Study of Faculty Worklife at the University of Wisconsin-Madison

This questionnaire was developed to better understand issues related to quality of work life for faculty at the University of Wisconsin-Madison. This is part of a larger project, funded by the National Science Foundation, to develop new initiatives for faculty on campus.

Please return this completed questionnaire in the envelope provided to the:

University of Wisconsin Survey Center
630 W. Mifflin, Room 174
Madison, WI 53703-2636
Response Rates

- Overall response rate of 60.3% (N=1340)
  - Women: 68.4%
    - Higher response from female nonwhites
    - 63 URM*, 326 majority, 10 missing data
  - Men: 57.3%
    - Lower response from men in the Law and Business Schools
    - Lower response from male nonwhites
    - 102 URM, 812 majority, 25 missing data

*URM=Afr Amer, Hispanic, Amer Indian, SE Asian (but not other Asians)
Response Rates, Under-Represented Minority Status by Gender

Race/Ethnicity

Nonwhite*

Majority

* African American, American Indian, Hispanic

Women

Men
Treated With Respect in the Workplace

% Agree Strongly or Somewhat

- Colleagues
- Students
- Staff
- Dept. Chair

* Significant t-test, p<.05.
Informal Departmental Interactions

% Agree Strongly or Somewhat

Excluded

Work Not Recognized

Unwritten Rules

URM

Majority

* Significant t-test, p<.05.
Colleagues' Valuation of Research

% Agree Strongly or Somewhat

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<thead>
<tr>
<th>Solicit Opinions</th>
<th>&quot;Mainstream&quot;</th>
<th>Value</th>
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<tr>
<td>URM</td>
<td>Majority</td>
<td>URM</td>
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* Significant t-test, p<.05.
Isolation and "Fit"

* Significant t-test, $p < .05$. 
Departmental Decision-Making

- **Full & Equal Participant**
- **Voice in Resource Allocation**
- **All Can Share Views at Meetings**
- **Committee Assignments Rotated**
- **Chair Involves**

* Significant t-test, p<.05.
The climate for faculty of color in my department is good.

- **Faculty of Color**: 60.0%
- **Majority Faculty**: 80.0%
- **Dept. Chairs**: 90.0%

* Significant t-test between minority and majority faculty at $p<.05$.
† Significant t-test between dept. chairs and all other faculty at $p<.05$. 
What is WISELI doing?

- Nurturing collaborations/partnerships with other campus diversity efforts
  - WISELI and Diversity Affairs Office share suite in the College of Engineering – lots of cross talk; LSAMP grant; AGEP grant
  - Member of WISELI Leadership Team (LT) became the Assoc VC for Climate and Diversity
  - WISELI co-directors involved in diversity efforts outside WISELI

- More faculty of color on WISELI LT (4/10)

- Informal conversations/meetings with women faculty of color in biological and physical sciences as we have done with all women full professors

- Include examples of research on unconscious biases related to both gender and race/ethnicity in WISELI workshops for Chairs, Search Committees, and PI’s