

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

Hiring Process

We are interested in identifying what makes UW-Madison attractive to job applicants, and the aspects of the hiring process that may be experienced positively or negatively. Please think back to when you first were hired at UW-Madison (whether into a faculty position or another position) to answer the following questions.

1a. What was your first position at UW-Madison? *Please check one.*

- a. Assistant Professor
- b. Associate Professor
- c. Professor
- d. Other

1b. In what year were you hired? _____ *Go to question 3*

2a. What position were you first hired into? _____

2b. What year were you hired? _____

2c. What year did you become faculty? _____

3. Were you recruited to apply for a position at UW-Madison? a. Yes b. No

4. Please rate your level of agreement with these statements about the hiring process. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be your primary department or unit.

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. I was satisfied with the hiring process overall.	1	2	3	4	NA
b. The department did its best to obtain resources for me.	1	2	3	4	NA
c. Faculty in the department made an effort to meet me.	1	2	3	4	NA
d. My interactions with the search committee were positive.	1	2	3	4	NA
e. I received advice from a colleague/mentor on the hiring process.	1	2	3	4	NA
f. I negotiated successfully for what I needed.	1	2	3	4	NA
g. I was naïve about the negotiation process.	1	2	3	4	NA
h. I was pleased with my start up package.	1	2	3	4	NA

5. What were the three **most important factors** that *positively* influenced your decision to accept a position at UW-Madison? *Check three.*

- | | |
|--|---|
| <input type="checkbox"/> a. Prestige of university | <input type="checkbox"/> i. Support for research |
| <input type="checkbox"/> b. Prestige of department/unit/lab | <input type="checkbox"/> j. Salary and benefits |
| <input type="checkbox"/> c. Geographic location | <input type="checkbox"/> k. Colleagues in department/unit/lab |
| <input type="checkbox"/> d. Opportunities available for spouse/partner | <input type="checkbox"/> l. Climate of department/unit/lab |
| <input type="checkbox"/> e. Research opportunities | <input type="checkbox"/> m. Climate for women |
| <input type="checkbox"/> f. Community resources and organizations | <input type="checkbox"/> n. Climate for faculty of color |
| <input type="checkbox"/> g. Quality of public schools | <input type="checkbox"/> o. Quality of students |
| <input type="checkbox"/> h. Teaching opportunities | <input type="checkbox"/> p. Other, please explain: _____ |

6. What factors, if any, made you hesitate about accepting a position at UW-Madison? _____

The Tenure Process at UW

7. Did you, or will you, experience the tenure or promotional process to associate professor at the UW-Madison?

- a. Yes b. No → Go to question 13



8a. Do you currently have tenure or an indefinite appointment?

- a. Yes b. No → 8b. What year do you expect to become an associate professor? _____



8c. What year did you become an associate professor? _____

9. Please indicate your level of agreement with the following statements regarding your experience with the tenure or promotional process in your primary unit or department.

Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	NA
	1	2	3	4	
a. I am/was satisfied with the tenure/promotional process overall.	1	2	3	4	NA
b. I understand/understood the criteria for achieving tenure/promotion.	1	2	3	4	NA
c. I receive/d feedback on my progress toward tenure/promotion.	1	2	3	4	NA
d. I feel/felt supported in my advancement to tenure/promotion.	1	2	3	4	NA
e. I receive/d reduced responsibilities so that I could build my research program.	1	2	3	4	NA
f. I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).	1	2	3	4	NA
g. My senior advisor/mentor committee is/was very helpful to me in working toward tenure/promotion.	1	2	3	4	NA
h. I feel there is/was a strong fit between the way I do/did research, teaching and service, and the way it is/was evaluated for tenure.	1	2	3	4	NA

10. Have you ever extended or reset your tenure clock at UW-Madison?

- a. Yes b. No → Go to question 12 c. Not applicable → Go to question 13



11. For each time you have extended or reset your tenure clock, please list the reason you extended/reset the clock, the extent to which you feel your primary department/unit was supportive, and the reduced responsibilities you received.

	11a. What was the main reason for extending/resetting your tenure clock?	11b. How supportive was your department/unit? Please circle one number on a scale of 1 to 4.				11c. What reduced responsibilities were you granted, if any?
		Extremely Supportive 1	Generally Supportive 2	Generally Unsupportive 3	Extremely Unsupportive 4	
First Time						
Second Time						

12a. Did you choose NOT to extend/reset the tenure clock even though you may have wanted to?

- a. Yes b. No → Go to question 13



12b. Please explain: _____

Professional Activities

We are interested in a number of dimensions of the work environment for faculty at UW-Madison including your feelings about your work allocation, resources you have for research, service responsibilities, and your interaction with colleagues.

13. What proportion of your work time do you **currently spend** on the following activities, and what proportion of your work time would you **prefer to spend** on these activities? The total should equal 100% even if your appointment is not 100% time.

	% of time currently spend	% of time would prefer to spend
a. Research	_____ %	_____ %
b. Teaching	_____ %	_____ %
c. Advising students	_____ %	_____ %
d. Service	_____ %	_____ %
e. Administrative	_____ %	_____ %
f. Clinical	_____ %	_____ %
g. Mentoring	_____ %	_____ %
h. Extension	_____ %	_____ %
i. Outreach	_____ %	_____ %
j. Other _____	_____ %	_____ %
TOTAL	100 %	100 %

14. How much do you agree or disagree with the following statements about the resources available to you?

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree	Agree	Disagree	Disagree	NA
	Strongly 1	Somewhat 2	Somewhat 3	Strongly 4	
a. I have the equipment and supplies I need to adequately conduct my research.	1	2	3	4	NA
b. I receive regular maintenance/upgrades of my equipment.	1	2	3	4	NA
c. I would like to receive more department travel funds than I do.	1	2	3	4	NA
d. I have sufficient office space.	1	2	3	4	NA
e. I have sufficient laboratory space.	1	2	3	4	NA
f. I have sufficient space for housing research animals.	1	2	3	4	NA
g. I receive enough internal funding to conduct my research.	1	2	3	4	NA
h. I receive the amount of technical/computer support I need.	1	2	3	4	NA
i. I have enough office support.	1	2	3	4	NA
j. I have colleagues on campus who do similar research.	1	2	3	4	NA
k. I have colleagues or peers who give me career advice or guidance when I need it.	1	2	3	4	NA
l. I have sufficient teaching support (including T.A.s).	1	2	3	4	NA
m. I have sufficient clinical support.	1	2	3	4	NA

15. Do you currently collaborate, or have you collaborated in the past, on research with colleagues...

	Currently collaborate?		Collaborated in the past?	
	Yes	No	Yes	No
a. In your primary department?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Outside your department, but on the UW-Madison campus?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Off the UW-Madison campus?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Satisfaction with UW-Madison

We would like to know how you feel about the University of Wisconsin-Madison in general.

23. How satisfied are you, in general, with your job at UW-Madison? *Please circle one number on a scale of 1 to 4.*

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied
 1 2 3 4

24. How satisfied are you, in general, with the way your career has progressed at the UW-Madison?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied
 1 2 3 4

25. What factors contribute most to your satisfaction at UW-Madison? _____

26. What factors detract most from your satisfaction at UW-Madison? _____

Sexual Harassment

The UW-Madison defines sexual harassment as including unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when such conduct influences employment or academic decisions, interferes with an employee's work, or creates an intimidating, hostile or offensive work or learning environment. Please use this definition as you answer the next two questions.

33. Using this definition, within the last five years, how often, if at all, have you experienced sexual harassment on the UW-Madison campus? *Check one response.*

- Never 1 to 2 times 3 to 5 times More than 5 times

34. Please indicate your level of agreement with the following statements about sexual harassment at UW-Madison.

Circle one number on a scale of 1 to 4.	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know
	1	2	3	4	
a. Sexual harassment is taken seriously on campus.	1	2	3	4	DK
b. Sexual harassment is a big problem on campus.	1	2	3	4	DK
c. I know the steps to take if a person comes to me with a problem with sexual harassment.	1	2	3	4	DK
d. The process for resolving complaints about sexual harassment at UW-Madison is effective.	1	2	3	4	DK

Balancing Personal and Professional Life

We would like to know to what extent faculty at UW-Madison are able to balance their professional and personal lives.

35. Please indicate how much you agree or disagree with the following statements about balancing your personal and professional lives.

Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	NA
	1	2	3	4	
a. I am usually satisfied with the way in which I balance my professional and personal life.	1	2	3	4	NA
b. I have seriously considered leaving UW-Madison in order to achieve better balance between work and personal life.	1	2	3	4	NA
c. I often have to forgo professional activities (e.g., sabbaticals, conferences) because of personal responsibilities.	1	2	3	4	NA
d. Personal responsibilities and commitments have slowed down my career progression.	1	2	3	4	NA

36. Have you cared for, or do you currently care for, dependent children?

- a. Yes b. No → *Go to Question 42*



37. We are interested in how the timing of raising children affects career trajectories. For each child that has been dependent on you in the past or at the present time, please list the year that child was born, the year that child entered your home (if different), the child's gender, and year the child first moved out of your home (e.g., to attend college).

	Year of Birth	Year Child Entered Home	Child's Gender	Year child moved away
Child 1			<input type="checkbox"/> Male <input type="checkbox"/> Female	
Child 2			<input type="checkbox"/> Male <input type="checkbox"/> Female	
Child 3			<input type="checkbox"/> Male <input type="checkbox"/> Female	
Child 4			<input type="checkbox"/> Male <input type="checkbox"/> Female	
Child 5			<input type="checkbox"/> Male <input type="checkbox"/> Female	

38. Do you currently use, or need, any day care services or programs to care for a dependent child?

- a. Yes b. No → Go to Question 42



39. Which of the following childcare arrangements do you have? *Check all that apply*

- a. University of Wisconsin childcare center e. Family members (spouse/partner, grandparent, yourself, etc.)
 b. Non-university childcare center f. After-school care
 c. Childcare in the provider's home g. Child takes care of self
 d. In-home provider (nanny/babysitter in your home) h. Other (please specify): _____

40. How satisfied are you with your current childcare arrangements? *Circle one number on a scale of 1 to 4.*

- Very satisfied Somewhat satisfied Somewhat dissatisfied Very dissatisfied
 1 2 3 4

41. To what extent are the following childcare issues a priority for you?

<i>Circle one number on a scale of 1 to 4.</i>	High Priority 1	Quite a Priority 2	Somewhat a Priority 3	Not at all a Priority 4
a. Availability of campus childcare	1	2	3	4
b. Availability of infant/toddler care	1	2	3	4
c. Care for school aged children after school or during the summer	1	2	3	4
d. Childcare when your child is sick	1	2	3	4
e. Back-up or drop-in care when your usual childcare arrangements do not work	1	2	3	4
f. Childcare specifically designed for children with developmental delays or disabilities	1	2	3	4
g. Childcare when you are away at conferences and special events held elsewhere	1	2	3	4
h. Extended hour childcare when you must work evenings, nights, or weekends	1	2	3	4
i. Assistance in covering childcare costs	1	2	3	4
j. Assistance with referrals to non-university childcare situations	1	2	3	4
k. Other, please specify: _____	1	2	3	4

42. Have you provided care for an aging parent or relative in the past 3 years?

- a. Yes b. No → Go to Question 44



43. How much time on average do you, or did you, spend caring for an aging parent or relative **per week**? *Check one.*

- a. 5 hours or less a week b. 6-10 hours a week c. 11-20 hours a week d. 21-30 hours a week e. More than 30 hours a week

44. With regard to **past or current care** of dependent children, aging parents/relatives, or a disabled spouse/partner, what would you recommend the University do to support faculty and staff?

Spouse/Partner's Career

45. What is your current marital or cohabitation status?

- a. I am married and live with my spouse —→ Go to question 46
- b. I am not married, but live with a domestic partner (opposite or same sex) —→ Go to question 46
- c. I am married or partnered, but we reside in different locations —→ Go to question 46
- d. I am single (am not married and am not partnered) —→ Go to question 49

46. What is your spouse or partner's **current** employment status? What is your partner's **preferred** employment status?

<i>Check one for each.</i>	Full-time	Part-time	Not employed	Retired
a. Spouse/partner's current employment status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Spouse/partner's preferred employment status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. Does your partner or spouse work at UW-Madison? a. Yes b. No

48. Please indicate how much you agree or disagree with the following statements about your spouse or partner's career.

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. My spouse/partner is satisfied with his/her current employment opportunities.	1	2	3	4	NA
b. I have seriously considered leaving UW-Madison in order to enhance my spouse/partner's career opportunities.	1	2	3	4	NA
c. My partner/spouse and I are staying in Madison because of my job.	1	2	3	4	NA
d. My spouse/partner and I have seriously considered leaving Madison to enhance both our career opportunities.	1	2	3	4	NA

49. Please indicate how much you agree or disagree with the following statements regarding your department/unit's support of family obligations. If you have an appointment in more than one department or unit, please answer the following questions using the department or unit that you consider to be your primary department or unit.

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know	NA
a. Most faculty in my department are supportive of colleagues who want to balance their family and career lives.	1	2	3	4	DK	NA
b. It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.	1	2	3	4	DK	NA
c. Department meetings frequently occur early in the morning or late in the day.	1	2	3	4	DK	NA
d. The department knows the options available for faculty who have a new baby.	1	2	3	4	DK	NA
e. The department is supportive of family leave.	1	2	3	4	DK	NA
f. Faculty who have children are considered to be less committed to their careers.	1	2	3	4	DK	NA

A person's health has been shown to be related to their work environment. Please answer the following questions about your health.

50. How would you rate your overall health at the present time? *Circle one number on a scale of 1 to 5.*

Excellent Very good Good Fair Poor
 1 2 3 4 5

51. How often do you feel:

<i>Circle one number on a scale of 1 to 5 for each item.</i>	Very often 1	Quite often 2	Sometimes 3	Once in a while 4	Rarely 5
a. Happy	1	2	3	4	5
b. Fatigued	1	2	3	4	5
c. Stressed	1	2	3	4	5
d. Nervous	1	2	3	4	5
e. Depressed	1	2	3	4	5
f. Short-tempered	1	2	3	4	5
g. Well-rested	1	2	3	4	5
h. Physically fit	1	2	3	4	5

52. Do you have a significant health issue or disability?

a. Yes
 b. No → *Go to Question 54*

53. In dealing with this health issue or disability, how accommodating is ...

<i>(Circle one number on a scale of 1 to 4 for each statement).</i>	Very 1	Quite 2	Somewhat 3	Not at all 4
a. Your primary department?	1	2	3	4
b. UW-Madison?	1	2	3	4

Diversity Issues at UW-Madison

54. With respect to the recruitment of, climate for, and leadership of women faculty, how much would you agree or disagree with the following statements about your primary department/unit?

<i>Circle one number on a scale of 1 to 4.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
a. There are too few women faculty in my department.	1	2	3	4	DK
b. My department has identified ways to recruit women faculty.	1	2	3	4	DK
c. My department has actively recruited women faculty.	1	2	3	4	DK
d. The climate for women in my department is good.	1	2	3	4	DK
e. My department has identified ways to enhance the climate for women.	1	2	3	4	DK
f. My department has taken steps to enhance the climate for women.	1	2	3	4	DK
g. My department has too few women faculty in leadership positions.	1	2	3	4	DK
h. My department has identified ways to move women into leadership positions.	1	2	3	4	DK
i. My department has made an effort to promote women into leadership positions.	1	2	3	4	DK

55. With respect to the recruitment of, climate for, and leadership of faculty of color, how much would you agree or disagree with the following statements about your primary department/unit?

<i>Circle one number on a scale of 1 to 4.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
a. There are too few faculty of color in my department.	1	2	3	4	DK
b. My department has identified ways to recruit faculty of color.	1	2	3	4	DK
c. My department has actively recruited faculty of color.	1	2	3	4	DK
d. The climate for faculty of color in my department is good.	1	2	3	4	DK
e. My department has identified ways to enhance the climate for faculty of color.	1	2	3	4	DK
f. My department has taken steps to enhance the climate for faculty of color.	1	2	3	4	DK
g. My department has too few faculty of color in leadership positions.	1	2	3	4	DK
h. My department has identified ways to move faculty of color into leadership positions.	1	2	3	4	DK
i. My department has made an effort to promote faculty of color into leadership positions.	1	2	3	4	DK

Personal Demographics

As always, responses to the following questions will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

56. What is your sex? a. Male b. Female

57. What is your race/ethnicity? *Check all that apply.*

- a. Southeast Asian e. Native American (American Indian or Alaskan Native)
b. Other Asian/Pacific Islander f. White, not of Hispanic origin
c. Black/African American, not of Hispanic origin g. Other, please explain: _____
d. Hispanic

58. What is your sexual orientation? a. Heterosexual b. Gay/Lesbian c. Bisexual

59. Are you a U.S. citizen? a. Yes b. No

60a. What degrees have you received? *Check all that apply.*

- a. Ph.D. d. J.D.
b. M.D. e. M.A./M.S.
c. D.V.M. f. Other, please list: _____

60b. Year earned highest degree: _____
60c. Institution granting highest degree: _____

61. Which department/unit did you have in mind when completing this survey? _____

62. As a general measure of socioeconomic background, what is/was your parents' highest levels of education?

<i>Check NA if not applicable.</i>	Less than high school	Some high school	High school diploma	Some college	College degree	Advanced degree	NA
Mother	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Father	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THANK YOU for your time!