

Washington University Faculty Survey 2011

Selected Key Indicators

Danforth Campus Tenured and Tenure Track Faculty

## Washington University Faculty Survey 2011 – Introduction

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

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

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

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

Respondents - Comparison Groups			
	WU 2011	WU 2006	Peer Group
Danforth - Tenured & Tenure Track	511	465	6418
Medical - Tenured & Tenure Track	396	391	1683
Medical Clinical	413	315	3540
Danforth - Research & Non Track	172	140	1383
Medical - Research & Non Track	190	263	414

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

Selected Key Indicators - Danforth Campus Tenured and Tenure Track Faculty  
Means Comparison with Peer Group, with WU 2006 Survey and WU 2011 By Gender

	Peer group	WU 2011	Diff statistically significant?	WU 2006	WU 2011	Diff statistically significant?	WU 2011 men	WU 2011 women	Diff statistically significant?
Overall satisfaction									
Satisfied being a faculty member at ...	4.06	4.07		3.99	4.07		4.09	4.03	
Aspects of work life - satisfaction									
Salary	3.61	3.50		3.81	3.50	2011 less satisfied	3.54	3.42	
Teaching responsibilities	4.16	4.16		4.26	4.16		4.26	3.95	women less satisfied
Advising responsibilities	3.95	3.98		3.85	3.98		4.01	3.92	
Committee / administrative responsibilities	3.37	3.52	WU more satisfied	3.28	3.52	2011 more satisfied	3.55	3.46	
Library resources	4.18	3.67	WU less satisfied	3.72	3.67		3.70	3.66	
Clerical / administrative staff	3.70	3.84	WU more satisfied	3.95	3.84		3.86	3.84	
Computer resources	3.82	3.73		3.83	3.73		3.78	3.66	
Computing support staff	3.56	3.76	WU more satisfied	3.76	3.76		3.88	3.56	women less satisfied
Quality of graduate students	4.14	3.50	WU less satisfied	3.36	3.50		3.43	3.68	women more satisfied
Quality of professional students				3.75	3.93		3.84	4.11	
Time available scholarly work	3.32	2.92	WU less satisfied	3.15	2.92	2011 less satisfied	3.13	2.49	women less satisfied
Teaching resources - satisfaction									
Overall teaching resources	3.74	3.98	WU more satisfied				4.02	3.91	
Classroom space	3.74	3.98	WU more satisfied	3.77	3.98	2011 more satisfied	4.07	3.77	women less satisfied
Access to teaching assistants	3.73	3.47	WU less satisfied	3.65	3.47		3.61	3.14	women less satisfied
Support for innovation							3.74	3.42	women less satisfied
Support for improving learning							3.56	3.34	women less satisfied
Research resources - satisfaction									
Research / scholarship resources	3.60	3.74	WU more satisfied				3.84	3.56	women less satisfied
Start-up funds	3.58	3.62		3.84	3.62	2011 less satisfied	3.65	3.57	
Support for securing grants	3.29	3.44	WU more satisfied	3.35	3.44		3.55	3.22	women less satisfied
Support for managing grants							3.77	3.27	women less satisfied
Technical / research staff	3.73	3.34	WU less satisfied	3.80	3.34	2011 less satisfied	3.37	3.28	
Other resources to support research	3.39	2.12	WU less satisfied	3.39	2.12	2011 less satisfied	2.24	1.97	
Space issues - satisfaction									
Space allocation process							3.77	3.55	
Office space	4.19	3.90	WU less satisfied	4.09	3.90	2011 less satisfied	3.98	3.74	
Lab / research space	3.71	3.59		3.61	3.59		3.62	3.57	

Key to the means:

Satisfaction scale: 1=very dissatisfied; 2=somewhat dissatisfied; 3=neither dissatisfied nor satisfied; 4=somewhat satisfied; 5=very satisfied

Notes on statistical significance : p<.05

Selected Key Indicators - Danforth Campus Tenured and Tenure Track Faculty  
Means Comparison with Peer Group, with WU 2006 Survey and WU 2011 By Gender

	Peer group	WU 2011	Diff statistically significant?	WU 2006	WU 2011	Diff statistically significant?	WU 2011 men	WU 2011 women	Diff statistically significant?
Departmental climate - agree / disagree questions									
I feel that my department / unit is adequately supported and valued by the leadership of WU.				3.38	3.25		3.17	3.44	women agree more
My chair / director / dean creates a collegial and supportive environment.	3.99	3.78	WU agree more	3.83	3.78		3.85	3.64	
My chair / director / dean helps me obtain the resources I need.	3.66	3.62		3.64	3.62		3.64	3.58	
I have a voice in the decision-making that affects the direction of my department / unit.	3.80	3.64	WU agree less	3.70	3.64		3.70	3.50	
My colleagues value my research / scholarship.	3.94	3.95		3.95	3.95		4.03	3.83	
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	3.76	3.84		3.56	3.84	2011 agree more	3.91	3.69	
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	3.80	3.74		3.54	3.74	2011 agree more	3.82	3.56	women agree less
Interdisciplinary research is recognized and rewarded by my department / unit.	3.68	3.72		3.62	3.72		3.70	3.78	
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.09	4.13		4.08	4.13		4.24	3.92	women agree less
My department / unit is a good fit for me.	4.06	4.11		3.94	4.11	2011 agree more	4.15	4.03	
My department / unit is a place where individual faculty may comfortably raise personal and / or family responsibilities when scheduling departmental / unit obligations.	3.83	3.86		3.86	3.86		4.01	3.55	women agree less
I feel excluded from an informal network in my department / unit.	2.25	2.30		2.27	2.30		2.18	2.51	women agree more
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	2.39	2.46		2.40	2.46		2.29	2.82	women agree more
My dept / unit creates a welcoming environment for faculty who are women.				3.92	3.93		4.08	3.63	women agree less
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.				3.69	3.66		3.84	3.29	women agree less

Key to the means:

Dept climate scale: 1=strongly disagree; 2=somewhat agree; 3=neither agree nor agree; 4=somewhat agree; 5=strongly agree

Notes on statistical significance : p<.05

Selected Key Indicators - Danforth Campus Tenured and Tenure Track Faculty  
Means Comparison with Peer Group, with WU 2006 Survey and WU 2011 By Gender

	Peer group	WU 2011	Diff statistically significant?	WU 2006	WU 2011	Diff statistically significant?	WU 2011 men	WU 2011 women	Diff statistically significant?
<b>Identities &amp; Bias issues</b>									
Comfortable in expressing various identities							3.21	2.99	men more comfortable
To what extent experienced bias / exclusion by leadership							1.15	1.65	women experience more bias
To what extent experienced bias / exclusion by colleagues							1.13	1.49	women experience more bias
To what extent experienced bias / exclusion by students							1.06	1.43	women experience more bias
<b>Mentoring ---how helpful</b>									
Assigned formal mentoring	3.49	3.71					3.62	3.81	
Chosen formal mentoring helpful	4.49	4.35					4.30	4.41	
Informal mentoring from here	4.38	4.43					4.41	4.45	
<b>Tenure &amp; Promotion</b>									
Tenure criteria clearly communicated	3.59	3.97	WU agree more	3.52	3.97	2011 agree more	4.10	3.68	women agree less
Research / scholarly work - value for tenure	2.94	2.96		2.92	2.96	2011 valued more	2.95	2.97	
Teaching contributions - value for tenure	2.06	2.26	WU value more	2.14	2.26	2011 valued more	2.24	2.33	
Administrative / committee service - value for tenure	1.56	1.68	WU value more	1.58	1.68	2011 valued more	1.65	1.76	
If relief from duties for personal reasons, how supportive was your dept?	4.17	4.46	WU more supportive	4.10	4.46		4.50	4.43	
If your tenure clocked slowed for personal reasons, how supportive was your dept?	4.20	4.44		4.14	4.44		4.58	4.38	
<b>Other</b>									
Rate reasonableness of workload	3.59	3.47	WU perceived workload lighter	3.55	3.47		3.42	3.59	women perceived workload heavier
Average number of hours in workweek	58.83	56.17	WU fewer work hours	56.99	56.17		56.89	54.44	women fewer work hours
How likely to leave ... in next 3 years	2.51	2.58		2.46	2.58		2.55	2.64	
How satisfied with how role as faculty member fits with your life outside WU?							3.96	3.59	women less satisfied

Key to the means:

Identities scale 1=very uncomfortable; 2=uncomfortable; 3=comfortable; 4=very comfortable

Bias scale: 1=not at all; 2=to some extent; 3=to a great extent

Mentoring helpfulness scale: 1=very unhelpful; 2=somewhat unhelpful; 3=neither helpful nor unhelpful; 4=somewhat helpful; 5=very helpful

Tenure criteria scale: 1=strongly disagree; 2=somewhat agree; 3=neither agree nor disagree; 4=somewhat agree; 5=strongly agree

Tenure items valued scale: 1=valued slightly or not at all; 2=somewhat valued; 3=highly valued

Relief supportiveness scale: 1=very unsupportive; 2=somewhat unsupportive; 3=neither supportive nor unsupportive; 4=somewhat supportive; 5=very supportive

Workload scale: 1=much too light; 2=too light; 3=about right; 4=too heavy; 5=much too heavy

Likely to leave scale: 1=very unlikely; 2=somewhat unlikely; 3=neither likely nor unlikely; 4=somewhat likely; 5=very likely

Faculty role fits with life outside WU scale: 1=very dissatisfied; 2=somewhat dissatisfied; 3=neither dissatisfied nor satisfied; 4=somewhat satisfied; 5=very satisfied

Notes on statistical significance : p<.05