

2011 Faculty Work Life Survey

Danforth Campus

Association of Women Faculty

November 1, 2012

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Agenda

- Faculty Survey Population & Analysis Groups
- Satisfaction & Climate Comparisons
 - WU & Peer Group
 - 2011 & 2006 surveys
 - Men & Women
- Other gender differences

Respondents 2011 vs. 2006 Survey

	2011		2006	
	Respondents	Response Rate	Respondents	Response Rate
Total Full Time Faculty	678	77%	605	79%
Tenured & Tenure Track	509	79%	465	80%
Lecturers & Non Track	169	69%	140	75%

2011 Response by Gender

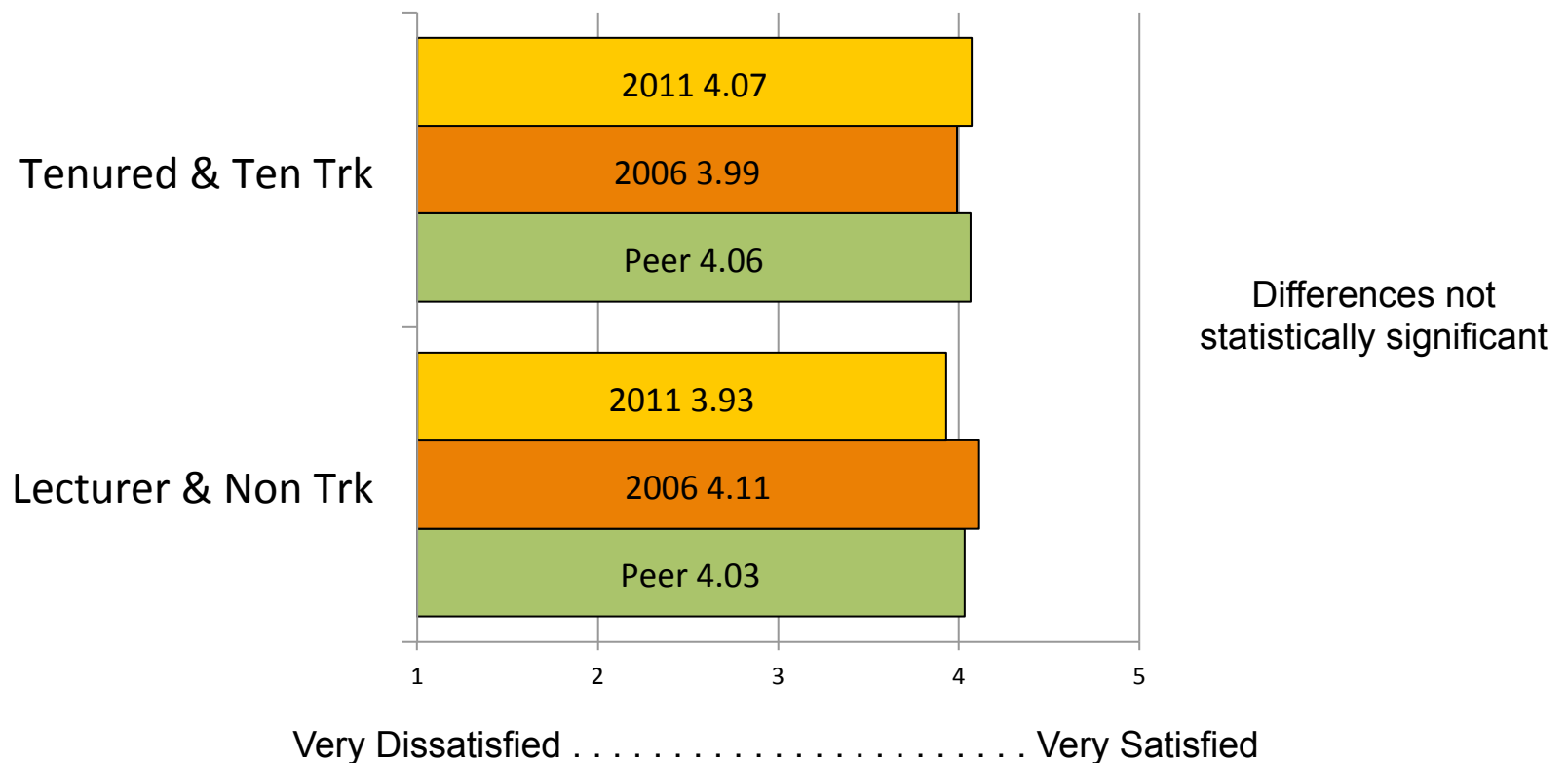
	Men		Women	
	Respondents	Response Rate	Respondents	Response Rate
Total Full Time Faculty	432	76%	246	77%
Tenured & Tenure Track	350	78%	159	82%
Lecturers & Non Track	82	68%	87	70%

Peer University Group

	Men	Women	Peer Group Total
Total Full Time Faculty	5574	2199	7773
Tenured & Tenure Track	4811	1581	6392
Lecturers & Non Track	763	618	1381

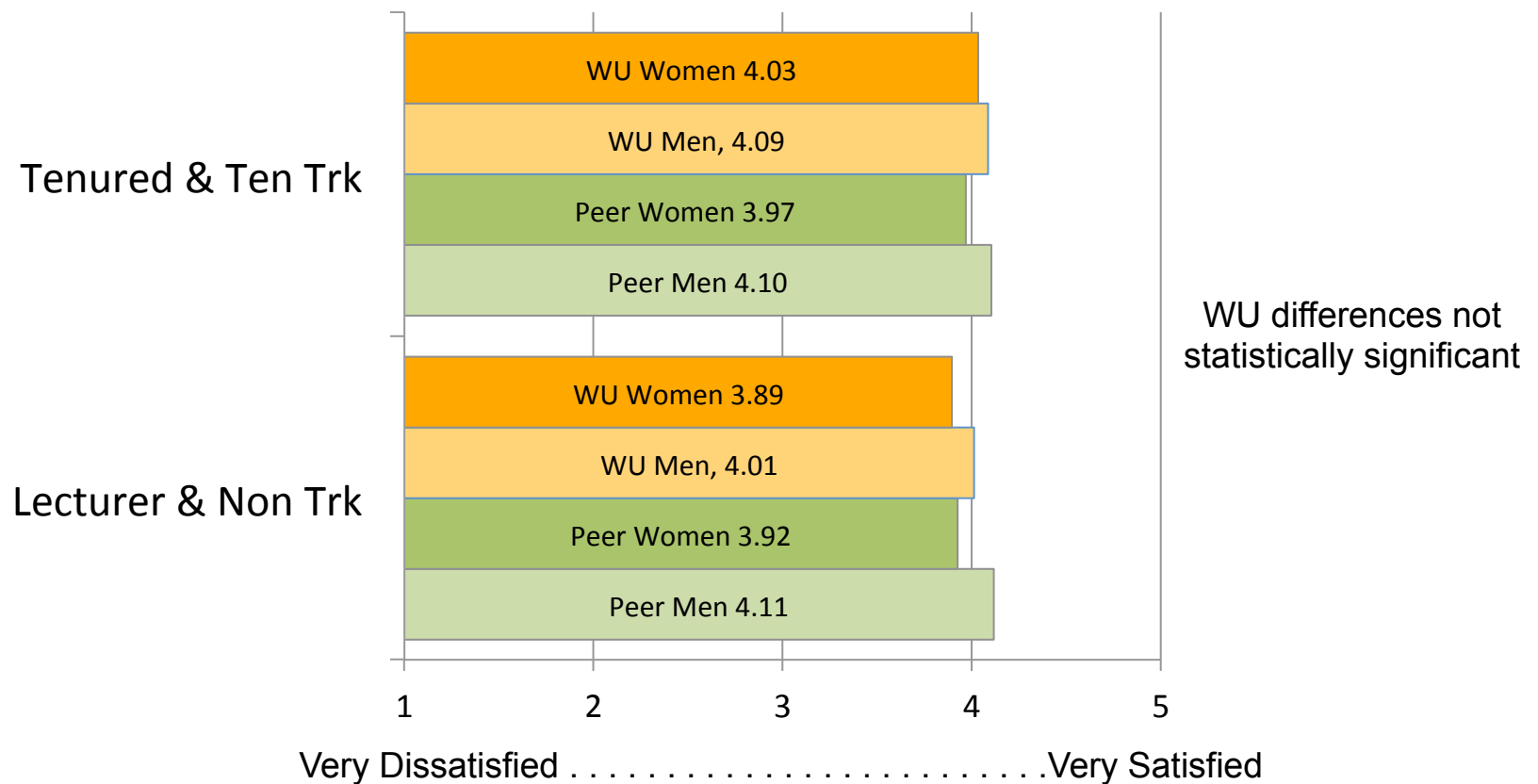
Overall Satisfaction

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



Overall Satisfaction By Gender

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



Satisfaction with Aspects of Work Life

Teaching, Research, Salary
Tenured & Tenure Track

Satisfaction with Teaching & Advising

	2011	WU vs. Peer	2011 vs. 2006	2011 Men	2011 Women	Men vs. Women
Teaching responsibilities	4.16			4.26	3.95	women less satisfied
Advising responsibilities	3.98			4.01	3.92	
Overall teaching resources	3.98	WU more satisfied	n.a.	4.02	3.91	
Classroom space	3.98	WU more satisfied	2011 more satisfied	4.07	3.77	women less satisfied
Access to teaching assistants	3.47	WU less satisfied		3.61	3.14	women less satisfied
Quality of graduate students	3.50	WU less satisfied		3.43	3.68	women more satisfied
Quality of professional students	3.93	n.a.		3.84	4.11	

Scale: 1=very dissatisfied . . . 5=very satisfied

Tenured & Tenure Track

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Satisfaction with Research & Scholarship

	2011	WU vs. Peer	2011 vs. 2006	2011 Men	2011 Women	Men vs. Women
Time available scholarly work	2.92	WU less satisfied	2011 less satisfied	3.13	2.49	women less satisfied
Research/scholarship resources	3.74	WU more satisfied		3.84	3.56	women less satisfied
Start-up funds	3.62		2011 less satisfied	3.65	3.57	
Support for securing grants	3.44	WU more satisfied		3.55	3.22	women less satisfied
Lab/research space	3.59			3.62	3.57	
Library resources	3.67	WU less satisfied		3.70	3.66	
Computing support staff	3.76	WU more satisfied		3.88	3.56	women less satisfied
Technical/research staff	3.34	WU less satisfied	2011 less satisfied	3.37	3.28	

Scale: 1=very dissatisfied . . . 5=very satisfied

Tenured & Tenure Track

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Satisfaction with Salary, Office Space, & Administrative Responsibilities

	2011	WU vs. Peer	2011 vs. 2006	2011 Men	2011 Women	Men vs. Women
Salary	3.50		2011 less satisfied	3.54	3.42	
Office space	3.90	WU less satisfied	2011 less satisfied	3.98	3.74	
Administrative & committee responsibilities	3.52	WU more satisfied	2011 more satisfied	3.55	3.46	

Scale: 1=very dissatisfied . . . 5=very satisfied

Tenured & Tenure Track

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Work Climate in the Department/Unit

10 Items:
Extent of Agreement or Disagreement
Tenured & Tenure Track

Climate in Department or Unit

	2011	WU vs. Peer	2011 vs. 2006	2011 Men	2011 Women	Men vs. Women
My dept/unit is a good fit for me.	4.11		2011 agree more	4.15	4.03	
My colleagues value my research/scholarship.	3.95			4.03	3.83	
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.13			4.24	3.92	women agree less
I have a voice in the decision-making that affects the direction of my dept/unit.	3.64	WU agree less		3.70	3.50	
I feel that my dept/unit is adequately supported and valued by the leadership of WU.	3.25	n.a.		3.17	3.44	women agree more
My chair/dir/dean helps me obtain the resources I need.	3.62			3.64	3.58	
My chair/dir/dean creates a collegial and supportive environment.	3.78	WU agree more		3.85	3.64	
My dept/unit is a place where may comfortably raise personal and/or family responsibilities when scheduling dept obligations.	3.86			4.01	3.55	women agree less
My dept/unit creates a welcoming environment for faculty who are underrepresented minorities.	3.66	n.a.		3.84	3.29	women agree less
My dept/unit creates a welcoming environment for faculty who are women.	3.93	n.a.		4.08	3.63	women agree less

Scale 1-5: 5=Strongly Agree

Tenured & Tenure Track

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Summary

Tenured & Tenure Track

Tenured & Tenure Track Summary

Overall Satisfaction	Satisfaction – 18 items	Climate – 10 items
No difference	1 higher	1 higher
	7 lower	4 lower
	10 no difference	5 no difference

Satisfaction with Aspects of Work Life & Climate

Lecturers & Non-Track

Satisfaction Aspects of Work Life

	2011	WU vs. Peer	2011 vs. 2006	2011 men	2011 women	Men vs. Women
Teaching responsibilities	3.98	WU less satisfied	2011 less satisfied	4.05	3.96	
Advising responsibilities	3.92	WU less satisfied		4.02	3.86	
Overall teaching resources	3.81			3.92	3.75	
Classroom space	4.05			4.16	4	
Time available scholarly work	3.28			3.58	3	women less satisfied
Research/scholarship resources	3.53			3.77	3.33	women less satisfied
Start-up funds	2.77			3.17	2.48	women less satisfied
Support for securing grants	3.15			3.31	3.05	
Lab/research space	3.41			3.56	3.23	
Library resources	4.29			4.35	4.29	
Computing support staff	4.12			4.18	4.11	
Technical/research staff	3.51	WU less satisfied	2011 less satisfied	3.70	3.40	
Salary	3.14			3.3	2.96	
Office Space	3.88			4.05	3.71	
Admin/Committee responsibilities	3.61			3.8	3.46	

Climate in Department

	2011	WU vs. Peer	2011 vs. 2006	2011 men	2011 women	Men vs. Women
My dept/unit is a good fit for me.	4.21	WU agree more		4.17	4.28	
My colleagues value my research/scholarship.	3.70	WU agree more		3.88	3.58	
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.91			3.87	3.94	
I have a voice in the decision-making that affects the direction of my dept/unit.	2.76	WU agree less		2.87	2.68	
I feel that my dept/unit is adequately supported and valued by the leadership of WU.	3.33	n.a.		3.54	3.13	
My chair/dir/dean helps me obtain the resources I need.	3.81			3.92	3.68	
My chair/dir/dean creates a collegial and supportive environment.	3.76			4.00	3.56	women agree less
My dept/unit is a place where may comfortably raise personal and/or family responsibilities when scheduling dept obligations.	3.96			4.02	3.96	
My dept/unit creates a welcoming environment for faculty who are underrepresented minorities.	4.00	n.a.		4.07	3.95	
My dept/unit creates a welcoming environment for faculty who are women.	3.99	n.a.		4.23	3.79	women agree less

Scale 1-5: 5=Strongly Agree

Lecturers & Non-Track

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Satisfaction & Climate: Differences by gender

How women faculty compare with men faculty

Overall Satisfaction	Satisfaction – 18 items	Climate – 10 items
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Tenured & Tenure Track

No difference	1 higher	1 higher
	7 lower	4 lower
	10 no difference	5 no difference

Lecturers & Non-Track

No difference		
	2 lower	2 lower
	13 no difference	8 no difference

Other differences by gender

Differences by Gender

	Tenured & Tenure Track	Lecturers & Non Track
I have to work harder to be perceived a legitimate scholar	women agree more	women agree more
How comfortable do you feel expressing your various identities . . . in your Interactions with colleagues in your department/unit?	women less comfortable	
How satisfied are you with the ways in which your role as faculty and your life outside WU fit together	women less satisfied	

Experience of Bias: Differences by Gender

	Tenured & Tenure Track	Lecturers & Non Track
Experienced bias by leadership	women experienced more	women experienced more
Experienced bias by colleagues	women experienced more	women experienced more
Experienced bias by students	women experienced more	

Life outside WU: Differences by Gender

Tenured
& Ten Trk

Lecturers
& Non Trk

Men vs. **Women** Men vs. **Women**

Have spouse/domestic partner	92% --- 79%	83% --- 79%
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% with spouse/partner works at WU	29% --- 41%	28% --- 30%
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If spouse/partner also works at WU, how did it happen		
Became partners after both at WU	12% --- 17%	13% --- 13%
Recruited as couple	16% --- 29%	0% --- 6%
I was recruited & spouse followed	65% --- 26%	56% --- 6%
Spouse recruited & I followed	7% --- 29%	31% --- 75%

Mentoring & Leadership: Differences by Gender

Tenured
& Ten Trk

Lecturers
& Non Trk

Men vs. **Women** Men vs. **Women**

Mentoring		
Received adequate mentoring?	63% --- 51%	60% --- 45%
Chosen formal mentor 'very helpful'	58% --- 57%	50% --- 75%
Assigned formal mentor 'very helpful'	34% --- 44%	50% --- 75%

How willing to assume leadership positions if asked to serve?		
Somewhat willing to serve	41% --- 44%	38% --- 32%
Very willing to serve	29% --- 26%	32% --- 35%

Summary of Gender Differences

- No gender differences in overall satisfaction
- Women less satisfied some aspects of work life & climate
- Women experience more bias
- Tenure/Track women less satisfied with how role as faculty fits with life outside WU
- Women are more likely to be the following partner
- Women about equally willing to serve in leadership positions

http://provost.wustl.edu/policies-reports-resources

The screenshot shows a web browser window displaying the Washington University in St. Louis Office of the Provost website. The browser's address bar shows the URL <http://provost.wustl.edu/policies-reports-resources>. The website has a header with the university's name and a search bar. Below the header is a navigation bar with links to 'PEOPLE', 'OPPORTUNITIES', and 'FACULTY INFORMATION HANDBOOK'. The main content area is titled 'Office of the Provost' and 'Policies, Reports, & Resources'. On the left, there is a sidebar with a menu of links: 'ABOUT', 'ACCREDITATION AND ASSESSMENT', 'FACULTY DEVELOPMENT & DIVERSITY', 'POLICIES, REPORTS, & RESOURCES' (which is highlighted), 'PROVOST'S MESSAGES', and 'SCHOOLS'. Below this menu is a 'Questions?' section with contact information for the Office of the Provost. The main content area also includes a 'Home | Policies, Reports, & Resources' breadcrumb, a 'Grants' section with links to 'Global Certificate Courses RFP 2012' and 'Cross-Disciplinary Teaching Grant RFP September 2012', a list of '2011-2012 Grant Recipients' with five bullet points, an 'Interdisciplinary Teaching Grant Record article' link, a 'Policies' section with several links, and a 'Reports' section.

Washington University in St. Louis

Office of the Provost

PEOPLE OPPORTUNITIES FACULTY INFORMATION HANDBOOK

Home | Policies, Reports, & Resources

Policies, Reports, & Resources

Grants

Global Certificate Courses RFP 2012

Cross-Disciplinary Teaching Grant RFP September 2012

2011-2012 Grant Recipients:

- Adolescent Health: A Prevention and Public Health Framework [pdf]
- Economic Realities of the American Dream [pdf]
- Interdisciplinary Perspectives in Geriatric Care Clinical Research Issues [pdf]
- Interrogating Health Race and Inequalities Public Health Medical Anthropology History [pdf]
- Personalized Nanotechnology Laboratory [pdf]

Interdisciplinary Teaching Grant Record article

Policies

Faculty Information Handbook

Policy on Faculty Residency, May 2012

International Dual Degree Policy, March 2012

Review of Proposals for New Degree Programs, May 2011

Policy on Joint Appointments, May 2010

MOU re: Joint Appointments

Reports

ABOUT

ACCREDITATION AND ASSESSMENT

FACULTY DEVELOPMENT & DIVERSITY

POLICIES, REPORTS, & RESOURCES

PROVOST'S MESSAGES

SCHOOLS

Questions?

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provost@wustl.edu

<http://provost.wustl.edu/policies-reports-resources>

Reports

Gender Pay Equity Report Danforth Campus, May 15, 2012 (delivered to Faculty Senate)

Gender Pay Equity Report Danforth Campus, May 5, 2010

Gender Pay Equity Report Medical Campus, July 30, 2010

Washington University Faculty Work Life Survey 2011, December 2011

Faculty Trends 2010-2011 - Danforth Campus, November 2011

Faculty Trends 2010-2011 - Medical Campus, November 2011

Undergraduate Task Force Final Report, 2010

Undergraduate Task Force Next Steps, 2010

Undergraduate Task Force Members

Provost's Diversity Report, Spring 2010

Questions/ comments?

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



