

WU Faculty Work Life Survey

Arts & Sciences Tenured and Tenure Track Faculty

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

Overall satisfaction	2015		2011		2015		2011		2015		2011	
	n	value	n	value	Men	Women	Men	Women	Men	Women	Men	Women
Satisfied being a faculty member	329	4.1	299	4.1	221	108	4.2	4.0	214	85	4.1	4.1
Satisfied with your life outside WU	302	4.2	283	4.2	205	97	4.2	4.2	203	80	4.2	4.2
Satisfied with work/life balance	303	3.8	280	3.9	204	99	4.1	3.4	201	79	4.0	3.8
Workload												
Reasonableness of workload	329	3.5	301	3.5	220	109	3.4	3.6	215	86	3.4	3.7
Work week length in hours – academic year	329	56.0	291	55.9	224	105	56.8	54.5	207	84	56.5	54.5
Teaching - % work week	320	31%	297	33%	217	103	30%	32%	213	84	32%	35%
Meeting with students - % work week	320	16%	297	15%	217	103	16%	16%	213	84	15%	15%
Conducting research - % work week	320	33%	297	33%	217	103	34%	31%	213	84	34%	29%
Committee/admin. work - % work week	320	16%	297	16%	217	103	15%	17%	213	84	15%	19%
External paid consulting - % work week	320	1%	297	1%	217	103	1%	0%	213	84	1%	0%
Other work activities - % work week	320	3%	297	3%	217	103	3%	3%	213	84	3%	2%
Teaching during 2015-16 academic year?	328	93%	298	87%	220	108	95%	90%	213	85	89%	81%
Resources for Teaching-Satisfaction												
Overall teaching resources	301	4.2	258	4.1	205	96	4.2	4.1	189	69	4.1	4.1
Classroom space	300	4.1	258	4.1	204	96	4.2	4.1	189	69	4.1	4.0
Access to teaching assistants	268	3.6	226	3.5	186	82	3.6	3.7	168	58	3.6	3.2
Support for innovation in your teaching	271	3.8	233	3.7	181	90	3.8	3.9	172	61	3.8	3.6
Support for assessing and impr. student learning	262	3.7	225	3.5	172	90	3.7	3.7	159	66	3.5	3.4
Technology	288	3.9	(not asked)		194	94	4.0	3.9	(not asked)			
Resources for Research-Satisfaction												
Resources to support research and scholarship	317	3.8	293	3.7	212	105	3.8	3.8	210	83	3.8	3.4
Start-up funds	211	3.8	198	3.8	143	68	4.0	3.6	135	63	3.7	3.8
Support for securing grants	277	3.6	254	3.5	185	92	3.6	3.7	183	71	3.6	3.1
Support for managing grants	253	3.6	243	3.7	168	85	3.7	3.6	175	68	3.9	3.2
Technical/research staff	232	3.5	209	3.4	160	72	3.6	3.3	146	63	3.5	3.1
Other resources	63	2.0	55	2.1	43	20	2.0	1.9	32	23	2.3	1.7

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 –
Arts & Sciences
Tenured & 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	

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	

308	2.4	288	2.6
292	1.5	262	1.5
275	1.9	252	2.0
303	46%	278	45%
	11%		14%
	43%		41%
268	3.6	261	3.4
305	1.9	291	1.9
308	3.7	290	3.8

206	102	2.3	2.6
194	98	1.4	1.8
181	94	1.8	2.0
201	102	46%	46%
		10%	11%
		43%	43%
178	90	3.7	3.4
205	100	2.0	1.9
206	102	3.7	3.7

204	84	2.4	2.9
184	78	1.4	1.8
180	72	2.0	2.0
199	79	44%	46%
		15%	13%
		41%	42%
185	76	3.5	3.2
208	83	2.0	1.8
208	82	3.8	3.7

310	3.6	290	3.5
310	4.3	289	4.2
303	4.1	285	4.0
298	3.6	285	3.5

206	104	3.6	3.5
207	103	4.4	4.2
202	101	4.1	4.0
197	101	3.6	3.6

207	83	3.5	3.4
207	82	4.2	4.0
206	79	4.1	4.0
203	82	3.6	3.4

303	3.9	288	3.4
304	3.8	278	3.8
307	3.8	287	3.8
307	3.9	282	4.0
296	3.5	285	3.5
26	3.8	31	3.9
311	3.1	289	2.9

200	103	3.9	3.8
202	102	3.9	3.6
204	103	3.8	3.7
204	103	3.9	3.9
198	98	3.4	3.6
15	11	4.0	3.6
206	105	3.3	2.7

207	81	3.5	3.3
198	80	3.8	3.8
204	83	3.8	3.6
201	81	4.1	3.8
204	81	3.4	3.7
23	8	3.9	4.0
206	83	3.1	2.3

306	1.9	284	1.9
301	1.6	281	1.5
292	1.9	272	1.9
301	1.6	278	1.6
306	2.2	285	2.2
267	2.1	254	2.1
168	1.9	164	1.9
238	1.9	224	1.9
295	1.9	281	1.9

206	100	1.8	2.0
202	99	1.6	1.6
194	98	1.8	1.9
200	101	1.5	1.7
203	103	2.1	2.4
177	90	2.0	2.2
121	47	1.9	1.8
158	80	1.8	2.1
193	102	1.8	2.2

204	80	1.8	2.0
201	80	1.5	1.6
196	76	1.9	2.0
200	78	1.6	1.8
203	82	2.1	2.3
185	69	2.1	2.1
129	35	1.9	1.9
163	61	1.8	2.0
200	81	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 –
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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	

308	3.3	286	3.1
306	4.0	282	3.9
299	3.8	271	3.7
306	3.8	286	3.8
305	3.9	283	4.0
293	3.8	272	3.8
289	3.9	267	3.8
297	3.6	275	3.7
304	4.1	276	4.3
308	4.0	286	4.1
294	4.0	272	4.0
284	1.9	(not asked)	
301	2.3	275	2.2
301	2.4	273	2.4
273	3.5	(not asked)	
300	3.8	276	4.1
282	3.6	235	3.7
300	3.1	279	3.2
282	28%	258	24%
285	29%	260	18%
283	23%	260	14%
287	49%	269	58%
287	9%	269	5%
284	44%	(not asked)	
284	17%	(not asked)	

205	103	3.3	3.3
203	103	4.0	4.0
198	101	3.9	3.8
203	103	3.9	3.5
202	103	4.0	3.9
196	97	3.9	3.7
191	98	3.9	3.7
198	99	3.6	3.5
204	100	4.3	3.8
205	103	4.2	3.8
194	100	4.2	3.7
189	95	1.9	2.0
200	101	2.2	2.6
200	101	2.1	2.8
175	98	3.7	3.1
198	102	3.9	3.7
187	95	3.8	3.2
200	100	3.2	2.9
182	100	10%	59%
185	100	14%	59%
183	100	10%	45%
192	95	54%	39%
192	95	8%	11%
193	91	53%	24%
193	91	12%	29%

207	79	3.0	3.2
204	78	4.0	3.7
193	78	3.7	3.6
207	79	3.8	3.6
203	80	4.0	4.0
197	75	3.8	3.7
193	74	3.9	3.7
200	75	3.7	3.8
198	78	4.3	4.1
207	79	4.1	4.1
197	75	4.0	3.7
(not asked)			
197	78	2.2	2.3
195	78	2.3	2.7
(not asked)			
196	80	4.1	3.9
173	62	3.8	3.5
200	79	3.3	3.0
184	74	13%	53%
184	76	10%	37%
183	77	5%	35%
195	74	65%	41%
195	74	3%	12%
(not asked)			
(not asked)			

262	66%	235	62%
67	3.9	51	3.8
46	4.2	41	4.6
204	4.6	170	4.4

167	95	70%	58%
36	31	3.9	3.8
30	16	4.2	4.4
131	73	4.6	4.5

165	70	65%	56%
28	23	3.5	4.1
19	22	4.6	4.5
106	64	4.4	4.5

298	3.7	282	3.8
309	4.0	287	4.0
137	3.8	124	3.8
23	2.9	12	3.3

200	98	3.8	3.6
206	103	4.1	3.9
104	33	3.8	3.9
17	6	3.2	2.2

202	80	3.8	3.7
206	81	4.0	4.0
97	27	3.7	4.3
9	3	n < 5	

Continued –
Arts & Sciences
Tenured & 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
Research/scholarly work - valued for tenure
Teaching contributions - valued for tenure
Admin./committee service - valued for tenure
Research/scholarly work - valued appropriately.
Teaching contrib. - valued appropriately
Admin./committee svc.-valued appropriately
Received relief from duties for personal reasons
Department/unit supportive - relief
Tenure clock slowed for personal reasons
Dept/unit supportive - slowing tenure clock
Retention
Received outside job offer - last 5 years
Adjusted due to job offer:
Salary
Course load -
Administrative responsibilities
Leave time
Summer salary
Tenure clock
Equip./lab/research start-up
Spouse/partner employment
Other
None
Likely to leave WU in 3 years
Extent considered reasons to leave:
Increase salary
Improve prospects for tenure
Enhance career in other ways
Find more supportive work environment
Increase time for research
Change administrative responsibilities
Pursue nonacademic job
Reduce stress
Improve spouse/partner employment
Lower cost of living
Retirement
Child-related issues
Other

299	4.0	282	4.1
304	3.0	285	3.0
298	2.3	281	2.3
292	1.7	278	1.7
297	3.1	277	3.1
293	2.7	275	2.7
282	2.7	267	2.6
309	23%	286	23%
70	4.4	65	4.4
305	12%	285	8%
35	4.5	24	4.3

203	96	4.1	3.8
204	100	3.0	3.0
199	99	2.3	2.3
195	97	1.7	1.8
201	96	3.1	3.1
199	94	2.7	2.8
190	92	2.8	2.6
206	103	16%	37%
32	38	4.2	4.5
204	101	7%	22%
15	20	4.5	4.5

201	81	4.2	3.8
205	80	3.0	3.0
201	80	2.3	2.4
199	79	1.7	1.8
201	76	3.1	3.2
199	76	2.6	2.7
192	75	2.7	2.6
206	80	15%	44%
30	35	4.4	4.5
207	78	4%	21%
8	16	4.6	4.2

304	15%	285	15%
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202	102	17%	13%
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205	80	14%	18%
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47	68%	43	60%
47	6%	43	7%
47	2%	43	2%
47	11%	43	21%
47	4%	43	0%
47	0%	43	0%
47	28%	43	23%
47	6%	43	0%
47	6%	43	2%
47	30%	43	33%
303	2.4	285	2.5

34	13	65%	77%
34	13	3%	15%
34	13	0%	8%
34	13	6%	23%
34	13	3%	8%
34	13	0%	0%
34	13	21%	46%
34	13	9%	0%
34	13	9%	0%
34	13	32%	23%
203	100	2.2	2.7

29	14	55%	71%
29	14	3%	14%
29	14	3%	0%
29	14	14%	36%
29	14	0%	0%
29	14	0%	0%
29	14	17%	36%
29	14	0%	0%
29	14	3%	0%
29	14	38%	21%
206	79	2.5	2.5

284	1.8	256	1.8
179	1.3	150	1.3
278	2.1	250	2.0
277	1.7	254	1.7
277	1.8	259	1.9
252	1.4	237	1.4
249	1.1	227	1.1
275	1.5	249	1.5
255	1.6	228	1.6
262	1.1	242	1.0
256	1.3	236	1.3
234	1.1	217	1.1
44	2.3	44	2.3

193	91	1.7	2.0
121	58	1.3	1.3
188	90	2.0	2.2
186	91	1.6	1.9
186	91	1.6	2.0
169	83	1.3	1.5
168	81	1.1	1.1
184	91	1.4	1.6
177	78	1.5	1.7
176	86	1.1	1.0
171	85	1.3	1.2
158	76	1.2	1.1
27	17	2.1	2.5

186	70	1.8	1.9
110	40	1.3	1.4
180	70	2.0	2.2
182	72	1.7	1.8
185	74	1.7	2.2
169	68	1.4	1.5
166	61	1.1	1.1
176	73	1.4	1.7
169	59	1.6	1.6
178	64	1.04	1.00
178	58	1.4	1.2
166	51	1.1	1.2
24	20	2.1	2.5