
9	Selects competent leaders and removes incompetent leaders from administrative positions.	5%	8%	19%	22%	22%	25%
10	Routinely consults the faculty on institutional matters and decisions.	2%	14%	25%	22%	25%	12%

Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	Develops and implements plans and policies that reflect the mission of the university.	8%	30%	28%	6%	20%	8%
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	6%	31%	22%	14%	20%	6%
3	Is willing to reevaluate and, if necessary, retract decisions.	5%	10%	27%	17%	25%	16%
4	Prioritizes budget needs effectively.	6%	22%	20%	17%	17%	17%
5	Seeks input from faculty most directly affected by decisions.	5%	13%	20%	27%	30%	6%
6	Provides units with the resources necessary to successfully execute plans and initiatives.	8%	17%	25%	20%	22%	8%
7	Engages in open dialogue with the faculty on important current issues.	5%	22%	19%	20%	30%	5%
8	Is accessible to faculty.	3%	13%	25%	20%	30%	9%
9	Selects competent leaders and removes incompetent leaders from administrative positions.	3%	9%	19%	17%	33%	19%
10	Routinely consults the faculty on institutional matters and decisions.	5%	14%	24%	24%	29%	5%

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

Part-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The Board of Regents makes academics the top priority.	7%	20%	9%	16%	18%	31%
2	The Board respects and supports the faculty's role in institutional governance.	7%	16%	20%	16%	7%	34%
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	9%	14%	14%	11%	18%	34%
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	9%	19%	12%	19%	12%	30%
Full-time Instructor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The Board of Regents makes academics the top priority.	4%	13%	18%	23%	29%	14%
2	The Board respects and supports the faculty's role in institutional governance.	4%	16%	27%	11%	21%	21%
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	5%	14%	18%	20%	23%	20%
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	4%	23%	23%	11%	18%	21%

Assistant Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The Board of Regents makes academics the top priority.	1%	11%	16%	28%	16%	27%
2	The Board respects and supports the faculty's role in institutional governance.	1%	18%	28%	16%	10%	27%
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	0%	11%	20%	24%	11%	33%
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1%	19%	25%	13%	14%	28%
Associate Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The Board of Regents makes academics the top priority.	2%	13%	16%	30%	30%	9%
2	The Board respects and supports the faculty's role in institutional governance.	3%	13%	19%	26%	27%	12%
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	2%	14%	16%	25%	30%	13%
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	4%	16%	20%	21%	24%	14%

Professor							
#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment
1	The Board of Regents makes academics the top priority.	2%	11%	16%	23%	42%	6%
2	The Board respects and supports the faculty's role in institutional governance.	2%	8%	19%	22%	38%	13%
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	3%	8%	19%	19%	42%	9%
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	5%	14%	27%	23%	22%	9%