### Item Key

- **Rel. Among Faculty**
- **Dept Head Perform.**
- **Senate Performance**
- **Senate Focus**
- **Working Conditions**
- **Univ. President**
- **Mostly Merit Pay**
- **Expect All Areas**
- **Univ. Govern. Sys.**
- **Faculty Morale**
- **Adm. Responsiveness**
- **Climate for Input**
- **Spending Priority**

#### Item # | Survey Item for Faculty Response by April 5, 1991 | Very Poor | Poor | Acceptable | Good | Very Good | Number Resp.
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1. | My personal impression of faculty morale is that it is | 20% | 41% | 27% | 11% | 1% | 333
2. | My own working conditions and job satisfaction are | 7% | 21% | 35% | 28% | 9% | 334
3. | I rate my working relations with other faculty as | 1% | 6% | 16% | 49% | 28% | 333
4. | My view of a system used to distribute salary increases, based primarily on merit, is that such a system is | 27% | 25% | 19% | 16% | 13% | 320
5. | My view of the expectation that every faculty member must be proficient in all three professional areas -- teaching, research, and service -- is that this expectation is | 31% | 32% | 19% | 11% | 7% | 329
6. | My opinion of the university's governance structure is that the governance system is | 23% | 38% | 32% | 6% | 1% | 319
7. | I perceive the responsiveness of the university's administration to faculty concerns as being | 34% | 42% | 19% | 5% | 0% | 327
8. | My sense of the latitude that exists within Western's system, for the faculty to influence decision-making, is that the climate for such input is | 31% | 45% | 18% | 6% | 0% | 327
9. | My personal impression of the Faculty Senate's choice of issues, in relation to concerns of the faculty, is that the Senate's focus is | 5% | 11% | 38% | 31% | 15% | 318
10. | My personal impression of the Faculty Senate's job of communicating faculty concerns to the administration is that the Senate's job performance is | 6% | 9% | 32% | 37% | 16% | 321
11. | My personal assessment of the university president's job performance is that it is | 21% | 23% | 37% | 14% | 5% | 326
12. | My personal assessment of my department head's job performance is that it is | 10% | 10% | 24% | 24% | 32% | 329
13. | My opinion of the university's spending priorities is that these priorities are | 44% | 36% | 16% | 4% | 0% | 331