

# WU Faculty Work Life Survey

## Medical Campus Investigator 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	437	4.2	411	4.2	328	109	4.1	4.2	309	102	4.2	4.1
Satisfied with your life outside WU	365	4.2	386	4.1	279	86	4.2	4.3	293	93	4.2	4.1
Satisfied with work/life balance	358	4.0	387	3.9	272	86	4.1	3.9	291	96	4.0	3.6
<b>Workload</b>												
Reasonableness of workload	433	3.5	409	3.5	326	107	3.5	3.6	309	100	3.5	3.6
Work week length in hours – academic year	424	60.2	408	59.6	318	106	60.4	59.6	307	101	60.0	58.4
Teaching - % work week	411	7%	406	7%	307	104	7%	8%	306	100	7%	7%
Meeting with students - % work week	411	9%	406	9%	307	104	9%	10%	306	100	9%	10%
Conducting research - % work week	411	50%	406	51%	307	104	49%	55%	306	100	49%	56%
Clinical work - % work week	411	17%	406	19%	307	104	18%	13%	306	100	21%	13%
Committee/admin. work - % work week	411	13%	406	11%	307	104	13%	11%	306	100	12%	9%
External paid consulting - % work week	411	1%	406	1%	307	104	1.0%	0.5%	306	100	1.0%	0.5%
Other work activities - % work week	411	2%	406	3%	307	104	2%	2%	306	100	2%	4%
Teaching during 2015-16 academic year?	412	50%	407	49%	309	103	47%	58%	308	99	47%	56%
<b>Resources for Teaching-Satisfaction</b>												
Overall teaching resources	201	3.7	195	3.9	141	60	3.7	3.7	141	54	3.9	3.8
Classroom space	182	4.4	191	4.4	130	52	4.3	4.4	138	53	4.5	4.3
Access to teaching assistants	115	3.7	104	3.6	80	35	3.7	3.7	69	35	3.7	3.5
Support for innovation in your teaching	157	3.4	147	3.4	114	43	3.4	3.5	107	40	3.4	3.6
Support for assessing and impr. student learning	169	3.4	155	3.5	119	50	3.4	3.4	110	45	3.4	3.6
Technology	179	3.6	(not asked)		129	50	3.6	3.4	(not asked)			
<b>Resources for Research-Satisfaction</b>												
Resources to support research and scholarship	393	3.8	399	4.0	294	99	3.8	3.8	302	97	4.0	3.9
Start-up funds	283	3.5	277	3.5	206	77	3.4	3.7	204	73	3.5	3.4
Support for securing grants	371	3.8	364	3.8	275	96	3.8	3.7	274	90	3.8	3.7
Support for managing grants	377	4.0	367	4.0	283	94	4.0	3.9	275	92	4.0	3.9
Technical/research staff	367	3.9	371	3.9	277	90	3.8	4.1	280	91	4.0	3.8
Other resources	43	2.1	35	1.8	37	6	2.1	2.3	26	9	1.9	1.4

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  
 Investigator 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

393	52%	398	54%
197	22.2	213	23.7
197	3.6	210	3.9

295	98	53%	49%
151	46	23.2	18.9
151	46	3.7	3.5

300	98	57%	44%
170	43	24.7	19.5
169	41	4.0	3.9

371	1.6	365	1.3
372	1.8	371	1.4
353	0.6	342	0.6

277	94	1.6	1.4
279	93	1.7	1.8
266	87	0.8	0.3

273	92	1.3	1.2
276	95	1.5	1.3
254	88	0.6	0.3

366	1.9	365	1.8
364	36%	356	33%
	7%		9%
	56%		58%

275	91	2.0	1.9
277	87	40%	24%
		7%	8%
		53%	68%

275	90	1.8	1.9
269	87	36%	24%
		10%	5%
		54%	71%

299	3.5	320	3.7
379	2.0	390	1.8
380	4.0	391	3.9

231	68	3.5	3.3
286	93	2.1	1.5
287	93	3.9	4.1

243	77	3.7	3.6
294	96	1.9	1.4
294	97	3.8	4.0

389	3.4	391	3.5
363	4.1	368	4.1
211	1.8	221	4.1

294	95	3.4	3.3
272	91	4.1	4.0
160	51	4.0	3.9

293	98	3.5	3.5
281	87	4.1	4.1
174	47	4.1	4.1

359	4.1	367	4.1
352	3.7	363	3.8

278	81	4.1	4.0
270	82	3.7	3.8

278	89	4.2	4.1
274	89	3.8	3.8

368	4.3	385	4.4
377	3.9	386	4.0
385	3.6	390	3.8

273	95	4.3	4.4
285	92	3.9	3.8
290	95	3.5	3.7

289	96	4.4	4.3
291	95	4.1	3.7
293	97	3.8	3.8

381	3.5	388	3.7
318	4.1	313	4.2
291	4.4	305	4.6

287	94	3.5	3.5
244	74	4.1	4.2
215	76	4.3	4.5

292	96	3.7	3.8
234	79	4.1	4.3
233	72	4.5	4.7

380	3.6	391	3.7
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287	93	3.6	3.5
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294	97	3.8	3.4
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340	1.4	345	1.4
347	1.3	358	1.3
212	2.0	220	1.9

259	81	1.4	1.5
270	77	1.3	1.4
164	48	2.0	2.0

263	82	1.4	1.6
269	89	1.3	1.4
173	47	1.9	1.9

204	1.9	207	1.8
353	1.6	348	1.7
367	1.5	369	1.5

158	46	2.0	1.8
271	82	1.6	1.6
281	86	1.5	1.5

164	43	1.8	1.7
263	85	1.7	1.6
274	95	1.5	1.5

376	2.0	383	2.1
371	2.5	373	2.5
357	2.1	350	2.1

286	90	2.0	2.2
282	89	2.5	2.6
273	84	2.1	2.2

289	94	2.1	2.2
277	96	2.4	2.6
262	88	2.1	2.1

339	1.7	321	1.7
367	1.8	365	1.8

258	81	1.6	1.9
278	89	1.8	2.0

234	87	1.6	2.0
272	93	1.8	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 –  
 Medical Campus  
 Investigator Track Faculty

Overall by year			
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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	

373	3.6	390	3.5
374	4.0	389	4.0
367	3.7	386	3.7
368	3.4	387	3.3
372	4.1	391	4.1
369	4.3	391	4.2
368	4.4	390	4.4
365	4.0	386	3.9
369	4.1	387	4.1
374	4.2	389	4.2
361	3.9	377	4.0
346	2.2	(not asked)	
363	2.3	378	2.4
366	2.5	376	2.6
308	3.4	(not asked)	
359	4.0	367	4.0
342	3.9	336	3.9
366	3.2	381	3.0
348	26%	367	23%
344	22%	365	19%
345	11%	360	9%
357	61%	374	64%
357	4%	374	2%
356	55%	(not asked)	
356	7%	(not asked)	

283	90	3.6	3.6
283	91	4.1	3.9
277	90	3.7	3.7
278	90	3.4	3.1
281	91	4.2	4.0
281	88	4.3	4.1
280	88	4.4	4.4
278	87	4.0	4.0
282	87	4.1	4.1
285	89	4.2	4.2
278	83	4.0	3.7
266	80	2.1	2.4
278	85	2.2	2.8
278	88	2.3	3.1
225	83	3.6	2.8
270	89	4.2	3.7
261	81	4.1	3.4
277	89	3.3	3.1
258	90	13%	62%
254	90	11%	50%
257	88	7%	23%
268	89	64%	51%
268	89	4%	6%
268	88	60%	42%
268	88	5%	14%

294	96	3.5	3.6
292	97	4.0	3.9
289	97	3.7	3.6
290	97	3.3	3.2
294	97	4.1	3.9
294	97	4.3	4.0
293	97	4.4	4.3
289	97	3.9	4.0
290	97	4.2	4.1
292	97	4.2	4.1
281	96	4.0	3.8
(not asked)			
284	94	2.3	2.5
280	96	2.5	3.0
(not asked)			
270	97	4.1	3.7
253	83	4.0	3.8
284	97	3.1	2.8
270	97	12%	54%
268	97	9%	45%
264	96	6%	17%
282	92	70%	46%
282	92	1%	3%
(not asked)			
(not asked)			

331	68%	353	69%
60	4.0	83	4.0
105	4.5	98	4.6
283	4.5	300	4.5

247	84	67%	71%
37	23	4.0	4.0
74	31	4.4	4.8
207	76	4.5	4.7

260	93	72%	61%
55	28	4.0	3.9
62	36	4.5	4.8
227	73	4.5	4.7

359	3.9	383	3.7
366	4.1	388	4.0
331	3.9	343	3.7
40	4.1	42	3.6

277	82	3.9	4.0
279	87	4.0	4.3
249	82	3.9	4.0
28	12	3.9	4.3

288	95	3.8	3.5
292	96	4.0	4.0
258	85	3.8	3.5
37	5	3.7	3.2

Continued –  
 Medical Campus  
 Investigator 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
Clinical work - valued for tenure
Admin./committee service - valued for tenure
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
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

353	3.6	360	3.6
347	2.9	357	3.0
326	1.7	328	1.6
226	1.9	231	1.8
319	1.6	320	1.6
340	3.2	348	3.2
311	2.3	320	2.2
218	2.6	217	2.4
302	2.4	303	2.5
362	14%	387	16%
51	4.6	60	4.6
354	4%	388	2%
15	4.5	5	4.2

270	83	3.6	3.6
264	83	2.9	3.0
248	78	1.7	1.6
174	52	1.9	1.8
244	75	1.6	1.6
262	78	3.2	3.2
238	73	2.3	2.2
170	48	2.6	2.6
236	66	2.5	2.3
277	85	12%	24%
31	20	4.8	4.3
270	84	1%	14%
3	12	n < 5	

274	86	3.7	3.4
274	83	2.9	3.0
254	74	1.6	1.6
189	42	1.8	1.9
250	70	1.6	1.6
270	78	3.2	3.2
251	69	2.2	2.1
179	38	2.4	2.4
240	63	2.5	2.4
293	94	12%	29%
34	26	4.7	4.5
293	95	0%	5%
0	5	n < 5	

360	23%	384	24%
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275	85	24%	21%
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289	95	24%	22%
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84	25%	91	25%
84	0%	91	0%
84	12%	91	14%
84	0%	91	0%
84	0%	91	0%
84	1%	91	2%
84	14%	91	18%
84	2%	91	1%
84	11%	91	7%
84	58%	91	55%
363	2.6	383	2.5

66	18	29%	11%
66	18	0%	0%
66	18	12%	11%
66	18	0%	0%
66	18	0%	0%
66	18	2%	0%
66	18	15%	11%
66	18	2%	6%
66	18	11%	11%
66	18	56%	67%
277	86	2.6	2.8

70	21	26%	24%
70	21	0%	0%
70	21	14%	14%
70	21	0%	0%
70	21	0%	0%
70	21	1%	5%
70	21	19%	14%
70	21	1%	0%
70	21	6%	10%
70	21	53%	62%
288	95	2.5	2.7

328	1.9	348	1.8
239	1.4	268	1.4
322	2.2	350	2.1
320	1.7	349	1.8
321	1.5	341	1.4
305	1.6	313	1.4
298	1.3	314	1.2
319	1.7	342	1.7
297	1.4	322	1.4
301	1.1	332	1.1
307	1.3	323	1.3
284	1.1	318	1.2
41	2.4	56	2.4

249	79	1.8	2.0
183	56	1.4	1.4
246	76	2.1	2.3
240	80	1.7	1.9
244	77	1.5	1.5
232	73	1.6	1.5
228	70	1.2	1.3
244	75	1.6	1.9
230	67	1.4	1.7
232	69	1.1	1.1
239	68	1.4	1.3
221	63	1.1	1.2
28	13	2.4	2.5

257	91	1.8	1.7
194	74	1.4	1.5
258	92	2.1	2.2
257	92	1.7	1.9
252	89	1.4	1.5
230	83	1.5	1.4
231	83	1.2	1.2
252	90	1.6	1.8
239	83	1.4	1.7
246	86	1.1	1.0
243	80	1.3	1.1
236	82	1.2	1.2
39	17	2.4	2.4