

Washington University 2006-07 Faculty Work Life Survey Results

Medical Campus Frequencies Overall and by Gender

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2006-07 Faculty Work Life Survey Results – Medical 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.

Medical Campus Population and Response Rates

A total of 1493 Medical Campus faculty with full-time academic appointments in November 2006 were surveyed. This population included research faculty, clinical faculty and full-time instructors, in addition to tenured and tenure-track faculty. The overall response rate of 65% 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.

Medical Campus Population and Response Rates			
	Surveyed	Respondents	% Responding
Total			
Full Time Faculty	1493	973	65%
Gender			
Men	1067	683	64%
Women	426	290	68%
Track			
Tenured & Tenure-Track	591	392	66%
Research Track & Research Instructors	253	174	69%
Clinician Track & Clinical Instructors	509	315	62%
Other Instructors	140	92	66%
Rank			
Professor	358	241	67%
Assoc Professor	331	212	64%
Assist Prof	505	325	64%
Instructor	299	195	65%

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Q1.

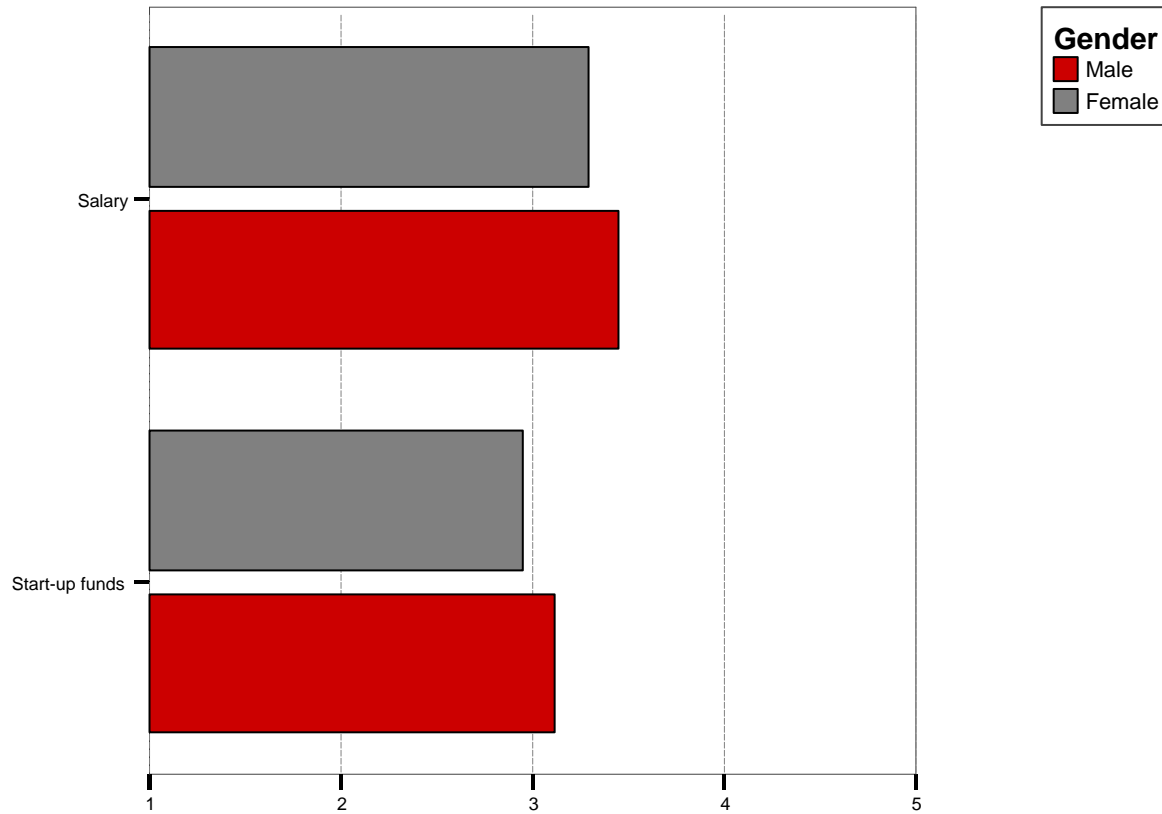
		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Overall, how satisfied are you being a faculty member at Washington University?	Very dissatisfied	6.2%	37	4.5%	11	5.7%	48
	Somewhat dissatisfied	11.7%	70	12.7%	31	12.0%	101
	Neither satisfied nor dissatisfied	5.7%	34	5.7%	14	5.7%	48
	Somewhat satisfied	37.4%	223	45.3%	111	39.7%	334
	Very satisfied	38.9%	232	31.8%	78	36.9%	310
	Total	100.0%	596	100.0%	245	100.0%	841

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	6.7%	45	9.5%	27	7.5%	72
	Somewhat dissatisfied	23.6%	159	25.7%	73	24.2%	232
	Neither satisfied nor dissatisfied	11.6%	78	8.5%	24	10.7%	102
	Somewhat satisfied	34.6%	233	38.7%	110	35.8%	343
	Very satisfied	23.5%	158	17.6%	50	21.7%	208
	Total	100.0%	673	100.0%	284	100.0%	957
Start-up funds	Very dissatisfied	18.8%	78	21.1%	31	19.4%	109
	Somewhat dissatisfied	16.1%	67	22.4%	33	17.8%	100
	Neither satisfied nor dissatisfied	20.2%	84	16.3%	24	19.2%	108
	Somewhat satisfied	24.8%	103	21.1%	31	23.8%	134
	Very satisfied	20.0%	83	19.0%	28	19.8%	111
	Total	100.0%	415	100.0%	147	100.0%	562

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	7.9%	51	10.9%	30	8.8%	81
	Somewhat dissatisfied	18.9%	122	14.6%	40	17.6%	162
	Neither satisfied nor dissatisfied	10.2%	66	9.5%	26	10.0%	92
	Somewhat satisfied	23.8%	153	23.7%	65	23.7%	218
	Very satisfied	39.1%	252	41.2%	113	39.8%	365
	Total	100.0%	644	100.0%	274	100.0%	918
Office space	Very dissatisfied	5.7%	38	5.8%	16	5.7%	54
	Somewhat dissatisfied	11.2%	75	12.7%	35	11.6%	110
	Neither satisfied nor dissatisfied	9.5%	64	5.8%	16	8.5%	80
	Somewhat satisfied	26.4%	177	24.0%	66	25.7%	243
	Very satisfied	47.2%	317	51.6%	142	48.5%	459
	Total	100.0%	671	100.0%	275	100.0%	946
Lab or research space	Very dissatisfied	3.6%	18	7.6%	14	4.7%	32
	Somewhat dissatisfied	10.3%	52	10.9%	20	10.5%	72
	Neither satisfied nor dissatisfied	15.5%	78	11.4%	21	14.4%	99
	Somewhat satisfied	32.4%	163	30.4%	56	31.9%	219
	Very satisfied	38.2%	192	39.7%	73	38.6%	265
	Total	100.0%	503	100.0%	184	100.0%	687
Classroom space	Very dissatisfied	1.5%	5	2.2%	3	1.7%	8
	Somewhat dissatisfied	5.9%	20	8.2%	11	6.5%	31
	Neither satisfied nor dissatisfied	13.5%	46	9.0%	12	12.2%	58
	Somewhat satisfied	24.7%	84	25.4%	34	24.9%	118
	Very satisfied	54.4%	185	55.2%	74	54.6%	259
	Total	100.0%	340	100.0%	134	100.0%	474

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	2.3%	2	8.7%	2	3.6%	4
	Somewhat dissatisfied	4.5%	4	8.7%	2	5.4%	6
	Neither satisfied nor dissatisfied	35.2%	31	26.1%	6	33.3%	37
	Somewhat satisfied	23.9%	21	21.7%	5	23.4%	26
	Very satisfied	34.1%	30	34.8%	8	34.2%	38
	Total	100.0%	88	100.0%	23	100.0%	111
Library resources	Very dissatisfied	.9%	6	.4%	1	.7%	7
	Somewhat dissatisfied	1.1%	7	1.4%	4	1.2%	11
	Neither satisfied nor dissatisfied	2.9%	19	1.4%	4	2.4%	23
	Somewhat satisfied	16.3%	108	14.1%	40	15.6%	148
	Very satisfied	78.9%	524	82.7%	235	80.1%	759
	Total	100.0%	664	100.0%	284	100.0%	948
Computer resources	Very dissatisfied	2.7%	18	.4%	1	2.0%	19
	Somewhat dissatisfied	6.3%	42	6.7%	19	6.4%	61
	Neither satisfied nor dissatisfied	6.1%	41	4.2%	12	5.6%	53
	Somewhat satisfied	29.5%	197	33.0%	94	30.5%	291
	Very satisfied	55.4%	370	55.8%	159	55.5%	529
	Total	100.0%	668	100.0%	285	100.0%	953
Clerical and administrative staff	Very dissatisfied	3.7%	25	6.0%	17	4.4%	42
	Somewhat dissatisfied	9.7%	65	11.3%	32	10.2%	97
	Neither satisfied nor dissatisfied	10.7%	72	6.7%	19	9.5%	91
	Somewhat satisfied	32.6%	219	33.5%	95	32.9%	314
	Very satisfied	43.2%	290	42.6%	121	43.0%	411
	Total	100.0%	671	100.0%	284	100.0%	955

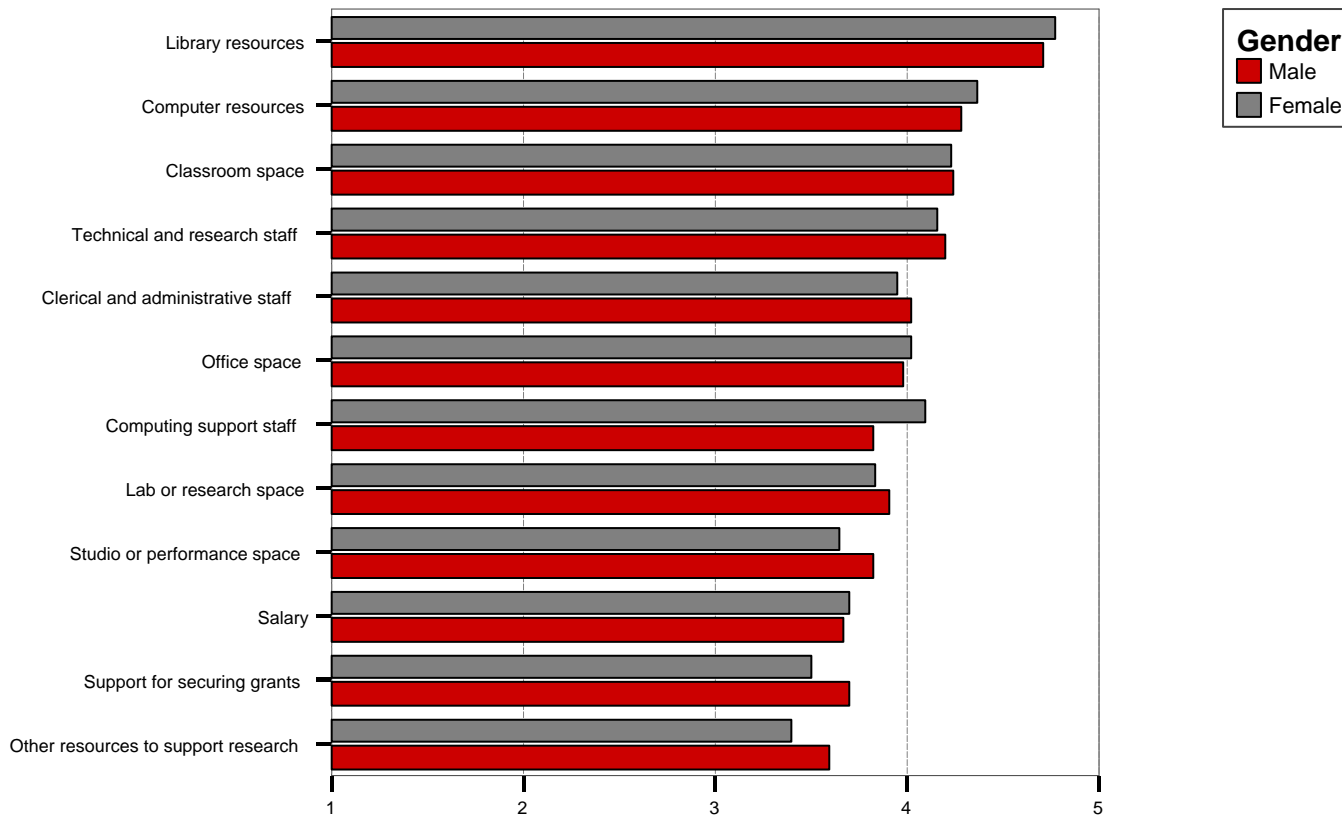
Note: 'Not applicable' counted same as missing.

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	1.5%	9	2.5%	6	1.8%	15
	Somewhat dissatisfied	6.0%	36	7.9%	19	6.5%	55
	Neither satisfied nor dissatisfied	11.1%	67	9.1%	22	10.5%	89
	Somewhat satisfied	33.9%	205	32.6%	79	33.5%	284
	Very satisfied	47.6%	288	47.9%	116	47.7%	404
	Total	100.0%	605	100.0%	242	100.0%	847
Computing support staff	Very dissatisfied	5.8%	39	2.1%	6	4.7%	45
	Somewhat dissatisfied	12.1%	81	9.9%	28	11.4%	109
	Neither satisfied nor dissatisfied	12.1%	81	7.1%	20	10.6%	101
	Somewhat satisfied	34.2%	230	37.6%	106	35.2%	336
	Very satisfied	35.9%	241	43.3%	122	38.1%	363
	Total	100.0%	672	100.0%	282	100.0%	954
Support for securing grants	Very dissatisfied	5.0%	28	6.6%	14	5.4%	42
	Somewhat dissatisfied	13.1%	74	18.3%	39	14.6%	113
	Neither satisfied nor dissatisfied	19.4%	109	18.8%	40	19.2%	149
	Somewhat satisfied	31.8%	179	31.0%	66	31.6%	245
	Very satisfied	30.7%	173	25.4%	54	29.3%	227
	Total	100.0%	563	100.0%	213	100.0%	776
Other resources to support research	Very dissatisfied	6.5%	37	8.0%	18	6.9%	55
	Somewhat dissatisfied	13.4%	76	17.9%	40	14.6%	116
	Neither satisfied nor dissatisfied	20.1%	114	21.0%	47	20.3%	161
	Somewhat satisfied	33.6%	191	32.6%	73	33.3%	264
	Very satisfied	26.4%	150	20.5%	46	24.7%	196
	Total	100.0%	568	100.0%	224	100.0%	792

Note: 'Not applicable' counted same as missing.

Satisfaction with Resources



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: TEACHING/ ADVISING/ RESEARCH/ ADMINISTRATIVE SERVICE

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Teaching responsibilities	Very dissatisfied	.4%	2	1.3%	3	.6%	5
	Somewhat dissatisfied	4.2%	24	3.5%	8	4.0%	32
	Neither satisfied nor dissatisfied	13.5%	77	8.4%	19	12.1%	96
	Somewhat satisfied	35.3%	201	43.8%	99	37.7%	300
	Very satisfied	46.6%	265	42.9%	97	45.5%	362
	Total	100.0%	569	100.0%	226	100.0%	795
Access to teaching assistants	Very dissatisfied	4.1%	7	8.3%	5	5.2%	12
	Somewhat dissatisfied	7.1%	12	15.0%	9	9.1%	21
	Neither satisfied nor dissatisfied	35.3%	60	21.7%	13	31.7%	73
	Somewhat satisfied	30.6%	52	33.3%	20	31.3%	72
	Very satisfied	22.9%	39	21.7%	13	22.6%	52
	Total	100.0%	170	100.0%	60	100.0%	230
Advising responsibilities	Very dissatisfied	.7%	3	.0%	0	.5%	3
	Somewhat dissatisfied	3.3%	14	3.0%	5	3.2%	19
	Neither satisfied nor dissatisfied	21.4%	92	15.4%	26	19.7%	118
	Somewhat satisfied	35.7%	153	48.5%	82	39.3%	235
	Very satisfied	38.9%	167	33.1%	56	37.3%	223
	Total	100.0%	429	100.0%	169	100.0%	598
Quality of graduate students	Very dissatisfied	1.8%	7	2.2%	3	1.9%	10
	Somewhat dissatisfied	5.5%	21	3.7%	5	5.0%	26
	Neither satisfied nor dissatisfied	9.1%	35	7.4%	10	8.6%	45
	Somewhat satisfied	33.5%	129	28.7%	39	32.2%	168
	Very satisfied	50.1%	193	58.1%	79	52.2%	272
	Total	100.0%	385	100.0%	136	100.0%	521

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	.7%	4	.9%	2	.8%	6
	Somewhat dissatisfied	2.2%	12	1.4%	3	2.0%	15
	Neither satisfied nor dissatisfied	4.5%	24	3.6%	8	4.2%	32
	Somewhat satisfied	21.3%	115	23.2%	51	21.9%	166
	Very satisfied	71.2%	384	70.9%	156	71.1%	540
	Total	100.0%	539	100.0%	220	100.0%	759
Access to students for research projects	Very dissatisfied	6.9%	35	6.4%	12	6.8%	47
	Somewhat dissatisfied	13.5%	68	17.0%	32	14.5%	100
	Neither satisfied nor dissatisfied	19.0%	96	14.9%	28	17.9%	124
	Somewhat satisfied	32.9%	166	30.9%	58	32.4%	224
	Very satisfied	27.6%	139	30.9%	58	28.5%	197
	Total	100.0%	504	100.0%	188	100.0%	692
Time available for scholarly work	Very dissatisfied	6.3%	39	10.1%	26	7.4%	65
	Somewhat dissatisfied	19.7%	123	26.8%	69	21.8%	192
	Neither satisfied nor dissatisfied	15.2%	95	10.5%	27	13.9%	122
	Somewhat satisfied	33.4%	208	29.6%	76	32.3%	284
	Very satisfied	25.4%	158	23.0%	59	24.7%	217
	Total	100.0%	623	100.0%	257	100.0%	880
Committee and administrative responsibilities	Very dissatisfied	3.1%	18	2.8%	6	3.0%	24
	Somewhat dissatisfied	8.7%	51	11.0%	24	9.3%	75
	Neither satisfied nor dissatisfied	31.0%	182	28.0%	61	30.2%	243
	Somewhat satisfied	36.5%	214	39.0%	85	37.1%	299
	Very satisfied	20.8%	122	19.3%	42	20.4%	164
	Total	100.0%	587	100.0%	218	100.0%	805

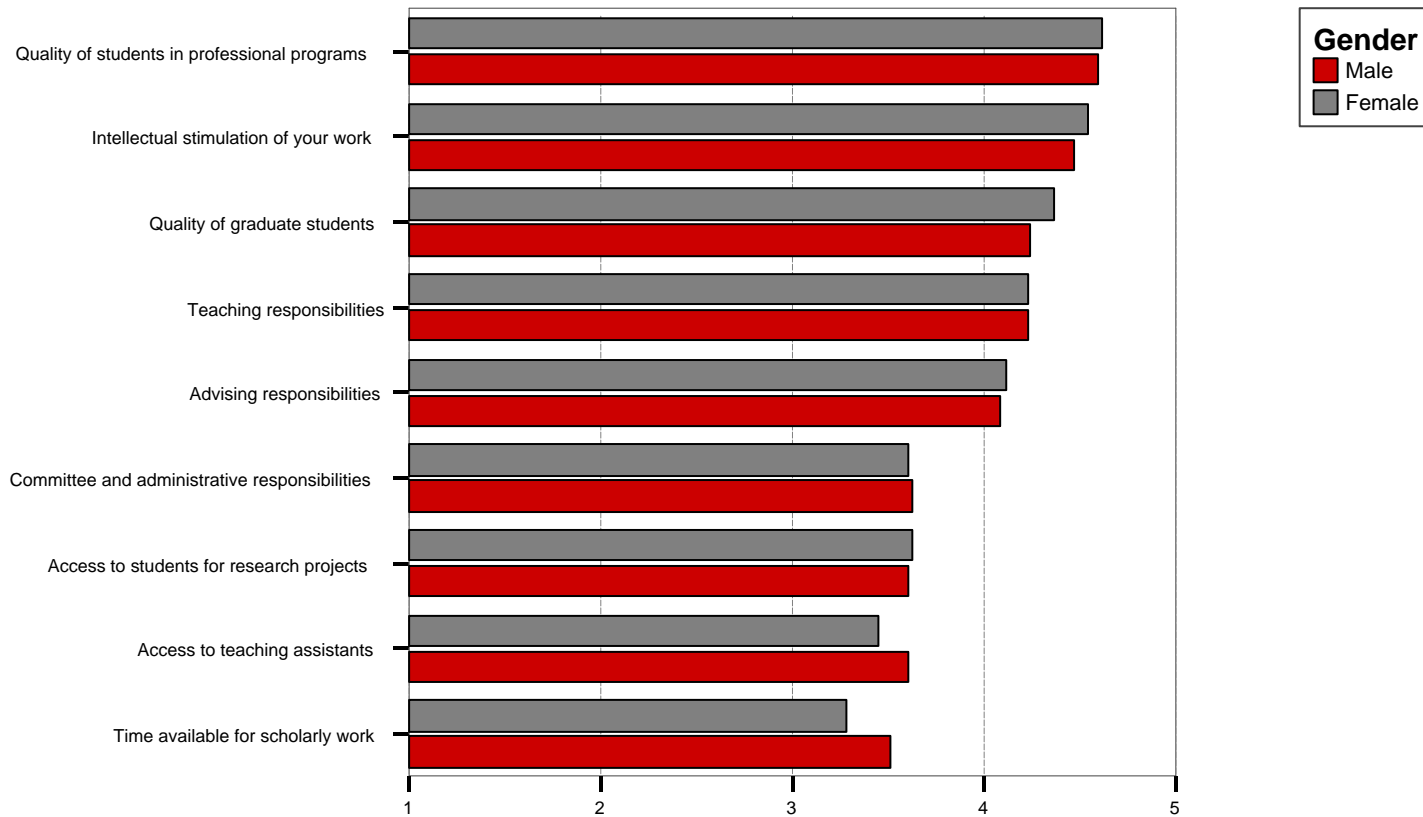
Note: 'Not applicable' counted same as missing.

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	1.5%	10	.4%	1	1.2%	11
	Somewhat dissatisfied	4.1%	27	4.0%	11	4.1%	38
	Neither satisfied nor dissatisfied	5.5%	36	3.6%	10	4.9%	46
	Somewhat satisfied	23.3%	153	24.5%	68	23.7%	221
	Very satisfied	65.5%	430	67.6%	188	66.2%	618
	Total	100.0%	656	100.0%	278	100.0%	934

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	1.8%	12	1.8%	5	1.8%	17
	Somewhat dissatisfied	5.9%	39	7.3%	20	6.3%	59
	Neither satisfied nor dissatisfied	5.0%	33	8.0%	22	5.9%	55
	Somewhat satisfied	38.2%	253	46.7%	128	40.7%	381
	Very satisfied	49.1%	325	36.1%	99	45.3%	424
	Total	100.0%	662	100.0%	274	100.0%	936
Sense of being valued as a teacher by my students	Very dissatisfied	1.3%	7	1.9%	4	1.5%	11
	Somewhat dissatisfied	5.5%	30	5.2%	11	5.4%	41
	Neither satisfied nor dissatisfied	8.3%	45	14.8%	31	10.1%	76
	Somewhat satisfied	38.3%	208	38.1%	80	38.2%	288
	Very satisfied	46.6%	253	40.0%	84	44.8%	337
	Total	100.0%	543	100.0%	210	100.0%	753
Sense of being valued as a mentor or advisor by my advisees	Very dissatisfied	1.0%	5	1.4%	3	1.1%	8
	Somewhat dissatisfied	3.6%	18	2.3%	5	3.2%	23
	Neither satisfied nor dissatisfied	9.7%	49	13.9%	30	10.9%	79
	Somewhat satisfied	37.5%	190	41.2%	89	38.6%	279
	Very satisfied	48.2%	244	41.2%	89	46.1%	333
	Total	100.0%	506	100.0%	216	100.0%	722

Note: 'Not applicable' counted same as missing.

Satisfaction with Professional Development

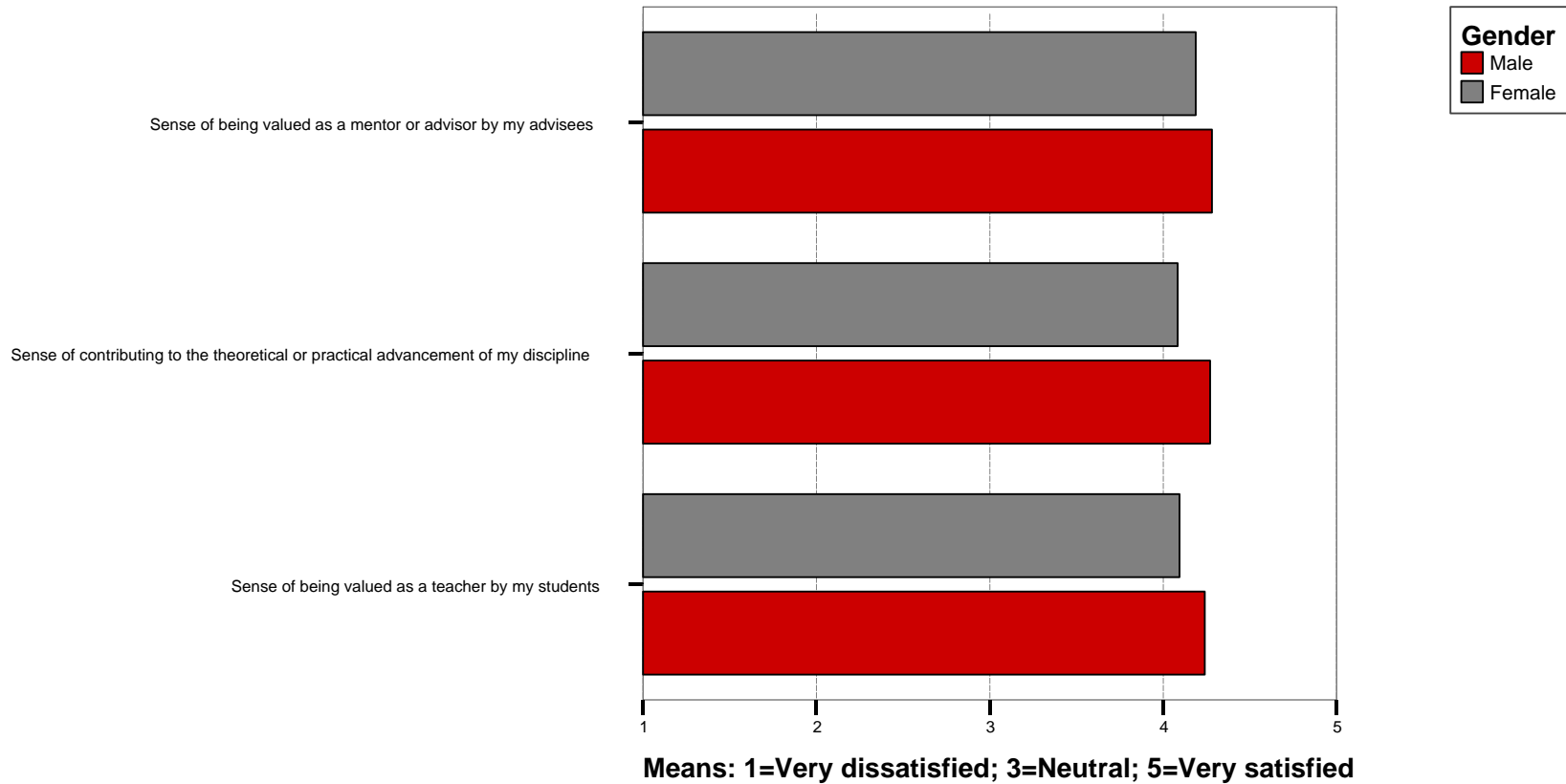


Chart sorted in descending order by overall means.

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	53.8%	358	49.6%	140	52.6%	498
	Somewhat	33.7%	224	38.3%	108	35.1%	332
	Extensive	5.9%	39	5.7%	16	5.8%	55
	Not applicable	6.6%	44	6.4%	18	6.5%	62
	Total	100.0%	665	100.0%	282	100.0%	947
Managing a research group or grant (e.g., finances, personnel)	Not at all	16.3%	108	8.2%	23	13.9%	131
	Somewhat	40.0%	265	40.6%	114	40.2%	379
	Extensive	17.2%	114	12.1%	34	15.7%	148
	Not applicable	26.4%	175	39.1%	110	30.2%	285
	Total	100.0%	662	100.0%	281	100.0%	943
Securing funding for research	Not at all	8.1%	54	6.4%	18	7.6%	72
	Somewhat	32.3%	215	31.8%	90	32.1%	305
	Extensive	37.8%	252	31.1%	88	35.8%	340
	Not applicable	21.8%	145	30.7%	87	24.4%	232
	Total	100.0%	666	100.0%	283	100.0%	949
Scholarly productivity	Not at all	19.6%	130	14.6%	41	18.1%	171
	Somewhat	54.7%	363	49.6%	139	53.2%	502
	Extensive	20.8%	138	26.4%	74	22.5%	212
	Not applicable	5.0%	33	9.3%	26	6.3%	59
	Total	100.0%	664	100.0%	280	100.0%	944
Teaching responsibilities	Not at all	45.4%	303	38.0%	108	43.2%	411
	Somewhat	34.0%	227	35.9%	102	34.6%	329
	Extensive	3.6%	24	3.9%	11	3.7%	35
	Not applicable	17.1%	114	22.2%	63	18.6%	177
	Total	100.0%	668	100.0%	284	100.0%	952
Advising responsibilities	Not at all	51.3%	341	46.1%	131	49.7%	472
	Somewhat	19.8%	132	23.2%	66	20.9%	198
	Extensive	2.7%	18	1.8%	5	2.4%	23
	Not applicable	26.2%	174	28.9%	82	27.0%	256
	Total	100.0%	665	100.0%	284	100.0%	949

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	18.3%	122	19.4%	54	18.6%	176
	Somewhat	31.7%	211	28.7%	80	30.8%	291
	Extensive	17.1%	114	14.0%	39	16.2%	153
	Not applicable	32.9%	219	38.0%	106	34.4%	325
	Total	100.0%	666	100.0%	279	100.0%	945
Clinical revenues to support faculty salary	Not at all	16.2%	107	18.0%	50	16.7%	157
	Somewhat	26.5%	175	20.5%	57	24.7%	232
	Extensive	18.5%	122	13.7%	38	17.0%	160
	Not applicable	38.9%	257	47.8%	133	41.5%	390
	Total	100.0%	661	100.0%	278	100.0%	939
Committee and/ or administrative responsibilities	Not at all	38.0%	253	33.2%	93	36.6%	346
	Somewhat	40.3%	268	37.1%	104	39.4%	372
	Extensive	7.4%	49	5.0%	14	6.7%	63
	Not applicable	14.3%	95	24.6%	69	17.4%	164
	Total	100.0%	665	100.0%	280	100.0%	945
Review/ promotion process	Not at all	36.7%	245	27.6%	78	34.0%	323
	Somewhat	31.2%	208	38.5%	109	33.4%	317
	Extensive	14.2%	95	16.6%	47	14.9%	142
	Not applicable	17.8%	119	17.3%	49	17.7%	168
	Total	100.0%	667	100.0%	283	100.0%	950
Departmental or campus politics	Not at all	40.5%	270	35.7%	99	39.1%	369
	Somewhat	33.2%	221	34.3%	95	33.5%	316
	Extensive	17.7%	118	17.7%	49	17.7%	167
	Not applicable	8.6%	57	12.3%	34	9.7%	91
	Total	100.0%	666	100.0%	277	100.0%	943

Sources of Stress over Past 12 Months

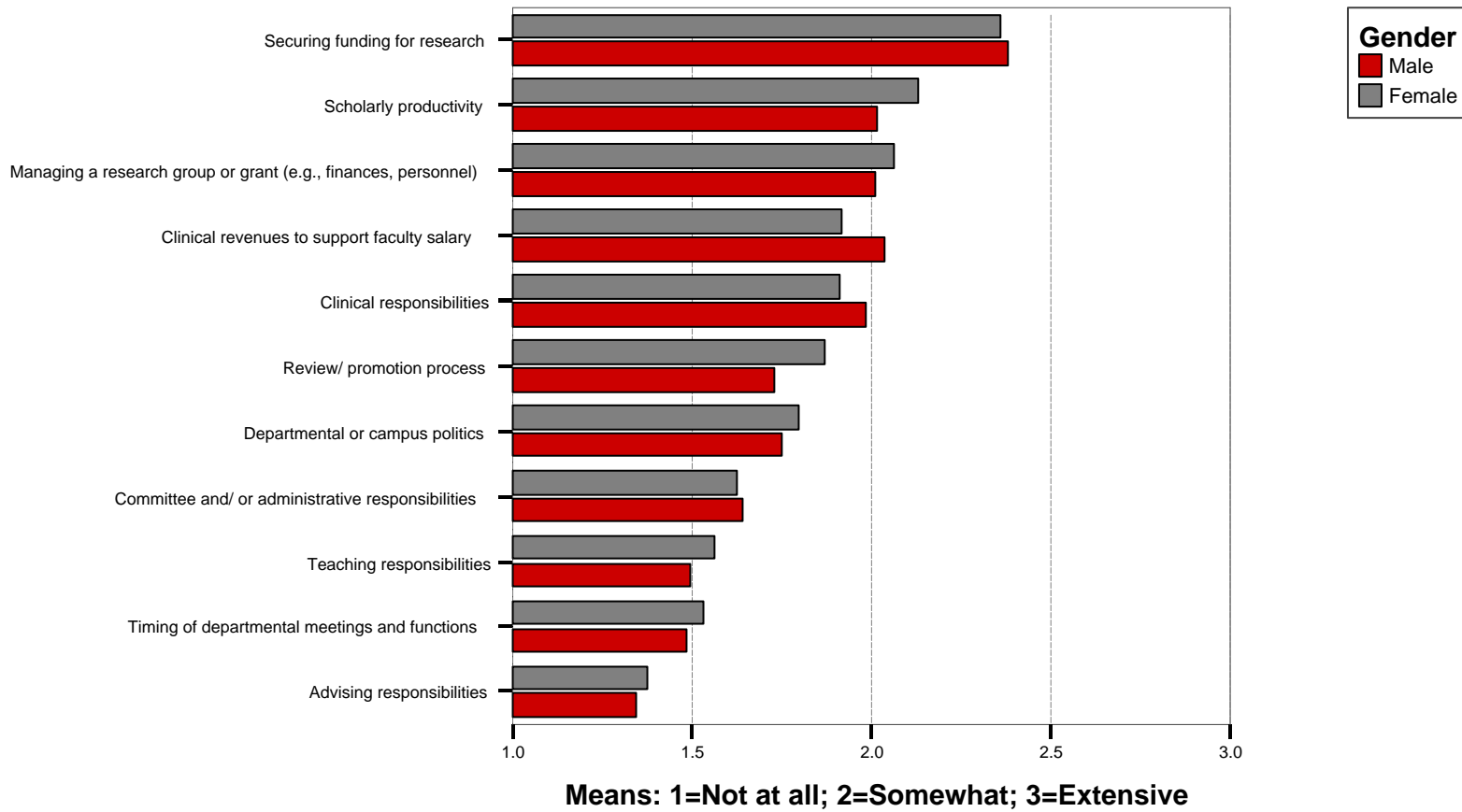


Chart sorted in descending order by overall means.

Q5.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Overall, how would you rate the reasonableness of your workload?	Much too light	.3%	2	.0%	0	.2%	2
	Too light	.6%	4	.7%	2	.6%	6
	About right	55.4%	360	56.6%	155	55.7%	515
	Too heavy	36.8%	239	36.5%	100	36.7%	339
	Much too heavy	6.9%	45	6.2%	17	6.7%	62
	Total	100.0%	650	100.0%	274	100.0%	924

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	.3	.2	.2
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	.0	.0	.0
	N	538	235	773
How many of these undergraduate classes were close to your research interests?	Mean	.2	.3	.2
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	.0	.0	.0
	N	444	189	633

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	1.1	1.4	1.2
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	2.0	2.0	2.0
	N	552	240	792
How many of these graduate classes were close to your research interests?	Mean	1.0	1.0	1.0
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	1.0	1.0	1.0
	N	509	214	723
How many students did you teach through clinical teaching, if not included above? *	Mean	29.6	30.2	29.8
	Percentile 25	8.0	5.5	6.0
	Median	15.0	12.0	15.0
	Percentile 75	30.0	30.0	30.0
	N	294	108	402

* 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	.4	.7	.5
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	.0	.0	.0
	N	511	230	741
Graduate or professional students	Mean	1.9	3.0	2.2
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	2.0	2.0	2.0
	N	538	234	772
Residents (Medical School)	Mean	4.2	3.0	3.8
	Percentile 25	.0	.0	.0
	Median	1.0	.0	1.0
	Percentile 75	3.0	2.0	3.0
	N	565	237	802
Postdoctoral associates or fellows	Mean	1.9	1.0	1.6
	Percentile 25	.0	.0	.0
	Median	1.0	.0	1.0
	Percentile 75	3.0	1.0	2.0
	N	553	239	792
Informal student advisees	Mean	2.1	2.8	2.3
	Percentile 25	.0	.0	.0
	Median	.0	1.0	.0
	Percentile 75	2.0	3.0	3.0
	N	521	226	747
Junior faculty	Mean	1.7	.8	1.4
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	2.0	1.0	2.0
	N	532	231	763

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	1.2	1.0	1.2
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	2.0	2.0	2.0
	N	599	253	852
University/ School/ Divisional committees	Mean	1.1	1.1	1.1
	Percentile 25	.0	.0	.0
	Median	1.0	.0	.0
	Percentile 75	2.0	1.0	2.0
	N	579	249	828
Hospital or WU health system committees	Mean	.9	.5	.8
	Percentile 25	.0	.0	.0
	Median	.0	.0	.0
	Percentile 75	1.0	1.0	1.0
	N	583	240	823
External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)	Mean	1.8	1.4	1.7
	Percentile 25	.0	.0	.0
	Median	1.0	1.0	1.0
	Percentile 75	3.0	2.0	3.0
	N	593	250	843

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	590	93.5%	94.4%	264	98.9%	98.9%	854	95.1%	95.7%
	Serving currently or served within the past five academic years	22	3.5%	3.5%	3	1.1%	1.1%	25	2.8%	2.8%
	Served prior to the past five academic years	19	3.0%	3.0%	0	.0%	.0%	19	2.1%	2.1%
	Total	631	100.0%	101.0%	267	100.0%	100.0%	898	100.0%	100.7%

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	438	69.2%	70.1%	229	85.8%	85.8%	667	74.1%	74.8%
	Serving currently or served within the past five academic years	163	25.8%	26.1%	34	12.7%	12.7%	197	21.9%	22.1%
	Served prior to the past five academic years	32	5.1%	5.1%	4	1.5%	1.5%	36	4.0%	4.0%
	Total	633	100.0%	101.3%	267	100.0%	100.0%	900	100.0%	100.9%

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	618	98.1%	98.9%	262	98.1%	98.1%	880	98.1%	98.7%
	Serving currently or served within the past five academic years	7	1.1%	1.1%	5	1.9%	1.9%	12	1.3%	1.3%
	Served prior to the past five academic years	5	.8%	.8%	0	.0%	.0%	5	.6%	.6%
	Total	630	100.0%	100.8%	267	100.0%	100.0%	897	100.0%	100.6%

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	614	98.1%	98.9%	263	99.6%	99.6%	877	98.5%	99.1%
	Serving currently or served within the past five academic years	4	.6%	.6%	0	.0%	.0%	4	.4%	.5%
	Served prior to the past five academic years	8	1.3%	1.3%	1	.4%	.4%	9	1.0%	1.0%
	Total	626	100.0%	100.8%	264	100.0%	100.0%	890	100.0%	100.6%

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	571	91.1%	92.1%	253	94.8%	95.5%	824	92.2%	93.1%
	Serving currently or served within the past five academic years	38	6.1%	6.1%	11	4.1%	4.2%	49	5.5%	5.5%
	Served prior to the past five academic years	18	2.9%	2.9%	3	1.1%	1.1%	21	2.3%	2.4%
	Total	627	100.0%	101.1%	267	100.0%	100.8%	894	100.0%	101.0%

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	166	79.0%	89.7%	77	84.6%	92.8%	243	80.7%	90.7%
	Served prior to the past five academic years	44	21.0%	23.8%	14	15.4%	16.9%	58	19.3%	21.6%
	Total	210	100.0%	113.5%	91	100.0%	109.6%	301	100.0%	112.3%

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	20.0%	9	16.7%	1	19.6%	10
	No	80.0%	36	83.3%	5	80.4%	41
	Total	100.0%	45	100.0%	6	100.0%	51
Director of a division, center, program, or institute	Yes	17.4%	28	21.2%	7	18.0%	35
	No	82.6%	133	78.8%	26	82.0%	159
	Total	100.0%	161	100.0%	33	100.0%	194
Dean, associate dean, or assistant dean	Yes	10.0%	2	42.9%	3	18.5%	5
	No	90.0%	18	57.1%	4	81.5%	22
	Total	100.0%	20	100.0%	7	100.0%	27
Director of undergraduate study	Yes	.0%	0	.0%	0	.0%	0
	No	100.0%	16	100.0%	3	100.0%	19
	Total	100.0%	16	100.0%	3	100.0%	19
Director of graduate study	Yes	9.3%	5	.0%	0	7.1%	5
	No	90.7%	49	100.0%	16	92.9%	65
	Total	100.0%	54	100.0%	16	100.0%	70
Other administrative capacity	Yes	17.2%	23	16.7%	8	17.0%	31
	No	82.8%	111	83.3%	40	83.0%	151
	Total	100.0%	134	100.0%	48	100.0%	182

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	9.3%	56	2.9%	7	7.5%	63
	No	90.7%	544	97.1%	236	92.5%	780
	Total	100.0%	600	100.0%	243	100.0%	843
Director of a division, center, program or institute	Yes	34.6%	213	18.0%	45	29.8%	258
	No	65.4%	402	82.0%	205	70.2%	607
	Total	100.0%	615	100.0%	250	100.0%	865
Dean, Associate Dean, Assistant Dean	Yes	2.0%	12	3.3%	8	2.4%	20
	No	98.0%	588	96.7%	234	97.6%	822
	Total	100.0%	600	100.0%	242	100.0%	842
Director of Undergraduate Study	Yes	.3%	2	.8%	2	.5%	4
	No	99.7%	590	99.2%	238	99.5%	828
	Total	100.0%	592	100.0%	240	100.0%	832
Director of Graduate Study	Yes	7.3%	44	4.7%	11	6.6%	55
	No	92.7%	556	95.3%	225	93.4%	781
	Total	100.0%	600	100.0%	236	100.0%	836
Other	Yes	14.0%	29	15.4%	14	14.4%	43
	No	86.0%	178	84.6%	77	85.6%	255
	Total	100.0%	207	100.0%	91	100.0%	298

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	6.3%	40	7.8%	21	6.7%	61
	Somewhat unwilling	12.2%	78	8.9%	24	11.3%	102
	Neither unwilling nor willing	12.1%	77	17.5%	47	13.7%	124
	Somewhat willing	34.7%	221	37.5%	101	35.5%	322
	Very willing to serve	34.7%	221	28.3%	76	32.8%	297
	Total	100.0%	637	100.0%	269	100.0%	906

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	4.2	3.5	4.0
	Percentile 25	2.0	2.0	2.0
	Median	4.0	3.0	3.0
	Percentile 75	6.0	5.0	5.0
	N	579	210	789
Papers for presentation at conferences	Mean	3.8	3.1	3.6
	Percentile 25	2.0	2.0	2.0
	Median	3.0	2.0	3.0
	Percentile 75	5.0	4.0	5.0
	N	501	189	690
Books: authored	Mean	1.2	1.0	1.2
	Percentile 25	1.0	1.0	1.0
	Median	1.0	1.0	1.0
	Percentile 75	1.0	1.0	1.0
	N	95	25	120
Books: edited	Mean	1.3	1.0	1.2
	Percentile 25	1.0	1.0	1.0
	Median	1.0	1.0	1.0
	Percentile 75	1.0	1.0	1.0
	N	79	23	102
Chapters in books	Mean	1.9	1.7	1.9
	Percentile 25	1.0	1.0	1.0
	Median	2.0	1.0	2.0
	Percentile 75	2.0	2.0	2.0
	N	325	102	427
Other scholarly or creative works	Mean	2.9	1.9	2.5
	Percentile 25	1.0	1.0	1.0
	Median	2.0	2.0	2.0
	Percentile 75	3.0	2.0	3.0
	N	46	25	71

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	2.5	2.7
	Percentile 25	1.0	1.0	1.0
	Median	2.0	2.0	2.0
	Percentile 75	3.0	3.0	3.0
	N	414	147	561

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	60.1	54.2	58.4
	Percentile 25	50.0	48.5	50.0
	Median	60.0	52.5	58.0
	Percentile 75	65.0	60.0	65.0
	N	576	244	820

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	9.0	11.4	9.6
	Percentile 25	5.0	5.0	5.0
	Median	5.0	9.0	5.0
	Percentile 75	10.0	15.0	10.0
	N	420	156	576
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	Mean	7.5	8.8	7.9
	Percentile 25	2.0	2.0	2.0
	Median	5.0	5.0	5.0
	Percentile 75	10.0	10.0	10.0
	N	362	148	510

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	46.2	46.3	46.2
	Percentile 25	13.0	10.0	10.0
	Median	50.0	45.0	50.0
	Percentile 75	75.0	80.0	75.0
	N	473	191	664
Fulfilling administrative responsibilities/ committee work/ University service	Mean	12.0	11.7	11.9
	Percentile 25	5.0	5.0	5.0
	Median	10.0	6.0	9.0
	Percentile 75	15.0	15.0	15.0
	N	409	157	566
Clinical duties (patient care and patient-related meetings, paperwork, etc., Medical School)	Mean	47.7	51.6	48.8
	Percentile 25	20.0	25.0	20.0
	Median	50.0	52.5	52.0
	Percentile 75	73.0	75.0	75.0
	N	349	128	477
External paid consulting	Mean	3.0	2.5	2.9
	Percentile 25	1.0	1.0	1.0
	Median	2.0	1.0	2.0
	Percentile 75	5.0	5.0	5.0
	N	129	32	161
Other work-related activities	Mean	20.9	18.1	19.8
	Percentile 25	5.0	5.0	5.0
	Median	10.0	10.0	10.0
	Percentile 75	29.0	20.0	25.0
	N	48	31	79

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	1.5%	9	1.7%	4	1.6%	13
	Somewhat disagree	6.4%	38	11.2%	26	7.7%	64
	Neither agree nor disagree	13.5%	81	13.8%	32	13.6%	113
	Somewhat agree	45.2%	270	41.8%	97	44.2%	367
	Strongly agree	33.4%	200	31.5%	73	32.9%	273
	Total	100.0%	598	100.0%	232	100.0%	830
Q16. I am satisfied with opportunities to collaborate with faculty in my primary department/ unit.	Strongly disagree	4.9%	30	7.1%	18	5.5%	48
	Somewhat disagree	8.6%	53	13.8%	35	10.1%	88
	Neither agree nor disagree	8.0%	49	10.3%	26	8.6%	75
	Somewhat agree	36.7%	226	33.2%	84	35.7%	310
	Strongly agree	41.8%	257	35.6%	90	40.0%	347
	Total	100.0%	615	100.0%	253	100.0%	868
Q17. I am satisfied with opportunities to collaborate with faculty in other units at Washington University.	Strongly disagree	4.3%	26	2.9%	7	3.9%	33
	Somewhat disagree	7.8%	47	12.1%	29	9.1%	76
	Neither agree nor disagree	11.2%	67	15.1%	36	12.3%	103
	Somewhat agree	38.7%	232	33.9%	81	37.3%	313
	Strongly agree	38.0%	228	36.0%	86	37.4%	314
	Total	100.0%	600	100.0%	239	100.0%	839
Q18. Interdisciplinary research is recognized and rewarded by my department/ unit.	Strongly disagree	6.7%	40	5.5%	13	6.4%	53
	Somewhat disagree	9.8%	58	9.7%	23	9.8%	81
	Neither agree nor disagree	18.0%	107	14.3%	34	17.0%	141
	Somewhat agree	34.1%	202	38.0%	90	35.2%	292
	Strongly agree	31.4%	186	32.5%	77	31.7%	263
	Total	100.0%	593	100.0%	237	100.0%	830

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	5.8%	34	4.0%	9	5.3%	43
	Somewhat disagree	11.5%	67	9.3%	21	10.8%	88
	Neither agree nor disagree	21.9%	128	19.8%	45	21.3%	173
	Somewhat agree	32.0%	187	36.6%	83	33.3%	270
	Strongly agree	28.9%	169	30.4%	69	29.3%	238
	Total	100.0%	585	100.0%	227	100.0%	812
Q20. My chair/ director/ dean creates a collegial and supportive environment.	Strongly disagree	7.3%	45	7.9%	20	7.5%	65
	Somewhat disagree	6.7%	41	8.3%	21	7.2%	62
	Neither agree nor disagree	12.2%	75	15.9%	40	13.3%	115
	Somewhat agree	28.0%	172	28.2%	71	28.1%	243
	Strongly agree	45.8%	281	39.7%	100	44.0%	381
	Total	100.0%	614	100.0%	252	100.0%	866
Q21. My chair/ director/ dean helps me obtain the resources I need.	Strongly disagree	8.0%	47	9.7%	24	8.5%	71
	Somewhat disagree	12.0%	71	9.3%	23	11.2%	94
	Neither agree nor disagree	17.8%	105	21.5%	53	18.9%	158
	Somewhat agree	31.1%	184	31.6%	78	31.3%	262
	Strongly agree	31.1%	184	27.9%	69	30.2%	253
	Total	100.0%	591	100.0%	247	100.0%	838
Q22. My chair/ director/ dean articulates clear criteria for promotion and tenure.	Strongly disagree	10.9%	61	12.6%	30	11.4%	91
	Somewhat disagree	13.7%	77	16.7%	40	14.6%	117
	Neither agree nor disagree	18.0%	101	16.3%	39	17.5%	140
	Somewhat agree	28.6%	161	28.5%	68	28.6%	229
	Strongly agree	28.8%	162	25.9%	62	28.0%	224
	Total	100.0%	562	100.0%	239	100.0%	801

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	16.6%	99	24.0%	59	18.8%	158
	Somewhat disagree	14.8%	88	17.1%	42	15.5%	130
	Neither agree nor disagree	14.8%	88	17.1%	42	15.5%	130
	Somewhat agree	30.4%	181	30.5%	75	30.4%	256
	Strongly agree	23.4%	139	11.4%	28	19.9%	167
	Total	100.0%	595	100.0%	246	100.0%	841
Q24. I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	Strongly disagree	2.3%	14	5.2%	13	3.2%	27
	Somewhat disagree	4.8%	29	8.9%	22	6.0%	51
	Neither agree nor disagree	16.5%	99	13.3%	33	15.6%	132
	Somewhat agree	40.2%	241	44.8%	111	41.6%	352
	Strongly agree	36.1%	216	27.8%	69	33.6%	285
	Total	100.0%	599	100.0%	248	100.0%	847
Q25. My department/ unit is a good fit for me.	Strongly disagree	4.5%	28	3.5%	9	4.2%	37
	Somewhat disagree	6.4%	40	7.7%	20	6.8%	60
	Neither agree nor disagree	12.5%	78	13.9%	36	12.9%	114
	Somewhat agree	32.9%	205	38.2%	99	34.5%	304
	Strongly agree	43.7%	272	36.7%	95	41.6%	367
	Total	100.0%	623	100.0%	259	100.0%	882
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	4.0%	24	7.6%	19	5.1%	43
	Somewhat disagree	9.7%	58	10.4%	26	9.9%	84
	Neither agree nor disagree	18.0%	108	20.0%	50	18.6%	158
	Somewhat agree	33.4%	200	31.6%	79	32.9%	279
	Strongly agree	34.9%	209	30.4%	76	33.6%	285
	Total	100.0%	599	100.0%	250	100.0%	849

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	29.0%	174	22.6%	56	27.1%	230
	Somewhat disagree	26.8%	161	17.3%	43	24.1%	204
	Neither agree nor disagree	22.2%	133	26.6%	66	23.5%	199
	Somewhat agree	15.2%	91	22.6%	56	17.3%	147
	Strongly agree	6.8%	41	10.9%	27	8.0%	68
	Total	100.0%	600	100.0%	248	100.0%	848
Q28. I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	Strongly disagree	27.3%	164	18.7%	46	24.8%	210
	Somewhat disagree	18.3%	110	17.9%	44	18.2%	154
	Neither agree nor disagree	27.0%	162	29.7%	73	27.7%	235
	Somewhat agree	18.0%	108	18.3%	45	18.1%	153
	Strongly agree	9.5%	57	15.4%	38	11.2%	95
	Total	100.0%	601	100.0%	246	100.0%	847
Q29. I feel that my department/ unit is adequately supported by the leadership of Washington University.	Strongly disagree	8.4%	52	10.2%	26	8.9%	78
	Somewhat disagree	18.8%	116	25.0%	64	20.6%	180
	Neither agree nor disagree	19.7%	122	17.6%	45	19.1%	167
	Somewhat agree	33.7%	208	30.9%	79	32.8%	287
	Strongly agree	19.4%	120	16.4%	42	18.5%	162
	Total	100.0%	618	100.0%	256	100.0%	874
Q30. My department/ unit creates a welcoming environment for women faculty.	Strongly disagree	3.3%	19	7.8%	20	4.7%	39
	Somewhat disagree	7.2%	41	9.4%	24	7.9%	65
	Neither agree nor disagree	17.6%	101	19.2%	49	18.1%	150
	Somewhat agree	32.6%	187	32.5%	83	32.6%	270
	Strongly agree	39.3%	225	31.0%	79	36.7%	304
	Total	100.0%	573	100.0%	255	100.0%	828

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	2.3%	13	3.3%	8	2.6%	21
	Somewhat disagree	5.8%	33	9.2%	22	6.8%	55
	Neither agree nor disagree	23.7%	135	31.7%	76	26.0%	211
	Somewhat agree	30.9%	176	29.6%	71	30.5%	247
	Strongly agree	37.4%	213	26.3%	63	34.1%	276
	Total	100.0%	570	100.0%	240	100.0%	810
Q32. I am very interested in what others think about my department/ unit.	Strongly disagree	1.1%	7	2.0%	5	1.4%	12
	Somewhat disagree	5.5%	34	7.4%	19	6.1%	53
	Neither agree nor disagree	21.3%	131	23.4%	60	22.0%	191
	Somewhat agree	40.1%	246	41.0%	105	40.3%	351
	Strongly agree	31.9%	196	26.2%	67	30.2%	263
	Total	100.0%	614	100.0%	256	100.0%	870
Q33. When someone criticizes my department/ unit, it feels like a personal insult.	Strongly disagree	7.6%	46	9.7%	24	8.2%	70
	Somewhat disagree	11.9%	72	16.1%	40	13.1%	112
	Neither agree nor disagree	23.1%	140	27.8%	69	24.4%	209
	Somewhat agree	36.9%	224	31.5%	78	35.3%	302
	Strongly agree	20.6%	125	14.9%	37	18.9%	162
	Total	100.0%	607	100.0%	248	100.0%	855

Note: 'Not applicable' counted same as missing.

Agreement with Statements about Work Environment

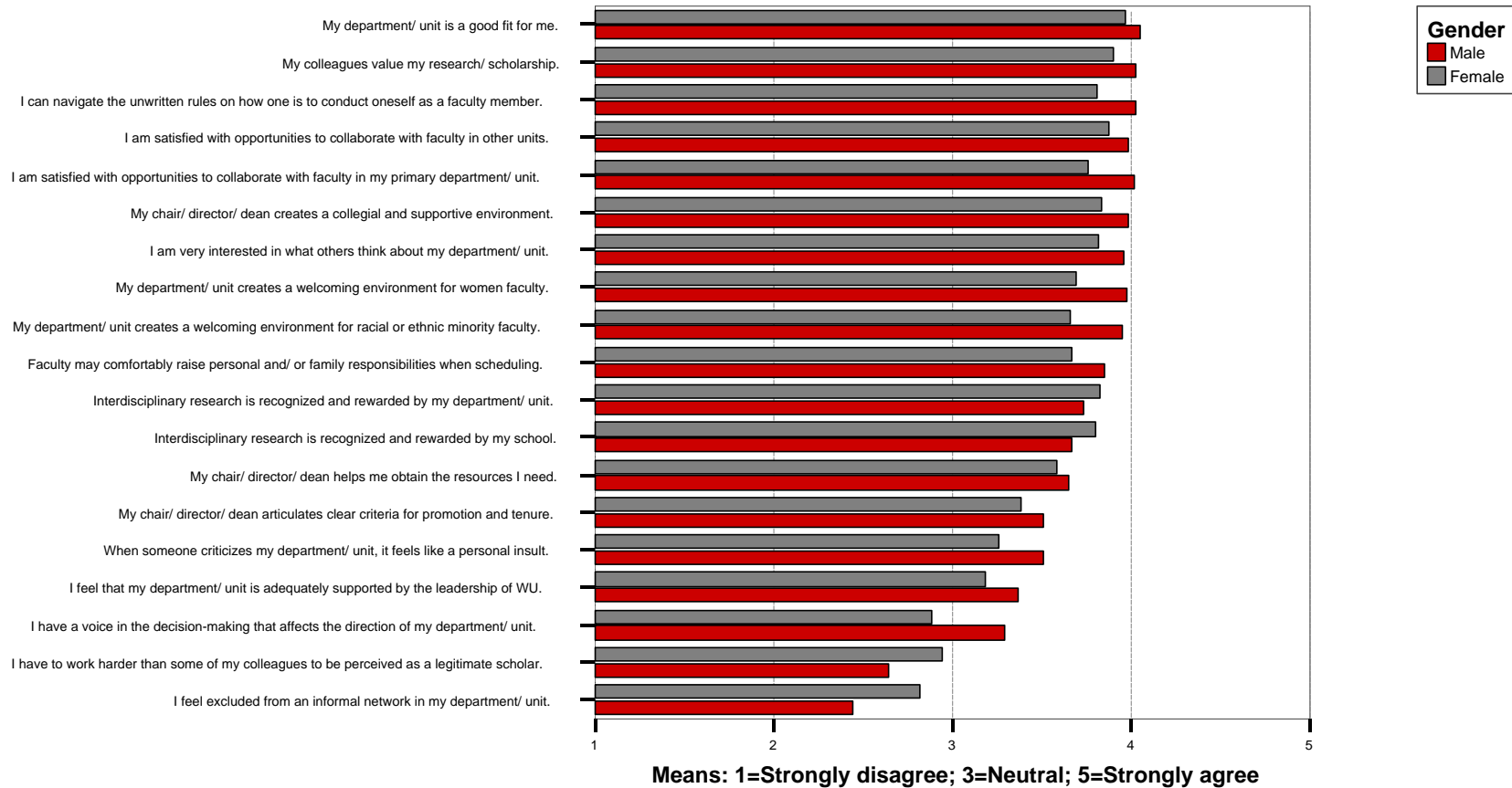


Chart sorted in descending order by overall means.

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	88.0%	552	83.9%	219	86.8%	771
	Yes, occasionally	11.6%	73	14.9%	39	12.6%	112
	Yes, often	.3%	2	1.1%	3	.6%	5
	Total	100.0%	627	100.0%	261	100.0%	888
Gender	No	85.9%	537	61.5%	161	78.7%	698
	Yes, occasionally	13.4%	84	34.0%	89	19.5%	173
	Yes, often	.6%	4	4.6%	12	1.8%	16
	Total	100.0%	625	100.0%	262	100.0%	887
Sexual orientation or identification	No	86.5%	538	82.3%	214	85.3%	752
	Yes, occasionally	13.0%	81	17.7%	46	14.4%	127
	Yes, often	.5%	3	.0%	0	.3%	3
	Total	100.0%	622	100.0%	260	100.0%	882

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	62.3%	390	44.5%	118	57.0%	508
	Appropriate but not well understood	17.6%	110	19.6%	52	18.2%	162
	Inadequate and should be improved	1.4%	9	2.6%	7	1.8%	16
	Don't know	18.7%	117	33.2%	88	23.0%	205
	Total	100.0%	626	100.0%	265	100.0%	891

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	63	9.8%	10.1%	15	5.6%	5.7%	78	8.5%	8.8%
	Yes, informally	264	40.9%	42.2%	101	37.4%	38.3%	365	39.8%	41.0%
	No	319	49.4%	51.0%	154	57.0%	58.3%	473	51.6%	53.1%
	Total	646	100.0%	103.2%	270	100.0%	102.3%	916	100.0%	102.9%

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	7.9%	49	10.0%	26	8.5%	75
	Yes, one was chosen by me	14.4%	90	18.4%	48	15.6%	138
	No	77.7%	485	71.6%	187	75.9%	672
	Total	100.0%	624	100.0%	261	100.0%	885

Q38.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How helpful have you found this formal mentoring?	Very unhelpful	10.4%	15	9.3%	7	10.0%	22
	Somewhat unhelpful	5.6%	8	5.3%	4	5.5%	12
	Neither helpful nor unhelpful	4.9%	7	2.7%	2	4.1%	9
	Somewhat helpful	24.3%	35	22.7%	17	23.7%	52
	Very helpful	54.9%	79	60.0%	45	56.6%	124
	Total	100.0%	144	100.0%	75	100.0%	219

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	67.3%	416	70.0%	182	68.1%	598
	No	32.7%	202	30.0%	78	31.9%	280
	Total	100.0%	618	100.0%	260	100.0%	878

Q40.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
How helpful have you found this informal mentoring?	Very unhelpful	9.5%	37	10.9%	19	10.0%	56
	Somewhat unhelpful	4.9%	19	6.9%	12	5.5%	31
	Neither helpful nor unhelpful	2.1%	8	.0%	0	1.4%	8
	Somewhat helpful	30.4%	118	28.2%	49	29.7%	167
	Very helpful	53.1%	206	54.0%	94	53.4%	300
	Total	100.0%	388	100.0%	174	100.0%	562

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	61.0%	332	41.2%	98	55.0%	430
	No	39.0%	212	58.8%	140	45.0%	352
	Total	100.0%	544	100.0%	238	100.0%	782

Note: 'Not applicable' counted same as missing.

Q42.

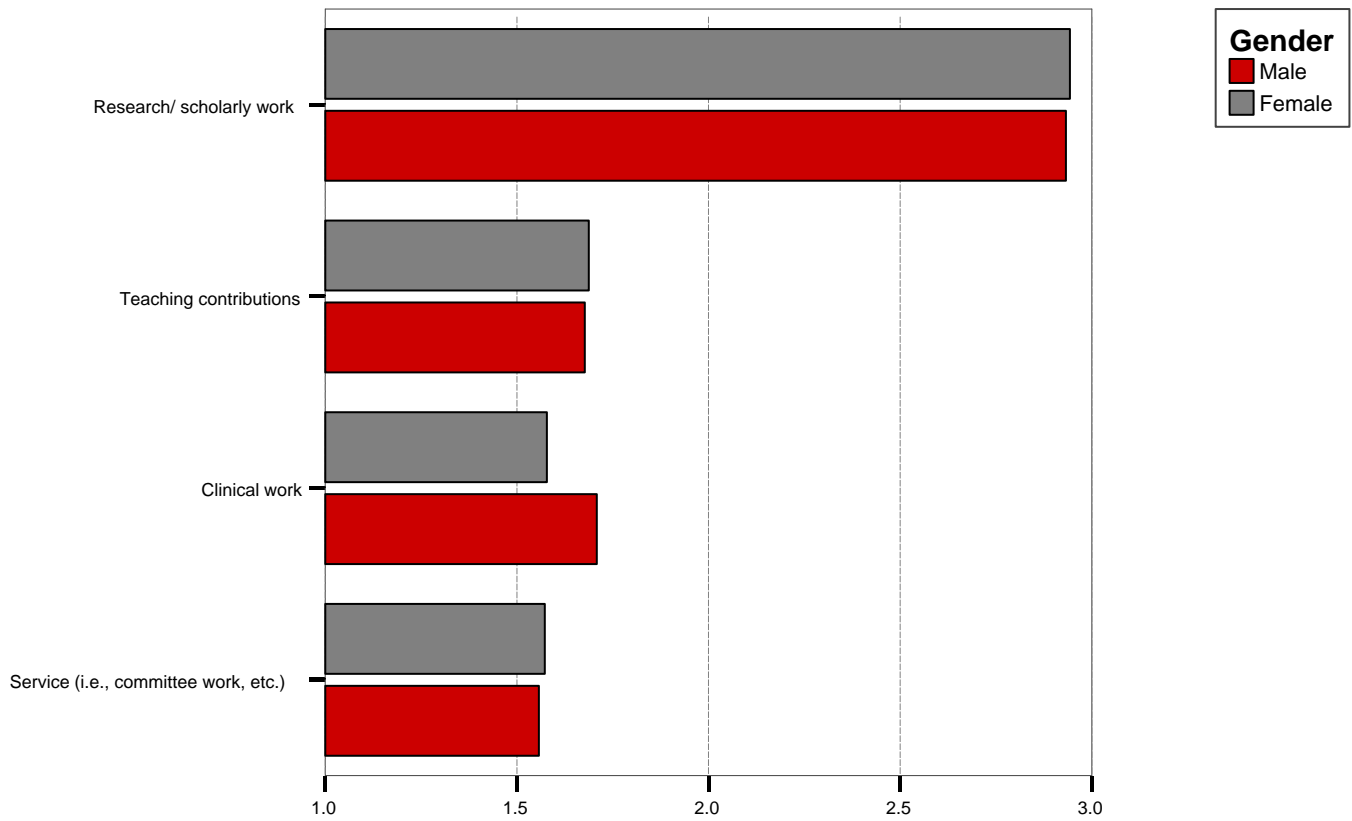
		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
To what extent do you agree that the criteria for tenure are clearly communicated?	Strongly disagree	10.8%	67	15.6%	41	12.3%	108
	Somewhat disagree	17.8%	110	19.8%	52	18.4%	162
	Neither agree nor disagree	14.4%	89	18.3%	48	15.6%	137
	Somewhat agree	34.1%	211	28.2%	74	32.3%	285
	Strongly agree	13.7%	85	6.5%	17	11.6%	102
	Don't know	9.2%	57	11.5%	30	9.9%	87
	Total	100.0%	619	100.0%	262	100.0%	881

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	.9%	5	.4%	1	.8%	6
	Somewhat valued	4.2%	24	3.9%	9	4.1%	33
	Highly valued	85.7%	487	86.6%	201	86.0%	688
	Don't know	9.2%	52	9.1%	21	9.1%	73
	Total	100.0%	568	100.0%	232	100.0%	800
Teaching contributions	Valued slightly or not at all	36.3%	203	37.0%	85	36.5%	288
	Somewhat valued	42.3%	237	40.0%	92	41.6%	329
	Highly valued	8.4%	47	10.0%	23	8.9%	70
	Don't know	13.0%	73	13.0%	30	13.0%	103
	Total	100.0%	560	100.0%	230	100.0%	790
Clinical work	Valued slightly or not at all	33.7%	165	45.6%	94	37.3%	259
	Somewhat valued	38.4%	188	26.7%	55	35.0%	243
	Highly valued	10.0%	49	10.7%	22	10.2%	71
	Don't know	17.8%	87	17.0%	35	17.6%	122
	Total	100.0%	489	100.0%	206	100.0%	695
Service (i.e., committee work, etc.)	Valued slightly or not at all	41.1%	229	40.3%	93	40.9%	322
	Somewhat valued	38.4%	214	34.6%	80	37.3%	294
	Highly valued	4.3%	24	6.1%	14	4.8%	38
	Don't know	16.2%	90	19.0%	44	17.0%	134
	Total	100.0%	557	100.0%	231	100.0%	788

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	1.4%	8	.4%	1	1.1%	9
	Somewhat undervalued	2.0%	11	.4%	1	1.5%	12
	Valued appropriately	53.4%	301	49.8%	114	52.3%	415
	Somewhat overvalued	23.2%	131	28.4%	65	24.7%	196
	Very overvalued	7.4%	42	7.0%	16	7.3%	58
	Don't know	12.6%	71	14.0%	32	13.0%	103
	Total	100.0%	564	100.0%	229	100.0%	793
Teaching contributions	Very undervalued	22.0%	123	23.1%	53	22.3%	176
	Somewhat undervalued	37.0%	207	39.3%	90	37.6%	297
	Valued appropriately	23.2%	130	17.5%	40	21.5%	170
	Somewhat overvalued	1.3%	7	1.3%	3	1.3%	10
	Very overvalued	.5%	3	.4%	1	.5%	4
	Don't know	16.1%	90	18.3%	42	16.7%	132
	Total	100.0%	560	100.0%	229	100.0%	789
Clinical work	Very undervalued	21.6%	109	28.2%	58	23.5%	167
	Somewhat undervalued	30.0%	151	30.6%	63	30.1%	214
	Valued appropriately	22.4%	113	14.6%	30	20.1%	143
	Somewhat overvalued	2.4%	12	2.9%	6	2.5%	18
	Very overvalued	1.6%	8	.5%	1	1.3%	9
	Don't know	22.0%	111	23.3%	48	22.4%	159
	Total	100.0%	504	100.0%	206	100.0%	710

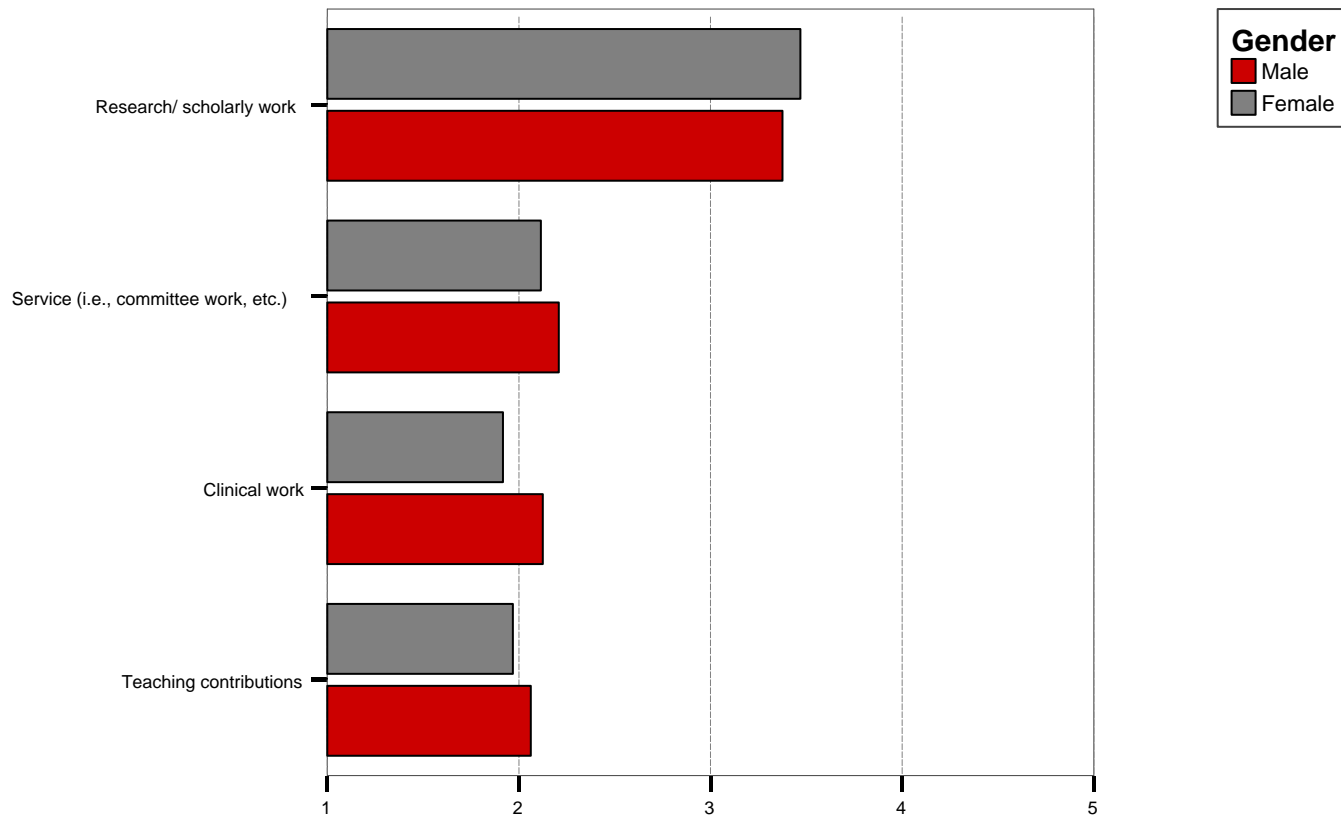
Note: 'Not applicable' counted same as missing.

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	15.9%	88	18.7%	43	16.7%	131
	Somewhat undervalued	34.4%	191	30.0%	69	33.1%	260
	Valued appropriately	29.2%	162	22.6%	52	27.3%	214
	Somewhat overvalued	1.1%	6	2.6%	6	1.5%	12
	Very overvalued	.7%	4	.0%	0	.5%	4
	Don't know	18.7%	104	26.1%	60	20.9%	164
	Total	100.0%	555	100.0%	230	100.0%	785

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	2.8%	16	1.6%	4	2.4%	20
	Somewhat undervalued	7.4%	43	3.7%	9	6.3%	52
	Valued appropriately	48.2%	279	39.4%	97	45.6%	376
	Somewhat overvalued	13.6%	79	20.3%	50	15.6%	129
	Very overvalued	5.9%	34	7.3%	18	6.3%	52
	Don't know	22.1%	128	27.6%	68	23.8%	196
	Total	100.0%	579	100.0%	246	100.0%	825
Teaching contributions	Very undervalued	13.1%	74	16.5%	39	14.1%	113
	Somewhat undervalued	27.9%	158	30.1%	71	28.6%	229
	Valued appropriately	30.2%	171	22.5%	53	27.9%	224
	Somewhat overvalued	1.4%	8	1.3%	3	1.4%	11
	Very overvalued	.4%	2	.0%	0	.2%	2
	Don't know	27.0%	153	29.7%	70	27.8%	223
	Total	100.0%	566	100.0%	236	100.0%	802
Clinical work	Very undervalued	10.3%	55	20.0%	45	13.2%	100
	Somewhat undervalued	21.1%	112	20.4%	46	20.9%	158
	Valued appropriately	33.1%	176	23.6%	53	30.3%	229
	Somewhat overvalued	3.2%	17	.9%	2	2.5%	19
	Very overvalued	1.5%	8	.4%	1	1.2%	9
	Don't know	30.8%	164	34.7%	78	32.0%	242
	Total	100.0%	532	100.0%	225	100.0%	757

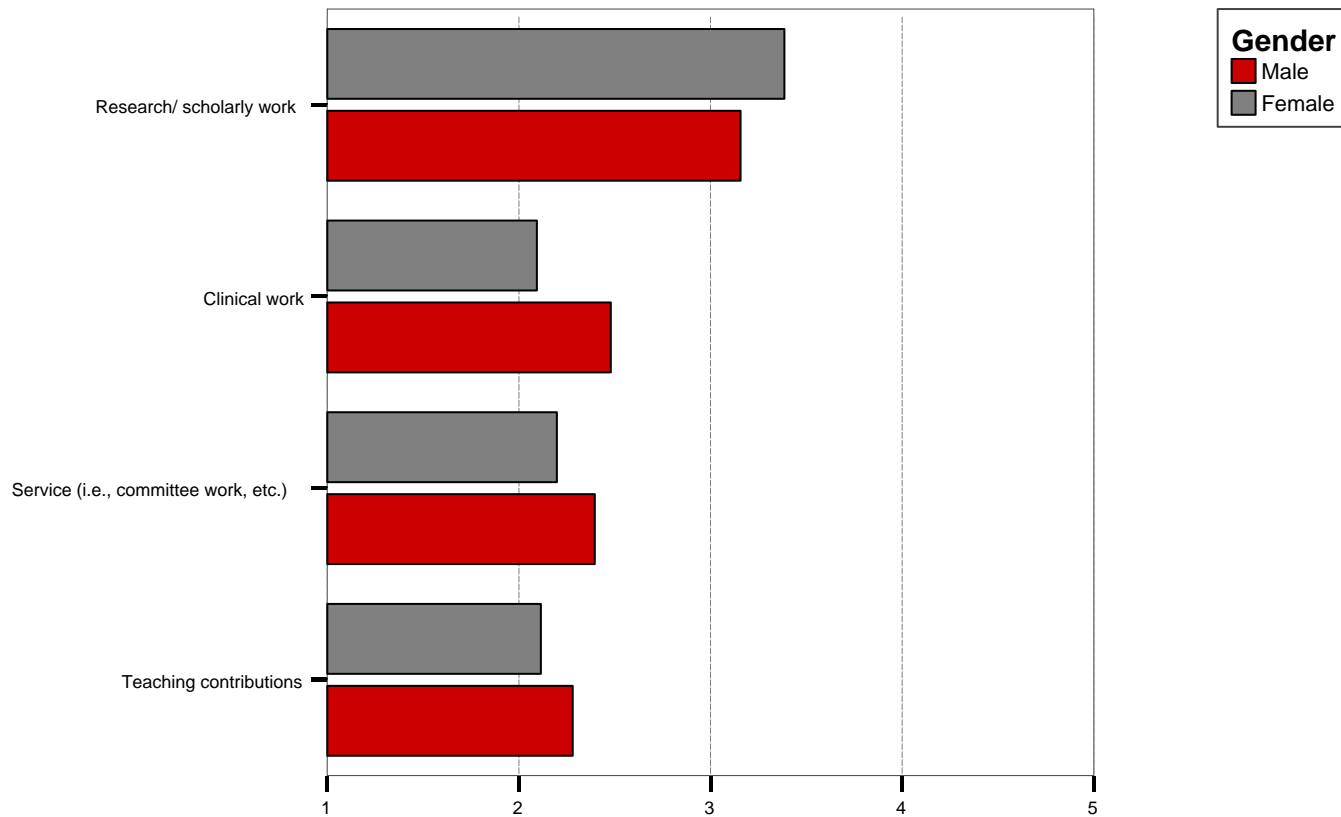
Note: 'Not applicable' counted same as missing.

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	10.3%	58	13.7%	33	11.3%	91
	Somewhat undervalued	24.6%	138	24.9%	60	24.7%	198
	Valued appropriately	32.2%	181	21.6%	52	29.0%	233
	Somewhat overvalued	1.8%	10	2.5%	6	2.0%	16
	Very overvalued	.7%	4	.0%	0	.5%	4
	Don't know	30.4%	171	37.3%	90	32.5%	261
	Total	100.0%	562	100.0%	241	100.0%	803

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	20.6%	109	10.9%	24	17.7%	133
	No	79.4%	420	89.1%	197	82.3%	617
	Total	100.0%	529	100.0%	221	100.0%	750
Research	Yes	19.5%	109	10.7%	25	16.9%	134
	No	80.5%	451	89.3%	208	83.1%	659
	Total	100.0%	560	100.0%	233	100.0%	793
Clinical work	Yes	7.5%	34	3.1%	6	6.2%	40
	No	92.5%	421	96.9%	189	93.8%	610
	Total	100.0%	455	100.0%	195	100.0%	650
Service	Yes	4.8%	25	2.3%	5	4.1%	30
	No	95.2%	491	97.7%	215	95.9%	706
	Total	100.0%	516	100.0%	220	100.0%	736
Combined areas	Yes	5.8%	29	2.8%	6	4.9%	35
	No	94.2%	468	97.2%	208	95.1%	676
	Total	100.0%	497	100.0%	214	100.0%	711

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	8.3%	51	8.6%	22	8.4%	73
	No	58.9%	363	54.5%	140	57.6%	503
	Don't know	32.8%	202	37.0%	95	34.0%	297
	Total	100.0%	616	100.0%	257	100.0%	873

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	7.5%	46	12.4%	32	8.9%	78
	Yes, more than a year ago but within the past five years	5.3%	33	12.4%	32	7.4%	65
	Yes, more than five years ago	5.2%	32	6.2%	16	5.5%	48
	No	82.0%	506	69.0%	178	78.2%	684
	Total	100.0%	617	100.0%	258	100.0%	875

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	25	18.7%	22.5%	44	45.4%	55.7%	69	29.9%	36.3%
	Care giving responsibility for a parent	16	11.9%	14.4%	5	5.2%	6.3%	21	9.1%	11.1%
	My own health issues	39	29.1%	35.1%	29	29.9%	36.7%	68	29.4%	35.8%
	Health issues of an immediate family member	41	30.6%	36.9%	14	14.4%	17.7%	55	23.8%	28.9%
	Other	13	9.7%	11.7%	5	5.2%	6.3%	18	7.8%	9.5%
	Total	134	100.0%	120.7%	97	100.0%	122.8%	231	100.0%	121.6%

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	16.8%	18	7.8%	6	13.0%	24
	Somewhat unsupportive	3.7%	4	2.6%	2	3.3%	6
	Neither supportive nor unsupportive	.9%	1	14.3%	11	6.5%	12
	Somewhat supportive	14.0%	15	22.1%	17	17.4%	32
	Very supportive	64.5%	69	53.2%	41	59.8%	110
Total		100.0%	107	100.0%	77	100.0%	184

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	.2%	1	2.7%	4	.9%	5
	Yes, more than a year ago but within the past five years	.2%	1	.0%	0	.2%	1
	Yes, more than five years ago	.5%	2	.7%	1	.5%	3
	No	99.1%	426	96.6%	141	98.4%	567
	Total	100.0%	430	100.0%	146	100.0%	576

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	1	20.0%	25.0%	3	50.0%	60.0%	4	36.4%	44.4%
	Other reasons	4	80.0%	100.0%	3	50.0%	60.0%	7	63.6%	77.8%
	Total	5	100.0%	125.0%	6	100.0%	120.0%	11	100.0%	122.2%

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	75.0%	3	20.0%	1	44.4%	4
	Somewhat unsupportive	25.0%	1	40.0%	2	33.3%	3
	Neither supportive nor unsupportive	.0%	0	20.0%	1	11.1%	1
	Somewhat supportive	.0%	0	20.0%	1	11.1%	1
	Very supportive	.0%	0	.0%	0	.0%	0
	Total	100.0%	4	100.0%	5	100.0%	9

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	1.1%	6	2.6%	6	1.5%	12
	Offered by the university and I accepted	.9%	5	.4%	1	.8%	6
	Received as result of negotiation I initiated	2.3%	13	3.4%	8	2.6%	21
	Not applicable	95.7%	536	93.6%	220	95.1%	756
	Total	100.0%	560	100.0%	235	100.0%	795
Lab or studio equipment	Received as terms of an award	6.7%	38	5.6%	13	6.4%	51
	Offered by the university and I accepted	11.2%	63	7.7%	18	10.2%	81
	Received as result of negotiation I initiated	13.7%	77	9.4%	22	12.4%	99
	Not applicable	68.4%	386	77.3%	180	71.0%	566
	Total	100.0%	564	100.0%	233	100.0%	797

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	3.2%	18	3.0%	7	3.2%	25
	Offered by the university and I accepted	19.2%	107	12.4%	29	17.2%	136
	Received as result of negotiation I initiated	14.4%	80	10.7%	25	13.3%	105
	Not applicable	63.2%	352	73.9%	173	66.4%	525
	Total	100.0%	557	100.0%	234	100.0%	791
Renovation of lab/ studio space	Received as terms of an award	1.8%	10	1.3%	3	1.7%	13
	Offered by the university and I accepted	11.6%	64	7.3%	17	10.3%	81
	Received as result of negotiation I initiated	10.3%	57	8.6%	20	9.8%	77
	Not applicable	76.4%	423	82.8%	193	78.3%	616
	Total	100.0%	554	100.0%	233	100.0%	787
Research assistant(s)	Received as terms of an award	12.2%	67	8.3%	19	11.1%	86
	Offered by the university and I accepted	6.8%	37	7.4%	17	6.9%	54
	Received as result of negotiation I initiated	10.9%	60	9.6%	22	10.6%	82
	Not applicable	70.1%	384	74.7%	171	71.4%	555
	Total	100.0%	548	100.0%	229	100.0%	777
Clerical/ administrative support	Received as terms of an award	5.1%	28	1.8%	4	4.1%	32
	Offered by the university and I accepted	32.5%	179	27.6%	62	31.1%	241
	Received as result of negotiation I initiated	9.8%	54	8.0%	18	9.3%	72
	Not applicable	52.6%	290	62.7%	141	55.5%	431
	Total	100.0%	551	100.0%	225	100.0%	776
Discretionary funds to support research	Received as terms of an award	8.5%	47	8.4%	20	8.4%	67
	Offered by the university and I accepted	21.8%	121	17.7%	42	20.6%	163
	Received as result of negotiation I initiated	17.1%	95	13.5%	32	16.0%	127
	Not applicable	52.7%	293	60.3%	143	55.0%	436
	Total	100.0%	556	100.0%	237	100.0%	793

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	9.9%	55	8.2%	19	9.4%	74
	Offered by the university and I accepted	37.6%	210	31.2%	72	35.7%	282
	Received as result of negotiation I initiated	7.5%	42	11.3%	26	8.6%	68
	Not applicable	45.0%	251	49.4%	114	46.3%	365
	Total	100.0%	558	100.0%	231	100.0%	789
Summar salary	Received as terms of an award	1.3%	7	2.3%	5	1.6%	12
	Offered by the university and I accepted	2.0%	11	1.8%	4	2.0%	15
	Received as result of negotiation I initiated	.4%	2	1.4%	3	.7%	5
	Not applicable	96.3%	520	94.6%	210	95.8%	730
	Total	100.0%	540	100.0%	222	100.0%	762
Special bonus	Received as terms of an award	2.2%	12	1.3%	3	1.9%	15
	Offered by the university and I accepted	23.8%	130	16.4%	37	21.6%	167
	Received as result of negotiation I initiated	6.0%	33	3.6%	8	5.3%	41
	Not applicable	68.0%	372	78.7%	177	71.1%	549
	Total	100.0%	547	100.0%	225	100.0%	772
Housing subsidy	Received as terms of an award	.0%	0	.0%	0	.0%	0
	Offered by the university and I accepted	1.5%	8	.5%	1	1.2%	9
	Received as result of negotiation I initiated	.8%	4	.9%	2	.8%	6
	Not applicable	97.7%	520	98.6%	218	98.0%	738
	Total	100.0%	532	100.0%	221	100.0%	753
Partner/spouse position	Received as terms of an award	.0%	0	.0%	0	.0%	0
	Offered by the university and I accepted	1.7%	9	.9%	2	1.5%	11
	Received as result of negotiation I initiated	1.3%	7	2.3%	5	1.6%	12
	Not applicable	97.0%	519	96.8%	211	96.9%	730
	Total	100.0%	535	100.0%	218	100.0%	753

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	1.7%	2	2.6%	1	1.9%	3
	Offered by the university and I accepted	.8%	1	2.6%	1	1.3%	2
	Received as result of negotiation I initiated	.0%	0	.0%	0	.0%	0
	Not applicable	97.5%	118	94.7%	36	96.9%	154
	Total	100.0%	121	100.0%	38	100.0%	159

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	30.0%	185	20.0%	51	27.1%	236
	To some extent	53.6%	330	58.0%	148	54.9%	478
	To a great extent	13.1%	81	21.2%	54	15.5%	135
	Not applicable	3.2%	20	.8%	2	2.5%	22
	Total	100.0%	616	100.0%	255	100.0%	871
Childcare	Not at all	40.8%	250	21.3%	55	35.1%	305
	To some extent	34.2%	209	32.6%	84	33.7%	293
	To a great extent	10.9%	67	17.8%	46	13.0%	113
	Not applicable	14.1%	86	28.3%	73	18.3%	159
	Total	100.0%	612	100.0%	258	100.0%	870
Care of someone who is ill, disabled, aging, and/ or in need of special services	Not at all	56.3%	345	43.1%	109	52.4%	454
	To some extent	18.3%	112	19.0%	48	18.5%	160
	To a great extent	5.7%	35	6.7%	17	6.0%	52
	Not applicable	19.7%	121	31.2%	79	23.1%	200
	Total	100.0%	613	100.0%	253	100.0%	866

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	72.7%	444	66.9%	172	71.0%	616
	To some extent	19.8%	121	25.3%	65	21.4%	186
	To a great extent	2.0%	12	2.7%	7	2.2%	19
	Not applicable	5.6%	34	5.1%	13	5.4%	47
	Total	100.0%	611	100.0%	257	100.0%	868
Cost of living	Not at all	54.2%	330	58.5%	151	55.5%	481
	To some extent	35.0%	213	32.2%	83	34.1%	296
	To a great extent	7.7%	47	6.6%	17	7.4%	64
	Not applicable	3.1%	19	2.7%	7	3.0%	26
	Total	100.0%	609	100.0%	258	100.0%	867
Commuting to and from work	Not at all	59.6%	365	61.2%	158	60.1%	523
	To some extent	32.4%	198	28.7%	74	31.3%	272
	To a great extent	4.6%	28	8.1%	21	5.6%	49
	Not applicable	3.4%	21	1.9%	5	3.0%	26
	Total	100.0%	612	100.0%	258	100.0%	870
Being part of a dual-career couple	Not at all	40.7%	250	19.5%	50	34.5%	300
	To some extent	27.5%	169	40.6%	104	31.4%	273
	To a great extent	13.0%	80	22.3%	57	15.7%	137
	Not applicable	18.7%	115	17.6%	45	18.4%	160
	Total	100.0%	614	100.0%	256	100.0%	870

Extent Items have been Source of Stress in Past 12 Months

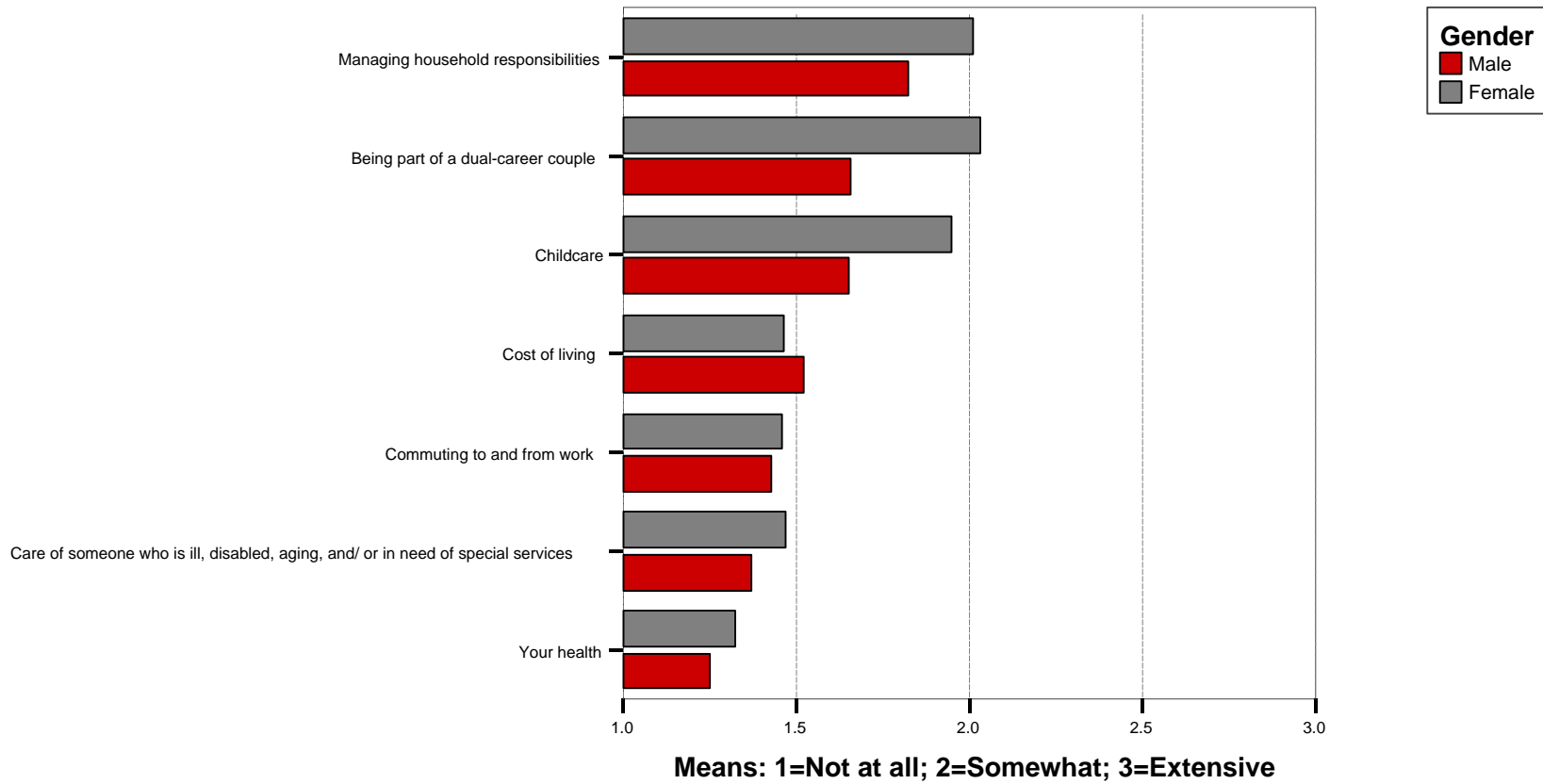


Chart sorted in descending order by overall means.

Q56.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Do you have a spouse or domestic partner?	Yes, I have a spouse	89.3%	550	74.2%	193	84.8%	743
	Yes, I have a domestic partner	2.9%	18	3.5%	9	3.1%	27
	No	7.8%	48	22.3%	58	12.1%	106
	Total	100.0%	616	100.0%	260	100.0%	876

Q57.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
What is your spouse's/ domestic partner's employment status?	Faculty member at Washington University	11.7%	66	33.0%	66	17.3%	132
	Post-doctoral fellow/ Research associate at Washington University	1.2%	7	4.5%	9	2.1%	16
	Graduate student at Washington University	.2%	1	.5%	1	.3%	2
	Employed at Washington University in some other capacity	8.2%	46	3.0%	6	6.8%	52
	Faculty member elsewhere	4.4%	25	5.5%	11	4.7%	36
	Post-doctoral fellow/ Research associate elsewhere	.4%	2	.0%	0	.3%	2
	Graduate student elsewhere	.9%	5	.5%	1	.8%	6
	Employed elsewhere in some other capacity	35.9%	202	43.5%	87	37.9%	289
	Not employed and not actively seeking employment	28.1%	158	3.0%	6	21.5%	164
	Other	9.1%	51	6.5%	13	8.4%	64
Total	100.0%	563	100.0%	200	100.0%	763	

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	18.7%	23	17.3%	13	18.2%	36
	My spouse/ partner and I were recruited by Washington University as a couple	22.0%	27	36.0%	27	27.3%	54
	I was recruited by Washington University and employment for my spouse/ partner followed	51.2%	63	18.7%	14	38.9%	77
	My spouse/ partner was recruited by Washington University and employment for me followed	8.1%	10	28.0%	21	15.7%	31
	Total	100.0%	123	100.0%	75	100.0%	198

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	8.4%	42	8.2%	16	8.3%	58
	Somewhat dissatisfied	17.9%	90	22.4%	44	19.2%	134
	Neither satisfied nor dissatisfied	6.6%	33	6.1%	12	6.4%	45
	Somewhat satisfied	33.7%	169	29.1%	57	32.4%	226
	Very satisfied	32.7%	164	33.2%	65	32.8%	229
	Don't know	.8%	4	1.0%	2	.9%	6
	Total	100.0%	502	100.0%	196	100.0%	698

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	91.6%	394	88.4%	167	90.6%	561
	Yes, my spouse/ partner and I live together, but one or both of us commutes or travels frequently for work	6.0%	26	8.5%	16	6.8%	42
	Yes, my spouse/ partner and I live in separate communities at least part of the time	2.3%	10	3.2%	6	2.6%	16
	Total	100.0%	430	100.0%	189	100.0%	619

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	5.9%	29	4.0%	7	5.4%	36
	Somewhat dissatisfied	6.3%	31	13.1%	23	8.1%	54
	Neither satisfied nor dissatisfied	19.1%	94	21.1%	37	19.6%	131
	Somewhat satisfied	32.3%	159	25.7%	45	30.5%	204
	Very satisfied	36.5%	180	36.0%	63	36.4%	243
	Total	100.0%	493	100.0%	175	100.0%	668

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	45.6%	128	61.3%	92	51.0%	220
	One	34.5%	97	25.3%	38	31.3%	135
	Two	17.4%	49	12.0%	18	15.5%	67
	Three or more	2.5%	7	1.3%	2	2.1%	9
	Total	100.0%	281	100.0%	150	100.0%	431
5-12 years	None	35.6%	114	53.7%	87	41.7%	201
	One	34.7%	111	24.1%	39	31.1%	150
	Two	25.3%	81	19.1%	31	23.2%	112
	Three or more	4.4%	14	3.1%	5	3.9%	19
	Total	100.0%	320	100.0%	162	100.0%	482
13-17 years	None	45.7%	129	64.7%	90	52.0%	219
	One	36.2%	102	23.7%	33	32.1%	135
	Two	16.7%	47	10.8%	15	14.7%	62
	Three or more	1.4%	4	.7%	1	1.2%	5
	Total	100.0%	282	100.0%	139	100.0%	421
18-23 years	None	50.8%	129	68.8%	86	56.7%	215
	One	30.7%	78	19.2%	24	26.9%	102
	Two	16.5%	42	9.6%	12	14.2%	54
	Three or more	2.0%	5	2.4%	3	2.1%	8
	Total	100.0%	254	100.0%	125	100.0%	379
24 or older	None	47.2%	137	79.1%	87	56.0%	224
	One	13.1%	38	12.7%	14	13.0%	52
	Two	21.4%	62	6.4%	7	17.3%	69
	Three or more	18.3%	53	1.8%	2	13.8%	55
	Total	100.0%	290	100.0%	110	100.0%	400

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	4.7%	14	4.2%	6	4.5%	20
	Somewhat dissatisfied	15.1%	45	11.1%	16	13.8%	61
	Neither satisfied nor dissatisfied	15.4%	46	10.4%	15	13.8%	61
	Somewhat satisfied	35.2%	105	34.0%	49	34.8%	154
	Very satisfied	29.5%	88	40.3%	58	33.0%	146
	Total	100.0%	298	100.0%	144	100.0%	442

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	5.6%	25	6.3%	10	5.7%	35
	Somewhat dissatisfied	7.1%	32	11.3%	18	8.2%	50
	Neither satisfied nor dissatisfied	6.2%	28	1.3%	2	4.9%	30
	Somewhat satisfied	27.3%	123	23.1%	37	26.2%	160
	Very satisfied	53.8%	242	58.1%	93	54.9%	335
	Total	100.0%	450	100.0%	160	100.0%	610

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	196	36.4%	43.0%	56	35.9%	40.3%	252	36.3%	42.4%
	Public schools in my residential area	333	61.9%	73.0%	92	59.0%	66.2%	425	61.2%	71.4%
	Public schools in another Metro St. Louis area	9	1.7%	2.0%	8	5.1%	5.8%	17	2.4%	2.9%
	Total	538	100.0%	118.0%	156	100.0%	112.2%	694	100.0%	116.6%

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	13.4%	83	17.4%	45	14.6%	128
	No	86.6%	535	82.6%	214	85.4%	749
	Total	100.0%	618	100.0%	259	100.0%	877

Q67.

		Gender		
		Male	Female	Overall
How long have you been a faculty member at Washington University (years)?	Mean	12.0	8.7	11.0
	Percentile 25	3.0	2.0	3.0
	Median	9.0	5.0	8.0
	Percentile 75	18.0	15.0	16.0
	N	563	231	794

Q68.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
What is your current rank?	Professor	29.6%	202	13.4%	39	24.8%	241
	Associate Professor	23.3%	159	18.3%	53	21.8%	212
	Assistant Professor	32.4%	221	35.9%	104	33.4%	325
	Instructor	14.8%	101	32.4%	94	20.0%	195
	Lecturer	.0%	0	.0%	0	.0%	0
	Other	.0%	0	.0%	0	.0%	0
	Total	100.0%	683	100.0%	290	100.0%	973

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	3.8%	7.4%	5	1.4%	2.5%	40	3.1%	6.0%
	Associate Professor	166	18.2%	35.1%	31	8.6%	15.7%	197	15.5%	29.4%
	Assistant Professor	266	29.2%	56.2%	66	18.3%	33.5%	332	26.1%	49.6%
	Visiting Professor	7	.8%	1.5%	0	.0%	.0%	7	.6%	1.0%
	Lecturer	6	.7%	1.3%	9	2.5%	4.6%	15	1.2%	2.2%
	Instructor	207	22.7%	43.8%	102	28.3%	51.8%	309	24.3%	46.1%
	Post-Doctoral Candidate	86	9.4%	18.2%	50	13.9%	25.4%	136	10.7%	20.3%
	Graduate student	57	6.3%	12.1%	44	12.2%	22.3%	101	7.9%	15.1%
	Undergraduate student	12	1.3%	2.5%	7	1.9%	3.6%	19	1.5%	2.8%
	Other	70	7.7%	14.8%	46	12.8%	23.4%	116	9.1%	17.3%
	Total	912	100.0%	192.8%	360	100.0%	182.7%	1272	100.0%	189.9%

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	34.8%	238	15.2%	44	29.0%	282
	Not tenured, and on tenure track	11.7%	80	10.3%	30	11.3%	110
	Research track	15.7%	107	23.1%	67	17.9%	174
	Clinical track	30.2%	206	37.6%	109	32.4%	315
	Not on tenure, research or clinical track	7.6%	52	13.8%	40	9.5%	92
	Total	100.0%	683	100.0%	290	100.0%	973

Q71.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Do you currently hold an endowed chair?	Yes	10.1%	63	3.1%	8	8.1%	71
	No	89.9%	560	96.9%	247	91.9%	807
	Total	100.0%	623	100.0%	255	100.0%	878

Q72.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Gender	Male	100.0%	683	.0%	0	70.2%	683
	Female	.0%	0	100.0%	290	29.8%	290
	Overall	100.0%	683	100.0%	290	100.0%	973

Q73.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
Race/ Ethnicity	Nonresident alien	3.8%	26	1.0%	3	3.0%	29
	Black, non-Hispanic	1.5%	10	2.1%	6	1.6%	16
	American Indian/Alaska Native	.1%	1	.0%	0	.1%	1
	Asian/Pacific Islander	12.6%	86	15.5%	45	13.5%	131
	Hispanic	1.9%	13	1.4%	4	1.7%	17
	White, non-Hispanic	80.1%	547	80.0%	232	80.1%	779
	Race/Ethnicity unknown	.0%	0	.0%	0	.0%	0
	Total	100.0%	683	100.0%	290	100.0%	973

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)	11	1.5%	1.8%	6	2.1%	2.3%	17	1.7%	1.9%
	Professional master's degree (e.g., MBA, MPA, MSW, MSE, MSN, MAT, MPH, MFA)	8	1.1%	1.3%	7	2.5%	2.7%	15	1.5%	1.7%
	Ph.D.	268	37.5%	43.1%	122	43.0%	47.7%	390	39.1%	44.4%
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	7	1.0%	1.1%	6	2.1%	2.3%	13	1.3%	1.5%
	Medical degree (MD, DO, DDS, DVM)	412	57.7%	66.2%	137	48.2%	53.5%	549	55.0%	62.5%
	Law degree (JD, LLB)	2	.3%	.3%	0	.0%	.0%	2	.2%	.2%
	Other degree or certificate	6	.8%	1.0%	6	2.1%	2.3%	12	1.2%	1.4%
	Total	714	100.0%	114.8%	284	100.0%	110.9%	998	100.0%	113.7%

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	1986	1991	1988
	Percentile 25	1979	1985	1980
	Median	1987	1993	1989
	Percentile 75	1995	1998	1996
	N	616	254	870

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	.2%	1	.0%	0	.1%	1
	Of little or no value	13.3%	78	10.5%	26	12.5%	104
	Of some value	57.2%	336	48.8%	121	54.7%	457
	Of great value	22.7%	133	30.6%	76	25.0%	209
	Essential	6.6%	39	10.1%	25	7.7%	64
	Total	100.0%	587	100.0%	248	100.0%	835
Written expectations for tenure and promotion in all units	Detrimental	.3%	2	.0%	0	.2%	2
	Of little or no value	8.7%	52	5.3%	13	7.7%	65
	Of some value	34.9%	209	28.3%	70	33.0%	279
	Of great value	32.9%	197	35.6%	88	33.7%	285
	Essential	23.2%	139	30.8%	76	25.4%	215
	Total	100.0%	599	100.0%	247	100.0%	846
More opportunities for social interaction with other faculty	Detrimental	.0%	0	.0%	0	.0%	0
	Of little or no value	28.2%	169	11.0%	27	23.2%	196
	Of some value	47.4%	284	56.1%	138	49.9%	422
	Of great value	19.9%	119	24.8%	61	21.3%	180
	Essential	4.5%	27	8.1%	20	5.6%	47
	Total	100.0%	599	100.0%	246	100.0%	845

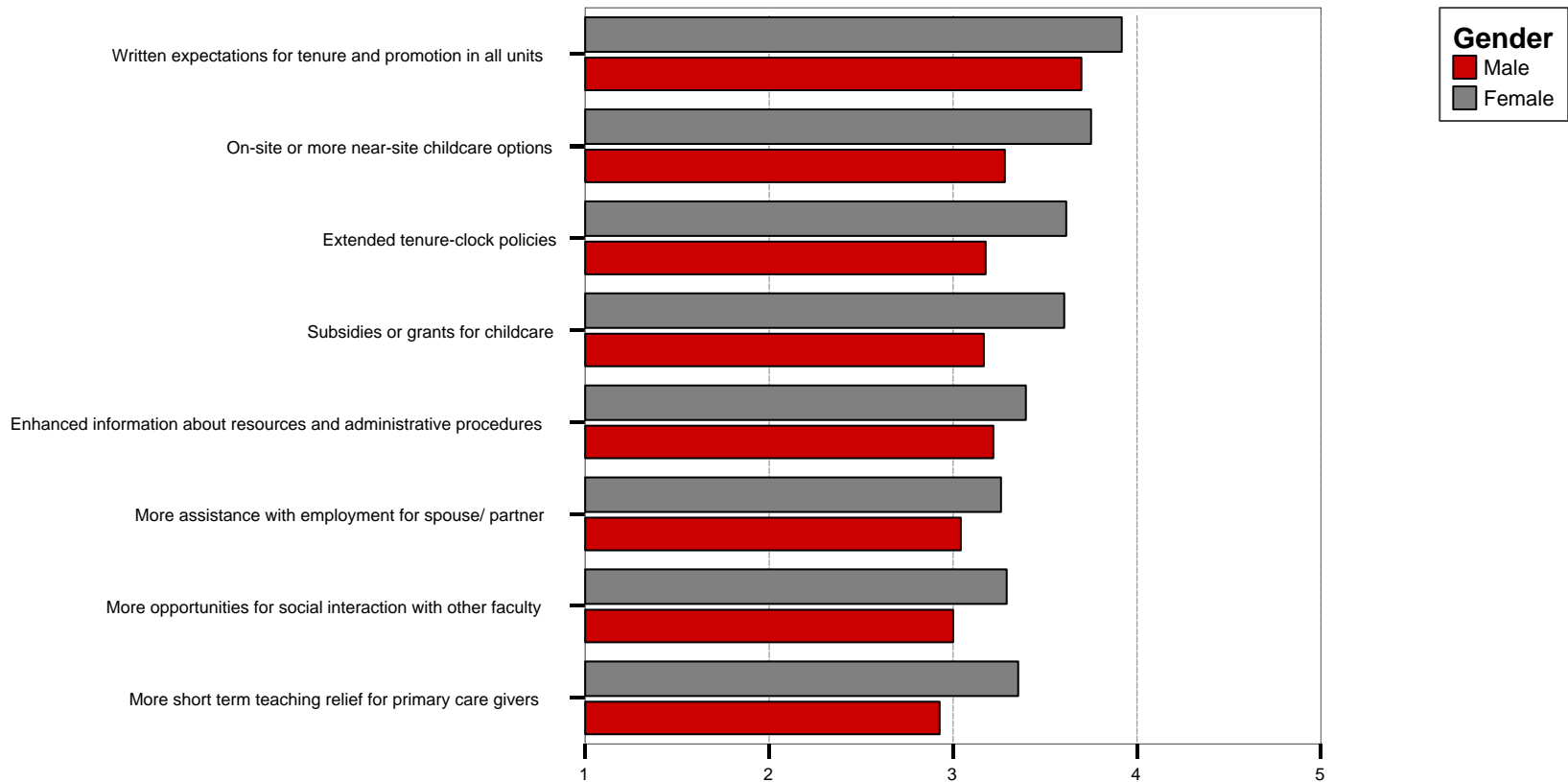
Q76. In your estimation, how valuable would the following policies and practices be in improving the overall quality of faculty work life at Washington University: (cont.)

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
On-site or more near-site childcare options	Detrimental	.2%	1	.0%	0	.1%	1
	Of little or no value	18.4%	107	9.6%	23	15.8%	130
	Of some value	43.1%	251	26.4%	63	38.2%	314
	Of great value	29.4%	171	42.7%	102	33.3%	273
	Essential	8.9%	52	21.3%	51	12.5%	103
	Total	100.0%	582	100.0%	239	100.0%	821
Subsidies or grants for childcare	Detrimental	2.1%	12	.4%	1	1.6%	13
	Of little or no value	20.3%	117	12.1%	29	17.9%	146
	Of some value	42.1%	242	28.8%	69	38.2%	311
	Of great value	29.4%	169	43.3%	104	33.5%	273
	Essential	6.1%	35	15.4%	37	8.8%	72
	Total	100.0%	575	100.0%	240	100.0%	815
More short term teaching relief for primary care givers	Detrimental	.7%	4	.0%	0	.5%	4
	Of little or no value	26.8%	149	11.5%	27	22.3%	176
	Of some value	55.1%	307	48.7%	114	53.2%	421
	Of great value	14.0%	78	32.1%	75	19.3%	153
	Essential	3.4%	19	7.7%	18	4.7%	37
	Total	100.0%	557	100.0%	234	100.0%	791
Extended tenure-clock policies	Detrimental	1.2%	7	1.3%	3	1.2%	10
	Of little or no value	17.4%	99	7.2%	17	14.4%	116
	Of some value	50.0%	284	36.0%	85	45.9%	369
	Of great value	24.6%	140	39.0%	92	28.9%	232
	Essential	6.7%	38	16.5%	39	9.6%	77
	Total	100.0%	568	100.0%	236	100.0%	804

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	1.1%	6	.4%	1	.9%	7
	Of little or no value	26.4%	150	19.5%	44	24.4%	194
	Of some value	45.6%	259	43.4%	98	45.0%	357
	Of great value	20.8%	118	26.5%	60	22.4%	178
	Essential	6.2%	35	10.2%	23	7.3%	58
	Total	100.0%	568	100.0%	226	100.0%	794
Other	Detrimental	6.9%	2	.0%	0	4.9%	2
	Of little or no value	6.9%	2	.0%	0	4.9%	2
	Of some value	.0%	0	8.3%	1	2.4%	1
	Of great value	27.6%	8	50.0%	6	34.1%	14
	Essential	58.6%	17	41.7%	5	53.7%	22
	Total	100.0%	29	100.0%	12	100.0%	41

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	41.4%	254	49.0%	125	43.7%	379
	No	58.6%	359	51.0%	130	56.3%	489
	Total	100.0%	613	100.0%	255	100.0%	868

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	19.7%	52	18.1%	23	19.2%	75
	Of some value	62.5%	165	64.6%	82	63.2%	247
	Of great value	17.8%	47	17.3%	22	17.6%	69
	Total	100.0%	264	100.0%	127	100.0%	391

Q78.

		Gender					
		Male		Female		Overall	
		%	N	%	N	%	N
In the next three years, how likely are you to leave Washington University?	Very unlikely	37.6%	230	30.9%	79	35.6%	309
	Somewhat unlikely	16.2%	99	23.8%	61	18.5%	160
	Neither likely nor unlikely	20.8%	127	25.4%	65	22.1%	192
	Somewhat likely	15.5%	95	12.1%	31	14.5%	126
	Very likely	9.8%	60	7.8%	20	9.2%	80
	Total	100.0%	611	100.0%	256	100.0%	867

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	26.9%	156	22.4%	55	25.5%	211
	To some extent	39.2%	228	42.9%	105	40.3%	333
	To a great extent	28.1%	163	29.4%	72	28.5%	235
	Not applicable	5.9%	34	5.3%	13	5.7%	47
	Total	100.0%	581	100.0%	245	100.0%	826
To improve your prospects for tenure	Not at all	44.8%	257	42.4%	103	44.1%	360
	To some extent	17.2%	99	18.9%	46	17.7%	145
	To a great extent	15.5%	89	14.8%	36	15.3%	125
	Not applicable	22.5%	129	23.9%	58	22.9%	187
	Total	100.0%	574	100.0%	243	100.0%	817
To enhance your career in other ways	Not at all	20.1%	116	22.8%	55	20.9%	171
	To some extent	40.8%	235	37.3%	90	39.8%	325
	To a great extent	32.6%	188	34.0%	82	33.0%	270
	Not applicable	6.4%	37	5.8%	14	6.2%	51
	Total	100.0%	576	100.0%	241	100.0%	817
To find a more supportive work environment	Not at all	41.6%	241	42.7%	103	42.0%	344
	To some extent	30.4%	176	29.5%	71	30.1%	247
	To a great extent	21.6%	125	22.4%	54	21.8%	179
	Not applicable	6.4%	37	5.4%	13	6.1%	50
	Total	100.0%	579	100.0%	241	100.0%	820
To increase your time to do research	Not at all	58.9%	338	61.7%	150	59.7%	488
	To some extent	20.6%	118	17.7%	43	19.7%	161
	To a great extent	10.8%	62	11.1%	27	10.9%	89
	Not applicable	9.8%	56	9.5%	23	9.7%	79
	Total	100.0%	574	100.0%	243	100.0%	817

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	38.0%	219	36.7%	88	37.6%	307
	To some extent	20.7%	119	18.8%	45	20.1%	164
	To a great extent	9.2%	53	12.1%	29	10.0%	82
	Not applicable	32.1%	185	32.5%	78	32.2%	263
	Total	100.0%	576	100.0%	240	100.0%	816
To change administrative responsibilities	Not at all	50.7%	292	56.8%	137	52.5%	429
	To some extent	24.0%	138	20.7%	50	23.0%	188
	To a great extent	7.1%	41	5.8%	14	6.7%	55
	Not applicable	18.2%	105	16.6%	40	17.7%	145
	Total	100.0%	576	100.0%	241	100.0%	817
To pursue a non-academic job	Not at all	56.2%	323	53.1%	127	55.3%	450
	To some extent	23.5%	135	24.3%	58	23.7%	193
	To a great extent	6.3%	36	11.7%	28	7.9%	64
	Not applicable	14.1%	81	10.9%	26	13.1%	107
	Total	100.0%	575	100.0%	239	100.0%	814
To reduce stress	Not at all	45.5%	262	32.8%	79	41.7%	341
	To some extent	30.2%	174	36.5%	88	32.1%	262
	To a great extent	15.1%	87	24.5%	59	17.9%	146
	Not applicable	9.2%	53	6.2%	15	8.3%	68
	Total	100.0%	576	100.0%	241	100.0%	817
To address child-related issues	Not at all	67.1%	383	53.0%	125	62.9%	508
	To some extent	10.0%	57	16.9%	40	12.0%	97
	To a great extent	2.6%	15	8.9%	21	4.5%	36
	Not applicable	20.3%	116	21.2%	50	20.6%	166
	Total	100.0%	571	100.0%	236	100.0%	807

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	63.9%	367	51.4%	125	60.2%	492
	To some extent	13.8%	79	15.6%	38	14.3%	117
	To a great extent	7.8%	45	14.8%	36	9.9%	81
	Not applicable	14.5%	83	18.1%	44	15.5%	127
	Total	100.0%	574	100.0%	243	100.0%	817
To lower your cost of living	Not at all	81.0%	464	78.7%	188	80.3%	652
	To some extent	6.6%	38	7.1%	17	6.8%	55
	To a great extent	1.9%	11	2.5%	6	2.1%	17
	Not applicable	10.5%	60	11.7%	28	10.8%	88
	Total	100.0%	573	100.0%	239	100.0%	812
Retirement	Not at all	63.0%	362	70.3%	168	65.1%	530
	To some extent	13.7%	79	10.0%	24	12.7%	103
	To a great extent	8.2%	47	4.2%	10	7.0%	57
	Not applicable	15.1%	87	15.5%	37	15.2%	124
	Total	100.0%	575	100.0%	239	100.0%	814
Other	Not at all	20.0%	12	13.3%	4	17.8%	16
	To some extent	8.3%	5	6.7%	2	7.8%	7
	To a great extent	33.3%	20	56.7%	17	41.1%	37
	Not applicable	38.3%	23	23.3%	7	33.3%	30
	Total	100.0%	60	100.0%	30	100.0%	90

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