

Washington University Faculty Survey 2011

Selected Key Indicators

Medical 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
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.

Selected Key Indicators – Medical 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	3.85	4.21	WU more satisfied	3.98	4.21	2011 more satisfied	4.25	4.09	
Aspects of work life - satisfaction									
Salary	3.58	3.49		3.60	3.49		3.49	3.53	
Teaching responsibilities	4.12	4.14		4.28	4.14	2011 less satisfied	4.16	4.13	
Advising responsibilities	4.11	4.15		4.16	4.15		4.19	4.06	
Clinical responsibilities							4.14	4.05	
Committee / administrative responsibilities	3.62	3.80	WU more satisfied	3.68	3.80		3.82	3.80	
Library resources	4.17	4.35	WU more satisfied	4.72	4.35	2011 less satisfied	4.39	4.28	
Clerical / administrative staff	3.33	3.98	WU more satisfied	3.95	3.98		4.09	3.66	women less satisfied
Computer resources	3.58	3.74	WU more satisfied	4.17	3.74	2011 less satisfied	3.74	3.78	
Computing support staff	3.41	3.68	WU more satisfied	3.73	3.68		3.66	3.77	
Quality of graduate students	4.01	4.16	WU more satisfied	4.12	4.16		4.14	4.27	
Quality of professional students				4.63	4.55		4.52	4.70	women more satisfied
Time available scholarly work	3.51	3.69	WU more satisfied	3.61	3.69		3.76	3.48	
Teaching resources - satisfaction									
Overall teaching resources	3.23	3.83	WU more satisfied				3.88	3.75	
Research resources - satisfaction									
Research / scholarship resources	3.21	3.96	WU more satisfied				4.01	3.82	
Start-up funds	3.06	3.49	WU more satisfied	3.24	3.49	2011 more satisfied	3.54	3.40	
Support for securing grants	3.20	3.83	WU more satisfied	3.70	3.83		3.85	3.79	
Support for managing grants							4.00	3.94	
Technical / research staff	3.91	3.92		4.19	3.92	2011 less satisfied	3.97	3.80	
Other resources to support research	3.00	1.77	WU less satisfied	3.52	1.77	2011 less satisfied	1.88	1.44	
Clinical resources - satisfaction									
WU resources for clinical work							3.98	4.03	
Space issues - satisfaction									
Space allocation process							3.78	3.48	
Office space	4.18	4.01	WU more satisfied	4.23	4.01	2011 less satisfied	4.04	3.93	
Lab / research space	3.86	3.75		4.05	3.75	2011 less satisfied	3.84	3.54	

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 – Medical 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.				3.20	3.47	2011 agree more	3.45	3.55	
My chair / director / dean creates a collegial and supportive environment.	3.55	3.97	WU agree more	3.99	3.97		4.00	3.91	
My chair / director / dean helps me obtain the resources I need.	3.22	3.65	WU agree more	3.57	3.65		3.68	3.57	
I have a voice in the decision-making that affects the direction of my department / unit.	3.32	3.29		3.38	3.29		3.34	3.17	
My colleagues value my research / scholarship.	4.03	4.06		4.18	4.06		4.11	3.94	
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	3.84	4.23	WU agree more	4.15	4.23		4.30	4.02	women agree less
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	4.03	4.40	WU agree more	4.17	4.40	2011 agree more	4.43	4.31	
Interdisciplinary research is recognized and rewarded by my department / unit.	3.54	3.93	WU agree more	3.82	3.93		3.91	4.00	
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.95	4.16	WU agree more	4.14	4.16		4.19	4.06	
My department / unit is a good fit for me.	3.90	4.14	WU agree more	4.13	4.14		4.17	4.06	
My department / unit is a place where individual faculty may comfortably raise personal and / or family responsibilities when scheduling departmental / unit obligations.	3.78	3.95	WU agree more	3.82	3.95		4.01	3.78	
I feel excluded from an informal network in my department / unit.	2.43	2.35		2.42	2.35		2.31	2.45	
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	2.54	2.58		2.46	2.58		2.46	2.94	women agree more
My dept / unit creates a welcoming environment for faculty who are women.				3.86	3.98		4.08	3.70	women agree less
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.				3.81	3.94		4.00	3.75	

Key to the means:

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

Notes on statistical significance : p<.05

Selected Key Indicators – Medical 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?
Identities & Bias issues									
Comfortable in expressing various identities							3.07	2.89	
To what extent experienced bias / exclusion by leadership							1.15	1.70	women experience more bias
To what extent experienced bias / exclusion by colleagues							1.10	1.54	women experience more bias
To what extent experienced bias / exclusion by students							1.06	1.19	women experience more bias
Mentoring ---how helpful									
Assigned formal mentoring helpful	3.63	4.01					3.98	4.08	
Chosen formal mentoring helpful	4.36	4.66	WU more helpful				4.52	4.91	women perceive as more helpful
Informal mentoring from here helpful	4.37	4.49					4.45	4.65	women perceive as more helpful
Tenure & Promotion									
Tenure criteria clearly communicated	3.40	3.60	WU agree more	3.37	3.60	2011 agree more	3.68	3.40	
Research / scholarly work - value for tenure	2.93	2.95		2.97	2.95		2.95	2.96	
Teaching contributions - value for tenure	1.76	1.61	WU value less	1.64	1.61		1.60	1.64	
Clinical work - value for tenure	1.68	1.78					1.77	1.86	
Administrative / committee service - value for tenure	1.63	1.59		1.53	1.59		1.57	1.65	
If relief from duties for personal reasons, how supportive was your dept?	4.03	4.61	WU more supportive	4.08	4.61	2011 more supportive	4.74	4.41	
Other									
Rate reasonableness of workload	3.60	3.50	WU perceived workload closer to 'about right'	3.56	3.50		3.46	3.60	
Average number of hours in workweek	60.84	59.80		61.03	59.80		60.08	58.89	
How likely to leave ...in next 3 years	2.55	2.47		2.25	2.47	2011 more likely	2.41	2.61	
How satisfied with how role as faculty member fits with your life outside WU?							3.99	3.64	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