



W I S E L I

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



Outline

- Survey overview
 - Instrument Construction
 - Survey Logistics
 - Response Rates
- Uses of Survey Data
 - Communication with campus groups
 - Program evaluation
 - Research

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

Study of Faculty and Academic Staff Worklife at the University of Wisconsin-Madison



This questionnaire was developed to better understand issues related to quality of work life for selected faculty and academic staff employed 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 and academic staff 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



Survey Overview – Instrument Construction

- Instrument developed from interview data collected in 2002 from women faculty and academic staff in Biological & Physical sciences
- Intended for faculty and academic staff in the Biological & Physical Sciences only; extended to all divisions by the Office of the Provost
 - ALL faculty received survey (N=2,221)
 - 50% sample of 6 academic staff title series received survey (N=1,078)



Survey Overview – Instrument Construction

- Topics covered:
 - Hiring Process
 - Career Paths (Staff only)
 - Tenure Process (Promotion Process for Staff)
 - Professional Activities (Time Use, Resources, Interactions with Colleagues)
 - Satisfaction
 - Programs & Resources
 - Sexual Harassment
 - Work/Life Balance (Balance, Childcare, Parent care, Spouse/Partner, Health)
 - Diversity



Survey Overview - Logistics

- University of Wisconsin Survey Center (UWSC) administered paper mail survey
 - 11 pages
- Faculty: First wave mailed February, 2003; in field until May, 2003
- Academic Staff: First wave mailed April, 2003; in field until June, 2003
- Data delivered in August 2003 (Faculty) and September 2003 (Staff) in SAS datasets



Survey Overview – Response Rates

- Response Rates
 - Faculty: 60.3% (N=1340)
 - Women higher than men (68.4% to 57.3%)
 - White higher than Nonwhite (61.2% to 55.4%)
 - Social Studies higher than other divisions
 - Business and Law schools lower than other Colleges (men only)



Survey Overview – Response Rates

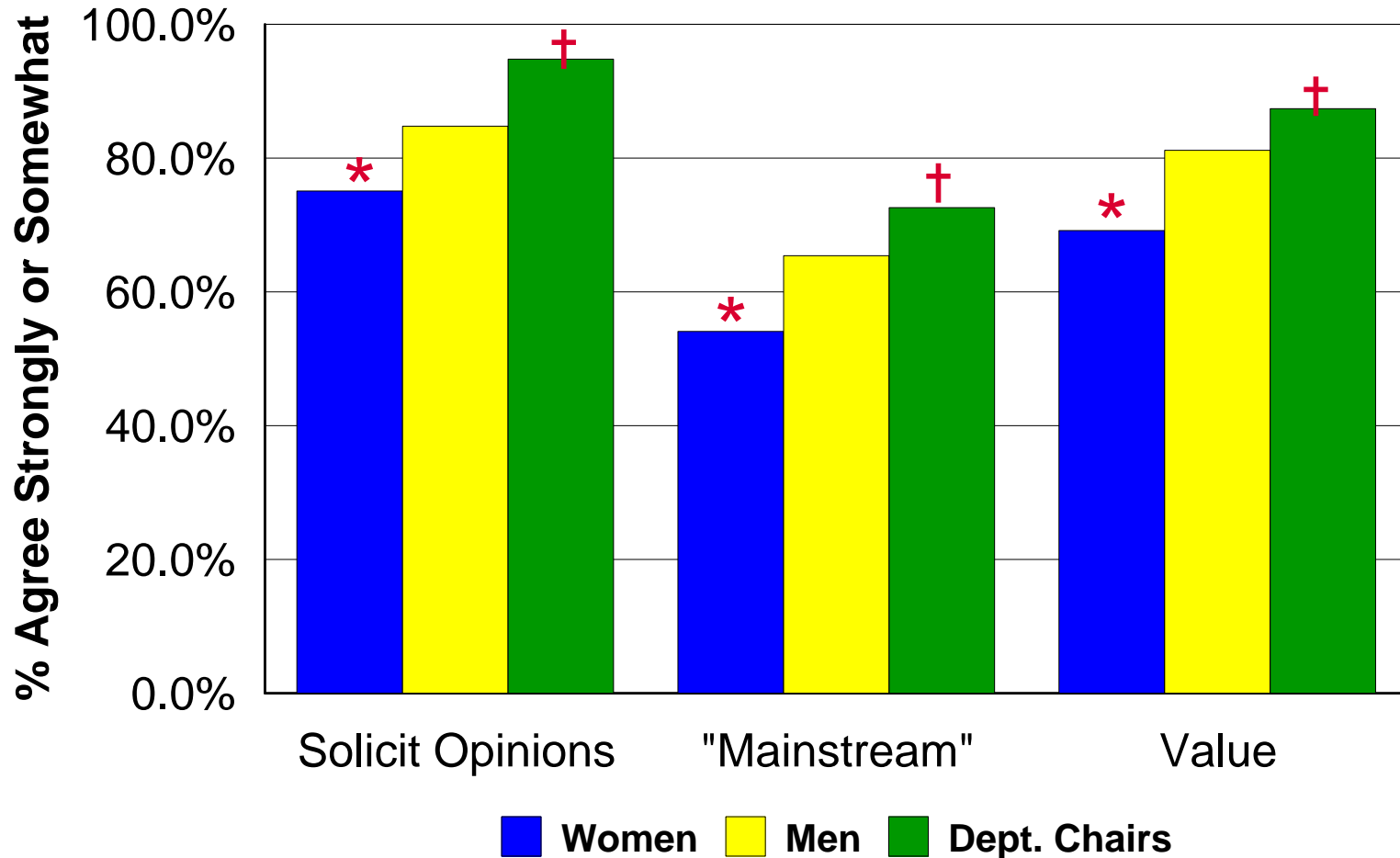
- Response Rates (Cont'd)
 - Staff: 47.6% (N=513)
 - Women higher than men (50.5% to 45.7%)
 - White higher than Nonwhite (48.9% to 39.6%)
 - Social Studies higher than other divisions
 - Senior ranks higher than Assistant, Associate ranks



Uses of Data: Communication

- Preliminary results reported to:
 - All Campus (WISELI Seminar)
 - Deans and high-level administrators
 - Department Chairs
 - Committee on Women
 - Academic Staff Executive Committee
 - Many others (e.g., individual Equity & Diversity committees, peer mentoring groups)

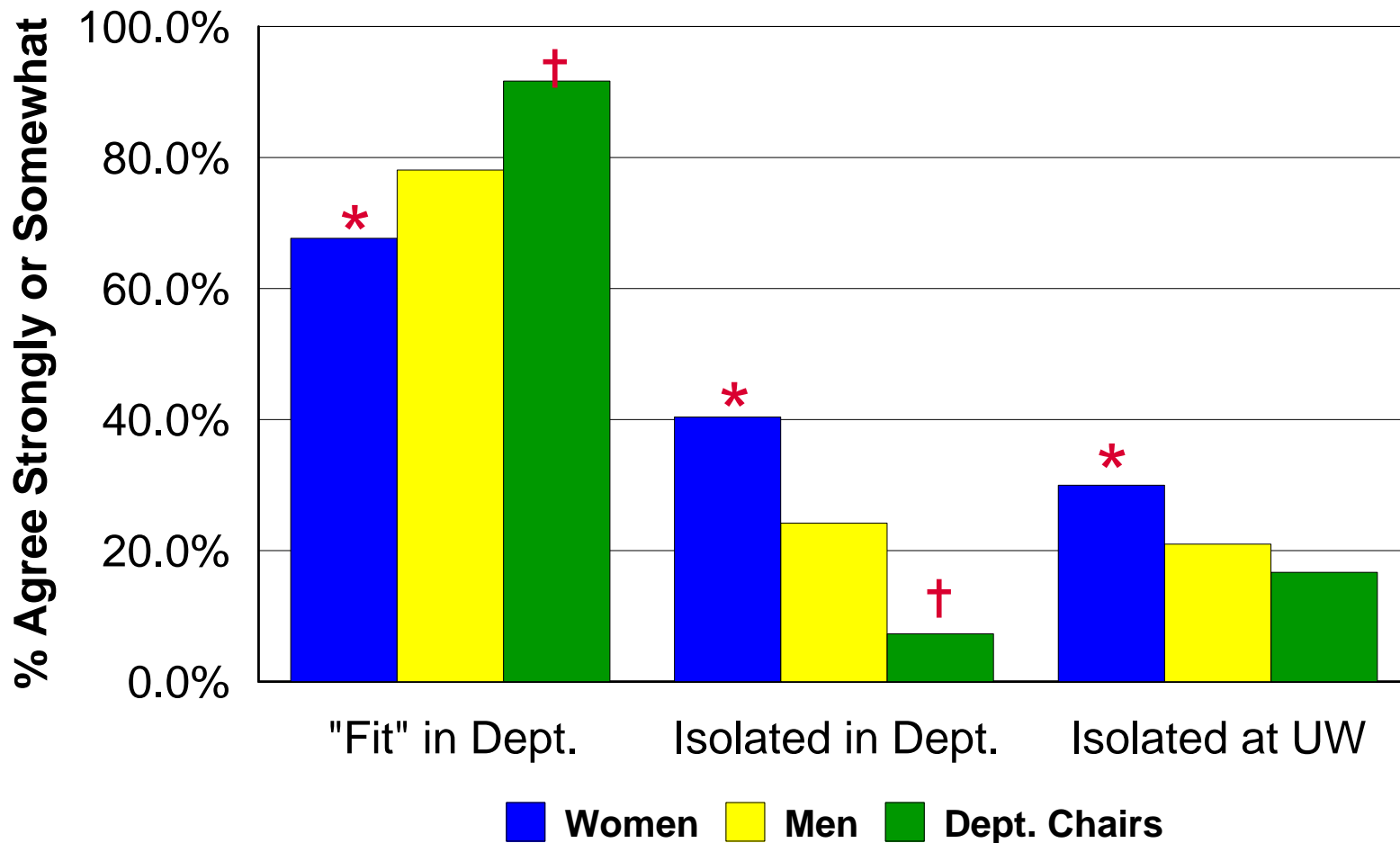
Colleagues' Valuation of Research



* Significant t-test between women and men faculty at $p < .05$.

† Significant t-test between dept. chairs and all other faculty at $p < .05$.

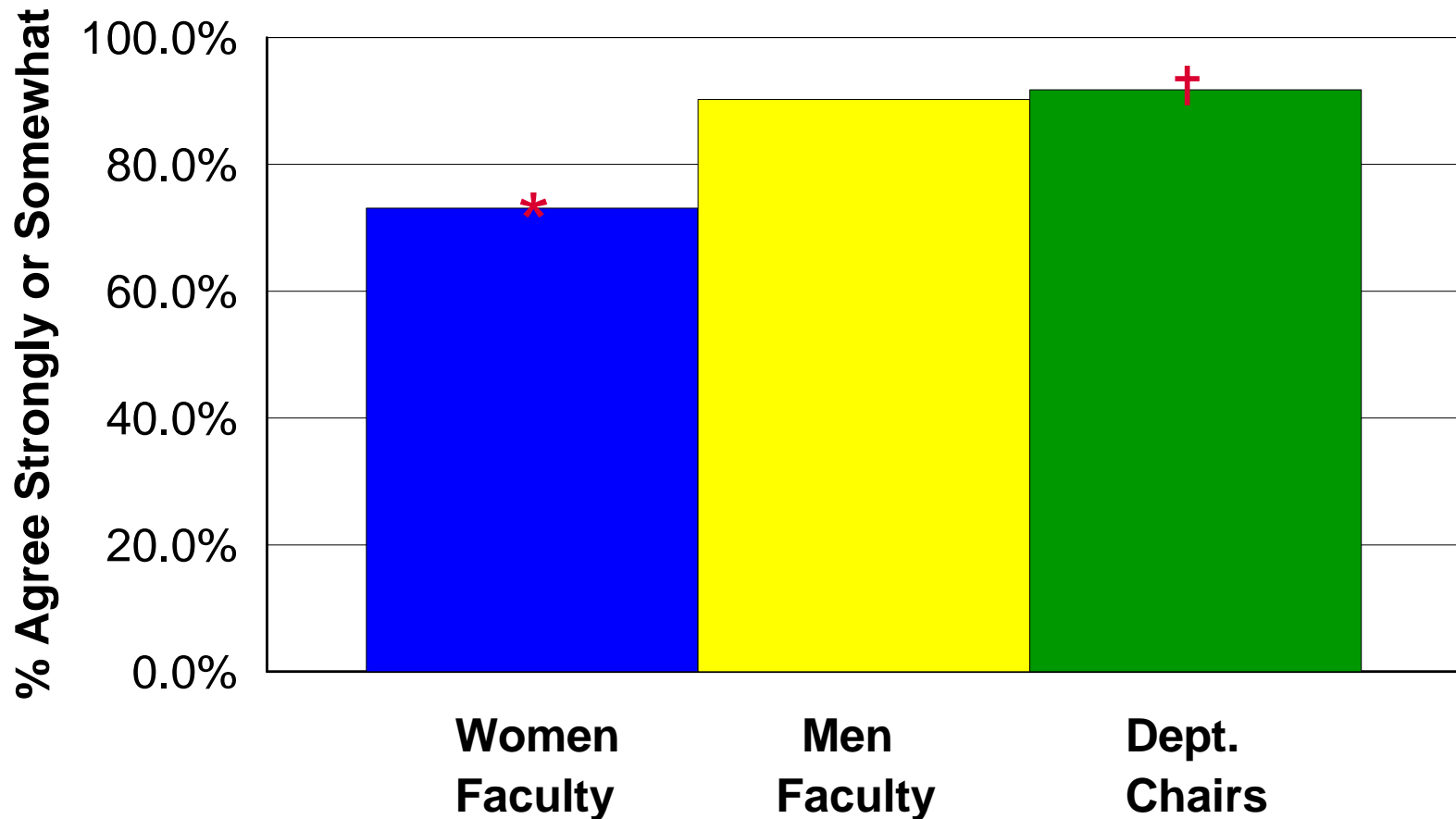
Isolation and "Fit"



* Significant t-test between women and men faculty at $p < .05$.

† Significant t-test between dept. chairs and all other faculty at $p < .05$.

The climate for women in my department is good



* Significant t-test between women and men faculty at $p < .05$.

† Significant t-test between dept. chairs and all other faculty at $p < .05$.



Uses of Data: Program Evaluation

- Evaluation of existing campus programs
 - E.g., Women Faculty Mentoring Program, Tenure Clock Extensions, etc.
- Evaluation of WISELI initiatives
 - E.g., Climate workshops for chairs, WISELI, Life Cycle Research Grants, etc.



Uses of Data: Research

- **In process:**

- Importance of department chairs in creating a good work environment for faculty
- Application of “Transtheoretical Model” to institutional change with regards to diversity

- **Future projects:**

- Gender differences in effects of childbearing on the academic career
- Effects of climate on other outcomes (e.g., productivity, job satisfaction, health, more?)
- Many more ideas!!!!



Next Steps

- Executive report of all main findings
 - Interesting issue of publicity, confidentiality
- Analysis of academic staff survey
- Re-Survey in (early) 2006



W I S E L I

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