Washington University Faculty Work Life Survey

Welcome to the Washington University Faculty Work Life Survey. We know your time is valuable, and only ask you to complete this survey every four years. We urge you to participate so that we may better understand the issues that affect you and how to address them. While we encourage you to complete the entire survey, you may leave blank any questions you do not wish to answer.

Responses to this survey will be treated as extremely confidential and secured. Neither deans nor senior administrators nor other faculty members at Washington University will have access to the identity of individual respondents. The analyses will be based on aggregate groups with five or more respondents and findings reported such that no individual can be identified in the results.

Aggregate results by school will be available to deans, administrators, faculty and the WU community.

Completion of the survey may take 20 to 30 minutes. You do not have to complete the survey in one sitting; you may come back later by returning to this URL.

This survey has six sections. The first, and longest, section asks about the work that you do and how well Washington University supports it. The remaining sections ask about the work environment within your department or unit; space allocation; your experiences with promotion and tenure and how your life outside Washington University meshes with your work. The survey closes with a few demographic questions and the opportunity for you to provide comments.

In the survey, there are several places where you will be invited to give comments. If you choose to do so, your comments may be shared exactly as they are written to a small number of leaders within the university; comments will be reported without other personally identifying information.

If you have questions or comments about the survey, you may address them to FacultySurvey@wustl.edu

Continue to Survey

Responsibilities

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

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied

Overall, how would you rate the reasonableness of your workload?

- ❑ Much too light
- ❑ Too light
- ❑ About right
- ❑ Too heavy
- ❑ Much too heavy

During an academic year, how many hours is your typical work week? _____

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? (Use percentages that sum to 100%.)

	Approximate percent of your average work week spent on this activity?
Teaching (including preparing materials for class, lecturing, etc.)	
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	
Scholarship or conducting research (including writing, attending professional meetings, etc.)	
Clinical work (including patient care, clinical teaching, patient related meetings, paperwork etc.)	
Fulfilling administrative responsibilities/ committee work/ University service	
External paid consulting	
Other work-related activities	

Teaching

During the 2019-20 academic year, did you teach or do you plan to teach any credit courses at Washington University? (Note: medical school faculty, please include both work as a course master and work lecturing in a course.)

- ❑ Yes
- ❑ No

[SRI Note: The following questions will display if the previous question "taught" answered 'yes']

How many undergraduate classes (excluding independent studies) will you teach during the present academic year? Select

How many graduate and/or professional classes (excluding independent studies) will you teach during the present academic year? Select

How many students will you teach this year through clinical teaching, if not included above?

How satisfied are you with the resources Washington University provides to support your teaching?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied

Please rate your satisfaction with the following specific resources to support your teaching.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Classroom space						
Access to teaching assistants						
Support for innovation in your teaching						
Support for assessing and improving student learning						
Technology						

Out-of-Class Involvement with Students

During the current academic year, how many of each of the following types of advisees do you have?

Advisee Type	Number
Undergraduate students	
Graduate or professional students	
Residents (Medical school)	
Postdoctoral associates or fellows	
Informal student advisees	

During the current academic year, in which of the following roles are you involved with undergraduate students at Washington University? Mark all roles that apply.

- ❑ Advised or supervised undergraduate students working on a **faculty-led** research project
- ❑ Advised or supervised undergraduate students working on a **student-led** research project (e.g., Honors thesis or independent study)
- ❑ Supervised undergraduates engaged in field-based or service learning projects
- ❑ Affiliated with a residential program (e.g., Faculty Fellow in residence or Faculty Associate)
- ❑ Affiliated with a student organization (e.g., served as advisor for student group, fraternity or sorority, athletic team etc.)
- ❑ Other role(s) working with undergraduate students outside the classroom context **(please describe): _____**

Research, Scholarship and Creativity

In the past 12 months, how many of each of the following did you submit?

Papers for publication in peer-reviewed journals	
Papers for presentation at conferences	
Books: authored	
Books: edited	
Chapters in books	
Grant proposals	
Other scholarly or creative works (please describe): _____	

How satisfied are you with the resources Washington University provides to support your research and scholarship?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied

Please rate your satisfaction with the following specific resources to support your research, scholarship and creativity.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Start-up funds						
Support for writing grants						
Other support for securing grants						
Support for managing grants and/or research accounts						
Technical and research staff						
Other (please describe): _____						

Clinical Work

During the current academic year as part of your Washington University faculty position, are you involved in clinical work (patient care, clinical teaching, patient-related activities, law or public health clinics)?

- ❍ Yes
- ❍ No

[SRI Note: The following questions will display if the previous question "clinicwrk" answered 'yes']

How many hours per week do you typically spend fulfilling your Washington University clinical responsibilities? Select _____

How satisfied are you with the resources Washington University (and/or the hospitals) provides to support your clinical work?

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Overall						
Personnel (including front desk, scheduling, medical assistance, nursing, et cetera)						
Technical support (Electronic Medical Records)						
Supplies & equipment						

Committee and Administrative Work

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

Committee Type	**Number**
Departmental committees	
University or School committees	
Hospital or WU health system committees	
External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)	

[SRI Note: In the questions below if "never served" is selected, the respondents will not be able to select "serving currently", "served prior" or "received teaching relief" If "serving currently" or "served prior" is selected, the respondents will not be able to select "never served"]

Have you ever served in any of the following administrative capacities? If so, did you receive any compensation in exchange for taking on this administrative responsibility? Check all that apply.

	Served in administrative capacity?			**Received compensation of some kind, including relief of administrative, teaching, or clinical duties, or financial reward of any kind?**		
	Never	**Serving currently or within the past five academic years**	**Served prior to the past five academic years**	**Yes**	**No**	**Not Applicable**
Chair of department/unit						
Dean, associate dean, or assistant dean						
Director of undergraduate study						
Director of graduate study						
Director of a center, program, or institute						

How satisfied are you with the resources Washington University provides to support your administrative and committee work?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied
- ❑ Not applicable

In the past, how often have you been asked to serve in leadership positions such as department chair, director of a division, center or institute, or committee chair for a major academic or strategic planning initiative?

- ❑ Never
- ❑ Once or twice
- ❑ Occasionally
- ❑ Frequently

How willing are you to assume leadership positions if asked to serve?

- ❑ Very unwilling
- ❑ Somewhat unwilling
- ❑ Neither unwilling nor willing
- ❑ Somewhat willing
- ❑ Very willing to serve

Overall

Please rate your satisfaction with the following aspects of your work at Washington University.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Salary						
Teaching responsibilities						
Advising responsibilities						
Clinical responsibilities						
Research responsibilities						
Committee and administrative responsibilities						

Please rate your satisfaction with the following resources to support your work at Washington University.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Library resources and services						
Clerical and administrative staff						
Computer resources						
Computing support staff						
Quality of graduate students						
Quality of students in professional programs (e.g. business, law, medicine, social work)						
Time available for scholarly work						
Support from HR						
Support from the Faculty Ombuds						

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.

	Not at all	Somewhat	Extensive	Not applicable
Teaching responsibilities				
Advising responsibilities				
Clinical responsibilities				
Clinical revenues to support faculty salary				
Committee and/or administrative responsibilities				
Timing of departmental meetings and functions				
Scholarly productivity				
Securing funding for research				
Managing a research group or grant (e.g., finances,personnel)				
Review/promotion process				
Departmental or campus politics				

Climate

Please indicate your agreement or disagreement with the following statements: For items asking about "My chair/director/dean" please use the position to whom you directly report as your point of reference.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
I feel that my department/unit is adequately supported and valued by the leadership of WU.						
My chair/director/dean creates a collegial and supportive environment.						
My chair/director/dean helps me obtain the resources I need.						
I have a voice in the decisionmaking that affects the direction of my department/unit.						
My colleagues value my research/scholarship.						
My colleagues value my clinical contributions.						
I am satisfied with opportunities to collaborate with faculty in my primary department/unit.						
I am satisfied with opportunities to collaborate with faculty in other units at WU.						
Interdisciplinary research is recognized and rewarded by my department/unit.						

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.						
My department/unit is a good fit for me.						
My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.						
In my department/unit, attending to personal needs, such as taking time off for sick children, is frowned upon.						
I feel excluded from an informal network in my department/unit.						
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.						
In my department/unit, I feel comfortable raising issues about gender bias, even if those biases are subtle.						
My dept/unit creates a welcoming environment for faculty who are **women**.						
My dept/unit creates a welcoming environment for faculty who are **underrepresented minorities**.						

How comfortable do you feel expressing or being public about your various identities (i.e., age, gender, race, ethnicity, economic status, sexual orientation, ability status, veteran status, religious affiliation, political identity) in your interactions with colleagues in your department/ unit?

- ❑ Very uncomfortable
- ❑ Uncomfortable
- ❑ Comfortable
- ❑ Very comfortable

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

	Not at all	To some extent	To a great extent	Not applicable
By leadership				
By colleagues				
By students				

Do you believe that Washington University policies & procedures concerning response to sexual harassment are ...

- ❑ Appropriate and the WU community is well informed
- ❑ Appropriate but not well understood
- ❑ Inadequate and should be improved

If a faculty member were to report sexual harassment to an official at Washington University, how likely is it that campus officials would take appropriate action?

- ❑ Not at all
- ❑ A little
- ❑ Somewhat
- ❑ Very
- ❑ Extremely

Please elaborate, if you wish:

Do you believe that Washington University policies & procedures concerning response to racial or ethnic bias or harassment are ...

- ❑ Appropriate and the WU community is well informed
- ❑ Appropriate but not well understood
- ❑ Inadequate and should be improved

If a faculty member were to report racial or ethnic bias or harassment to an official at Washington University, how likely is it that campus officials would take appropriate action?

- ❑ Not at all
- ❑ A little
- ❑ Somewhat
- ❑ Very
- ❑ Extremely

Please elaborate, if you wish:

Mentoring

While at Washington University, do you feel as though you have received adequate mentoring?

- ❑ Yes
- ❑ No
- ❑ Not applicable

While a faculty member at Washington University, have you served as a mentor for another faculty member?

- ❑ Yes, through a formal program only
- ❑ Yes, informally only
- ❑ Yes, both through a formal program and informally
- ❑ No

While at Washington University, have you had one or more formal mentors through programs administered by the university, whether or not the programs are mandatory?

- ❑ Yes, by assignment
- ❑ Yes, by my choice
- ❑ Yes, both by assignment and my choice
- ❑ No

[SRI Note: The following 2 questions (mentfhelpa and mentfhelpc) will display based on responses to the previous question "mentformhad"]

How helpful have you found the formal mentoring from the mentors that were assigned to you?

- ❑ Very unhelpful
- ❑ Somewhat unhelpful
- ❑ Neither helpful nor unhelpful
- ❑ Somewhat helpful
- ❑ Very helpful
- ❑ Not applicable

How helpful have you found the formal mentoring from the mentors that were chosen by you?

- ❑ Very unhelpful
- ❑ Somewhat unhelpful
- ❑ Neither helpful nor unhelpful
- ❑ Somewhat helpful
- ❑ Very helpful
- ❑ Not applicable

While at Washington University, have you had one or more informal mentors (someone not officially assigned to you who gives advice on career issues and/or advocates for you in your discipline; this could include someone within or outside Washington University?

- ❑ Yes, from within Washington University only
- ❑ Yes, from outside WU only
- ❑ Yes, from both within and outside Washington University
- ❑ No

[SRI Note: The following question (mentihelpi) will display if the previous question "mentinformhad" answered 1 or 3]

How helpful have you found the informal mentoring from the mentors inside Washington University?

- ❑ Very unhelpful
- ❑ Somewhat unhelpful
- ❑ Neither helpful nor unhelpful
- ❑ Somewhat helpful
- ❑ Very helpful
- ❑ Not applicable

Space

Overall, how satisfied are you with the space allocation process within your department/unit?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied
- ❑ Not applicable

Please indicate the degree to which you are satisfied with each of the following:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Office space						
Lab or research space						
Space for clinical care						
Studio or performance space						

Do you have additional comments regarding the allocation or quality of space for your work?

Tenure and Promotion

Are you currently:

- ❑ Tenured
- ❑ Not tenured and on tenure track
- ❑ Clinical Track (not on tenure track)
- ❑ Research Track (not on tenure track)
- ❑ Other not on tenure track

Do you currently hold an endowed chair?

- ❑ Yes
- ❑ No

[SRI Note: The following 3 questions will display if the first question "tenure" answered 'Tenured' or 'Not tenured and on tenure track']

Do you agree that the criteria for tenure are clearly communicated?

- ❑ Strongly disagree
- ❑ Somewhat disagree
- ❑ Neither agree nor disagree
- ❑ Somewhat agree
- ❑ Strongly agree
- ❑ Don't know

In your experience, to what extent are the following items valued in the tenure process in your department?

	Valued slightly or not at all	Somewhat valued	Highly valued	Don't Know	Not applicable
Research/scholarly work					
Teaching contributions					
Clinical work					
Administrative and committee service					

How appropriately are these items valued in the tenure process in your department?

		Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	Don't know	Not applicable
[tenresapp]	Research/scholarly work							
[tenteachapp]	Teaching contributions							
[tenclinapp]	Clinical work							
[tenservapp]	Administrative and committee service							

[SRI Note: The following question will display if the first question "tenure" answered 'Not on tenure track']

In your experience, how appropriately are these items valued for progress in an academic career at Washington University on your track?

		Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	Don't know	Not applicable
[WASnonresapp]	Research/scholarly work							
[WASnonteachapp]	Teaching contributions							
[WASnonclinapp]	Clinical work							
[WASnonservapp]	Administrative and committee service							

At any time 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
- ❑ Yes, more than a year ago but within the past five years
- ❑ Yes, more than five years ago
- ❑ No

[SRI Note: The following question will display if the previous question "relief" answered 'Yes']

How supportive was your department/unit concerning your relief from teaching or other workload duties?

- ❑ Very unsupportive
- ❑ Somewhat unsupportive
- ❑ Neither supportive nor unsupportive
- ❑ Somewhat supportive
- ❑ Very supportive
- ❑ Not applicable

[SRI Note: The following 3 questions will display if the first question in this section "tenure" answered 'Tenured' or 'Not tenured and on tenure track']

At any time 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
- ❑ Yes, more than a year ago but within the past five years
- ❑ Yes, more than five years ago
- ❑ No

[SRI Note: The following question will display if the previous question "clock" answered 'Yes']

How supportive was your department/unit concerning your having your tenure clock stopped or slowed?

- ❑ Very unsupportive
- ❑ Somewhat unsupportive
- ❑ Neither supportive nor unsupportive
- ❑ Somewhat supportive
- ❑ Very supportive
- ❑ Not applicable

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

Retention

In the last five years, while at Washington University, have you received a formal or informal outside job offer that you took to chair/ dean of your department/ unit ?

- ❑ Yes
- ❑ No

[SRI Note: The following question will display if the previous question "outoffer" answered 'Yes']

Has a formal or informal outside job offer resulted in adjustments to any of the following (mark all that apply):

- ❑ Salary
- ❑ Course load
- ❑ Administrative responsibilities
- ❑ Leave time
- ❑ Summer salary
- ❑ Special timing of the tenure clock
- ❑ Equipment/laboratory/research start-up
- ❑ Employment for spouse/partner
- ❑ Other **(please describe):** _____
- ❑ None

In the next three years, how likely are you to leave Washington University?

- ❑ Very unlikely
- ❑ Somewhat unlikely
- ❑ Neither likely nor unlikely
- ❑ Somewhat likely
- ❑ Very likely

To what extent, if at all, have you considered the following as reasons to leave?

	Not at all	To some extent	To a great extent	Not applicable
To increase your salary				
To improve your prospects for tenure				
To enhance your career in other ways				
To find a more supportive work environment				
To increase your time to do research				
To change your clinical load (medical school)				
To change administrative responsibilities				
To pursue a nonacademic job				
To reduce stress				
To improve the employment situation of your spouse/partner				
To lower your cost of living				
Retirement				
To address child-related issues				
Other (please describe):				

Life Outside of Washington University

Overall, how satisfied are you with your life outside Washington University?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied

Do you have a spouse or domestic partner?

- ❑ Yes, I have a spouse
- ❑ Yes, I have a domestic partner
- ❑ No

[SRI Note: The following 6 questions will display if the previous question "spouse" answered 'Yes']

What is your spouse's/partner's principal activity?

- ❑ Employed
- ❑ Not employed and actively seeking employment
- ❑ Not employed and not seeking employment
- ❑ Retired
- ❑ Student
- ❑ Other
  (please describe): _____

Is your spouse/partner a faculty member or other academic?

My spouse/partner is ...

- ❑ not an academic
- ❑ a faculty member
- ❑ a postdoctoral fellow or research associate
- ❑ in an academic position other than faculty, post-doc or research associate
- ❑ a graduate or professional student
- ❑ Not Applicable

Does your spouse/partner work or study at Washington University?

- ❑ Yes
- ❑ No
- ❑ Not Applicable

[SRI Note: The following question will display if the previous question "spempinst" answered 'Yes']

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 Institution
- ❑ My spouse/partner and I were recruited by Institution as a couple
- ❑ I was recruited by Institution and employment for my spouse/partner followed
- ❑ My spouse/partner was recruited by Institution and employment for me followed
- ❑ Not applicable

How satisfied is your spouse/domestic partner with his/her employment situation?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied
- ❑ Don't know
- ❑ Not Applicable

Do you and your spouse/domestic partner have a commuting relationship, where one or both of you commute to another community (more than an hour away) for work, or where you live in different communities (more than an hour away) from one another?

- ❑ No, my spouse/partner lives and works in the same community as me
- ❑ Yes, my spouse/partner and I live together, but one or both of us commutes or travels frequently to another community for work
- ❑ Yes, my spouse/partner and I live in separate communities at least part of the time
- ❑ Not applicable

Life Outside of Washington University

How many children do you have in total? _____

[SRI Note: The following 3 questions will display if previous question "totchild" indicates having 1 or more children]

Do you have any children in the following age ranges? Mark all that apply.

- ❑ 0-4 years
- ❑ 5-12 years
- ❑ 13-17 years
- ❑ 18-23 years
- ❑ 24 or older

How difficult has it been for you to find and/or secure child care for your child(ren)?

- ❑ Not at all difficult
- ❑ Moderately difficult
- ❑ Very difficult

Overall, how satisfied are you with the quality of your current child care arrangements?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied

Are you currently caring for or managing care for an aging and/or ill parent, spouse, or other relative?

- ❑ Yes
- ❑ No

[SRI Note: In the questions below, "childcare" option will only display if respondent have children. Option "careothers" will display only if selected "Yes" to "care" (Are you currently caring for or managing care ...)]

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.

	Not at all	Somewhat	Extensive	Not applicable
Managing household responsibilities				
Child care				
Care of someone who is ill, disabled, aging, and/or in need of special services				
Your health				
Personal finances and cost of living				

What could Washington University do that would help you with these sources of stress?

Overall, how satisfied are you with the ways in which your role as a faculty member at Washington University and your life outside of Washington University fit together?

- ❑ Very dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Neither satisfied nor dissatisfied
- ❑ Somewhat satisfied
- ❑ Very satisfied

Closing thoughts

What is your gender identity?

- ❑ Man (cis or trans)
- ❑ Woman (cis or trans)
- ❑ Nonbinary, agender, genderqueer, or an identity not listed
  (describe if you wish): _____

What is your sexual orientation?

- ❑ Straight/heterosexual
- ❑ Gay or lesbian
- ❑ Bisexual
- ❑ My orientation is not listed
  (describe if you wish): _____

What is your citizenship?

- ❑ U.S. citizen
- ❑ U.S. permanent resident
- ❑ Nonresident alien (J-1, H-1B, O-1B status, etc.)

Do you identify as Hispanic, Latino, Latina, or Latinx?

- ❑ Yes
- ❑ No

Regardless of your answer to the previous question, please check one or more of the following groups in which you consider yourself to be a member:

- ❑ White
- ❑ Black or African American
- ❑ Asian
- ❑ American Indian or Alaska Native
- ❑ Native Hawaiian or Other Pacific Islander

How long have you been a faculty member at Washington University (in years)? ____

What is the highest degree you have earned?

- ❑ Master's degree in the Arts and Sciences (MA, MS)
- ❑ MBA
- ❑ Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)
- ❑ Ph.D.
- ❑ Medical degree (MD, DO, DDS, DVM)
- ❑ Law degree (JD, LLB)
- ❑ Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)
- ❑ Joint degree (e.g., MD/PhD, MBA/JD)
- ❑ Other degree or certificate
  (please describe): _____

In what year did you earn your highest degree? _____

Finally, we'd like your comments on your experiences as a faculty member at Washington University. Any comments you choose to provide will be shared exactly as they are written to a small number of leaders within the university; comments will be reported separately from any other personally identifying information.

What contributes most to the quality of your work life at Washington University?

What detracts most from the quality of your work life at Washington University?

Is there anything else we should understand about your experience at Washington University?

Thank you for completing the *Washington University Faculty Work Life Survey*.

We are grateful that you took the time to participate in this important study of faculty life at Washington University. The data collected through this effort will be used to inform policy, planning, and work life initiatives for faculty in the coming years.