

# Washington University 2006-07 Faculty Work Life Survey Results

## Danforth Campus Frequencies Overall and by Gender

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# 2006-07 Faculty Work Life Survey Results – Danforth Campus

## Introduction

A survey of all Washington University full time faculty was conducted in November-December of 2006.

The faculty survey project was requested by Chancellor Mark Wrighton and supported by the deans of Washington University schools. Faculty committees, including the Washington University Faculty Senate, the Association of Women Faculty (Danforth Campus), the Academic Women's Network (Medical Campus) and the Gender Equity Committee (Medical Campus), were also consulted and supported the project. The survey was based on a common set of questions developed in collaboration with 15 other universities. The survey asked about satisfaction with various aspects of faculty work life, about workload, work environment, mentoring and progress in the academic career. The survey also explored characteristics of life outside the institution and sources of stress.

## Danforth Population Surveyed and Response Rates

A total of 766 Danforth Campus persons with full-time academic appointments in November 2006 were surveyed. This population included research faculty, clinical faculty and full-time lecturers and instructors, in addition to tenured and tenure-track faculty. The overall response rate of 78% is considered strong for this type of survey. Subgroup response rates were generally proportional to the population. The following table compares respondents with the population by various characteristics.

Danforth Campus Population and Response Rates			
	Surveyed	Respondents	% Responding
<b>Total</b>			
Full Time Faculty	766	601	78%
<b>Gender</b>			
Men	527	408	77%
Women	239	193	81%
<b>Track</b>			
Tenured & Tenure-Track	582	464	80%
Research Professors & Scientists	46	33	72%
Other Non Track	138	104	75%
<b>Rank</b>			
Professor	303	232	77%
Assoc Professor	135	108	80%
Assist Prof	163	140	86%
Other (Instr, Lect, Other)	165	121	73%
<b>School</b>			
Arts & Sciences	499	384	77%
Business	55	47	85%
Engineering	84	67	80%
Fox School	47	39	83%
Law	52	41	79%
Social Work	29	23	79%

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**Q1.**

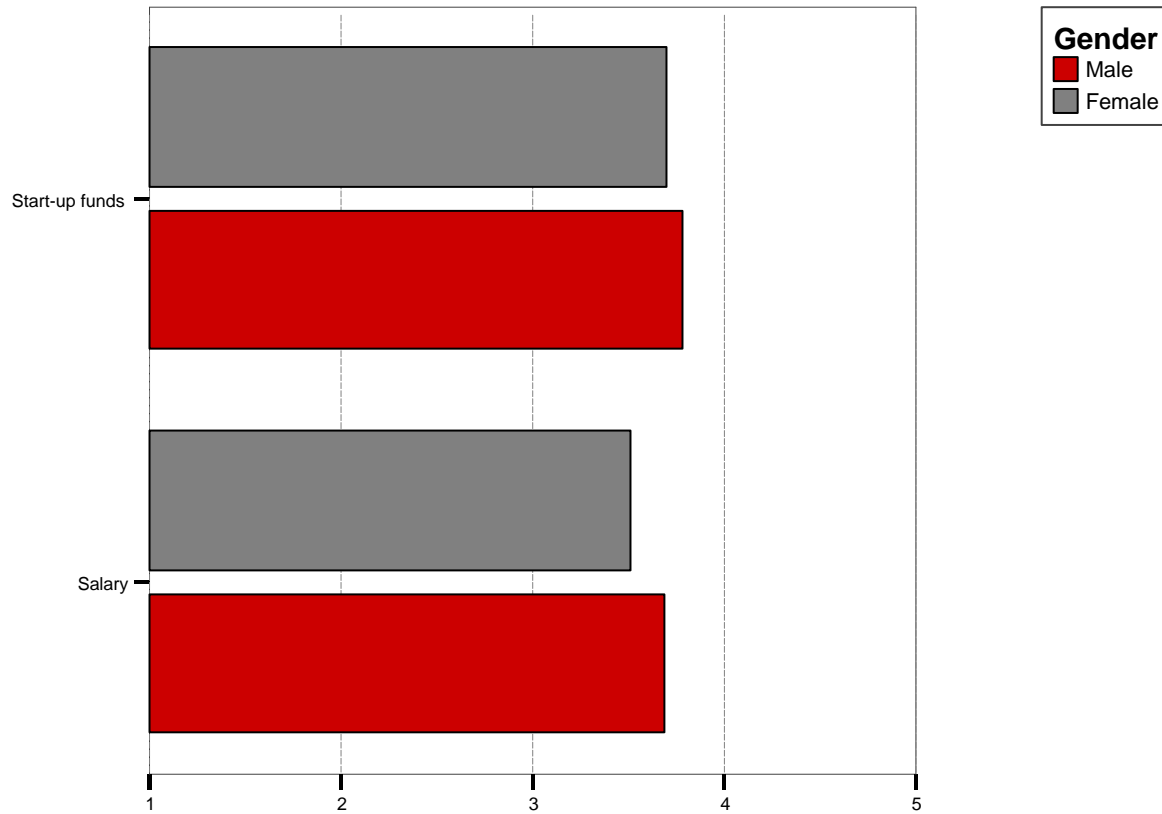
		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Overall, how satisfied are you being a faculty member at Washington University?	Very dissatisfied	6.9%	24	2.4%	4	5.5%	28
	Somewhat dissatisfied	8.3%	29	12.2%	20	9.6%	49
	Neither satisfied nor dissatisfied	7.7%	27	2.4%	4	6.0%	31
	Somewhat satisfied	34.1%	119	39.6%	65	35.9%	184
	Very satisfied	43.0%	150	43.3%	71	43.1%	221
	Total	100.0%	349	100.0%	164	100.0%	513

**Q2. Specify the degree to which you are satisfied with each of the following: COMPENSATION**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Salary	Very dissatisfied	6.5%	26	9.5%	18	7.4%	44
	Somewhat dissatisfied	15.9%	64	16.4%	31	16.1%	95
	Neither satisfied nor dissatisfied	10.0%	40	9.5%	18	9.8%	58
	Somewhat satisfied	37.6%	151	42.3%	80	39.1%	231
	Very satisfied	30.1%	121	22.2%	42	27.6%	163
	Total	100.0%	402	100.0%	189	100.0%	591
Start-up funds	Very dissatisfied	7.4%	19	8.3%	10	7.7%	29
	Somewhat dissatisfied	12.4%	32	14.2%	17	13.0%	49
	Neither satisfied nor dissatisfied	14.7%	38	12.5%	15	14.0%	53
	Somewhat satisfied	26.4%	68	30.0%	36	27.5%	104
	Very satisfied	39.1%	101	35.0%	42	37.8%	143
	Total	100.0%	258	100.0%	120	100.0%	378

Note: 'Not applicable' counted same as missing.

### Satisfaction with Compensation



Means: 1=Very dissatisfied; 3=Neutral; 5=Very satisfied

Chart sorted in descending order by overall means.

**Q2 cont'd. Specify the degree to which you are satisfied with each of the following: RESOURCES**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Availability of nearby parking	Very dissatisfied	8.6%	32	15.1%	26	10.7%	58
	Somewhat dissatisfied	20.5%	76	22.1%	38	21.0%	114
	Neither satisfied nor dissatisfied	17.0%	63	12.8%	22	15.7%	85
	Somewhat satisfied	21.8%	81	22.1%	38	21.9%	119
	Very satisfied	32.1%	119	27.9%	48	30.8%	167
	Total	100.0%	371	100.0%	172	100.0%	543
Office space	Very dissatisfied	3.9%	16	7.3%	14	5.0%	30
	Somewhat dissatisfied	9.3%	38	15.6%	30	11.3%	68
	Neither satisfied nor dissatisfied	10.8%	44	3.6%	7	8.5%	51
	Somewhat satisfied	24.3%	99	22.4%	43	23.7%	142
	Very satisfied	51.7%	211	51.0%	98	51.5%	309
	Total	100.0%	408	100.0%	192	100.0%	600
Lab or research space	Very dissatisfied	8.9%	23	11.0%	9	9.4%	32
	Somewhat dissatisfied	18.6%	48	15.9%	13	17.9%	61
	Neither satisfied nor dissatisfied	12.0%	31	7.3%	6	10.9%	37
	Somewhat satisfied	24.0%	62	19.5%	16	22.9%	78
	Very satisfied	36.4%	94	46.3%	38	38.8%	132
	Total	100.0%	258	100.0%	82	100.0%	340
Classroom space	Very dissatisfied	4.4%	17	6.0%	11	4.9%	28
	Somewhat dissatisfied	13.6%	53	20.2%	37	15.7%	90
	Neither satisfied nor dissatisfied	11.5%	45	7.1%	13	10.1%	58
	Somewhat satisfied	37.7%	147	29.5%	54	35.1%	201
	Very satisfied	32.8%	128	37.2%	68	34.2%	196
	Total	100.0%	390	100.0%	183	100.0%	573

Note: 'Not applicable' counted same as missing.

**Q2 cont'd. Specify the degree to which you are satisfied with each of the following: RESOURCES (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Studio or performance space	Very dissatisfied	27.1%	16	19.4%	7	24.2%	23
	Somewhat dissatisfied	11.9%	7	27.8%	10	17.9%	17
	Neither satisfied nor dissatisfied	22.0%	13	19.4%	7	21.1%	20
	Somewhat satisfied	23.7%	14	19.4%	7	22.1%	21
	Very satisfied	15.3%	9	13.9%	5	14.7%	14
	Total	100.0%	59	100.0%	36	100.0%	95
Library resources	Very dissatisfied	4.3%	17	5.7%	11	4.7%	28
	Somewhat dissatisfied	15.0%	60	14.1%	27	14.7%	87
	Neither satisfied nor dissatisfied	9.0%	36	6.8%	13	8.3%	49
	Somewhat satisfied	32.0%	128	30.2%	58	31.4%	186
	Very satisfied	39.8%	159	43.2%	83	40.9%	242
	Total	100.0%	400	100.0%	192	100.0%	592
Computer resources	Very dissatisfied	5.5%	22	3.7%	7	4.9%	29
	Somewhat dissatisfied	10.5%	42	14.8%	28	11.9%	70
	Neither satisfied nor dissatisfied	12.8%	51	5.3%	10	10.4%	61
	Somewhat satisfied	34.8%	139	33.9%	64	34.5%	203
	Very satisfied	36.5%	146	42.3%	80	38.4%	226
	Total	100.0%	400	100.0%	189	100.0%	589
Clerical and administrative staff	Very dissatisfied	2.5%	10	4.1%	8	3.0%	18
	Somewhat dissatisfied	10.6%	43	11.9%	23	11.0%	66
	Neither satisfied nor dissatisfied	12.8%	52	5.2%	10	10.3%	62
	Somewhat satisfied	30.0%	122	23.8%	46	28.0%	168
	Very satisfied	44.2%	180	54.9%	106	47.7%	286
	Total	100.0%	407	100.0%	193	100.0%	600

Note: 'Not applicable' counted same as missing.

**Q2 cont'd. Specify the degree to which you are satisfied with each of the following: RESOURCES (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Technical and research staff	Very dissatisfied	4.6%	14	4.6%	6	4.6%	20
	Somewhat dissatisfied	10.3%	31	9.9%	13	10.2%	44
	Neither satisfied nor dissatisfied	18.2%	55	13.7%	18	16.9%	73
	Somewhat satisfied	28.1%	85	26.7%	35	27.7%	120
	Very satisfied	38.7%	117	45.0%	59	40.6%	176
	Total	100.0%	302	100.0%	131	100.0%	433
Computing support staff	Very dissatisfied	5.0%	20	3.7%	7	4.6%	27
	Somewhat dissatisfied	12.3%	49	16.5%	31	13.7%	80
	Neither satisfied nor dissatisfied	15.1%	60	5.9%	11	12.1%	71
	Somewhat satisfied	29.9%	119	30.3%	57	30.0%	176
	Very satisfied	37.7%	150	43.6%	82	39.6%	232
	Total	100.0%	398	100.0%	188	100.0%	586
Support for securing grants	Very dissatisfied	6.2%	20	9.5%	12	7.1%	32
	Somewhat dissatisfied	19.7%	64	19.0%	24	19.5%	88
	Neither satisfied nor dissatisfied	25.2%	82	26.2%	33	25.5%	115
	Somewhat satisfied	28.6%	93	18.3%	23	25.7%	116
	Very satisfied	20.3%	66	27.0%	34	22.2%	100
	Total	100.0%	325	100.0%	126	100.0%	451
Other resources to support research	Very dissatisfied	6.3%	21	7.0%	9	6.5%	30
	Somewhat dissatisfied	18.9%	63	20.2%	26	19.2%	89
	Neither satisfied nor dissatisfied	24.3%	81	21.7%	28	23.5%	109
	Somewhat satisfied	32.6%	109	30.2%	39	32.0%	148
	Very satisfied	18.0%	60	20.9%	27	18.8%	87
	Total	100.0%	334	100.0%	129	100.0%	463

Note: 'Not applicable' counted same as missing.

### Satisfaction with Resources

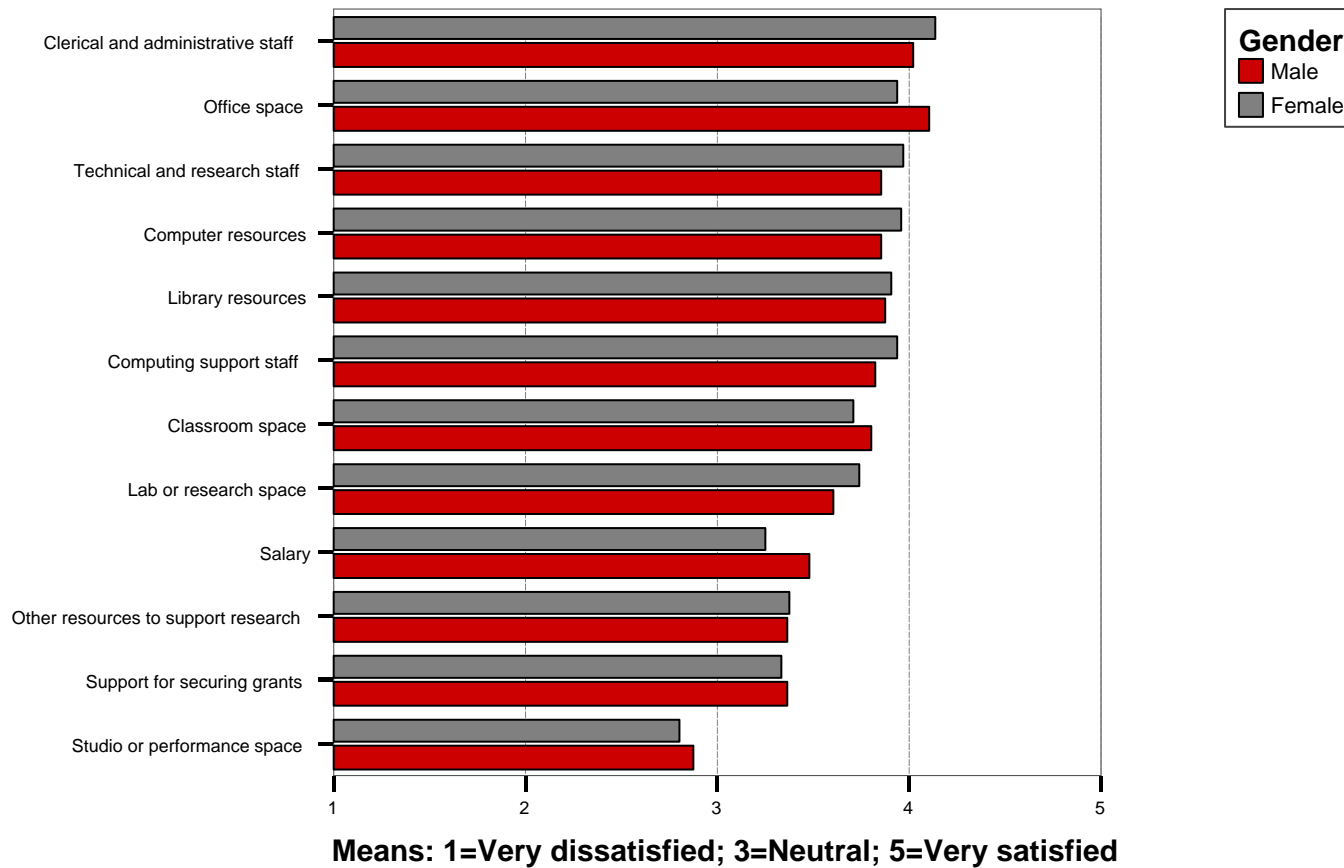


Chart sorted in descending order by overall means.

**Q2 cont'd. Specify the degree to which you are satisfied with each of the following: TEACHING/ ADVISING/ RESEARCH/ ADMINISTRATIVE SERVICE**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Teaching responsibilities	Very dissatisfied	1.8%	7	1.1%	2	1.6%	9
	Somewhat dissatisfied	6.4%	25	7.1%	13	6.7%	38
	Neither satisfied nor dissatisfied	8.2%	32	6.0%	11	7.5%	43
	Somewhat satisfied	30.4%	118	35.5%	65	32.0%	183
	Very satisfied	53.1%	206	50.3%	92	52.2%	298
	Total	100.0%	388	100.0%	183	100.0%	571
Access to teaching assistants	Very dissatisfied	8.1%	28	10.4%	15	8.8%	43
	Somewhat dissatisfied	12.4%	43	16.7%	24	13.7%	67
	Neither satisfied nor dissatisfied	15.0%	52	13.9%	20	14.7%	72
	Somewhat satisfied	33.8%	117	19.4%	28	29.6%	145
	Very satisfied	30.6%	106	39.6%	57	33.3%	163
	Total	100.0%	346	100.0%	144	100.0%	490
Advising responsibilities	Very dissatisfied	2.0%	7	1.9%	3	2.0%	10
	Somewhat dissatisfied	8.8%	31	11.6%	18	9.7%	49
	Neither satisfied nor dissatisfied	22.4%	79	12.9%	20	19.5%	99
	Somewhat satisfied	34.4%	121	41.3%	64	36.5%	185
	Very satisfied	32.4%	114	32.3%	50	32.3%	164
	Total	100.0%	352	100.0%	155	100.0%	507
Quality of graduate students	Very dissatisfied	6.6%	24	4.6%	7	6.0%	31
	Somewhat dissatisfied	24.8%	90	10.5%	16	20.6%	106
	Neither satisfied nor dissatisfied	14.6%	53	7.9%	12	12.6%	65
	Somewhat satisfied	36.6%	133	48.0%	73	40.0%	206
	Very satisfied	17.4%	63	28.9%	44	20.8%	107
	Total	100.0%	363	100.0%	152	100.0%	515

Note: 'Not applicable' counted same as missing.

**Q2 cont'd. Specify the degree to which you are satisfied with each of the following: TEACHING/ ADVISING/ RESEARCH/ ADMINISTRATIVE SERVICE (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Quality of students in professional programs (e.g. business, law, medicine, social work)	Very dissatisfied	1.4%	2	2.9%	2	1.9%	4
	Somewhat dissatisfied	14.2%	21	5.9%	4	11.6%	25
	Neither satisfied nor dissatisfied	23.6%	35	8.8%	6	19.0%	41
	Somewhat satisfied	29.1%	43	41.2%	28	32.9%	71
	Very satisfied	31.8%	47	41.2%	28	34.7%	75
	Total	100.0%	148	100.0%	68	100.0%	216
Access to students for research projects	Very dissatisfied	5.0%	16	9.8%	12	6.4%	28
	Somewhat dissatisfied	16.1%	51	19.7%	24	17.1%	75
	Neither satisfied nor dissatisfied	20.5%	65	17.2%	21	19.6%	86
	Somewhat satisfied	32.5%	103	19.7%	24	28.9%	127
	Very satisfied	25.9%	82	33.6%	41	28.0%	123
	Total	100.0%	317	100.0%	122	100.0%	439
Time available for scholarly work	Very dissatisfied	9.8%	38	13.9%	24	11.1%	62
	Somewhat dissatisfied	24.5%	95	31.2%	54	26.6%	149
	Neither satisfied nor dissatisfied	15.2%	59	10.4%	18	13.8%	77
	Somewhat satisfied	32.6%	126	28.9%	50	31.4%	176
	Very satisfied	17.8%	69	15.6%	27	17.1%	96
	Total	100.0%	387	100.0%	173	100.0%	560
Committee and administrative responsibilities	Very dissatisfied	6.6%	25	6.4%	11	6.6%	36
	Somewhat dissatisfied	17.6%	66	17.9%	31	17.7%	97
	Neither satisfied nor dissatisfied	27.1%	102	23.1%	40	25.9%	142
	Somewhat satisfied	32.7%	123	32.9%	57	32.8%	180
	Very satisfied	16.0%	60	19.7%	34	17.1%	94
	Total	100.0%	376	100.0%	173	100.0%	549

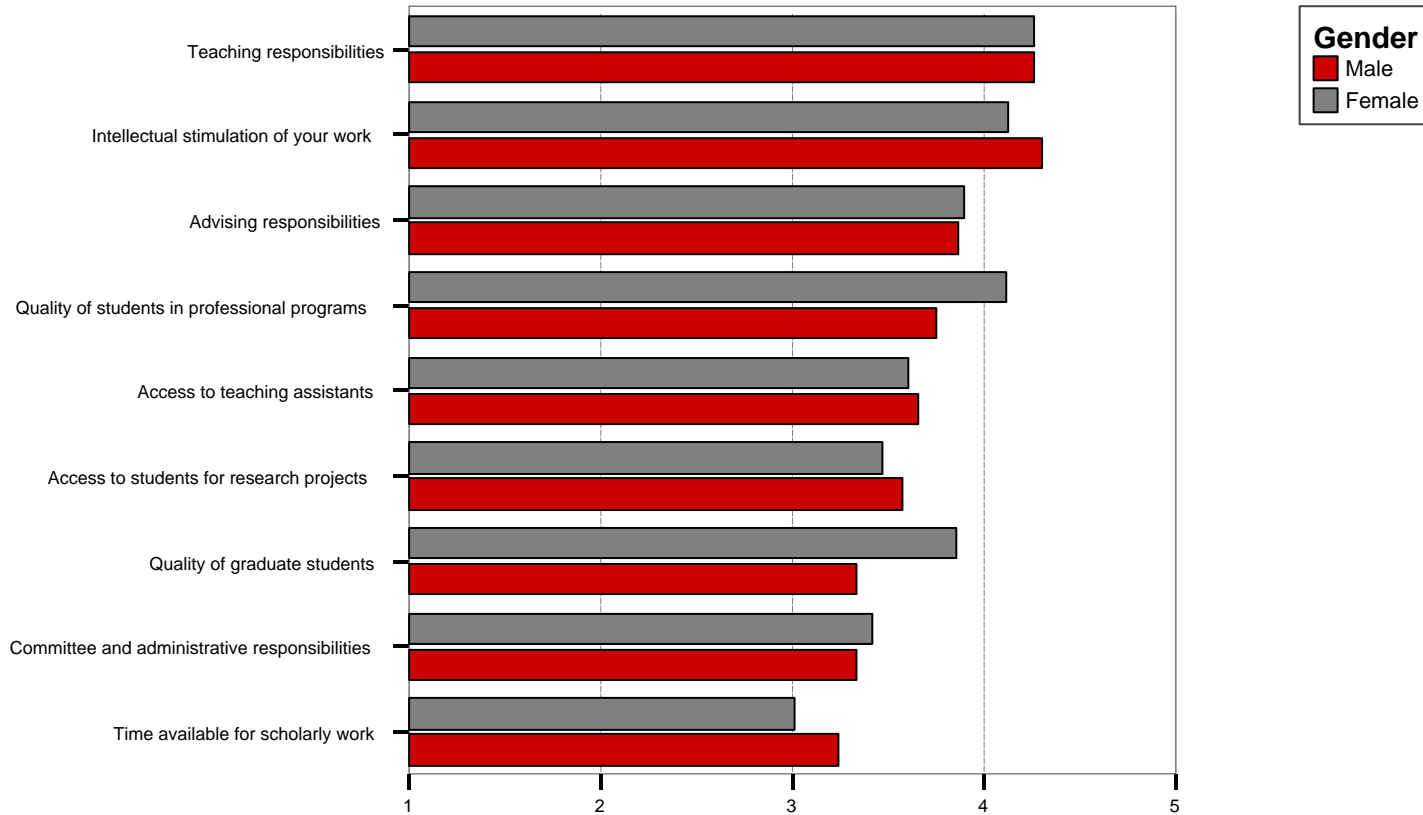
Note: 'Not applicable' counted same as missing.

**Q2 cont'd. Specify the degree to which you are satisfied with each of the following: TEACHING/ ADVISING/ RESEARCH/ ADMINISTRATIVE SERVICE (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Intellectual stimulation of your work	Very dissatisfied	2.8%	11	3.6%	7	3.0%	18
	Somewhat dissatisfied	5.3%	21	10.9%	21	7.1%	42
	Neither satisfied nor dissatisfied	8.0%	32	6.3%	12	7.4%	44
	Somewhat satisfied	26.1%	104	27.6%	53	26.6%	157
	Very satisfied	57.9%	231	51.6%	99	55.8%	330
	Total	100.0%	399	100.0%	192	100.0%	591

Note: 'Not applicable' counted same as missing.

### Satisfaction with Teaching/ Advising/ Research/ Administrative Service



Means: 1=Very dissatisfied; 3=Neutral; 5=Very satisfied

Chart sorted in descending order by overall means.

**Q3. How satisfied are you with the following dimensions of your professional development:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Sense of contributing to the theoretical or practical advancement of my discipline	Very dissatisfied	.5%	2	2.1%	4	1.0%	6
	Somewhat dissatisfied	3.6%	14	9.0%	17	5.3%	31
	Neither satisfied nor dissatisfied	6.9%	27	7.9%	15	7.2%	42
	Somewhat satisfied	34.5%	136	41.8%	79	36.9%	215
	Very satisfied	54.6%	215	39.2%	74	49.6%	289
	Total	100.0%	394	100.0%	189	100.0%	583
Sense of being valued as a teacher by my students	Very dissatisfied	1.8%	7	1.1%	2	1.6%	9
	Somewhat dissatisfied	2.3%	9	4.5%	8	3.0%	17
	Neither satisfied nor dissatisfied	6.5%	25	5.6%	10	6.2%	35
	Somewhat satisfied	34.0%	131	29.6%	53	32.6%	184
	Very satisfied	55.3%	213	59.2%	106	56.6%	319
	Total	100.0%	385	100.0%	179	100.0%	564
Sense of being valued as a mentor or advisor by my advisees	Very dissatisfied	.3%	1	.6%	1	.4%	2
	Somewhat dissatisfied	2.8%	10	2.5%	4	2.7%	14
	Neither satisfied nor dissatisfied	11.9%	42	7.5%	12	10.5%	54
	Somewhat satisfied	32.6%	115	36.3%	58	33.7%	173
	Very satisfied	52.4%	185	53.1%	85	52.6%	270
	Total	100.0%	353	100.0%	160	100.0%	513

Note: 'Not applicable' counted same as missing.

### Satisfaction with Professional Development

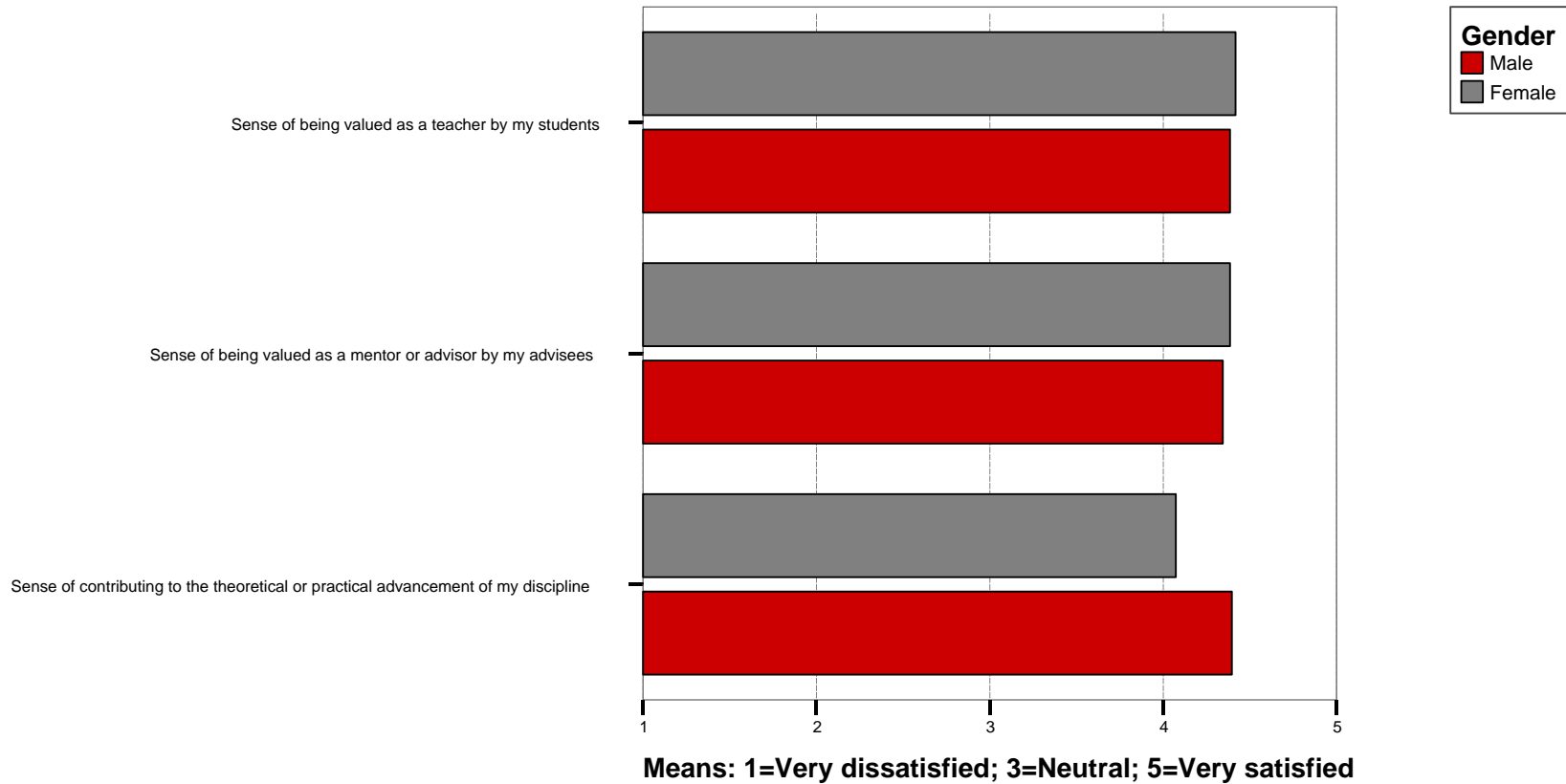


Chart sorted in descending order by overall means.

**Q4. 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.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Timing of departmental meetings and functions	Not at all	47.4%	191	49.2%	92	48.0%	283
	Somewhat	38.0%	153	34.2%	64	36.8%	217
	Extensive	10.2%	41	10.7%	20	10.3%	61
	Not applicable	4.5%	18	5.9%	11	4.9%	29
	Total	100.0%	403	100.0%	187	100.0%	590
Managing a research group or grant (e.g., finances, personnel)	Not at all	22.9%	91	10.1%	19	18.8%	110
	Somewhat	28.2%	112	24.9%	47	27.1%	159
	Extensive	11.3%	45	7.4%	14	10.1%	59
	Not applicable	37.5%	149	57.7%	109	44.0%	258
	Total	100.0%	397	100.0%	189	100.0%	586
Securing funding for research	Not at all	18.9%	75	8.5%	16	15.6%	91
	Somewhat	30.3%	120	34.0%	64	31.5%	184
	Extensive	24.5%	97	11.7%	22	20.4%	119
	Not applicable	26.3%	104	45.7%	86	32.5%	190
	Total	100.0%	396	100.0%	188	100.0%	584
Scholarly productivity	Not at all	24.0%	96	11.8%	22	20.1%	118
	Somewhat	49.3%	197	44.4%	83	47.7%	280
	Extensive	22.5%	90	31.0%	58	25.2%	148
	Not applicable	4.3%	17	12.8%	24	7.0%	41
	Total	100.0%	400	100.0%	187	100.0%	587
Teaching responsibilities	Not at all	31.0%	125	22.1%	42	28.2%	167
	Somewhat	48.6%	196	55.8%	106	50.9%	302
	Extensive	16.1%	65	16.8%	32	16.4%	97
	Not applicable	4.2%	17	5.3%	10	4.6%	27
	Total	100.0%	403	100.0%	190	100.0%	593
Advising responsibilities	Not at all	44.5%	179	42.4%	81	43.8%	260
	Somewhat	34.6%	139	30.9%	59	33.4%	198
	Extensive	7.2%	29	8.4%	16	7.6%	45
	Not applicable	13.7%	55	18.3%	35	15.2%	90
	Total	100.0%	402	100.0%	191	100.0%	593

**Q4. 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. (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Clinical responsibilities	Not at all	.8%	3	.0%	0	.5%	3
	Somewhat	1.0%	4	1.1%	2	1.0%	6
	Extensive	.0%	0	.5%	1	.2%	1
	Not applicable	98.2%	390	98.4%	184	98.3%	574
	Total	100.0%	397	100.0%	187	100.0%	584
Clinical revenues to support faculty salary	Not at all	1.0%	4	.0%	0	.7%	4
	Somewhat	.3%	1	.0%	0	.2%	1
	Extensive	.0%	0	1.1%	2	.3%	2
	Not applicable	98.7%	390	98.9%	184	98.8%	574
	Total	100.0%	395	100.0%	186	100.0%	581
Committee and/ or administrative responsibilities	Not at all	33.2%	133	28.9%	55	31.8%	188
	Somewhat	42.9%	172	43.7%	83	43.1%	255
	Extensive	17.0%	68	17.4%	33	17.1%	101
	Not applicable	7.0%	28	10.0%	19	8.0%	47
	Total	100.0%	401	100.0%	190	100.0%	591
Review/ promotion process	Not at all	31.2%	124	20.6%	39	27.8%	163
	Somewhat	27.7%	110	25.9%	49	27.1%	159
	Extensive	21.7%	86	23.8%	45	22.4%	131
	Not applicable	19.4%	77	29.6%	56	22.7%	133
	Total	100.0%	397	100.0%	189	100.0%	586
Departmental or campus politics	Not at all	36.4%	146	30.7%	58	34.6%	204
	Somewhat	34.7%	139	38.1%	72	35.8%	211
	Extensive	21.9%	88	22.2%	42	22.0%	130
	Not applicable	7.0%	28	9.0%	17	7.6%	45
	Total	100.0%	401	100.0%	189	100.0%	590

### Sources of Stress over Past 12 Months

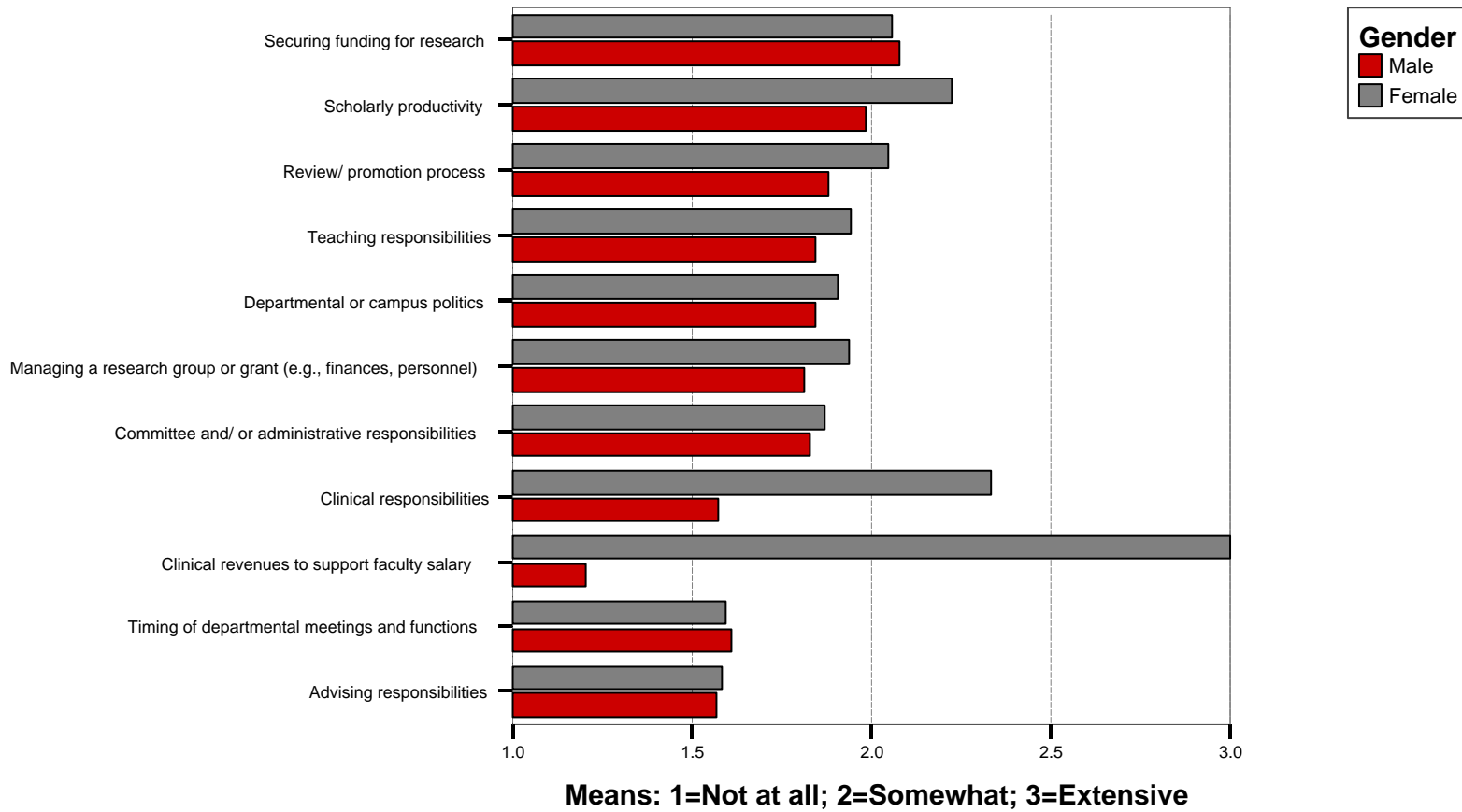


Chart sorted in descending order by overall means.

**Q5.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Overall, how would you rate the reasonableness of your workload?	Much too light	.3%	1	.0%	0	.2%	1
	Too light	.8%	3	.6%	1	.7%	4
	About right	56.8%	217	47.2%	84	53.8%	301
	Too heavy	34.8%	133	42.1%	75	37.1%	208
	Much too heavy	7.3%	28	10.1%	18	8.2%	46
	Total	100.0%	382	100.0%	178	100.0%	560

**Q6. Teaching undergraduate classes (classes primarily for undergraduate students)**

		Gender		
		Male	Female	Overall
How many undergraduate classes (excluding independent studies) did you teach during the present academic year?	Mean	2.2	2.5	2.3
	Percentile 25	1.0	1.0	1.0
	Median	2.0	2.0	2.0
	Percentile 75	3.0	4.0	3.0
	N	376	166	542
How many of these undergraduate classes were close to your research interests?	Mean	1.3	1.4	1.3
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	2.0	2.0	2.0
	N	349	153	502

**Q6. Teaching graduate classes (classes primarily for graduate/professional students)**

		Gender		
		Male	Female	Overall
How many graduate classes (excluding independent studies) did you teach during the present academic year?	Mean	1.3	1.4	1.4
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	2.0	2.0	2.0
	N	385	174	559
How many of these graduate classes were close to your research interests?	Mean	1.1	1.2	1.1
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	2.0	2.0	2.0
	N	374	155	529
How many students did you teach through clinical teaching, if not included above? *	Mean	24.0	33.3	28.2
	Percentile 25	4.0	4.0	4.0
	Median	7.0	12.0	8.0
	Percentile 75	20.0	22.5	20.0
	N	25	20	45

\* Among those who reported any clinical teaching.

**Q7. How many of each of the following types of advisees do you have?**

		Gender		
		Male	Female	Overall
Undergraduate students	Mean	10.1	9.2	9.8
	Percentile 25	.0	.0	.0
	Median	7.0	6.0	7.0
	Percentile 75	15.0	15.0	15.0
	N	350	161	511
Graduate or professional students	Mean	4.8	4.4	4.7
	Percentile 25	1.0	.0	.0
	Median	3.0	2.0	3.0
	Percentile 75	6.0	6.0	6.0
	N	363	159	522
Residents (Medical School)	Mean	.0	.0	.0
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	.0	.0	.0
	N	221	104	325
Postdoctoral associates or fellows	Mean	.6	.5	.6
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	1.0	.0	1.0
	N	268	119	387
Informal student advisees	Mean	5.2	6.6	5.6
	Percentile 25	.0	.0	.0
	Median	3.0	4.0	3.0
	Percentile 75	6.0	10.0	6.0
	N	301	141	442
Junior faculty	Mean	1.1	.8	1.0
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	2.0	1.0	2.0
	N	297	127	424

**Q8. Please indicate the number of committees (formal and ad hoc) you served on within the past year, excluding thesis committees:**

		Gender		
		Male	Female	Overall
Departmental committees	Mean	2.3	2.0	2.2
	Percentile 25	1.0	1.0	1.0
	Median	2.0	2.0	2.0
	Percentile 75	3.0	3.0	3.0
	N	378	168	546
University/ School/ Divisional committees	Mean	1.3	1.5	1.3
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	2.0	2.0	2.0
	N	358	156	514
Hospital or WU health system committees	Mean	.0	.0	.0
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	.0	.0	.0
	N	257	117	374
External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)	Mean	1.8	1.7	1.8
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	3.0	2.0	3.0
	N	346	154	500

**Q9. Have you ever served as: CHAIR OF DEPARTMENT/ UNIT**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$chair	Never	295	79.1%	79.3%	163	91.1%	91.1%	458	83.0%	83.1%
	Serving currently or served within the past five academic years	50	13.4%	13.4%	9	5.0%	5.0%	59	10.7%	10.7%
	Served prior to the past five academic years	28	7.5%	7.5%	7	3.9%	3.9%	35	6.3%	6.4%
	Total	373	100.0%	100.3%	179	100.0%	100.0%	552	100.0%	100.2%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q9. Have you ever served as: DIRECTOR OF A DIVISION, CENTER, PROGRAM, OR INSTITUTE**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$director	Never	276	73.0%	74.0%	142	77.2%	78.9%	418	74.4%	75.6%
	Serving currently or served within the past five academic years	78	20.6%	20.9%	35	19.0%	19.4%	113	20.1%	20.4%
	Served prior to the past five academic years	24	6.3%	6.4%	7	3.8%	3.9%	31	5.5%	5.6%
	Total	378	100.0%	101.3%	184	100.0%	102.2%	562	100.0%	101.6%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q9. Have you ever served as: DEAN, ASSOCIATE DEAN, OR ASSISTANT DEAN**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$dean	Never	342	92.4%	92.4%	170	96.0%	96.0%	512	93.6%	93.6%
	Serving currently or served within the past five academic years	11	3.0%	3.0%	5	2.8%	2.8%	16	2.9%	2.9%
	Served prior to the past five academic years	17	4.6%	4.6%	2	1.1%	1.1%	19	3.5%	3.5%
	Total	370	100.0%	100.0%	177	100.0%	100.0%	547	100.0%	100.0%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q9. Have you ever served as: DIRECTOR OF UNDERGRADUATE STUDY**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$undergrad	Never	320	86.7%	87.0%	151	85.3%	85.3%	471	86.3%	86.4%
	Serving currently or served within the past five academic years	27	7.3%	7.3%	19	10.7%	10.7%	46	8.4%	8.4%
	Served prior to the past five academic years	22	6.0%	6.0%	7	4.0%	4.0%	29	5.3%	5.3%
	Total	369	100.0%	100.3%	177	100.0%	100.0%	546	100.0%	100.2%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q9. Have you ever served as: DIRECTOR OF GRADUATE STUDY**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$grad	Never	289	77.5%	77.5%	159	89.8%	89.8%	448	81.5%	81.5%
	Serving currently or served within the past five academic years	46	12.3%	12.3%	8	4.5%	4.5%	54	9.8%	9.8%
	Served prior to the past five academic years	38	10.2%	10.2%	10	5.6%	5.6%	48	8.7%	8.7%
	Total	373	100.0%	100.0%	177	100.0%	100.0%	550	100.0%	100.0%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q9. Have you ever served as: OTHER ADMINISTRATIVE CAPACITY**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$other	Serving currently or served within the past five academic years	89	78.1%	89.9%	43	81.1%	93.5%	132	79.0%	91.0%
	Served prior to the past five academic years	25	21.9%	25.3%	10	18.9%	21.7%	35	21.0%	24.1%
	Total	114	100.0%	115.2%	53	100.0%	115.2%	167	100.0%	115.2%

Note 1: Among those reporting they held another administrative position; Note 2: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q9 cont'd. If so, did you receive teaching relief in exchange for taking on this administrative responsibility:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Chair of department/ unit	Yes	59.8%	52	42.1%	8	56.6%	60
	No	40.2%	35	57.9%	11	43.4%	46
	Total	100.0%	87	100.0%	19	100.0%	106
Director of a division, center, program, or institute	Yes	31.6%	31	44.1%	15	34.8%	46
	No	68.4%	67	55.9%	19	65.2%	86
	Total	100.0%	98	100.0%	34	100.0%	132
Dean, associate dean, or assistant dean	Yes	59.5%	22	66.7%	6	60.9%	28
	No	40.5%	15	33.3%	3	39.1%	18
	Total	100.0%	37	100.0%	9	100.0%	46
Director of undergraduate study	Yes	20.0%	11	23.1%	6	21.0%	17
	No	80.0%	44	76.9%	20	79.0%	64
	Total	100.0%	55	100.0%	26	100.0%	81
Director of graduate study	Yes	27.3%	24	33.3%	6	28.3%	30
	No	72.7%	64	66.7%	12	71.7%	76
	Total	100.0%	88	100.0%	18	100.0%	106
Other administrative capacity	Yes	12.3%	10	17.5%	7	14.0%	17
	No	87.7%	71	82.5%	33	86.0%	104
	Total	100.0%	81	100.0%	40	100.0%	121

Note: 'Not applicable' counted same as missing.

**Q10. Have you ever been asked to serve in any of the following roles:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Chair of department	Yes	24.2%	86	12.1%	19	20.5%	105
	No	75.8%	269	87.9%	138	79.5%	407
	Total	100.0%	355	100.0%	157	100.0%	512
Director of a division, center, program or institute	Yes	28.2%	100	25.6%	40	27.4%	140
	No	71.8%	255	74.4%	116	72.6%	371
	Total	100.0%	355	100.0%	156	100.0%	511
Dean, Associate Dean, Assistant Dean	Yes	11.8%	42	7.1%	11	10.4%	53
	No	88.2%	313	92.9%	145	89.6%	458
	Total	100.0%	355	100.0%	156	100.0%	511
Director of Undergraduate Study	Yes	13.9%	48	17.2%	26	14.9%	74
	No	86.1%	298	82.8%	125	85.1%	423
	Total	100.0%	346	100.0%	151	100.0%	497
Director of Graduate Study	Yes	21.7%	76	12.4%	19	18.9%	95
	No	78.3%	274	87.6%	134	81.1%	408
	Total	100.0%	350	100.0%	153	100.0%	503
Other	Yes	24.8%	26	31.0%	13	26.5%	39
	No	75.2%	79	69.0%	29	73.5%	108
	Total	100.0%	105	100.0%	42	100.0%	147

Note: 'Not applicable' counted same as missing.

**Q11.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How willing are you to assume leadership positions if asked to serve?	Very unwilling	9.4%	36	8.9%	16	9.3%	52
	Somewhat unwilling	11.3%	43	9.5%	17	10.7%	60
	Neither unwilling nor willing	14.7%	56	15.6%	28	15.0%	84
	Somewhat willing	38.1%	145	40.8%	73	38.9%	218
	Very willing to serve	26.5%	101	25.1%	45	26.1%	146
	Total	100.0%	381	100.0%	179	100.0%	560

**Q12. In the past twelve months, how many of each of the following did you submit:**

		Gender		
		Male	Female	Overall
Papers for publication in peer-reviewed journals	Mean	3.9	3.0	3.6
	Percentile 25	2.0	1.0	2.0
	Median	3.0	2.0	3.0
	Percentile 75	5.0	4.0	5.0
	N	309	122	431
Papers for presentation at conferences	Mean	4.0	3.3	3.7
	Percentile 25	2.0	2.0	2.0
	Median	3.0	3.0	3.0
	Percentile 75	5.0	4.0	5.0
	N	308	139	447
Books: authored	Mean	1.3	1.0	1.3
	Percentile 25	1.0	1.0	1.0
	Median	1.0	1.0	1.0
	Percentile 75	1.0	1.0	1.0
	N	85	31	116
Books: edited	Mean	1.5	1.6	1.5
	Percentile 25	1.0	1.0	1.0
	Median	1.0	1.0	1.0
	Percentile 75	1.0	1.5	1.0
	N	67	24	91
Chapters in books	Mean	2.2	1.8	2.1
	Percentile 25	1.0	1.0	1.0
	Median	2.0	1.0	1.0
	Percentile 75	2.0	2.0	2.0
	N	149	60	209
Other scholarly or creative works	Mean	3.6	3.2	3.4
	Percentile 25	2.0	1.0	1.0
	Median	3.0	2.0	3.0
	Percentile 75	5.0	4.0	5.0
	N	56	40	96

Note: Among those who reported one or more submissions; this question did not have a 'zero' option.

**Q12. In the past twelve months, how many of each of the following did you submit: (cont.)**

		Gender		
		Male	Female	Overall
Grant proposals	Mean	2.7	2.4	2.6
	Percentile 25	1.0	1.0	1.0
	Median	2.0	2.0	2.0
	Percentile 75	4.0	4.0	4.0
	N	207	78	285

Note: Among those who reported one or more submissions; this question did not have a 'zero' option.

**Q13.**

		Gender		
		Male	Female	Overall
During an academic year, how many hours is your typical work week?	Mean	55.7	52.7	54.7
	Percentile 25	50.0	45.0	50.0
	Median	55.0	50.0	55.0
	Percentile 75	60.0	60.0	60.0
	N	324	169	493

**Q14. As you think about how you spend your time in an academic year, what PERCENT of your average work week do you spend on each of the following work-related activities:**

		Gender		
		Male	Female	Overall
Teaching (including preparing materials for class, lecturing, etc.)	Mean	34.8	43.8	37.6
	Percentile 25	23.0	30.0	25.0
	Median	30.0	40.0	35.0
	Percentile 75	45.0	60.0	50.0
	N	325	151	476
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	Mean	14.1	15.4	14.5
	Percentile 25	10.0	10.0	10.0
	Median	10.0	15.0	10.0
	Percentile 75	20.0	20.0	20.0
	N	332	152	484

Note: Limited to responses that add up to 100% (85% of total responses).

**Q14. As you think about how you spend your time in an academic year, what PERCENT of your average work week do you spend on each of the following work-related activities: (cont.)**

		Gender		
		Male	Female	Overall
Scholarship or conducting research (including writing, attending professional meetings, etc.)	Mean	35.8	30.8	34.3
	Percentile 25	20.0	10.0	20.0
	Median	35.0	25.0	30.0
	Percentile 75	50.0	45.0	50.0
	N	320	139	459
Fulfilling administrative responsibilities/ committee work/ University service	Mean	16.4	15.0	16.0
	Percentile 25	8.0	5.0	5.0
	Median	10.0	10.0	10.0
	Percentile 75	20.0	20.0	20.0
	N	304	139	443
Clinical duties (patient care and patient-related meetings, paperwork, etc., Medical School)	Mean	5.6	16.0	9.3
	Percentile 25	1.0	10.0	1.0
	Median	1.0	10.0	5.0
	Percentile 75	5.0	20.0	15.0
	N	9	5	14
External paid consulting	Mean	5.6	4.9	5.5
	Percentile 25	2.0	2.0	2.0
	Median	5.0	4.0	5.0
	Percentile 75	5.0	5.0	5.0
	N	63	10	73
Other work-related activities	Mean	13.1	14.9	13.8
	Percentile 25	6.5	5.0	5.0
	Median	10.0	10.0	10.0
	Percentile 75	15.0	20.0	15.0
	N	52	37	89

Note: Limited to responses that add up to 100% (85% of total responses).

Please indicate your agreement or disagreement with the following statements:

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Q15. My colleagues value my research/ scholarship.	Strongly disagree	3.0%	11	6.4%	11	4.1%	22
	Somewhat disagree	9.2%	34	5.8%	10	8.1%	44
	Neither agree nor disagree	14.6%	54	14.5%	25	14.5%	79
	Somewhat agree	36.9%	137	36.0%	62	36.6%	199
	Strongly agree	36.4%	135	37.2%	64	36.6%	199
	Total	100.0%	371	100.0%	172	100.0%	543
Q16. I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Strongly disagree	9.1%	34	10.4%	19	9.5%	53
	Somewhat disagree	11.8%	44	14.2%	26	12.6%	70
	Neither agree nor disagree	16.4%	61	18.0%	33	16.9%	94
	Somewhat agree	30.6%	114	30.1%	55	30.5%	169
	Strongly agree	32.0%	119	27.3%	50	30.5%	169
	Total	100.0%	372	100.0%	183	100.0%	555
Q17. I am satisfied with opportunities to collaborate with faculty in other units at Washington University.	Strongly disagree	4.7%	17	9.5%	16	6.2%	33
	Somewhat disagree	13.0%	47	16.7%	28	14.2%	75
	Neither agree nor disagree	24.4%	88	22.0%	37	23.6%	125
	Somewhat agree	32.7%	118	33.9%	57	33.1%	175
	Strongly agree	25.2%	91	17.9%	30	22.9%	121
	Total	100.0%	361	100.0%	168	100.0%	529
Q18. Interdisciplinary research is recognized and rewarded by my department/ unit.	Strongly disagree	7.8%	28	6.2%	10	7.3%	38
	Somewhat disagree	14.1%	51	9.9%	16	12.8%	67
	Neither agree nor disagree	17.2%	62	20.4%	33	18.2%	95
	Somewhat agree	34.3%	124	29.6%	48	32.9%	172
	Strongly agree	26.6%	96	34.0%	55	28.9%	151
	Total	100.0%	361	100.0%	162	100.0%	523

Note: 'Not applicable' counted same as missing.

Please indicate your agreement or disagreement with the following statements: (cont.)

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Q19. Interdisciplinary research is recognized and rewarded by my school.	Strongly disagree	6.1%	22	4.8%	8	5.7%	30
	Somewhat disagree	12.5%	45	10.7%	18	11.9%	63
	Neither agree nor disagree	22.5%	81	16.7%	28	20.6%	109
	Somewhat agree	33.9%	122	36.3%	61	34.7%	183
	Strongly agree	25.0%	90	31.5%	53	27.1%	143
	Total	100.0%	360	100.0%	168	100.0%	528
Q20. My chair/ director/ dean creates a collegial and supportive environment.	Strongly disagree	9.1%	33	10.2%	18	9.4%	51
	Somewhat disagree	9.9%	36	10.2%	18	10.0%	54
	Neither agree nor disagree	12.6%	46	11.3%	20	12.2%	66
	Somewhat agree	25.3%	92	23.2%	41	24.6%	133
	Strongly agree	43.1%	157	45.2%	80	43.8%	237
	Total	100.0%	364	100.0%	177	100.0%	541
Q21. My chair/ director/ dean helps me obtain the resources I need.	Strongly disagree	9.5%	33	7.1%	12	8.7%	45
	Somewhat disagree	10.3%	36	10.7%	18	10.4%	54
	Neither agree nor disagree	20.1%	70	17.2%	29	19.1%	99
	Somewhat agree	26.7%	93	29.6%	50	27.7%	143
	Strongly agree	33.3%	116	35.5%	60	34.0%	176
	Total	100.0%	348	100.0%	169	100.0%	517
Q22. My chair/ director/ dean articulates clear criteria for promotion and tenure.	Strongly disagree	9.0%	28	15.3%	23	11.0%	51
	Somewhat disagree	10.3%	32	13.3%	20	11.3%	52
	Neither agree nor disagree	19.6%	61	12.7%	19	17.3%	80
	Somewhat agree	30.8%	96	24.7%	37	28.8%	133
	Strongly agree	30.4%	95	34.0%	51	31.6%	146
	Total	100.0%	312	100.0%	150	100.0%	462

Note: 'Not applicable' counted same as missing.

Please indicate your agreement or disagreement with the following statements: (cont.)

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Q23. I have a voice in the decision-making that affects the direction of my department/ unit.	Strongly disagree	12.7%	47	12.9%	23	12.8%	70
	Somewhat disagree	11.3%	42	14.0%	25	12.2%	67
	Neither agree nor disagree	11.3%	42	10.7%	19	11.1%	61
	Somewhat agree	30.7%	114	30.3%	54	30.6%	168
	Strongly agree	34.0%	126	32.0%	57	33.3%	183
	Total	100.0%	371	100.0%	178	100.0%	549
Q24. I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Strongly disagree	3.8%	14	1.1%	2	2.9%	16
	Somewhat disagree	4.7%	17	8.3%	15	5.9%	32
	Neither agree nor disagree	11.5%	42	17.7%	32	13.6%	74
	Somewhat agree	39.5%	144	34.3%	62	37.7%	206
	Strongly agree	40.5%	148	38.7%	70	39.9%	218
	Total	100.0%	365	100.0%	181	100.0%	546
Q25. My department/ unit is a good fit for me.	Strongly disagree	5.0%	19	4.9%	9	5.0%	28
	Somewhat disagree	9.2%	35	7.7%	14	8.7%	49
	Neither agree nor disagree	12.1%	46	11.0%	20	11.7%	66
	Somewhat agree	33.1%	126	28.6%	52	31.6%	178
	Strongly agree	40.7%	155	47.8%	87	43.0%	242
	Total	100.0%	381	100.0%	182	100.0%	563
Q26. My department/ unit is a place where individual faculty may comfortably raise personal and/ or family responsibilities when scheduling departmental/ unit obligations.	Strongly disagree	3.9%	14	9.9%	17	5.8%	31
	Somewhat disagree	5.6%	20	9.3%	16	6.8%	36
	Neither agree nor disagree	19.0%	68	12.8%	22	17.0%	90
	Somewhat agree	34.4%	123	29.1%	50	32.6%	173
	Strongly agree	37.2%	133	39.0%	67	37.7%	200
	Total	100.0%	358	100.0%	172	100.0%	530

Note: 'Not applicable' counted same as missing.

Please indicate your agreement or disagreement with the following statements: (cont.)

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Q27. I feel excluded from an informal network in my department/ unit.	Strongly disagree	38.3%	142	37.1%	66	37.9%	208
	Somewhat disagree	20.5%	76	18.5%	33	19.9%	109
	Neither agree nor disagree	20.5%	76	20.8%	37	20.6%	113
	Somewhat agree	14.6%	54	15.2%	27	14.8%	81
	Strongly agree	6.2%	23	8.4%	15	6.9%	38
	Total	100.0%	371	100.0%	178	100.0%	549
Q28. I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Strongly disagree	36.4%	134	30.5%	51	34.6%	185
	Somewhat disagree	14.1%	52	13.8%	23	14.0%	75
	Neither agree nor disagree	30.2%	111	20.4%	34	27.1%	145
	Somewhat agree	12.5%	46	21.6%	36	15.3%	82
	Strongly agree	6.8%	25	13.8%	23	9.0%	48
	Total	100.0%	368	100.0%	167	100.0%	535
Q29. I feel that my department/ unit is adequately supported by the leadership of Washington University.	Strongly disagree	10.9%	41	12.4%	22	11.4%	63
	Somewhat disagree	21.3%	80	20.3%	36	21.0%	116
	Neither agree nor disagree	16.2%	61	14.1%	25	15.6%	86
	Somewhat agree	24.5%	92	29.4%	52	26.0%	144
	Strongly agree	27.1%	102	23.7%	42	26.0%	144
	Total	100.0%	376	100.0%	177	100.0%	553
Q30. My department/ unit creates a welcoming environment for women faculty.	Strongly disagree	3.8%	14	4.4%	8	4.0%	22
	Somewhat disagree	7.4%	27	9.9%	18	8.2%	45
	Neither agree nor disagree	16.2%	59	17.0%	31	16.5%	90
	Somewhat agree	30.7%	112	26.4%	48	29.3%	160
	Strongly agree	41.9%	153	42.3%	77	42.0%	230
	Total	100.0%	365	100.0%	182	100.0%	547

Note: 'Not applicable' counted same as missing.

Please indicate your agreement or disagreement with the following statements: (cont.)

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Q31. My department/ unit creates a welcoming environment for racial or ethnic minority faculty.	Strongly disagree	4.7%	16	3.9%	6	4.4%	22
	Somewhat disagree	9.0%	31	9.7%	15	9.3%	46
	Neither agree nor disagree	24.2%	83	31.8%	49	26.6%	132
	Somewhat agree	26.2%	90	24.7%	38	25.8%	128
	Strongly agree	35.9%	123	29.9%	46	34.0%	169
	Total	100.0%	343	100.0%	154	100.0%	497
Q32. I am very interested in what others think about my department/ unit.	Strongly disagree	1.6%	6	1.7%	3	1.6%	9
	Somewhat disagree	6.1%	23	5.0%	9	5.8%	32
	Neither agree nor disagree	22.1%	83	28.9%	52	24.3%	135
	Somewhat agree	38.7%	145	36.7%	66	38.0%	211
	Strongly agree	31.5%	118	27.8%	50	30.3%	168
	Total	100.0%	375	100.0%	180	100.0%	555
Q33. When someone criticizes my department/ unit, it feels like a personal insult.	Strongly disagree	14.6%	53	14.9%	26	14.7%	79
	Somewhat disagree	13.0%	47	14.4%	25	13.4%	72
	Neither agree nor disagree	25.1%	91	29.3%	51	26.5%	142
	Somewhat agree	35.4%	128	28.2%	49	33.0%	177
	Strongly agree	11.9%	43	13.2%	23	12.3%	66
	Total	100.0%	362	100.0%	174	100.0%	536

Note: 'Not applicable' counted same as missing.

### Agreement with Statements about Work Environment

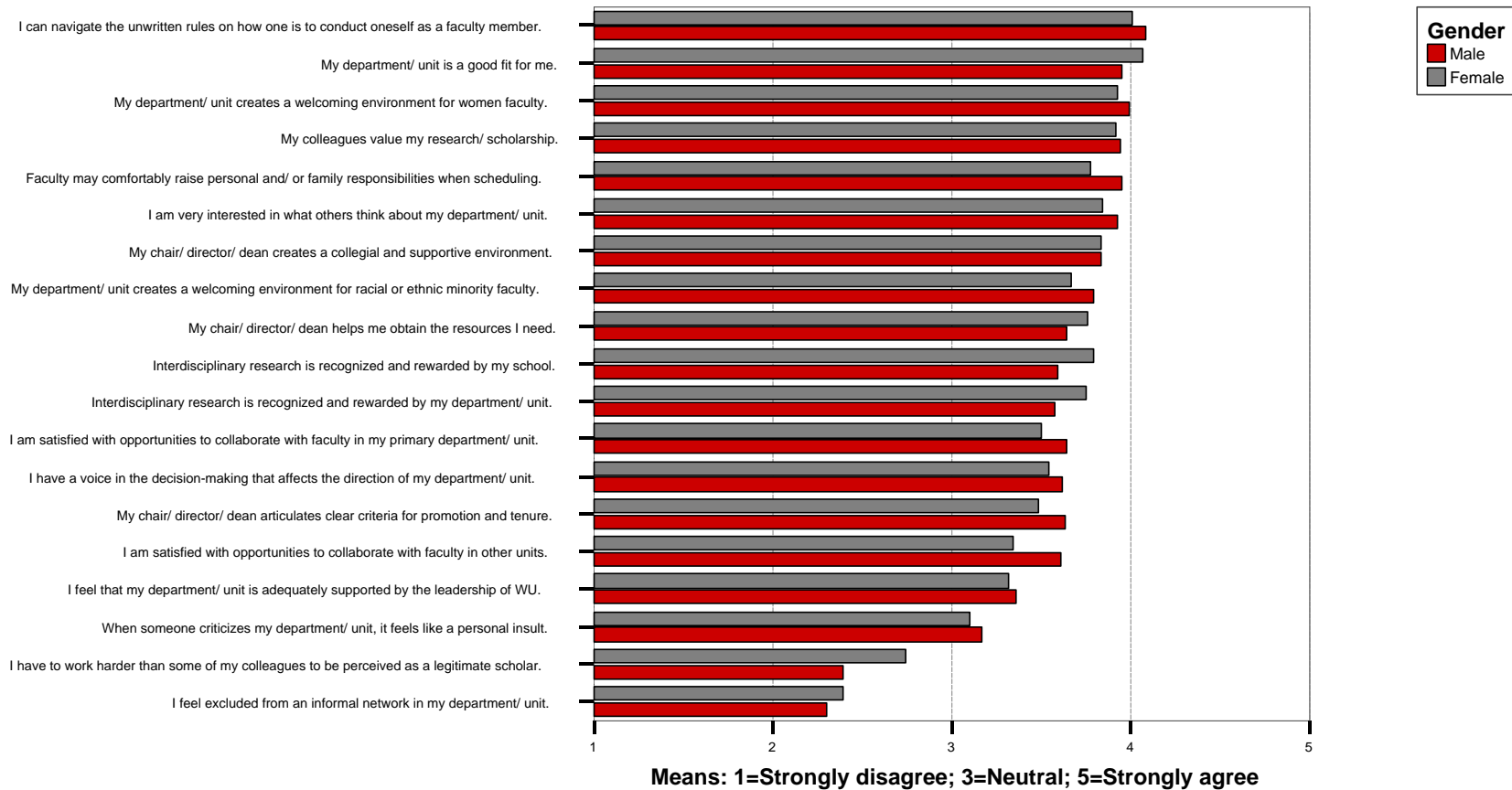


Chart sorted in descending order by overall means.

**Q34. During the last five years at Washington University, have you heard other faculty make demeaning remarks based on:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Race, ethnicity or national origin	No	86.3%	328	79.8%	146	84.2%	474
	Yes, occasionally	12.9%	49	19.1%	35	14.9%	84
	Yes, often	.8%	3	1.1%	2	.9%	5
	Total	100.0%	380	100.0%	183	100.0%	563
Gender	No	83.6%	316	67.8%	124	78.4%	440
	Yes, occasionally	14.6%	55	29.0%	53	19.3%	108
	Yes, often	1.9%	7	3.3%	6	2.3%	13
	Total	100.0%	378	100.0%	183	100.0%	561
Sexual orientation or identification	No	87.3%	329	82.4%	150	85.7%	479
	Yes, occasionally	11.4%	43	16.5%	30	13.1%	73
	Yes, often	1.3%	5	1.1%	2	1.3%	7
	Total	100.0%	377	100.0%	182	100.0%	559

**Q35.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Do you believe that Washington University policies and procedures concerning response to sexual harassment are:	Appropriate and the WU community is well informed	65.0%	249	37.4%	68	56.1%	317
	Appropriate but not well understood	14.1%	54	22.0%	40	16.6%	94
	Inadequate and should be improved	4.4%	17	8.8%	16	5.8%	33
	Don't know	16.4%	63	31.9%	58	21.4%	121
	Total	100.0%	383	100.0%	182	100.0%	565

**Q36. While at Washington University, have you served as a mentor for another faculty member? (check all that apply)**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
Mentor	Yes, through a formal program	61	15.3%	16.0%	12	6.3%	6.6%	73	12.4%	12.9%
	Yes, informally	175	43.8%	45.8%	79	41.4%	43.4%	254	43.0%	45.0%
	No	164	41.0%	42.9%	100	52.4%	54.9%	264	44.7%	46.8%
	Total	400	100.0%	104.7%	191	100.0%	104.9%	591	100.0%	104.8%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q37.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Have you had a formal mentor within your department or unit?	Yes, one was assigned to me	10.2%	39	16.8%	31	12.4%	70
	Yes, one was chosen by me	7.1%	27	9.2%	17	7.8%	44
	No	82.7%	315	73.9%	136	79.8%	451
	Total	100.0%	381	100.0%	184	100.0%	565

**Q38.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How helpful have you found this formal mentoring?	Very unhelpful	22.1%	15	12.8%	6	18.3%	21
	Somewhat unhelpful	5.9%	4	8.5%	4	7.0%	8
	Neither helpful nor unhelpful	19.1%	13	14.9%	7	17.4%	20
	Somewhat helpful	20.6%	14	29.8%	14	24.3%	28
	Very helpful	32.4%	22	34.0%	16	33.0%	38
	Total	100.0%	68	100.0%	47	100.0%	115

Note: 'Not applicable' counted same as missing.

**Q39.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
While at Washington University, have you had one or more informal mentors?	Yes	52.4%	196	75.3%	137	59.9%	333
	No	47.6%	178	24.7%	45	40.1%	223
	Total	100.0%	374	100.0%	182	100.0%	556

**Q40.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How helpful have you found this informal mentoring?	Very unhelpful	11.5%	22	8.2%	11	10.2%	33
	Somewhat unhelpful	6.3%	12	2.2%	3	4.6%	15
	Neither helpful nor unhelpful	5.8%	11	.7%	1	3.7%	12
	Somewhat helpful	23.0%	44	29.1%	39	25.5%	83
	Very helpful	53.4%	102	59.7%	80	56.0%	182
	Total	100.0%	191	100.0%	134	100.0%	325

Note: 'Not applicable' counted same as missing.

**Q41.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
While at Washington University, do you feel as though you have received adequate mentoring?	Yes	61.8%	178	52.3%	81	58.5%	259
	No	38.2%	110	47.7%	74	41.5%	184
	Total	100.0%	288	100.0%	155	100.0%	443

Note: 'Not applicable' counted same as missing.

**Q42.**

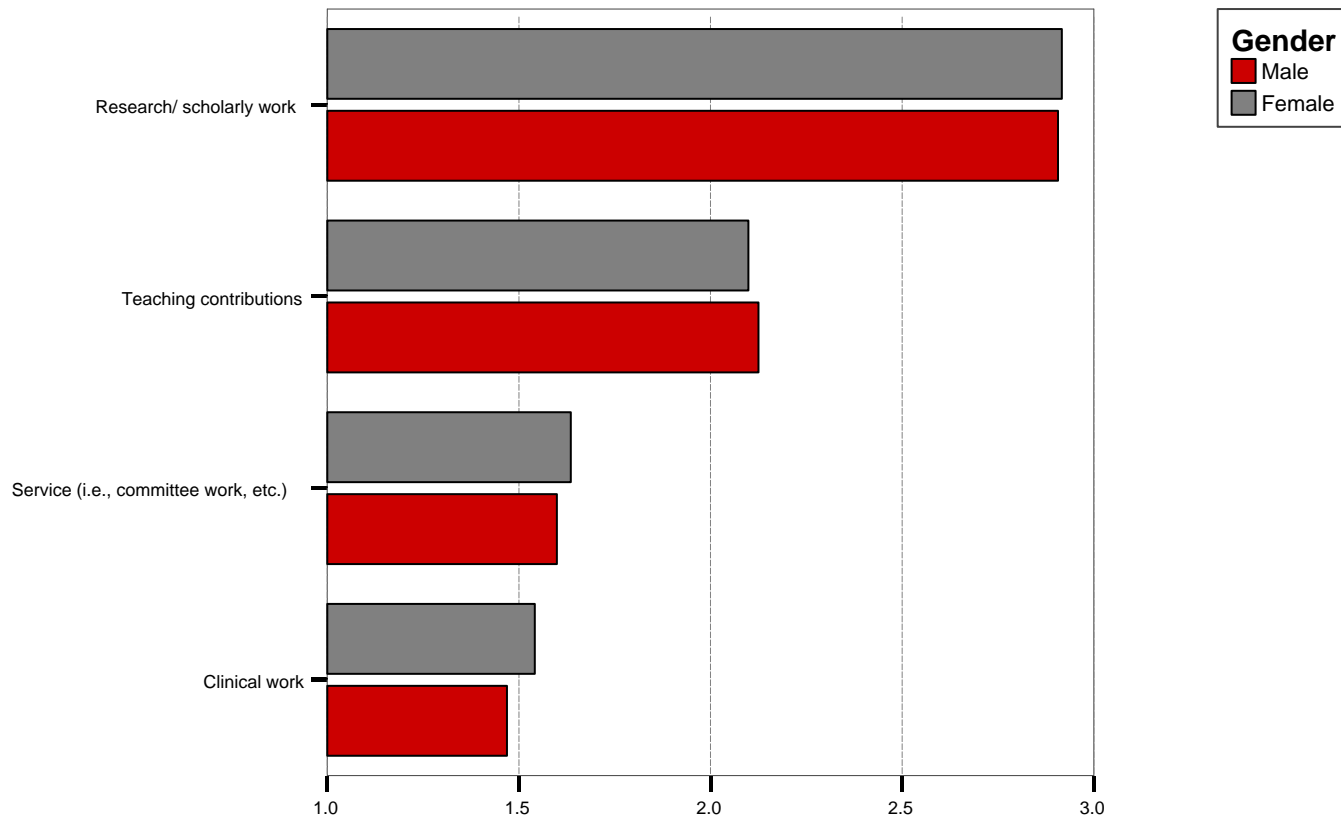
		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
To what extent do you agree that the criteria for tenure are clearly communicated?	Strongly disagree	6.8%	25	10.9%	19	8.1%	44
	Somewhat disagree	15.4%	57	18.3%	32	16.4%	89
	Neither agree nor disagree	12.2%	45	12.0%	21	12.1%	66
	Somewhat agree	31.4%	116	24.0%	42	29.0%	158
	Strongly agree	26.0%	96	15.4%	27	22.6%	123
	Don't know	8.1%	30	19.4%	34	11.8%	64
	Total	100.0%	369	100.0%	175	100.0%	544

**Q43. In your experience, to what extent are the following items valued in the tenure process:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Research/ scholarly work	Valued slightly or not at all	.3%	1	1.3%	2	.6%	3
	Somewhat valued	7.9%	28	4.5%	7	6.9%	35
	Highly valued	87.3%	308	83.4%	131	86.1%	439
	Don't know	4.5%	16	10.8%	17	6.5%	33
	Total	100.0%	353	100.0%	157	100.0%	510
Teaching contributions	Valued slightly or not at all	15.9%	56	12.7%	20	14.9%	76
	Somewhat valued	51.7%	182	53.2%	84	52.2%	266
	Highly valued	27.8%	98	21.5%	34	25.9%	132
	Don't know	4.5%	16	12.7%	20	7.1%	36
	Total	100.0%	352	100.0%	158	100.0%	510
Clinical work	Valued slightly or not at all	35.4%	23	28.6%	14	32.5%	37
	Somewhat valued	13.8%	9	14.3%	7	14.0%	16
	Highly valued	6.2%	4	6.1%	3	6.1%	7
	Don't know	44.6%	29	51.0%	25	47.4%	54
	Total	100.0%	65	100.0%	49	100.0%	114
Service (i.e., committee work, etc.)	Valued slightly or not at all	42.7%	149	36.7%	58	40.8%	207
	Somewhat valued	44.1%	154	38.0%	60	42.2%	214
	Highly valued	5.7%	20	7.0%	11	6.1%	31
	Don't know	7.4%	26	18.4%	29	10.8%	55
	Total	100.0%	349	100.0%	158	100.0%	507

Note: 'Not applicable' counted same as missing.

### Extent Items are Valued in Tenure Process



Means: 1=Valued slightly or not at all; 2=Somewhat valued; 3=Highly valued

Chart sorted in descending order by overall means.

**Q44. How appropriately are these items valued in the tenure process:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Research/ scholarly work	Very undervalued	1.1%	4	1.3%	2	1.2%	6
	Somewhat undervalued	4.0%	14	3.2%	5	3.8%	19
	Valued appropriately	73.9%	260	53.2%	82	67.6%	342
	Somewhat overvalued	11.9%	42	20.1%	31	14.4%	73
	Very overvalued	4.0%	14	5.8%	9	4.5%	23
	Don't know	5.1%	18	16.2%	25	8.5%	43
	Total	100.0%	352	100.0%	154	100.0%	506
Teaching contributions	Very undervalued	9.1%	32	14.8%	23	10.8%	55
	Somewhat undervalued	29.0%	102	32.9%	51	30.2%	153
	Valued appropriately	48.0%	169	33.5%	52	43.6%	221
	Somewhat overvalued	6.3%	22	1.9%	3	4.9%	25
	Very overvalued	2.3%	8	1.3%	2	2.0%	10
	Don't know	5.4%	19	15.5%	24	8.5%	43
	Total	100.0%	352	100.0%	155	100.0%	507
Clinical work	Very undervalued	13.9%	10	13.0%	7	13.5%	17
	Somewhat undervalued	6.9%	5	13.0%	7	9.5%	12
	Valued appropriately	26.4%	19	16.7%	9	22.2%	28
	Somewhat overvalued	.0%	0	.0%	0	.0%	0
	Very overvalued	1.4%	1	.0%	0	.8%	1
	Don't know	51.4%	37	57.4%	31	54.0%	68
	Total	100.0%	72	100.0%	54	100.0%	126

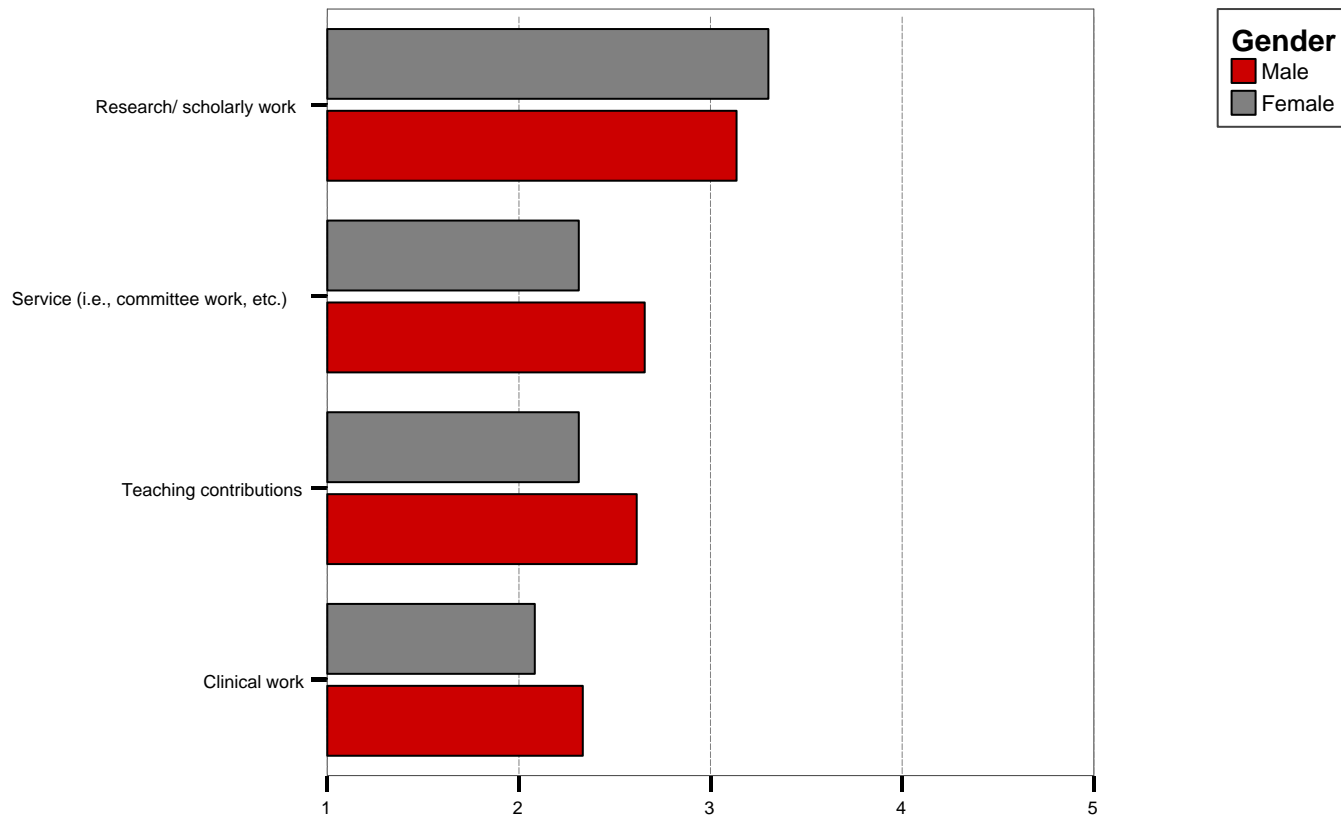
Note: 'Not applicable' counted same as missing.

**Q44. How appropriately are these items valued in the tenure process: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Service (i.e., committee work, etc.)	Very undervalued	6.4%	22	14.3%	22	8.8%	44
	Somewhat undervalued	24.9%	86	27.9%	43	25.8%	129
	Valued appropriately	53.5%	185	31.2%	48	46.6%	233
	Somewhat overvalued	5.2%	18	1.9%	3	4.2%	21
	Very overvalued	.9%	3	1.3%	2	1.0%	5
	Don't know	9.2%	32	23.4%	36	13.6%	68
	Total	100.0%	346	100.0%	154	100.0%	500

Note: 'Not applicable' counted same as missing.

### How Appropriately Items are Valued in Tenure Process



Means: 1=Very undervalued; 3=Valued appropriately; 5=Very overvalued

Chart sorted in descending order by overall means.

**Q45. In your experience, how appropriately are these items valued for progress in an academic career at Washington University for other (non-tenure) tracks:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Research/ scholarly work	Very undervalued	4.0%	13	7.7%	12	5.2%	25
	Somewhat undervalued	8.4%	27	8.4%	13	8.4%	40
	Valued appropriately	41.3%	133	23.2%	36	35.4%	169
	Somewhat overvalued	5.0%	16	8.4%	13	6.1%	29
	Very overvalued	3.7%	12	4.5%	7	4.0%	19
	Don't know	37.6%	121	47.7%	74	40.9%	195
	Total	100.0%	322	100.0%	155	100.0%	477
Teaching contributions	Very undervalued	7.3%	23	7.0%	11	7.2%	34
	Somewhat undervalued	13.2%	42	20.9%	33	15.8%	75
	Valued appropriately	40.7%	129	25.9%	41	35.8%	170
	Somewhat overvalued	2.8%	9	2.5%	4	2.7%	13
	Very overvalued	1.3%	4	.6%	1	1.1%	5
	Don't know	34.7%	110	43.0%	68	37.5%	178
	Total	100.0%	317	100.0%	158	100.0%	475
Clinical work	Very undervalued	4.7%	7	6.5%	6	5.4%	13
	Somewhat undervalued	2.0%	3	3.2%	3	2.5%	6
	Valued appropriately	10.1%	15	7.5%	7	9.1%	22
	Somewhat overvalued	.7%	1	.0%	0	.4%	1
	Very overvalued	.0%	0	.0%	0	.0%	0
	Don't know	82.4%	122	82.8%	77	82.6%	199
	Total	100.0%	148	100.0%	93	100.0%	241

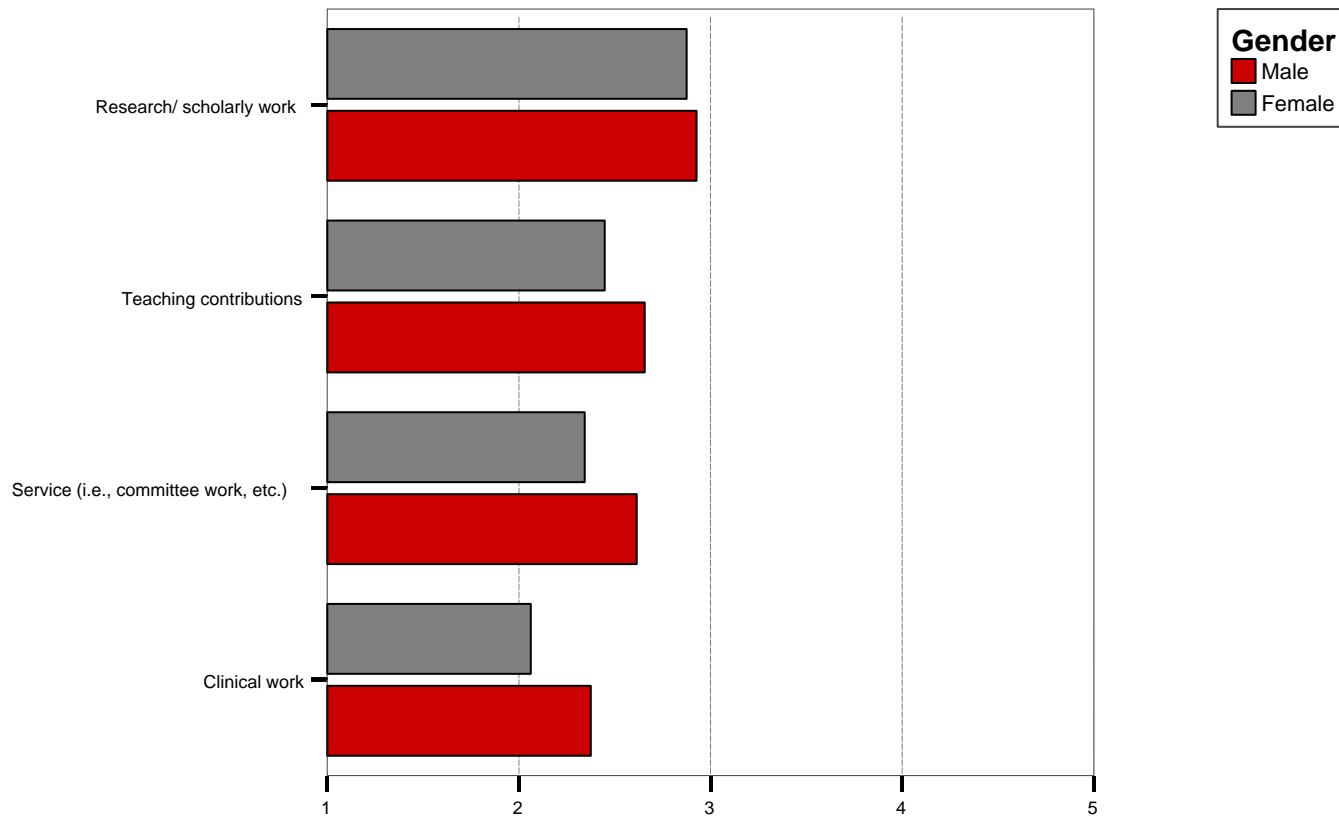
Note: 'Not applicable' counted same as missing.

**Q45. In your experience, how appropriately are these items valued for progress in an academic career at Washington University for other (non-tenure) tracks: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Service (i.e., committee work, etc.)	Very undervalued	6.5%	20	9.9%	15	7.6%	35
	Somewhat undervalued	14.2%	44	15.1%	23	14.5%	67
	Valued appropriately	35.8%	111	17.8%	27	29.9%	138
	Somewhat overvalued	1.9%	6	3.3%	5	2.4%	11
	Very overvalued	1.3%	4	.7%	1	1.1%	5
	Don't know	40.3%	125	53.3%	81	44.6%	206
	Total	100.0%	310	100.0%	152	100.0%	462

Note: 'Not applicable' counted same as missing.

### How Appropriately Items are Valued for Non-Tenure Tracks



Means: 1=Very undervalued; 3=Valued appropriately; 5=Very overvalued

Chart sorted in descending order by overall means.

**Q46. Has your unit/ department ever nominated you for an award in the following areas:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Teaching	Yes	23.4%	79	16.9%	26	21.4%	105
	No	76.6%	258	83.1%	128	78.6%	386
	Total	100.0%	337	100.0%	154	100.0%	491
Research	Yes	14.5%	46	11.9%	17	13.7%	63
	No	85.5%	272	88.1%	126	86.3%	398
	Total	100.0%	318	100.0%	143	100.0%	461
Clinical work	Yes	.0%	0	3.1%	2	1.3%	2
	No	100.0%	90	96.9%	62	98.7%	152
	Total	100.0%	90	100.0%	64	100.0%	154
Service	Yes	4.1%	12	5.1%	7	4.4%	19
	No	95.9%	283	94.9%	131	95.6%	414
	Total	100.0%	295	100.0%	138	100.0%	433
Combined areas	Yes	7.7%	21	8.9%	11	8.1%	32
	No	92.3%	251	91.1%	113	91.9%	364
	Total	100.0%	272	100.0%	124	100.0%	396

Note: 'Not applicable' counted same as missing.

**Q47.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Has your unit/ department failed to nominate you for an award for which you believe you were qualified?	Yes	17.4%	64	9.1%	16	14.8%	80
	No	50.1%	184	54.3%	95	51.5%	279
	Don't know	32.4%	119	36.6%	64	33.8%	183
	Total	100.0%	367	100.0%	175	100.0%	542

**Q48.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Since you started working at Washington University, 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?	Yes, within the past year	2.4%	9	12.3%	22	5.6%	31
	Yes, more than a year ago but within the past five years	3.2%	12	11.7%	21	6.0%	33
	Yes, more than five years ago	1.3%	5	11.2%	20	4.5%	25
	No	93.0%	345	64.8%	116	83.8%	461
	Total	100.0%	371	100.0%	179	100.0%	550

**Q49. If yes, what were the reasons for workload relief? (check all that apply)**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$relief	Care giving responsibility for a child	14	50.0%	53.8%	40	62.5%	66.7%	54	58.7%	62.8%
	Care giving responsibility for a parent	2	7.1%	7.7%	1	1.6%	1.7%	3	3.3%	3.5%
	My own health issues	8	28.6%	30.8%	19	29.7%	31.7%	27	29.3%	31.4%
	Health issues of an immediate family member	3	10.7%	11.5%	3	4.7%	5.0%	6	6.5%	7.0%
	Other	1	3.6%	3.8%	1	1.6%	1.7%	2	2.2%	2.3%
	Total	28	100.0%	107.7%	64	100.0%	106.7%	92	100.0%	107.0%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q50.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How supportive was your department/ unit concerning your relief from teaching or other workload duties?	Very unsupportive	19.4%	6	3.3%	2	8.7%	8
	Somewhat unsupportive	16.1%	5	6.6%	4	9.8%	9
	Neither supportive nor unsupportive	.0%	0	8.2%	5	5.4%	5
	Somewhat supportive	19.4%	6	18.0%	11	18.5%	17
	Very supportive	45.2%	14	63.9%	39	57.6%	53
Total		100.0%	31	100.0%	61	100.0%	92

Note: 'Not applicable' counted same as missing.

**Q51.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Since you started working at Washington University, have you had your tenure clock slowed or stopped for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?	Yes, within the past year	1.0%	3	5.0%	6	2.2%	9
	Yes, more than a year ago but within the past five years	.7%	2	10.9%	13	3.7%	15
	Yes, more than five years ago	.3%	1	5.9%	7	2.0%	8
	No	97.9%	283	78.2%	93	92.2%	376
	Total	100.0%	289	100.0%	119	100.0%	408

Note: 'Not applicable' counted same as missing.

**Q51 cont'd. If yes, what were the reasons for adjusting the tenure clock? (check all that apply)**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$clock2	Care giving responsibility for a child	6	85.7%	100.0%	23	79.3%	82.1%	29	80.6%	85.3%
	Other reasons	1	14.3%	16.7%	6	20.7%	21.4%	7	19.4%	20.6%
	Total	7	100.0%	116.7%	29	100.0%	103.6%	36	100.0%	105.9%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q52.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How supportive was your department/ unit concerning your having your tenure clock stopped or slowed?	Very unsupportive	22.2%	2	3.7%	1	8.3%	3
	Somewhat unsupportive	11.1%	1	3.7%	1	5.6%	2
	Neither supportive nor unsupportive	11.1%	1	14.8%	4	13.9%	5
	Somewhat supportive	.0%	0	7.4%	2	5.6%	2
	Very supportive	55.6%	5	70.4%	19	66.7%	24
	Total	100.0%	9	100.0%	27	100.0%	36

Note: 'Not applicable' counted same as missing.

Q53. If you have considered making a request for workload relief or tenure clock adjustment, but decided against making the request, please explain why  
[Open response]

**Q54. While at Washington University, have you received any of the following resources? If so, how did it come about -- the result of the terms of an award, an offer by the university or through negotiation initiated by you:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Course release time	Received as terms of an award	6.6%	22	7.7%	12	7.0%	34
	Offered by the university and I accepted	21.7%	72	16.8%	26	20.1%	98
	Received as result of negotiation I initiated	21.4%	71	20.6%	32	21.1%	103
	Not applicable	50.3%	167	54.8%	85	51.7%	252
	Total	100.0%	332	100.0%	155	100.0%	487
Lab or studio equipment	Received as terms of an award	4.7%	15	3.2%	5	4.2%	20
	Offered by the university and I accepted	9.5%	30	7.1%	11	8.7%	41
	Received as result of negotiation I initiated	17.4%	55	6.5%	10	13.8%	65
	Not applicable	68.5%	217	83.2%	129	73.3%	346
	Total	100.0%	317	100.0%	155	100.0%	472

**Q54. While at Washington University, have you received any of the following resources? If so, how did it come about -- the result of the terms of an award, an offer by the university or through negotiation initiated by you: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Lab or studio space	Received as terms of an award	2.2%	7	.0%	0	1.5%	7
	Offered by the university and I accepted	12.8%	41	11.0%	17	12.2%	58
	Received as result of negotiation I initiated	16.3%	52	5.8%	9	12.9%	61
	Not applicable	68.8%	220	83.1%	128	73.4%	348
	Total	100.0%	320	100.0%	154	100.0%	474
Renovation of lab/ studio space	Received as terms of an award	1.0%	3	.6%	1	.9%	4
	Offered by the university and I accepted	13.7%	43	7.1%	11	11.5%	54
	Received as result of negotiation I initiated	13.1%	41	5.8%	9	10.7%	50
	Not applicable	72.2%	226	86.5%	134	76.9%	360
	Total	100.0%	313	100.0%	155	100.0%	468
Research assistant(s)	Received as terms of an award	10.7%	34	9.1%	14	10.2%	48
	Offered by the university and I accepted	21.8%	69	22.1%	34	21.9%	103
	Received as result of negotiation I initiated	15.5%	49	12.3%	19	14.4%	68
	Not applicable	52.1%	165	56.5%	87	53.5%	252
	Total	100.0%	317	100.0%	154	100.0%	471
Clerical/ administrative support	Received as terms of an award	3.3%	10	4.7%	7	3.7%	17
	Offered by the university and I accepted	24.9%	76	27.3%	41	25.7%	117
	Received as result of negotiation I initiated	7.2%	22	6.0%	9	6.8%	31
	Not applicable	64.6%	197	62.0%	93	63.7%	290
	Total	100.0%	305	100.0%	150	100.0%	455
Discretionary funds to support research	Received as terms of an award	10.4%	34	7.7%	12	9.6%	46
	Offered by the university and I accepted	32.5%	106	28.4%	44	31.2%	150
	Received as result of negotiation I initiated	20.2%	66	16.8%	26	19.1%	92
	Not applicable	36.8%	120	47.1%	73	40.1%	193
	Total	100.0%	326	100.0%	155	100.0%	481

**Q54. While at Washington University, have you received any of the following resources? If so, how did it come about -- the result of the terms of an award, an offer by the university or through negotiation initiated by you: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Travel funding	Received as terms of an award	9.6%	31	9.3%	15	9.5%	46
	Offered by the university and I accepted	35.1%	113	38.9%	63	36.4%	176
	Received as result of negotiation I initiated	15.2%	49	20.4%	33	16.9%	82
	Not applicable	40.1%	129	31.5%	51	37.2%	180
	Total	100.0%	322	100.0%	162	100.0%	484
Summar salary	Received as terms of an award	12.5%	39	15.0%	22	13.3%	61
	Offered by the university and I accepted	25.2%	79	23.1%	34	24.6%	113
	Received as result of negotiation I initiated	10.5%	33	6.8%	10	9.3%	43
	Not applicable	51.8%	162	55.1%	81	52.8%	243
	Total	100.0%	313	100.0%	147	100.0%	460
Special bonus	Received as terms of an award	1.4%	4	.7%	1	1.2%	5
	Offered by the university and I accepted	7.7%	22	5.8%	8	7.1%	30
	Received as result of negotiation I initiated	2.8%	8	2.9%	4	2.8%	12
	Not applicable	88.1%	251	90.6%	125	88.9%	376
	Total	100.0%	285	100.0%	138	100.0%	423
Housing subsidy	Received as terms of an award	.0%	0	.0%	0	.0%	0
	Offered by the university and I accepted	4.2%	12	3.6%	5	4.0%	17
	Received as result of negotiation I initiated	.3%	1	.7%	1	.5%	2
	Not applicable	95.5%	273	95.6%	131	95.5%	404
	Total	100.0%	286	100.0%	137	100.0%	423
Partner/ spouse position	Received as terms of an award	.3%	1	.0%	0	.2%	1
	Offered by the university and I accepted	1.0%	3	2.2%	3	1.4%	6
	Received as result of negotiation I initiated	5.6%	16	5.8%	8	5.6%	24
	Not applicable	93.0%	267	92.0%	127	92.7%	394
	Total	100.0%	287	100.0%	138	100.0%	425

**Q54. While at Washington University, have you received any of the following resources? If so, how did it come about -- the result of the terms of an award, an offer by the university or through negotiation initiated by you: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Other	Received as terms of an award	.0%	0	.0%	0	.0%	0
	Offered by the university and I accepted	5.9%	4	6.3%	2	6.0%	6
	Received as result of negotiation I initiated	5.9%	4	6.3%	2	6.0%	6
	Not applicable	88.2%	60	87.5%	28	88.0%	88
	Total	100.0%	68	100.0%	32	100.0%	100

**Q55. Please indicate the extent to which each of the following aspects of your life outside Washington University has been a source of stress for you over the past twelve months:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Managing household responsibilities	Not at all	37.2%	136	31.3%	56	35.2%	192
	To some extent	45.9%	168	45.8%	82	45.9%	250
	To a great extent	15.0%	55	20.7%	37	16.9%	92
	Not applicable	1.9%	7	2.2%	4	2.0%	11
	Total	100.0%	366	100.0%	179	100.0%	545
Childcare	Not at all	34.4%	124	33.7%	58	34.2%	182
	To some extent	25.3%	91	20.3%	35	23.7%	126
	To a great extent	13.9%	50	16.3%	28	14.7%	78
	Not applicable	26.4%	95	29.7%	51	27.4%	146
	Total	100.0%	360	100.0%	172	100.0%	532
Care of someone who is ill, disabled, aging, and/ or in need of special services	Not at all	44.7%	159	45.6%	78	45.0%	237
	To some extent	18.3%	65	17.0%	29	17.8%	94
	To a great extent	7.6%	27	9.4%	16	8.2%	43
	Not applicable	29.5%	105	28.1%	48	29.0%	153
	Total	100.0%	356	100.0%	171	100.0%	527

**Q55. Please indicate the extent to which each of the following aspects of your life outside Washington University has been a source of stress for you over the past twelve months: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Your health	Not at all	64.5%	234	55.4%	97	61.5%	331
	To some extent	27.0%	98	33.1%	58	29.0%	156
	To a great extent	2.5%	9	6.3%	11	3.7%	20
	Not applicable	6.1%	22	5.1%	9	5.8%	31
	Total	100.0%	363	100.0%	175	100.0%	538
Cost of living	Not at all	53.2%	192	52.6%	92	53.0%	284
	To some extent	35.2%	127	34.3%	60	34.9%	187
	To a great extent	8.9%	32	9.1%	16	9.0%	48
	Not applicable	2.8%	10	4.0%	7	3.2%	17
	Total	100.0%	361	100.0%	175	100.0%	536
Commuting to and from work	Not at all	78.0%	280	71.8%	125	76.0%	405
	To some extent	15.3%	55	20.7%	36	17.1%	91
	To a great extent	3.3%	12	2.3%	4	3.0%	16
	Not applicable	3.3%	12	5.2%	9	3.9%	21
	Total	100.0%	359	100.0%	174	100.0%	533
Being part of a dual-career couple	Not at all	36.1%	130	26.9%	47	33.1%	177
	To some extent	36.4%	131	31.4%	55	34.8%	186
	To a great extent	11.1%	40	24.6%	43	15.5%	83
	Not applicable	16.4%	59	17.1%	30	16.6%	89
	Total	100.0%	360	100.0%	175	100.0%	535

### Extent Items have been Source of Stress in Past 12 Months

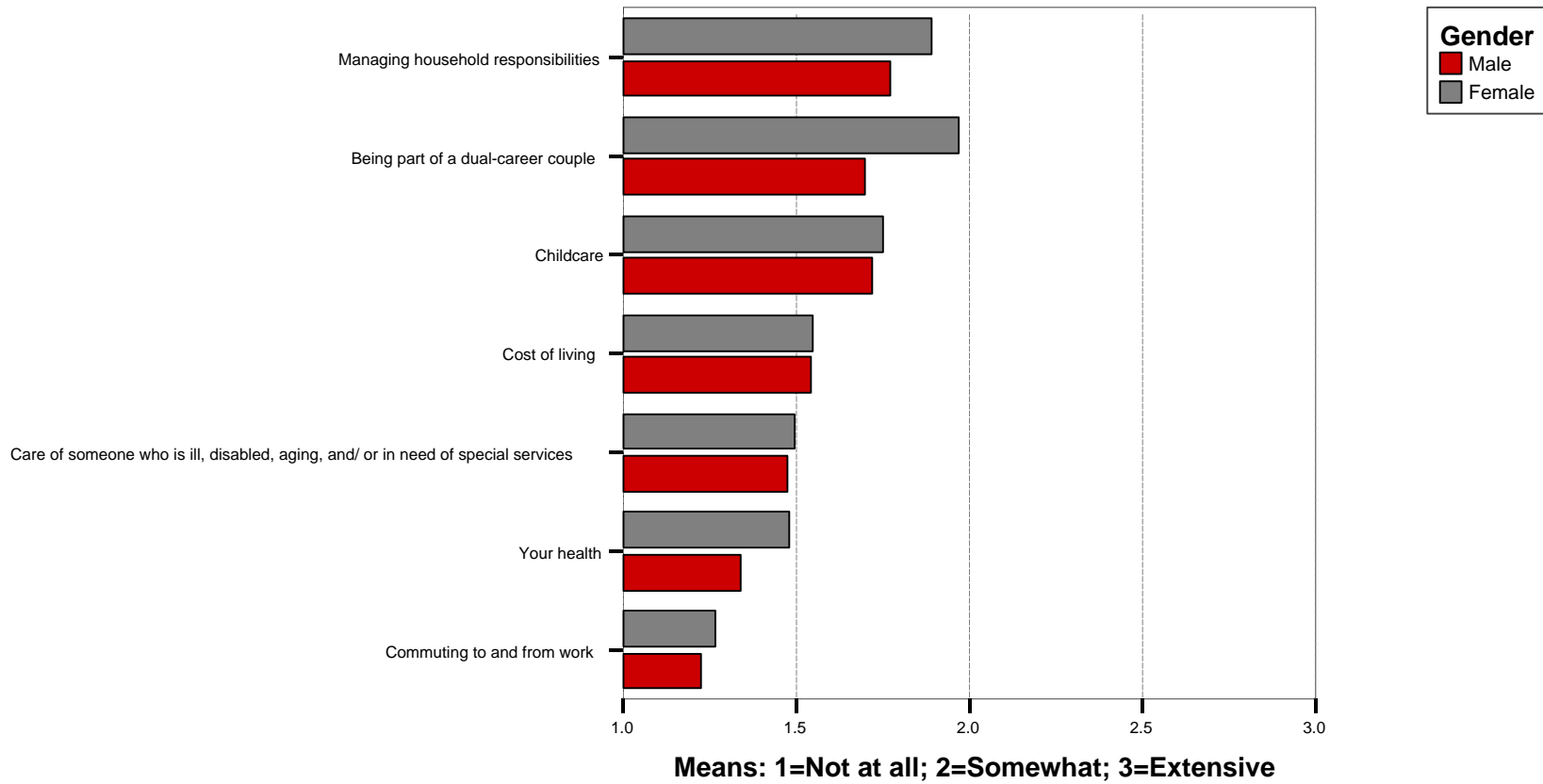


Chart sorted in descending order by overall means.

**Q56.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Do you have a spouse or domestic partner?	Yes, I have a spouse	80.3%	297	67.8%	122	76.2%	419
	Yes, I have a domestic partner	7.0%	26	8.3%	15	7.5%	41
	No	12.7%	47	23.9%	43	16.4%	90
	Total	100.0%	370	100.0%	180	100.0%	550

**Q57.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
What is your spouse's/ domestic partner's employment status?	Faculty member at Washington University	9.1%	29	26.7%	36	14.3%	65
	Post-doctoral fellow/ Research associate at Washington University	3.1%	10	2.2%	3	2.9%	13
	Graduate student at Washington University	1.9%	6	.7%	1	1.5%	7
	Employed at Washington University in some other capacity	8.5%	27	3.7%	5	7.0%	32
	Faculty member elsewhere	8.5%	27	10.4%	14	9.0%	41
	Post-doctoral fellow/ Research associate elsewhere	.6%	2	.0%	0	.4%	2
	Graduate student elsewhere	3.4%	11	2.2%	3	3.1%	14
	Employed elsewhere in some other capacity	33.2%	106	40.0%	54	35.2%	160
	Not employed and not actively seeking employment	23.8%	76	5.9%	8	18.5%	84
	Other	7.8%	25	8.1%	11	7.9%	36
Total	100.0%	319	100.0%	135	100.0%	454	

**Q58.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How did it happen that both you and your spouse/ domestic partner came to be employed at Washington University? Please select the one response that comes closest to describing your situation.	We became partners after we were both employed at Washington University	13.7%	10	10.4%	5	12.4%	15
	My spouse/ partner and I were recruited by Washington University as a couple	17.8%	13	20.8%	10	19.0%	23
	I was recruited by Washington University and employment for my spouse/ partner followed	60.3%	44	35.4%	17	50.4%	61
	My spouse/ partner was recruited by Washington University and employment for me followed	8.2%	6	33.3%	16	18.2%	22
	Total	100.0%	73	100.0%	48	100.0%	121

Note: 'Not applicable' counted same as missing.

**Q59.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How satisfied is your spouse/ domestic partner with his/ her employment situation?	Very dissatisfied	7.4%	22	7.7%	10	7.5%	32
	Somewhat dissatisfied	19.3%	57	19.2%	25	19.2%	82
	Neither satisfied nor dissatisfied	10.1%	30	2.3%	3	7.7%	33
	Somewhat satisfied	38.2%	113	29.2%	38	35.4%	151
	Very satisfied	24.3%	72	39.2%	51	28.9%	123
	Don't know	.7%	2	2.3%	3	1.2%	5
	Total	100.0%	296	100.0%	130	100.0%	426

Note: 'Not applicable' counted same as missing.

**Q60.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Do you and your spouse/ domestic partner have a commuting relationship, where one or both of you commute to another community for work, or where you live in different communities from one another?	No, my spouse/ partner lives and works in the same community as me	91.5%	249	87.3%	110	90.2%	359
	Yes, my spouse/ partner and I live together, but one or both of us commutes or travels frequently for work	2.2%	6	4.8%	6	3.0%	12
	Yes, my spouse/ partner and I live in separate communities at least part of the time	6.3%	17	7.9%	10	6.8%	27
	Total	100.0%	272	100.0%	126	100.0%	398

Note: 'Not applicable' counted same as missing.

**Q61.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How satisfied are you with Washington University's spouse/ domestic partner benefits?	Very dissatisfied	6.6%	19	1.8%	2	5.3%	21
	Somewhat dissatisfied	9.0%	26	8.2%	9	8.8%	35
	Neither satisfied nor dissatisfied	22.2%	64	25.5%	28	23.1%	92
	Somewhat satisfied	31.6%	91	29.1%	32	30.9%	123
	Very satisfied	30.6%	88	35.5%	39	31.9%	127
	Total	100.0%	288	100.0%	110	100.0%	398

Note: 'Not applicable' counted same as missing.

**Q62. How many children do you have in the following age ranges:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
0-4 years	None	58.2%	106	65.2%	58	60.5%	164
	One	32.4%	59	28.1%	25	31.0%	84
	Two	8.8%	16	6.7%	6	8.1%	22
	Three or more	.5%	1	.0%	0	.4%	1
	Total	100.0%	182	100.0%	89	100.0%	271
5-12 years	None	56.1%	110	62.5%	60	58.2%	170
	One	29.6%	58	22.9%	22	27.4%	80
	Two	12.8%	25	12.5%	12	12.7%	37
	Three or more	1.5%	3	2.1%	2	1.7%	5
	Total	100.0%	196	100.0%	96	100.0%	292
13-17 years	None	61.0%	114	69.9%	58	63.7%	172
	One	30.5%	57	25.3%	21	28.9%	78
	Two	8.6%	16	3.6%	3	7.0%	19
	Three or more	.0%	0	1.2%	1	.4%	1
	Total	100.0%	187	100.0%	83	100.0%	270
18-23 years	None	63.3%	112	67.9%	55	64.7%	167
	One	24.9%	44	21.0%	17	23.6%	61
	Two	10.2%	18	9.9%	8	10.1%	26
	Three or more	1.7%	3	1.2%	1	1.6%	4
	Total	100.0%	177	100.0%	81	100.0%	258
24 or older	None	52.7%	107	64.0%	57	56.2%	164
	One	15.3%	31	13.5%	12	14.7%	43
	Two	19.2%	39	14.6%	13	17.8%	52
	Three or more	12.8%	26	7.9%	7	11.3%	33
	Total	100.0%	203	100.0%	89	100.0%	292

Note: Between 800 and 937 faculty skipped these questions. If faculty without children were more likely to skip these questions than faculty with children, the percentages for 'None' are too low.

**Q63.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How satisfied are you with the availability of quality childcare in the region?	Very dissatisfied	4.2%	7	16.0%	12	7.9%	19
	Somewhat dissatisfied	19.2%	32	32.0%	24	23.1%	56
	Neither satisfied nor dissatisfied	19.8%	33	10.7%	8	16.9%	41
	Somewhat satisfied	32.3%	54	24.0%	18	29.8%	72
	Very satisfied	24.6%	41	17.3%	13	22.3%	54
	Total	100.0%	167	100.0%	75	100.0%	242

Note: 'Not applicable' counted same as missing.

**Q64.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How satisfied are you with options for primary and secondary education for your children?	Very dissatisfied	6.3%	13	13.6%	11	8.3%	24
	Somewhat dissatisfied	17.3%	36	21.0%	17	18.3%	53
	Neither satisfied nor dissatisfied	8.2%	17	3.7%	3	6.9%	20
	Somewhat satisfied	29.8%	62	28.4%	23	29.4%	85
	Very satisfied	38.5%	80	33.3%	27	37.0%	107
	Total	100.0%	208	100.0%	81	100.0%	289

Note: 'Not applicable' counted same as missing.

**Q65. Since you've been at Washington University, what primary or secondary schools have your children attended? (check all that apply)**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$school	Private schools	86	33.2%	38.6%	40	41.7%	48.2%	126	35.5%	41.2%
	Public schools in my residential area	164	63.3%	73.5%	54	56.3%	65.1%	218	61.4%	71.2%
	Public schools in another Metro St. Louis area	9	3.5%	4.0%	2	2.1%	2.4%	11	3.1%	3.6%
	Total	259	100.0%	116.1%	96	100.0%	115.7%	355	100.0%	116.0%

Note 1: 'Not applicable' counted same as missing; Note 2: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q66.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Are you currently caring for or managing care for an aging and/ or ill parent, spouse, or other relative?	Yes	12.2%	45	19.4%	34	14.5%	79
	No	87.8%	324	80.6%	141	85.5%	465
	Total	100.0%	369	100.0%	175	100.0%	544

**Q67.**

		Gender		
		Male	Female	Overall
How long have you been a faculty member at Washington University (years)?	Mean	13.7	10.1	12.5
	Percentile 25	5.0	3.5	4.0
	Median	10.0	7.0	9.0
	Percentile 75	21.0	16.0	18.0
	N	334	168	502

**Q68.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
What is your current rank?	Professor	46.3%	189	22.3%	43	38.6%	232
	Associate Professor	18.1%	74	17.6%	34	18.0%	108
	Assistant Professor	20.8%	85	28.5%	55	23.3%	140
	Instructor	.0%	0	.0%	0	.0%	0
	Lecturer	10.0%	41	25.9%	50	15.1%	91
	Other	4.7%	19	5.7%	11	5.0%	30
	Total	100.0%	408	100.0%	193	100.0%	601

**Q69. What other positions have you previously held at Washington University? (check all that apply)**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
Position	Professor	35	8.2%	13.8%	6	3.6%	5.8%	41	6.9%	11.5%
	Associate Professor	118	27.6%	46.5%	30	18.2%	28.8%	148	25.0%	41.3%
	Assistant Professor	148	34.7%	58.3%	48	29.1%	46.2%	196	33.1%	54.7%
	Visiting Professor	20	4.7%	7.9%	9	5.5%	8.7%	29	4.9%	8.1%
	Lecturer	17	4.0%	6.7%	14	8.5%	13.5%	31	5.2%	8.7%
	Instructor	12	2.8%	4.7%	11	6.7%	10.6%	23	3.9%	6.4%
	Post-Doctoral Candidate	25	5.9%	9.8%	12	7.3%	11.5%	37	6.3%	10.3%
	Graduate student	26	6.1%	10.2%	17	10.3%	16.3%	43	7.3%	12.0%
	Undergraduate student	10	2.3%	3.9%	2	1.2%	1.9%	12	2.0%	3.4%
	Other	16	3.7%	6.3%	16	9.7%	15.4%	32	5.4%	8.9%
	Total	427	100.0%	168.1%	165	100.0%	158.7%	592	100.0%	165.4%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q70.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Are you currently:	Tenured	61.0%	249	35.2%	68	52.7%	317
	Not tenured, and on tenure track	22.1%	90	29.5%	57	24.5%	147
	Research track	5.6%	23	5.2%	10	5.5%	33
	Clinical track	.0%	0	.0%	0	.0%	0
	Not on tenure, research or clinical track	11.3%	46	30.1%	58	17.3%	104
	Total	100.0%	408	100.0%	193	100.0%	601

**Q71.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Do you currently hold an endowed chair?	Yes	20.1%	75	9.5%	17	16.6%	92
	No	79.9%	299	90.5%	162	83.4%	461
	Total	100.0%	374	100.0%	179	100.0%	553

**Q72.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Gender	Male	100.0%	408	.0%	0	67.9%	408
	Female	.0%	0	100.0%	193	32.1%	193
	Overall	100.0%	408	100.0%	193	100.0%	601

**Q73.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Race/ Ethnicity	Nonresident alien	3.7%	15	3.6%	7	3.7%	22
	Black, non-Hispanic	2.5%	10	5.7%	11	3.5%	21
	American Indian/Alaska Native	.0%	0	.0%	0	.0%	0
	Asian/Pacific Islander	9.1%	37	8.8%	17	9.0%	54
	Hispanic	1.7%	7	2.1%	4	1.8%	11
	White, non-Hispanic	83.1%	339	79.8%	154	82.0%	493
	Race/Ethnicity unknown	.0%	0	.0%	0	.0%	0
	Total	100.0%	408	100.0%	193	100.0%	601

**Q74. What is the highest degree you have earned? (check all that apply)**

		Gender								
		Male			Female			Overall		
		# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents	# of Responses	% of Responses	% of Respondents
\$degree	Master's degree in the Arts and Sciences (MA, MS)	12	3.0%	3.2%	14	7.6%	7.8%	26	4.5%	4.7%
	Professional master's degree (e.g., MBA, MPA, MSW, MSE, MSN, MAT, MPH, MFA)	24	6.1%	6.3%	19	10.3%	10.6%	43	7.4%	7.7%
	Ph.D.	324	82.2%	85.3%	125	67.6%	69.8%	449	77.5%	80.3%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	7	1.8%	1.8%	4	2.2%	2.2%	11	1.9%	2.0%
	Medical degree (MD, DO, DDS, DVM)	2	.5%	.5%	0	.0%	.0%	2	.3%	.4%
	Law degree (JD, LLB)	14	3.6%	3.7%	17	9.2%	9.5%	31	5.4%	5.5%
	Other degree or certificate	11	2.8%	2.9%	6	3.2%	3.4%	17	2.9%	3.0%
	Total	394	100.0%	103.7%	185	100.0%	103.4%	579	100.0%	103.6%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

**Q75.**

		Gender		
		Male	Female	Overall
In what year did you earn your highest degree?	Mean	1987	1992	1988
	Percentile 25	1977	1985	1980
	Median	1988	1993	1990
	Percentile 75	1997	2000	1998
	N	371	178	549

**Q76. In your estimation, how valuable would the following policies and practices be in improving the overall quality of faculty work life at Washington University:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Enhanced information about resources and administrative procedures	Detrimental	.5%	2	.0%	0	.4%	2
	Of little or no value	21.6%	79	8.0%	14	17.2%	93
	Of some value	52.6%	192	46.6%	82	50.6%	274
	Of great value	17.5%	64	33.5%	59	22.7%	123
	Essential	7.7%	28	11.9%	21	9.1%	49
	Total	100.0%	365	100.0%	176	100.0%	541
Written expectations for tenure and promotion in all units	Detrimental	.8%	3	1.2%	2	.9%	5
	Of little or no value	13.0%	47	4.8%	8	10.4%	55
	Of some value	43.6%	158	26.2%	44	38.1%	202
	Of great value	23.8%	86	34.5%	58	27.2%	144
	Essential	18.8%	68	33.3%	56	23.4%	124
	Total	100.0%	362	100.0%	168	100.0%	530
More opportunities for social interaction with other faculty	Detrimental	.8%	3	.0%	0	.6%	3
	Of little or no value	20.4%	74	16.7%	29	19.2%	103
	Of some value	52.5%	190	46.0%	80	50.4%	270
	Of great value	20.2%	73	30.5%	53	23.5%	126
	Essential	6.1%	22	6.9%	12	6.3%	34
	Total	100.0%	362	100.0%	174	100.0%	536

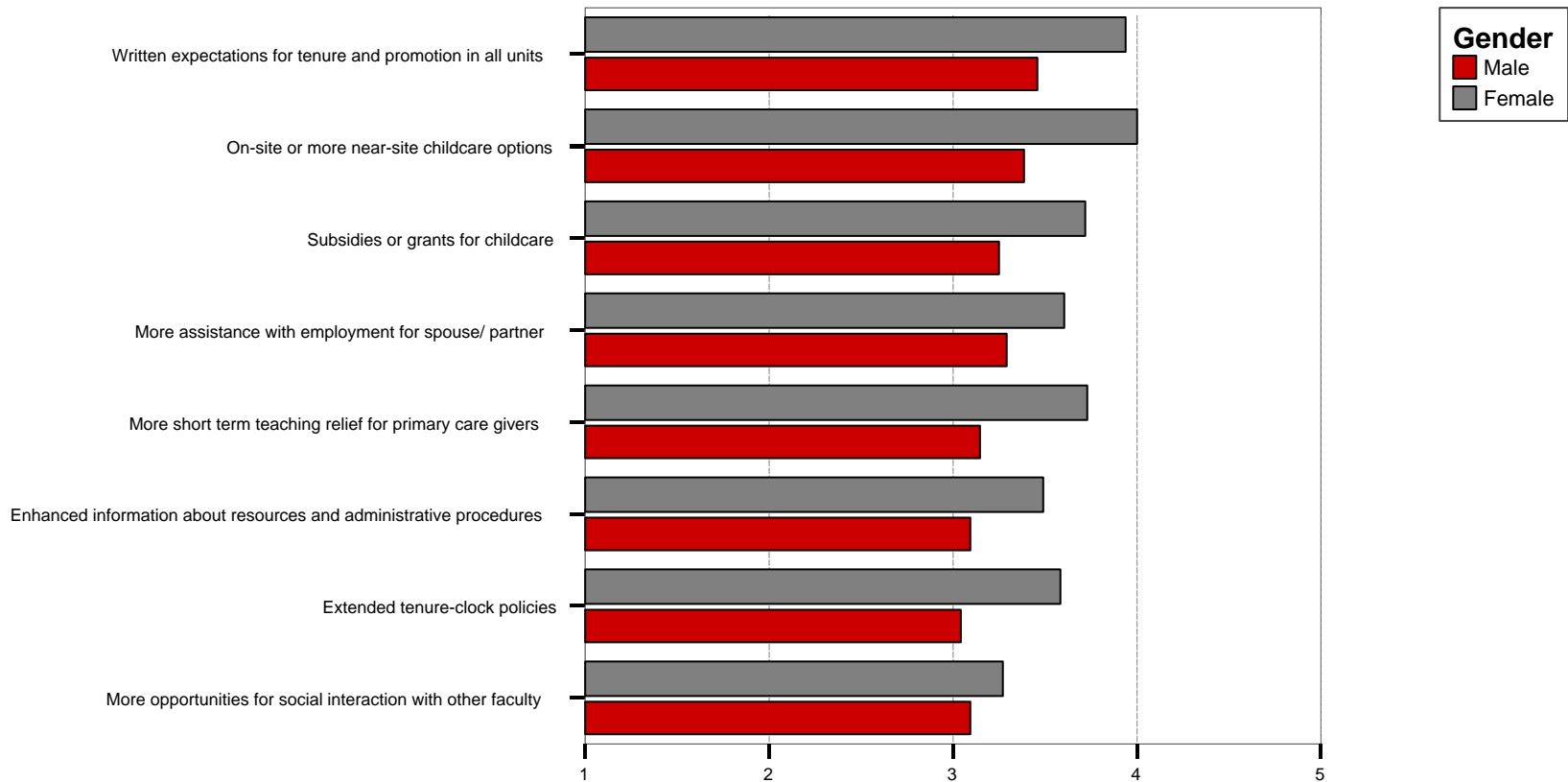
**Q76. In your estimation, how valuable would the following policies and practices be in improving the overall quality of faculty work life at Washington University: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
On-site or more near-site childcare options	Detrimental	.3%	1	.6%	1	.4%	2
	Of little or no value	14.3%	49	4.3%	7	11.1%	56
	Of some value	40.2%	138	21.6%	35	34.3%	173
	Of great value	36.2%	124	40.7%	66	37.6%	190
	Essential	9.0%	31	32.7%	53	16.6%	84
	Total	100.0%	343	100.0%	162	100.0%	505
Subsidies or grants for childcare	Detrimental	1.2%	4	3.0%	5	1.8%	9
	Of little or no value	18.9%	64	7.9%	13	15.3%	77
	Of some value	41.9%	142	26.2%	43	36.8%	185
	Of great value	29.5%	100	39.0%	64	32.6%	164
	Essential	8.6%	29	23.8%	39	13.5%	68
	Total	100.0%	339	100.0%	164	100.0%	503
More short term teaching relief for primary care givers	Detrimental	2.4%	8	1.9%	3	2.2%	11
	Of little or no value	15.3%	52	6.8%	11	12.6%	63
	Of some value	53.8%	183	26.7%	43	45.1%	226
	Of great value	22.1%	75	45.3%	73	29.5%	148
	Essential	6.5%	22	19.3%	31	10.6%	53
	Total	100.0%	340	100.0%	161	100.0%	501
Extended tenure-clock policies	Detrimental	5.0%	17	2.5%	4	4.2%	21
	Of little or no value	19.5%	67	8.3%	13	16.0%	80
	Of some value	45.8%	157	35.0%	55	42.4%	212
	Of great value	25.7%	88	35.7%	56	28.8%	144
	Essential	4.1%	14	18.5%	29	8.6%	43
	Total	100.0%	343	100.0%	157	100.0%	500

**Q76. In your estimation, how valuable would the following policies and practices be in improving the overall quality of faculty work life at Washington University: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
More assistance with employment for spouse/ partner	Detrimental	.9%	3	.6%	1	.8%	4
	Of little or no value	17.0%	57	7.6%	12	14.0%	69
	Of some value	42.1%	141	37.3%	59	40.6%	200
	Of great value	31.9%	107	39.2%	62	34.3%	169
	Essential	8.1%	27	15.2%	24	10.3%	51
	Total	100.0%	335	100.0%	158	100.0%	493
Other	Detrimental	.0%	0	.0%	0	.0%	0
	Of little or no value	3.4%	1	.0%	0	2.6%	1
	Of some value	6.9%	2	.0%	0	5.1%	2
	Of great value	34.5%	10	20.0%	2	30.8%	12
	Essential	55.2%	16	80.0%	8	61.5%	24
	Total	100.0%	29	100.0%	10	100.0%	39

### Valuableness of Items to Improve Overall Quality of Faculty Work



Means: 1=Detrimental; 2=Of little or no value; 3=Of some value; 4=Of great value; 5=Essential

Chart sorted in descending order by overall means.

**Q77.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
While at Washington University, have you attended an orientation program for new faculty?	Yes	57.8%	218	63.3%	112	59.6%	330
	No	42.2%	159	36.7%	65	40.4%	224
	Total	100.0%	377	100.0%	177	100.0%	554

**Q77 cont'd.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
If yes, how would you rate the value of the faculty orientation program?	Of little or no value	20.9%	46	17.4%	20	19.7%	66
	Of some value	67.3%	148	65.2%	75	66.6%	223
	Of great value	11.8%	26	17.4%	20	13.7%	46
	Total	100.0%	220	100.0%	115	100.0%	335

**Q78.**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
In the next three years, how likely are you to leave Washington University?	Very unlikely	30.5%	114	32.2%	57	31.0%	171
	Somewhat unlikely	23.0%	86	19.8%	35	22.0%	121
	Neither likely nor unlikely	22.5%	84	20.3%	36	21.8%	120
	Somewhat likely	16.3%	61	20.3%	36	17.6%	97
	Very likely	7.8%	29	7.3%	13	7.6%	42
	Total	100.0%	374	100.0%	177	100.0%	551

**Q79. To what extent, if at all, have you considered the following reasons to leave:**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
To increase your salary	Not at all	32.0%	114	37.4%	61	33.7%	175
	To some extent	37.4%	133	33.1%	54	36.0%	187
	To a great extent	23.6%	84	24.5%	40	23.9%	124
	Not applicable	7.0%	25	4.9%	8	6.4%	33
	Total	100.0%	356	100.0%	163	100.0%	519
To improve your prospects for tenure	Not at all	34.6%	119	38.8%	62	35.9%	181
	To some extent	10.2%	35	20.0%	32	13.3%	67
	To a great extent	12.2%	42	14.4%	23	12.9%	65
	Not applicable	43.0%	148	26.9%	43	37.9%	191
	Total	100.0%	344	100.0%	160	100.0%	504
To enhance your career in other ways	Not at all	17.9%	64	17.7%	29	17.8%	93
	To some extent	40.5%	145	42.1%	69	41.0%	214
	To a great extent	33.2%	119	34.8%	57	33.7%	176
	Not applicable	8.4%	30	5.5%	9	7.5%	39
	Total	100.0%	358	100.0%	164	100.0%	522
To find a more supportive work environment	Not at all	39.8%	140	35.8%	58	38.5%	198
	To some extent	26.7%	94	34.6%	56	29.2%	150
	To a great extent	24.7%	87	24.1%	39	24.5%	126
	Not applicable	8.8%	31	5.6%	9	7.8%	40
	Total	100.0%	352	100.0%	162	100.0%	514
To increase your time to do research	Not at all	37.0%	130	36.6%	59	36.9%	189
	To some extent	29.1%	102	29.2%	47	29.1%	149
	To a great extent	23.4%	82	22.4%	36	23.0%	118
	Not applicable	10.5%	37	11.8%	19	10.9%	56
	Total	100.0%	351	100.0%	161	100.0%	512

**Q79. To what extent, if at all, have you considered the following reasons to leave: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
To change your clinical load (Medical School)	Not at all	10.3%	34	9.9%	15	10.1%	49
	To some extent	.3%	1	1.3%	2	.6%	3
	To a great extent	.0%	0	.0%	0	.0%	0
	Not applicable	89.4%	296	88.8%	135	89.2%	431
	Total	100.0%	331	100.0%	152	100.0%	483
To change administrative responsibilities	Not at all	49.7%	170	46.9%	75	48.8%	245
	To some extent	18.4%	63	19.4%	31	18.7%	94
	To a great extent	5.6%	19	6.9%	11	6.0%	30
	Not applicable	26.3%	90	26.9%	43	26.5%	133
	Total	100.0%	342	100.0%	160	100.0%	502
To pursue a non-academic job	Not at all	61.6%	210	60.8%	96	61.3%	306
	To some extent	11.7%	40	19.0%	30	14.0%	70
	To a great extent	5.0%	17	5.1%	8	5.0%	25
	Not applicable	21.7%	74	15.2%	24	19.6%	98
	Total	100.0%	341	100.0%	158	100.0%	499
To reduce stress	Not at all	48.4%	167	38.6%	64	45.2%	231
	To some extent	28.7%	99	36.7%	61	31.3%	160
	To a great extent	9.3%	32	15.1%	25	11.2%	57
	Not applicable	13.6%	47	9.6%	16	12.3%	63
	Total	100.0%	345	100.0%	166	100.0%	511
To address child-related issues	Not at all	57.1%	192	54.1%	86	56.2%	278
	To some extent	8.9%	30	13.8%	22	10.5%	52
	To a great extent	4.2%	14	6.3%	10	4.8%	24
	Not applicable	29.8%	100	25.8%	41	28.5%	141
	Total	100.0%	336	100.0%	159	100.0%	495

**Q79. To what extent, if at all, have you considered the following reasons to leave: (cont.)**

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
To improve the employment situation of your spouse/ partner	Not at all	46.8%	159	40.7%	66	44.8%	225
	To some extent	17.9%	61	21.6%	35	19.1%	96
	To a great extent	12.9%	44	18.5%	30	14.7%	74
	Not applicable	22.4%	76	19.1%	31	21.3%	107
	Total	100.0%	340	100.0%	162	100.0%	502
To lower your cost of living	Not at all	72.6%	247	78.5%	124	74.5%	371
	To some extent	7.4%	25	9.5%	15	8.0%	40
	To a great extent	1.5%	5	1.9%	3	1.6%	8
	Not applicable	18.5%	63	10.1%	16	15.9%	79
	Total	100.0%	340	100.0%	158	100.0%	498
Retirement	Not at all	55.9%	193	63.1%	101	58.2%	294
	To some extent	13.3%	46	8.1%	13	11.7%	59
	To a great extent	8.7%	30	7.5%	12	8.3%	42
	Not applicable	22.0%	76	21.3%	34	21.8%	110
	Total	100.0%	345	100.0%	160	100.0%	505
Other	Not at all	13.5%	10	.0%	0	10.4%	10
	To some extent	12.2%	9	13.6%	3	12.5%	12
	To a great extent	31.1%	23	59.1%	13	37.5%	36
	Not applicable	43.2%	32	27.3%	6	39.6%	38
	Total	100.0%	74	100.0%	22	100.0%	96

Q80. Is there anything else that we should consider in reflecting on improving faculty worklife at Washington University?  
 [Open response]