Study of Faculty Worklife 2016: Selected Results

*Presented to the Deans Council*

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Study of Faculty Worklife

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

* 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.