

WU Faculty Work Life Survey

Medical Campus Clinical 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	

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
Clinical work - % 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

628	4.0	410	4.2
505	4.2	364	4.3
500	3.7	362	3.7

352	276	4.0	4.0
284	221	4.2	4.2
279	221	3.7	3.6

232	178	4.2	4.1
207	157	4.3	4.3
205	157	3.8	3.6

625	3.6	408	3.5
624	58.6	404	58.4
583	10%	401	10%
583	4%	401	4%
583	14%	401	14%
583	59%	401	59%
583	12%	401	10%
583	1%	400	1%
583	1%	401	1%
592	24%	399	31%

350	275	3.5	3.6
350	274	60.3	56.5
331	252	9%	11%
331	252	3.5%	4.4%
331	252	13%	15%
331	252	60%	57%
331	252	12%	11%
331	252	1%	1%
331	252	1%	1%
333	259	24%	25%

232	176	3.6	3.5
229	175	60.3	55.9
225	176	10%	11%
225	176	4%	4%
225	176	14%	14%
225	176	59%	60%
225	176	11%	9%
225	175	0.9%	0.2%
225	176	1%	1%
226	173	28%	34%

144	3.8	121	4.0
123	4.5	111	4.1
52	3.6	41	3.4
109	3.5	91	3.6
119	3.4	104	3.8
132	3.9	(not asked)	

80	64	3.8	3.7
69	54	4.4	4.5
18	34	3.4	3.6
55	54	3.5	3.6
60	59	3.4	3.3
72	60	3.9	3.8

63	58	4.1	3.9
59	52	4.3	3.9
20	21	3.8	3.0
49	42	3.7	3.6
55	49	3.9	3.6
(not asked)			

550	3.6	373	3.7
333	2.9	216	3.0
374	3.4	239	3.5
373	3.6	231	3.6
416	3.4	266	3.6
62	2.4	41	2.6

310	240	3.6	3.6
188	145	2.9	3.0
213	161	3.4	3.3
216	157	3.6	3.5
241	175	3.4	3.4
36	26	2.5	2.4

212	161	3.7	3.6
131	85	3.2	2.9
148	91	3.5	3.4
141	90	3.6	3.6
164	102	3.7	3.4
27	14	2.7	2.4

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 –
 Medical Campus
 Clinical 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

Clinical work
Involved in clinical work
hours/week fulfilling clinical responsibilities
Resources to support clinical work - satisfaction
Committee and Administrative work
Departmental committees
University/School/Divisional committees
Hospital or WU health system 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
Clinical 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
Clinical responsibilities
Clinical revenues to support faculty salary
Committee/admin. responsibilities
Timing of departmental meetings
Scholarly productivity
Securing funding for research
Managing a research group/grant
Review/promotion process
Departmental/campus politics

565	96%	387	96%
540	39.8	363	39.4
539	3.8	368	4.0

513	1.5	340	1.3
493	1.1	318	1.0
498	1.3	323	1.2
495	1.3	324	1.3

498	27%		29%
	2%	325	2%
	72%		69%

442	3.4	281	3.7
538	1.5	372	1.5
539	4.1	373	4.1

545	3.0	375	3.2
523	4.0	365	4.1
525	3.9	365	4.1
482	3.9	331	3.9
496	3.7	327	3.7

516	4.5	364	4.5
533	4.0	372	4.0
536	3.6	371	3.9
530	3.6	368	3.9

324	4.4	208	4.4
482	4.5	329	4.5
515	2.9	359	2.9

509	1.5	361	1.5
456	1.3	315	1.3
518	2.1	365	2.1
448	2.0	313	1.9
481	1.7	320	1.6
508	1.6	350	1.6
506	2.0	340	2.1
392	2.0	256	2.0
326	1.6	220	1.7
467	1.8	324	1.7
497	1.8	342	1.8

320	245	99%	93%
314	226	41.7	37.1
313	226	3.8	3.8

286	227	1.6	1.4
270	223	1.0	1.2
278	220	1.5	1.1
272	223	1.5	1.1

281	217	27%	26%
		3%	0%
		70%	74%

251	191	3.4	3.4
301	237	1.6	1.4
304	235	4.1	4.1

308	237	3.1	3.0
293	230	3.9	4.0
300	225	3.9	3.8
268	214	3.7	4.0
273	223	3.7	3.8

291	225	4.5	4.5
302	231	4.0	3.9
302	234	3.6	3.6
297	233	3.6	3.6

186	138	4.3	4.4
276	206	4.5	4.6
289	226	3.1	2.8

281	228	1.5	1.6
249	207	1.2	1.3
297	221	2.1	2.1
263	185	2.0	2.0
267	214	1.7	1.7
284	224	1.6	1.7
283	223	1.9	2.2
225	167	1.9	2.1
189	137	1.6	1.7
261	206	1.7	1.8
278	219	1.8	1.8

218	169	97%	95%
207	156	40.8	37.6
210	158	4.0	4.0

196	144	1.4	1.3
182	136	1.0	1.0
186	137	1.4	1.0
189	135	1.5	1.1

		28%	31%
		3%	1%
		69%	69%

164	117	3.7	3.6
209	163	1.6	1.4
211	162	4.1	4.0

211	164	3.3	3.1
205	160	4.2	4.0
207	158	4.1	4.0
187	144	3.9	3.9
188	139	3.7	3.7

204	160	4.5	4.5
210	162	4.1	3.9
210	161	3.8	3.9
207	161	3.8	4.0

124	84	4.5	4.4
181	148	4.5	4.5
199	160	3.1	2.8

204	157	1.5	1.6
179	136	1.2	1.3
208	157	2.2	2.1
185	128	2.0	1.9
184	136	1.6	1.6
203	147	1.6	1.6
192	148	2.0	2.1
158	98	2.0	2.0
134	86	1.6	1.7
182	142	1.7	1.9
194	148	1.8	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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 Clinical 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	

507	3.5	369	3.5
508	4.0	369	4.1
496	3.8	356	3.8
500	3.3	365	3.4
471	3.7	335	3.8
496	4.0	360	3.9
480	3.8	335	3.9
466	3.8	328	3.8
510	4.1	358	4.1
516	4.2	365	4.3
510	3.9	362	3.9
496	2.4	(not asked)	
498	2.5	358	2.5
484	2.8	340	3.0
420	3.3	(not asked)	
488	4.0	349	4.1
469	3.9	326	4.0
514	3.2	368	3.1
490	30%	350	24%
495	23%	350	18%
482	10%	343	6%
500	63%	358	67%
500	4%	358	2%
500	61%	(not asked)	
500	5%	(not asked)	

283	224	3.5	3.4
283	225	4.1	3.9
276	220	3.8	3.7
277	223	3.3	3.2
258	213	3.8	3.7
274	222	4.1	4.0
265	215	3.8	3.9
257	209	3.7	3.9
282	228	4.1	4.1
287	229	4.2	4.2
285	225	4.0	3.7
276	220	2.3	2.6
275	223	2.4	2.6
265	219	2.7	3.0
208	212	3.5	3.0
260	228	4.4	3.7
259	210	4.2	3.6
287	227	3.2	3.1
269	221	13%	51%
271	224	13%	34%
265	217	6%	14%
279	221	68%	56%
279	221	4%	4%
278	222	68%	53%
278	222	4%	7%

207	162	3.5	3.5
207	162	4.2	3.9
199	157	3.9	3.7
205	160	3.5	3.1
187	148	3.8	3.7
202	158	4.0	3.8
193	142	3.9	3.9
186	142	3.8	3.8
201	157	4.1	4.0
206	159	4.3	4.2
203	159	4.1	3.7
(not asked)			
201	157	2.4	2.6
195	145	2.8	3.2
(not asked)			
189	160	4.3	3.8
186	140	4.2	3.7
208	160	3.1	3.1
193	157	12%	38%
192	158	10%	27%
188	155	2%	12%
203	155	70%	62%
203	155	1%	3%
(not asked)			
(not asked)			

484	53%	341	52%
79	3.7	54	4.2
110	4.5	64	4.7
371	4.5	256	4.5

262	222	58%	48%
38	41	3.8	3.5
54	56	4.5	4.5
191	180	4.4	4.6

186	155	55%	48%
27	27	4.2	4.1
36	28	4.7	4.8
142	114	4.5	4.6

495	3.7	354	3.8
505	3.8	360	3.9
198	3.8	125	3.6
82	3.4	57	3.5

280	215	3.7	3.7
282	223	3.9	3.8
111	87	3.7	3.8
43	39	3.5	3.3

202	152	3.9	3.7
203	157	4.0	3.8
80	45	3.7	3.3
31	26	3.6	3.3

Continued –
 Medical Campus
 Clinical 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	

Promotion
Research/scholarly work - valued appropriately.
Teaching contrib. - valued appropriately
Clinical work - valued appropriately
Admin./committee svc. - valued appropriately
Received relief from duties for personal reasons
Department/unit supportive - relief
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

467	3.7	322	3.5
467	2.3	321	2.2
464	2.2	324	2.1
441	2.4	296	2.4
504	31%	365	30%
157	4.5	111	4.7

262	205	3.6	3.7
262	205	2.3	2.3
264	200	2.3	2.1
249	192	2.4	2.4
281	223	22%	42%
63	94	4.6	4.5

183	139	3.4	3.7
181	140	2.3	2.2
182	142	2.2	2.0
171	125	2.4	2.3
206	159	23%	40%
47	64	4.72	4.67

493	15%	360	14%
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275	218	20%	10%
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204	156	16%	12%
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75	25%	52	23%
75	3%	52	2%
75	12%	52	13%
75	4%	52	0%
75	1%	52	0%
75	1%	52	2%
75	8%	52	4%
75	1%	52	0%
75	11%	52	17%
75	60%	52	60%
502	2.6	362	2.4

54	21	24%	29%
54	21	4%	0%
54	21	11%	14%
54	21	2%	10%
54	21	2%	0%
54	21	2%	0%
54	21	4%	19%
54	21	2%	0%
54	21	11%	10%
54	21	65%	48%
279	223	2.6	2.6

33	19	21%	26%
33	19	0%	5%
33	19	12%	16%
33	19	0%	0%
33	19	0%	0%
33	19	3%	0%
33	19	6%	0%
33	19	0%	0%
33	19	12%	26%
33	19	67%	47%
206	156	2.4	2.5

462	2.1	337	2.0
381	1.4	262	1.4
460	2.0	330	2.0
457	1.7	326	1.7
433	1.4	308	1.4
450	1.6	314	1.5
438	1.4	323	1.4
462	1.9	334	1.8
432	1.4	309	1.5
444	1.1	315	1.1
438	1.2	304	1.2
423	1.2	306	1.3
73	2.3	26	2.1

251	211	2.2	2.1
212	169	1.4	1.3
249	211	2.0	2.0
250	207	1.7	1.8
243	190	1.4	1.5
246	204	1.6	1.5
242	196	1.4	1.4
252	210	1.8	2.0
240	192	1.4	1.5
241	203	1.1	1.1
240	198	1.2	1.2
232	191	1.1	1.4
37	36	2.4	2.3

188	149	2.1	2.0
149	113	1.4	1.4
184	146	2.1	2.0
181	145	1.7	1.7
173	135	1.5	1.4
179	135	1.6	1.4
183	140	1.4	1.5
187	147	1.7	2.0
174	135	1.4	1.6
178	137	1.1	1.1
172	132	1.2	1.2
174	132	1.2	1.4
15	11	2.0	2.2