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 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:

UWSC
University of Wisconsin Survey Center
600 W. Mifflin, Room 174
Madison, WI 53706-2630
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

% Agree Strongly or Somewhat

Colleagues | Students | Staff | Dept. Chair
--- | --- | --- | ---
Women | * | * | *
Men | * | * | *
Dept. Chairs | * | * | *
Informal Departmental Interactions

% Agree Strongly or Somewhat

Excluded

Work Not Recognized

Unwritten Rules

Women | Men | Dept. Chairs

* *
Colleagues' Valuation of Research

% Agree Strongly or Somewhat

- Solicit Opinions
- "Mainstream"
- Value

Women | Men | Dept. Chairs

- * indicates significant difference
Isolation and "Fit"

<table>
<thead>
<tr>
<th>% Agree Strongly or Somewhat</th>
<th>&quot;Fit&quot; in Dept.</th>
<th>Isolated in Dept.</th>
<th>Isolated at UW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
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<tr>
<td>Men</td>
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<tr>
<td>Dept. Chairs</td>
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</tbody>
</table>

*Significant difference
Departmental Decision-Making

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

% Agree Strongly or Somewhat
The climate for women in my department is good

% Agree Strongly or Somewhat

Women Faculty  Men Faculty  Dept. Chairs

* indicates a significant difference
The climate for faculty of color in my department is good.
“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

http://wiseli.engr.wisc.edu/initiatives/survey/results/facultypre/contents.htm
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
New WISELI Initiatives

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