

DETAIL REPORT---Medical Campus Research Faculty

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Washington University Faculty Survey 2011 – Introduction

These reports reflect a survey conducted in Spring 2011 of Washington University full time faculty. The survey asked about satisfaction with various aspects of faculty work life, climate, workload, sources of stress, mentoring and characteristics of life outside the institution.

The overall response rates to the 2011 Faculty Survey were 77% for the Danforth Campus and 58% for the Medical School. The following table provides additional detail on response rates.

Washington University Faculty Survey 2011 - Population and Response Rates							
		Danforth Campus Schools			Medical School		
		Surveyed	Respondents	Response Rate	Surveyed	Respondents	Response Rate
Total	Full Time Faculty	890	683	77%	1737	999	58%
Tenure and Track	Tenured & On Tenure Track	643	511	79%	645	396	61%
	Clinical	n.a.	n.a.	n.a.	767	413	54%
	Research	247	172	70%	325	190	58%
Rank	Professor	356	288	81%	474	280	59%
	Associate Professor	159	129	81%	344	199	58%
	Assistant Professor	169	125	74%	605	345	57%
	Other (Instructors, Lecturers)	206	141	68%	314	175	56%
Gender	Men	566	432	76%	1174	639	54%
	Women	319	246	77%	561	358	64%
	Other/Unknown	5	5		2	2	

The reports compare the 2011 WU Survey with the 2006 WU Survey and also with a peer group of faculty from nine private research universities who conducted similar faculty surveys over the last four years. External faculty were mapped by discipline to form relevant comparison groups to WU Schools. Here is a summary of the comparison groups used in the 2011 Faculty Survey reports.

Respondents - Comparison Groups			
	WU 2011	WU 2006	Peer Group
Danforth - Tenured & Tenure Track	511	465	6418
Medical - Tenured & Tenure Track	396	391	1683
Medical Clinical	413	315	3540
Danforth – Other Full Time Faculty	172	140	1383
Medical - Research	190	263	n.a.

If you have questions or comments, please contact Lynn McCloskey, Assistant Provost – Analysis, lynn.mccloskey@wustl.edu.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. Overall, how satisfied are you being a faculty member at...?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Satisfied being a faculty member	Very dissatisfied	4%	6%	3%	4%	4%	5%
	Somewhat dissatisfied	14%	7%	8%	10%	11%	8%
	Neither satisfied nor dissatisfied	12%	13%	6%	10%	10%	11%
	Somewhat satisfied	37%	41%	45%	38%	41%	40%
	Very satisfied	32%	34%	38%	39%	34%	36%
	Total	100%	100%	100%	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Salary - satisfaction	Very dissatisfied	8%	7%	8%	12%	8%	10%
	Somewhat dissatisfied	26%	25%	25%	22%	25%	24%
	Neither satisfied nor dissatisfied	16%	15%	9%	11%	13%	13%
	Somewhat satisfied	36%	38%	41%	38%	38%	38%
	Very satisfied	15%	15%	18%	16%	16%	15%
	Total	100%	100%	100%	100%	100%	100%
Teaching responsibilities - satisfaction	Very dissatisfied	0%	6%	3%	6%	2%	6%
	Somewhat dissatisfied	7%	8%	5%	14%	6%	11%
	Neither satisfied nor dissatisfied	18%	27%	12%	23%	16%	25%
	Somewhat satisfied	38%	25%	45%	34%	41%	29%
	Very satisfied	37%	33%	34%	23%	36%	29%
	Total	100%	100%	100%	100%	100%	100%
Advising responsibilities - satisfaction	Very dissatisfied	0%	3%	0%	5%	0%	4%
	Somewhat dissatisfied	4%	8%	4%	10%	4%	9%
	Neither satisfied nor dissatisfied	28%	19%	17%	12%	23%	17%
	Somewhat satisfied	37%	37%	38%	49%	38%	42%
	Very satisfied	31%	32%	40%	24%	36%	29%
	Total	100%	100%	100%	100%	100%	100%
Clinical responsibilities - satisfaction	Very dissatisfied	0%	0%	0%	7%	0%	3%
	Somewhat dissatisfied	0%	6%	0%	7%	0%	6%
	Neither satisfied nor dissatisfied	0%	25%	0%	27%	0%	26%
	Somewhat satisfied	0%	13%	0%	40%	0%	26%
	Very satisfied	0%	56%	0%	20%	0%	39%
Committee / administrative responsibilities - satisfaction	Very dissatisfied	1%	2%	0%	4%	1%	3%
	Somewhat dissatisfied	5%	16%	7%	11%	6%	14%
	Neither satisfied nor dissatisfied	41%	29%	28%	39%	36%	34%
	Somewhat satisfied	31%	31%	38%	35%	34%	33%
	Very satisfied	22%	22%	28%	11%	24%	17%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Library resources - satisfaction	Very dissatisfied	1%	0%	1%	1%	1%	1%
	Somewhat dissatisfied	3%	4%	2%	4%	2%	4%
	Neither satisfied nor dissatisfied	3%	9%	2%	6%	3%	7%
	Somewhat satisfied	12%	20%	14%	21%	12%	20%
	Very satisfied	81%	67%	82%	67%	81%	67%
	Total	100%	100%	100%	100%	100%	100%
Clerical / administrative staff - satisfaction	Very dissatisfied	3%	6%	7%	1%	4%	4%
	Somewhat dissatisfied	8%	4%	9%	16%	8%	9%
	Neither satisfied nor dissatisfied	14%	12%	7%	9%	11%	10%
	Somewhat satisfied	28%	31%	31%	39%	29%	35%
	Very satisfied	47%	48%	47%	35%	47%	42%
	Total	100%	100%	100%	100%	100%	100%
Computer resources - satisfaction	Very dissatisfied	1%	4%	1%	1%	1%	3%
	Somewhat dissatisfied	5%	8%	6%	10%	5%	9%
	Neither satisfied nor dissatisfied	7%	9%	6%	9%	6%	9%
	Somewhat satisfied	27%	33%	32%	34%	29%	34%
	Very satisfied	61%	46%	55%	46%	58%	46%
	Total	100%	100%	100%	100%	100%	100%
Computing support staff - satisfaction	Very dissatisfied	3%	4%	1%	1%	2%	3%
	Somewhat dissatisfied	11%	8%	11%	11%	11%	9%
	Neither satisfied nor dissatisfied	10%	9%	7%	11%	9%	10%
	Somewhat satisfied	36%	40%	42%	30%	38%	35%
	Very satisfied	39%	40%	39%	46%	39%	42%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Quality of graduate students - satisfaction	Very dissatisfied	0%	0%	2%	0%	1%	0%
	Somewhat dissatisfied	3%	0%	2%	0%	2%	0%
	Neither satisfied nor dissatisfied	12%	13%	3%	16%	8%	14%
	Somewhat satisfied	41%	39%	24%	39%	33%	39%
	Very satisfied	45%	48%	69%	45%	56%	47%
	Total	100%	100%	100%	100%	100%	100%
Quality of professional students - satisfaction	Very dissatisfied	0%	0%	2%	0%	1%	0%
	Somewhat dissatisfied	1%	0%	0%	10%	1%	4%
	Neither satisfied nor dissatisfied	10%	11%	5%	13%	8%	12%
	Somewhat satisfied	28%	37%	28%	32%	28%	35%
	Very satisfied	61%	52%	66%	45%	63%	49%
	Total	100%	100%	100%	100%	100%	100%
Time available scholarly work - satisfaction	Very dissatisfied	2%	2%	7%	6%	4%	4%
	Somewhat dissatisfied	12%	11%	14%	25%	13%	17%
	Neither satisfied nor dissatisfied	17%	21%	9%	8%	14%	15%
	Somewhat satisfied	33%	26%	35%	32%	34%	28%
	Very satisfied	36%	40%	35%	29%	36%	35%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. How satisfied are you with the resources ... provides to support your teaching?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Overall teaching resources - satisfaction	Very dissatisfied	0%	12%	6%
	Somewhat dissatisfied	0%	6%	3%
	Neither satisfied nor dissatisfied	11%	12%	11%
	Somewhat satisfied	39%	41%	40%
	Very satisfied	50%	29%	40%
	Total	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Classroom space - satisfaction	Very dissatisfied	0%	0%	3%	6%	1%	3%
	Somewhat dissatisfied	4%	0%	6%	6%	5%	3%
	Neither satisfied nor dissatisfied	23%	18%	11%	0%	18%	9%
	Somewhat satisfied	23%	24%	25%	38%	24%	30%
	Very satisfied	50%	59%	56%	50%	52%	55%
	Not applicable	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%
Access to teaching assistants - satisfaction	Very dissatisfied	0%	0%	10%	10%	4%	6%
	Somewhat dissatisfied	10%	0%	5%	10%	8%	6%
	Neither satisfied nor dissatisfied	48%	25%	19%	20%	36%	22%
	Somewhat satisfied	28%	38%	48%	40%	36%	39%
	Very satisfied	14%	38%	19%	20%	16%	28%
	Total	100%	100%	100%	100%	100%	100%
Support for innovation - satisfaction	Very dissatisfied	0%	0%	0%	17%	0%	8%
	Somewhat dissatisfied	0%	8%	0%	8%	0%	8%
	Neither satisfied nor dissatisfied	0%	15%	0%	25%	0%	20%
	Somewhat satisfied	0%	38%	0%	25%	0%	32%
	Very satisfied	0%	38%	0%	25%	0%	32%
	Total	0%	100%	0%	100%	0%	100%
Support for improving learning - satisfaction	Very dissatisfied	0%	0%	0%	14%	0%	8%
	Neither satisfied nor dissatisfied	0%	40%	0%	29%	0%	33%
	Somewhat satisfied	0%	20%	0%	36%	0%	29%
	Very satisfied	0%	40%	0%	21%	0%	29%
	Total	0%	100%	0%	100%	0%	100%

Note: 'Not applicable' coded missing.

Q. How satisfied are you with the resources ... provides to support your research and scholarship?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Research / scholarship resources - satisfaction	Very dissatisfied	2%	4%	3%
	Somewhat dissatisfied	9%	14%	12%
	Neither satisfied nor dissatisfied	15%	9%	12%
	Somewhat satisfied	39%	42%	40%
	Very satisfied	35%	30%	33%
	Total	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Start-up funds - satisfaction	Very dissatisfied	29%	26%	25%	30%	28%	28%
	Somewhat dissatisfied	12%	31%	23%	6%	16%	20%
	Neither satisfied nor dissatisfied	21%	19%	15%	24%	19%	21%
	Somewhat satisfied	26%	7%	20%	18%	24%	12%
	Very satisfied	12%	17%	18%	21%	14%	19%
	Total	100%	100%	100%	100%	100%	100%
Support for securing grants - satisfaction	Very dissatisfied	7%	6%	6%	15%	7%	9%
	Somewhat dissatisfied	10%	18%	22%	22%	15%	20%
	Neither satisfied nor dissatisfied	21%	21%	17%	15%	19%	18%
	Somewhat satisfied	29%	31%	21%	27%	26%	29%
	Very satisfied	33%	25%	34%	22%	33%	24%
	Total	100%	100%	100%	100%	100%	100%
Support for managing grants - satisfaction	Very dissatisfied	0%	5%	0%	11%	0%	8%
	Somewhat dissatisfied	0%	7%	0%	7%	0%	7%
	Neither satisfied nor dissatisfied	0%	15%	0%	15%	0%	15%
	Somewhat satisfied	0%	38%	0%	31%	0%	35%
	Very satisfied	0%	34%	0%	35%	0%	35%
	Total	0%	100%	0%	100%	0%	100%
Technical / research staff - satisfaction	Very dissatisfied	1%	3%	2%	7%	1%	4%
	Somewhat dissatisfied	5%	6%	7%	11%	6%	8%
	Neither satisfied nor dissatisfied	12%	18%	11%	16%	11%	17%
	Somewhat satisfied	32%	25%	28%	35%	30%	29%
	Very satisfied	50%	48%	52%	32%	51%	41%
	Total	100%	100%	100%	100%	100%	100%
Other resources - satisfaction	Very dissatisfied	4%	33%	5%	71%	4%	60%
	Somewhat dissatisfied	8%	33%	15%	0%	10%	10%
	Neither satisfied nor dissatisfied	25%	0%	20%	0%	23%	0%
	Somewhat satisfied	29%	0%	32%	14%	30%	10%
	Very satisfied	34%	33%	29%	14%	32%	20%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. How satisfied are you with the resources Washington University provides to support your clinical work?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
WU resources for clinical work - satisfaction	Very dissatisfied	0%	8%	4%
	Somewhat dissatisfied	9%	8%	9%
	Somewhat satisfied	27%	42%	35%
	Very satisfied	64%	42%	52%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
WU resources for University service - satisfaction	Very dissatisfied	2%	6%	4%
	Somewhat dissatisfied	10%	6%	8%
	Neither satisfied nor dissatisfied	37%	39%	38%
	Somewhat satisfied	24%	29%	26%
	Very satisfied	27%	19%	24%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Space allocation process - satisfaction	Very dissatisfied	9%	6%	8%
	Somewhat dissatisfied	19%	15%	17%
	Neither satisfied nor dissatisfied	8%	15%	11%
	Somewhat satisfied	33%	37%	34%
	Very satisfied	31%	28%	30%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Office space - satisfaction	Very dissatisfied	9%	11%	3%	11%	7%	11%
	Somewhat dissatisfied	17%	18%	19%	13%	18%	16%
	Neither satisfied nor dissatisfied	15%	10%	4%	7%	11%	9%
	Somewhat satisfied	24%	23%	16%	34%	21%	28%
	Very satisfied	35%	38%	57%	34%	43%	36%
	Total	100%	100%	100%	100%	100%	100%
Lab / research space - satisfaction	Very dissatisfied	4%	6%	4%	9%	4%	8%
	Somewhat dissatisfied	13%	17%	6%	15%	10%	16%
	Neither satisfied nor dissatisfied	18%	8%	12%	11%	16%	9%
	Somewhat satisfied	34%	29%	33%	37%	33%	33%
	Very satisfied	32%	40%	46%	28%	37%	35%
	Total	100%	100%	100%	100%	100%	100%
Studio / performance space - satisfaction	Very dissatisfied	0%	8%	11%	9%	3%	9%
	Somewhat dissatisfied	5%	8%	0%	9%	3%	9%
	Neither satisfied nor dissatisfied	32%	8%	22%	36%	29%	22%
	Somewhat satisfied	23%	33%	33%	27%	26%	30%
	Very satisfied	41%	42%	33%	18%	39%	30%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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.

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
I feel that my department / unit is adequately supported and valued by the leadership of WU.	Strongly disagree	3%	0%	6%	6%	4%	3%
	Somewhat disagree	10%	14%	20%	12%	14%	13%
	Neither agree nor disagree	22%	14%	15%	7%	19%	11%
	Somewhat agree	38%	35%	37%	44%	38%	39%
	Strongly agree	27%	38%	22%	31%	25%	35%
	Total	100%	100%	100%	100%	100%	100%
My chair / director / dean creates a collegial and supportive environment.	Strongly disagree	5%	7%	7%	7%	6%	7%
	Somewhat disagree	6%	5%	7%	4%	6%	5%
	Neither agree nor disagree	20%	12%	16%	7%	18%	10%
	Somewhat agree	31%	23%	25%	32%	29%	27%
	Strongly agree	38%	53%	45%	49%	41%	51%
	Total	100%	100%	100%	100%	100%	100%
My chair / director / dean helps me obtain the resources I need.	Strongly disagree	8%	7%	8%	5%	8%	6%
	Somewhat disagree	12%	13%	7%	11%	10%	12%
	Neither agree nor disagree	18%	18%	13%	17%	16%	17%
	Somewhat agree	30%	21%	29%	28%	30%	24%
	Strongly agree	33%	41%	42%	40%	37%	41%
	Total	100%	100%	100%	100%	100%	100%
I have a voice in the decision-making that affects the direction of my department / unit.	Strongly disagree	23%	25%	27%	20%	25%	23%
	Somewhat disagree	21%	14%	19%	19%	20%	16%
	Neither agree nor disagree	19%	12%	21%	22%	20%	16%
	Somewhat agree	25%	28%	26%	22%	26%	25%
	Strongly agree	11%	21%	6%	17%	9%	19%
	Total	100%	100%	100%	100%	100%	100%
My colleagues value my research / scholarship.	Strongly disagree	1%	3%	2%	0%	2%	2%
	Somewhat disagree	7%	13%	5%	14%	6%	13%
	Neither agree nor disagree	14%	15%	15%	17%	14%	16%
	Somewhat agree	44%	38%	46%	25%	45%	32%
	Strongly agree	33%	32%	32%	43%	33%	37%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty

Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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.

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
My colleagues value my research / scholarship.	Strongly disagree	1%	3%	2%	0%	2%	2%
	Somewhat disagree	7%	13%	5%	14%	6%	13%
	Neither agree nor disagree	14%	15%	15%	17%	14%	16%
	Somewhat agree	44%	38%	46%	25%	45%	32%
	Strongly agree	33%	32%	32%	43%	33%	37%
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	Strongly disagree	4%	4%	2%	3%	3%	4%
	Somewhat disagree	10%	10%	11%	8%	10%	9%
	Neither agree nor disagree	9%	10%	12%	18%	10%	14%
	Somewhat agree	39%	35%	36%	35%	38%	35%
	Strongly agree	38%	40%	39%	36%	38%	39%
	Total	100%	100%	100%	100%	100%	100%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Strongly disagree	3%	1%	0%	1%	2%	1%
	Somewhat disagree	9%	7%	12%	4%	10%	6%
	Neither agree nor disagree	11%	13%	16%	23%	13%	18%
	Somewhat agree	43%	45%	34%	36%	39%	41%
	Strongly agree	35%	34%	38%	36%	36%	35%
	Total	100%	100%	100%	100%	100%	100%
Interdisciplinary research is recognized and rewarded by my department / unit.	Strongly disagree	7%	8%	2%	1%	5%	5%
	Somewhat disagree	8%	7%	8%	4%	8%	6%
	Neither agree nor disagree	23%	30%	16%	19%	20%	25%
	Somewhat agree	33%	33%	43%	29%	37%	32%
	Strongly agree	29%	21%	31%	46%	30%	32%
	Total	100%	100%	100%	100%	100%	100%
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Strongly disagree	5%	5%	6%	3%	5%	4%
	Somewhat disagree	6%	8%	8%	13%	7%	11%
	Neither agree nor disagree	33%	33%	19%	20%	27%	27%
	Somewhat agree	37%	33%	42%	30%	39%	32%
	Strongly agree	20%	22%	25%	33%	22%	27%
	Total	100%	100%	100%	100%	100%	100%
My department / unit is a good fit for me.	Strongly disagree	7%	4%	2%	4%	5%	4%
	Somewhat disagree	6%	7%	9%	6%	7%	6%
	Neither agree nor disagree	23%	18%	11%	16%	18%	17%
	Somewhat agree	34%	32%	46%	27%	39%	30%
	Strongly agree	30%	39%	33%	47%	31%	43%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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.

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
My department / unit is a place where individual faculty may comfortably raise personal and / or family responsibilities when scheduling departmental / unit obligations.	Strongly disagree	4%	7%	5%	3%	4%	5%
	Somewhat disagree	7%	12%	7%	14%	7%	13%
	Neither agree nor disagree	23%	24%	28%	17%	25%	21%
	Somewhat agree	37%	28%	34%	24%	36%	26%
	Strongly agree	29%	29%	26%	42%	28%	35%
	Total	100%	100%	100%	100%	100%	100%
I feel excluded from an informal network in my department / unit.	Strongly disagree	17%	21%	17%	21%	17%	21%
	Somewhat disagree	25%	23%	15%	22%	21%	22%
	Neither agree nor disagree	27%	23%	26%	26%	26%	24%
	Somewhat agree	22%	18%	29%	21%	25%	19%
	Strongly agree	10%	16%	13%	10%	11%	14%
	Total	100%	100%	100%	100%	100%	100%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Strongly disagree	18%	18%	13%	16%	16%	17%
	Somewhat disagree	14%	13%	15%	13%	15%	13%
	Neither agree nor disagree	29%	27%	33%	28%	31%	27%
	Somewhat agree	26%	21%	23%	13%	25%	17%
	Strongly agree	12%	21%	16%	30%	14%	25%
	Total	100%	100%	100%	100%	100%	100%
My dept / unit creates a welcoming environment for faculty who are women.	Strongly disagree	3%	3%	8%	7%	5%	5%
	Somewhat disagree	6%	8%	7%	13%	6%	10%
	Neither agree nor disagree	23%	26%	19%	17%	21%	22%
	Somewhat agree	29%	23%	35%	27%	32%	25%
	Strongly agree	39%	40%	31%	37%	36%	39%
	Total	100%	100%	100%	100%	100%	100%
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.	Strongly disagree	2%	3%	6%	5%	4%	4%
	Somewhat disagree	7%	7%	6%	7%	6%	7%
	Neither agree nor disagree	25%	38%	27%	27%	25%	33%
	Somewhat agree	30%	19%	34%	27%	31%	23%
	Strongly agree	36%	33%	28%	33%	33%	33%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Comfortable in expressing various identities	Very uncomfortable	10%	14%	12%
	Uncomfortable	11%	15%	13%
	Comfortable	62%	45%	54%
	Very comfortable	18%	25%	21%
	Total	100%	100%	100%

Q. Do you believe that Washington University policies & procedures concerning response to sexual harassment are ...

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
WU sexual harassment policies / procedures - appropriate	Appropriate and the WU community is well informed	80%	61%	69%	50%	76%	56%
	Appropriate but not well understood	19%	39%	26%	47%	22%	42%
	Inadequate and should be improved	1%	0%	5%	3%	2%	1%
	Total	100%	100%	100%	100%	100%	100%

Q. 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:

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Experienced bias/exclusion by leadership	Not at all	80%	61%	70%
	To some extent	15%	32%	23%
	To a great extent	5%	7%	6%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
Experienced bias/exclusion by colleagues	Not at all	83%	72%	78%
	To some extent	17%	22%	19%
	To a great extent	0%	6%	3%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
Experienced bias/exclusion by students	Not at all	91%	85%	89%
	To some extent	9%	13%	11%
	To a great extent	0%	2%	1%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. While at ..., do you feel as though you have received adequate mentoring?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Adequate mentoring	Yes	62%	58%	49%	60%	57%	59%
	No	38%	42%	51%	40%	43%	41%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. While a faculty member at ..., have you served as a mentor for another faculty member?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Served as mentor for another faculty	Yes, through a formal program only	0%	4%	2%
	Yes, informally only	26%	25%	26%
	Yes, both through a formal program and informally	8%	8%	8%
	No	66%	63%	65%
	Total	100%	100%	100%

Q. While at ..., have you had one or more formal mentors through programs administered by the university, whether or not the programs are mandatory?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Had formal mentors	Yes, by assignment	10%	6%	8%
	Yes, by my choice	12%	28%	19%
	Yes, both by assignment and my choice	11%	6%	9%
	No	67%	61%	65%
	Total	100%	100%	100%

Q. How helpful have you found the formal mentoring from the mentors that were assigned to you?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Assigned formal mentoring helpful	Very unhelpful	10%	0%	5%
	Somewhat unhelpful	14%	13%	14%
	Neither helpful nor unhelpful	0%	6%	3%
	Somewhat helpful	38%	38%	38%
	Very helpful	38%	44%	41%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. How helpful have you found the formal mentoring from the mentors that were chosen by you?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Chosen formal mentoring helpful	Somewhat unhelpful	4%	0%	2%
	Neither helpful nor unhelpful	4%	4%	4%
	Somewhat helpful	26%	36%	31%
	Very helpful	65%	61%	63%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. While at ... 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 ... ?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Had informal mentors	Yes, from within ... University only	33%	25%	30%
	Yes, from outside ... University only	6%	8%	7%
	Yes, from both within and outside ... University	20%	33%	26%
	No	41%	33%	38%
	Total	100%	100%	100%

Q. How helpful have you found the informal mentoring from the mentors inside ... ?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Informal mentoring helpful - WU mentors	Very unhelpful	4%	2%	3%
	Somewhat unhelpful	4%	7%	5%
	Neither helpful nor unhelpful	6%	4%	5%
	Somewhat helpful	30%	28%	29%
	Very helpful	57%	59%	58%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Research / scholarly work - valued for acad career	Very undervalued	6%	5%	3%	2%	5%	3%
	Somewhat undervalued	11%	18%	6%	8%	9%	13%
	Valued appropriately	67%	64%	69%	64%	68%	64%
	Somewhat overvalued	10%	8%	17%	18%	13%	13%
	Very overvalued	5%	5%	5%	9%	5%	7%
	Do not know	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%
Teaching contributions- valued for acad career	Very undervalued	12%	23%	19%	30%	15%	26%
	Somewhat undervalued	29%	42%	35%	39%	31%	40%
	Valued appropriately	54%	30%	42%	27%	49%	29%
	Somewhat overvalued	6%	5%	4%	5%	5%	5%
	Do not know	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%
Clinical work - valued for acad career	Very undervalued	0%	4%	21%	7%	10%	6%
	Somewhat undervalued	30%	25%	24%	26%	27%	25%
	Valued appropriately	64%	46%	48%	37%	56%	41%
	Somewhat overvalued	7%	13%	5%	15%	6%	14%
	Very overvalued	0%	13%	2%	15%	1%	14%
	Do not know	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%
Administrative / committee service - valued for acad career	Very undervalued	8%	15%	19%	15%	13%	15%
	Somewhat undervalued	32%	30%	26%	43%	29%	36%
	Valued appropriately	56%	46%	51%	38%	54%	42%
	Somewhat overvalued	3%	4%	4%	5%	4%	5%
	Very overvalued	2%	4%	0%	0%	1%	2%
	Do not know	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. At any time since you started working at ..., 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?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Received relief from teaching / other	Yes, within the past year	11%	1%	10%	8%	11%	4%
	Yes, more than a year ago but within the past five years	4%	1%	12%	18%	7%	9%
	Yes, more than five years ago	4%	4%	4%	4%	4%	4%
	No	82%	93%	74%	69%	79%	83%
	Total	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Department / unit supportive - relief	Very unsupportive	17%	0%	4%	0%	11%	0%
	Somewhat unsupportive	4%	0%	0%	5%	2%	4%
	Neither supportive nor unsupportive	0%	17%	17%	5%	9%	7%
	Somewhat supportive	25%	17%	22%	9%	23%	11%
	Very supportive	54%	67%	57%	82%	55%	79%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Rate reasonableness of workload	Much too light	1%	0%	0%	0%	0%	0%
	Too light	1%	2%	0%	0%	1%	1%
	About right	69%	71%	76%	63%	71%	68%
	Too heavy	27%	19%	21%	29%	25%	24%
	Much too heavy	2%	8%	3%	7%	2%	7%
	Total	100%	100%	100%	100%	100%	100%

Q. During an academic year, how many hours is your typical week?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Typical work week - hours	N	131	103	87	81	218	184
	Median	52.0	50.0	50.0	50.0	50.0	50.0
	Mean	54.3	51.8	50.9	52.7	52.9	52.2

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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)?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Clinical work - current academic year	Yes	12%	16%	14%
	No	88%	84%	86%
	Total	100%	100%	100%

Q. How many hours per week do you typically spend fulfilling your Washington University clinical responsibilities?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Clinical responsibilities - hours / week	Count		106		84		190
	Median		20.0		27.0		24.0
	Mean		24.4		25.8		25.1

Note: among faculty who are involved in clinical work during the current academic year.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. As you think about how you spend your time in an academic year, what % of your average work do you spend on each of the following work-related activities?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Teaching - % work week	N	79	102	54	81	133	183
	Median	5.0	.0	5.0	.0	5.0	.0
	Mean	7.7	3.8	10.4	4.1	8.8	3.9
Meeting with students - % work week	N	76	102	56	81	132	183
	Median	5.00	2.00	4.50	2.00	5.00	2.00
	Mean	8.1	5.1	6.7	6.4	7.5	5.7
Conducting research - % work week	N	102	102	72	81	174	183
	Median	79.00	82.50	77.00	70.00	77.50	80.00
	Mean	66.2	71.5	64.9	63.5	65.7	68.0
Clinical work - % work week	N		102		81		183
	Median		.0		.0		.0
	Mean		4.3		8.0		5.9
Committee / administrative work - % work week	N	71	102	52	81	123	183
	Median	5.00	3.50	5.00	5.00	5.00	5.00
	Mean	12.4	8.8	10.4	8.0	11.5	8.5
External paid consulting - % work week	N	23	102	8	81	31	183
	Median	1.00	.00	2.00	.00	2.00	.00
	Mean	2.5	.5	3.4	.3	2.7	.4
Other work activities - % work week	N	9	102	18	81	27	183
	Median	34.00	.00	12.50	.00	15.00	.00
	Mean	42.8	5.9	25.1	9.8	31.0	7.6

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. How many undergraduate classes (excluding independent studies) did you teach during the present academic year?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Undergraduate classes taught	0	89%	65%	95%	80%	91%	72%
	1	4%	29%	2%	20%	3%	25%
	2	4%	6%	1%	0%	3%	3%
	4	0%	0%	1%	0%	0%	0%
	5	2%	0%	0%	0%	1%	0%
	6	2%	0%	0%	0%	1%	0%
	Total	100%	100%	100%	100%	100%	100%

Q. How many graduate classes (excluding independent studies) did you teach during the present academic year?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Graduate classes taught	0	74%	33%	69%	12%	71%	23%
	1	17%	39%	13%	53%	15%	46%
	2	5%	11%	5%	12%	5%	11%
	3	2%	6%	2%	0%	2%	3%
	4	2%	0%	5%	0%	3%	0%
	5	0%	0%	1%	12%	0%	6%
	6	0%	0%	1%	6%	0%	3%
	8 or more	2%	11%	5%	6%	3%	9%
	Total	100%	100%	100%	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
# undergraduate students advisees	N	114	73	82	66	196	139
	Mean	.3	.6	.5	.8	.4	.7
	Median	.0	.0	.0	.0	.0	.0
# graduate / professional student advisees	Valid N	117	79	82	64	199	143
	Mean	.7	.8	2.0	2.3	1.2	1.5
	Median	.0	.0	.0	.0	.0	.0
# residents (Medical school) advisees	N	116	68	79	60	195	128
	Mean	1.6	2.4	.5	1.1	1.2	1.8
	Median	.0	.0	.0	.0	.0	.0
# postdoctoral / fellow advisees	Valid N	121	75	84	63	205	138
	Mean	.9	.9	.6	1.4	.8	1.1
	Median	.0	.0	.0	.0	.0	.0
# informal student advisees	Valid N	117	63	80	62	197	125
	Mean	.9	2.5	1.6	1.9	1.2	2.2
	Median	.0	.0	.0	.0	.0	.0

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Role involved with undergraduates	Faculty-led research project - advised UGs		25%		17%		22%
	Student organization - affiliated		2%		0%		1%
	Student-led research project - advised UGs		9%		8%		9%
	Residential program - affiliated		6%		4%		5%
	Field-based projects - supervised UGs		7%		4%		5%
	Other role - working with UGs		3%		7%		5%
	Any of the above role involved with undergraduate students		34%		37%		35%
	Total		100%		100%		100%

Note: Total may exceed 100% due to multiple responses.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Role involved with undergraduates	Faculty-led research project - advised UGs	0%	25%	0%	17%	0%	22%
	Student organization - affiliated	0%	2%	0%	0%	0%	1%
	Student-led research project - advised UGs	0%	9%	0%	8%	0%	9%
	Residential program - affiliated	0%	6%	0%	4%	0%	5%
	Field-based projects - supervised UGs	0%	7%	0%	4%	0%	5%
	Other role - working with UGs	0%	3%	0%	7%	0%	5%
	Any of the above role involved with undergraduate students	0%	34%	0%	37%	0%	35%
	Total	100%	100%	100%	100%	100%	100%

Note: Total may exceed 100% due to multiple responses.

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Papers for publication - last year	N	131	94	80	73	211	167
	Mean	3.3	3.0	2.8	3.1	3.1	3.1
	Median	3.0	2.5	2.0	2.0	3.0	2.0
Papers for presentation - last year	N	110	81	67	67	177	148
	Mean	3.1	2.0	2.6	2.0	2.9	2.0
	Median	2.5	2.0	2.0	1.0	2.0	1.5
Books authored - last year	N	12	55	5	56	17	111
	Mean	1.1	.0	1.0	.0	1.1	.0
	Median	1.0	.0	1.0	.0	1.0	.0
Books edited - last year	N	7	56	2	55	9	111
	Mean	1.0	.0	1.0	.0	1.0	.0
	Median	1.0	.0	1.0	.0	1.0	.0
Chapters in books - last year	N	33	61	19	61	52	122
	Mean	1.7	.3	1.2	.5	1.5	.4
	Median	1.0	.0	1.0	.0	1.0	.0
Grant proposals - last year	N	101	80	51	63	152	143
	Mean	2.7	2.3	2.3	2.1	2.5	2.2
	Median	2.0	2.0	2.0	2.0	2.0	2.0
Other scholarly / creative works - last year	N	4	34	8	28	12	62
	Mean	1.5	.7	1.8	.9	1.7	.8
	Median	1.0	.0	1.0	.0	1.0	.0

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. Have you ever served in any of the following administrative capacities? Check all roles that apply

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
ever held any admin positions	Chair of department / unit - ever served	14%	16%	15%	16%	15%	16%
	Dean / associate / assistant dean - ever served	14%	16%	14%	16%	14%	16%
	Director of undergraduate study - ever served	15%	16%	17%	16%	16%	16%
	Director of graduate study - ever served	16%	16%	15%	15%	16%	16%
	Director of center/ program / institute - ever served	19%	16%	18%	17%	18%	17%
	Any of the above administrative capacities ever served	22%	19%	21%	21%	21%	20%
	Total	100%	100%	100%	100%	100%	100%

Note: Total may exceed 100% due to multiple responses.

Q. 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?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Serve in leadership position - how often requested	Never	91%	96%	93%
	Once or twice	8%	3%	6%
	Occasionally	1%	1%	1%
	Total	100%	100%	100%

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Assume leadership positions - willingness	Very unwilling	5%	4%	10%	13%	7%	8%
	Somewhat unwilling	12%	8%	16%	11%	14%	9%
	Neither unwilling nor willing	23%	26%	30%	24%	26%	25%
	Somewhat willing	34%	34%	29%	31%	32%	32%
	Very willing to serve	26%	28%	15%	22%	21%	25%
	Total	100%	100%	100%	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Total	
		WU 2006	WU 2011	WU 2006	WU 2011
Received relief for taking administrative responsibility	Dean / associate / assistant dean - received teaching relief	100%	0%	100%	0%
	Director of center / program / institute - received teaching relief	0%	33%	0%	33%
	Director of graduate study - received teaching relief	0%	33%	0%	33%
	Director of undergraduate study - received teaching relief	0%	33%	0%	33%
	Total	100%	100%	100%	100%

Note: Total may exceed 100% due to multiple responses.

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
# departmental committees	N	125	82	87	62	212	144
	Mean	.4	.4	.6	.3	.5	.4
	Median	.0	.0	.0	.0	.0	.0
# university / School / Divisional committees	N		82		65		147
	Mean		.4		.4		.4
	Median		.0		.0		.0
# hospital / WU health system committees	N	122	73	83	62	205	135
	Mean	.2	.1	.2	.2	.2	.1
	Median	.0	.0	.0	.0	.0	.0
# external committees / boards	N	123	82	84	61	207	143
	Mean	.6	.7	.5	.6	.6	.6
	Median	.0	.0	.0	.0	.0	.0

Note: 'More than 8' coded 9.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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.

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Teaching responsibilities-extent of stress	Not at all	52%	83%	60%	52%	56%	69%
	Somewhat	42%	14%	36%	45%	39%	28%
	Extensive	6%	3%	3%	3%	5%	3%
	Total	100%	100%	100%	100%	100%	100%
Advising responsibilities-extent of stress	Not at all	63%	82%	65%	60%	64%	72%
	Somewhat	34%	14%	32%	36%	33%	24%
	Extensive	3%	4%	3%	4%	3%	4%
	Total	100%	100%	100%	100%	100%	100%
Timing of departmental meetings-extent of stress	Not at all	57%	68%	57%	61%	57%	64%
	Somewhat	38%	31%	41%	34%	39%	32%
	Extensive	5%	2%	2%	5%	4%	3%
	Total	100%	100%	100%	100%	100%	100%
Scholarly productivity-extent of stress	Not at all	19%	15%	22%	9%	20%	12%
	Somewhat	50%	52%	50%	56%	50%	54%
	Extensive	31%	33%	28%	34%	30%	34%
	Total	100%	100%	100%	100%	100%	100%
Securing funding for research-extent of stress	Not at all	8%	6%	13%	5%	10%	6%
	Somewhat	38%	35%	45%	38%	41%	36%
	Extensive	53%	59%	42%	57%	49%	58%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. 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.

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Clinical responsibilities-extent of stress	Not at all	38%	58%	47%	53%	43%	56%
	Somewhat	51%	42%	42%	33%	47%	37%
	Extensive	10%	0%	11%	13%	11%	7%
	Total	100%	100%	100%	100%	100%	100%
Clinical revenues-extent of stress	Not at all	53%	88%	45%	70%	49%	78%
	Somewhat	41%	0%	45%	30%	43%	17%
	Extensive	6%	13%	9%	0%	8%	6%
	Total	100%	100%	100%	100%	100%	100%
Committee / administrative responsibilities extent of stress	Not at all	52%	60%	59%	62%	55%	61%
	Somewhat	45%	38%	35%	35%	41%	36%
	Extensive	3%	3%	6%	3%	4%	3%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. 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.

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Managing a research group / grant-extent of stress	Not at all	14%	26%	15%	19%	14%	23%
	Somewhat	62%	51%	69%	51%	65%	51%
	Extensive	24%	23%	16%	30%	21%	26%
	Total	100%	100%	100%	100%	100%	100%
Review / promotion process-extent of stress	Not at all	41%	25%	33%	27%	38%	26%
	Somewhat	36%	52%	49%	49%	42%	51%
	Extensive	23%	23%	17%	24%	21%	23%
	Total	100%	100%	100%	100%	100%	100%
Departmental / campus politics-extent of stress	Not at all	48%	40%	51%	36%	49%	38%
	Somewhat	30%	36%	35%	43%	32%	39%
	Extensive	22%	24%	15%	21%	19%	23%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Satisfied with life outside WU	Very dissatisfied	1%	4%	2%
	Somewhat dissatisfied	4%	8%	6%
	Neither satisfied nor dissatisfied	9%	12%	10%
	Somewhat satisfied	41%	27%	35%
	Very satisfied	44%	48%	46%
	Total	100%	100%	100%

Q. Do you have a spouse or domestic partner?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Have spouse / domestic partner	Yes, I have a spouse	85%	86%	72%	71%	80%	80%
	Yes, I have a domestic partner	4%	4%	2%	1%	3%	3%
	No	11%	10%	26%	27%	17%	17%
	Total	100%	100%	100%	100%	100%	100%

Q. What is your spouse"s/partner"s principal activity?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Spouse / partner principal activity	Employed	67%	86%	74%
	Not employed and actively seeking employment	6%	2%	5%
	Not employed and not seeking employment	20%	4%	14%
	Retired	1%	6%	3%
	Student	2%	2%	2%
	Other	4%	0%	2%
	Total	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. Is your spouse/partner a faculty member or other academic? My spouse/partner is ...

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Spouse / partner is faculty member / other academic	is not an academic	74%	65%	71%
	a faculty member	9%	28%	17%
	a postdoctoral fellow or research associate	6%	2%	4%
	in an academic position other than faculty	8%	2%	5%
	a graduate or professional student	3%	2%	3%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. Does your spouse/partner work or study at ...

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Spouse / partner work at ...	Yes	26%	20%	23%
	No	74%	80%	77%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Both employed at ...	We became partners after we were both employed at ...	13%	20%	14%	0%	13%	13%
	My spouse/partner and I were recruited by institution as a couple	28%	20%	24%	22%	26%	21%
	I was recruited by institution / employment for spouse followed	47%	40%	14%	11%	34%	29%
	My spouse recruited by institution / employment for me followed	13%	20%	48%	67%	26%	38%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. How satisfied is your spouse/domestic partner with his/her employment situation?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Spouse / partner - employment satisfaction	Very dissatisfied	7%	6%	11%	6%	9%	6%
	Somewhat dissatisfied	17%	16%	22%	12%	19%	14%
	Neither satisfied nor dissatisfied	7%	17%	2%	4%	5%	12%
	Somewhat satisfied	36%	41%	28%	24%	33%	34%
	Very satisfied	32%	20%	38%	53%	34%	34%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Do not know', 'Not applicable' coded missing.

Q. 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?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Commuting relationship	No, spouse/partner lives/works in same community	84%	82%	87%	90%	86%	85%
	Yes, live together, but one/both of us commutes/travels	9%	15%	13%	4%	11%	10%
	Yes, live in separate communities part of the time	6%	3%	0%	6%	4%	4%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. How many children do you have in total?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Number of children	0	23%	27%	25%
	1	21%	27%	24%
	2	37%	36%	36%
	3	10%	9%	10%
	4	3%	1%	3%
	5	3%	0%	2%
	More than 5	2%	0%	1%
	Total	100%	100%	100%

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
age of child	No children	20%	23%	36%	27%	26%	25%
	Children age 0-4 years	30%	19%	16%	24%	25%	21%
	Children age 5-17 years	44%	44%	38%	36%	42%	40%
	Children age 18-24 years	26%	31%	22%	26%	25%	29%
	Total	100%	100%	100%	100%	100%	100%

Note: Adding up item percentages may exceed 100% due to multiple response selections.

Q. How difficult has it been for you to find and/or secure child care for your child(ren)?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Difficulty finding / securing child care	Not at all difficult	69%	65%	67%
	Moderately difficult	25%	29%	27%
	Very difficult	6%	6%	6%
	Total	100%	100%	100%

Note: among faculty who said they have children 0-4 years.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. Overall, how satisfied are you with the quality of your current child care arrangements?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Current child care arrangements - satisfaction	Very dissatisfied	0%	6%	3%
	Somewhat dissatisfied	6%	12%	9%
	Neither satisfied nor dissatisfied	6%	0%	3%
	Somewhat satisfied	63%	41%	52%
	Very satisfied	25%	41%	33%
	Total	100%	100%	100%

Note: among faculty who said they have children 0-4 years.

Q. Are you currently caring for or managing care for an aging and/or ill parent, spouse, or other relative?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Currently caring adult dependent	Yes	15%	13%	13%	7%	14%	11%
	No	85%	87%	87%	93%	86%	89%
	Total	100%	100%	100%	100%	100%	100%

Q. 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?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Faculty life / personal life fit together - satisfaction	Very dissatisfied	3%	4%	4%
	Somewhat dissatisfied	8%	18%	13%
	Neither satisfied nor dissatisfied	23%	14%	19%
	Somewhat satisfied	47%	33%	41%
	Very satisfied	19%	31%	24%
	Total	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Household responsibilities - source of stress	Not at all	21%	41%	34%	28%	26%	35%
	Somewhat	63%	49%	49%	56%	58%	52%
	Extensive	16%	10%	17%	16%	16%	13%
	Total	100%	100%	100%	100%	100%	100%
Child care - source of stress	Not at all	32%	44%	39%	49%	35%	46%
	Somewhat	42%	48%	43%	36%	42%	42%
	Extensive	26%	8%	18%	16%	23%	12%
	Total	100%	100%	100%	100%	100%	100%
Care of dependents - source of stress	Not at all	67%	9%	67%	20%	67%	13%
	Somewhat	26%	64%	23%	40%	25%	56%
	Extensive	6%	27%	9%	40%	8%	31%
	Total	100%	100%	100%	100%	100%	100%
Health - source of stress	Not at all	73%	63%	69%	79%	71%	70%
	Somewhat	27%	35%	28%	16%	27%	27%
	Extensive	0%	2%	3%	4%	1%	3%
	Total	100%	100%	100%	100%	100%	100%
Personal finances / cost of living - source of stress	Not at all	39%	31%	56%	52%	46%	41%
	Somewhat	47%	49%	32%	35%	41%	42%
	Extensive	14%	20%	12%	13%	13%	17%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. In the last five years, while at ..., have you received a formal or informal outside job offer that you took to chair/ dean of your department/ unit ?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Received outside job offer - last 5 years	Yes	4%	11%	7%
	No	96%	89%	93%
	Total	100%	100%	100%

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

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Adjusted due to outside offer	None - adjusted due to job offer	33%	75%	64%
	Other - adjusted due to job offer	33%	0%	9%
	Salary - adjusted due to job offer	67%	25%	36%
	Total	100%	100%	100%

Note: 1. Among faculty who received job offers in the last five years. 2. Adding up item percentages may exceed 100% due to multiple

Q. In the next three years, how likely are you to leave ... ?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Likely to leave ... in 3 years	Very unlikely	22%	22%	30%	16%	26%	20%
	Somewhat unlikely	17%	15%	16%	23%	17%	19%
	Neither likely nor unlikely	24%	33%	26%	26%	25%	30%
	Somewhat likely	17%	18%	13%	18%	16%	18%
	Very likely	19%	12%	14%	16%	17%	14%
	Total	100%	100%	100%	100%	100%	100%

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Increase salary - reason to leave	Not at all	20%	22%	22%	36%	21%	28%
	To some extent	40%	53%	38%	39%	40%	47%
	To a great extent	40%	25%	39%	25%	40%	25%
	Total	100%	100%	100%	100%	100%	100%
Improve prospects for tenure - reason to leave	Not at all	25%	30%	38%	40%	30%	34%
	To some extent	32%	27%	33%	18%	33%	23%
	To a great extent	42%	42%	29%	42%	37%	42%
	Total	100%	100%	100%	100%	100%	100%
Enhance career in other ways - reason to leave	Not at all	21%	14%	25%	27%	23%	20%
	To some extent	36%	45%	34%	30%	35%	38%
	To a great extent	43%	41%	41%	43%	42%	42%
	Total	100%	100%	100%	100%	100%	100%
Find more supportive work env - reason to leave	Not at all	42%	44%	45%	42%	43%	43%
	To some extent	30%	34%	35%	27%	32%	31%
	To a great extent	28%	23%	21%	31%	25%	26%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Increase time for research - reason to leave	Not at all	77%	68%	76%	78%	76%	73%
	To some extent	15%	24%	14%	17%	15%	21%
	To a great extent	9%	8%	9%	5%	9%	7%
	Total	100%	100%	100%	100%	100%	100%
Change administrative responsibilities - reason to leave	Not at all	73%	77%	68%	86%	70%	81%
	To some extent	23%	19%	25%	9%	24%	15%
	To a great extent	4%	4%	7%	5%	5%	4%
	Total	100%	100%	100%	100%	100%	100%
Pursue nonacademic job - reason to leave	Not at all	54%	61%	58%	54%	55%	58%
	To some extent	35%	31%	25%	36%	31%	33%
	To a great extent	11%	8%	18%	10%	14%	9%
	Total	100%	100%	100%	100%	100%	100%
Reduce stress - reason to leave	Not at all	46%	47%	38%	42%	42%	45%
	To some extent	36%	36%	35%	36%	35%	36%
	To a great extent	19%	17%	27%	21%	22%	19%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

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

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Improve spouse / partner employment - reason to leave	Not at all	63%	69%	65%	67%	64%	68%
	To some extent	24%	20%	14%	21%	20%	20%
	To a great extent	13%	11%	21%	13%	16%	12%
	Total	100%	100%	100%	100%	100%	100%
Lower cost of living - reason to leave	Not at all	82%	87%	79%	93%	81%	90%
	To some extent	15%	11%	15%	5%	15%	9%
	To a great extent	3%	1%	6%	2%	4%	2%
	Total	100%	100%	100%	100%	100%	100%
Retirement - reason to leave	Not at all	86%	77%	81%	77%	84%	77%
	To some extent	9%	17%	12%	12%	10%	15%
	To a great extent	5%	6%	7%	12%	6%	9%
	Total	100%	100%	100%	100%	100%	100%
Child-related issues - reason to leave	Not at all	74%	79%	64%	82%	70%	80%
	To some extent	20%	18%	25%	8%	22%	14%
	To a great extent	6%	3%	11%	10%	8%	6%
	Total	100%	100%	100%	100%	100%	100%
Other - reason to leave	Not at all	33%	50%	22%	29%	28%	38%
	To some extent	11%	0%	11%	0%	11%	0%
	To a great extent	56%	50%	67%	71%	61%	62%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. What is your gender?

		WU 2006	WU 2011
Gender	Male	60%	56%
	Female	40%	44%
	Total	100%	100%

Q. What is your sexual orientation?

		WU 2011
Sexual orientation	Straight/heterosexual	98%
	Non-heterosexual	2%
	Total	100%

Q. What is your citizenship?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Citizenship	U.S. citizen	73%	78%	75%
	U.S. permanent resident	15%	13%	14%
	Nonresident alien (J-1, H-1B, O-1B status, etc.)	12%	10%	11%
	Total	100%	100%	100%

Q. Race/ ethnicity

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
race /ethnicities	Are you Hispanic or Latino?	1%	3%	2%	5%	2%	4%
	White	71%	65%	78%	74%	74%	69%
	Asian	26%	34%	16%	24%	22%	29%
	Black or African American	1%	2%	4%	4%	2%	3%
	American Indian or Alaska Native	1%	0%	0%	1%	0%	1%
	Total	100%	100%	100%	100%	100%	100%

Note: Adding up item percentages may exceed 100% due to multiple response selections.

Detail Report Medical Campus Research Faculty
 Frequency Tables for each question, by gender for WU 2006 and WU 2011

Q. How long have you been a faculty member at ... (in years)?

		Male		Female		Total	
		WU 2006	WU 2011	WU 2006	WU 2011	WU 2006	WU 2011
Faculty member at WU - years	Mean	6.0	7.9	6.6	7.6	6.2	7.8
	Median	3.0	5.0	3.0	4.0	3.0	5.0
	N	127	92	82	71	209	163

Q. What is the highest degree you have earned?

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Highest degree earned	Master's degree in the Arts and Sciences (MA, MS)	2%	6%	4%
	Other professional master's degree (e.g., MPA, MSW, ...)	1%	1%	1%
	Ph.D.	72%	78%	74%
	Medical degree (MD, DO, DDS, DVM)	12%	8%	10%
	Law degree (JD, LLB)	1%	1%	1%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	3%	0%	2%
	Joint degree (e.g., MD/PhD, MBA/JD)	7%	3%	5%
	Other degree or certificate	2%	3%	2%
	Total	100%	100%	100%