

WU Faculty Work Life Survey

Danforth Tenured and Tenure Track Faculty

Overall by year				By gender and year			
2015		2011		2015		2011	
n	value	n	value	Men	Women	Men	Women
				n	value	n	value

Overall satisfaction
Satisfied being a faculty member
Satisfied with your life outside WU
Satisfied with work/life balance
Workload
Reasonableness of workload
Work week length in hours – academic year
Teaching - % work week
Meeting with students - % work week
Conducting research - % work week
Committee/admin. work - % work week
External paid consulting - % work week
Other work activities - % work week
Teaching during 2015-16 academic year?
Resources for Teaching-Satisfaction
Overall teaching resources
Classroom space
Access to teaching assistants
Support for innovation in your teaching
Support for assessing and impr. student learning
Technology
Resources for Research-Satisfaction
Resources to support research and scholarship
Start-up funds
Support for securing grants
Support for managing grants
Technical/research staff
Other resources

565	4.2	504	4.1
515	4.2	471	4.2
514	3.8	467	3.8

379	186	4.3	4.0
346	169	4.2	4.1
342	172	4.0	3.4

348	156	4.1	4.0
325	146	4.2	4.0
322	145	4.0	3.6

562	3.5	507	3.5
555	56.6	491	56.3
544	30%	496	32%
544	15%	496	14%
544	35%	496	33%
544	16%	496	17%
544	1%	496	1%
544	3%	496	3%
558	95%	501	89%

377	185	3.5	3.7
375	180	56.9	56.0
368	176	30%	31%
368	176	15%	14%
368	176	36%	33%
368	176	15%	18%
368	176	1%	0%
368	176	3%	3%
373	185	96%	92%

350	157	3.4	3.6
336	155	57.0	54.8
343	153	31%	33%
343	153	14%	14%
343	153	35%	30%
343	153	16%	19%
343	153	1%	1%
343	153	3%	2%
346	155	90%	87%

523	4.1	445	4.0
520	4.1	446	4.0
466	3.6	386	3.5
484	3.7	404	3.6
472	3.7	398	3.5
505	3.8	(not asked)	

353	170	4.2	4.0
352	168	4.2	4.1
318	148	3.6	3.6
322	162	3.8	3.7
312	160	3.7	3.7
339	166	3.9	3.8

311	134	4.0	3.9
311	135	4.1	3.8
274	112	3.6	3.1
282	122	3.7	3.4
269	129	3.6	3.3
(not asked)			

543	3.8	489	3.7
360	3.7	335	3.6
448	3.4	407	3.4
420	3.5	385	3.6
407	3.4	363	3.3
103	2.3	82	2.1

361	182	3.8	3.7
237	123	3.8	3.4
296	152	3.4	3.5
277	143	3.6	3.5
274	133	3.4	3.3
69	34	2.2	2.3

336	153	3.8	3.5
219	116	3.6	3.6
277	130	3.5	3.2
266	119	3.8	3.3
243	120	3.4	3.3
47	35	2.2	2.0

Colored shading indicates statistically significant differences at $p < .05$:

Worse for women than men, or worse in 2015 than in 2011
Difference (unclear whether better or worse)
Better for women than men, or better in 2015 than in 2011

Most values in this report show the average response to a five-point satisfaction scale where 1 = Very dissatisfied and 5 = Very Satisfied. Detailed question wording and response categories can be found in the survey instrument.

Data not reported for cell sizes less than $n = 5$.

Institutional Research & Analysis.

March, 2016

Continued –
Danforth Campus
Tenured and Tenure Track Faculty

Overall by year			
2015		2011	
n	value	n	value

By gender and year							
2015				2011			
Men	Women	Men	Women	Men	Women	Men	Women
n	value	n	value	n	value	n	value

Committee and Administrative work
Departmental committees
University/School/Divisional committees
external committees/boards
WU Leadership role* - served within past 5 yrs
- only served 5+ yrs ago
- never served
Resources for admin & committee work – satisf.
Asked to serve in leadership position
Willing to serve in leadership position
Salary and Responsibilities-Satisfaction
Salary
Teaching responsibilities
Advising responsibilities
Committee/administrative responsibilities
Resources to support your work
Library resources and services
Clerical and administrative staff
Computer resources
Computing support staff
Quality of graduate students
Quality of students in professional programs
Time available for scholarly work
Extent of stress - work related:
Teaching responsibilities
Advising responsibilities
Committee/admin. responsibilities
Timing of departmental meetings
Scholarly productivity
Securing funding for research
Managing a research group/grant
Review/promotion process
Departmental/campus politics

524	2.3	469	2.4
501	1.5	436	1.6
467	1.9	414	2.0
506	46%	455	45%
	9%		12%
	45%		43%
451	3.5	419	3.4
521	2.0	480	2.0
521	3.8	480	3.8

348	176	2.2	2.7
332	169	1.4	1.8
306	161	1.8	2.1
332	174	45%	48%
		10%	7%
		45%	45%
295	156	3.7	3.3
347	174	2.0	2.0
347	174	3.7	3.8

319	150	2.3	2.6
298	138	1.5	1.7
282	132	2.0	2.0
312	143	46%	43%
		13%	11%
		41%	46%
289	130	3.5	3.3
329	151	2.1	1.9
329	151	3.8	3.8

531	3.6	484	3.5
528	4.2	482	4.2
512	4.0	461	4.0
505	3.6	466	3.5

351	180	3.7	3.5
350	178	4.3	4.1
338	174	4.1	3.9
330	175	3.7	3.5

331	153	3.5	3.4
331	151	4.3	4.0
319	142	4.0	3.9
319	147	3.5	3.5

515	3.9	477	3.7
515	3.8	466	3.8
522	3.7	480	3.7
522	3.8	477	3.8
487	3.5	447	3.5
165	4.0	163	3.9
529	3.1	483	2.9

340	175	4.0	3.8
341	174	4.0	3.6
346	176	3.8	3.6
345	177	3.8	3.7
322	165	3.4	3.7
99	66	4.0	4.0
349	180	3.3	2.7

328	149	3.7	3.7
319	147	3.8	3.8
328	152	3.8	3.7
326	151	3.9	3.5
308	139	3.4	3.7
102	61	3.8	4.1
331	152	3.1	2.5

519	1.9	474	1.8
504	1.6	456	1.5
486	1.8	449	1.9
503	1.6	460	1.6
517	2.2	473	2.1
431	2.1	396	2.1
301	1.9	271	1.9
417	1.9	371	1.8
501	1.9	460	1.9

347	172	1.8	2.1
338	166	1.6	1.6
319	167	1.8	1.9
331	172	1.5	1.7
343	174	2.1	2.4
283	148	2.1	2.2
214	87	1.9	1.9
279	138	1.8	2.1
327	174	1.8	2.2

325	149	1.8	2.0
316	140	1.5	1.5
309	140	1.9	2.0
315	145	1.6	1.7
322	151	2.1	2.3
275	121	2.1	2.1
200	71	1.8	1.9
258	113	1.8	2.0
313	147	1.9	2.0

*WU leadership roles asked about in this survey include department chair, dean, associate dean, assistant dean, director of undergraduate study, director of graduate study, and director of a center, program, or institute.

Continued –
Danforth Campus
Tenured and Tenure Track Faculty

Overall by year			
2015		2011	
n	value	n	value

By gender and year							
2015				2011			
Men	Women	Men	Women	Men	Women	Men	Women
n	value			n	value		

Climate	
Department/unit is supported/valued	
Creates supportive environment - Leadership	
Helps obtain resources - Leadership	
I affect decision-making/dept direction	
Colleagues value my research/scholarship	
Satisfied with within-dept collaboration	
Satisfied with cross-dept collaboration	
Interdisciplinary research–recognized/rewarded	
Can navigate unwritten rules	
Department/unit is good fit	
Can raise personal/family obligations	
Attending to personal needs is frowned upon	
Feel excluded from informal network	
Work harder to be perceived as a scholar	
Feel comfortable raising gender bias issues	
Welcoming environment for women faculty	
Welcoming environment for minority faculty	
Comfortable in expressing various identities	
Experienced bias by leadership (% yes)	
Experienced bias by colleagues (% yes)	
Experienced bias by students (% yes)	
WU sexual harassment policies/procedures – % appropriate and well communicated	
WU sexual harassment policies/procedures – % inadequate & should be improved	
WU racial bias policies/procedures – % appropriate & well-communicated	
WU racial bias policies/procedures – % inadequate & should be improved	
Mentoring	
Adequate mentoring (% yes)	
Assigned formal mentoring helpful	
Chosen formal mentoring helpful	
Informal mentoring helpful - WU mentors	
Satisfaction with space	
Space allocation process - satisfaction	
Office space - satisfaction	
Lab/research space - satisfaction	
Studio or performance space	

524	3.4	475	3.2
522	4.0	472	3.8
507	3.8	458	3.6
520	3.7	474	3.6
520	4.0	471	4.0
506	3.9	457	3.8
491	3.9	447	3.7
509	3.7	458	3.7
514	4.1	458	4.1
522	4.1	474	4.1
505	4.0	454	3.9
483	2.0	(not asked)	
508	2.3	456	2.3
504	2.4	452	2.5
457	3.4	(not asked)	
505	3.8	456	3.9
479	3.6	389	3.7
512	3.1	466	3.1
485	29%	424	28%
486	29%	430	23%
485	24%	428	18%
493	47%	437	54%
493	9%	437	5%
488	43%	(not asked)	
488	15%	(not asked)	

347	177	3.4	3.4
344	178	4.1	3.9
334	173	3.8	3.7
343	177	3.8	3.6
342	178	4.0	3.9
335	171	3.9	3.8
326	165	3.9	3.8
338	171	3.7	3.6
340	174	4.3	3.9
346	176	4.2	3.8
331	174	4.2	3.6
319	164	2.0	2.2
334	174	2.2	2.6
334	170	2.1	2.9
288	169	3.6	3.0
330	175	4.0	3.5
313	166	3.8	3.2
339	173	3.3	2.9
311	174	13%	58%
313	173	13%	57%
311	174	10%	49%
329	164	54%	34%
329	164	8%	10%
329	159	54%	21%
329	159	10%	24%

329	146	3.2	3.4
327	145	3.8	3.6
313	145	3.6	3.6
328	146	3.7	3.5
323	148	4.0	3.8
316	141	3.9	3.7
310	137	3.8	3.6
317	141	3.7	3.8
314	144	4.2	3.9
328	146	4.1	4.0
314	140	4.0	3.5
(not asked)			
312	144	2.2	2.5
309	143	2.3	2.8
(not asked)			
309	147	4.1	3.6
269	120	3.8	3.3
320	146	3.2	3.0
285	139	14%	55%
287	143	11%	46%
284	144	6%	42%
305	132	61%	37%
305	132	4%	10%
(not asked)			
(not asked)			

455	62%	393	59%
126	3.8	114	3.7
92	4.2	88	4.4
349	4.5	290	4.4

292	163	67%	53%
76	50	3.9	3.7
63	29	4.2	4.3
219	130	4.6	4.4

265	128	63%	51%
65	49	3.6	3.8
50	38	4.3	4.4
181	109	4.4	4.5

505	3.7	465	3.7
522	4.0	475	3.9
274	3.6	231	3.6
67	2.8	46	2.3

339	166	3.8	3.6
347	175	4.1	3.9
202	72	3.7	3.4
45	22	3.0	2.2

321	144	3.8	3.6
327	148	4.0	3.7
173	58	3.6	3.6
29	17	2.7	1.8

Continued –
Danforth Campus
Tenured and Tenure Track Faculty

Overall by year			
2015		2011	
n	value	n	value

By gender and year							
2015				2011			
Men	Women	Men	Women	Men	Women	Men	Women
n		value		n		value	

Tenure and Promotion				
Tenure criteria clearly communicated	508	3.9	471	4.0
Research/scholarly work - valued for tenure	517	2.9	471	3.0
Teaching contributions - valued for tenure	508	2.3	461	2.3
Admin./committee service - valued for tenure	488	1.7	445	1.7
Research/scholarly work - valued appropriately.	505	3.1	459	3.1
Teaching contrib. - valued appropriately	500	2.7	450	2.6
Admin./committee svc.-valued appropriately	477	2.7	434	2.6
Received relief from duties for personal reasons	523	22%	473	22%
Department/unit supportive - relief	115	4.3	103	4.5
Tenure clock slowed for personal reasons	517	10%	472	8%
Dept/unit supportive - slowing tenure clock	51	4.4	36	4.4
Retention				
Received outside job offer - last 5 years	518	16%	471	14%
Adjusted due to job offer:				
Salary	84	55%	68	60%
Course load -	84	7%	68	9%
Administrative responsibilities	84	5%	68	10%
Leave time	84	11%	68	16%
Summer salary	84	7%	68	4%
Tenure clock	84	1%	68	3%
Equip./lab/research start-up	84	19%	68	16%
Spouse/partner employment	84	6%	68	0%
Other	84	7%	68	1%
None	84	35%	68	32%
Likely to leave WU in 3 years	519	2.5	473	2.6
Extent considered reasons to leave:				
Increase salary	484	1.8	429	1.8
Improve prospects for tenure	307	1.3	252	1.3
Enhance career in other ways	474	2.1	421	2.1
Find more supportive work environment	473	1.7	425	1.8
Increase time for research	471	1.7	424	1.8
Change administrative responsibilities	414	1.4	387	1.5
Pursue nonacademic job	415	1.2	381	1.2
Reduce stress	457	1.6	416	1.5
Improve spouse/partner employment	421	1.6	382	1.6
Lower cost of living	437	1.1	402	1.0
Retirement	420	1.3	393	1.3
Child-related issues	396	1.2	362	1.2
Other	76	2.3	74	2.3

508	3.9	471	4.0
517	2.9	471	3.0
508	2.3	461	2.3
488	1.7	445	1.7
505	3.1	459	3.1
500	2.7	450	2.6
477	2.7	434	2.6
523	22%	473	22%
115	4.3	103	4.5
517	10%	472	8%
51	4.4	36	4.4

341	167	4.0	3.7
344	173	3.0	2.9
337	171	2.2	2.3
321	167	1.7	1.8
339	166	3.1	3.2
337	163	2.7	2.7
317	160	2.7	2.5
347	176	15%	36%
52	63	4.3	4.3
344	173	6%	18%
21	30	4.3	4.4

323	148	4.1	3.7
326	145	3.0	3.0
318	143	2.2	2.3
308	137	1.6	1.8
319	140	3.1	3.2
314	136	2.6	2.6
302	132	2.6	2.5
325	148	14%	41%
44	59	4.5	4.4
328	144	4%	17%
12	24	4.6	4.4

518	16%	471	14%
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342	176	15%	18%
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325	146	14%	16%
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84	55%	68	60%
84	7%	68	9%
84	5%	68	10%
84	11%	68	16%
84	7%	68	4%
84	1%	68	3%
84	19%	68	16%
84	6%	68	0%
84	7%	68	1%
84	35%	68	32%
519	2.5	473	2.6

53	31	57%	52%
53	31	4%	13%
53	31	2%	10%
53	31	8%	16%
53	31	4%	13%
53	31	0%	3%
53	31	17%	23%
53	31	8%	3%
53	31	9%	3%
53	31	32%	39%
344	175	2.4	2.7

45	23	60%	61%
45	23	9%	9%
45	23	11%	9%
45	23	11%	26%
45	23	7%	0%
45	23	4%	0%
45	23	13%	22%
45	23	0%	0%
45	23	2%	0%
45	23	33%	30%
329	144	2.6	2.6

484	1.8	429	1.8
307	1.3	252	1.3
474	2.1	421	2.1
473	1.7	425	1.8
471	1.7	424	1.8
414	1.4	387	1.5
415	1.2	381	1.2
457	1.6	416	1.5
421	1.6	382	1.6
437	1.1	402	1.0
420	1.3	393	1.3
396	1.2	362	1.2
76	2.3	74	2.3

325	159	1.8	1.9
204	103	1.3	1.3
316	158	2.0	2.2
314	159	1.6	1.9
312	159	1.7	1.9
274	140	1.4	1.5
280	135	1.2	1.2
303	154	1.5	1.7
285	136	1.6	1.6
291	146	1.1	1.1
280	140	1.3	1.3
268	128	1.2	1.1
47	29	2.3	2.3

295	134	1.8	1.8
175	77	1.3	1.4
289	132	2.1	2.1
290	135	1.8	1.8
290	134	1.7	2.0
264	123	1.4	1.5
265	116	1.1	1.2
281	135	1.4	1.7
267	115	1.5	1.7
279	123	1.0	1.0
281	112	1.4	1.2
259	103	1.2	1.3
42	32	2.1	2.5