

WU Faculty Work Life Survey

Medical Campus Research 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	n	value
Overall satisfaction													
Satisfied being a faculty member	224	3.8	168	3.9	142	82	3.7	3.9	94	74	3.9	4.0	
Satisfied with your life outside WU	172	4.2	145	4.2	112	60	4.1	4.3	80	65	4.2	4.2	
Satisfied with work/life balance	175	3.7	142	3.7	115	60	3.7	3.7	78	64	3.6	3.8	
Workload													
Reasonableness of workload	223	3.3	169	3.4	141	82	3.3	3.4	95	74	3.3	3.4	
Work week length in hours – academic year	218	51.2	166	51.8	137	81	51.0	51.4	93	73	51.1	52.7	
Teaching - % work week	212	4%	165	3%	134	78	4%	3%	92	73	3%	3%	
Meeting with students - % work week	212	6%	165	6%	134	78	6.9%	5.4%	92	73	5%	7%	
Conducting research - % work week	212	72%	165	72%	134	78	74%	69%	92	73	75%	69%	
Clinical work - % work week	212	3%	165	2%	134	78	2%	4%	92	73	1%	3%	
Committee/admin. work - % work week	212	9%	165	8%	134	78	7%	12%	92	73	9%	8%	
External paid consulting - % work week	212	0%	165	0%	134	78	0%	0%	92	73	0.5%	0.3%	
Other work activities - % work week	212	5%	165	8%	134	78	5%	5%	92	73	6%	10%	
Teaching during 2015-16 academic year?	215	18%	170	18%	137	78	15%	23%	95	75	18%	19%	
Resources for Teaching-Satisfaction													
Overall teaching resources	39	4.1	30	3.9	21	18	4.2	3.9	16	14	4.3	3.5	
Classroom space	35	4.4	28	4.2	19	16	4.5	4.3	15	13	4.3	4.1	
Access to teaching assistants	22	3.7	15	3.8	12	10	3.9	3.4	8	7	4.1	3.4	
Support for innovation in your teaching	30	3.6	21	3.6	16	14	3.8	3.5	12	9	4.0	3.0	
Support for assessing and impr. student learning	31	3.6	20	3.5	16	15	3.7	3.5	9	11	3.9	3.1	
Technology	34	4.0	(not asked)		18	16	3.9	4.1	(not asked)				
Resources for Research-Satisfaction													
Resources to support research and scholarship	198	3.9	153	3.9	127	71	3.9	3.9	85	68	4.0	3.8	
Start-up funds	77	2.8	69	2.7	48	29	2.8	2.7	39	30	2.5	2.9	
Support for securing grants	148	3.6	118	3.4	93	55	3.5	3.6	67	51	3.5	3.2	
Support for managing grants	145	3.9	119	3.8	92	53	3.9	3.9	69	50	3.9	3.7	
Technical/research staff	161	3.9	122	3.9	99	62	4.0	3.9	70	52	4.1	3.8	
Other resources	5	3.6	10	2.2	0	5	n < 5		3	7	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 –
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 Research 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	

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

199	5%	157	8%
10	19.4	12	11.8
10	4.0	12	3.9

128	71	6%	3%
8	2	n < 5	
8	2	n < 5	

88	69	8%	9%
6	6	8.8	14.8
6	6	4.3	3.5

164	0.3	128	0.3
161	0.3	131	0.4
161	0.0	120	0.1
166	0.6	127	0.6
148	6%	112	8%
	1%		0%
	93%		92%

104	60	0.3	0.3
101	60	0.2	0.5
102	59	0.0	0.1
105	61	0.6	0.5
92	56	4%	9%
		1%	0%
		95%	91%

73	55	0.4	0.3
73	58	0.3	0.5
65	55	0.0	0.1
73	54	0.7	0.5
62	50	8%	8%
		0%	0%
		92%	92%

83	3.5	62	3.5
180	1.1	144	1.1
179	3.7	144	3.5

52	31	3.5	3.4
115	65	1.1	1.1
116	63	3.9	3.5

35	27	3.5	3.4
78	66	1.1	1.0
79	65	3.7	3.3

189	3.1	150	3.2
84	3.8	67	3.6
17	3.8	18	3.6
107	3.9	85	3.8
94	3.6	82	3.4

121	68	3.1	3.1
57	27	3.7	3.9
13	4	3.8	3.8
65	42	3.8	4.0
52	42	3.5	3.7

85	65	3.2	3.3
40	27	3.7	3.4
10	8	4.0	3.1
52	33	3.9	3.7
42	40	3.5	3.4

178	4.5	144	4.5
177	4.1	135	4.0
184	4.1	142	4.1
185	4.0	143	4.0
132	4.4	81	4.3
85	4.3	63	4.2
165	3.8	128	3.7

115	63	4.5	4.4
112	65	4.2	4.0
118	66	4.1	3.9
117	68	4.1	3.9
86	46	4.4	4.3
55	30	4.3	4.2
103	62	4.0	3.5

82	62	4.5	4.5
74	61	4.1	3.9
80	62	4.1	4.1
81	62	4.0	4.1
49	32	4.3	4.2
38	25	4.4	4.0
73	55	3.9	3.6

64	1.4	50	1.3
101	1.3	83	1.4
18	1.4	16	1.4
20	1.5	12	1.3
76	1.5	65	1.5
123	1.4	109	1.4
163	2.1	131	2.2
159	2.6	126	2.6
127	2.0	111	2.0
145	2.0	106	2.0
135	1.7	118	1.9

42	22	1.3	1.5
63	38	1.3	1.3
12	6	1.4	1.3
13	7	1.4	1.6
43	33	1.4	1.6
74	49	1.4	1.4
104	59	2.0	2.2
102	57	2.6	2.6
84	43	2.0	2.1
89	56	2.0	1.9
83	52	1.7	1.8

29	21	1.2	1.5
45	38	1.2	1.5
7	9	1.4	1.4
5	7	1.4	1.1
35	30	1.5	1.5
60	49	1.4	1.4
74	57	2.2	2.3
72	54	2.6	2.6
62	49	2.0	2.1
61	45	2.0	1.9
63	55	1.9	1.9

*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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n	value	n	value

By gender and year							
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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	

173	3.9	139	3.9
175	4.1	144	4.1
170	3.8	133	3.8
144	2.8	123	3.0
169	3.9	139	3.8
169	4.0	143	3.9
168	4.1	141	4.0
161	3.8	135	3.8
150	3.9	135	3.6
171	3.9	144	3.9
158	3.9	134	3.7
153	2.5	(not asked)	
158	3.0	132	2.8
162	3.2	134	3.2
125	3.2	(not asked)	
151	4.0	131	3.8
141	3.8	111	3.7
173	3.1	144	2.9
146	32%	128	30%
147	24%	132	23%
132	13%	116	12%
160	73%	137	55%
160	2%	137	1%
163	62%	(not asked)	
163	6%	(not asked)	

113	60	3.9	4.0
113	62	4.0	4.4
111	59	3.8	3.9
90	54	2.7	3.0
108	61	3.9	4.0
110	59	4.0	4.1
111	57	4.1	4.2
104	57	3.7	3.9
94	56	3.9	3.9
111	60	3.8	4.1
103	55	3.8	4.0
98	55	2.5	2.4
99	59	3.0	2.9
103	59	3.2	3.2
75	50	3.3	2.9
94	57	4.0	3.8
96	45	3.8	3.7
112	61	3.0	3.1
93	53	19%	55%
91	56	16%	38%
86	46	9%	20%
107	53	79%	60%
107	53	1%	4%
109	54	67%	52%
109	54	4%	9%

79	60	3.9	3.8
81	63	4.0	4.2
76	57	3.7	3.9
67	56	3.0	2.9
78	61	3.8	4.0
79	64	3.9	3.9
79	62	4.0	4.0
75	60	3.5	4.2
74	61	3.6	3.7
82	62	3.9	4.0
76	58	3.6	3.9
(not asked)			
72	60	2.9	2.8
73	61	3.2	3.2
(not asked)			
68	63	3.9	3.8
64	47	3.7	3.7
81	63	2.9	2.9
65	63	22%	38%
68	64	18%	30%
62	54	10%	15%
80	57	60%	49%
80	57	0%	4%
(not asked)			
(not asked)			

160	67%	139	58%
19	4.4	29	4.1
40	4.4	43	4.6
106	4.6	87	4.3

101	59	69%	63%
13	6	4.5	4.0
24	16	4.4	4.3
64	42	4.5	4.6

77	62	56%	61%
17	12	3.8	4.5
19	24	4.5	4.7
46	41	4.2	4.3

154	3.7	139	3.6
154	3.8	142	3.6
147	3.7	123	3.7
28	3.9	17	3.8

103	51	3.7	3.7
102	52	3.7	4.0
99	48	3.7	3.6
21	7	4.0	3.6

79	60	3.6	3.6
80	62	3.6	3.6
72	51	3.8	3.6
8	9	4.3	3.3

Continued –
 Medical Campus
 Research Track Faculty

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2015		2011	
n	value	n	value

By gender and year							
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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

159	2.9	128	3.0
87	2.2	72	2.0
33	3.2	38	3.1
80	2.4	75	2.4
173	17%	146	16%
29	4.6	24	4.6

102	57	2.9	3.0
53	34	2.3	2.1
22	11	3.3	2.9
50	30	2.5	2.2
112	61	11%	30%
11	18	4.4	4.7

71	57	2.9	3.2
37	35	2.2	1.9
19	19	3.3	3.0
42	33	2.5	2.2
82	64	7%	28%
6	18	4.5	4.7

170	5%	146	7%
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110	60	3%	8%
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81	65	4%	11%
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8	63%	10	40%
8	0%	10	0%
8	0%	10	0%
8	0%	10	0%
8	0%	10	0%
8	0%	10	0%
8	38%	10	0%
8	0%	10	0%
8	38%	10	10%
8	13%	10	50%
170	3.0	146	2.8

3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
3	5	n < 5	
113	57	2.9	3.1

3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
3	7	n < 5	
81	65	2.8	2.9

153	2.1	128	1.9
135	2.1	113	2.0
149	2.3	127	2.2
149	1.8	127	1.8
141	1.4	117	1.3
90	1.3	83	1.2
124	1.6	109	1.6
146	1.8	125	1.8
123	1.5	99	1.3
137	1.2	114	1.1
125	1.4	104	1.3
123	1.2	97	1.2
14	2.6	12	2.3

98	55	2.2	1.9
88	47	2.2	1.9
95	54	2.3	2.3
94	55	1.8	1.8
90	51	1.4	1.3
55	35	1.3	1.4
74	50	1.6	1.7
91	55	1.7	1.9
77	46	1.4	1.5
85	52	1.2	1.2
78	47	1.4	1.4
77	46	1.2	1.2
6	8	2.7	2.6

74	54	2.0	1.9
66	47	2.1	2.0
72	55	2.3	2.1
72	55	1.8	1.9
64	53	1.4	1.2
47	36	1.3	1.2
58	51	1.5	1.6
67	58	1.7	1.9
59	40	1.3	1.4
64	50	1.1	1.1
59	45	1.3	1.4
55	42	1.2	1.3
6	6	2.0	2.7