Faculty Work Life Survey
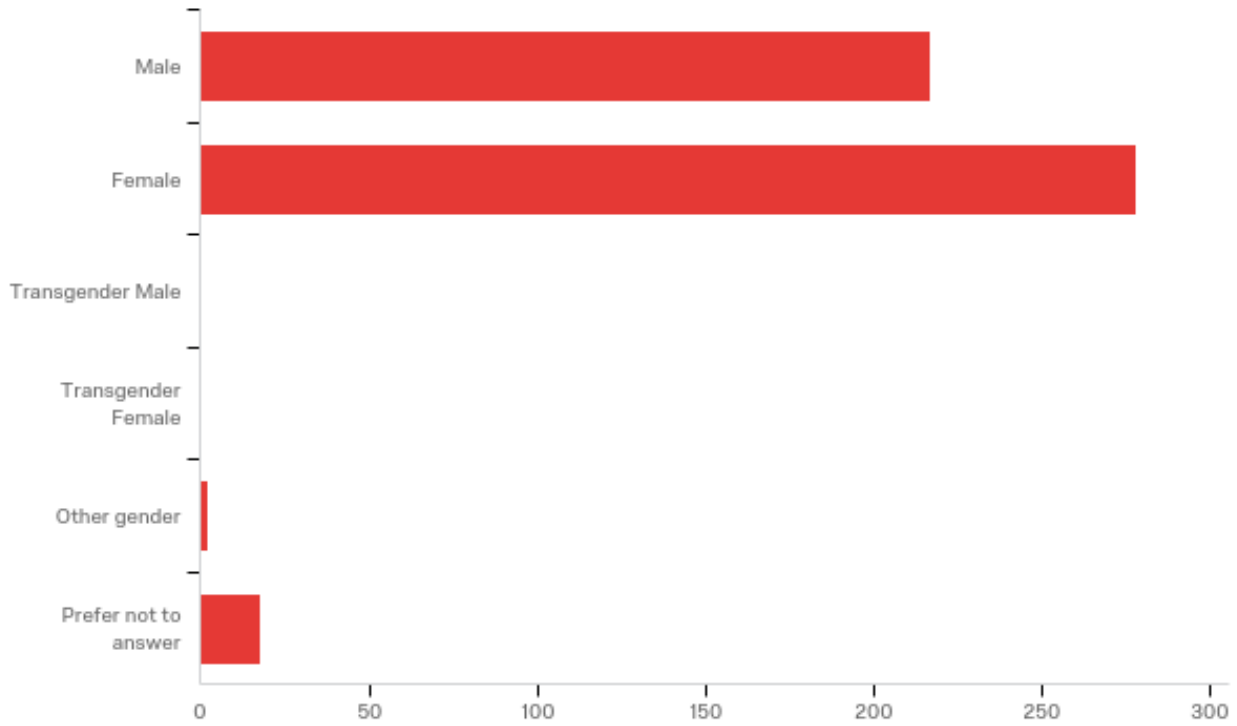# Fall 2017 / Spring 2018

Q1 - Your Gender
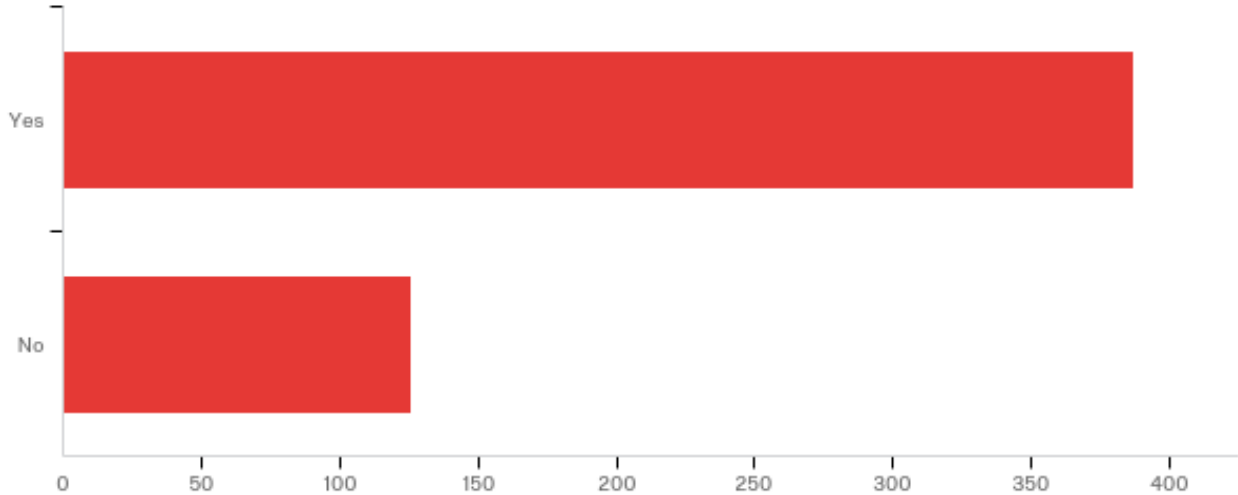

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Gender	1.00	6.00	1.73	0.97	0.94	515

#	Answer	%	Count
1	Male	42.14%	217
2	Female	53.98%	278
3	Transgender Male	0.00%	0
4	Transgender Female	0.00%	0

5	Other gender	0.39%	2
6	Prefer not to answer	3.50%	18
	Total	100%	515

Q2 - Do you hold a tenure-track position?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you hold a tenure-track position?	1.00	2.00	1.25	0.43	0.19	513

#	Answer	%	Count
1	Yes	75.44%	387
2	No	24.56%	126
	Total	100%	513

Q3 - Your Rank
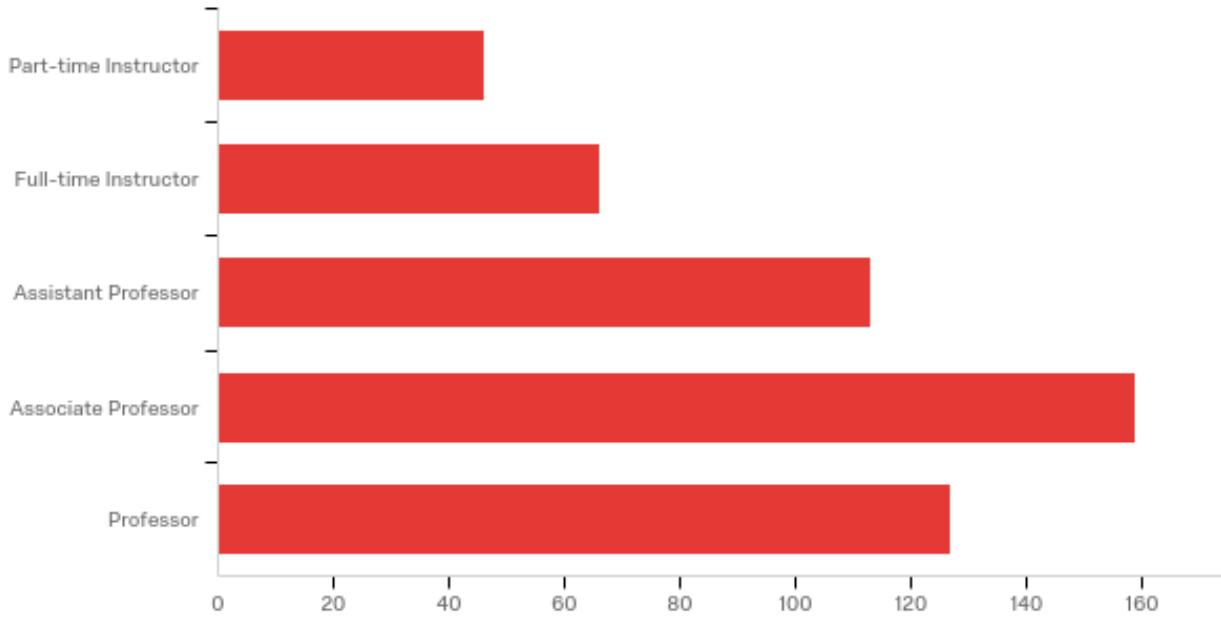
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Rank	1.00	5.00	3.50	1.24	1.55	511

#	Answer	%	Count
1	Part-time Instructor	9.00%	46
2	Full-time Instructor	12.92%	66
3	Assistant Professor	22.11%	113
4	Associate Professor	31.12%	159
5	Professor	24.85%	127
	Total	100%	511

Q4 - Your Affiliation
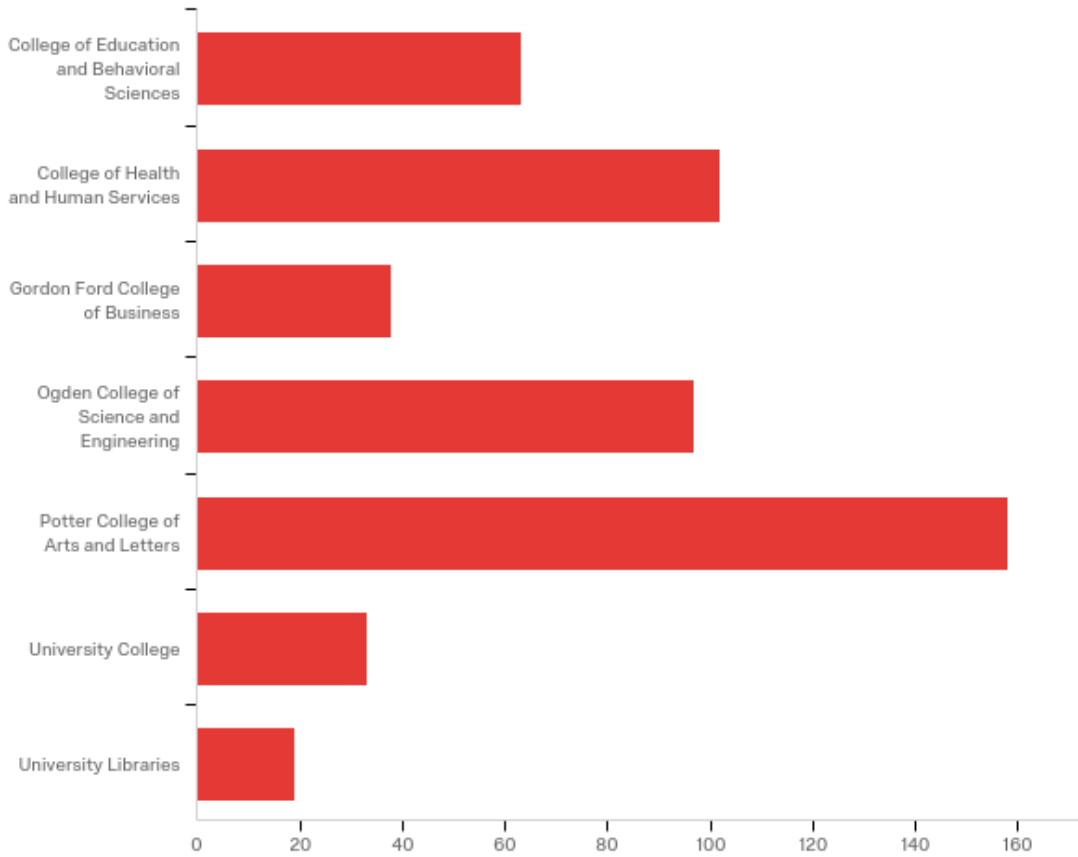
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Affiliation	1.00	7.00	3.71	1.67	2.80	510

#	Answer	%	Count
1	College of Education and Behavioral Sciences	12.35%	63
2	College of Health and Human Services	20.00%	102
3	Gordon Ford College of Business	7.45%	38
4	Ogden College of Science and Engineering	19.02%	97
5	Potter College of Arts and Letters	30.98%	158
6	University College	6.47%	33
7	University Libraries	3.73%	19
	Total	100%	510

Q5 - Your responsibilities are primarily
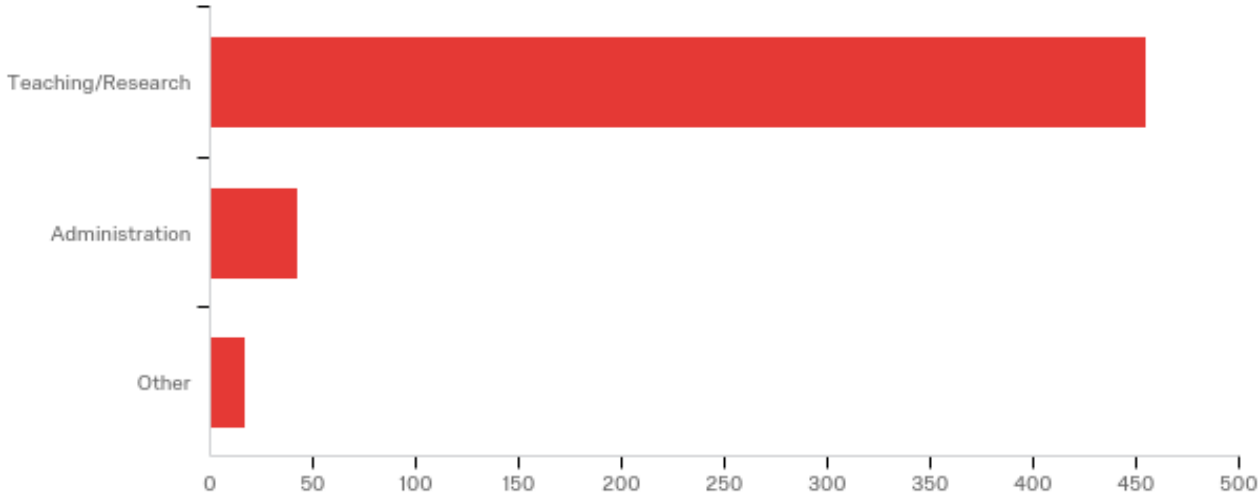
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your responsibilities are primarily	1.00	3.00	1.15	0.44	0.19	514

#	Answer	%	Count
1	Teaching/Research	88.52%	455
2	Administration	8.17%	42
3	Other	3.31%	17
	Total	100%	514

Q7 - Please rate your level of satisfaction with the following support services at WKU using the scale below.

Legend:
- Library resources
- Availability of University-sponsored childcare
- Paternity/maternity leave options
- Information technology
- Parking and transportation services
- WKU Store services
- Campus food services
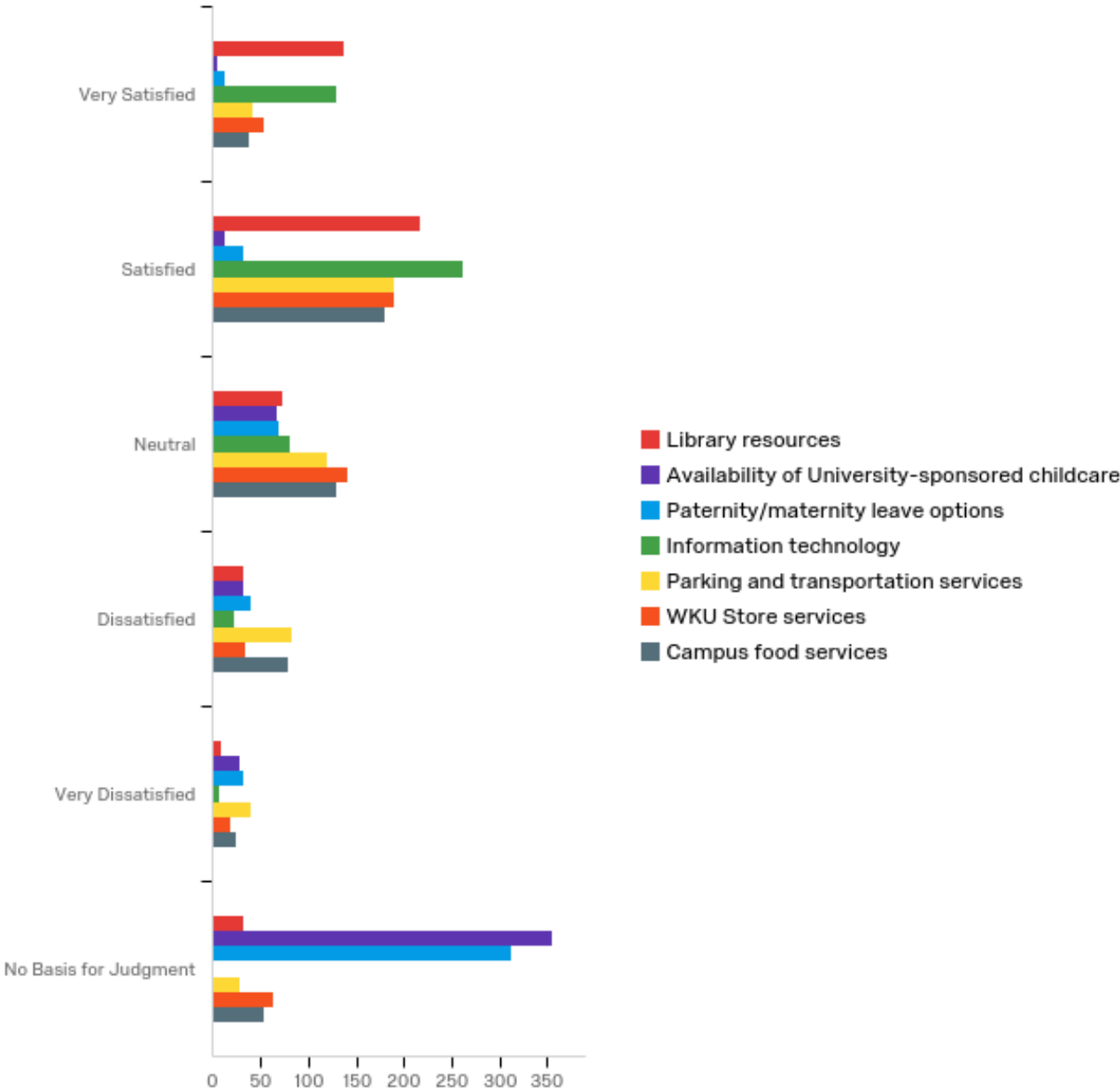
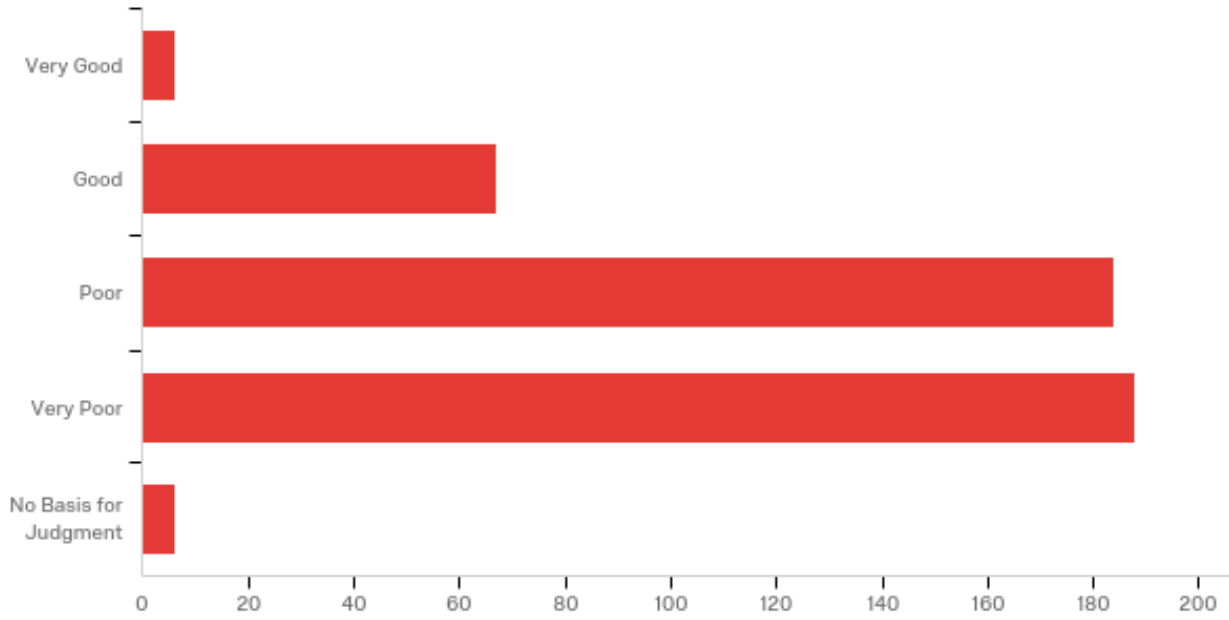| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Library resources	1.00	6.00	4.08	1.04	1.08	501
2	Availability of University-sponsored childcare	1.00	6.00	4.99	1.67	2.79	501
3	Paternity/maternity leave options	1.00	6.00	4.78	1.72	2.97	501
4	Information technology	1.00	5.00	3.96	0.85	0.73	501
5	Parking and transportation services	1.00	6.00	3.39	1.24	1.55	500
6	WKU Store services	1.00	6.00	3.83	1.21	1.48	501
7	Campus food services	1.00	6.00	3.57	1.28	1.63	501

#	Question	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgment		Total
1	Library resources	27.35%	137	43.31%	217	14.57%	73	6.59%	33	1.60%	8	6.59%	33	501
2	Availability of University-sponsored childcare	0.80%	4	2.59%	13	13.37%	67	6.59%	33	5.79%	29	70.86%	355	501
3	Paternity/maternity leave options	2.59%	13	6.59%	33	13.77%	69	7.98%	40	6.59%	33	62.48%	313	501
5	Information technology	25.75%	129	52.10%	261	16.17%	81	4.59%	23	1.40%	7	0.00%	0	501
6	Parking and transportation services	8.20%	41	37.80%	189	24.00%	120	16.40%	82	8.00%	40	5.60%	28	500
7	WKU Store services	10.78%	54	37.72%	189	28.14%	141	6.99%	35	3.59%	18	12.77%	64	501
8	Campus food services	7.39%	37	35.73%	179	25.75%	129	15.77%	79	4.79%	24	10.58%	53	501

Q8 - Please rate your sense of general faculty morale at WKU using the scale below.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In my opinion, faculty morale is	1.00	5.00	1.80	0.84	0.70	451

#	Answer	%	Count
4	Very Good	1.33%	6
3	Good	14.86%	67
2	Poor	40.80%	184
1	Very Poor	41.69%	188
5	No Basis for Judgment	1.33%	6
	Total	100%	451

Q9 - The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement.

Legend:
- My teaching load is reasonable.
- My service load is reasonable.
- My research load is reasonable.
- Considering all of my responsibilities, my workload is manageable.
- My workload is satisfactory.
- I understand the procedure by which workload is determined in my unit.
- University procedures for establishing workload are appropriate. (Select "N...
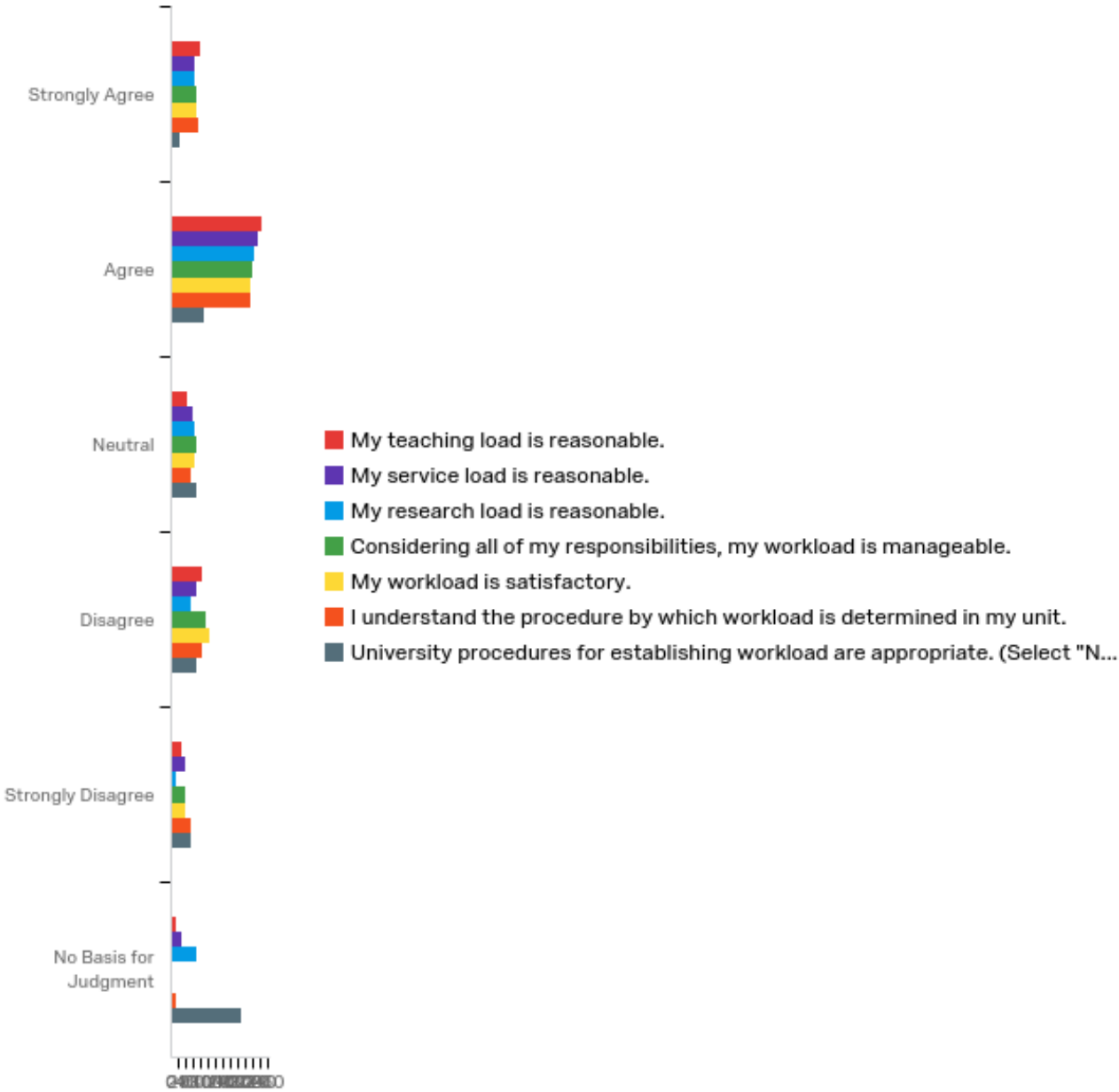
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My teaching load is reasonable.	1.00	6.00	3.60	1.18	1.40	493
2	My service load is reasonable.	1.00	6.00	3.62	1.25	1.57	494
3	My research load is reasonable.	1.00	6.00	3.99	1.22	1.50	489
4	Considering all of my responsibilities, my workload is manageable.	1.00	6.00	3.39	1.18	1.38	492
5	My workload is satisfactory.	1.00	6.00	3.35	1.20	1.44	493
6	I understand the procedure by which workload is determined in my unit.	1.00	6.00	3.44	1.29	1.67	491
7	University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures are.)	1.00	6.00	4.06	1.81	3.29	493

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	My teaching load is reasonable.	16.23%	80	49.70%	245	8.72%	43	17.24%	85	5.88%	29	2.23%	11	493
2	My service load is reasonable.	13.16%	65	47.57%	235	12.15%	60	13.97%	69	7.49%	37	5.67%	28	494
3	My research load is reasonable.	12.88%	63	46.01%	225	13.29%	65	11.04%	54	2.45%	12	14.31%	70	489
7	Considering all of my responsibilities, my workload is manageable.	13.62%	67	45.33%	223	14.02%	69	18.70%	92	7.93%	39	0.41%	2	492
4	My workload is satisfactory.	13.59%	67	43.61%	215	12.98%	64	21.30%	105	7.91%	39	0.61%	3	493
5	I understand the procedure by which workload is determined in my unit.	14.66%	72	44.20%	217	11.20%	55	16.70%	82	10.59%	52	2.65%	13	491
6	University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures are.)	4.26%	21	17.85%	88	13.79%	68	14.40%	71	10.95%	54	38.74%	191	493

Q10 - 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."

Legend:
- I have a clear understanding of what is required for tenure decisions.
- I have a clear understanding of what is required for promotion decisions.
- Tenure procedures at WKU are transparent.
- Promotion procedures at WKU are transparent.
- I am aware of the criteria for merit increases in my department.
- I am satisfied with the merit increase process.
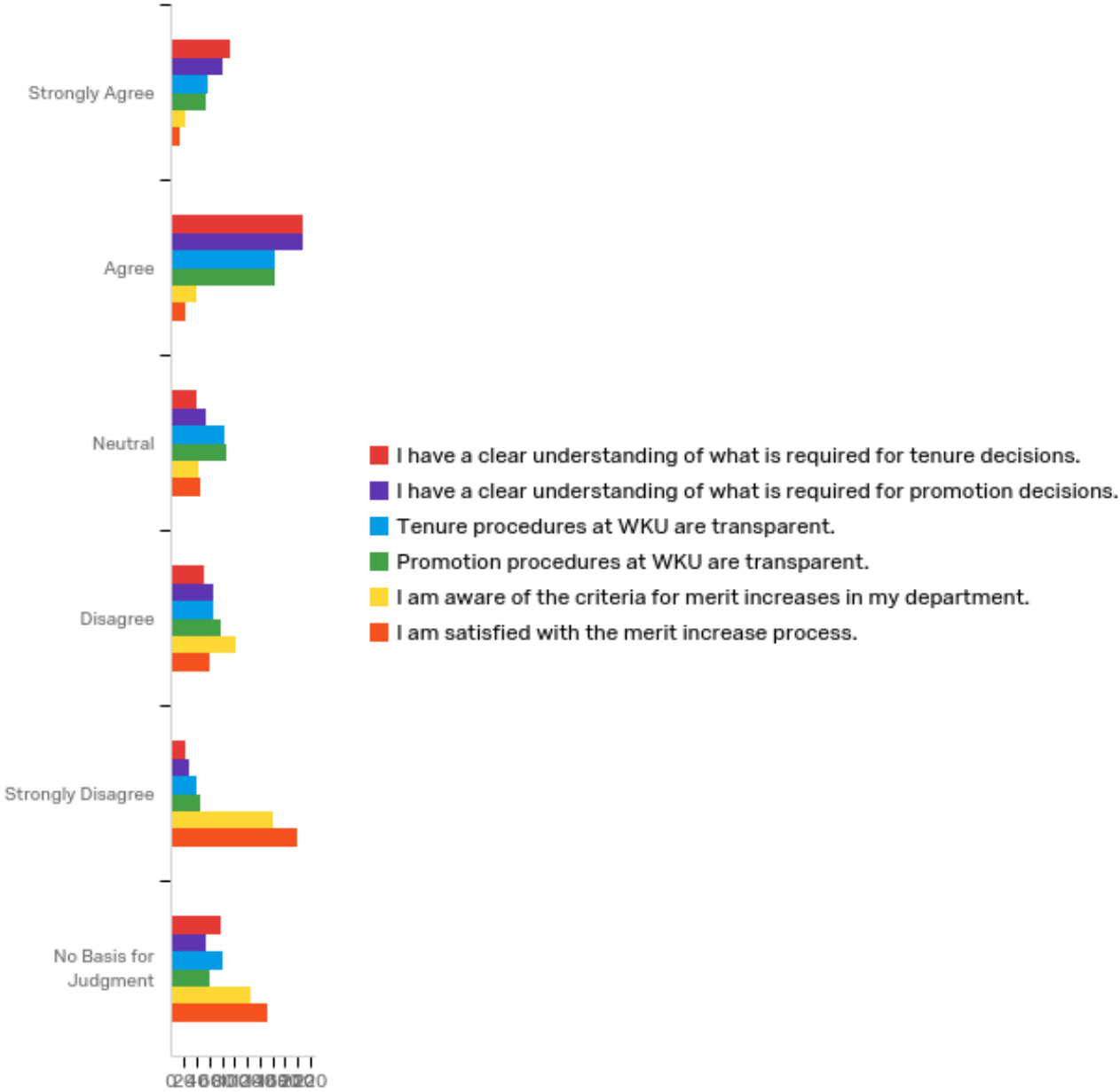
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a clear understanding of what is required for tenure decisions.	1.00	6.00	4.08	1.32	1.73	494
2	I have a clear understanding of what is required for promotion decisions.	1.00	6.00	3.84	1.32	1.74	494
3	Tenure procedures at WKU are transparent.	1.00	6.00	3.78	1.46	2.14	494
4	Promotion procedures at WKU are transparent.	1.00	6.00	3.59	1.44	2.08	493
5	I am aware of the criteria for merit increases in my department.	1.00	6.00	3.07	2.01	4.06	494
6	I am satisfied with the merit increase process.	1.00	6.00	3.11	2.16	4.67	493

#	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.	19.03%	94	41.90%	207	7.89%	39	10.73%	53	4.45%	22	15.99%	79	494
5	I have a clear understanding of what is required for promotion decisions.	16.60%	82	42.11%	208	11.34%	56	13.16%	65	5.67%	28	11.13%	55	494
2	Tenure procedures at WKU are transparent.	11.94%	59	33.40%	165	17.00%	84	13.16%	65	7.89%	39	16.60%	82	494
6	Promotion procedures at WKU are transparent.	11.36%	56	33.47%	165	17.65%	87	16.02%	79	9.13%	45	12.37%	61	493
3	I am aware of the criteria for merit increases in my department.	4.66%	23	8.10%	40	8.70%	43	20.45%	101	32.79%	162	25.30%	125	494
4	I am satisfied with the merit increase process.	2.84%	14	4.67%	23	9.13%	45	12.17%	60	40.16%	198	31.03%	153	493

Q11 - The statements below are about instructor and course evaluations (Sites), service, rank and overall job satisfaction. Rate your level of agreement with each statement.

Legend:
- The current form of instructor and course evaluation (SITEs) provides effec...
- I receive constructive feedback about teaching from students.
- I receive constructive feedback about teaching from department heads.
- I receive constructive feedback about teaching from colleagues.
- I am afforded an appropriate degree of autonomy with regard to my areas of ...
- Overall, I have high job satisfaction.

Categories (y-axis): Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, No Basis for Judgment

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1.00	6.00	2.45	1.33	1.77	488
2	I receive constructive feedback about teaching from students.	1.00	6.00	3.16	1.22	1.49	488
3	I receive constructive feedback about teaching from department heads.	1.00	6.00	3.14	1.37	1.87	488
4	I receive constructive feedback about teaching from colleagues.	1.00	6.00	3.43	1.33	1.77	487
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	1.00	6.00	4.05	0.92	0.84	488
6	Overall, I have high job satisfaction.	1.00	6.00	3.15	1.20	1.44	487

#	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.	1.64%	8	15.98%	78	20.29%	99	28.48%	139	29.30%	143	4.30%	21	488
2	I receive constructive feedback about teaching from students.	6.76%	33	34.02%	166	25.82%	126	19.47%	95	10.86%	53	3.07%	15	488
3	I receive constructive feedback about teaching from department heads.	5.94%	29	31.76%	155	22.13%	108	19.47%	95	14.55%	71	6.15%	30	488
4	I receive constructive feedback about teaching from colleagues.	7.19%	35	37.78%	184	21.77%	106	15.40%	75	9.45%	46	8.42%	41	487
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	29.51%	144	52.46%	256	9.84%	48	4.71%	23	2.46%	12	1.02%	5	488
6	Overall, I have high job satisfaction.	9.24%	45	38.19%	186	20.94%	102	19.10%	93	12.11%	59	0.41%	2	487

Q12 - On average, how many credit hours do you teach per year?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Fall term	0.00	24.00	9.05	3.94	15.53	476
2	Spring term	0.00	24.00	8.92	3.93	15.43	477
3	Summer term	0.00	15.00	2.50	2.75	7.57	410
4	January term	0.00	9.00	0.81	1.39	1.94	384

Q13 - In an average week, about how many hours do you devote to teaching, including preparation, grading and office hours?

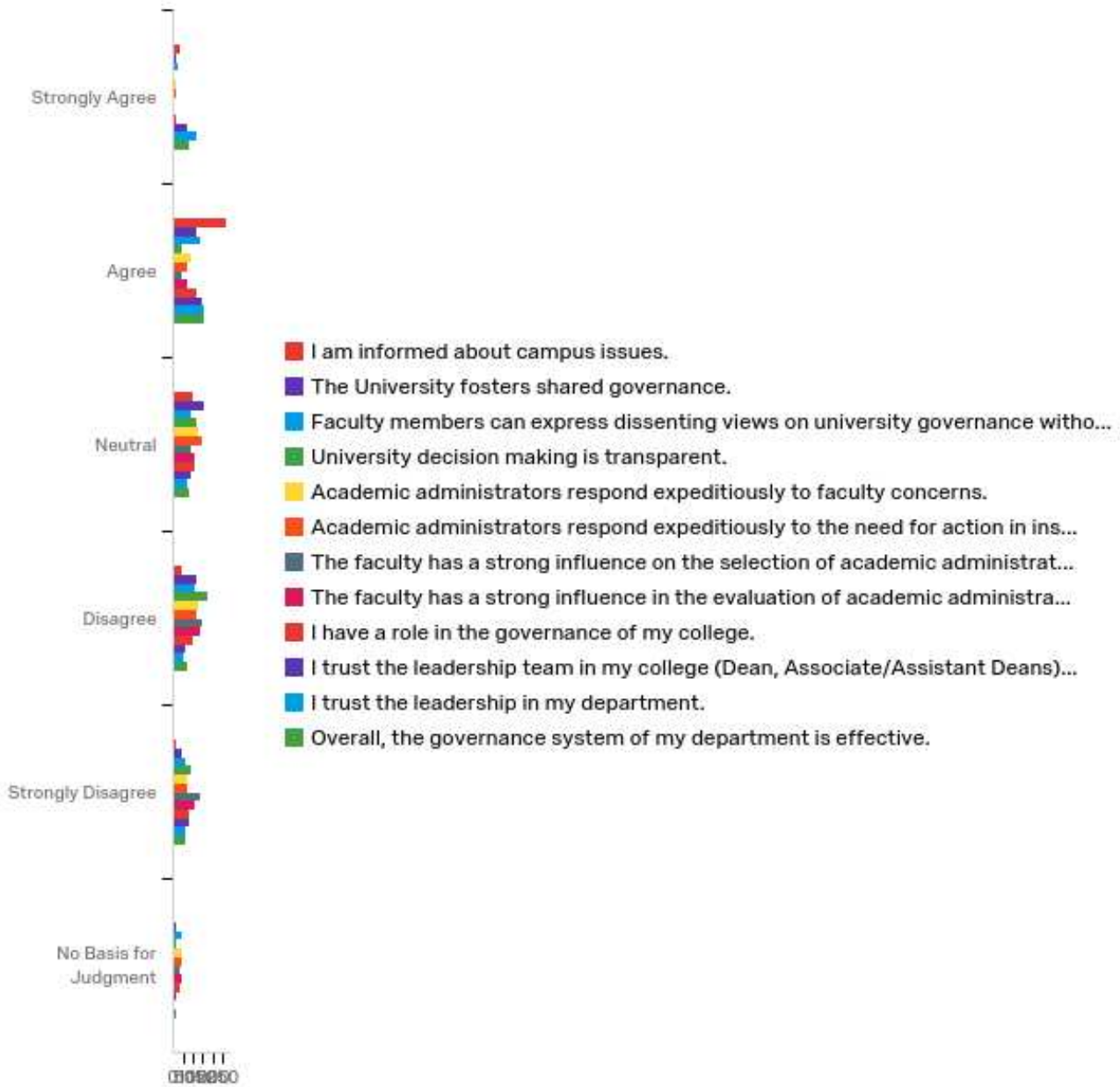| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Teaching	0.00	40.00	9.76	5.59	31.23	465
2	Teaching preparation	0.00	40.00	9.58	7.00	49.07	465
3	Grading	0.00	35.00	6.85	5.42	29.40	465
4	Office Hours	0.00	40.00	6.46	5.02	25.22	463

Q14 - In an average week, about how many hours do you devote to service (departmental, college, university, or other)?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Departmental service	0.00	40.00	4.76	5.95	35.35	458
2	College Service	0.00	40.00	1.93	3.10	9.62	437
3	University Service	0.00	40.00	1.98	3.61	13.03	433
4	Other service	0.00	20.00	2.72	3.68	13.54	412

Q15 - In an average week, about how many hours do you devote to research/scholarship/creative activities?

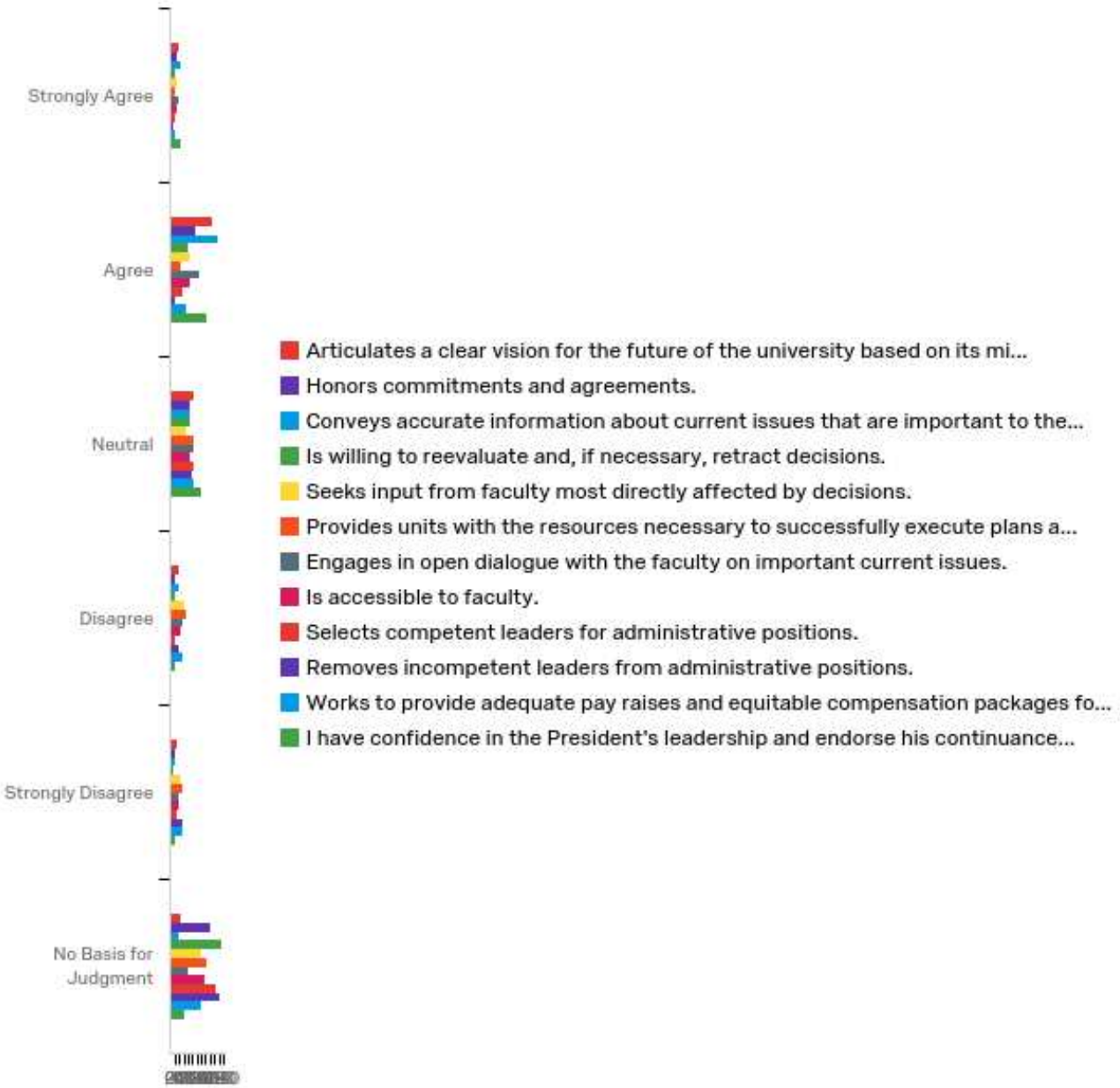| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Research/Scholarship/Creative Activities	0.00	100.00	7.80	8.55	73.07	455

Q16 - The statements below are about university, college and departmental governance. Rate your level of agreement with each statement.

- I am informed about campus issues.
- The University fosters shared governance.
- Faculty members can express dissenting views on university governance witho...
- University decision making is transparent.
- Academic administrators respond expeditiously to faculty concerns.
- Academic administrators respond expeditiously to the need for action in ins...
- The faculty has a strong influence on the selection of academic administrat...
- The faculty has a strong influence in the evaluation of academic administra...
- I have a role in the governance of my college.
- I trust the leadership team in my college (Dean, Associate/Assistant Deans)...
- I trust the leadership in my department.
- Overall, the governance system of my department is effective.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am informed about campus issues.	1.00	6.00	3.64	0.87	0.75	458
2	The University fosters shared governance.	1.00	6.00	2.93	1.14	1.29	457
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1.00	6.00	3.14	1.41	1.99	458
4	University decision making is transparent.	1.00	6.00	2.47	1.17	1.37	459
5	Academic administrators respond expeditiously to faculty concerns.	1.00	6.00	2.91	1.39	1.93	458
6	Academic administrators respond expeditiously to the need for action in institutional matters.	1.00	6.00	2.89	1.36	1.86	455
7	The faculty has a strong influence on the selection of academic administrators.	1.00	6.00	2.44	1.43	2.05	459
8	The faculty has a strong influence in the evaluation of academic administrators.	1.00	6.00	2.70	1.46	2.13	459
9	I have a role in the governance of my college.	1.00	6.00	3.03	1.43	2.04	456
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	1.00	6.00	3.25	1.39	1.93	457
11	I trust the leadership in my department.	1.00	6.00	3.50	1.36	1.86	458
12	Overall, the governance system of my department is effective.	1.00	6.00	3.31	1.35	1.81	458

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	I am informed about campus issues.	7.86%	36	58.30%	267	22.05%	101	8.52%	39	2.18%	10	1.09%	5	458
2	The University fosters shared governance.	2.19%	10	25.16%	115	33.04%	151	26.26%	120	10.07%	46	3.28%	15	457
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	4.37%	20	29.91%	137	20.52%	94	23.36%	107	13.32%	61	8.52%	39	458
4	University decision making is transparent.	1.74%	8	10.24%	47	26.58%	122	38.34%	176	19.61%	90	3.49%	16	459
5	Academic administrators respond expeditiously to faculty concerns.	2.62%	12	19.43%	89	26.86%	123	27.51%	126	15.28%	70	8.30%	38	458
6	Academic administrators respond expeditiously to the need for action in institutional matters.	2.20%	10	16.04%	73	32.09%	146	25.93%	118	15.38%	70	8.35%	38	455
7	The faculty has a strong influence on the selection of academic administrators.	1.09%	5	8.93%	41	20.26%	93	32.03%	147	29.63%	136	8.06%	37	459
8	The faculty has a strong influence in the evaluation of academic administrators.	1.53%	7	14.81%	68	22.66%	104	29.19%	134	22.88%	105	8.93%	41	459
9	I have a role in the governance of my college.	3.95%	18	26.10%	119	23.46%	107	21.49%	98	16.89%	77	8.11%	37	456
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	15.75%	72	32.82%	150	19.04%	87	12.91%	59	17.07%	78	2.41%	11	457
11	I trust the leadership in my department.	26.20%	120	32.97%	151	14.85%	68	11.79%	54	13.32%	61	0.87%	4	458
12	Overall, the governance system of my department is effective.	16.81%	77	34.28%	157	17.03%	78	16.38%	75	13.32%	61	2.18%	10	458

Q17 - The statements below are about President Tim Caboni's performance. Please rate your level of agreement with each statement.

Legend:
- Articulates a clear vision for the future of the university based on its mi...
- Honors commitments and agreements.
- Conveys accurate information about current issues that are important to the...
- Is willing to reevaluate and, if necessary, retract decisions.
- Seeks input from faculty most directly affected by decisions.
- Provides units with the resources necessary to successfully execute plans a...
- Engages in open dialogue with the faculty on important current issues.
- Is accessible to faculty.
- Selects competent leaders for administrative positions.
- Removes incompetent leaders from administrative positions.
- Works to provide adequate pay raises and equitable compensation packages fo...
- I have confidence in the President's leadership and endorse his continuance...

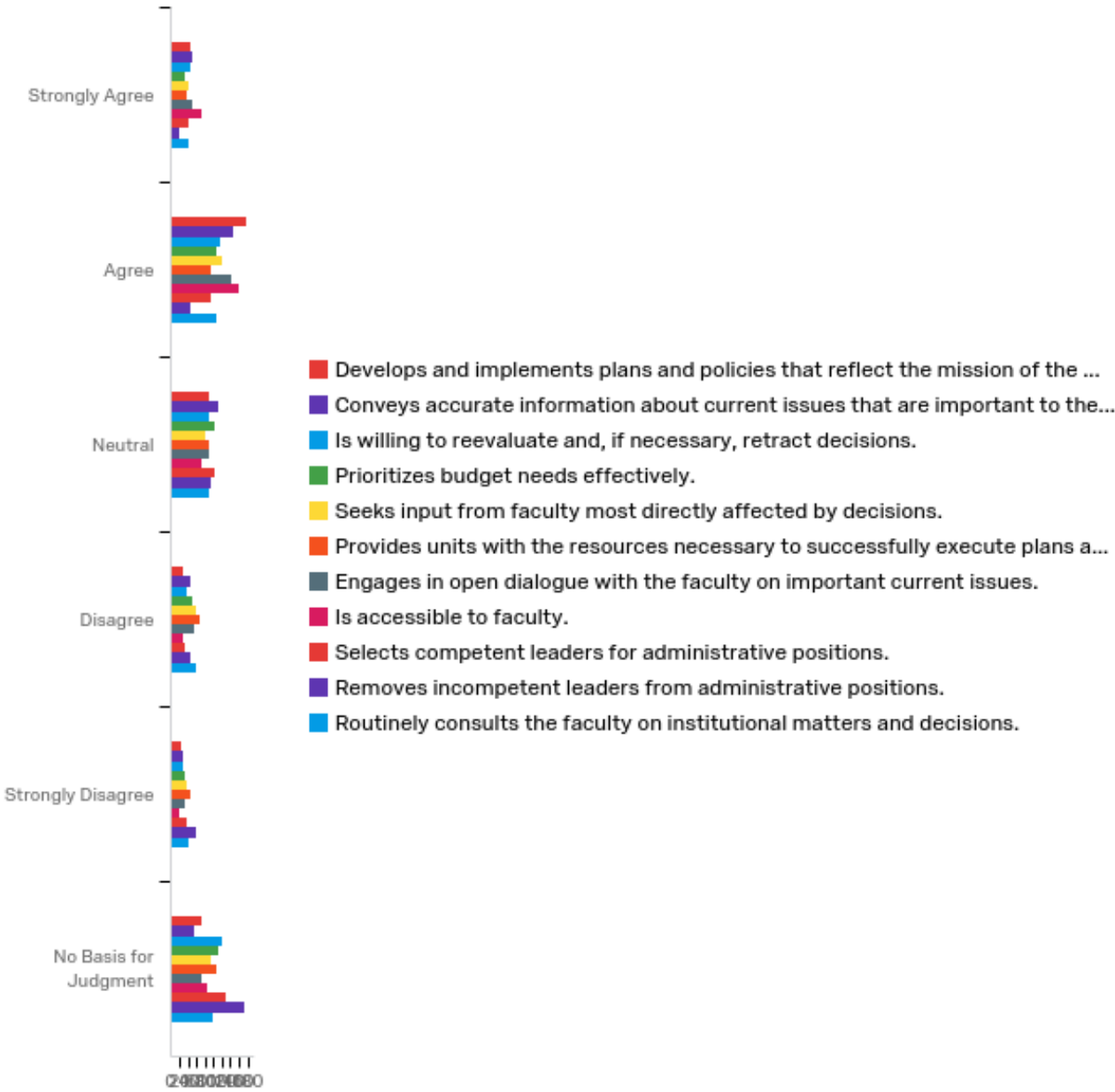| #	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Articulates a clear vision for the future of the university based on its mission and values.	1.00	6.00	3.68	1.24	1.53	451
2	Honors commitments and agreements.	1.00	6.00	4.44	1.49	2.22	451
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.76	1.18	1.38	451
4	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	4.67	1.52	2.32	450
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.94	1.74	3.04	449
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.90	1.84	3.37	450
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.74	1.48	2.18	451
8	Is accessible to faculty.	1.00	6.00	4.11	1.68	2.81	451
9	Selects competent leaders for administrative positions.	1.00	6.00	4.43	1.68	2.81	446
10	Removes incompetent leaders from administrative positions.	1.00	6.00	4.31	1.89	3.58	448
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	1.00	6.00	3.81	1.78	3.17	449
12	I have confidence in the President's leadership and endorse his continuance as President.	1.00	6.00	3.85	1.21	1.47	451

#	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.	8.65%	39	42.57%	192	23.95%	108	8.87%	40	6.21%	28	9.76%	44	451
2	Honors commitments and agreements.	6.43%	29	25.06%	113	19.73%	89	5.10%	23	3.99%	18	39.69%	179	451
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	10.42%	47	48.12%	217	19.73%	89	7.76%	35	5.32%	24	8.65%	39	451
4	Is willing to reevaluate and, if necessary, retract decisions.	4.00%	18	18.00%	81	18.89%	85	4.67%	21	3.56%	16	50.89%	229	450
5	Seeks input from faculty most directly affected by decisions.	7.13%	32	19.60%	88	16.70%	75	13.81%	62	10.91%	49	31.85%	143	449
6	Provides units with the resources necessary to successfully execute plans and initiatives.	3.78%	17	10.00%	45	22.67%	102	15.11%	68	11.56%	52	36.89%	166	450
7	Engages in open dialogue with the faculty on important current issues.	8.65%	39	29.93%	135	23.50%	106	11.53%	52	8.20%	37	18.18%	82	451
8	Is accessible to faculty.	6.21%	28	20.18%	91	20.18%	91	9.98%	45	8.43%	38	35.03%	158	451
9	Selects competent leaders for administrative positions.	4.71%	21	12.33%	55	24.44%	109	4.26%	19	7.40%	33	46.86%	209	446
10	Removes incompetent leaders from administrative positions.	2.90%	13	5.58%	25	20.76%	93	7.81%	35	12.28%	55	50.67%	227	448
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	4.01%	18	16.04%	72	22.94%	103	12.03%	54	13.14%	59	31.85%	143	449
12	I have confidence in the President's leadership and endorse his continuance as President.	10.86%	49	35.92%	162	31.71%	143	3.99%	18	4.21%	19	13.30%	60	451

Q18 - Use the space below to provide further feedback on President Tim Caboni's performance. Your comments are anonymous and will be shared with the President, but not with the faculty at-large or the public.

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Q19 - The statements below are about Provost David Lee's performance. Please rate your level of agreement with each statement.
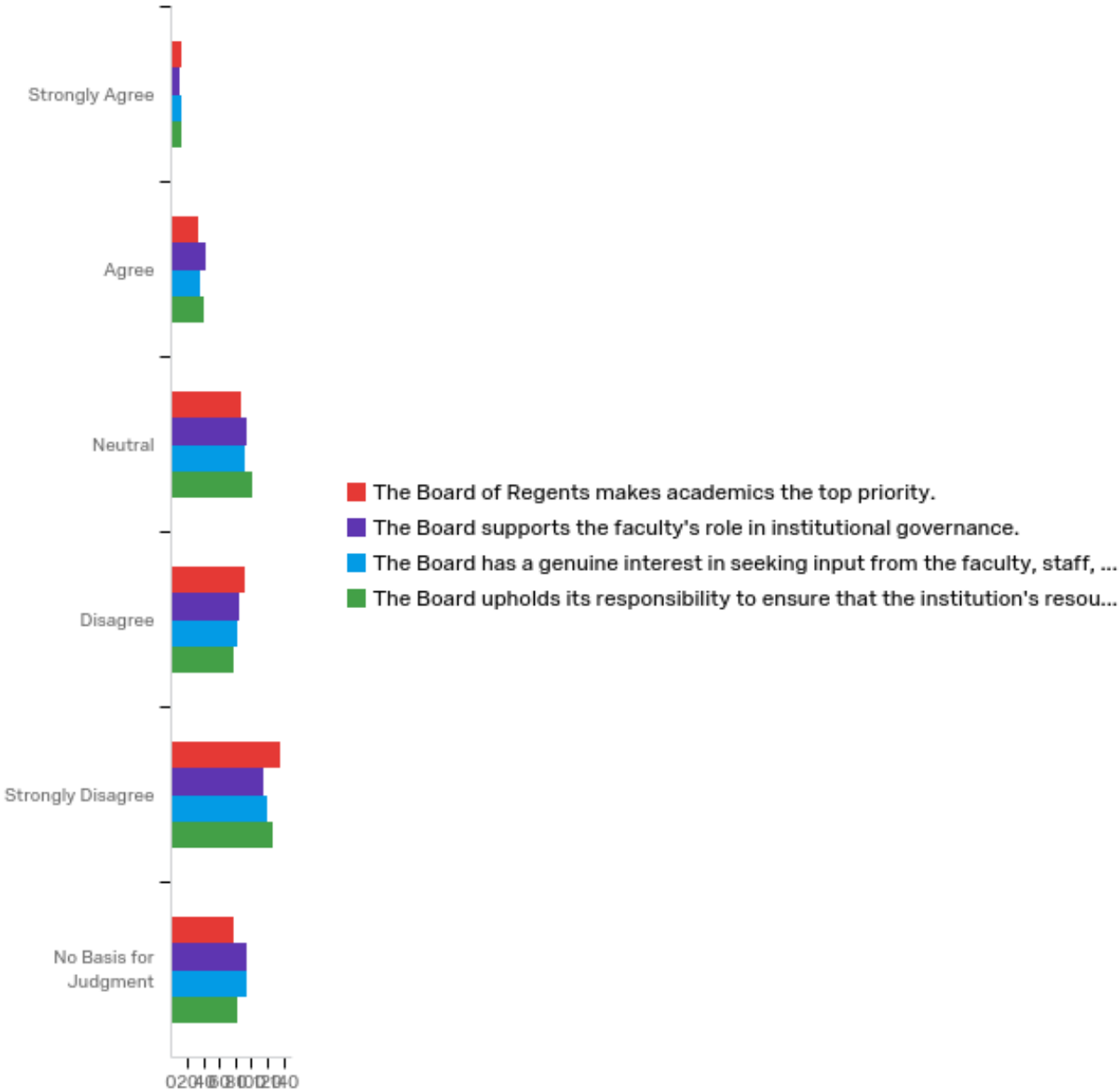

Legend:
- Develops and implements plans and policies that reflect the mission of the ...
- Conveys accurate information about current issues that are important to the...
- Is willing to reevaluate and, if necessary, retract decisions.
- Prioritizes budget needs effectively.
- Seeks input from faculty most directly affected by decisions.
- Provides units with the resources necessary to successfully execute plans a...
- Engages in open dialogue with the faculty on important current issues.
- Is accessible to faculty.
- Selects competent leaders for administrative positions.
- Removes incompetent leaders from administrative positions.
- Routinely consults the faculty on institutional matters and decisions.

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Develops and implements plans and policies that reflect the mission of the university.	1.00	6.00	3.93	1.30	1.69	439
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	3.68	1.34	1.79	439
3	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	4.06	1.53	2.36	439
4	Prioritizes budget needs effectively.	1.00	6.00	3.90	1.57	2.45	436
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.83	1.56	2.44	437
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.73	1.65	2.73	438
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.78	1.45	2.10	439
8	Is accessible to faculty.	1.00	6.00	4.12	1.32	1.75	438
9	Selects competent leaders for administrative positions.	1.00	6.00	4.05	1.60	2.57	439
10	Removes incompetent leaders from administrative positions.	1.00	6.00	3.99	1.87	3.51	438
11	Routinely consults the faculty on institutional matters and decisions.	1.00	6.00	3.81	1.59	2.53	438

#	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.	10.93%	48	40.55%	178	20.50%	90	6.83%	30	5.24%	23	15.95%	70	439
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	11.39%	50	33.26%	146	25.74%	113	10.71%	47	6.83%	30	12.07%	53	439
3	Is willing to reevaluate and, if necessary, retract decisions.	10.71%	47	25.97%	114	20.73%	91	8.66%	38	6.83%	30	27.11%	119	439
4	Prioritizes budget needs effectively.	7.80%	34	24.54%	107	23.39%	102	11.24%	49	7.57%	33	25.46%	111	436
5	Seeks input from faculty most directly affected by decisions.	9.84%	43	27.92%	122	18.08%	79	13.73%	60	8.47%	37	21.97%	96	437
6	Provides units with the resources necessary to successfully execute plans and initiatives.	8.22%	36	21.23%	93	20.55%	90	15.75%	69	10.27%	45	23.97%	105	438
7	Engages in open dialogue with the faculty on important current issues.	11.16%	49	32.35%	142	20.05%	88	12.07%	53	7.52%	33	16.86%	74	439
8	Is accessible to faculty.	16.21%	71	36.76%	161	16.89%	74	6.16%	27	4.57%	20	19.41%	85	438
9	Selects competent leaders for administrative positions.	9.11%	40	21.87%	96	23.69%	104	7.06%	31	8.66%	38	29.61%	130	439
10	Removes incompetent leaders from administrative positions.	4.57%	20	10.27%	45	21.23%	93	10.73%	47	13.93%	61	39.27%	172	438
11	Routinely consults the faculty on institutional matters and decisions.	9.82%	43	24.43%	107	20.55%	90	13.24%	58	9.13%	40	22.83%	100	438

Q20 - 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.

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Q21 - The statements below are about the Board of Regents' performance. Please rate your level of agreement with each statement.

■ The Board of Regents makes academics the top priority.
■ The Board supports the faculty's role in institutional governance.
■ The Board has a genuine interest in seeking input from the faculty, staff, ...
■ The Board upholds its responsibility to ensure that the institution's resou...

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The Board of Regents makes academics the top priority.	1.00	6.00	2.84	1.79	3.21	443
2	The Board supports the faculty's role in institutional governance.	1.00	6.00	3.07	1.83	3.34	442
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.00	6.00	3.06	1.85	3.43	439
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.00	6.00	2.95	1.79	3.20	441

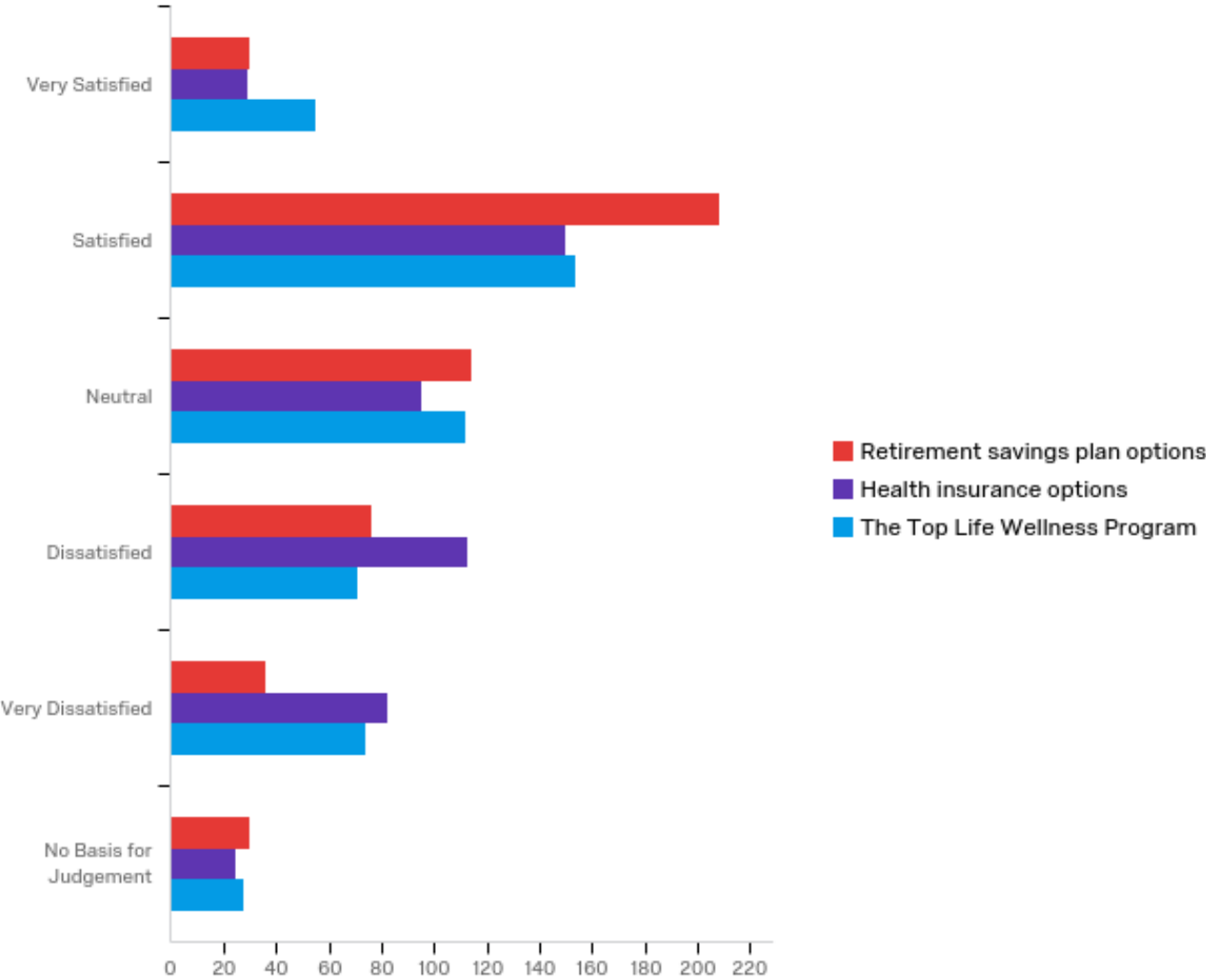| #	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	The Board of Regents makes academics the top priority.	2.71%	12	7.67%	34	19.86%	88	20.99%	93	30.93%	137	17.83%	79	443
2	The Board supports the faculty's role in institutional governance.	2.49%	11	9.50%	42	21.49%	95	19.00%	84	26.24%	116	21.27%	94	442
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	2.96%	13	8.43%	37	20.73%	91	18.91%	83	27.33%	120	21.64%	95	439
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	2.72%	12	9.30%	41	23.13%	102	17.46%	77	28.80%	127	18.59%	82	441

Q22 - 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.

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Q26 - 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.

Q27 - Please rate your level of satisfaction with the following benefits at WKU using the scale below.

Legend:
- Retirement savings plan options
- Health insurance options
- The Top Life Wellness Program

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Retirement savings plan options	1.00	6.00	2.94	1.29	1.65	494
2	Health insurance options	1.00	6.00	3.29	1.34	1.80	494
3	The Top Life Wellness Program	1.00	6.00	3.08	1.42	2.00	494

#	Question	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		No Basis for Judgement		Total
1	Retirement savings plan options	6.07%	30	42.11%	208	23.08%	114	15.38%	76	7.29%	36	6.07%	30	494
2	Health insurance options	5.87%	29	30.36%	150	19.23%	95	22.87%	113	16.60%	82	5.06%	25	494
3	The Top Life Wellness Program	11.13%	55	31.17%	154	22.67%	112	14.37%	71	14.98%	74	5.67%	28	494

Q28 - Rate your level of agreement with the statement.
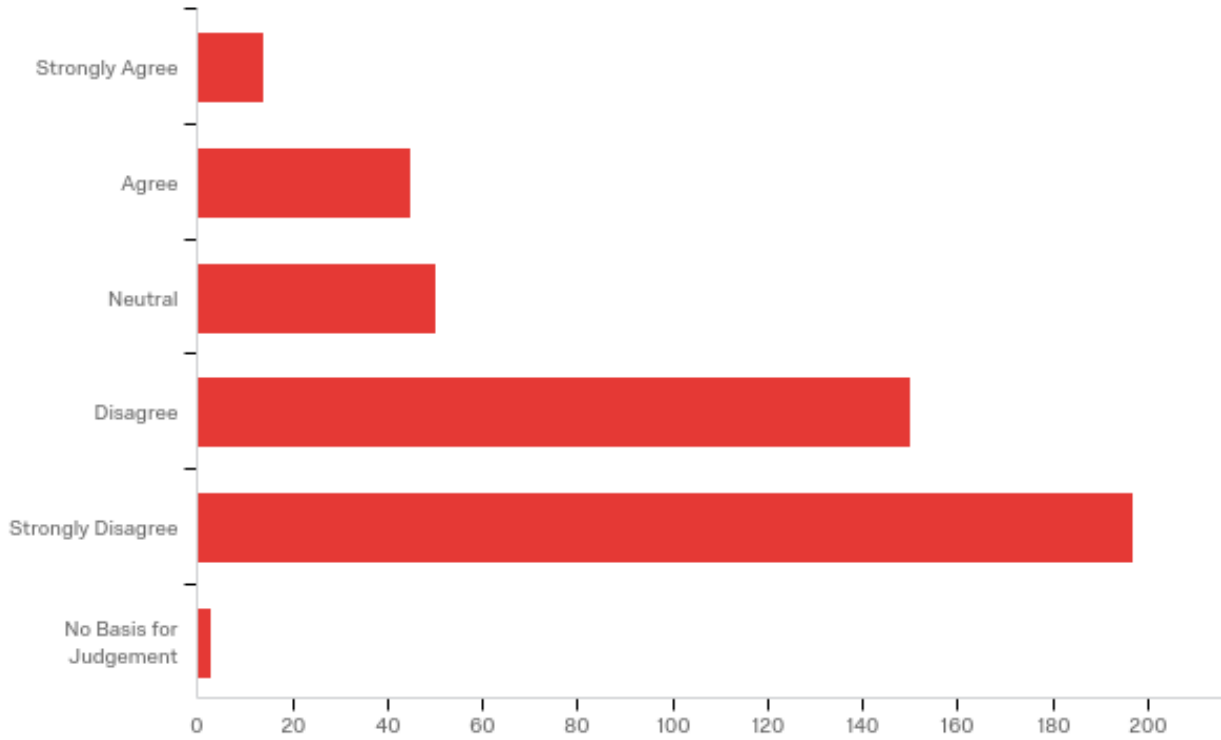
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Relative to years of service and rank my salary is satisfactory.	1.00	6.00	4.05	1.11	1.23	459

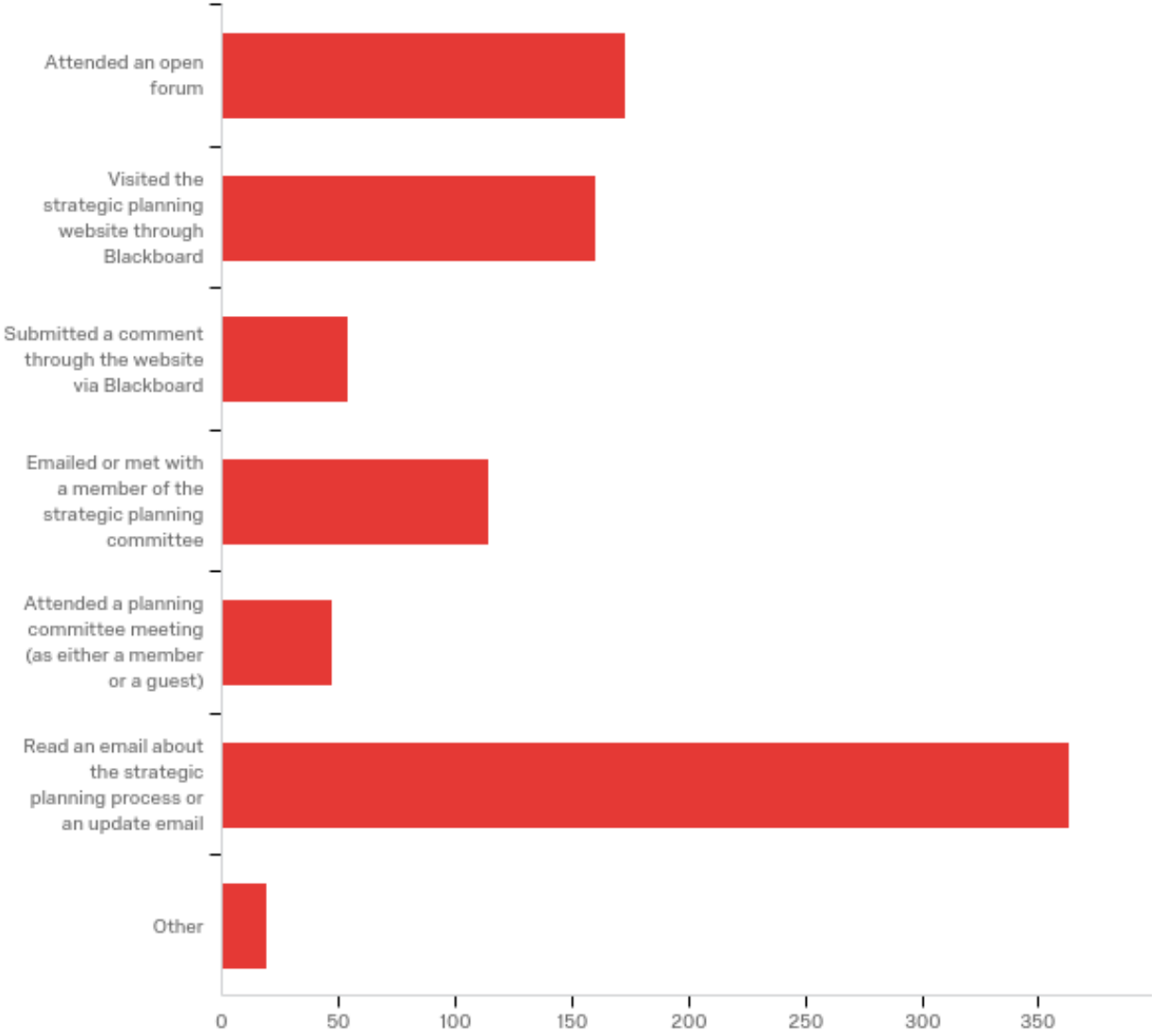| #	Answer	%	Count
1	Strongly Agree	3.05%	14
2	Agree	9.80%	45
3	Neutral	10.89%	50
4	Disagree	32.68%	150
5	Strongly Disagree	42.92%	197
6	No Basis for Judgement	0.65%	3
	Total	100%	459

Q30 - The statements below are about the Strategic Plan. Rate your level of agreement with each statement.

I think the strategic planning process has been transparent.
I think the strategic planning committees are seeking input from faculty.
I believe the strategic planning committees are incorporating faculty input...
I think the strategic plan will be useful in making change at the universit...
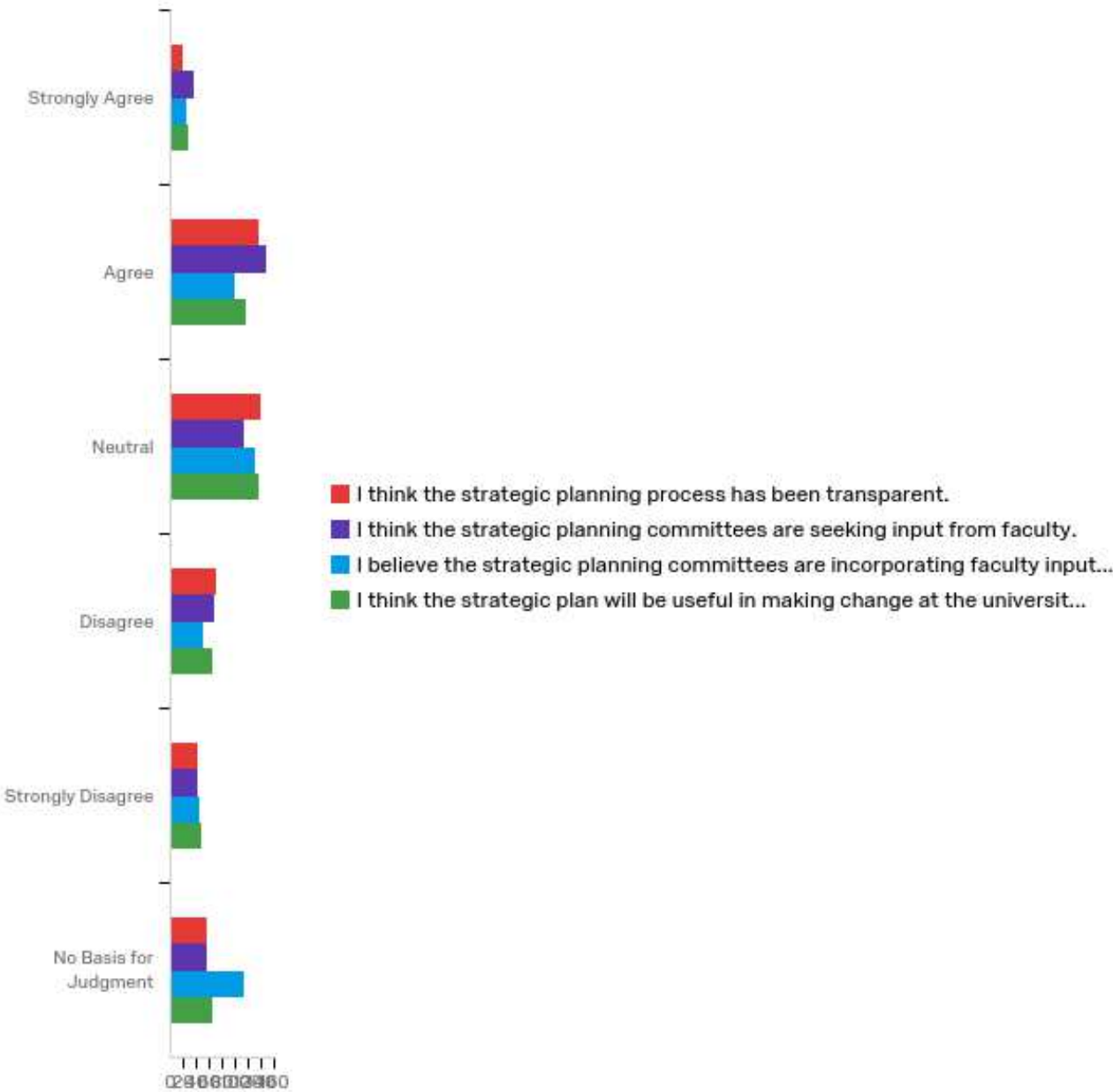
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I think the strategic planning process has been transparent.	1.00	6.00	3.41	1.38	1.90	463
2	I think the strategic planning committees are seeking input from faculty.	1.00	6.00	3.51	1.40	1.95	463
3	I believe the strategic planning committees are incorporating faculty input in their proposals.	1.00	6.00	3.75	1.60	2.55	463
4	I think the strategic plan will be useful in making change at the university.	1.00	6.00	3.46	1.46	2.13	461

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	I think the strategic planning process has been transparent.	4.32%	20	29.37%	136	30.02%	139	15.12%	70	9.07%	42	12.10%	56	463
2	I think the strategic planning committees are seeking input from faculty.	7.56%	35	32.18%	149	24.62%	114	14.69%	68	8.86%	41	12.10%	56	463
3	I believe the strategic planning committees are incorporating faculty input in their proposals.	5.18%	24	21.60%	100	28.29%	131	10.80%	50	9.72%	45	24.41%	113	463
4	I think the strategic plan will be useful in making change at the university.	6.07%	28	25.38%	117	29.72%	137	14.32%	66	10.20%	47	14.32%	66	461

Q31 - In what ways have you participated in the strategic planning process? Check all that apply.

#	Answer	%	Count
1	Attended an open forum	18.60%	173
2	Visited the strategic planning website through Blackboard	17.20%	160
3	Submitted a comment through the website via Blackboard	5.81%	54
4	Emailed or met with a member of the strategic planning committee	12.26%	114
5	Attended a planning committee meeting (as either a member or a guest)	5.05%	47
6	Read an email about the strategic planning process or an update email	39.03%	363
7	Other	2.04%	19
	Total	100%	930

Other

Q32 - Please add any comments here that you have about the Strategic Planning process only - you will have the opportunity to share comments on other matters at the end of the survey. These comments will be shared in the aggregate, separate from all other survey responses, with President Caboni, Provost Lee, and Strategic Planning Committee Co-Chairs Paula Potter and Bruce Schulte.

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