

DETAIL REPORT – Medical Campus Tenured and Tenure Track Faculty

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Washington University Faculty Survey 2011 – Introduction

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

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

Washington University Faculty Survey 2011 - Population and Response Rates							
		Danforth Campus Schools			Medical School		
		Surveyed	Respondents	Response Rate	Surveyed	Respondents	Response Rate
Total	Full Time Faculty	890	683	77%	1737	999	58%
Tenure and Track	Tenured & On Tenure Track	643	511	79%	645	396	61%
	Clinical	n.a.	n.a.	n.a.	767	413	54%
	Research & 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 at ...	Very dissatisfied	5%	6%	2%	7%	7%	3%	5%	6%	2%
	Somewhat dissatisfied	12%	10%	8%	17%	16%	10%	13%	12%	8%
	Neither satisfied nor dissatisfied	6%	3%	6%	8%	5%	2%	7%	4%	5%
	Somewhat satisfied	40%	35%	33%	41%	46%	46%	40%	37%	36%
	Very satisfied	37%	46%	52%	28%	26%	39%	34%	42%	49%
	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%	7%	9%	8%	5%	9%	7%	6%	9%
	Somewhat dissatisfied	17%	19%	19%	20%	23%	20%	18%	20%	19%
	Neither satisfied nor dissatisfied	11%	9%	12%	13%	11%	8%	12%	9%	11%
	Somewhat satisfied	36%	34%	36%	35%	43%	36%	36%	36%	36%
	Very satisfied	29%	31%	25%	24%	18%	28%	27%	29%	25%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching responsibilities - satisfaction	Very dissatisfied	1%	1%	0%	0%	0%	0%	1%	1%	0%
	Somewhat dissatisfied	3%	4%	5%	9%	0%	4%	5%	3%	5%
	Neither satisfied nor dissatisfied	17%	14%	15%	21%	8%	20%	18%	13%	17%
	Somewhat satisfied	35%	31%	36%	33%	43%	35%	34%	33%	36%
	Very satisfied	44%	50%	43%	38%	49%	41%	42%	50%	42%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities - satisfaction	Very dissatisfied	1%	1%	0%	1%	0%	0%	1%	1%	0%
	Somewhat dissatisfied	4%	3%	3%	8%	2%	4%	5%	2%	3%
	Neither satisfied nor dissatisfied	15%	19%	19%	25%	13%	23%	17%	18%	20%
	Somewhat satisfied	37%	35%	36%	36%	51%	36%	37%	38%	36%
	Very satisfied	44%	42%	43%	31%	34%	37%	40%	41%	41%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clinical responsibilities - satisfaction	Very dissatisfied			2%			0%			1%
	Somewhat dissatisfied			7%			15%			9%
	Neither satisfied nor dissatisfied			12%			8%			11%
	Somewhat satisfied			33%			35%			33%
	Very satisfied			46%			43%			45%
	Total			100%			100%			100%
Committee / administrative responsibilities - satisfaction	Very dissatisfied	3%	3%	2%	3%	3%	1%	3%	3%	2%
	Somewhat dissatisfied	9%	8%	8%	13%	15%	13%	11%	9%	9%
	Neither satisfied nor dissatisfied	26%	28%	23%	30%	28%	17%	27%	28%	22%
	Somewhat satisfied	41%	36%	38%	36%	31%	42%	40%	35%	39%
	Very satisfied	20%	24%	28%	18%	22%	27%	20%	24%	28%
	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	1%	1%	0%	2%	0%	1%	2%	1%	1%
	Somewhat dissatisfied	6%	1%	2%	7%	1%	5%	6%	1%	3%
	Neither satisfied nor dissatisfied	11%	2%	12%	13%	1%	8%	12%	2%	11%
	Somewhat satisfied	35%	18%	29%	31%	15%	38%	34%	17%	31%
	Very satisfied	46%	78%	56%	47%	82%	49%	47%	79%	55%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clerical / administrative staff - satisfaction	Very dissatisfied	11%	5%	2%	14%	5%	5%	12%	5%	2%
	Somewhat dissatisfied	20%	11%	10%	24%	12%	20%	21%	11%	13%
	Neither satisfied nor dissatisfied	15%	10%	9%	15%	8%	10%	15%	10%	10%
	Somewhat satisfied	30%	30%	34%	23%	41%	37%	28%	32%	34%
	Very satisfied	25%	44%	45%	24%	33%	29%	24%	42%	41%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computer resources - satisfaction	Very dissatisfied	7%	4%	5%	6%	0%	4%	7%	3%	5%
	Somewhat dissatisfied	16%	9%	14%	20%	8%	19%	17%	9%	15%
	Neither satisfied nor dissatisfied	15%	6%	14%	15%	5%	9%	15%	6%	13%
	Somewhat satisfied	34%	31%	37%	35%	34%	29%	34%	32%	35%
	Very satisfied	28%	50%	30%	25%	52%	38%	27%	50%	32%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computing support staff - satisfaction	Very dissatisfied	10%	8%	4%	9%	4%	6%	10%	7%	4%
	Somewhat dissatisfied	17%	13%	18%	22%	10%	15%	19%	13%	17%
	Neither satisfied nor dissatisfied	18%	13%	15%	16%	11%	13%	17%	13%	14%
	Somewhat satisfied	32%	34%	35%	29%	36%	31%	31%	34%	34%
	Very satisfied	24%	31%	28%	23%	40%	36%	24%	33%	30%
	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	3%	3%	1%	0%	4%	0%	2%	3%	1%
	Somewhat dissatisfied	10%	9%	8%	10%	9%	10%	10%	9%	9%
	Neither satisfied nor dissatisfied	12%	9%	9%	10%	6%	4%	12%	8%	8%
	Somewhat satisfied	35%	33%	37%	37%	38%	36%	35%	34%	37%
	Very satisfied	40%	47%	44%	42%	43%	51%	41%	46%	45%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Quality of professional students - satisfaction	Very dissatisfied		2%	1%		0%	0%		1%	1%
	Somewhat dissatisfied		2%	1%		4%	0%		2%	1%
	Neither satisfied nor dissatisfied		4%	7%		2%	2%		3%	6%
	Somewhat satisfied		20%	26%		14%	27%		19%	26%
	Very satisfied		73%	65%		81%	71%		75%	66%
	Total		100%	100%		100%	100%		100%	100%
Time available scholarly work - satisfaction	Very dissatisfied	7%	5%	4%	8%	6%	7%	7%	5%	4%
	Somewhat dissatisfied	18%	17%	16%	22%	32%	20%	19%	20%	17%
	Neither satisfied nor dissatisfied	14%	13%	14%	15%	11%	12%	14%	12%	13%
	Somewhat satisfied	33%	37%	36%	31%	25%	39%	33%	35%	37%
	Very satisfied	28%	28%	31%	23%	26%	21%	26%	28%	29%
	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 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Overall teaching resources - satisfaction	Very dissatisfied	7%	0%	2%	12%	0%	2%	9%	0%	2%
	Somewhat dissatisfied	19%	0%	9%	11%	0%	8%	16%	0%	8%
	Neither satisfied nor dissatisfied	32%	0%	19%	33%	0%	31%	32%	0%	22%
	Somewhat satisfied	28%	0%	40%	36%	0%	31%	31%	0%	38%
	Very satisfied	14%	0%	30%	9%	0%	27%	13%	0%	30%
	Total	100%	0%	100%	100%	0%	100%	100%	0%	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	4%	2%	0%	3%	0%	0%	4%	2%	0%
	Somewhat dissatisfied	9%	5%	6%	16%	4%	10%	11%	5%	7%
	Neither satisfied nor dissatisfied	21%	10%	6%	13%	9%	4%	18%	10%	5%
	Somewhat satisfied	33%	24%	21%	36%	22%	38%	34%	24%	26%
	Very satisfied	33%	58%	67%	31%	64%	48%	33%	60%	62%
	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	8%	4%	6%	11%	5%	6%	9%	4%	6%
	Somewhat dissatisfied	12%	7%	12%	15%	14%	25%	13%	9%	16%
	Neither satisfied nor dissatisfied	31%	29%	23%	24%	29%	22%	29%	29%	23%
	Somewhat satisfied	25%	33%	25%	29%	24%	13%	26%	31%	21%
	Very satisfied	24%	27%	35%	21%	29%	34%	23%	27%	35%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for innovation - satisfaction	Very dissatisfied			8%			8%			8%
	Somewhat dissatisfied			16%			14%			15%
	Neither satisfied nor dissatisfied			30%			24%			28%
	Somewhat satisfied			23%			27%			24%
	Very satisfied			24%			27%			25%
	Total			100%			100%			100%
Support for improving learning - satisfaction	Very dissatisfied			6%			2%			5%
	Somewhat dissatisfied			16%			14%			15%
	Neither satisfied nor dissatisfied			32%			33%			33%
	Somewhat satisfied			20%			29%			23%
	Very satisfied			26%			21%			25%
	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	3%	4%	3%
	Somewhat dissatisfied	15%	15%	15%
	Neither satisfied nor dissatisfied	21%	25%	22%
	Somewhat satisfied	29%	34%	30%
	Very satisfied	32%	22%	30%
	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	4%	9%	5%
	Somewhat dissatisfied	15%	14%	15%
	Neither satisfied nor dissatisfied	7%	6%	7%
	Somewhat satisfied	33%	37%	34%
	Very satisfied	42%	34%	41%
	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	9%	2%	14%	3%	10%	2%
	Somewhat dissatisfied	25%	12%	24%	16%	25%	13%
	Neither satisfied nor dissatisfied	12%	8%	12%	8%	12%	8%
	Somewhat satisfied	39%	39%	39%	42%	39%	40%
	Very satisfied	15%	39%	12%	31%	14%	37%
	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	17%	16%	11%	23%	18%	19%	19%	16%	13%
	Somewhat dissatisfied	19%	18%	16%	22%	21%	13%	20%	18%	15%
	Neither satisfied nor dissatisfied	19%	15%	15%	13%	14%	13%	17%	15%	14%
	Somewhat satisfied	23%	26%	28%	26%	23%	21%	24%	25%	26%
	Very satisfied	22%	25%	31%	16%	25%	34%	20%	25%	32%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for securing grants - satisfaction	Very dissatisfied	9%	5%	3%	12%	3%	3%	10%	4%	3%
	Somewhat dissatisfied	22%	17%	13%	28%	14%	16%	24%	16%	14%
	Neither satisfied nor dissatisfied	22%	14%	17%	20%	17%	10%	21%	14%	16%
	Somewhat satisfied	28%	33%	29%	20%	46%	37%	26%	36%	31%
	Very satisfied	18%	32%	38%	20%	21%	33%	19%	30%	37%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for managing grants - satisfaction	Very dissatisfied			5%			3%			4%
	Somewhat dissatisfied			8%			13%			9%
	Neither satisfied nor dissatisfied			14%			13%			13%
	Somewhat satisfied			30%			30%			30%
	Very satisfied			44%			42%			43%
	Total			100%			100%			100%
Technical / research staff - satisfaction	Very dissatisfied	2%	2%	3%	3%	3%	5%	2%	2%	4%
	Somewhat dissatisfied	8%	6%	9%	14%	6%	15%	10%	6%	11%
	Neither satisfied nor dissatisfied	16%	7%	14%	13%	7%	7%	15%	7%	12%
	Somewhat satisfied	40%	38%	35%	39%	44%	42%	40%	39%	37%
	Very satisfied	34%	46%	39%	30%	41%	31%	33%	45%	37%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other resources - satisfaction	Very dissatisfied	11%	9%	50%	15%	7%	78%	12%	9%	57%
	Somewhat dissatisfied	24%	16%	27%	27%	12%	11%	25%	15%	23%
	Neither satisfied nor dissatisfied	26%	14%	8%	24%	23%	0%	25%	16%	6%
	Somewhat satisfied	28%	36%	15%	24%	41%	11%	27%	37%	14%
	Very satisfied	11%	25%	0%	9%	17%	0%	11%	24%	0%
	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	7%	10%	8%
	Somewhat dissatisfied	13%	18%	15%
	Neither satisfied nor dissatisfied	11%	14%	11%
	Somewhat satisfied	32%	28%	31%
	Very satisfied	37%	30%	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	3%	3%	4%	3%	3%	5%	3%	3%	4%
	Somewhat dissatisfied	10%	8%	10%	9%	9%	15%	10%	8%	11%
	Neither satisfied nor dissatisfied	9%	6%	10%	9%	4%	8%	9%	5%	10%
	Somewhat satisfied	23%	28%	29%	25%	27%	28%	23%	28%	29%
	Very satisfied	55%	55%	47%	54%	57%	44%	55%	55%	46%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lab / research space - satisfaction	Very dissatisfied	6%	3%	8%	8%	6%	10%	6%	4%	8%
	Somewhat dissatisfied	12%	8%	12%	19%	15%	20%	14%	10%	14%
	Neither satisfied nor dissatisfied	9%	11%	10%	8%	6%	11%	9%	10%	11%
	Somewhat satisfied	30%	32%	28%	27%	25%	27%	29%	31%	28%
	Very satisfied	42%	45%	42%	39%	48%	33%	41%	46%	39%
	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		11%	10%		12%	9%		11%	10%
	Somewhat disagree		19%	22%		34%	19%		22%	21%
	Neither agree nor disagree		22%	7%		13%	10%		20%	8%
	Somewhat agree		32%	34%		29%	31%		31%	33%
	Strongly agree		17%	27%		12%	31%		16%	28%
	Total		100%	100%		100%	100%		100%	100%
My chair / director / dean creates a collegial and supportive environment.	Strongly disagree	12%	9%	9%	15%	9%	7%	13%	9%	9%
	Somewhat disagree	14%	7%	7%	13%	9%	11%	14%	7%	8%
	Neither agree nor disagree	14%	8%	10%	17%	18%	10%	15%	10%	10%
	Somewhat agree	23%	25%	23%	24%	22%	28%	23%	24%	24%
	Strongly agree	38%	52%	51%	30%	42%	44%	35%	50%	49%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My chair / director / dean helps me obtain the resources I need.	Strongly disagree	14%	8%	11%	18%	11%	13%	15%	9%	11%
	Somewhat disagree	17%	14%	9%	18%	12%	9%	17%	14%	9%
	Neither agree nor disagree	21%	15%	18%	15%	26%	17%	20%	17%	17%
	Somewhat agree	24%	31%	28%	28%	29%	28%	25%	31%	28%
	Strongly agree	23%	31%	35%	20%	22%	33%	22%	29%	35%
	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	15%	15%	17%	24%	21%	17%	17%	16%	17%
	Somewhat disagree	12%	13%	14%	16%	12%	16%	13%	13%	15%
	Neither agree nor disagree	14%	11%	13%	19%	23%	20%	16%	13%	15%
	Somewhat agree	29%	32%	30%	23%	30%	28%	27%	32%	30%
	Strongly agree	30%	29%	26%	18%	14%	19%	27%	26%	24%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My colleagues value my research / scholarship.	Strongly disagree	3%	1%	3%	5%	0%	6%	3%	1%	3%
	Somewhat disagree	7%	5%	6%	12%	17%	8%	9%	7%	6%
	Neither agree nor disagree	11%	9%	10%	11%	3%	10%	11%	8%	10%
	Somewhat agree	33%	41%	39%	41%	36%	39%	36%	40%	39%
	Strongly agree	46%	43%	42%	31%	44%	37%	41%	44%	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	3%	1%	3%	5%	0%	6%	3%	1%	3%
	Somewhat disagree	7%	5%	6%	12%	17%	8%	9%	7%	6%
	Neither agree nor disagree	11%	9%	10%	11%	3%	10%	11%	8%	10%
	Somewhat agree	33%	41%	39%	41%	36%	39%	36%	40%	39%
	Strongly agree	46%	43%	42%	31%	44%	37%	41%	44%	41%
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	Strongly disagree	6%	5%	2%	11%	4%	4%	7%	5%	3%
	Somewhat disagree	10%	6%	6%	14%	13%	9%	11%	7%	7%
	Neither agree nor disagree	10%	7%	8%	14%	4%	7%	11%	6%	8%
	Somewhat agree	32%	32%	28%	28%	29%	39%	31%	32%	30%
	Strongly agree	42%	50%	56%	33%	49%	40%	39%	50%	52%
	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	2%	5%	1%	4%	3%	1%	3%	4%	1%
	Somewhat disagree	7%	5%	3%	11%	6%	6%	8%	5%	4%
	Neither agree nor disagree	11%	8%	9%	15%	12%	6%	12%	9%	8%
	Somewhat agree	40%	32%	27%	35%	32%	36%	39%	32%	29%
	Strongly agree	40%	50%	60%	36%	47%	52%	39%	50%	58%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Interdisciplinary research is recognized and rewarded by my department / unit.	Strongly disagree	8%	8%	6%	7%	6%	6%	8%	7%	6%
	Somewhat disagree	15%	8%	8%	15%	13%	8%	15%	9%	8%
	Neither agree nor disagree	19%	16%	16%	24%	10%	11%	20%	15%	15%
	Somewhat agree	30%	31%	28%	27%	36%	31%	29%	32%	29%
	Strongly agree	28%	38%	42%	27%	34%	44%	28%	37%	42%
	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	3%	1%	2%	7%	5%	1%	4%	2%	2%
	Somewhat disagree	6%	4%	4%	9%	8%	7%	7%	5%	5%
	Neither agree nor disagree	15%	13%	11%	15%	6%	13%	15%	12%	12%
	Somewhat agree	37%	39%	39%	40%	51%	43%	38%	41%	40%
	Strongly agree	39%	43%	44%	29%	31%	36%	36%	41%	42%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My department / unit is a good fit for me.	Strongly disagree	6%	4%	4%	11%	3%	4%	8%	4%	4%
	Somewhat disagree	8%	6%	7%	11%	7%	10%	9%	6%	8%
	Neither agree nor disagree	13%	9%	10%	15%	10%	8%	13%	10%	9%
	Somewhat agree	27%	31%	28%	31%	44%	30%	28%	33%	29%
	Strongly agree	47%	50%	52%	33%	35%	47%	43%	47%	51%
	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	5%	3%	5%	10%	9%	6%	6%	5%	5%
	Somewhat disagree	8%	10%	5%	11%	15%	9%	9%	11%	6%
	Neither agree nor disagree	19%	18%	15%	21%	17%	19%	20%	18%	16%
	Somewhat agree	32%	32%	33%	30%	27%	33%	31%	31%	33%
	Strongly agree	36%	37%	42%	28%	32%	33%	34%	36%	40%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
I feel excluded from an informal network in my department / unit.	Strongly disagree	36%	30%	39%	26%	28%	35%	33%	30%	38%
	Somewhat disagree	26%	28%	21%	18%	15%	20%	24%	26%	21%
	Neither agree nor disagree	19%	21%	17%	22%	32%	16%	20%	23%	17%
	Somewhat agree	12%	14%	16%	22%	14%	23%	15%	14%	17%
	Strongly agree	8%	6%	7%	11%	11%	6%	9%	7%	7%
	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	37%	34%	35%	21%	23%	22%	32%	32%	32%
	Somewhat disagree	19%	21%	18%	16%	15%	11%	18%	20%	16%
	Neither agree nor disagree	23%	26%	20%	24%	31%	31%	23%	27%	23%
	Somewhat agree	14%	10%	19%	23%	22%	24%	16%	12%	20%
	Strongly agree	8%	9%	7%	15%	9%	13%	10%	9%	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		6%	5%		9%	6%		6%	5%
	Somewhat disagree		8%	5%		13%	17%		9%	8%
	Neither agree nor disagree		14%	12%		18%	12%		15%	12%
	Somewhat agree		36%	35%		24%	33%		34%	34%
	Strongly agree		37%	44%		36%	33%		37%	41%
	Total		100%	100%		100%	100%		100%	100%
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.	Strongly disagree		4%	3%		3%	4%		4%	3%
	Somewhat disagree		7%	5%		13%	8%		8%	6%
	Neither agree nor disagree		22%	16%		37%	27%		24%	19%
	Somewhat agree		34%	40%		24%	32%		32%	38%
	Strongly agree		33%	36%		24%	29%		32%	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	9%		13%		10%	
	Uncomfortable	11%		13%		12%	
	Comfortable	44%		44%		44%	
	Very comfortable	36%		29%		34%	
	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	73%	69%	56%	45%	70%	63%
	Appropriate but not well understood	24%	30%	37%	52%	26%	35%
	Inadequate and should be improved	2%	1%	7%	4%	3%	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%	46%	77%
	To some extent	9%	38%	17%
	To a great extent	3%	16%	6%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
By colleagues	Not at all	91%	52%	81%
	To some extent	7%	43%	16%
	To a great extent	2%	6%	3%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
By students	Not at all	94%	83%	91%
	To some extent	6%	15%	8%
	To a great extent	0%	2%	1%
	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	63%	64%	72%	58%	53%	62%	61%	62%	69%
	No	37%	36%	28%	42%	47%	38%	39%	38%	31%
	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%	4%	2%	2%	4%	4%
	Yes, informally only	41%	47%	41%	43%	41%	46%
	Yes, both through a formal program and informally	30%	25%	26%	25%	29%	25%
	No	24%	24%	31%	30%	26%	25%
	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	3%	4%	6%	5%	4%	4%
	Yes, by my choice	18%	14%	23%	20%	20%	15%
	Yes, both by assignment and my choice	9%	6%	21%	15%	13%	8%
	No	70%	76%	50%	60%	64%	73%
	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%	6%	9%	8%	4%	7%
	Somewhat unhelpful	13%	8%	18%	8%	15%	8%
	Neither helpful nor unhelpful	26%	16%	15%	8%	21%	13%
	Somewhat helpful	38%	24%	29%	17%	34%	21%
	Very helpful	23%	47%	29%	58%	26%	51%
	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	3%	3%	2%	0%	3%	2%
	Somewhat unhelpful	3%	5%	12%	0%	7%	3%
	Neither helpful nor unhelpful	5%	3%	2%	0%	4%	2%
	Somewhat helpful	26%	12%	18%	9%	22%	11%
	Very helpful	62%	76%	65%	91%	64%	81%
	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	19%	32%	24%	16%	20%	28%
	Yes, from outside ... University only	2%	2%	10%	7%	5%	3%
	Yes, from both within and outside ... University	50%	46%	53%	57%	51%	48%
	No	30%	21%	13%	20%	24%	20%
	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%	4%	7%	0%	4%	3%
	Somewhat unhelpful	3%	3%	0%	0%	2%	2%
	Neither helpful nor unhelpful	4%	3%	3%	4%	4%	3%
	Somewhat helpful	35%	25%	28%	26%	32%	25%
	Very helpful	55%	65%	62%	69%	58%	66%
	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	8%	10%	5%	12%	12%	8%	9%	11%	6%
	Somewhat disagree	19%	19%	17%	22%	18%	23%	20%	19%	18%
	Neither agree nor disagree	13%	10%	9%	12%	19%	10%	12%	12%	9%
	Somewhat agree	34%	38%	40%	31%	35%	38%	33%	37%	39%
	Strongly agree	23%	21%	27%	19%	13%	21%	22%	19%	25%
	Do not know	3%	1%	3%	4%	3%	0%	3%	2%	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	0%	0%	1%	0%	0%	0%	0%	0%	1%
	Somewhat valued	6%	3%	4%	5%	3%	3%	6%	3%	4%
	Highly valued	90%	94%	94%	88%	94%	94%	89%	94%	94%
	Do not know	4%	3%	2%	7%	3%	2%	5%	3%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching contributions - value for tenure	Valued slightly or not at all	32%	40%	43%	28%	41%	36%	30%	40%	42%
	Somewhat valued	52%	48%	42%	52%	48%	47%	52%	48%	43%
	Highly valued	9%	6%	7%	8%	5%	5%	9%	6%	6%
	Do not know	8%	6%	8%	13%	6%	12%	9%	6%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clinical work - value for tenure	Valued slightly or not at all	35%		35%	31%		31%	34%		34%
	Somewhat valued	47%		42%	32%		33%	42%		40%
	Highly valued	9%		14%	4%		20%	8%		15%
	Do not know	8%		10%	32%		16%	17%		11%
	Total	100%		100%	100%		100%	100%		100%
Administrative / committee service - value for tenure	Valued slightly or not at all	39%	47%	43%	38%	44%	31%	38%	46%	40%
	Somewhat valued	47%	42%	42%	42%	44%	49%	46%	42%	44%
	Highly valued	5%	3%	4%	6%	3%	2%	5%	3%	4%
	Do not know	9%	8%	10%	14%	9%	17%	11%	8%	12%
	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	1%	0%	1%	0%	0%	0%	1%	0%	1%
	Somewhat undervalued	4%	2%	3%	3%	2%	6%	4%	2%	4%
	Valued appropriately	71%	66%	74%	66%	68%	71%	69%	66%	73%
	Somewhat overvalued	16%	22%	13%	17%	21%	13%	16%	21%	13%
	Very overvalued	4%	5%	6%	5%	3%	4%	4%	4%	6%
	Do not know	4%	5%	3%	9%	6%	6%	6%	6%	4%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching contributions - valued appropriately	Very undervalued	15%	22%	15%	14%	21%	18%	15%	22%	16%
	Somewhat undervalued	43%	43%	43%	43%	52%	38%	43%	45%	42%
	Valued appropriately	33%	25%	30%	27%	15%	24%	31%	23%	29%
	Somewhat overvalued	1%	1%	2%	1%	2%	4%	1%	1%	2%
	Very overvalued	0%	1%	1%	1%	0%	0%	0%	1%	1%
	Do not know	7%	9%	9%	13%	11%	17%	9%	9%	11%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clinical work - valued appropriately	Very undervalued	13%		13%	16%		14%	14%		13%
	Somewhat undervalued	33%		29%	27%		27%	31%		28%
	Valued appropriately	36%		39%	24%		31%	32%		38%
	Somewhat overvalued	4%		3%	1%		8%	3%		4%
	Very overvalued	2%		1%	1%		0%	2%		1%
	Do not know	12%		14%	30%		20%	18%		16%
	Total	100%		100%	100%		100%	100%		100%
Administrative / committee service - valued appropriately	Very undervalued	12%	14%	10%	13%	18%	8%	12%	15%	10%
	Somewhat undervalued	36%	40%	31%	38%	39%	30%	37%	40%	31%
	Valued appropriately	40%	33%	40%	29%	27%	36%	37%	32%	39%
	Somewhat overvalued	2%	1%	3%	3%	0%	2%	3%	1%	3%
	Very overvalued	1%	0%	1%	1%	0%	0%	1%	0%	1%
	Do not know	8%	11%	13%	16%	16%	23%	10%	12%	16%
	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	4%	5%	3%	11%	12%	7%	6%	6%	4%
	Yes, more than a year ago but within the past five years	4%	4%	4%	14%	10%	10%	7%	5%	5%
	Yes, more than five years ago	4%	7%	6%	8%	7%	9%	5%	7%	7%
	No	89%	84%	88%	67%	71%	73%	82%	82%	84%
	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	16%	16%	0%	12%	10%	0%	14%	14%	0%
	Somewhat unsupportive	3%	4%	3%	3%	5%	0%	3%	5%	2%
	Neither supportive nor unsupportive	7%	0%	0%	8%	25%	23%	7%	8%	9%
	Somewhat supportive	10%	7%	18%	23%	10%	14%	17%	8%	16%
	Very supportive	64%	73%	79%	53%	50%	64%	59%	66%	73%
	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	0%	0%	0%	4%	2%	1%	1%	0%	0%
	Yes, more than a year ago but within the past five years	0%	0%	0%	8%	0%	2%	2%	0%	1%
	Yes, more than five years ago	1%	0%	0%	7%	0%	1%	2%	0%	0%
	No	99%	100%	100%	81%	98%	95%	94%	99%	99%
	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	Peer Group	WU 2011	Peer Group	WU 2006	WU 2011
Department / unit supportive - slowing tenure clock	Very unsupportive	13%	100%	9%	0%	9%	100%	0%
	Somewhat unsupportive	0%	0%	4%	0%	3%	0%	0%
	Neither supportive nor unsupportive	38%	0%	14%	50%	17%	0%	50%
	Somewhat supportive	0%	0%	9%	0%	8%	0%	0%
	Very supportive	50%	0%	65%	50%	63%	0%	50%
	Total	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	Too light	1%	0%	0%	0%	0%	0%	1%	0%	0%
	About right	52%	54%	60%	45%	43%	49%	50%	52%	57%
	Too heavy	36%	37%	33%	41%	49%	42%	37%	39%	35%
	Much too heavy	11%	8%	7%	13%	9%	9%	12%	8%	7%
	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	490	278	295	209	64	93	699	342	388
	Median	60.0	60.0	60.0	60.0	55.0	55.0	60.0	60.0	60.0
	Mean	61.3	61.9	60.1	59.7	57.1	58.9	60.8	61.0	59.8

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	57%	41%	53%
	No	43%	59%	47%
	Total	100%	100%	100%

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

		Male	Female	Total
		WU 2011	WU 2011	WU 2011
Clinical responsibilities - hours / week	Count	299	95	394
	Median	15.0	10.0	15.0
	Mean	24.3	16.7	22.9

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?

		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	598	266	294	251	57	92	849	323	386
	Median	5.5	5.0	5.0	5.5	5.0	5.0	5.5	5.0	5.0
	Mean	9.8	8.2	7.1	9.6	7.5	6.5	9.7	8.1	7.0
Meeting with students - % work week	N	589	249	294	245	59	92	834	308	386
	Median	5.50	5.00	5.00	5.50	10.00	5.00	5.50	5.00	5.00
	Mean	10.7	7.8	8.9	11.1	11.1	9.9	10.8	8.5	9.1
Conducting research - % work week	N	604	283	294	250	64	92	854	347	386
	Median	45.50	50.00	50.00	50.00	62.50	65.00	50.00	52.00	55.00
	Mean	46.8	47.8	49.0	49.5	55.0	60.1	47.6	49.1	51.7
Clinical work - % work week	N	281		294	131		92	412		386
	Median	.0		10.0	5.5		.0	.0		5.0
	Mean	15.0		20.1	14.3		9.9	14.8		17.7
Committee / administrative work - % work week	N	598	269	294	246	58	92	844	327.0	386
	Median	10.00	10.00	8.00	10.00	8.00	7.00	10.00	10.00	8.00
	Mean	16.6	12.6	11.6	15.1	9.0	9.5	16.2	12.0	11.1
External paid consulting - % work week	N	554	103	294	231	16	92	785	119	386
	Median	.00	2.00	.00	.00	1.00	.00	.00	2.00	.00
	Mean	1.9	3.4	1.1	1.1	1.7	.6	1.7	3.2	.9
Other work activities - % work week	N	368	33	294	169	12	92	537	45	386
	Median	2.00	10.00	.00	5.00	7.50	.00	3.00	10.00	.00
	Mean	5.9	17.6	2.1	6.9	12.6	3.4	6.2	16.3	2.4

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	88%	89%	81%	90%	91%	81%	88%	90%	81%
	1	8%	7%	16%	8%	3%	17%	8%	7%	16%
	2	2%	2%	1%	1%	2%	2%	2%	2%	2%
	3	0%	0%	0%	1%	0%	0%	0%	0%	0%
	4	0%	1%	0%	0%	0%	0%	0%	1%	0%
	5	0%	0%	0%	0%	2%	0%	0%	0%	0%
	6	0%	0%	1%	0%	2%	0%	0%	0%	1%
	8 or more	1%	0%	0%	0%	0%	0%	1%	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	49%	37%	6%	55%	29%	4%	51%	36%	6%
	1	23%	30%	42%	22%	23%	50%	23%	29%	44%
	2	16%	16%	29%	14%	21%	33%	16%	17%	30%
	3	7%	7%	7%	4%	3%	8%	6%	6%	7%
	4	2%	1%	6%	2%	10%	0%	2%	3%	5%
	5	1%	1%	3%	1%	5%	4%	1%	2%	3%
	6	1%	2%	1%	2%	0%	0%	1%	2%	1%
	7	0%	0%	1%	1%	2%	0%	0%	1%	1%
	8 or more	1%	4%	3%	1%	8%	2%	1%	5%	3%
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	359	253	249	142	64	81	501	317	330
	Mean	.8	.5	1.0	.7	.7	1.1	.8	.5	1.1
	Median	.0	.0	.0	.0	.0	.0	.0	.0	.0
# graduate / professional student advisees	N	360	271	263	154	63	79	514	334	342
	Mean	3.0	2.4	2.8	3.1	3.8	2.3	3.0	2.7	2.7
	Median	1.5	1.0	2.0	2.0	1.0	1.0	2.0	1.0	2.0
# postdoctoral / fellow advisees	N	450	276	267	169	65	82	619	341	349
	Mean	2.8	2.6	2.3	2.0	1.5	1.7	2.6	2.4	2.2
	Median	2.0	2.0	2.0	1.0	1.0	1.0	2.0	2.0	1.0
# informal student advisees	N	414	254	250	160	60	72	574	314	322
	Mean	3.5	2.7	2.4	4.2	3.1	3.1	3.7	2.8	2.5
	Median	2.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0

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	39%	41%	39%
	Student organization - affiliated	2%	3%	2%
	Student-led research project - advised UGs	15%	18%	16%
	Residential program - affiliated	10%	8%	9%
	Field-based projects - supervised UGs	4%	4%	4%
	Other role - working with UGs	5%	5%	5%
	Any of the above role involved with undergraduate students	51%	53%	52%
	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	321	295	284	139	67	88	460	362	372
	Mean	5.3	5.2	4.8	4.9	5.1	4.9	5.2	5.2	4.8
	Median	5.0	5.0	4.0	5.0	5.0	5.0	5.0	5.0	4.0
Papers for presentation - last year	N	315	266	265	134	61	84	449	327	349
	Mean	3.6	4.5	3.6	3.4	4.2	3.8	3.5	4.4	3.7
	Median	3.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	3.0
Books authored - last year	N	297	52	226	126	11	70	423	63	296
	Mean	.1	1.3	.0	.0	1.0	.0	.1	1.2	.0
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Books edited - last year	N	293	50	227	125	14	69	418	64	296
	Mean	.2	1.4	.2	.1	1.0	.0	.1	1.3	.2
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Chapters in books - last year	N	314	193	250	129	35	78	443	228	328
	Mean	1.3	2.1	1.2	1.0	1.9	1.0	1.2	2.1	1.1
	Median	1.0	2.0	1.0	1.0	2.0	1.0	1.0	2.0	1.0
Grant proposals - last year	N	430	240	273	176	60	86	606	300	359
	Mean	3.0	2.9	2.8	3.1	3.2	3.5	3.1	3.0	3.0
	Median	3.0	3.0	2.0	2.5	3.0	3.0	3.0	3.0	3.0
Other scholarly / creative works - last year	N	229	22	110	102	9	32	331	31	142
	Mean	1.1	2.8	1.0	1.1	2.1	2.3	1.1	2.6	1.3
	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	11%	9%	8%	12%	10%	10%
	Dean / associate / assistant dean - ever served	5%	12%	5%	14%	5%	12%
	Director of undergraduate study - ever served	5%	14%	5%	14%	5%	14%
	Director of graduate study - ever served	13%	12%	20%	13%	14%	12%
	Director of center/ program / institute - ever served	29%	12%	25%	13%	29%	12%
	Any of the above administrative capacities ever served	37%	41%	36%	35%	37%	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	51%	78%	57%
	Once or twice	18%	7%	15%
	Occasionally	23%	9%	20%
	Frequently	9%	6%	8%
	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	8%	4%	6%	3%	8%	4%
	Somewhat unwilling	14%	11%	1%	8%	12%	10%
	Neither unwilling nor willing	9%	13%	16%	16%	10%	14%
	Somewhat willing	37%	42%	43%	40%	39%	42%
	Very willing to serve	32%	30%	33%	33%	32%	31%
	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	45%	30%	24%	44%	20%	0%	45%	29%	17%
	Dean / associate / assistant dean - received teaching relief	11%	3%	12%	13%	0%	0%	12%	3%	8%
	Director of center / program / institute - received teaching relief	25%	50%	18%	25%	80%	43%	25%	54%	25%
	Director of graduate study - received teaching relief	14%	17%	41%	13%	0%	57%	13%	14%	46%
	Director of undergraduate study - received teaching relief	5%	0%	6%	6%	0%	0%	5%	0%	4%
	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	378	290	263	162	65	85	540	355	348
	Mean	1.7	1.5	1.3	1.5	1.1	1.2	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
# university / School / Divisional committees	N			266			88			354
	Mean			1.5			1.4			1.5
	Median			1.0			1.0			1.0
# hospital / WU health system committees	N		281	245		60	81		341	326
	Mean		.9	.6		.3	.3		.8	.5
	Median		.0	.0		.0	.0		.0	.0
# external committees / boards	N	460	295	265	182	67	83	642	362	348
	Mean	2.6	2.5	1.8	2.4	2.3	2.0	2.5	2.5	1.8
	Median	2.0	2.0	1.0	2.0	2.0	1.0	2.0	2.0	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	54%	62%	63%	54%	51%	45%	54%	60%	59%
	Somewhat	42%	35%	34%	41%	43%	51%	42%	36%	38%
	Extensive	4%	3%	3%	4%	7%	4%	4%	4%	3%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities- extent of stress	Not at all	64%	74%	75%	66%	58%	56%	64%	71%	70%
	Somewhat	32%	22%	22%	30%	40%	43%	31%	25%	27%
	Extensive	4%	4%	3%	4%	2%	1%	4%	4%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Timing of departmental meetings- extent of stress	Not at all	59%	61%	59%	52%	52%	58%	57%	60%	58%
	Somewhat	37%	32%	36%	40%	38%	39%	38%	34%	37%
	Extensive	4%	6%	5%	8%	10%	3%	6%	7%	5%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Scholarly productivity- extent of stress	Not at all	19%	24%	23%	11%	11%	15%	17%	22%	21%
	Somewhat	53%	54%	48%	48%	61%	46%	52%	56%	48%
	Extensive	28%	21%	28%	41%	27%	39%	31%	22%	31%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Securing funding for research- extent of stress	Not at all	10%	8%	10%	10%	0%	6%	10%	7%	9%
	Somewhat	34%	36%	35%	31%	43%	31%	33%	37%	34%
	Extensive	56%	56%	55%	59%	57%	63%	57%	56%	57%
	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	18%	21%	19%	17%	8%	17%	18%	18%	18%
	Somewhat	54%	52%	51%	51%	67%	52%	53%	55%	51%
	Extensive	28%	28%	30%	32%	25%	31%	29%	27%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Review / promotion process-extent of stress	Not at all	57%	49%	49%	48%	41%	30%	54%	47%	44%
	Somewhat	33%	36%	37%	35%	36%	41%	34%	36%	38%
	Extensive	10%	16%	14%	17%	23%	30%	12%	17%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Departmental / campus politics-extent of stress	Not at all	46%	45%	43%	42%	39%	28%	45%	44%	40%
	Somewhat	38%	37%	36%	31%	30%	46%	36%	35%	38%
	Extensive	17%	18%	21%	27%	31%	26%	20%	21%	22%
	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%	1%	1%
	Somewhat dissatisfied	7%	8%	7%
	Neither satisfied nor dissatisfied	9%	9%	9%
	Somewhat satisfied	38%	40%	39%
	Very satisfied	44%	41%	44%
	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	91%	92%	91%	74%	75%	77%	86%	88%	88%
	Yes, I have a domestic partner	3%	3%	2%	8%	4%	6%	4%	3%	3%
	No	5%	6%	6%	19%	20%	17%	9%	9%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Spouse / partner principal activity	Employed	61%	61%	87%	86%	68%	67%
	Not employed and actively seeking employment	3%	5%	4%	3%	3%	4%
	Not employed and not seeking employment	25%	24%	3%	4%	19%	19%
	Retired	6%	8%	4%	6%	5%	8%
	Student	1%	1%	3%	1%	1%	1%
	Other	4%	0%	1%	0%	3%	0%
	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	65%	67%	43%	38%	59%	60%
	a faculty member	25%	24%	47%	52%	31%	31%
	a postdoctoral fellow or research associate	3%	2%	4%	5%	3%	2%
	in an academic position other than faculty	6%	5%	3%	5%	5%	5%
	a graduate or professional student	1%	2%	4%	2%	2%	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 ...	Yes	31%	26%	41%	50%	34%	31%
	No	69%	74%	59%	50%	66%	69%
	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 ... University	We became partners after we were both employed at ...	17%	26%	22%	21%	10%	24%	19%	21%	22%
	My spouse/partner and I were recruited by institution as a couple	27%	15%	25%	33%	48%	44%	29%	25%	32%
	I was recruited by institution / employment for spouse followed	49%	56%	50%	24%	21%	21%	41%	45%	39%
	My spouse recruited by institution / employment for me followed	7%	3%	3%	21%	21%	12%	12%	9%	6%
	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	5%	8%	6%	13%	9%	7%	7%	8%	6%
	Somewhat dissatisfied	24%	16%	12%	21%	15%	18%	23%	15%	14%
	Neither satisfied nor dissatisfied	7%	7%	8%	8%	7%	10%	7%	7%	8%
	Somewhat satisfied	30%	32%	36%	27%	36%	34%	29%	33%	36%
	Very satisfied	34%	37%	37%	32%	33%	31%	33%	36%	36%
	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	90%	95%	95%	76%	84%	93%	86%	93%	94%
	Yes, live together, but one/both of us commutes/travels	7%	4%	4%	19%	7%	3%	11%	5%	4%
	Yes, live in separate communities part of the time	3%	1%	1%	5%	9%	4%	3%	3%	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	8%	11%	22%	23%	12%	13%
	1	14%	13%	23%	20%	17%	15%
	2	47%	43%	40%	38%	45%	42%
	3	22%	22%	12%	14%	19%	20%
	4	6%	8%	3%	1%	5%	7%
	5	2%	1%	1%	4%	2%	2%
	More than 5	0%	1%	0%	0%	0%	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	8%	7%	11%	22%	23%	23%	12%	10%	14%
	Children age 0-4 years	15%	19%	15%	24%	23%	27%	18%	19%	18%
	Children age 5-17 years	46%	45%	44%	45%	52%	42%	46%	47%	43%
	Children age 18-24 years	49%	50%	51%	28%	24%	29%	43%	45%	46%
	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	55%	48%	52%
	Moderately difficult	43%	43%	43%
	Very difficult	2%	9%	5%
	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	2%	4%	3%
	Somewhat dissatisfied	2%	4%	3%
	Neither satisfied nor dissatisfied	12%	0%	8%
	Somewhat satisfied	29%	35%	31%
	Very satisfied	55%	57%	55%
	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	18%	14%	13%	22%	25%	12%	20%	16%	13%
	No	82%	86%	87%	78%	75%	88%	80%	84%	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%	0%	1%
	Somewhat dissatisfied	11%	22%	14%
	Neither satisfied nor dissatisfied	11%	16%	12%
	Somewhat satisfied	41%	40%	41%
	Very satisfied	36%	23%	33%
	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	37%	37%	39%	24%	12%	21%	33%	33%	35%
	Somewhat	51%	52%	52%	51%	67%	53%	51%	55%	52%
	Extensive	12%	11%	9%	25%	21%	26%	16%	13%	13%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child care - source of stress	Not at all	55%	54%	59%	36%	20%	35%	50%	48%	54%
	Somewhat	35%	38%	34%	36%	48%	42%	36%	40%	36%
	Extensive	10%	9%	7%	29%	32%	23%	15%	12%	11%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Care of dependents - source of stress	Not at all	68%	70%	21%	61%	60%	10%	66%	69%	18%
	Somewhat	23%	23%	62%	29%	26%	50%	25%	23%	59%
	Extensive	8%	7%	18%	10%	14%	40%	9%	8%	23%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health - source of stress	Not at all	74%	76%	74%	70%	67%	65%	73%	74%	72%
	Somewhat	23%	20%	22%	27%	31%	34%	24%	22%	25%
	Extensive	3%	4%	4%	3%	2%	1%	3%	3%	3%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personal finances / cost of living - source of stress	Not at all	60%	64%	52%	64%	67%	54%	61%	65%	53%
	Somewhat	32%	29%	39%	27%	33%	41%	31%	30%	40%
	Extensive	9%	6%	9%	9%	0%	5%	9%	5%	8%
	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	26%	25%	21%	23%	25%	24%
	No	74%	75%	79%	77%	75%	76%
	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	12%	16%	15%	15%	12%	15%
	Course load - adjusted due to job offer	2%	0%	0%	0%	2%	0%
	Equipment / lab / research start-up - adjusted due to job offer	24%	20%	28%	15%	25%	19%
	None - adjusted due to job offer	53%	56%	42%	60%	50%	57%
	Other - adjusted due to job offer	13%	6%	8%	10%	12%	7%
	Salary - adjusted due to job offer	35%	28%	42%	25%	37%	27%
	Spouse / partner employment - adjusted due to job offer	1%	2%	0%	0%	1%	1%
	Summer salary - adjusted due to job offer	1%	0%	0%	0%	0%	0%
	Leave time - adjusted due to job offer	2%	0%	2%	0%	2%	0%
	Tenure clock - adjusted due to job offer	2%	2%	2%	5%	2%	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	34%	43%	34%	25%	26%	18%	31%	40%	30%
	Somewhat unlikely	18%	17%	23%	22%	34%	25%	19%	20%	23%
	Neither likely nor unlikely	21%	21%	19%	22%	22%	39%	22%	21%	24%
	Somewhat likely	19%	14%	18%	23%	15%	11%	20%	14%	16%
	Very likely	9%	5%	7%	8%	3%	6%	9%	5%	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	43%	37%	39%	41%	29%	42%	43%	36%	39%
	To some extent	41%	42%	43%	41%	56%	46%	41%	45%	44%
	To a great extent	16%	21%	18%	18%	16%	12%	17%	20%	17%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Improve prospects for tenure - reason to leave	Not at all	76%	72%	76%	63%	59%	67%	72%	70%	74%
	To some extent	15%	19%	16%	23%	22%	23%	18%	19%	17%
	To a great extent	9%	9%	8%	14%	20%	11%	11%	11%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Enhance career in other ways - reason to leave	Not at all	26%	19%	23%	20%	22%	18%	24%	19%	21%
	To some extent	42%	50%	44%	36%	38%	48%	40%	48%	45%
	To a great extent	33%	31%	33%	44%	40%	35%	36%	33%	33%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Find more supportive work env - reason to leave	Not at all	38%	46%	51%	29%	35%	39%	35%	44%	48%
	To some extent	32%	32%	26%	29%	35%	31%	31%	33%	27%
	To a great extent	30%	22%	23%	42%	29%	31%	33%	23%	25%
	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	55%	66%	70%	51%	66%	65%	54%	66%	69%
	To some extent	29%	23%	23%	30%	21%	18%	30%	23%	22%
	To a great extent	15%	11%	7%	19%	13%	17%	16%	11%	10%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Change administrative responsibilities - reason to leave	Not at all	0%	59%	64%	0%	64%	71%	0%	60%	66%
	To some extent	0%	31%	27%	0%	29%	18%	0%	31%	25%
	To a great extent	0%	10%	9%	0%	7%	11%	0%	9%	10%
	Total	0%	100%	100%	0%	100%	100%	0%	100%	100%
Pursue nonacademic job - reason to leave	Not at all	82%	75%	81%	78%	73%	76%	81%	75%	79%
	To some extent	15%	20%	16%	19%	21%	21%	16%	21%	18%
	To a great extent	3%	4%	3%	3%	5%	3%	3%	5%	3%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Reduce stress - reason to leave	Not at all	56%	58%	53%	39%	32%	33%	51%	53%	48%
	To some extent	31%	27%	35%	36%	45%	46%	33%	31%	38%
	To a great extent	12%	15%	12%	25%	23%	21%	16%	17%	14%
	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	75%	78%	72%	66%	57%	53%	72%	74%	67%
	To some extent	17%	15%	22%	21%	26%	29%	19%	17%	24%
	To a great extent	8%	7%	6%	12%	17%	17%	9%	9%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lower cost of living - reason to leave	Not at all	82%	95%	93%	85%	94%	95%	83%	95%	94%
	To some extent	12%	4%	6%	9%	4%	5%	11%	4%	6%
	To a great extent	5%	1%	1%	6%	2%	0%	5%	1%	1%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retirement - reason to leave	Not at all	75%	68%	75%	81%	79%	92%	76%	70%	79%
	To some extent	16%	21%	19%	13%	18%	5%	15%	20%	16%
	To a great extent	9%	11%	6%	6%	4%	3%	8%	9%	6%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child-related issues - reason to leave	Not at all	88%	87%	89%	69%	68%	81%	83%	84%	87%
	To some extent	9%	10%	8%	20%	28%	13%	12%	13%	10%
	To a great extent	2%	3%	3%	11%	4%	5%	5%	3%	4%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other - reason to leave	Not at all	63%	15%	23%	58%	0%	6%	62%	11%	18%
	To some extent	18%	23%	13%	14%	17%	44%	17%	21%	22%
	To a great extent	19%	62%	64%	27%	83%	50%	21%	68%	60%
	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%	81%	76%
	Female	25%	19%	24%
	Other			1%
	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	92%	92%	95%	91%	93%	92%
	U.S. permanent resident	6%	7%	2%	7%	5%	7%
	Nonresident alien (J-1, H-1B, O-1B status, etc.)	2%	1%	3%	2%	2%	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?	2%	2%	4%	2%	2%	2%
	White	81%	88%	78%	83%	80%	87%
	Asian	16%	11%	16%	16%	16%	12%
	Black or African American	1%	2%	4%	2%	2%	2%
	American Indian or Alaska Native	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	15.9	16.9	17.0	11.0	12.4	10.4	14.6	16.1	15.5
	Median	14.0	16.0	15.0	8.0	12.0	7.0	12.0	15.0	12.0
	N	933	270	275	334	65	85	1267	335	360

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	MBA	0%	0%	0%	0%	0%	0%
	Ph.D.	51%	39%	60%	62%	53%	44%
	Medical degree (MD, DO, DDS, DVM)	36%	44%	29%	28%	34%	40%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	1%	0%	0%	3%	0%	1%
	Joint degree (e.g., MD/PhD, MBA/JD)	12%	16%	12%	7%	12%	14%
	Other degree or certificate	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%