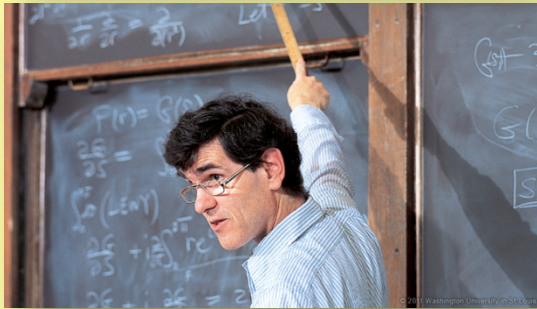


# 2011 Faculty Survey Satisfaction & Climate Results



Faculty Senate Council  
Lynn McCloskey  
November 15, 2011

# Agenda

- Survey Population & Comparison Groups
- Overall Satisfaction
- By campus: tenure/track and clinical faculty groups
  - Satisfaction with aspects of work life (18 items)
  - Climate in department or unit (13 items)
- Additional reports planned

# WU 2011 compared with WU 2006 Survey

| WU Faculty Survey 2011 - Population and Response Rates |                           |             |                          | 2006 WU Survey |                          |
|--|---------------------------|-------------|--------------------------|----------------|--------------------------|
|  |                           | Respondents | 2011<br>Response<br>Rate | Respondents    | 2006<br>Response<br>Rate |
| WU Total   | Full Time Faculty         | 1682        | 64%                      | 1574           | 70%                      |
|  | Danforth                  | 683         | 77%                      | 601            | 78%                      |
|  | Medical                   | 999         | 58%                      | 973            | 65%                      |
| Danforth Campus  | Tenured & On Tenure Track | 511         | 79%                      | 464            | 80%                      |
|  | Research & Non Track      | 172         | 70%                      | 137            | 74%                      |
| Medical Campus   | Tenured & On Tenure Track | 396         | 61%                      | 392            | 66%                      |
|  | Clinical                  | 413         | 54%                      | 315            | 62%                      |
|  | Research & Non Track      | 190         | 58%                      | 266            | 68%                      |

Today's report focuses on 3 groups

## We can also compare with other universities

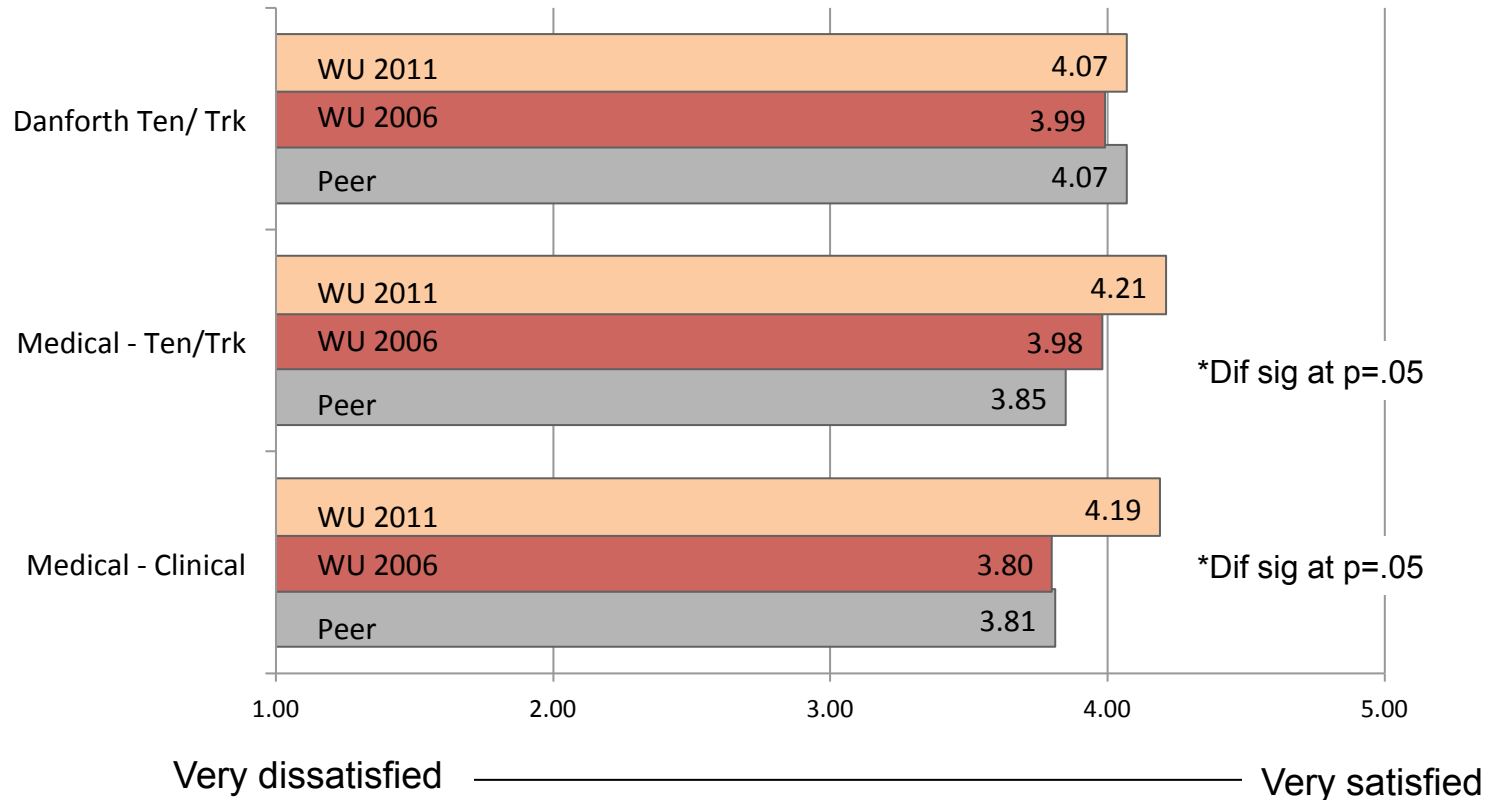
| Respondents - Comparison Groups |         |         |            |                            |
|---------------------------------|---------|---------|------------|----------------------------|
|                                 | WU 2011 | WU 2006 | Peer Group | universities in peer group |
| Danforth Tenured & Tenure Track | 511     | 465     | 6418       | 9                          |
| Medical Tenured & Tenure Track  | 396     | 391     | 1683       | 6                          |
| Medical Clinical                | 413     | 315     | 3540       | 5                          |

Faculty from other universities mapped to  
WU Comparison Groups using:

- Discipline
- Tenure
- Rank
- and other variables

# Overall Satisfaction - Mean Response

Overall, how satisfied are you being a faculty member at WU?





# Medical Campus

# Medical Tenure/Track: Satisfaction with 18 aspects of work life

| Medical - Tenure/Track Faculty     | WU 2011 |
|------------------------------------|---------|
| Classroom space                    | 4.41    |
| Library resources                  | 4.35    |
| Quality of graduate students       | 4.16    |
| Advising responsibilities          | 4.15    |
| Teaching responsibilities          | 4.14    |
| Clinical responsibilities          | 4.11    |
| Office space                       | 4.01    |
| Support for managing grants        | 3.98    |
| Research / scholarship resources   | 3.96    |
| Technical / research staff         | 3.92    |
| Support for securing grants        | 3.83    |
| Overall teaching resources         | 3.83    |
| Committee / admin responsibilities | 3.80    |
| Lab / research space               | 3.75    |
| Computer resources                 | 3.74    |
| Time available scholarly work      | 3.69    |
| Start-up funds                     | 3.49    |
| Salary                             | 3.49    |

most satisfied

least satisfied

Scale 1-5:

5=very satisfied



# Medical Tenure/Track: Satisfaction with aspects of work life

| Medical - Tenure/Track Faculty     | WU 2011 | WU 2006 | stat sig?   |
|------------------------------------|---------|---------|-------------|
| Classroom space                    | 4.41    | 4.35    |             |
| Library resources                  | 4.35    | 4.72    | 2011 lower  |
| Quality of graduate students       | 4.16    | 4.12    |             |
| Advising responsibilities          | 4.15    | 4.16    |             |
| Teaching responsibilities          | 4.14    | 4.28    | 2011 lower  |
| Clinical responsibilities          | 4.11    | n.a.    |             |
| Office space                       | 4.01    | 4.23    | 2011 lower  |
| Support for managing grants        | 3.98    | n.a.    |             |
| Research / scholarship resources   | 3.96    | n.a.    |             |
| Technical / research staff         | 3.92    | 4.19    | 2011 lower  |
| Support for securing grants        | 3.83    | 3.70    |             |
| Overall teaching resources         | 3.83    | n.a.    |             |
| Committee / admin responsibilities | 3.80    | 3.68    |             |
| Lab / research space               | 3.75    | 4.05    | 2011 lower  |
| Computer resources                 | 3.74    | 4.17    | 2011 lower  |
| Time available scholarly work      | 3.69    | 3.61    |             |
| Start-up funds                     | 3.49    | 3.24    | 2011 higher |
| Salary                             | 3.49    | 3.60    |             |

Scale 1-5:

5=very satisfied



# Medical Tenure/Track: **Climate** in department or unit

| Medical - Tenure/Track Faculty   | WU 2011 | WU 2006 | stat sig?   | Peer Group | stat sig?     |
|--|---------|---------|-------------|------------|---------------|
| I am satisfied with opportunities to collaborate with faculty in other units at my Institution.  | 4.40    | 4.17    | 2011 higher | 4.03       | WU agree more |
| I am satisfied with opportunities to collaborate with faculty in my primary dept/ unit.          | 4.23    | 4.15    |             | 3.84       | WU agree more |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 4.16    | 4.14    |             | 3.95       | WU agree more |
| My department/ unit is a good fit for me.  | 4.14    | 4.13    |             | 3.90       | WU agree more |
| My colleagues value my research / scholarship.   | 4.06    | 4.18    |             | 4.03       |               |
| My dept / unit creates a welcoming environment for faculty who are women.                        | 3.98    | 3.86    |             | n.a.       |               |
| My chair / director / dean creates a collegial and supportive environment.                       | 3.97    | 3.99    |             | 3.55       | WU agree more |
| My dept/ unit is a place where faculty may comfortably raise personal responsibilities.          | 3.95    | 3.82    |             | 3.78       | WU agree more |
| My dept/ unit creates a welcoming environment for faculty who are underrepresented minorities.   | 3.94    | 3.81    |             | n.a.       |               |
| Interdisciplinary research is recognized and rewarded by my department / unit.                   | 3.93    | 3.82    |             | 3.54       | WU agree more |
| My chair/ director/ dean helps me obtain the resources I need.                                   | 3.65    | 3.57    |             | 3.22       | WU agree more |
| I feel that my dept/ unit is adequately supported and valued by the leadership of WU.            | 3.47    | 3.20    | 2011 higher | n.a.       |               |
| I have a voice in the decision-making that affects the direction of my dept/ unit.               | 3.29    | 3.38    |             | 3.32       |               |

Scale 1-5: 5=Strongly Agree



# Medical Campus Tenure/Track Faculty Summary

How WU 2011 compares with 2006

| Overall Satisfaction | Satisfaction - 18 items | Climate – 13 items |
|----------------------|-------------------------|--------------------|
| higher               | 1 higher, 6 lower       | 2 higher           |

How WU 2011 compares with Peer Group

| Overall Satisfaction | Satisfaction - 18 items | Climate – 13 items |
|----------------------|-------------------------|--------------------|
| higher               | 10 higher, 1 lower      | 8 higher           |

# Clinical Faculty: Satisfaction with 22 aspects of work life

| Medical - Clinical Faculty        | WU 2011 | WU 2006 | stat sig?   | Peer Group | stat sig? |
|-----------------------------------|---------|---------|-------------|------------|-----------|
| Library resources                 | 4.52    | 4.78    | 2011 lower  | 4.37       | WU higher |
| Quality of professional students  | 4.51    | 4.63    | 2011 lower  | n.a.       |           |
| Quality of graduate students      | 4.42    | 4.52    |             | 4.15       | WU higher |
| Classroom space                   | 4.12    | 4.14    |             | 3.67       | WU higher |
| Teaching responsibilities         | 4.10    | 4.26    | 2011 lower  | 4.04       |           |
| Clinical responsibilities         | 4.06    | n.a.    |             | n.a.       |           |
| Overall teaching resources        | 4.03    | n.a.    |             | 3.27       | WU higher |
| Clerical / administrative staff   | 3.97    | 4.00    |             | 3.34       | WU higher |
| Office space                      | 3.94    | 3.89    |             | 3.85       |           |
| Advising responsibilities         | 3.91    | 4.04    |             | 3.98       |           |
| Computer resources                | 3.87    | 4.43    | 2011 lower  | 3.86       |           |
| Computing support staff           | 3.87    | 4.06    | 2011 lower  | 3.57       | WU higher |
| Committee/ admin responsibilities | 3.73    | 3.50    | 2011 higher | 3.56       | WU higher |
| Research / scholarship resources  | 3.66    | n.a.    |             | 3.20       | WU higher |
| Support for managing grants       | 3.65    | n.a.    |             | n.a.       |           |
| Technical / research staff        | 3.61    | 4.13    | 2011 lower  | 3.83       | WU lower  |
| Lab / research space              | 3.57    | 3.44    |             | 3.44       |           |
| Support for securing grants       | 3.46    | 3.58    |             | 3.07       | WU higher |
| Access to teaching assistants     | 3.39    | 3.44    |             | 3.06       |           |
| Salary                            | 3.21    | 3.23    |             | 3.27       |           |
| Start-up funds                    | 3.04    | 2.96    |             | 2.57       | WU higher |
| Time available scholarly work     | 2.94    | 2.95    |             | 2.97       |           |

Scale 1-5: 5=very satisfied

# Clinical Faculty: **Climate** in department or unit

| Medical - Clinical Faculty  | WU 2011 | WU 2006 | stat sig?       | Peer Group | stat sig?     |
|---|---------|---------|-----------------|------------|---------------|
| My department/ unit is a good fit for me.   | 4.27    | 4.04    | 2011 agree more | 3.96       | WU agree more |
| My dept/ unit creates a welcoming environment for faculty who are women.                            | 4.10    | 3.93    |                 | n.a.       |               |
| My chair/ director/ dean creates a collegial and supportive environment.                            | 4.08    | 3.87    | 2011 agree more | 3.64       | WU agree more |
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.    | 4.06    | 3.97    |                 | 3.88       | WU agree more |
| My dept/ unit creates a welcoming environment for faculty who are underrepresented minorities.      | 4.00    | 3.96    |                 | n.a.       |               |
| My dept/ unit is a place where individual faculty may comfortably raise personal responsibilities.. | 3.93    | 3.78    |                 | 3.73       | WU agree more |
| I am satisfied with opportunities to collaborate with faculty in other units at my Institution.     | 3.93    | 3.64    | 2011 agree more | 3.60       | WU agree more |
| I am satisfied with opportunities to collaborate with faculty in my primary dept/ unit.             | 3.93    | 3.65    | 2011 agree more | 3.69       | WU agree more |
| Interdisciplinary research is recognized and rewarded by my dept/ unit.                             | 3.84    | 3.65    |                 | 3.50       | WU agree more |
| My chair/ director/ dean helps me obtain the resources I need.                                      | 3.79    | 3.60    | 2011 agree more | 3.26       | WU agree more |
| My colleagues value my research/ scholarship.   | 3.76    | 3.69    |                 | 3.78       |               |
| I feel that my dept/ unit is adequately supported and valued by the leadership of WU.               | 3.50    | 3.21    | 2011 agree more | n.a.       |               |
| I have a voice in the decision-making that affects the direction of my dept/ unit.                  | 3.35    | 3.20    |                 | 3.18       | WU agree more |

Scale 1-5: 5=Strongly Agree



# Medical Campus Clinical Faculty Summary

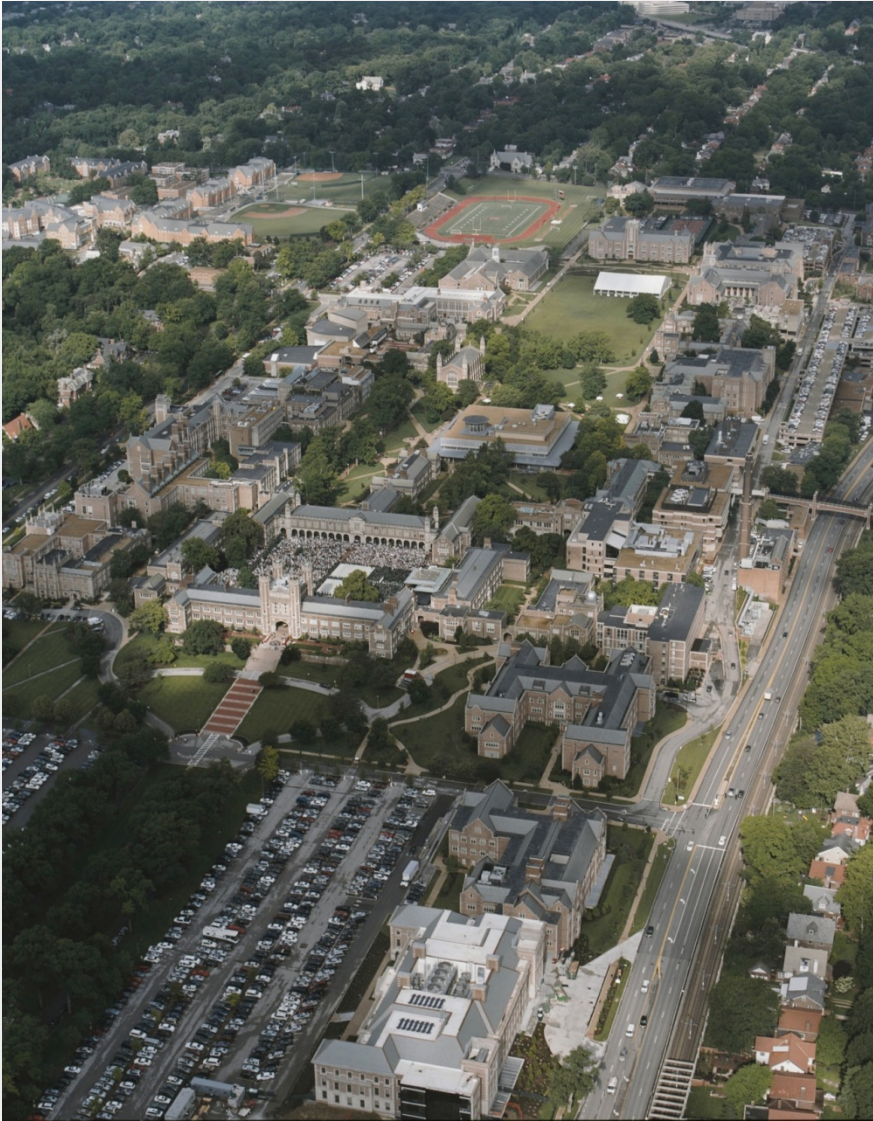
## How WU 2011 compares with 2006

| Overall Satisfaction | Satisfaction - 22 items | Climate - 13 items |
|----------------------|-------------------------|--------------------|
| higher               | 1 higher, 6 lower       | 6 higher           |

## How WU 2011 compares with Peer Group

| Overall Satisfaction | Satisfaction - 22 items | Climate – 13 items |
|----------------------|-------------------------|--------------------|
| higher               | 10 higher, 1 lower      | 9 higher           |





# Danforth Campus

Tenured & Tenure Track Faculty

# Satisfaction with Aspects of Work Life

18 Items Ranked by Mean Level of Satisfaction



# Danforth Tenure/Track: Satisfaction with aspects of work life

| Danforth Tenured and Tenure Track | WU<br>2011 | WU<br>2006 | dif sig?    | Peer<br>Group | dif sig?  |
|-----------------------------------|------------|------------|-------------|---------------|-----------|
| Teaching responsibilities         | 4.16       | 4.26       |             | 4.16          |           |
| Overall teaching resources        | 3.98       | n.a.       |             | 3.74          | WU higher |
| Classroom space                   | 3.98       | 3.76       | 2011 higher | 3.74          | WU higher |
| Advising responsibilities         | 3.98       | 3.85       |             | 3.95          |           |
| Quality of professional students  | 3.93       | 3.75       |             |               |           |
| Office space                      | 3.90       | 4.09       | 2011 lower  | 4.19          | WU lower  |
| Clerical/ administrative staff    | 3.84       | 3.95       |             | 3.69          | WU higher |
| Research/ scholarship resources   | 3.74       | n.a.       |             | 3.60          | WU higher |
| Computer resources                | 3.73       | 3.82       |             | 3.82          |           |
| Library resources                 | 3.67       | 3.72       |             | 4.18          | WU lower  |
| Start-up funds                    | 3.62       | 3.83       | 2011 lower  | 3.57          |           |
| Lab/ research space               | 3.59       | 3.61       |             | 3.71          |           |
| Committee/ admin responsibilities | 3.52       | 3.28       | 2011 higher | 3.37          | WU higher |
| Salary                            | 3.50       | 3.81       | 2011 lower  | 3.61          |           |
| Quality of graduate students      | 3.50       | 3.36       |             | 4.14          | WU lower  |
| Support for securing grants       | 3.44       | 3.35       |             | 3.29          | WU higher |
| Technical/ research staff         | 3.34       | 3.80       | 2011 lower  | 3.73          | WU lower  |
| Time available scholarly work     | 2.92       | 3.15       | 2011 lower  | 3.32          | WU lower  |

Scale 1-5: 5=very satisfied

# Time for scholarly work – Danforth Campus

## What explains lower satisfaction?

|  | WU 2011 | WU 2006 | dif sig?                | Peer Group | dif sig?                   |
|--|---------|---------|-------------------------|------------|----------------------------|
| Time available for scholarly work – satisfaction | 2.92    | 3.15    | 2011 lower satisfaction | 3.32       | WU lower satisfaction      |
| Rate reasonableness of workload                  | 3.47    | 3.55    |                         | 3.59       | WU closer to 'about right' |
| Typical work week - hours                        | 56.17   | 56.97   |                         | 58.85      | WU fewer hours             |
| Undergraduate classes taught                     | 1.78    | 2.01    | 2011 fewer ug classes   | 1.32       | WU more ug classes         |
| Graduate classes taught                          | 1.43    | 1.45    |                         | 1.71       | WU fewer grad classes      |

Reasonableness of workload scale: 1=Much too light, 2= Too light, 3= About right, 4=Too heavy, 5=Much too heavy

Workload items didn't explain lower satisfaction, perhaps timing difference?

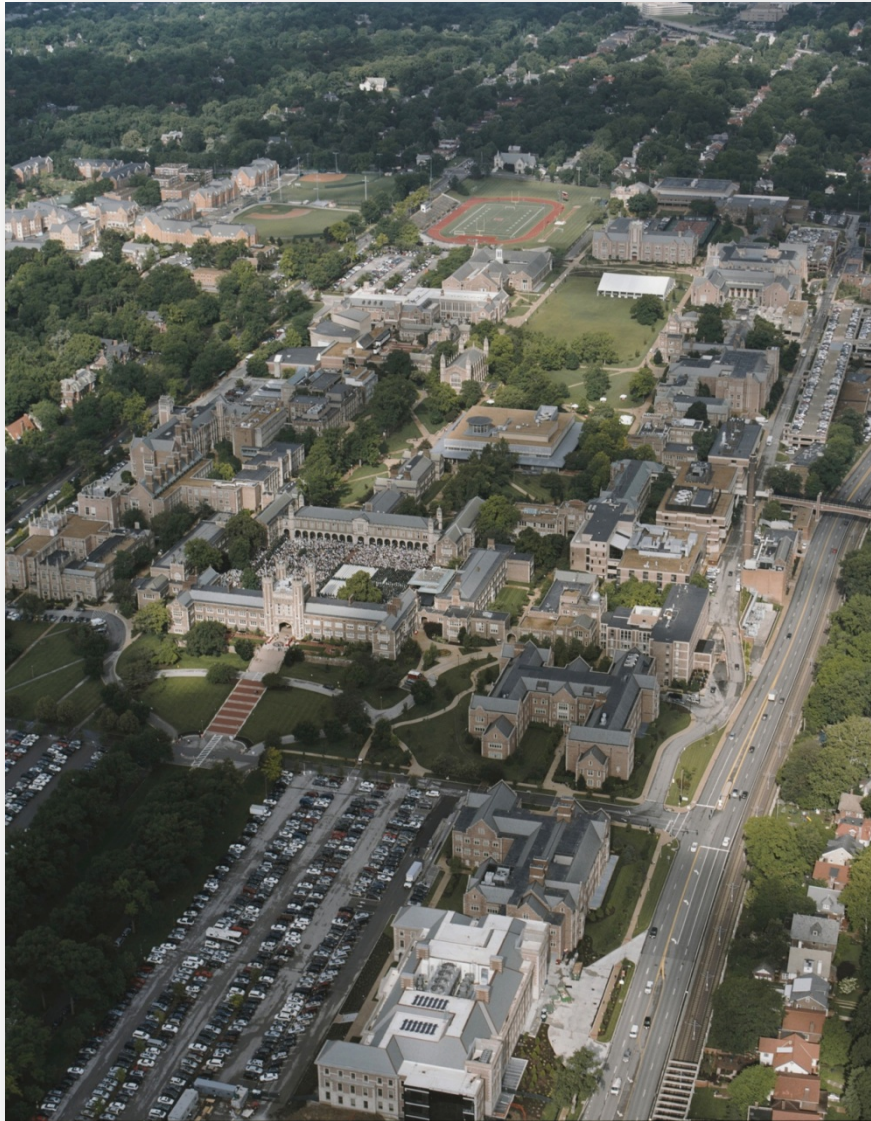
## Work Climate in the Department/Unit

13 items: extent of agreement or disagreement

# Climate in Department or Unit

| Danforth Tenured and Tenure Track  | WU 2011 | WU 2006 | dif sig?        | Peer Group | dif sig?      |
|--|---------|---------|-----------------|------------|---------------|
| I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member. | 4.13    | 4.08    |                 | 4.08       |               |
| My dept/ unit is a good fit for me.  | 4.11    | 3.94    | 2011 agree more | 4.06       |               |
| My colleagues value my research/ scholarship.  | 3.95    | 3.95    |                 | 3.94       |               |
| My dept/ unit creates a welcoming environment for faculty who are women.                         | 3.93    | 3.93    |                 | n.a.       |               |
| My dept/ unit is a place where faculty may comfortably raise personal responsibilities.          | 3.86    | 3.86    |                 | 3.83       |               |
| I am satisfied with opportunities to collaborate with faculty in my primary dept/ unit.          | 3.84    | 3.56    | 2011 agree more | 3.76       |               |
| My chair/ director/ dean creates a collegial and supportive environment.                         | 3.78    | 3.83    |                 | 3.99       | WU agree less |
| I am satisfied with opportunities to collaborate with faculty in other units at my Institution.  | 3.74    | 3.53    | 2011 agree more | 3.8        |               |
| Interdisciplinary research is recognized and rewarded by my dept/ unit.                          | 3.72    | 3.62    |                 | 3.68       |               |
| My dept/ unit creates a welcoming environment for faculty who are underrepresented minorities.   | 3.66    | 3.7     |                 | n.a.       |               |
| I have a voice in the decision-making that affects the direction of my dept/ unit.               | 3.64    | 3.7     |                 | 3.8        | WU agree less |
| My chair/ director/ dean helps me obtain the resources I need.                                   | 3.62    | 3.64    |                 | 3.66       |               |
| I feel that my dept/ unit is adequately supported and valued by the leadership of WU.            | 3.25    | 3.37    |                 | n.a.       |               |

Scale 1-5: 1=Strongly disagree . . . 5 = Strongly Agree



# Danforth Campus

## Tenured & Tenure Track Faculty

### Summary

#### How WU 2011 compares with WU 2006

| Overall Satisfaction      | Satisfaction - 18 items | Climate – 13 items |
|---------------------------|-------------------------|--------------------|
| about same (3.99 to 4.07) | 2 higher, 5 lower       | 3 higher           |

#### How WU 2011 compares with Peer Group

| Overall Satisfaction | Satisfaction - 18 items | Climate – 13 items |
|----------------------|-------------------------|--------------------|
| same                 | 6 higher, 4 lower       | 2 lower            |

# Summary Review

## How WU 2011 compares with 2006

|                                     | Overall Satisfaction         | Satisfaction - 18 items | Climate - 13 items |
|-------------------------------------|------------------------------|-------------------------|--------------------|
| Danforth - Tenured and Tenure Track | about same<br>(3.99 to 4.07) | 2 higher, 5 lower       | 3 higher           |
| Medical - Tenured and Tenure Track  | higher                       | 1 higher, 6 lower       | 2 higher           |
| Medical - Clinical Faculty          | higher                       | 1 higher, 6 lower       | 6 higher           |

## How WU 2011 compares with Peer Group

|                                     | Overall Satisfaction | Satisfaction - 18 items | Climate - 13 items |
|-------------------------------------|----------------------|-------------------------|--------------------|
| Danforth - Tenured and Tenure Track | same                 | 6 higher, 4 lower       | 2 lower            |
| Medical - Tenured and Tenure Track  | higher               | 10 higher, 1 lower      | 8 higher           |
| Medical - Clinical Faculty          | higher               | 10 higher, 1 lower      | 9 higher           |

# Additional Faculty Survey Reports Planned

Mentoring and Junior Faculty

Research and Non Track Faculty

Gender and Multiple Identity Issues

Text – what contributes, what detracts

Other – ad hoc

Reports will be posted to Office of the Provost website



## While at WU, do you feel as though you have received adequate mentoring?

| % responding "yes"                 | WU 2011 | WU 2006 | dif sig?              | Peer Group | dif sig?  |
|------------------------------------|---------|---------|-----------------------|------------|-----------|
| Danforth Tenured and Tenure Track  | 59%     | 58%     |                       | 66%        | WU lower  |
| Medical - Tenured and Tenure Track | 69%     | 62%     | approaches sig - .062 | 61%        | WU higher |
| Medical - Clinical Faculty         | 52%     | 45%     |                       | 42%        | WU higher |

Above from all ranks – what did junior faculty say?

# Questions/ comments?

Statistical analysis for this report was provided by Tao Zhang, Research Analyst.