Outline

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  - Communication with campus groups
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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)
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 $p<.05$.  

% Agree Strongly or Somewhat

- Solicit Opinions
- "Mainstream"
- Value

Women | Men | Dept. Chairs

[Bar chart details]
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