



# WISCONSIN

UNIVERSITY OF WISCONSIN-MADISON

# Study of Faculty Worklife 2016: Selected Results

*Presented to the Deans Council*

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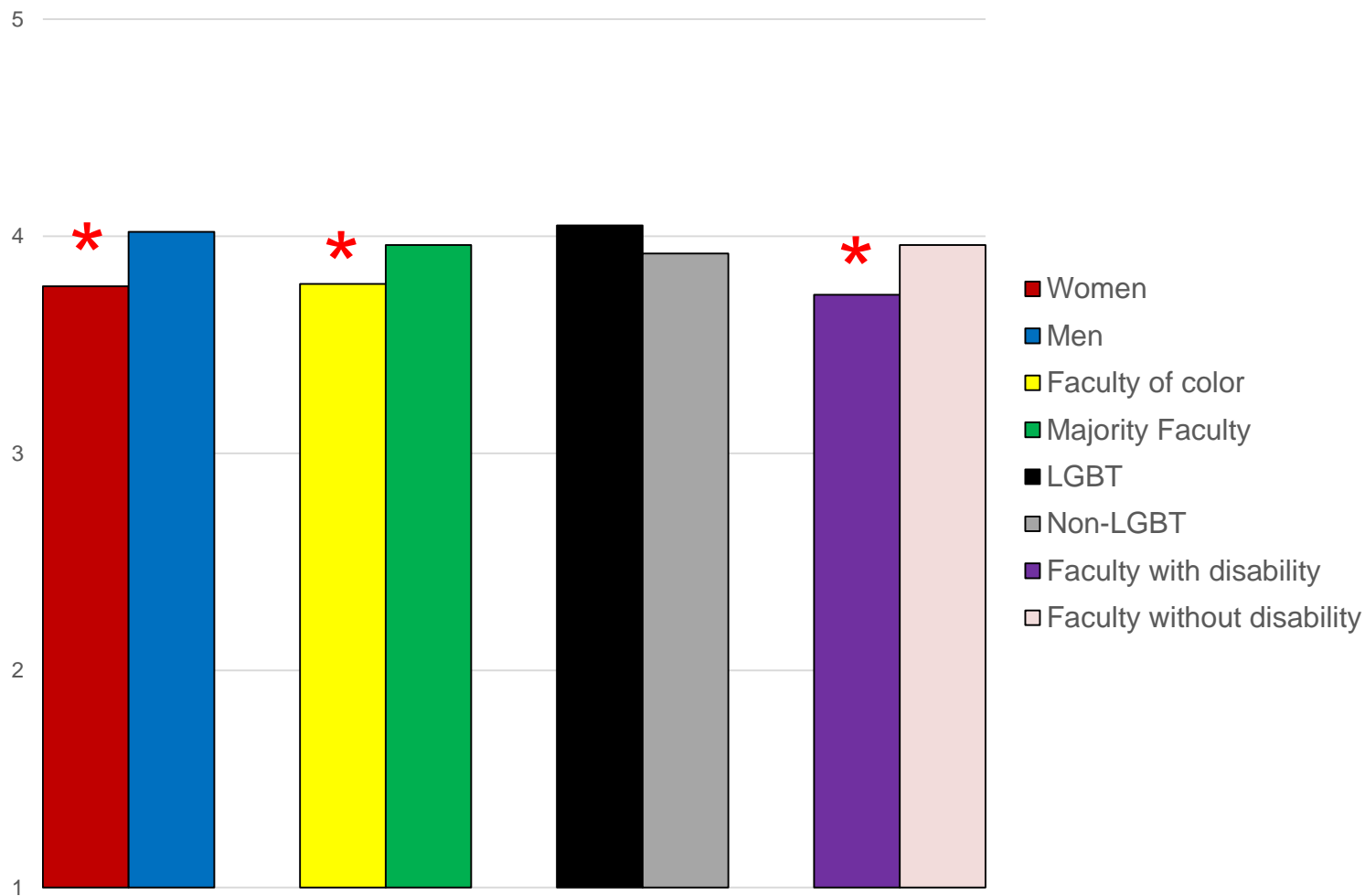
# Study of Faculty Worklife

- Five waves: 2003, 2006, 2010, 2012, 2016
- Designed to measure faculty perceptions of their workplace environment
- Paper survey, mailed to homes of faculty
- 2016 study funded entirely from WISELI's income-generating activities
- Response rates relatively high, 58.6% in 2016 (N=1,285)
- Data analysis emphasizes group differences, change over time

# Department Climate: Main Points

- Some groups (women, faculty of color, faculty with disabilities) experience a more negative experience of climate than others
- Climate is mostly unchanged since 2012
- Faculty in the majority and those in leadership positions tend to overestimate the climate for women, faculty of color

In my department the overall climate is ...



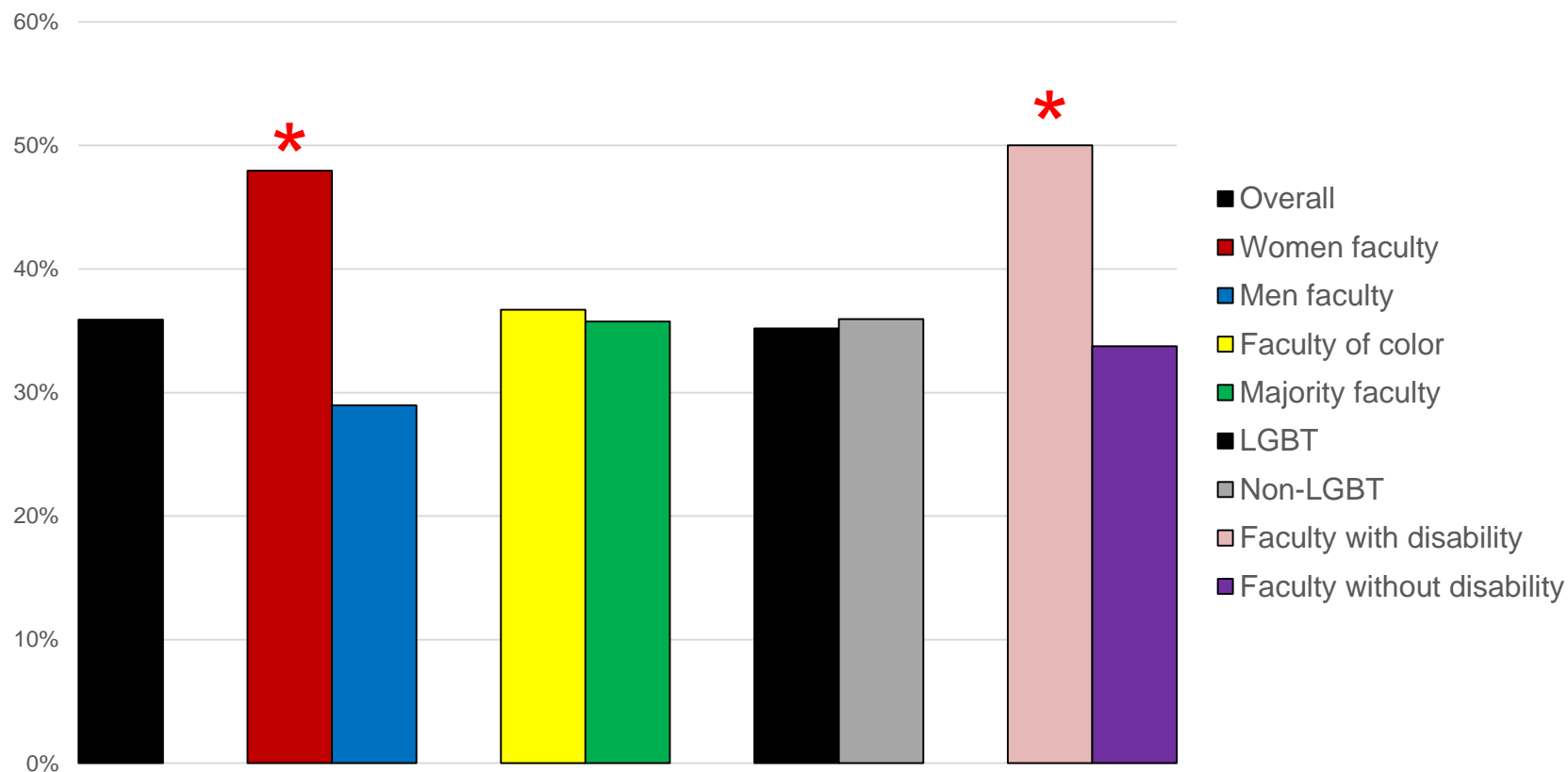
Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.

\* indicates significant difference,  $p < .05$ .

# Harassing Behaviors: Main Points

- Women report significantly less sexual harassment in 2016 than they did in 2010
  - Measurement issue?
- Increase in faculty concern/awareness of sexual harassment
- Baseline measures of hostile & intimidating behaviors are alarming
- Women, faculty with disabilities, and faculty in the Social Science division report the highest rates of experiencing H&I behavior

### Experienced hostile or intimidating behavior in past 3 years



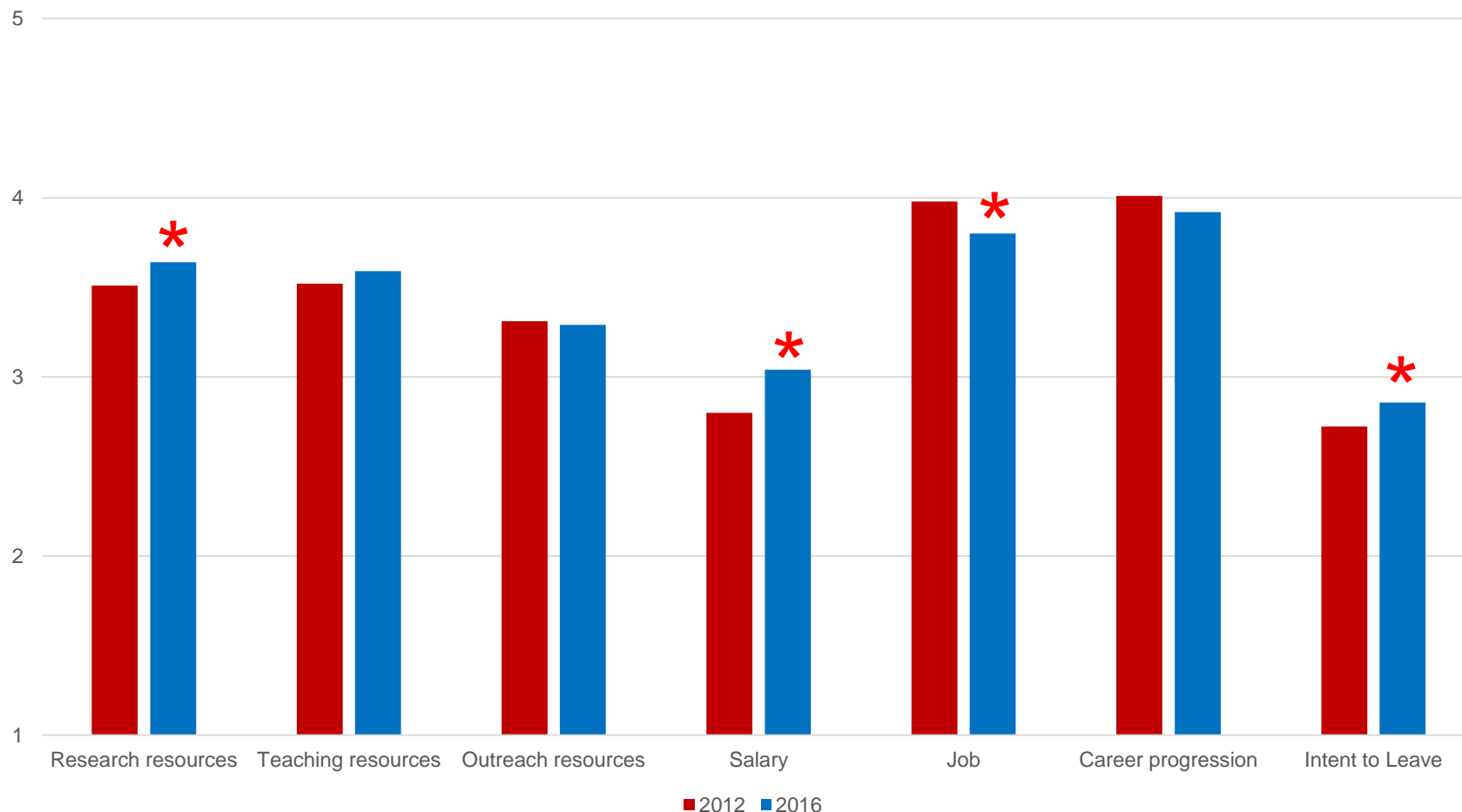
\* indicates significant difference,  $p < .05$ .

# Job Satisfaction: Main Points

- Some groups consistently experience lower job satisfaction compared to others
- Job satisfaction has decreased for faculty since 2012, but surprisingly, satisfaction with research resources and satisfaction with salary have increased
- Intent to leave the UW-Madison is increasing



## Intent to Leave and Satisfaction with....



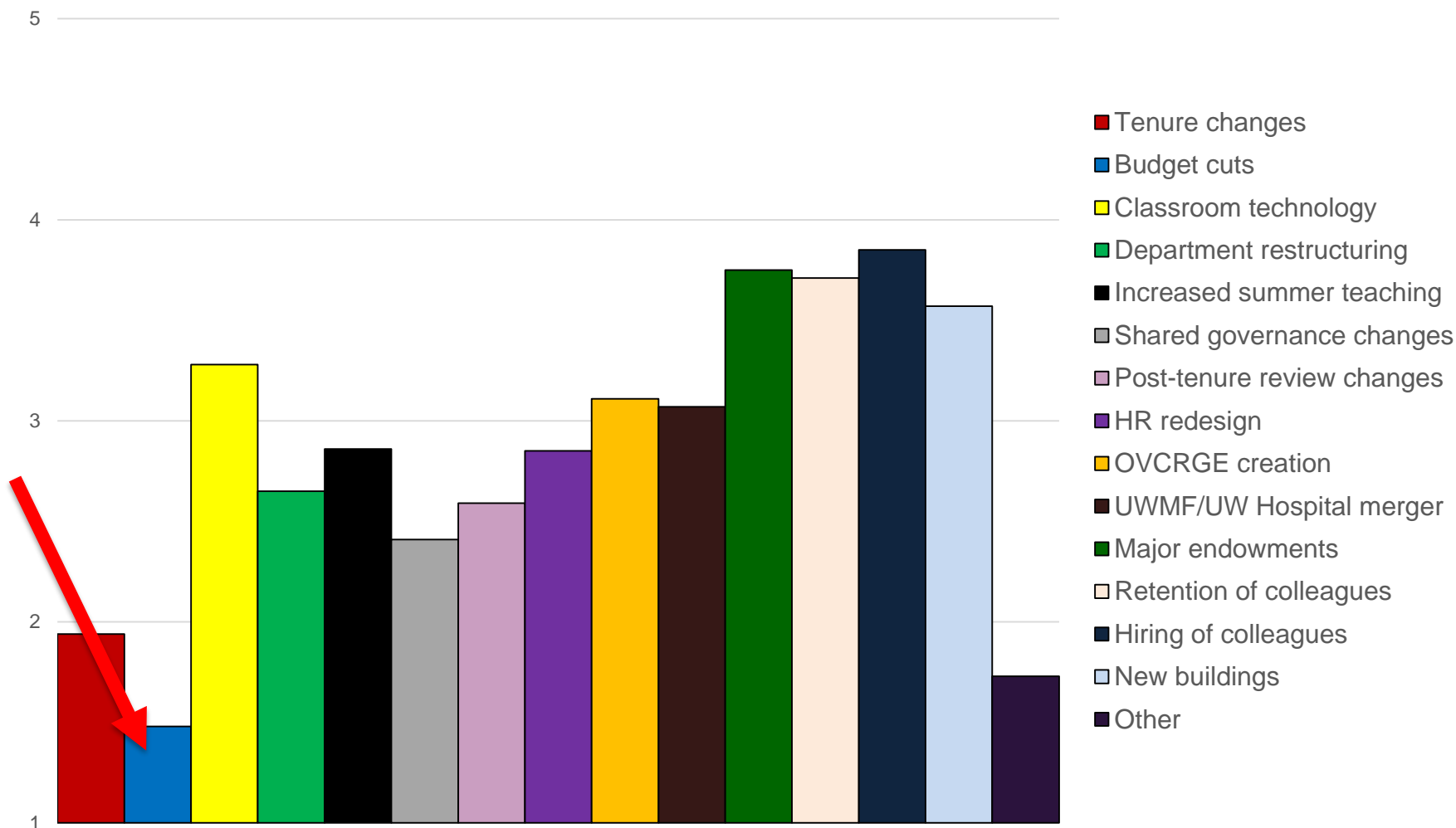
Response choices for Satisfaction: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied.

\* indicates significant difference,  $p < .05$ .

# Faculty Morale: Main Points

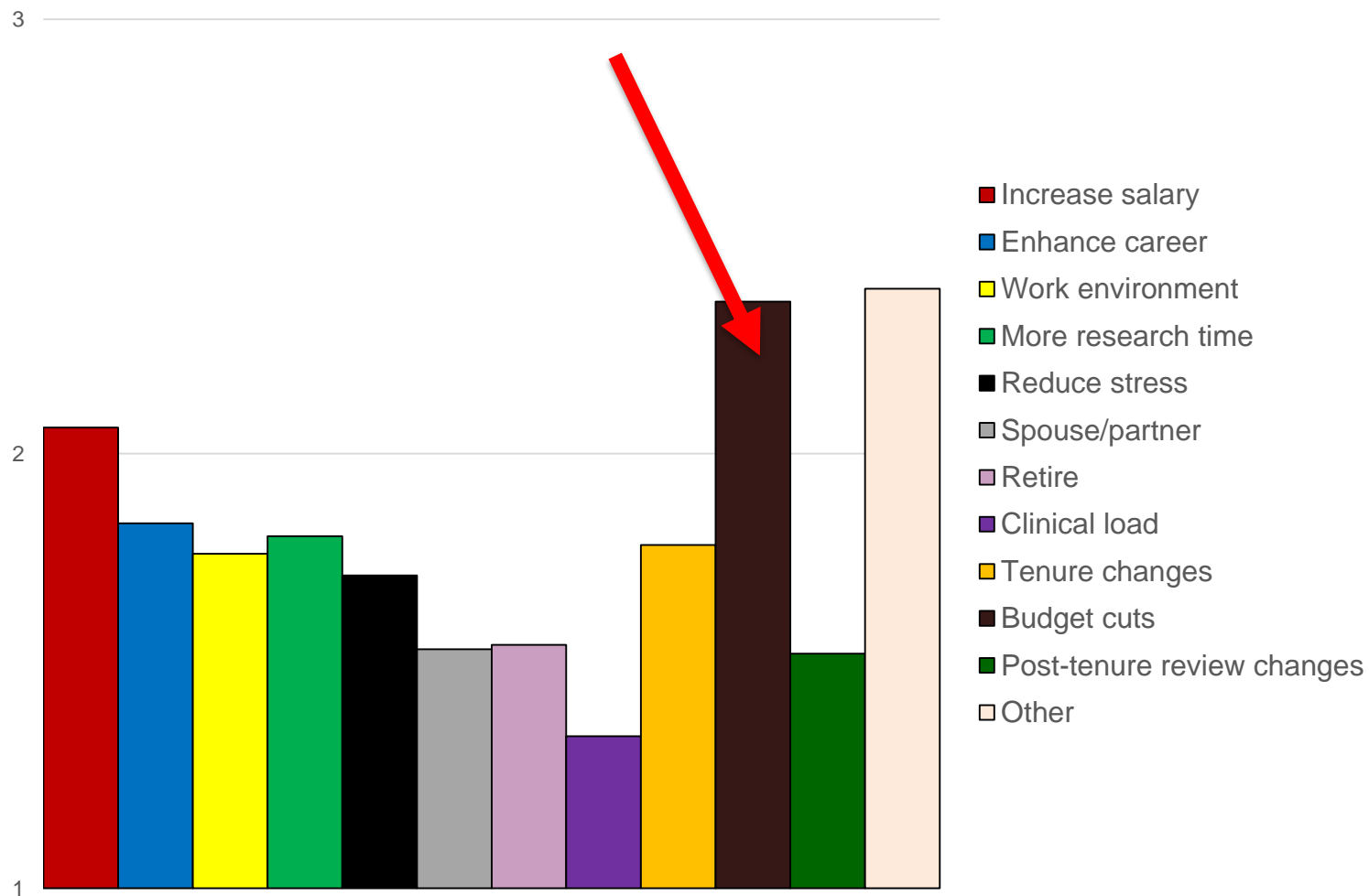
- New item in 2016; an attempt to measure the impact of extremely negative changes (tenure, budget cuts) on faculty morale
- Budget cuts have the largest (negative) effect on faculty morale

## Enthusiasm for working at UW-Madison



Response choices: 1=Decreased my enthusiasm a great deal, 2=Decreased my enthusiasm somewhat, 3=Neither increased nor decreased my enthusiasm, 4=Increased my enthusiasm somewhat, 5=Increased my enthusiasm a great deal.

## Reasons to Leave UW-Madison



Response choices: 1=Not at all, 2=To some extent, 3=To a great extent.