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

The image shows a graph with the x-axis labeled as Year and the y-axis labeled as Percent Women PhD. The graph tracks the percentage of women receiving PhDs in various fields from 1974 to 2004. The fields represented are Social Sciences, Life Sciences, Physical Sciences, and Engineering. Each field has a distinct line indicating the trend over the years.
Defining the Issues

Percent Women

- ▲ Life Sciences
- ◊ Physical Sciences
- ■ Engineering

Ph.D.  Asst. Prof.  Assoc. Prof.  Full Prof.
Defining the Issues - Sociology

Percent Women in Sociology Pipeline
"Top 50" Departments

Percent Female

PhD | Assistant | Associate | (Full)
--- | --- | --- | ---
60% | 50% | 40% | 20%

Rank
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

  - 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”
  - Not “intrinsic differences”
  - Unconscious bias
  - Institutional constraints
  - No gender differences in junior faculty hires, women may even be over-represented at that level
Wow, you suck at math.

\[
\int x^2 = \pi
\]

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?
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)
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:

University of Wisconsin Survey Center
630 W. Mifflin, Room 174
Madison, WI 53706-2630
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

<table>
<thead>
<tr>
<th>% Agree Strongly or Somewhat</th>
<th>2003</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleagues Respect Me</td>
<td>90%</td>
<td>90%</td>
</tr>
<tr>
<td>Feel Excluded</td>
<td>30%</td>
<td>20%</td>
</tr>
<tr>
<td>Colleagues Solicit My Opinions</td>
<td>80%</td>
<td>80%</td>
</tr>
<tr>
<td>I &quot;Fit&quot; In My Dept.</td>
<td>70%</td>
<td>70%</td>
</tr>
<tr>
<td>Isolated In My Dept.</td>
<td>20%</td>
<td>10%</td>
</tr>
</tbody>
</table>

* T-test significant at p<.05
Interactions with Colleagues
UW-Madison Faculty, 2003

% Agree Strongly or Somewhat

Colleagues Respect Me
Feel Excluded
Colleagues Solicit My Opinions
I "Fit" In My Dept.
Isolated In My Dept.

Women
Men

* T-test significant at p<.05
Interactions with Colleagues
UW-Madison Faculty, 2003

% Agree Strongly or Somewhat

<table>
<thead>
<tr>
<th>Category</th>
<th>BIO</th>
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<th>SOC</th>
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<tbody>
<tr>
<td>Colleagues Respect Me</td>
<td>90%</td>
<td>95%</td>
<td>92%</td>
<td>92%</td>
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<tr>
<td>Feel Excluded</td>
<td>20%</td>
<td>15%</td>
<td>25%</td>
<td>25%</td>
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<tr>
<td>Colleagues Solicit My Opinions</td>
<td>80%</td>
<td>85%</td>
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<tr>
<td>I &quot;Fit&quot; In My Dept.</td>
<td>70%</td>
<td>75%</td>
<td>75%</td>
<td>70%</td>
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<td>30%</td>
<td>40%</td>
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* T-test significant at \( p < 0.05 \)
Interactions with Colleagues
UW-Madison Faculty, 2003

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<th>Majority</th>
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<td>Colleagues Respect Me</td>
<td>90%</td>
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<tr>
<td>Feel Excluded</td>
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<td>Colleagues Solicit My Opinions</td>
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UW-Madison Faculty, 2003

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* T-test significant at p<.05
Who Does "Mainstream" Research?
UW-Madison Faculty, 2003

* T-test significant at $p<.05$
Who Does "Mainstream" Research?
UW-Madison Faculty, 2003

* T-test significant at p<.05
Who Does "Mainstream" Research?
UW-Madison Faculty, 2003

* T-test significant at p<.05
Who Does "Mainstream" Research?
UW-Madison Faculty, 2003

* T-test significant at $p<.05$
The Climate for Women in My Department is Good
UW-Madison Faculty

% Agree Strongly or Somewhat

- 2003
- 2006
The Climate for Faculty of Color in My Department is Good
UW-Madison Faculty

% Agree Strongly or Somewhat

2003

2006
The Climate for Women in My Department is Good
UW-Madison Faculty, 2003

* T-test significant at $p<.05$
The Climate for Faculty of Color in My Department is Goo
UW-Madison Faculty, 2003

* T-test significant at p<.05
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

* T-test significant at $p < .10$
Interactions with Colleagues, Change
UW-Madison Women Faculty

Chair Climate
No Chair Climate

* T-test significant at p<.10
Interactions with Colleagues, Change
UW-Madison Faculty of Color

<table>
<thead>
<tr>
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<th>Dept. Hiring</th>
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Interactions with Colleagues, Change
UW-Madison Faculty of Color

* T-test significant at p<.10
Interactions with Colleagues, Change
UW-Madison "Non-Mainstream" Faculty

* T-test significant at $p<.10$
Interactions with Colleagues, Change UW-Madison "Non-Mainstream" Faculty

* T-test significant at p<.05
Climate for Women is Good
Responses of Women Faculty

% Agree Strongly or Somewhat

0.0%  20.0%  40.0%  60.0%  80.0%  100.0%

Hiring Workshop  No Hiring Workshop

2003  2006
Climate for Women is Good
Responses of Women Faculty

% Agree Strongly or Somewhat

Climate Workshop | No Climate Workshop

2003 | 2006

- Climate Workshop: 80.0%
- No Climate Workshop: 60.0%

(Chart showing the percentage of women faculty who agree with the statement, comparing those who participated in a climate workshop in 2003 vs. 2006, and those who did not participate in any workshop in 2003 vs. 2006.)
Climate for Faculty of Color is Good
Responses of Faculty of Color

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% Agree Strongly or Somewhat
Climate for Faculty of Color is Good
Responses of Faculty of Color

%Agree Strongly or Somewhat

Climate Workshop  No Climate Workshop

2003  2006

0.0%  100.0%

60.0%  90.0%

40.0%  80.0%

20.0%  70.0%

0.0%  60.0%

Climate Workshop  No Climate Workshop
Climate for Women is Good
Responses of Department Chairs

% Agree Strongly or Somewhat

Climate Workshop

No Climate Workshop

2003
2006
Climate for Faculty of Color is Good
Responses of Department Chairs

% Agree Strongly or Somewhat

Climate Workshop  No Climate Workshop

2003  2006
Climate for Women is Good
Responses of Men Faculty

% Agree Strongly or Somewhat

Hiring Workshop
No Hiring Workshop

2003
2006
Climate for Faculty of Color is Good Responses of Majority (White) Faculty

% Agree Strongly or Somewhat

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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