D1 - Your Gender - Selected Choice

Female [56%, 126] | Male [37%, 84]
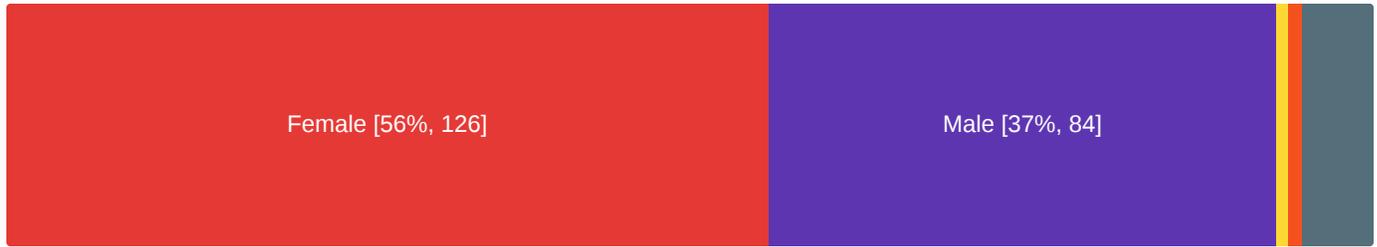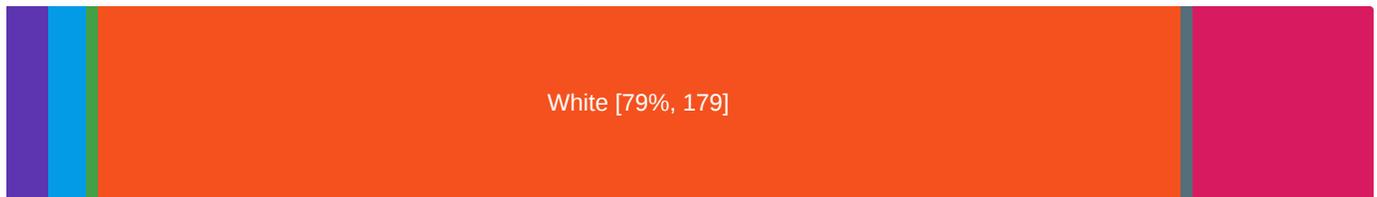
- Female [56%, 126]
- Male [37%, 84]
- Transgender Female [0%, 0]
- Transgender Male [0%, 0]
- Non-binary [1%, 2]
- Other (please specify) [1%, 2]
- Prefer not to answer [5%, 12]

D2 - Your age

40-49 [29%, 65] | 50-59 [34%, 76]

- 29 or under
- 30-39
- 40-49
- 50-59
- 60-69
- 70-79
- 80+
- Prefer not to answer

D4 - Your primary racial identity - Selected Choice

White [79%, 179]

- American Indian or Alaska Native [0%, 0]
- Asian [3%, 7]
- Black or African American [3%, 6]
- Multi-racial [1%, 2]
- Native Hawaiian or other Pacific Islander [0%, 0]
- White [79%, 179]
- Other (please specify) [1%, 2]
- Prefer not to answer [13%, 30]

D3 - Are you Hispanic or Latinx?

No [99%, 216]

● Yes [1%, 3]   ● No [99%, 216]

D5 - Your citizenship status
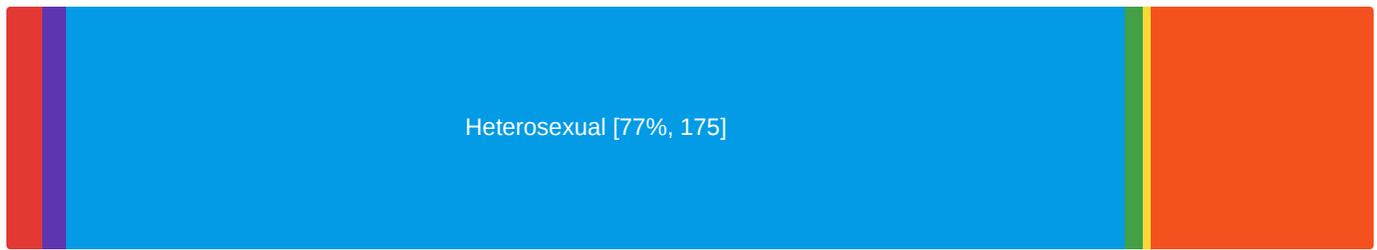
United States [93%, 208]

● United States [93%, 208]   ● Citizen of another nation [4%, 8]   ● Prefer not to answer [4%, 8]

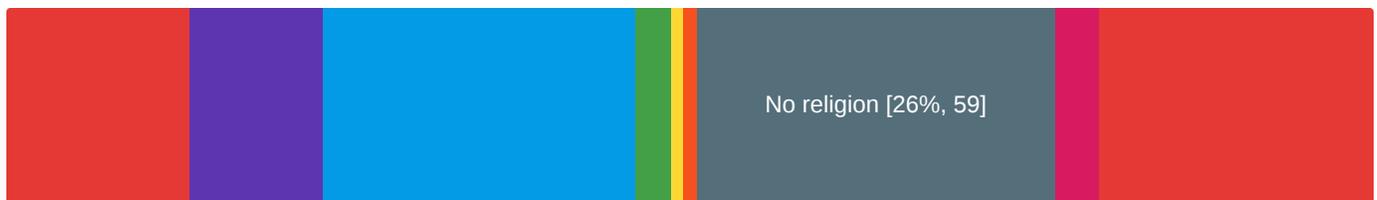## D6 - Your disability status

Not disabled [84%, 188]

● Disabled [4%, 9]   ● Not disabled [84%, 188]   ● Prefer not to answer [12%, 28]

D7 - Your sexual orientation - Selected Choice

Heterosexual [77%, 175]

- Bisexual [3%, 6]
- Gay [2%, 4]
- Heterosexual [77%, 175]
- Lesbian [1%, 3]
- Other (please specify) [0%, 1]
- Prefer not to answer [16%, 37]

D8 - Your religion - Selected Choice

No religion [26%, 59]

- Christian - Catholic [13%, 30]
- Christian - Evangelical [10%, 22]
- Christian - Protestant (non-evangelical) [23%, 51]
- Jewish [3%, 6]
- Christian - The Church of Jesus Christ of Latter-Day Saints [1%, 2]
- Muslim [1%, 2]
- No religion [26%, 59]
- Other (please specify) [3%, 7]
- Prefer not to answer [20%, 45]

W1 - Do you hold a tenure-track position?
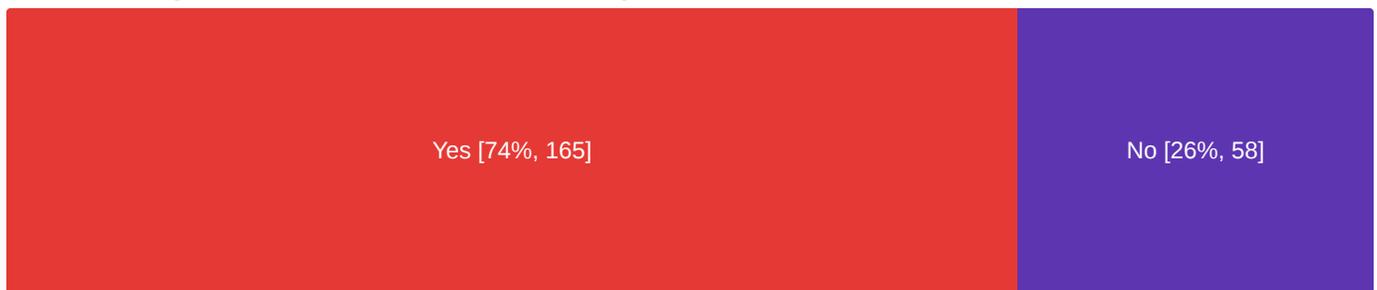
Yes [74%, 165]   No [26%, 58]

- Yes [74%, 165]
- No [26%, 58]

W2 - Your Rank

Professor [32%, 71]

- Part-time Instructor [8%, 18]
- Full-time Instructor [14%, 32]
- Assistant Professor [20%, 45]
- Associate Professor [26%, 57]
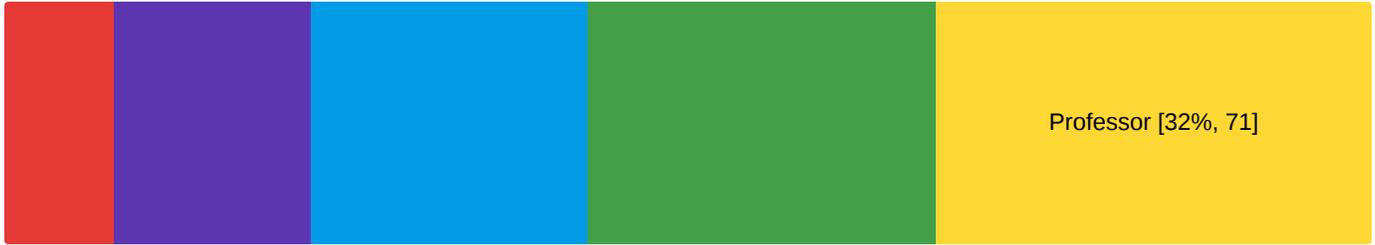- Professor [32%, 71]

W3 - Your Affiliation

- College of Education and Behavioral Sciences [13%, 29]
- College of Health and Human Services [18%, 39]
- Gordon Ford College of Business [9%, 19]
- Ogden College of Science and Engineering [20%, 43]
- Potter College of Arts and Letters [35%, 75]
- University Libraries [6%, 12]

W4 - Your responsibilities are primarily

Teaching/Research/Service [62%, 138]

- Teaching/Research/Service [62%, 138]
- Administration [8%, 17]
- Other [1%, 3]
- Teaching/Service [18%, 41]
- Teaching [10%, 23]

M1_1 - In my opinion, faculty morale is

Very Poor [43%, 86]	Poor [34%, 68]	Good [22%, 44]	

● Very Poor [43%] ● Poor [34%] ● Good [22%] ● Very Good [1%]
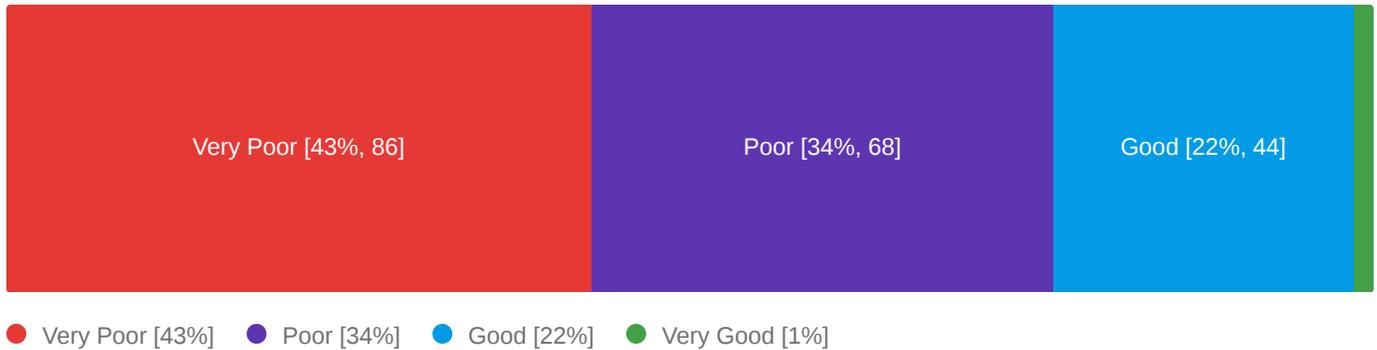
WLS1 - The statements below are about faculty workload and workload satisfaction....

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
My teaching load is reasonable.	1.00	5.00	3.31	1.17	1.36	200	662.00
My service load is reasonable.	1.00	5.00	3.12	1.17	1.37	189	589.00
My research load is reasonable.	1.00	5.00	3.47	1.02	1.05	158	548.00
Considering all of my responsibilities, my workload is manageable.	1.00	5.00	2.96	1.21	1.47	203	600.00
My workload is satisfactory.	1.00	5.00	2.93	1.16	1.36	202	591.00
I understand the procedure by which workload is determined in my unit.	1.00	5.00	3.15	1.14	1.30	41	129.00
University procedures for establishing workload are appropriate. (Select "No Basis for Judgement" if you do not know what the procedures are.)	1.00	5.00	2.57	1.20	1.45	161	414.00
Work is distributed equally and/or fairly in my department	1.00	5.00	2.60	1.25	1.56	195	507.00

Q - Rate your level of agreement with the following statement.

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum

	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Relative to years of service and rank my salary is satisfactory.	1.00	5.00	1.80	1.09	1.19	204	367.00
Relative to colleagues at other universities and/or colleges, my salary is satisfactory.	1.00	5.00	1.59	0.95	0.89	202	322.00
Relative to persons with similar credentials working in the private sector, my salary is satisfactory.	1.00	5.00	1.45	0.88	0.78	201	292.00

ben1 - Please rate your level of satisfaction with the following benefits at WKU u...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Retirement savings plan options	1.00	5.00	3.47	0.99	0.98	197	684.00
Health insurance options	1.00	5.00	2.90	1.21	1.47	196	568.00
The Top Life Wellness Program	1.00	5.00	2.95	1.24	1.54	191	563.00
Tuition benefits for yourself/spouse/dependent	1.00	5.00	3.44	1.08	1.16	145	499.00

pt - The statements below are about tenure, promotion and merit increases. Rate...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
I have a clear understanding of what is required for tenure decisions.	1.00	5.00	3.82	1.05	1.11	173	660.00
I have a clear understanding of what is required for promotion decisions.	1.00	5.00	3.61	1.16	1.33	186	672.00
Tenure procedures at WKU are transparent.	1.00	5.00	3.49	1.09	1.20	173	603.00
Promotion procedures at WKU are transparent.	1.00	5.00	3.35	1.15	1.31	182	609.00

	Min	Max	Mean			Responses	Sum
I am aware of the criteria for merit increases in my department.	1.00	5.00	2.11	1.24	1.53	172	363.00
I am satisfied with the merit increase process.	1.00	5.00	1.62	0.96	0.93	165	268.00

eff1 - On average, how many credit hours do you teach per year?

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Fall term	0.00	18.00	8.65	4.37	19.11	205	1773.50
Spring term	0.00	18.00	8.50	4.34	18.87	205	1742.50
Summer term	0.00	14.00	2.11	3.19	10.19	205	433.00
Winter term	0.00	6.00	0.45	1.10	1.21	205	92.00
On Demand	0.00	12.00	0.39	1.52	2.31	204	80.00
Outside of effort (like supervised readings and independent study courses)	0.00	20.00	1.20	2.91	8.46	205	245.00

eff2_1 - .

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
.	8.00	100.00	47.43	12.55	157.63	188	8917.50

eff3 - Please approximate the percentage of your WKU work time that you devote, in...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Teaching (including instruction, preparation, and grading)	0.00	100.00	48.80	22.72	516.26	199	9712.00
Academic and/or career advising	0.00	40.00	5.75	6.79	46.13	199	1143.50

	Min	Max	Mean				
Meeting/communicating with students outside of class/advising	0.00	50.00	7.95	6.94	48.12	199	1583.00
Departmental and program service	0.00	80.00	11.68	14.47	209.25	199	2324.00
College service	0.00	80.00	4.58	8.48	71.87	199	912.00
University service	0.00	40.00	3.16	5.14	26.46	199	628.50
Other service	0.00	100.00	3.19	8.15	66.44	199	635.00
Research, scholarship, and/or creative activities	0.00	50.00	10.70	11.00	120.96	199	2130.00
Other	0.00	100.00	4.18	17.40	302.78	199	832.00

S1 - Please rate your level of satisfaction with the following support services...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Library resources	1.00	5.00	3.96	1.00	1.00	190	753.00
Availability of support for childcare and parental obligations	1.00	5.00	2.59	1.20	1.44	75	194.00
Availability of university leave and benefits for familial obligations	1.00	5.00	3.42	1.18	1.40	128	438.00
Support for a healthy work-life balance	1.00	5.00	2.92	1.28	1.64	198	578.00
Paternity/maternity leave options	1.00	5.00	3.73	1.09	1.19	89	332.00
Information technology	1.00	5.00	3.75	1.11	1.24	198	742.00
Parking and transportation services	1.00	5.00	3.09	1.24	1.53	193	596.00
WKU Store services	1.00	5.00	3.32	1.10	1.21	165	547.00
Campus food services	1.00	5.00	3.33	1.12	1.26	170	566.00
Human Resources	1.00	5.00	3.45	1.07	1.15	182	627.00

E1 - To what extent do you agree or disagree with the following statements?

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Issues of diversity, equity, and inclusion are taken seriously at WKU.	1.00	5.00	3.61	1.06	1.11	194	700.00
I feel supported at WKU given my gender/gender identity.	1.00	5.00	3.71	1.07	1.16	181	672.00
Faculty of all genders/gender identities are supported at WKU.	1.00	5.00	3.58	1.10	1.21	168	601.00
I feel supported at WKU given my race/ethnicity.	1.00	5.00	3.97	0.97	0.93	186	738.00
Faculty of all races/ethnicities are supported at WKU.	1.00	5.00	3.49	1.16	1.34	173	604.00
I feel supported at WKU given my sexual orientation.	1.00	5.00	3.97	0.92	0.84	175	695.00
Faculty of all sexual orientations are supported at WKU.	1.00	5.00	3.69	1.02	1.05	160	591.00
I feel supported at WKU given my age.	1.00	5.00	3.64	1.12	1.26	192	698.00
Faculty of all ages are supported at WKU.	1.00	5.00	3.51	1.13	1.27	175	614.00
I feel supported at WKU given my citizenship status.	1.00	5.00	4.09	0.86	0.75	175	716.00
Faculty of all citizenship statuses are supported at WKU.	1.00	5.00	3.72	0.98	0.97	141	525.00
I feel supported at WKU given my disability.	1.00	5.00	3.42	1.03	1.06	69	236.00
Faculty of all levels of ability/disability are supported at WKU.	1.00	5.00	3.45	1.11	1.23	124	428.00
I feel supported at WKU given my religion.	1.00	5.00	3.54	1.10	1.21	149	528.00
Faculty of all religions are supported at WKU.	1.00	5.00	3.27	1.22	1.49	150	491.00

	Min	Max	Mean				
All faculty are treated similarly and/or equitably in my department	1.00	5.00	3.38	1.34	1.79	188	636.00
WKU DEI committees are responsive and/or effective.	1.00	5.00	3.02	1.18	1.40	161	487.00
Campus leaders act on DEI committees' recommendations.	1.00	5.00	3.07	1.22	1.48	143	439.00

site - The statements below are about instructor and course evaluations (SITEs), s...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
The current form of instructor and course evaluation (SITEs) provides effective information about teaching effectiveness.	1.00	5.00	2.37	1.24	1.54	189	447.00
I receive constructive feedback about teaching from students.	1.00	5.00	3.00	1.22	1.49	195	585.00
I receive constructive feedback about teaching from my department chair.	1.00	5.00	3.03	1.28	1.63	187	566.00
I receive constructive feedback about teaching from colleagues.	1.00	5.00	3.22	1.25	1.57	184	592.00
I am afforded an appropriate degree of autonomy with regard to my areas of responsibility.	1.00	5.00	4.06	0.94	0.89	199	808.00
Overall, I have high job satisfaction.	1.00	5.00	3.01	1.25	1.55	201	605.00

gov1 - The statements below are about university, college and departmental governa...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
I am informed about campus issues.	1.00	5.00	3.38	1.04	1.08	191	645.00
The University fosters shared governance.	1.00	5.00	2.55	1.17	1.38	177	452.00

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Faculty members can express dissenting views on university governance without fear of intimidation or reprisal.	1.00	5.00	2.39	1.20	1.43	183	437.00
University decision making is transparent.	1.00	5.00	1.99	1.03	1.06	188	375.00
Academic administrators respond expeditiously to faculty concerns.	1.00	5.00	2.41	1.20	1.45	179	432.00
Academic administrators respond expeditiously to the need for action in institutional matters.	1.00	5.00	2.51	1.17	1.37	181	455.00
The faculty has a strong influence on the selection of academic administrators.	1.00	5.00	2.18	1.15	1.32	173	378.00
The faculty has a strong influence in the evaluation of academic administrators.	1.00	5.00	2.23	1.17	1.38	176	392.00
I have a role in the governance of my college.	1.00	5.00	2.57	1.17	1.38	173	445.00
I trust the leadership team in my college (Dean, Associate/Assistant Deans).	1.00	5.00	3.09	1.33	1.77	187	578.00
I trust the leadership in my department.	1.00	5.00	3.55	1.38	1.91	187	663.00
Overall, the governance system of my department is effective.	1.00	5.00	3.23	1.34	1.80	187	604.00

ramp - To what extent do you agree or disagree with the following statements:

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
I am confident in the RAMP budget model as a fiscally responsible way to allocate university resources	1.00	5.00	1.95	1.09	1.19	165	322.00
I am confident in my understanding of the RAMP budget model and how it allocates university resources.	1.00	5.00	2.78	1.29	1.66	170	473.00
I am confident in the RAMP budget model allocating university resources fairly.	1.00	5.00	1.89	1.02	1.03	167	316.00

I am confident in the RAMP budget model allocating university resources transparently.	1.00	5.00	1.96	1.10	1.21	167	328.00

cab1 - The statements below are about President Tim Caboni's performance. Please r...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Articulates a clear vision for the future of the university based on its mission and values.	1.00	5.00	2.84	1.24	1.54	183	519.00
Honors commitments and agreements.	1.00	5.00	2.72	1.18	1.39	159	432.00
Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	5.00	2.53	1.17	1.37	180	455.00
Is willing to reevaluate and, if necessary, retract decisions.	1.00	5.00	2.29	1.19	1.42	162	371.00
Seeks input from faculty most directly affected by decisions.	1.00	5.00	2.03	1.06	1.13	166	337.00
Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	5.00	2.10	1.11	1.23	173	363.00
Engages in open dialogue with the faculty on important current issues.	1.00	5.00	2.16	1.10	1.21	178	384.00
Is accessible to faculty.	1.00	5.00	2.20	1.13	1.28	169	372.00
Selects competent leaders for administrative positions.	1.00	5.00	2.49	1.20	1.43	178	443.00
Removes incompetent leaders from administrative positions.	1.00	5.00	2.33	1.16	1.35	163	379.00
Works to provide adequate pay raises and equitable compensation packages for faculty.	1.00	5.00	1.72	1.05	1.09	181	312.00

I have confidence in the President's leadership and endorse his continuance as President.	1.00	5.00	2.42	1.17	1.36	181	438.00

bud1 - The statements below are about Provost Bud Fischer's performance. Please ra...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
Develops and implements plans and policies that reflect the mission of the university.	1.00	5.00	3.25	1.19	1.42	167	542.00
Conveys accurate information about current issues that are important to the faculty in a timely manner.	1.00	5.00	3.15	1.20	1.45	174	548.00
Is willing to reevaluate and, if necessary, retract decisions.	1.00	5.00	3.11	1.21	1.46	145	451.00
Prioritizes budget needs effectively.	1.00	5.00	2.85	1.20	1.45	157	448.00
Seeks input from faculty most directly affected by decisions.	1.00	5.00	2.90	1.28	1.65	155	450.00
Provides units with the resources necessary to successfully execute plans and initiatives.	1.00	5.00	2.69	1.20	1.44	163	438.00
Engages in open dialogue with the faculty on important current issues.	1.00	5.00	3.13	1.27	1.62	171	535.00
Is accessible to faculty.	1.00	5.00	3.31	1.30	1.69	170	562.00
Selects competent leaders for administrative positions.	1.00	5.00	2.94	1.27	1.60	155	456.00
Removes incompetent leaders from administrative positions.	1.00	5.00	2.72	1.19	1.42	138	375.00
Routinely consults the faculty on institutional matters and decisions.	1.00	5.00	2.84	1.28	1.64	165	469.00

bor1 - The statements below are about the Board of Regents' performance. Please ra...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
The Board of Regents makes academics the top priority.	1.00	5.00	2.27	1.18	1.40	161	366.00
The Board supports the faculty's role in institutional governance.	1.00	5.00	2.37	1.16	1.35	151	358.00
The Board has a genuine interest in seeking input from the faculty, staff, and student regents.	1.00	5.00	2.31	1.16	1.36	147	339.00
The Board upholds its responsibility to ensure that the institution's resources are dedicated to the institution's mission.	1.00	5.00	2.41	1.19	1.41	154	371.00

The survey received a total of 125 responses from faculty members. These responses have been analyzed and grouped into five main categories, as outlined below.

1. Faculty Compensation and Raises (85 responses)
   o Increasing faculty salaries to be competitive and keep up with inflation
   o Addressing salary compression and pay equity issues
   o Providing meaningful annual raises and merit-based pay increases
2. Prioritizing Academics over Athletics (33 responses)
   o Allocating more financial resources to academics instead of subsidizing athletics
   o Limiting athletic spending and requiring athletics to be more self-sufficient
   o Focusing on academic programs, faculty, and student success
3. Improving Working Conditions and Resources (31 responses)
   o Reducing faculty workload and teaching loads
   o Providing adequate staffing, technology, and facilities for academic programs
   o Supporting faculty professional development, research, and scholarship
   o Hiring more faculty to address understaffing and support growing programs
4. Enhancing Communication and Shared Governance (18 responses)
   o Increasing transparency in decision-making and budget processes
   o Meaningfully engaging faculty in governance and considering their input
   o Clearly communicating goals, priorities, and changes impacting faculty
5. Student Success and Academic Standards (15 responses)
   o Providing resources and support for student success, such as tutoring and advising
   o Maintaining high academic standards and rigor in programs
   o Addressing issues related to student preparedness and retention

The total number of responses categorized is 182, which is higher than the total number of responses received. This discrepancy can be attributed to the fact that some responses touched on multiple themes and were therefore included in more than one category.

Word Cloud of Faculty Responses (after removing the word "faculty", "WKU", and common words):