



W I S E L I

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



Outline

- Survey overview
 - Administration
 - Response Rates
 - Methodology
- In-depth results—“Climate” (Departmental Interactions)
- Miscellaneous results

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:



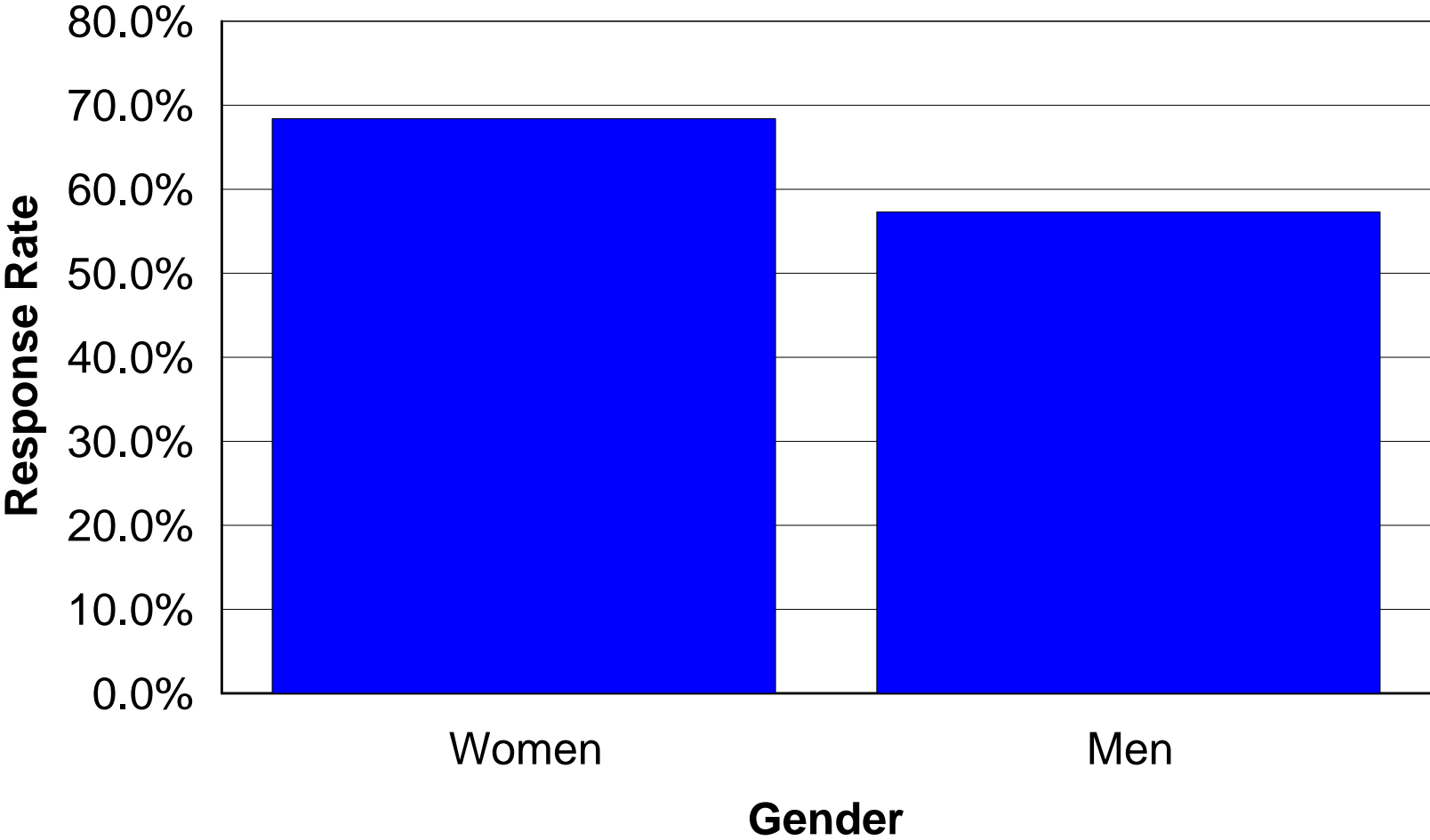
University of Wisconsin Survey Center
630 W. Mifflin, Room 174
Madison, WI 53703-2636



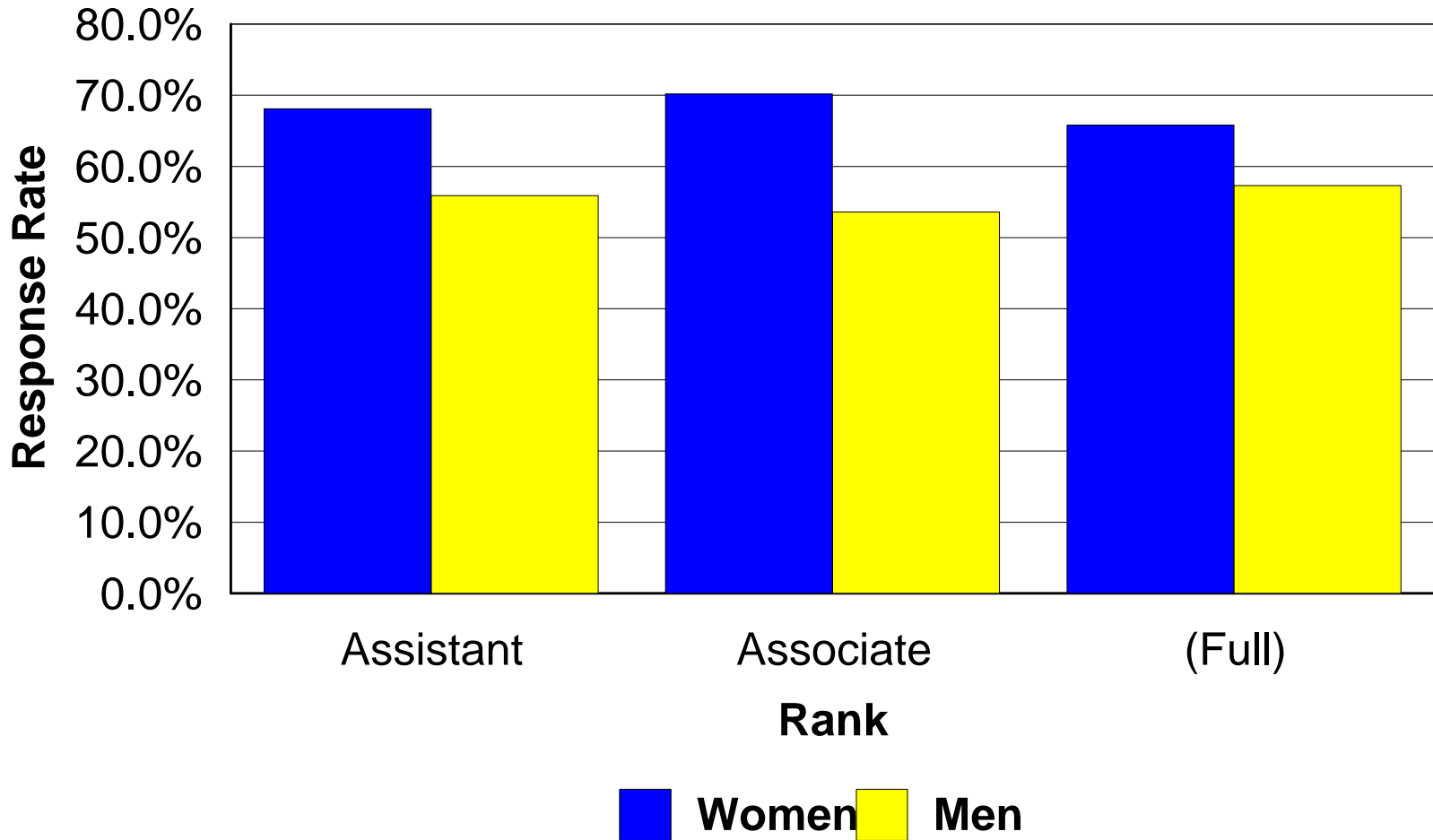
Study of Faculty Worklife at the University of Wisconsin-Madison

- Designed for Biological & Physical Sciences faculty; extended to all faculty by the Office of the Provost
- First wave mailed February, 2003; in field until May, 2003
- Overall response rate of 60.3% (N=1340)
 - Women: 68.4%
 - Higher response from female nonwhites
 - Men: 57.3%
 - Lower response from men in the Law and Business Schools
 - Lower response from male nonwhites

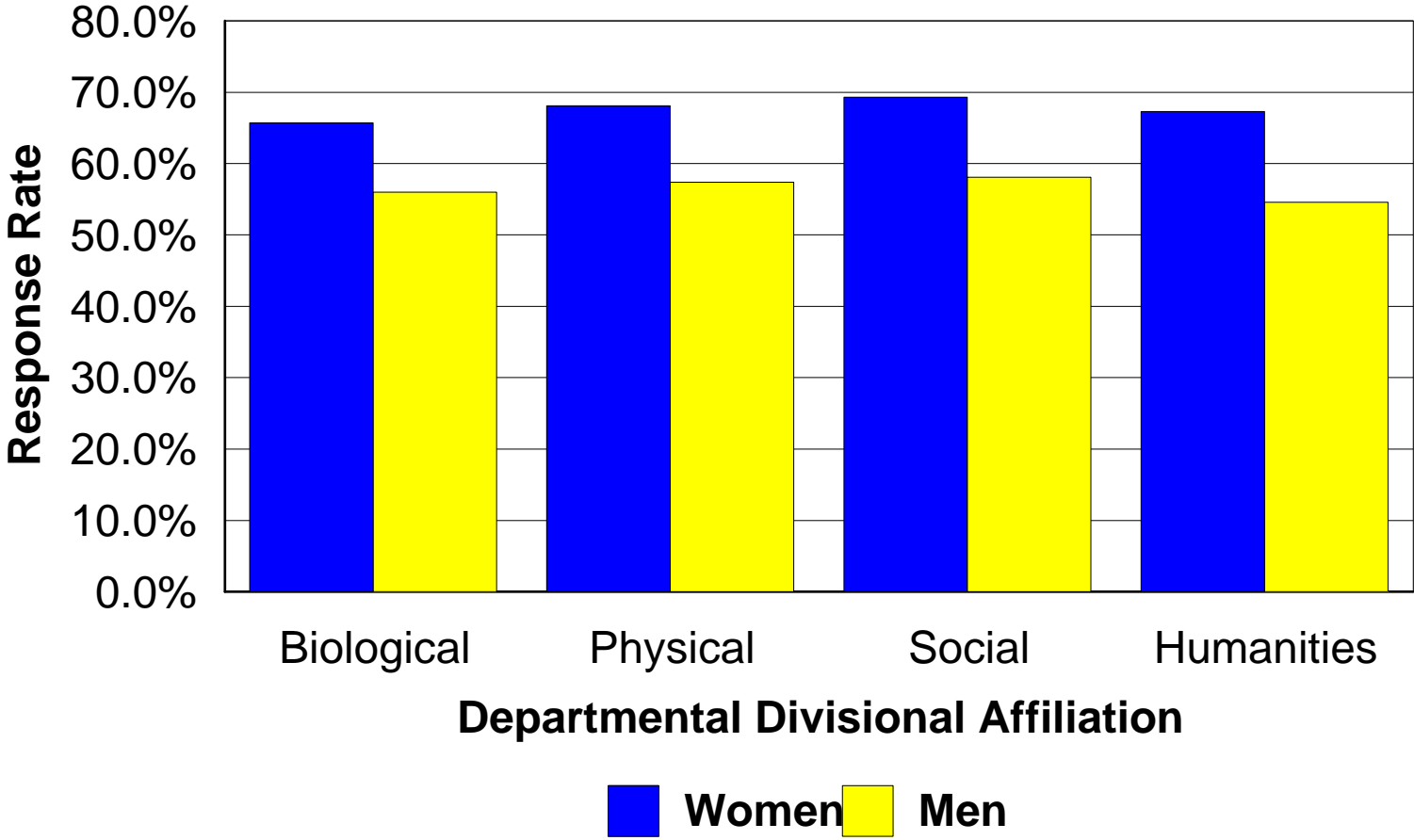
Response Rates by Gender



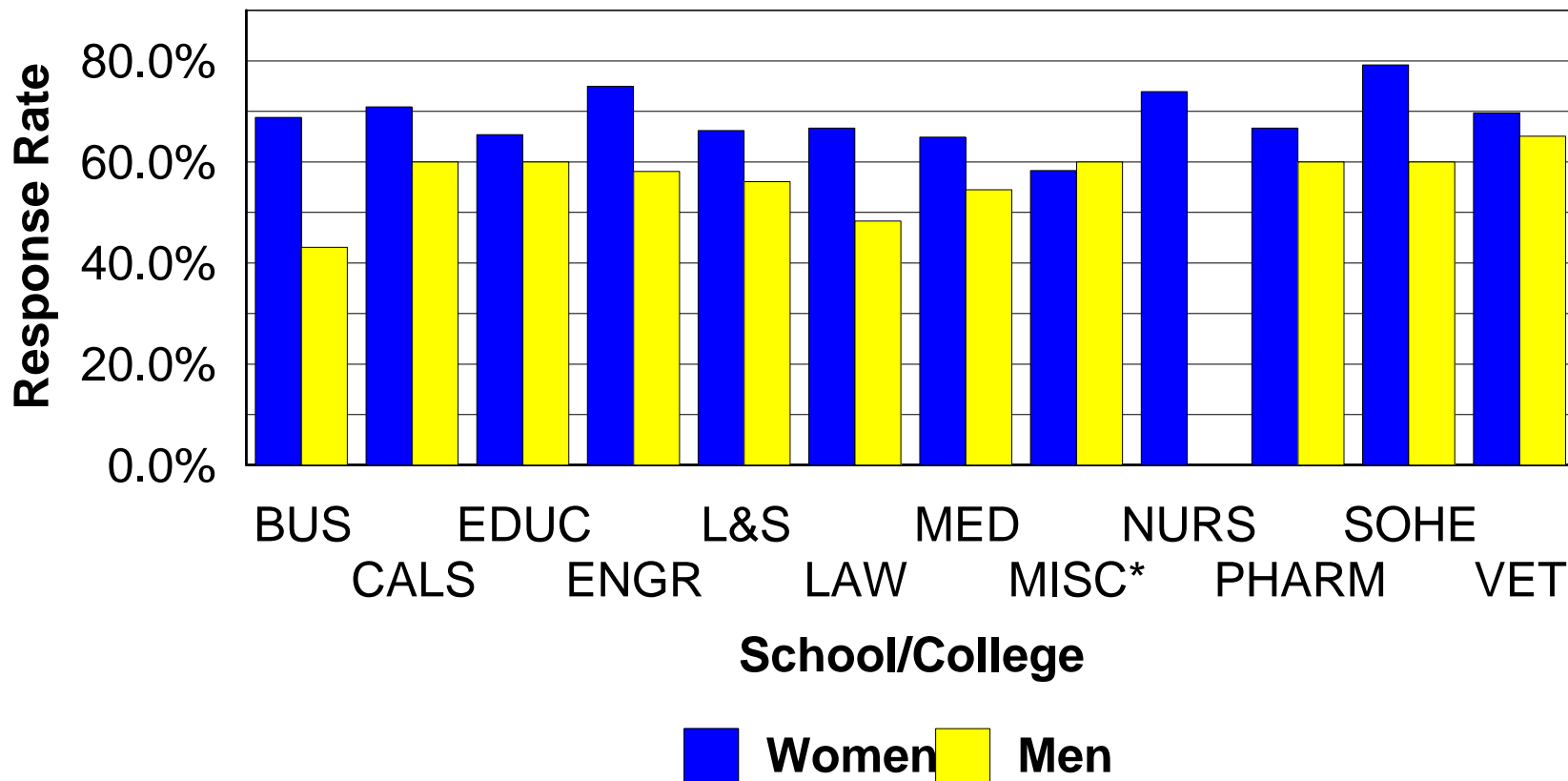
Response Rates, Rank by Gender



Response Rates, Departmental Division by Gender

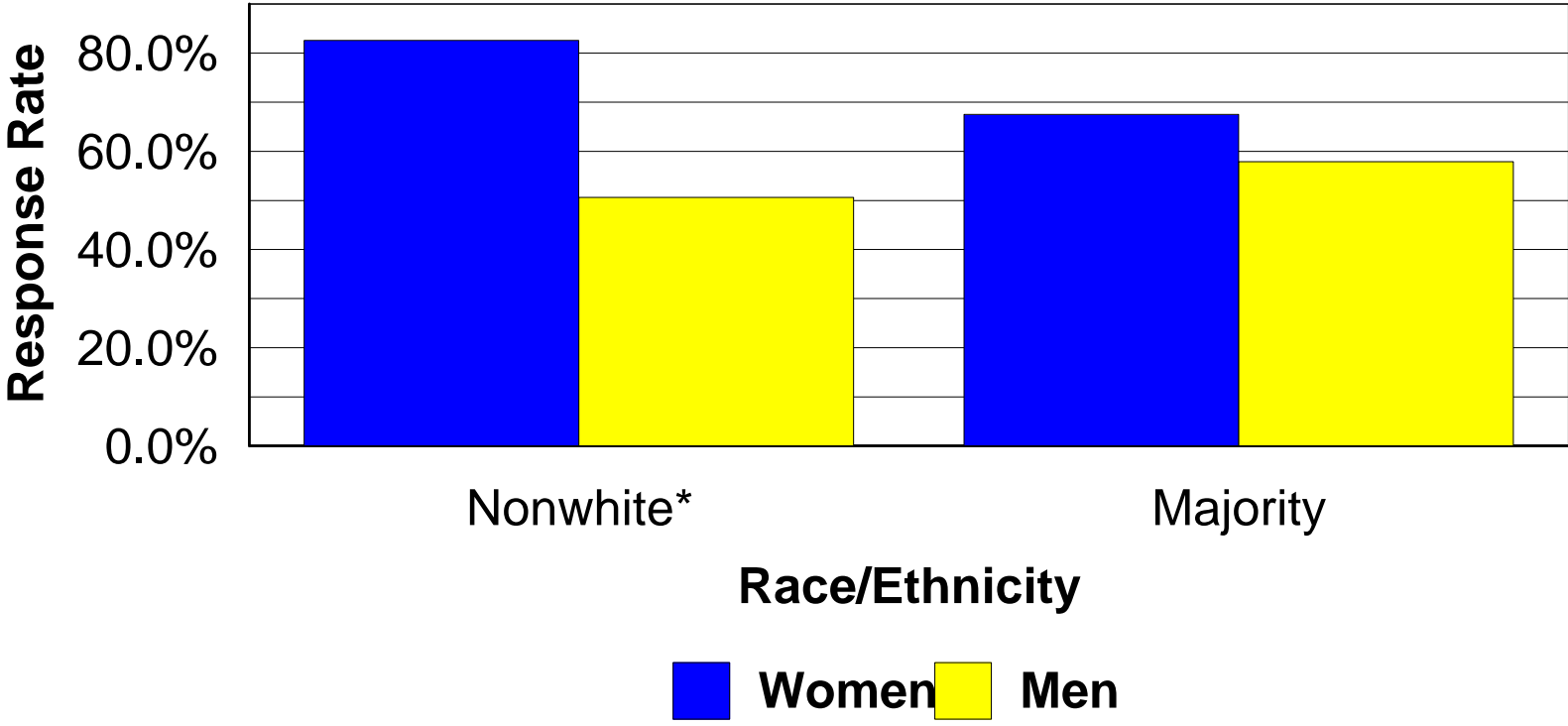


Response Rates, School/College by Gender



*MISC Schools include Continuing Studies, Hygiene Lab, IES, and Library.

Response Rates, Under-Represented Minority Status by Gender



* African American, American Indian, Hispanic



Analysis

- Bivariate analyses only
 - T-tests, significance at $p < .05$
 - Demographic variables tested:
 - Gender
 - Rank
 - Departmental Division
 - “Science” Department
 - Under-Represented Minority
 - Citizenship Status
 - Sexual Orientation
 - Other variables as needed
 - No corrections made for multiple comparisons



Departmental Divisions

- Assign a divisional affiliation to a Department, rather than an individual
 - Departmental division (generally) corresponds to the divisional committee to which most faculty in the department belong
 - Way to aggregate departments (no individual departmental results will be reported)
 - Way to assign faculty without an individual divisional affiliation
 - Way to account for people in multiple departments



"Science" vs. "Non-Science"

- "Science" departments are departments assigned to the Biological or Physical science divisions
 - Exception: Kinesiology is not a "Science" department because it is in the School of Education
- Social Studies, Humanities departments (plus Kinesiology) are designated as "non-Science"
 - Apologies to social scientists! Social science left out per our cooperative agreement with the National Science Foundation



Topic Areas

- 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



If you have an appointment in more than one department or unit, please answer questions 21 and 22 using the department or unit that you consider to be your primary department or unit.

21. How much do you agree or disagree with the following statements about your interactions with colleagues and others in your primary department/unit?

<i>Circle one number on a scale of 1 to 4 for each statement.</i>	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
	1	2	3	4
a. I am treated with respect by colleagues.	1	2	3	4
b. I am treated with respect by students.	1	2	3	4
c. I am treated with respect by staff.	1	2	3	4
d. I am treated with respect by my department chair.	1	2	3	4
e. I feel excluded from an informal network in my department.	1	2	3	4
f. I encounter unwritten rules concerning how one is expected to interact with colleagues.	1	2	3	4
g. Colleagues in my department solicit my opinion about work-related matters (such as teaching, research, and service).	1	2	3	4
h. In my department, I feel that my research is considered mainstream.	1	2	3	4
i. I feel that my colleagues value my research.	1	2	3	4
j. I do a great deal of work that is not formally recognized by my department.	1	2	3	4
k. I feel like I “fit” in my department.	1	2	3	4
l. I feel isolated in my department.	1	2	3	4
m. I feel isolated on the UW campus overall.	1	2	3	4

22. How much do you agree or disagree with the following statements about your participation in the decision-making process in your department/unit?

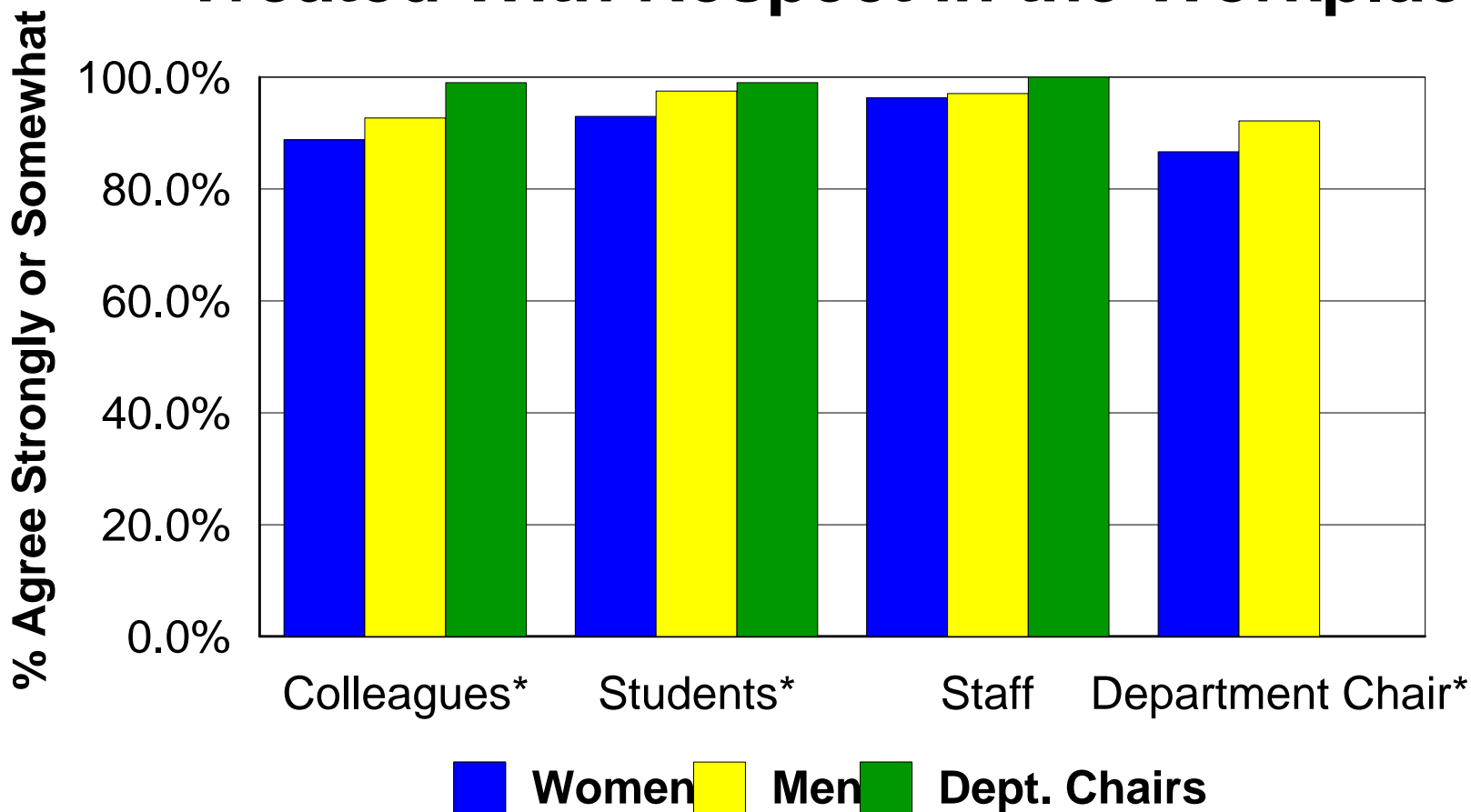
<i>Circle one number on a scale of 1 to 4 for each statement.</i>	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
	1	2	3	4
a. I feel like a full and equal participant in the problem-solving and decision-making.	1	2	3	4
b. I have a voice in how resources are allocated.	1	2	3	4
c. Meetings allow for all participants to share their views.	1	2	3	4
d. Committee assignments are rotated fairly to allow for participation of all faculty.	1	2	3	4
e. My department chair involves me in decision-making.	1	2	3	4



Workplace Interactions--CLIMATE

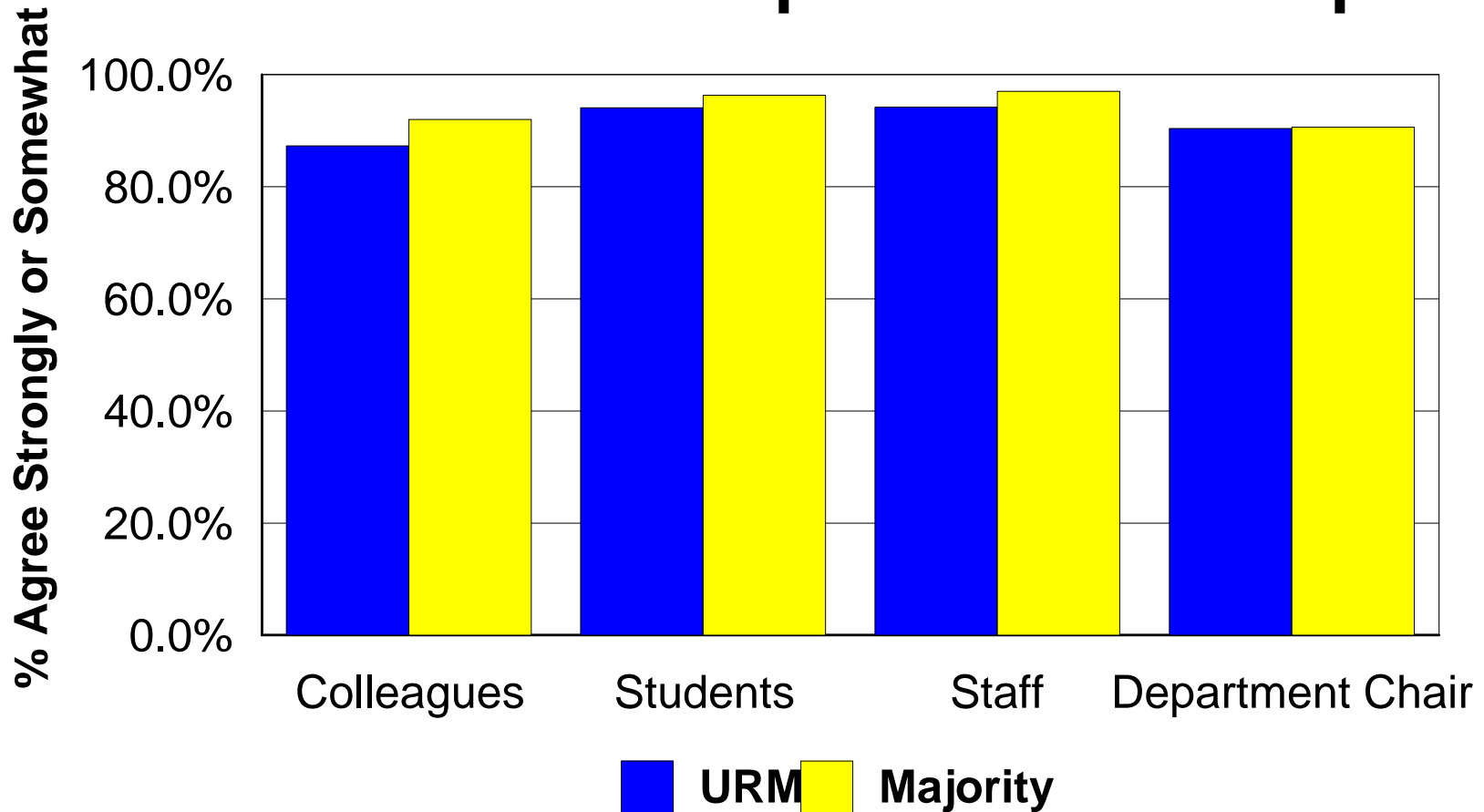
- Women faculty are significantly less-pleased with departmental interactions than are their male colleagues
- Department chairs show the most satisfaction with their departmental interactions
- Faculty of color are less likely to have good climate on many indicators
- Humanities faculty view their departments as less collegial than others; Physical science faculty more collegial
- Those who do not do “mainstream” research are less-pleased with their departmental interactions

Treated With Respect in the Workplace



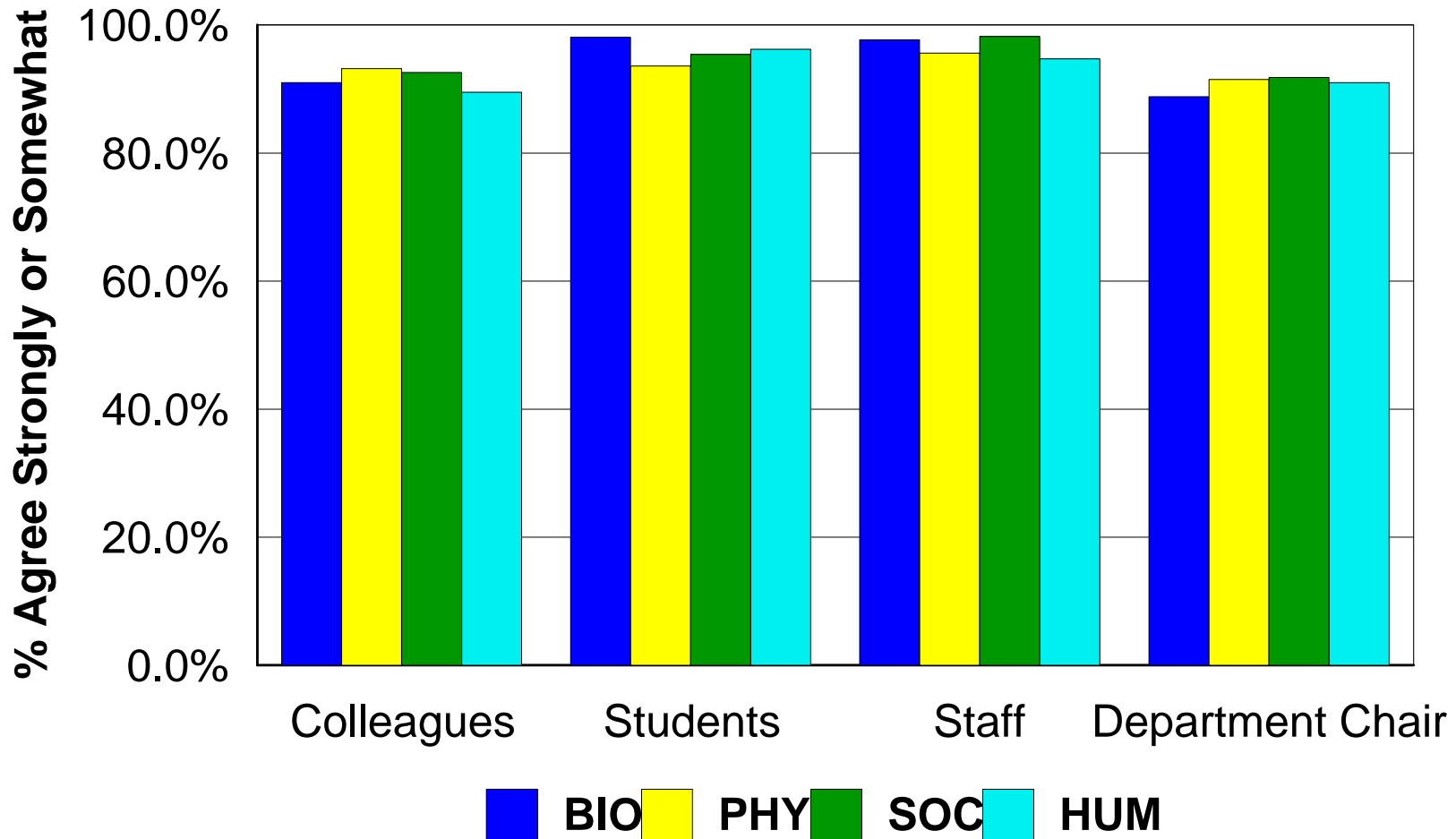
*Gender difference significant difference at $p < .05$.

Treated With Respect in the Workplace

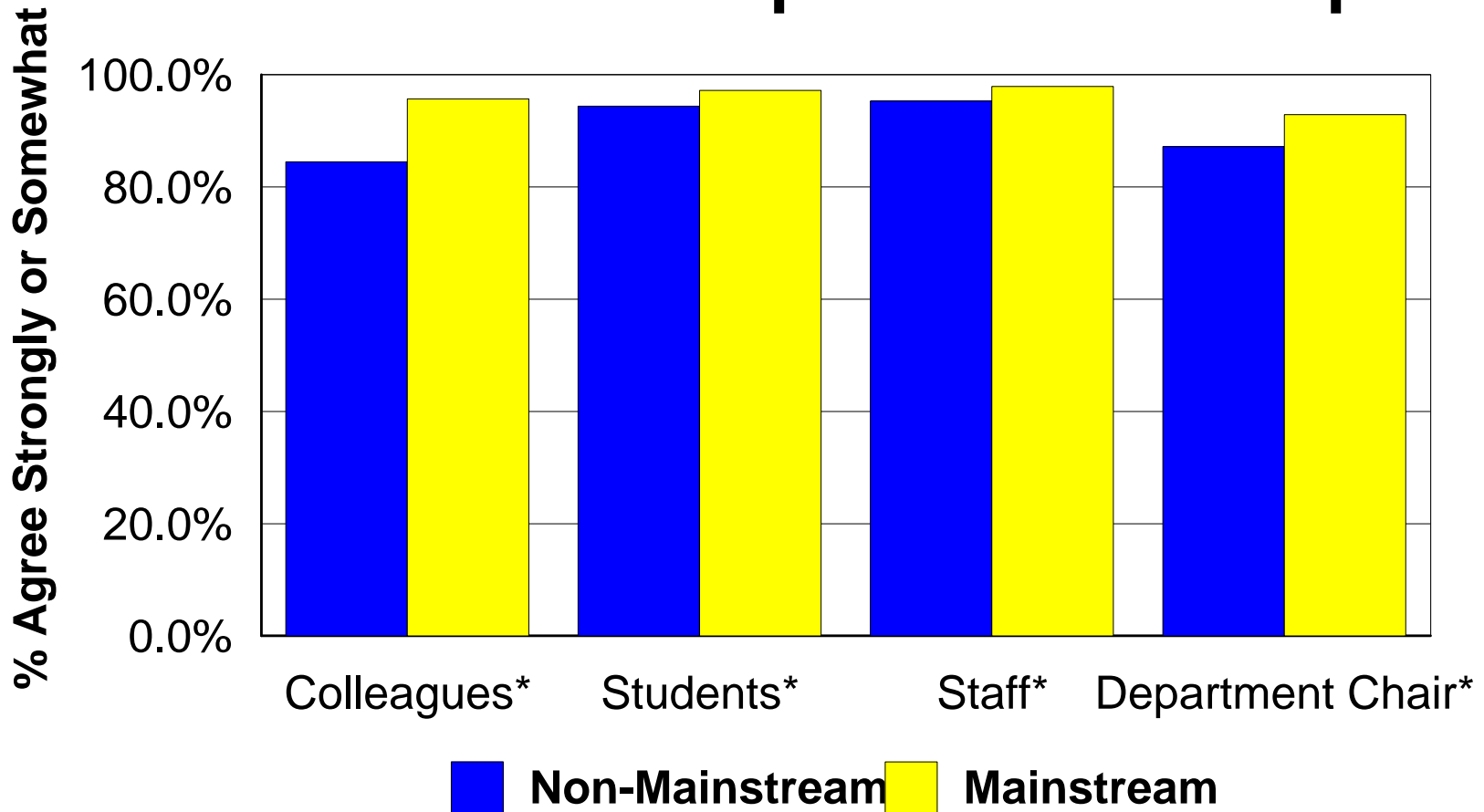


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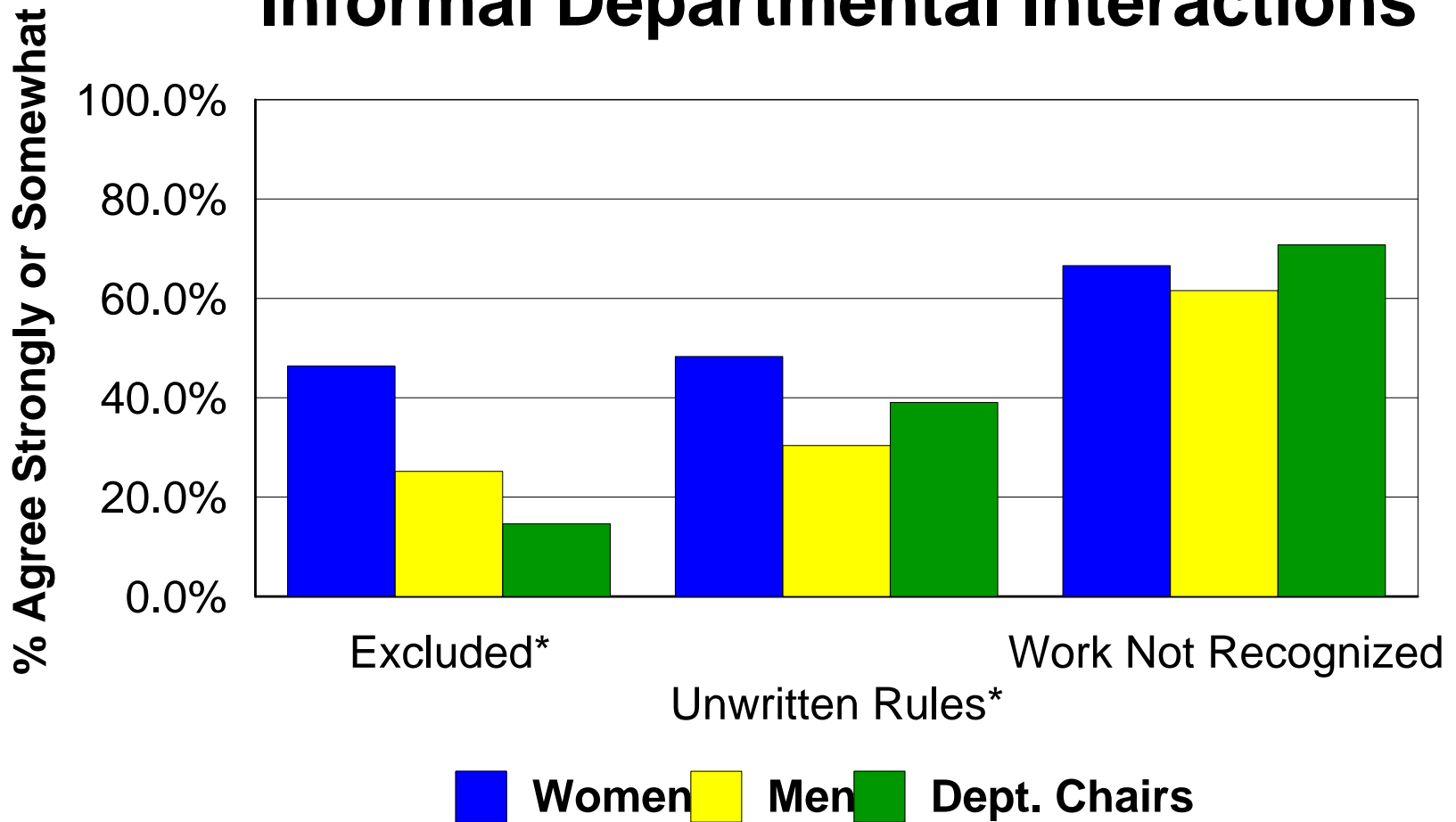


Treated With Respect in the Workplace



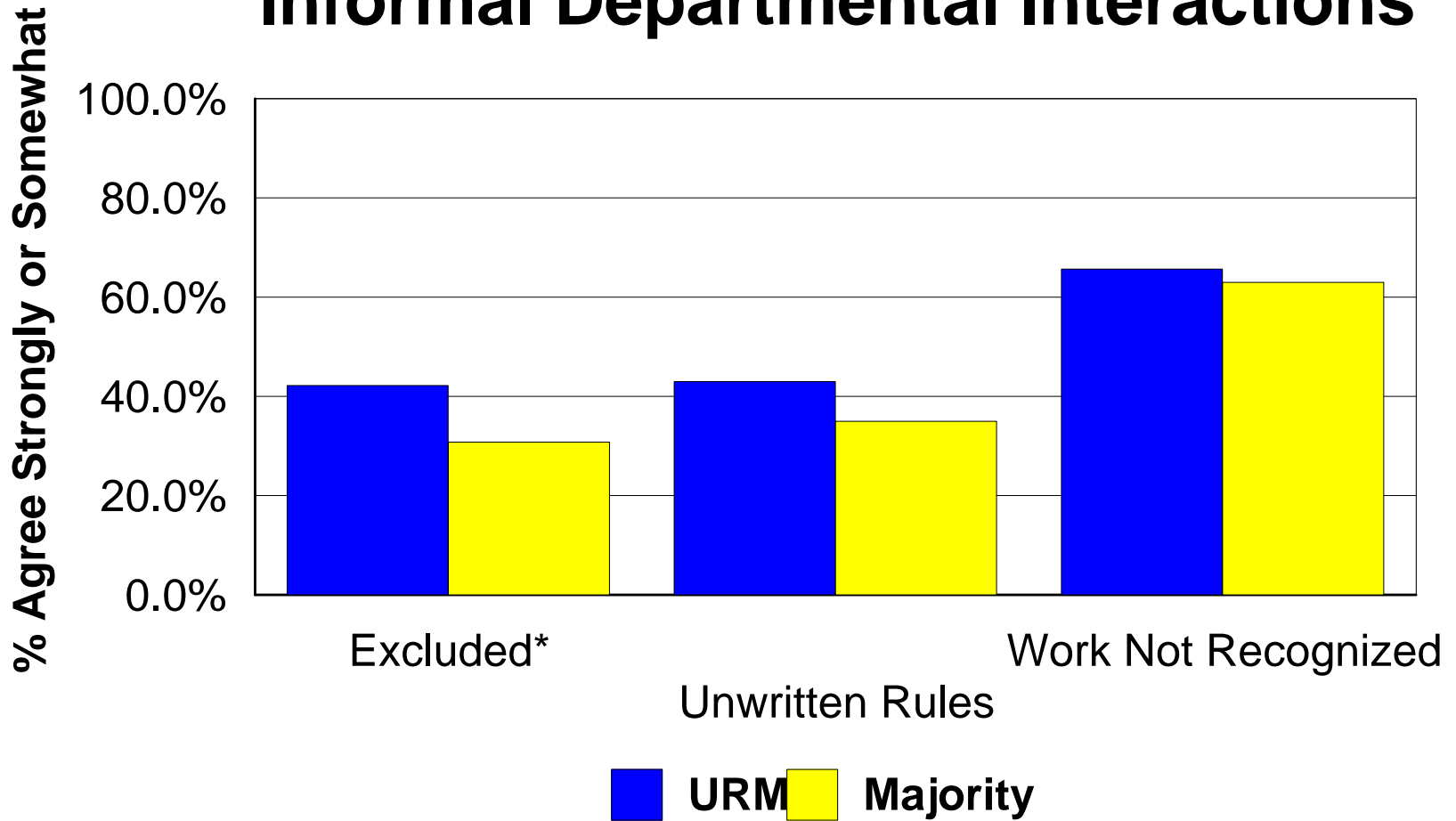
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Informal Departmental Interactions



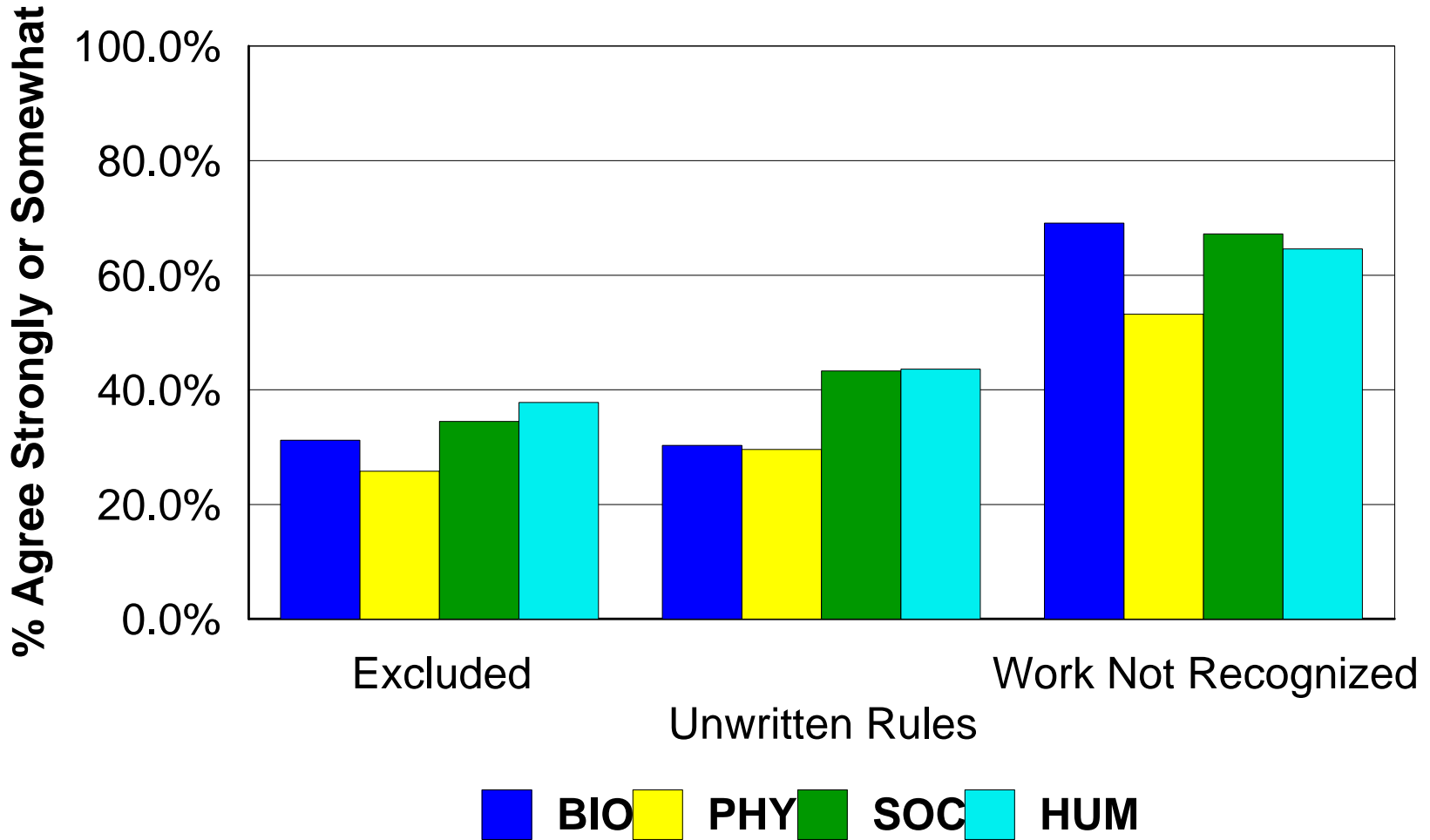
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Informal Departmental Interactions

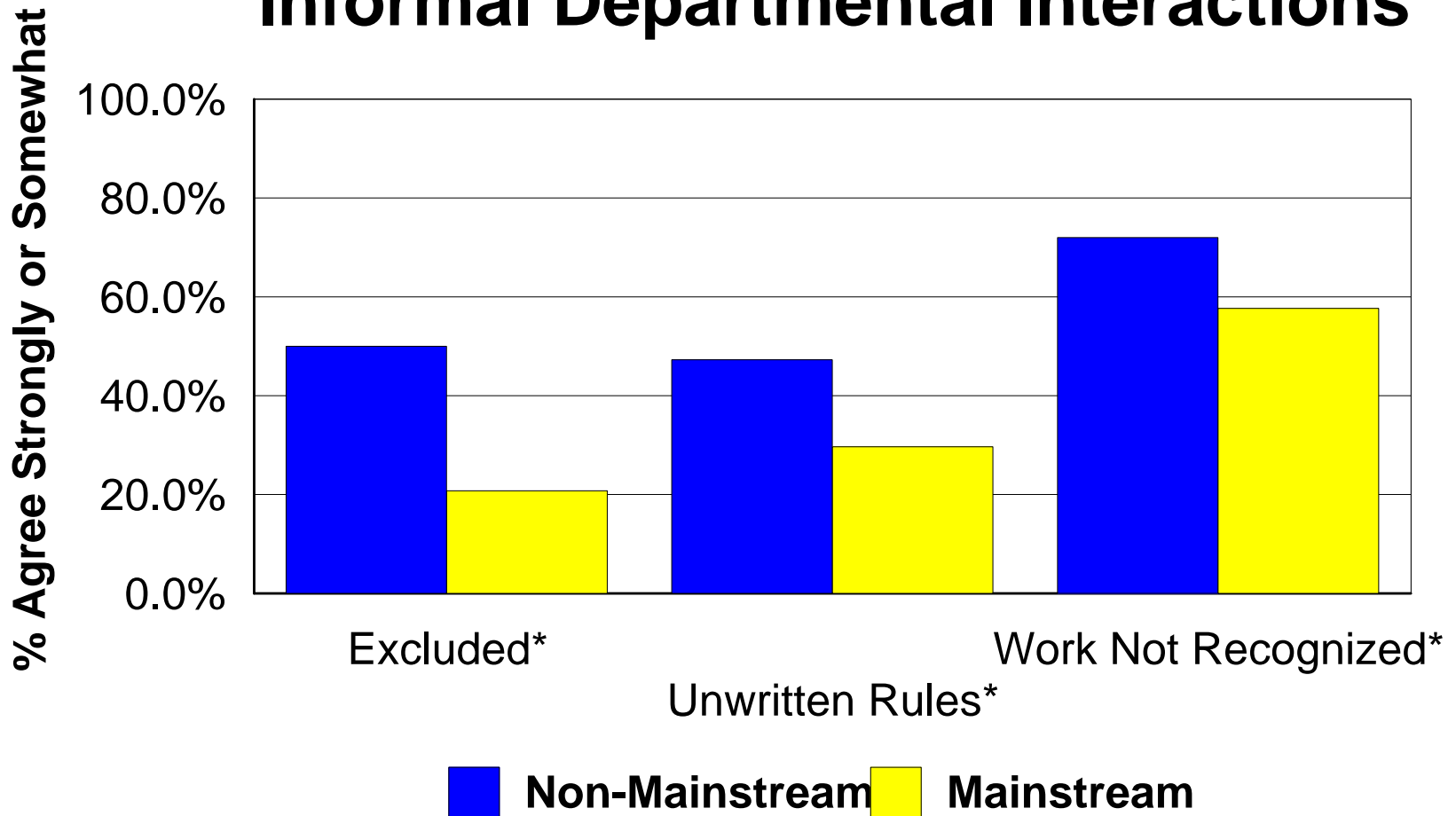


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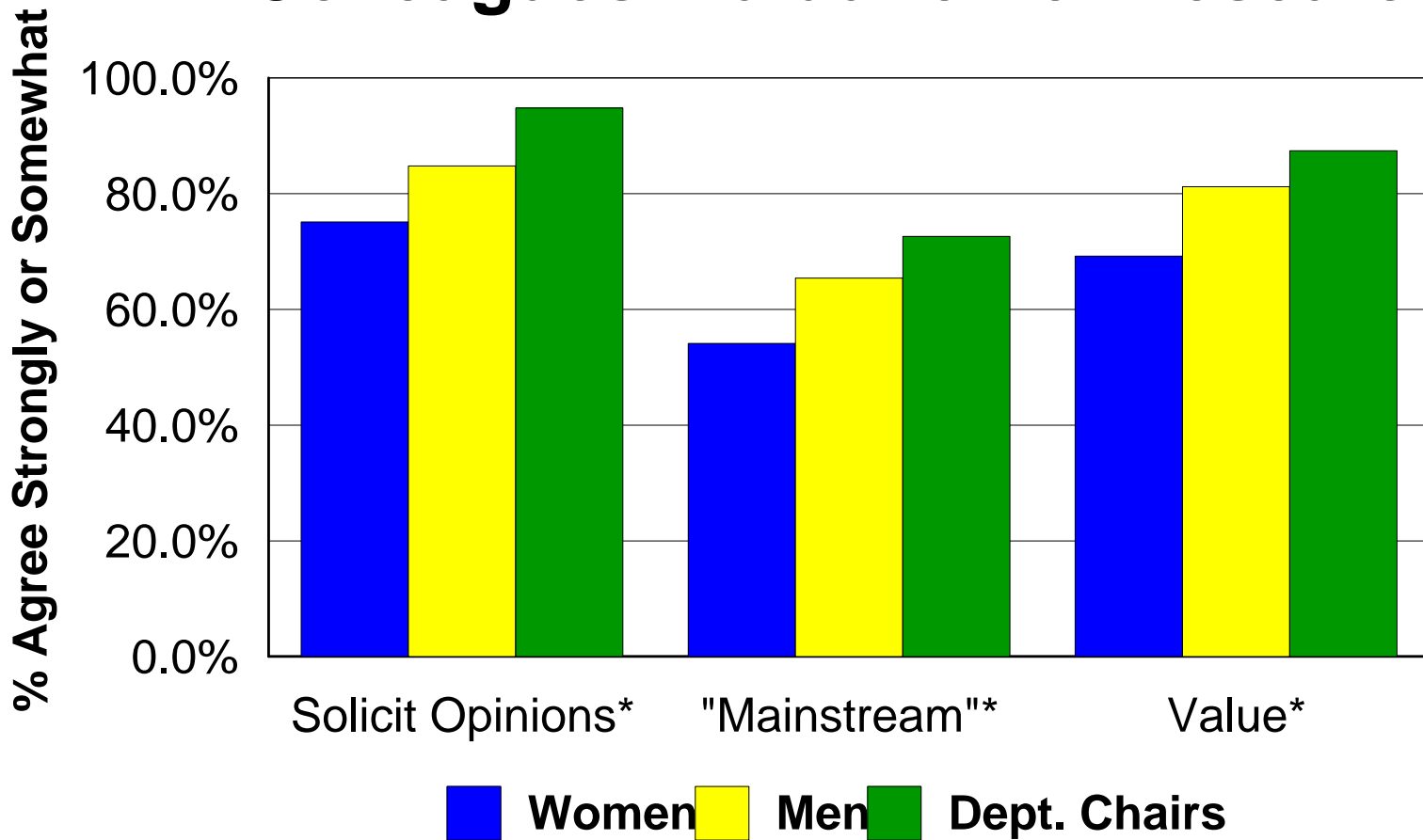


Informal Departmental Interactions



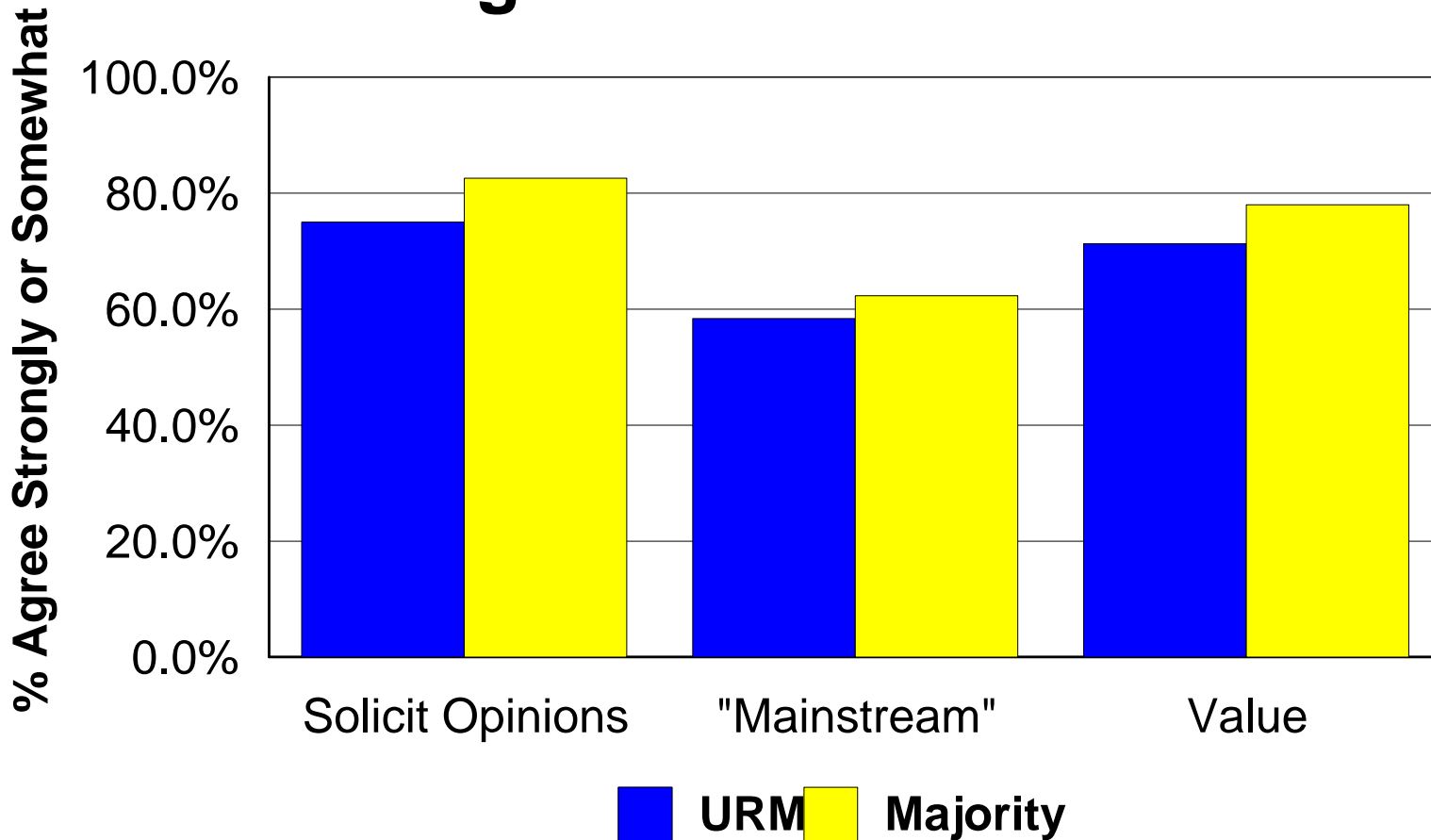
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Colleagues' Valuation of Research



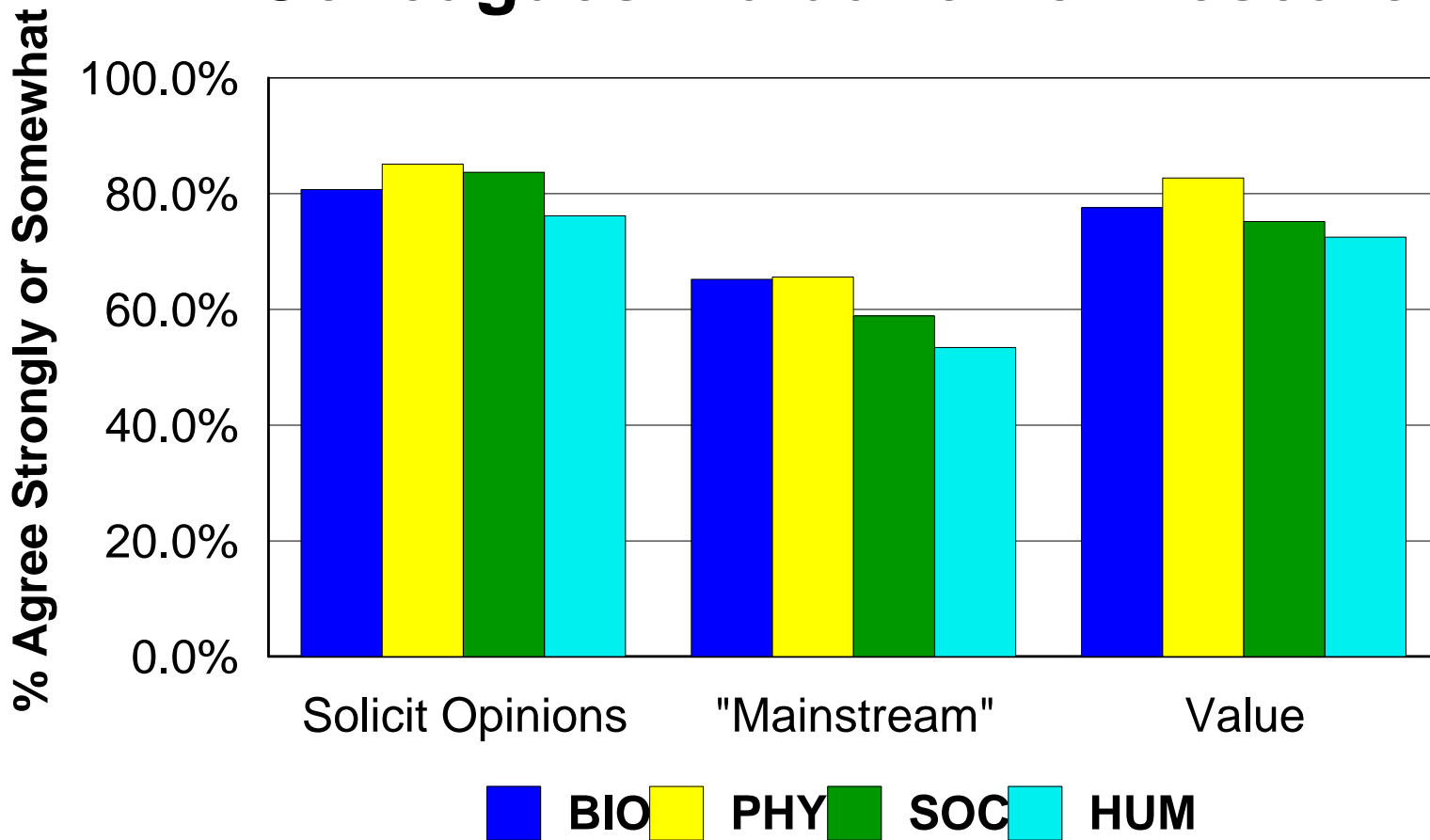
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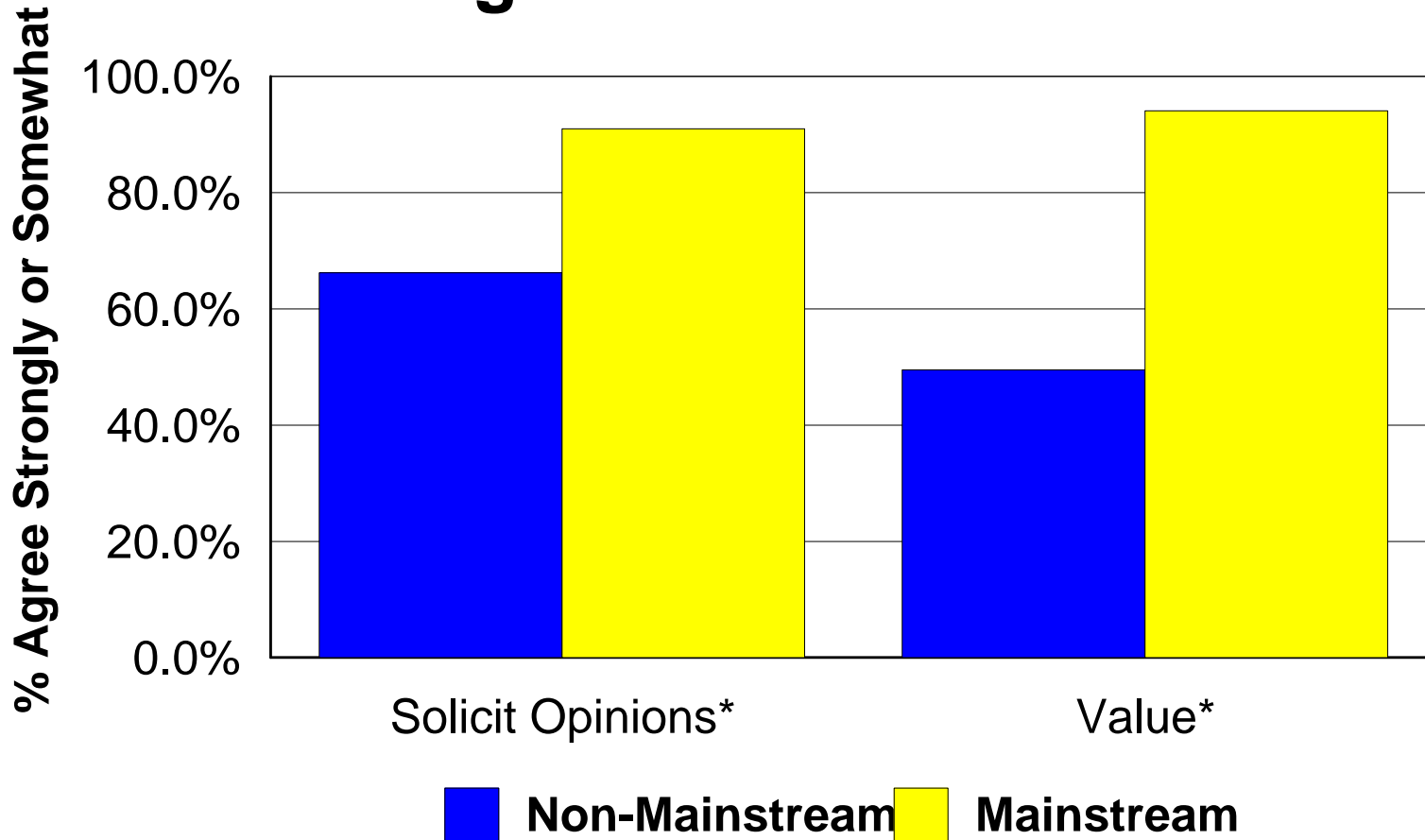
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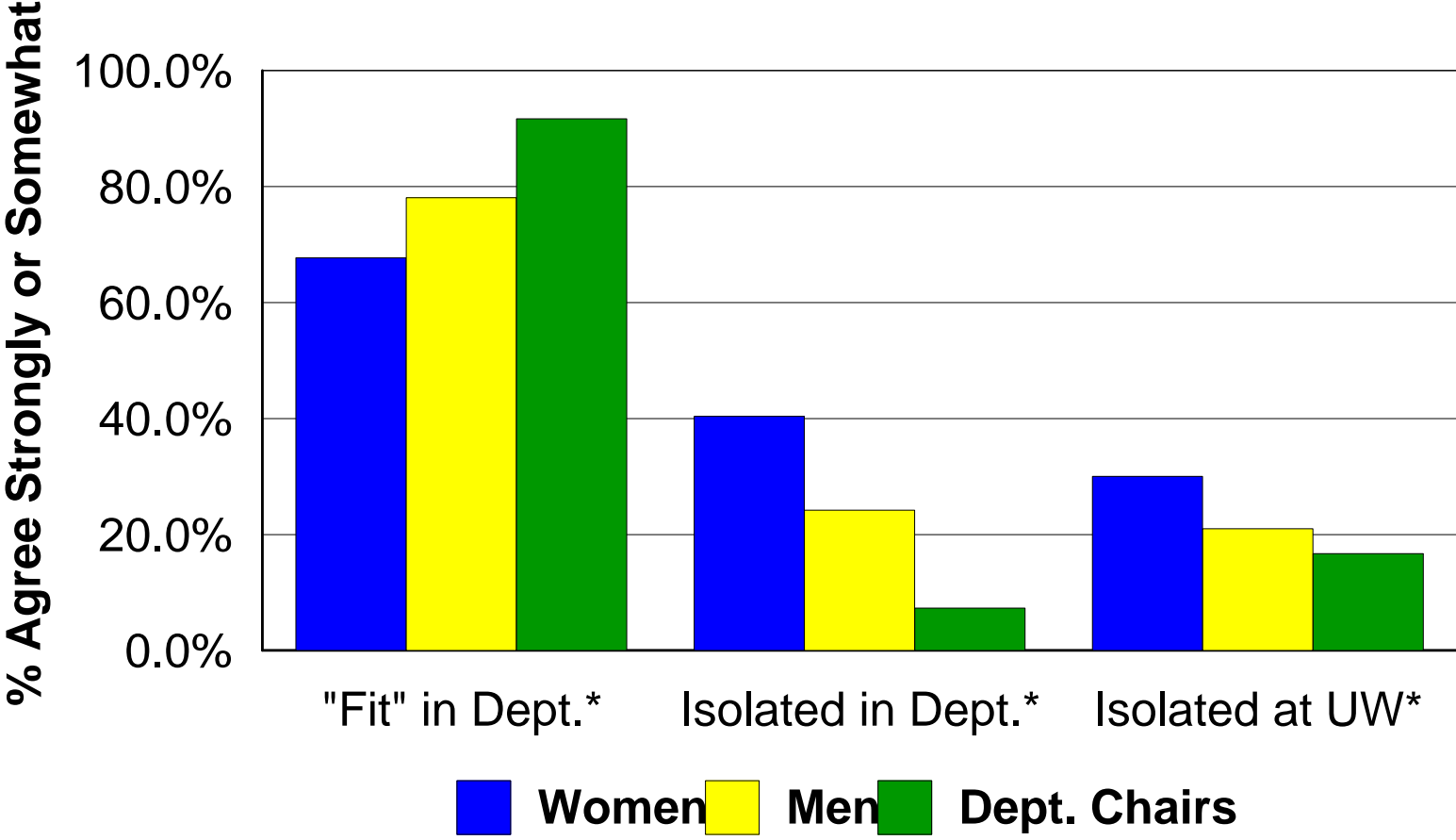
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Colleagues' Valuation of Research



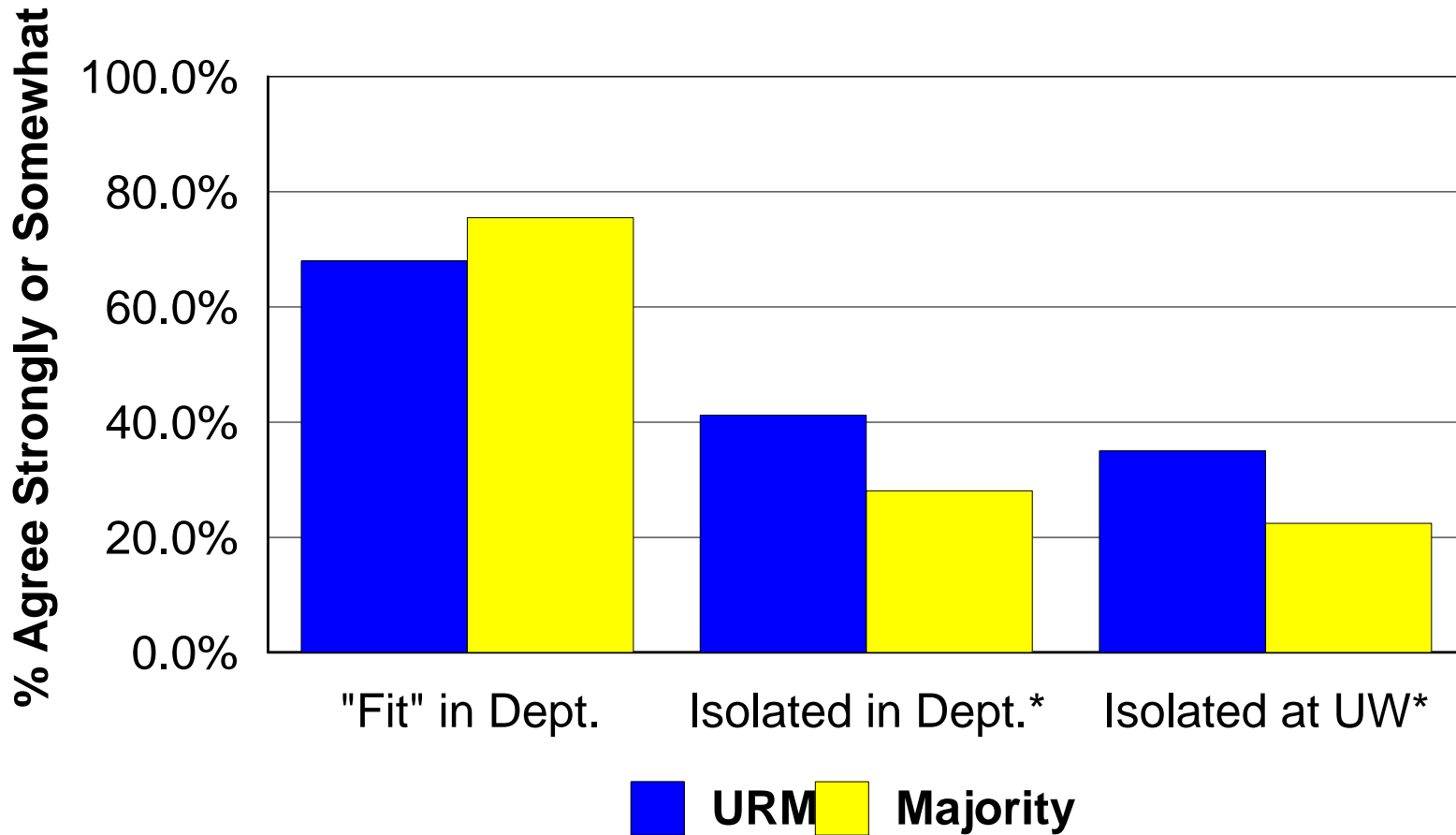
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Isolation and "Fit"



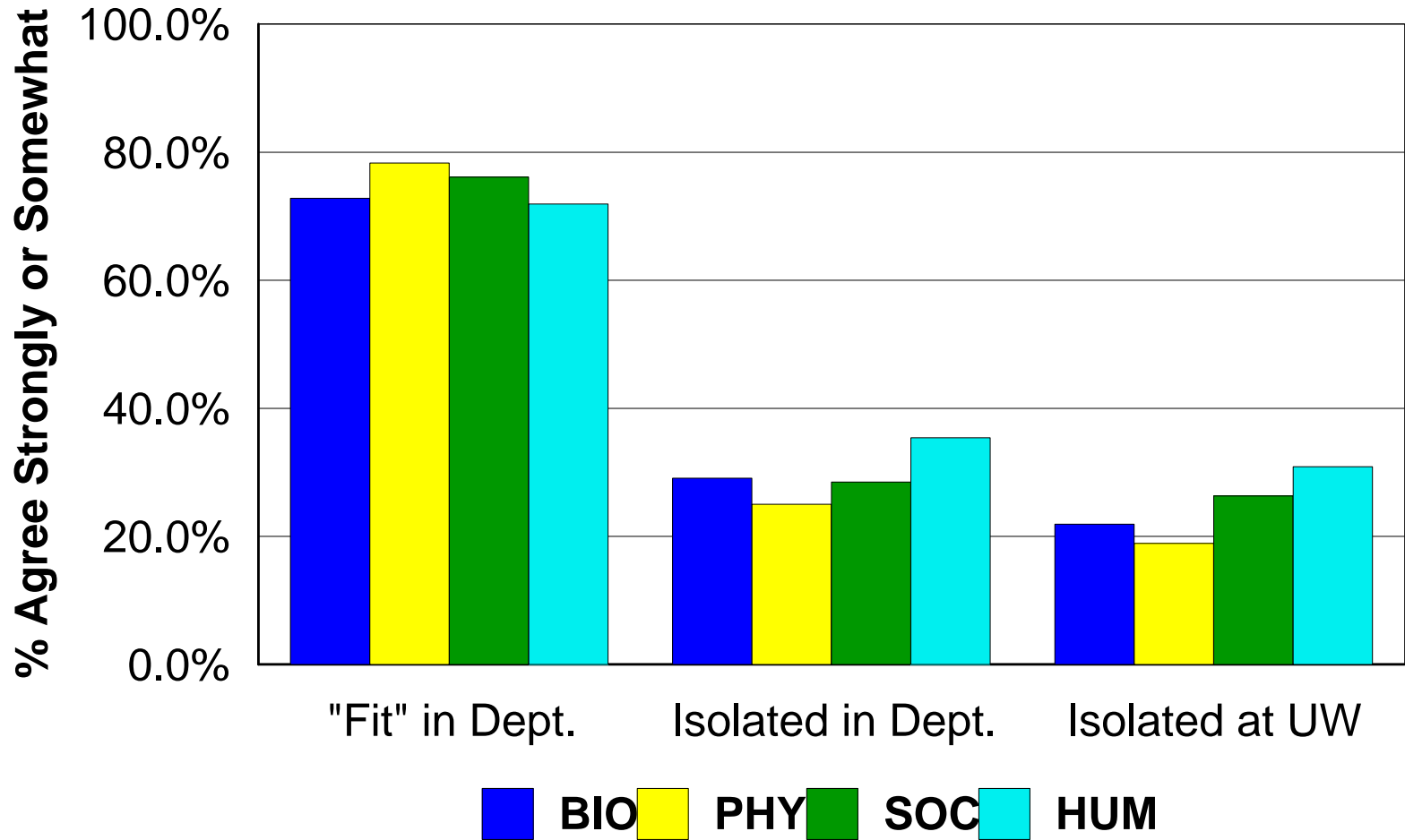
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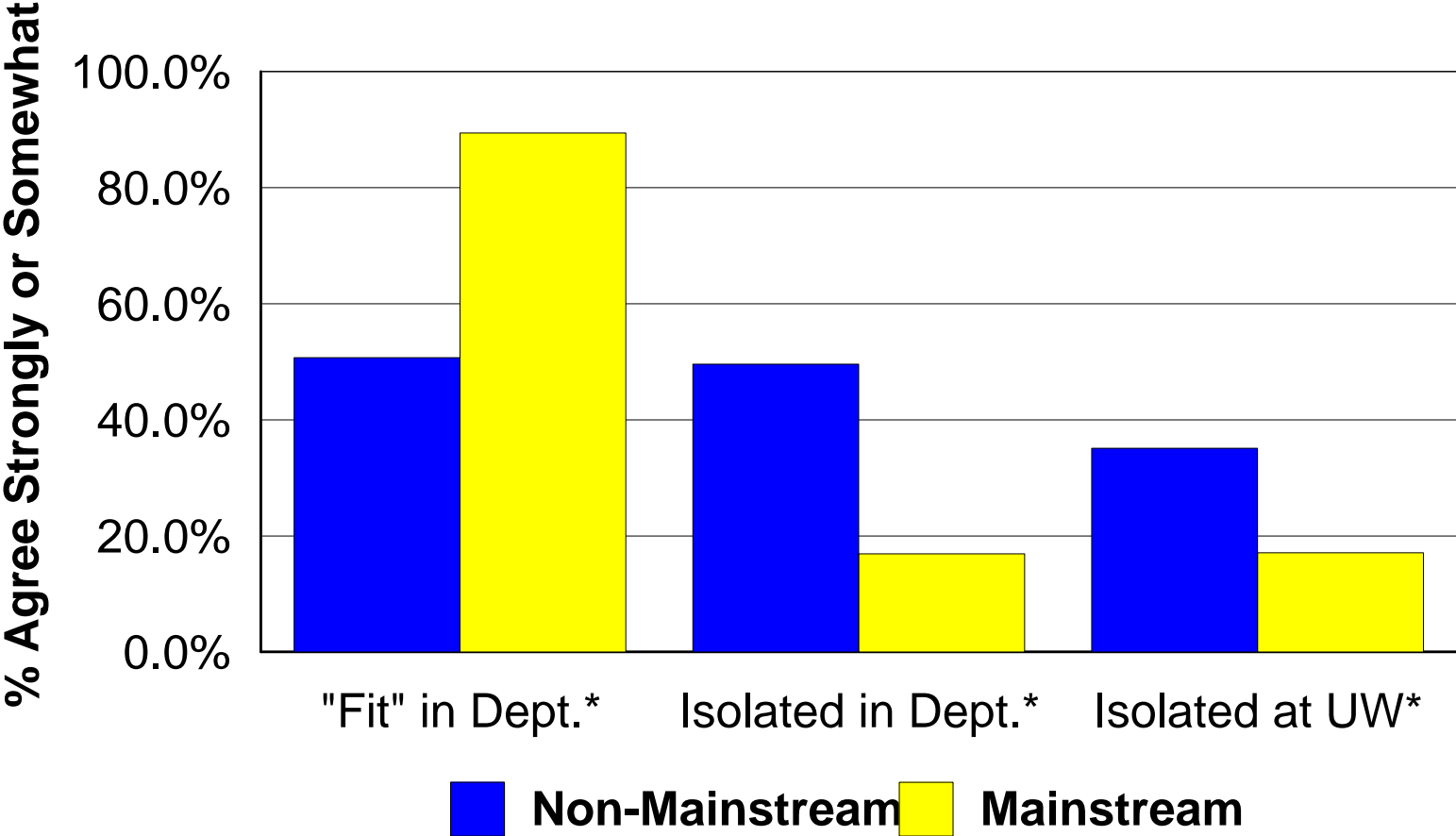


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Isolation and "Fit"

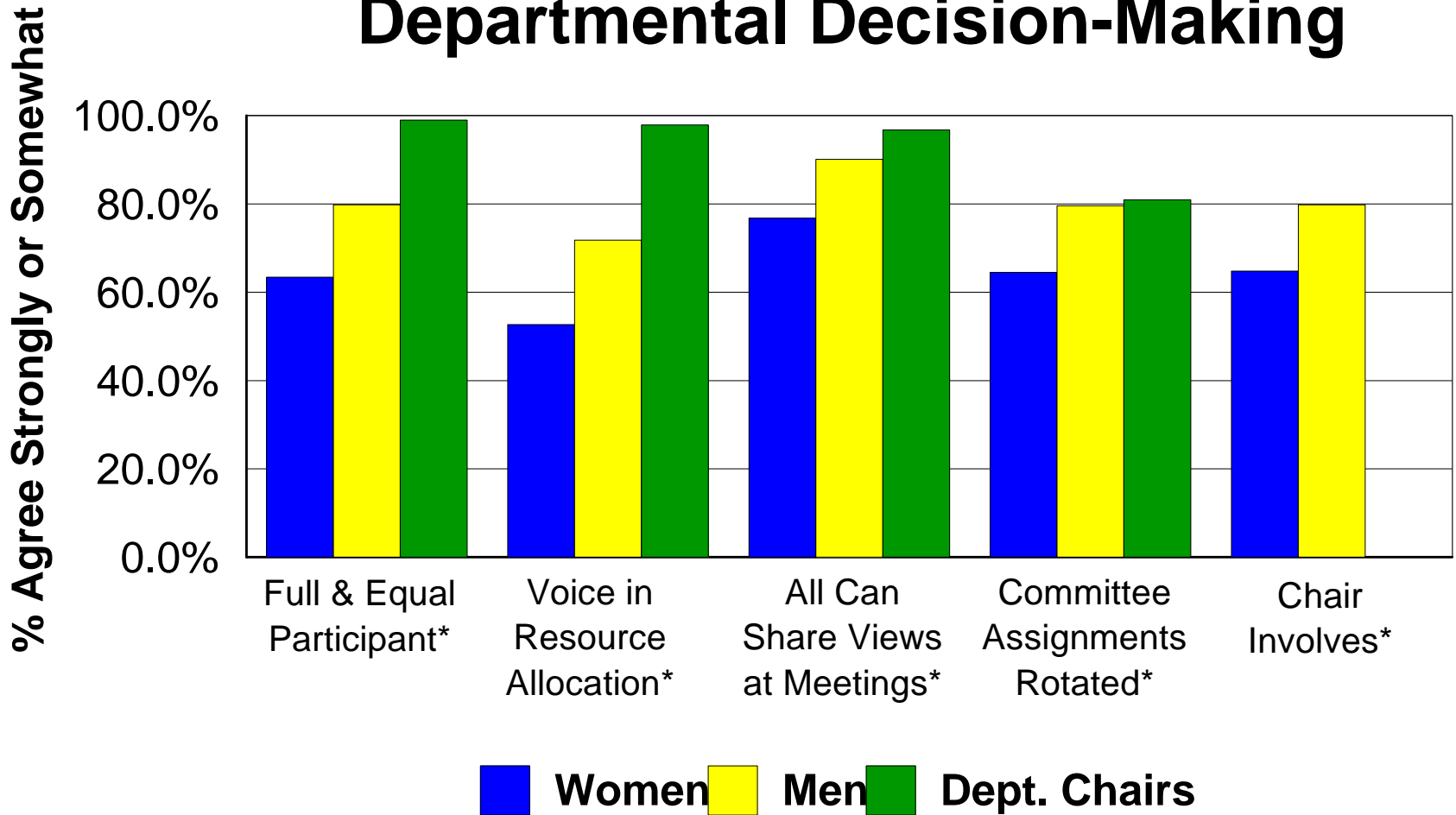


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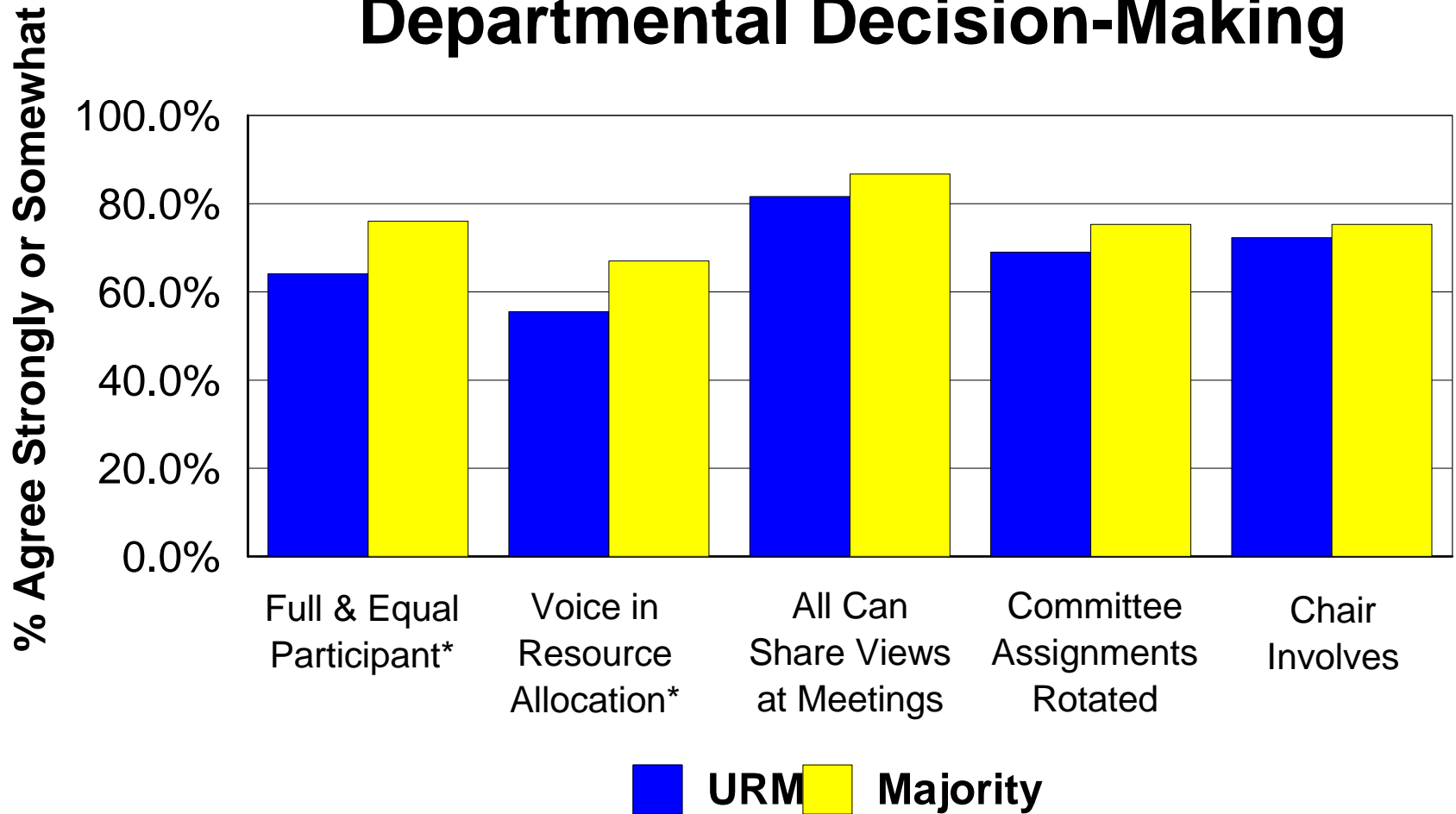
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Departmental Decision-Making



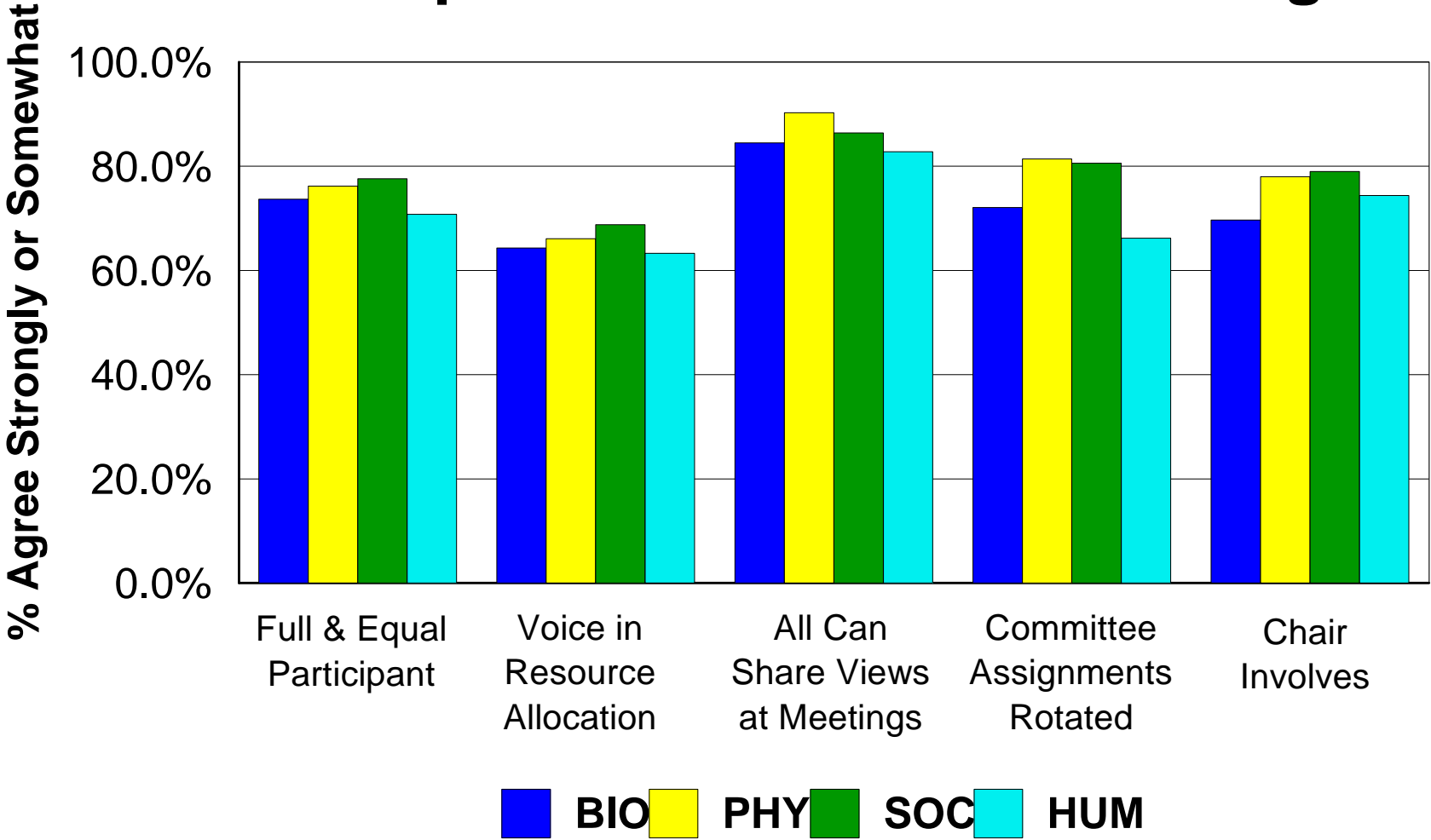
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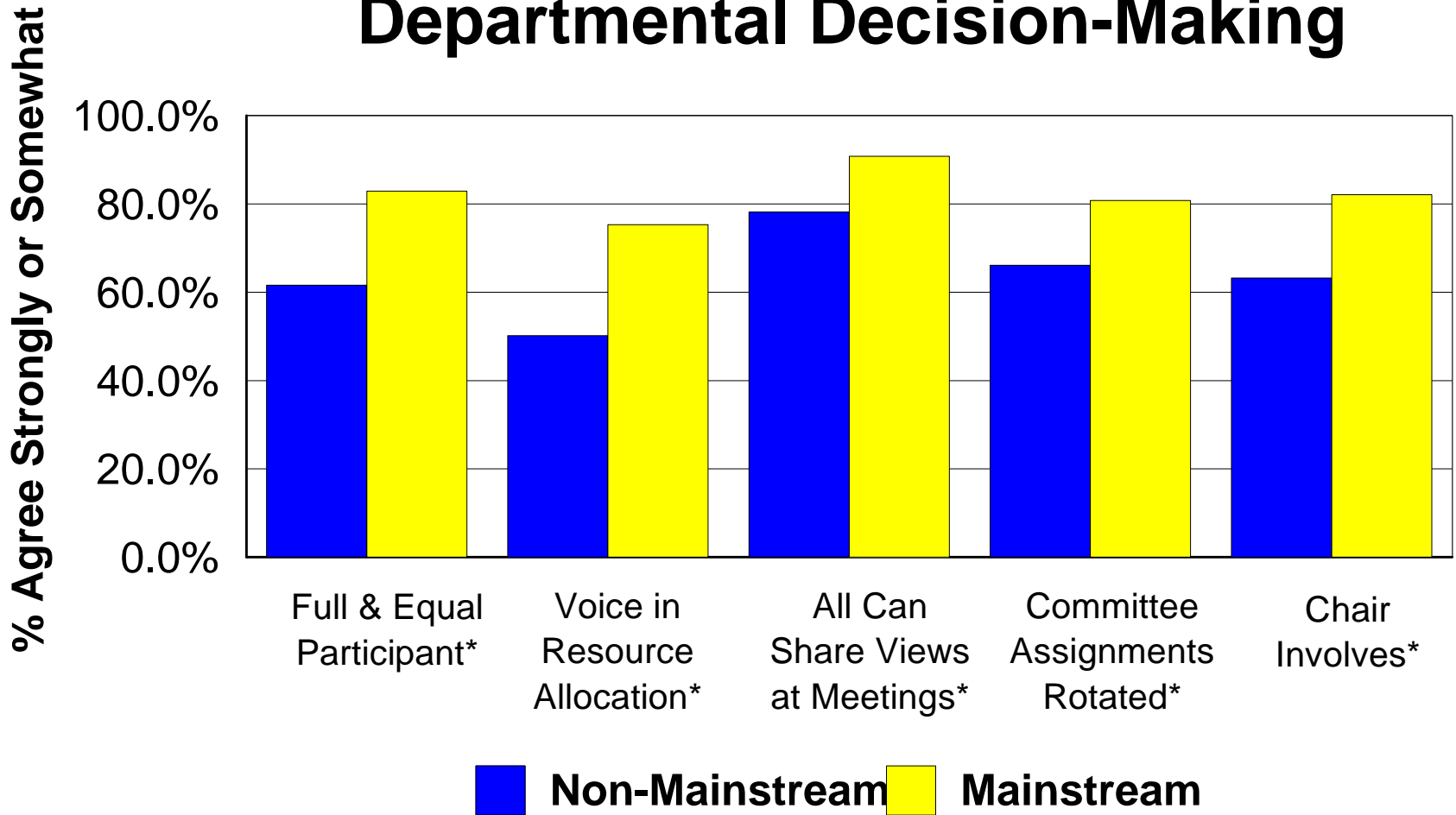


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Departmental Decision-Making



Departmental Decision-Making



*Significant difference at $p < .05$.



CLIMATE Summary

- Women, faculty of color, Humanities faculty, and faculty doing “non-mainstream” research are significantly less-pleased with departmental interactions than are their colleagues
- Doing “non-mainstream” research does not explain women’s, URM’s lower ratings of climate
- Department chairs have VERY different experience of climate than do marginalized groups



Other Findings...

- 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



Other Findings-Hiring Process

- Almost no gender differences in experience of or satisfaction with hiring process.
- Untenured faculty are more “savvy” about the hiring process than tenured faculty (who were hired as assistant professors) were; that is, they negotiate more, have mentors and get advice more often, are less naïve.
- “Prestige of UW-Madison” is reason chosen most often to accept position here.
- “Weather” is reason most cited as a hesitation factor.



Other Findings-Sexual Harassment

- Almost 16% of women faculty have experienced at least one incident of sexual harassment in the past 5 years.
- Around 25% of women in Humanities departments have experienced harassment in past 5 years.
- Around 25% of gay/lesbian faculty have experienced sexual harassment in past 5 years.



Other Findings-Work/Life Balance

- Women faculty, untenured faculty, and gay/lesbian faculty are significantly less satisfied with their work/life balance, and significantly more likely to say they have considered leaving UW due to work/life balance issues.
- Faculty in Science departments say they are **more** satisfied with their work/life balance than non-Science faculty, yet they report having **fewer** family-friendly policies in their departments (puzzle?)



Other Findings-Childcare

- Most faculty satisfied with childcare arrangements, but
 - Faculty with in-home childcare (e.g., nanny), and those whose school-aged children care for themselves after school are much less satisfied.
- Faculty who use University childcare report being “Very Satisfied” more than others.
- For most dissatisfied parents, “availability of infant/toddler care” is biggest priority.
- Faculty in biological science departments are the most fertile.



Other Findings-Aging Parents

- 18.5% of faculty have responsibilities for care for an aging parent
 - More women than men
 - More tenured faculty than untenured
- For those who care for aging parents, mean is 7 hours per week
 - More for women than men
 - More for untenured faculty than tenured
- 5.9% of faculty care for both aging parents and child under age 18



Other Findings-Spouse/Partner

- Around 1/3 of faculty who have a spouse or partner have considered leaving UW due to their partner's job (or both their job and partner's combined)
 - Women and untenured faculty especially report they have seriously considered leaving for this reason
- Almost 1/2 of women faculty report having a spouse/partner who works at UW-Madison
- Science faculty more “traditional”—more likely to have a spouse/partner; less likely to have a spouse in the labor force full-time; more likely to have spouse/partner not in labor force at all.



Other Findings-Health & Well-Being

- Best health outcomes enjoyed by majority men tenured faculty. In contrast, women, untenured, and faculty of color:
 - rate general health lower;
 - report being happy, well-rested, and physically fit less often;
 - report being fatigued, stressed, nervous, depressed, short-tempered more often.
- Higher reports of significant health problems or disabilities for tenured faculty.



Other Findings-Diversity Issues

- More faculty say they are actively recruiting, enhancing climate for, and promoting leadership of women and minorities than say they have identified ways to do so.
- Women faculty are significantly less likely to agree that their departments are identifying and taking steps to increase diversity in recruitment, climate, and leadership of their departments (both gender and racial/ethnic diversity.)



Other Findings-Overall Satisfaction

- Most faculty (88.0%) are satisfied with their jobs; even more (91.6%) are satisfied with their careers.
 - Women faculty are less satisfied with both job and career than men faculty, but are NOT more likely to say they have considered leaving the UW
 - Faculty in the Humanities are significantly less-satisfied than other faculty, AND they are more likely to say they have considered leaving.



W I S E L I

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