

DETAIL REPORT---Danforth Campus Other Full Time Faculty

Contents

Introduction

Table of Contents

Satisfaction	p 1-7
Overall; aspects of work life	
Teaching resources	
Research resources	
Space issues	
Departmental climate	p 8-10
Identities & bias issues	p 11
Mentoring	p 12-13
Promotion	p 14-15
Workload	p 16-19
Leadership	p 20
Sources of stress – work-related	p 21-22
Life outside WU	p 23-27
Spouse; children	
Sources of stress	
Outside offers / how likely to leave	p 28-30
Demographics	p 31-32

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	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 – Other Full Time Faculty	172	140	1383
Medical - Research	190	263	n.a.

If you have questions or comments, please contact Lynn McCloskey, Assistant Provost – Analysis, lynn.mccloskey@wustl.edu.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	4%	2%	4%	3%	2%	5%	4%	2%	4%
	Somewhat dissatisfied	8%	7%	10%	13%	9%	15%	10%	8%	13%
	Neither satisfied nor dissatisfied	5%	5%	8%	8%	7%	5%	6%	6%	7%
	Somewhat satisfied	41%	52%	39%	42%	39%	36%	42%	46%	38%
	Very satisfied	43%	34%	40%	35%	43%	39%	39%	38%	39%
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%	10%	11%	17%	21%	18%	12%	15%	14%
	Somewhat dissatisfied	23%	23%	20%	28%	22%	28%	25%	22%	24%
	Neither satisfied nor dissatisfied	14%	16%	16%	10%	13%	11%	12%	14%	13%
	Somewhat satisfied	36%	37%	37%	31%	35%	29%	34%	36%	33%
	Very satisfied	20%	14%	17%	15%	9%	15%	18%	12%	16%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Teaching responsibilities - satisfaction	Very dissatisfied	1%	2%	7%	2%	2%	4%	1%	2%	5%
	Somewhat dissatisfied	5%	4%	9%	10%	10%	11%	7%	7%	10%
	Neither satisfied nor dissatisfied	8%	9%	5%	4%	3%	9%	6%	6%	7%
	Somewhat satisfied	31%	29%	31%	29%	30%	36%	30%	30%	34%
	Very satisfied	55%	56%	48%	56%	55%	40%	55%	56%	44%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities - satisfaction	Very dissatisfied	1%	0%	2%	2%	0%	5%	2%	0%	3%
	Somewhat dissatisfied	1%	3%	9%	4%	10%	9%	3%	6%	9%
	Neither satisfied nor dissatisfied	22%	30%	15%	18%	15%	22%	20%	22%	19%
	Somewhat satisfied	32%	38%	33%	30%	34%	23%	31%	36%	28%
	Very satisfied	43%	30%	41%	46%	41%	41%	45%	36%	41%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Committee / administrative responsibilities - satisfaction	Very dissatisfied	3%	0%	6%	5%	2%	4%	4%	1%	5%
	Somewhat dissatisfied	10%	11%	6%	12%	6%	16%	11%	8%	11%
	Neither satisfied nor dissatisfied	24%	23%	26%	23%	31%	27%	24%	28%	26%
	Somewhat satisfied	39%	47%	26%	37%	35%	38%	38%	41%	32%
	Very satisfied	24%	19%	36%	22%	25%	16%	23%	22%	25%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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%	0%	3%	2%	3%	1%	1%	1%	2%
	Somewhat dissatisfied	4%	7%	5%	2%	3%	9%	3%	5%	7%
	Neither satisfied nor dissatisfied	8%	3%	8%	7%	7%	12%	7%	5%	10%
	Somewhat satisfied	25%	24%	23%	23%	23%	16%	24%	24%	19%
	Very satisfied	63%	66%	61%	65%	64%	62%	64%	65%	62%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Clerical / administrative staff - satisfaction	Very dissatisfied	4%	1%	1%	4%	4%	0%	4%	3%	1%
	Somewhat dissatisfied	11%	4%	8%	10%	4%	12%	10%	4%	10%
	Neither satisfied nor dissatisfied	10%	7%	8%	12%	3%	8%	11%	5%	8%
	Somewhat satisfied	28%	22%	31%	29%	20%	27%	28%	21%	29%
	Very satisfied	47%	65%	52%	46%	68%	53%	46%	67%	52%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computer resources - satisfaction	Very dissatisfied	2%	7%	5%	2%	4%	3%	2%	6%	4%
	Somewhat dissatisfied	8%	3%	11%	11%	10%	14%	9%	7%	12%
	Neither satisfied nor dissatisfied	7%	6%	4%	8%	4%	9%	7%	5%	6%
	Somewhat satisfied	29%	36%	33%	27%	31%	24%	28%	33%	29%
	Very satisfied	54%	48%	47%	52%	50%	50%	53%	49%	49%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Computing support staff - satisfaction	Very dissatisfied	4%	3%	5%	6%	2%	5%	5%	2%	5%
	Somewhat dissatisfied	9%	6%	8%	13%	12%	9%	11%	9%	8%
	Neither satisfied nor dissatisfied	11%	12%	4%	9%	8%	9%	10%	10%	7%
	Somewhat satisfied	32%	23%	28%	33%	27%	24%	33%	25%	26%
	Very satisfied	43%	56%	54%	39%	52%	53%	41%	54%	54%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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%	0%	5%	1%	2%	6%	1%	1%	6%
	Somewhat dissatisfied	6%	4%	9%	6%	9%	8%	6%	6%	8%
	Neither satisfied nor dissatisfied	8%	11%	13%	6%	15%	8%	7%	13%	10%
	Somewhat satisfied	30%	55%	38%	35%	28%	26%	32%	42%	32%
	Very satisfied	55%	30%	36%	52%	46%	53%	54%	38%	44%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Quality of professional students - satisfaction	Very dissatisfied		0%	4%		0%	0%		0%	2%
	Somewhat dissatisfied		4%	11%		4%	0%		4%	6%
	Neither satisfied nor dissatisfied		15%	7%		12%	4%		14%	6%
	Somewhat satisfied		46%	30%		20%	32%		33%	31%
	Very satisfied		35%	48%		64%	64%		49%	56%
	Total		100%	100%		100%	100%		100%	100%
Time available scholarly work - satisfaction	Very dissatisfied	4%	11%	14%	19%	12%	19%	11%	11%	16%
	Somewhat dissatisfied	17%	24%	14%	30%	26%	26%	23%	25%	20%
	Neither satisfied nor dissatisfied	18%	11%	11%	12%	16%	14%	15%	13%	12%
	Somewhat satisfied	32%	31%	22%	27%	24%	19%	30%	28%	20%
	Very satisfied	27%	24%	39%	13%	22%	22%	20%	23%	31%
	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	4%		2%	9%		4%	7%		3%
	Somewhat dissatisfied	12%		12%	12%		16%	12%		15%
	Neither satisfied nor dissatisfied	13%		12%	5%		10%	9%		11%
	Somewhat satisfied	34%		39%	36%		38%	35%		38%
	Very satisfied	37%		35%	38%		31%	38%		32%
	Total	100%		100%	100%		100%	100%		100%

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	6%	7%	2%	7%	10%	6%	6%	9%	4%
	Somewhat dissatisfied	15%	9%	12%	17%	15%	10%	16%	12%	11%
	Neither satisfied nor dissatisfied	9%	5%	4%	8%	7%	7%	8%	6%	6%
	Somewhat satisfied	32%	43%	32%	32%	30%	31%	32%	36%	31%
	Very satisfied	39%	36%	50%	35%	38%	46%	37%	37%	47%
	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	4%	16%	13%	8%	14%	7%	6%	15%	9%
	Somewhat dissatisfied	11%	0%	9%	11%	8%	9%	11%	4%	9%
	Neither satisfied nor dissatisfied	15%	16%	13%	10%	19%	19%	13%	17%	16%
	Somewhat satisfied	32%	37%	31%	31%	22%	28%	31%	29%	29%
	Very satisfied	38%	32%	34%	40%	38%	37%	39%	35%	36%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for innovation - satisfaction	Very dissatisfied			6%			8%			7%
	Somewhat dissatisfied			10%			15%			13%
	Neither satisfied nor dissatisfied			24%			11%			17%
	Somewhat satisfied			34%			26%			30%
	Very satisfied			26%			40%			34%
	Total			100%			100%			100%
Support for improving learning - satisfaction	Very dissatisfied			2%			3%			3%
	Somewhat dissatisfied			13%			16%			15%
	Neither satisfied nor dissatisfied			28%			15%			20%
	Somewhat satisfied			26%			28%			27%
	Very satisfied			32%			38%			35%
	Total			100%			100%			100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	12%	12%	9%	21%	21%	24%	16%	16%	17%
	Somewhat dissatisfied	21%	20%	17%	29%	4%	24%	24%	12%	21%
	Neither satisfied nor dissatisfied	33%	36%	39%	25%	25%	34%	29%	31%	37%
	Somewhat satisfied	24%	24%	17%	12%	29%	14%	18%	27%	15%
	Very satisfied	11%	8%	17%	12%	21%	3%	11%	14%	10%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for securing grants - satisfaction	Very dissatisfied	7%	0%	16%	9%	7%	18%	8%	3%	17%
	Somewhat dissatisfied	13%	12%	6%	22%	21%	20%	17%	16%	14%
	Neither satisfied nor dissatisfied	27%	39%	31%	25%	32%	20%	26%	36%	25%
	Somewhat satisfied	32%	32%	25%	26%	25%	25%	29%	29%	25%
	Very satisfied	20%	17%	22%	18%	14%	18%	20%	16%	19%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Support for managing grants - satisfaction	Very dissatisfied			6%			13%			10%
	Somewhat dissatisfied			3%			23%			14%
	Neither satisfied nor dissatisfied			31%			21%			25%
	Somewhat satisfied			38%			31%			34%
	Very satisfied			22%			13%			17%
	Total			100%			100%			100%
Technical / research staff - satisfaction	Very dissatisfied	2%	2%	5%	2%	2%	19%	2%	2%	13%
	Somewhat dissatisfied	6%	4%	8%	8%	7%	2%	7%	5%	5%
	Neither satisfied nor dissatisfied	14%	13%	30%	13%	10%	28%	14%	12%	29%
	Somewhat satisfied	26%	23%	24%	27%	29%	23%	26%	26%	24%
	Very satisfied	52%	58%	32%	50%	52%	28%	51%	55%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other resources - satisfaction	Very dissatisfied	5%	2%	33%	9%	8%	30%	7%	4%	31%
	Somewhat dissatisfied	13%	18%	0%	18%	35%	20%	15%	24%	13%
	Neither satisfied nor dissatisfied	26%	31%	17%	27%	23%	20%	27%	28%	19%
	Somewhat satisfied	33%	31%	17%	25%	27%	0%	29%	30%	6%
	Very satisfied	24%	18%	33%	20%	8%	30%	22%	14%	31%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Research / scholarship resources - satisfaction	Very dissatisfied	4%		4%	2%		8%	3%		6%
	Somewhat dissatisfied	11%		9%	22%		18%	17%		13%
	Neither satisfied nor dissatisfied	14%		23%	18%		28%	16%		26%
	Somewhat satisfied	37%		34%	39%		24%	38%		29%
	Very satisfied	34%		30%	19%		22%	26%		26%
	Total	100%		100%	100%		100%	100%		100%

Q. How satisfied are you with the resources Washington University provides to support your administrative and committee work?

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
WU resources for University service - satisfaction	Very dissatisfied			3%			7%			6%
	Somewhat dissatisfied			3%			27%			17%
	Neither satisfied nor dissatisfied			27%			22%			24%
	Somewhat satisfied			17%			22%			20%
	Very satisfied			50%			22%			34%
	Total			100%			100%			100%

Note: 'Not applicable' coded missing.

Q. Overall, how satisfied are you with the space allocation process within your department / unit?

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Space allocation process - satisfaction	Very dissatisfied			5%			15%			10%
	Somewhat dissatisfied			9%			17%			13%
	Neither satisfied nor dissatisfied			16%			12%			14%
	Somewhat satisfied			36%			28%			32%
	Very satisfied			34%			28%			31%
	Total			100%			100%			100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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%	7%	3%	8%	7%	7%	8%	7%	5%
	Somewhat dissatisfied	11%	8%	8%	14%	16%	21%	12%	12%	14%
	Neither satisfied nor dissatisfied	9%	8%	13%	7%	6%	7%	8%	7%	10%
	Somewhat satisfied	26%	32%	34%	24%	22%	26%	25%	27%	30%
	Very satisfied	47%	44%	42%	47%	49%	39%	47%	46%	41%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lab / research space - satisfaction	Very dissatisfied	7%	9%	9%	8%	4%	13%	7%	7%	11%
	Somewhat dissatisfied	14%	14%	18%	26%	26%	23%	19%	18%	20%
	Neither satisfied nor dissatisfied	19%	11%	18%	16%	4%	20%	18%	9%	19%
	Somewhat satisfied	25%	23%	21%	16%	26%	13%	22%	24%	17%
	Very satisfied	34%	43%	35%	35%	39%	30%	34%	42%	33%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Studio / performance space - satisfaction	Very dissatisfied		22%	13%		25%	38%		23%	25%
	Somewhat dissatisfied		9%	33%		30%	8%		19%	21%
	Neither satisfied nor dissatisfied		26%	0%		10%	23%		19%	11%
	Somewhat satisfied		30%	33%		20%	15%		26%	25%
	Very satisfied		13%	20%		15%	15%		14%	18%
	Total		100%	100%		100%	100%		100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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		5%	4%		20%	16%		13%	10%
	Somewhat disagree		23%	24%		21%	21%		22%	23%
	Neither agree nor disagree		21%	15%		18%	17%		20%	16%
	Somewhat agree		23%	27%		28%	29%		26%	28%
	Strongly agree		27%	30%		13%	18%		20%	24%
	Total		100%	100%		100%	100%		100%	100%
My chair / director / dean creates a collegial and supportive environment.	Strongly disagree	6%	5%	8%	10%	10%	14%	8%	8%	11%
	Somewhat disagree	7%	4%	8%	13%	10%	12%	10%	7%	10%
	Neither agree nor disagree	14%	15%	11%	10%	16%	13%	12%	15%	12%
	Somewhat agree	24%	36%	24%	28%	24%	26%	26%	30%	25%
	Strongly agree	49%	40%	50%	39%	40%	35%	44%	40%	42%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My chair / director / dean helps me obtain the resources I need.	Strongly disagree	6%	4%	4%	9%	3%	7%	7%	4%	6%
	Somewhat disagree	10%	2%	11%	13%	15%	14%	11%	9%	13%
	Neither agree nor disagree	17%	15%	15%	15%	27%	19%	16%	21%	17%
	Somewhat agree	31%	42%	27%	32%	24%	25%	31%	32%	26%
	Strongly agree	37%	38%	42%	31%	31%	36%	34%	34%	39%
	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%	17%	28%	24%	20%	29%	20%	19%	28%
	Somewhat disagree	17%	12%	16%	22%	18%	26%	19%	15%	21%
	Neither agree nor disagree	16%	15%	17%	14%	13%	8%	15%	14%	13%
	Somewhat agree	30%	35%	20%	23%	26%	19%	26%	30%	20%
	Strongly agree	22%	21%	19%	18%	23%	17%	20%	22%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My colleagues value my research / scholarship.	Strongly disagree	8%	4%	9%	12%	6%	7%	10%	5%	8%
	Somewhat disagree	14%	6%	2%	19%	8%	18%	17%	7%	10%
	Neither agree nor disagree	16%	16%	21%	18%	19%	20%	17%	17%	21%
	Somewhat agree	38%	36%	29%	32%	36%	20%	35%	36%	25%
	Strongly agree	24%	38%	39%	19%	32%	35%	22%	35%	37%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	8%	4%	9%	12%	6%	7%	10%	5%	8%
	Somewhat disagree	14%	6%	2%	19%	8%	18%	17%	7%	10%
	Neither agree nor disagree	16%	16%	21%	18%	19%	20%	17%	17%	21%
	Somewhat agree	38%	36%	29%	32%	36%	20%	35%	36%	25%
	Strongly agree	24%	38%	39%	19%	32%	35%	22%	35%	37%
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	Strongly disagree	5%	5%	4%	13%	8%	6%	9%	7%	5%
	Somewhat disagree	15%	4%	11%	18%	14%	16%	16%	9%	13%
	Neither agree nor disagree	14%	12%	16%	17%	24%	13%	15%	18%	15%
	Somewhat agree	39%	44%	39%	28%	29%	37%	34%	36%	38%
	Strongly agree	27%	35%	31%	23%	25%	28%	25%	30%	29%
	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	7%	4%	10%	15%	13%	12%	10%	9%	11%
	Somewhat disagree	17%	8%	10%	23%	15%	15%	20%	11%	13%
	Neither agree nor disagree	22%	25%	34%	23%	32%	17%	22%	29%	25%
	Somewhat agree	34%	37%	27%	26%	28%	33%	30%	32%	30%
	Strongly agree	21%	27%	19%	14%	11%	23%	18%	19%	21%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Interdisciplinary research is recognized and rewarded by my department / unit.	Strongly disagree	10%	6%	5%	12%	8%	8%	11%	7%	6%
	Somewhat disagree	9%	8%	16%	17%	6%	21%	13%	7%	18%
	Neither agree nor disagree	23%	19%	36%	22%	22%	17%	23%	21%	26%
	Somewhat agree	34%	48%	20%	24%	30%	29%	29%	39%	25%
	Strongly agree	24%	19%	23%	24%	34%	26%	24%	26%	25%
	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	4%	2%	3%	6%	2%	6%	5%	2%	4%
	Somewhat disagree	9%	6%	7%	10%	10%	7%	10%	8%	7%
	Neither agree nor disagree	16%	16%	22%	17%	21%	15%	17%	19%	18%
	Somewhat agree	34%	45%	36%	36%	27%	32%	35%	35%	34%
	Strongly agree	37%	31%	32%	31%	40%	40%	34%	36%	36%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
My department / unit is a good fit for me.	Strongly disagree	3%	2%	3%	4%	3%	3%	3%	2%	3%
	Somewhat disagree	6%	3%	8%	12%	6%	4%	9%	5%	6%
	Neither agree nor disagree	14%	10%	8%	15%	14%	13%	15%	12%	11%
	Somewhat agree	34%	44%	34%	27%	25%	23%	31%	34%	28%
	Strongly agree	44%	41%	48%	41%	51%	57%	42%	46%	53%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	Strongly disagree	3%	0%	5%	6%	7%	7%	4%	4%	6%
	Somewhat disagree	9%	2%	5%	15%	7%	4%	12%	4%	4%
	Neither agree nor disagree	19%	17%	20%	20%	17%	17%	20%	17%	18%
	Somewhat agree	32%	41%	27%	25%	24%	31%	29%	32%	29%
	Strongly agree	37%	41%	44%	34%	45%	42%	35%	43%	43%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
I feel excluded from an informal network in my department / unit.	Strongly disagree	27%	33%	26%	25%	36%	25%	26%	34%	26%
	Somewhat disagree	24%	16%	18%	17%	15%	11%	21%	16%	14%
	Neither agree nor disagree	19%	25%	19%	16%	18%	20%	18%	22%	20%
	Somewhat agree	20%	16%	21%	28%	20%	33%	24%	18%	27%
	Strongly agree	10%	9%	16%	14%	11%	11%	12%	10%	13%
	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	24%	20%	21%	20%	29%	16%	22%	25%	19%
	Somewhat disagree	12%	11%	14%	10%	12%	7%	11%	11%	10%
	Neither agree nor disagree	27%	30%	30%	20%	27%	12%	24%	29%	22%
	Somewhat agree	24%	28%	17%	24%	16%	40%	24%	22%	27%
	Strongly agree	12%	11%	18%	26%	16%	26%	19%	13%	22%
	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%	5%		3%	11%		2%	8%
	Somewhat disagree		2%	0%		6%	4%		4%	2%
	Neither agree nor disagree		20%	18%		21%	18%		20%	18%
	Somewhat agree		32%	22%		16%	30%		24%	26%
	Strongly agree		46%	55%		54%	37%		50%	45%
	Total		100%	100%		100%	100%		100%	100%
My dept / unit creates a welcoming environment for faculty who are underrepresented minorities.	Strongly disagree		2%	5%		0%	6%		1%	6%
	Somewhat disagree		4%	3%		4%	3%		4%	3%
	Neither agree nor disagree		28%	23%		32%	17%		30%	20%
	Somewhat agree		28%	17%		21%	35%		25%	26%
	Strongly agree		38%	52%		44%	38%		41%	45%
	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	13%	10%	12%
	Uncomfortable	11%	6%	9%
	Comfortable	43%	47%	45%
	Very comfortable	33%	36%	35%
	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	88%	70%	76%	57%	82%	63%
	Appropriate but not well understood	10%	29%	17%	41%	13%	35%
	Inadequate and should be improved	2%	1%	7%	1%	4%	1%
	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
Experienced bias / exclusion by leadership	Not at all	84%	58%	71%
	To some extent	11%	33%	23%
	To a great extent	4%	8%	6%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
Experienced bias / exclusion by colleagues	Not at all	89%	68%	79%
	To some extent	10%	29%	19%
	To a great extent	1%	3%	2%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%
Experienced bias / exclusion by students	Not at all	92%	82%	87%
	To some extent	5%	18%	12%
	To a great extent	3%	0%	1%
	Not applicable	0%	0%	0%
	Total	100%	100%	100%

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	62%	66%	60%	41%	51%	45%	51%	58%	52%
	No	38%	34%	40%	59%	49%	55%	49%	42%	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, informally only	39%	39%	53%	44%	47%	42%
	Yes, both through a formal program and informally	3%	5%	8%	5%	6%	5%
	No	58%	55%	39%	51%	48%	53%
	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%	3%	3%	1%	3%	2%
	Yes, by my choice	6%	4%	9%	1%	8%	3%
	Yes, both by assignment and my choice	2%	3%	3%	4%	2%	3%
	No	89%	91%	86%	94%	88%	92%
	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	Neither helpful nor unhelpful	33%	17%	50%	0%	38%	10%
	Somewhat helpful	33%	33%	0%	25%	25%	30%
	Very helpful	33%	50%	50%	75%	38%	60%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	Somewhat unhelpful	0%	25%	0%	0%	0%	13%
	Somewhat helpful	50%	25%	20%	25%	33%	25%
	Very helpful	50%	50%	80%	75%	67%	63%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Q. While at ... 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%	23%	23%	33%	21%	28%
	Yes, from outside ... University only	0%	1%	2%	4%	1%	3%
	Yes, from both within and outside ... University	35%	29%	37%	32%	36%	30%
	No	46%	47%	39%	32%	42%	39%
	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	Very unhelpful	7%	2%	3%	4%	5%	3%
	Somewhat unhelpful	0%	5%	6%	2%	3%	3%
	Neither helpful nor unhelpful	4%	2%	6%	2%	5%	2%
	Somewhat helpful	39%	22%	26%	39%	32%	32%
	Very helpful	50%	68%	59%	53%	55%	60%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

Q. Do you currently hold an endowed chair?

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Endowed chair - currently	Yes	3%	0%	1%	1%	0%	0%	2%	0%	1%
	No	97%	100%	99%	99%	100%	100%	98%	100%	99%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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	5%	18%	18%	30%	11%	25%
	Somewhat undervalued	20%	8%	9%	11%	15%	10%
	Valued appropriately	60%	58%	47%	40%	54%	48%
	Somewhat overvalued	5%	8%	18%	10%	11%	9%
	Very overvalued	10%	8%	9%	10%	9%	9%
	Total	100%	100%	100%	100%	100%	100%
Teaching contributions valued for acad career	Very undervalued	21%	19%	18%	16%	20%	17%
	Somewhat undervalued	12%	35%	42%	48%	26%	42%
	Valued appropriately	60%	41%	39%	35%	51%	37%
	Somewhat overvalued	2%	6%	0%	1%	1%	3%
	Very overvalued	5%	0%	0%	0%	2%	0%
	Total	100%	100%	100%	100%	100%	100%
Administrative / committee service - valued for acad career	Very undervalued	18%	10%	19%	18%	18%	14%
	Somewhat undervalued	24%	37%	19%	46%	21%	42%
	Valued appropriately	53%	46%	56%	34%	54%	39%
	Somewhat overvalued	3%	7%	4%	0%	3%	3%
	Very overvalued	3%	0%	4%	2%	3%	1%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Do not know', '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%	9%	3%	4%	11%	8%	5%	10%	5%
	Yes, more than a year ago but within the past five years	10%	5%	8%	9%	6%	8%	9%	6%	8%
	Yes, more than five years ago	1%	0%	1%	8%	10%	8%	5%	5%	5%
	No	84%	85%	88%	79%	73%	77%	81%	79%	82%
	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	6%	22%	0%	2%	13%	0%	4%	16%	0%
	Somewhat unsupportive	4%	22%	0%	2%	6%	0%	3%	12%	0%
	Neither supportive nor unsupportive	4%	0%	0%	19%	0%	11%	12%	0%	7%
	Somewhat supportive	13%	22%	11%	21%	13%	6%	17%	16%	7%
	Very supportive	72%	33%	89%	57%	69%	83%	64%	56%	85%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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%	1%	2%	0%	1%	1%	0%
	About right	66%	67%	72%	56%	55%	55%	61%	61%	64%
	Too heavy	27%	27%	23%	34%	37%	40%	31%	32%	32%
	Much too heavy	6%	6%	5%	9%	6%	5%	7%	6%	5%
	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	280	53	77	270	58	85	550	111	162
	Median	50.0	50.0	46.0	50.0	50.0	50.0	50.0	50.0	50.0
	Mean	47.9	46.1	45.2	47.0	47.1	49.2	47.5	46.6	47.3

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	212	46	79	224	56	85	436	102	164
	Median	33.0	50.0	40.0	45.0	60.0	50.0	37.8	55.0	50.0
	Mean	35.8	51.2	37.2	45.3	58.7	44.3	40.7	55.3	40.9
Meeting with students - % work week	N	210	54	79	223	57	85	433	111	164
	Median	15.00	10.00	10.00	15.50	15.00	15.00	15.00	10.00	14.00
	Mean	16.2	12.0	13.5	18.3	15.8	16.8	17.3	13.9	15.2
Conducting research - % work week	N	207	43	79	214	39	85	421	82	164
	Median	15.00	18.00	15.00	9.00	8.00	5.00	10.00	10.00	10.00
	Mean	22.3	32.3	34.0	14.3	23.8	20.2	18.3	28.2	26.9
Committee / administrative work - % work week	N	207	36	79	215	46	85	422	82	164
	Median	8.00	10.00	5.00	10.00	10.00	10.00	10.00	10.00	5.00
	Mean	14.0	13.4	7.2	14.6	12.4	10.0	14.3	12.8	8.6
External paid consulting - % work week	N	190	11	79	188	5	85	378	16	164
	Median	.00	5.00	.00	.00	5.00	.00	.00	5.00	.00
	Mean	2.3	7.5	1.4	1.3	4.4	.4	1.8	6.6	.9
Other work activities - % work week	N	168	9	79	162	15	85	330	24	164
	Median	.00	20.00	.00	.00	20.00	.00	.00	20.00	.00
	Mean	6.4	23.9	3.7	6.0	21.8	4.0	6.2	22.6	3.9

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	36%	28%	22%	26%	25%	19%	31%	26%	21%
	1	15%	4%	6%	15%	11%	4%	15%	7%	5%
	2	16%	9%	10%	14%	7%	12%	15%	8%	11%
	3	11%	19%	8%	15%	11%	9%	13%	14%	9%
	4	8%	9%	22%	11%	12%	7%	9%	11%	14%
	5	6%	6%	8%	5%	2%	9%	5%	4%	9%
	6	4%	13%	8%	6%	19%	22%	5%	16%	16%
	7	1%	4%	8%	2%	5%	6%	2%	5%	7%
	8 or more	2%	9%	6%	6%	9%	12%	4%	9%	9%
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	35%	65%	51%	52%	57%	58%	43%	61%	55%
	1	24%	13%	15%	15%	13%	16%	20%	13%	16%
	2	20%	5%	9%	13%	9%	6%	17%	7%	7%
	3	11%	9%	6%	9%	13%	5%	10%	11%	6%
	4	4%	2%	2%	6%	2%	5%	5%	2%	4%
	5	3%	0%	4%	4%	4%	0%	3%	2%	2%
	6	1%	2%	2%	1%	2%	2%	1%	2%	2%
	7	1%	0%	2%	1%	0%	3%	1%	0%	3%
	8 or more	1%	4%	9%	1%	2%	5%	1%	3%	6%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	164	48	67	173	50	73	337	98	140
	Mean	8.4	4.0	2.7	8.7	7.6	8.5	8.6	5.9	5.7
	Median	.0	.0	.0	.0	.0	.0	.0	.0	.0
# graduate / professional student advisees	Valid N	162	49	67	155	46	66	317	95	133
	Mean	2.7	3.1	4.1	1.2	3.7	5.1	2.0	3.4	4.6
	Median	.0	.0	.0	.0	.0	.0	.0	.0	.0
# postdoctoral / fellow advisees	Valid N	228	43	49	185	36	54	413	79	103
	Mean	.5	.2	.6	.2	.0	.2	.4	.1	.4
	Median	.0	.0	.0	.0	.0	.0	.0	.0	.0
# informal student advisees	Valid N	276	44	55	224	47	66	500	91	121
	Mean	9.2	3.2	6.2	10.7	7.1	7.0	9.9	5.2	6.6
	Median	4.0	.0	2.0	5.0	2.0	3.0	5.0	.0	3.0

Q. During the current academic year, in which of the following roles were you involved with undergraduate students at ...? Mark all roles that apply

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Role involved with undergraduates	Faculty-led research project - advised UGs			27%			22%			24%
	Student organization - affiliated			13%			17%			15%
	Student-led research project - advised UGs			33%			35%			34%
	Residential program - affiliated			8%			3%			6%
	Field-based projects - supervised UGs			8%			15%			12%
	Other role - working with UGs			24%			29%			26%
	Any of the above role involved with undergraduate students			63%			64%			63%
	Total			100%			100%			100%

Note: Total may exceed 100% due to multiple responses.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	301	30	64	209	23	60	510	53	124
	Mean	1.5	2.7	1.5	1.1	3.1	1.1	1.3	2.8	1.3
	Median	1.0	2.0	1.0	.0	2.0	1.0	1.0	2.0	1.0
Papers for presentation - last year	N	305	32	64	214	33	63	519	65	127
	Mean	1.7	2.7	1.6	1.8	2.8	1.5	1.7	2.8	1.5
	Median	1.0	2.0	1.0	1.0	2.0	1.0	1.0	2.0	1.0
Books authored - last year	N	282	11	49	185	7	47	467	18	96
	Mean	.3	1.9	.1	.2	1.0	.0	.3	1.6	.1
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Books edited - last year	N	273	11	48	179	6	45	452	17	93
	Mean	.2	1.8	.0	.2	2.5	.0	.2	2.1	.0
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Chapters in books - last year	N	288	12	49	194	8	48	482	20	97
	Mean	.5	2.6	.3	.6	2.1	.2	.5	2.4	.3
	Median	.0	1.0	.0	.0	1.0	.0	.0	1.0	.0
Grant proposals - last year	N	279	19	57	197	16	53	476	35	110
	Mean	1.4	1.8	.5	1.2	2.7	1.2	1.3	2.2	.9
	Median	1.0	2.0	.0	1.0	2.0	.0	1.0	2.0	.0
Other scholarly / creative works - last year	N	182	11	41	146	12	38	328	23	79
	Mean	1.6	4.2	1.7	1.2	4.5	1.4	1.4	4.3	1.5
	Median	.0	4.0	.0	.0	2.0	1.0	.0	3.0	.0

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	195	54	69	199	52	76	394	106	145
	Mean	1.3	1.1	.8	1.4	1.2	1.1	1.4	1.2	.9
	Median	1.0	1.0	.0	1.0	1.0	1.0	1.0	1.0	1.0
# university / School / Divisional committees	N			62			66			128
	Mean			.6			.4			.5
	Median			.0			.0			.0
# external committees / boards	N	316	53	64	230	50	70	546	103	134
	Mean	1.4	.8	.8	1.2	1.0	.7	1.3	.9	.7
	Median	1.0	.0	.0	.0	1.0	.0	1.0	.0	.0

Note: 'More than 8' coded 9.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

Q. Have you ever served in any of the following administrative capacities? Check all roles that apply

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
ever held any admin positions	Chair of department / unit - ever served		13%	15%		11%	14%		12%	15%
	Dean / associate / assistant dean - ever served		13%	14%		9%	15%		12%	15%
	Director of undergraduate study - ever served		11%	15%		16%	15%		13%	15%
	Director of graduate study - ever served		16%	14%		13%	17%		15%	16%
	Director of center/ program / institute - ever served		21%	16%		21%	14%		21%	15%
	Any of the above administrative capacities ever served		25%	25%		30%	24%		27%	24%
	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	80%	78%	79%
	Once or twice	13%	8%	10%
	Occasionally	7%	6%	7%
	Frequently	0%	8%	4%
	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	11%	4%	8%	1%	9%	3%
	Somewhat unwilling	4%	8%	5%	5%	4%	7%
	Neither unwilling nor willing	19%	18%	13%	26%	16%	22%
	Somewhat willing	35%	38%	45%	32%	40%	35%
	Very willing to serve	32%	32%	28%	35%	30%	34%
	Total	100%	100%	100%	100%	100%	100%

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	9%	25%	25%	16%	0%	0%	12%	14%	18%
	Dean / associate / assistant dean - received teaching relief	17%	0%	13%	8%	0%	33%	12%	0%	18%
	Director of center / program / institute - received teaching relief	57%	25%	25%	50%	67%	33%	54%	43%	27%
	Director of graduate study - received teaching relief	0%	50%	25%	4%	0%	0%	2%	29%	18%
	Director of undergraduate study - received teaching relief	17%	0%	13%	22%	33%	33%	20%	14%	18%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: Total may exceed 100% due to multiple responses.

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	31%	35%	25%	26%	37%	28%	28%	36%	27%
	Somewhat	53%	49%	52%	52%	51%	48%	53%	50%	50%
	Extensive	16%	16%	23%	22%	12%	24%	19%	14%	24%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Advising responsibilities-extent of stress	Not at all	57%	56%	69%	49%	61%	54%	53%	59%	61%
	Somewhat	37%	39%	30%	43%	30%	37%	40%	34%	34%
	Extensive	6%	6%	2%	8%	9%	8%	7%	8%	5%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Timing of departmental meetings-extent of stress	Not at all	60%	66%	66%	50%	68%	49%	56%	67%	57%
	Somewhat	36%	32%	32%	44%	23%	44%	40%	28%	39%
	Extensive	3%	2%	2%	6%	9%	7%	4%	5%	4%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Scholarly productivity-extent of stress	Not at all	25%	27%	28%	21%	23%	19%	23%	25%	23%
	Somewhat	56%	61%	53%	50%	60%	49%	53%	60%	51%
	Extensive	19%	12%	19%	29%	18%	32%	24%	14%	25%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Securing funding for research-extent of stress	Not at all	41%	32%	30%	29%	5%	18%	36%	22%	25%
	Somewhat	38%	39%	46%	46%	50%	24%	42%	43%	37%
	Extensive	21%	29%	24%	24%	45%	58%	23%	35%	38%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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
Committee / administrative responsibilities-extent of stress	Not at all	45%	43%	60%	35%	36%	48%	40%	40%	54%
	Somewhat	42%	57%	33%	47%	56%	42%	45%	56%	38%
	Extensive	13%	0%	7%	17%	8%	10%	15%	4%	8%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managing a research group / grant-extent of stress	Not at all	50%	50%	56%	45%	33%	33%	48%	43%	44%
	Somewhat	38%	42%	44%	37%	39%	44%	38%	40%	44%
	Extensive	12%	8%	0%	18%	28%	22%	14%	17%	12%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Review / promotion process-extent of stress	Not at all	52%	41%	33%	30%	32%	19%	41%	38%	26%
	Somewhat	33%	46%	36%	47%	42%	44%	40%	44%	40%
	Extensive	15%	12%	31%	23%	26%	37%	19%	18%	34%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Departmental / campus politics-extent of stress	Not at all	49%	50%	33%	37%	39%	30%	43%	45%	32%
	Somewhat	35%	30%	47%	40%	36%	42%	37%	33%	45%
	Extensive	16%	20%	19%	23%	25%	27%	19%	23%	24%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	0%	3%	1%
	Somewhat dissatisfied	7%	8%	7%
	Neither satisfied nor dissatisfied	11%	5%	8%
	Somewhat satisfied	45%	30%	38%
	Very satisfied	37%	54%	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	83%	74%	79%	75%	73%	67%	79%	73%	73%
	Yes, I have a domestic partner	3%	7%	4%	5%	5%	12%	4%	6%	8%
	No	14%	19%	17%	20%	23%	21%	17%	21%	19%
	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%	66%	94%	83%	81%	74%
	Not employed and actively seeking employment	2%	8%	0%	2%	1%	5%
	Not employed and not seeking employment	13%	14%	0%	0%	6%	7%
	Retired	9%	9%	4%	5%	6%	7%
	Student	4%	2%	2%	7%	3%	4%
	Other	4%	2%	0%	3%	2%	2%
	Total	100%	100%	100%	100%	100%	100%

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

		Male		Female		Total	
		Peer Group	WU 2011	Peer Group	WU 2011	Peer Group	WU 2011
Spouse / partner is faculty member / other academic	is not an academic	65%	64%	58%	54%	62%	59%
	a faculty member	19%	20%	35%	28%	27%	24%
	a postdoctoral fellow or research associate	0%	2%	2%	0%	1%	1%
	in an academic position other than faculty	14%	11%	2%	11%	8%	11%
	a graduate or professional student	2%	4%	2%	7%	2%	5%
	Total	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	29%	28%	32%	30%	30%	29%
	No	71%	72%	68%	70%	70%	71%
	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 ...	19%	0%	13%	14%	0%	13%	16%	0%	13%
	My spouse/partner and I were recruited by institution as a couple	10%	17%	0%	11%	8%	6%	11%	11%	3%
	I was recruited by institution / employment for spouse followed	43%	50%	56%	14%	15%	6%	25%	26%	31%
	My spouse recruited by institution / employment for me followed	29%	33%	31%	61%	77%	75%	49%	63%	53%
	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	4%	12%	11%	5%	4%	4%	4%	8%	7%
	Somewhat dissatisfied	18%	30%	20%	26%	9%	16%	21%	19%	18%
	Neither satisfied nor dissatisfied	10%	9%	6%	8%	2%	7%	9%	6%	6%
	Somewhat satisfied	39%	30%	26%	27%	37%	30%	34%	34%	28%
	Very satisfied	30%	19%	37%	34%	48%	43%	32%	34%	40%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Note: 'Do not know, 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	73%	83%	98%	76%	90%	87%	74%	86%	92%
	Yes, live together, but one/both of us commutes/travels	21%	8%	2%	14%	4%	5%	18%	6%	4%
	Yes, live in separate communities part of the time	6%	10%	0%	10%	6%	7%	8%	8%	4%
	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	21%	30%	25%	26%	23%	28%
	1	17%	28%	21%	17%	19%	22%
	2	34%	36%	43%	42%	38%	39%
	3	18%	7%	8%	11%	14%	9%
	4	6%	0%	3%	3%	4%	1%
	5	3%	0%	0%	1%	2%	1%
	More than 5	1%	0%	0%	0%	1%	0%
Total	100%	100%	100%	100%	100%	100%	

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Age of child	No children	21%	37%	31%	25%	25%	27%	23%	31%	29%
	Children age 0-4 years	11%	20%	24%	14%	11%	11%	12%	16%	17%
	Children age 5-17 years	36%	35%	28%	34%	31%	37%	35%	33%	33%
	Children age 18-24 years	51%	30%	29%	38%	44%	43%	45%	37%	36%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	44%	50%	46%
	Moderately difficult	44%	38%	42%
	Very difficult	11%	13%	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	22%	0%	15%
	Neither satisfied nor dissatisfied	6%	0%	4%
	Somewhat satisfied	28%	75%	42%
	Very satisfied	44%	25%	38%
	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	16%	20%	11%	23%	20%	15%	19%	20%	13%
	No	84%	80%	89%	77%	80%	85%	81%	80%	87%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

Q. Please indicate the extent to which each of the following aspects of your life outside ... has been a source of stress for you over the past twelve months.

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Household responsibilities - source of stress	Not at all	36%	26%	39%	31%	45%	25%	34%	36%	32%
	Somewhat	50%	48%	49%	49%	31%	56%	50%	39%	53%
	Extensive	14%	26%	12%	20%	24%	19%	17%	25%	15%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child care - source of stress	Not at all	58%	39%	51%	46%	57%	46%	52%	49%	49%
	Somewhat	27%	39%	41%	33%	31%	46%	30%	35%	44%
	Extensive	15%	21%	8%	21%	12%	7%	18%	16%	8%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Care of dependents - source of stress	Not at all	58%	55%	13%	54%	62%	20%	56%	59%	17%
	Somewhat	29%	30%	25%	30%	29%	40%	29%	29%	33%
	Extensive	12%	15%	63%	17%	10%	40%	14%	12%	50%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health - source of stress	Not at all	63%	68%	70%	57%	61%	64%	61%	64%	67%
	Somewhat	33%	30%	29%	37%	34%	35%	35%	32%	32%
	Extensive	4%	2%	1%	5%	5%	1%	5%	4%	1%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personal finances / cost of living - source of stress	Not at all	43%	38%	38%	37%	47%	38%	41%	43%	38%
	Somewhat	39%	47%	48%	41%	37%	45%	40%	42%	47%
	Extensive	18%	15%	14%	22%	15%	17%	20%	15%	16%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	11%	12%	12%	8%	12%	10%
	No	89%	88%	88%	92%	88%	90%
	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%	11%	5%	40%	8%	21%
	Course load - adjusted due to job offer	7%	11%	7%	20%	7%	14%
	Equipment / lab / research start-up - adjusted due to job offer	5%	0%	7%	0%	6%	0%
	None - adjusted due to job offer	63%	33%	44%	40%	53%	36%
	Other - adjusted due to job offer	5%	11%	19%	20%	12%	14%
	Salary - adjusted due to job offer	33%	56%	37%	0%	35%	36%
	Spouse / partner employment - adjusted due to job offer	2%	11%	0%	0%	1%	7%
	Summer salary - adjusted due to job offer	5%	0%	0%	0%	2%	0%
	Leave time - adjusted due to job offer	5%	22%	7%	0%	6%	14%
	Tenure clock - adjusted due to job offer	2%	0%	0%	0%	1%	0%
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	28%	21%	23%	33%	38%	30%	30%	30%	26%
	Somewhat unlikely	20%	25%	16%	20%	13%	16%	20%	19%	16%
	Neither likely nor unlikely	20%	25%	26%	17%	20%	32%	18%	22%	29%
	Somewhat likely	18%	21%	18%	18%	16%	10%	18%	19%	14%
	Very likely	15%	9%	18%	12%	13%	12%	13%	11%	15%
Total		100%	100%	100%	100%	100%	100%	100%	100%	100%

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	39%	22%	19%	22%	15%	35%	31%	19%	27%
	To some extent	36%	35%	46%	42%	43%	40%	39%	39%	43%
	To a great extent	25%	43%	35%	37%	43%	25%	30%	43%	30%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Improve prospects for tenure - reason to leave	Not at all	41%	32%	21%	38%	34%	28%	39%	33%	25%
	To some extent	24%	12%	21%	20%	29%	37%	22%	21%	29%
	To a great extent	35%	56%	57%	42%	37%	35%	38%	46%	46%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Enhance career in other ways - reason to leave	Not at all	33%	20%	15%	17%	15%	23%	26%	17%	19%
	To some extent	39%	33%	45%	40%	33%	41%	39%	33%	43%
	To a great extent	28%	48%	40%	43%	52%	37%	35%	50%	38%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Find more supportive work env - reason to leave	Not at all	57%	50%	52%	42%	37%	44%	50%	43%	48%
	To some extent	26%	26%	29%	27%	43%	31%	26%	35%	30%
	To a great extent	18%	24%	20%	31%	20%	25%	24%	22%	23%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

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

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
Increase time for research - reason to leave	Not at all	61%	59%	57%	45%	53%	63%	54%	56%	60%
	To some extent	26%	15%	25%	28%	32%	23%	27%	23%	24%
	To a great extent	13%	26%	18%	27%	15%	14%	19%	21%	16%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Change administrative responsibilities - reason to leave	Not at all	0%	81%	63%	0%	59%	71%	0%	71%	68%
	To some extent	0%	13%	26%	0%	37%	21%	0%	24%	23%
	To a great extent	0%	6%	11%	0%	4%	7%	0%	5%	9%
	Total	0%	100%	100%	0%	100%	100%	0%	100%	100%
Pursue nonacademic job - reason to leave	Not at all	61%	58%	43%	57%	65%	67%	59%	61%	56%
	To some extent	29%	28%	36%	30%	27%	25%	30%	27%	30%
	To a great extent	10%	15%	21%	12%	8%	8%	11%	12%	14%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Reduce stress - reason to leave	Not at all	54%	43%	56%	46%	37%	46%	51%	40%	50%
	To some extent	34%	48%	35%	33%	43%	34%	34%	45%	34%
	To a great extent	11%	10%	9%	21%	20%	20%	16%	15%	15%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	70%	64%	65%	67%	56%	61%	69%	60%	63%
	To some extent	20%	31%	26%	20%	29%	30%	20%	30%	28%
	To a great extent	10%	6%	9%	12%	15%	9%	11%	10%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Lower cost of living - reason to leave	Not at all	69%	85%	89%	76%	80%	90%	72%	83%	90%
	To some extent	24%	15%	9%	16%	15%	8%	20%	15%	9%
	To a great extent	7%	0%	2%	8%	5%	2%	8%	2%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retirement - reason to leave	Not at all	68%	65%	80%	73%	71%	86%	70%	68%	84%
	To some extent	20%	19%	4%	15%	15%	10%	18%	17%	7%
	To a great extent	12%	16%	16%	11%	15%	3%	12%	15%	9%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Child-related issues - reason to leave	Not at all	82%	87%	80%	74%	71%	84%	79%	79%	82%
	To some extent	14%	13%	18%	18%	23%	14%	16%	18%	16%
	To a great extent	4%	0%	2%	8%	6%	2%	6%	3%	2%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other - reason to leave	Not at all	46%	17%	33%	44%	0%	20%	45%	9%	29%
	To some extent	13%	17%	8%	10%	0%	0%	12%	9%	6%
	To a great extent	41%	67%	58%	46%	100%	80%	43%	82%	65%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: 'Not applicable' coded missing.

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

Q. What is your gender?

		Peer Group	WU 2006	WU 2011
Gender	Male	55%	51%	49%
	Female	45%	49%	51%
	Other	0%	0%	0%
	Total	100%	100%	100%

Q. What is your sexual orientation?

		WU 2011
Sexual orientation	Straight/heterosexual	90%
	Non-heterosexual	10%
	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	89%	80%	90%	87%	89%	84%
	U.S. permanent resident	6%	11%	10%	12%	8%	11%
	Nonresident alien (J-1, H-1B, O-1B status, etc.)	5%	9%	0%	1%	3%	5%
	Total	100%	100%	100%	100%	100%	100%

Q. Race/ ethnicity

		Male			Female			Total		
		Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011	Peer Group	WU 2006	WU 2011
race /ethnicities	Are you Hispanic or Latino?	1%	2%	4%	2%	3%	6%	2%	2%	5%
	White	91%	85%	82%	85%	81%	81%	88%	83%	82%
	Asian	4%	11%	14%	9%	13%	19%	7%	12%	16%
	Black or African American	3%	3%	4%	3%	3%	3%	3%	3%	4%
	American Indian or Alaska Native	0%	0%	0%	0%	0%	2%	0%	0%	1%
	Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Detail Report - Danforth Campus Other Full Time Faculty

Frequency Tables for each question, by gender, for Peer Group, WU 2006 and WU 2011

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	9.8	9.0	10.3	9.0	10.5	10.7	9.4	9.8	10.5
	Median	6.0	8.5	8.0	7.0	9.0	8.0	7.0	9.0	8.0
	N	215	48	71	251	57	78	466	105	149

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)	11%	11%	5%	23%	8%	17%
	MBA	4%	1%	2%	1%	3%	1%
	Other professional master's degree (e.g., MPA, MSW, ...)	7%	11%	2%	8%	5%	9%
	Ph.D.	64%	62%	63%	52%	64%	57%
	Medical degree (MD, DO, DDS, DVM)	0%	0%	0%	1%	0%	1%
	Law degree (JD, LLB)	11%	8%	20%	9%	15%	8%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	2%	3%	5%	1%	3%	2%
	Joint degree (e.g., MD/PhD, MBA/JD)	0%	0%	2%	1%	1%	1%
	Other degree or certificate	2%	5%	0%	4%	1%	5%
	Total	100%	100%	100%	100%	100%	100%