

# 2011 Faculty Work Life Survey

## Medical Campus

Academic Women's Network

November 5, 2012

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

# 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	997	57%	969	65%
Tenured & Tenure Track	394	59%	391	66%
Clinical	413	54%	315	67%
Research	190	64%	263	64%

## 2011 Response by Gender

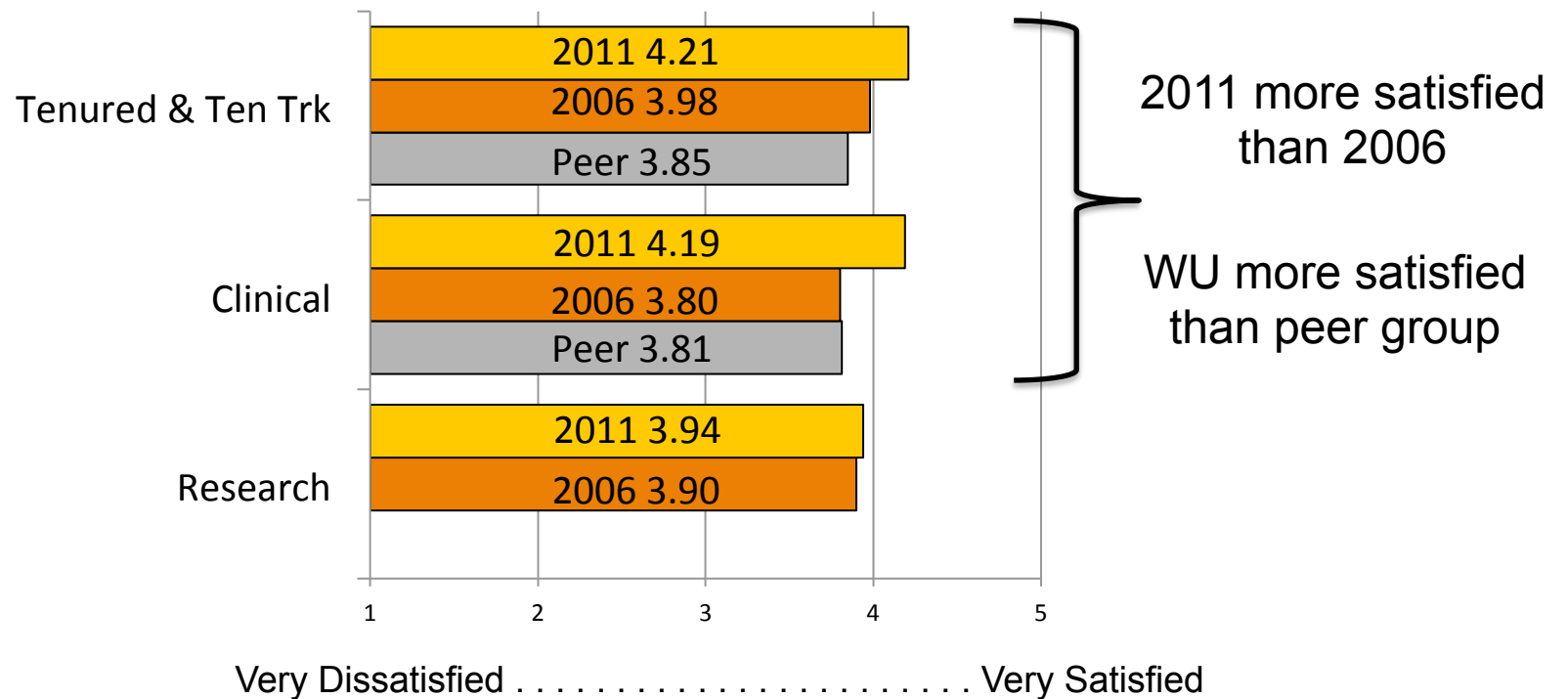
	Men		Women	
	Respondents	Response Rate	Respondents	Response Rate
Total Full Time Faculty	639	54%	358	64%
Tenured & Tenure Track	299	57%	95	64%
Clinical	234	49%	179	62%
Research	106	54%	84	68%

## Peer University Group

	Men	Women	Peer Group Total
Total Full Time Faculty	3511	1703	5214
Tenured & Tenure Track	1256	423	1679
Clinical	2255	1280	3535
Research			n.a.

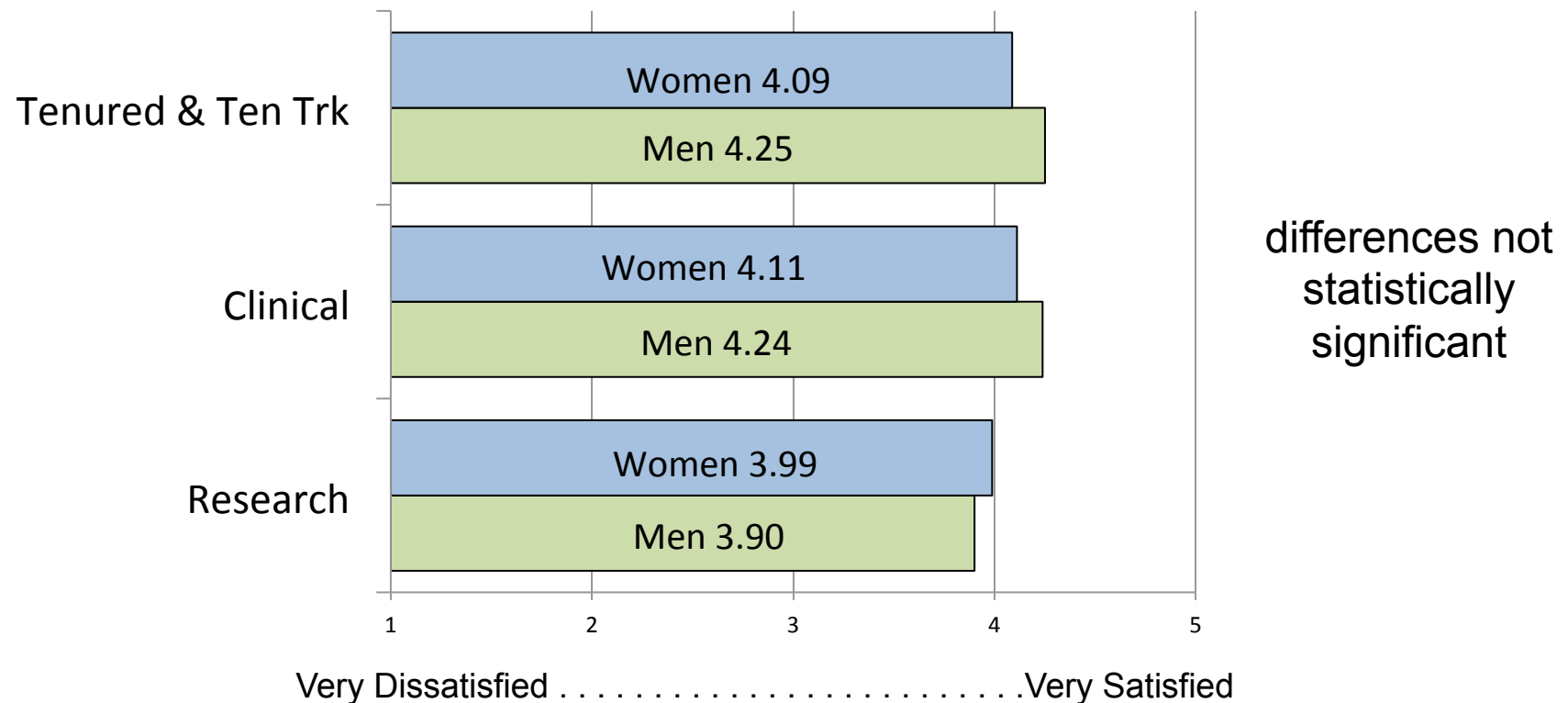
## Overall Satisfaction

*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?*



# Tenured & Tenure Track

*Satisfaction & Climate*



## Satisfaction with aspects of work life

means	WU 2011	2011 vs. 2006	men	women	men vs. women
Library resources	4.35	2011 lower	4.39	4.28	
Advising responsibilities	4.15		4.19	4.06	
Teaching responsibilities	4.14	2011 lower	4.16	4.13	
Clinical responsibilities	4.11	n.a.	4.14	4.05	
Office space	4.01	2011 lower	4.04	3.93	
Research / scholarship resources	3.96	n.a.	4.01	3.82	
Technical / research staff	3.92	2011 lower	3.97	3.80	
Support for securing grants	3.83		3.85	3.79	
Overall teaching resources	3.83	n.a.	3.88	3.75	
Committee / admin responsibilities	3.80		3.82	3.80	
Lab / research space	3.75	2011 lower	3.84	3.54	
Time available scholarly work	3.69		3.76	3.48	women lower
Start-up funds	3.49	2011 higher	3.54	3.40	
Salary	3.49		3.49	3.53	

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

*Tenured & Tenure Track*

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## Climate in department or unit

means	WU 2011	2011 vs. 2006	men	women	men vs. women
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	4.40	2011 higher	4.43	4.31	
I am satisfied with opportunities to collaborate with faculty in my primary dept/ unit.	4.23		4.30	4.02	women lower
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.16		4.19	4.06	
My department/unit is a good fit for me.	4.14		4.17	4.06	
My colleagues value my research/scholarship.	4.06		4.11	3.94	
My dept / unit creates a welcoming environment for faculty who are women.	3.98		4.08	3.70	women lower
My chair / director / dean creates a collegial and supportive environment.	3.97		4.00	3.91	
My dept/ unit is a place where faculty may comfortably raise personal responsibilities.	3.95		4.01	3.78	
My dept/ unit creates a welcoming environment for faculty who are underrepresented minorities.	3.94		4.00	3.75	
My chair/ director/ dean helps me obtain the resources I need.	3.65		3.68	3.57	
I feel that my dept/ unit is adequately supported and valued by the leadership of WU.	3.47	2011 higher	3.45	3.55	
I have a voice in the decision-making that affects the direction of my dept/ unit.	3.29		3.34	3.17	

Clinical

*Satisfaction & Climate*

## Satisfaction with aspects of work life

means	WU 2011	2011 vs. 2006	men	women	men vs. women
Library resources	4.52	2011 lower	4.5	4.54	
Teaching responsibilities	4.10	2011 lower	4.15	4.04	
Clinical responsibilities	4.06	n.a.	4.13	3.96	
Overall teaching resources	4.03	n.a.	4.11	3.95	
Office space	3.94		4.04	3.82	
Advising responsibilities	3.91		3.91	3.91	
Committee/admin responsibilities	3.73	2011 more satisfied	3.73	3.73	
Research/scholarship resources	3.66	n.a.	3.72	3.59	
Technical/research staff	3.61	2011 lower	3.71	3.43	
Lab/research space	3.57		3.71	3.31	
Support for securing grants	3.46		3.47	3.43	
Salary	3.21		3.31	3.08	
Start-up funds	3.04		3.15	2.86	
Time available scholarly work	2.94		3.05	2.8	women lower

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

## Climate in department or unit

means	WU 2011	2011 vs. 2006	men	women	men vs. women
My dept/unit is a good fit for me.	4.27	2011 higher	4.31	4.21	
My dept/unit creates a welcoming environment for faculty who are women.	4.10		4.34	3.82	women lower
My chair/director/dean creates a collegial and supportive environment.	4.08	2011 higher	4.20	3.91	women lower
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	4.06		4.14	3.96	
My dept/unit creates a welcoming environment for faculty who are underrepresented minorities.	4.00		4.23	3.70	women lower
My dept/unit is a place where faculty may comfortably raise personal responsibilities.	3.93		4.11	3.71	women lower
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	3.93	2011 higher	3.92	3.94	
I am satisfied with opportunities to collaborate with faculty in my primary department / unit.	3.93	2011 higher	4.00	3.83	
My chair/director/dean helps me obtain the resources I need.	3.79	2011 higher	3.89	3.66	
My colleagues value my research/scholarship.	3.76		3.83	3.66	
I feel that my dept/unit is adequately supported and valued by the leadership of WU.	3.50	2011 higher	3.51	3.49	
I have a voice in the decision-making that affects the direction of my dept/unit.	3.35		3.52	3.14	women lower

Scale: 1= strongly disagree . . . 5=strongly agree

*Clinical Faculty*

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# Research Faculty

*Satisfaction & Climate*

## Satisfaction with aspects of work life

means	WU 2011	2011 vs. 2006	men	women	men vs. women
Library resources	4.49	2011 lower	4.50	4.49	
Overall teaching resources	4.06	n.a.	4.39	3.71	
Technical/research staff	3.94	2011 lower	4.09	3.74	
Clinical responsibilities	3.90	n.a.	4.19	3.60	
Research/scholarship resources	3.88	n.a.	3.95	3.80	
Advising responsibilities	3.83		3.87	3.78	
Time available scholarly work	3.73		3.90	3.51	
Lab/research space	3.71		3.79	3.59	
Teaching responsibilities	3.64	2011 lower	3.71	3.54	
Office space	3.63		3.59	3.67	
Committee/administrative responsibilities	3.46	2011 lower	3.55	3.37	
Support for securing grants	3.38		3.51	3.20	
Salary	3.26		3.27	3.25	
Start-up funds	2.73		2.57	2.94	

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

## Climate in department or unit

means	WU 2011	2011 vs. 2006	men	women	men vs. women
My chair/director/dean creates a collegial and supportive environment.	4.11	2011 agree more	4.10	4.13	
I am satisfied with opportunities to collaborate with faculty in other units at my Institution.	4.02		4.03	4.00	
My dept/unit is a good fit for me.	4.00		3.95	4.07	
I am satisfied with opportunities to collaborate with faculty in my primary dept/unit.	3.95		3.97	3.93	
I feel that my dept/unit is adequately supported and valued by the leadership of WU.	3.90		3.97	3.82	
My colleagues value my research/scholarship.	3.89		3.82	3.97	
My dept/unit creates a welcoming environment for faculty who are women.	3.82		3.91	3.73	
My chair/director/dean helps me obtain the resources I need.	3.81		3.76	3.88	
My dept/unit creates a welcoming environment for faculty who are underrepresented minorities.	3.74		3.74	3.75	
My dept/unit is a place where faculty may comfortably raise personal responsibilities.	3.74		3.61	3.89	
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	3.67		3.58	3.78	
I have a voice in the decision-making that affects the direction of my dept/unit.	3.01		3.05	2.97	

Scale: 1= strongly disagree . . . 5=strongly agree

*Research Faculty*

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# Summary of Three Groups

## Summary Three Groups – Change 2011 vs. 2006

	Overall Satisfaction	Satisfaction 11 items	Climate 12 items
Tenure/Track	2011 higher	1 higher	2 higher
		5 lower	
		5 no difference	10 no difference
Clinical	2011 higher	1 higher	6 higher
		3 lower	
		7 no difference	6 no difference
Research			1 higher
		4 lower	
	no difference	7 no difference	11 no difference

## Summary Three Groups – Gender Differences

How women faculty compare with men faculty

	Overall Satisfaction	Satisfaction 14 items	Climate 12 items
Tenure/Track		1 women lower	2 women lower
	No difference	13 no difference	10 no difference
Clinical		1 women lower	5 women lower
	No difference	13 no difference	7 no difference
Research	No difference	14 no difference	12 no difference

## Other Differences by Gender

	Tenured & TenTrack	Clinical	Research
I have to work harder to be perceived a legitimate scholar	women agree more	women agree more	
How satisfied are you with the ways in which your role as faculty and your life outside WU fit together			

# Experience of Bias: Differences by Gender

In your professional career at WU, to what extent have you experienced bias or exclusion due to your gender, race or ethnicity, or other personal characteristic?

	Tenured & Tenure Track	Clinical	Research
...by leadership	women experienced more	women experienced more	women experienced more
...by colleagues	women experienced more	women experienced more	women experienced more
...by students	women experienced more	women experienced more	

# Life outside WU

Men vs. **Women**

	Tenured & Ten Trk	Clinical	Research
Have spouse/domestic partner	94% --- <b>83%</b>	89% --- <b>78%</b>	86% --- <b>71%</b>

% with spouse/partner works at WU	26% --- <b>50%</b>	23% --- <b>28%</b>	26% --- <b>20%</b>
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If spouse/partner also works at WU, how did it happen			
Became partners after both at WU	22% --- <b>24%</b>	21% --- <b>15%</b>	20% --- <b>0%</b>
Recruited as couple	25% --- <b>44%</b>	33% --- <b>21%</b>	20% --- <b>22%</b>
I was recruited & spouse followed	50% --- <b>21%</b>	38% --- <b>24%</b>	40% --- <b>11%</b>
Spouse recruited & I followed	3% --- <b>12%</b>	8% --- <b>41%</b>	20% --- <b>67%</b>

# Mentoring - Differences by Gender

Men vs. **Women**

	Tenured & Ten Trk	Clinical	Research
Mentoring			
Received adequate mentoring?	72% --- <b>62%</b>	55% --- <b>48%</b>	58% --- <b>60%</b>

Mentoring - by level		Male	Female	Difference significant?
Received adequate mentoring?	Senior Faculty	62%	42%	women lower
	Junior Faculty	63%	57%	

# Which units have highest overall satisfaction and adequate mentoring?

Green highlighted cells indicate values above the gender median

	How satisfied are you being a faculty member at WU?							Received adequate mentoring?			
	# responses			mean responses			rank for mean satisfaction	% reporting 'yes'			rank for adequate mentoring
	Men	Women	Total	Men	Women	Total		Men	Women	Total	
Physical Therapy	7	17	24	4.71	4.76	4.75	1	71%	57%	62%	8
Occupational Therapy	4	10	14	5.00	4.20	4.43	2	100%	80%	86%	1
Anesthesiology	43	14	57	4.47	4.29	4.42	3	67%	50%	63%	7
Orthopedic Surgery	18	4	22	4.56	3.75	4.41	4	81%	50%	75%	2
Hospitalist Medicine	9	18	27	4.56	4.28	4.37	5	80%	67%	70%	5
Ophthalmology & VisSci	20	8	28	4.20	4.75	4.36	6	57%	43%	52%	13
Otolaryngology	15	5	20	4.27	4.40	4.30	7	70%	40%	60%	12
Surgery	52	25	77	4.21	4.36	4.26	8	66%	83%	72%	3
Obstetrics & Gyn	15	13	28	4.40	3.85	4.14	9	55%	42%	48%	16
Internal Medicine	159	76	235	4.14	4.12	4.13	10	53%	50%	52%	14
Radiology	59	22	81	4.08	4.18	4.11	11	60%	67%	62%	9
Neurology & Neurosur	38	22	60	4.05	4.18	4.10	12	68%	50%	61%	10
Genetics	28	13	41	4.25	3.77	4.10	13	63%	58%	61%	11
Pediatrics	49	32	81	4.16	3.94	4.07	14	74%	52%	65%	6
Psychiatry	28	32	60	4.18	3.94	4.05	15	96%	52%	71%	4
Pathology & Immun	23	21	44	3.83	3.14	3.50	16	65%	38%	52%	15
Depts with small samples (N<=10) -- not ranked											
N (above) & Medians	567	332	899	4.23	4.18	4.20		67%	51%	62%	



# Leadership: Differences by Gender

Men vs. **Women**

	Tenured & Ten Trk	Clinical	Research
In the past, how often have you been asked to serve in leadership positions ?			
Never	51% --- <b>78%</b>	61% --- <b>79%</b>	91% --- <b>96%</b>

How willing to assume leadership positions if asked to serve?			
Somewhat willing to serve	42% --- <b>40%</b>	34% --- <b>51%</b>	34% --- <b>31%</b>
Very willing to serve	30% --- <b>33%</b>	45% --- <b>28%</b>	28% --- <b>22%</b>

# Summary

- Overall satisfaction higher for Tenure/Track and Clinical faculty
- No gender differences in overall satisfaction
- Women less satisfied some aspects of work life & climate
- Climate indicators improved for Clinical faculty since 2006
- Women perceive having experienced more bias
- Women about equally satisfied with how role as faculty fits with life outside WU
- Tenure/Trk women 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 'Policies, Reports, & Resources' and includes a sidebar with links to 'ABOUT', 'ACCREDITATION AND ASSESSMENT', 'FACULTY DEVELOPMENT & DIVERSITY', 'POLICIES, REPORTS, & RESOURCES' (highlighted), 'PROVOST'S MESSAGES', and 'SCHOOLS'. The main content area lists various resources, including 'Global Certificate Courses RFP 2012', 'Cross-Disciplinary Teaching Grant RFP September 2012', and a list of '2011-2012 Grant Recipients' with links to PDF documents. It also includes a section for 'Policies' with links to various faculty-related policies and a section for 'Reports'.

Washington University in St. Louis

Office of the Provost

PEOPLE OPPORTUNITIES FACULTY INFORMATION HANDBOOK

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## 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

Questions?

Office of the Provost  
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St. Louis, MO 63130-4899  
314-935-3000  
[provost@wustl.edu](mailto: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

