

FACULTY WORKLIFE SURVEY

Fall 2024/ Spring 2025



Submitted by the Faculty Welfare Committee

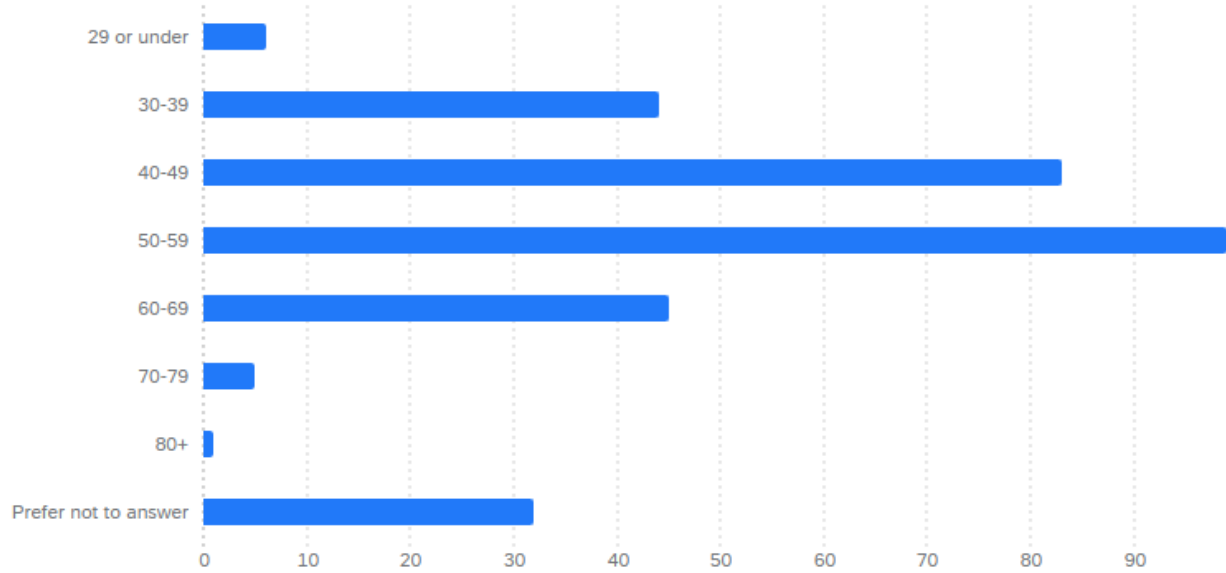
to

Western Kentucky University Faculty Senate

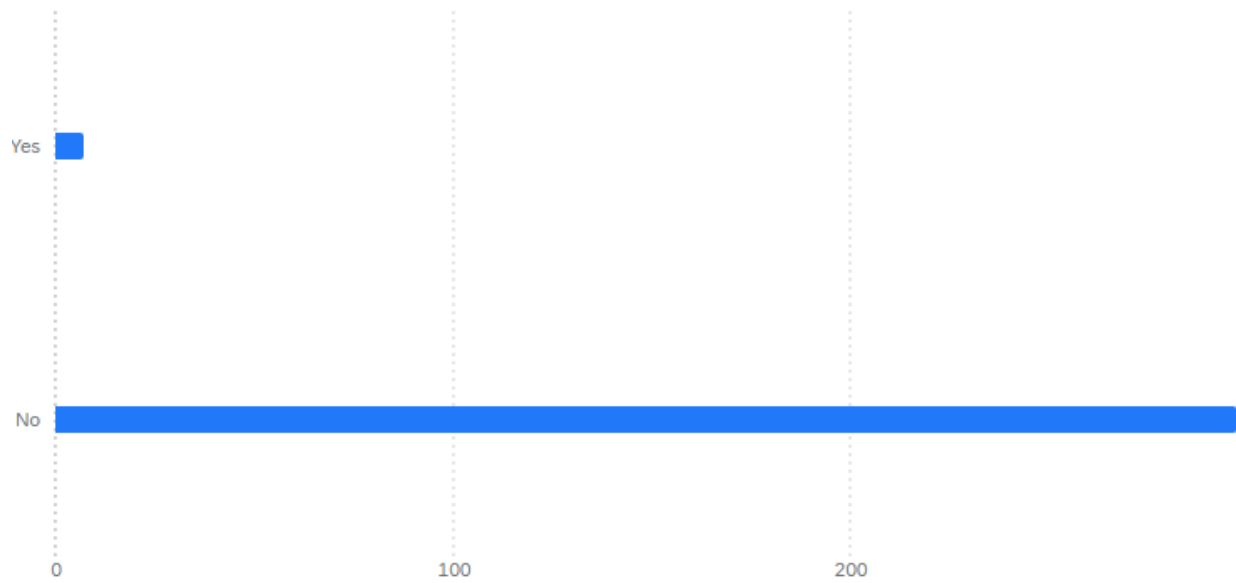
December 11, 2025

CONTACT facultywelfare@wku.edu WITH INQUIRIES

Age

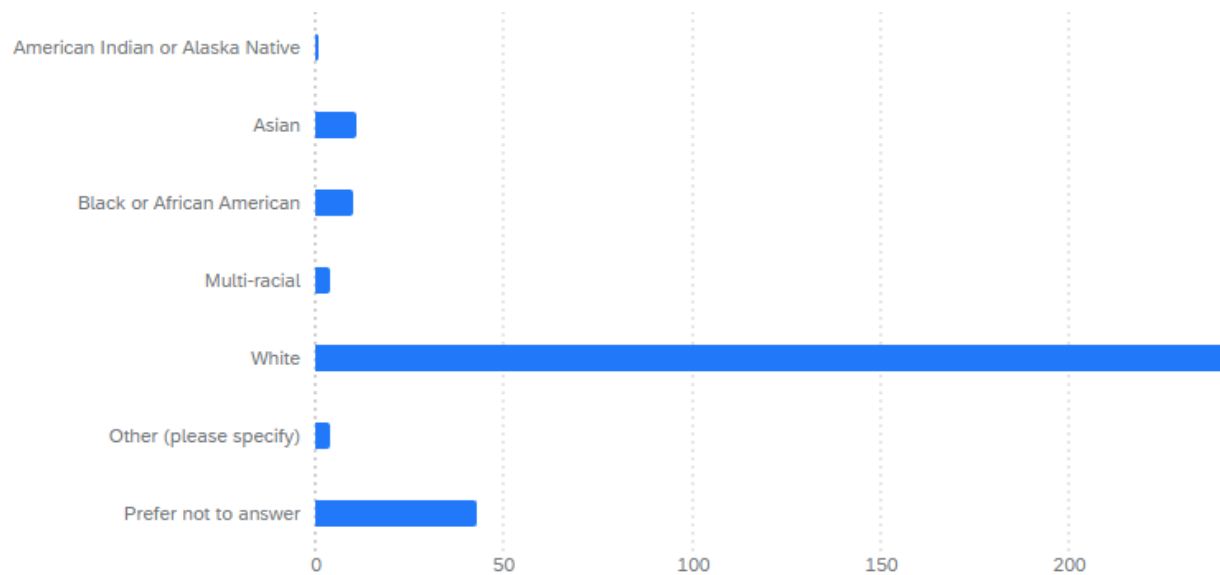


Are you Hispanic or Latinx?



Out of 304 respondents, only 2% identified as Hispanic or Latinx, while 98% did not.

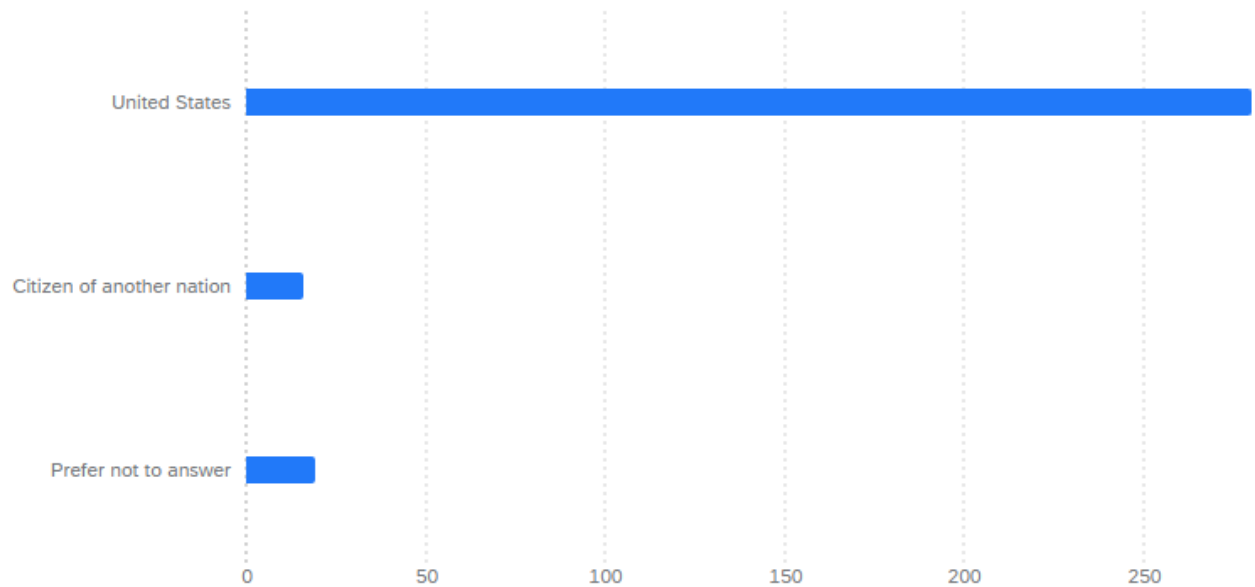
Primary Racial Identity



| Selected Choice | Percentage | Count |
|---|------------|-------|
| American Indian /Alaska Native | 0% | 1 |
| Asian | 3% | 11 |
| Black or African American | 3% | 10 |
| Multi-Racial | 1% | 4 |
| White | 77% | 242 |
| Other -Please specify (0 respondents specified) | 1% | 4 |
| Prefer not to answer | 14% | 43 |
| Total Responses | | 315 |

The largest group of respondents identified as White (77%, n=242). Smaller groups included Asian (3%, n=11), Black or African American (3%, n=10), Multi-Racial (1%, n=4), and American Indian/Alaska Native (0%, n=1). Four respondents (1%) selected "Other," and 14% (n=43) preferred not to answer. Total responses: 315.

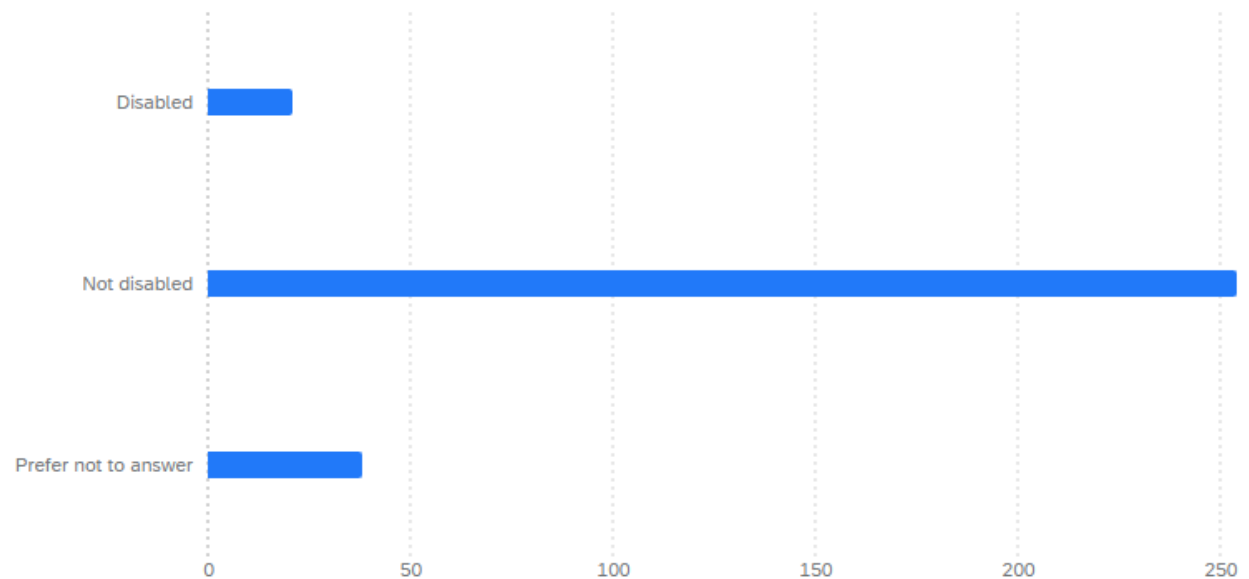
Citizenship Status



| Citizenship Status | Percentage | Count |
|---------------------------|------------|-------|
| United States | 89% | 280 |
| Citizen of another nation | 5% | 16 |
| Prefer not to answer | 6% | 19 |
| Total Responses | | 315 |

A strong majority (89%, n=280) reported U.S. citizenship. Another 5% (n=16) were citizens of another nation, while 6% (n=19) preferred not to respond. Total responses: 315.

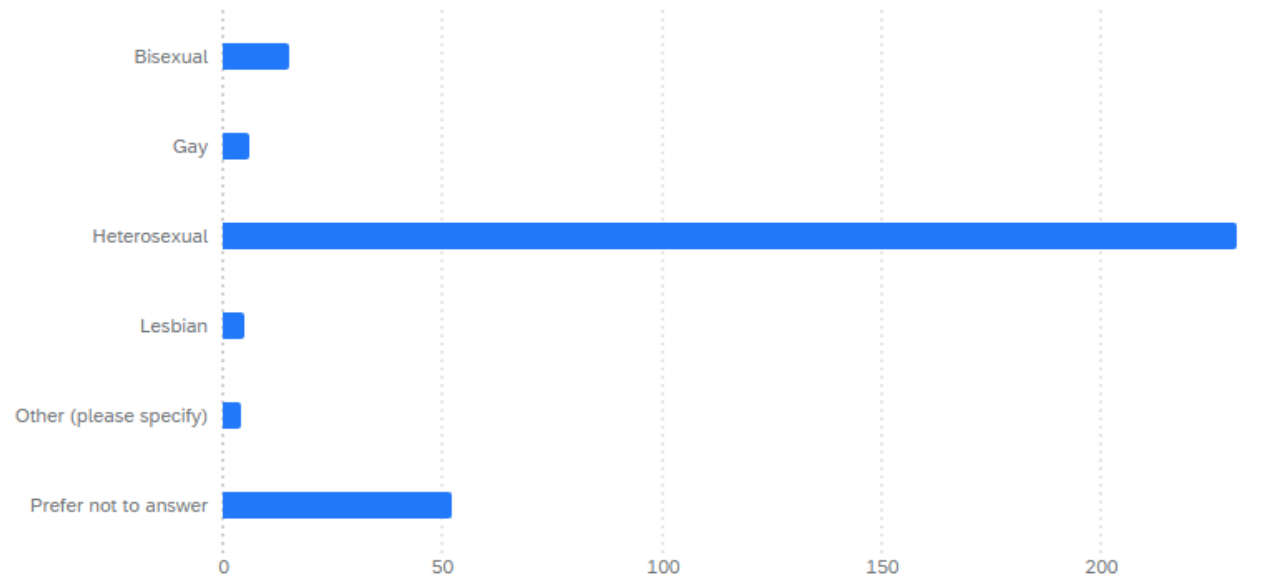
Disability Status



| Disability Status | Percentage | Count |
|----------------------|------------|-------|
| Disabled | 7% | 21 |
| Not disabled | 81% | 254 |
| Prefer not to answer | 12% | 38 |
| Total | | 313 |

Among 313 responses, 7% (n=21) identified as disabled. The majority (81%, n=254) reported no disability, and 12% (n=38) preferred not to answer.

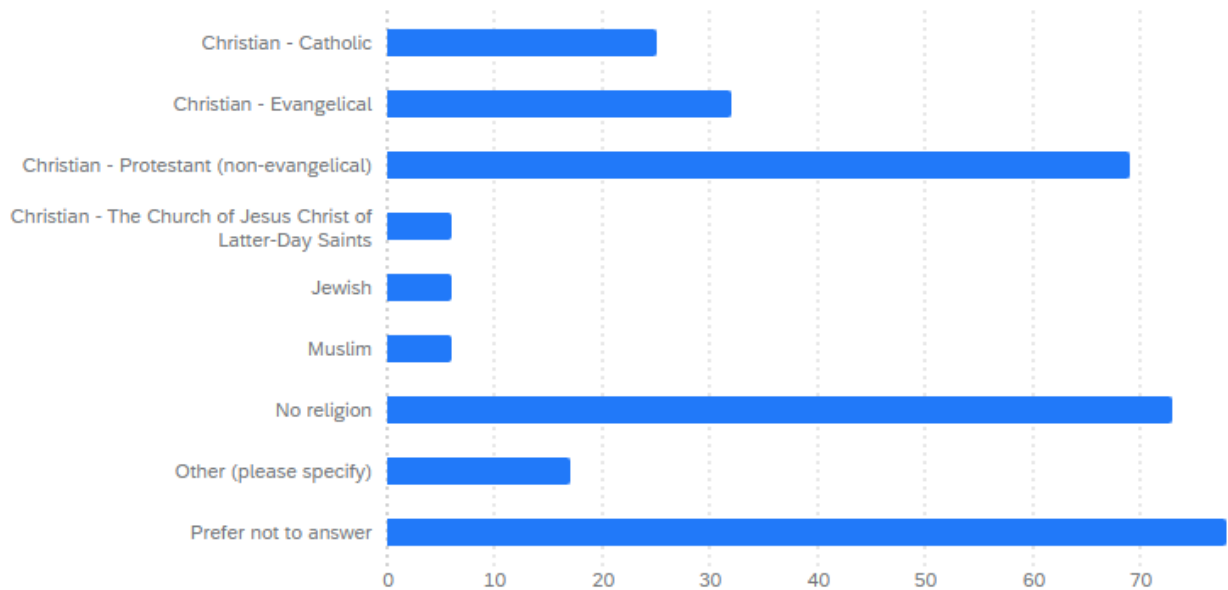
Sexual Orientation



| Sexual Orientation | Percentage | Count |
|---|------------|-------|
| Bisexual | 5% | 15 |
| Gay | 2% | 6 |
| Heterosexual | 74% | 231 |
| Lesbian | 2% | 5 |
| Other -Please specify (0 respondents specified) | 1% | 4 |
| Prefer not to answer | 17% | 52 |
| Total | | 313 |

Of 313 responses, 74% (n=231) identified as heterosexual. Other orientations included bisexual (5%, n=15), gay (2%, n=6), and lesbian (2%, n=5). Four respondents (1%) selected "Other," while 17% (n=52) preferred not to answer.

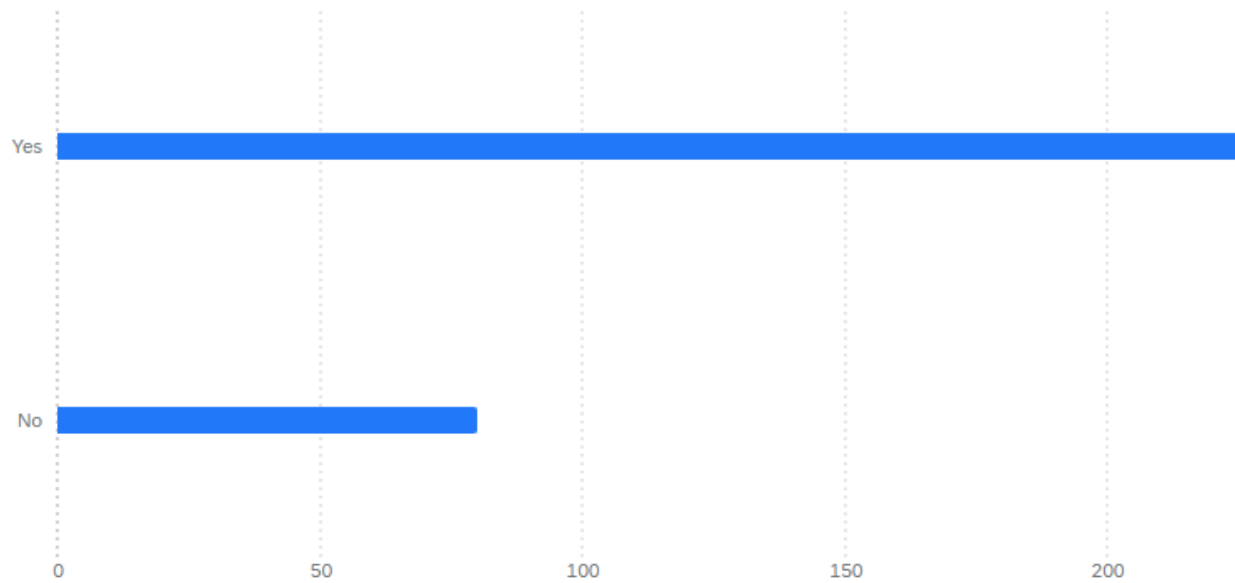
Religion



| Religion | Percentage | Count |
|--|------------|-------|
| Christian-Catholic | 8% | 25 |
| Christian-Evangelical | 10% | 32 |
| Christian-Protestant (non-evangelical) | 22% | 69 |
| Christian- The Church of Jesus Christ of Latter Day Saints | 2% | 6 |
| Jewish | 2% | 6 |
| Muslim | 2% | 6 |
| No religion | 23% | 73 |
| Other- please specify (0 respondents specified) | 5% | 17 |
| Prefer not to answer | 25% | 78 |
| Total | | 312 |

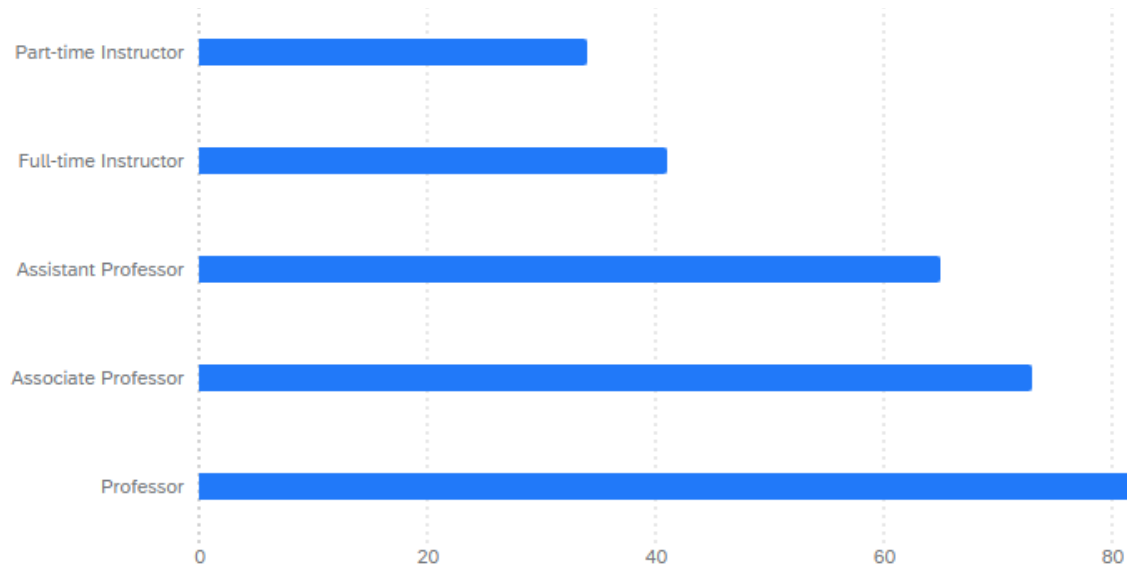
A wide distribution was reported among 312 responses. The largest group indicated no religion (23%, n=73). Christian-Protestant (non-evangelical) was reported by 22% (n=69), Evangelical by 10% (n=32), and Catholic by 8% (n=25). Other groups included Latter-Day Saints (2%, n=6), Jewish (2%, n=6), Muslim (2%, n=6), and Other (5%, n=17). A significant proportion (25%, n=78) preferred not to answer.

Tenure Tract



Out of 305 respondents, 74% (n=225) were on the tenure track, while 26% (n=80) were not.

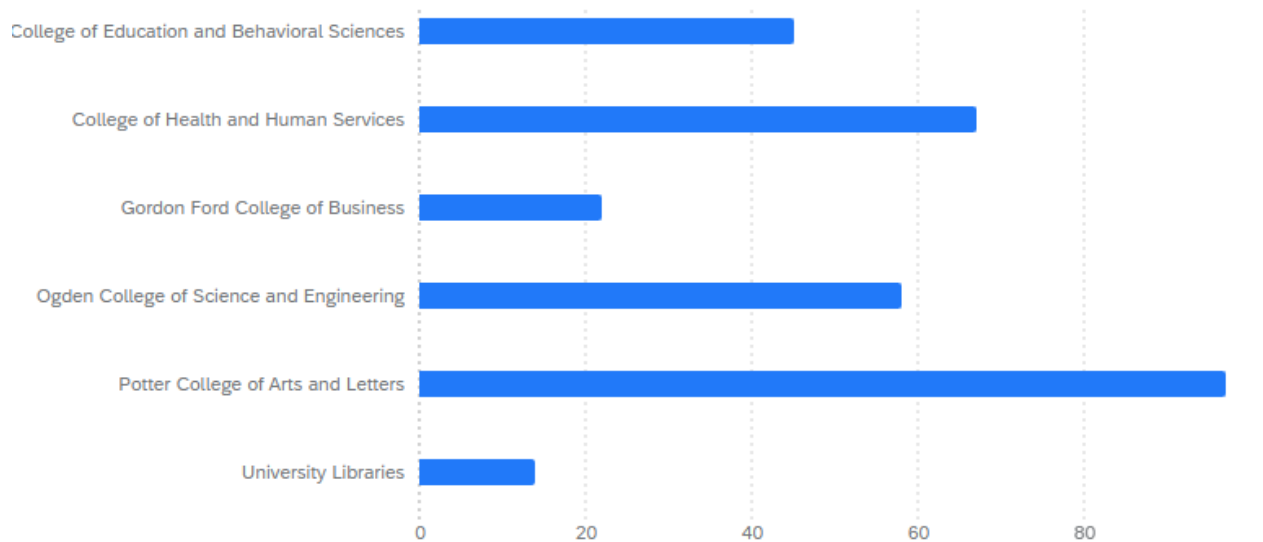
Rank



| Rank | Percentage | Count |
|----------------------|------------|-------|
| Part-time Instructor | 11% | 34 |
| Full-time Instructor | 13% | 41 |
| Assistant Professor | 21% | 65 |
| Associate Professor | 24% | 73 |
| Professor | 30% | 91 |
| Total | | 304 |

Responses (n=304) indicated 30% (n=91) professors, 24% (n=73) associate professors, 21% (n=65) assistant professors, 13% (n=41) full-time instructors, and 11% (n=34) part-time instructors.

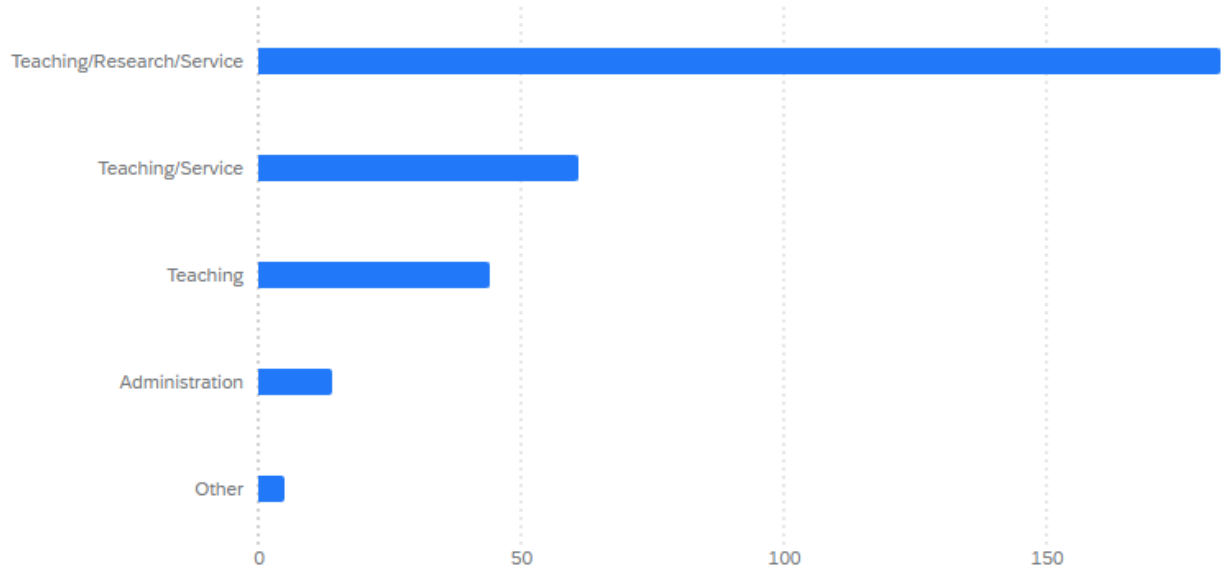
Affiliation



| Affiliation | Percentage | Count |
|-------------|------------|-------|
| CEBS | 15% | 45 |
| CHHS | 22% | 67 |
| GFCB | 7% | 22 |
| OCSE | 19% | 58 |
| PCAL | 32% | 97 |
| Libraries | 5% | 14 |
| Total | | 303 |

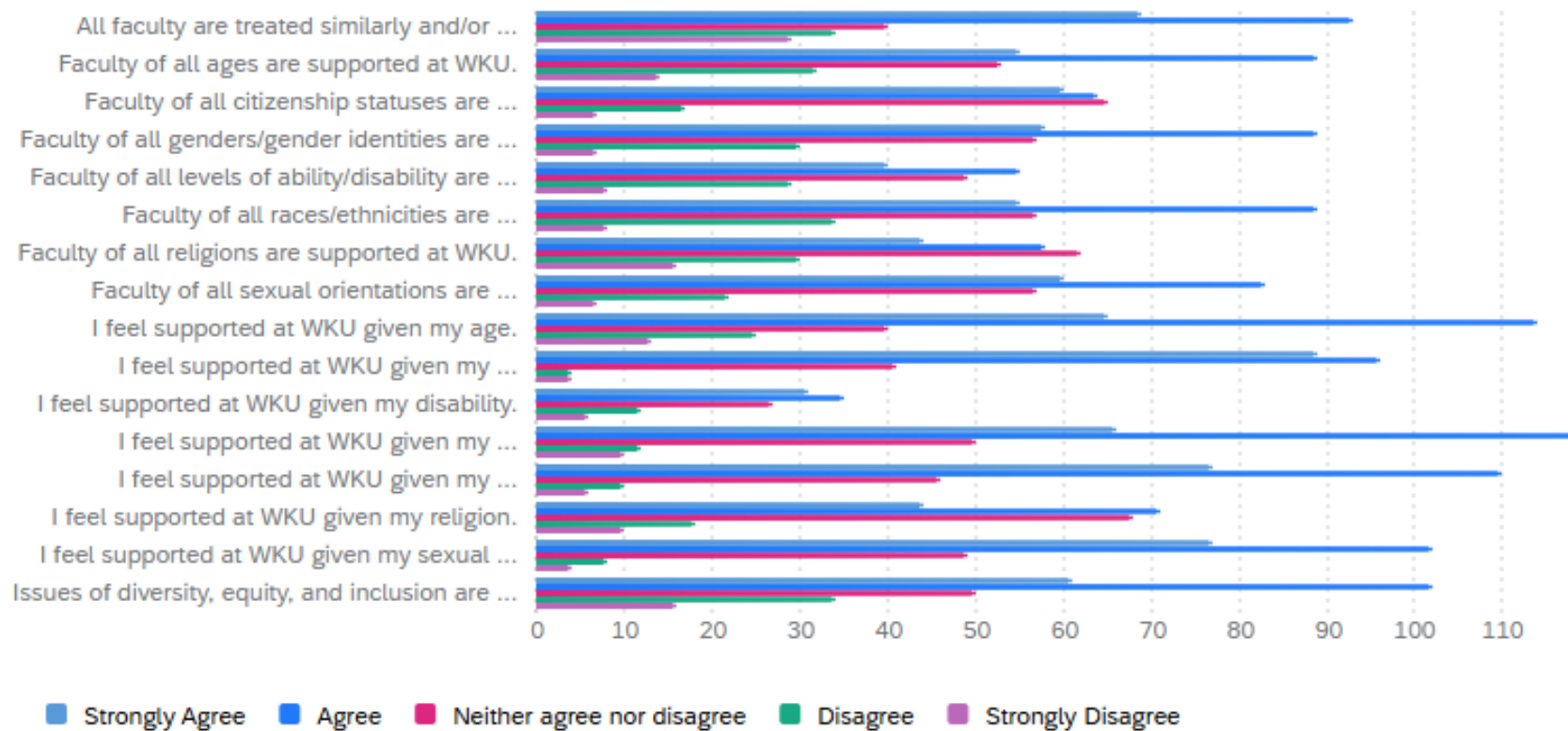
Among 303 responses, the largest share was affiliated with PCAL (32%, n=97). Other affiliations included CHHS (22%, n=67), OCSE (19%, n=58), CEBS (15%, n=45), GFCB (7%, n=22), and Libraries (5%, n=14).

Primary Responsibilities

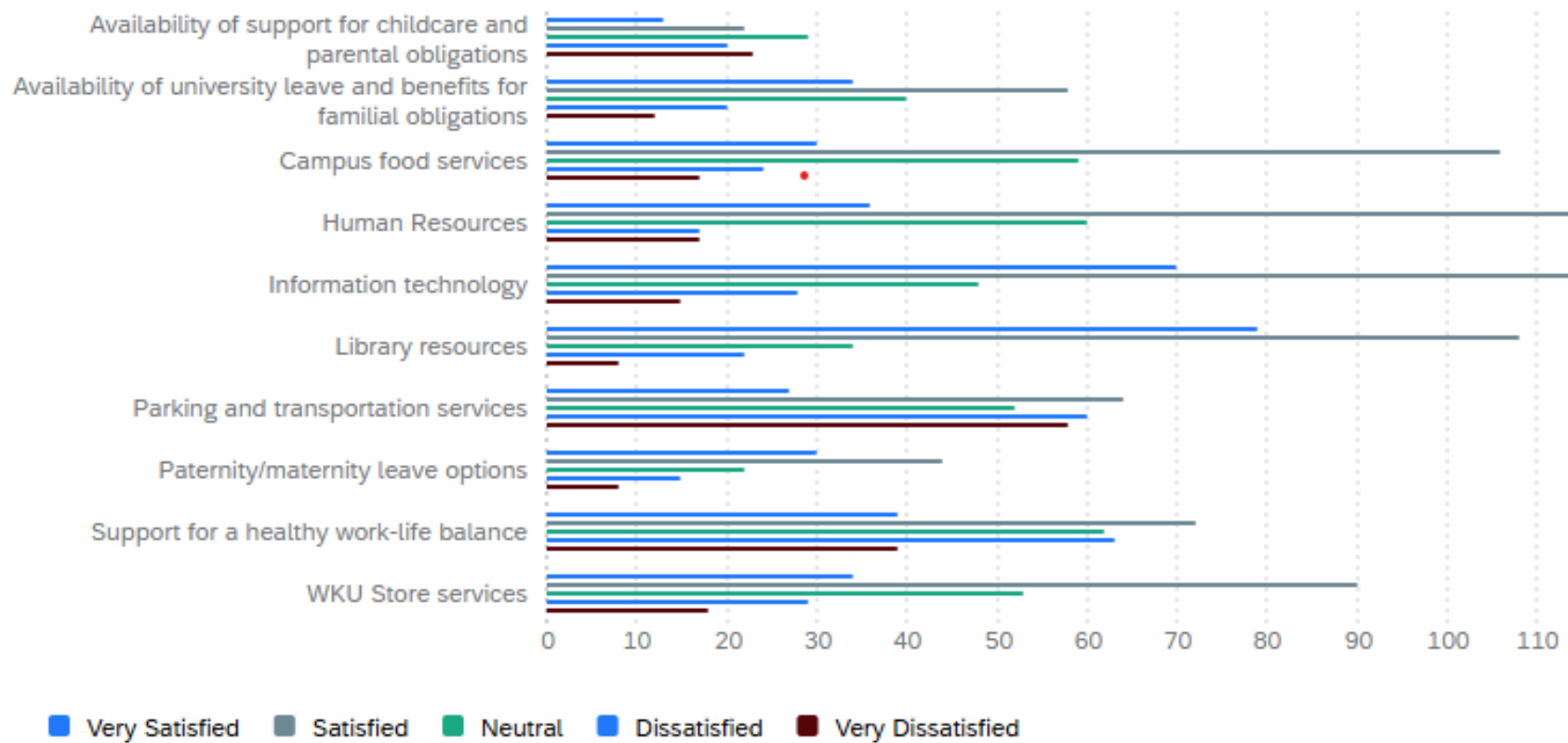


| Responsibility | Percentage | Count |
|---------------------------|------------|-------|
| Teaching/Research/Service | 60% | 183 |
| Teaching/Service | 20% | 61 |
| Teaching | 14% | 44 |
| Administration | 5% | 14 |
| Other | 2% | 5 |
| Total | | 307 |

Of 307 respondents, 60% (n=183) reported responsibilities spanning teaching, research, and service. Another 20% (n=61) indicated teaching and service, 14% (n=44) teaching only, 5% (n=14) administration, and 2% (n=5) other.

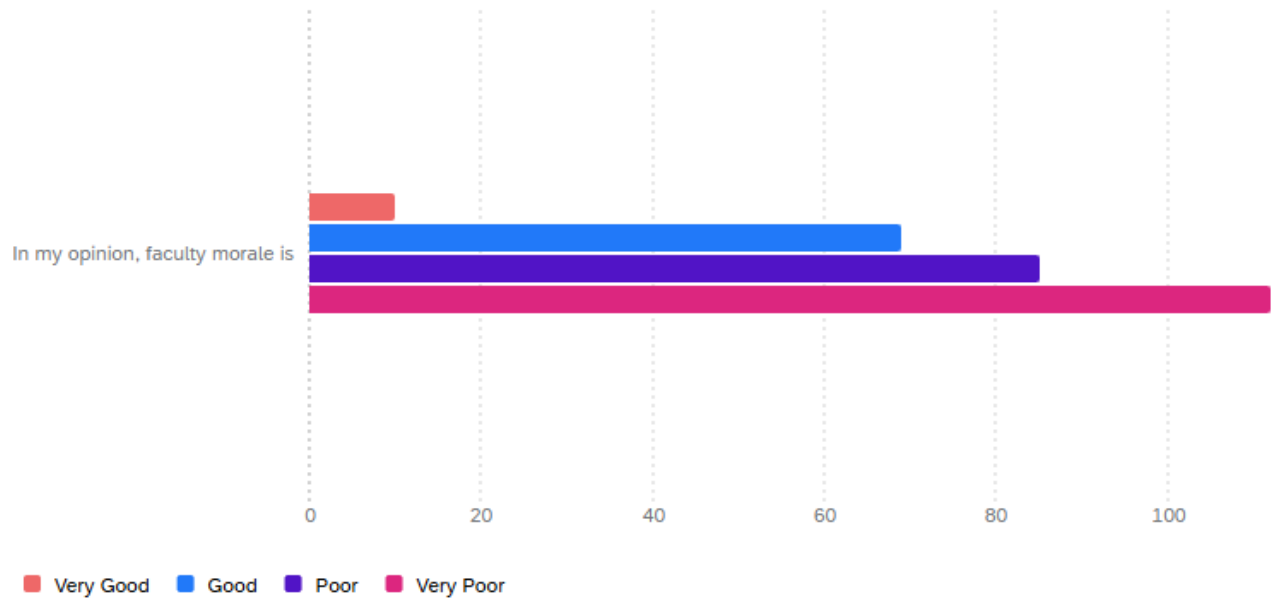


(Total responses-273)



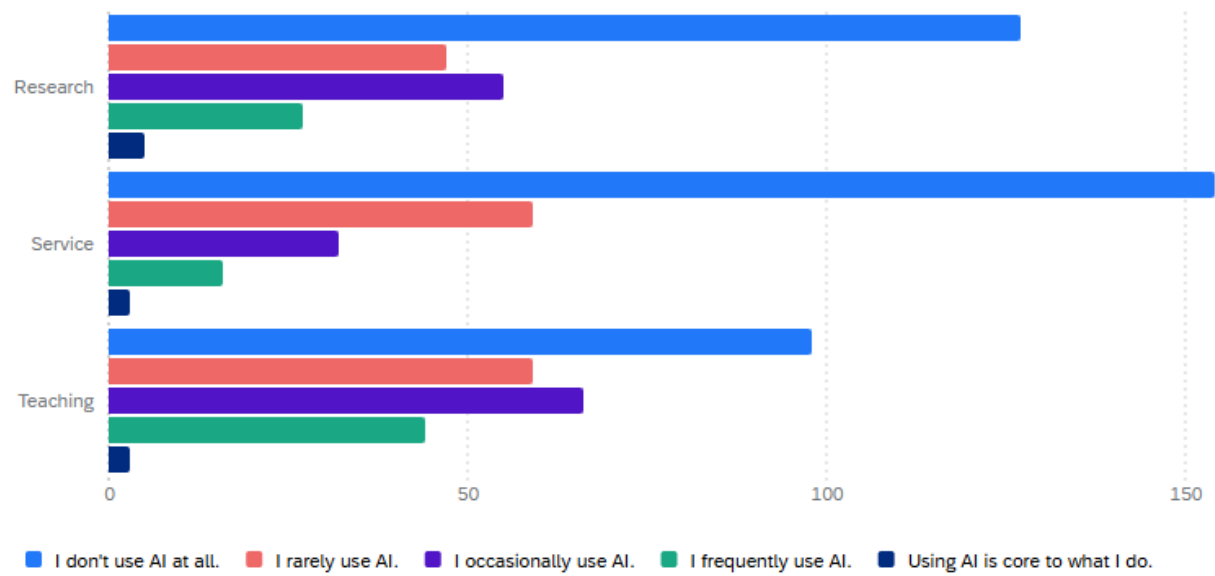
(Total Responses-280)

Facutly Morale



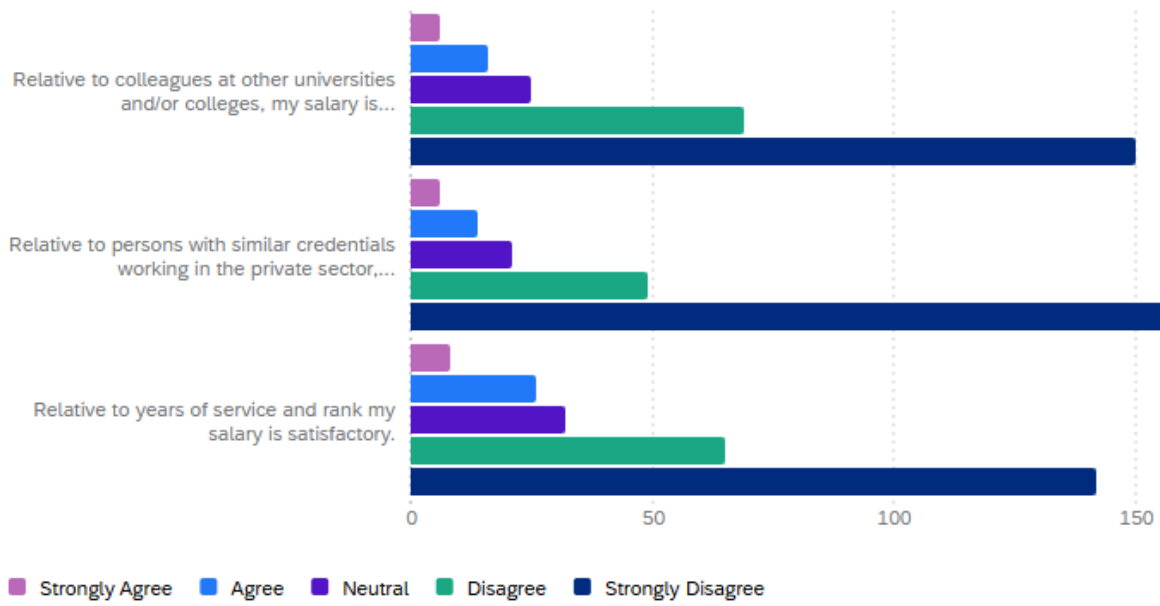
(Total Responses-276)

Artificial Intelligence-Frequency of Use



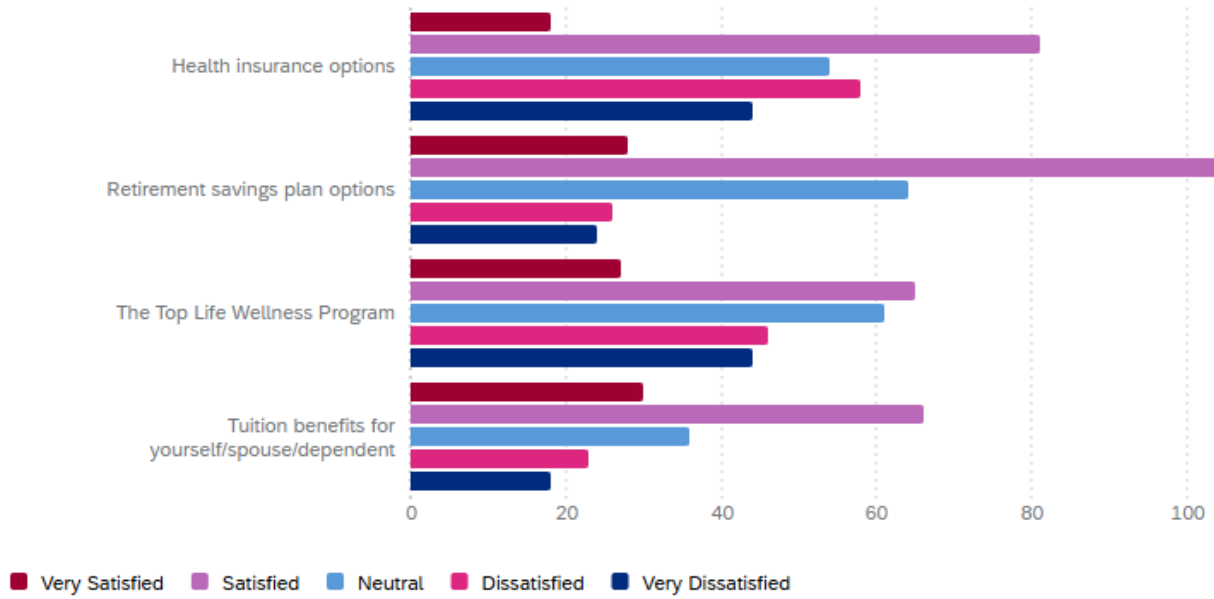
(Total Responses-270)

Salaries

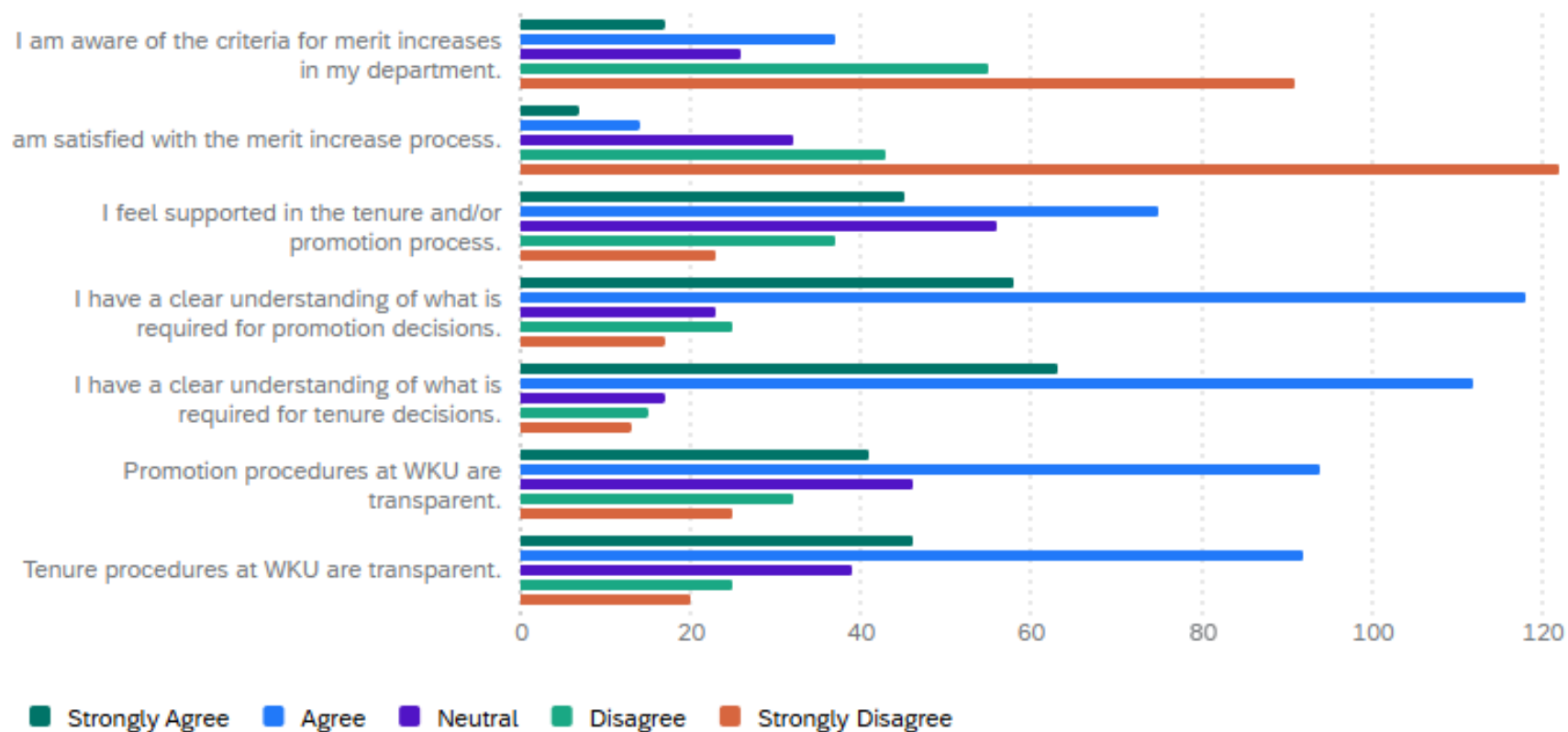


(Total Responses- 275)

Satisfaction with Benefits

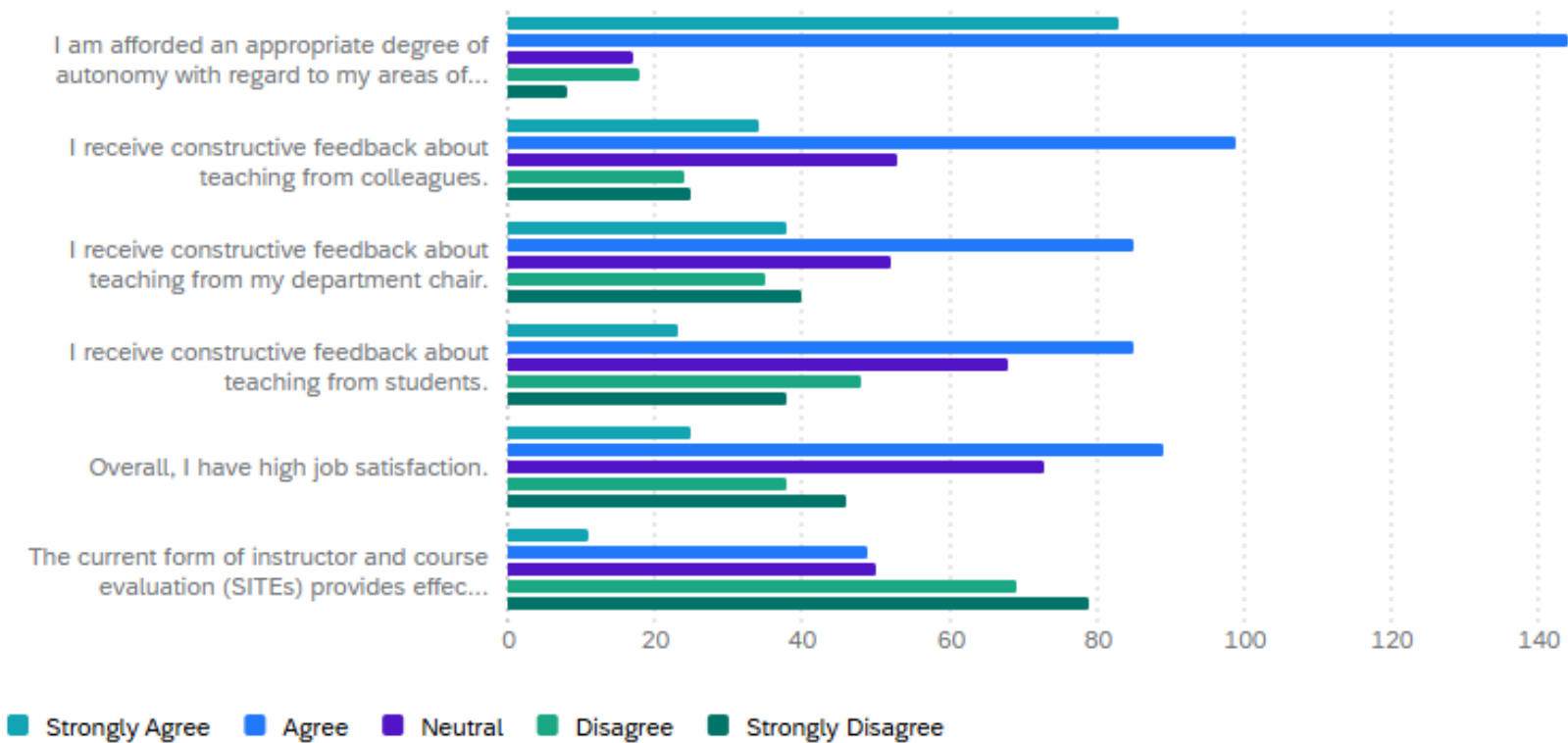


(Total Responses-262)



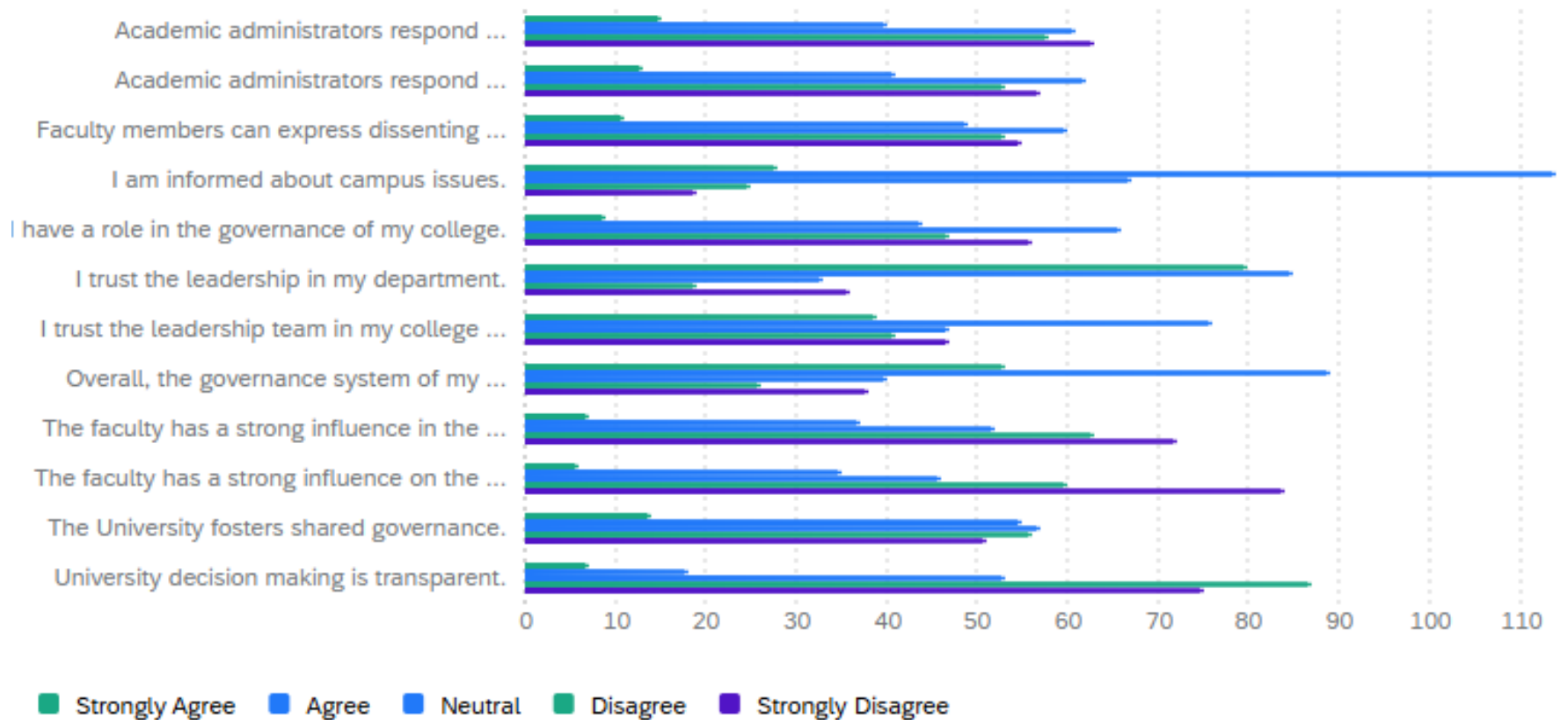
(Total Responses-249)

SITEs, Service, Rank and Overall Job Satisfaction

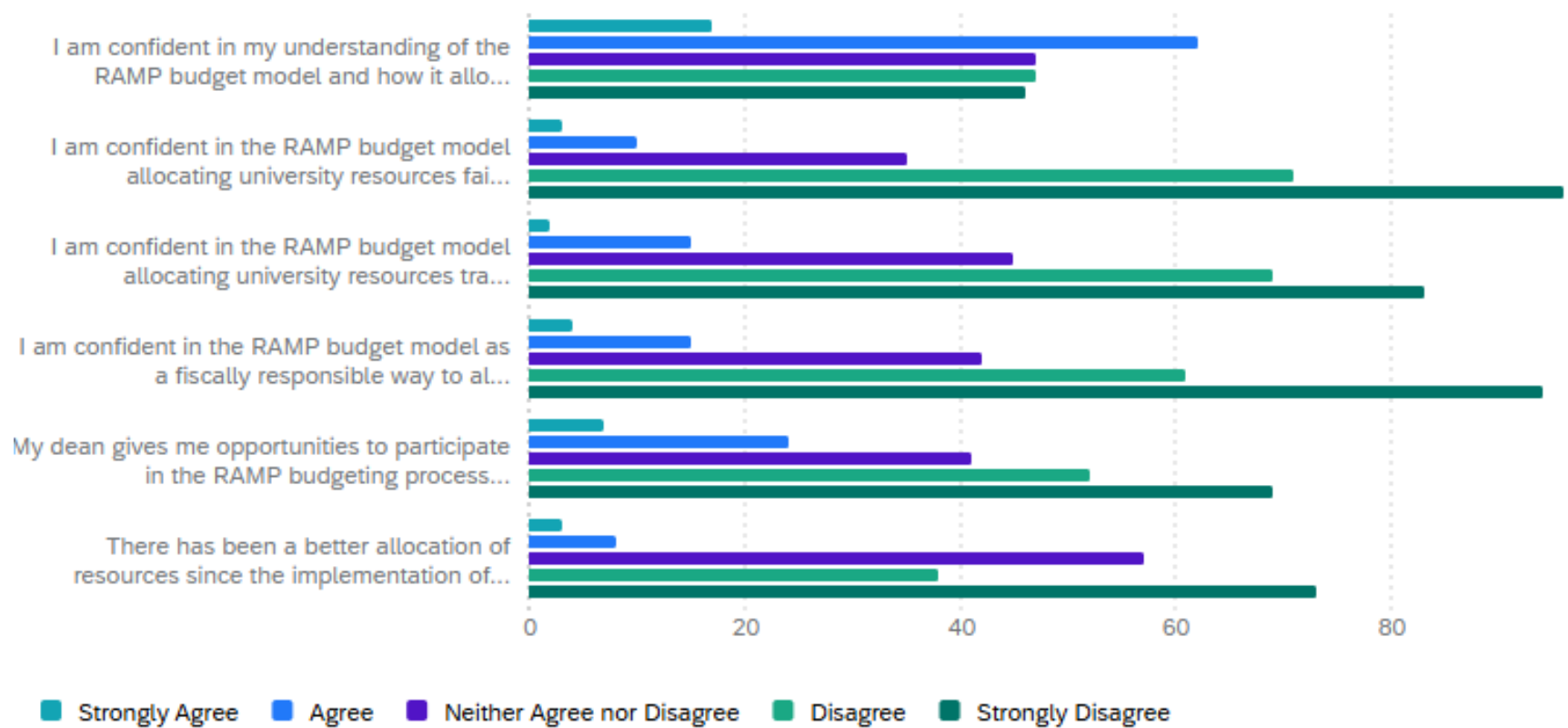


(Total Responses-271)

University, College, and Departmental Governance

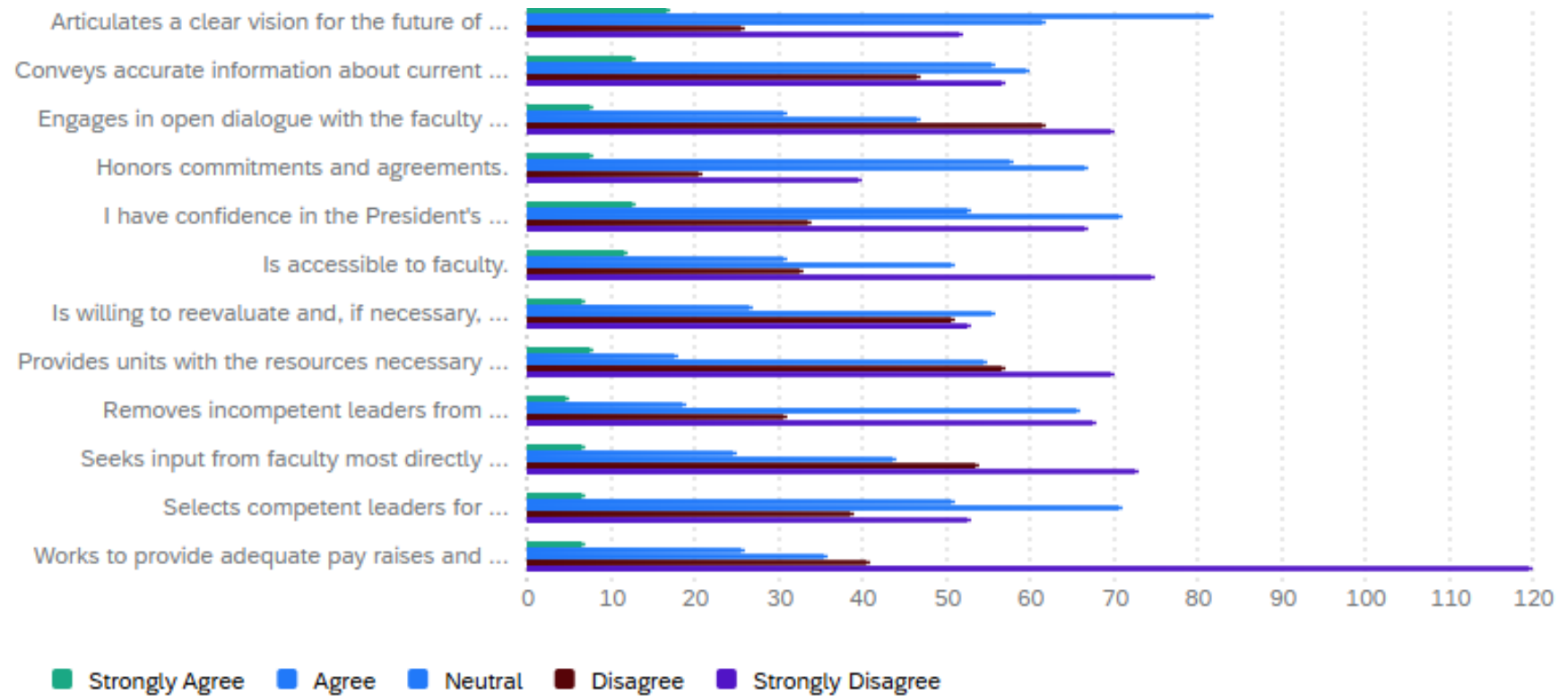


(Total Responses- 258)



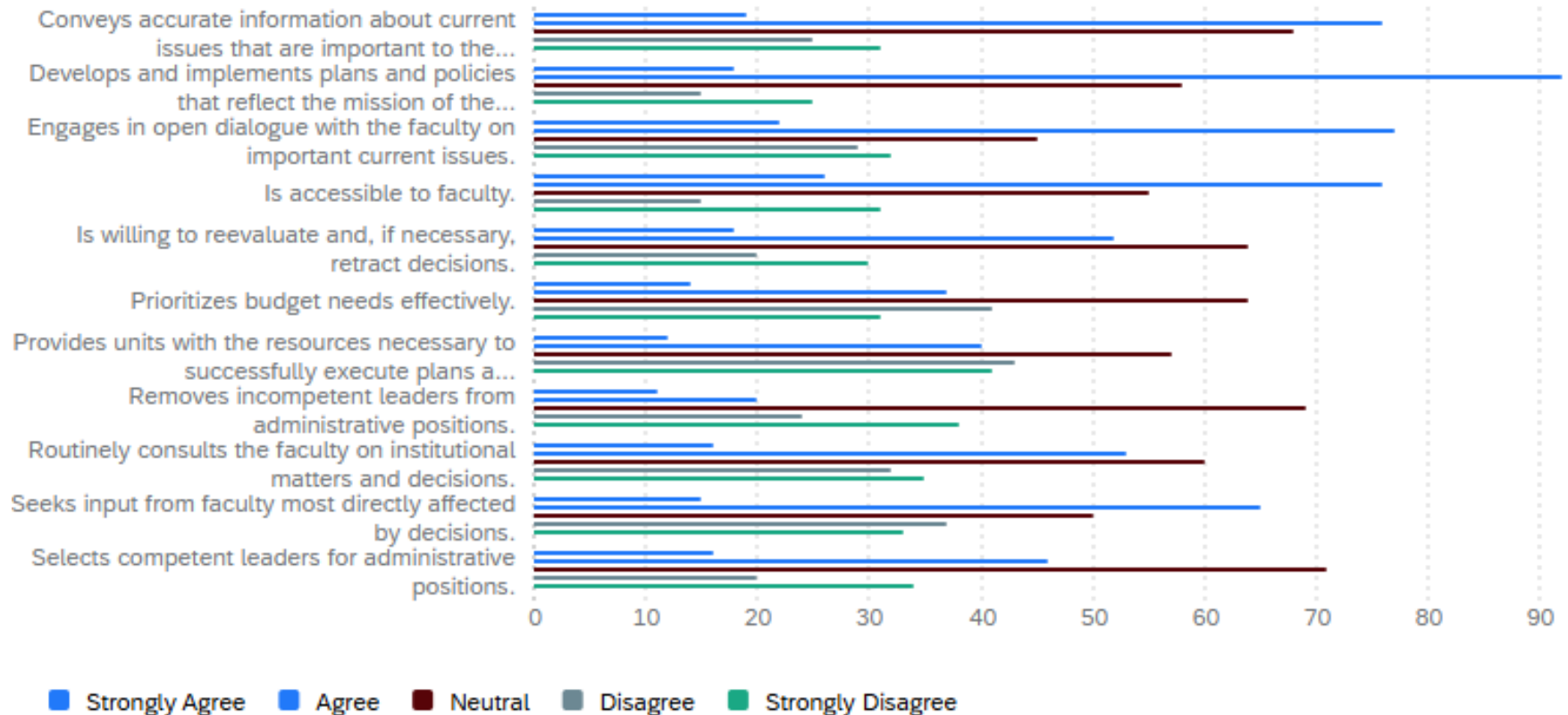
(Total Responses-227)

President Tim Caboni's Performance



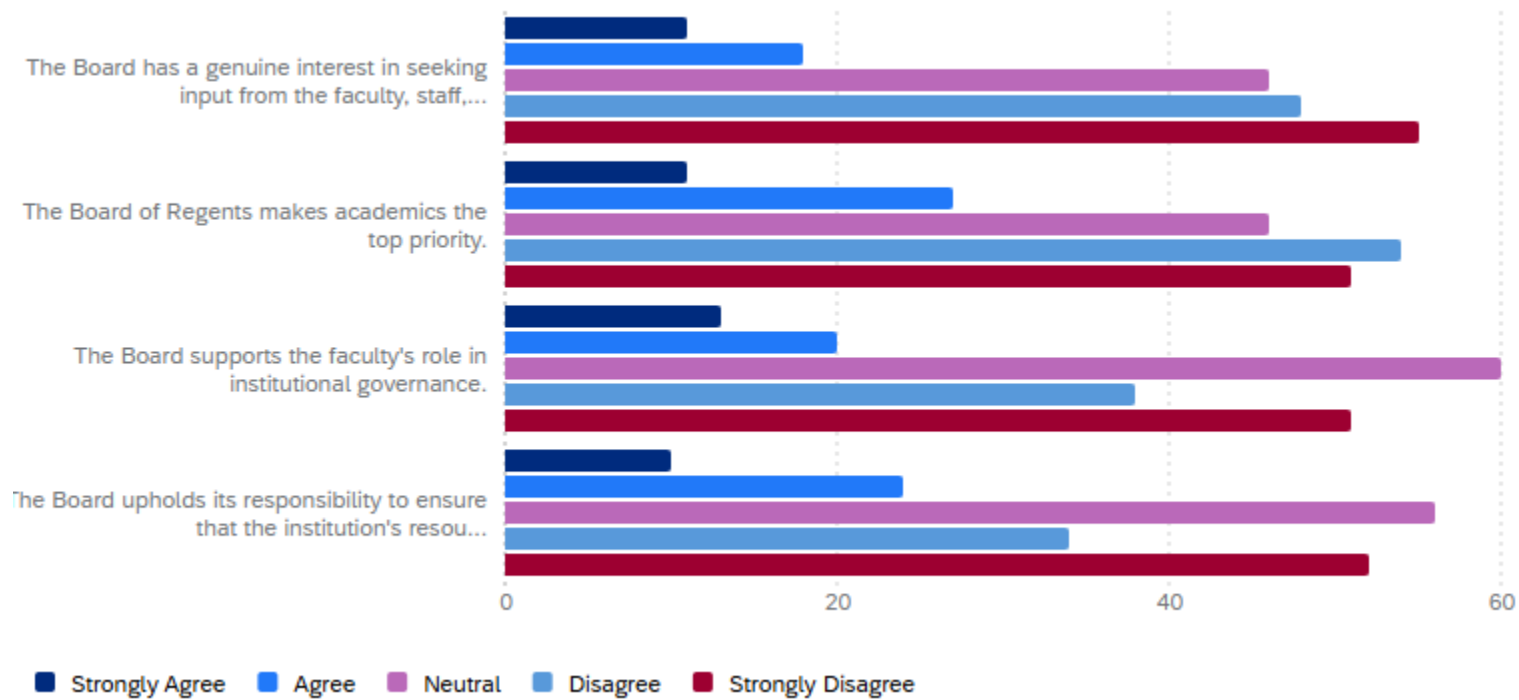
(Total Responses-245)

Provost Bud Fischer's Performance



(Total Responses-227)

Board of Regents Performance



(Total Responses-197)

*Qualitative data is confidential and will be utilized by Senate Committees. The data will not be made public.

