



W I S E L I

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



Outline

- Introduction to ADVANCE/WISELI
- Survey overview
- Preliminary results:
 - Response Rates
 - Educational Attainment
 - Job Duties
 - Climate
 - Job Satisfaction



NSF ADVANCE

- “The goal of the ADVANCE program is to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic science and engineering careers.”
- Fellows, Leadership, and Institutional Transformation Awards
- IT Awards: \$3.75 million over 5 years
- Nine universities funded in round 1; ten in round 2
- Evaluation and assessment significant component



Women in Science & Engineering Leadership Institute (WISELI)

- PIs Prof. Molly Carnes (Medicine) and Prof. Jo Handelsman (Plant Pathology)
- Project began 1/1/02, ends 12/31/06
- Use UW as 'living laboratory' to study the issues of women in science and engineering
- Develop initiatives and determine their impact
- Conclusions will be data driven



Selected WISELI action items

- Climate workshops for department chairs
- Workshops for chairs of faculty hiring committees
- Evaluation of existing campus programs that address gender equity
- Leadership development/mentoring of senior women faculty
- Leadership development/mentoring of academic staff

***** WISELI Survey of Faculty & Staff *****

*Study of Faculty and Academic Staff Worklife
at the
University of Wisconsin-Madison*



This questionnaire was developed to better understand issues related to quality of work life for selected faculty and academic staff employed 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 and academic staff 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



Study of Faculty Worklife at the University of Wisconsin-Madison

- Faculty instrument developed from interview data collected in 2002 from women faculty in Biological & Physical sciences
- Faculty instrument revised for staff sample using interview data
- Intended for Biological & Physical Sciences faculty & staff; extended to all divisions by Office of the Provost



Study of Faculty Worklife at the University of Wisconsin-Madison (Cont'd.)

- 50% Sample of 6 Category B Academic Staff title series
 - Teaching: Lecturer & Faculty Associate
 - Research: Researcher & Scientist
 - Clinical: Clinical Professor & Professor (CHS)
- First wave mailed April, 2003; in field until June, 2003
- Overall response rate of 47.6% (N=513)



Topic Areas

- Hiring Process
- Career Pathways
- Satisfaction
- Evaluation & Promotion Process
- Professional Activities
 - Time use, Resources, Interactions with Colleagues
- Programs & Resources
- Sexual Harassment
- Work/Life Balance
 - Balance, Childcare, Parent care, Spouse/Partner, Health
- Diversity



Response Rates

- Overall response rate of 47.6% (N=513)
 - Higher for women (50.5%) than men (45.7%)
 - Teaching staff responded at higher rates than research or clinical (especially women)
 - Response higher for higher-ranked staff (senior & distinguished ranks within title series)
 - Higher response in Business, Law, Nursing, SoHE
 - Higher response in Social Studies units
 - Racial/ethnic minority staff responded at much lower rates, especially Black and Hispanic staff



Preliminary Results

- Bivariate analyses only
 - T-tests, significance at $p < .05$
 - Demographic variables tested:
 - Gender
 - Nonwhite
 - Rank
 - **Track**
 - Departmental Division
 - Non-U.S. Citizen
 - Other variables as needed
 - No corrections made for multiple comparisons

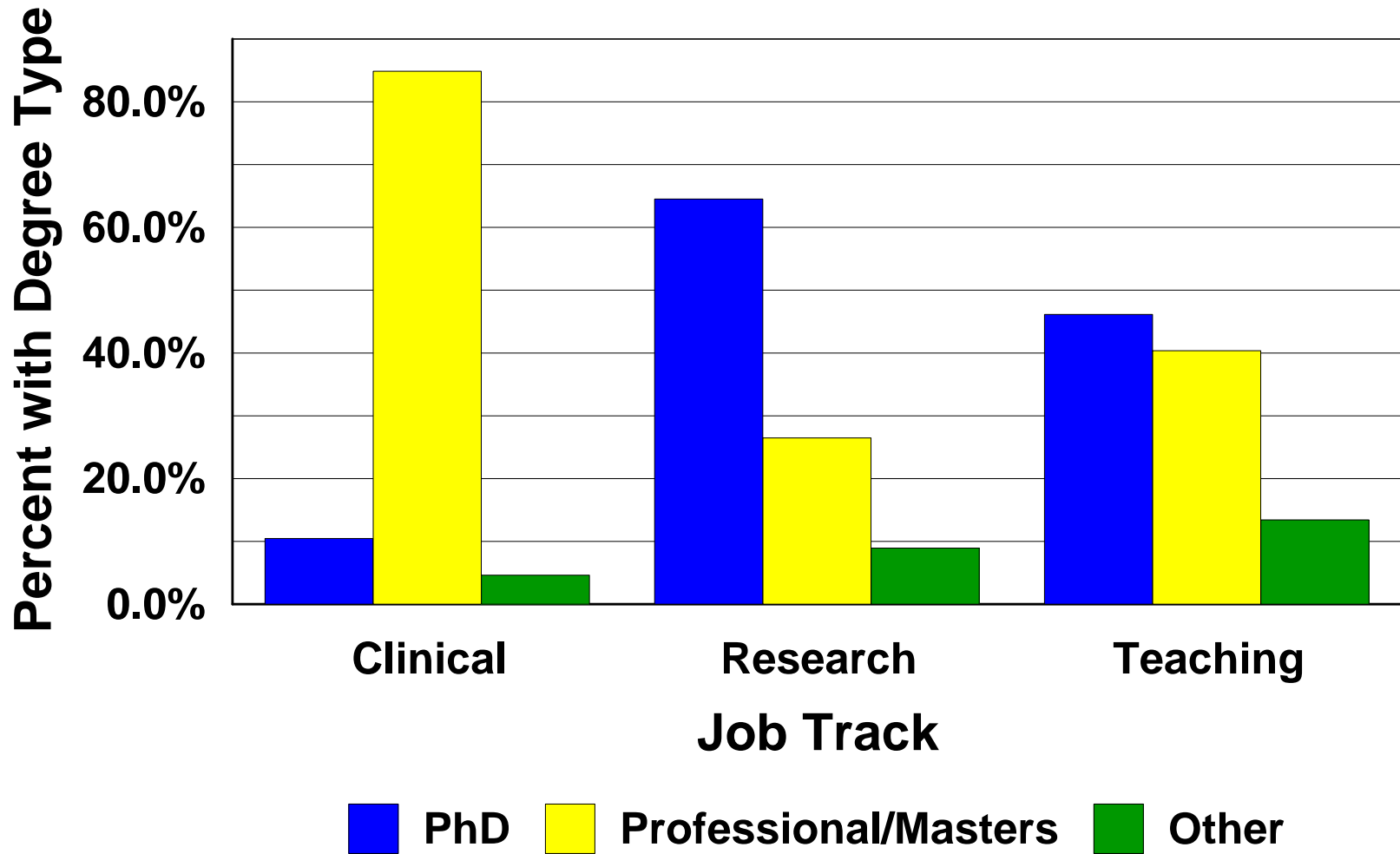


Topic Areas

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- Career Pathways
- ★ ■ **Satisfaction**
- Evaluation & Promotion Process
- ★ ■ **Professional Activities**
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Educational Attainment and Tenure-Track Aspirations of Academic Staff

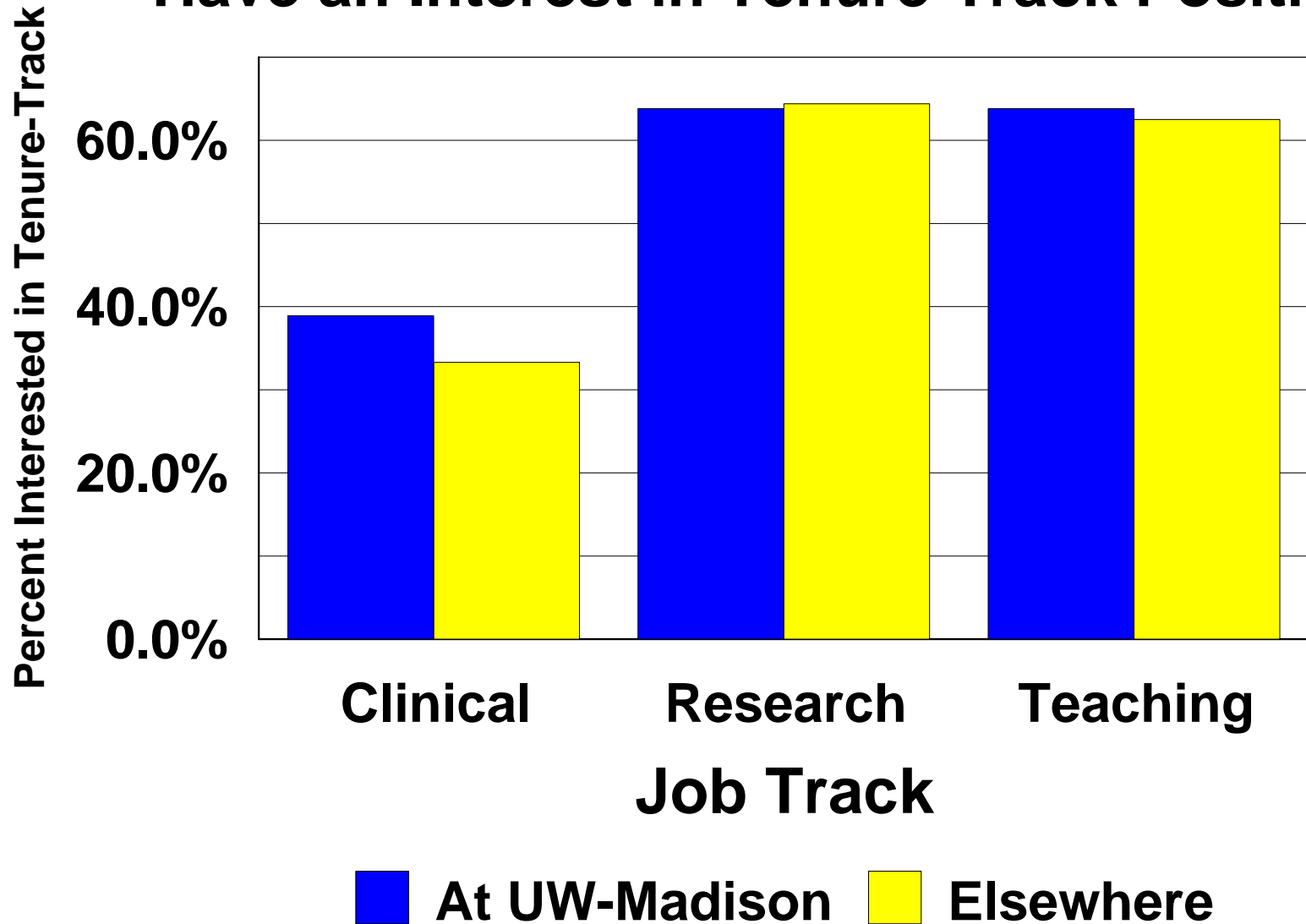
Educational Attainment of Academic Staff



Percentage of PhD Academic Staff Who Applied for Tenure-Track Positions

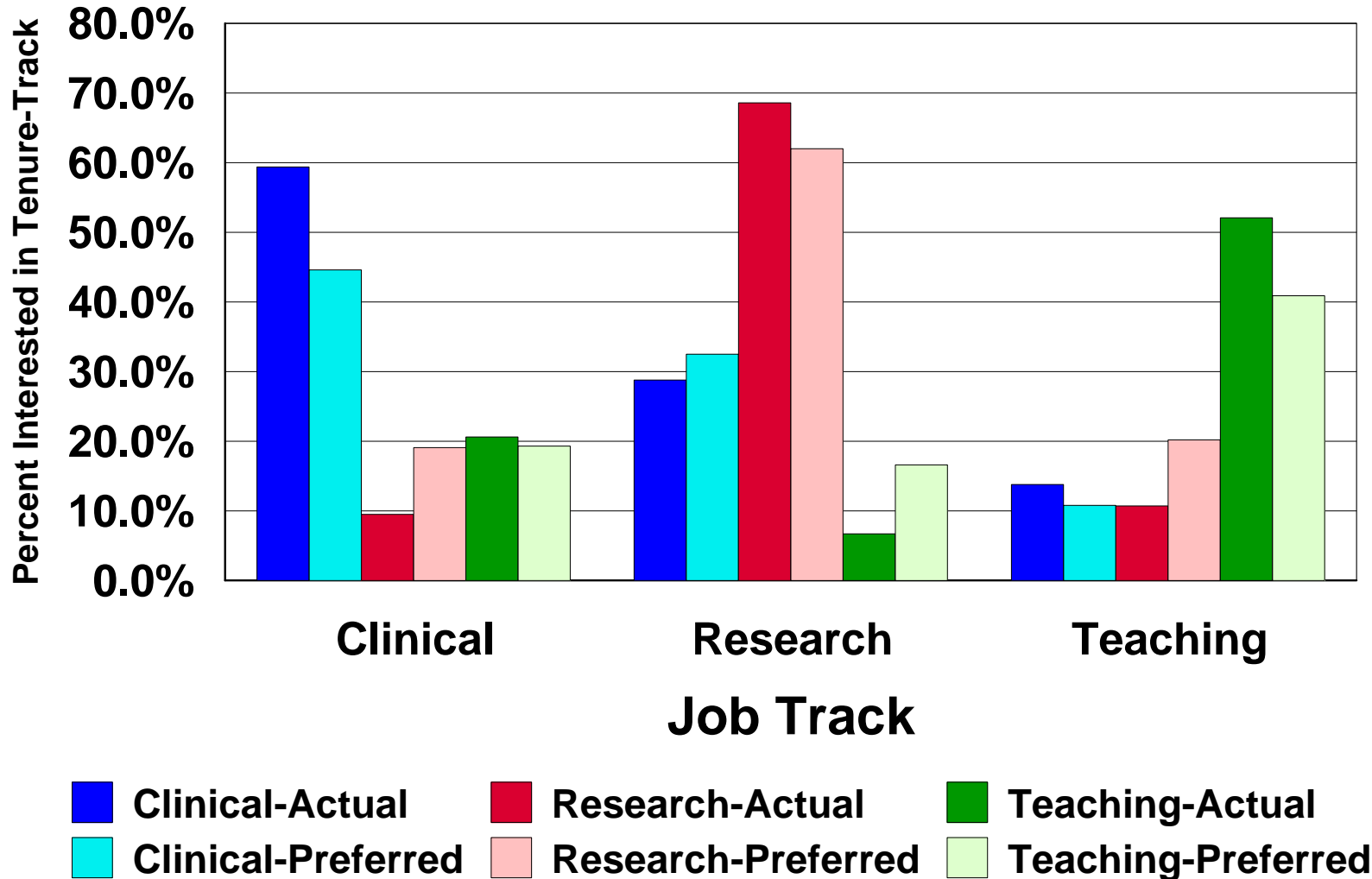


Percentage of PhD Academic Staff Who Have an Interest in Tenure-Track Positions

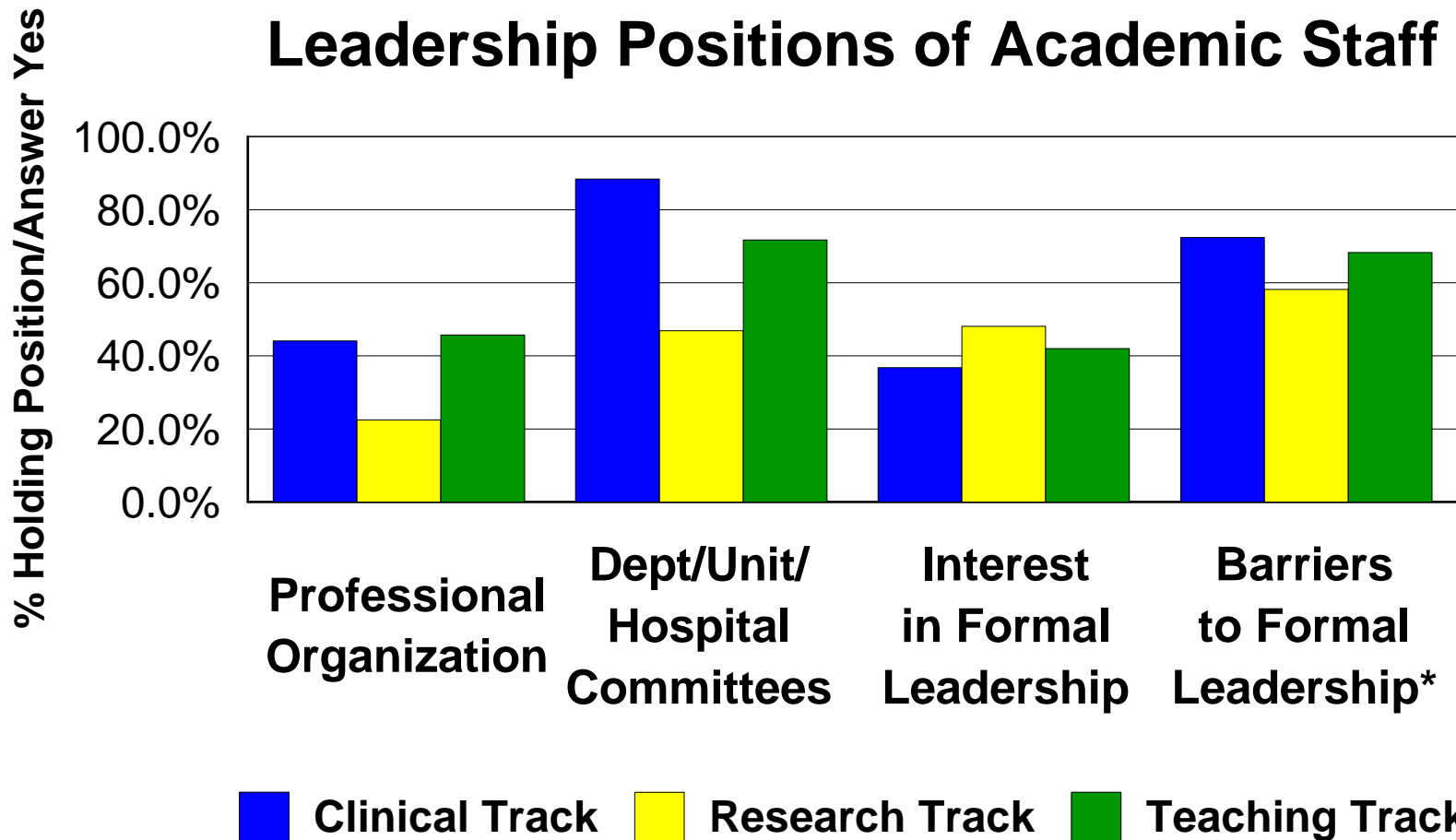


Time Allocation and Leadership Activities of Academic Staff

Actual and Preferred Time Spent on Clinical, Research, and Teaching Duties



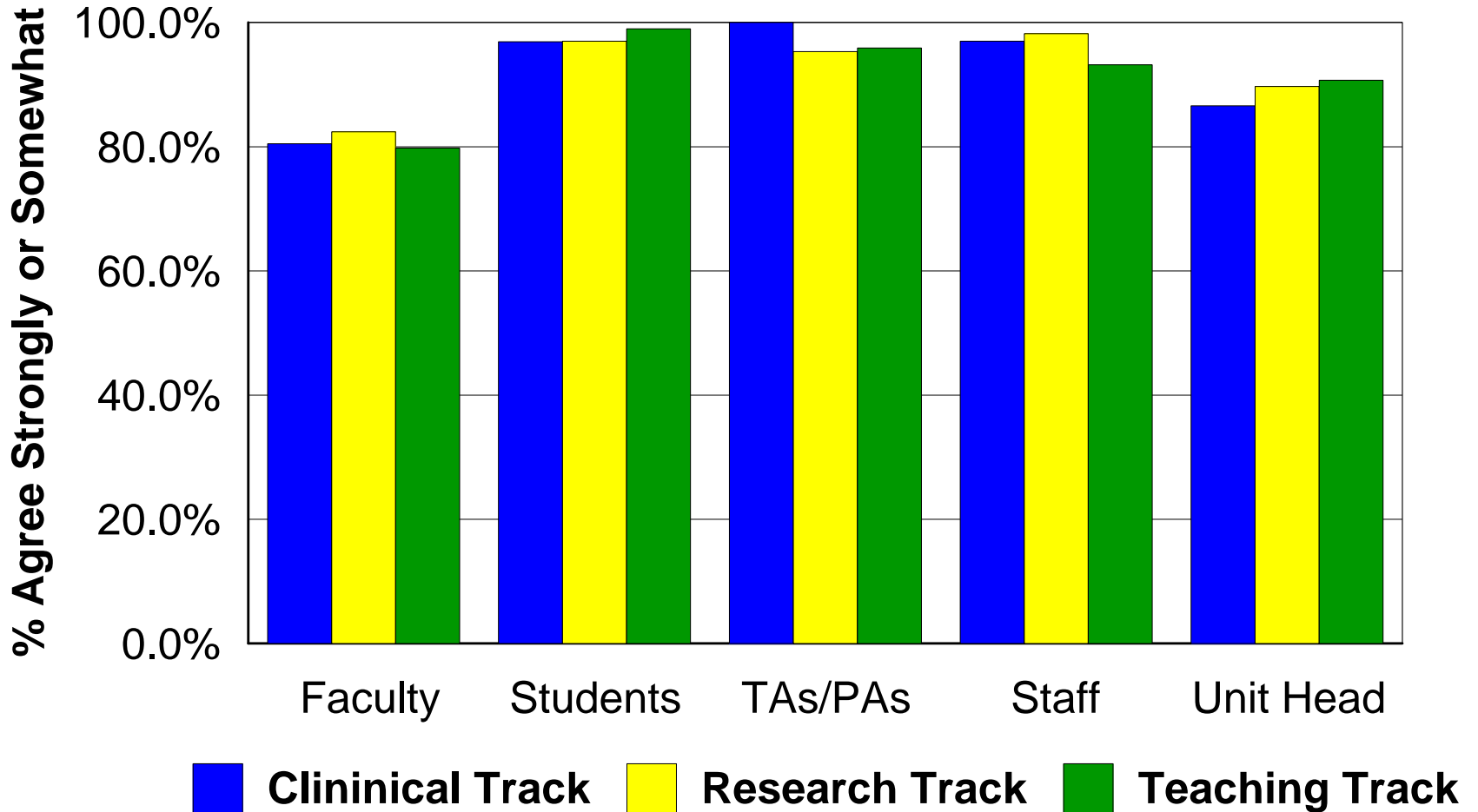
Leadership Positions of Academic Staff



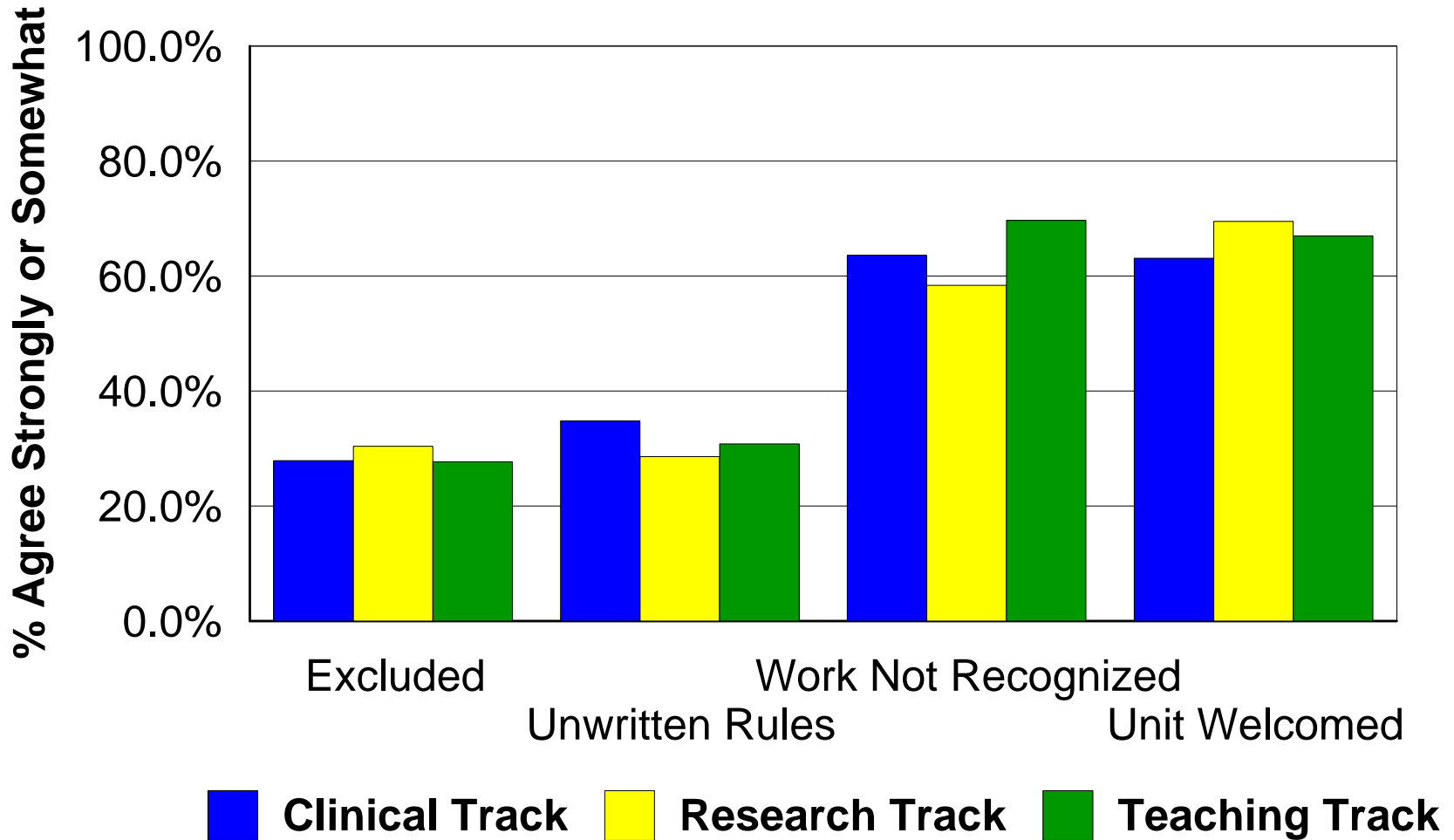
* Only those with an interest in formal leadership at UW-Madison are included.

Climate Experienced by Academic Staff in their Units

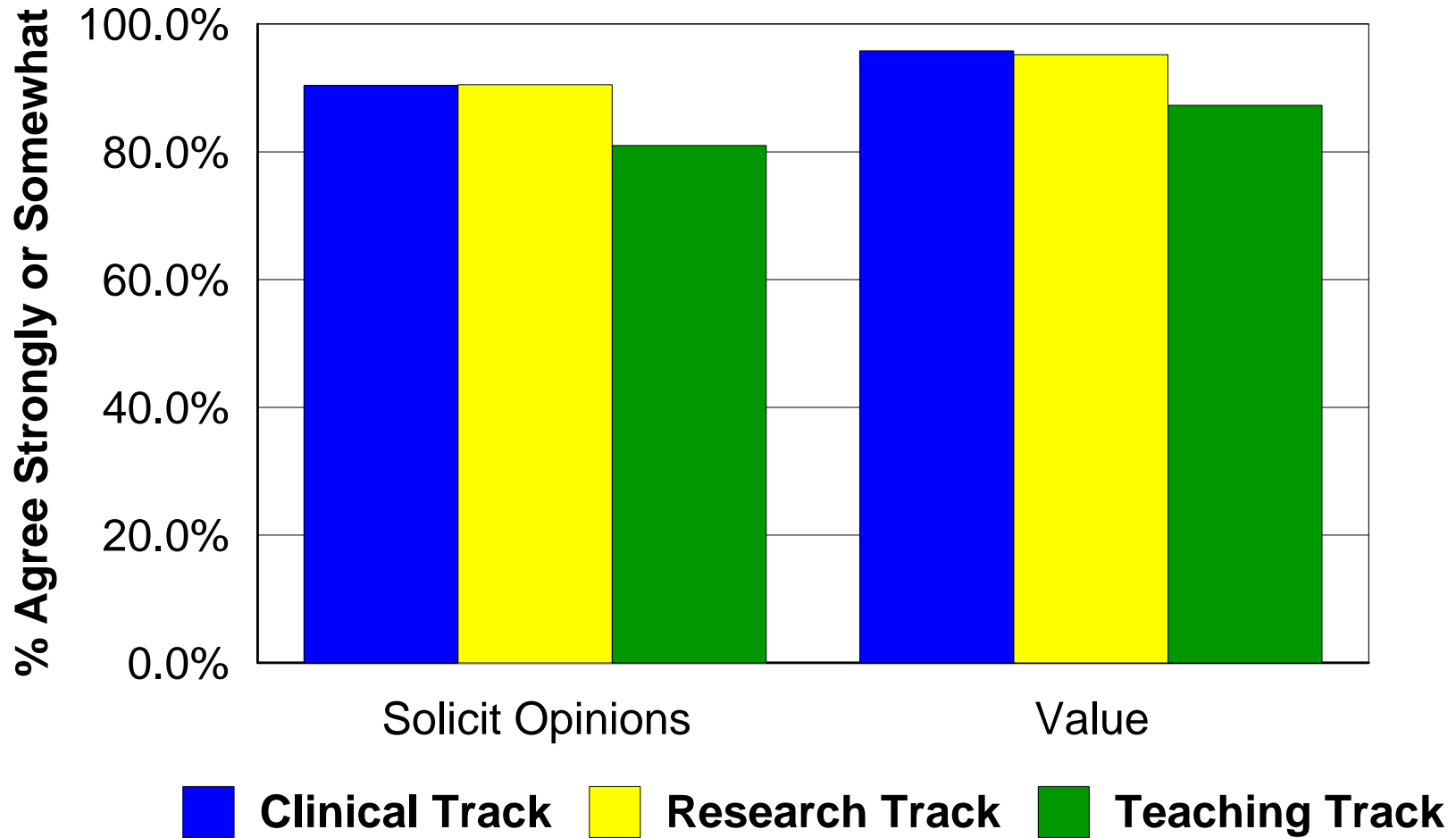
Treated With Respect in the Workplace



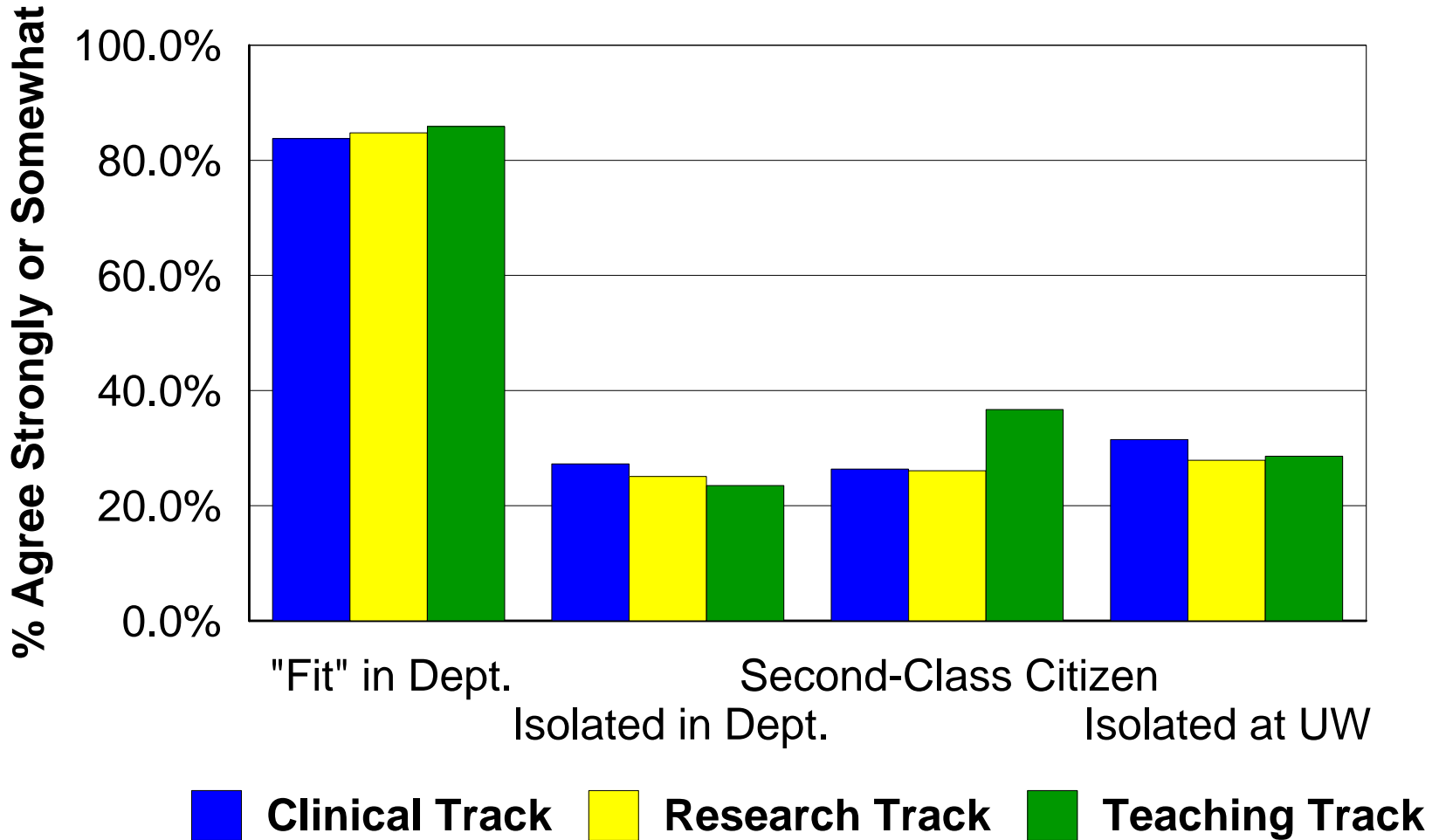
Informal Departmental Interactions



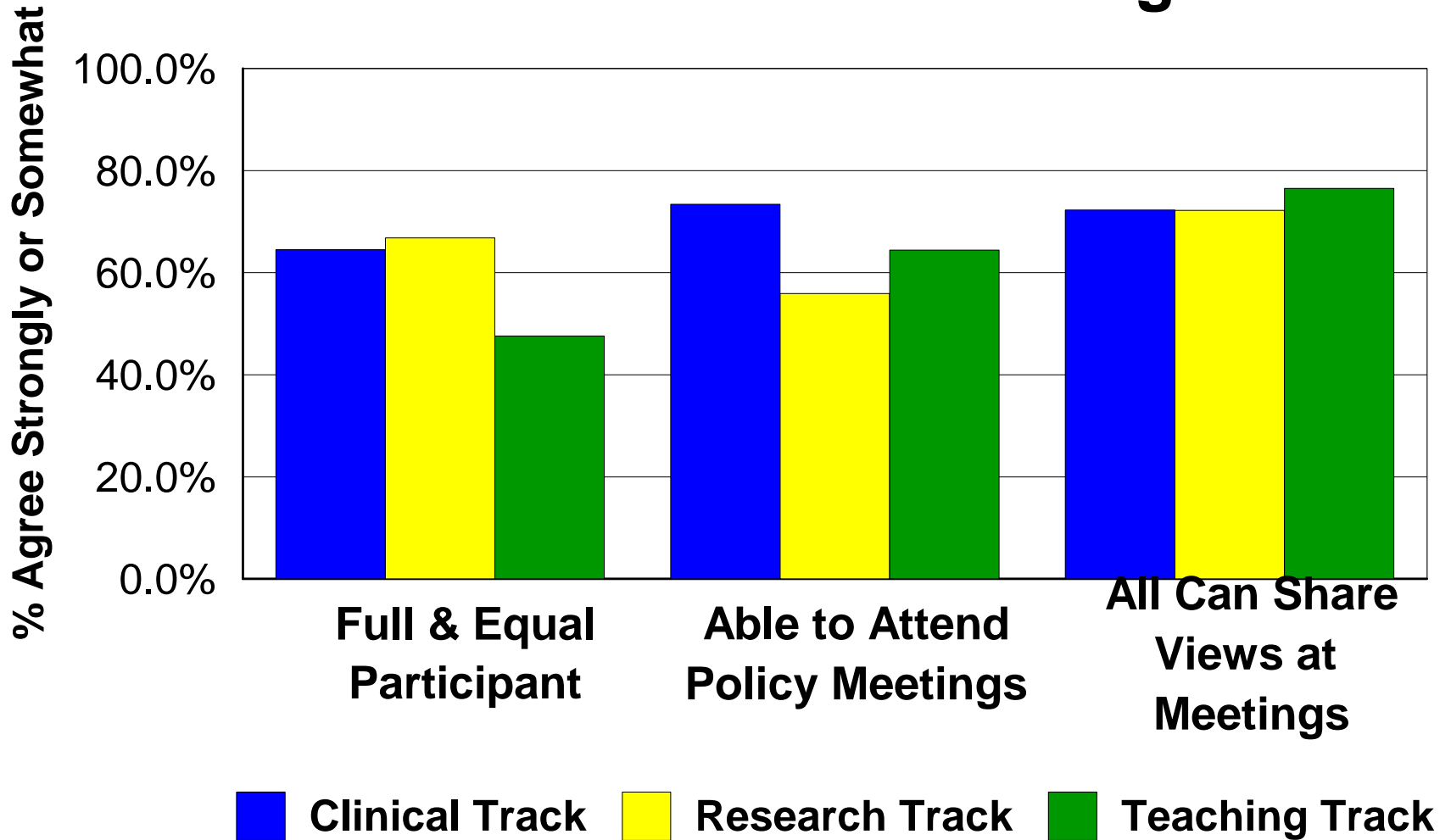
Colleagues' Valuation of Work



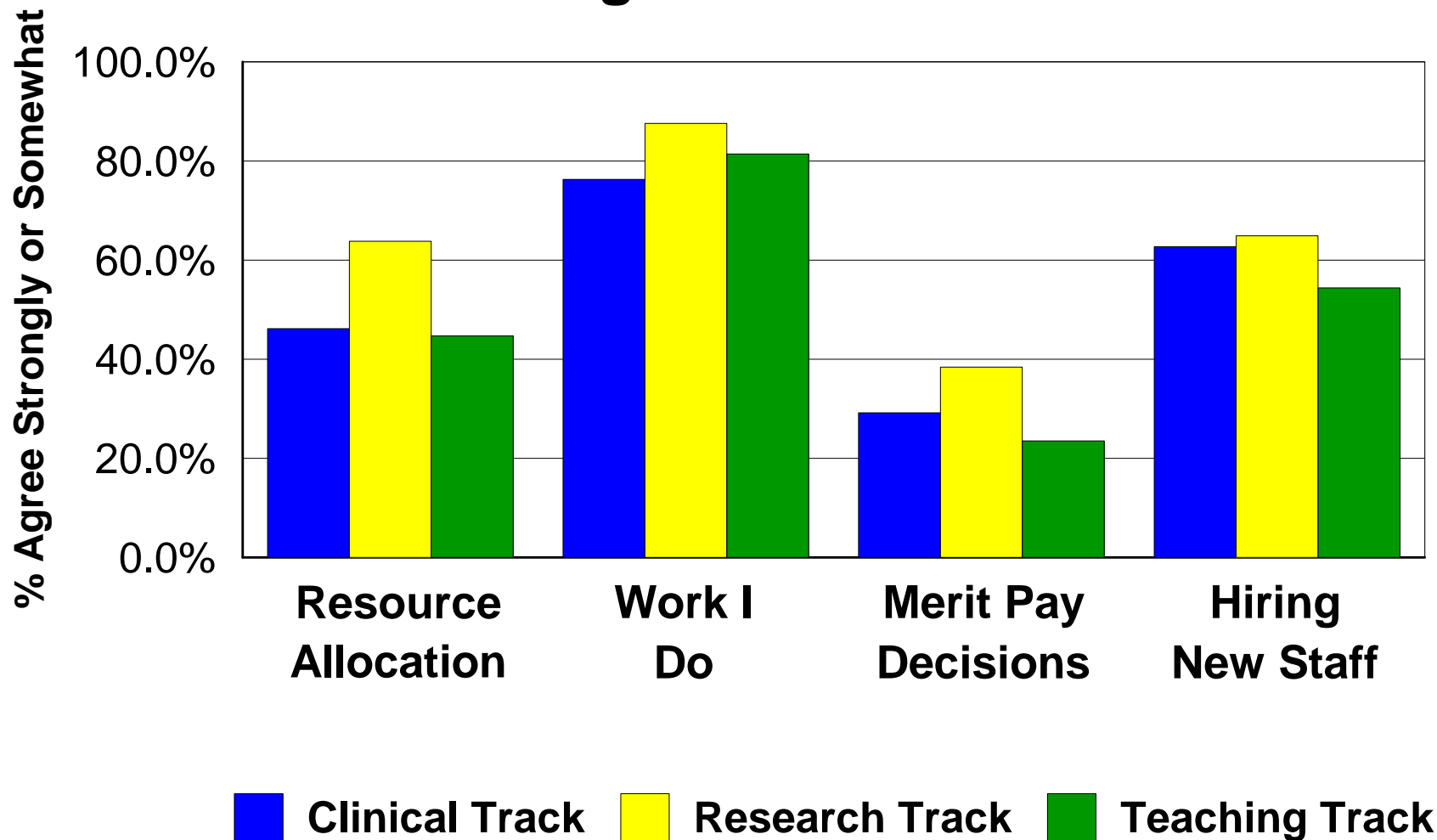
Isolation and "Fit"



Unit Decision-Making

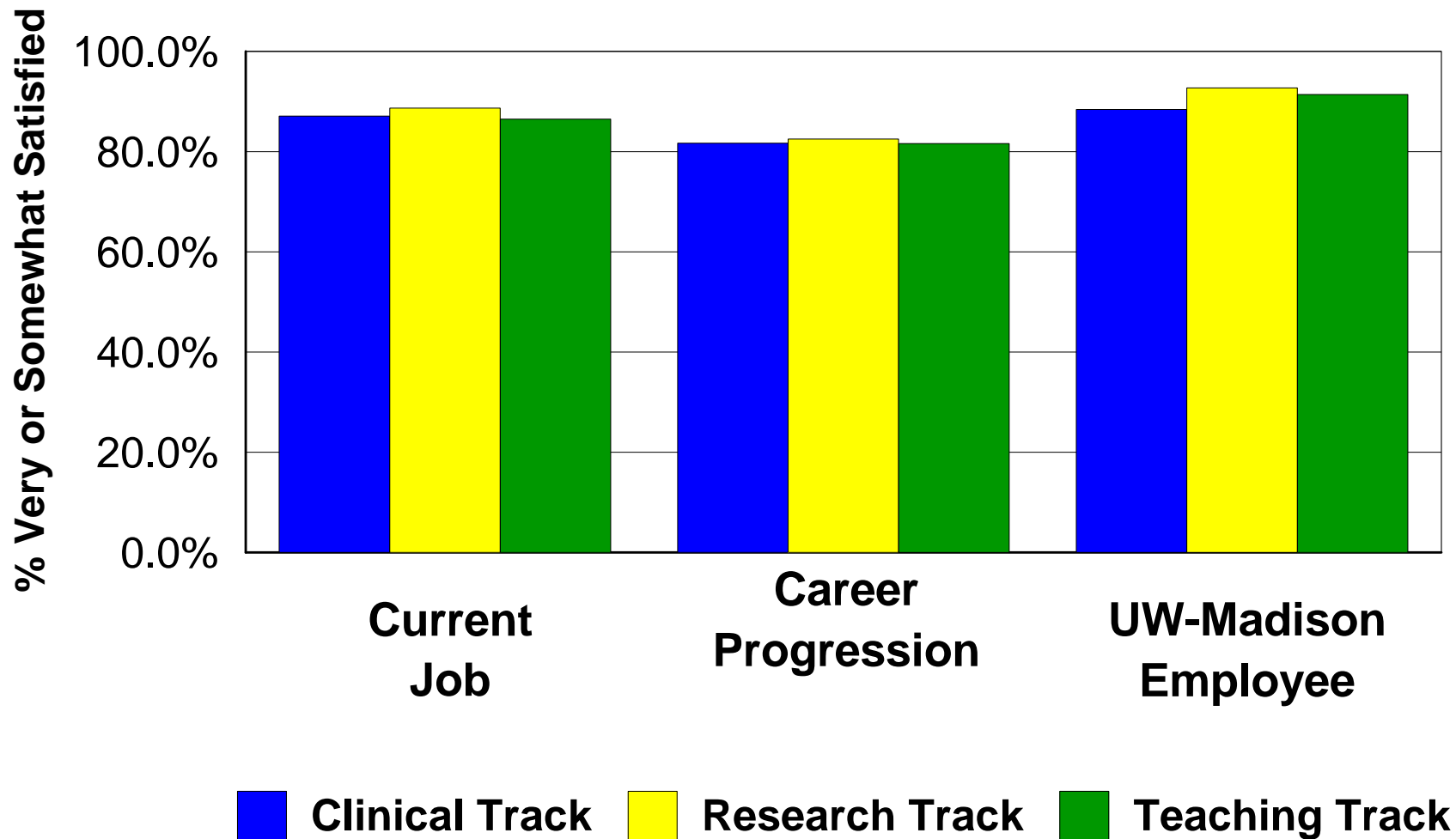


Having a "Voice" in the Unit

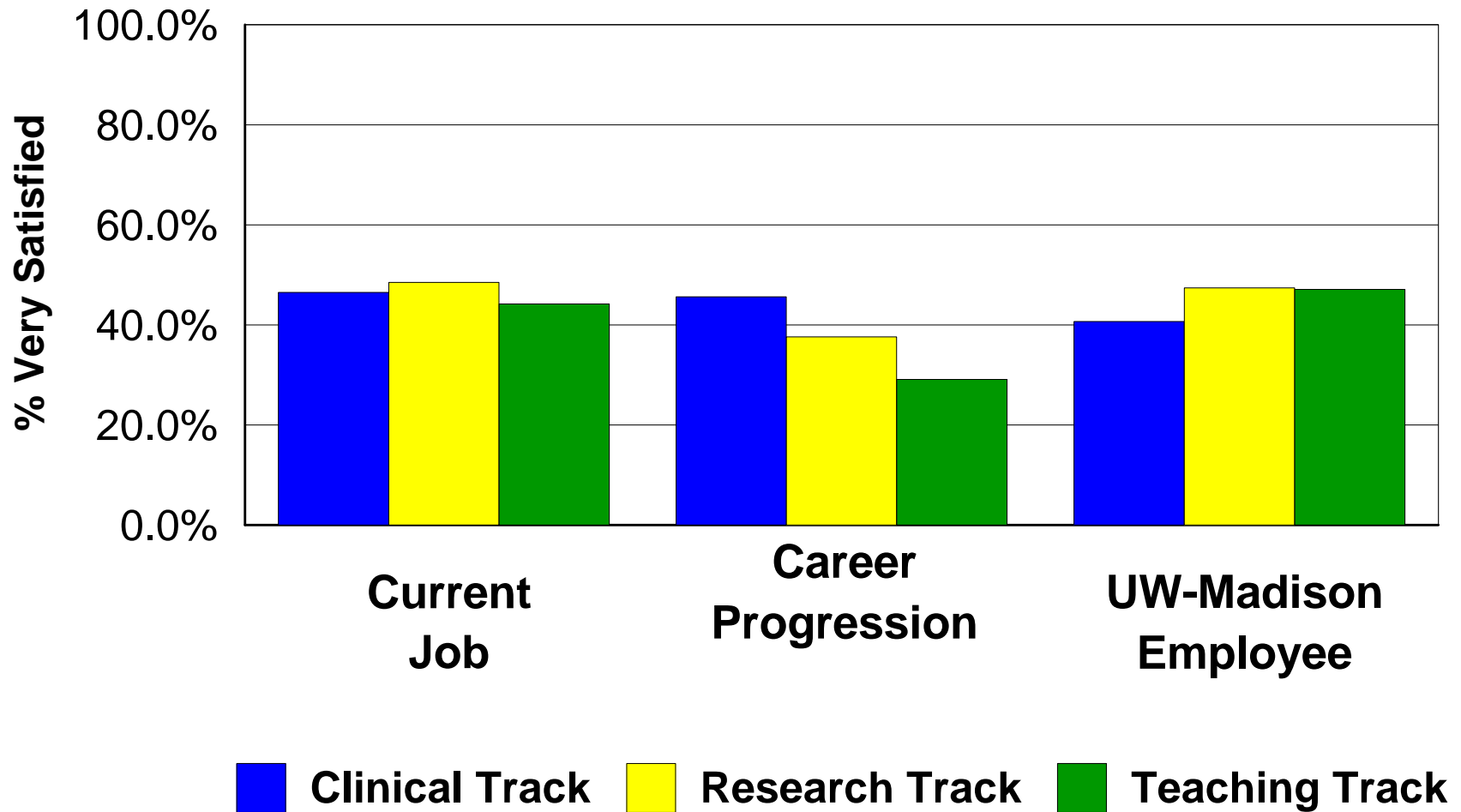


Job Satisfaction of Academic Staff

Job Satisfaction at UW-Madison



Job Satisfaction at UW-Madison





What's Next?

- Executive Summary
- Sloan Grant
- CASIs
- Program Evaluation
- “Roadmap” for Tenure-Track conversions
- Re-survey in early 2006—look for change



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