



W I S E L I

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison

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

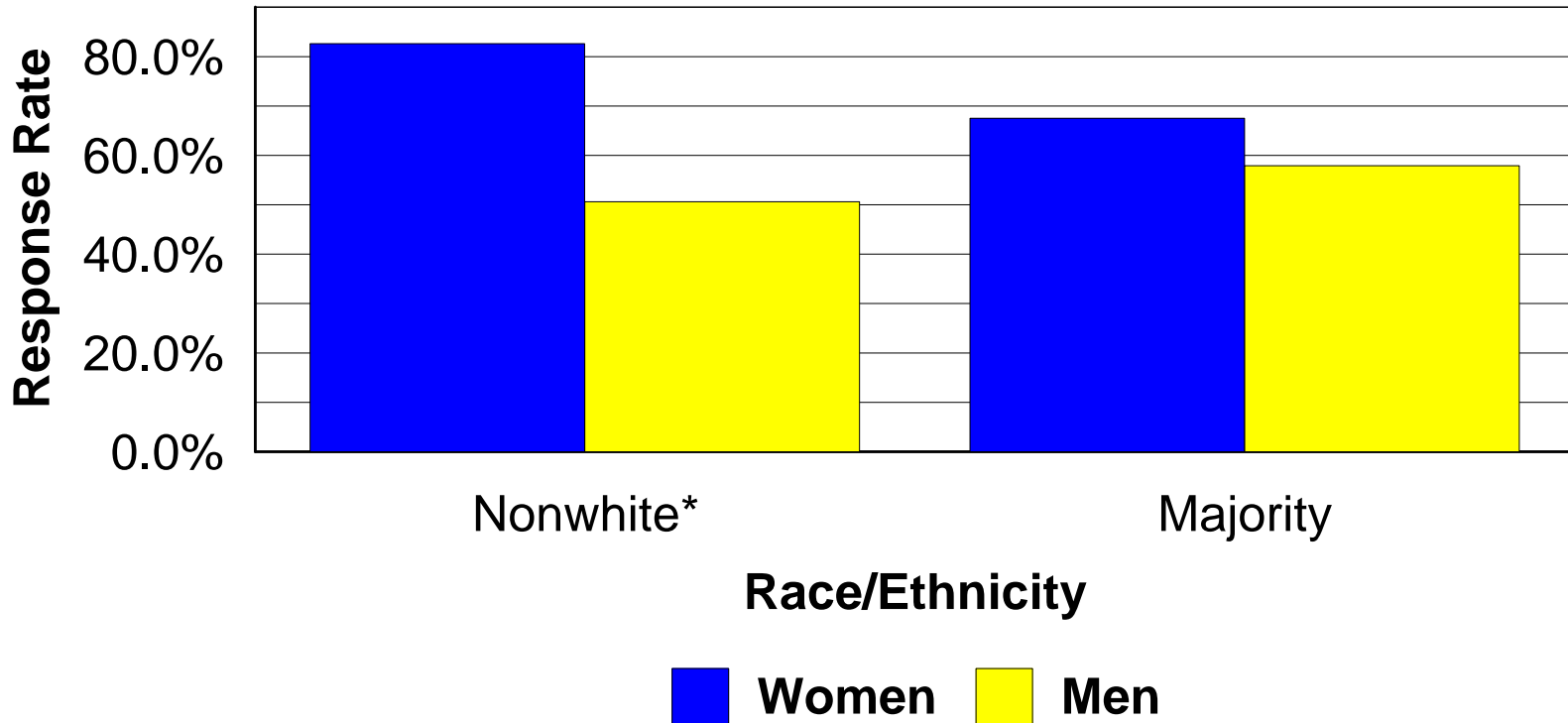


Response Rates

- 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

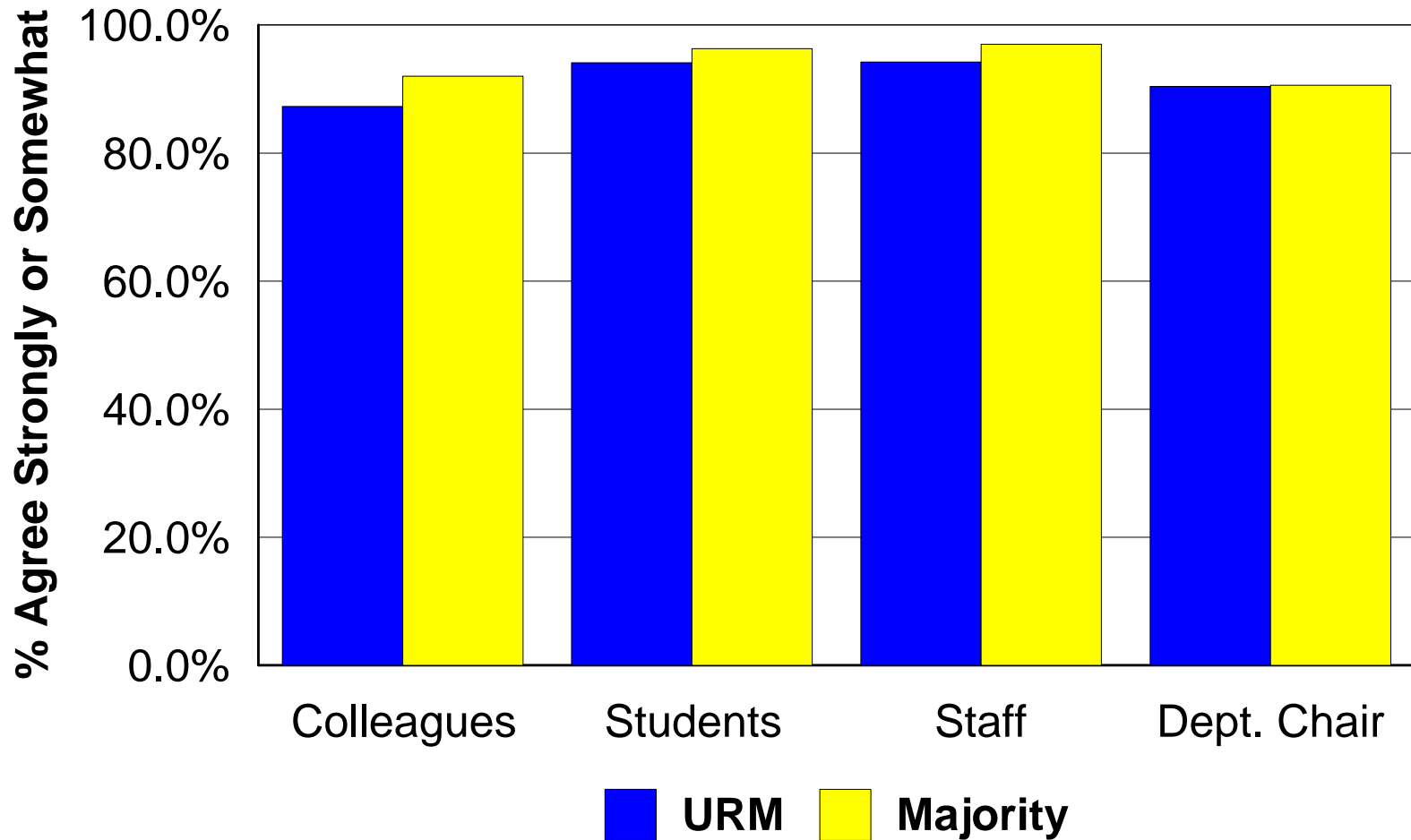
***URM=Afr Amer, Hispanic, Amer Indian, SE Asian (but not other Asians)**

Response Rates, Under-Represented Minority Status by Gender



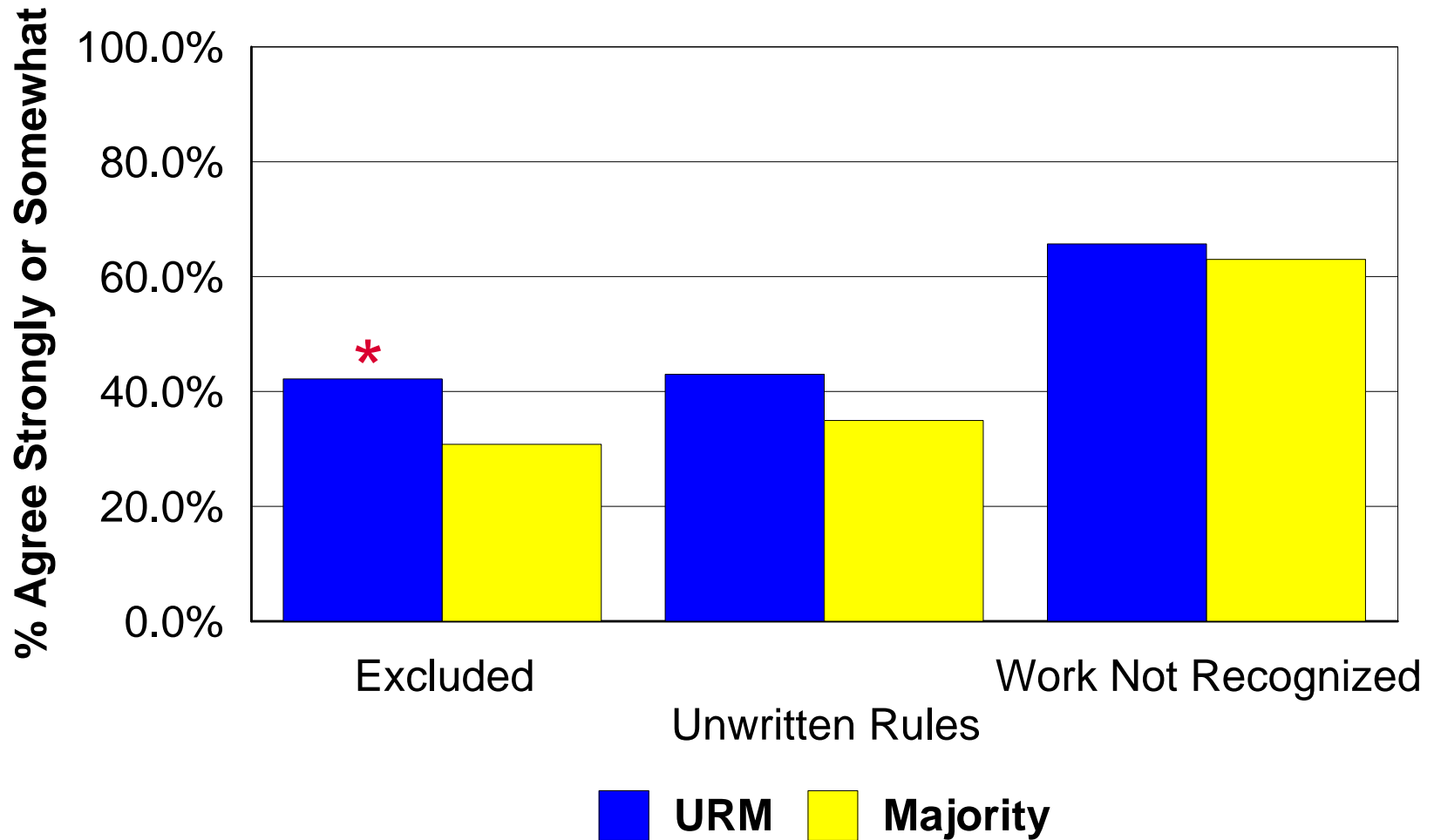
* African American, American Indian, Hispanic

Treated With Respect in the Workplace



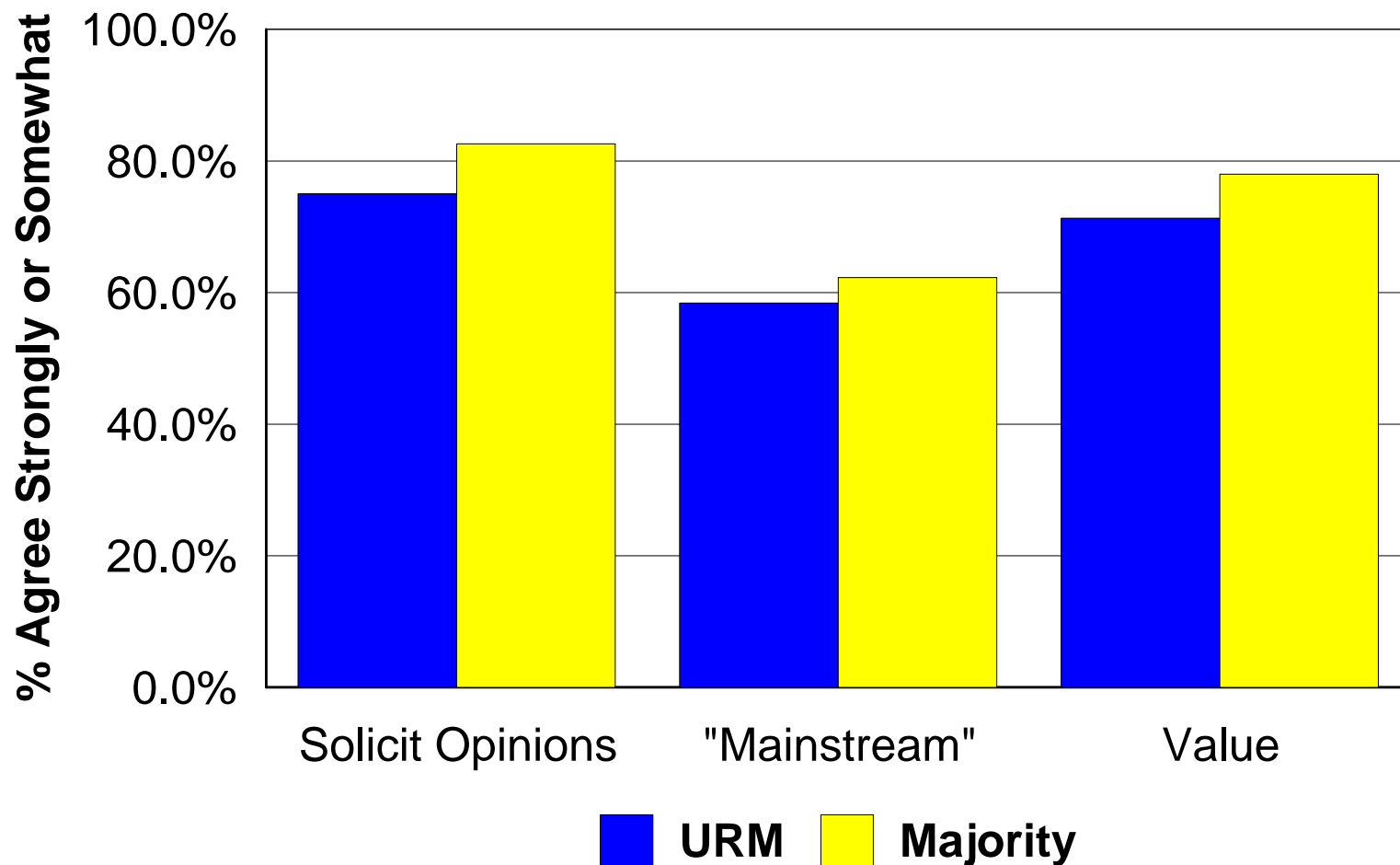
* Significant t-test, $p < .05$.

Informal Departmental Interactions



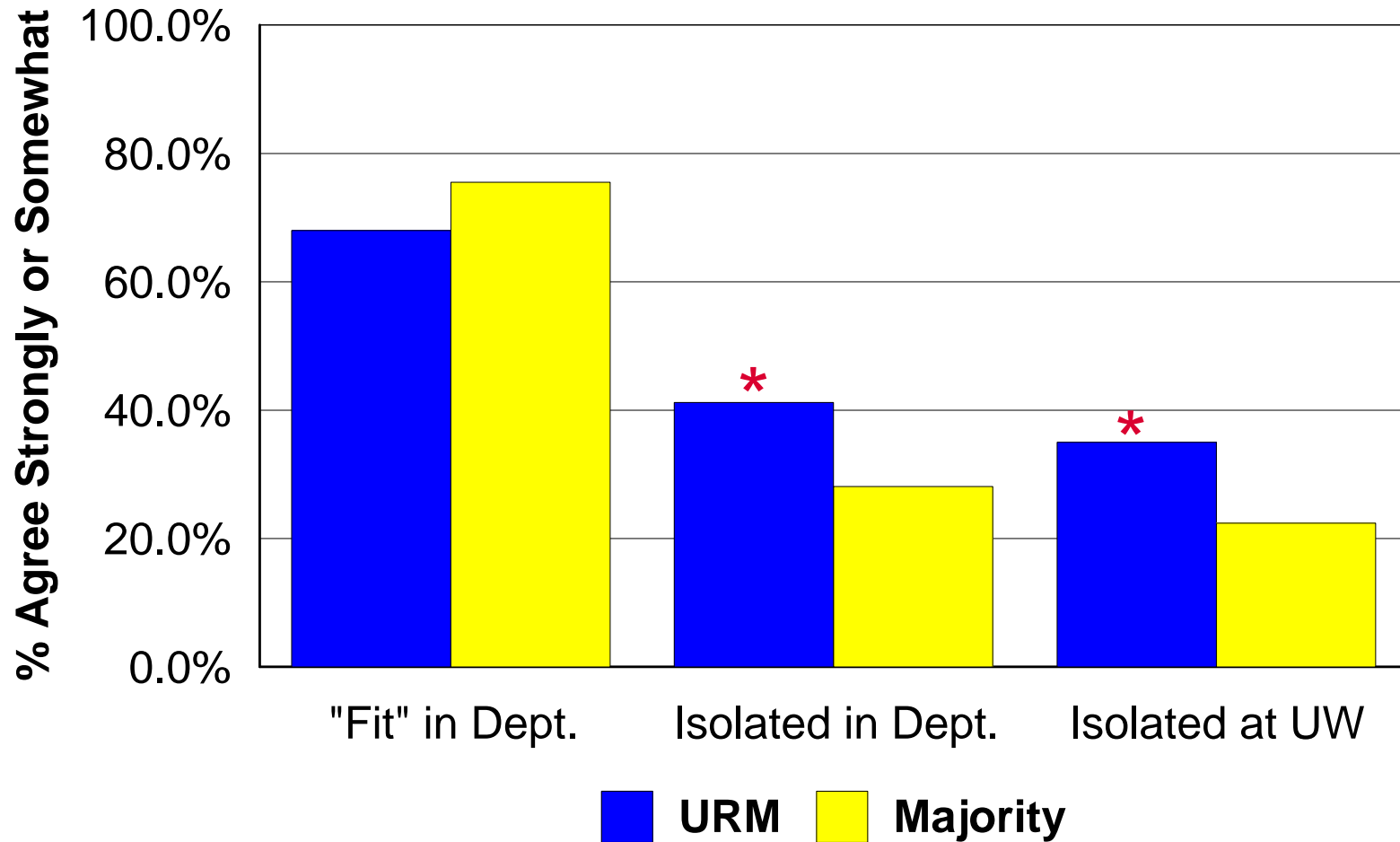
* Significant t-test, $p < .05$.

Colleagues' Valuation of Research



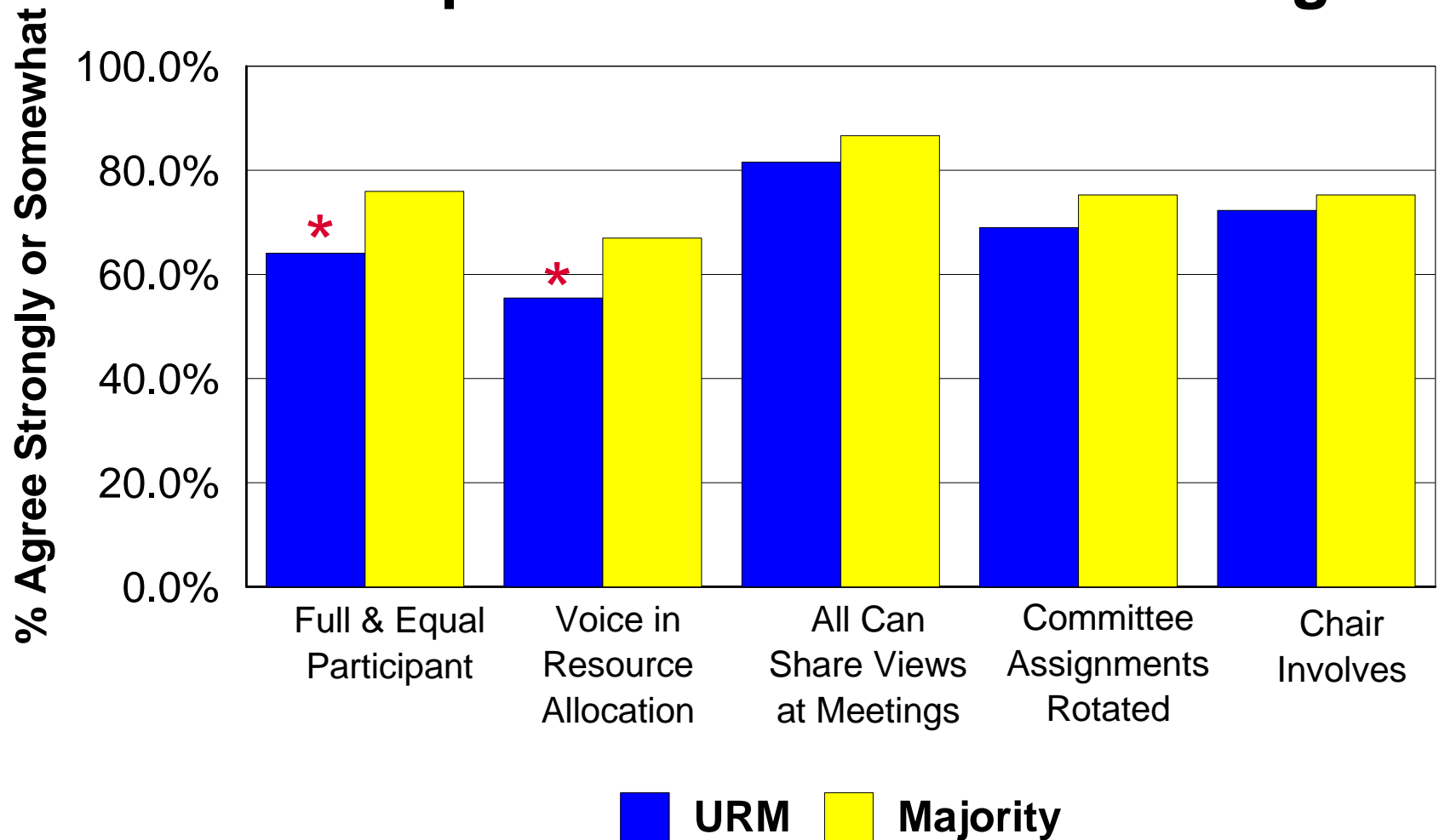
* Significant t-test, $p < .05$.

Isolation and "Fit"



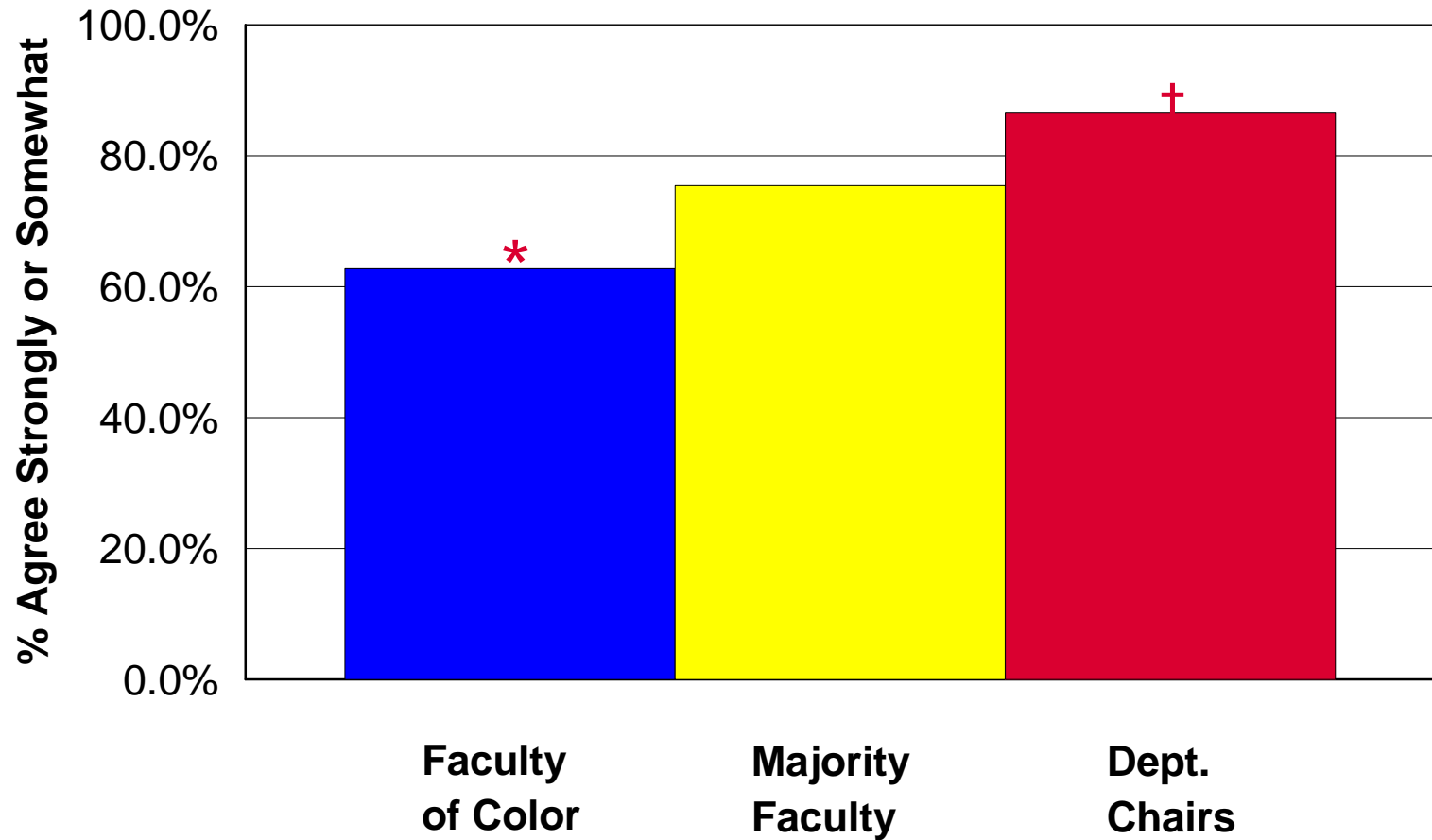
* Significant t-test, $p < .05$.

Departmental Decision-Making



* Significant t-test, $p < .05$.

The climate for faculty of color in my department is good



* 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



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