
FACULTY WORKLIFE SURVEY

Fall 2024/ Spring 2025



Submitted by the Faculty Welfare Committee

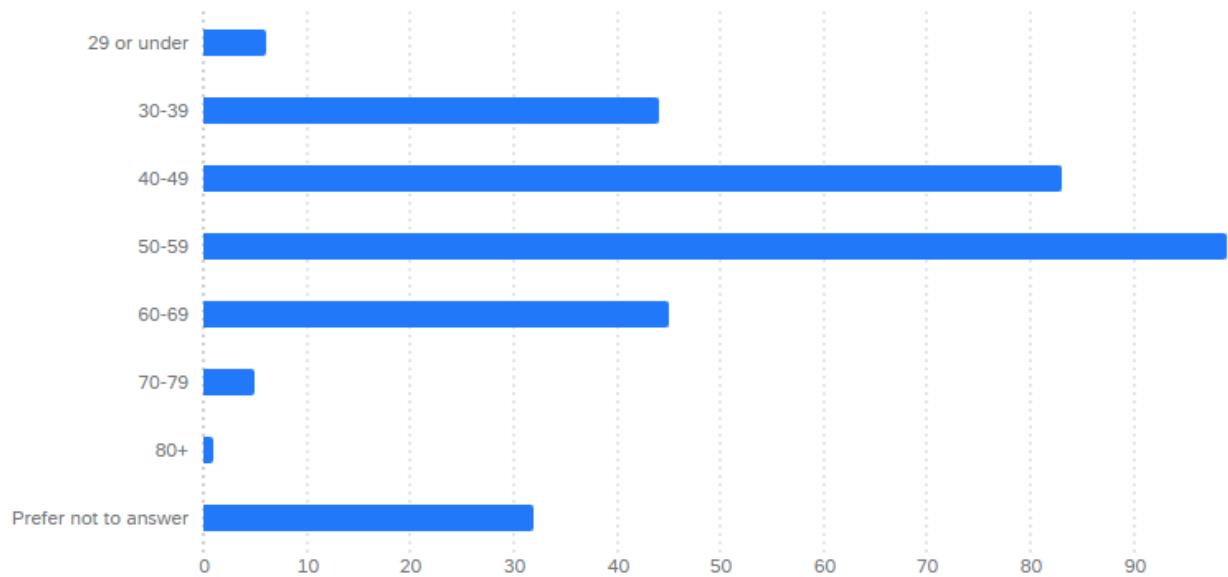
to

Western Kentucky University Faculty Senate

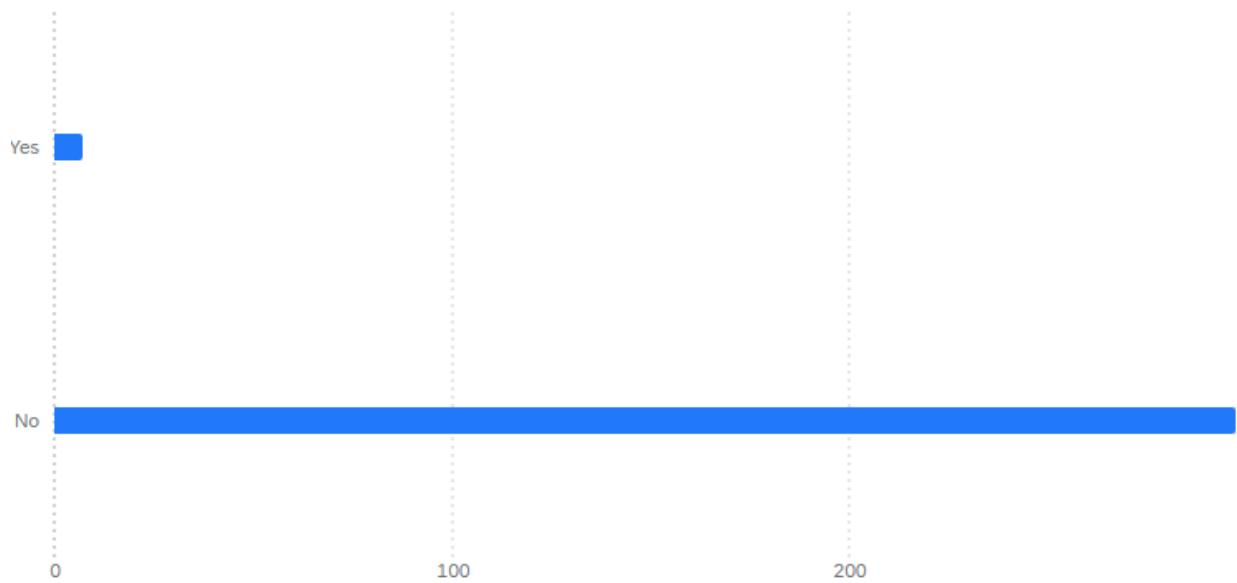
December 11, 2025

CONTACT facultywelfare@wku.edu WITH INQUIRIES

Age

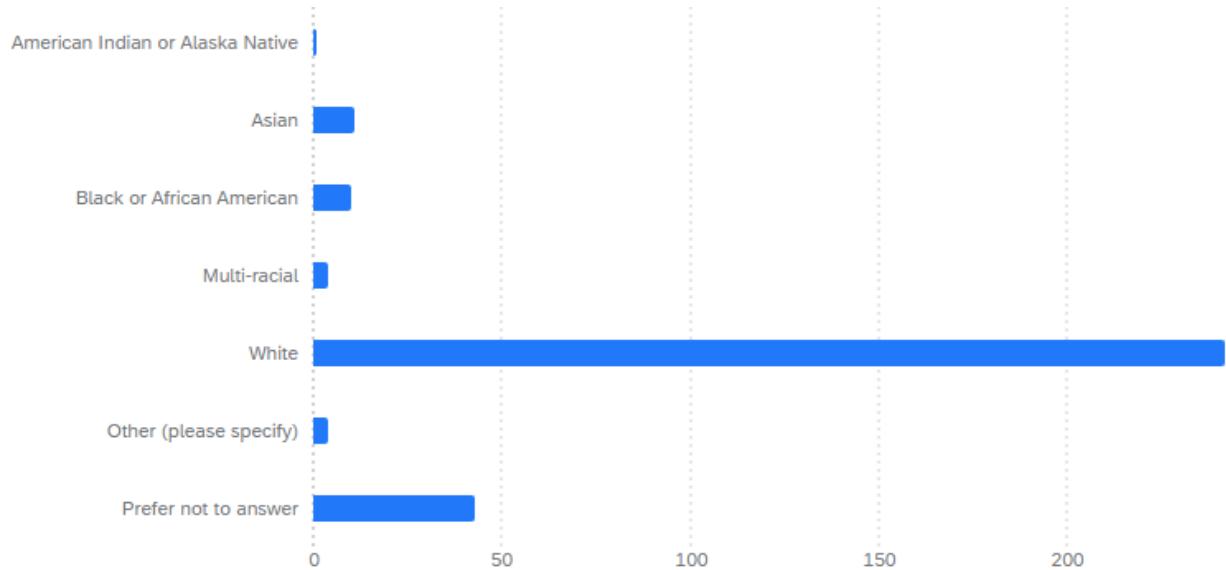


Are you Hispanic or Latinx?



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

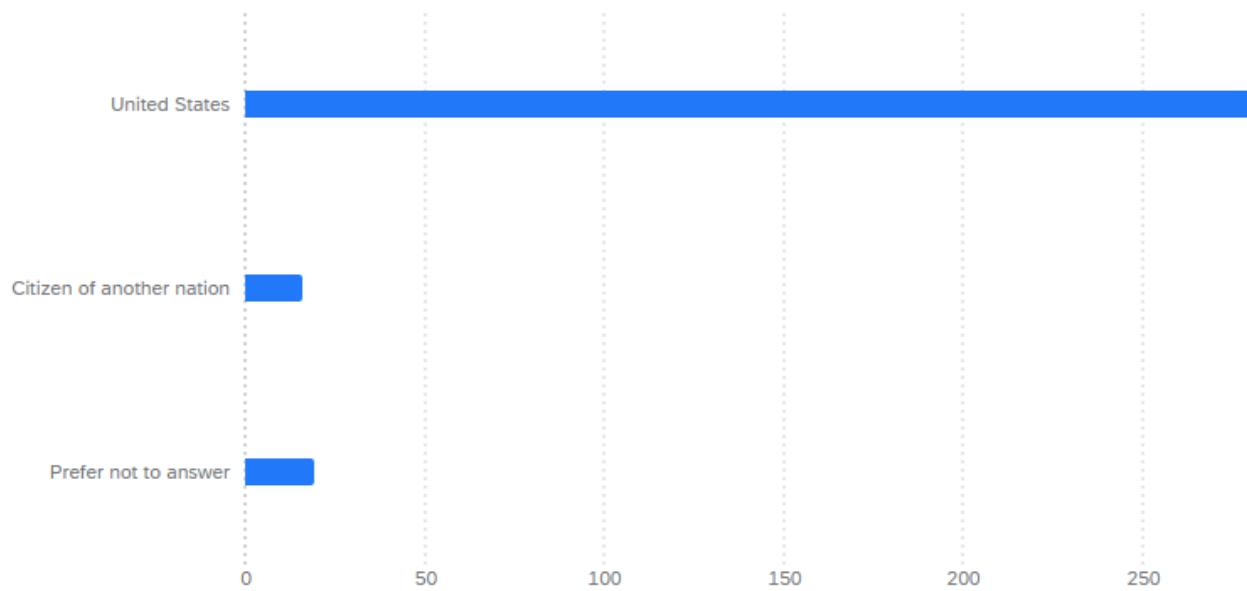
Primary Racial Identity



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.

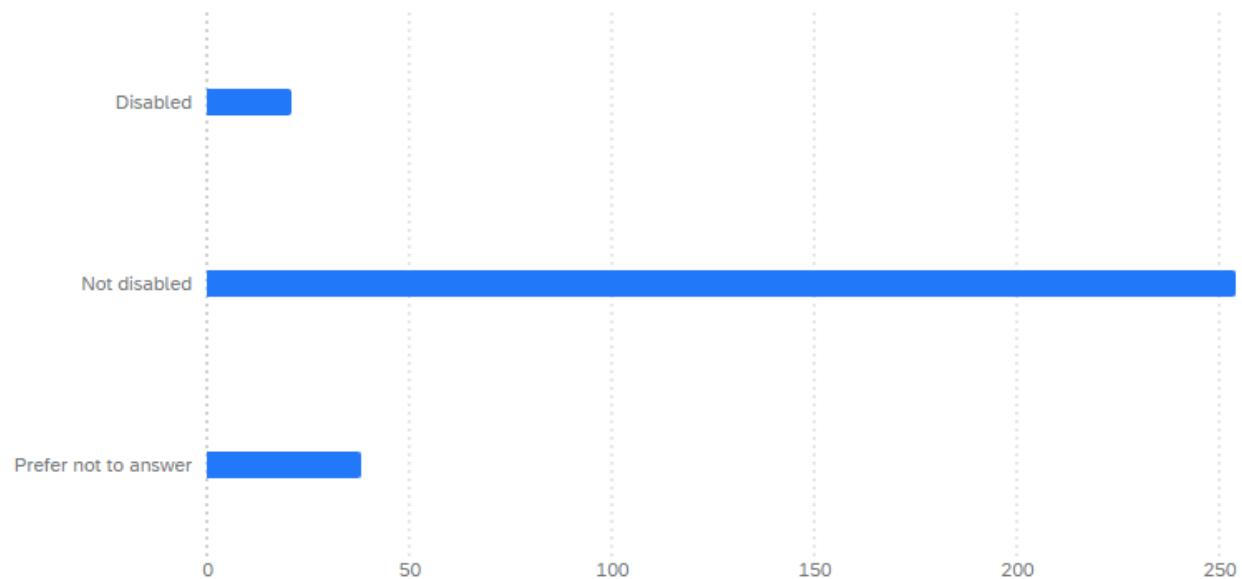
Citizenship Status



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

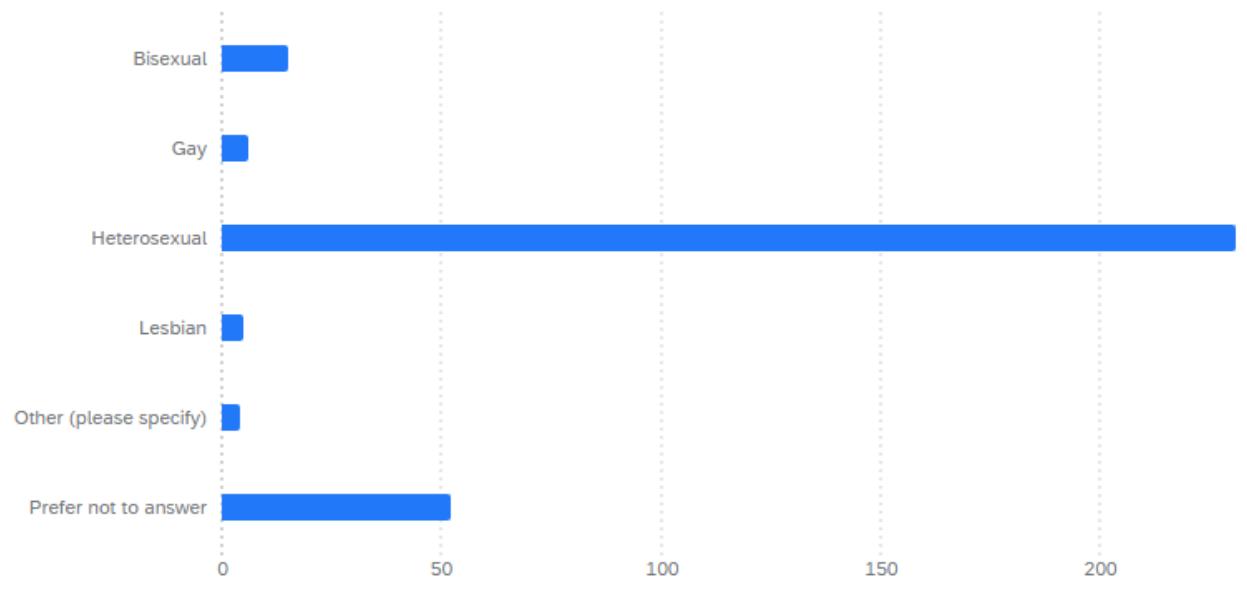
A strong majority (89%, n=280) reported U.S. citizenship. Another 5% (n=16) were citizens of another nation, while 6% (n=19) preferred not to respond. Total responses: 315.

Disability Status



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.

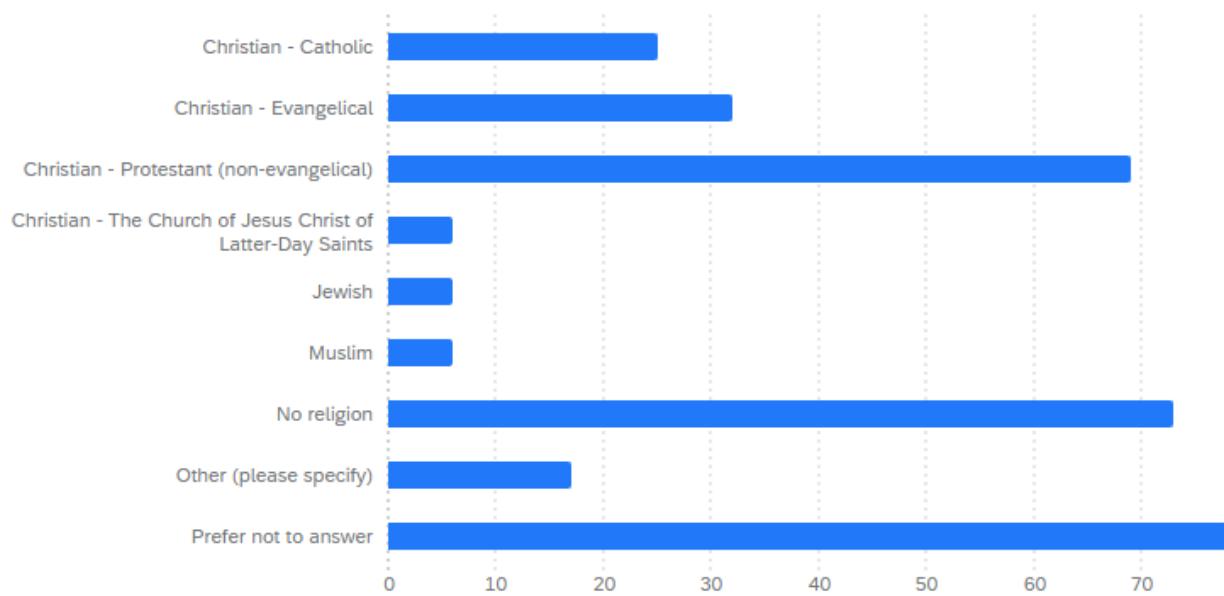
Sexual Orientation



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.

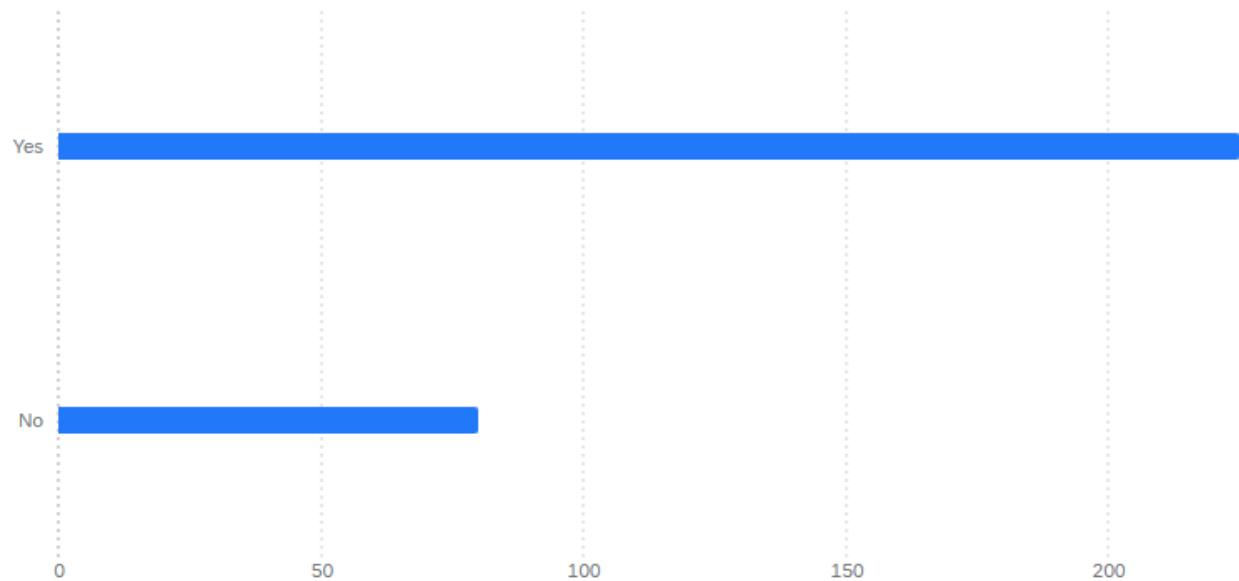
Religion



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

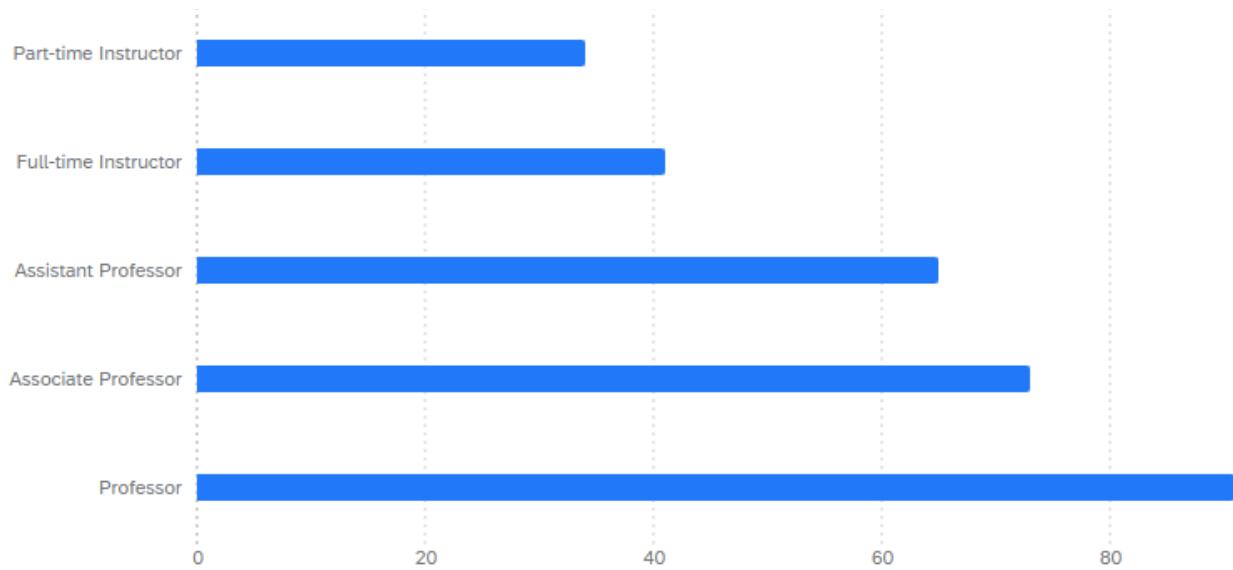
A wide distribution was reported among 312 responses. The largest group indicated no religion (23%, n=73). Christian-Protestant (non-evangelical) was reported by 22% (n=69), Evangelical by 10% (n=32), and Catholic by 8% (n=25). Other groups included Latter-Day Saints (2%, n=6), Jewish (2%, n=6), Muslim (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.

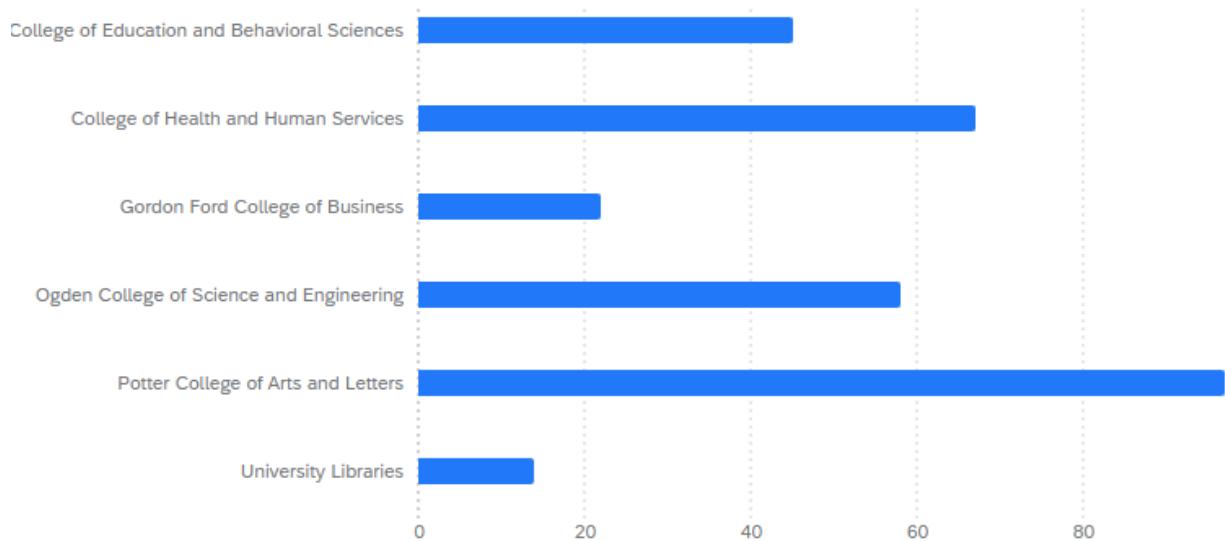
Rank



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.

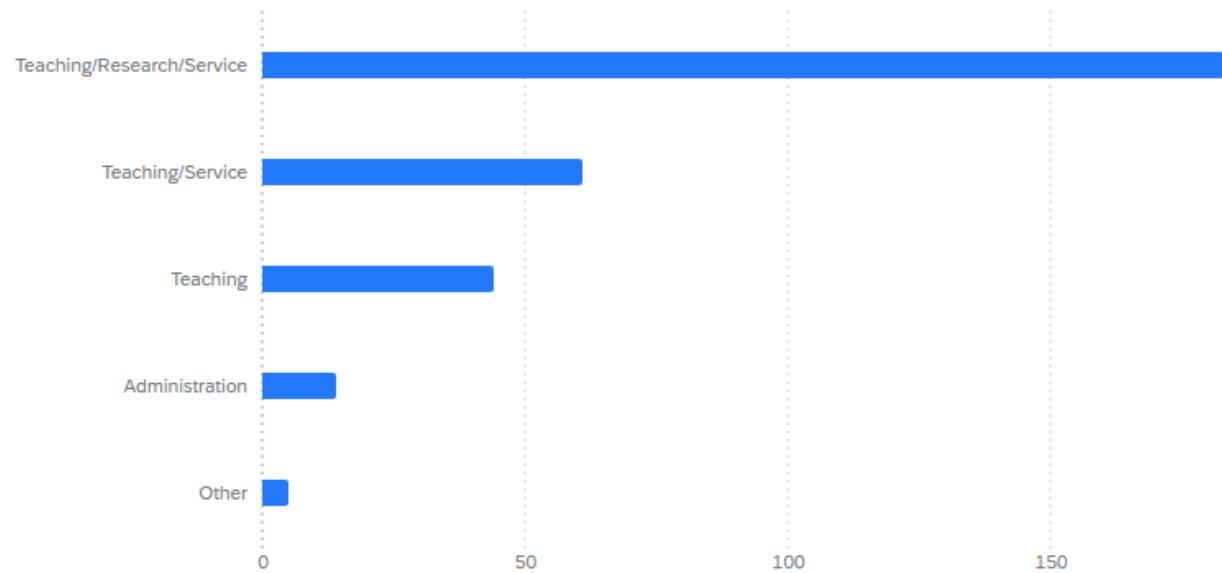
Affiliation



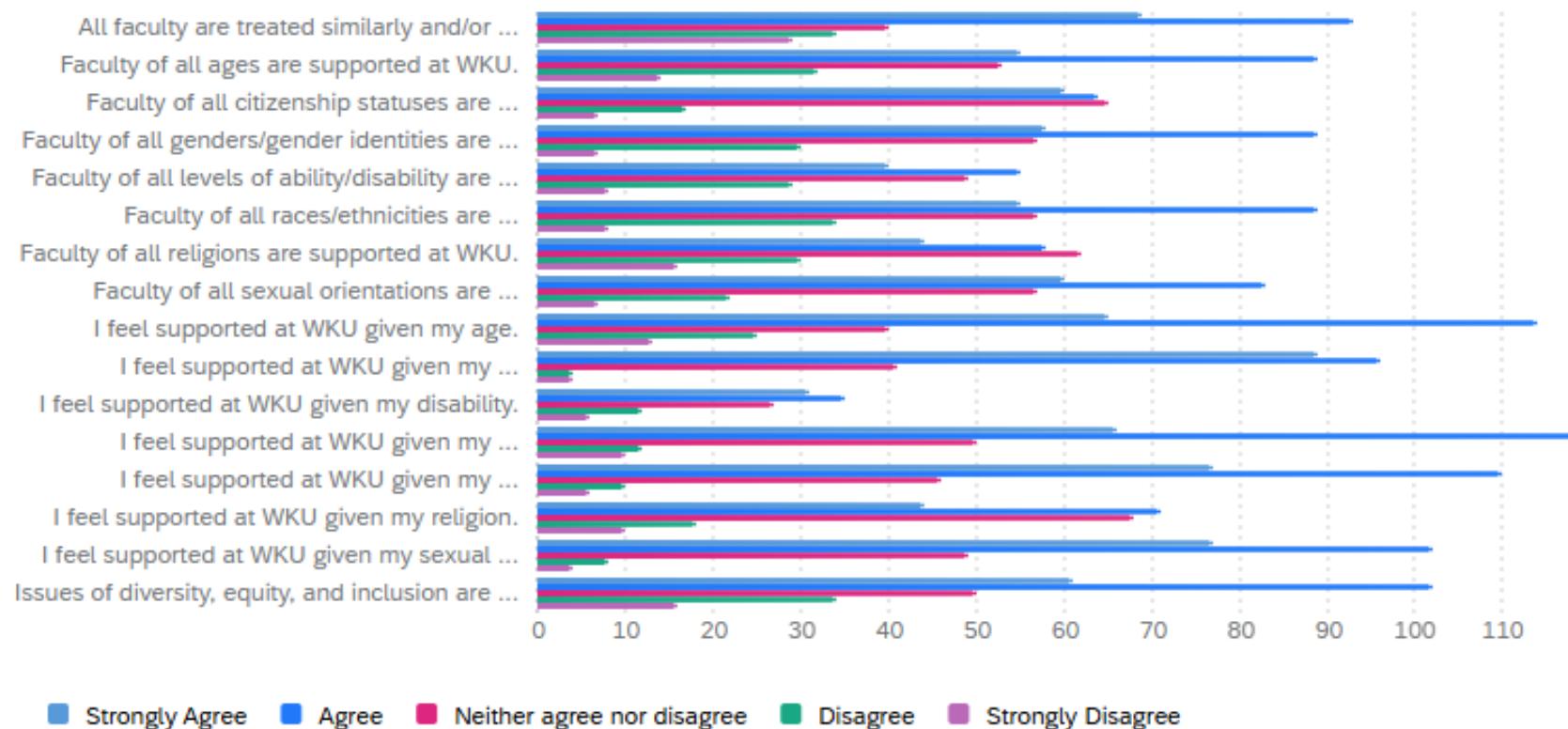
Affiliation	Percentage	Count
CEBS	15%	45
CHHS	22%	67
GFCB	7%	22
OCSE	19%	58
PCAL	32%	97
Libraries	5%	14
Total		303

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).

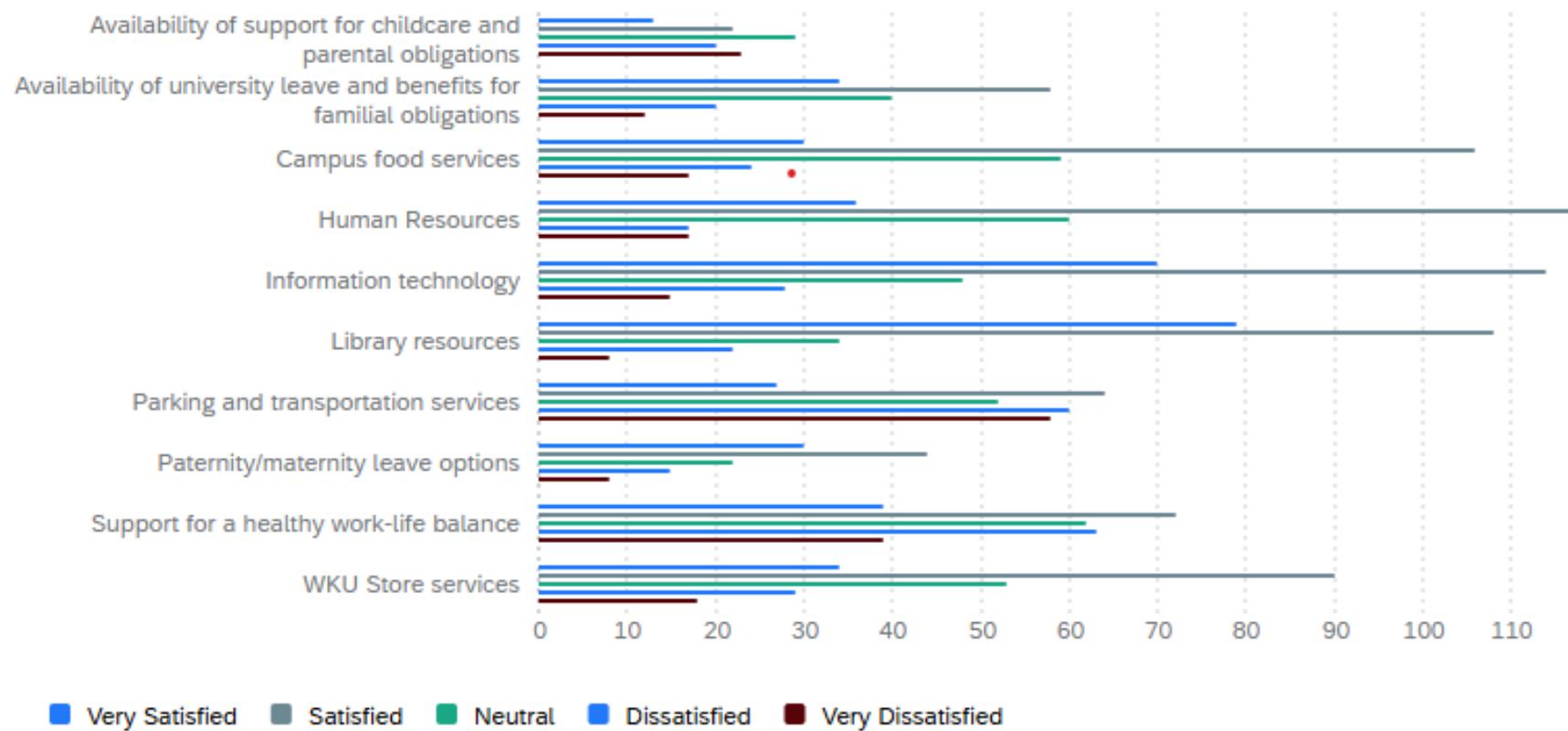
Primary Responsibilities



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.

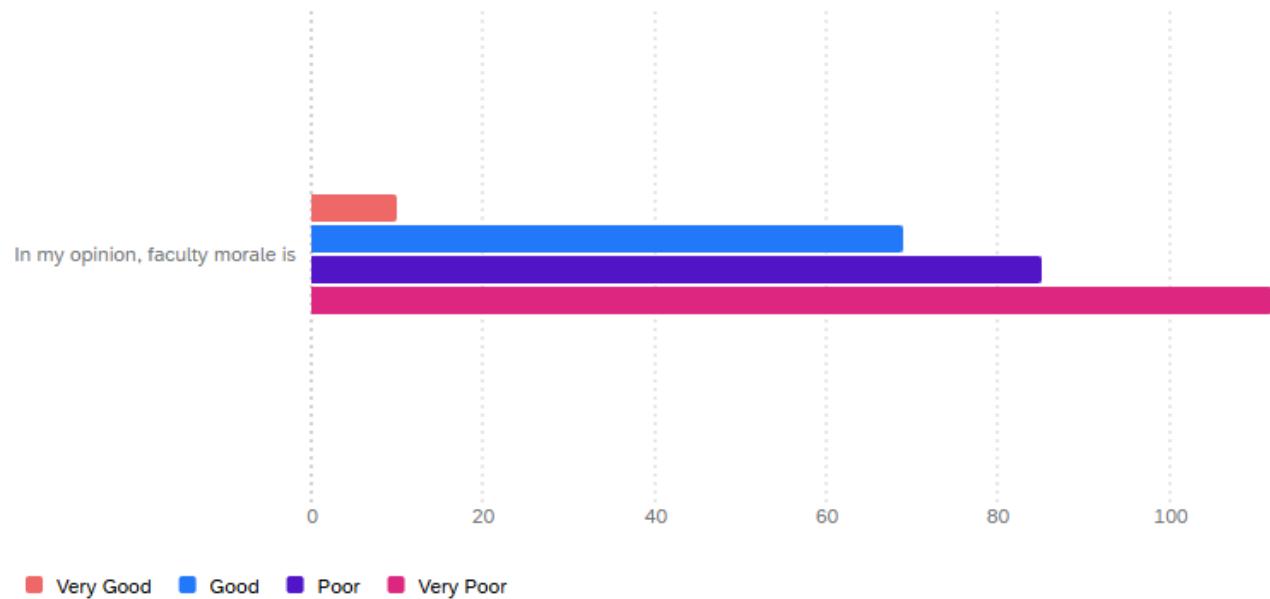


(Total responses-273)



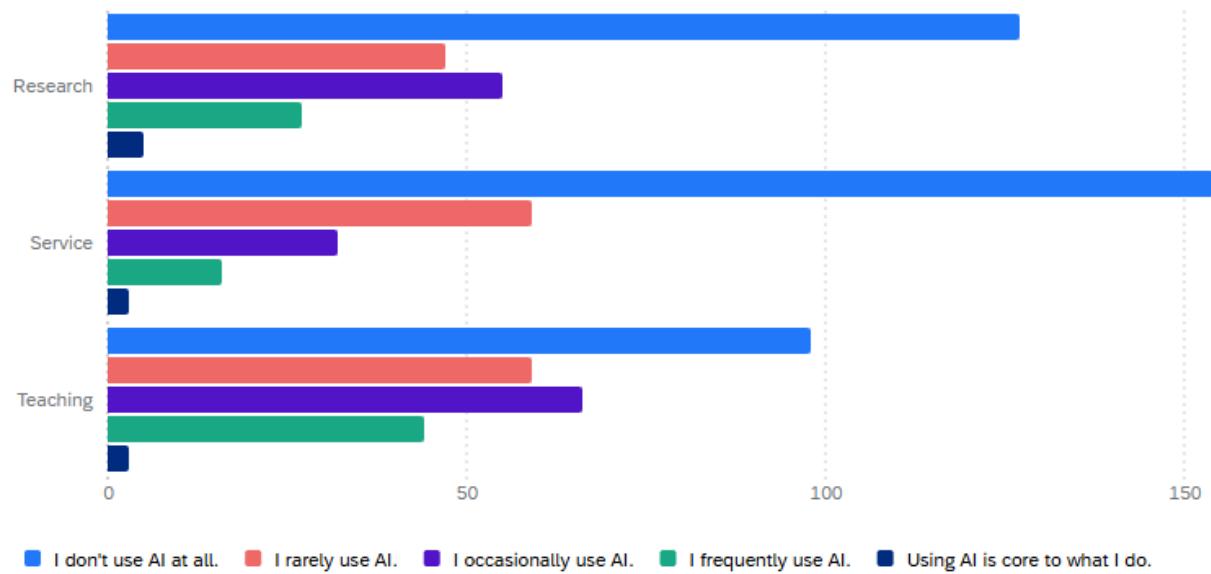
(Total Responses-280)

Faculty Morale



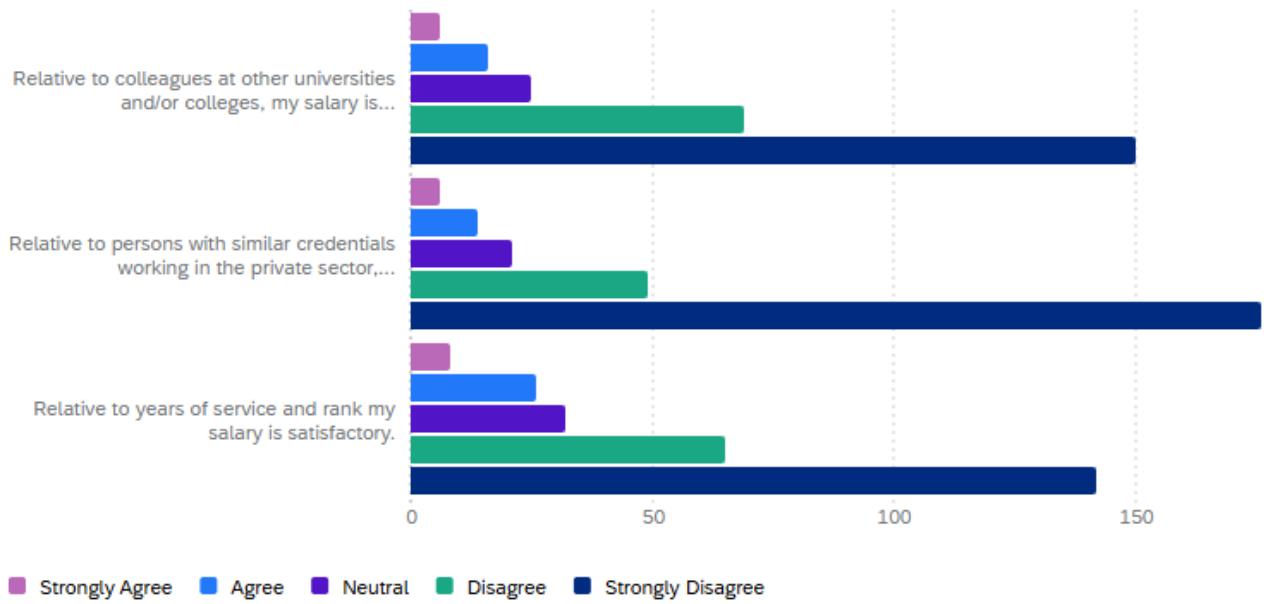
(Total Responses-276)

Artificial Intelligence-Frequency of Use



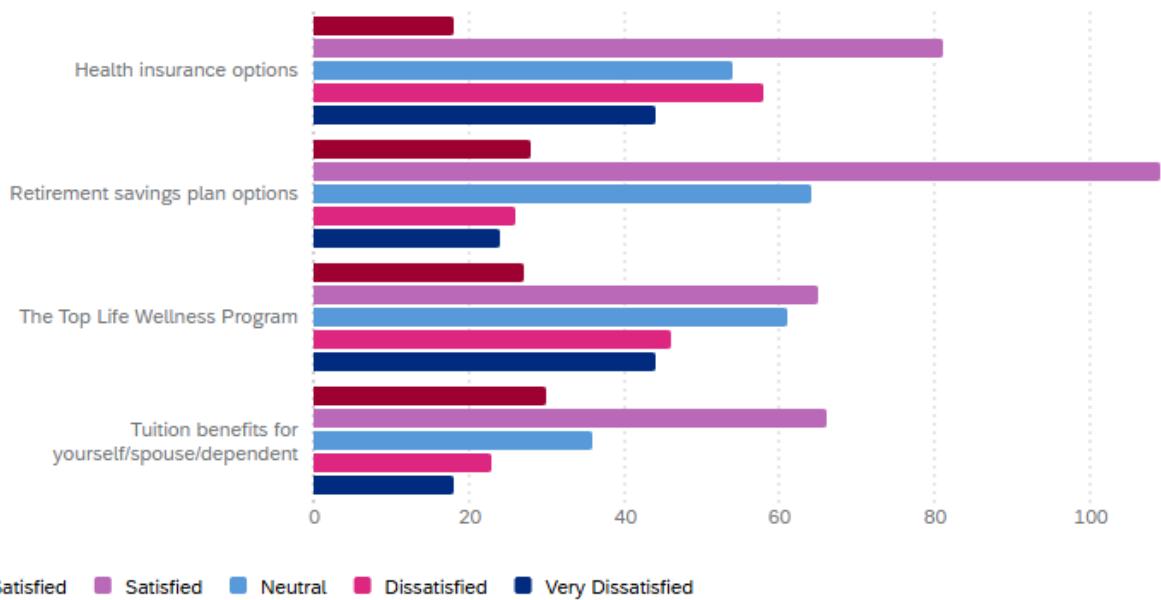
(Total Responses-270)

Salaries

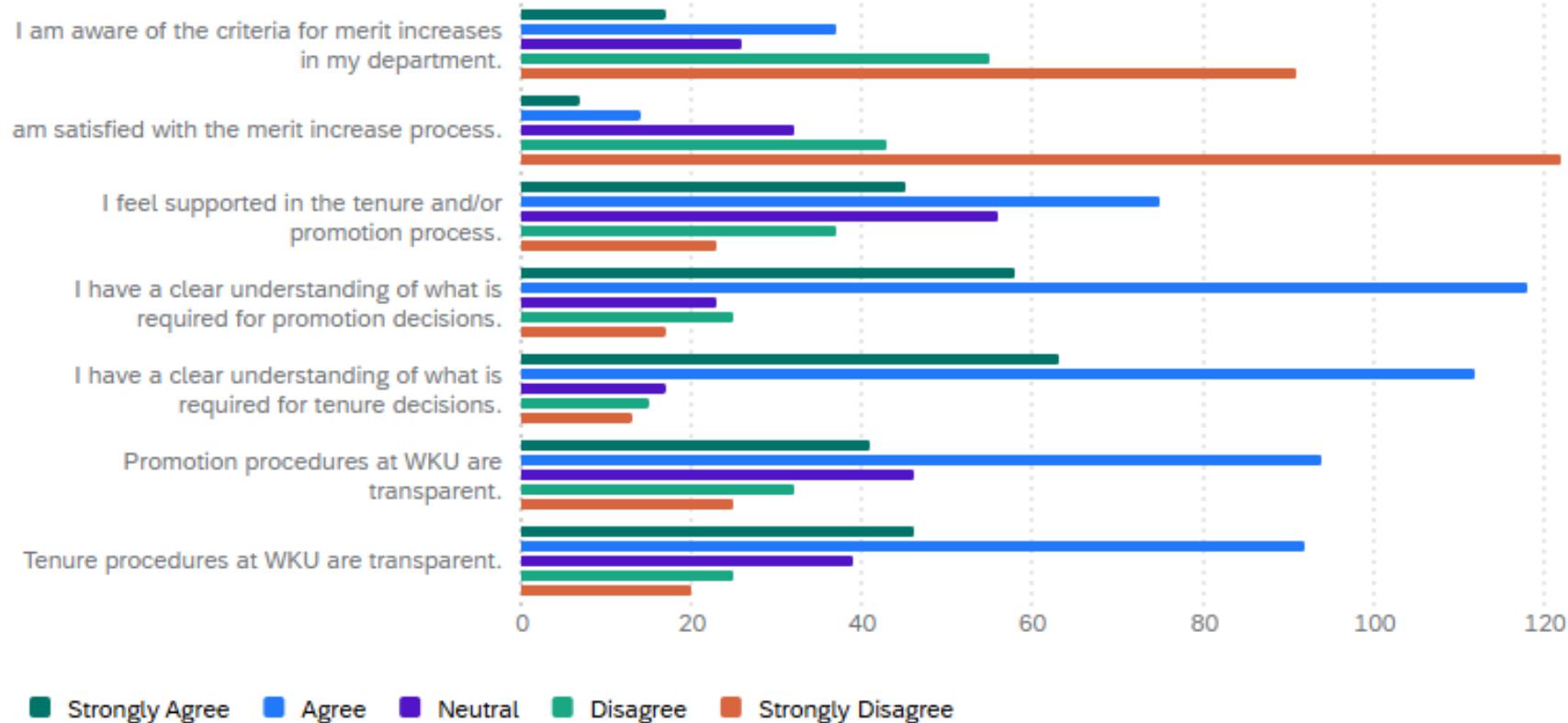


(Total Responses- 275)

Satisfaction with Benefits

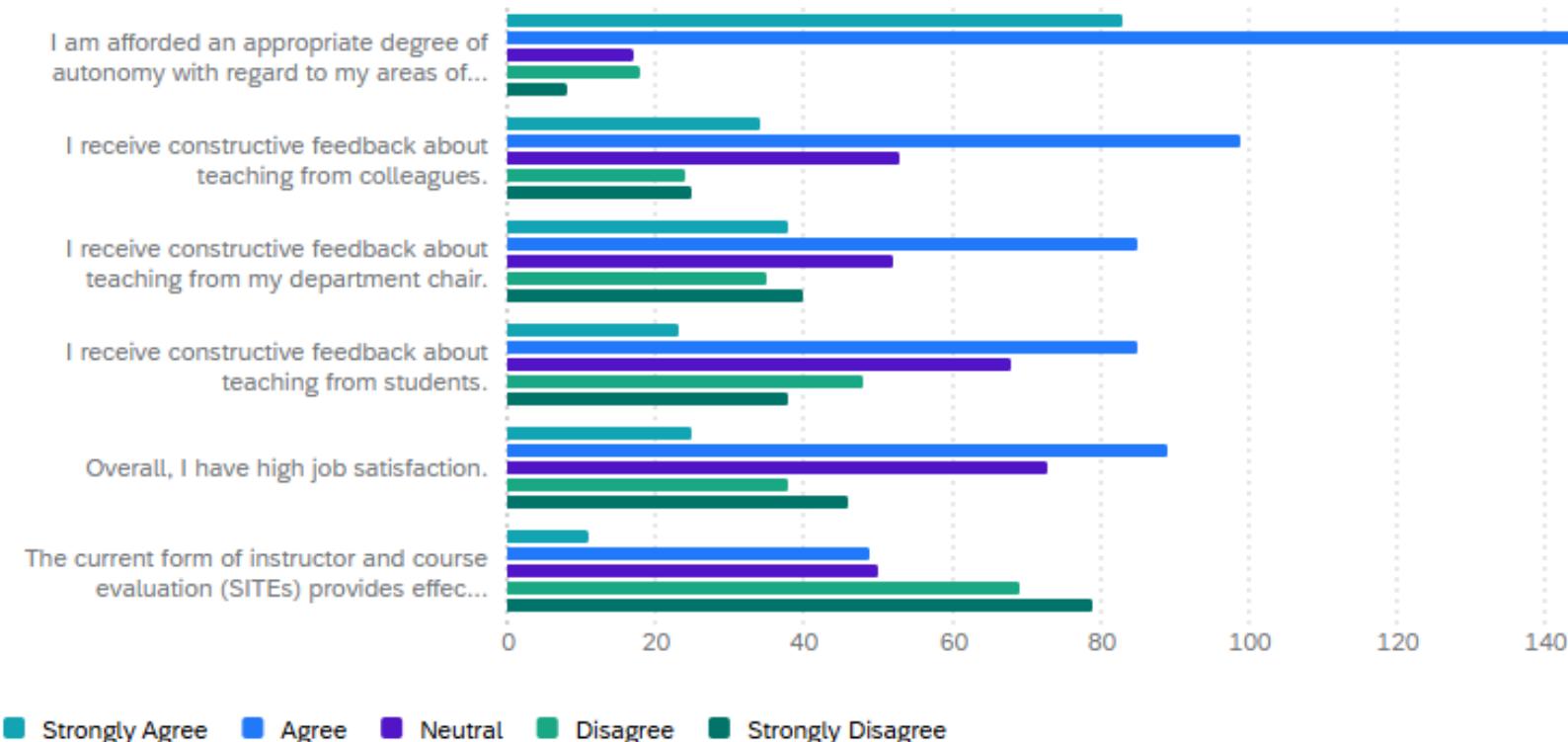


(Total Responses-262)



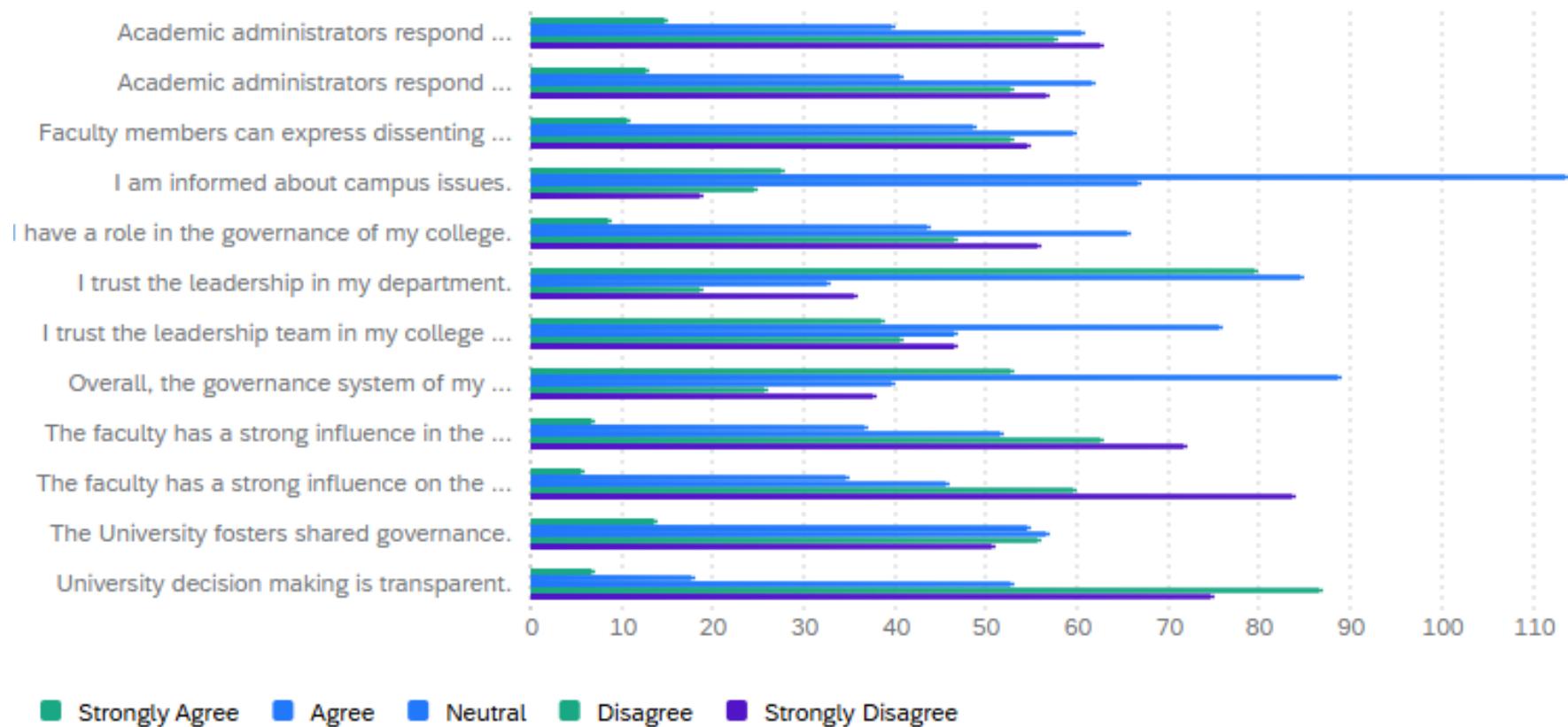
(Total Responses-249)

SITEs, Service, Rank and Overall Job Satisfaction

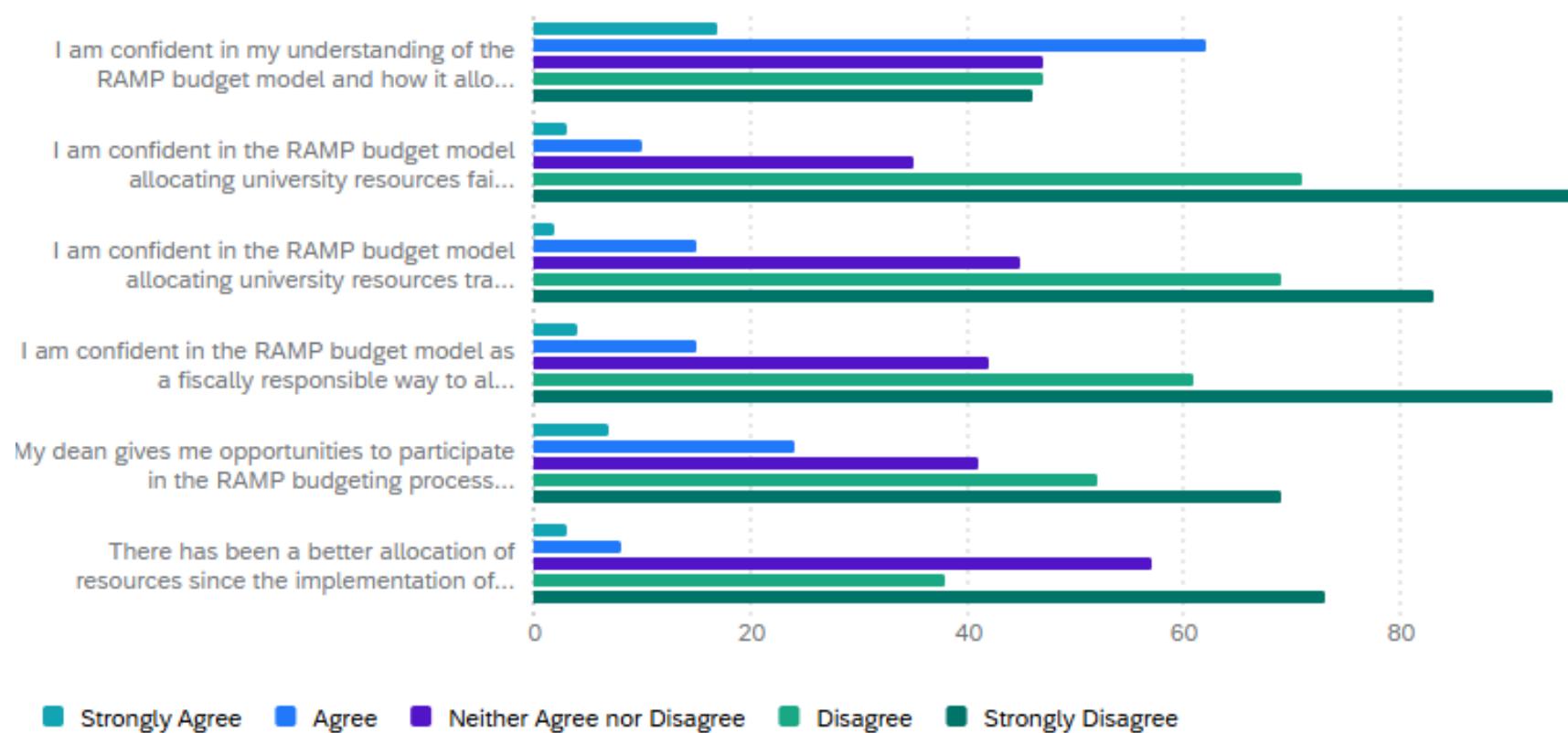


(Total Responses-271)

University, College, and Departmental Governance

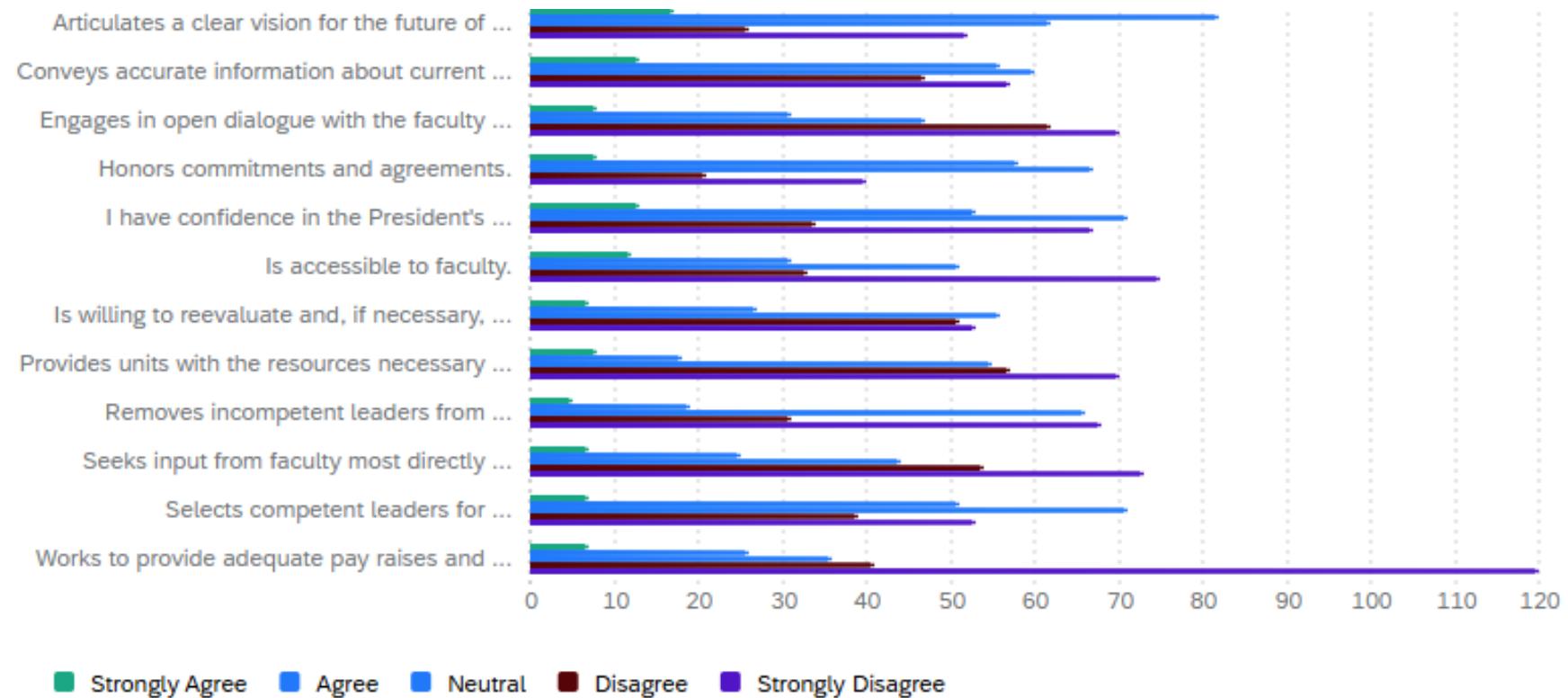


(Total Responses- 258)



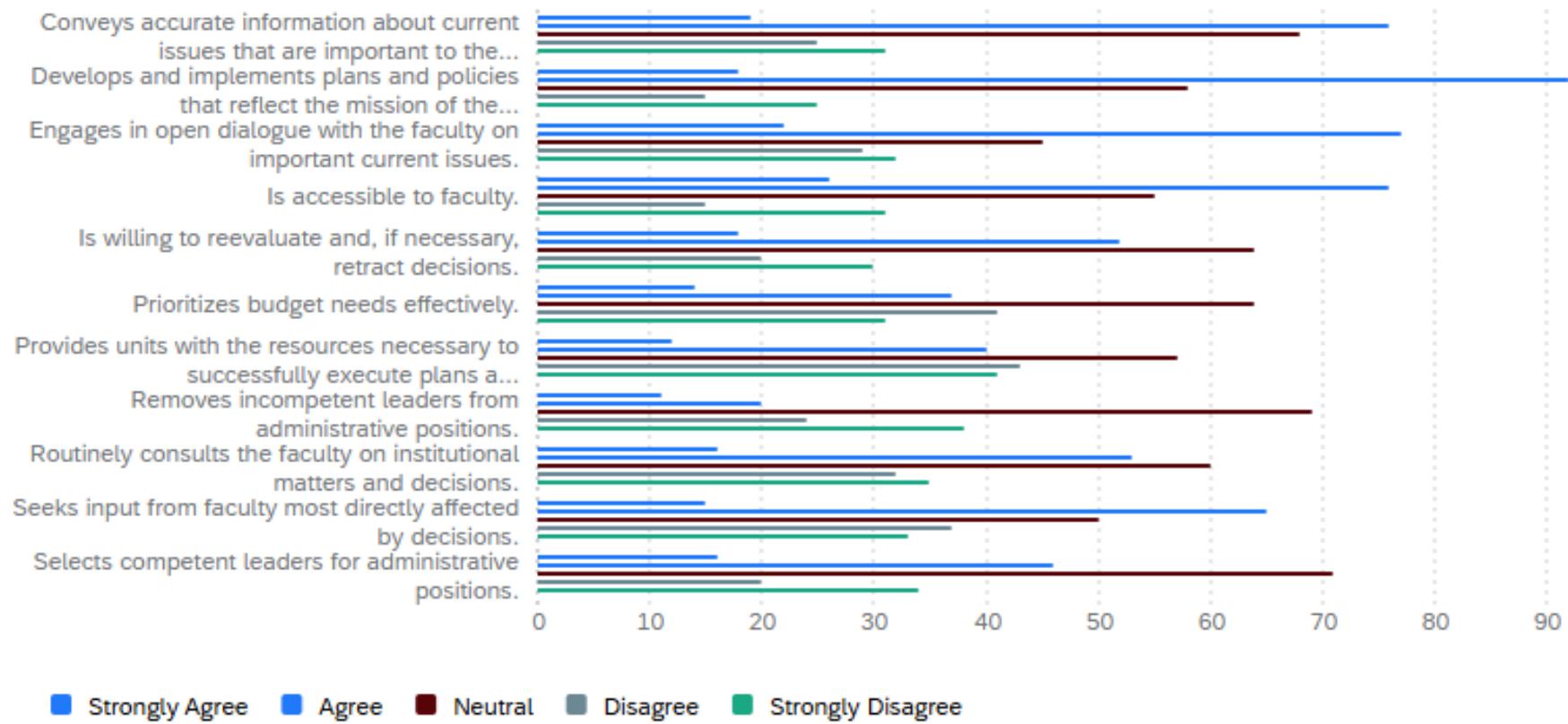
(Total Responses-227)

President Tim Caboni's Performance



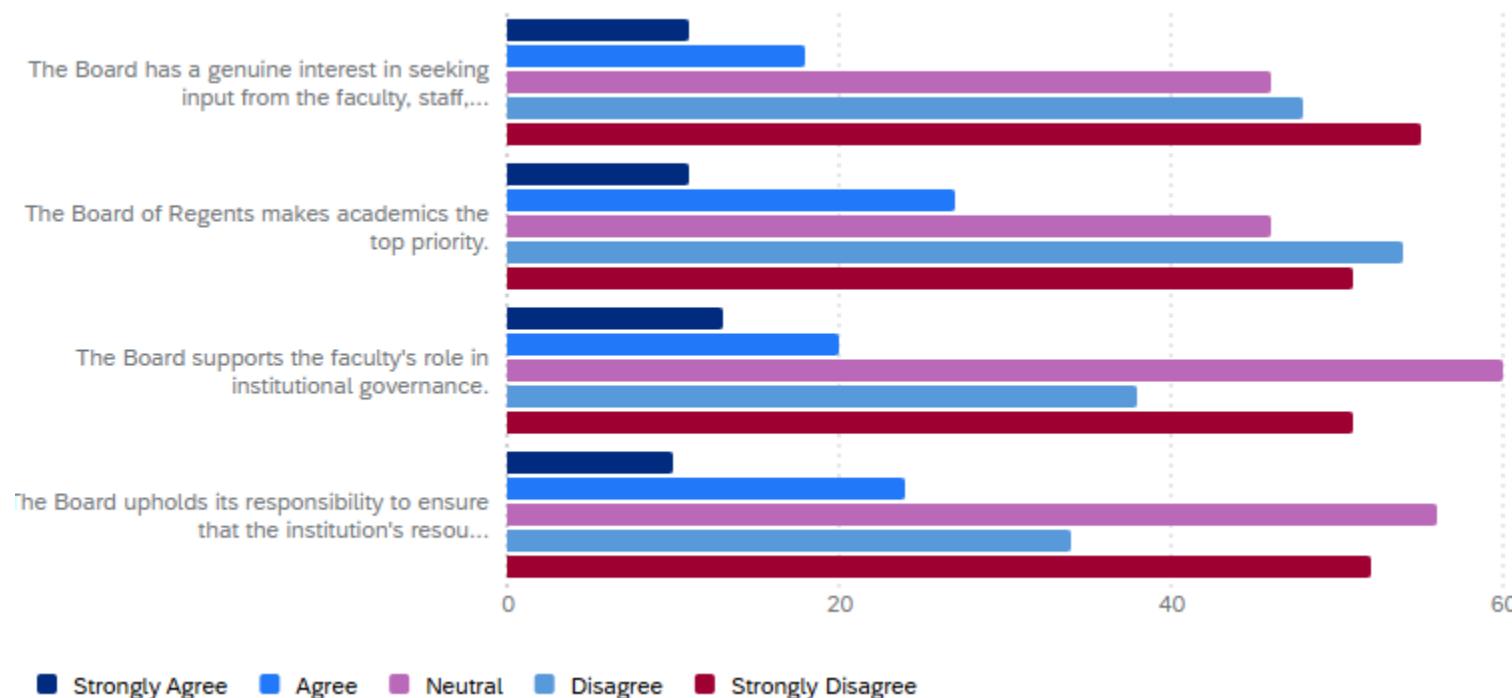
(Total Responses-245)

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.

