

Work-Life Balance Issues

	% Agree M	% Agree F
VT cares about the family/home life of its faculty	50.1	39.6
Faculty in my dept. respect responsibilities I have outside of work	76.9	59.0 *
It is difficult to have a personal life and be promoted/earn tenure	55.2	75.5 *
My personal/family responsibilities have slowed my advancement	42.7	59.5 *
Professional demands force me to make unreasonable compromises about personal/family responsibilities	43.8	55.1 *

Advance Survey, N=816; Includes combined responses of strongly agree and somewhat agree;

*Items significantly different by gender, $p \leq .05$

Supporting Data

gender * q1s-Virginia Tech cares about the family/home life of its faculty.

Crosstab

			q1s-Virginia Tech cares about the family/home life of its faculty.				Total
			Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	
gender	female	Count	14	60	71	42	187
		% within gender	7.5%	32.1%	38.0%	22.5%	100.0%
		% within q1s-Virginia Tech cares about the family/home life of its faculty.	29.2%	21.7%	29.7%	34.1%	27.3%
		% of Total	2.0%	8.7%	10.3%	6.1%	27.3%
gender	male	Count	34	216	168	81	499
		% within gender	6.8%	43.3%	33.7%	16.2%	100.0%
		% within q1s-Virginia Tech cares about the family/home life of its faculty.	70.8%	78.3%	70.3%	65.9%	72.7%
		% of Total	5.0%	31.5%	24.5%	11.8%	72.7%
Total		Count	48	276	239	123	686
		% within gender	7.0%	40.2%	34.8%	17.9%	100.0%
		% within q1s-Virginia Tech cares about the family/home life of its faculty.	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	7.0%	40.2%	34.8%	17.9%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.994 ^a	3	.046
Likelihood Ratio	8.050	3	.045
Linear-by-Linear Association	4.814	1	.028
N of Valid Cases	686		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.08.

gender * q2hh-Faculty in my department respect the roles and responsibilities I have outside of work.

Crosstab

			q2hh-Faculty in my department respect the roles and responsibilities I have outside of work.				Total
			Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	
gender	female	Count	38	64	47	24	173
		% within gender	22.0%	37.0%	27.2%	13.9%	100.0%
		% within q2hh-Faculty in my department respect the roles and responsibilities I have outside of work.	25.7%	21.8%	36.7%	53.3%	28.1%
		% of Total	6.2%	10.4%	7.6%	3.9%	28.1%
male	male	Count	110	230	81	21	442
		% within gender	24.9%	52.0%	18.3%	4.8%	100.0%
		% within q2hh-Faculty in my department respect the roles and responsibilities I have outside of work.	74.3%	78.2%	63.3%	46.7%	71.9%
		% of Total	17.9%	37.4%	13.2%	3.4%	71.9%
Total	Total	Count	148	294	128	45	615
		% within gender	24.1%	47.8%	20.8%	7.3%	100.0%
		% within q2hh-Faculty in my department respect the roles and responsibilities I have outside of work.	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	24.1%	47.8%	20.8%	7.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.135 ^a	3	.000
Likelihood Ratio	23.646	3	.000
Linear-by-Linear Association	15.342	1	.000
N of Valid Cases	615		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 12.66.

gender * q1t-It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.

Crosstab

			q1t-It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.				Total
			Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	
gender	female	Count	64	87	35	14	200
		% within gender	32.0%	43.5%	17.5%	7.0%	100.0%
		% within q1t-It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.	39.3%	28.8%	16.7%	14.7%	26.0%
		% of Total	8.3%	11.3%	4.6%	1.8%	26.0%
male	male	Count	99	215	174	81	569
		% within gender	17.4%	37.8%	30.6%	14.2%	100.0%
		% within q1t-It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.	60.7%	71.2%	83.3%	85.3%	74.0%
		% of Total	12.9%	28.0%	22.6%	10.5%	74.0%
Total	Total	Count	163	302	209	95	769
		% within gender	21.2%	39.3%	27.2%	12.4%	100.0%
		% within q1t-It is difficult to have a personal life and be promoted or earn tenure at Virginia Tech.	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	21.2%	39.3%	27.2%	12.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	31.701 ^a	3	.000
Likelihood Ratio	32.127	3	.000
Linear-by-Linear Association	29.715	1	.000
N of Valid Cases	769		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 24.71.

gender * q1u-My personal or family responsibilities have slowed my advancement at Virginia Tech.

Crosstab

			q1u-My personal or family responsibilities have slowed my advancement at Virginia Tech.				Total
			Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	
gender	female	Count	43	73	43	36	195
		% within gender	22.1%	37.4%	22.1%	18.5%	100.0%
		% within q1u-My personal or family responsibilities have slowed my advancement at Virginia Tech.	40.2%	29.6%	20.6%	19.0%	25.9%
		% of Total	5.7%	9.7%	5.7%	4.8%	25.9%
male	male	Count	64	174	166	153	557
		% within gender	11.5%	31.2%	29.8%	27.5%	100.0%
		% within q1u-My personal or family responsibilities have slowed my advancement at Virginia Tech.	59.8%	70.4%	79.4%	81.0%	74.1%
		% of Total	8.5%	23.1%	22.1%	20.3%	74.1%
Total	Total	Count	107	247	209	189	752
		% within gender	14.2%	32.8%	27.8%	25.1%	100.0%
		% within q1u-My personal or family responsibilities have slowed my advancement at Virginia Tech.	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	14.2%	32.8%	27.8%	25.1%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.796 ^a	3	.000
Likelihood Ratio	20.218	3	.000
Linear-by-Linear Association	18.696	1	.000
N of Valid Cases	752		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 27.75.

gender * q2p-Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.

Crosstab

			q2p-Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.				Total
			Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	
gender	female	Count	39	76	57	37	209
		% within gender	18.7%	36.4%	27.3%	17.7%	100.0%
	% within q2p-Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.		36.4%	28.9%	20.4%	26.2%	26.4%
		% of Total	4.9%	9.6%	7.2%	4.7%	26.4%
male	Count	68	187	223	104	582	
		% within gender	11.7%	32.1%	38.3%	17.9%	100.0%
	% within q2p-Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.		63.6%	71.1%	79.6%	73.8%	73.6%
		% of Total	8.6%	23.6%	28.2%	13.1%	73.6%
Total	Count	107	263	280	141	791	
		% within gender	13.5%	33.2%	35.4%	17.8%	100.0%
	% within q2p-Professional/job demands force me to make unreasonable compromises about personal or family responsibilities and interests.		100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	13.5%	33.2%	35.4%	17.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.662 ^a	3	.009
Likelihood Ratio	11.584	3	.009
Linear-by-Linear Association	5.936	1	.015
N of Valid Cases	791		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 28.27.