

Washington University Faculty Work Life Survey



Welcome to the Washington University Faculty Work Life Survey. We know your time is valuable, and only ask you to complete this survey every four years. We urge you to participate so that we may better understand the issues that affect you and how to address them. While we encourage you to complete the entire survey, you may leave blank any questions you do not wish to answer.

Responses to this survey will be treated as extremely confidential and secured. Neither deans nor senior administrators nor other faculty members at Washington University will have access to the identity of individual respondents. The analysis will be based on aggregate groups with five or more respondents and findings reported such that no individual can be identified in the results.

Aggregate results by school will be available to deans, administrators, faculty and the WU community.

Completion of the survey may take 20 to 30 minutes. You do not have to complete the survey in one sitting; you may come back later by returning to this URL.

This survey has six sections. The first, and longest, section asks about the work that you do and how well Washington University supports it. The remaining sections ask about the work environment within your department or unit; space allocation; your experiences with promotion and tenure and how your life outside Washington University meshes with your work. The survey closes with a few demographic questions and the opportunity for you to provide comments.

If you have questions or comments about the survey, you may address them to FacultySurvey@wustl.edu

[Continue to Survey](#)

Responsibilities

[satis]

Overall, how satisfied are you being a faculty member at Washington University?

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

[workload]

Overall, how would you rate the reasonableness of your workload?

- Much too light
- Too light
- About right
- Too heavy
- Much too heavy

[hrsweek]

During an academic year, how many hours is your typical work week? _____

As you think about how you spend your time in an academic year, what percent of your average work week do you spend on each of the following work-related activities? (Use percentages that sum to 100%.)

Percent of your average work week spent on this activity?

[pctteach]

| | |
|---|--|
| Teaching (including preparing materials for class, lecturing, etc.) | |
| Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.) | |
| Scholarship or conducting research (including writing, attending professional meetings, etc.) | |
| Clinical work (including patient care, clinical teaching, patient related meetings, paperwork etc.) | |
| Fulfilling administrative responsibilities/ committee work/ University service | |
| External paid consulting | |
| Other work-related activities | |

[pctmeet]

[pctres]

[pctclin]

[pctadmin]

[pctconsul]

[pctother]

Teaching

[taught] **During the 2015-16 academic year, did you teach or do you plan to teach any credit courses at Washington University?**

- Yes
- No

[SRI Note: The following questions will display if the previous question "taught" answered 'yes']

[tugclass] **How many undergraduate classes (excluding independent studies) will you teach during the present academic year? Select**

[tgclass] **How many graduate and/or professional classes (excluding independent studies) will you teach during the present academic year? Select**

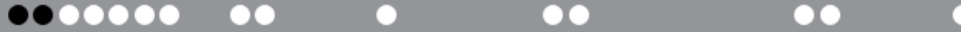
[WASclinstud] **How many students will you teach this year through clinical teaching, if not included above?**

[satis tea] **How satisfied are you with the resources Washington University provides to support your teaching?**

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

Please rate your satisfaction with the following specific resources to support your teaching.

| | Very dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Very satisfied | Not applicable |
|---|-------------------|-----------------------|------------------------------------|--------------------|----------------|----------------|
| [classpace] Classroom space | | | | | | |
| [tas] Access to teaching assistants | | | | | | |
| [innovation] Support for innovation in your teaching | | | | | | |
| [assess] Support for assessing and improving student learning | | | | | | |
| [?] Technology | | | | | | |



Out-of-Class Involvement with Students

During the current academic year, how many of each of the following types of advisees do you have?

| | Advisee Type | Number |
|----------------|------------------------------------|--------|
| [augstud] | Undergraduate students | |
| [agradstud] | Graduate or professional students | |
| [WASaresident] | Residents (Medical school) | |
| [apostdoc] | Postdoctoral associates or fellows | |
| [ainfstud] | Informal student advisees | |

During the current academic year, in which of the following roles are you involved with undergraduate students at Washington University? Mark all roles that apply.

| | |
|----------------|--|
| [advfacled] | Advised or supervised undergraduate students working on a faculty-led research project |
| [advstuled] | Advised or supervised undergraduate students working on a student-led research project (e.g., Honors thesis or independent study) |
| [supfield] | Supervised undergraduates engaged in field-based or service learning projects |
| [fir] | Affiliated with a residential program (e.g., Faculty Fellow in residence or Faculty Associate) |
| [advisor] | Affiliated with a student organization (e.g., served as advisor for student group, fraternity or sorority, athletic team etc.) |
| [otherrole] | Other role(s) working with undergraduate students outside the classroom context |
| [otherroletxt] | (please describe): _____ |



Research, Scholarship and Creativity

In the past 12 months, how many of each of the following did you submit?

| | | |
|--------------|--|--|
| | | |
| [paperpub] | Papers for publication in peer-reviewed journals | |
| [paperpres] | Papers for presentation at conferences | |
| [bookau] | Books: authored | |
| [booked] | Books: edited | |
| [chapter] | Chapters in books | |
| [grantprop] | Grant proposals | |
| [othwork] | Other scholarly or creative works | |
| [othworktxt] | (please describe): _____ | |

[satisres]

How satisfied are you with the resources Washington University provides to support your research and scholarship?

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

Please rate your satisfaction with the following specific resources to support your research, scholarship and creativity.

| | Very dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Very satisfied | Not applicable |
|---------------|-------------------|-----------------------|------------------------------------|--------------------|----------------|----------------|
| [startup] | | | | | | |
| [grants] | | | | | | |
| [mangrant] | | | | | | |
| [technical] | | | | | | |
| [otherres] | | | | | | |
| [otherrestxt] | | | | | | |



Clinical Work

[clinicwrk] **During the current academic year as part of your Washington University faculty position, are you involved in clinical work (patient care, clinical teaching, patient-related activities, law or public health clinics)?**

- Yes
- No

[SRI Note: The following questions will display if the previous question "clinicwrk" answered 'yes']

[clinichrs] **How many hours per week do you typically spend fulfilling your Washington University clinical responsibilities? Select**

[clinicsat] **How satisfied are you with the resources Washington University provides to support your clinical work?**

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied
- Not applicable



Committee and Administrative Work

Please indicate the number of committees (formal and ad hoc) you served on within the last year, excluding thesis committees:

| | Committee Type | Number |
|---------------|--|--------|
| [depcomm] | Departmental committees | |
| [unicomm] | University/School/Divisional committees | |
| [WAShospcomm] | Hospital or WU health system committees | |
| [extcomm] | External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association) | |

[SRI Note: In the question below if "never served" is selected, the respondents will not be able to select "serving currently", "served prior" or "received teaching relief" If "serving currently" or "served prior" is selected, the respondents will not be able to select "never served"]

Have you ever served in any of the following administrative capacities? If so, did you receive teaching relief in exchange for taking on this administrative responsibility? Check all that apply.

| | Served in administrative capacity? | | | Received teaching relief? | | |
|---|------------------------------------|--|--|---------------------------|----|----------------|
| | Never | Serving currently or within the past five academic years | Served prior to the past five academic years | Yes | No | Not Applicable |
| Chair of department/unit | [chairnever] | [chaircurr] | [chairprior] | | | |
| Dean, associate dean, or assistant dean | [deannever] | [deancurr] | [deanprior] | | | |
| Director of undergraduate study | [dirugnever] | [dirugcurr] | [dirugprior] | | | |
| Director of graduate study | [dirgradnever] | [dirgradcurr] | [dirgradprior] | | | |
| Director of a center, program, or institute | [dircenternever] | [dircentercurr] | [dircenterprior] | | | |

[adminsats]

How satisfied are you with the resources Washington University provides to support your administrative and committee work?

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied
- Not applicable

[WASasked]

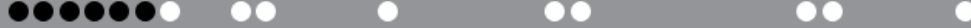
In the past, how often have you been asked to serve in leadership positions such as department chair, director of a division, center or institute, or committee chair for a major academic or strategic planning initiative?

- Never
- Once or twice
- Occasionally
- Frequently

[WASleader]

How willing are you to assume leadership positions if asked to serve?

- Very unwilling
- Somewhat unwilling
- Neither unwilling nor willing
- Somewhat willing
- Very willing to serve



Overall

Please rate your satisfaction with the following aspects of your work at Washington University.

| | | Very dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Very satisfied | Not applicable |
|-------------|---|-------------------|-----------------------|------------------------------------|--------------------|----------------|----------------|
| [salary] | Salary | | | | | | |
| [teach] | Teaching responsibilities | | | | | | |
| [advising] | Advising responsibilities | | | | | | |
| [clinical] | Clinical responsibilities | | | | | | |
| [committee] | Committee and administrative responsibilities | | | | | | |

Please rate your satisfaction with the following resources to support your work at Washington University.

| | | Very dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Very satisfied | Not applicable |
|---------------|--|-------------------|-----------------------|------------------------------------|--------------------|----------------|----------------|
| [library] | Library resources and services | | | | | | |
| [clerical] | Clerical and administrative staff | | | | | | |
| [computer] | Computer resources | | | | | | |
| [compsup] | Computing support staff | | | | | | |
| [qualgrad] | Quality of graduate students | | | | | | |
| [WASqualprof] | Quality of students in professional programs (e.g. business, law, medicine, social work) | | | | | | |
| [timeavail] | Time available for scholarly work | | | | | | |

Please indicate the extent to which each of the following aspects of work has been a source of stress for you over the past twelve months.

| | Not at all | Somewhat | Extensive | Not applicable |
|---------------|--|----------|-----------|----------------|
| [teachresp] | Teaching responsibilities | | | |
| [advisresp] | Advising responsibilities | | | |
| [WASclinresp] | Clinical responsibilities | | | |
| [WASclinrev] | Clinical revenues to support faculty salary | | | |
| [commresp] | Committee and/or administrative responsibilities | | | |
| [timing] | Timing of departmental meetings and functions | | | |
| [scholprod] | Scholarly productivity | | | |
| [secfund] | Securing funding for research | | | |
| [manres] | Managing a research group or grant (e.g., finances, personnel) | | | |
| [review] | Review/promotion process | | | |
| [deptpolitic] | Departmental or campus politics | | | |



Climate

Please indicate your agreement or disagreement with the following statements: For items asking about "My chair/director/dean" please use the position to whom you directly report as your point of reference.

| | | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly agree | Not applicable |
|---------------|--|-------------------|-------------------|----------------------------|----------------|----------------|----------------|
| [WASsupplead] | I feel that my department/unit is adequately supported and valued by the leadership of WU. | | | | | | |
| [chaircoll] | My chair/director/dean creates a collegial and supportive environment. | | | | | | |
| [chairres] | My chair/director/dean helps me obtain the resources I need. | | | | | | |
| [voice] | I have a voice in the decisionmaking that affects the direction of my department/unit. | | | | | | |
| [valueres] | My colleagues value my research/scholarship. | | | | | | |
| [collabin] | I am satisfied with opportunities to collaborate with faculty in my primary department/unit. | | | | | | |
| [collabout] | I am satisfied with opportunities to collaborate with faculty in other units at WU. | | | | | | |
| [interdisc] | Interdisciplinary research is recognized and rewarded by my department/unit. | | | | | | |

| | | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly agree | Not applicable |
|---------------|---|-------------------|-------------------|----------------------------|----------------|----------------|----------------|
| [navigate] | I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | | | | | | |
| [goodfit] | My department/unit is a good fit for me. | | | | | | |
| [deptcomf] | My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations. | | | | | | |
| | In my department/unit, attending to personal needs, such as taking time off for sick children, is frowned upon. | | | | | | |
| [excluded] | I feel excluded from an informal network in my department/unit. | | | | | | |
| [workhard] | I have to work harder than some of my colleagues to be perceived as a legitimate scholar. | | | | | | |
| | In my department/unit, I feel comfortable raising issues about gender bias, even if those biases are subtle. | | | | | | |
| [WASwelwomn] | My dept/unit creates a welcoming environment for faculty who are women . | | | | | | |
| [WASwelminor] | My dept/unit creates a welcoming environment for faculty who are underrepresented minorities . | | | | | | |

[WASmultid] **How comfortable do you feel expressing or being public about your various identities (i.e., age, gender, race, ethnicity, economic status, sexual orientation, ability status, religious affiliation, political identity) in your interactions with colleagues in your department/ unit?**

- Very uncomfortable
- Uncomfortable
- Comfortable
- Very comfortable

In your professional career at Washington University, to what extent have you experienced bias or exclusion due to your gender, race or ethnicity, or other personal characteristic:

| | Not at all | To some extent | To a great extent | Not applicable |
|--------------------------|------------|----------------|-------------------|----------------|
| [biaslead] By leadership | | | | |
| [biascol] By colleagues | | | | |
| [biasstu] By students | | | | |

[WASsexharpol] **Do you believe that Washington University policies & procedures concerning response to sexual harassment are ...**

- Appropriate and the WU community is well informed
- Appropriate but not well understood
- Inadequate and should be improved

[WASsexharpoloth] **Please elaborate, if you wish:**

[WAS] **Do you believe that Washington University policies & procedures concerning response to racial bias or harassment are ...**

- Appropriate and the WU community is well informed
- Appropriate but not well understood
- Inadequate and should be improved

[WAS] **Please elaborate, if you wish:**



Mentoring

[mentadeq] **While at Washington University, do you feel as though you have received adequate mentoring?**

- Yes
- No
- Not applicable

[mentformserv] **While a faculty member at Washington University, have you served as a mentor for another faculty member?**

- Yes, through a formal program only
- Yes, informally only
- Yes, both through a formal program and informally
- No

[mentformhad] **While at Washington University, have you had one or more formal mentors through programs administered by the university, whether or not the programs are mandatory?**

- Yes, by assignment
- Yes, by my choice
- Yes, both by assignment and my choice
- No

[SRI Note: The following 2 questions (mentfhelpa and mentfhelpc) will display based on responses to the previous question "mentformhad"]

[mentfhelpa] **How helpful have you found the formal mentoring from the mentors that were assigned to you?**

- Very unhelpful
- Somewhat unhelpful
- Neither helpful nor unhelpful
- Somewhat helpful
- Very helpful
- Not applicable

[mentfhelpc] **How helpful have you found the formal mentoring from the mentors that were chosen by you?**

- Very unhelpful
- Somewhat unhelpful
- Neither helpful nor unhelpful
- Somewhat helpful
- Very helpful
- Not applicable

[mentinformhad] **While at Washington University, have you had one or more informal mentors (someone not officially assigned to you who gives advice on career issues and/or advocates for you in your discipline; this could include someone within or outside Washington University)?**

- Yes, from within Washington University only
- Yes, from outside WU only
- Yes, from both within and outside Washington University
- No

[SRI Note: The following question (mentihelpi) will display if the previous question "mentinformhad" answered 1 or 3]

[mentihelpi] **How helpful have you found the informal mentoring from the mentors inside Washington University?**

- Very unhelpful
- Somewhat unhelpful
- Neither helpful nor unhelpful
- Somewhat helpful
- Very helpful
- Not applicable



Space

[spacesat]

Overall, how satisfied are you with the space allocation process within your department/unit?

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied
- Not applicable

Please indicate the degree to which you are satisfied with each of the following:

[offspace]

[labspace]

[WASstudio]

| | Very dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Very satisfied | Not applicable |
|-----------------------------|-------------------|-----------------------|------------------------------------|--------------------|----------------|----------------|
| Office space | | | | | | |
| Lab or research space | | | | | | |
| Studio or performance space | | | | | | |

[spacecomtxt]

Do you have additional comments regarding the allocation or quality of space for your work?



Space

In order to support breastfeeding, Washington University provides lactation rooms / infant nursing rooms for the Danforth and Medical School Campuses for use by new mothers.

Have you experienced the need for lactation rooms on campus?

- Yes, I have personally needed, or expect to need, access to lactation rooms.
- Yes, I know colleagues who need.
- No, I don't know of anyone with this need.

How satisfied are you with each of these aspects of lactation rooms / infant nursing rooms:

| | Very dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Very satisfied | Not applicable |
|---|-------------------|-----------------------|------------------------------------|--------------------|----------------|----------------|
| [WAS???] the number of lactation rooms available | | | | | | |
| [WAS???] the proximity of lactation rooms to your office or work space? | | | | | | |
| [WAS???] the quality of lactation rooms (considering comfort, privacy, furnishings) | | | | | | |

Do you have additional comments on lactation rooms at Washington University?



Tenure and Promotion

[tenure]

Are you currently:

- Tenured
- Not tenured and on tenure track
- Clinical Track (not on tenure track)
- Research Track (not on tenure track)
- Other not on tenure track

[endow]

Do you currently hold an endowed chair?

- Yes
- No

[SRI Note: The following 3 questions will display if the first question "tenure" answered 'Tenured' or 'Not tenured and on tenure track']

[tencrit]

Do you agree that the criteria for tenure are clearly communicated?

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Don't know

In your experience, to what extent are the following items valued in the tenure process in your department?

[tenres]

[tenteach]

[tenclin]

[tenserv]

| | Valued slightly or not at all | Somewhat valued | Highly valued | Don't Know | Not applicable |
|--------------------------------------|-------------------------------|-----------------|---------------|------------|----------------|
| Research/scholarly work | | | | | |
| Teaching contributions | | | | | |
| Clinical work | | | | | |
| Administrative and committee service | | | | | |

How appropriately are these items valued in the tenure process in your department?

| | | Very undervalued | Somewhat undervalued | Valued appropriately | Somewhat overvalued | Very overvalued | Don't know | Not applicable |
|---------------|--------------------------------------|------------------|----------------------|----------------------|---------------------|-----------------|------------|----------------|
| [tenresapp] | Research/scholarly work | | | | | | | |
| [tenteachapp] | Teaching contributions | | | | | | | |
| [tenclinapp] | Clinical work | | | | | | | |
| [tenservapp] | Administrative and committee service | | | | | | | |

[SRI Note: The following question will display if the first question "tenure" answered 'Not on tenure track']

In your experience, how appropriately are these items valued for progress in an academic career at Washington University for other (non-tenure) tracks?

| | | Very undervalued | Somewhat undervalued | Valued appropriately | Somewhat overvalued | Very overvalued | Don't know | Not applicable |
|------------------|--------------------------------------|------------------|----------------------|----------------------|---------------------|-----------------|------------|----------------|
| [WASnonresapp] | Research/scholarly work | | | | | | | |
| [WASnonteachapp] | Teaching contributions | | | | | | | |
| [WASnonclinapp] | Clinical work | | | | | | | |
| [WASnonservapp] | Administrative and committee service | | | | | | | |

[relief]

At any time since you started working at Washington University, have you received relief from teaching or other workload duties for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No

[SRI Note: The following question will display if the previous question "relief" answered 'Yes']

[reliefsupp]

How supportive was your department/unit concerning your relief from teaching or other workload duties?

- Very unsupportive
- Somewhat unsupportive
- Neither supportive nor unsupportive
- Somewhat supportive
- Very supportive
- Not applicable

[SRI Note: The following 3 questions will display if the first question in this section "tenure" answered 'Tenured' or 'Not tenured and on tenure track']

[clock]

At any time since you started working at Washington University, have you had your tenure clock slowed or stopped for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No

[SRI Note: The following question will display if the previous question "clock" answered 'Yes']

[clocksupp]

How supportive was your department/unit concerning your having your tenure clock stopped or slowed?

- Very unsupportive
- Somewhat unsupportive
- Neither supportive nor unsupportive
- Somewhat supportive
- Very supportive
- Not applicable

[WASrequest]

If you have considered making a request for workload relief or tenure clock adjustment, but decided against making the request, please explain why.

Retention

[outoffer] **In the last five years, while at Washington University, have you received a formal or informal outside job offer that you took to chair/ dean of your department/ unit ?**

- Yes
- No

[SRI Note: The following question will display if the previous question "outoffer" answered 'Yes']

Has a formal or informal outside job offer resulted in adjustments to any of the following (mark all that apply):

| | |
|-------------|---|
| [adjsal] | Salary |
| [adjcourse] | Course load |
| [adjadmin] | Administrative responsibilities |
| [adjtime] | Leave time |
| [adjsummer] | Summer salary |
| [adjtiming] | Special timing of the tenure clock |
| [adjequip] | Equipment/laboratory/research start-up |
| [adjspouse] | Employment for spouse/partner |
| [adjoth] | Other [adjothtxt] (please describe): |
| [adjnone] | None |

[leave] **In the next three years, how likely are you to leave Washington University?**

- Very unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Very likely

To what extent, if at all, have you considered the following as reasons to leave?

| | Not at all | To some extent | To a great extent | Not applicable |
|---------------|--|----------------|-------------------|----------------|
| [lvsal] | To increase your salary | | | |
| [lvtenure] | To improve your prospects for tenure | | | |
| [lvcareer] | To enhance your career in other ways | | | |
| [lvsupp] | To find a more supportive work environment | | | |
| [lvresearch] | To increase your time to do research | | | |
| [WASlvclinic] | To change your clinical load (medical school) | | | |
| [WASlvadmin] | To change administrative responsibilities | | | |
| [lvnonacad] | To pursue a nonacademic job | | | |
| [lvstress] | To reduce stress | | | |
| [lvemploy] | To improve the employment situation of your spouse/partner | | | |
| [lvcol] | To lower your cost of living | | | |
| [lvretire] | Retirement | | | |
| [lvchild] | To address child-related issues | | | |
| [lvoth] | Other [lvothtxt] (please describe): | | | |



Life Outside of Washington University

[lifesat]

Overall, how satisfied are you with your life outside Washington University?

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

[spouse]

Do you have a spouse or domestic partner?

- Yes, I have a spouse
- Yes, I have a domestic partner
- No

[SRI Note: The following 6 questions will display if the previous question "spouse" answered 'Yes']

[spempstat]

What is your spouse's/partner's principal activity?

- Employed
- Not employed and actively seeking employment
- Not employed and not seeking employment
- Retired
- Student
- Other

[spempstattoth]

(please describe): _____

[spempacad]

Is your spouse/partner a faculty member or other academic?

My spouse/partner is ...

- not an academic
- a faculty member
- a postdoctoral fellow or research associate
- in an academic position other than faculty, post-doc or research associate
- a graduate or professional student
- Not Applicable

[spempinst]

Does your spouse/partner work or study at Washington University?

- Yes
- No
- Not Applicable

[SRI Note: The following question will display if the previous question "spempinst" answered 'Yes']

[bothinst] **How did it happen that both you and your spouse/ domestic partner came to be employed at Washington University? Please select the one response that comes closest to describing your situation.**

- We became partners after we were both employed at Institution
- My spouse/partner and I were recruited by Institution as a couple
- I was recruited by Institution and employment for my spouse/partner followed
- My spouse/partner was recruited by Institution and employment for me followed
- Not applicable

[spsat] **How satisfied is your spouse/domestic partner with his/her employment situation?**

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied
- Don't know
- Not Applicable

[commute] **Do you and your spouse/domestic partner have a commuting relationship, where one or both of you commute to another community (more than an hour away) for work, or where you live in different communities (more than an hour away) from one another?**

- No, my spouse/partner lives and works in the same community as me
- Yes, my spouse/partner and I live together, but one or both of us commutes or travels frequently to another community for work
- Yes, my spouse/partner and I live in separate communities at least part of the time
- Not applicable



Life Outside of Washington University

[totchild] **How many children do you have in total? _____**

[SRI Note: The following 3 questions will display if previous question "totchild" indicates having 1 or more children]

Do you have any children in the following age ranges? Mark all that apply.

- [childx0] 0-4 years
- [childx5] 5-12 years
- [childx13] 13-17 years
- [childx18] 18-23 years
- [childx24] 24 or older

[diffcare] **How difficult has it been for you to find and/or secure child care for your child(ren)?**

- Not at all difficult
- Moderately difficult
- Very difficult

[caresat] **Overall, how satisfied are you with the quality of your current child care arrangements?**

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

[care] **Are you currently caring for or managing care for an aging and/or ill parent, spouse, or other relative?**

- Yes
- No

Please indicate the extent to which each of the following aspects of your life outside Washington University has been a source of stress for you over the past twelve months.

| | Not at all | Somewhat | Extensive | Not applicable |
|--|------------|----------|-----------|----------------|
| [house] Managing household responsibilities | | | | |
| [childcare] Child care | | | | |
| [careothers] Care of someone who is ill, disabled, aging, and/or in need of special services | | | | |
| [health] Your health | | | | |
| [col] Personal finances and cost of living | | | | |

[SRI Note: In the above question "childcare" option will only display if respondent have children. Option "careothers" will display only if selected "Yes" to "care" (Are you currently caring for or managing care ...)

[fac lifesat]

Overall, how satisfied are you with the ways in which your role as a faculty member at Washington University and your life outside of Washington University fit together?

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied



Closing thoughts

[gender]

What is your gender identity?

- Male
- Female
- Transgender
- My identity is not listed

[genderoth]

(please describe): _____

[sexorient]

What is your sexual orientation?

- Straight/heterosexual
- Gay or lesbian
- Bisexual
- My orientation is not listed

[orientoth]

(please describe): _____

[citizen]

What is your citizenship?

- U.S. citizen
- U.S. permanent resident
- Nonresident alien (J-1, H-1B, O-1B status, etc.)

[hispanic]

Are you Hispanic or Latino?

- Yes
- No

Regardless of your answer to the previous question, please check one or more of the following groups in which you consider yourself to be a member:

[white]

-
- White

[black]

-
- Black or African American

[asian]

-
- Asian

[amerind]

-
- American Indian or Alaska Native

[native]

-
- Native Hawaiian or Other Pacific Islander

[time]

How long have you been a faculty member at Washington University (in years)? ____

[degreehigh] **What is the highest degree you have earned?**

- Master's degree in the Arts and Sciences (MA, MS)
- MBA
- Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)
- Ph.D.
- Medical degree (MD, DO, DDS, DVM)
- Law degree (JD, LLB)
- Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)
- Joint degree (e.g., MD/PhD, MBA/JD)
- Other degree or certificate

[degreehighoth] **(please describe):**

[yeardeg] **In what year did you earn your highest degree? _____**

Finally, we'd like your comments on your experiences as a faculty member at Washington University. Any comments you choose to provide will be shared exactly as they are written to a small number of leaders within the university; comments will be reported separately from any other personally identifying information.

[contrwork] **What contributes most to the quality of your work life at Washington University?**

[detrwork] **What detracts most from the quality of your work life at Washington University?**

[else_] **Is there anything else we should understand about your experience at Washington University?**

Thank you for your time and participation in this important study of faculty life at Washington University.

Thank you for completing the *Faculty Work Life Survey*.

We are grateful that you took the time to have your experience represented in this survey. The data collected through this effort will be used to inform policy, planning and work life initiatives for faculty at Washington University in the coming years.