

QUESTIONNAIRE CONCERNING
FACULTY WORK LOAD ASSIGNMENTS



I. Background of Respondent:

1. College _____ Rank _____ Years at WKU _____
Total Years of U/C Experience _____

2. Are you now active in Research _____ Creative Activity _____
Administration _____ Public Service _____
Private Consulting _____ Other _____

3. If active in Research or Creative Activity, is this work
funded by Federal Funds _____ State Funds _____ WKU _____
Other Sources (identify in general terms) _____

4. During the last three years (Fall 82 - including Spring 85),
how many Semester Hours did you have for work load
assignments in
Research _____ Creative Activity _____ Administration _____
Public Service _____ Other (identify) _____

II. Present Policies and Practices:

1. The present total Faculty Work Load Assignment is 24 Semester
Hours/AY or 21 Semester Hours/AY for full-time graduate instruction.
Do you consider this FWLA in terms of hours/AY as
too high _____ appropriate _____ too low _____ no opinion _____,
and in terms of the differentiation between full-time graduate
faculty and all other faculty as
equitable _____ inequitable _____ no opinion _____.
Comments: _____

2. Have you personally experienced setbacks in Research or Creative
Activity due to limitations on appropriate FWLA yes _____ no _____,
or due to lack of continuance of such assignment
yes _____ no _____?
Comments: _____

3. Do you consider the present allocation of FWLA in areas other than instruction - namely ~3% of the university's total full-time faculty assignments - as

too high ___ appropriate ___ too low ___ no opinion ___?

Comments: _____

4. Do you consider the present allocation of non-instructional FWLA for pure academic pursuits as compared to administration and other purposes to be

adequate ___ inadequate ___ no opinion ___?

Comments: _____

5. If, over the last three years (Fall 82 - including Spring 85), you had research or creative activity assignments (total Sem./Hrs. ___ in ___ semesters), what were the results of these opportunities? (Please, provide numbers.)

Books published ___ books not yet published ___
articles published ___ articles not yet published ___
papers presented at professional meetings ___
creative works ___ of these were exhibited, published, or
produced ___ others (identify) _____

6. Did you report on the results of your non-instructional work load assignments on your own initiative ___ as a requirement ___ at all ___?

Comments: _____

7. Was the support for your non-instructional work load assignments adequate ___ inadequate ___ no opinion ___?

8. If the material support was inadequate, rank the following limiting factors in order of importance (1 = most inadequate):

Secretarial help ___ general funding ___ travel funds ___
limit on time ___ fault of your own planning ___ other
(identify) _____

9. Do you pursue research and creative activity without special work load assignment?

Yes ___ frequently ___ sometimes ___ rarely ___ no ___

Comments: _____

III. Towards New Policies and Practices:

1. In light of the new emphasis on research and creative activity, reflected, for example, in the new promotion and tenure guidelines and graduate faculty membership policies, do you believe that Western Kentucky University needs new policies and practices in Faculty Work Load Assignments?

Yes ___ No ___ No opinion ___

If you answered "yes", consider the following policy aspects:

2. The university should establish to the highest possible extent a uniform policy and structure of FWLA valid for all academic units, and making options in FWLA accessible to all full-time faculty members:

Strongly agree ___ agree ___ no opinion ___ disagree ___
strongly disagree ___

3. Faculty Work Load Assignments in research and creative activity should be equally accessible to all full-time faculty members, regardless of whether they are engaged in undergraduate and/or graduate teaching, are holding or are not holding graduate faculty membership:

SA ___ A ___ NO ___ D ___ SD ___

4. Faculty Work Load Assignments in research and creative activity should be made by the academic leadership on the basis of peer review of all applications:

SA ___ A ___ NO ___ D ___ SD ___

5. Research and creative activity as part of a faculty member's work load assignments should culminate in tangible achievements which not only satisfy the personal standards of the academician concerned, but also stand up under peer review and evaluation by the academic leadership in addition to satisfy the demand for public accountability:

SA ___ A ___ NO ___ D ___ SD ___

6. Faculty Work Load Assignments can also be made for activities clearly directed towards the improvement of educational pursuits, such as student advisement, or the administration of special units, but these assignments must not infringe upon the pursuit of excellence in the primary university mission of teaching and research/creative activity:

SA ___ A ___ NO ___ D ___ SD ___

7. The academic leadership, its advisory committees, the individual academic units, and the Faculty Senate should work continually on the improvement of all conditions indispensable for the achievement of excellence in the fulfillment of academic pursuits within the community of scholars and the community at large:

SA ___ A ___ NO ___ D ___ SD ___

8. In order to initiate a change towards new practices, do you believe that a new FWLA practice be recommended to the academic leadership in the form of Dr. Coohill's proposal discussed in the Senate under the title of "A Ten Percent Plan"?

YES ___ No ___

Please, comment on your major agreement, modification, or disagreement with the "Ten Percent Plan":

A: _____

M: _____

DA: _____

9. Or would you prefer a basic 21 Hrs./AY FWLA, especially for full-time faculty who are candidates for tenure and promotion, graduate faculty members, and all other full-time faculty members choosing a commitment to research and creative activity as a regular component of their academic pursuits under earlier mentioned conditions of reviews and accountability, with additional FWLAs for funded research and other activities justifying such changes? Yes ___ No ___

Comments: _____

10. Or that other options be considered such as

Additional comments are welcome. Please, use back of this sheet.

PLEASE, RETURN THE QUESTIONNAIRE
AS SOON AS POSSIBLE , BUT NOT LATER
THAN

BY NOON, FRIDAY
FEBRUARY 15, 85

TO: EDMUND E. HEGEN
GEOGRAPHY AND GEOLOGY
434 EST

THANK YOU.

The Academic Affairs Committee: Mary Holman, Carl Kell,
Becky Leavy, Robert Otto,
Edmund Hegen (Chm.)