## WU Faculty Work Life Survey

**Danforth Tenured and Tenure Track Faculty**

<table>
<thead>
<tr>
<th>Overall satisfaction</th>
<th>2015</th>
<th>2011</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied being a faculty member</td>
<td>565</td>
<td>4.2</td>
<td>504</td>
<td>4.1</td>
</tr>
<tr>
<td>Satisfied with your life outside WU</td>
<td>515</td>
<td>4.2</td>
<td>471</td>
<td>4.2</td>
</tr>
<tr>
<td>Satisfied with work/life balance</td>
<td>514</td>
<td>3.8</td>
<td>467</td>
<td>3.8</td>
</tr>
</tbody>
</table>

### Workload

<table>
<thead>
<tr>
<th>Reasonableness of workload</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work week length in hours – academic year</td>
<td>562</td>
<td>3.5</td>
</tr>
<tr>
<td>Teaching - % work week</td>
<td>555</td>
<td>56.6</td>
</tr>
<tr>
<td>Meeting with students - % work week</td>
<td>544</td>
<td>30%</td>
</tr>
<tr>
<td>Conducting research - % work week</td>
<td>544</td>
<td>35%</td>
</tr>
<tr>
<td>Committee/admin. work - % work week</td>
<td>544</td>
<td>16%</td>
</tr>
<tr>
<td>External paid consulting - % work week</td>
<td>544</td>
<td>1%</td>
</tr>
<tr>
<td>Other work activities - % work week</td>
<td>544</td>
<td>3%</td>
</tr>
<tr>
<td>Teaching during 2015-16 academic year</td>
<td>558</td>
<td>95%</td>
</tr>
</tbody>
</table>

### Resources for Teaching-Satisfaction

<table>
<thead>
<tr>
<th>Resources for Teaching-Satisfaction</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall teaching resources</td>
<td>523</td>
<td>4.1</td>
</tr>
<tr>
<td>Classroom space</td>
<td>520</td>
<td>4.1</td>
</tr>
<tr>
<td>Access to teaching assistants</td>
<td>466</td>
<td>3.6</td>
</tr>
<tr>
<td>Support for innovation in your teaching</td>
<td>484</td>
<td>3.7</td>
</tr>
<tr>
<td>Support for assessing and impr. student learning</td>
<td>472</td>
<td>3.7</td>
</tr>
<tr>
<td>Technology</td>
<td>505</td>
<td>3.8</td>
</tr>
</tbody>
</table>

### Resources for Research-Satisfaction

<table>
<thead>
<tr>
<th>Resources for Research-Satisfaction</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources to support research and scholarship</td>
<td>543</td>
<td>3.8</td>
</tr>
<tr>
<td>Start-up funds</td>
<td>360</td>
<td>3.7</td>
</tr>
<tr>
<td>Support for securing grants</td>
<td>448</td>
<td>3.4</td>
</tr>
<tr>
<td>Support for managing grants</td>
<td>420</td>
<td>3.5</td>
</tr>
<tr>
<td>Technical/research staff</td>
<td>407</td>
<td>3.4</td>
</tr>
<tr>
<td>Other resources</td>
<td>103</td>
<td>2.3</td>
</tr>
</tbody>
</table>

Colored shading indicates statistically significant differences at p < .05.

**Worse for women than men, or worse in 2015 than in 2011**

**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 –  
Danforth Campus  
Tenured and Tenure Track Faculty

<table>
<thead>
<tr>
<th>Committee and Administrative work</th>
<th>Overall by year</th>
<th>By gender and year</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td># Departmental committees</td>
<td>524</td>
<td>2.3</td>
<td>469</td>
</tr>
<tr>
<td># University/School/Divisional committees</td>
<td>501</td>
<td>1.5</td>
<td>436</td>
</tr>
<tr>
<td># external committees/boards</td>
<td>467</td>
<td>1.9</td>
<td>414</td>
</tr>
<tr>
<td>WU Leadership role* - served within past 5 yrs</td>
<td>506</td>
<td>6%</td>
<td>455</td>
</tr>
<tr>
<td>- only served 5+ yrs ago</td>
<td>451</td>
<td>3.5</td>
<td>419</td>
</tr>
<tr>
<td>- never served</td>
<td>521</td>
<td>3.8</td>
<td>480</td>
</tr>
<tr>
<td>Resources for admin &amp; committee work – satisf.</td>
<td>515</td>
<td>3.9</td>
<td>477</td>
</tr>
<tr>
<td>Asked to serve in leadership position</td>
<td>515</td>
<td>3.8</td>
<td>466</td>
</tr>
<tr>
<td>Willing to serve in leadership position</td>
<td>522</td>
<td>3.7</td>
<td>480</td>
</tr>
<tr>
<td>Salary and Responsibilities-Satisfaction</td>
<td>522</td>
<td>3.8</td>
<td>480</td>
</tr>
<tr>
<td>Committee/administrative responsibilities</td>
<td>505</td>
<td>3.6</td>
<td>466</td>
</tr>
<tr>
<td>Resources to support your work</td>
<td>515</td>
<td>3.9</td>
<td>477</td>
</tr>
<tr>
<td>Library resources and services</td>
<td>515</td>
<td>3.8</td>
<td>466</td>
</tr>
<tr>
<td>Clerical and administrative staff</td>
<td>522</td>
<td>3.7</td>
<td>480</td>
</tr>
<tr>
<td>Computer resources</td>
<td>522</td>
<td>3.8</td>
<td>477</td>
</tr>
<tr>
<td>Computing support staff</td>
<td>522</td>
<td>3.8</td>
<td>477</td>
</tr>
<tr>
<td>Quality of graduate students</td>
<td>487</td>
<td>3.5</td>
<td>447</td>
</tr>
<tr>
<td>Quality of students in professional programs</td>
<td>165</td>
<td>4.0</td>
<td>163</td>
</tr>
<tr>
<td>Time available for scholarly work</td>
<td>529</td>
<td>3.1</td>
<td>483</td>
</tr>
<tr>
<td>Extent of stress - work related:</td>
<td>519</td>
<td>1.9</td>
<td>474</td>
</tr>
<tr>
<td>Teaching responsibilities</td>
<td>504</td>
<td>1.6</td>
<td>456</td>
</tr>
<tr>
<td>Advising responsibilities</td>
<td>486</td>
<td>1.8</td>
<td>449</td>
</tr>
<tr>
<td>Committee/admin. responsibilities</td>
<td>503</td>
<td>1.6</td>
<td>460</td>
</tr>
<tr>
<td>Timing of departmental meetings</td>
<td>517</td>
<td>2.2</td>
<td>473</td>
</tr>
<tr>
<td>Scholarly productivity</td>
<td>431</td>
<td>2.1</td>
<td>396</td>
</tr>
<tr>
<td>Securing funding for research</td>
<td>301</td>
<td>1.9</td>
<td>271</td>
</tr>
<tr>
<td>Managing a research group/grant</td>
<td>417</td>
<td>1.9</td>
<td>371</td>
</tr>
<tr>
<td>Review/promotion process</td>
<td>501</td>
<td>1.9</td>
<td>460</td>
</tr>
</tbody>
</table>

*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.

Institutional Research & Analysis.

March, 2016
### Continued –
Danforth Campus
Tenured and Tenure Track Faculty

<table>
<thead>
<tr>
<th>Climate</th>
<th>2015</th>
<th>2011</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Department/unit is supported/valued</strong></td>
<td>524</td>
<td>3.4</td>
<td>475</td>
<td>3.2</td>
</tr>
<tr>
<td><strong>Creates supportive environment - Leadership</strong></td>
<td>522</td>
<td>4.0</td>
<td>472</td>
<td>3.8</td>
</tr>
<tr>
<td><strong>Helps obtain resources - Leadership</strong></td>
<td>507</td>
<td>3.8</td>
<td>458</td>
<td>3.6</td>
</tr>
<tr>
<td><strong>I affect decision-making/dept direction</strong></td>
<td>520</td>
<td>3.7</td>
<td>474</td>
<td>3.6</td>
</tr>
<tr>
<td><strong>Colleagues value my research/scholarship</strong></td>
<td>520</td>
<td>4.0</td>
<td>471</td>
<td>4.0</td>
</tr>
<tr>
<td><strong>Satisfied with within-dept collaboration</strong></td>
<td>506</td>
<td>3.9</td>
<td>457</td>
<td>3.8</td>
</tr>
<tr>
<td><strong>Satisfied with cross-dept collaboration</strong></td>
<td>491</td>
<td>3.9</td>
<td>447</td>
<td>3.7</td>
</tr>
<tr>
<td><strong>Interdisciplinary research–recognized/rewarded</strong></td>
<td>509</td>
<td>3.7</td>
<td>458</td>
<td>3.7</td>
</tr>
<tr>
<td><strong>Can navigate unwritten rules</strong></td>
<td>514</td>
<td>4.1</td>
<td>458</td>
<td>4.1</td>
</tr>
<tr>
<td><strong>Department/unit is good fit</strong></td>
<td>522</td>
<td>4.1</td>
<td>474</td>
<td>4.1</td>
</tr>
<tr>
<td><strong>Can raise personal/family obligations</strong></td>
<td>505</td>
<td>4.0</td>
<td>454</td>
<td>3.9</td>
</tr>
<tr>
<td><strong>Attending to personal needs is frowned upon</strong></td>
<td>483</td>
<td>2.0</td>
<td>(not asked)</td>
<td></td>
</tr>
<tr>
<td><strong>Feel excluded from informal network</strong></td>
<td>508</td>
<td>2.3</td>
<td>456</td>
<td>2.3</td>
</tr>
<tr>
<td><strong>Work harder to be perceived as a scholar</strong></td>
<td>504</td>
<td>2.4</td>
<td>452</td>
<td>2.5</td>
</tr>
<tr>
<td><strong>Feel comfortable raising gender bias issues</strong></td>
<td>457</td>
<td>3.4</td>
<td>(not asked)</td>
<td></td>
</tr>
<tr>
<td><strong>Welcoming environment for women faculty</strong></td>
<td>505</td>
<td>3.8</td>
<td>456</td>
<td>3.9</td>
</tr>
<tr>
<td><strong>Welcoming environment for minority faculty</strong></td>
<td>479</td>
<td>3.6</td>
<td>389</td>
<td>3.7</td>
</tr>
<tr>
<td><strong>Comfortable in expressing various identities</strong></td>
<td>512</td>
<td>3.1</td>
<td>466</td>
<td>3.1</td>
</tr>
<tr>
<td><strong>Experienced bias by leadership (%) yes</strong></td>
<td>485</td>
<td>29%</td>
<td>424</td>
<td>28%</td>
</tr>
<tr>
<td><strong>Experienced bias by colleagues (%) yes</strong></td>
<td>486</td>
<td>29%</td>
<td>430</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Experienced bias by students (%) yes</strong></td>
<td>485</td>
<td>24%</td>
<td>428</td>
<td>18%</td>
</tr>
<tr>
<td><strong>WU sexual harassment policies/procedures – % appropriate and well communicated</strong></td>
<td>493</td>
<td>47%</td>
<td>437</td>
<td>54%</td>
</tr>
<tr>
<td><strong>WU sexual harassment policies/procedures – % inadequate &amp; should be improved</strong></td>
<td>493</td>
<td>9%</td>
<td>437</td>
<td>5%</td>
</tr>
<tr>
<td><strong>WU racial bias policies/procedures – % appropriate &amp; well-communicated</strong></td>
<td>488</td>
<td>43%</td>
<td>(not asked)</td>
<td></td>
</tr>
<tr>
<td><strong>WU racial bias policies/procedures – %inadequate &amp; should be improved</strong></td>
<td>488</td>
<td>15%</td>
<td>(not asked)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mentoring</th>
<th>Overall by year</th>
<th>2015</th>
<th>2011</th>
<th>By gender and year</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Adequate mentoring (%) yes</strong></td>
<td>455</td>
<td>62%</td>
<td>393</td>
<td>59%</td>
<td>292</td>
<td>67%</td>
</tr>
<tr>
<td><strong>Assigned formal mentoring helpful</strong></td>
<td>126</td>
<td>3.8</td>
<td>114</td>
<td>3.7</td>
<td>76</td>
<td>3.9</td>
</tr>
<tr>
<td><strong>Chosen formal mentoring helpful</strong></td>
<td>92</td>
<td>4.2</td>
<td>88</td>
<td>4.4</td>
<td>63</td>
<td>4.2</td>
</tr>
<tr>
<td><strong>Informal mentoring helpful - WU mentors</strong></td>
<td>349</td>
<td>4.5</td>
<td>290</td>
<td>4.4</td>
<td>219</td>
<td>4.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Satisfaction with space</th>
<th>Overall by year</th>
<th>2015</th>
<th>2011</th>
<th>By gender and year</th>
<th>2015</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Space allocation process - satisfaction</strong></td>
<td>505</td>
<td>3.7</td>
<td>465</td>
<td>3.7</td>
<td>339</td>
<td>3.8</td>
</tr>
<tr>
<td><strong>Office space - satisfaction</strong></td>
<td>522</td>
<td>4.0</td>
<td>475</td>
<td>3.9</td>
<td>347</td>
<td>4.1</td>
</tr>
<tr>
<td><strong>Lab/research space - satisfaction</strong></td>
<td>274</td>
<td>3.6</td>
<td>231</td>
<td>3.6</td>
<td>202</td>
<td>3.7</td>
</tr>
<tr>
<td><strong>Studio or performance space</strong></td>
<td>67</td>
<td>2.8</td>
<td>46</td>
<td>2.3</td>
<td>45</td>
<td>2.0</td>
</tr>
</tbody>
</table>

Institutional Research & Analysis.

March, 2016
Continued –
Danforth Campus
Tenured and Tenure Track Faculty

Tenure and Promotion

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure criteria clearly communicated</td>
<td>508</td>
<td>3.9</td>
<td>471</td>
<td>4.0</td>
</tr>
<tr>
<td>Research/scholarly work - valued for tenure</td>
<td>517</td>
<td>2.9</td>
<td>471</td>
<td>3.0</td>
</tr>
<tr>
<td>Teaching contributions - valued for tenure</td>
<td>508</td>
<td>2.3</td>
<td>461</td>
<td>2.3</td>
</tr>
<tr>
<td>Admin./committee service - valued for tenure</td>
<td>488</td>
<td>1.7</td>
<td>445</td>
<td>1.7</td>
</tr>
<tr>
<td>Research/scholarly work - valued appropriately</td>
<td>505</td>
<td>3.1</td>
<td>459</td>
<td>3.1</td>
</tr>
<tr>
<td>Teaching contrib. - valued appropriately</td>
<td>500</td>
<td>2.7</td>
<td>450</td>
<td>2.6</td>
</tr>
<tr>
<td>Admin./committee svc.-valued appropriately</td>
<td>477</td>
<td>2.7</td>
<td>434</td>
<td>2.6</td>
</tr>
<tr>
<td>Received relief from duties for personal reasons</td>
<td>523</td>
<td>22%</td>
<td>473</td>
<td>22%</td>
</tr>
<tr>
<td>Department/unit supportive - relief</td>
<td>115</td>
<td>4.3</td>
<td>103</td>
<td>4.5</td>
</tr>
<tr>
<td>Tenure clock slowed for personal reasons</td>
<td>517</td>
<td>10%</td>
<td>472</td>
<td>8%</td>
</tr>
<tr>
<td>Dept/unit supportive - slowing tenure clock</td>
<td>51</td>
<td>4.4</td>
<td>36</td>
<td>4.4</td>
</tr>
</tbody>
</table>

Retention

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Received outside job offer - last 5 years</td>
<td>518</td>
<td>16%</td>
<td>471</td>
<td>14%</td>
</tr>
<tr>
<td>Adjusted due to job offer:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary</td>
<td>84</td>
<td>55%</td>
<td>68</td>
<td>60%</td>
</tr>
<tr>
<td>Course load</td>
<td>84</td>
<td>7%</td>
<td>68</td>
<td>9%</td>
</tr>
<tr>
<td>Administrative responsibilities</td>
<td>84</td>
<td>5%</td>
<td>68</td>
<td>10%</td>
</tr>
<tr>
<td>Leave time</td>
<td>84</td>
<td>11%</td>
<td>68</td>
<td>16%</td>
</tr>
<tr>
<td>Summer salary</td>
<td>84</td>
<td>7%</td>
<td>68</td>
<td>4%</td>
</tr>
<tr>
<td>Tenure clock</td>
<td>84</td>
<td>1%</td>
<td>68</td>
<td>3%</td>
</tr>
<tr>
<td>Equip./lab/research start-up</td>
<td>84</td>
<td>19%</td>
<td>68</td>
<td>16%</td>
</tr>
<tr>
<td>Spouse/partner employment</td>
<td>84</td>
<td>6%</td>
<td>68</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>84</td>
<td>7%</td>
<td>68</td>
<td>1%</td>
</tr>
<tr>
<td>None</td>
<td>84</td>
<td>35%</td>
<td>68</td>
<td>32%</td>
</tr>
<tr>
<td>Likely to leave WU in 3 years</td>
<td>519</td>
<td>2.5</td>
<td>473</td>
<td>2.6</td>
</tr>
</tbody>
</table>

Extent considered reasons to leave:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase salary</td>
<td>484</td>
<td>1.8</td>
<td>429</td>
<td>1.8</td>
</tr>
<tr>
<td>Improve prospects for tenure</td>
<td>307</td>
<td>1.3</td>
<td>252</td>
<td>1.3</td>
</tr>
<tr>
<td>Enhance career in other ways</td>
<td>474</td>
<td>2.1</td>
<td>421</td>
<td>2.1</td>
</tr>
<tr>
<td>Find more supportive work environment</td>
<td>473</td>
<td>1.7</td>
<td>425</td>
<td>1.8</td>
</tr>
<tr>
<td>Increase time for research</td>
<td>471</td>
<td>1.7</td>
<td>424</td>
<td>1.8</td>
</tr>
<tr>
<td>Change administrative responsibilities</td>
<td>414</td>
<td>1.4</td>
<td>387</td>
<td>1.5</td>
</tr>
<tr>
<td>Pursue nonacademic job</td>
<td>415</td>
<td>1.2</td>
<td>381</td>
<td>1.2</td>
</tr>
<tr>
<td>Reduce stress</td>
<td>457</td>
<td>1.6</td>
<td>416</td>
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<td>Retirement</td>
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<td>Child-related issues</td>
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