

WU Faculty Work Life Survey

Engineering 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
Overall satisfaction												
Satisfied being a faculty member	71	4.1	59	3.9	60	11	4.2	3.5	53	6	3.9	3.7
Satisfied with your life outside WU	67	4.0	54	4.2	58	9	3.9	4.6	48	6	4.2	3.8
Satisfied with work/life balance	67	3.7	54	3.8	57	10	3.8	3.6	48	6	3.9	3.5
Workload												
Reasonableness of workload	71	3.6	60	3.6	60	11	3.6	3.5	54	6	3.7	3.3
Work week length in hours – academic year	69	61.0	59	62.6	58	11	61.1	60.6	53	6	62.5	63.2
Teaching - % work week	68	26%	59	26%	57	11	27%	25%	53	6	26%	28%
Meeting with students - % work week	68	17%	59	18%	57	11	17%	15%	53	6	17%	25%
Conducting research - % work week	68	37%	59	34%	57	11	36%	43%	53	6	35%	27%
Committee/admin. work - % work week	68	15%	59	17%	57	11	15%	13%	53	6	17%	14%
External paid consulting - % work week	68	1%	59	1%	57	11	1%	0%	53	6	1%	0%
Other work activities - % work week	68	4%	59	4%	57	11	4%	3%	53	6	3%	7%
Teaching during 2015-16 academic year?	69	94%	60	92%	58	11	95%	91%	54	6	93%	83%
Resources for Teaching-Satisfaction												
Overall teaching resources	65	4.0	54	3.9	55	10	4.0	3.7	50	4	n < 5	
Classroom space	64	4.4	55	4.2	55	9	4.4	4.3	50	5	4.2	4.4
Access to teaching assistants	62	3.5	50	3.7	53	9	3.5	3.8	46	4	n < 5	
Support for innovation in your teaching	61	3.5	49	3.8	51	10	3.5	3.5	44	5	3.8	4.0
Support for assessing and impr. student learning	61	3.5	52	3.7	51	10	3.5	3.6	47	5	3.7	4.0
Technology	65	3.6	(not asked)		55	10	3.7	3.5	(not asked)			
Resources for Research-Satisfaction												
Resources to support research and scholarship	70	3.7	57	3.6	59	11	3.8	3.4	51	6	3.6	3.3
Start-up funds	57	4.0	42	3.6	46	11	4.0	4.0	36	6	3.5	4.7
Support for securing grants	68	3.4	54	3.1	57	11	3.4	3.5	48	6	3.0	3.7
Support for managing grants	67	3.6	53	3.3	56	11	3.6	3.6	48	5	3.4	3.2
Technical/research staff	61	3.4	49	3.0	51	10	3.3	3.8	44	5	2.9	3.6
Other resources	14	3.2	6	2.3	13	1	n < 5		5	1	n < 5	

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.

Continued –
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n	value	n	value

By gender and year							
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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

67	1.9	53	2.0
65	1.4	54	1.9
62	2.4	46	2.7
65	42%	52	44%
	6%		4%
	52%		52%
54	3.6	45	3.3
68	1.8	55	2.0
66	3.6	55	3.6

57	10	1.9	2.4
57	8	1.4	1.3
53	9	2.3	3.3
55	10	42%	40%
		7%	0%
		51%	60%
46	8	3.6	3.4
58	10	1.8	1.9
57	9	3.7	3.1

47	6	2.0	1.8
48	6	1.8	2.0
41	5	2.7	3.0
47	5	45%	40%
		4%	0%
		51%	60%
41	4	n < 5	
49	6	2.0	1.8
49	6	3.7	2.5

69	3.4	55	3.3
68	4.2	55	4.3
67	3.9	53	3.9
64	3.8	51	3.6

59	10	3.4	3.1
58	10	4.2	4.1
57	10	3.9	3.9
54	10	3.8	3.6

49	6	3.3	3.3
49	6	4.2	4.3
47	6	3.8	4.2
45	6	3.7	3.3

64	3.8	56	3.9
67	4.0	54	3.6
67	3.5	56	3.1
67	3.7	56	3.3
68	3.2	55	3.3
9	4.1	14	4.0
68	3.2	55	3.0

55	9	3.9	3.2
57	10	4.0	3.9
57	10	3.5	3.2
57	10	3.7	3.5
58	10	3.2	3.3
8	1	n < 5	
58	10	3.2	3.2

50	6	3.9	4.0
48	6	3.6	3.5
50	6	3.1	3.0
50	6	3.4	3.0
49	6	3.3	3.7
12	2	n < 5	
50	5	3.1	2.0

67	1.9	54	1.7
68	1.6	55	1.5
62	1.8	51	1.8
67	1.5	51	1.4
69	2.3	52	2.0
69	2.6	53	2.5
67	2.1	48	2.0
64	1.8	47	1.9
67	1.7	52	2.1

58	9	1.8	2.2
58	10	1.7	1.6
52	10	1.8	2.0
57	10	1.5	1.7
59	10	2.2	2.4
59	10	2.6	2.5
57	10	2.1	2.4
55	9	1.9	1.7
57	10	1.6	2.0

48	6	1.7	2.3
49	6	1.5	1.3
45	6	1.8	2.0
45	6	1.4	1.5
46	6	2.0	2.3
47	6	2.4	2.8
43	5	2.0	2.0
41	6	1.8	2.2
46	6	2.0	2.2

*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.

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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	

67	3.4	55	2.9
67	4.1	55	3.7
66	3.5	54	3.3
67	3.8	53	3.6
67	4.1	53	4.0
65	3.9	51	4.0
65	4.1	53	4.1
67	4.1	54	3.9
65	4.0	51	4.2
67	4.1	55	4.2
64	4.0	54	4.0
59	2.4	(not asked)	
64	2.3	51	2.2
66	2.4	52	2.5
54	3.6	(not asked)	
61	4.1	50	4.0
55	4.0	39	3.9
66	3.3	55	3.0
61	20%	46	15%
60	8%	47	6%
60	15%	47	13%
65	57%	48	60%
65	6%	48	2%
64	58%	(not asked)	
64	8%	(not asked)	

57	10	3.4	3.5
57	10	4.0	4.8
56	10	3.4	3.8
57	10	3.7	4.6
57	10	4.0	4.6
55	10	3.9	4.2
56	9	4.0	4.7
57	10	4.0	4.3
55	10	4.0	4.0
57	10	4.1	4.5
54	10	4.1	3.9
49	10	2.3	2.7
54	10	2.3	2.3
56	10	2.2	3.4
44	10	3.6	3.2
51	10	4.3	3.3
46	9	4.1	3.3
56	10	3.3	2.8
52	9	15%	44%
51	9	2%	44%
51	9	6%	67%
56	9	66%	0%
56	9	4%	22%
56	8	66%	0%
56	8	5%	25%

49	6	2.8	3.0
49	6	3.7	3.7
48	6	3.3	3.2
47	6	3.5	4.2
47	6	4.1	3.5
45	6	4.1	3.0
47	6	4.1	4.0
48	6	3.9	3.7
45	6	4.2	3.7
49	6	4.2	4.2
48	6	4.0	3.7
(not asked)			
45	6	2.2	2.5
46	6	2.4	3.0
(not asked)			
44	6	4.0	3.5
34	5	4.1	3.2
49	6	3.0	2.8
41	5	15%	20%
41	6	5%	17%
41	6	7%	50%
42	6	64%	33%
42	6	2%	0%
(not asked)			
(not asked)			

62	58%	46	46%
17	3.9	12	3.8
17	4.2	12	4.2
42	4.5	33	4.2

52	10	56%	70%
15	2	n < 5	
13	4	n < 5	
32	10	4.6	4.5

40	6	53%	0%
10	2	n < 5	
10	2	n < 5	
29	4	n < 5	

66	3.7	54	4.0
68	4.0	55	4.0
68	3.7	50	4.0
9	3.2	4	n < 5

57	9	3.7	3.6
58	10	4.0	4.1
58	10	3.7	3.8
6	3	n < 5	

48	6	4.0	4.0
49	6	4.1	3.3
44	6	4.2	3.0
3	1	n < 5	

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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

65	3.5	54	3.8
68	3.0	53	2.9
66	1.9	53	1.9
63	1.7	50	1.5
68	3.2	52	3.2
67	2.4	52	2.3
63	2.6	51	2.5
69	19%	54	17%
13	4.7	9	4.7
67	1%	54	6%
1	n < 5	3	n < 5

56	9	3.5	3.3
58	10	3.0	3.0
57	9	1.9	2.0
53	10	1.7	1.6
58	10	3.2	3.2
58	9	2.5	2.2
53	10	2.6	2.5
59	10	17%	30%
10	3	n < 5	
57	10	0%	10%
0	1	n < 5	

48	6	4.0	2.8
48	5	2.9	3.0
48	5	1.9	1.8
46	4	1.5	1.5
47	5	3.2	3.4
47	5	2.4	2.0
46	5	2.5	2.2
48	6	13%	50%
6	3	n < 5	
48	6	2%	33%
1	2	n < 5	

67	7%	53	6%
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57	10	9%	0%
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47	6	6%	0%
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5	80%	3	n < 5
5	20%	3	n < 5
5	20%	3	n < 5
5	20%	3	n < 5
5	0%	3	n < 5
5	0%	3	n < 5
5	40%	3	n < 5
5	0%	3	n < 5
5	0%	3	n < 5
5	0%	3	n < 5
5	0%	3	n < 5
68	2.7	55	2.7

5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
5	0	n < 5	
58	10	2.7	2.3

3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
3	0	n < 5	
49	6	2.6	3.5

65	1.8	51	1.8
38	1.1	28	1.3
63	2.2	51	2.3
64	1.8	51	1.8
65	1.6	47	1.7
54	1.6	47	1.5
55	1.4	47	1.3
61	1.6	50	1.5
53	1.6	48	1.5
57	1.1	50	1.0
53	1.4	51	1.3
53	1.2	49	1.2
10	2.2	9	2.2

56	9	1.8	1.9
33	5	1.2	1.0
55	8	2.2	2.3
56	8	1.8	1.5
56	9	1.6	1.7
47	7	1.5	1.9
48	7	1.4	1.3
53	8	1.6	1.6
45	8	1.6	1.5
49	8	1.1	1.3
46	7	1.4	1.1
46	7	1.2	1.1
8	2	n < 5	

45	6	1.8	1.5
25	3	1.2	1.3
45	6	2.3	2.3
45	6	1.8	2.0
42	5	1.7	2.0
42	5	1.5	1.2
41	6	1.2	1.3
44	6	1.4	2.0
42	6	1.4	2.0
44	6	1.0	1.0
45	6	1.4	1.0
43	6	1.2	1.5
7	2	n < 5	