



WISCONSIN

UNIVERSITY OF WISCONSIN-MADISON

Study of Faculty Worklife 2016: Selected Results

*Presented to BREAD: Bias Research to promote
Equity And Diversity*

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Study of Faculty Worklife

- Five waves: 2003, 2006, 2010, 2012, 2016
- Designed to measure faculty perceptions of their workplace environment
- Paper survey, mailed to homes of faculty
- 2016 study funded entirely from WISELI's income-generating activities
- Response rates relatively high, 58.6% in 2016 (N=1,285)
- Data analysis emphasizes group differences, change over time

Topics

- Department climate
- Harassment
- Satisfaction
- Faculty morale

DEPARTMENT CLIMATE

Group differences in climate experiences

More negative experiences

- Women
- Faculty of color
- Faculty with disabilities
- “Non-mainstream” faculty

No differences

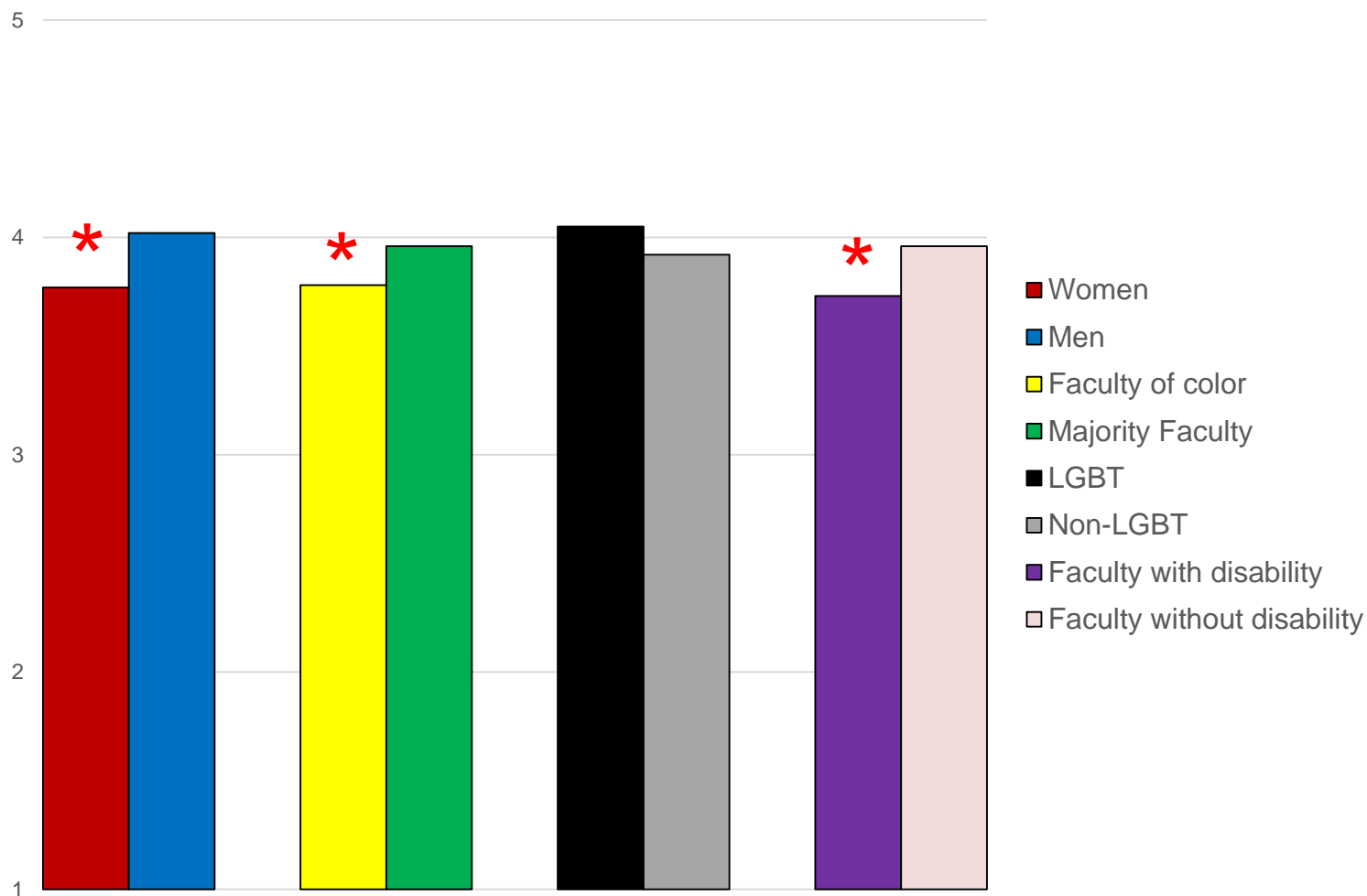
- Non-citizens
- LGBT faculty

More positive experiences

- Department chairs

Untenured faculty: both positive and negative experiences

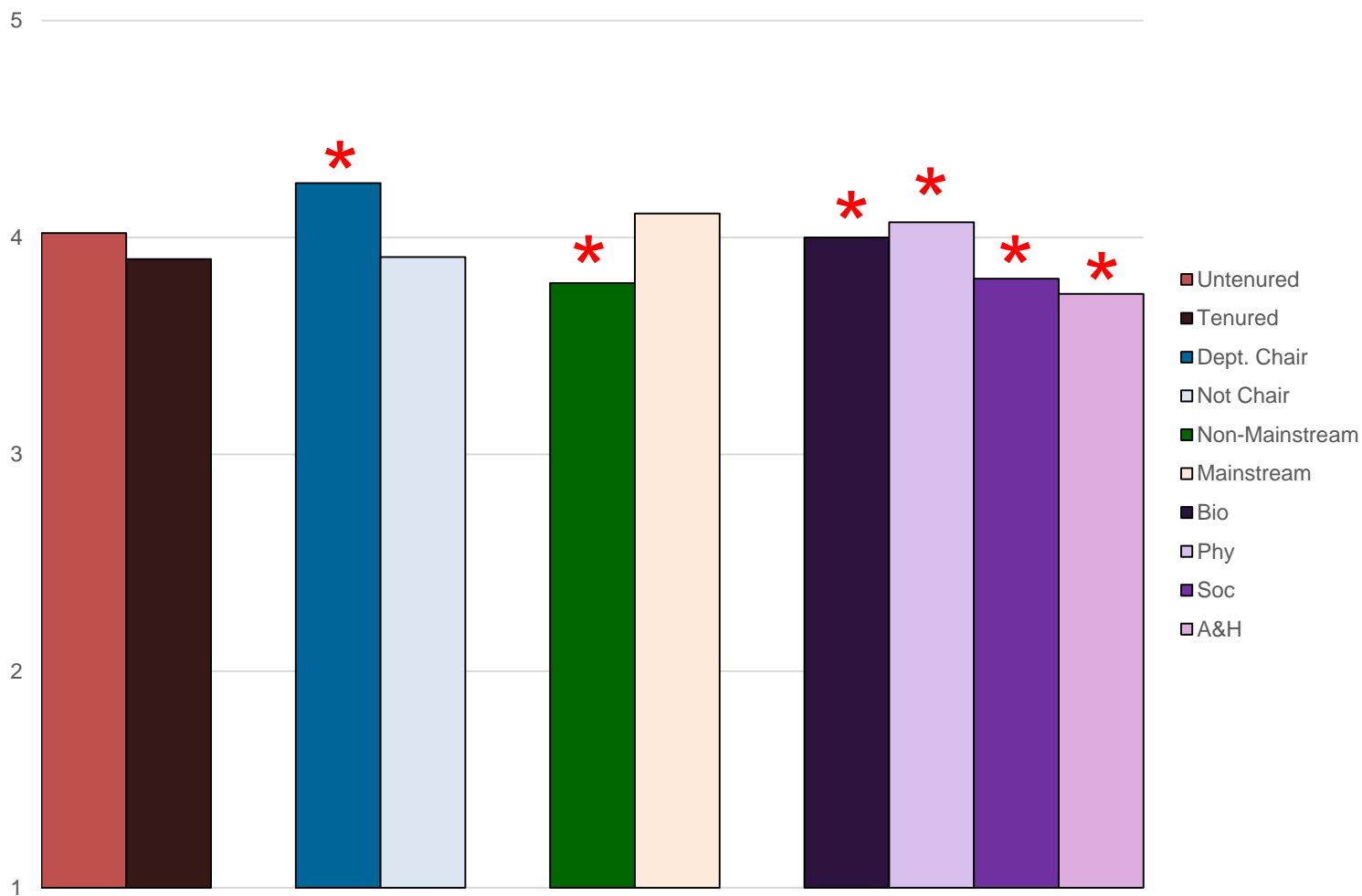
In my department the overall climate is ...



Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.

* indicates significant difference, $p < .05$.

In my department the overall climate is ...



Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.

* indicates significant difference, $p < .05$.

Women report significantly worse climate

- Respect by colleagues, students, staff, department chair
- Exclusion from informal networks
- Opinions solicited less often, research and scholarship less valued
- Isolated in department and on campus
- Less able to navigate unwritten rules
- Less able to voice concerns or raise personal responsibilities when scheduling
- Work harder to be perceived as a legitimate scholar
- Less feeling of “fit” in department

Of 25 climate-related questions, women respond significantly more negatively on 21 of them!

Faculty of Color report significantly worse climate

- Respect by colleagues (but not students, staff, chair)
- Exclusion from informal networks
- Opinions solicited less often
- Isolated in department and on campus
- Less able to navigate unwritten rules
- Less able to voice concerns
- Work harder to be perceived as a legitimate scholar

Of 25 climate-related questions, faculty of color respond significantly more negatively on 14 of them!

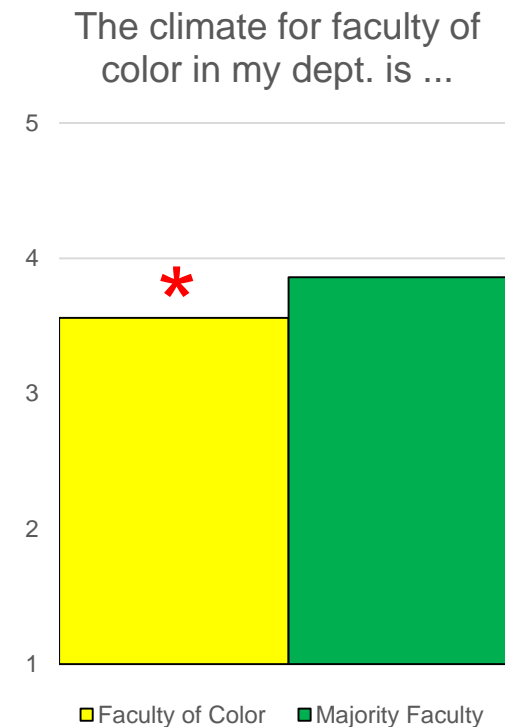
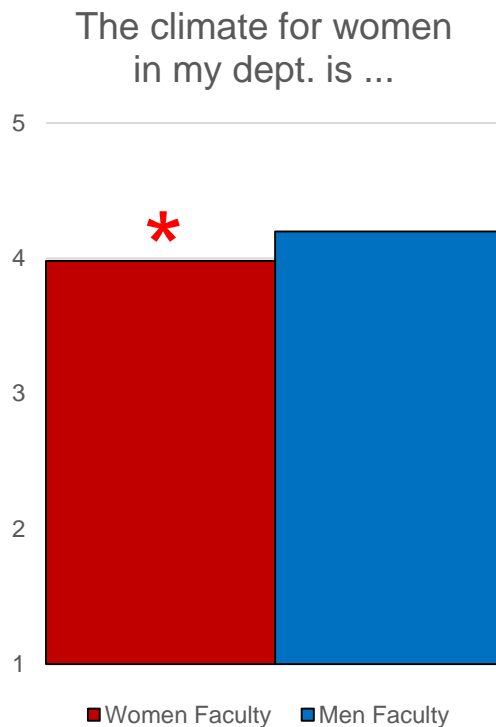
Other group differences

Group	Number of significant differences (of 25)
Women	21 – all negative
Faculty of color	14 – all negative
LGBT faculty	1 – negative
Faculty with disability	14 – all negative
Untenured faculty	8 negative, 7 positive
Department chairs	16 (of 21) – all positive
“Non-mainstream” research	21 – all negative
Biological Science division	7 positive, 2 negative (department decision-making items)
Physical Science division	5 – all positive
Social Science division	5 – all negative
Arts & Humanities division	7 – all negative

Climate is mostly unchanged since 2012

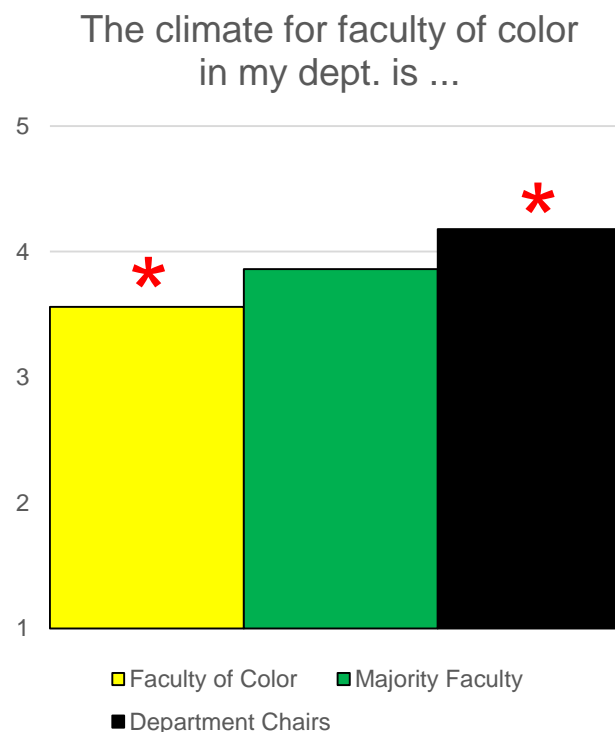
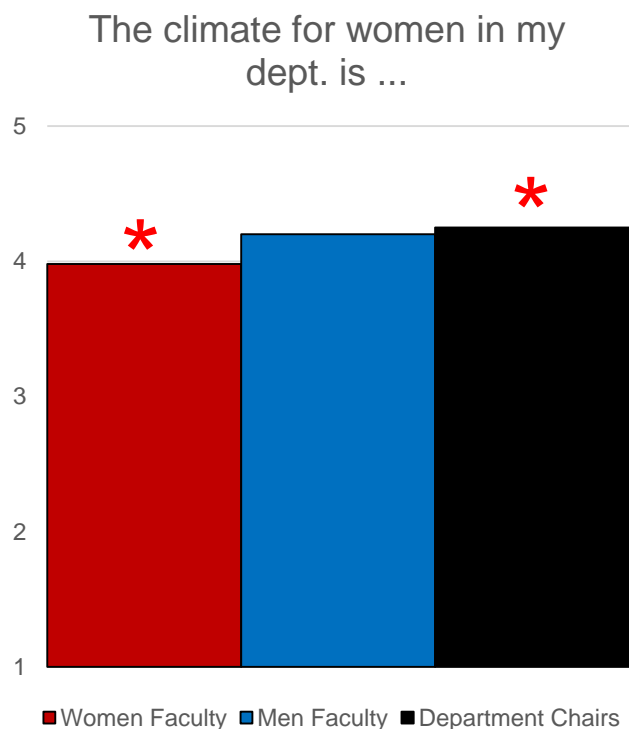
- Improvements:
 - Ratings of department chair leadership
 - Feelings of respect from students, staff, colleagues
 - Biological Science faculty especially showed improvement on these measures
- Declines:
 - Faculty of color—increase in the feeling they must work much harder to be seen as legitimate scholars
 - Women faculty, Social Science faculty—feel more strongly in 2016 that meetings DO NOT allow all participants to share their views

Faculty overestimate quality of climate for women and faculty of color



Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.
 * indicates significant difference, $p < .05$.

Department chairs overestimate quality of climate for women and faculty of color the most!



Response choices: 1=Very negative, 2=Negative, 3=Mediocre, 4=Positive, 5=Very positive.
 * indicates significant difference, $p < .05$.

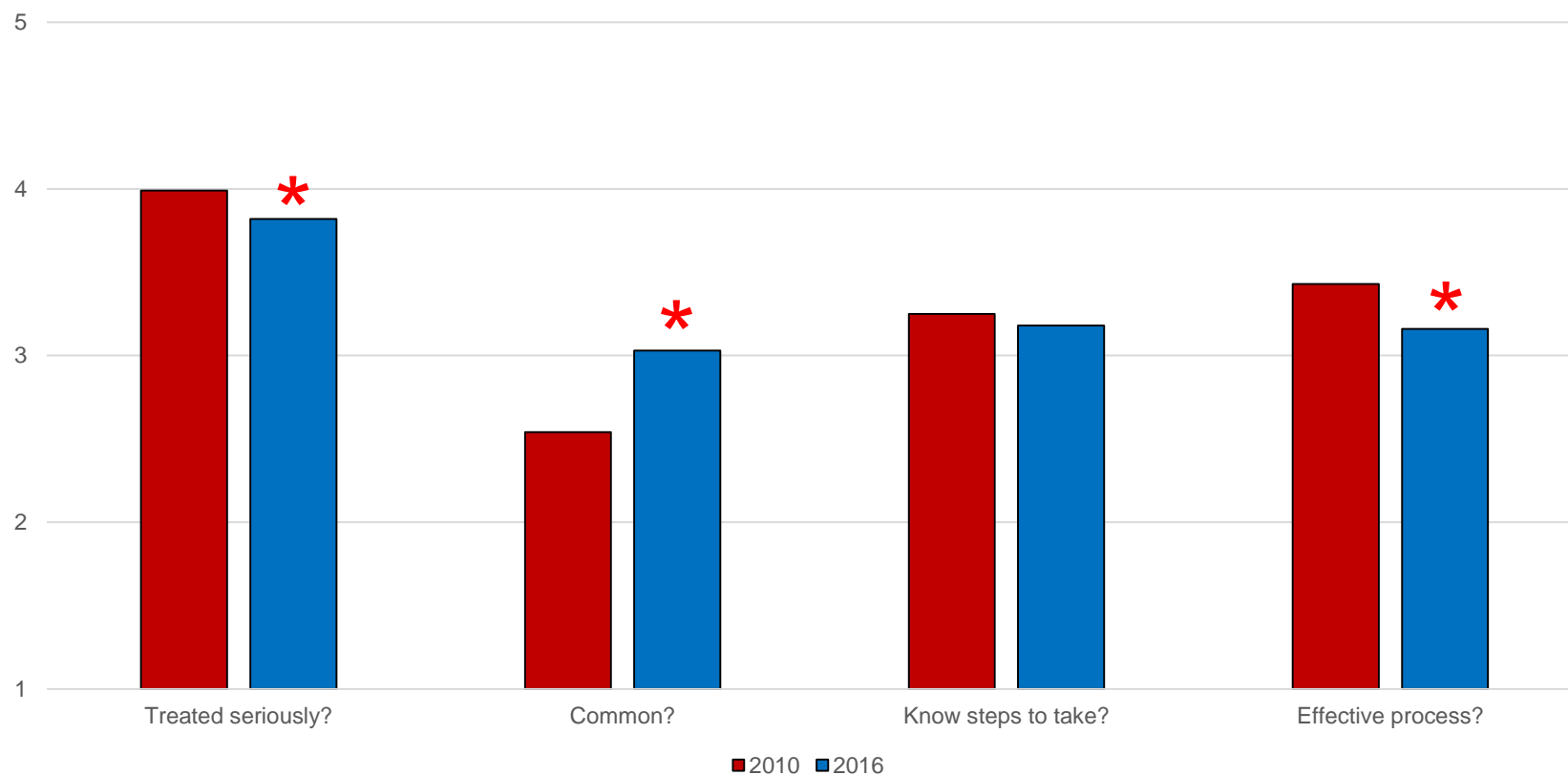
HARASSMENT

Sexual harassment is decreasing

- Approximately 9% of women faculty experienced an incident of sexual harassment in last 3 years
- This figure is significantly lower than in 2010 (14%)
- At the same time:
 - Faculty say sexual harassment is treated less seriously now than in 2010, that it is more common than in 2010, and that the process for dealing with sexual harassment complaints is less effective
 - The numbers of faculty who respond “don’t know” to sexual harassment questions has decreased significantly since 2010

Visibility of issue for students is affecting faculty?

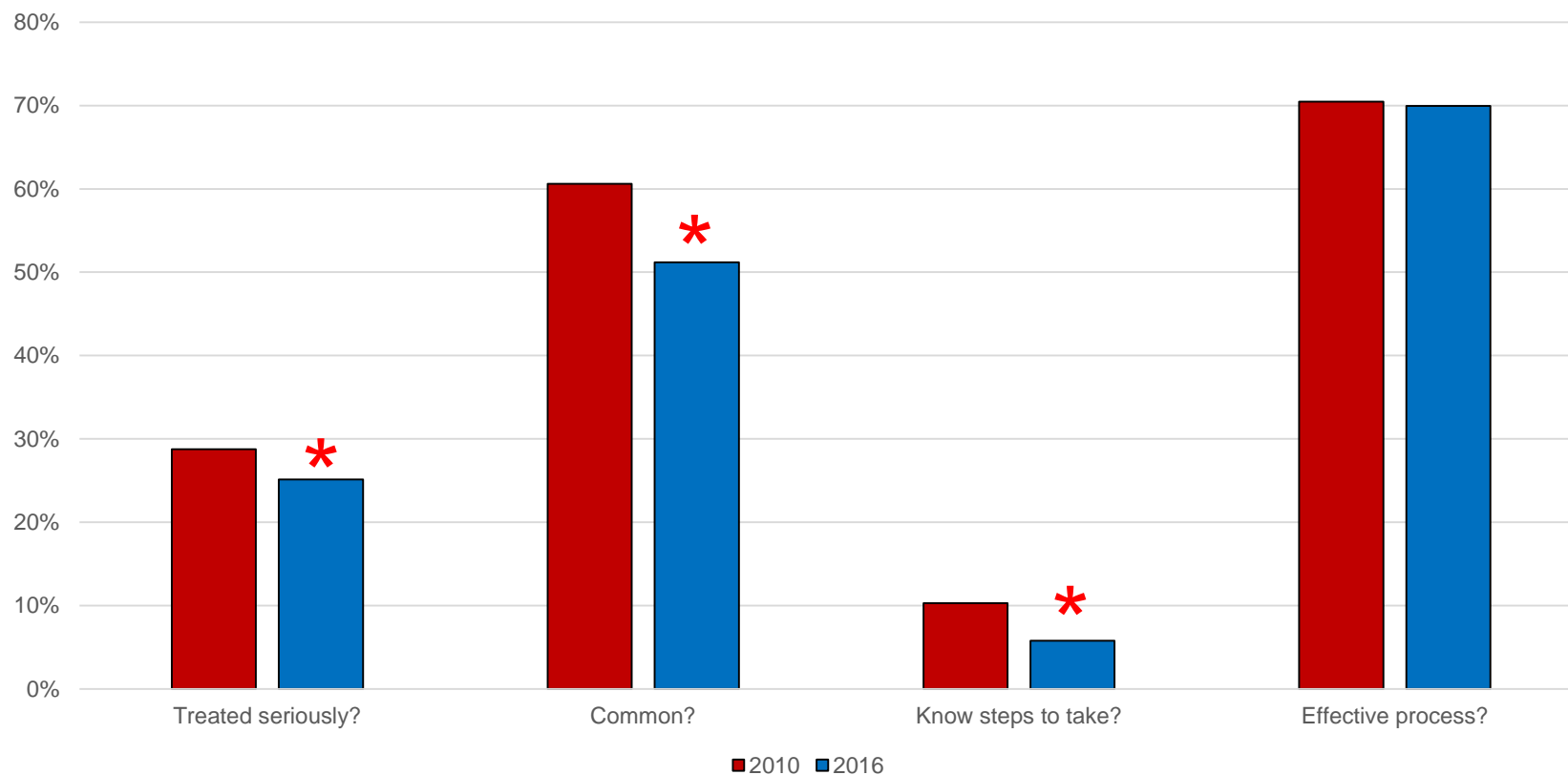
Sexual Harassment Knowledge



Response choices: 1=Not at all, 2=A little, 3=Somewhat, 4=Very, 5=Extremely.

* indicates significant difference, $p < .05$.

Percent Responding "Don't Know" to Sexual Harassment Items



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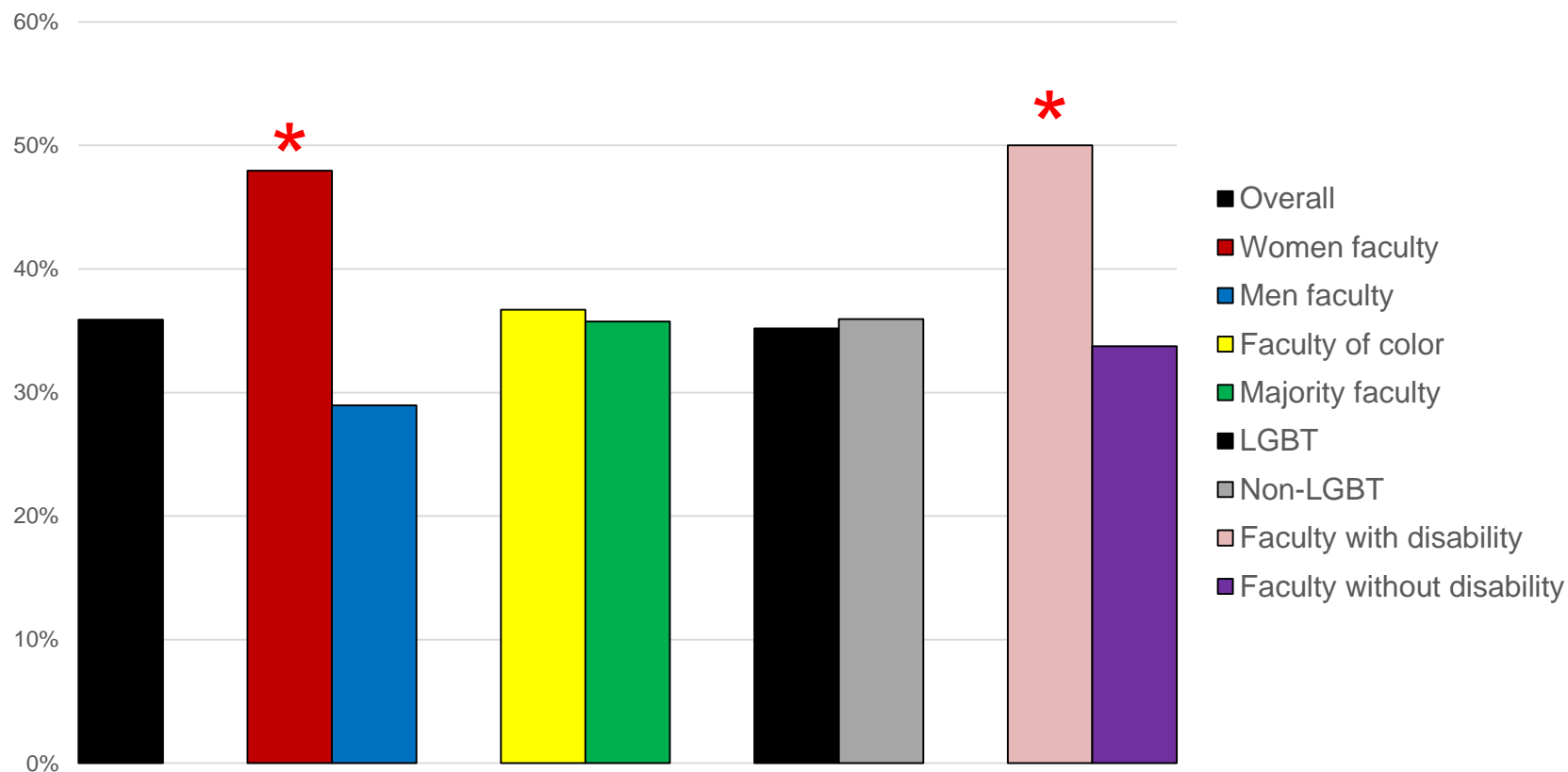
Baseline for hostile & intimidating behavior

- New policy passed in 2014
- “Unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the university’s academic or operational interests”
- May take the form of abusive expression, intimidating physical contact or gestures, conspicuous exclusion or isolation, sabotage of a person’s work, or abuse of authority.

Baseline for hostile & intimidating behavior

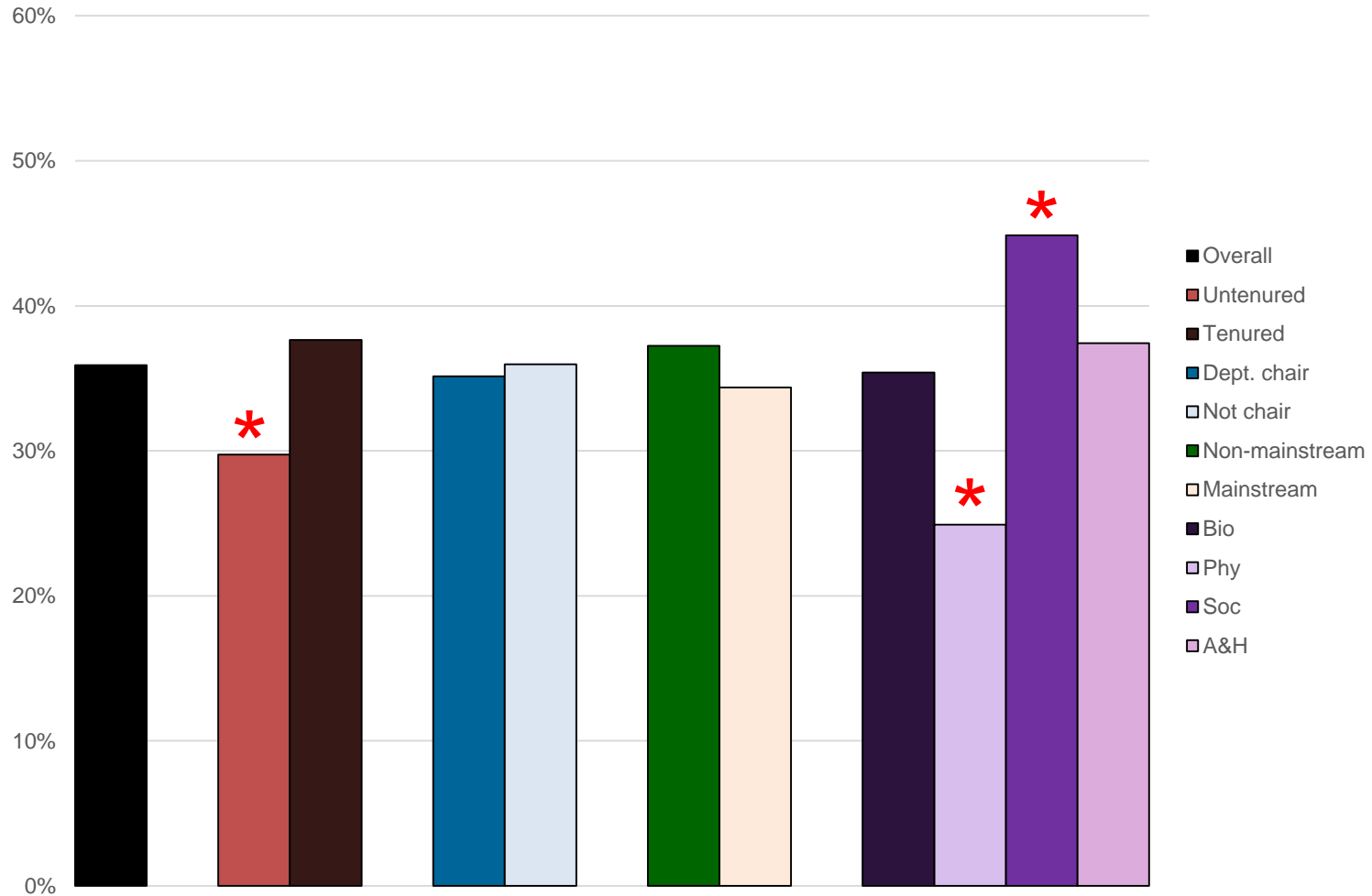
- 36% of faculty report experiencing H&I behavior in past 3 years
- 43% of faculty report witnessing H&I behavior in past 3 years
- Average of 3 incidents experienced/witnessed
- Women, faculty with Disabilities, faculty in Social Science division, and tenured faculty report experiencing the most H&I behavior

Experienced hostile or intimidating behavior in past 3 years



* indicates significant difference, $p < .05$.

Experienced hostile or intimidating behavior in past 3 years



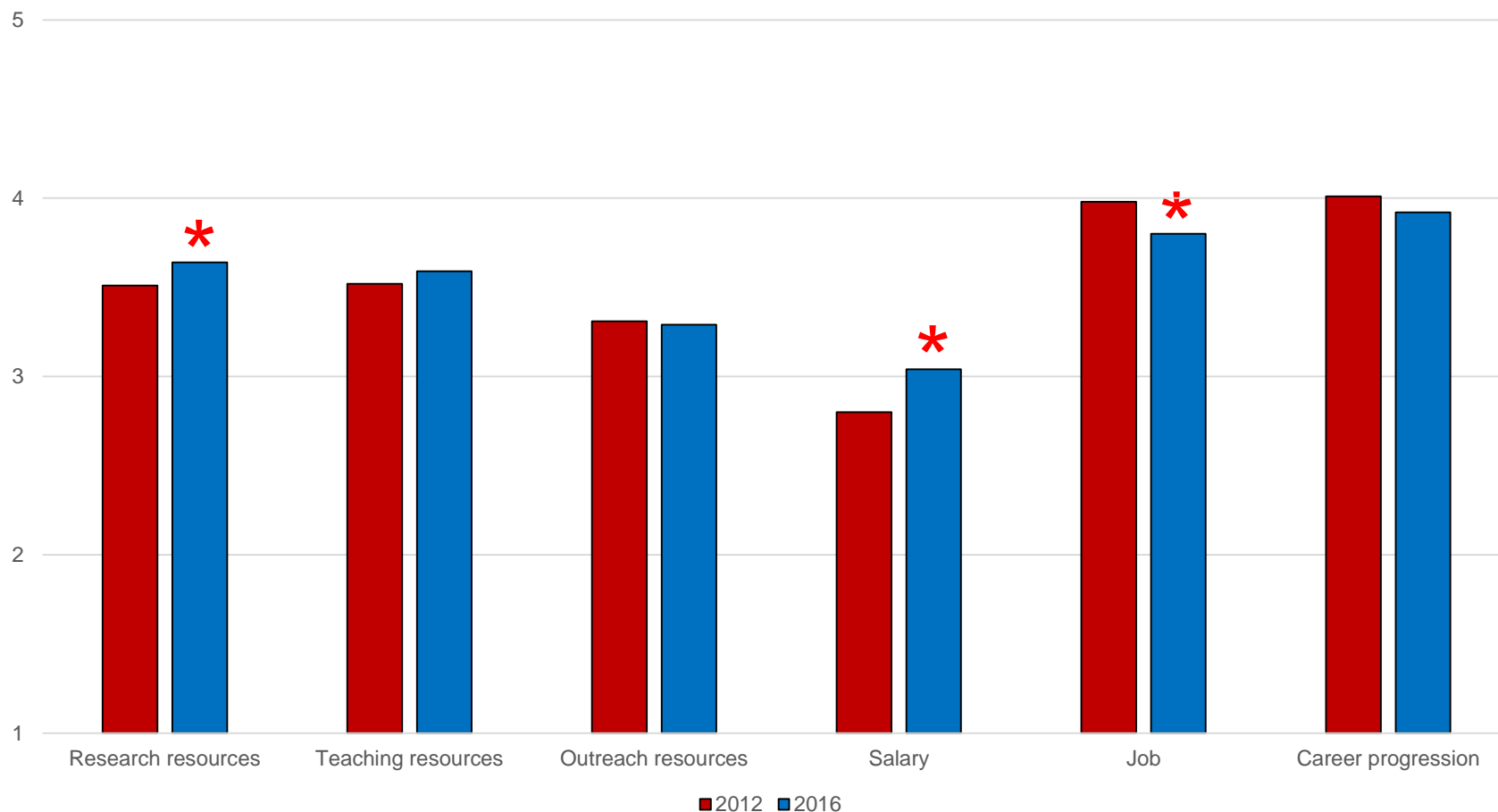
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SATISFACTION WITH EMPLOYMENT

Job satisfaction both better and worse

- Satisfaction with research resources and satisfaction with salary has generally *increased*, while satisfaction with job has *decreased* since 2012
- Untenured faculty, Biological Science faculty more satisfied than others on most measures
- Women, Faculty of Color, faculty with Disabilities, Arts & Humanities faculty, and “Non-mainstream” faculty are less satisfied

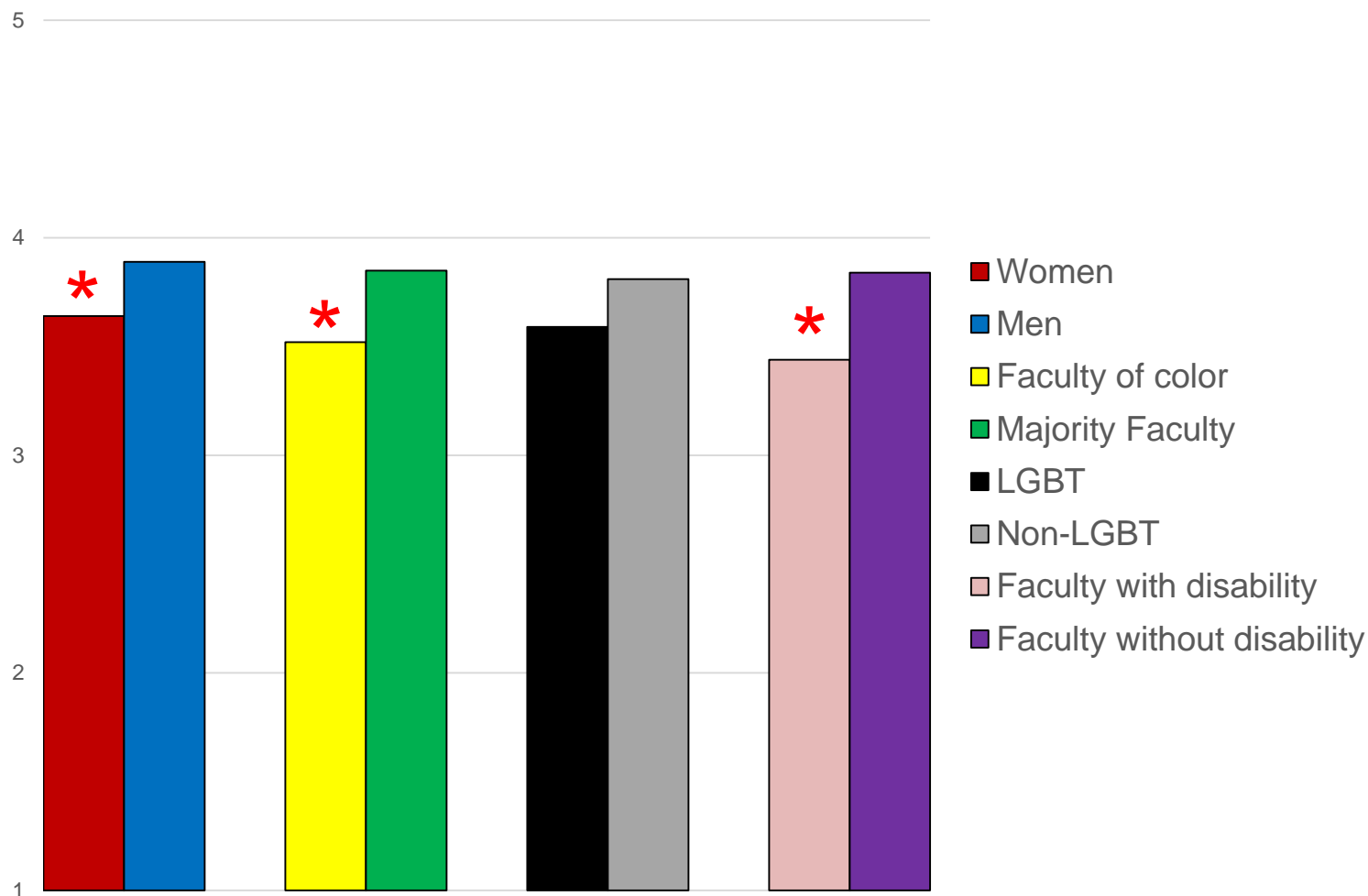
Satisfaction with....



Response choices: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied.

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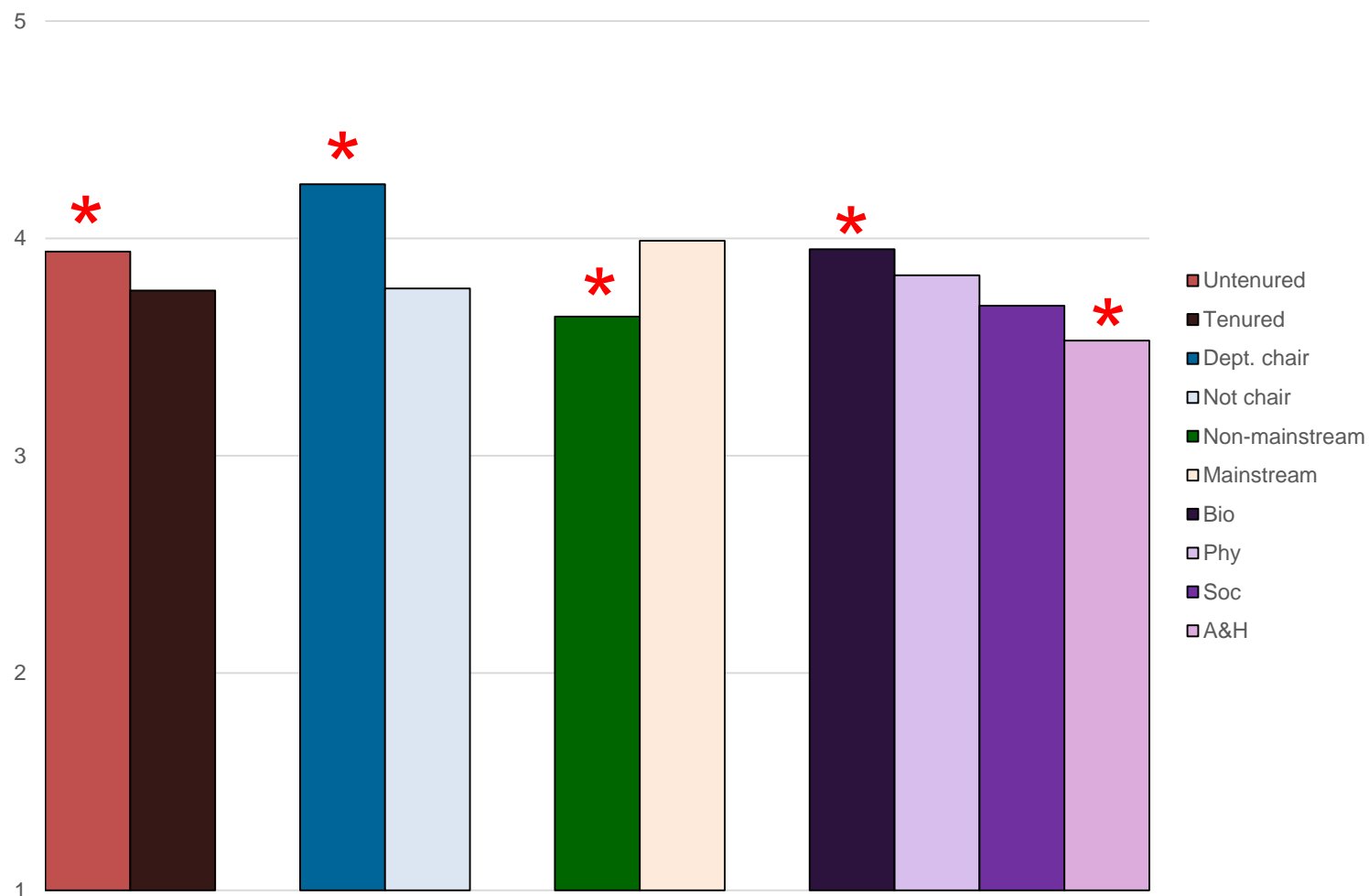
Satisfaction with being a faculty member at UW-Madison



Response choices: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied.

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Satisfaction with being a faculty member at UW-Madison



Response choices: 1=Very dissatisfied, 2=Somewhat dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Somewhat satisfied, 5=Very satisfied.

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Top reasons for satisfaction

1. Quality of/relationships with colleagues (46.6%)
2. Quality of/relationships with students (24.8%)
3. Collegial atmosphere (16.9%)

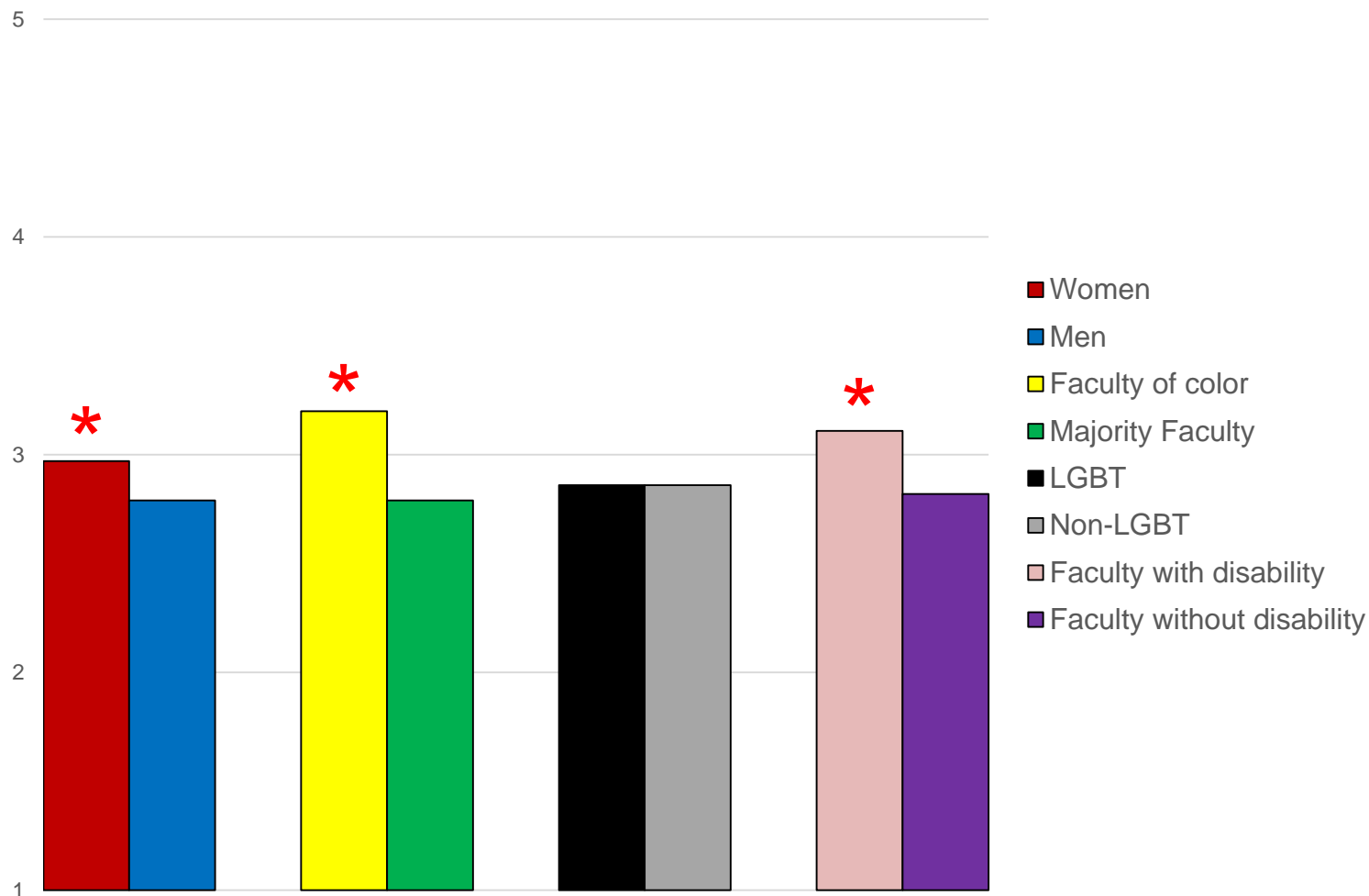
Top reasons for dissatisfaction

1. State politics (26.4%)
2. Budget cuts (20.4%)
3. Salary (20.3%)

Intent to leave increasing

- 67% of faculty at UW-Madison have been approached by another university/headhunter about leaving
- Arts & Humanities faculty are the least likely to be approached (48%) compared to other divisions (around 70%)
- Women, Faculty of Color, faculty with Disabilities, and Social Science faculty are significantly more likely to leave UW-Madison in the next three years compared to other UW-Madison faculty
- Top reason to leave: concerns about budget cuts

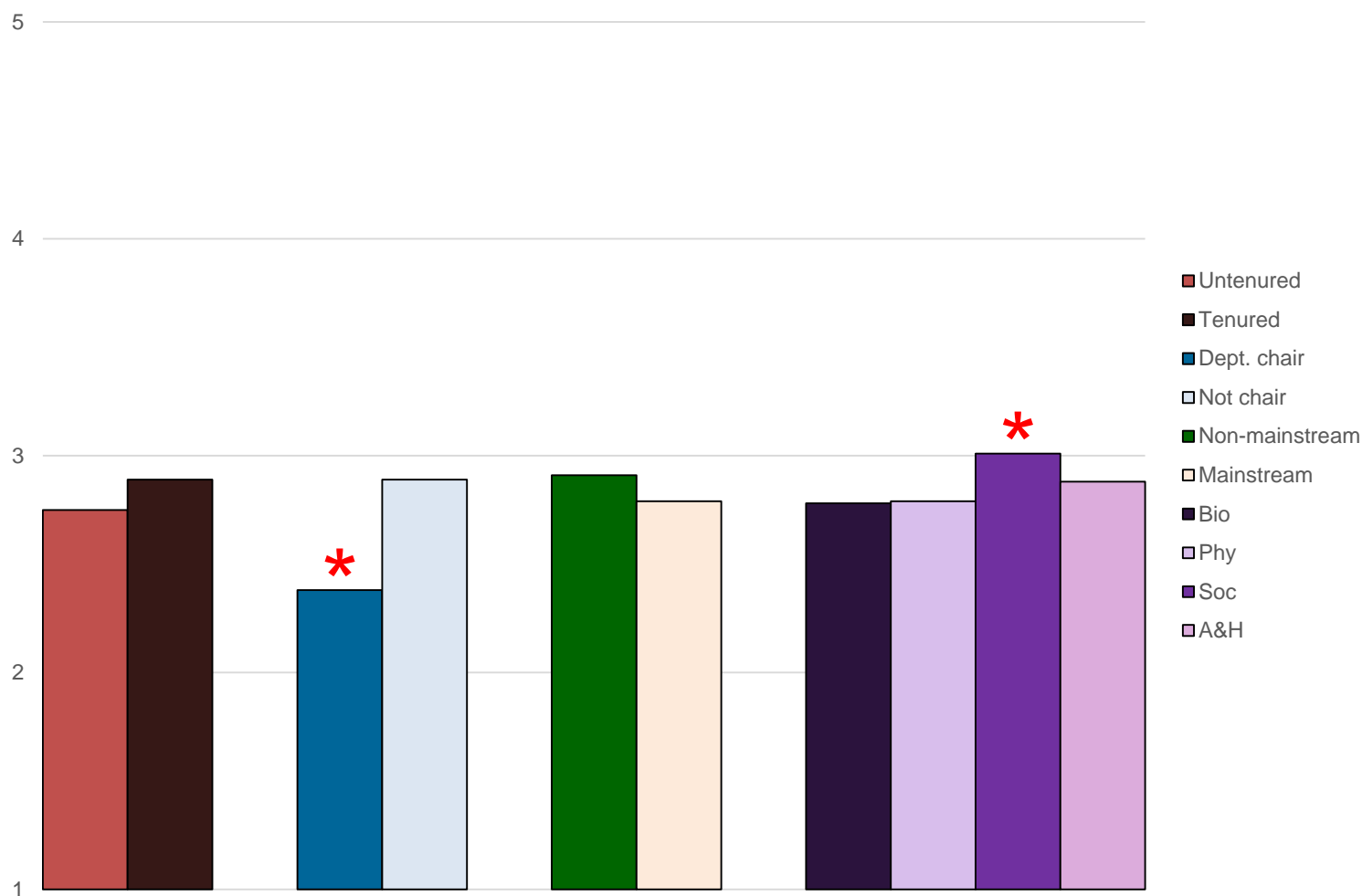
Likelihood of leaving in next 3 years



Response choices (reverse-coded): 1=Very unlikely, 2=Somewhat unlikely, 3=Neither likely nor unlikely, 4=Somewhat likely, 5=Very likely.

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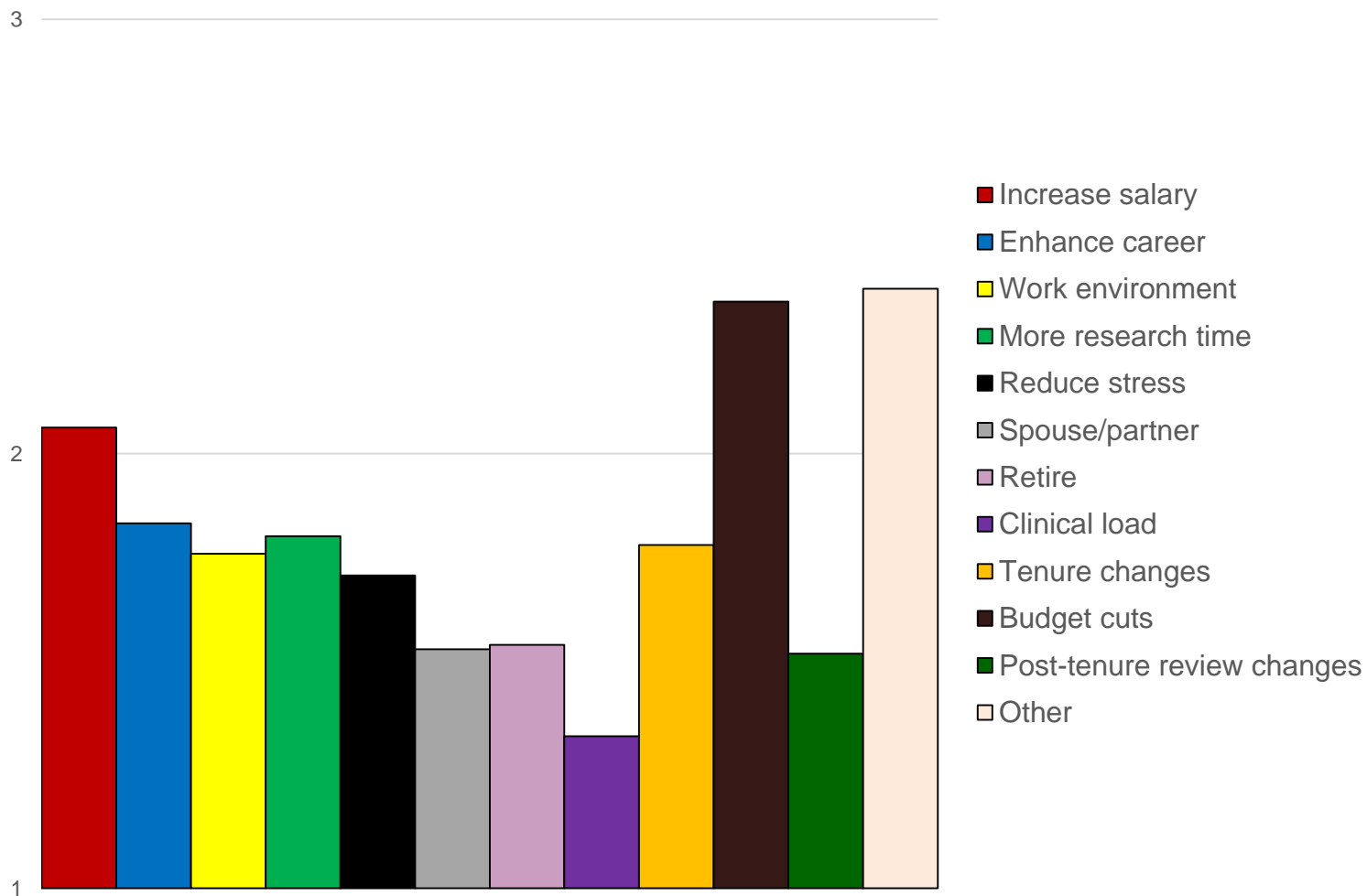
Likelihood of leaving in next 3 years



Response choices (reverse-coded): 1=Very unlikely, 2=Somewhat unlikely, 3=Neither likely nor unlikely, 4=Somewhat likely, 5=Very likely.

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Reasons to Leave UW-Madison



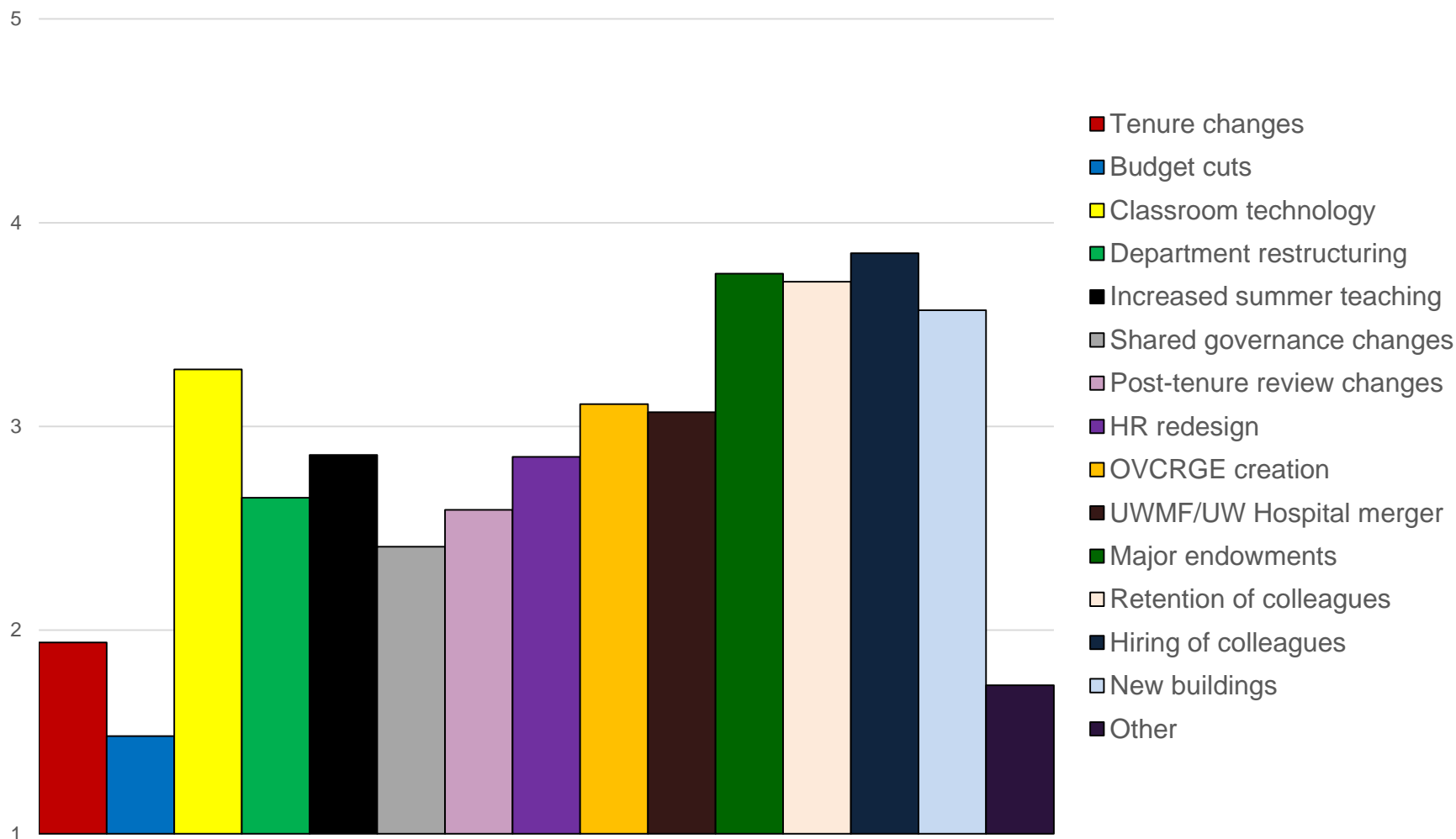
Response choices: 1=Not at all, 2=To some extent, 3=To a great extent.

Some reasons to leave more important for some groups

Reason	More important to....
Increase salary	FOC, SocSci, Tenured
Enhance career	Women, FOC, LGBT, Untenured
Work environment	Women, FOC, LGBT, Disability, Tenured, Non-mainstream
More research time	Women, FOC, Disability, SocSci, A&H, Tenured, Non-mainstream
Reduce stress	Women, Disability, SocSci, A&H, Non-mainstream
Spouse/partner	Non-citizens, Non-BioSci, Untenured
Retire	Disability, A&H, Tenured
Clinical load	BioSci
Tenure changes	FOC, LGBT, Disability, SocSci, A&H, Untenured
Budget cuts	LGBT, Disability, SocSci, A&H, Tenured
Post-tenure review	FOC, LGBT, Disability, SocSci, A&H, Non-mainstream
Other	Women, FOC, LGBT

FACULTY MORALE

Enthusiasm for working at UW-Madison



Response choices: 1=Decreased my enthusiasm a great deal, 2=Decreased my enthusiasm somewhat, 3=Neither increased nor decreased my enthusiasm, 4=Increased my enthusiasm somewhat, 5=Increased my enthusiasm a great deal.

Summary

- Climate generally improving since 2012...but...
 - Women, Faculty of Color, faculty with Disabilities, and Non-mainstream faculty report more unsatisfactory climate experiences
 - Men and majority faculty overestimate climate for Women/Faculty of Color
- Incidence of sexual harassment reported by women faculty is decreasing since 2010...but..
 - New baseline measure of experiencing hostile & intimidating behavior seems high, at 36%
- Job satisfaction is decreasing even while satisfaction with specific elements such as research support and salary are increasing
 - Majority of faculty have been approached by another university or headhunter
 - Social Science faculty report high intent to leave
 - Budget cuts are the #1 reason to consider leaving, and the #1 reason for a lack of enthusiasm for working at UW-Madison