Outline

- Introduction to ADVANCE/WISELI
- Survey overview
- Preliminary results:
  - Response Rates
  - Educational Attainment
  - Job Duties
  - Climate
  - Job Satisfaction
“The goal of the ADVANCE program is to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic science and engineering careers.”

Fellows, Leadership, and Institutional Transformation Awards

IT Awards: $3.75 million over 5 years

Nine universities funded in round 1; ten in round 2

Evaluation and assessment significant component
Women in Science & Engineering Leadership Institute (WISELI)

- PIs Prof. Molly Carnes (Medicine) and Prof. Jo Handelsman (Plant Pathology)
- Project began 1/1/02, ends 12/31/06
- Use UW as ‘living laboratory’ to study the issues of women in science and engineering
- Develop initiatives and determine their impact
- Conclusions will be data driven
Selected WISELI action items

- Climate workshops for department chairs
- Workshops for chairs of faculty hiring committees
- Evaluation of existing campus programs that address gender equity
- Leadership development/mentoring of senior women faculty
- Leadership development/mentoring of academic staff

*** WISELI Survey of Faculty & Staff ***
Study of Faculty and Academic Staff Worklife at the University of Wisconsin-Madison

This questionnaire was developed to better understand issues related to quality of work life for selected faculty and academic staff employed 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 and academic staff 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

- Faculty instrument developed from interview data collected in 2002 from women faculty in Biological & Physical sciences
- Faculty instrument revised for staff sample using interview data
- Intended for Biological & Physical Sciences faculty & staff; extended to all divisions by Office of the Provost
50% Sample of 6 Category B Academic Staff title series
  - Teaching: Lecturer & Faculty Associate
  - Research: Researcher & Scientist
  - Clinical: Clinical Professor & Professor (CHS)

First wave mailed April, 2003; in field until June, 2003

Overall response rate of 47.6% (N=513)
Topic Areas

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

- Overall response rate of 47.6% (N=513)
  - Higher for women (50.5%) than men (45.7%)
  - Teaching staff responded at higher rates than research or clinical (especially women)
  - Response higher for higher-ranked staff (senior & distinguished ranks within title series)
  - Higher response in Business, Law, Nursing, SoHE
  - Higher response in Social Studies units
  - Racial/ethnic minority staff responded at much lower rates, especially Black and Hispanic staff
Preliminary Results

- Bivariate analyses only
  - T-tests, significance at $p<.05$
  - Demographic variables tested:
    - Gender
    - Nonwhite
    - Rank
    - Track
    - Departmental Division
    - Non-U.S. Citizen
    - Other variables as needed
- No corrections made for multiple comparisons
Topic Areas

- Hiring Process
- Career Pathways
- Satisfaction
- Evaluation & Promotion Process
- Professional Activities
  - Time use, Resources, Interactions with Colleagues
- Programs & Resources
- Sexual Harassment
- Work/Life Balance
  - Balance, Childcare, Parent care, Spouse/Partner, Health
- Diversity
Educational Attainment and Tenure-Track Aspirations of Academic Staff
Educational Attainment of Academic Staff

Job Track

Clinical
Research
Teaching

Percent with Degree Type

PhD
Professional/Masters
Other
Percentage of PhD Academic Staff Who Applied for Tenure-Track Positions

- Clinical: 20.0% (Time of Hire)
- Research: 10.0% (Last 2 Years)
- Teaching: 30.0% (Time of Hire)

Legend:
- Blue: Time of Hire
- Yellow: Last 2 Years
Percentage of PhD Academic Staff Who Have an Interest in Tenure-Track Positions

- Clinical: 40.0% at UW-Madison, 20.0% elsewhere
- Research: 60.0% at UW-Madison, 60.0% elsewhere
- Teaching: 60.0% at UW-Madison, 60.0% elsewhere
Time Allocation and Leadership Activities of Academic Staff
Actual and Preferred Time Spent on Clinical, Research, and Teaching Duties

<table>
<thead>
<tr>
<th>Job Track</th>
<th>Clinical-Actual</th>
<th>Clinical-Preferred</th>
<th>Research-Actual</th>
<th>Research-Preferred</th>
<th>Teaching-Actual</th>
<th>Teaching-Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical</td>
<td>60.0%</td>
<td>40.0%</td>
<td>20.0%</td>
<td>10.0%</td>
<td>50.0%</td>
<td>30.0%</td>
</tr>
<tr>
<td>Research</td>
<td>0.0%</td>
<td>50.0%</td>
<td>70.0%</td>
<td>60.0%</td>
<td>20.0%</td>
<td>40.0%</td>
</tr>
<tr>
<td>Teaching</td>
<td>40.0%</td>
<td>30.0%</td>
<td>80.0%</td>
<td>70.0%</td>
<td>10.0%</td>
<td>50.0%</td>
</tr>
</tbody>
</table>
Leadership Positions of Academic Staff

* Only those with an interest in formal leadership at UW-Madison are included.
Climate Experienced by Academic Staff in their Units
Treated With Respect in the Workplace

% Agree Strongly or Somewhat

- Faculty
- Students
- TAs/PAs
- Staff
- Unit Head

- Clinical Track
- Research Track
- Teaching Track
Informal Departmental Interactions

% Agree Strongly or Somewhat

Excluded
Unwritten Rules
Work Not Recognized
Unit Welcomed

Clinical Track
Research Track
Teaching Track
Colleagues' Valuation of Work

Solicit Opinions
- Value
- 0.0%
- 20.0%
- 40.0%
- 60.0%
- 80.0%
- 100.0%

Clinical Track
- Research Track
- Teaching Track

Value
- % Agree Strongly or Somewhat
- Clinical Track
- Research Track
- Teaching Track
Isolation and "Fit"

- "Fit" in Dept.
- Isolated in Dept.
- Second-Class Citizen
- Isolated at UW

% Agree Strongly or Somewhat

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

Clinical Track
Research Track
Teaching Track

"Fit" in Dept. | Isolated in Dept. | Second-Class Citizen | Isolated at UW

- Clinical Track
- Research Track
- Teaching Track
Unit Decision-Making

% Agree Strongly or Somewhat

- Full & Equal Participant
- Able to Attend Policy Meetings
- All Can Share Views at Meetings

Clinical Track
Research Track
Teaching Track
Having a "Voice" in the Unit

<table>
<thead>
<tr>
<th>Category</th>
<th>Clinical Track</th>
<th>Research Track</th>
<th>Teaching Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resource Allocation</td>
<td>60.0%</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Work I Do</td>
<td>80.0%</td>
<td>90.0%</td>
<td>80.0%</td>
</tr>
<tr>
<td>Merit Pay Decisions</td>
<td>40.0%</td>
<td>70.0%</td>
<td>60.0%</td>
</tr>
<tr>
<td>Hiring New Staff</td>
<td>70.0%</td>
<td>60.0%</td>
<td>60.0%</td>
</tr>
</tbody>
</table>
Job Satisfaction of Academic Staff
Job Satisfaction at UW-Madison

![Bar chart showing job satisfaction levels for different tracks and areas of job satisfaction.](chart.png)
Job Satisfaction at UW-Madison

Current Job
Career Progression
UW-Madison Employee

% Very Satisfied

Clinical Track  Research Track  Teaching Track
What’s Next?

- Executive Summary
- Sloan Grant
- CASIs
- Program Evaluation
- “Roadmap” for Tenure-Track conversions
- Re-survey in early 2006—look for change