



W I S E L I

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



Collection and Use of Climate Survey Data at the UW-Madison



General advice on implementing a climate survey

- See Toolkit #2, Appendix B: “So you want to run a climate survey?!”



Study of Faculty Worklife at the UW-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:



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

Study of Faculty Worklife at the University of Wisconsin-Madison

2006



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UNIVERSITY OF WISCONSIN SURVEY CENTER
1800 University Avenue, RM 102
Madison, WI 53726



Study of Faculty Worklife at the UW-Madison

- **First survey 2003**
 - Developed from in-depth interviews
 - 11 pages, mail survey
 - 60% response rate
 - Administered by UW Survey Center
- **Second survey 2006**
 - Almost identical to first survey
 - 11 pages, mail survey
 - 55% response rate (so far)
 - Administered by UW Survey Center



Topics Covered

- Hiring Process
- Tenure Process
- Professional Activities
 - Time use, Resources, **Interactions with Colleagues**
- Satisfaction
- Programs & Resources
- Sexual Harassment
- Work/Life Balance
 - Balance, Childcare, Parent care, Spouse/Partner, Health
- **Diversity**



Using the Data

- Presentations to deans, chairs, others
- Used in Climate Workshops for Department Chairs
- Combined with qualitative data
- Research papers/publications
- Online access to results
- Evaluation purposes



Presentations to deans, chairs, others

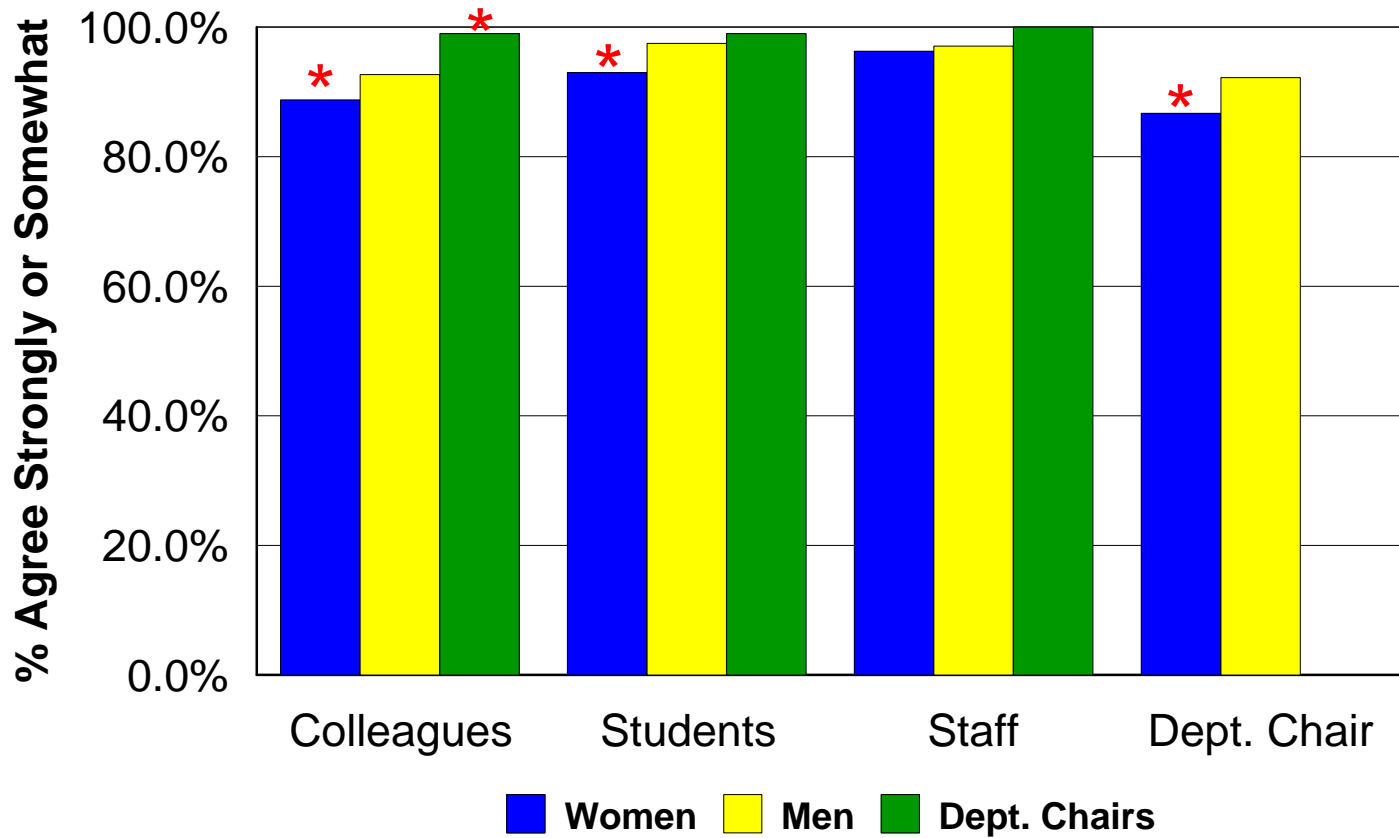
- Deans' Council
- Within-college meetings of department chairs
 - Special tabulations by college/division
- Departmental brownbags and seminars
- Groups of women faculty



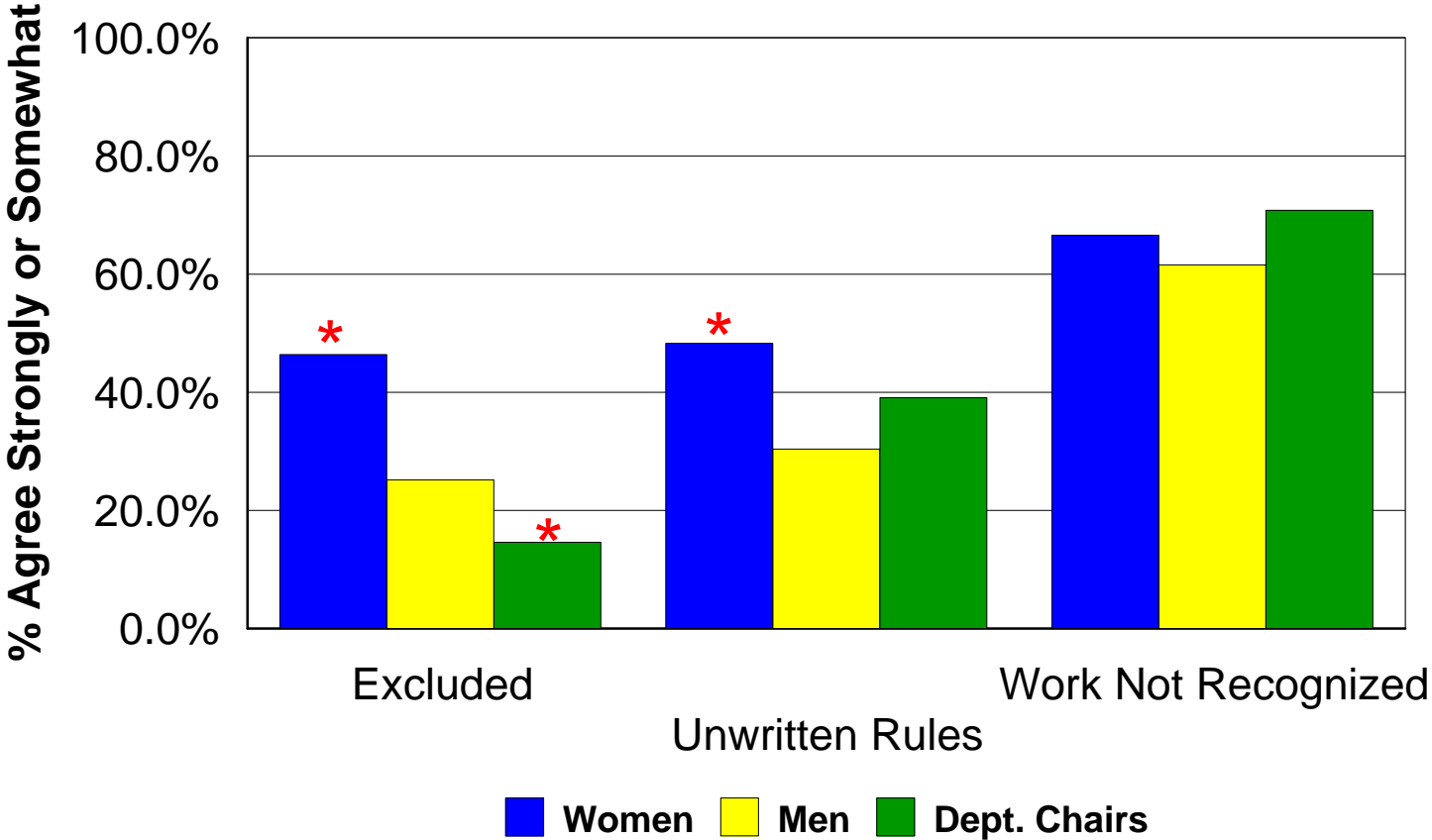
Used in Climate Workshops for Department Chairs

- Open discussion of climate
- Illustrate how chairs' own experience is different from others in the department
- Illustrate how chairs *overestimate* the experiences of others in their departments

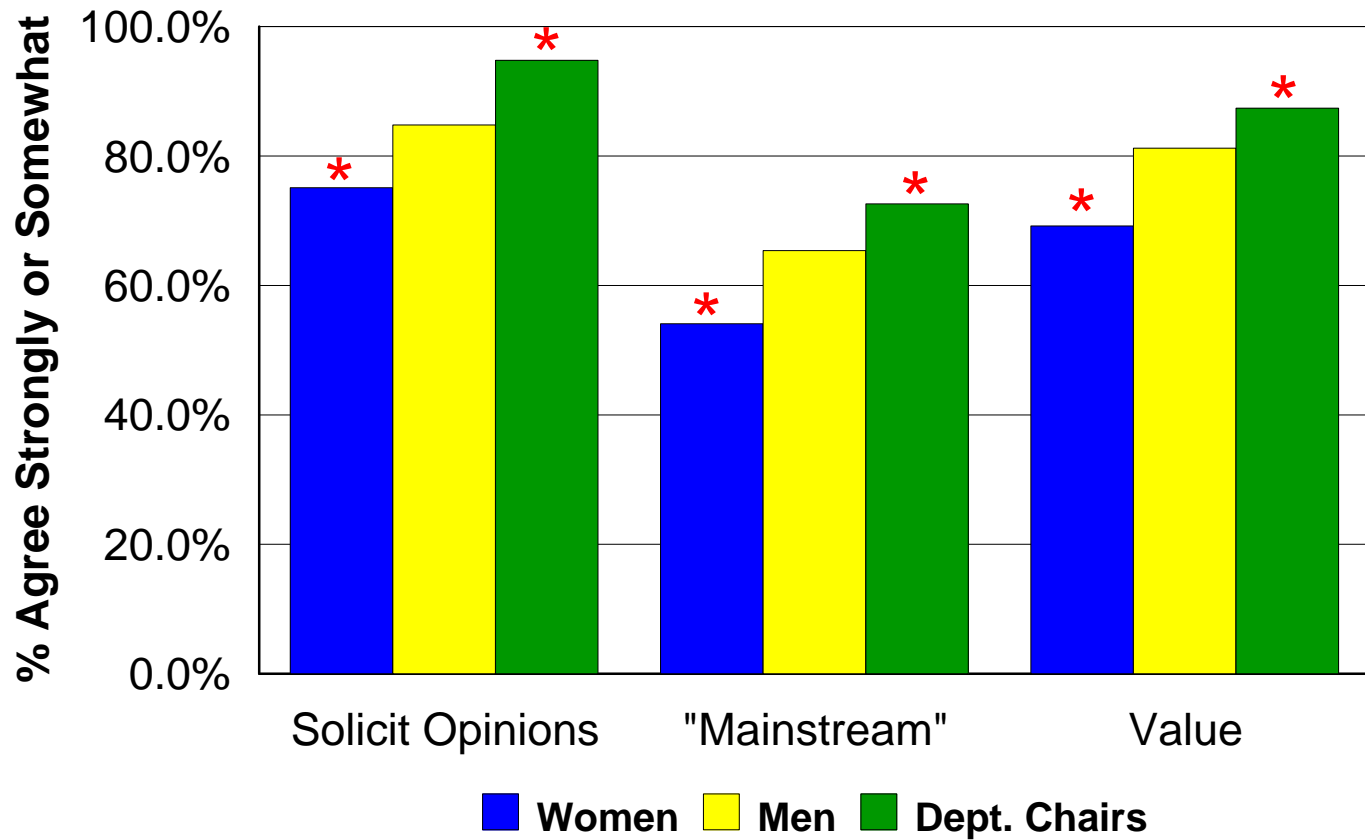
Treated With Respect in the Workplace



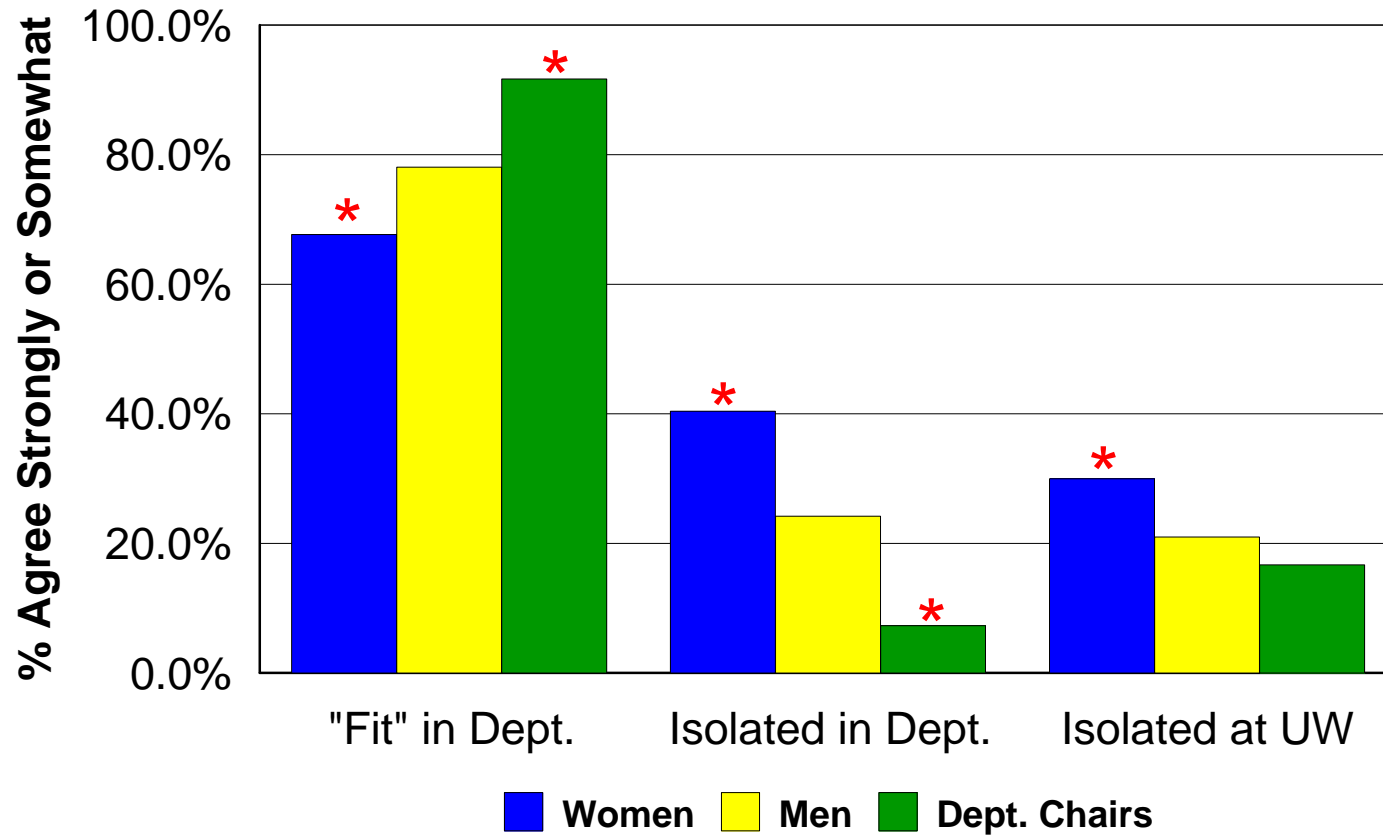
Informal Departmental Interactions



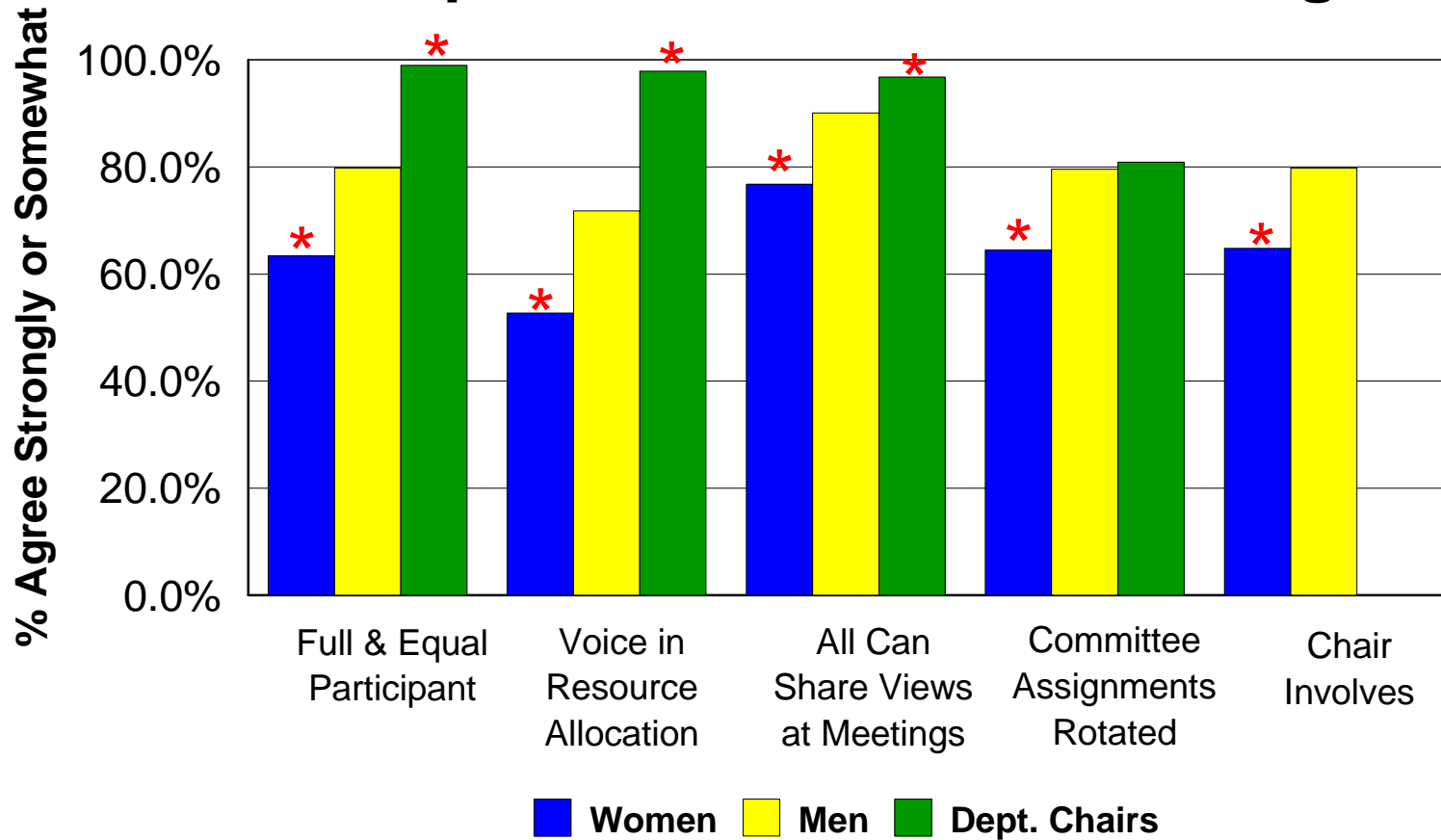
Colleagues' Valuation of Research



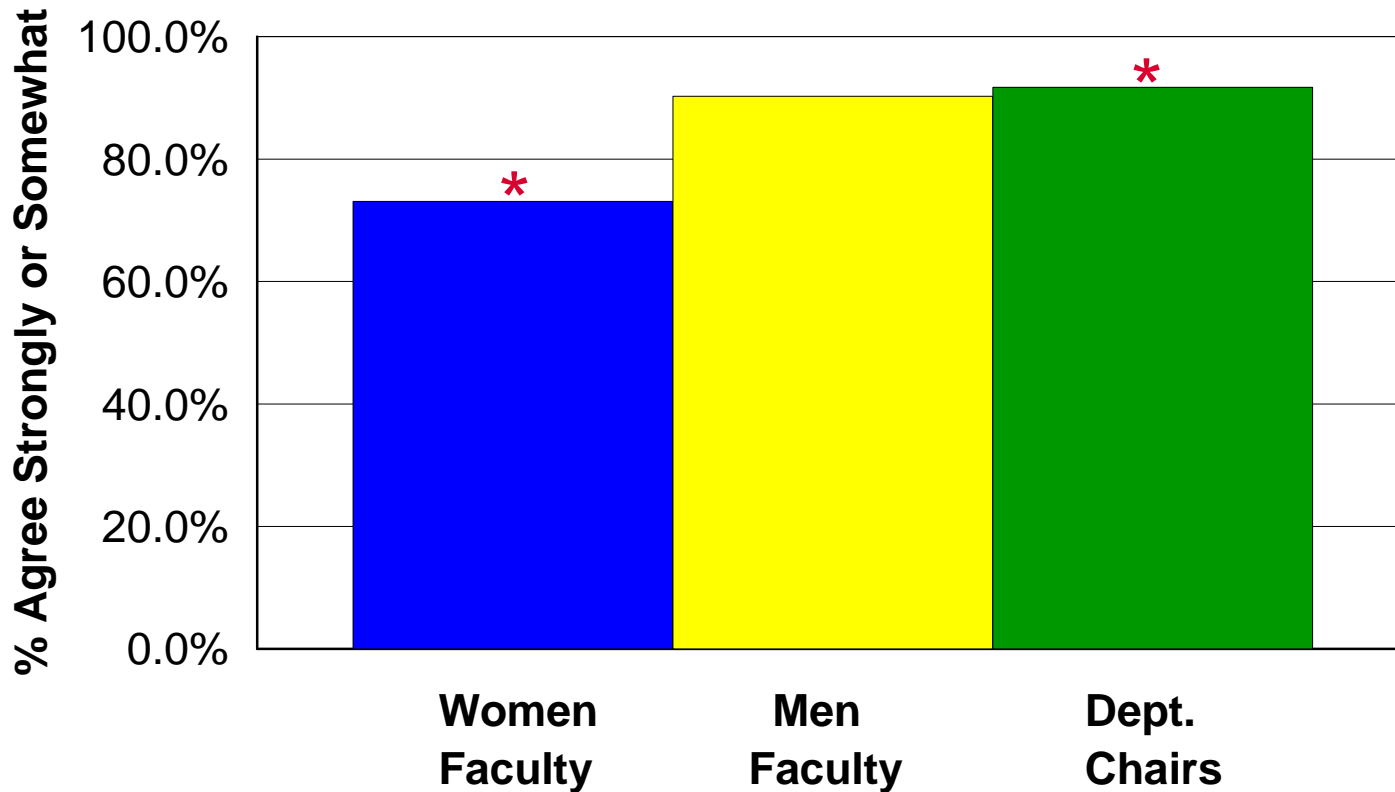
Isolation and "Fit"



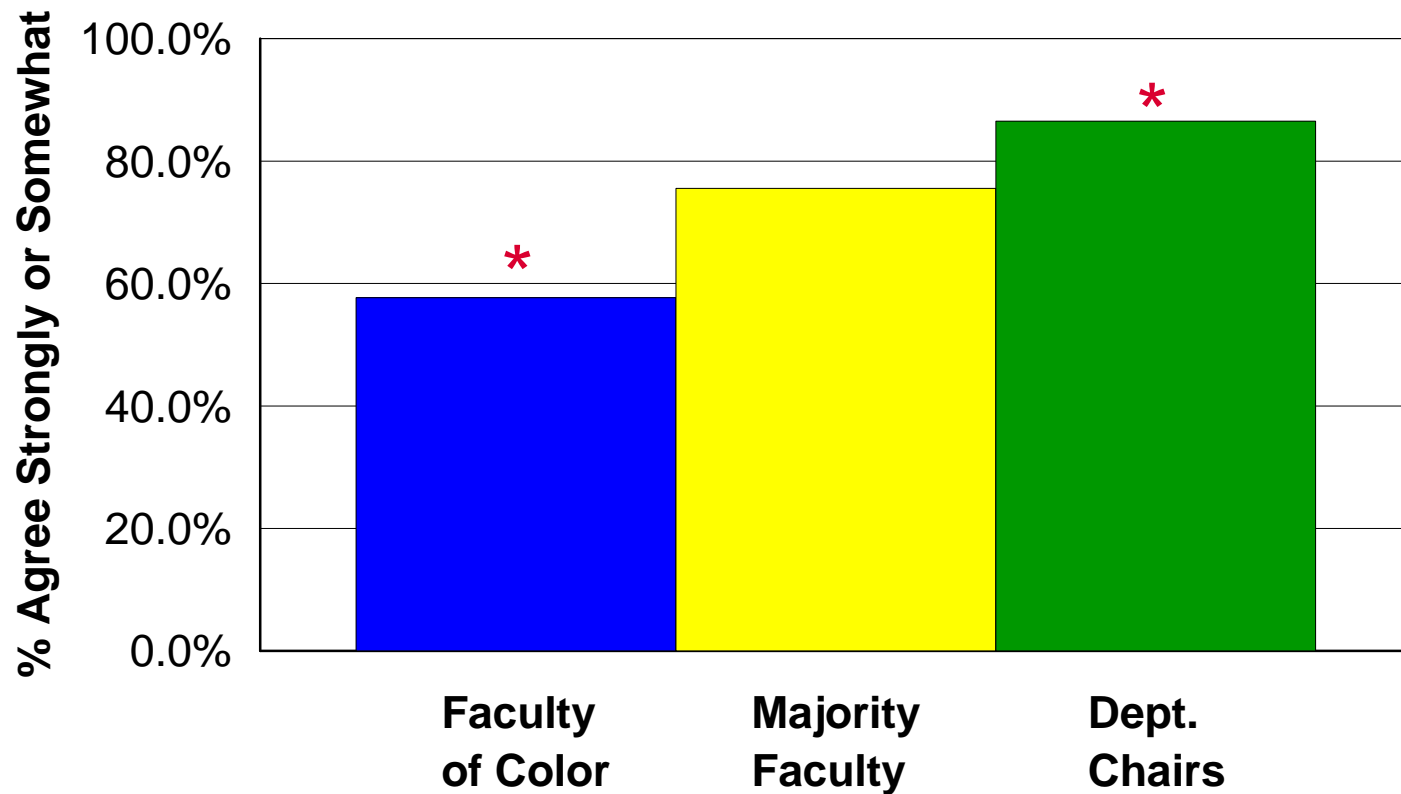
Departmental Decision-Making



The climate for women in my department is good



The climate for faculty of color in my department is good





Combined with qualitative data

- “I think as little as four years ago, [the department] was a very unfriendly, hostile environment. But when [the new chair] came in...she seems to have completely changed the tenor of [the department]. It’s very friendly—everyone says that since she came, it’s totally different. I would not have come if she weren’t here.”





Research papers/publications

- “The Department Chair and Climate: Contradicting Perceptions”
- “Assessing ‘Readiness to Embrace Diversity’: An Application of the Trans-Theoretical Model of Behavioral Change”
- “Extending One’s Tenure Clock: The Experiences of Faculty at One University”



Online access to results

- Survey instrument
- Summary of Findings for each survey section 
- Survey Questions and Detailed Data for each survey section 



Evaluation purposes

- Evaluation of existing campus programs
 - Women Faculty Mentoring Program
 - Campus Childcare
 - Tenure Clock Extension Policy
 - Sexual Harassment Information Sessions
 - Gender Pay Equity Policy



Evaluation purposes

- **New WISELI Initiatives**
 - Searching for Excellence & Diversity workshops
 - Climate Workshops for Department Chairs
 - Vilas Life Cycle Professorships
 - Celebrating Women in S&E Grants
 - WISELI



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