

**Study of Faculty Worklife 2016:  
Social Studies Division Selected  
Results**

*Presented to the Department of Urban & Regional  
Planning*

Jennifer Sheridan, Ph.D.  
Executive & Research Director, WISELI  
December 16, 2016



## 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, 58.6% in 2016 (N=1,285)
- Data analysis emphasizes group differences, change over time




## Topics

- Department climate
- Harassment
- Satisfaction
- Faculty morale



# DEPARTMENT CLIMATE

12/16/2016 University of Wisconsin–Madison 5

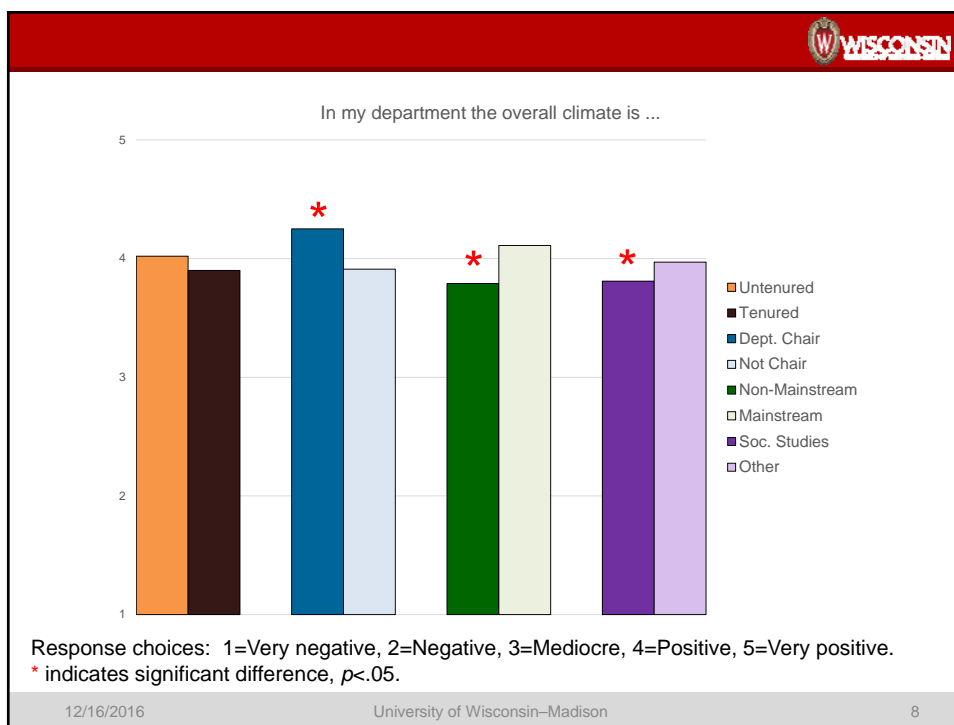
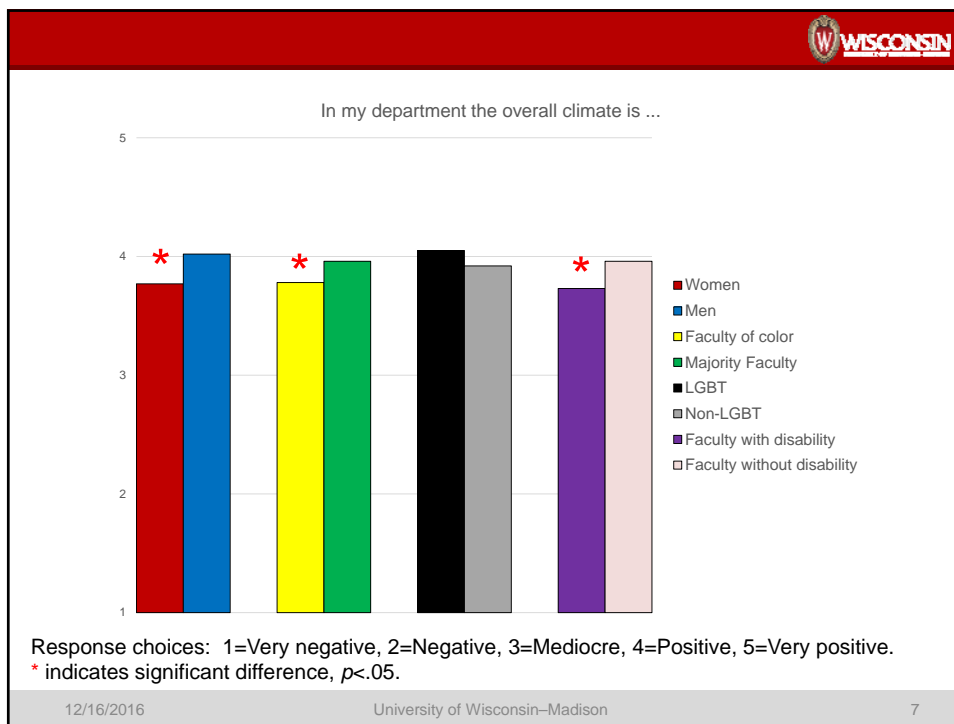


## Group differences in climate experiences

|  |   |  |
|--|---|--|
| <b>More negative experiences</b> <ul style="list-style-type: none"><li>• Women</li><li>• Faculty of color</li><li>• Faculty with disabilities</li><li>• “Non-mainstream” faculty</li></ul> | <b>No differences</b> <ul style="list-style-type: none"><li>• Non-citizens</li><li>• LGBT faculty</li></ul> | <b>More positive experiences</b> <ul style="list-style-type: none"><li>• Department chairs</li></ul> |
|--|---|--|

*Untenured faculty: both positive and negative experiences*

12/16/2016 University of Wisconsin–Madison 6





## 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!*

12/16/2016

University of Wisconsin–Madison

9



## Faculty of Color report significantly worse climate

- Respect by colleagues (but not students, staff, chair)
- Exclusion from informal networks
- Opinions solicited less often
- Isolated in department and on campus
- Less able to navigate unwritten rules
- 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 14 of them!*

12/16/2016

University of Wisconsin–Madison

10



## Other group differences

| Group                     | Number of significant differences (of 25) |
|---------------------------|---|
| Women                     | 21 – all negative                         |
| Faculty of color          | 14 – all negative                         |
| LGBT faculty              | 1 – negative                              |
| Faculty with disability   | 14 – all negative                         |
| Untenured faculty         | 8 negative, 7 positive                    |
| Department chairs         | 16 (of 21) – all positive                 |
| “Non-mainstream” research | 21 – all negative                         |
| Social studies division   | 5 – all negative                          |

12/16/2016

University of Wisconsin–Madison

11



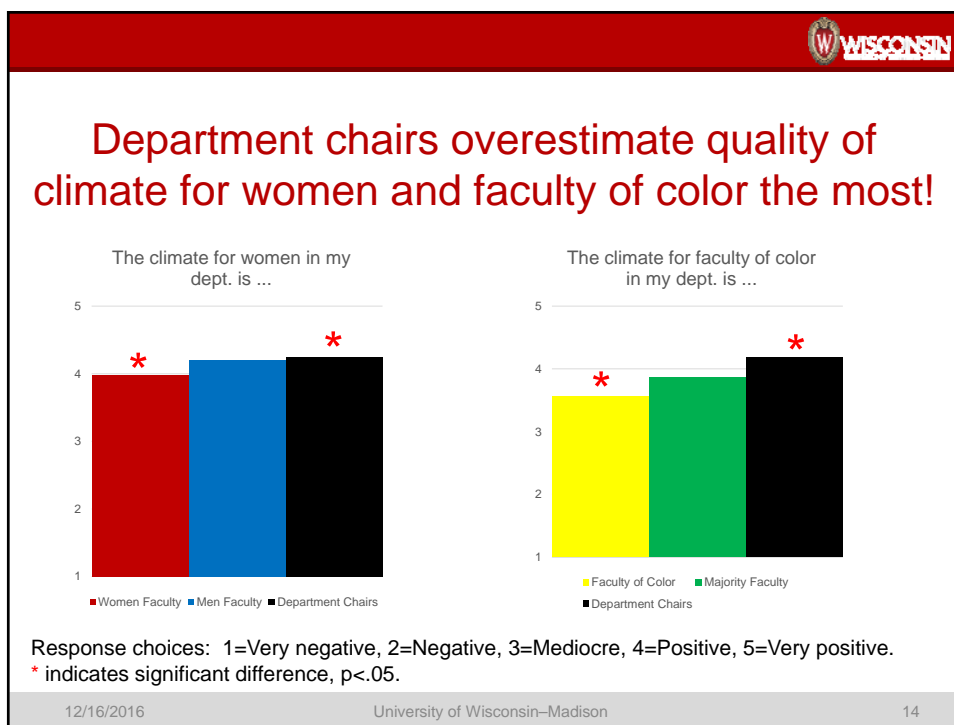
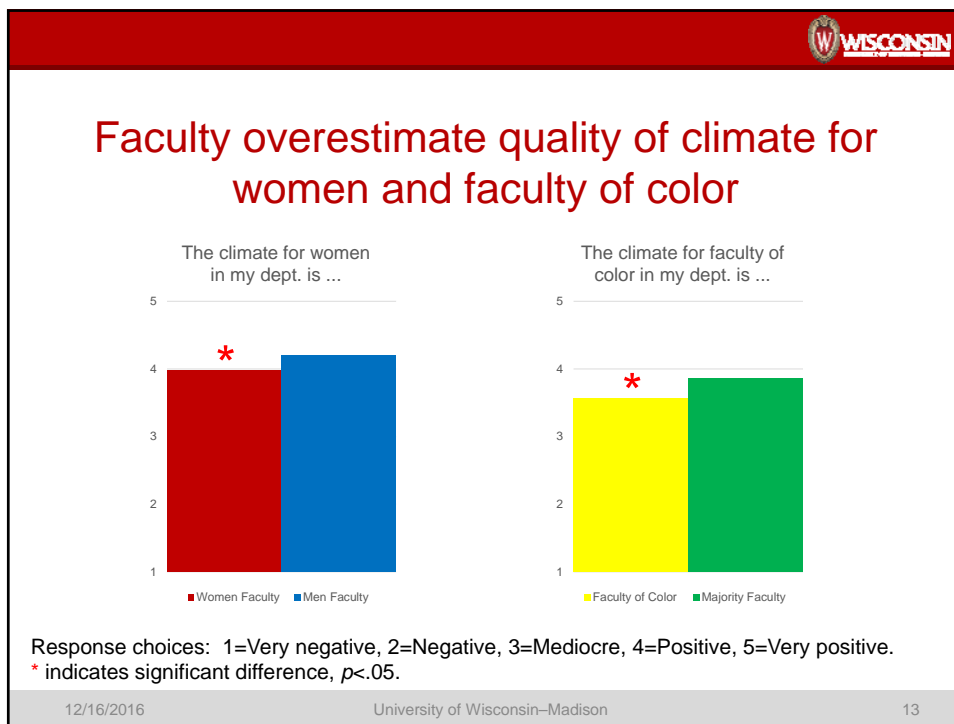
## Climate is mostly unchanged since 2012

- Improvements:
  - Ratings of department chair leadership
  - Feelings of respect from students, staff, colleagues
- Declines:
  - Faculty of color—increase in the feeling they must work much harder to be seen as legitimate scholars
  - Women faculty, Social Studies faculty—feel more strongly in 2016 that meetings DO NOT allow all participants to share their views

12/16/2016

University of Wisconsin–Madison

12





# HARASSMENT

12/16/2016 University of Wisconsin–Madison 15



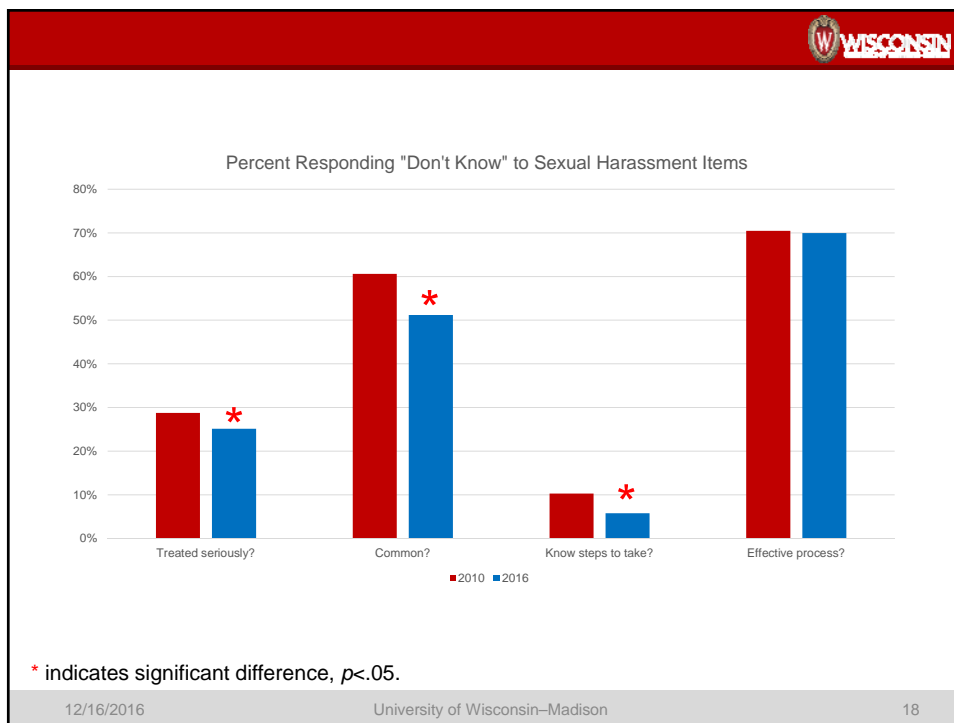
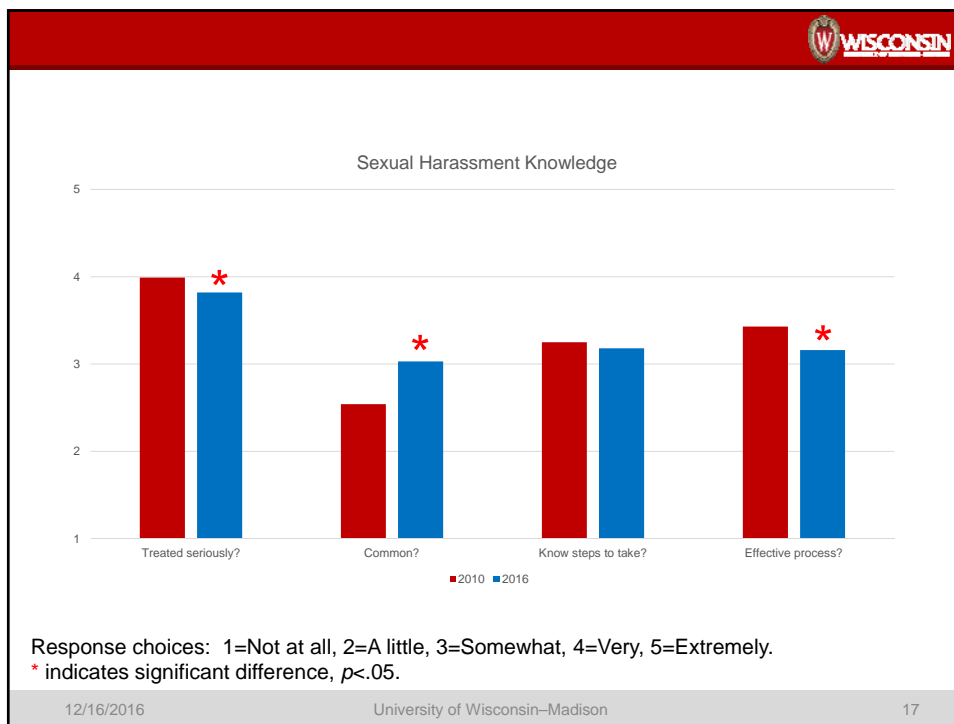
## Sexual harassment is decreasing

- Approximately 9% of women faculty experienced an incident of sexual harassment in last 3 years
- This figure is significantly lower than in 2010 (14%)
- At the same time:
  - Faculty say sexual harassment is treated less seriously now than in 2010, that it is more common than in 2010, and that the process for dealing with sexual harassment complaints is less effective
  - The numbers of faculty who respond “don’t know” to sexual harassment questions has decreased significantly since 2010

*Visibility of issue for students is affecting faculty?*

12/16/2016 University of Wisconsin–Madison 16







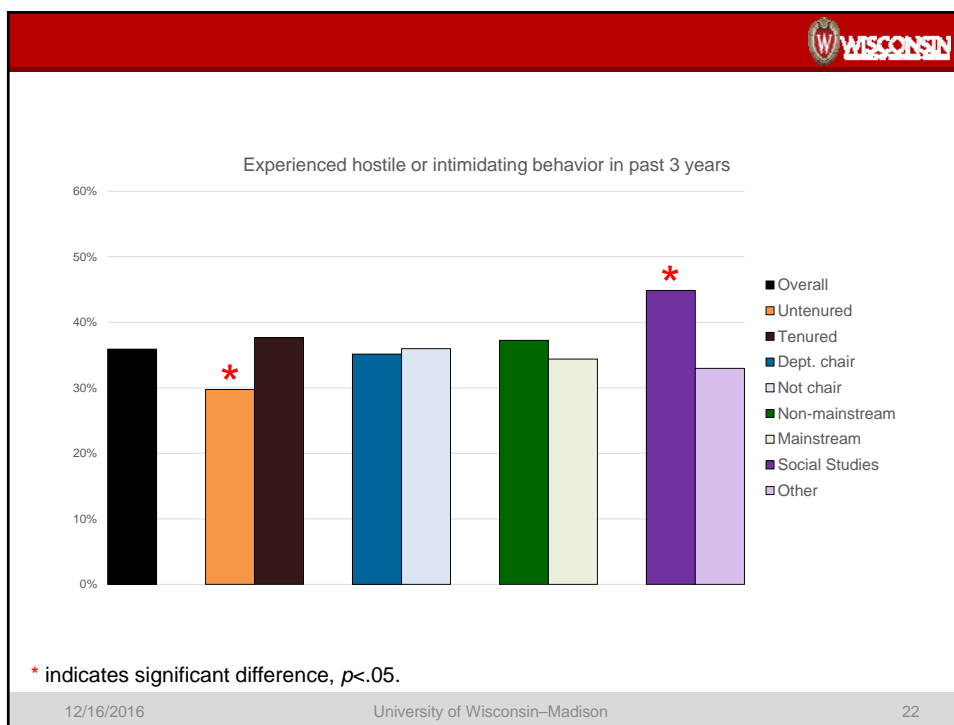
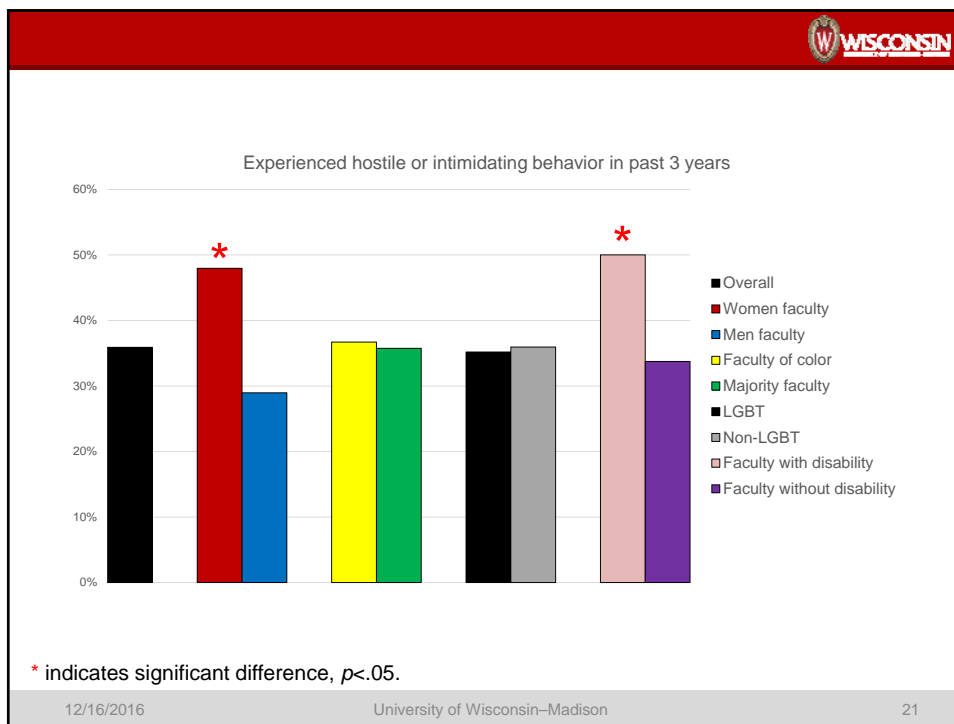
## Baseline for hostile & intimidating behavior

- 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

- 36% of faculty report experiencing H&I behavior in past 3 years
- 43% of faculty report witnessing H&I behavior in past 3 years
- Average of 3 incidents experienced/witnessed
- Women, faculty with disabilities, faculty in Social Studies division, and tenured faculty report experiencing the most H&I behavior





## SATISFACTION WITH EMPLOYMENT

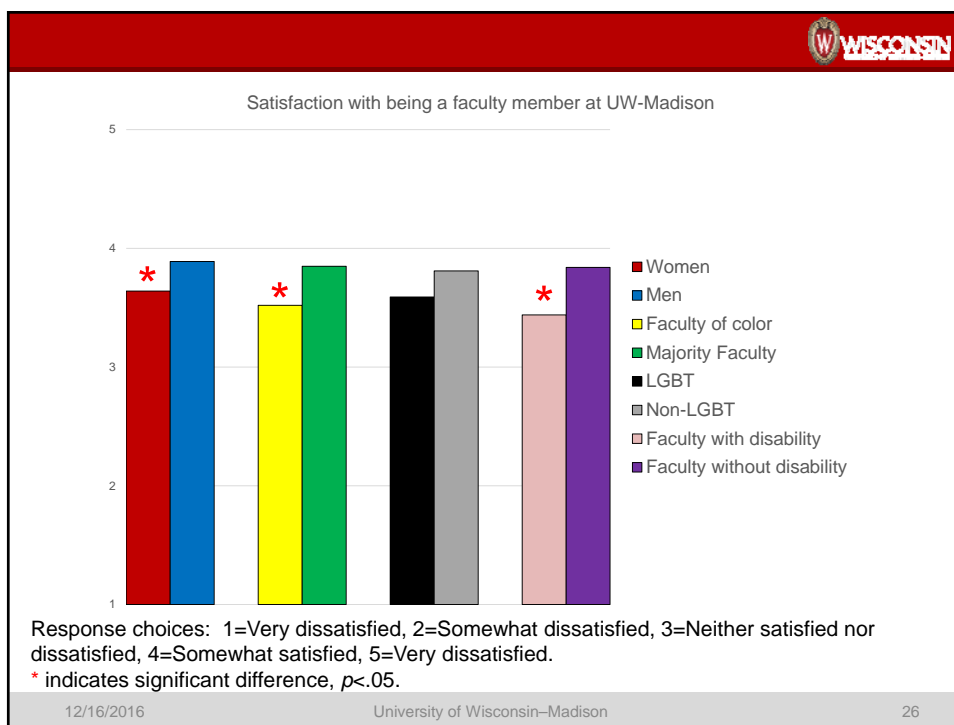
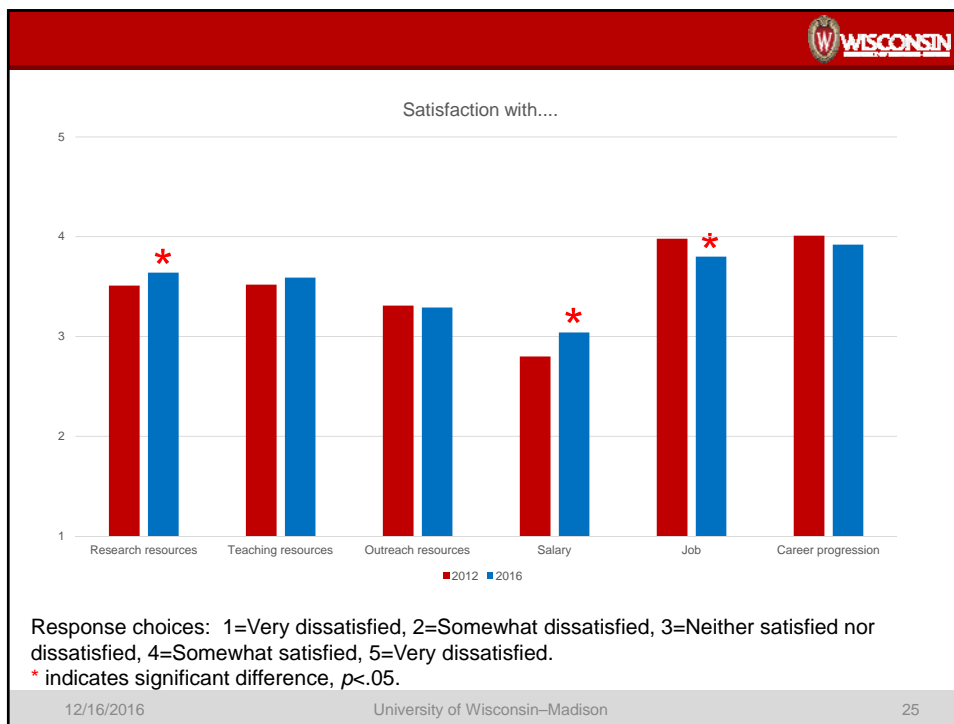
12/16/2016 University of Wisconsin–Madison 23

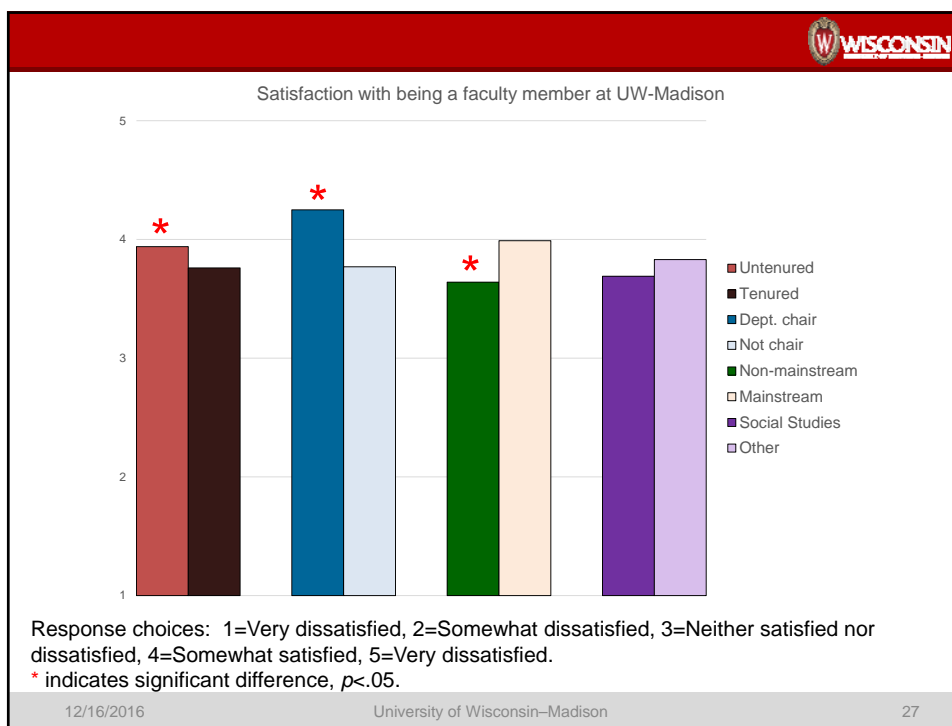


### Job satisfaction both better and worse

- Satisfaction with research resources and satisfaction with salary has generally *increased*, while satisfaction with job has *decreased* since 2012
- Untenured faculty, biological science faculty more satisfied than others on most measures
- Women, faculty of color, faculty with disabilities, arts & humanities faculty, and “non-mainstream” faculty are less satisfied

12/16/2016 University of Wisconsin–Madison 24



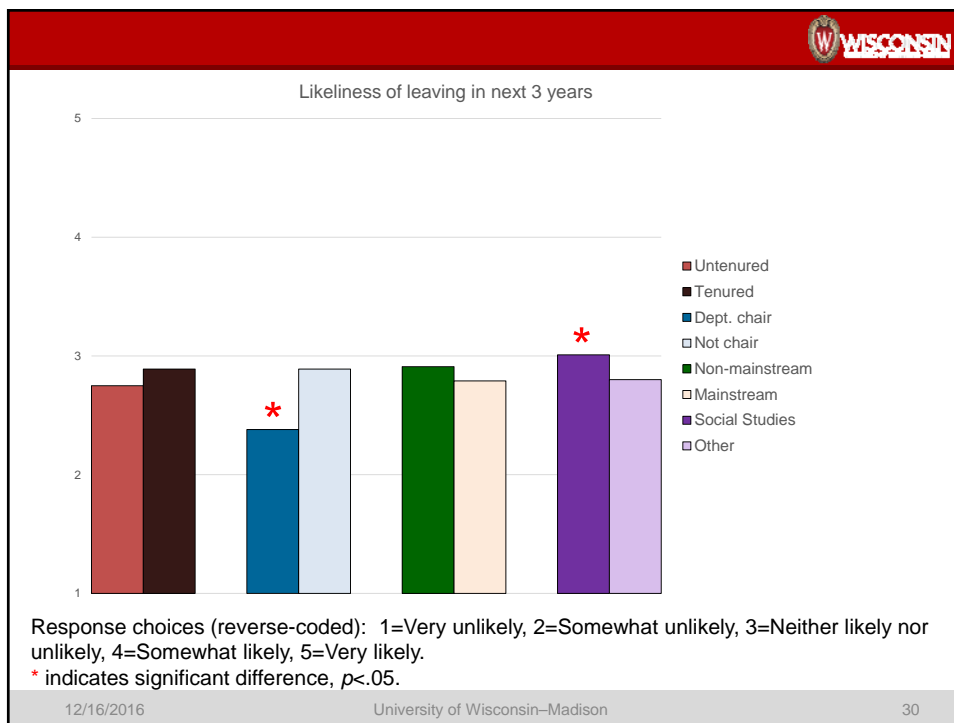
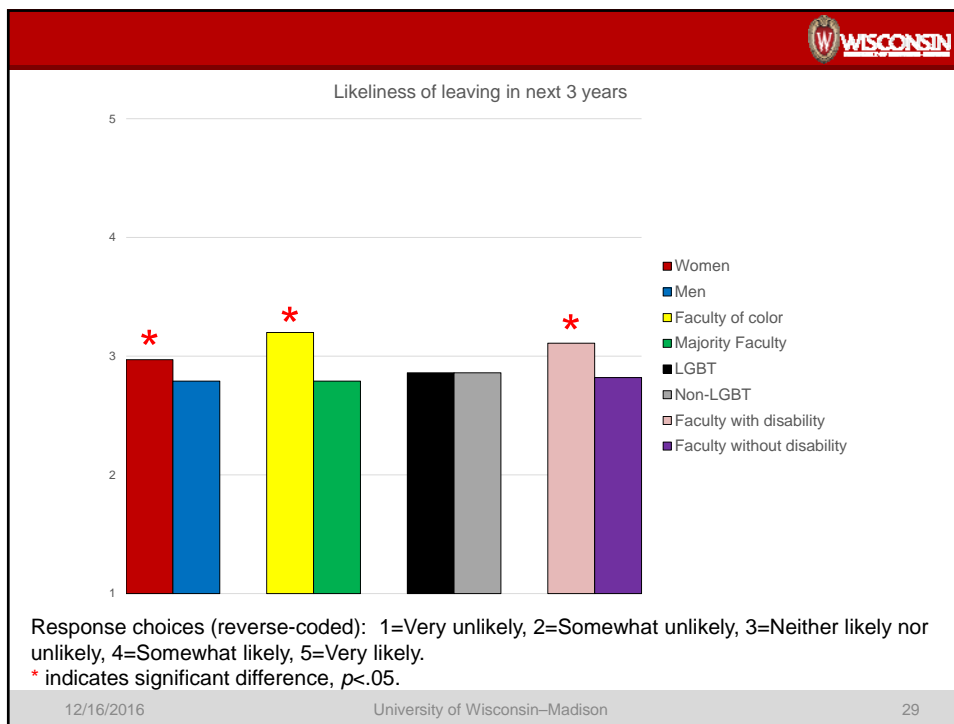


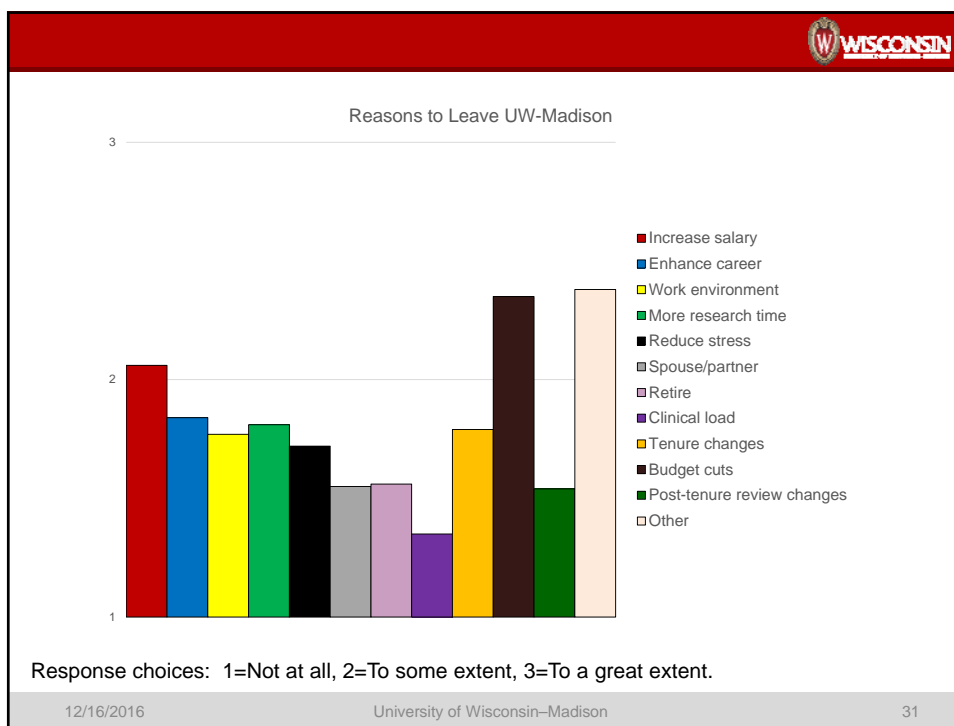
 WISCONSIN

## Intent to leave increasing

- 73% of faculty in the social studies division have been approached by another university/headhunter about leaving (compared to 67% in UW-Madison overall)
- Social studies faculty are also significantly more likely to leave UW-Madison in the next three years compared to other UW-Madison faculty
  - Women, faculty of color, faculty with disabilities more likely to leave
- Top reason to leave: concerns about budget cuts

12/16/2016 University of Wisconsin–Madison 28






### Some reasons to leave more important for some groups

| Reason             | More important to....                                       |
|--------------------|---|
| Increase salary    | FOC, SocSt, Tenured   |
| Enhance career     | Women, FOC, LGBT, Untenured                                 |
| Work environment   | Women, FOC, LGBT, Disability, Tenured, Non-mainstream       |
| More research time | Women, FOC, Disability, SocSt, A&H, Tenured, Non-mainstream |
| Reduce stress      | Women, Disability, SocSt, A&H, Non-mainstream               |
| Spouse/partner     | Non-citizens, Non-BioSci, Untenured                         |
| Retire             | Disability, A&H, Tenured                                    |
| Clinical load      | BioSci  |
| Tenure changes     | FOC, LGBT, Disability, SocSt, A&H, Untenured                |
| Budget cuts        | LGBT, Disability, SocSt, A&H, Tenured                       |
| Post-tenure review | FOC, LGBT, Disability, SocSt, A&H, Non-mainstream           |
| Other              | Women, FOC, LGBT  |

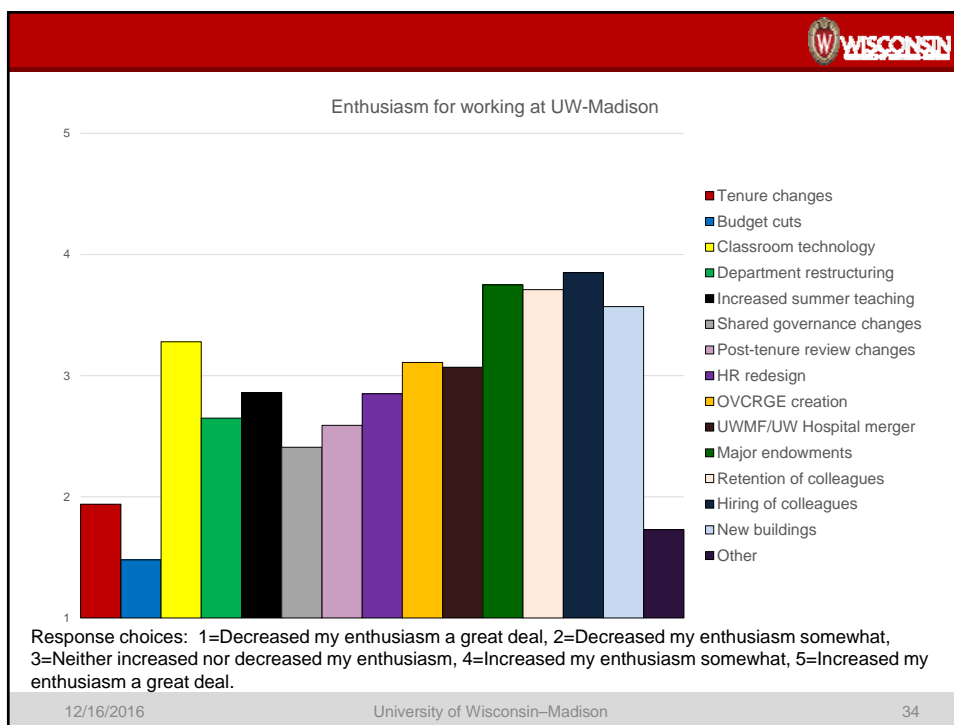
12/16/2016 University of Wisconsin–Madison 32





## FACULTY MORALE

12/16/2016
University of Wisconsin–Madison
33





## Summary

- Climate generally improving since 2012...but...
  - Women, faculty of color, faculty with disabilities, and non-mainstream faculty report more unsatisfactory climate experiences
  - Men and majority faculty overestimate climate for women/faculty of color
- Incidence of sexual harassment reported by women faculty is decreasing since 2010...but..
  - New baseline measure of experiencing hostile & intimidating behavior seems high, at 36%
- Job satisfaction is decreasing even while satisfaction with specific elements such as research support and salary are increasing
  - Social studies faculty report high intent to leave
  - Budget cuts are the #1 reason to consider leaving, and the #1 reason for a lack of enthusiasm for working at UW-Madison