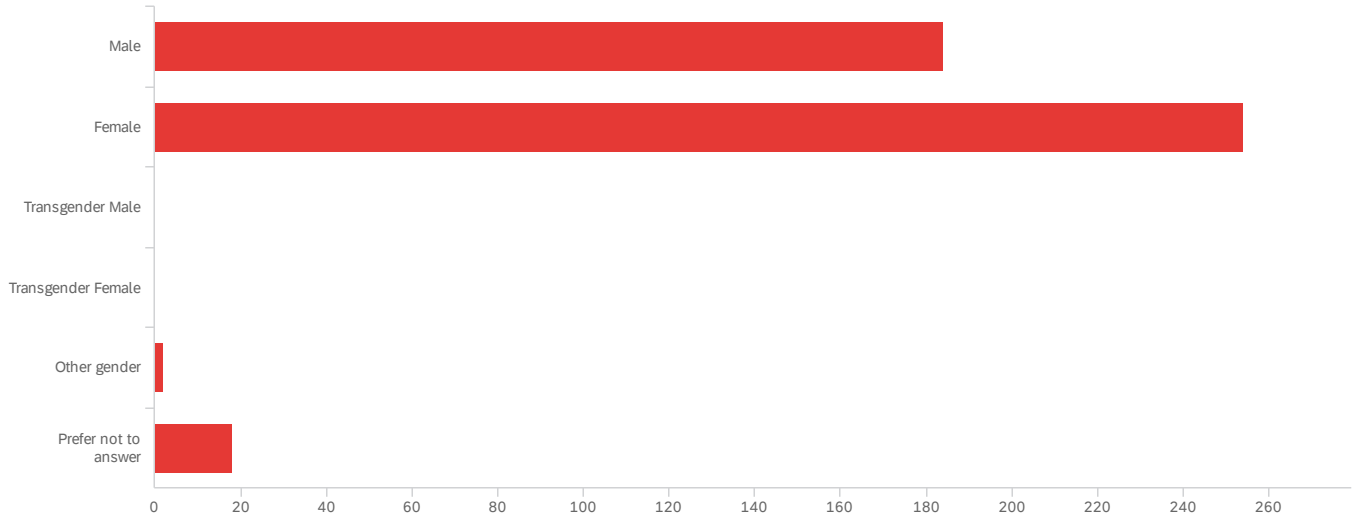
Copy of New report

Faculty Worklife Survey 2020

April 27, 2020 10:35 AM CDT

Q1 - Your Gender

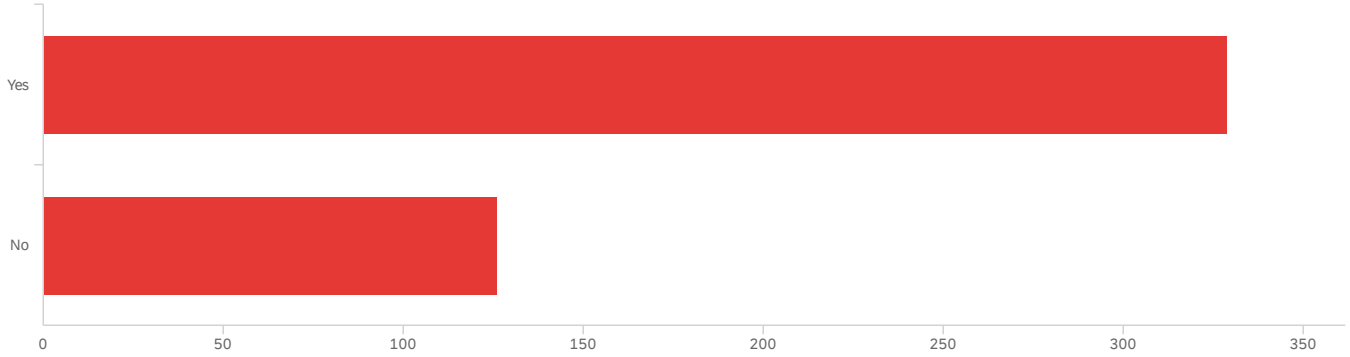


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Gender	1.00	6.00	1.77	1.01	1.02	458

#	Field		Choice Count
1	Male	40.17%	184
2	Female	55.46%	254
3	Transgender Male	0.00%	0
4	Transgender Female	0.00%	0
5	Other gender	0.44%	2
6	Prefer not to answer	3.93%	18
			458

Showing rows 1 - 7 of 7

Q2 - Do you hold a tenure-track position?

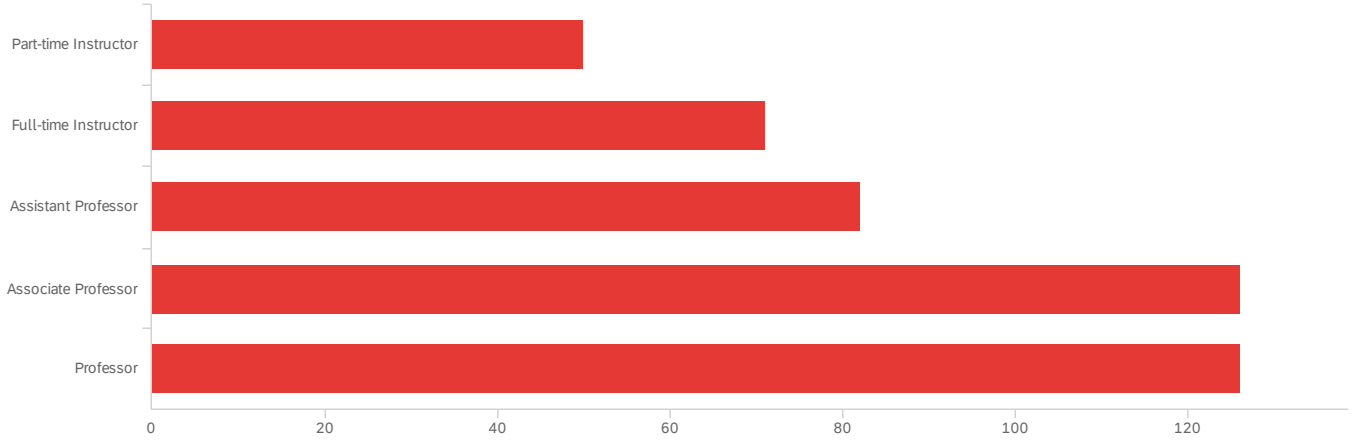


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you hold a tenure-track position?	1.00	2.00	1.28	0.45	0.20	455

#	Field		Choice Count
1	Yes	72.31%	329
2	No	27.69%	126
			455

Showing rows 1 - 3 of 3

Q3 - Your Rank

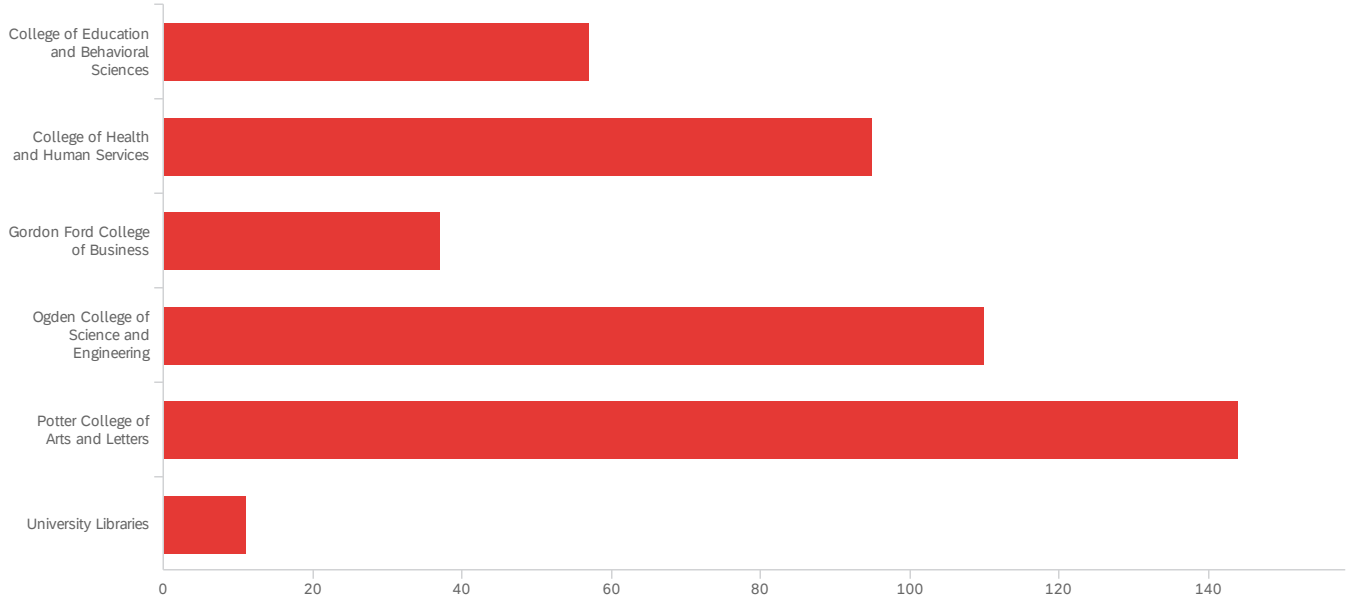


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Rank	1.00	5.00	3.45	1.33	1.77	455

#	Field	Choice Count	
1	Part-time Instructor	10.99%	50
2	Full-time Instructor	15.60%	71
3	Assistant Professor	18.02%	82
4	Associate Professor	27.69%	126
5	Professor	27.69%	126
			455

Showing rows 1 - 6 of 6

Q4 - Your Affiliation

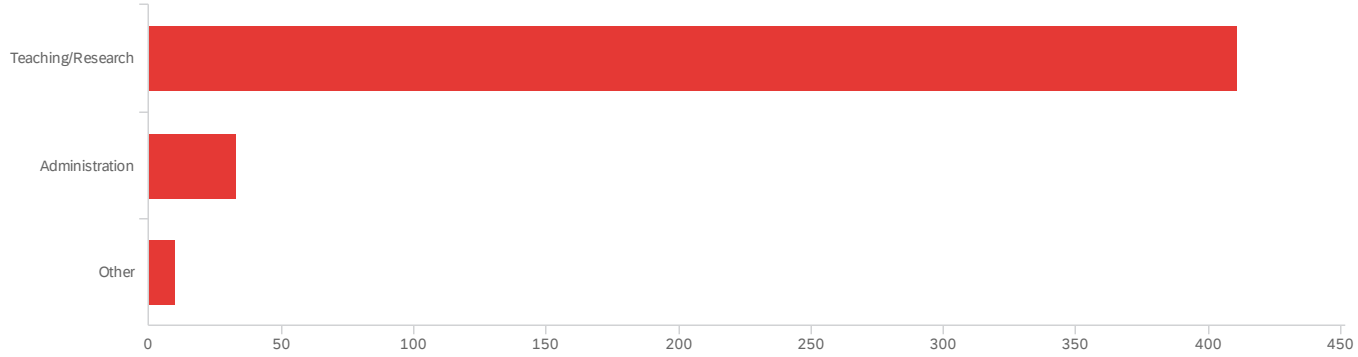


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your Affiliation	1.00	6.00	3.49	1.48	2.20	454

#	Field	Choice Count	
1	College of Education and Behavioral Sciences	12.56%	57
2	College of Health and Human Services	20.93%	95
3	Gordon Ford College of Business	8.15%	37
4	Ogden College of Science and Engineering	24.23%	110
5	Potter College of Arts and Letters	31.72%	144
6	University Libraries	2.42%	11
			454

Showing rows 1 - 7 of 7

Q5 - Your responsibilities are primarily

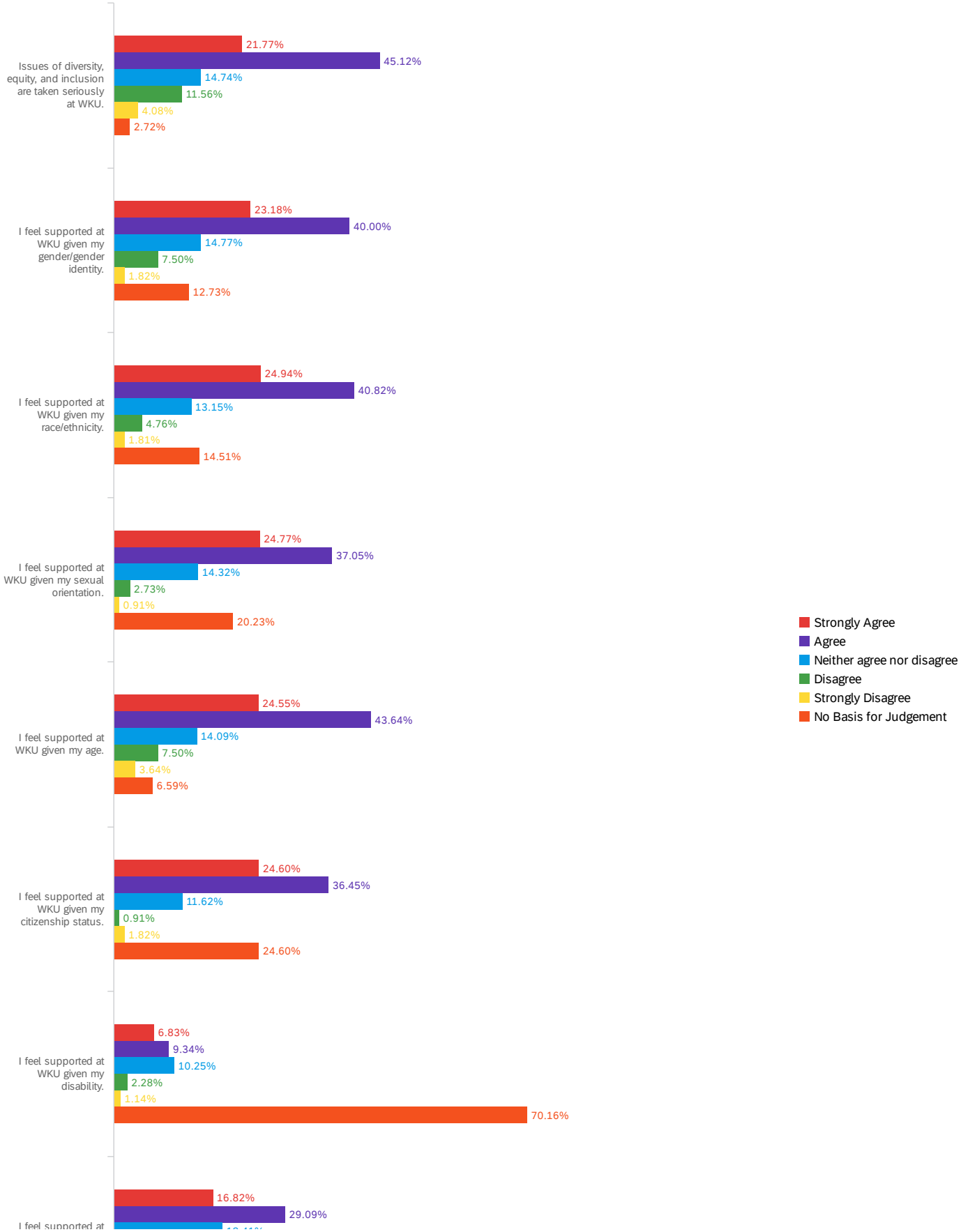


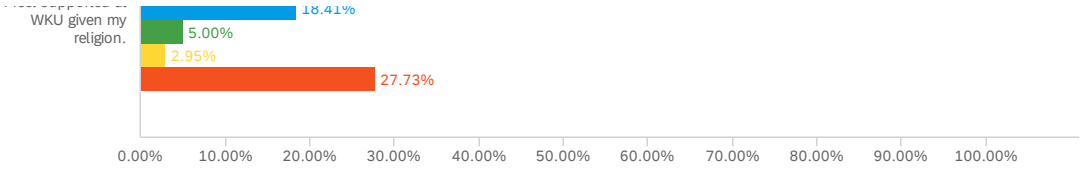
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Your responsibilities are primarily	1.00	3.00	1.12	0.38	0.15	454

#	Field		Choice Count
1	Teaching/Research	90.53%	411
2	Administration	7.27%	33
3	Other	2.20%	10
			454

Showing rows 1 - 4 of 4

Q37 - To what extent do you agree or disagree with the following statements?



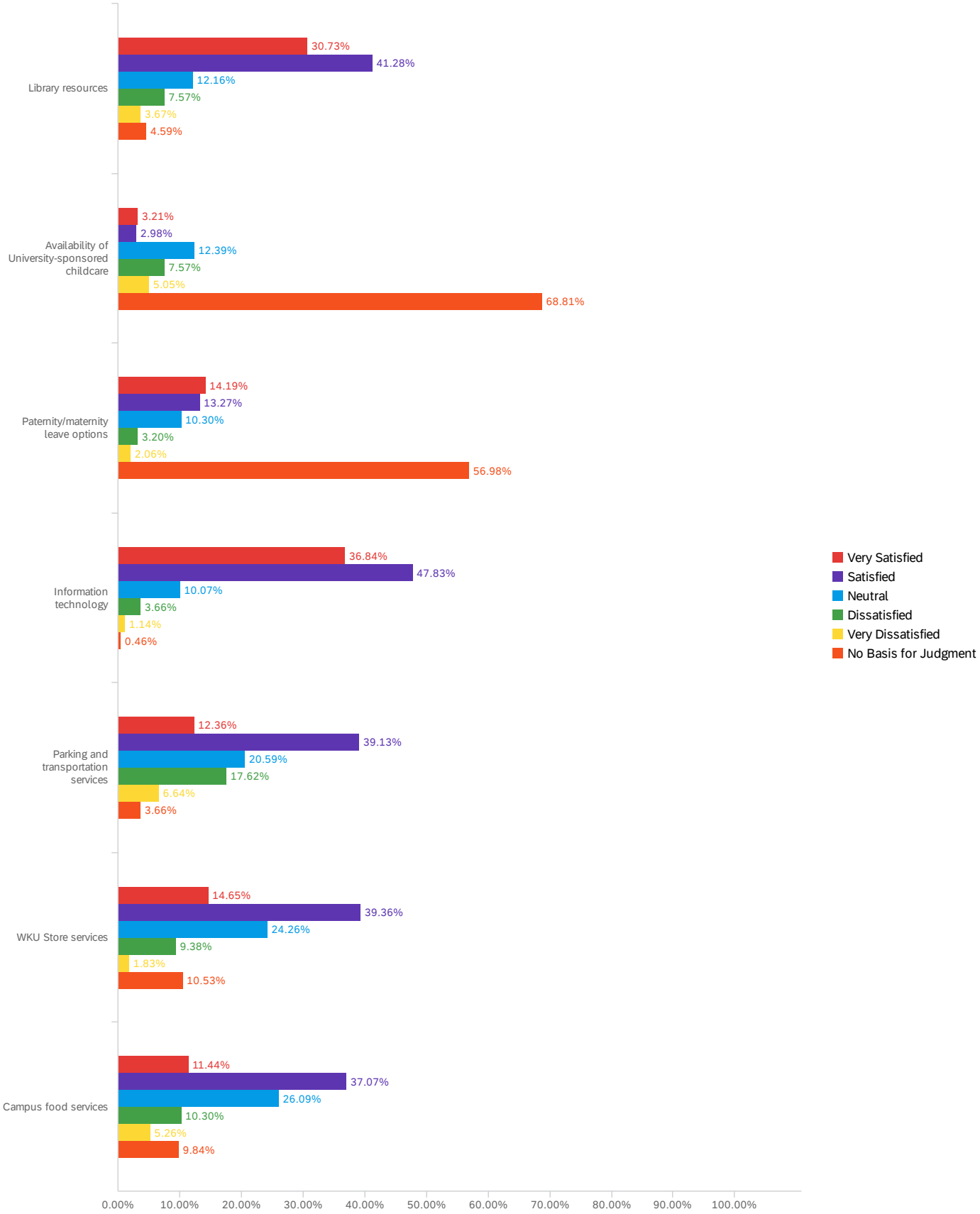


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Issues of diversity, equity, and inclusion are taken seriously at WKU.	1.00	6.00	2.39	1.22	1.48	441
2	I feel supported at WKU given my gender/gender identity.	1.00	6.00	2.63	1.58	2.48	440
3	I feel supported at WKU given my race/ethnicity.	1.00	6.00	2.61	1.64	2.68	441
4	I feel supported at WKU given my sexual orientation.	1.00	6.00	2.79	1.79	3.20	440
5	I feel supported at WKU given my age.	1.00	6.00	2.42	1.38	1.89	440
6	I feel supported at WKU given my citizenship status.	1.00	6.00	2.93	1.91	3.64	439
7	I feel supported at WKU given my disability.	1.00	6.00	4.92	1.75	3.06	439
8	I feel supported at WKU given my religion.	1.00	6.00	3.31	1.88	3.53	440

#	Field	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	No Basis for Judgement	Total
1	Issues of diversity, equity, and inclusion are taken seriously at WKU.	21.77% 96	45.12% 199	14.74% 65	11.56% 51	4.08% 18	2.72% 12	441
2	I feel supported at WKU given my gender/gender identity.	23.18% 102	40.00% 176	14.77% 65	7.50% 33	1.82% 8	12.73% 56	440
3	I feel supported at WKU given my race/ethnicity.	24.94% 110	40.82% 180	13.15% 58	4.76% 21	1.81% 8	14.51% 64	441
4	I feel supported at WKU given my sexual orientation.	24.77% 109	37.05% 163	14.32% 63	2.73% 12	0.91% 4	20.23% 89	440
5	I feel supported at WKU given my age.	24.55% 108	43.64% 192	14.09% 62	7.50% 33	3.64% 16	6.59% 29	440
6	I feel supported at WKU given my citizenship status.	24.60% 108	36.45% 160	11.62% 51	0.91% 4	1.82% 8	24.60% 108	439
7	I feel supported at WKU given my disability.	6.83% 30	9.34% 41	10.25% 45	2.28% 10	1.14% 5	70.16% 308	439
8	I feel supported at WKU given my religion.	16.82% 74	29.09% 128	18.41% 81	5.00% 22	2.95% 13	27.73% 122	440

Showing rows 1 - 8 of 8

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



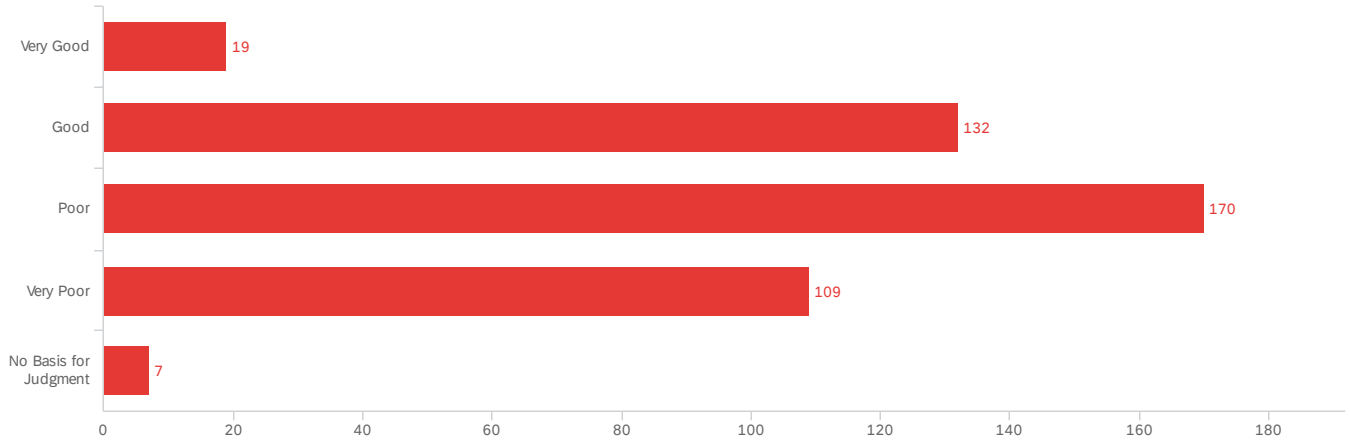
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Library resources	1.00	6.00	2.26	1.31	1.73	436

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
2	Availability of University-sponsored childcare	1.00	6.00	5.15	1.42	2.02	436
3	Paternity/maternity leave options	1.00	6.00	4.37	2.02	4.08	437
4	Information technology	1.00	6.00	1.86	0.88	0.77	437
5	Parking and transportation services	1.00	6.00	2.78	1.27	1.61	437
6	WKU Store services	1.00	6.00	2.76	1.43	2.04	437
7	Campus food services	1.00	6.00	2.90	1.42	2.02	437

#	Field	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgment	Total
1	Library resources	30.73% 134	41.28% 180	12.16% 53	7.57% 33	3.67% 16	4.59% 20	436
2	Availability of University-sponsored childcare	3.21% 14	2.98% 13	12.39% 54	7.57% 33	5.05% 22	68.81% 300	436
3	Paternity/maternity leave options	14.19% 62	13.27% 58	10.30% 45	3.20% 14	2.06% 9	56.98% 249	437
4	Information technology	36.84% 161	47.83% 209	10.07% 44	3.66% 16	1.14% 5	0.46% 2	437
5	Parking and transportation services	12.36% 54	39.13% 171	20.59% 90	17.62% 77	6.64% 29	3.66% 16	437
6	WKU Store services	14.65% 64	39.36% 172	24.26% 106	9.38% 41	1.83% 8	10.53% 46	437
7	Campus food services	11.44% 50	37.07% 162	26.09% 114	10.30% 45	5.26% 23	9.84% 43	437

Showing rows 1 - 7 of 7

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

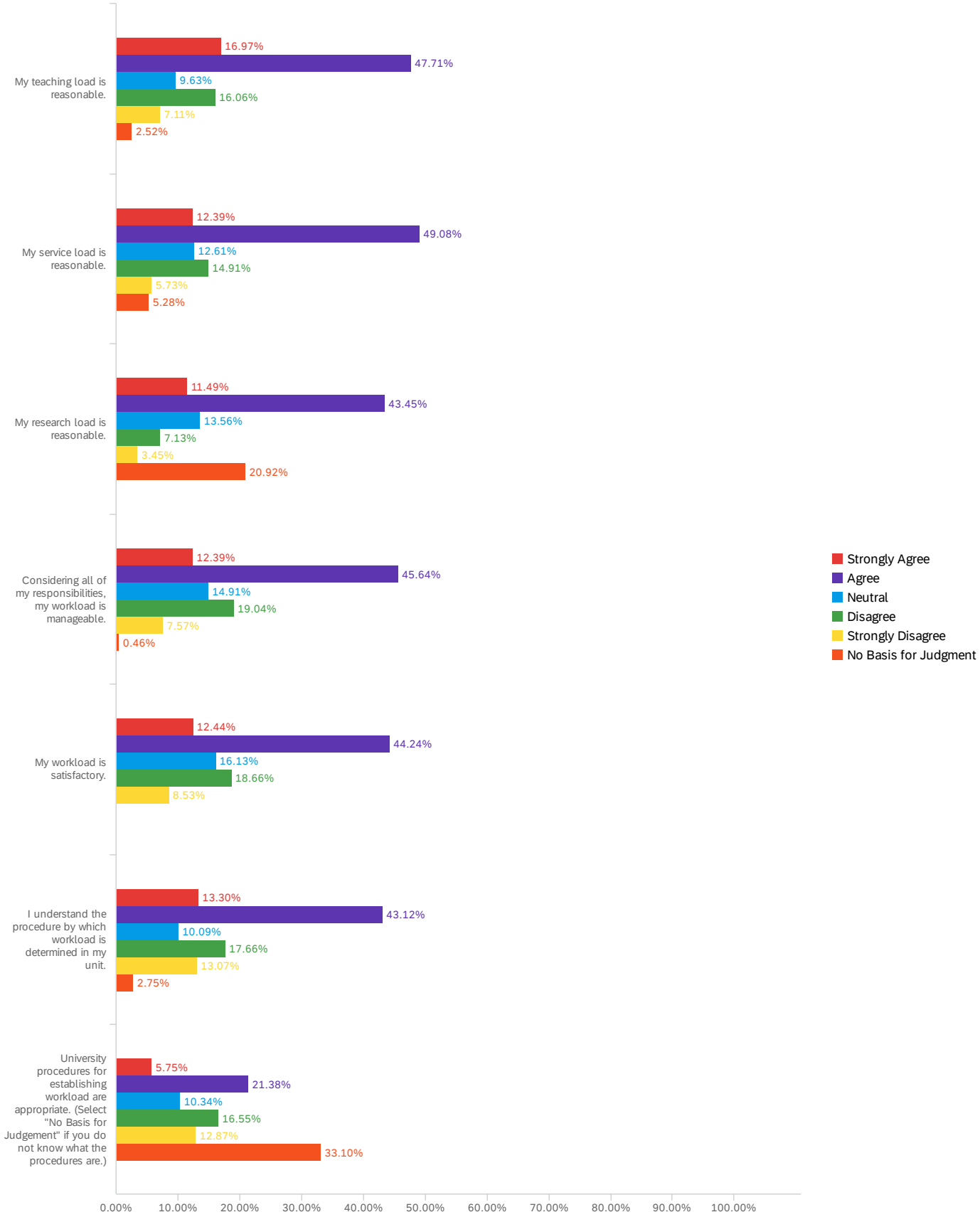


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In my opinion, faculty morale is	1.00	5.00	2.89	0.88	0.78	437

#	Field		Choice Count
1	Very Good	4.35%	19
2	Good	30.21%	132
3	Poor	38.90%	170
4	Very Poor	24.94%	109
5	No Basis for Judgment	1.60%	7
			437

Showing rows 1 - 6 of 6

Q9 - The statements below are about faculty workload and workload satisfaction. Rate your level of agreement with each statement. **Note please answer these for the year overall. There are questions on the next page specifically about the current situation re: coronavirus.



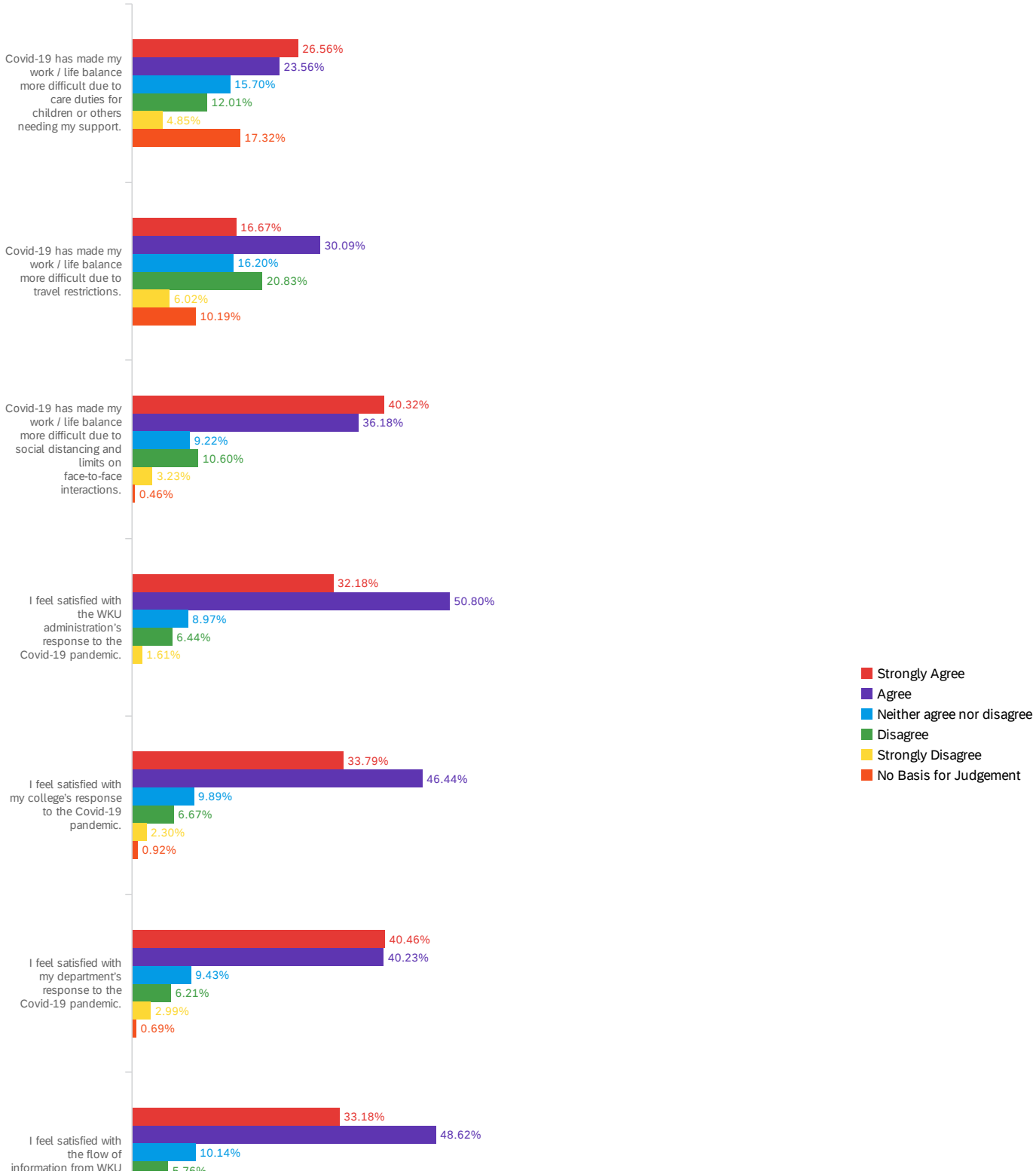
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count

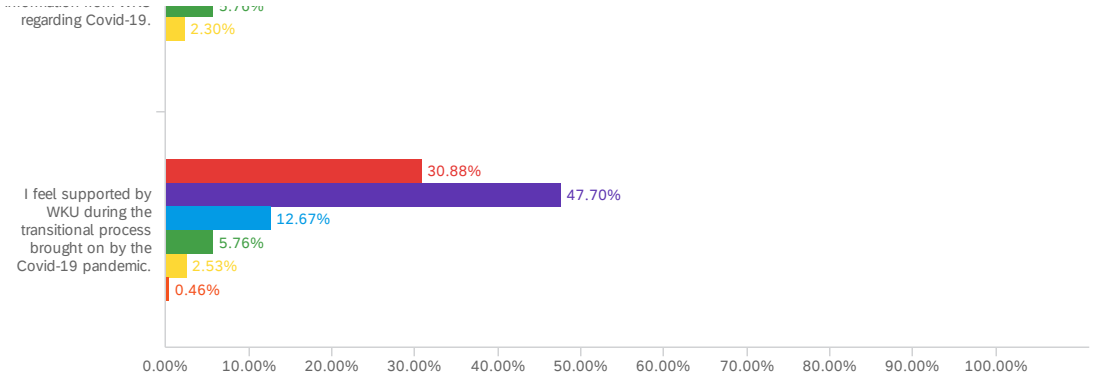
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My teaching load is reasonable.	1.00	6.00	2.56	1.28	1.64	436
2	My service load is reasonable.	1.00	6.00	2.68	1.32	1.74	436
3	My research load is reasonable.	1.00	6.00	3.10	1.72	2.98	435
4	Considering all of my responsibilities, my workload is manageable.	1.00	6.00	2.65	1.17	1.36	436
5	My workload is satisfactory.	1.00	5.00	2.67	1.16	1.36	434
6	I understand the procedure by which workload is determined in my unit.	1.00	6.00	2.82	1.37	1.88	436
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	4.09	1.71	2.92	435

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	My teaching load is reasonable.	16.97%	74	47.71%	208	9.63%	42	16.06%	70	7.11%	31	2.52%	11	436
2	My service load is reasonable.	12.39%	54	49.08%	214	12.61%	55	14.91%	65	5.73%	25	5.28%	23	436
3	My research load is reasonable.	11.49%	50	43.45%	189	13.56%	59	7.13%	31	3.45%	15	20.92%	91	435
4	Considering all of my responsibilities, my workload is manageable.	12.39%	54	45.64%	199	14.91%	65	19.04%	83	7.57%	33	0.46%	2	436
5	My workload is satisfactory.	12.44%	54	44.24%	192	16.13%	70	18.66%	81	8.53%	37	0.00%	0	434
6	I understand the procedure by which workload is determined in my unit.	13.30%	58	43.12%	188	10.09%	44	17.66%	77	13.07%	57	2.75%	12	436
7	University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures are.)	5.75%	25	21.38%	93	10.34%	45	16.55%	72	12.87%	56	33.10%	144	435

Showing rows 1 - 7 of 7

Q36 - The following statements are in reference to the coronavirus and COVID-19 (terms are used interchangeably in the statements). To what extent do you agree or disagree with the following statements:





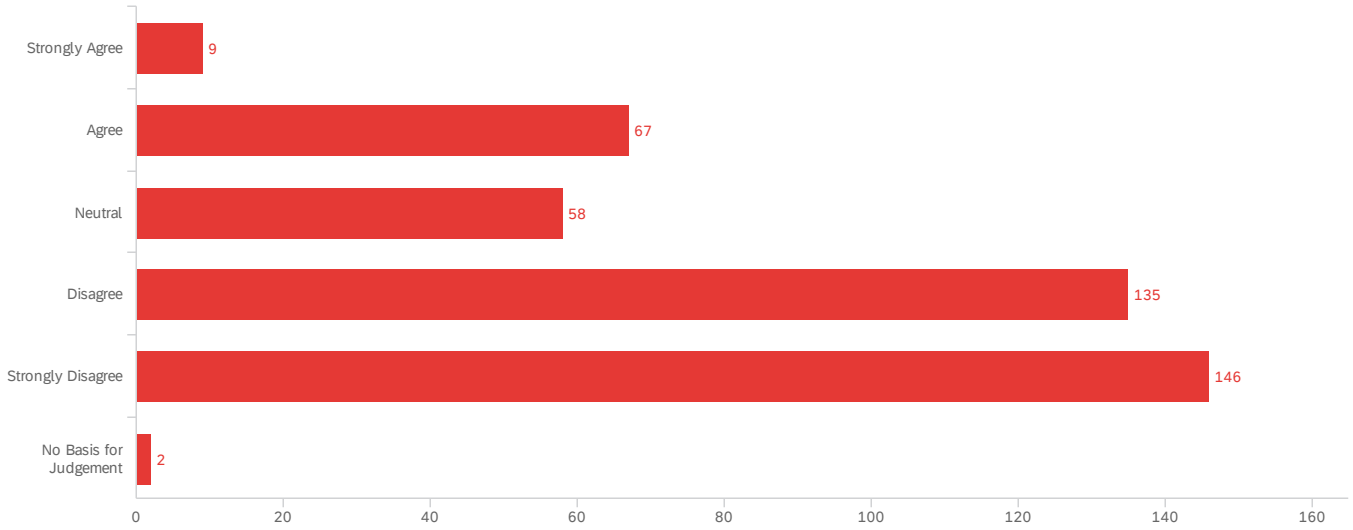
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Covid-19 has made my work / life balance more difficult due to care duties for children or others needing my support.	1.00	6.00	2.97	1.78	3.17	433
2	Covid-19 has made my work / life balance more difficult due to travel restrictions.	1.00	6.00	3.00	1.53	2.33	432
3	Covid-19 has made my work / life balance more difficult due to social distancing and limits on face-to-face interactions.	1.00	6.00	2.02	1.13	1.28	434
4	I feel satisfied with the WKU administration's response to the Covid-19 pandemic.	1.00	5.00	1.94	0.90	0.81	435
5	I feel satisfied with my college's response to the Covid-19 pandemic.	1.00	6.00	2.00	1.03	1.06	435
6	I feel satisfied with my department's response to the Covid-19 pandemic.	1.00	6.00	1.93	1.06	1.12	435
7	I feel satisfied with the flow of information from WKU regarding Covid-19.	1.00	5.00	1.95	0.93	0.87	434
8	I feel supported by WKU during the transitional process brought on by the Covid-19 pandemic.	1.00	6.00	2.03	0.98	0.97	434

#	Field	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	No Basis for Judgement	Total
1	Covid-19 has made my work / life balance more difficult due to care duties for children or others needing my support.	26.56% 115	23.56% 102	15.70% 68	12.01% 52	4.85% 21	17.32% 75	433
2	Covid-19 has made my work / life balance more difficult due to travel restrictions.	16.67% 72	30.09% 130	16.20% 70	20.83% 90	6.02% 26	10.19% 44	432

#	Field	Strongly Agree		Agree		Neither agree nor disagree		Disagree		Strongly Disagree		No Basis for Judgement		Total
3	Covid-19 has made my work / life balance more difficult due to social distancing and limits on face-to-face interactions.	40.32%	175	36.18%	157	9.22%	40	10.60%	46	3.23%	14	0.46%	2	434
4	I feel satisfied with the WKU administration's response to the Covid-19 pandemic.	32.18%	140	50.80%	221	8.97%	39	6.44%	28	1.61%	7	0.00%	0	435
5	I feel satisfied with my college's response to the Covid-19 pandemic.	33.79%	147	46.44%	202	9.89%	43	6.67%	29	2.30%	10	0.92%	4	435
6	I feel satisfied with my department's response to the Covid-19 pandemic.	40.46%	176	40.23%	175	9.43%	41	6.21%	27	2.99%	13	0.69%	3	435
7	I feel satisfied with the flow of information from WKU regarding Covid-19.	33.18%	144	48.62%	211	10.14%	44	5.76%	25	2.30%	10	0.00%	0	434
8	I feel supported by WKU during the transitional process brought on by the Covid-19 pandemic.	30.88%	134	47.70%	207	12.67%	55	5.76%	25	2.53%	11	0.46%	2	434

Showing rows 1 - 8 of 8

Q28 - Rate your level of agreement with the statement.

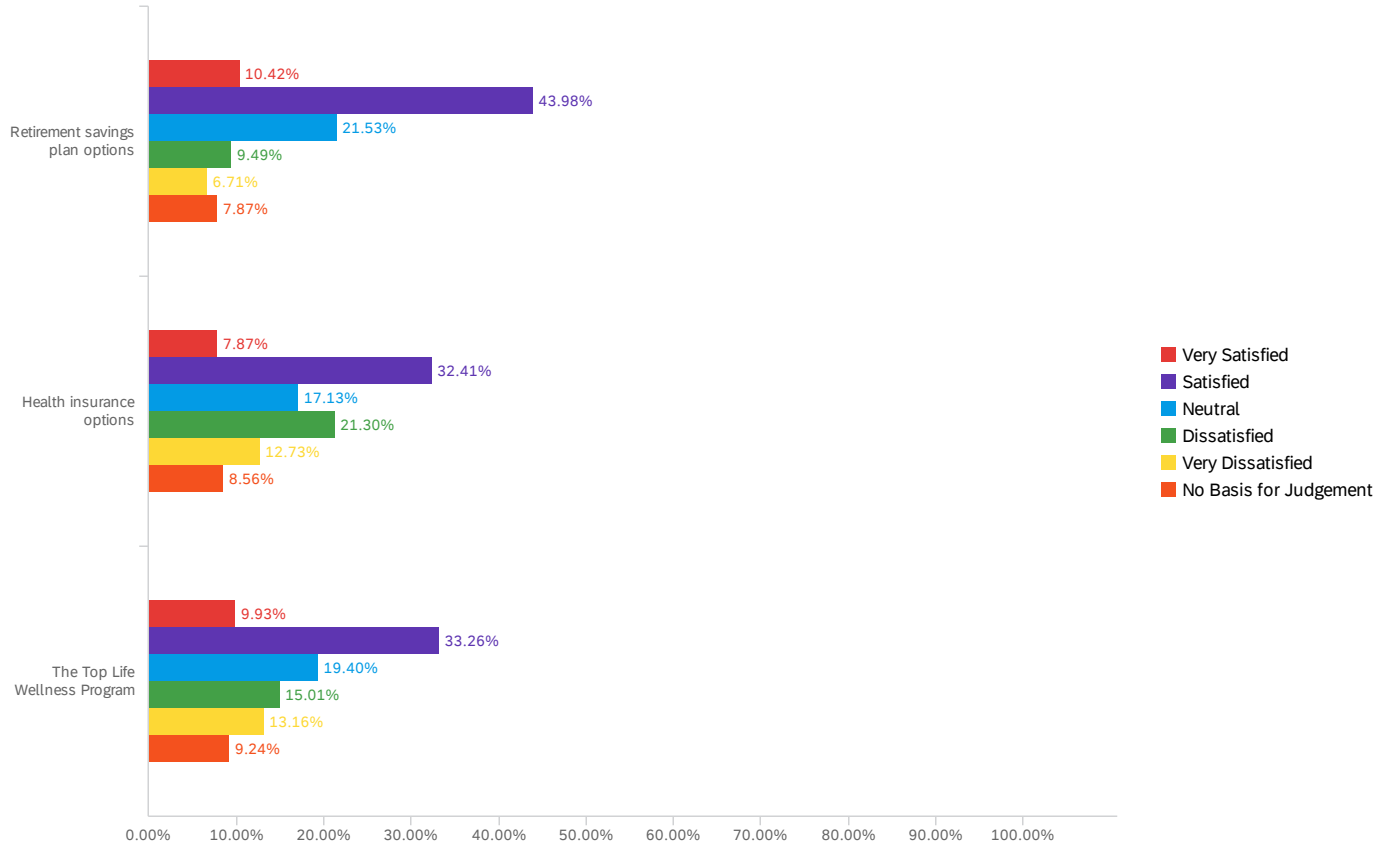


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Relative to years of service and rank my salary is satisfactory.	1.00	6.00	3.83	1.15	1.32	417

#	Field		Choice Count
1	Strongly Agree	2.16%	9
2	Agree	16.07%	67
3	Neutral	13.91%	58
4	Disagree	32.37%	135
5	Strongly Disagree	35.01%	146
6	No Basis for Judgement	0.48%	2
			417

Showing rows 1 - 7 of 7

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

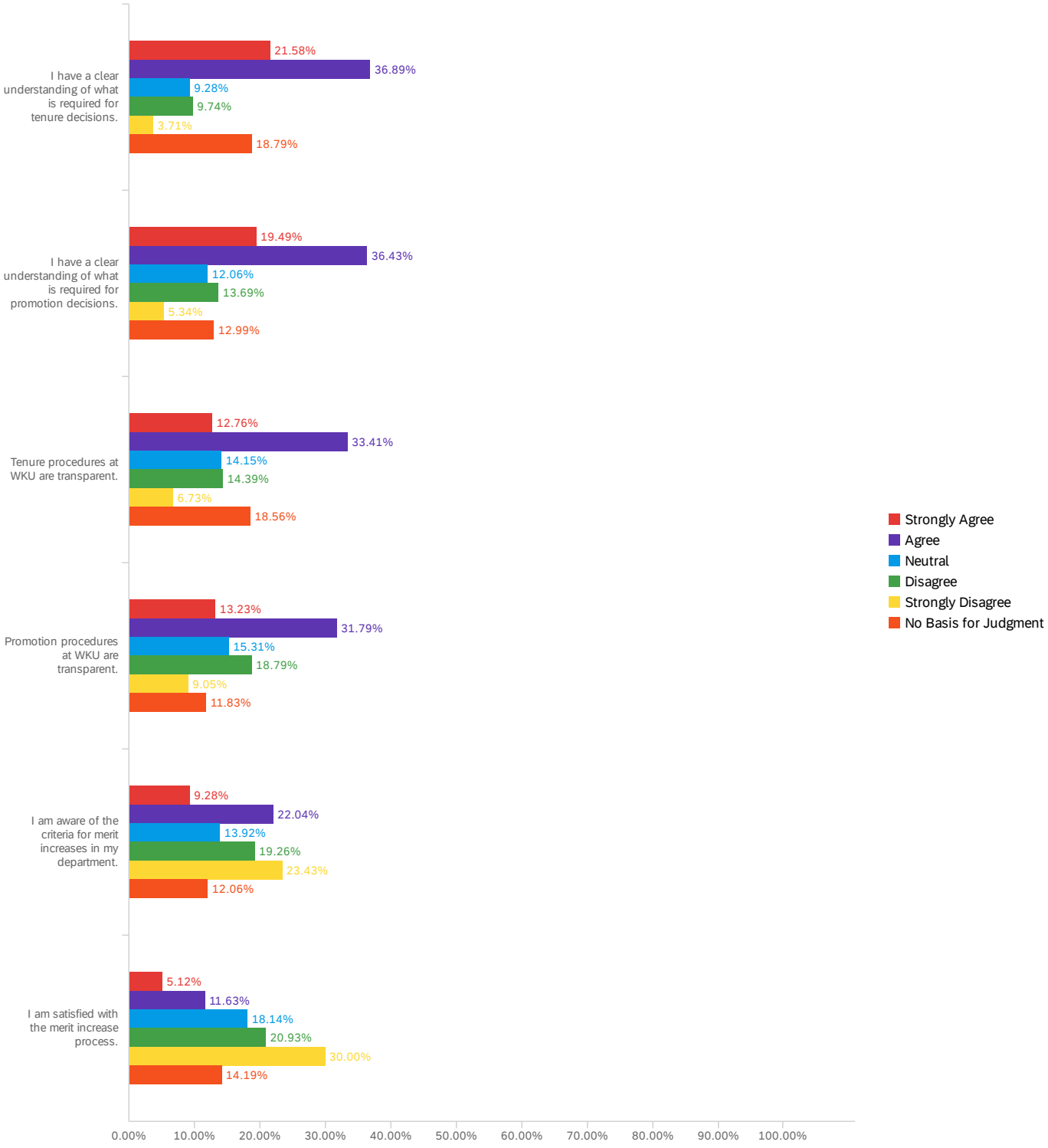


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Retirement savings plan options	1.00	6.00	2.82	1.38	1.89	432
2	Health insurance options	1.00	6.00	3.24	1.44	2.07	432
3	The Top Life Wellness Program	1.00	6.00	3.16	1.49	2.21	433

#	Field	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis for Judgement	Total
1	Retirement savings plan options	10.42% 45	43.98% 190	21.53% 93	9.49% 41	6.71% 29	7.87% 34	432
2	Health insurance options	7.87% 34	32.41% 140	17.13% 74	21.30% 92	12.73% 55	8.56% 37	432
3	The Top Life Wellness Program	9.93% 43	33.26% 144	19.40% 84	15.01% 65	13.16% 57	9.24% 40	433

Showing rows 1 - 3 of 3

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."

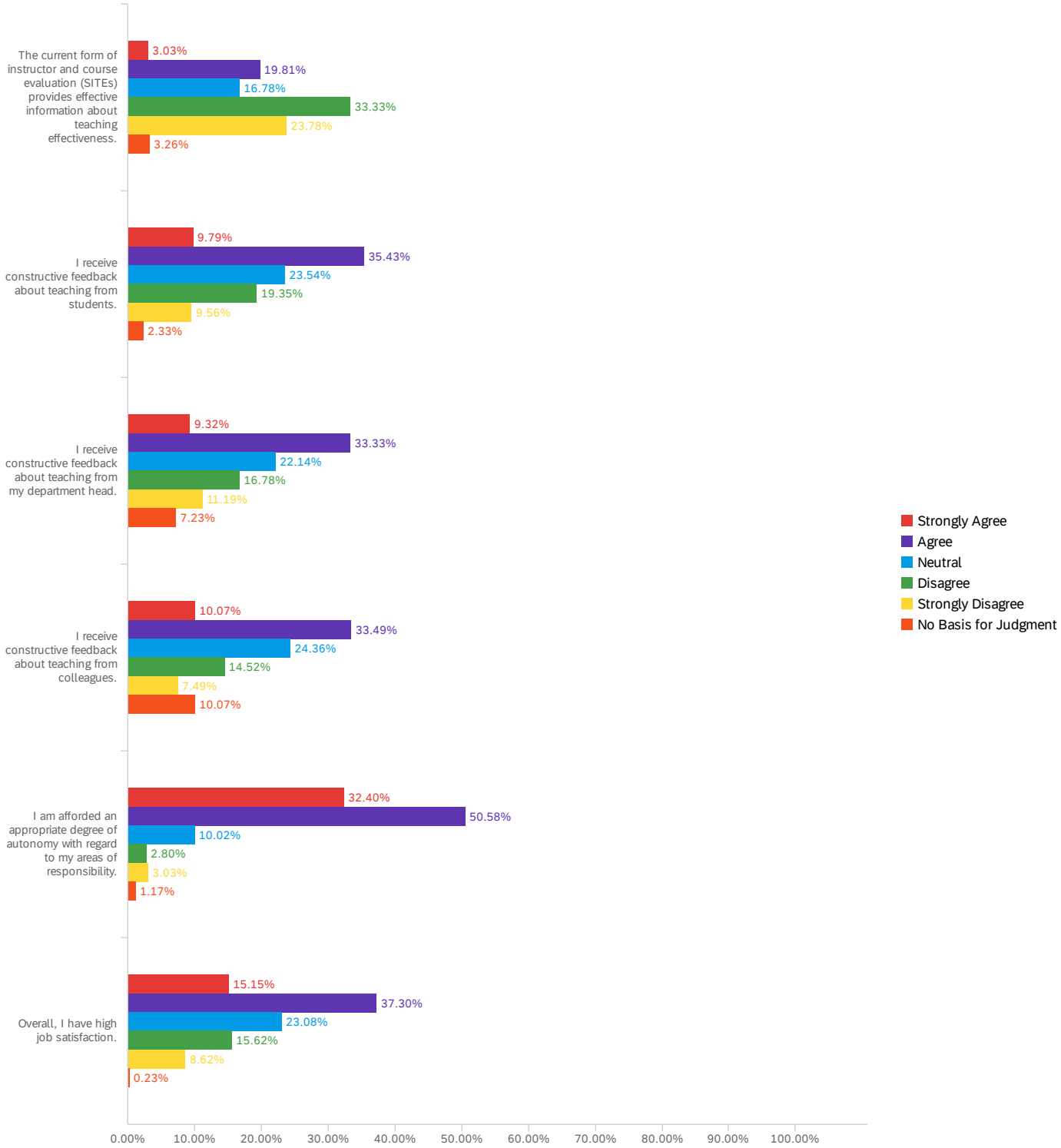


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have a clear understanding of what is required for tenure decisions.	1.00	6.00	2.94	1.78	3.17	431
2	I have a clear understanding of what is required for promotion decisions.	1.00	6.00	2.88	1.63	2.65	431
3	Tenure procedures at WKU are transparent.	1.00	6.00	3.25	1.69	2.87	431
4	Promotion procedures at WKU are transparent.	1.00	6.00	3.14	1.56	2.44	431
5	I am aware of the criteria for merit increases in my department.	1.00	6.00	3.62	1.56	2.43	431
6	I am satisfied with the merit increase process.	1.00	6.00	4.02	1.41	1.97	430

#	Field	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.	21.58% 93	36.89% 159	9.28% 40	9.74% 42	3.71% 16	18.79% 81	431
2	I have a clear understanding of what is required for promotion decisions.	19.49% 84	36.43% 157	12.06% 52	13.69% 59	5.34% 23	12.99% 56	431
3	Tenure procedures at WKU are transparent.	12.76% 55	33.41% 144	14.15% 61	14.39% 62	6.73% 29	18.56% 80	431
4	Promotion procedures at WKU are transparent.	13.23% 57	31.79% 137	15.31% 66	18.79% 81	9.05% 39	11.83% 51	431
5	I am aware of the criteria for merit increases in my department.	9.28% 40	22.04% 95	13.92% 60	19.26% 83	23.43% 101	12.06% 52	431
6	I am satisfied with the merit increase process.	5.12% 22	11.63% 50	18.14% 78	20.93% 90	30.00% 129	14.19% 61	430

Showing rows 1 - 6 of 6

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.



#	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	3.65	1.22	1.48	429
2	I receive constructive feedback about teaching from students.	1.00	6.00	2.90	1.23	1.52	429
3	I receive constructive feedback about teaching from my department head.	1.00	6.00	3.09	1.40	1.96	429
4	I receive constructive feedback about teaching from colleagues.	1.00	6.00	3.06	1.44	2.09	427
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	1.00	6.00	1.97	1.00	0.99	429
6	Overall, I have high job satisfaction.	1.00	6.00	2.66	1.18	1.39	429

#	Field	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.	3.03% 13	19.81% 85	16.78% 72	33.33% 143	23.78% 102	3.26% 14	429
2	I receive constructive feedback about teaching from students.	9.79% 42	35.43% 152	23.54% 101	19.35% 83	9.56% 41	2.33% 10	429
3	I receive constructive feedback about teaching from my department head.	9.32% 40	33.33% 143	22.14% 95	16.78% 72	11.19% 48	7.23% 31	429
4	I receive constructive feedback about teaching from colleagues.	10.07% 43	33.49% 143	24.36% 104	14.52% 62	7.49% 32	10.07% 43	427
5	I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	32.40% 139	50.58% 217	10.02% 43	2.80% 12	3.03% 13	1.17% 5	429
6	Overall, I have high job satisfaction.	15.15% 65	37.30% 160	23.08% 99	15.62% 67	8.62% 37	0.23% 1	429

Showing rows 1 - 6 of 6

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	8.82	4.15	17.25	427
2	Spring term	0.00	24.00	8.69	3.95	15.63	427
3	Summer term	0.00	12.00	2.02	2.80	7.82	426
4	January term	0.00	12.00	0.75	1.52	2.30	425

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	42.00	9.40	5.50	30.22	425
2	Teaching preparation	0.00	63.00	9.55	7.30	53.35	427
3	Grading	0.00	30.00	6.41	5.37	28.81	427
4	Office Hours	0.00	40.00	6.00	4.92	24.23	427

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

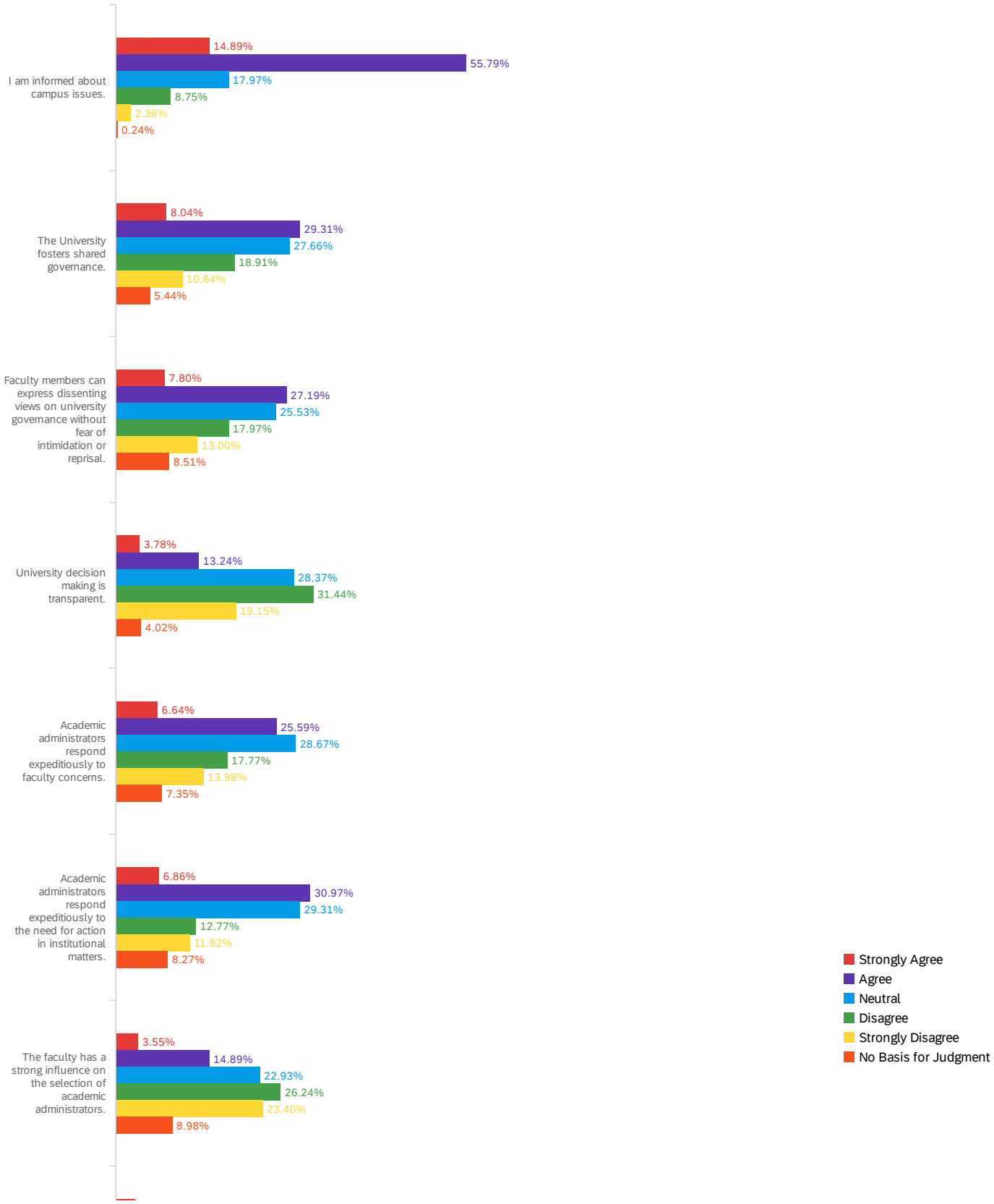
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Departmental service	0.00	30.00	4.55	5.89	34.65	425
2	College Service	0.00	24.00	1.50	2.28	5.19	426
3	University Service	0.00	37.50	1.67	3.44	11.86	425
4	Other service	0.00	30.00	2.24	3.72	13.85	425

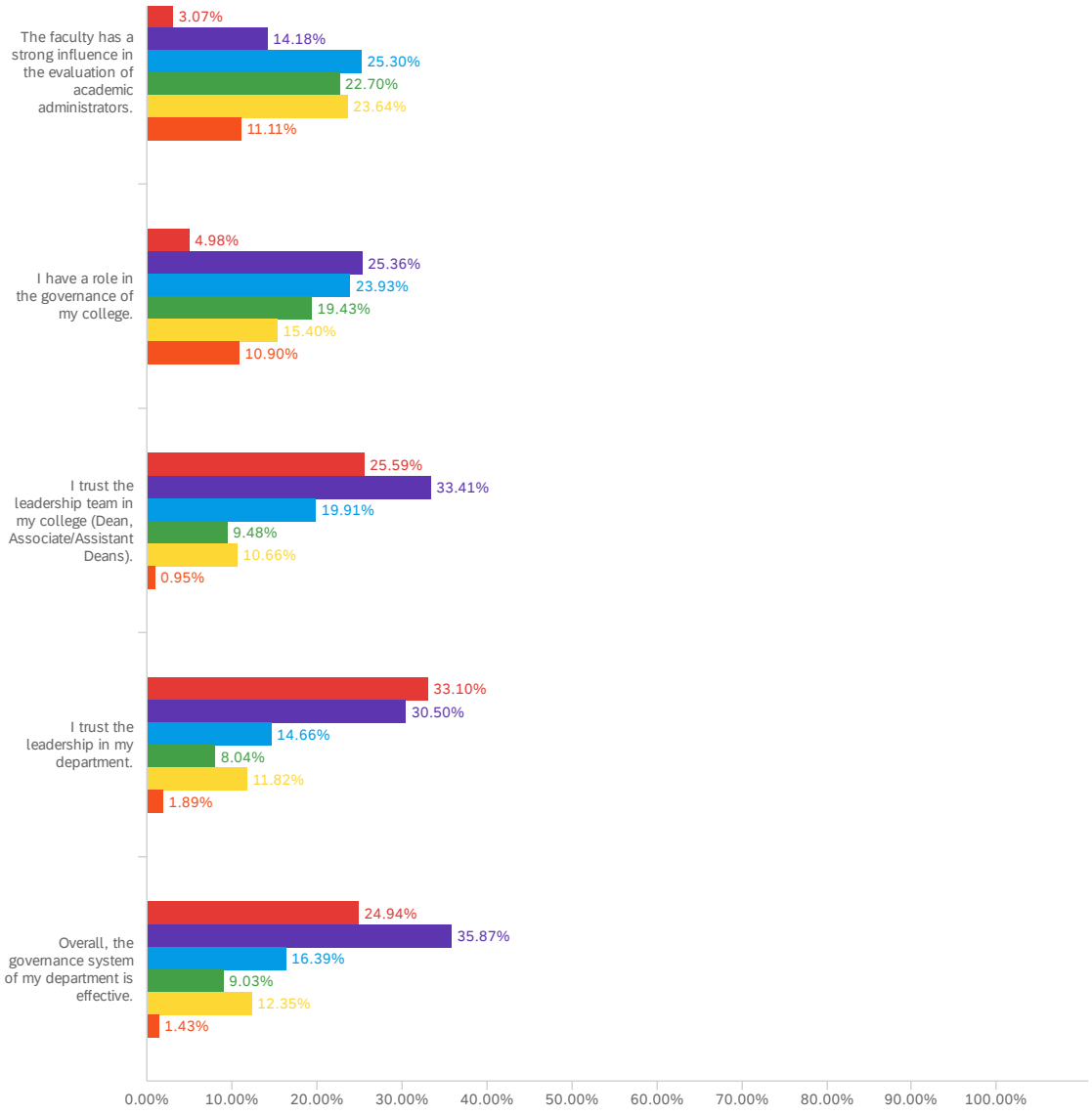
Q15 - In an average week, about how many hours do you devote to research/scholarship/creative activities?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Research/Scholarship/Creative Activities	0.00	40.00	6.47	7.33	53.70	426

Q16 - The statements below are about university, college and departmental governance.

Rate your level of agreement with each statement.





#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am informed about campus issues.	1.00	6.00	2.29	0.92	0.85	423
2	The University fosters shared governance.	1.00	6.00	3.11	1.31	1.71	423
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1.00	6.00	3.27	1.41	1.98	423
4	University decision making is transparent.	1.00	6.00	3.61	1.16	1.35	423
5	Academic administrators respond expeditiously to faculty concerns.	1.00	6.00	3.29	1.35	1.84	422
6	Academic administrators respond expeditiously to the need for action in institutional matters.	1.00	6.00	3.17	1.38	1.90	423
7	The faculty has a strong influence on the selection of academic administrators.	1.00	6.00	3.78	1.30	1.69	423

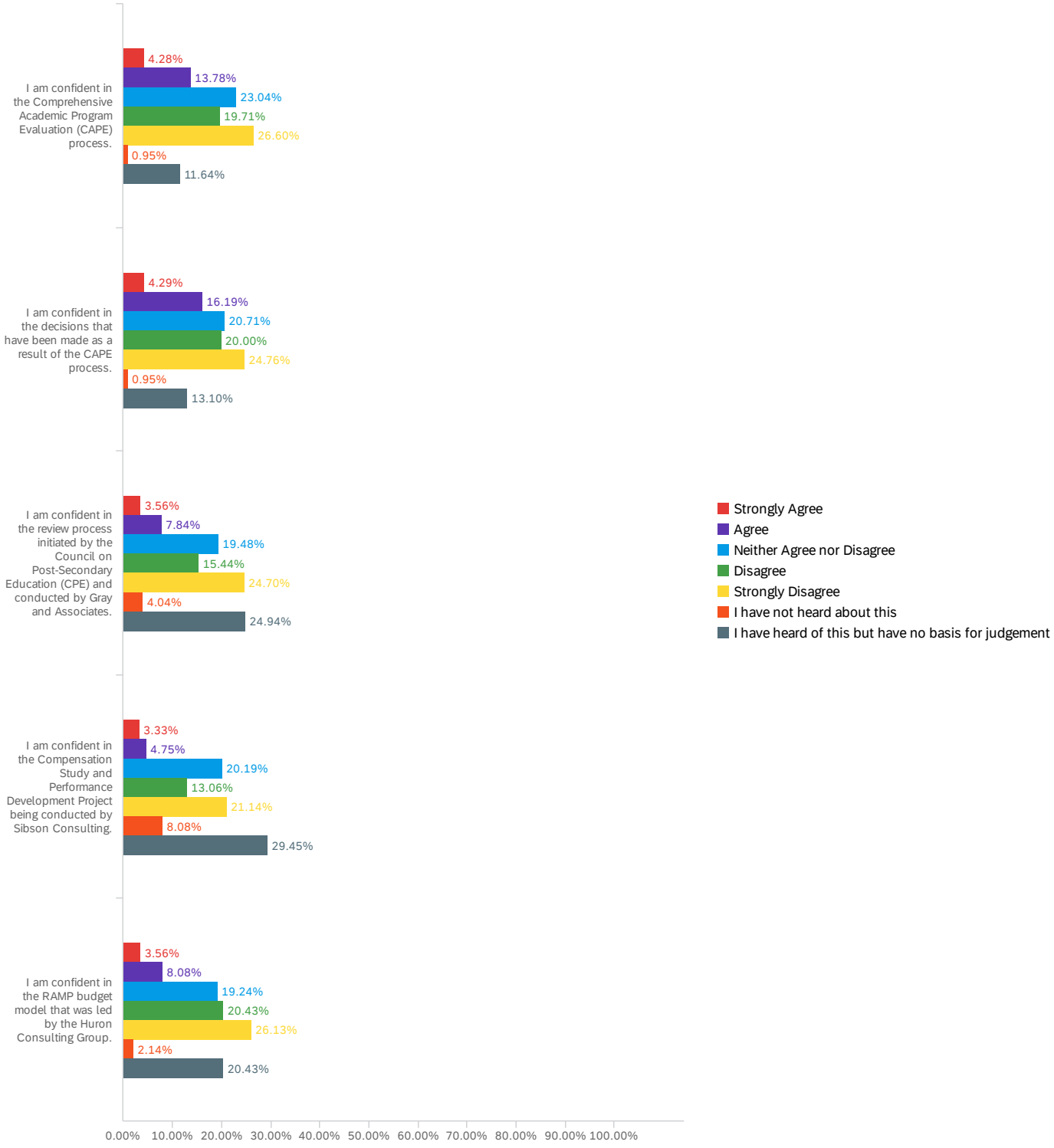
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
8	The faculty has a strong influence in the evaluation of academic administrators.	1.00	6.00	3.83	1.32	1.75	423
9	I have a role in the governance of my college.	1.00	6.00	3.48	1.42	2.02	422
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	1.00	6.00	2.49	1.31	1.70	422
11	I trust the leadership in my department.	1.00	6.00	2.41	1.41	2.00	423
12	Overall, the governance system of my department is effective.	1.00	6.00	2.52	1.36	1.84	421

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	I am informed about campus issues.	14.89% 63	55.79% 236	17.97% 76	8.75% 37	2.36% 10	0.24% 1	423
2	The University fosters shared governance.	8.04% 34	29.31% 124	27.66% 117	18.91% 80	10.64% 45	5.44% 23	423
3	Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	7.80% 33	27.19% 115	25.53% 108	17.97% 76	13.00% 55	8.51% 36	423
4	University decision making is transparent.	3.78% 16	13.24% 56	28.37% 120	31.44% 133	19.15% 81	4.02% 17	423
5	Academic administrators respond expeditiously to faculty concerns.	6.64% 28	25.59% 108	28.67% 121	17.77% 75	13.98% 59	7.35% 31	422
6	Academic administrators respond expeditiously to the need for action in institutional matters.	6.86% 29	30.97% 131	29.31% 124	12.77% 54	11.82% 50	8.27% 35	423
7	The faculty has a strong influence on the selection of academic administrators.	3.55% 15	14.89% 63	22.93% 97	26.24% 111	23.40% 99	8.98% 38	423
8	The faculty has a strong influence in the evaluation of academic administrators.	3.07% 13	14.18% 60	25.30% 107	22.70% 96	23.64% 100	11.11% 47	423
9	I have a role in the governance of my college.	4.98% 21	25.36% 107	23.93% 101	19.43% 82	15.40% 65	10.90% 46	422
10	I trust the leadership team in my college (Dean, Associate/Assistant Deans).	25.59% 108	33.41% 141	19.91% 84	9.48% 40	10.66% 45	0.95% 4	422

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
11	I trust the leadership in my department.	33.10% 140	30.50% 129	14.66% 62	8.04% 34	11.82% 50	1.89% 8	423
12	Overall, the governance system of my department is effective.	24.94% 105	35.87% 151	16.39% 69	9.03% 38	12.35% 52	1.43% 6	421

Showing rows 1 - 12 of 12

Q38 - The following statements are about initiatives that have been taken at WKU that are either central to decision making processes and/or where consultants have been hired to help with our endeavors. To what extent do you agree or disagree with the following statements:



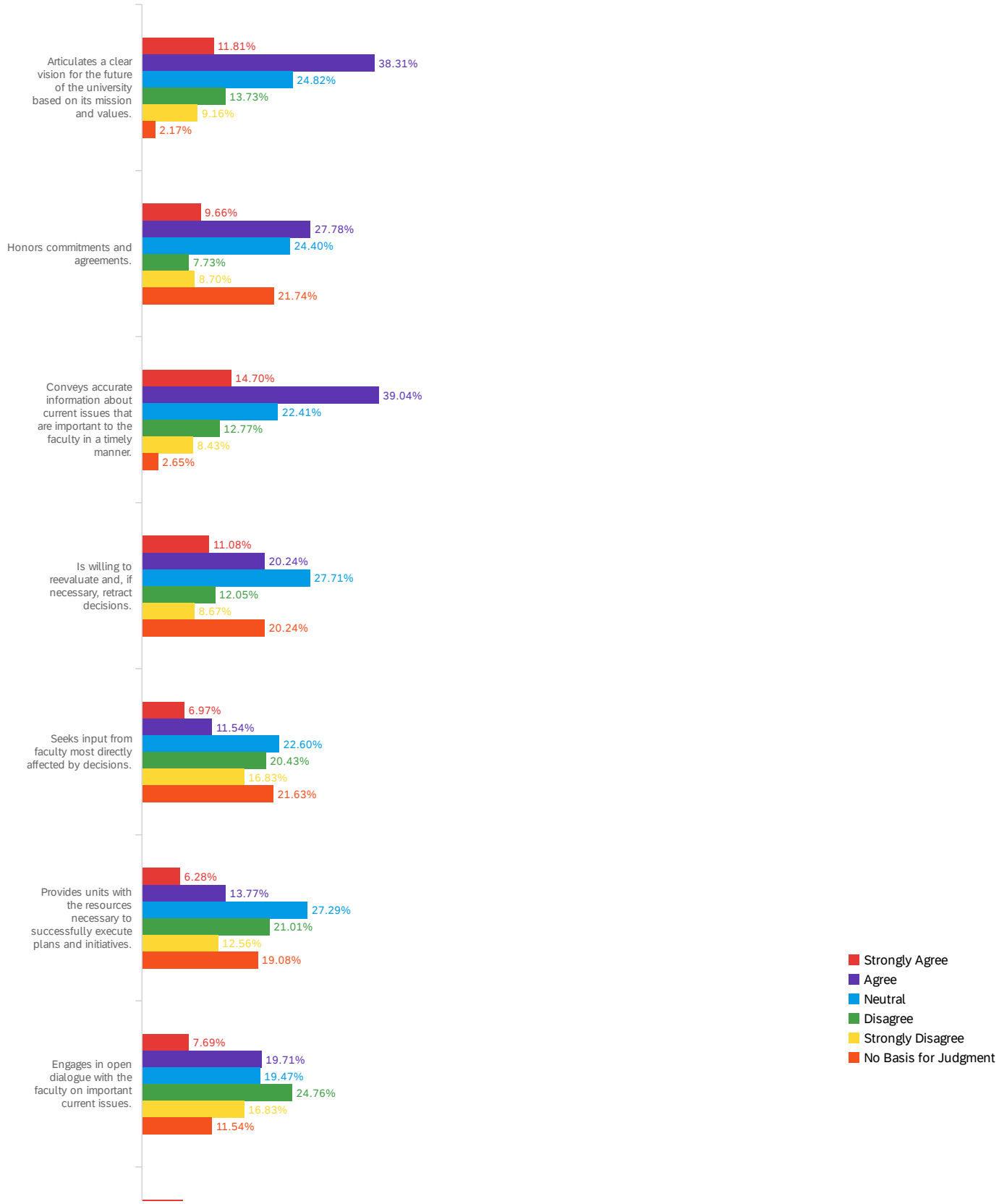
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am confident in the Comprehensive Academic Program Evaluation (CAPE) process.	1.00	7.00	4.00	1.59	2.52	421
2	I am confident in the decisions that have been made as a result of the CAPE process.	1.00	7.00	4.00	1.64	2.70	420

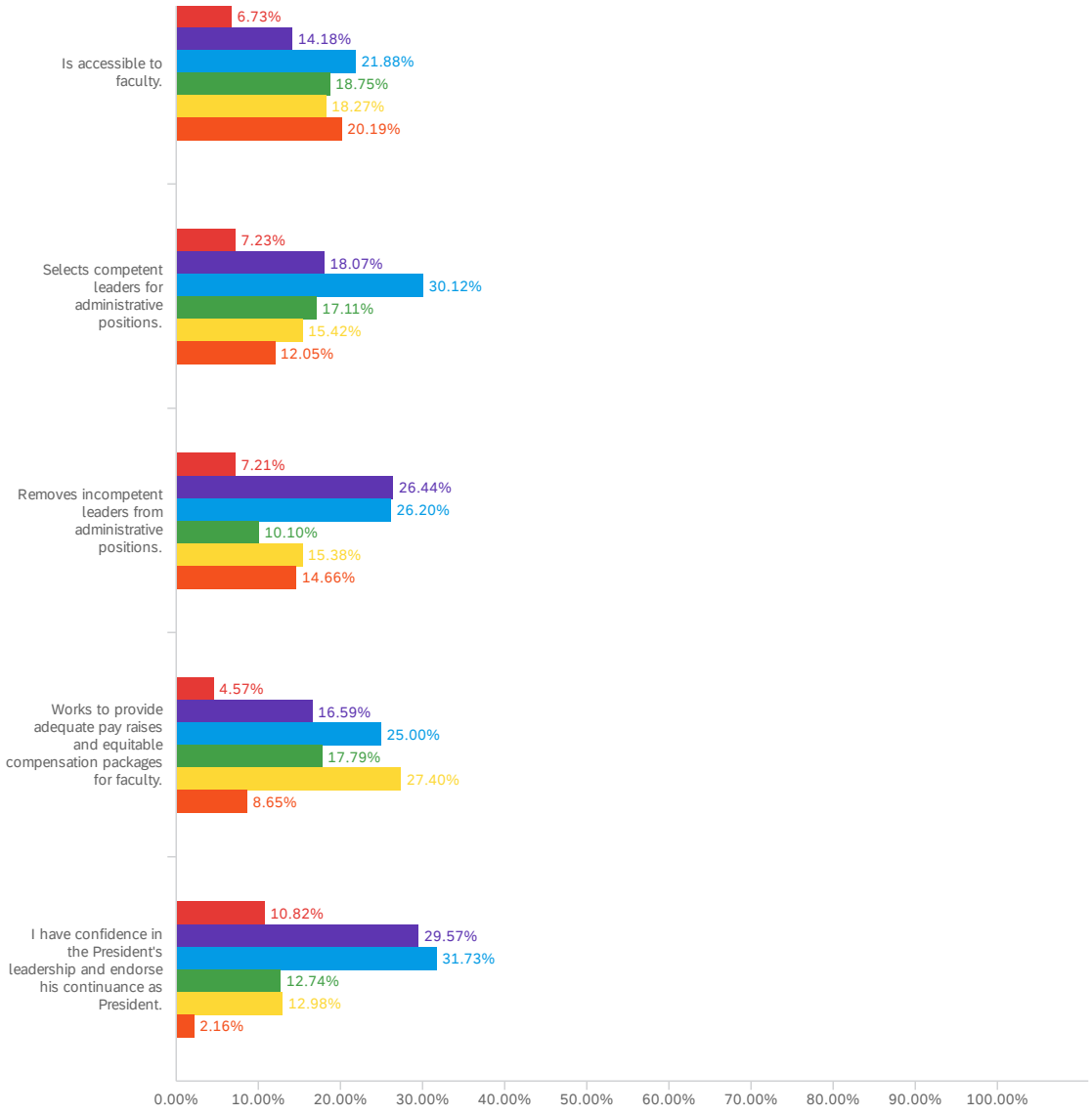
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	I am confident in the review process initiated by the Council on Post-Secondary Education (CPE) and conducted by Gray and Associates.	1.00	7.00	4.62	1.76	3.10	421
4	I am confident in the Compensation Study and Performance Development Project being conducted by Sibson Consulting.	1.00	7.00	4.86	1.77	3.14	421
5	I am confident in the RAMP budget model that was led by the Huron Consulting Group.	1.00	7.00	4.46	1.68	2.81	421

#	Field	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I have not heard about this	I have heard of this but have no basis for judgement
1	I am confident in the Comprehensive Academic Program Evaluation (CAPE) process.	4.28% 18	13.78% 58	23.04% 97	19.71% 83	26.60% 112	0.95% 4	11.64% 49
2	I am confident in the decisions that have been made as a result of the CAPE process.	4.29% 18	16.19% 68	20.71% 87	20.00% 84	24.76% 104	0.95% 4	13.10% 55
3	I am confident in the review process initiated by the Council on Post-Secondary Education (CPE) and conducted by Gray and Associates.	3.56% 15	7.84% 33	19.48% 82	15.44% 65	24.70% 104	4.04% 17	24.94% 105
4	I am confident in the Compensation Study and Performance Development Project being conducted by Sibson Consulting.	3.33% 14	4.75% 20	20.19% 85	13.06% 55	21.14% 89	8.08% 34	29.45% 124
5	I am confident in the RAMP budget model that was led by the Huron Consulting Group.	3.56% 15	8.08% 34	19.24% 81	20.43% 86	26.13% 110	2.14% 9	20.43% 86

Showing rows 1 - 5 of 5

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





#	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	2.77	1.22	1.50	415
2	Honors commitments and agreements.	1.00	6.00	3.43	1.69	2.86	414
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	2.69	1.26	1.59	415
4	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.48	1.65	2.71	415
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.94	1.53	2.34	416
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.77	1.49	2.23	414
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	3.58	1.46	2.13	416

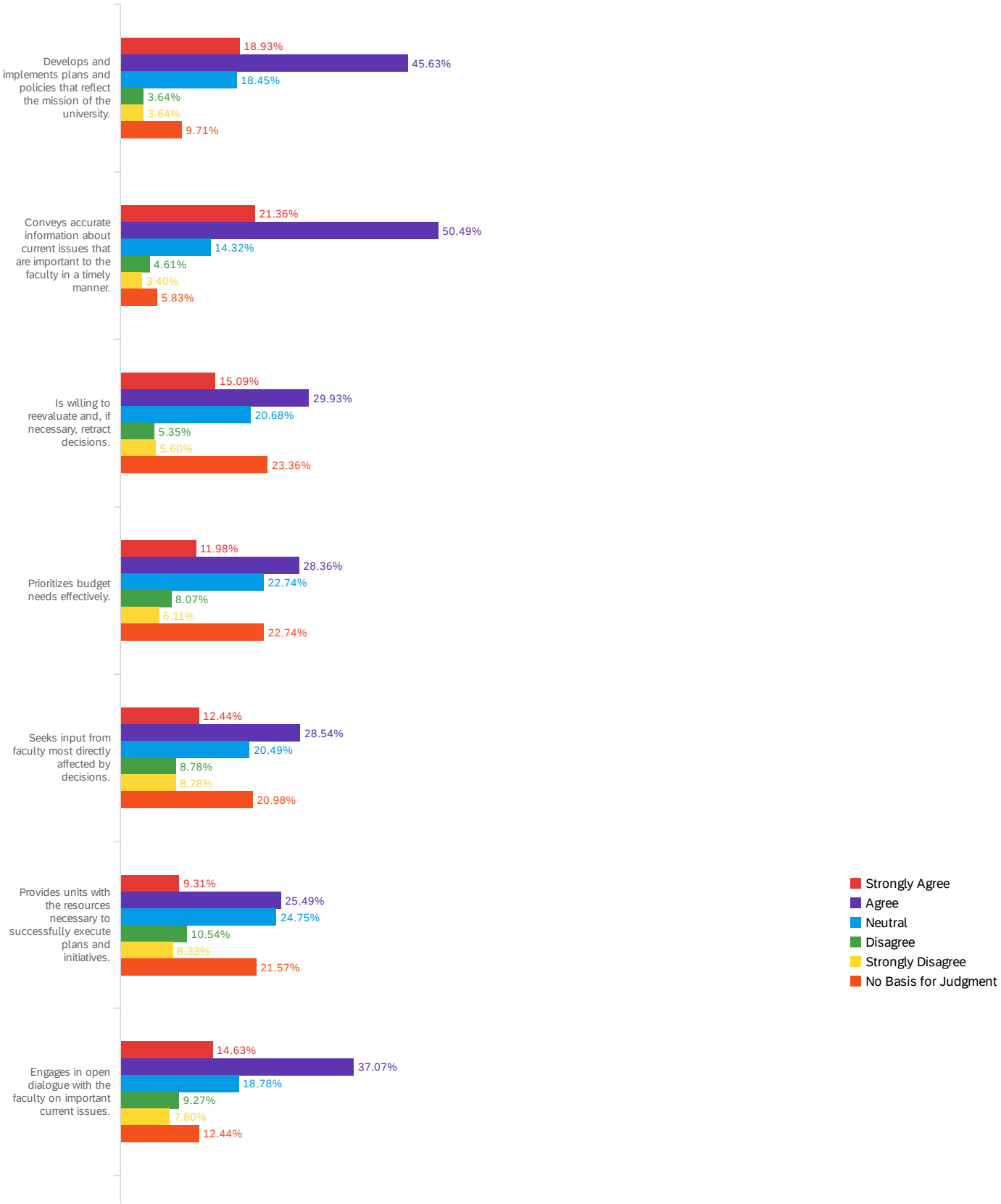
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
8	Is accessible to faculty.	1.00	6.00	3.88	1.54	2.37	416
9	Selects competent leaders for administrative positions.	1.00	6.00	3.52	1.44	2.08	415
10	Removes incompetent leaders from administrative positions.	1.00	6.00	3.44	1.55	2.40	416
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	1.00	6.00	3.73	1.37	1.87	416
12	I have confidence in the President's leadership and endorse his continuance as President.	1.00	6.00	2.94	1.25	1.57	416

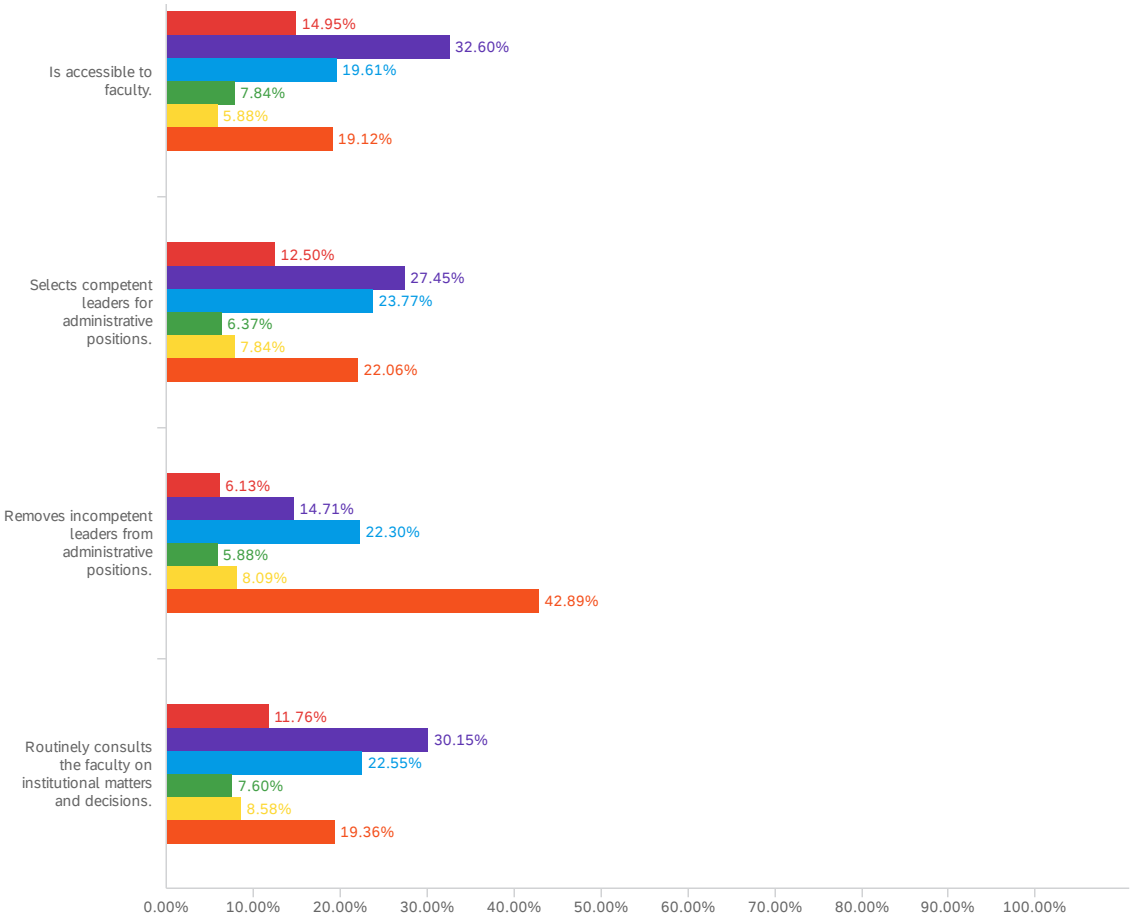
#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		No Basis for Judgment		Total
1	Articulates a clear vision for the future of the university based on its mission and values.	11.81%	49	38.31%	159	24.82%	103	13.73%	57	9.16%	38	2.17%	9	415
2	Honors commitments and agreements.	9.66%	40	27.78%	115	24.40%	101	7.73%	32	8.70%	36	21.74%	90	414
3	Conveys accurate information about current issues that are important to the faculty in a timely manner.	14.70%	61	39.04%	162	22.41%	93	12.77%	53	8.43%	35	2.65%	11	415
4	Is willing to reevaluate and, if necessary, retract decisions.	11.08%	46	20.24%	84	27.71%	115	12.05%	50	8.67%	36	20.24%	84	415
5	Seeks input from faculty most directly affected by decisions.	6.97%	29	11.54%	48	22.60%	94	20.43%	85	16.83%	70	21.63%	90	416
6	Provides units with the resources necessary to successfully execute plans and initiatives.	6.28%	26	13.77%	57	27.29%	113	21.01%	87	12.56%	52	19.08%	79	414
7	Engages in open dialogue with the faculty on important current issues.	7.69%	32	19.71%	82	19.47%	81	24.76%	103	16.83%	70	11.54%	48	416
8	Is accessible to faculty.	6.73%	28	14.18%	59	21.88%	91	18.75%	78	18.27%	76	20.19%	84	416
9	Selects competent leaders for administrative positions.	7.23%	30	18.07%	75	30.12%	125	17.11%	71	15.42%	64	12.05%	50	415
10	Removes incompetent leaders from administrative positions.	7.21%	30	26.44%	110	26.20%	109	10.10%	42	15.38%	64	14.66%	61	416

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
11	Works to provide adequate pay raises and equitable compensation packages for faculty.	4.57% 19	16.59% 69	25.00% 104	17.79% 74	27.40% 114	8.65% 36	416
12	I have confidence in the President's leadership and endorse his continuance as President.	10.82% 45	29.57% 123	31.73% 132	12.74% 53	12.98% 54	2.16% 9	416

Showing rows 1 - 12 of 12

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





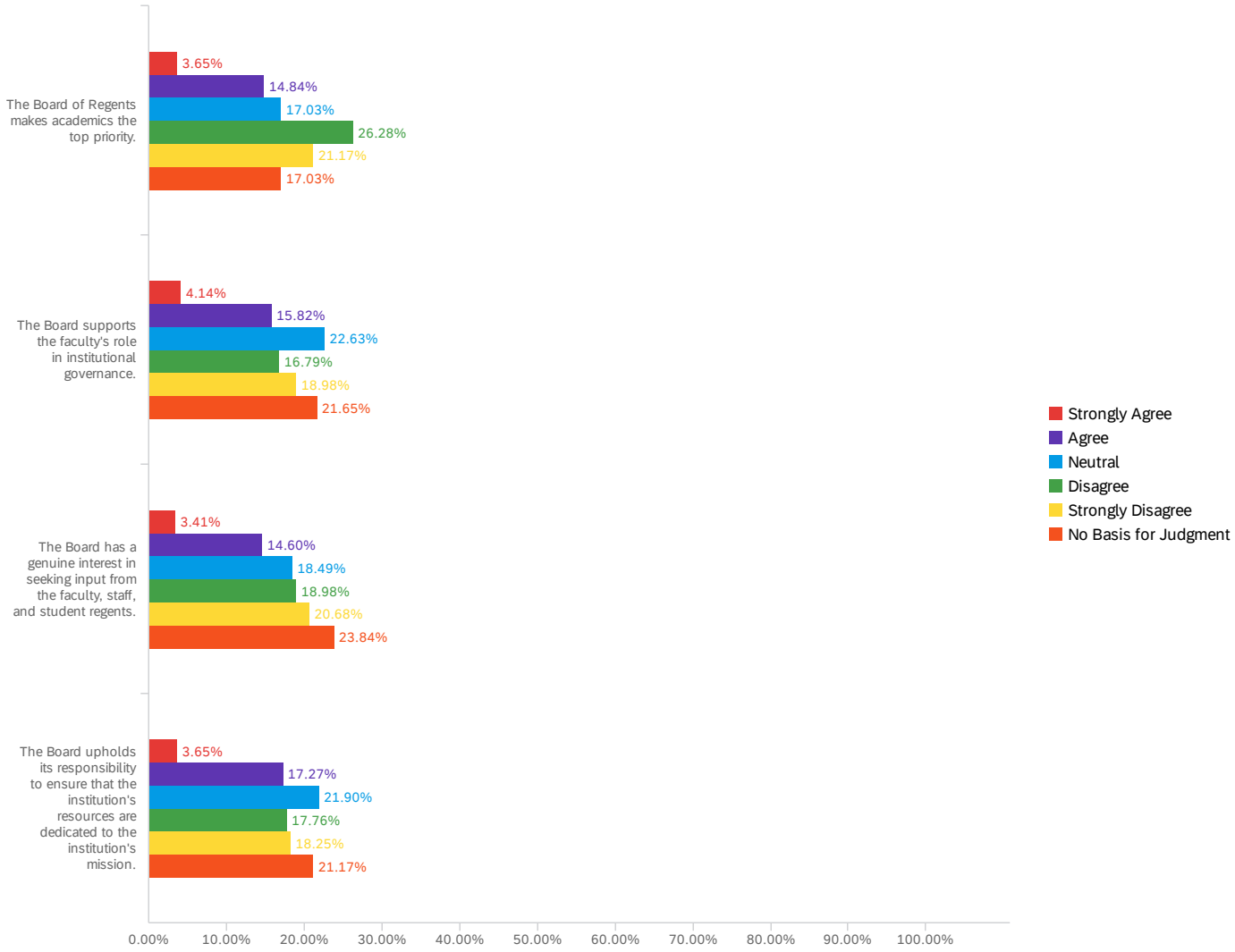
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Develops and implements plans and policies that reflect the mission of the university.	1.00	6.00	2.57	1.44	2.08	412
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	6.00	2.36	1.29	1.65	412
3	Is willing to reevaluate and, if necessary, retract decisions.	1.00	6.00	3.27	1.79	3.21	411
4	Prioritizes budget needs effectively.	1.00	6.00	3.36	1.73	3.00	409
5	Seeks input from faculty most directly affected by decisions.	1.00	6.00	3.36	1.73	2.98	410
6	Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	6.00	3.48	1.67	2.78	408
7	Engages in open dialogue with the faculty on important current issues.	1.00	6.00	2.96	1.57	2.48	410
8	Is accessible to faculty.	1.00	6.00	3.14	1.71	2.94	408
9	Selects competent leaders for administrative positions.	1.00	6.00	3.36	1.73	3.01	408

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
10	Removes incompetent leaders from administrative positions.	1.00	6.00	4.24	1.76	3.10	408
11	Routinely consults the faculty on institutional matters and decisions.	1.00	6.00	3.29	1.69	2.85	408

#	Field	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.	18.93%	78	45.63%	188	18.45%	76	3.64%	15	3.64%	15	9.71%	40	412
2	Conveys accurate information about current issues that are important to the faculty in a timely manner.	21.36%	88	50.49%	208	14.32%	59	4.61%	19	3.40%	14	5.83%	24	412
3	Is willing to reevaluate and, if necessary, retract decisions.	15.09%	62	29.93%	123	20.68%	85	5.35%	22	5.60%	23	23.36%	96	411
4	Prioritizes budget needs effectively.	11.98%	49	28.36%	116	22.74%	93	8.07%	33	6.11%	25	22.74%	93	409
5	Seeks input from faculty most directly affected by decisions.	12.44%	51	28.54%	117	20.49%	84	8.78%	36	8.78%	36	20.98%	86	410
6	Provides units with the resources necessary to successfully execute plans and initiatives.	9.31%	38	25.49%	104	24.75%	101	10.54%	43	8.33%	34	21.57%	88	408
7	Engages in open dialogue with the faculty on important current issues.	14.63%	60	37.07%	152	18.78%	77	9.27%	38	7.80%	32	12.44%	51	410
8	Is accessible to faculty.	14.95%	61	32.60%	133	19.61%	80	7.84%	32	5.88%	24	19.12%	78	408
9	Selects competent leaders for administrative positions.	12.50%	51	27.45%	112	23.77%	97	6.37%	26	7.84%	32	22.06%	90	408
10	Removes incompetent leaders from administrative positions.	6.13%	25	14.71%	60	22.30%	91	5.88%	24	8.09%	33	42.89%	175	408
11	Routinely consults the faculty on institutional matters and decisions.	11.76%	48	30.15%	123	22.55%	92	7.60%	31	8.58%	35	19.36%	79	408

Showing rows 1 - 11 of 11

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



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The Board of Regents makes academics the top priority.	1.00	6.00	3.98	1.41	1.98	411
2	The Board supports the faculty's role in institutional governance.	1.00	6.00	3.96	1.51	2.29	411
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.00	6.00	4.10	1.49	2.23	411
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.00	6.00	3.93	1.50	2.26	411

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Basis for Judgment	Total
1	The Board of Regents makes academics the top priority.	3.65% 15	14.84% 61	17.03% 70	26.28% 108	21.17% 87	17.03% 70	411
2	The Board supports the faculty's role in institutional governance.	4.14% 17	15.82% 65	22.63% 93	16.79% 69	18.98% 78	21.65% 89	411
3	The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	3.41% 14	14.60% 60	18.49% 76	18.98% 78	20.68% 85	23.84% 98	411
4	The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	3.65% 15	17.27% 71	21.90% 90	17.76% 73	18.25% 75	21.17% 87	411

Showing rows 1 - 4 of 4

SC0 - Score

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Score	7.00	448.00	278.97	87.58	7670.55	458

End of Report