



W I S E L I

*Women in Science & Engineering Leadership Institute*  
*University of Wisconsin-Madison*

# Departmental Climate at UW-Madison

Measurement, Action, and Change



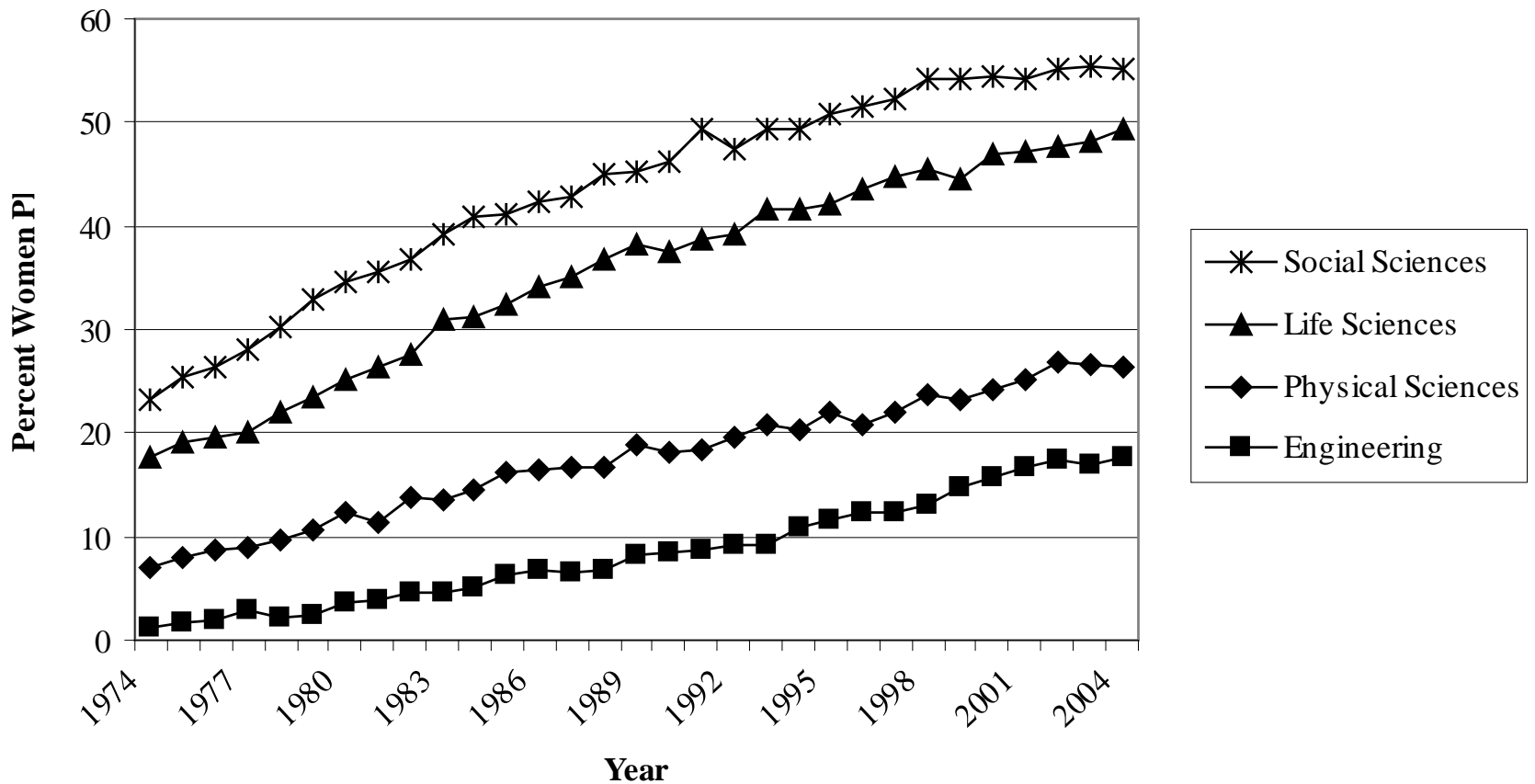
## Outline

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- What is WISELI and why is it here?
- What is “climate”, and how is it measured?
- What is “climate” like for faculty at UW-Madison?
- How does WISELI use these results to improve “climate” for faculty?
- What does WISELI plan for the future?

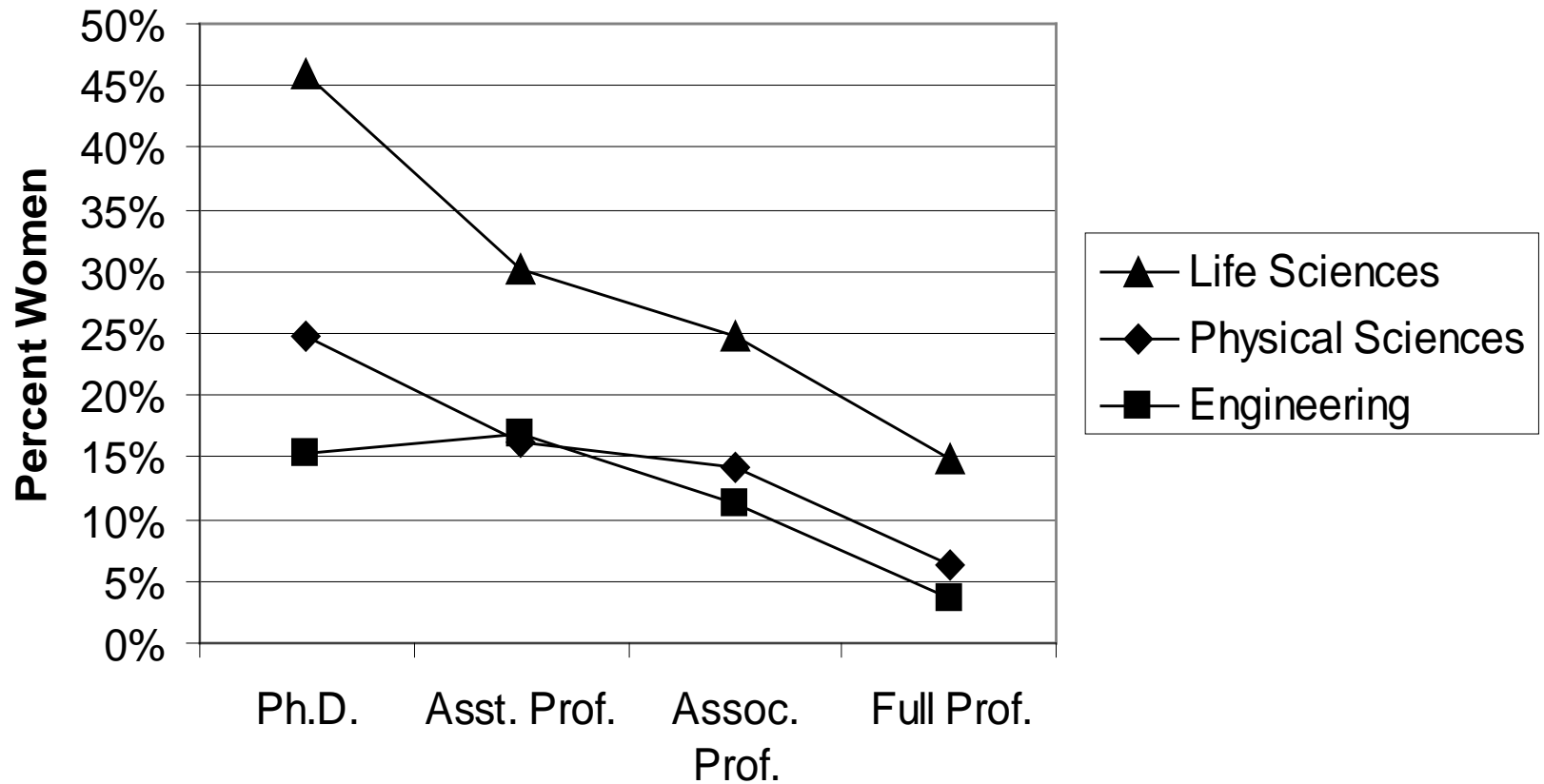


# Defining the Issues





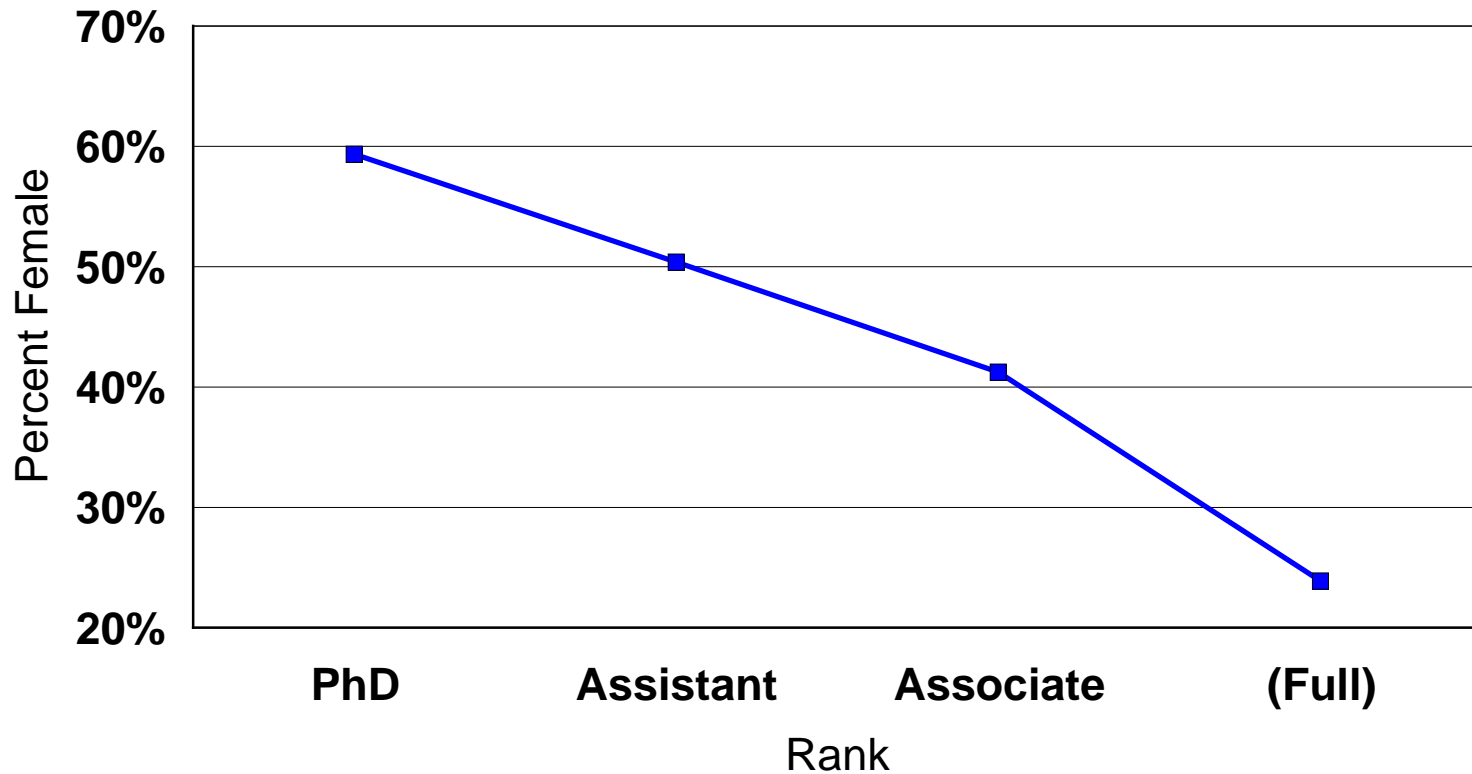
# Defining the Issues





# Defining the Issues-Sociology

## Percent Women in Sociology Pipeline "Top 50" Departments





## Defining the Issues

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- Women from minority racial and ethnic backgrounds are virtually absent from the nation's leading science and engineering departments

*~Beyond Bias and Barriers, 2007*



# Evolution of a Movement

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- MIT Report (1999)
  - Few women, especially at high ranks
  - Less access to resources (e.g., space, salary, teaching assignments, awards, committee assignments)
  - Bad “climate”—women not visible, isolated, marginalized, ignored
- National Science Foundation’s ADVANCE Program (2000/01)—“Institutional Transformation”
  - Look for institutional solutions, not individual solutions
  - Focus on: policies, climate, measurement



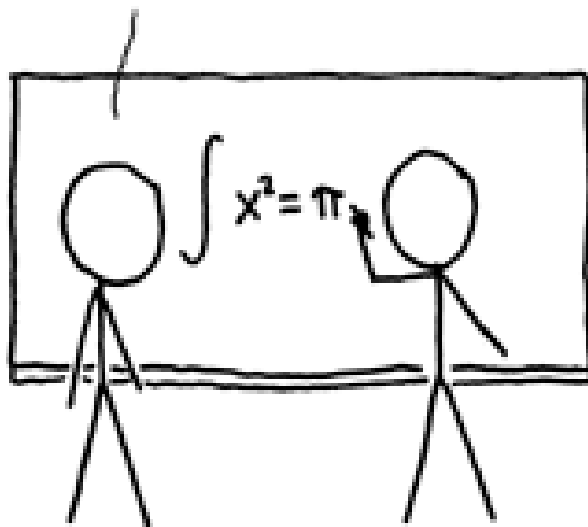


# Evolution of a Movement

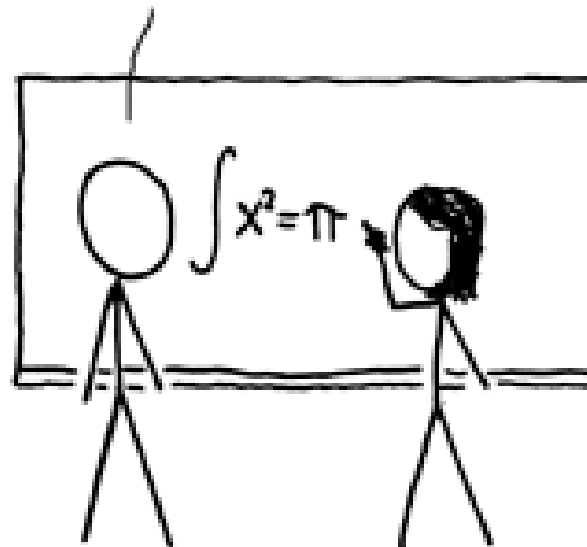
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- Larry Summers Incident (2005)
  - “Different availability of aptitude at the high end”
- National Academy of Science’s *Beyond Bias* Report (2007)
  - Not “intrinsic differences”
  - Unconscious bias
  - Institutional constraints
- National Research Council’s *Gender Differences at Critical Transitions* Report (2009)
  - No gender differences in junior faculty hires, women may even be over-represented at that level

WOW, YOU  
SUCK AT MATH.



WOW, GIRLS  
SUCK AT MATH.





## What is WISELI?

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- 2002-2006, ADVANCE Institutional Transformation award (National Science Foundation)
- \$3.75 Million/5 years
- Co-PIs Molly Carnes, Jo Handelsman, and Jennifer Sheridan (Amy Wendt replaced Jo Handelsman in 2007)
- 2007-2009, ADVANCE “Projects for Implementation, Adaptation, and Dissemination” award, plus campus support



## What is WISELI?

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- Research center to centralize all ADVANCE-related activities:
  - Research and program evaluation
  - New programs
  - Data collection and analysis
  - Dissemination



## Important Issues to Tackle

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- Work/life balance
  - Tenure clock vs. biological clock
- Access to resources
  - Space, salary, awards
- “Climate”
  - Isolation, invisibility
  - Unconscious bias

*Goal: Increase women's leadership in STEM*



*The subject of tonight's discussion is: Why are there no women on this panel?*



## "Climate"

- What is "climate"?

"The atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions."

~UW-Madison Committee on Women in the University. Work group on climate, 2002.



## Measuring “climate”

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- Institutional policies (e.g., tenure clock extensions)
- Institutional data (e.g., salary differentials, % female, awards/honors)
- Attitude assessments
  - In-depth interviews
  - Surveys (campus- and department-level)





# Study of Faculty Worklife at the UW-Madison

## *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 the:



University of Wisconsin Survey Center  
630 W. Mifflin, Room 174  
Madison, WI 53703-2636

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2006



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1800 University Avenue, RM 102  
Madison, WI 53726



# *Study of Faculty Worklife at the UW-Madison*

- First survey 2003
  - Developed from in-depth interviews of women faculty in biological & physical sciences
  - Expanded to all faculty by Office of the Provost
  - 11 pages, mail survey
  - 60% response rate (N=1,340)
    - Women over-represented; Law, Business, and men faculty of color underrepresented.
  - Administered by UW Survey Center



## *Study of Faculty Worklife at the UW-Madison*

- **Second survey 2006**
  - Almost identical to first survey
  - 11 pages, mail survey
  - 56% response rate (N=1,230)
    - White women over-represented; Business, Law, and all faculty of color under-represented.
  - Administered by UW Survey Center

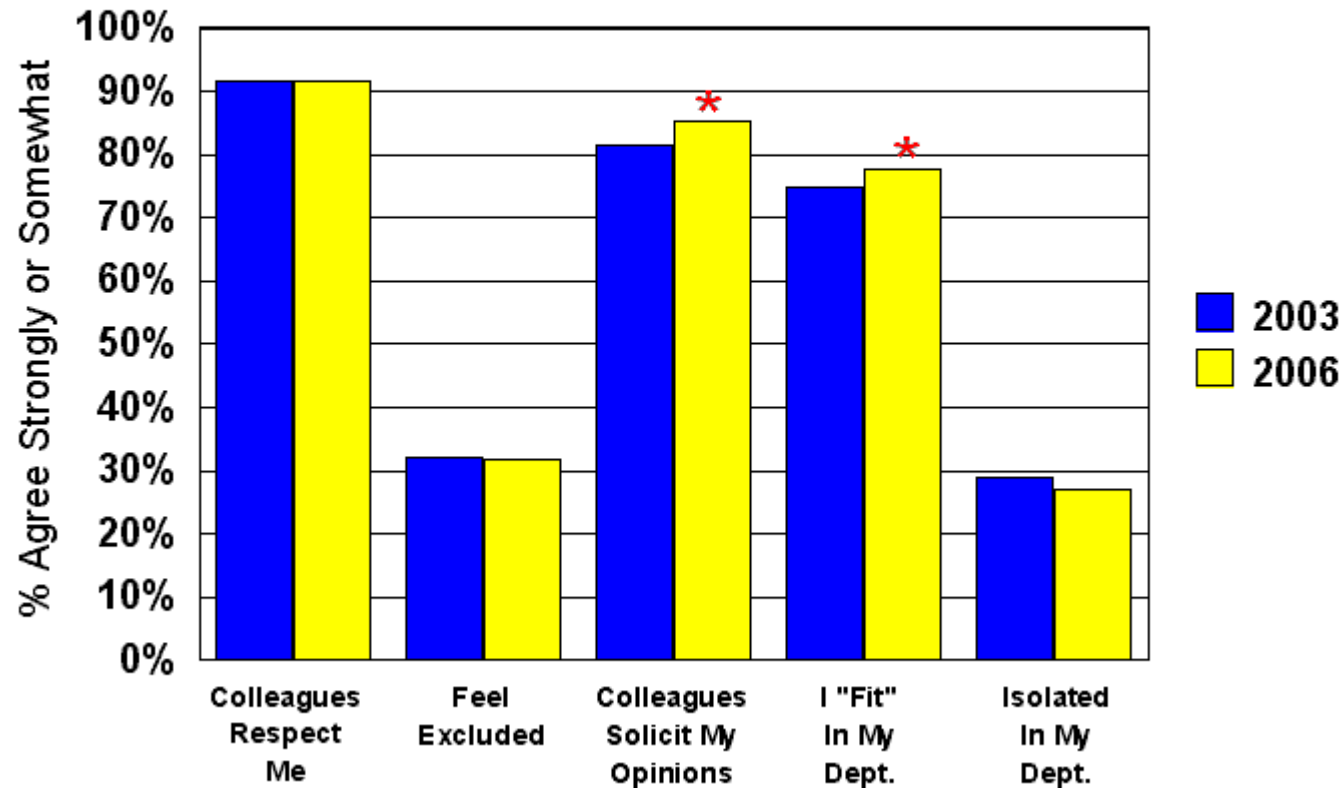


## *Topics Covered*

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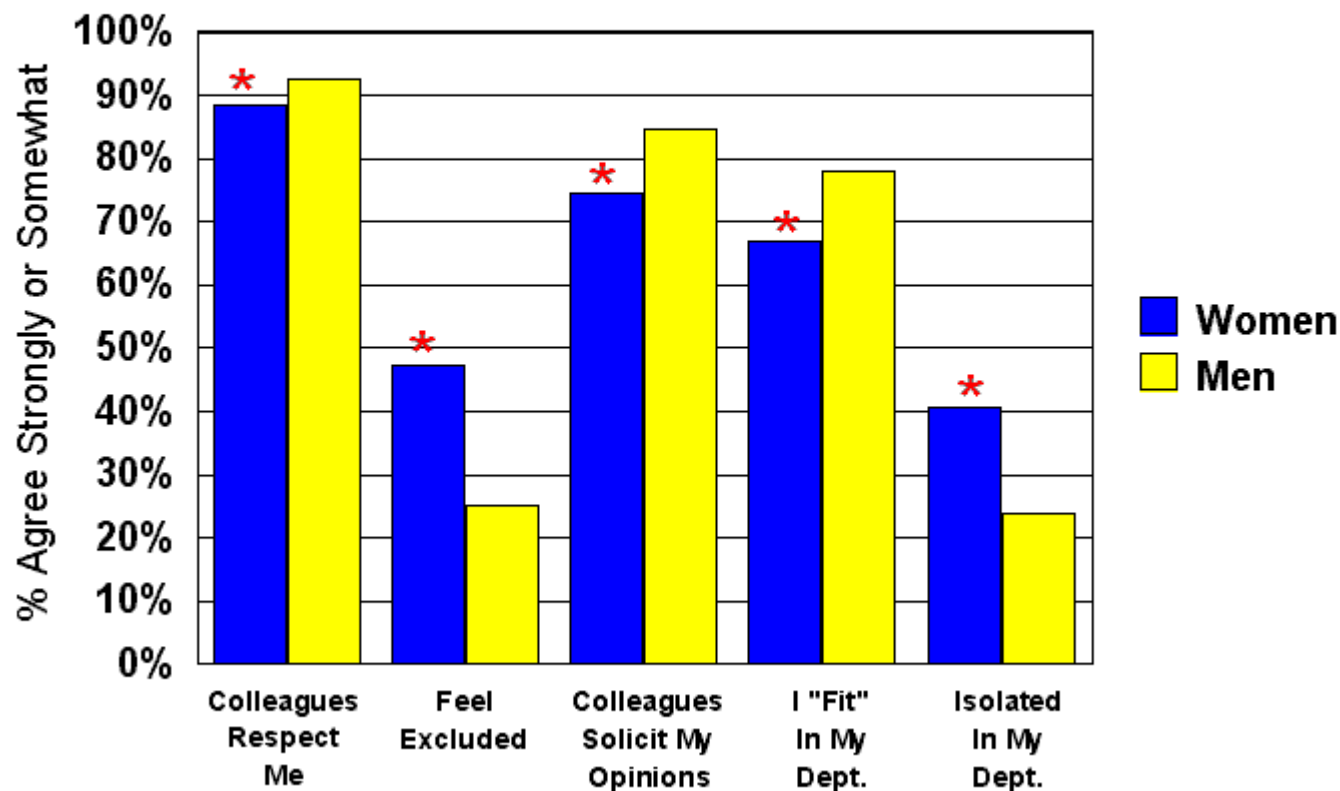
- Hiring Process
- Tenure Process
- Professional Activities
  - Time use, Resources, Interactions with Colleagues
- Satisfaction
- Programs & Resources
- Sexual Harassment
- Work/Life Balance
  - Balance, Childcare, Parent care, Spouse/Partner, Health
- Diversity

## Interactions with Colleagues UW-Madison Faculty



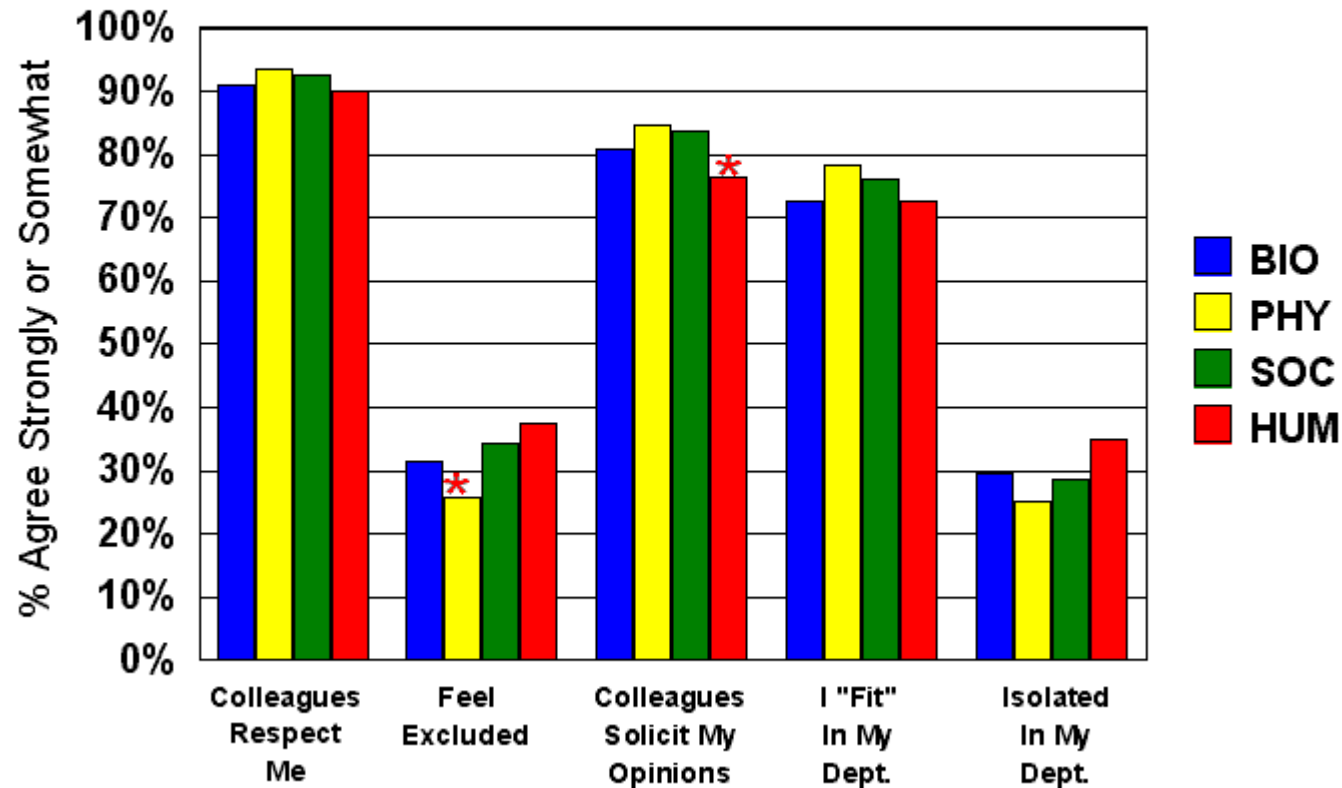
\* T-test significant at  $p < .05$

## Interactions with Colleagues UW-Madison Faculty, 2003



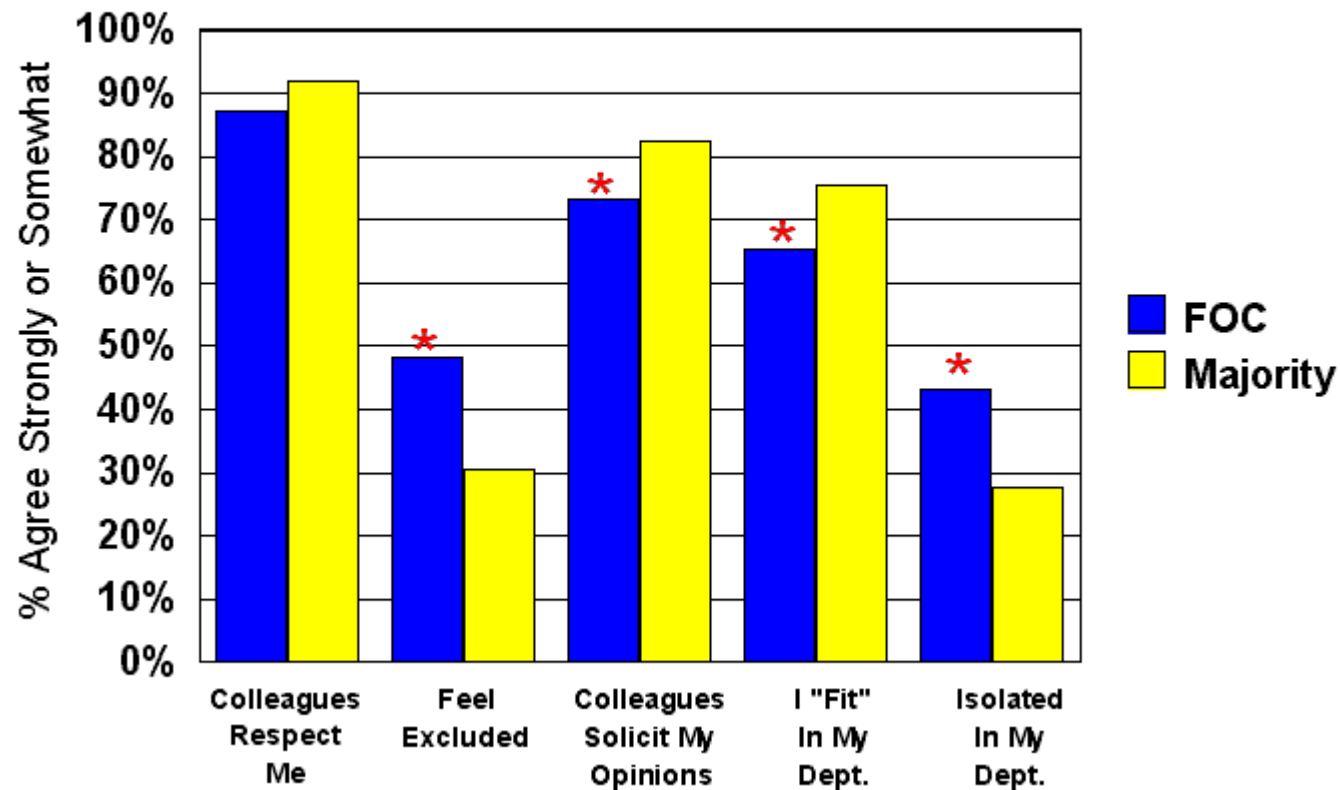
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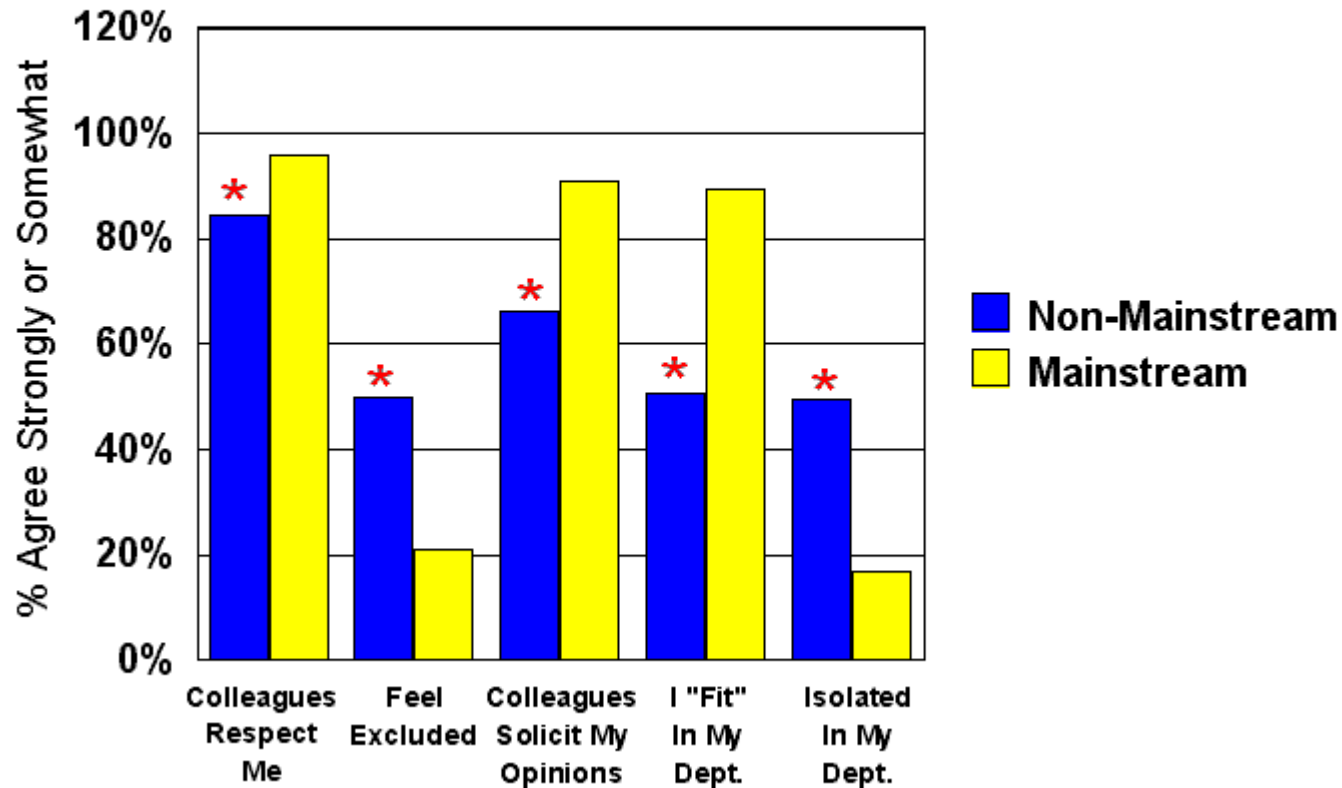
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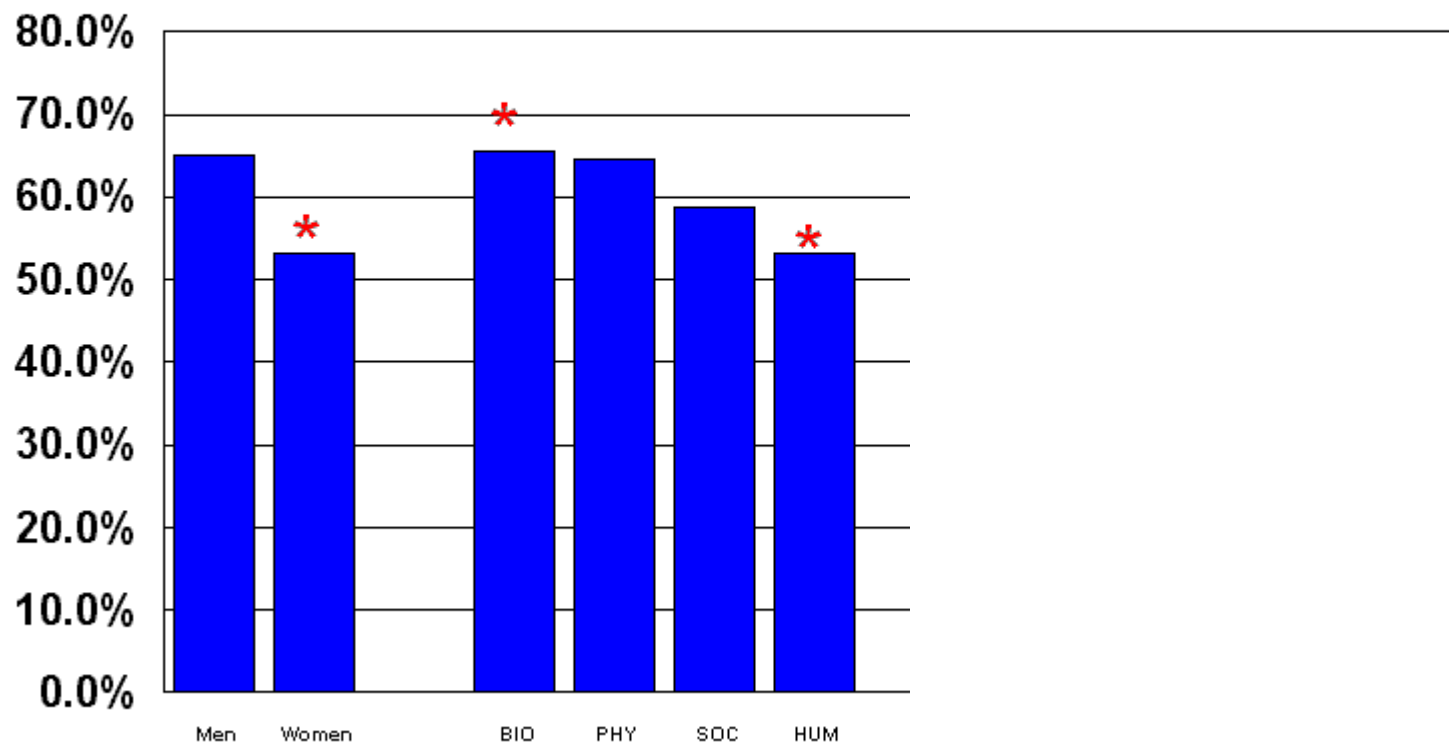
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# Who Does "Mainstream" Research? UW-Madison Faculty, 2003



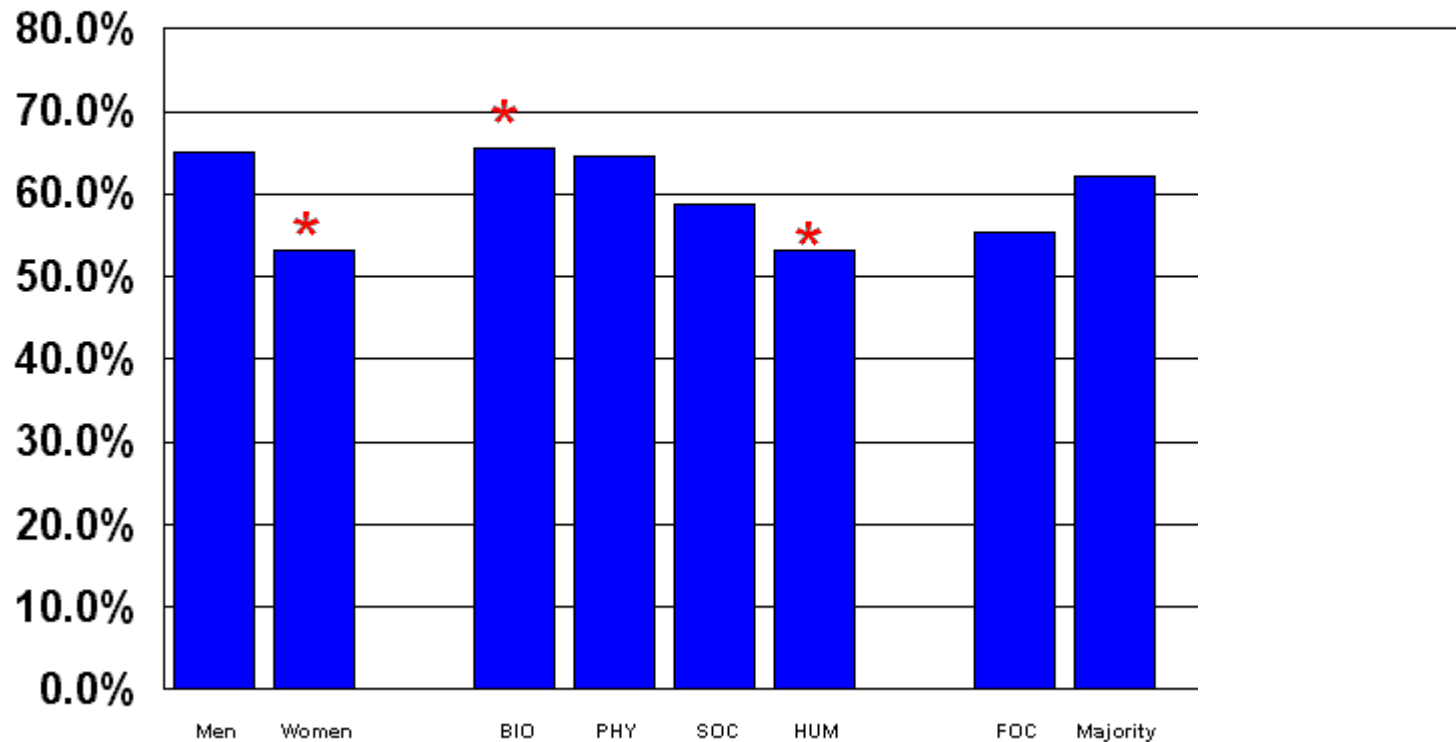
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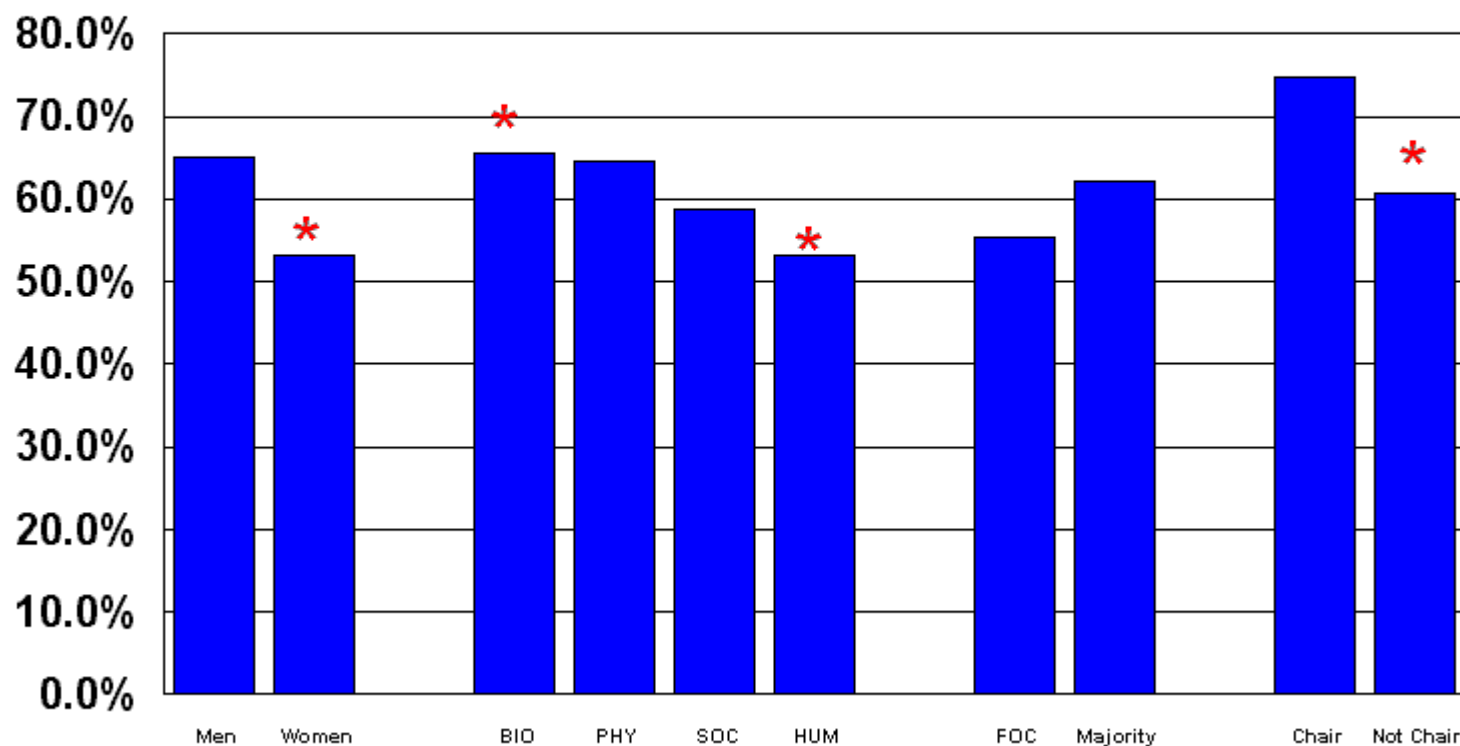
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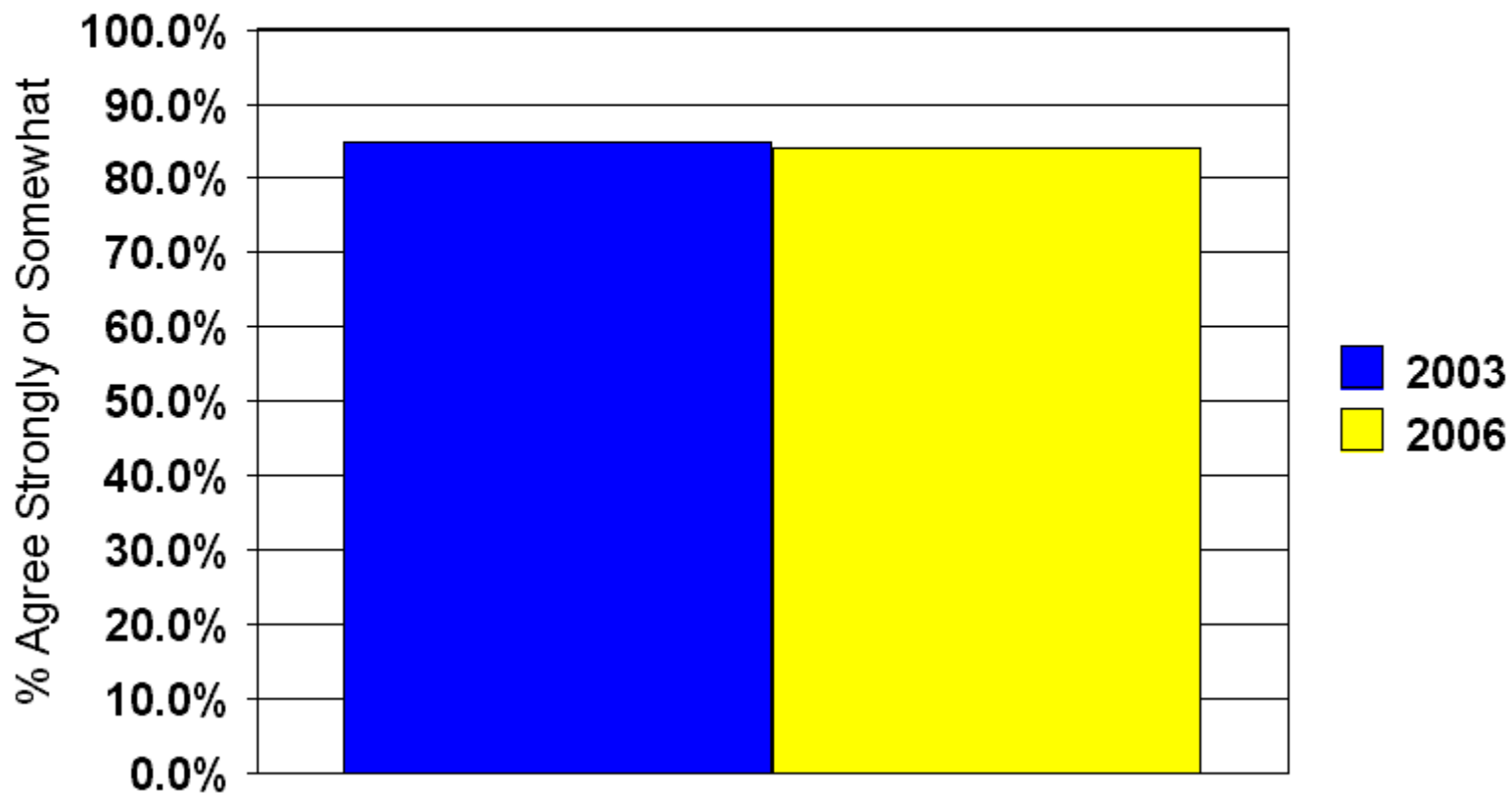
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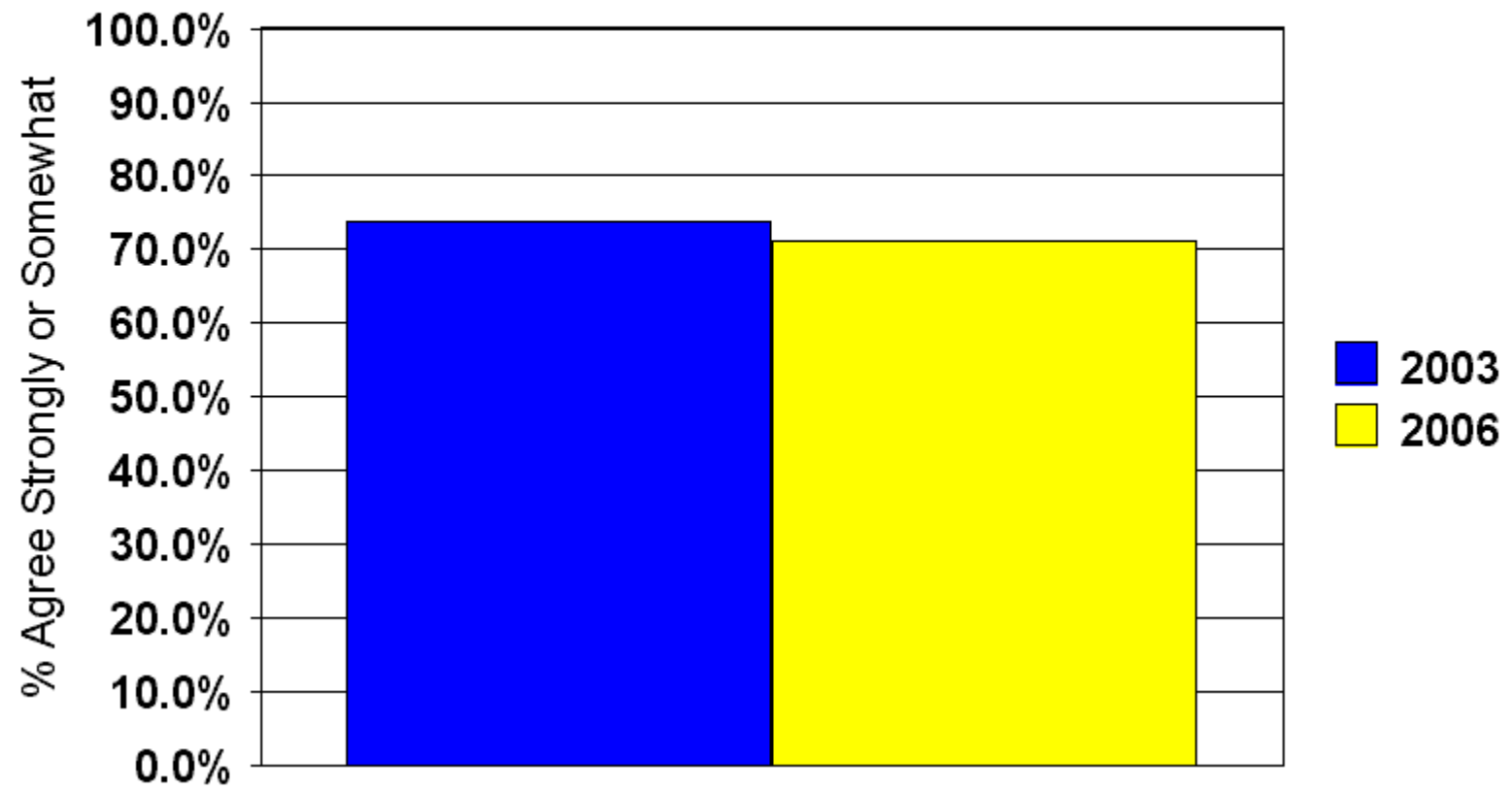
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## The Climate for Women in My Department is Good UW-Madison Faculty

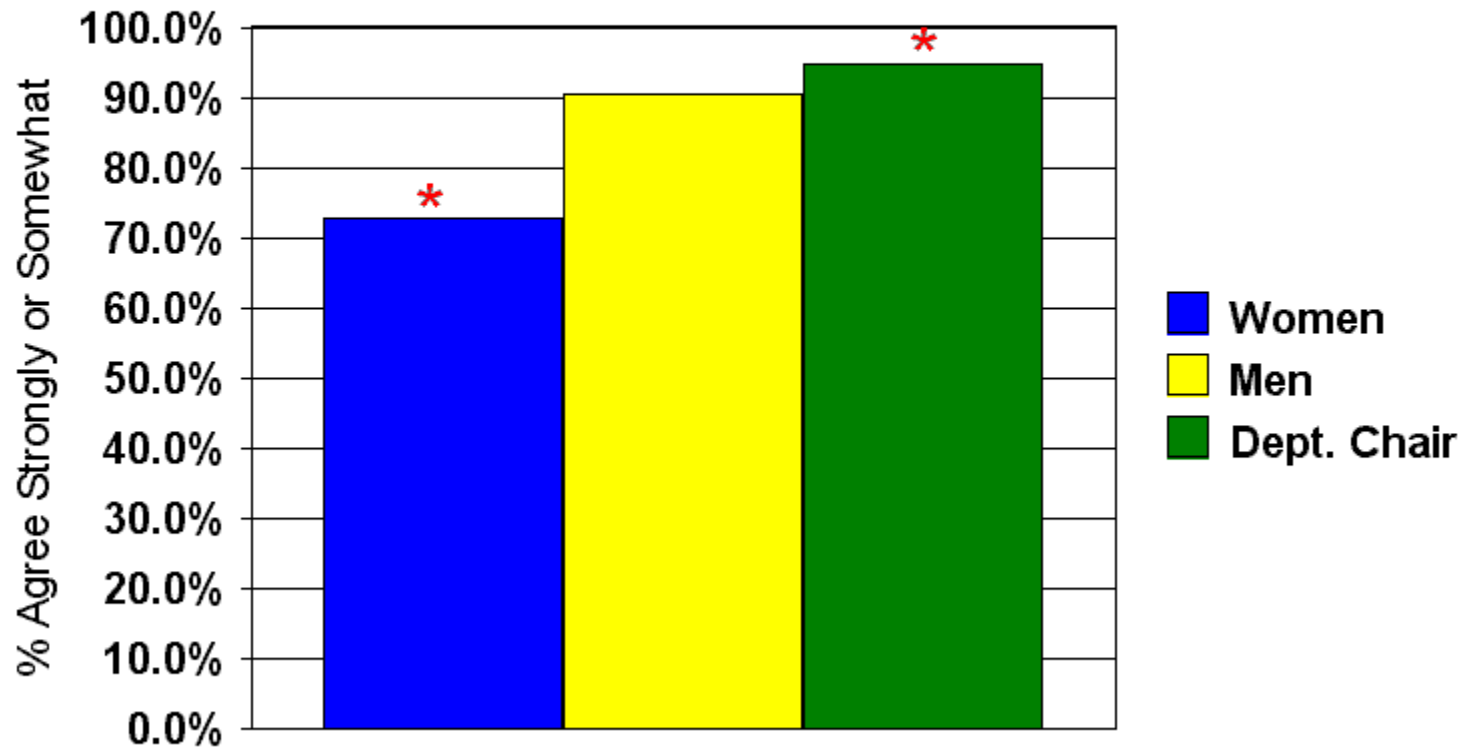


# The Climate for Faculty of Color in My Department is Good

## UW-Madison Faculty



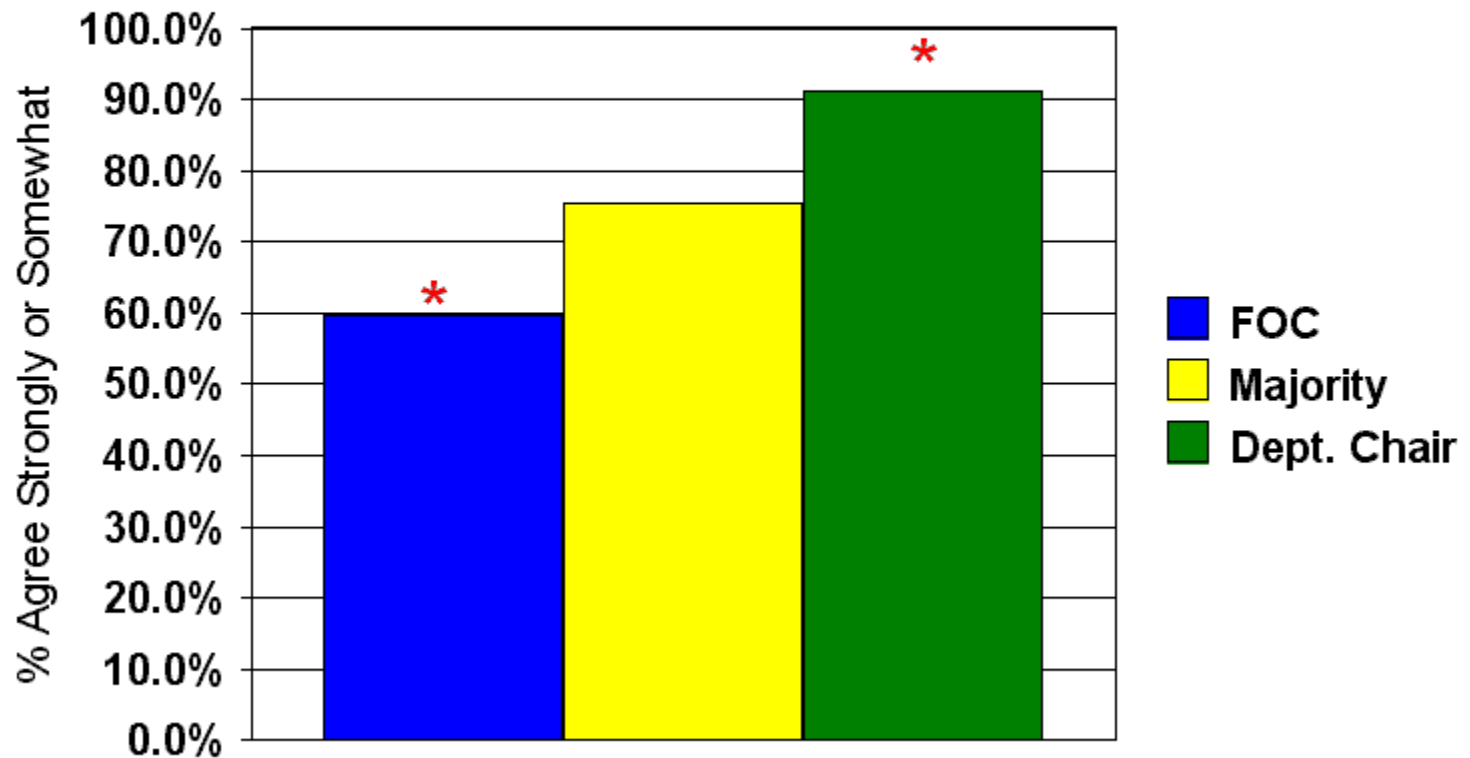
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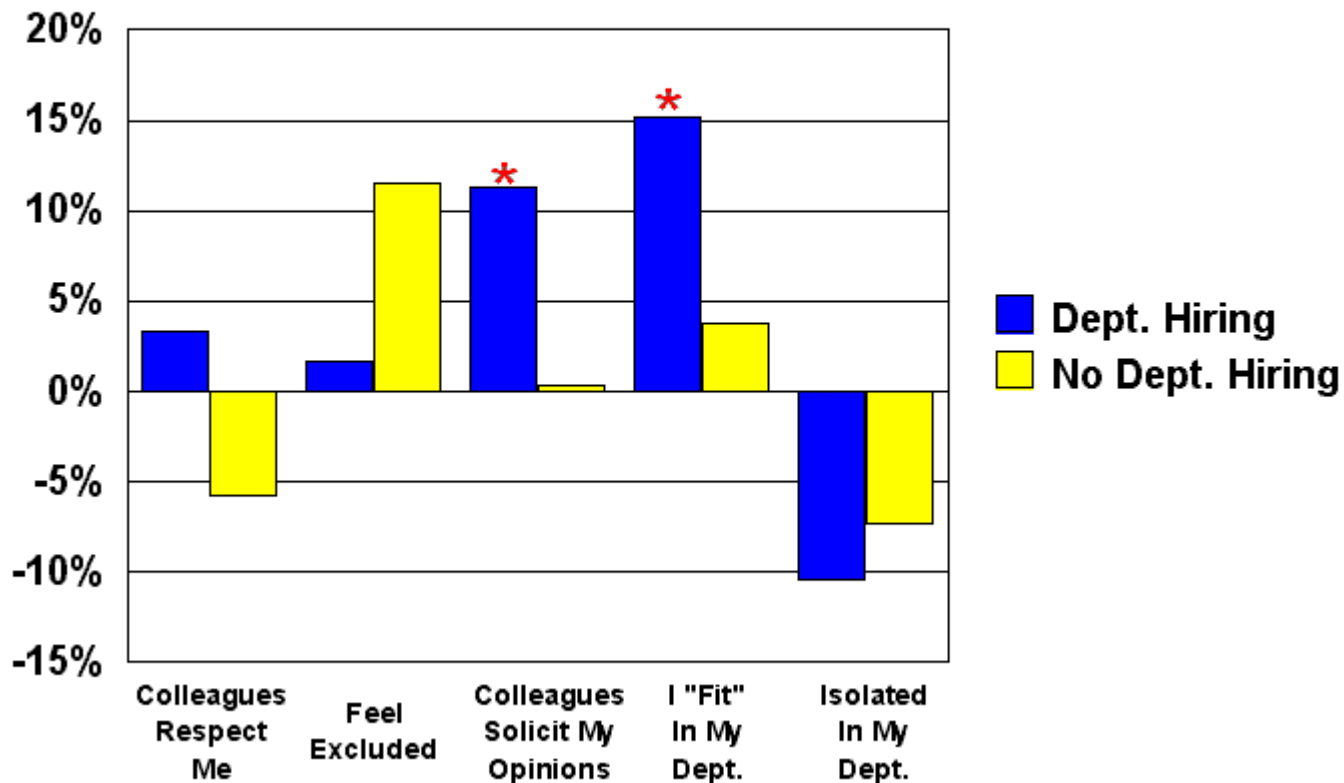


## Climate-Related Workshops

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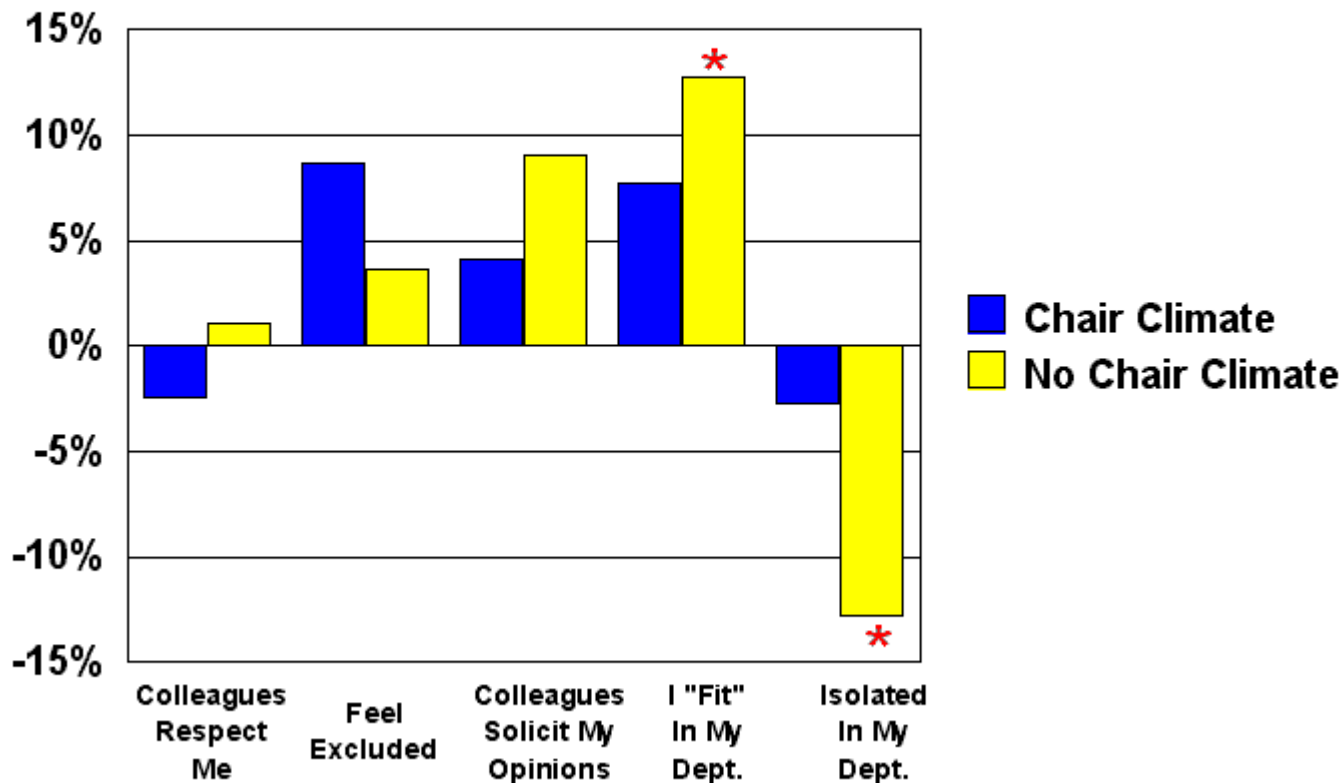
- “Searching for Excellence & Diversity” workshops for faculty hiring committees
  - Expose faculty to research on unconscious biases & assumptions
- “Enhancing Department Climate: A Chair’s Role”
  - Work with department chairs to enhance department climate

## Interactions with Colleagues, Change UW-Madison Women Faculty



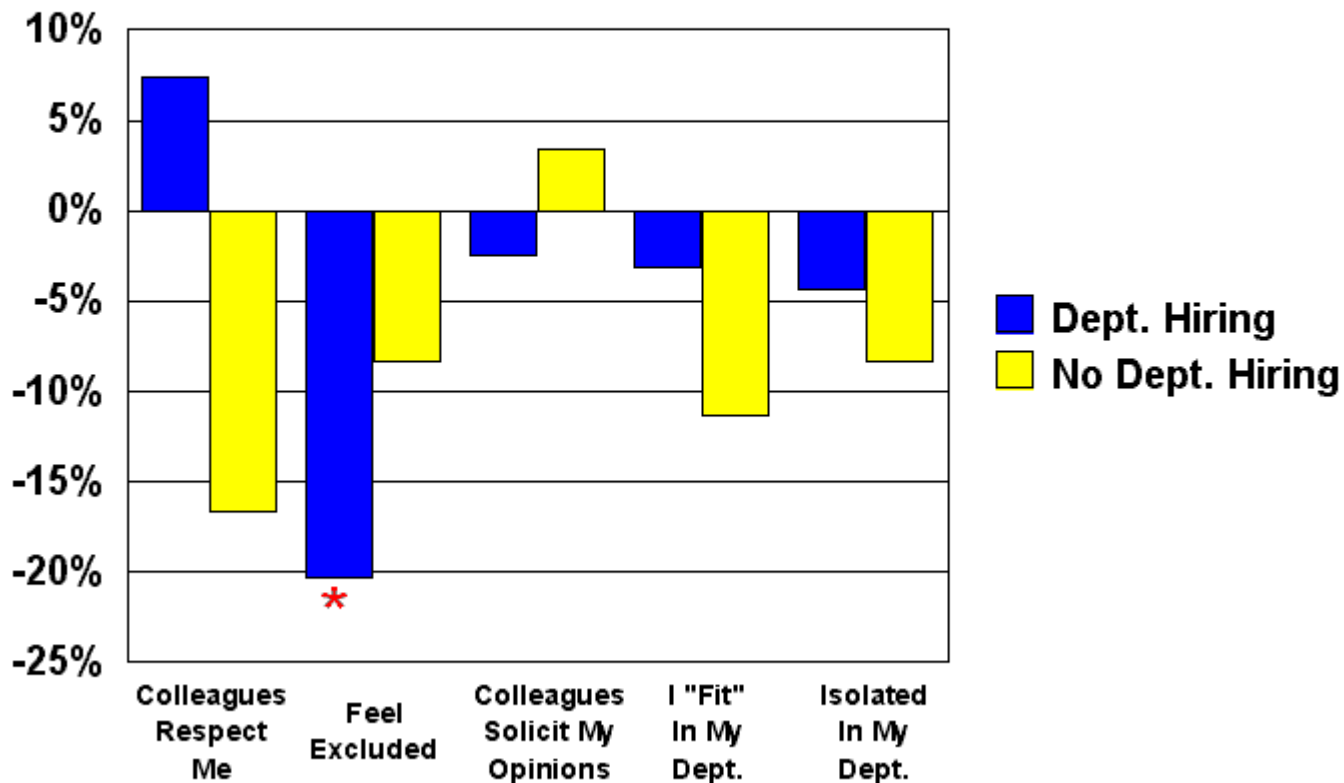
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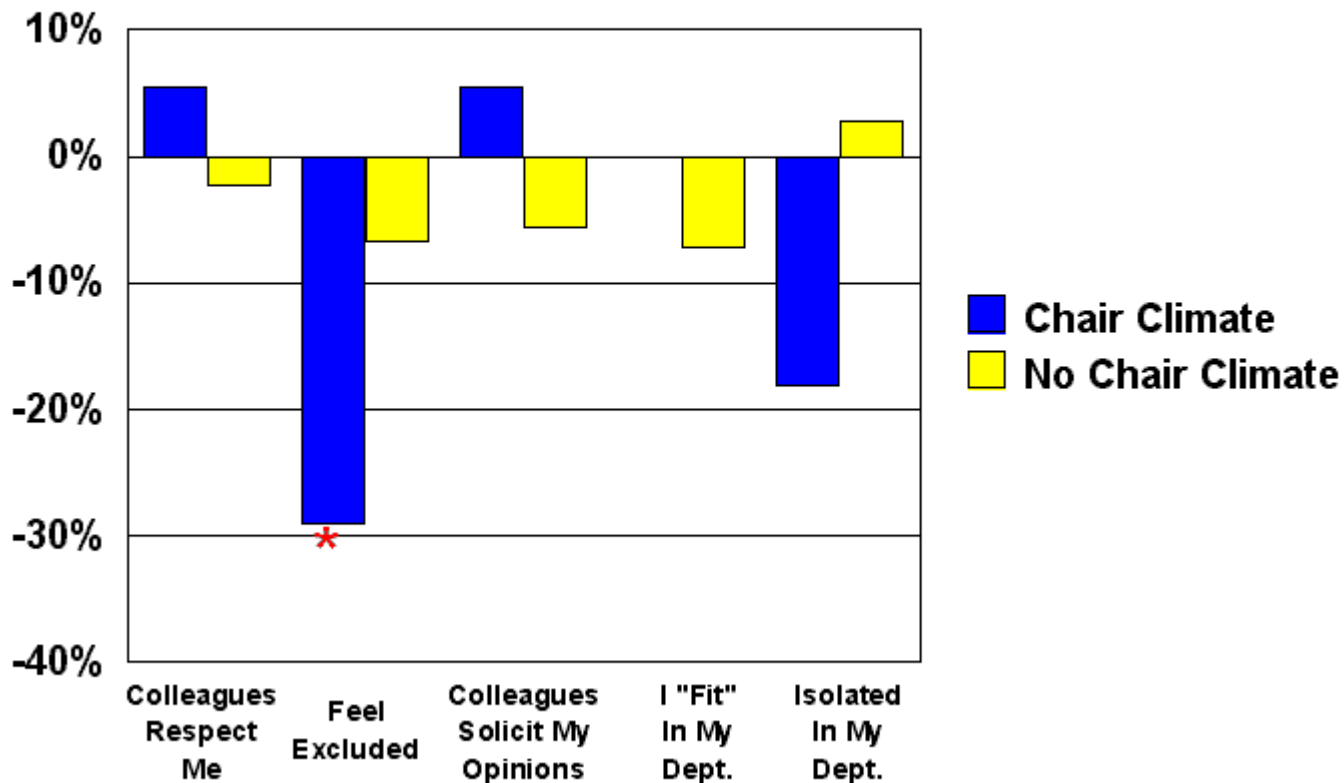
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## Interactions with Colleagues, Change UW-Madison Faculty of Color



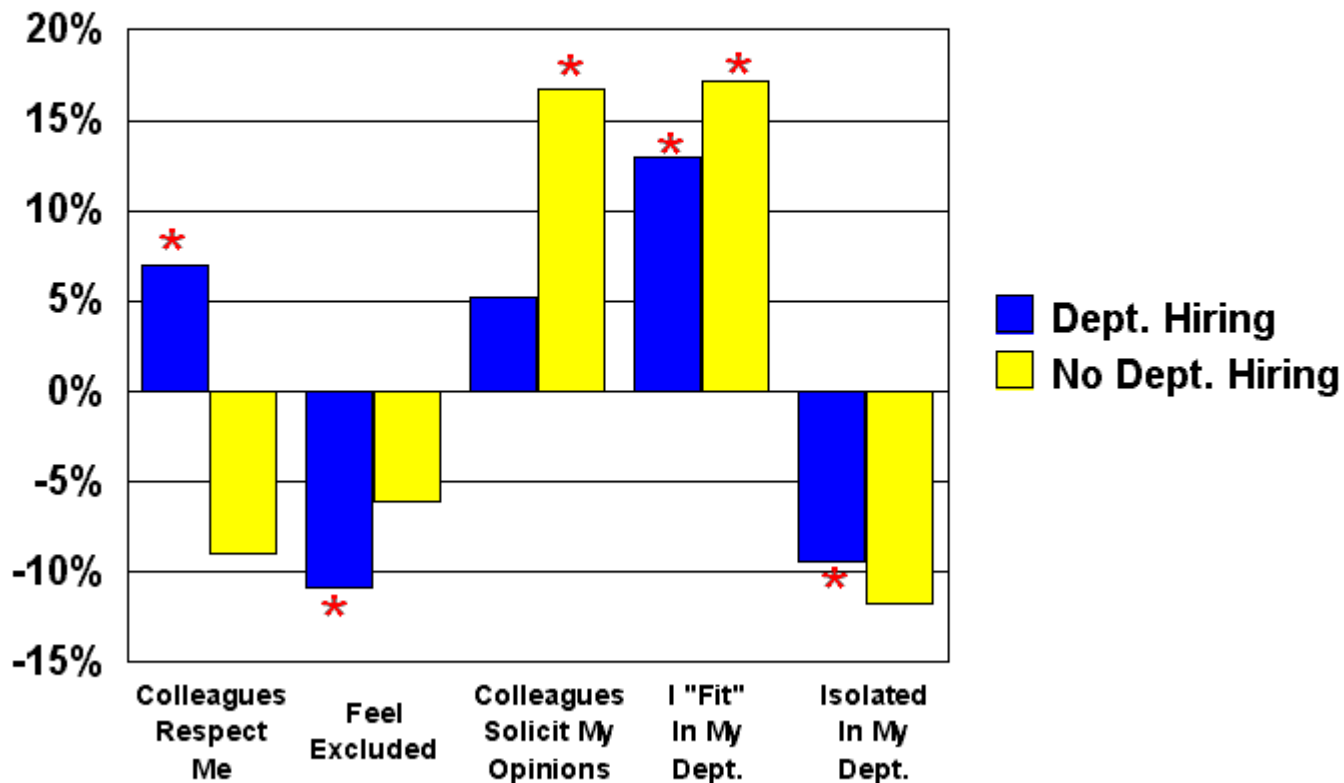
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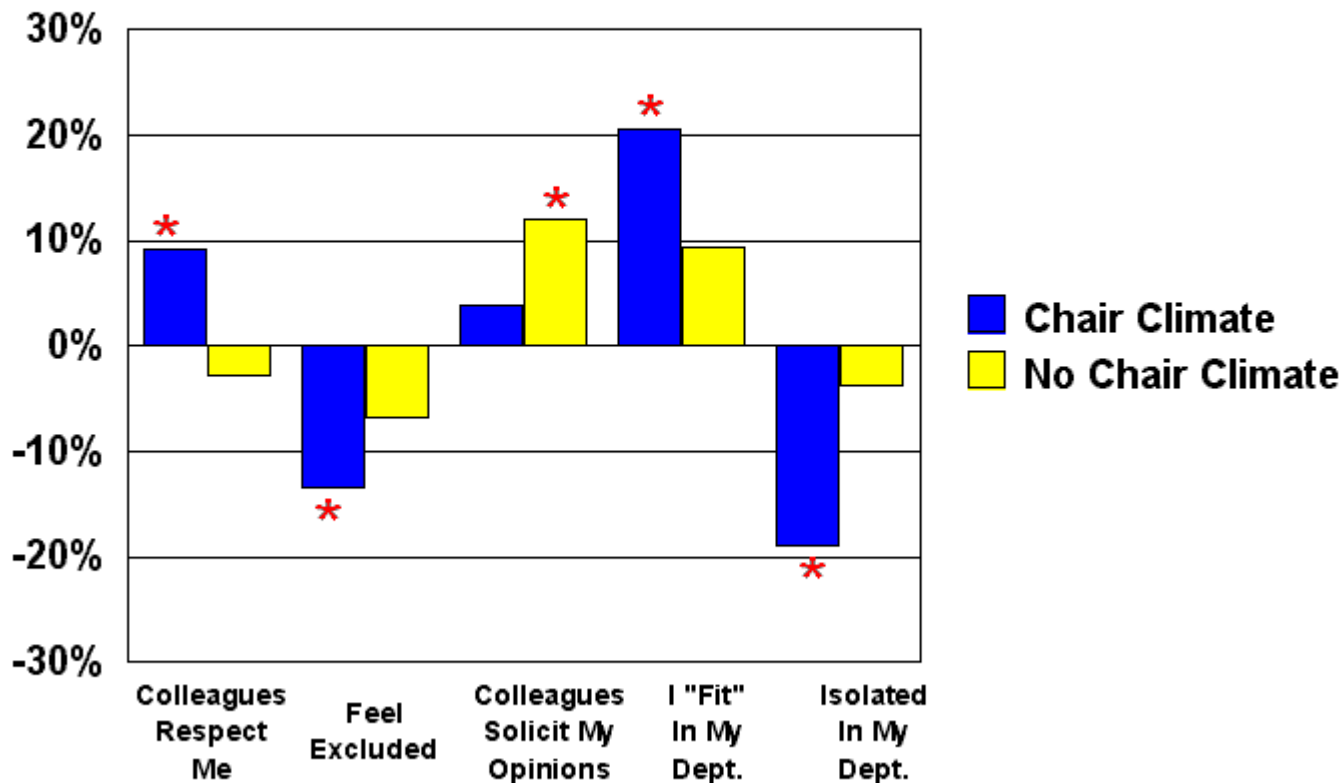
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## Interactions with Colleagues, Change UW-Madison "Non-Mainstream" Faculty



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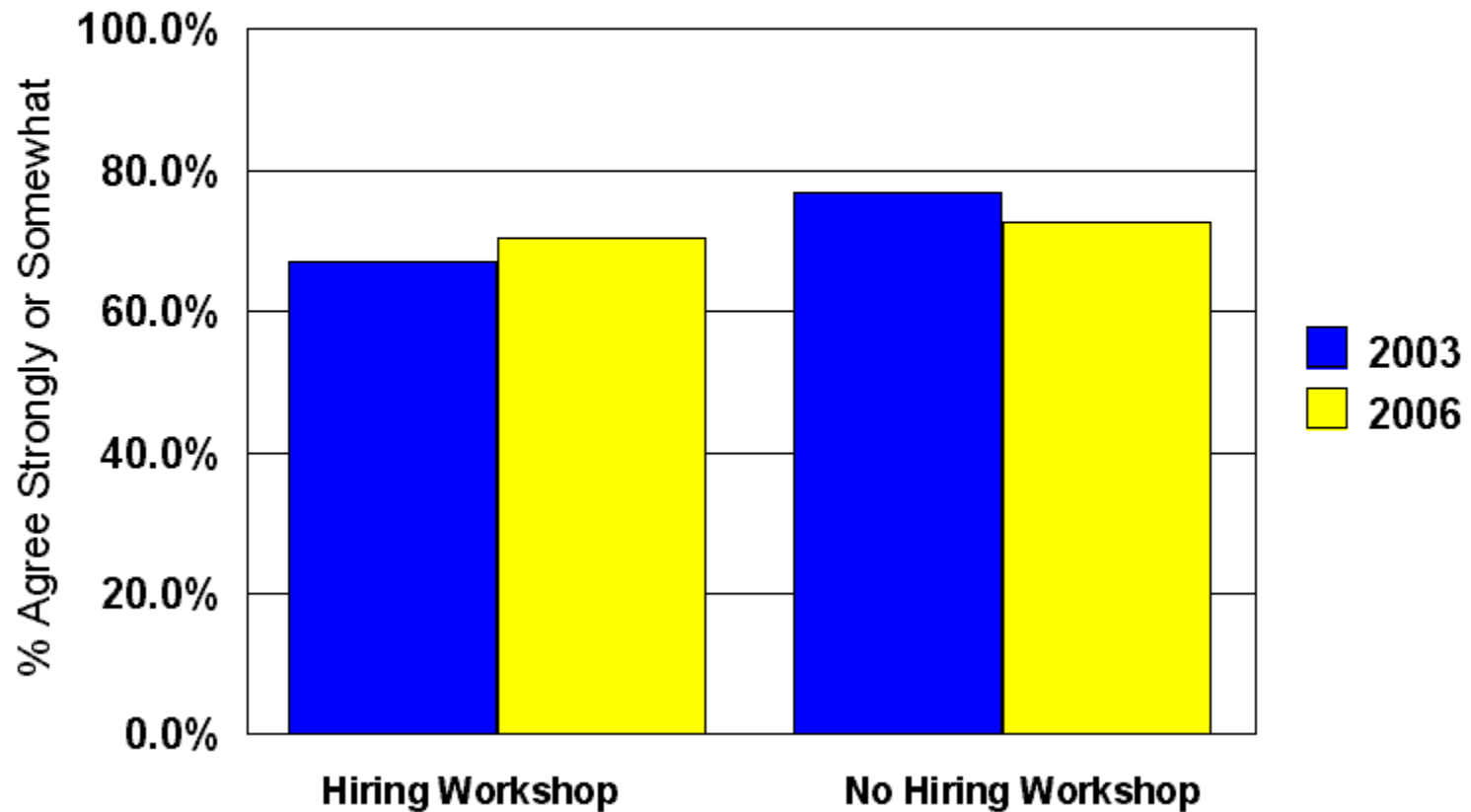
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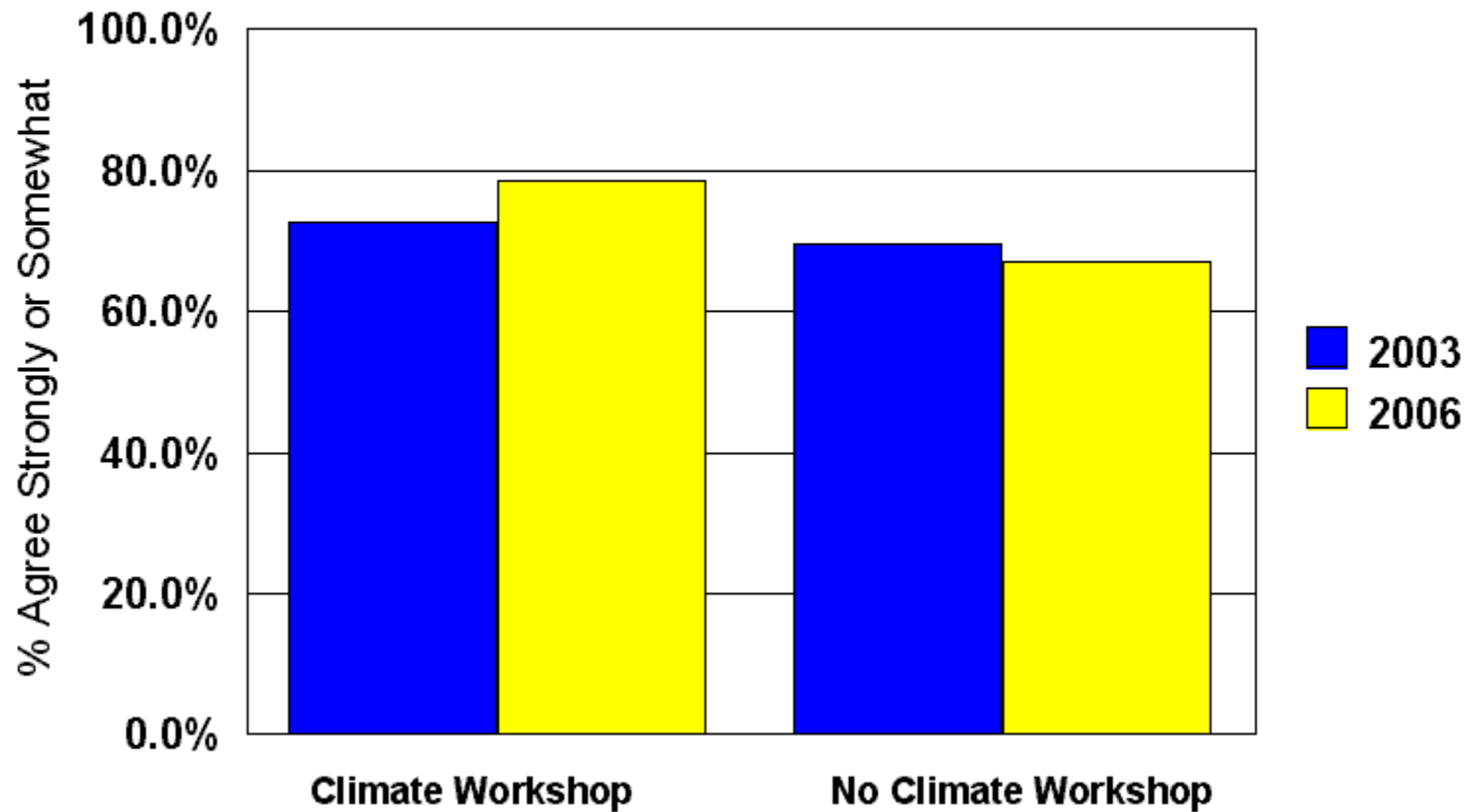
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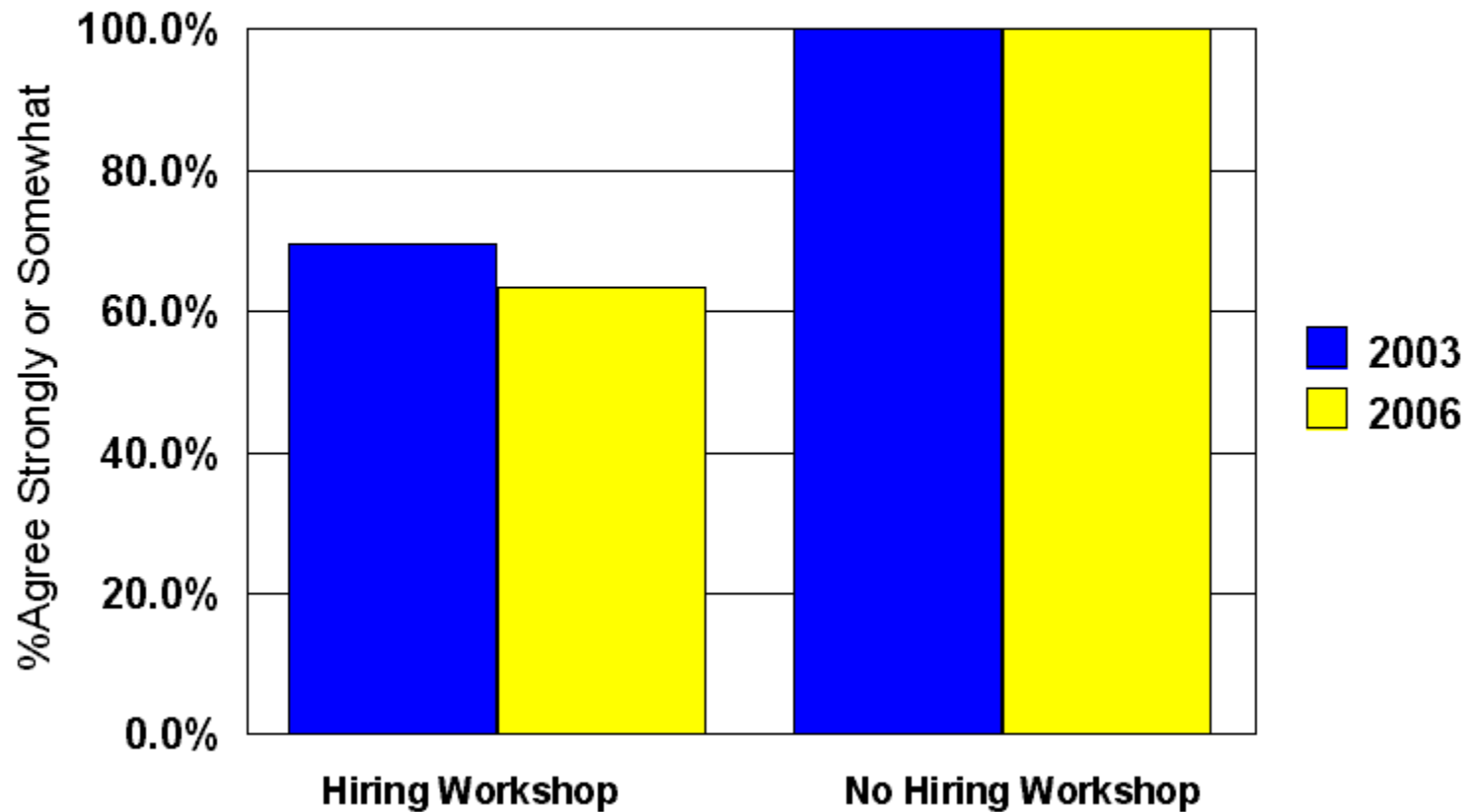
## Climate for Women is Good Responses of Women Faculty



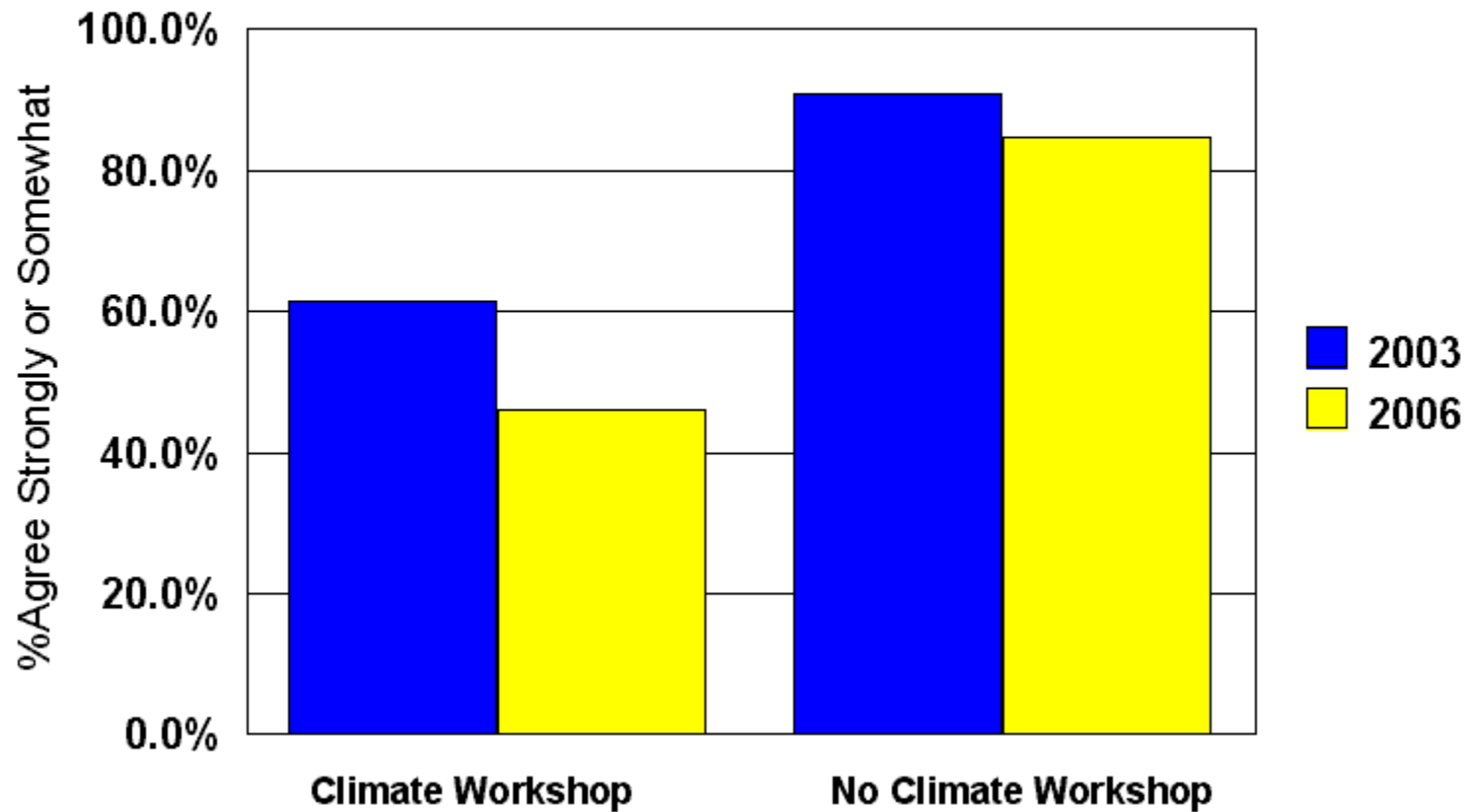
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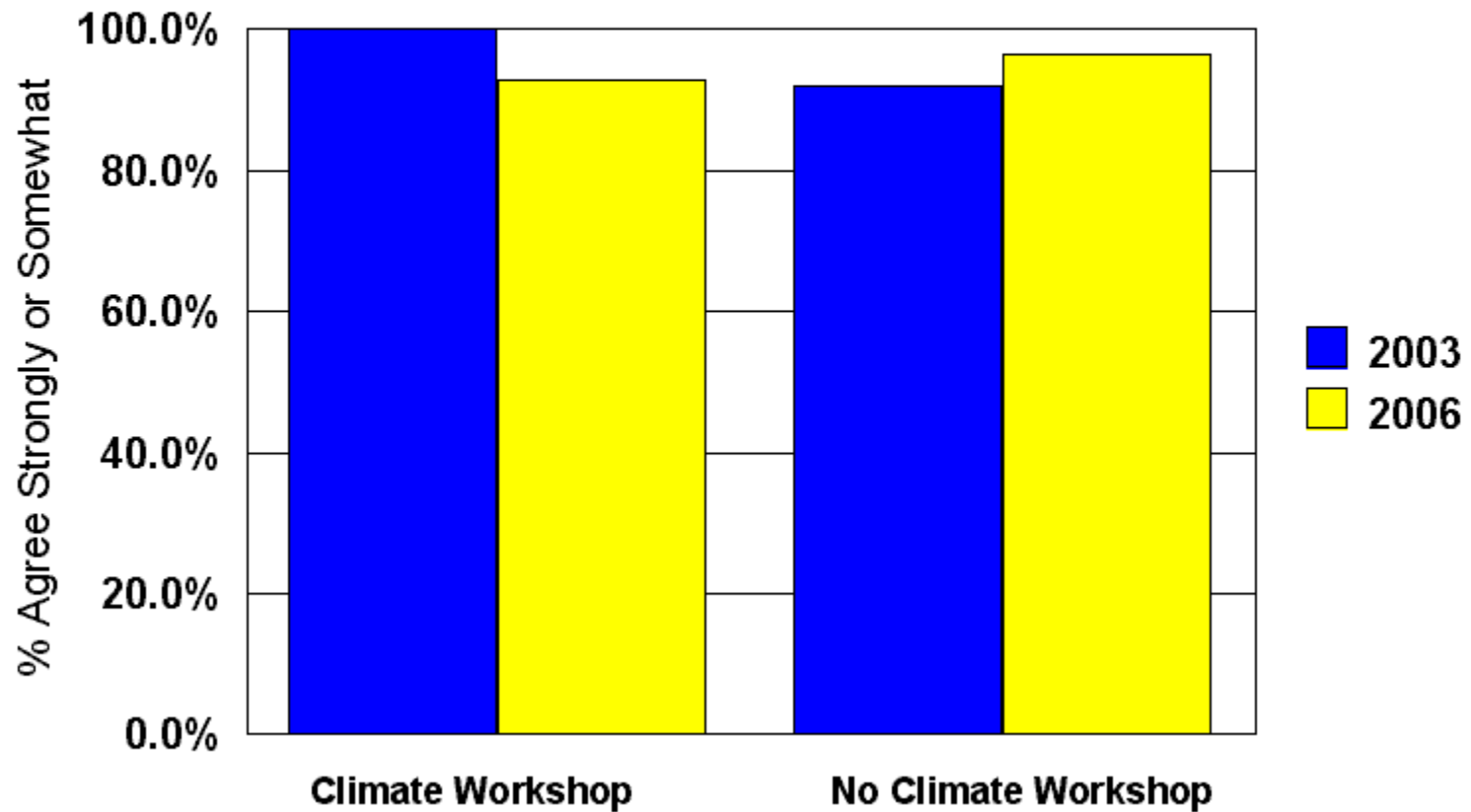
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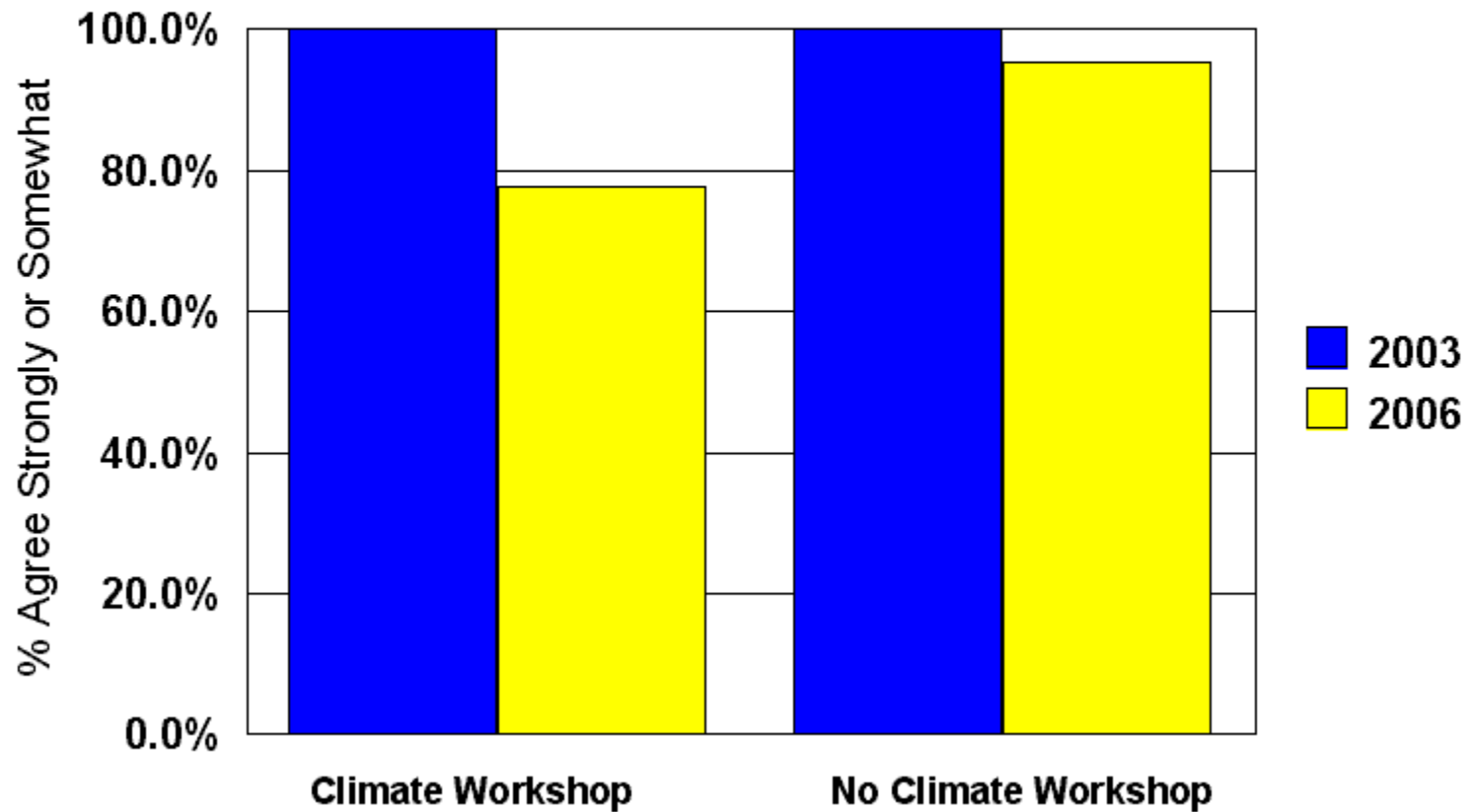
## Climate for Faculty of Color is Good Responses of Faculty of Color



## Climate for Women is Good Responses of Department Chairs



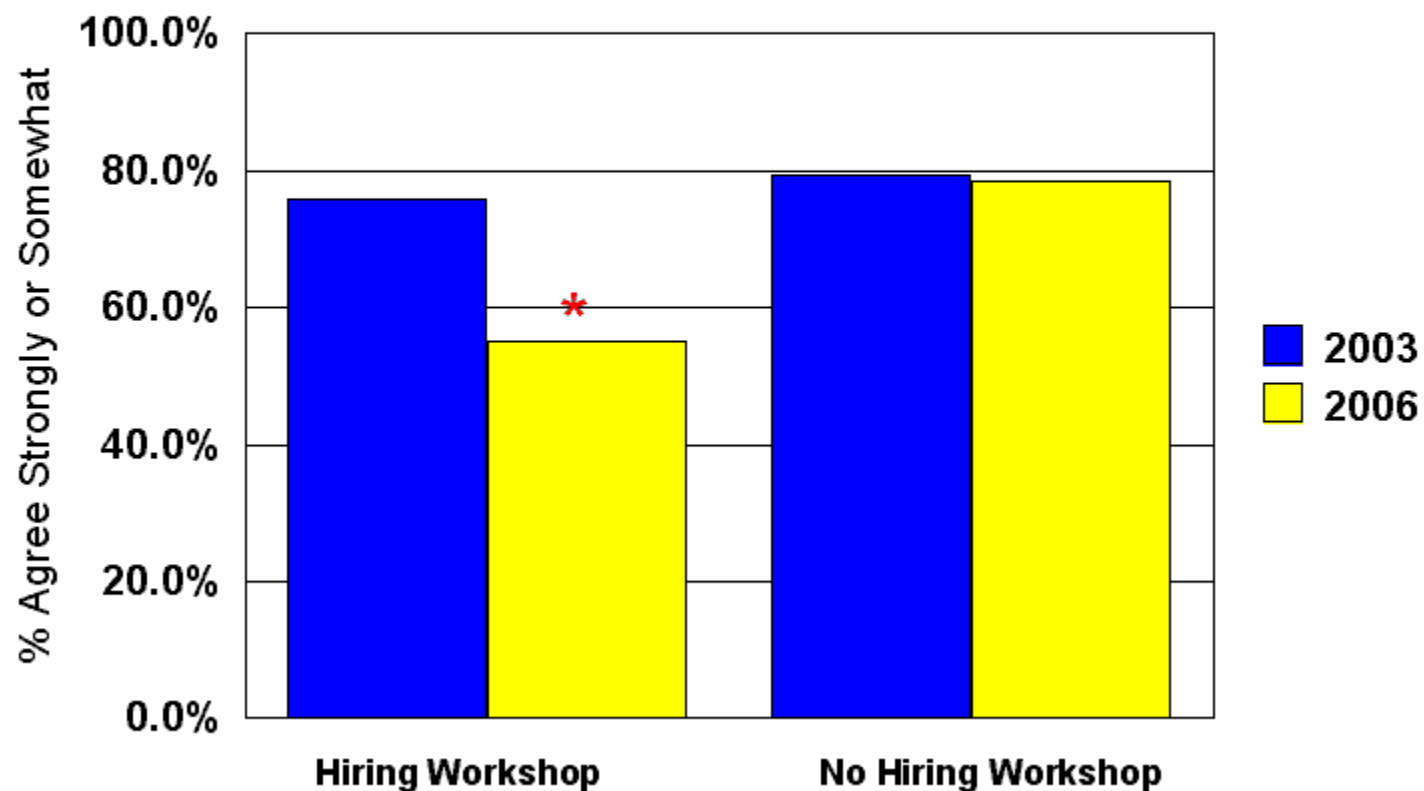
## Climate for Faculty of Color is Good Responses of Department Chairs



## Climate for Women is Good Responses of Men Faculty



## Climate for Faculty of Color is Good Responses of Majority (White) Faculty



\* T-test significant at  $p < .10$





## What's Next?

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- “Breaking the Prejudice Habit Through Bias Literacy”—new workshop funded by NIH!
- New faculty climate survey in field right now!
  - Includes CHS and Clinical faculty this year
- Modeling effects of climate on faculty productivity, satisfaction, and attrition using the longitudinal data



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