

WU Faculty Work Life Survey

Danforth Other Full Time 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			

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
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

218	3.9	172	3.9
187	4.2	157	4.2
183	3.9	156	3.9

101	117	3.9	4.0
90	97	4.0	4.3
88	95	3.9	3.9

84	88	4.0	3.9
76	81	4.1	4.3
77	79	3.9	3.9

219	3.4	172	3.4
211	49.6	167	46.8
205	44%	167	41%
205	16%	167	15%
205	22%	167	27%
205	10%	167	8%
205	1%	167	1%
205	6%	167	7%
215	77%	171	70%

101	118	3.3	3.4
99	112	49.4	49.7
95	110	39%	49%
95	110	16%	16%
95	110	28%	17%
95	110	9%	10%
95	110	1%	1%
95	110	7%	6%
100	115	70%	83%

84	88	3.3	3.5
79	88	44.6	48.8
80	87	38%	45%
80	87	13%	17%
80	87	34%	20%
80	87	7%	10%
80	87	1%	0%
80	87	7%	8%
84	87	61%	79%

163	4.0	119	3.8
162	3.9	120	4.1
119	3.7	77	3.7
157	3.7	117	3.7
153	3.7	110	3.8
161	3.9	(not asked)	

69	94	4.0	4.0
68	94	4.0	3.8
54	65	3.6	3.7
65	92	3.6	3.8
62	91	3.6	3.7
69	92	3.9	3.9

50	69	3.9	3.7
51	69	4.1	4.0
33	44	3.7	3.8
51	66	3.7	3.7
48	62	3.7	3.8
(not asked)			

182	3.3	152	3.5
63	2.7	54	2.8
85	3.0	74	3.2
79	3.3	73	3.3
97	3.5	83	3.5
25	2.3	16	2.9

85	97	3.4	3.2
22	41	2.7	2.8
37	48	2.9	3.1
34	45	3.3	3.3
47	50	3.7	3.3
8	17	2.9	2.1

78	74	3.7	3.3
24	30	3.1	2.5
33	41	3.3	3.1
33	40	3.6	3.1
38	45	3.7	3.4
6	10	3.2	2.8

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 –
Danforth Campus
Other Full Time 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	

168	0.9	147	0.9
156	0.5	130	0.5
162	0.7	135	0.7
150	24%	128	16%
	2%		5%
	74%		78%
96	3.6	73	3.6
175	1.4	151	1.4
176	3.9	153	3.9

77	91	0.9	1.0
72	84	0.4	0.6
76	86	0.7	0.8
70	80	26%	23%
		4%	0%
		70%	78%
42	54	3.7	3.6
81	94	1.5	1.3
80	96	4.0	3.9

70	77	0.8	1.0
63	67	0.6	0.4
64	71	0.8	0.7
60	68	15%	18%
		7%	4%
		78%	78%
31	42	4.0	3.3
71	80	1.3	1.4
75	78	3.9	3.9

196	3.0	159	3.1
166	4.1	131	4.0
139	4.0	120	3.9
132	3.8	108	3.6

91	105	3.1	3.0
77	89	4.1	4.1
70	69	4.0	4.0
62	70	3.6	3.9

77	82	3.3	3.0
59	72	4.0	3.9
55	65	4.0	3.9
51	57	3.8	3.5

179	4.5	157	4.3
167	4.3	152	4.2
190	3.9	157	4.0
183	4.0	156	4.1
133	4.0	111	4.0
68	4.2	53	4.3
144	3.2	124	3.3

84	95	4.4	4.5
76	91	4.1	4.4
88	102	3.8	4.0
86	97	3.9	4.1
69	64	4.0	3.9
32	36	4.0	4.4
68	76	3.3	3.2

78	79	4.3	4.2
76	76	4.2	4.2
77	80	4.1	4.0
75	81	4.2	4.1
57	54	3.9	4.1
27	26	4.1	4.5
65	59	3.5	3.0

160	2.0	122	2.0
133	1.5	115	1.4
112	1.6	97	1.5
150	1.5	117	1.5
118	2.0	114	2.0
79	2.1	81	2.1
56	1.6	53	1.7
100	1.9	84	2.1
156	1.9	126	1.9

72	88	2.0	1.9
62	71	1.4	1.5
52	60	1.4	1.7
67	83	1.4	1.6
50	68	1.9	2.1
38	41	1.9	2.1
30	26	1.5	1.7
44	56	1.8	1.9
65	91	1.8	1.9

53	69	2.0	1.9
54	61	1.3	1.5
43	54	1.5	1.6
54	63	1.4	1.6
59	55	1.9	2.1
46	35	1.9	2.4
25	28	1.4	1.9
39	45	2.0	2.2
58	68	1.9	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 –
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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	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	

182	3.3	154	3.3
183	4.1	156	3.8
170	3.8	147	3.8
166	3.0	144	2.8
143	3.7	129	3.7
168	3.6	146	3.7
148	3.4	131	3.4
142	3.5	133	3.4
164	4.0	144	3.9
180	4.2	155	4.2
165	4.0	140	4.0
162	2.2	(not asked)	
170	2.9	146	2.9
151	3.2	127	3.2
146	3.4	(not asked)	
170	4.0	144	4.0
157	3.8	126	4.0
182	3.1	155	3.0
153	31%	145	28%
160	23%	149	21%
156	17%	148	13%
169	58%	148	64%
169	6%	148	1%
170	48%	(not asked)	
170	13%	(not asked)	

84	98	3.3	3.2
84	99	4.0	4.1
76	94	3.7	3.9
77	89	2.9	3.1
66	77	3.7	3.7
79	89	3.6	3.6
70	78	3.4	3.5
64	78	3.2	3.6
72	92	4.1	4.0
83	97	4.1	4.2
72	93	4.2	3.9
75	87	2.2	2.3
79	91	2.9	2.9
69	82	3.2	3.3
60	86	3.5	3.3
74	96	4.2	3.9
69	88	3.9	3.8
86	96	3.1	3.1
67	86	19%	41%
70	90	10%	33%
67	89	6%	25%
76	93	71%	47%
76	93	4%	8%
78	92	56%	40%
78	92	12%	14%

75	79	3.5	3.2
77	79	4.0	3.6
72	75	3.9	3.7
70	74	2.9	2.7
67	62	3.8	3.6
76	70	3.8	3.7
63	68	3.3	3.4
65	68	3.4	3.5
70	74	3.9	4.0
78	77	4.1	4.3
67	73	4.0	3.9
(not asked)			
69	77	2.8	2.9
67	60	3.0	3.5
(not asked)			
66	78	4.2	3.8
61	65	4.0	4.0
76	79	3.0	3.1
71	74	15%	41%
74	75	11%	31%
74	74	8%	18%
71	77	69%	58%
71	77	1%	1%
(not asked)			
(not asked)			

158	55%	130	52%
11	4.2	10	4.5
13	4.7	8	4.4
102	4.5	93	4.4

74	84	58%	52%
8	3	4.1	4.3
5	8	4.6	4.8
41	61	4.5	4.6

63	67	59%	45%
6	4	4.3	4.8
4	4	4.0	4.8
41	52	4.5	4.3

177	3.4	153	3.6
185	3.6	155	3.9
73	3.2	64	3.4
41	3.0	28	2.9

82	95	3.3	3.5
86	99	3.5	3.7
43	30	3.1	3.4
19	22	2.8	3.1

77	76	3.8	3.4
77	78	4.0	3.7
34	30	3.6	3.2
15	13	3.1	2.6

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Danforth Campus
Other Full Time Faculty

Overall by year			
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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

139	2.7	115	2.7
145	2.4	125	2.3
119	2.5	97	2.3
174	24%	157	18%
39	4.8	28	4.8
139	2.7	115	2.7

64	75	2.5	2.9
70	75	2.4	2.3
59	60	2.5	2.4
84	90	17%	31%
13	26	4.7	4.8
64	75	2.5	2.9

51	64	2.8	2.6
55	70	2.3	2.2
41	56	2.5	2.2
77	80	12%	24%
9	19	4.9	4.7
51	64	2.8	2.6

179	6%	155	10%
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84	95	8%	3%
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77	78	12%	8%
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10	30%	15	33%
10	0%	15	13%
10	0%	15	20%
10	0%	15	13%
10	0%	15	0%
10	0%	15	0%
10	20%	15	0%
10	0%	15	7%
10	20%	15	13%
10	50%	15	33%
180	2.6	154	2.7

7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
7	3	n < 5	
87	93	2.6	2.5

9	6	56%	0%
9	6	11%	17%
9	6	11%	33%
9	6	22%	0%
9	6	0%	0%
9	6	0%	0%
9	6	0%	0%
9	6	11%	0%
9	6	11%	17%
9	6	33%	33%
75	79	2.9	2.6

159	2.1	138	2.0
114	2.1	96	2.2
155	2.2	136	2.2
153	1.7	131	1.8
127	1.7	110	1.6
112	1.3	93	1.4
125	1.6	118	1.6
149	1.7	127	1.6
122	1.5	102	1.5
135	1.1	117	1.1
128	1.4	112	1.3
103	1.2	104	1.2
19	2.2	18	2.4

77	82	2.2	2.1
54	60	2.1	2.1
74	81	2.1	2.2
74	79	1.8	1.7
64	63	1.7	1.8
56	56	1.3	1.4
64	61	1.5	1.6
73	76	1.6	1.8
64	58	1.5	1.6
67	68	1.1	1.1
67	61	1.4	1.3
51	52	1.2	1.2
10	9	1.8	2.6

64	74	2.1	1.9
48	48	2.4	2.0
63	73	2.3	2.1
57	74	1.7	1.8
52	58	1.6	1.5
35	58	1.5	1.3
53	65	1.8	1.4
54	73	1.5	1.7
43	59	1.4	1.5
54	63	1.1	1.1
51	61	1.4	1.2
44	60	1.2	1.2
12	6	2.3	2.7