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

