



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

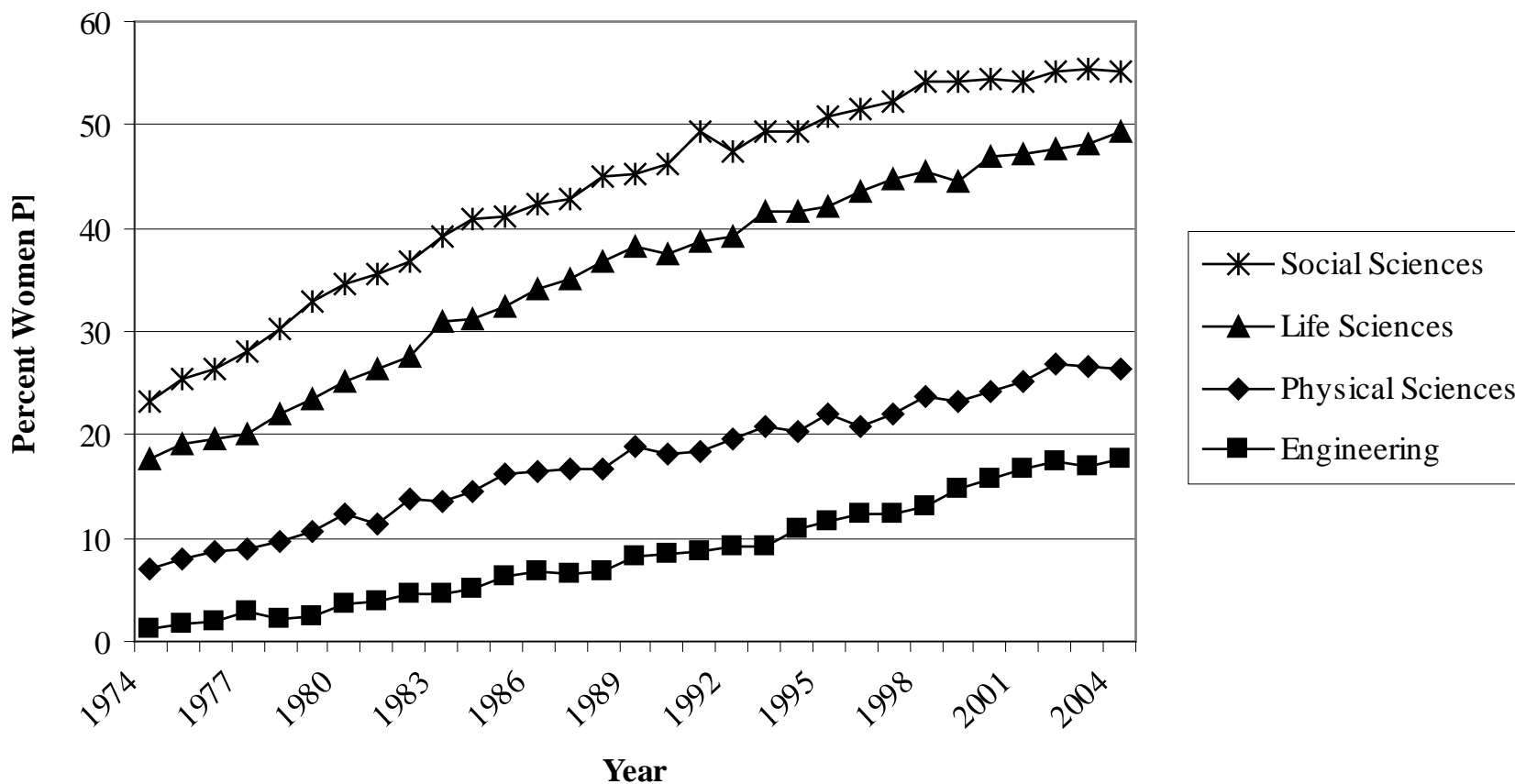


Outline

- 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?

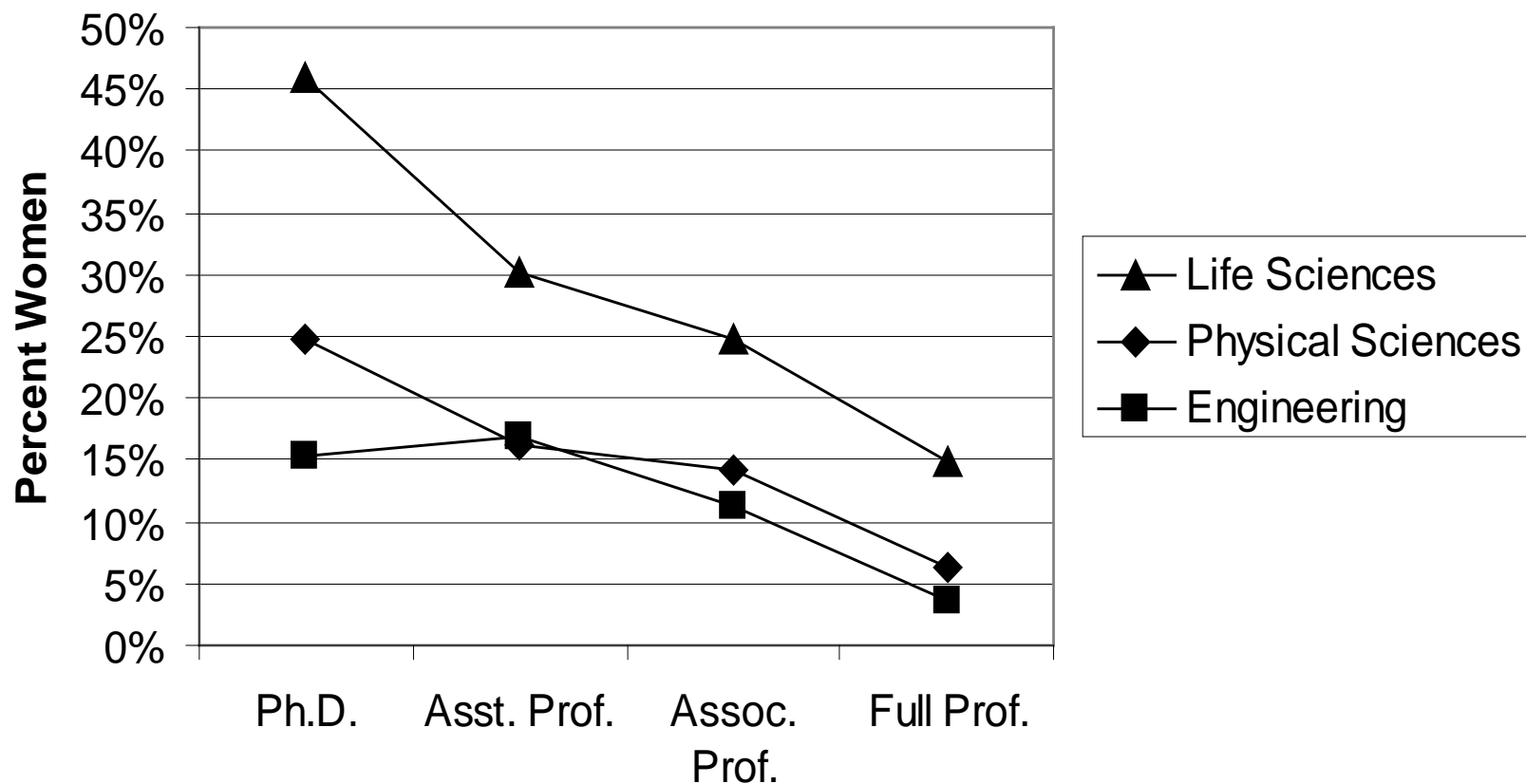


Defining the Issues





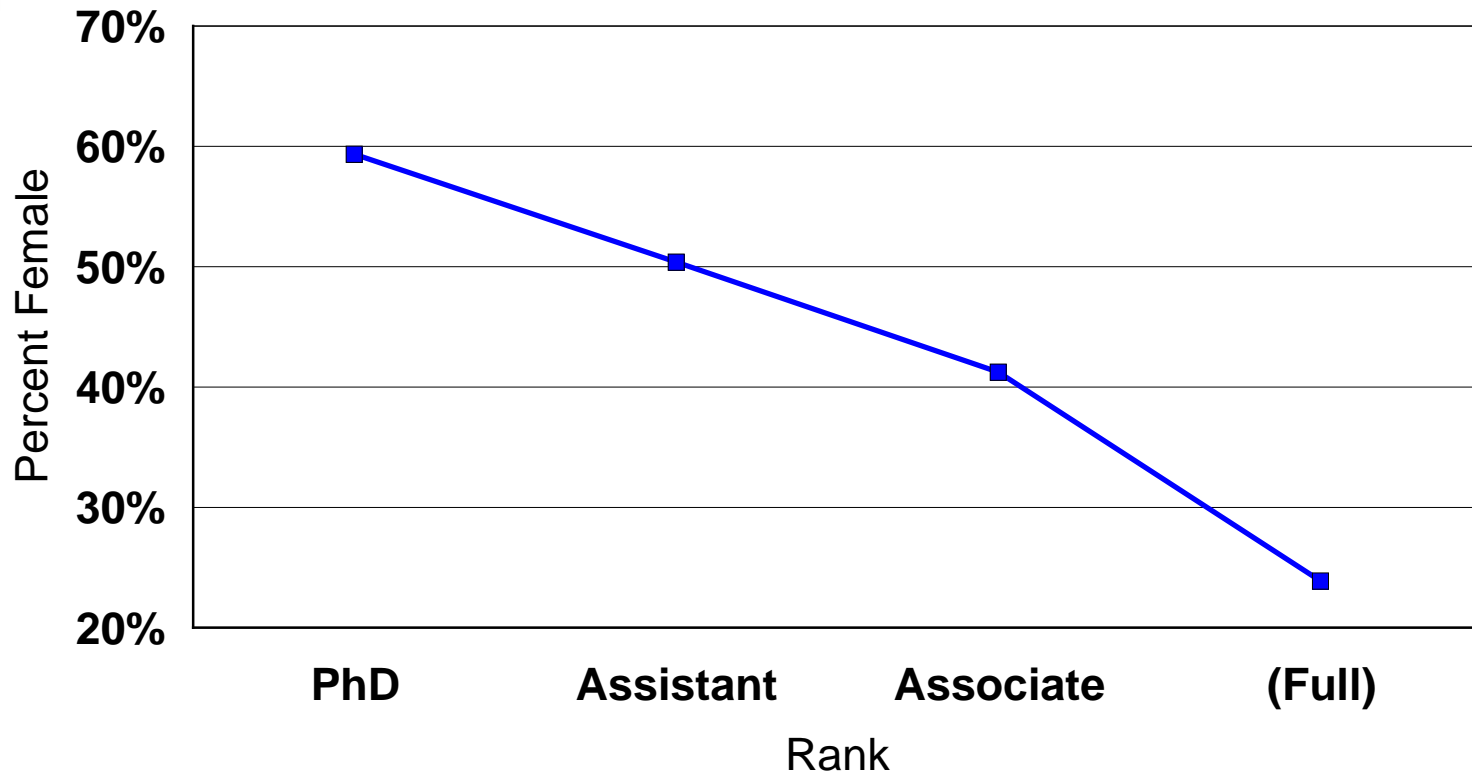
Defining the Issues





Defining the Issues-Sociology

Percent Women in Sociology Pipeline "Top 50" Departments





Defining the Issues

- 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

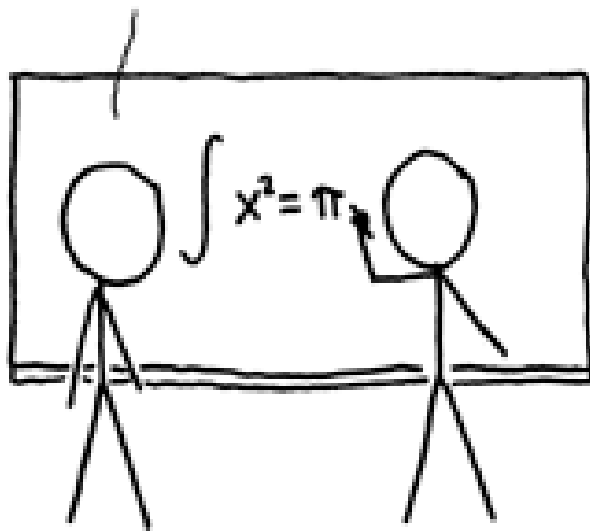
- MIT Report (1999)
 - Few women, especially at high ranks
 - Less access to resources (e.g., space, salary, teaching assignments, awards, committee assignments)
 - Bad “climate”—women not visible, isolated, marginalized, ignored
- National Science Foundation’s ADVANCE Program (2000/01)—“Institutional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



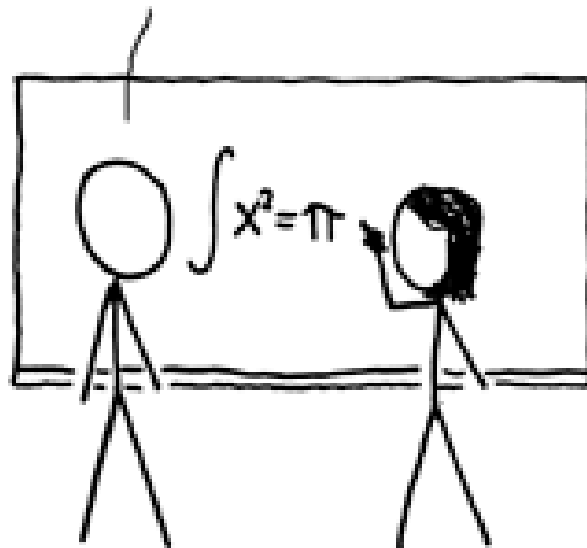
Evolution of a Movement

- 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?

- 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?

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



Important Issues to Tackle

- 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”

- 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

Study of Faculty Worklife at the University of Wisconsin-Madison

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

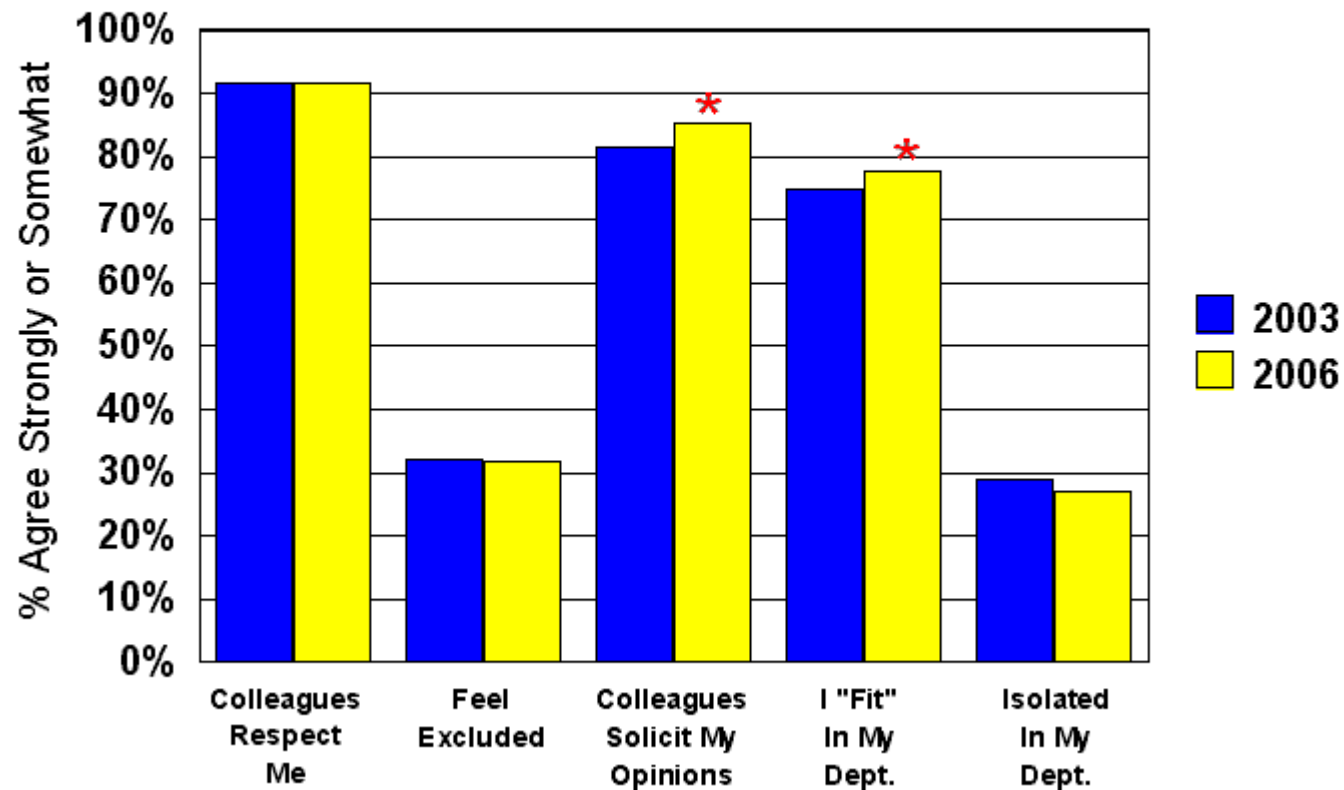
- **Second survey 2006**
 - Almost identical to first survey
 - 11 pages, mail survey
 - 56% response rate (N=1,230)
 - White women over-represented; Business, Law, and all faculty of color under-represented.
 - Administered by UW Survey Center



Topics Covered

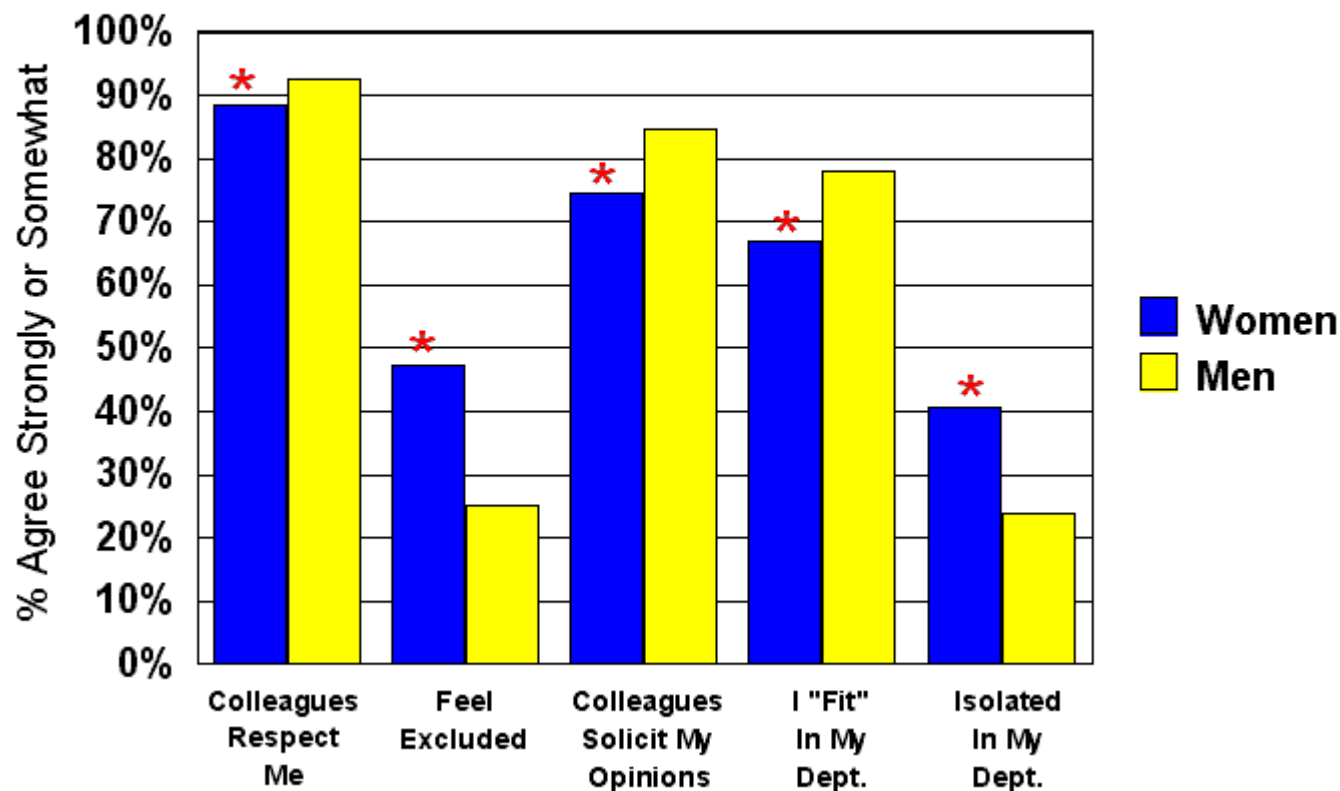
- Hiring Process
- Tenure Process
- Professional Activities
 - Time use, Resources, Interactions with Colleagues
- Satisfaction
- Programs & Resources
- Sexual Harassment
- Work/Life Balance
 - Balance, Childcare, Parent care, Spouse/Partner, Health
- Diversity

Interactions with Colleagues UW-Madison Faculty



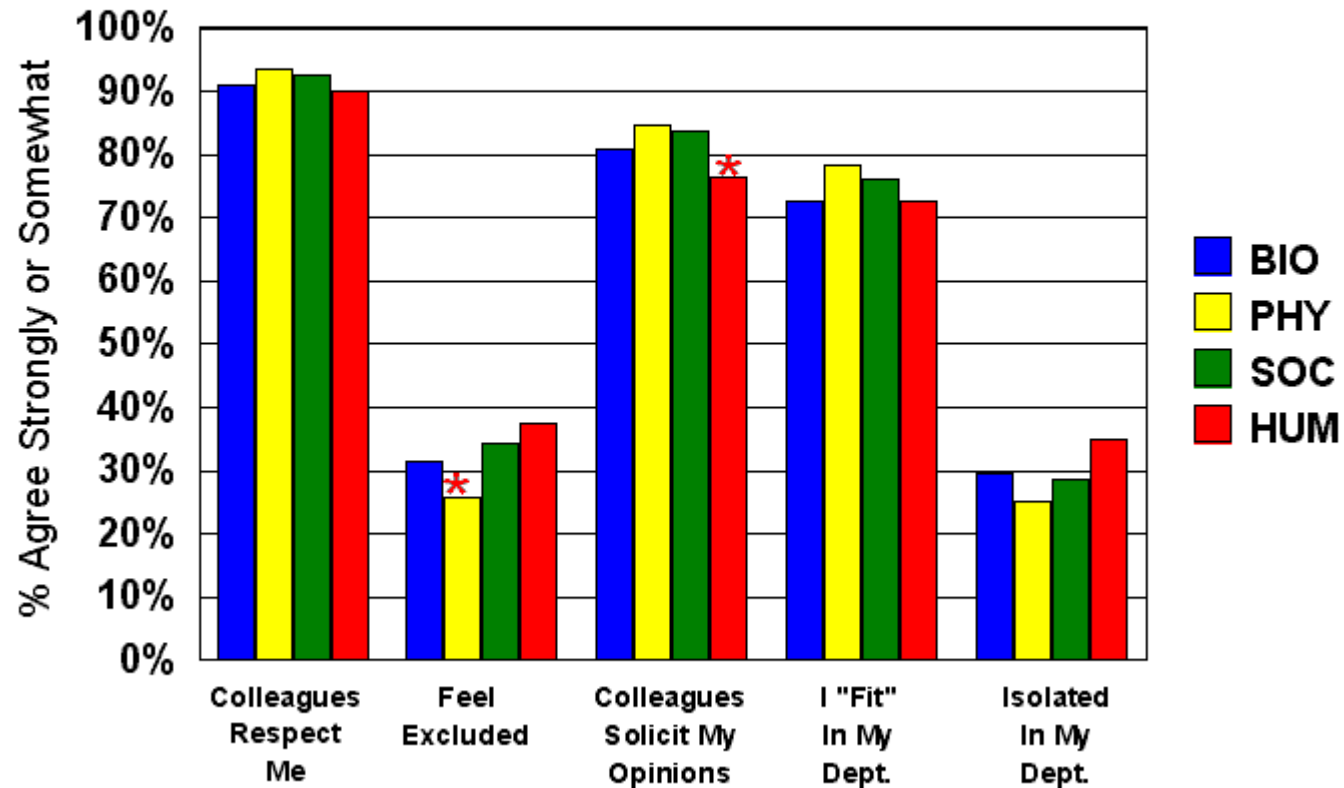
* T-test significant at $p < .05$

Interactions with Colleagues UW-Madison Faculty, 2003



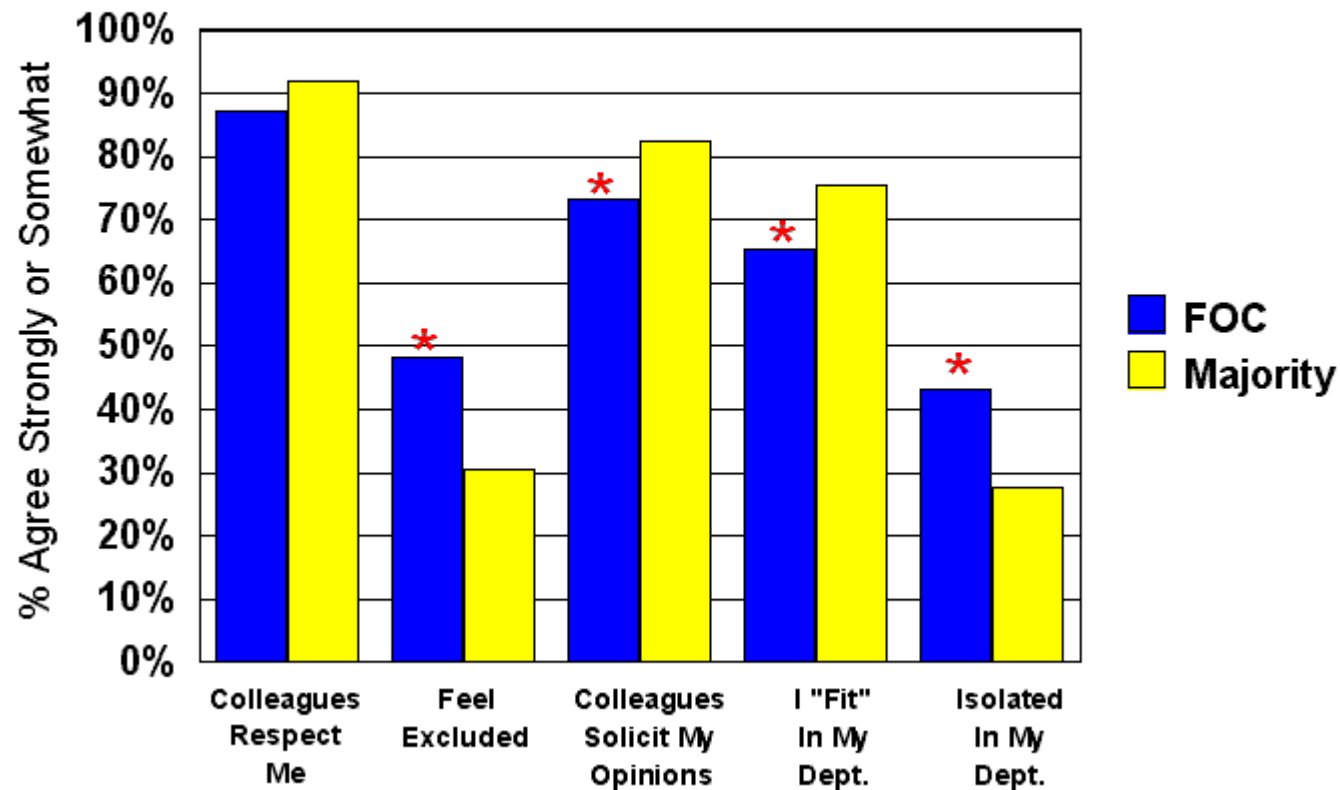
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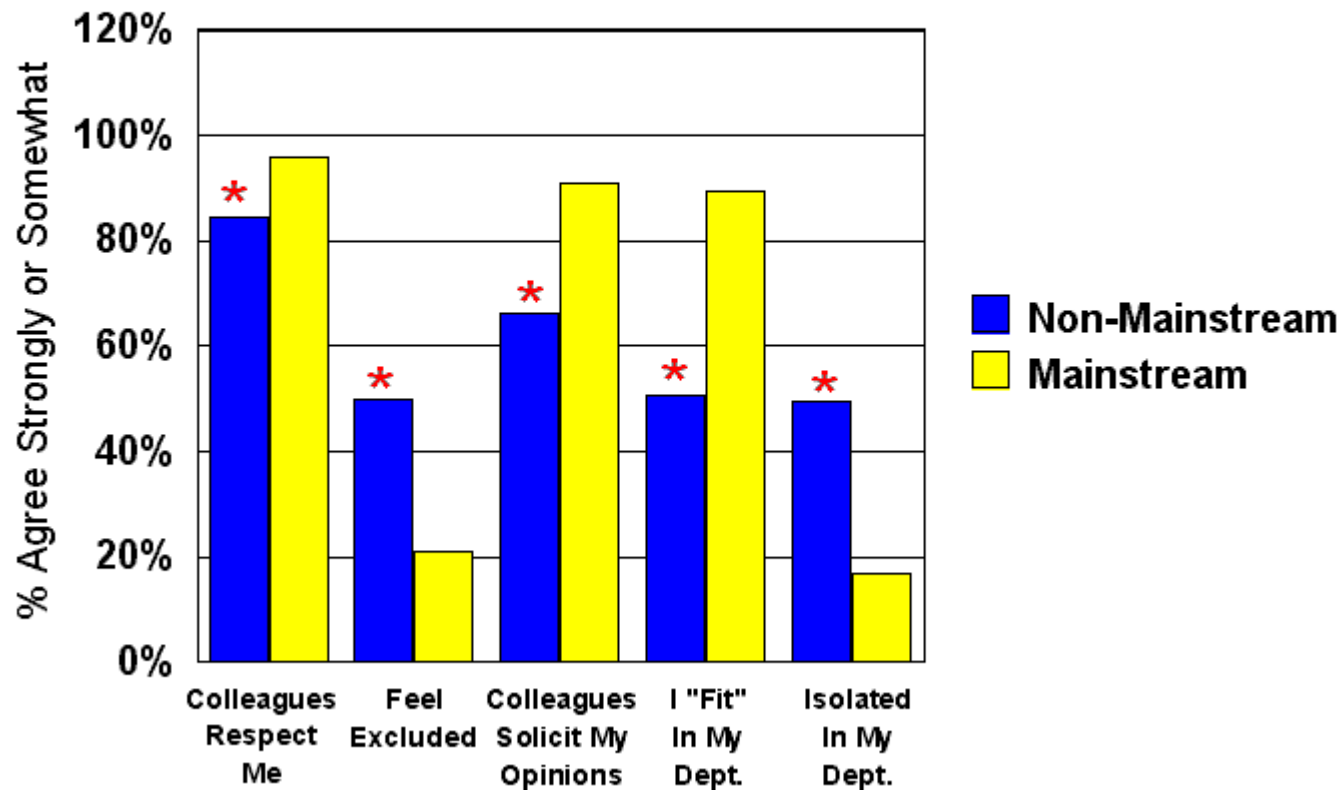
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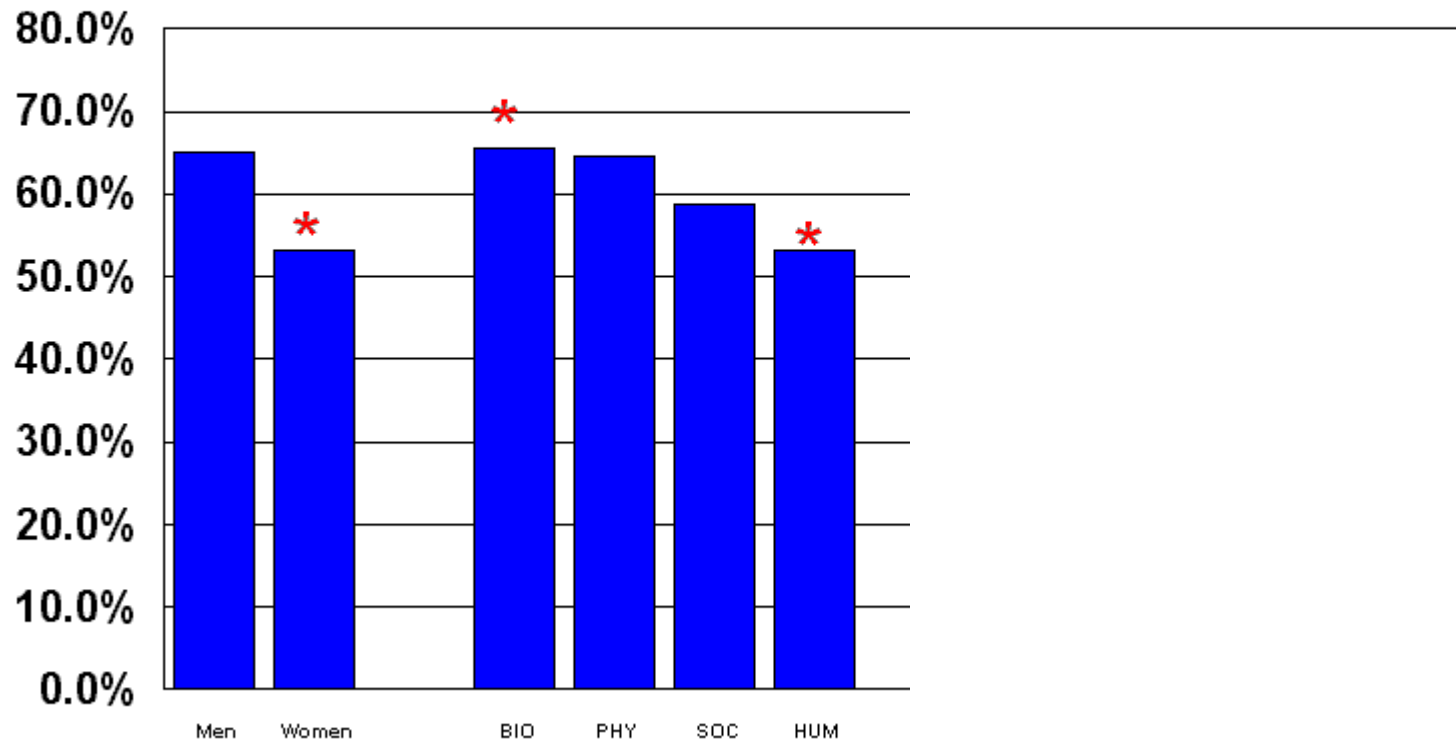
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Who Does "Mainstream" Research? UW-Madison Faculty, 2003



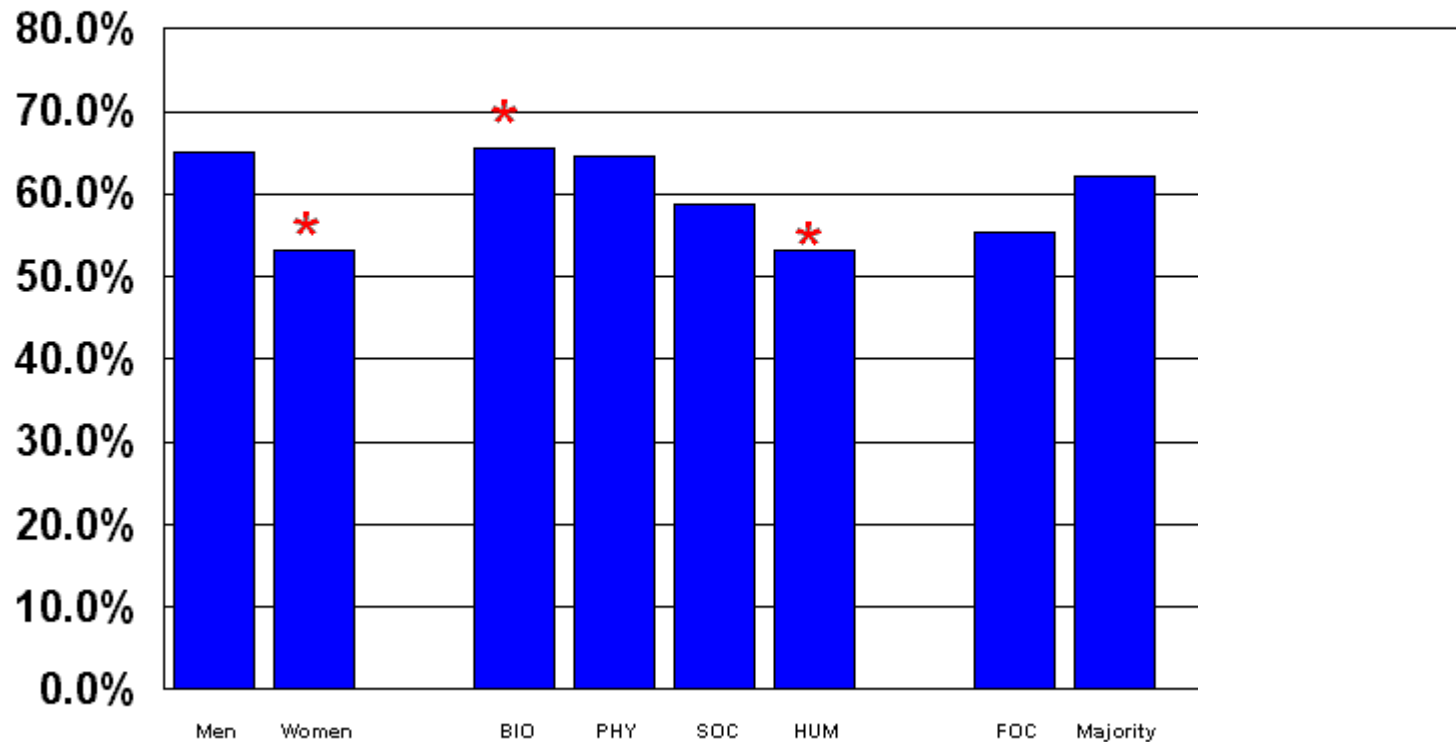
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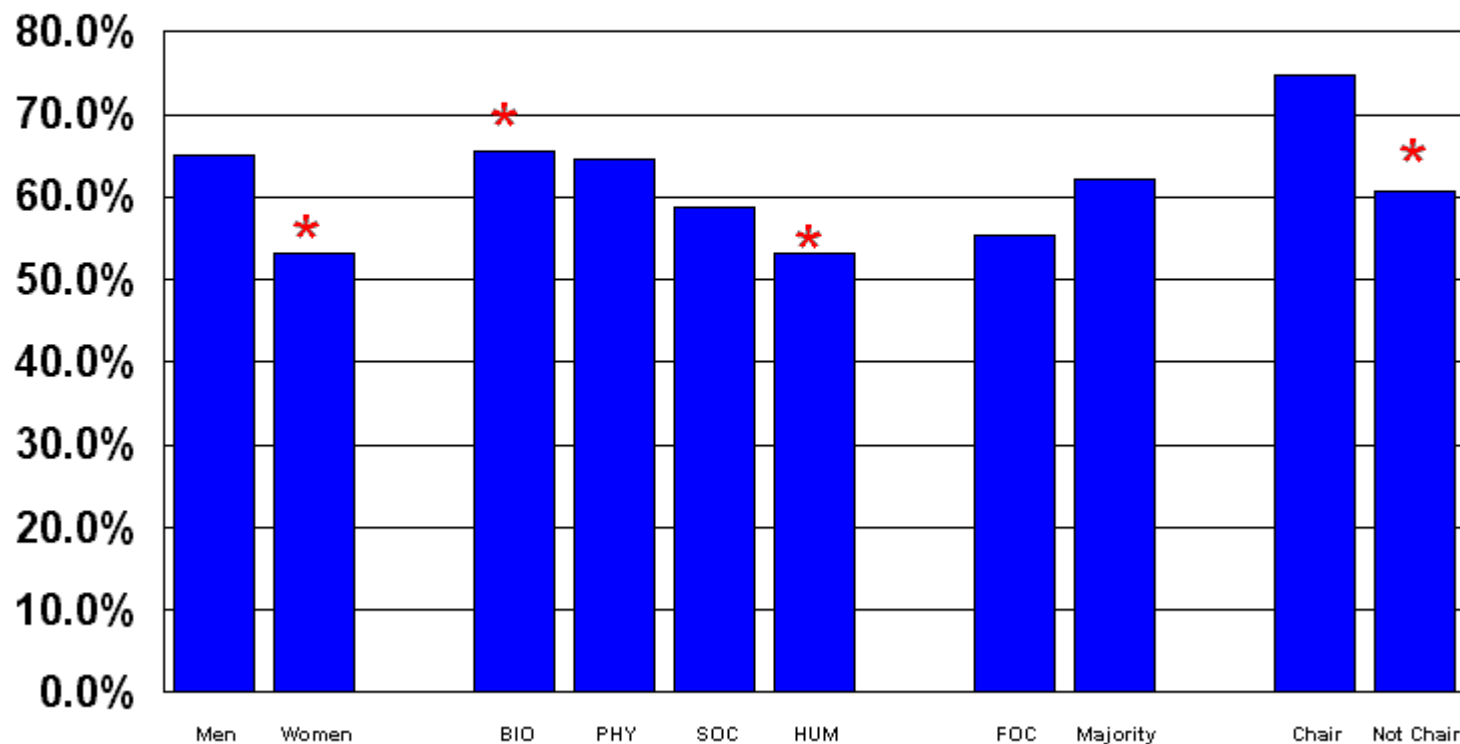
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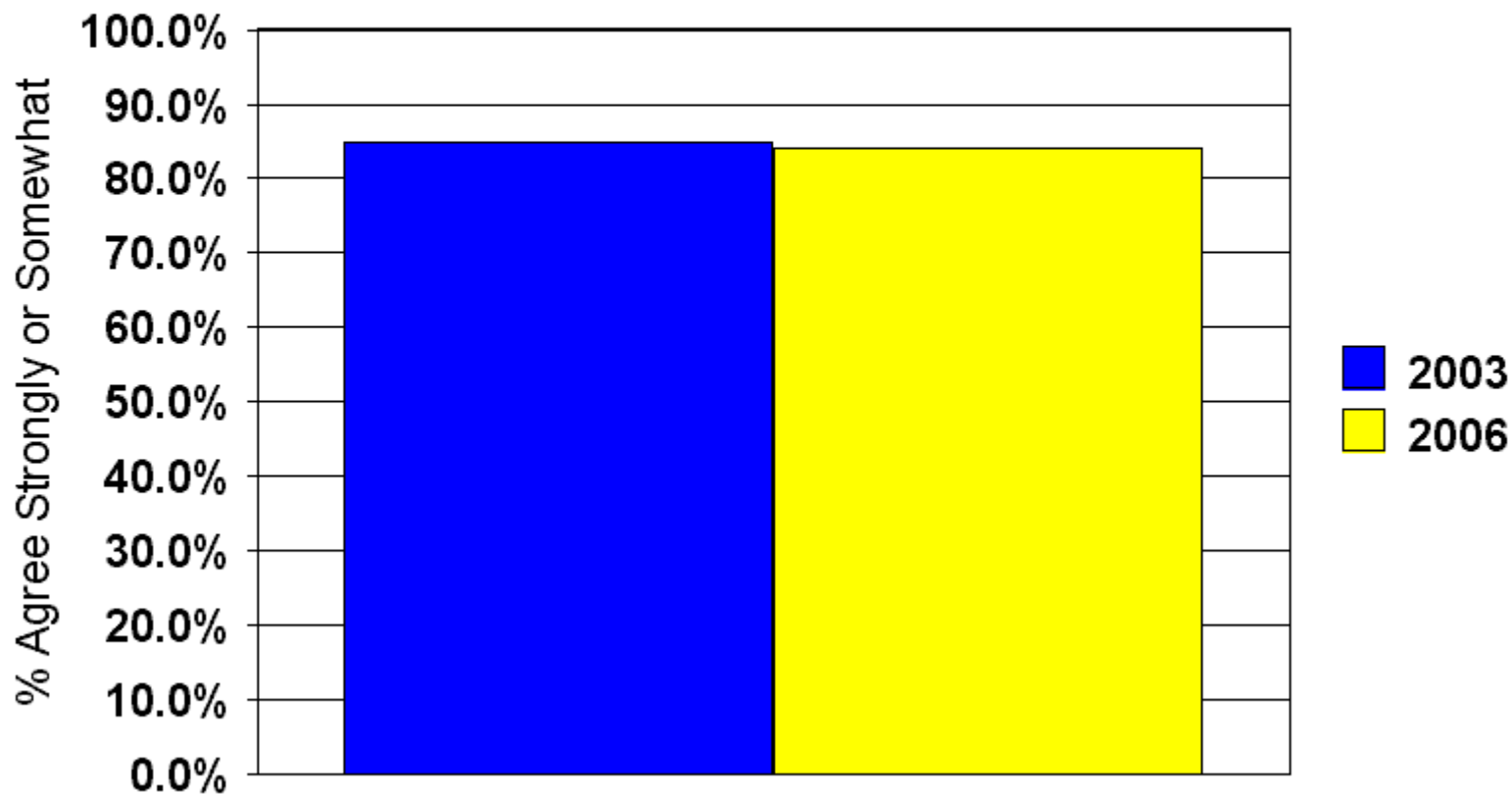
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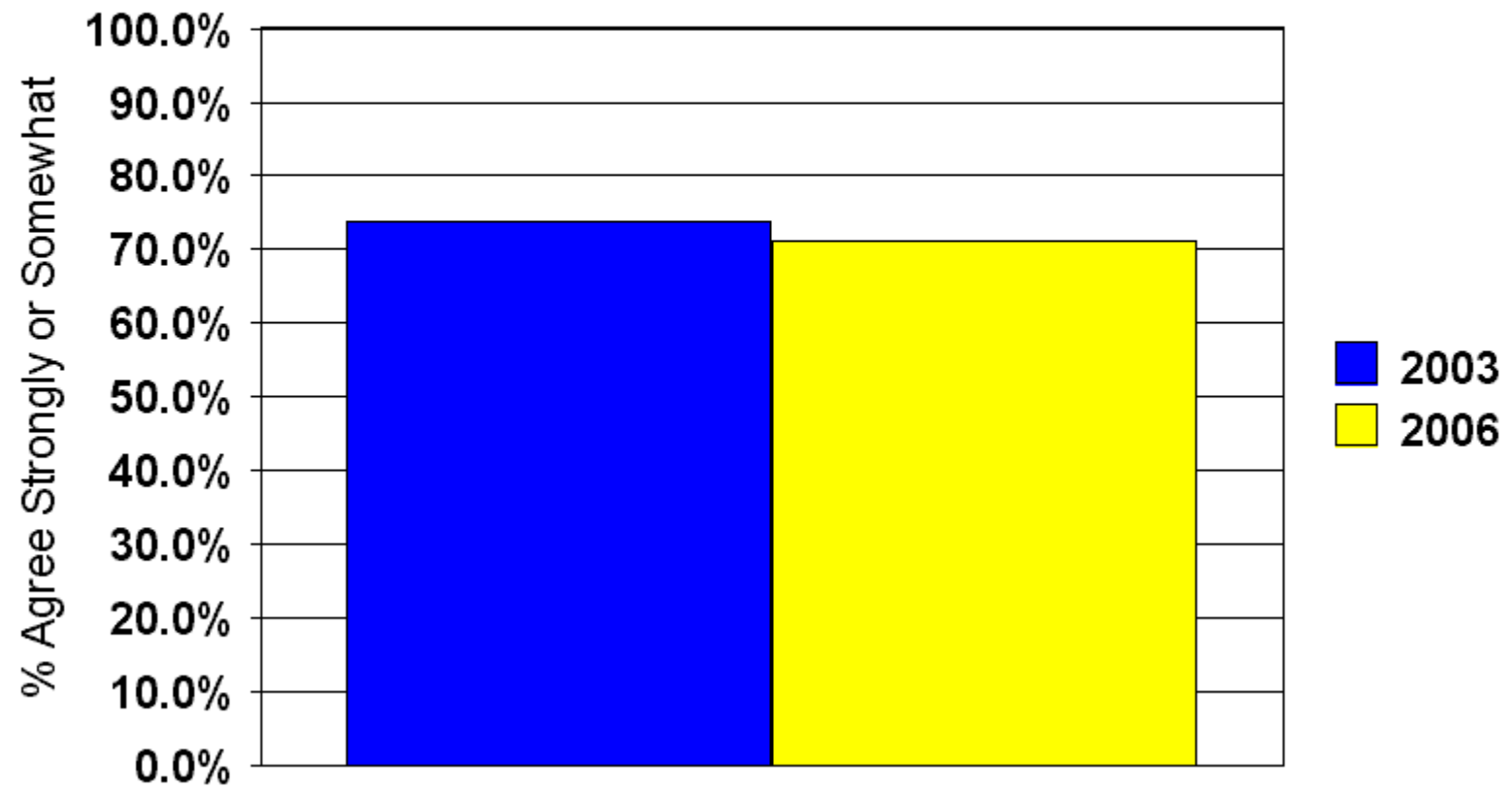
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The Climate for Women in My Department is Good UW-Madison Faculty

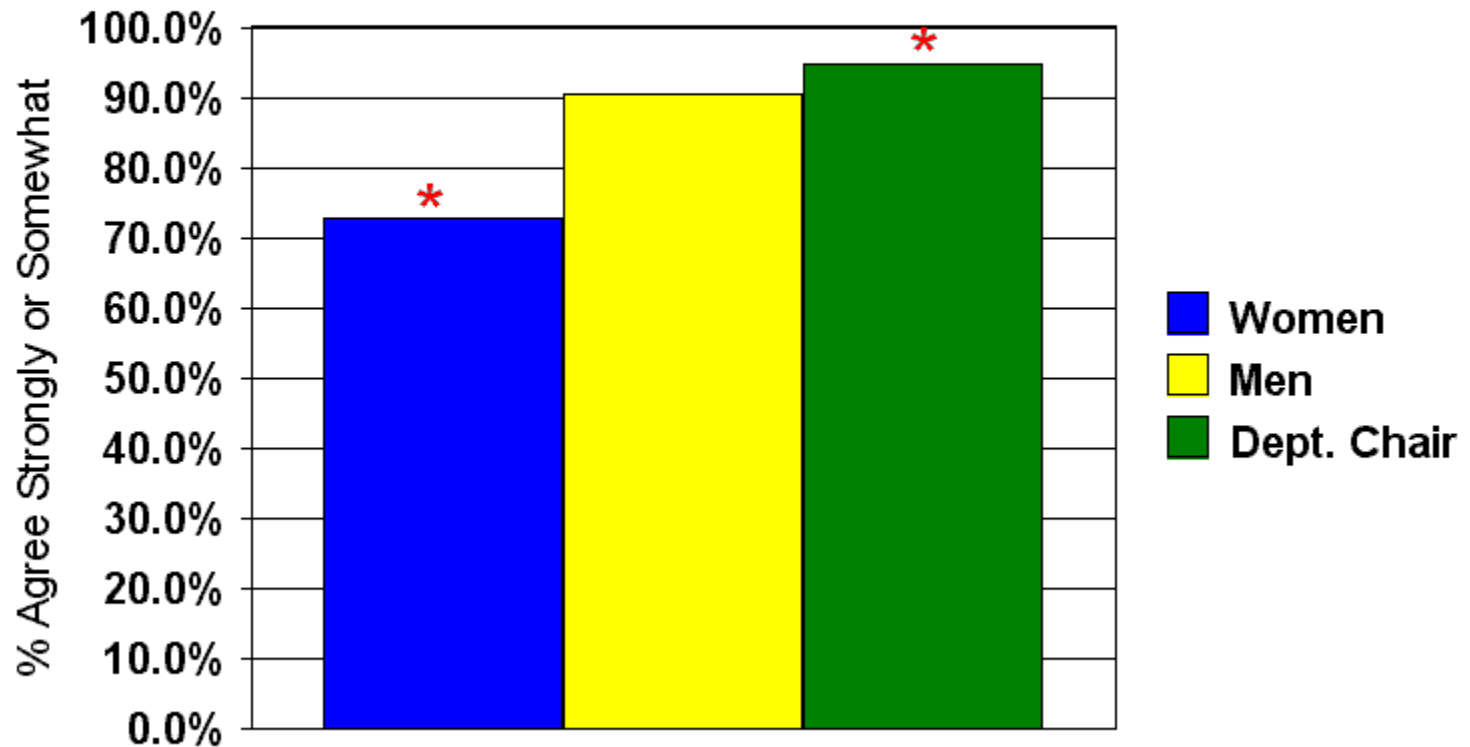


The Climate for Faculty of Color in My Department is Good

UW-Madison Faculty

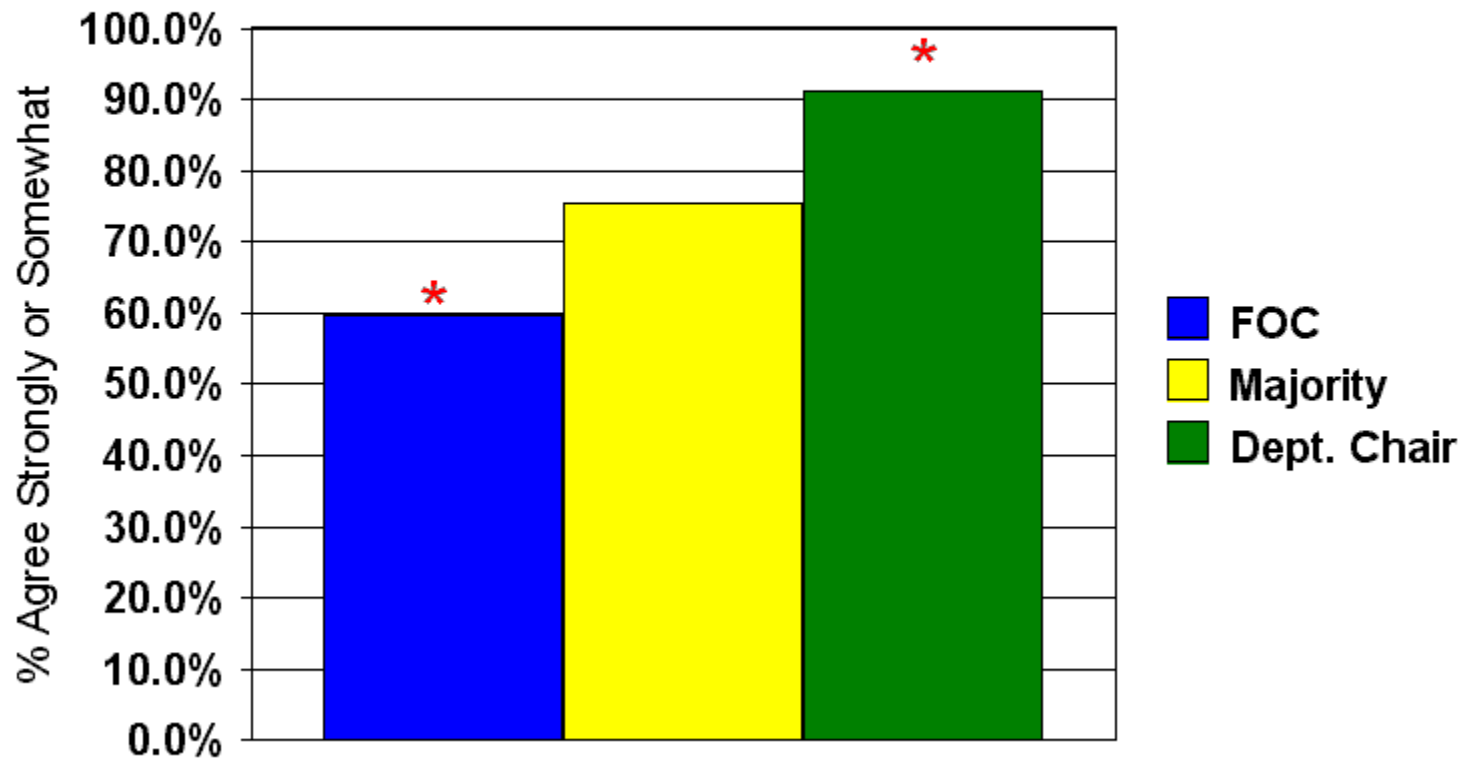


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The Climate for Faculty of Color in My Department is Good UW-Madison Faculty, 2003



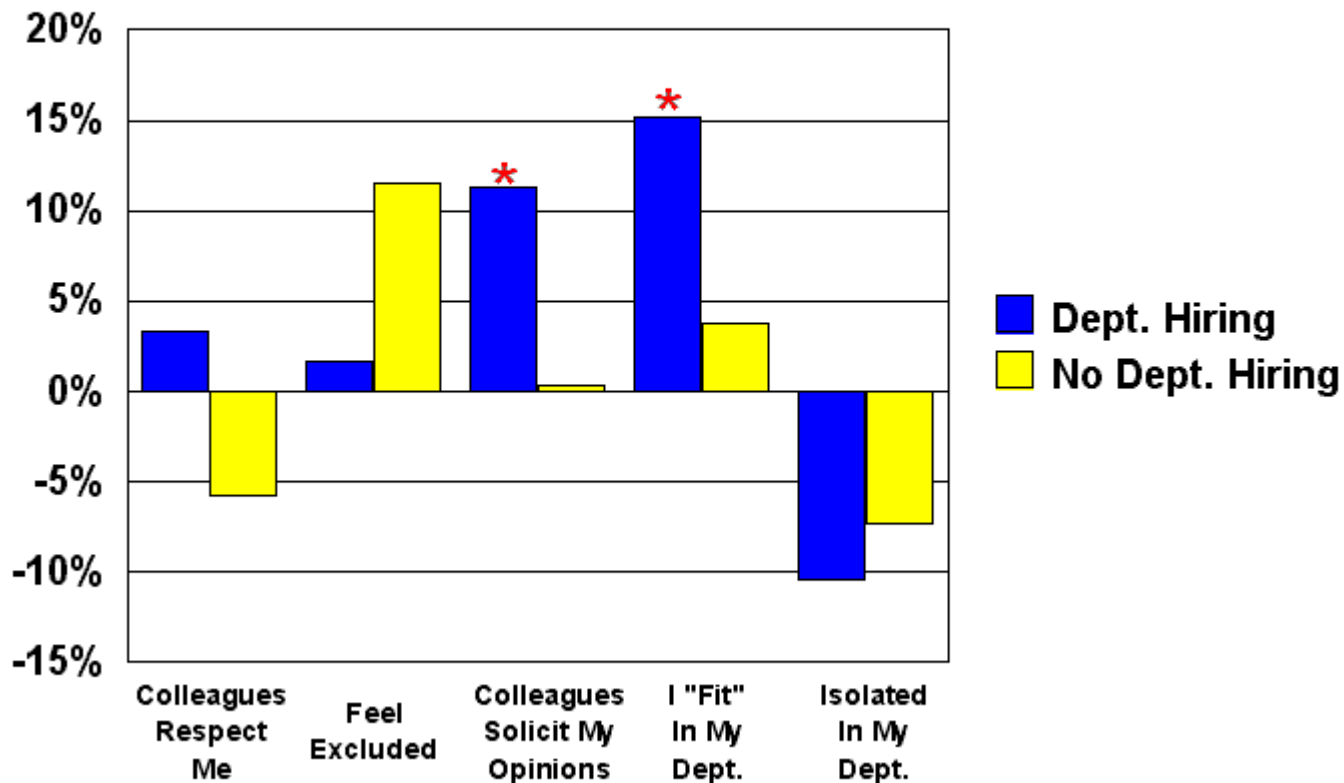
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Climate-Related Workshops

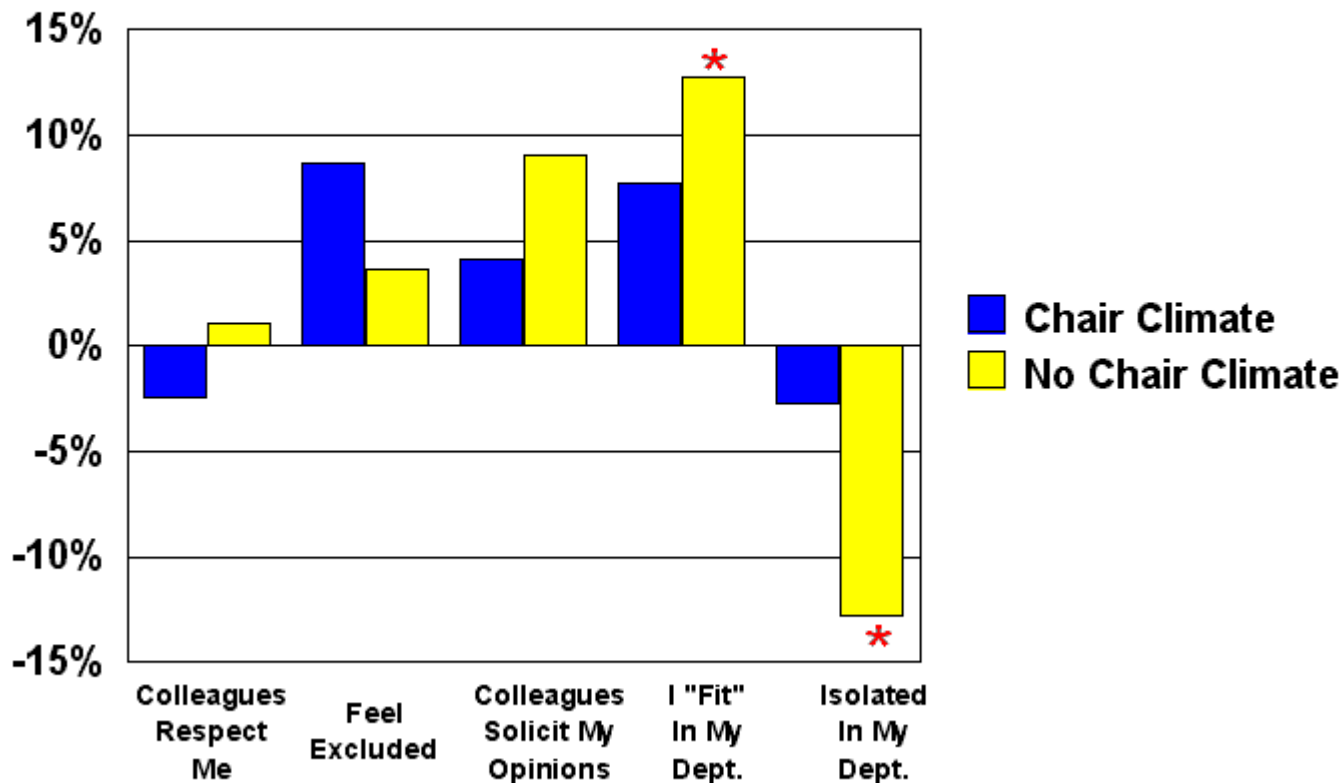
- “Searching for Excellence & Diversity” workshops for faculty hiring committees
 - Expose faculty to research on unconscious biases & assumptions
- “Enhancing Department Climate: A Chair’s Role”
 - Work with department chairs to enhance department climate

Interactions with Colleagues, Change UW-Madison Women Faculty



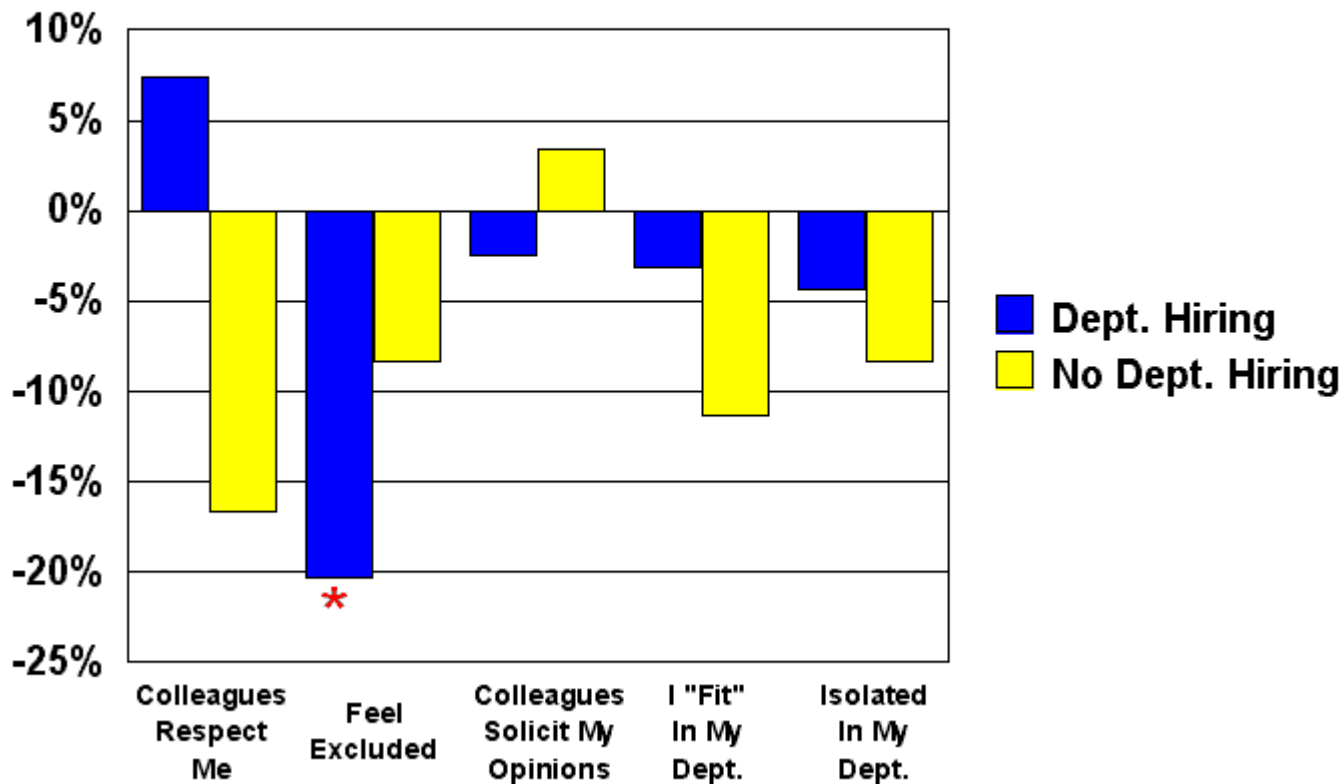
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Interactions with Colleagues, Change UW-Madison Women Faculty



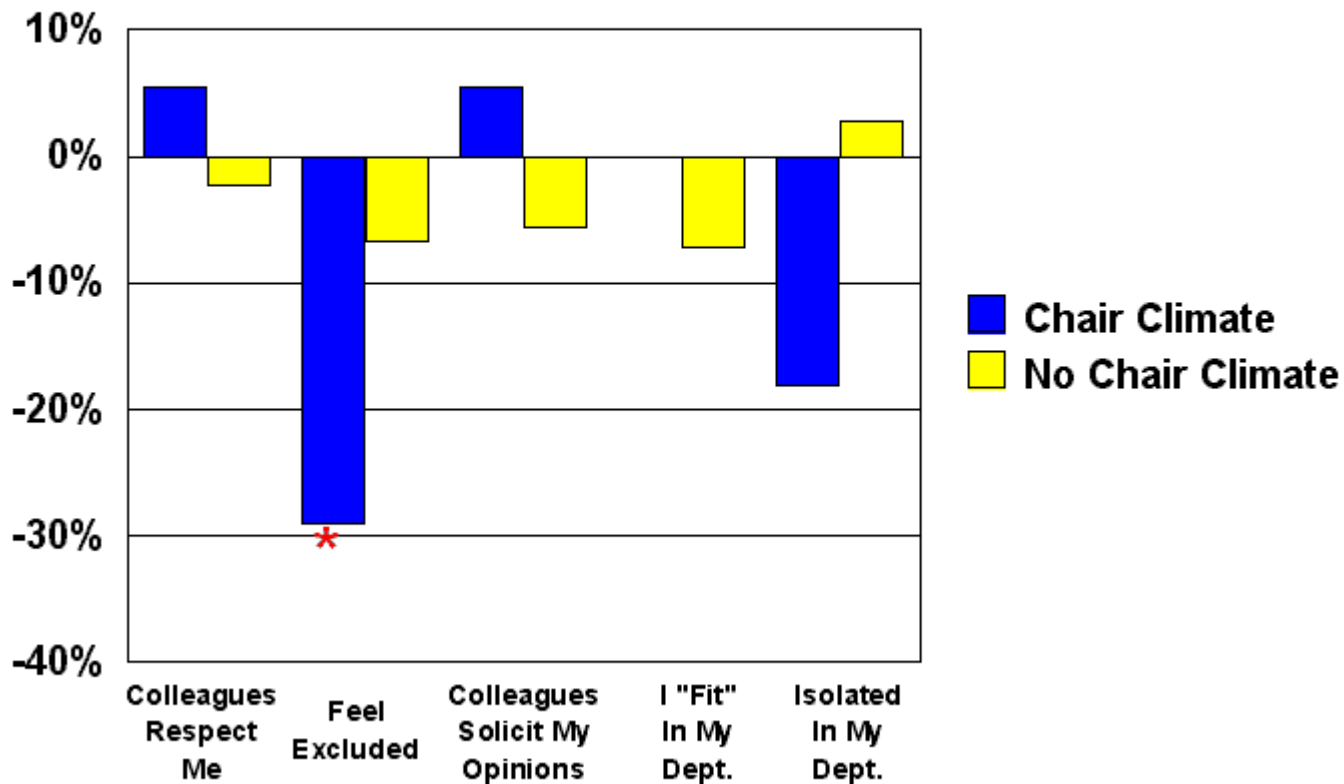
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Interactions with Colleagues, Change UW-Madison Faculty of Color



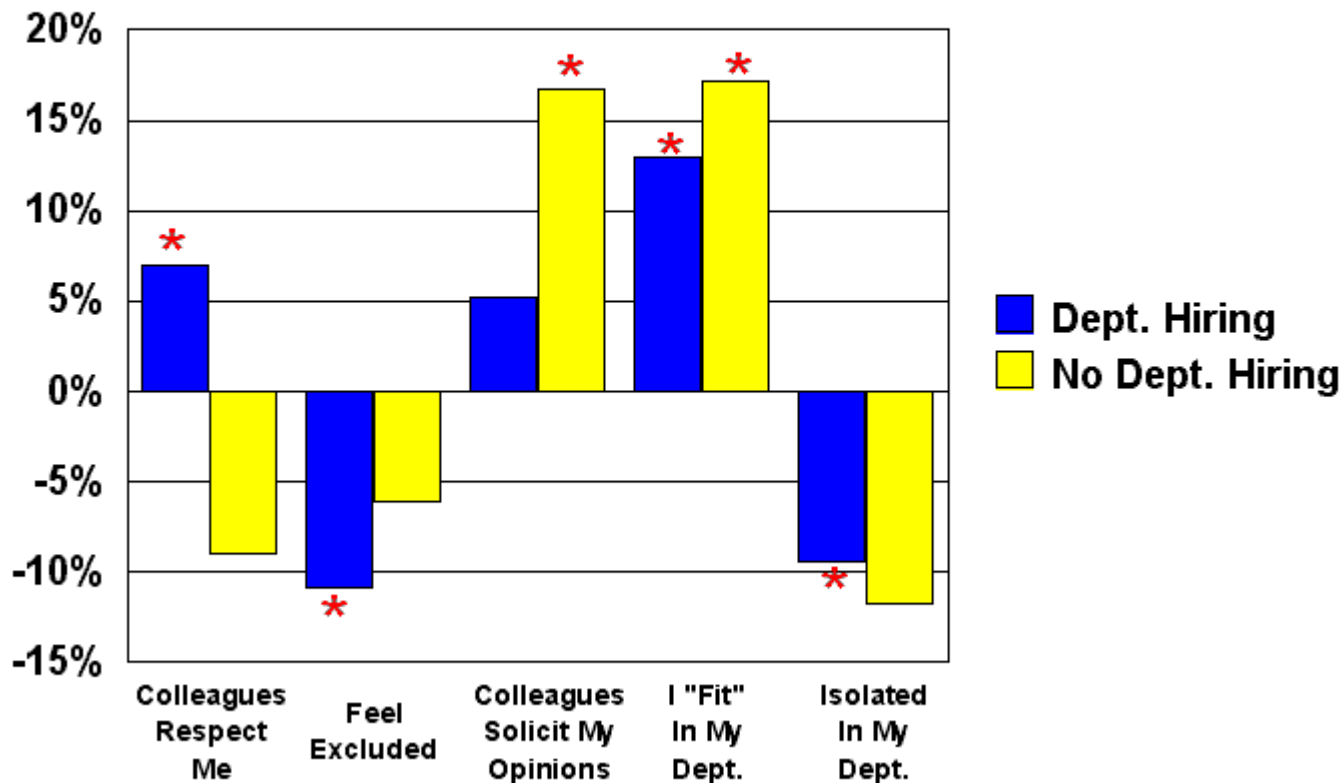
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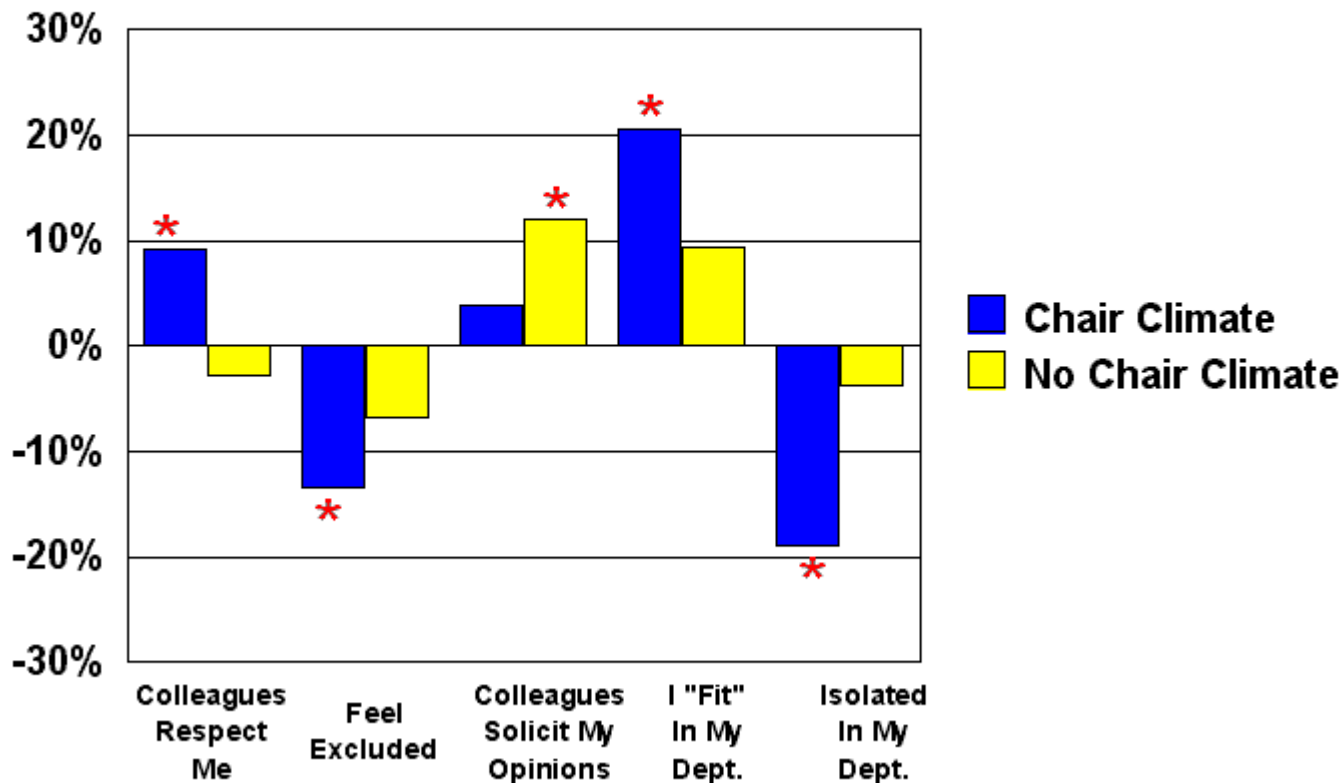
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Interactions with Colleagues, Change UW-Madison "Non-Mainstream" Faculty



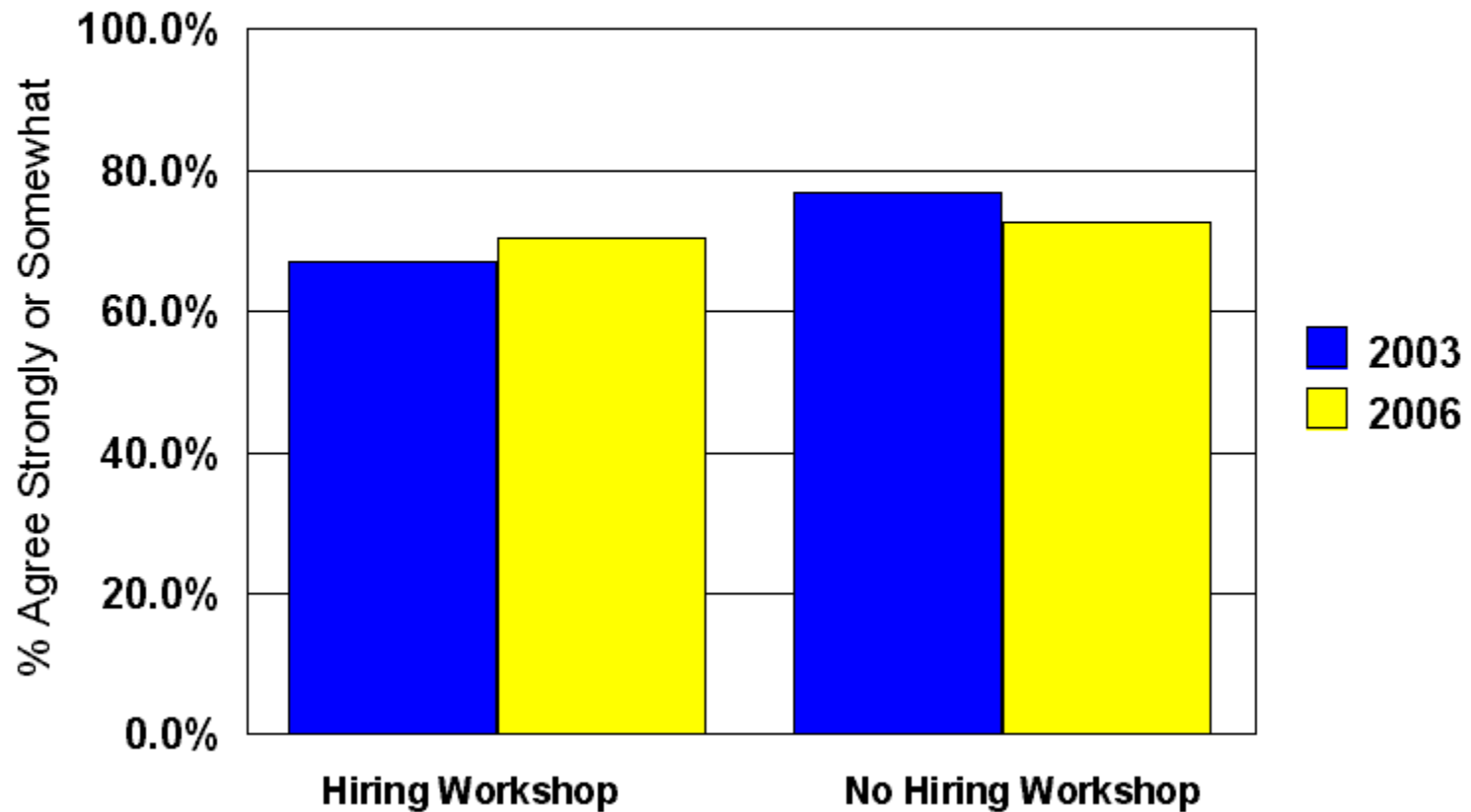
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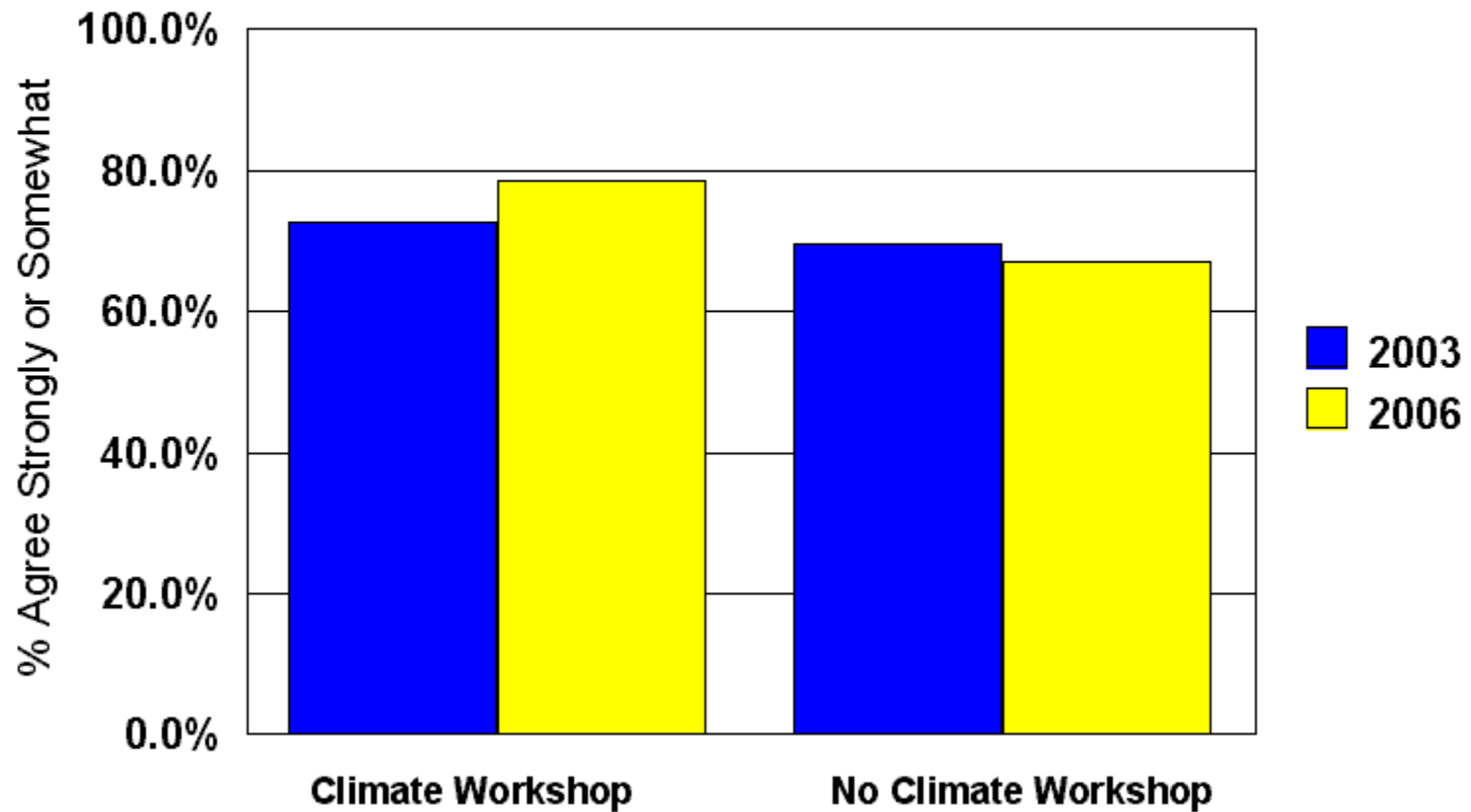


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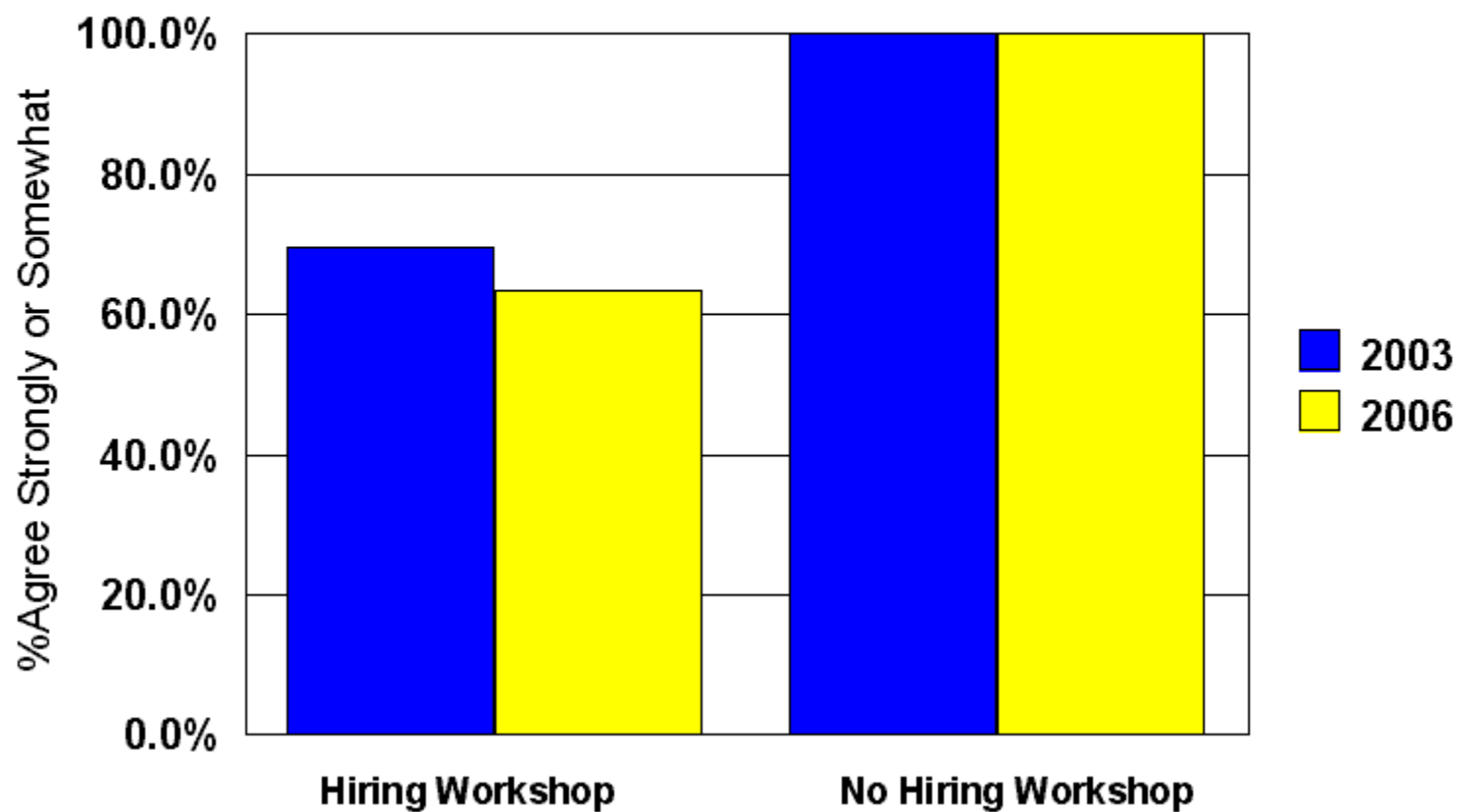
Climate for Women is Good Responses of Women Faculty



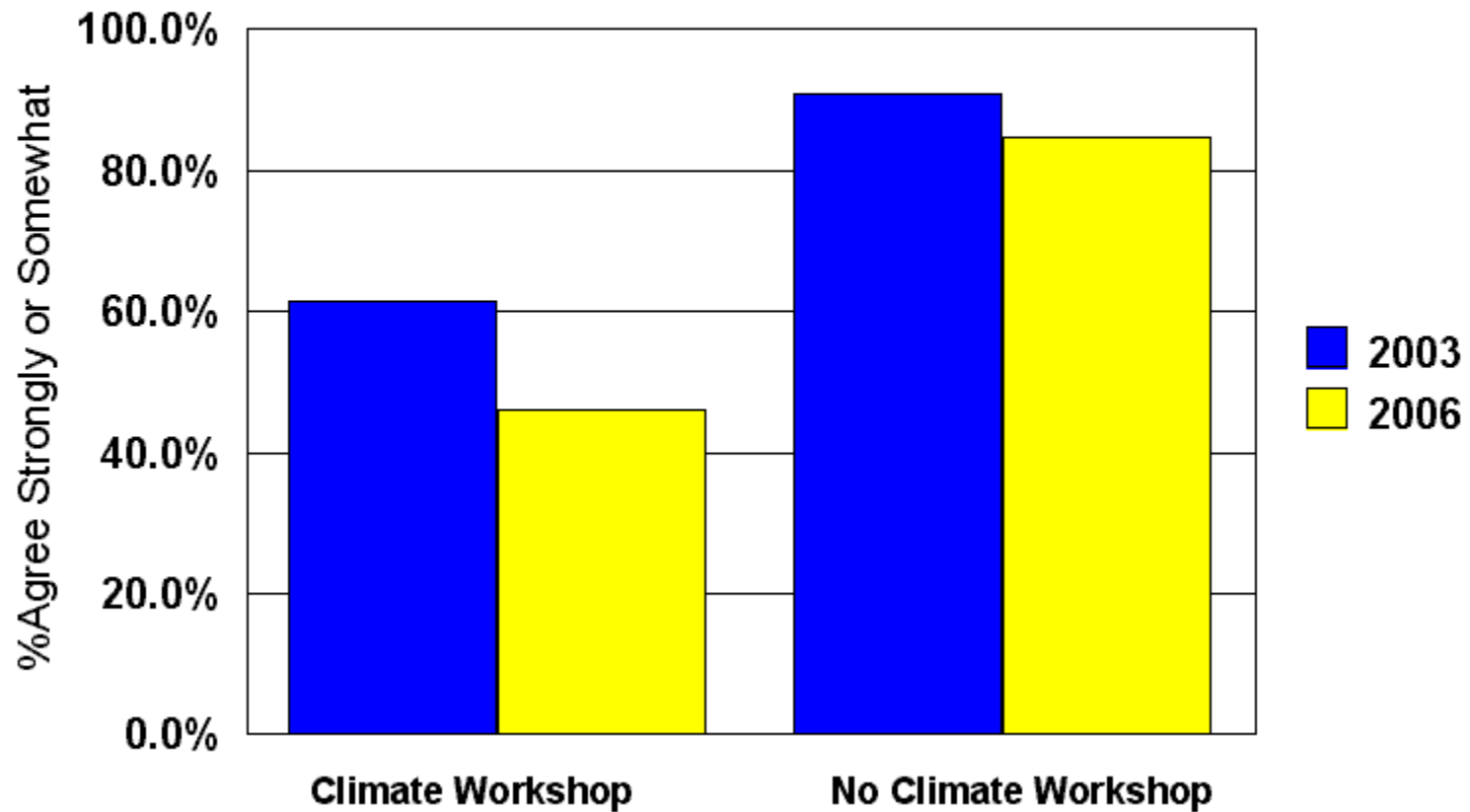
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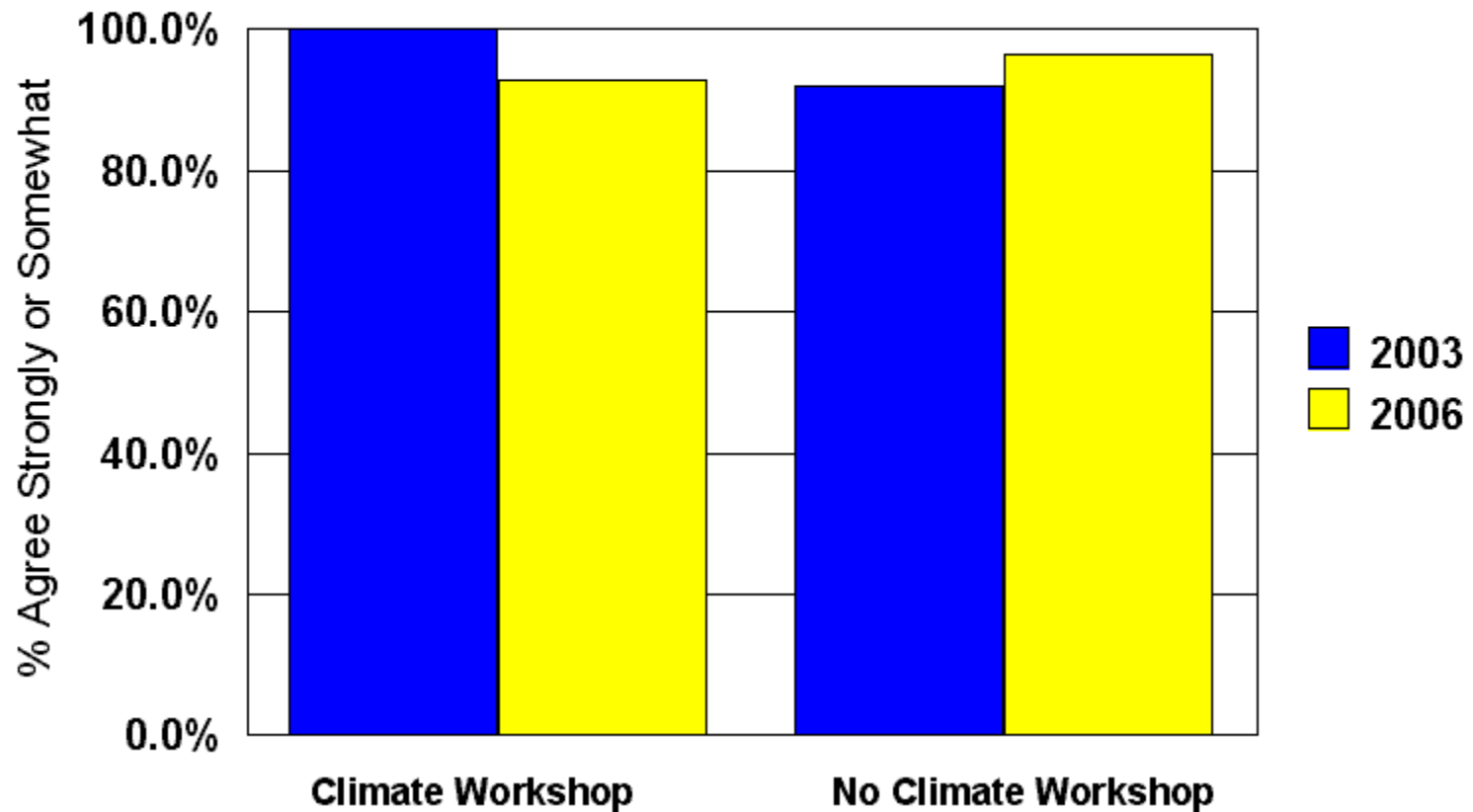
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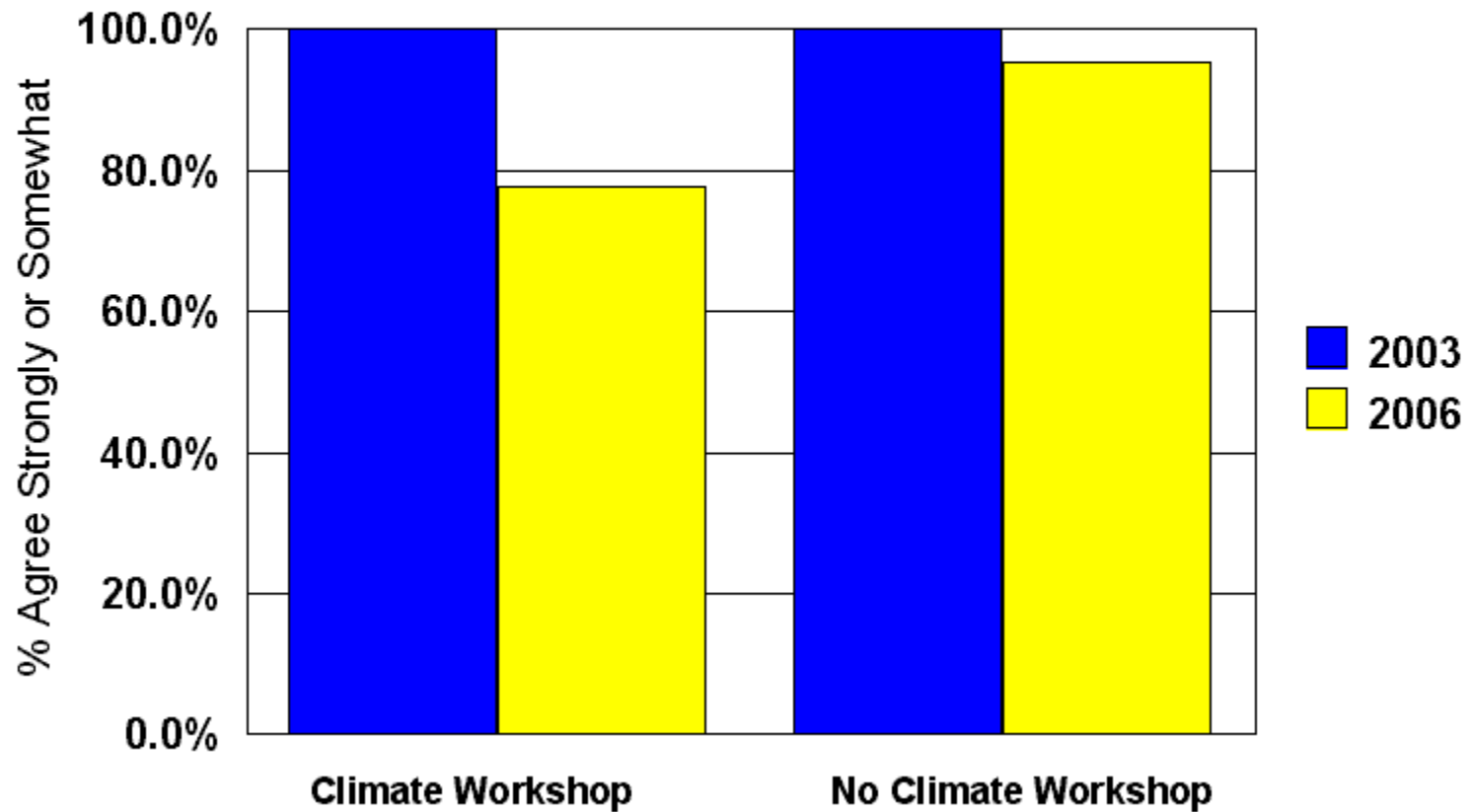
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Climate for Women is Good Responses of Department Chairs



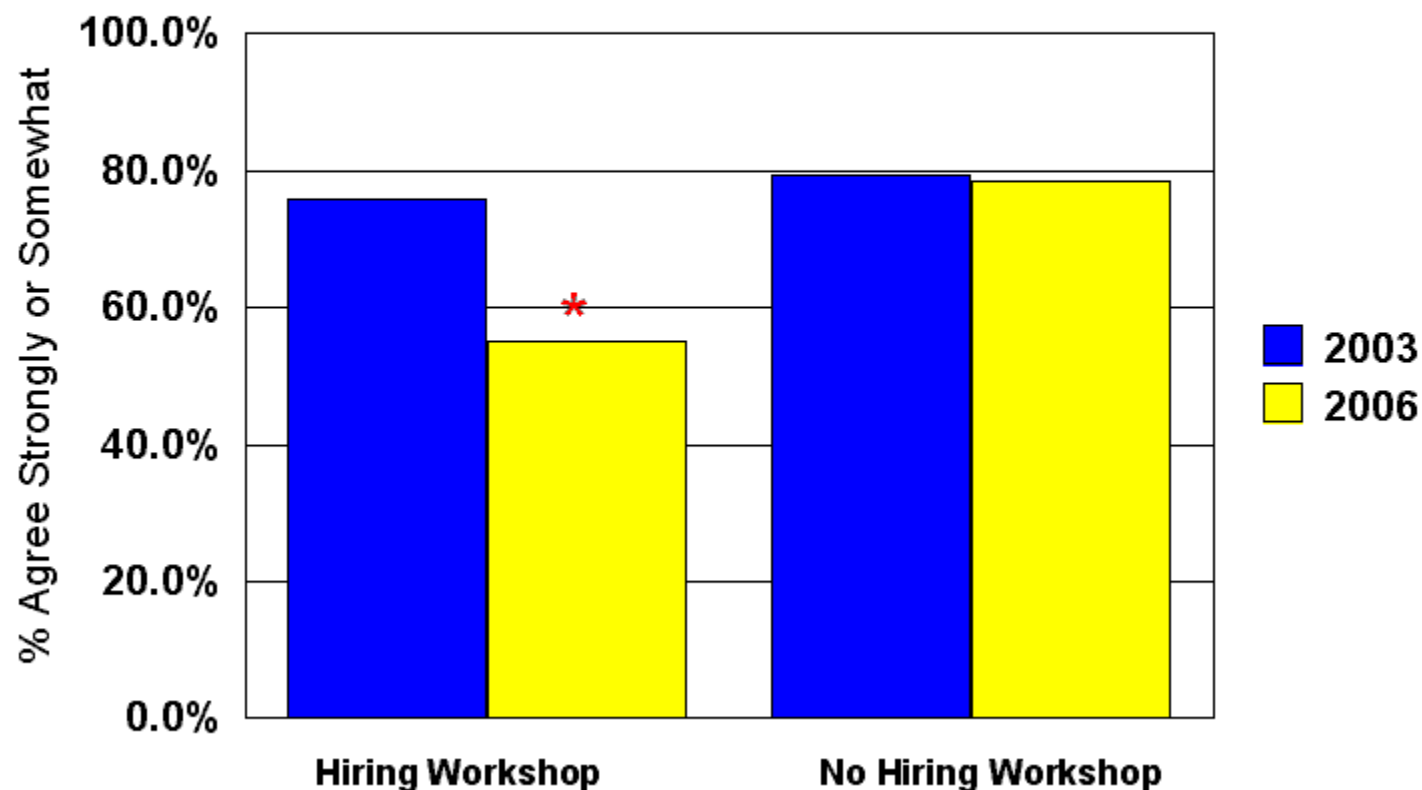
Climate for Faculty of Color is Good Responses of Department Chairs



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?

- “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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