

*2010 Study of Faculty Worklife:
Faculty Commitment to Diversity*



W I S E L I

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

Survey Implementation Notes

- Administered as a paper survey mailed to the homes of faculty in Spring, 2010
- 1,189 faculty respondents (56% response rate)
- Four items related to faculty commitment to diversity
 - Analyzed by gender, race, division, and other variables

28. Thinking of diversity broadly as race, ethnicity, gender, ability/disability, sexual orientation, or other personal characteristics that make us different from one another...

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

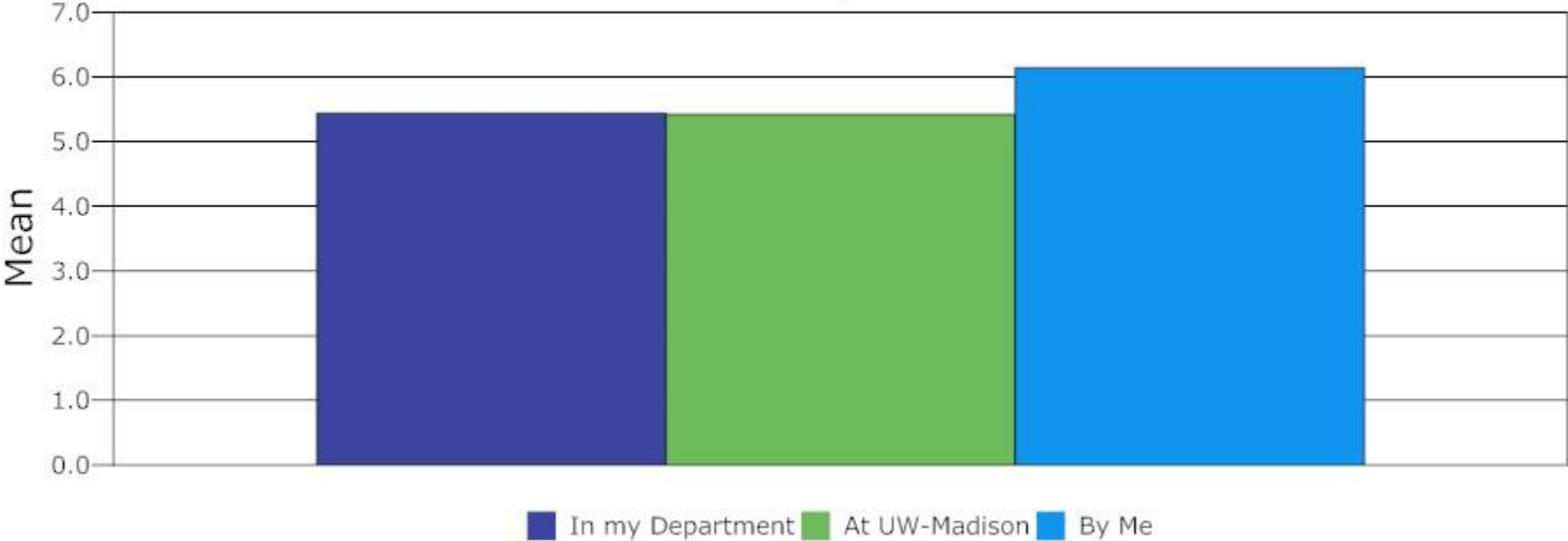
	Strongly disagree	Somewhat disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Somewhat agree	Strongly agree
a. Commitment to diversity is demonstrated in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commitment to diversity is demonstrated at the UW-Madison.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am committed to increasing the diversity of faculty, staff and students at UW-Madison.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. In the last 6 months, have you intentionally engaged in an action to increase the diversity of faculty, staff, and/or students at UW-Madison?

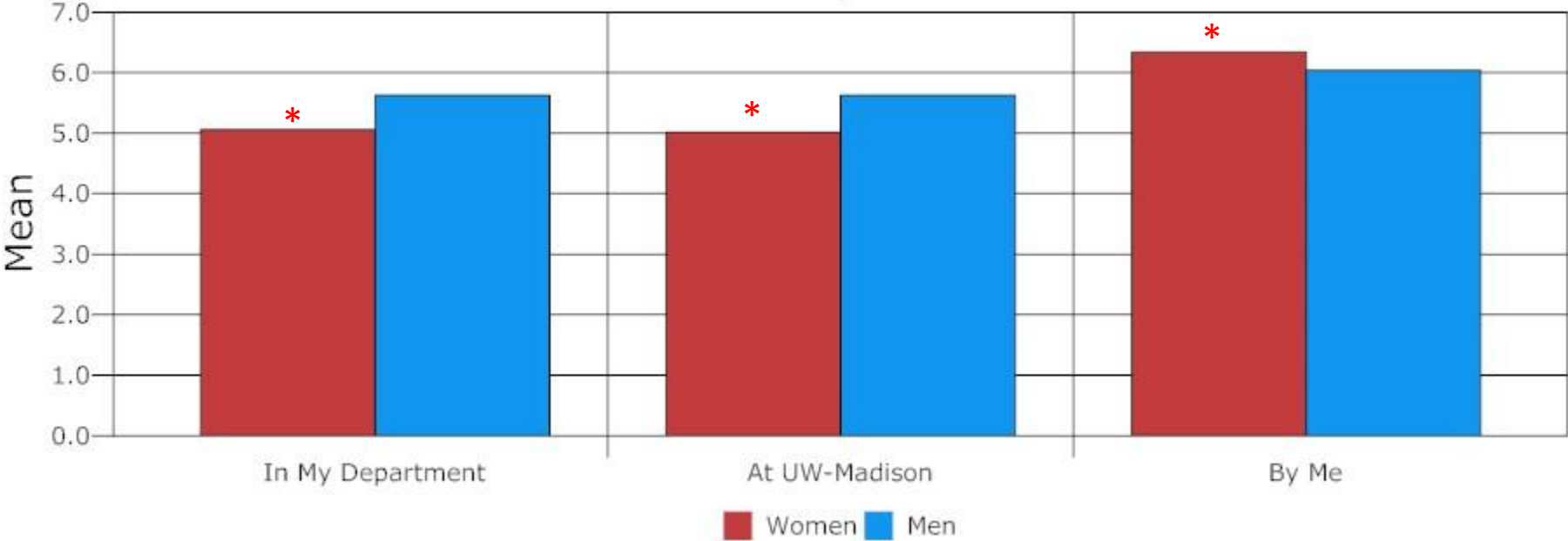
Yes No

Results

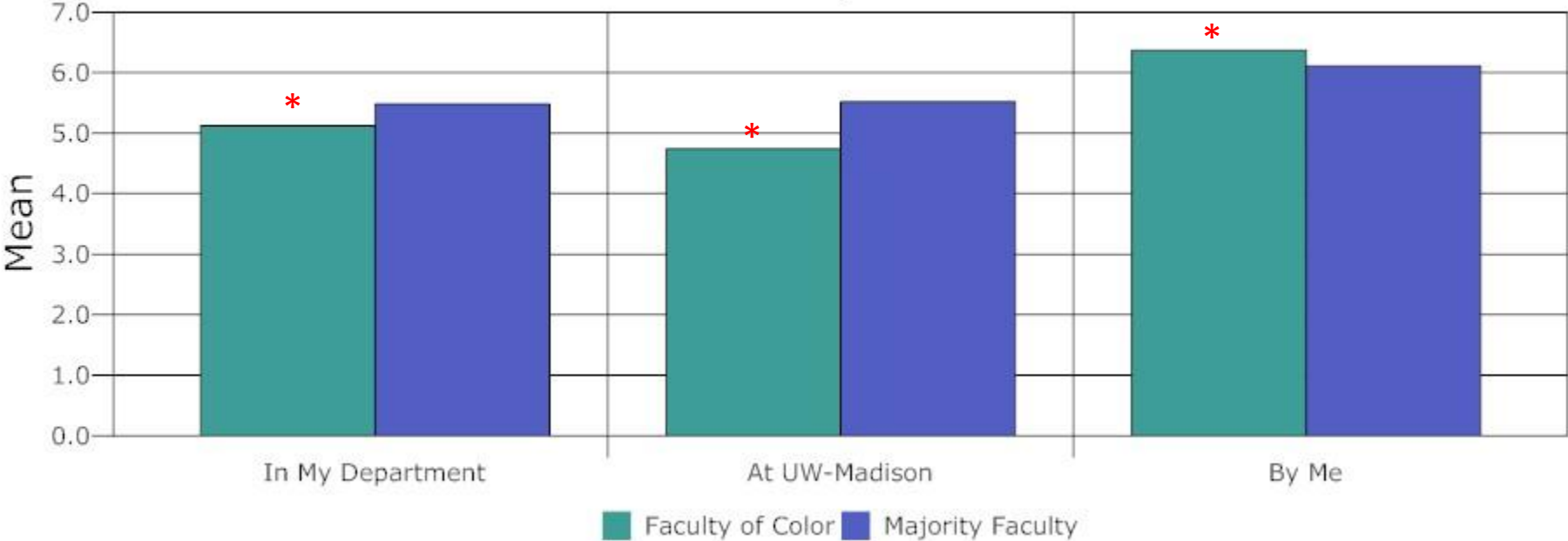
Commitment to diversity is demonstrated...



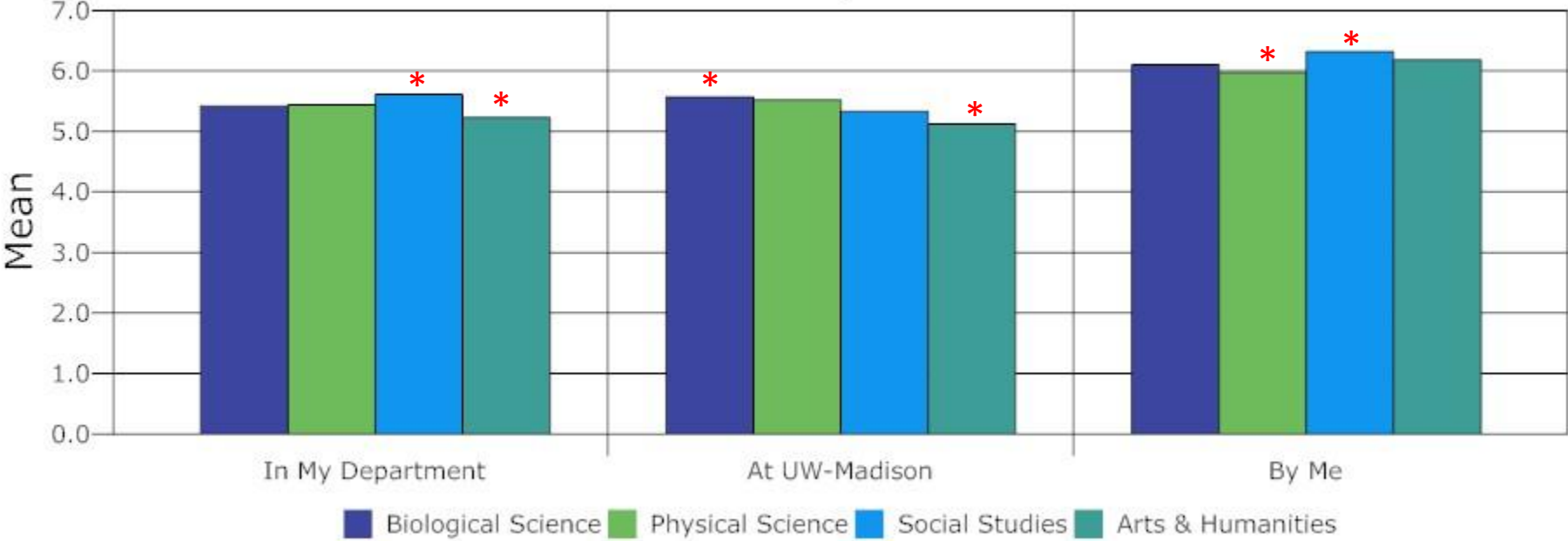
Commitment to diversity is demonstrated...



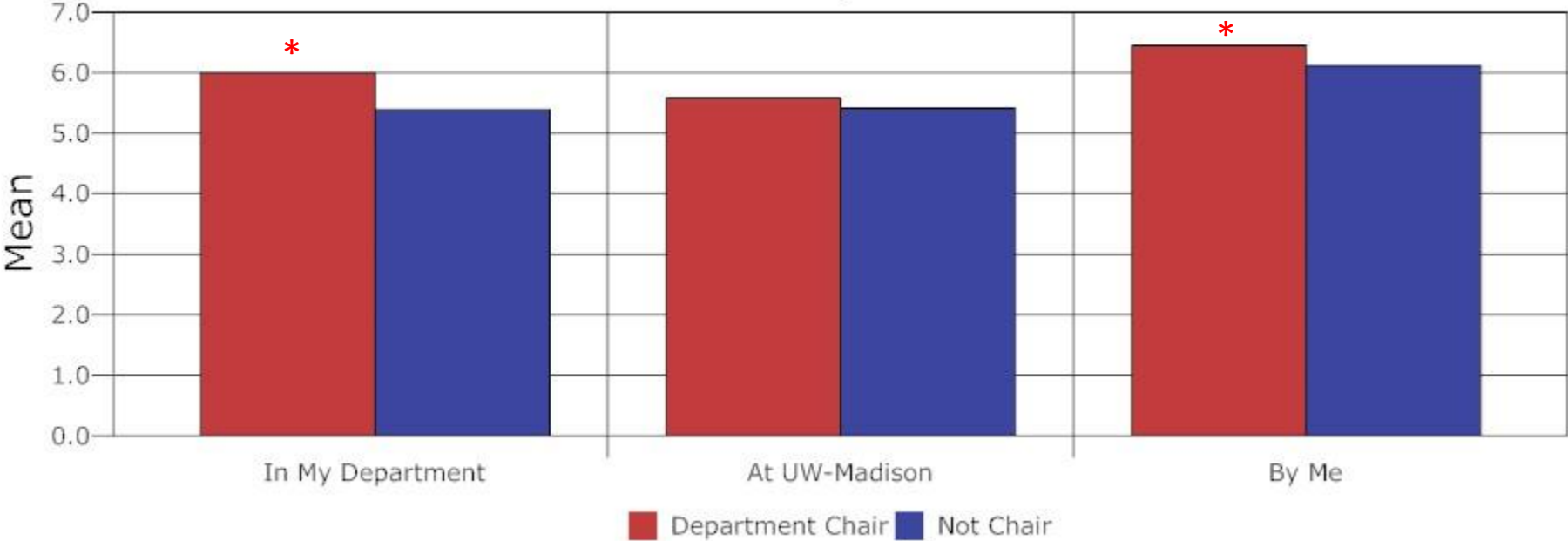
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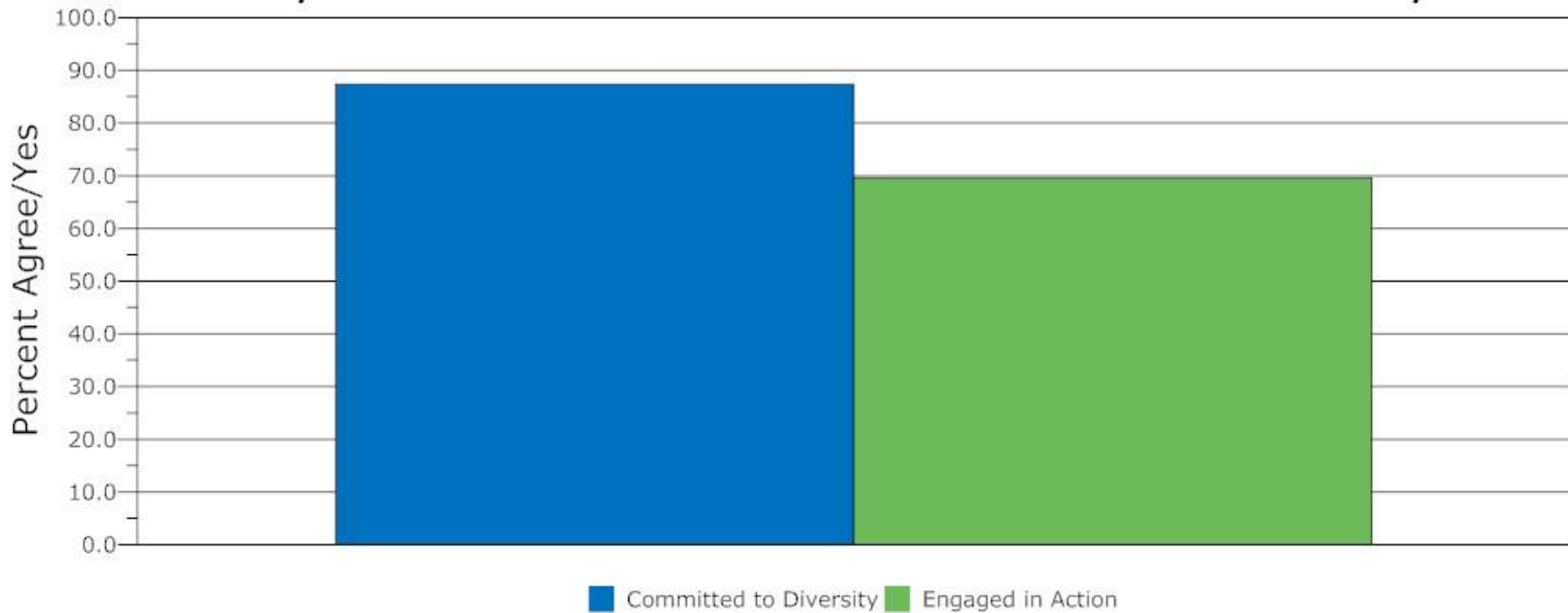


Commitment to diversity is demonstrated...

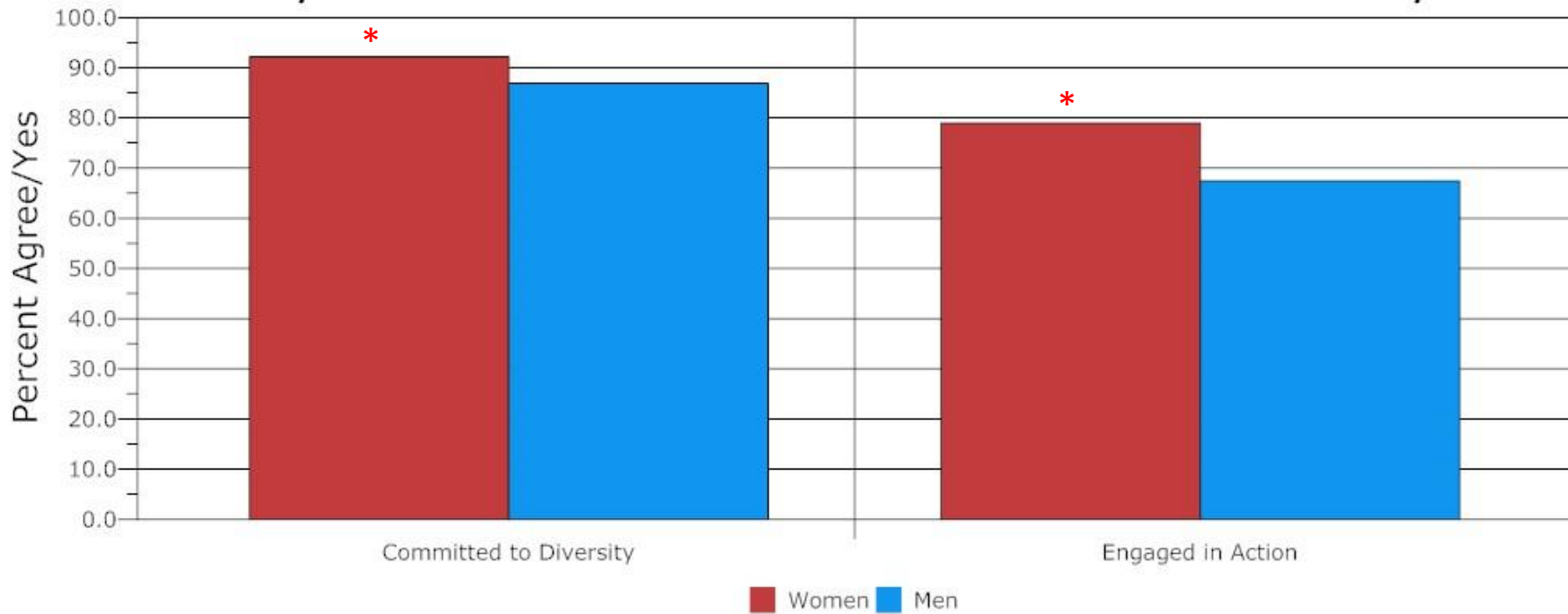


*Converting “commitment” into
“action”*

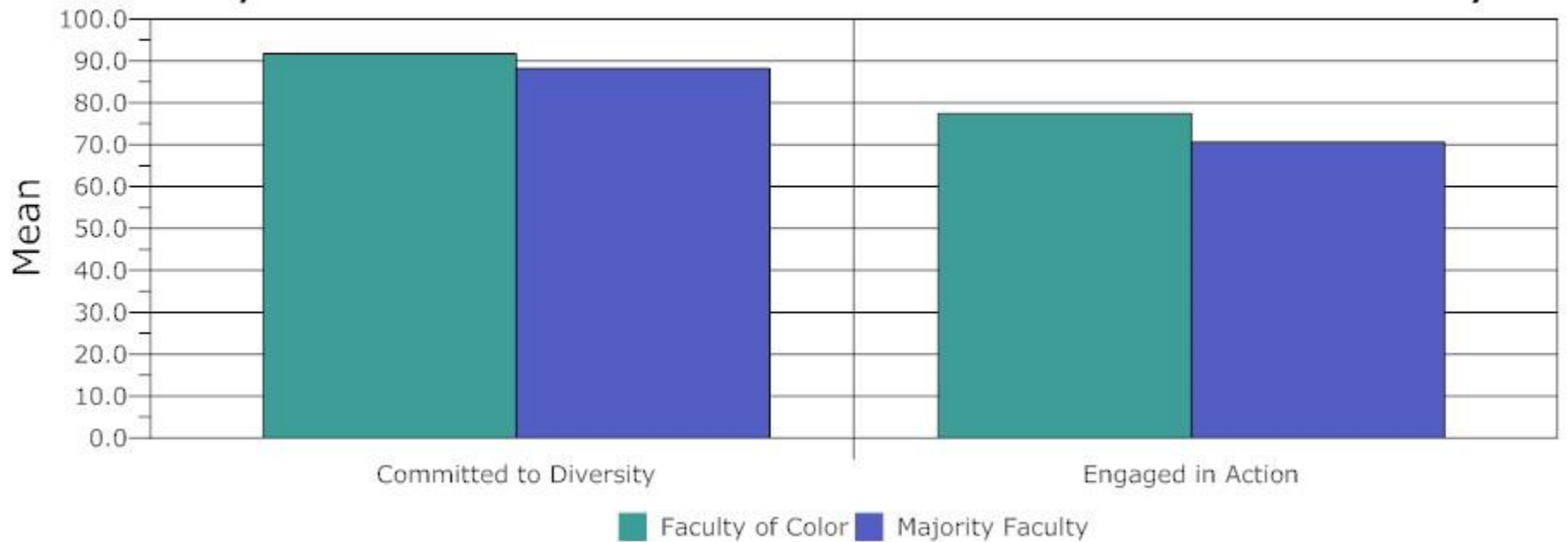
Faculty Commitment and Action Towards Diversity



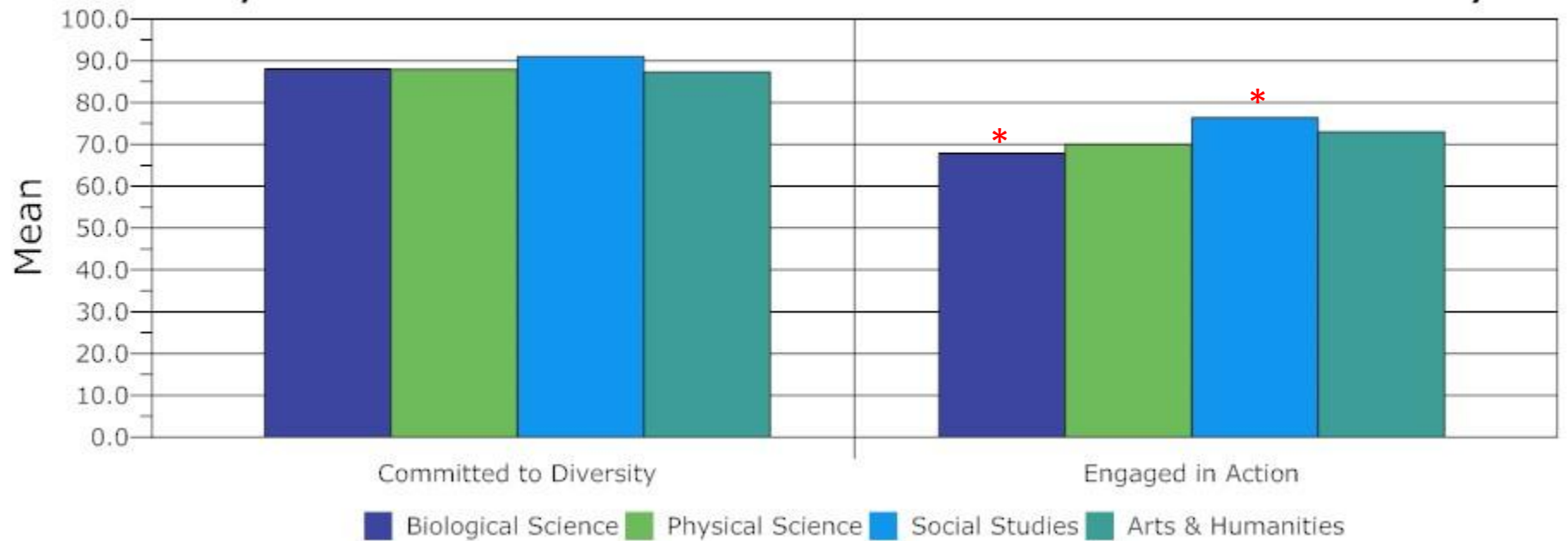
Faculty Commitment and Action Towards Diversity



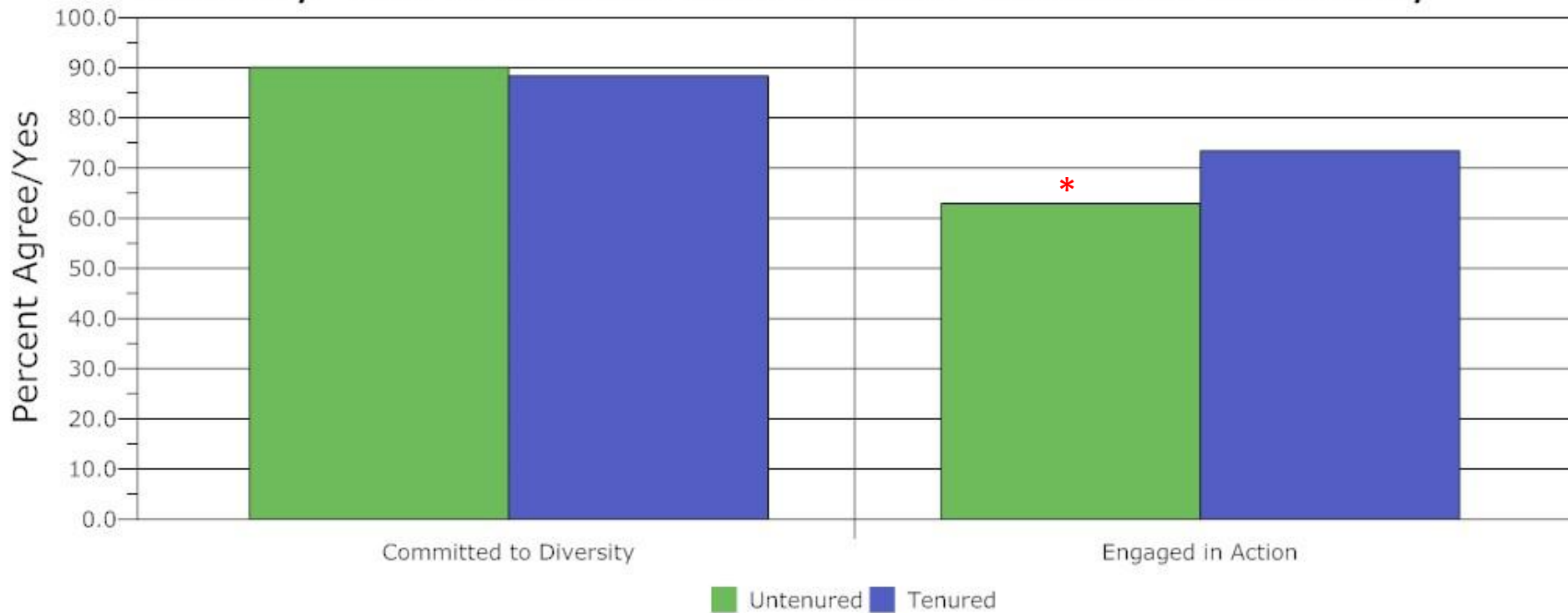
Faculty Commitment and Action Towards Diversity



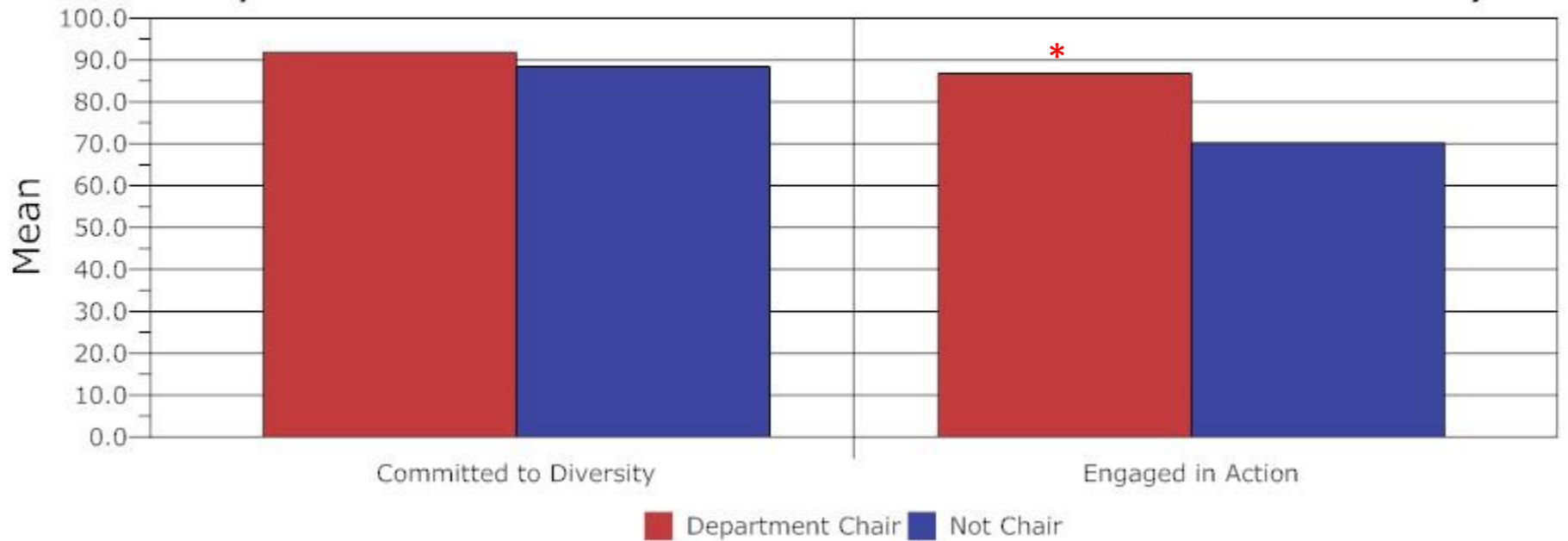
Faculty Commitment and Action Towards Diversity



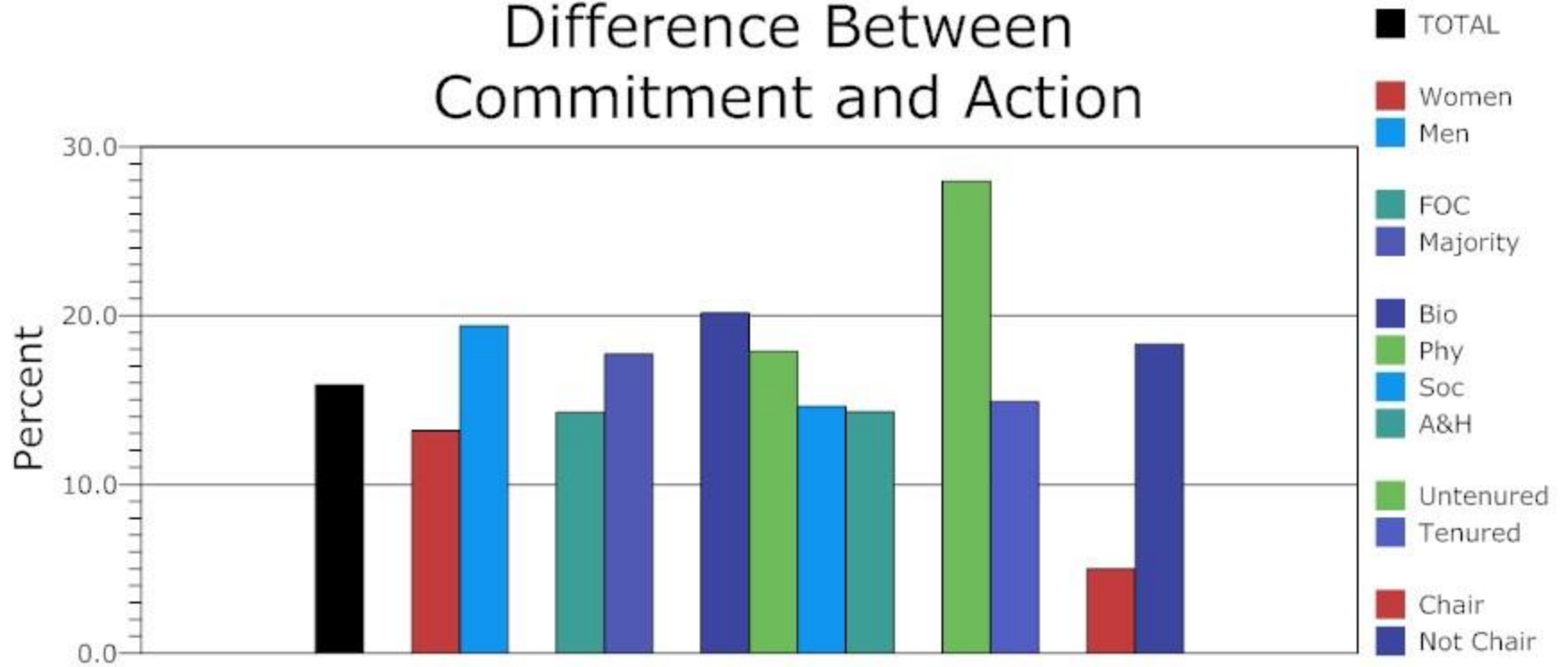
Faculty Commitment and Action Towards Diversity



Faculty Commitment and Action Towards Diversity



Difference Between Commitment and Action



Summary

- Faculty say they are personally more committed to diversity than the commitment they see from either their departments or the UW-Madison.
- Women, Faculty of Color, A&H faculty see less commitment to diversity at department/UW-Madison levels than do their peers.
- Department Chairs, Social Studies faculty see more commitment to diversity at department level than others.
- Women, Faculty of Color, Social Studies faculty, and Department Chairs are most personally committed to diversity.

Summary (Cont'd)

- Faculty say they are committed to diversity in higher proportions than actually engage in actions.
- Women, Social Studies, and Department Chairs engage in more specific diversity-related actions than their peers.
- Untenured faculty are as personally committed to diversity as Tenured faculty, but they engage in significantly fewer actions.

For Discussion

- How do you explain differences we see among demographic groups (gender, race/ethnicity, discipline?)
- If 70% of faculty say they have intentionally engaged in an action to increase diversity, why has there been so little progress?
- What kinds of actions are faculty doing?
- If untenured faculty are committed to diversity but not engaging in action, what can we do to incentivize diversity work for junior faculty?
- How do we hope these percentages will change the next time we administer the survey?