



W I S E L I

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

**Working with Department  
Chairs:**

**Enhancing Department Climate**



# The Department Climate Survey

- 21 Departments in 6 schools/colleges surveyed
  - 7 of 11 chairs in the College of Engineering
  - 6 of 11 basic science chairs in the Medical School
- Chairs chose the groups to be surveyed
  - Faculty
  - Academic Staff
  - Classified Staff
  - Scientist
  - Instructor/Adjunct
  - Postdoctoral/Graduate Students
- N=1121; Average response rate = 53%



## Number/percentage of participants by title

<b>Position Title</b>	<b>N</b>	<b>%</b>
Classified Staff	168	15%
Unclassified Staff	218	19%
Faculty Member	357	32%
Scientist	34	3%
Instructor/Adjunct	22	2%
Post-doc	59	5%
Graduate Student	232	21%
<i>No response/blank</i>	31	3%
<b>Total</b>	<b>1121</b>	<b>100%</b>



# Findings: Overall Department Climate Score

<b>Mean overall climate score = 3.72 (scale of 1-5)</b>		
Rating	N	%
Very negative (1)	30	2.7%
Negative (2)	95	8.5%
Neutral (3)	237	21.1%
Positive (4)	538	48%
Very Positive (5)	208	18.6%
<b>Total</b>	<b>1108</b>	<b>98.8%</b>
<i>No response</i>	13	1.2%
Total	1121	100%



## Mean overall department climate score, by title

<b>Position Title</b>	<b>N</b>	<b>%</b>	<b>Mean</b>
Classified Staff	168	15%	3.64
Unclassified Staff	218	19%	3.65
Faculty Member	357	32%	3.66
Scientist	34	3%	3.76
Instructor/Adjunct	22	2%	4.05
Post-doc	59	5%	4.07
Graduate Student	232	21%	3.88
Total	1090	97%	3.72



## Preliminary Evaluation

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- Chairs placed great value on:
  - Learning from the facilitator and interacting with other chairs
  - The climate survey as a source of data on their own department
  - Meeting in a series of three sessions