

# DETAIL REPORT – Danforth Campus Tenured and Tenure Track Faculty

## Contents

### Introduction

### Table of Contents

Satisfaction	p 1-7
Overall; aspects of work life	
Teaching resources	
Research resources	
Space issues	
Departmental climate	p 8-10
Identities & bias issues	p 11-12
Mentoring	p 12-14
Tenure & Promotion	p 15-18
Workload	p 19-23
Leadership	p 24
Sources of stress – work-related	p 26-27
Life outside WU	p 28-33
Spouse; children	
Sources of stress	
Outside offers / how likely to leave	p 34-37
Demographics	p 38-39

## 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
<b>Total</b>	Full Time Faculty	890	683	77%	1737	999	58%
<b>Tenure and Track</b>	Tenured & On Tenure Track	643	511	79%	645	396	61%
	Clinical	n.a.	n.a.	n.a.	767	413	54%
	Research & Non Track	247	172	70%	325	190	58%
<b>Rank</b>	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%
<b>Gender</b>	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 - Research & Non Track	172	140	1383
Medical - Research & Non Track	190	263	414

If you have questions or comments, please contact Lynn McCloskey, Assistant Provost – Analysis, [lynn.mccloskey@wustl.edu](mailto:lynn.mccloskey@wustl.edu).

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Satisfied being a faculty member at ...	Very dissatisfied	5%	8%	6%	5%	3%	3%	5%	6%	5%
	Somewhat dissatisfied	8%	9%	9%	12%	14%	8%	9%	10%	9%
	Neither satisfied nor dissatisfied	5%	8%	5%	5%	1%	6%	5%	6%	5%
	Somewhat satisfied	34%	31%	32%	39%	40%	48%	36%	33%	37%
	Very satisfied	47%	45%	49%	40%	43%	35%	45%	44%	44%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Salary - satisfaction	Very dissatisfied	7%	6%	9%	8%	3%	8%	7%	5%	9%
	Somewhat dissatisfied	18%	14%	16%	16%	13%	26%	17%	14%	19%
	Neither satisfied nor dissatisfied	11%	9%	14%	9%	7%	8%	11%	8%	12%
	Somewhat satisfied	36%	38%	37%	36%	47%	29%	36%	40%	34%
	Very satisfied	28%	34%	25%	31%	30%	28%	28%	32%	26%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching responsibilities - satisfaction	Very dissatisfied	2%	2%	1%	2%	1%	2%	2%	2%	1%
	Somewhat dissatisfied	6%	7%	5%	10%	6%	13%	7%	7%	7%
	Neither satisfied nor dissatisfied	10%	8%	12%	9%	7%	13%	10%	8%	12%
	Somewhat satisfied	37%	30%	33%	34%	38%	34%	36%	32%	33%
	Very satisfied	46%	53%	50%	45%	48%	39%	46%	52%	46%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities - satisfaction	Very dissatisfied	1%	2%	1%	2%	3%	2%	2%	2%	1%
	Somewhat dissatisfied	7%	10%	8%	11%	12%	7%	8%	10%	8%
	Neither satisfied nor dissatisfied	18%	21%	18%	19%	12%	17%	18%	19%	17%
	Somewhat satisfied	40%	34%	38%	35%	43%	45%	39%	37%	40%
	Very satisfied	34%	33%	36%	32%	30%	29%	33%	32%	34%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Committee / administrative responsibilities - satisfaction	Very dissatisfied	4%	8%	2%	10%	8%	8%	6%	8%	4%
	Somewhat dissatisfied	16%	19%	15%	19%	24%	14%	17%	20%	15%
	Neither satisfied nor dissatisfied	29%	27%	30%	26%	20%	21%	28%	25%	27%
	Somewhat satisfied	34%	31%	33%	32%	32%	37%	33%	31%	34%
	Very satisfied	17%	16%	20%	13%	17%	20%	16%	16%	20%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Library resources - satisfaction	Very dissatisfied	3%	5%	6%	4%	7%	7%	3%	6%	6%
	Somewhat dissatisfied	6%	17%	14%	10%	20%	20%	7%	18%	16%
	Neither satisfied nor dissatisfied	10%	10%	16%	7%	6%	9%	9%	9%	14%
	Somewhat satisfied	31%	34%	31%	27%	34%	28%	30%	34%	30%
	Very satisfied	50%	34%	33%	51%	32%	36%	51%	34%	34%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clerical / administrative staff - satisfaction	Very dissatisfied	7%	3%	5%	8%	4%	5%	7%	3%	5%
	Somewhat dissatisfied	14%	12%	12%	18%	16%	14%	15%	13%	13%
	Neither satisfied nor dissatisfied	14%	14%	13%	11%	6%	10%	13%	12%	12%
	Somewhat satisfied	32%	32%	33%	29%	26%	33%	31%	30%	33%
	Very satisfied	34%	40%	37%	34%	48%	37%	34%	42%	37%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computer resources - satisfaction	Very dissatisfied	4%	5%	4%	6%	3%	6%	5%	5%	4%
	Somewhat dissatisfied	12%	12%	15%	17%	17%	13%	13%	13%	14%
	Neither satisfied nor dissatisfied	13%	14%	13%	13%	6%	20%	13%	12%	15%
	Somewhat satisfied	34%	34%	36%	30%	35%	31%	33%	35%	35%
	Very satisfied	36%	34%	32%	34%	39%	30%	36%	35%	31%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computing support staff - satisfaction	Very dissatisfied	8%	5%	6%	11%	5%	10%	9%	5%	7%
	Somewhat dissatisfied	16%	14%	11%	18%	20%	18%	16%	15%	13%
	Neither satisfied nor dissatisfied	16%	16%	13%	13%	5%	9%	15%	13%	12%
	Somewhat satisfied	31%	31%	31%	28%	32%	32%	30%	31%	32%
	Very satisfied	30%	34%	39%	31%	39%	30%	30%	35%	36%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Quality of graduate students - satisfaction	Very dissatisfied	2%	8%	6%	1%	6%	5%	2%	7%	6%
	Somewhat dissatisfied	8%	28%	20%	10%	11%	15%	8%	24%	19%
	Neither satisfied nor dissatisfied	10%	15%	17%	9%	6%	14%	10%	13%	16%
	Somewhat satisfied	36%	34%	38%	32%	56%	38%	35%	40%	38%
	Very satisfied	45%	15%	19%	48%	21%	27%	45%	17%	22%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Quality of professional students - satisfaction	Very dissatisfied		2%	1%		5%	2%		2%	1%
	Somewhat dissatisfied		16%	17%		7%	13%		14%	16%
	Neither satisfied nor dissatisfied		25%	13%		7%	8%		20%	11%
	Somewhat satisfied		26%	35%		53%	26%		33%	32%
	Very satisfied		31%	34%		28%	51%		30%	40%
	Total		100%	100%		100%	100%		100%	100%
Time available scholarly work - satisfaction	Very dissatisfied	6%	10%	9%	15%	15%	26%	8%	11%	14%
	Somewhat dissatisfied	23%	25%	29%	27%	34%	36%	24%	27%	31%
	Neither satisfied nor dissatisfied	15%	16%	16%	11%	8%	11%	14%	14%	14%
	Somewhat satisfied	34%	33%	32%	28%	31%	18%	33%	32%	28%
	Very satisfied	21%	17%	14%	18%	13%	9%	20%	16%	12%
	Total	100%	100%	100%	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	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Overall teaching resources - satisfaction	Very dissatisfied	6%	2%	6%	2%	6%	2%
	Somewhat dissatisfied	12%	11%	16%	9%	13%	10%
	Neither satisfied nor dissatisfied	13%	10%	13%	12%	13%	10%
	Somewhat satisfied	38%	40%	39%	52%	38%	44%
	Very satisfied	31%	38%	26%	26%	30%	34%
	Total	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Classroom space - satisfaction	Very dissatisfied	5%	4%	5%	7%	5%	6%	6%	4%	5%
	Somewhat dissatisfied	15%	14%	10%	15%	23%	21%	15%	17%	13%
	Neither satisfied nor dissatisfied	12%	13%	6%	11%	7%	4%	12%	11%	6%
	Somewhat satisfied	34%	37%	32%	34%	29%	28%	34%	35%	30%
	Very satisfied	34%	32%	47%	32%	36%	41%	33%	33%	45%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Access to teaching assistants - satisfaction	Very dissatisfied	5%	7%	9%	8%	9%	14%	6%	8%	10%
	Somewhat dissatisfied	13%	14%	15%	17%	20%	28%	14%	15%	19%
	Neither satisfied nor dissatisfied	14%	15%	14%	13%	12%	11%	13%	14%	13%
	Somewhat satisfied	33%	34%	29%	31%	19%	26%	33%	30%	28%
	Very satisfied	34%	30%	33%	31%	40%	22%	33%	33%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for innovation - satisfaction	Very dissatisfied			4%			6%			4%
	Somewhat dissatisfied			9%			17%			11%
	Neither satisfied nor dissatisfied			29%			28%			28%
	Somewhat satisfied			27%			29%			27%
	Very satisfied			32%			21%			28%
	Total			100%			100%			100%
Support for improving learning - satisfaction	Very dissatisfied			3%			3%			3%
	Somewhat dissatisfied			12%			16%			13%
	Neither satisfied nor dissatisfied			35%			38%			36%
	Somewhat satisfied			29%			32%			30%
	Very satisfied			22%			12%			19%
	Total			100%			100%			100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Start-up funds - satisfaction	Very dissatisfied	9%	7%	8%	9%	5%	11%	9%	7%	9%
	Somewhat dissatisfied	15%	11%	14%	14%	17%	13%	15%	13%	14%
	Neither satisfied nor dissatisfied	20%	12%	17%	14%	9%	15%	18%	11%	16%
	Somewhat satisfied	26%	27%	26%	26%	30%	30%	26%	28%	28%
	Very satisfied	30%	42%	35%	37%	39%	31%	32%	41%	33%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for securing grants - satisfaction	Very dissatisfied	9%	7%	7%	11%	11%	10%	9%	8%	8%
	Somewhat dissatisfied	19%	21%	15%	20%	18%	22%	19%	20%	17%
	Neither satisfied nor dissatisfied	24%	23%	21%	23%	24%	23%	23%	24%	21%
	Somewhat satisfied	29%	28%	32%	27%	16%	28%	29%	25%	31%
	Very satisfied	20%	21%	26%	18%	30%	18%	19%	23%	23%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for managing grants - satisfaction	Very dissatisfied			8%			8%			8%
	Somewhat dissatisfied			7%			18%			11%
	Neither satisfied nor dissatisfied			20%			31%			24%
	Somewhat satisfied			30%			22%			28%
	Very satisfied			34%			20%			30%
	Total			100%			100%			100%
Technical / research staff - satisfaction	Very dissatisfied	5%	5%	11%	7%	6%	10%	6%	5%	10%
	Somewhat dissatisfied	12%	12%	13%	15%	11%	19%	12%	11%	15%
	Neither satisfied nor dissatisfied	17%	19%	26%	17%	16%	27%	17%	18%	27%
	Somewhat satisfied	33%	29%	27%	28%	26%	21%	32%	28%	25%
	Very satisfied	32%	35%	22%	33%	42%	23%	32%	37%	23%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other resources - satisfaction	Very dissatisfied	9%	7%	42%	11%	8%	49%	9%	7%	45%
	Somewhat dissatisfied	15%	19%	33%	15%	16%	34%	15%	18%	34%
	Neither satisfied nor dissatisfied	25%	23%	2%	22%	21%	3%	24%	23%	3%
	Somewhat satisfied	31%	33%	2%	26%	31%	0%	30%	32%	1%
	Very satisfied	20%	18%	20%	26%	24%	14%	22%	19%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Research / scholarship resources - satisfaction	Very dissatisfied	7%	4%	8%	6%	7%	5%
	Somewhat dissatisfied	17%	10%	20%	19%	17%	13%
	Neither satisfied nor dissatisfied	10%	11%	12%	8%	11%	10%
	Somewhat satisfied	37%	46%	34%	46%	36%	46%
	Very satisfied	29%	29%	26%	20%	28%	26%
	Total	100%	100%	100%	100%	100%	100%

**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	6%	6%	6%
	Somewhat dissatisfied	16%	23%	18%
	Neither satisfied nor dissatisfied	23%	25%	24%
	Somewhat satisfied	32%	25%	30%
	Very satisfied	22%	20%	22%
	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%	12%	10%
	Somewhat dissatisfied	12%	21%	15%
	Neither satisfied nor dissatisfied	12%	7%	11%
	Somewhat satisfied	26%	21%	25%
	Very satisfied	40%	39%	40%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Office space - satisfaction	Very dissatisfied	4%	3%	9%	4%	7%	11%	4%	4%	10%
	Somewhat dissatisfied	8%	10%	9%	8%	15%	18%	8%	11%	12%
	Neither satisfied nor dissatisfied	7%	11%	7%	6%	2%	6%	7%	9%	7%
	Somewhat satisfied	24%	22%	24%	26%	22%	18%	25%	22%	22%
	Very satisfied	56%	53%	51%	55%	53%	48%	56%	53%	50%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lab / research space - satisfaction	Very dissatisfied	7%	9%	15%	11%	14%	9%	8%	10%	13%
	Somewhat dissatisfied	15%	20%	13%	16%	12%	22%	15%	18%	16%
	Neither satisfied nor dissatisfied	13%	13%	7%	10%	8%	10%	12%	12%	8%
	Somewhat satisfied	29%	24%	25%	29%	17%	21%	29%	23%	24%
	Very satisfied	37%	35%	40%	35%	49%	38%	36%	38%	39%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Studio / performance space - satisfaction	Very dissatisfied		30%	36%		13%	53%		25%	42%
	Somewhat dissatisfied		14%	14%		25%	29%		17%	20%
	Neither satisfied nor dissatisfied		19%	18%		31%	6%		23%	13%
	Somewhat satisfied		19%	14%		19%	12%		19%	13%
	Very satisfied		19%	18%		13%	0%		17%	11%
	Total		100%	100%		100%	100%		100%	100%

Note: 'Not applicable' coded missing.

**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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
I feel that my department / unit is adequately supported and valued by the leadership of WU.	Strongly disagree		12%	15%		9%	8%		11%	13%
	Somewhat disagree		21%	25%		20%	23%		21%	24%
	Neither agree nor disagree		15%	12%		12%	12%		14%	12%
	Somewhat agree		25%	25%		30%	31%		26%	27%
	Strongly agree		27%	23%		29%	26%		28%	24%
	Total		100%	100%		100%	100%		100%	100%
My chair / director / dean creates a collegial and supportive environment.	Strongly disagree	7%	10%	6%	9%	10%	9%	7%	10%	7%
	Somewhat disagree	7%	11%	13%	9%	10%	18%	8%	11%	14%
	Neither agree nor disagree	11%	12%	13%	13%	9%	10%	12%	11%	12%
	Somewhat agree	26%	23%	28%	25%	22%	28%	25%	23%	28%
	Strongly agree	49%	44%	41%	44%	48%	36%	48%	45%	39%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My chair / director / dean helps me obtain the resources I need.	Strongly disagree	9%	10%	7%	11%	9%	8%	9%	10%	7%
	Somewhat disagree	10%	12%	11%	9%	8%	17%	10%	11%	13%
	Neither agree nor disagree	20%	21%	25%	18%	13%	15%	19%	19%	22%
	Somewhat agree	29%	24%	28%	27%	32%	30%	28%	26%	28%
	Strongly agree	32%	33%	30%	35%	38%	30%	33%	34%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
I have a voice in the decision-making that affects the direction of my department / unit.	Strongly disagree	8%	12%	10%	13%	9%	15%	9%	11%	12%
	Somewhat disagree	10%	11%	10%	12%	12%	12%	10%	11%	11%
	Neither agree nor disagree	10%	11%	13%	10%	9%	10%	10%	10%	12%
	Somewhat agree	33%	30%	32%	29%	32%	32%	32%	31%	32%
	Strongly agree	40%	36%	35%	36%	37%	30%	39%	37%	33%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My colleagues value my research / scholarship.	Strongly disagree	4%	3%	4%	7%	7%	3%	5%	4%	4%
	Somewhat disagree	8%	10%	7%	12%	5%	13%	9%	8%	9%
	Neither agree nor disagree	11%	15%	16%	13%	13%	17%	12%	14%	16%
	Somewhat agree	37%	37%	30%	37%	36%	34%	37%	37%	31%
	Strongly agree	40%	36%	44%	31%	40%	34%	38%	37%	41%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
My colleagues value my research / scholarship.	Strongly disagree	4%	3%	4%	7%	7%	3%	5%	4%	4%
	Somewhat disagree	8%	10%	7%	12%	5%	13%	9%	8%	9%
	Neither agree nor disagree	11%	15%	16%	13%	13%	17%	12%	14%	16%
	Somewhat agree	37%	37%	30%	37%	36%	34%	37%	37%	31%
	Strongly agree	40%	36%	44%	31%	40%	34%	38%	37%	41%
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	Strongly disagree	6%	10%	5%	10%	12%	5%	7%	11%	5%
	Somewhat disagree	11%	13%	10%	17%	14%	17%	13%	13%	12%
	Neither agree nor disagree	14%	17%	14%	17%	15%	18%	15%	16%	15%
	Somewhat agree	30%	28%	29%	27%	31%	23%	29%	29%	27%
	Strongly agree	39%	32%	42%	29%	28%	36%	37%	31%	40%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	Strongly disagree	4%	5%	4%	7%	9%	6%	5%	6%	5%
	Somewhat disagree	10%	14%	8%	13%	17%	15%	11%	15%	11%
	Neither agree nor disagree	17%	24%	21%	19%	17%	20%	18%	22%	21%
	Somewhat agree	33%	32%	33%	34%	36%	34%	33%	33%	33%
	Strongly agree	35%	25%	33%	28%	21%	25%	33%	24%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Interdisciplinary research is recognized and rewarded by my department / unit.	Strongly disagree	6%	8%	6%	9%	5%	5%	7%	7%	6%
	Somewhat disagree	12%	15%	13%	12%	12%	11%	12%	14%	12%
	Neither agree nor disagree	19%	17%	17%	19%	19%	18%	19%	18%	17%
	Somewhat agree	32%	32%	32%	28%	29%	33%	31%	31%	33%
	Strongly agree	31%	28%	32%	32%	35%	33%	32%	29%	32%
	Total	100%	100%	100%	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	2%	4%	2%	5%	1%	2%	3%	3%	2%
	Somewhat disagree	4%	4%	4%	10%	8%	14%	6%	5%	7%
	Neither agree nor disagree	14%	11%	10%	13%	16%	10%	14%	12%	10%
	Somewhat agree	37%	39%	38%	33%	38%	38%	36%	39%	38%
	Strongly agree	43%	42%	46%	39%	38%	36%	42%	41%	43%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My department / unit is a good fit for me.	Strongly disagree	4%	6%	2%	7%	6%	4%	5%	6%	2%
	Somewhat disagree	7%	10%	9%	10%	8%	8%	8%	10%	8%
	Neither agree nor disagree	10%	12%	10%	13%	10%	10%	11%	12%	10%
	Somewhat agree	29%	31%	32%	27%	30%	37%	29%	31%	33%
	Strongly agree	49%	41%	48%	43%	46%	41%	47%	42%	46%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	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%	5%	3%	9%	11%	9%	6%	6%	4%
	Somewhat disagree	7%	6%	9%	14%	10%	18%	9%	7%	12%
	Neither agree nor disagree	19%	19%	16%	16%	10%	16%	18%	17%	16%
	Somewhat agree	32%	33%	30%	29%	31%	25%	31%	33%	28%
	Strongly agree	37%	37%	43%	33%	37%	32%	36%	37%	39%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
I feel excluded from an informal network in my department / unit.	Strongly disagree	42%	39%	41%	34%	38%	32%	40%	39%	38%
	Somewhat disagree	22%	21%	24%	20%	20%	18%	22%	21%	22%
	Neither agree nor disagree	19%	19%	15%	20%	22%	25%	19%	20%	19%
	Somewhat agree	11%	14%	15%	17%	13%	17%	13%	14%	16%
	Strongly agree	6%	6%	4%	10%	7%	8%	7%	6%	6%
	Total	100%	100%	100%	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	40%	39%	42%	28%	32%	29%	37%	37%	38%
	Somewhat disagree	18%	15%	15%	14%	15%	9%	17%	15%	13%
	Neither agree nor disagree	24%	30%	22%	22%	17%	25%	24%	27%	23%
	Somewhat agree	12%	10%	13%	22%	24%	23%	15%	14%	16%
	Strongly agree	5%	6%	7%	13%	13%	13%	8%	8%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My dept / unit creates a welcoming environment for faculty who are women.	Strongly disagree		5%	3%		5%	3%		5%	3%
	Somewhat disagree		8%	8%		12%	21%		9%	12%
	Neither agree nor disagree		15%	16%		15%	15%		15%	15%
	Somewhat agree		30%	25%		32%	31%		31%	27%
	Strongly agree		41%	48%		37%	30%		40%	42%
	Total		100%	100%		100%	100%		100%	100%
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.	Strongly disagree		5%	6%		6%	6%		5%	6%
	Somewhat disagree		10%	10%		13%	22%		11%	13%
	Neither agree nor disagree		23%	20%		32%	30%		25%	23%
	Somewhat agree		26%	25%		27%	23%		26%	24%
	Strongly agree		36%	40%		22%	20%		33%	34%
	Total		100%	100%		100%	100%		100%	100%

Note: 'Not applicable' coded missing.

**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	7%	6%	6%
	Uncomfortable	7%	15%	10%
	Comfortable	45%	52%	47%
	Very comfortable	42%	27%	37%
	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	76%	60%	42%	38%	68%	53%
	Appropriate but not well understood	18%	36%	42%	53%	23%	41%
	Inadequate and should be improved	6%	4%	16%	10%	8%	6%
	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
By leadership	Not at all	76%	43%	66%
	To some extent	11%	43%	21%
	To a great extent	1%	10%	4%
	Not applicable	12%	4%	9%
	Total	100%	100%	100%
By colleagues	Not at all	79%	54%	71%
	To some extent	8%	42%	19%
	To a great extent	2%	3%	2%
	Not applicable	11%	1%	8%
	Total	100%	100%	100%
By students	Not at all	83%	59%	75%
	To some extent	5%	39%	16%
	To a great extent	0%	2%	1%
	Not applicable	12%	1%	8%
	Total	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Adequate mentoring	Yes	69%	61%	63%	60%	52%	51%	67%	58%	59%
	No	31%	39%	37%	40%	48%	49%	33%	42%	41%
	Total	100%	100%	100%	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	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Served as mentor for another faculty	Yes, through a formal program only	5%	6%	2%	3%	4%	5%
	Yes, informally only	47%	38%	44%	43%	46%	39%
	Yes, both through a formal program and informally	22%	28%	27%	23%	23%	27%
	No	26%	27%	27%	30%	26%	28%
	Total	100%	100%	100%	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	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Had formal mentors	Yes, by assignment	9%	12%	14%	18%	11%	14%
	Yes, by my choice	14%	6%	14%	8%	14%	6%
	Yes, both by assignment and my choice	8%	7%	15%	12%	10%	8%
	No	69%	75%	58%	62%	66%	71%
	Total	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Assigned formal mentoring helpful	Very unhelpful	13%	9%	5%	6%	11%	8%
	Somewhat unhelpful	12%	14%	16%	19%	13%	16%
	Neither helpful nor unhelpful	17%	17%	16%	6%	17%	12%
	Somewhat helpful	37%	26%	26%	25%	34%	26%
	Very helpful	21%	34%	37%	44%	25%	38%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Chosen formal mentoring helpful	Very unhelpful	0%	4%	4%	0%	1%	2%
	Somewhat unhelpful	3%	4%	0%	3%	2%	3%
	Neither helpful nor unhelpful	2%	8%	8%	11%	4%	9%
	Somewhat helpful	37%	26%	20%	30%	32%	28%
	Very helpful	58%	58%	68%	57%	61%	57%
	Total	100%	100%	100%	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	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Had informal mentors	Yes, from within ... University only	20%	20%	12%	12%	18%	18%
	Yes, from outside ... University only	3%	7%	5%	11%	3%	8%
	Yes, from both within and outside ... University	35%	31%	52%	54%	40%	38%
	No	42%	41%	31%	23%	39%	36%
	Total	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Informal mentoring helpful - WU mentors	Very unhelpful	4%	2%	1%	1%	3%	1%
	Somewhat unhelpful	2%	5%	1%	3%	2%	4%
	Neither helpful nor unhelpful	4%	3%	1%	3%	3%	3%
	Somewhat helpful	38%	31%	37%	38%	37%	33%
	Very helpful	52%	59%	59%	56%	54%	58%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Tenure criteria clearly communicated	Strongly disagree	9%	7%	4%	15%	13%	7%	10%	9%	5%
	Somewhat disagree	12%	17%	9%	18%	24%	16%	14%	19%	11%
	Neither agree nor disagree	10%	10%	4%	11%	9%	9%	10%	10%	5%
	Somewhat agree	35%	35%	36%	30%	32%	36%	34%	34%	36%
	Strongly agree	31%	29%	45%	23%	20%	32%	29%	27%	41%
	Do not know	2%	3%	2%	3%	3%	1%	3%	3%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Research / scholarly work - value for tenure	Valued slightly or not at all	1%	0%	1%	1%	1%	0%	1%	0%	1%
	Somewhat valued	4%	8%	3%	5%	2%	3%	4%	7%	3%
	Highly valued	93%	89%	95%	91%	93%	95%	93%	90%	95%
	Do not know	2%	3%	1%	3%	4%	2%	2%	3%	1%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching contributions - value for tenure	Valued slightly or not at all	18%	15%	12%	19%	10%	8%	18%	14%	11%
	Somewhat valued	55%	55%	50%	53%	58%	50%	54%	56%	50%
	Highly valued	24%	28%	36%	22%	26%	40%	23%	27%	37%
	Do not know	4%	3%	2%	6%	6%	3%	4%	3%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Administrative / committee service - value for tenure	Valued slightly or not at all	45%	45%	40%	45%	43%	34%	45%	45%	38%
	Somewhat valued	43%	46%	48%	40%	40%	48%	42%	44%	48%
	Highly valued	5%	4%	7%	4%	7%	12%	5%	5%	8%
	Do not know	7%	5%	5%	11%	10%	6%	8%	6%	5%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Research / scholarly work - valued appropriately	Very undervalued	2%	1%	1%	1%	1%	1%	1%	1%	1%
	Somewhat undervalued	4%	4%	3%	4%	3%	3%	4%	4%	3%
	Valued appropriately	79%	76%	80%	72%	61%	70%	77%	72%	77%
	Somewhat overvalued	10%	12%	11%	13%	20%	20%	11%	14%	14%
	Very overvalued	3%	3%	2%	5%	5%	2%	3%	4%	2%
	Do not know	3%	3%	2%	6%	10%	4%	4%	5%	3%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching contributions - valued appropriately	Very undervalued	9%	9%	8%	9%	13%	6%	9%	10%	7%
	Somewhat undervalued	32%	30%	29%	37%	33%	35%	33%	31%	30%
	Valued appropriately	50%	50%	54%	40%	41%	44%	47%	48%	51%
	Somewhat overvalued	5%	7%	5%	4%	3%	7%	5%	5%	5%
	Very overvalued	1%	2%	1%	1%	2%	3%	1%	2%	1%
	Do not know	4%	3%	4%	7%	9%	6%	5%	4%	4%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Administrative / committee service - valued appropriately	Very undervalued	8%	7%	9%	14%	18%	17%	10%	10%	11%
	Somewhat undervalued	24%	26%	23%	31%	33%	23%	26%	28%	23%
	Valued appropriately	56%	55%	59%	39%	32%	47%	51%	49%	55%
	Somewhat overvalued	4%	5%	4%	2%	2%	3%	3%	4%	3%
	Very overvalued	1%	1%	0%	1%	1%	4%	1%	1%	1%
	Do not know	7%	6%	5%	12%	15%	7%	9%	9%	6%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Received relief from teaching / other	Yes, within the past year	5%	2%	4%	9%	13%	10%	6%	5%	6%
	Yes, more than a year ago but within the past five years	6%	3%	4%	11%	14%	15%	7%	6%	7%
	Yes, more than five years ago	4%	2%	6%	11%	12%	16%	6%	4%	9%
	No	85%	94%	86%	69%	61%	59%	80%	85%	78%
	Total	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Department / unit supportive - relief	Very unsupportive	9%	22%	5%	8%	0%	0%	8%	7%	2%
	Somewhat unsupportive	5%	13%	2%	7%	7%	8%	6%	9%	6%
	Neither supportive nor unsupportive	7%	0%	0%	10%	11%	5%	8%	7%	3%
	Somewhat supportive	15%	17%	25%	16%	20%	22%	15%	19%	23%
	Very supportive	64%	48%	68%	59%	62%	65%	62%	57%	66%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Tenure clock slowed / stopped for personal reasons	Yes, within the past year	1%	1%	1%	4%	6%	3%	2%	2%	2%
	Yes, more than a year ago but within the past five years	1%	1%	2%	5%	11%	4%	2%	4%	2%
	Yes, more than five years ago	1%	0%	1%	5%	6%	9%	2%	2%	3%
	No	97%	98%	96%	86%	77%	83%	94%	92%	92%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Department / unit supportive - slowing tenure clock	Very unsupportive	4%	22%	0%	8%	4%	0%	6%	9%	0%
	Somewhat unsupportive	2%	11%	0%	7%	4%	8%	5%	6%	6%
	Neither supportive nor unsupportive	15%	11%	8%	10%	15%	13%	12%	14%	11%
	Somewhat supportive	11%	0%	25%	20%	8%	13%	16%	6%	17%
	Very supportive	69%	56%	67%	55%	69%	67%	61%	66%	67%
	Total	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Rate reasonableness of workload	Much too light	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Too light	0%	1%	1%	0%	0%	0%	0%	1%	0%
	About right	55%	55%	63%	41%	44%	47%	52%	52%	58%
	Too heavy	34%	36%	30%	44%	44%	46%	37%	39%	35%
	Much too heavy	10%	8%	6%	14%	12%	6%	11%	9%	6%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Typical work week - hours	N	2404	273	334	810	112	156	3214	385	490
	Median	60.0	55.0	60.0	60.0	55.0	55.0	60.0	55.0	56.0
	Mean	58.7	57.5	56.9	59.1	55.7	54.4	58.8	57.0	56.1

**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?**

		Gender								
		Male			Female			Total		
		Comparison Group			Comparison Group			Comparison Group		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Teaching - % work week	N	1923	320	341	690	120	153	2613	440	494
	Median	25.5	30.0	30.0	30.0	35.0	30.0	25.5	30.0	30.0
	Mean	27.6	32.2	31.1	30.7	36.4	33.2	28.4	33.4	31.7
Meeting with students - % work week	N	1921	319	341	690	118	153	2611	437	494
	Median	15.00	10.00	10.00	15.00	15.00	12.00	15.00	10.00	10.00
	Mean	15.5	14.1	14.3	15.6	15.0	14.2	15.5	14.3	14.3
Conducting research - % work week	N	1919	315	341	686	119	153	2605	434	494
	Median	30.00	35.00	35.00	27.00	30.00	30.00	30.00	31.50	30.00
	Mean	33.9	35.7	34.8	29.5	30.6	30.0	32.8	34.3	33.3
Committee / administrative work - % work week	N	1902	308	341	684	115	153	2586	423	494
	Median	10.00	10.00	10.00	10.00	10.00	15.00	10.00	10.00	10.00
	Mean	15.6	16.4	15.9	16.9	16.7	18.7	15.9	16.5	16.8
External paid consulting - % work week	N	1759	61	341	619	12	153	2378	73	494
	Median	.00	5.00	.00	.00	4.00	.00	.00	5.00	.00
	Mean	1.7	5.5	1.1	.7	6.3	.6	1.5	5.6	.9
Other work activities - % work week	N	1602	48	341	556	25	153	2158	73	494
	Median	.00	10.00	.00	.00	10.00	.00	.00	10.00	.00
	Mean	3.4	11.7	2.7	4.1	10.1	2.2	3.6	11.2	2.6

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Undergraduate classes taught	0	30%	17%	20%	30%	19%	34%	30%	18%	24%
	1	32%	23%	24%	27%	16%	17%	30%	21%	22%
	2	26%	26%	26%	24%	24%	23%	25%	25%	25%
	3	9%	18%	18%	13%	21%	9%	10%	18%	15%
	4	3%	13%	10%	5%	17%	13%	4%	14%	11%
	5	1%	2%	1%	0%	3%	3%	1%	3%	2%
	6	0%	1%	1%	0%	0%	1%	0%	1%	1%
	7	0%	0%	0%	0%	0%	0%	0%	0%	0%
	8 or more	0%	0%	1%	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Graduate classes taught	0	17%	26%	27%	19%	21%	30%	17%	24%	28%
	1	34%	36%	37%	38%	38%	31%	35%	37%	35%
	2	27%	23%	20%	26%	20%	16%	27%	23%	19%
	3	11%	8%	8%	9%	10%	13%	11%	8%	9%
	4	6%	3%	5%	4%	9%	5%	5%	5%	5%
	5	2%	2%	1%	2%	1%	1%	2%	2%	1%
	6	1%	0%	1%	0%	1%	3%	1%	0%	2%
	7	1%	1%	0%	0%	0%	0%	1%	1%	0%
	8 or more	1%	0%	1%	1%	0%	1%	1%	0%	1%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
# undergraduate students advisees	N	1751	303	316	605	112	140	2356	415	456
	Mean	7.7	11.0	10.6	7.5	9.8	8.1	7.6	10.7	9.8
	Median	5.0	8.0	8.0	6.0	8.5	5.0	5.0	8.0	7.0
# graduate / professional student advisees	Valid N	1815	316	325	625	114	142	2440	430	467
	Mean	5.1	5.1	5.4	4.8	4.7	6.8	5.0	5.0	5.8
	Median	4.0	3.0	3.0	4.0	4.0	4.0	4.0	4.0	3.0
# postdoctoral / fellow advisees	Valid N	1974	226	211	639	84	101	2613	310	312
	Mean	1.4	.7	.9	1.0	.7	.8	1.3	.7	.8
	Median	1.0	.0	.0	.0	.0	.0	.0	.0	.0
# informal student advisees	Valid N	1933	258	261	717	95	122	2650	353	383
	Mean	4.6	5.5	4.6	6.2	6.3	7.1	5.0	5.7	5.4
	Median	3.0	3.0	2.0	4.0	5.0	5.0	3.0	3.0	3.0

**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 2011	WU 2011	WU 2011
Role involved with undergraduates	Faculty-led research project - advised UGs	44%	28%	39%
	Student organization - affiliated	14%	11%	13%
	Student-led research project - advised UGs	46%	43%	45%
	Residential program - affiliated	3%	4%	4%
	Field-based projects - supervised UGs	14%	7%	12%
	Other role - working with UGs	17%	18%	17%
	Any of the above role involved with undergraduate students	71%	59%	67%
	Total	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Papers for publication - last year	N	1757	281	312	596	100	138	2353	381	450
	Mean	3.9	4.0	3.7	3.0	3.0	2.6	3.6	3.7	3.4
	Median	3.0	3.0	3.0	2.0	2.0	2.0	3.0	3.0	3.0
Papers for presentation - last year	N	1761	277	305	606	106	142	2367	383	447
	Mean	3.6	4.1	3.7	3.5	3.4	2.8	3.5	3.9	3.4
	Median	3.0	3.0	3.0	3.0	3.0	2.0	3.0	3.0	3.0
Books authored - last year	N	1563	75	219	539	24	109	2102	99	328
	Mean	.3	1.2	.3	.3	1.0	.2	.3	1.2	.3
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Books edited - last year	N	1512	57	212	524	18	102	2036	75	314
	Mean	.2	1.4	.2	.2	1.3	.2	.2	1.4	.2
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Chapters in books - last year	N	1617	138	243	571	52	118	2188	190	361
	Mean	1.0	2.2	1.0	1.1	1.8	.9	1.0	2.1	1.0
	Median	1.0	2.0	1.0	1.0	1.0	1.0	1.0	2.0	1.0
Grant proposals - last year	N	1743	190	262	579	63	116	2322	253	378
	Mean	2.3	2.8	2.2	2.3	2.4	1.7	2.3	2.7	2.1
	Median	2.0	2.0	2.0	2.0	2.0	1.0	2.0	2.0	1.0
Other scholarly / creative works - last year	N	833	45	112	285	28	63	1118	73	175
	Mean	1.2	3.4	2.1	1.1	2.6	2.4	1.2	3.1	2.2
	Median	.0	3.0	1.0	.0	2.5	2.0	.0	3.0	1.0

**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	15%	10%	11%	13%	14%	11%
	Dean / associate / assistant dean - ever served	8%	13%	8%	13%	8%	13%
	Director of undergraduate study - ever served	12%	13%	16%	12%	13%	13%
	Director of graduate study - ever served	16%	13%	13%	11%	15%	12%
	Director of center/ program / institute - ever served	17%	10%	18%	12%	17%	11%
	Any of the above admin capacities ever served	32%	40%	34%	39%	32%	40%
	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	41%	52%	45%
	Once or twice	20%	19%	20%
	Occasionally	25%	16%	22%
	Frequently	13%	13%	13%
	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	9%	6%	9%	5%	9%	5%
	Somewhat unwilling	13%	9%	12%	9%	12%	9%
	Neither unwilling nor willing	14%	15%	17%	15%	15%	15%
	Somewhat willing	38%	41%	39%	44%	39%	42%
	Very willing to serve	26%	29%	23%	26%	25%	28%
	Total	100%	100%	100%	100%	100%	100%

**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			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Received relief for taking administrative responsibility	Chair of department / unit - received teaching relief	49%	38%	33%	45%	21%	33%	48%	34%	33%
	Dean / associate / assistant dean - received teaching relief	11%	16%	17%	9%	16%	18%	10%	16%	17%
	Director of center / program / institute - received teaching relief	19%	22%	25%	17%	34%	25%	18%	25%	25%
	Director of graduate study - received teaching relief	12%	16%	14%	15%	16%	10%	12%	16%	13%
	Director of undergraduate study - received teaching relief	10%	8%	11%	14%	13%	14%	11%	9%	12%
	Total	100%	100%	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
# departmental committees	N	1380	326	317	474	117	150	1854	443	467
	Mean	2.4	2.5	2.3	2.6	2.4	2.6	2.4	2.5	2.4
	Median	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
# university / School / Divisional committees	N			297			138			435
	Mean			1.5			1.7			1.6
	Median			1.0			1.0			1.0
# external committees / boards	N	1798	295	280	629	105	132	2427	400	412
	Mean	2.3	2.0	2.0	2.4	2.1	2.0	2.3	2.0	2.0
	Median	2.0	1.0	1.0	2.0	1.0	1.5	2.0	1.0	1.0

Note: 'More than 8' coded 9.

**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.**

		Gender								
		Male			Female			Total		
		Comparison Group			Comparison Group			Comparison Group		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Teaching responsibilities- extent of stress	Not at all	26%	32%	36%	20%	18%	19%	24%	28%	31%
	Somewhat	60%	51%	53%	59%	62%	58%	59%	54%	54%
	Extensive	14%	17%	11%	21%	20%	23%	16%	18%	15%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities- extent of stress	Not at all	47%	51%	58%	41%	49%	54%	46%	50%	57%
	Somewhat	45%	40%	38%	47%	41%	39%	46%	40%	38%
	Extensive	8%	9%	4%	12%	11%	7%	9%	9%	5%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Timing of departmental meetings- extent of stress	Not at all	53%	47%	52%	43%	45%	42%	50%	47%	49%
	Somewhat	40%	41%	38%	45%	42%	41%	42%	41%	39%
	Extensive	7%	12%	10%	12%	12%	17%	8%	12%	12%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Scholarly productivity- extent of stress	Not at all	23%	25%	22%	10%	10%	13%	19%	21%	19%
	Somewhat	49%	50%	50%	45%	48%	46%	48%	49%	49%
	Extensive	28%	25%	28%	45%	42%	40%	32%	30%	32%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Securing funding for research- extent of stress	Not at all	27%	25%	26%	24%	18%	25%	26%	23%	25%
	Somewhat	41%	41%	43%	43%	65%	44%	41%	47%	43%
	Extensive	32%	33%	31%	33%	17%	31%	33%	29%	31%
	Total	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Managing a research group / grant-extent of stress	Not at all	35%	36%	38%	35%	21%	29%	35%	33%	35%
	Somewhat	45%	45%	42%	43%	65%	47%	45%	49%	43%
	Extensive	20%	19%	21%	21%	15%	24%	20%	18%	21%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Review / promotion process-extent of stress	Not at all	47%	38%	44%	37%	28%	29%	44%	36%	39%
	Somewhat	34%	33%	36%	32%	36%	46%	33%	34%	39%
	Extensive	20%	29%	20%	31%	36%	25%	23%	31%	21%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Departmental / campus politics-extent of stress	Not at all	45%	37%	31%	34%	32%	28%	42%	36%	30%
	Somewhat	36%	39%	47%	37%	44%	45%	36%	40%	46%
	Extensive	19%	24%	22%	29%	24%	27%	22%	24%	24%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**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%	3%	2%
	Somewhat dissatisfied	6%	10%	7%
	Neither satisfied nor dissatisfied	7%	6%	7%
	Somewhat satisfied	38%	38%	38%
	Very satisfied	47%	42%	46%
	Total	100%	100%	100%

**Q. Do you have a spouse or domestic partner?**

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Have spouse / domestic partner	Yes, I have a spouse	86%	81%	85%	72%	66%	66%	82%	77%	79%
	Yes, I have a domestic partner	4%	7%	6%	8%	10%	13%	5%	8%	8%
	No	10%	12%	8%	20%	24%	21%	12%	15%	12%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Q. What is your spouses/partner's principal activity?**

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Spouse / partner principal activity	Employed	64%	63%	85%	84%	69%	68%
	Not employed and actively seeking employment	6%	7%	4%	5%	6%	7%
	Not employed and not seeking employment	17%	16%	2%	4%	13%	13%
	Retired	5%	9%	3%	5%	5%	8%
	Student	4%	2%	4%	2%	4%	2%
	Other	4%	2%	2%	0%	4%	2%
	Total	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Spouse / partner is faculty member / other academic	is not an academic	61%	58%	40%	49%	56%	55%
	a faculty member	21%	25%	45%	43%	27%	30%
	a postdoctoral fellow or research associate	5%	4%	2%	0%	4%	3%
	in an academic position other than faculty	9%	10%	9%	7%	9%	9%
	a graduate or professional student	4%	3%	4%	2%	4%	2%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Spouse / partner work at WU	Yes	36%	29%	58%	41%	42%	32%
	No	64%	71%	42%	59%	58%	68%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Both employed at ...	We became partners after we were both employed at ...	16%	15%	12%	14%	14%	17%	15%	15%	14%
	My spouse/partner and I were recruited by institution as a couple	18%	18%	16%	28%	25%	29%	22%	20%	21%
	I was recruited by institution/employment for spouse followed	61%	61%	65%	38%	44%	26%	52%	55%	51%
	My spouse recruited by institution / employment for me followed	5%	6%	7%	20%	17%	29%	11%	10%	15%
	Total	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Spouse / partner - employment satisfaction	Very dissatisfied	9%	7%	8%	11%	11%	14%	10%	8%	10%
	Somewhat dissatisfied	22%	18%	20%	17%	26%	16%	21%	20%	19%
	Neither satisfied nor dissatisfied	8%	10%	8%	5%	2%	5%	8%	8%	7%
	Somewhat satisfied	30%	40%	33%	29%	26%	35%	29%	36%	34%
	Very satisfied	31%	25%	29%	38%	35%	30%	33%	28%	30%
	Total	100%	100%	100%	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Commuting relationship	No, spouse/partner lives/works in same community	83%	93%	89%	72%	86%	82%	80%	91%	87%
	Yes, live together, but one/both of us commutes/travels	9%	1%	4%	12%	5%	6%	10%	2%	4%
	Yes, live in separate communities part of the time	8%	6%	7%	16%	9%	13%	10%	6%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**Q. How many children do you have in total?**

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Number of children	0	20%	20%	38%	33%	25%	24%
	1	16%	16%	22%	22%	18%	18%
	2	43%	45%	30%	35%	40%	42%
	3	16%	14%	7%	7%	13%	12%
	4	4%	4%	2%	2%	4%	3%
	5	1%	1%	0%	1%	1%	1%
	More than 5	1%	0%	0%	0%	1%	0%
	Total	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
age of child	No children	20%	21%	20%	38%	33%	34%	25%	24%	24%
	Children age 0-4 years	17%	21%	16%	21%	24%	21%	18%	22%	18%
	Children age 5-17 years	35%	37%	35%	31%	31%	32%	34%	36%	34%
	Children age 18-24 years	45%	42%	43%	23%	24%	25%	39%	37%	38%
	Total	100%	100%	100%	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	46%	34%	42%
	Moderately difficult	48%	48%	48%
	Very difficult	6%	17%	10%
	Total	100%	100%	100%

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

**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	6%	0%	4%
	Somewhat dissatisfied	8%	14%	10%
	Neither satisfied nor dissatisfied	14%	0%	9%
	Somewhat satisfied	42%	38%	41%
	Very satisfied	30%	48%	37%
	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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Currently caring adult dependent	Yes	15%	11%	14%	18%	19%	22%	16%	13%	16%
	No	85%	89%	86%	82%	81%	78%	84%	87%	84%
	Total	100%	100%	100%	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	2%	2%	2%
	Somewhat dissatisfied	7%	19%	11%
	Neither satisfied nor dissatisfied	16%	15%	16%
	Somewhat satisfied	43%	45%	43%
	Very satisfied	32%	19%	28%
	Total	100%	100%	100%

**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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Household responsibilities - source of stress	Not at all	36%	40%	40%	22%	25%	30%	32%	36%	37%
	Somewhat	49%	47%	50%	51%	55%	48%	50%	49%	49%
	Extensive	15%	13%	10%	26%	20%	22%	18%	15%	14%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child care - source of stress	Not at all	56%	48%	49%	40%	43%	32%	52%	46%	44%
	Somewhat	31%	34%	39%	29%	29%	48%	30%	32%	42%
	Extensive	14%	18%	12%	31%	29%	19%	18%	21%	14%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Care of dependents - source of stress	Not at all	66%	64%	0%	57%	65%	0%	64%	64%	0%
	Somewhat	22%	26%	72%	27%	21%	50%	23%	24%	62%
	Extensive	12%	10%	28%	17%	15%	50%	13%	11%	38%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health - source of stress	Not at all	66%	69%	65%	57%	58%	57%	64%	66%	63%
	Somewhat	29%	28%	30%	36%	35%	38%	31%	30%	33%
	Extensive	5%	3%	4%	8%	7%	5%	6%	4%	5%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personal finances / cost of living - source of stress	Not at all	51%	58%	53%	47%	59%	50%	50%	58%	52%
	Somewhat	35%	34%	40%	38%	35%	41%	36%	34%	40%
	Extensive	13%	8%	7%	15%	6%	9%	14%	8%	7%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**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	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Received outside job offer - last 5 years	Yes	21%	14%	27%	16%	23%	14%
	No	79%	86%	73%	84%	77%	86%
	Total	100%	100%	100%	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	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Adjusted due to outside offer	Administrative responsibilities - adjusted due to job offer	5%	12%	4%	9%	5%	11%
	Course load - adjusted due to job offer	7%	9%	9%	9%	8%	9%
	Equipment / lab / research start-up - adjusted due to job offer	14%	14%	14%	22%	14%	17%
	None - adjusted due to job offer	38%	35%	30%	30%	35%	33%
	Other - adjusted due to job offer	12%	2%	12%	0%	12%	2%
	Salary - adjusted due to job offer	51%	63%	58%	61%	53%	62%
	Spouse / partner employment - adjusted due to job offer	5%	0%	6%	0%	5%	0%
	Summer salary - adjusted due to job offer	15%	7%	12%	0%	14%	5%
	Leave time - adjusted due to job offer	8%	12%	14%	26%	10%	17%
	Tenure clock - adjusted due to job offer	4%	5%	3%	0%	4%	3%
	Total	100%	100%	100%	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 response selections.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Likely to leave ...in 3 years	Very unlikely	34%	32%	28%	27%	29%	23%	32%	31%	26%
	Somewhat unlikely	20%	23%	21%	19%	23%	24%	20%	23%	22%
	Neither likely nor unlikely	22%	22%	27%	24%	21%	28%	22%	22%	27%
	Somewhat likely	15%	16%	18%	19%	22%	16%	16%	18%	18%
	Very likely	9%	8%	6%	11%	4%	9%	9%	7%	7%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Increase salary - reason to leave	Not at all	41%	37%	38%	46%	50%	40%	42%	40%	39%
	To some extent	39%	41%	44%	36%	31%	38%	38%	38%	42%
	To a great extent	20%	23%	18%	18%	18%	22%	20%	21%	20%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Improve prospects for tenure - reason to leave	Not at all	73%	67%	79%	58%	61%	69%	68%	65%	76%
	To some extent	15%	19%	14%	21%	28%	23%	16%	22%	17%
	To a great extent	13%	14%	6%	22%	11%	8%	15%	13%	7%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Enhance career in other ways - reason to leave	Not at all	34%	19%	23%	29%	20%	17%	32%	20%	21%
	To some extent	42%	46%	45%	40%	49%	56%	41%	47%	49%
	To a great extent	24%	35%	32%	31%	31%	26%	26%	34%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Find more supportive work env - reason to leave	Not at all	50%	43%	45%	39%	39%	43%	47%	42%	44%
	To some extent	27%	30%	33%	29%	33%	32%	28%	31%	33%
	To a great extent	22%	27%	22%	31%	28%	26%	25%	28%	23%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Increase time for research - reason to leave	Not at all	47%	39%	48%	42%	39%	36%	46%	39%	44%
	To some extent	32%	35%	32%	29%	33%	34%	31%	34%	33%
	To a great extent	21%	26%	20%	29%	28%	31%	23%	27%	23%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Change administrative responsibilities - reason to leave	Not at all	0%	65%	66%	0%	65%	65%	0%	65%	65%
	To some extent	0%	27%	26%	0%	24%	21%	0%	26%	24%
	To a great extent	0%	8%	8%	0%	11%	15%	0%	9%	10%
	Total	0%	100%	100%	0%	100%	100%	0%	100%	100%
Pursue nonacademic job - reason to leave	Not at all	83%	82%	88%	83%	74%	80%	83%	80%	86%
	To some extent	14%	13%	10%	14%	20%	15%	14%	15%	12%
	To a great extent	3%	5%	2%	3%	5%	4%	3%	5%	3%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Reduce stress - reason to leave	Not at all	59%	58%	68%	43%	46%	47%	54%	55%	61%
	To some extent	29%	31%	23%	34%	39%	36%	30%	33%	27%
	To a great extent	12%	11%	9%	23%	15%	17%	15%	12%	12%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Improve spouse / partner employment - reason to leave	Not at all	67%	60%	64%	56%	48%	53%	64%	56%	60%
	To some extent	19%	22%	20%	22%	27%	23%	20%	23%	21%
	To a great extent	14%	18%	16%	22%	26%	23%	16%	20%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lower cost of living - reason to leave	Not at all	76%	90%	96%	77%	90%	97%	76%	90%	96%
	To some extent	17%	8%	4%	16%	9%	3%	17%	9%	4%
	To a great extent	8%	2%	0%	7%	1%	0%	7%	2%	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retirement - reason to leave	Not at all	72%	72%	76%	80%	84%	88%	74%	76%	79%
	To some extent	17%	17%	13%	14%	9%	10%	16%	15%	12%
	To a great extent	10%	11%	12%	6%	8%	3%	9%	10%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child-related issues - reason to leave	Not at all	85%	81%	87%	71%	74%	80%	81%	79%	85%
	To some extent	11%	13%	10%	17%	17%	13%	12%	14%	11%
	To a great extent	4%	7%	3%	12%	9%	7%	6%	7%	4%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other - reason to leave	Not at all	49%	25%	36%	43%	0%	12%	47%	19%	25%
	To some extent	16%	22%	14%	21%	27%	21%	18%	23%	17%
	To a great extent	34%	53%	50%	35%	73%	67%	35%	57%	57%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

**Q. What is your gender?**

		Peer Group	WU 2006	WU 2011
Gender	Male	75%	73%	69%
	Female	25%	27%	31%
	Other			<1%
	Total	100%	100%	100%

**Q. What is your sexual orientation?**

		WU 2011
Sexual orientation	Straight/heterosexual	93%
	Non-heterosexual	7%
	Total	100%

**Q. What is your citizenship?**

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Citizenship	U.S. citizen	81%	85%	85%	90%	82%	86%
	U.S. permanent resident	15%	12%	11%	8%	14%	11%
	Nonresident alien (J-1, H-1B, O-1B status, etc.)	4%	3%	4%	2%	4%	3%
	Total	100%	100%	100%	100%	100%	100%

**Q. Race/ ethnicity**

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
race /ethnicities	Are you Hispanic or Latino?	2%	4%	3%	2%	2%	3%
	White	84%	87%	82%	79%	84%	85%
	Asian	11%	10%	9%	16%	10%	12%
	Black or African American	3%	2%	7%	6%	4%	3%
	American Indian or Alaska Native	0%	0%	1%	1%	1%	0%
	Native Hawaiian or Other Pacific Islander	0%	1%	0%	0%	0%	1%
	Total	100%	100%	100%	100%	100%	100%

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

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Faculty member at WU - years	Mean	17.7	14.5	16.5	11.6	9.8	11.6	16.2	13.2	15.0
	Median	15.0	10.0	13.0	8.5	6.0	9.0	12.5	9.0	11.0
	N	3127	287	315	1037	112	143	4164	399	458

**Q. What is the highest degree you have earned?**

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Highest degree earned	Master's degree in the Arts and Sciences (MA, MS)	0%	1%	1%	1%	1%	1%
	Other professional master's degree (e.g., MPA, MSW, ...)	2%	3%	3%	8%	2%	5%
	Ph.D.	92%	89%	90%	78%	92%	86%
	Medical degree (MD, DO, DDS, DVM)	0%	0%	0%	0%	0%	0%
	Law degree (JD, LLB)	3%	3%	4%	12%	3%	5%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	1%	2%	2%	0%	1%	1%
	Joint degree (e.g., MD/PhD, MBA/JD)	0%	1%	0%	0%	0%	0%
	Other degree or certificate	1%	2%	0%	1%	0%	1%
	Total	100%	100%	100%	100%	100%	100%