



WISCONSIN

UNIVERSITY OF WISCONSIN-MADISON

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

- 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
 - 58.4% 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

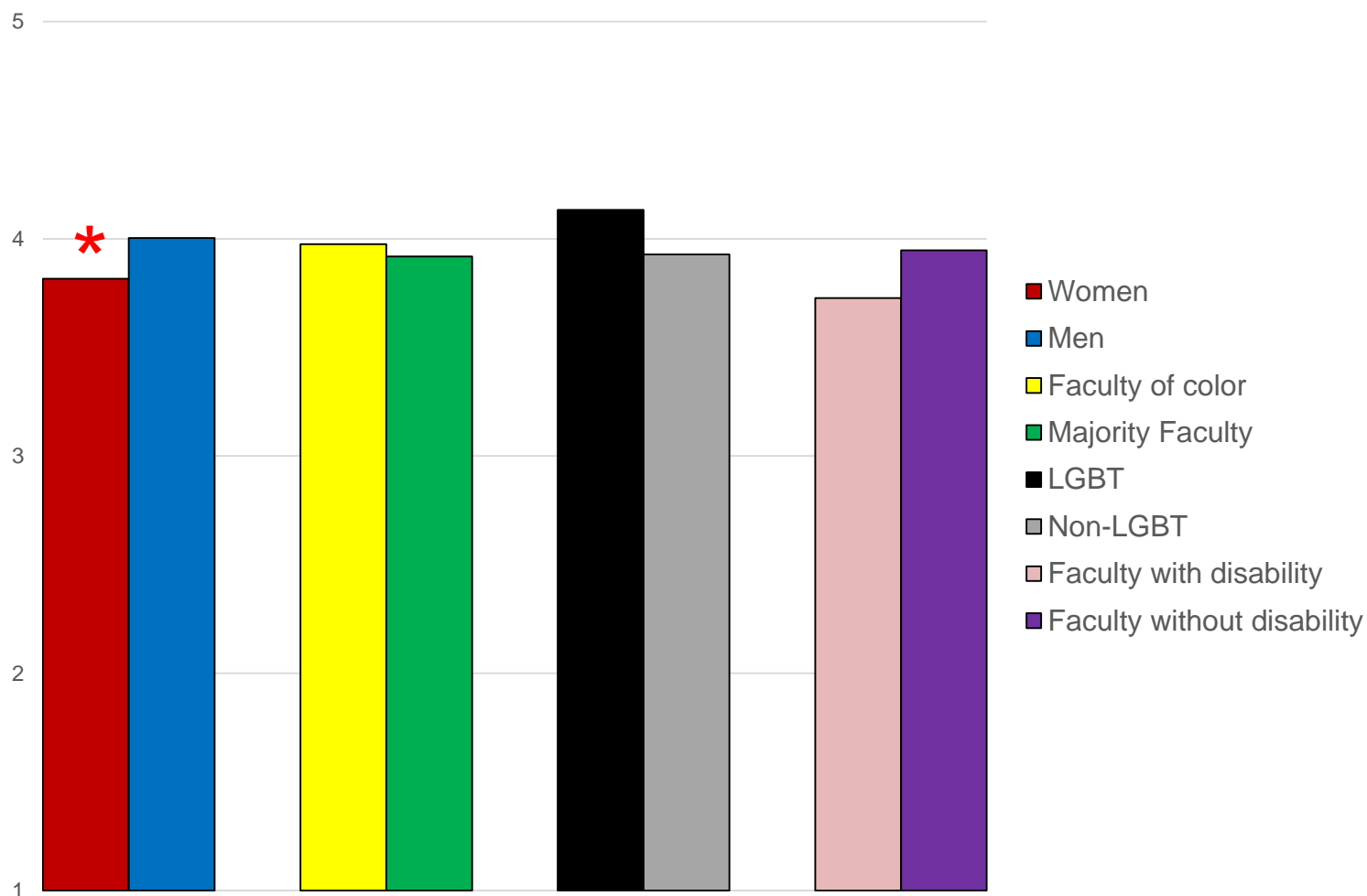
- Non-citizens
- LGBT faculty

More positive experiences

- Tenured/tenure-track faculty
- Assistant rank faculty

Faculty of color: both positive and negative experiences

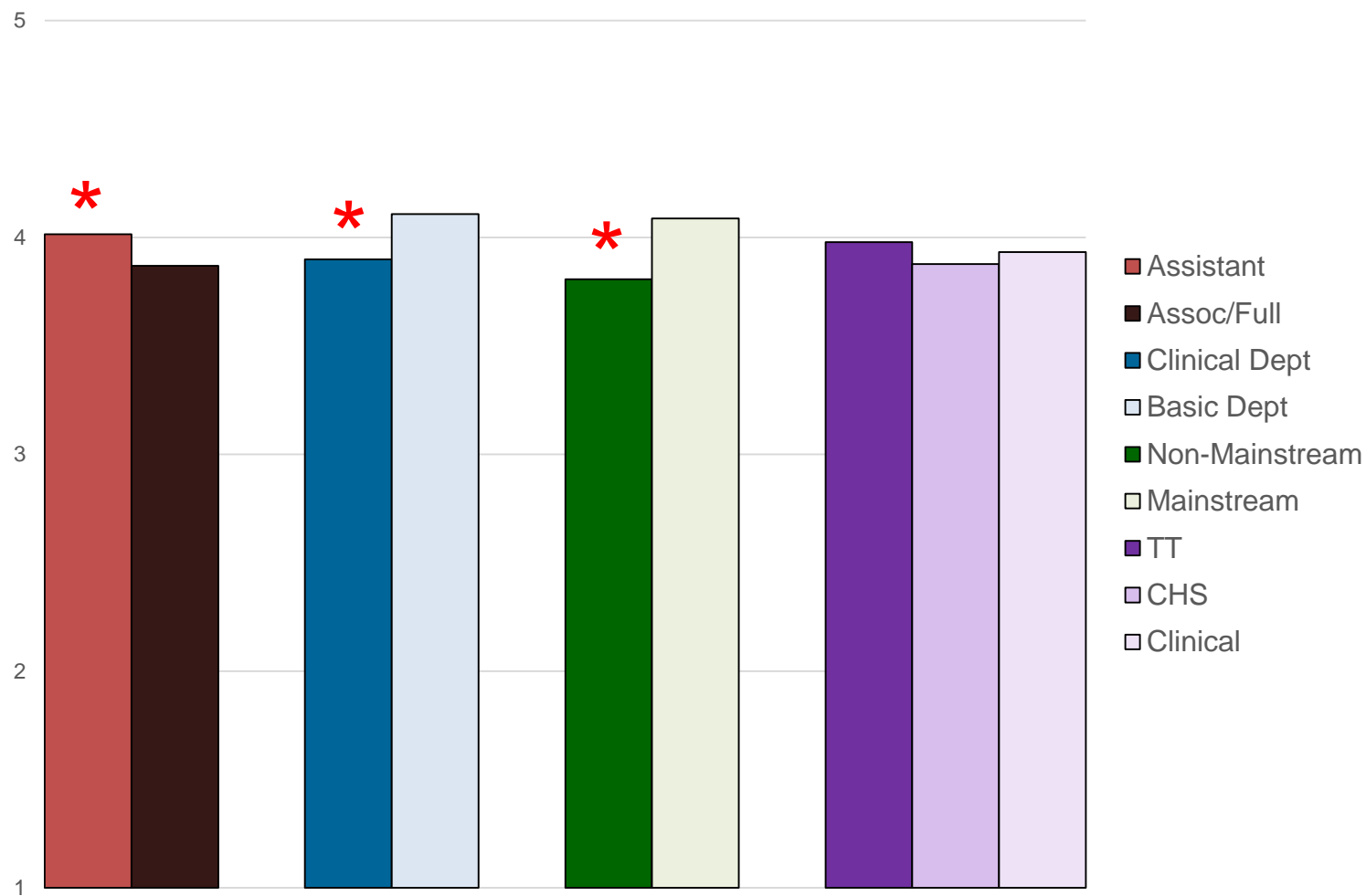
In my department the overall climate is ...



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.

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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

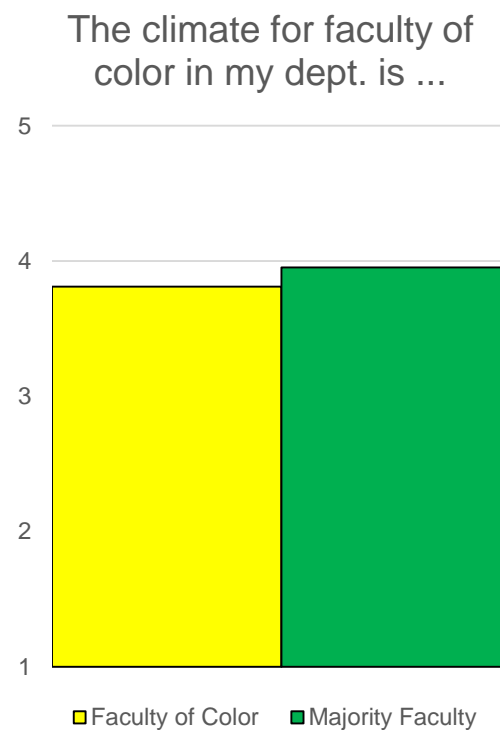
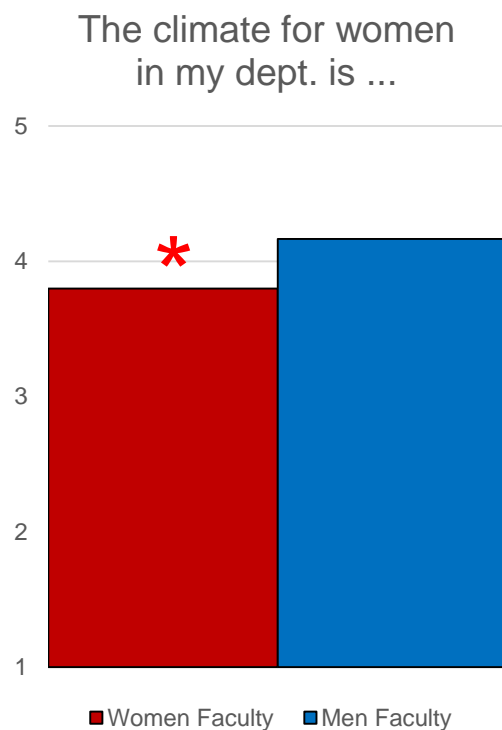
- Respect by colleagues, students, staff, chair, BUT NOT PATIENTS
- Exclusion from informal networks
- Opinions solicited more often (opposite result of campus), and feel research is valued
- Isolated in on campus (but not department)
- Less able to voice concerns
- Work harder to be perceived as a legitimate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

Group	Number of significant differences (of 25)
Women	21 – all negative
Faculty of color	4 negative, 2 positive
LGBT faculty	1 positive, 1 negative
Faculty with disability	5 negative, 1 positive
Assistant rank faculty	1 negative, 8 positive
Clinical departments	8 – all negative
“Non-mainstream” research	23 – all negative
TT faculty	13 – all positive
CHS faculty	9 – all negative
CT faculty	1 positive, 6 negative

Faculty overestimate quality of climate for women and faculty of color



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?

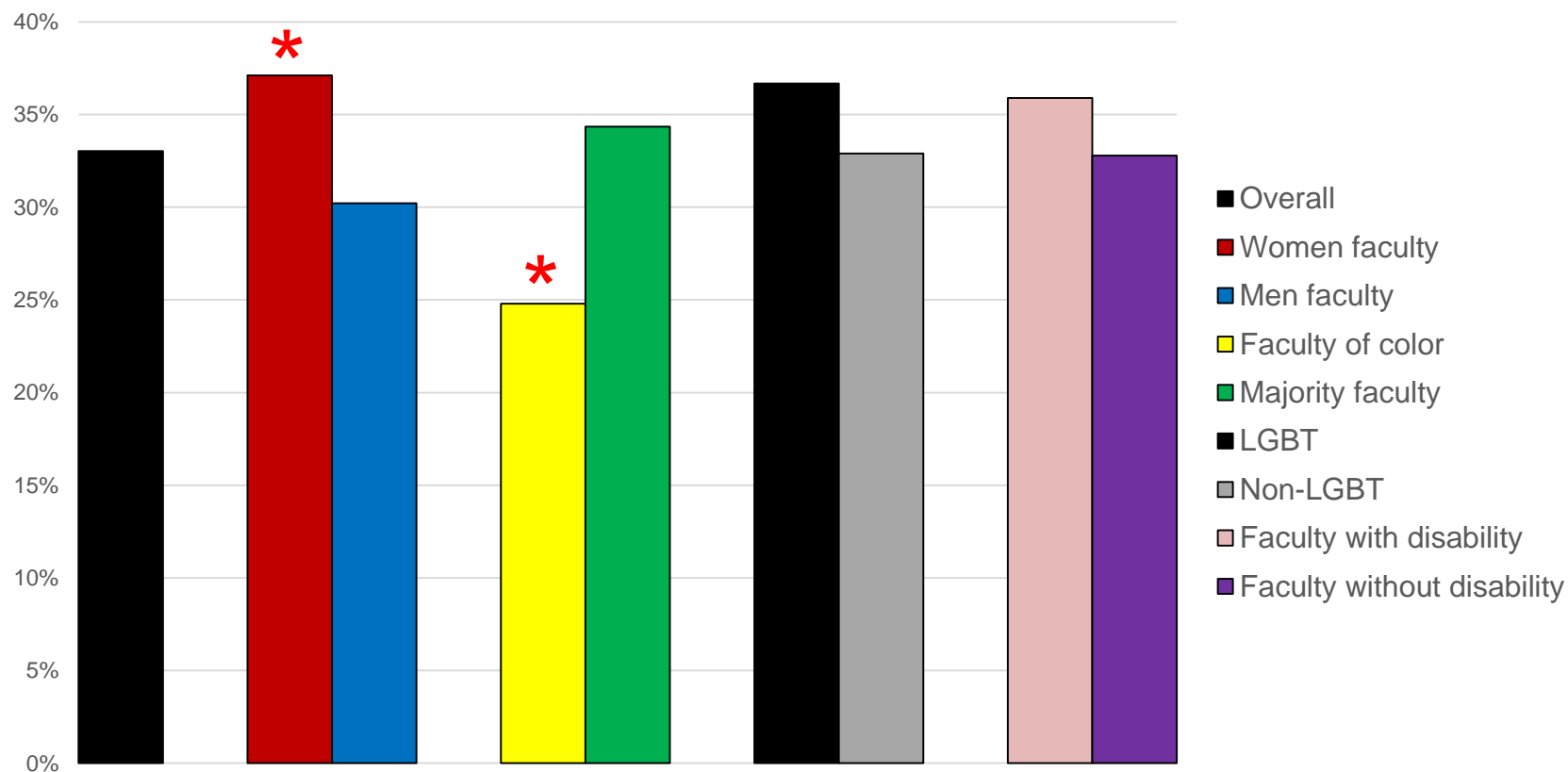
Baseline for hostile & intimidating behavior

- 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

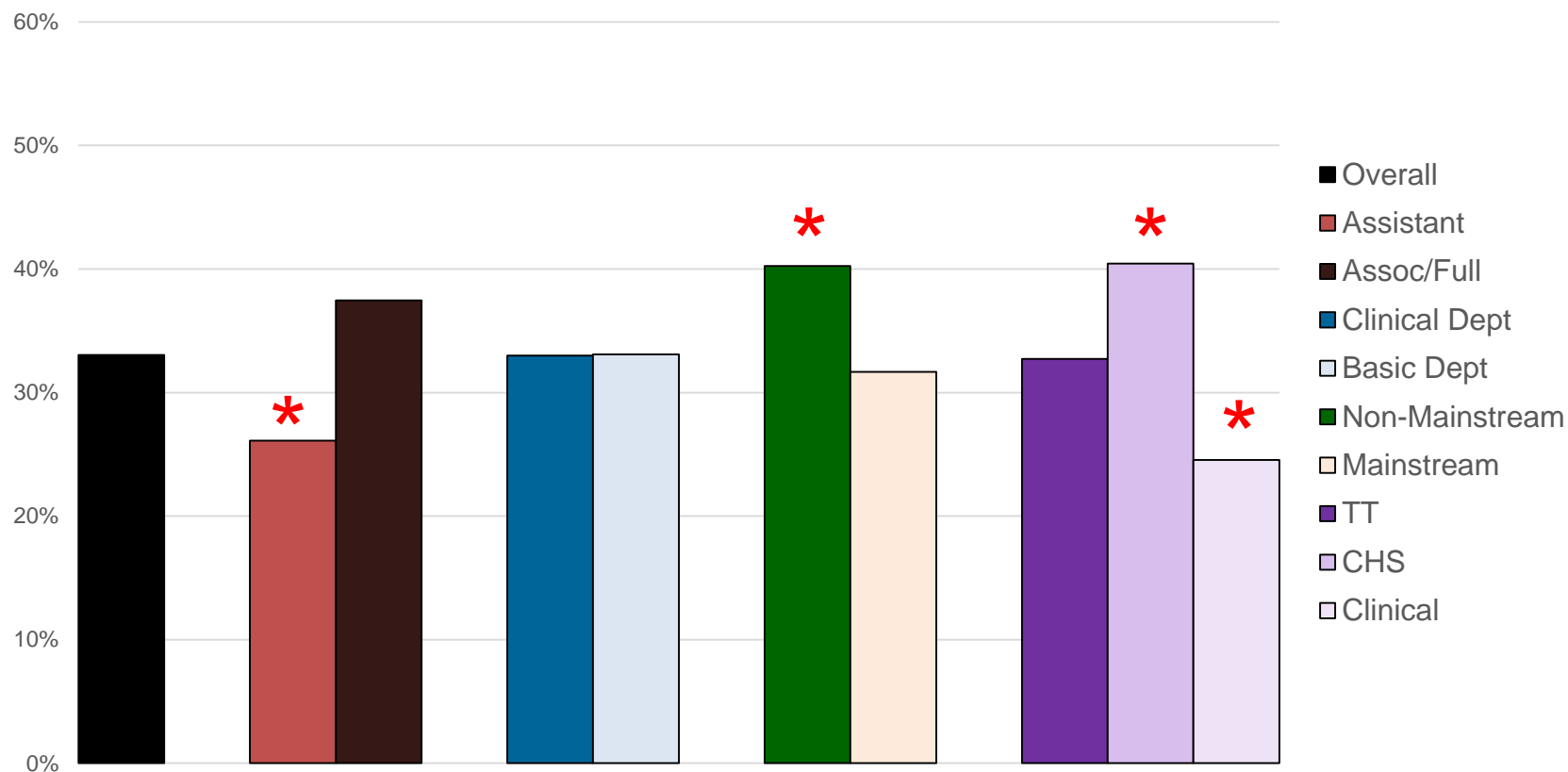
- 33% of SMPH faculty report experiencing H&I behavior in past 3 years
- 39% of SMPH faculty report witnessing H&I behavior in past 3 years
- Average of 3 incidents experienced/witnessed
- Women, majority faculty, CHS faculty, and associate/full rank faculty report experiencing the most H&I behavior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

Experienced hostile or intimidating behavior in past 3 years



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Experienced hostile or intimidating behavior in past 3 years



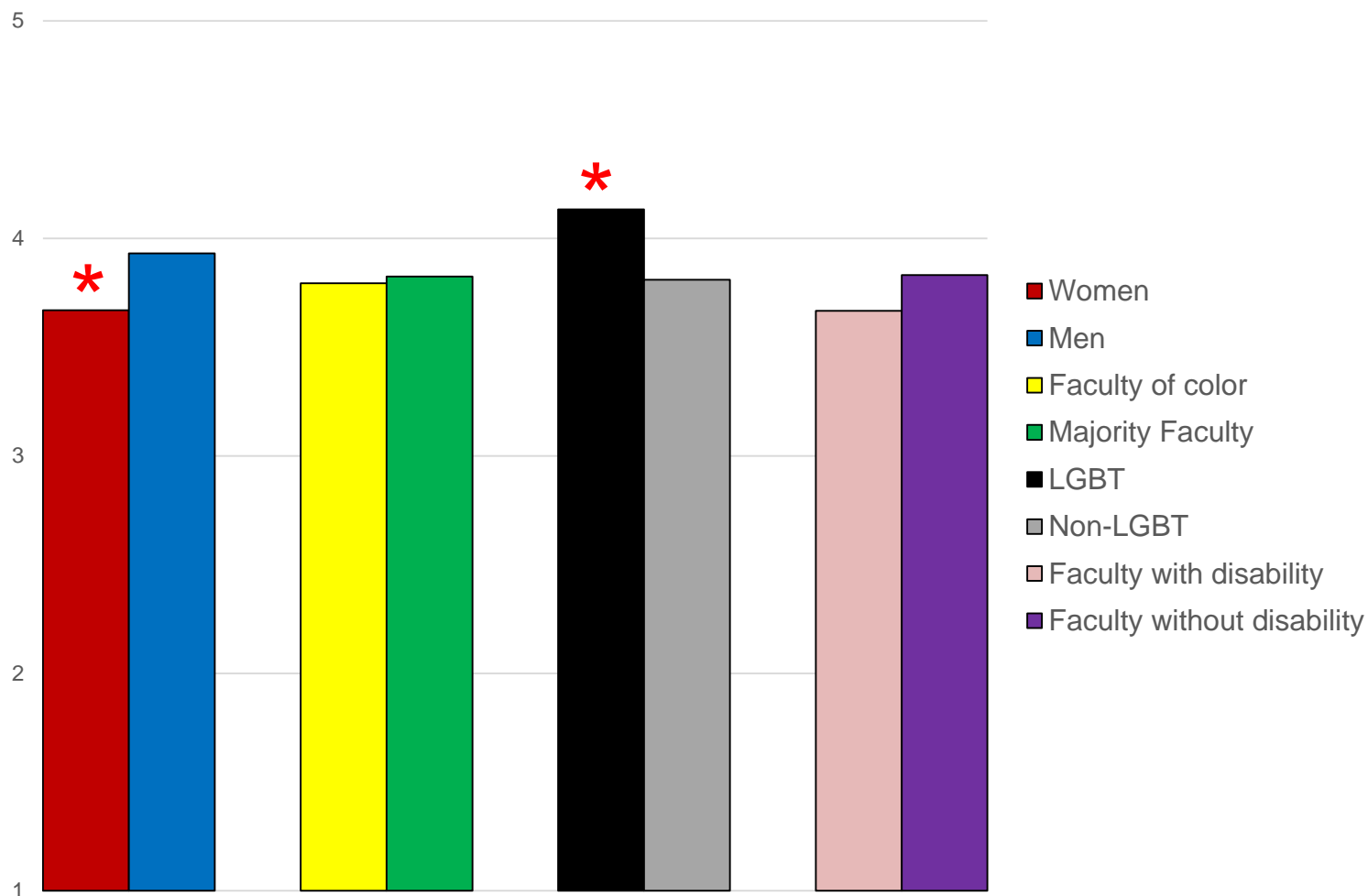
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SATISFACTION WITH EMPLOYMENT

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

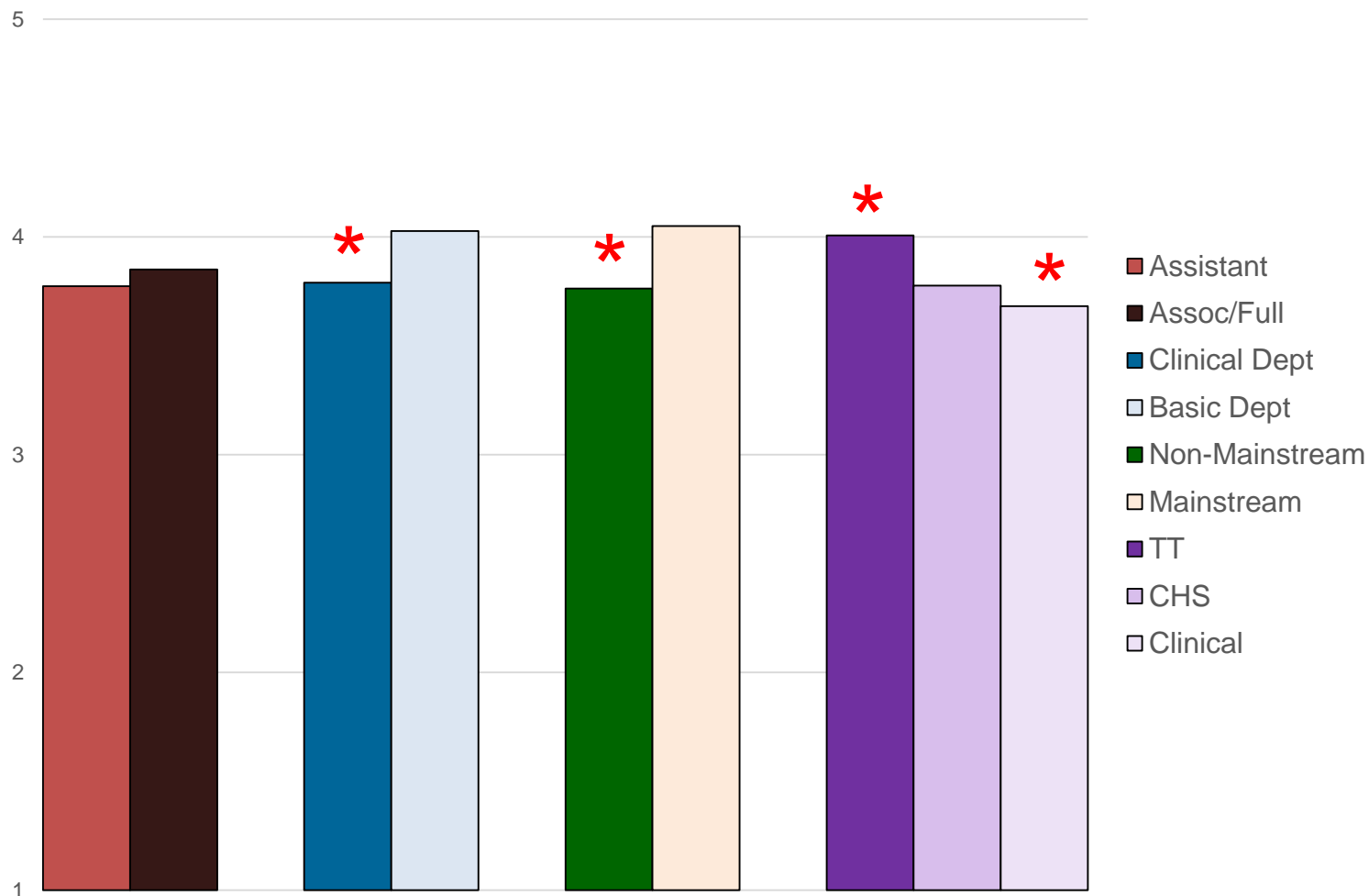
Satisfaction with career progression



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

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Satisfaction with career progression



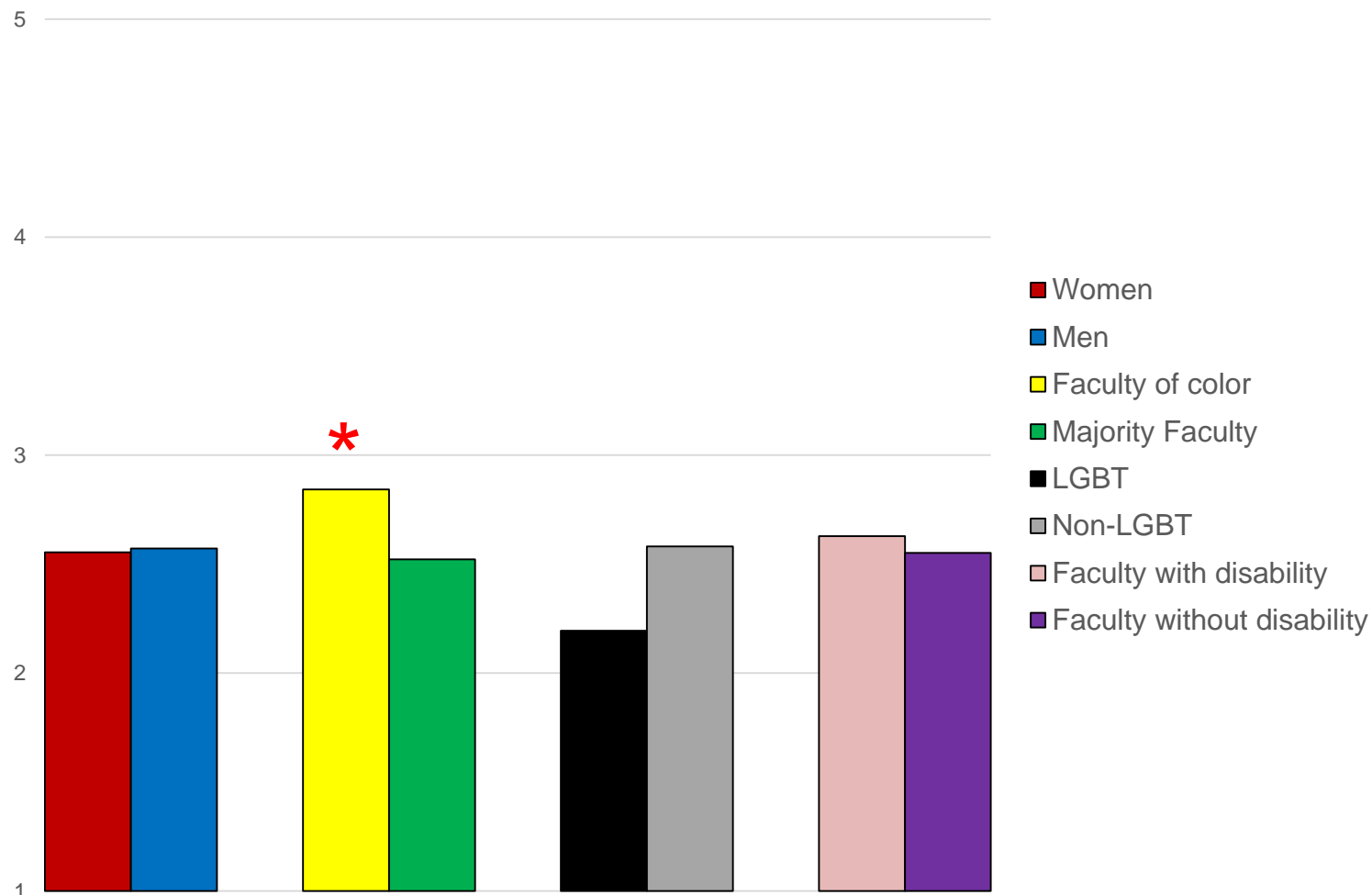
Response choices: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied.

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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

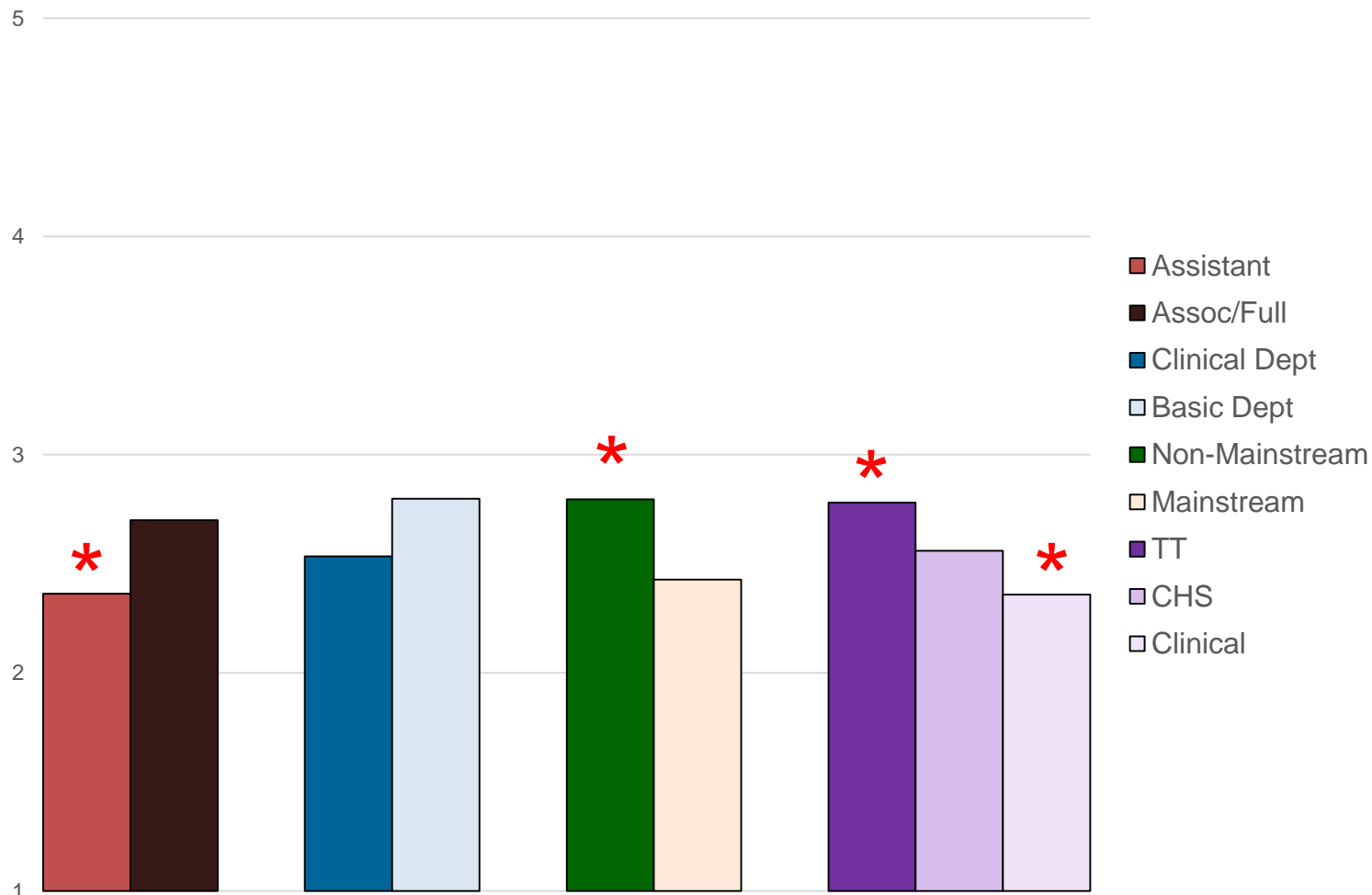
Likelihood of leaving in next 3 years



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

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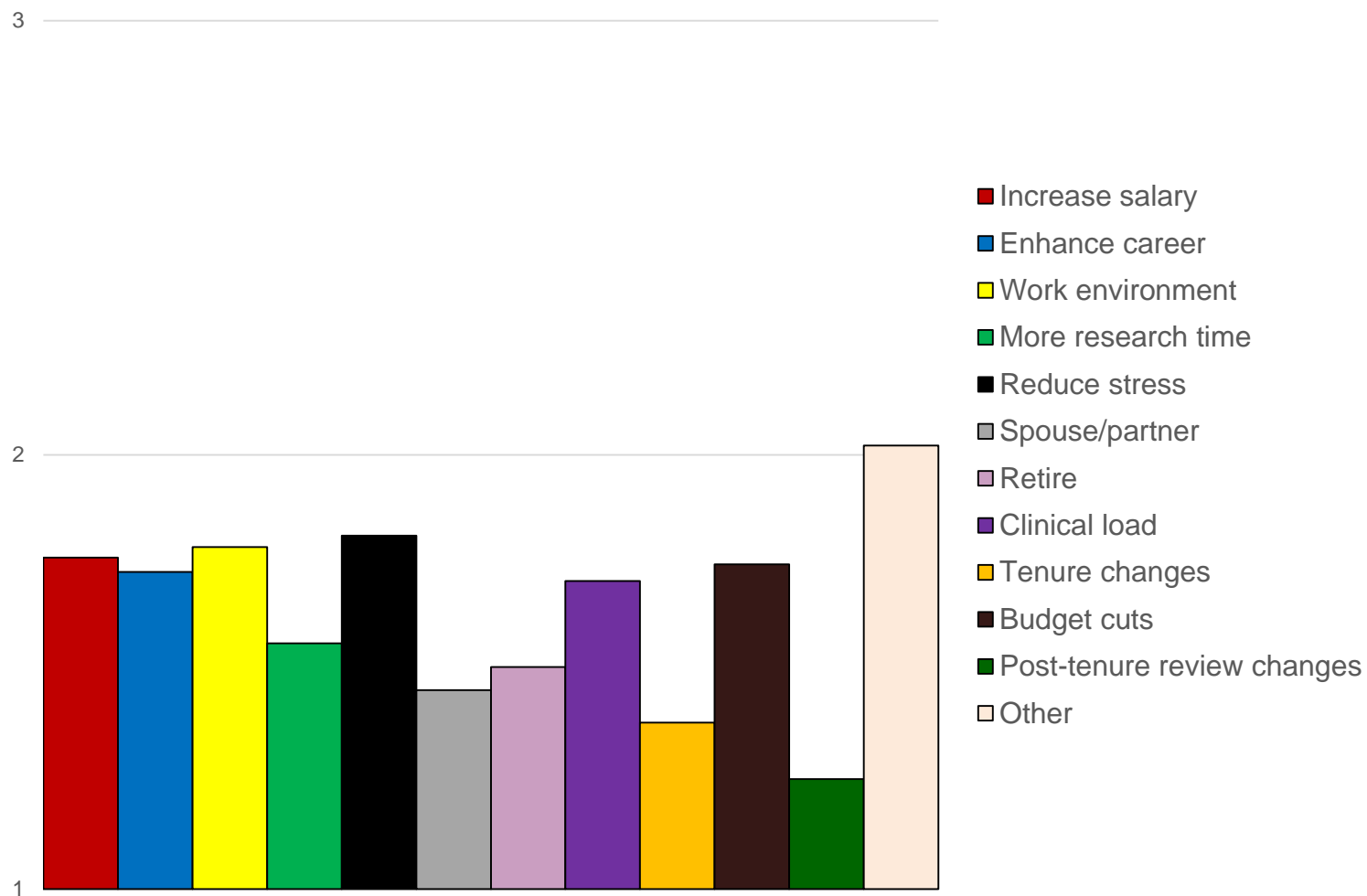
Likelihood of leaving in next 3 years



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

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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

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

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