Study of Faculty Worklife 2016: School of Medicine & Public Health Selected Results

Presented to the task force on diversity and climate in the Department of Medicine

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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
  - 58.4% in 2016 overall (N=2015)
  - 58.3% in 2016 SMPH (N=885)
  - DOM faculty are about 25% of all respondents in the SMPH
- Data analysis emphasizes group differences
Topics

• Department climate
• Harassment
• Satisfaction
DEPARTMENT CLIMATE
Group differences in climate experiences

More negative experiences
- Women
- Faculty with disabilities
- “Non-mainstream” faculty
- Faculty in clinical departments

Few differences
- Non-citizens
- LGBT faculty

More positive experiences
- Tenured/tenure-track faculty
- Assistant rank faculty

Faculty of color: both positive and negative experiences
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.
In my department the overall climate is ...

Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive. * indicates significant difference, \( p<.05 \).
Women report significantly worse climate

• Respect by colleagues, students, staff, department chair
• Exclusion from informal networks
• Opinions solicited less often, research and scholarship less valued
• Isolated in department and on campus
• Less able to navigate unwritten rules
• Less able to voice concerns or raise personal responsibilities when scheduling
• Work harder to be perceived as a legitimate scholar
• Less feeling of “fit” in department

Of 25 climate-related questions, women respond significantly more negatively on 21 of them!
Faculty of Color report mixed climate

- Respect by colleagues, students, staff, chair, BUT NOT PATIENTS
- Exclusion from informal networks
- Opinions solicited more often (opposite result of campus), and feel research is valued
- Isolated in on campus (but not department)
- Less able to voice concerns
- Work harder to be perceived as a legitimate scholar

Of 25 climate-related questions, faculty of color respond significantly more negatively on 4 of them (compared to 14 for campus)!
## Other group differences

<table>
<thead>
<tr>
<th>Group</th>
<th>Number of significant differences (of 25)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>21 – all negative</td>
</tr>
<tr>
<td>Faculty of color</td>
<td>4 negative, 2 positive</td>
</tr>
<tr>
<td>LGBT faculty</td>
<td>1 positive, 1 negative</td>
</tr>
<tr>
<td>Faculty with disability</td>
<td>5 negative, 1 positive</td>
</tr>
<tr>
<td>Assistant rank faculty</td>
<td>1 negative, 8 positive</td>
</tr>
<tr>
<td>Clinical departments</td>
<td>8 – all negative</td>
</tr>
<tr>
<td>“Non-mainstream” research</td>
<td>23 – all negative</td>
</tr>
<tr>
<td>TT faculty</td>
<td>13 – all positive</td>
</tr>
<tr>
<td>CHS faculty</td>
<td>9 – all negative</td>
</tr>
<tr>
<td>CT faculty</td>
<td>1 positive, 6 negative</td>
</tr>
</tbody>
</table>
Faculty overestimate quality of climate for women and faculty of color

The climate for women in my dept. is ...

The climate for faculty of color in my dept. is ...

Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.
* indicates significant difference, \( p < .05 \).
HARASSMENT
No change in sexual harassment rates in SMPH

- Approximately 10% of women faculty experienced an incident of sexual harassment in last 3 years, same as in 2010
  - Campus rate is 9%
- Women experience most sexual harassment. No differences by rank, employment track, clinical/basic department
- At the same time:
  - Faculty say sexual harassment is more common than in 2010

Visibility of issue for students is affecting faculty?
Baseline for hostile & intimidating behavior

- New policy passed in 2014
- “Unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the university’s academic or operational interests”
- May take the form of abusive expression, intimidating physical contact or gestures, conspicuous exclusion or isolation, sabotage of a person’s work, or abuse of authority.
Baseline for hostile & intimidating behavior

- 33% of SMPH faculty report experiencing H&I behavior in past 3 years
- 39% of SMPH faculty report witnessing H&I behavior in past 3 years
- Average of 3 incidents experienced/witnessed
- Women, majority faculty, CHS faculty, and associate/full rank faculty report experiencing the most H&I behavior
  - Gender NOT related to experience of H&I behavior for CHS faculty. Ranks above full, and “non-mainstream” research are only two significant factors.
* indicates significant difference, $p<.05$. 

Experienced hostile or intimidating behavior in past 3 years

- Overall
- Women faculty
- Men faculty
- Faculty of color
- Majority faculty
- LGBT
- Non-LGBT
- Faculty with disability
- Faculty without disability
Experienced hostile or intimidating behavior in past 3 years

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

12/13/2016
SATISFACTION WITH EMPLOYMENT
Job satisfaction in SMPH generally high

• SMPH more satisfied with clinical and outreach resources; more satisfied with salary; more generally satisfied with job
• Assistant-rank faculty more satisfied than others on most measures
• Women, faculty of color, and especially “non-mainstream” faculty are less satisfied
Response choices: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very dissatisfied.

* indicates significant difference, p<.05.
Satisfaction with career progression

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

* indicates significant difference, $p<.05$. 
Intent to leave low, despite opportunities

- 72% of SMPH faculty have been approached by another university/headhunter about leaving (compared to 66% in the rest of UW-Madison)
- BUT—SMPH faculty significantly less likely to leave UW-Madison in the next three years!
  - TT faculty, faculty of color, non-mainstream faculty more likely to leave
- Top reason to leave: to reduce stress
Likelihood of leaving in next 3 years

Response choices (reverse-coded): 1=Very unlikely, 2=Somewhat unlikely, 3=Neither likely nor unlikely, 4=Somewhat likely, 5=Very likely.

* indicates significant difference, $p<.05$. 
Likelihood of leaving in next 3 years

Response choices (reverse-coded): 1=Very unlikely, 2=Somewhat unlikely, 3=Neither likely nor unlikely, 4=Somewhat likely, 5=Very likely.

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

[Bar chart showing likelihood of leaving by various categories and positions, with significant difference marked by asterisks.]

12/13/2016 University of Wisconsin–Madison
Reasons to Leave UW-Madison

Response choices: 1=Not at all, 2=To some extent, 3=To a great extent.
Some reasons to leave more important for some groups

<table>
<thead>
<tr>
<th>Reason</th>
<th>More important to....</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase salary</td>
<td>TT, FOC, Assoc/Full</td>
</tr>
<tr>
<td>Enhance career</td>
<td>TT, CHS, FOC, Non-citizen, Non-mainstream</td>
</tr>
<tr>
<td>Work environment</td>
<td>CHS, Women, FOC, Assoc/Full, Non-mainstream</td>
</tr>
<tr>
<td>More research time</td>
<td>TT, Non-citizen, Assoc/Full</td>
</tr>
<tr>
<td>Reduce stress</td>
<td>CHS, CT, Women, Citizens, Disability, Non-mainstream</td>
</tr>
<tr>
<td>Spouse/partner</td>
<td>Women, FOC, Assistant rank</td>
</tr>
<tr>
<td>Retire</td>
<td>Disability, Assoc/Full</td>
</tr>
<tr>
<td>Clinical load</td>
<td>CHS/CT, Disability, Non-mainstream</td>
</tr>
<tr>
<td>Tenure changes</td>
<td>TT, FOC, Assoc/Full</td>
</tr>
<tr>
<td>Budget cuts</td>
<td>TT, FOC, Assoc/Full</td>
</tr>
<tr>
<td>Post-tenure review</td>
<td>TT, FOC, Assoc/Full</td>
</tr>
<tr>
<td>Other</td>
<td>TT</td>
</tr>
</tbody>
</table>
Summary

• SMPH overall good climate relative to rest of UW-Madison
• Women, non-mainstream, clinical faculty (CHS and Clinical professors) seem least happy
• Faculty of color relatively good climate, but have high intent to leave
• High levels of hostile and intimidating behavior experienced by CHS faculty a concern