

Study of Faculty Worklife at the University of Wisconsin-Madison

2006



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:

UNIVERSITY OF WISCONSIN SURVEY CENTER
1800 University Avenue, RM 102
Madison, WI 53726

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 into a faculty position at UW-Madison to answer the following questions.

1. Were you hired into a faculty position at UW-Madison since January 1, 2003?

- a. Yes —▶ **Go to question 2**
 b. No —▶ **Go to question 5**

2. 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

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

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

The Tenure Process at UW-Madison

5. Please check the appropriate box:

- a. I am clinical or CHS faculty —▶ **Go to question 12**
 b. I am untenured —▶ **Go to question 6**
 c. I first received tenure at a university other than the UW-Madison —▶ **Go to question 12**
 d. I first received tenure at UW-Madison after January 2003 —▶ **Go to question 6**
 e. I first received tenure at UW-Madison prior to January 2003 —▶ **Go to question 12**

6. Do you currently have tenure? a. Yes b. No

7. In what year did you receive tenure, or do you expect to be considered for tenure? _____

8. Please indicate your level of agreement with the following statements regarding your experience with the tenure 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 process overall.	1	2	3	4	NA
b.	I understand/understood the criteria for achieving tenure.	1	2	3	4	NA
c.	The requirements/standards for tenure (e.g., level of scholarship, teaching requirements, and service requirements) are reasonable.	1	2	3	4	NA
d.	I receive/d feedback on my progress toward tenure.	1	2	3	4	NA
e.	I feel/felt supported in my advancement to tenure.	1	2	3	4	NA
f.	I receive/d reduced responsibilities so that I could build my research program.	1	2	3	4	NA
g.	I was told about assistance available to pre-tenure faculty (e.g., workshops, mentoring).	1	2	3	4	NA
h.	My senior advisor/mentor committee is/was very helpful to me in working toward tenure.	1	2	3	4	NA
i.	I have received mixed messages about the requirements for tenure from senior colleagues.	1	2	3	4	NA
j.	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
k.	Tenure decisions are based primarily on performance, rather than on politics, relationships or demographics.	1	2	3	4	NA

9. Have you ever wanted or ever had cause to extend your tenure clock at UW-Madison?

- a. Yes → **Go to question 10**
 b. No → **Go to question 12**

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

- a. Yes → **Go to question 11**
 b. No → Why not? _____ → **Go to question 12**

11. If you extended or reset your tenure clock at UW-Madison, how supportive was your department? *Circle one.*

Extremely Supportive Generally Supportive Generally Unsupportive Extremely Unsupportive
 1 2 3 4

Professional Activities

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

12. a. On average, how many hours per week do you work? _____ hours per week
 b. How many hours per week during the academic year? _____ hours per week
 c. How many hours per week during summer months? _____ hours per week
 d. Appointment type: a. 12-Month b. 9-Month c. Other

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

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 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 have sufficient office space.	1	2	3	4	NA
d. I have sufficient laboratory/studio space.	1	2	3	4	NA
e. I receive enough internal funding to conduct my research.	1	2	3	4	NA
f. I receive the amount of technical/computer support I need.	1	2	3	4	NA
g. I have enough office support.	1	2	3	4	NA
h. I have colleagues on campus who do similar research.	1	2	3	4	NA
i. I have colleagues or peers who give me career advice or guidance when I need it.	1	2	3	4	NA
j. I have sufficient teaching support (including T.A.s).	1	2	3	4	NA
k. I have sufficient clinical support.	1	2	3	4	NA

14. Do you currently collaborate, or have you collaborated *in the past three years*, on research with colleagues...

Check all that apply.	Currently collaborate?		Collaborated in the past 3 years?	
	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"/>

15. Please indicate whether you have ever served on, or chaired, any of the following committees in your department *in the past three years*.

Check all that apply. Check NA if the statement does not apply to you.	Served in past 3 years?		Chaired in past 3 years?		NA
	Yes	No	Yes	No	
a. Space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Salaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Faculty search	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Curriculum (graduate and/or undergraduate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Graduate admissions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Diversity committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Awards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. Please indicate whether you currently hold, or have held *in the past three years*, any of the following positions on the UW-Madison campus.

Check all that apply.	Currently hold?		Held in the past 3 years?	
	Yes	No	Yes	No
a. Assistant or Associate Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Department Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Assistant or Associate Dean	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Dean	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Director of center/institute	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Section/area head	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Principal Investigator on a research grant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Principal Investigator on an educational grant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other, please explain: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. Have you held any of the following leadership positions outside UW-Madison *in the past three years*?

<i>Check all that apply.</i>	Yes	No
a. President or high-level leadership position in a professional association or organization?	<input type="checkbox"/>	<input type="checkbox"/>
b. Executive board member in a professional association or organization?	<input type="checkbox"/>	<input type="checkbox"/>
c. President or high-level leadership position in a service organization (including community service)?	<input type="checkbox"/>	<input type="checkbox"/>
d. Executive board member in a service organization (including community service)?	<input type="checkbox"/>	<input type="checkbox"/>
e. Chair of a major committee in a professional organization or association?	<input type="checkbox"/>	<input type="checkbox"/>
f. Editor of a journal?	<input type="checkbox"/>	<input type="checkbox"/>
g. Editorial board member of a journal?	<input type="checkbox"/>	<input type="checkbox"/>
h. Member of a national commission or panel?	<input type="checkbox"/>	<input type="checkbox"/>

18. Do you have an interest in taking on any formal leadership positions at the UW-Madison (e.g., dean, chair, director of center/institute, section/area head)?

- a. Yes b. No

19. How much do you agree or disagree with the following statements about your interactions with colleagues and others in your primary department/unit? Please answer 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 for each statement.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 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. I am reluctant to bring up issues that concern me about the behavior of my departmental colleagues for fear it might affect my reputation or advancement.	1	2	3	4
h. Colleagues in my department solicit my opinion about work-related matters (such as teaching, research, and service).	1	2	3	4
i. In my department, I feel that my research is considered mainstream.	1	2	3	4
j. I feel that my colleagues value my research.	1	2	3	4
k. I have to work harder than my departmental colleagues to be perceived as a legitimate scholar.	1	2	3	4
l. I do a great deal of work that is not formally recognized by my department.	1	2	3	4
m. I feel like I "fit" in my department.	1	2	3	4
n. I feel isolated in my department.	1	2	3	4
o. I feel isolated on the UW campus overall.	1	2	3	4

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

<i>Circle one number on a scale of 1 to 4 for each statement.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 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

21. At UW-Madison, **climate** is defined as the following:

Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect (Campus Climate Network Group, 2002).

On a scale from 1 (very negative) to 5 (very positive), please rate the climate in your primary department. *Circle one.*

Very Negative 1	Negative 2	Mediocre 3	Positive 4	Very Positive 5
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Satisfaction with UW-Madison

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

22. How satisfied are you, in general, with your job at UW-Madison? *Circle one.*

Very Satisfied 1	Somewhat Satisfied 2	Somewhat Dissatisfied 3	Very Dissatisfied 4
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23. How satisfied are you, in general, with the way your career has progressed at the UW-Madison? *Circle one.*

Very Satisfied 1	Somewhat Satisfied 2	Somewhat Dissatisfied 3	Very Dissatisfied 4
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24. If I had it to do over again, I would accept my current position. *Circle one.*

Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
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25. If a candidate for a tenure-track faculty position asked you about your department as a place to work, you would: *Check one.*

- a. Strongly recommend your department as a place to work.
- b. Recommend your department with reservations.
- c. Not recommend your department as a place to work.

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

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

28. Have you considered leaving UW-Madison in the past three years?

- a. Yes —▶ **Go to question 29**
- b. No —▶ **Go to question 32**

29. How seriously have you considered leaving UW-Madison? *Circle one.*

Not very seriously 1	Somewhat seriously 2	Quite Seriously 3	Very seriously 4
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30. What factors contributed to your consideration to **leave** UW-Madison? _____

31. What factors contributed to your consideration to **stay** at UW-Madison? _____

Institutional and Departmental Climate Change

If you were first hired at UW-Madison after January 2003, please go to items 35-36 on the next page.

The UW-Madison is continually working to improve the working, teaching, and learning climate for all University employees and students. We are interested to know to the extent to which you have seen or experienced change in the following areas *in the past three years*.

32. Since January 2003, how has the climate changed, if at all, for the following individuals or areas? See item #21 for a definition of "climate."

<i>Circle one number on a scale of 1 to 5 for each statement.</i>	Significantly More Positive 1	Somewhat More Positive 2	Stayed The Same 3	Somewhat More Negative 4	Significantly More Negative 5	Don't Know
a. For me personally on campus	1	2	3	4	5	DK
b. For me personally in my department	1	2	3	4	5	DK
c. For other faculty in my department	1	2	3	4	5	DK
d. For staff in my department	1	2	3	4	5	DK
e. For women faculty on campus	1	2	3	4	5	DK
f. For women staff on campus	1	2	3	4	5	DK
g. For faculty of color on campus	1	2	3	4	5	DK
h. For staff of color on campus	1	2	3	4	5	DK
i. On the UW-Madison campus, overall	1	2	3	4	5	DK

33. If you believe climate has changed in one or more of these areas, to what do you attribute these changes?
-

34. Please indicate your skill levels in each of the following areas as they were in Spring 2003, and as they are now.

<i>Circle one for 2003 and one for 2006.</i>	Spring Semester 2003			Spring Semester 2006		
	No Skill 0	Some Skill 1	High Skill 2	No Skill 0	Some Skill 1	High Skill 2
a. Creating a welcoming environment for faculty and staff in my department.	0	1	2	0	1	2
b. Treating others in my department collegially.	0	1	2	0	1	2
c. Recognizing how my actions affect others.	0	1	2	0	1	2
d. Establishing search procedures to ensure the equitable review of candidates.	0	1	2	0	1	2
e. Establishing search procedures to ensure the equitable hiring of candidates.	0	1	2	0	1	2
f. Creating a welcoming environment for new hires.	0	1	2	0	1	2
g. Mentoring junior faculty.	0	1	2	0	1	2
h. Increasing the visibility of women at UW-Madison.	0	1	2	0	1	2
i. Evaluating tenure cases equitably.	0	1	2	0	1	2
j. Identifying climate issues in my department.	0	1	2	0	1	2
k. Addressing climate issues in my department.	0	1	2	0	1	2
l. Addressing climate issues at UW-Madison.	0	1	2	0	1	2

UW-Madison Programs and Resources

UW-Madison has implemented a number of programs designed to improve the working environments of faculty on the UW-Madison campus. In the questions below, please help us to evaluate some of these campus-wide initiatives.

35-36. For each program available on the UW-Madison campus, please rate your perception of the value of the program and indicate whether you have used the program.

35. How valuable is each program? Please rate on a scale of 1 to 4 (whether or not you have used it).						36. Have you ever used or participated in this program?	
UW-Madison Programs	Never Heard of Program 0	Very Valuable 1	Quite Valuable 2	Somewhat Valuable 3	Not at all Valuable 4	Yes	No
a. Extension of the tenure clock	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
b. Dual Career Hiring Program	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
c. Provost's Strategic Hiring Initiative	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
d. Anna Julia Cooper Postdoctoral Fellowships	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
e. Workshops for Search Committees	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
f. Family Leave	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
g. Ombuds for Faculty	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
h. New Faculty Workshops	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
i. Equity in Faculty Salaries Policy	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
j. Women Faculty Mentoring Program	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
k. Committee on Women	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
l. Office of Campus Child Care	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
m. Cluster Hire Initiative	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
n. Sexual Harassment Information Sessions	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
o. Vilas Life Cycle Professorships	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
p. Plan 2008 Diversity Initiative	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
q. Women in Science and Engineering Leadership Institute (WISELI)	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>

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.

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

Never

1 to 2 times

3 to 5 times

More than 5 times

38. 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 for each statement.	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 more about your family living arrangements and the extent to which faculty at UW-Madison are able to balance their professional and personal lives.

39. What is your current marital or cohabitation status?

- a. I am married or partnered and I live with my spouse/partner. —▶ **Go to question 40**
- b. I am married or partnered, but we reside in different locations. —▶ **Go to question 40**
- c. I am single (am not married and am not partnered). —▶ **Go to question 41**

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

- a. Full-time
- b. Part-time
- c. Not employed
- d. Retired

41. Do you have any children?

- a. Yes —▶ **Go to question 42**
- b. No —▶ **Go to question 43**

42. Living arrangements and ages of children:

<i>For each age range of your child/children, please check the box that most closely describes their living arrangements.</i>	Living With Me Full Time	Living With Me Part Time	Not Living With Me	No Children in Age Range
a. Preschool aged children (ages 0 – 5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. School aged children (ages 6 – 18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Older children (age 19 and older)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

<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 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
e. Working long hours is an important sign of commitment in my department.	1	2	3	4	NA

44. 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 communicates 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

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

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

Excellent 1 Very good 2 Good 3 Fair 4 Poor 5

46. 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

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

- a. Yes → **Go to question 48**
 b. No → **Go to question 49**

48. 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

49. Using your own definition of 'burnout', check the item that describes you *most of the time*:

- a. I enjoy my work. I have no symptoms of burnout.
 b. Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out.
 c. I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.
 d. The symptoms of burnout that I am experiencing won't go away. I think about frustrations at work a lot.
 e. I feel completely burned out and wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.

50. What could be changed about the culture of UW-Madison that would lower the stress on the faculty?

Diversity Issues at UW-Madison

51. 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 for each statement.</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. Women in my department must work harder than men to convince colleagues of their competence.	1	2	3	4	DK
h. My department has too few women faculty in leadership positions.	1	2	3	4	DK
i. My department has identified ways to move women into leadership positions.	1	2	3	4	DK
j. My department has made an effort to promote women into leadership positions.	1	2	3	4	DK

52. 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 for each statement.</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. Faculty of color in my department must work harder than majority faculty to convince colleagues of their competence.	1	2	3	4	DK
h. My department has too few faculty of color in leadership positions.	1	2	3	4	DK
i. My department has identified ways to move faculty of color into leadership positions.	1	2	3	4	DK
j. My department has made an effort to promote faculty of color into leadership positions.	1	2	3	4	DK

53. How much do you agree or disagree with the following statements about commitment to diversity at UW-Madison?

Circle one number on a scale of 1 to 4 for each statement.	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
	1	2	3	4
a. Commitment to diversity is demonstrated in my department.	1	2	3	4
b. Commitment to diversity is demonstrated in my school/college.	1	2	3	4
c. Commitment to diversity is demonstrated at the UW-Madison.	1	2	3	4

Personal Demographics

As always, responses to the following questions will be kept confidential. Information from this survey will be presented in aggregate form **above the departmental level** (such as college/school or division) so that individual respondents cannot be identified.

54. What is your sex?

- a. Male
 b. Female

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

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

56. What is your sexual orientation?

- a. Heterosexual
 b. Gay/Lesbian
 c. Bisexual

57. Are you a U.S. citizen?

- a. Yes
 b. No

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

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

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

Look for results to be posted at <http://wiseli.engr.wisc.edu> in late 2006.