

DETAIL REPORT – Medical Campus Clinical Track Faculty

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Introduction

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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 & Non Track	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 - 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.

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	Very dissatisfied	5%	8%	2%	3%	4%	4%	4%	7%	3%
	Somewhat dissatisfied	12%	12%	5%	15%	16%	9%	13%	13%	7%
	Neither satisfied nor dissatisfied	9%	5%	5%	10%	4%	3%	9%	5%	4%
	Somewhat satisfied	43%	42%	42%	47%	46%	38%	44%	43%	40%
	Very satisfied	32%	33%	46%	25%	30%	46%	29%	32%	46%
	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	10%	6%	9%	10%	14%	13%	10%	9%	11%
	Somewhat dissatisfied	23%	29%	27%	27%	29%	27%	25%	29%	27%
	Neither satisfied nor dissatisfied	11%	13%	10%	12%	6%	9%	11%	11%	10%
	Somewhat satisfied	35%	35%	31%	34%	33%	40%	35%	34%	35%
	Very satisfied	21%	18%	22%	16%	18%	10%	19%	18%	17%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching responsibilities - satisfaction	Very dissatisfied	2%	0%	0%	2%	1%	0%	2%	0%	0%
	Somewhat dissatisfied	5%	4%	4%	4%	5%	8%	5%	4%	6%
	Neither satisfied nor dissatisfied	16%	11%	13%	19%	7%	14%	17%	10%	13%
	Somewhat satisfied	41%	41%	46%	41%	44%	45%	41%	42%	46%
	Very satisfied	36%	45%	37%	34%	43%	33%	36%	44%	35%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities - satisfaction	Very dissatisfied	1%	1%	1%	0%	0%	1%	1%	0%	1%
	Somewhat dissatisfied	5%	4%	5%	4%	3%	6%	5%	4%	6%
	Neither satisfied nor dissatisfied	21%	23%	24%	24%	16%	23%	22%	21%	24%
	Somewhat satisfied	40%	35%	43%	39%	54%	42%	40%	42%	42%
	Very satisfied	33%	37%	27%	32%	27%	28%	32%	33%	28%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clinical responsibilities - satisfaction	Very dissatisfied			2%						2%
	Somewhat dissatisfied			7%						9%
	Neither satisfied nor dissatisfied			7%						7%
	Somewhat satisfied			44%						45%
	Very satisfied			40%						37%
	Total			100%						
Committee / administrative responsibilities - satisfaction	Very dissatisfied	3%	4%	1%	1%	4%	1%	2%	4%	1%
	Somewhat dissatisfied	12%	11%	10%	12%	10%	8%	12%	10%	9%
	Neither satisfied nor dissatisfied	30%	32%	29%	34%	28%	26%	31%	30%	28%
	Somewhat satisfied	37%	39%	37%	35%	46%	46%	36%	41%	41%
	Very satisfied	18%	14%	23%	18%	12%	19%	18%	13%	21%
	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
Salary - satisfaction	Very dissatisfied	10%	6%	9%	10%	14%	13%	10%	9%	11%
	Somewhat dissatisfied	23%	29%	27%	27%	29%	27%	25%	29%	27%
	Neither satisfied nor dissatisfied	11%	13%	10%	12%	6%	9%	11%	11%	10%
	Somewhat satisfied	35%	35%	31%	34%	33%	40%	35%	34%	35%
	Very satisfied	21%	18%	22%	16%	18%	10%	19%	18%	17%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching responsibilities - satisfaction	Very dissatisfied	2%	0%	0%	2%	1%	0%	2%	0%	0%
	Somewhat dissatisfied	5%	4%	4%	4%	5%	8%	5%	4%	6%
	Neither satisfied nor dissatisfied	16%	11%	13%	19%	7%	14%	17%	10%	13%
	Somewhat satisfied	41%	41%	46%	41%	44%	45%	41%	42%	46%
	Very satisfied	36%	45%	37%	34%	43%	33%	36%	44%	35%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities - satisfaction	Very dissatisfied	1%	1%	1%	0%	0%	1%	1%	0%	1%
	Somewhat dissatisfied	5%	4%	5%	4%	3%	6%	5%	4%	6%
	Neither satisfied nor dissatisfied	21%	23%	24%	24%	16%	23%	22%	21%	24%
	Somewhat satisfied	40%	35%	43%	39%	54%	42%	40%	42%	42%
	Very satisfied	33%	37%	27%	32%	27%	28%	32%	33%	28%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clinical responsibilities - satisfaction	Very dissatisfied			2%			3%			2%
	Somewhat dissatisfied			7%			11%			9%
	Neither satisfied nor dissatisfied			7%			7%			7%
	Somewhat satisfied			44%			46%			45%
	Very satisfied			40%			34%			37%
	Total			100%			100%			100%
Committee / administrative responsibilities - satisfaction	Very dissatisfied	3%	4%	1%	1%	4%	1%	2%	4%	1%
	Somewhat dissatisfied	12%	11%	10%	12%	10%	8%	12%	10%	9%
	Neither satisfied nor dissatisfied	30%	32%	29%	34%	28%	26%	31%	30%	28%
	Somewhat satisfied	37%	39%	37%	35%	46%	46%	36%	41%	41%
	Very satisfied	18%	14%	23%	18%	12%	19%	18%	13%	21%
	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	2%	0%	0%	1%	0%	0%	2%	0%	0%
	Somewhat dissatisfied	3%	0%	2%	4%	1%	4%	4%	0%	3%
	Neither satisfied nor dissatisfied	9%	4%	8%	9%	1%	6%	9%	3%	7%
	Somewhat satisfied	29%	16%	28%	28%	14%	24%	28%	16%	26%
	Very satisfied	56%	80%	62%	59%	84%	67%	57%	81%	64%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clerical / administrative staff - satisfaction	Very dissatisfied	12%	3%	3%	11%	6%	1%	12%	4%	2%
	Somewhat dissatisfied	19%	9%	8%	22%	13%	19%	20%	11%	13%
	Neither satisfied nor dissatisfied	13%	9%	8%	15%	6%	9%	14%	8%	8%
	Somewhat satisfied	32%	39%	45%	29%	31%	37%	31%	37%	41%
	Very satisfied	24%	39%	37%	23%	44%	35%	23%	41%	36%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computer resources - satisfaction	Very dissatisfied	6%	2%	4%	4%	0%	3%	5%	1%	4%
	Somewhat dissatisfied	11%	3%	15%	13%	7%	12%	11%	5%	14%
	Neither satisfied nor dissatisfied	13%	5%	11%	12%	2%	10%	13%	4%	11%
	Somewhat satisfied	35%	29%	37%	35%	33%	36%	35%	30%	37%
	Very satisfied	36%	61%	33%	36%	58%	39%	36%	60%	36%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computing support staff - satisfaction	Very dissatisfied	7%	4%	4%	9%	2%	2%	8%	3%	3%
	Somewhat dissatisfied	14%	10%	13%	14%	8%	9%	14%	10%	11%
	Neither satisfied nor dissatisfied	18%	11%	16%	17%	5%	16%	18%	9%	16%
	Somewhat satisfied	35%	33%	31%	33%	35%	37%	35%	34%	33%
	Very satisfied	26%	41%	35%	27%	50%	36%	26%	44%	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	1%	1%	0%	0%	0%	0%	1%	1%	0%
	Somewhat dissatisfied	5%	0%	1%	4%	0%	4%	5%	0%	2%
	Neither satisfied nor dissatisfied	17%	8%	8%	17%	14%	11%	17%	9%	9%
	Somewhat satisfied	32%	26%	35%	33%	24%	31%	33%	26%	34%
	Very satisfied	44%	64%	56%	45%	62%	55%	45%	64%	55%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Quality of professional students - satisfaction	Very dissatisfied		0%	0%		1%	0%		0%	0%
	Somewhat dissatisfied		3%	2%		1%	1%		2%	2%
	Neither satisfied nor dissatisfied		3%	6%		4%	5%		3%	5%
	Somewhat satisfied		20%	31%		25%	35%		22%	33%
	Very satisfied		74%	61%		69%	59%		72%	60%
	Total		100%	100%		100%	100%		100%	100%
Time available scholarly work - satisfaction	Very dissatisfied	12%	12%	10%	16%	16%	15%	13%	14%	12%
	Somewhat dissatisfied	28%	28%	27%	31%	34%	31%	29%	30%	29%
	Neither satisfied nor dissatisfied	17%	18%	21%	18%	11%	19%	17%	16%	20%
	Somewhat satisfied	30%	27%	32%	24%	29%	29%	28%	28%	31%
	Very satisfied	13%	14%	10%	11%	10%	6%	13%	13%	8%
	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	5%	0%	8%	3%	6%	2%
	Somewhat dissatisfied	12%	8%	15%	5%	14%	7%
	Neither satisfied nor dissatisfied	40%	10%	37%	16%	39%	12%
	Somewhat satisfied	32%	46%	27%	45%	30%	45%
	Very satisfied	11%	37%	13%	31%	12%	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	3%	0%	3%	5%	2%	10%	4%	1%	6%
	Somewhat dissatisfied	14%	9%	10%	14%	13%	13%	14%	11%	12%
	Neither satisfied nor dissatisfied	23%	15%	3%	26%	8%	8%	24%	13%	5%
	Somewhat satisfied	31%	26%	17%	24%	29%	17%	28%	27%	17%
	Very satisfied	29%	50%	66%	32%	48%	52%	30%	49%	59%
	Not applicable	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Access to teaching assistants - satisfaction	Very dissatisfied	5%	4%	5%	11%	11%	5%	7%	6%	5%
	Somewhat dissatisfied	17%	4%	20%	10%	28%	33%	15%	11%	27%
	Neither satisfied nor dissatisfied	49%	42%	5%	58%	17%	24%	52%	35%	15%
	Somewhat satisfied	18%	27%	35%	14%	28%	29%	17%	27%	32%
	Very satisfied	10%	22%	35%	7%	17%	10%	9%	21%	22%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for innovation - satisfaction	Very dissatisfied			4%			5%			4%
	Somewhat dissatisfied			16%			7%			12%
	Neither satisfied nor dissatisfied			20%			26%			23%
	Somewhat satisfied			29%			45%			36%
	Very satisfied			31%			17%			24%
	Total			100%			100%			100%
Support for improving learning - satisfaction	Very dissatisfied			0%			4%			2%
	Somewhat dissatisfied			11%			14%			13%
	Neither satisfied nor dissatisfied			24%			20%			22%
	Somewhat satisfied			35%			37%			36%
	Very satisfied			31%			24%			28%
	Total			100%			100%			100%

Note: 'Not applicable' coded missing.

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	3%	3%	3%
	Somewhat dissatisfied	13%	11%	12%
	Neither satisfied nor dissatisfied	7%	8%	7%
	Somewhat satisfied	39%	39%	39%
	Very satisfied	39%	40%	39%
	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	4%	1%	2%
	Somewhat dissatisfied	10%	17%	13%
	Neither satisfied nor dissatisfied	24%	20%	22%
	Somewhat satisfied	40%	42%	41%
	Very satisfied	23%	21%	22%
	Total	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	8%	3%	6%	2%	7%	3%
	Somewhat dissatisfied	24%	13%	25%	15%	25%	14%
	Neither satisfied nor dissatisfied	19%	17%	22%	25%	20%	20%
	Somewhat satisfied	38%	43%	32%	37%	35%	40%
	Very satisfied	11%	24%	14%	21%	12%	23%
	Total	100%	100%	100%	100%	100%	100%

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	21%	16%	11%	27%	22%	18%	23%	18%	13%
	Somewhat dissatisfied	28%	16%	21%	30%	24%	22%	29%	19%	21%
	Neither satisfied nor dissatisfied	27%	30%	26%	21%	20%	32%	25%	27%	28%
	Somewhat satisfied	15%	22%	28%	15%	20%	13%	15%	21%	22%
	Very satisfied	9%	15%	15%	7%	14%	15%	8%	15%	15%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for securing grants - satisfaction	Very dissatisfied	9%	4%	4%	14%	10%	9%	11%	6%	6%
	Somewhat dissatisfied	22%	8%	17%	28%	19%	11%	24%	12%	15%
	Neither satisfied nor dissatisfied	26%	30%	24%	26%	24%	29%	26%	28%	26%
	Somewhat satisfied	28%	31%	39%	21%	27%	32%	26%	30%	36%
	Very satisfied	14%	27%	17%	11%	21%	20%	13%	25%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for managing grants - satisfaction	Very dissatisfied			3%			6%			4%
	Somewhat dissatisfied			14%			12%			13%
	Neither satisfied nor dissatisfied			26%			24%			25%
	Somewhat satisfied			30%			28%			29%
	Very satisfied			27%			30%			28%
	Total			100%			100%			100%
Technical / research staff - satisfaction	Very dissatisfied	3%	1%	5%	4%	3%	5%	3%	2%	5%
	Somewhat dissatisfied	10%	6%	11%	14%	10%	23%	11%	7%	15%
	Neither satisfied nor dissatisfied	19%	17%	20%	15%	9%	22%	17%	15%	21%
	Somewhat satisfied	33%	29%	36%	38%	29%	26%	35%	29%	32%
	Very satisfied	35%	47%	28%	30%	49%	25%	33%	48%	27%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other resources - satisfaction	Very dissatisfied	8%	4%	37%	12%	11%	21%	10%	6%	32%
	Somewhat dissatisfied	20%	13%	11%	27%	28%	29%	22%	18%	17%
	Neither satisfied nor dissatisfied	30%	27%	22%	28%	21%	43%	29%	25%	29%
	Somewhat satisfied	28%	33%	7%	24%	26%	0%	26%	31%	5%
	Very satisfied	14%	23%	22%	9%	14%	7%	12%	20%	17%
	Total	100%	100%	100%	100%	100%	100%	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	5%	7%	6%
	Somewhat dissatisfied	14%	17%	15%
	Neither satisfied nor dissatisfied	8%	13%	10%
	Somewhat satisfied	35%	30%	33%
	Very satisfied	39%	34%	36%
	Total	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		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	7%	6%	5%	7%	10%	8%	7%	8%	6%
	Somewhat dissatisfied	12%	12%	12%	12%	9%	15%	12%	11%	13%
	Neither satisfied nor dissatisfied	12%	11%	7%	10%	8%	8%	11%	10%	8%
	Somewhat satisfied	30%	26%	26%	28%	29%	27%	29%	27%	26%
	Very satisfied	39%	45%	50%	43%	43%	42%	41%	44%	47%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lab / research space - satisfaction	Very dissatisfied	10%	4%	4%	12%	21%	16%	11%	9%	8%
	Somewhat dissatisfied	15%	13%	14%	15%	15%	18%	15%	14%	15%
	Neither satisfied nor dissatisfied	18%	25%	21%	22%	21%	13%	20%	24%	18%
	Somewhat satisfied	31%	31%	30%	26%	35%	27%	29%	32%	29%
	Very satisfied	25%	26%	31%	25%	9%	27%	25%	22%	30%
	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
I feel that my department / unit is adequately supported and valued by the leadership of WU.	Strongly disagree		9%	8%		12%	9%		10%	8%
	Somewhat disagree		24%	19%		23%	15%		24%	18%
	Neither agree nor disagree		15%	10%		23%	17%		18%	13%
	Somewhat agree		34%	38%		27%	36%		31%	37%
	Strongly agree		18%	24%		14%	23%		17%	24%
	Total		100%	100%		100%	100%		100%	100%
My chair / director / dean creates a collegial and supportive environment.	Strongly disagree	10%	7%	3%	10%	8%	7%	10%	7%	5%
	Somewhat disagree	11%	7%	5%	16%	9%	10%	13%	8%	7%
	Neither agree nor disagree	15%	13%	11%	19%	15%	9%	16%	14%	10%
	Somewhat agree	27%	31%	29%	24%	35%	35%	26%	33%	32%
	Strongly agree	38%	41%	51%	31%	32%	40%	35%	38%	46%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My chair / director / dean helps me obtain the resources I need.	Strongly disagree	13%	7%	4%	14%	10%	10%	13%	8%	7%
	Somewhat disagree	16%	9%	10%	21%	9%	6%	18%	9%	8%
	Neither agree nor disagree	21%	22%	16%	23%	25%	17%	21%	23%	16%
	Somewhat agree	26%	31%	33%	23%	35%	39%	25%	33%	36%
	Strongly agree	25%	30%	37%	19%	20%	27%	23%	26%	33%
	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	16%	15%	9%	17%	23%	16%	17%	18%	12%
	Somewhat disagree	17%	14%	15%	22%	19%	17%	19%	15%	16%
	Neither agree nor disagree	14%	18%	20%	17%	9%	20%	15%	15%	20%
	Somewhat agree	28%	32%	28%	28%	35%	33%	28%	33%	30%
	Strongly agree	24%	22%	29%	16%	14%	14%	21%	19%	22%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My colleagues value my research / scholarship.	Strongly disagree	4%	2%	2%	3%	3%	5%	3%	2%	3%
	Somewhat disagree	8%	8%	12%	15%	14%	7%	11%	10%	10%
	Neither agree nor disagree	18%	22%	18%	18%	21%	20%	18%	21%	19%
	Somewhat agree	38%	54%	37%	41%	43%	53%	39%	50%	44%
	Strongly agree	32%	15%	30%	23%	20%	15%	28%	16%	24%
	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%	2%	2%	3%	3%	5%	3%	2%	3%
	Somewhat disagree	8%	8%	12%	15%	14%	7%	11%	10%	10%
	Neither agree nor disagree	18%	22%	18%	18%	21%	20%	18%	21%	19%
	Somewhat agree	38%	54%	37%	41%	43%	53%	39%	50%	44%
	Strongly agree	32%	15%	30%	23%	20%	15%	28%	16%	24%
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	Strongly disagree	6%	6%	2%	6%	13%	6%	6%	8%	4%
	Somewhat disagree	13%	12%	8%	16%	17%	8%	14%	14%	8%
	Neither agree nor disagree	14%	9%	17%	14%	13%	15%	14%	11%	16%
	Somewhat agree	35%	42%	35%	37%	34%	37%	36%	39%	36%
	Strongly agree	32%	31%	39%	26%	23%	34%	30%	28%	36%
	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	5%	5%	3%	6%	5%	1%	5%	5%	2%
	Somewhat disagree	15%	11%	7%	15%	18%	9%	15%	13%	8%
	Neither agree nor disagree	19%	16%	19%	20%	17%	18%	19%	16%	18%
	Somewhat agree	33%	48%	40%	37%	36%	38%	35%	44%	39%
	Strongly agree	28%	20%	32%	22%	25%	34%	26%	22%	33%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Interdisciplinary research is recognized and rewarded by my department / unit.	Strongly disagree	9%	5%	4%	7%	9%	4%	8%	6%	4%
	Somewhat disagree	13%	14%	8%	15%	9%	6%	14%	12%	7%
	Neither agree nor disagree	24%	18%	22%	21%	16%	25%	23%	17%	23%
	Somewhat agree	29%	40%	32%	32%	35%	35%	30%	38%	33%
	Strongly agree	25%	23%	34%	24%	32%	31%	25%	26%	33%
	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%	2%	1%	4%	5%	3%	3%	3%	2%
	Somewhat disagree	7%	6%	6%	12%	10%	8%	9%	7%	7%
	Neither agree nor disagree	17%	12%	10%	17%	13%	15%	17%	12%	12%
	Somewhat agree	40%	44%	41%	37%	43%	37%	39%	44%	39%
	Strongly agree	34%	37%	41%	30%	28%	37%	32%	34%	39%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My department / unit is a good fit for me.	Strongly disagree	5%	3%	0%	3%	5%	1%	4%	4%	1%
	Somewhat disagree	7%	8%	4%	10%	7%	8%	8%	7%	6%
	Neither agree nor disagree	13%	10%	11%	17%	18%	9%	14%	13%	10%
	Somewhat agree	33%	35%	34%	35%	28%	34%	33%	32%	34%
	Strongly agree	42%	44%	51%	36%	42%	48%	40%	43%	50%
	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	6%	5%	1%	9%	9%	8%	7%	6%	4%
	Somewhat disagree	9%	11%	10%	14%	10%	15%	11%	11%	12%
	Neither agree nor disagree	17%	15%	11%	13%	16%	13%	15%	15%	12%
	Somewhat agree	35%	34%	34%	35%	32%	26%	35%	33%	30%
	Strongly agree	33%	35%	44%	29%	32%	38%	32%	34%	42%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
I feel excluded from an informal network in my department / unit.	Strongly disagree	31%	35%	33%	26%	23%	32%	29%	31%	33%
	Somewhat disagree	24%	26%	23%	26%	21%	17%	25%	24%	21%
	Neither agree nor disagree	23%	21%	23%	23%	24%	18%	23%	22%	21%
	Somewhat agree	14%	12%	14%	19%	23%	23%	16%	16%	18%
	Strongly agree	8%	6%	6%	7%	9%	10%	7%	7%	8%
	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	22%	23%	21%	17%	20%	16%	20%	22%	19%
	Somewhat disagree	18%	17%	18%	17%	23%	9%	18%	19%	14%
	Neither agree nor disagree	26%	27%	29%	25%	26%	28%	26%	27%	29%
	Somewhat agree	21%	25%	24%	24%	12%	33%	22%	20%	28%
	Strongly agree	12%	9%	8%	17%	19%	14%	14%	12%	11%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My dept / unit creates a welcoming environment for faculty who are women.	Strongly disagree		0%	2%		7%	6%		3%	4%
	Somewhat disagree		7%	2%		9%	13%		8%	7%
	Neither agree nor disagree		20%	14%		20%	14%		20%	14%
	Somewhat agree		30%	25%		37%	28%		32%	26%
	Strongly agree		43%	57%		27%	39%		37%	49%
	Total		100%	100%		100%	100%		100%	100%
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.	Strongly disagree		0%	1%		1%	3%		0%	2%
	Somewhat disagree		4%	5%		10%	10%		6%	7%
	Neither agree nor disagree		26%	18%		33%	32%		29%	24%
	Somewhat agree		26%	24%		30%	24%		28%	24%
	Strongly agree		44%	52%		26%	31%		37%	43%
	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	10%	8%	9%
	Uncomfortable	10%	10%	10%
	Comfortable	41%	49%	45%
	Very comfortable	39%	33%	36%
	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	79%	70%	75%	62%	78%	67%
	Appropriate but not well understood	19%	28%	25%	35%	21%	31%
	Inadequate and should be improved	1%	1%	0%	3%	1%	2%
	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	88%	62%	76%
	To some extent	11%	31%	20%
	To a great extent	1%	7%	4%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
By colleagues	Not at all	90%	73%	82%
	To some extent	10%	24%	16%
	To a great extent	0%	3%	1%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
By students	Not at all	98%	88%	94%
	To some extent	2%	12%	6%
	Not applicable	0%	0%	0%
	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	45%	56%	55%	38%	27%	48%	42%	45%	52%
	No	55%	44%	45%	62%	73%	52%	58%	55%	48%
	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	2%	1%	3%	1%	3%	1%
	Yes, informally only	43%	47%	31%	45%	38%	46%
	Yes, both through a formal program and informally	7%	7%	15%	7%	11%	7%
	No	47%	44%	51%	48%	49%	46%
	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	8%	6%	5%	5%	7%	6%
	Yes, by my choice	14%	11%	18%	10%	15%	10%
	Yes, both by assignment and my choice	5%	3%	15%	8%	10%	5%
	No	73%	80%	62%	78%	68%	79%
	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	0%	4%	12%	0%	6%	2%
	Somewhat unhelpful	16%	0%	6%	7%	11%	4%
	Neither helpful nor unhelpful	26%	7%	18%	7%	22%	7%
	Somewhat helpful	19%	48%	24%	48%	22%	48%
	Very helpful	39%	41%	41%	37%	40%	39%
	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%	0%	4%	0%	2%	0%
	Somewhat unhelpful	3%	0%	0%	0%	1%	0%
	Neither helpful nor unhelpful	11%	6%	4%	0%	7%	3%
	Somewhat helpful	26%	22%	41%	18%	35%	20%
	Very helpful	60%	72%	52%	82%	55%	77%
	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	30%	31%	30%	34%	30%	32%
	Yes, from outside ... University only	7%	4%	4%	4%	6%	4%
	Yes, from both within and outside ... University	31%	34%	46%	34%	38%	34%
	No	32%	31%	21%	28%	27%	29%
	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	3%	2%	0%	1%	2%	2%
	Somewhat unhelpful	4%	2%	3%	2%	4%	2%
	Neither helpful nor unhelpful	9%	1%	5%	3%	7%	2%
	Somewhat helpful	22%	32%	40%	27%	31%	30%
	Very helpful	62%	63%	52%	68%	57%	65%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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	2%	3%	2%	0%	2%	2%
	Somewhat undervalued	5%	7%	3%	4%	4%	6%
	Valued appropriately	39%	43%	31%	37%	36%	41%
	Somewhat overvalued	25%	28%	34%	37%	28%	32%
	Very overvalued	10%	14%	15%	15%	12%	14%
	Do not know	19%	5%	15%	7%	17%	6%
	Total	100%	100%	100%	100%	100%	100%
Teaching contributions- valued for acad career	Very undervalued	19%	15%	22%	18%	20%	16%
	Somewhat undervalued	33%	38%	44%	42%	37%	40%
	Valued appropriately	29%	36%	22%	32%	26%	34%
	Somewhat overvalued	2%	3%	0%	1%	1%	2%
	Very overvalued	0%	1%	0%	0%	0%	0%
	Do not know	17%	7%	12%	7%	15%	7%
	Total	100%	100%	100%	100%	100%	100%
Clinical work - valued for acad career	Very undervalued	21%	24%	35%	29%	26%	26%
	Somewhat undervalued	35%	33%	30%	38%	33%	35%
	Valued appropriately	25%	32%	21%	23%	23%	28%
	Somewhat overvalued	2%	3%	0%	1%	1%	2%
	Very overvalued	1%	1%	0%	1%	1%	1%
	Do not know	16%	7%	14%	8%	15%	7%
	Total	100%	100%	100%	100%	100%	100%
Administrative / committee service - valued for acad career	Very undervalued	16%	14%	20%	16%	17%	15%
	Somewhat undervalued	33%	31%	38%	33%	34%	32%
	Valued appropriately	28%	40%	19%	30%	25%	36%
	Somewhat overvalued	3%	5%	4%	2%	3%	4%
	Very overvalued	1%	1%	0%	3%	0%	2%
	Do not know	20%	10%	20%	16%	20%	12%
	Total	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%	8%	10%	13%	15%	14%	8%	11%	12%
	Yes, more than a year ago but within the past five years	8%	9%	9%	13%	14%	16%	10%	11%	12%
	Yes, more than five years ago	4%	4%	4%	14%	7%	9%	8%	5%	6%
	No	83%	79%	77%	60%	63%	60%	74%	73%	70%
	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%	16%	0%	8%	9%	0%	9%	13%	0%
	Somewhat unsupportive	7%	3%	2%	6%	3%	3%	6%	3%	3%
	Neither supportive nor unsupportive	4%	3%	4%	10%	6%	2%	7%	4%	3%
	Somewhat supportive	17%	16%	13%	19%	29%	20%	18%	23%	17%
	Very supportive	63%	62%	81%	57%	53%	75%	59%	58%	77%
	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%	1%	0%	0%	0%	0%	0%	0%	0%
	Too light	1%	1%	0%	1%	2%	1%	1%	1%	0%
	About right	48%	47%	51%	44%	47%	54%	46%	47%	52%
	Too heavy	39%	43%	43%	43%	43%	39%	40%	43%	41%
	Much too heavy	13%	9%	6%	13%	8%	6%	13%	8%	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	671	164	229	395	92	175	1066	256	404
	Median	60.0	60.0	60.0	60.0	55.0	55.0	60.0	60.0	60.0
	Mean	61.6	61.9	60.3	57.1	55.2	55.9	59.9	59.5	58.4

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	97%	95%	96%
	No	3%	5%	4%
	Total	100%	100%	100%

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Clinical responsibilities - hours / week	Count	2255	206	234	1280	109	179	3535	315	413
	Median			40.0			40.0			40.0
	Mean			40.8			37.6			39.4

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

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		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Teaching - % work week	N	712	163	225	423	85	176	1135	248	401
	Median	7.0	8.0	5.0	8.0	10.0	8.0	7.0	10.0	8.0
	Mean	10.3	9.7	9.5	11.4	12.8	11.2	10.7	10.8	10.3
Meeting with students - % work week	N	681	114	225	407	66	176	1088	180	401
	Median	5.00	4.50	2.00	5.00	5.00	2.00	5.00	5.00	2.00
	Mean	6.0	4.6	3.6	6.1	6.1	3.9	6.0	5.1	3.8
Conducting research - % work week	N	709	146	225	424	82	176	1133	228	401
	Median	18.00	10.00	10.00	15.50	10.00	9.00	15.50	10.00	10.00
	Mean	27.4	15.6	14.0	28.1	14.9	14.4	27.7	15.4	14.2
Clinical work - % work week	N	362		225	233		176	595		401
	Median	30.0		60.0	25.5		65.0	30.0		65.0
	Mean	34.2		59.2	32.4		59.8	33.5		59.5
Committee / administrative work - % work week	N	709	150	225	420	80	176	1129	230	401
	Median	10.00	9.50	7.00	10.00	6.50	5.00	10.00	9.00	5.00
	Mean	15.0	11.9	11.2	14.2	12.4	8.9	14.7	12.1	10.2
External paid consulting - % work week	N	585	47	225	372	19	175	957	66	400
	Median	.00	2.00	.00	.00	1.00	.00	.00	2.00	.00
	Mean	1.3	2.5	.9	1.0	2.1	.2	1.2	2.3	.6
Other work activities - % work week	N	338	10	225	243	6	176	581	16	401
	Median	.00	4.50	.00	.00	7.50	.00	.00	5.00	.00
	Mean	4.4	5.5	1.5	6.1	17.8	1.4	5.1	10.1	1.4

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	97%	88%	78%	98%	93%	85%	97%	90%	81%
	1	2%	5%	15%	1%	2%	11%	2%	4%	13%
	2	1%	3%	2%	1%	2%	0%	1%	2%	1%
	3	0%	0%	2%	0%	1%	2%	0%	0%	2%
	4	0%	1%	2%	0%	0%	2%	0%	0%	2%
	5	0%	1%	0%	0%	0%	0%	0%	0%	0%
	6	0%	0%	0%	0%	0%	0%	0%	0%	0%
	7	0%	1%	0%	0%	0%	0%	0%	0%	0%
	8 or more	0%	2%	2%	0%	1%	0%	0%	2%	1%
	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	83%	57%	16%	78%	55%	11%	80%	56%	14%
	1	8%	17%	47%	8%	18%	43%	8%	17%	45%
	2	4%	11%	19%	7%	8%	9%	5%	10%	15%
	3	1%	5%	6%	2%	8%	6%	1%	6%	6%
	4	2%	3%	3%	2%	3%	13%	2%	3%	8%
	5	0%	1%	3%	1%	1%	2%	0%	1%	3%
	6	1%	1%	2%	2%	2%	2%	1%	1%	2%
	7	0%	0%	2%	1%	0%	6%	0%	0%	3%
	8 or more	2%	5%	2%	0%	5%	9%	1%	5%	5%
	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	272	142	157	217	83	126	489	225	283
	Mean	.3	.2	.8	.8	.8	.4	.6	.4	.6
	Median	.0	.0	.0	.0	.0	.0	.0	.0	.0
# graduate / professional student advisees	Valid N	283	147	174	231	88	137	514	235	311
	Mean	1.8	1.7	2.7	2.4	3.4	3.1	2.1	2.3	2.9
	Median	.0	.0	.0	.0	.0	.0	.0	.0	.0
# residents (Medical school) advisees	N	0	176	210	0	96	147	0	272	357
	Mean	.	5.5	7.3	.	5.5	6.0	.	5.5	6.8
	Median	.	1.0	2.0	.	1.0	1.0	.	1.0	2.0
# postdoctoral / fellow advisees	Valid N	264	154	182	210	89	127	474	243	309
	Mean	.6	1.5	2.0	.6	.9	1.4	.6	1.3	1.8
	Median	.0	.0	1.0	.0	.0	.0	.0	.0	1.0
# informal student advisees	Valid N	281	148	167	223	85	129	504	233	296
	Mean	2.5	2.0	2.6	3.7	3.6	4.0	3.1	2.6	3.2
	Median	1.0	.0	.0	1.0	.0	1.0	1.0	.0	1.0

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	11%	9%	10%
	Student organization - affiliated	6%	3%	5%
	Student-led research project - advised UGs	6%	4%	5%
	Residential program - affiliated	16%	10%	13%
	Field-based projects - supervised UGs	3%	5%	4%
	Other role - working with UGs	7%	6%	6%
	Any of the above role involved with undergraduate students	33%	23%	29%
	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	162	150	202	149	62	147	311	212	349
	Mean	2.9	3.1	2.6	2.3	2.8	1.8	2.6	3.0	2.3
	Median	2.0	3.0	2.0	2.0	2.0	1.0	2.0	3.0	2.0
Papers for presentation - last year	N	158	123	194	145	61	142	303	184	336
	Mean	2.1	3.0	2.2	2.0	2.5	1.8	2.0	2.8	2.0
	Median	2.0	2.0	2.0	2.0	2.0	1.0	2.0	2.0	1.0
Books authored - last year	N	148	30	157	131	9	115	279	39	272
	Mean	.0	1.1	.1	.1	1.1	.1	.0	1.1	.1
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Books edited - last year	N	145	21	154	131	7	115	276	28	269
	Mean	.0	1.2	.1	.1	1.0	.1	.1	1.2	.1
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Chapters in books - last year	N	149	98	186	140	48	136	289	146	322
	Mean	.5	1.7	1.2	.6	1.8	1.0	.5	1.7	1.1
	Median	.0	1.0	1.0	.0	1.0	1.0	.0	1.0	1.0
Grant proposals - last year	N	193	71	172	164	35	132	357	106	304
	Mean	2.1	2.2	1.1	1.6	1.8	.9	1.9	2.1	1.0
	Median	1.0	1.0	.5	1.0	1.0	.0	1.0	1.0	.0
Other scholarly / creative works - last year	N	144	20	101	134	8	69	278	28	170
	Mean	.9	3.3	1.2	1.0	1.8	1.0	1.0	2.9	1.1
	Median	.0	2.0	.0	.0	2.0	.0	.0	2.0	.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	9%	14%	5%	14%	9%	14%
	Dean / associate / assistant dean - ever served	9%	14%	12%	13%	9%	14%
	Director of undergraduate study - ever served	10%	14%	7%	15%	9%	14%
	Director of graduate study - ever served	12%	13%	8%	15%	11%	14%
	Director of center/ program / institute - ever served	30%	12%	32%	14%	30%	13%
	Any of the above administrative capacities ever served	31%	32%	36%	29%	32%	31%
	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	61%	79%	69%
	Once or twice	22%	12%	18%
	Occasionally	12%	4%	8%
	Frequently	5%	6%	5%
	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%	2%	8%	1%	6%	2%
	Somewhat unwilling	10%	8%	8%	6%	9%	7%
	Neither unwilling nor willing	10%	11%	8%	15%	9%	13%
	Somewhat willing	30%	34%	41%	51%	34%	41%
	Very willing to serve	45%	45%	37%	28%	42%	38%
	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	42%	0%	13%	17%	0%	0%	36%	0%	7%
	Dean / associate / assistant dean - received teaching relief	12%	0%	13%	42%	50%	29%	18%	16%	20%
	Director of center / program / institute - received teaching relief	37%	100%	31%	33%	50%	50%	36%	84%	40%
	Director of graduate study - received teaching relief	7%	0%	38%	8%	0%	21%	7%	0%	30%
	Director of undergraduate study - received teaching relief	2%	0%	6%	0%	0%	0%	2%	0%	3%
	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	329	181	196	266	100	144	595	281	340
	Mean	1.5	1.3	1.4	1.5	1.4	1.2	1.5	1.4	1.3
	Median	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
# university / School / Divisional committees	N			182			136			318
	Mean			1.0			1.0			1.0
	Median			1.0			1.0			1.0
# hospital / WU health system committees	N		177	186		96	137		273	323
	Mean		1.5	1.4		.9	1.0		1.3	1.2
	Median		1.0	1.0		.0	1.0		1.0	1.0
# external committees / boards	N	318	172	189	255	98	135	573	270	324
	Mean	1.8	1.5	1.5	1.5	1.6	1.1	1.7	1.5	1.3
	Median	1.0	1.0	1.0	1.0	1.0	1.0	1.0	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.

		Male			Female			Total		
		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	56%	45%	54%	49%	41%	45%	53%	43%	50%
	Somewhat	40%	50%	44%	44%	54%	53%	42%	52%	48%
	Extensive	4%	5%	2%	7%	5%	3%	5%	5%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities- extent of stress	Not at all	70%	64%	77%	65%	70%	71%	68%	66%	75%
	Somewhat	28%	33%	22%	32%	28%	25%	30%	31%	23%
	Extensive	1%	3%	1%	4%	3%	4%	2%	3%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Timing of departmental meetings- extent of stress	Not at all	51%	52%	49%	44%	50%	52%	48%	51%	50%
	Somewhat	44%	41%	45%	48%	44%	40%	45%	42%	43%
	Extensive	5%	7%	6%	9%	7%	8%	6%	7%	7%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Scholarly productivity- extent of stress	Not at all	17%	15%	20%	12%	15%	15%	15%	15%	18%
	Somewhat	57%	69%	58%	54%	55%	56%	56%	64%	57%
	Extensive	26%	16%	22%	34%	31%	29%	29%	21%	25%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Securing funding for research- extent of stress	Not at all	23%	17%	32%	20%	16%	32%	22%	16%	32%
	Somewhat	38%	57%	40%	38%	52%	35%	38%	56%	38%
	Extensive	39%	26%	28%	42%	32%	34%	40%	28%	30%
	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
Clinical responsibilities- extent of stress	Not at all	0%	25%	15%	0%	24%	17%	0%	24%	16%
	Somewhat	0%	44%	54%	0%	52%	60%	0%	47%	56%
	Extensive	0%	31%	31%	0%	24%	23%	0%	29%	27%
	Total	0%	100%	100%	0%	100%	100%	0%	100%	100%
Clinical revenues- extent of stress	Not at all	0%	23%	30%	0%	35%	30%	0%	27%	30%
	Somewhat	0%	43%	42%	0%	38%	50%	0%	41%	45%
	Extensive	0%	34%	28%	0%	27%	20%	0%	32%	24%
	Total	0%	100%	100%	0%	100%	100%	0%	100%	100%
Committee / administrative responsibilities- extent of stress	Not at all	44%	39%	47%	42%	42%	50%	43%	40%	48%
	Somewhat	46%	52%	41%	44%	51%	45%	45%	51%	43%
	Extensive	9%	10%	11%	14%	8%	5%	11%	9%	9%
	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	32%	33%	51%	36%	21%	43%	33%	30%	48%
	Somewhat	49%	55%	38%	47%	62%	41%	48%	57%	39%
	Extensive	20%	12%	11%	17%	18%	16%	19%	13%	13%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Review / promotion process-extent of stress	Not at all	49%	40%	44%	38%	29%	32%	45%	36%	39%
	Somewhat	37%	43%	46%	42%	51%	51%	39%	46%	48%
	Extensive	14%	17%	10%	20%	21%	17%	16%	18%	13%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Departmental / campus politics-extent of stress	Not at all	45%	41%	39%	37%	33%	38%	42%	38%	38%
	Somewhat	36%	40%	45%	40%	50%	40%	38%	43%	43%
	Extensive	19%	19%	16%	23%	17%	22%	20%	19%	19%
	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	2%	3%	3%
	Neither satisfied nor dissatisfied	10%	3%	7%
	Somewhat satisfied	43%	41%	42%
	Very satisfied	43%	50%	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	89%	89%	89%	77%	75%	78%	85%	84%	84%
	Yes, I have a domestic partner	4%	2%	4%	3%	4%	8%	4%	3%	6%
	No	7%	8%	7%	20%	21%	14%	12%	13%	10%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Spouse / partner principal activity	Employed	68%	55%	86%	83%	75%	67%
	Not employed and actively seeking employment	5%	5%	4%	6%	5%	5%
	Not employed and not seeking employment	21%	32%	3%	4%	15%	21%
	Retired	1%	2%	3%	4%	2%	3%
	Student	2%	1%	2%	2%	2%	1%
	Other	3%	6%	1%	0%	2%	3%
	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	67%	68%	57%	56%	63%	62%
	a faculty member	22%	22%	34%	35%	27%	28%
	a postdoctoral fellow or research associate	3%	3%	2%	2%	3%	3%
	in an academic position other than faculty	5%	5%	5%	1%	5%	3%
	a graduate or professional student	2%	2%	2%	6%	2%	4%
	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 ...	Yes	27%	23%	30%	28%	28%	25%
	No	73%	77%	70%	72%	72%	75%
	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 ...	23%	10%	21%	9%	29%	15%	16%	19%	18%
	My spouse/partner and I were recruited by institution as a couple	7%	31%	33%	30%	33%	21%	18%	32%	27%
	I was recruited by institution / employment for spouse followed	48%	45%	38%	37%	17%	24%	43%	32%	32%
	My spouse recruited by institution / employment for me followed	23%	14%	8%	23%	21%	41%	23%	17%	23%
	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	11%	10%	5%	15%	4%	6%	12%	8%	5%
	Somewhat dissatisfied	19%	23%	20%	18%	30%	15%	19%	25%	18%
	Neither satisfied nor dissatisfied	9%	6%	6%	4%	9%	8%	7%	7%	7%
	Somewhat satisfied	30%	35%	41%	32%	26%	36%	31%	32%	38%
	Very satisfied	31%	27%	29%	32%	31%	36%	31%	28%	32%
	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	86%	91%	95%	80%	93%	93%	83%	92%	94%
	Yes, live together, but one/both of us commutes/travels	11%	7%	4%	17%	6%	5%	14%	7%	4%
	Yes, live in separate communities part of the time	3%	2%	1%	3%	1%	2%	3%	2%	2%
	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	12%	15%	16%	27%	13%	20%
	1	13%	13%	19%	16%	15%	14%
	2	46%	39%	47%	37%	46%	39%
	3	23%	20%	15%	16%	20%	18%
	4	4%	8%	3%	3%	4%	6%
	5	2%	3%	1%	0%	2%	1%
	More than 5	1%	1%	0%	1%	1%	1%
	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	12%	15%	15%	16%	28%	27%	13%	20%	20%
	Children age 0-4 years	23%	31%	25%	27%	29%	29%	24%	30%	26%
	Children age 5-17 years	51%	52%	48%	47%	37%	40%	49%	47%	44%
	Children age 18-24 years	38%	28%	34%	31%	19%	25%	36%	25%	30%
	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	56%	49%	53%
	Moderately difficult	33%	37%	35%
	Very difficult	10%	14%	12%
	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	Somewhat dissatisfied	4%	7%	6%
	Neither satisfied nor dissatisfied	11%	2%	7%
	Somewhat satisfied	36%	37%	37%
	Very satisfied	49%	53%	51%
	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	17%	11%	11%	21%	16%	12%	19%	13%	12%
	No	83%	89%	89%	79%	84%	88%	81%	87%	88%
	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	1%	4%	2%
	Somewhat dissatisfied	10%	17%	13%
	Neither satisfied nor dissatisfied	20%	11%	16%
	Somewhat satisfied	46%	48%	47%
	Very satisfied	23%	20%	22%
	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	30%	28%	33%	20%	13%	14%	26%	23%	25%
	Somewhat	56%	55%	53%	52%	62%	64%	54%	58%	58%
	Extensive	14%	16%	14%	29%	25%	22%	20%	19%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child care - source of stress	Not at all	52%	48%	63%	37%	29%	43%	47%	42%	55%
	Somewhat	36%	41%	32%	38%	45%	41%	37%	43%	36%
	Extensive	12%	10%	5%	25%	26%	16%	16%	15%	10%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Care of dependents - source of stress	Not at all	69%	72%	10%	66%	60%	6%	68%	68%	8%
	Somewhat	23%	19%	48%	21%	33%	83%	22%	24%	64%
	Extensive	8%	8%	43%	13%	7%	11%	9%	8%	28%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health - source of stress	Not at all	72%	81%	69%	67%	74%	75%	70%	79%	72%
	Somewhat	26%	17%	27%	26%	23%	22%	26%	19%	25%
	Extensive	2%	1%	3%	7%	3%	3%	4%	2%	3%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personal finances / cost of living - source of stress	Not at all	41%	55%	42%	48%	59%	45%	44%	57%	43%
	Somewhat	43%	39%	48%	40%	34%	42%	41%	37%	46%
	Extensive	16%	6%	10%	12%	6%	12%	15%	6%	11%
	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	24%	16%	16%	12%	21%	14%
	No	76%	84%	84%	88%	79%	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	16%	12%	19%	16%	17%	13%
	Course load - adjusted due to job offer	4%	0%	0%	5%	3%	2%
	Equipment / lab / research start-up - adjusted due to job offer	14%	6%	4%	0%	11%	4%
	None - adjusted due to job offer	52%	67%	61%	47%	54%	60%
	Other - adjusted due to job offer	11%	12%	7%	26%	10%	17%
	Salary - adjusted due to job offer	34%	21%	22%	26%	31%	23%
	Spouse / partner employment - adjusted due to job offer	0%	0%	3%	0%	1%	0%
	Leave time - adjusted due to job offer	4%	0%	4%	0%	4%	0%
	Tenure clock - adjusted due to job offer	4%	3%	1%	0%	3%	2%
	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	31%	42%	32%	26%	35%	36%	29%	39%	34%
	Somewhat unlikely	21%	14%	24%	22%	24%	18%	21%	18%	22%
	Neither likely nor unlikely	23%	18%	23%	22%	26%	22%	23%	21%	23%
	Somewhat likely	17%	16%	13%	23%	9%	12%	19%	14%	12%
	Very likely	8%	9%	7%	6%	5%	13%	7%	8%	10%
	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	29%	21%	24%	33%	21%	26%	31%	21%	25%
	To some extent	44%	42%	45%	41%	45%	50%	43%	43%	47%
	To a great extent	26%	37%	31%	26%	35%	23%	26%	36%	28%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Improve prospects for tenure - reason to leave	Not at all	64%	64%	68%	60%	72%	73%	63%	67%	70%
	To some extent	23%	19%	22%	20%	18%	15%	22%	18%	19%
	To a great extent	13%	17%	10%	19%	11%	12%	15%	15%	11%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Enhance career in other ways - reason to leave	Not at all	27%	27%	23%	26%	25%	32%	27%	26%	27%
	To some extent	40%	39%	47%	38%	46%	42%	39%	42%	45%
	To a great extent	33%	34%	30%	37%	29%	27%	34%	32%	29%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Find more supportive work env - reason to leave	Not at all	40%	43%	53%	30%	52%	52%	36%	46%	52%
	To some extent	33%	35%	28%	35%	25%	26%	34%	32%	27%
	To a great extent	27%	22%	19%	35%	23%	22%	30%	22%	21%
	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	52%	55%	62%	55%	62%	70%	53%	58%	66%
	To some extent	32%	28%	28%	28%	23%	19%	31%	26%	24%
	To a great extent	15%	17%	9%	17%	15%	11%	16%	16%	10%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Change administrative responsibilities - reason to leave	Not at all		62%	58%		72%	68%		65%	62%
	To some extent		29%	27%		21%	26%		26%	26%
	To a great extent		9%	16%		7%	6%		8%	11%
	Total		100%	100%		100%	100%		100%	100%
Pursue nonacademic job - reason to leave	Not at all	63%	57%	68%	61%	52%	59%	62%	55%	64%
	To some extent	29%	33%	27%	29%	34%	30%	29%	33%	28%
	To a great extent	7%	10%	4%	10%	14%	11%	8%	11%	7%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Reduce stress - reason to leave	Not at all	42%	41%	42%	27%	34%	32%	36%	39%	37%
	To some extent	38%	41%	43%	40%	39%	40%	39%	40%	42%
	To a great extent	20%	18%	16%	33%	27%	28%	25%	21%	21%
	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	76%	79%	70%	66%	66%	59%	72%	74%	65%
	To some extent	18%	12%	23%	21%	18%	25%	19%	14%	24%
	To a great extent	6%	10%	7%	14%	16%	16%	9%	12%	11%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lower cost of living - reason to leave	Not at all	70%	90%	94%	74%	94%	91%	71%	91%	93%
	To some extent	21%	7%	6%	18%	5%	7%	19%	6%	6%
	To a great extent	10%	4%	1%	8%	1%	1%	9%	3%	1%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retirement - reason to leave	Not at all	76%	78%	85%	80%	88%	88%	77%	81%	86%
	To some extent	16%	13%	11%	12%	8%	8%	15%	11%	10%
	To a great extent	8%	9%	4%	8%	4%	5%	8%	8%	4%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child-related issues - reason to leave	Not at all	80%	85%	88%	63%	69%	70%	73%	80%	80%
	To some extent	15%	12%	9%	22%	15%	20%	17%	13%	14%
	To a great extent	5%	3%	3%	16%	16%	9%	9%	7%	6%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other - reason to leave	Not at all	65%	47%	33%	59%	25%	36%	63%	39%	35%
	To some extent	12%	7%	33%	19%	0%	9%	15%	4%	23%
	To a great extent	23%	47%	33%	22%	75%	55%	22%	57%	42%
	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	64%	65%	57%
	Female	36%	35%	43%
	Total	100%	100%	100%

Q. What is your sexual orientation?

		WU 2011
Sexual orientation	Straight/heterosexual	97%
	Non-heterosexual	3%
	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	97%	92%	96%	95%	96%	93%
	U.S. permanent resident	2%	6%	3%	4%	2%	5%
	Nonresident alien (J-1, H-1B, O-1B status, etc.)	1%	2%	1%	1%	1%	2%
	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?	4%	5%	2%	4%	3%	5%
	White	80%	79%	79%	80%	80%	80%
	Asian	15%	19%	14%	18%	15%	19%
	Black or African American	2%	2%	5%	2%	3%	2%
	American Indian or Alaska Native	0%	0%	0%	0%	0%	0%
	Native Hawaiian or Other Pacific Islander	0%	0%	0%	1%	0%	0%
	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	10.2	8.3	9.2	8.9	8.0	9.2	9.7	8.2	9.2
	Median	7.0	7.0	8.5	7.0	5.0	6.0	7.0	6.0	7.0
	N	1609	164	204	923	83	155	2532	247	359

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%	0%	1%
	MBA	0%	0%	0%	0%	0%	0%
	Other professional master's degree (e.g., MPA, MSW, ...)	0%	0%	0%	0%	0%	0%
	Ph.D.	9%	6%	13%	9%	11%	7%
	Medical degree (MD, DO, DDS, DVM)	82%	78%	81%	78%	82%	78%
	Law degree (JD, LLB)	0%	1%	0%	0%	0%	1%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	0%	1%	0%	6%	0%	3%
	Joint degree (e.g., MD/PhD, MBA/JD)	8%	11%	5%	7%	7%	9%
	Other degree or certificate	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	