

WU Faculty Work Life Survey

Law Tenured and Tenure Track Faculty

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

Overall satisfaction	2015		2011		2015		2011	
	n	value	n	value	Men	Women	Men	Women
Satisfied being a faculty member	29	4.0	37	4.2	15	14	4.6	3.4
Satisfied with your life outside WU	24	4.5	34	4.1	12	12	4.5	4.5
Satisfied with work/life balance	26	4.2	34	3.6	14	12	4.6	3.7
Workload								
Reasonableness of workload	27	3.5	37	3.3	14	13	3.3	3.8
Work week length in hours – academic year	26	55.0	34	54.1	14	12	53.4	56.9
Teaching - % work week	25	31%	35	32%	15	10	34%	27%
Meeting with students - % work week	25	11%	35	12%	15	10	10%	13%
Conducting research - % work week	25	32%	35	33%	15	10	36%	27%
Clinical work - % work week	25	4%	35	4%	15	10	0%	11%
Committee/admin. work - % work week	25	18%	35	17%	15	10	16%	20%
External paid consulting - % work week	25	1%	35	0%	15	10	1%	2%
Other work activities - % work week	25	2%	35	2%	15	10	3%	2%
Teaching during 2015-16 academic year?	28	100%	37	86%	15	13	100%	100%
Resources for Teaching-Satisfaction								
Overall teaching resources	28	3.9	32	4.2	15	13	4.4	3.2
Classroom space	27	4.5	32	4.3	15	12	4.5	4.5
Access to teaching assistants	13	2.7	10	2.9	7	6	2.7	2.7
Support for innovation in your teaching	25	3.2	26	3.2	13	12	3.5	3.0
Support for assessing and impr. student learning	23	3.4	24	3.2	13	10	3.5	3.3
Technology	24	4.0	(not asked)		13	11	4.1	4.0
Resources for Research-Satisfaction								
Resources to support research and scholarship	27	3.8	37	4.2	14	13	4.3	3.2
Start-up funds	8	2.6	15	3.5	3	5	n < 5	
Support for securing grants	12	2.6	20	2.8	4	8	2.3	2.8
Support for managing grants	11	2.9	17	2.9	3	8	n < 5	
Technical/research staff	18	3.1	26	3.4	9	9	3.7	2.6
Other resources	4	n < 5	3	n < 5	2	2	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.

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

Continued –
Law
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	

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

27	1.6	30	1.3
26	1.8	30	1.3
23	1.7	30	1.9
25	52%	33	39%
	16%		18%
	32%		42%
23	3.5	31	3.8
26	2.5	34	2.3
25	4.0	34	4.0

14	13	1.6	1.5
14	12	1.4	2.3
12	11	1.2	2.4
13	12	38%	67%
		23%	8%
		38%	25%
13	10	4.0	2.9
14	12	2.3	2.8
14	11	3.8	4.4

14	16	1.1	1.4
15	15	1.3	1.4
16	14	1.6	2.2
15	18	27%	50%
		20%	17%
		53%	33%
15	16	3.7	3.9
16	18	2.1	2.4
16	18	3.6	4.3

27	3.4	36	3.9
27	4.0	36	4.4
24	4.0	31	4.1
26	3.4	35	3.6

14	13	3.7	3.2
14	13	4.3	3.8
12	12	3.9	4.0
13	13	3.5	3.4

18	18	4.1	3.6
18	18	4.6	4.1
16	15	4.3	3.9
17	18	3.5	3.7

26	3.9	36	3.9
26	3.5	35	4.1
26	3.4	35	4.0
25	3.6	36	3.5
9	4.0	13	4.3
26	4.5	36	4.4
26	3.3	36	3.5

14	12	4.3	3.4
14	12	3.8	3.1
14	12	3.7	3.0
14	11	4.0	3.2
3	6	n < 5	
14	12	4.4	4.5
14	12	3.4	3.1

18	18	4.2	3.7
17	18	4.3	3.9
18	17	4.1	3.8
18	18	4.0	3.1
4	9	n < 5	
18	18	4.3	4.6
18	18	3.9	3.0

25	2.0	36	1.8
24	1.4	29	1.3
23	2.1	33	1.8
23	1.3	32	1.3
24	2.0	36	2.1
10	1.7	14	1.5
3	n < 5	9	1.4
9	1.8	18	1.3
24	2.0	32	1.8

14	11	1.9	2.1
13	11	1.2	1.6
13	10	1.9	2.3
13	10	1.2	1.4
14	10	1.8	2.3
4	6	1.5	1.8
2	1	n < 5	
7	2	n < 5	
13	11	1.8	2.2

18	18	1.6	1.9
15	14	1.3	1.4
16	17	1.9	1.8
15	17	1.2	1.5
18	18	1.9	2.2
5	9	1.4	1.6
3	6	n < 5	
9	9	1.3	1.3
15	17	1.9	1.8

*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 –
Law
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	

26	3.1	35	3.9
26	3.6	35	4.0
22	3.6	34	4.4
26	3.5	35	3.6
26	3.5	34	3.5
25	3.5	34	3.6
22	3.3	32	3.0
25	3.5	34	4.1
25	4.3	33	3.8
24	3.8	34	3.8
24	3.8	31	3.9
23	2.0	(not asked)	
25	2.7	33	2.9
24	2.8	32	2.9
20	3.3	(not asked)	
24	3.5	34	3.9
25	3.0	32	3.4
25	3.2	34	3.2
26	65%	31	39%
26	54%	32	50%
26	46%	32	50%
21	43%	27	48%
21	24%	27	7%
22	41%	(not asked)	
22	23%	(not asked)	

14	12	3.4	2.8
14	12	4.3	2.8
11	11	4.2	3.0
14	12	3.8	3.1
14	12	3.4	3.6
13	12	3.8	3.2
11	11	3.5	3.0
14	11	3.9	3.0
14	11	4.1	4.5
14	10	4.4	3.1
13	11	4.1	3.5
13	10	1.8	2.2
14	11	2.0	3.5
14	10	2.5	3.1
10	10	3.5	3.0
14	10	3.9	3.1
14	11	3.3	2.6
14	11	3.3	3.2
13	13	38%	92%
13	13	38%	69%
13	13	15%	77%
12	9	50%	33%
12	9	33%	11%
12	10	58%	20%
12	10	25%	20%

17	18	4.1	3.7
17	18	4.5	3.6
16	18	4.6	4.2
17	18	3.8	3.4
16	18	3.8	3.3
17	17	3.9	3.3
15	17	3.7	2.5
16	18	4.6	3.7
16	17	3.9	3.8
16	18	4.1	3.6
14	17	4.5	3.5
(not asked)			
16	17	2.5	3.4
15	17	2.3	3.5
(not asked)			
16	18	4.6	3.3
15	17	4.4	2.6
16	18	3.3	3.1
13	18	0%	67%
14	18	14%	78%
14	18	7%	83%
13	14	69%	29%
13	14	8%	7%
(not asked)			
(not asked)			

19	63%	23	52%
6	3.3	9	3.7
2	n < 5	6	3.5
13	4.5	17	4.2

10	9	80%	44%
4	2	n < 5	
1	1	n < 5	
6	7	4.5	4.6

11	12	64%	42%
3	6	n < 5	
3	3	n < 5	
7	10	4.0	4.4

22	4.1	34	4.3
25	4.4	35	4.2
2	n < 5	7	3.9
1	n < 5	1	n < 5

14	8	4.1	4.3
14	11	4.5	4.2
1	1	n < 5	
1	0	n < 5	

17	17	4.5	4.1
17	18	4.6	3.8
2	5	n < 5	
0	1	n < 5	

Continued –
Law
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	
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	

25	4.2	34	4.5
26	3.0	35	3.0
26	2.3	34	2.2
26	1.6	31	1.5
26	3.3	35	3.2
25	2.5	32	2.5
25	2.6	30	2.6
26	12%	32	22%
3	n < 5	7	4.0
25	0%	33	0%
0	n < 5	0	n < 5

14	11	4.4	4.0
14	12	3.0	3.0
14	12	2.4	2.3
14	12	1.6	1.6
14	12	3.2	3.5
14	11	2.4	2.5
14	11	2.7	2.5
14	12	0%	25%
0	3	n < 5	
14	11	0%	0%
0	0	n < 5	

17	17	4.8	4.1
17	18	2.9	3.0
16	18	2.1	2.3
14	17	1.4	1.5
17	18	3.0	3.3
16	16	2.7	2.4
14	16	3.0	2.2
14	18	7%	33%
1	6	n < 5	
16	17	0%	0%
0	0	n < 5	

28	21%	33	15%
----	-----	----	-----

14	14	7%	36%
----	----	----	-----

16	17	13%	18%
----	----	-----	-----

6	17%	5	80%
6	0%	5	20%
6	17%	5	80%
6	50%	5	40%
6	0%	5	20%
6	0%	5	0%
6	0%	5	0%
6	17%	5	0%
6	0%	5	0%
6	33%	5	0%
28	2.4	33	2.6

1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
1	5	n < 5	
14	14	1.8	3.1

2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
2	3	n < 5	
17	16	2.6	2.6

27	1.9	33	1.8
14	1.1	20	1.1
26	2.1	32	2.0
26	2.0	32	1.8
24	1.6	30	1.5
19	1.4	28	1.5
19	1.3	29	1.2
22	1.5	31	1.4
19	1.5	28	1.6
21	1.1	29	1.1
21	1.3	30	1.3
19	1.1	24	1.2
4	n < 5	6	1.8

14	13	1.9	1.9
8	6	1.1	1.0
13	13	1.7	2.5
13	13	1.6	2.5
13	11	1.7	1.5
11	8	1.2	1.6
12	7	1.2	1.4
12	10	1.1	1.9
10	9	1.4	1.7
12	9	1.1	1.1
12	9	1.2	1.6
11	8	1.2	1.0
1	3	n < 5	

15	18	2.1	1.6
10	10	1.0	1.2
15	17	2.1	1.9
14	18	1.6	1.9
14	16	1.3	1.6
13	15	1.3	1.7
14	15	1.1	1.2
14	17	1.2	1.5
14	14	1.4	1.7
13	16	1.1	1.1
16	14	1.4	1.2
10	14	1.3	1.1
2	4	n < 5	