

# WU Faculty Work Life Survey

## Social Work 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	n	value	
<b>Overall satisfaction</b>												
Satisfied being a faculty member	42	4.4	33	4.0	17	25	4.6	4.3	13	20	4.1	4.0
Satisfied with your life outside WU	41	4.2	31	4.0	16	25	4.3	4.1	13	18	4.0	4.0
Satisfied with work/life balance	41	3.9	31	3.5	16	25	4.2	3.6	13	18	3.6	3.5
<b>Workload</b>												
Reasonableness of workload	41	3.8	33	3.7	17	24	3.7	3.8	13	20	3.8	3.7
Work week length in hours – academic year	41	56.7	33	55.9	17	24	55.9	57.3	13	20	56.5	55.5
Teaching - % work week	42	23%	33	26%	17	25	21%	25%	13	20	22%	28%
Meeting with students - % work week	42	12%	33	14%	17	25	11%	13%	13	20	14%	14%
Conducting research - % work week	42	38%	33	39%	17	25	41%	35%	13	20	42%	37%
Committee/admin. work - % work week	42	21%	33	17%	17	25	20%	22%	13	20	17%	18%
External paid consulting - % work week	42	1%	33	1%	17	25	2%	1%	13	20	1%	1%
Other work activities - % work week	42	5%	33	3%	17	25	5%	4%	13	20	4%	2%
Teaching during 2015-16 academic year?	42	95%	33	91%	17	25	100%	92%	13	20	92%	90%
<b>Resources for Teaching-Satisfaction</b>												
Overall teaching resources	40	4.3	30	3.9	17	23	4.2	4.3	12	18	3.9	3.8
Classroom space	40	4.6	30	3.5	17	23	4.5	4.7	12	18	3.8	3.2
Access to teaching assistants	39	3.9	30	3.0	16	23	3.4	4.2	12	18	3.1	3.0
Support for innovation in your teaching	40	4.0	29	3.7	17	23	3.9	4.1	12	17	3.6	3.8
Support for assessing and impr. student learning	40	4.2	29	3.7	17	23	4.0	4.3	11	18	3.3	3.9
Technology	39	3.9	(not asked)		16	23	4.0	3.8	(not asked)			
<b>Resources for Research-Satisfaction</b>												
Resources to support research and scholarship	41	3.7	33	4.0	16	25	3.7	3.6	13	20	4.0	4.0
Start-up funds	35	2.8	28	2.9	12	23	2.7	2.8	10	18	2.8	2.9
Support for securing grants	40	3.0	31	3.9	15	25	2.9	3.0	12	19	3.8	3.9
Support for managing grants	40	3.6	30	3.8	15	25	3.5	3.6	12	18	3.7	3.9
Technical/research staff	39	3.4	30	3.7	15	24	3.3	3.5	11	19	3.5	3.8
Other resources	4	n < 5	3	n < 5	3	1	n < 5	n < 5	1	2	n < 5	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 –  
Social Work  
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	

40	2.5	31	2.3
41	1.6	29	2.0
39	2.4	28	2.6
39	56%	27	44%
	3%		11%
	41%		44%
37	3.4	26	3.3
41	2.2	32	2.2
41	4.2	31	3.9

16	24	1.7	3.0
16	25	1.8	1.6
15	24	2.5	2.3
15	24	53%	58%
		0%	4%
		47%	38%
14	23	3.2	3.5
16	25	2.4	2.1
16	25	3.8	4.4

12	19	2.3	2.3
10	19	2.4	1.8
8	20	3.3	2.3
11	16	45%	44%
		18%	6%
		36%	50%
11	15	3.4	3.3
12	20	2.5	2.0
12	19	3.6	4.1

41	4.0	33	3.7
39	4.1	32	3.9
41	4.0	32	3.8
40	3.8	30	3.6

16	25	4.3	3.9
15	24	4.2	4.1
16	25	3.9	4.1
15	25	3.9	3.8

13	20	3.8	3.7
13	19	4.2	3.6
13	19	3.7	3.8
12	18	3.7	3.6

40	4.3	32	4.5
40	3.7	32	4.1
41	3.6	33	4.1
41	3.7	33	3.8
40	4.3	31	4.3
40	4.5	30	4.3
41	2.9	33	2.7

16	24	4.2	4.3
16	24	3.8	3.6
16	25	3.9	3.3
16	25	4.0	3.4
15	25	4.3	4.4
16	24	4.4	4.5
16	25	3.4	2.5

13	19	4.5	4.5
13	19	4.2	4.1
13	20	4.2	4.1
13	20	4.2	3.7
12	19	4.4	4.2
13	17	4.3	4.2
13	20	3.1	2.4

41	1.9	32	1.9
40	1.5	32	1.7
40	1.8	32	1.9
41	1.7	32	1.8
41	2.1	33	2.1
40	2.3	31	2.3
38	2.0	27	2.2
38	2.1	31	2.0
41	1.9	32	1.9

16	25	1.8	1.9
16	24	1.4	1.5
15	25	1.7	1.8
16	25	1.7	1.6
16	25	1.9	2.2
15	25	2.3	2.2
14	24	2.3	1.8
15	23	2.1	2.1
16	25	1.8	1.9

13	19	1.7	2.1
13	19	1.6	1.7
13	19	1.9	1.8
13	19	1.8	1.7
13	20	1.7	2.4
12	19	2.2	2.3
12	15	2.1	2.3
12	19	2.1	2.0
13	19	2.1	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 –  
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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	

41	4.5	32	4.6
41	4.1	32	3.8
40	3.6	32	3.5
41	3.7	32	3.3
41	4.1	33	4.0
41	4.3	33	3.8
41	4.4	32	3.8
40	4.6	31	4.1
40	4.1	32	3.8
41	4.1	32	3.9
41	3.8	31	3.3
41	2.1	(not asked)	
41	2.5	32	2.7
39	2.8	32	2.5
38	3.4	(not asked)	
40	3.9	30	3.6
40	3.5	30	3.2
41	3.1	32	3.1
41	39%	32	50%
41	46%	32	44%
41	29%	32	25%
40	30%	32	34%
40	5%	32	0%
40	15%	(not asked)	
40	15%	(not asked)	

16	25	4.4	4.6
16	25	4.2	4.1
15	25	3.5	3.6
16	25	3.6	3.7
16	25	4.3	3.9
16	25	4.6	4.1
16	25	4.4	4.3
15	25	4.7	4.6
15	25	4.0	4.1
16	25	4.3	4.0
16	25	4.1	3.5
16	25	2.1	2.2
16	25	2.8	2.3
16	23	3.2	2.6
13	25	3.6	3.3
15	25	4.1	3.7
15	25	3.8	3.3
16	25	3.1	3.1
16	25	19%	52%
16	25	38%	52%
16	25	19%	36%
16	24	25%	33%
16	24	6%	4%
16	24	19%	13%
16	24	19%	13%

13	19	4.7	4.6
13	19	3.2	4.2
13	19	3.3	3.6
13	19	2.8	3.6
13	20	4.2	4.0
13	20	3.6	4.0
13	19	3.7	3.9
12	19	3.9	4.3
13	19	3.9	3.7
13	19	3.7	4.0
13	18	3.5	3.2
(not asked)			
13	19	2.8	2.7
13	19	2.6	2.4
(not asked)			
11	19	3.7	3.5
11	19	3.0	3.4
13	19	3.0	3.2
13	19	38%	58%
13	19	31%	53%
13	19	15%	32%
13	19	38%	32%
13	19	0%	0%
(not asked)			
(not asked)			

38	61%	27	63%
2	n < 5	5	3.8
10	4.4	5	4.4
34	4.5	21	4.6

15	23	73%	52%
1	1	n < 5	
4	6	n < 5	
12	22	4.8	4.4

10	17	60%	65%
3	2	n < 5	
3	2	n < 5	
6	15	4.7	4.6

39	3.8	29	3.3
41	4.4	31	4.2
29	3.2	22	2.9
3	n < 5	1	n < 5

14	25	3.9	3.8
16	25	4.5	4.4
12	17	3.5	3.1
1	2	n < 5	

12	17	3.4	3.3
12	19	4.3	4.1
10	12	2.8	3.0
1	0	n < 5	

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Social Work  
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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	41	3.9	32	3.2
Research/scholarly work - valued for tenure	41	3.0	32	3.0
Teaching contributions - valued for tenure	41	2.0	29	2.0
Admin./committee service - valued for tenure	39	1.7	29	1.6
Research/scholarly work - valued appropriately.	41	3.5	32	3.3
Teaching contrib. - valued appropriately	41	2.4	29	2.1
Admin./committee svc.-valued appropriately	38	2.3	29	2.1
Received relief from duties for personal reasons	41	27%	32	19%
Department/unit supportive - relief	11	4.5	5	4.6
Tenure clock slowed for personal reasons	41	10%	31	6%
Dept/unit supportive - slowing tenure clock	4	n < 5	2	n < 5
Retention				
Received outside job offer - last 5 years	41	32%	31	6%
Adjusted due to job offer:				
Salary	13	38%	2	n < 5
Course load -	13	15%	2	n < 5
Administrative responsibilities	13	8%	2	n < 5
Leave time	13	0%	2	n < 5
Summer salary	13	23%	2	n < 5
Tenure clock	13	8%	2	n < 5
Equip./lab/research start-up	13	8%	2	n < 5
Spouse/partner employment	13	8%	2	n < 5
Other	13	15%	2	n < 5
None	13	46%	2	n < 5
Likely to leave WU in 3 years	41	2.7	31	2.6
Extent considered reasons to leave:				
Increase salary	40	1.6	29	1.8
Improve prospects for tenure	31	1.4	19	1.5
Enhance career in other ways	41	2.1	29	2.0
Find more supportive work environment	41	1.7	29	1.9
Increase time for research	41	1.6	29	1.5
Change administrative responsibilities	36	1.7	24	1.5
Pursue nonacademic job	38	1.2	24	1.3
Reduce stress	40	1.7	29	1.7
Improve spouse/partner employment	37	1.5	27	1.6
Lower cost of living	40	1.0	28	1.0
Retirement	35	1.2	27	1.2
Child-related issues	36	1.2	24	1.2
Other	6	2.5	6	2.8

16	25	4.1	3.8
16	25	3.0	3.0
16	25	2.0	2.0
14	25	1.6	1.8
16	25	3.5	3.5
16	25	2.4	2.3
14	24	2.5	2.3
16	25	13%	36%
2	9	n < 5	
16	25	6%	12%
1	3	n < 5	

13	19	3.0	3.4
13	19	3.0	3.0
12	17	1.8	2.1
11	18	1.4	1.7
13	19	3.4	3.3
12	17	2.0	2.2
12	17	2.0	2.1
13	19	8%	26%
1	4	n < 5	
13	18	0%	11%
0	2	n < 5	

16	25	31%	32%
5	8	20%	50%
5	8	0%	25%
5	8	0%	13%
5	8	0%	0%
5	8	0%	38%
5	8	0%	13%
5	8	0%	13%
5	8	0%	13%
5	8	20%	13%
5	8	60%	38%
16	25	2.8	2.7

13	18	8%	6%
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13	38%	2	n < 5
13	15%	2	n < 5
13	8%	2	n < 5
13	0%	2	n < 5
13	23%	2	n < 5
13	8%	2	n < 5
13	8%	2	n < 5
13	8%	2	n < 5
13	15%	2	n < 5
13	46%	2	n < 5

1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	
1	1	n < 5	

13	18	3.2	2.2
12	17	1.6	1.9
9	10	1.7	1.3
12	17	2.2	1.8
12	17	2.3	1.6
12	17	1.5	1.5
9	15	1.4	1.5
11	13	1.2	1.4
12	17	1.7	1.8
12	15	1.7	1.5
11	17	1.00	1.06
11	16	1.4	1.1
10	14	1.3	1.1
4	2	n < 5	

16	24	1.7	1.5
11	20	1.5	1.4
16	25	2.0	2.2
16	25	1.7	1.8
16	25	1.5	1.7
13	23	1.7	1.7
14	24	1.1	1.3
16	24	1.4	1.9
15	22	1.8	1.2
16	24	1.0	1.0
13	22	1.0	1.3
16	20	1.2	1.2
3	3	n < 5	